

GenAI and Student Careers

the potentialities of integrating learning, career development, and the job market

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Land Acknowledgement

***we are gathered on the traditional,
ancestral, and unceded territory of the
Syilx (Okanagan) Peoples***

Respectful Environment

Promoting positive and inclusive discourse for all in the UBC community

The University of British Columbia envisions a climate in which students, faculty and staff are provided with the best possible conditions for learning, researching and working, including an environment that is dedicated to excellence, equity and mutual respect.

The University of British Columbia strives to realize this vision by establishing employment and educational practices that respect the dignity of individuals and make it possible for everyone to live, work and study in a positive and supportive environment, free from harmful behaviours such as bullying and harassment.

Read more about UBC's [respectful environment statement](#)



Who we are



why should we discuss
GenAI and
Student Careers?

AGENDA



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how JOBS and SKILLS will evolve over the next five years?





how JOBS and SKILLS will evolve over the next five years?

Top 10 skills of 2023



- | | |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 1.  Analytical thinking | 6.  Technological literacy |
| 2.  Creative thinking | 7.  Dependability and attention to detail |
| 3.  Resilience, flexibility and agility | 8.  Empathy and active listening |
| 4.  Motivation and self-awareness | 9.  Leadership and social influence |
| 5.  Curiosity and lifelong learning | 10.  Quality control |

Type of skill

 Cognitive skills  Self-efficacy  Management skills  Technology skills  Working with others











Source
World Economic Forum, Future of Jobs Report 2023.

Note
The skills judged to be of greatest importance to workers at the time of the survey

how JOBS and SKILLS will evolve over the next five years?

Top 10 skills on the rise



- | | |
|---------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| 1.  Creative thinking | 6.  Systems thinking |
| 2.  Analytical thinking | 7.  AI and big data |
| 3.  Technological literacy | 8.  Motivation and self-awareness |
| 4.  Curiosity and lifelong learning | 9.  Talent management |
| 5.  Resilience, flexibility and agility | 10.  Service orientation and customer service |

Type of skill

 Cognitive skills  Self-efficacy  Management skills  Technology skills  Working with others  Engagement skills

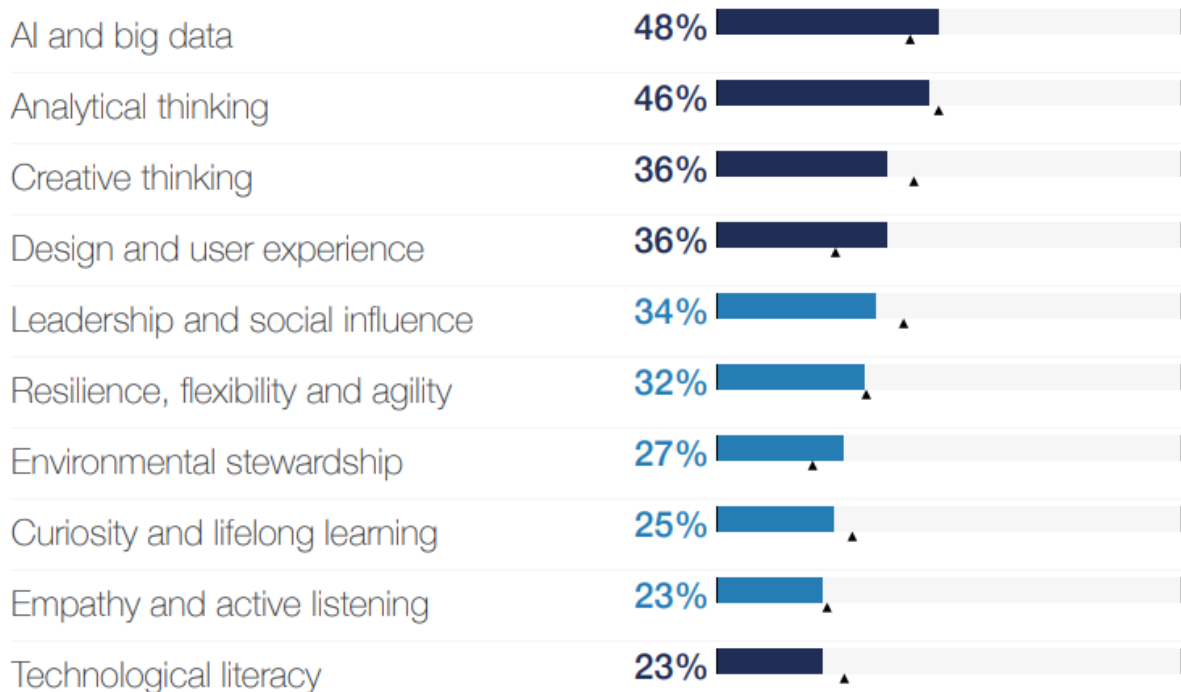
Source
World Economic Forum, Future of Jobs Report 2023.

