

+
○ **“The biggest mistake that you can make is to believe that you are working for somebody else. Job security is gone. The driving force of a career must come from the individual.**

◆
Remember: Jobs are owned by the company; you own your career!”
– Earl Nightingale, 1950s

+

○

●

WHAT'S YOUR STATUS?

1. Unemployed & looking
2. Unemployed & not looking
3. Have a full-time job
4. Have a contract or gig
5. Own business/ solopreneur
6. Making \$ some other way



You and AI: Preparing for an uncertain job market

Heidi Araya

LeSS Meetup

22 March 2024





**A personal story
of discovery & growth
in a rapidly changing world**

We will cover:

- Current job market & economy
- AI impact on jobs
- Future in a technology-driven world
- Key skills to succeed





**Do you feel prepared
to continue making a living
in an exponentially uncertain era?**



Current Job Market



Year	Employees laid off
2022	165,000
2023	263,000
2024	51,000

Date	Jobs added
January 2024	353,000
<i>Unemployment is still below 4% and has been > 2 years</i>	

Why are tech companies doing layoffs?



- Legitimate reasons
- Herd mentality



**Generative AI has changed the
world dramatically
in 16 months**



How often do you leverage generative AI in your daily work?

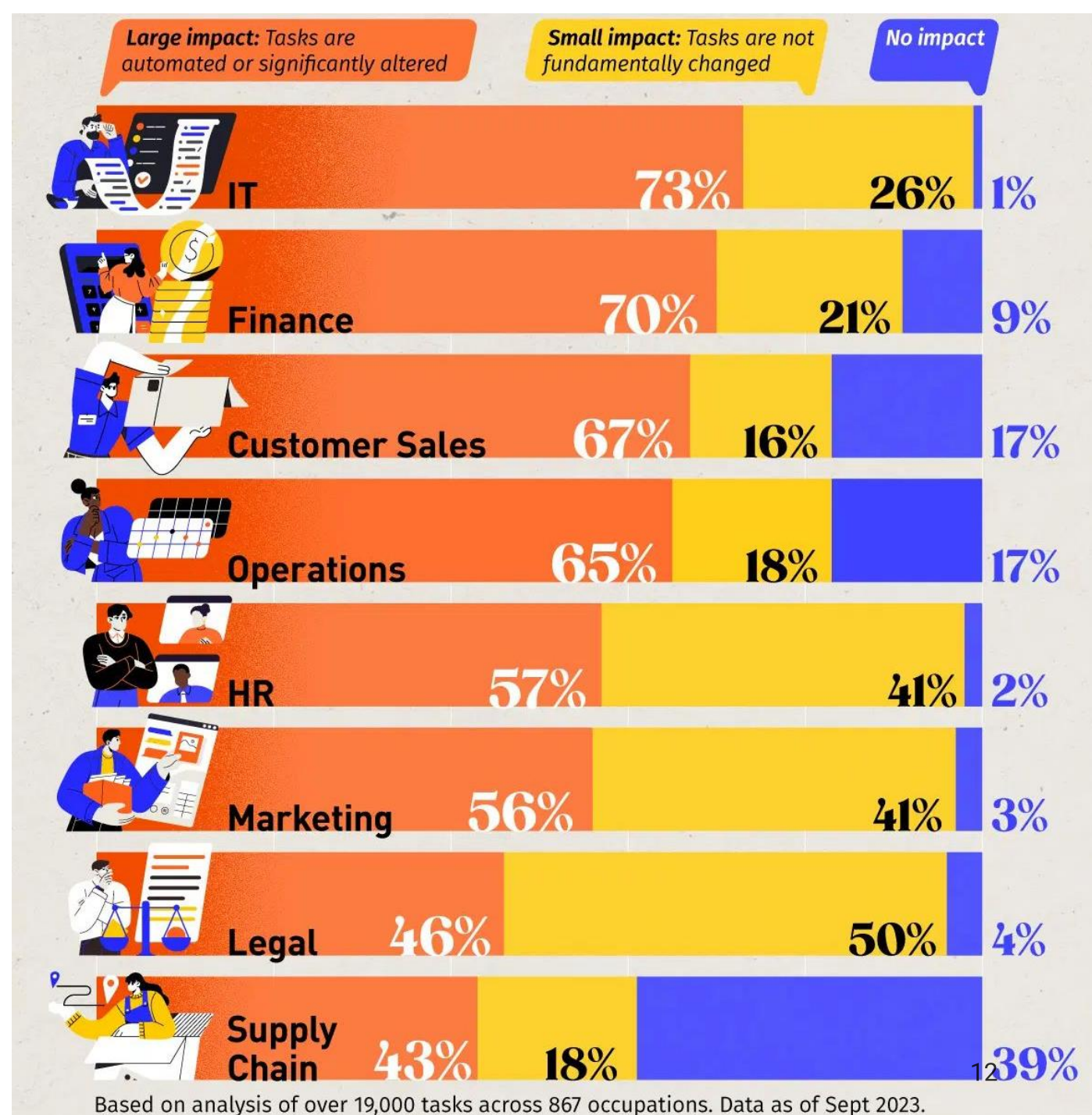
1. Do not use generative AI
2. Rarely
3. Sometimes
4. Often
5. All day every day





