

The background of the slide features a night-time city skyline with illuminated buildings reflected in water. Overlaid on this is a network diagram with several nodes. One central node is a square with 'AI' inside. Other nodes are squares with a house icon, a square with a circle inside, and a square with a square inside. Lines connect these nodes, and the word 'AI' is also written in a large, faint font in the upper left. The text 'Shaping the AI-Ready Workforce' is in a bold, white, sans-serif font, and 'Awareness to Application' is in a white, italicized, sans-serif font.

Shaping the AI-Ready Workforce

Awareness to Application

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Job Description

- Analyze data and generate reports
- Manage client communication
- Develop strategic initiatives
- Collaborate across teams
- Apply problem solving skills

**TASK
QUAKE**

**“AI isn’t replacing jobs — it’s automating tasks.
Every job is a bundle of tasks to be redefined.”**

Andrew Ng

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

**Those who are AI-fluent, not just literate,
will turn disruption into opportunity.**



Literacy to Fluency



AI Literacy: Simple **awareness** and understanding of what these tools are.



AI Fluency: **Capability** to apply tools responsibly to improve results and create value.

The path from literacy to fluency sets up how we move from automation to elevation in real work.



The AI-Ready Workforce

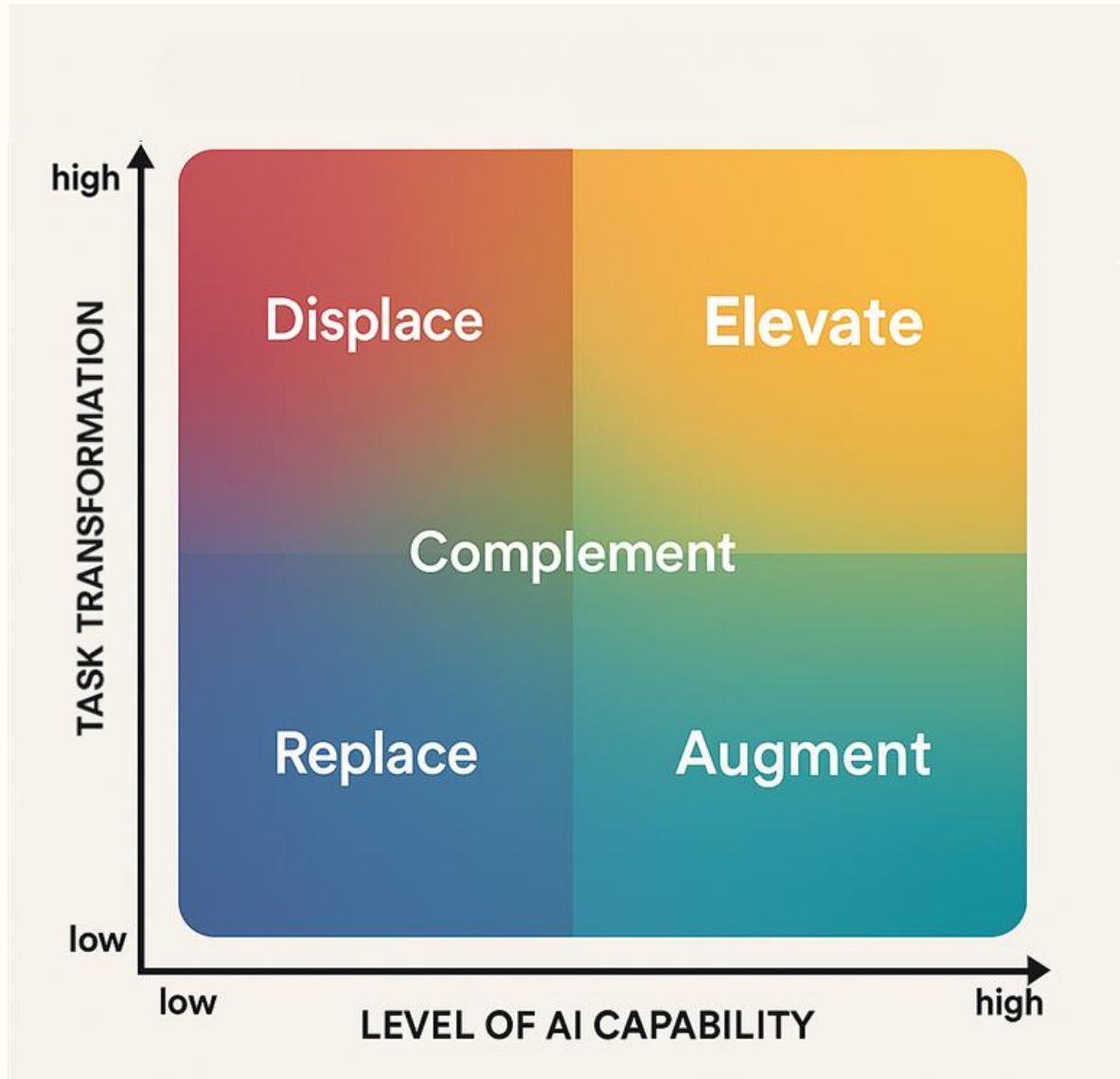
How Leaders and Workers Can Prepare for a Reshaped Future of Work