Note
The skills judged to be increasing in importance most rapidly between 2023 and 2027

Reskilling skill focus

Skills most prioritized for reskilling and upskilling in the next five years (share of organizations surveyed)

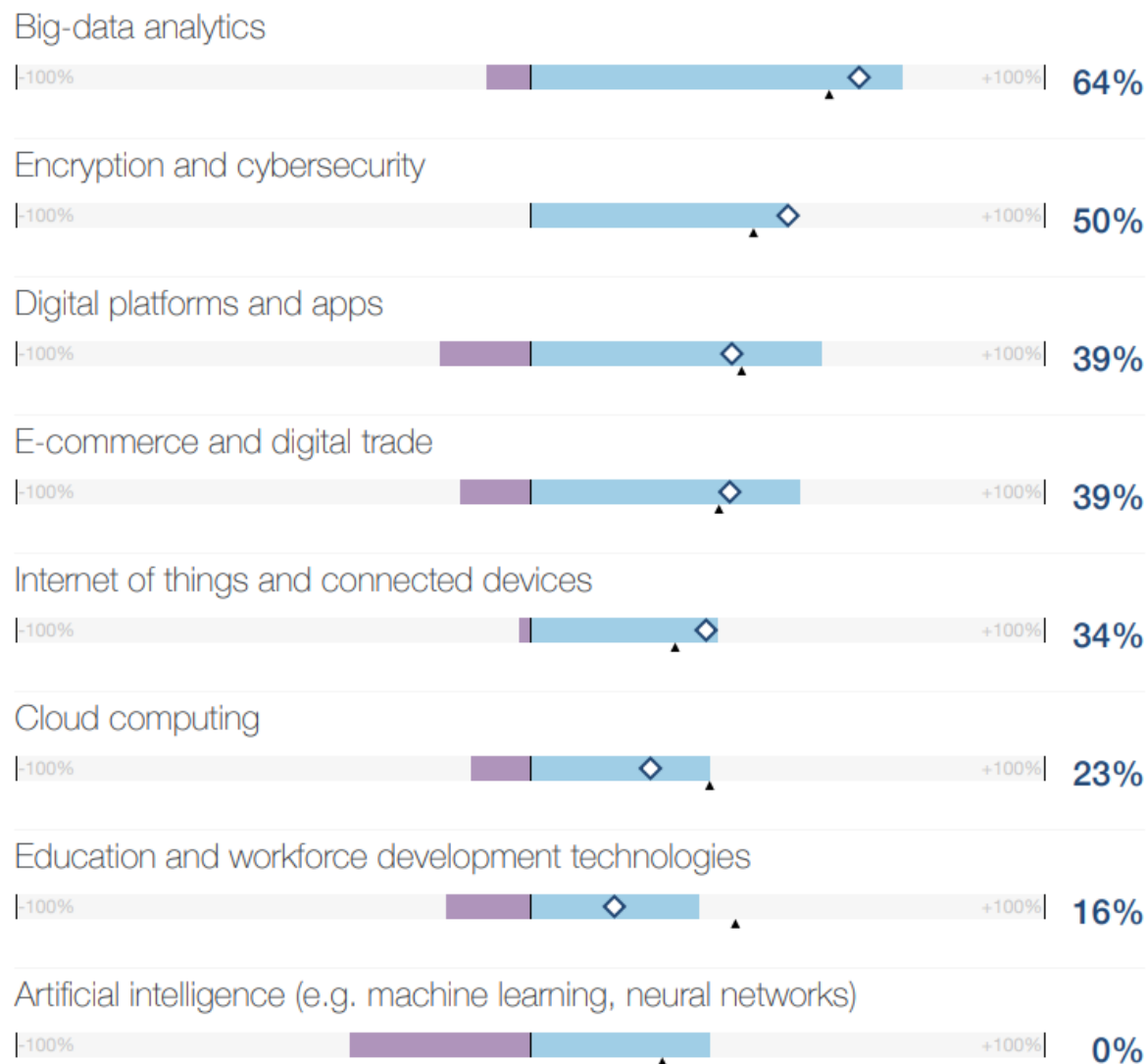
■ Skills, knowledge and abilities ■ Attitudes ▲ Global average



