

ROBOT-READY

**Human+ Skills**  
For The Future of Work



**Strada Institute**  
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**Emsi**



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Strada Institute for the Future of Work is dedicated to advancing our understanding of the future of learning and work, so that we may begin to build the learning ecosystem of the future.

Emsi is a labor market analytics firm that integrates data from a wide variety of sources to serve professionals in higher education, economic development, workforce development, talent acquisition, and site selection.

Both organizations are a part of Strada Education Network<sup>®</sup>, a national nonprofit dedicated to improving lives by catalyzing more direct and promising pathways between education and employment.

To access the full report: <https://www.economicmodeling.com/human-skills/>

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## Frequency in job postings

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.

# Human+ Skills

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Human skills will be critical to coordinating more closely with machines in a complementary way. But human skills alone will not be enough. A “both, and” mentality embraces the duality of technical skills with uniquely human skills.

The human+ skills needed now and for the future combine things like

- programming + communication
- artificial intelligence (AI) + emotional intelligence
- logic + ethics

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



In the future, workers will need to return to learning throughout a 100-year work life

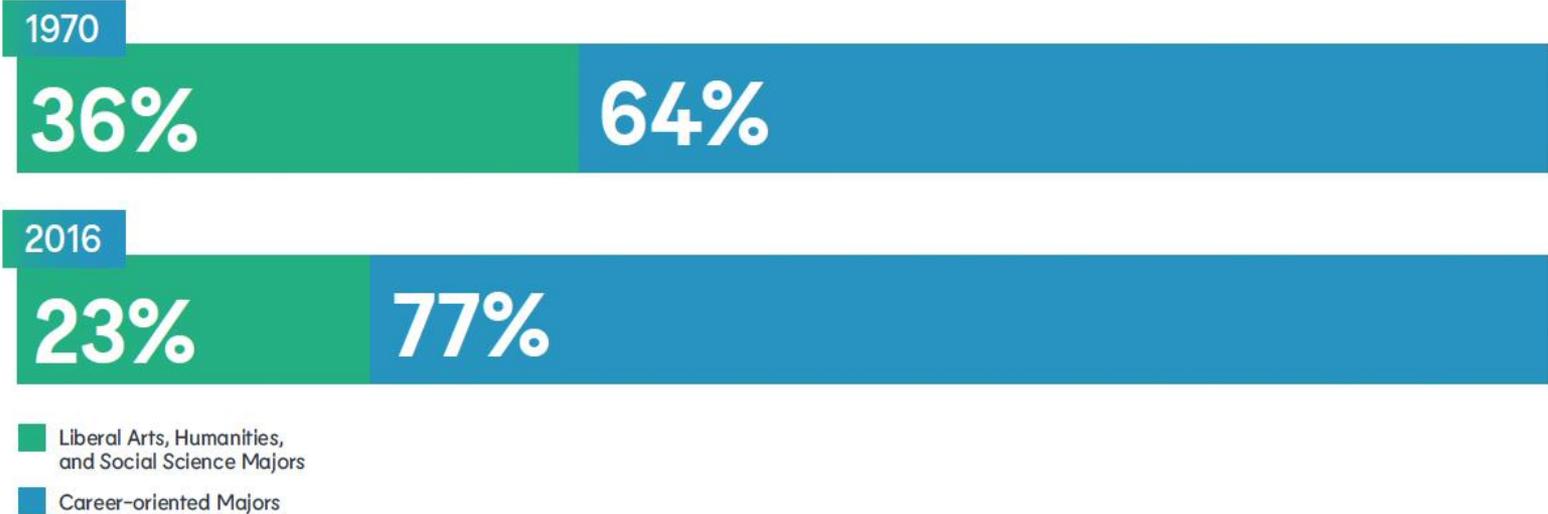


## Both/And -- Not Either/Or

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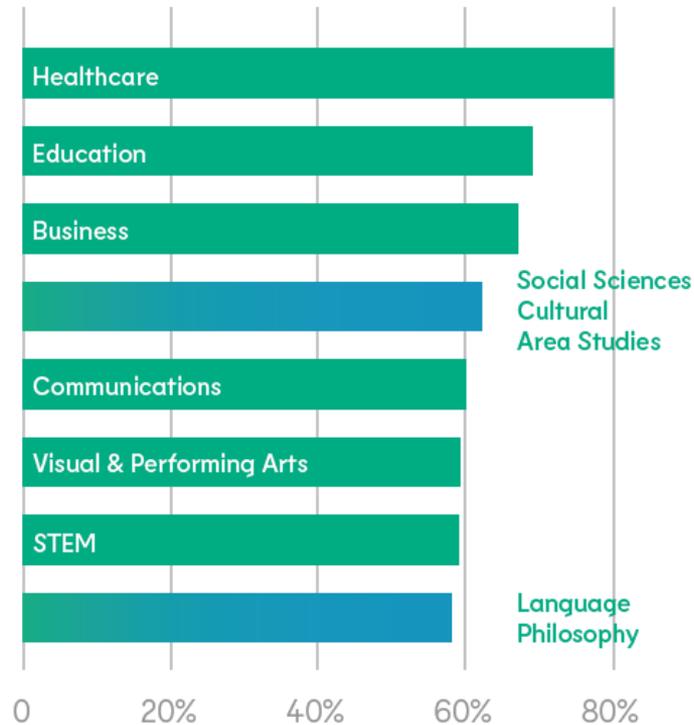
1. Human skills are among the most in-demand skills in the labor market + basic technical skills like data analysis and digital fluency
2. Role of the liberal arts?
3. Human skills are applied differently across career fields and must be effectively translated
4. To break down barriers to entry in the labor market, liberal arts majors can better identify and understand their human skills and acquire targeted technical skills

Since 1970, BAs in liberal arts programs have declined from 36 percent to 23 percent

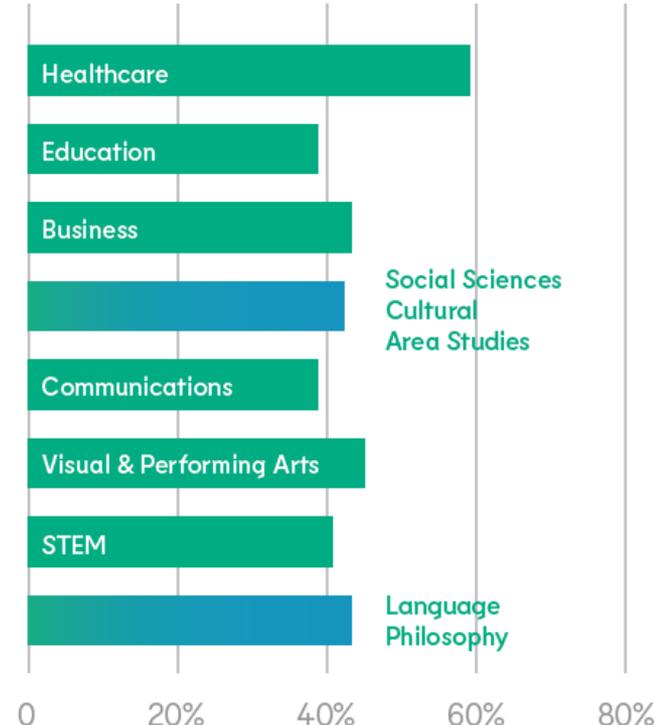


Liberal arts majors are less likely than other majors to report that their coursework was helpful or that the acquired important life skills

