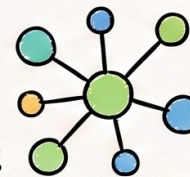




The AI Growth Paradox:

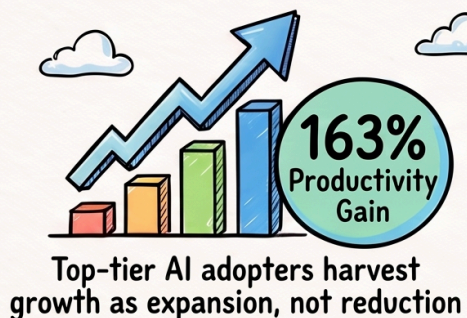
Why Automation is Expanding the Workforce



Contrary to fears, AI-intensive firms use AI as a “capability amplifier,” outperforming peers in headcount and compensation, driving a surge in high-level human judgment capabilities.



THE REALITY OF THE AI-AUGMENTED WORKFORCE



Faster Hiring & 42% Higher Wage Growth



AI-exposed roles wages rise 42%
Wages rose faster than non-exposed roles since 2021.

AI-Intensive vs. Minimal Adopters
(PwC 2026 Data)



The “Seniorization” of Entry-Level Work



Senior-Level Capabilities (7x Rate vs. Less AI-exposed)
Entry roles now require advanced skills

Metric	AI-Intensive Organizations	
Productivity Growth	40% higher than peers	✓
Human Skill Demand	2.5x increase (Empathy, Judgment, Creativity)	✓
Hiring Rate	Faster than minimal adopters	✓

PILLARS FOR STRATEGIC SUCCESS



Shift from Substitution to Complementarity:
Focus on AI creating new high-value tasks requiring human judgment & social intelligence

Continuous Skill Ecosystems

Move from rigid job descriptions to fluid, skill-based architectures prioritizing constant learning

Participatory Role Redesign



Involving workers in AI design increases acceptance and identifies implementation gaps