Key Insights from Our Latest Research on Recomposition of Work

Guiding AI = Proven Returns

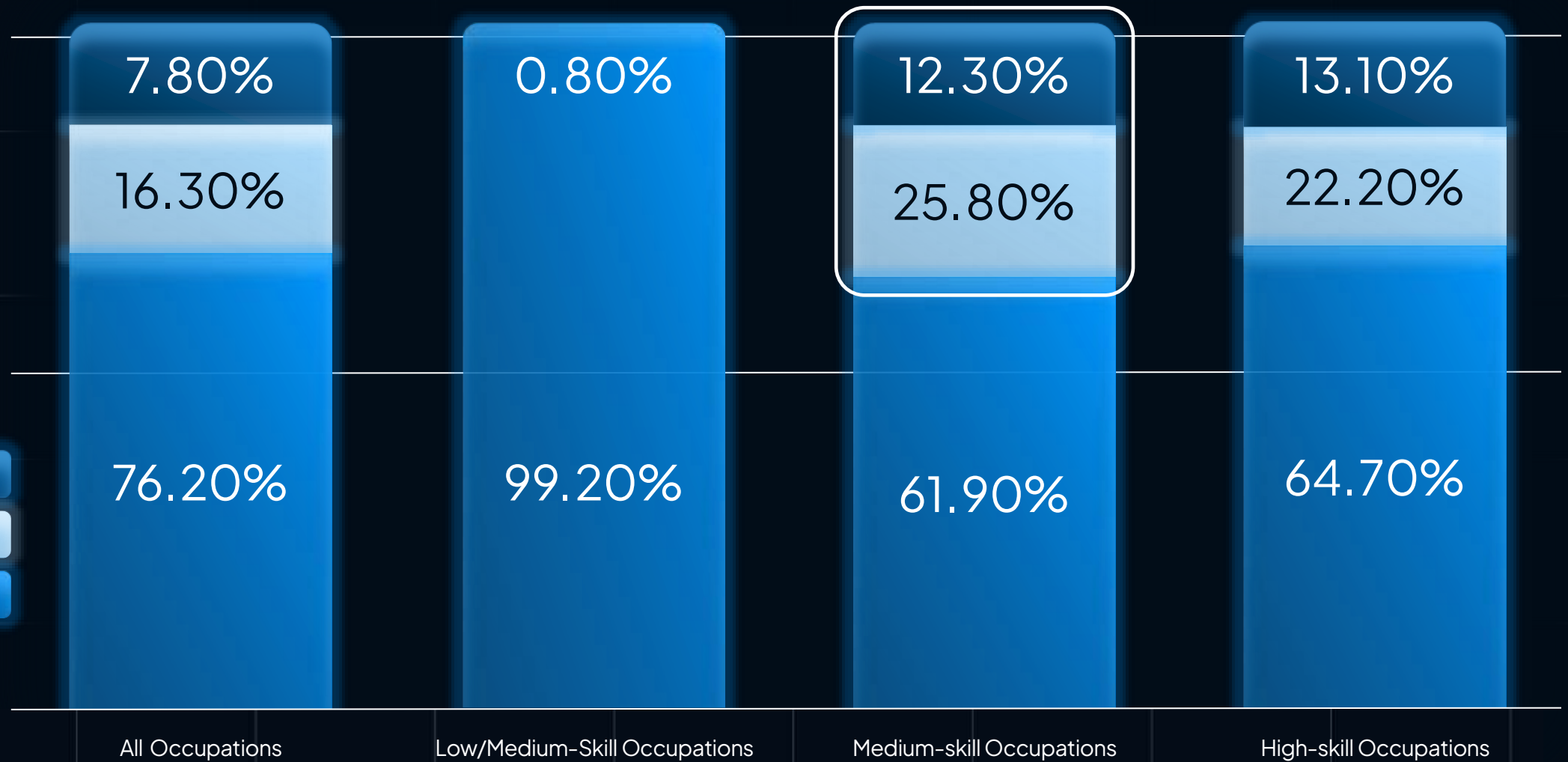| Impact Category	AI-driven change
Coding – Natural Language Interactions	Vibe coding
Dashboards	Prediction – Human in the loop
Content Creation	Collaborative content generation
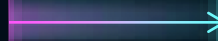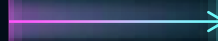
Force multiplier for high-skilled top performers

