

# Healthcare Assistants

AI profoundly augmenting patient monitoring, administrative tasks, and basic clinical support.

| EXPOSURE                                   | WINDOW                                           | ADOPTION TODAY  | READING                                                                                                                             |
|--------------------------------------------|--------------------------------------------------|-----------------|-------------------------------------------------------------------------------------------------------------------------------------|
| <div>45</div> <div>Elevated exposure</div> | <div>3–6 yrs</div> <div>until change lands</div> | <div>High</div> | <div>The role is being reshaped.</div> <div>Exposure is the share of today's work AI can plausibly take on within the window.</div> |

§ 01WHAT IS HAPPENING

## What is happening to healthcare assistants

|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact | <p>AI tools are autonomously assessing patient conditions, optimizing workflows, automating documentation, and assisting with basic patient care. This compels Healthcare Assistants to radically pivot towards complex patient interaction, empathetic support, ethical oversight of AI, and providing indispensable human intervention in dynamic environments.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Risk   | <p>Radical role overhaul; pervasive automation leading to significant workflow redefinition and specialized human focus.</p> <p>The Healthcare Assistant role is undergoing a profound and accelerating redefinition by AI and robotics. AI will assume command of vast routine data collection, vital sign monitoring, and much of the administrative burden. Healthcare Assistants must immediately pivot to becoming experts in leveraging AI tools for enhanced efficiency and patient well-being, intensely validating AI outputs for accuracy and safety, and dedicating their expertise to the irreplaceable human elements of the role: profound empathy, direct physical assistance, nuanced emotional support, and critical ethical decision-making regarding patient comfort and dignity.</p> |

## Sector readiness

## Rapid &amp; Transformative Integration

The healthcare support sector (hospitals, nursing homes, home care) is aggressively integrating AI and robotics, driven by overwhelming demand, critical workforce shortages, and the push for hyper-efficient, data-driven patient care. AI is rapidly moving beyond pilot stages to widespread adoption for patient monitoring, administrative automation, and basic physical assistance, fundamentally altering traditional workflows.

## § 02 POSITION

## Where you stand

- i The Healthcare Assistant role is undergoing a profound and accelerating redefinition by AI and robotics, fundamentally restructuring patient monitoring, administrative tasks, and basic physical assistance.
- ii AI will autonomously manage vast routine data, optimize workflows, and streamline documentation, compelling Healthcare Assistants to pivot to indispensable human empathy, nuanced patient interaction, and profound ethical judgment in critical care support.
- iii Survival and impact will hinge on Healthcare Assistants mastering AI and robotic tools, critically validating AI outputs for safety, and providing irreplaceable human connection and hands-on care at the heart of patient well-being.

## § 03 ACTIONS

15 POINTS

## What this means for you

Concrete changes to how the work gets done, in the order you are likely to meet them.

- 01 **AI-Driven Autonomous Vital Sign Monitoring.** Healthcare Assistants will command AI systems (e.g., via wearable sensors, smart beds, computer vision) that autonomously capture and continuously monitor patient vital signs (e.g., heart rate, respiratory rate, blood pressure, SpO2) without manual intervention. This radically frees up time for direct patient engagement and complex care.
- 02 **AI-Assisted Patient Mobility & Transfers.** Healthcare Assistants may oversee and guide specialized robotic lifting aids or intelligent transfer devices that autonomously assist patients with mobility, transfers (e.g., bed to chair), and repositioning. This reduces physical strain on staff and enhances patient safety, demanding oversight of AI's precision.