### Coursework Helpful for Careers

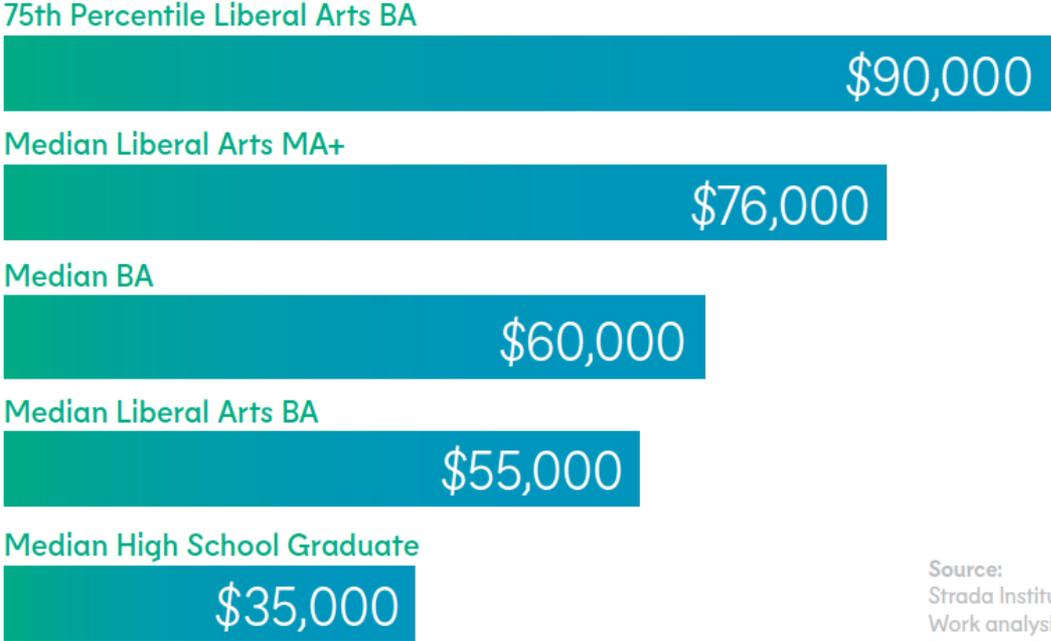


### Life Skills Learned



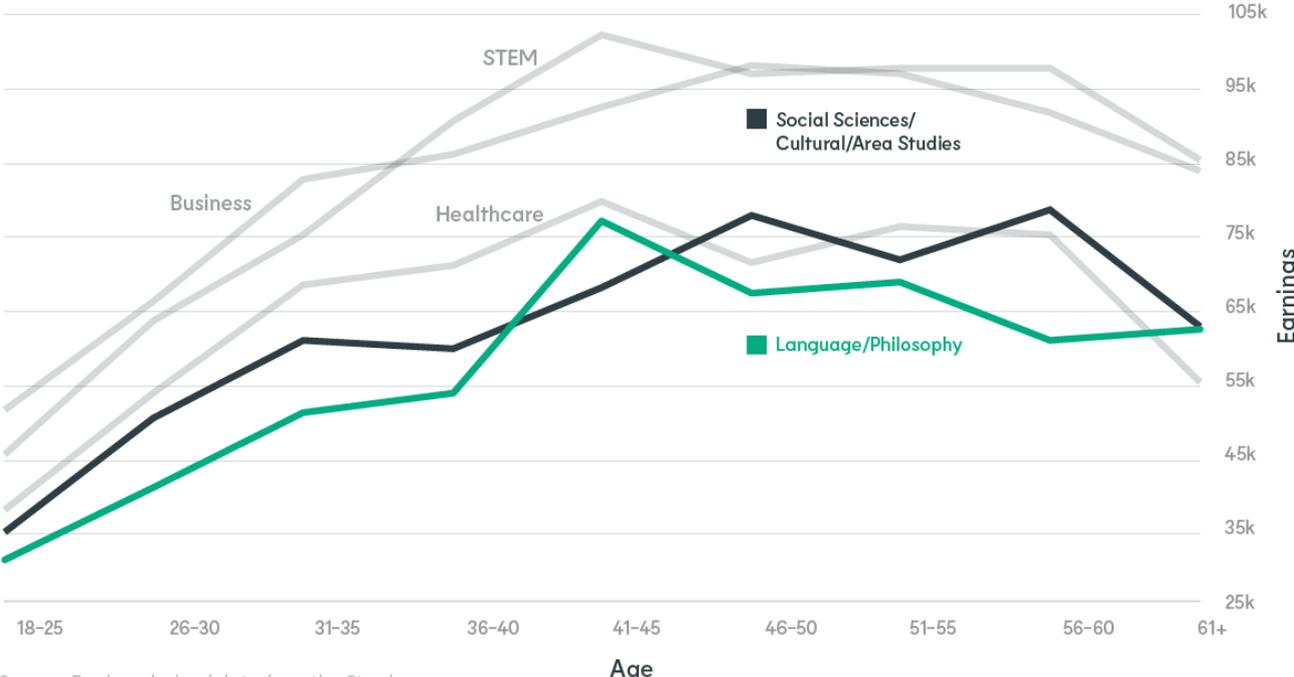
Share of college grads who believe their coursework is helpful for their career

Liberal arts graduates earn a significant wage premium relative to high school graduates, and the half who go on to earn graduate degrees earn an average of \$76,000 annually



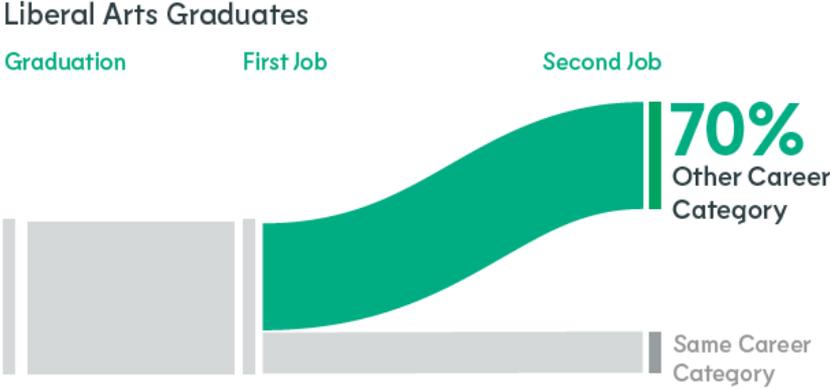
Source:  
Strada Institute for the Future of  
Work analysis of data from the  
American Community Survey, 2016.

