



Association of
Career Firms
INTERNATIONAL

N e w s l e t t e r

Vol. 02 Summer

DATE: July 2021



**Top Career Trends
that Will Matter
Most in 2021/2022**

**Welcome to
our new members**

**General Assembly
Friday October 1, 2021**

introduction



From the board

Dear members,

If there is one thing we have learned in recent times, it is to adapt to changing circumstances. Covid19 is a world wide game changer that has an impact on everything and everyone. How we live and interact, how we work and communicate, how we move and travel. It is fascinating to see how we respond to this as people in general and as individuals specifically. Where some follow the protocols of the government obediently, others have a free interpretation or rebel.

The summer vacations are a good time to reflect on all these changes. What impact has it had on yourself, your work and your environment. I read an interesting article online about this (www.yalemedicine.org/news/8-lessons-covid-19-pandemic) written by Kathy Katella, an award-winning writer who has specialized in health and medicine for more than 15 years and a senior clinical writer for Yale Medicine. For this article, she interviewed a number of medical specialists at Yale, asking what will be the lessons learned when the vaccines have done their job and we continue to master the variants?

After all, we all know that our collective memory often turns out to have gaps for things we find unpleasant and troublesome and we quickly lapse back into our old ways.

The article talks about 8 lessons we can learn. The following lessons stood out to me from the perspective of our field:

- **We need to take mental health seriously.** The number of mental health disorders that were on the rise before the pandemic is surging as people grapple with such matters as juggling work and childcare, job loss, isolation, and losing a loved one to COVID-19.

- **We have the capacity for resilience.** People have practiced self-care in a multitude of ways during the pandemic as they were forced to adjust to new work schedules, change their gym routines, and cut back on socializing. Many started seeking out new strategies to counter the stress.

- **Community is essential-and technology is too.** Many of us have become aware of how much we need other people-many have managed to maintain their social connections, even if they had to use technology to keep in touch.

- **Sometimes you need a dose of humility.** We do not know everything sometimes you must have the humility to say, 'I don't know. We're learning as we go'.

To know that sometimes you can't and don't need to know. That's a soothing thought for the upcoming summer vacation.

Also I would like to welcome our two new members, **GEMINI personnel** and **the BPI Group**, in this edition you can read more about them.

Enjoy your holidays and reading this summer edition of our newsletter. After the summer we will see and hear each other again during one of our round table discussions or webinars and/or during the General Assembly whose date is now fixed.

SAVE THE DATE:

GENERAL ASSEMBLY October 1st 13.00 hrs PM CET

Pascal Laurent Favre

President ACF international
plfavre@acfinternational.org

t r e n d s

ACF International came across this article, you might find interesting.

02.

Top Career Trends that will matter most in 2021/2022

By: Nestor Gilbert - [FinancesOnline](#)

The nature of work has been in a state of constant flux over the past decades. Automation, digital platforms, [applicant tracking software](#), and other technological innovations are changing jobs and businesses alike. The use of digital tools has also increased because of social distancing protocols brought about by the pandemic. The pandemic may also change the projections about which careers are suitable as we move forward.

Understanding the implications coupled with the long-term trends can help employees and employers move forward.

We've gathered these essential career trends with the hope of helping you see how things are more clearly in the world of work. This way, you can make better, more informed decisions for your career or for the career directions of your employees.

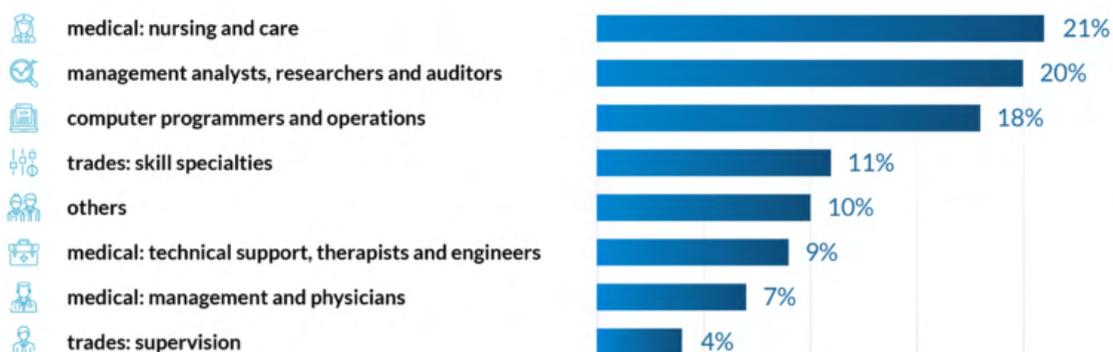
3 Key Career Trends You Should Know



1 US high-opportunity jobs that will emerge by 2024

Source: IDC

Total = 16.2 million jobs



t r e n d s

ACF International came across this article, you might find interesting.

