

Talent in Transition: Economic Shifts, Automation & the Future of Work

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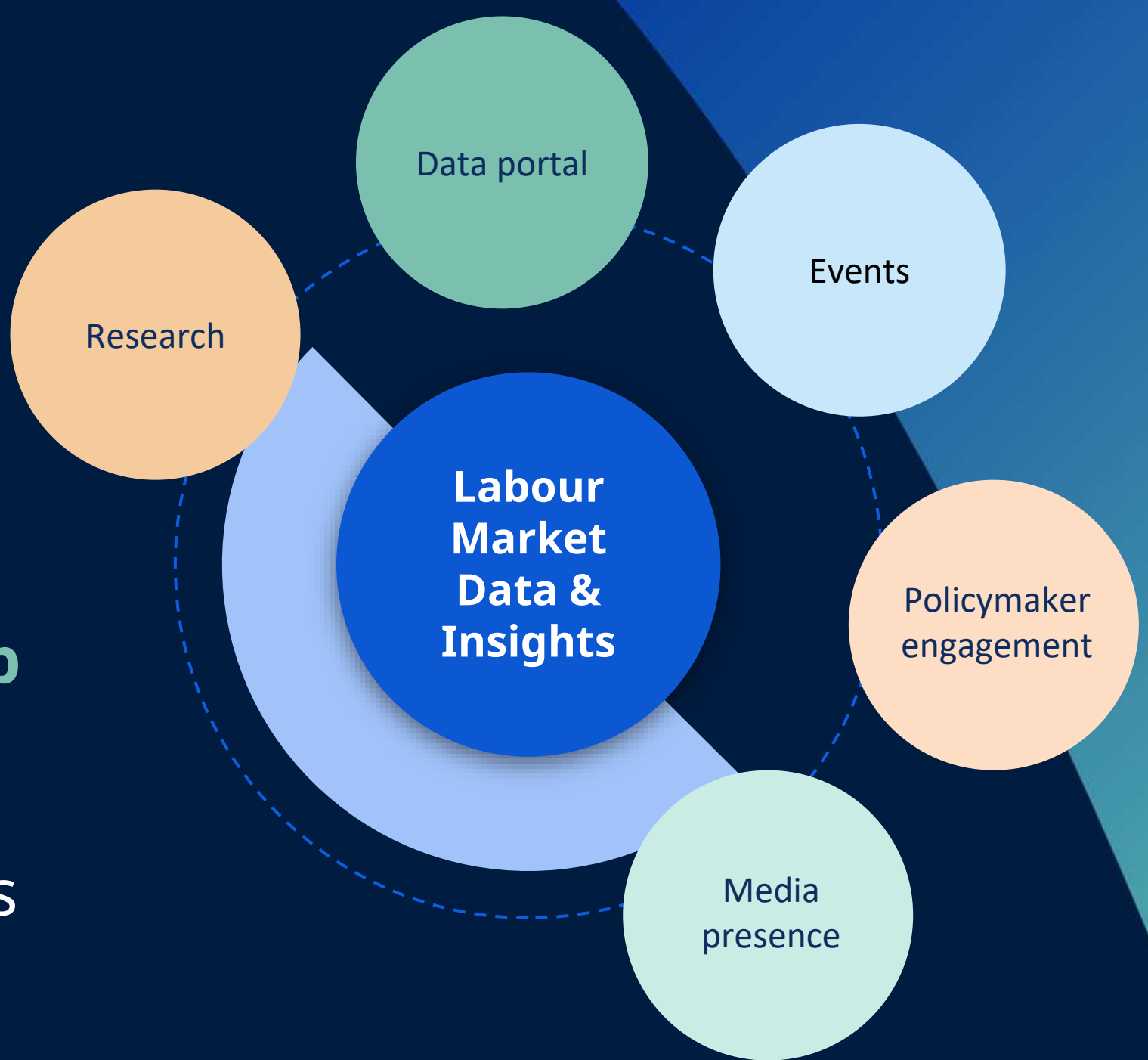
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Bloomberg

Australia's Jobless Rate Stays Low as Hiring Gains Persist

FINANCIAL TIMES

Draw your own chart game: how well do you know the jobs market?

Forbes

Where Should Federal Workers Cut By DOGE Do Now In 'Frozen' Labor Market?: Indeed Economist Weighs In



UK job ads most likely in Europe to include salary details



Job trends: Why are Italy and Spain hiring while the UK, Germany, and France slow?

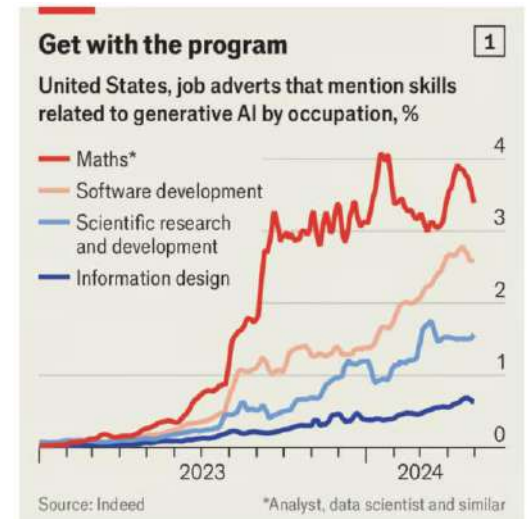
THE STRAITS TIMES

More marketing, veterinary and sports job openings, but overall hiring slows in S'pore: Job portal

la Repubblica

I lavoratori sono sempre più interessati allo smart working

The Economist



Labour market data with **high time** and **space granularity**

Postings
(24m jobs worldwide)

Track labour demand

Job Postings Tracker

Remote Work Tracker

Wage Tracker

AI Tracker

Searches, Clicks, Applies
(350m+ monthly unique visitors)

Supply side insights

Relative Job Seeker Index

Job Search Intensity metric

Profile data / CVs
(610m profiles)

Know job seekers better

Agenda

- 01** Economic outlook
- 02** Labour market developments
- 03** How is AI impacting the market?
- 04** Takeaways / resources

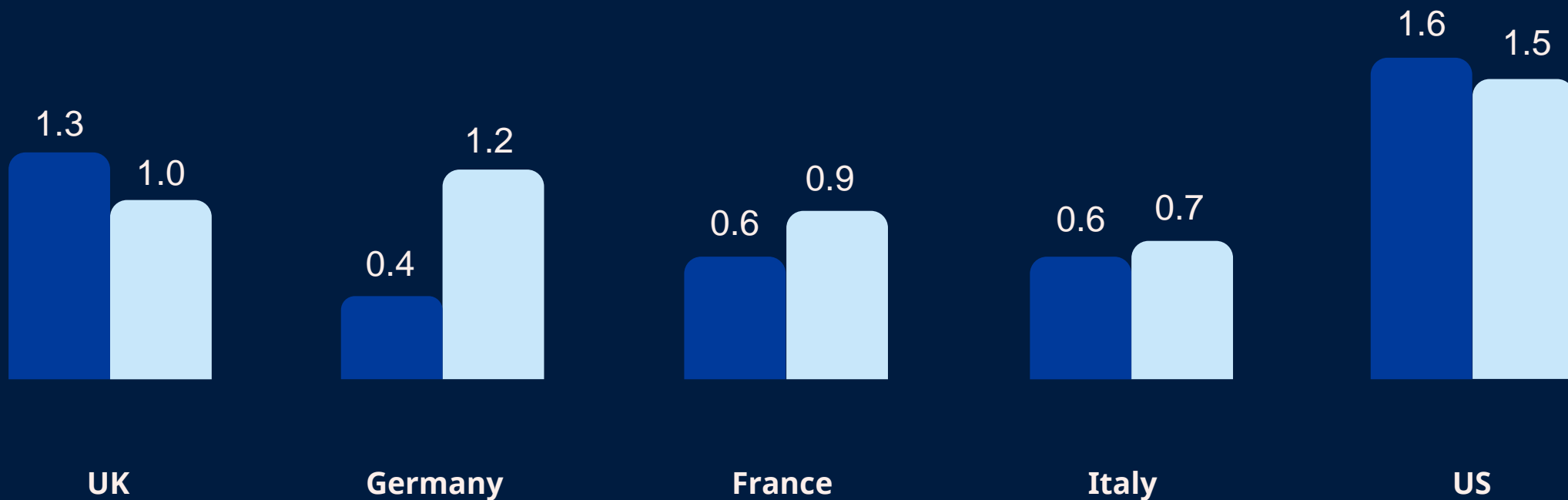
Economic **outlook**

UK economy expected to see modest growth

OECD forecast for GDP growth (%)

