

Future of Jobs Report 2025-2030

Snapshot 1: Global drivers of job transformation

JANUARY 2025



Ai Group Centre for Education and Training once again collaborated as the Australian survey partner for the **World Economic Forum Future of Jobs Report 2025**. This continues an ongoing collaboration for the biennial reports.

The survey brings together the perspective of over 1,000 employers who collectively represent more than 14 million workers across 22 industry clusters and 55 economies from around the world. The survey examines how macro trends impact jobs and skills, and the workforce transformation strategies employers plan to embark on in response, across the 2025 to 2030 timeframe.

Snapshot 1 outlines major global macro trends, barriers to business transformation, top jobs facing loss and growth, and compares Australia-specific findings.

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Global drivers of job transformation

Technological change, geoeconomic fragmentation, economic uncertainty, demographic shifts, and the green transition are the macrotrends expected to shape and transform the global labour market by 2030. Businesses globally are facing an increasingly complex mix of drivers influencing their operating environments.

Macrotrends driving business transformation



Source: Future of Jobs Report 2025, World Economic Forum

Macrotrends: Technological change

Broadening digital access is expected to be the most transformative global 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; robotics and automation; and energy generation, storage and distribution are also expected to be transformative.

These trends are expected to have a divergent effect on jobs:

↑ Driving growth in

- AI and machine learning specialists
- Data analysts and scientists
- Big data specialists
- AI and big data
- Networks and cybersecurity
- Technological literacy

↓ Driving decline in

- Administrative assistants and executive secretaries
- Accounting, bookkeeping and payroll clerks
- Data entry clerks
- Manual dexterity, endurance and precision
- Reading, writing and mathematics
- Multi-lingualism

Source: Future of Jobs Report 2025, World Economic Forum

Macrotrend: Economic uncertainty

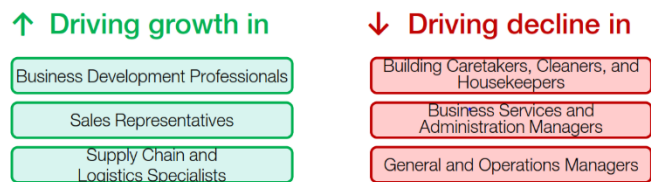
Increasing cost of living, relating to economic conditions, is the second-most transformative global trend overall, with 50% of employers expecting it to transform their business by 2030.

Economic slowdown is expected to transform 42% of businesses.



Source: Future of Jobs Report 2025, World Economic Forum

These two trends are expected to have different impacts on job creation and displacement and will drive both growth and decline in a range of job roles:

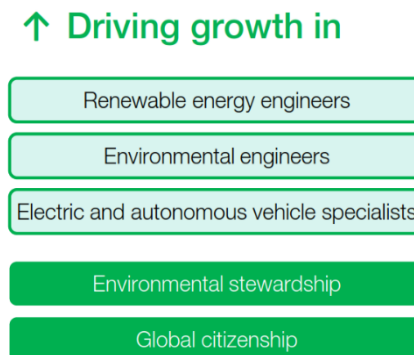


Source: Future of Jobs Report 2025, World Economic Forum

Macrotrend: Green transition

Climate-change mitigation is the third most transformative global trend, 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.

Jobs being driven by these trends are included in the 15 fastest-growing roles globally. These trends are expected to create almost five times the number of jobs they destroy.



Source: Future of Jobs Report 2025, World Economic Forum

Macrotrend: Demographic shifts

Aging and declining working-age populations are driving business transformation for 40% of employers worldwide, while 25% of employers are being transformed by expanding working-age populations.

Aging populations boost demand in salespersons and care occupations, while growing working-age populations fuel growth for education roles such as university and secondary teachers.



