

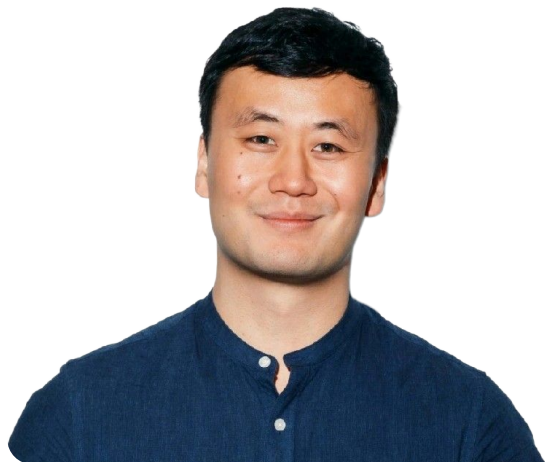
April 10, 2026

CUNY CSAC: Reimagining Career Readiness in the Age of AI

Handshake



Your Presenters



Randy Tarnowski

Director of Research, Economist



Angela Bonhomme

Head of Fellow Experience, Handshake AI



Francisco Cordero

Senior Relationship Manager

01 Handshake's AI investments

02 Handshake insights on AI

03 Group discussion/Q&A

Insights from the world's largest early talent network

Handshake Network Trends draws on:

Platform data

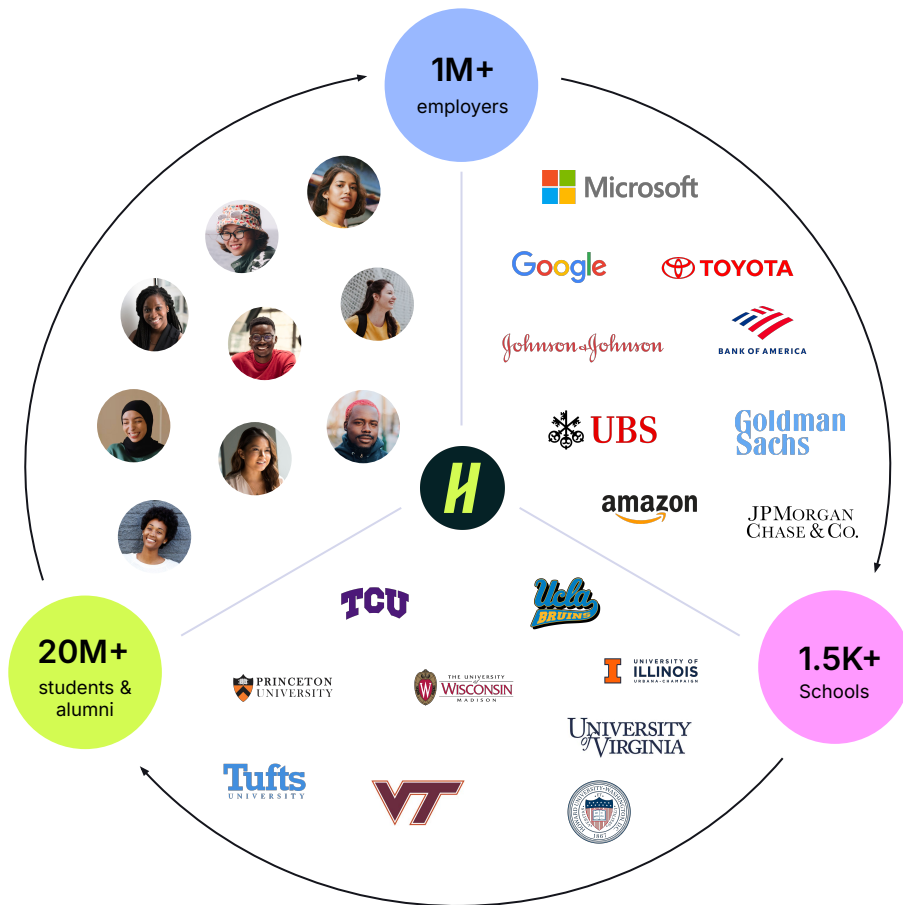
from the millions of job postings and applications on our platform

Survey data

from our network of 20M+ students and alumni

Interviews

with job-seeking students, recent alumni, employers, higher education



Since 2020, CUNY students have been active on Handshake

2.2 million+

applications submitted since
2020

145K+

students & alumni activated

22/25

CUNY schools partner with
Handshake

Handshake is a comprehensive career-readiness platform, offering more than just job listings—all included in one price

Jobs & employer connections



Job & internship postings



Relationship management & tracking



On-campus interviews



On-campus jobs



Employer messaging

Guidance & communication



Advising appointments



Events & career fairs



Resource library



Targeted emails



Customized collections

Data & outcomes



FDS & sourced outcomes



Experiential learning



Embedded insights



AI reporting



Analytics & custom reporting

Handshake's Investments in AI

Handshake wants to prepare students to thrive in the AI economy

Learn

Build essential AI literacy through hands-on experience, no matter your background

Earn

Earn competitively and transparently on your own schedule

Grow

Get validated skills and relationships that strengthen your long-term career path

Our AI strategy spans features in Handshake, skill development, and access to AI-related work

AI features

All users can leverage AI to make career exploration, recruiting, and career services workflows easier.