● 2025 forecast

● 2026 forecast



UK policy changes

Headwinds

National Insurance Contributions

Employers NICs rise from 13.8% to 15%, salary threshold reduced to £5k

National Living Wage

6.7% increase to main rate, larger increases to youth rates

Workers' Rights Bill

Range of employment reforms but not expected to take effect until at least 2026

Tailwinds

Public sector hiring

Eg. teachers, police officers, defence

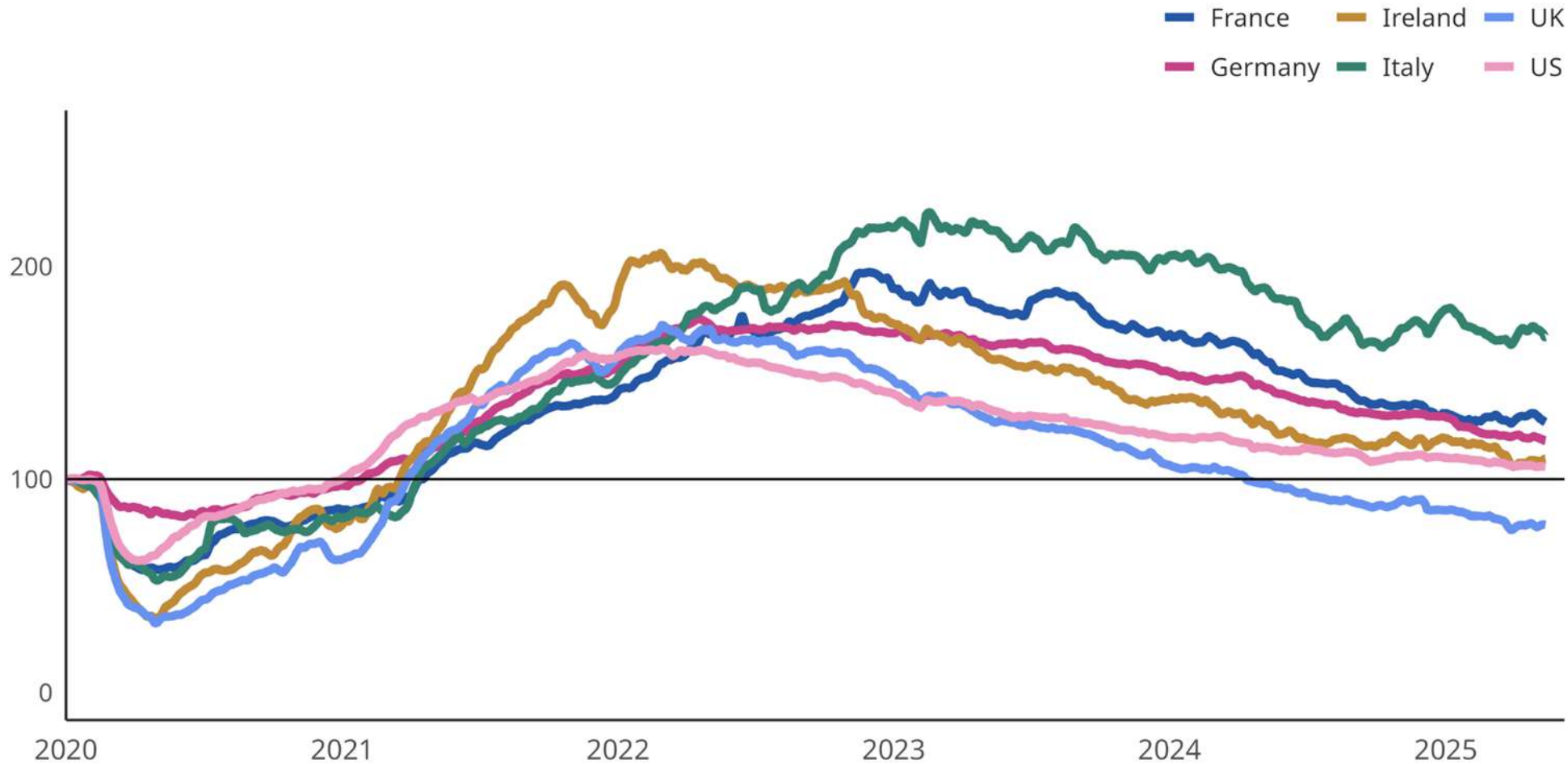
Wider economic plans

Eg. housebuilding, infrastructure, green energy

The labour market has cooled,
but remains somewhat tight

