

## **Unit 1 - Notes on the Future of Jobs Report 2023**

Explores how jobs and skills will evolve over the next five years based on two sources.

### **Summary: Future of Jobs Report 2023**

The *Future of Jobs Report 2023* outlines key socio-economic and technological trends shaping the labor market over the next five years. It highlights the drivers of business transformation, the impact of technology adoption, and the evolving demands for skills and workforce strategies. While advancements in technology promise job creation, they also bring significant job displacement, particularly in clerical and manual roles. The report underscores the importance of upskilling, diversity, and government collaboration to adapt to these shifts effectively.

### **Key Categories and Work Trends**

#### **1. Business Transformation Drivers**

Organizations are reshaping their operations through digitalization, technology adoption, and adherence to Environmental, Social, and Governance (ESG) standards. Challenges such as rising costs, supply chain disruptions, and economic stagnation also drive transformation. Geopolitical tensions and demographic changes further influence how businesses adapt to global uncertainties.

#### **2. Job Growth and Decline**

- **Growing Roles:** Jobs in AI, sustainability, and renewable energy (e.g., AI Specialists, Solar Energy Engineers) are booming, reflecting trends in digitalization and the green transition.
- **Declining Roles:** Clerical and administrative roles (e.g., Bank Tellers, Data Entry Clerks) are increasingly automated, leading to significant reductions in employment.

- **Sector-Specific Trends:** Education, agriculture, and digital commerce will see growth, while traditional manufacturing and security roles face steep declines.

### 3. Technology Adoption and Its Impact

Technologies such as big data, AI, and digital platforms will dominate, with over 75% of companies planning implementation by 2027. While most technologies will create new jobs, areas like robotics may result in net job losses. AI, in particular, has a mixed impact, fostering both job creation and displacement.

### 4. Skills in Demand and Training Needs

- **Key Skills:** Analytical and creative thinking are top priorities, alongside resilience, adaptability, and tech literacy.
- **Skills Disruption:** Nearly half of all workers will need reskilling as cognitive, technical, and social skills become more critical.
- **Training Gaps:** AI, big data, leadership, and cybersecurity are central to corporate training plans, though gaps persist in aligning training priorities with workforce needs.

### 5. Workforce Strategies and Diversity

Organizations are increasingly investing in internal upskilling through on-the-job training and coaching. Diversity, Equity, and Inclusion (DEI) efforts focus on women, youth, and workers with disabilities, though there is less emphasis on ethnic, religious, and LGBTQI+ diversity. Skill shortages and talent retention remain significant challenges.

### 6. Government Role in Skills Development

Governments play a crucial role in supporting workforce transitions by funding training programs and fostering collaboration with businesses. Effective

interventions include wage incentives, improved education systems, and updates to employment practices to match evolving job demands.

## **Biggest Trends in the Future of Work**

1. **Accelerated Digital Transformation:** Companies will adopt advanced technologies to drive innovation, with AI and big data leading the way.
2. **Green and Sustainable Careers:** Jobs tied to climate change adaptation and renewable energy will grow rapidly.
3. **Upskilling Imperatives:** The need for reskilling will surge, focusing on critical thinking, tech literacy, and adaptability.
4. **Job Polarization:** While tech and sustainability roles rise, clerical and manual jobs face widespread automation-driven decline.
5. **Global Workforce Diversity:** DEI efforts will prioritize underrepresented groups, although gaps in focus areas remain.
6. **Collaborative Governance:** Governments will play a vital role in facilitating workforce transitions through targeted funding and policy changes.

## **References**

World Economic Forum. (2023). *The Future of Jobs Report 2023: Digest*. Available at: <https://www.weforum.org/publications/the-future-of-jobs-report-2023/digest/> [Accessed 23 October 2024].

Boston Consulting Group. (2024). *Foreseeing Future Work Opportunities*. Available at: <https://www.bcg.com/publications/2024/foreseeing-future-work-opportunities> [Accessed 23 October 2024].