



Pearson Skills Outlook 2022 –  
Power Skills

## Country Factsheet: United States

Human skills most in demand  
capabilities for US 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 skills requirements of U.S. workers are rapidly evolving, as employers across the country adapt to the post-pandemic economy and reconsider the capabilities they need from their workforce. These changes are being driven by multiple factors, with **technological developments, sustainability initiatives, changes in consumer behaviour** and widespread **uptake of remote working** rapidly changing where and how we work, and what work is needed.

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 organizations 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 analyzed 21 million job ads in four countries (US, UK, Canada and Australia) to identify the key skills employees need now to maximize 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 States from the study include:



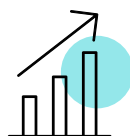
**2022**

The top 10 most in-demand skills currently are:

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



**9/10** are human skills



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

- Communication Skills
- Customer Service
- English

## How Pearson Helps Employers

The world of work is changing fast. Pearson helps organizations understand, retain and enhance their most vital asset - their people. To learn more about using real-time data to analyze 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 US employers – and, while technical skills and expertise remain vitally important for many roles, the US faces an impending **shortage of workers with collaboration and communication skills across all sectors. Workers with problem solving, organizational, and leadership** capabilities are also in high demand, with employers 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 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 other. 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](#) →