Technologies and their impact on job creation

Technologies most likely to drive industry transformation and their expected impact on job creation, ordered by net effect (share of organizations surveyed)

■ Job creator ■ Job displacer ◆ Net effect ▲ Global net effect



*Source: World Economic Forum, Future of Jobs Report 2023

60%

of jobs are exposed to AI

in advanced economies, with a greater risk of AI-related disruptions

**Source: Cazzaniga and others. 2024. "Gen-AI: Artificial Intelligence and the Future of Work.", International Monetary Fund, Washington, DC*

"AI challenges the belief that technology affects mainly middle and low-skills jobs: its advanced algorithms can now augment or replace high-skill roles previously thought immune to automation."

"The net employment impact will depend on countries' ability to innovate, adopt, and adapt to AI."

the
FUTURE
of
RECRUIT
MENT

- **Talent Aggregators**

(All available talent with social media footprint)

- **Semantic Searching**

(searches context and phrases)

- **Candidate Ranking**

- **More targeted and customized outreach**

- **Constant custom engagement campaigns**

- **Hyper - Accurate Wage and industry data**

(upper hand in negotiations)

- **Sourcerers** *(junior recruiters)* = **Mostly obsolete**

- **Prediction of job movers**



RECRUITMENT

SELECTION

Activities related to attracting, engaging and contacting potential workers and moving them through the selection process. The process of removing “not fit” candidates to create a pool of “fit” candidates

Advertising

Headhunting

The application process

Interview process

Employer Value proposition

○ RECRUITMENT

○ **SELECTION**

The process of choosing the most suitable worker from a pool of broadly qualified candidates.

Interview Structure and questions

Assessments and references

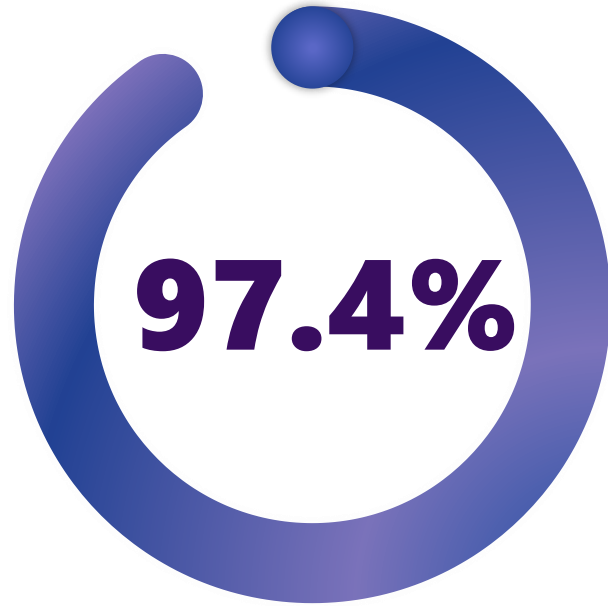
Weighting of relative importance of different traits

**Balancing impact vs wages /
Negotiating wages**

Determination of “fit”

Soft vs hard skills evaluation

If a job seeker used AI to get a job with you, but you didn't know until they told you after they were hired, would you think less of them?



