



The Future of Jobs Report 2025

Technological change, geoeconomic fragmentation, economic uncertainty, demographic shifts and the green transition – individually and in combination are among the major drivers expected to shape and transform the global labour market by 2030. The Future of Jobs Report 2025 brings together the perspective of over 1,000 leading global employers—collectively representing more than 14 million workers across 22 industry clusters and 55 economies from around the world—to examine how these macrotrends impact jobs and skills, and the workforce transformation strategies employers plan to embark on in response, across the 2025 to 2030 timeframe.

1. Broadening digital access is expected to be the most transformative trend – both across technology-related trends and overall – with 60% of employers expecting it to transform their business by 2030. Advancements in technologies, particularly AI and information processing (86%); robotics and automation (58%); and energy generation, storage and distribution (41%), are also expected to be transformative. These trends are expected to have a divergent effect on jobs, driving both the fastest-growing and fastest-declining roles, and fueling demand for technology-related skills, including AI and big data, networks and cybersecurity and technological literacy, which are anticipated to be the top three fastest-growing skills.

2. Increasing cost of living ranks as the second-most transformative trend overall – and the top trend related to economic conditions – with half of employers expecting it to transform their business by 2030, despite an anticipated reduction in global inflation. General economic slowdown, to a lesser extent, also remains top of mind and is expected to transform 42% of businesses. Inflation is predicted to have a mixed outlook for net job creation to 2030, while slower growth is expected to displace 1.6 million jobs globally. These two impacts on job creation are expected to increase the demand for creative thinking and resilience, flexibility, and agility skills.

3. Climate-change mitigation is the third-most transformative trend overall – and the top trend related to the green transition – while climate-change adaptation ranks sixth with 47% and 41% of employers, respectively, expecting these trends to transform their business in the next five years. This is driving demand for roles such as renewable energy engineers, environmental engineers and electric and autonomous vehicle specialists, all among the 15 fastest-growing jobs. Climate trends are also expected to drive an increased focus on environmental stewardship, which has entered the Future of Jobs Report's list of top 10 fastest growing skills for the first time.

4. Two demographic shifts are increasingly seen to be transforming global economies and labour markets: aging and declining working age populations, predominantly in higher-income economies, and expanding working age populations, predominantly in lower-income economies.

These trends drive an increase in demand for skills in talent management, teaching and mentoring, and motivation and self-awareness. Aging populations drive growth in healthcare jobs such as nursing professionals, while growing working-age populations fuel growth in education-related professions, such as higher education teachers.

5. Geoeconomic fragmentation and geopolitical tensions are expected to drive business model transformation in one-third (34%) of surveyed organizations in the next five years. Over one-fifth (23%) of global employers identify increased restrictions on trade and investment, as well as subsidies and industrial policies (21%), as factors shaping their operations. Almost all economies for which respondents expect these trends to be most transformative have significant trade with the United States and/or China. Employers who expect geoeconomic trends to transform their business are also more likely to offshore – and even more likely to re-shore – operations. These trends are driving demand for security related job roles and increasing demand for network and cybersecurity skills. They are also increasing demand for other human-centred skills such as resilience, flexibility and agility skills, and leadership and social influence.

6. Extrapolating from the predictions shared by Future of Jobs Survey respondents, on current trends over the 2025 to 2030 period job creation and destruction due to structural labour-market transformation will amount to 22% of today's total jobs. This is expected to entail the creation of new jobs equivalent to 14% of today's total employment, amounting to 170 million jobs. However, this growth is expected to be offset by the displacement of the equivalent of 8% (or 92 million) of current jobs, resulting in net growth of 7% of total employment, or 78 million jobs.

7. Frontline job roles are predicted to see the largest growth in absolute terms of volume and include Farmworkers, Delivery Drivers, Construction Workers, Salespersons, and Food Processing Workers. Care economy jobs, such as Nursing Professionals, Social Work and Counselling Professionals and Personal Care Aides are also expected to grow significantly over the next five years, alongside Education roles such as Tertiary and Secondary Education Teachers.

8. Technology-related roles are the fastest-growing jobs in percentage terms, including Big Data Specialists, Fintech Engineers, AI and Machine Learning Specialists and Software and Application Developers. Green and energy transition roles, including Autonomous and Electric Vehicle Specialists, Environmental Engineers, and Renewable Energy Engineers, also feature within the top fastest-growing roles.

9. Clerical and Secretarial Workers – including Cashiers and Ticket Clerks, and Administrative Assistants and Executive Secretaries – are expected to see the largest decline in absolute numbers. Similarly, businesses expect the fastest-declining roles to include Postal Service Clerks, Bank Tellers and Data Entry Clerks.

10. On average, workers can expect that two-fifths (39%) of their existing skill sets will be transformed or become outdated over the 2025-2030 period. However, this measure of “skill instability” has slowed compared to previous editions of the report, from 44% in 2023 and a high

point of 57% in 2020 in the wake of the pandemic. This finding could potentially be due to an increasing share of workers (50%) having completed training, reskilling or upskilling measures, compared to 41% in the report's 2023 edition.

11. Analytical thinking remains the most sought- after core skill among employers, with seven out of 10 companies considering it as essential in 2025. This is followed by resilience, flexibility and agility, along with leadership and social influence.