AI Impact Analysis

World Economic Forum September 2023





Cost of acquiring knowledge is approaching zero

AI-proficient roles have surged

Machine Learning Specialists

Data scientists + 35%

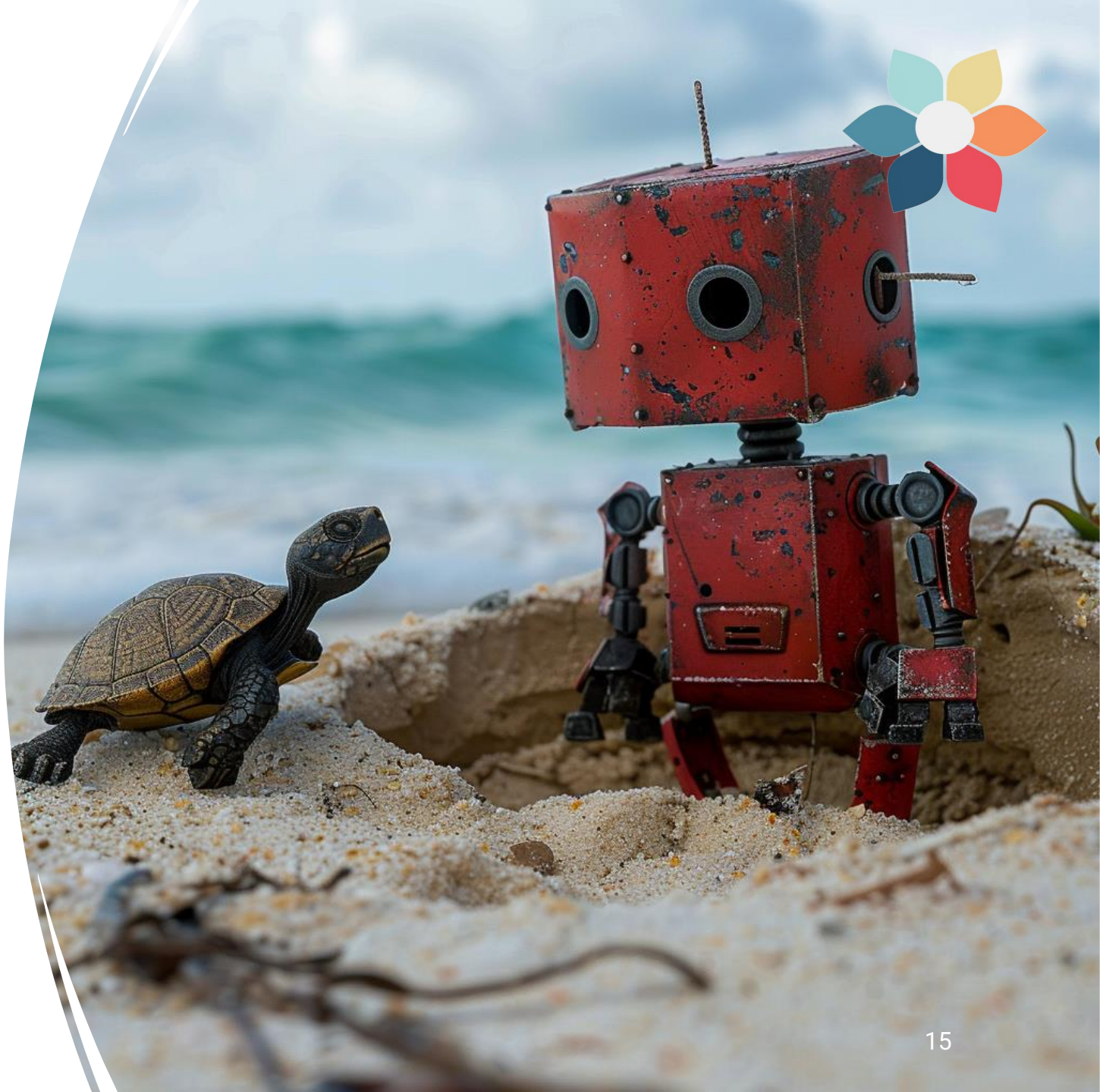
Data analytics & statistics +58%

AI consultants



Emerging jobs in AI

