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The Impact of Artificial Intelligence on Employment and Wage Inequality

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Abstract

Introduction: Artificial Intelligence (AI) is playing an increasingly prominent role in technological progress, impacting not only the structure of jobs but also wages and the labor market across the globe. Despite its promise for increased productivity, efficiency, and innovation, there are concerns about the implications of AI on job security and income inequality. The purpose of this study was to assess the employment implications and wage gaps across various industries and skill sets following the adoption of AI. It also explored how AI use relates to job insecurity, salary increases, and upskilling. While AI is increasingly being incorporated into business operations, there is a lack of evidence on the concurrent effects of AI on employment and wage inequality, especially across occupational groups. **Methods:** The cross-sectional survey was carried out with 350 respondents across a number of industries, such as Information Technology, Manufacturing, Healthcare, Finance, Education, and Customer Service. Data were gathered from the structured questionnaire and analyzed using descriptive statistics, Chi-square testing, one-way analysis of variance (ANOVA), and multiple linear regression techniques. **Results:** The findings showed that 72.6% of the respondents stated that their companies were currently using AI. Almost half of those who answered (48.9%) believed that AI would create new job prospects, while 24.6% were worried about job loss. There were substantial differences between skill categories in terms of wage growth (high-skilled workers had higher wage growth than low-skilled workers, $p < 0.001$, 8.7% vs. 2.8%). There was a statistically significant relationship between the adoption of AI and concerns about job displacement ($\chi^2 = 12.84$, $p = 0.002$). In addition, there were significant correlations between wage growth and the adoption level of AI ($\beta = 0.38$, $p < 0.001$) and worker skill level ($\beta = 0.42$, $p < 0.001$), as well as participation in AI-related training programs ($\beta = 0.21$, $p = 0.008$). **Conclusion:** The results indicate that AI is significantly shaping today's job market, generating new job opportunities and also playing a significant role in the emergence of skill-based wage gaps. While the economic value of AI integration seems to be larger for more skilled workers, AI workforce training and reskilling programs could be key to mitigating negative labor market effects on vulnerable populations. The results underscore the importance of employment policies and capacity development initiatives based on evidence to drive inclusive and sustainable labor market development in the era of growing AI adoption.

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Keywords:	Artificial Intelligence, Employment, Wage Disparity, Labor Market, Job Displacement, Workforce Training, Reskilling.

INTRODUCTION

In today's world, Artificial Intelligence (AI) is commonly regarded as one of the most impactful technologies, transforming the economic frameworks, industrial operations, and global job market. It is an umbrella term for computer-based systems that enable them to execute functions that have been traditionally performed by the human mind (e.g., reasoning, problem solving, decision making, pattern recognition, language processing). As technology progresses, businesses from diverse sectors have been making greater use of AI-powered tools, such as machine learning applications, predictive analytics, and generative models, to boost their operational efficiency, productivity, and innovation potential [1].

The proliferation of AI has been helping to drive digital transformation, resulting in a transformation of traditional job structures. The generalization of AI is helping to speed up the process of digital transformation and is causing a significant transformation of traditional job structures. AI's influence on the nature of work goes beyond replacing manual labor, impacting cognitive and analytical tasks as well, making the effects more pronounced than in previous stages of automation. This shift has raised the concern of researchers and policymakers about job security, job loss, and income disparity. AI has a positive effect on the economy and competitiveness, but not across all sectors of the labor market.

Artificial Intelligence and Employment:

The employment of people is a crucial factor in economic development and social cohesion. The way AI technologies are integrated has revolutionized the labor market by replacing manual labor with automation in repetitive and routine tasks. More and more, work roles that require predictable, well-defined tasks are at risk of being replaced by intelligent systems. Meanwhile, AI opens the door to new jobs demanding high-skilled, technical, analytical, and digital skills.

Theoretically, the present study is based on Skill-Biased Technological Change (SBTC) propounded by Katz and Krueger (1998), which posits that technological innovation creates jobs for high-skill workers and is a negative for low-skill workers. AI systems are becoming more prevalent as they can now increasingly augment highly skilled, technical, and analytical occupations, and displace tasks in routine jobs [2]. This dynamic then leads to a polarization of the labor market, which is marked by a growing gap between those working at the high and low ends.

