



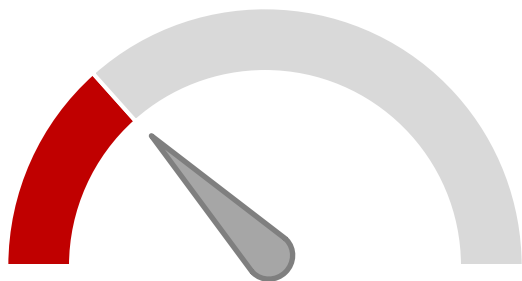
11 September 2025
OAS Workshop

REAPING AND SHARING THE BENEFITS OF AI IN THE WORKFORCE

Mark Pearson

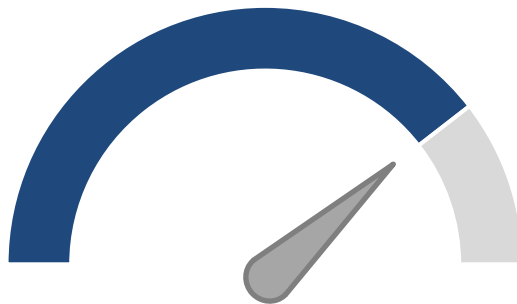
Deputy Director of Employment Labour and Social Affairs

No sign of net job losses due to AI (yet) and a positive impact on job quality



27%

of total employment in OECD
countries is at high risk of
automation (2019)



79%

of workers report AI has
improved their performance at
work



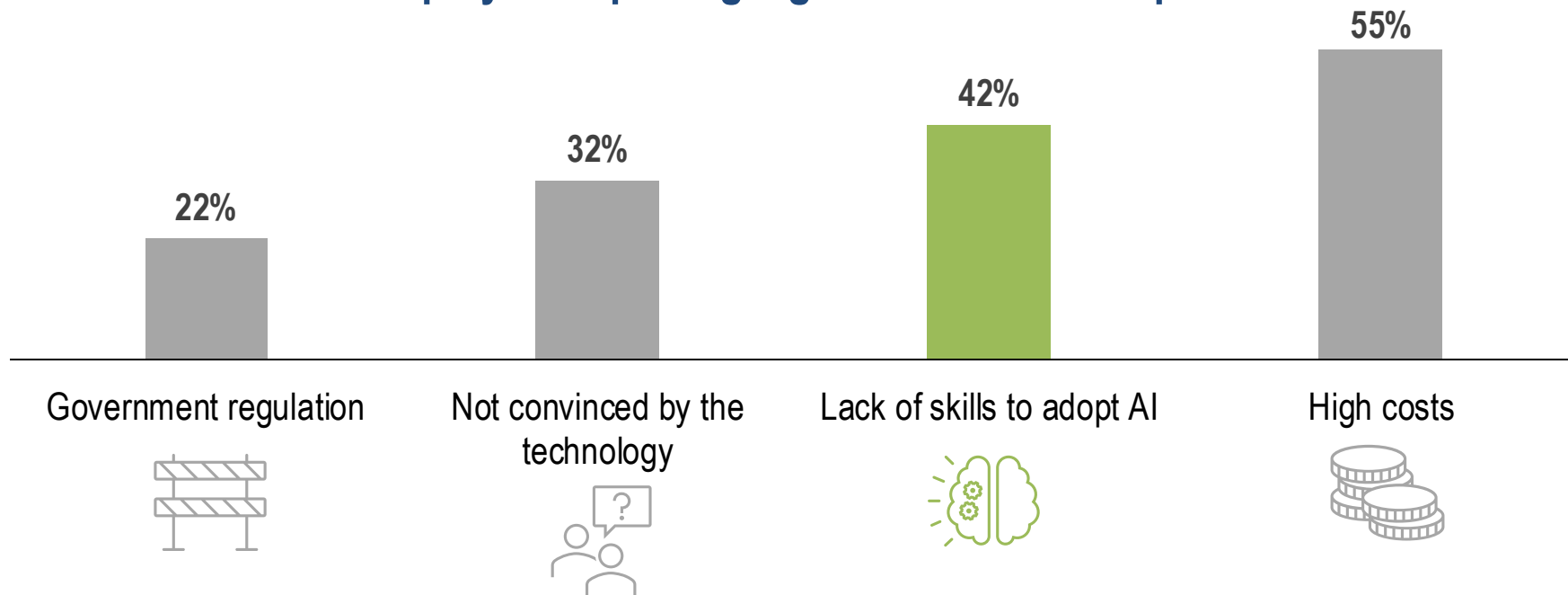
63%

of workers report AI has
improved enjoyment of
their job



Lack of skills is a key barrier to AI adoption

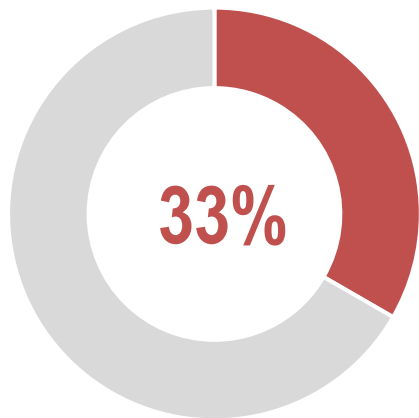
Share of employers reporting a given barrier to adoption of AI



