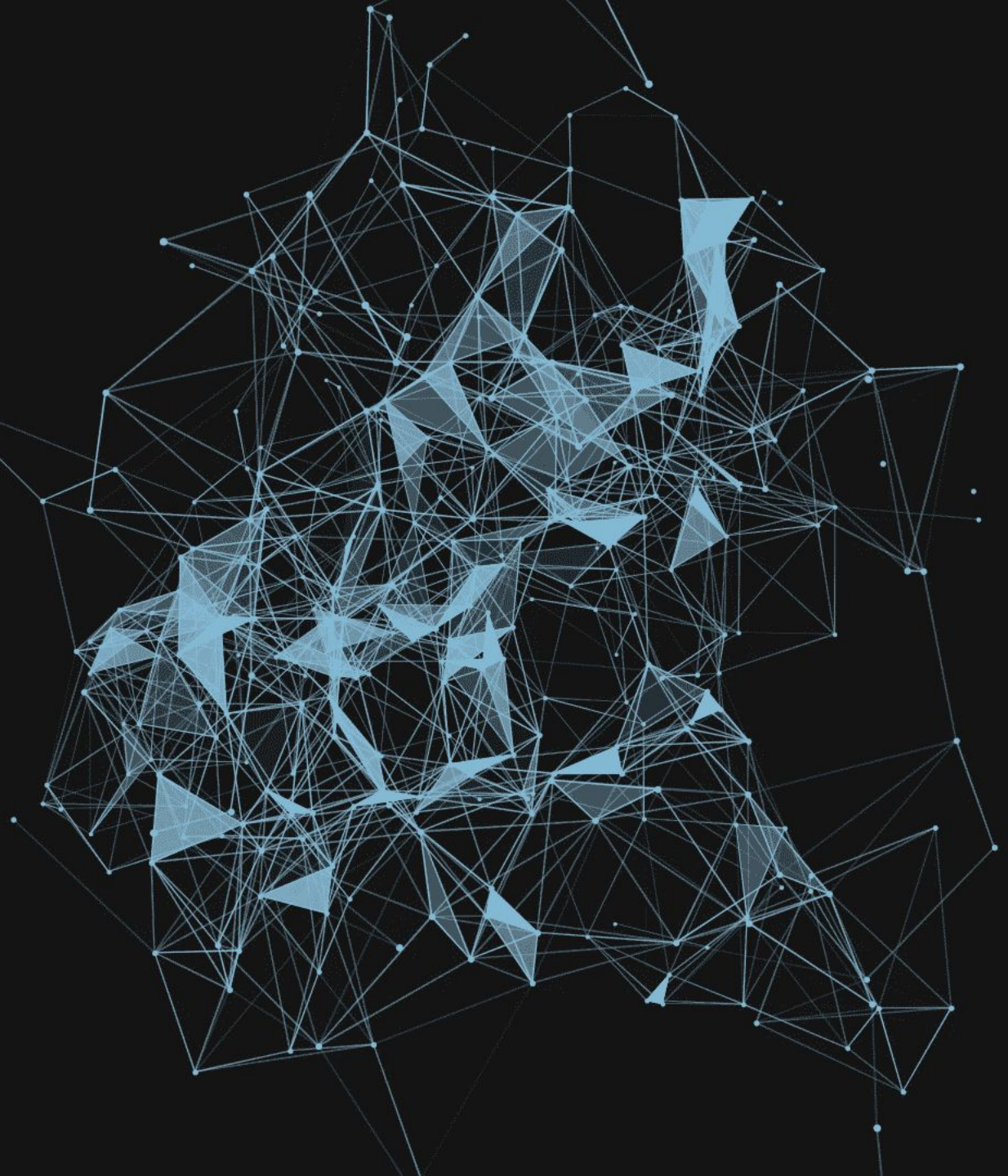


Demystifying Artificial Intelligence Part 3:

Realizing the Potential of the Hype





Alex Kaplan
Advisor to AACRAO in AI
Retired IBM Executive



Rick Torres
GDN Strategic Advisory Cte Chair
Former CEO NSC



Poll

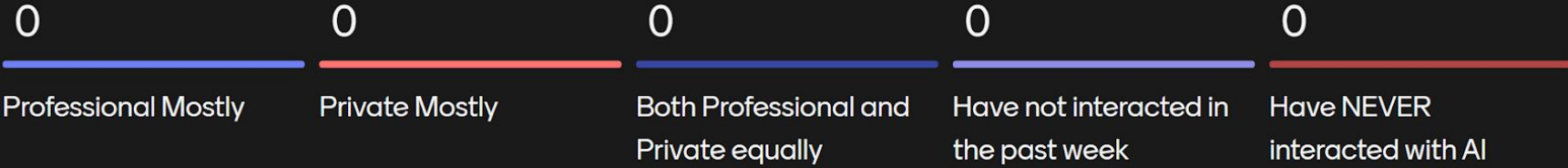
- 1. Have you used an AI for personal or work in the last week?

CODE 31992186

Join at menti.com | use code **7554 9422**

Mentimeter

How have you interacted with AI in the past week?



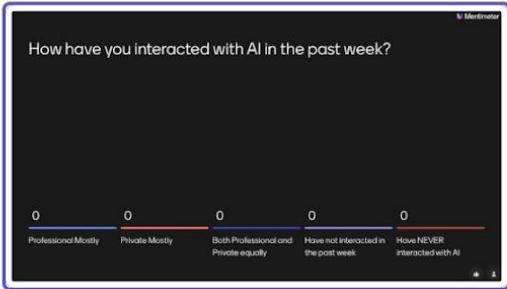
RT

Menti

New survey



Choose a slide to present





Conversation Segments

- Major AI themes and lessons of the past 12 months
- Real World applications in education and credentials
- Where are things headed?
- The potential roles for GDN



Major AI themes for 2025 YTD

- Rapid acceleration of AI capabilities and ***utilization***
- We have entered the Age of Agentic Deployment
- AI is now entering the “Stone Age”*
- Geopolitics are taking a central stage (for better or worse)

*Several references to the term: most recent Keith Teare publisher “This Was the Week” Aug 2025



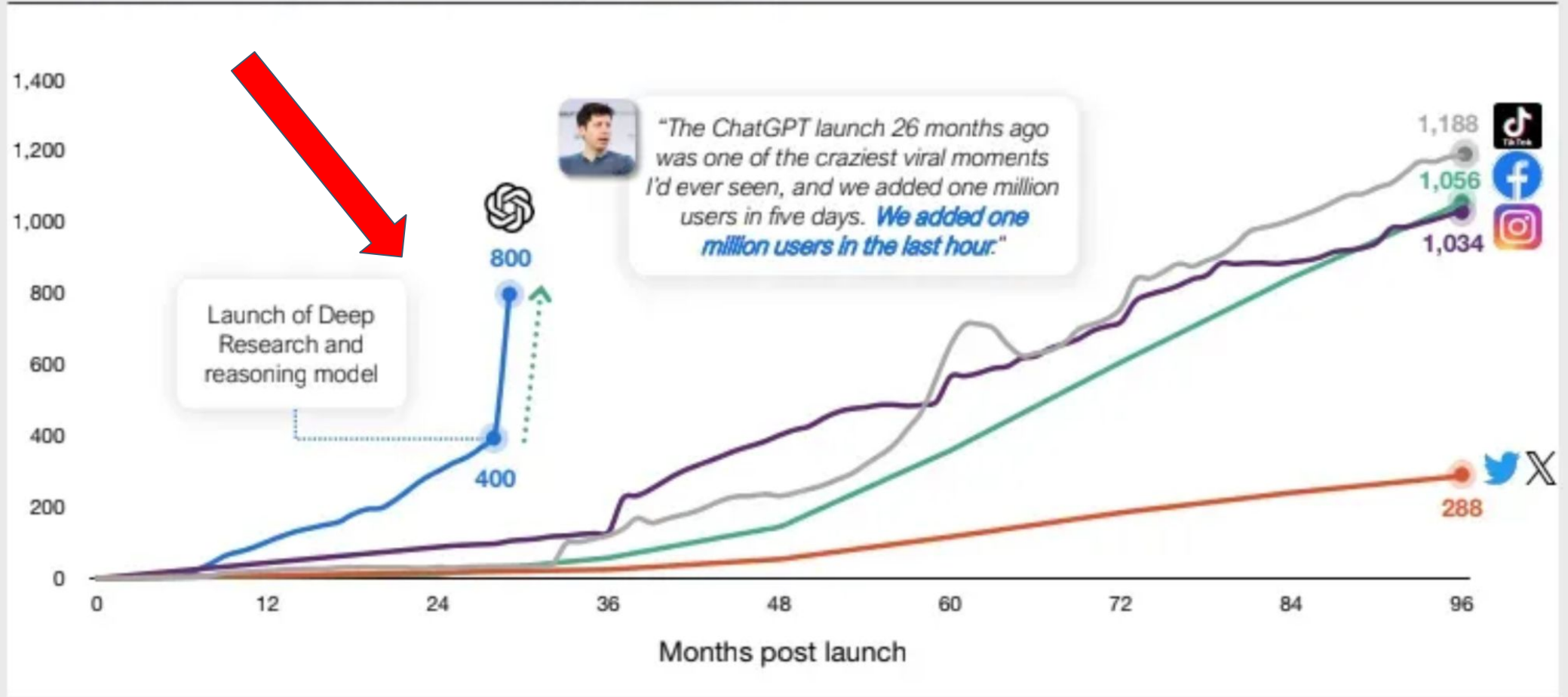
The AI Landscape is rapidly evolving

- AI platform investment and development is dominated and driven by national and corporate entities: 2024 investment landscape
 - EU: \$45Bn; China \$91Bn; US \$300Bn*
- Technical capability advancements have been exponential
 - Speed, efficiency, rapid cycle deployment, **imperfect**, inaccurate
 - Exponential cost per inference declines (cost per token)
- Level of **consumer access and utilization are unprecedented**

