Liberty Morgan
We believe in Trust!

AI and the Impact on the Job Market of the Future

Speaker:

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CEO of Liberty Morgan

Liberty Morgan at a Glance

- Liberty Morgan is a recruitment agency that focuses on the most promising and socially relevant topics of the future

- We have analyzed the present and future markets and identified three major areas with enormous growth potential:

Digital
Transformation

Energy
Transformation

Rec 2 Rec
Rec 2 Enterprise

- Consequently, our methodology is:
  - ➤ We focus on these areas, and we leave the rest behind!

A brief introduction of the speaker

» Has been working in the specialist Recruitment Industry for over 25 years

» Serial Entrepreneur

» Talent- and Trend-Scout

» Futurist (Favorite area: The Future of the Labor Market and especially of the Recruitment Industry)

The current Market Situation

We are living in times of multi-conflicts!

» Macro level: The ecological crises, ongoing wars, technological disruption (esp. the rapid AI evolution), etc.

» Micro level: High energy prices, poor level of digitization, policy of our politics, growing populism, high number of mental illnesses, etc.

» Due to this mix of external and internal factors, Germany is one of the slowest-growing economies in the world in 2025

➡ Zero growth!

» Lack of investment and a lack of boldness to act!

The impacts on the economy

Speedboats can change direction faster than ocean tankers!
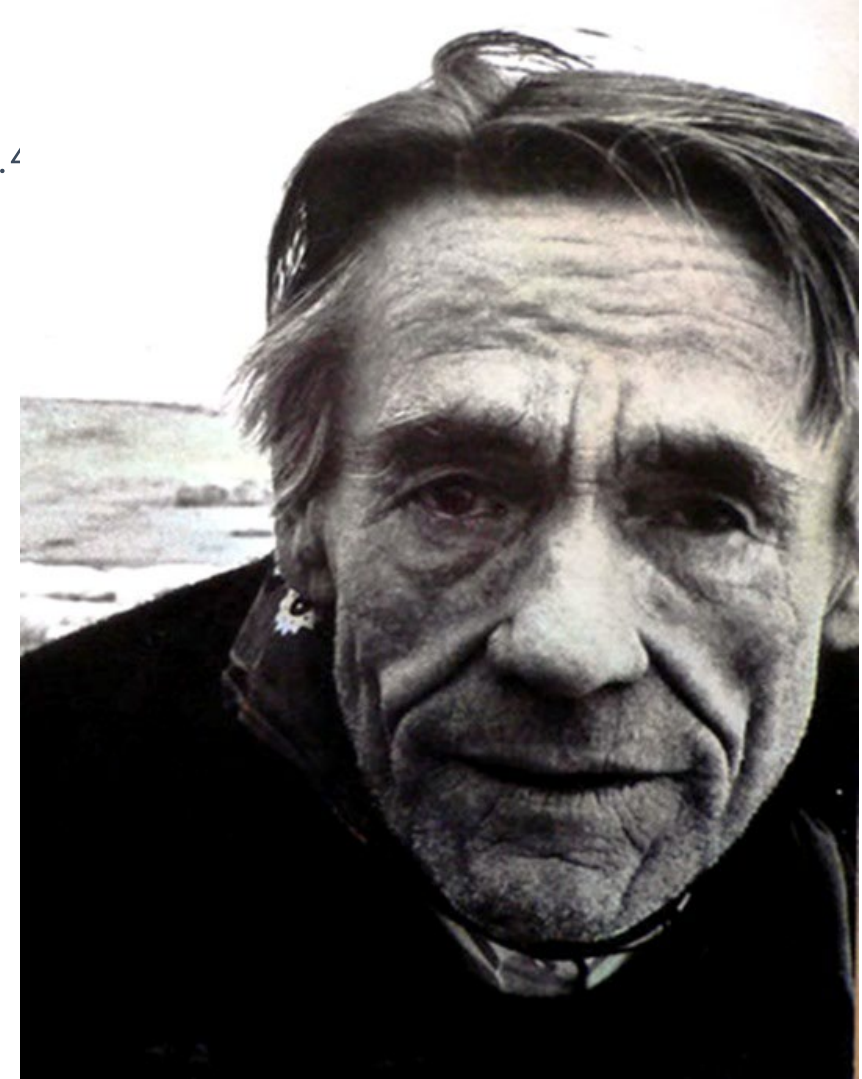
» Generating growth by focusing on the right niches.

