CNS Cyberinfrastructure for Network Science Center

INDIANA UNIVERSITY SCHOOL OF INFORMATICS, COMPUTING, AND ENGINEERING

The Future of Work

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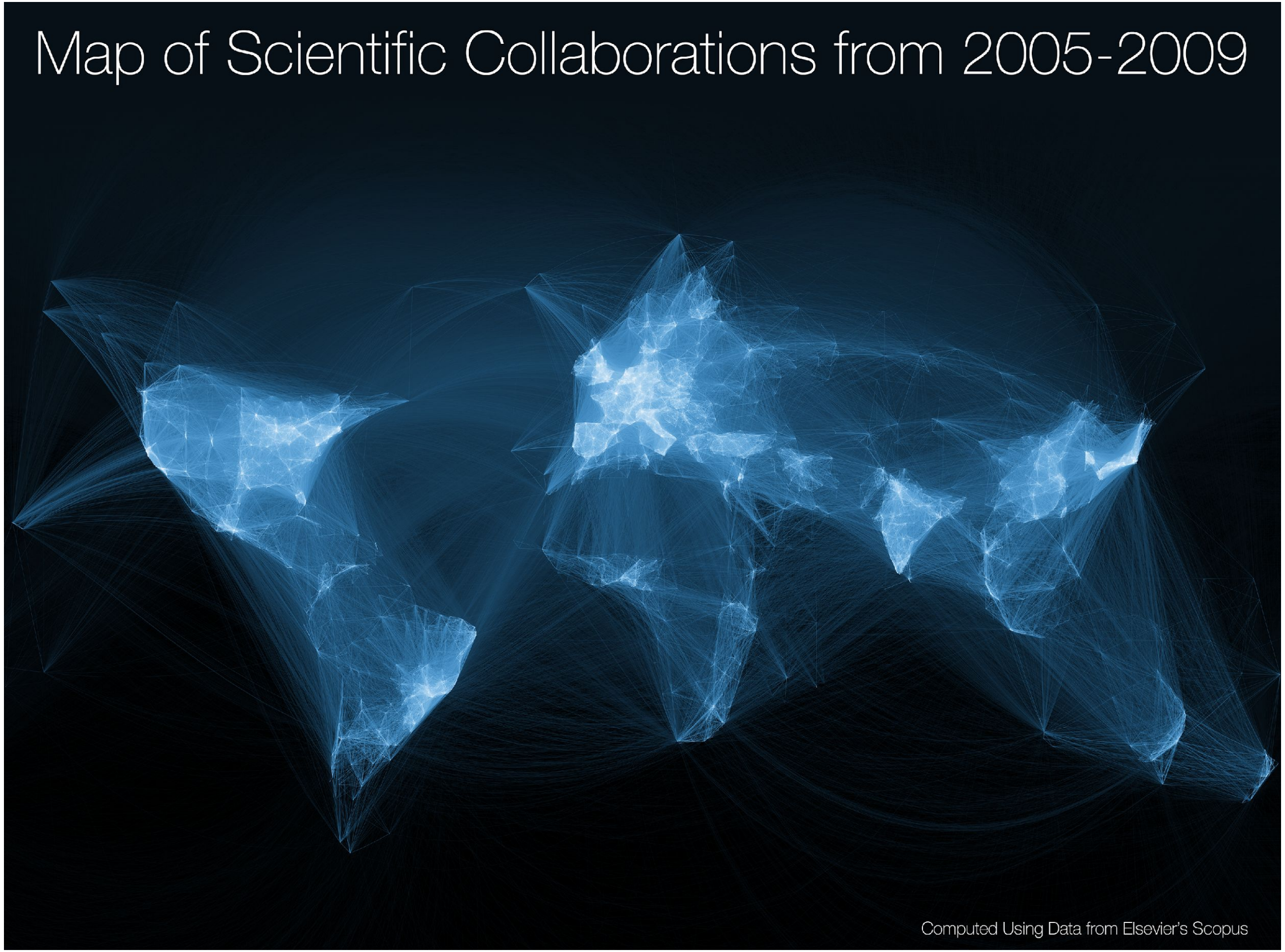
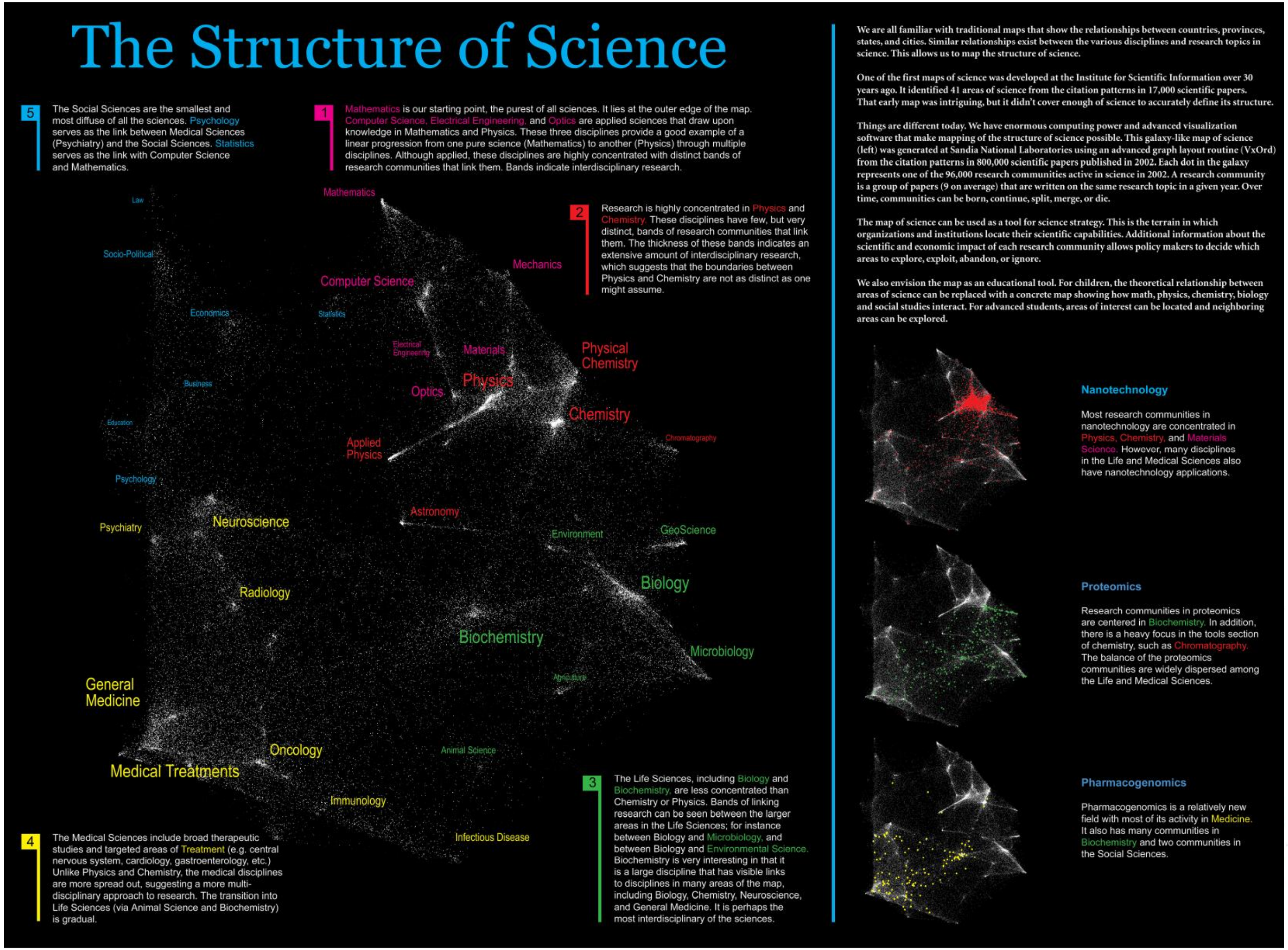
The Future of Learning & Work Workshop
Futurium, Berlin, Germany

