



The AI-Ready Workforce: How Leaders and Workers Can Prepare for a Reshaped Future of Work

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Welcome & Introductions



Please share your name and organization in the chat, and:

What is one AI technology you've used recently?

JFF'S MISSION

Jobs for the Future drives transformation of the U.S. education and workforce systems to achieve equitable economic advancement for all.



Introduction: The world-changing impact of AI

The age of AI is here. It's complicated – and its impact will be enormous.

A.I. Poses 'Risk of Extinction,' Industry Leaders Warn

Leaders from OpenAI, Google DeepMind, Anthropic and other A.I. labs warn that future systems could be as deadly as pandemics and nuclear weapons.

FEATURED STORY

Why AI Will Save the World

Marc Andreessen

How Could A.I. Destroy Humanity?

Researchers and industry leaders have warned that A.I. could pose an existential risk to humanity. But they've been light on the details.

Artificial intelligence could be our saviour, according to the CEO of Google

Jan 24, 2018

100
million

Active users of ChatGPT in just 2 months

Compare to just under 5 years for Facebook

\$151
billion

In enterprise spending on generative AI solutions by 2027

Representing an 86% annual growth rate

7%

Potential annual GDP increase over 10 years

Due to estimated boost in labor productivity

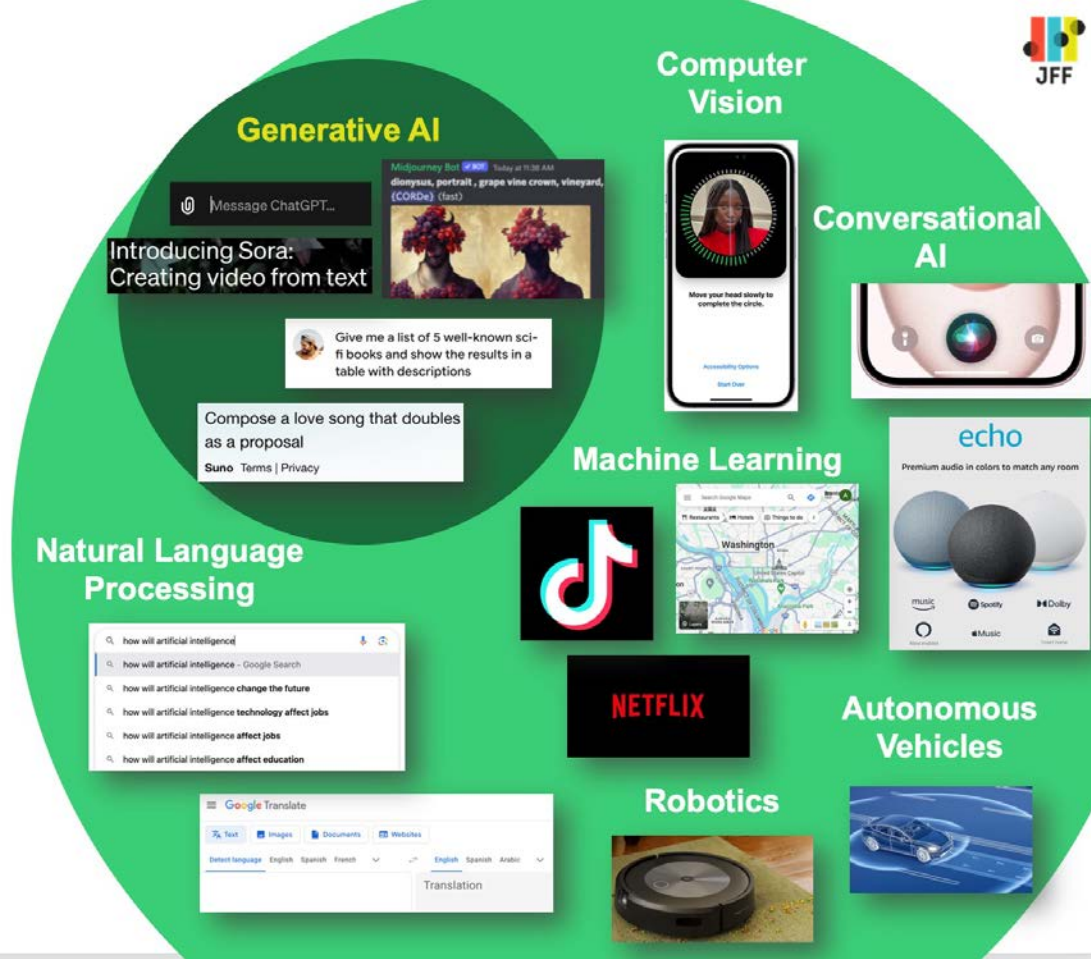
Sources: New York Times, Andreessen Horowitz, Business Insider, TechCrunch, CNET, Wall Street Journal, Goldman Sachs