We're actively experimenting with AI features today.

AI skills

Students can acquire AI literacy through Handshake.

We're running experiments around AI skills this spring.

AI work

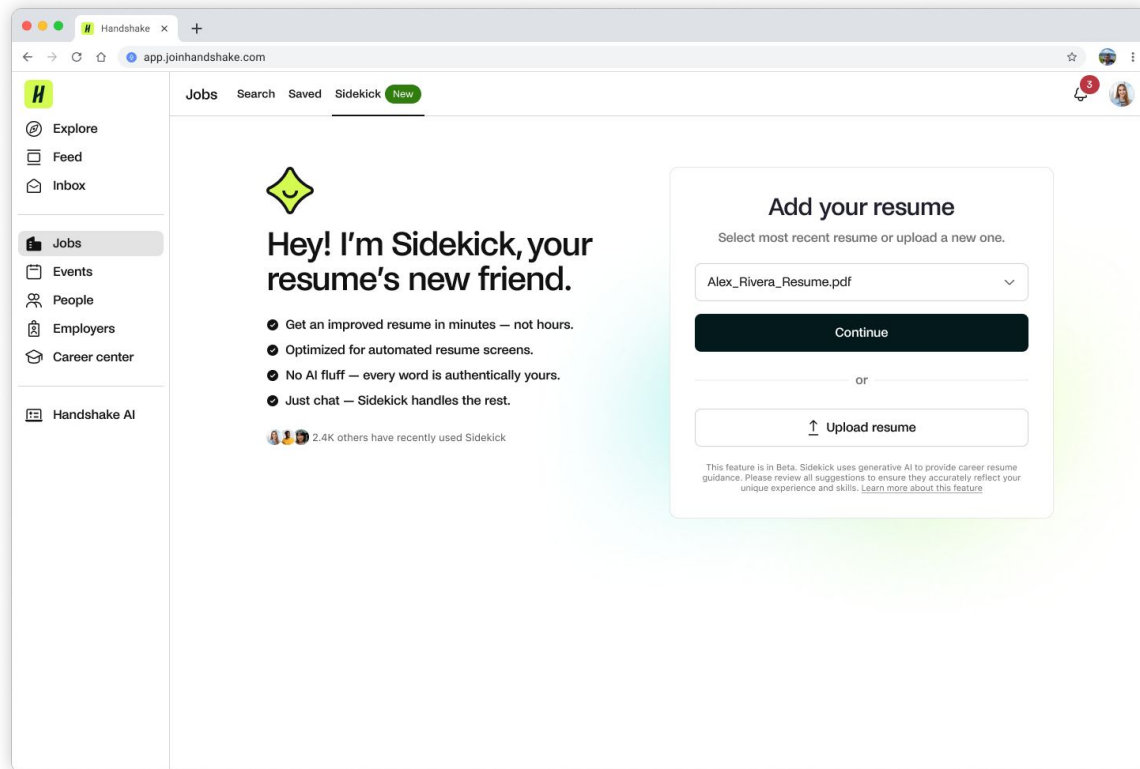
Students can earn, learn, and grow with opportunities from Handshake AI.

Students can access Handshake AI opportunities today.

Students can make their application stand out with an assist from AI

Students

Spring 2026



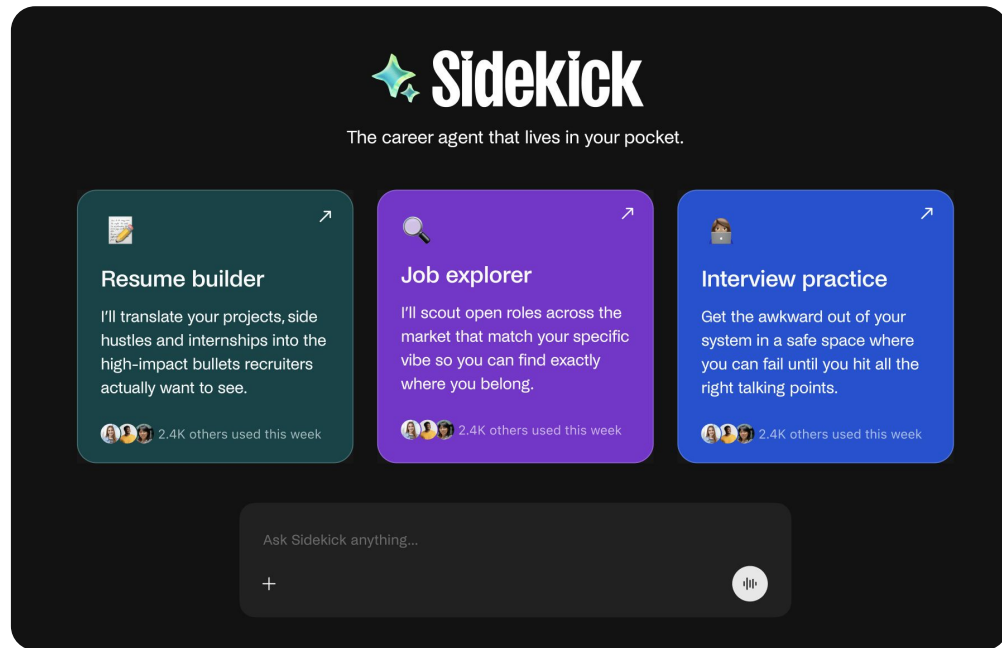
Design subject to change

Our vision is an AI Sidekick that can help students at key points in their journey