PRESENTED BY
The Center for Artificial Intelligence & the Future of Work
NOVEMBER 2023

<https://www.jff.org/the-ai-ready-workforce-report-finds-most-jobs-will-be-transformed-not-displaced-by-ai/>

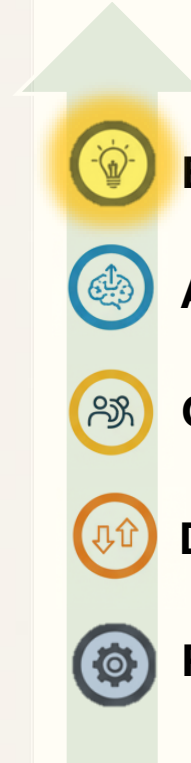


AI Readiness Framework^{*}



Fluency Path^{**}

Automation to Elevation



Elevate → **Unlock** creativity and judgment

Augment → **Amplify** decision-making and performance

Complement → **Empower** meaningful work

Displace → **Redefine** roles and responsibilities

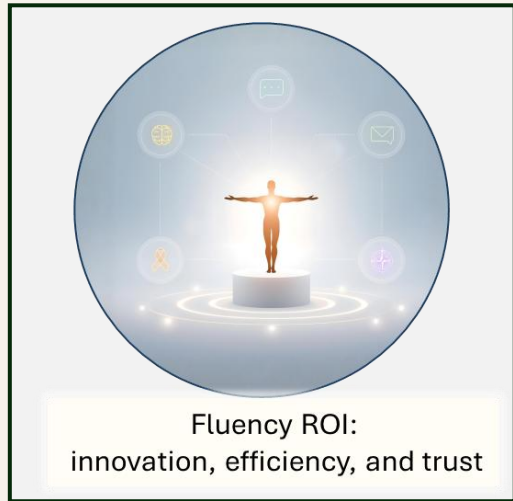
Replace → **Automate** routine tasks

^{*} Adapted from JFF's AI-Ready Workforce Framework.

^{**} The “Prototype–Evaluate–Localize–Scale” process turns these stages into action.

