The next generation, your generation is entering the workforce at a time of profound economic, social and technological change.

Recent graduates are overqualified for the jobs they're in and too many have been trained for jobs that may go away in the future, rather than equipped with skills that will be more valuable.

What We Know…

- More than 25% of Canadian jobs will be heavily disrupted by technology in the coming decade.
- 50% will go through a significant overhaul of the skills required.
- An assessment of 20,000 skills rankings across 300 occupations and 2.4 million expected job openings shows an increasing demand for foundational skills such as critical thinking, co-ordination, social perceptiveness, active listening and complex problem solving.
- Digital fluency will be essential to all new jobs. This does not mean we need a nation of coders, but a nation that is digitally literate.
- Global competencies like cultural awareness, language, and adaptability will be in demand.
- Virtually all job openings will place significant importance on judgment and decision making and more than two thirds will value an ability to manage people and resources.
- Analytics are trending Being able to draw inferences, make unexpected connections and identify overarching trends is a competitive edge. In the 21st century, data is an employer's greatest asset. From lumber production to content creation, you can't get anywhere without analytics.
- Math is a big plus Like it or not, numbers are here to stay. Over the next four years, 70 percent of job openings will place significant importance on math and numeracy skills. The ability to factor quantitative and spatial information into your decision-making (see: analytics) adds up to career success.
- Demand for expert skills will dwindle compared to demand for adaptable workers who are ready to learn new things. This lesson is about to become more important in many lines of work as the pace of technological adoption picks up. Embrace change or risk being left behind.
- Digital is non-negotiable Humans are still in the driver's seat, but machines are riding shotgun. Coding is an advanced facet, but even basic digital literacy can provide a huge productivity boost that employers can't do without. Humans have been mastering new tools for millennia — don't let down your Stone Age ancestors.
- The three C's are crucial Communication, collaboration and critical thinking will serve you well in any career — even technical and scientific ones. Imagine a mining engineer who can't negotiate with her local community, or a doctor who can't talk to his patients. Well-rounded basic and social skills are must-haves across the board.
- Mobility is a thing We're all creatures of habit, but the future of work is about shaking things up. Your parents may have had clear-cut career paths with few detours, but your professional life will likely involve unexpected twists and turns. Career mobility is the new normal and it can be exciting — so buckle up and take the wheel.
- By focusing on the foundational skills, a high degree of mobility is possible between jobs.

https://www.rbc.com/dms/enterprise/futurelaunch/_assets-custom/pdf/RBC-Future-Skills-Report-FINAL-Singles.pdf

Fundamental Skills

The skills needed as a basis for further development

You will be better prepared to progress in the world of work when you can:

COMMUNICATE

- read and understand information presented in a variety of forms (e.g., words, graphs, charts, diagrams)
- write and speak so others pay attention and understand
- listen and ask questions to understand and appreciate the points of view of others
- share information using a range of information and communications technologies (e.g., voice, e-mail, computers)
- use relevant scientific, technological, and mathematical knowledge and skills to explain or clarify ideas

MANAGE INFORMATION

- locate, gather, and organize information using appropriate technology and information systems
- access, analyze, and apply knowledge and skills from various disciplines (e.g., the arts, languages, science, technology, mathematics, social sciences, and the humanities)

THINK AND SOLVE PROBLEMS

- assess situations and identify problems
- seek different points of view and evaluate them based on facts
- recognize the human, interpersonal, technical, scientific, and mathematical dimensions of a problem
- identify the root cause of a problem
- be creative and innovative in exploring possible solutions
- readily use science, technology, and mathematics as ways to think, gain, and share knowledge, solve problems, and make decisions
- evaluate solutions to make recommendations or decisions
- implement solutions
- check to see if a solution works, and act on opportunities for improvement

USE NUMBERS

- decide what needs to be measured or calculated
- observe and record data using appropriate methods, tools, and technology
- make estimates and verify calculations

Personal Management Skills

The personal skills, attitudes, and behaviours that drive one's potential for growth

You will be able to offer yourself greater possibilities for achievement when you can:

DEMONSTRATE POSITIVE ATTITUDES AND BEHAVIOURS

- feel good about yourself and be confident
- deal with people, problems, and situations with honesty, integrity, and personal ethics
- recognize your own and other people's good efforts
- take care of your personal health
- show interest, initiative, and effort

BE RESPONSIBLE

- set goals and priorities balancing work and personal life
- plan and manage time, money, and other resources to achieve goals
- assess, weigh, and manage risk
- be accountable for your actions and the actions of your group
- be socially responsible and contribute to your community

BE ADAPTABLE

- work independently or as part of a team
- carry out multiple tasks or projects
- be innovative and resourceful: identify and suggest alternative ways to achieve goals and get the job done
- be open and respond constructively to change
- learn from your mistakes and accept feedback
- cope with uncertainty

LEARN CONTINUOUSLY

- be willing to continuously learn and grow
- assess personal strengths and areas for development
- set your own learning goals
- identify and access learning sources and opportunities

- plan for and achieve your learning goals

WORK SAFELY

- be aware of personal and group health and safety practices and procedures, and act in accordance with them

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Teamwork Skills
The skills and attributes needed to contribute productively

You will be better prepared to add value to the outcomes of a task, project, or team when you can:
WORK WITH OTHERS

- understand and work within the dynamics of a group
- ensure that a team's purpose and objectives are clear
- be flexible: respect, and be open to and supportive of the thoughts, opinions, and contributions of others in a group
- recognize and respect people's diversity, individual differences, and perspectives
- accept and provide feedback in a constructive and considerate manner
- contribute to a team by sharing information and expertise
- lead or support when appropriate, motivating a group for high performance
- understand the role of conflict in a group to reach solutions
- manage and resolve conflict when appropriate

PARTICIPATE IN PROJECTS AND TASKS

- plan, design, or carry out a project or task from start to finish with well-defined objectives and outcomes
- develop a plan, seek feedback, test, revise, and implement
- work to agreed-upon quality standards and specifications
- select and use appropriate tools and technology for a task or project
- adapt to changing requirements and information
- continuously monitor the success of a project or task and identify ways to improve

https://www.conferenceboard.ca/edu/employability-skills.aspx