



FutureProofed: Societal, Economic, and Cultural Shifts Driven by Tech and Abundance

Introduction

The **FutureProofed** theme examines how an explosion of new technologies – especially artificial intelligence – is reshaping the future of work, education, and socio-economic life. In the past week alone, numerous developments underscored both the promise of an *age of abundance* and the challenges it poses. Across the globe, we see workforce transformations, educational innovations, and evolving economic models driven by tech advancements. This report highlights key recent news and research on these changes, emphasizing how societies are adapting beyond narrow issues of digital identity or surveillance. The focus is on how to prepare people and institutions for a future defined by AI-driven abundance, while ensuring ethical and inclusive progress.

Key Developments

- **AI-Driven Workforce Shifts:** Companies worldwide are **restructuring jobs** in response to AI, often through layoffs and reorganization. In the last few weeks, the tech and telecom sectors have seen tens of thousands of job cuts as firms redirect resources toward automation and AI capabilities. Microsoft, for example, announced ~9,000 layoffs (4% of its workforce) to *“reallocate expenditures from labor pay to AI investment”* ¹ ². Intel similarly is eliminating up to 10,000 roles amid an AI-focused overhaul. Recruit Holdings (Indeed/Glassdoor) cut 1,300 staff, with its CEO citing that *“AI is changing the world, and we must adapt”*. Even telecom firms (Australia’s Telstra, BT Group in the UK, etc.) are trimming staff as **automation handles more tasks**, e.g. BT’s AI assistant now fields tens of thousands of customer calls weekly. These shifts point to an inflection point: unlike past cyclical layoffs, today’s cuts reflect a lasting reconfiguration of work, where many roles are being **augmented or replaced by AI**.
- **Education and Skills Innovation:** The past week saw major efforts to **adapt education systems and workers’ skills** for the AI era. In the U.S., the Department of Education issued new guidance on integrating AI in schools, clarifying that federal funds can be used for AI-powered tutoring, instructional tools, and career counseling – so long as use is responsible and privacy-conscious. Education Secretary Linda McMahon emphasized AI’s potential to *“drive personalized learning, sharpen critical thinking, and prepare students with vital problem-solving skills,”* while stressing the need for parent-teacher involvement and teaching students about AI ethics. She also proposed making **“advancing AI in education”** an official priority for future grants, aiming to expand K-12 AI/computer science courses and train educators in using AI effectively ³ ⁴. Complementing this top-down policy, a ground-breaking **public-private initiative** was launched by the American Federation of Teachers (AFT) in partnership with tech companies. The new *National Academy for AI Instruction* – backed by \$23 million from AFT, the United Federation of Teachers, Microsoft, OpenAI, and Anthropic – will offer free AI training to over **400,000 U.S. teachers (about 1 in 10)** by 2030. Starting this fall, a flagship AI training campus in New York will host workshops, online courses, and

hands-on sessions to build teachers' AI fluency, with a focus on reaching high-need school districts. This first-of-its-kind union-led academy reflects a consensus that teachers must be *"in the driver's seat"* of classroom AI adoption to enhance (not replace) teaching. Internationally, similar moves are underway: In India, the government last week announced a plan to **train 1 million citizens in AI skills**, prioritizing 550,000 village-level entrepreneurs who run local digital service centers. This *IndiaAI* mission seeks to democratize tech and "create economic and employment opportunities for all Indians," leveraging the country's robust IT ecosystem. A new report backed by Google.org and the Asian Development Bank likewise urged urgent upskilling in India and across Asia-Pacific to avoid widening inequality – noting that while AI could add \$3 trillion to APAC GDP by 2030, workers in routine admin, manufacturing, and service roles (often women and informal workers) risk being left behind without accessible AI training ⁵. These developments show a global drive to **"future-proof" the workforce through education**, from grassroots training programs to national policies.