# Liberal arts graduates never catch up to STEM, healthcare, or business majors' earnings, but they have the fastest income growth among majors in their late 30s and early 40s

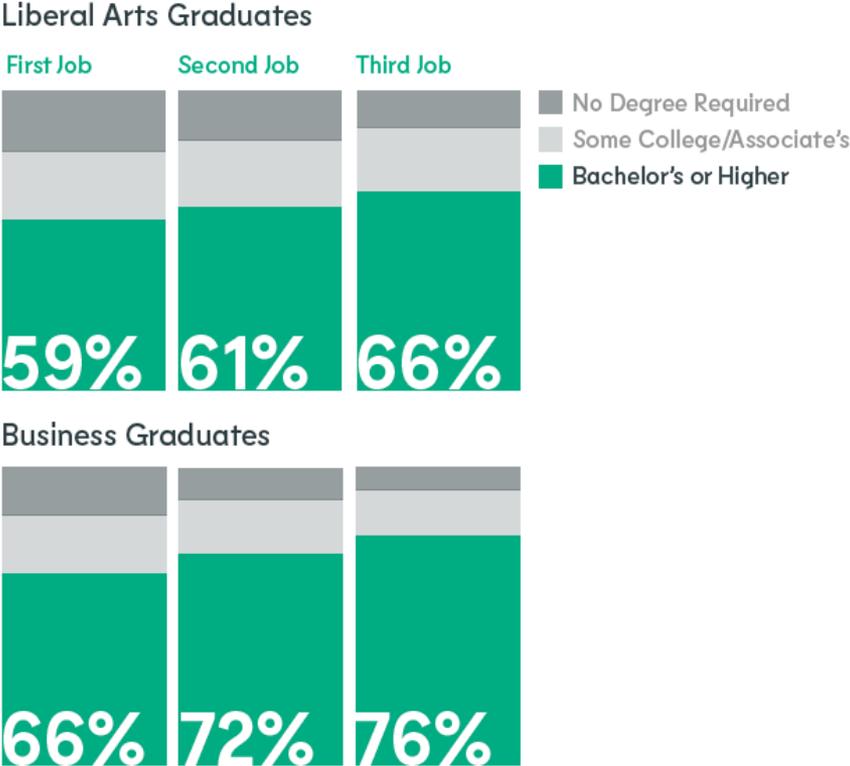


Source: Emsi analysis of data from the Strada-Gallup Education Consumer Survey, 2018.

Liberal arts graduates have high rates of career mobility: 70 percent change careers from their first job to their second job