Human + AI = Better Outcomes

AI transforms how we work; durable skills define how we thrive



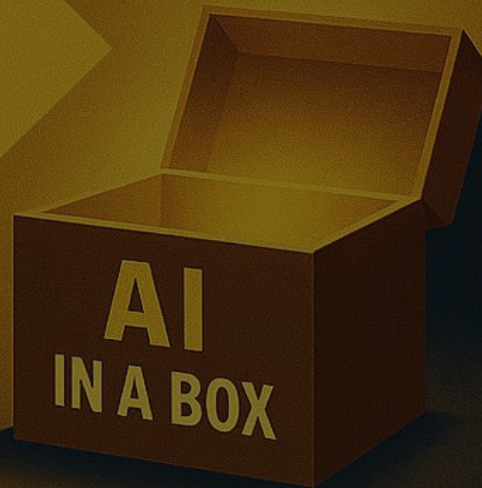
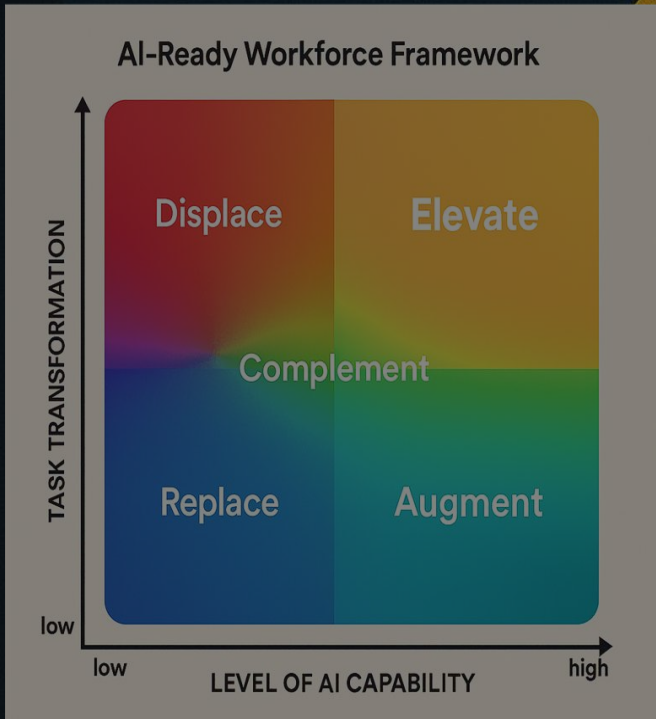
- **Expands capacity** — when humans expand meaning
- **Accelerates work** — when humans ensure direction
- **Optimizes decisions** — when humans apply judgment
- **Builds trust** — when humans design and measure AI responsibly