» Industries, niches, and skills must be future-proof (AI, energy, biotechnology, etc.).

» Smaller, agile units can adapt to disruptive market changes faster than large generalists.

» The two most powerful disruptive factors we must prepare for are:

1. The demographic shift and the
2. Technological disruption through AI.
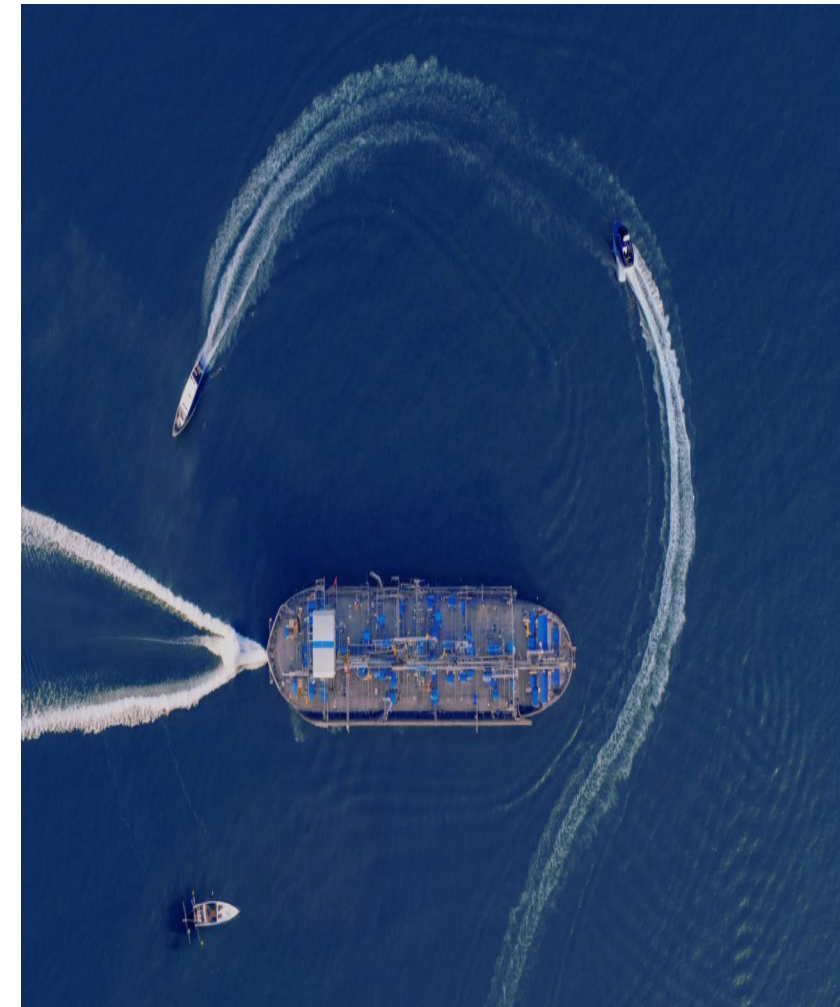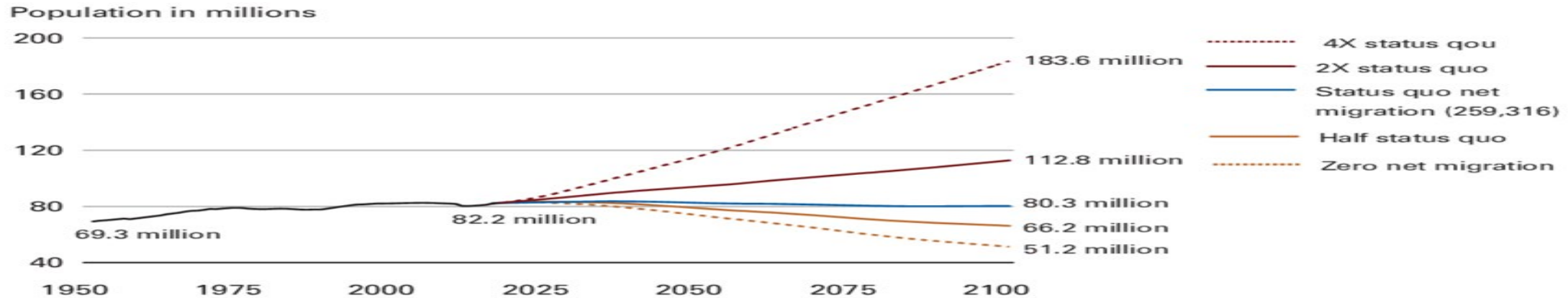
The Demogaphic Shift – The German view!

