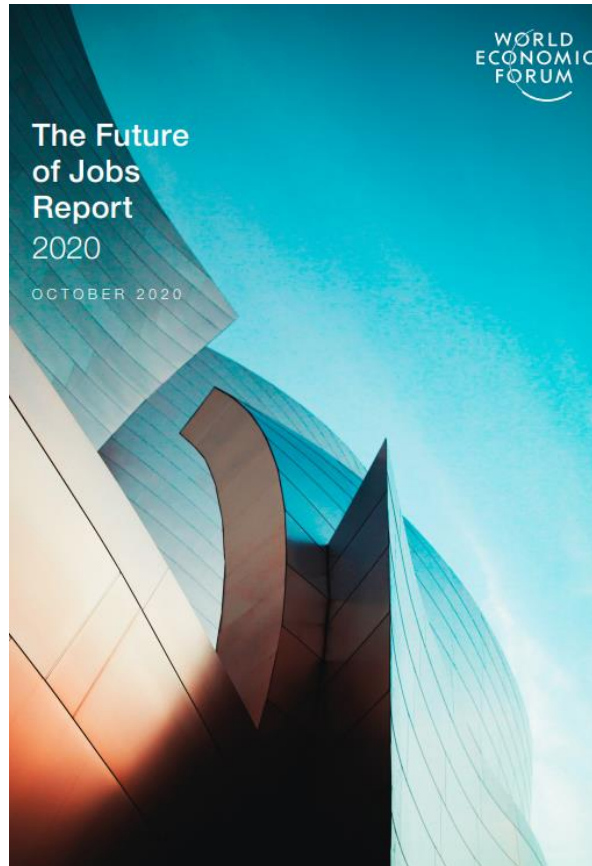


# The Global Future of Jobs Report



The Future of Jobs Report provides the timely insights needed to orient labour markets and workers towards opportunity today and in the future of work.

Now in its third edition, the report maps the jobs and skills of the future, tracking the pace of change and direction of travel. This year we find that while technology-driven job creation is still expected to outpace job destruction over the next five years, the economic contraction is reducing the rate of growth in the jobs of tomorrow.

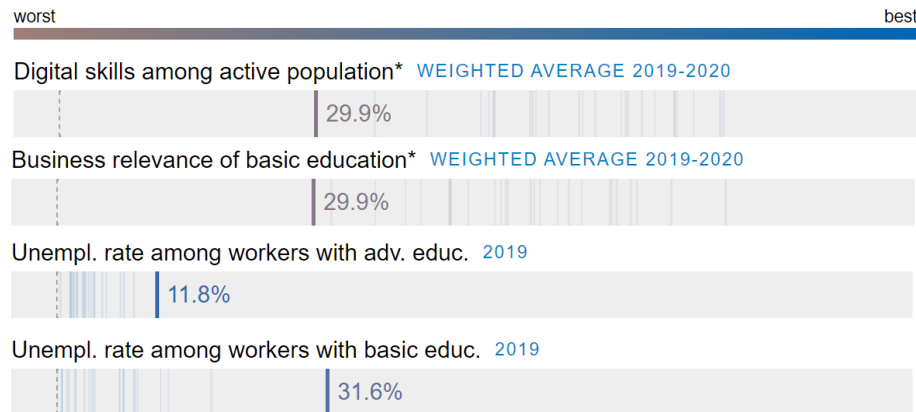
There is a renewed urgency to take proactive measures to ease the transition of workers into more sustainable job opportunities. There is room for measured optimism in the data, but supporting workers will require global, regional and national public-private collaboration at an unprecedented scale and speed.

