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Insights from the Reskilling Revolution

Reaping the Benefits of Industry 4.0 through Skills Development in High-Growth Industries in Southeast Asia: Insights from Cambodia, Indonesia, the Philippines, and Viet Nam

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The “New” Future of Work

The Future of Work

COVID-19 is pushing companies to:

scale remote work 83%



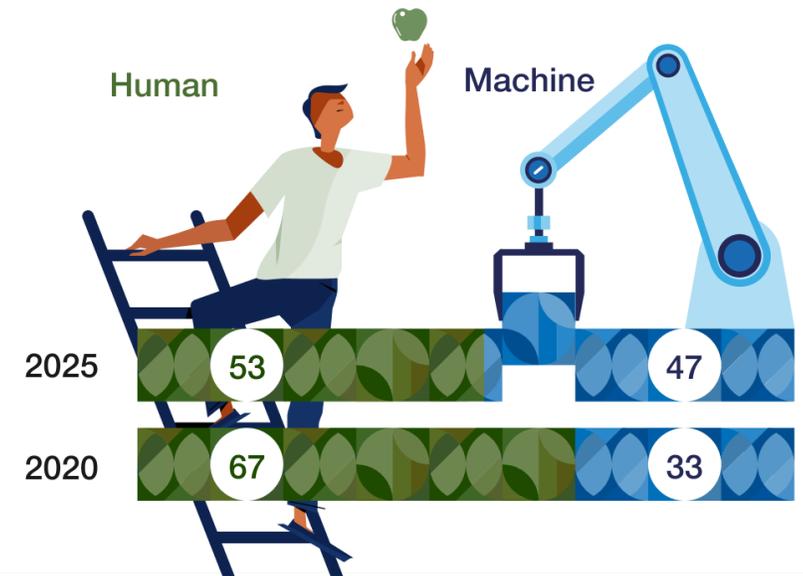
accelerate digitalization 84%



accelerate automation 50%



Rate of automation

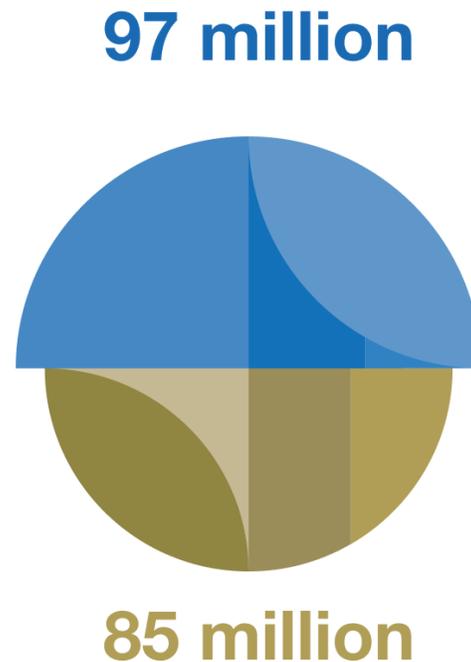


Source: Future of Jobs Report 2020, World Economic Forum.

The Jobs Landscape of Tomorrow

Job landscape

By 2025, new jobs will emerge and others will be displaced by a shift in the division of labour between humans and machines, affecting:



Growing job demand:

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. Big Data Specialists
4. Digital Marketing and Strategy Specialists
5. Process Automation Specialists
6. Business Development Professionals
7. Digital Transformation Specialists
8. Information Security Analysts
9. Software and Applications Developers
10. Internet of Things Specialists

Decreasing job demand:

1. Data Entry Clerks
2. Administrative and Executive Secretaries
3. Accounting, Bookkeeping and Payroll Clerks
4. Accountants and Auditors
5. Assembly and Factory Workers
6. Business Services and Administration Managers
7. Client Information and Customer Service Workers
8. General and Operations Managers
9. Mechanics and Machinery Repairers
10. Material-Recording and Stock-Keeping Clerks

Source: Future of Jobs Report 2020, World Economic Forum.



The Jobs and Markets of Tomorrow

Care Economy

Cloud Computing

- 1 Site Reliability Engineer
- 2 Platform Engineer
- 3 Cloud Engineer
- 3 DevOps Engineer
- 5 Cloud Consultant
- 6 DevOps Manager

Content Production

- 1 Social Media Assistant
- 2 Social Media Coordinator
- 3 Content Specialist
- 4 Content Producer
- 5 Content Writer
- 6 Creative Copywriter

Data and AI

- 1 Artificial Intelligence Specialist
- 2 Data Scientist
- 3 Data Engineer
- 4 Big Data Developer
- 5 Data Analyst
- 6 Analytics Specialist
- 7 Data Consultant
- 8 Insights Analyst
- 9 Business Intelligence Developer
- 10 Analytics Consultant

