Gen Z Will Be Prepared For the AI Wave Entering the Workforce

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There is an Intersection Taking Place in Terms of the Workforce in America

As Gen Z gets older and starts entering the workforce, AI's technology and computing power grows as well. AI (Artificial Intelligence) was originally made for completing one task and being good at the set task. For example, Deep Blue, a program developed in 1997 was simply designed with one goal: To beat you at chess. However, in the last 10 years, AI has gone from being a simple amusement to humans to playing a significant role in the workforce. Now they range from AI's that build websites for you, to personal AI assistants that actively try to personalize your online experience. It's clear that AI's presence in the corporate world is expanding rapidly. One group of people that have watched this change in the need for AI is actually Gen Z. So this begs the question whether they are ready to take on the new wave of AI and utilize it properly. The true answer is that with Gen Z having grown up around AI technology, they will be prepared for the future. They know that AI can do powerful things like take care of repetitive tasks, assist with gathering data on customers, and even manage social media accounts. Gen Z is aware of the dangers and benefits of the new wave of AI and is ready to put it into use.

Defining AI and Its Role in the Workplace

AI, or artificial intelligence, is a generic term that describes technology made to perform tasks that would typically require human intelligence. These include more than simply robots; They include things like social media algorithms, automated systems, and machine learning programs. At

work, AI is incorporated into applications that draft emails or schedule meetings, while other systems support international communication by translating and processing languages in real-time. AI isn't just useful for improving efficiency or business productivity; it has some very serious humanitarian applications as well. For example, AI in disaster response efforts helps analyze large amounts of data to predict and manage the impact of natural disasters. It is also being applied in health to help doctors diagnose diseases more accurately and in education to provide personalized learning for students. As AI is continuously developing, so does its potential in solving business challenges and global issues. IBM has leveraged AI to transform its research and development processes completely. One notable example is their use of AI in the field of drug discovery. In partnership with pharmaceutical companies, IBM's AI system, Watson for Drug Discovery, helps analyze large datasets, including scientific research papers, clinical trial results, and molecular data. What used to take researchers years of work is now done by AI in a fraction of the time, speeding up the discovery of promising drug candidates. By handling the repetitive tasks of data analysis and synthesis, AI frees up researchers to focus on what really matters: developing new treatments and finding innovative solutions that were once out of reach.

Gen Z is Already Familiar with AI Technologies

Generation Z is already showing instances of how they are utilizing AI to help them with their tasks. For example, Daniel Osorno Villamil, a recent computer science graduate from Georgia Tech in May, shared that he utilized ChatGPT to verify his math work and analyze code. He recounted an instance where he inputted 300 lines of code for analysis, and the AI successfully pinpointed the issue. He also highlighted how generative AI aided him in financial matters by identifying potential cost-saving opportunities. Expressing enthusiasm, he looks forward to exploring its applications further in his upcoming software engineering role at Microsoft starting in the fall (Abril, 2023). With AI's assistance in handling time-consuming tasks, students like Daniel can devote more attention to mastering advanced concepts and exploring emerging technologies, consequently positioning themselves as highly sought-after candidates in the job market. This evidence also shows us that Gen Z is

already preparing to use AI in the workforce as well.

Gen Z Stands Out From Older Generations in How They Adapt to AI

While Gen X has been in the workforce for over two decades, they have mostly used AI as a tool that augments their tasks. For example, they may use organizational aspects, but they still depend the most on their own skills and choices in the workplace. Where the older generations grew up in a world where AI was able to complete simple tasks, Gen Z engages AI on a different level. What this means is that instead of just being an assistant for work, AI for Gen Z automates routine tasks, corrects errors in their work, or even generates new ideas, allowing them to work on higher level creative and strategic thinking. This shift from supplementing the duties of Gen X to replacing routine tasks gives Gen Z a better advantage in adapting to what AI is capable of. Although older generations that created AI themselves often use it in their everyday tasks, the vast majority of their generation remains independent of AI technologies. This is because their experiences with earlier tools that were less reliable made them wary. They remember, for example, technologies such as Clippy that were meant to revolutionize productivity but caused more frustration than efficiency. Past experiences have therefore made many in Gen X cautious about fully embracing AI, even though a small group within the generation played a role in its creation. For Generation Z, though, AI has always been around. Starting with virtual assistants, tailored suggestions, and AI apps helping with school and job prospects, AI was always quite a friendly, approachable component of their lives. Being in such an atmosphere finally makes them more open towards adaptation and integrating AI smoothly within their daily lives. While older generations may regard AI as experimental, unwieldy, or as an accessory, Gen Z adapts and sees AI in a more practical and reassuring light, and this relationship only grows. Familiarity with the tool thus tends to give them a different view creatively in ways even its very developers could not have ever imagined.

