

# Human+ skills for the future of work

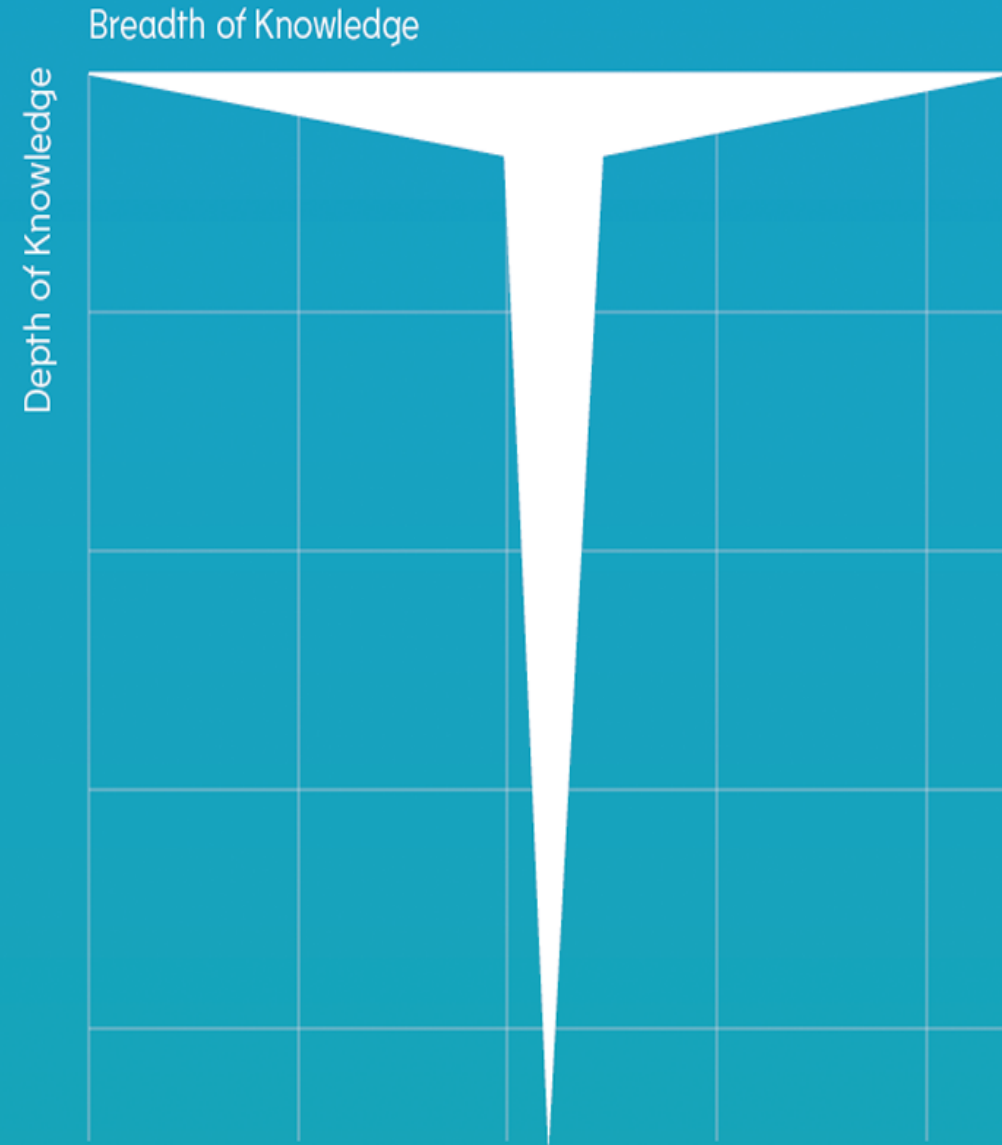
Michelle R. Weise, Ph.D.

author of [Long Life Learning: Preparing for Jobs that Don't Even Exist Yet](#)