ATS USE BY FORTUNE 500 COMPANIES

**Source: Jobscan - 2023 Applicant Tracking System (ATS) Usage Report: Key Shifts and Strategies for Job Seekers*

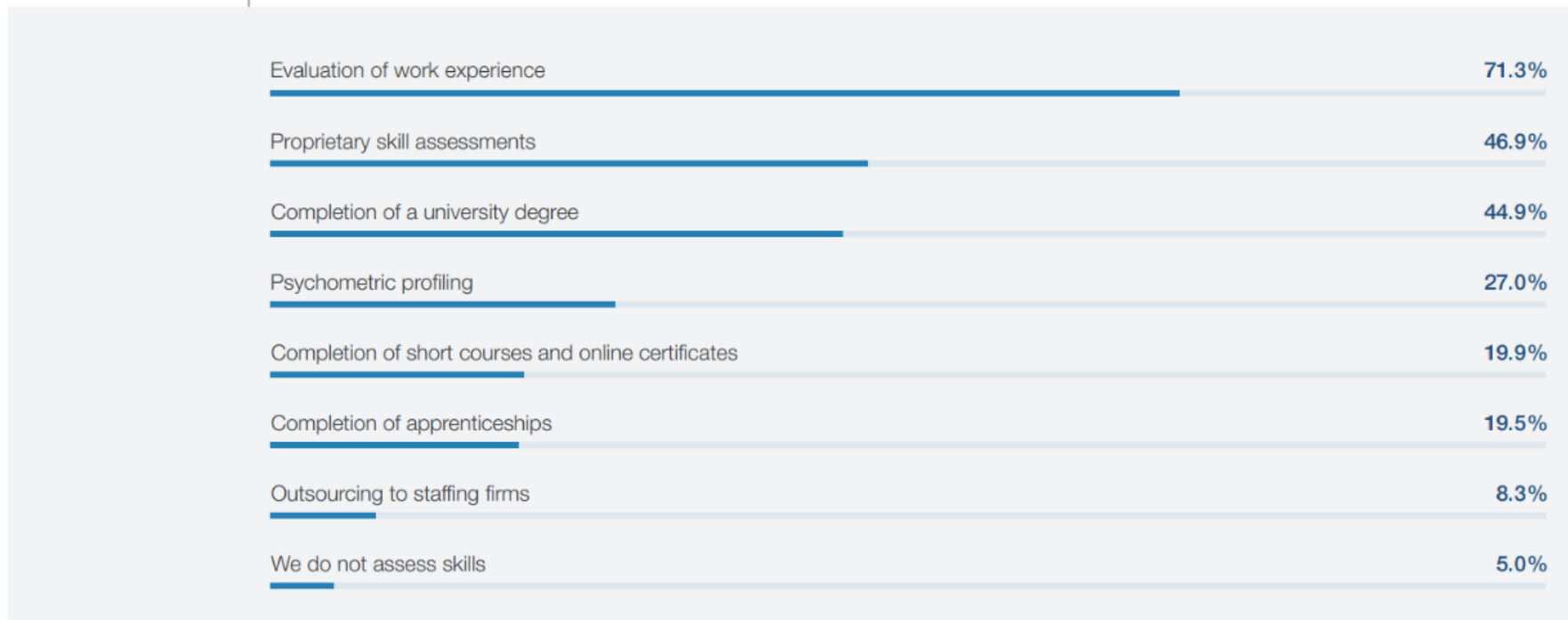
S. No.	Small Companies	Large Companies
1	Usually have limited resources and budgets, so they opt for more introductory and affordable ATS solutions.	Have larger budgets and more resources, allowing them to invest in more advanced ATS solutions with additional features and capabilities.
2	A smaller pool of applicants allows them to manually review resumes and applications without needing an ATS.	Receive a high volume of job applications, making it difficult and time-consuming to review resumes manually. An ATS helps to streamline and efficiently manage this process.
3	Often have a more personal approach to recruitment and may prioritise candidate relationships over automation.	Often, more structured and formal recruitment processes are better suited to the automation provided by ATS.

how AI is already impacting our students when transitioning to the job market?

FIGURE 5.5

Skills assessment mechanisms

Share of organizations surveyed which will prioritize the following ways to assess skills when hiring



Organizations currently place a high emphasis on work experience as a way to assess skills.

Image: World Economic Forum: World Economic Forum, Future of Jobs Survey 2023.

AI ARMS RACE

Job seekers will also use AI to give themselves the edge against companies and against other candidates. The more companies use AI the better candidates will get at gaming the system

- **Auto-customized cover letters and resume**
- **Instant auto-apply to any new positions**
- **Custom interview prep sheets**
- **Recursive candidacy optimization against recruitment AI**
- **Answer keys to personality assessments**
- **Deepfake interviews?**

How will recruitment side AI fare when candidates are optimizing against it? Will good AI tools cease to be good once they become widely adopted?



The rise of 1-way interview

Interview and scheduling will become much easier, but more transactional

1-Way interviews allow for a greater number of candidates to progress from app to interview

In-person interviews becoming increasingly rare and pushed to later in the process

Speech clarity, professionalism and general speaking abilities will be rated by AI, but skills level is hard and “culture” is basically impossible.



