

# YOUR CAREER > YOUR FUTURE

## Career Experts Group Monthly Newsletter

Newsletter Editor: [Denise Bitler](#)

"New Year — a new chapter,  
new verse, or just the same old  
story? Ultimately we write it.  
The choice is ours."  
— Alex Morritt



### Building on the Momentum: A Deeper Dive into 2025's Career Landscape

Last month, we introduced five transformative trends poised to reshape our professional landscape in 2025. Your enthusiastic response and requests for more in-depth exploration have inspired us to dedicate this month's newsletter to a comprehensive analysis of each trend.

In this expanded edition, we'll take a deep dive into the AI revolution's impact on work and hiring, the shifting dynamics between white-collar and new-collar careers, the unprecedented five-generation workforce, the evolution of workplace mental health support, and the surge in career opportunities in the sustainability sector.

Understanding these trends isn't just about staying informed – it's about preparing for success in an evolving workplace. Each article offers practical insights and actionable strategies to help you leverage these changes, whether you're planning a career transition or strengthening your current position.

Join us as we explore how these interconnected trends are creating new possibilities across all sectors.

For more career-focused information, insights, and inspiration, follow the Career Experts Group website at [www.careerexpertsgroup.com](http://www.careerexpertsgroup.com).

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## NEWSLETTER HIGHLIGHTS

### Top Career Trends for 2025

#### Overview - Five Forces Shaping Tomorrow's Workplace

#### AI in Recruiting and Job Search: Navigating the Future of Talent Acquisition

#### New-Collar Jobs: Blurring the Lines Between White- and Blue-Collar Positions

#### Age Diversity in the U.S. Workforce: A Global Perspective

#### The State of Mental Health in the Workplace

#### Your Path to a Climate Career: A Practical Guide

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## TOP CAREER TRENDS OF 2025 OVERVIEW: FIVE FORCES SHAPING TOMORROW'S WORKPLACE

by [Denise Bitler](#)

The workplace continues to evolve at an unprecedented pace, driven by technological innovation, demographic shifts, and global challenges. This month, we're taking you behind the headlines to explore five critical trends that are fundamentally transforming how we work, hire, and build careers.

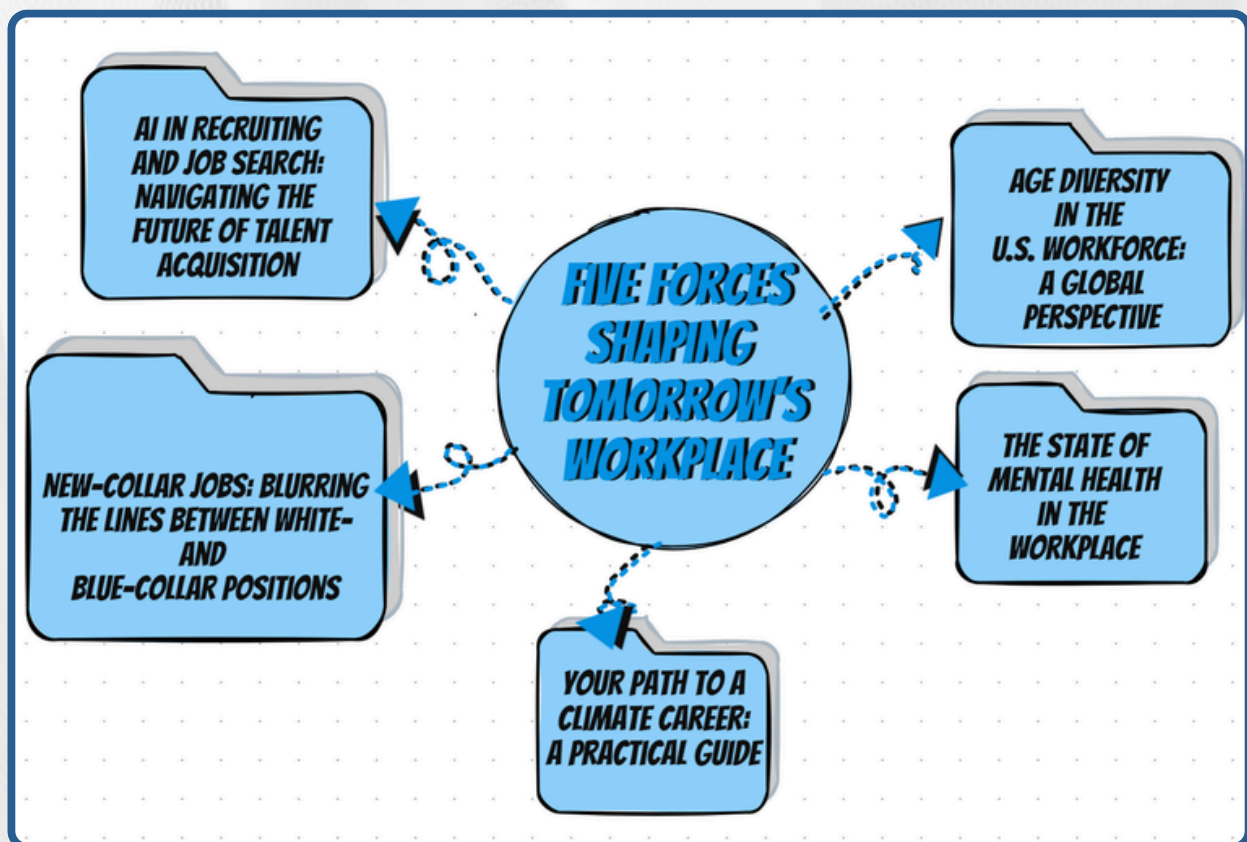
Our first article examines how AI is revolutionizing both sides of the hiring equation. From AI-driven recruitment tools to ways that job seekers can leverage artificial intelligence for career advancement, discover how to navigate this technological transformation while maintaining authentic human connection.

