

2025 talent trends report

10 trends shaping HR's future.



overhaul organizational culture with AI

01. rewrite the script on workplace culture with AI

83%

say AI can help them reduce unconscious bias when used ethically, but only

46%

have turned to these technologies to identify workers with specific skills and potential for internal mobility opportunities.
02. inspire purpose and satisfaction in the workplace

82%

say they are already using agentic AI to develop strong cognitive skills.
03. fast track career growth for all

70% of talent leaders who say they increased their budgets for learning.
04. supercharge neurodivergent talent with AI

89%

say equity and inclusion are embedded within their talent strategies and integral to everything they do.

43%

report adjusting recruitment processes to accommodate different needs.

prioritize the pixelation of work

05. think tasks and skills, not jobs

46%

say creating a more fluid and flexible workforce is a top priority.

43%

are prioritizing investments in data and market intelligence so they can better understand how to create a fluid and flexible workforce.
06. pioneer new work arrangements during a labor market crisis

9 in 10 will be putting the same or greater focus on talent retention this year.
07. reimagine value creation with empowered talent

while productivity and output will greatly benefit from the maturing of AI, so will human potential.

step into the skills-first era

08. close the leadership gap now

36%

only 36% of companies are specifically providing leadership training to meet changing business needs — an increase from 25% the year before.
09. jump start skills-based transformation based on business imperatives

a skills-first approach to workforce management is no longer an option; it's a necessity of survival.
10. hyperscale the skills-first movement with internal talent marketplaces.

8 in 10 believe talent acquisition leaders will put more emphasis on internal mobility rather than external recruitment.