



Pearson Skills Outlook 2022 –  
Power Skills

## Country Summary: United Kingdom

Human skills most in demand  
capabilities for UK 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 UK's economic outlook has witnessed huge shifts in recent years - fluctuating market conditions, the soaring cost of living, combined with the **rapid pace of technology adoption**, are causing 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 the United Kingdom from the study include:



**2022**

The top 10 most in-demand skills currently are:

- |                                 |                                 |
|---------------------------------|---------------------------------|
| <b>01</b> Communication Skills  | <b>06</b> Leadership            |
| <b>02</b> Organisational Skills | <b>07</b> Collaboration         |
| <b>03</b> Customer Service      | <b>08</b> Operational Reporting |
| <b>04</b> Attention to detail   | <b>09</b> Liaising              |
| <b>05</b> Teamwork              | <b>10</b> Problem Solving       |



**9/10** are human skills



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

- Communication
- Operational Reporting
- Collaboration

## 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 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 UK employers – and, while technical skills and expertise remain vitally important for many roles, UK employers are demanding competencies like **communication, organisational skills and teamwork**. It also showed that there are clear gaps between existing skills capabilities and those that will be required in the near future to meet talent needs. The UK faces a **shortage of collaboration and customer focused skills** in particular that must be cultivated today, so that the benefits of technical upskilling can be maximised in the future. Employers are 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 also 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** →