Next, we challenge traditional career path assumptions, exploring why the lines between white-collar and new-collar work are blurring, and what this means for education, training, and career planning. We'll examine how skills-based hiring is replacing degree requirements, and why traditional blue-collar roles now offer greater stability than their white-collar counterparts.

Our third piece investigates the unique dynamics of our five-generation workforce, offering strategies for turning age diversity into a competitive advantage. Following this, we delve into the evolution of workplace mental health support, exploring how companies are moving beyond basic Employee Assistance Programs to create truly supportive work environments.

Finally, we explore the booming sustainability sector, where opportunities extend far beyond technical roles. Learn how professionals from all backgrounds can translate their existing expertise into meaningful careers in the green economy.

Let's explore how these interconnected forces are reshaping the world of work – and how you can leverage these trends to your professional advantage.



## AI IN RECRUITING AND JOB SEARCH: NAVIGATING THE FUTURE OF TALENT ACQUISITION

by [Jeanne Stoner](#)

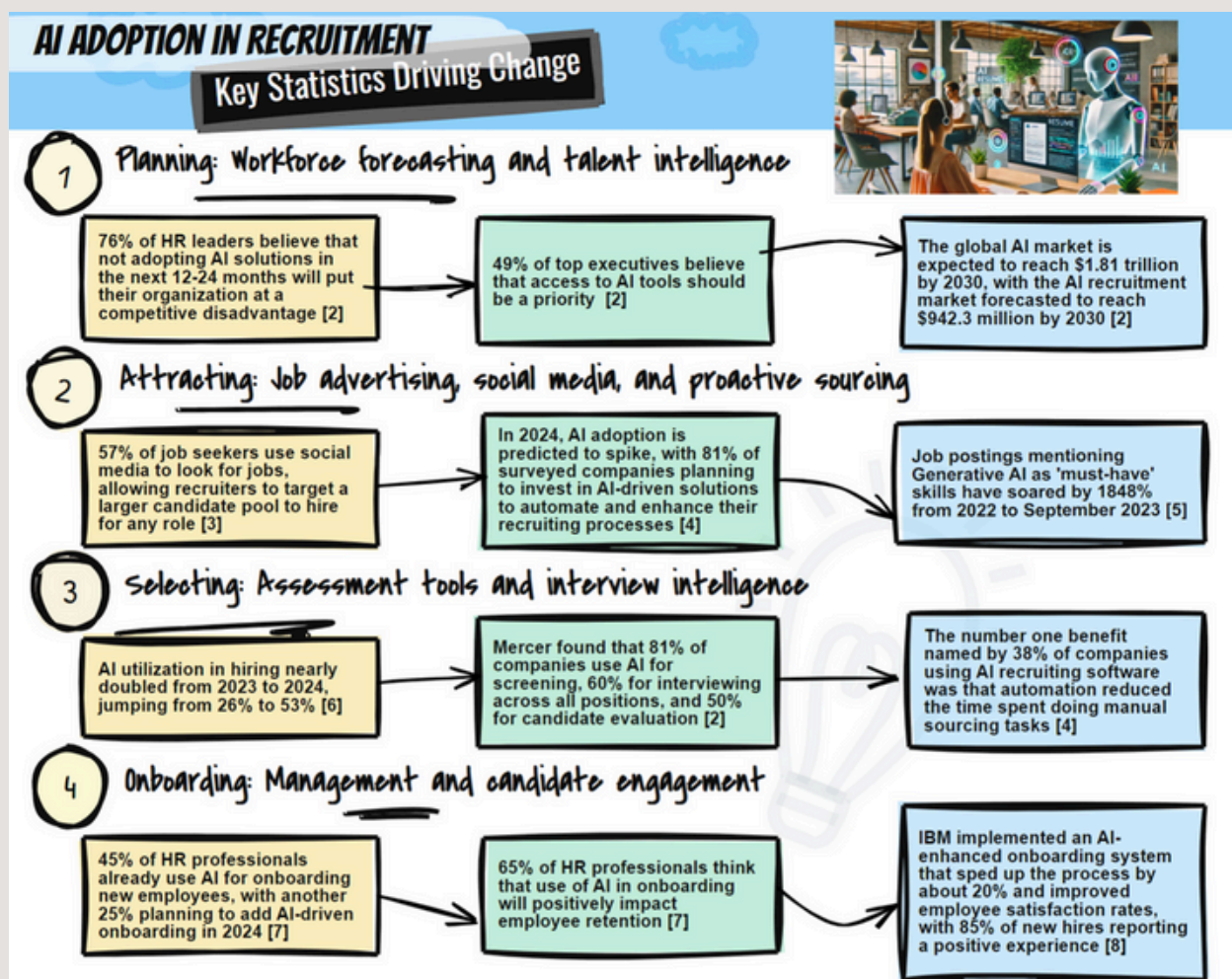
The landscape of recruiting and job searching is undergoing a profound transformation, driven by the rapid advancement of artificial intelligence (AI) technologies. The AI revolution is like the advent of the personal computer; just as the invention of the PC rapidly transformed business operations, today's workforce faces similar challenges and opportunities with AI. In fact, a 2023 Gartner survey shows that 76% of HR leaders believe that implementing an AI strategy – particularly one focused on generative AI – must happen within the next two years to remain competitive. [1]

