

The Changing World of Work



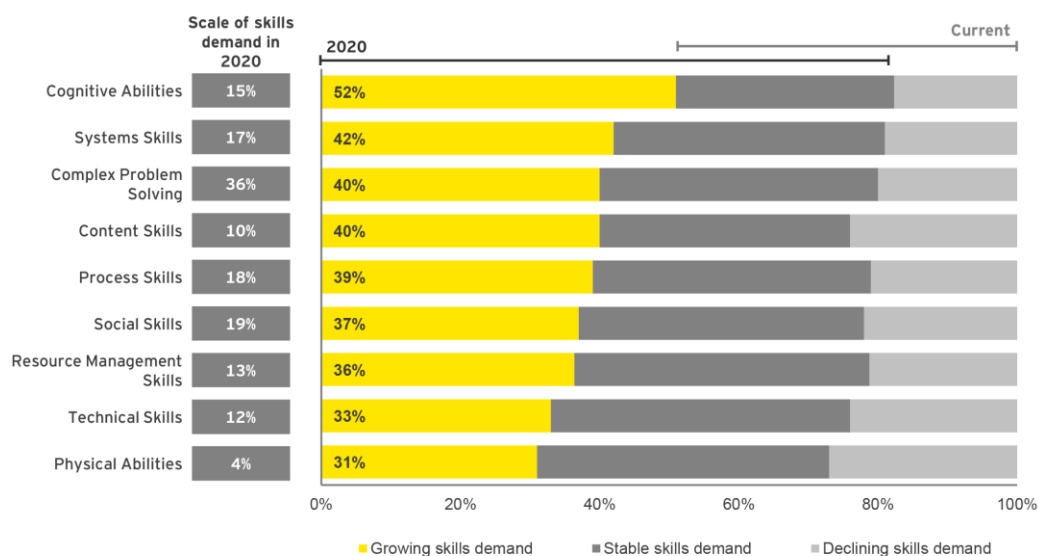
Disruption is all around us; technological innovation continues to challenge and change how we work. This is moving faster than ever before, transforming our work environment.

As human effort converges with machines, automation is creating new roles whilst displacing others, leading to a change in demand for workplace skills.

In order to understand this rapidly changing work environment, The World Economic Forum has categorised a set of core work-related skills across a set of job families and determined the stability of these skills to 2020.

Change in demand for core work-related skills, 2015-2020, all industries

Share of jobs requiring skills family as part of their core skill set, %



Source: Future of Jobs Survey, World Economic Forum

The result shows a significant change in core work-related skills across all industries, highlighting how there is a requirement for flexible skills and abilities in a highly collaborative and interdisciplinary environment.

Technically-related subjects and skills alone are not sufficient to support this scale of change. The required cognitive talent is also much harder and takes longer to train than skills most associated with formal education routes.

Without action from industry, skills demand will be mismatched by skills availability in the employment market; a transformative approach is needed to build an increasingly diverse talent pool.

The World Economic Forum's core work-related skills framework consists of 35 individual abilities, skills and cross-functional skills*.

Abilities	Cross-functional Skills
Cognitive Abilities	Complex Problem Solving Skills
Cognitive Flexibility	Complex Problem Solving
Creativity	
Logical Reasoning	Resource Management Skills
Problem Sensitivity	Management of Financial Resources
Mathematical Reasoning	Management of Material Resources
Visualisation	People Management
	Time Management
Physical Abilities	
Manual Dexterity and Precision	Social Skills
Physical Strength	Coordinating with Others
	Emotional Intelligence
	Negotiation
	Persuasion
	Service Orientation
	Training and Teaching Others
	System Skills
	Judgement and Decision Making
	Systems Analysis
	Technical Skills
	Equipment Maintenance and Repair
	Equipment Operation and Control
	Programming
	Quality Control
	Technology and User Experience Design
	Troubleshooting

*Skill family (dark grey) individual skills / abilities (lighter greys)

Reference:

The Value of Dyslexia-Dyslexic Strengths and the Changing World of Work
 In association with *Made by Dyslexia* and *Ernst and Young*
 Adapted for a global audience by *Get into Neurodiversity*