12. AI and big data top the list of fastest-growing skills, followed closely by networks and cybersecurity as well as technology literacy. Complementing these technology-related skills, creative thinking, resilience, flexibility and agility, along with curiosity and lifelong learning, are also expected to continue to rise in importance over the 2025-2030 period. Conversely, manual dexterity, endurance and precision stand out with notable net declines in skills demand, with 24% of respondents foreseeing a decrease in their importance.

13. While global job numbers are projected to grow by 2030, existing and emerging skills differences between growing and declining roles could exacerbate existing skills gaps. The most prominent skills differentiating growing from declining jobs are anticipated to comprise resilience, flexibility and agility; resource management and operations; quality control; programming and technological literacy.

14. Given these evolving skill demands, the scale of workforce upskilling and reskilling expected to be needed remains significant: if the world's workforce was made up of 100 people, 59 would need training by 2030. Of these, employers foresee that 29 could be upskilled in their current roles and 19 could be upskilled and redeployed elsewhere within their organization. However, 11 would be unlikely to receive the reskilling or upskilling needed, leaving their employment prospects increasingly at risk.

15. Skill gaps are categorically considered the biggest barrier to business transformation by Future of Jobs Survey respondents, with 63% of employers identifying them as a major barrier over the 2025- 2030 period. Accordingly, 85% of employers surveyed plan to prioritize upskilling their workforce, with 70% of employers expecting to hire staff with new skills, 40% planning to reduce staff as their skills become less relevant, and 50% planning to transition staff from declining to growing roles.

16. Supporting employee health and well-being is expected to be a top focus for talent attraction, with 64% of employers surveyed identifying it as a key strategy to increase talent availability. Effective reskilling and upskilling initiatives, along with improving talent progression and promotion, are also seen as holding high potential for talent attraction. Funding for - and provision of - reskilling and upskilling are seen as the two most welcomed public policies to boost talent availability.

17. The Future of Jobs Survey also finds that adoption of diversity, equity and inclusion initiatives remains on the rise. The potential for expanding talent availability by tapping into diverse talent pools is highlighted by four times more employers (47%) than two years ago (10%).

Diversity, equity and inclusion initiatives have become more prevalent, with 83% of employers reporting such an initiative in place, compared to 67% in 2023. Such initiatives are particularly popular for companies headquartered in North America, with a 96% uptake rate, and for employers with over 50,000 employees (95%).

18. By 2030, just over half of employers (52%) anticipate allocating a greater share of their revenue to wages, with only 7% expecting this share to decline. Wage strategies are driven primarily by goals of aligning wages with workers' productivity and performance and competing for retaining talent and skills. Finally, half of employers plan to re-orient their business in response to AI, two-thirds plan to hire talent with specific AI skills, while 40% anticipate reducing their workforce where AI can automate tasks.

