The Future Lies in Upskilling:
The Jobs of Tomorrow Require Skills that Students Need to Build Today

Students' future career opportunities may not exist today. Therefore, we need to teach them the skills they will need for success no matter what the future holds. Take a look at in-demand and emerging careers alongside the essential skills you can help your students develop before they graduate.

Career Skill	The Research	What Skills Need to Be Taught Today?	Jobs That Require This Skill
Critical Thinking	▶ Nearly a quarter of Emeritus survey respondents identify critical thinking — or the ability to defend and articulate thoughts or positions — as an upskilling need for their company. ▶ The WEF Jobs Report also identified it as among the top skills needed for the workforce in the lead-up to 2025.	• Critical reading and evaluation • Detecting logical fallacies • Questioning, analyzing, reasoning, and reflecting • Critiquing an argument	• Auto Tech* • Air Traffic Controller • Midwife* • Computer Programmer* • Social Worker • Police Officer* • Accountant • Marketing Director • Principal • UX Designer* Indeed.com
Problem Solving	▶ Complex problem solving — or the process of identifying a problem, coming up with potential solutions, and then taking action — has been identified by the WEF as a key emerging skill by 2025.	• Communication (digital and written) • Critical reading and evaluation • Data literacy	• Community Service Manager* • Accountant • Computer Programmer* • Psychologist • UX Designer* • Hospitalist • Physicians • Radiologist trendsandtactics.com

New collar jobs do not require a traditional 2- or 4-year college degree.

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Analytics	An Emeritus survey revealed that business analytics (33%), data analytics (32%), and marketing analytics (27%) are skills in demand for teams and organizations.	• Critical thinking • Detecting logical fallacies • Problem solving • Communication (digital and written) • Data literacy	• Data Analyst • Data Specialist • Actuary • Economist • Epidemiologist • Forensic Accountant • Market Researcher* • Meteorologist • Nurse* Forbes.com
Management & Leadership	According to a LinkedIn Learning report, 61% of employers offer no formal leadership training for their employees, yet 34% of the professionals polled in this Impact Survey identified leadership skills — including emotional intelligence and the ability to motivate others — as an upskilling need for their teams or organizations.	• Critical thinking • Problem solving • Communication (written, spoken, presentation) • Emotional intelligence	• Department Supervisor* • Store Manager* • Plant Supervisor* • Production Manager • Executive Director • Project Manager • Director of Operations Indeed.com
Technology	Grand View Research found that the continuous research and innovation directed by tech giants are driving the adoption of advanced technologies in industry verticals, such as automotive, healthcare, retail, finance, and manufacturing. According to the Labour Market Information Portal there is a 23.5% projected job growth for programmers, making coding and tech skills a boost to any career.	• Problem solving • Digital and written communication • Creativity • Data literacy • Detecting logical fallacies	• Machine Learning Engineer • Data Scientist • Computer Vision Engineer • Algorithm Developer* • Developer Consultant* • Software Solution Specialist • Computer Coding* • E-commerce* • Cyber Security Engineer Indeed.com

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Strategic Planning	▶ The needs of customers and organizations are changing and, more than ever, businesses need strategic, creative thinkers. Strategic planning is an essential skill for a number of jobs.	• Critical thinking • Problem solving • Written communication (writing mechanics and effectiveness) • Leadership	• Management Consultants* • Business Developers* • Corporate Developers • Strategic Cost Analysts • Operations Analysts The Balance Careers
Design Thinking & Creativity	▶ According to CNBC, the tasks that require strong analytical abilities will also call for a creative approach. "As long as there is a user, a recipient — and there always is — there's always an opportunity to apply design thinking."	• Critical thinking • Problem solving • Written communication (writing mechanics and effectiveness) • Data literacy • Creativity and presentation	• UX Designer* • Social Media Manager* • Graphic Designer • Video Game Designer* • Copywriter • PR Manager • Digital Marketing* • Lawyer • Software Architect Indeed.com

A starting place to develop students' essential skills is understanding where their strengths lie. **CAE's performance-based assessments** measure critical thinking, problem solving, and written communication — and related sub-skills — so you know which skills students need support and practice to develop as they prepare for their careers of the future.

Learn more at cae.org.

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