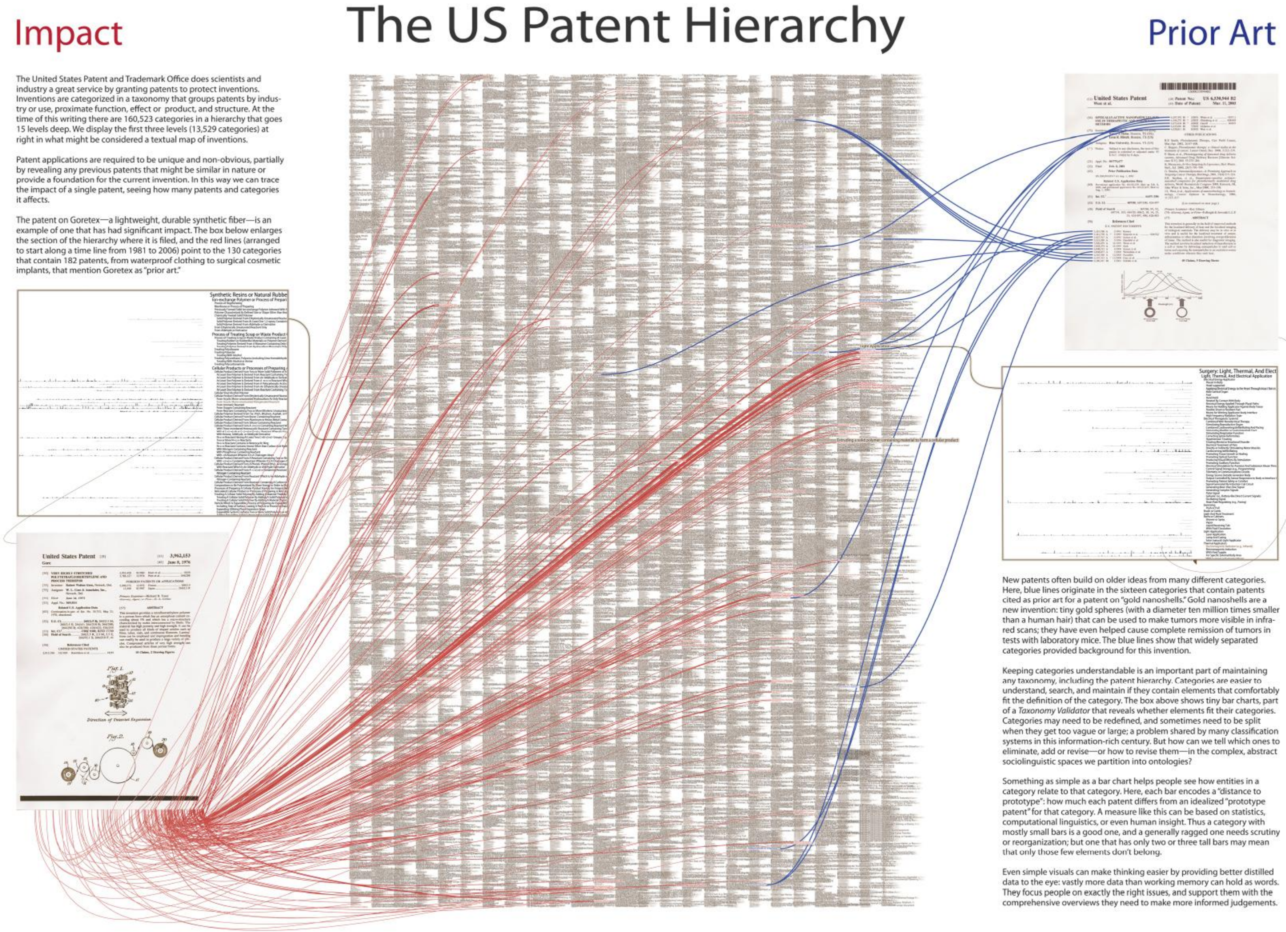
March 15, 2022



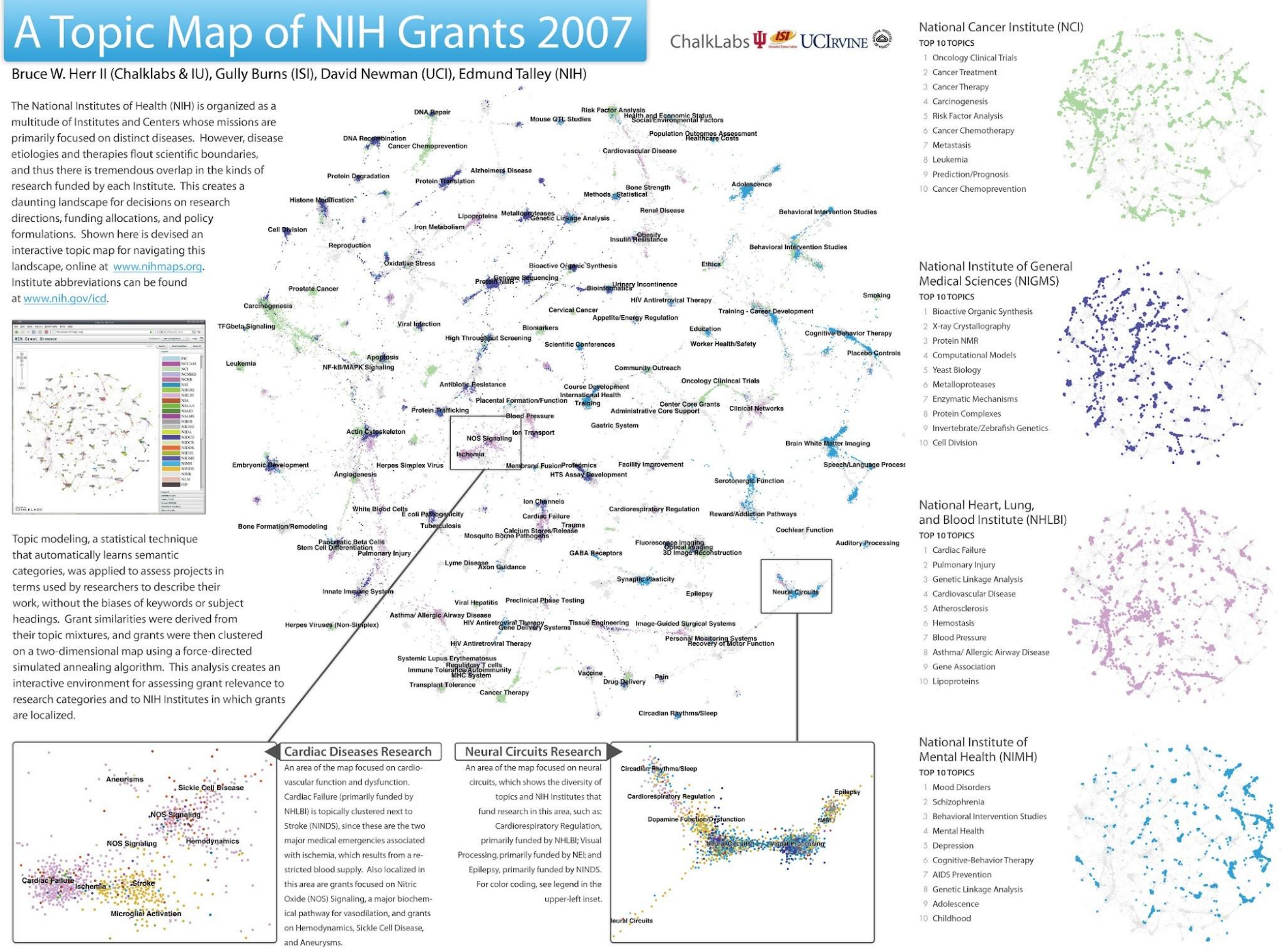
VII.6 Stream of Scientific Collaborations Between World Cities - Olivier H. Beauchesne - 2012



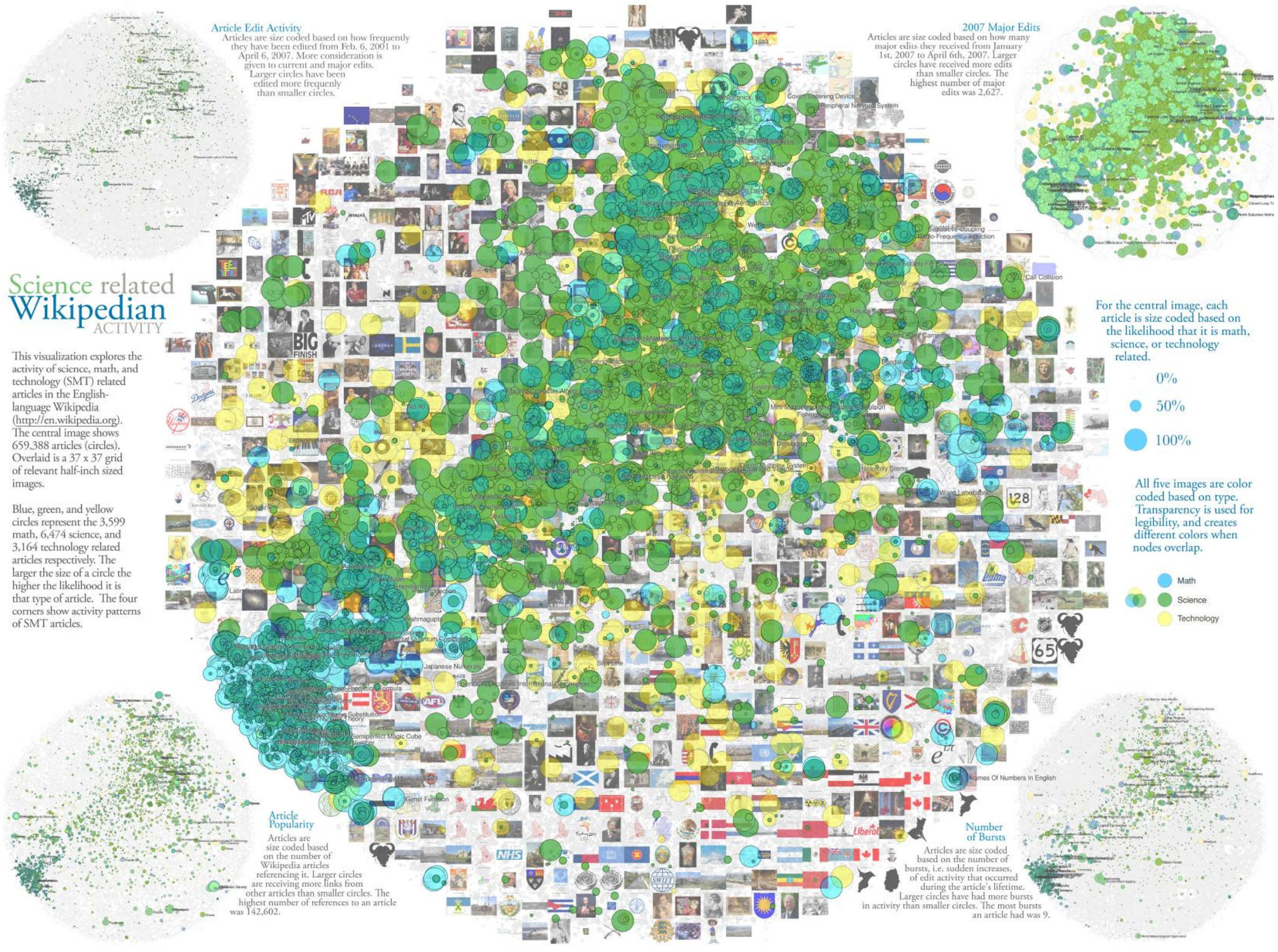
I.10 *The Structure of Science* - Kevin W. Boyack and Richard Klavans - 2005