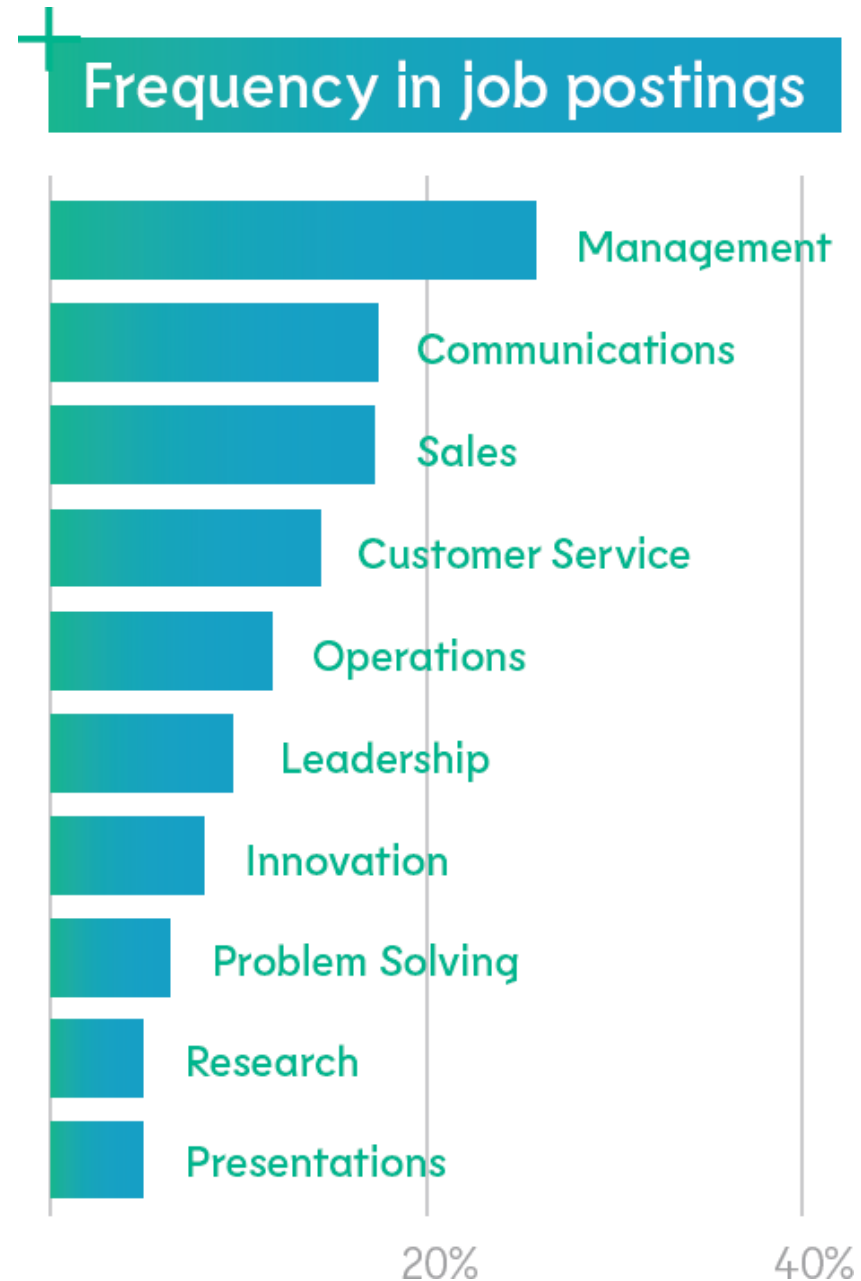
[riseanddesign.io](https://riseanddesign.io)

Jan 2021

T-shaped individuals  
combine broad  
knowledge and skills  
with deep expertise  
in a narrow field



Human skills like communication, leadership, and problem solving are among the most common skills employers list in job postings



Source:  
Emsi job posting  
analytics, 2018.