What is AI?

Generative AI tools like Chat GPT are **just one example** of the wide array of AI technologies, many of which have been in use for years.

Often, apps or platforms integrate **multiple forms** of AI – and technologies like robotics and autonomous vehicles can **integrate** AI to unlock new capabilities.

Sources: OpenAI, Digital Trends, Google Gemini, Microsoft Copilot, Netflix, TikTok, Google, Apple, Amazon, CalTech



We're just beginning to understand AI's potential impact on jobs

Far-reaching scope...

80% of the U.S. workforce could see at least 10% of their **tasks** affected by LLMs

30% of **hours** worked could be automated by AI

12M workers may need to **change jobs** by 2030 due to shrinking demand

...with implications for equity

21% of **women** are likely to see the most exposure to AI, compared to 17% of men

50% of '**gateway**' or '**target**' **jobs** could eventually become fully automated

51% of business and tech executives implementing AI at their companies "expected generative AI to **increase economic inequality**"

Sources: OpenAI, McKinsey Global Institute, Pew Research Center, Deloitte

Leaders and workers agree training is critical – but not yet reaching workers

Executives' perspectives

87% of executives expect job roles to be **augmented, rather than replaced**, by generative AI

69% of CEOs agreed **most of their workforce** would need new skills

47% of business and tech executives implementing AI at their companies say they are **sufficiently training their employees** on generative AI

Workers' perspectives

58% of workers feel **they need to gain skills** due to AI – but **88%** don't trust their employer to train them

50% of workers say employers' existing AI training offerings are **inadequate**

65% of US employees are **anxious about AI replacing their job**

One study found **14% more Black workers** than white workers expressed concern

Sources: IBM Institute for Business Value, PwC Annual Global CEO Survey, Deloitte State of Generative AI in the Enterprise Q1 2024, JFF/Morning Consult, EY, Charter/Business Insider
The Morning Consult poll was conducted between May 31 – June 2, 2023 among a sample of 2,204 adults.

JFF's Center for AI & the Future of Work

Awareness to Action: *Promoting Equity in Education and Careers*

What if we asked:

How might we use AI to accelerate
equitable economic mobility?

A new initiative with humans at its heart

JFF's Center for Artificial Intelligence & the Future of Work

Our Mission: To ensure the future powered by AI accelerates, rather than delays, equitable access to quality jobs, by shaping policy, practice, and investment in innovative solutions that drive equitable economic advancement.

Our Focus Questions

- Understanding how AI will **reshape occupations across sectors** and reimagining training pathways, supports, and upskilling strategies
- Mapping and supporting rapid validation and adoption of the most promising **AI-powered use cases** and platforms for the future of work and learning
- Catalyzing sustainable **policy, practice, and investment** in solutions that drive economic opportunity.