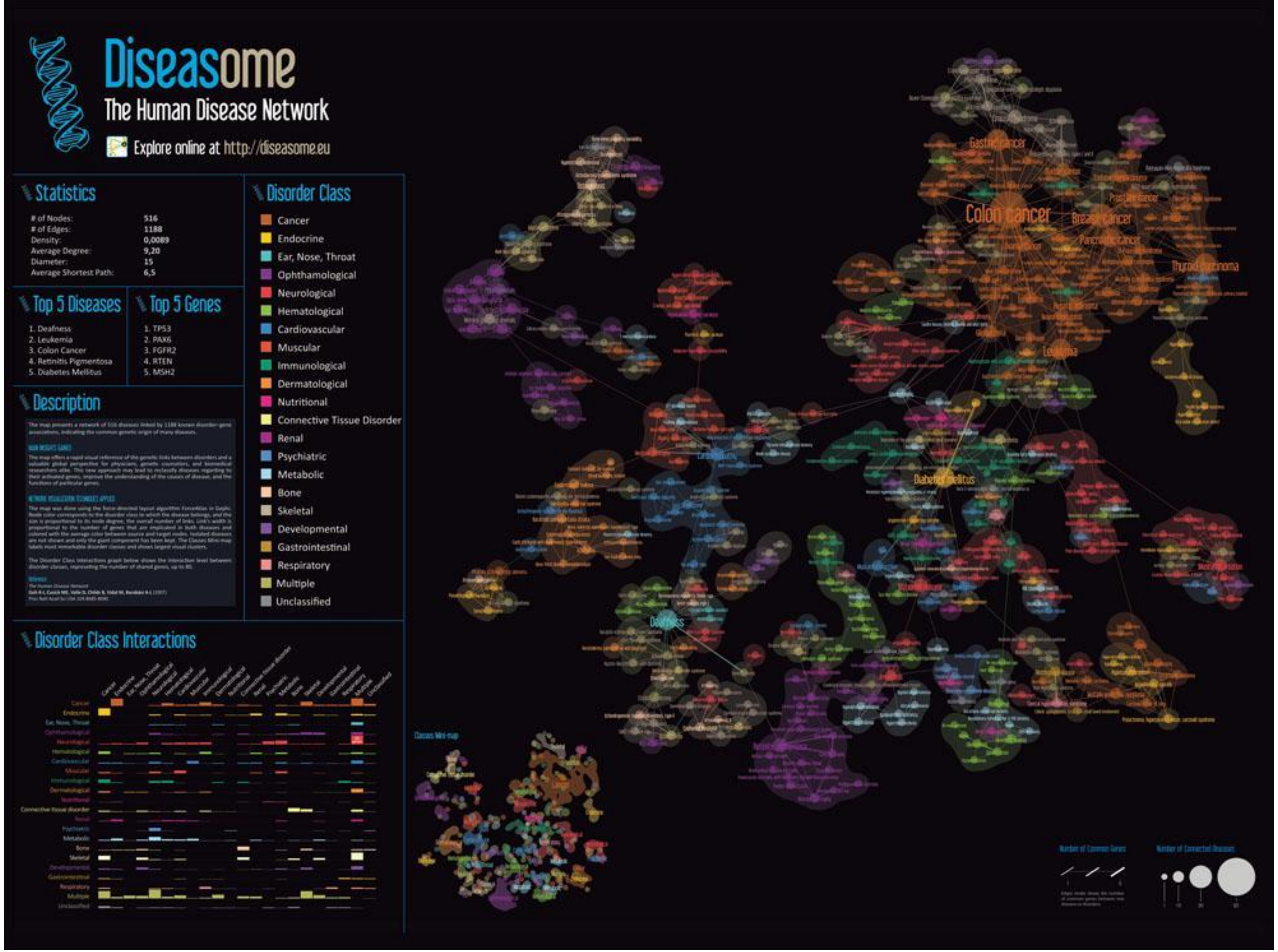
II.8 *Taxonomy Visualization of Patent Data* - Katy Börner, Elisha F. Hardy, Bruce W. Herr II, Todd Holloway, and W. Bradford Paley - 2006



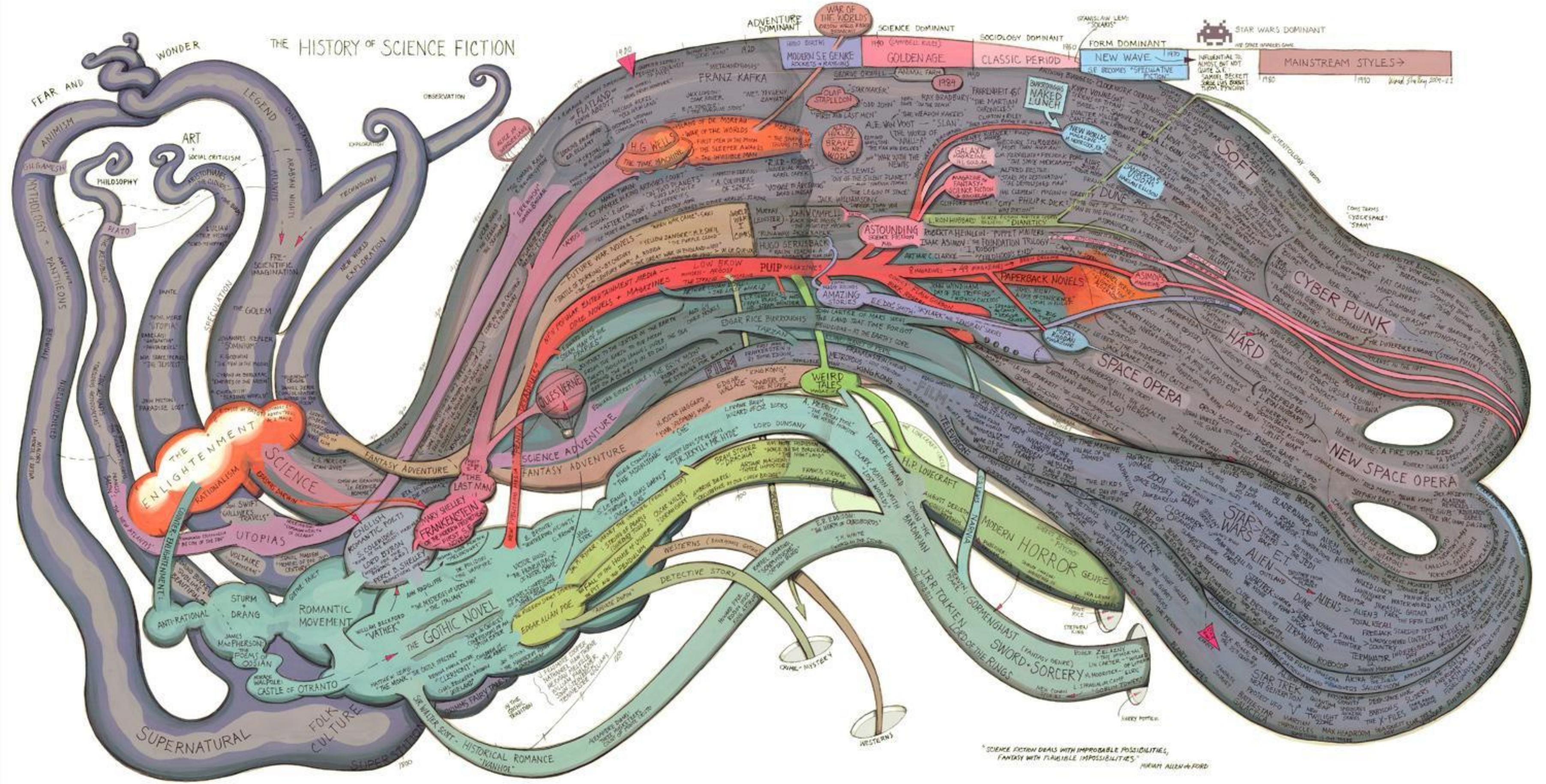
V.7 *A Topic Map of NIH Grants 2007* - Bruce W. Herr II, Gully A.P.C. Burns, David Newman, and Edmund Talley - 2009



III.8 *Science-Related Wikipedian Activity* - Bruce W. Herr II, Todd M. Holloway, Elisha F. Hardy, Katy Börner, and Kevin Boyack - 2007



VI.3 *Diseasome: The Human Disease Network* - Mathieu Bastian and Sébastien Heymann - 2009



VII.10 *History of Science Fiction* - Ward Shelley - 2011

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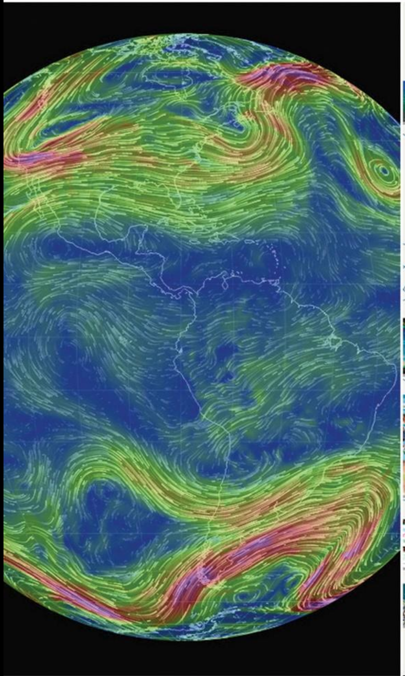

