

Skills-First Employability in the Age of AI



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Linked 



1.3Bn+

Members



69M+

Companies



200+

Countries
& Territories



63M+

Decision
Makers



50M+

Job seeker/
Week



41K

Skills

Our partners are mapping the global economy



Q How many people in the Tobacco Manufacturing business are there on LinkedIn in The Dominican Republic?

A 3,384+

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Q How many Coffee makers are there on LinkedIn in The Dominican Republic?

A 651+

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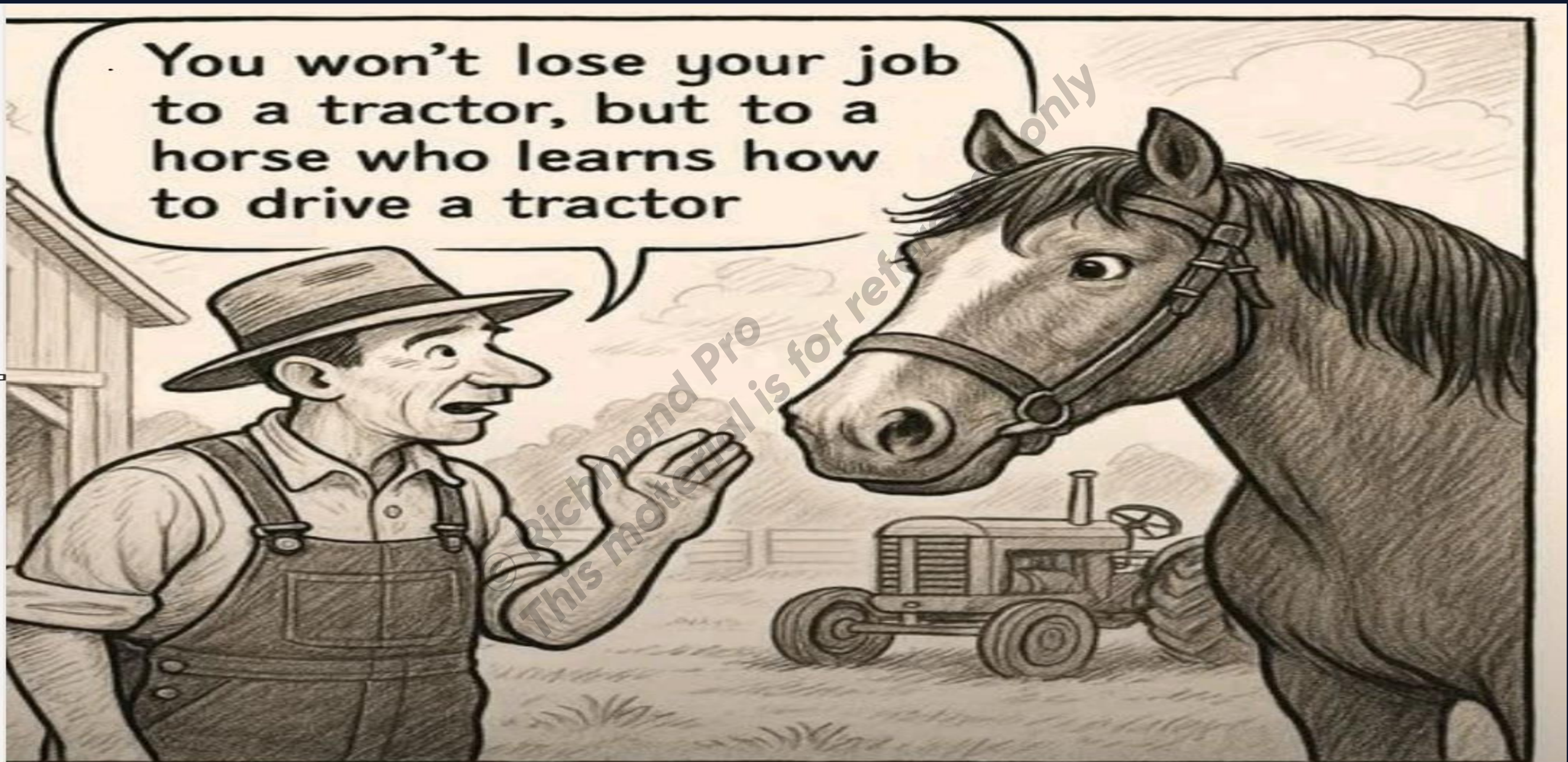
The Labour Market Reset

AI Rewriting Work

Skills & Learning Agility

Preparing for the future of work....