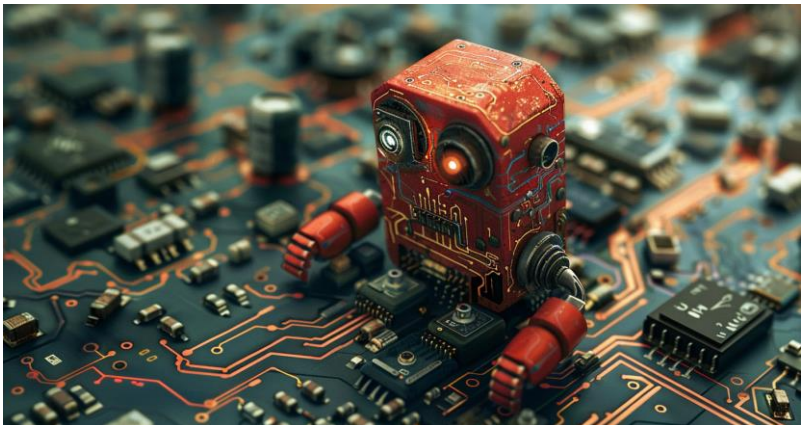
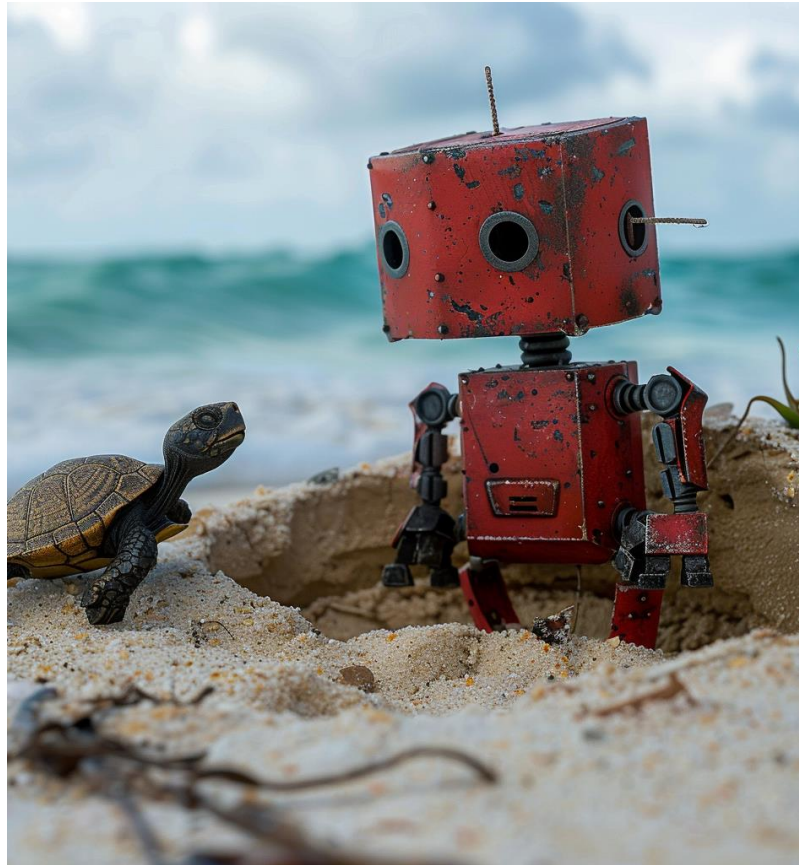
- Technical Development & Innovation
- Strategy, Application, Integration, Education
- Governance & Ethics
- Research, Advocacy, & Public Policy



- 12 million Americans switching jobs within 6 years
- 9 million in new industries



