

Job Creation and Boosting Productivity

- The available evidence suggests that rather than eliminating the need for humans in the workforce, AI will create new, better, and more stimulating opportunities for workers.
- AI is very good at taking on tasks, but jobs are more than tasks. They require judgment, unique lived experience, trust, creativity, accountability, and the ability to work through messy real-world problems.
- AI can help small businesses, manufacturers, hospitals, schools, and startups take on projects that used to be too expensive, slow, or complex. The key is making sure that workers and communities are prepared with the right skills to reap the full benefits of this technology.

Responsible AI can enable workers to focus more on the most fulfilling parts of their jobs, while making new opportunities possible.



AI is changing work but not eliminating jobs: New research shows that U.S. firms that invest heavily in artificial intelligence increase overall and entry-level hiring, challenging the view that AI adoption will cause widespread job losses. [[USA Today/Ramp and Revelio June 2026](#)]



AI is increasing demand for early-career talent: Recent research suggests AI may also increase demand for early-career talent rather than reduce it: "In one of the biggest surveys on employers' graduate hiring plans this year, nearly three times as many executives at companies using or exploring AI said they were increasing junior-level hiring in 2026 than cutting back. Those using AI most extensively were the most bullish." [[WSJ/Strada Educational Foundation May 2026](#)]



AI lets doctors and nurses focus on patients: According to the Journal of the American Medical Association, AI is reducing administrative burdens, reducing burnout, and empowering clinicians to spend more time with patients. [[JAMA October 2025](#)]



AI lets lawyers and paralegals focus on their clients: AI can speed up document review, allowing legal support staff to focus on judgment and verification. [[ABA February 2025](#)]



AI helps small manufacturers compete: AI can help smaller manufacturers streamline quality control, maintenance, supply-chain planning, and training. [[NIST May 2026](#)]



AI levels the playing field for small businesses: AI gives smaller firms growth capabilities that used to require large back-office teams. [[US Chamber of Commerce August 2025](#)]



AI is enabling workers to build skills and adapt: AI can support personalized learning and worker upskilling as employers adapt to changing job requirements. Workers with AI-related training are more likely to report improved job performance and working conditions. [[OECD June 2026](#)]

We need smart policies to ensure that workers are prepared to reap the benefits of these new jobs. That's why TechNet has endorsed the following bills:



Workforce Transparency Act, which would improve visibility into how AI is affecting jobs and skill demands across the economy. [Senators Mark Warner (D-VA) and Ted Budd (R-NC)]



AI Workforce Training Act, which would take the next critical step by expanding access to AI literacy, workforce training, and upskilling opportunities. [Representatives Josh Gottheimer (D-NJ) and Mike Lawler (R-NY)]



AI Talent Act, which would help federal agencies recruit and hire technology and AI experts by creating specialized talent teams and improving competitive-service hiring practices. [Representatives Sara Jacobs (D-CA), Jay Obernolte (R-CA), Pat Fallon (R-TX), Shontel Brown (D-OH), and Senators Andy Kim (D-NJ) and Jon Husted (R-OH)]



JOBS Act, which would expand Pell Grant eligibility to high-quality short-term job training programs that lead to industry-recognized credentials and prepare workers for in-demand careers. [Senators Tim Kaine (D-VA), Susan Collins (R-ME), Tina Smith (D-MN), and Roger Marshall (R-KS)]

Misconception vs. Reality

MISCONCEPTION 1: AI is eliminating jobs across the economy.

REALITY: AI is changing how people work, but early data suggests that employment impact may be overstated. An analysis of Bureau of Labor Statistics data found that unemployment is lower in occupations considered most exposed to AI. AI can automate portions of a job while allowing workers to focus on responsibilities that require judgment, creativity, trust, and accountability. [[Economic Innovation Group August 2025](#)]

MISCONCEPTION 2: AI will eliminate opportunities for younger and entry-level workers.

REALITY: Early evidence suggests companies adopting AI may need more, not fewer, early-career employees. In one major survey, nearly three times as many executives at companies using or exploring AI said they planned to increase junior-level hiring in 2026 as said they planned to reduce it. Companies using AI most extensively were also the most optimistic about hiring young workers. [[The Wall Street Journal/Strada Education Foundation May 2026](#)]

MISCONCEPTION 3: AI is replacing the uniquely human parts of work.

REALITY: In many workplaces, AI is taking on administrative and repetitive tasks so people can spend more time on work that requires human judgment, expertise, and interaction. Doctors and nurses can devote more attention to patients, teachers can spend more time with students, legal professionals can focus on judgment and verification, and manufacturers can strengthen training and quality control. [[JAMA October 2025](#); [Gallup Poll June 2025](#); [ABA February 2025](#); [NIST: The Rise of Artificial Intelligence in U.S. Manufacturing May 2026](#)]

MISCONCEPTION 4: America must choose between advancing AI and protecting the public.