UK job postings continue to lag peer economies

Indeed Job Postings Index (JPI), seasonally adjusted, to 13 June 2025

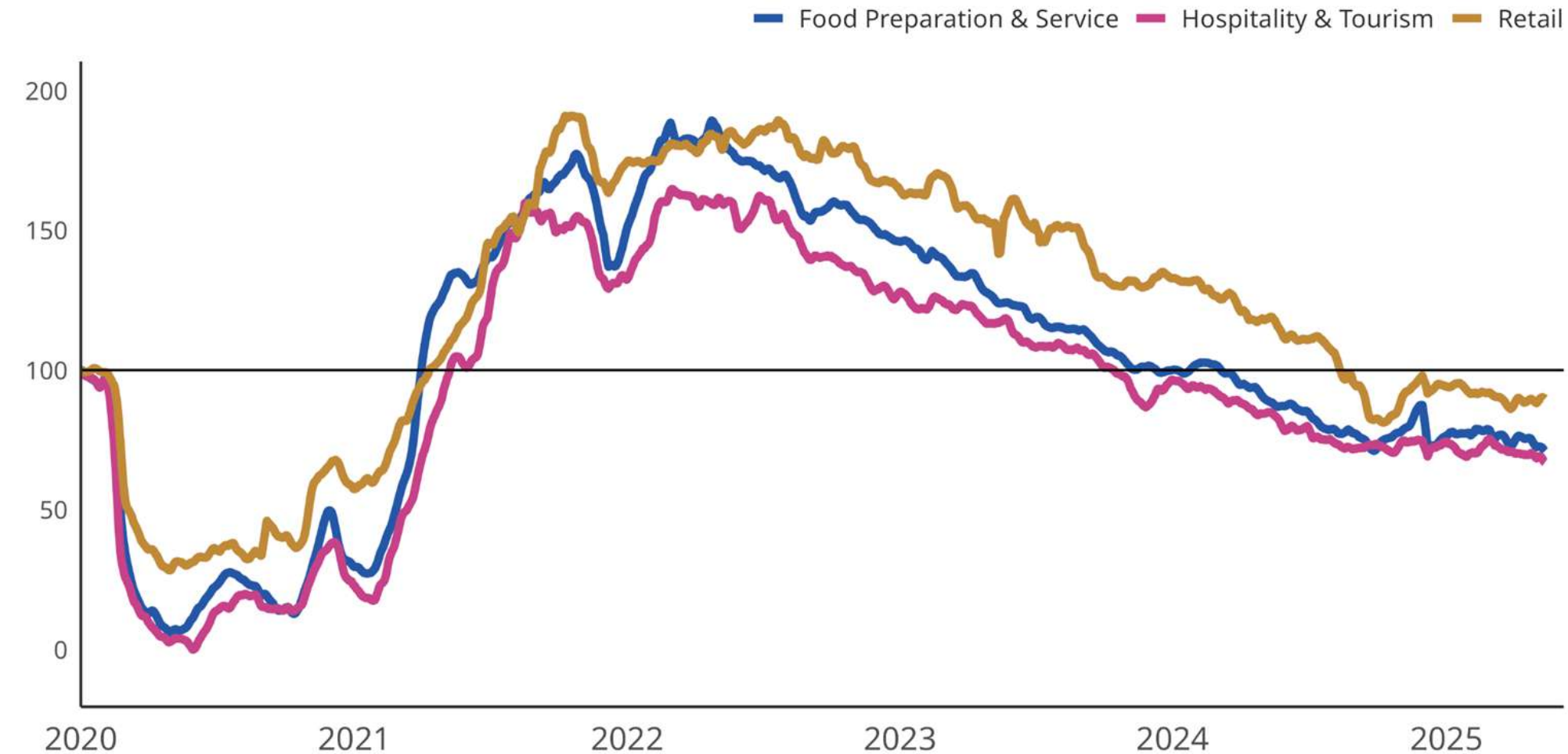


Source: Indeed Job Postings Index



Retail and hospitality have seen modest declines post-April

Indeed UK Job Postings Index (JPI), seasonally adjusted, to 13 June 2025

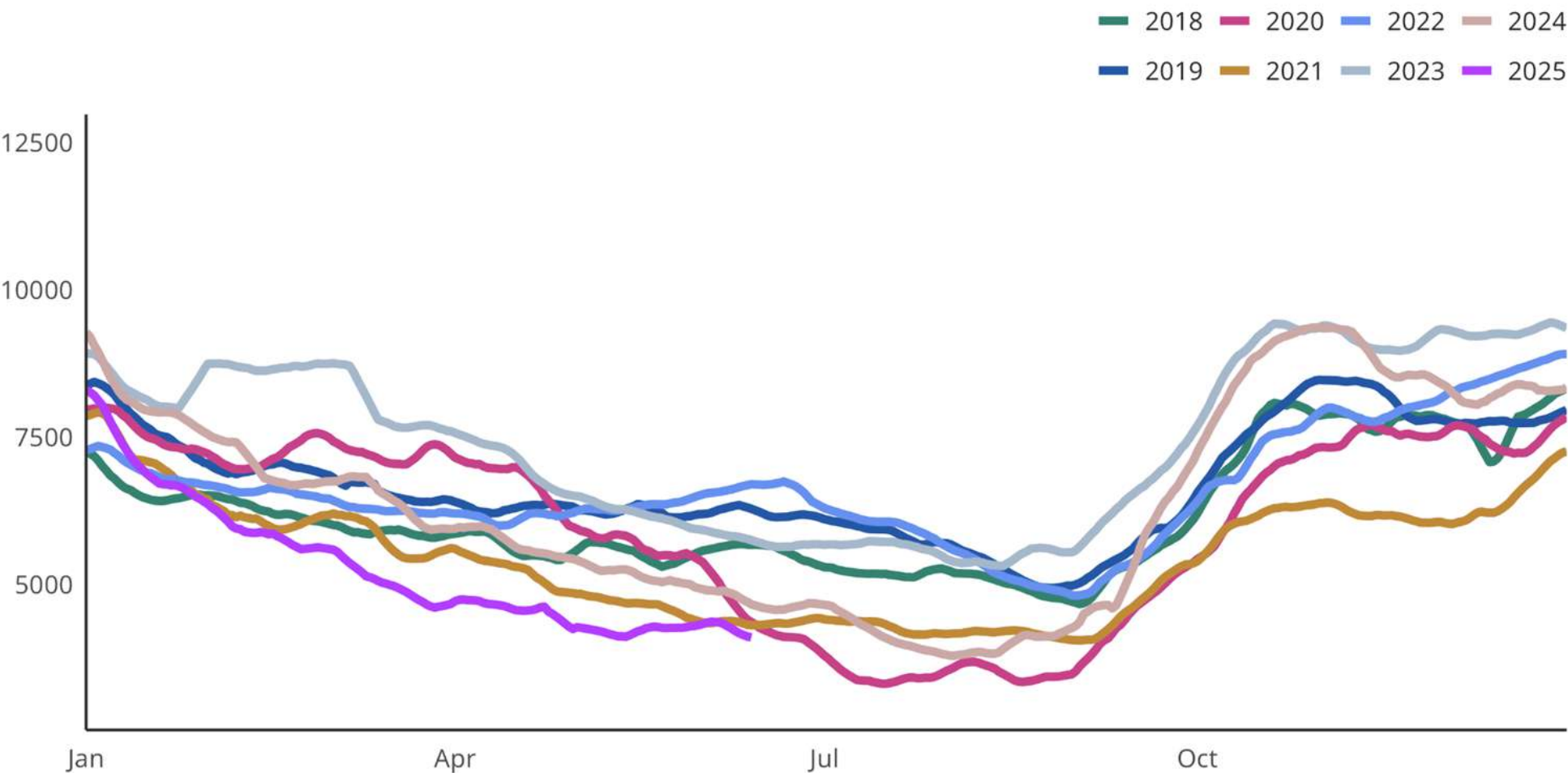


Source: Indeed Job Postings Index



Graduate jobs are pacing below previous years

Graduate job postings per million jobs on Indeed UK through 13 June 2025

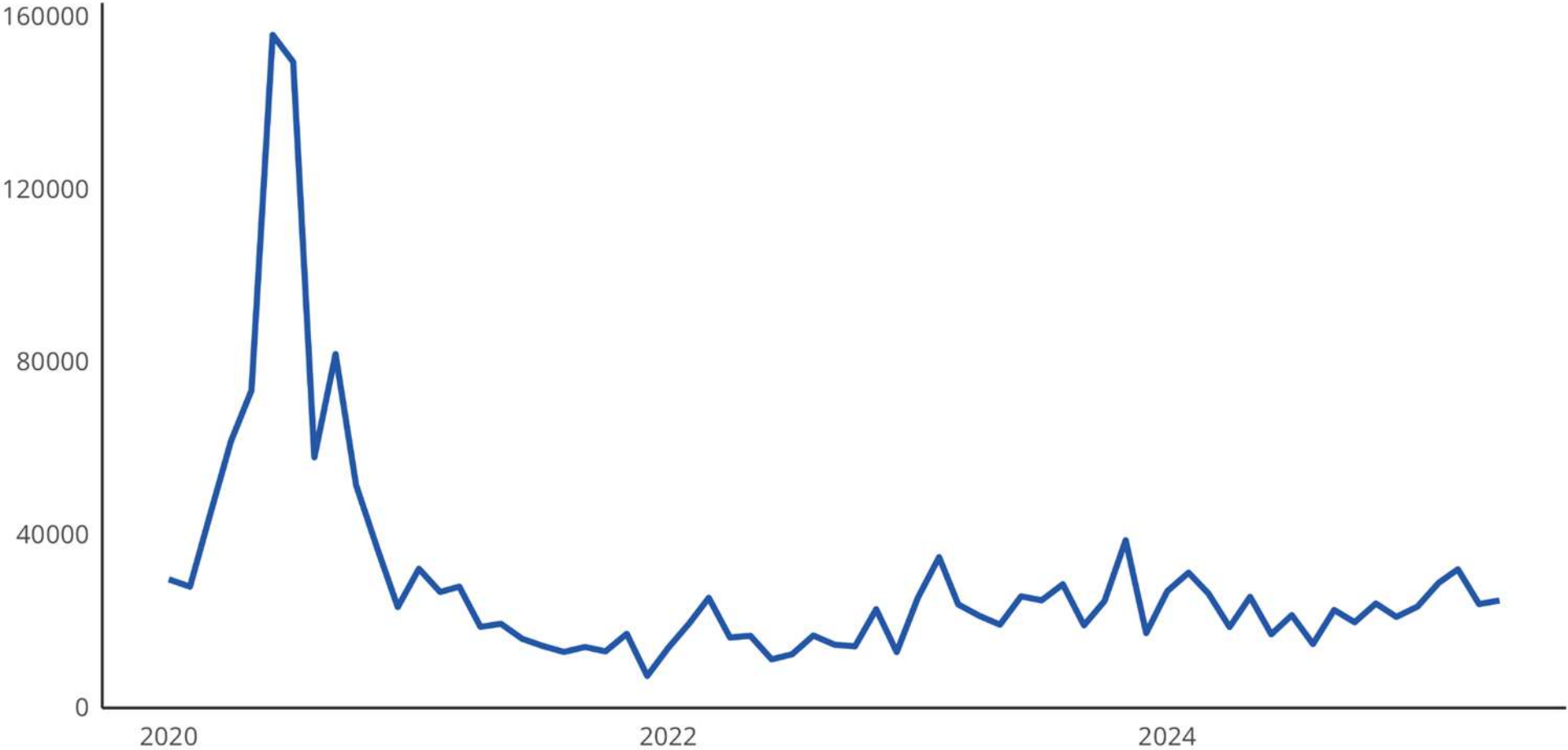


Source: Indeed. Data is 7 day moving avg.



