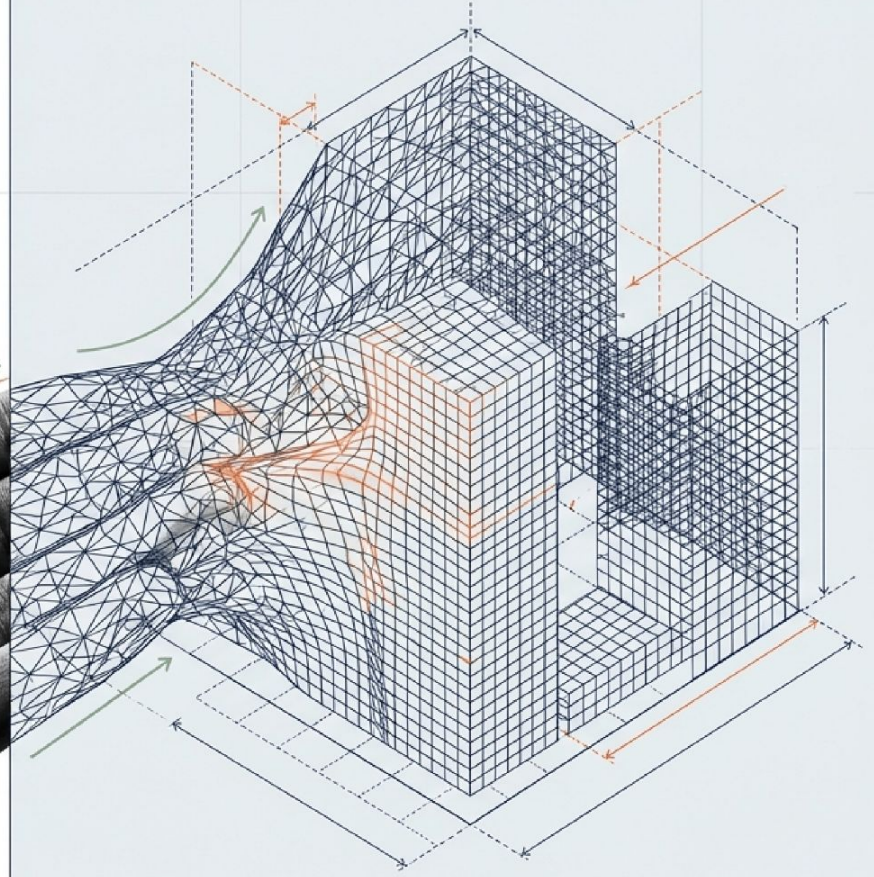


# The Pro-Worker AI Mandate

Expanding Human Capabilities  
in the Age of Automation



Based on the analysis by Jonathan H. Westover, PhD.

# THE ANXIETY OF OBSOLESCENCE IS RATIONAL

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# 52%

of U.S. workers are concerned about the impact of AI on their employment.