Source: Future of Jobs Report 2025, World Economic Forum

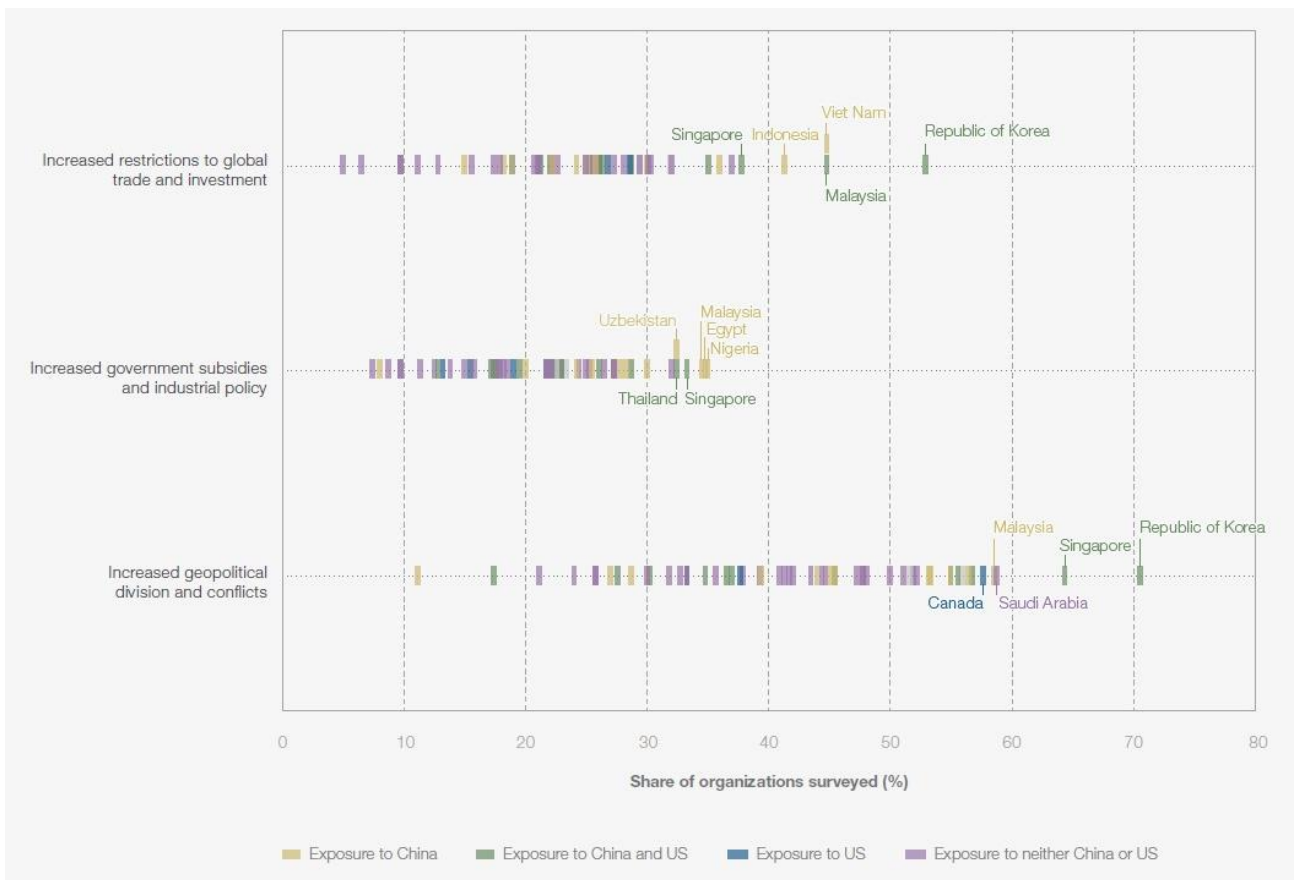
Macrotrend: Goeconomic fragmentation

Goeconomic fragmentation and geopolitical tensions are expected to drive business model transformation in one-third (34%) of businesses globally 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.