Redundancy notifications remain modest

Number of potential redundancies notified to government

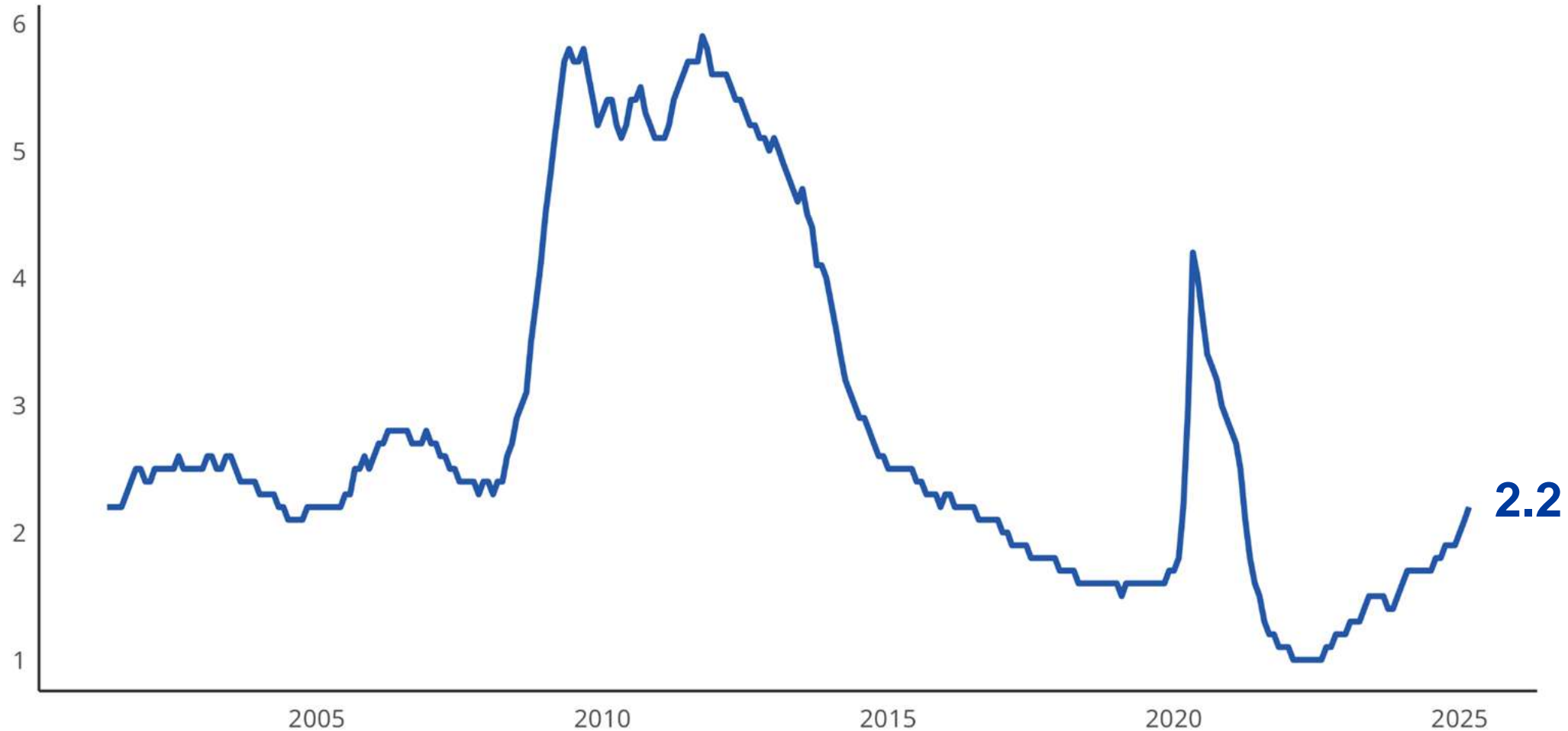


Source: UK Insolvency Service



UK labour market continues to gradually loosen

Ratio of unemployed people to vacancies, to April 2025

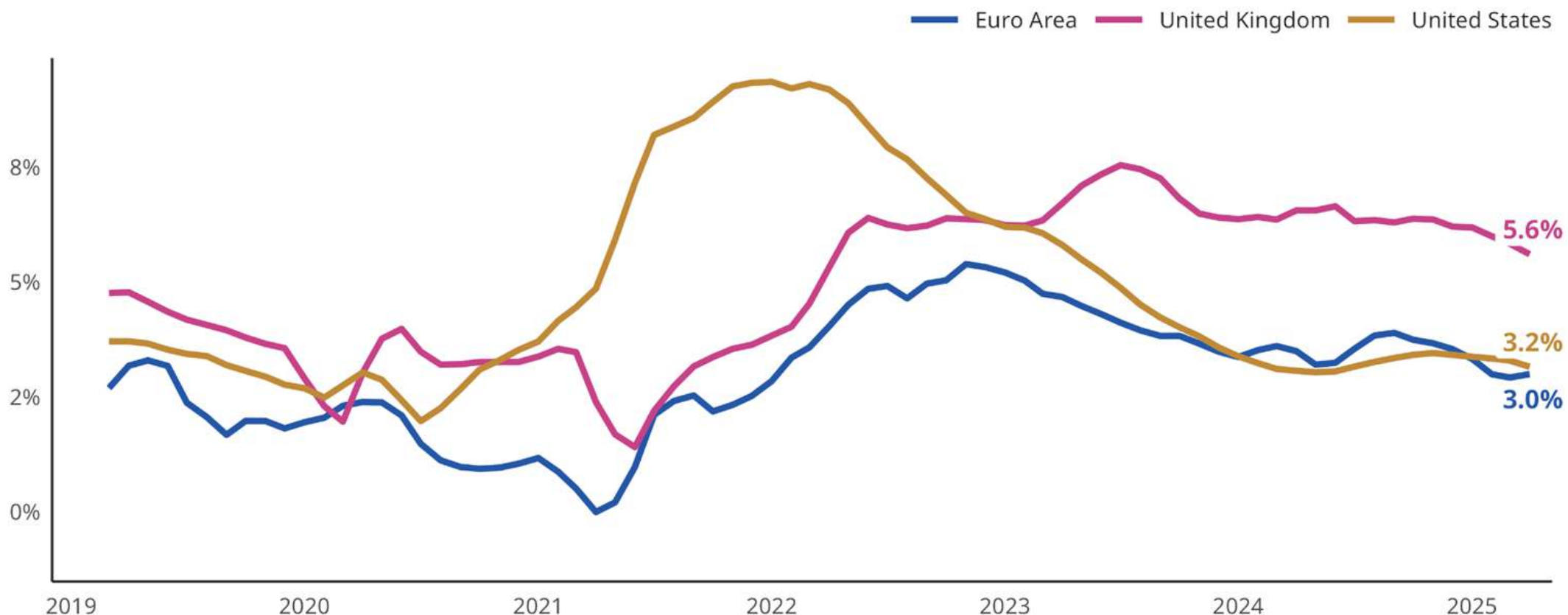


Source: ONS

Competitive pay and benefits
remain important

UK posted wage growth has eased, but remains strong

Year-on-year growth in posted wages to Apr 2025 (3-month average)



Source: Indeed Wage Tracker (github.com/hiring-lab/indeed-wage-tracker)

The data are monthly median year-on-year growth rates in advertised wages and salaries across job title-region-salary type combinations. The euro area series is an employment-weighted average of France, Germany, Ireland, Italy, the Netherlands and Spain.



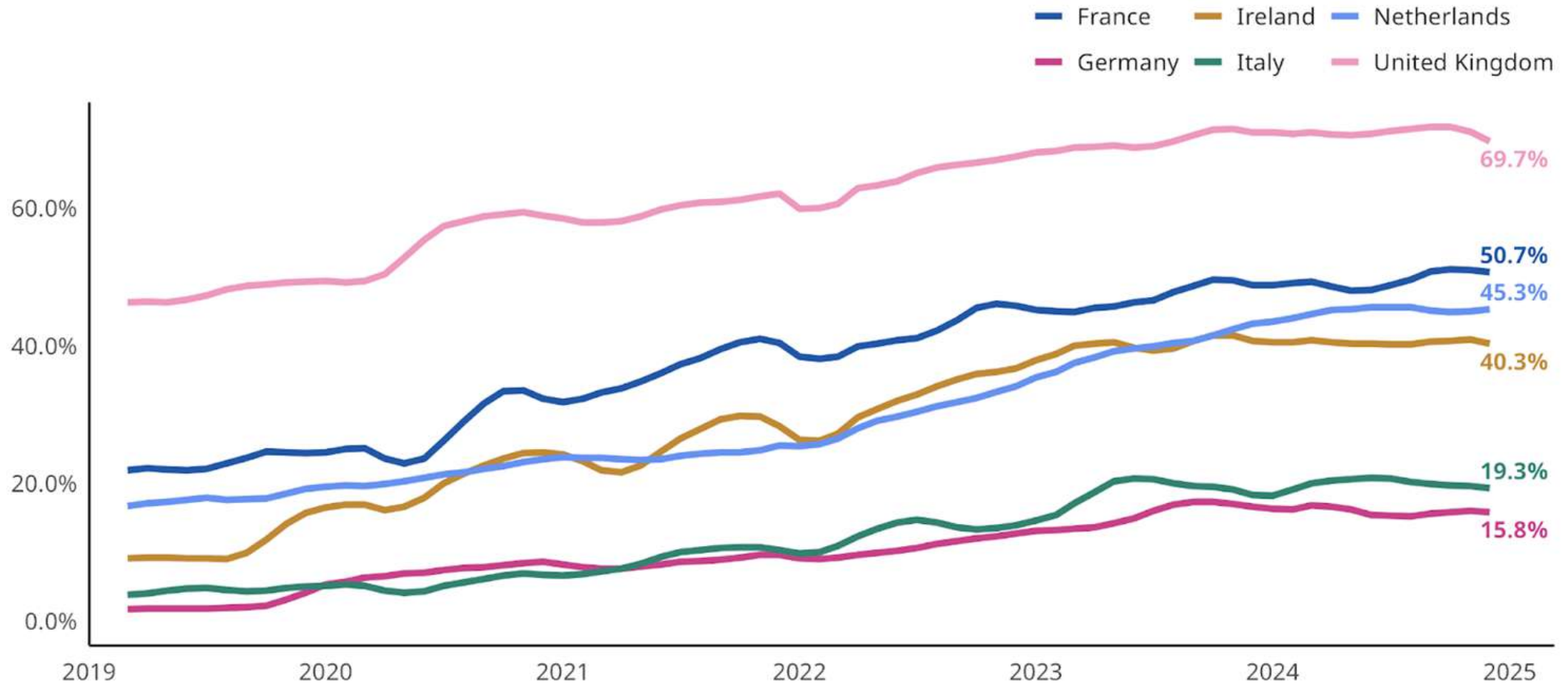
Several categories continue to see strong wage growth

Year-on-year growth in UK posted wages, 3-month average to Apr 2025

Occupation	Wage growth (y/y)
Physicians & Surgeons	11.6%
Legal	7.2%
Sports	6.9%
Customer Service	6.7%
Project Management	6.6%
Retail	6.6%
Childcare	6.5%
Cleaning & Sanitation	6.5%
Security & Public Safety	6.5%
Production & Manufacturing	6.5%
Driving	5.4%

UK pay transparency is relatively high

Share of job postings with direct salary information (%), 3-month moving average, Jan. 2019 to Dec. 2024



Source: Indeed



Higher pay is number one reason to look for a new job

Why are you looking for a new job? (please rank in order of importance)

Reason	Percentage
I'm looking for higher pay	21%
I want to change or grow my career path	11%
I'm looking for better benefits	9%
I'm looking for a job where I can work remotely	7%
I'm looking for more flexibility with my work hours or schedule	7%
I'm looking for a more stable or consistent schedule	6%
At my current company I don't feel like I belong	6%
I'm unhappy with my current manager	6%

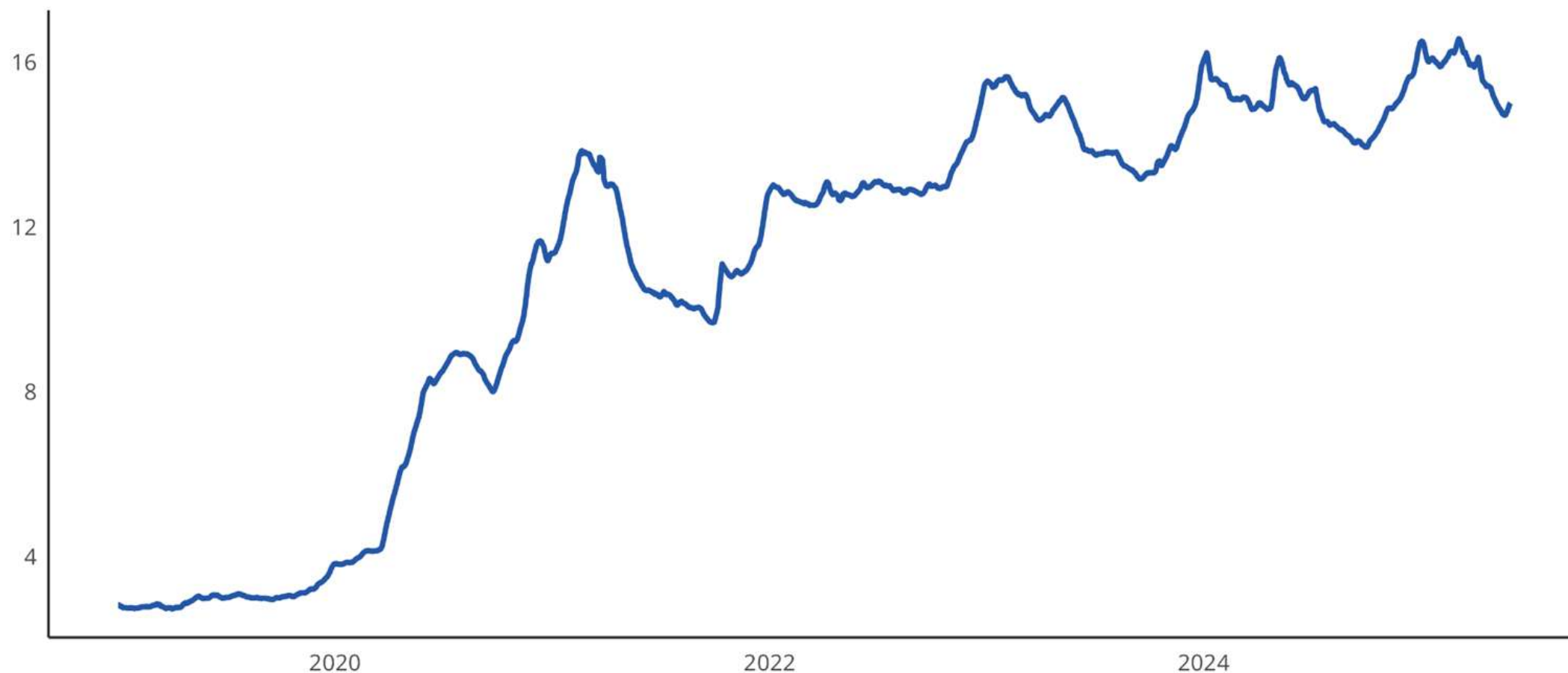
Flexible working is most valued benefit

Which of these employee benefits would you most value?