We'll run experiments with individual use cases this spring to ensure we're delivering value to students

Students

2026



Vision mockup - design subject to change

Our path for **Learn**: from early experiments to AI-ready talent marketplace

1

Test the basics

Curated gallery of student AI projects with “submit yours” flow + profile linkage

2

Add guidance & nudges

Role-based recipes for a few job groups (e.g., sales, marketing, product)

3

AI showcase is here

Established hub with AI tools/employers

4

The AI skills marketplace

Verified AI skills and projects embedded in profiles, search, and employer workflows



@ Explore

📁 Jobs

📧 Inbox 22

📄 Feed

🔍 AI showcase

📅 Events

👤 People

🏢 Employers

🏠 Career center

📱 Handshake AI

AI showcase Projects Codex Creator Challenge New



Limited time offer

Join the Codex Creator Challenge

Build a project, enter the challenge, and showcase your AI skills to over one million employers.

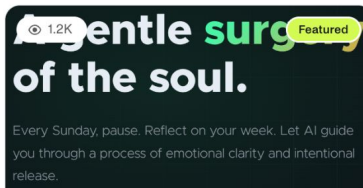
Learn more

Claim \$100 in credits to use in Codex

The offer is available to currently enrolled university students in the United States and Canada.

Project showcase

Submit your project



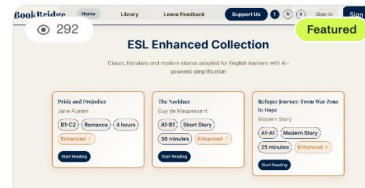
Soul Surgery Sunday

By Samson Adegbenro



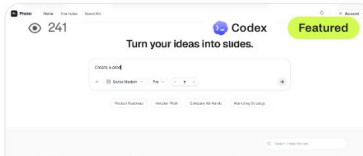
AI-powered visual fashion search app - Search...

By SyamKumar Nune - University of North Texas ...



BookBridge - AI-Powered Reading Platform

By Francois Tshibala - Brigham Young University...



Get the app



Handshake

Handshake AI

Handshake AI offers flexible, paid opportunities for everyone, no prior AI experience required

	Generalists	Experts	Professionals
Pay	\$17-50/hr	\$40-150/hr	\$40-150/hr
Expertise	Open to all current students and grads, all degree levels	Open to those pursuing or holding advanced degrees in an academic domain, from MA to PhD	Open to those with 2+ years experience in the requisite professional field
Skill development	Basic understanding of how to review and supervise LLMs	Gain detailed understanding of the limits & capabilities of AI within your domain	Understand and contribute to AI capabilities in your field
Commitment	You decide how many hours you want to contribute, up to a maximum of 40 hours/week (average 10-20 hours/week).		

What do students have to say about the work?

Across research sessions with undergrads, we consistently hear that students like:



Pay and flexibility

Compensation, plus the ability to work between classes or jobs is seen as a major plus by students.



Trust

The fact that opportunities are associated with Handshake increases comfort among students who are applying to Handshake AI roles



Task variety

Participants enjoy “teaching” or “training” the model and seeing how their prompts shape responses.



Community

Supportive communication in project chats are helpful and appreciated.

"I really enjoy working with Handshake AI because it offers me a flexible schedule and allows me to gain new skills. If you have a really busy schedule, but maybe a few hours in the morning or in the afternoon, this is a great opportunity because you make your own hours and then you can make a little bit of extra money to pay for things like textbooks, rent, groceries, or maybe something that you've been waiting to buy for a long time."

