

# AI and Workforce Insights from Isle of Man Job Listings



The Future of Employment

The Isle of Man's job market is at a critical juncture as global trends in automation, artificial intelligence (AI), and remote work reshape industries. Has the island's economic strategy fully addressed these potential impacts?

Using data from the Isle of Man Job Centre, UK ONS, IPPR, and the OECD, enhanced with AI-driven analysis, we provide insights into the island's workforce future.

**High Automation Risk.** Over 60% of current job postings are at risk of being automated or replaced by AI within the next decade, particularly in retail, manufacturing, and administrative services.

**Productivity Gains:** AI and automation could boost productivity by at least 20% in 44% of advertised roles. These advancements streamline tasks and enhance efficiency, allowing workers to focus on more complex, value-added activities.

**Skills Implications:** The rising demand for moderate to high technological skills in vacancies highlights the need for a modern skills strategy to prepare the workforce for AI-driven roles.

**Future-Proofing Needed:** The Isle of Man requires a forward-thinking approach to retain talent, attract innovation, and mitigate automation risks. Without such a strategy, the island may struggle to maintain economic resilience

This infographic analyses data from the Isle of Man Job Centre to provide insights into future workforce trends and their potential impact on the island's economy. While not exhaustive, these findings aim to help businesses and policymakers prepare for evolving job market dynamics and ensure long-term economic resilience.

## Adapting to the Future of Work

Reskilling for an Automated World

As AI reshapes industries, traditional roles are evolving, with intelligent systems taking over routine tasks. Unlike basic automation, AI handles more complex functions, making it essential for workers to develop new skills.

To anticipate future needs, we analysed **current skill requirements** in job vacancies, focusing on the demand for moderate to advanced, versus minimal technological skills. This helps identify which competencies are becoming essential now, offering insights into the skills that will likely be critical as AI continues to integrate into the workplace.

**86%**  
Vacancies require Moderate-Advanced Digital Skills

**14%**  
Vacancies require minimal Technological Skills

## Skilled Workers



- 46% of Job Vacancies Align with UK Skilled Visa Professions (73% Automation Risk)
- 54% of Job Vacancies Are Outside Skilled Visa Professions (92% Automation Risk)

## High Automation Risk

**60%**



Overall 60% of current job vacancies are at an increased risk of being automated within the next decade, particularly in sectors such as retail, administrative services, and manufacturing<sup>1</sup>.

## High Tech, High Risk

**47%**



Despite requiring advanced technical skills, these positions<sup>2</sup> involve tasks that are **highly programmable and standardised**, making them susceptible to automation through AI-driven technologies and new operational models.

## Productivity Gains

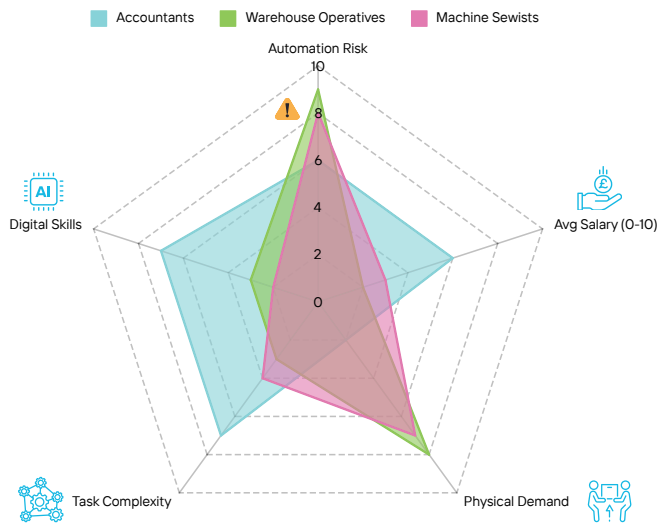
**44%**



44% of advertised roles can expect productivity gains of at least 20% due to AI and automation. 26% of roles may experience a 10% increases in productivity<sup>3</sup>. Accountants, Lawyers & Analysts set for big gains.