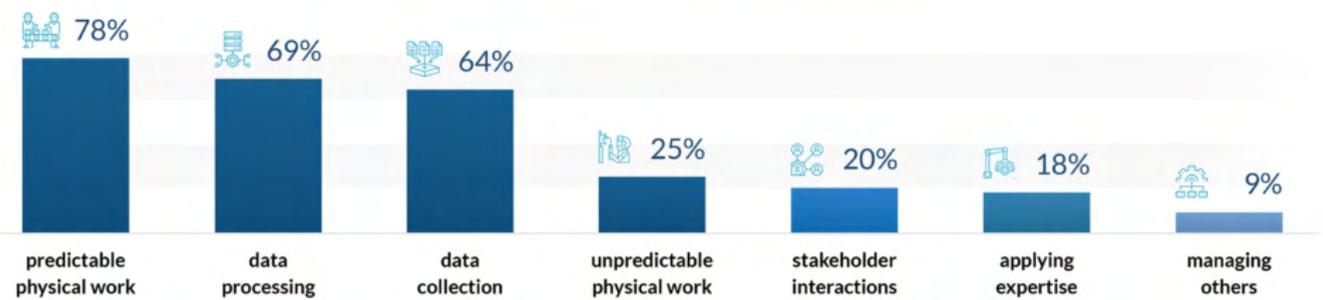
2 US unemployment will continue to see low rates up to 2029

Source: Statista



3 US tasks that will most likely see increasing automation

Source: McKinsey Global Institute's The Future of Work in America 2019



Career Trends Table of Contents

1 Technology Skills Now Required in Every Job

2 Employment Rate Is Rising

3 Mismatches in Jobs, Skills, and Locations

4 Many Jobs Have High Automation Potential

5 Social Media Activity Remains a Hiring Factor

6 Soft Skills Surpass Hard Skills in Importance

7 Digitally-Enabled Independent Work Gains More Ground

8 Technology Creates New Jobs and Income Possibilities

9 More Boomers Are Retiring

t r e n d s

ACF International came across this article, you might find interesting.

COVID-19's Impact on Tomorrow's Best Jobs

The United States is undergoing one of the most unprecedented moments in its long history of industrial development. Even way before the pandemic, it has one of the tightest labor markets ever and is experiencing a serious skills gap.

How tight? At present, more than 6.6 million jobs remain unfilled. Of course, the COVID-19 pandemic has its hand on how this came to be. In general, job openings increased in business and professional services with more than 296,000. However, job openings decreased in the local and state government.

