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The Future of Work in the AI Era

Workforce Transformation and Talent Strategy

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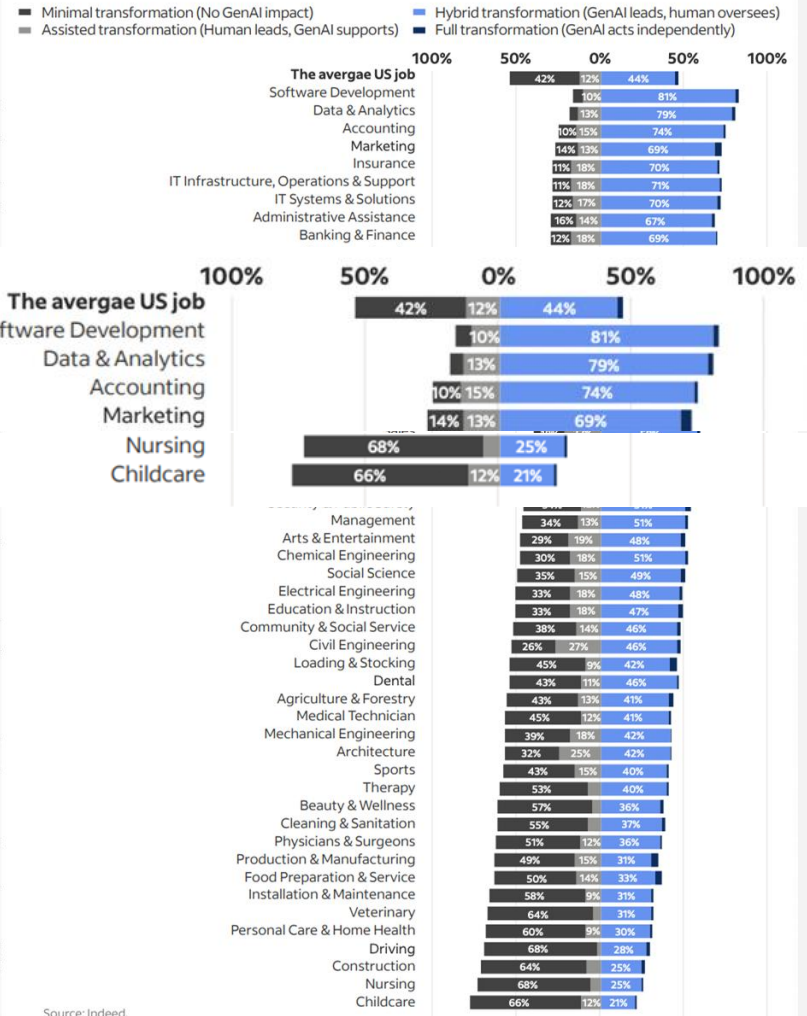indeed

AI on the Job

AI Won't Replace Jobs.
It Will Reshape <u>Tasks</u>.

