

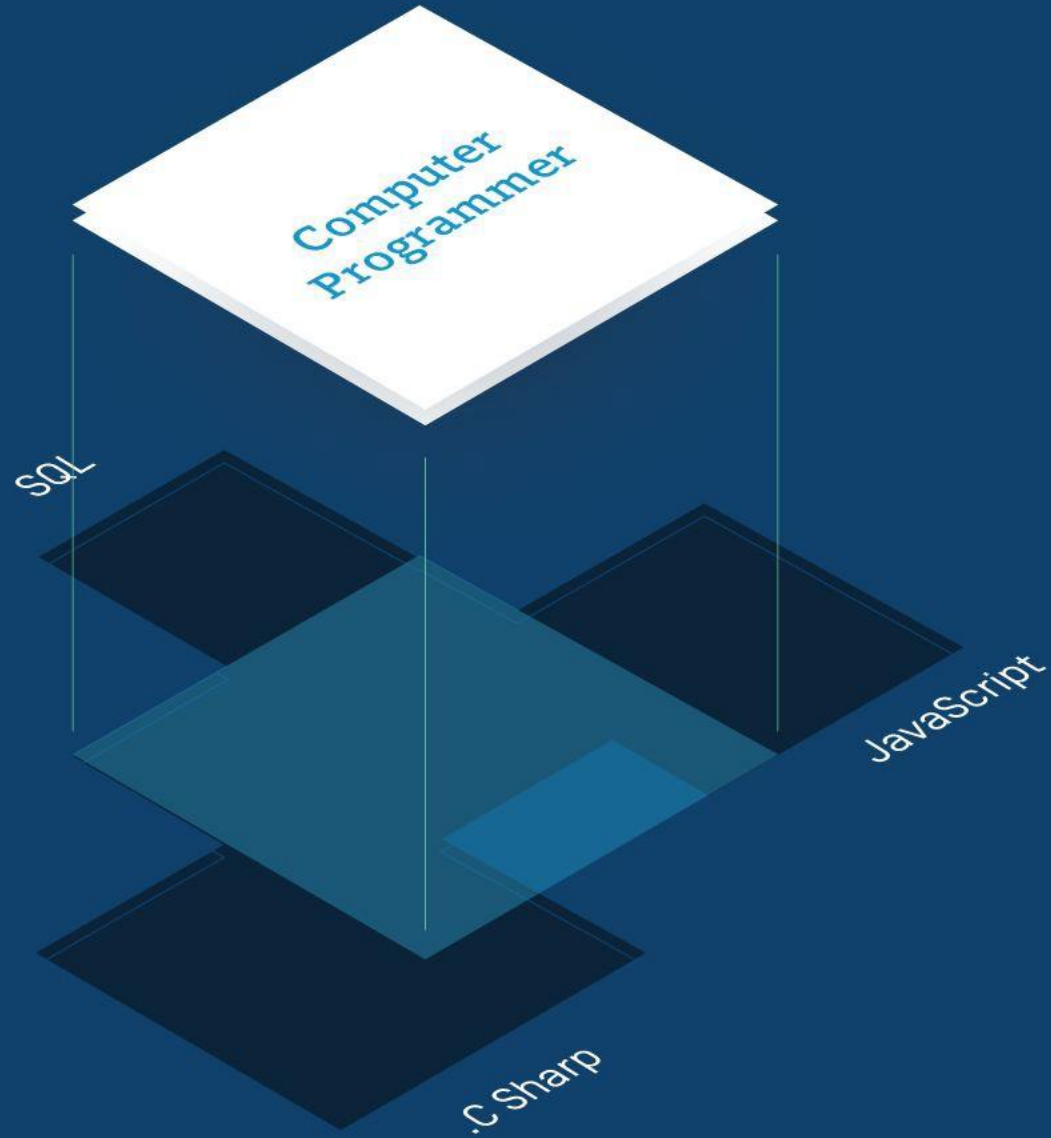


INSTITUTE FOR THE
FUTURE OF WORK



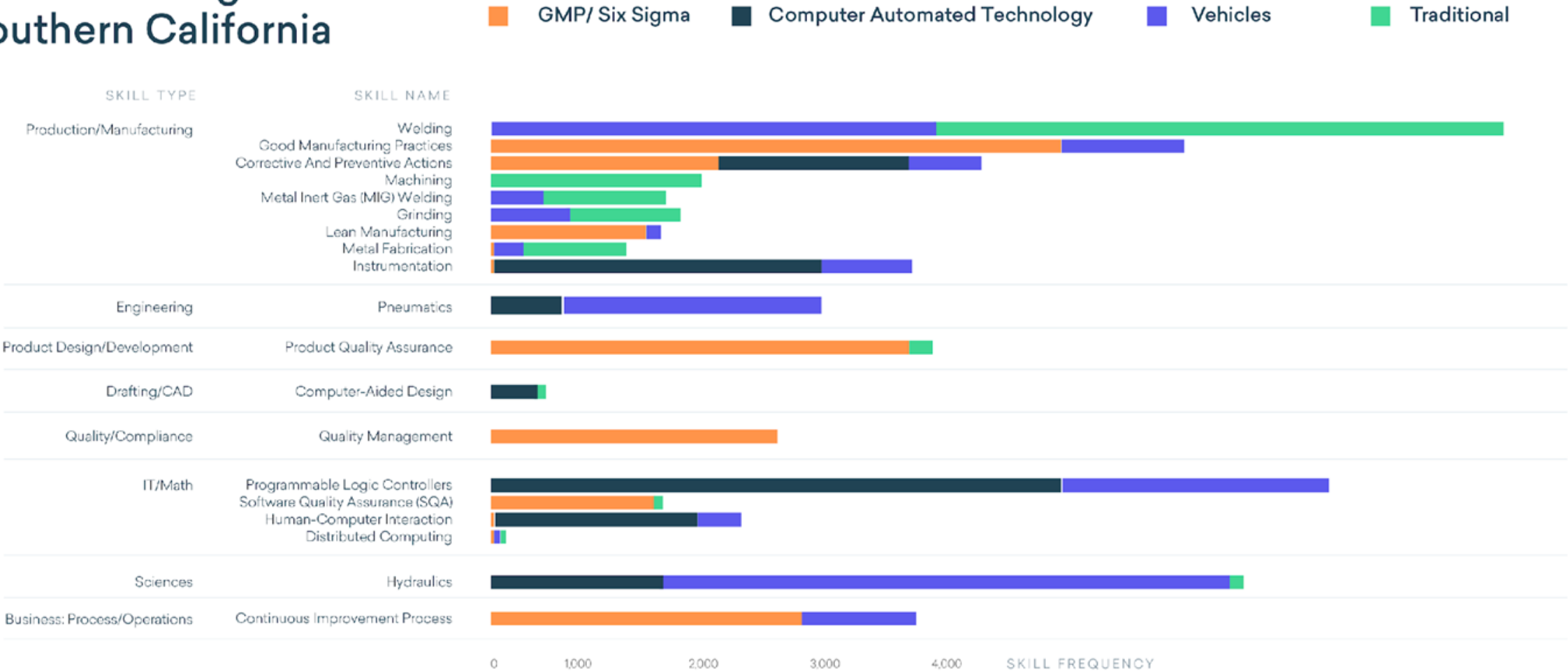
The New Geography of Skills

Regional Skill Shapes for the New Learning Ecosystem



