



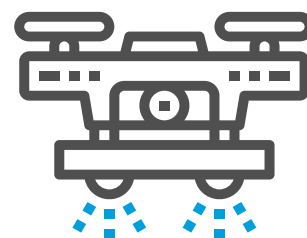
ARE YOU READY
FOR THE JOBS
OF THE FUTURE?





Uber driver. Drone operator. And YouTube content creator. None of these jobs existed ten years ago. Contrary to popular belief, technology isn't destroying the jobs market. In fact, it's creating new opportunities for employment. Which is why the World Economic Forum expects 58 million new jobs will be created in the next three yearsⁱ.

At present, about 30% of all work is performed by machines. By 2022, this number is expected to increase to 42%ⁱⁱ.



30% > 42%



ⁱ The Future of jobs report 2018, World Economic Forum, http://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf

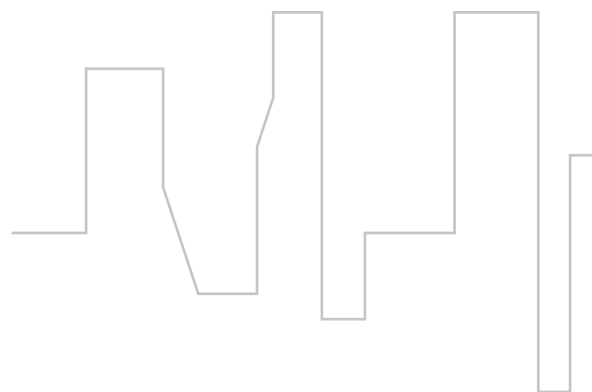
ⁱⁱ World Economic Forum, Machines Will Do More Tasks Than Humans by 2025 but Robot Revolution Will Still Create 58 Million Net New Jobs in Next Five Years

If history is any guide, many of these positions will require softer skills. One hundred years ago, agriculture in the Western world was largely carried out by hand. Today, most labour-intensive farming activities are performed by machines, and farmers spend their time on higher value tasks.

It's the same in the office where automation in the workplace has a similar effect today. There is a clear trend away from jobs that involve manual labour and a movement towards roles that require cognitive and interpersonal skills.

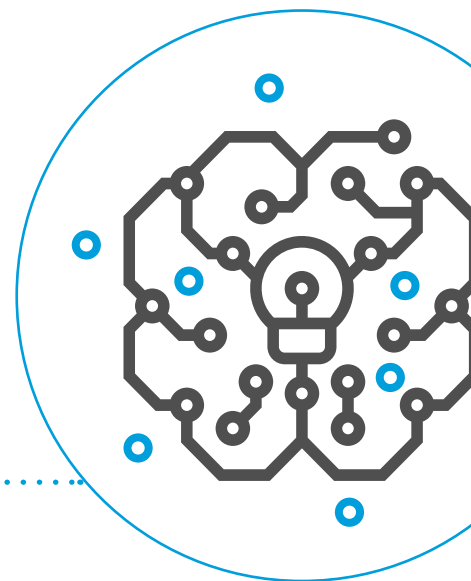
THE SKILLSET OF THE FUTURE

By 2030, employers will be focused on:



Interpersonal skills

such as teaching, social perceptiveness, service orientation and persuasion.



Higher-order cognitive skills

such as complex problem solving, originality, fluency of ideas, and active learning.



Skills related to systems-oriented thinking

(i.e. the ability to recognise, understand, and act on complex sets of information) such as judgement, decision-making, systems analysis, and systems evaluationⁱⁱⁱ.

ⁱⁱⁱ The Future of skills: employment in 2030, Pearson, 2017, <https://futureskills.pearson.com/>



This has had the positive effect of reducing stereotyping in the workplace, bringing with it a quantum shift in business culture. More and more companies champion workplace diversity, as they seek to attract employees with different backgrounds, skillsets, and experiences. Talent is at a premium.

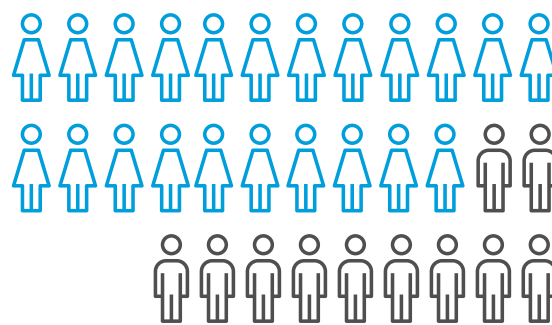
The engineering sector is a good case in point. Historically, it used to be very male dominated. But now it is actively recruiting women. In 2018, BAE Systems, one of the biggest players in the sector, reported that 27% of its apprentices and 33% of its graduates were female—the highest in its recorded history.

Promoting diversity in the workplace is just part of the solution. As automation gathers pace, companies will have to invest more in training and education. More specifically, they will need to upskill and reskill their staff so that they are skilled in digital technologies.

Familiarity with data, analytics, and Artificial Intelligence (AI) will become a fundamental requirement. Most employees won't need to know how to code in a programming language but they will need to understand the fundamentals, and of technologies like AI and Machine Learning in order to work alongside these technologies.

The way in which companies train will also need to change. To date, companies have put a strong emphasis on teaching practical skills. In the future, they will need to teach their employees more intangible skills, like the ability to be flexible and agile in an ever-evolving market.

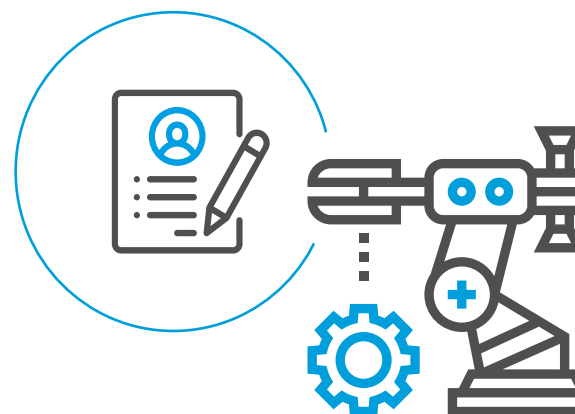
Automation will change the ways in which we all work and businesses will need to adapt. To thrive look carefully at what will be automated in the future and what skills you will need to adapt to this new world, so you can find the staff of tomorrow.



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50% of CxOs believe that education and reskilling will be required of the workforce in order to benefit from automation^v.



^vThe Future of jobs report 2018, World Economic Forum, http://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf

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