

LEARNING IN THE AGE OF AI

From Access to Proof

How we learn, practice, and prove what we can do — for students, professionals, employers, and Hawai'i.

State AI Workforce Readiness Symposium

ABOUT TODAY'S SPEAKER



Praveen Khurana

Building AI solutions · Helping people learn and grow

- Technology professional building AI solutions
- Learning & enablement leader
- AI guide, coach, and mentor
- Community guide and advisor — educating and guiding youth
- Advisory board · Imua Onipa'a

WHY THIS, WHY NOW

The ground is moving under all of us



+78M

Net new jobs by 2030
(170M created, 92M lost)



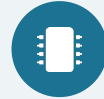
39%

Of core job skills change by
2030



59 / 100

Workers need reskilling by
2030



#1

AI & big data: fastest-
growing skills

Source: World Economic Forum, Future of Jobs Report 2025

The barrier is falling: learn free, practice for real



Learn — free & ungated

- Salesforce Trailhead, AWS, Google, IBM
- Amazon “AI Ready” reached 2M people
- World-class training, \$0, on demand



Practice — on the real thing

- Real cloud sandboxes (AWS, Codio)
- AI practice partners (AWS SimuLearn)
- Build a portfolio of real work

AI is a strong coach and a poor crutch — use it to think more, not less.

The degree question, honestly

EMPLOYERS SAY

85%

say they hire on skills

WHAT ACTUALLY CHANGED

<1 in 700

hires changed when degree rules dropped (~0.1%)

A credential alone no longer sets you apart. Provable skill does.

Your portfolio becomes an auditable record



A resume

Says what you claim. Self-reported, unverified — and now easy to fake with AI.



An auditable record

Shows what you did and how you performed.
Verifiable — like a university transcript, for skills and real work.

Built on: Open Badges 3.0 / LER · held in your digital wallet · already live in Trailhead & IBM badges

Employers need this to weigh skills with confidence — the proof that can stand in for the degree-and-experience filter.

How hiring itself is changing



THEN

Recruiters began sourcing from public LinkedIn profiles — people got calls for roles they never applied to.



NOW

Portfolios, skills and reviews increasingly outweigh credentials — especially in independent work.



NEXT

AI scans verifiable portfolios to surface provable candidates and staff projects.

Where it's heading: 27.7M full-time U.S. independents (2× since 2020) · remote & proof-based · ~56% wage premium for AI-skilled roles

A single “post-your-portfolio” marketplace — price, availability, reviews — is a plausible next step; the pieces already exist.

Sources: MBO Partners / Upwork (2024–25); PwC AI Jobs Barometer 2025

How to stand out — the playbook

- 1 Learn free on the open platforms (Trailhead, AWS, Google, IBM).
- 2 Practice on the real thing — sandboxes and AI sims. Build, don't just watch.
- 3 Build in public — a portfolio of real work beats a list of courses.
- 4 Stack verifiable credentials an employer can click and trust.
- 5 Show you can learn fast — the meta-skill.



A credential is earned, not collected. Salesforce's own Admin-cert prep runs ~50 hrs of hands-on work — about 115 hrs for newcomers.

A leapfrog for island talent



Location-independent

Remote, proof-based hiring doesn't care where you live.



Service → proof

Apprenticeships issue verifiable credentials for real work.



Proof → opportunity

A portfolio clients and employers can find, verify, and hire.

Proof-based work is location-independent — our people can reach the leading edge of employment from right here. That is imua.

One ask for each of us



Students & youth Start your record — one free platform, one real project, one verifiable badge.



Professionals Document what you can already do. Turn experience into verifiable proof.



Employers & recruiters Pilot one skills-based hire. Accept credentials. Read portfolios, not just resumes.



Academia Issue auditable records alongside degrees. Teach students to build proof.



Government & county Fund portable credentials and apprenticeships — rails for remote-ready talent.

FROM ACCESS TO PROOF

The barrier used to be access — to tools, to practice, to expertise. That barrier is falling. What matters now is initiative and proof: what you can do, and whether you can show it.

The tools are open. Hawai'i's opportunity is to build the pathways — and the verifiable records — that let local talent prove itself, from anywhere.

Imua.

Selected sources

- WEF, Future of Jobs Report 2025.
- HBS & Burning Glass Institute (2024) — skills-based hiring.
- TestGorilla, State of Skills-Based Hiring 2025.
- Salesforce — Trailhead; Admin-cert prep hours.
- Amazon, AWS — AI Ready, SimuLearn, sandboxes.
- 1EdTech — Open Badges 3.0, CLR/LER.
- MBO Partners / Upwork — independent workforce (2024–25).
- PwC — 2025 AI Jobs Barometer (wage premium).
- Nature 2025; J. Teaching & Learning 2025 — AI-tutor evidence.
- U. of Phoenix — LER wallet pilot (2025).