- **Economic Trends in an Era of Abundance:** Tech advances are already influencing macroeconomic trends. In the U.S., surging investment in AI infrastructure has become a surprising engine of growth. Analysts note that a **data center and hardware boom for AI** is "flattering" U.S. GDP, offsetting weakness elsewhere. In Q2 2025, AI-related capital expenditure – on chips, servers, construction and power – may have contributed over one-third of U.S. GDP growth, effectively *"re-industrializing"* the economy with massive building of physical tech infrastructure. Morgan Stanley projects an additional **\$2.9 trillion** will be spent globally on data centers by 2028 to support AI's expansion. This unprecedented investment reflects optimism that AI will boost productivity and abundance. Yet it also raises questions: **Will AI's bounty be broadly shared or concentrated?** Tech visionaries offer contrasting outlooks. Some, like venture capitalist Marc Andreessen, predict AI will *"make everything so cheap, it'll break the economy,"* envisioning an age of extreme abundance that upends traditional capitalism ⁶. In this scenario, AI-driven efficiency could collapse prices of goods and services, forcing a rethinking of economic models to avoid deflationary spirals and to ensure consumers and workers still benefit ⁶ ⁷. On the other hand, optimists like OpenAI's Sam Altman argue that **productivity gains will ultimately create new industries and jobs**, even as old ones are disrupted, so long as society manages the transition wisely. This week's news underscores both sides: AI is **boosting growth and profits** for those who harness it, but it's also driving painful disruptions (layoffs, skill mismatches) that demand new policy responses.

Case Studies

United States – Bridging AI and the Workforce: The U.S. is pursuing a dual approach of **innovation and protection**. The White House this week unveiled *"America's AI Action Plan,"* a comprehensive strategy with 90+ actions to accelerate AI deployment while safeguarding workers. Organized around **three pillars** – *accelerating innovation, building AI infrastructure, and international leadership* – the plan leans into deregulation and investment to sustain American AI dominance. Notably, it establishes an *AI Workforce Research Hub* at the Labor Department to continuously study AI's labor market impacts and inform training and education policy. The Action Plan explicitly directs funding toward **rapid retraining programs** for individuals displaced by automation, and prioritizes embedding AI skills into career education, apprenticeships, and even K-12 curricula (e.g. new AI literacy and computer science initiatives) ³ ⁴. To complement this, public-private partnerships are taking off: the AFT's teacher AI academy (backed by Microsoft/OpenAI) is one example of **stakeholders collaborating to adapt**. As AFT President Randi Weingarten put it, *"if we learn how to harness [AI], set commonsense guardrails and put teachers in the driver's seat, teaching and learning can be enhanced"*. Even labor unions from other sectors (like Hollywood's SAG-

AFTRA) have stepped up – winning new contract clauses to protect actors' likenesses from AI cloning, under the mantra “*consent, compensation and control*”. The U.S. case shows an attempt to **balance optimism with caution**: eagerly implementing AI in schools, offices and factories, while beginning to erect guardrails (through policy and collective bargaining) so that workers aren't left behind in the AI revolution.

India and Asia-Pacific – Demographic Opportunities: With one of the world's largest young workforces, India illustrates both the potential and urgency of AI adaptation. The government's AI strategy, highlighted in Parliament last week, is rooted in “*democratizing technology*” – aiming to leverage AI to solve local challenges and create jobs for “*all Indians*”. A flagship **IndiaAI Mission** was launched to build an inclusive AI ecosystem aligned with development goals. In practical terms, this means huge investments in skill-building: the free AI training program for 5.5 lakh (550,000) village entrepreneurs is part of a goal to train **10 lakh (1 million) citizens in advanced digital skills** like AI, machine learning, data analytics, and cybersecurity. By focusing on *village-level entrepreneurs* who deliver services in rural areas, India aims to spread AI benefits beyond big cities – encouraging innovation in agriculture, health, and local governance through trained grassroots tech workers. A recent multi-country study, “*AI for All: Building an AI-Ready Workforce in Asia-Pacific*,” reinforced India's approach ⁸. It found that **accessible upskilling is essential to prevent inequality**: many jobs across Asia (especially clerical and support roles often held by women or lower-income workers) are at high risk of automation, and without proactive training these groups could be left jobless or stuck in low-wage work. The report noted a mismatch between current education and industry needs – employers now seek skills like critical thinking and AI tool proficiency, not just traditional degrees. India's massive youth population (over half under 30) could either become a dividend or a liability in the AI age, depending on training. The quick action by Indian authorities and similar initiatives in countries like Singapore, South Korea, and UAE to roll out AI curricula show the region treating **human capital as key to AI-readiness**. In short, Asia-Pacific case studies highlight both the **huge opportunity** (young, tech-savvy populations that can drive AI growth) and the **heightened risk** (widening skill gaps leading to inequality) – spurring governments to pursue wide-ranging educational reforms now.

