Skills and AI

The U.S. Workforce Imperative

LinkedIn

Executive Summary

AI's impact on the U.S. economy and workforce is happening in real time. And the stakes are high. Widespread, meaningful adoption of AI could drive growth, raise living standards, and strengthen U.S. competitiveness. Failure to act risks leaving trillions of dollars in economic value unrealized as other nations accelerate their own AI transitions.

The U.S. enters this moment with significant strengths but also clear gaps. Despite its dominance in AI research and frontier models, the U.S. has struggled to translate technological leadership into widespread adoption. The most binding constraint on U.S. AI adoption is a skilled workforce. Fewer than 1 percent of U.S. workers currently identify as having AI technical skills. At the same time, demand for AI skills is rising sharply: AI engineering roles now account for nearly 7 percent of all technical job postings, and postings requiring AI literacy skills are growing by more than 70 percent year over year.

This widening gap between AI ambition and workforce readiness is emerging precisely as AI begins to fundamentally reshape the U.S. labor market. AI is creating new jobs while accelerating the pace of skill change across nearly every occupation. Over half a million high-skill AI jobs and data center jobs have been created in the U.S. in the past two years. At the same time, an estimated 85 percent of U.S. professionals could see at least a quarter of their skills reshaped by AI, with particularly rapid change already underway in marketing, media, engineering, human resources, and design fields. While some roles grounded in physical presence or interpersonal interaction may evolve more slowly, no sector is untouched. This makes widespread access to skilling—for the existing and future workforce—an economic imperative.

By strengthening postsecondary and community college capacity, expanding AI upskilling for incumbent and displaced workers, and promoting skills-based hiring, the U.S. can realize broad-based economic gains and ensure that American workers thrive. Congress, the White House, and state legislatures have a critical role to play in setting clear priorities, aligning incentives, modernizing workforce and education systems, and ensuring that AI adoption translates into productivity gains and opportunity for workers in every region of the country. Coordinated action across levels of government—paired with strong public-private partnerships—can accelerate responsible AI adoption, expand access to AI skills, and position the U.S. to convert its technological leadership into tangible value for businesses, workers, and the broader economy.

This report outlines a set of policy and partnership recommendations, along with case studies that illustrate how state and local leaders—working with employers, educators, and workforce intermediaries—are beginning to respond to this challenge, offering early models that can inform federal and state policy going forward.

The AI transition is not a distant prospect, it is already underway. We must accelerate widespread adoption of AI across the American economy and ensure all workers can succeed in this new technological era. Whether it becomes a force for U.S. prosperity or widening inequality will depend on the choices made now by employers, educators, and policymakers.

Key Findings

- **A $4.1 Trillion Opportunity.** Widespread adoption of AI could unlock up to $4.1 trillion in productive capacity in the U.S.—equal to 13% of U.S. GDP in 2025.
- **AI Adoption Is Driving Productivity, Innovation, and Growth for American Businesses.** U.S. businesses using AI save an average of 8.7% of working hours each week. Nearly three-quarters report increased creativity and innovation, and 58% of business owners say AI is critical to growth.
- **AI Is Expanding What Workers Can Do and What They Can Build.** 62% of U.S. professionals say AI has already boosted their productivity, while nearly 4 in 10 say AI has made them more likely to start their own business.
- **U.S. Lags in AI Adoption as Workforce Skills Fall Short.** The U.S. ranks 24th globally in workforce AI adoption and is behind India on business adoption.
- **Demand for AI Skills Is Accelerating.** AI engineering roles now make up nearly 7% of all technical job postings, while postings requiring AI literacy skills are growing more than 70% year over year.
- **Skills Gaps Are the Main Constraint.** More than six in ten U.S. businesses cite shortages in AI technical skills and AI literacy skills as major barriers to adoption.
- **Training Is Falling Behind the Pace of Change.** Only 14% of U.S. workers receive formal AI training at work.
- **AI is Changing Which Jobs and Skills are In-Demand.** Between 2023 and 2025, 1.3 million high-skill AI jobs were created globally, with the U.S. accounting for nearly half (639K). 85% of U.S. professionals could see at least a quarter of their skills transformed by AI.

Recommendations

1. Promote and facilitate skills-based hiring.
2. Support postsecondary education and training providers, especially community colleges, in the AI transition.
3. Vastly expand access to AI skilling opportunities for the current workforce.
4. Develop and support a better data system for tracking the impact and opportunities of AI related to jobs, workers, and the economy as a whole.

