

YOUR CAREER IN 2025: WHAT WILL IT LOOK LIKE?

Don't want to be a remote worker on Mars?

Here's what you need to know to stay employable, earn what you're worth, and build a rewarding, future-proof career on planet Earth.

In this eBook, you will learn:

- Which industries are expected to grow through 2025
- The jobs expected to experience the most growth
- Ways to future-proof your career
- How to take charge of your career destiny
- How to thrive in the gig economy
- Soft skills you need to land jobs of the future
- The secret weapon for achieving your goals through 2025

Ready to head into the future?



WHAT DOES THE FUTURE HOLD?

Technology, automation and shifting cultural norms are impacting the way people get hired, how they do their work and the skills they need to get the job done.

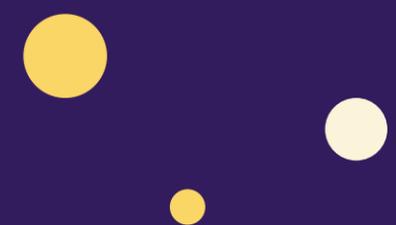
By 2025:

- **Nearly half of all Fortune 500 companies won't exist:** Already, 52% of companies on the list in 2000 have disappeared. Companies that can't adapt to the rapid pace of change simply will not survive.
- **40-50% of the workforce will be temporary, contract or gig workers:** The gig economy will continue to grow at a rapid pace and people will continue to make entire careers out of short-term project work or temporary assignments.
- **80% of HR professionals believe it will still be difficult to attract people with the right skills:** The tech skill gap will continue to grow, and soft skills are becoming increasingly important. Only those who future-proof their skills and careers can hope to land the best jobs in the future.
- **Baby Boomers will be the lowest-represented generation in the workforce:** Millennials will be the largest generation and Gen Z will be starting to take off.

As the environment continues to shift, it will be important for job seekers to keep their fingers on the pulse of change, and to take proactive steps to ensure they benefit from future changes.



HOT INDUSTRIES THROUGH 2025



Given the rapid pace of change in technology and in the way Americans approach “work,” it pays to keep your finger on the pulse of industries that are poised to grow through 2025.

Experts agree that the most growth will occur in:



1

Technology: Technology is driving much of the business, economic and even social change we are experiencing. Jobs related to software, artificial intelligence and cybersecurity are growing at a rapid pace.

2

Healthcare: The U.S. population is aging rapidly, and the need for qualified healthcare professionals continues to grow.

3

Basic business functions and services: Businesses are investing in technology, but they need humans to run the show. Communications and service pros will remain in high demand for the foreseeable future.

FASTEST GROWING JOBS THROUGH 2025

It's great to know which industries are growing, but what types of actual jobs are expected to grow within those sectors?

According to the U.S. Bureau of Labor Statistics, these 10 occupations are expected to experience the most growth through 2025:

- 1 Solar photovoltaic installers:**
105% growth rate, \$39,490 median national annual salary
- 2 Wind turbine service technicians:**
96% growth rate, \$53,880 median national annual salary
- 3 Home health aides:**
47% growth rate, \$23,210 median national annual salary
- 4 Personal care aides:**
39% growth rate, \$23,100 median national annual salary
- 5 Physician assistants:**
37% growth rate, \$104,860 median national annual salary
- 6 Nurse practitioners:**
36% growth rate, \$103,880 median national annual salary
- 7 Statisticians:**
34% growth rate, \$84,060 median national annual salary
- 8 Physical therapist assistants:**
31% growth rate, \$57,430 median national annual salary
- 9 Software developers (applications):**
31% growth rate, \$101,790 median national annual salary
- 10 Mathematicians:**
30% growth rate, \$103,010 median national annual salary

HOW TO FUTURE-PROOF YOUR CAREER

While we can make predictions about the future, no one truly knows what it will hold. But just as you can take control of your career destiny, you can give yourself a bit of an edge.

Even if you aren't planning on pursuing a career in a hot industry like AI or healthcare, you can future-proof your career by:

- **Keep pace with technological change.** Technology will drive much of the change we will experience through 2025, so make sure you are keeping your tech skills up-to-date.
- **Commit to learning.** Whether it's reading books, following industry publications, taking classes or training yourself, commit to spending time each week on your professional development.
- **Know your industry.** Stay plugged in to industry trends and keep one eye on the horizon. Change can come rapidly, but people who know the landscape won't be surprised by sudden shifts, making them better equipped to survive.
- **Log your successes.** It's impossible to remember all of your successes if you haven't touched your resume in three years. Keep an ongoing log of your skills and accomplishments so you are ready when it's time to start interviewing for jobs.
- **Be flexible.** Your career roadmap should never be set in stone. You must remain flexible in order to deal with forces and changes outside your control.



TAKING CHARGE OF YOUR (CAREER) DESTINY

No one is going to hand you a future-proof job – or even a promotion or raise, so put yourself in the driver's seat and take charge of your career destiny.

First and foremost, you need to create a roadmap.