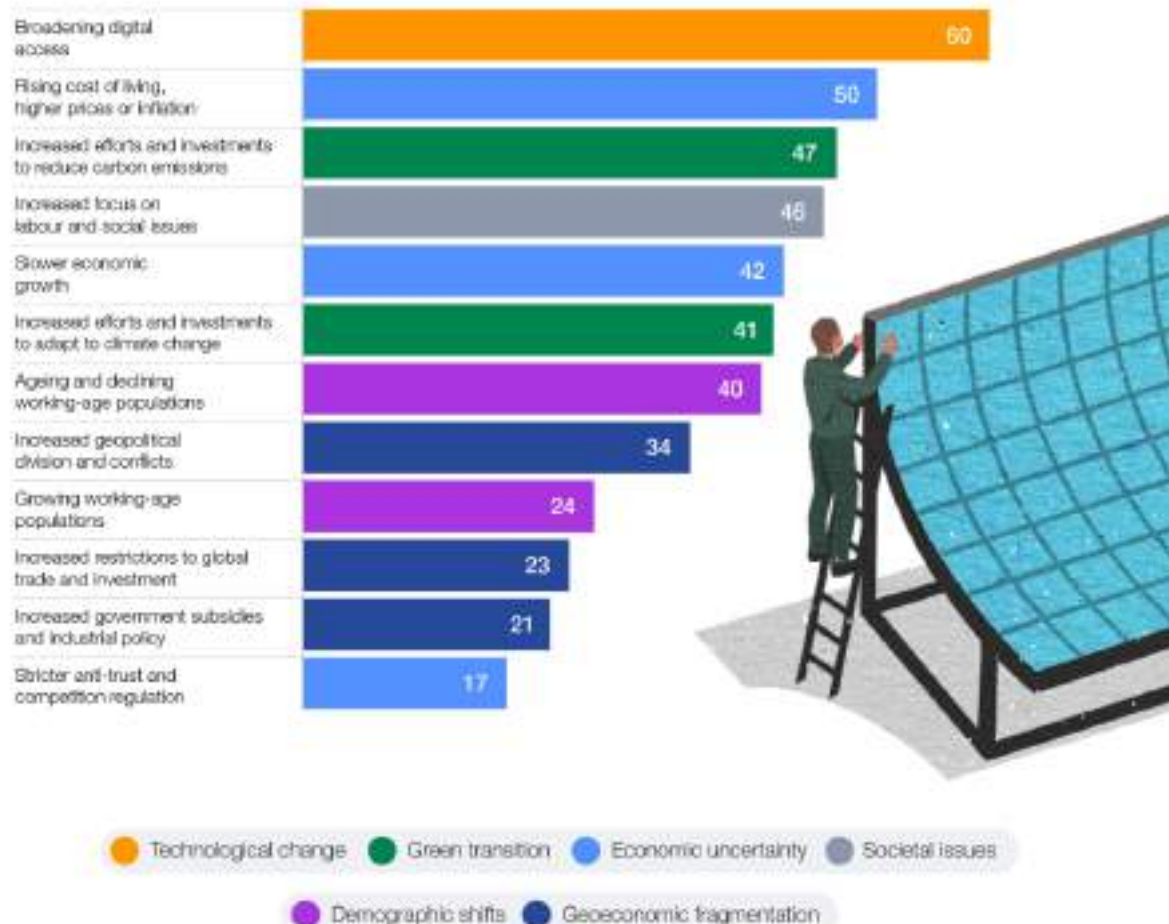


Source: World Economic Forum, (2025), *Future of Jobs Report 2025*.

Five key labour-market drivers - Future of Jobs Report 2025

Digital access, cost of living and green transition trends are driving business transformation

Share of employers surveyed that expect each macrotrend to drive organization transformation by 2030

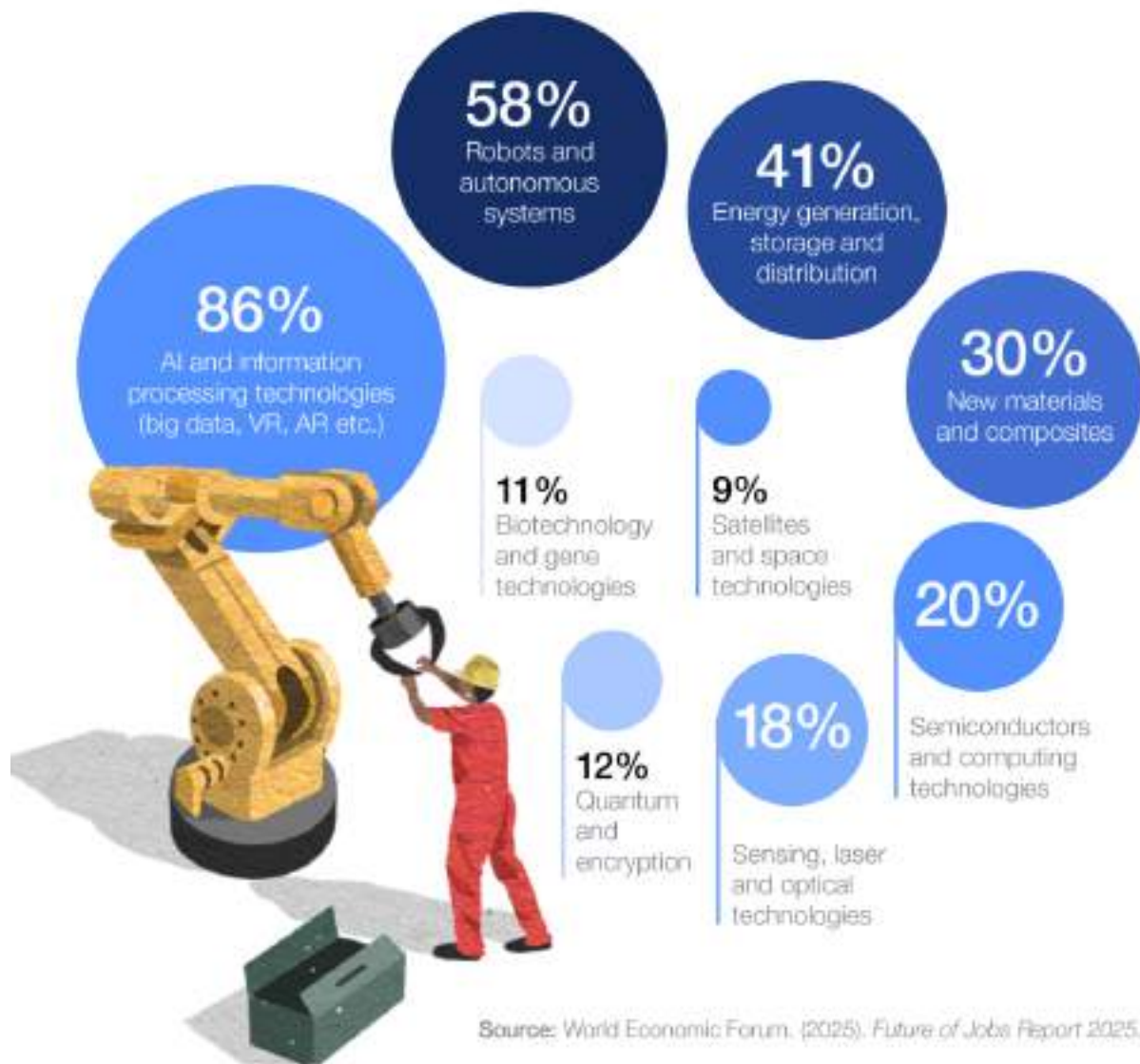


Sources: World Economic Forum, (2025). *Future of Jobs Report 2025*.

