

AI & the Future Workforce

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Outline

1. Magnitude of the transformation being wrought by AI on our future workforce
2. Challenges we are facing in preparing our workforce for the future
3. How we must respond to the transformation being wrought by AI on our future workforce
4. Mitigating factors in AI adoption

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Magnitude of the Transformation



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The Challenges Faced by K-12

1. Parents (and students) spend too little time identifying natural aptitudes and talents.
2. Parents (and students) do not recognize that young people have differing levels of career readiness. ⁽¹⁾
3. K-12 schools fail to connect student interests and academic courses to real-world career options.
4. K-12 schools are struggling to embed artificial intelligence into how students learn, how students are taught, and how students are assessed.

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Existential Crisis

A perfect storm of demographic shifts,
changing perceptions about the value of a college degree,
financial instability,
and the transformative impact of AI
is threatening the survival of many
institutions of higher education.

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Enrollment-Related Challenges

Enrollment Cliff ⁽²⁾

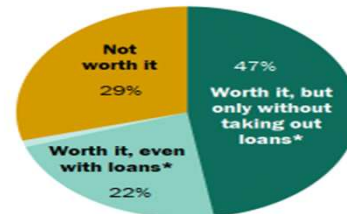
International Enrollment ⁽³⁾

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Value Perception Challenges ⁽⁴⁾

Only 22% of U.S. adults say the cost of college is worth it even if someone has to take out loans

% saying the cost of getting a four-year college degree today is ...



* Refer to topline for full question wording.
Note: Share of respondents who didn't offer an answer is shown but not labeled.
Source: Survey of U.S. adults conducted Nov. 27-Dec. 3, 2023
"Is College Worth It?"

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Value Perception Challenges

A new NBC News poll finds that 63% of voters believe a four-year college degree now isn't worth it, since many students graduate with "a large amount of debt" but no "specific job skills." ^{(5) (6) (7)}

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Decrease in the Value of a Four-Year Degree

- Decrease in employers requiring a 4-year degree ⁽⁸⁾
- Increase in demand and compensation for skilled trades ⁽⁹⁾
- Decrease in the earnings gap between four-year degrees and skilled trades

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Decrease in the earnings gap between four-year degrees and skilled trades

- Comparable or Higher Salaries in Some Trades ⁽¹⁰⁾
- Faster Entry to the Workforce ⁽¹¹⁾
- Less Debt ⁽¹²⁾
- Immediate Return on Investment ⁽¹³⁾
- Entrepreneurship ⁽¹⁴⁾
- Job Security and Demand

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Job Market Disconnection Challenges

(15)

1. Hands-on experience
2. Certifications ⁽¹⁶⁾ ⁽¹⁷⁾
3. Microcredentials ⁽¹⁸⁾
4. Ability to Navigate Ambiguity ⁽¹⁹⁾ ⁽²⁰⁾
5. Soft skills ⁽²¹⁾
 - Communication
 - Collaboration and Teamwork
 - Critical Thinking/Problem-Solving
 - Adaptability and Flexibility
 - Resilience
 - Creativity

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Societal Challenges

(22)



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Societal Challenges



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Societal Challenges

(23) (24) (25) (26) (27)



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Societal Challenges

(28)

- Part umpire
- Part interpreter
- Part advisor

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Seven Strategic Responses to AI Transformation

- Education
- Apprenticeships
- Creativity
- Accountability
- Clarity
- Upskilling
- Hands-On Use




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Education



- AI FLUENCY
- RESPONSIBLE USE OF AI
- CRITICAL THINKING SKILLS
- ASSESSMENT

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Partnerships

- Adjunct Subject Matter Experts
- Internships
- Apprenticeships (29)



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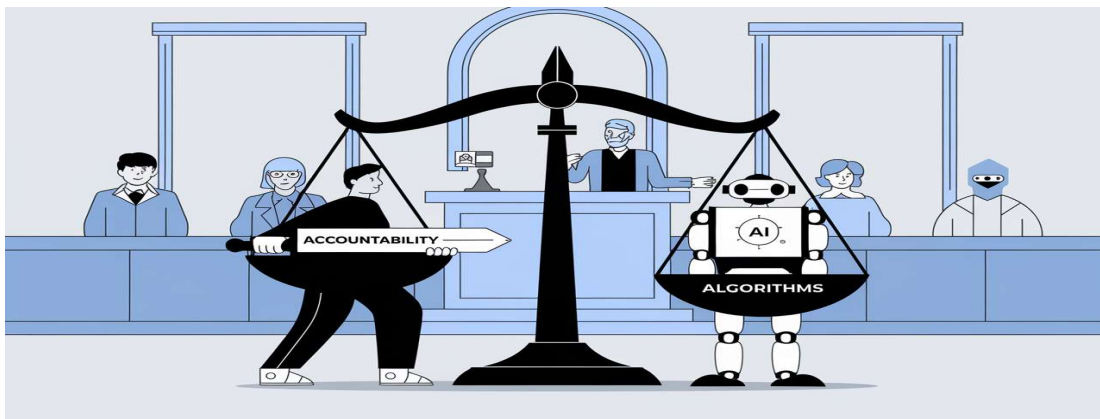
Creativity



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Accountability



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Clarity



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Upskilling



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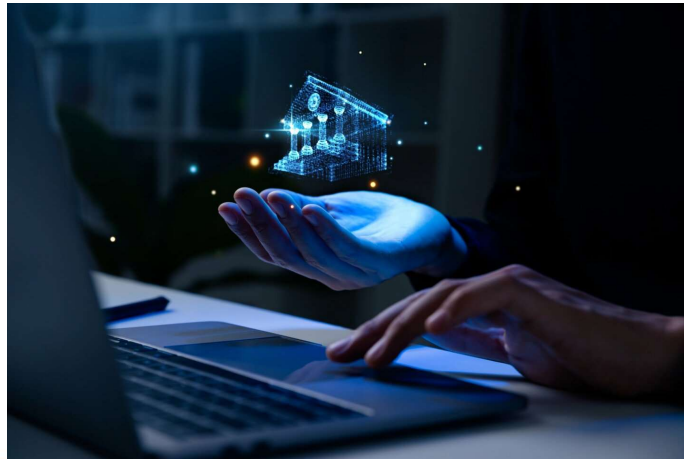
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Hands-On Experience



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Mitigating Factors on AI Adoption

- Tasks vs. Goals ⁽³²⁾ ⁽³³⁾
- Automation vs. Augmentation ⁽³⁴⁾
- Messiness
- Pushback ⁽³⁵⁾ ⁽³⁶⁾ ⁽³⁷⁾ ⁽³⁸⁾

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