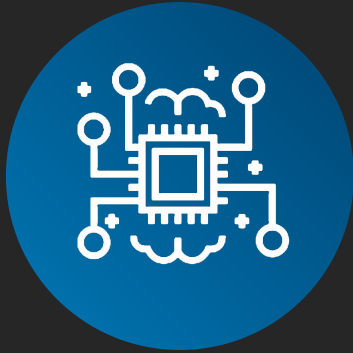




The Three Trends that will shape the Future of Work



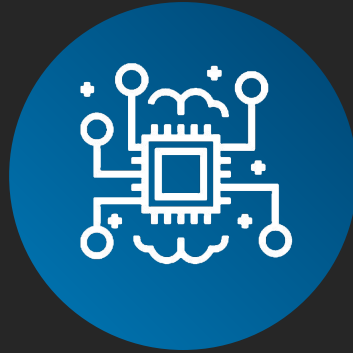
**AI and
Automation**



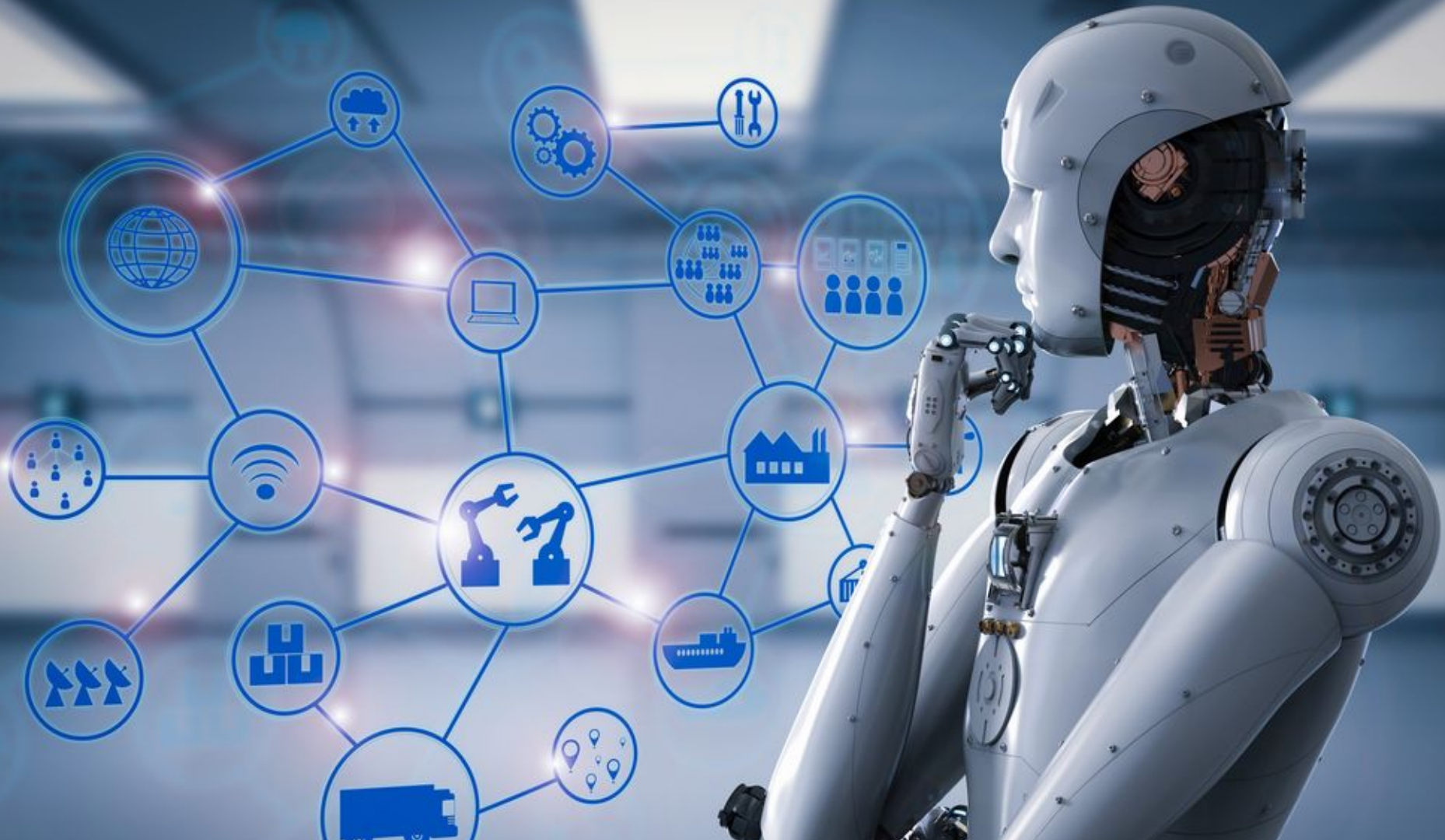
The Skills Gap