AI's Rise in Many Industries Leads to More Opportunities for Gen Z

Over the years AI has found its way into many American industries. Matt Briton is the CEO and Founder of Suzy (formerly Crowdtap), an intelligence platform that helps brands and agencies make more informed business decisions. In a short article, Matt Britton talks about how Gen Z can contribute to AI's rise in the past five years in different industries like healthcare, education, transportation, etc. In a rough paraphrasing he states growing up in an environment where technology is omnipresent, Generation Z possesses a clear advantage in grasping and embracing AI. Their innate familiarity with technology allows them to comprehend the potential of AI in a manner that older generations might find challenging due to their lack of exposure (Briton, 2023). The purpose of this literature is to mention how there are already some Gen Z'ers who are becoming entrepreneurs in AI modeling. With this, we can understand that Gen Z has a clear objective in how they want to personalize their AI experience. They have a clear advantage in utilizing AI because they grew up with it.

Gen Z is Adapting to AI in Entrepreneurship

The shift in work approaches can also be linked to Gen Z's inclination towards entrepreneurship. Around 40% of Gen Z individuals intend to explore entrepreneurial endeavors, a rate four times higher than current figures (Asante, 2023). The accessibility provided by the internet has significantly simplified the process of initiating one's business, explaining why 14% of Gen Zers have already ventured into entrepreneurship (Asante, 2023). With the internet being the easiest place to start a business, it has become an appealing option for entrepreneurs, especially in the Gen Z workforce, to start one. Earlier this February I had the opportunity to start an online dropshipping business through Shopify, which has recently included a built-in AI bot that customizes a website for you. With this tool, Gen-Z can have a store website built for them in minutes. Using this tool, I was able to create a successful online store in less than a day. The website is not active anymore; however, it was a great learning experience.

Big Tech Companies are Hiring Gen Z Workers to Personalize Their AI Models

Artificial intelligence (AI) is now a big deal for businesses. It's changing how they make decisions and it's affecting industries like online shopping, transportation, and healthcare. Companies such as YouTube, Amazon, Google, and Facebook use AI to make experiences better for users. And in services like Uber and Lyft, AI helps match riders with drivers and decide on prices. This technology is shaking things up by giving people more personalized experiences and making things run smoother in different kinds of businesses (Sison, Ferrero, Ruiz, & Kim, 2023). Many of these companies are also beginning to hire Gen Z workers, familiarizing them with the ways these technologies are utilized. With AI playing a big role in new-age entrepreneurism, it is safe to assume that Gen Z is prepared for the new age of AI in business and in the workforce. By starting websites for sales, and being hired by big tech companies. This prepares Gen Z for the future of handling AI.

The Role of Gen Z in Carrying AI to the Future

As the founders of today built a platform for AI, over the coming decades, it is GenZ who will play a pivotal part in developing and refining such systems. Programs such as internships and early exposure to the usage of AI tools are bridging that gap so Gen Z can pick up from where the last generation left off.

Let it be clear, this is not about Gen Z knowing more than older generations, but rather about continuity. By bringing Gen Z into the fold with AI now, companies can tap into their fresh ideas and adaptability to continue evolving AI in a way that reflects the needs of the future.

