

# AI & The Future of Work

## Opportunities and Ethical Considerations

Arif Khan – AIVolve

[arif@aivolve.com](mailto:arif@aivolve.com)

July 31, 2025

# Agenda

- Market Trends
- Approaching Job Search
- Approaching Career Development
- AI Ethics
- Q&A

# AI Reshaping Work: Key Trends Demand Strategic Adaptation

## AI job growth accelerating

AI-related job postings doubled from 66,000 to 139,000 between January and April 2025

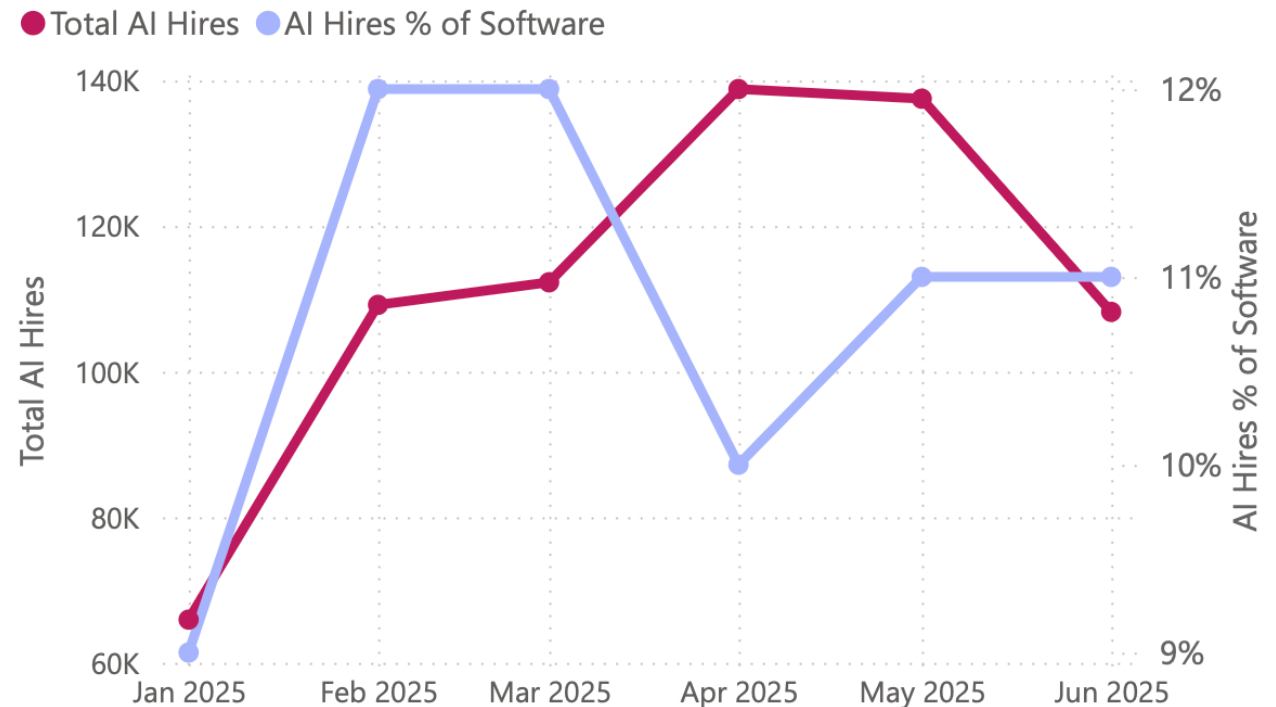
## Consistent market share

AI roles represent 10-12% of all software-related positions

## Geographic expansion

AI jobs expanding beyond traditional tech hubs to inland cities and regions

## Overall AI Job Trends for Past 6 Months



Source: Aura Intelligence. (2025, July 2). New AI Job Market Data (Through June 2025): What's Changing Now. *Aura Intelligence Blog*.  
<https://blog.getaura.ai/new-ai-job-market-data-through-june-2025>