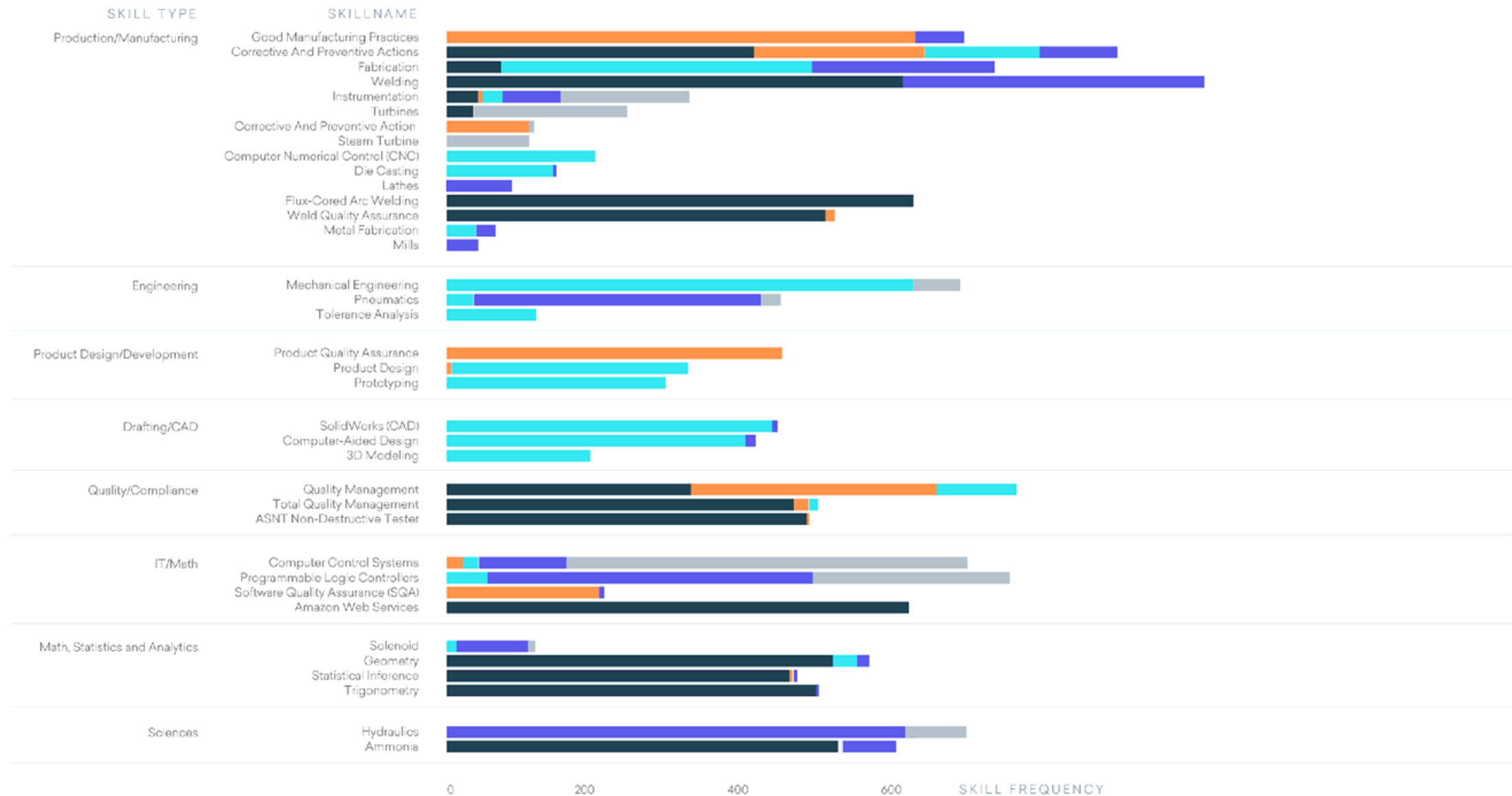
- Most jobs have a specific skill shape

Manufacturing Skills in Southern California

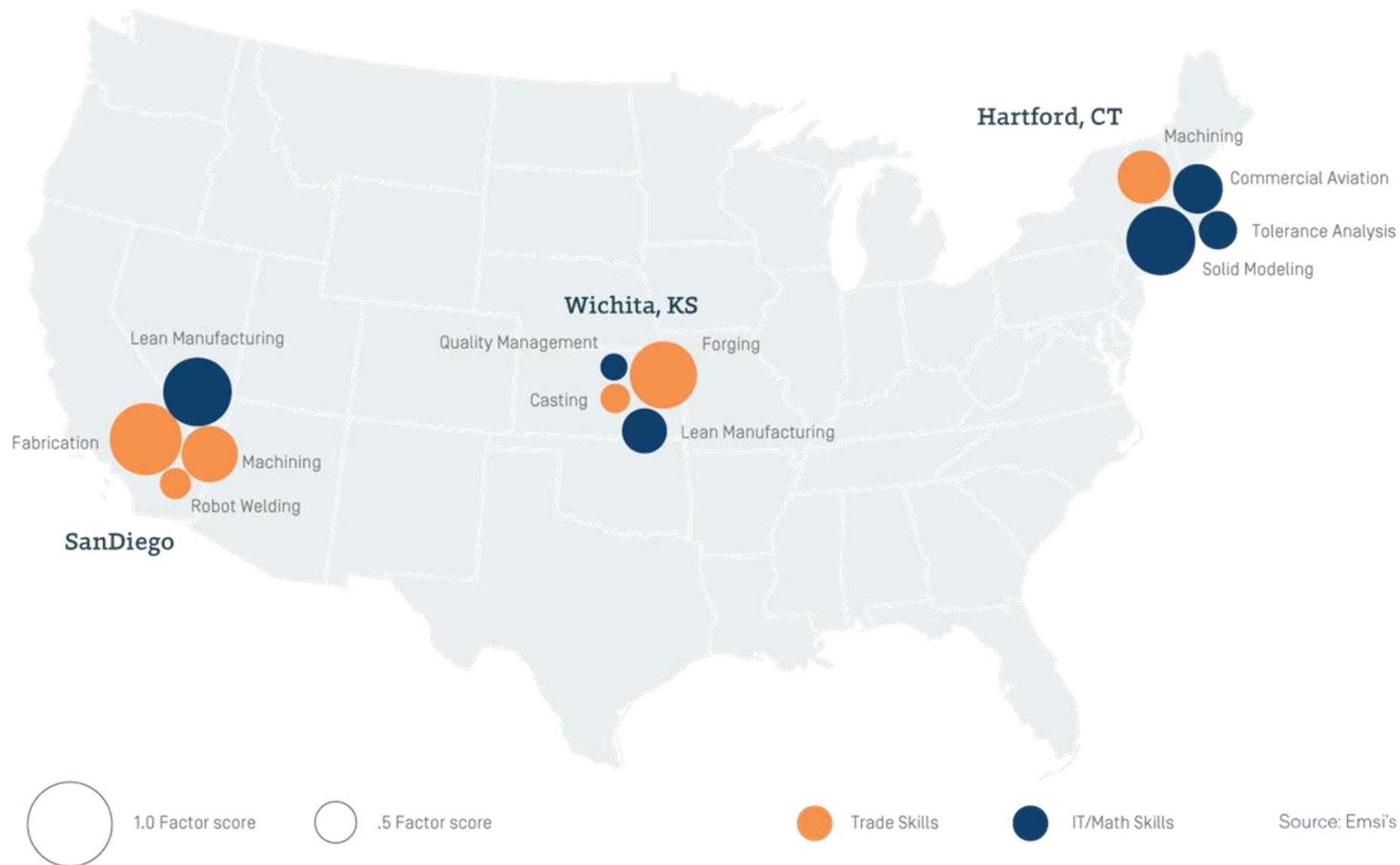