The breakthrough isn't AI - it's how we rise with it



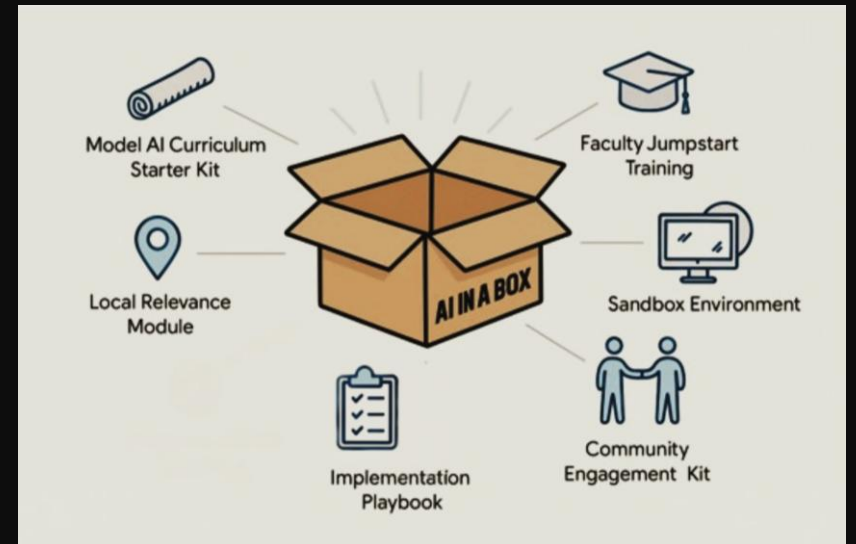
WHAT MUST CHANGE

HOW TO IMPLEMENT



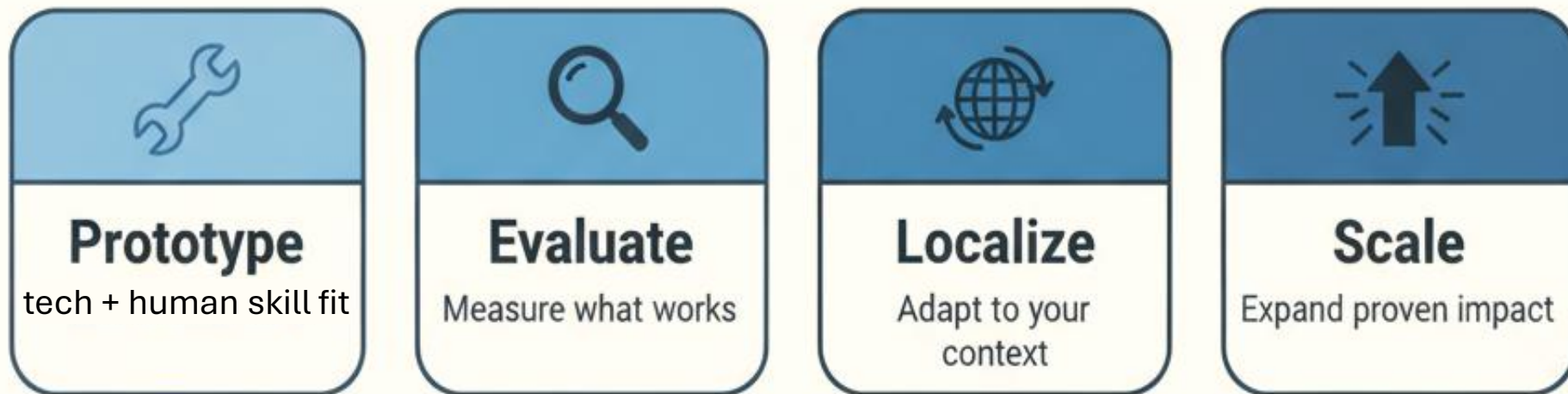
Start small. Learn fast.