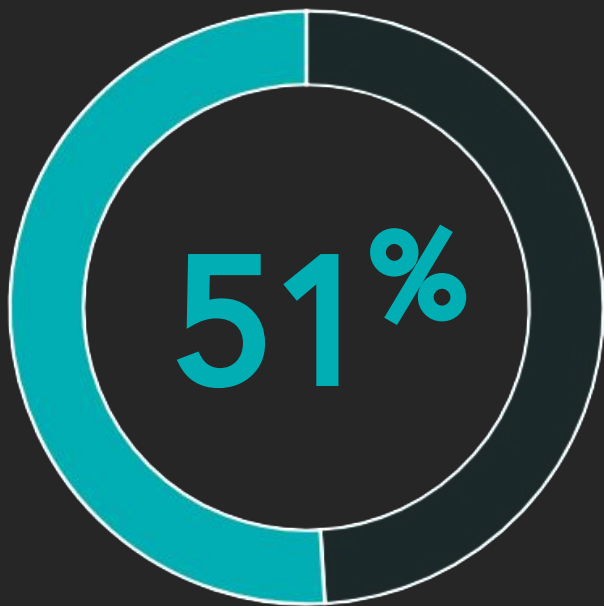


**Independent
Work**



AI and Automation





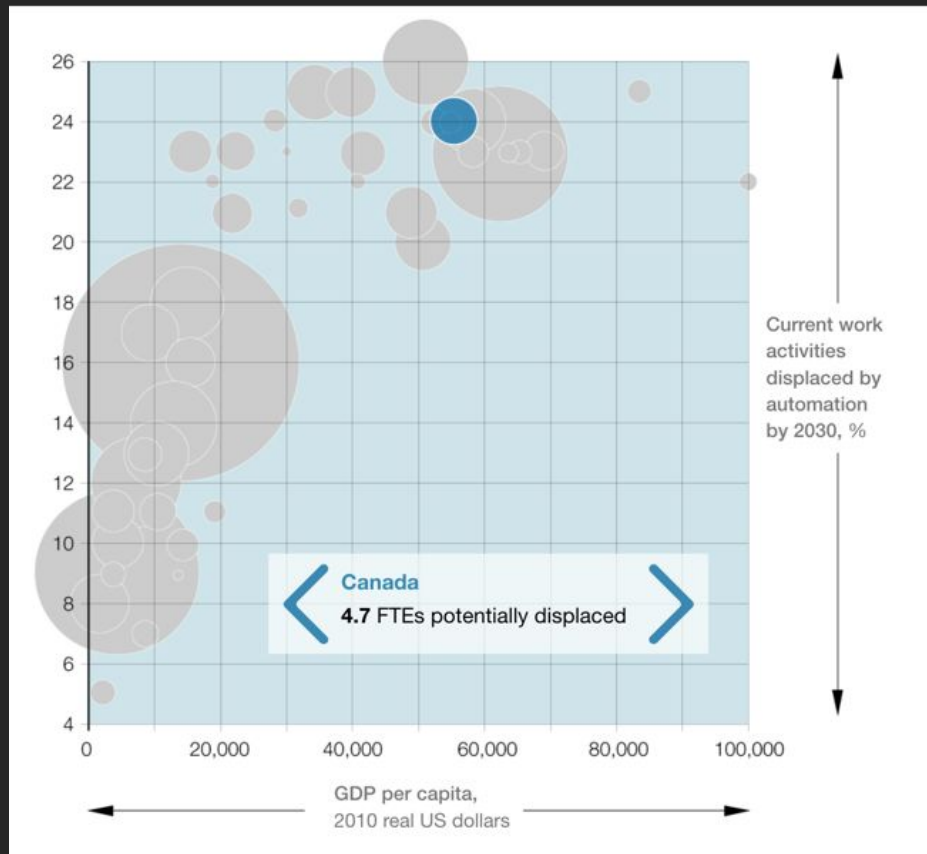
**of work activities are
susceptible to automation
using current technology**