Gen Z is Familiar with AI Data Privacy and Security Problems

Being raised in a digital environment led to many security measures having to be taken. Members of Gen Z tend to be particularly mindful of how their social media profiles and online existence might influence their professional journey. Additionally, they exhibit a heightened awareness regarding data security and privacy matters compared to many other generations (Jones, 2018). They are aware of the potential repercussions their digital footprint might have on their career trajectories. This generation's proactive approach to managing their online persona and their acute understanding of the importance of safeguarding personal

information highlights their focus on these crucial aspects in comparison to other age groups (Jones, 2018). Having grown up with passwords, two-factor authentication, and IP address codes, Gen Z-ers know that they need to be tech-savvy and keep their information more confidential. Some may even be a victim of online account hacks and scams, but by being victims Gen Z can also spread awareness on the subject. With this awareness, Gen Z is better qualified to face the dangerous side of AI, which can include AI voice cloning scams. These scams copy the voice of a loved one by means of finding videos on the internet, call you in the voice of a loved one making it sound like they are in danger and need money right away. These scams are the new wave of AI and with Gen Z being more aware of spreading issues like these, they can be prepared to face any dangers like AI voice cloning.

Diving Deeper Into Social Media's Part of Spreading Awareness

Gen Z stresses the importance of creating awareness about AI hacks and scams. Their fluency with social media platforms such as TikTok, Instagram, and Snapchat allows them to have a platform where information can be shared in a very short period. The powerful algorithm of social media amplifies trending content, which will help in reaching an informative video or post about AI risks to millions in a quick span of time. Common scams can be shown along with ways to identify them. Preventive measures can all be shown through engaging, sharable content created by Gen Z: short videos, infographics, or story posts.

By taking advantage of these platforms, Gen Z can make the education on AI safety both available and relevant to more people, which would protect them from evolving cyber threats.

AI handles repetitive tasks, allowing Gen Z to focus on critical thinking tasks

By handling repetitive tasks, AI can significantly enhance productivity. Gen Z, freed from mundane and repetitive work, can focus on higher-value tasks that require creativity, problem-solving, and critical thinking. This can lead to more innovative contributions within the workplace. The future of AI in the workforce will expand – so long as people are continuously re-skilled to understand and work alongside the

evolving AI capabilities. "AI will increasingly handle repetitive tasks, leading to enhanced productivity and the development of new roles centered around AI implementation and management" (Yucealp, 2023). T asks like scheduling a post on social media or setting calendar dates are good examples of things AI can handle. Although there are some who believe that letting AI handle tasks for Gen Z will lead to the sudden loss of jobs, these tasks will be so minuscule and repetitive that there are no human jobs that will be taken. Rather, the task list for human jobs will be shortened because AI will handle some of it.

Tools such as RPA take care of data processing

Employing tools like robotic process automation (RPA) will become prevalent across functions like accounts payable, back-office processing, and diverse data management tasks. Mundane responsibilities linked to numerous job roles will transition toward automation, allowing individuals to dedicate their time to more intricate pursuits. RPA has already spurred the emergence of some of the most esteemed AI companies globally (Lee, 2019). A notable company that utilizes RPA is Pegasystems. Pegasystems isn't solely about RPA, but they've included RPA abilities in their overall business solutions. These companies have completely changed how different industries work by using RPA tech to automate boring tasks and make operations smoother. RPA has really boosted how productive businesses are and made their processes much more efficient. This means companies can use their time and money on more important things that bring more value and are strategic for their growth. Part of Gen Z is still early in their careers and not yet working with advanced AI like RPA. However, they're already gaining valuable experience with task-completing AI, building a strong foundation that will prepare them to utilize more advanced technology in the future.

AI is Becoming More Personalized Allowing Gen Z to be Better Equipped for Their Needs

For Gen Z to excel in their professional environments, it's crucial for them to feel comfortable navigating the digital workspace. It's not just about using technology; it's about feeling supported by it rather than burdened. Personalization plays a significant role here. Gen Z has grown up

immersed in personalized digital encounters. Everywhere they go online, from Google and Netflix to Amazon, Instagram, and TikT ok, the experiences are tailored to their preferences. As a result, they naturally anticipate that workplace technology should operate in a similar fashion, serving them in ways that cater to their individual needs and preferences. This generation's familiarity with personalized digital platforms has cultivated an expectation for a similar level of customization and assistance within their professional tech tools (Charlson, 2022). Charlson suggests that Gen Z expects the technology in their professional environment to align with the personalized experiences they encounter in their daily digital interactions. This expectation comes from their familiarity with technology that adapts to their preferences. With this, they will strive to make the AI of the new wave more personalized to them and their interests. Such as chatbots, that will slowly adapt to your way of speaking and adapt to your needs.