Annabella

Bachelors student at Tulane

CUNY Fellow Engagement with HAI



985

HAI Fellows with at least 1 task completed



75,294

Total hours worked on a project task



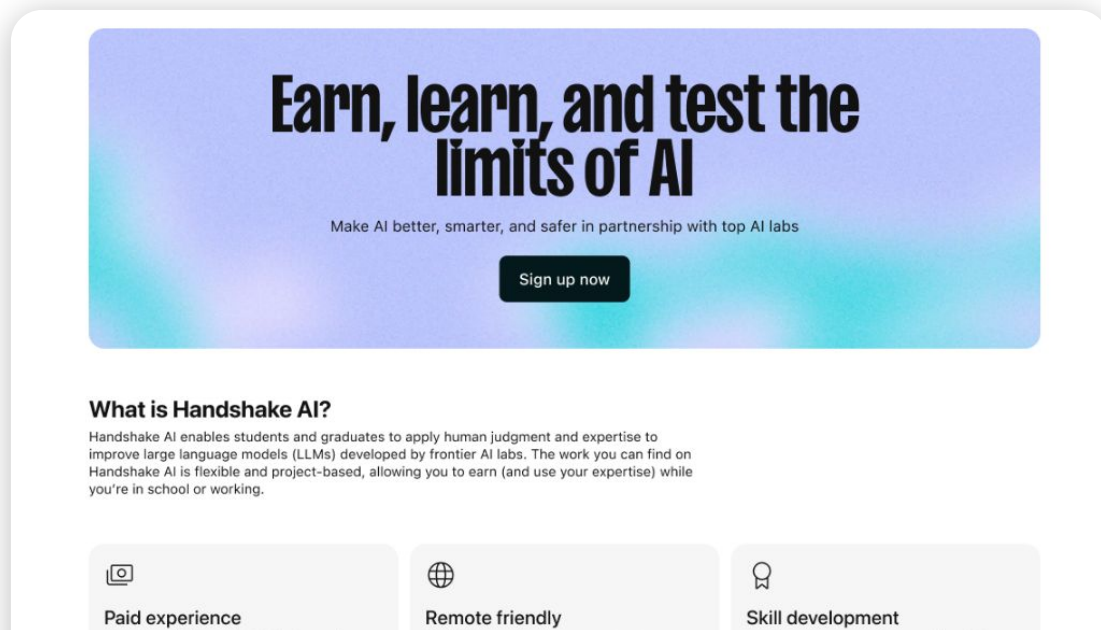
\$1.7 million+

Total payout from completed tasks

How can I educate my students on Handshake AI?

The [Handshake AI fellows website](#) and [this help article](#) both have helpful information you can share with students.

We're also slowly rolling out an in-product page that allows students to learn what Handshake AI is, what roles entail, watch video testimonials, and review FAQs.



The image is a mockup of the Handshake AI landing page. It features a large hero section with a blue and purple gradient background. The main headline reads "Earn, learn, and test the limits of AI" in a large, bold, black font. Below this, a smaller line of text says "Make AI better, smarter, and safer in partnership with top AI labs". A prominent black button with white text "Sign up now" is centered below the text. Below the hero section, there is a section titled "What is Handshake AI?" in bold. The text below this title explains that Handshake AI enables students and graduates to apply human judgment and expertise to improve large language models (LLMs) developed by frontier AI labs. It also mentions that the work is flexible and project-based, allowing users to earn while in school or working. At the bottom of the page, there are three light gray boxes, each with an icon and a title: "Paid experience" with a camera icon, "Remote friendly" with a globe icon, and "Skill development" with a lightbulb icon.

Earn, learn, and test the limits of AI

Make AI better, smarter, and safer in partnership with top AI labs

[Sign up now](#)

What is Handshake AI?

Handshake AI enables students and graduates to apply human judgment and expertise to improve large language models (LLMs) developed by frontier AI labs. The work you can find on Handshake AI is flexible and project-based, allowing you to earn (and use your expertise) while you're in school or working.



Paid experience



Remote friendly



Skill development

Handshake



SAVE THE DATE 🦋 *MAY 6-7* 🦋 *VIRTUAL*

- 10 can't-miss sessions
- Virtual and 100% free
- Featuring the greatest minds in higher education, early talent recruiting, and AI
- Network and build connections



Handshake **access**

May 6–7 · Free and virtual

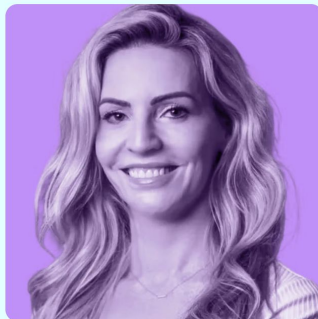
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Register now



**WENDY
STRATMAN MILLER**

Partner, North American Chief People Officer
McKinsey & Company



**GEMMA
QUINN**

Vice President, Global University Recruiting and AI
Research Recruiting
Salesforce



**JOHN B.
KING JR**

Chancellor
State University of New York (SUNY)