AI is transforming tasks across every occupation.
Roles will shift toward collaboration between human judgment and machine intelligence.
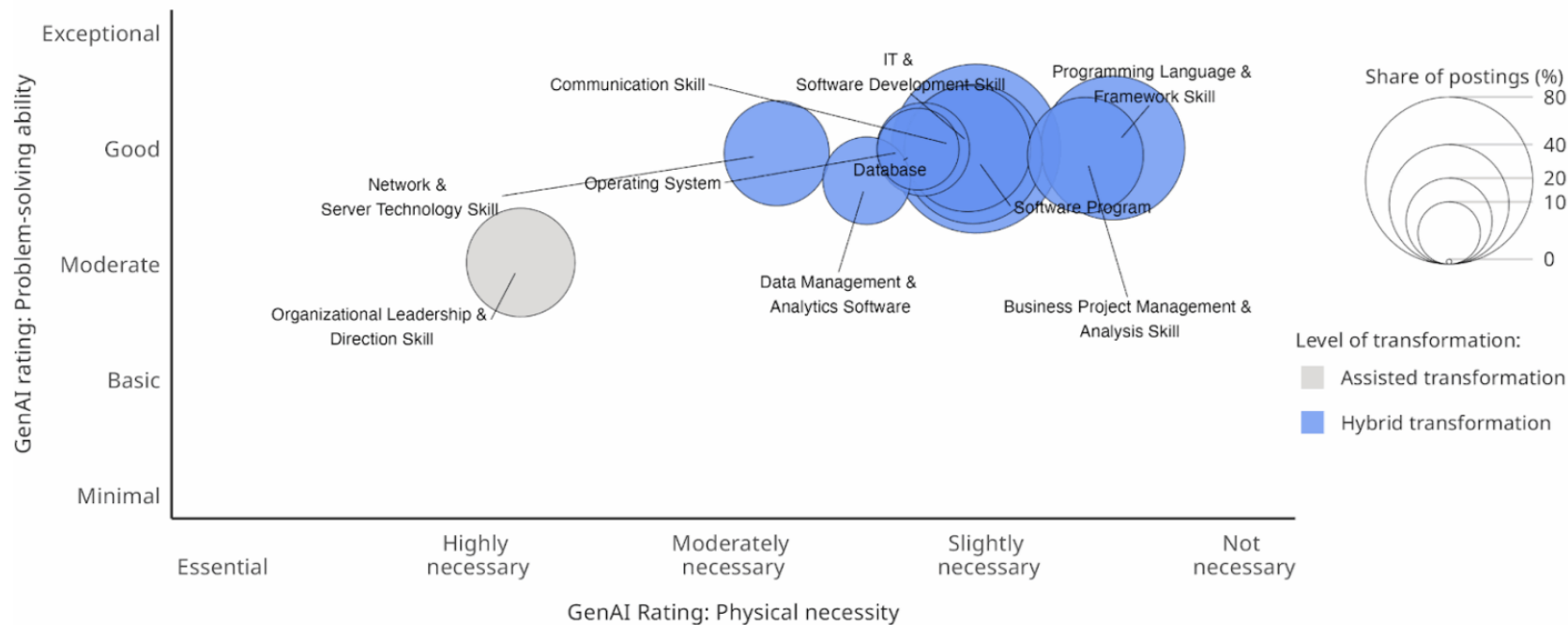
- **Software developers:** ~75% of tasks are transformable by AI
- **Nurses:** <40% of tasks are transformable by AI
- Only **1% of skills** show high automation risk

Source: <u>Indeed</u>

Software development occupations: Hybrid transformation dominates 9 out of the top 10 skill families

Occupation-level share of US job postings mentioning top 10 GenAI Skill Transformation Index (GSTI) skill families (May 2024–Apr 2025)


GenAI rating: Problem-solving ability (Exceptional, Good, Moderate, Basic, Minimal)

GenAI Rating: Physical necessity (Essential, Highly necessary, Moderately necessary, Slightly necessary, Not necessary)

Labels: Communication Skill, IT & Software Development Skill, Programming Language & Framework Skill, Network & Server Technology Skill, Operating System, Database, Software Program, Data Management & Analytics Software, Business Project Management & Analysis Skill, Organizational Leadership & Direction Skill

Share of postings (%): 80, 40, 20, 10, 0

Level of transformation:
- Assisted transformation
- Hybrid transformation

Source: Indeed. Only transformation levels of the top 10 skill families are displayed.

