Pearson Skills Outlook 2022 – Power Skills

Country Summary: Canada

Human skills most in demand capabilities for Canadian 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, and Canada's workforce is experiencing rapid change.

The effects of an aging labour pool and economic difficulty, combined with the **rapid pace of technology adoption**, are causing in a generational shift in the nature of work. So 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.
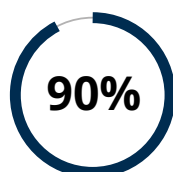
Key findings for Canada from the study include:

2022

The top 10 most in-demand skills currently are:

01 Communication Skills
02 Customer Service
03 Collaboration
04 Leadership
05 Problem Solving

06 Attention to Detail
07 Organisational Skills
08 Teamwork
09 Self-sufficiency
10 Operational Reporting

90%

9/10 are human skills

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

- Operational Reporting
- Verbal Communication Skills
- Microsoft Excel

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

01 **Personal Learning & Mastery**

02 **Collaboration**

03 **Achievement Focus**

04 **Customer Focus**

05 **Agility**

06 People Management

07 Communication

08 Cultural & Social Intelligence

09 Emotional Intelligence

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 Canadian employers – and, while technical skills and expertise remain vitally important for many roles, employers need qualities such as **communication, customer service** and **collaboration** skills above all. Workers with **problem solving, organisational**, and **leadership** capabilities are also in high demand, with employers in need of staff with interpersonal skills that can be applied across a range of roles and have longevity. The ability to be adaptable and to learn is proving to be a critical skill for career and workplace growth.

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 $\longrightarrow$