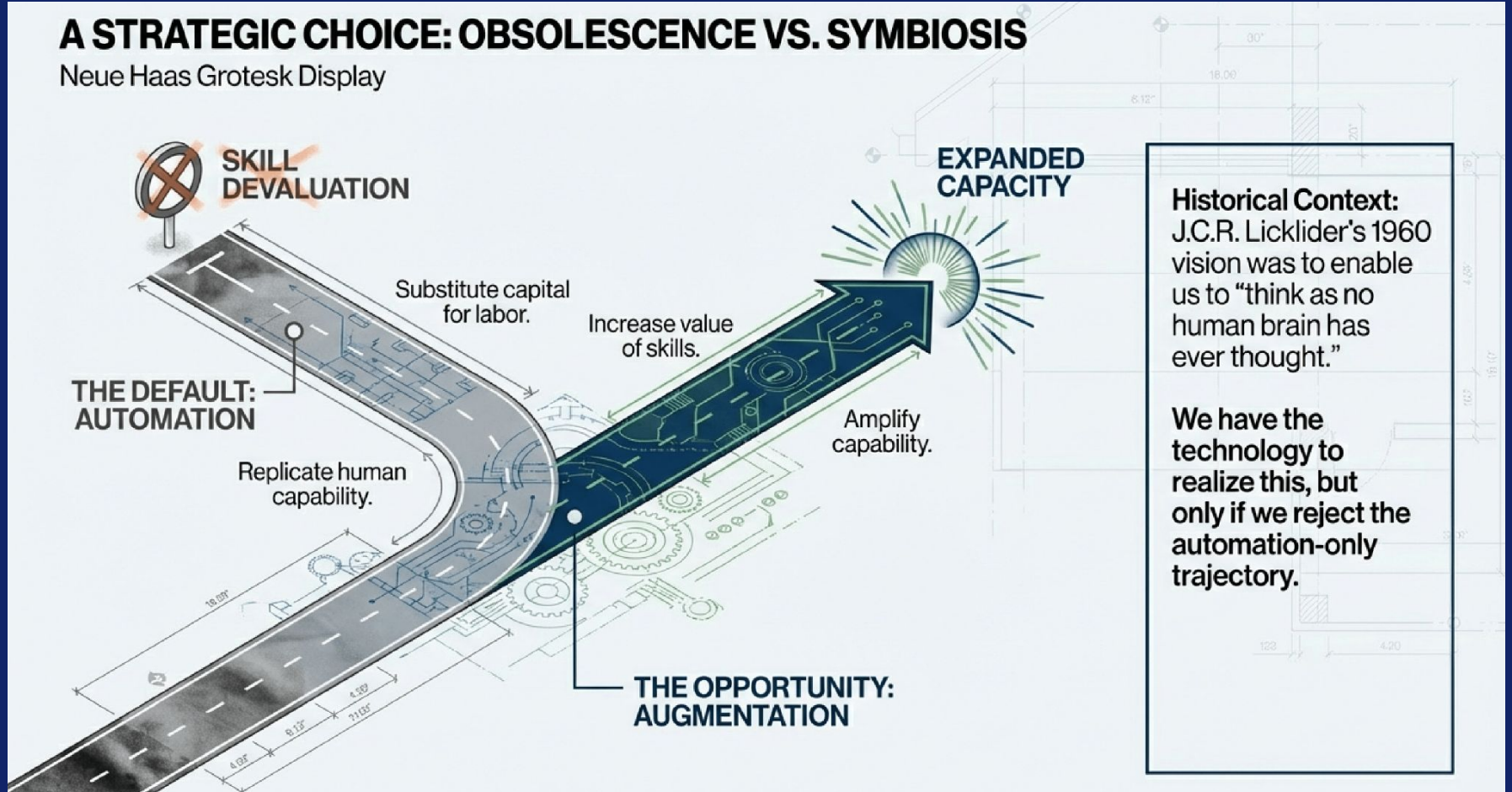
42% of current AI users fear diminished future opportunities.



**The Driver:** OpenAI defines AGI as “highly autonomous systems that outperform humans at most economically valuable work.” This narrative frames expertise as a commodity to be automated.

# A STRATEGIC CHOICE: OBSOLESCENCE VS. SYMBIOSIS

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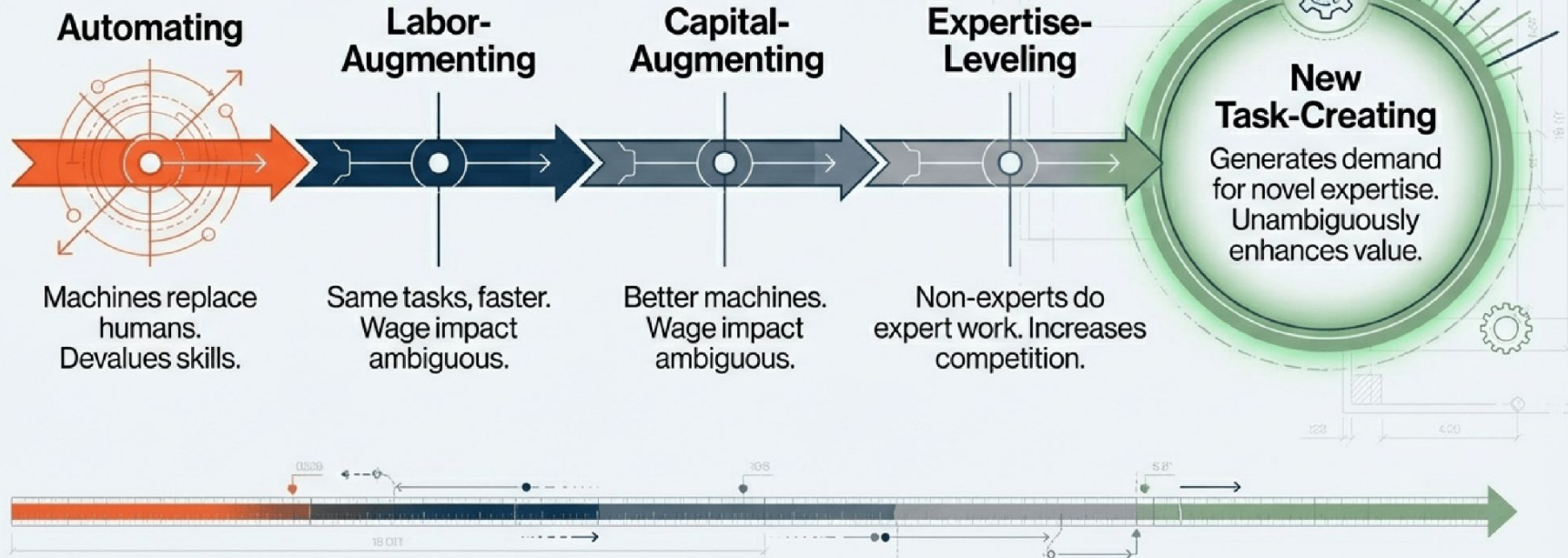
**Historical Context:**  
J.C.R. Licklider's 1960 vision was to enable us to "think as no human brain has ever thought."

