

Anyone surfing the web for information on the latest developments in HR and talent attraction over the last twelve months has certainly found plenty written about how jobs are being replaced by machines. McKinsey & Co's 2016 report highlighted that around 60% of occupations could experience 30% or more of their 'constituent activities' automated over the next ten years. Although some jobs are being lost, there have been gains in new types of employment. A lot of today's most in-demand occupations, for example, didn't exist ten years ago. To ensure the net-loss gap remains low it is vital to make sure workers have the right skills to succeed in the future. Technological change will result in a wide range of traditional 'core skills' becoming obsolete and all industries will be impacted by this. There will still be core skills, though. In addition to STEM (Science, Technology, Engineering, Maths) data analysis and technical sales skills will be in demand as organisations look for in-depth knowledge of data, as well as experts who can understand and commercialise complex products and services. Creative expertise like writing and NPD (New Product Development) will also rise as will critical thinking, teaching, persuasion, empathy and judgement – basically any adroitness that is 'uniquely human' and therefore difficult to automate. The emergence of new specialisms and jobs and the subsequent need for training in the key skills required to fulfil these opportunities and disciplines is how society will adapt to technological change.