

Public Policy Principles to Support Workforce Mobility

ANYWHERE. AGILE. ATTENTIVE.



The past few years have brought fundamental changes to the world of work. Businesses that used to have one central workplace may now have as many sites as they do workers, as home offices continue to extend across the country and around the world. The workforce is more mobile and will continue to be.

While a more mobile workforce brings great opportunities to expand innovation, productivity and worker well-being, it also presents new challenges for businesses, workforce mobility professionals and policy leaders.

As leaders turn to the challenge of crafting public policies for the ever-evolving world of work, our members — more than 4,000 certified relocation professionals and global mobility specialists who have mastered the process of moving working professionals around the world — can help. At Worldwide ERC® we believe:



Public policies must support work **ANYWHERE.**

Workforce mobility professionals are experts at delivering talent strategies that support where work is — and that could be anywhere in the world following recent evolutions in the workplace. They are always looking around the corner, preparing themselves for what is coming next. Economic development, tax simplification and housing policies that support a mobile workforce are imperative to give businesses and workers the advantage they need to compete in the modern global marketplace.



Public policies must be **AGILE.**

The modern workplace forces industries and workers to be evermore adaptive, intelligent and agile. Public policies should be similarly proactive, smart and flexible. Whether it be public policies governing the protection of personal information, those that relate to deploying technological solutions, or reforms for ensuring a predictable and reliable employment-based immigration system, public policymakers should recognize that it's no longer "business as usual," and give workforce mobility professionals the flexibility they need to deploy successful talent strategies.



Public policies must be **ATTENTIVE.**

Public policies must protect and develop the workforce while treating people and compliant businesses fairly. They should promote employers acting in good faith and penalize those that do not comply with the law. Further, as technology creates greater efficiencies, one standard for protecting data privacy for workers should be created. And, just as workforce mobility professionals support the development of the skilled and diverse talent who are the heartbeat of the workforce, so too should policymakers, implementing public policies that support workers as they seek new skills to prepare them for the modern workplace.