

SC: Employment Upheaval

PART I — FORESIGHT SNAPSHOT | SC: Employment Upheaval | Fixed Time-Stamped Synthesis

2026 SC: Employment Upheaval

Card Type	Societal Challenge
Series	Immersive Futures Guild — Vision 2035
Layer	1 — Atomic Foresight Object
Status	Active
Confidence	Medium
Workshop	Circle of Scholars — January 2026
Facilitator	Circle of Scholars Workshop Team
Tags	employment reskilling workforce layer1 sc
Tally.so Form	https://tally.so/r/ilrn-if-sc-employment-2026

AI and automation are restructuring labor markets in ways that have direct implications for education and training systems. Immersive learning technologies are simultaneously positioned as responses to reskilling demands — enabling rapid, high-fidelity vocational and professional training — and as potential contributors to job displacement in educational and training sectors. The research evidence on XR-based skill transfer to real workplace performance remains limited and contested.

Key Drivers / Contributing Conditions:

- AI-driven job displacement projections across multiple sectors
- Demand for rapid, scalable reskilling infrastructure
- Vocational and professional training transformation needs
- Growth of non-traditional career pathways and gig economy contexts

Educational and Design Implications:

- Demand signal for immersive vocational and professional training investment
- Research urgency for transfer studies connecting XR training to work performance

- Policy coordination between EdTech systems and labor market institutions

Tensions Carried Forward to Part II:

- Does immersive training address structural employment displacement or obscure its systemic causes?
- Who should bear the cost of XR-based reskilling — individuals, employers, or public institutions?

Linked Scenarios / Strands: See cross-links above

Ways of Knowing: Tree · Garden · Lantern

PART II — COMMUNITY EVIDENCE & DIALOGUE TRACK | SC: Employment Upheaval | H2 2026 — Living

T	<p>COMMUNITY CONTRIBUTION FORM — SC: Employment Upheaval</p> <p>Submit case examples, methodological challenges, cultural perspectives, and proposed evidence criteria via: https://tally.so/r/ilrn-if-sc-employment-2026</p>
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Part II — Scope and Instructions
This section collects community responses, case examples, and challenges to the Part I foresight snapshot above.
It opens July 1, 2026 and undergoes synthesis review in September 2026, November 2026, and January 2027.
Contributions are submitted via the Tally.so form above and appear in the registers below after editorial review.
The Part I text is not modified in response to Part II contributions; it is versioned at the Annual Handoff review.
Contribution categories: Case Example Methodological Challenge Cultural/Community Perspective Proposed Evidence Criterion
Ways of Knowing accepted: Tree (evidence) Garden (practice) Lantern (futures)

Tensions Open for Community Response:

- Does immersive training address structural employment displacement or obscure its systemic causes?
- Who should bear the cost of XR-based reskilling — individuals, employers, or public institutions?

Contributor / Date	Category	Way of Knowing	Contribution Summary
[Awaiting contributions — form opens July 1, 2026]			

Revision #1

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