

Trend and Predictions Source summary (Top 20 Publications)

Report	Source	Key Findings	Predictions (3–5 years)
World Economic Forum – <i>Future of Jobs Report 2025</i>	World Economic Forum – Future of Jobs Report	Global employer survey showing AI, demographic shifts and the green transition reshaping work.	AI capability, analytical thinking and adaptability become universal employability skills.
Lightcast – <i>Fault Lines 2026</i>	Lightcast Research Library	AI, geopolitics and labour shortages are simultaneously reshaping labour markets. Only a small proportion of AI workers have AI degrees.	Universities shift from qualification providers to capability builders with stronger lifelong learning and employer partnerships.
LinkedIn – Workforce Report / Economic Graph	LinkedIn Economic Graph Research	Hiring patterns, skills demand and labour mobility based on LinkedIn's global dataset.	Skills-first recruitment accelerates and career mobility increases.
Microsoft – <i>Work Trend Index 2025</i>	Microsoft Work Trend Index	AI becomes a workplace teammate and organisations redesign work around human–AI collaboration.	AI literacy becomes as fundamental as digital literacy.
OECD – <i>Employment Outlook 2025</i>	OECD Employment Outlook	Long-term demographic and productivity challenges across developed economies.	Continuous upskilling becomes a permanent feature of careers.
Randstad – <i>Workmonitor 2026: The Great Workforce Adaptation</i>	Randstad Workmonitor Reports	Employers increasingly value demonstrated capability over credentials.	Entry-level recruitment changes significantly as AI automates routine work.

World Economic Forum – Skills Outlook (Future of Jobs)	WEF Skills Outlook	Human skills remain durable despite automation.	Creativity, resilience and communication become increasingly valuable.
Jobs and Skills Australia – <i>Jobs and Skills Report 2025</i>	Jobs and Skills Australia Publications	Strong labour shortages across engineering, health, ICT and construction.	Australian demand continues to attract NZ graduates.
MBIE – Long-term Insights / Occupation Outlook	MBIE Labour Market Information	NZ-specific workforce forecasts and occupation trends.	Ongoing shortages in health, infrastructure, education and advanced manufacturing.
McKinsey Global Institute – <i>Superagency in the Workplace</i>	McKinsey AI Insights	AI changes tasks more than occupations.	Jobs evolve rather than disappear, requiring continual reskilling.
Deloitte – <i>Global Human Capital Trends</i>	Deloitte Human Capital Trends	Organisations increasingly value adaptability, curiosity and learning cultures.	Learning agility outweighs narrow technical expertise.
PwC – <i>Global Workforce Hopes & Fears / AI Jobs Barometer</i>	PwC AI Jobs Barometer	AI adoption is associated with higher productivity and changing workforce expectations.	Career progression becomes increasingly non-linear.
Burning Glass Institute / Lightcast – Skills Reports	Burning Glass Institute Research	Rapid growth of hybrid occupations requiring technical and human skills.	Degrees become more modular and interdisciplinary.
International Labour Organization – <i>World</i>	ILO Employment Outlook	Global employment trends, labour shortages and demographic change.	Transferable skills become increasingly important.

<i>Employment and Social Outlook</i>			
Gartner – Future of Work Research	Gartner Future of Work	Organisations redesign work around capabilities rather than job titles.	Internal talent marketplaces become commonplace.
Harvard Business Review – Future of Work Collection	Harvard Business Review – Future of Work	Synthesises leading organisational research into workplace transformation.	AI-enabled leadership and human judgement become competitive advantages.
Gallup – Workplace Research	Gallup Workplace Insights	Engagement, wellbeing and management quality remain critical to productivity.	Managers increasingly act as coaches rather than supervisors.
Universities Australia – Graduate Outcomes Survey	Graduate Outcomes Survey (QILT)	Graduate employment and salary outcomes across Australian universities.	Work-integrated learning continues to correlate strongly with employment success.
QS – Global Employer Survey	QS Employer Insights	Global employer expectations of university graduates.	Communication, adaptability and digital capability continue to outrank GPA.
NACE – <i>Job Outlook</i>	NACE Job Outlook Research	Graduate recruitment trends and employer hiring intentions in North America.	Competency-based hiring and internships continue to gain importance.