Educating tomorrow's workforce

What the new world of work holds and what it means for learners

intel



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The future of work is here

The way that people learn and work is changing. Educators are seeing it happen right before their eyes.

The world that learners are entering will be fundamentally different from the one education was designed for. The scale, pace, and potential impact of this change are all significant, making it hard to grasp and even harder to respond.

This guide draws on key findings from The World Economic Forum's 2025 Future of Jobs report to show what these trends mean for teaching, AI strategy and, above all, young people.

Addressing the emerging skills gap

The rapid rise of technology has opened up a skills gap in the workforce and employers say it is a major barrier to business transformation.

39%
of the core skills workers need will change by 2030.[1]

63%
of employers say skill gaps are the biggest barrier to transformation.[1]

7/10
companies consider analytical thinking essential in 2025.[1]



Educators can turn it around

With the right skills, businesses will be able to transform, grow and get ahead. Educators are perfectly placed to help learners develop the most sought after skills, close the skills gap, and equip young people to compete and succeed in the workplace.

About the Future of Jobs report 2025

This unique dataset from the World Economic Forum gives insight into the jobs landscape in the 2025-2030 period.

1,000+ global employers surveyed | **14M+** workers represented | **22** industry clusters | **55** economies

Success requires a new set of skills

The incredible speed of technology breakthroughs, especially in AI, is reshaping roles and industries. Along with economic volatility, geopolitical events and environmental challenges, technological advances are changing the face of work.

Nothing about this shift is slow or subtle. The Future of Jobs report 2025 shows that between 2025 and 2030, workers will see 39% of their existing skill sets transformed or become outdated.

Demand for technical skills is rising

Businesses are increasingly looking for individuals with strong technical literacy and the digital skills needed to navigate and take advantage of rapid technological advances.

51%

of employers see technological literacy as a core skill.[1]

45%

listed AI and Big Data as core skills (up 17 percentage points vs. 2023).[1]

36%

of the core skills European workers need will change by 2030.[1]

Durable skills are more sought after

Skills like analytical thinking, empathy, and creativity are just as critical to success as technical literacy and digital skills.

22%

Leadership and social influence[1]

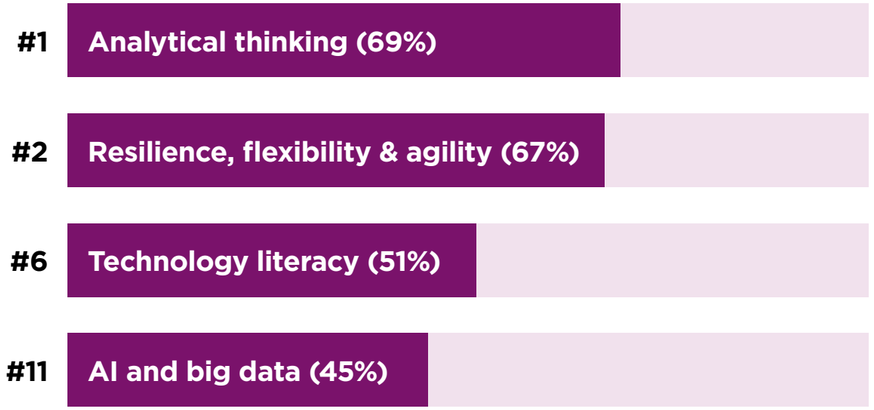
17%

Resilience, flexibility, and agility[1]

(Increase in percentage points in 2025 vs. 2023)



How employers ranked core skills in 2025[1]



