

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.