



AI in Careers LIGHTNING CONFERENCE

Wednesday 29 April
9.30 am | Online

Headline Sponsor



Delivered in partnership with



WARWICK INSTITUTE for
EMPLOYMENT RESEARCH IER

Talk 7 Alex Zarifeh 
Founder of ATLP Futures Readiness
Building AI Discernment



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NAVIGATING THE AI REVOLUTION

Building AI Discernment

FORM THE FUTURE'S ANNUAL CONFERENCE 2026

KEYNOTE FROM ALEX ZARIFEH - SEPTEMBER 2028: FAR TOO LATE

25+ years teaching

10 years as a Careers Leader

3 years leading Futures Readiness





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NAVIGATING THE AI REVOLUTION

Real time **resources** for a real time **Revolution**

Fortnightly interactive video resources helping students and staff navigate the **rapidly changing present** and prepare for **unprecedented disruption** to the world of **work, education and society** due to the rapid advance of Artificial Intelligence.



Upper Key Stage 2 & Key Stage 3



Key Stage 4 & Key Stage 5

Adults



Delivered in

51

schools & colleges
across the UK



Reaching

45,824

learners
every fortnight





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Flourishing Considerations for AI



Tyler J. VanderWeele ^{1,2,*}  and Jonathan D. Teubner ^{2,*} 

Published: 14 January 2026

Human Flourishing Program, [Harvard University](#)

Artificial intelligence (AI) is transforming society, including possibly, even 'who we are', as persons!

Inevitably there will be AI products that promote flourishing and others that impede flourishing.

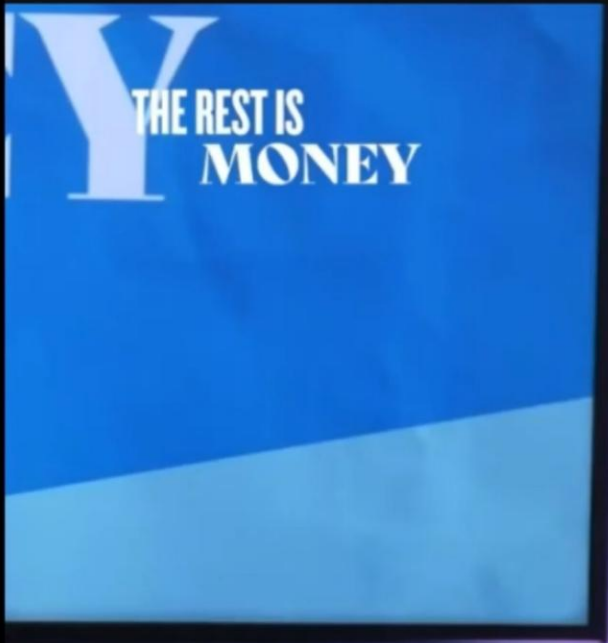
While companies developing these products bare considerable responsibility for the effects of the technology, users also bare responsibility.

No regulatory framework will be able to prevent this entirely.

Ultimately, 'user discernment' will be needed, especially as these technologies proliferate.

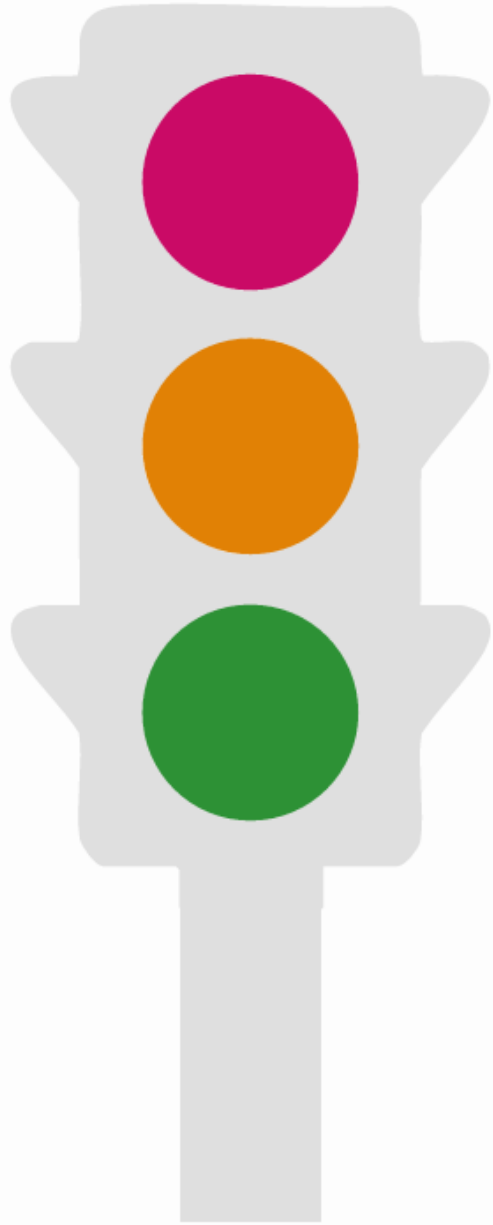
Individuals should regularly ask themselves whether they believe engagement with a particular technology or product will ultimately be conducive to their flourishing, with respect to both application types and extent of use.