The key takeaway? Adapting to change is critical. By embracing AI tools, job seekers can significantly enhance their marketability and accelerate their job search.

### AI ADOPTION IN RECRUITMENT

The landscape of recruitment is undergoing a dramatic change, driven by the rapid adoption of AI technologies. As organizations strive to streamline their hiring processes and gain a competitive edge in talent acquisition, AI has emerged as a powerful tool to enhance efficiency and effectiveness. This shift toward AI-powered recruitment is not just a trend, it is a necessity in today's fast-paced job market.

Recent statistics paint a compelling picture of AI's growing influence in recruitment, revealing significant changes in adoption rates, usage patterns, and future projections. AI tools are being implemented across four key recruitment processes:



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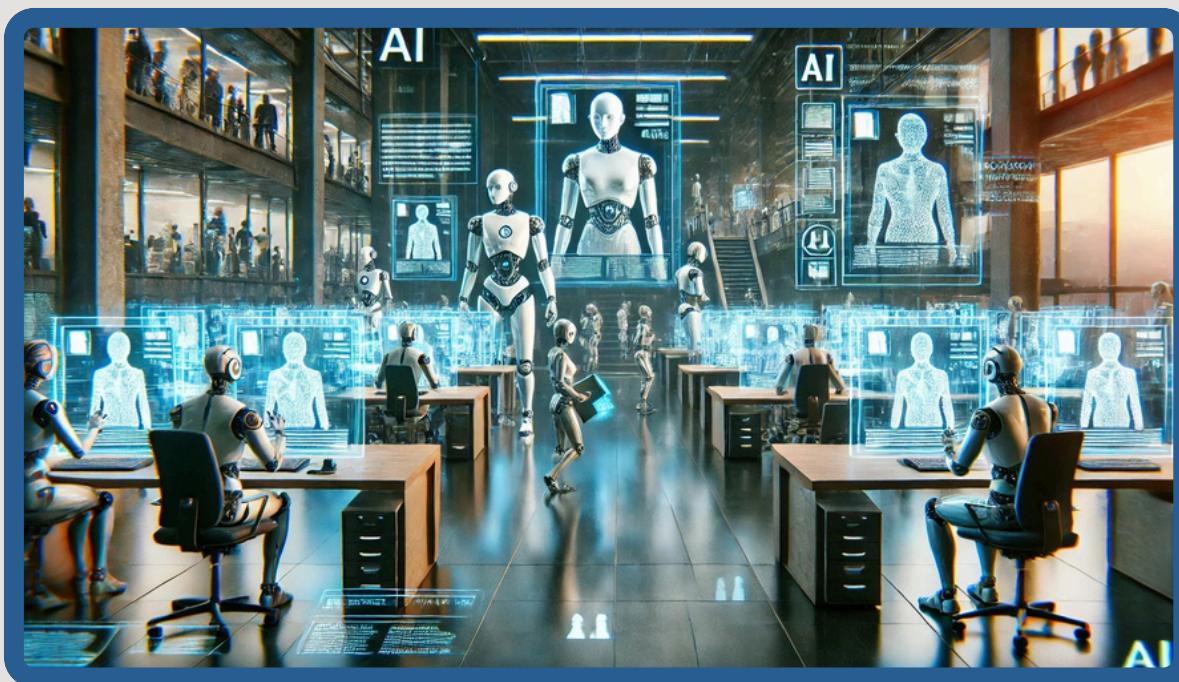
## AI IN RECRUITING AND JOB SEARCH, CONTINUED