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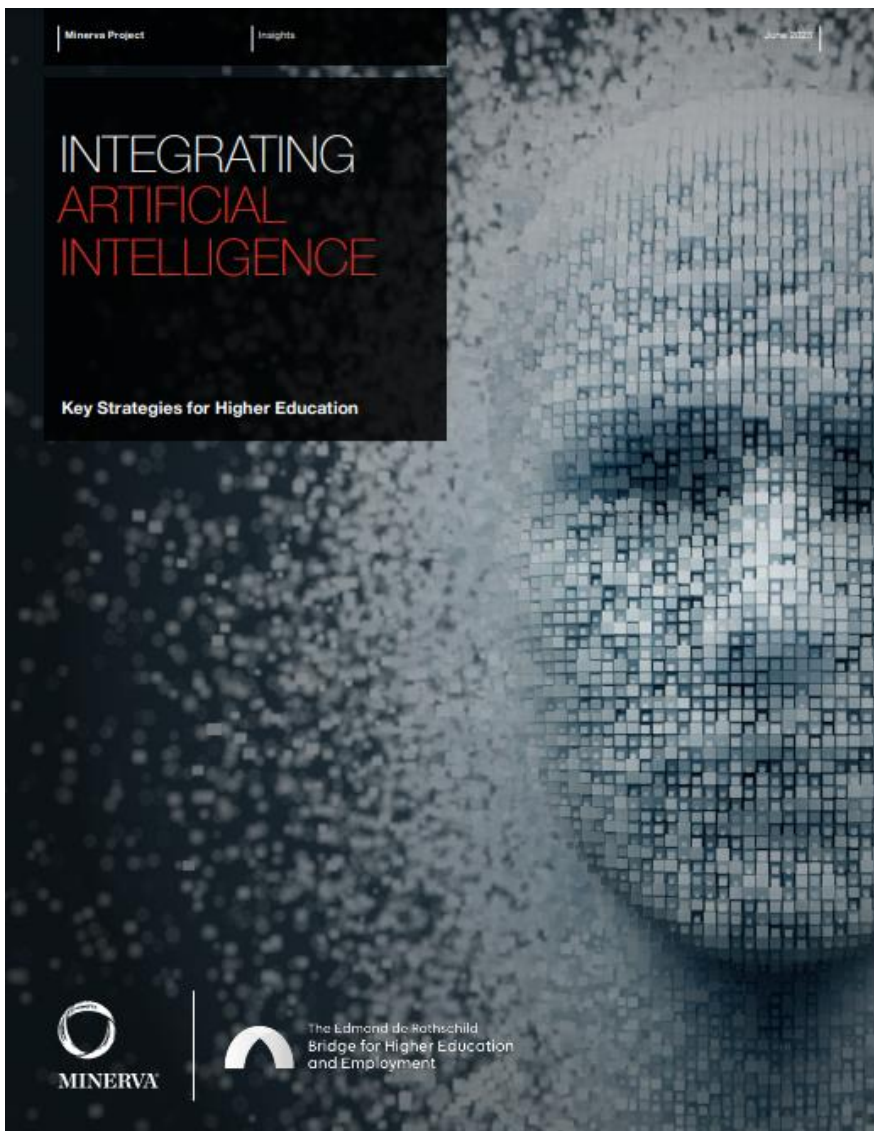
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These capacities must be deliberately and explicitly taught rather than assumed to be acquired as a byproduct of lectures and coursework.

**Durable Skill:
Critical Thinking**

Learning Outcome	Description
#critique	Actively and critically engage with texts and other forms of communication.
#deduction	Analyze and apply deductive reasoning.
#evidencebased	Identify and appropriately structure the information needed to support an argument effectively.
#sourcequality	Distinguish between categories and types of information to determine source quality.
#plausibility	Evaluate whether hypotheses are based on plausible premises or assumptions.

Global Opportunities

47%

of alumni are working in countries different from their home countries

43%

of alumni are working in the United States

70%

of alumni are not originally from the United States

91%

of alumni in full time positions or in graduate programs

**Size of clusters indicate more opportunities.*



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The post-graduate success of Minerva University alumni is the result of an intentionally-designed academic and student life experience that equips them with a unique global mindset, learned resourcefulness, and highly-transferable knowledge. Minerva students gain professional skills and experiences throughout their university journey. As students, they travel the world, participate in internship and research opportunities, engage in project-based learning with local organizations, and receive personalized coaching feedback and reflection sessions with Minerva University's Coaching & Talent Development team.