UK Minister for AI, Kanishka Narayan



Studios

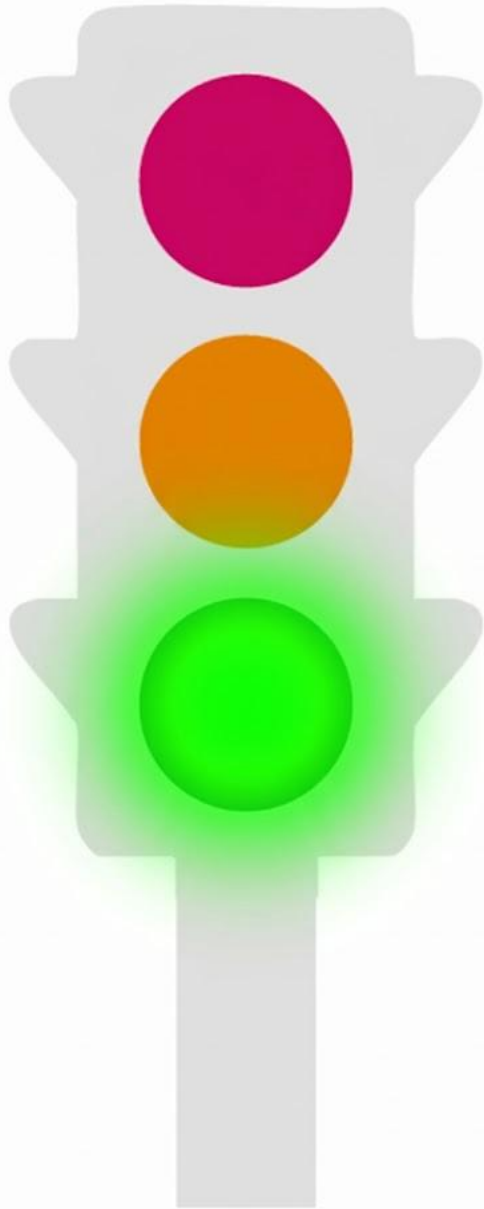




Fortnightly interactive
tutor-time video
resources cultivating:

'AI DISCERNMENT'

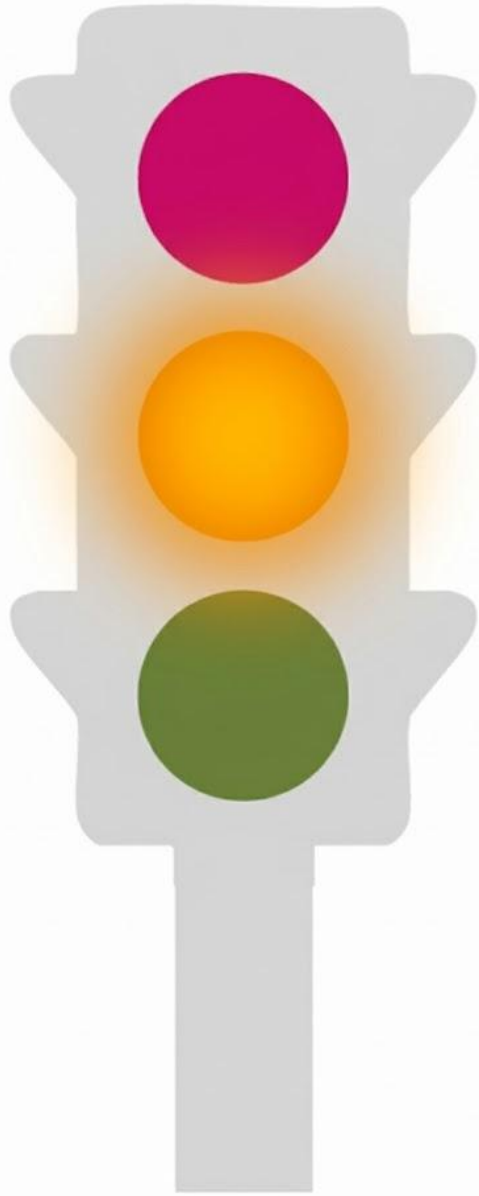




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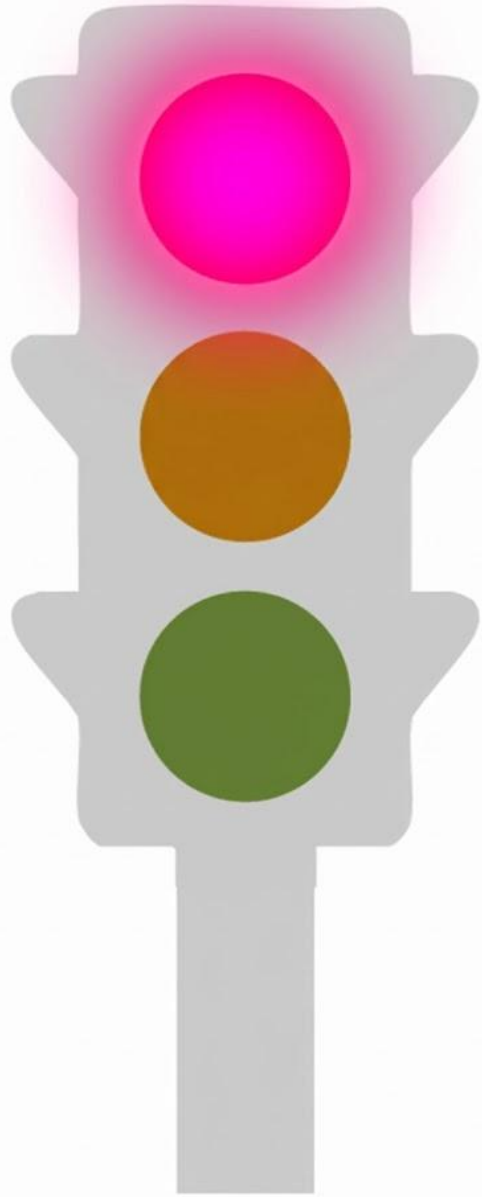
The ability to know when to
leverage AI,



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The ability to know when to
leverage AI, when to proceed
cautiously,



Fortnightly interactive
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The ability to know when to
leverage AI, when to **proceed
cautiously**, and when to
actively resist it.

Being a CDP is...

**#So much more than
talking about jobs**

Bella Doswell & Katherine Jennick

AI is far more than a breakthrough technology
is beyond, a societal-scale inflection
but will, (IMO), prove nothing short of a 'human condition-altering revolution'!



Tyler Cowen
Economist & AI Thought-Leader



Holistic AI Preparedness




SOCIETAL
IMPACTS
OF AI


SAFEGUARDING
INSIGHTS


AI-DRIVEN
WORKPLACE
CHANGES


IMPACTFUL
AI TOOLS


CAREER
READINESS
REFLECTION


CURRICULUM
ENRICHING


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OVERVIEW


WHY


FORMATS


EXEMPLAR


TESTIMONIALS


TRIAL

Microsoft and Meta announce large staff reductions as they spend big on AI

The
Guardian

Thu 23 Apr 2026

Sanya Mansoor

Meta said it would cut 10% of its employees

Microsoft will offer voluntary retirement to about 7% of workers

Meta and Microsoft are trimming their workforces by thousands as they make heavy investments in AI and executives claim that the technology is meeting their companies' productivity needs.

