# YOUR CAREER > YOUR FUTURE

Career Experts Group Monthly Newsletter DECEMBER 2024 -

"YOUR CAREER: PAST AND FUTURE"



As we bid farewell to 2024, it's time to reflect on the pivotal moments of this past year and take a peek at emerging trends that will reshape the professional landscape of the future. This special year-end edition of our newsletter is a treasure trove of insights and forecasts, meticulously developed to guide you into 2025 with confidence and clarity.

**Top 5 Career Trends for 2025:** Get ready for the biggest workplace transformations of 2025: how AI is revolutionizing how we work and find jobs; the evolution of traditional white-collar roles; a shift in generational dynamics; an increased focus on workplace mental health; and the rise of sustainability-focused careers shaping our professional future.

**Top Career Experts Group Holiday Self-Care Tips:** Our CEG members share their top strategies for finding moments of peace and rejuvenation during the festive season, from digital detoxes to mindful traditions that help recharge both body and spirit.

**The Year in Review:** Take a retrospective journey through our comprehensive collection of 2024 newsletter articles. This compilation of knowledge spans topics from cutting-edge industry insights to practical skill-building techniques.

**Informational and Instructional Videos:** Enhance your learning experience with our comprehensive selection of YouTube videos. These visual resources are designed to provide deeper insights into career development and industry trends.

Your Ultimate Career Toolkit - Resource Guides: Access a wide array of resources covering AI in Career Development and Job Search; Workplace Rights and Diversity Awareness; Compensation and Benefits; Work-Life Balance; Continuing Education; Alternative Work Options; and Community Engagement and Social Responsibility.

Join us on this reflective journey as we embrace the challenges and opportunities that 2025 promises. Let's gear up for a year of growth, learning, and success!

For more career-focused information, insights, and inspiration, visit the Career Experts Group website at <a href="https://www.careerexpertsgroup.com">www.careerexpertsgroup.com</a>.

We've got you covered wherever you are in your career journey.

Receive "Your Career > Your Future" directly in your email.

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VOLUME 33

# NEWSLETTER HIGHLIGHTS

Newsletter Editor: Denise Bitler

Top Career Trends for 2025

Top CEG Team

Holiday Self-Care Tips
for Your Personal Life,
Career Journey, and
Business Ownership

In Case You Missed It
Links to All 2024
Newsletter Articles

<u>Links to Informative</u> Videos

<u>Links to Career</u> Resource Documents

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LET'S GET TO WORK ON YOUR CAREER

anyone looking to thrive in tomorrow's job market.

by the CEG Team

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## **TOP CAREER TRENDS FOR 2025**

As 2024 draws to a close, the workplace continues to evolve at an unprecedented pace, shaped by technological advances, demographic shifts, and global challenges. Looking ahead to 2025, five critical trends are poised to reshape how we work, hire, and build careers. From the transformative impact of artificial intelligence (AI) to the growing importance of sustainability, these trends reflect a workplace in transition. The convergence of AI innovation, changing workforce demographics, mental health awareness, and climate-focused opportunities creates challenges and possibilities for professionals across all sectors. Understanding these trends is crucial for

## AI IN WORK, HIRING, AND JOB SEARCH

The Fourth Industrial Revolution (4IR) refers to an era of rapid technological advancement characterized by the fusion of digital, physical, and biological systems. These technologies are creating entirely new career paths that are growing and rapidly expanding, such as AI, big data, blockchain forensics, cloud computing, Internet of Things (IoT), augmented virtual reality, biotech, and even forestry.

The Internet of Things (IoT) is a network of physical objects that are connected to the internet and can communicate with each other and the cloud.

Companies are increasingly turning to technology to improve efficiency and address worker shortages across industries. Smart systems and IoT devices are revolutionizing traditional fields like construction and mining, while augmented reality is changing how we approach training and education. The <u>U.S. Bureau of Labor Statistics</u> projects that the cybersecurity sector is expected to grow by 31% between 2019 and 2029. As our world becomes more connected, the workforce must adapt through continuous learning and embrace new technical skills to stay relevant.

AI is fundamentally transforming the recruitment landscape, with <u>81% of surveyed companies planning to invest in AI-driven solutions to enhance their recruiting processes in 2024</u>. These enhancements include the adoption of AI tools in recruitment marketing, video interviews, applicant tracking systems, and many others. Job seekers can use AI for research, interview preparation, and writing enhancements, treating AI outputs as first drafts rather than final products.

The future of successful job-seeking lies in developing AI literacy while continuing to invest in practical skills that AI cannot replicate. Job seekers are encouraged to stay informed about new AI tools and industry best practices while focusing on skills-based development. The goal is to adapt and thrive, using AI as one component of a broader professional strategy, while maintaining authentic human insight and creativity.



