

A photograph of a woman with long blonde hair and a man with glasses, both smiling and looking at a laptop screen. The image is overlaid with a semi-transparent white box containing text.

# **BUILDING SKILLS FOR THE FUTURE - LIFELONG LEARNING IN FOCUS**

**Timo Huuskonen**

Director, Soprano Group

**Tauno Taajamaa**

Director, Soprano Group

# THE CORE CHALLENGE WE ALL FACE

- How we do work is changing faster and more disruptive than ever in the history of humankind
- World Economic Forum estimates that 85 million job roles will become obsolete by 2025
- At the same time there will be created 97 million different job roles
- WEF estimates that every one of us would need on average 101 days of further skill-building in order to keep up with new demands in the next 5 years.
- This means 5-10% of the available working time



# TOP 10 SKILLS OF 2025

Future of Jobs Report 2020,  
World Economic Forum

## TYPE OF SKILL

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

- 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



# THE FOCUS OF SKILLS DEVELOPMENT

- Specialist skills are still important but AI is replacing rapidly a major part of them
- Meta-skills are more and more important for people to stay valid in the working life
  - T-model competence set
  - E-model competence set
- Speed of the skill-building is also paramount
- Micro Credentials provide an agile solution compared to traditional degrees