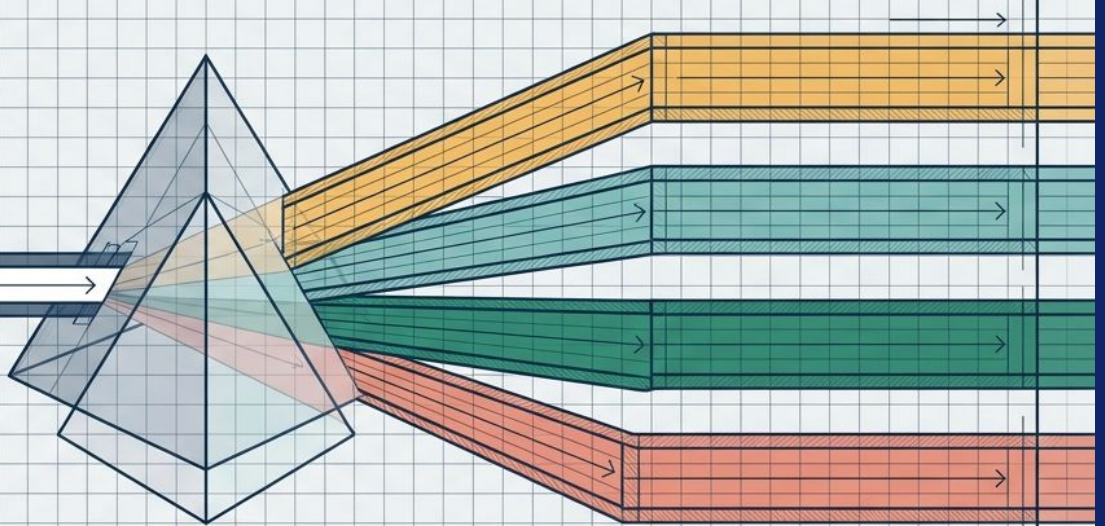


Beyond Exposure: The Multidimensional Framework for AI Workforce Impact

Synthesizing 150 Million Data Points to
Map Real Labor Market Transitions



An Executive Briefing on the AI Jobs Transition Matrix

The Forecasting Flaw

The Offshoring Threat

Overestimated short-term displacement;
missed long-term transformation.

The Industrial Robot Shock

The recurring error: Conflating technical
capability with labor market outcomes

The New Demographic Reality

Current Population Survey Data: Top Quartile
of AI Exposure

Gender Shift

Workers in highly
exposed roles are 16
percentage points more
likely to be female.

Wage Premium

Highly exposed
occupations earn 47%
higher wages on
average.