Innovation leads to new occupations



Recap – Part 1





Not Just AI



More advanced technologies coming

AI

Internet of things

Extended reality

Blockchain

Spatial/ edge computing

3D modeling & printing @ scale

Quantum computing

AI-powered robotics

Digital Twin

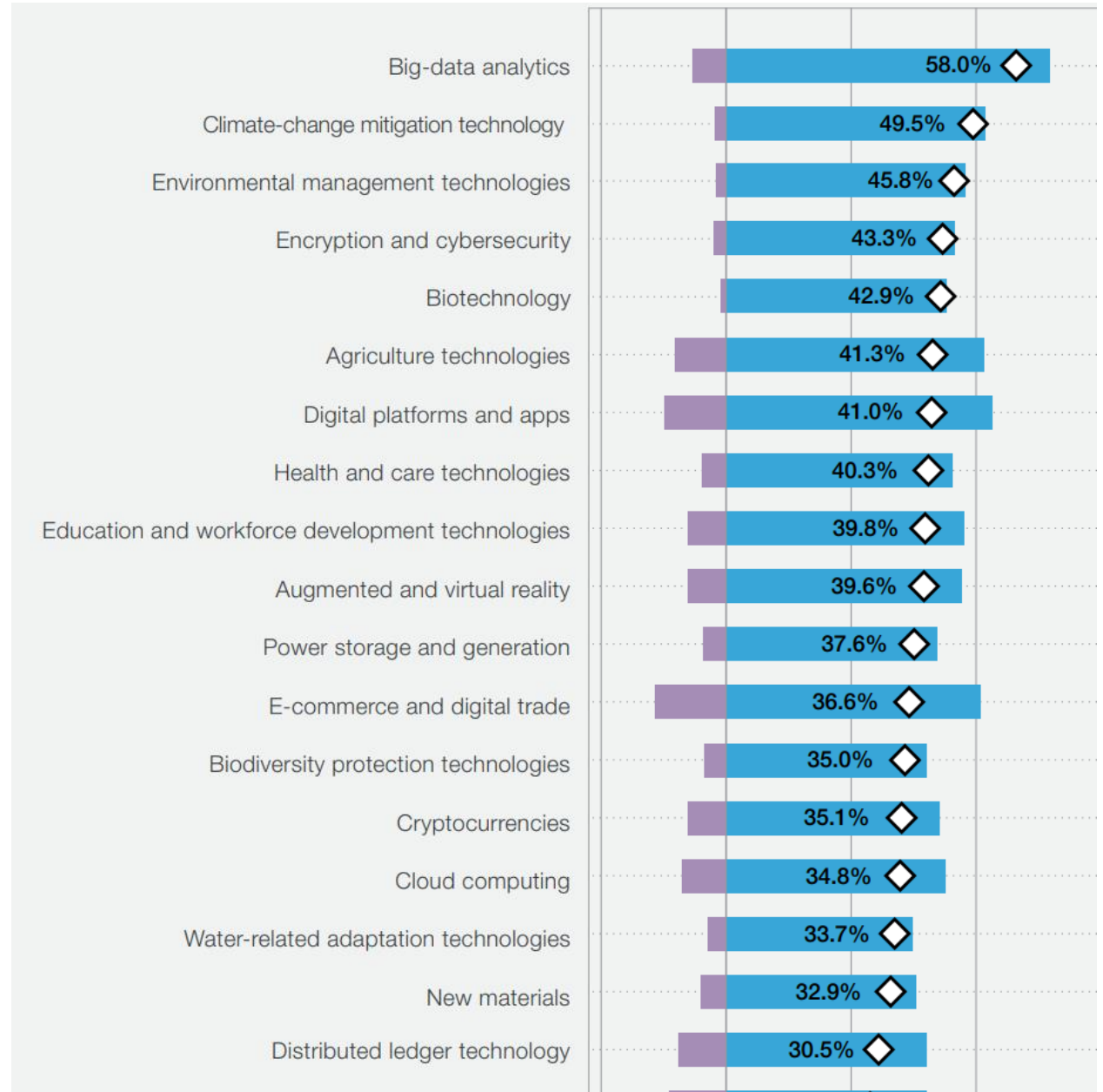


World will run on advanced technologies



Expected impact of technology adoption

By net effect on job creation





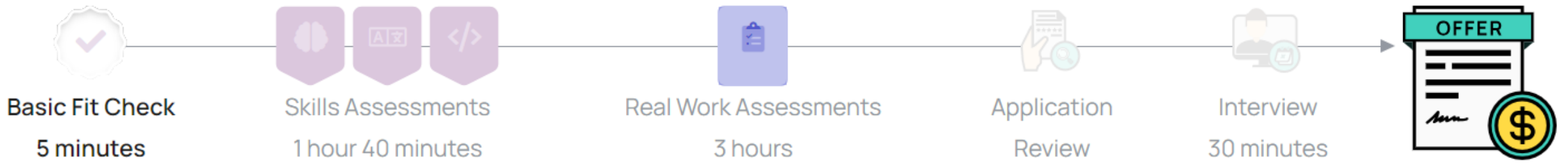
Future of Jobs Report



- 23% of jobs transformed in 3 years
- Jobs will be sunset & also created
- Surge in “green jobs”
- Lifelong learning is key
- More entrepreneurs & freelancers