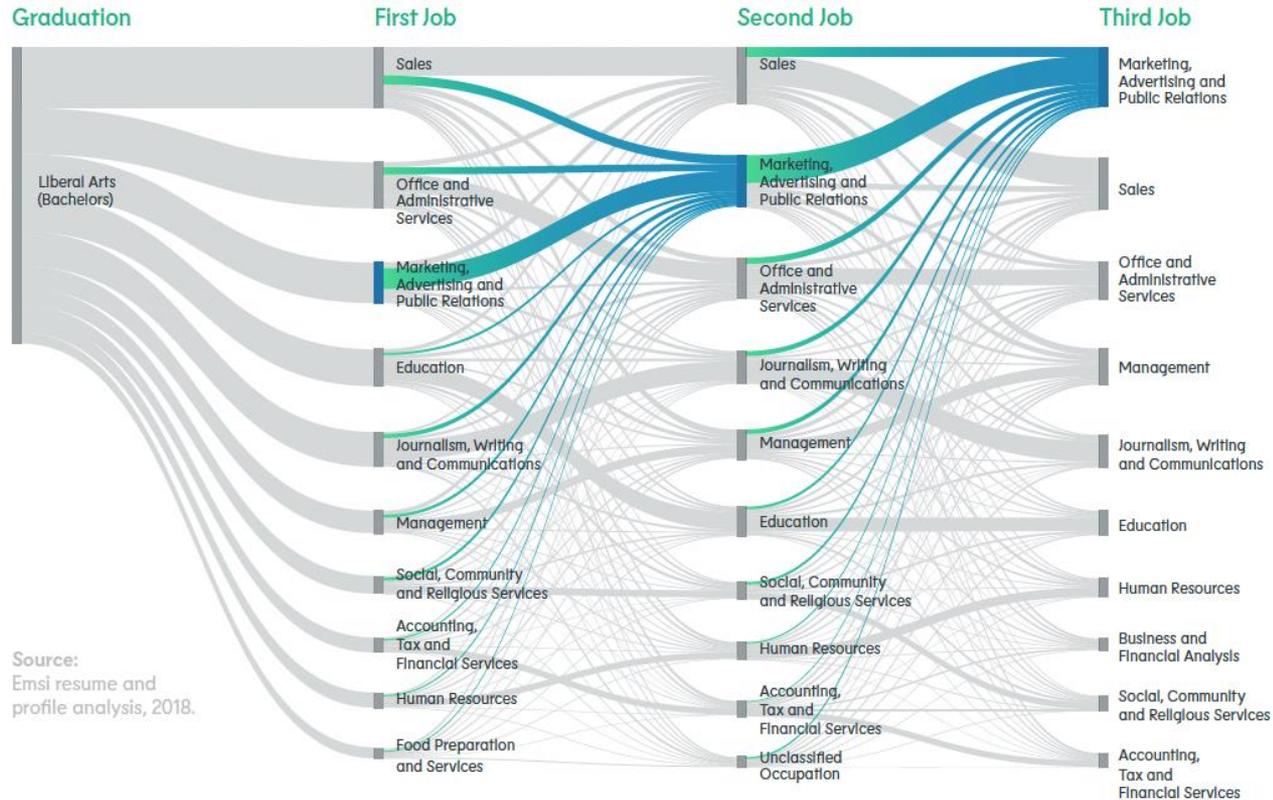


Between their first and their third jobs, liberal arts graduates transition into middle- and high-skill careers with high concentrations of college-educated workers



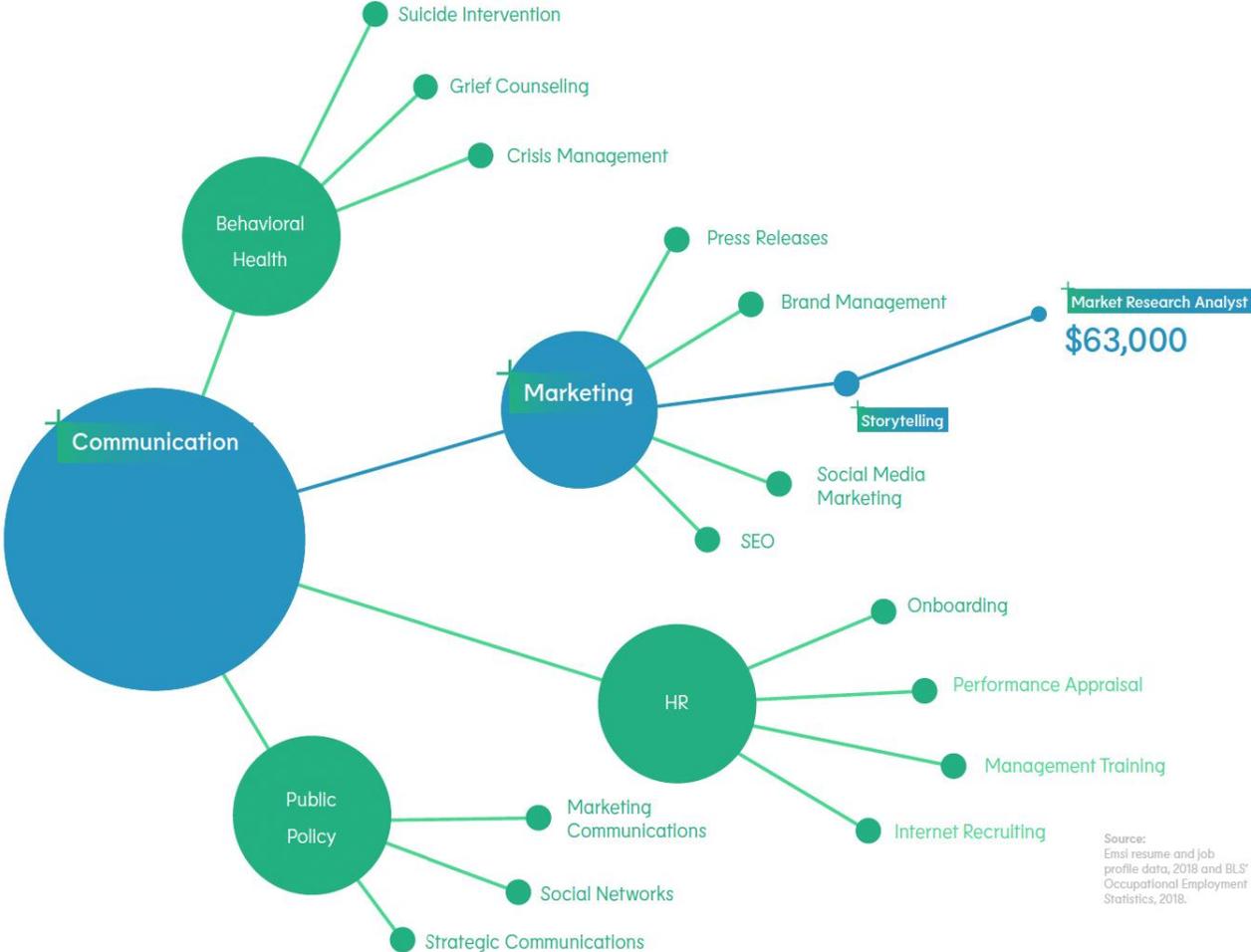
Source: Emsi analysis of resume and profile data, 2018.