Manufacturing Skills in Northern California

Computer-Automated Technology GMP/Six Sigma Industrial Design Vehicles Energy



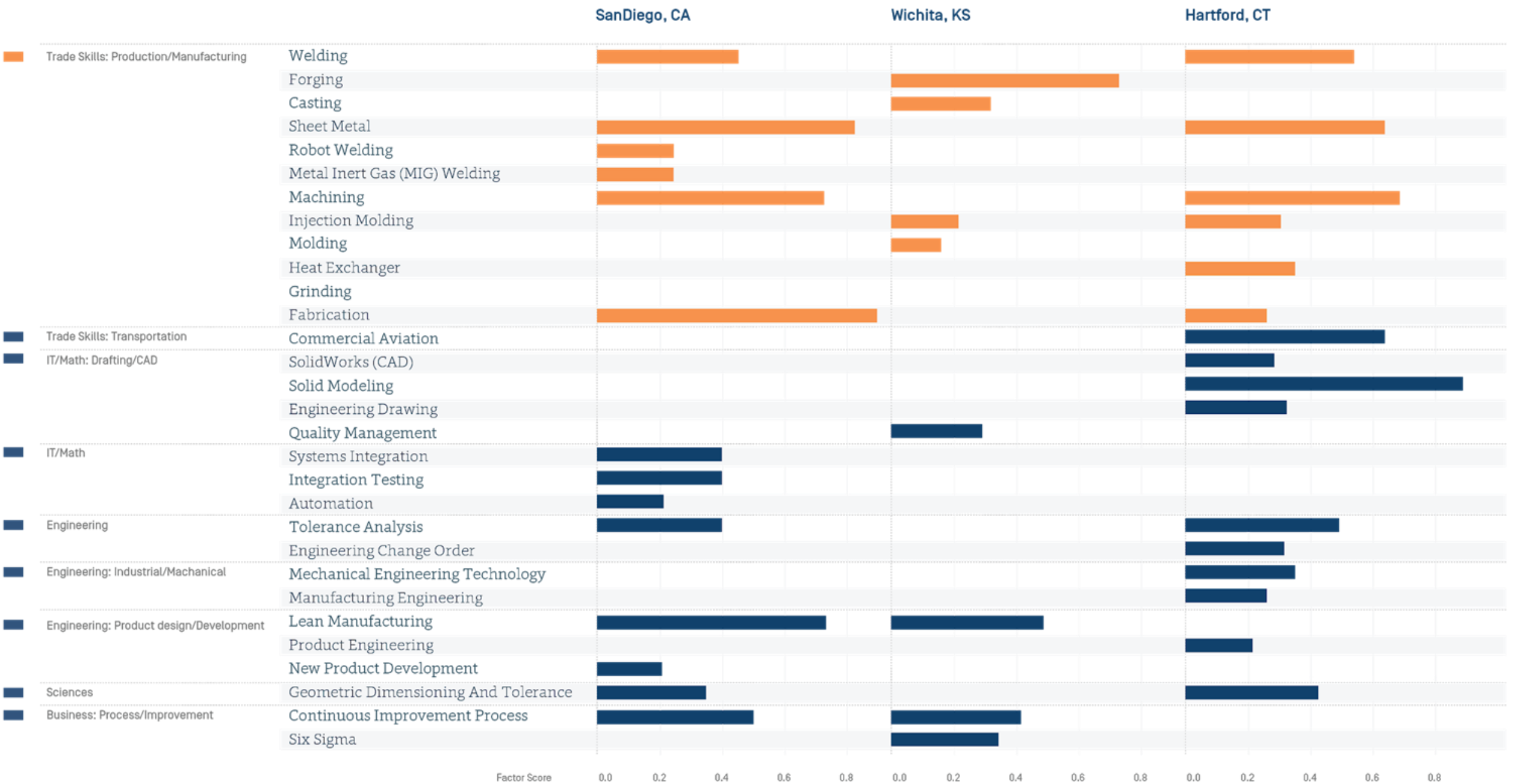