Scale what works.

Prototype → Evaluate → Localize → Scale



Prototype-First: Moving from Ideas to Impact

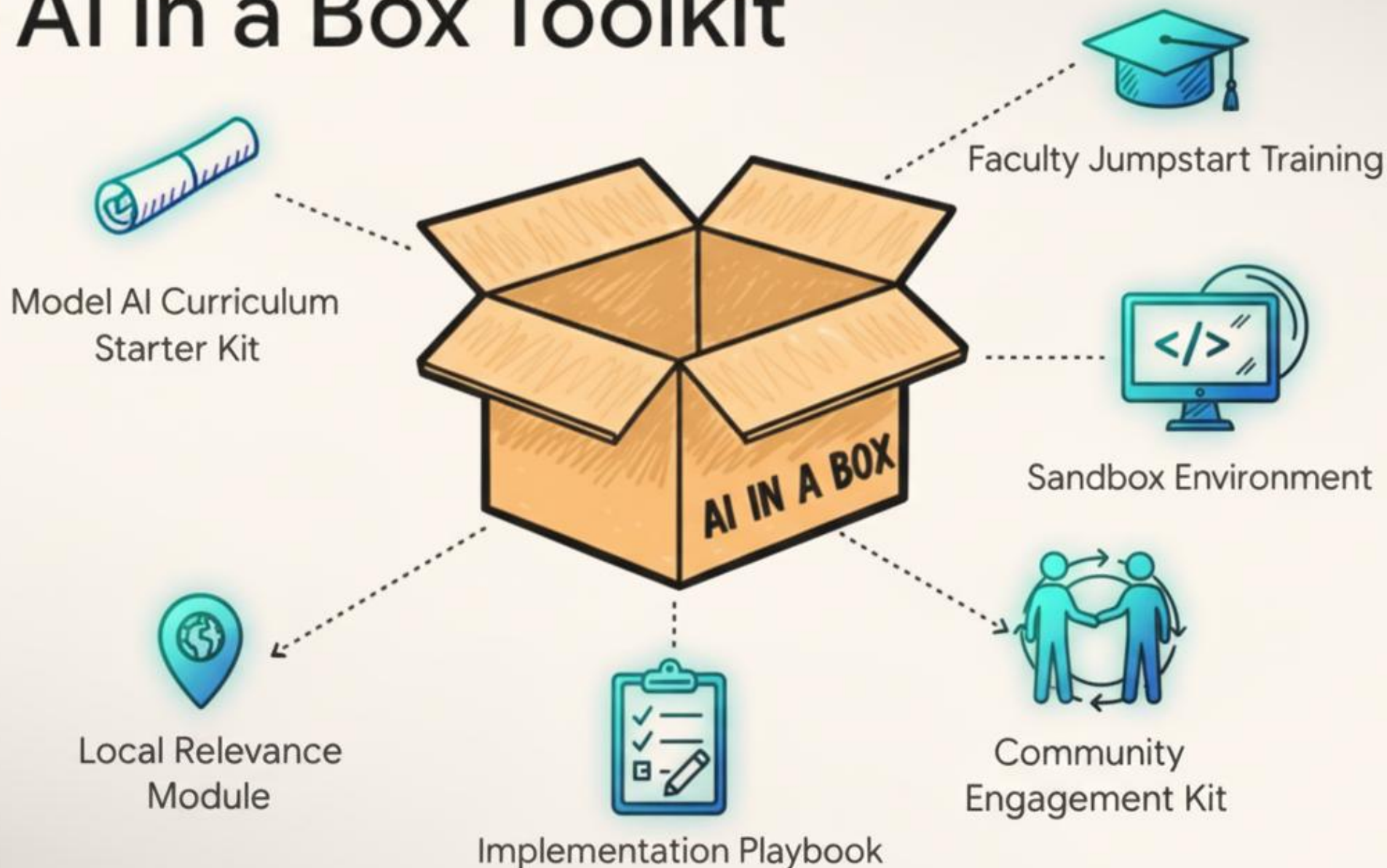
The leap from pilots that fade to systems that scale



