
Looking ahead

Readiness for changing nature of work

Like all industries, the sector is experiencing a period of rapid disruption as a result of advances in technology, demographic shifts and changes in consumer markets and expectations.

To prepare for the future, the sector developed a [10 year human capital outlook \(HCO\)](#) and associated strategic roadmap in May 2017. The HCO provides a clear account of workforce priorities to prepare the sector for the future, and the strategic imperatives and key workforce programs required to shift the sector from current to future state.

The HCO is the strategic driver behind a range of individual programs, including:

- *Flexible by design*
- *Working differently: Empowering disability confidence*
- *Leadership competencies for Queensland and LEAD4QLD*
- *Be safe, be healthy, be well.*

The sector is focused on keeping pace with new thinking and research into the impacts of the changing nature of work, to support increased readiness and responsiveness to change.

What's next?

In the coming years, the public sector is embarking on an exciting period of reform, reflecting our focus on continuous improvement to drive ongoing performance.

The sector will focus on responding to multiple reviews into the public sector workforce. These reviews seek to develop a greater understanding of the current public sector. They include workforce composition and statistics to enable increased ability to better plan and prepare for the likely future public sector workforce, which will be affected by automation, increased digitisation and a range of other factors.