## Assessing Role Vulnerability and Skill Requirements

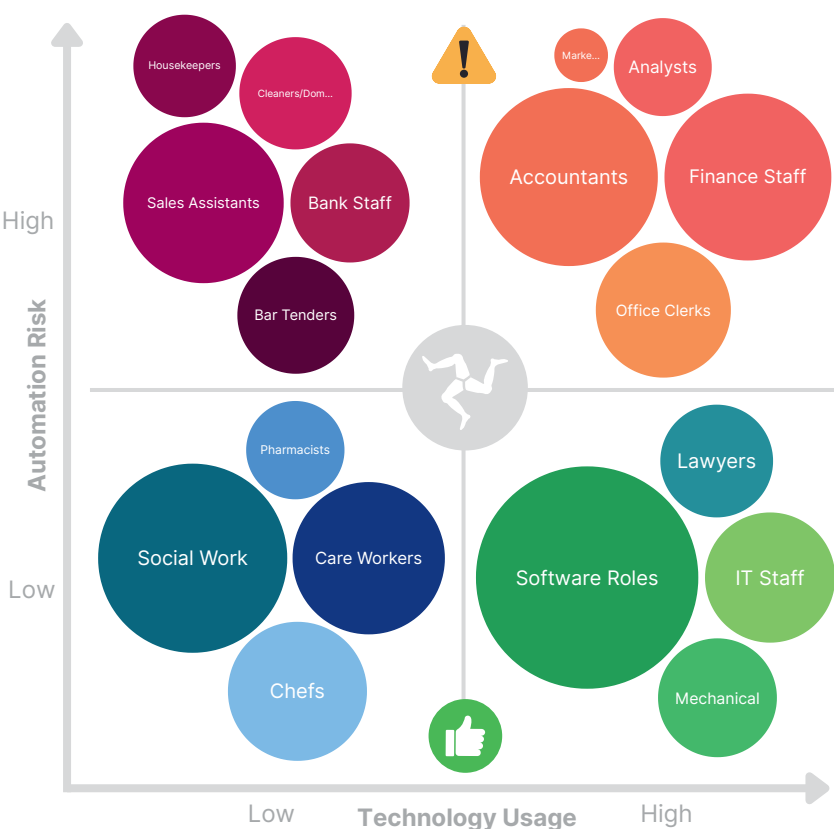
This chart illustrates the key factors that define the makeup of roles, highlighting areas such as automation risk, physical demands, and skill requirements. By examining role dimensions, we can better understand which roles are most susceptible to change and where reskilling may be needed.



Other dimensions analysed include long term viability, technology adaption rate, innovation potential, environmental impact, exchequer benefit, job flexibility, remote-work, gender representation, job satisfaction outlook, cross skilling potential, and environmental impact.

## Automation Risk Distribution - Advertised Roles

Analysing the proportion of advertised roles that could be impacted by AI or automation in the next decade



**Low Tech, High Risk of Automation** **33%**

**Retail:** Cashiers, Sales Associates  
**Manufacturing:** Factory Workers, Packaging Operatives  
**Administrative Services:** Data Entry Clerks, Receptionists

**High Tech, High Risk of Automation** **47%**

**Financial Services:** Data Analysts, Financial Clerks  
**Administrative Roles:** Office Managers, Administrators  
**Certain Managerial Positions:** Operations Managers, Project Coordinators

**Low Tech, Low Risk of Automation** **13%**

**Healthcare:** Nurses, Caregivers  
**Education:** Teachers, Educational Support Staff  
**Hospitality & Creative Industries:** Chefs, Artists, Guides, Bar Staff

**High Tech, Low Risk of Automation** **7%**

**Information Technology:** Software Developers, Systems Engineers  
**Engineering:** Cybersecurity Specialists, Network Engineers  
**Advanced Technical Fields:** Data Scientists, AI Specialists

### Understanding the Data: Limitations and Context

While this infographic offers valuable insights into the Isle of Man's evolving job market, it is important to acknowledge that the findings are based on publicly available data sources, enhanced by AI-driven analysis. Although aligned with trends observed in similar studies, the data is not exhaustive and could be improved with access to more structured, open data sets. This analysis aims to spark discussion and encourage evaluation of current policies, rather than serve as a definitive forecast. It should be noted that this is not an analysis of the impact on the total working population. As the first in a regular series, this report lays the groundwork for continued exploration into the trends shaping the island's future. Enhanced de-duplication of roles may also reveal different results.

### Sources:

Probability of Automation in England - ONS | [Isle of Man Job Search Service](#)  
The Probability of Automation in England (2011 & 2017) - ONS  
Standard Occupational Classification (SOC) - ONS

OECD Social, Employment and Migration Working Papers Automation, skills use and training  
Brookings: Automation and Artificial Intelligence: How machines are affecting people and places  
Institute for Public Policy Research - Transformed by AI

<sup>1</sup> - SOC code mapping to ONS risk assessment, <sup>2</sup> - Analysts, compliance staff, and IT helpdesk. <sup>3</sup> - Institute for Public Policy Research. <sup>4</sup> - Job scoring using SOC and gpt-4o-2024-08-06, with ONS, McKinsey, OECD and other citations.