**SHANTANU
SINHA**

VP, Google for Education
Google



**MAXIM
MASSENKOFF**

Economist
Anthropic



**ANDY
CHAN**

Vice President
Wake Forest University

AI and early talent

The Gen Z surge has begun

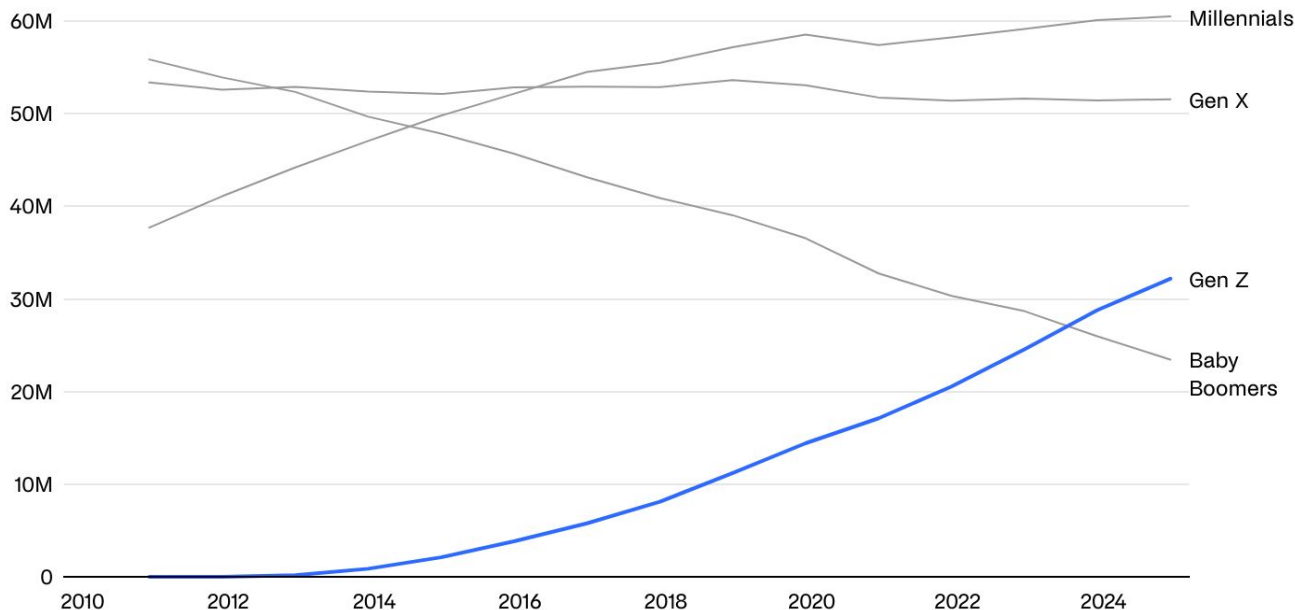
32M

Gen Z makes up over 32 million members of the US labor force (1 in 5 workers) today

30%

Gen Z is projected to make up 30% of the workforce by 2030

U.S. labor force by generation



Source: Handshake analysis of the Current Population Survey accessed via IPUMS microdata

Participation

What trends are you seeing on early talent and AI?

There's a lot of discourse on AI and early talent

Narrative #1:

"AI is eliminating early talent"

THE WALL STREET JOURNAL. AI Is Wrecking an Already Fragile Job Market for College Graduates

Companies have long leaned on entry-level workers to do grunt work that doubles as on-the-job training. Now ChatGPT and other bots can do many of those chores.

Employment + Add to myFT

Is AI killing graduate jobs?

Narrative #2:

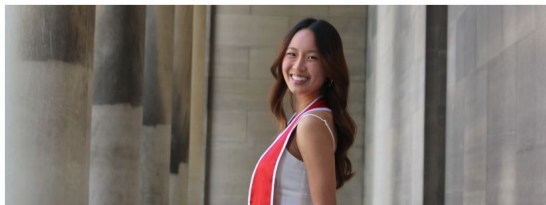
"Gen Z is leading the AI revolution"

THE WALL STREET JOURNAL.

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Silicon Valley's 'youthquake': In the age of AI, founders aren't waiting to grow up

Narrative #3:

"Companies are/aren't making efficiency gains from AI"

ARTIFICIAL INTELLIGENCE

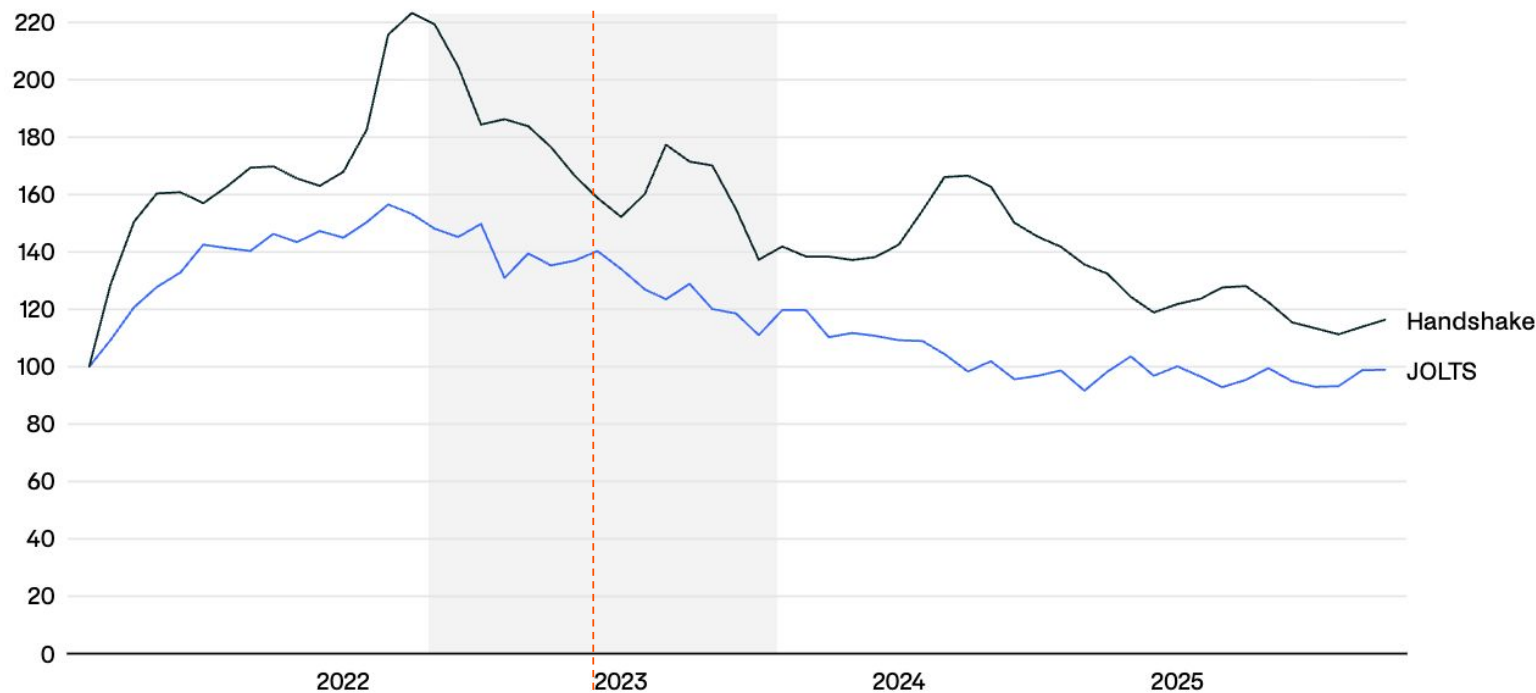
AI is showing "very positive" signs of eventually boosting GDP and productivity