“I spend a lot of time talking to CEOs about their plans for headcount and what I hear a lot from them is 'flat is the new up'. They're talking about growing their businesses without having to significantly increase employment because they're starting to see how they can deploy AI. We have to look at this very seriously”.



'Compute-powered economy'

"Over the coming years, AI will become a larger and larger and larger part of the whole economy ...

... until essentially, the whole economy is automated!"

Professor William MacAskill

Former Professor of Philosophy at Oxford University

Founder of Effective Altruism

Senior Fellow at Forethought, Research Non-Profit, focused on how to navigate the transition to superintelligent AI.

Holistic AI Preparedness




**SAFEGUARDING
INSIGHTS**


**SOCIETAL
IMPACTS
OF AI**


**AI-DRIVEN
WORKPLACE
CHANGES**


**IMPACTFUL
AI TOOLS**


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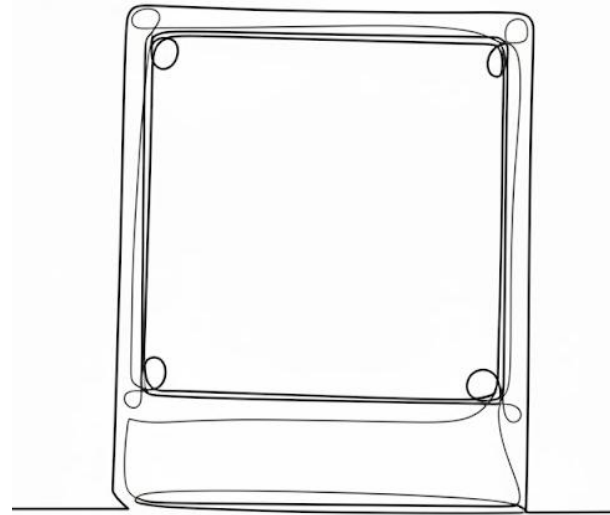
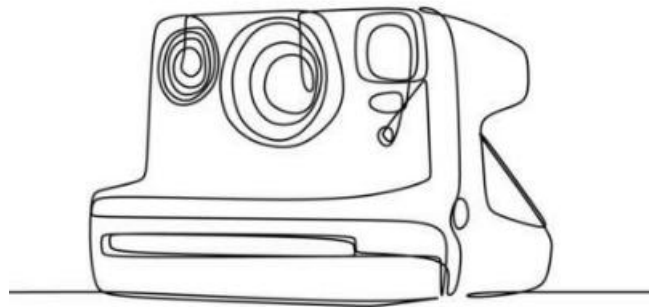
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NAVIGATING THE AI REVOLUTION

Making sense of fast-paced change

‘The end of certainty, the permanence of change’

“AI doesn't change by the week or the day, but by the hour, by the minute. There isn't a single day that something new doesn't almost obsolete, what was yesterday!” Marc Mathieu, Rogue Ventures AI



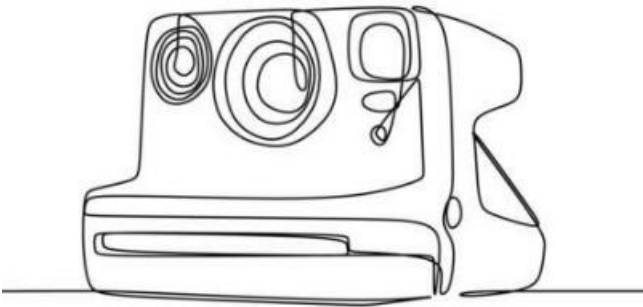
ANTHROPIC

Introducing Claude Opus 4.7

16 Apr 2026

Introducing Claude Design

17 Apr 2026



Introducing ChatGPT Images 2.0

April 21, 2026

Making ChatGPT better for clinicians

ChatGPT for Clinicians is now available
for free to clinicians in the U.S.

April 22, 2026

Introducing workspace agents in ChatGPT

Codex-powered
agents for teams.

April 22, 2026

Introducing Gemini Enterprise Agent Platform

April 22, 2026

GPT-5.5 “Spud”: OpenAI’s Most Powerful AI Model Yet – Drops



DISTILLING WHAT MATTERS IN AI:

Futures Readiness delivers concise accessible content, helping educators and students keep pace with AI's rapid evolution and real-world impact.



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NAVIGATING THE AI REVOLUTION

Clarity amidst Confusion

“

Technology is not a
noun, **it's a verb.**”

Stephen Fry

“ We shape our
tools, then, **our**
tools shape us. ”

Reid Hoffman

Some closing
thoughts



Hold lightly to your views on Artificial Intelligence.

Always examine AI through a **critical lens** but **avoid fixed positions**.

The only certainty is **uncertainty**.

Model iterations are already **partially recursively self-improving**.

Adapt our positions **as the evidence changes**.

'The most effective response to **persistent uncertainty** is to cultivate **radical adaptability**.

To prosper in prolonged uncertainty, the strategy must be one of **constant, agile recalibration**.

In short, in our **age of uncertainty**, get good at changing your
mind'!

Kevin, Kelly, Leading Technology Thinker, Author & Co-Founder of **WIRED**



Opportunity ahead for CDP's!

If, even a fraction, of the scale of disruption predicted by ALL leading AI labs eventuates (prior to new opportunities diffusing) exploring clients' broader sense of purpose, identity & meaning may - over the next decade or two - be increasingly needed - something CDP's are uniquely skilled in!

#Being Fully Human is
more than what we do!