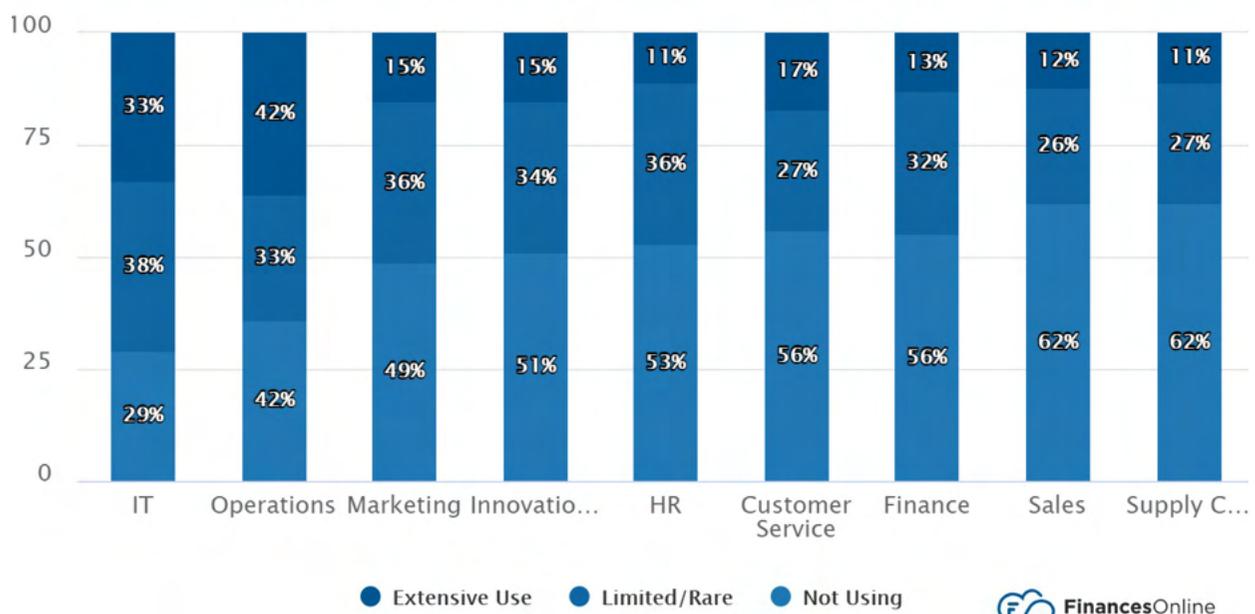
In 2020, the unemployment rate has been up, especially with lockdowns and restrictions. In fact, in April 2020, the unemployment rate reached 14.2%,

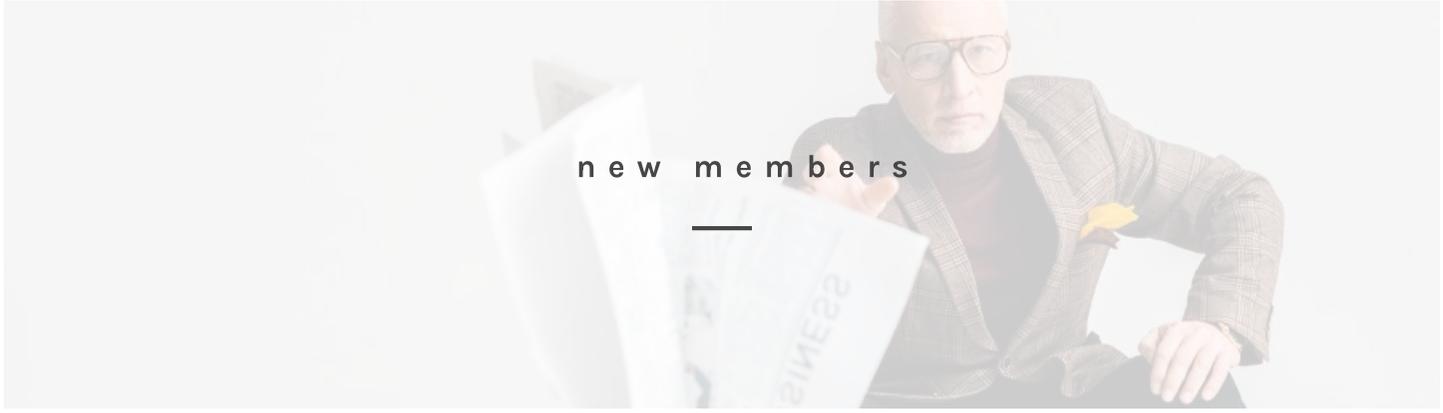
which is the highest in the last 20 years. This, however, mellowed out to 6.7% in December 2020.

Today, it hovers around 6.3%.

The American labor market is seeing an intensifying digitalization across all industries. Even before the outbreak, digitalization is commonly associated with high salaries and work adaptability amidst massive automation programs. It relates to extremely irregular trends for wages and job growth. Also, with the rise of remote working and alternative workforces, the digitalization trend has gained more speed. And, thanks to the COVID-19 pandemic, it did not only become an aspiration but a survival mechanism.

The Alternative Workforce is Going Beyond IT





n e w m e m b e r s

03.

New member

We are proud to welcome
Gemini Personnel as member
of ACF International.