May 13, 2024 Share

FORTUNE

MIT report: 95% of generative AI pilots at companies are failing

Early talent trends follow the labor market



March 17, 2022 marked the beginning of 11 federal interest rate hikes

ChatGPT Launched

Share of active jobs and internships mentioning AI keywords

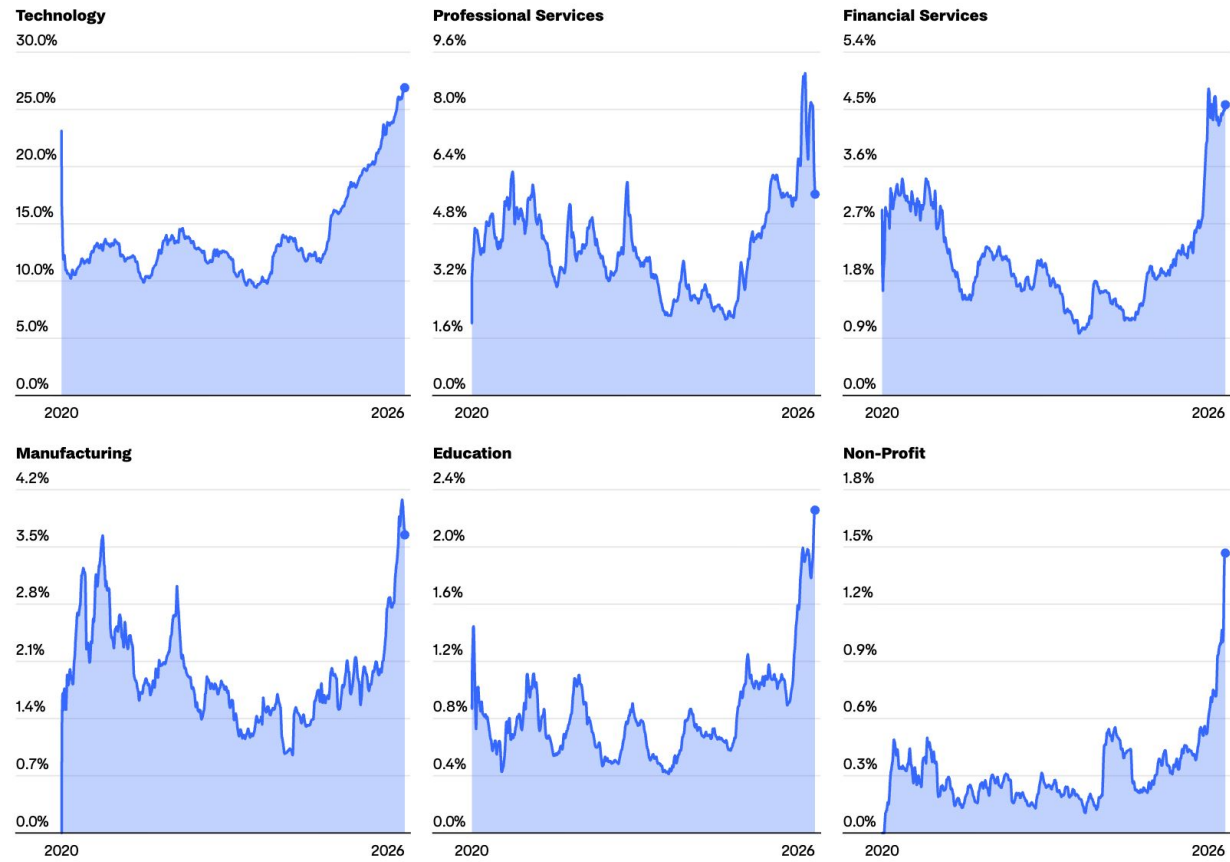
Full-time Jobs



Internships

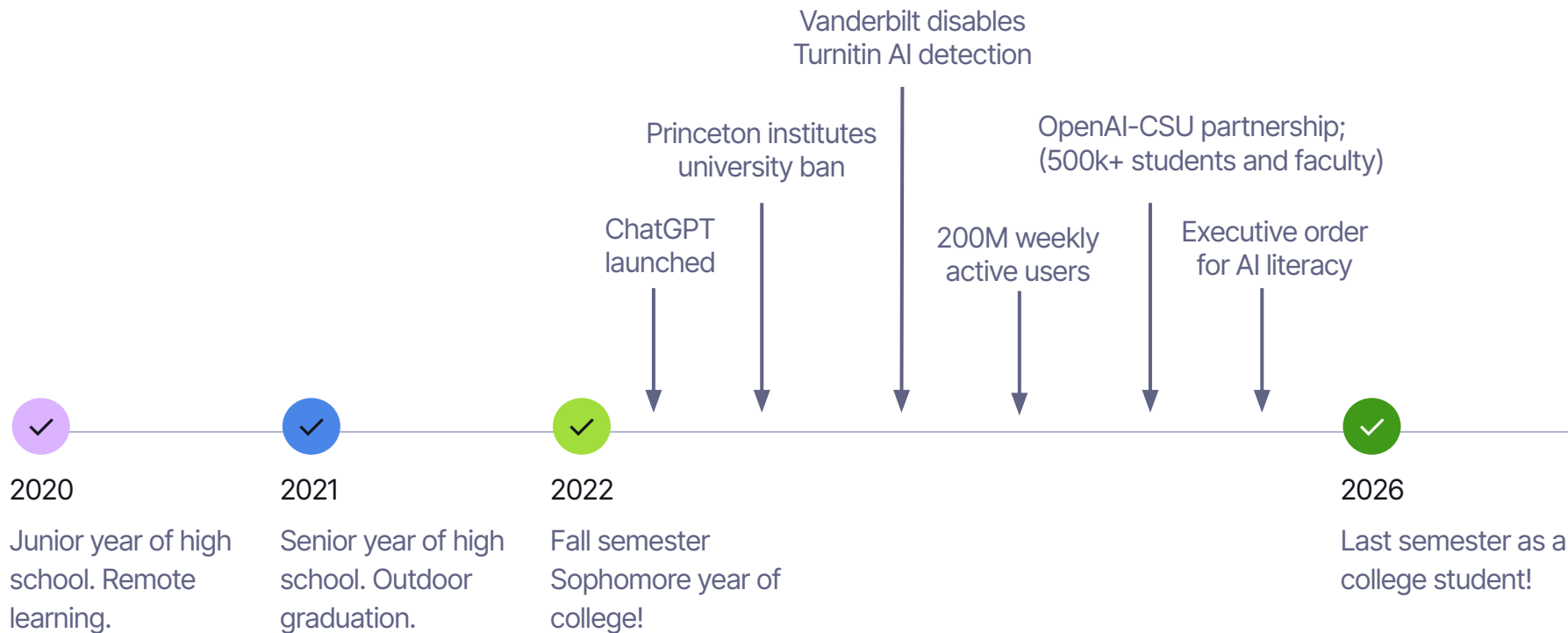


Share of active full-time jobs mentioning AI keywords by industry



Early talent will play a critical role in the AI skills boom

Imagine you're a **college senior**.



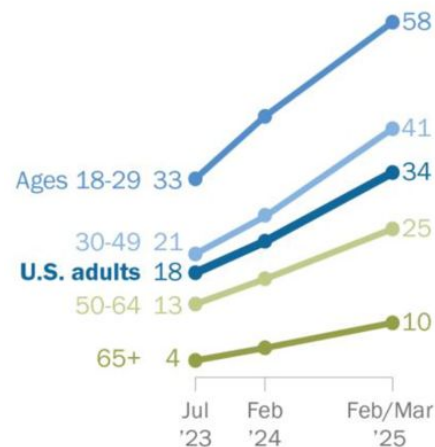
Gen Zers are the fastest adopters of generative AI tools

38% of employed adults ages 18 to 29 say they have used ChatGPT on the job.

This compares with 30% of those ages 30 to 49, 18% of those 50 and older.

ChatGPT use continues to rise; a majority of adults under 30 have used it

% of U.S. adults who say they have ever used ChatGPT



Note: Those who did not give an answer are not shown.