Engineering

- 1 Python Developer
- 2 Full Stack Engineer
- 2 Javascript Developer
- 4 Back End Developer
- 5 Frontend Engineer
- 5 Software Developer Dotnet
- 7 Development Specialist
- 8 Technology Analyst

Green Economy

Marketing

- 1 Growth Hacker
- 2 Growth Manager
- 3 Digital Marketing Specialist
- 4 Digital Specialist
- 5 Ecommerce Specialist
- 6 Commerce Manager
- 6 Head Of Digital
- 8 Digital Marketing Consultant
- 9 Digital Marketing Manager
- 10 Chief Marketing Officer

People and Culture

- 1 Information Technology Recruiter
- 2 Human Resources Partner
- 3 Talent Acquisition Specialist
- 4 Business Partner
- 5 Human Resources Business Partner

Sales

- 1 Customer Success Specialist
- 2 Sales Development Representative
- 3 Commercial Sales Representative
- 4 Business Development Representative
- 5 Customer Specialist
- 6 Partnerships Specialist
- 7 Chief Commercial Officer
- 8 Head Of Partnerships
- 9 Enterprise Account Executive
- 10 Business Development Specialist
- 11 Chief Strategy Officer
- 12 Head Of Business Development

Rank ● Niche ● Mass

Source
LinkedIn Economic Graph.

The Jobs of Tomorrow: Size of the Opportunity

Figure 2: Opportunities by selected professional cluster, 2014-2019

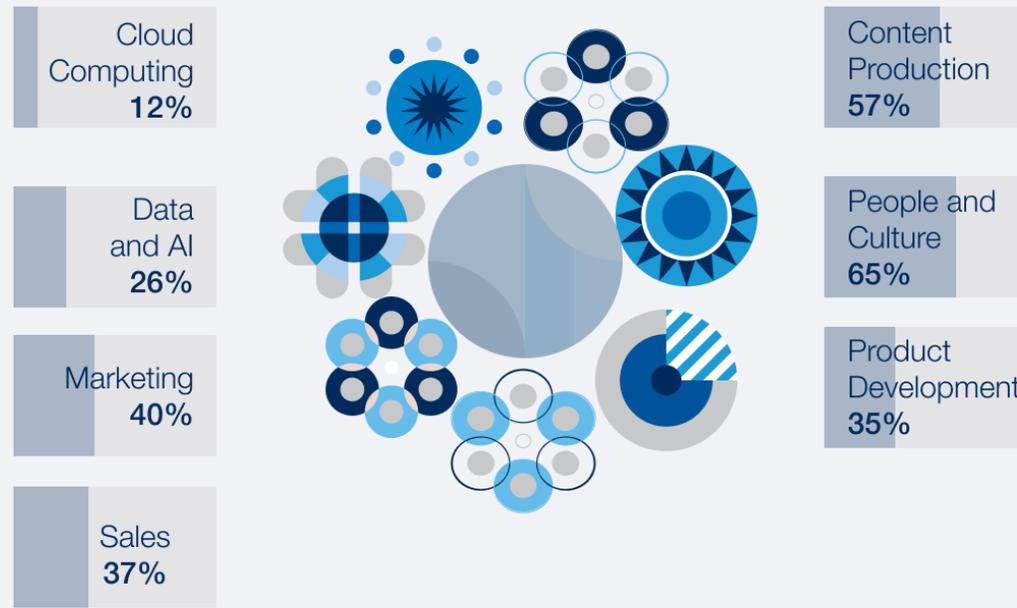
2a. Figures extrapolated from data for 20 economies



Source
LinkedIn.

We Need a Future of Jobs that Works for All

What is the Share of Women in the Jobs of Tomorrow?



Source: Global Gender Gap Report 2020, World Economic Forum.

The Reskilling Revolution Platform

<http://reskillingrevolution2030.org>



**Providing
1 billion
people with
better jobs,
education
and skills
by 2030**

Forum-designed

Focused on creating replicable frameworks and pioneering future-readiness pilots

Join innovative pilots for action at national, industry, organizational and school events.

Public sector-led & multistakeholder coalitions

Focused on system change across economies or policies targeting those living in specific countries

Generate visibility, recognition, support, connection and cohesion for public sector efforts driving change.

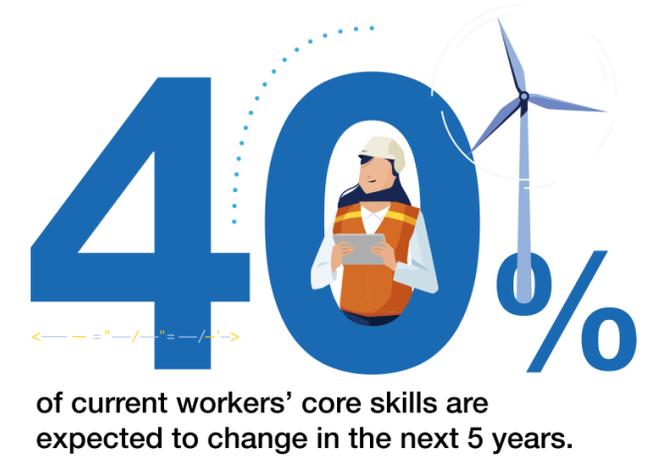
Company-led

Targeting own workforce or looking to support the broader workforce and community

Share and inspire the next generation of credible business leadership commitment on the human capital investment agenda.

