

Thriving in an AI World: Transforming Careers and Skills



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Heidi Araya

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- Computers/Internet age
- Dot-com crash
- Recessions, layoffs
- Company failures
- COVID

**I had to learn to adapt
in a rapidly changing world**



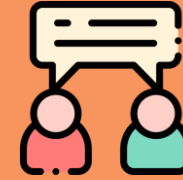
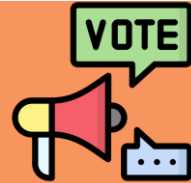
**>25 years helping
companies be
more adaptable,
productive, and
effective**

Heidi Araya – AI Enablement for Solopreneurs, Startups, & SMBs

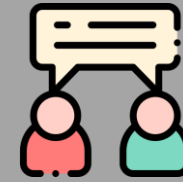
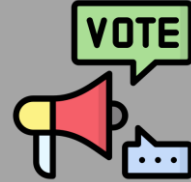


We will cover:

Current job market

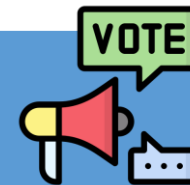


AI impact & opportunities



How to succeed in technology-driven world

Skills for an era of exponential change



**How are you
feeling
about AI?
(Zoom poll)**



- 30+ consecutive months of job growth
- 4.1% unemployment
- 22% of the unemployed, have been so for 27 weeks or more



Current Job Market (U.S.)

Tech layoffs vs. jobs added (USA)



Year	Tech employees laid off (in US)
2022	110,000
2023	180,000
2024	to date: 73,000

Month	Jobs added (in US)
Jan 2024	229,000 ++
Feb 2024	275,000 ++
March 2024	303,000 ++
April 2024	175,000 -
May 2024	218,000 ++
June 2024	206,000 ++



Why are tech companies doing layoffs?

- COVID over-hiring
- Higher interest rates
- Tax law changes ('22)
- Market forces
- Peer pressure
- Restructuring

AI is not the major factor





Generative AI has changed the world dramatically

Including mine...



How often do you use generative AI tools in your daily life? Zoom poll



1 – do not use

2 – rarely

3 – occasionally

4 – often

5 – all day every day

Future Impact of AI on Technology Jobs



Large Impact: tasks automated or altered significantly

Small Impact: tasks not fundamentally changed

No impact

73%

26%

1%

AI could contribute up to \$15.7 trillion to the global economy by 2030

“Only a quarter of AI exposed tasks will be cost-effective to automate within the next 10 years”

–Daron Acemoglu, Professor at MIT





- Democratization of knowledge
- What is easier now?