Macrotrends - Future of Jobs Report 2025

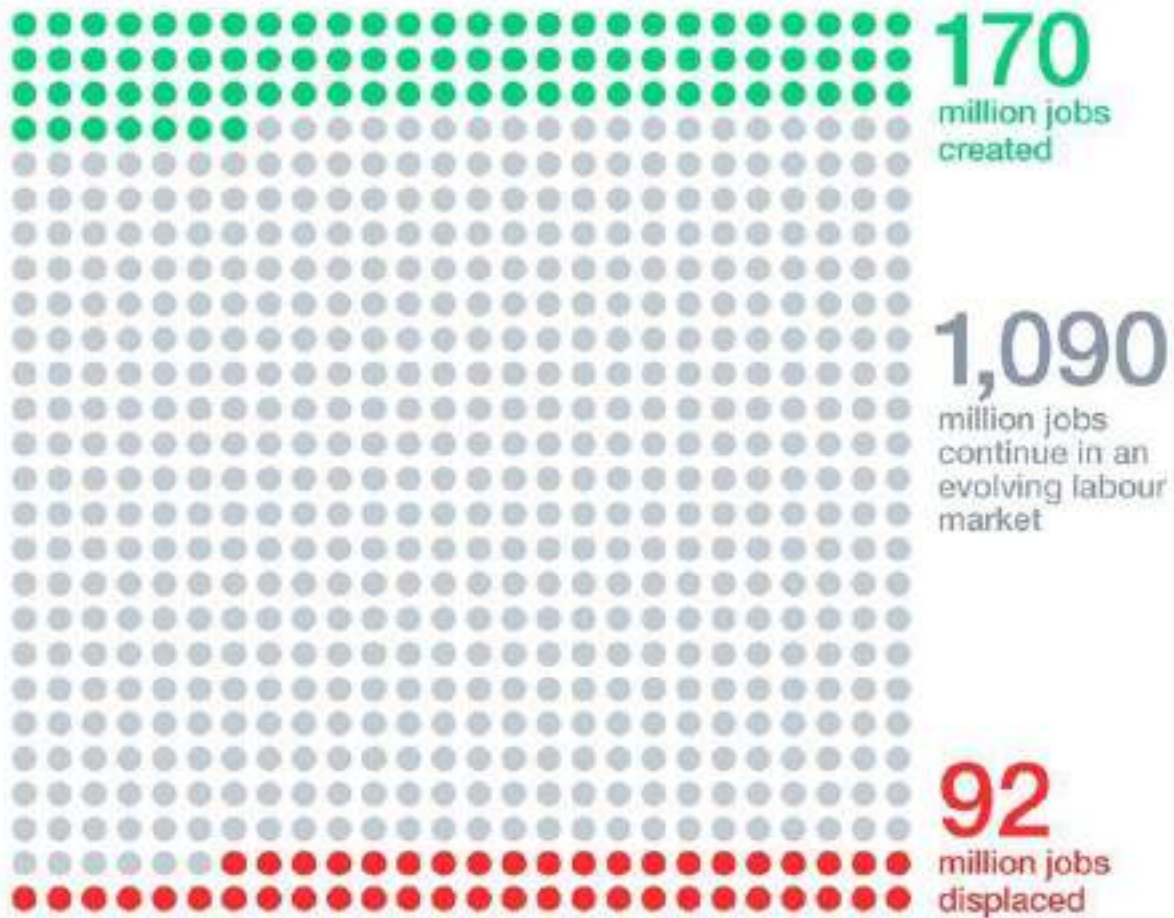
Trends in AI, robotics and energy technologies are most likely to drive business transformation

Share of employers expecting the technology to transform their organization



Technology trends - Future of Jobs Report 2025

Total job growth and loss



Source: World Economic Forum, (2025). *Future of Jobs Report 2025*.

Total job growth and loss - Future of Jobs Report 2025

Largest growing and declining jobs by 2030

↑ Top largest growing jobs	↓ Top largest declining jobs
1 Farmworkers, labourers and other agricultural workers	1 Cashiers and ticket clerks
2 Light truck or delivery services drivers	2 Administrative assistants and executive secretaries
3 Software and applications developers	3 Building caretakers, cleaners and housekeepers
4 Building framers, finishers and related trades workers	4 Material-recording and stock-keeping clerks
5 Shop salespersons	5 Printing and related trades workers
6 Food processing and related trades workers	6 Accounting, bookkeeping and payroll clerks
7 Car, van and motorcycle drivers	7 Accountants and auditors
8 Nursing professionals	8 Transportation attendants and conductors
9 Food and beverage serving workers	9 Security guards
10 General and operations managers	10 Bank tellers and related clerks
11 Social work and counselling professionals	11 Data entry clerks
12 Project managers	12 Client information and customer service workers
13 University and higher education teachers	13 Graphic designers
14 Secondary education teachers	14 Business services and administration managers
15 Personal care aides	15 Claims adjusters, examiners, and investigators

Note: The jobs for which employment figures are expected to increase or decrease the most in real terms by 2030.

