

Will AI Take or Make Jobs? How smart orgs will use AI



IA EL NUEVO MATERIAL DEL SECTOR

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DISCLAIMER

The views expressed are my own
and not those of my employers

Lightboard Videos



<https://bit.ly/3naZaF5>

- Cybersecurity Architecture
- AI Threats
- Quantum Safe Crypto
- Ransomware
- Phishing
- Hacking
- Zero Trust
- Incident Response
- XDR
- Multi-factor Authentication
- PKI
- More to come...



Will AI take or make jobs?

YES!!!



Top 5 orgs that cut their way to the top

1. _____
2. _____
3. _____
4. _____
5. _____

Skills will always need to be rebalanced to optimize efficiency.

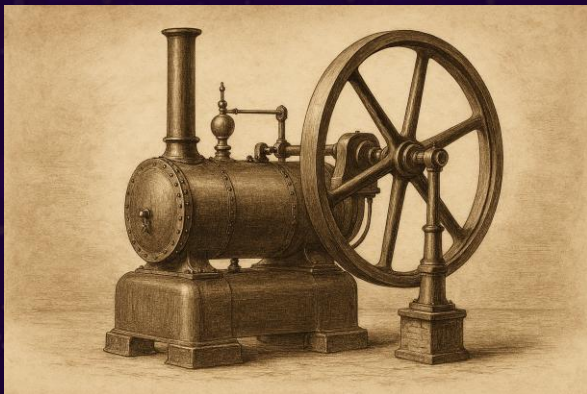
But you don't get to the top by racing to the bottom.

You don't grow by getting small.

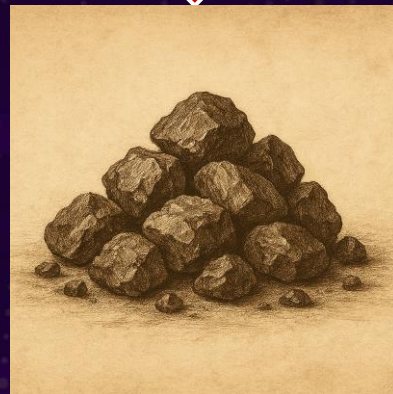
Jevons' Paradox



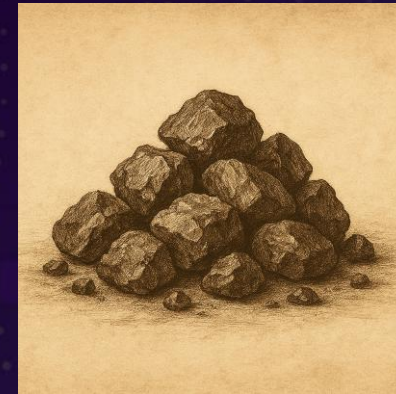
Efficiency



Cost



Utilization



Prediction

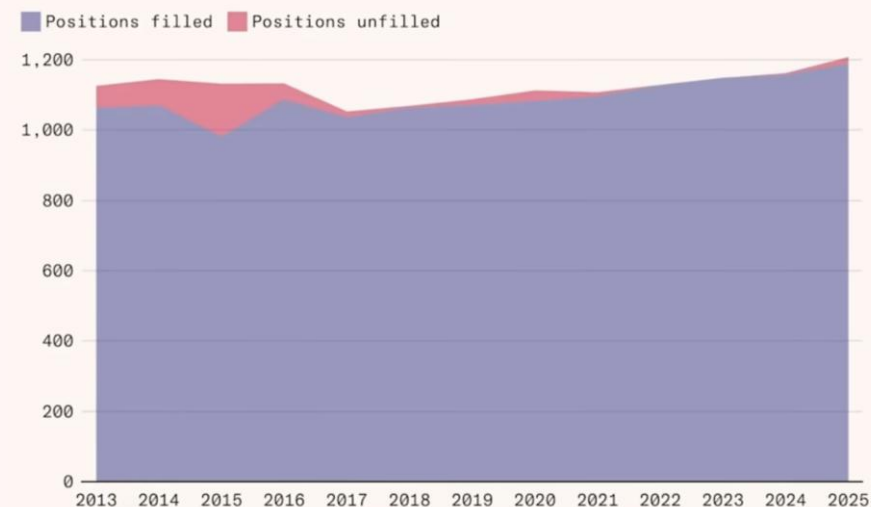


“People should stop training radiologists now. It’s just completely obvious that within 5 years, deep learning is going to be better than radiologists.”