Africa – Leapfrogging and New Roles: In Africa, where traditional industrialization left gaps (e.g. shortages of doctors, engineers, formal jobs), some leaders see AI as a chance to *leapfrog* into new forms of work. An essay by an African technologist this week argued that while the West fears AI dismantling old professions, **African countries can build new professions from scratch with AI assistance**. For example, AI tools can empower a “**micro-entrepreneurial**” workforce: a community health worker in a Ugandan village can use AI diagnostics to serve patients remotely, or a small farmer can get AI-driven crop advice via drone imagery ⁹. These roles never existed at scale in Africa due to cost and talent constraints – but AI can “*deliver a jobs dividend*” by **dramatically lowering the cost** of expertise, making services economically viable in underserved areas ⁹. This perspective sees AI not just as a job killer, but as a *job creator* for regions that lack legacy industries. However, a critical insight from Africa is the importance of **creating local demand** for AI talent. Currently, many African nations are training AI engineers and data scientists, but without domestic AI industries, they risk brain drain (e.g. Ethiopia trains doctors who then emigrate). To counter this, African governments and the African Union (via the *Smart Africa* initiative) are forming an **Africa AI Council** and launching funds to build AI infrastructure and startups on the continent. This week, the World Economic Forum's AI summit in Kigali drew hundreds of innovators and officials to strategize Africa's AI future, with Rwanda's president urging investment in digital infrastructure and **fast-tracking tech skill development** for the continent's youth. Notably, Africa's **young demographics** are central to its strategy: by 2035, more young people will join the workforce annually in Africa than in the rest of the world combined. If properly skilled, this generation could shape global AI norms and fill talent shortages, but if not, it could deepen global inequality. The African case study thus presents a narrative of *AI as an equalizer* –

a tool for emerging economies to overcome historical shortages – but it hinges on bold leadership to cultivate homegrown AI applications and prevent all the gains from flowing overseas.

Policy and Ethics Adaptations

Policymakers are increasingly aware that adapting to AI's societal impact requires **forward-looking governance**. In the United States, the recent AI Action Plan and executive actions signal a policy shift toward embracing innovation *while mitigating labor disruption*. The White House is promoting a “*deregulatory, pro-innovation approach*” – for instance, ordering agencies to remove outdated rules that slow AI deployment – but paired with monitoring and upskilling efforts so workers can transition roles. A key element is **data-driven oversight**: the Labor Department will use enhanced Bureau of Labor Statistics and Census data to track AI's impact on jobs in real time. By establishing an *AI Workforce Hub* and requiring recurring impact assessments, officials hope to identify which sectors are automating fastest and tailor support accordingly. Importantly, the administration has **framed AI as a positive-sum opportunity** if managed well – “*AI is not going away... we want to assist the American worker, not displace them,*” as Labor Secretary Julie Chavez-DeRemer testified. The executive orders signed alongside the Action Plan also hint at ethical considerations, for example ensuring federal AI systems are “ideologically neutral” and revising AI risk management frameworks (controversially removing some DEI considerations). This reflects a political debate on how to balance **AI innovation with fairness and non-discrimination** in algorithms – an ethical issue likely to grow as AI decisions affect hiring, finance, policing, etc. Meanwhile, Europe is taking a more *precautionary* regulatory stance. Last week, the EU issued new guidelines to help providers of high-risk AI models comply with its sweeping **AI Act**. The AI Act (set to start applying in August for the most advanced “systemic risk” AI systems) imposes strict obligations: companies must **audit and mitigate risks, perform adversarial testing, and document training data** for any AI that could impact health, rights or safety. By publishing compliance pointers, Brussels is acknowledging industry's fears about the law's burden while doubling down on enforcement – violators could face fines up to 7% of global revenue. The **contrast between U.S. and EU approaches** is striking: U.S. policy currently favors voluntary pledges and market-driven training (over 60 organizations recently signed a White House pledge to invest in AI education and safety, for instance), whereas the EU is legislating hard requirements for AI transparency and accountability. Both, however, share some common ground in ethics – *transparency, privacy, safety, and human oversight* are recurring principles in guidelines on both sides of the Atlantic. Additionally, international bodies and alliances are emerging to coordinate AI governance: the **Global Partnership on AI (GPAI)**, UNESCO, the OECD, and others have convened in the past year to propose AI ethics frameworks. This week's news from Africa also shows regional coalitions forming to influence global AI standards so they reflect diverse social values. In summary, while **policy responses are still evolving**, there is momentum toward a mix of **investment in people (training, education)** and **rules for AI systems (safety, nondiscrimination)**. Ethically, the focus is on ensuring AI is deployed *responsibly* – enhancing human well-being, respecting rights, and preventing harm – as we integrate it deeper into workplaces and schools.