Share of organisations surveyed that expect each goeconomic trend to transform their business

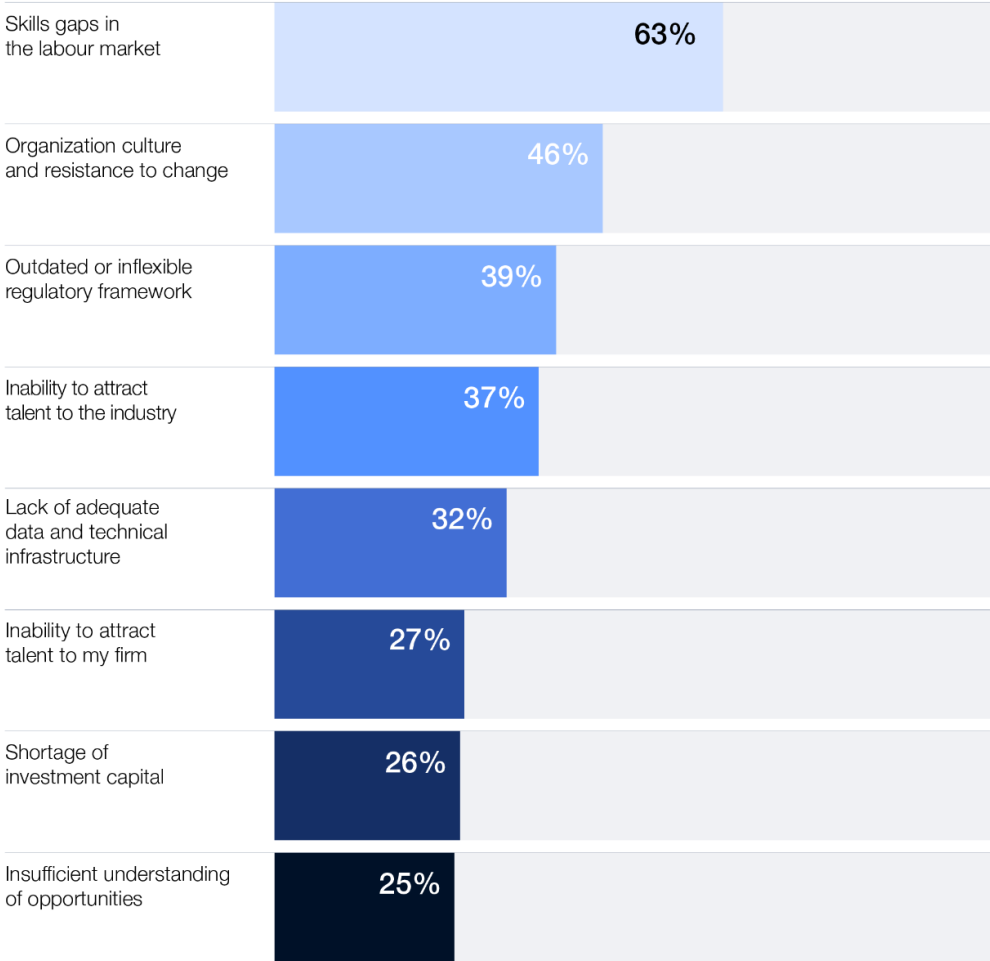


Source: Future of Jobs Report 2025, World Economic Forum

Barriers to business transformation

Skill gaps are considered the biggest barrier to business transformation globally, with 63% of employers identifying them as a major barrier over the 2025-2030 period. This represents an increase in the share of employers expecting skill gaps to be the biggest barrier (60% in 2023).