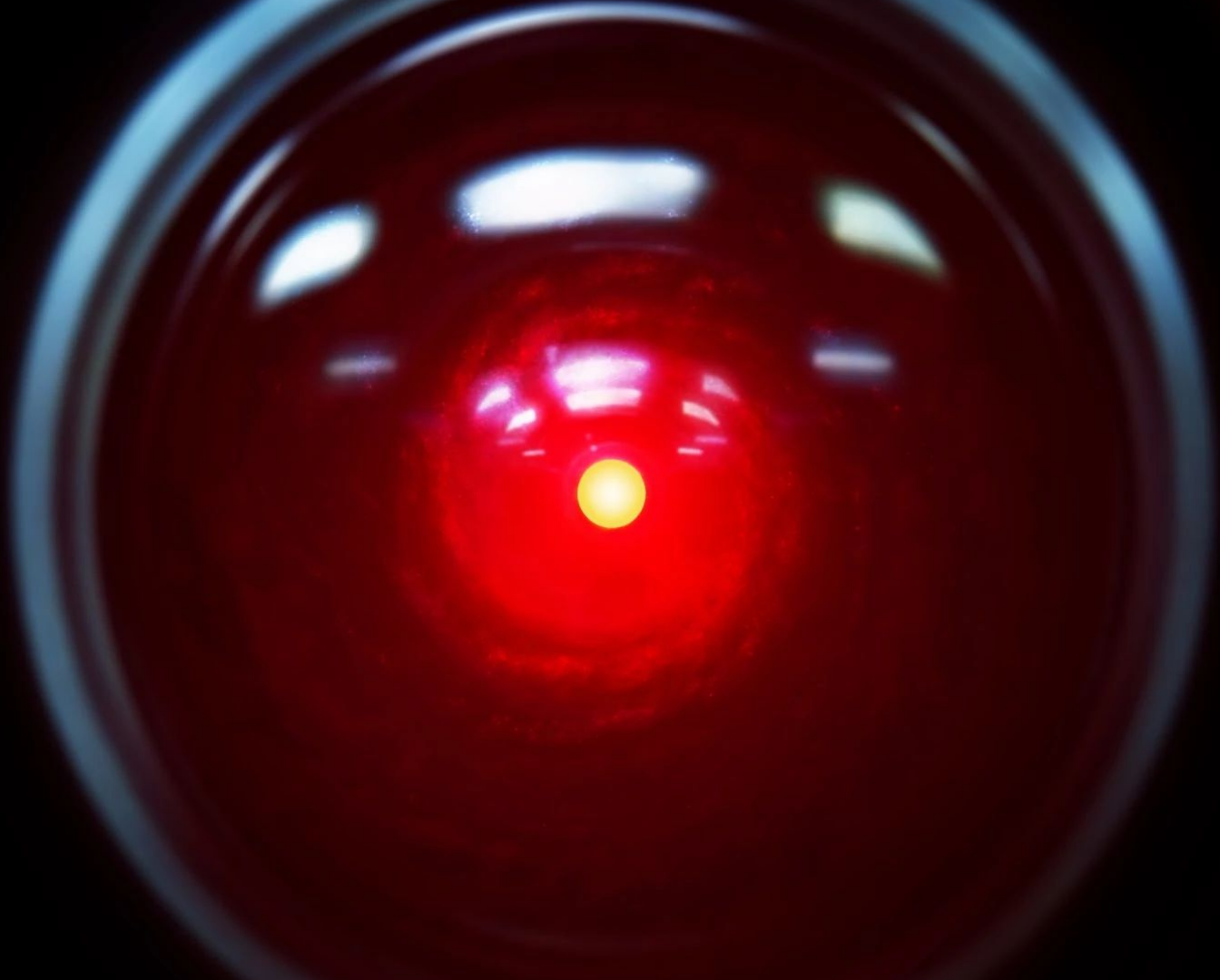
400M

———— *to* ————

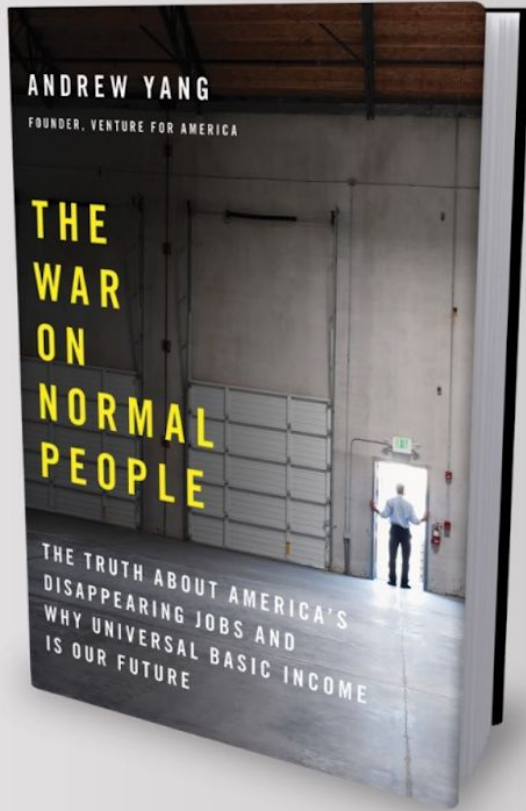
800M

*Jobs displaced
by 2030*





How will you prepare your workforce for the rise of AI and Automation?



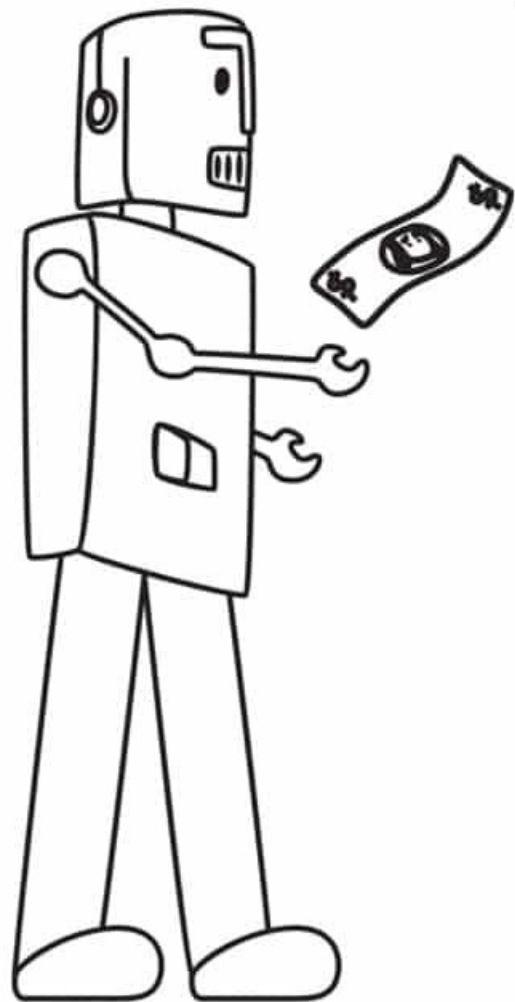
THE WAR ON NORMAL PEOPLE

THE TRUTH ABOUT AMERICA'S DISAPPEARING
JOBS AND WHY UNIVERSAL BASIC INCOME IS
OUR FUTURE

by **ANDREW YANG**

Bill Gates:

Robots should be *TAXED*
like humans.



9 780134 1209 480 > ISBN 978-0-13-039061-7(1) 300 REAT - 13 9900, where applicable

