

# Understanding the Changes in Your Workforce:

## Upgrade recruitment power with technology

### PROFILE OF THE WORKPLACE

The global workforce is undergoing a seismic shift. By 2020, 35% of workforce participants will be Millennials – born between 1980 and 1995 – estimates a 2016 Manpower Group report. Following right behind, Generation Z – born between 1996 and 2010 – will make up one in four workers at the start of the next decade<sup>1</sup>.

One hallmark of these so-called ‘digital natives’ is their affinity for technology. Many grew up using apps, and are already consumers of high-end technology as a service in their personal lives. This generation regularly uses social and collaboration tech on the go, and upgrades their mobile phones every two years – is it any surprise they expect employers to provide the latest tech tools?

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### RECRUITMENT

According to a 2016 Future Work and Randstad report, organisations that wish to attract and retain these workers, “...will be hard-pressed if they aren’t incorporating emerging social and digital technologies into the workplace”<sup>2</sup>. In fact, 2016 research reveals 20% of the UK workforce would quit due to poor workplace technology<sup>6</sup>.

The 2018 Deloitte Millennial Survey backs this up, finding that Millennials and Gen Z workers have an affinity for organisations that help them stay ahead of the innovation curve<sup>4</sup>. In fact, more than 80% of Millennials say workplace tech would influence their decision on whether to accept a job, and more than 40% would quit a job with bad technology<sup>7</sup>.

Prioritising technology investments attracts leading-edge workers who want productivity-enhancing tools. Clearly, focusing on productivity and innovation holds significant advantages, but there are other reasons organisations should consider regular technology upgrades.

### THE WORKPLACE

A January 2018 report found employee demand drove ‘bring your own device’ (BYOD) programs in more than half of North American and European companies<sup>3</sup>. But BYOD’s inherent security weaknesses and device loss or theft risks could lead to catastrophic and expensive network or data breaches. Providing the latest, most secure technology can help companies better protect themselves.



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The Deloitte survey also found that 55% of Millennial and Gen Z respondents who intend to stay with their current employers for at least five years say they enjoy more flexible work options than they did three years ago. That figure drops to 20% for those planning to leave their employer within the next two years<sup>4</sup>.

In addition, with 70% of people (globally) working remotely at least once a week<sup>8</sup>, offices are being redesigned to enable mobility, hot desking, shared spaces, and collaboration areas. Technology facilitates virtual work and collaboration, giving workers the remote work options and flexibility they crave.



## HOW DaaS FITS INTO THIS

To attract and retain the best and the brightest employees, as well as to protect your data with the most updated security features, consider Device as a Service (DaaS); DaaS by Xeretec offers a simple and cost-effective method of implementing new technology and delivering a modern user experience.

DaaS offloads many of the onerous tasks associated with outdated procurement procedures and allows companies to more easily access the latest technology for a predictable, per-device cost. By streamlining the upgrade process, organisations can provide employees with the tech they want while enjoying several other important benefits.

### DaaS can also help your business in other ways, including:

- ▶ Offering flexibility to find the right products to empower your workforce/workplace, and to scale to accommodate continued change
- ▶ Ensuring operating systems are current and have the latest security options
- ▶ Providing technology with consumer-led aesthetics and enterprise-grade build quality and security
- ▶ Allowing the IT team to focus on more immediate and mission-related business needs

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## HOW XERETEC CAN HELP

The Xeretec Group is the UK's leading independent integrator of digital print hardware, software, solutions, and services. Xeretec is now bringing its expertise and experience in service delivery and bespoke solutions to DaaS<sup>5</sup>. For more information, visit our [DaaS portal](#).

**LEARN MORE**

### Sources:

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2. "GenZ and Millennials Collide at Work," *Future Work and Randstad*, December 2016. <http://experts.randstadusa.com/workforce360-managing-gen-y-z>
3. Sarah Ludwig, "Why Organizations Should Still Care About BYOD," *Security*, January 11, 2018. <https://www.securitymagazine.com/articles/88620-why-organizations-should-still-care-about-byod>
4. "2018 Deloitte Millennial Survey: Millennials disappointed in business, unprepared for Industry 4.0," *Deloitte*, 2018. <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/millennialsurvey.html>
5. DaaS by Xeretec is fulfilled through Landscape Printing Systems – a Xeretec company.
6. "Future Workforce Study: United Kingdom, 2016," research by Penn Schoen Berland, on behalf of Dell and Intel, April 27-May 7, 2016.
7. "Dell and Intel Future Workplace Study Provides Key Insights into Technology Trends Shaping the Modern Global Workplace," *Dell*, July 18, 2016.
8. Ryan Browne, "70% of people globally work remotely at least once a week, study says," *CNBC.com*, May 30, 2018. <https://www.cnbc.com/2018/05/30/70-percent-of-people-globally-work-remotely-at-least-once-a-week-iwg-study.html>



Xeretec recommends Windows 10 Pro.