## CAREER EXPERTS GROUP AI RESOURCES

Here are a few useful actions you can take to improve the efficiency and effectiveness of your job search using comprehensive Resource Guides created by the Career Experts Group.

- Resume, Interview, and Job Search prompts from the [Career AI Prompts Resource Guide](#):
  - Embrace AI tools and prompts for company research and career development (pages 7 and 8).
  - Optimize Your Resume for AI Screening by customizing a resume for a specific job (page 13).
  - Prepare for job interviews and learn how to negotiate your salary like a pro (page 16).
- AI Literacy programs featured in the [Lifelong Learning Resources Guide](#)

Integrating AI in recruiting and job search is a fundamental shift in how the talent acquisition process operates. By staying informed, adaptable, and proactive, job seekers can harness the power of AI to enhance the job search process.



## REFERENCES

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- [2] Carv, [43 AI Recruitment Statistics for Recruiters and Staffing Agencies \[2024\]](#)
- [3] Qureos, [15+ Social Media Recruitment Statistics You Have to Know](#), December 4, 2024
- [4] SmartRecruiters, [44 Statistics on AI in Recruitment for 2024](#), March 24, 2024
- [5] Recruit CRM, [25 job marketing statistics every recruiter should keep tabs on in 2024](#)
- [6] eWeek, [53% Surge in AI Recruitment Adoption: Key Findings from HR Research Institute](#), December 18, 2024
- [7] Backlinko, [12 Employee Onboarding Statistics](#), September 24, 2024
- [8] Psico-smart, [The Impact of AI on Onboarding Management Systems: Enhancing Employee Experience](#), August 28, 2024



## NEW-COLLAR JOBS: BLURRING THE LINES BETWEEN WHITE- AND BLUE-COLLAR POSITIONS

by [Deb Squire](#)