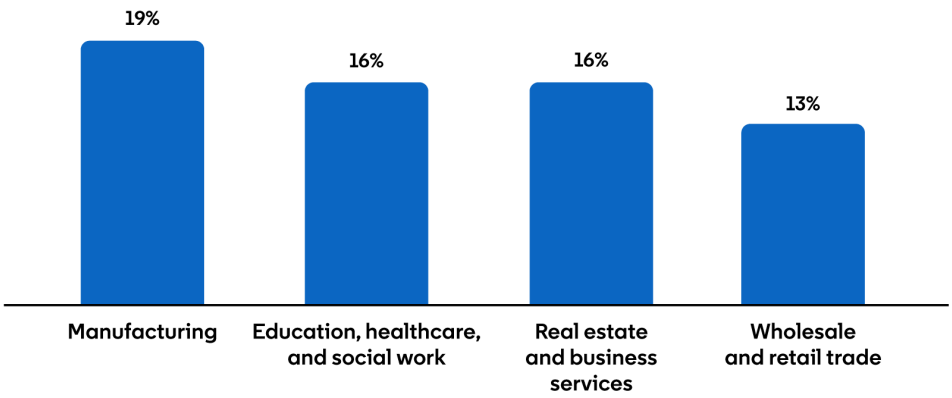
Part 1:
The Importance and Potential of AI

Widespread AI adoption in the U.S. will continue to increase productivity, drive innovation, and boost entrepreneurship

Advancements in AI, and generative AI in particular, are happening at an unprecedented pace, creating new and exciting possibilities for America's businesses and workers alike. In fact, we estimate that widespread adoption of these technologies in the U.S. could result in as much as $4.1 trillion in productive capacity (equal to 13% of the U.S.'s GDP in 2025). This means that if businesses implemented AI throughout their organizations, they could save the equivalent of $4.1 trillion in worker time, which could be reinvested to deliver more innovative products and create more value for customers. [1]

The U.S. sectors that will benefit most from AI

% indicates the share of total productivity gains



Source: Access Partnership analysis

[1] This analysis was conducted by Access Partnership. Throughout this report, we use the term "AI" broadly; however, the Access Partnership analysis cited here specifically examines the economic potential of generative AI, a class of AI technologies that produce new content using advanced machine-learning models.

Early adopters of AI in the U.S. are already demonstrating its significant potential to improve productivity. Perhaps most notable is that U.S. businesses save an average of 8.7% of working hours each week through use of AI.[2] And more than half of businesses say AI tools are helping them automate repetitive tasks and simplify processes, including 53% of small businesses.[3]

However, the greatest opportunity with AI isn't increased productivity for the tasks we already do; it is how people use that extra time to foster innovation and unlock new opportunities. Businesses are already tapping into this potential, with two-thirds using AI tools to help with idea generation, content creation, and product development. These combined productivity and innovation gains are translating directly into stronger business outcomes—65% of American companies using AI report revenue growth of 10% or more.

Many professionals who use AI also report meaningful benefits in their work. In our survey of U.S. professionals, sixty-two percent say AI has increased their productivity, and users commonly report saving time, focusing more on high-value tasks, being more creative, and enjoying their work more. [5] These patterns show up across occupations. Software developers, for example, say that AI-powered coding tools reduce frustration and free them to focus on more rewarding aspects of engineering, improving both job satisfaction and the quality of their work. Similar dynamics are emerging in marketing and human resources, where generative AI is helping teams offload content creation, measurement, and administrative tasks.

For people ready to build something of their own, AI is also emerging as a powerful engine for entrepreneurship, enabling more people to launch and scale new ideas. Nearly 4 in 10 professionals across the globe say AI has made them more likely to start their own business, and the number of members adding "founder" to their profile has nearly tripled since July 2022. AI tools are helping people build something new and take control of their future.

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[2] LinkedIn Sentiment Research, September 2025: Fieldwork commissioned by LinkedIn and conducted online between September 3–11, 2025 of 1,000 consumers and business leaders in the U.S. to examine AI adoption and skilling.

[3] Access Partnership carried out a survey of 2,620 businesses in the U.S., India, the UK, France and Germany to analyze businesses' use of generative AI as well as barriers to adoption. The survey was limited to business owners or employees that hold a management position, are responsible for hiring, influence investment decisions and technology adoption decisions.

[4] Access Partnership.

[5] LinkedIn Sentiment Research, September 2025.