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Capability area	Before AI (Traditional analyst)	With AI (Super Analyst role)	Impact
Forecasting techniques	Models like Multiple Linear Regression	Tree Models, Neural Networks	Improved accuracy
Data handling	Time spent on cleaning data	AI automates prep and flags anomalies	Focus on insights
Seasonality & events	Manually accounted for holidays or campaigns	AI learns patterns + integrates external signals	Real-time Prediction

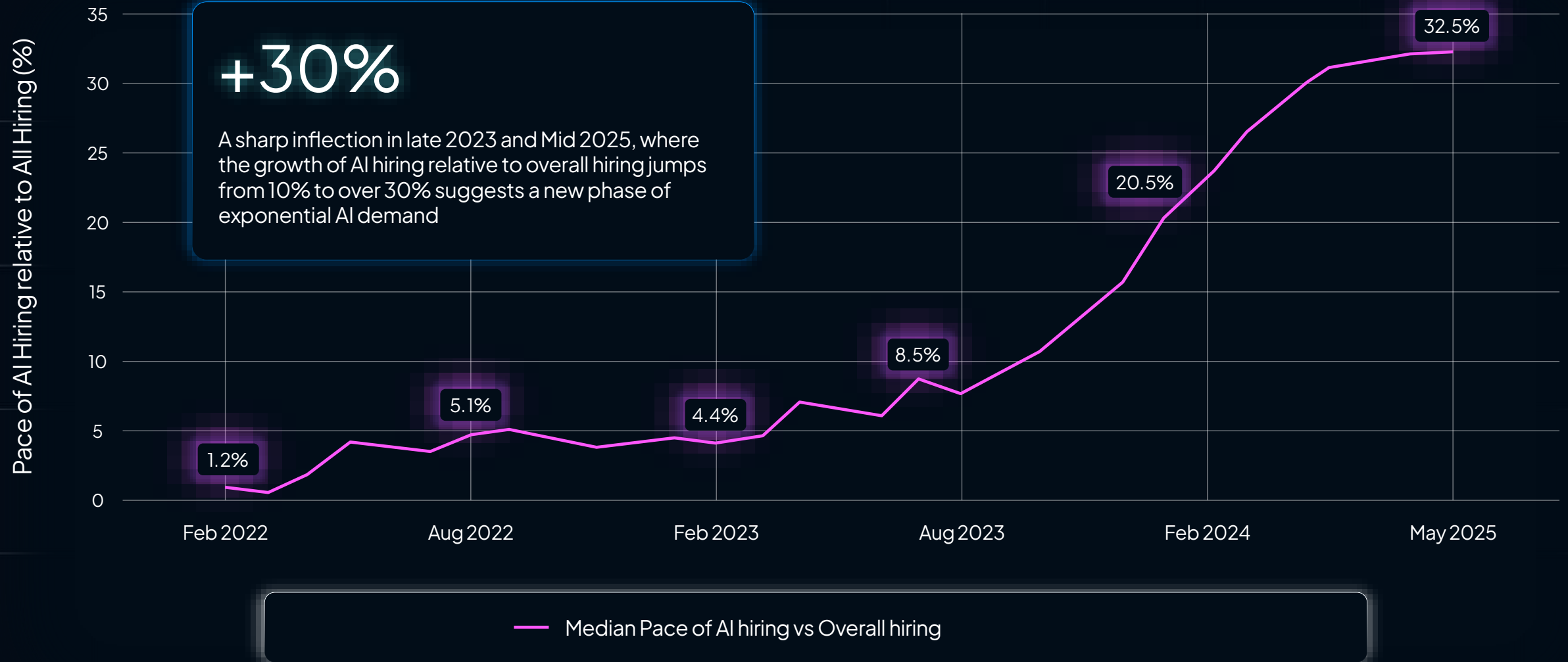# Employment Shares - By Gen AI Exposure and skill level at occupations

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	All Occupations	Low/Medium-Skill Occupations	Medium-skill Occupations	High-skill Occupations
High Exposure	7.80%	0.80%	12.30%	13.10%
Medium Exposure	16.30%		25.80%	22.20%
Minimal Exposure	76.20%	99.20%	61.90%	64.70%

