



Pearson Skills Outlook 2022 –
Power Skills

Country Summary: Australia

Human skills most in demand
capabilities for Australian
employers, powering the
economy and individual careers

We've all heard about the skills gap. By 2030, the World Economic Forum estimates a billion people will need reskilling.

The Australian economy is in a period of huge transition. The impacts of **climate change**, **stagnant wage growth** and soaring cost of living, combined with the **rapid pace of technology adoption**, are causing in a generational shift in the nature of work.

How do we get on top of all this change?
How can we give people the skills they need to thrive in the digital age? What does work look like in five years' time, or ten?
How will organisations deliver today, while futureproofing themselves for tomorrow?

At Pearson, we think the best way to help employers and employees to stay relevant and adaptable is to study the data we have today and predict the skills employees will need to be successful in the future.

The first of a new [Skills Outlook](#) series looks at **Power Skills** – the capabilities that will power the world's economy and people's careers today and tomorrow. We analysed 21 million job ads in four countries (US, UK, Canada and Australia) to identify the key skills employees need now to maximise their careers, as well as census and workforce data to identify potential skills shortfalls for employers and wider industries to navigate in four years' time.

Key findings for Australia from the study include:



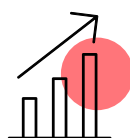
2022

The top 10 power skills in Australia today are:

- | | |
|-------------------------------|---------------------------------|
| 01 Communication | 06 Collaboration |
| 02 Attention to detail | 07 Problem Solving |
| 03 Customer service | 08 Organisational Skills |
| 04 Leadership | 09 Self-sufficiency |
| 05 Teamwork | 10 Operational Reporting |



9/10 are human skills



The top three 'trending skills' (rising most quickly in demand) are:

- Leadership
- Information Technology (IT)
- Teaching

How Pearson Helps Employers

The world of work is changing fast. Pearson helps organisations understand, retain and enhance their most vital asset - their people. To learn more about using real-time data to analyse and future-proof your workforce [contact us](#).



Looking ahead

The 10 skills needing most improvement to meet the demands of the country's economy by 2026 are:

01 Collaboration

02 Customer Focus

03 Personal Learning & Mastery

04 Achievement Focus

05 Cultural & Social Intelligence

06 Agility

07 Emotional Intelligence

08 People Management

09 Communication

10 Direction & Purpose

Of the top 10 power skills likely to need most development to meet 2026 demands:

20%



2/10 relate to leadership skills

60%



6/10 relate to relationship building skills

\$

Financial services

is the sector with the most work to do to reskill its workforce



The findings showed that across all sectors, human skills are in demand by Australian employers – and, while technical skills and expertise remain vitally important for many roles, **teamwork, leadership and communication** are the skills that organisations seek in candidates. **Collaboration, the ability to learn and autonomy** are those needing most improvement to equip Australians for tomorrow's workplace. The ability to be adaptable and to learn is proving to be a critical skill for career and workplace growth. So employers must act now to train, develop and embed the capabilities that workers will need to thrive as the world of work continues to evolve.

The 'Power Skills' Outlook shows it's time to widen the focus from technical skills to *all* skills, with as much investment and energy directed toward human skills as any others. Businesses need to act now to help employees upskill. A strong foundation of human skills is essential to success for employers and employees, now and in the future.

[See all report findings](#) →