Challenges and Considerations

Despite the flurry of positive initiatives, significant challenges persist in aligning technological abundance with societal well-being:

- **Inequality and Job Displacement:** A core concern is that AI's benefits may accrue unevenly, exacerbating inequality. Without intervention, automation tends to **hit lower-skill, routine jobs first**, potentially widening income gaps between high-tech workers and everyone else. Recent

analysis of Asian labor markets found roles like data entry clerks, customer service reps, and assembly line workers – often held by poorer or less-educated groups – are most at risk from AI-driven automation. Those workers also have fewer resources to retrain, creating a vicious cycle. As the *AI for All* report warned, “we risk leaving large parts of the population behind in the AI revolution” if upskilling programs don’t reach the underserved. We are already seeing hints of this: companies are shedding certain categories of jobs entirely (e.g. entry-level office roles) and **demand for AI specialists is surging**, meaning those with the right skills command a premium while others face layoffs. Economist David Autor recently described a potential “*Mad Max*” scenario where jobs remain but workers’ **skills are so devalued** by AI that wages and bargaining power collapse. The data bears out some early signs: in 2025, an average of **480 tech workers have been laid off every day** – many in mid-level roles – as companies pivot to AI. The *upheaval* is clear; the challenge is how to support displaced workers. Governments and firms will need to massively expand retraining and possibly social safety nets (income support, job transition assistance) to avoid a permanent underclass of people whose skills no longer fetch a living wage. Some tech leaders advocate ideas like **universal basic income (UBI)** as a cushion for widespread automation, and multiple UBI pilot programs (from the U.S. to Europe and Africa) are testing whether a basic income can improve outcomes for those left jobless by tech. Early results are mixed – monthly stipends in one trial saw recipients spend more on food, rent, health and helping others, but only higher-income participants could significantly reduce work hours to pursue new training or leisure. This suggests UBI alone may not “future-proof” everyone; targeted training and public services will still be crucial to give lower-income workers real opportunities in an AI economy.