Reason	Percentage
Flexible working	16%
Sick pay	13%
Pension schemes	11%
Performance bonuses	8%
Health care insurance	7%
Christmas closure	5%
Mental health days	5%
Free food/drink in workplace	5%

Remote/hybrid job postings share remains close to peaks

Share of UK remote/hybrid job postings (%)

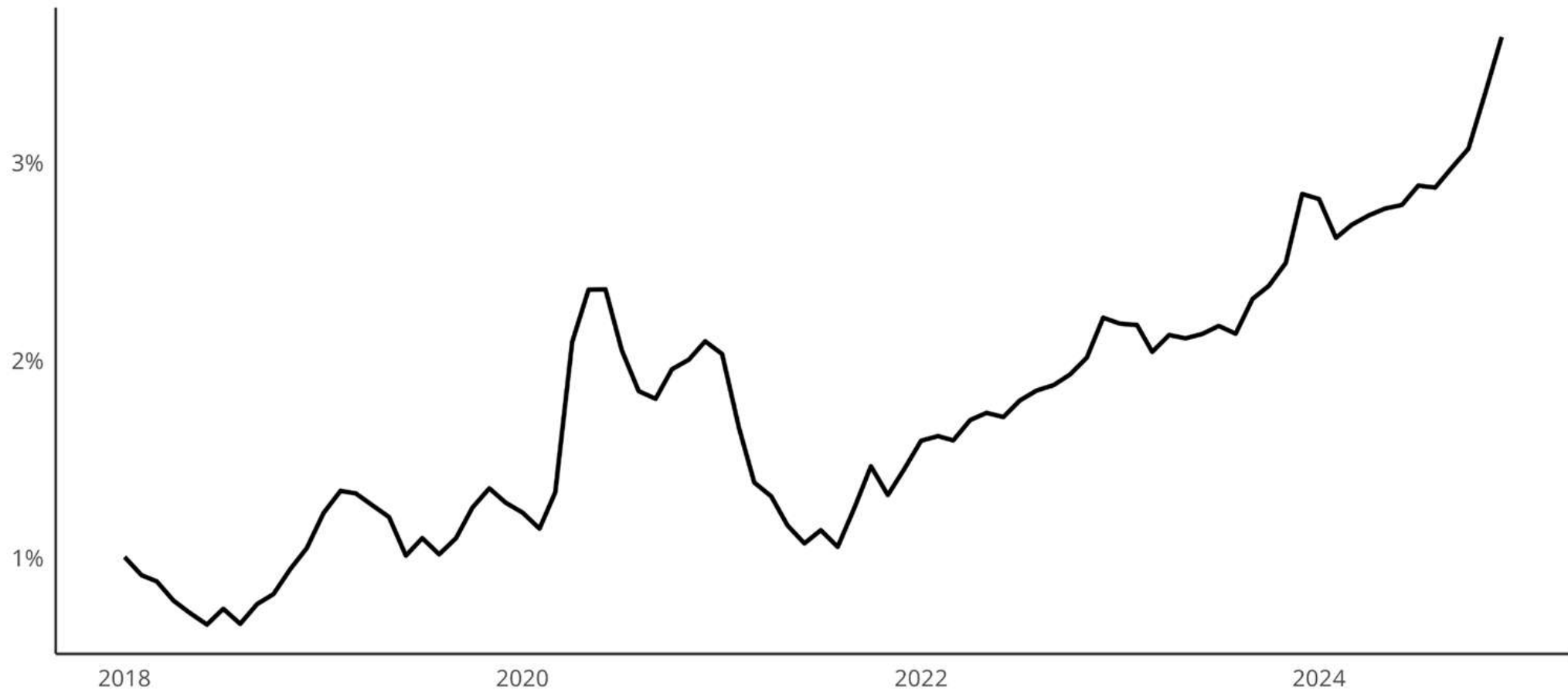


Source: Indeed



Neurodiversity mentions have tripled

Share of UK job postings containing neurodiversity keywords, to Dec 2024



Source: Indeed



How is AI impacting the labour
market?

GenAI's ability to perform across **three dimensions**



Theoretical Knowledge



Problem-Solving Ability



**Necessity of
Physical Execution**

Methodology: GenAI Transformational Index (GTI)

Transformation as a continuum. GenAI doesn't just automate — it reshapes roles, blending automation, augmentation, and redefinition.

What GTI measures:

It estimates how much GenAI is expected to transform a job, not just replace specific tasks. It reflects the overall degree of change a role is likely to undergo

How GTI is calculated:

- We assess replacement potential of skills using a 1–5 scale (1 = very unlikely, 5 = very likely).
- Each job title is assigned a transformation score based on the share of skills likely to change (i.e., not rated 1–2).

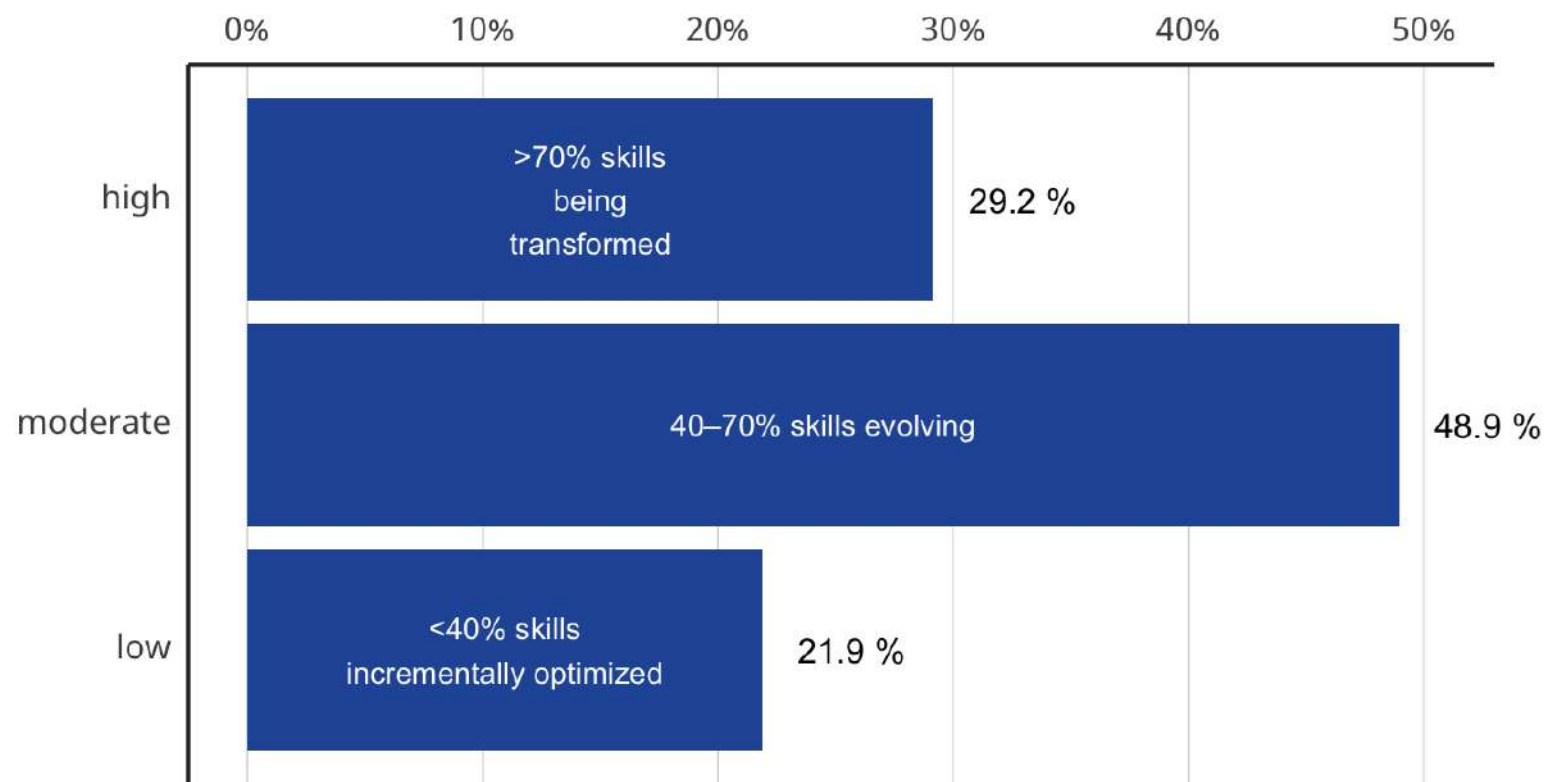
Weighting by skill importance:

Not all skills matter equally. The frequency of a skill in job postings is used as a proxy for importance. Frequently mentioned skills carry more weight in the GTI calculation.