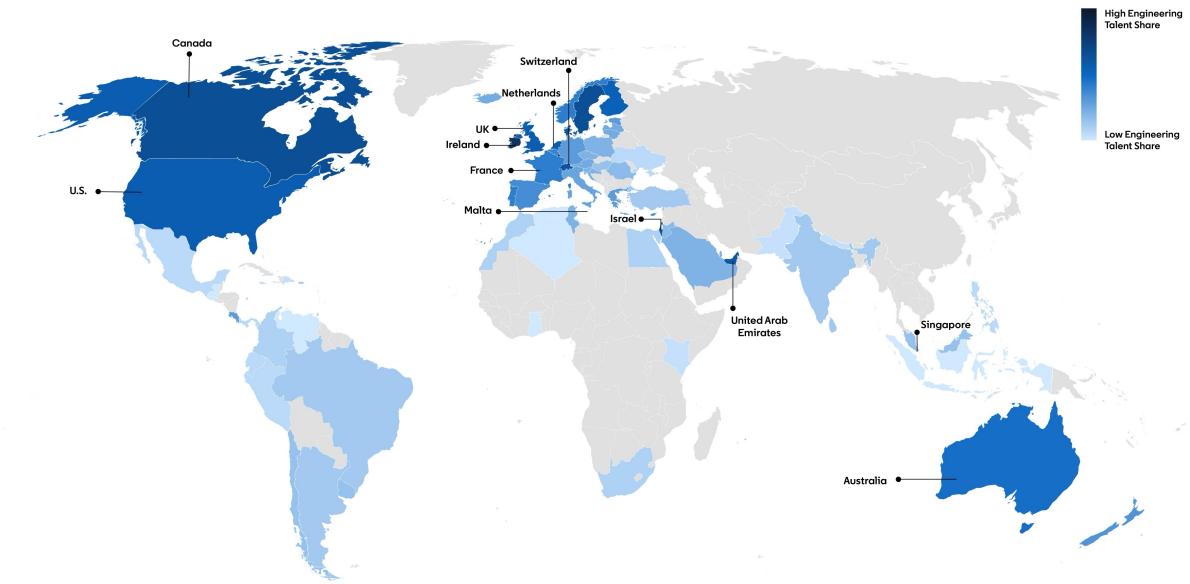
Part 2:
Skills are the Key to U.S. Leadership in AI Adoption

The U.S. lacks the skilled workforce for widespread AI adoption

While the U.S. remains the central force shaping the direction of the AI race—dominating in AI research, frontier model development, and capital investment – it is not the global leader in AI adoption.

Only about half of U.S. businesses have adopted AI, 20% lower than the share of Indian businesses that have done so.[6] The U.S.'s share of AI Engineering Talent (0.74%) is only about half of leader Singapore (1.46%) and trails Switzerland (1.14%), Ireland (1.07%) and Canada (0.85%). The overall U.S. workforce has even worse numbers: only 28% of America's working age adults use AI according to Microsoft's latest AI diffusion report. This places the U.S. at 24th globally, far behind smaller, more highly digitized and AI-focused economies like the UAE (64%) and Singapore (60%) as well as larger peers like Germany and the UK. According to our data, the U.S. has a lower share of AI Engineering and Literacy Talent than some of those same peer countries, suggesting a connection between AI skills and adoption.

AI Engineering Talent Share[1]

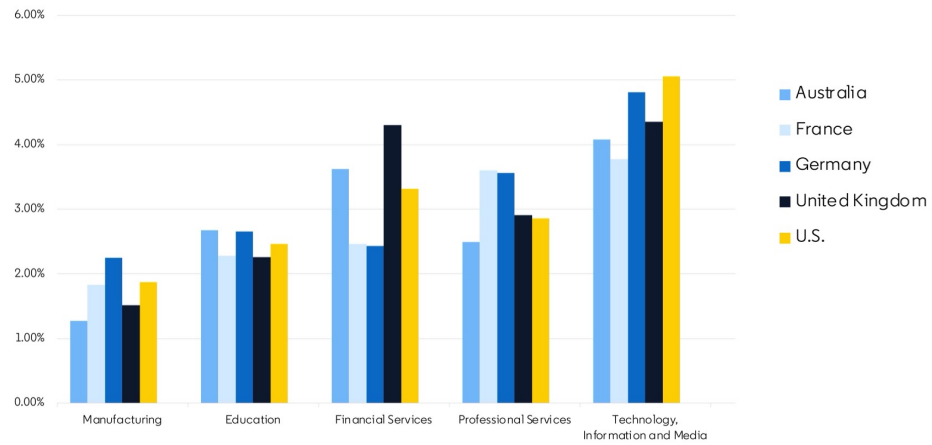


[1]AI Engineering Talent Share refers to the share of LinkedIn members with AI Engineering skills by country. See LinkedIn's AI Methodology for details.

[6] Access Partnership.