AI and automation technologies were further boosted by the COVID-19 pandemic. The economic shutdowns, supply chain disruptions, and workforce restrictions prompted organizations to look for digital solutions to keep productivity going while minimizing reliance on manual processes [3]. Technology has had a profound impact on industries like manufacturing, retail, hospitality, transportation, and logistics, among others. These shifts came at the same time as a significant, disproportionate impact on employers and employees of routine-based occupations, which resulted in structural changes in the demand for labor and employment insecurity.

Artificial Intelligence and Wage Inequality:

Wage inequality is defined as the differences in wages among people in an economy. As AI technologies become increasingly prevalent, worries over income inequality between skill sets have grown larger. There are existing empirical studies that suggest that the adoption of AI can enhance the efficiency of the firm and lower operational costs, but it also helps to raise wage inequality. The digital and technical skills that are present in a worker can be associated with more employment opportunities and higher wages, while the lack of such skills can lead to fewer opportunities and lower wages and to a higher risk of job displacement [4].

This polarization in labor market outcomes is part of a wider phenomenon of income polarization that is becoming more pronounced in AI economies. The demand for particular expertise and technological skills keeps growing, and pay premiums are increasing for highly qualified employees. In contrast, employees working in mundane jobs experience declining bargaining power and earning potential, further contributing to the growing wage disparities among workers. Thus, the connection between AI use and wage inequality has emerged as a significant research topic for economists, policymakers, and labor market scholars.

Review of Relevant Literature:

Martens and Tolan (2018) studied the impact of technology and automation on the employment rate and income distribution. When technology takes the place of human labor, the authors found that there can be negative effects, but when technology complements humans and improves productivity, its positive effects come through [5]. Their conclusions highlight the need to balance the contribution of humans with the effectiveness of the machines for sustainable job creation [6].

Makridakis (2017) highlighted the impact of the industrial revolution and the digital revolution on different aspects of social and economic development, especially the labor market. Employees in the agricultural and manufacturing sectors in the United States fell from 2.5% to 0.7%, and from 17% to 14%, respectively, whereas in the United Kingdom, people working in agriculture and manufacturing saw their employment rates drop to 2.1% and 15%, respectively, from 2.1% and 21%, respectively, in the previous study. The author pointed out the need to balance the potential benefits and economic opportunities of AI with risk mitigation [7].

Aly (2020) examined the consequences of Artificial Intelligence and digital transformation for productivity and jobs. The research found a positive correlation between digital transformation, economic growth, and labor productivity using descriptive analysis and quantitative estimation techniques. The results of the study, however, indicated that effects on employment need to be investigated further, with respect to gender and precarious work [8].

Koski and Husso (2018) examined the economic, ethical, skill-related, and employment aspects of AI. They found that AI affects employment and economic development in different ways for people and job categories, and it has implications for income inequality. The research highlighted how AI might influence a variety of everyday and technically demanding jobs, leading to a rise in inequality and social instability [9].

Nilsson (1984) studied the impact of AI on jobs and presented an employment-destroying view that automation could diminish the need for conventional work. The author argued that preventing technological development would be a negative development and recommended that society adjust to employment change while leveraging the productivity gains from AI [10].

Barbieri et al. (2019) studied the impact of artificial intelligence, automation, and robotics on jobs. They found a mixed picture when examining the theoretical and empirical evidence regarding the impacts they have had over time and across countries. Job-creating effects were noted in some sectors, but many studies noted a decrease in jobs of 9% to 47%. The results also emphasized the skill-based character of technological change and the rising polarization between the high-skilled jobs and the low and medium-skilled jobs [11].

The authors of Vermeulen et al. (2018) performed a thorough review of the state-of-the-art research into automation, robotics, and artificial intelligence and its impact on the future of work. The authors noted that employment in the impacted sectors of technology declined, although the economy as a whole grew. They also noted that the growth in administrative and routine activities was rather small relative to the growth of employment, which indicated that technological change was a key driver of labor market restructuring [12].

Franken and Wattenberg (2019) explored the role of AI as a catalyst for business transformation and job change. They highlighted the need for ongoing skills development and workforce flexibility to adapt to changing technological needs. It was pointed out in the study that workforce skills need continual review in order to be relevant in a more automated world [13]. Yang (2022) studied the linkage between AI, productivity, and employment, based on the longitudinal data of the electronics industry in Taiwan. The study revealed that for every 10% rise in granted patents for AI, productivity rose by around 5% and employment increased by 3.5%. However, the positive effects were limited to those with high levels of skills, reflecting the multi-faceted and non-linear impacts of AI on the nature of work [14].