The Value of Personalized AI Beyond the Workspace

AI personalization isn't just about targeting consumers more effectively but also involves tailoring tools and systems for people in their work. For instance, in a professional setting, AI can learn the repetitive tasks and patterns you go through in creating reports, making presentations, or designing templates. This also enables AI to pre-load such elements, smoothing out the workflow and saving precious time. This improves productivity by freeing workers to engage with more strategic, creative, or complex aspects of their job role. In creative industries, AI's personalized assistance can be particularly valuable. Beyond consumerism, personalized AI can help artists, musicians, or designers by suggesting new ideas based on previous works, and even helping in post-production. As a musician, one of the things that can be rather time-consuming is mixing and mastering. This task takes away from time that I could be using to engage with fans on social media. In looking for a quicker method, I happened to discover LANDR. LANDR is an AI used to assist in mixing and mastering your track by uploading the mix, and having AI take over with post-production. Instead of blindly adding effects in a "one-size-fits-all" method, it personalizes your mix by comparing it to music that sounds similar, and blending the instruments together in a way that suits your song. In this way, AI can act as a creative collaborator,

saving time and enhancing the process of new ideas to form.

Personalization Myopia

Strong and weak ways of personalizing things are closely connected and share the same goal of improving information systems and services. Sometimes, they can both be used together. But, when it comes to tailoring as a weak way of personalizing, it's like a basic level. Some people might think this basic way is the best form of personalization, but that's not true. This misunderstanding can make people believe that personalization isn't as powerful as it really is. This misunderstanding is called "Personalization Myopia. "It is a misconception that personalization lies at the basic level when in reality there is a lot more (Oinas-Kukkonen, 2018). It is important that Gen Z does not get stuck in this level of personalization. While this does not directly cause harm, the danger lies in the potential loss of the greater powers of the tool. If an AI is overly specialized in a small area of preferences or tasks, that could limit the users from gaining new insights, ideas, or ways that could improve their creativity, problem-solving, or efficiency at work. By looking at the growing need for AI chatbots and virtual assistants, it is clear that not only will the lack of personalization not be an issue, but Gen Z will thrive on providing this need. Thus making them prepared by having a goal in mind. This goal is to make AI more personalized.

AI Will Spread Awareness of Ethical Issues

We've been raised in an era of constant internet connectivity. This upbringing has raised our sensitivity to the various injustices and disparities that persist globally. Consequently, we're driven by a strong awareness of these issues. Regardless of our endeavors and future workplaces, our desire is to contribute meaningfully, effecting tangible changes that address these challenges. We seek roles and opportunities that allow us to make a genuine impact, aiming to be part of solutions that counteract the ongoing injustices and inequalities in our world. This motivation is a fundamental aspect of our vision, shaping our goals to make a positive difference wherever our paths may lead (Asante, 2023). Gen Z's clear goals reveal their strong sense of purpose. They're focused on recognizing and speaking up about societal problems. Social media

algorithms, powered by AI, play a part by suggesting and highlighting posts that support good causes. Gen Z is the first in the history of mankind to have the ability to connect every human being on the planet to each other and in the process to provide the opportunity for each person to be fully educated, socially and economically engaged. (Koulopoulos, T . M., & Keldsen, D, 2014). It's important to know that social media and AI are one of the many big tools in Gen Z's hands. With this, they can utilize AI to the fullest extent.

The Use of AI Beyond Profit-Driven Ideologies

While much of the discussion around AI often centers on efficiency and profit, its true potential goes far beyond these narrow focuses. AI can be a powerful tool for generating creativity, supporting personal growth, and addressing real-world challenges.