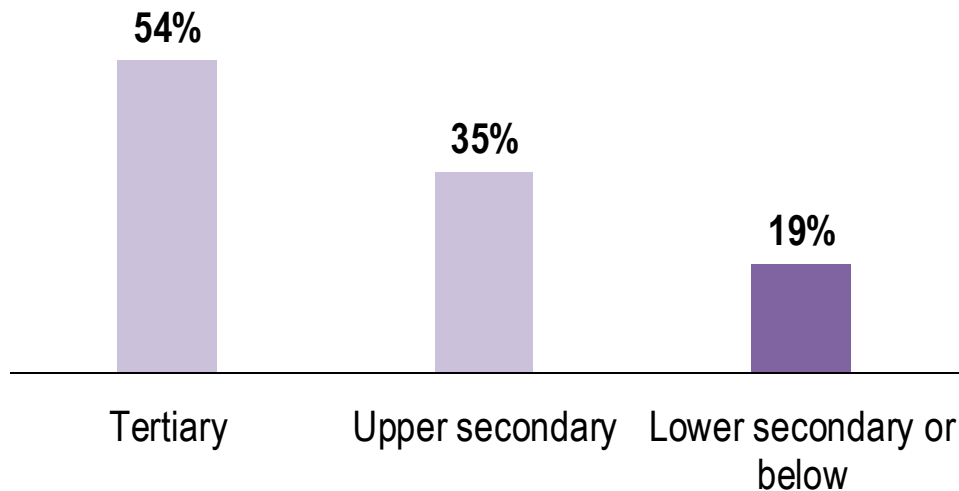
Source: OECD (2023), *The impact of AI on the workplace: Main findings from the OECD AI surveys of employers and workers* (<http://oe.cd/6a0>)

AI-related training is not yet widespread and does not reach those most in need

Share of OECD countries providing publicly-funded training in general AI literacy



Participation in adult learning by level of educational attainment, OECD average

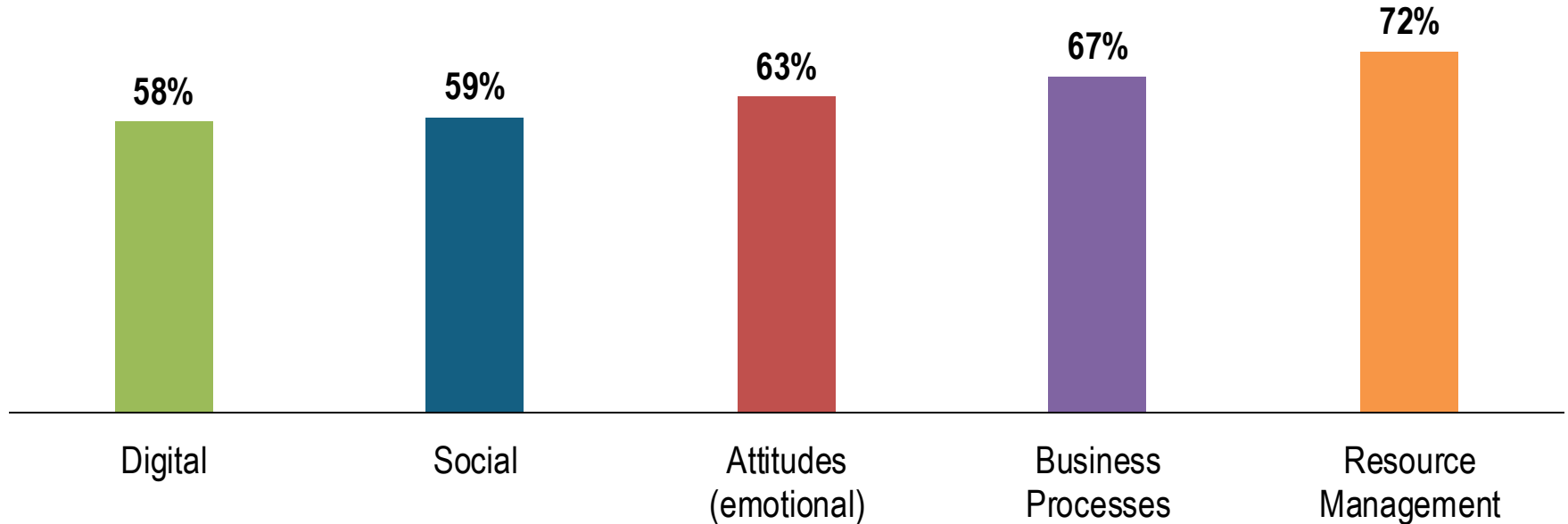


Source: OECD (2024), *Training Supply for the Green and AI Transitions* (<http://oe.cd/6a1>) and OECD (2025), *Trends in Adult Learning: Full Report* (<https://oe.cd/6a2>)



Most workers will not need specialist AI skills, but complementary and enabling skills

Share of vacancies with high exposure to AI demanding each skill type





Broadening the opportunities to use and benefit from AI requires concrete action

Training

- ✓ Improve **quality assurance** systems
- ✓ Better **align training supply with demand**
- ✓ Scale up supply of **AI-related training**, including general AI literacy
- ✓ Make training opportunities more **accessible, flexible** and **inclusive**

Social dialogue

- ✓ Outcomes for workers are better when they are consulted on the deployment of AI in their workplace

Frameworks for responsible AI use

- ✓ Promote **transparency, explainability and accountability**
- ✓ Ensure that AI systems **do not perpetuate biases** or discrimination



Coming soon: upcoming OECD AI surveys

- In **2026** we are re-running our **surveys** on the **impact of AI** on **workers and employers**.
 - **New participants always welcome!**



THANK YOU

Find out more:

- Algorithmic management in the workplace (<http://oe.cd/6a4>)
- AI use in Public Employment Services (<http://oe.cd/6a5>)
- Bridging the AI skills gap (<https://oe.cd/6a6>)
- Algorithm and Eve: How AI will impact women at work (<http://oe.cd/6a7>)
- Digital and AI skills in health occupations (<http://oe.cd/6a8>)

All our work is available here: <https://oecd.org/els>