**Read in depth:**

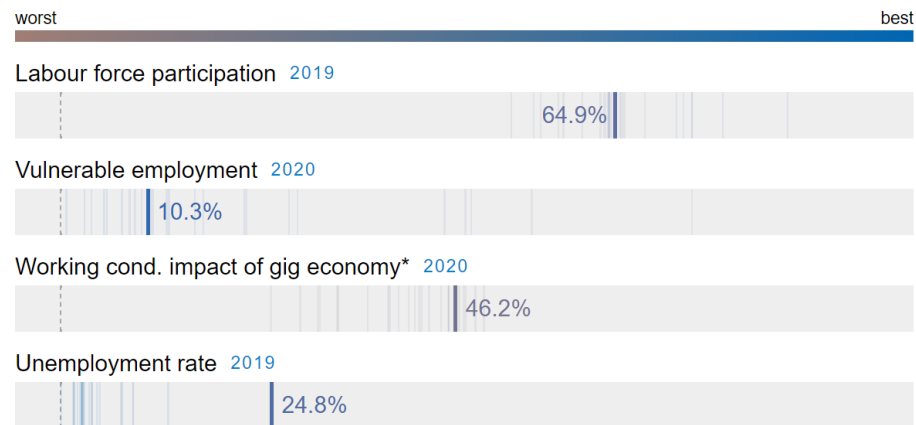
<https://www.weforum.org/reports/the-future-of-jobs-report-2020/>