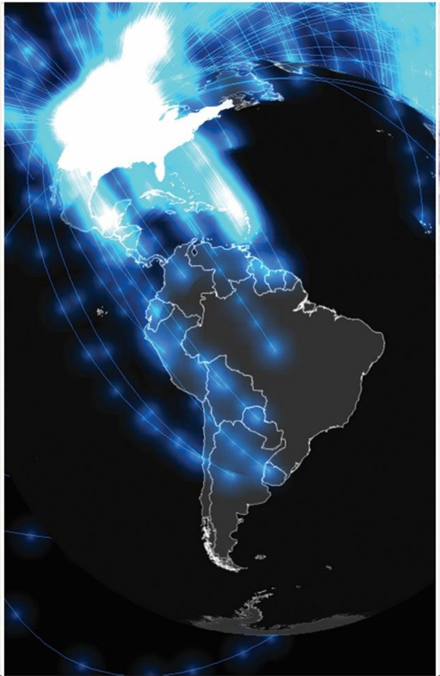

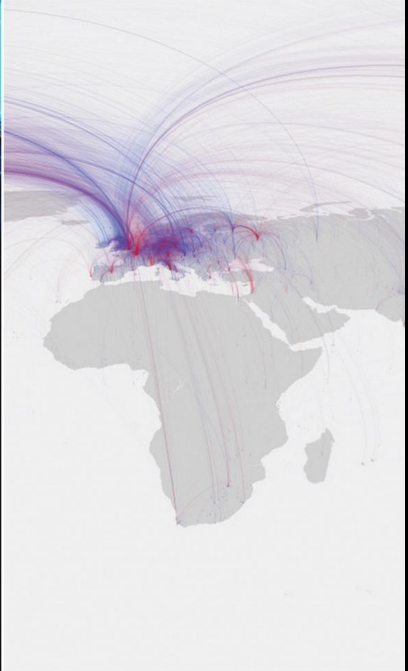

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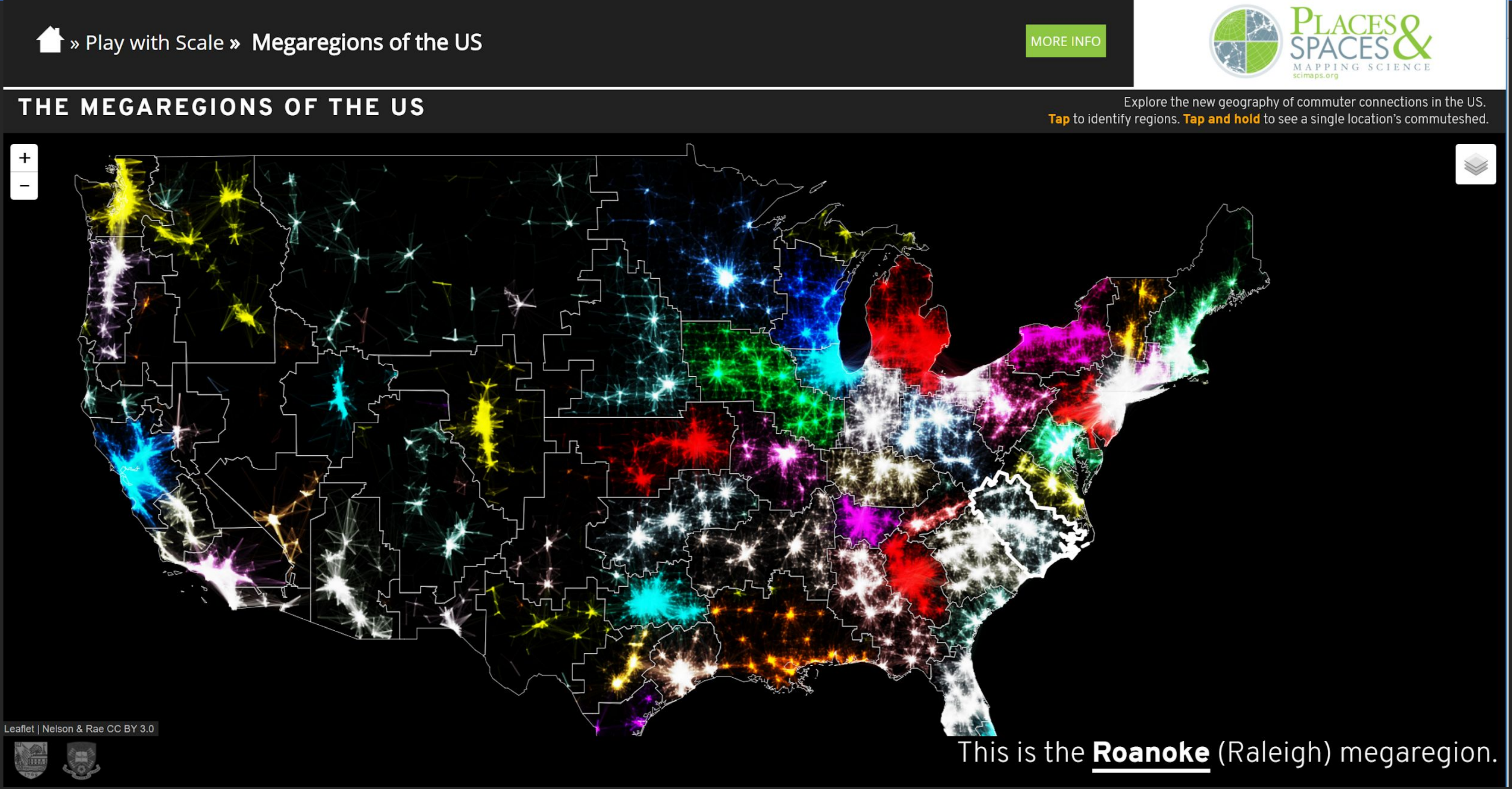
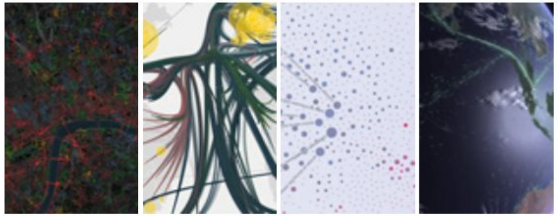


Megaregions of the US –Garrett Dash Nelson and Alasdair Rae – 2016

Smelly Maps – Daniele Quercia, Rossano Schifanella, and Luca Maria Aiello – 2015

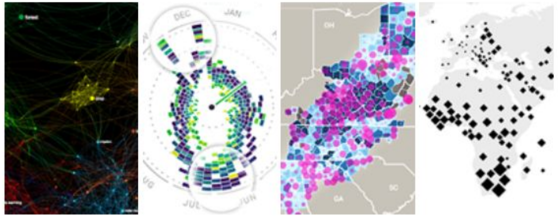
Iteration XI (2015)
Macroscopes for Interacting with Science

Iteration XII (2016)
Macroscopes for Making Sense of Science

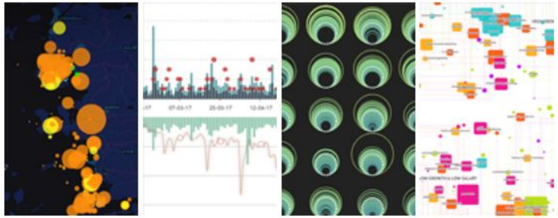


Iteration XIII (2017)
Macroscopes for Playing with Scale

Iteration XIV (2018)
Macroscopes for Ensuring our Well-being



Iteration XV (2019)
Macroscopes for Tracking the Flow of Resources



Iteration XVI (2020)
Macroscopes for Harnessing the Power of Data

http://idemo.cns.iu.edu/macroscope-kiosk

Acknowledgments

Exhibit Curators

The exhibit team: Lisel Record, Katy Börner, and Todd Theriault.

http://scimaps.org

Plus, we thank the more than 250 authors of the 100 maps and 16 interactive macroscopes.

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Identify and Overcome Skill Discrepancies

Börner, Katy, Olga Scrivner, Michael Gallant, Shutian Ma, Xiaozhong Liu, Keith Chewning, Lingfei Wu, and James Evans. 2018. 2018. "Skill Discrepancies Between Research, Education, and Jobs Reveal the Critical Need to Supply Soft Skills for the Data Economy". *PNAS* 115 (50): 12630-12637. doi: 10.1073/pnas.1804247115.

See also https://www.pnas.org/modeling

Skill Discrepancies Between Research, Education, and Jobs Reveal the Critical Need to Supply Soft Skills for the Data Economy

- Data and Crosswalks
- MaxMatch for NLP
- Causal Analyses
- Visualizations

Börner, Katy, Olga Scrivner, Mike Gallant, Shutian Ma, Xiaozhong Liu, Keith Chewning, Lingfei Wue, and James A. Evans. 2018. "Skill Discrepancies Between Research, Education, and Jobs Reveal the Critical Need to Supply Soft Skills for the Data Economy." *PNAS* 115(50): 12630-12637.


PNAS PNAS PNAS PNAS PNAS

Skill discrepancies between research, education, and jobs reveal the critical need to supply soft skills for the data economy

Katy Börner[a,b,1], Olga Scrivner[a], Mike Gallant[a], Shutian Ma[a,c], Xiaozhong Liu[a], Keith Chewning[d], Lingfei Wu[e,f,g,h], and James A. Evans[f,g,i,1]

[a]School of Informatics, Computing, and Engineering, Indiana University, Bloomington, IN 47408; [b]Educational Technology/Media Centre, Dresden University of Technology, 01062 Dresden, Germany; [c]Department of Information Management, Nanjing University of Science and Technology, 210094 Nanjing, China; [d]Burning Glass Technologies, Boston, MA 02110; [e]School of Journalism and Communication, Nanjing University, 210008 Nanjing, China; [f]Department of Sociology, University of Chicago, Chicago, IL 60637; [g]Knowledge Lab, University of Chicago, Chicago, IL 60637; [h]Tencent Research Institute, 100080 Beijing, China; and [i]Santa Fe Institute, Santa Fe, NM 87501

Edited by William B. Rouse, Stevens Institute of Technology, Hoboken, NJ, and accepted by Editorial Board Member Pablo G. Debenedetti September 12, 2018 (received for review March 14, 2018)

Rapid research progress in science and technology (S&T) and continuously shifting workforce needs exert pressure on each other and on the educational and training systems that link them. Higher education institutions aim to equip new generations of students with skills and expertise relevant to workforce participation for decades to come, but their offerings sometimes misalign with commercial needs and new techniques forged at the frontiers of research. Here, we analyze and visualize the dynamic skill (mis-)alignment between academic push, industry pull, and educational offerings, paying special attention to the rapidly emerging areas of data science and data engineering (DS/DE). The visualizations and computational models presented here can help key decision makers understand the evolving structure of skills so that they can craft educational programs that serve workforce needs. Our study uses millions of publications, course syllabi, and job advertisements published between 2010 and 2016. We show how courses mediate between research and jobs. We also discover responsiveness in the academic, educational, and industrial system in how skill demands from industry are as likely to drive skill attention in research as the converse. Finally, we reveal the increasing importance of uniquely human skills, such as communication, negotiation, and persuasion. These skills are currently underexamined in research and undersupplied through education for the labor market. In an increasingly data-driven economy, the demand for "soft" social skills, like teamwork and communication, increase with greater demand for "hard" technical skills and tools.

science of science | job market | data mining | visualization | market gap analysis

Education has been a critical vehicle of economic growth and social progress throughout the modern era. Higher education

doors. Some predictions say hundreds or even thousands of colleges and universities will close or merge in the coming years (4).