You won't lose your job to a tractor, but to a horse who learns how to drive a tractor



The Labour Market Reset

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1

The emergence of the relationship economy: From IQ to CQ

1800 - 1950

Goods Economy



(physical skills)

1950 - 2000

Knowledge Economy



(intellectual skills)

2000 - *ongoing*

Relationship Economy



(social & human skills)

The global labour market shows low hiring momentum

% Change in Hiring Today vs. Last Year

By country

UAE	3.2
Israel	0.9
Ireland	-7.2
United Kingdom	-10.1
Spain	-13.8
Sweden	-14.5
Germany	-15.6
Italy	-16.3
Netherlands	-16.8
Brazil	-17.4
France	-17.7
Mexico	-20.6

Labour market momentum is confined to a few markets – including UAE & Israel

AI Rewriting Work

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2

Technology adoption is driving divergent workforce strategies

43%

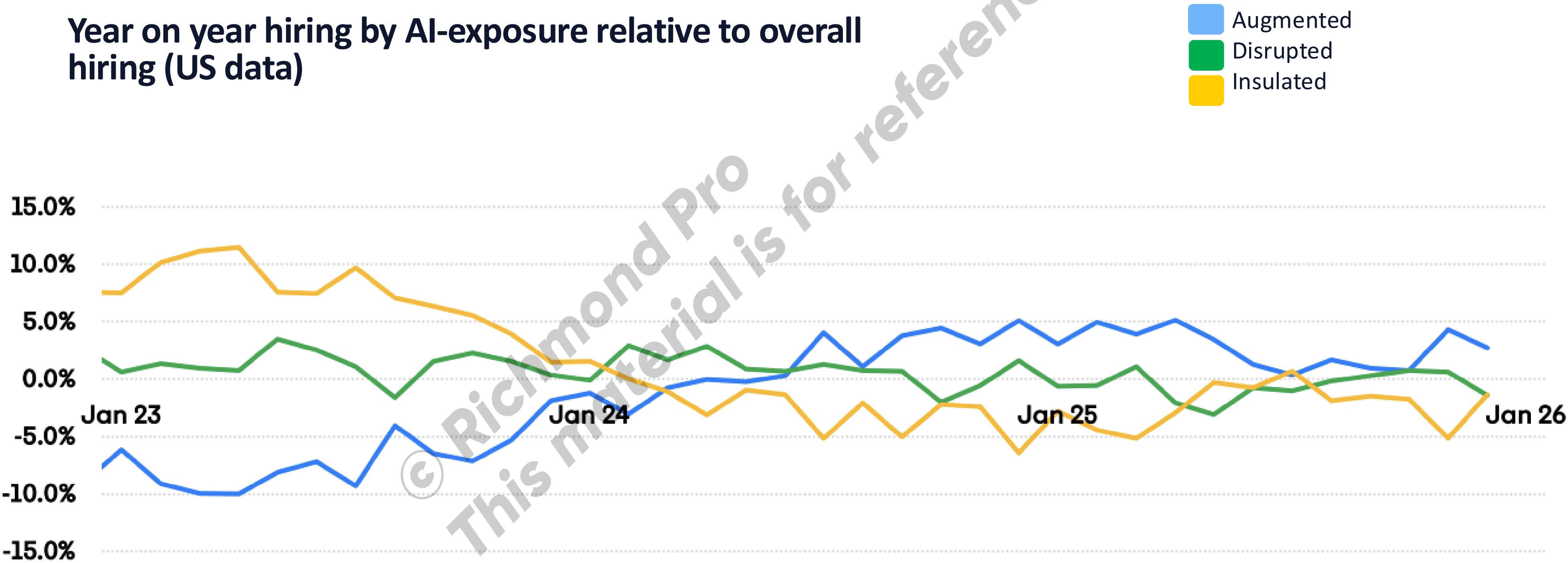
reduced their
workforce

34%

plan to expand their
workforce

Hiring is shifting toward AI-augmented roles that combine technical and human-centric skills