Liberal arts graduates translate and apply problem-solving skills uniquely in different career fields like marketing, finance, human resources, and public policy



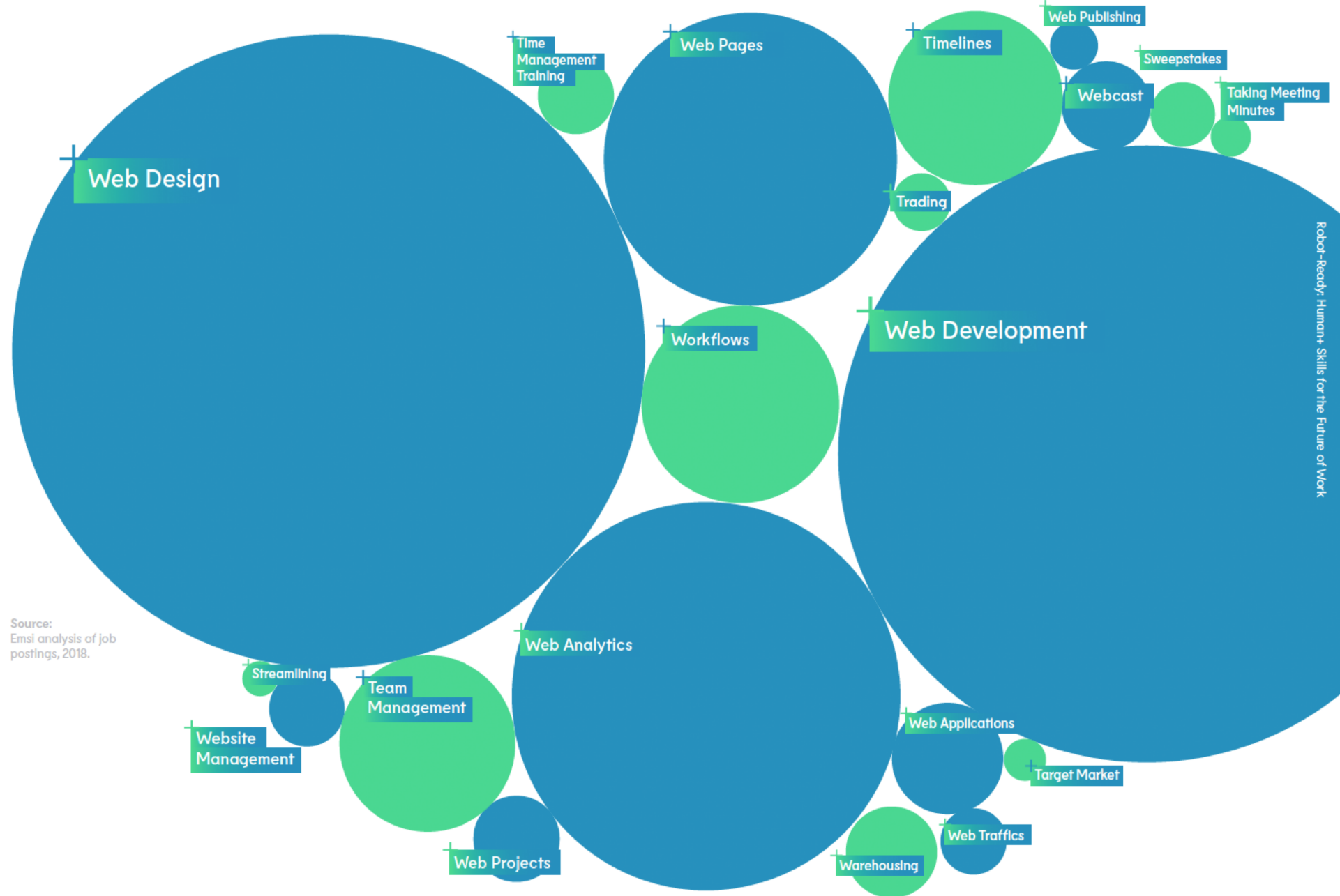
Source:  
Emsi analysis of resume and  
profile data, 2018, and BLS'  
Occupational Employment  
Statistics, 2018.