Alex Zarifeh

Under, ATLP Futures Readiness - Helping you
people AND adults navigate the AI Revolution - Fc



futuresreadiness.com

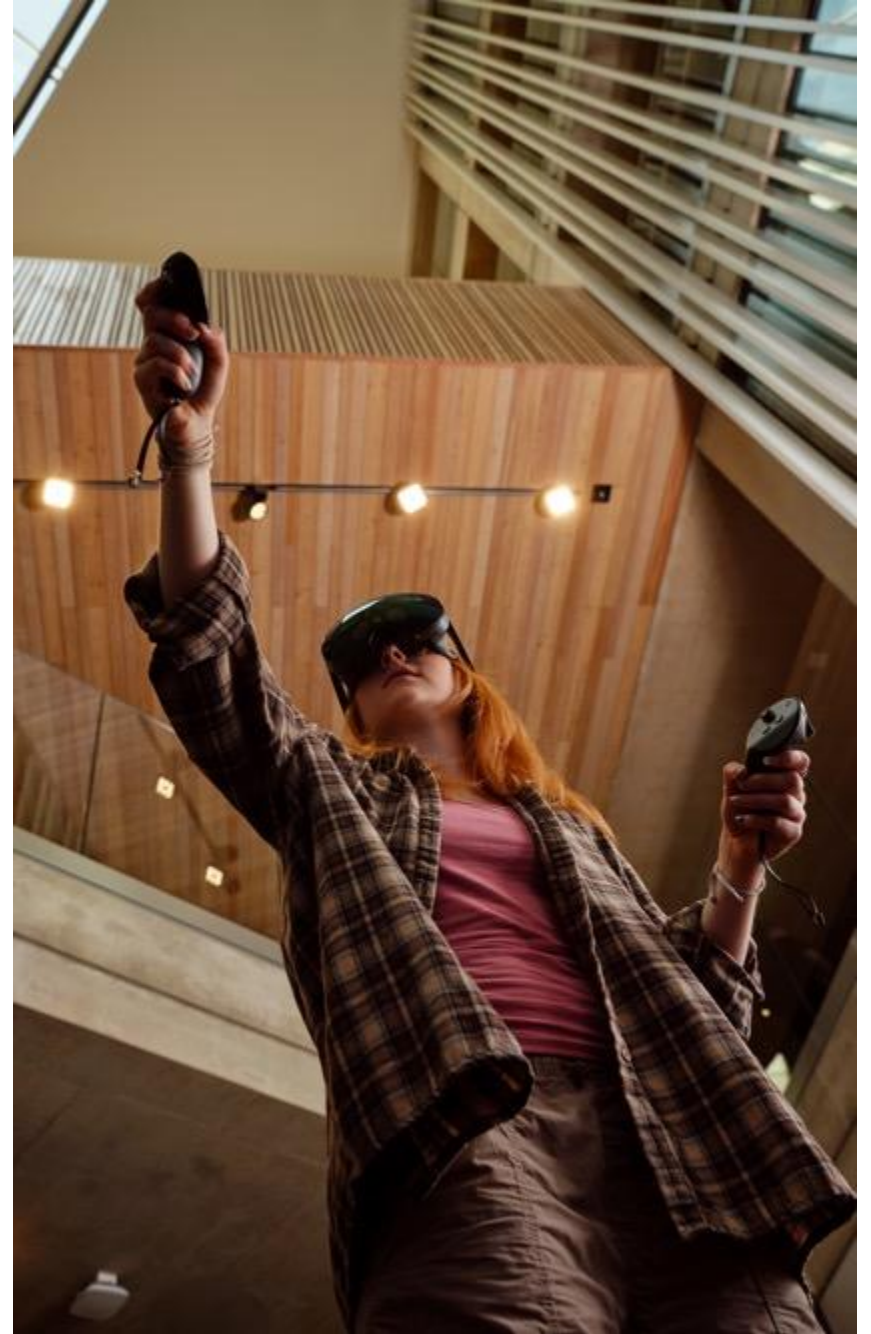


AI and its impact on green jobs

- Peter Dickinson
- 29th April 2026

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•01

What is a green job?



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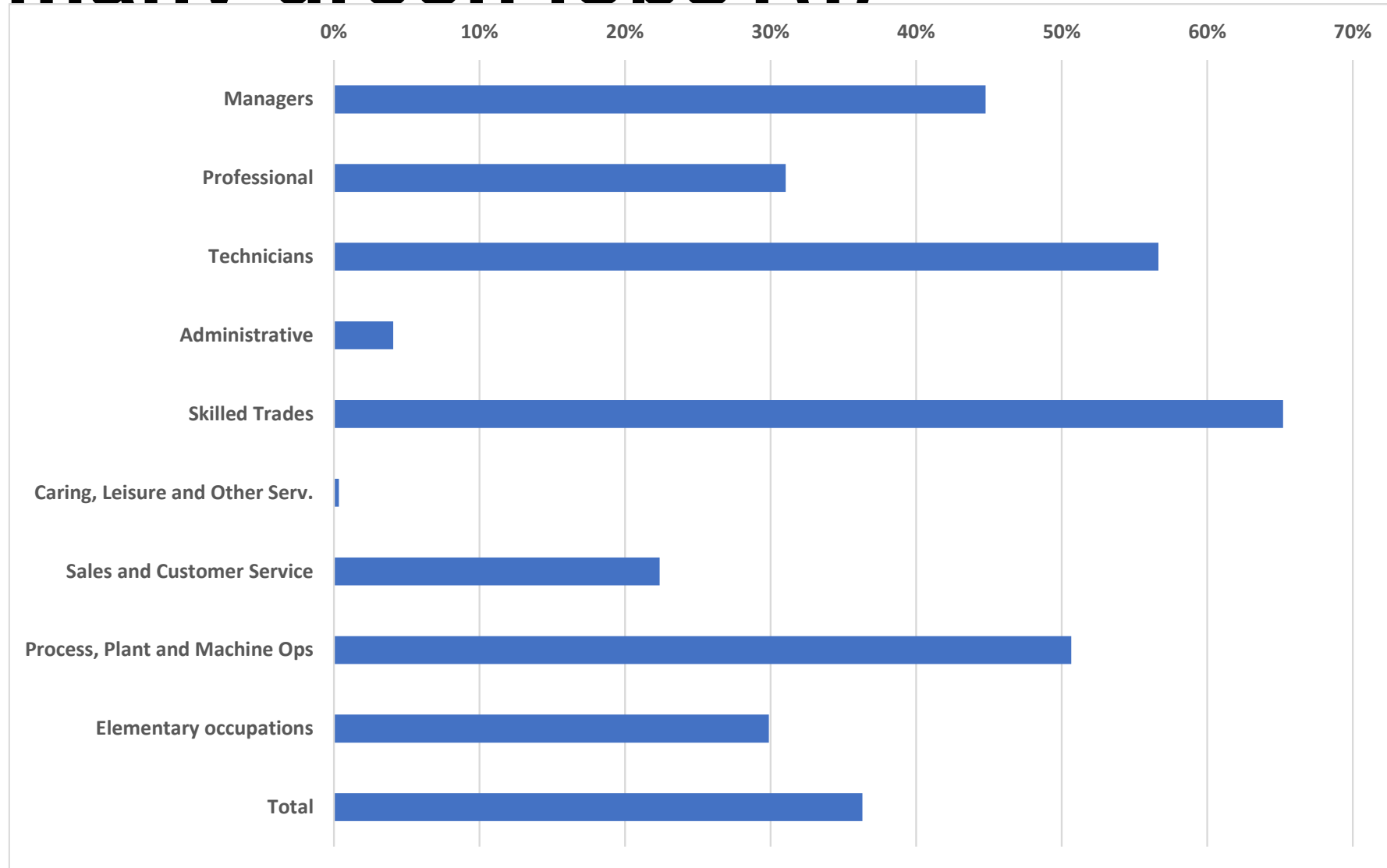
- Purist definition @1%
- Inclusive definition @ 35%:
 - Green new and emerging occupations
 - Green enhanced skills and knowledge occupations
 - Green increased demand occupations
- How do we identify them?
 - O*NET categorisation¹
 - Analysis of job vacancies using IER's GreenSOC²
 - ONS surveys time spent on green tasks³

