I need to develop skills that employers want

YEP, SO CHOOSE HUMANITIES!

Transferable skills for employment will be required:

Employers want "softer skills required to work in a highly automated or highly technical environment. So the communication skills, the ability to problem solve and work in an environment where your manager may be 2,000 kilometres away in a control centre".

(Vicki Nichols, Rio Tinto, cited in Department of Education, Skills and Employment, 2021)

Developing skills such as creativity, complex judgement, social interaction, emotional intelligence and other interpersonal skills will leave job seekers well placed in the decades ahead. Jobs involving these skills are likely to grow, and are less likely to be overtaken by advances in automation and artificial intelligence.

(Department of Jobs and Small Business, Australian Government, 2019)

Transferable skills hold the key to success:

Rather than responding to automation by choosing the 'right' job, young people need to acquire the 'right' skills that allow them to succeed in an automated and globalised workplace.

(Foundation for Young Australians, 2017)

Australian jobs and industries will be reshaped by revolutionary technologies, such as artificial intelligence and automation. These technologies will decrease the need for lower-skill, routine work, and increase the importance of problem-solving, collaboration and interpersonal skills.

[Gonski 2.0]

(Department of Education and Training, 2018)

Future workplaces will have a greater focus on problem-solving and communication:

Employees will use the enterprise skills of problem solving for 12 hours each week (up 90 per cent) and critical thinking for 15 hours each week (up 40 per cent).

Workers will also use the enterprise skills of verbal communication for 7 hours per week and interpersonal skills (like listening, empathy, and persuasion) for 7 hours per week, both up 17 per cent from today.

To prepare for these changes the Australian education system will need to equip young people with the skills and capabilities required in the era of the 'new work smart'.

(Foundation for Young Australians, 2017)

Surveys of businesses show that nearly all of them agree that the ability to think critically, communicate clearly, and solve complex problems—historical skills—are the most important attributes they seek in employees.

(Peter McPhee, History Council of Victoria)

Employees must be able to deploy those skills in an increasingly enterprising way—as active problem solvers and communicators of ideas, equipped with a more entrepreneurial mindset and appetite for ongoing learning. Young people today will need to develop their cognitive and emotional skills to a much higher level.

(Foundation for Young Australians, 2017)

The key skills needed to understand the changing world are all rooted in the humanities.

(Buchanan et al., 2018)

These are:

1. *critical thinking around AI-produced content and processes*: this includes understanding that the media we consume has owners, and all technology reflects the values of those who make it.

2. *emotional intelligence in the era of AI*: this concerns the need to understand our emotions and how technologies may try to manipulate them.

3. *meaning*: it will be more important to help individuals identify the drivers of intrinsic motivation as a means of developing resilience to insecure employment.

4. *healthy technology use*: there is an emphasis on multitasking and the development of technical, critical and cultural literacies with technology. Learning the value of, and ability to, focus on one thing for a sustained period of time, for example, is something that needs to be cultivated.

At work young people will need to spend more time developing their critical thinking and honing their communication skills; absorbing new information and working with new technologies; learning to consistently update their thinking in response to new data; and investing in the development of their portable enterprise skills.

(Foundation for Young Australians, 2017)

...And on adaptability and flexibility:

The humanities teach you how to think, analyse and communicate. ... These are important global skills in the very flexible economy we're living in.

(Peter Acton, Humanities 21)

The ability to adapt quickly to changes is increasingly valued by the labor market. The sought-after trait is adaptability—the ability to respond to unexpected circumstances and to unlearn and relearn quickly. This trait requires a combination of certain cognitive skills (critical thinking, problem-solving) and sociobehavioral skills (curiosity, creativity).

(The World Bank, 2019)

According to the National Skills Commission Skills sought by employers are:

- teamwork
- organisational skills
- problem-solving skills
- communication and initiative.

(2021), the top skills sought by employers are:

THE EDUCATION STATE

VICTORIA State Government | Education and Training

HTAV | HISTORY TEACHERS' ASSOCIATION of VICTORIA

The "robust skill sets" needed for future employment are core to the humanities:

"Given all the complexities of the big decisions our society faces, … an understanding of the skillset of humanities students, analysing multiple perspectives, showing empathy and considering the views of others … are critical to future decision-making."

(Suzanne Cremen, Humanities 21)

THE KEY SKILLS NEEDED FOR FUTURE EMPLOYMENT ARE DEVELOPED WHEN STUDYING THE HUMANITIES

AlphaBeta (2019)

This report outlines the fastest growing skill sets for employees across all major job clusters.

- Communication
- Analytical and critical thinking
- Written comprehension
- Judgement and decision-making
- Reading and oral comprehension
- Multitasking
- Empathy
- Social perceptiveness
- Attention to detail
- Problem-solving
- Creativity and innovation
- Deductive reasoning
- Active listening

National Skills Commission, Australian Government (2020)

According to the Australian Government's Australian Jobs 2020 report, the core employability skills that employers want "are not job-specific, cover a range of personal qualities and skills, and transfer across different occupations and industries".

- People skills
- Communication skills
- Work ethic
- Initiative
- Problem-solving
- Ability to work in a team
- Personal presentation

Department of Jobs and Small Business, Australian Government (2019)

According to the Australian Government's Australian Jobs 2019 report, the skills most frequently identified by Australian companies in a recent survey conducted by the World Economic Forum "are highly transferable, meaning they will be valued by many different employers across a range of industries and roles".

- Creativity, originality and initiative
- Analytical thinking and innovation
- Active learning
- Technology and design
- Complex problem-solving
- Critical thinking and analysis
- Leadership and social influence
- Emotional intelligence
- Reasoning
- Resilience, stress tolerance and flexibility

World Economic Forum (2020)

A look at the top skills for 2025, according to World Economic Forum data.

- Analytical thinking and innovation
- Active learning and learning strategies
- Complex problem-solving
- Critical thinking and analysis
- Creativity, originality and initiative
- Leadership and social influence
- Technology use, monitoring and control
- Technology design and programming
- Resilience, stress tolerance and flexibility
- Reasoning, problem-solving and ideation
- Emotional intelligence
- Troubleshooting and service orientation
- Systems analysis and evaluation
- Persuasion and negotiation

NSW Government (2017)

This report outlines the skills considered most important in the twenty-first century, according to policymakers, researchers and practitioners.

- Critical thinking
- Creativity
- Metacognition
- Problem-solving
- Collaboration
- Motivation
- Self-efficacy
- Conscientiousness
- Grit or perseverance

RMIT, Deloitte Access Economics (2021)

According to BurningGlass, the most sought-after skills in job advertisements from 2017 to 2020 are soft, human skills.

Previous work done by Deloitte Access Economics found that employees who have and utilise soft skills are 3% more productive and worth almost AUD$2,000 more per year to a business using less of these skills.

- Teamwork/collaboration
- Customer service
- Project management
- Budgeting and sales

Deloitte Insights (2019)

This report describes the soft skills that are in short supply.

- Gathering and processing information
- Critical thinking
- Management
- Active listening
- Media and writing
- Legal skills
- Energy and utilities
- Manual work
- Decision-making
- Manufacturing

Four types of work activities will see an increase in demand.

(Taylor et al., 2019)

These are:

- working with machines (technology skills)
- applying specialised expertise (higher cognitive skills)
- interacting with stakeholders (social skills)
- managing, teaching and developing people (emotional skills).