Educational Concentration

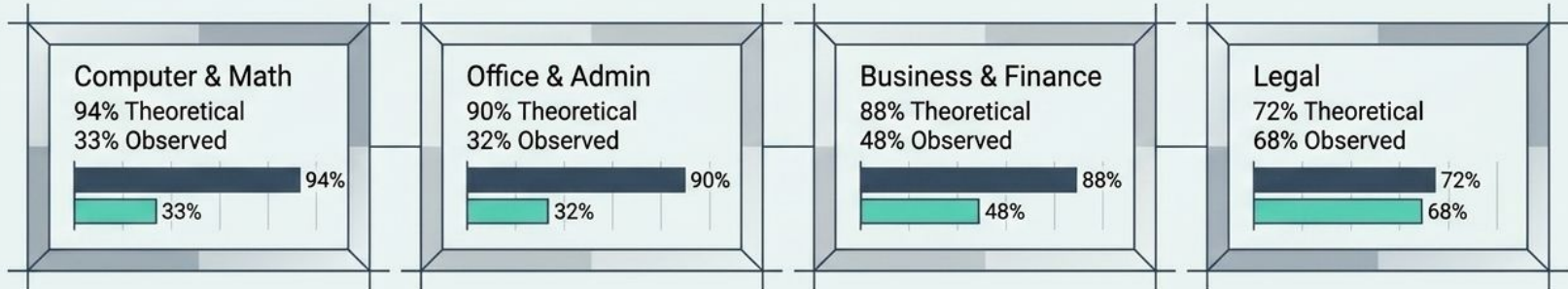
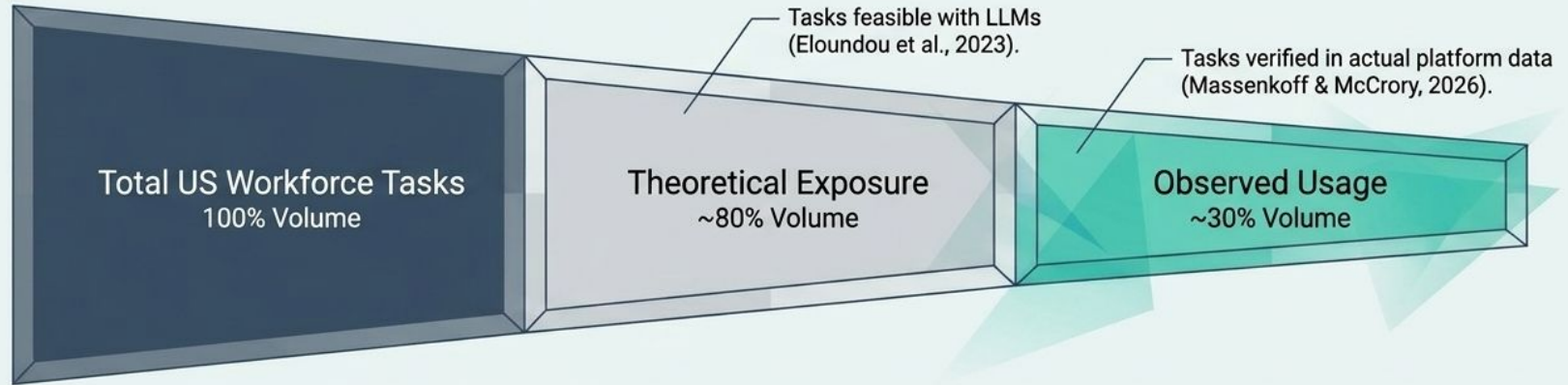
Nearly 4x more likely
to hold graduate
degrees compared to
unexposed workers.

Age & Demographics

Diverging from past
automation, exposed
workers are more likely to
be older, white, or Asian.

