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## Workforce Trends to Expect in 2023

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The workforce has transformed in the past few years, having been impacted by technological developments, rapid globalization, and health crises. These factors have led companies to adjust how they operate their businesses to meet employee expectations. In fact, employees have been vocal about the changes they wish to see in their workplaces. For instance, [Apple employees published an open letter](#) earlier this year asking company leadership to include them in decision-making processes on work arrangements proactively.

Trends such as an increased focus on work-life balance, diversity and inclusion, and employee engagement have defined employee attitudes at the start of the new decade. We can look forward to more developments in the coming years. Today, we'll discuss some workforce trends we can expect in 2023:

### 1. Redefining productivity

Traditional markers of productivity such as work hours, number of errors, and amount of output lead to burnout. In 2023, where hybrid work is expected to be the dominant work arrangement, there is also a need to redefine what productivity means in the workplace. [According to an LHH post on employee expectations](#), employees worry that delayed responses to emails will be perceived as unproductive. This is causing a major crisis in trust and engagement. There is a need to set up new metrics for both employers and employees to measure productivity in remote settings. Having a qualitative system in place that considers well-being and satisfaction on top of the standard quantitative values can better gauge employees' output and success.

### 2. Focus on continuous learning

Continuous learning is not only required to future-proof the business, but it is also essential to boost employees' morale. Upskilling opportunities through staff training and further education enables workers to deepen their existing skills and prioritize their career progression within the organization. A recent [study published by the Journal of the Knowledge Economy](#) reveals that increasing workers' competencies is a crucial pillar in solving organizational challenges against the backdrop of a rapidly evolving global economy. Young professionals entering the workforce in the next few years prefer opportunities to maximize their potential and build new competencies. A core corporate strategy in 2023 should include training and skills development at their core for a business to remain competitive and retain top talent. Some iconic traits we defined here at Cultural Daily.

### 3. Emphasis on diversity and inclusion

Today, society places a heightened emphasis on diversity and inclusion—and these are not just mere buzzwords for companies to attract talent. Actress [Liggera Edmonds-Allen](#) previously wrote that hiring people across various genders should not just be a gimmick or a tokenistic act. This 2023, employees would want to work in places that respect people across different ages, disabilities, gender, race, and cultural groups. On the other hand, companies would also like to expand their employee pools to uncover varied perspectives and drive innovation even further. Having a diverse and inclusive workforce—with employees from every background feeling a sense of belonging and shared ownership—is a trend that will increasingly gain permanence in the years to come.

The workforce is in a constant state of change. In 2023 and beyond, we can expect to see more transformation in company cultures and business operations as organizations continue to meet employee expectations and attitudes.

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