Cost of acquiring knowledge is approaching zero

Rise in AI- proficient roles

Machine Learning Specialists ++

Data scientists +35%

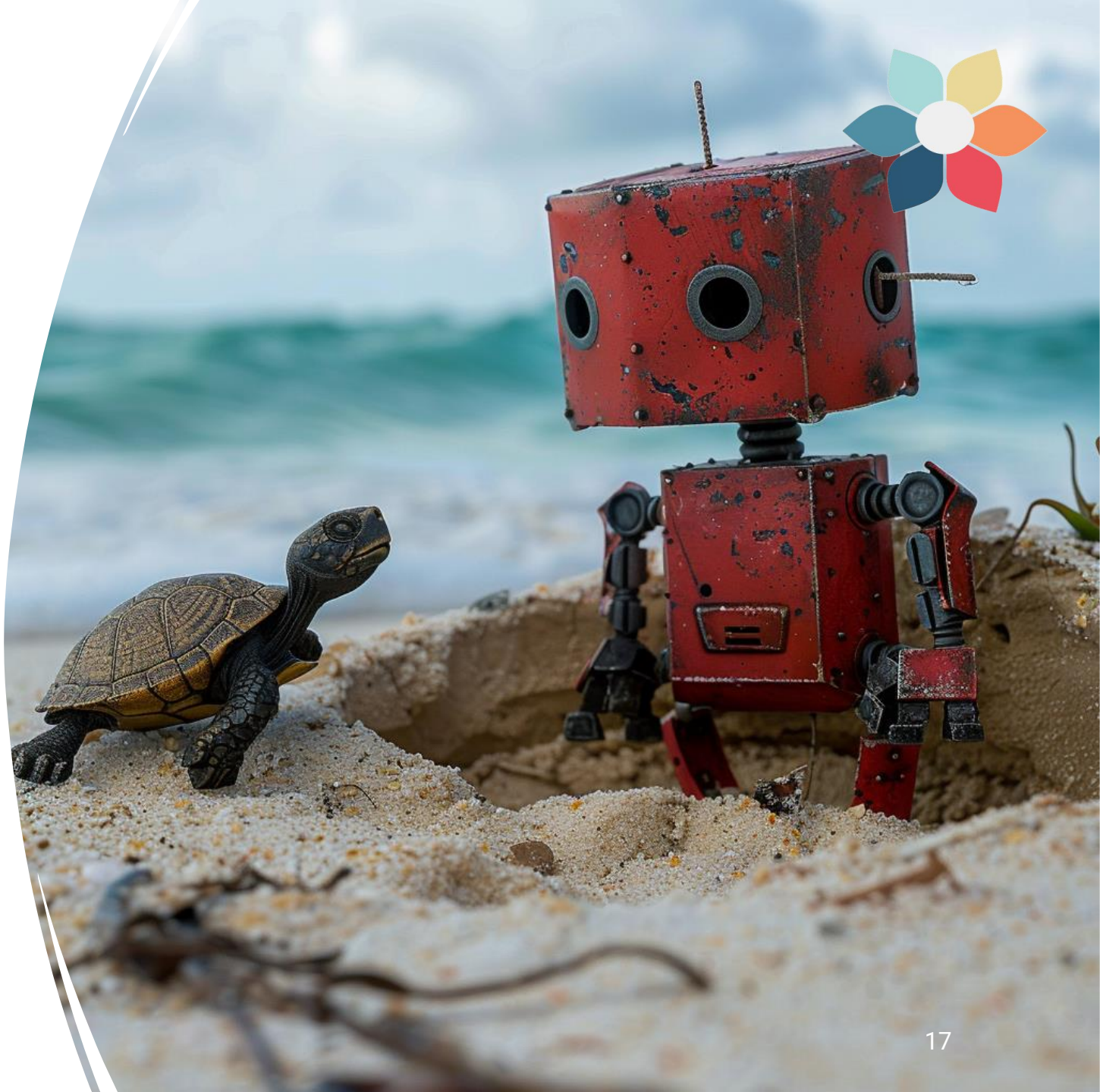
Data analytics & statistics +58%

AI consultants



Emerging jobs in AI

- Technical Development & Innovation
- Strategy, Application, Integration, Education
- Governance & Ethics
- Research, Advocacy, & Public Policy





Learn enough to ask tough questions

- Be conversant in the details
- Tradeoffs & decisions made
- Educate yourself on ethics & privacy considerations



- 23% of jobs transformed in 3 years
- 12M switch jobs; 9M in new industries
- 60% of jobs created since 1940



Innovation leads to new occupations





Microsoft and LinkedIn Study



AI skills are becoming a job requirement

- **66%** of leaders now require AI skills
- **71%** prefer a less experienced person with AI skills, over more experienced without



- Experiment
- Practice
- Learn how others do it
- Share what you learned

Create your future with an “AI-first mindset”



