

NAVIGATING AI-DRIVEN SKILL CHANGE

A Comparative Analysis of Seven Job Roles in Singapore and United States Labour Markets

WHY THIS MATTERS?



40-60%

of global employment will be impacted by AI

The International Monetary Fund estimate



+7%

potential increase in global GDP, nearly US\$7 trillion, with significant productivity gains

AI is not just automating jobs. It is changing how work is designed and how skills are built.

WHAT IS CHANGING?

AI is increasingly integrated into tools and workflows rather than treated as a standalone skill.

The study found that explicit AI skills signaling remain concentrated within a limited set of occupations, but such signaling declined in the post-GAI period.

Hiring practices are evolving to place greater value on practical experience

As the share of entry-level roles in job postings has declined modestly in applied fields, this reinforces the importance of equipping young entrants with industry-relevant skills and meaningful applied exposure before and during labour market entry.

Skill requirements are changing faster in Singapore than in the United States.

This shortens the window for firms and workers to adapt, and increasing the urgency for continuous skills development and agile job design.

Employers across Singapore and United States are increasingly prioritising similar skills and capabilities.

As skill requirements in both markets become more similar, competition for talent intensifies and differentiation will increasingly rest on how organisations nurture, apply, and reward skills.

WHY DOES IT MEAN FOR MY ORGANISATION?



Adopt a skills-first workforce strategy to improve agility and alignment with evolving business needs



Embed continuous, work-integrated learning to keep pace with rapid skill change



Redesign work using a human-centric approach to optimise the value of AI-human collaboration



Strengthen entry-level pathways to build talent pipeline and support long-term capability building



Proactively identify and address skill gaps through data-driven workforce planning



Place emphasis on how skills are developed, deployed, and rewarded, rather than technology adoption alone



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