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- 03 **Automated Documentation & Administrative Streamlining.** AI will autonomously handle a significant portion of documentation for Healthcare Assistants, including transcribing daily care notes, populating charts with objective data from AI sensors, and managing patient activity logs. This radically frees up time for direct patient care.
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- 04 **Predictive Analytics for Patient Deterioration & Falls.** Healthcare Assistants will leverage AI models that autonomously analyze patient data (e.g., vital trends, activity patterns, sleep data) to predict potential health deteriorations, fall risks, or behavioral changes minutes or hours in advance. This enables proactive intervention and personalized care adjustments.
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- 05 **AI-Powered Personalized Patient Reminders & Education.** AI will autonomously handle a significant portion of routine patient communication, including medication reminders, hydration prompts, and personalized health education messages adapted to patient needs. Healthcare Assistants will focus on addressing specific patient concerns and providing empathetic support.
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- 06 **Focus on Direct Physical & Emotional Care.** As AI assumes command of routine monitoring and administrative tasks, the paramount value of Healthcare Assistants will be their irreplaceable human ability to provide hands-on physical assistance (e.g., bathing, dressing, feeding with sensitivity), profound emotional support, and empathetic companionship.
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- 07 **Intelligent Inventory & Supply Management (Ward/Unit Level).** AI will autonomously track supply inventory on hospital wards or nursing units, predict demand for consumables, and automate reordering from central supply. This streamlines back-of-house operations, ensuring availability of necessary supplies and reducing waste.
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- 08 **Ethical AI Use & Patient Dignity/Privacy.** Healthcare Assistants will bear profound responsibility for auditing AI systems for algorithmic bias (e.g., in monitoring, alert prioritization), ensuring patient data privacy, and upholding the highest ethical standards for patient dignity and autonomy in AI-augmented care.
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- 09 **Human-AI Teaming for Comprehensive Patient Care.** Healthcare Assistants will operate in seamless human-AI teams. AI will provide real-time data, suggest care adjustments, or manage routine tasks, while the human HCA leads patient interaction, applies nuanced judgment, and provides the essential human touch and hands-on care.
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- 10 **AI-Assisted Triage & Symptom Collection (Internal/Unit).** AI-powered chatbots or virtual assistants will autonomously collect initial patient symptoms or concerns from patients or family members on a unit. Healthcare Assistants will review AI-generated summaries, preparing nurses with concise, pre-analyzed patient information.
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- 11 **Robotic Assistants for Logistics & Delivery.** Healthcare Assistants may oversee mobile autonomous robots that autonomously deliver medications, supplies, or meals within hospitals or care facilities. This frees up human staff for direct patient interaction and reduces manual labor.
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- 12 **Continuous Learning & Digital Health Literacy.** The exponential pace of AI integration in healthcare demands that Healthcare Assistants commit to continuous, aggressive learning of new AI-powered tools, their profound capabilities, and intricate ethical implications, as a foundational competency for effective care delivery.
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- 13 **Specialization in Tech-Enhanced Patient Support.** The field may see Healthcare Assistants specializing in managing and optimizing AI-driven patient monitoring systems, troubleshooting assistive technologies, and training patients/families on new AI-powered care solutions in hospitals or homes.
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- 14 **AI for Hygiene & Environmental Monitoring.** AI-powered computer vision systems are emerging to autonomously monitor hand hygiene compliance among staff, track cleanliness of patient rooms, or detect spills. Healthcare Assistants would oversee these systems and ensure compliance.
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- 15 **Leadership in Patient Experience & Unit Efficiency.** Healthcare Assistants in leadership roles will play a crucial role in optimizing unit efficiency through AI adoption, advocating for patient-centric AI solutions, and fundamentally reshaping the patient experience within healthcare settings.
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## What is pushing this change