91%

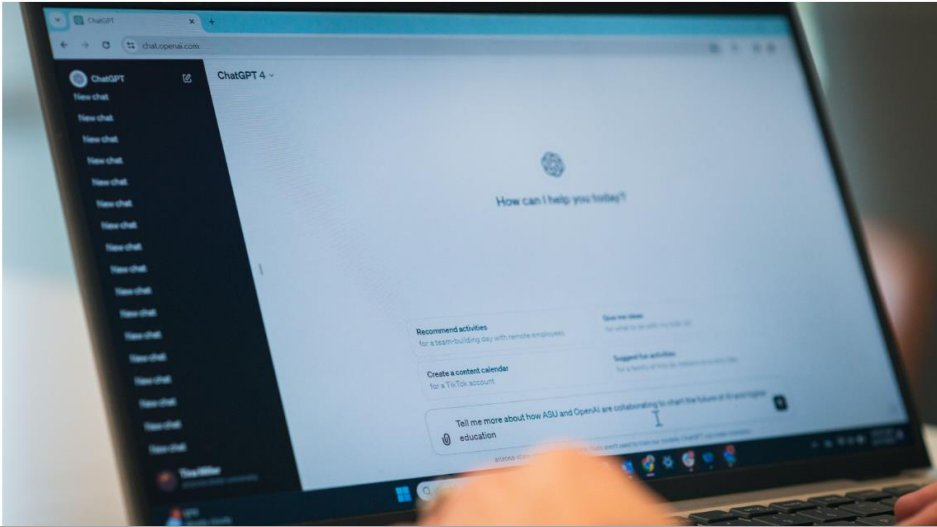
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Arizona State University collaboration with OpenAI charts the future of AI in higher education

ASU community will explore the possibilities of ChatGPT Enterprise to enhance teaching, learning and discovery



Submissions highlights at a glance

175+
proposals submitted

105
proposals accepted in the first round

863
total licenses will be issued

Projects across three areas of impact

49
Advance innovations in teaching and learning

24
Enhance AI research with societal impact

32
Explore scaling the public enterprise

Impact area

Scaling the public enterprise

Proposal spotlight

Our project leverages ChatGPT Enterprise to establish a framework for assessing GenAI's influence on the workforce in Arizona, focusing on augmenting worker capabilities, enhancing productivity, and identifying essential skills to maintain and acquire.

We aim to utilize occupational datasets and labor statistics from the Department of Labor, employing ChatGPT Enterprise for literature review, framework development, data analysis, prompt testing, and custom GPT construction. We will identify underrepresented workers in Arizona and focus on how they can benefit from GenAI.

Decision Theater



Can you help me explore career options?



Khanmigo

Activities
Let's learn together through any of these activities that interest you!

- Writing with the AI
- Tutor me
- Coach my academic and career growth**
- Talking to historical characters
- Debate

Hi there! I'm here to help you navigate school and finding your place in the world! You can ask me anything or start with one of the bubbles below.

[Help me pick a major](#) [What skills should I develop for work?](#)

[Does it matter where I go to college?](#) [What do employers care about?](#)

Can you help me explore career options?

Oh, what a fun adventure! What kind of careers are you curious about?

Type message



For sure! I'd be thrilled to help you explore this.

Khanmigo makes mistakes sometimes. [Here's why](#) 

How do I make myself as employable as possible?



Great question! What kind of job do you dream about having? Knowing that can help us figure out the best skills and steps to get you there!

[Leave feedback](#)Rate this response  

I don't know



That's okay! Let's think about what you like to do. Do you enjoy working with computers, helping people, being outdoors, or maybe creating things? What makes you feel excited or curious?

I care about people and the environment



That's wonderful! Have you thought about careers where you can help people and also protect the environment? Maybe something like environmental science, social work, or sustainable business practices? What sounds interesting to you?

[Leave feedback](#)Rate this response  

What do these jobs do?



Great question! Let's break it down:

1. **Environmental Scientist:** They study nature to help protect it. They look at air, water, and earth to find ways to take care of our planet.
2. **Social Worker:** They help people solve and cope with problems in their everyday lives. They might work with families, schools, or hospitals to make sure people feel safe and happy.
3. **Sustainable Business Practices:** This is about making companies more green. They find ways to use less stuff, waste less, and help the earth while still making money.

