



## **21st Century Jobs Require An Entirely New Set Of Skills**

Automation is taking over manufacturing, agriculture, healthcare, transportation, banking, retail, logistics, and many other areas by storm. In manufacturing alone, the latest 2021 report by the Manufacturing Institute and Deloitte estimates that there will be 2.1 million jobs that will go unfilled over the next ten years because of the lack of automation-related skills in the labor force.

Menial tasks traditionally done by people are now being done by computerized equipment. But computerized equipment requires numerous forms of human assistance, some of which include:

- Managing the workflow into and out of the equipment;
- Optimizing the equipment's throughput;
- Controlling the quality of the equipment's output;
- Performing equipment preventive and remedial maintenance;
- Identifying and resolving equipment problems;
- Analyzing the information that the equipment produces;
- Sharing information that the equipment produces with clients.

## **21st Century Job Skills Provide A Significant Growth Path**

People who can fill the above roles are in high demand and in a position to grow significantly.

Finding individuals who can perform these new jobs and making them job-ready is very doable, because a large percentage of the people who are being replaced by automation are well suited to perform these new jobs.

It all begins with an assessment that measures individuals' ability to learn and apply new knowledge and is followed by training, in which trainees acquire the needed automation-related skills.

Those skills include the ability to work alongside and with computerized equipment, the ability to make use of the data that the computerized equipment generates, and the visual-spatial skills to control work being done by computerized equipment.

These skills have not been traditionally taught in K-12 schools, yet people with the right mindset and motivation can quite easily master each of them.

## **Nevada's 21st Century Workforce Development Effort**

Covid has been particularly hard on Nevada's economy because much of its workforce is in the hospitality industry, a segment of the economy that is very negatively affected by social distancing and such.

At the same time as this is happening, Nevada's other business segments are booming and employers are begging for employees with automation-related skills.

NCLab has been selected by the Governor's office to help address this situation by implementing a number of steps, which include:

- Identifying the people who can learn and apply new knowledge. This is done through a two-hour online assessment that people can do at home.
- Providing the people who do well in the assessment with training programs that teach them 21st century skills. This is done using an interactive learn-by-doing training method that has a very high success rate.

### **In Summary**

The State of Nevada is leveraging NCLab's assessment and self-paced learn-by-doing training programs to:

- Help dislocated, disadvantaged, and underemployed workers get 21st century skills and jobs;
- Help employers find and hire people with 21st century job skills;
- Provide individuals who have the greatest potential to grow with full career training programs that make them job-ready Data Analysts and Python Programmers.

### **About NCLab**

In an increasingly automated world, NCLab helps people get great jobs while helping employers gain access to hard-to-find talent. More information can be found at [www.nclab.com](http://www.nclab.com)