Gemini Personnel offers the full spectrum of recruitment services (temporary, interim, permanent and executive search) in addition to payroll, outsourcing and visa solutions as well as HR consulting services under the Gemini Development brand. Gemini was established in Hong Kong in 1983 and today has offices in Hong Kong, China, Singapore, Thailand and Vietnam. Gemini Development's HR solutions ensure a smooth transition through every stage of the employee life cycle to engage, retain and develop talents as well as enhance employees' performance and effectiveness.

Gemini is one of the leaders in the Asian career transition market, with over 15 years of experience, and the exclusive Career Star Group services provider in most Asian countries. Over the past three years we have supported over 1000 individuals and this was rewarded with the Asia Recruitment Award for Best Outplacement Provider.

Gemini provides both individual and collective outplacement solutions to organisations, such as individual support programs, collective workshops, and support through our online career transition platform. We can support clients from the preparation stage of a redundancy or restructuring, provide on-site notification support, all the way through to facilitating workshops for the remaining staff to boost morale and redefine the organisation.



CLEMENT LO
Managing Director

Clement Lo is the managing director of Gemini Personnel. He is in charge of HR consulting division of Gemini Development and responsible to manage and develop the department across Asia.

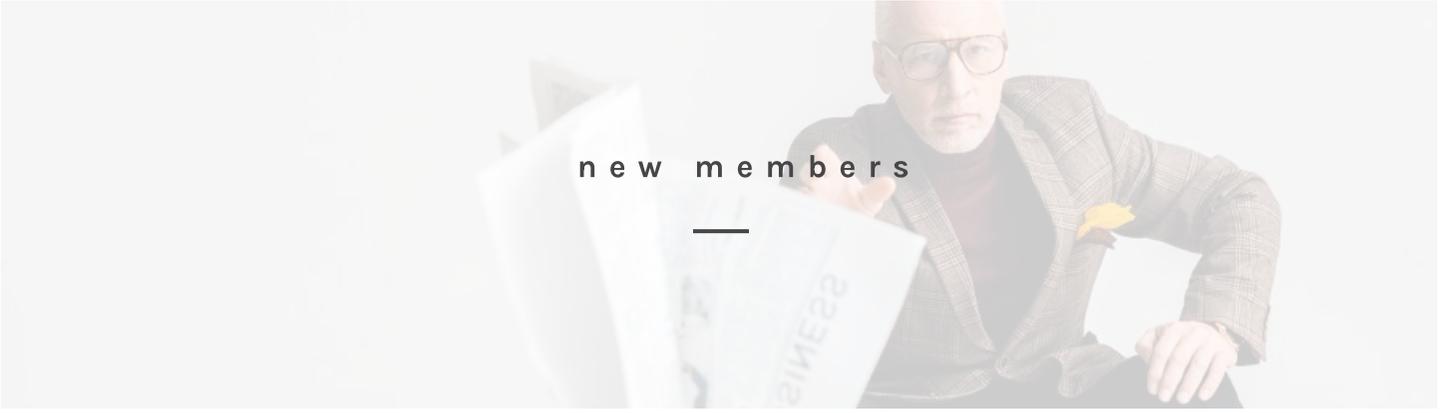
Why joining ACF International?

We are very happy to have joined ACF International and look forward to fruitful collaborations with the other members. If you would like to know more about us, or have any questions about career transition in Asia, feel free to contact me!

Clement Lo
+852 3552 9185
consulting@gemini.com.hk



[gemini]
development™



n e w m e m b e r s

New member

We are proud to welcome BPI group as member of ACF International.

BPI group is a leading human resources consulting firm. We support people, organizations, and regions by making them 'actors in their future'. We respond to the needs and challenges of companies of all sizes and in all industries, at each stage of their transformation: HR strategy, organizational change, change management, organizational and HR performance, restructuring, talent and skills development, revitalization and re-industrialization of territories. Our firm is headquartered in Paris and operates everywhere in France thanks to our network of 20 offices and in the world through our network of global partners.