In manufacturing, San Diego and Hartford have unique regional skill shapes



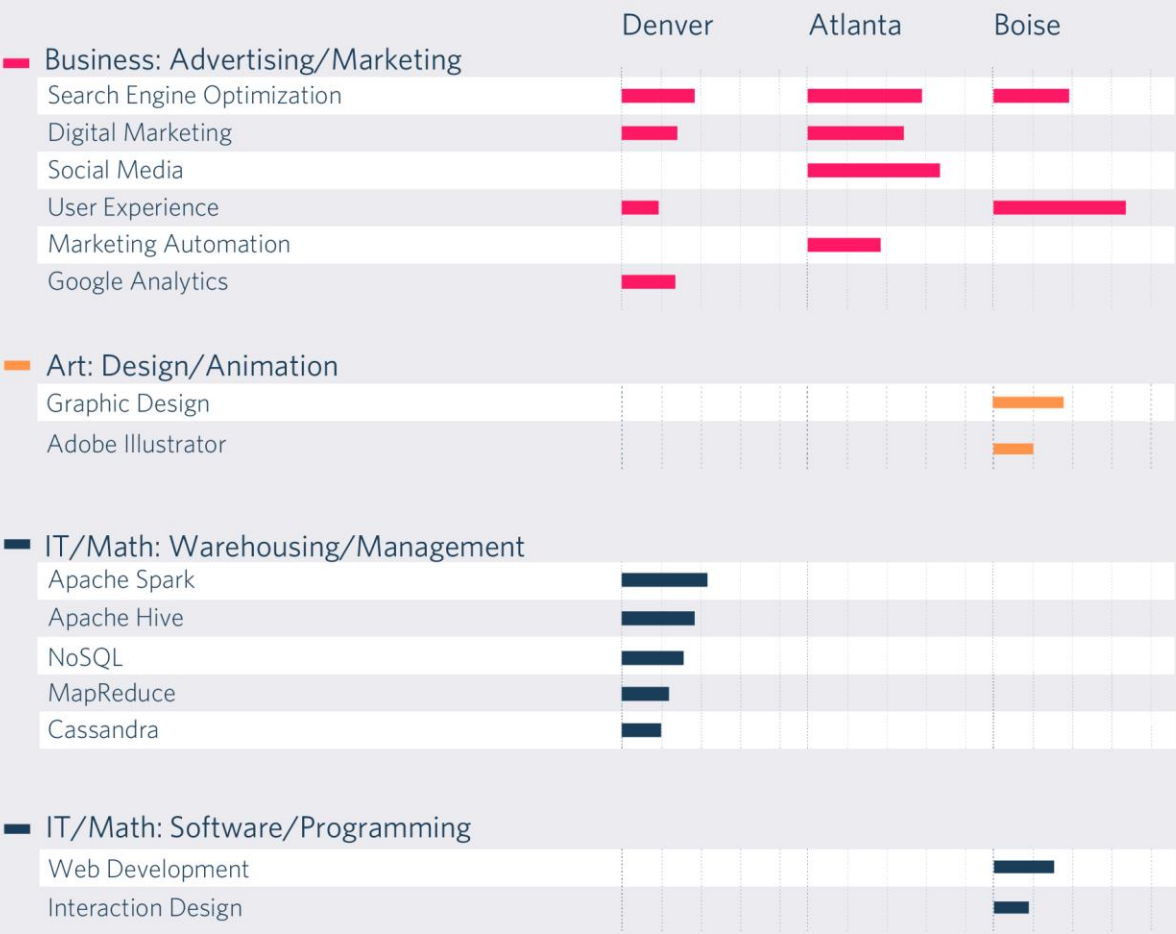
Source: Emsi's Job Postings and Profile Analytics, 2019.