Mobilizing a Reskilling Revolution

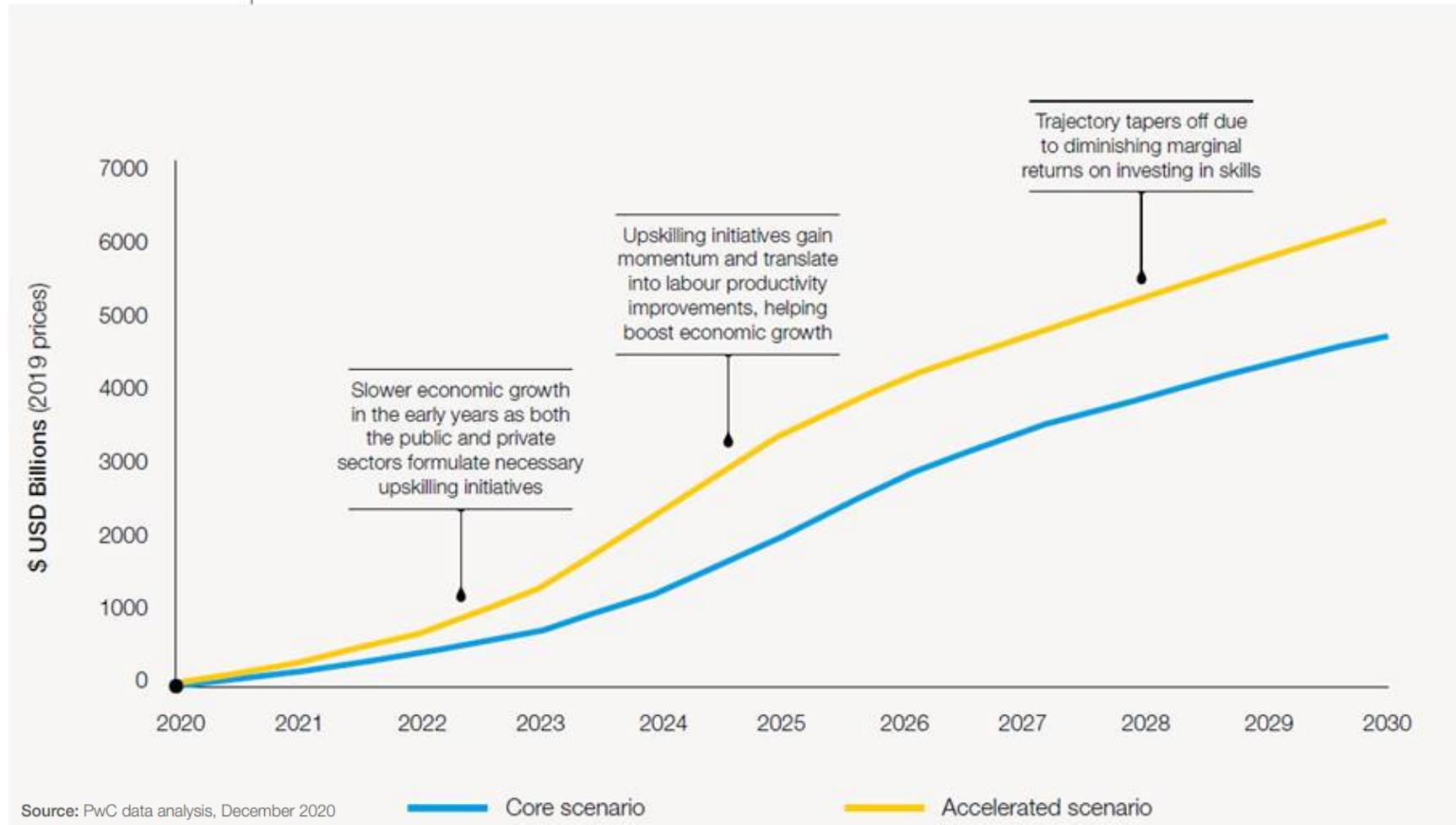
Reskilling needs



Source: Future of Jobs Report 2020, World Economic Forum.