Not Just AI



Advanced technologies



Extended reality



Application of blockchain



Advanced robotics



3D printing @ scale



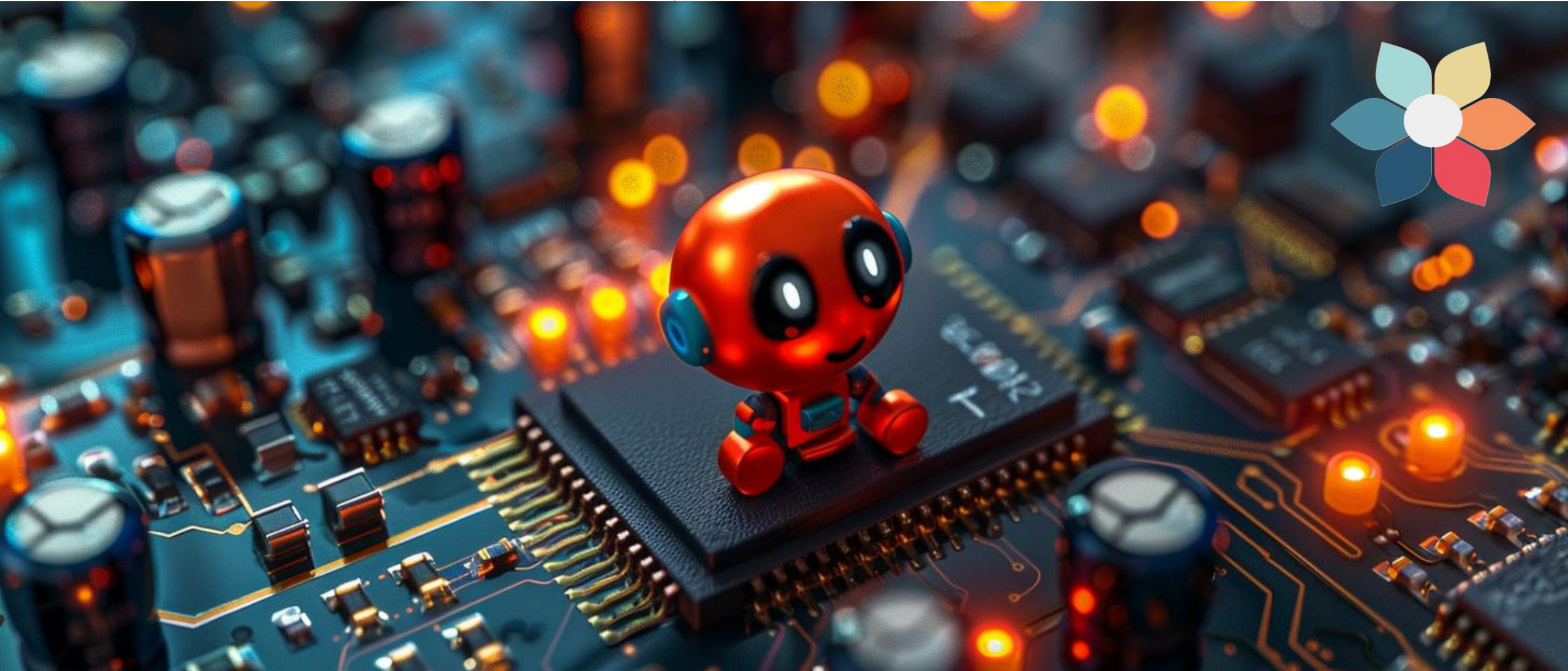
Quantum computing



Digital twins

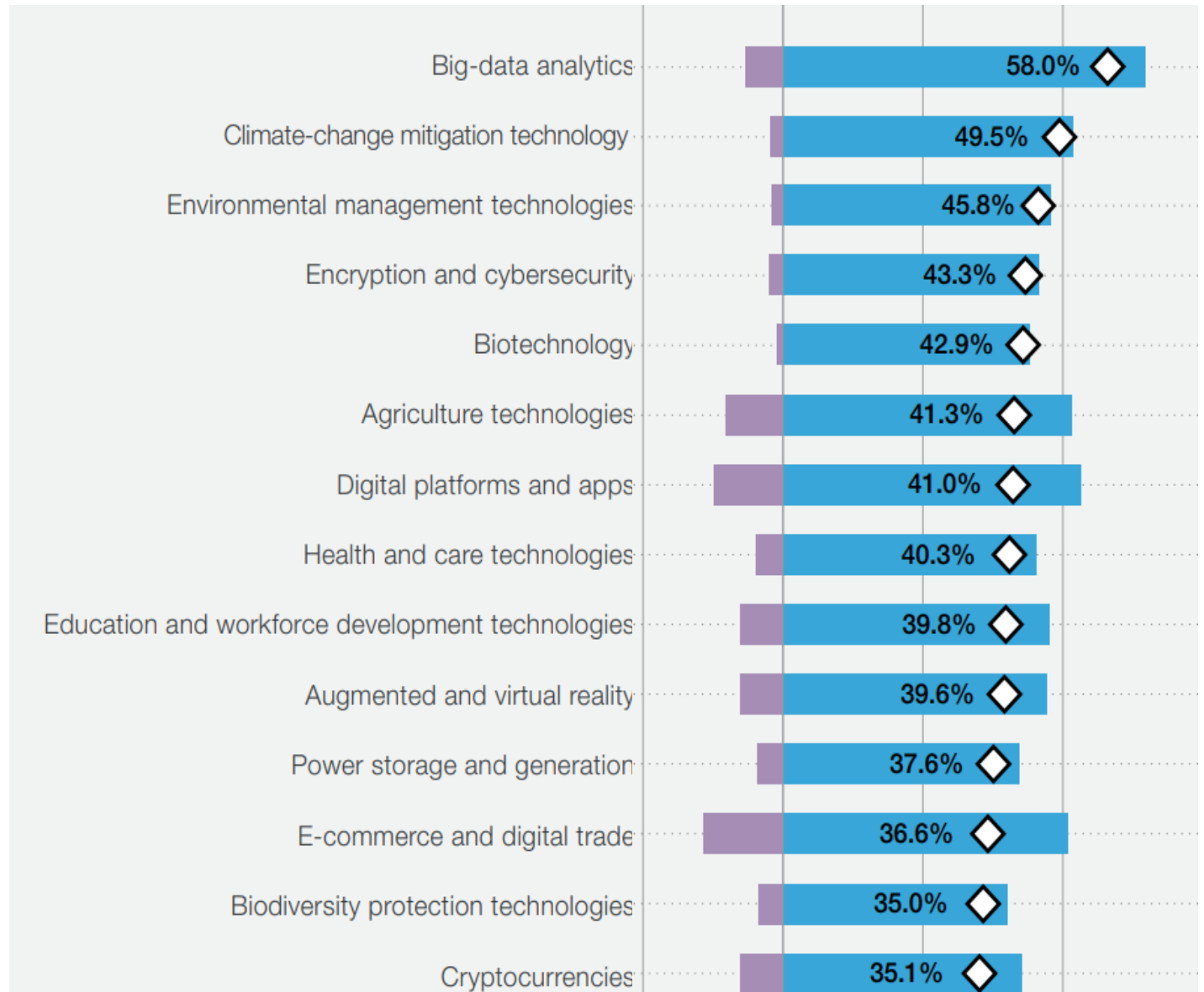


...and more



World will run on advanced technologies

Technologies in demand will generate jobs





Domain knowledge + advanced tech = Superpower





**Lifelong
learning
crucial**

**Build your
“expertise
aegis”**

Rise of Skills Economy

- 50% of US population will be freelancing by 2027
- Skills-based assessments (hiring & in jobs)
- Continual upskilling required



Future Needed Skills

(employer
perspective)

1. Analytical thinking
2. Creative thinking
3. Resilience, flexibility and agility
4. Motivation and self-awareness
5. Curiosity and lifelong learning
6. Technological literacy
7. Dependability and attention to detail
8. Empathy and active listening
9. Leadership and social influence
10. Quality control
11. Systems thinking