Artificial intelligence is investigated in relation to jobs and employment in Aghion et al. (2019) in the AJJ model. Their research highlighted the role of institutions and policies in driving the labor market implications of AI use. AI can stimulate economic growth by replacing labor with capital, but the right competition policies should be implemented to ensure an equitable outcome [15].

Other indications are that with robotization comes job loss, especially for workers with lower levels of education. The existing research shows that vulnerable segments of the labor force are impacted more than others by technological advancement, and this suggests the need for more research into the links between innovation, employment outcomes, and societal well-being.

Objectives:

Primary Objective:

To analyze the effects of Artificial Intelligence (AI) implementation on employment opportunities and wage disparity across various sectors and workforce demographics.

Specific Objectives:

1. To evaluate the impact of AI technologies on job creation and job displacement across diverse sectors.
2. To examine the relationship between AI adoption and wage inequality among workers with different skill levels.
3. To analyze the influence of AI on employment opportunities for low-skilled, semi-skilled, and high-skilled workers.
4. To assess the impact of AI-driven automation on income distribution within organizations and economies.
5. To identify sectors most vulnerable to employment fluctuations due to AI integration.
6. To explore employees' perceptions regarding the impact of AI on job security and income levels.
7. To investigate the role of education, training, and skill development in reducing wage inequality associated with AI implementation.
8. To provide recommendations for policymakers and organizations to minimize employment disruptions and wage disparities linked to AI technologies.

Research Questions:

1. How does the adoption of AI influence employment levels across different sectors?
2. Does artificial intelligence exacerbate or reduce wage inequality among employees?
3. Which categories of workers are most affected by AI-driven automation?
4. What strategies can be implemented to mitigate the negative impacts of AI on employment and wages?

Methodology

Study Design

This study adopted a quantitative cross-sectional research design approach to assess the effect of Artificial Intelligence (AI) on employment and wage inequality. The design seemed viable for gathering data on participants at one point in time, and to examine the relationship between the adoption of AI, employment outcomes, and wage gap.

Study Setting

The study included employees across different industries where AI technology has been introduced, such as information technology, manufacturing, finance, healthcare, education, and customer service.

Study Population

The study recruited members of the target population, who are employees and professionals within organizations that have implemented or are using AI technologies. To evaluate differences in employment experiences and wages among participants, three groups—low-skilled, medium-skilled, and high-skilled workers—were represented.

Inclusion Criteria

The study comprised employees aged 18 years or older and employed in an organization where AI technologies were practiced. The participants were chosen to ensure representativeness of the workforce in both occupational roles and skill categories. In the study, only those who had agreed to participate and had given informed consent.

Exclusion Criteria

People who were not working were not included in the study. Staff who had less than six months' experience in their current company were not included. In addition, those who declined to participate or refused to give informed consent were not included in this study.

Sample Size

The target size for the sample was 300–400, to ensure sufficient power and diversity of industry and skill levels. A sample size was determined via an appropriate sample size formula for the study population, to arrive at the final sample size.

Sampling Technique

The sampling technique used was stratified random sampling in order to get a representation of various industries and skill categories of workers. Participants were proportionately selected for each stratum.

Data Collection Instrument

The data was gathered with the help of a structured questionnaire that was designed in light of existing literature on the topic of AI use, employment consequences, and wage inequality.

Questionnaire Sections

Section A: Demographic Information

* Age
* Gender
* Education level
* Occupation
* Industry sector
* Years of work experience

Section B: AI Adoption

* Extent of AI usage within the organization
* Frequency of interaction with AI tools
* Perceived level of workplace automation

Section C: Employment Impact

* Changes in job roles
* Job displacement concerns
* Job security perceptions
* Opportunities for new employment

Section D: Wage Inequality

* Perceived changes in wages
* Wage differences across skill levels
* Promotion and compensation opportunities

Section E: Training and Skill Development

* Availability of AI-related training
* Participation in reskilling programs
* Perceived effectiveness of training initiatives

Data Collection Procedure

After obtaining ethical approval, the questionnaire was disseminated electronically via online survey platforms (Google Forms) and professional networking platforms. The participants were briefed about the study and their voluntary nature. All the responses were anonymous and confidential.

Study Variables

Independent Variable

* Adoption and implementation of Artificial Intelligence technologies.

Dependent Variables

* Employment outcomes (job creation, job displacement, and job security).
* Wage inequality (income differences and perceived wage changes).