# South Africa's Human Capital and Labour Market

## Education & skills

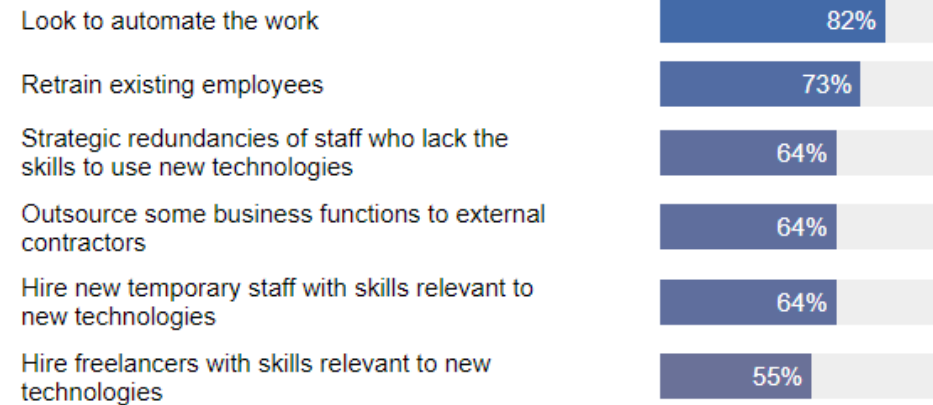


## Jobs & work



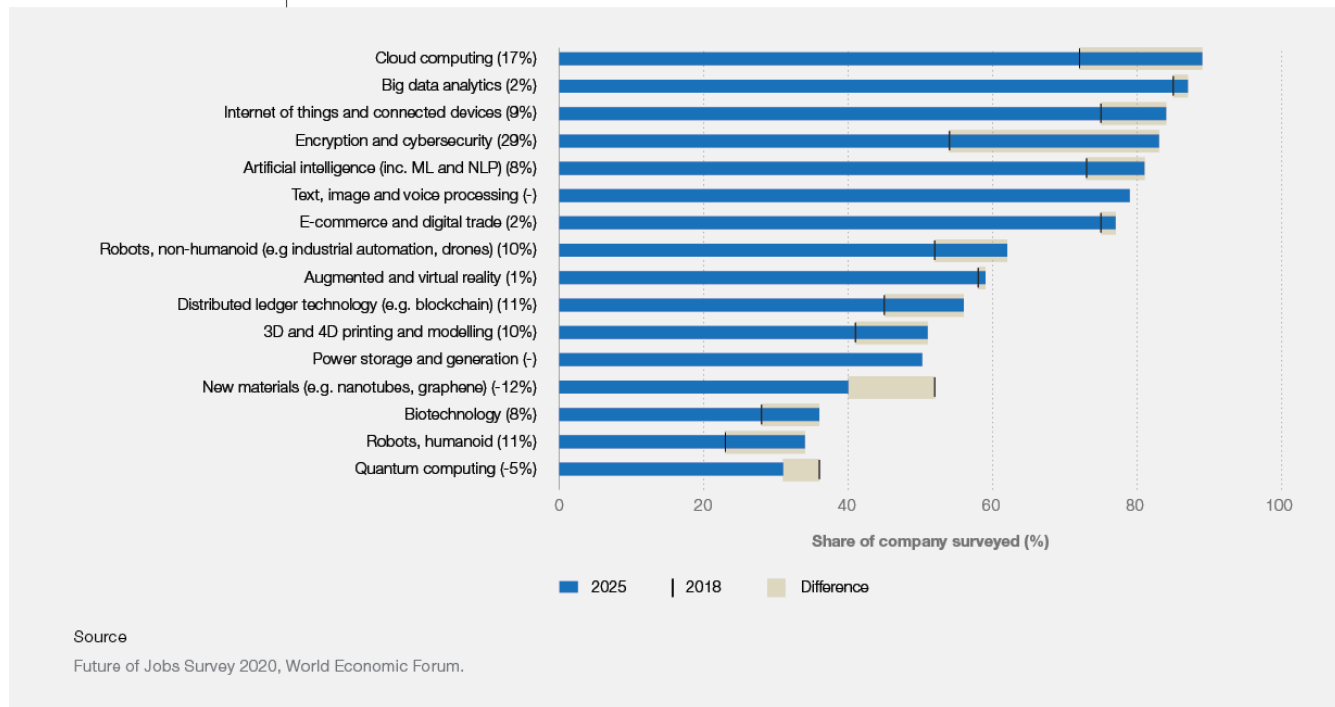
## Responses to shifting skill needs

Share of companies surveyed



# Projected Adoption of New Technologies by 2025

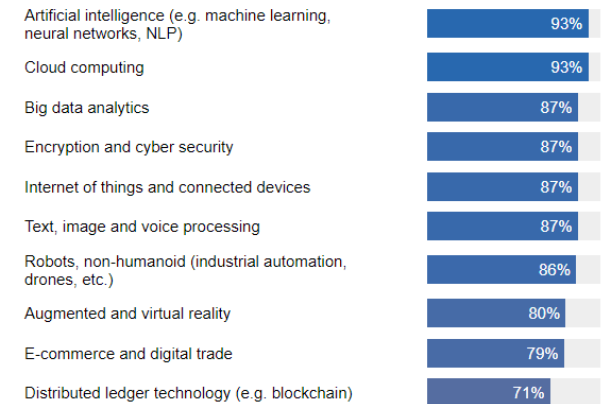
## Global



## South Africa

### Technology adoption

Share of companies surveyed



# A New World of Work, Augmented by Machines

## The Future of Work

COVID-19 is  
pushing  
companies  
to:

scale  
remote work  
83% (SA, 63%)



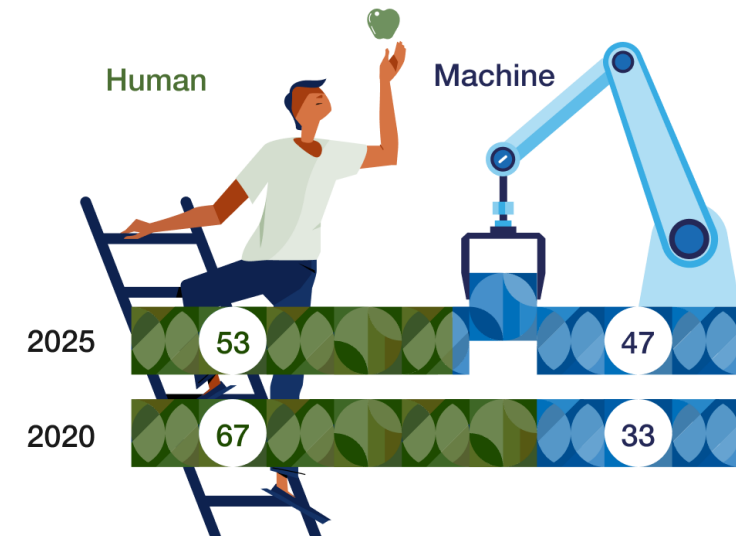
accelerate  
digitalization  
84% (SA, 63%)



accelerate  
automation  
50% (SA, 75%)



## Rate of automation



Source: Future of Jobs Report 2020, World Economic Forum.