In addition, there seem to be major discrepancies and delays between leading scientific research, job market needs, and educational content. This has been particularly expressed with respect to science, technology, engineering, and mathematics jobs, where scientific and technological progress is rapid. Strategic decision making on what to teach, whom to hire, and what new research to fund benefits from a systematic analysis of the interplay between science and technology (S&T) developments, courses and degrees offered, and job market needs. Specifically, stakeholders in US higher education urgently need answers to the following questions. (*i*) Students: what jobs might exist in 5–10 years? What educational trajectories will best achieve my dream job? What core and specialized skills are required for what jobs and offered by what schools and programs? (*ii*) Teachers: what course updates are most needed? What balance of timely vs. timeless knowledge should I teach? How can I innovate in teaching and maintain job security or tenure? (*iii*) Universities: what programs should be created? What is my competition doing? How do I tailor programs to fit workforce needs? (*iv*) Science funders: how can S&T investments improve short- and long-term prosperity? Where will advances in knowledge also yield advances in skills and technology (5)? (*v*) Employers: what skills are needed next year and in 5 and 10 years? Which institutions produce the right talent? What skills are listed in job advertisements by my competition? How do I hire and train

This paper results from the Arthur M. Sackler Colloquium of the National Academy of Sciences, "Modeling and Visualizing Science and Technology Developments," held December 4–5, 2017, at the Arnold and Mabel Beckman Center of the National Academies of

Study the **(mis)match** and **temporal dynamics** of science and technology (S&T) progress, education and workforce development options, and job requirements.

Challenges:

- Rapid change of STEM knowledge
- Increase in tools, AI
- Social skills (project management, team leadership)
- Increasing team size

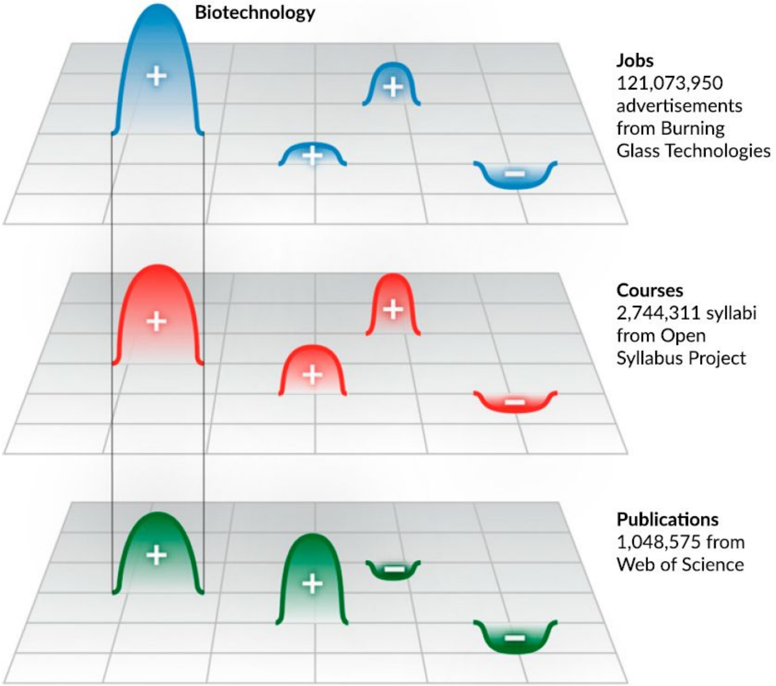
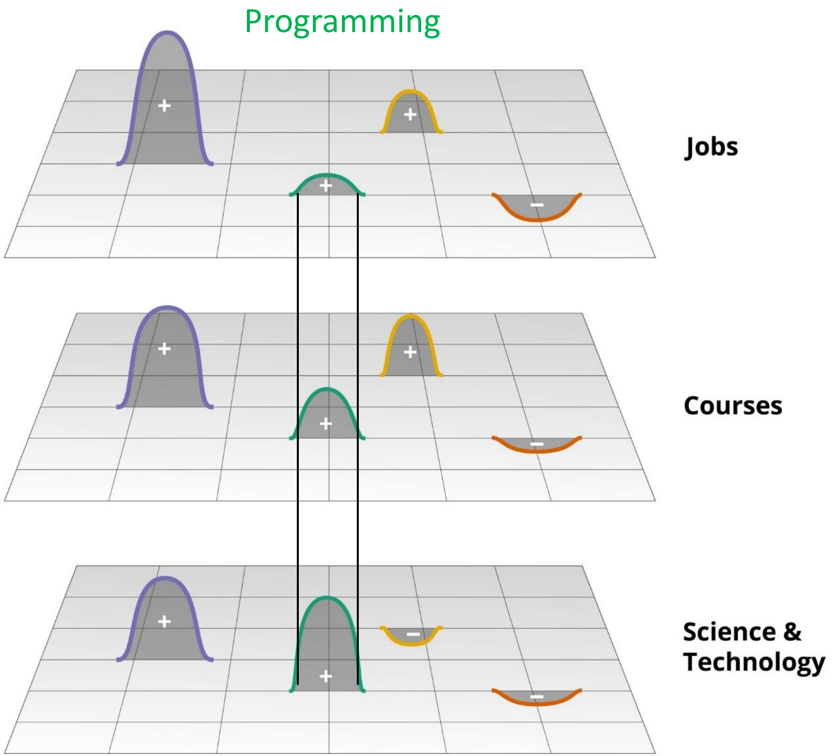
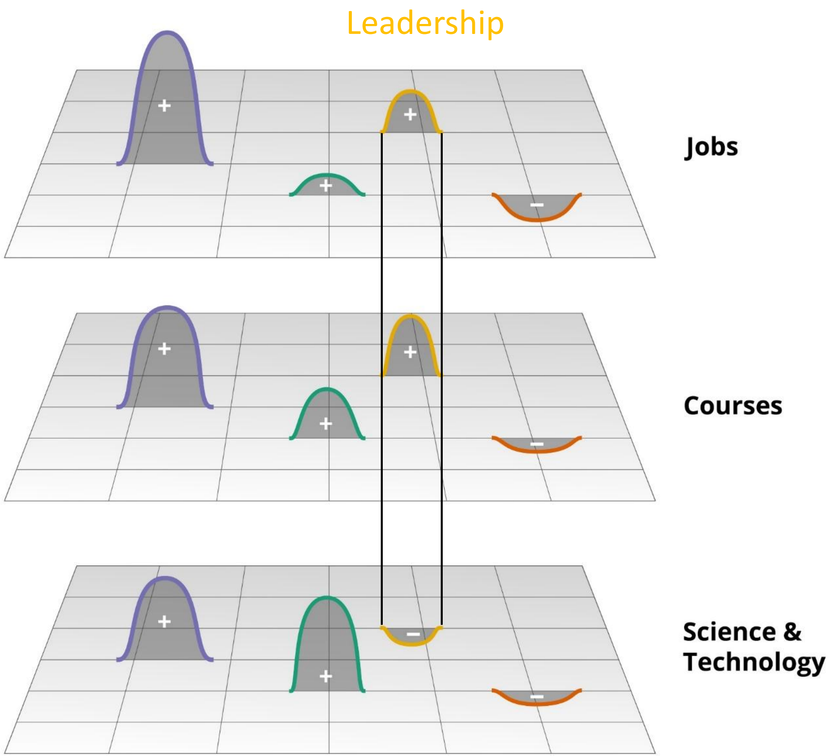


Fig. 1. The interplay of job market demands, educational course offerings, and progress in S&T as captured in publications. Color-coded mountains (+) and valleys (–) indicate different skill clusters. For example, skills related to Biotechnology might be mentioned frequently in job descriptions and taught in many courses, but they may not be as prevalent in academic publications. In other words, there are papers that mention these skills, but labor demand and commercial activity might be outstripping publication activity in this area. The numbers of jobs, courses, and publications that have skills associated and are used in this study are given on the right.


Programming
Jobs
Courses
Science &
Technology


Leadership
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Science &
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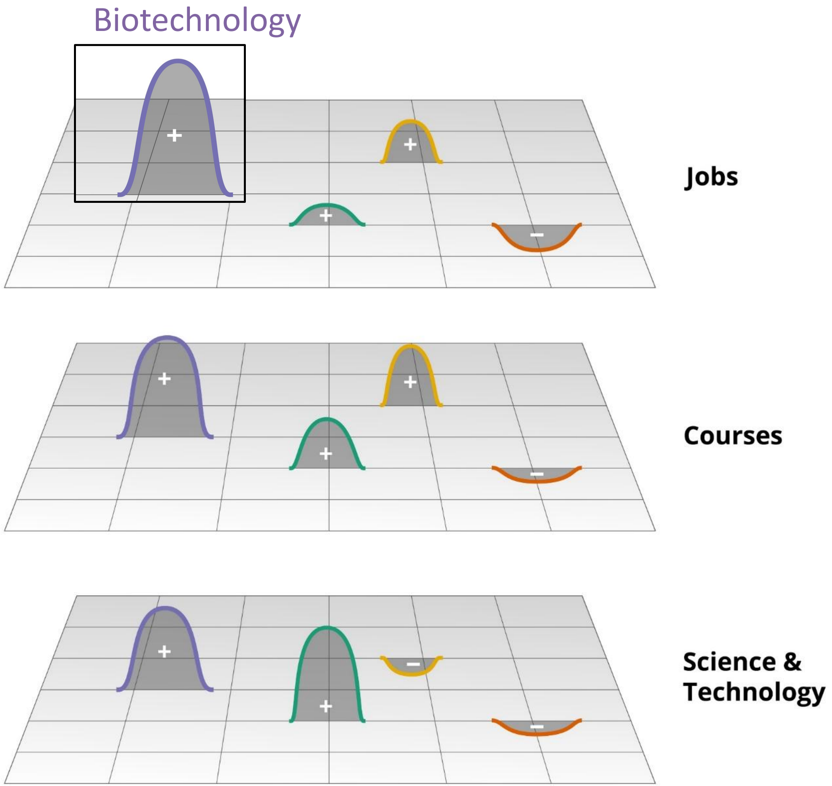
Biotechnology
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Science &
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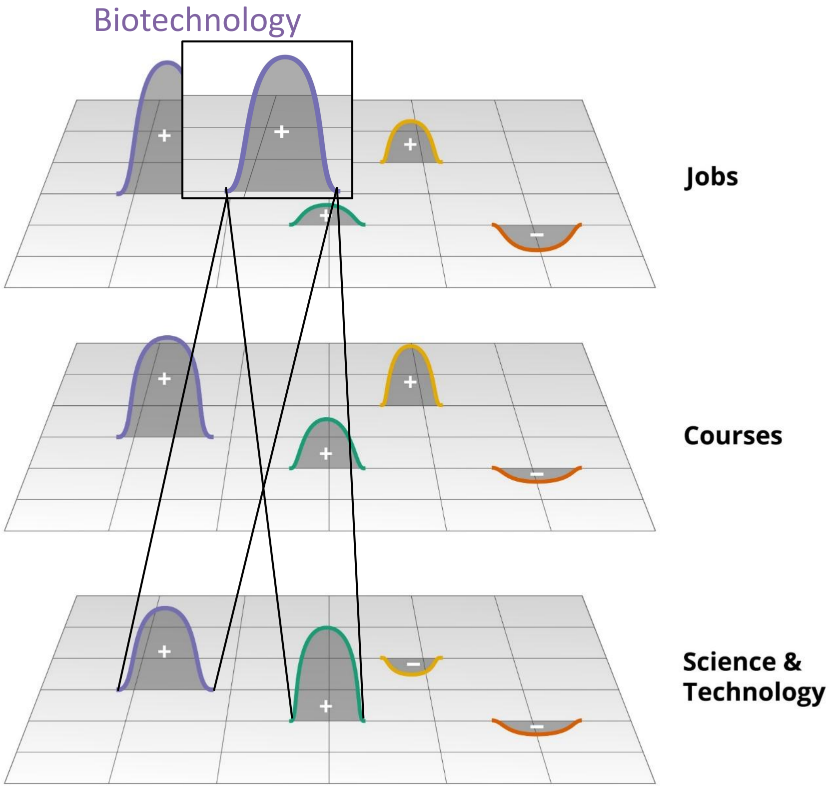