# Job Displacement Reality: Entry-Level Roles Face 36% Decline

## Entry-level vulnerability

Junior tech roles declined 36% from 2020 to 2025

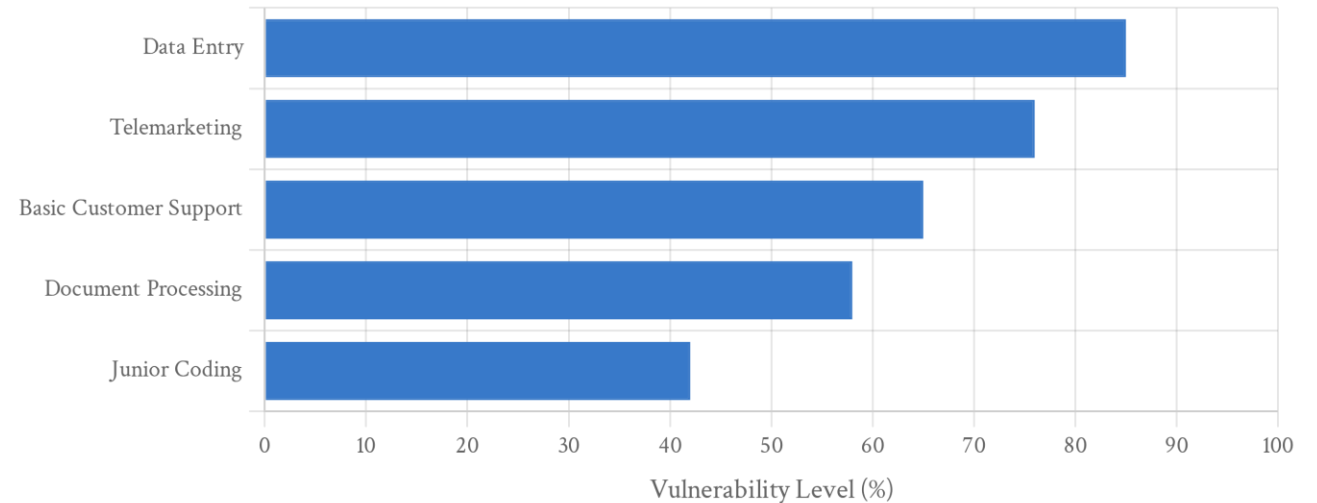
## Significant tech layoffs

Up to 80,000 tech sector layoffs attributed to AI automation

## Microsoft example

Trimming 15,000 jobs while investing \$80 billion in AI

Job Categories Most Vulnerable to AI Automation (2025)



Source: Bloomberg. (2025, July 30). AI's Takeover of Entry-Level Tasks Is Making College Grads' Job Hunt Harder. *Bloomberg*. <https://www.bloomberg.com/news/articles/2025-07-30/ai-s-takeover-of-entry-level-tasks-is-making-college-grads-job-hunt-harder>