AI utilization is unprecedented

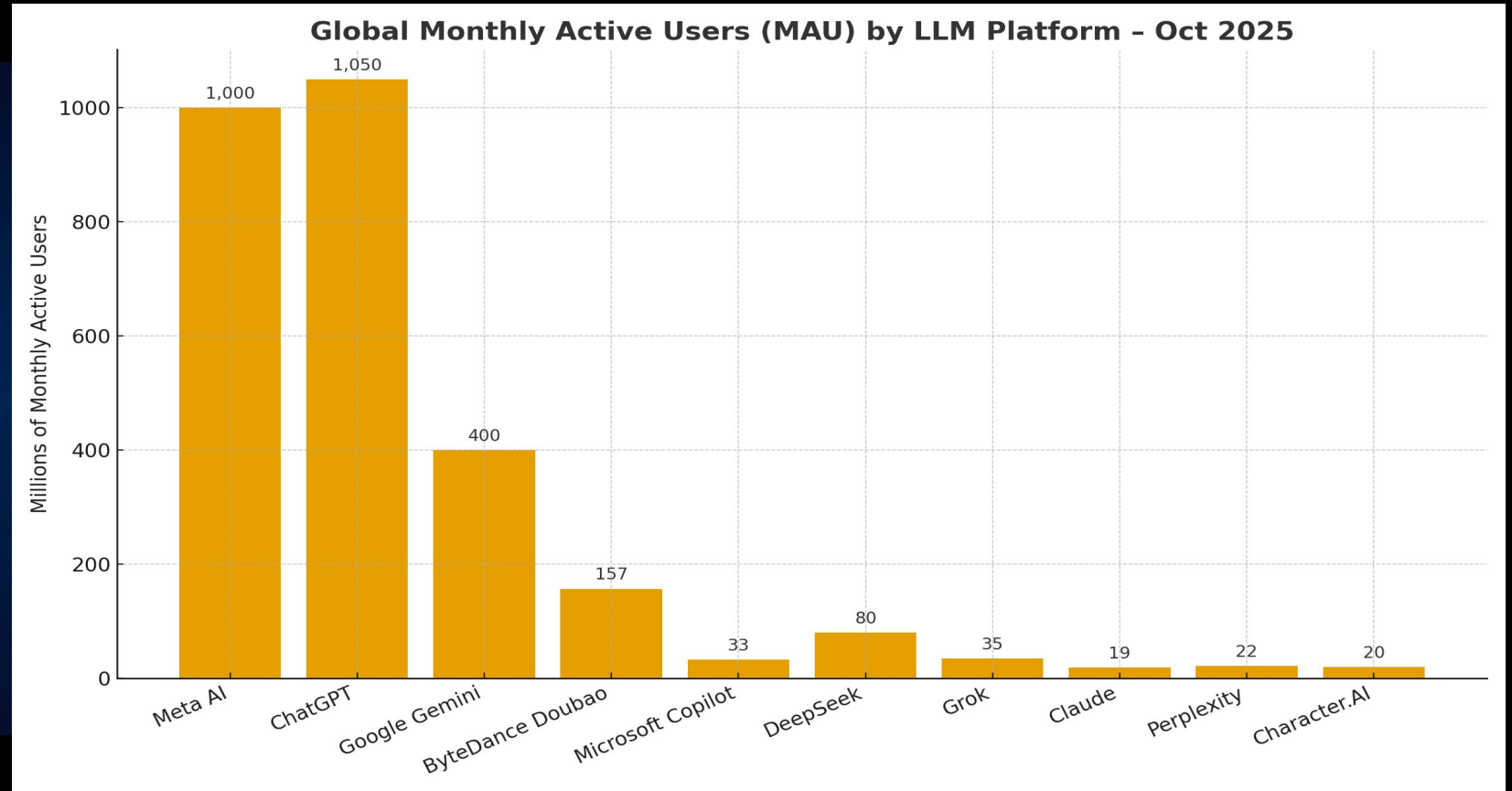
ChatGPT is growing faster than anything we have seen before

→ Number of monthly active users ("MAUs") post launch (mm)



Source: COATUE Analysis

AI utilization is unprecedented: >1.2bn global MAU



****Global total (adjusted for overlap):****

~1.2–1.8B estimated monthly users of LLMs worldwide.

⚠️ **Caveats:** Figures represent *estimated* monthly active users (MAU) as of October 2025.; - Meta AI & ChatGPT: based on official or company-disclosed usage.; - Gemini, Copilot, Claude, Grok, DeepSeek, Perplexity, and Character.AI: third-party analytics & web traffic.; ; Definitions of 'active user' vary (e.g., licensed vs. free, app vs. web). Figures include overlaps.

We are Entering the Agentic Deployment Era

Agent deployments tripled in Q2

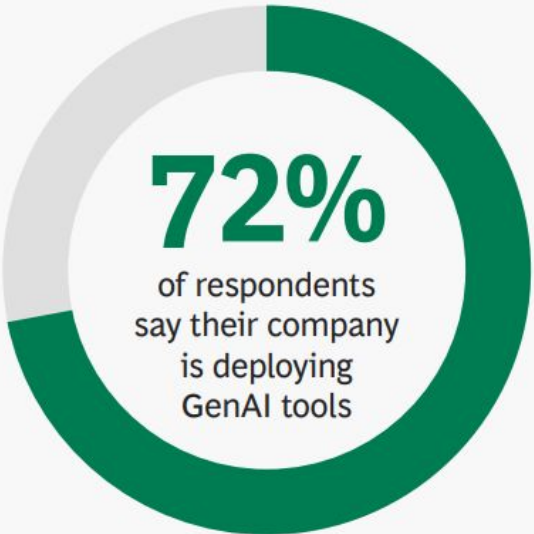


Source: PWC 2025 Survey 1,000 US companies

The role of AI agents globally

Half of respondents say their company is redesigning end-to-end workflows

Deploy



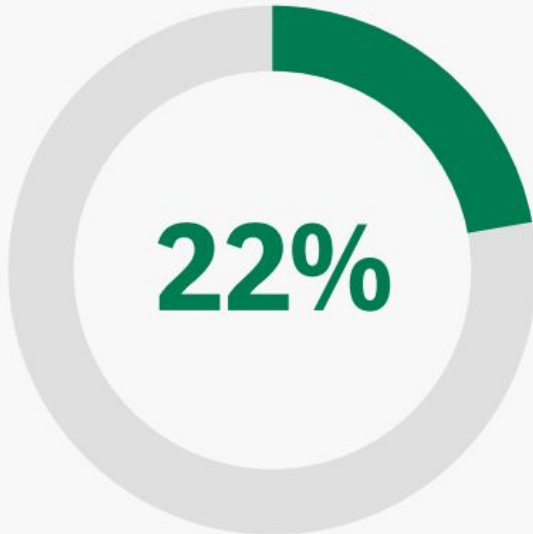
Support adoption of GenAI tools and foster productivity (e.g., rolling out ChatGPT, Microsoft Copilot, or Mistral LeChat)

Reshape



Redesign end-to-end workflows and processes to reimagine functions (e.g., reshaping the HR function by injecting AI into critical processes)

Invent



Build and innovate new business models and products to drive growth (e.g., creating new revenue streams with AI-powered services)