In manufacturing, San Diego and Hartford have unique regional skill shapes

Source: Emsi's Job Postings and Profile Analytics, 2019.



In Denver, digital marketing roles are oriented toward analytics and cloud computing, while in Boise, they are oriented toward design and web development, and in Atlanta they are geared to marketing automation.



Source: Emsi Job Postings and Profile Analytics, 2019

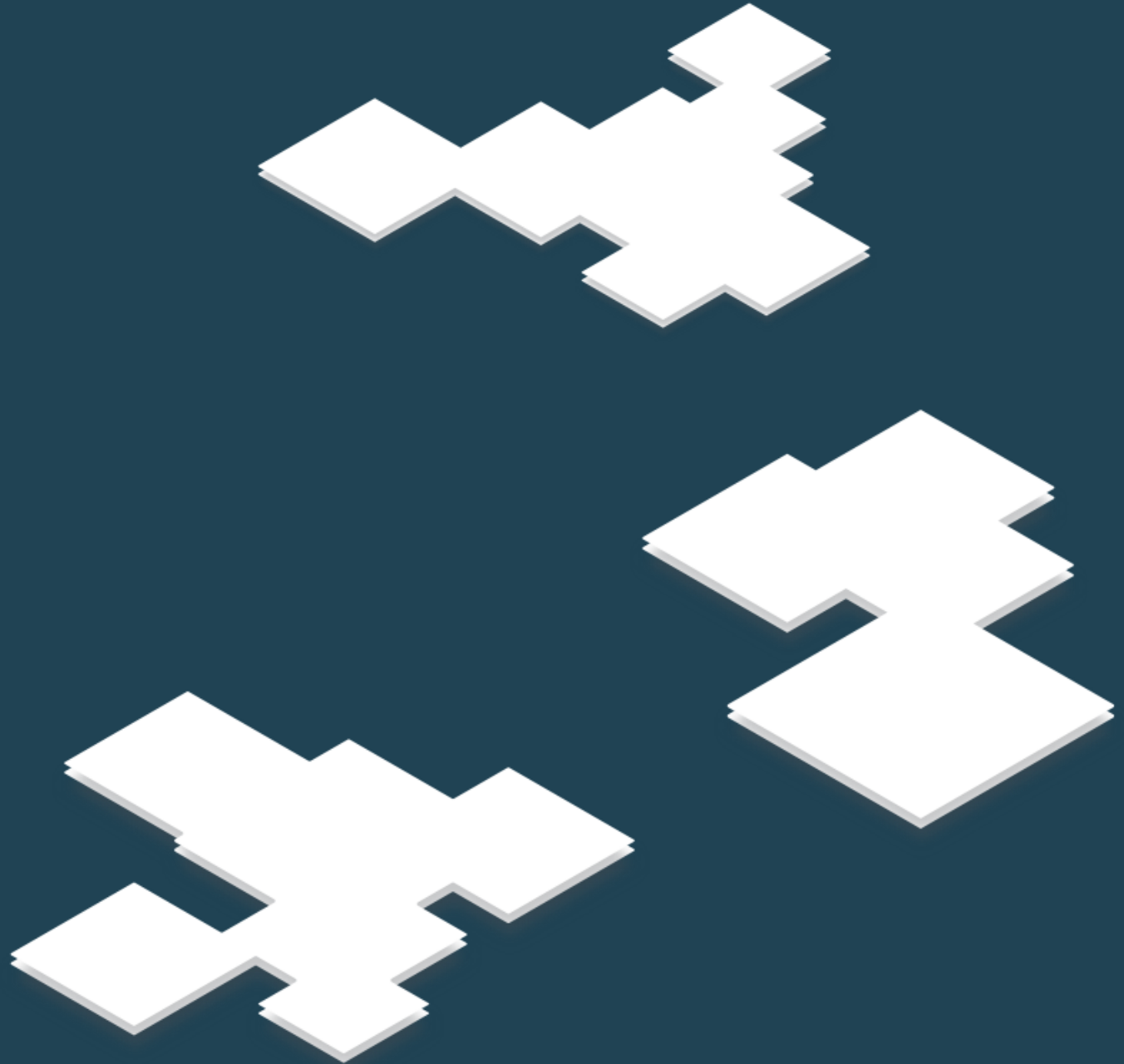
Washington, DC, St. Louis, and Columbus feature distinctive skill shapes for cybersecurity careers.



Source: Emsi Job Postings and Profile Analytics, 2019

People

- Have unique skillsets; everyone of us has a different “skill shape”



Job postings and professional profiles commonly include skills that can be parsed and analyzed using natural language processing.



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 Emsi

New posting

Full Stack Web Developer

Candidates must have

- Experience with the front-end basics: [HTML5](#), [CSS3](#), and [JS](#)
- Experience using a version control system
- Familiarity with MV* frameworks, e.g. [React](#), [Ember](#), Angular, [Vue](#)
- Familiarity with server-side languages like [PHP](#), [Python](#), or [Node](#)

If you're ready to join a high-functioning team of full stack devs working closely with product managers, data engineers, and designers to create interfaces and visualizations that make nuanced data intelligible, we'd love to hear from you.