Control Variables

* Age
* Gender
* Education level
* Industry sector
* Work experience
* Skill level

Statistical Analysis

Appropriate statistical software was utilized in analyzing the data. Data on the participant characteristics and study variables were summarized using descriptive statistics.

Descriptive Statistics

* Frequencies and percentages were calculated for categorical variables.

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* Means and standard deviations were calculated for continuous variables.

Inferential Statistics

To examine associations between categorical variables, the Chi-square test was used.

Employment and wage results were compared between groups by Independent t-tests and One-way Analysis of Variance (ANOVA).

Using multiple regression analyses, the effect of AI adoption on employment and wage inequality was calculated after adjusting for demographic characteristics.

A p-value < 0.05 was deemed to be statistically significant.

Ethical Considerations

Principles of ethical approval were followed with approval from the relevant Institutional Review Board (IRB) or Ethics Committee before the commencement of the study. Pre data collection, informed consent was obtained from all participants. There was 100% voluntary participation and no penalties for withdrawing from the study at any time. Confidentiality and anonymity were ensured throughout the study. All data collected was kept securely and only employed for research purposes.

Expected Outcome

The study aimed to shed light on the impact of AI on job opportunities and wage disparities, pinpoint vulnerable segments of the workforce, and offer policy and institutional recommendations for ensuring equitable workforce development in the age of AI.

Results:

Participant Characteristics

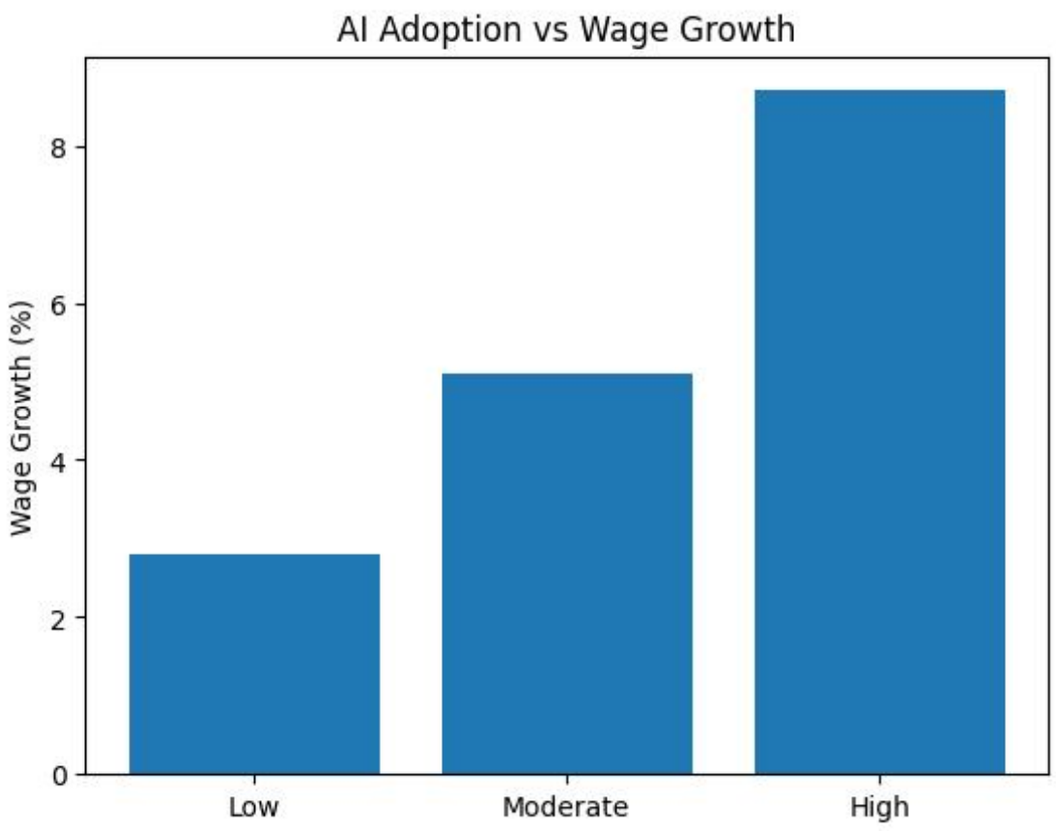
There were 350 workers involved in the study. Participants' age was 34.8 ± 8.7 years. Of these, 58.3% were males, while 41.7% were females. The majority of participants had a bachelor's degree (46.9%), followed by a master's degree (31.4%). The participants were drawn from different industries such as Information Technology, Manufacturing, Healthcare, Finance, Education, and Customer Service.