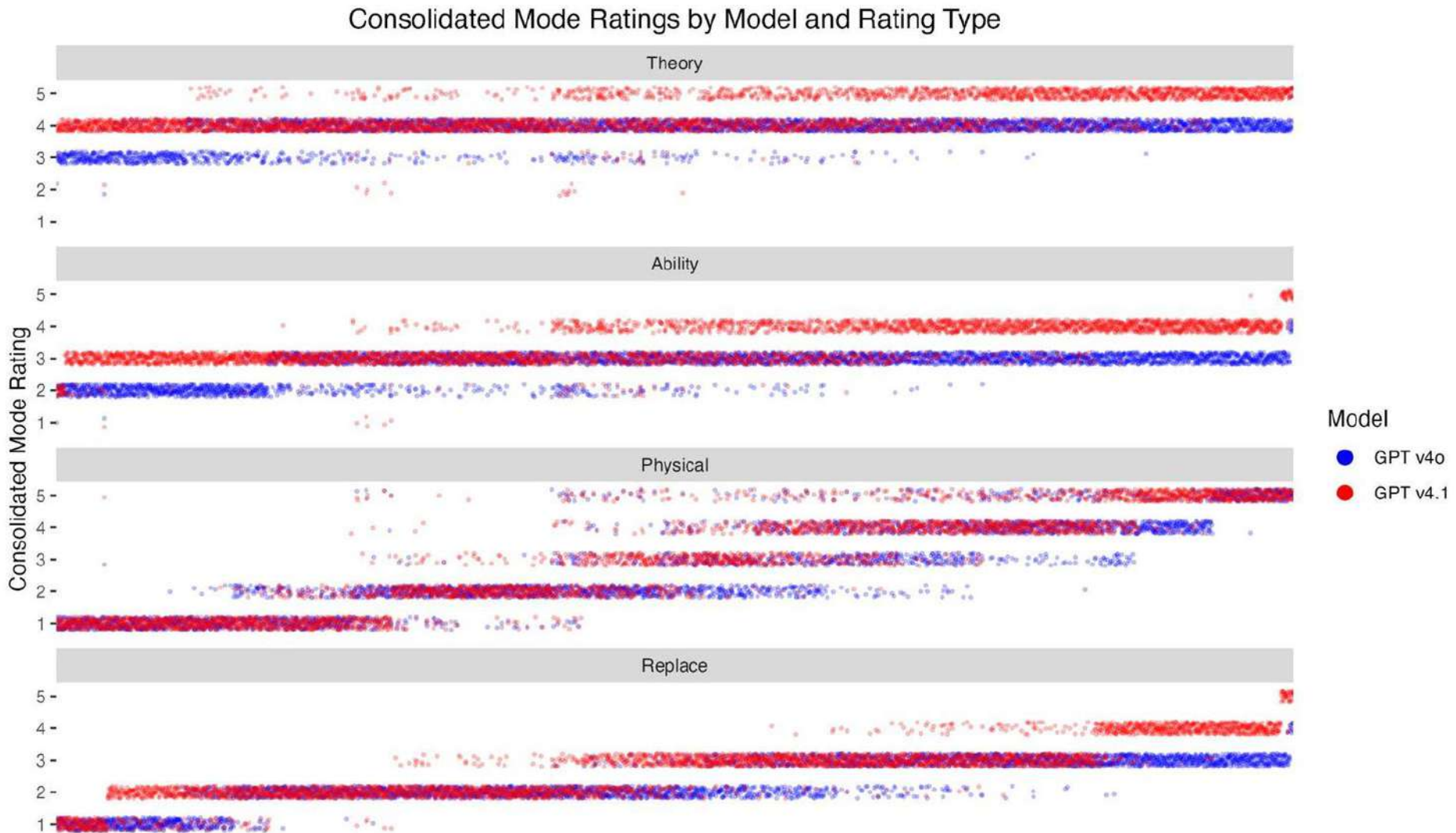
How much is GenAI expected to transform jobs?

GenAI transformation potential across US job postings

Share of unlikely-to-be-replaced skills used to define the degree of transformation, US job postings Apr 2024 – Mar 2025, gpt-4.1-2025-04-14 rating



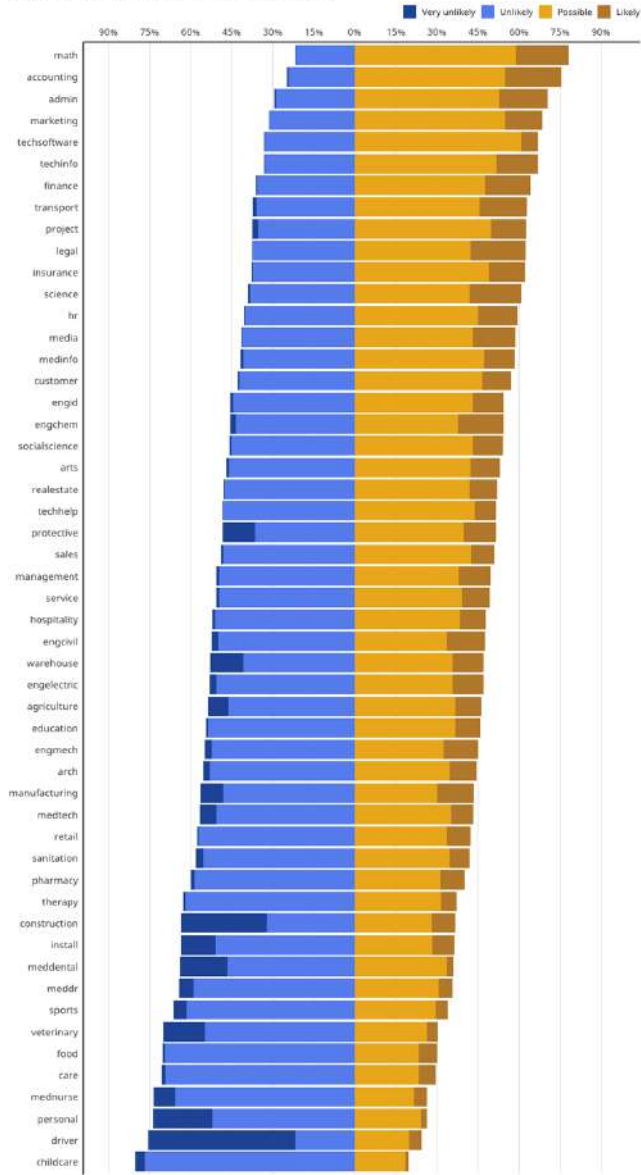
GenAI iterations are quickly gaining proficiency



Each point represents one skill attribute's consolidated mode rating across multiple runs of the model.

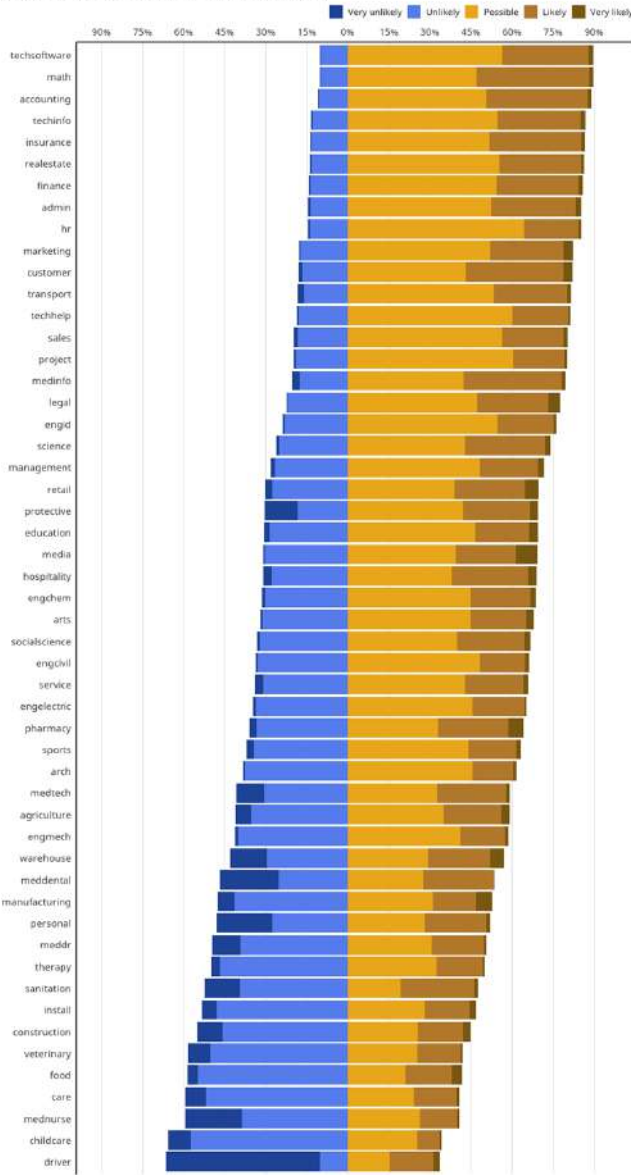
GPT4o (gpt-4o-2024-05-13)

GenAI replacement likelihood by normcat, based on 2024 gpt4o rating
Average % share of skills in US job postings (Apr 2024-Mar 2025)



