

Forum : Citizen's forum of Labour**Theme : Empowering the youth to drive/ thrive/ embrace and match the requirements of the future labour market****Name of the citizen : Sasha Bergue**

Family situation ○ Married / dating ● Single ○ With kids, if so how many _____	Education level ○ Primary ○ Secondary ● University
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1. How are you concerned by the subject?

At 35, I work as a Commercial Sales Manager for OpenAI. Much of my job is helping businesses, universities, and public institutions integrate AI into their daily activities. The organizations I meet with are usually looking for the same things: they try to remain competitive in an increasingly digital economy, build a greater productivity, and improve their efficiency. As a result, the future of the labor market is never an abstract issue for me. It influences both my own career and the way I help others adapt to technological change.

Morgan Stanley, Cisco, Booking.com, and Amgen are among the organizations I work with regularly. These companies are relying more heavily on AI to achieve their company goals. Yet, contrary to common assumptions, they are not planning smaller workforces. They are planning for employees who can confidently use these tools and adapt to rapidly evolving technologies.

The broader data makes the same point. The World Economic Forum projects that around 170 million jobs could be created by 2030 while 92 million may disappear. It also expects that nearly 40% of workers' skills will change, and 63% of employers have already reported that skills shortages are a major obstacle. In other words, AI itself does not have to be a threat. The real challenge is the growing gap between the competencies employers are looking for and those many young people currently possess.

I encounter this issue regularly when speaking with universities and students. Many young adults are excited by AI, yet most of them remain worried about it. Some fear that technology could reduce the availability of entry-level positions. I understand these concerns. However, I think that their fears do not represent reality. Employers are not asking for fewer graduates. They are asking for graduates who are digitally literate, adaptable, and capable of working with emerging technologies. That is why preparing young people for the future labour market has become such an urgent priority.

At the same time, I am aware of the growing inequalities in the labour market. Across the world, millions of workers remain employed in the informal sector, often without contracts, social protection, or stable

incomes, especially young people in developing countries. While technology alone will not solve these problems, access to digital skills and online opportunities can help workers transition into more stable and formal forms of employment.

I also believe that younger generations are reshaping the way we think about work. Many no longer define success solely through a traditional full-time career. Flexibility, entrepreneurship, remote work, and work-life balance are becoming increasingly important. Digital technologies and AI are making these new labour models more accessible, but they also require workers to continuously adapt and develop new skills.

By now, AI is starting to feel less like a future scenario and more like an everyday tool. OpenAI has more than a million business customers and hundreds of millions of users worldwide. A student can get information, language help, coding advice, and learning resources in seconds. The goal, then, should be to prepare young people to work alongside AI, not against it.

2. What do you suggest on your scale ?

That will require changes across several fronts. AI literacy should become a core part of education to learn how to use it responsibly, to understand its limitations, and to develop the critical thinking skills needed to work alongside it.

Schools and universities need to develop stronger programs around it to form students, years before they enter the workforce. OpenAI already collaborates with more than 300 higher-education institutions worldwide, highlighting how quickly AI training has become a real requirement.

The future labour market will continue to evolve long after young people graduate, and workers will need opportunities to update their skills throughout their careers. Continuous training, upskilling, and reskilling programmes will become increasingly important as technology transforms existing professions and creates new ones.

Access also matters. AI must be available to everyone, regardless of socio-economic background, as it can narrow educational inequalities and open chances where it seemed impossible before. It would also benefit workers in informal employment to gain access to greater access to digital training and economic opportunities that could help them move into the formal economy.

Governments should therefore support the responsible adoption of AI instead of holding back innovation, while ensuring that people have the skills needed to benefit from technological progress.

Public debate often frames AI as a threat. I see it as a powerful ally. The real danger would be leaving an entire generation unprepared for a labour market already being transformed by technology. Empowering young people means giving them the skills, knowledge, and tools to thrive alongside AI, not to fear it.