



**EIB – Advisory Services - JASPERS**

# **The Future of Jobs**

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# Key Transformative Trends

## Digital Access & Technology:

- AI, robotics, and automation are driving both job creation and job displacement.
- Top skills in demand: AI & big data, cybersecurity, technological literacy.

## Cost of Living & Economic Conditions

- Rising costs and economic slowdown are reshaping business models
- Demand for creative thinking, resilience, and agility is increasing.

## Climate Change & Green Transition

- Climate mitigation and adaptation are among the top transformative trends
- Fastest-growing roles: renewable energy engineers, environmental specialists, electric/autonomous vehicle experts
- Environmental stewardship is now a top skill

# Demographic Shifts

## **Aging Populations:**

- Growth in healthcare jobs (medical, care aides).

## **Expanding Working-Age Populations**

- Growth in education and training professions.

## **Talent Management:**

- Increased need for teaching, mentoring, and self-awareness skills.

# Geopolitics & Business Models

## **Geoeconomic Fragmentation:**

- Business model transformation due to geopolitical tensions
- Increased demand for security-related roles and skills.
- Offshoring and reshoring trends are accelerating.

# Geopolitics & Business Models

## Job Creation:

- 170 million new jobs (14% of current employment) by 2030
- Frontline roles see largest absolute growth
- Care economy jobs (nursing, social work, personal care) are also expanding

## Job Displacement:

- 92 million jobs (8% of current employment) will be displaced.
- Net growth: 78 million jobs (7%)

# Skills for the Future (1)

## **Analytical Thinking and Innovation**

- ability to interpret complex data, identify trends, and create effective solutions.

## **Technological Literacy**

- Proficiency in digital tools, AI, robotics, and automation is now essential.

## **Resilience, Flexibility, and Agility**

- Ability to adapt to change, recover from setbacks, and remain productive in uncertain environments

## **Leadership and Social Influence**

- Leading teams, influencing others, and collaborating across functions, especially in hybrid and remote work environments.

## **Environmental Stewardship**

Reflects the growing importance of sustainability and climate action in business strategies.

# Skills for the Future (2)

## **Curiosity and Lifelong Learning**

- The pace of change means that continuous upskilling and reskilling

## **Talent Management, Teaching, and Mentoring**

- Skills in demand, especially in education and healthcare.

## **Networks and Cybersecurity**

- Skills are critical for protecting organizational assets.

## **Emotional Intelligence and Empathy**

- Key for effective teamwork and leadership.

# Jobs for the Future (1)

## Technology-Driven Roles

- AI and Machine Learning Specialists
- Big Data Analysts
- Software and Application Developers
- Fintech Engineers
- Cybersecurity Experts

## Green Economy and Sustainability Jobs

- Renewable Energy Engineers
- Environmental Engineers
- Electric and Autonomous Vehicle Specialists
- Sustainability Consultants

# Jobs for the Future (2)

## **Social and Healthcare Roles**

- Nursing Professionals
- Social Workers
- Personal Care Aides
- Higher and Secondary Education Teachers

## **Frontline and Essential Roles**

- Construction Project managers, supervisors
- Salespersons

# Jobs for the Future (3)

## **Security and Risk Management**

- Network and Cybersecurity Specialists
- Risk Managers
- Trade Compliance Officers

## **Roles in Innovation and Digital Transformation**

- Innovation Managers
- Digital Transformation Leads
- User Experience (UX) Designers
- Product Managers

# Conclusions

- **39%** of current skills will be **outdated** by 2030; **upskilling and reskilling** are essential for both individuals and organizations
- 170 million new jobs will be created by 2030, but 92 million will be displaced, resulting in a **net gain of 78 million jobs globally**.
- **Technical and human-centric skills** must be developed in tandem to thrive in the future job market

# Thank you!