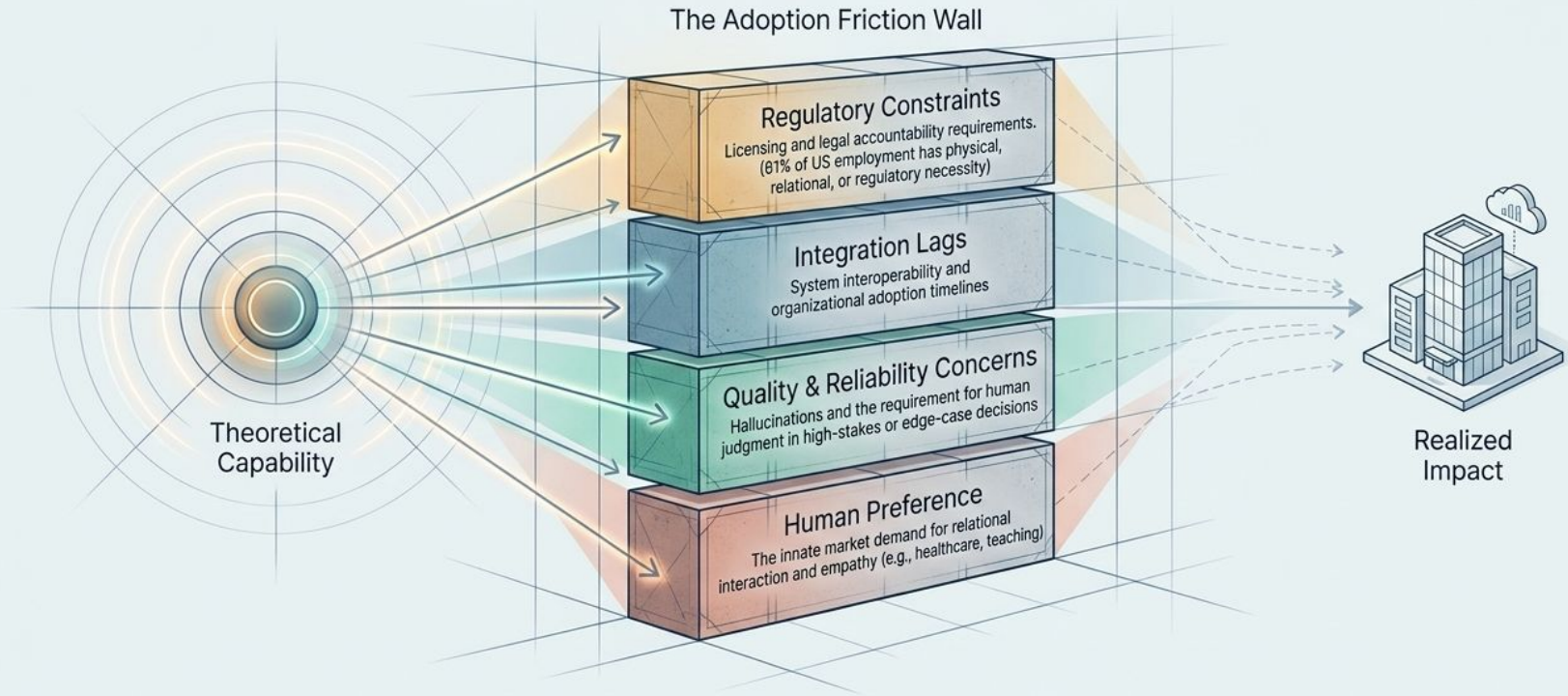
The Capability Overhang

A persistent gap between theoretical capability and platform reality



Deconstructing the Friction Wall

Why capability overhang is a structural feature, not a temporary lag



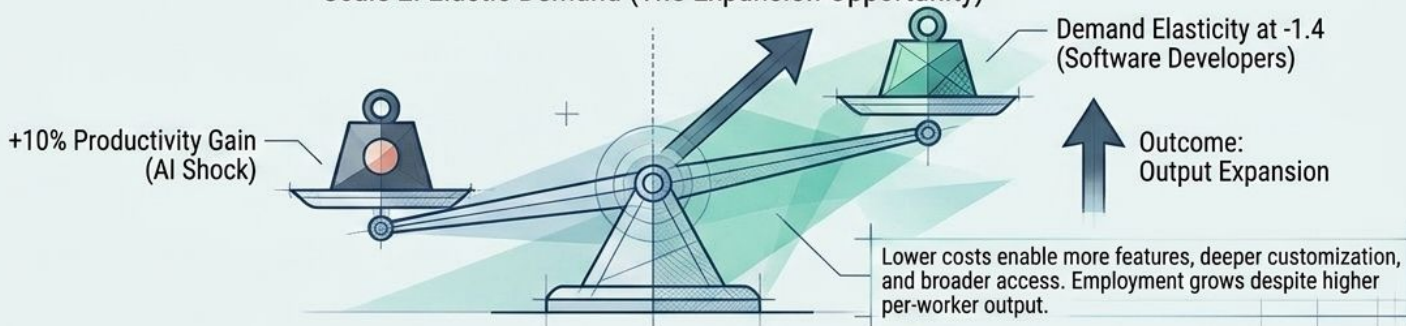
The Elasticity Lever

How demand response dictates the difference between contraction and growth

Scale 1: Inelastic Demand (The Contraction Risk)

