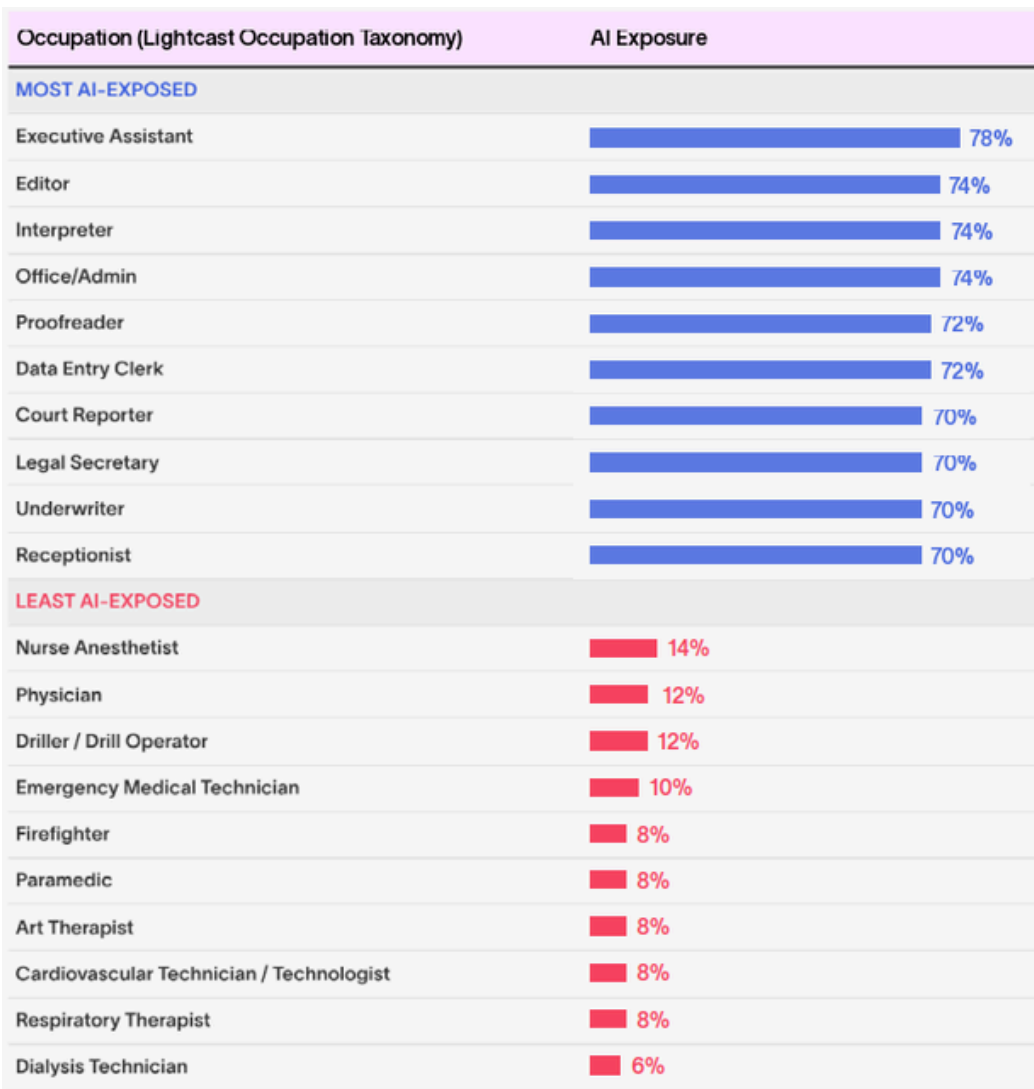


## Rapid Change in the Job Market

The 2026 job market is changing at an unprecedented rate. From record earnings to record layoffs, artificial intelligence is reshaping the global economy and impacting the labor market. Between 2021 and 2024, one third of skills seen in the average job changed, due in large part to the rapid implementation of automation and artificial intelligence in the workplace. This rate of change is showing little sign of slowing down and will most likely continue accelerating.

## Industry Impact



While some amount of change can be seen across all industries, not all industries are being affected equally. Information technology, marketing, and design are some of the industries that have been most significantly impacted.

These industries, which were already rapidly evolving, are now seeing even more extreme rates of change. Conversely, industries such as Hospitality and Healthcare have seen the lowest rates of AI adoption.

The Industries facing the most severe labor shortages are seeing the lowest rates of AI adoption. This is likely due to AI investment in the industries where the return is the highest, not where it is needed the most.

**Above chart shows the percent of skills affected by AI in a specific occupation**

## How are Skills Being Impacted?

The sectors that are highly exposed to AI are facing accelerating skills obsolescence at a rate that is outpacing the traditional training cycles we have become familiar with.

The technologies being introduced are changing faster than the labor market is able to adapt. Because of this, universities and other education institutions may not be able to predict the technical skills that students will need to be marketable in the workforce.

If educators try teaching application specific skills it is very likely that those skills will soon be outdated.

**The skills most in demand in AI jobs are still overwhelmingly human.**

The Top 10 Skills Most Frequently Mentioned in AI Jobs

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1. Communication

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2. Artificial Intelligence (AI Skill)

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3. Management

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4. Operations

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5. Leadership

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6. Research

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7. Machine Learning (AI Skill)

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8. Customer Service

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9. Writing

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10. Problem Solving

## Conclusion

The solution to navigating the rapidly changing labor market is most likely not a push towards mastering specific tools, such as ChatGPT or Claude, but rather prioritizing adaptability to effectively navigate these rapid changes. Even within the AI industry, eight of the top ten most common skills seen in job postings are soft skills such as analytical reasoning, communication ability, and collaborative capacity. This implies that an individual's approach towards working with AI is more valuable than that individual's current set of skills with any one application. In today's constantly evolving economy individuals and organizations must prepare for a labor market where AI's impact can be seen across all sectors.

## Works Cited

**Crofoot, Elizabeth, et al. Lightcast, Moscow, Idaho, 2026, pp. 1-82, Fault Lines.**