



Futures Bulletin

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It is so pleasing to be writing this letter back in my office within the Futures Department and it has been genuinely wonderful to see so many of you back in school. For those of you who have been unable to return yet due to travel restrictions, I hope this is only temporary and you will be back enjoying our fantastic campus relatively soon.

Something a little different for this week's edition and more closely linked to my job title. In the bulletins this academic year there have been a variety of links shared encouraging you to attend and take advantage of the wide number of opportunities Shrewsbury School pupils can access both externally and internally. Consequently, I do not feel there is a great need to revisit these for this edition but instead give one example which highlights why such activities are promoted. A publication I have been exploring in recent weeks is the 'Future of Jobs' [report](#) published by the World Economic Forum. It's a lengthy read, crammed with some key information and was published back in October 2020, at the midway point of the pandemic. Below, I have highlighted some of the findings which I think may be particularly relevant for pupils at our school:

- In the next five years, eighty-four percent of employers are set to rapidly digitalize working processes, including a significant expansion of remote work. There is the potential to move 44% of the workforce to operate remotely.
- The speed of technology adoption is expected to remain high and may accelerate in some areas. By 2025, the time spent on current tasks at work by humans and machines will be equal.
- Linked to this point, there is a chart at the foot of page 30 in the report which provides an interesting prediction into emerging and declining jobs between 2020 – 2025. Top five emerging jobs are expected to be Data Analysts & Scientists, AI & Machine Learning Specialists, Big Data Specialists, Digital Marketing & Strategy Specialists and Process Automation Specialists.
- Conversely, the five roles anticipated to experience reducing demand are Data Entry Clerks, Administrative & Executive Secretaries, Accounting, Bookkeeping & Payroll Clerks, Accountants & Auditors and Assembly & Factory Workers.
- It is estimated that by 2025, eighty-five million jobs may be displaced by a shift in the division of labour between humans and machines, while ninety-seven million new roles may emerge that are more adapted to the new division of labour between humans, machines and algorithms.
- There will be opportunities for individuals willing to keep pace with these changes, as is reported that the ability of global companies to harness the growth potential of new technological adoption is currently considerably hindered by skills shortages. For example, nearly half of the organisations surveyed advised that they encountered significant difficulties in recruiting specialist individuals to help implement the new technology they were wishing to embrace.
- There is an interesting table on page 36 which details the top fifteen skills that will be required in 2025. The top five are fascinating; **'analytical thinking & innovation'**, **'active learning & learning strategies'**, **'complex problem solving'**, **'critical thinking & analysis'**, **'creativity, originality & initiative'**. Additionally, it is no surprise that **'technology use, monitoring & control'** and **'technology design & programming'** are in the top ten skills listed.
- Due to the pandemic, there has been an increased focus on employees developing self-management skills as well as embracing more informal developmental opportunities as opposed to accessing formal training courses.

Those are just a snapshot of some of the headlines and I would encourage you to have a browse through the report if you have opportunity, using the link above. The main highlight for me is that though increased adoption of technology features throughout, the top five skills listed are all skills that can absolutely be developed through fully embracing the range of opportunities available to you. As the last bullet point highlights there is an increased expectation now that employees embrace informal learning opportunities. Opportunities like this are advertised and available for you as pupils through all aspects of your school life and is a habit you can really craft at school. Embrace these experiences and you will thrive when it is your time to enter the world of work.

Keep well and best wishes,

Mr Wain