# Hybrid Jobs

## Every job is digital

Journalism job postings increasingly require tech skills like analytics, SEO, and JavaScript

Bubble size reflects relative demand of each skill



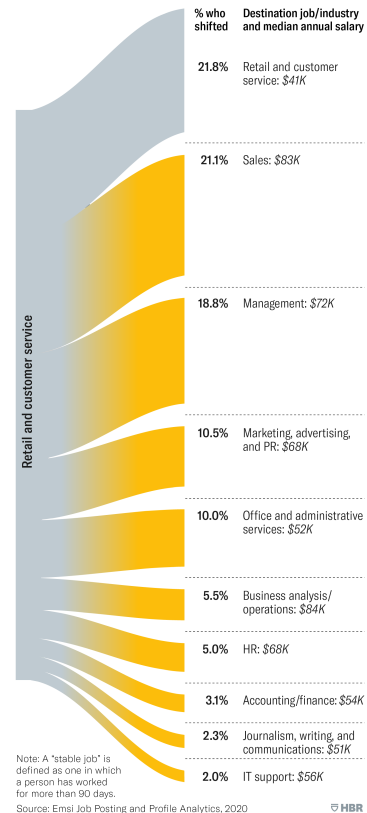
In the future,  
workers will  
need to return  
to learning  
throughout a  
longer  
work life



# How Workers Shift from One Industry to Another

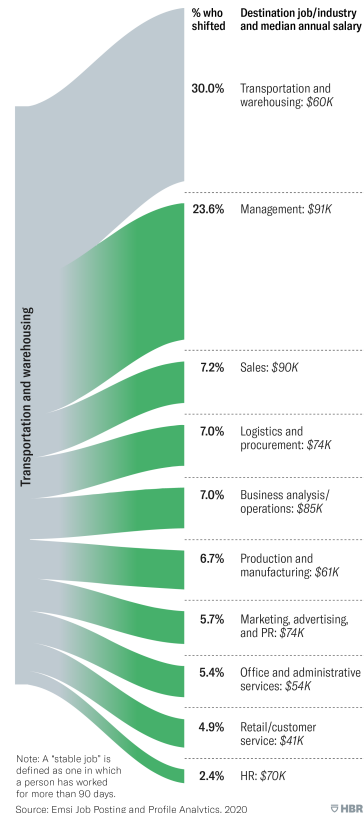
## Job Transitions in the Retail and Customer Service Sector

Data from labor market analytics firm Emsi shows career shifts that people made between 2010 and 2020. The chart below tracks retail and customer service workers' first major job transition three years after their first stable job.



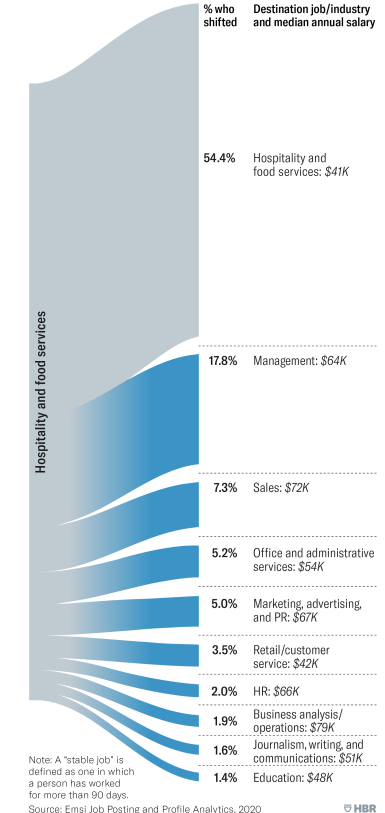
## Job Transitions in the Transportation and Warehousing Sector

Data from labor market analytics firm Emsi shows career shifts that people made between 2010 and 2020. The chart below tracks transportation and warehousing workers' first major job transition three years after their first stable job.