# AI Skills Premium: 28% Higher Salaries for Cross-Industry AI Expertise

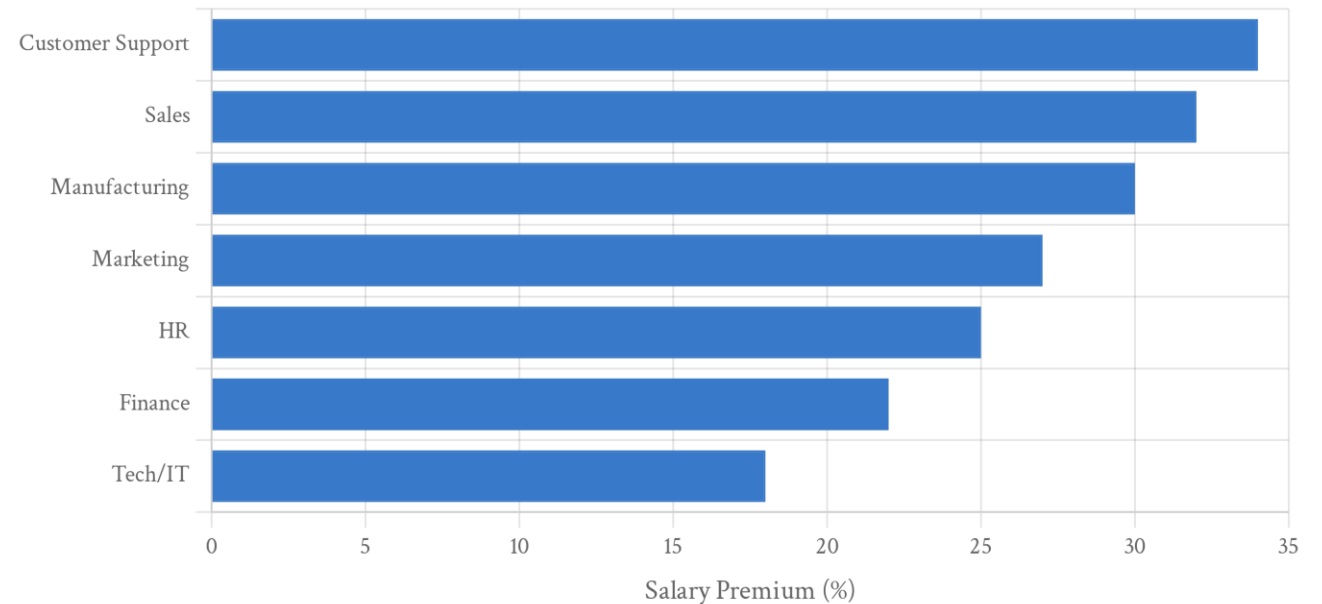
## Significant salary advantage

28% higher salaries (\$18,000 average premium) for roles requiring AI skills

## Multiple skills multiply value

43% salary premium for workers with 2+ AI skills

AI Salary Premium by Sector (2025)



Source: AI is driving mass layoffs in tech, but it's boosting salaries by \$18,000 a year everywhere else, study says. *Fortune*.  
<https://fortune.com/2025/07/27/artificial-intelligence-skills-18000-salaries-28-percent/>

# The Great Career Reversal

## AI Skills are Trumping Traditional Experience

A junior professional with AI skills can now outcompete a 10-year veteran without them. AI literacy has become the great equalizer!

**71%**

Of leaders would hire a LESS experienced candidate with AI skills over a MORE experienced one without

**66%**

Of business leaders say they wouldn't hire someone without AI skills AT ALL

**77%**

Say early-career talent will get greater responsibilities with AI

**25%**

FASTER skill change rate in AI-exposed jobs makes traditional experience less relevant

# AI Career Opportunities: Cross-Industry Value Creation

## Geographic expansion

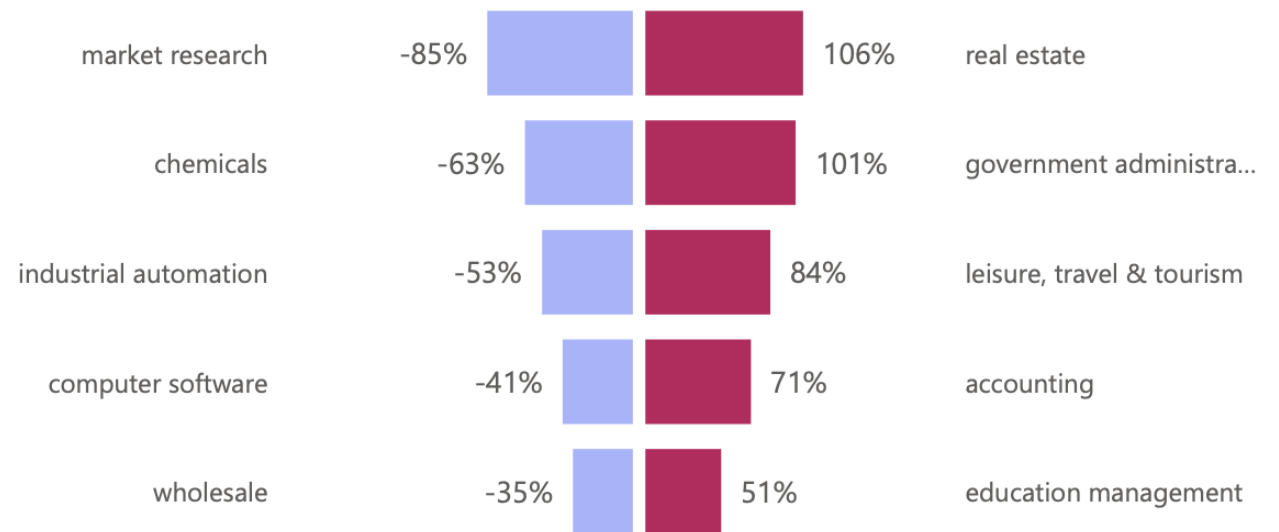
California leads with 10% growth, but emerging AI hubs forming across USA

