Technological change and the skills needed-
the case of white collar workers in Sweden

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Structural change is accelerating
Different trends together drive need for new skills

- Automation of tasks
- Augmentation of human skills
- Structural change driven by - technology shifts, new customer behaviour, climate change
Technology is changing white collar jobs

![Bar chart showing the percentage of tasks handled by automation and augmentation over time.]

- **Automation**
- **Augmentation**
Women more impacted by automation

% automatable tasks

- Accounting Associate Professionals
- Telephonist Switchboard Operators
- Economic Assistants
- Telemarketers
- Payroll and Personnel Clerks
- Customer Service Information Clerks
- Office Receptionists
- Administrative Secretaries and Related Associate Professionals
- Prescriptionists
- Survey and Market Research Interviewers
Higher automation in wholesale and retail

![Graph showing the percentage of automation in wholesale and retail over 5, 10, and 15 years for different sectors: Wholesale and retail, Manufacturing, Information and communication, Knowledge intensive services.](image-url)
Technology creates new jobs and new skills needs

- Software application developers
- Data integration specialists
- Data scientists
- Systems software developers
- Data warehousing specialists
- Data analyst
- Data engineers
- Database architects
- Computer and information systems managers

+70,000 jobs in 5 years
Challenges

• Filling new jobs- for example related to the transition to a green economy

• Rising the overall skills level on IT and technology

• Many do not get any on the job training
What are the solutions?
Conclusions