Rachel Parsons

Web Developer
2013 to Present

Skills

HTML5

[XHTML](#)

CSS3

[JavaScript](#)

[jQuery](#)

[PHP](#)

SQL

Bootstrap

.NET

ActionScript

React

[WordPress](#)

Google Analytics

[AJAX](#)

CMS Tools

[ColdFusion](#)

Windows

Mac IOS

Android

Business transformation skills gaps differ for New York and Chicago

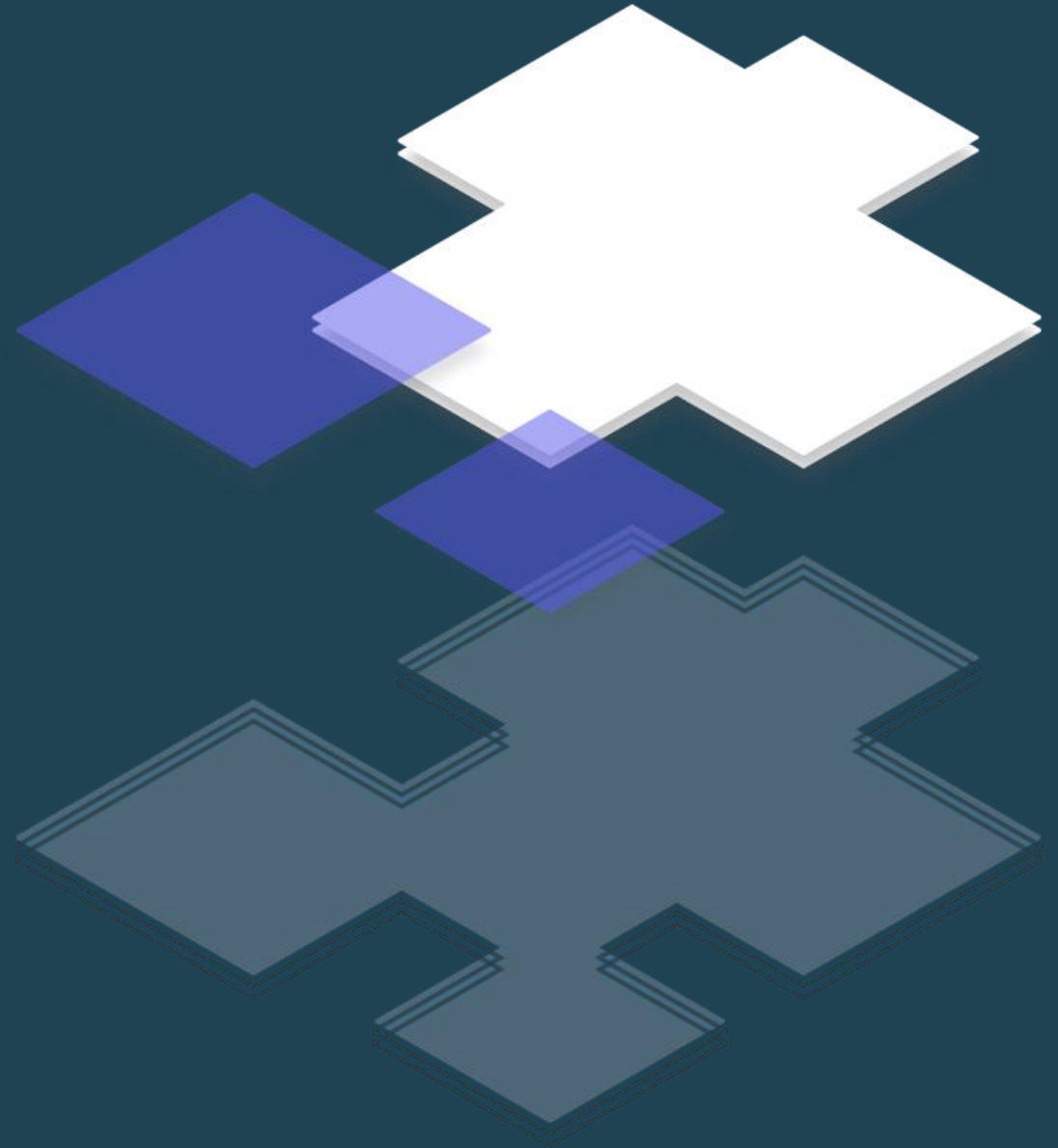
Source: Emsi's Job Postings and Profile Analytics, 2019.

- Demand
- Supply
- Gap



Advancing Careers

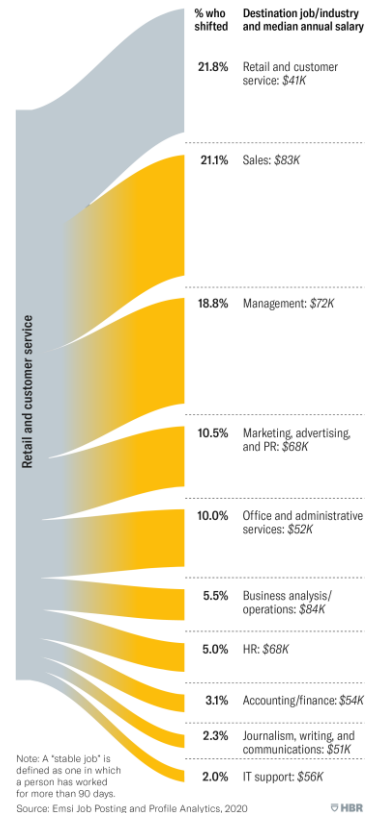
- How can we connect people to where they should be today?