# From their first to their third job, liberal arts graduates gravitate towards marketing careers



Source:  
Emsi resume and  
profile analysis, 2018.

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



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

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



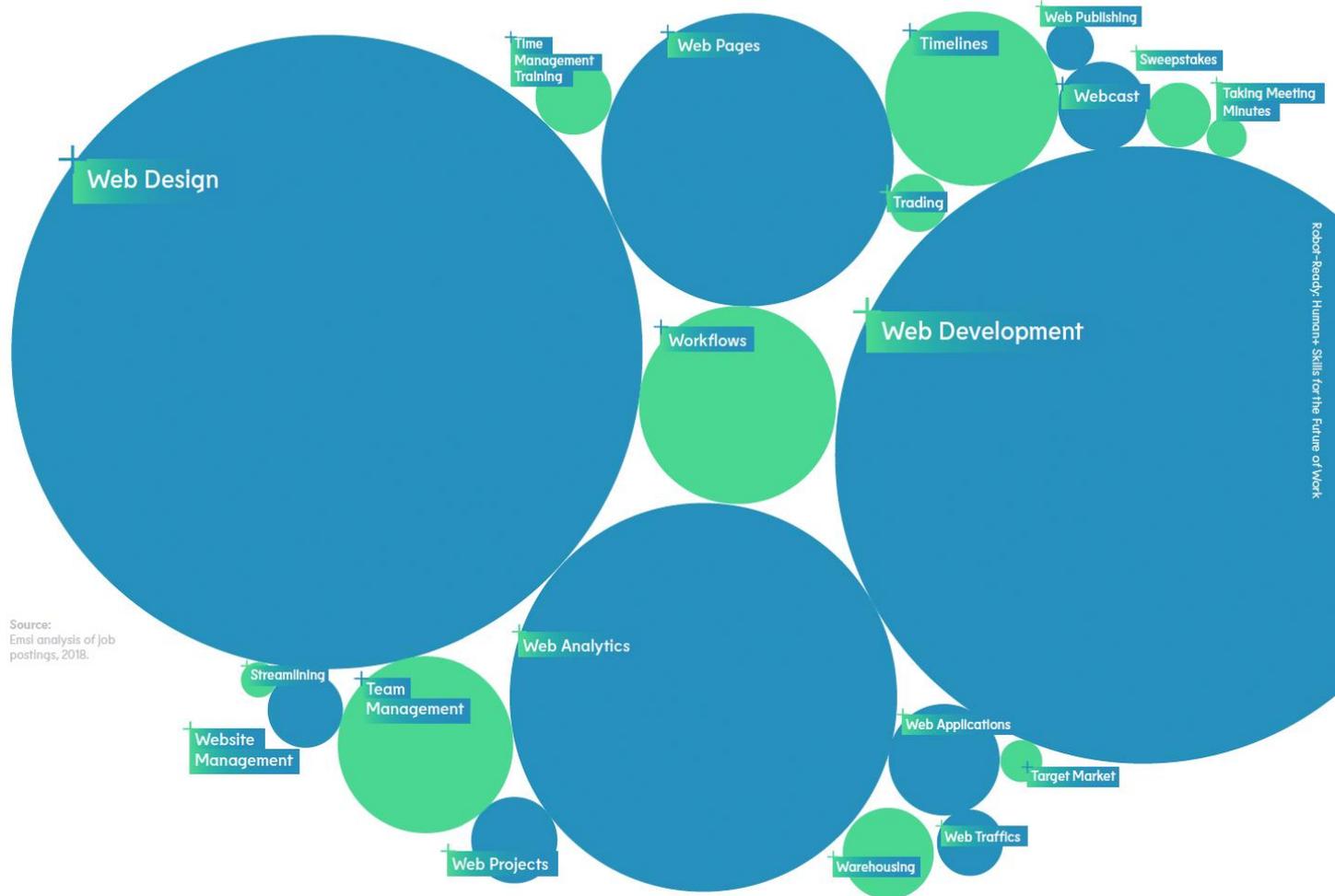
Source:  
Emsi analysis of resume and profile data, 2018, and BLS' Occupational Employment Statistics, 2018.