Biotechnology
Jobs
Courses
Science &
Technology

Stakeholders and Insight Needs

- **Students:** What jobs will exist in 1-4 years? What program/learning trajectory is best to get/keep my dream job?
- **Teachers:** What course updates are needed? What balance of timely and timeless knowledge (to get a job vs. learn how to learn) should I teach? How to innovate in teaching and maintain job security or tenure?
- **Universities:** What programs should be created? What is my competition doing? How do I tailor programs to fit local needs?
- **Science Funders:** How can S&T investments improve short- and long-term prosperity? Where will advances in knowledge also yield advances in skills and technology?
- **Employers:** What skills are needed next year and in 5 and 10 years? Which institutions produce the right talent? What skills does my competition list in job advertisements?
- **Economic Developers:** What critical skills are needed to improve business retention, expansion, and recruitment in a region?

What is ROI of my time, money, compassion?

Urgency

- 35% of UK jobs, and 30% in London, are at high risk from automation over the coming 20 years.
  https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/uk-futures/london-futures-agiletown.pdf
- The rise of artificial intelligence will lead to the displacement of **millions of blue-collar as well as white-collar jobs** in the coming decade.
  Auerswald PE (2017) The Code Economy: A Forty-thousand-year History; Beyer D (2016) The future of machine intelligence: Perspectives from leading practitioners ; Brynjolfsson E, McAfee A (2014) The second machine age: Work, progress, and prosperity in a time of brilliant technologies; Ford M (2015) Rise of the Robots: Technology and the Threat of a Jobless Future.
- The pandemic is speeding up automation, and 85 million jobs are on the line.
  https://www.cnn.com/2020/10/20/business/wef-future-of-jobs-report/index.html

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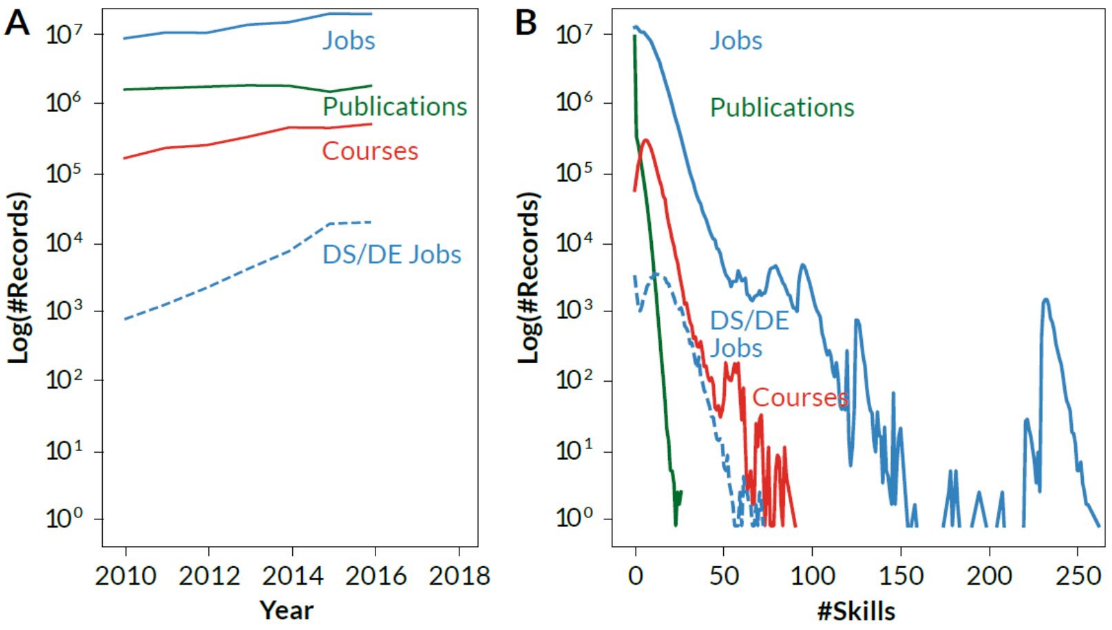
Datasets Used

Job advertisements by Burning Glass posted between Jan 2010-Dec 2016.

Web of Science publications published Jan 2010-Dec 2016.

Course descriptions from the Open Syllabus Project acquired in June 2018 for courses offered in 2010-2016.



Data Type	#Records	#Records with skills	#Records without skills
All Courses	3,062,277	2,744,311	54,733
All Jobs	132,011,926	121,073,950	10,937,976
DSDE Jobs	69,405	65,944	3,461
All Publications	15,691,162	1,048,575	14,642,587
DSDE Publications	1,048,575	807,756	240,819

Fig. 2. Basemap of 13,218 skills. In this map, each dot is a skill, triangles identify skill clusters, and squares represent skill families from the Burning Glass (BG) taxonomy. Labels are given for all skill family nodes and for the largest skill cluster (NA) to indicate placement of relevant subtrees. Additionally, hard and soft skills are overlaid using purple and orange nodes, respectively; node area size coding indicates base 10 log of skill frequency in DS/DE jobs. Skill area computation uses Voronoi tessellation.

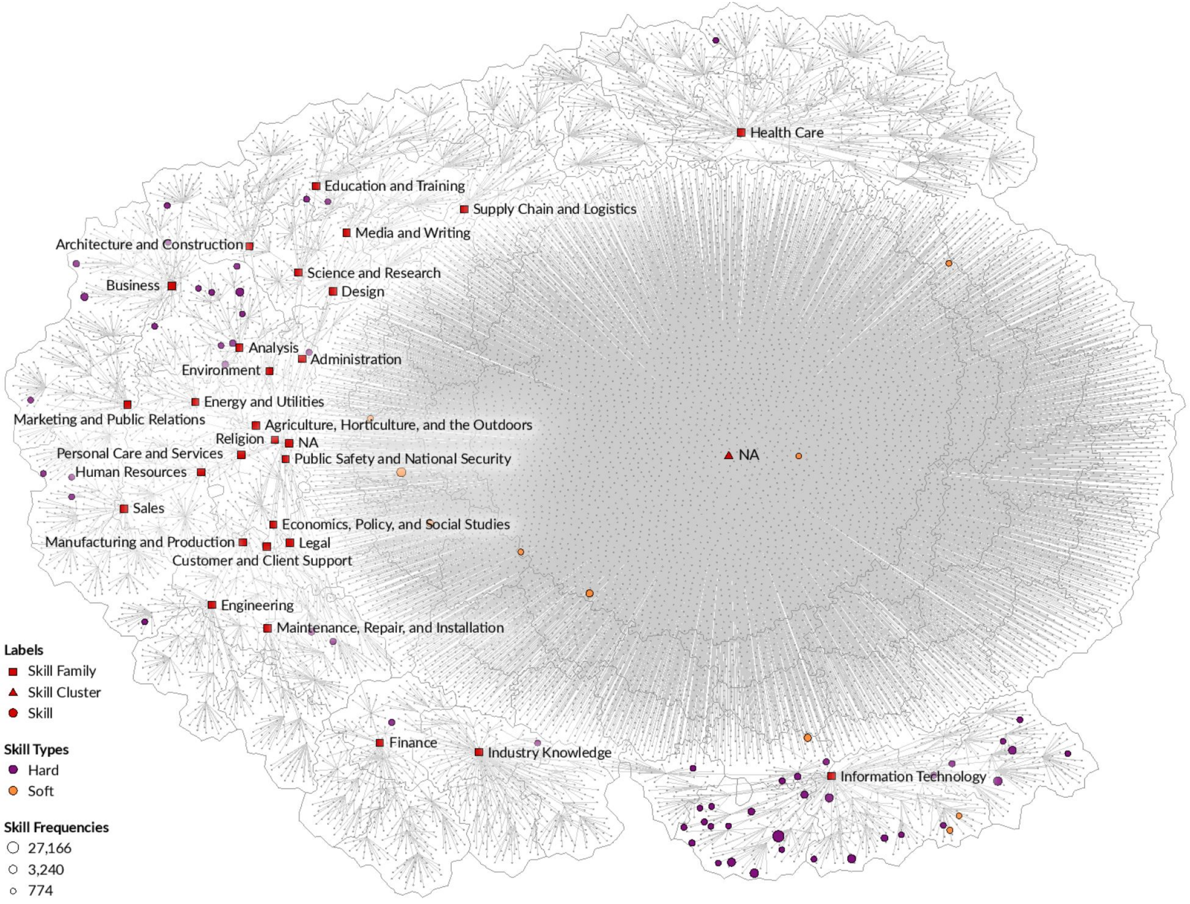
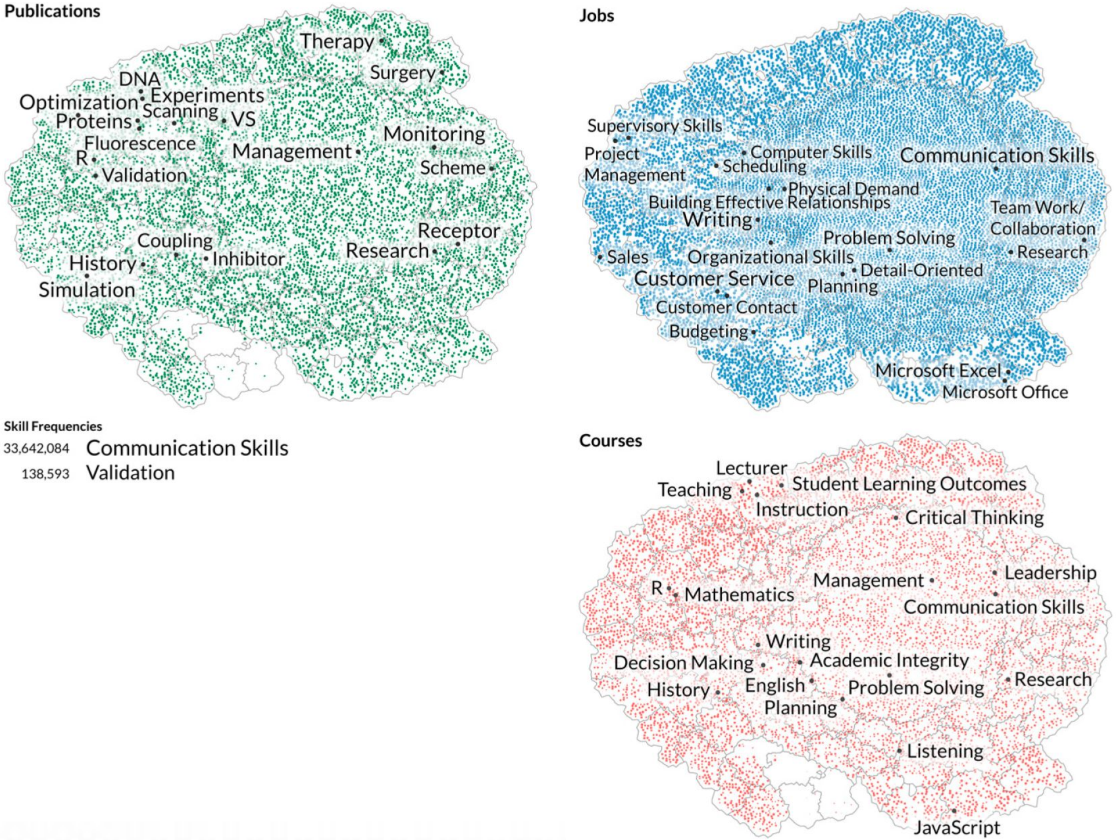