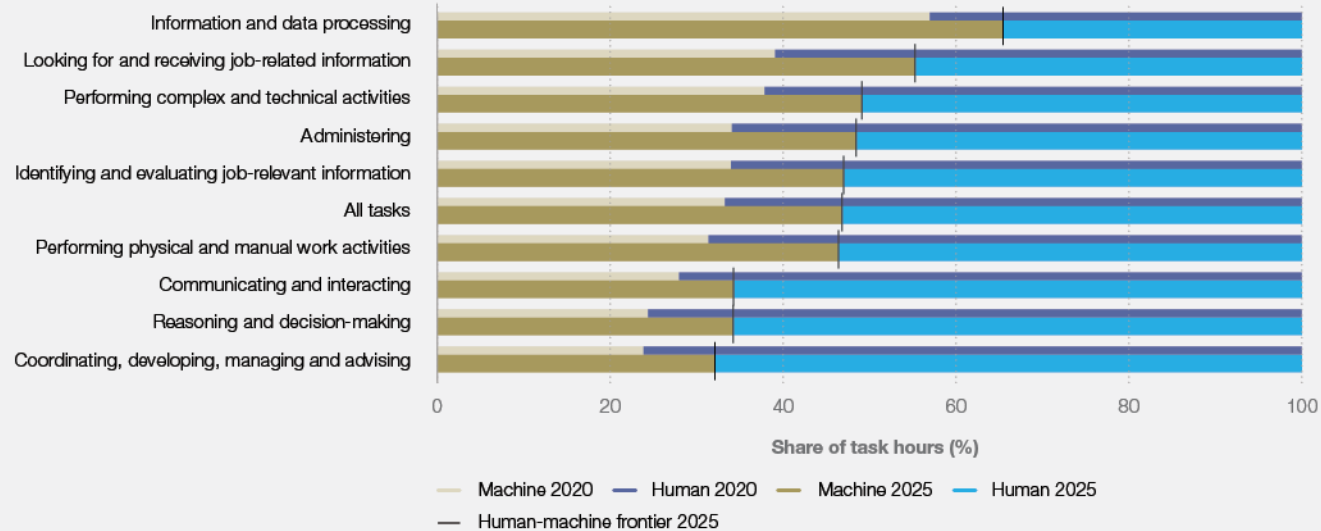
# Incursion of Machines into Work Tasks

The job tasks which will be automated include manual 'blue color' work alongside 'white collar' tasks such as information and data processing.

Companies are set to shift the locations where they operate, restructure their workforce and expanded their use of contractors doing task-specialized work.

FIGURE 21

Share of tasks performed by humans vs machines, 2020 and 2025 (expected), by share of companies surveyed



Source

Future of Jobs Survey 2020, World Economic Forum.

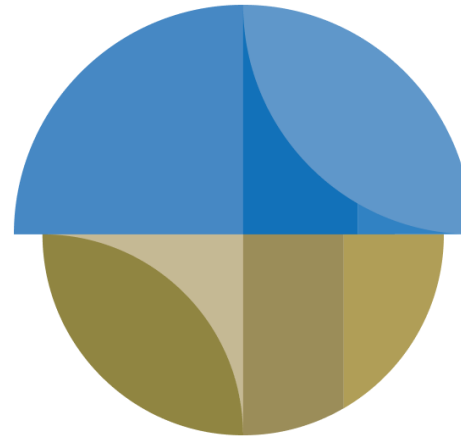


# A Projected Global Shift in the Jobs of Tomorrow

## Job landscape

By 2025, new jobs will emerge and others will be displaced by a shift in the division of labour between humans and machines, affecting:

97 million



85 million

### Growing job demand:

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. Big Data Specialists
4. Digital Marketing and Strategy Specialists
5. Process Automation Specialists
6. Business Development Professionals
7. Digital Transformation Specialists
8. Information Security Analysts
9. Software and Applications Developers
10. Internet of Things Specialists

### Decreasing job demand:

1. Data Entry Clerks
2. Administrative and Executive Secretaries
3. Accounting, Bookkeeping and Payroll Clerks
4. Accountants and Auditors
5. Assembly and Factory Workers
6. Business Services and Administration Managers
7. Client Information and Customer Service Workers
8. General and Operations Managers
9. Mechanics and Machinery Repairers
10. Material-Recording and Stock-Keeping Clerks

Source: Future of Jobs Report 2020, World Economic Forum.

# Broadly Reflected in 10 Jobs of Tomorrow Clusters

## Care Economy

### Cloud Computing

- 1 Site Reliability Engineer
- 2 Platform Engineer
- 3 Cloud Engineer
- 3 DevOps Engineer
- 5 Cloud Consultant
- 6 DevOps Manager

### Content Production

- 1 Social Media Assistant
- 2 Social Media Coordinator
- 3 Content Specialist
- 4 Content Producer
- 5 Content Writer
- 6 Creative Copywriter

## Data and AI

- 1 Artificial Intelligence Specialist
- 2 Data Scientist
- 3 Data Engineer
- 4 Big Data Developer
- 5 Data Analyst
- 6 Analytics Specialist
- 7 Data Consultant
- 8 Insights Analyst
- 9 Business Intelligence Developer
- 10 Analytics Consultant

## Engineering

- 1 Python Developer
- 2 Full Stack Engineer
- 2 Javascript Developer
- 4 Back End Developer
- 5 Frontend Engineer
- 5 Software Developer Dotnet
- 7 Development Specialist
- 8 Technology Analyst

## Green Economy

### Marketing

- 1 Growth Hacker
- 2 Growth Manager
- 3 Digital Marketing Specialist
- 4 Digital Specialist
- 5 Ecommerce Specialist
- 6 Commerce Manager
- 6 Head Of Digital
- 8 Digital Marketing Consultant
- 9 Digital Marketing Manager
- 10 Chief Marketing Officer

### People and Culture

- 1 Information Technology Recruiter
- 2 Human Resources Partner
- 3 Talent Acquisition Specialist
- 4 Business Partner
- 5 Human Resources Business Partner

## Sales

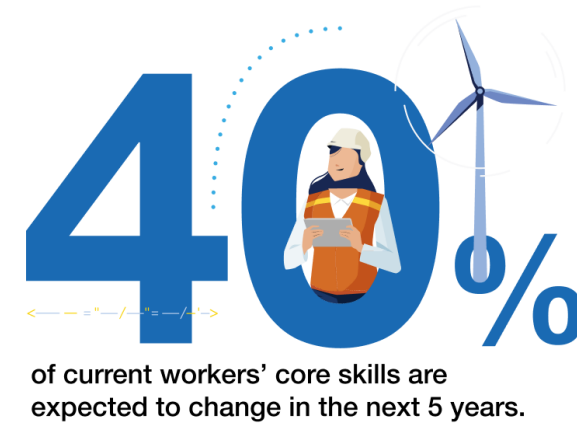
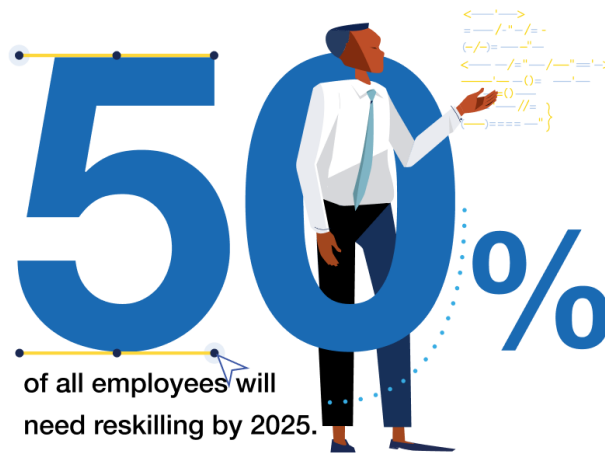
- 1 Customer Success Specialist
- 2 Sales Development Representative
- 3 Commercial Sales Representative
- 4 Business Development Representative
- 5 Customer Specialist
- 6 Partnerships Specialist
- 7 Chief Commercial Officer
- 8 Head Of Partnerships
- 9 Enterprise Account Executive
- 10 Business Development Specialist
- 11 Chief Strategy Officer
- 12 Head Of Business Development