This trend aligns with the OECD's findings that shortages of AI-related skills are a drag on AI adoption, including in advanced economies such as the U.S., where firms without the necessary talent struggle to translate technological readiness into real-world deployment. And that dynamic is felt acutely by employers: more than half of U.S. businesses cite a lack of relevant AI technical skills and literacy skills as a major barrier to their company adopting AI.[7] While the U.S. tech industry leads in terms of the share of workers with AI Engineering skills, other critical industries like Manufacturing, Finance, and Professional Services lag behind peers.

AI Engineering Talent Share by country and industry[1]



[1] AI Engineering Talent Share here refers to the share of LinkedIn members with AI Engineering skills by country and industry. These values are higher than the overall AI Engineering Talent Shares by country because the five industries shown have higher shares of AI Engineering Talent than most of the other 15 industries in our taxonomy. See LinkedIn's AI Methodology for details. See LinkedIn's AI Methodology for details.

Mixed perceptions of AI in the U.S. may also be hindering more broader adoption. In global surveys, Americans show more skepticism about the value of AI than individuals in peer economies. These views may discourage the workplace experimentation and skilling required to deploy AI tools productively, reducing their economic impacts despite their widespread availability. And American Gen Z workers demonstrate even lower confidence with deploying AI than other generations, reducing the likelihood that AI adoption will increase naturally as Gen Z integrates into the workforce. Taken together, these patterns suggest that workers' limited familiarity with AI and lack of skills to deploy it effectively are the most binding constraint on AI adoption in the US.

Skills are the most actionable lever to accelerate AI adoption and change the economic potential of the American workforce.

[7] Access Partnership.

The supply of workers with AI skills (both literacy and technical) in the U.S. is not keeping pace with employer demand and is lower than other countries, posing a significant barrier to unlocking full adoption and the full potential of this technology. Our data show that demand for AI skills and jobs is accelerating faster than the workforce can keep up. AI engineering roles now make up 7% of all technical hiring, with job postings expanding rapidly across the economy—not just in technology, but increasingly in sectors like professional services, finance, education, and utilities. In 2024, hiring for AI technical talent grew 28% faster than overall talent in the U.S., while supply only grew 8%, signaling growing pressure in the talent market. At the same time, AI literacy is becoming a baseline expectation across non-technical roles, with job postings in functions like marketing, sales, and design increasingly listing skills such as prompt engineering (up 70% YoY in 2025). Yet only a small share of the U.S. workforce currently reports having these skills, underscoring a widening gap between how quickly employers are adopting AI and how prepared workers are to meet that demand.

Facing stiff competition for domestic AI talent, U.S. employers also attract international AI talent in an increasingly competitive global market. While the U.S. gained 7x more AI engineering talent from abroad than the average G7 country in 2025, this advantage is not guaranteed forever.

LinkedIn measures AI talent mobility by measuring the netflow of AI Talent per 10k members. Between 2023 and 2024, this measure grew much less in the U.S. (8%) than the UAE (15%), Ireland (25%), or France (47%), highlighting other countries' increasing ability to attract AI talent. And the pressure to retain these workers is ongoing: AI engineers are eight times more likely than the average worker to relocate. As the U.S. continues to grow its domestic AI talent pool, attracting and retaining AI talent on the global market will help the country continue to lead in the AI transition and reap the corresponding economic benefits.

U.S. employers fall short in providing the necessary AI training opportunities for workers

Workers are eager to build AI skills, but most aren't getting the support they need from their employers. Many business leaders (59%) say they struggle to make time for structured upskilling, leaving employees to figure out AI on their own.[8] Although people feel hopeful about what AI could do for their work, a significant share still feels under-supported in learning how to use it. [9]

[8] Access Partnership.

[9] LinkedIn Sentiment Survey, July 2025. Fieldwork commissioned by LinkedIn and conducted online between July 3 - 14, 2025 of 2000 professionals in full-time or part time employment looking for work across the U.S.

According to LinkedIn's AI Confidence Index, U.S. workers have higher confidence that they'll proactively learn new AI skills in the next six months but lower confidence in getting support to grow those skills. With only 14% of U.S. workers receiving any formal AI training, employees are largely teaching themselves—which helps explain the surge in AI learning on LinkedIn, including a 92% jump in time spent on AI courses. This wave of self-directed learning shows how motivated workers are, while highlighting a real opportunity for employers to step in and lead.