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Source: Indeed

Nursing occupations: Peripheral skills have potential for hybrid transformation

Occupation-level share of US job postings mentioning top 10 GenAI Skill Transformation Index (GSTI) skill families (May 2024–Apr 2025)
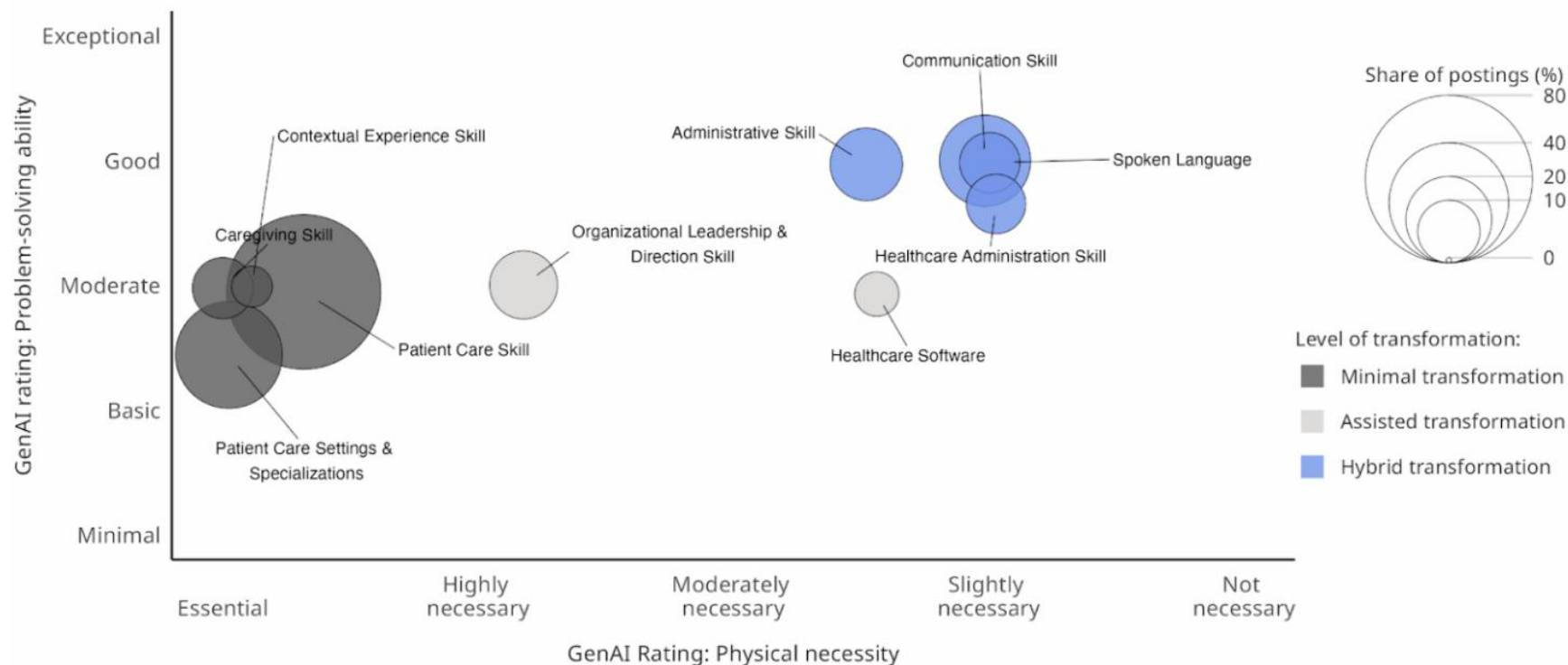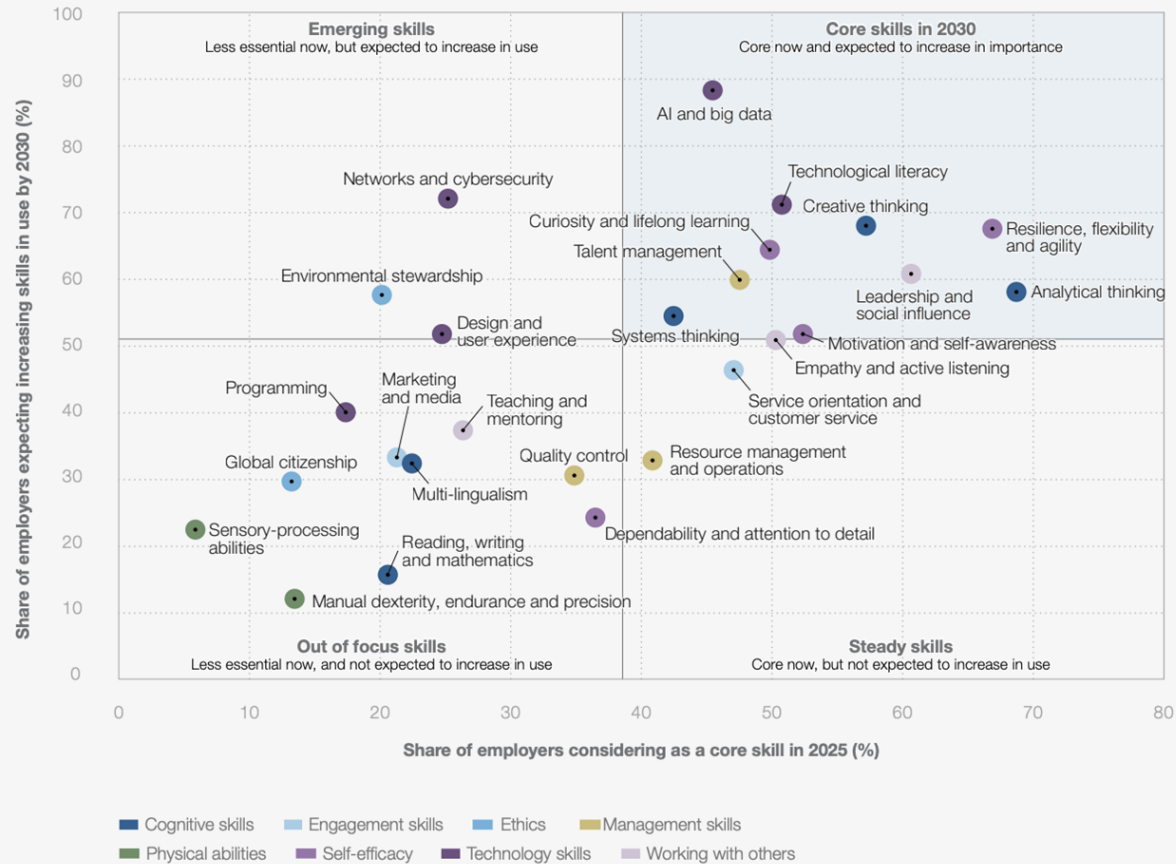