Our Key Outcomes

- Measurably greater awareness of AI potential and challenges
- Increased progress and momentum towards AI readiness across the workforce
- Increased buy-in for AI applications centering equity for North Star populations
- Demonstration of emergent practices and solutions showing promise for leveraging AI to connect more people with quality jobs

Our early findings

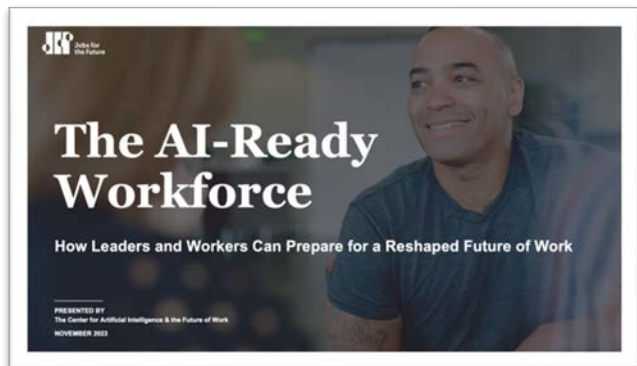
How AI could reshape in-demand jobs

- **How** workers leverage AI within certain tasks and skills is just as important as **how much**.
- Because jobs will more likely shift **over time**, rather than **overnight**, planning deliberately for transformation is key.
- Most importantly: **every occupation we studied will benefit from doubling down on the uniquely human skills** that will be elevated or augmented by AI.

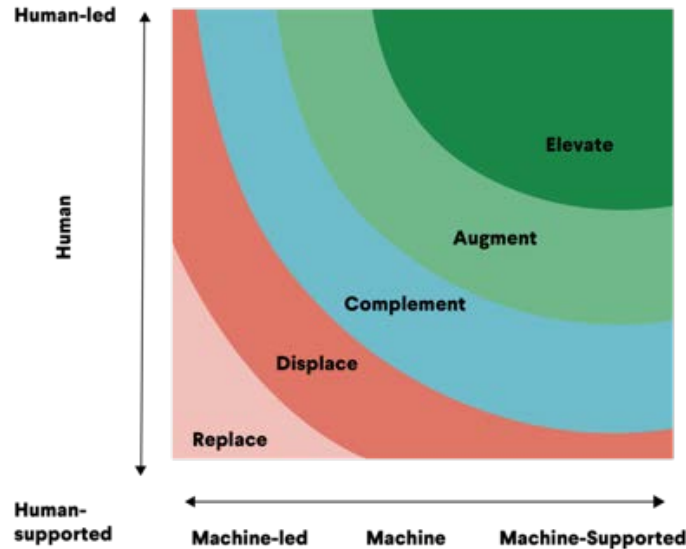


Our research explores how AI could reshape in-demand occupations across the economy.

- **Literature review**, cross-industry **survey** & qualitative **interviews** of stakeholder leaders
- **Detailed labor market analysis** focusing on **5 industries** critical to U.S. competitiveness...
 - Business and Sales
 - Manufacturing
 - Computer and Information Sciences
 - Health Care
 - Transportation, Logistics, Distribution and Related Services
- ...and assessing **50 in-demand & growing occupations**



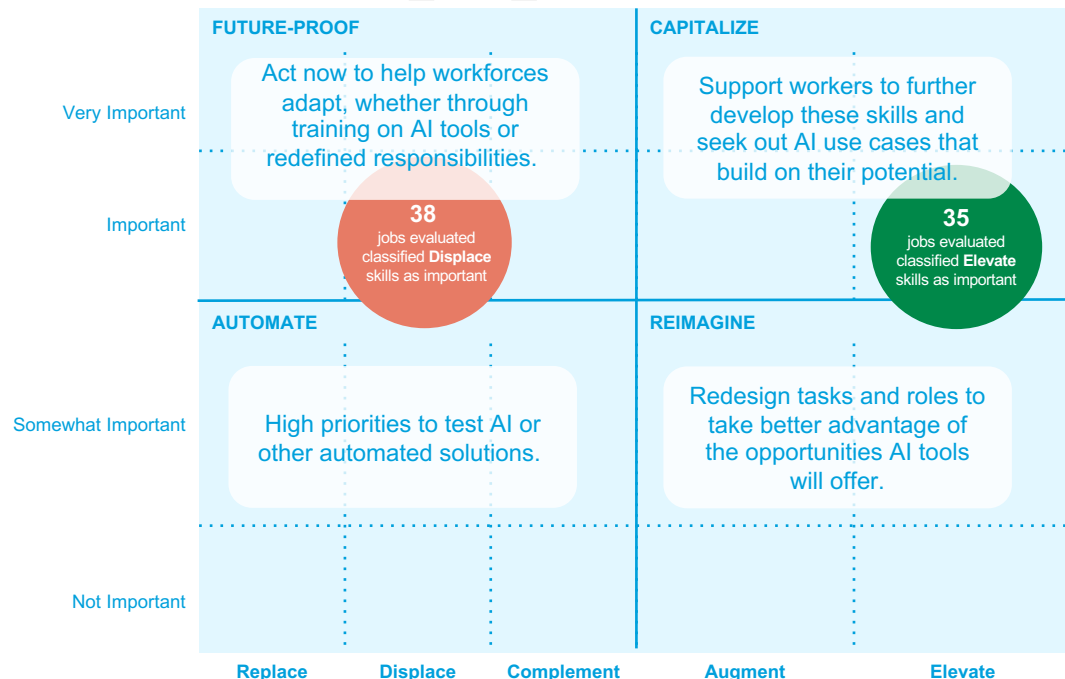
How workers leverage AI is just as important as *how much*.



