

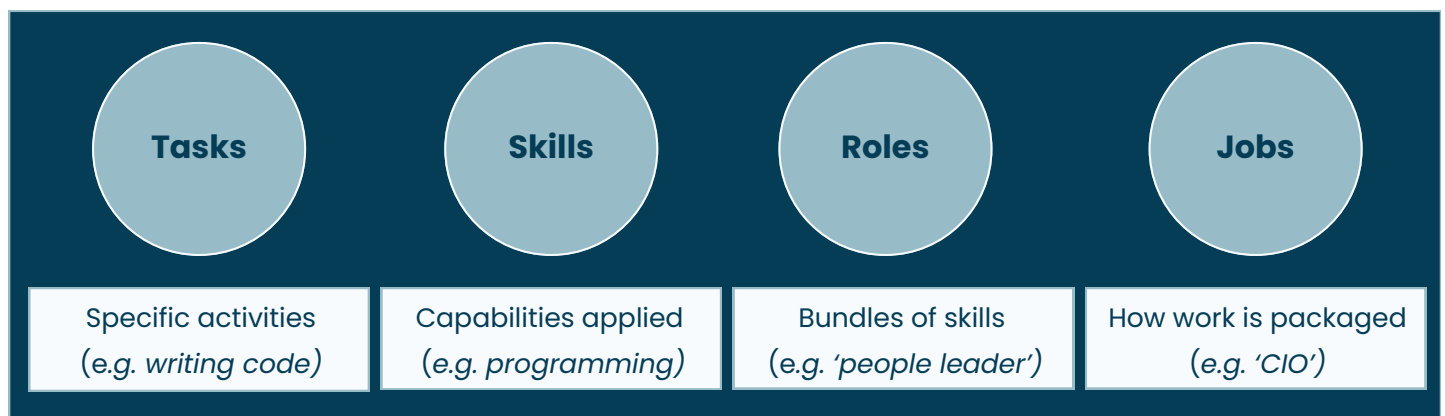
Skills vs Tasks vs Roles

A practical decision guide for workforce planning in the age of AI

Why This Matters

AI is changing work in many different ways, and workforce planning needs to evolve to keep pace:

- Tasks are changing faster than job descriptions are updated
- Some activities disappear, others accelerate
- New forms of work are emerging inside existing roles



What AI is really doing to work

AI doesn't replace jobs outright. Instead:

- Some tasks disappear
- Some accelerate
- Some are completely new

This leads to:

- Different skill needs
- Changing job expectations
- Jobs that look the same, but are not

Tasks change first
Jobs lag behind
Roles + skills are the key to flexible planning

Questions?

hello@digitalskillsagency.com
+64 3 667 7780

The Planning Guide

How to decide what to plan, and where to focus

1. Choose the Right Planning Level

If this is happening...	Focus here
Tasks changing rapidly	Skills + roles <i>Reassess capability, rebundle roles</i>
Moderate task change	Roles <i>Adjust expectations, development</i>
Work relatively stable	Jobs Prioritise as needed

2. Start With Three Questions

1. Which tasks are changing fastest?

- *Where work is already changing*



2. Which jobs are becoming unclear?

- *Where job titles no longer reflect reality*



3. Where are human judgement needs increasing?

- *The areas where human expertise matters more*

3. How to Apply

 **HIGH CHANGE**
Tasks changing fast
 *Review skills + roles*

 **MODERATE CHANGE**
Work evolving more slowly
 *Review roles*

 **LOW CHANGE / STABLE**
Minimal / no task change
 *Review as needed*

Questions?

hello@digitalskillsagency.com
+64 3 667 7780