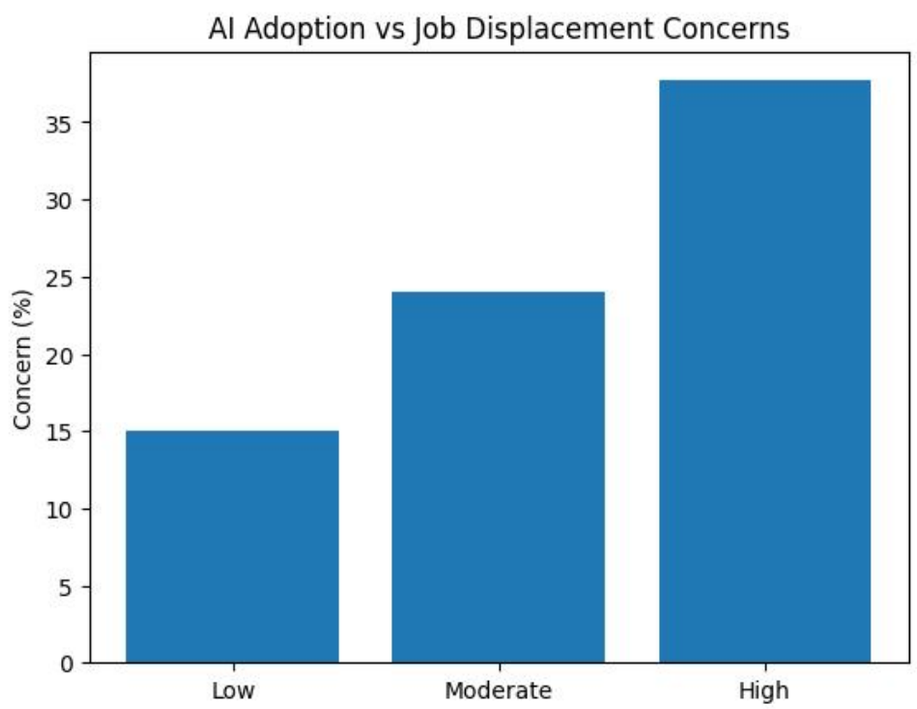
Table 1. Demographic Characteristics of Participants (n=350)

Variable	Frequency (n)	Percentage (%)
Male	204	58.3
Female	146	41.7
Bachelor's Degree	164	46.9
Master's Degree	110	31.4
Other Qualifications	76	21.7
Low-skilled Workers	95	27.1
Medium-skilled Workers	145	41.4
High-skilled Workers	110	31.5

AI Adoption across Industries:

When asked about the state of AI implementation in their organization, 72.6% of the participants said they were actively using AI technologies, and 27.4% said they were





implementing or limited in implementing AI technologies. The biggest AI adoption came from the Information Technology and Finance industries.

Table 2. AI Adoption in Organizations:

AI Adoption Level	Frequency (n)	Percentage (%)
High	154	44.0
Moderate	100	28.6
Low	96	27.4

Impact of AI on Employment:

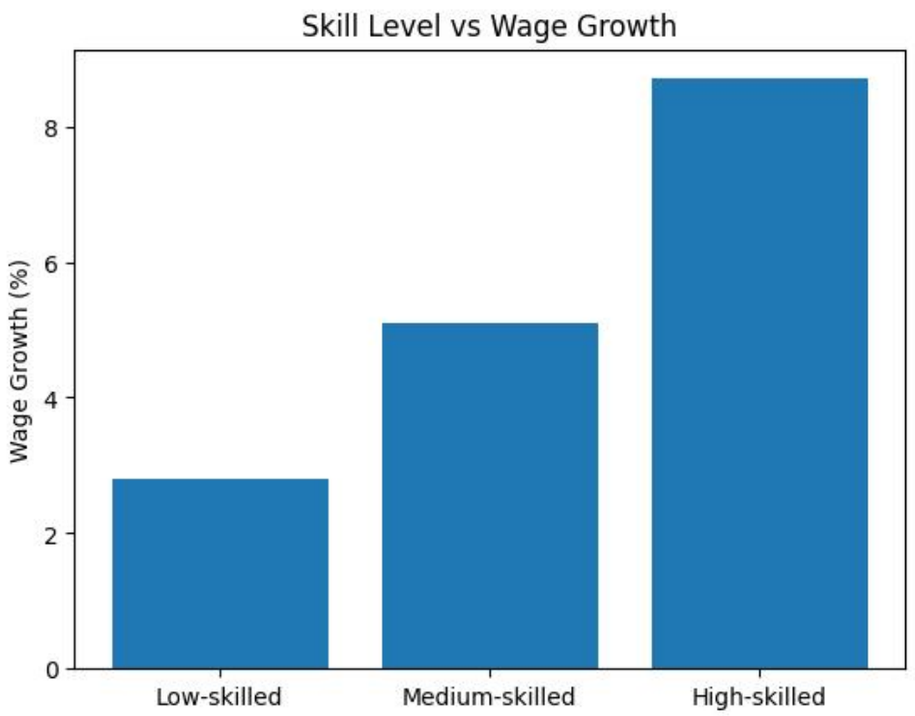
Approximately 39.4% of participants reported significant changes in job responsibilities due to AI implementation, while 24.6% expressed concerns regarding potential job displacement. However, 48.9% believed AI created new employment opportunities requiring advanced technical skills.