# Rank    ● Niche    ● Mass

Source  
LinkedIn Economic Graph.

# Driving a Need for Reskilling and Upskilling

## Reskilling needs



Source: Future of Jobs Report 2020, World Economic Forum.







# The Core Skills of Tomorrow

## Top 10 skills of 2025

-  Analytical thinking and innovation
-  Active learning and learning strategies
-  Complex problem-solving
-  Critical thinking and analysis
-  Creativity, originality and initiative
-  Leadership and social influence
-  Technology use, monitoring and control
-  Technology design and programming
-  Resilience, stress tolerance and flexibility
-  Reasoning, problem-solving and ideation

### Type of skill

-  Problem-solving
-  Self-management
-  Working with people
-  Technology use and development

Source: Future of Jobs Report 2020, World Economic Forum.



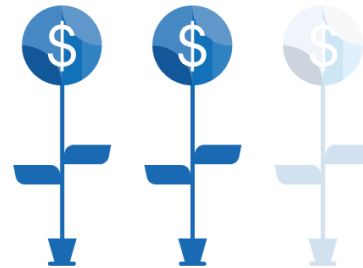
# A Need to Scale Investment in Training

Currently, only 21% of businesses globally report being able to make use of public funds to support their employees through reskilling and upskilling.

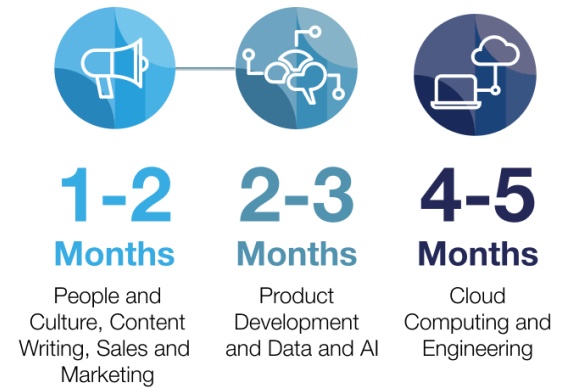
## Investing in Training

### 2 out of 3

employers expect a return on investment from reskilling within one year



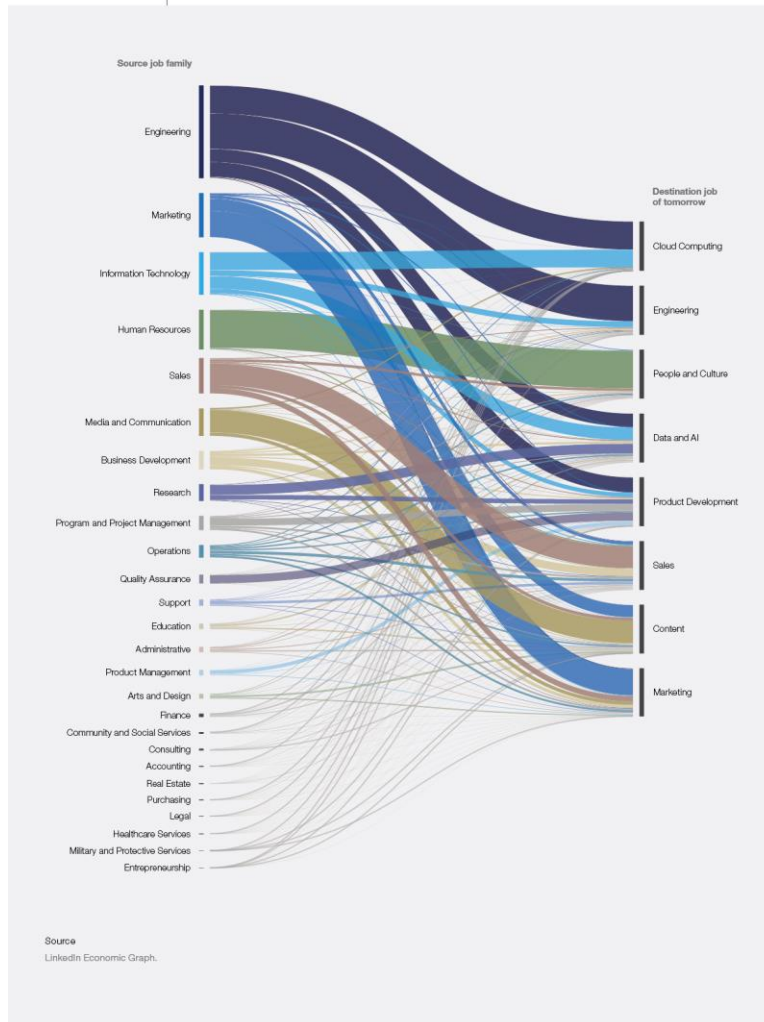
### Time needed to start building new skills online in jobs of tomorrow



Source: Future of Jobs Report 2020, World Economic Forum.

# A Need to Support Redeployment

FIGURE 25 | Transitions into the jobs of the future



The window of opportunity to reskill and upskill workers has become shorter in the newly constrained labour market.