1. See https://www.onetcenter.org/dictionary/22.0/excel/green_occupations.html

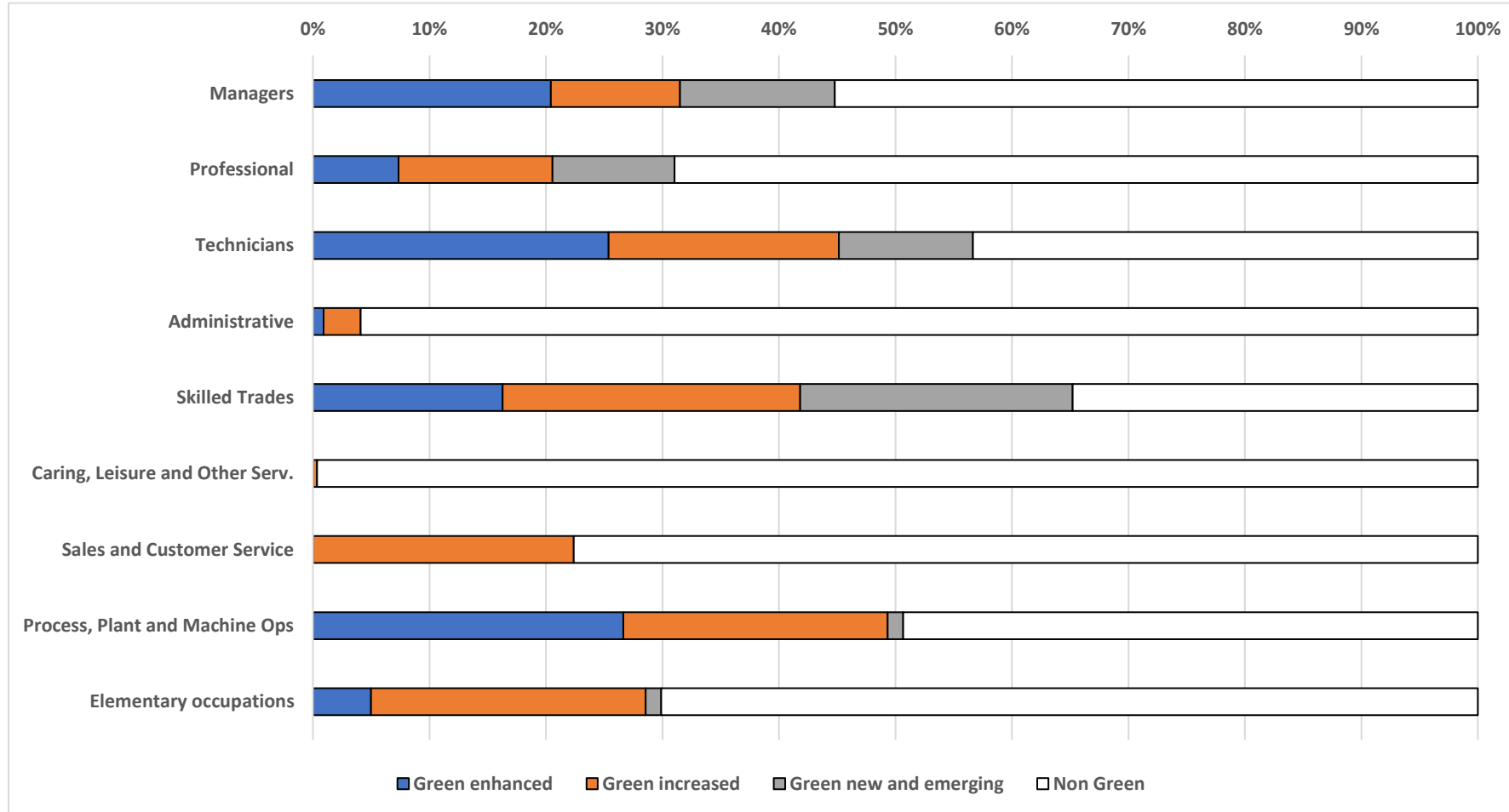
2. https://warwick.ac.uk/fac/soc/ier/researchthemesoverview/researchprojects/greenjobsandgreeneconomy/york_green_jobs_and_skills_report_final_report.pdf and <https://www.skillsdevelopmentscotland.co.uk/media/nftl3545/green-jobs-in-scotland-executive-summary-2.pdf>

3. <https://www.ons.gov.uk/economy/environmentalaccounts/articles/researchintogreenjobstimespentdoinggreentasksuk/1997to2019>

How many green jobs?(i)