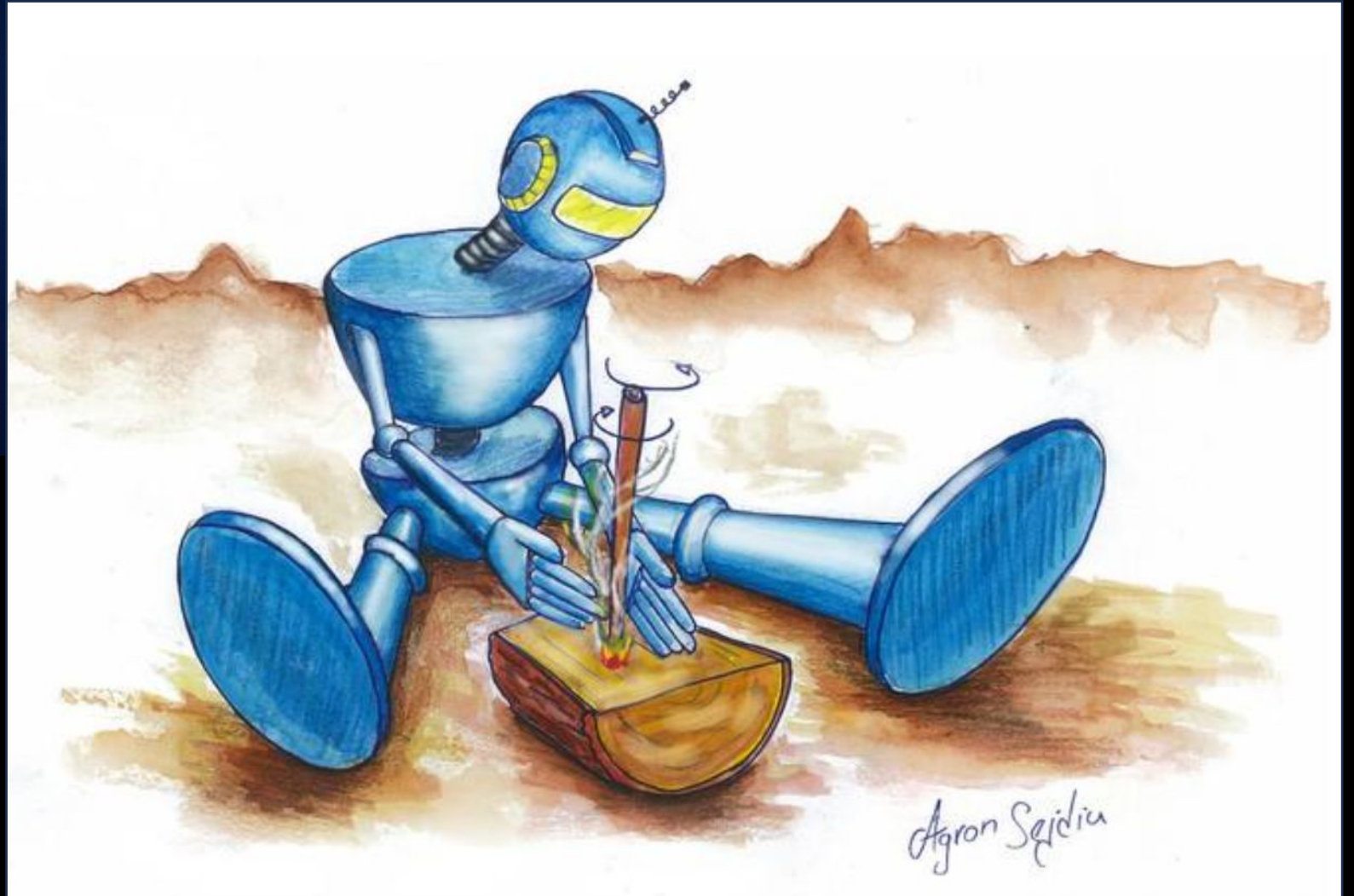
According to BCG studies, companies that create the most value with AI focus 80% of their investment on Reshape and Invent, in a few core processes

Sources: AI at Work, 2025 (n=10,635); BCG analysis.

Entering the AI Stone Age



Agents using tools are its ability to access, select and utilize external sources of information and capabilities to answer questions or complete tasks.





Geopolitics taking central stage

- EU AI Law released in 2024 places a large emphasis on ethics and data privacy



FEDERAL REGISTER

The Daily Journal of the United States Government



Notice of Request for Information; Regulatory Reform on Artificial Intelligence (Comment period closed Oct 27, 2025)

This RFI seeks to identify Federal regulations that hinder AI development, deployment, or adoption, particularly due to rules established before current AI capabilities were anticipated.



Geopolitics taking central stage

- EU AI Law released in 2024 places a large emphasis on ethics and data privacy
- July 2025 both the US and China release competing AI policy papers

- US policies include themes of accelerating innovation, building out US infrastructure and lead in AI diplomacy and security.
- China policies mention global collaboration 13 different times, and call for the establishment of a World AI Cooperation Organization, based in Shanghai.
- Make no mistake, there is intense competition between China and the US in particular in this space.



Key lessons from AI Deployments *

- Platform immaturity: manipulation, hallucinations, bias, sycophancy, compromises on infosec and compliance
- Large data gaps / poor data access
- Purpose of AI usage is unclear
- Not focusing on workflows/decisions -instead maintaining org chart
- Discovering there is a large difference between POC and MVP
- Lack of change management focus upon execution

Real World Applications

AI at work and school

- Using college transcripts as a basis to help people better understand their skills and competencies and align them to careers

WGU ACHIEVEMENT WALLET OVERVIEW

A WGU Learning and Employment Record Innovation

WGU designed the Achievement Wallet platform in partnership with iQ4 to bridge the higher education to career journey for students and to highlight the value of work-based learning. Through the wallet, users can identify their skills, align skills to occupations of interest, explore careers, and store and share self-asserted and verified digital credentials.

Profile



Build out your **Profile** with skills and credentials you can share with employers

[Build My Profile](#)

Credentials



Go to **Credentials** to add and manage all your educational achievements.

[Add a Credential](#)

Skills



Visit **Skills** to review, edit and add more skills to your Profile.

[Manage my skills](#)

Career Pathways



Explore your **Career Pathway** job options from your current and projected skills and discover what employers you may want to connect with

[Explore Career Pathways](#)

Personal



Darin Hobbs

I have over twenty years of management and customer service experience in various professional, academic and volunteer capacities. I am highly proficient in operations and personnel management and possess exceptional oral and written communication skills. I find innovative solutions to create efficiencies within the work environment and am deeply committed to transforming higher education and the lives of students.

[View LinkedIn Page](#)

[See More](#)

Education

SELF ATTESTED

Master of Science, Counseling Psychology
Angelo State

SELF ATTESTED

Bachelor of Science, Psychology
Angelo State

[See More](#)

Experience

SELF ATTESTED

Dog Walker
Myself

SELF ATTESTED

VP Learning AND Employment Records Ecosystem
Western Governors University
undefined

Skills

AT A GLANCE [What's this?](#)

85

Total number of skills

8

Technology Workforce Skills

60

Specialized Workforce Skills

17

Essential Workforce Skills

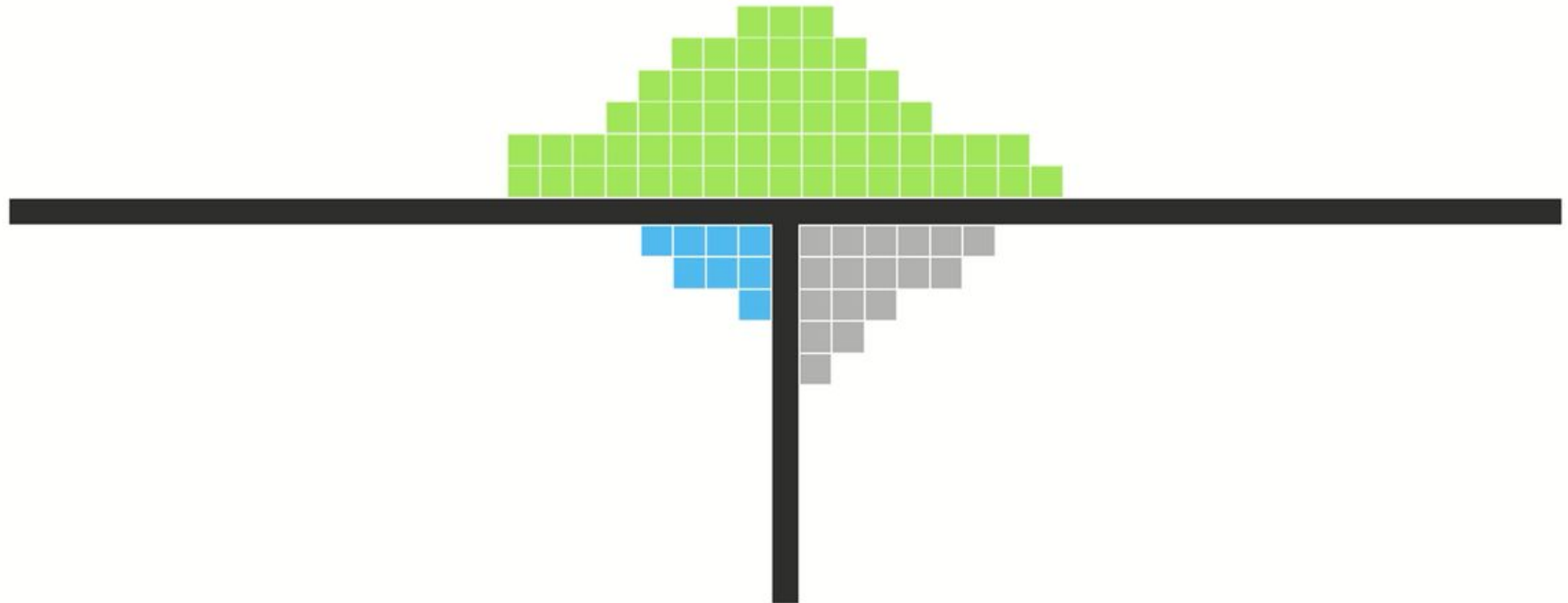
MY SKILLS T [What's this?](#)