Year on year hiring by AI-exposure relative to overall hiring (US data)



Skills & Learning Agility

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3

70%

of LinkedIn
member skills are
expected to change
by 2030



The pace of skills
change will continue
to be the main driver
in the talent
marketplace

70% of global executive say the pace of change at work
is speeding up

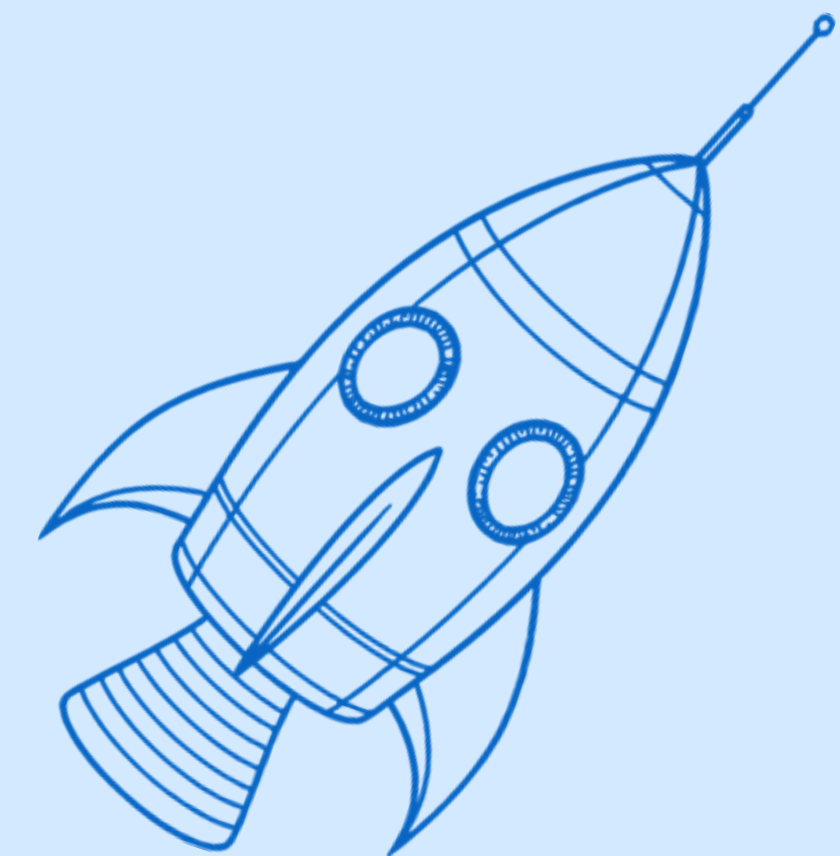
64% of professionals globally are overwhelmed by how
quicky their jobs are changing

68% of US roles from LinkedIn's Jobs of Rise 2024 didn't
exist 20 years ago

Talent Velocity

noun

An organisation's ability to see its skills, build or acquire what's needed, and mobilize talent in real time — to get ahead of market demands.



89%

of CPOs foresee a fundamental shift in how work is organised, moving away from fixed roles to skills-based, project-led structures