How Workers Shift from One Industry to Another

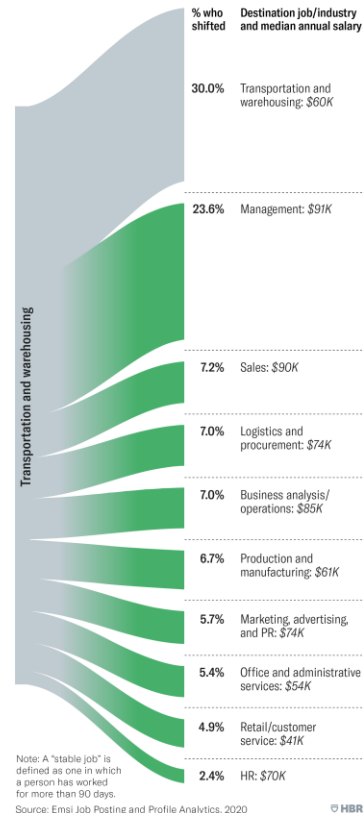
Job Transitions in the Retail and Customer Service Sector

Data from labor market analytics firm Emsi shows career shifts that people made between 2010 and 2020. The chart below tracks retail and customer service workers' first major job transition three years after their first stable job.



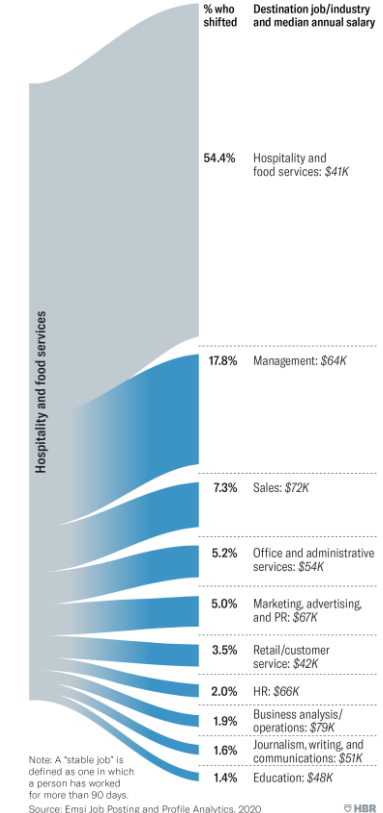
Job Transitions in the Transportation and Warehousing Sector

Data from labor market analytics firm Emsi shows career shifts that people made between 2010 and 2020. The chart below tracks transportation and warehousing workers' first major job transition three years after their first stable job.