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- 01 **Explosive Growth of Patient Data (EHRs, Wearables, Smart Devices).** Vast amounts of data from patient monitors, wearables, smart beds, and EHRs provide rich input for AI models.
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- 02 **Advancements in AI/ML (Computer Vision, Sensor Fusion, Predictive Analytics).** Breakthroughs in AI fields enable highly precise real-time analysis, predictive modeling, and intelligent assistance for patient care.
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- 03 **Urgent Demand for Scalable & Accessible Patient Care.** Healthcare systems are overwhelmed, demanding AI solutions to scale care delivery beyond traditional human capacity.
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- 04 **Critical Workforce Shortages & Burnout (Nurses, HCAs).** The severe global shortage of healthcare professionals compels aggressive AI adoption to radically augment human capacity.
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- 05 **Relentless Pressure for Cost Optimization in Healthcare.** AI automation of vital signs, documentation, and logistics drives aggressive healthcare cost reductions.
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- 06 **Complexity of Patient Needs & Diverse Care Settings.** Managing diverse patient needs, from basic personal care to complex medical conditions, across various settings (hospital, home) benefits from AI.
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- 07 **Pervasive Growth of IoT & Smart Healthcare Devices.** Ubiquitous smart hospital devices and wearables generate continuous, real-time data on patient activity and health.
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- 08 **Mandatory Regulatory Push for Patient Safety & Quality.** Governments and regulatory bodies are enforcing stricter data-driven mandates for patient safety and quality of care.
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- 09 **Aging Population & Increased Chronic Conditions.** The rapidly aging global population and rising prevalence of chronic conditions create an immense demand for healthcare support.
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- 10 **Focus on Patient Dignity & Experience.** AI must contribute to a positive patient experience, respecting dignity and privacy, which is a key driver for its ethical deployment.
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## Impact by sector

The headline figure is an average. Where you work changes the picture.

|                                       |                                                                                                                                                                                            |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hospital-based Health-care Assistants | AI for autonomous vital sign collection, patient monitoring in hospital rooms, and automated documentation. Focus on acute care support and efficiency.                                    |
| Nursing Home Health-care Assistants   | AI for autonomous fall detection, activity tracking in common areas, and personalized reminders for residents. Focus on long-term care safety and dignity.                                 |
| Home Health Aides                     | AI for remote monitoring of client activity, medication reminders via smart dispensers, and communication aids. Focus on client independence and safety at home.                           |
| Rehabilitation Health-care Assistants | AI for autonomous movement analysis during exercises, tracking progress, and personalized therapy prompts. Focus on functional recovery support and adherence.                             |
| Mental Health Health-care Assistants  | AI for analyzing behavioral patterns from digital data, suggesting coping strategies (digital therapeutics), and personalizing interventions. Focus on de-escalation and holistic support. |

## Skills to build

The skills that keep the human part of this work valuable as the routine part is automated.

- 01 **Empathy & Compassion (for patient/family).** The core ability to connect with patients on a profound human level, provide emotional support, and demonstrate genuine care and understanding in sensitive situations.
- 02 **Direct Physical Care Skills.** Proficiency in providing hands-on assistance with Activities of Daily Living (ADLs) such as bathing, dressing, feeding, and mobility with safety and dignity.
- 03 **Communication & Interpersonal Skills.** Effectively communicating with patients (who may have impairments), their families, nurses, and doctors with clarity and patience.
- 04 **Observation & Nuanced Judgment.** The ability to notice subtle changes in a patient's physical, mental, or emotional condition, interpret non-verbal cues, and make sound judgments in unpredictable situations.
- 05 **Ethical Reasoning & Patient Advocacy.** Upholding patient dignity, autonomy, and privacy, understanding potential biases in AI monitoring, and advocating for the patient's best interests.

- 06

**AI/Digital Health Literacy.** Proficiency in using AI-powered patient monitoring systems, smart beds, digital care planning apps, and interpreting AI-generated alerts from health devices.
- 07

**Problem-Solving & Resourcefulness (Patient Care).** The ability to quickly identify and resolve unexpected patient issues, administrative glitches, or equipment malfunctions on the unit.
- 08

**Adaptability & Stress Management.** Maintaining composure and decisive action in high-stress situations (e.g., patient deterioration), and adapting care routines to evolving patient needs and new technologies.