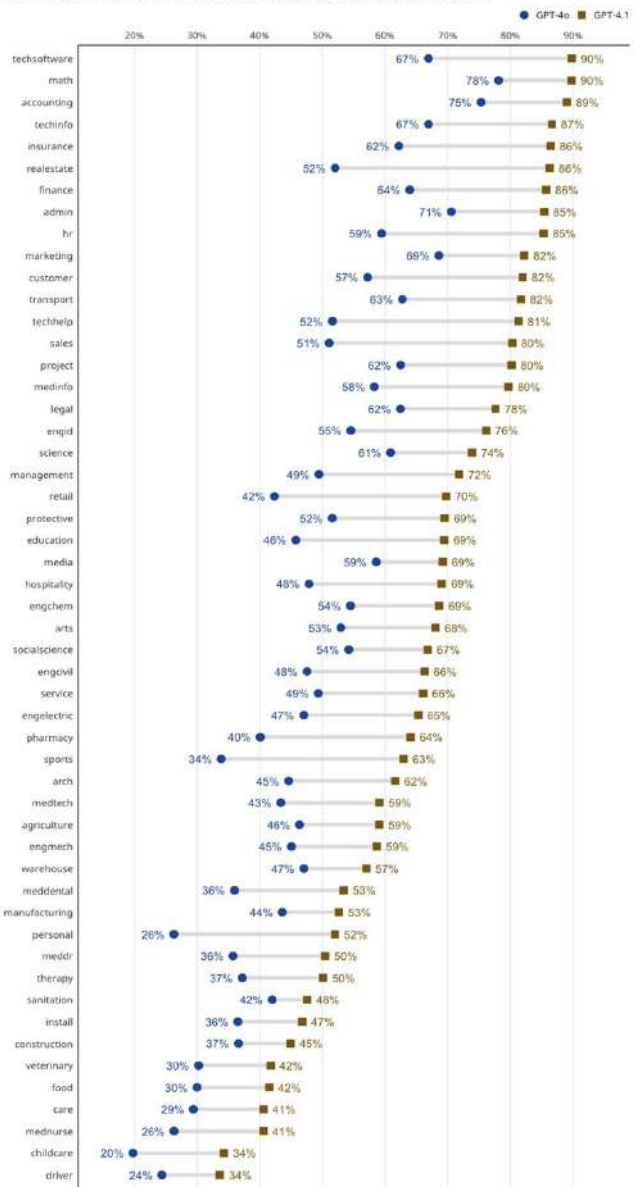
GPT4.1 (gpt-4.1-2025-04-14)

GenAI replacement likelihood by normcat, based on 2025 gpt41 rating
Average % share of skills in US job postings (Apr 2024-Mar 2025)



GPT4o vs. GPT4.1

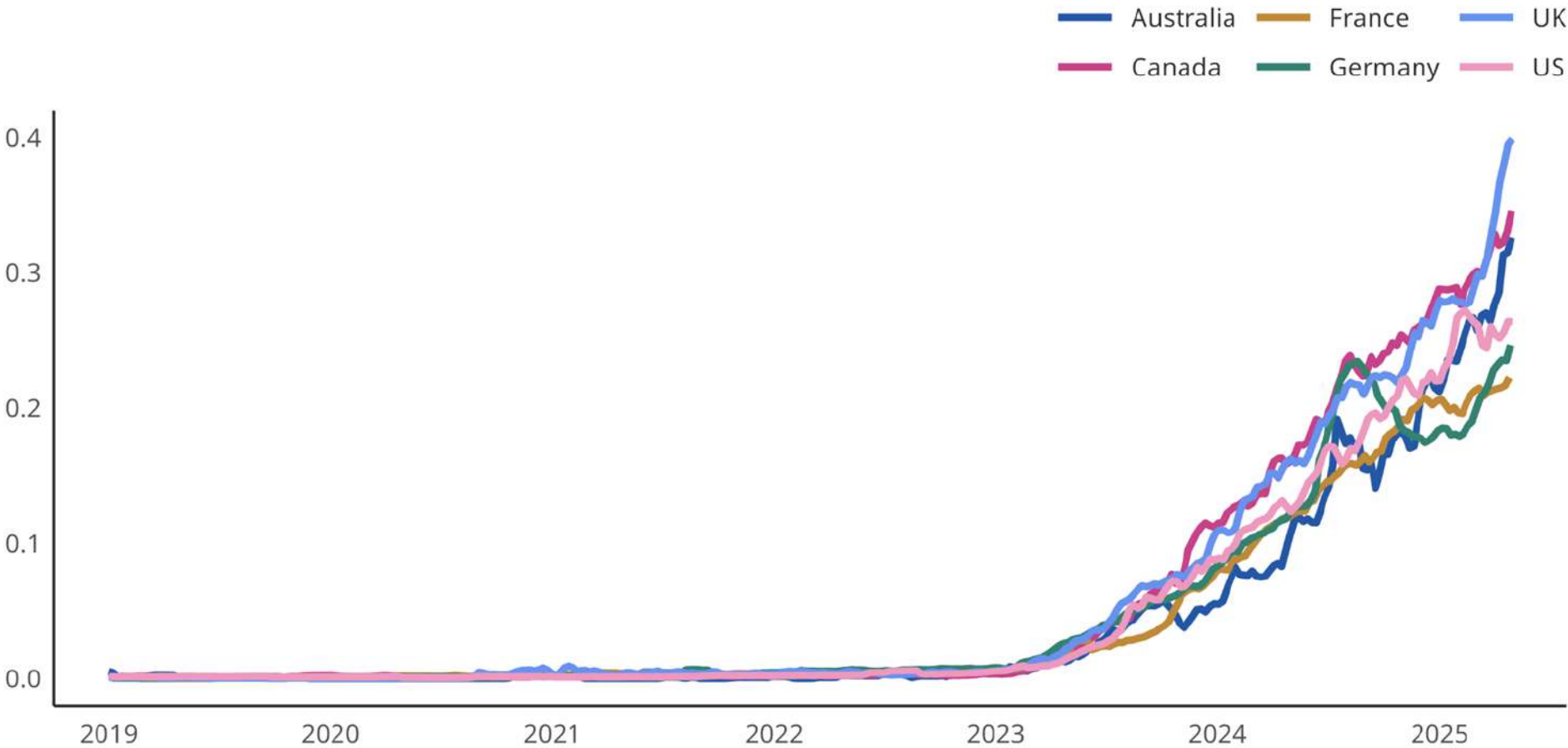
A smarter GPT, a sharper threat: More skills now at risk of GenAI replacement
Comparing GPT-4o (May 2024) and GPT-4.1 (April 2025) ratings on the same US job postings (Apr 2024 - Mar 2025) shows that the newer model sees more skills as possible, likely, or very likely to be replaced by GenAI



AI is also creating entirely new jobs

GenAI jobs are rare but growing rapidly

Job postings related to Generative AI, % of total, to 30 Apr 2024

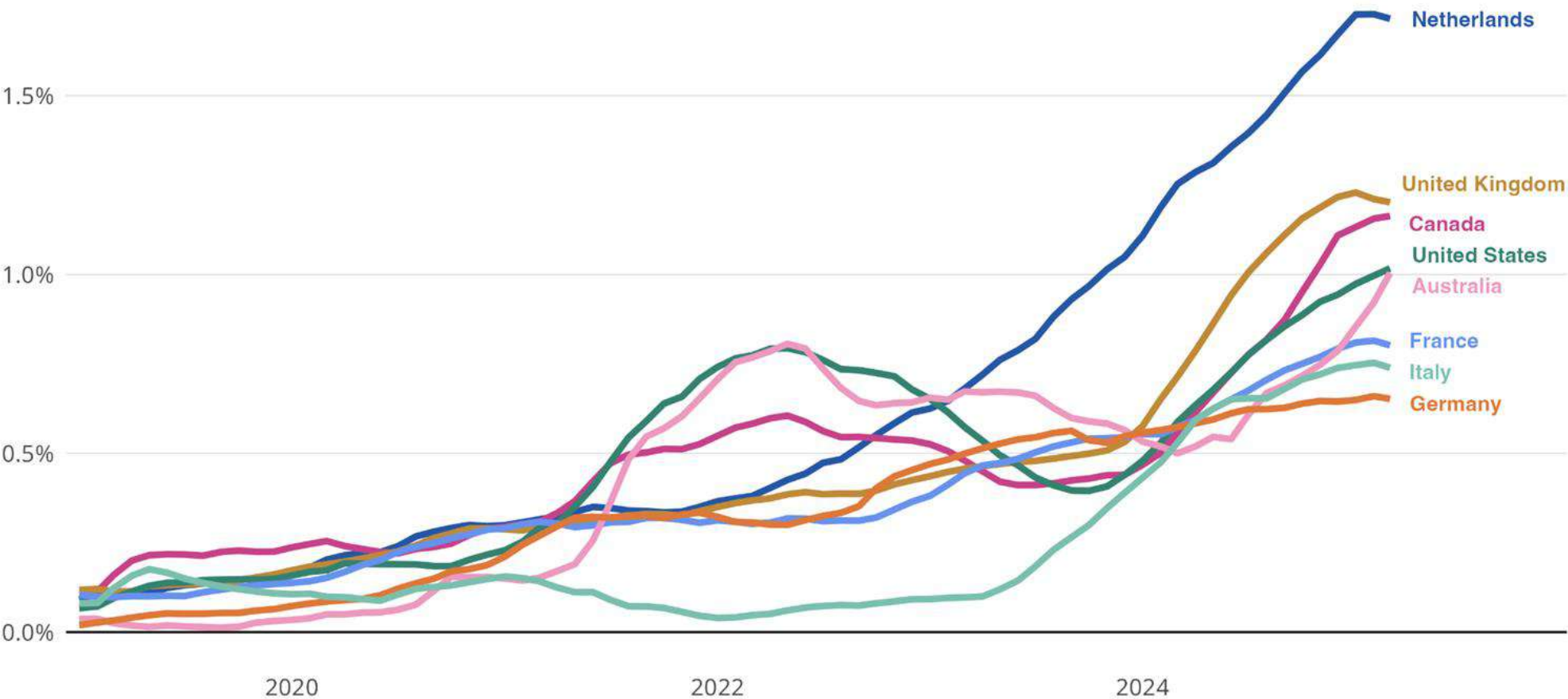


Source: Indeed



Mentions of Responsible AI have accelerated

Responsible AI share - in AI- (%), January 2019 - March 2025, 12-month moving average



Source: Indeed.