Outdated hiring systems prevent employers from identifying workers who already have AI skills

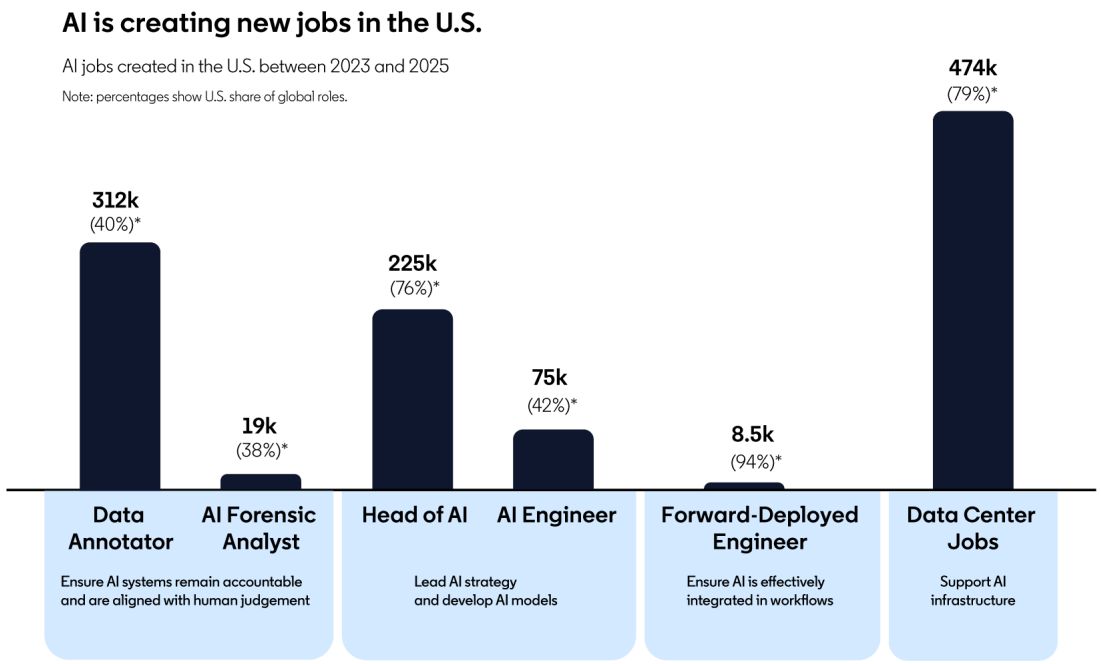
In a labor market where AI capability is often gained through short-term programs and on-the-job learning rather than degrees, employers need to take a skills-based approach to build and a pool of qualified job candidates. Nearly 44% of businesses say skills-based hiring would help them find more AI engineering talent, and our data show that the U.S. would experience the most substantial increase in qualified candidates, with a 15.9x uplift if employers adopted a skills-based approach. Workers also see AI accelerating this shift: 51% believe AI will push employers to focus more on skills than degrees, and 53% believe AI will expand opportunities for people from different backgrounds. [10]

AI is creating new opportunities, while changing jobs and skills

The labor market is always shifting and we're in the early days of seeing AI's impact on the workforce. But the changes are happening beyond just new technology. For example, more than 20% of U.S. professionals hired today have job titles that did not exist in 2000. Even so, as AI use spreads faster than the radio, Internet, and smartphone, we expect changes in the workforce at a pace not experienced before.

In the near term, our data shows that AI is creating more jobs than it is displacing. Between 2023 and 2025, at least 1.3M AI jobs were created globally, half (639K) of which were created in the U.S.

[10] LinkedIn Sentiment Survey, July 2025.



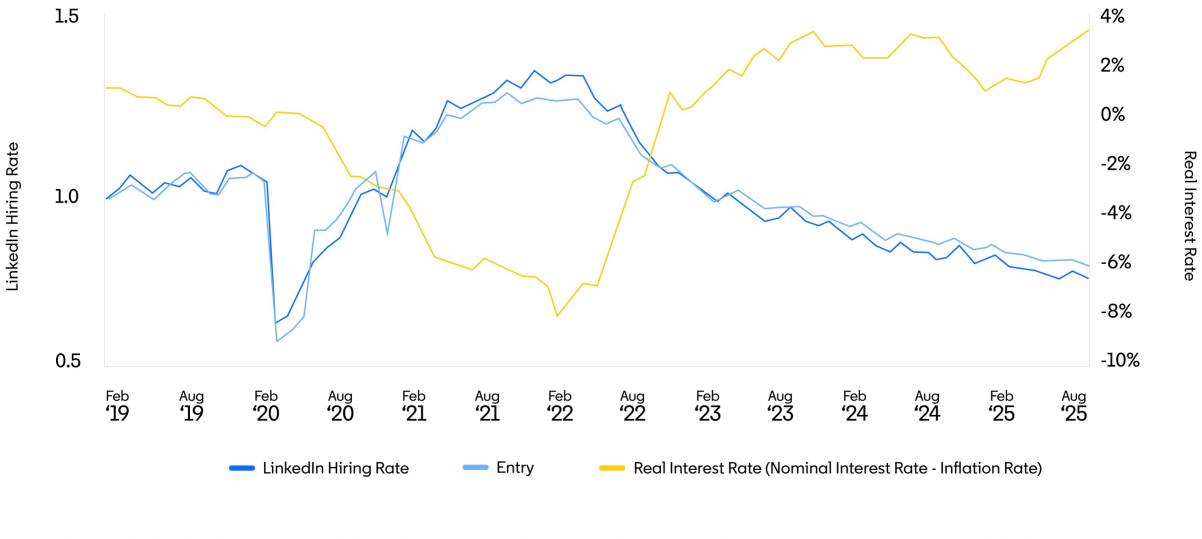
Investment in AI infrastructure has led to 600K net new jobs globally at data centers in the past year. Data Center Technicians rank among the top five occupations by year-over-year growth in entry-level hiring in the U.S. (+108% from October to December 2025 compared to the same period in 2024), suggesting emerging opportunities for younger workers. The U.S. accounts for 40% of the global data center workforce, and Virginia (13.5%), California (11.4%), and Texas (9.6%) together account for more than one-third of the national data center workers.