§ 07 INSTRUMENTS

12 ENTRIES

## Tools in use

KINDS OF TOOL WORTH KNOWING

- 01

**AI-Powered Patient Monitoring Systems (Hospital/Home).** Systems using AI to autonomously analyze vast streams of patient data (vitals, movement, sleep) from hospital monitors, wearables, or home sensors, identifying anomalies and predicting risks.
- 02

**AI-Assisted Mobility & Lifting Aids.** Robotic devices or smart lifts that use AI to assist Healthcare Assistants in safely transferring or repositioning patients, reducing physical strain on staff.
- 03

**AI for Automated Documentation & Scribing.** AI tools that autonomously transcribe patient encounters and care notes, populating EHR fields with objective data from sensors and voice input.
- 04

**Predictive Analytics for Patient Deterioration/Falls.** AI models that autonomously analyze patient data (vitals, activity, history) to predict the likelihood of health deteriorations, falls, or readmissions, triggering early alerts.
- 05

**AI-Powered Logistics Robots (Hospital).** Autonomous Mobile Robots (AMRs) that use AI for navigation and path planning to autonomously deliver medications, supplies, and meals within hospitals.
- 06

**Smart Beds (AI-enabled).** Hospital beds with integrated AI sensors that monitor patient vital signs, sleep patterns, movement, and automatically detect falls or bed exits.

NAMED TOOLS ALREADY IN USE

- Philips IntelliVue Guardian Solutions / CarePredict (for home)**

VISIT

Advanced patient monitoring platforms that leverage AI for early detection of patient deterioration and adverse events in hospital or home settings.
- Safe Patient Handling (various robotic lift systems)**

VISIT

Robotic and smart lifting solutions designed to assist healthcare workers with patient mobility and transfers, enhancing safety for both patients and staff.
- Nuance Dragon Medical One / Suki (Digital Scribes)**

VISIT

AI-powered voice recognition and medical dictation solutions that radically automate clinical note-taking and integrate seamlessly with EHRs for HCAs.

**EBSCO (Dynamic Health, AI for patient risk) / Proprietary hospital systems**

VISIT

AI/ML models developed by large healthcare systems to predict patient outcomes and optimize care pathways using patient data.

**Tug (Aethon) / Relay (Savioke)**

VISIT

Autonomous mobile robots (AMRs) specifically designed for logistics tasks within hospitals, delivering supplies, medications, and meals.

**StrataFlows (Smart Bed Platform) / Hillrom (Smart Bed solutions)**

VISIT

Smart hospital beds with integrated sensors and AI for continuous patient monitoring, fall prevention, and automated vital sign collection.

§ 08 EXAMPLES

5 EXAMPLES

## In practice

Ways people in this role are already using AI, and what they get from it.

**Automate Vital Sign Collection**

EXAMPLE 1

HOW

Healthcare Assistants will oversee AI-powered vital sign monitors (e.g., smart cuffs, wearables, smart beds) that autonomously collect and record patient vital signs (e.g., blood pressure, heart rate, temperature) directly into the EHR at regular intervals, eliminating manual measurements.

GAIN

Radically eliminates manual vital sign collection, improves accuracy, and ensures continuous patient monitoring for early detection of changes.

**Assist with Patient Transfers**

EXAMPLE 2

HOW

Healthcare Assistants may oversee a specialized robotic lift or intelligent transfer device that autonomously assists with moving patients from bed to chair, or with repositioning. The HCA guides the robot for safety and ensures patient comfort during the transfer.

GAIN

Significantly reduces physical strain on staff, enhances patient safety during transfers, and improves efficiency in patient mobility assistance.

**Streamline Patient Documentation**

EXAMPLE 3

HOW

During patient rounds, Healthcare Assistants can speak their observations (e.g., "patient ate 50% of breakfast," "no change in mobility"). An AI digital scribe will autonomously transcribe these notes and populate the daily care plan in the EHR for minimal review.

GAIN

Dramatically reduces administrative burden and charting time, ensures consistent documentation, and frees up HCAs for direct, high-value patient interaction.

|                                                              |      |                                                                                                                                                                                                                                                                                                   |
|--------------------------------------------------------------|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>Predict Patient Falls</div> <div>EXAMPLE 4</div>        | HOW  | Healthcare Assistants will monitor an AI system that autonomously analyzes patient data (e.g., mobility patterns from smart beds, past fall history, medication changes). The AI will predict which patients are at high risk of falling and trigger immediate alerts for proactive intervention. |
|                                                              | GAIN | Enables proactive fall prevention strategies, significantly reduces patient injuries from falls, and improves overall patient safety and well-being.                                                                                                                                              |
| <div>Manage Unit Supply Inventory</div> <div>EXAMPLE 5</div> | HOW  | Healthcare Assistants will manage an AI system that autonomously tracks supply inventory levels on their ward. The AI predicts consumption rates for items like gloves, bandages, and incontinence products, automatically generating reorder requests to ensure continuous availability.         |
|                                                              | GAIN | Radically optimizes supply levels, minimizes stockouts and waste, and ensures the ward runs smoothly with minimal manual inventory checks.                                                                                                                                                        |