Source: Indeed. Only transformation levels of the top 10 skill families are displayed.

Source: Indeed

FIGURE 3.6 | Core skills in 2030

Share of employers considering skills to be a core skill in 2025 and share of employers expecting skills to increase in importance by 2030.

Source: World Economic Forum

The Roles We Can't Hire For Fast Enough

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The Hardest Roles to Hire Power Both AI and Quantum

Top 5 Toughest-to-fill Tech Roles

- Distributed computing
- Machine learning frameworks
- Model deployment
- SRE
- Distributed systems

Source: Indeed Tech Talent Report

The Fastest-Growing AI Roles Aren't All Technical

Other Rapidly Growing Roles:

- Responsible AI
- AI governance and oversight
- Policy & compliance for AI
- Data governance and risk management

Source: Cisco + Indeed

Remember when knowing how to use Excel set you apart from others in the job market? That's where AI is now."

Every Role Deserves a Playbook

The organizations that truly capture value don't just add AI—they **reimagine how work is done.**

- Workflow redesign **ranked #1** among 25 attributes in predicting **EBIT impact.**
- **Only ~21%** of organizations have redesigned workflows post-AI deployment.
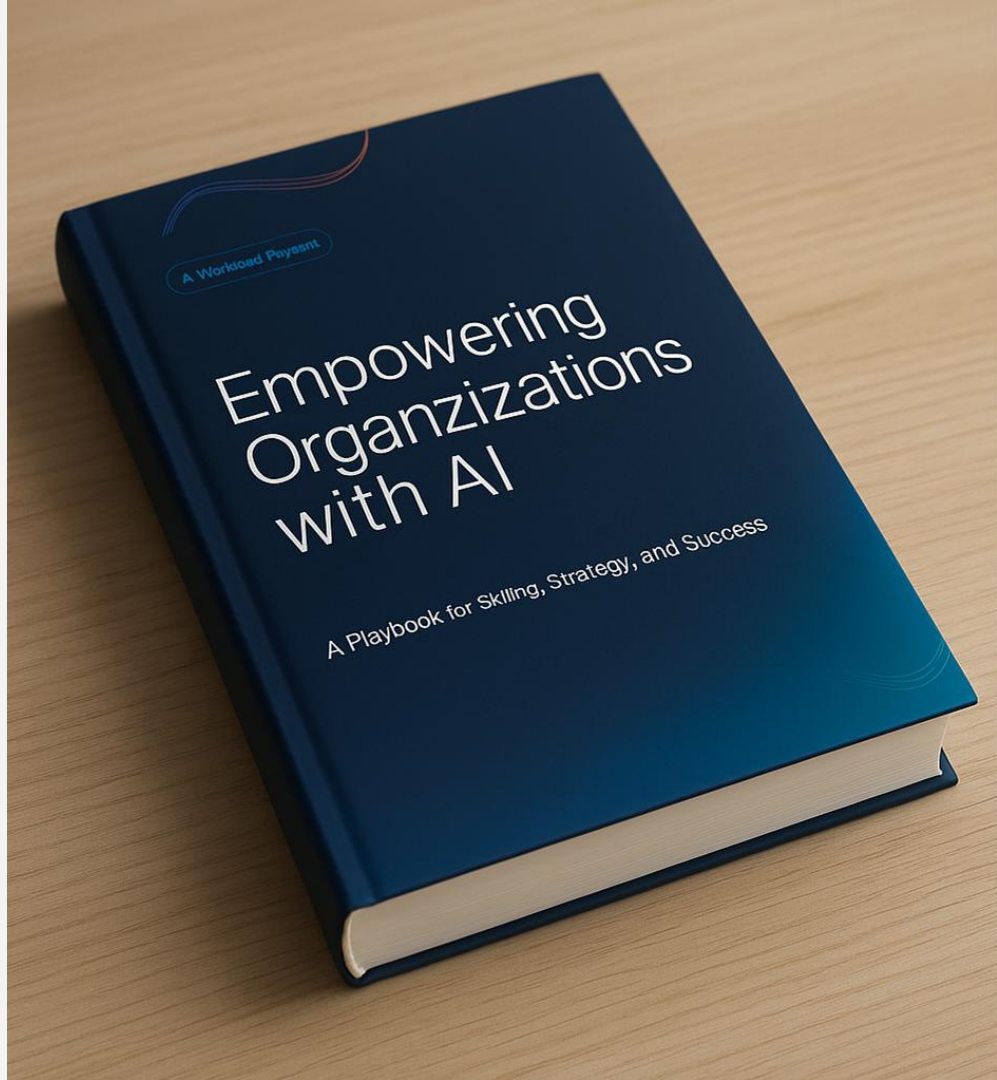- **40% increase** in business performance when tools are paired with training

Source: McKinsey, Indeed Tech Talent Report

How to Transform your Workforce with AI

1. Align on Purpose & Outcomes
2. Assess Skills & Job Roles
3. Design Targeted Learning Paths
4. Embed AI into Workflows
5. Measure Outcomes, Not Activity
6. Sustain & Scale Through Culture

Source: [Cisco + Indeed](#)

Software Engineering

Persona	Role	Capability	Skills	Enablement
User	Software Engineer	AI Literacy	• AI/ML Basics • GenAI Tools (e.g. Claude, ChatGPT, Gemini) • Responsible AI	AI for Everyone
		Core Technical Skills	• Prompt Engineering	AI Prompt Engineering for Developers
		Software Engineering with AI	• Github Copilot • Pair Programming	Introduction to Github Copilot
Builder	Software Engineer	Core Technical Skills	• Machine Learning • Python • SciKit Learn	Machine Learning with Python
		Integration and Product Development	• GenAI APIs • ChatBots • Retrieval Augmented Generation (RAG)	Building Systems with the ChatGPT API
		Integration and Product Development	• Agentic AI • LangChain	LangChain for LLM Application Development

Source: Cisco + Indeed

Productivity vs Performance

AI Alone Won't Transform Your Workforce

Tools alone give you incremental productivity. Training unlocks new behavior and scale.