Source: World Economic Forum, (2025). *Future of Jobs Report 2025*.

Largest growing and declining jobs by 2030 - Future of Jobs Report 2025

Fastest growing and declining jobs by 2030

↑ Top fastest growing jobs

- 1 Big data specialists
- 2 FinTech engineers
- 3 AI and machine learning specialists
- 4 Software and applications developers
- 5 Security management specialists
- 6 Data warehousing specialists
- 7 Autonomous and electric vehicle specialists
- 8 UI and UX designers
- 9 Light truck or delivery services drivers
- 10 Internet of things specialists
- 11 Data analysts and scientists
- 12 Environmental engineers
- 13 Information security analysts
- 14 DevOps engineers
- 15 Renewable energy engineers

↓ Top fastest declining jobs

- 1 Postal service clerks
- 2 Bank tellers and related clerks
- 3 Data entry clerks
- 4 Cashiers and ticket clerks
- 5 Administrative assistants and executive secretaries
- 6 Printing and related trades workers
- 7 Accounting, bookkeeping and payroll clerks
- 8 Material-recording and stock-keeping clerks
- 9 Transportation attendants and conductors
- 10 Door-to-door sales workers, news and street vendors, and related workers
- 11 Graphic designers
- 12 Claims adjusters, examiners and investigators
- 13 Legal officials
- 14 Legal secretaries
- 15 Telemarketers

Note: The jobs that survey respondents report the highest and lowest net growth (%) by 2030.

Source: World Economic Forum, (2025). *Future of Jobs Report 2025*.

Fastest growing and declining jobs by 2030 - Future of Jobs Report 2025

Future of Jobs Report 2025

Disruption to skills

39% of workers' core skills will change by 2030

WORLD
ECONOMIC
FORUM



Source: World Economic Forum (2025), Future of Jobs Report 2025

Skill disruption - Future of Jobs Report 2025

Future of Jobs Report 2025

Core skills in 2025

1.  Analytical thinking
2.  Resilience, flexibility and agility
3.  Leadership and social influence
4.  Creative thinking
5.  Motivation and self-awareness
6.  Technological literacy
7.  Empathy and active listening
8.  Curiosity and lifelong learning
9.  Talent management
10.  Service orientation and customer service

 Cognitive skills  Self-efficacy  Working with others  Management skills  Technology skill

Note: The skills selected by surveyed organizations to be of greatest importance to workers in 2025.
Source: World Economic Forum (2025), Future of Jobs Report 2025

Core skills in 2025 - Future of Jobs Report 2025

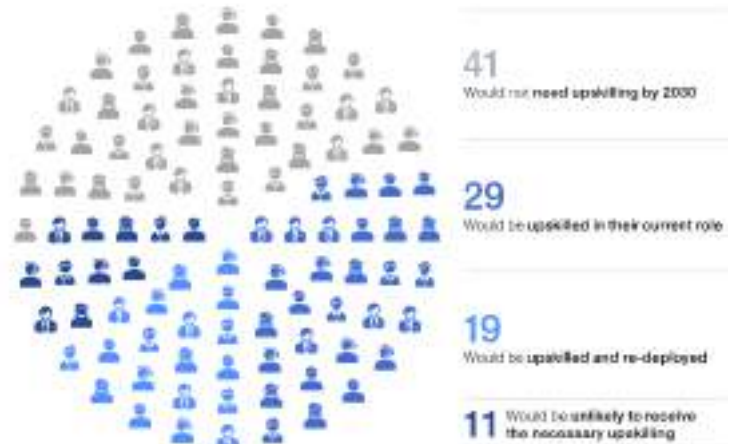
Top 10 fastest growing skills by 2030

1.  AI and big data
2.  Networks and cybersecurity
3.  Technological literacy
4.  Creative thinking
5.  Resilience, flexibility and agility
6.  Curiosity and lifelong learning
7.  Leadership and social influence
8.  Talent management
9.  Analytical thinking
10.  Environmental stewardship

 Cognitive skills  Self-efficacy  Working with others  Management

Note: The skills selected by surveyed organizations to be increasing most in demand by 2030.
Source: World Economic Forum, (2025), Future of Jobs Report 2025.

If the global workforce were 100 people...