Declining and aging population!!

» The number of employed people in Germany is currently around 45.4 million (as of July 2022).

» Our problem: One of the lowest birth rates worldwide (1.53 children per woman) is leading to a significant decline in the workforce.

» The number of working-age individuals is expected to decrease by 11% by 2040.

» The number of highly qualified specialists and executives could even decline by up to 24%.

» Without net immigration, the population would shrink from 82.2 million to 51.2 million by the year 2100.

» Source 'Spatial Planning Forecast 2040' by the Federal Office for Building and Regional Planning

The Demogaphic Shift – Migration!

Necessary but Unwanted!!

Population in millions

....	4X status qou
————	2X status quo
————	Status quo net migration (259,316)
————	Half status quo
....	Zero net migration

- 183.6 million
- 112.8 million
- 80.3 million
- 66.2 million
- 51.2 million

69.3 million · 82.2 million

1950 1975 2000 2025 2050 2075 2100

» The political discussion on migration is being led more ideologically than pragmatically.

» We need a sensible immigration policy that ensures qualified professionals come to us.

» Highly qualified individuals are currently hardly being addressed.

» Significant language disadvantage compared to English-speaking professionals.

» A stronger focus on skilled workers from Africa is necessary (population growth from today until 2100 is 153% — from the current 1.5 billion people to 3.8 billion people).

» Can AI act as a savior here?

The Technology Disruption caused by AI

The immense pace of AI development is revolutionizing entire professional landscapes!

» Job displacement will not only occur at lower levels, but also high-level positions are likely to become redundant

» Open AI and University of Pennsylvania researchers predict AI will alter most jobs

» In the short and medium term about 80% of US workers could benefit from generative AI, as their work will become easier

» In the long run many of these jobs will become redundant, especially the more specific or purely cognitive they are

» Since AI is the first tool in human history that can make independent decisions and generate new ideas, the medium- and long-term impacts of its use are difficult to predict

» Source: A recently published study by a team of researchers of Open AI and the University of Penyslvannia

The impact of AI on current jobs

The elimination of old jobs!

» Typical working-class jobs and many highly qualified professions will decline or completely disappear with the increasing use of AI.

» The jobs most at risk fall into several of the following seven categories:

1. Repetitive and routine tasks
2. Data-driven decision-making
3. Predictability and structure
4. Low requirement for emotional intelligence
5. Susceptibility to optimization
6. Availability of large data sets
7. Task decomposition

The impact of AI on current jobs

Characteristic combinations for jobs at risk!