## **TOP CAREER TRENDS FOR 2025, CONTINUED**

#### WHITE-COLLAR AND NEW-COLLAR JOB SHIFT

"Go to college, get a degree. Then you can easily find good paying white-collar jobs." You may have heard that message from your parents, guidance counselor, and others. Chances are, you pursued that degree and accumulated debt, only to find that white-collar positions often have less stability and pay less than positions many refer to as blue-collar.

Blue-collar is a term that refers to occupations involving a skilled trade or physical labor, such as building trades, mechanics, and equipment operators. A college degree may not be necessary, but specialized skills or expertise are required, and on-the-job training or apprenticeships are often offered. White-collar employees typically work in a professional environment which, until recently, nearly always required a college degree. The trend is now moving away from college degree requirements to a focus on skills-based hiring.

Because white-collar positions are often able to be done anywhere in the world, there may be global competition for those roles. Blue-collar positions are generally harder to outsource (building a road or the repairing of plumbing is done at a specific physical place), and harder to automate – creating more stability for workers in those roles. With the increasing validation of blue-collar positions as viable occupations, community colleges and trade schools have expanded their programs. Additionally, many industries are incorporating AI technologies into their production, manufacturing, and engineering processes, increasing the opportunities and demand for workers in the skills trades.



#### **GENERATIONS AT WORK**

The global workforce is experiencing an unprecedented demographic shift, with five generations working simultaneously. In the U.S., over half of workers are now aged 50+, while Millennials form the second-largest group. Age discrimination remains a significant challenge. While 78% of older workers report experiences of bias, only 8% of companies include age in their diversity strategies.

Organizations can address these challenges through blind hiring, skill-based assessments, cross-generational mentorship programs, and flexible work arrangements. Companies embracing age diversity benefit from improved performance, enhanced problem-solving, increased innovation, and reduced turnover. As populations age worldwide, with projections showing 426 million people aged 80+ by 2050, embracing age diversity becomes crucial for business success and maintaining economic competitiveness in the global market.

# **TOP CAREER TRENDS FOR 2025, CONTINUED**

#### **MENTAL HEALTH AT WORK**

According to the American Psychological Association's 2024 Work in America Survey, approximately half of workers ages 18 to 45 report experiencing workplace stress. However, attitudes about discussing and addressing mental health in the workplace are shifting. Studies show that employees feel more comfortable disclosing their needs to their coworkers, and that employers feel prepared to support those needs. Workers credit kindness at work (both receiving it and giving it) as the top resource for coping with stress and increasing their productivity.

To provide support around mental health, many employers are providing benefits including Employee Assistance Programs (EAPs), and some have developed a "well-being officer" role within their HR departments. Several industries have also incorporated Mental Health First Aid training for their leadership and HR teams. One such example is the education field, where staff have learned tools to better assess and address the needs of students in crisis. As the workforce becomes increasingly diverse, companies will need to offer culturally competent mental health resources for their workers.

#### SUSTAINABILITY & CLIMATE CAREERS TRENDS

The transition to a sustainable economy is creating unprecedented career opportunities across all sectors. According to <u>Seth Collins</u>, director of learning at <u>Terra.do</u>, green jobs are experiencing a hiring rate 54.6% above the economy-wide average. This surge isn't limited to technical roles; organizations need professionals in marketing, operations, HR, and business development to help scale climate solutions. The key insight? Most people already have the core skills needed for a transition to climate careers. They simply need to translate their existing expertise to the green economy and build their climate literacy.



#### **SUMMARY**

These five interconnected trends – AI integration, the evolution of collar-color distinctions, generational diversity, mental health awareness, and sustainability careers – represent more than just passing changes; they signal a fundamental transformation in how we approach work and careers. As we look deeper into 2025 and beyond, these trends will continue to shape hiring practices, workplace culture, and career development opportunities.

In our January newsletter, we'll provide an extensive analysis of each of these trends, offering practical strategies for leveraging these changes to your advantage. Whether you're seeking to transition careers, enhance your current role, or better understand the evolving workplace landscape, you'll gain the insights and tools needed to navigate this dynamic environment successfully. Stay tuned for actionable guidance on embracing these changes and positioning yourself for success in the transformed world of work.