Companies hope to internally redeploy nearly 50% of workers displaced by technological automation and augmentation, as opposed to making wider use of layoffs and automation-based labor savings as a core workforce strategy.

A significant number of business leaders understand that reskilling employees, particularly in industry coalitions and in public-private collaborations, is both cost-effective and has significant mid- to long-term dividends—not only for their enterprise but also for the benefit of society more broadly.

# South Africa – The skills need

## Emerging and redundant job roles

Role identified as being in high demand or increasingly redundant within their organization, ordered by frequency

### EMERGING

1.	Process Automation Specialists
2.	Data Analysts and Scientists
3.	Social Psychologists
4.	Management and Organisation Analysts
5.	Business Development Professionals
6.	Big Data Specialists
7.	Assembly and Factory Workers
8.	Compliance Officers
9.	Chemists and Chemical Laboratory Scientists
10.	AI and Machine Learning Specialists

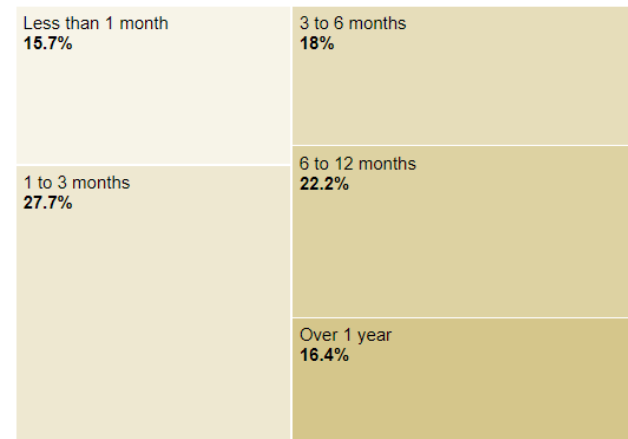
### REDUNDANT

1.	Accounting, Bookkeeping and Payroll Clerks
2.	Client Information and Customer Service Workers
3.	Data Entry Clerks
4.	Administrative and Executive Secretaries
5.	Vehicle, Window, Laundry and Other Hand Cleaning Workers
6.	Sales Representatives, Wholesale and Manufacturing, Technic...
7.	Insurance Underwriters
8.	Business Services and Administration Managers
9.	Assembly and Factory Workers
10.	Accountants and Auditors