The Bigger Threat: The Hidden Downgrade of High Skilled Roles

Role	How the role got downgraded?
Application developer	Often reduced to ticket-based, spec-following coding tasks
Business analyst	Limited to writing business requirements documents
QA engineer	Treated as script executors or bug loggers
HRIS Data Analyst	Often reduced to pulling headcount data on request

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Pace of AI Hiring relative to All Hiring

+30%

A sharp inflection in late 2023 and Mid 2025, where the growth of AI hiring relative to overall hiring jumps from 10% to over 30% suggests a new phase of exponential AI demand

Pace of AI Hiring relative to All Hiring (%)

- 1.2%
- 5.1%
- 4.4%
- 8.5%
- 20.5%
- 32.5%

Feb 2022 — Aug 2022 — Feb 2023 — Aug 2023 — Feb 2024 — May 2025
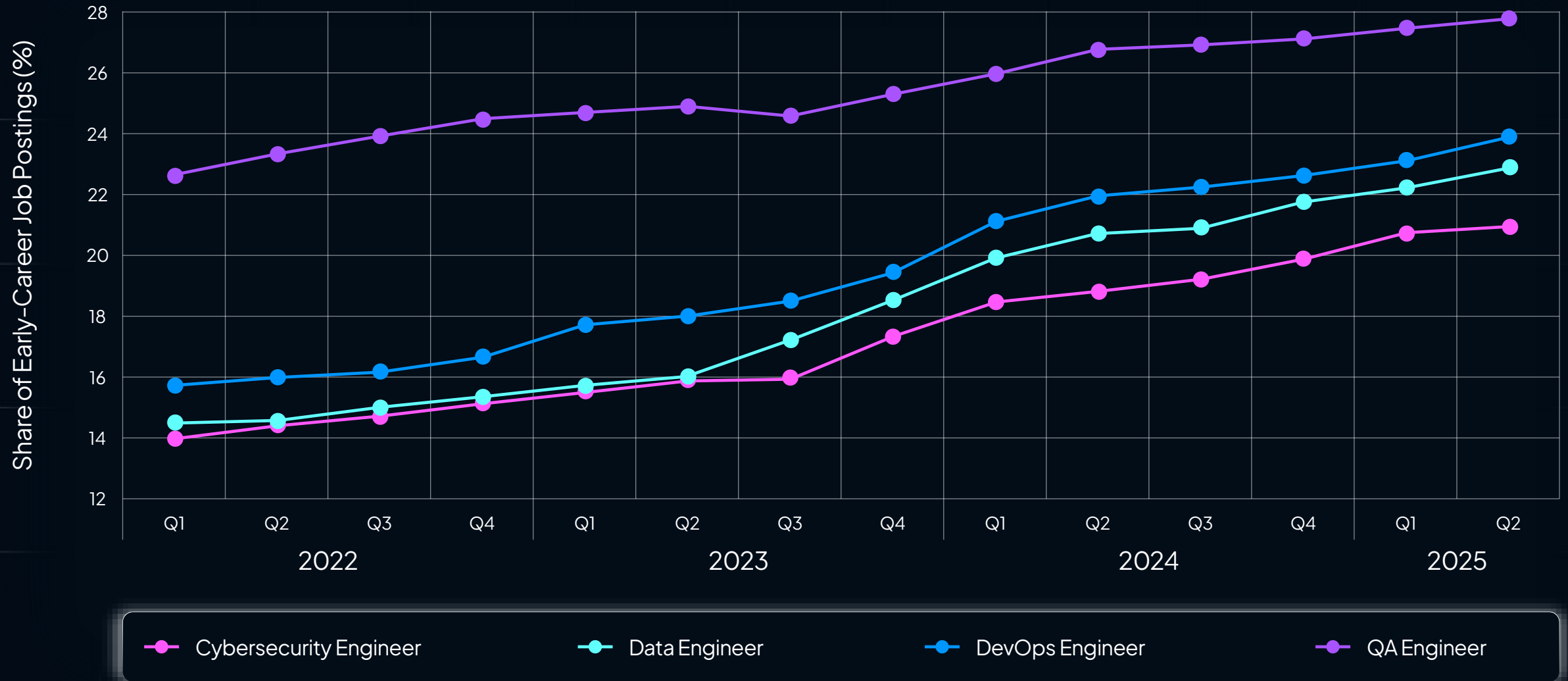
—— Median Pace of AI hiring vs Overall hiring

