

KEEPING HUMANS IN THE LOOP

People are essential to the ethical application of AI

H3	ACT	PLAN	TRACK	PARK	OPP	THR	NEU
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[Measuring the Future: AI and San Diego's Economy](#) is the first in a series of reports detailing key industries and clusters where AI and machine learning (ML) have been implemented in San Diego, a global leader in deploying AI. The research reveals that

- 📌 54% of respondents said that AI is increasing the need for more workers at their businesses
- 📌 63% said that the use of AI has created new job opportunities at their firm
- 📌 62% of AI developers expect to see the number of employees specifically engaged in AI-related work grow over the next 12 months - despite current economic conditions

The findings emphasise the importance of keeping “humans in the loop” as the technology evolves, said Joe Rohner, Principal at Booz Allen and leader in the firm’s analytics practice and AI services business. Indeed, the study references [research conducted by MIT Sloan Management Review and Boston Consulting Group](#) that found returns on investment for AI are greatest among firms that incorporate the technology alongside the workforce, rather than using it as a substitute for workers.

“One of the biggest takeaways from this report is that local respondents indicate that AI is truly helping the San Diego economy by creating more jobs rather than eliminating them,” Rohner said. “People are essential to the [ethical application of AI](#), and this technology will empower organisations and – importantly – their workforce to increase productivity, quality, and efficiency.”

According to the study, 31% of jobs in AI-concentrated fields require only a high school diploma, with this segment of jobs paying an average of \$22.42 per hour. Looking more broadly at the workforce and economy, every new 1,000 jobs in the AI-concentrated industries launches 1,400 jobs in other industries.

This finding - that the best AI talent is found in people who have *avoided* going to university - echoes [research carried out elsewhere](#).

THE AI SKILLS GAP

The UK has some catching up to do

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[New research by Microsoft](#) reveals that the UK has lower AI maturity, adoption levels and workforce skills than its competitors. The findings reveal that:

- 📌 15% of UK companies can be classified as advanced ‘AI pros’ - compared to 23% of global companies
- 📌 52% of UK employees are using AI to work faster and smarter - compared to 69% of employees globally
- 📌 35% of UK business leaders foresee an AI skills gap in the next two years. 28% say we already have one
- 📌 Only 17% of UK employees are being re-skilled for AI, compared to 38% globally

Previous research from Microsoft UK has shown that organisations embracing AI outperform the competition by 11.5%. To close the AI skills gap, organisations need to invest in building the skillsets of their workforce, focussing on four key steps:

- 📌 **Embrace AI** - employers should demonstrate the benefits of AI to their employees, so they understand how new technology makes their jobs quicker and easier, enabling employees to focus on less manual and more strategic tasks
- 📌 **Create agile workers** - as AI changes the way we work, businesses will require people and their skills to change with it. Continuously and in response to changing market need
- 📌 **Re-skill employees** - business leaders need to work proactively to help their teams stay on the cutting edge, minimising talent gaps by building, extending and expanding the skills of their current team
- 📌 **Dedication to lifelong learning** - businesses must invest in digital talent platforms that foster workforce learning and build a culture of continuous learning to develop competencies that can be nurtured over time.

A [January 2021 report to government](#) by the AI Council suggests that AI could deliver a 10% increase in UK GDP in 2030 if approached correctly. The report suggests near-term directions for all government departments to get the ball rolling.

FURTHER READING