## Industry diversification

AI adoption expanding beyond tech into healthcare, finance, and manufacturing

More than half of all jobs requesting AI skills in 2024 appeared outside the tech sector

## Top 5 Industries by % Change in New AI Job Postings



Source: Aura Intelligence. (2025, July 2). New AI Job Market Data (Through June 2025): What's Changing Now. *Aura Intelligence Blog*.  
<https://blog.getaura.ai/new-ai-job-market-data-through-june-2025>

# AI Career Toolkit: Tools for Job Search Success

## AI adoption in job search

75% of job seekers use AI tools as part of their job search process

## Higher success rates

77% of AI users secure higher-paying jobs vs. 48% of non-users



AI Resume Builders



Resume Optimization



Interview Coaching



Automation Tools



AI Job Matching Tools



Cover Letter Generators



Negotiation Tools

Source: Abbamonte, K. (2025, July 3). AI job search tips: 10 AI tools to help you land your next job. *Zapier Blog*.  
<https://zapier.com/blog/ai-job-search/>

# Action Plan: Three Steps to AI-Enhanced Career Development

## 1. Learn AI fundamentals relevant to your field

- Identify industry-specific AI applications and develop targeted knowledge through courses, workshops, and hands-on projects

## 2. Adopt AI-first mindset while maintaining critical thinking

- Embrace AI tools for efficiency but question outputs and understand limitations to avoid over-reliance

## 3. Develop complementary human skills AI cannot replicate

- Focus on creativity, emotional intelligence, ethical judgment, and complex problem-solving that AI systems struggle with

## Key AI Skills to Develop

- Prompt engineering
- Data interpretation
- AI automation
- AI ethics & governance
- AI tools evaluation and adoption

# Islamic Guidance: AI-Powered Career Development Framework

## Career advancement with Islamic integrity

Islamic principles provide practical guidance for Muslim professionals to leverage AI tools while maintaining ethical standards

### Beneficial Purpose (Maslaha)

Use AI tools to enhance legitimate career goals that benefit yourself, your family, and society

### Verification (Tabayyun)

Verify AI-generated content for accuracy and truthfulness before using in applications or interviews

### Transparency (Amanah)

Maintain honesty about AI assistance in resume building, applications, and work products

### Continuous Learning (Iqra)

Use AI as a learning tool to develop genuine skills, not just to simulate competence

# Unparalleled Opportunity for SMEs to Start Their Own Businesses

## **AI-Native Business Models**

Build businesses from day one with AI automation, not retrofitting

## **Lean Team Operations**

One person + AI tools = what used to require entire departments

## **Accelerated MVP Development**

No-code platforms create functional products in days, not months

## **Global Market Access**

AI translation, automated marketing reach customers worldwide instantly

## **Capital Efficiency**

AI startups more capital-efficient, reach revenue milestones faster

## **Domain Expertise + AI**

Industry knowledge becomes unfair advantage when amplified by AI

Q&A