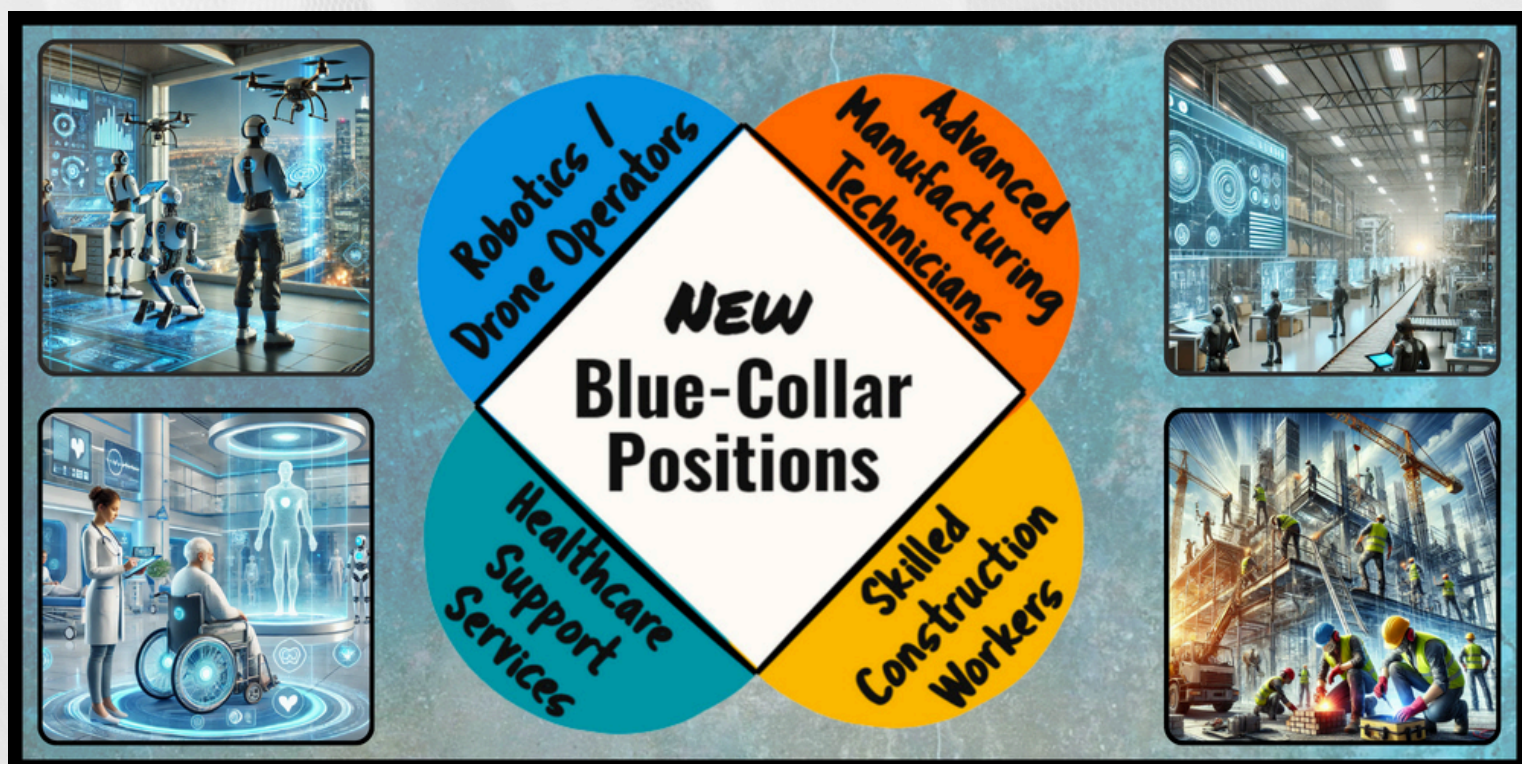
Heading into 2025, the lines between white-collar positions and blue-collar positions have become extremely blurred due to advancing technology, the integration of Artificial Intelligence (AI), and the increasing demand for skilled-based workers.

The term "new-collar jobs" refers to roles that emphasize skills over a traditional college degree. The concept was popularized by IBM's former CEO Ginni Rometty to address the growing demand for skilled workers in the tech industry. The concept has since expanded into a broad spectrum of positions in nearly every occupation and field, many of which incorporate AI skills and technology. This includes roles formerly labeled as blue-collar, challenging the outdated perception that they are low-paying, labor-intensive, and low-skilled jobs.

New-collar roles rely on specialized skills and technological or mechanical expertise, blended with soft skills like critical thinking, as well as practical knowledge. Instead of a college degree, these positions usually require specialized training achieved through apprenticeships, on-the-job training, and specialized programs frequently offered at vocational and community colleges. Because of the high demand for these skills, funding is often available to gain certifications with minimal financial outlay and time investment.

The average hourly wage for new-collar workers in the United States is around \$25.69. [1] Technology has significantly transformed how work gets done, particularly in fields traditionally considered to be blue-collar, such as construction, manufacturing, agriculture, transportation, maintenance, and environmental.

The graphic below shows some of the new-collar positions that are gaining prominence [2] :





## NEW-COLLAR JOBS, CONTINUED

The U.S. job market is experiencing a clear dichotomy: white-collar jobs are facing a possible recession with significant layoffs and higher unemployment rates, while new-collar jobs continue to thrive with increasing growth and demand.

How can you be ready for the new job landscape? Your skills and knowledge need to be more versatile. Think about what fields and technical skills you are interested in. Do you want to learn how to operate a drone or a 3D printer? Explore opportunities offered by your local vocational and community colleges. Research certifications that are available. Ask AI to generate some suggestions for possibilities. (*See the Resources section below for articles and guides focused on career exploration and professional development.*)

Constantly upgrading your skills and knowledge is YOUR JOB in order to stay marketable in an ever-changing labor market. Be proactive. Do it now.