– Geoffrey Hinton, 2016

Reality

The number of diagnostic radiology residency positions filled or unfilled in the US National Resident Matching Program



Note: includes both first and second year residency positions.
Source: National Resident Matching Program (2025)

Forrester: AI-Led Job Disruption Will Escalate, While Fears Of A Job Apocalypse Are Overstated

JAN 13 2026

Only 6% Of Jobs In The US Will Be Automated By 2030

Forrester (Nasdaq: FORR) forecasts that automation and AI will have a real but modest impact on jobs through 2030. While AI could account for 6% of total US job losses, equating to 10.4 million roles, widespread AI-driven job replacement remains unlikely, as labor productivity would need to accelerate significantly for AI to replace human talent at scale. Rather than



- **Financially driven layoffs are being confused with AI-driven layoffs.** Many companies announcing AI-related layoffs do not have mature, vetted AI applications ready to fill those roles, highlighting a trend of “AI washing” — attributing financially motivated cuts to future AI implementation.
- **AI impacts specific job categories disproportionately.** AI’s influence varies significantly across roles, with junior positions, software developers, and customer service representatives experiencing the most pressure.
- **Businesses need to invest in, not replace, human employees.** To fully realize the value of their AI investments, companies must also invest in employee AI skill development. By understanding the technology change quotient and artificial intelligence quotient, organizations can measure and build employee readiness, equip them with the necessary skills, and train them on the ethical use of AI to drive business growth.

“...over half of layoffs attributed to AI will be quietly reversed as companies realize the operational challenges of replacing human talent prematurely.”

Replacing Entry-Level Jobs With AI, by Percent of Respondents

Response	Percent of Respondents
Not replacing	61.0%
Unsure if replacing	25.0%
Having discussions about replacing	14.0%
Replacing in the next 5 years	0.0%
Replacing in the next 3 years	0.0%



IBM CEO on Bloomberg TV

INTRADAY

IBM

255.06

▲ 5.81

2.33%



Arvind Krishna
IBM
CEO

Bloomberg
Open Interest

IBM CEO: 2026 IS THE YEAR ENTERPRISE FOCUSES ON ROI

B

Transcript

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that our engineers can work with them to

5:53 help them solve problems. So there is a reshaping of the workforce, but there isn't a net decrease. And to put our money where our mouth is, we will do two to

6:04 three times as much entry level, meaning college hires this year as we did last year.

6:09 Wow. So you're still seeing that demand for that level of technical prowess coming straight out of university Arvin. But I'm

How I Choose Which Cloudflare Employees to Replace With AI

The company has less need for middle managers, operations jobs and other 'measuring' positions.