Enabled through AI in a Box – a toolkit for safe, rapid experimentation

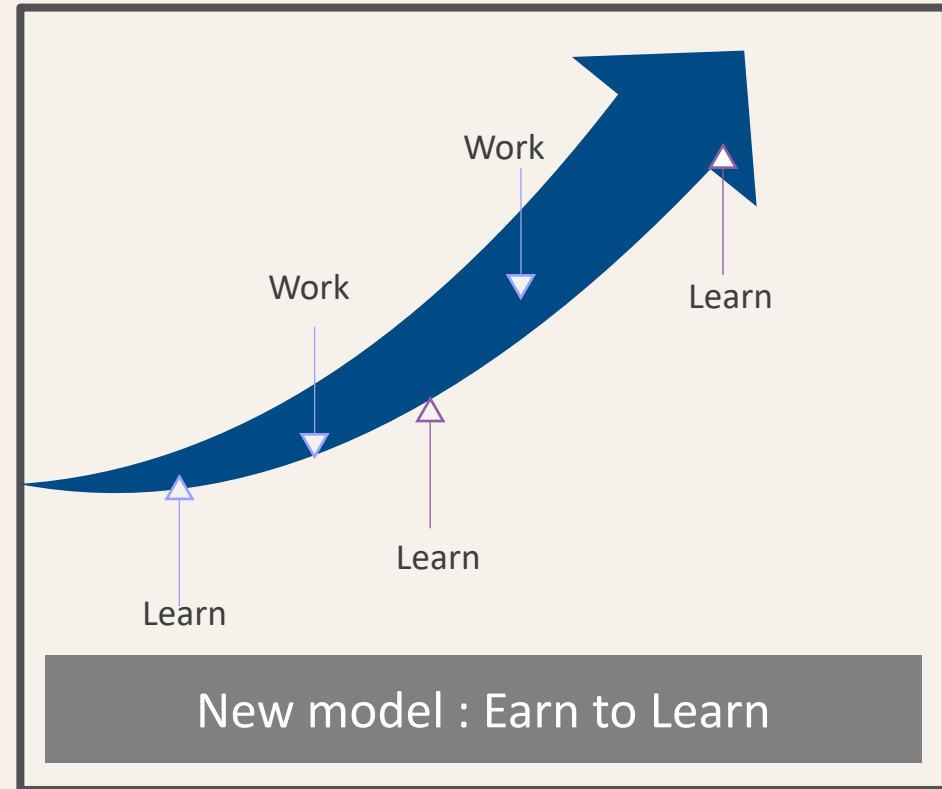
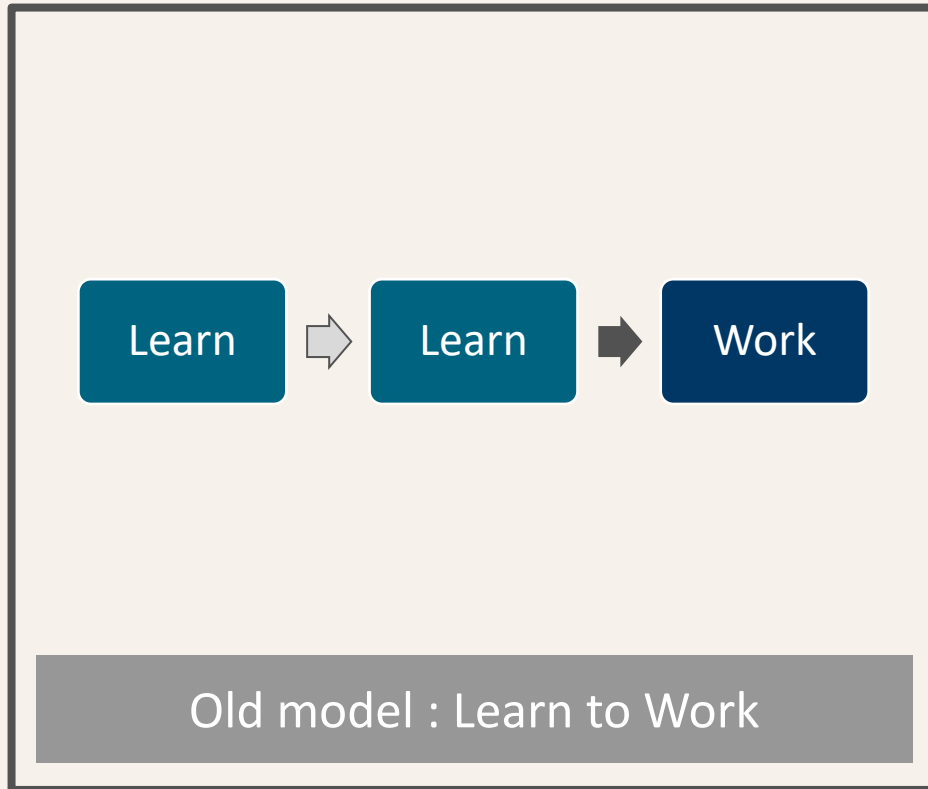
The future of work won't be predicted. It will be prototyped

