

The Future of Government Workforces: *Serving the People in the 21st Century*

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Governments are heading into difficult waters in almost all countries, in part because most governance models are centuries out of date, inflexible, underfunded, and rarely foresight-focused.

Five critical needs for government workforces today:

1. Do more with less
2. Do it with fewer people
3. Meet more and new demands for services
4. Work with an aging population and aging workforce
5. Do it all digitally



Future governments will work in new ways

Government in 2037+: key outcomes

Smart Government—Government-and citizens-are more totally reliant on technology

Global Citizens-Local Government—Government workers can work anywhere, climate change-driven migration may overwhelm government systems

New Relationships—a “shared” enterprise, with ethics, etc., risks

Universal Basic Income—may be a competitive advantage for leading governments

Readying government workforces for future potential tasks

A new generation of government leaders, supported by easy understanding of technologies, will use foresight to transform and manage complex government systems.

There will be new roles for government workers:

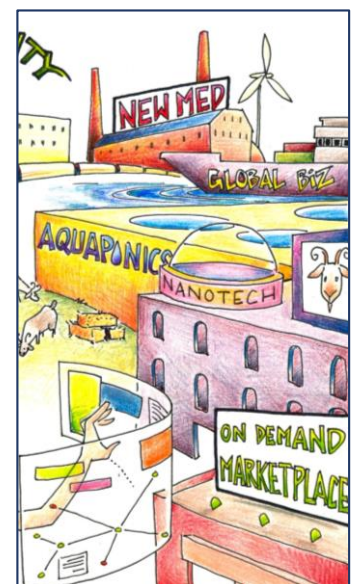
Participatory Careerists: on and off ramps for government service, aged 18-80

“High Tech – High Touch”: bringing human touch to tech-driven work

Citizen Enablers: more than just basic services in complex world

Knowledge Users: not so skilled but able to use artificial intelligence effectively

Flexible Functionaries: less hierarchical, less orthodox, more flexible



Hi-tech, social change, will drive new government missions

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From: *MAINE 2025: An exploration of the future workforce requirements for the Maine State Government*

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