**The Future Workforce of Manufacturing**

*MAU Workforce Solutions, April 2021*

Companies that focus on reskilling and upskilling can help their employees become more resilient and develop mindsets that embrace lifelong learning. Businesses that team up with governments, labor unions, and educational and training institutions often produce greater results.

**How Leaders Can Help**

The types of skills needed in a fast-changing job market include:

1. **Problem-solving:** This is a fundamental skill that will rise by 33% over the next decade. The need for high-level social and emotional skills will rise by 58%.
2. **Working with technology:** This will rise by 52% over the next decade. The need for coding skills will rise by 57%.
3. **Data science:** This will rise by 52% over the next decade.
4. **Solving complicated problems:** This will rise by 50% over the next decade. The need for empathy, creativity, and critical thinking will rise by 60%.
5. **Using uniquely human skills:** This will rise by 50% over the next decade.

This isn’t the first time technology has disrupted the workplace (think personal computers and mobile phones). But automation requires both employers and workers to embrace the idea of lifelong learning.

**The Good News**

By 2025, automation will create 12 million net-new jobs. Automation will actually create more jobs than it replaces.

**The Mindset Shift**

50% of all employees will need reskilling by 2025. This requires a new mindset for both employers and employees. It involves thinking of work in a different way, as a continuous series of learning experiences rather than a linear path to achievement.

**IT’s Time to Make Friends With Your Robot**

In 10 years, 40%–60% of available jobs will be for roles that don’t yet exist.

**The Future of Work Is Now**

Is APAC Ready?

Deloitte, February 2021

Executive Insights Research by Business Advantage Group, commissioned by Autodesk, 2021

Building the Vital Skills for the Future of Work in Operations

McKinsey, August 2020

These Are the Top 10 Job Skills of Tomorrow—and How Long It Takes to Learn Them

World Economic Forum, October 2020

Upskilling can help workers adapt—and thrive—in a future of disruption.

**What Can Companies Do Today?**

Support leaders throughout their careers.

Offer new modes of training and certification.

Improve visibility for jobs and career paths.

Offer an opportunity to change up.

**Top Skills for an Automated Future**

In 10 years, 60%–90% of available jobs will be lost to technology that didn’t exist yet.

The opportunity to reskill is a step toward protecting your most important asset: your people. Use this opportunity to reposition your talent strategy and ensure your organization is ready for the next wave of disruption.