Next Step On Your **Generative AI Engineer** Application



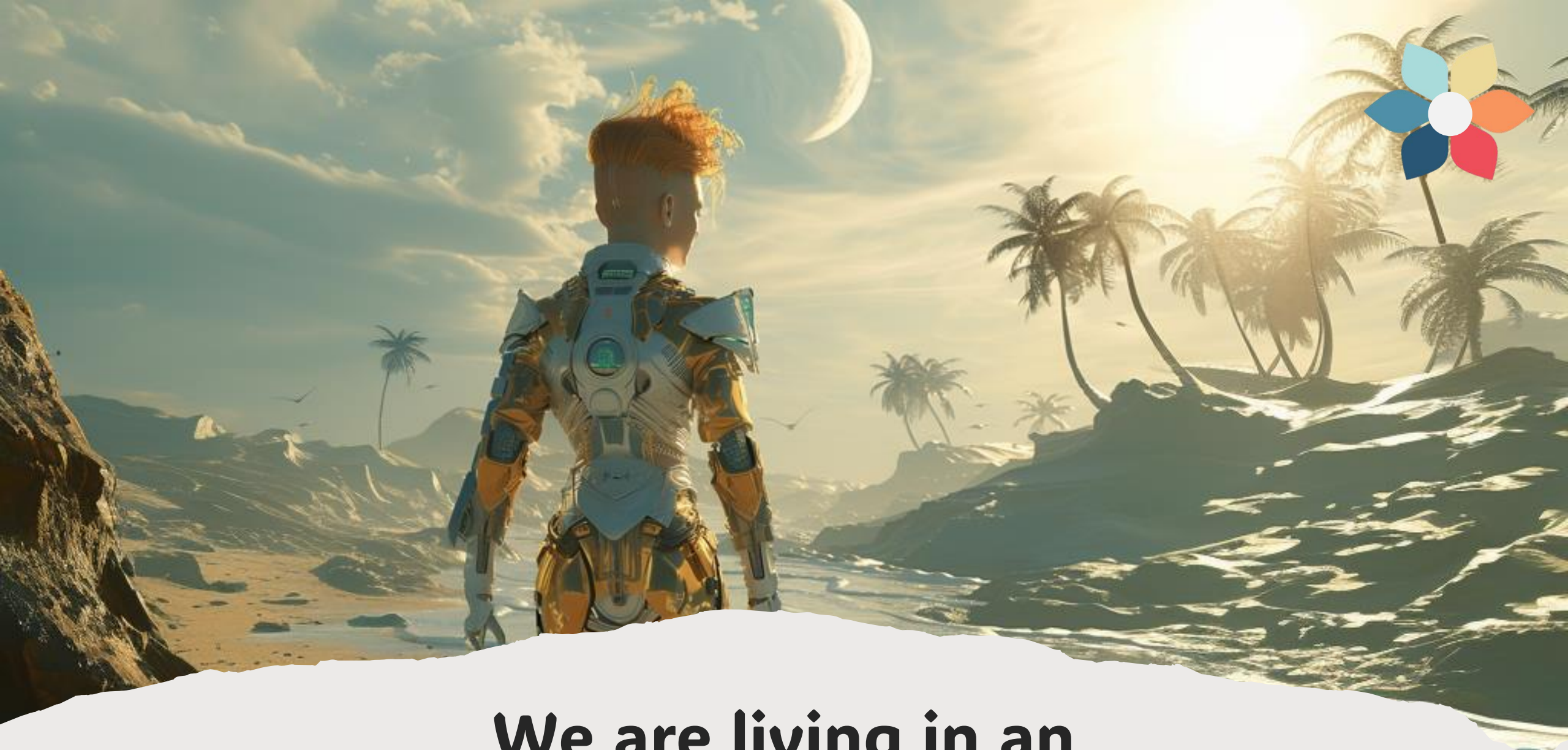
Skills Economy

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



**Future
Needed
Skills**
(according to
what employers
think)

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



We are living in an exponentially uncertain era

How much more uncertain (%) do you think the world is today, versus 5 years ago?





183% increase in disruption 2019 - 2023

- Disruption is up 33% year on year
- Careers, lives will also be more disrupted

(Accenture Pulse of Change 2024 Index)