REALITY: Responsible safeguards can mitigate risks and strengthen innovation by creating trust, consistency, and clear expectations. Responsible AI means addressing legitimate risks including privacy, security, accuracy, and discrimination. These should be addressed through clear, risk-based protections focused on how AI is used.

The National Institute of Standards and Technology's (NIST) AI Risk Management Framework (RMF) is the preeminent tool for managing AI risks and increasing trustworthiness and adoption of AI. Its approach demonstrates that managing risk and encouraging innovation are complementary, not competing, goals. [[NIST: AI Risk Management Framework](#), [NIST: Generative AI Profile](#), [NIST AI Resource Center: AI Risk Management Framework Resources](#)]

MISCONCEPTION 5: AI makes human expertise and judgment unimportant.

REALITY: AI can take on time-consuming, repetitive work, but people remain responsible for oversight and accountability.

In health care, ambient AI scribes have reduced documentation burdens and clinician burnout while increasing focused attention on patients. In law, AI can accelerate document review, research, summarization, and drafting, while attorneys remain responsible for accuracy, confidentiality, and professional judgment.

In manufacturing, AI supports predictive maintenance, quality control, supply-chain planning, and real-time training and troubleshooting for workers. And among small businesses using AI, 77% say losing access to AI would harm their growth, operations, bottom line, and ability to reach customers.

AI is most valuable when it expands human capabilities — not when it attempts to replace human accountability. [[JAMA October 2025](#); [ABA February 2025](#); [NIST May 2026](#); [U.S. Chamber of Commerce August 2025](#)]

AI Training & Resources

Companies are providing resources to prepare the workforce now

TechNet member companies are helping workers, students, and educators build those skills by creating accessible training programs, learning platforms, and AI education resources. These initiatives are expanding opportunity, supporting career growth, and helping prepare the next generation of American innovators.

Accenture - [Learning to Earning](#)

Amazon - [Amazon Career Choice](#), [Mechatronics and Robotics Apprenticeship Program](#), [Amazon's Upskilling Programs](#), [Small Business Accelerator for Developers](#), [AWS AI Training & Certification](#), [AWS Foundations of Prompt Engineering](#)

Anthropic - [Anthropic Academy](#), [AI Fluency: Framework & Foundations Partnership with CodePath](#) [National Academy for AI Instruction](#), [Claude Corps](#)

Apple - [Apple Manufacturing Academy](#)

Box - [Box University: Box AI](#)

Cisco - [Learn with Cisco](#), [AI Workforce Playbook](#)

Cohere - [LLM University](#)

Dell - [Tech Career Circuit](#)

Etsy - [AI-powered tools for sellers](#)

Google - [Accelerate your job search with AI tools](#), [Google AI Professional Certificate](#), [Grow with Google](#), [Skillshop](#), [Google Skills](#), [Google Gemini Prompting Guide](#), [Google Generative AI for Educators](#), [AI Works](#), [Google AI Training](#), [Learn Essential AI Skills](#), [Google AI Educator Series](#), [Google Skilled Worker Initiative](#)

Instacart - [Instacart's AI Solutions](#)

Intuit - [Intuit Career Pathways](#), [Career Pipeline Program](#)

Mastercard - [Mastercard Academy](#)

Meta - [America's Workforce Academy](#), [Data Center Community Action Grants](#), [Be Pro Be Proud](#), [Meta Blueprint Courses](#)

Nebius - [Nebius Academy](#)

NVIDIA - [Upskilling for Emerging AI Educators](#), [NVIDIA Academy](#), [Learn with NVIDIA](#)

OpenAI - [Udemy Partnership](#), [OpenAI Academy](#), [National Academy for AI Instruction](#), [OpenAI Practical Guide to Building Agents](#), [ChatGPT Foundations for Teachers](#)

Persona - [Persona Academy](#)

Runway - [Runway's AI Academy](#)

Salesforce - [Trailhead](#), [Salesforce Fundamentals](#), [Agentblazer Status](#)

SAP - [SAP Learning](#)

Scale AI - [Scale AI Learning & Docs](#)

Shopify - [Shopify Magic](#)

Snapchat - [Lens Studio](#), [Lens Web Builder](#)

Verizon - [Small Business Digital Ready](#), [Verizon Skill Forward](#), [Reskilling and Career Transition Fund](#)

Waymo - [Waymo Autonomous Vehicle First Responder Training](#), [Instructional Guides for First Responders](#), [Waymo TechForce Scholarships](#)

Zoom - [AI Companion Courses](#)