

Where skill value is moving

Measured shifts, from the major workforce studies

STRIVON

➤ AI and big data

The fastest-growing skill to 2030 – over 90% of employers in the top ten industries expect to need more of it.

WEF · FUTURE OF JOBS 2025



Networks and cybersecurity

The second-fastest-growing skill to 2030, right behind AI itself.

WEF · FUTURE OF JOBS 2025

➤ AI fluency at hiring time

66% of leaders say they would not hire someone without AI skills.

MICROSOFT-LINKEDIN · WTI 2024

➤ Reviewing AI output

66% of developers now spend more time fixing “almost-right” AI-generated code. Checking the machine is becoming part of the job.

STACK OVERFLOW · 2025 SURVEY



Leadership and social influence

The biggest jump in core-skill importance since 2023 – up 22 percentage points.

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GAINING VALUE ↑

LOSING LEVERAGE ↓



Experience without AI fluency

71% of leaders would hire a less experienced candidate with AI skills over a more experienced one without them.

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↘ Blind trust in AI output

Developer trust in AI accuracy has fallen to 33%, with 46% now actively distrusting it.

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Manual dexterity and precision

The first net decline in the report’s history – 24% of employers expect it to matter less.

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Reading, writing and mathematics

Among the few skills where employers project demand falling rather than growing.

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