THE ONCE AND
FUTURE
WORKER



A VISION FOR THE RENEWAL OF
WORK IN AMERICA

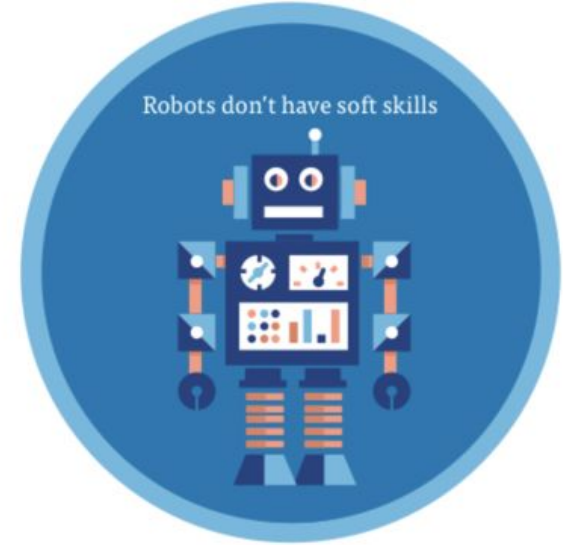
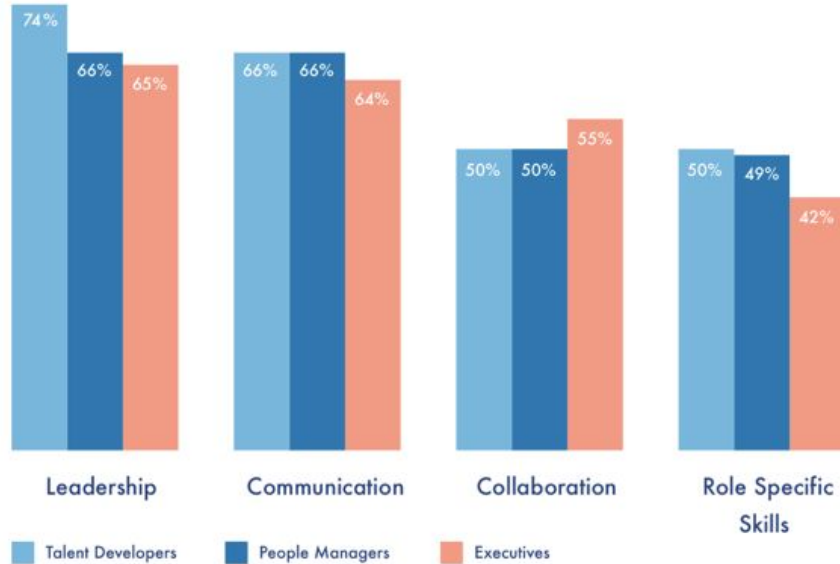
OREN CASS



IBM 7090

DATA PROCESSING SYSTEM

WHAT ARE THE MOST IMPORTANT SKILLS FOR EMPLOYEES TO LEARN FROM L&D PROGRAMS?





The Skills Gap

A dark grey map of Canada is the background. Overlaid on the map are two large white numbers and two teal-colored labels. The number '519K' is positioned on the left side of the map, and '1.1M' is on the right. Below '519K' is the teal text 'open jobs', and below '1.1M' is the teal text 'unemployed'.

519K

open jobs

1.1M

unemployed

Many Skills Gaps

Gaps between supply and demand for specific skills, in a specific local labour market, at a specific point in time

33%

of the skills required by employers will
be entirely new by 2020

2016 Demand Ranking

Software Engineering Management
Data Analytics
Cloud Computing
Computer Graphics
Software and User Testing
Mobile Development
Middleware and Integration Software
Digital Marketing
Other Programming Languages
Geographic Information Systems (GIS)
Big Data
Artificial Intelligence
Embedded System
Computer Network
Web Development
Database Management Systems
Cyber Security
UI/UX

2017 Demand Ranking

Big Data
Cloud Computing
Artificial Intelligence
Middleware and Integration Software
UI/UX
Mobile Development
Cyber Security
Software Engineering Management
Software and User Testing
Data Analytics
Database Management Systems
Embedded System
Other Programming Languages
Web Development
Computer Network
Digital Marketing
Computer Graphics
Geographic Information System (GIS)

\$24B

**foregone GDP due to Ontario's
skills shortage**

NEWS >

32% of brands have a marketing skills gap but most struggle to find 'quality talent'

By **Rebecca Stewart** - 21 January 2019 12:42pm



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Marketers Concerned by the Digital Skills Gap

November 30, 2018

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The Future Marketing Organisation: Filling the data skills gap

Marketing Week research, in partnership with MiQ, reveals an alarming data skills shortage in the industry, so how can marketing leaders both attract and retain the right talent?