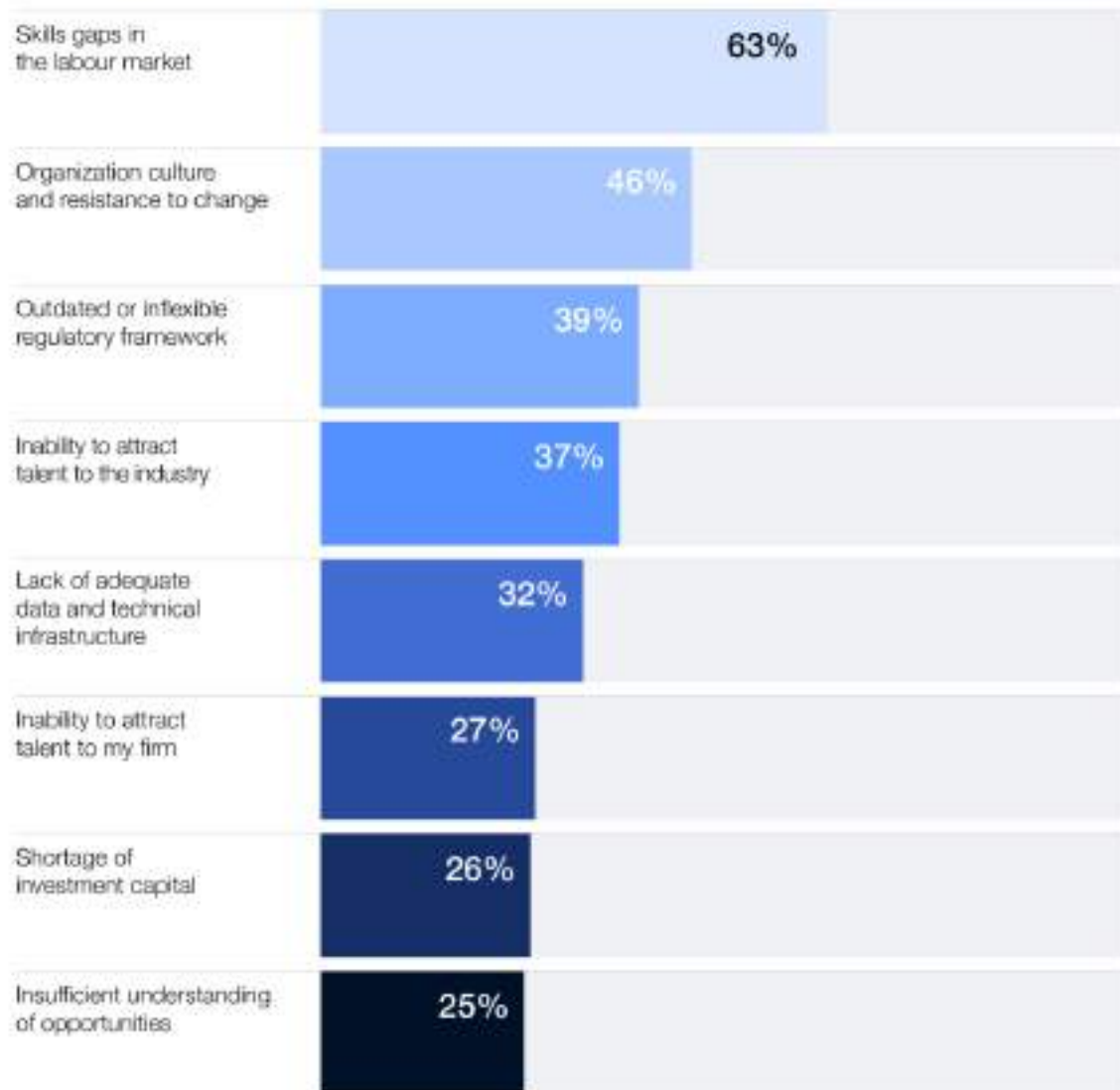


100 global workforces - Future of Jobs Report 2025

Top 10 fastest growing skills by 2030 - Future of Jobs Report 2025

Skills gaps prevent business transformation

Share of employers rating this as a main transformation barrier

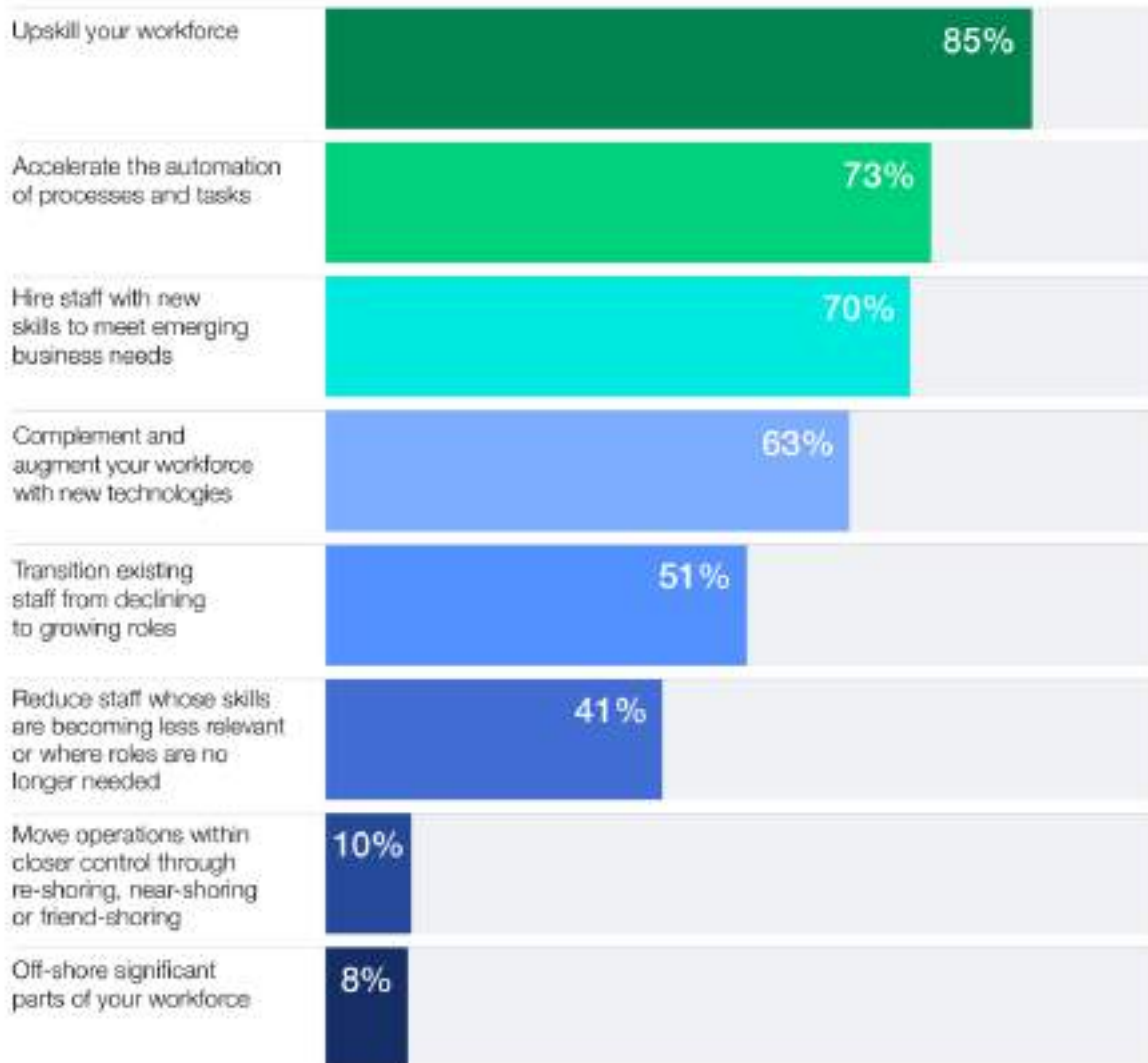