§ 09    CONTEXT

## How this role compares

Three neighbouring roles chosen to show the direction of travel.

|                                                                                                                                     |               |                                                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>Ward Clerks (Admin, Basic patient data entry) / Phlebotomists (Blood drawing - basic)</div> <div>MORE EXPOSED</div>            | AI IMPACT     | Catastrophic (AI can autonomously manage patient data entry; AI/Robotics can automate basic phlebotomy for routine draws.)                                                                                                                   |
|                                                                                                                                     | WORK MOVES TO | Immediate need for radical re-skilling into AI oversight, robot management (if applicable), or specialization in complex patient communication.                                                                                              |
| <div>AI Patient Care Engineers / AI Clinical Workflow Developers</div> <div>DIFFERENT SKILLS, GROWING</div>                         | AI IMPACT     | Foundational (They design and build the AI algorithms and robotic systems that power advanced patient monitoring and care assistance.)                                                                                                       |
|                                                                                                                                     | WORK MOVES TO | Deep expertise in advanced AI/ML algorithms, robotics, clinical workflows, and software engineering, with a focus on patient care applications.                                                                                              |
| <div>Registered Nurses (Direct Patient Care) / Physicians (Complex Clinical Decisions)</div> <div>COMPLEMENTARY, LESS EXPOSED</div> | AI IMPACT     | Low-Moderate Augmentation (AI assists in vital sign monitoring, documentation for RNs; AI provides data for physicians), but core hands-on medical care, medication administration, and ultimate diagnostic responsibility remain paramount. |
|                                                                                                                                     | WORK MOVES TO | Hands-on patient care, medication administration, and complex clinical judgment (RNs); Complex diagnostic reasoning and ultimate treatment responsibility (Physicians).                                                                      |

§ 10 VERDICT

## Closing judgement

For Healthcare Assistants, AI and robotics are not merely tools but a radical force of transformation that will fundamentally redefine patient support. It will autonomously manage the mundane and amplify hands-on care, compelling Healthcare Assistants to pivot to indispensable human empathy, nuanced patient interaction, and profound ethical judgment. The future HCA will be a visionary orchestrator of human-AI collaboration, providing irreplaceable connection at the heart of patient well-being.

§ 11 BASIS

REVISED 4 OCTOBER 2026

## Evidence and revisions

What the exposure figure rests on, what changed when it was last revised, and the published work cited for this role.

SCORE

60 to 45

WINDOW

2-5 years to 3-6 years

The 4 October 2026 review moved the score down by 15 points.

Microsoft's AI applicability score for the matching occupation is 0.03, in the bottom quarter of 785 US occupations; Anthropic's observed-exposure data records almost no Claude usage on this occupation's tasks; the US Bureau of Labor Statistics places it in the 'low' AI-exposure tier; BLS projects employment to grow 2.6% over 2025–35. Blending our 2025 editorial figure (60%) with the 2026 evidence composite (40%) moves the score from 60 to 45 and lengthens the window from 2-5 years to 3-6 years.

MEASURES BEHIND THE SCORE

**US Bureau of Labor Statistics** · *Employment Projections 2025–35 and AI Exposure Categories* (27 August 2026)

AI-exposure tier: Low. Projected employment change 2025–35: +2.6%. Matched to Nursing assistants.

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**Microsoft Research** · *Working with AI: Measuring the Applicability of Generative AI to Occupations* (10 July 2025)

AI applicability score 0.03 (percentile 5 of 785 occupations) for SOC 31-1131.