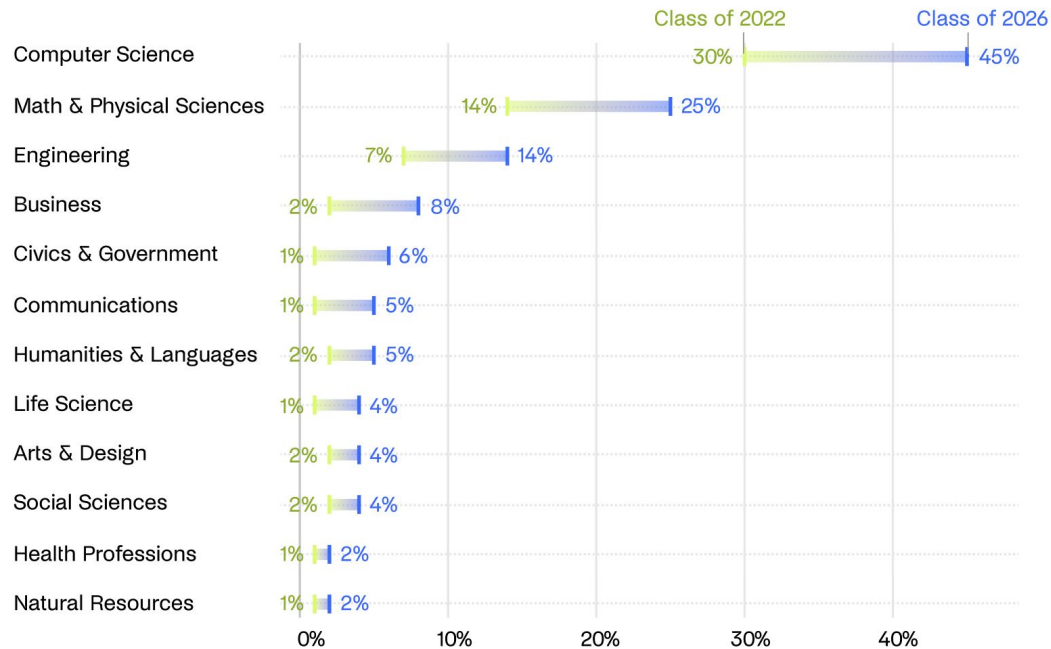
Source: Survey of U.S. adults conducted Feb. 24-March 2, 2025.

PEW RESEARCH CENTER

Early talent brings the AI skills employers are looking for

- Students **across all majors** are highlighting AI experience.
- Resumes uploaded to Handshake that mention AI have **doubled** since 2021.
- Class of 2026 students are mentioning AI at **twice the rate** of their class of 2022 predecessors.

AI mentions in resumes



Based on analysis of resumes uploaded to Handshake in the 12 months prior to the student's senior year.

Source: Handshake platform data, August 2025

GenZ's adaptability in the AI economy

"When you have the knowledge that most people in the business probably wouldn't have, you just bring something different. So I think that's just a good way to think about the job market"

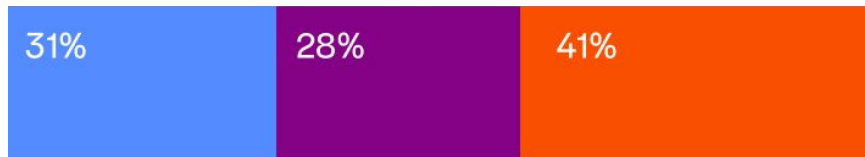


Students are seeking guidance and support on how to use AI

Seniors generally feel confident in their technical ability to use AI at work—only about a third feel they will need more formal training or hands-on practice with AI tools. They are less confident, however, in their grasp of the legal and ethical issues related to generative AI, with well over half saying they will need a better understanding of those issues to succeed in the workplace.

"To succeed in the workplace, I will need..."

... more formal instruction in using generative AI tools



.... more hands-on practice using generative AI tools



.... a better understanding of legal and ethical issues related to generative AI



● Agree ● Neutral ● Disagree

Discussion and Q&A

Where do you believe AI will have the greatest impact on student career readiness/outcomes over the next 2–3 years?

Group discussion

How are students on your campus already using AI for exploration, applications, and interviews—both in visible and “behind the scenes” ways?

Group discussion

What guardrails or principles are you putting in place (or considering) to balance innovation with concerns around equity, privacy, and student trust?

If you had to define an AI vision and strategy for career services in one or two sentences, what would it be?

Handshake



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FAQ: Are international students eligible to participate?

To participate in the Handshake AI Fellowship, you must have:

- A Social Security Number (SSN) or Individual Taxpayer Identification Number (ITIN)
- A valid U.S. work authorization that can be supported by Handshake
 - US Citizens and Lawful Permanent Residents
 - F-1 Visa Holders
 - CPT (Curricular Practical Training)*
 - OPT (Optional Practical Training)*
 - H-4 dependent spouse with an Employment Authorization Document (EAD)
 - L-2 dependent spouse
 - Deferred Action for Childhood Arrivals (DACA)
 - Refugee
 - Asylum seeker or grantee
 - Temporary Protected Status (TPS)

*some generalist projects don't allow CPT/OPT because they doesn't meet the domain requirements

FAQ: Why do students need to submit banking information and ID during the application stage?

- We ask students for banking and tax information upfront so we can efficiently and securely process payments for students.
- ID (drivers license, passport, ID card, etc) is used for identity verification, helping ensure that bad actors can't access Handshake AI opportunities.

FAQ: What does Handshake AI work look like?

The specific type of work will depend on the project and your experience level, but tasks may include:

- Reviewing audio, visual, and text examples
- Writing or refining prompts for large language models (LLMs) to evaluate their response
- Evaluating model outputs
- Assessing accuracy, fairness, or domain-specific reasoning

Many projects also require participants to complete an onboarding process before they can begin tasking. This can include:

- Learning modules
- Practice tasks
- Quizzes

FAQ: What can I do to tell my students about opportunities with Handshake AI?

First, ensure that the opportunities are available to your students:

- Approve Handshake AI as an employer
- Approve Handshake AI's opportunities

Then, consider the following channels to promote the opportunities:

- Add Handshake AI opportunities to your team's collections
- Add Handshake AI opportunities to targeted emails
- Ask your relationship manager to have the Handshake AI in-product page rolled out for your students