



The Curious Case Of Vanishing Entry Level Jobs

# UNext Insider

## AI is reshaping work. But not without causing a ripple.

As automation becomes more integral to business operations, HR leaders and stakeholders are sounding an alarm on disappearing entry-level jobs.

However, to understand this crisis better, we need to define what entry-level jobs are. So, let's take a systematic approach.

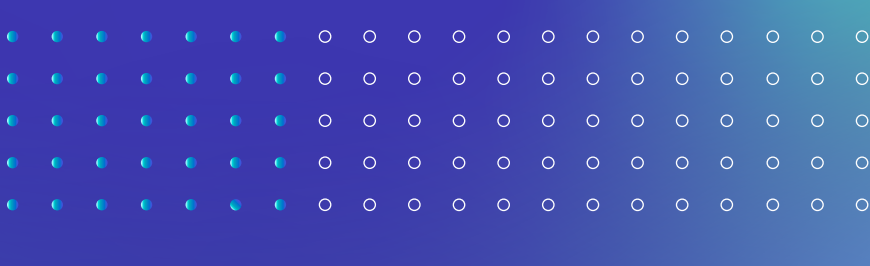
### Understanding Entry-level Jobs

Traditionally, these are roles that involve on-the-job training, where young recruits with zero to minimal work experience join the workforce and take up tasks. As an industry practice, these roles have been instrumental in building and nurturing future talent.

However, with evolving work patterns and demands, the definition of entry-level is becoming blurry.



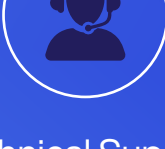
### The Irony Of Experienced Freshers



A report from Business Insider reveals that **35%** of the jobs that are labelled entry-level now require a minimum **3 years** of work experience



### Entry-level Job Profiles



Technical Support Specialists



Junior Analysts



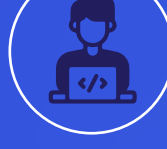
Digital Marketing Associates



Customer Success Associates



IT Support Technicians



Junior Web Developers



Quality Assurance (QA) Analysts

Simultaneously, skill-based hiring is a prominent approach enterprises are taking to complement their business goals. And common sense would dictate that skills cannot be refined without experience.

# Analyzing The Disconnect

Over 66% Under-Prepared Freshers

The 2025 Global Human Capital Trends report released by Deloitte states that over 66% of the freshers are under-prepared or lack critical experience. With automation making redundant jobs obsolete, scope to gain work experience is shrinking exponentially.

If businesses demand refined skillsets in young talent, how should enterprises tackle this?



# The Magician's Act III



When a magician makes a rabbit vanish, they bring it out as a bouquet again. So, act III of vanishing entry-level jobs involves the arrival of new roles.

This change requires a balancing act from three diverse stakeholders, involving specific actions:



#### For Learners

Embrace life-long learning

Work on professional skills

Develop a strong portfolio with hands-on experience

Seek alternate pathways such as internships

#### For Educators/Training Companies

Integrate skills-based learning

Strengthen academic and industry partnerships

Conceptualize and launch WILP – Work Integrated Learning Programs

Prioritize experiential learning

#### For Enterprises

Invest in training and development

Implement bespoke enterprise training programs

Create entry-level pathways

Integrate AI as a tool to be harnessed not replace

As a leading talent transformation company, we have witnessed conventional jobs being transformed into niche roles. We have also been instrumental in transforming freshers into specialists in the process.

The only right way forward is to empower learners and graduates with academia and skills that industry demands, making them job-ready and deployable from day 1. While entry-level jobs may vanish, talent won't. We only need to redefine our skilling and upskilling strategies.