# TOP CEG TEAM SELF-CARE RECOMMENDATIONS FOR WAYS TO DISCONNECT, RECHARGE, AND REFRESH

# **Personal Life**

#### DISCONNECT

- Designate daily "screen-free zones" at home - especially during meals, family time, and bedtime - and extend this digital pause to family outings or solo nature walks.
- Turn off the news during the holidays
- Minimize your social media time
- Read a book just for pleasure
- Participate in yoga and other healing arts
- Create a soothing atmosphere at home by filling your space with calming scents and relaxing music
- Go "forest bathing" walking/sitting in nature
- · Call a friend
- Create a habit of reading with your child at night
- Maintain a gratitude journal each day
- Take yourself on a date (museum, coffee shop, garden walk)
- Explore enriching hobbies that bring joy and relaxation during the holidays, whether it's joining a book club, learning to knit, or getting lost in a challenging puzzle

#### RECHARGE/REFRESH

- Engage in hobbies or relaxation techniques that rejuvenate your spirit
- Start each morning with 10 minutes of stretching
- Create joy in the kitchen by exploring both treasured family recipes and new dishes, filling your home with memories and delicious aromas
- Plan or host holiday gatherings with family and friends
- Plan a city outing to enjoy the spirit of the season
- Travel to a sick relative to offer encouragement
- Be willing to ask for help and be very specific about what you need
- Take a walk with someone you do not usually walk with
- Volunteer for a meaningful cause
- Watch animal videos on YouTube (The Dodo, GeoBeats Animals) that make you laugh or go "awww"
- Start meaningful family traditions, like baking Christmas cookies together or creating a special Christmas Eve box tradition with new pajamas, hot chocolate, and a holiday book to read together
- Wake up before for your family so you can enjoy a hot cup of coffee in the quiet
- Pick one cluttered space each weekend whether it's a packed closet, messy drawer, or entire room - and transform it through mindful organizing and donating.
- Journal each morning to get the clutter out of your head
- Spend time creating, knitting, or coloring
- Binge a favorite show with popcorn
- · Spend an hour traveling through Ancestry.com



# DISCONNECT, RECHARGE, AND REFRESH (CONTINUED)

# **Career Journey**

#### DISCONNECT

- Set clear boundaries around your vacation time by communicating your out-of-office dates and backup contacts
- Block off meeting-free days each week
- Take actual lunch breaks away from your desk
- Ensure you take all of your vacation time and don't lose it
- Establish healthy work communication practices by designating specific times for email during workday hours only, and protect your evenings and holidays for personal time and rest
- Practice saying "no" or "not now"
- Participate in a digital detox, refraining from social media for a designated timeframe

### RECHARGE/REFRESH

- Clearly define work hours to protect personal time and reduce stress
- Take professional development courses
- Reorganize your workspace
- Reflect on your past year's achievements and challenges, then use these insights to set focused, meaningful career goals for 2025 that align with your professional aspirations
- Target your network and ask for touch-base conversations
- Set up a virtual coffee to connect with colleagues you admire and rarely actually interact with one-on-one
- Review and update your accomplishments/brag file
- Join a virtual or in-person professional group for inspiration
- Create a vision board for the coming year
- Brainstorm ideas for creative and personal essays

# **Business Owner**

#### DISCONNECT

- Unplug completely from business for one day during the holidays
- · Establish fixed business hours
- Set automated responses during off-hours
- Minimize work during between Xmas and New Year
- Set clear boundaries with clients by communicating your planned breaks in advance, allowing yourself guilt-free time to rest and recharge your business
- Take a proper daily lunch break away from your desk - schedule it like any other important meeting to protect this essential time for rest and recharging
- Take a walk or stretch break between meetings
- Establish a daily unwinding routine (reading, playing a game, etc.)
- Practice solid work time boundaries (no evenings or weekends)
- Make time with friends and family
- Plan ahead and communicate your holiday schedule to clients - manage their expectations

## RECHARGE/REFRESH

- Set aside time for rest and reflection to enhance creativity and decision-making
- Network with other business owners monthly
- Join entrepreneur support groups
- Review your current business performance and processes, then set clear financial and operational goals for 2025 that align with your updated business plan
- Do more outreach to showcase industry thought leadership
- Prioritize your professional growth by scheduling dedicated time for learning activities in 2025, whether through certifications, classes, or focused reading that advances your expertise
- Mentor someone who might not otherwise have access to career guidance and support
- Volunteer for communities in need during the holiday season and take your son/daughter with you
- Express gratitude to your clients for a wonderful year
- Meet/collaborate with business or industry colleagues

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# In Case You Missed It...

