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Managing your Career in the Age of AI

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Effect of AI & Economics

- AI and automation in tech has caused **350,000 layoffs** in 2023 – 2024
- Shifting priorities in business to reduce costs has further fueled layoffs.

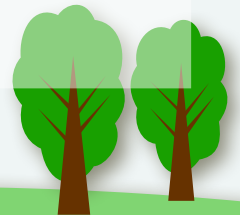


Effect of AI & Economics – Take Away

- Due to code and workflow restructuring less software developers are needed. Local companies laid off workers.
- There are hiring freezes that may last years. So if you are laid off you probably will have to move to a new job or non-technical career to find work.
- Getting hired on job board jobs is extremely difficult due to competition from laid off workers.

Decide What Career

- Do you want a technical career? Software Development, Project Management, etc are changing. AI and Data jobs seem popular right now but check job trend numbers first.
 - Check the job trend numbers for most popular jobs for the current year. Dice.com and the Bureau of Labor Statistics <https://www.bls.gov/> also publishes job trend data that can help you determine jobs that are currently hiring.
- Non-technical field like engineering, health care, construction, trades, etc. may be a better longer-term option. (CNC Mill operator example)
 - These are slightly less vulnerable to AI.
 - If you are just starting your career choosing a non-technical career will be better for long-term career stability. These jobs often have less stress.
- If you are mid-career do you need to move laterally to another career path?
 - **If you still have a tech job stay at that job.** But be prepared to move to a new job or non-technical career if needed.
 - Have an emergency fund!



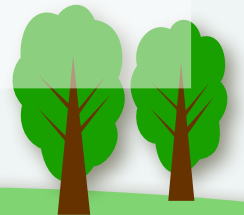
P.A.A.R Method – Managing your career is an active process.

- Plan your career
- Act – Get a job & build your career.
- Assess your progress and adjust as needed.
- Repeat



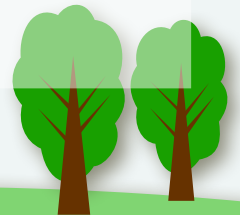
What PAAR looks like in action...

- Make a Career **Plan**
- **Act** - Get a job and build your career. Move from job to job.
- **Assess** the metrics in your career plan to see how you are progressing.
 - Make any adjustments to your job and plan that make sense to you.
 - What is working? What isn't working?
 - Am I improving my skills? Am I moving up at work?
 - Has my job been affected by AI? What is the best move if I get laid off?
- **Repeat** the process as new jobs or life events happen.



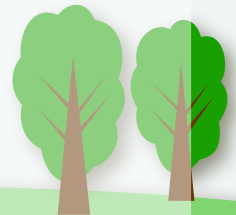
What is in a Career Plan?

- What career field do you want to be in?
- Where do you want to get training?
- How are you going to pay for the training?
- Make a list of companies you would like to work for. (This helps with future jobs).
- Does working for these companies involve moving to a new location? Where are moving expenses coming from?
- What **career style** are you going to have?
- What criteria shows you are succeeding in your career?
- Where will you save for Retirement?
- Do you have an emergency fund?
- What will you be doing outside of work for fun and staying healthy?



An Example Career Plan

- What career field do you want to be in?
 - Software Development – C# Windows Development.
- Where do you want to get training?
 - Utah State University
- How are you going to pay for the training?
 - GI Bill, job to pay book expenses.
- Make a list of companies you would like to work for.
 - Conservice, ASI Robotics
- Does working for these companies involve moving to a new location? Where are moving expenses coming from?
 - Emergency fund in a savings account at the bank.
- What **career style** are you going to have?
 - Job to Job – to gain multiple experience.
- What criteria shows you are succeeding in your career?
 - Do I have enough money to retire?
 - Do I have enough knowledge to start my own company?
 - Am I helping people with technology?
- Where will you save for Retirement?
 - Vanguard
- Do you have an emergency fund?
 - Savings account at bank
- What will you be doing outside of work for fun and staying healthy?
 - Activities - Walking, Hiking.
 - Fun - Camping, Going to Beach, Travel to new places.



Now you need to get Training.

- Self study - Books, videos, online courses, tutorials, etc.
- Bootcamps - Intensive short term training programs.
- College or University - 2 year or 4 year degrees.
- Certifications - Industry recognized certifications.
- Apprenticeships - Learning on the job with a mentor.

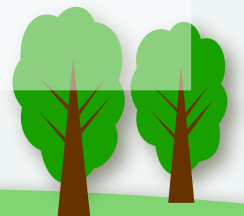
Technology changes fast – Learn throughout your career.

The nice thing about tech is so many ways to get training!



Finding a Job

- Easiest to find a job at a local company. So apply directly on company website.
- Be willing to move to East or West coast in United States. These area have more jobs.
- Look for a large metropolitan area that has a high concentration of tech jobs. (SLC / Lehi)
 - This allows you to get a house but still have many future jobs to choose from.