Begin the process by:

- **Understanding why you want to make a change.**

Is your job endangered by industry changes? Have you developed new skills and interests? Are you looking for greater upward mobility? Figure out your motivation before making any changes.

- **Describing your career vision.**

Once you know why you want to make a change, write out a vision for your ideal new career.

- **Plotting your course.**

Map out the steps you will need to take in order to realize your vision.

- **Identifying obstacles.**

Do you need to develop new skills? Earn a new degree? Identify the roadblocks in your way and develop a plan to overcome them.



PLOTTING YOUR CAREER COURSE

Once you have an overview of your plans, it's time to get down to brass tacks and plot each step on your roadmap.

- **Take stock of your current situation:** Write down the things you like and dislike about your current job, and list your transferable skills that will help you move into your new career.
- **Set short- and long-term goals:** To achieve your stated career vision, what steps do you need to take yearly, monthly and weekly to get there?
- **Take strategic action:** You run a marathon step by step, not by teleporting to the finish line. Map out the actions you need to engage in to reach your goal:
 - Write down your overarching goal.
 - Detail objectives that support that goal, like developing specific skills, earning a degree, etc.
 - Make a to-do list for each objective like registering for classes.
 - Set milestone dates for each objective to keep yourself on track.

BUT WHAT ABOUT THE GIG ECONOMY?

Does your future plan involve working for yourself? The ultimate goal of many Americans is to work independently, and the gig economy has led to the rapid growth of an independent workforce. In the next five years, many experts believe that more than half of all Americans will have worked independently at some point in their careers.

Working for oneself provides not only freedom, but also a sense of control. It is no coincidence the gig economy exploded during The Great Recession as people looked for new ways to earn a living in a dry employment market.

People are drawn to the gig economy for a number of reasons:

- **Freedom and flexibility:** Schedule flexibility is especially important for people raising children, caring for aging parents or in many cases, doing both at the same time.
- **Extra income:** Many people do side gigs as a way to earn more money, often to pay off staggering college or mortgage debt.
- **Control:** When you work for yourself, you control how much you work, the type of work you do, the time you take away from work, and how much you earn.
- **Opportunity:** There is often no better way to try new things than to test out skills and interests in the gig economy.

THRIVING IN THE GIG ECONOMY

By 2020, 43% of the workforce is expected to consist of contractors, freelancers, gig workers and temporary workers. If the gig economy is something you want to take advantage of in your career, you need to know how to thrive:



- **Keep your skills sharp:**

As a contractor or independent worker, your skills are your biggest asset. Keep your core skills honed and commit to building new skills, as well.

- **Hustle:**

The gig economy involves some hustle. You have to remain two steps ahead to plan your next assignment.

- **Market yourself:**

As a gig worker, you have to put yourself out there and get in front of people who need your skills and services. Unless you are globally famous, people will rarely seek you out.

- **Always give 110%:**

Every assignment is a chance to build your resume, grow your portfolio and make professional connections. Always put forth extra effort and don't allow yourself to become complacent.



SOFT SKILLS TO LAND THE JOBS OF THE FUTURE

As the business landscape continues to evolve, soft skills are becoming more important – and many employers will view them as important as technical and hard skills.

From entry level to the C-Suite, these are the soft skills that will be needed to land the jobs of the future.

- **Complex problem solving:** As technology, products, services and the very nature of business becomes more complex, employers will be looking for people who can solve problems quickly and effectively.
- **Critical thinking:** More and more, the ability to process, analyze data and glean insights from that data is important to jobs in every industry, at all levels.
- **Creativity:** The ability to form innovative new ideas and build on them will help keep business competitive in the future.
- **People management:** Many companies are moving away from linear hierarchies, with people stepping into leadership roles as-needed and per project.
- **Teamwork:** No one works in isolation. The ability to contribute to a team, to listen to others and work together will continue to be a critical success factor in all jobs, across all industries.
- **Emotional intelligence:** Qualities like empathy, curiosity and the ability to modulate emotions will be must-haves for future jobs.
- **Independent decision-making:** As companies grow, they need employees who can make sound judgments quickly and effectively, without hand-holding from management.
- **Negotiation:** Team-based decision making requires give and take, so that solutions are mutually beneficial for workers, the company and its customers.
- **Flexibility:** Change is inevitable, future workers must be able to roll with the punches and adapt quickly.

READY TO LAND YOUR JOB OF THE FUTURE?

If you've decided to future-proof your career, it pays to have a partner on your side who can help you uncover the right opportunities.

A staffing and recruiting firm can help you achieve your goals by:

- Learning exactly what you want from your next job
- Understanding your short- and long-term goals
- Helping you learn your value in the market
- Providing career guidance
- Matching you with the right opportunities
- Working with you on your interviewing skills
- Helping you transition into your new role

Whether you're looking for full-time work, or you want to book your schedule with temporary or contract assignments, a staffing and recruiting firm can help you achieve your defined career vision.

If you're ready to future-proof your career,
partner with an expert recruiter today.

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