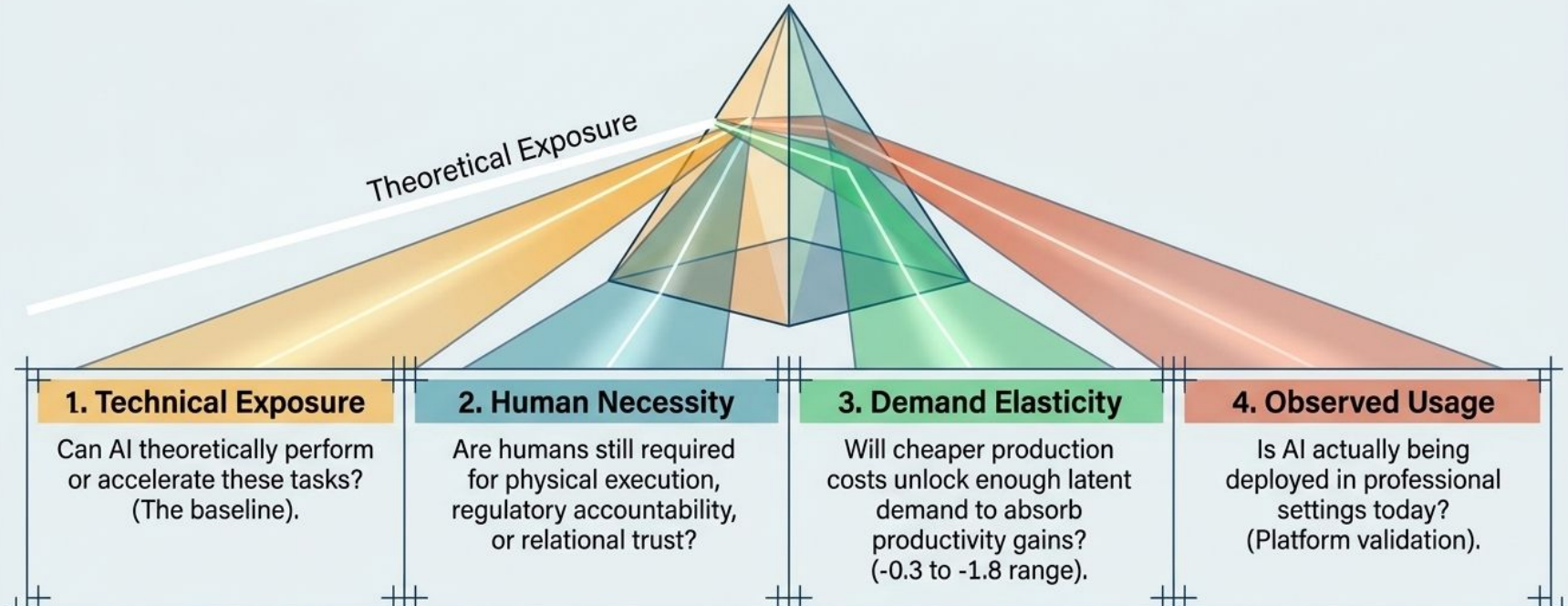


Scale 2: Elastic Demand (The Expansion Opportunity)