## Average reskilling needs

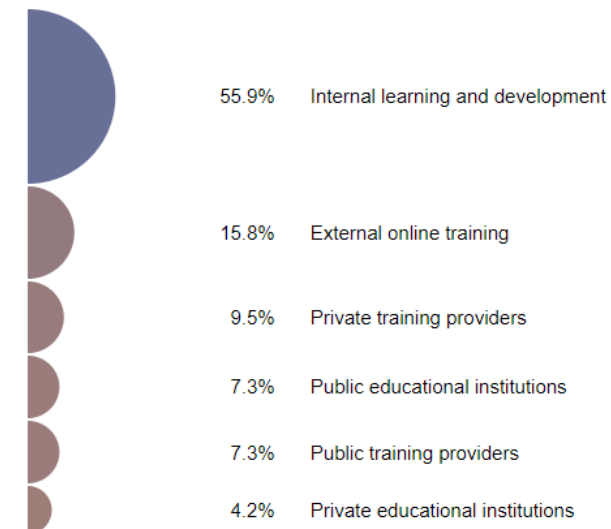
Share of workforce of companies surveyed within this data

### DURATION OF RESKILLING



## Projected use of training providers

Share of companies surveyed

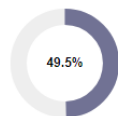


# Impact on the Global Mining and Metals Industry

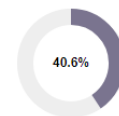
19.9%

Average share of workers at risk of displacement

Expected redeployment success rate of displaced workers

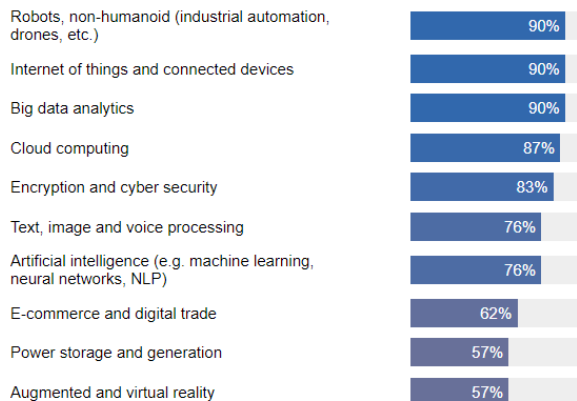


Average skills instability among workforce



## Technology adoption in industry

Share of companies surveyed



## Barriers to adoption of new technologies

Share of companies surveyed



## Emerging and redundant job roles

Role identified as being in high demand or increasingly redundant within their organization, ordered by frequency

### EMERGING

1. AI and Machine Learning Specialists
2. Data Analysts and Scientists
3. Process Automation Specialists
4. Robotics Engineers
5. Software and Applications Developers
6. Digital Transformation Specialists
7. Remote Sensing Scientists and Technologists
8. Management and Organisation Analysts
9. Internet of Things Specialists
10. Big Data Specialists

### REDUNDANT

1. Data Entry Clerks
2. Assembly and Factory Workers
3. Administrative and Executive Secretaries
4. Accounting, Bookkeeping and Payroll Clerks
5. Mining and Petroleum Extraction Workers
6. Material-Recording and Stock-Keeping Clerks
7. Locomotive Engine Drivers and Related Workers
8. Heavy Truck and Bus Drivers
9. Financial Analysts
10. Construction Laborers

## Emerging skills

Skills identified as being in high demand within their organization, ordered by frequency

1. Technology use, monitoring and control
2. Analytical thinking and innovation
3. Critical thinking and analysis
4. Complex problem-solving
5. Systems analysis and evaluation
6. Reasoning, problem-solving and ideation
7. Troubleshooting and user experience
8. Leadership and social influence
9. Creativity, originality and initiative
10. Active learning and learning strategies
11. Emotional intelligence
12. Resilience, stress tolerance and flexibility
13. Quality control and safety awareness
14. Instruction, mentoring and teaching
15. Technology design and programming