# Hybrid Jobs

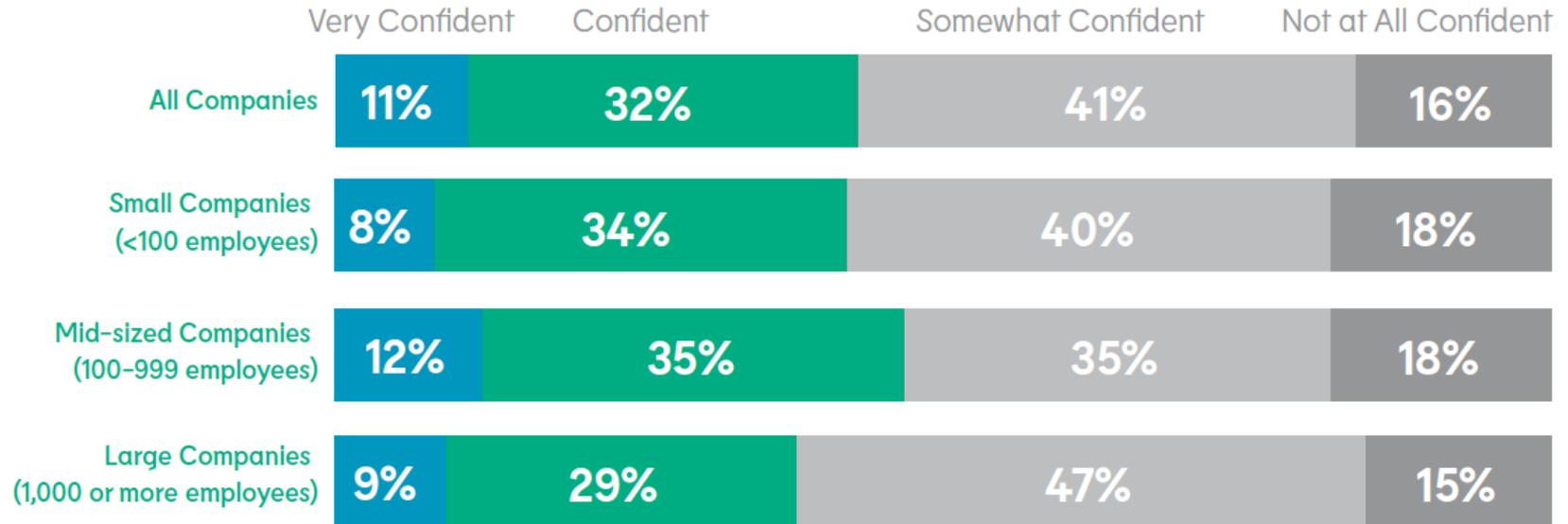
## Every job is digital

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

Bubble size reflects relative demand of each skill

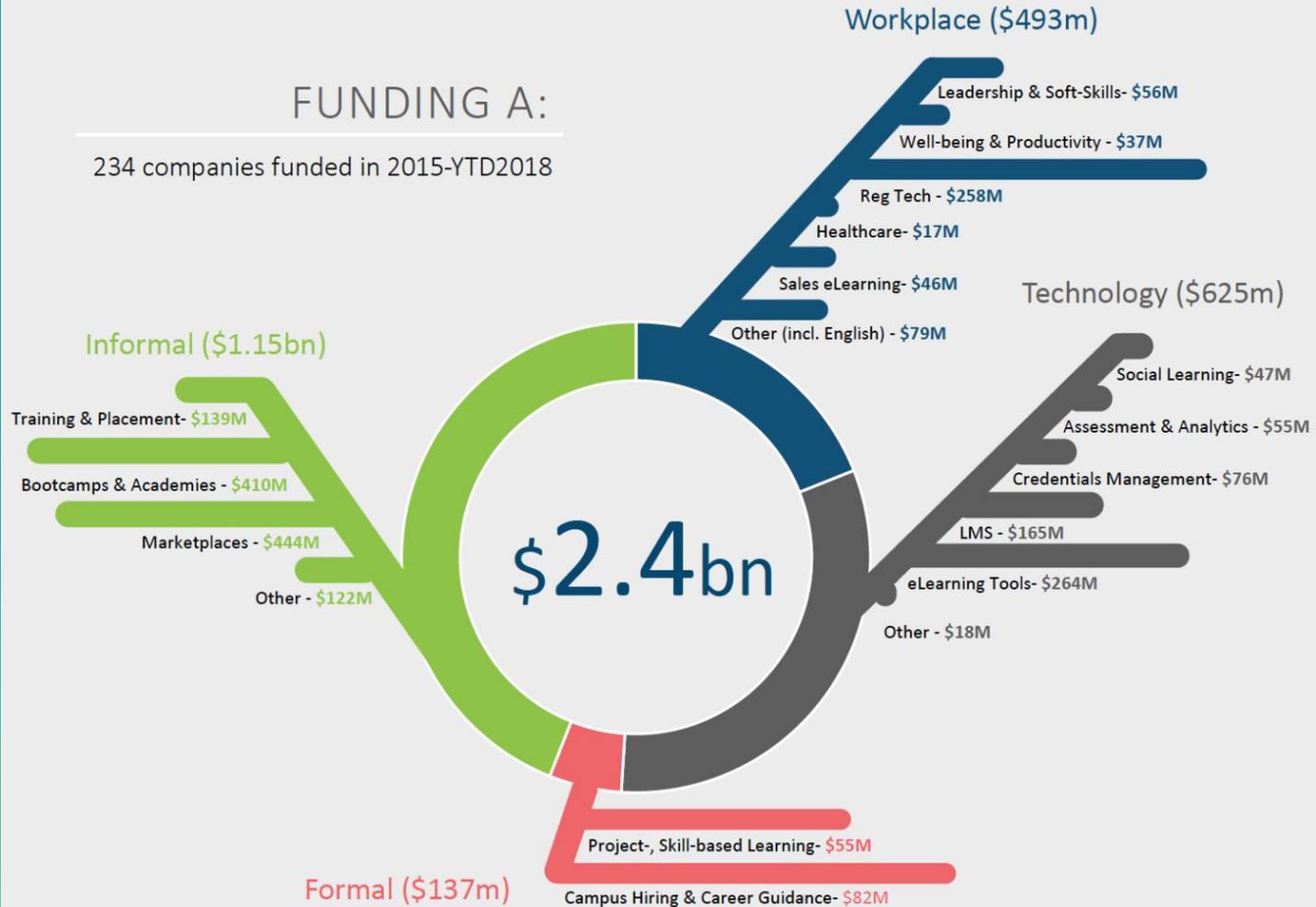


## Less than half of managers feel confident in their company's ability to spot and recruit the best talent for the job



Source:  
Strada-Gallup Employer Survey, 2018.

# Why we can't keep muddling through?



# Implications

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- + Time for a modern-day Rosetta Stone to translate and decode the intersection between postsecondary education and the workforce
- + The translation of skills into the marketplace must be made clearer in order to connect three critical audiences:
  - + people looking for good work
  - + employers looking for good people
  - + educators looking to build good programs and engage students



# Opportunities ahead

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- + **Learning providers:** opportunities for technical skills acquisition and problem-based learning
- + **Learners:** +technical skills acquisition, work-based learning opportunities
- + **Employers:** better skills-based hiring, reimagination of on-the-job training
- + **Entrepreneurs:** innovating in the measurement and harnessing of human potential
- + **Policymakers:** clarity on trajectories of liberal arts grads, Rosetta Stone for skills: a common framework for learners, learning providers, entrepreneurs, and employers



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# Robot-Ready: Human+ Skills for the Future of Work

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