Specialized Workforce Skills

ADD A ROLE

[Add a job role and see how you're matched](#)

Explore your T-Shaped technology, business and professional skills as a planning framework for growth.



Verification is indicated by a checkmark and status is provided for each credential.

Credential information can be expanded to show a summary, skills, earning criteria; items can be deleted as necessary.

Profile Skills Credentials Career Pathways

Manage

Name	Status	Award Date	Issuer	
WGU Digital Marketing Specialization	REVOKED	07/30/2023	WGU Academic Credentials	Private <input type="checkbox"/> Public <input checked="" type="checkbox"/>
WGU Business Analytics Certificate	REVOKED	07/30/2023	WGU Academic Credentials	Private <input type="checkbox"/> Public <input checked="" type="checkbox"/>
Leveraging Artificial Intelligence	ACTIVE	10/09/2023	CBExchange 2023	Private <input checked="" type="checkbox"/> Public <input type="checkbox"/>
WGU Certificate: Leadership (DEMO)	ACTIVE	01/08/2024	WGU R&D: General	Private <input type="checkbox"/> Public <input checked="" type="checkbox"/>
WGU Certificate: Marketing (DEMO)	ACTIVE	01/07/2024	WGU R&D: General	Private <input checked="" type="checkbox"/> Public <input type="checkbox"/>
WGU Certificate: Business Analytics (DEMO)	ACTIVE	01/08/2024	WGU R&D: General	Private <input type="checkbox"/> Public <input checked="" type="checkbox"/>

AT A GLANCE [? What's this?](#)

207

Total number of skills

36

Technology Workforce Skills

136

Specialized Workforce Skills

35

Essential Workforce Skills

The skills section of the wallet provides a comprehensive view of a user's skills to manage, filter, and expand, ensuring they can effectively communicate their qualifications to potential employers.

Skills 207

10 per page

View All

1 2 3 4 5 ... 21

Ability to Speak in Public **ESSENTIAL WORKFORCE SKILLS**

Action Research **SPECIALIZED WORKFORCE SKILLS**

Adminis

Ability to Speak in Public

ESSENTIAL WORKFORCE SKILLS

Delete this skill Hide this Skill from recommending roles

Public speaking is the ability to deliver a coherent and compelling message to a live audience. It involves conveying information clearly, engaging the audience, and instilling confidence in the speaker. Public speaking is a valuable skill in a variety of contexts, including business, politics, education, and entertainment. It can be learned and improved with practice and preparation.

SKILL DETAILS PROFICIENCY SOURCES LEARNING RESOURCES

You can select from the following list of descriptors and choose to self-attest any that are applicable to you:

- Prioritize information in a presentation.
- Reinforce the key points of a speech by providing supporting evidence and examples.
- Analyze social media traffic before and after a speech to measure activity taken as a result of the presentation.
- Facilitate direct or indirect communication with large audiences in a controlled manner.
- Incorporate multiple types of media in delivery of information to large audiences.

Career Pathways

SEARCH FOR A JOB ROLE [🔗](#)

BROWSE JOBS BY JOB FAMILY [🔗](#)

SUGGESTED ROLES

Matched Missing



Real World Applications

AI at work and school

- Using college transcripts as a basis to help people better understand their skills and competencies and align them to careers
- More efficient talent recruitment tools that match job postings to people's skills

6.9k Candidates
1.2k Likely to Respond
45% Diversity

Motion Graphics Designer
 Santa Monica, United States

Validated Skills
 ✓ Graphic Design ✓ Collaboration **3 more**

Skills to Validate
 △ After Effects △ Illustrator **4 more**

Missing Skills
 × Video Production × Brand Identity **6 more**

Skill Relevance
 After Effects, Premiere, Illustration

Work Relevance
 Freelance Designer, Animator,...

Experience Relevance
 11 years, Bachelor's degree

Let your resume search for jobs

Drag and Drop File
 (.doc, .docx, .pdf or .txt)
 Select File

Strong Match

- ✓ Top 5 percent of applicants
- ✓ 5 - 10 years of relevant experience
- ✓ Food and Beverage industry experience

Matching Skills

- ✓ Sales Process ✓ Negotiation
- ✓ Account Management
- ✓ Business Development

Candidate

Account Executive
 Chicago, IL

Apply Now Add to Job Cart

Account Executive

Highlights & Matched Data

- △ Diversity (Women)
- ✓ 5 - 10 years of relevant experience
- ✓ Food and Beverage industry experience

Validated Skills
 ✓ Sales Process ✓ Account Management **3 more**

Likely Skills
 Negotiation Business Development **4 more**

Skills to Validate
 △ Solution Selling △ Collaboration **4 more**

Missing Skills
 × Public Speaking × Complex Sales **6 more**

Recruiter

Overview My positions 8 Position to review 8 Feedback 8 Approvals 8 All positions 21

Hey James 🍌 you have 3 tasks due today

Goals this week
 Dec 9th - 13th

- Leads added: 20k / 30k
- Screening: 200/200
- Interviews: 15/20

Monthly hiring goals

Hired
 20 ▲ 115%
 June goal : 150

Average match score
 4.3 ▼ 4.4%
 June goal : 4.5

Average time to hire
 36 days ▼ 120%
 June goal : 30 days

Average offer acceptance rate
 75% ▲ 5%
 June goal : 65%

Store Manager Rising Skills

Skill	Proficiency	Skill trend
Digital marketing	●●●○○	↑
Customer experience	●●●●●	↑

Store Manager Hiring Campaign

Refine Audience

Skills

Digital marketing Customer experience

+ Add Skills

> Action Attend our virtual event

Experience

Store Manager Assistant Store Manager

+ Add Job Titles

Virtual Event

Meet us at


Virtual Store Manager Recruiting Event

About

We're looking for our next generation of store managers. Come join us!

[Register](#)

Link to virtual event will be emailed to you post registration



Next role

Senior User Experience Designer

1-2 years

⚡ 3 relevant skills

📁 2 open jobs

User Experience Designer

3 years in

Current Role



Top skills for Senior User Experience Designers

✔ You have 3 relevant skills

Visual Design User Interface JIRA

User Research

Jobs for Senior User Experience Designers

Senior UX Designer	Senior UX Designer - Adtech
	
● Strong Match	● Strong Match



Real World Applications

AI at work and school

- Using college transcripts as a basis to help people better understand their skills and competencies and align them to careers
- More efficient talent recruitment process that matches job postings to people's skills
- Accelerating credit transfers between institutions
- HR support for employees



**Where are we headed Education
and Workforce?**

The need for an education LLM.



Where are things headed?

- LLM Investments today are still accelerating, improving: speed, accuracy, memory, media capabilities (image, video, language), global access; energy efficiencies
- LLM's are on the path to combining their vast knowledge with your personalized information with increasing memory
- We may be at an inflection point where some human work may be methodically augmented and/or replaced.
- Multilateralism goals seem to be further away than ever
- **Ethical frameworks must evolve and are an opportunity**



Where are we headed?

Human work: Duolingo example

We'll be rolling out a few constructive constraints to help guide this shift:

- We'll gradually stop using contractors to do work that AI can handle
- AI use will be part of what we look for in hiring
- AI use will be part of what we evaluate in performance reviews
- Headcount will only be given if a team cannot automate more of their work
- Most functions will have specific initiatives to fundamentally change how they work

Being AI-first means we will need to rethink much of how we work. **Making minor tweaks to systems designed for humans won't get us there.** In many cases, we'll need to start from scratch. We're not going to rebuild everything

Duolingo 718,919 followers 11h · Edited · 🌐 + Follow ...