Beyond Exposure: The 4D Assessment Framework

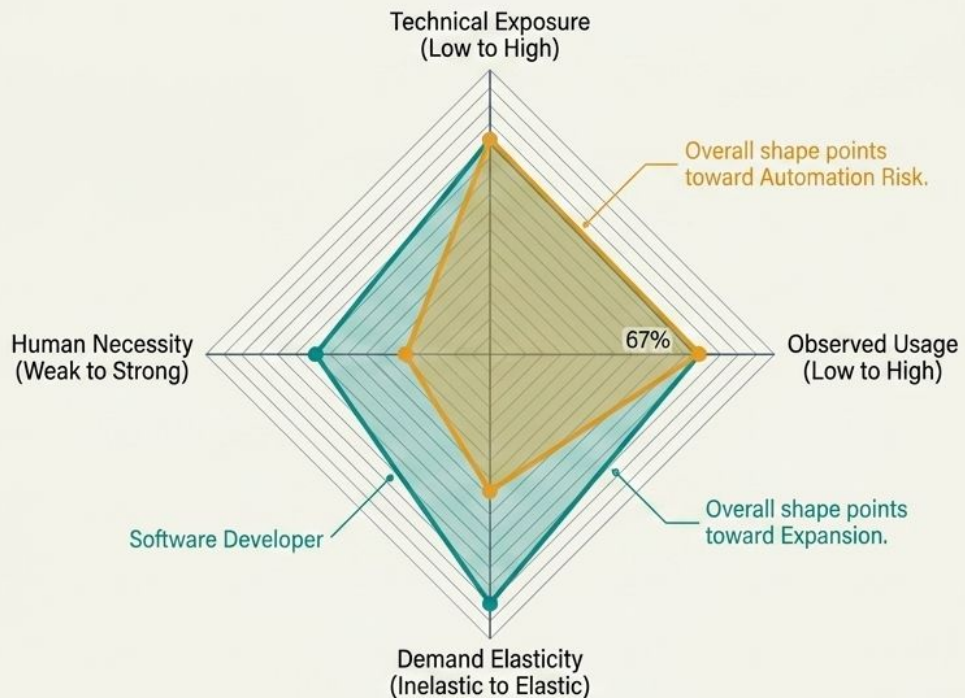
Synthesizing theoretical capability with structural economic reality



Key Insight: Measuring labor market impact requires running theoretical exposure through the constraints of necessity, elasticity, and actual adoption.

The 4D Impact Radar

Why identical technical exposure produces opposite labor outcomes



High exposure is merely a prerequisite. The intersection of elasticity and necessity determines the actual transition pathway.