## REFERENCES

- [1] [Blue Collar Worker Salary: Hourly Rate December 2024 USA](#) - ZipRecruiter.com - December 16, 2024
- [2] [The Future of Blue Collar Jobs: A New Era of Skilled Work](#) - Pepelwerk - December 6, 2024

## CAREER EXPERTS GROUP RESOURCES

- [More Employers are Embracing Skills-Based Hiring](#) - March 2024 Your Career > Your Future Newsletter Article
- [Trends and Tips to Prepare for Skills-Based Hiring](#) - Sept. 2023 Your Career > Your Future Newsletter Article
- [Finding a Good Job Without A College Degree](#) - April 2023 Your Career > Your Future Newsletter Article
- [Lifelong Learning Resources](#) - Resource Guide
- [Career AI Prompts](#) - Resource Guide



## AGE DIVERSITY IN THE U.S. WORKFORCE: A GLOBAL PERSPECTIVE

by [Laura Johnson](#)

### DEMOGRAPHIC LANDSCAPE

The United States is experiencing a significant transformation in workforce demographics, mirroring global trends. For the first time in history, five distinct generations are simultaneously represented in the workplace: the Silent Generation, Baby Boomers, Gen X, Millennials, and Gen Z. This unprecedented generational mix presents both challenges and opportunities for American employers.

In the U.S., the workforce composition has dramatically shifted:

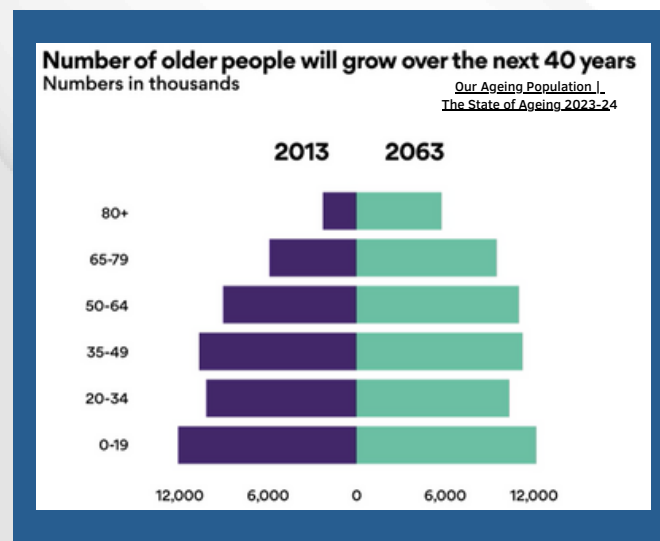
- 54% of the workforce is now over 50 years old.
- Millennials (ages 20-40) represent the second-largest employee group.

These trends are not unique to the U.S. In England, for example, there are currently over 21 million people aged 50 and over, representing 38% of the population. [1]

### GLOBAL AGING TRENDS AND ETHNIC DIVERSITY

The aging workforce is a global phenomenon. In the U.S., we are entering a historic surge, with more than 4.1 million Americans turning 65 each year through 2027. What used to be 10,000 people a day turning 65 is now 11,200+ daily. [1] The U.S. is experiencing increasing diversity among older age groups, with variations across different states and age categories. This trend is mirrored internationally:

- In the UK, there has been an 80% increase in the number of people aged 60 and over among Black, Asian, and minority ethnic backgrounds over the past decade. [1]
- Globally, most ethnic minority groups have younger age profiles, with half of the Black, Asian, and other minority ethnicities aged 29 or younger. [1]
- In response, many countries are extending the upper age boundary of working life to maintain labor force size. [2]



### WORKPLACE AGE DISCRIMINATION

Despite legal protections, age discrimination remains a significant issue in the U.S.:

- 78% of older workers report experiencing or witnessing workplace age discrimination.
- Only 8% of companies currently include age in their diversity and inclusion strategies.

This issue is not unique to the US. Globally, 53% of executives surveyed do not include age in their diversity and inclusion policies. [3]

While the United States leads in legal protections through the Age Discrimination in Employment Act, other countries offer complementary approaches. For example, the United Kingdom's practices include emphasizing comprehensive inclusion strategies, focusing on flexible work arrangements, and promoting cross-generational collaboration.

## AGE DIVERSITY IN THE U.S. WORKFORCE, CONTINUED

## RECRUITMENT AND HIRING

*Innovative Hiring Practices include:*

- Implementing blind (no personal info) hiring techniques
- Using skill-based assessments
- Removing age-related bias from job descriptions
- Actively recruiting workers across all age groups

*Workplace Integration Strategies include:*

- Developing cross-generational mentorship programs
- Creating flexible work arrangements
- Providing age-diversity training
- Facilitating knowledge transfer between generations

*Competitive Advantages of a Diverse Workforce include:*

- Improved organizational performance
- Enhanced problem-solving capabilities
- Increased innovation
- Better team productivity
- Reduced employee turnover



## RECOMMENDED ACTION STEPS FOR EMPLOYERS

1. Audit current HR processes for age-related bias
2. Develop inclusive leadership development programs
3. Create flexible work options for all generations
4. Implement cross-generational mentorship initiatives
5. Measure age diversity metrics systematically



## FUTURE OUTLOOK

Age inclusivity is a strategic imperative for American businesses. As the global workforce continues to age, companies that successfully navigate generational differences will be better positioned to attract top talent, solve complex business challenges, and adapt to rapidly changing market conditions. The ability to understand and navigate the complexities of an age-diverse workforce will be crucial for both job seekers and employers.