👉 Below is an all-hands email from our CEO, [Luis von Ahn](#) – we are going to be AI-first. ...more

I've said this in Q&As and many meetings, but I want to make it official: **Duolingo is going to be AI-first.**

AI is already changing how work gets done. It's not a question of if or when. It's happening now. When there's a shift this big, the worst thing you can do is wait. In 2012, we bet on mobile. While others were focused on mobile companion apps for websites, we decided to build mobile-first because we saw it was the future. That decision helped us win the 2013 iPhone App of the Year and unlocked the organic word-of-mouth growth that followed.

Betting on mobile made all the difference. We're making a similar call now, and this time the platform shift is AI.

AI isn't just a productivity boost. It helps us get closer to our mission. To teach well, we need to create a massive amount of content, and doing that manually doesn't scale. One of the best decisions we made recently was replacing a slow, manual content creation process with one powered by AI. Without AI, it would take us decades to scale our content to more learners. We owe it to our learners to get them this content ASAP.

AI also helps us build features like Video Call that were impossible to build before. **For the first time ever, teaching as well as the best human tutors is within our reach.**

Being AI-first means we will need to rethink much of how we work. **Making minor tweaks to systems designed for humans won't get us there.** In many cases, we'll need to start from scratch. We're not going to rebuild everything overnight, and some things—like getting AI to understand our codebase—will take time. However, we can't wait until the technology is 100% perfect. We'd rather move with urgency and take occasional small hits on quality than move slowly and miss the moment.

We'll be rolling out a few constructive constraints to help guide this shift:

- We'll gradually stop using contractors to do work that AI can handle
- AI use will be part of what we look for in hiring
- AI use will be part of what we evaluate in performance reviews
- Headcount will only be given if a team cannot automate more of their work
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All of this said, **Duolingo will remain a company that cares deeply about its employees.** This isn't about replacing Duos with AI. It's about removing bottlenecks so we can do more with the outstanding Duos we already have. We want you to focus on creative work and real problems, not repetitive tasks. **We're going to support you with more training, mentorship, and tooling for AI in your function.**

Change can be scary, but I'm confident this will be a great step for Duolingo. It will help us better deliver on our mission — and for Duos, it means staying ahead of the curve in using this technology to get things done.

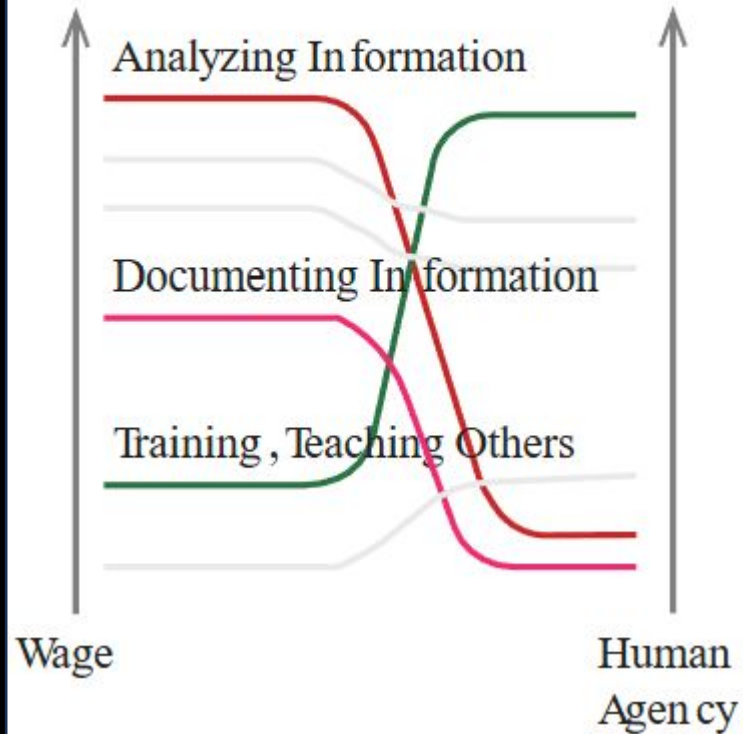
--Luis

Where are we headed? Skills....

SALT Stanford University
Social and Language
Technologies Lab

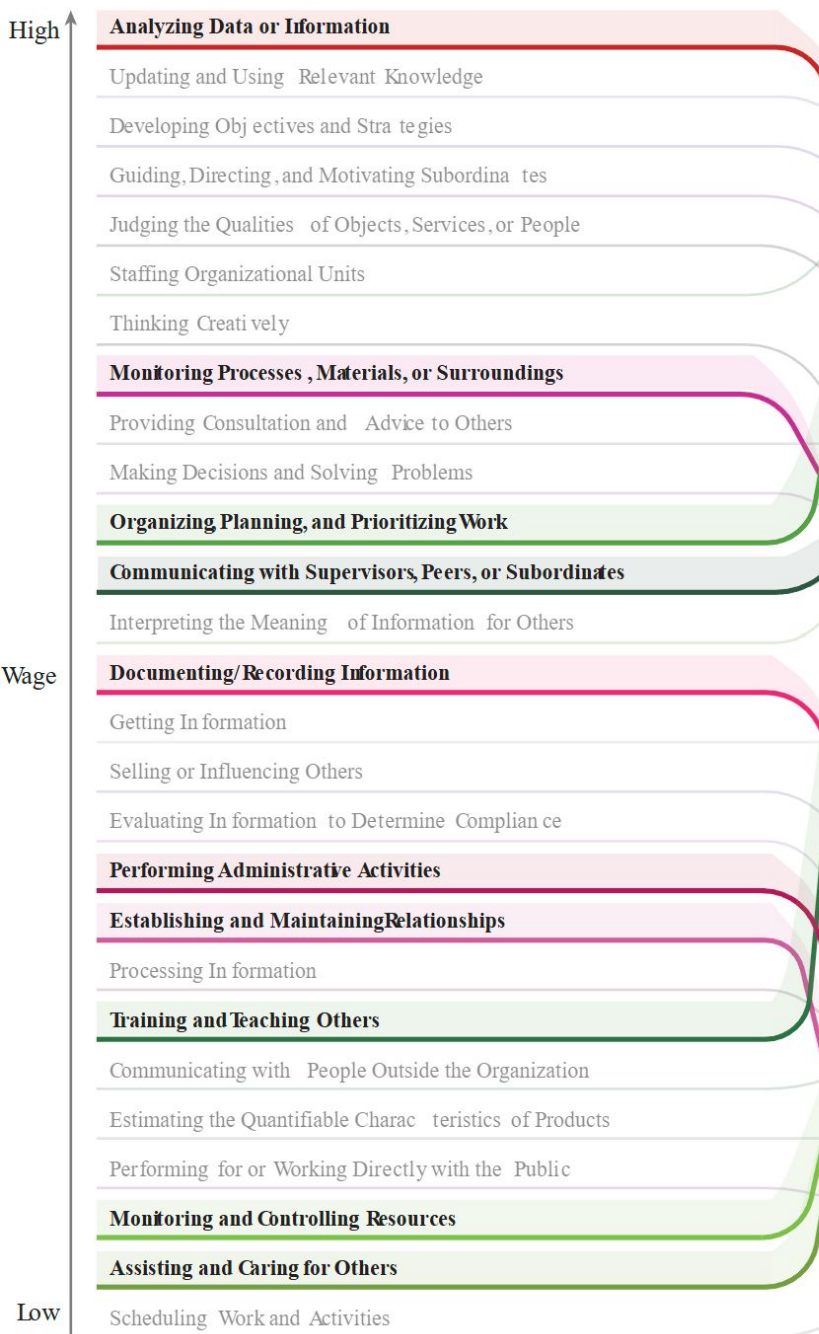
Future of Work with AI Agents

Potential Shift in Core Human Skills



Ranked by Average Wage
(U.S Bureau of Labor Statistics May 2024)

Ranked by Average Required Human Agency
(WORKBark AI Expert Assessments)



Implication is that work that requires human agency may become more valued over time.

Where are we headed?