As '**Committed HR builders**', we

- Partner with **people** in their professional development, to develop lifelong employability
- Partner with **organizations** in their transformation strategies, to preserve the balance between economic performance and the development of human capital
- Partner with **regions** in their economic development, to support local activity through sustainable development models

We are convinced that **people transform organizations, and we always place the individual at the heart of our business and at the center of our solutions.** Our ecosystem of partners and start-ups allows us to deploy creative and inspiring solutions in France and internationally.



SABINE ABELLO
International Development Manager

Sabine Abello began her career with KPMG Entreprises, as a Consultant in Strategy, organization and territorial economic development. She then worked as an International Development Consultant, supporting SME companies in their development strategy in Latin America. Sabine then joined BPI group as an International development manager. In this function, she contributes to the international development of the company and works as an International project manager BPI's global client contracts.

Why joining ACF International?

'It's a great opportunity to meet and exchange with peers'

Sabine Abello
+33 6 23 31 37 14
sabine.abello@bpi-group.com



k n o w l e d g e

04.

ACF International webinars

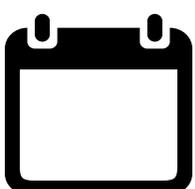
Expand your knowledge

In order to inform our members on the latest developments in the career management industry, ACF international organised several webinars in the second quarter of this year, touching the topics COVID and Technology.

In general our webinars take place on the last Wednesday of the month.

- Not been able to attend a webinar?
- Like to receive the registration and/or resume?
- Interested in registering for the upcoming webinars?
- Ideas for future webinars?

Send an email to: office@acfinternational.org.



SAVE THE DATE!

Next Webinars:
 September 29.
 October 27.
 November 24.

Wednesday, May 12th 2021
 Free live member webinar

gemini
 personnel

How COVID impacted the career transition support market in Asia

Marloes van den Berg
 Group General Manager
 Clement Lo
 Senior HR Consulting Manager

"What impact did COVID-19 have on the outplacement market and what has been done differently since the outbreak of the pandemic"

Wednesday, May 12th 2021
 01.00pm CEST;
 12.00pm BST;
 08.00am BRT;
 07.00pm HKT.

How COVID impacted the career transition support market in Asia
 Direct contact: [Clement Lo](#)

Wednesday June 9, 2021
 Free live member webinar

career
 center

"MY INTERVIEWER"
 - The Career Netflix -

Karin Parodi and Fábio Cassettari
 Career Center Partners

- How a streaming platform can add value to a Career Transition Program?
- How candidates can speed their preparation in an Outplacement Program?

Wednesday, June 9, 2021
 10.00 hrs EDT/11.00 hrs BRT/
 16.00 hrs CEST/21.00 hrs ICT/

MY INTERVIEWER - "The Career Netflix"
 Direct contact: [Karin Parodi](#)

Tuesday, July 13, 2021
 Free live member webinar

insala
 Career Transition and Coaching Technology 2021

presented by **Matt Adams**
 EVP, Client Solutions - Insala

- Manage outplacement and coaching processes with cloud-based career transition and coaching software.
- Increase efficiency and expand your outplacement and coaching service delivery processes.
- Win business for your firm supported with cutting-edge outplacement and coaching technology for prospective clients.

Tuesday, July 13, 2021
 10.00 hrs EDT/11.00 hrs BRT/
 16.00 hrs CEST/21.00 hrs ICT/
 22.00 hrs HKT

insala - Career Transition and Coaching Technology 2021
 Direct contact: [Matt Adams](#)

n e t w o r k

05.

ACF International round table discussions

Expand your network

With the recent developments in the industry, as well as an increasing demand for access to data, services and information, ACF International organized three regional (APAC, NA and EMEA) round table discussions with career management specialists all over the world.

- Not been able to attend a round table?
- Like to receive the resume?
- Interested in registering for the upcoming round table events?
- Ideas for future round table discussions?

Send an email to: office@acfinternational.org.



SAVE THE DATE!

Next Round Table Discussions:

September 1. NA September 8. LATAM
 October 13. EMEA November 10. APAC



from members for members

06.

ACF International wants you!

