Humans Wanted

People Will Power the Future of Work

Data Minding Rules

Index shows where work is headed across 8 job categories in the U.S.

Some Key Insights

There will always be more work than a machine can do. AI and automation may be coming to replace elements of today's work, but within the next 10 years, there will be millions of jobs around the world—both high and low tech—that machines won't be capable of doing.

No amount of robotic/AI genius can replicate these jobs, which center around the “Three C’s” – coaching, caring and connecting.

11 of the jobs in Cognizant’s “21 More Jobs of the Future” require high-level judgment to keep our innovative technologies and the data they create secure and pure.

Work in the next decade won’t always require advanced skills—so they’ll include people of all experience levels. Here are a few of the Jobs of the Future that seek the most, and least, technological expertise.

To see how tech-centric all 42 jobs are, and where they fall on our timeline, click here.[page 56] To learn more about the Jobs of the Future series, visit Cognizant at https://www.cognizant.com/future-of-work

The Cognizant Jobs of the Future Index is a quarterly index that measures the changes in demand for a set of 50 jobs of the future. This ground-breaking Index explores the trends and patterns in a set of fifty jobs—45 actual or “real” jobs, along with 5 “proxy” jobs developed from Cognizant’s 21 Jobs of the Future and 21 More Jobs of the Future reports.

To excel in the future of work, apply Cognizant’s 4 E’s:

Security and Safety
Algorithmic Auditor
Cyber Attack Analyst
Cyber Attack Agent

Caring
Walker/Talker

Connecting
Man-Machine Teaming Manager
Data Detective

To learn more about the Jobs of the Future series, visit Cognizant at https://www.cognizant.com/future-of-work

Jobs of the Future listed the most

Head of Business Behavior
Business leader who analyzes employee behavioral data and creates strategies to improve engagement, productivity and well-being.

Juvenile Cybercrime Rehabilitation Counselor
School-based and specialized center workers who rehabilitate school-age convicted cyber criminals and help redirect their online talents to ethical endeavors.

Algorithm Bias Auditor
A vital role that ensures the algorithms at the heart of AI are fair, legal and representative of the values of an organization.

Cyber Attack Agent
Key cog in the nation’s cyber deterrent program, who develops and leads strategic cyber offenses against adversaries’ infrastructure, and public and private sector systems.

2019
Now
Early 2020s
Mid to Late 2020s

Cyber Attack Analyst
Juvenile Cybercrime Rehabilitation Counselor
Walker/Talker

2019
Now
Early 2020s
Mid to Late 2020s

Quantum Machine Learning Analyst
Virtual Identity Defender
Augmented Reality Journey Builder

2019
Now
Early 2020s
Mid to Late 2020s

Soft Skills of the Future

Our ability to invent and cooperate are attributes we’ve always had, and they’ll be valued through eternity.

Those with gamer-style agility, who can take complex demands and translate them into rapid, accurate actions will be in great demand.

Don’t hang your future on tech skills that are going out of style, or getting too easy to replicate. The leading edge varies; make sure to move with it.

5 Most Tech-Centric Jobs

Algorithm Bias Auditor
Cyber Attack Agent
Algorithmic Auditor
Cyber Attack Analyst

5 Least Tech-Centric Jobs

Juvenile Cybercrime Rehabilitation Counselor
Walker/Talker
Head of Business Behavior
Business leader who analyzes employee behavioral data and creates strategies to improve engagement, productivity and well-being.

Our ability to invent and cooperate are attributes we’ve always had, and they’ll be valued through eternity.

Emerging
Enduring

Don’t hang your future on tech skills that are going out of style, or getting too easy to replicate. The leading edge varies; make sure to move with it.

Creating and imagining opportunities that won’t leave the world’s workers behind is a key theme of the World Economic Forum’s upcoming 2019 Annual Meeting in Davos. Toward this end, Cognizant will be sharing its 21 Jobs of the Future Index* and two reports —“21 Jobs of the Future” and “21 More Jobs of the Future” — which detail how work will evolve over the next decade, and where career opportunities will reside.

Emerging
Enduring

37%

Eternal

Growing

Eroding

Don’t hang your future on tech skills that are going out of style, or getting too easy to replicate. The leading edge varies; make sure to move with it.