Wide-scale investment in upskilling has the potential to boost GDP by \$6.5 trillion by 2030

FIGURE 1 | Additional GDP potential due to upskilling, 2020-2030 (2019 prices, billion \$)

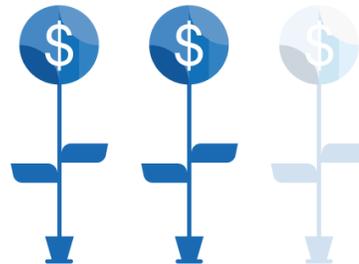


Mobilizing a Reskilling Revolution

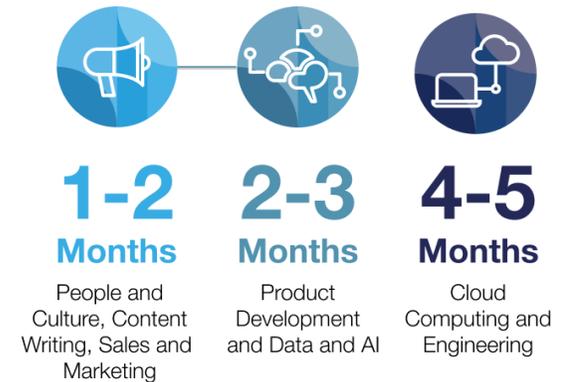
Investing in Training

2 out of 3

employers expect a return on investment
from reskilling within one year



Time needed to start building new
skills online in jobs of tomorrow



Source: Future of Jobs Report 2020, World Economic Forum.

Upskilling as a conduit for the creation of many more good quality jobs

FIGURE 10 | The virtuous work circle



Top Emerging Skills

Top 10 skills of 2025

-  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

Type of skill

-  Problem-solving
-  Self-management
-  Working with people
-  Technology use and development

Source: Future of Jobs Report 2020, World Economic Forum.

Example: Indonesia

Indonesia

Current skills in focus of existing reskilling/upskilling programmes

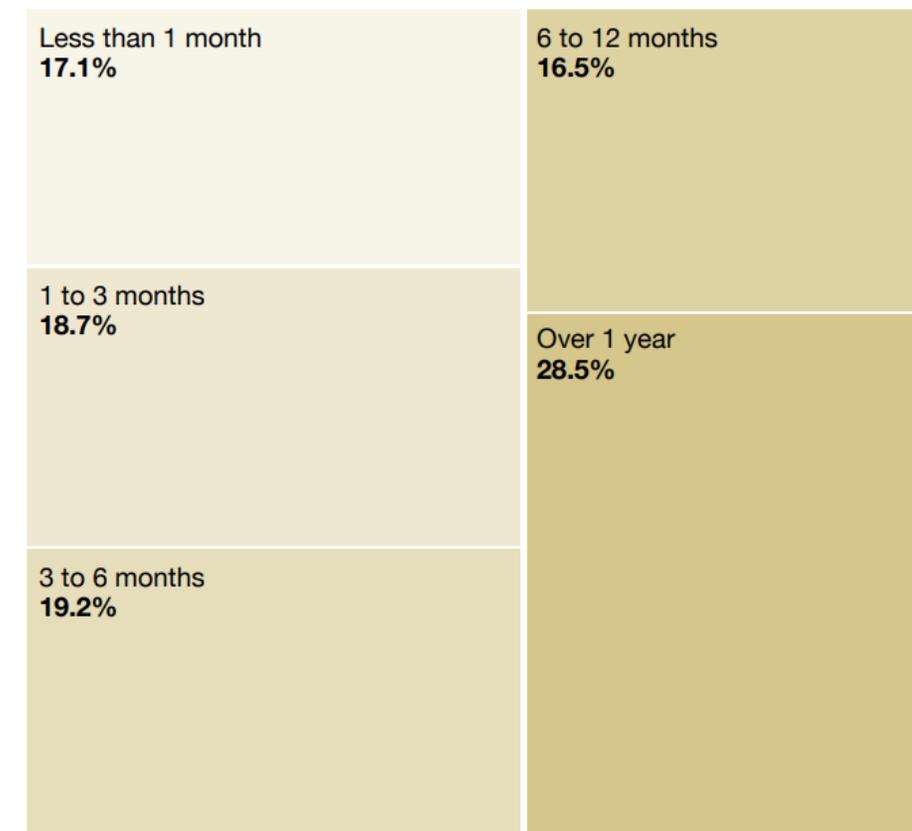
Share of companies surveyed identifying this skill as being in focus across their reskilling or upskilling programmes

1.	Analytical thinking and innovation
2.	Technology design and programming
3.	Leadership and social influence
4.	Active learning and learning strategies
5.	Creativity, originality and initiative
6.	Critical thinking and analysis
7.	Service orientation
8.	Emotional intelligence
9.	Quality control and safety awareness
10.	Management of personnel

Average reskilling needs

Share of workforce of companies surveyed within this data

DURATION OF RESKILLING



Thank you

<http://reskillingrevolution2030.org>