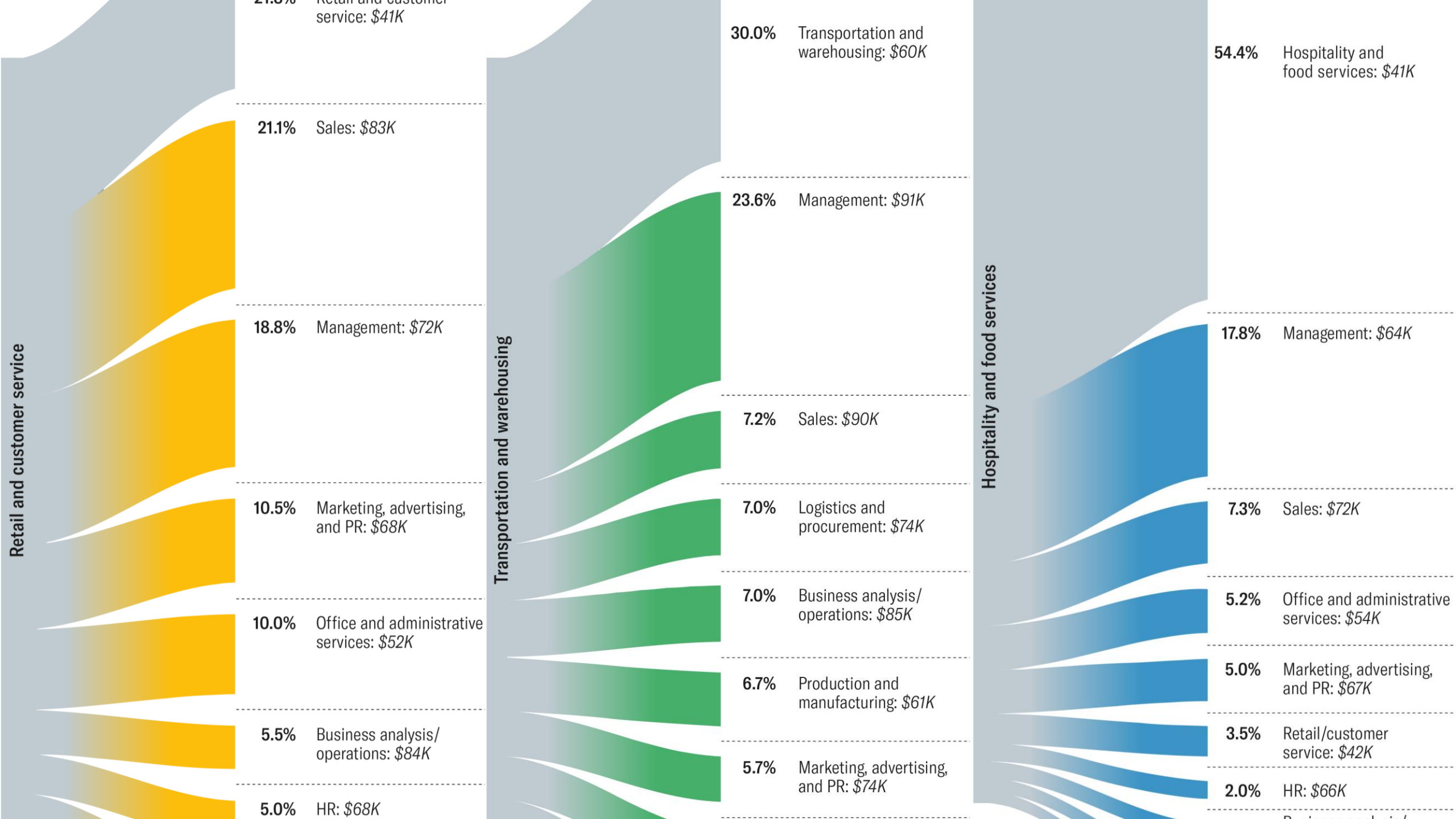


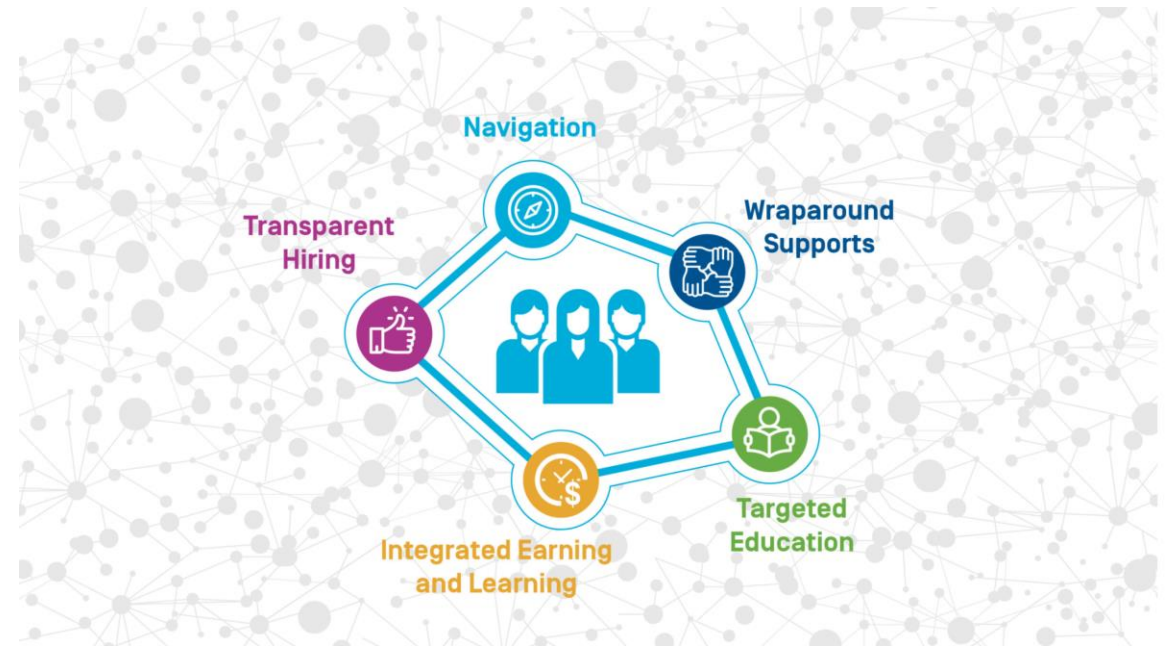
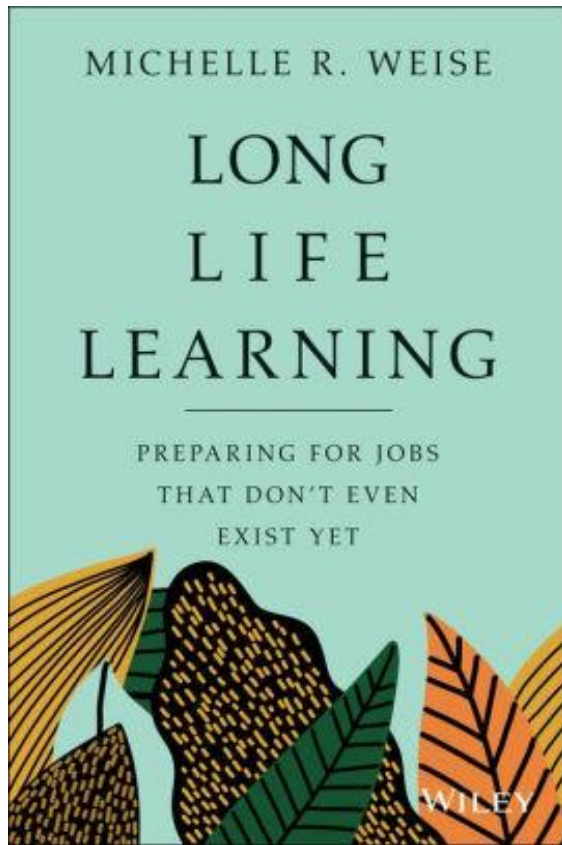
Job Transitions in the Hospitality and Food Services Sector

Data from labor market analytics firm Emsi shows career shifts that people made between 2010 and 2020. The chart below tracks hospitality and food services workers' first major job transition three years after their first stable job.



Michelle R. Weise, "How Workers Shift from One Industry to Another," *Harvard Business Review*, July 7, 2020, <https://hbr.org/2020/07/research-how-workers-shift-from-one-industry-to-another>.





A new learning ecosystem will
show us the way, help us learn, endorse that learning, help us pay, and get us hired.