While we're in the early days of seeing AI's impact on jobs, our data shows that recent hiring slowdowns have been driven primarily by macroeconomic conditions rather than the use of AI. Jobs that are more exposed to AI, such as those in Customer Support, are not experiencing larger hiring declines than those that are less exposed, and we do not see AI impacting entry-level roles to date.

Post-pandemic pullbacks and macroeconomic conditions explain most of the hiring variation in the U.S. since 2022

Interest rates explain most of the change in the U.S. Hiring Rate over the last 3 years, not AI.

LinkedIn Hiring Rate [1] vs. Real Interest Rate, [2] 2019–2025



[1] The LinkedIn Hiring Rate is the percentage of U.S. LinkedIn members who added a new employer to their profile (in the same month the new job began), divided by the total number of LinkedIn members in the U.S.

[2] Real Interest Rate is the effective Federal Funds rates minus the personal consumption expenditures-based inflation rate.
Source: LinkedIn, Board of Governors of the Federal Reserve System

While our data does not suggest that AI has dramatically affected hiring patterns to date, we do see its influence on the skills employers seek when hiring, particularly in roles like software engineering. While software engineer job postings prior to 2020 emphasized web development skills like JavaScript and HTML, more recent job postings demand AI-adjacent skills like Python and cloud platform management. Amid increasing demand for specialized AI Engineers (up 19x since 2019), the fastest growing skill among Software Engineering hires in 2025 was "Artificial Intelligence," evidence of its rapid impact on the role. AI's impact has not been limited to technical skills, however. LinkedIn and GitHub researchers found that companies using Github Copilot, an AI-assisted coding tool, were actually more likely to hire software engineers with strong business, communication, and other non-programming skills. As AI tools take on routine coding tasks, engineers may be increasingly required to refine not only their AI-adjacent technical skills, but also AI-complementary skills like problem-solving or cross-functional collaboration.

We expect AI to continue to reorient the skills employers prioritize as the technology becomes more embedded across industries. Our data shows that 85% of U.S. professionals could see at least a quarter of their skills reshaped by AI.

AI's impact on individual occupations and roles will likely vary. Jobs grounded in physical presence or human-to-human interaction are seeing slower shifts. These include real estate, entrepreneurship, community and social services, health care services and roles involving the day-to-day operation of a business. Individuals in these roles will still need to be prepared to incorporate aspects of AI into their work, but may not see as substantive a change in what their job looks like.

For jobs in areas such as media and communications, marketing, engineering, human resources and arts and design, the shift in needed tasks and skills is already well underway. AI is already meaningfully supporting tasks in these fields, such as drafting copy, analyzing datasets, and writing code. Workers in these jobs will need significant AI skills training to be prepared to leverage AI at work and navigate how AI is transforming their job and the labor market at large.

The U.S. workforce needs access to lifelong learning to build skills that prepare for ongoing change and ensure resiliency as the economy evolves.

Part 3:
What the U.S. Must Do

The U.S. needs to accelerate widespread adoption of GAI across our economy and ensure all workers can thrive in this new technological era. With the right investment and update, GAI has the potential to unlock trillions in economic value, expand business growth, and create high-quality jobs across the economy.

Policy and partnering recommendations to improve AI skills for the current and future workforce

An unprecedented effort is necessary to prepare not only the future workforce with AI skills, but also to upskill a large percentage of the current workforce.