Jobs which will likely disappear due AI in the next 10 years		
Common Characteristics	**Low-Class Jobs**	**High Class Jobs**
Repetitive and Routine Tasks	Data Entry Clerks, Factory Workers, Cashiers, Warehouse Packers Telemarketers, Janitors and Cleaners	Financial Analysts, Accountants, Paralegals, Doctors (Radiologists), Stock Traders, Routine Reporting Journalists
Data-Driven Decision-Making	Customer Service Representatives, Delivery Drivers, Retail Workers (Inventory Management), Ride-Share Drivers (e.g., Uber/Lyft), Warehouse Pickers/Packers, Production Line Workers (Quality Control)	Financial Analyst, Medical Diagnosticians, Stock Managers, Marketing Managers, Risk Managers, Business Consiltants
Predictability and Structure	Assembly Line Workers, Cahiers, Janitors and Cleaners, Warehouse Workers (Pickers/Packers), Food Preparation Workers (Fast Food), Security Guards (Routine Patrols)	Accountants, Contract Lawyers, Medical Specialists (Radiologists), Financial Auditors , Human Resource Managers (Payroll), Consultants (Compliance/Regulatory)
Low Requirement for Emotional Intelligence	Data Entry Clerks, Factory Workers (Assembly Line), Warehouse Workers, Janitors/Cleaners, Telemarketers (Automated Scripts), Delivery Drivers	Data Scientists, Financial Analysts, Actuaries, Software Developers, Mathematicians/Statisticians, Mechanical Engineers
Susceptibility to Optimization	Warehouse Workers, Cashiers, Telemarketers, Delivery Drivers, Fast Food Workers, Janitors and Cleaners	Financial Analysts, Radiologists, Lawyers (Contract Review/Document Analysis), Accountants, Stock Traders, Market Research Analysts
Availability of Large Data Sets	Customer Service Representatives (Chatbots Support), Ride-Share Drivers (Uber/Lyft), Warehouse Workers, Delivery Drivers, Retail Associates (Inventory Management), Telemarketers (Automated Call Systems)	Data Scientists, Financial Analysts, Medical Researchers, Marketing Managers (Digital Marketing), Artificial Intelligence Researchers, Economists
Task Decomposition	Factory Workers (Assembly Line), Warehouse Pickers, Fast Food Worker, Telemarketers, Janitors and Cleaners, Cashiers	Lawyers (Contract Review), Financial Analysts, Medical Specialists (Radiologists), Accountants, Stock Traders, Business Consultants (Data Analysis)

The impact of AI on current jobs

The Example of a Software Developer

» Chat GPT can now code so well that for many programming tasks, we no longer need specialists!

» Example: We want to know whether a person will buy a car based on their age and income.

» Input into Chat GPT:

> » "Create a model for a classification task where the algorithm learns whether a person will buy a car based on their age and income."

> » "The model should be created using logistic regression, a commonly used algorithm in the field of machine learning."

> » "First, show me the process of logistic regression, then provide the Python code, and finally, display diagrams, including: A simple coordinate system representation, a 3D diagram and a Receiver Operating Characteristic (ROC) curve visualized graphically."

The impact of AI on current professions/jobs

Jobs that will "survive" AI for now!

1. Creative Professions (Artists and Designers, Writers and Storytellers, Musicians and Composers)

2. Professions Requiring Emotional Intelligence and Human Interaction (Therapists and Counselors, Nurses and Caregivers, Teachers and Educators)

3. Complex Problem-Solving and Judgment (Medizinische Spezialisten (Medical Specialists (Surgeons, General Practitioners), Lawyers (Trial Lawyers), Business Leaders and Strategists)

4. Skilled Trades and Craftsmanship (Electricians and Plumbers, Carpenters and Construction Workers)

5. Professions in Ethics, Empathy, and Morality (Ethicists and Philosophers, Social Workers)

6. Professions Requiring Physical Dexterity and Adaptability (Firefighters and Emergency Responders, Chefs)

7. Professions Focused on AI and Technology Development (AI Researchers and Engineers, Cybersecurity Experts, Human-AI Interaction Designers)

New jobs that will be created by AI!