Skills that remain relevant for jobs

Decision-making

Time management

Communication skills

Creative problem-solving & innovation

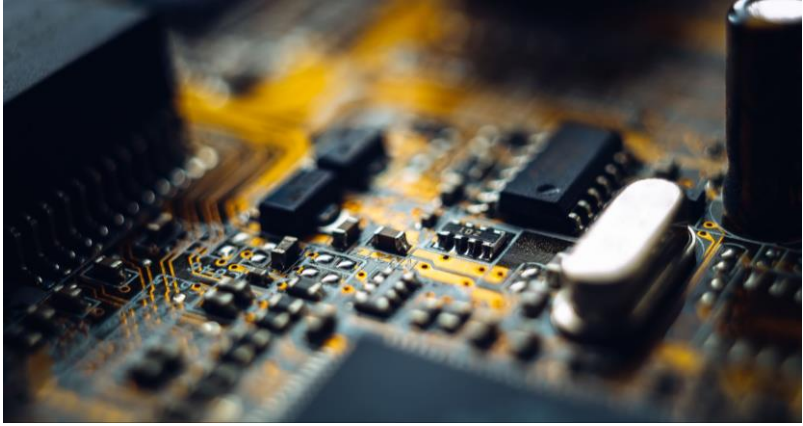
Growth mindset

Collaboration

Adaptability

Empathy

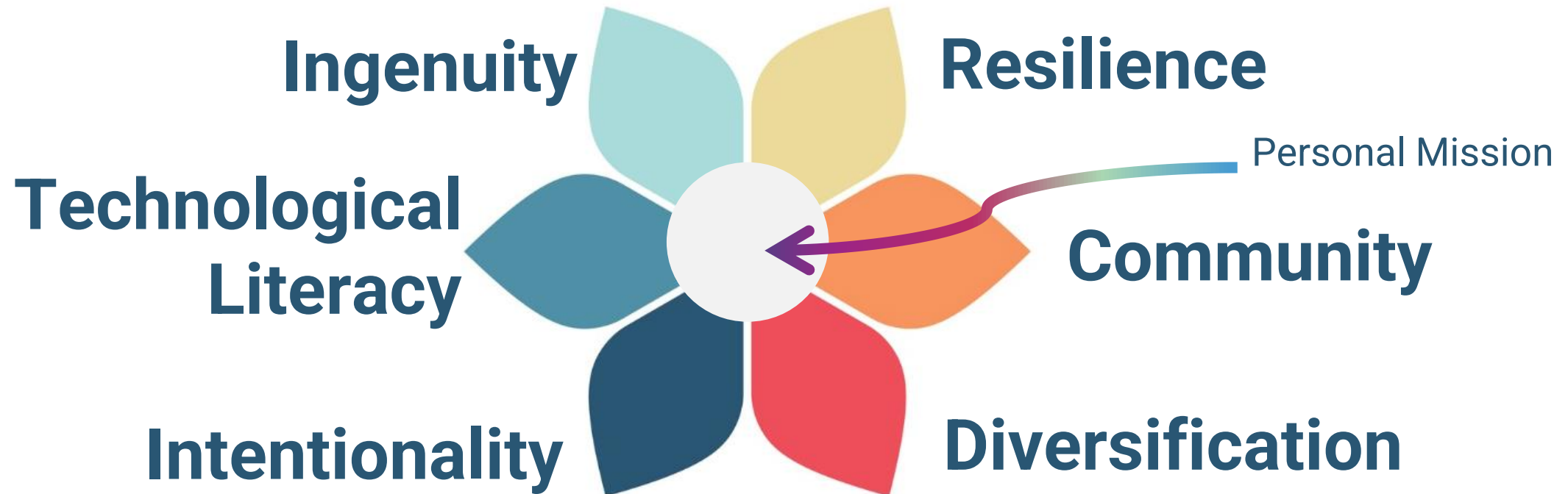




Recap –
Part 2



Key skills to succeed in an era of AI & exponential change





- Learning
- Experimentation
- Creative Thinking
- DO!

1 – Ingenuity

Self-Reflection: Ingenuity

How can you express proactivity & ingenuity in your own unique way that might create a new niche for yourself?



- Determine the Technology
- Determine goals
- Start learning



2 – Tech Literacy

Reflection: Technological Literacy

Is there somewhere you could leverage technology, but haven't yet? What will you try?



- Critical thinking
- Strategic Decision-Making
- Attention Management

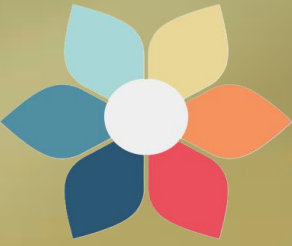


3 - Intentionality

Reflection: Intentionality

What are you willing to say no to, so you can make more progress on something that will really make a difference?



