



# **Future Skills Needs: What do the analysts say?**

WORLD  
ECONOMIC  
FORUM

# Future of Jobs Report 2023

INSIGHT REPORT  
MAY 2023



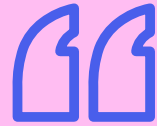
# Key Findings

- The largest job creation and destruction effects will come from environmental, technology and economic trends.
- Employers anticipate a structural labour market churn of 23% of jobs in the next five years. 'Labour market churn' means existing job roles ceasing to exist or declining, and new roles coming into existence.
- Analytical thinking and creative thinking remain the most important skills for workers in 2023.
- Six in 10 workers will require additional training before 2027
- High demand skills: those in the professions, digital and technical skills



The Working Futures 2017-2027 report, which looks at long-term labour market and skills projections for the UK, notes that the number of jobs in occupations which often require a high-level qualification is projected to continue to grow over the decade.

**Department for Education, 2020**



By 2030 there could be as many as **5.1 million** low-skilled people chasing **2 million** low-skilled jobs; **12.7 million** people with intermediate skills chasing **9.5 million** jobs; and **17.4 million** high-skilled jobs with only **14.8 million** high-skilled workers to fill them.

On this basis, and in the absence of further action, England potentially faces a **deficit of high skills** in 2030, amounting to around **2.6 million people**.

**The Learning and Work Institute, 2019**



**ONS analysis** shows that the roles of people with lower qualifications are far more prone to automation than those with higher-level qualifications. Of the 1.5 million people who are at high risk of automation, 59.8 per cent are not qualified to level 2 and 39 per cent are only qualified to levels 2 or 3. **Conversely, 87 per cent of low-risk jobs were held by people with degrees.**

**Office for National Statistics, 2019**



Although nearly half now go to university, more than 30 per cent get no education or training at all beyond the age of 17. This is far worse than our competitors. By age 25 we have the longest tail of low skills compared with other OECD countries.

**Financial Times, 2023**



**97%** of business leaders believed that graduates progressed into managerial positions faster than their peers, citing communication, self-confidence, and problem-solving skills as key attributes.

**Universities UK, 2023**





# Thank you

Vanessa Wilson

CEO, University Alliance