Working Paper 26-017

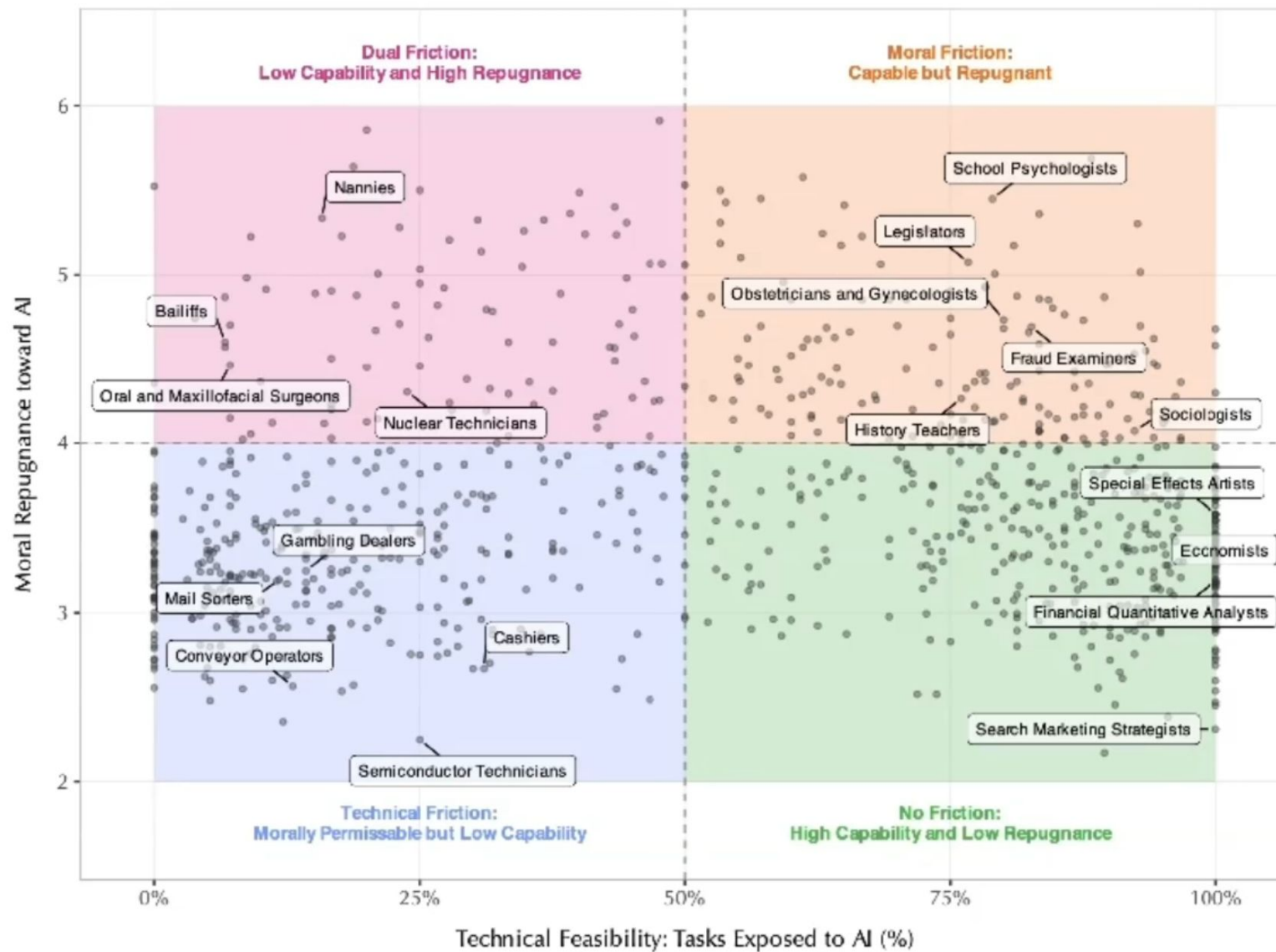
Performance or Principle: Resistance to Artificial Intelligence in the U.S. Labor Market

Simon Friis
James W. Riley



Harvard
Business
School

Where are we headed?



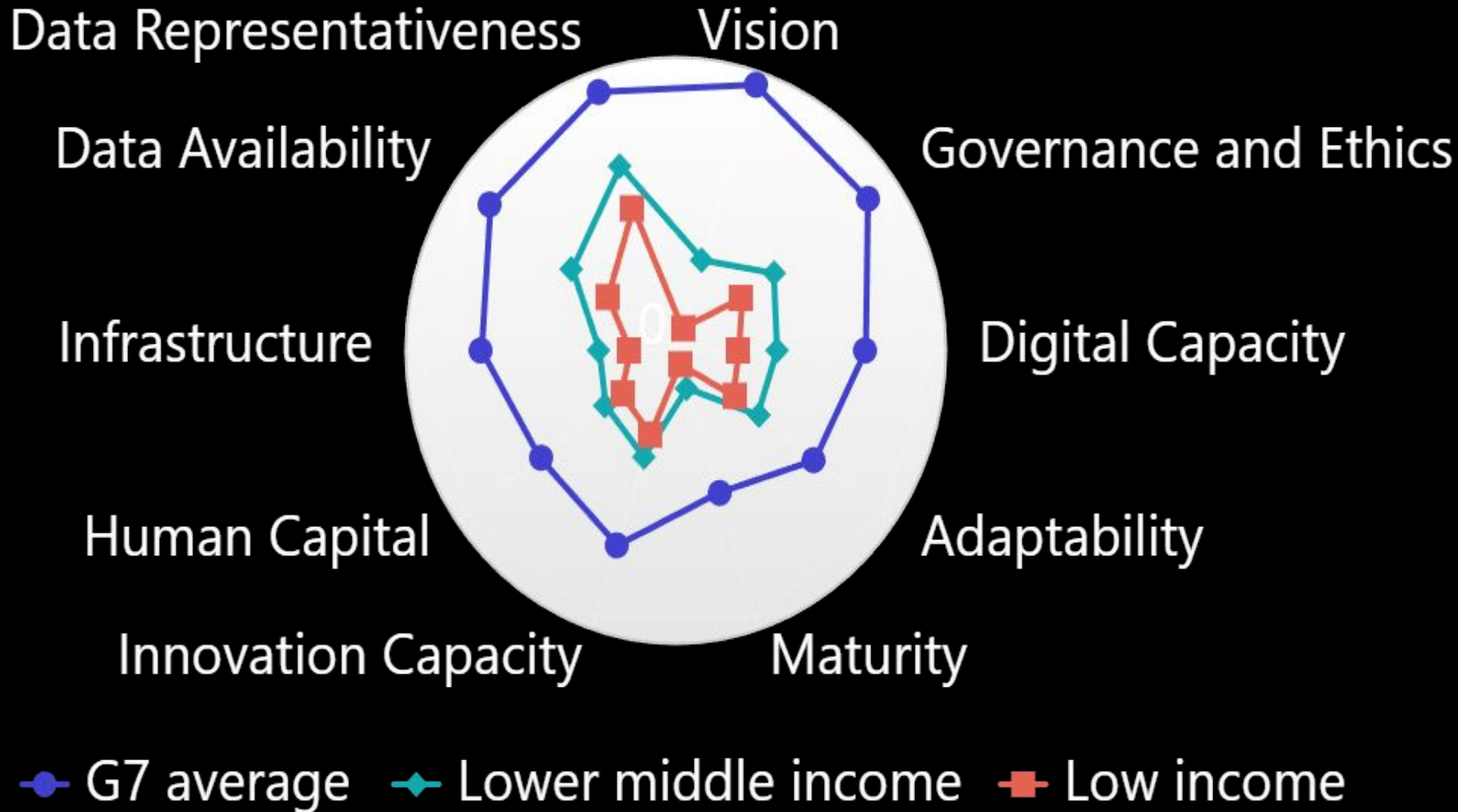


Where are we headed?

**Are the goals of global
multilateralism becoming more
difficult to secure?**



2024 Scores by Dimension



Global AI readiness gaps are stark.