- +73% adoption when employees receive contextual, hands-on training
- 60% faster time-to-competency vs self-study
- +22% employee retention when AI skills link to career growth

Source: Cisco + Indeed

AI Tools   **Greater ROI**   Training
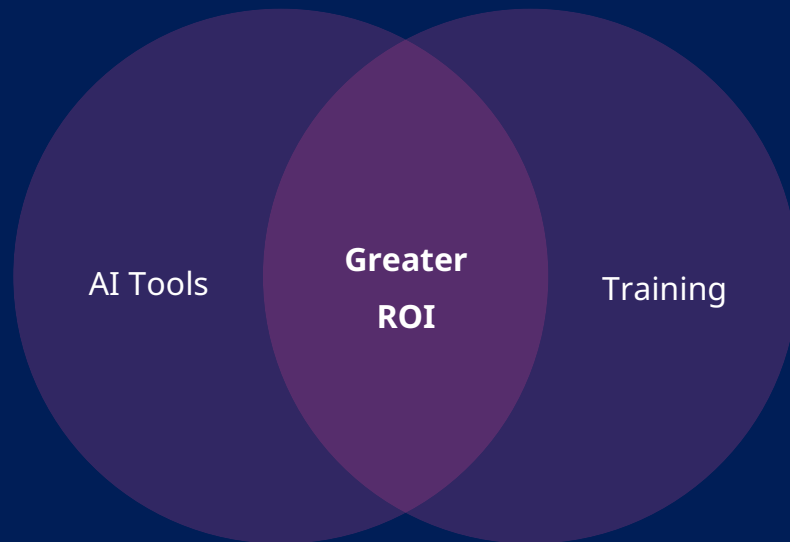
Talent Pipelines

Strong partnerships build stronger pipelines

Partner with universities early. Sponsor capstones, co-develop credentials, and embed your tools in coursework. It's the best way to create a steady pipeline of job-ready talent.

How Employers and Universities Win Together

Bridge the Talent Gap Through Co-Creation

01

02

03

04

05

Define business-critical roles.
Identify 3–5 job families that drive your strategy.

Map required skills to coursework.
Collaborate with faculty to integrate real-world tools and case studies.

Offer experiential learning.
Capstones, apprenticeships, and externships accelerate readiness.

Build credential pathways.
Create stackable credentials that lead to employment or advancement.

Measure outcomes.
Track placement, retention, and performance vs. external hires.

Source: [BCG](BCG)

A Local Advantage

Connecticut's Workforce Has a Distinct Advantage

01 **Among the most educated states in the U.S.**

#4 nationally in advanced degree attainment.

02 **Built on trust-heavy, regulated industries**

Insurance, finance, healthcare, aerospace

03 **Deep bench in cybersecurity, risk, and compliance**

One of the highest concentrations of cyber + governance talent per capita

Why Connecticut Is Well-Positioned for AI

AI is reshaping Connecticut's core industries
Underwriting, claims, fraud detection, precision manufacturing, and patient workflows.

Mid-career upskilling has outsized ROI in CT
For a more senior workforce, reskilling existing workers drives faster impact than relying on new grads alone.

Statewide AI talent ecosystem already in motion
CT Online AI Academy, Tech Talent Accelerator, QuantumCT, and UConn–industry partnerships.

The Opportunity Ahead

01
AI is reshaping every role — but not replacing people

02
Workforce transformation depends on redesigning work (and training), not just adding tools

03
Connecticut has the talent, institutions, and partnerships to lead