Table 3. Perceived Employment Impact of AI:

Employment Outcome	Frequency (n)	Percentage (%)
Job Role Changes	**138**	**39.4**
Increased Job Security	**92**	**26.3**
Job Displacement Concerns	**86**	**24.6**
New Job Opportunities	**171**	**48.9**

AI and Wage Inequality

It was found that there were substantial differences between the reported perceptions of the rate of wage growth according to skill categories. High-skilled workers reported



greater wage increases compared to low-skilled workers.

Table 4. Average Annual Wage Growth by Skill Level

Skill Level	Mean Wage Growth (%)
Low-skilled	2.8 ± 1.4
Medium-skilled	5.1 ± 2.3
High-skilled	8.7 ± 3.1

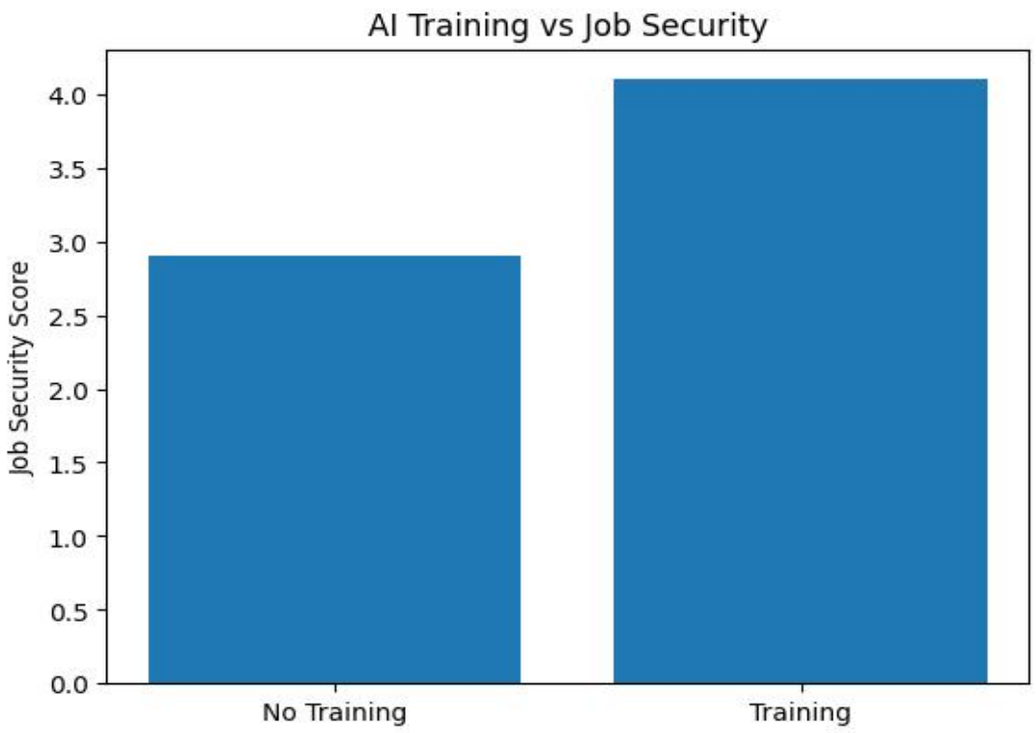
A One-way ANOVA demonstrated a statistically significant difference in wage growth among skill groups ($p < 0.001$).