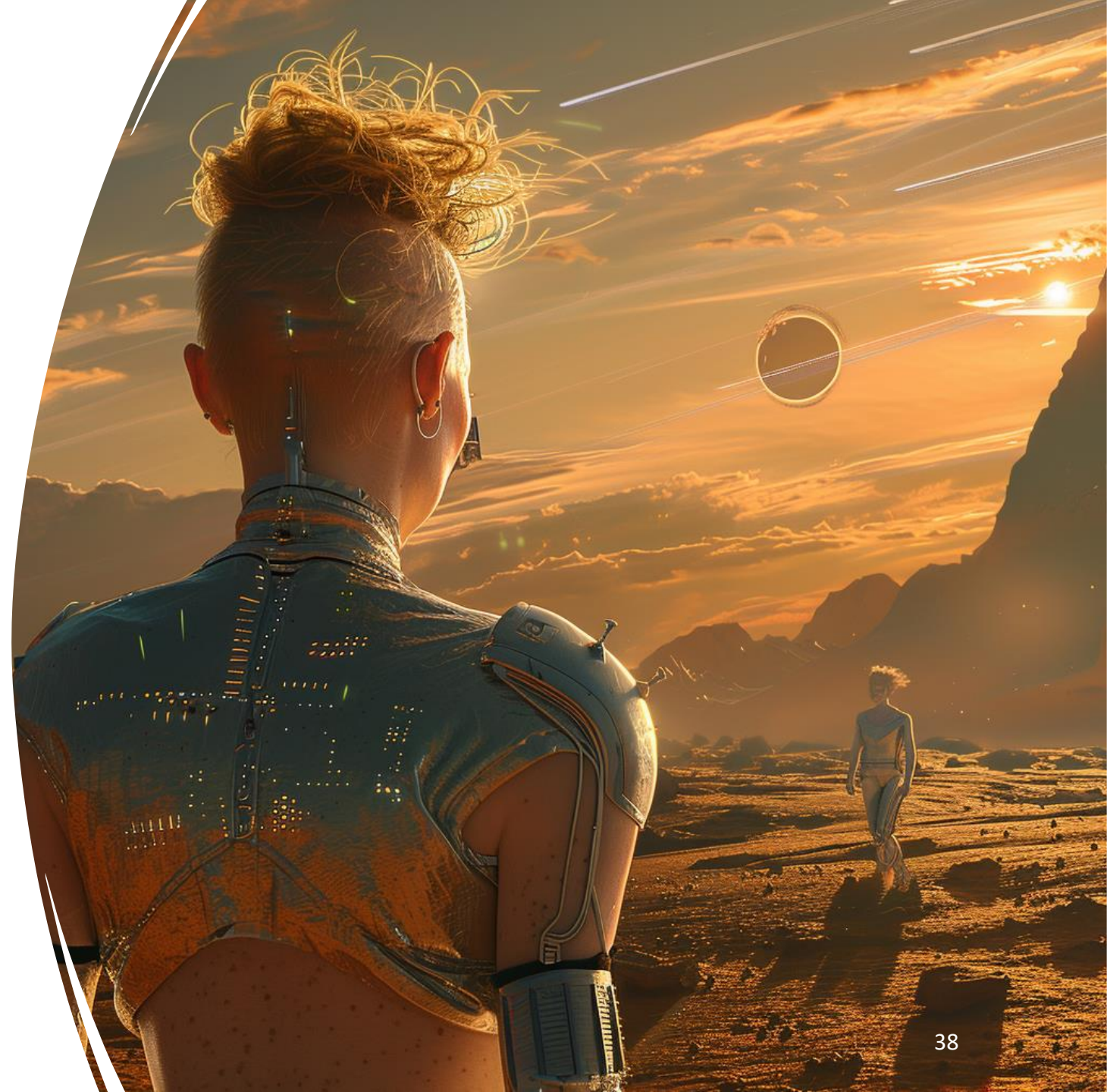


- Emotional Resilience
- Health Ownership
- Stress Management

4 - Resilience

Reflection: Resilience

How easy is it for you to remain calm in times of uncertainty and change?





- Join & support communities
- Never Search Alone for job seekers
- Build relationships in person & online

5 - Community

Reflection: Community

Whom will you support today? And from whom will you ask for support?





- Multiple income sources
- Diversify your investments
- Continually evolve career

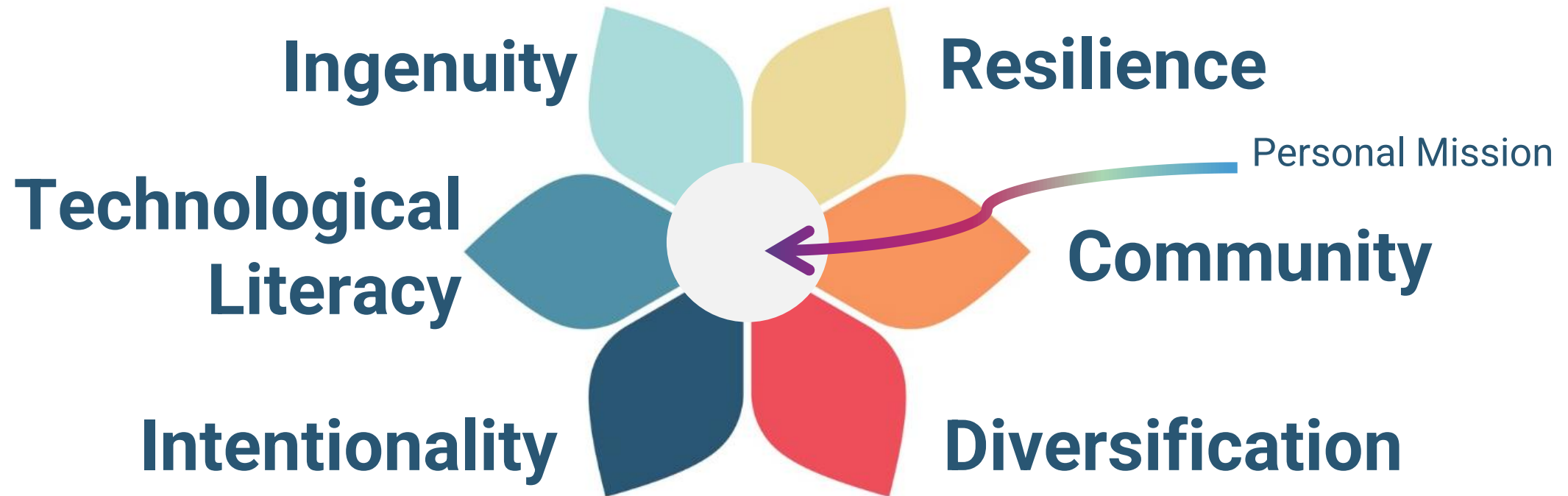
6 - Diversification

Reflection: Diversification

How diversified are your income & investments? Is there some action you want to take?