- **Reskilling at Scale:** Virtually every expert agrees that **continuous learning** will be essential in the age of AI – but scaling reskilling programs fast enough is a massive undertaking. The initiatives launched this week, while promising, face questions of capacity and reach. For instance, training 400,000 teachers by 2030 (AFT’s goal) is ambitious, but that still leaves 90% of U.S. educators potentially without formal AI training – and the gap is likely larger in developing countries. There is a risk of a “**training divide**” mirroring the digital divide. A RAND Corporation survey found that by 2024, wealthier school districts in the U.S. were far more likely to offer AI-related teacher training (67% of low-poverty districts did, versus only 39% of high-poverty districts). Without deliberate effort, the schools and communities that most need technology upgrades could be the last to get them, widening educational inequality. Similarly in industry, large corporations may have funds to upskill or redeploy their workers, but smaller businesses and gig workers could struggle. Policymakers will need to find ways to **incentivize lifelong learning** – perhaps via tax breaks for employer training, government-funded “AI skills grants” for individuals, or portable credential systems that help workers move into new careers. The window is short: as AI capabilities advance rapidly, the *shelf-life of skills* is shrinking, meaning mid-career workers might need retraining multiple times in their lives. This is a cultural challenge too – instilling in society the mindset that learning doesn’t stop at graduation, and providing the practical means (time off, financial support) for workers to reskill.
- **Ethical and Social Impacts:** Beyond jobs, the AI era brings thorny ethical dilemmas and social risks. One is the potential for **bias and unfairness** if AI systems are not carefully monitored. Without diverse and inclusive design, AI could reinforce discrimination in hiring, lending, or policing. (Notably, the U.S. Action Plan’s push to eliminate references to diversity/EEO in AI guidance drew criticism, as some fear it could weaken focus on preventing biased AI.) Another concern is **loss of privacy and autonomy** – as AI and data collection spread, people worry about surveillance (though this week’s focus has been more on work and education, debates over facial recognition, digital IDs,

and data rights continue in the background). There's also the matter of **human well-being**: if AI takes over many tasks, how do we ensure people still find purpose and meaning? The AFT symposium captured this tension well. Teachers were excited about AI easing paperwork and personalizing learning, but they also voiced fears of technology "*steamrolling*" their profession if they don't shape its use. Educators stressed the importance of keeping **human connection at the center** – a reminder that social and emotional aspects of work (mentorship, creativity, collaboration) must be preserved even as machines handle more routine functions. Labor leaders from education and entertainment are now sharing notes on securing intellectual property rights, informed consent for AI use of one's likeness or work, and getting **workers a say in AI deployment**. Lastly, there is the challenge of **global coordination**. If one country races ahead with unchecked AI and others impose strict rules, we could see regulatory arbitrage, talent flight, or even geopolitical tension (AI supremacy as a new Cold War). Ensuring **safety and ethical standards worldwide** – for example, agreeing not to weaponize AI or not to allow autonomous systems to violate human rights – is a daunting but necessary conversation. Efforts like the EU AI Act and Africa's AI Council, and forums such as the upcoming Global AI Summit and ISO meetings, are early steps toward a common framework. But aligning dozens of nations is difficult, and there's a risk that ethical standards lag behind technological capability. In the interim, societies must be vigilant about AI's unintended consequences, from deepening polarization (through AI-curated misinformation) to the mental health impacts of rapid change.

Outlook

The trajectory ahead suggests that **technology-driven abundance could fundamentally transform society – for better or worse – depending on how we manage the transition**. The developments of the last week paint a picture of both proactive adaptation and areas requiring much more work. On the optimistic side, there is growing recognition among stakeholders that *future-proofing* is a shared responsibility. Governments are beginning to update policies, industries are investing in human capital, and civil society (unions, NGOs, academia) is actively engaging in shaping AI's role. If these trends accelerate, we can imagine a future where:

- **Work is Reimagined, Not Eliminated:** Rather than mass unemployment, experts project a **realignment of work**. Many traditional jobs will indeed disappear, but new roles will emerge – some we can already see (AI model trainers, data ethicists, automation maintenance specialists) and others we can barely imagine yet. The key is ensuring workers can move into these new roles. This means **education systems will need constant updating**. We may see AI literacy become as fundamental as reading and math in K-12 education, and universities revamp curricula to blend technical skills with the uniquely human skills that remain in demand (creativity, complex problem-solving, interpersonal communication). Lifelong learning could become the norm, with mid-career training programs as commonplace as retirement plans. Some countries might adopt policies like **shorter workweeks** or more generous retraining sabbaticals to distribute work in an automated economy and give people time to reskill. In a scenario where AI significantly boosts productivity, societies might choose to **share the gains** by reducing drudgery – for instance, a 4-day workweek could become feasible, supported by higher output per worker (there were already pilot programs showing maintained productivity with fewer hours). However, such shifts will require social and corporate buy-in and careful management to avoid reducing incomes.