Persuasion Ability

Decision-Making

Storytelling

People Skills

Communication

Teamwork

Empathy

Adaptability

Emotional Intelligence

Creativity



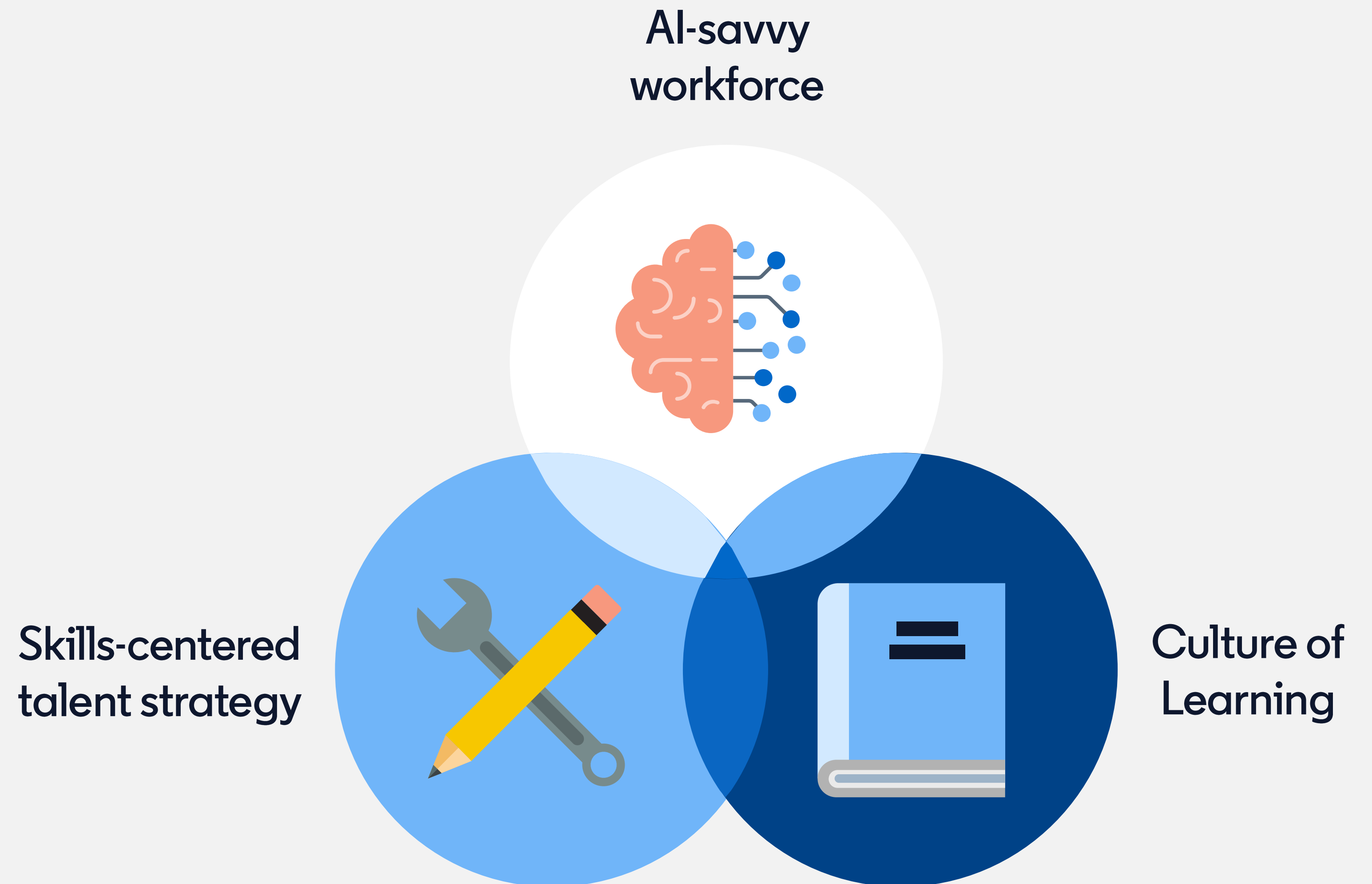
Understand the skills you have and the gaps emerging

Build the systems that help people learn faster

Mobilize talent more dynamically across roles, teams, and projects

Intersecting components of the Future of work

Three inter-dependent, intersecting pillars will define the future of work



Essential skills required to thrive in the Future of Work

Cognitive Skills

- Critical Thinking
- Communication
- Mental Flexibility
- Planning and Ways of working

Self-Leadership

- Self-awareness
- Entrepreneurship
- Curiosity and lifelong learning
- Resilience and Agility

Interpersonal

- Developing Relationships
- Mobilizing Teams
- Effective Teamwork
- Teaching and active listening

Digital

- Digital Fluency
- Software use and development
- Understanding digital systems
- Design and user experience

Thank You.



Seamus Clancy

Head of Public Sector, Healthcare
& NFP Sales at LinkedIn EMEA & ...