Fig. 3. Basemap of 13,218 skills with overlays of skill frequency in jobs, courses, and publications. This figure substantiates the conceptual drawing in Fig. 1 using millions of data records. Jobs skills are plotted in blue, courses are in red, and publications are in green. Node area size coding indicates base 10 log of skills frequency. The top 20 most frequent skills are labeled, and label sizes denote skill frequency.



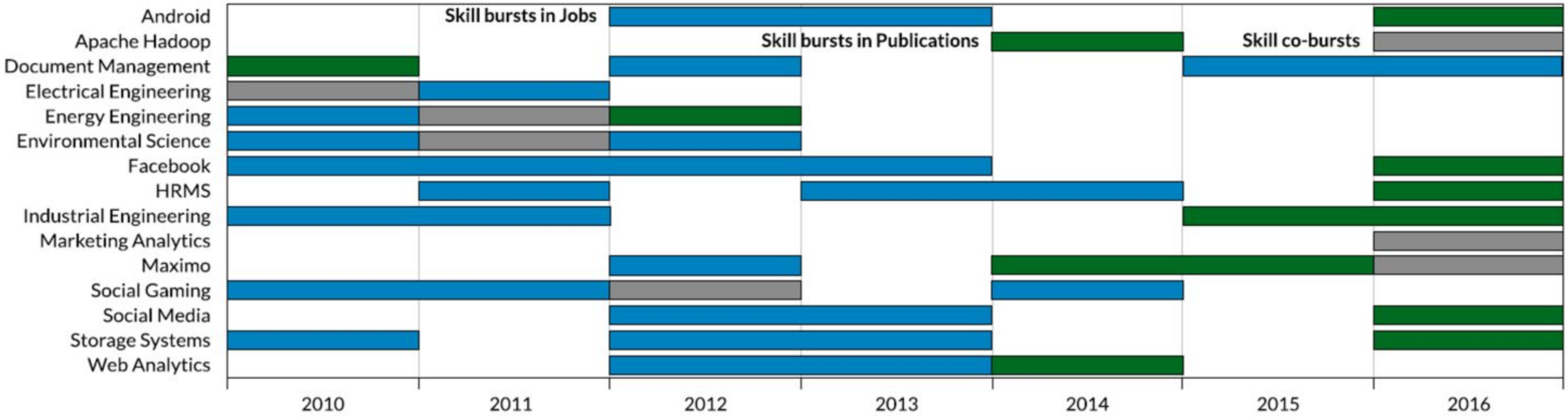


Fig. 4. Burst of activity in DS/DE skills in jobs and publications. Each burst is rendered as a horizontal bar with a start and an end date; skill term is shown on the left. Skills that burst in jobs are blue; skills bursting in publications are green. Seven skills burst in both datasets during the same years and are shown in gray. HRMS stands for human resources management system, and Maximo is an IBM system for managing physical assets.

Kullback-Leibler Divergence

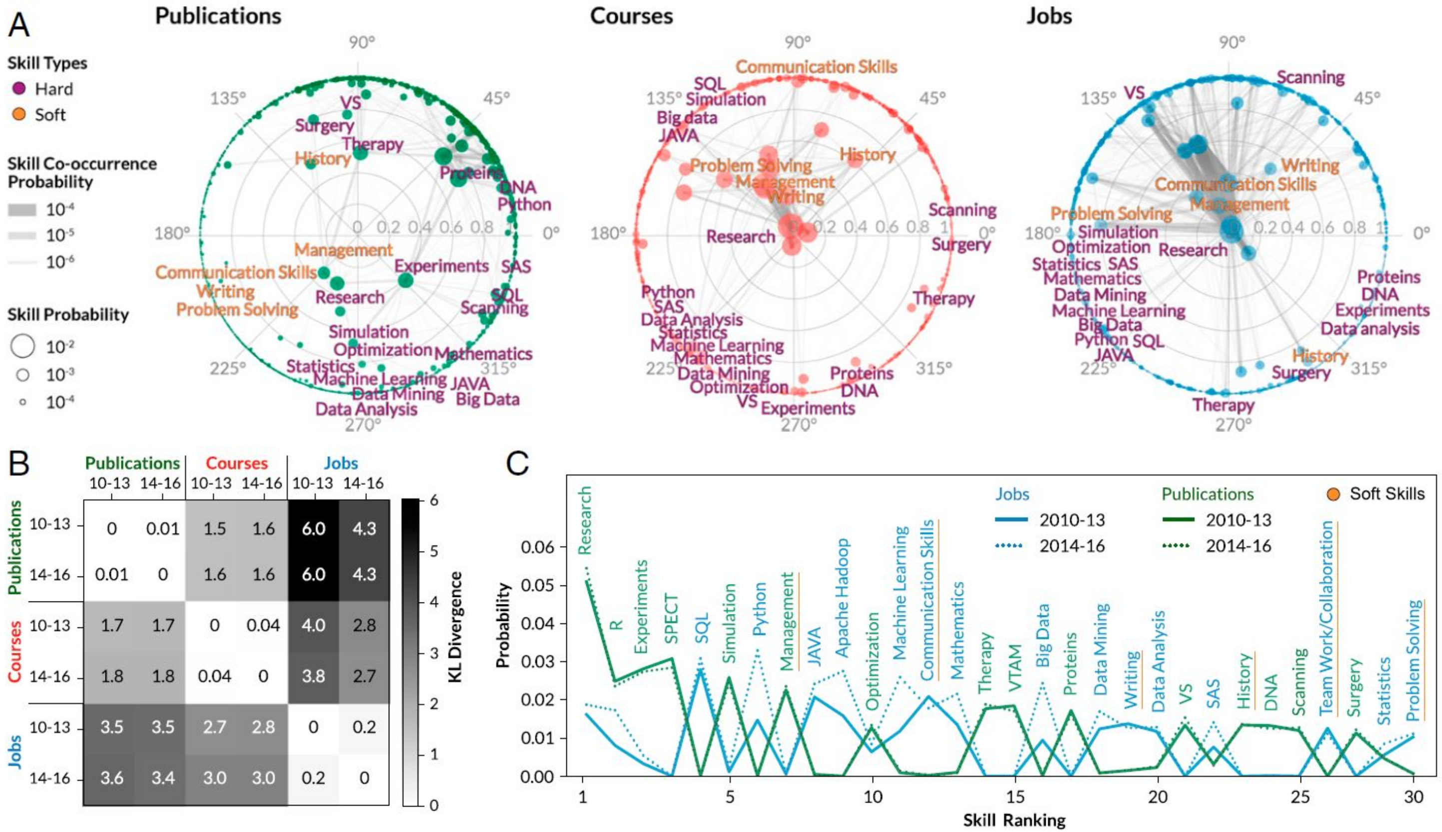


Fig. 5. Structural and dynamic differences between skill distributions in jobs, courses, and publications for 2010–2013 and 2014–2016. (*A*) Poincaré disks comparing the centrality of soft skills (orange) and hard skills (purple) across jobs, courses, and publications. (*B*) KL divergence matrix for jobs, courses, and publications in 2010–2013 and 2014–2016. (*C*) The most surprising skills in publications and jobs; *R* is a scripting language, VTAM refers to the IBM Virtual Telecommunication Access Method application, VS is the integrated development environment Visual Studio, and SAS is a data analytics software.