In creative fields like music, AI helps spark new ideas by suggesting chord progressions or generating melodies, giving artists fresh inspiration. It's also being used to create more personalized learning experiences, such as tailored educational programs for children with autism, helping to create a more inclusive environment. AI has the potential to greatly enhance the personalization of assistive technologies for people with autism (Iannone & Giansanti, 2023). Later in the article, the authors mention that In the future, AI could assess individual needs by analyzing behaviors and responses to recommend the best tools and supports. It could also adapt assistive technologies in real time, adjusting settings based on user interactions. For example, if someone with autism showed signs of stress, AI could step in to provide the right support.

AI' s Role in Social Activism

AI helps give young Gen Z activists a platform to make their voices heard by promoting social justice or activism content and ensuring it reaches the right people. Activists can use AI to better connect with different audiences, track
how their messages spread on social media, understand what their competitors are doing, and see how people are responding to their efforts, helping them make an even bigger impact (Calingaert & Petrovic, 2024). In this article, the authors mention that social media algorithms have

implemented AI to detect content that appeals to activists and promote content made by activists as well. It does so by analyzing their engagement, such as what videos the users liked, and shared, and the responses given on other videos.

More and more, AI is having an impact in fields related to health, sustainability, and social activism, proving AI is not only used for financial profit. Even though AI at work is often linked with capitalism, it can help design a future where human progress and cooperation are based on the common goal of helping each other.

AI Will Take Over the Gen Z Workforce

There are those who argue that Gen Z faces a dilemma in which their jobs can be taken by AI robots willing to do the tasks for free and of better quality. In the long run, companies aim to cut costs and save money. They initiate this by cutting training programs, laying off base-level employees, and creating cheaper options for AI to take over the smaller tasks (Westfall 2023). This quote from Forbes, a trusted business site, It's becoming increasingly apparent that the need for funding toward junior-level workers is diminishing over time. This shift is primarily due to the capabilities of AI, which can perform these tasks at a significantly higher quality without requiring extensive training. Additionally, AI serves as a more cost-effective alternative, further contributing to the reduced necessity for financial investment in entry-level employees.

AI Customer Service Lacks an Understanding of Human Nature

However, this argument can be countered by how "computers perform poorly in jobs that require interpersonal communication (Autor, 2015). Service robots are often used in highly standardized service operations (Chan and Tung, 2019) with low demand for social interaction (Lu et al., 2019). Existing studies showed that employees with superior social skills are needed to fulfill cognitively and emotionally complicated tasks, such as offering customized services and dealing with customers' complaints (Deming, 2017; Shin and Jeong, 2020)" (Yu, H., Shum, C., Alcorn, M., Sun, J., & He, Z. , 2022). This quote talks about how computers and service robots aren't great at jobs where people skills are super important. Service robots mostly work in places where they don't need to talk much

with people. It also says that having really good social skills is important for dealing with tricky tasks where you have to understand people's feelings and thoughts. Overall, it shows that technology isn't so good at jobs needing a deep understanding of people, and being really good with people is still really important in those situations.

The Need for Human Supervision & Maintenance in AI Manufacturing Jobs

AI can handle very repetitive tasks in manufacturing with ease, but human supervision is still important. While AI may work with assembly lines and inventory management, humans are needed to monitor operations, maintain AI systems, and address any technical issues that arise. This shift to AI manufacturing from human manufacturing wouldn't kill the jobs, but rather turn them into other jobs-managing and updating the AI for more efficiency and quality within the manufacturing. Overall, the debate surrounding AI's influence on Gen Z and how Gen Z will step up to the plate when it comes to the future of AI is clear. Gen Z-ers are prepared for the new wave of AI. Because they are forming it. Gen Z is conscious of the dangers regarding data privacy and security because they learned things like this early on with things like passwords and two-factor authentication. They also are more mindful of real-world issues and can use AI to help spread the word through the use of social media. Gen Z isn't merely adjusting to the new AI reality. They're shaping a workplace where innovation and ethics go hand in hand. Their journey is one of a relationship, where AI and human intelligence work together, creating a future that's not just efficient but also purpose-driven. This is why it is easy to see that Gen Z is prepared for the next wave of AI and is ready to make a positive impact on the world.

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