Skills that remain relevant for jobs

Decision-making

Time management

Communication skills

Creative problem-solving

Collaboration

Adaptability

Empathy





**We are living in an exponentially
uncertain era...**



**How to thrive
(& remain employed)
in an uncertain world?**



**To thrive in an exponentially
uncertain world, we must
disrupt ourselves ... continually**

Six key skills to succeed in an era of AI & exponential change



Six key skills to succeed in an era of AI & exponential change



1 – Ingenuity

- Curiosity, creativity
- Explore “edges”
- Combine interests in novel ways
- Find your niche
- **Be proactive - not a spectator**



Six key skills to succeed in an era of AI & exponential change



2 – Technological Literacy

- Determine the technology
- Determine some specific goals
- Start learning
- **Put the learning into practice by integrating it into your daily work**



Six key skills to succeed in an era of AI & exponential change





3 - Intentionality

- Strategic decision-making
- Rigorously prioritize
- Focus
- Conscious tradeoffs
- **When you get really clear about what you do want, things will start to happen**



Six key skills to succeed in an era of AI & exponential change



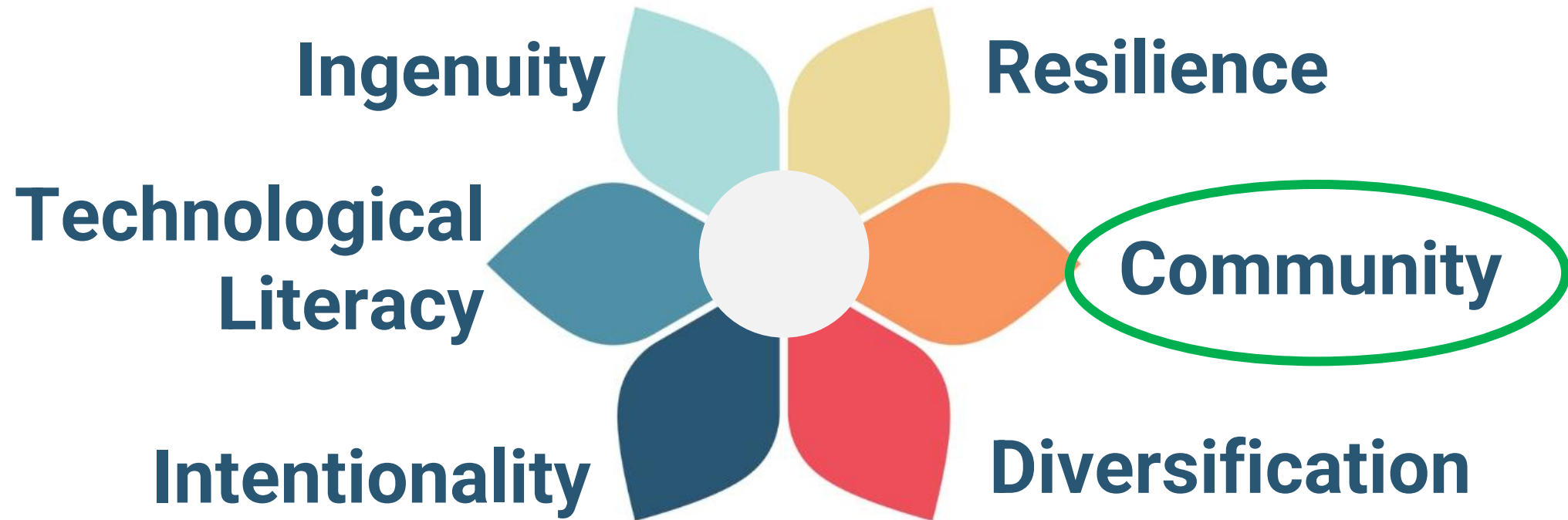


4 - Resilience

- Emotional resilience
- Stress management
- Health ownership
- Self evolution
- Adapt over control
- **Continually improve your resilience to uncertainty and change**