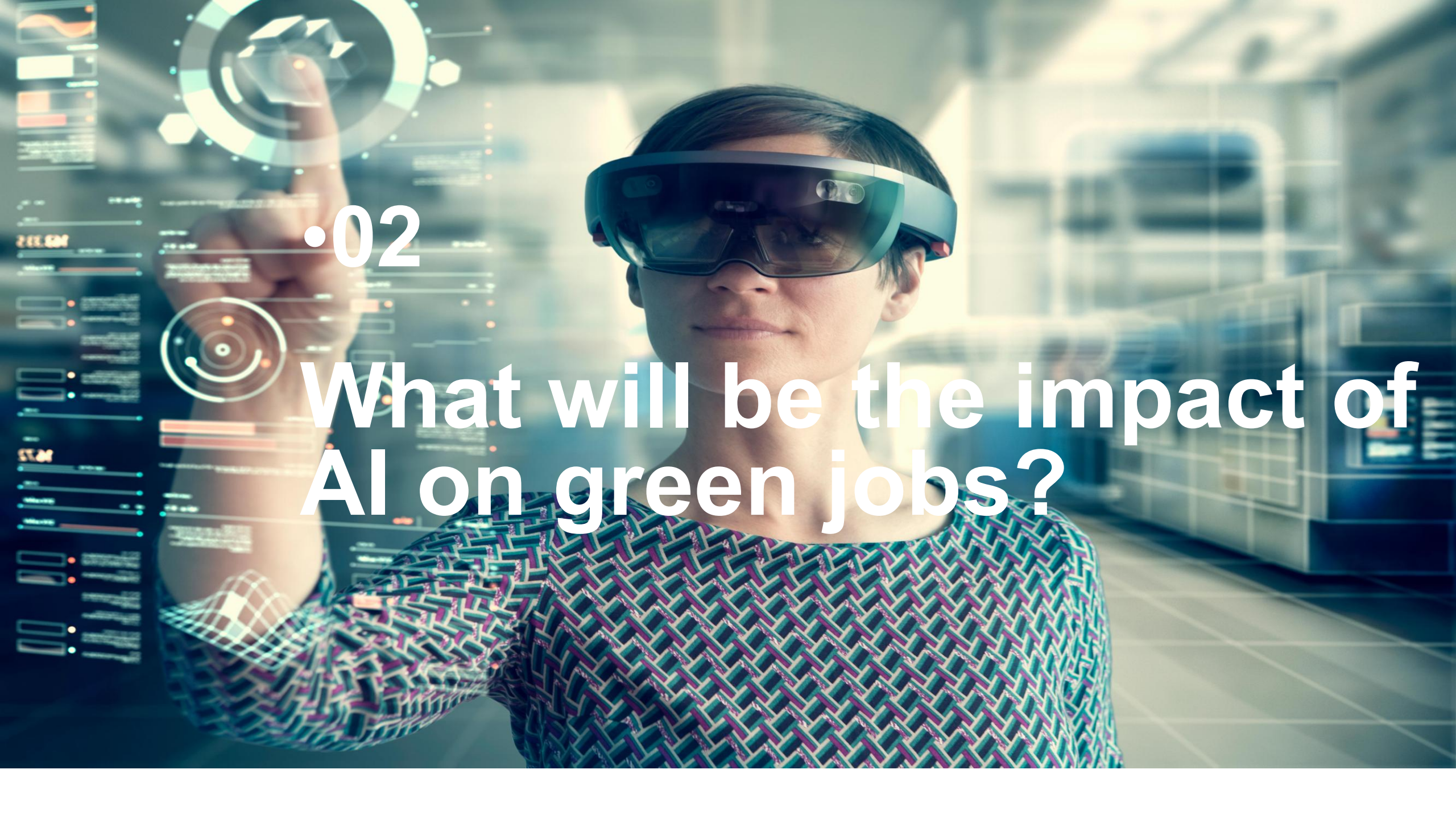


How many green jobs?(ii)



What is a green job?

- Green skills and jobs touch every sector and occupation
- The impact of the green transition is more about transformation of jobs
- Most skills are transferable to green jobs
- Upskilling and reskilling rather than new skills



•02

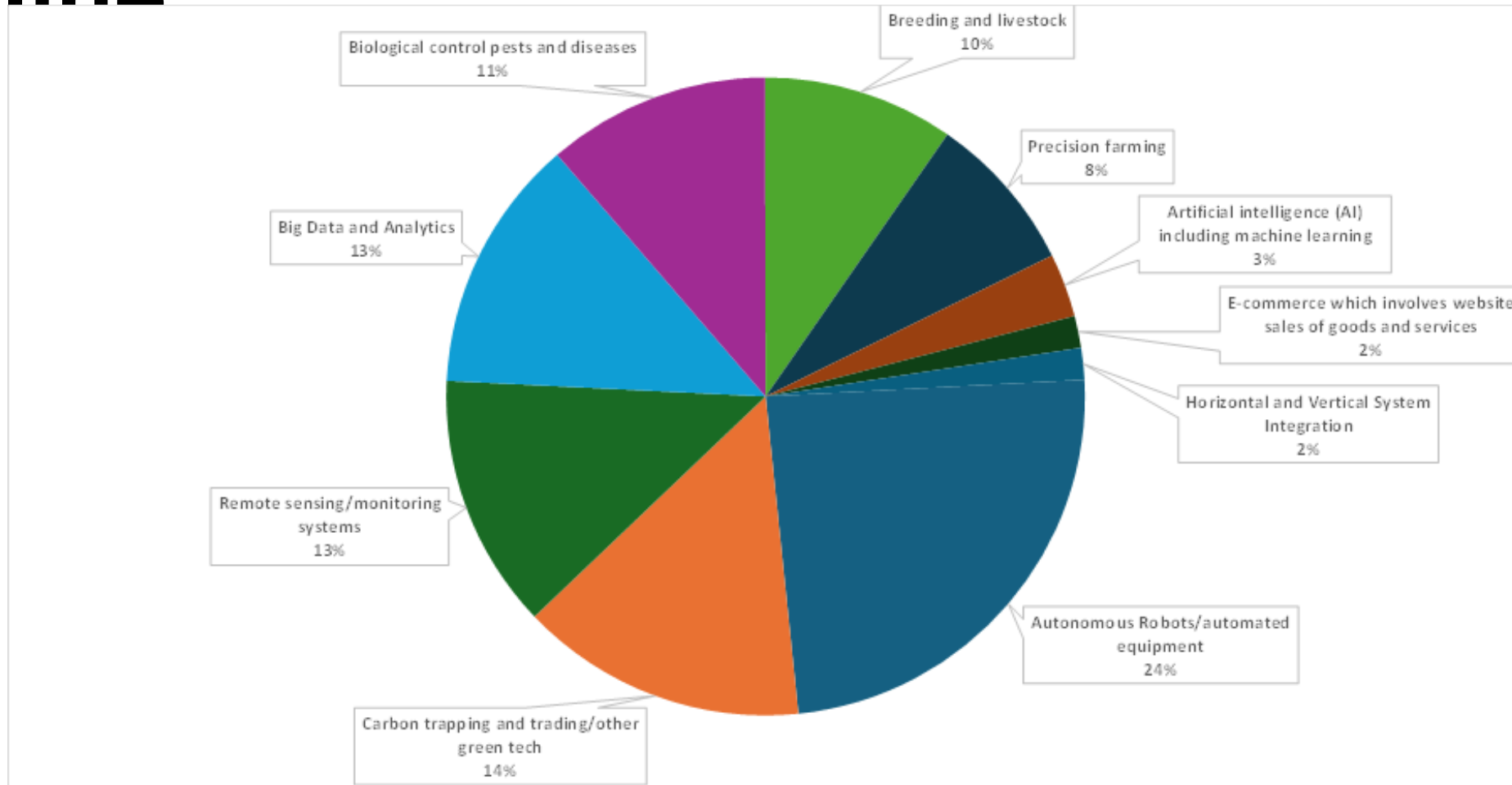
What will be the impact of AI on green jobs?