**We have the technology to realize this, but only if we reject the automation-only trajectory.**

# Not All Innovation Is Created Equal

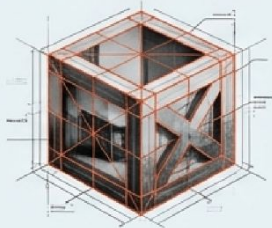
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## The 5 Categories of Technological Impact



# The Performance Advantage of the Human-in-the-Loop

## Automation Focus



- **Metrics:** Cost reduction  
Headcount savings
- **Limitation:** Fails in high-stakes domains (ethics/context).

**Outcome:** Short-term gain.

## Pro-Worker Focus



- **Metrics:** Decision quality  
Service delivery  
Retention
- **Advantage:** Human-AI teams often outperform AI alone (Vaccaro et al., 2024).

**Outcome:** Sustainable capability.

**The Learning Multiplier:** Pro-worker AI accelerates skill acquisition. Workers learn *\*while\** using the tool, rather than being deskilled by it.

# Case Study: Amplifying the Skilled Trade

Schneider Electric's "Electrician's Assistant"

Schneider Electric's 'Electrician's Assistant'



**50% Reduction**

in report completion time.

**Higher Quality**

Consistency in reporting.

**Accelerated Training**

Juniors learn expert approaches faster.

**The Mechanism:** Field techs input diagnostic data. AI drafts reports and suggests tests. The Human retains decision authority. The AI handles data retrieval; the human handles judgment.

# Case Study: Removing Barriers to Labor Participation

## The Surveillance Model

Amazon Flex



Focus on monitoring compliance.  
Result: Worker anxiety and termination  
by algorithm.

## The Support Model

The Empowerment Companion



Context: Custodial workers with disabilities.  
Focus: Real-time guidance and checklists.  
Result: Autonomy and self-efficacy.

**Additional Proof Point: China's Gig Delivery.** A simple voice-to-text bridge allowed hearing-impaired workers to eliminate the customer review gap and outperform peers. Simple AI unlocks vast labor pools by removing peripheral barriers. ↗

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# Case Study: Elevating Knowledge Work

## USPTO Patent Examination

Shift from manual keyword drudgery to semantic 'More Like This' analysis. Examiners stop searching and start evaluating. Focus moves to high-value judgment of patentability.



## AI-Enhanced Teaching

Shift from 'teaching to the middle' to AI-driven adaptive grouping. Teachers move up the value chain to become mentors and strategists, delivering personalized instruction at scale.