- **Education and Human Capital as the Cornerstone:** All signs point to education being the linchpin of a thriving future-of-work landscape. Initiatives like the AFT’s AI academy for teachers or India’s village entrepreneur training may be just the beginning. We can expect **more public-private partnerships globally** to scale up skill development. Tech companies have a stake in creating an AI-proficient user base and workforce – as evidenced by Microsoft and OpenAI funding teacher training – so their involvement will likely grow. We might see consortia developing free online AI curricula, certification programs for various professions to learn how to leverage AI, and even AI tools that *personalize* the upskilling process for each worker. Importantly, education will also focus on what machines *cannot* do: schools might put heavier emphasis on critical thinking, ethics, adaptability, and collaboration – competencies that make humans complementary to AI, not in direct competition. The **global South could leapfrog** by integrating these forward-looking educational strategies early on. For example, African nations, through collaborations like the new AI hub in Rwanda, may develop models for training large numbers of youth in digital and AI skills, potentially turning their demographic boom into a tech talent boom. If successful, this would not only boost their economies but also diversify the global talent pool, easing the skill shortages in richer countries and injecting more perspectives into AI development.
- **New Economic and Social Compacts:** As AI and automation push economies toward higher output with less human labor, societies will face the question of how to **distribute the fruits of abundance**. Conversations about mechanisms like universal basic income, negative income taxes, or job guarantee programs will likely intensify, especially if evidence mounts that AI is significantly displacing workers in certain sectors. We have seen hundreds of small UBI experiments; going forward, larger-scale pilots could be launched by bold governments to test viability in an AI-heavy economy. Additionally, the concept of **“stakeholder capitalism”** or shared ownership of AI enterprises might gain traction – Sam Altman has floated ideas of giving everyone a stake in advanced AI so that its success generates widespread dividends. Whether through public wealth funds, cooperatives, or equity grants, there may be efforts to ensure that the enormous wealth created by AI (trillions in market value and productivity) doesn’t just flow to a few tech companies. At the same time, **labor rights will need updating**. We could see new laws or contract standards that address AI explicitly – for instance, requiring transparency when AI is used in management decisions, mandating advance notice and retraining support when automation is introduced, or securing workers’ data and digital likeness as their personal property. Unions are already adapting, as shown by the creative sector strikes; future collective bargaining may routinely cover AI impact assessments and profit-sharing from productivity gains. Culturally, the definition of “a good job” may evolve: rather than equating work with identity and security, society might place more value on volunteerism, creative pursuits, or caregiving – especially if basic economic needs are met through other means. This could be a positive outcome of abundance: more people freed from menial work to focus on higher pursuits. But reaching that point without severe dislocation will require enlightened policy choices now (as Andreessen noted, *“policy choices now will define the next century”*).
- **Collaborative Global Governance:** Finally, the outlook for adapting to these changes is brighter if nations collaborate. AI’s challenges are borderless – an algorithm can be developed in one country and deployed in another, affecting jobs and ethics worldwide. There are encouraging signs: the **G7, G20 and UN** have all put AI on the agenda recently, and frameworks like the OECD AI Principles are gaining international buy-in. The coming years will likely bring attempts at *“AI treaties”* or accords, analogous to climate agreements, aiming to set baseline norms (e.g. banning autonomous weapons or agreeing on how to manage AI in critical infrastructure). A concrete near-term outcome could be

the creation of an **international AI oversight body** or an expanded mandate for the International Labor Organization to monitor AI's impact on work globally and advise on best practices. Regions are also learning from each other – for example, Europe's regulatory approach might inform U.S. thinking on AI safety, while the U.S.'s investment-focused approach might inform Europe's plans for AI innovation hubs. Developing nations, through alliances like Smart Africa or ASEAN, are making sure their voices are heard so that global standards don't just reflect Western priorities ¹⁰. Ideally, this global dialogue steers us toward a future where AI is developed and deployed in line with **human values – fairness, transparency, and inclusion** – and where its economic gains help achieve the UN Sustainable Development Goals (eradicating extreme poverty, improving healthcare and education, etc.).