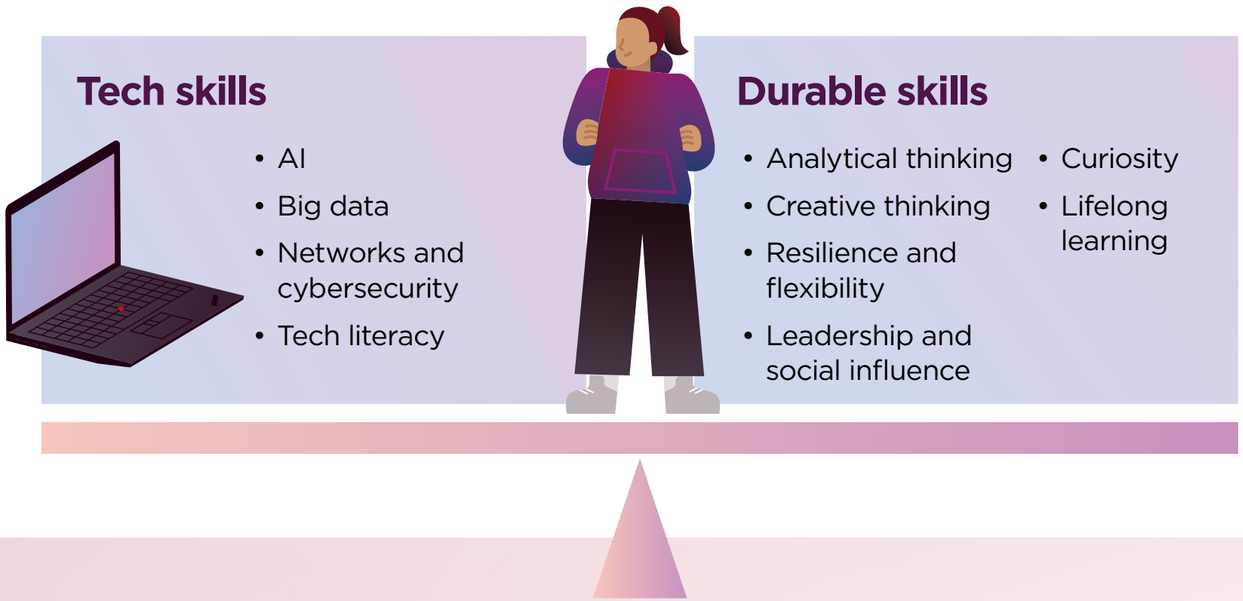
> “Every role now requires an unprecedented 50-50 balance of technical and human capabilities.”
>
> Cornerstone 2026 Skills Economy Report

Striking the balance between technical and durable skills

Educators have a new challenge: integrating digital and AI literacy into the curriculum while fostering creativity, resilience, critical thinking, and the other skills students will need.

Against the backdrop of the **cognitive offloading effect** in which overreliance on AI has the potential to erode these vital skills, educators will need to tread carefully in order to develop both technical and durable skills in tandem.

The mix of missing skills



Six shifts that can help:

Shift focus from the outputs of learning to the process of learning.

Increase opportunities for open-ended, self-directed tasks that make space for creativity, problem solving, and collaboration.

Focus on boosting AI literacy for both students and educators.

Explore opportunities to assess learners' understanding through performance tasks.

Draw on initiatives like Intel® Skills for Innovation, a global program designed to help educators embed future workforce skills into everyday teaching and learning.

Education in the age of augmentation

The World Economic Forum has outlined four scenarios[2] for how AI and talent trends might shape the future of jobs by 2030.

Two scenarios, ‘Co-pilot Economy’ and ‘Supercharged Progress’, describe the rise of human-machine collaboration that becomes possible when AI capabilities and employees’ skills increase in step.

The world has entered an age of augmentation. In this new era, learners who can combine AI capabilities with human competencies will come out on top.

> “AI is moving from experimentation to the core of operations. […] The opportunity lies in building augmented organizations where human judgment and creativity are amplified by AI.”[2]
>
> Gunter Beitinger, SVP Manufacturing and Head of Factory Digitalization, Siemens

Where mind meets machine

In this world of work, organizations will reshape processes, products, and technologies so that AI enhances human work, rather than replacing it. This change will take workers who are both fluent in AI and emerging technologies, and also skilled in the analytical thinking, mental agility, and creativity needed to understand and reimagine complex processes and systems.



42%

of work tasks

in Austria are set to be augmented by technology by 2030.[1]

Enhancing teaching and learning

Of course, educators are part of this age of augmentation too. The question is: can teaching itself be enhanced by AI?

While general-purpose AI does not automatically improve learning, there is growing evidence[3] that, when used with pedagogical intent, AI can improve learning and foster skills like critical thinking, creativity, and collaboration. OECD’s Digital Education Outlook 2026 also shows that less experienced teachers can use educational GenAI to improve the quality of their teaching and outcomes for students.[1]

When teachers’ expertise is combined with AI tools, it can amplify their impact and deliver benefits far beyond what either can achieve alone.

Building on success

As they get more experienced at augmenting their own strengths and expertise with AI, educators will be in a stronger position to guide students on how to use AI to enhance their learning.

CASE STUDY

Smarter technology. Stronger teaching.

At Francis Holland Schools Trust in London, Lenovo AI PCs and the Intel® Skills for Innovation program supported the schools' innovation goals. Through hands-on professional development, teachers built confidence and deepened their skills in using AI purposefully, so they could personalize learning and save time that they could reinvest in students.

The result? Stronger teaching practice, greater efficiency, and a growing culture of experimentation with emerging technologies.

> "Innovation, to us, means empowering our staff to be experimental, to be forward thinking, and setting up our girls for the future."

Eleanor Chapman,
Assistant Head, Teaching & Learning,
Francis Holland Schools Trust



Get the full story

The upward skills spiral

The skills learned in school are no longer the end of the story. Since the 1980s, employers have been upskilling employees, but in the era of augmentation, upskilling has no end point.