Value Chain

**In both cases, AI handles the data processing, pushing the human expert to focus on complex evaluation and strategy.**



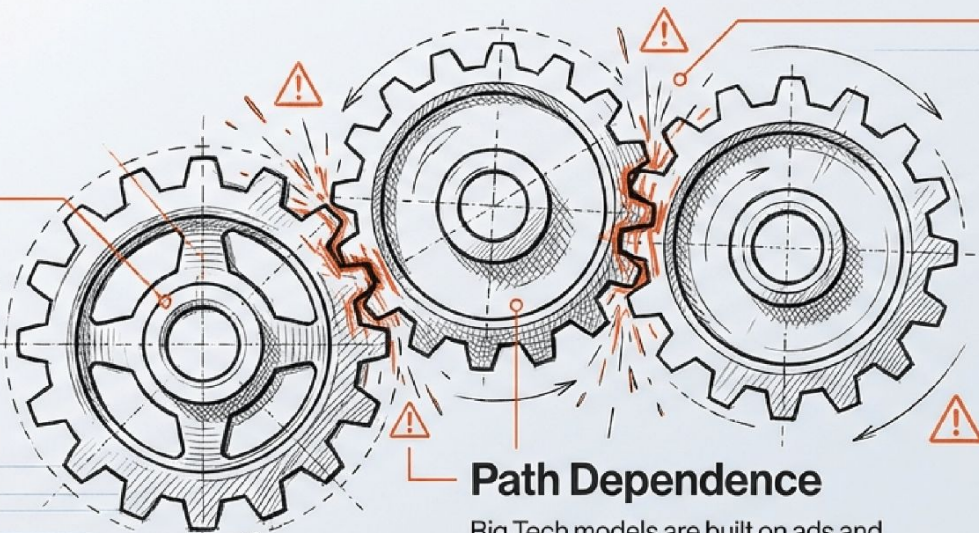
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# Systemic Biases Favoring Automation

Why the market will not correct this alone

## Misaligned Incentives

Cost-cutting is easier to sell than capability expansion.



## Ideology

Research obsession with “AGI” (beating humans) over “HCI” (helping humans).

## Path Dependence

Big Tech models are built on ads and data monetization, not worker tools.

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# Policy Lever I: Sector-Specific Market Shaping



## 18% of GDP (Healthcare)

High Leverage Sectors where Govt pays 43% and 92% of costs respectively.



## 6% of GDP (Education)

High Leverage Sectors where Govt pays 43% and 92% of costs respectively.

## Action Plan

- ✓ **Procurement Specs:** Mandate tools that require **human-in-the-loop**.
- ✓ **Reimbursement:** Medicare/Medicaid to pay for **AI-assisted services** (e.g., Nurse Practitioners).
- ✓ **Quality Standards:** Define metrics that prioritize **human judgment** over automation speed.



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# Policy Lever II: Realigning Financial Incentives



**Machines & Software**

The U.S. tax code currently favors investing in automation over investing in people.

**The Correction**

**Human Labor**

- 1. Tax Reform:** Equalize the tax burden between capital and labor.
- 2. R&D Shift:** Move federal funding (\$3B/year) from "autonomous systems" to "human-collaborative design".
- 3. State Capacity:** Build internal government AI expertise to regulate effectively.

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# Policy Lever III: Voice, Ownership, and Licensing

## Intellectual Property



Stop the “free scrape.”  
Compensate creators and  
workers for the data used  
to train models.

## Worker Voice



Establish sector councils  
where unions and workers  
co-design implementation.

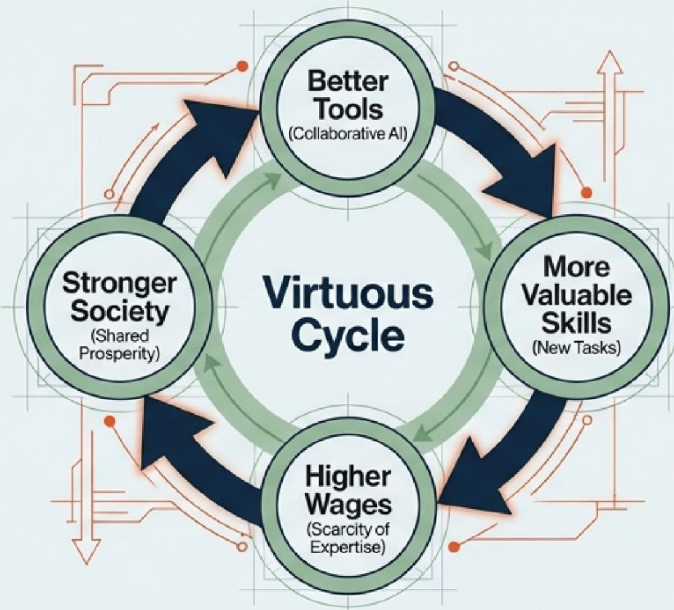
## Licensing



Modernize scope-of-practice  
laws. Allow augmented workers  
(like Nurse Practitioners) to  
legally do more.

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# The Future of Work is a Choice, Not a Destiny



“We must build tools that make human skills more valuable, not obsolete.”

**REDIRECT INVESTMENT TOWARD EXPANDING HUMAN CAPABILITIES.**