The AI in a Box Toolkit



Workforce Preparation: New Paradigm

Learnability: Your essential pass to the future workforce

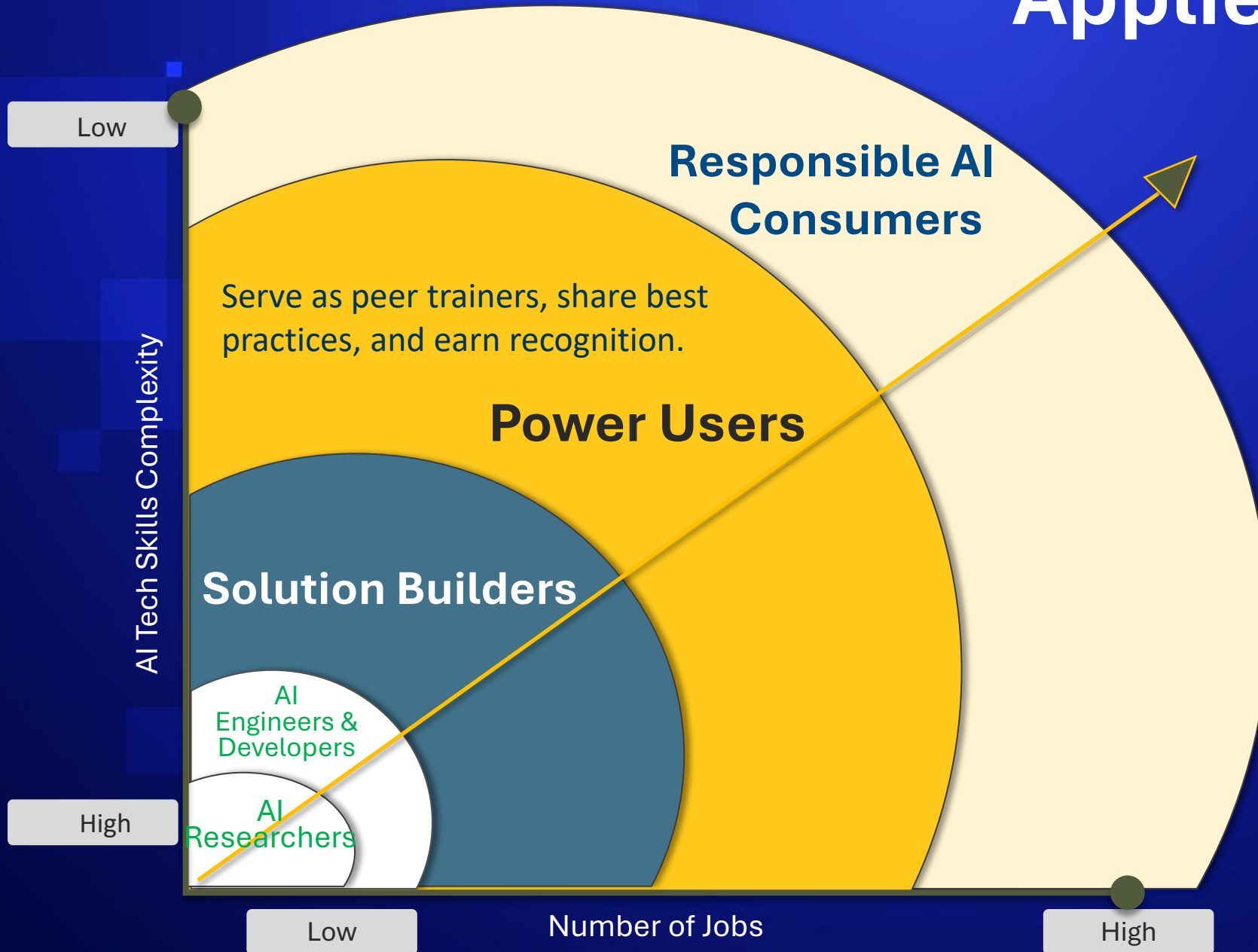


Certificates represent a new *currency of learnability*.

They signal agility, relevance, and continuous skill growth



Applied AI at Scale



People:

- Focus on Fluency
- Project Focus
- Community Needs

Ecosystem:

- Government, Academia, Industry

Technology:

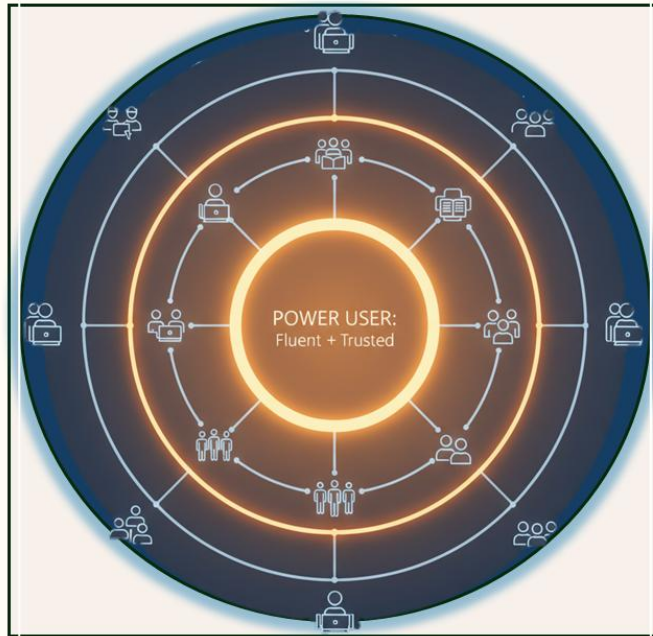
- Capacity
- Access

Biases:

- People
- Data

Scaling Fluency Through Power Users

Small wins shared by trusted peers drive large-scale adoption.

