As MMAC transitions offices, we want to thank Spaces for our temporary home at their North Water Street location.

With over 3,000 global locations and 10 in Wisconsin, Spaces makes it easy to have a productive day at work.

Their all-inclusive, flexible offices and coworking make getting to work easy and affordable.

www.spacesworks.com/milwaukee/north-water-street
There’s no limit to what care can do

All Saver’s alternate funding
Health benefits coverage with UnitedHealthcare allows small businesses to purchase big-business employee benefits.

MMAC brokers can also offer UnitedHealthcare specialty lines of coverage including:

- Critical Illness
- Accident Protection
- Hospital Indemnity
- Dental, vision and life insurance

Contact your MMAC broker or visit uhc.com/MMAC
MKE HEALTH & ECONOMY BRIEFING

On Wisconsin’s Afternoon News
Tuesday @ 4:20pm

John R. Raymond, Sr., MD
Medical College of Wisconsin
President and CEO

Tim Sheehy
MMAC President

620 WTMJ
Wisconsin's Radio Station
Dr. Ben Weston

Department of Emergency Medicine Associate Professor

Medical College of Wisconsin
Michelle Nettles
Chief People and Culture Officer
ManpowerGroup
Work Reimagined:

ManpowerGroup Research Reveals What Workers Want Post COVID-19
COVID-19: Global Impact At Work

When economic outlooks are uncertain, employability matters the most and workers say simply keeping their job is most important.

• After health concerns the top worry for workers is going back to the way things were – losing their newfound flexibility and being required to be back in the workplace daily.

Keeping their job is a top priority for workers everywhere (91%) with the exception of IT workers who value flexibility most.

After health concerns, (94%) workers are most worried about returning to an old way of working, losing the flexibility they have gained.

8 in 10 want to better work-life balance in the future.

43% workers believe this marks the end of the office 9-5. Most prefer 2-3 days a week in the workplace.
Returning to the Workplace is not a One Size Fits All

How workers feel about a return varies by gender and career stage:

<table>
<thead>
<tr>
<th>Gen Z vs. Millennials:</th>
<th>Gen X vs. Boomers:</th>
<th>Gender Divide:</th>
<th>Working Parents:</th>
</tr>
</thead>
</table>
| • Gen Z’s are most positive to return to the workplace to develop their careers and socialize (51%) while millennials are least positive (38%). | • Gen X value being in the workplace to concentrate and collaborate away from household responsibilities.  
  • Boomers choose socializing and collaborating with colleagues (34%) as top reason to return. | • Almost half of men (46%) feel positive about returning, only one-third of women (35%) feel the same.  
  • Women report feeling more concerned or nervous about the return.  
  • Both men and women rank not having to commute and having flexibility to work when convenient in their top three benefits of working from home. | • Men with children list spending time with their family as a top benefit to working remotely.  
  • Women feel more negatively about going back to work, increasing in concern the younger the child – 61% for children 0-5, 53% for children 6-17 and 50% for 18+. |
Acceleration of Inequity

Workers are united in what they want for the future – yet there is a greater bifurcation within the workforce.

**THE HAVES**

- Includes workers in cyber security, business transformation, accountancy, sales

  - Most likely to see wage increases even in downturns
  - Can skip the commute and increased risk that public transport brings
  - More employment security, with skills in demand even when unemployment rises
  - Greater flexibility over how and when they work, blending home and work in a way that works for them
  - View the office as somewhere to socialize, collaborate and take a break from home

**THE HAVE NOTS**

- Includes workers in hospitality, entertainment, retail and grocery stores

  - More likely to experience unemployment greater risk of furlough
  - More relieved/more need to return to the workplace
  - More likely to have to commute, more cost, more risk, less me-time
  - More likely to have to commute, more cost, more risk, less me-time
  - Less likely to be able to work from home – less flexibility and work life balance, more challenges
  - More stress of exposure to the virus, greater concerns of risk of infecting family
How COVID-19 is Reshaping In-Demand Skills

The need for a skills resolution is here in full force. People are looking for more support from their employers to develop their skills.

**Biggest Workforce Shift Since WWII**
- **In Demand**
  - Business Transformation
  - Health & Wellbeing
  - Logistics
  - E-Commerce
- **In Decline**
  - Sales & Marketing
  - Hospitality & Leisure
  - Office Admin & Maintenance
  - Brick & Mortar Retail

**Accelerating Importance for Soft Skills**
- 1. Communication
- 2. Prioritization
- 3. Adaptability
- 4. Initiative Taking
- 5. Integrity
- 6. Analytical Thinking
- 7. Relationship Building
- 8. Empathy
- 9. Coaching
- 10. Resilience
5 Ways to Make the Next Normal Better for All

Employers needing to adopt a People First approach and to reimagine a future of work that works for organizations and individuals alike - prioritizing health, wellbeing, and caring responsibilities.

01 Ask Why. Why Return
02 Skills are Evolving – Prepare for that Reality
03 Flexibility and Balance for the Many not the Few
04 Physical and Emotional Wellbeing = New Health and Safety
05 Build Resilience – In People and the Organization
Tori Termaat
Head of Human Resources
Harley Davidson
Stacy Peterson

Chief Executive Officer

Connoils