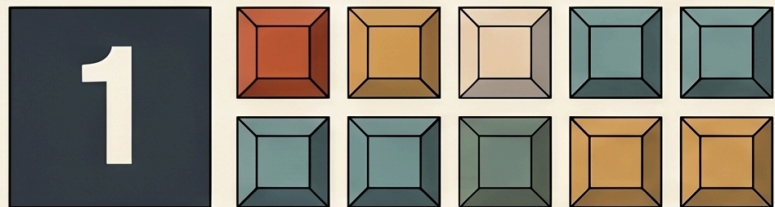


THE REMOTE WORK-AI PARADOX: NAVIGATING THE EARLY-CAREER HIRING CRISIS

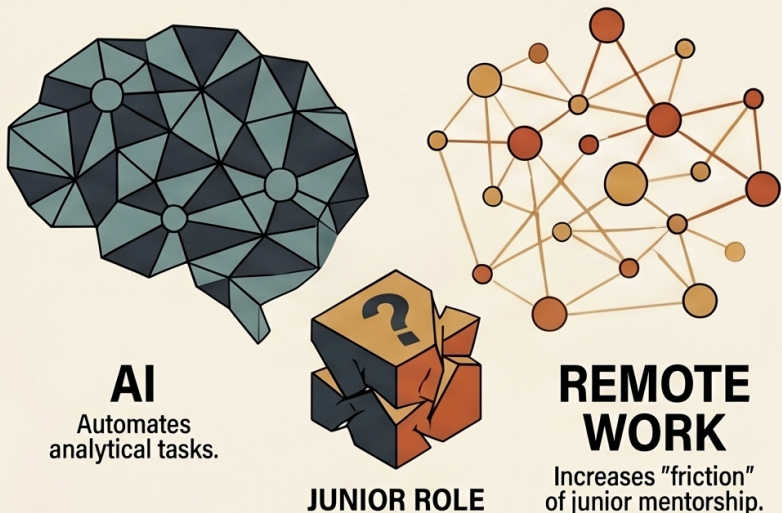
THE DRIVERS OF JUNIOR DISPLACEMENT



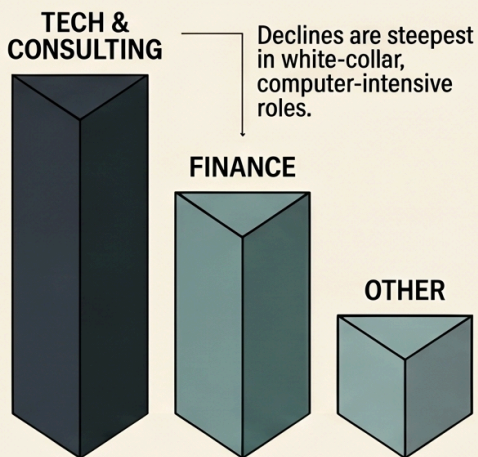
1 IN 9 ENTRY-LEVEL ROLES HAVE VANISHED

Early-career hiring in advanced economies is 8–11 percentage points below pre-pandemic levels.

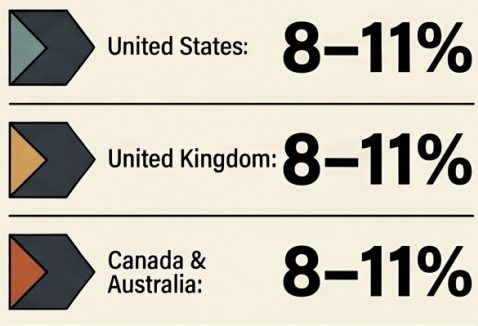
THE DUAL PRESSURE OF AI AND REMOTE WORK



CONCENTRATION IN KNOWLEDGE WORK

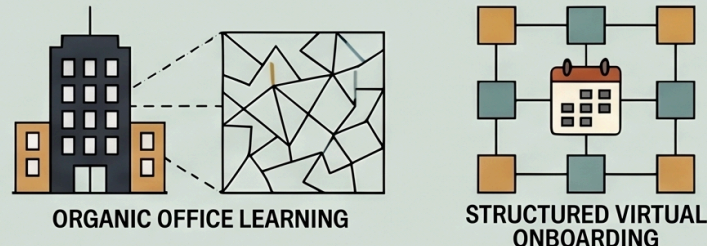


DECLINE IN EARLY-CAREER HIRING (VS. PRE-PANDEMIC)



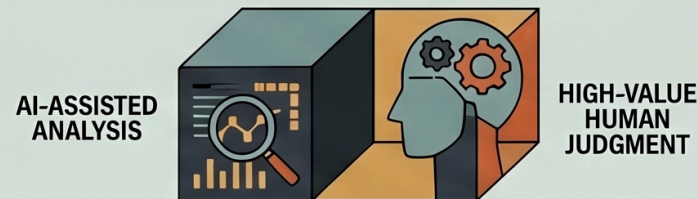
STRATEGIC ORGANIZATIONAL ADAPTATION

SHIFT FROM PROXIMITY TO INTENTIONALITY



Replace “organic” learning with structured virtual onboarding and “anchor weeks” for intensive mentorship.

AUGMENTATION OVER REPLACEMENT



Redesign junior roles to focus on AI-assisted analysis and high-value human judgment.

ALTERNATIVE ENTRY PATHWAYS



Use skill-based apprenticeships and portfolios instead of traditional degrees to identify emerging talent.