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



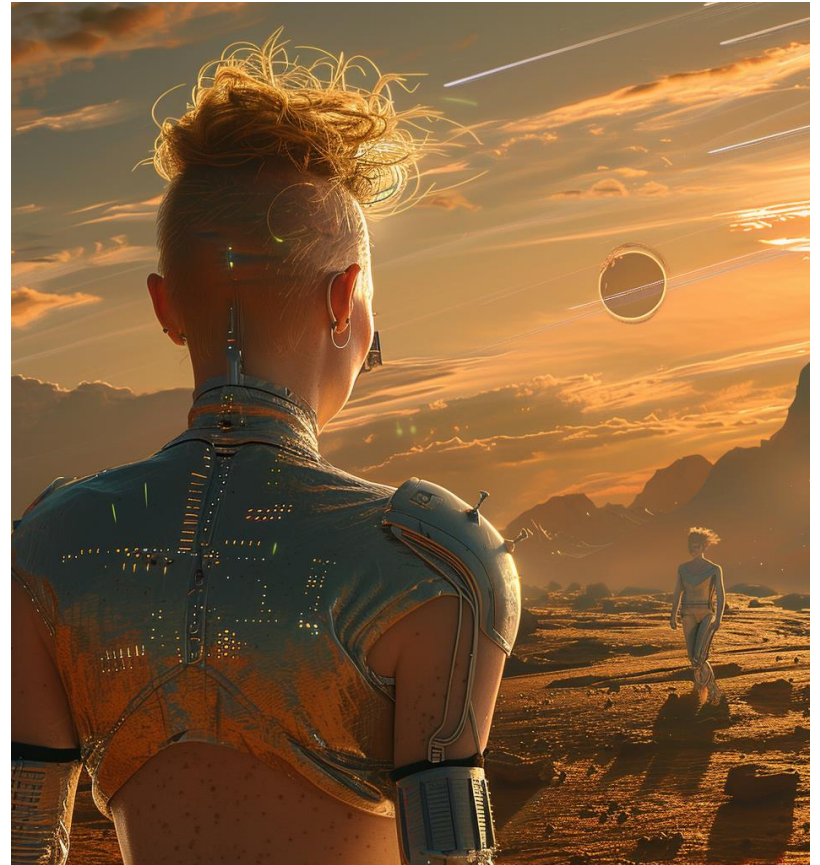
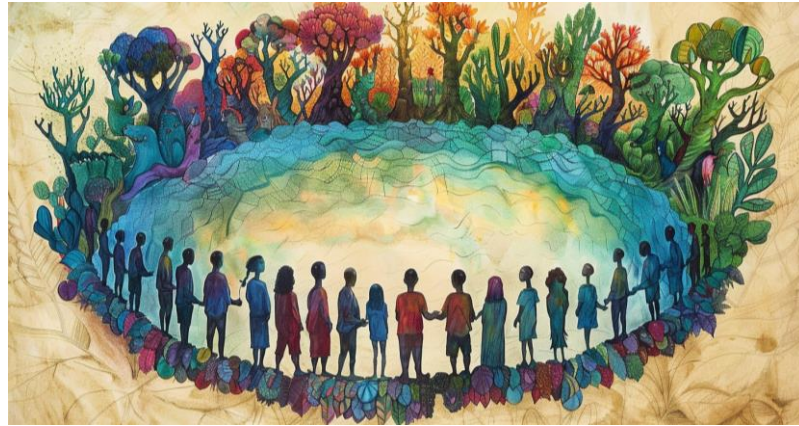
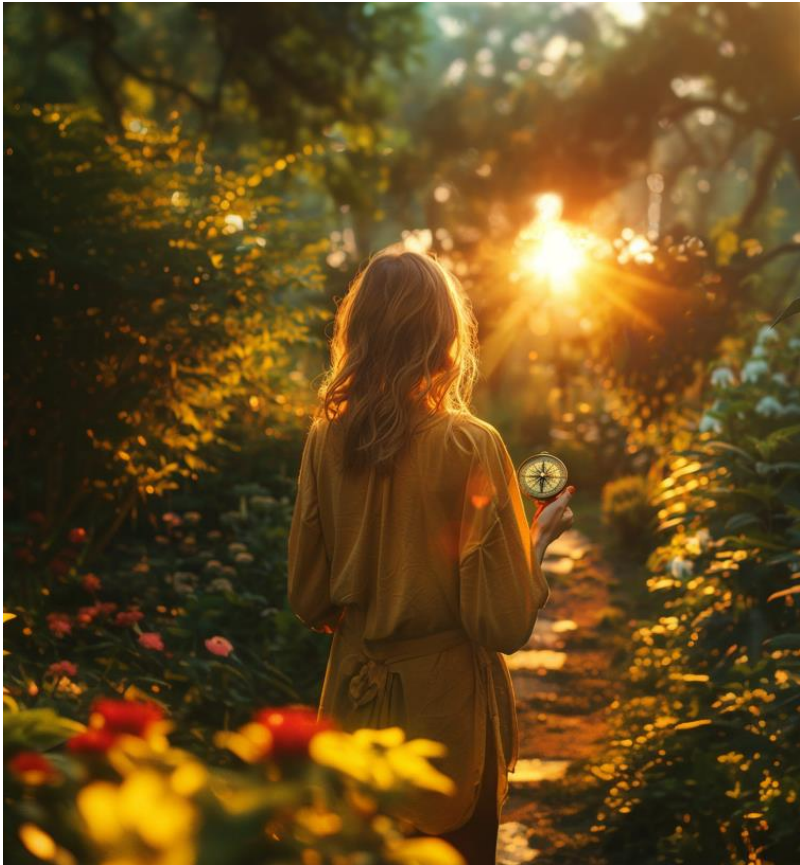


**Find focus through
your personal mission**

Reflection: Personal Mission

What makes you
excited to get up in
the morning?





Recap – Part 3





Questions? Feedback?

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