Six key skills to succeed in an era of AI & exponential change





5 - Community

- Build relationships & networks
- Increase opportunities
- **Building an ecosystem is not just about you, but everyone. Lift up others.**

Six key skills to succeed in an era of AI & exponential change





6 - Diversification

- Multiple income sources
- Diversify investments
- Diversify skills & interests
- **By diversifying, you're planting different seeds for multiple futures.**

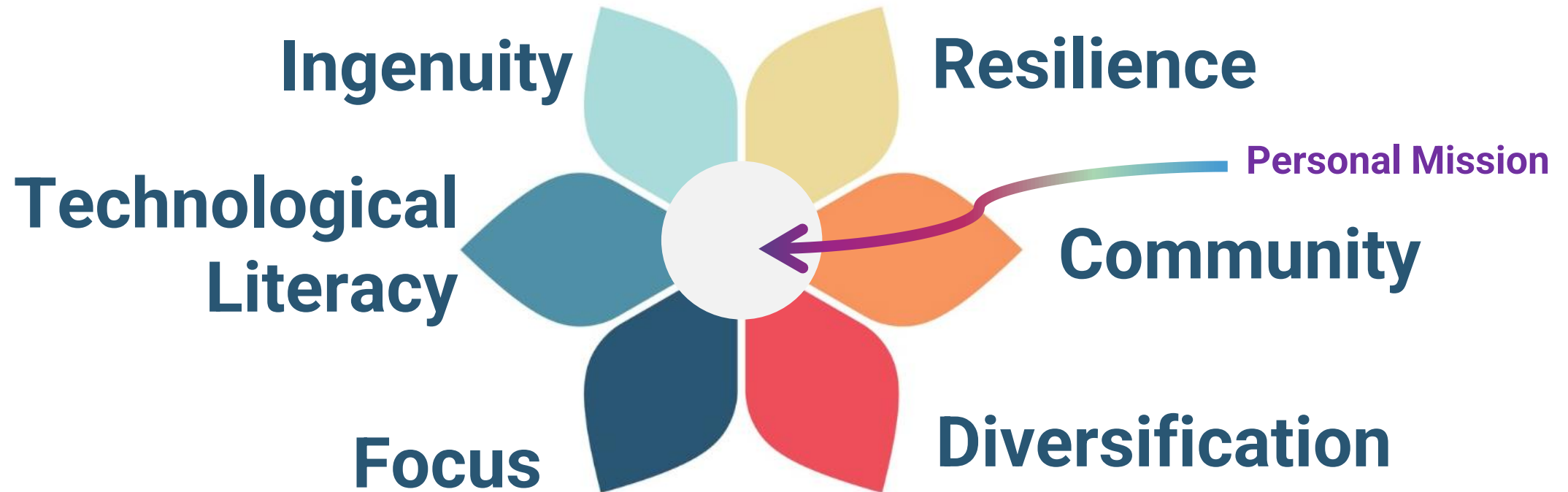
Six key skills to succeed in an era of AI & exponential change



Which skill(s) resonated with you the most? (Zoom poll)



Personal Mission is the centerpiece





**Find focus through
your personal mission**



**My mission is
to connect people all over the
world with the information they
need to thrive.**

Skill - Mission	Question for contemplation & action
1 - Ingenuity	How can you express proactivity & ingenuity in your own unique way that might create a new niche for yourself?
2 - Tech literacy	Is there somewhere you could leverage or learn technology, but haven't yet? What will you try?
3 - Intentionality	What are you willing to say no to, so you can make more progress on something that will really make a difference?
4 - Resilience	How easy is it for you to remain calm in times of uncertainty and change?
5 - Community	Whom will you support? And from whom will you ask for support?
6 - Diversification	How diversified are your income & investments? Is there some action you want to take?
Personal Mission	What makes you excited to get up in the morning?



Thank you! Questions?

I'd be grateful if you rate this talk
& comment to help me improve it!

Heidi Araya