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Open Access News Education News

Skills gap set to widen as schools fail to prepare students for a digital future

January 23, 2019



NORTH AMERICA ANALYSIS 2019 GOVERNMENT READ MORE
Office to Advance Women, Equity & Diversity

OPINION

It's time to close the skills gap for Canada's sales professionals

PETER IRWIN
CONTRIBUTED TO THE GLOBE AND MAIL
PUBLISHED FEBRUARY 8, 2019
FOR SUBSCRIBERS

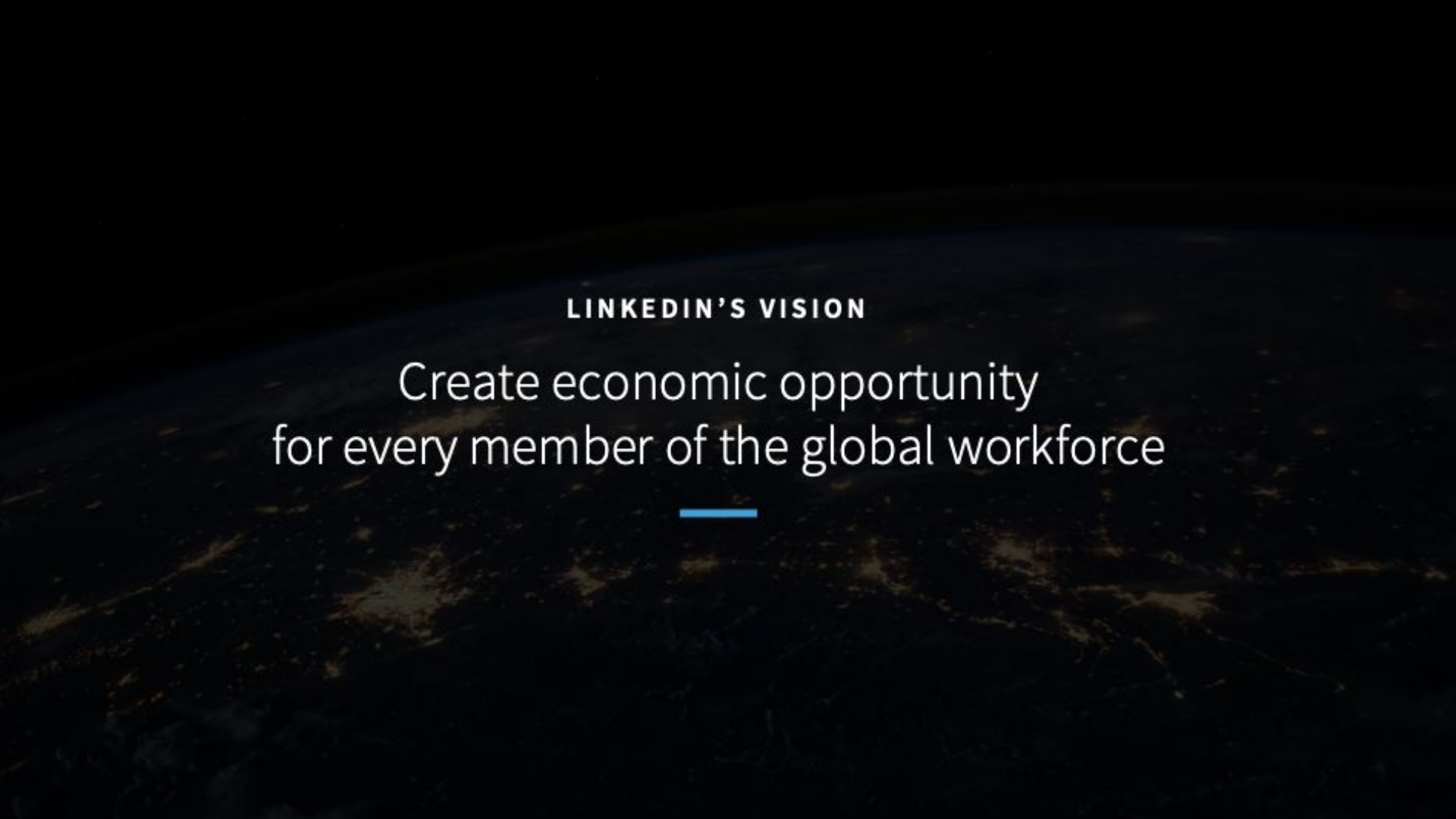
Peter Irwin is president and CEO of the Canadian Professional Sales Association.

Canada is often referred to as an innovation nation. Indeed, Ottawa is banking hard on innovation as a major economic driver, with the term used well more than triple the number of times in the 2017 budget than in 2016.

TRENDING

- 1 The best d
- 2 Save more income-sp
TIM CESTNIC
- 3 Moderate-

How do you identify and equip talent with the right skills, in the right locations at the right time?



