

# “SKILLS”



Weekly Learnings 13 / 2024

Last week the Singapore Government announced that they will reskill everyone above the age of 40 to get them future ready. A lot of skills commentary followed. I looked through skills needed for the future as opposed to the past. Here are some thoughts:

1. The focus is mostly about Hard skills and soft skills. Hard skills are generally industry led and are accumulated through a combination of degrees and experience.
2. It is good to think of skills as perishable and durable skills. Many skills taper down when not used and practiced regularly. Writing well is one such skill. Without constant practice and continuous learning, your skills become a shadow of the past.
3. Tim Brown of IDEO conceptualised the T Shaped model where the T analogy is a broad range of skills with depth and expertise in one/two areas. In the future T would first stand for Technology, being aware and having a good working knowledge of Technology in your industry will be a given.
4. Skills have a shelf life. Hard technical skills have a self-life of less than 2.5 years, this means a young graduate needs to educate virtually at the end of the first job. It also means it's easier to catch up and progress riding new skills.
5. Industry has looked at job families, transferable skills between industries, and skills in demand tend to spread quickly across industries. Leadership is the most looked for and the most transferable soft skill across industries.
6. The shift to automation, more basic work done by machines, robotisation will place a higher emphasis on soft skills. It is estimated that jobs with soft skills focus will multiply 2.5 times by 2030 and 66 % of all jobs by 2030 will be more soft skill led.
7. Soft skills are not inferior to hard skills; you need a combination of the two to be in demand. The 5 C s of soft skills are crucial for your future success - Creativity, Critical thinking, Complex Problem solving, Collaboration and Conflict management.

8. So, think perishable vs durable skills for future success, not just hard vs soft skills. Skills will be a SET - Social, Emotional and Technical.

9. Leaders, anyone who leads a team or influences outcomes should do a skill inventory almost every two years to stay relevant.

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01 April 2024

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## Perishable skills, less than 2.5 years life

- Technical skills
- Vendor linked skills
- Programming languages
- Tools used
- Shooting
- Puzzle solving
- Public Speaking
- Mental Math



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## Hard skills, are generally specific to industry

- Digital literacy
- Data analytics
- Data visualization
- Marketing skills
- Technical skills
- Project management
- Business development
- They are normally an Outcome of education + experience



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## Soft skills, generally specific to personality

- Creativity
- Collaboration
- Complex problem solving
- Critical thinking
- Empathy
- Self motivation
- Handling pressure
- Negotiation
- Responsibility



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## Durable Skills, more than 7.5 years life

- Collaboration
- Critical thinking
- Fortitude
- Adaptability
- Problem solving
- Taking Initiative
- Optimism



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