Embracing age diversity is not just about fairness — it's a critical strategy for long-term business success in an evolving global workforce landscape. By learning from international experiences and adapting solutions to fit its unique economic and social landscape, the U.S. can strengthen its approach to age diversity and maintain its economic competitiveness on the world stage.

## REFERENCES

- [1] Centre for Ageing Better, [Our Ageing Population | The State of Ageing 2023-24](#)
- [2] BSI Group, [Evolving Together: Flourishing in the Age-Diverse workforce](#)
- [3] AARP, [Global Insights on the Multigenerational Workforce](#)



## THE STATE OF MENTAL HEALTH IN THE WORKPLACE

by [Elyse Pipitone](#)

The World Health Organization (WHO) defines mental health as “a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to his or her community.” [1]

However, numerous research studies show that workplace stress is one of the main contributors to mental health issues, impacting one’s ability to cope or be productive. Among them:

- WHO reports that globally, an estimated 12 billion working days are lost every year to depression and anxiety, resulting in \$1 trillion per year in lost productivity. [2]
- According to the American Psychological Association’s 2024 Work in America Survey, approximately half of workers ages 18 to 45 report experiencing workplace stress. [3]
- Mental Health America’s 2024 workplace wellness research study found that 90% of employees in unhealthy workplaces say that work stress negatively impacts their sleep and their relationships with family and friends. [4]

In response, attitudes about discussing and addressing mental health in the workplace continue to shift. Studies show that employees have a better understanding of what kind of support is helpful to them – and they increasingly expect employers to provide the services and benefits they need for mentally healthier work cultures. [5] This is particularly critical as workplace burnout continues to be an ongoing issue, caused by factors such as unrealistic workloads, a perceived lack of control, insufficient recognition for one’s efforts, and a lack of a supportive community.

Additionally, studies found that marginalized identity groups, including women, Gen Z, Black, Latinx, and LGBTQ+, face disproportionate challenges around mental health in the workplace. Workers whose employers addressed discrimination and bias in hiring and professional growth felt more supported in their identity and more engaged at work.



### HOW EMPLOYERS ARE RESPONDING

To provide support around mental health, employers are expanding their benefits to offer tools like meditation apps and mindfulness programs, and hosting mental health days and awareness campaigns. Some are providing Employee Assistance Programs, while others have developed a “well-being officer” role within their HR departments or created a Mental Health Employee Resource Group [7].

Additionally, several industries have incorporated Mental Health First Aid training [8] for their leadership and HR teams. One such example is the education field, where staff have learned tools to better assess and address students in crisis. Other companies have provided upskilling for managers to increase their knowledge of psychological safety, belonging, and work-life balance.

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## THE STATE OF MENTAL HEALTH IN THE WORKPLACE, CONTINUED

## ACTIONS EMPLOYEES CAN TAKE:

- **Look for Kindness:** Studies show that workers credit kindness at work (both receiving it and giving it) as a resource for coping with stress and increasing productivity. [6]
- **Seek Support from Trusted Colleagues:** Ask for what you need from managers and coworkers you trust. Take advantage of your company's Employee Resource Groups (ERGs) and Employee Assistance Plan (EAP), if these benefits are offered.
- **Prioritize Your Time to Avoid Burnout:** Determine what responsibilities need to be attended to first, and which ones might require additional support. Ask your manager to help you reorder your tasks according to importance. What can you postpone or say "no" to?
- **Take a Break:** Take a walk. If you can't get away from your desk, try a brief guided meditation or grounding technique in your seat.
- **Review** the Resources section below for additional tools and ideas.

As employees continue to seek and expect mental health support, understanding, and respect in the workplace, companies will need to recommit to offering them a sense of safety, community, and a healthy organizational culture.

