



LinkedIn + ManpowerGroup®

As talent leaders around the world think about the future of their businesses when **developing strategic workforce plans for 2026**, they face many historic challenges.

How do they recruit and retain the innovative talent they need? Where do new AI tools add value both for their workforce and HR business processes? This report explores these questions leveraging the latest research from LinkedIn and ManpowerGroup, a global leader in workforce solutions.

- How AI is reshaping the future of work
- The time for learning is now
- A new world of work

Strategic workforce planning in the AI age

By combining LinkedIn's real-time labor market insights with ManpowerGroup's deep expertise in talent strategy, we offer readers **a data-driven perspective on how AI is reshaping the future of work.**

United by a commitment to empower organizations and talent leaders, our goal is to provide **actionable intelligence that helps them navigate the evolving workforce landscape** and unlock new opportunities for growth.

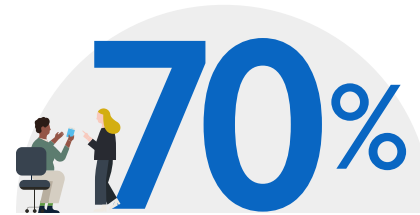


"Hiring based on skills isn't just a passing trend - it's becoming the ultimate edge. While the roles of tomorrow are still taking shape, the skills that power them are already clear."

Jennie Dede
Senior Director, Search & Staffing, LinkedIn

Changing skills

70% of the skills needed for an average job in 2015 will be different by 2030. ¹



Skilled Talent Gaps

Across industries worldwide, **most employers (74%) say they are still struggling to find the skilled talent** they need. ²



"Generative AI is one of the most transformative opportunities our industry has only just begun to utilize. Equipping workers with the right skills to fully leverage it is both the right thing to do and a business necessity."

Mara Stefan
Vice President, Global Insights, ManpowerGroup

¹ LinkedIn Work Change Report 2025

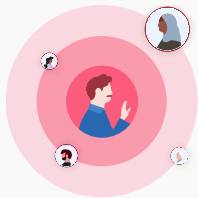
² ManpowerGroup Global Talent Shortage Report 2025

How AI is reshaping the future of work

It is no secret that AI is rapidly changing the world of work for both employers and employees.

Industry leaders must navigate the **exponential growth of tools** built to increase recruiter productivity, analyze workforce data, improve employee engagement, and achieve better business outcomes.

For workers, AI is already reshaping roles across industries. It is **changing the job search process** by offering candidates new ways to find jobs, research potential employers, and tailor their applications to fit specific roles.



To unlock the full productivity potential of AI, employers must simultaneously encourage greater employee adoption, while using it to accelerate their own strategic workforce planning. Those organizations that can successfully manage both will be well positioned to take the lead in this rapidly changing world of work.

Employer AI adoption is accelerating

53% of employers worldwide across industries are already using conversational AI tools to help hire, train, and onboard talent.³



AI seen as key to better hires

61% of recruitment pros believe AI can improve how they measure quality of hire.⁴



Increasing acceptance of candidate use

85% of employers think it is acceptable for job applicants to use AI during key parts of the hiring process.³



Growing worker adoption

40% of workers worldwide across industries say they regularly use AI at work.⁶



The time for learning is now

In the next five years, the World Economic Forum (WEF) estimates **29% of the global workforce will require upskilling to effectively perform their current role** and another 19% will need to be upskilled and redeployed.⁶

This reality makes continuous learning within the workplace a business necessity. So what's standing in the way of **bigger leaps forward on career development?**



Managers, employees, and talent teams are all stretched too thin to go beyond daily work and make progress for their teams, themselves, and their organizations. **Employers who work with trusted partners to solve this challenge will gain skilled talent advantage.**

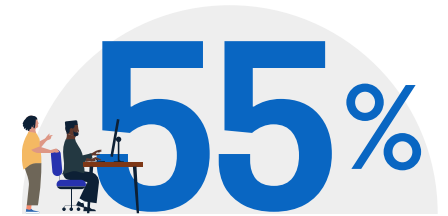
A recipe for success

91% of Learning & Development professionals agree continuous learning is more important than ever before for career success.⁶



Mind the training and coaching gaps

More than half of workers say they have received no new training (55%) or coaching (54%) in the past six months.³



Increased focus

70% of HR professionals say their organization is prioritizing upskilling initiatives in 2025.¹



Growing investment

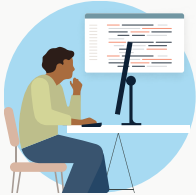
83% of employers plan to maintain or increase investment in career-driven learning this year.³



A new world of work

In a world of constant flux, organizations are only as adaptable as their people and their skills.

While it makes sense that today's future of work conversations continue to **focus on the growing potential of AI** and increased efficiency, there is also an opportunity to create competitive advantage through a focus on human capital.



Understanding the potential of these **new tools and pairing them with the right innovative talent is a recipe for future success.**

New roles

One in 10 workers hired today have job titles that didn't exist in the year 2000.¹



New skills

The number of AI skills added between 2023 and 2024 **grew by 80%**, covering both AI technical skills and AI literacy skills.⁸



New opportunities

77% of workers worldwide are eager to advance their career goals through opportunities with their current employer.⁵



¹ LinkedIn Work Change Report 2025

⁵ ManpowerGroup Global Talent Barometer, June 2025

⁸ The Boom in AI Literacy: Who's Learning What

There is no doubt we are living in times of accelerating change which will **require both workers and employers to adapt.**

However, it is also clear workers are looking for opportunities to learn and grow into new roles that technology will create within their organization.

Employers who can offer them a path to realize these ambitions will be well positioned for success within their industry.



Resources:

1. LinkedIn Work Change Report 2025
2. ManpowerGroup Global Talent Shortage Report 2025
3. ManpowerGroup Global Employment Outlook Survey, Q2 2025
4. LinkedIn 2025 Future of Recruiting Report
5. ManpowerGroup Global Talent Barometer, June 2025
6. World Economic Forum Future of Jobs Report 2025
7. LinkedIn Workplace Learning Report 2025
8. The Boom in AI Literacy: Who's Learning What