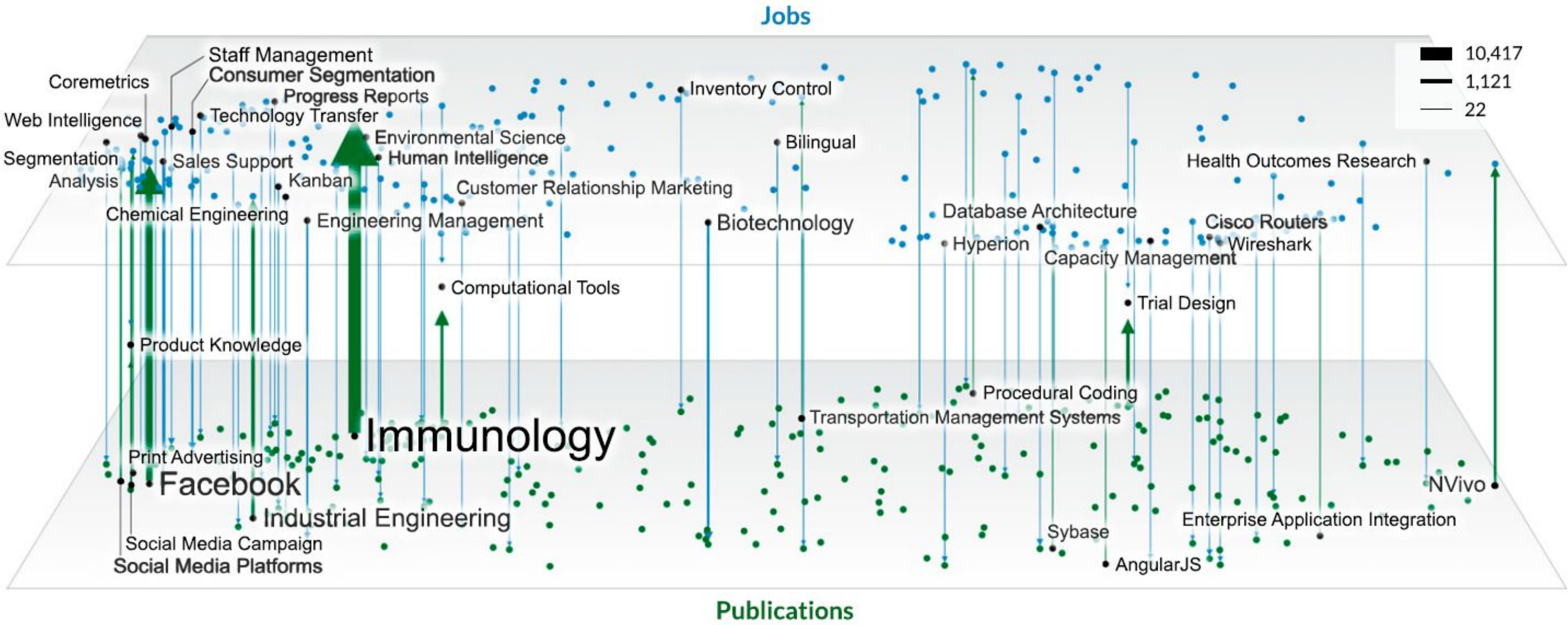


Fig. 6. Strength of influence mapping. Top 200 most frequent skills in jobs (blue) and in publications (green) plotted on the skills basemap from Fig. 2. Arrows represent skills with significant Granger causality (P value < 0.05). Line thickness and label size indicate skill frequency. The direction and thickness of each arrow indicate the F-value strength and direction.

Fig. 7. Multivariate Hawkes Process influence network of DS/DE skills within job advertisements 2010–2016. Each of the 45 nodes represents a top-frequency skill (29 soft and 16 hard skills) with a strong influence edge from/to other skill(s) in job advertisements between 2010 and 2016. Node and label size correspond to the number of times that the skill appeared in a job advertisement. Thickness of the 75 directed edges indicates influence strength.

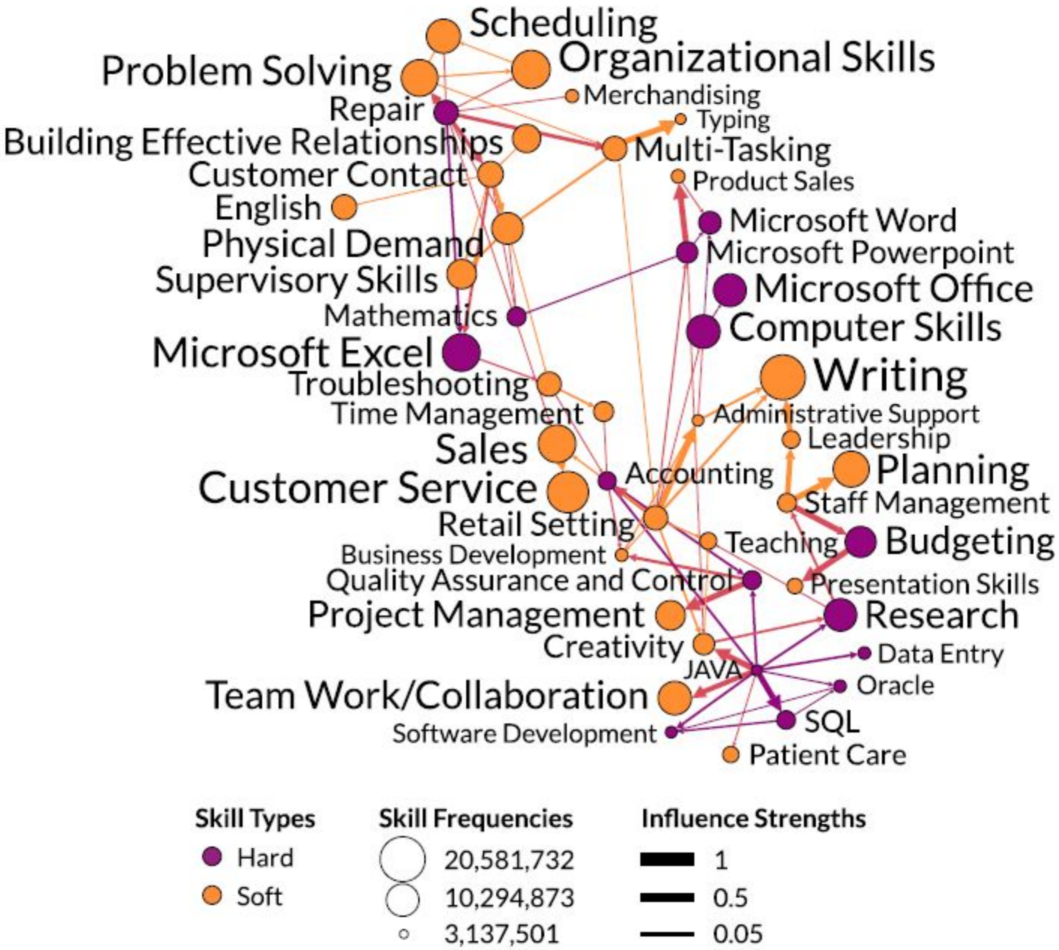
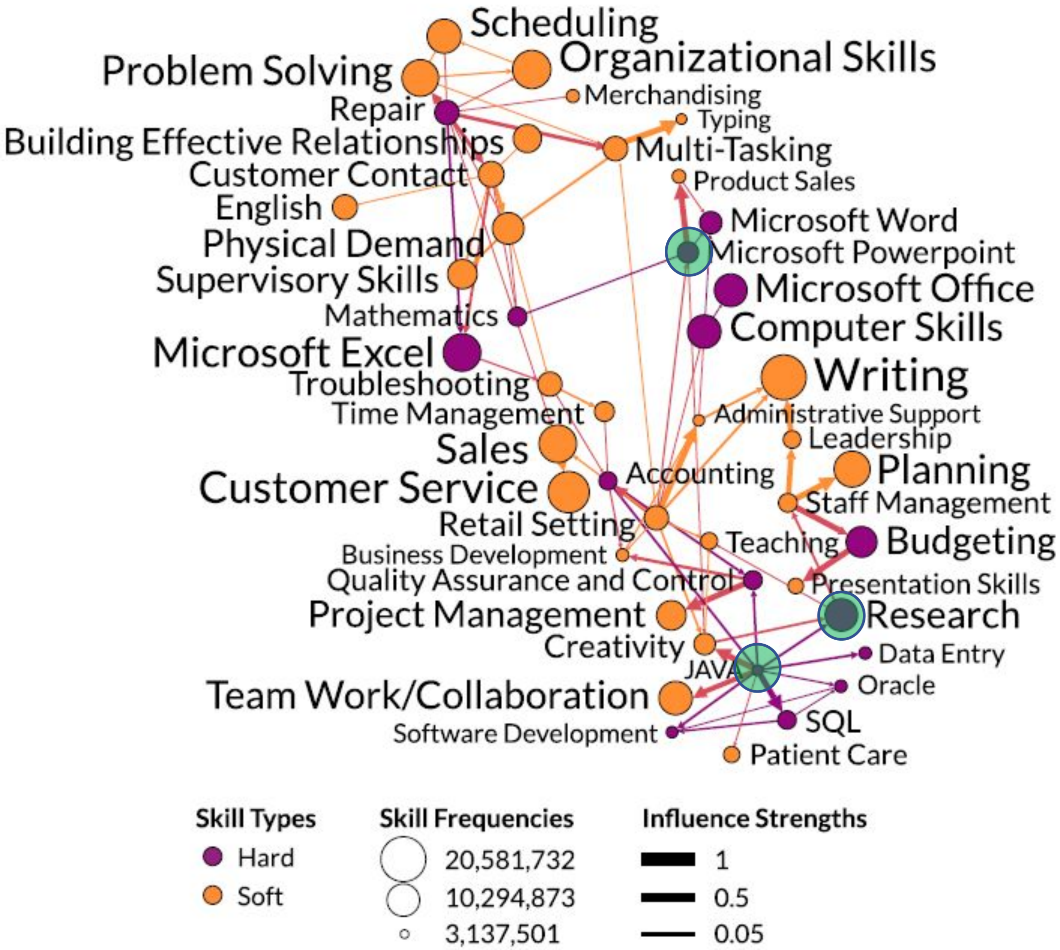


Fig. 7. Hawkes influence network of DS/DE skills within job advertisements 2010–2016. Each of the 45 nodes represents a top-frequency skill (29 soft and 16 hard skills) with a strong influence edge from/to other skill(s) in job advertisements between 2010 and 2016. Node and label size correspond to the number of times that the skill appeared in a job advertisement. Thickness of the 75 directed edges indicates influence strength.



Results

- Novel cross-walk for mapping publications, course offerings, and job via skills.
- Timing and strength of burst of activity for skills (e.g., Oracle, Customer Service) in publications, course offerings, and job advertisements.
- Uniquely human skills such as communication, negotiation, and complex service provision are currently underexamined in research and undersupplied through education for the labor market in an increasingly automated and AI economy.
- The same pattern manifests in the domain of DS/DE where teamwork and communication skills increase in value with greater demand for data analytics skills and tools.
- Skill demands from industry are as likely to drive skill attention in research as the converse.

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