

Career Review

*Future of Work
Context document July 2021*

Right now, staying skilled is a matter of survival



COVID-19 is endangering workforce skills

COVID-19 has changed the landscape of the working world, bringing mass job losses, huge shifts to remote working and heightened insecurity for many workers across the labour market. Young people have been some of the worst-affected by the crisis facing disrupted educational and economic prospects.



Industry 4.0 brings opportunities for people, communities and businesses

Before the COVID-19 crisis, it was clear that the world of work was changing. We were moving into a fourth industrial revolution, driven by technological disrupters including robotics, big data, the Internet of Things and artificial intelligence. This has significant implications for how we live and work, what skills we require to thrive, and how we learn those skills.

“The speed of change is beyond the skillset of our organisation”

Jackie Archer - Blafour Beattie, in April at SDS Future of Work Living Lab

Scotland re-invented?



We were facing urgent challenges before COVID-19



"The half-life of a job skill is about 5 years"



30% of jobs are at potential risk of automation by mid-2030s

Critical thinking and problem-solving top the list of skills employers believe will grow in prominence in the next five years.



Few managers and leaders believe their organisations are ready to take on the challenges brought by digitisation

Only 9% have leaders with skills needed to thrive in digital economy

47% of employers say that their organisations are deeply involved in automation projects, using AI and robotics

The future of work is now