LINKEDIN'S VISION

Create economic opportunity
for every member of the global workforce



THE ECONOMIC GRAPH



Members



Companies



Jobs



Skills



Schools



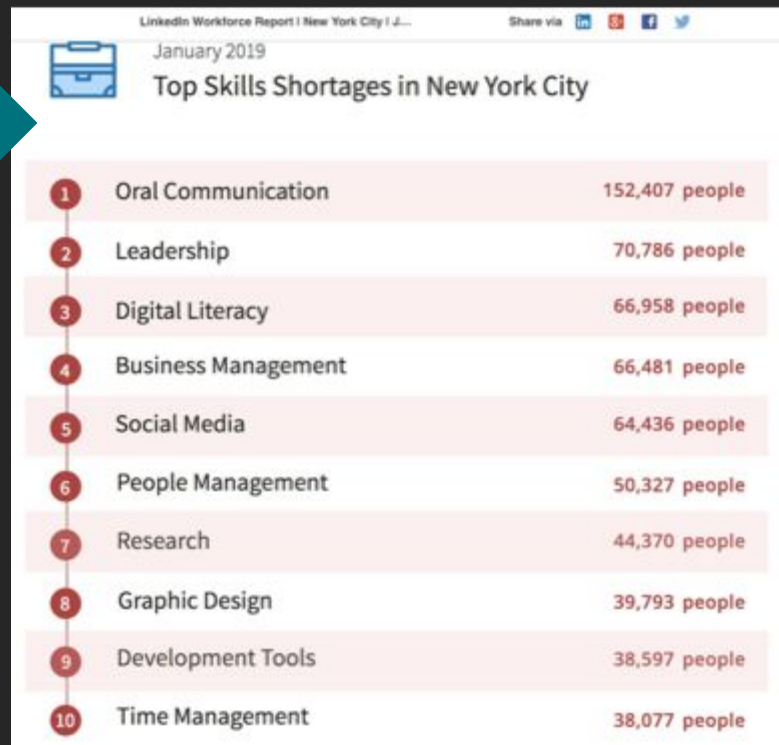
Knowledge

Cities with the Largest Skills Shortages

- | | | |
|--|--------------------------------------|--|
| 1 San Francisco Bay Area, CA
1,282,673 people | 5 Seattle, WA
418,357 people | 8 Chicago, IL
250,542 people |
| 2 New York City, NY
1,201,383 people | 6 Washington, D.C.
318,240 people | 9 Denver, CO
230,124 people |
| 3 Los Angeles, CA
582,810 people | 7 Austin, TX
260,881 people | 10 Dallas-Fort Worth, TX
211,122 people |
| 4 Boston, MA
419,243 people | | |



A skills gap is a mismatch between the skills employers need (demand) and the skills workers have (supply). Within a city, a skill is in shortage when employer demand exceeds local worker supply of that particular skill. Our skill demand measure comes from a weighted combination of the skills that appear in job postings on LinkedIn and the frequency that members in a city with a certain skill are hired relative to members without that skill. Skill supply is calculated as the number of members in a city who have listed a certain skill on their profiles. To develop the list of cities with the largest skills shortages, we aggregated and ranked the gross headcounts of all skills in shortage, by city.



The top 5 hard skills companies need most in 2019

Based on research from LinkedIn Learning

1. Cloud Computing
2. Artificial Intelligence
3. Analytical Reasoning
4. People Management
5. UX Design

Source: LinkedIn

The top 5 soft skills companies need most in 2019

Based on research from LinkedIn Learning

1. Creativity
2. Persuasion
3. Collaboration
4. Adaptability
5. Time Management

Source: LinkedIn



Independent
Work

Independent Work

Freelancers

Short-term contractors

Gig economy

2M+

*Canadians are taking part in
independent work*

A person with extensive tattoos on their arms is shown from the side, leaning over a desk. They are holding a pen and appear to be working on a document or laptop. The background is dark and out of focus, suggesting an office or creative workspace. The overall tone is professional and modern.

55%

*of Millennials / GEN Z are considering the
Gig Economy vs. Full Time Employment*

65%

*of talent managers globally use some form
of independent worker*

How will you identify and recruit those interested in independent work?



Ask for a
referral



When open to
new opportunity

Antonio Arnold • 3rd
Sr. Principal UX Designer, GoldenPhase
University of Oxford
London, United Kingdom • 500+



Job type



Feedback on
job matches



Open to relocation



**You can't predict the future but you
can prepare for it**

#alwaysbelearning