The AI-Ready Workforce Framework

- Elevate:** Human and interpersonal tasks and skills whose use is **significantly increased** by AI
- Augment:** Complex cognitive / analytical tasks and skills whose use is **increased** by AI
- Complement:** Machine collaboration tasks and skills on whose use AI will have a **neutral** impact
- Displace:** Routine cognitive tasks and skills whose use is **decreased** by AI
- Replace:** Routine physical tasks and skills whose use is **significantly decreased** by AI-driven automation

Comparing AI's impact on different types of tasks helps plan for transformation.



AI Transformation Profiles

98%

of the top 10 occupations rank tasks & skills **displaced** by AI as important or very important, but...

78%

of the top 10 occupations rank tasks & skills **elevated** by AI as important or very important...

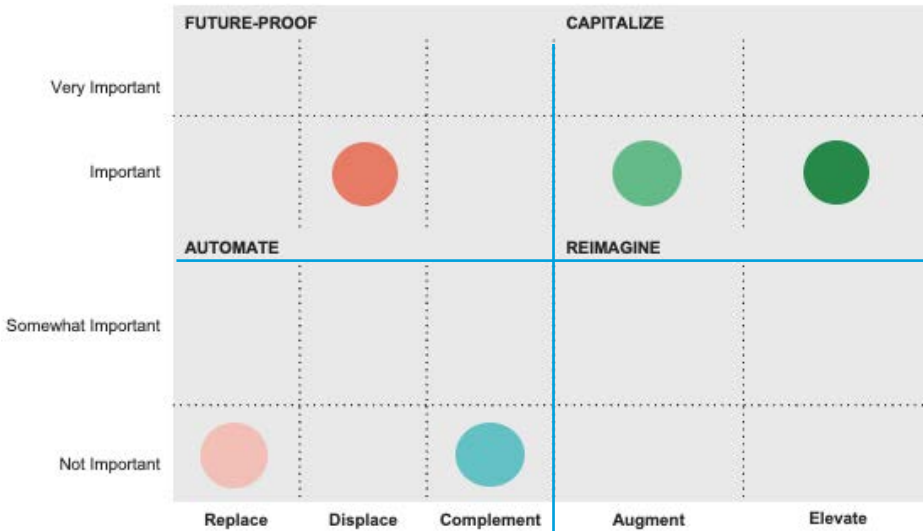
...and these tasks are *at least somewhat important* for the remaining **22%**.

Every occupation we studied will benefit from doubling down on soft skills.

...which will look different across sectors.