Which one makes you think, "Wow, I want to know more about that!"?

I like the idea of being an urban planner. Can you tell me more about it?



Absolutely! Urban planners help design cities to make them better places for people to live. They think about where to put parks, homes, schools, and shops. They also plan roads and public transport to make getting around easy and safe. Their big goal is to make the city friendly for everyone and good for the environment too.

Does this sound like something you would enjoy doing every day?

[Leave feedback](#)Rate this response  

Yes



How about starting with a project where you map out your own neighborhood? You could think about what you like and what could be better. For example, is there enough green space? Are the roads safe for bikes? This could give you a mini-experience of what urban planners do!

Also, you might want to look for a class or a workshop on urban planning or geography to learn more about the field. What do you think about these ideas?

[Leave feedback](#)Rate this response  

What are the main skills an urban planner needs?



Great question! Here are some key skills for urban planners:

1. **Problem-Solving:** They need to find smart ways to fix city problems, like traffic or lack of parks.
2. **Communication:** They talk and listen to lots of people, like government folks and neighbors, to understand and explain plans.
3. **Creativity:** They think of new and better ways to design spaces that make cities nice to live in.
4. **Analytical Skills:** They use data to understand issues and see if their plans are working.

Do these skills sound like something you'd be good at or want to get better at?

what are some hard skills that an urban planner needs



Ah, focusing on urban planning, here are some specific hard skills that are important:

1. **GIS (Geographic Information Systems):** This is a tool that helps planners see data on maps. It's very helpful for making decisions about land use and planning.
2. **Urban Design and Planning Software:** Knowing how to use design software helps planners create visual plans and models of urban spaces.
3. **Data Analysis:** Being able to analyze data helps planners understand trends and make informed decisions.
4. **Knowledge of Zoning and Planning Laws:** Understanding the rules that govern land use is crucial for creating plans that are legal and effective.

Do you think these skills are something you would be interested in learning?



Great! Here are a few ways to start gaining experience in urban planning:

1. **Internships:** Look for internships with city planning departments or private planning firms. This gives you real-world experience and a chance to learn from professionals.
2. **Volunteering:** Help out in community projects or with local non-profits that focus on community development and urban improvement.
3. **Projects:** Start your own small project like mapping out your neighborhood, as mentioned before, or helping in local planning events.
4. **Courses:** Take courses related to urban planning, geography, or environmental science to build your knowledge.

Which of these steps feels like something you'd be excited to try first?

Examples of Creative use of AI in the classroom

Rage Against the Machine: Using AI as a debate opponent

- *Prompt: Act as a debater taking the position that electric cars are actually worse for the environment. Try to refute counterpoints I make*

AI as a Critic: Use AI to refine ideas:

- *Prompt: I want to launch a new app that will allow people to identify plants in their backyard, what are the most likely reason this won't be successful?*

Create Problems and Exercises

- *Prompt: Write me a palindrome checker in C++. Include 2 non-typo errors*

AI as a Patient

- *Pretend you are a patient with a specific serious but non-obvious ailment, but don't tell me what it is. Let me ask you questions to try to diagnose you*
-



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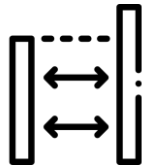


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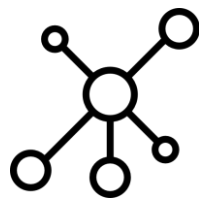
How does **evaluating a job candidate** mirror the **evaluation of student performance and grades**?



Challenges or gaps in preparing students to navigate an AI-transformed job market



Strategies, tools, or experiences can empower students to thrive in this landscape



Stakeholders and partnerships that improve student preparedness for these changes



Whiteboard *ideas/questions from the participants*

How does **evaluating a job candidate** mirror the **evaluation of student performance and grades**?

Do professors and employers assess the same skills from student?

How do we know the submission is authentic work?

risk of mismatch between communication style/level of cover letter and resume and then what happens in 1-way interview, further stages?

Challenge: AI moves faster than higher ed can easily pivot to respond to

Looking to identify key skills and the ability to act on them

Strategies: Embed use of AI in assignment flow; in the job search process, ask about their AI usage explicitly

higher ed has an uneasy relationship with preparing for a job market I think, overall

Challenge: inequal access to tools and AI literacy levels

Potential partners: OpenAI

THANK YOU!

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