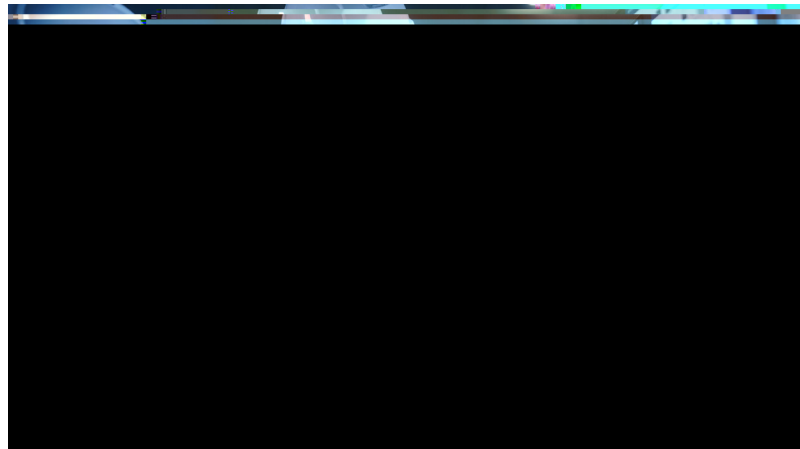


Member Communication Experience

The Changing Face of Design and Make Labor: 10 Future Work Trends and Predictions for 2025

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The Greek philosopher Heraclitus is believed to have said “the only constant is change,” an apt statement for many elements



data and risk analysis, and complex scheduling — but more
YZ VjYbhnñ: cf'YI Ua d'YzXi f]b[h\Y' d'fYVtbgfñ V]cb' d\UgY' cZ
a project, a lot of important tasks must be completed, often
]b'ei]W'g] VVgg]cb" H\YgY' hUg_g] bWl XY' g]hY' UbU'ng]gZXYg] b'
selection, feasibility studies, and resource allocation planning.
<i a Ubg'VWb' Xc' h\YgY' hUg_g'Vi h5=VWb' hcc' 'cZñb' Z]ghYf' UbX'
cheaper — increasing the likelihood of projects staying on time,
and on budget. Some construction companies have started
i g]b['Ufh] VU' bYi fU' bYtk cf_g' f5BBgZU'g] V Y'X' cZ5-zhc'
predict potential cost and scheduling challenges. These ANNs
use the organization's historical data to generate realistic
timelines and budgets for future projects.

now, and it is necessary to meet the growing demand for
]bZUgfi Vñ fY' [`cVU' nñ=hgì b]ei Y' mgì]hX' hc' a U_Y' \i a Ub'k cf_'
a cfY'YZ VjYbñgZU'fzUbX' a cfY' VñUñj Y"

5=HUU' Yg'a UbñcZñY' hUg_g' \i a Ubg'U'gc' Xc' ']bWl X]b['

I g]b['5=Zcf' h\YgY' XUHl \YUj m'hUg_g' Yhg' \i a Ubg'ZcW'g'cb' UbX'
Yl W']b' UfYUg'cZVtbgfñ V]cb' k \YfY' 5=g]a d' m'VWb' bchdYfZcfa "
5=VWb' bch' fYd' UW' h\Y' Vt' ' Vñj] Y' cf[Ub]ñUñ]cbU' '_bck' YX[Y'
that people bring to projects like informed decision-making,

While AI can learn from algorithms and large sets of data, it can't build empathy with customers, replicate human ingenuity, or successfully pitch a bid.

It can — and in some cases already has — transform careers and job injuries and accidents occur to help prevent them.”

Adults in the U.S. do not have a college degree and have companies assess job candidates for their potential versus their degrees and can be used to root out racial, gender, and entrench bias and make it even harder for women and people of color to get hired in industries like construction where they're historically underrepresented.”

It's a historical wrong,” Korberg concludes, “but it's up to business leaders to ensure it is used for these aims.”

6. A “QUALITY JOB” BECOMES THE GOAL FOR EMPLOYEES

What will this demand for new employees with advanced skills mean for workers themselves? A lot, it turns out, and it empowers workers to demand that a job be more than just work.

“Today, people aren’t looking for just any job — they’re looking for jobs that enable them to get by, get ahead, and feel agency and belonging at work,” Korberg says. “Demand for talent is \[\zeta YgdYVU`m]b Vcbgfri Vm]cb UbX`]bZfUgfr Vm fY`FYgYUfV` shows that workers are more likely to seek jobs at and stay at Vta dUb]Yg`hUhdfcj]XY`cVg`hUhYbUV`Y`hYa`hc` bUbVU`m support themselves and their families and where they have a chance to advance in their careers.”

Companies that want to be competitive in this new landscape will face choices that can help them better align with the needs of future employees, making them more competitive among highly recruited candidates. These categories, according to Vg`Zcf`hY` : i hi fY`f` : tZU`bcdbfc hXf]]b[`hfUbgZcfa Uh]cb` around work, include compensation, advancement, agency, and structure.