What will be the impact of AI on green jobs and skills?

Green jobs and skills are no different to non-green jobs and skills

- I don't know?!?
- Much more speculation than research
- AI will become ubiquitous, but not at the same speed
- General impacts of new technology:
 - Work task analysis – wide variation in estimates
 - Impacts are mediated due to a range of factors: “New technology is everywhere part from in the productivity statistics”.
- Empirical analyses find:
 - Positive impacts on jobs
 - Positive impacts on skills
- Impact difficult to predict due to interplay of factors

How AI will impact – the current tech pipeline



Impact on jobs in agriculture and horticulture

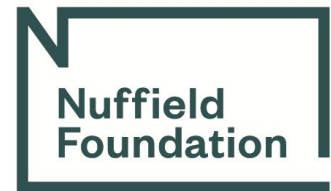
- Farm environment and business models key
- Several drivers and barriers to tech adoption
- Tech currently requires significant human input
- Acceleration in integration of tech
- Jobs with manual and routine tasks to decline
- Existing roles will need: digital, data, decision making, communication and team working skills
- New roles to emerge: in technical, engineering, data and digital skills based off-farm
- Work activities reliant on technical and information skills greatest susceptibility
- Those involving human-centric and management skills the least
- Some occupations will have tasks automated but this frees up time to focus on other activities less likely to be automated

•03

Trialling an Evaluation Framework for LLM-powered careers advice



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Trialling an Evaluation Framework for LLM-powered careers advice

- Funded by the Nuffield Foundation
- January 2026 - December 2027
- Undertaking evaluations of LLM-powered careers advice (generic and dedicated):
 - Panel review – mixed users evaluate the tools
 - Case study comparison – scenarios developed and put to the AI-tools
 - Randomised control trial – 120 16-19 students
- Develop an evaluation framework that can be used across the careers sector

Thank you

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CRITICAL SKILLS FOR CAREER DURABILITY

CULTURAL INTELLIGENCE

- Global
- Cross-Culture
- Diversity

PERSONAL BRANDING & POSITIONING

- Focus & Purpose
- Market Awareness
- Strategic Storytelling

DIGITAL LITERACY

- Digital Ethics
- Automation
- Data Literacy

ENTERPRISING ATTITUDE

- Creativity
- Risk Tolerance
- Financial Acumen

EMOTIONAL INTELLIGENCE

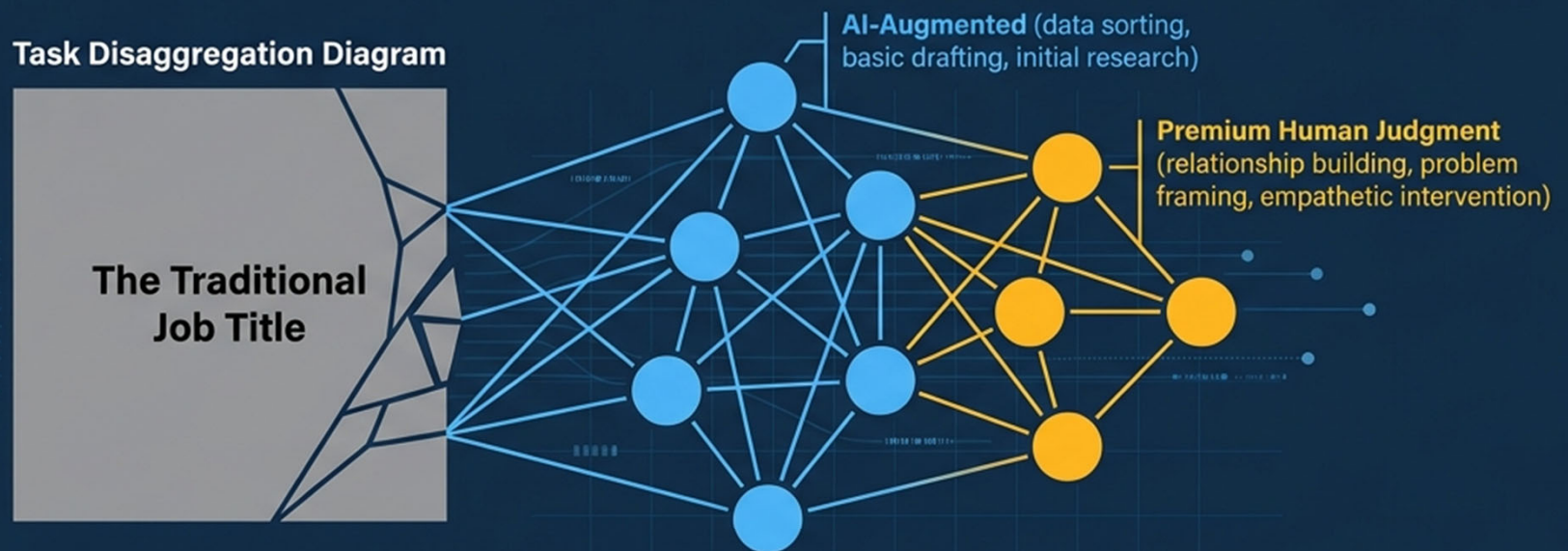
- Community Building
- Relationships & Trust
- Adaptability

RELEVANT HARD SKILLS

- Self-Directed
- Continuous Learning
- Future-Aware

We are not just preparing students for jobs. We are preparing them for shifting work.

