

# A Call to Action for the Workforce of the Future

As we stand on the threshold of 2025, the future of work is being rewritten before our very eyes. The World Economic Forum's Future of Jobs Report 2025 offers a sobering yet exciting picture of what lies ahead. Amidst economic uncertainty, demographic shifts, and the green transition, one force towers above the rest as a transformative driver of change: artificial intelligence (AI). As a business leader deeply invested in shaping the future of work, I believe it is imperative for us to not only adapt to this change but to champion it.

## AI: Catalyst of Growth or Harbinger of Job Loss?

The narrative surrounding AI often oscillates between utopian and dystopian extremes. On one end, AI is hailed as the ultimate productivity booster, capable of solving complex problems and opening doors to unimaginable possibilities. On the other, it's seen as a threat to millions of jobs, potentially exacerbating inequality and economic displacement. The truth lies somewhere in between, and it's up to us to decide which end of the spectrum we gravitate towards.

The Future of Jobs Report reveals that technological advancements, particularly AI, are expected to impact 86% of businesses by 2030. Roles such as AI and machine learning specialists, big data analysts, and software developers are among the fastest-growing, while clerical jobs and manual data-entry roles face steep declines. This dynamic—creation of 170 million jobs but displacement of 92 million others—is not just a statistic; it's a mandate for proactive, collective action.

## A New Frontier: Human-AI Collaboration

One of the most compelling findings in the report is the shift in the human-machine frontier. By 2030, it's projected that nearly half of all tasks will be performed through a collaboration between humans and machines. This is not about humans versus AI; it's about humans and AI. This nuance cannot be overstated. The roles of the future will demand skills that blend technological proficiency with uniquely human traits such as empathy, creative problem-solving, and resilience.

For example, consider the rise of generative AI. This technology, which has already transformed industries ranging from marketing to medicine, has the potential to empower workers at every skill level. It can help entry-level employees perform complex tasks with ease and enable specialists to solve problems faster and more efficiently. But this transformative power must be harnessed with care. Without thoughtful implementation and a focus on augmentation rather than substitution, we risk creating a workforce that is unequipped for the jobs of tomorrow.

## **Reskilling: A Moral and Economic Imperative**

The report's insights into skills disruption underscore a stark reality: two-fifths of today's skill sets will become obsolete by 2030. Analytical thinking, AI literacy, and adaptability have emerged as critical skills, while traditional manual skills face a sharp decline in demand. This skills gap is not just a challenge; it is an opportunity to redefine how we think about education and workforce development.

Reskilling and upskilling must be prioritized at every level. Businesses, governments, and educational institutions have a shared responsibility to ensure that workers are prepared for the future. At WorkGenius, we've already seen the transformative impact of targeted training programs that align with emerging trends. But the scale of the challenge demands broader, systemic action. Public-private partnerships, incentives for lifelong learning, and accessible training platforms are not just nice-to-haves; they are the bedrock of a resilient workforce.

## **Leading with Purpose**

As leaders, our responsibility extends beyond preparing our own organizations for the future. We must also contribute to a broader societal shift that embraces change with optimism and purpose. This means fostering cultures that prioritize adaptability and innovation, investing in employee well-being, and championing diversity and inclusion as critical components of workforce strategy.

It also means addressing the ethical implications of AI adoption head-on. How do we ensure that the benefits of AI are equitably distributed? How do we create safeguards to prevent misuse? These are not questions for tomorrow; they are challenges for today. As stewards of the workforce, we have an ethical obligation to ensure that AI serves as a force for good, enhancing rather than diminishing the human experience.

## **The Path Forward**

The future of work is not a distant horizon; it is here. AI will undoubtedly disrupt industries, but it also offers an unprecedented opportunity to enhance human potential. The choice is ours: we can either resist this change and fall behind, or we can embrace it and lead with vision and purpose.

At its core, this is not a story about machines replacing humans. It is a story about humans rising to meet the challenges and opportunities of a new era. Let us invest in our people, rethink our strategies, and harness the transformative power of AI to build a future where technology and humanity thrive together.

# Key Insights from the Future of Jobs Report 2025

## Transformative Trends



### Technological Advancements

Generative AI, robotics, and digital access are reshaping industries. AI adoption is expected to impact 86% of businesses by 2030.



### Green Transition

Efforts to reduce carbon emissions and adapt to climate change drive demand for roles like renewable energy engineers and environmental specialists.



### Economic Pressures

Rising living costs and slower growth are anticipated to influence 42% of businesses, creating demand for resilience and creative thinking.



### Demographic Shifts

Aging populations in high-income countries and expanding working-age populations in lower-income regions will reshape labor demands.



### Geopolitical Tensions

Fragmentation of trade and supply chains, influenced by global conflicts and protectionist policies, is driving changes in workforce strategies.

## Job Market Dynamics



### Net Job Growth

By 2030, global employment is expected to grow by 7%, with 170 million new jobs created and 92 million displaced.



### Top Growth Roles

Big data specialists, AI engineers, and renewable energy experts lead growth sectors.



### Declining Roles

Clerical jobs, data entry clerks, and secretarial roles face the steepest declines due to automation and AI.

## Skills Outlook



### **Demanded Skills**

Analytical thinking, AI literacy, and adaptability are key. Employers prioritize reskilling/upskilling to address skill gaps.



### **Skill Transformation**

Two-fifths of current skills are predicted to be disrupted by 2030, highlighting the need for lifelong learning.

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## Workforce Strategies



### **Upskilling Imperative**

85% of companies plan to prioritize workforce upskilling.



### **Well-being Focus**

Employee health initiatives are central to talent retention.



### **Diversity and Inclusion**

A significant rise in equity-focused strategies, with 83% of companies implementing DEI measures.

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## Regional and Industry Impacts



### **Population Growth vs. Skill Gaps**

Growth is uneven, with lower-income countries benefiting from growing populations but facing skill shortages.



### **Industry Winners and Losers**

Industries like IT, green energy, and healthcare are set to expand, while traditional manufacturing faces challenges.

# The Call to Action: Building the Workforce of the Future

As you reflect on the insights shared in this paper, we invite you to take actionable steps toward shaping a resilient, future-ready workforce. Here's how you can start:

1

## Evaluate Your Current Strategy

Assess your organization's readiness for the AI-driven future and identify gaps in skills, diversity, and adaptability.

2

## Invest in People

Prioritize reskilling and upskilling initiatives to empower your workforce with the tools and knowledge needed to thrive.

3

## Embrace Collaboration

Foster a culture that integrates human-AI collaboration, blending technological advancements with human creativity and empathy.

4

## Champion Ethical AI

Commit to transparency, fairness, and inclusivity in the adoption of AI to ensure technology benefits all.

## Stay Connected

WorkGenius is here to support you in navigating this transformation. Connect with us to explore solutions, share feedback, or collaborate.



## Get in touch

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