

GLOBAL PM TALENT GAP 2025 → 2035

29.8M

Project managers the world
will be short of by 2035

Project management is the world's 3rd largest profession

CURRENT STATE — 2025



PM professionals

40M



Nurses worldwide

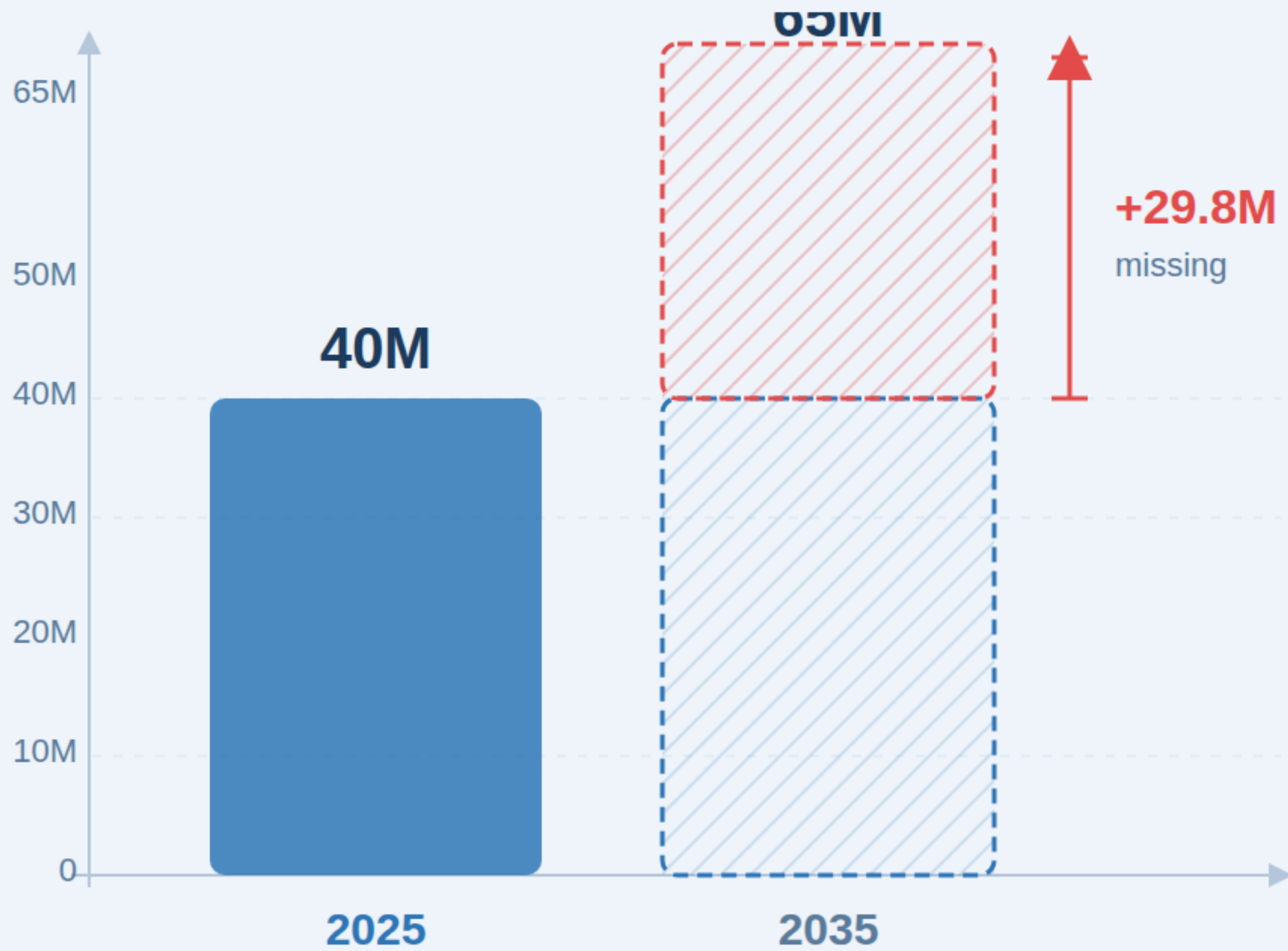
30M



Software developers

25M

The talent gap by 2035



Every approach had its limits

Mass hiring

Talent pool is finite. Expensive. Slow.

Training & certification

2.3M new PMs needed/year. Reality: ~1M. Gap keeps widening.

Agile transformation

Makes teams flexible. Doesn't add capacity.

Outsourcing

High turnover. Limited qualified pool.

No single approach works in isolation. — McKinsey, 2023

What the industry is trying now

Advanced learning programs

PMI CPM AI, AI academies → build skills, don't accelerate delivery

AI assistants & copilots

ClickUp AI, Asana AI, Copilot → speed up tasks, still require a PM

Process automation

Handles routine. Doesn't handle management decisions.

*No single option is sufficient. But AI is the most promising vector.
Those who integrate it correctly — will win.*

Where the shortage hits hardest

DEMAND GROWTH 2025 → 2035



IT Services

+46–62%



Financial Services

+47–62%



Energy & Utilities

+39–52%



Construction

+50–66%

These are real industries and their PMOs.

The gap is not distributed equally

DEMAND GROWTH 2025 → 2035



China

+81–109% 13.6M



South Asia

+68–91% 4.4M



Africa

+56–75% 2.1M



MENA

+32–42% 629K



Europe

+20–26% 3.5M



North America

+21–26% 1.6M



Latin America

+22–29% 769K

The difference isn't hiring speed. It's the operating model.

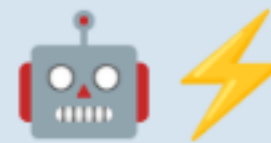
COPILOT MODEL



PM + tool =
slightly faster

Scales linearly
with headcount

AUTONOMOUS MODEL



Agents execute
PM tasks

**Scales without
hiring**

One saves hours. The other changes the capacity model.

The numbers right now

71%

of PM time goes to admin and reporting

PMI, 2025

7%

of PMs apply all best practices
consistently

PMI, 2025

45%

of successful projects were once at
risk of failure

PMI, 2025

Sources — all links are active ↗

[PMI Global Project Management Talent Gap, 2025 ↗](#)


[PMI Project Management Job Growth and Talent Gap, 2017 ↗](#)

[PMI Talent Gap: Ten-Year Employment Trends, 2021 ↗](#)

[PMI Project Success Report, 2025 ↗](#)

[McKinsey: Tech Talent Gap, 2023 ↗](#)

[World Economic Forum: Future of Jobs Report, 2025 ↗](#)

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Forward-Looking Statements

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