PUBLISHER PDF ARCHIVED COPY

**Anthropic** · *Anthropic Economic Index report: Cadences* (26 June 2026)

Observed exposure 0.00 for SOC 31-1131 (no meaningful Claude usage recorded on these tasks).

PUBLISHER PDF

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**UK Department for Science, Innovation and Technology** · *Assessment of AI capabilities and the impact on the UK labour market* (28 January 2026)

UK context: around 70% of UK workers are in occupations with tasks AI could perform or enhance, above the US average; a one-standard-deviation rise in exposure was associated with a 3.9% fall in UK job postings.

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ALSO CITED FOR THIS ROLE

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**McKinsey Global Institute** · *Agents, robots, and us: Skill partnerships in the age of AI* (25 November 2025)

Skills tied to assisting and caring are expected to change least; this is where AI most clearly complements rather than substitutes.

PUBLISHER

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**International Monetary Fund** · *Bridging Skill Gaps for the Future: New Jobs Creation in the AI Age* (14 January 2026)

The IMF places clinical and care roles in the high-complementarity group, where AI raises productivity without reducing headcount.

PUBLISHER   PDF

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**Indeed Hiring Lab** · *AI at Work Report 2025: How GenAI is Rewiring the DNA of Jobs* (23 September 2025)

Indeed rates nursing the least exposed major occupation (68% of typical skills minimally affected).

PUBLISHER

Archived copies are served only where the licence permits; otherwise the link goes to the publisher. Full research library:  
<https://www.careerguard.ai/sources>

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§ 12   APPENDIX

## Method and sources

Each report was written from a large body of published research and then, in October 2026, re-scored against occupation-level evidence: the US Bureau of Labor Statistics AI-exposure classification and 2025–35 projections, Microsoft Research’s AI applicability scores and Anthropic’s observed-exposure data, cross-checked against the reports listed in the Evidence section above. The organisations and publications below are the standing literature behind the narrative sections. Every source, with dates, licences and archived copies where we are permitted to hold them, is catalogued in the research library.

Scores are revised by blending the previous editorial figure (60%) with a composite of the three occupation-level measures (40%), capped at fifteen points per revision and rounded to the nearest five. The window shifts one notch when a score moves ten points or more. Hand adjustments are recorded with their reason in the revision log.

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I   GLOBAL AND MACROECONOMIC IMPACT OF AI ON WORK

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**World Economic Forum**

*The Future of Jobs Report series* — Employer survey of expected job growth and decline, skill shifts and technology adoption (2020, 2023 and 2025 editions); *Artificial Intelligence and the Future of Entry-Level Work* (2026).

*AI governance and transformation reports* — Frameworks on ethical AI, talent strategy and industry transformation.

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**McKinsey Global Institute**

*AI, Automation and the Future of Work series* — Research quantifying automation potential by task, sector and demographic, from "Jobs Lost, Jobs Gained" to "Agents, robots, and us" (2025).

*Industry-specific reports* — Financial services, healthcare, manufacturing and others.

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**PwC**

*Global AI Jobs Barometer* — Annual analysis of job postings and productivity by AI exposure (2024–2026 editions).

*Upskilling Hopes and Fears survey* — Employee perceptions and readiness.

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**Microsoft Research and Anthropic**

*Working with AI (2025); Anthropic Economic Index (2025–2026)* — Occupation-level usage data from Copilot and Claude conversations, the two observed-usage measures behind the 2026 revision.

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**Stanford Digital Economy Lab and Stanford HAI**

*Canaries in the Coal Mine? (2025–2026); AI Index Report (annual)* — Payroll evidence on early-career employment in exposed occupations; annual measurement of AI capability, investment and adoption.

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**Deloitte**

*Human Capital Trends series* — Workforce, talent and HR technology trends.

*Tech Trends series* — Emerging technologies and their business implications.

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**Accenture**

*Technology Vision series* — Forward-looking analysis of emerging technology, with emphasis on AI.

*Fjord Trends* — Design, innovation and human experience in a digital world.

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**Boston Consulting Group**

*AI/ML insights and industry solutions* — "The AI Revolution in the Workplace" and related research.

