

Forum : Citizens' forum on labour

Thématique : Empowering the youth to drive / thrive / embrace and match the requirements of the future labour market

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Situation familiale × Marié/en couple ○ Célibataire × Avec enfants, si oui combien 1	Niveau d'étude ○ Primaire ○ Secondaire × Universitaire
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1. De quelle manière êtes-vous concerné par le sujet ?

My name is Gabriel Moreno Gómez. I am in my 50s, and I have worked in an American consulting and assurance firm since I finished my university studies at 24. Back then, it was pretty easy to get a job if you had a degree, and since then, I have never been concerned about the stability of my employment. However, I have recently witnessed the progressive arrival of AI in my work environment, and I believe this new technological advancement could easily take over my job in the coming decades.

The labor market nowadays is harsher than ever, mainly due to the integration of AI. Today, having a degree is no longer an advantage but the bare minimum to access high-paying, "white-collar" jobs like mine, jobs that I believe will disappear or drastically change in the near future.

Nevertheless, history shows that this initial hardship follows a standard pattern; all technological innovations in human history, such as the steam engine or the internet, have ultimately benefited mankind. The catch is that this positive outcome only happens after a period of crisis and uncertainty, during which unemployment often reaches around 10% in several sectors of the economy before finally leading to periods of low unemployment through the creation of new jobs.

I'm very concerned about the employability challenges the next generation will face, mostly as the father of an 18-year-old son, but also because I'm seeing firsthand from many businesses how AI is shaping a completely new labor market. As recent Forbes studies show, our youth, including my son, are about to choose university paths that might not be useful or adapted to the post-AI revolution labor market, such as generic business administration, basic computer science, or accounting. These qualifications will be practically worthless in a future labor market where skills and critical thinking in using AI tools will be much more important than many traditional degrees.

Furthermore, this is not the only concern. According to the World Economic Forum's "Future of Jobs" report, AI and growing modern technologies will erase around 6% of current jobs and significantly impact anywhere from 40% to 60% of all existing ones. That is why the need for the youth to meet the expectations of the labor market is an issue not only for them but also for more than half of the workforce already in it.

2. Que proposez-vous à votre échelle ?

From my perspective, a long-term vision where AI benefits the youth is highly likely; working alongside this technology will eventually improve their employability. However, this shift will take roughly 25 to 30 years to materialize. Before reaching that point, the younger generation, including my son, will have to carve out their paths in a challenging labor market, competing directly with AI for employment.

Indeed, when they enter the labor market, administrative work and even more sophisticated tasks will be absorbed by AI, basically all the jobs for which the degrees I mentioned before prepare them. That's why the first thing we should do is adapt the university system and the degrees taught to the new AI-driven labor market so that their education meets the current requirements.

However, those are not the only solutions that must be adopted to prepare our youth. They must be trained in decision-making so that they enter the labor market as supervisors of AI rather than its competition. They must also be taught critical thinking with the same objective: to view AI as a tool as soon as possible.

Consequently, our mission as a society is to train them in critical thinking and adapt education so they learn decision-making skills to manage AI and become its supervisors.

I am sure that the youth will have to compete with others who know how to use AI, rather than with the AI itself. That's why the educational system should change in this direction to meet the requirements of the labor market. We must normalize the inclusion of AI in the workplace because it is a change we cannot stop; it amounts to the same thing as natural selection. Those who adapt faster and better will survive the change, in this case, within the labor market.

Ultimately, it is the mission of all three, schools, universities, and parents, to instill the skill of working side by side with artificial intelligence. We must accustom them to learning constantly and applying their knowledge to extra-curricular or academic tasks, with the objective of developing a skillset to complement their degree, which is no longer enough to match the requirements of the labor market.