Note: Draup's Proprietary Talent Module primarily analyzes its proprietary database of 650M+ Job Descriptions and complements it with publicly available career websites and company websites to derive the datasets across job categories; *ECT stands for Early Career Talent; Pace of AI Hiring refers to month-on-month growth in AI related job postings v/s Pace of Overall Hiring refers to month-on-month overall postings. The graph captures the pace of AI Hiring relative to the overall Hiring across Feb 24–Aug 24

The Workforce Shift: Decline of Entry level job postings

Legend:
- Overall Entry-Level Decline (%)
- Fortune 100 Entry-Level Decline (%)

Y-axis: Year on Year Decline (%)

X-axis: Year (2022, 2023, 2024, 2025)
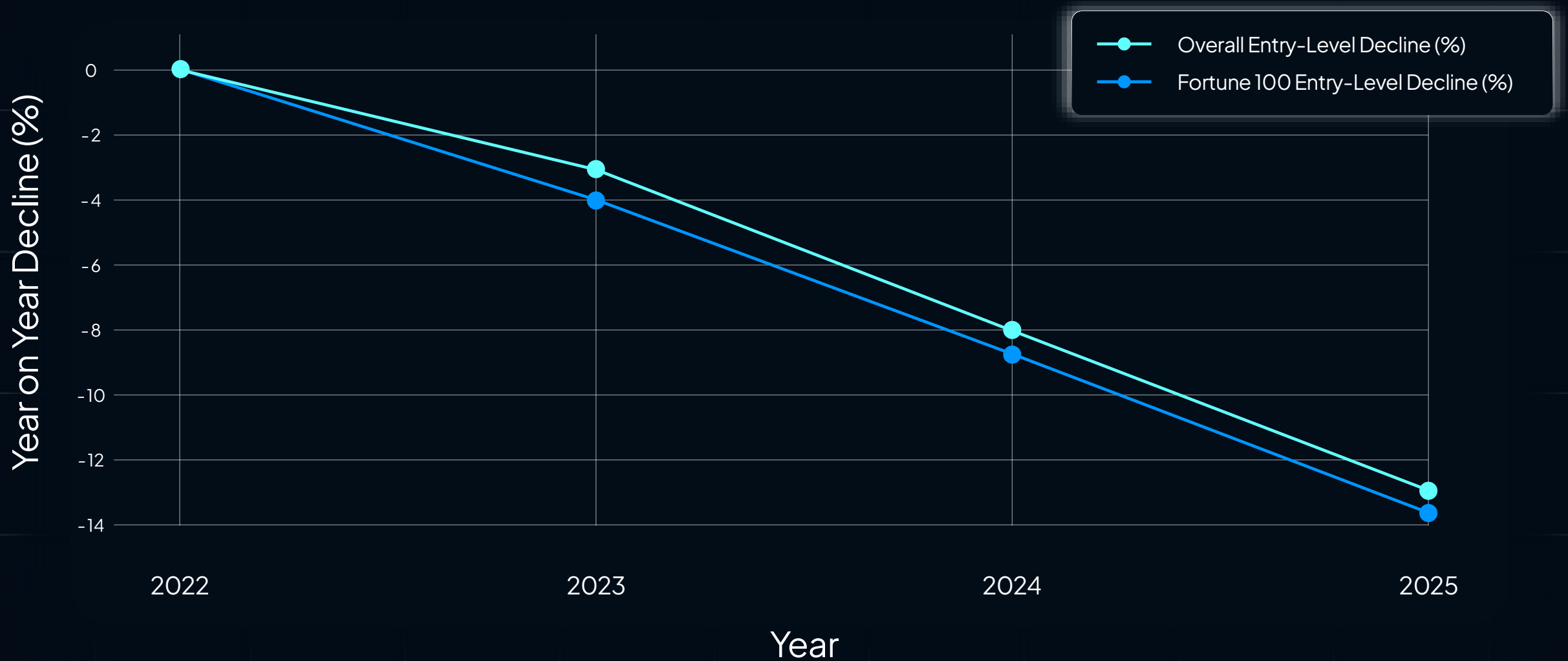
Note: Draup proprietary talent module The demand growth rate is from the past 1 year (June 2024–June 2025).
EC indicates early career, the roles considered for analysis include roles between the experience range of 0–3 years
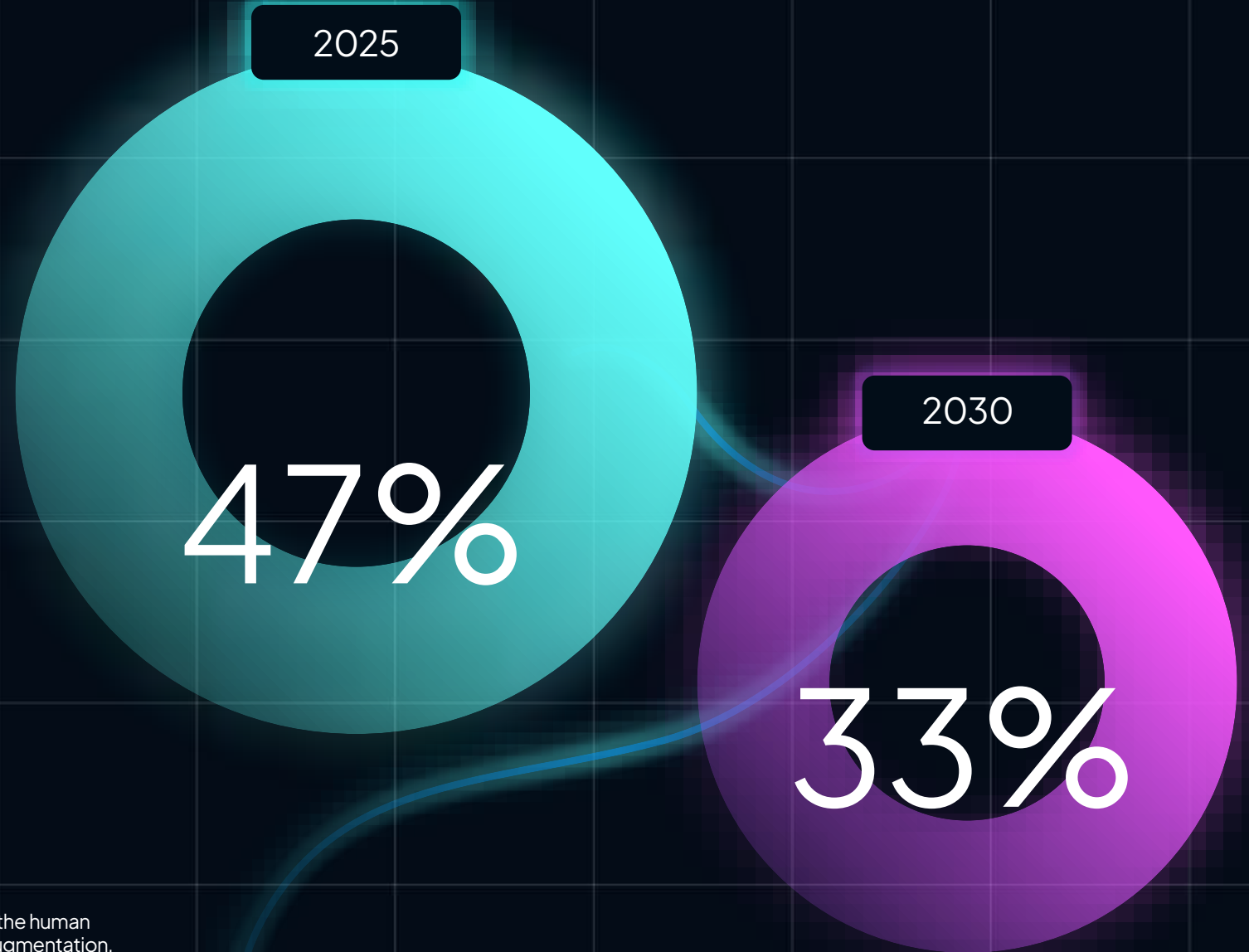
Mid-Level Roles Shifting to Early Career

Share of Early-Career Job Postings (%)

Legend:
- Cybersecurity Engineer
- Data Engineer
- DevOps Engineer
- QA Engineer

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Expected human task share reduction by 2030 (%)