	Full Newsletter/ Theme	Career Industry News and Trends	Job Finding Strategies	Career Advice	Building Your Brand	Special Feature
January 2024	<u>New Year -</u> <u>New You</u>	Top Career Trends of 2024	AI in Hiring and Job Search: Revolutionizing Recruitment	Working to 100 and Beyond: Embracing the Value of Legacy Employees	AI and the Future of Work: Embracing AI- gility in the Modern Workplace	Education Trends:  Big Changes and Trends in Higher  Education and Job Growth in the Green Economy
February 2024	Empower and Achieve: Nurturing Self- Esteem and Embracing Success	A Cover Letter Can Set You Apart from the Competition	Out-of-the-Box Job Search Tips	Staying Motivated on Mondays: Navigating the Job Search Journey	Elevate Your Personal Brand, Elevate Your Career: The Power of Mindset	Embracing a Fresh Start: The Art of Positive Goal Resetting
March 2024	Navigating Your Path: Careers and Ethics in the Evolving Workplace	More Employers are Embracing Skills-Based Hiring	5 FIVE Recommenda- tions for Customizing AI-Generated Content in Your Job Search	Crafting Effective "Reasons for Leaving" Statements: Navigating Layoffs, Terminations, and Career Gaps with Professionalism	How to Harness AI for Your Personal Brandwithout Losing Your Authenticity	Pathfinders: Celebrating Women Visionaries
April 2024	Breathe Easy:  Navigating Toward Renewed Resilience and Calm	Well-Being: An Essential Part of Life and Work	How to Read a Job Description	Job Search Stress: Steps to Managing and Mitigating It	Mastering Career Resilience: Unleashing the Power of Your Personal Brand	Navigating a Graceful Exit: The Essential Guide to Planning Your Separation from a Company
May 2024	Building Bridges of Respect: A Celebration of Civility in our Daily Lives	Allyship in the Workplace	Addressing Rejection Respectfully and Professionally	Opportunities Expand When We Expand Our Circle	Enhancing Your Personal Brand: The Power of Civility in the Job Marketplace	Creating a Civil Workplace: Why It Matters and How to Achieve It (Featuring An Interview with Jacqueline Peros)

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	Full Newsletter/ Theme	Career Industry News and Trends	Job Finding Strategies	Career Advice	Building Your Brand	Special Feature
June 2024	Embracing Diversity: Celebrating the Uniqueness Among Us!	Embracing Diversity and Valuing Uniqueness in The Workplace	Cognitive Differences Create Challenges and Opportunities for Neurodivergent Workers	Addressing a Disability During the Job Search	The Double- Edged Sword of a Strong Personal Brand: Navigating Career Risks and Rewards	Pride and Purpose: LGBTQ+ Career Navigation in Today's Workplace (Featuring An Interview with Tom Powner)
July 2024	Empower Your Voice: Mastering the Art of Self- Advocacy	The Olympic Spirit in the Workplace: Lessons for Career Success	Empowering Introverts: How to Speak Up, Share Expertise, and Reinforce Your Value	Navigating the Minefield: Managing up to a Boss With Poor Communication Skills	Your Brand, Your Voice: How to Advocate for Yourself in Any Setting	Speaking up for Your Value: Negotiating Salary, Promotions, and More
August 2024	Back to School and Work: Essential Tips and Tools for Students and Adult Learners to Thrive This Year!	Learn, Earn, and Grow: Maximizing Workplace Education Benefits	Why Buy a Gallon When All You Need is a Cup?	Feeling Stuck in Your Job: When Furthering Your Education Makes Sense	Maximize Your Brand Visibility This School Year	AI Literacy: The Essential Skill for the 21st Century
September 2024	From Bland to Brand: Refining Your Resume and Recharging Your Spirit	Navigating the Pitfalls and Opportunities of Using AI Tools to Write a Resume	<u>Do I Really Need a</u> <u>LinkedIn Profile?</u>	Navigating Career Setbacks: When You Don't Get the Promotion	Stay Ready, So You Never Have to Get Ready	Take Time for Yourself During the Job Search
October 2024	Elevate and Accelerate: Maximizing Career Growth in the 4th Quarter	The Grass May Not Be Greener: Is the "Big Stay" for You?	Harnessing AI for a Smarter Job Search	Ghost Jobs: A Haunting Fact of the Job Search	Shifting Perspectives for Career Progression	Standing Out in the Era of AI- Powered Bulk Job Applications
November 2024	Navigating Change for Career Growth	<u>Ikigai:</u> <u>Finding</u> <u>Purpose in</u> <u>Your Career</u>	Harnessing Online Communities: The Future of Talent Recruitment & Job Search Success	Emotional Intelligence: The Soft Skill that Drives Career Success	Empowering Career Growth: Enhancing Your Brand with Tech Expertise and Reskilling Strategies	FMLA Essentials: What You Need to Know When Life Happens

# Informational and Instructional Videos for Your Career Growth Subscribe to Our YouTube Channel so you Never Miss Out!



Subject Matter Expert: Susan Chritton Career Strategist for the Professional

# **CHECK OUT OUR INFORMATIVE RESOURCE DOCUMENTS.**















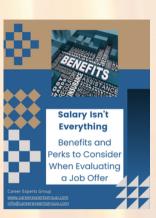




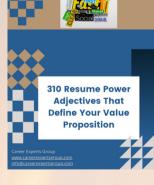




















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Alone we are Unstoppable.

Together we are A Powerhouse!