Developing our industry

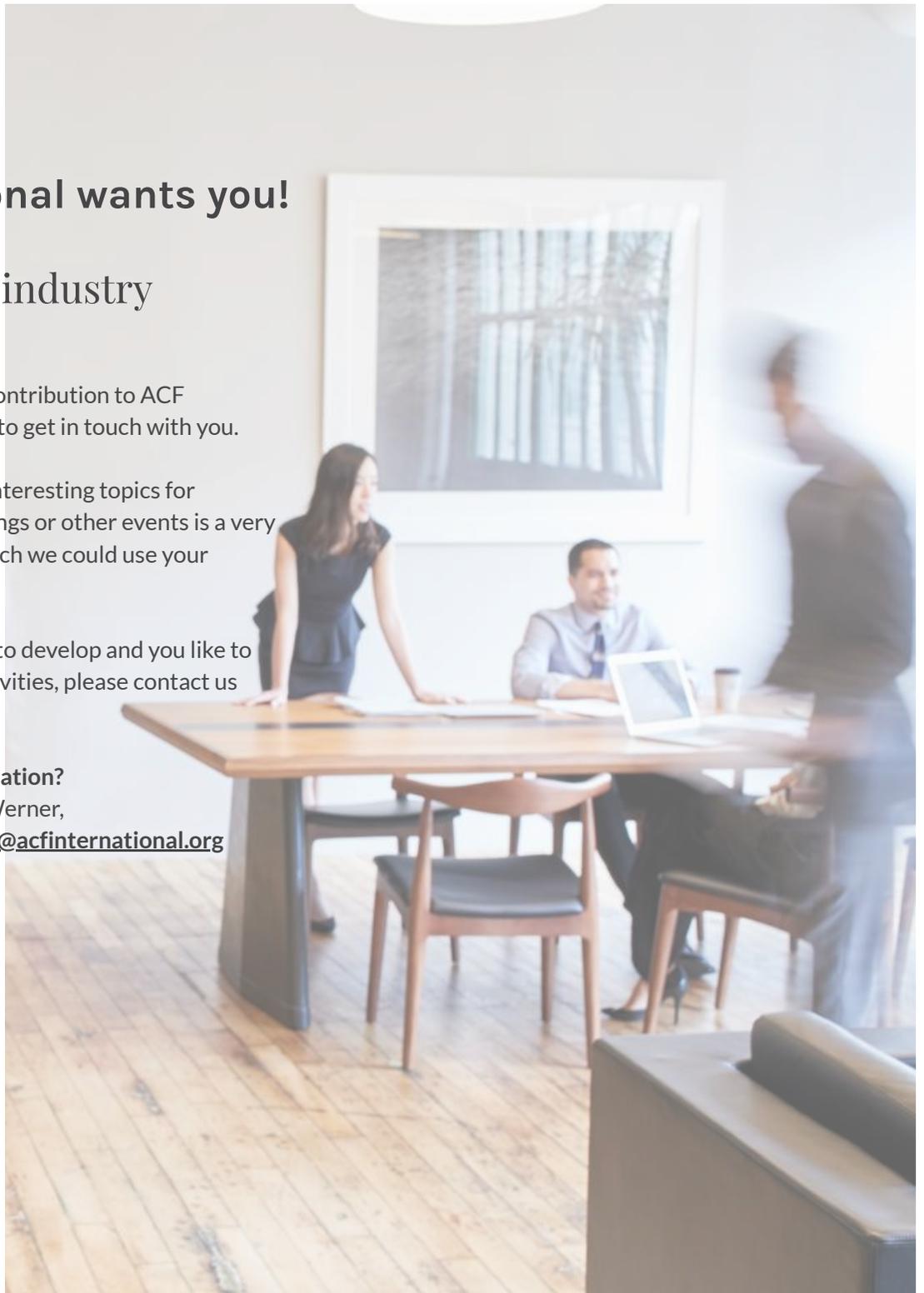
If you would like to make a contribution to ACF International, we would like to get in touch with you.

Thinking of and organizing interesting topics for webinars, round table meetings or other events is a very time-consuming task for which we could use your support.

If you are motivated, driven to develop and you like to organize and coordinate activities, please contact us immediately!

Would you like more information?

Please contact , Angélique Werner,
+31 (0)6 83 23 98 23 , office@acfinternational.org





*Enjoy your well
deserved summer
holiday!*



ACF International
Voorburgseweg 15
2264 AC Leidschendam
The Netherlands
www.acfinternational.org
office@acfinternational.org
+31 6 83 23 98 23