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**EY**

*AI and workforce reports* — Adoption, talent strategy and ethics.

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**IBM Institute for Business Value**

*AI and automation studies* — Business models, workforce evolution and leadership.

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**OECD**

*AI Policy Observatory* — International data and policy on AI, labour markets and skills.

*Employment Outlook* — Labour-market trends including technological impact (2023–2026 editions).

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**International Labour Organization**

*Generative AI and Jobs: A Refined Global Index of Occupational Exposure (2025)* — Task-level exposure gradients for every ISCO occupation; successor to the 2023 global index.

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**International Monetary Fund**

*Staff Discussion Notes on AI and work (2024, 2026)* — Complementarity framing: where AI augments and where it substitutes.

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**UK Department for Science, Innovation and Technology**

*Assessment of AI capabilities and the impact on the UK labour market (2026)* — UK occupational exposure and job-posting evidence.

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**Brookings Institution**

*AI and automation research* — Economic and social implications, displacement and skills.

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**Yale Budget Lab and Goldman Sachs Research**

*Tracking the Impact of AI on the Labor Market; AI and the US labour market (2026)* — Aggregate labour-market monitoring; macro displacement estimates.

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**Oxford University (Oxford Martin School)**

*The Future of Employment* — Frey & Osborne and subsequent research on susceptibility to automation.

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**MIT Technology Review**

*AI & Work* — Reporting on AI research and its implications for industries and jobs.

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**Gartner**

*Hype Cycle for Artificial Intelligence* — Maturity and adoption of AI technologies.  
*Future of Work reports* — Workplace models and talent strategy.

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**U.S. Bureau of Labor Statistics**

*Employment Projections 2025–35; AI Exposure Categories; Occupational Outlook Handbook* — Ten-year employment projections and, from the 2025 cycle, an AI-exposure tier for every detailed occupation.

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**Indeed Hiring Lab**

*AI at Work Report (2025) and posting-market updates* — Skill-level transformation estimates and job-posting trends by occupation.

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**II CORE AI AND MACHINE-LEARNING RESEARCH**

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**OpenAI**

*Research papers, blog and API documentation* — Large language models, generative AI, safety and societal impact.

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**Google DeepMind**

*Research papers and blog* — Reinforcement learning, AI for science, AGI and ethics.

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**Meta AI**

*Research papers and blog* — Large language models, computer vision, AI for social good.

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**Hugging Face**

*Transformers library and model hub* — Open-source state-of-the-art NLP models.

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**TensorFlow and PyTorch**

*Documentation and community forums* — Core frameworks illustrating practical capability.

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**arXiv**

*cs.AI, cs.LG, cs.CV, cs.CL* — Pre-print research.

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**NeurIPS and ICML**

*Conference proceedings* — Top-tier academic research.

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**ACM and IEEE**

*Journals and proceedings* — ACM Computing Surveys; IEEE Transactions on AI.

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**Kaggle**

*Datasets and competition solutions* — Applied machine learning on real-world problems.

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**The Alan Turing Institute**

*Research and reports* — Responsible and applied AI.

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**III ETHICAL AND RESPONSIBLE AI DEPLOYMENT**

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**NIST**

*AI Risk Management Framework* — Voluntary framework for managing AI risk.

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**European Commission**

*AI Act* — Risk-tiered legal framework for AI.  
*Ethics Guidelines for Trustworthy AI* — Principles for responsible development.

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**Partnership on AI**

*Research and best practice* — Responsible AI development.

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**AI Now Institute**

*Annual reports* — Social implications: power, inequality, rights.

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**ACM FAccT**

*Proceedings* — Fairness, accountability and transparency.

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**Data & Society**

*Publications* — Social implications of data-centric technology.

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**WIPO**

*Conversation on IP and AI* — Intellectual-property implications of AI.

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**IEEE Global Initiative on Ethics of A/IS**

*Ethically Aligned Design* — Recommendations for ethical AI design.

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**Center for AI and Digital Policy**

*Policy briefs* — Accountable AI policy.

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