

# Your Career after COVID-19 - a continuing story

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## The big picture!

Prior to 2020 there was significant discussion on the “Future of Work”. This was mainly attributed to increasing automation, technology and globalisation. These appeared to pose the greatest risk to labour market stability or the security of our jobs.

2020 has added significant and unexpected disruption to world labour markets with immediate effects on the livelihoods of people and household incomes of families. Covid-19 appears to be increasing existing inequalities across labour markets: it has significantly reversed the gains in employment made since the GFC in 2007-2008 and has accelerated the arrival of the “Future of Work”

The World Economic Forum in its *Future of Jobs Survey* says that “early evidence indicates that employers are set to accelerate their job automation and augmentation agenda, and this raises the possibility of a jobless recovery. 80% of employers report that they are accelerating the automation of their work processes and expanding their use of remote work. 50% report that they are set to accelerate the automation of jobs in their companies.

## Skills required post Covid for success.

The Future of Jobs survey also presents the top 10 skills required for work in 2025 and I would like to draw your attention to 4 of the top 5 and number 10. These skills fall under the broader category of Problem Solving



## Jobs: Outlook

March 2020 to March 2025

### More jobs

	New jobs	Replacement jobs	Total job opportunities
Professional, scientific, technical services	27,520	43,922	71,442
Health and social assistance	20,375	53,914	74,289
Manufacturing	11,914	57,256	69,170
Administrative and support services	10,968	28,518	39,486
Public administration and safety	10,380	27,239	37,619
Education and training	9,925	39,686	49,611
Agriculture, forestry and fishing	7,519	33,684	41,203
Other services (hair, repairs, etc.)	6,580	20,951	27,530
Retailing and wholesaling	4,282	80,179	84,461
Finance and insurance	2,880	12,512	15,392
Arts and recreation services	2,782	10,285	13,067
Rental, hiring and real estate	2,406	14,680	17,086
Transport, postal and warehousing	1,387	20,786	22,174
Mining, electricity, gas, water and wastes	1,241	4,463	5,704
<b>Fewer jobs</b>			
Construction	-2,540	51,790	49,250
Information media and telecoms	-2,694	7,228	4,534
Accommodation and food services	-7,956	34,033	26,077
<b>TOTAL JOBS</b>	<b>106,969</b>	<b>540,525</b>	<b>647,494</b>

Source: Infometrics, Herald Network graphic

## The local picture!

A recent NZ Herald article on the best Covid options for Tertiary Education, Training courses and jobs presented recent Infometrics research showing the NZ Jobs outlook from 2020 through to 2025. The research projected a continued decline in total jobs out to 2022, however the sector with the fastest growth as we emerge from Covid-19 will be “professional, scientific and technical services, with manufacturing being the third fastest in growth of jobs.

Considering both the BIG and LOCAL pictures – NZIFST members are in a strong position.

Globally we know the future of work involves greater automation and technology and as a result of Covid we are now moving there more quickly. Employers will be looking for the skills that will enable their people to succeed in this future with significant focus on analytical thinking and innovation, complex problem solving, critical thinking and analysis, reasoning and ideation.

Locally, we are seeing the global trends influencing the sectors that will have the fastest rates of job growth in New Zealand following Covid: professional, scientific and technical services and manufacturing.

NZIFST members typically fall into both these categories. Our training and jobs typically incorporate a significant number of the Top 10 skills required for job success in 2025 and the majority of us are employed in the sectors that will show the strongest Job growth in New Zealand post Covid.

Although I am sure no one would wish for Covid to be repeated, as NZIFST members we can take some comfort in what the future of work will hold.

John Lawson is founder of Lawson Williams Consulting Group. He initially studied Biotechnology at Massey and is a professional member of NZIFST. He now enjoys leading a team of recruitment consultants, helping people like you develop satisfying careers.