Preparing our future workforce means ensuring students leaving secondary school have at least a basic understanding of AI literacy and its responsible use. This also means students have been given opportunities for applying specific AI-related skills as well as exposure to how AI is changing future jobs. Students pursuing postsecondary education or training options must also have opportunities to take courses and pursue programs which will prepare them for the changing skill needs in the workforce brought on by the adoption of GAI.

Many of the over 160 million workers in the U.S. workforce will be impacted by GAI enough to need to learn new skills in order to navigate changes to their job and their daily tasks. For a vast majority of workers, this does not mean having to pursue a new or additional college degree. Instead, acquiring new skills will be ongoing, and specific to individual jobs. Because employer-led training is currently lacking, many workers will continue to pursue their own path for upskilling opportunities by taking courses at a community college or pursuing coursework or an AI credential on online platforms, such as LinkedIn Learning.

Federal policies and public/private partnerships can support these needs in several ways:

1 Promote and facilitate skills-based hiring.

LinkedIn research has highlighted the clear benefits associated with skills-based hiring, but employers will struggle to adopt it unless the Federal government enables it by addressing gaps across the hiring ecosystem. Potential ways to help accelerate skills-based hiring include:

- Support the development of certification programs that validate AI competencies and provide a clear pathway for career advancement. Promote skills-based hiring to help businesses find workers with AI skills, which may not be apparent from their current job title or degree.

    - LinkedIn's Verified Skills feature, for example, allows workers to show real, AI-evaluated proficiency in the tools they use, directly on their profile. This is verified usage and proficiency in the tools employers care about, with trusted evidence to back it up – giving employers the credible signals needed to make skills-based hiring work.

- Encourage employers who use WIOA funds for on-the-job training, incumbent worker, or transitional worker training to use skills-based hiring, including by increasing the federal proportion of wages covered in such training.

- Expand current provisions related to authoring technical assistance to include support to employers seeking to implement skills-based hiring, which could be carried out through intermediaries such as employer associations.

- Make it easier for participants in federal workforce programs to receive support to cover the cost of assessments to verify skills, including skills gained through online courses.

Case Study:

Supporting Skills-Based Hiring with the Alabama Talent Triad

The Alabama Talent Triad brings Alabama workers and students a cutting-edge digital platform offering recommended courses and credentials, skill verification, and AI-powered job matching. With an emphasis on skills-based hiring, the Talent Triad is outfitting the next generation of Alabama workers with the tools they need to thrive in an evolving job market.

Offerings for Students and Workers:

- Registry of verified courses, certificates, credentials, apprenticeships, and degrees

- Digital Credential Wallet tracking completed programs in Alabama high schools, community colleges, adult education programs, and the Talent Triad registry

- AI-powered job and learning recommendations to match the talent pipeline with market trends

Offerings for Employers:

- Skills-Based Job Description Generator to advertise core abilities required for job applicants
- Candidate review system to efficiently identify top talent

Since its launch in 2023, the Talent Triad has validated over 220,000 credentials in information technology, education, skilled trades, health sciences, logistics, and more. As Alabama industry needs evolve, the Talent Triad will empower workers with the skills they need to succeed.

2 Support postsecondary education and training providers, especially community colleges, in the AI transition.

In 2024, nearly a third of AI technical talent hired into roles like algorithm engineer came directly from academic roles like postdoctoral researcher or research assistant, highlighting the critical role of academia in driving the AI transition. Nevertheless, colleges and universities are scrambling to prepare students across disciplines for career pathways augmented by GAI. This monumental effort will only succeed through collaboration with industry to identify changing skill needs as well as financial support to upgrade programs.

The Federal government can help educational institutions expand GAI skilling by establishing or expanding National Science Foundation grants and Higher Education Act programs like Title III - Strengthening Institutions for this purpose. Such efforts should also include encouraging interdisciplinary programs that combine AI with other fields, such as healthcare, finance, and environmental science. Funding for the Strengthening Community College Training Grants program should prioritize increasing the capacity of community colleges to meet changing curriculum needs and promote the scaling of successful programs across institutions.

Case Study:

Integrating AI Skills into Undergraduate Education in Ohio

Starting in the fall 2025 semester, Ohio State University's AI Fluency Initiative is providing first-year undergraduates with instruction on AI use. Students of all majors' first-year General Education Launch Seminar will include instruction on GAI basics and prompt engineering. Students seeking further instruction can enroll in a new elective course titled "Unlocking Generative AI," designed to help students consider the ethics of GAI and use it to advance their inquiry in any field.