1. **AI and Machine Learning Specialists** (AI Trainers, Machine Learning Engineers, AI Ethicists, AI Auditors)

2. **Human-AI Collaboration Jobs** (AI Interaction Designers, AI-Assisted Workers, AI Behavior Specialists)

3. **AI Maintenance and Supervision Jobs** (AI Maintenance Technicians, AI System Monitors)

4. **Roles in AI Data and Analytics** (Data Curators, Synthetic Data Scientists, Data Labelers and Annotators)

5. **AI Governance and Policy Jobs** (AI Policy Advisors, AI Risk Managers, AI Compliance Officers)

6. **AI in Creative Fields** (AI-Assisted Artists, Virtual Reality (VR) and Augmented Reality (AR) Designers, Generative Content Designers)

New jobs that will be created by AI!

7. **AI in Healthcare** (AI-Assisted Healthcare Workers, AI-Driven Clinical Researchers, AI-Based Healthcare Data Analysts)

8. **AI in Education and Training** (AI-Based Learning Moderators, AI Tutors, Learning Algorithm Designers)

9. **Robotics and Autonomous Systems** (Robotics Engineers (AI-Powered Systems), Autonomous Vehicle Technicians, Drone Operations Managers)

10. **AI in Business and Strategy** (AI Business Strategists, AI Product Managers, Algorithm Bias Auditors)

11. **AI Legal Analysts** (AI Legal Analysts, Intellectual Property Experts in AI)

12. **Human Augmentation/Bio-Engineering Specialists** (Bio-AI Engineers, Cyborg Technicians, etc.)

The Future of Recruitment

Will AI-Recruiters still exists in 5 or 10 Years?

» The pure recruitment process and the technical qualification of candidates will be handled by AI software!

» https://www.linkedin.com/company/69023444/admin/page-posts/published/

» Recruiters will become Human Relationship Managers!

» AI will be present for defining specifications and deeply engaging with specific fields of expertise.

» The more specific, technical, and cognitive the required skills are, the more likely they will be transferred from humans to AI.

» Our knowledge will no longer be able to keep up with AI's capabilities in these areas..

What about us?

The most important skills in recruitment in the future will be:

1. The use of the right AI tools

2. The perfect handling of these tools

3. Becoming experts in AI-powered psychometric assessments

4. Thinking in contexts

5. We will need to focus more on the human psyche rather than on human work skills, as we have done so far

6. The need to assess topics such as resilience, adaptability, flexibility, resilience, and determination

7. Prompt Engineering

What about us? - Prompt Engineering / Design
The most important skill might be to excel at prompt engineering!

» Prompt Engineering is the process of designing and optimizing prompts to effectively guide the behavior and responses of AI language models.

» It involves creating precise inputs to achieve specific, accurate, and desired outcomes from the model and improve its performance across various applications.

» Bad prompt: "

  » Give me an agenda for my presentation!!"

» Good prompt: "

  » Give me an agenda for my presentation, where I will speak to an audience of 200 people about the future of work and recruitment in an exponentially growing AI environment."

» Better prompt: "

  » Give me an agenda for my presentation! I have explained my intention and goal in point 2. Now interview me about the future of work and recruitment in the context of the AI revolution. Feel free to ask clarifying questions first!

What about us?
Develop the ability to constantly reinvent yourself!

» The future is becoming increasingly difficult to predict, and technological developments are happening at an unprecedented pace.

» Those who can constantly reinvent themselves will be the winners of the technological upheaval!

» However, for this to happen, we all need to become less of specialists and more of generalists, with solid foundational knowledge in many different fields:

  ➢ Not only in IT, but also in areas such as biology, medicine, psychology, economics, ecology, physics, or chemistry!

What about us? - Take AI seriously! – Now!

Treat AI like a permanent colleague from whom you can seek advice at any time.

» Maybe you will not directly get replaced by AI, but you will be replaced by someone who knows how to use AI better and more effectively than you!

"AI Won't Replace Humans — But Humans With AI Will Replace Humans Without AI"

Karim Lakhani

(A professor at Harvard Business School who specializes in workplace technology and particularly in AI)

Any more question?

IT'S ALL ABOUT YOU

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