AI exposure does not mean job loss—it means task replacement.



The challenge isn't helping students choose a static job. It's helping them position their uniquely human skills for tasks that are rapidly evolving.

Why identity exploration alone is no longer enough.

Traditional Career Exploration

Focus: Finding the right Job Title.

Question: What do I want to be?

Method: Personality and interest assessments.

Outcome: A static, linear career ladder.

Career Positioning (The AI Era)

Focus: Targeting adjacent, high-value Tasks.

Question: What problems can I solve?

Method: Real-time market signals + deep AI research.

Outcome: Career durability and ecosystem navigation.

Brand clarity without market connection leaves students stranded in the "dream state." They must understand where the market values them today.

The Positioning Triangle bridges self-awareness and market reality.



Positioning is the “AND” solution. It’s not about changing who the student is to fit a slick corporate message; it’s about emphasizing the precise intersection where their authentic strengths meet active market gaps.

AI is a real-time opportunity scanner, not an answer machine.

Labor Market Research

Action: Uncover local, growing sectors and adjacent careers.

“What industries are growing in [location]? Use local business journal, economic development, and other business news.”

Spotting Task Shifts

Action: Use tools like JobsData AI or AI Resilience to map automation risks.

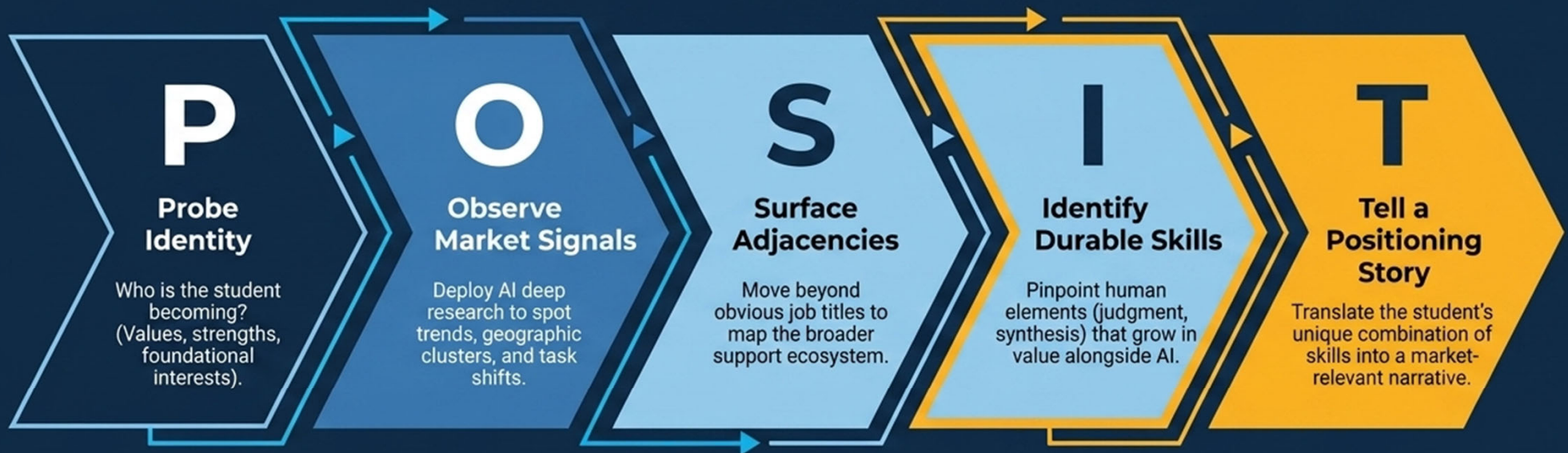
“Which tasks in this internship are increasing due to generative AI, and which human skills are rising in value?”

Positioning Narratives

Action: Translate past experiences into future-proof value.

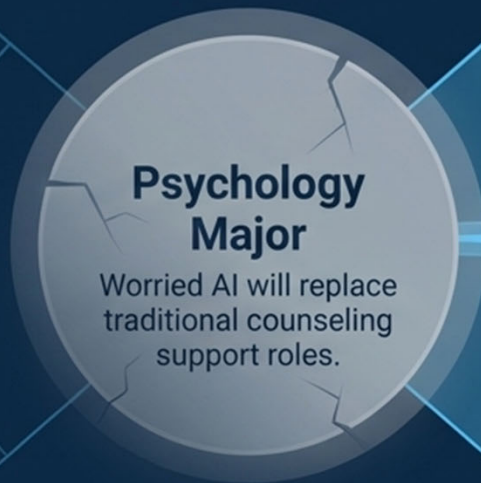
“Based on these teaching experiences, what positioning themes differentiate this student for corporate instructional design roles?”

Navigating the shift: The POSITION Framework



Case Study: From AI anxiety to ecosystem opportunity

Opportunity Ecosystem Map



Behavioral Health Tech
(Client Success)



UX Research
(Human-centered AI design)



Digital Mental Health Startups
(Program Coordination)

Traditional advice says “explore more counseling careers.” The positioning approach uses AI to reveal the entire, hidden ecosystem. The student doesn’t abandon their empathy; they deploy it where the market is actively expanding.

**We are no longer just career counselors.
We are opportunity translators.**



Career development in the AI era is not just helping students discover themselves. It is helping them make sense of market volatility, see emerging ecosystems earlier, and position themselves where their human value will grow.



Where could AI help your students see opportunities they currently miss?