Gca Y`cZ`hY`ja dcfhUbhVYbY` hg`UbX`cV`ZYUhi fYg`k cf`Yfg` prioritize from companies are paying a living wage, offering affordable health insurance, providing paid time off, and setting schedules far enough in advance, and with employee input, so that workers can plan their lives,” Korberg says. “Companies looking to be more competitive should also Vcbg]XYf`VYbY` hg`Zcf`VX`]XWfYz`hfUbg`dcf`hUh]cbz`UbX`a`YbU` \YU`h`Dfc]]X]b[`VYbY` hg`]b`h`Yg`UfYUg`bchcb`m]a`dfcj`Yg` Ya`d`cmY` bUbVU` \YU`h`UbX`a`U`hVYU`h` [fYU`h`f`Ya`d`cmY` loyalty to a company, but also it accrues to the employer by reducing tardiness and unplanned absences and increasing productivity.”

7. EMPLOYEE-LED TRAINING MOVES TO THE FORE

Traditionally, much of the training in jobs has been top-down, with cookie-cutter courses that provide a basic understanding cZU`cV`Vi`hfUFY`n`YUb`]bhc`hY`gdYVY` Vg` `UbX`bY]`Yf`]bhc` the institutional knowledge of people already performing the cV` : i hi fY`hfU]b]b[`k`]`cc`_a`i`VX`X]ZYfYbhUg`Ya`d`cmY`g` push for changes and more creative approaches to sharing knowledge with new hires, training when changing jobs, and

communication within departments or groups of a business.

: cf`Yi`Ua`d`Yz`hmd]VU`j`]XYc`hfU]b]b[`]g`cbY!g]nY!` hg`U`z` expensive to update, and often ineffective at teaching more UX] UbWX`cf`bi`UbWX`]bZcfa`Uh]cb`BYk`Yfz5`Ya`dck`YfYX` training, on the other hand, will be more adaptive and able to hU]cf`hfU]b]b[`hc`gdYVY` Wc`Vg`cf`hUg`g`GHUZZ`a`Ya`VYfg`Vti`X` also select training that interests them or suits the changing nature of their jobs — especially for new software and technologies they can learn to stay relevant.

9a`d`cmY`fg`g`lci`X`g`Y`h`]g`g`]Z`hUg`U`dcg]h]`Y`b`ZUMZU`&\$&&` g]i`XmZca`h`Y`A`Ubi`ZUM`fYf`Zci`bX`h`Uhi`,`\$i`cZa`Ubi`ZUM`f]b[` employees were interested in upskilling in that year; employees eager to learn are likely to want to further their WfYfYfg`UbX`ZY`i`[fYU`h`f`cV`g`h]g`ZUM]cb`b`U`Z`hi`fY`cV`a`Uf`Yh` that will be tighter and highly competitive on both sides, companies willing to invest in employees and their skills will have a competitive edge.

8. MID-CAREER TALENT AND TRAINING GETS NEW INVESTMENT

Pathways to careers will look very different in the fut

of the College of Engineering and Computer Science says, “With our new Autodesk Technology Engagement Center, we’ll have new labs and spaces that will be game-changers for our students and the community. We’re talking about cutting-edge facilities like the High Bay Structural Testing Lab, the Machine Materials Lab, the Design Digital Capture Lab, a Makerspace These places will allow anyone to get hands-on with the tools and training they need to stay on top of their game.”

He continues, “Our ultimate goal is to provide resources and knowledge that position our students, alumni, and community members at the forefront of progress. By fostering a culture of continuous learning and growth, we can build a community that is well-prepared to tackle whatever challenges the future may bring.”

9. SKILLED TRADES ACTIVELY RECRUIT MORE WOMEN AND PEOPLE OF COLOR BY INCREASING WORKPLACE FLEXIBILITY

Across the skilled trades, there’s been little success in increasing diversity with women and people of color, and businesses are suffering as a result.

“The engineering and construction workforce is one of the least diverse in the nation — women and people of color often

]bVzfdcfUHYg'5=Zcf'h.]b[g']_Y'XYg][b'cdh]a]nU]cbz'Hbi HUb']



About the Author

Kimberly Holland is an experienced content creator, editor, and lifestyle writer based in Birmingham, Alabama. She has extensive experience developing and producing concise, relevant, and trend-driven digital and print stories.

About the Article

FYdi V`jg\YX`Zfca [Design & Make](#). [Design & Make with Autodesk](#) publishes thought leadership to inspire leaders in architecture, construction, a Ubi ZUM f]b[žYb[]bYYf]b[žUbX`XYg] b": fca `[fYYbYf`Vi]`X]b[g`hc`ga UfHYf` products to mesmerizing blockbusters, [Autodesk](#) software helps their customers to design and make a better world for all.

5brj]Yk g`UbX`cd]b]cbg`Yl dfYggYX`]b`h`]g`Ufh]VW`a Umcf`a UmbchfY` YW`h`Y` views and opinions of the Construction Management Association of America fVA 55E`6mndi V`jg]b[`h`]gd]YWž7A 55`]g`bchYl dfYgg]b[`YbXcfgYa YbhcZ`h`Y` individual, the article, or their association, organization, or company.