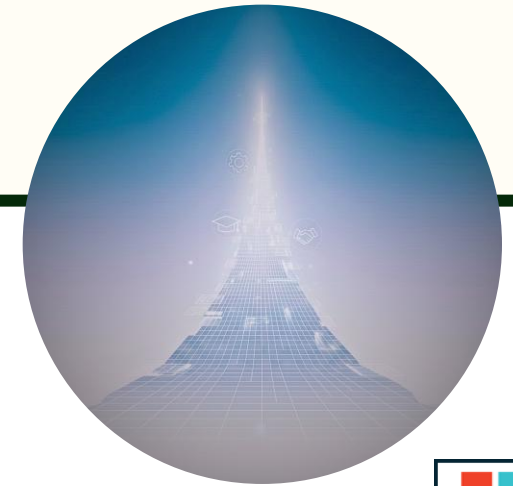
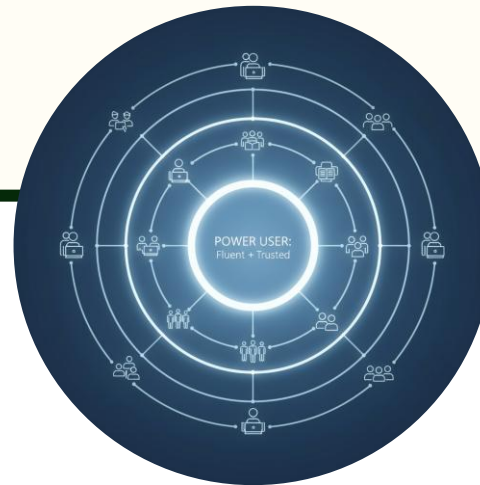


- Empower early adopters as internal trainers
- Promote best practices and incentivize sharing
- Reward “learning by teaching”
- Pair AI curiosity with domain expertise
- Enable teams to model and spread AI fluency

Trusted peer mentors make the fluency scale faster and deeper.

*The future of work will belong to those who learn faster than change itself.
Prototype with purpose — test not only what works, but what earns trust.*

What Will You Prototype First?





Center for AI and The Future Of Work

***Advancing from literacy to fluency, from prototype to scale —
powered by people, built on trust.***

Explore resources at www.jff.org/ai

References & Resources

Key Frameworks & Insights

- JFF – Center for Artificial Intelligence & the Future of Work www.jff.org/ai
- JFF – AI-Ready Workforce Framework www.jff.org/ai-ready-workforce
- Andrew Ng – *AI Is the New Electricity* www.deeplearning.ai

An Early Look at the Labor Market Impact Potential of Large Language Models.”

(Eloundou, Manning, Mishkin, & Rock, March 2023)

Applied AI & Ecosystem Readiness

- AI OWL (Ohio Workforce Learning) www.aiowl.org
- JFF Horizons Convening www.jff.org/horizons
- “AI at the Zoo” LinkedIn Story [linkedin.com/in/brian-gonzalez-57b0207/posts/ai-at-the-zoo](https://www.linkedin.com/in/brian-gonzalez-57b0207/posts/ai-at-the-zoo)

Brian Gonzalez – Contributions

- *Bringing AI Skills Everywhere and Shaping a New Competitive Economy* [Read on Intel Blog →](#)
- *How Intel and Policymakers Can Reshape Key Industries and Jobs* [Read on Intel Blog →](#)
- *Intel & Stark State College Collaboration* [Read Story →](#)

Responsible AI & Education

- Stanford Institute for Human-Centered AI hai.stanford.edu
- World Economic Forum – Future of Jobs Report weforum.org/futureofjobs
- OECD AI Policy Observatory oecd.ai

Inspiration & Continuous Learning

- Andrew Ng – *AI for Everyone* (Coursera) coursera.org/learn/ai-for-everyone
- OpenAI Learning Hub openai.com/learn
- MIT Open Learning – Responsible AI for Leaders openlearning.mit.edu





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