Source: World Economic Forum, (2025), *Future of Jobs Report 2025*.

Transformation barriers - Future of Jobs Report 2025

Upskilling is the top workforce strategy for employers by 2030

Share of employers planning to adopt these workforce strategies

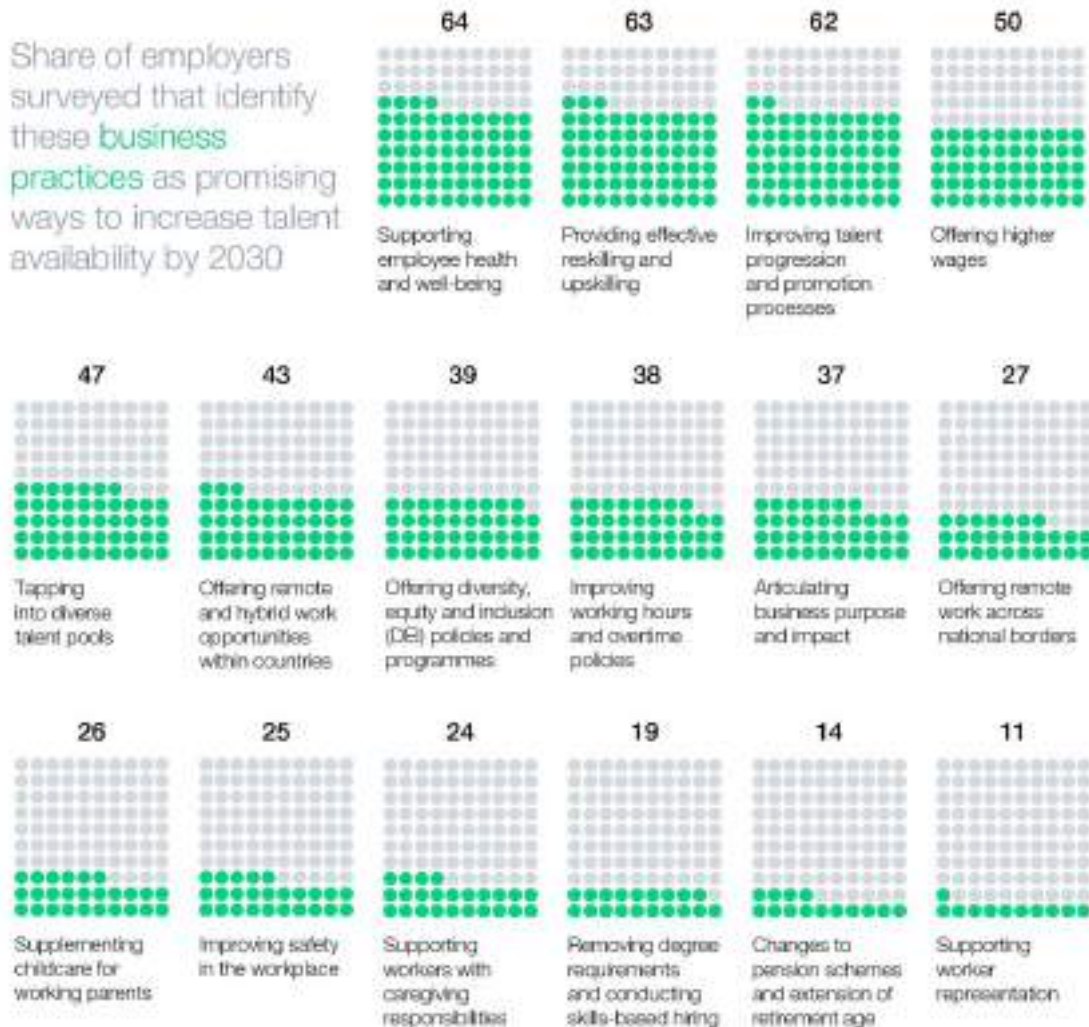


Source: World Economic Forum, (2025). *Future of Jobs Report 2025*.