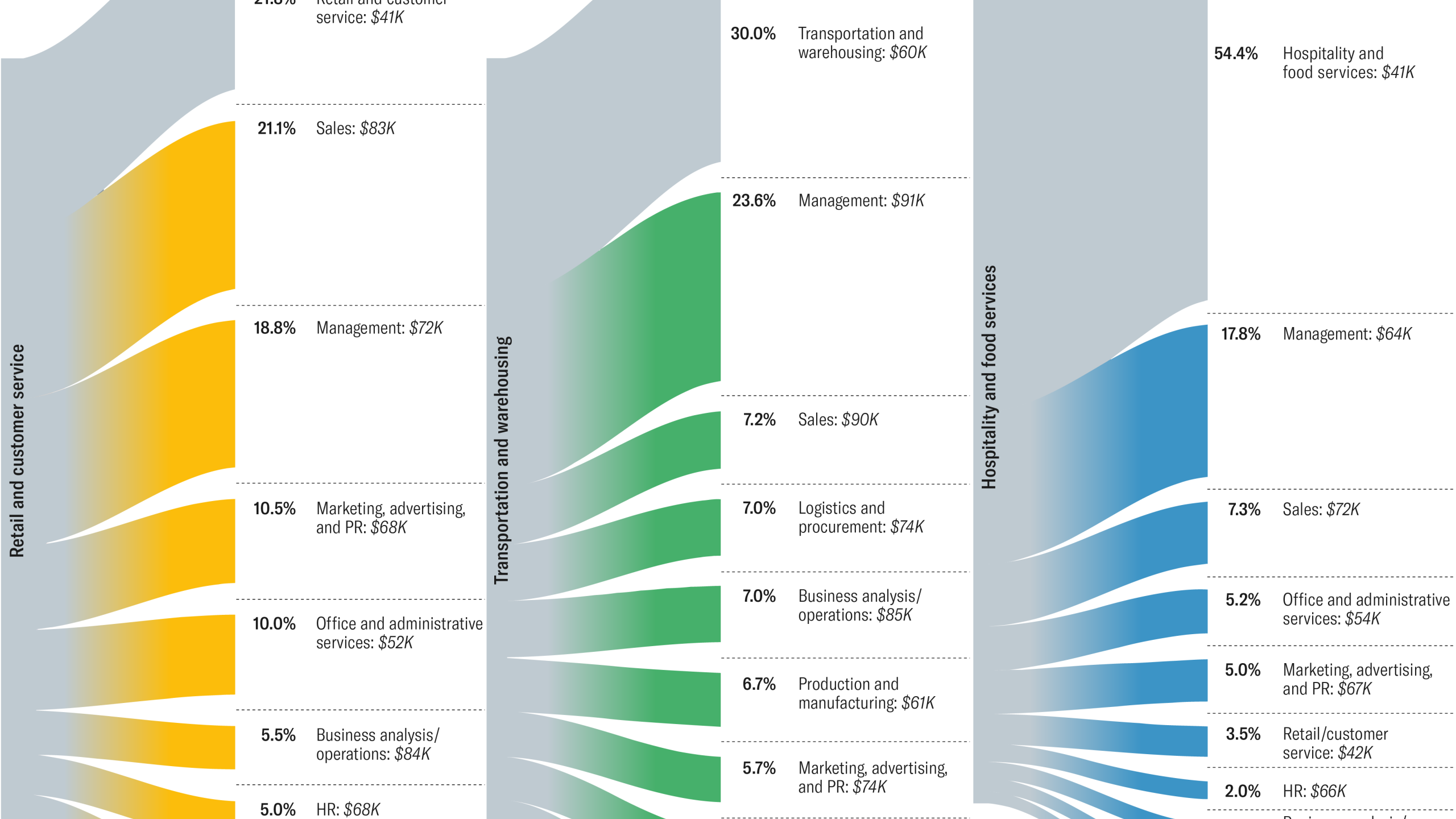
## Job Transitions in the Hospitality and Food Services Sector

Data from labor market analytics firm Emsi shows career shifts that people made between 2010 and 2020. The chart below tracks hospitality and food services workers' first major job transition three years after their first stable job.