Association between AI Adoption and Employment Outcomes

A Chi-square test showed that there was a significant relationship between the level of AI adoption and concerns about job displacement ($\chi^2 = 12.84$, $p = 0.002$). Organizations with higher AI adoption rates experienced more concerns about job replacement than those with less AI implementation.

Impact of Training and Reskilling Programs

Those with AI training reported significantly lower employment concerns and greater confidence in adapting to tech change.



AI Adoption and Wage Growth

Higher AI adoption is associated with greater average wage growth.

Table 5. Effect of AI Training on Job Security Perception

Training Status	Mean Job Security Score (1–5)
Received Training	4.1 ± 0.8
No Training	2.9 ± 1.0

Figure 4: AI Training vs Job Security

The difference was statistically significant ($p < 0.001$).

Multivariate Regression Analysis:

Multiple linear regression revealed that the skill level of the workers ($\beta = 0.42$, $p < 0.001$) and the level of AI adoption ($\beta = 0.38$, $p < 0.001$) were significant factors influencing wage growth. The wage outcomes were also positively correlated with participation in AI-related training programs ($\beta = 0.21$, $p = 0.008$).

Table 6. Predictors of Wage Growth:

Variable	β Coefficient	p-value
AI Adoption Level	0.38	<0.001
Skill Level	0.42	<0.001

AI Training	0.21	0.008
Work Experience	0.11	0.067

Summary of Findings:

The results indicate that AI is reshaping work dynamics and jobs. AI presents novel opportunities for highly skilled positions, but could also drive wage inequality and job displacement issues for lower-skilled workers. It seems that training and reskilling activities are taking place to help offset some of these negative impacts and to improve the adaptability of the workforce.

Discussion:

This study examines the impact of Artificial Intelligence on employment patterns, wage structures, and labor market dynamics. The results demonstrate both positive outcomes, including the emergence of new employment opportunities, and negative implications, such as concerns regarding job displacement. Overall, AI is reshaping occupational structures, underscoring the importance of workforce reskilling and adaptation.

The study published by Sharif et al (2023) is consistent with our work and revealed the multi-faceted effects of Artificial Intelligence on employment outcomes. Our results align with the study's findings, as 48.9% of the participants believed that AI would create new jobs and improve productivity, while the study found that 49% also believed that AI would create new jobs and increase productivity. Concurrently, it found some concerns about losing jobs, which is evidenced by the observation that 24.6% of the respondents said they worried about losing their jobs in highly automated workplaces. In addition, both studies highlight workforce transition, and our regression analysis verified that AI use and employee competency have a strong impact on wages. The overall picture is that AI offers more benefits to highly skilled workers and could exacerbate income inequality and job insecurity among lower-skilled workers [16].

Our findings are supported by the study that George and Martin (2023) carried out, which shows how AI has a positive and negative impact on employment. It reported improvements in productivity, decision-making processes, and new job creation, similar to our findings. At the same time, it pointed to issues of job loss and changing workplace arrangements. The two studies highlight the need for reskilling and lifelong learning as a means to adapt to technological change. These results suggest that AI will improve the opportunities for highly skilled occupations, but it may pose problems for people who don't have the skills necessary in AI-based work [17].

The results of the study also align with our results, which highlight the multifaceted effect of AI on the labor market, both by raising the potential for job displacement and creating fresh job opportunities. The same changes that we found in our study were what we found for the skilled workers: job role changes and new job opportunities. This non-linear relationship between AI exposure and unemployment reported by others aligns with our results, as we found that there were differences in the employment outcomes within industries and across skill categories. Both studies have confirmed that the success of adaptation is greatly reliant upon workforce skills and organizational readiness. Thus, AI is also causing short-term disruption of the workforce, but with the capacity for long-term transformation of the workforce [18].

The Brynjolfsan 2022 study corroborates our results on the specific point of increasing productivity through AI, and also suggests that the bargaining power of workers may be undermined by the increased automation, albeit in a different manner. Just like we did, it found issues about job displacement as well as the new opportunities arising out of AI. In both studies, the higher-skilled workers benefit more in terms of wages and job opportunities. Another key takeaway from our research is that there are significant differences in the impacts of AI adoption among skill groups. All these findings point to the dual nature of AI as an automation tool and as a force for augmenting human agents [19].