Workforce strategy - Future of Jobs Report 2025

Employee well-being is top of mind for talent attraction

Share of employers surveyed that identify these business practices as promising ways to increase talent availability by 2030

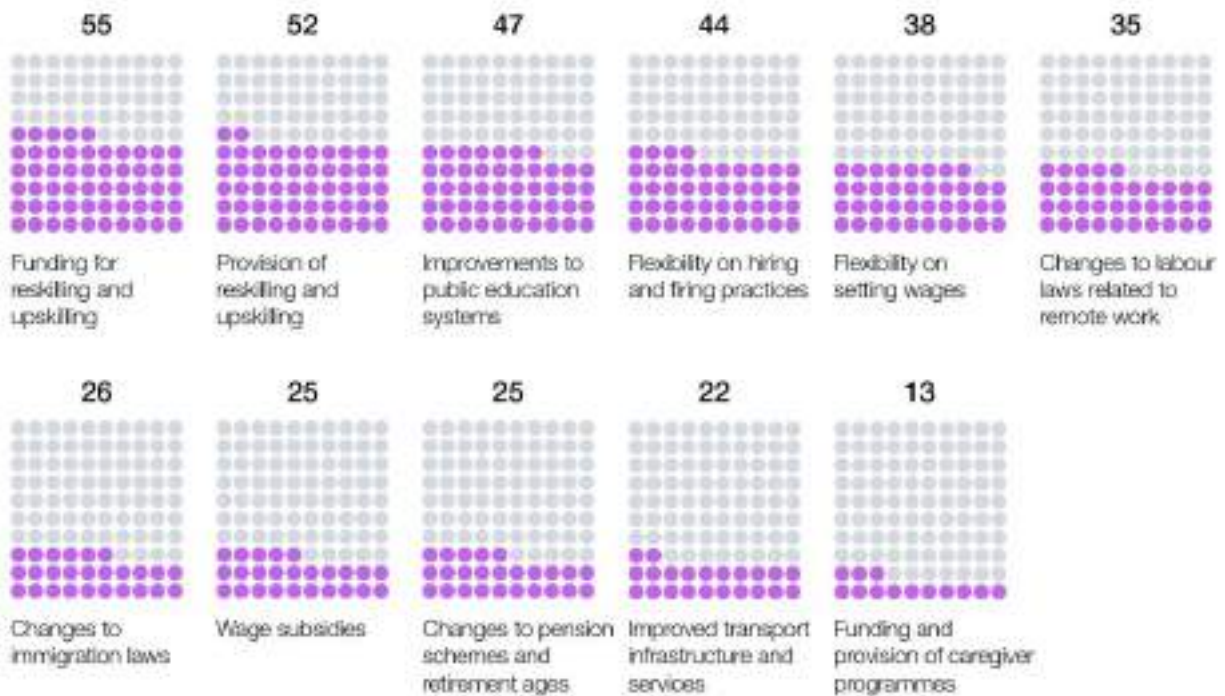


Source: World Economic Forum, (2023), *Future of Jobs Report 2025*.

Business practices to increase talent availability - Future of Jobs Report 2025

To improve talent availability, employers want governments to develop the talent pipeline

Share of employers surveyed that identify these public policy practices as promising ways to increase talent availability by 2030



Source: World Economic Forum, (2025), *Future of Jobs Report 2025*.

Public policies to increase talent availability - Future of Jobs Report 2025

Diversity, equity and inclusion (DEI) adoption is on the rise

83% of employers have DEI priorities



Source: World Economic Forum, (2025), *Future of Jobs Report 2025*.

DEI adoption on the rise - Future of Jobs Report 2025

Organizations' diversity, equity and inclusion (DEI) programmes focus on...



Source: World Economic Forum (2025), Future of Jobs Report 2025.

DEI actions - Future of Jobs Report 2025

Human-machine frontier

Proportion of tasks completed predominantly by technologies (machines, algorithms etc.), predominantly by people, or by a combination of the two

Now



By 2030



Technology Combination People

Source: World Economic Forum (2025), Future of Jobs Report 2025.

Human-machine frontier - Future of Jobs Report 2025

How will businesses respond to AI developments?



Reskilling and upskilling existing workforce to better work alongside AI



Hiring new people with skills to design AI tools and enhancements appropriate for the organization-specific skills



Hiring new people with skills to better work alongside AI



Re-orienting the organization to target new business opportunities created by AI



Transitioning people from jobs that AI will cause to decline, to other roles within the organization



Downsizing workforce where AI can replicate people's work

Source: World Economic Forum, (2025), *Future of Jobs Report 2025*.

AI strategy - Future of Jobs Report 2025