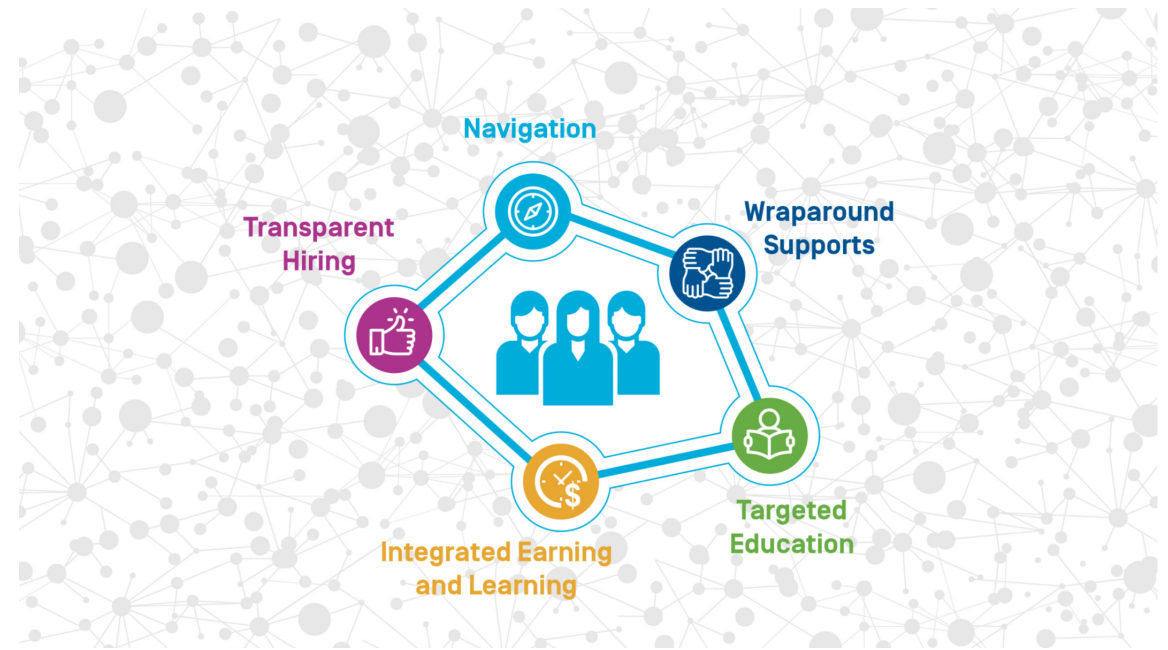
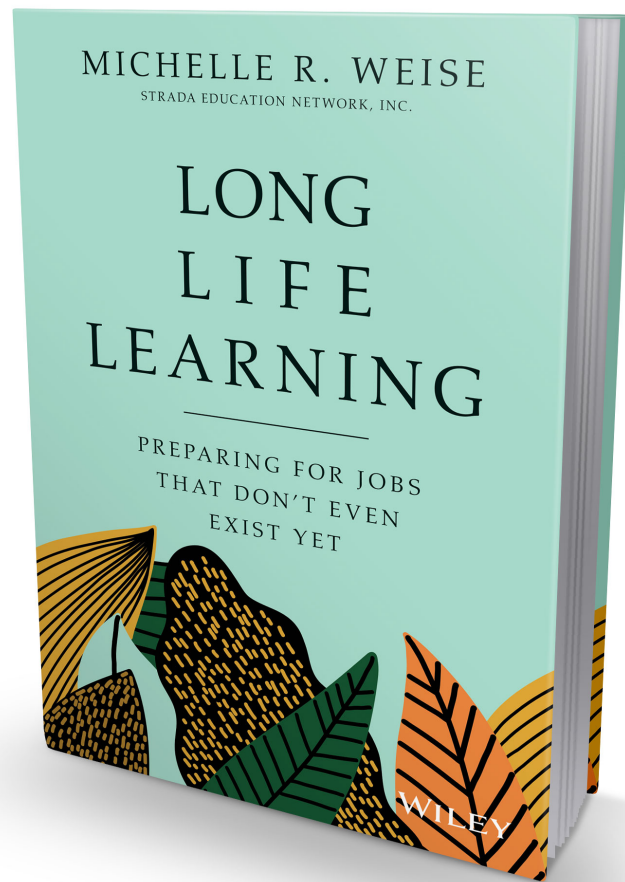


Michelle R. Weise, "How Workers Shift from One Industry to Another," *Harvard Business Review*, July 7, 2020, <https://hbr.org/2020/07/research-how-workers-shift-from-one-industry-to-another>.









A new learning ecosystem will  
show us the way, help us learn, endorse that learning, help us pay, and get us hired.

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