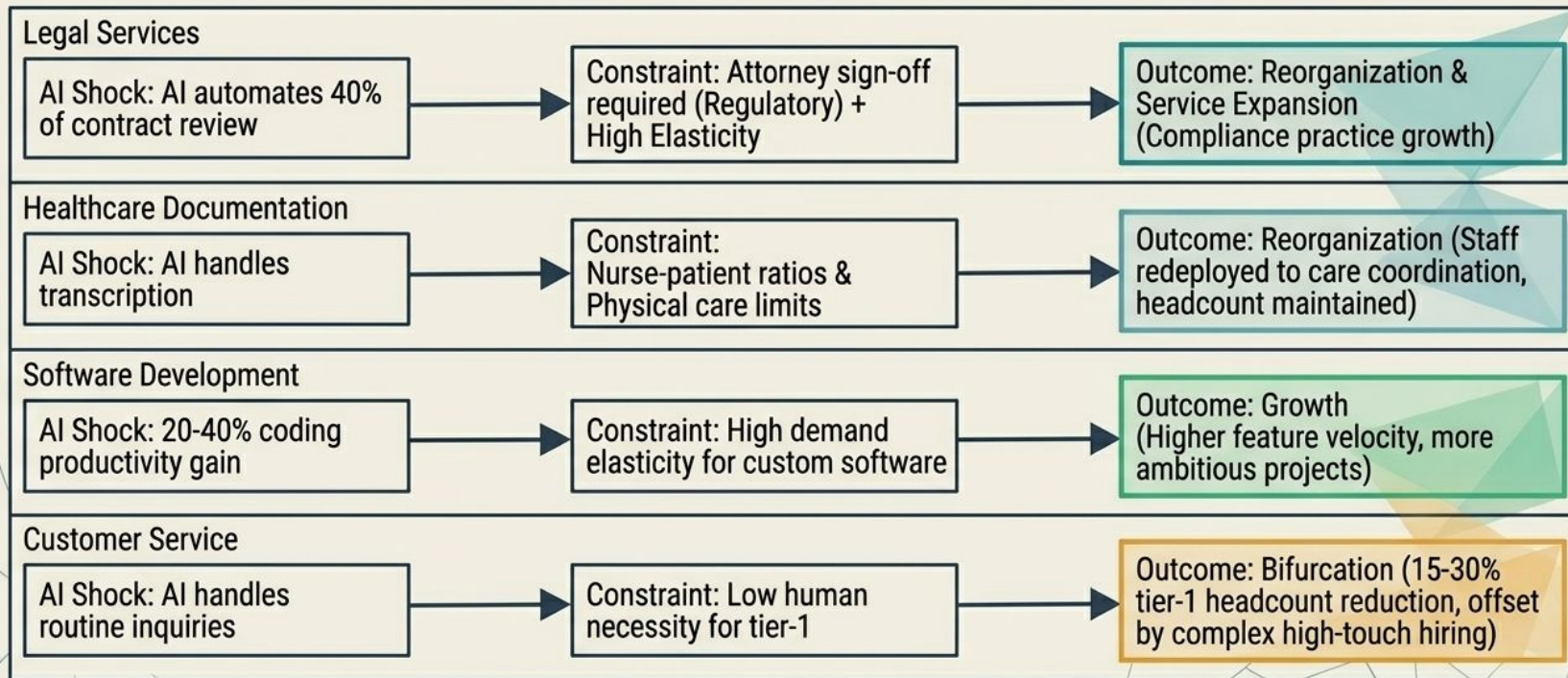
The AI Jobs Transition Matrix

Categorizing 150 million jobs into four actionable transition archetypes.

Archetype (% of Workforce)	Core Dynamics	Real-World Examples	Usage Coverage	Net Employment Vector	Priority Policy Focus
Higher Automation Risk (18%)	High exposure + weak necessity + inelastic	Data Entry, Customer Service	CS at 70%, Data Entry at 67%	Contraction	Wage insurance, transition assistance
Will Reorganize (24%)	High exposure + strong necessity + inelastic	Lawyers, Medical Records	High coverage with bottlenecks	Shift / Reallocation	Staffing ratios, workload protections
Grow with AI (12%)	High exposure + high elasticity	Software Devs, Designers	High coverage, rapid adoption	Expansion	Remove bottlenecks, capacity building
Less Immediate Change (46%)	Low exposure or physical/hard constraints	Manual Trades, Direct Care	Near-zero observed platform usage	Neutral / Vigilance	Enhanced occupational tracking

Organizational Reality: Industry Pathway Flowcharts

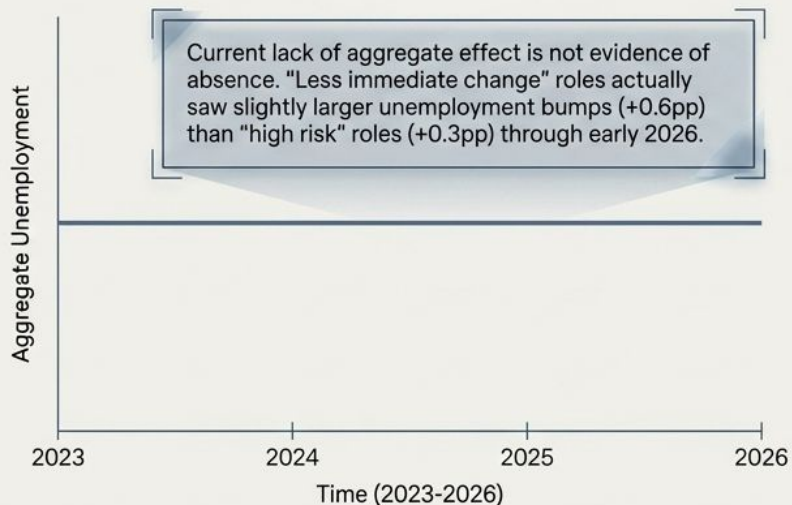
Tracing the journey from theoretical AI shock to actual labor outcome.