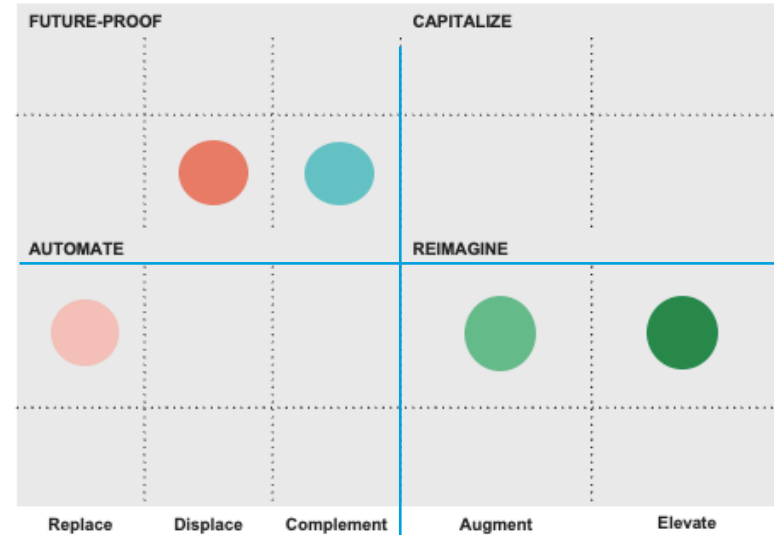
Software Developer

- AI coding tools may augment developers' complex analytical tasks and domain knowledge
- Increased importance of team- and customer-focused tasks and skills

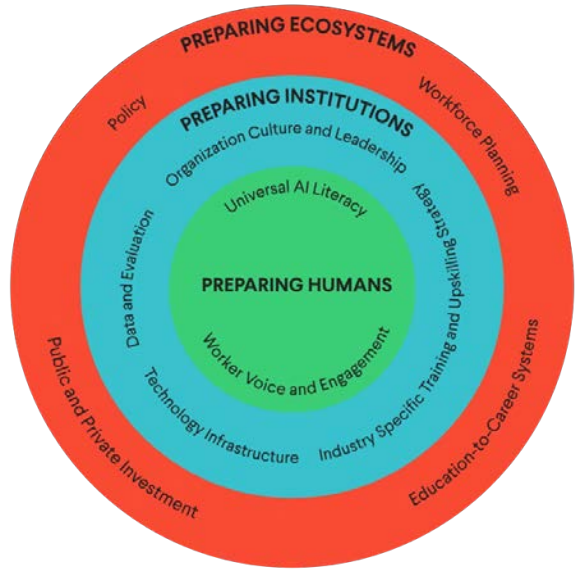


Heavy Tractor-Trailer Truck Driver

- AI tools may displace administrative tasks like record keeping and trip logistics planning
- Key tasks and skills may shift to managing complex systems and customer support



AI readiness starts with putting humans at the center.



- **Employers can**
 - Create supportive cultures and employee feedback loops
 - Ensure access to foundational AI literacy training
 - Evaluate AI's impact
 - Build partnerships
- **Postsecondary leaders can**
 - Create new disciplines
 - Adapt and update curricula
- **Policymakers can**
 - Support research and enhanced labor market data
 - Expand access to training programs and new education financing approaches
 - Center economic equity in regulatory/legislative efforts

Forthcoming Research

- **AI for Economic Equity Framework**
 - *Develop a framework for leaders in public policy, industry, postsecondary education, and workforce to better understand the key factors influencing the degree to which AI is positioned to accelerate economic advancement, and produce action recommendations and policy priorities to achieve that outcome.*
- **Understanding the Current State of AI's Impacts on Jobs & Skills**
 - *How AI is already reshaping jobs and required skills in certain key occupations accessible to workers without bachelor's degrees? How can educational institutions and training providers adapt?*

Q&A

Our Emerging Questions

Our Emerging Questions

- How do educational institutions react to the heightened demand for durable skills? What are these conversations with employers looking like?
- How are educational institutions sorting through and prioritizing AI-related opportunities and challenges, including faculty/staff engagement and upskilling, employer relationships?
- What cutting-edge use cases can we identify where AI is significantly improving learner outcomes or efficiency of delivery?
- How do we move from the grassroots experimentation phase to structures that encourage broader adoption of AI tools and skill development?



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Thank You