In conclusion, the past week's headlines – from governments rolling out AI action plans and education reforms, to companies restructuring for AI, to workers and educators mobilizing – show that the world is awakening to the **societal magnitude of the AI revolution**. The promise of an era of abundance is real: AI could vastly increase productivity, solve pressing problems, and enrich billions of lives. But realizing that promise without leaving swathes of society behind is the grand challenge of our time. FutureProofing society will require agility, empathy, and foresight from all stakeholders. As one union leader urged at the AI symposium, *"Don't wait... AI isn't waiting on us"*. The choices we make now – in policy corridors, classrooms, boardrooms, and community halls – will determine whether the future driven by tech and abundance is one of broadly shared prosperity and human flourishing, or one of greater divides and disruption. The flurry of activity this week gives cause for cautious optimism: the world is starting to grapple seriously with these questions, and if we continue to learn and adapt together, we can truly become *future-proofed* in the face of transformative technological change.

Sources:

- Reuters – *"AI and gravity-defying US GDP"* (Mike Dolan, July 23, 2025)
- Capacity Media – *"AI reshapes workforce as tech and telecom layoffs surge in mid-2025"* (Saf Malik, July 23, 2025)
- Fast Company – *"Tech layoffs July 2025: Microsoft, Intel, Indeed..."* (Michael Grothaus, July 17, 2025) ¹
- EdWeek – *"Ed. Dept. Wants to Steer Grant Money to AI..."* (Lauraine Langreo, July 23, 2025)
- U.S. Dept. of Education – *Press Release: Guidance on AI Use in Schools* (July 22, 2025) ³
- House Committee on Education & Workforce – *Blog: White House Action on AI* (July 25, 2025)
- Seyfarth Shaw (law firm) – *Legal Update: AI Action Plan and Orders* (July 25, 2025)
- Economic Times (India) – *"Free AI training for 5.5 lakh village entrepreneurs"* (Jul 17, 2025)
- Indian Express – *"India must upskill fast to keep up with AI jobs: report"* (Bijin Jose, Jul 16, 2025) ⁸
- Rest of World – *"Unleashing the AI jobs revolution in Africa"* (Samuel Alemayehu, Jul 24, 2025)
- AFT – *"AFT AI Symposium charts path forward"* (News, Jul 24, 2025)
- K-12 Dive – *"AFT, tech companies join forces on teacher AI training"* (Anna Merod, Jul 9, 2025)
- Reuters – *"EU guidelines for AI models with systemic risks"* (Foo Yun Chee, Jul 18, 2025)
- Business Insider – *"AI could create a 'Mad Max' scenario for skills"* (Thibault Spirlet, Jul 3, 2025)
- Winsolutions (Tech/Econ news) – *"AI will break the economy: Andreessen & Altman"* (E. Hoffman, May 22, 2025) ⁶

1 2 Tech layoffs July 2025: Microsoft, Intel, Indeed, Scale AI, full list - Fast Company

<https://www.fastcompany.com/91369841/tech-layoffs-july-2025-microsoft-intel-indeed-scale-ai-full-list>

3 4 U.S. Department of Education Issues Guidance on Artificial Intelligence Use in Schools, Proposes Additional Supplemental Priority | U.S. Department of Education

<https://www.ed.gov/about/news/press-release/us-department-of-education-issues-guidance-artificial-intelligence-use-schools-proposes-additional-supplemental-priority>

5 8 AI upskilling India: India must upskill fast to keep up with AI jobs, says new report

<https://indianexpress.com/article/technology/artificial-intelligence/india-must-upskill-fast-to-keep-up-with-ai-jobs-says-new-report-10107821/>

6 7 'AI Will Break the Economy': Andreessen & Altman Explain

<https://www.winssolutions.org/ai-break-economy-andreessen-altman-explain/>

9 How AI can create new professional jobs in Africa - Rest of World

<https://restofworld.org/2025/ai-africa-professional-jobs/>

10 Securing Africa's role in developing global AI standards | World Economic Forum

<https://www.weforum.org/stories/2025/04/how-young-people-are-shaping-africas-ai-future/>