3 Vastly expand access to AI skilling opportunities for the current workforce.

The Federal government could create new programs and leverage funding from existing programs to extend AI skilling opportunities for employers. Potential programs and paths for doing so include:

- Support a new **AI Adoption Incentive Program** to provide matching funds to employers:
    - Employers would submit an application to the U.S. Department of Labor specifying their AI expansion initiatives and identifying their reskilling needs.
    - Federal funds would match employer provided funds used to support the upskilling necessary to implement such AI adoption.
    - In cases where the employer identifies that the AI adoption will likely result in worker dislocation, funds could be used to provide training in a related job to prevent such dislocation or support workers moving to a new job.
- Dedicate a portion of existing Adult and Dislocated Worker funds under under the Workforce Innovation and Opportunity Act (WIOA) to support AI-skilling initiatives delivered through Individual Training Accounts or rapid-reskilling pilots. These solutions could provide direct payments to employers to cover part of the cost of on-the-job AI training, including apprenticeships. This support is especially important where such training can help prevent potential job displacement due to AI.
- Extend current employer tax benefits to support AI training of the existing workforce, including by:
    - Streamlining current Sec. 127 Employer-Provided Educational Assistance Program regulations to incentivize wider adoption by employers by making it easier to administer.
    - Undertaking a national campaign to make employers aware of this benefit which allows them to provide employees a tax-free benefit of up to $5,250 to pursue education and training courses, which could include those related to AI upskilling.
- Deploy the Small Business Administration (SBA) to provide targeted grants that enable small- and medium-sized businesses to experiment with and adopt generative AI technologies and to provide the funds necessary to train their existing workforce to implement such technologies.

- Create a vehicle for lifelong learning accounts to support individuals' continued need for AI upskilling throughout their career. These could be in the form of enhanced ITAs under WIOA and/or establishing new accounts in which individuals, employers and the government can fund tax-advantaged accounts which are portable across jobs.

4 Develop and support a better data system for tracking the impact and opportunities of AI related to jobs, workers and the economy as a whole.

GAI presents noteworthy opportunities for a vast majority of workers, but risks significantly impacting those in jobs most likely to be disrupted by this new technology. The U.S. must have high quality, timely data to track the impact of AI on workers and the economy. Such data must also provide a roadmap to help guide workers on new opportunities; for educators to allow them to keep up with changing skill demands; and for government leaders to support sound public policies which proactively meet the needs of workers.

Federal policies must focus on modernizing current workforce data systems which currently track the trajectory in overall demand of jobs across the U.S. economy. In the era of GAI, these systems, most notably the Bureau of Labor Statistics (BLS) annual employment projections, have proven to be insufficient to meet the growing demand and specificity for questions such as: Which jobs are most likely to be impacted by GAI? What are the monthly trends in new AI skills in demand? What certifications related to AI are most in demand over the past 3 months?

Such policies should be focused on:

- Providing the necessary resources to support data capabilities that track how AI is impacting jobs and skills in real time - or at a minimum, monthly releases of key data and findings

- Leveraging the use of AI to streamline how data are collected, analyzed, and verified in order to reduce cost and the burden of collection on the part of employers

- Fostering public-private data partnerships to increase the timeliness, granularity, and utility of data related to AI workforce employment and skilling impact and needs

- Developing new tools for individuals to more easily access, understand, and utilize data in order to make informed decisions regarding their employment and education choices

LinkedIn's Strategies to Support These Recommendations

Our platform provides real-time, granular labor-market intelligence—tracking job openings, the skills they require, and emerging demand signals from recruiters. This allows us to identify which roles and skills are growing or declining and understand how the workforce is shifting.

Our AI-enabled, verified assessments enable workers to demonstrate their AI skills and knowledge to current and prospective employers. We allow employers to search for talent based on workers' skills rather than relying on their educational degrees or previous job titles. Employers increasingly value and use this function to lean into skills-based hiring.

LinkedIn also works with small-and-medium-sized businesses to support their AI workforce needs to help them understand and implement AI adoption strategies, such as curating skill development and upskilling programs. We also facilitate employers' ability to sift through job applications to find talent that truly meet their needs by providing AI tools that are transparent, mitigate bias, and reduce the cost of sourcing.

In addition, LinkedIn Learning's online courses can help train the current and future workforce on AI. Colleges can leverage LinkedIn to build their own courses and programs that are up-to-date and reflect the immediate skill needs of employers. And individuals can access on-demand training content, including over 2,000 courses on AI.

Methodology

In this report, we draw on anonymized and aggregated data from the LinkedIn platform, used by more than a billion members and 67 million companies worldwide, to provide an unparalleled look at how AI is impacting the global economy and workforce. This report also leverages economic and survey analysis conducted by Access Partnership to understand the economic potential of generative AI (GAI), the current state of GAI adoption, and GAI's impact on businesses.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