



# Exploring and Preparing for What the Future of *Work* Means for the *Workforce*

October 25, 2022





# Even pre-pandemic, we were seeing the trend lines around seismic change



## 6 of the 10

most in-demand skills that employers are looking for today are “essentially human” capabilities<sup>1</sup>



## 55%

of college students today have “buyers’ remorse” on their choice of major<sup>2</sup>



## 50%

of tasks across *all* occupations are **uniquely human**, up from 30% in 2010...and projected to grow to 80% by 2030<sup>3</sup>

## 10

**job changes** that Gen Z is likely to experience between ages 18 and 34<sup>4</sup>

## 65%

of children entering primary school today will end up working in completely new **job types that don’t yet exist.**<sup>3</sup>

## 4

generations are part of today’s workforce – **more than ever before in human history.**

# The Future of (Meaningful) Work for the next generation means being prepared for three interconnected dimensions of change, no matter the major or career path



## WORK

The activities performed and technology applied to produce work outcomes and create value



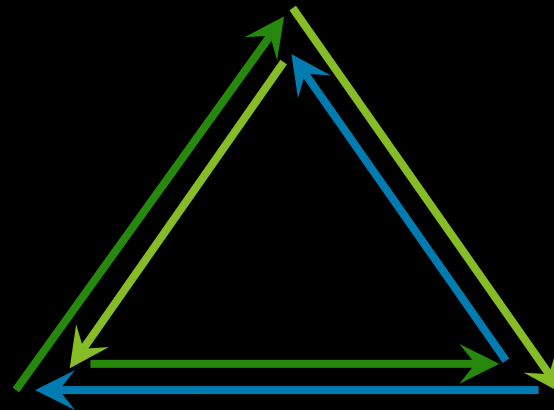
## THE WORKFORCE

The portfolio of human capabilities and technical skills that come together into jobs that employers hire for, and that people want to do



## THE WORKPLACE

The context and environment in which work is done - physical design and technologies, collaboration, culture, and workforce preferences



# Enduring Human Skills are *key* to the Future of Work



## Empathy

*the ability to understand and share the feelings of another*



## Emotional Intelligence

*the ability to understand, use, and manage your own emotions*



## Written & Verbal Communication

*the ability to communicate with clarity and fluency*



## Adaptability & Resiliency

*the ability to remain flexible and recover quickly from set-backs*



## Curiosity

*the ability to keep alive the desire to constantly know and learn*



## Critical Thinking & Problem Solving

*the ability to use knowledge, facts, and data to effectively solve problems.*



## Logical Reasoning

*the ability to objectively study data and determine rational conclusions*

*help us with...*

## Human Capabilities

**Empathetic Listening**

**Collaboration & Teaming**

**Growth Mindset**

**Applied Creativity**

# "Skills" encapsulates what makes workers unique



The word "skills" is becoming short-hand for more granularly defining workers as unique, whole individuals

## **Human**

such as emotional intelligence and critical thinking



## **Technical abilities**

or hard skills, such as coding, data analysis, and accounting

## **Potential**

that may be developed and lead to future success

**Skills**

**Interests**

**Passions**

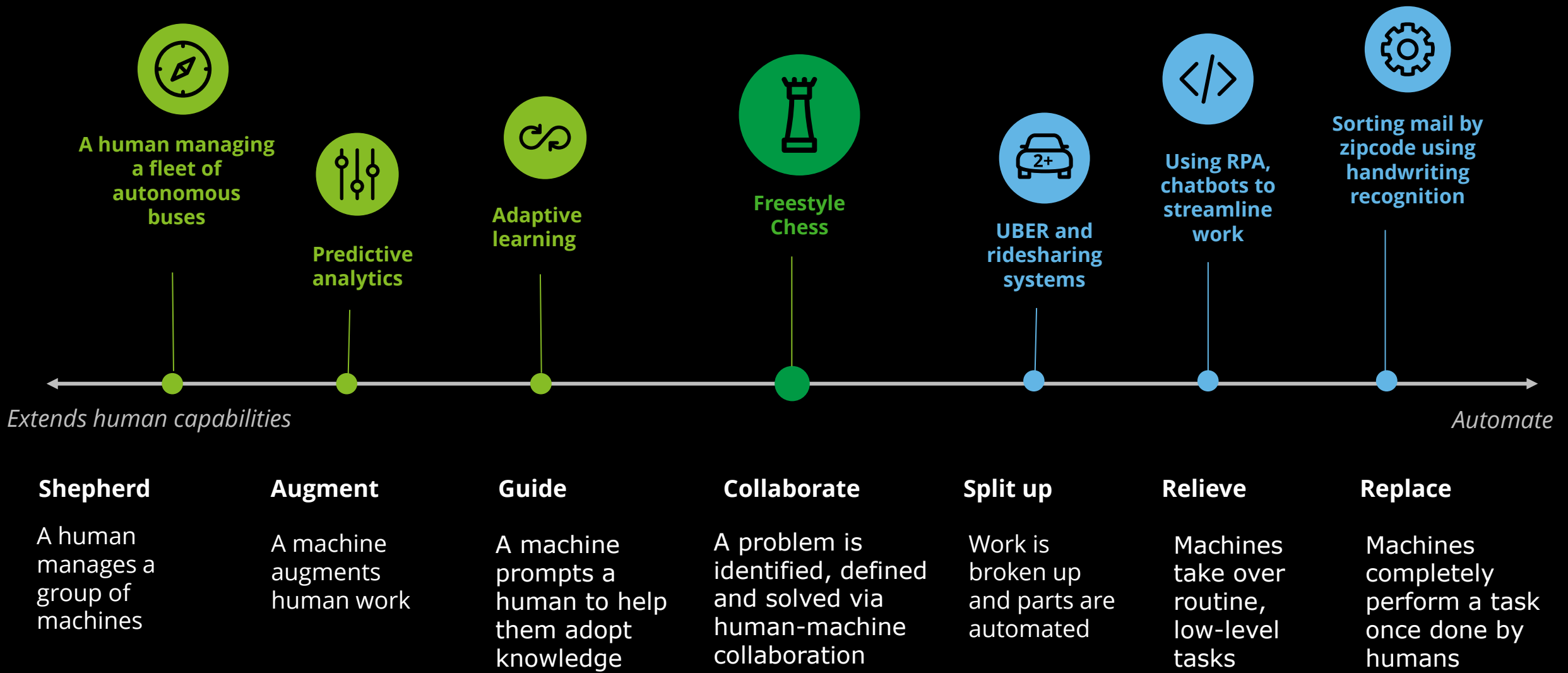
**Motivations**

**Work or Culture Styles**

**Preferences**

**Needs**

# Our Work is Changing



# Our Jobs are Changing



## 15 jobs that didn't exist 15 years ago:



Social Media Manager



AI-related jobs



Content Curator



Data Scientist



Online Brand Ambassador



Virtual Assistant



Podcast Producer



Cloud Architect



Telemedicine Physician



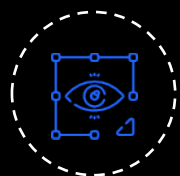
Mobile Web Developer



SEO Analyst



Automated Driving Jobs



Experience Designers



Developer Evangelist



Content Marketer

# Case Study: How is Technology Changing Jobs that Currently Exist



**Radiologist**



**Photographer**



**Biomedical Engineer**



**Content Moderator**



**Mobile App Developer**



**Podcast Producer**







# Let's get to Work.



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