2025

47%

2030

33%

Note: World Economic Forum, Future of Jobs Survey 2024; Expected shift in the human share of work task delivery in total firm output, driven by automation versus augmentation, 2025–2030, global average; Draup proprietary talent module
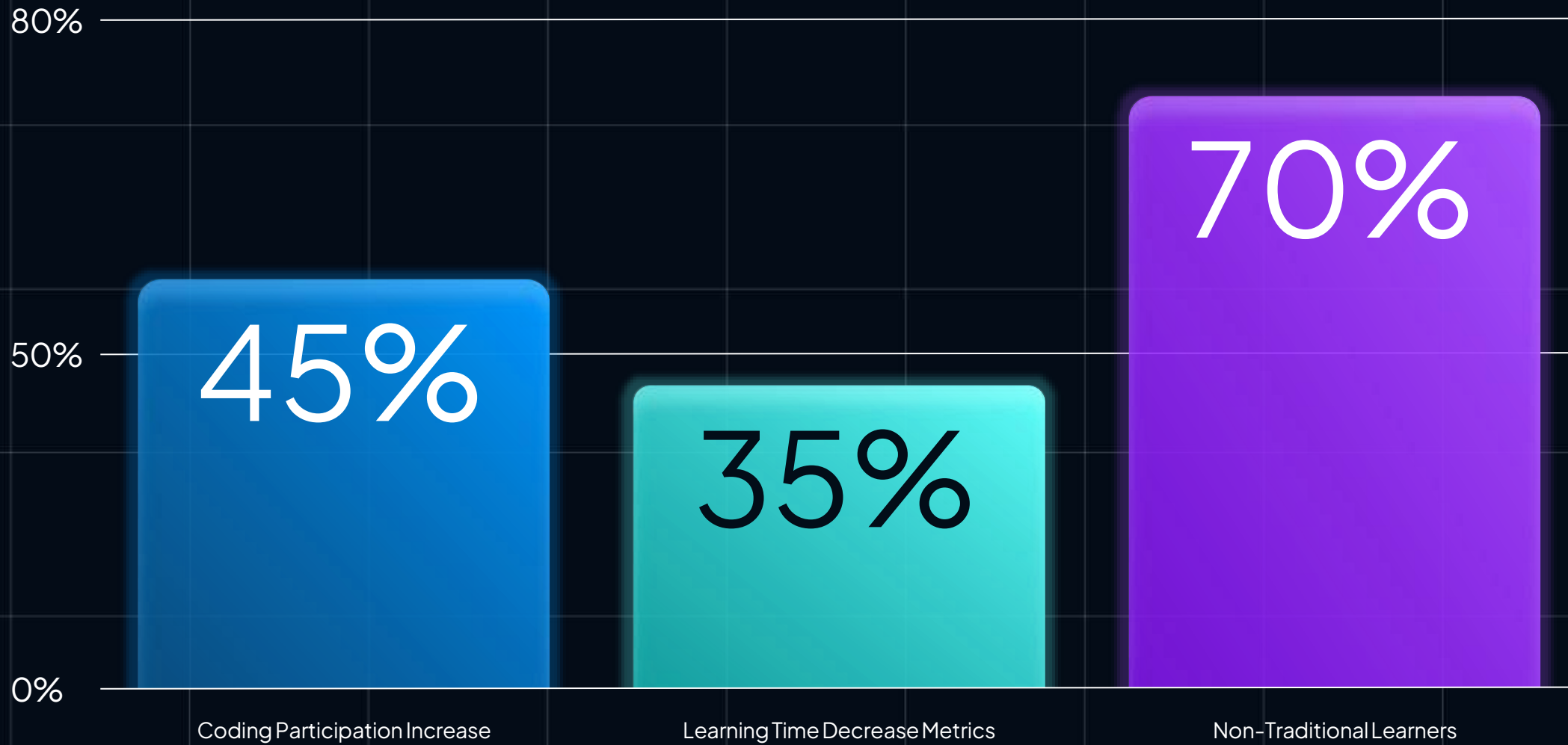
Agentic AI Goals – Requires a lot of Human Pre-Work
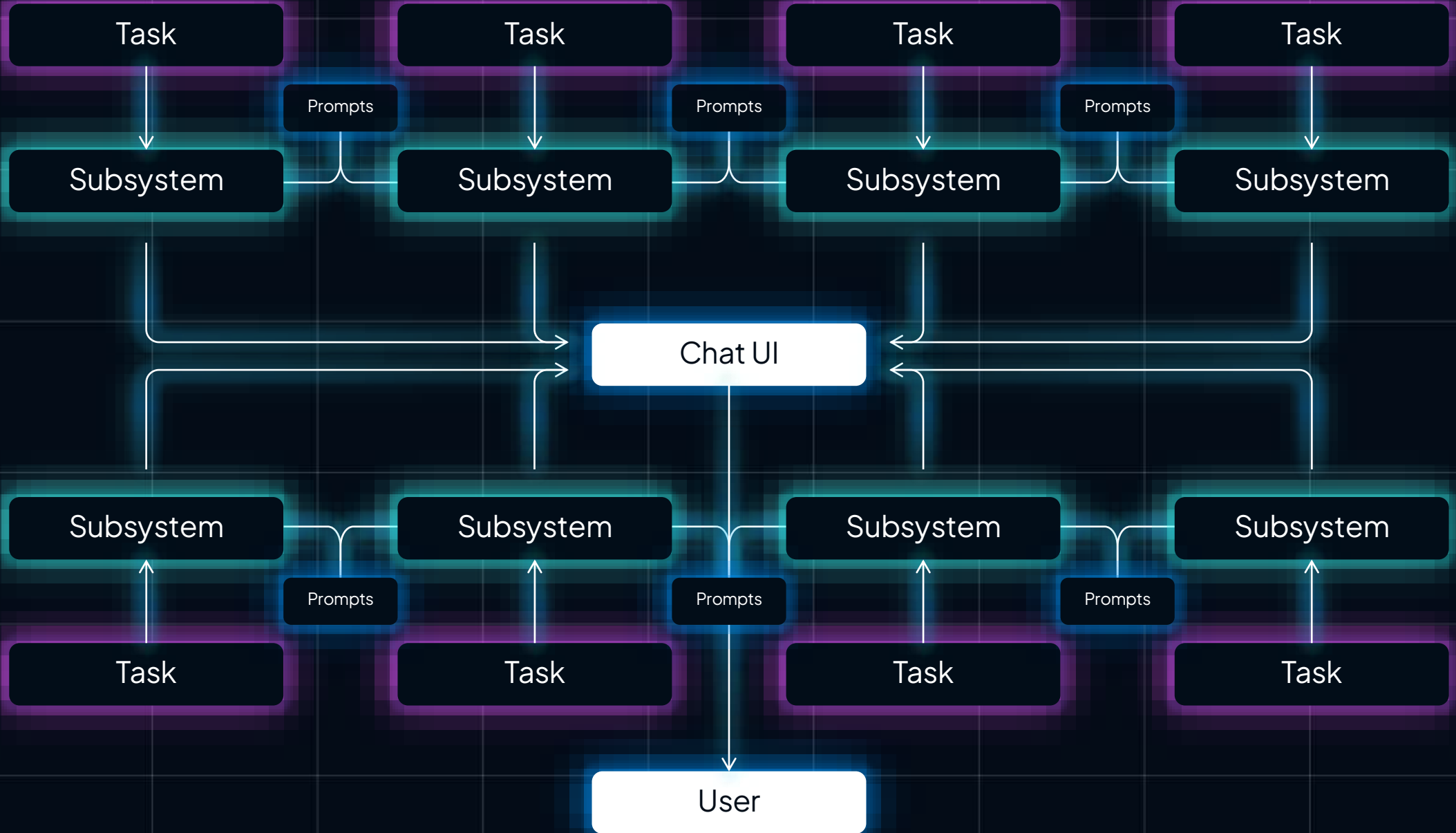
Translating Task Outputs into Human Job Roles – Etter Case Study

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Category	Examples
Emerging New Tech	ML Ops, Prompt Engineering, Data Annotation
Emerging Non-Tech	Experiential Learning Specialist, Carbon Footprint Analyst
Augmented – Enterprise	AI People Analytics, AI Financial Analyst
Integrated – Industry	Specific to the industry – example AI-based drug discovery in Pharma, AI Underwriting Risk Assessor
Agentic - Futuristic	AI Ethics Analyst, Process and Task Automation Specialist