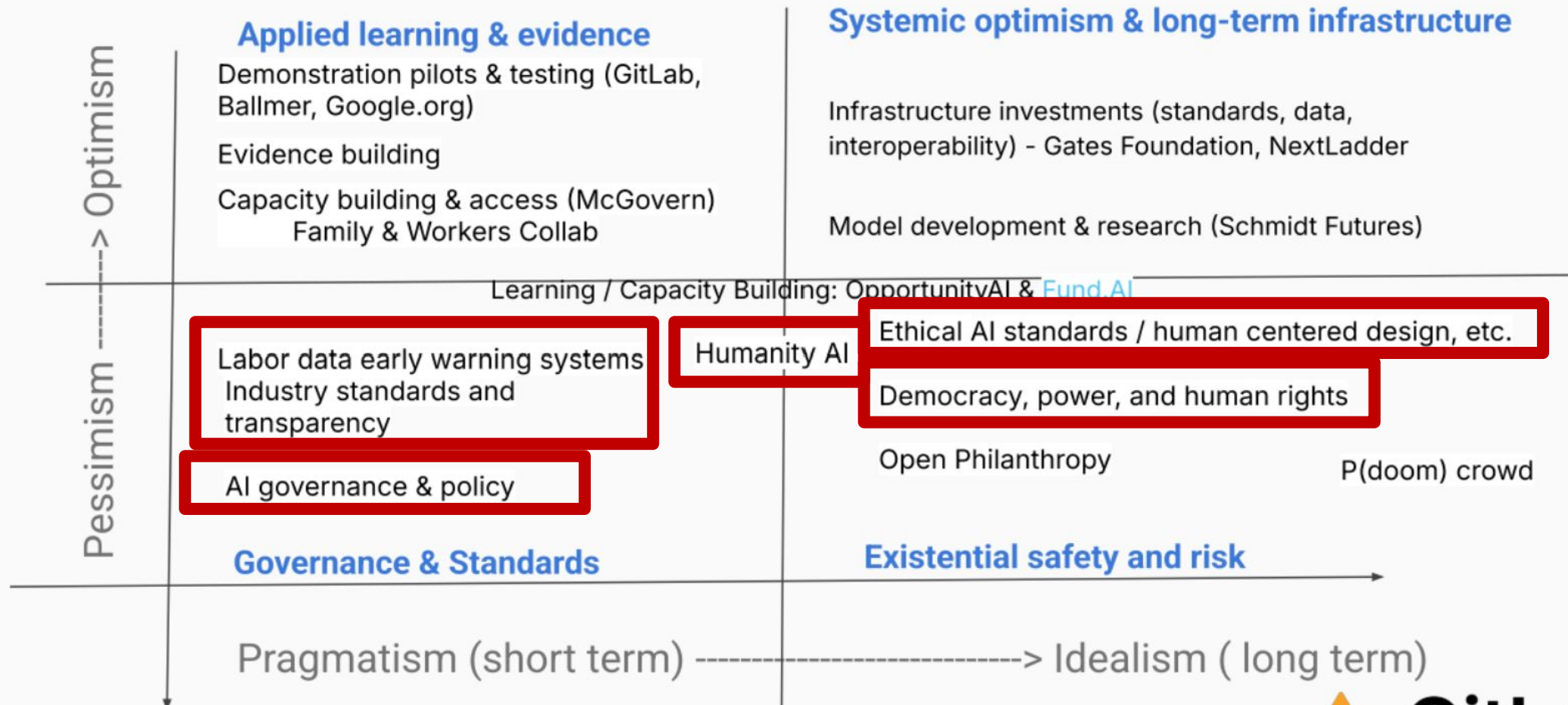
Where are things headed?

- LLM Investments today are still accelerating improving: accuracy, memory, media capabilities (photo, video, language) global access; energy efficiencies
- LLM's are on the path to combining their vast knowledge with your personalized information with increasing memory
- We may be at an inflection point where some human work may be methodically augmented and/or replaced?
- Multilateralism goals seem to be further away than ever
- **Ethical frameworks must evolve and are an opportunity**

How are philanthropies aligning around ethics matters in the US?

State of the Field

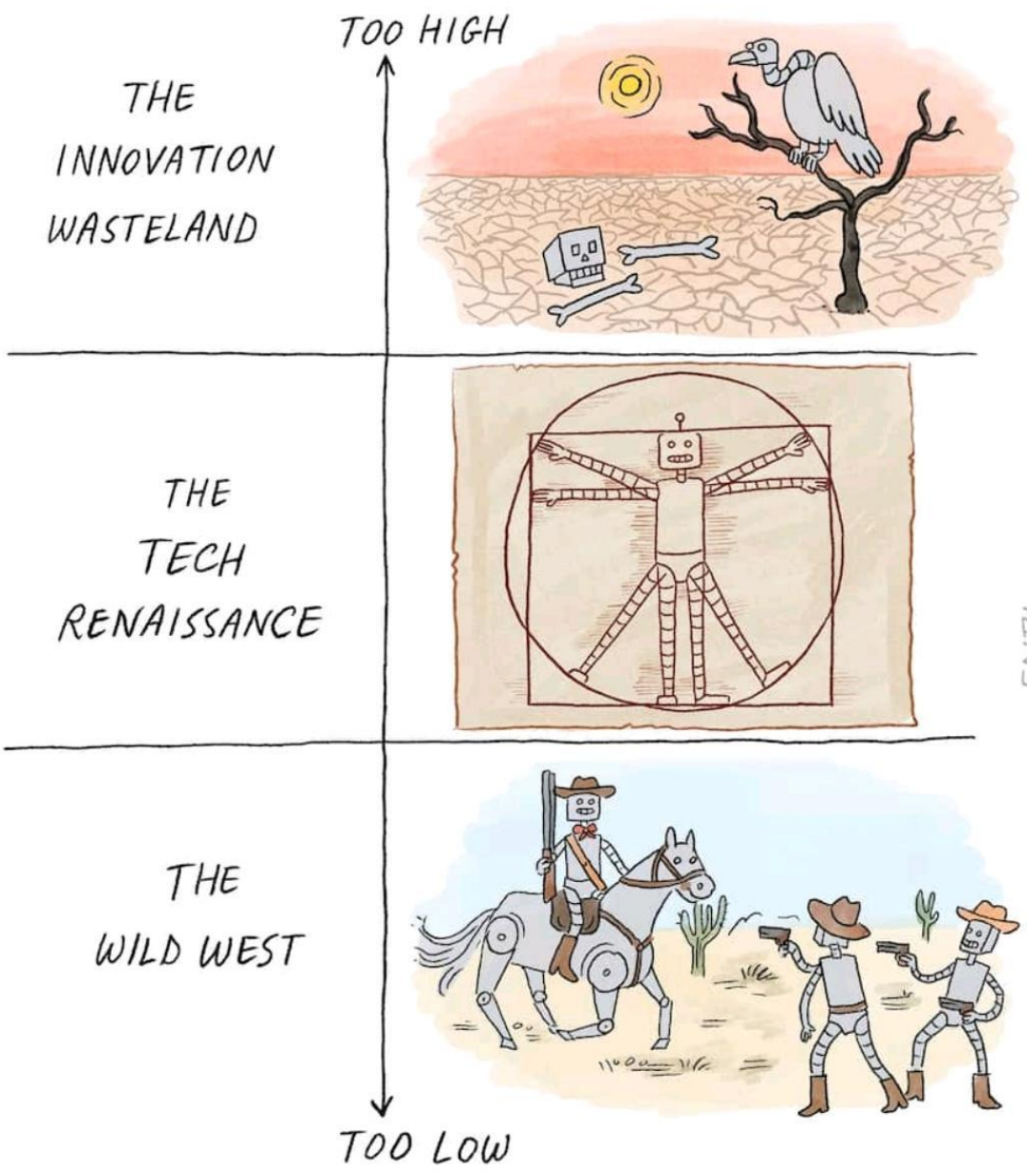
Most don't know what to do...for those that do:



What is evident is that there exists a tension between those saying “Go,Go,Go” and those advocating for “Go,Slow,Go”



THE AI REGULATION SWEET SPOT





UNESCO's SDG4 mandate calls inherently for a human-centered approach to AI. **It aims to shift the conversation** to include AI's role in addressing current inequalities regarding access to knowledge, research and the diversity of cultural expressions and **to ensure AI does not widen the technological divides within and between countries.**

Is there a role for GDN?

- An opportunity to act as a convener at the intersection of education, AI and multilateralism goals? If so what would be the potential aims of these convenings?
- Do we promote the development of ethical AI use frameworks?



Last polling question: WORDCLOUD

Think about self-driving cars and taxis: What do you think the first AI enabled tectonic shift is going to be in the education workforce continuum?



Join at menti.com | use code **7670 8176**

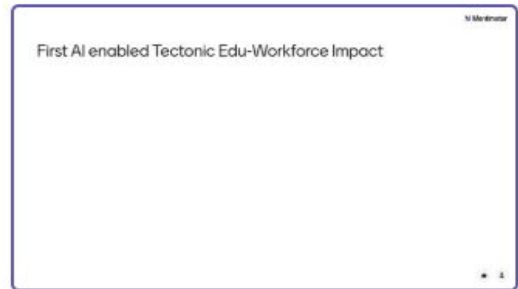
Mentimeter

Menti

Untitled presentation



Choose a slide to present



First AI enabled Tectonic Edu-Workforce Impact

fast bold
creative
inspiration leader focus
transpiration



Leaning into the next year....



THIS IS AI

AI

AGI

MACHINE
LEARNING

DEEP
LEARNING

GEN AI

LLMs

WHAT PEOPLE CALL AI



Francesco Fusco ✓

October 24, 2025

Leaning into the future....