As technology emerges and advances at an incredible pace, workers will need to sustain an upward spiral of continuous curiosity and learning throughout their whole careers. Therefore, educators must focus not only on developing lifelong learners, but also on becoming lifelong learners themselves.

Learning to learn

In a world where learning must extend far beyond the classroom, educators have an essential role to play in ensuring that this generation becomes exceptional, not only at learning content, but also at learning how to learn.

By making space for young people to strengthen their creativity, problem solving, and intrinsic motivation, educators will be able to support learners to become flexible, agile, and ready to adapt to whatever technological shifts the future holds.

85%
of employers anticipate upskilling their workforce between 2025-2030.[1]

85%
of Belgian firms plan to invest in reskilling and upskilling.[1]

70%
of organizations plan to hire new staff with emerging in-demand skills.[1]



The rules of employability have changed

Across the globe, job markets are set to become increasingly competitive. Some geographies and industries are grappling with aging workforces while others may see cooling job markets and population growth outpacing job creation.

69%

of respondents plan to recruit talent skilled in AI tool design and enhancement.[1]

62%

plan to focus on hiring those with skills to work with AI.[1]

93%

of German businesses expect AI and information processing to transform their operations.[1]

Employers are paying more attention to skills

Employers are, of course, increasingly looking for applicants with skills in AI. But the Future of Jobs report found that companies' focus is also shifting towards hiring for skills and competencies, rather than relying solely on education and qualifications.

For learners to thrive in a competitive job market, they must go beyond acquiring knowledge and focus on what they can do with it. This means developing the ability to work with AI and emerging technologies, alongside uniquely durable skills like critical thinking, empathy, and communication.

48%

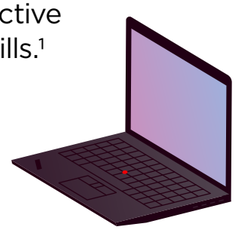
of employers assess skills when hiring.[1]

Only **4%**

of companies do not assess prospective employees' skills.[1]

34%

of companies plan to use psychometric testing.[1]



Spotlight on: Denmark

Employers are increasingly focused on skills in AI and big data, and networks and cybersecurity, as well as curiosity and lifelong learning.[1]

> "Practical skills and cognitive abilities may be more indicative of future job performance than formal educational qualifications."
>
> Future of Jobs Report 2025, World Economic Forum, 2025

Now is the time to turn insight into action

Educators are uniquely placed to equip learners with the skills they need to succeed in a world of work that has shifted to become almost unrecognizable. When time, bandwidth, and resources are already taxed, knowing where to start can be overwhelming.



Two small steps that can change the future

1. Put AI literacy within reach

To equip students with technical knowledge, skills, and attitudes, teachers and learners need ready access to new technologies and the related concepts. This is why Lenovo and Intel are working together to provide powerful AI-ready PCs for educators, empowering them to use the technologies that will define the future.

2. Give educators a clear path forward

For educators looking to provide learners with the right blend of skills, Intel® Skills for Innovation offers a structured, practical framework. It gives clear steps for integrating AI into lessons while also developing essential durable skills, so this shift becomes actionable, not overwhelming.

Supercharging instruction and AI literacy

Lake Travis Independent School District gave educators access to innovative AI tools via devices powered by Intel® Core™ 5 processors, boosting confidence with AI and freeing time for high-impact interactions with students.

> **This pilot has put jet fuel in my rocket in terms of how I've come forward. It brings me a sense of confidence."** [4]
>
> Robin Ver Steeg, Language Arts Teacher, Hudson Bend Middle School

What is Intel® Skills for Innovation?

Intel® Skills for Innovation is a global initiative underpinned by Lenovo hardware and designed to help educators embed future workforce skills into everyday teaching and learning. It provides:

- A structured framework for innovation-driven education.
- 80+ hours of professional development for educators.
- Ready-to-use lesson starter packs and classroom resources.

About Intel® Skills for Innovation

Set up learners for success

Learn how Lenovo and Intel are bringing AI into education and find out how educators can equip learning environments to better support students' skills and future success.

Explore the possibilities

Our commitment to AI for Good

See how **Lenovo is investing in AI for Good** and explore the education partnerships and programs making smarter AI work for everyone.

- **Lenovo is a UNESCO Digital Transformation Partner**
- **Lenovo joins the ITU AI Skills Coalition**
- **Lenovo and partners strengthen AI literacy with AI Innovator Studio and Challenge**

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1 Future of Jobs Report 2025, World Economic Forum, 2025
2 The future of jobs: 6 decision-makers on AI and talent strategies, World Economic Forum, 2026
3 OECD Digital Education Outlook 2026, OECD, 2026
4 https://www.lenovo.com/us/en/case-studies-customer-success-stories/lake-travis-independent-school-district

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Smarter technology for all

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