

New jobs will require hybrid skills

The [2020 Future of Jobs report](#), from the World Economic Forum suggests a number of trends that will define the world of work in the coming years:

- leaf Automation, in tandem with the COVID-19 recession, is creating a 'double-disruption' scenario for workers.
- leaf Although the number of jobs destroyed will be surpassed by the number of 'jobs of tomorrow' created, in contrast to previous years, job creation is slowing while job destruction accelerates
- leaf Skills gaps continue to be high as in-demand skills across jobs change in the next five years
- leaf The future of work has already arrived for a large majority of the online white-collar workforce
- leaf In the absence of proactive efforts, inequality is likely to be exacerbated by the dual impact of technology and the pandemic recession

The report projects that in the mid-term, job destruction will most likely be offset by job growth in the 'jobs of tomorrow'—the surging demand for workers who can fill green economy jobs, roles at the forefront of the data and AI economy, as well as new roles in engineering, cloud computing and product development.

It is also important to understand that [the constituent activities of many jobs will go or change](#). A significant proportion of the workforce are in jobs that are likely to need redesign and workforce retraining. As almost every job becomes increasingly technology-related, there will be winners and losers. The spread of disciplines and jobs across sectors will also stimulate the hybridisation of skills.

Ensuring the benefits of AI outweigh the negative consequences on the workforce and wider society may require [government intervention and a clear policy framework](#). In the absence of policy intervention, the most likely outcome of automation will be an increase in inequalities of wealth, income and power.