The AI Dual Transformation: Navigating the Shift Between Automation and Augmentation

THE REALITY OF DUAL TRANSFORMATION

The Automation-Augmentation Correlation (r = 0.87)

Occupations experiencing the most automation...

...also experience the highest demand for human augmentation.

AUTOMATION FORCE

AUGMENTATION POTENTIAL

r = 0.87

Bifurcation of Worker Vulnerability

26.5M
Professional Workers: High Adaptive Capacity

6.1M
Administrative Workers: Lower Adaptive Capacity

Automation-Exposed Skills	16%	Likelihood of Decline
Augmentation-Exposed Skills	7%	Likelihood of Increase

Performance Compression Effect

AI lifts by 30%
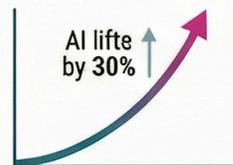
Lower-Skill Worker Productivity

Potential Constraint

Top-Tier Performers

EVIDENCE-BASED RESPONSE FRAMEWORKS

Transition from "Job" to "Work Redesign"

JOB
(Routine Automation)

WORK REDESIGN
(Complex, Judgment-Heavy Case Management)

Implement Procedural Justice

Involve workers in AI governance committees to ensure fair transitions and better implementation.

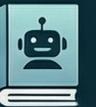### Targeted Capability Building

Specific Role Needs

AI Literacy

Prioritize role-specific training over generic "AI literacy" to address actual skill gaps.

NotebookLM