Leverage AI tools in Job Search

- Use standard Job boards (Indeed / ZipRecruiter) to find East / West coast jobs before you move.
 - Leverage the automated emails for new jobs directly to your inbox. This helps focus your search on jobs that interest you.
- Use automated AI Job finding tools
 - Jobright.ai (<https://jobright.ai/>)
 - Enter your info / resume and pipes you jobs based on percentage of fit for the job. Sent to your email.
 - Has some international jobs.



Leverage AI Tools for Job Search

- There will be more than one AI job search tool: [Jobright.ai](#), [remotejobsfinder.co](#), [aiapply.co](#).
- You can use AI tools to re-write your resume in a modern format. These are usually available on job board websites.
- Job searching is time intensive so leverage all these tools to help manage the time spent.



Job Search Hints

- Use Google maps to search for local tech companies.
- Applying locally seems to work best currently. Apply directly on company website.
 - Follow up with company directly.
- Use a recruiter if you can. Recruiters may reach out to you if you have specific skills.



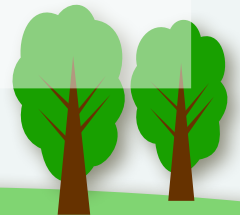
Getting the First Job – Interview Tips

- Resume – take extra printed ones with you.
- Experience in a technical job. Either internship or job during college that is tech related.
- A working project in the programming language and with an SQL back-end to show interviewers. Proves you can do job at a basic level.
 - For AI or Data this may look different, but **showing working knowledge helps you get hired.**
- Start applying and interviewing while still in college.
- Where is the money coming from for the move to the new job?
 - Plan ahead for fuel and first / last months rent at new location.



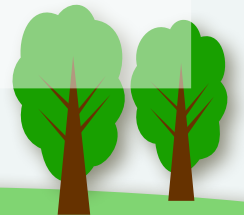
Building your Career

- Master your tech skills. Be the expert.
- Invest for retirement - start early in your career.
- Consider team leader or management positions.
 - What is your long-term value to the company?
- You may work for as many as 8 or 9 companies in your career. So monitor your career progress at each of these job changes. Does your career plan need modifications?
 - Have your career goals changed?
- Life events may require you to modify your career plan.
 - Keep your family in mind. What is best for you and them in the current situation?



Building your Career – What about AI

- What will tech look like in 5 to 10 years given the increased use of AI?
 - No one really knows, but layoffs in tech are an indication of what is to come.
 - "Godfather of AI" Geoffrey Hinton: The 60 Minutes Interview
 - Take away - If you have a tech job stay doing it, but be prepared to move to a new career or job.
 - Have an emergency fund to help pay for unexpected events like being laid off.



Preparing for Retirement

- Invest Early and Often. Be consistent.
- Consider a self-managed investment company after your first job. This allows you to rollover your 401K and gives you more control over how you invest.
- What amount of money do you need to retire? You may want to consult with an investment advisor for this.
 - Bankrate retirement calculators are good for what-if scenarios.

Retirement will come, so it is important to prepare and invest early.



Financial Management during your Career

- Keep expenses and bills low.
- Maximize your income.
- Pay off your debts (as fast as possible).
- Zero debt helps you maximize savings and investments amounts.
- **Invest early and often.** You can't make up for lost time on investments.

Dave Ramsey -

<https://www.ramseysolutions.com/dave-ramsey-7-baby-steps>



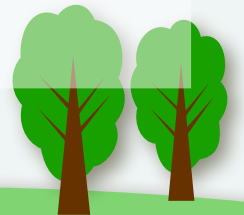
Outside Interests and Fun

- Tech can be a very high-stress so it is important to include exercise and outside interests to help maintain your life-balance.
- Exercise at least 30 minutes a day. This will help reduce stress and keep you healthier.
- Have activities you enjoy for your nights, weekends, and holidays.
 - Walking, camping, hiking, going to the beach, gardening, sports, etc. Whatever you enjoy...
- Which of these activities will you be able to do in retirement?



Stress Management & Mental Health

- Software development and many professional jobs require you to sit for extended periods. So get up each hour and walk around. This gets your blood flowing and helps reset you mentally.
- Get 30 minutes or more of exercise each day. This helps your body stay healthy and helps lower your stress.
- Pay attention to the stressed, bored, or overwhelmed feelings. It may be time for a job move or a lateral move to another non-technical career field.
- Talk your stress level over with friends, family, trusted co-workers. If needed talk it over with a professional.
 - **Your life is more important than a job!**



Final Hints for 2025

- With the tariffs and AI combining it is making the tech jobs incredibly hard to find. So **if you have a job keep it.**
- Due to AI fueled layoffs there is much more competition for tech jobs. 1 in 2000+ for most jobs on one job site. So you may have to do a lateral move to another career field to find work.
- Look locally for jobs and talk directly to the company you want to work for. Better chance to get hired!



For More Info

- For more career info -
- <https://pro-coder.co/training/career/>
- This career section goes into more depth on individual topics.



Thank You

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Questions?



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