Basic digital skills are still in demand

Percentage of UK job postings listing each skill

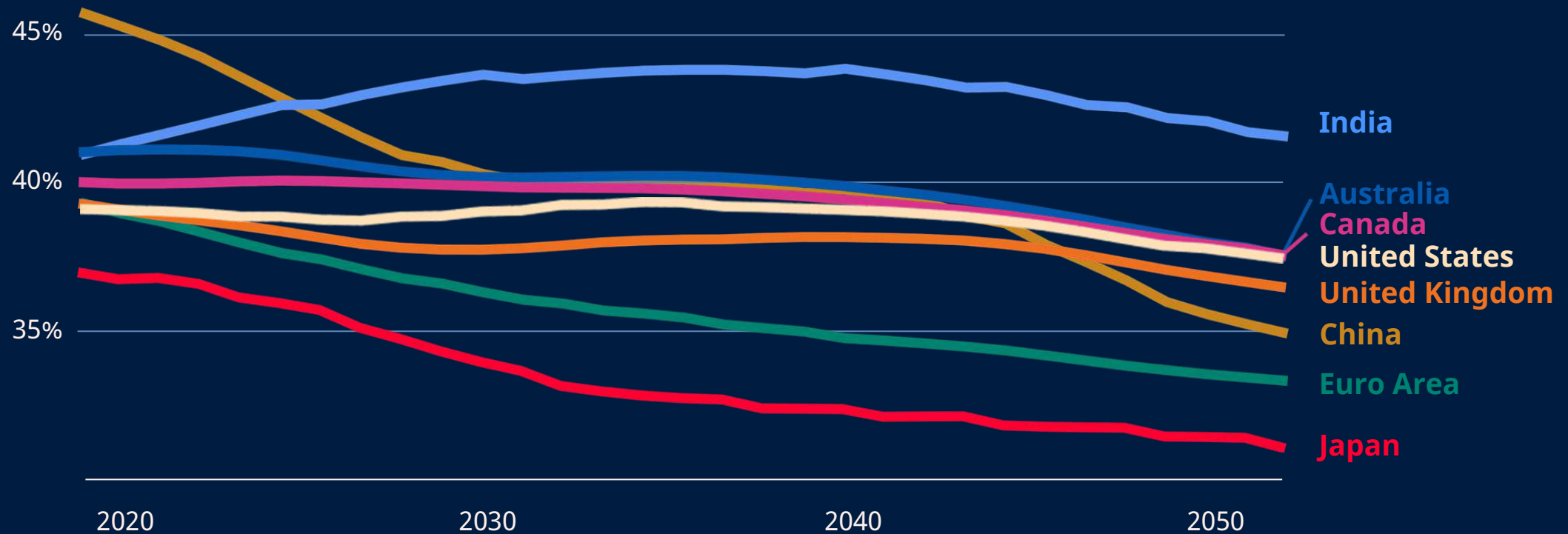
Skill	Percentage
Communication skills	30%
Customer service	11%
IT	10%
English	10%
Driving	9%
Leadership	9%
Organisational skills	7%
Microsoft Office	6%
Sales	6%
Microsoft Excel	5%

Source: Indeed. 2024 data.



**Harnessing productivity gains
through AI** will become increasingly
important due to demographics

The size of the labour pool is expected to decline in many developed nations



Takeaways

01

Labour demand has softened, but hiring isn't necessarily easy

Labour market is still somewhat tight, despite having loosened

02

Wage growth is gradually cooling but remains high

Further easing of pay pressures could lead to faster interest rate cuts

03

AI is transforming, displacing and creating new jobs

Upskilling and reskilling challenge, though basic digital skills also remain in demand



Global Market Trends

US, UK, France,
Germany, Ireland,
Canada & Australia



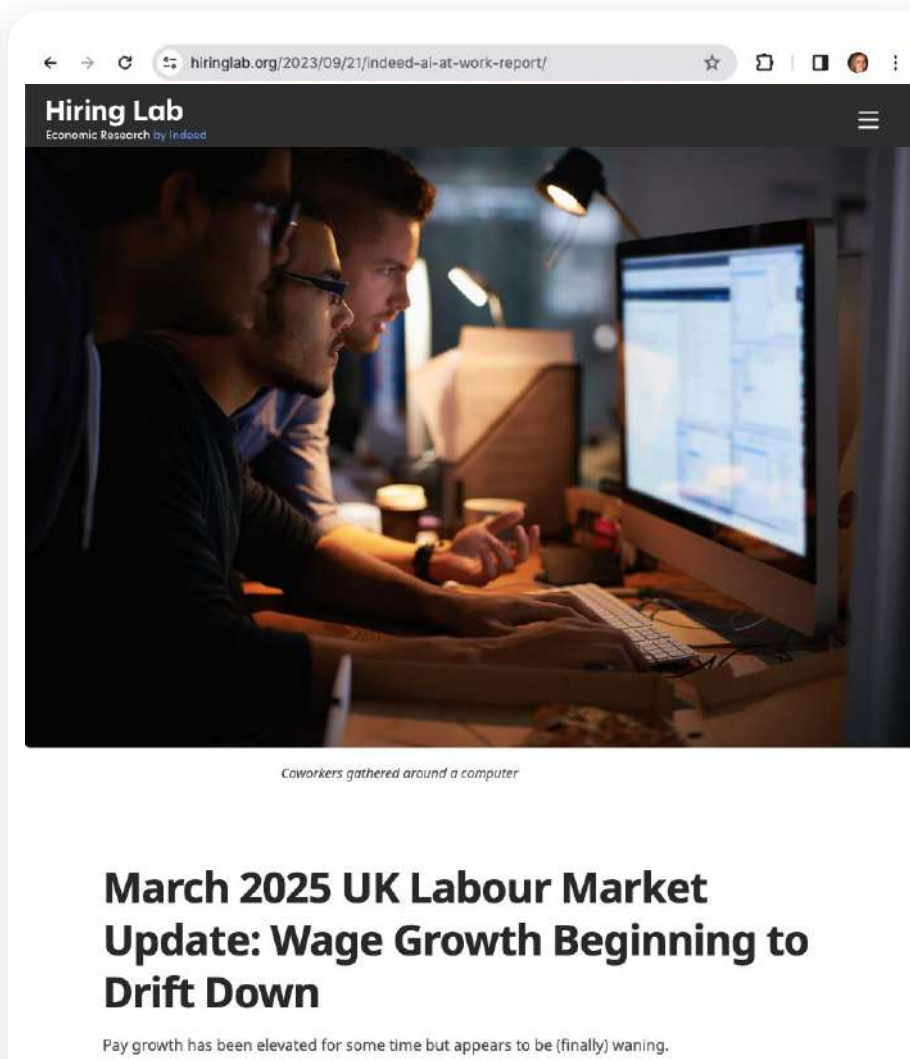
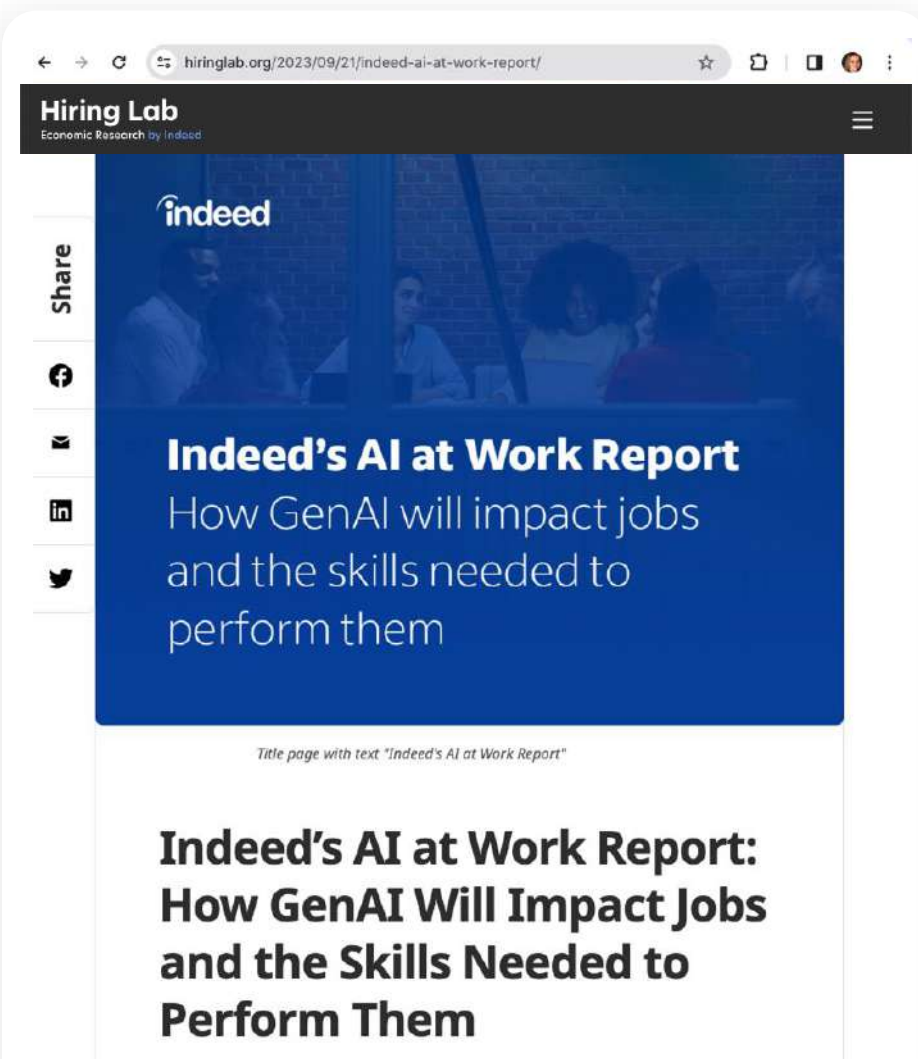
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