By Matthew Prince

May 20, 2026 at 5:40 pm ET



ALGI FEBRI SUGITA/ZUMA PRESS

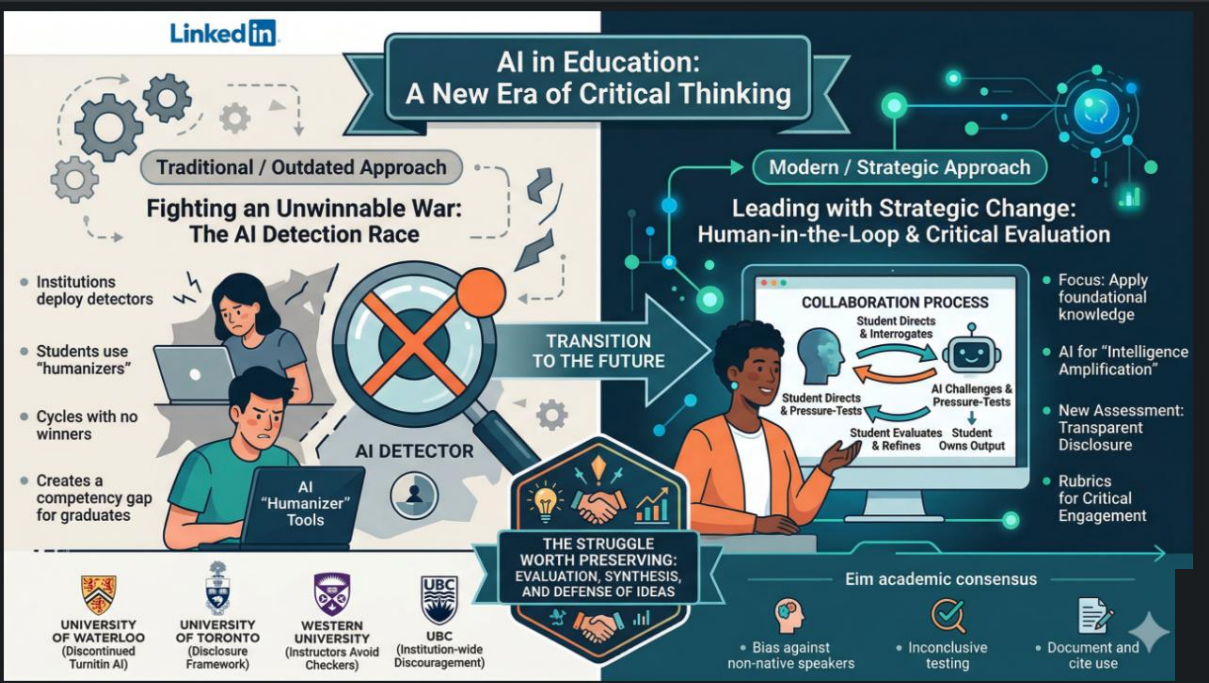
We haven't found another example in U.S. business history of a public company growing at more than 30% that laid off more than 20% of its workforce. Yet what we did is likely going to become the norm over the next year. This is a story about artificial intelligence, but executives and commentators are misunderstanding how it will disrupt business and who will be affected.

To understand the issue, I went back to a book published in 1954, 20 years before I was born: Peter Drucker's "The Practice of Management." Drucker explores the different roles inside every business, which I would categorize as builders, sellers and measurers.

Builders create products. Sellers sell those products. Measurers do everything else: internal audit, revenue recognition, finance, legal, compliance, middle management, operations and on and on.

Contrary to what some analysts predict, builders aren't going anywhere. If an engineer on my team can now be 10 times as productive, I'm going to hire as many as I can find.

Sellers, too, are safe from extinction. Humans still control budgets, and they want to buy from people who take the time to understand their needs, build trust and fix whatever goes wrong.



The question isn't whether students use AI — it's whether they think while doing it



Jorge Arevalo

Technology & Innovation Strategist • Driving Digital Solutions & Security for Finance, Betting, & Enterprise Platforms



March 22, 2026

Universities are fighting an unwinnable war against AI. It's time to ask if they're fighting the right one.

Division of Labor



What? - Why?

How? - Do!



Big Picture
Strategy
Architecture
Planning

Details
Execution

Supervisory
Goal Setting

Coding
Research Asst

Decide

Monitor
Advise

Edit
Polish
Style

Brainstorm
First Draft

Skills for the AI era

HITL



Augmented
Intelligence

- Flexibility
- EQ + IQ
- Curiosity
- Creativity
- Lifelong Learner
- Think!

THINK

When Edison invented the lightbulb ...



- Candles **didn't go** away but ...
- We no longer needed as many **candlemakers**
- In the long run more jobs were created ...
- And our overall **standard of living improved**

Curious people don't get replaced. They get liberated!





iThanks!



2024 CUMBRE

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