## REFERENCES

- [1] [Mental health fact sheet](#) – World Health Organization
- [2] [Mental health at work](#) – World Health Organization
- [3] [2024 Work in America Survey: Psychological Safety in the Changing Workplace](#) – American Psychological Association
- [4] [2024 Workplace Wellness Research](#) – Mental Health America
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- [6] [Kindness In The Workplace: Understanding Mental Health Resource Availability and Preferences for Young Workers](#) – Born This Way Foundation
- [7] [How to Form a Mental Health Employee Resource Group](#) – Jen Porter, Bernie Wong and Kelly Greenwood, *Harvard Business Review*, May 21, 2020
- [8] [Mental Health First Aid](#) – National Council for Mental Wellbeing

## RESOURCES

- [988 Suicide and Crisis Lifeline](#) – Using the 988 Lifeline is free, providing judgment-free care. When you call, text, or chat to the 988 Lifeline, your conversation is confidential.
- [List of Top Guided Meditations](#) – *Insight Timer*
- [5-4-3-2-1 grounding technique](#) – *Calm* blog
- [“Ask for What You Need at Work,”](#) *Harvard Business Review*
- [“Saying No at Work: Our Favorite Reads,”](#) *Harvard Business Review*
- [“What is psychological safety at work? Here’s how to start creating it,”](#) American Psychological Association
- [2024 Wellness Policy Toolkit: Mental Wellness](#) – Global Wellness Institute
- [Employee Assistance Programs](#) – Career Experts Group’s Ask the Experts



## YOUR PATH TO A CLIMATE CAREER: A PRACTICAL GUIDE

The climate crisis presents one of humanity's greatest challenges – and with it comes transformative career opportunities. Workers with green skills are being hired at rates significantly above the market average. According to LinkedIn's 2024 Global Green Skills Report, job seekers with green skills are 54.6% more likely to be hired than the overall workforce globally. [1] This hiring advantage is even more pronounced in some countries, with the rate rising to over 80% in the U.S. and Ireland.

The reality is far more encouraging. "Most people have all the skills they need to land a climate job," explains Seth Collins, director of learning at Terra.do [2], a leading climate career transition platform. "What they need is help understanding how to translate their existing skillset and build the right connections."

The key lies in understanding that climate work spans every industry. Whether you're in finance, operations, marketing, or human resources, there's likely a role where your expertise can contribute to climate solutions. Organizations don't just need scientists and engineers – they also need professionals who can help scale solutions, manage teams, build partnerships, and drive adoption.

### KEY TAKEAWAYS FOR MAKING YOUR CLIMATE CAREER TRANSITION

#### 1. Focus on Solutions Over Sectors

- Instead of starting with industry preferences, identify which climate solutions align with your skills and interests.
- Consider areas like renewable energy, sustainable transportation, building efficiency, or supply chain optimization.
- Look for organizations where business success directly correlates with emissions reduction.

#### 2. Leverage Your Existing Skills

- Most climate organizations need help scaling their solutions.
- Core business functions like marketing, sales, operations, and project management are in high demand.
- Frame your experience in terms of how it can help climate solutions reach broader adoption.

#### 3. Build Climate Literacy

- Develop a foundational understanding of climate science and solutions.
- Join climate-focused communities and attend industry events.
- Follow climate tech news and developments in your area of expertise.
- Consider specialized training programs that help bridge the knowledge gap.

#### 4. Take Strategic Action Steps

- Conduct informational interviews with professionals in target roles.
- Look for opportunities to gain relevant experience in your current role.
- Consider fractional or project-based work to build experience.

#### 5. Position Yourself Effectively

- Highlight your mission alignment and commitment to climate action.
- Demonstrate an understanding of the specific challenges in your target area.
- Focus on transferable skills and concrete achievements.
- Don't be deterred by "required" years of climate experience – most candidates are also transitioning.

Organizations across sectors are racing to meet ambitious climate goals, creating demand for talented professionals who can help execute their transitions. Whether you're early in your career or bringing decades of experience, there's likely a path for you to apply your skills to climate solutions. The key is to approach the transition strategically, build the right connections, and clearly communicate how your expertise can help accelerate climate action.

### RESOURCES

[1] LinkedIn, LinkedIn Global Green Skills Report 2024

[2] Terra.do, <https://www.terra.do/>



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**Which Would Impress a Recruiter or Hiring Manager More: ChatGPT-Written Resume or Career Service Provider-Written Resume?**  
By: Denise Bitler  
Resume-Interview Success, LLC



*Master Resume Writer (MRW), Certified Professional Resume Writer (CPRW), Certified Digital Branding Strategist (CDBS), Certified Interview Compensation Negotiations Coach (CICNC), Certified Interview Coach (CIC)*

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**Celebrating Pride Month: Interview with Tom Powner, CEO/COO Career Thinker Inc.**






By: Denise Bitler, Resume-Interview Success, LLC and Laura Johnson, LLEJ Careers

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**Employment Separation Resource Guide**



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"Unstoppable Career Momentum: Your Guide to Reclaiming Your Professional Mojo"