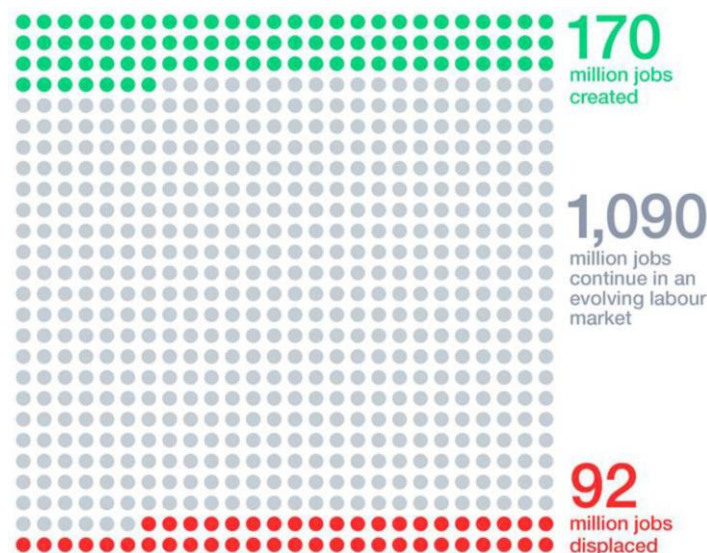
Barriers to business transformation, 2025-2030



Source: Future of Jobs Report 2025, World Economic Forum

Top jobs facing loss and growth

On current trends, over the 2025-2030 period there will be a net growth of 7% of total employment, or 78 million jobs globally. Job creation and destruction due to structural labour market transformation will amount to 22% of today's total employment. This is expected to entail the creation of jobs equivalent to 14% of today's employment, or 170 million jobs. This growth is expected to be offset by the displacement of 8% of current jobs, resulting in the net growth of 7%.



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

Frontline job roles are predicted to see the **largest growth** in absolute terms of volume globally. They include Farmworkers, Delivery Drivers, Construction Workers, Salespersons and Food Processing Workers. Care economy jobs and Education roles are also expected to grow significantly. They include Nursing Professionals, Social Work and Counselling Professionals and Personal Care Aides, as well as University, Higher and Secondary Education Teachers.

Technology-related jobs are the **fastest-growing** roles in percentage terms, with green and energy transition roles also fast-growing. Included are Big Data Specialists, Fintech Engineers, AI and Machine Learning Specialists and Software and Application Developers. Green roles include Autonomous and Electric Vehicle Specialists, Environmental Engineers and Renewable Energy Engineers. Clerical and secretarial workers are expected to see the largest decline in absolute numbers.

How Australia compares

Businesses operating in Australia foresee a complex mix of technological, green and demographic transitions, as well as geoeconomic fragmentation, similar to the major drivers expected to shape and transform the global labour market by 2030.

A higher percentage of Australian employers (67%) expect broadening digital access to be the most transformative trend compared to 60% of employers globally, suggesting greater pressure on the need for tech talent. Australian employers also place a higher rating on the impact of aging and declining working-age populations (53%) in shaping job transformation than employers globally (40%). 50% of employers globally foresee the increasing cost of living as a major transformative trend, compared with a lesser 45% of Australian employers.

In Australia 65% of employers identify skill gaps in the local labour market as the major barrier to business transformation from 2025-2030 which is slightly greater than the global average of 63%. For Australian employers this is an increase on 2023 when 60% saw it as their main barrier. This increasing concern by Australian employers corresponds with 45% of these employers viewing the inability to attract talent to the industry as a key business challenge over the 2025-2030 period. This is 8% higher than the global figure of 37%.

Over the next five years Australian employers expect the fastest-growing roles to fit with the global trend. This includes AI and Machine Learning Specialists, Big Data Specialists, Data Analysts and Scientists and Sustainability Specialists. Declining roles are expected to include Clerical and Secretarial workers, in line with global trends.

With such a complex mix of global drivers transforming Australian and global jobs, and with skill gaps the biggest barrier to business transformation, the efforts of business leaders to diversify, reskill, upskill and support their workforces must be matched by smart public policy action. It must include strategies to build talent for new and emerging roles; funding for, and provision of, broad reskilling and upskilling; and strategies to support diversity, equity and inclusion, and displaced and mature-aged workers.



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