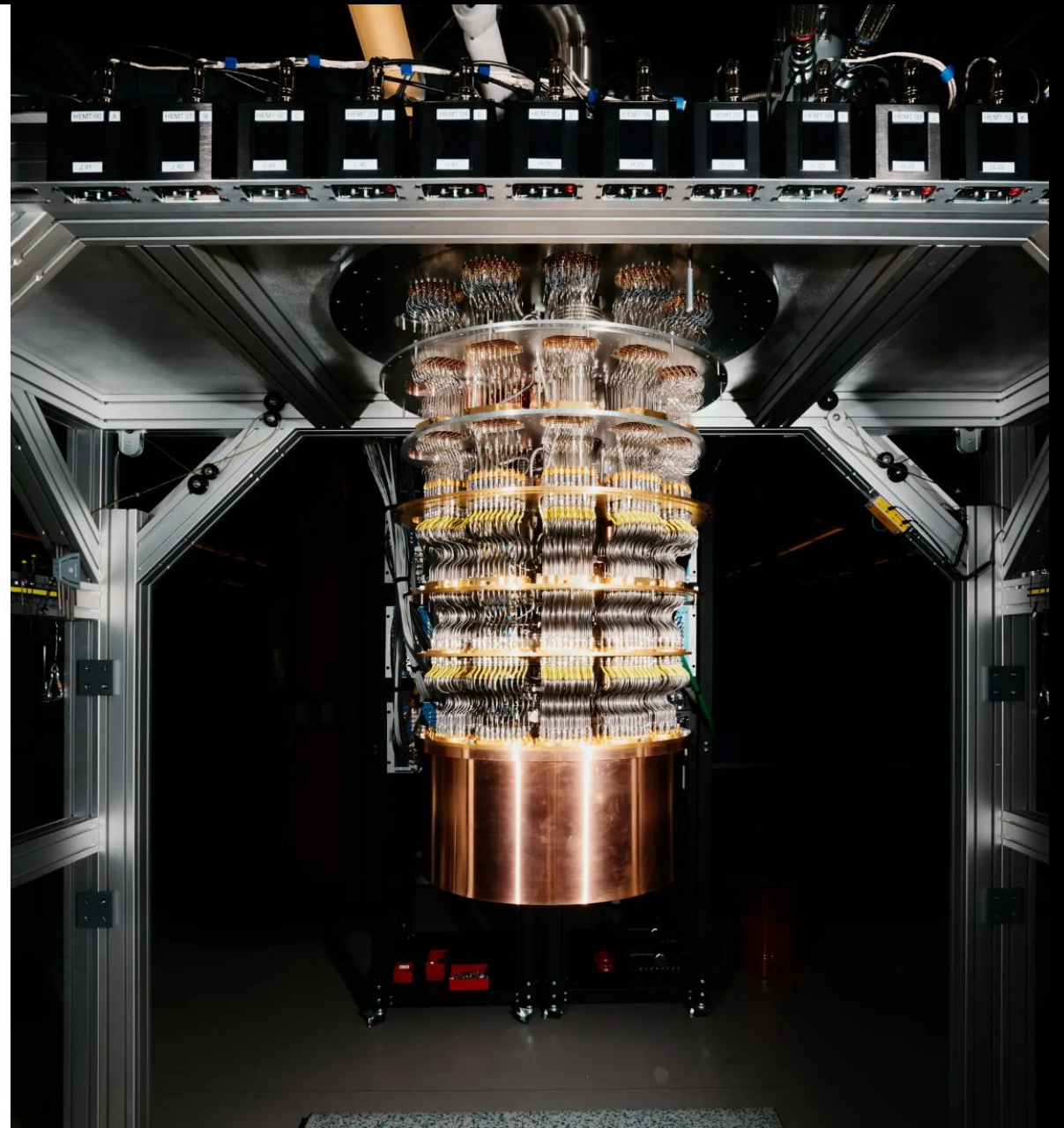


The New York Times

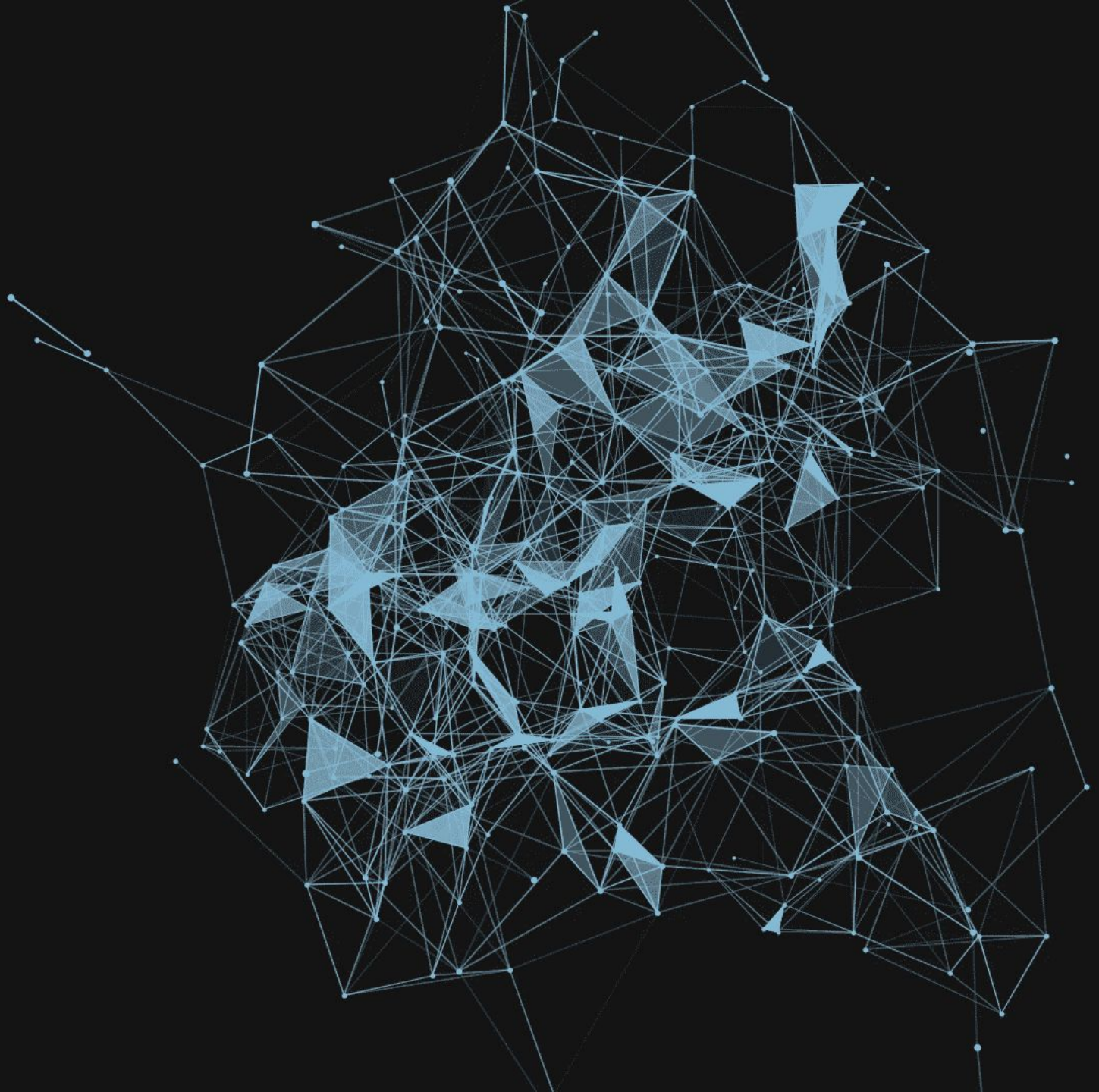
Account ▾

Google's Quantum Computer Makes a Big Technical Leap

Designed to accelerate advances in medicine and other fields, the tech giant's quantum algorithm runs 13,000 times as fast as software written for a traditional supercomputer.



Questions?





SOURCES 1/2

Global status

- Record pace of AI use growth: <https://www.investmentresearchpartners.com/post/chart-of-the-week-6-29-2025-the-monetization-dilemma>
- Ai Readiness Index: <https://oxfordinsights.com/ai-readiness/ai-readiness-index/>
- Global Infrastructure Outlook: <https://outlook.gihub.org/>
- World Bank Group Infrastructure Monitor: <https://openknowledge.worldbank.org/entities/publication/251a7442-debb-470a-9132-f1e829f77f23>
- AI Innovation in the Global South CSIS: [An Open Door: AI Innovation in the Global South amid Geostrategic Competition](#)
- Ethics and AI: <https://humanityai.ai/>



SOURCES 2/2

Employment and jobs

- EU AI Act: Annex on Education and hiring use cases: [Annex III: High-Risk AI Systems Referred to in Article 6\(2\) | EU Artificial Intelligence Act](#)
- Pitfalls of LLM's making hiring decisions: <https://eightfold.ai/learn/evaluating-the-promise-and-pitfalls-of-llms-in-hiring-decisions/>
- Current AI job view: <https://www.bcg.com/publications/2025/ai-at-work-momentum-builds-but-gaps-remain>

Enterprise links:

Primer: You can With AI (KPMG) podcasts (7): [You can with AI.](#)