Demand for Humanities Skills Will Increase in the Age of Automation

Human capital experts overwhelmingly agree that the skills fostered in the humanities will prove difficult, if not impossible, to replace using artificial intelligence.

38% predicted net increase in worker hours needed for critical thinking and creative tasks by 2027

Source: Cisco/Oxford Economics

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If people want a skill set that can adapt and ride the wave of workplace automation, they should look to—the humanities. Having knowledge of human culture and history allows us to shape the direction of how technology is developed, identifying what problems it should solve and what real-world concerns should be considered throughout the process.

- Shon Burton, founder and CEO of HiringSolved


The Labor Market Increasingly Rewards Social Skills

- High social interaction
- Math-intensive
- % change as share of U.S. labor force, 1980-2012


Deloitte highlights human skills that are more valuable than ever:

- Social Perceptiveness
- Complex Problem Solving
- Critical Thinking
- Technology Design
- Programming

Mathematics Skills

What does this mean?
The importance of these features for future demand is represented by a Pearson correlation, ranging from -1 to 1. Occupations requiring varying levels of knowledge and skills; for example, while critical thinking may be imperative in one job, it may not be required in another.

The Pearson correlation indicates whether the increased need for a skill or knowledge type is correlated with an increase or decrease in future demand for occupations that expect employees to prepare. The graphs above and below present Pearson correlations for select skills and knowledge type. These figures illustrate that students that acquire these humanities knowledge types and skills during their college degree will be sought after by employers in the future.

The Future of Skills: Employment in 2030, 2017

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As automation and AI take on tasks that require thinking and judgement, it will become increasingly important for workers to develop their critical thinking, creativity, empathy, and reasoning.

Microsoft Corporation, 2018

National Humanities Alliance

www.nhalliance.org

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