

Jobs that will survive the Automation wave

~An Aspiring Minds Report

New Delhi, 28.12.2017: The world of jobs is in a state of flux. Automation powered by artificial intelligence, machine learning and bots has created a state of uneasiness among workers. With machines and bots being brought to out-perform humans in various tasks, the worry is after all not unwarranted. Employability assessment and job credentialing leader, Aspiring Minds analysed more than 10 lakh job openings mapped to over 30 job roles and 100 job skills to identify the automation potential of the labor market in India. The findings of the analysis are as below:

- **Customer service** jobs have the highest automation potential (**64%**). This can be attributed to the fact that the processes in this function are repetitive and can be automated to a significant extent.
- Cognitive skills like **inductive and deductive reasoning** are unaffected by automation. Coupled with **high demand (46% and 62% respectively)**, these skills will emerge as the most sought after skills in the coming times.
- **High demand (31%) coupled by high automation potential (48%)** makes Software and IT jobs most vulnerable to automation.
- **General management and Marketing** have least automation potential of **14%** and **21%** respectively. These roles require high critical and logical reasoning abilities to support creative and rational decision making, thereby making them hard to automate.
- **Accounting** jobs also have very high automation potential. **61%** of the automation potential pie can be attributed to this job function. However, with demand for accounting jobs being a mere **3%**, the **disruption potential of these jobs is fairly low**.
- Behavioural traits like **people management and openness to experience** are also unaltered by automation.

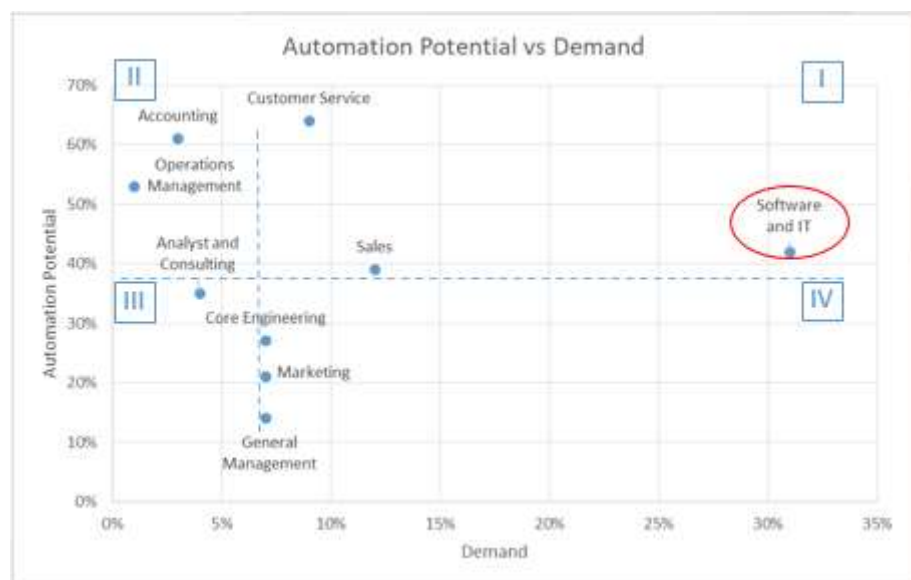


Image 1. Domain skills in demand and their automation potential

Varun Aggarwal, Co-founder and CTO Aspiring Minds said, *“We see tremendous potential in AI. In the coming times, AI will be seen making businesses more efficient and enabling them to hire better. AI also brings a huge opportunity for employees and job seekers to learn; in the form of feedback and reports. We, at Aspiring Minds, are continuously striving to harness this opportunity galore.”*

About Aspiring Minds:

Aspiring Minds is a global leader in job skills assessments and credentialing. We envision a merit-driven talent ecosystem enabled by efficient job skills matching and reliable and intelligent assessments. Powered by machine learning, AI, psychometry and statistics, these state-of-the-art assessment tools are used by companies across a wide variety of industries to help recruit the right people, develop requisite skills benchmarks, and to assess workforce health.

Pioneering large scale credentialing analogous to a GRE-for-employment concept, the flagship product AMCAT is the most popular employability test in the world today. AMCAT helps to place over two million candidates in the ‘right’ jobs every year. Backed by our proprietary adaptive assessment technology and machine learning algorithms – AMCAT provides adaptive, standardized and reliable measurements of generic employability skills (language, cognitive, behavioral) while also assessing a wide range of functional skills.

Aspiring Minds helps companies dramatically improve their recruitment efficiency. We are presently associated with more than 3500 corporations in sectors ranging from BFSI, IT, ITeS, hospitality, and retail. We also work with job seekers to help them evaluate their professional skills, earn industry recognized credentials and find appropriate career opportunities.

Aspiring Minds is a 300+ people strong organization with offices in the US, China, India, Middle East, Tanzania, Bangladesh, the Philippines and Sub-Saharan Africa. Our client list includes Amazon, Baidu, ZTE, Sapient, GE, Genpact, Bank of America, Wipro, CITI, Axis Bank, Wipro, Suzuki, Tata Motors, Daimler, HDFC Bank, Microsoft, Mphasis, DUPONT, Hyundai, Deloitte, , and many more.

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