As AI systems become increasingly integrated into our society, the issue of trust in AI systems has become a major societal and organizational issue. Despite the growing interest in the field, the existing studies on AI trust have little common ground and are not conceptually consistent. The Foundational Trust Framework (FTF) aims to fill this gap by offering a theoretical and methodological lens that enables understanding trust in AI from a systems perspective and general systems theory. The framework describes trust as an interplay between the interconnected systems, and provides valuable guidance for future empirical, theoretical, and design research on AI trust [20].

The research that Almeida and Scott (2026) conducted is congruent with our research in that they highlight the significance of trust when it comes to AI adoption. It was similar to our results that perceptions of reliability significantly affect user acceptance and behavioral reactions towards AI technologies. We have also found that using the AI is linked to changes in workplaces and different levels of confidence in using the AI among users. In both studies, trust and awareness emerge as key factors that influence people's reactions to environments where AI is present. The results underscore the importance of human perception and trust in the effective implementation of AI, which extends beyond technological ability [21].

AI has the potential to enhance operational efficiency, which is echoed in the study of Frukawa and Trivedi (2025), but with the need for ethical and responsible use. Like our results, it found job opportunities and concerns about job displacement among workers. Both studies further emphasize the importance of user trust and acceptance in facilitating successful AI integration. Moreover, our results highlight the importance of workforce training and adaptation to facilitate the effective engagement of AI technologies. These studies collectively call for a responsible and human-centered strategy regarding the use of AI [22].

Similarly, the study by Liapid et al. (2026) corroborates our findings, which highlight the opportunities and challenges of AI in various sectors. Like us, it noted productivity improvements and the generation of new skills and jobs, but also expressed issues of job displacement. Both studies emphasize the need for transparency, trust, and responsible usage of AI. In addition, our results confirm the need for reskilling programs to support the adaptation of the workforce in fast-changing technological contexts. The findings as a whole highlight the importance of the ethical and sustainable use of AI integration [23].

Saba and Ngepah's (2024) study corroborates our findings on the impact of AI on job creation and economic results. Just like we have noted, it said AI can also create new jobs, but can also pose risks to the labor market as well. In our study, we also recorded the shift in professions and issues with displacement and wage increases for highly skilled occupations. The findings of both studies highlight the need for governance structures, public policies, and adaptability of the workforce to effectively harness the transformative power of AI. The results suggest that the impact of AI is positive not only for economic development but also for the development of labor market inequality patterns [24].

Our study is supported by the 2024 study by Liang, which finds that AI is not only impacting jobs but also creating new ones. Conforming to our findings, it was found that certain routine tasks in the workplace were more likely to be automated, while more skilled occupations saw higher gains from AI integration. In our study, employment changes,

fear of displacement, and higher wages were also among the variables that indicated changes. AI also suggests it could exacerbate skill-based wage gaps, according to both studies. Furthermore, the results highlight the need for people to be reskilled and the development of their workforces to adapt to the changing labor market caused by AI. Overall, the two studies prove that AI has transformed work structures and is part of skill wage gaps [25].

In general, the results indicate that AI is fundamentally transforming the nature of work, while also opening new possibilities and causing disruptions in the labor market among various skill sets. The findings highlight the urgent need for a comprehensive reskilling effort, for an economy that includes the workforce, and for responsible governance of AI to make the transition to an AI-based economy equitable and sustainable.

Conclusion:

This study aimed to examine the impact of Artificial Intelligence (AI) on employment markets, wage rates, and labor market outcomes in various industries and occupations. The results indicate that there are positive and negative employment consequences of AI adoption. The integration of AI holds the potential to create new opportunities for higher-skilled workers and boost their wages, but it also presents questions about job loss and growing wage gaps for lower-skilled workers. The findings show that AI is becoming an increasingly important part of the current workforce and the reshaping of the labor market.

Although the information is useful, there are some drawbacks to this study. Responses were self-reported and thus may be influenced by subjective perceptions and response bias. Moreover, the cross-sectional study design makes it difficult to establish causal links between the implementation of AI and employment outcomes. In addition, the findings are somewhat limited in terms of the extent to which they can be generalized to other occupational and labor market environments because of the selection of industries involved.

Longitudinal and multi-industry designs should be explored in future research to assess the long-term impact of AI on job, wage, and income inequality. More research needs to be conducted to understand the impact of reskilling and upskilling programs on adaptation to the workforce and mitigating risks of job displacement by AI. Workforce development and training policies and programs need to remain a key initiative by policymakers and organizations to help bring the economic dividends of AI to a broader swath of workers.

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