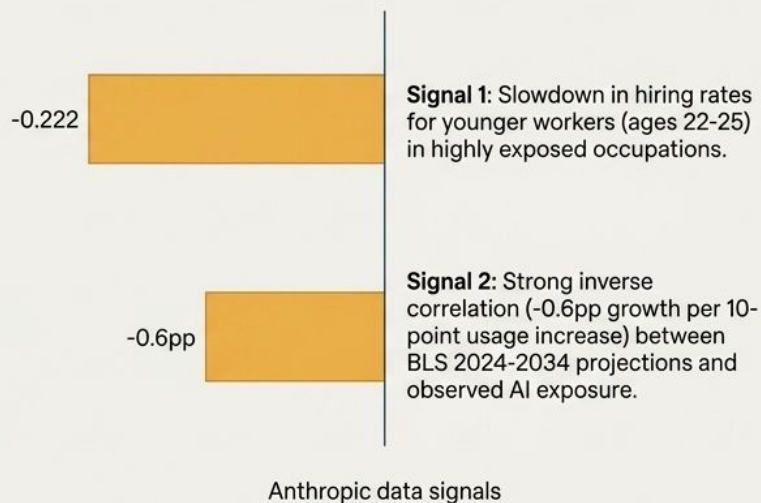
Macro Illusions vs. Micro Signals

Locating the true canaries in the coal mine of labor disruption

The Macro Illusion



The Micro Signals

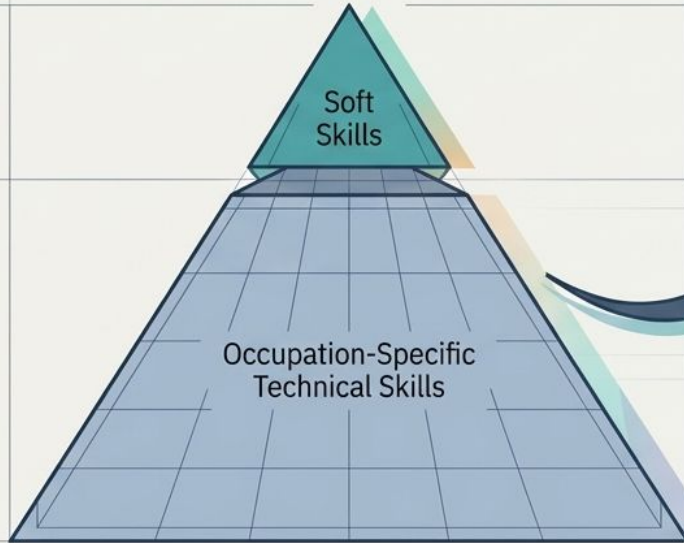


Conclusion: Disruption is manifesting first as an entry-level hiring freeze, not incumbent layoffs.

The Skill Reconceptualization Pivot

Redefining comparative human advantage in an augmented environment

The Traditional Skill Stack



The AI-Era Skill Stack



“Expertise becomes central. Workers who can exercise judgment, integrate contextual knowledge, and maintain accountability possess a comparative advantage pure exposure measures miss.” (Autor & Thompson, 2025)

Building Adaptive Capacity

A cohesive macro-level blueprint for societal readiness

Credentialing & Procurement Reform

Targeting 'Grow' roles. Loosening artificial supply constraints. Shifting Medicare/insurance reimbursement from 'time-spent' to 'episodes of care' to reward AI-augmented outcomes.

Distributed Capability Access

Preventing winner-take-all dynamics. Public procurement of AI tools for small businesses, community colleges, and rural providers.

Resilient Labor Market

High-Resolution Monitoring

Tracking age-cohort hiring rates, occupation-specific wage dynamics, and regional concentration (flagging areas where 20%+ employment is in High-Risk archetypes).

Strategic Imperatives by Archetype

Matching policy responses to specific transition dynamics

Higher Automation Risk (Navigate Change)

Early warning systems in concentrated regions.
Wage insurance and targeted transition assistance.
Portable benefits supporting occupational mobility.

Will Reorganize (Shape the Work)

Mandatory staffing ratios (healthcare/education) to prevent dangerous understaffing as productivity rises.
Workload protections to prevent pure caseload inflation.

Grow with AI (Ensure Broad Access)

Capacity building in training pipelines. Antitrust oversight to prevent platform monopolization.

Less Immediate Change (Vigilance)

Enhanced occupational tracking to spot emerging tech exposure early.

The AI transition is shapeable, not predetermined. Broadly shared benefits require differentiated, evidence-informed action today.