

Special Education Teachers

AI augmenting lesson planning, personalized learning, and administrative tasks, but core human connection remains irreplaceable.

EXPOSURE 40 Moderate exposure	WINDOW 5–10 yrs until change lands	ADOPTION TODAY Low-Medium	READING Augmented more than re-placed. Exposure is the share of today's work AI can plausibly take on within the window.
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§ 01WHAT IS HAPPENING

What is happening to special education teachers

Impact

AI tools are assisting with creating individualized learning materials, adapting curricula, automating documentation, and providing supplementary student support. This shifts Special Education Teachers' focus towards complex diagnostic assessment, nuanced therapeutic relationships, ethical oversight of AI, and specialized, holistic student care.

Risk

Significant augmentation; premium on human empathy, complex judgment, and therapeutic alliance.

The Special Education Teacher role will be significantly augmented by AI. AI will handle more routine data collection, initial diagnostic screening, and administrative tasks. Special Education Teachers will need to become experts in leveraging AI tools for enhanced insights, critically evaluating AI outputs, and focusing on the irreplaceable human elements of their role: profound empathy, nuanced student-teacher relationships, complex diagnostic formulation in diverse learning needs, and critical ethical decision-making regarding individualized education and student well-being.

Sector readiness

Emerging & Ethically Cautious Integration

The special education sector is cautiously exploring and integrating AI, primarily for administrative efficiency, data-driven assessment, and as supplemental learning tools. Ethical considerations, regulatory oversight, and the imperative for human connection and individualized support in special education are significantly shaping the pace and nature of AI adoption.

§ 02 POSITION

Where you stand

- i The Special Education Teacher role is undergoing a profound and accelerating redefinition by AI, fundamentally restructuring IEP development, personalized learning, and administrative tasks.
- ii AI will autonomously manage vast routine data, optimize learning paths, and streamline documentation, compelling Special Education Teachers to pivot to complex diagnostic artistry and profound human connection.
- iii Survival and impact will hinge on Special Education Teachers mastering AI tools, critically validating AI outputs, championing ethical AI, and providing irreplaceable empathy and nuanced judgment at the heart of individualized student support.

§ 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-Enhanced Individualized Education Program (IEP) Development.** Special Education Teachers are increasingly leveraging AI systems to analyze student data (e.g., assessment results, progress monitoring, behavioral observations) to generate personalized IEP goals, objectives, and recommended accommodations. This streamlines IEP creation and ensures data-driven planning.
- 02 **AI-Powered Personalized Learning Paths.** Special Education Teachers will orchestrate AI platforms that autonomously generate highly personalized learning paths and adaptive exercises based on individual student learning styles, academic levels, and specific disabilities. The teacher will validate these AI-orchestrated plans and manage the nuanced human elements of student motivation and engagement.
- 03 **Automated Documentation & Administrative Streamlining.** AI will autonomously handle a significant portion of documentation for Special Education Teachers, including transcribing meeting notes (e.g., IEP meetings), populating progress reports with objective data from AI tools, and managing compliance paperwork. This radically frees up time for direct student support.

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- 04 **Predictive Analytics for Learning Gaps & Intervention Needs.** Special Education Teachers will utilize AI models that autonomously analyze student performance data to predict potential learning gaps, identify students at risk of falling behind, or forecast the effectiveness of specific interventions. This enables proactive support and tailored teaching strategies.
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- 05 **Generative AI for Differentiated Learning Materials.** AI can autonomously generate highly personalized and differentiated learning materials (e.g., adapted texts, simplified worksheets, visual aids) for students with diverse learning needs and disabilities. This streamlines content creation and ensures accessibility.
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- 06 **Focus on Therapeutic Relationships & Intrinsic Motivation.** As AI assumes command of routine tasks, the paramount value of Special Education Teachers will be the irreplaceable human ability to build profound therapeutic alliances, provide empathetic support, foster intrinsic motivation, and navigate the emotional and behavioral barriers to learning.
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- 07 **Real-time AI-Assisted Feedback for Students.** AI tools are providing students with instantaneous feedback on their academic performance, practice exercises, or communication skills. This allows for immediate self-correction and accelerates skill acquisition, with the Special Education Teacher guiding the overall learning process.
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- 08 **Ethical AI Use & Student Data Privacy Guardianship.** Special Education Teachers will be at the forefront of ensuring AI tools protect sensitive student data, address algorithmic bias in assessment or placement recommendations, and uphold ethical standards in all AI-augmented educational practices, prioritizing student well-being and privacy.
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- 09 **AI-Assisted Augmentative and Alternative Communication (AAC) Customization.** Special Education Teachers are designing and customizing AI-powered AAC devices that learn and adapt to individual student communication patterns, predicting phrases, and enabling more efficient and personalized communication for those with severe speech impairments.
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- 10 **Human-AI Teaming in the Classroom/Therapy.** Special Education Teachers will work synergistically with AI as an intelligent assistant in the classroom or therapy session. AI can provide real-time performance data, suggest next activities, or facilitate interactive drills, allowing the SLP to lead the session and maintain the human connection and clinical judgment.
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- 11 **AI for Behavioral Data Tracking & Intervention Planning.** AI tools are assisting Special Education Teachers in tracking behavioral patterns, identifying triggers, and suggesting evidence-based behavioral interventions. This provides data-driven support for managing challenging behaviors in the classroom.
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- 12 **Tele-Special Education & Remote Support.** Special Education Teachers will actively manage AI-powered tele-education platforms that continuously monitor student progress at home, analyze performance remotely, and flag deviations. This enables hyper-efficient remote consultations and proactive interventions.
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- 13 **New Specializations in Digital Special Education.** The rise of AI is creating new specializations for Special Education Teachers in digital special education, including evaluating AI-powered assessment tools, designing AI-assisted personalized learning programs, and customizing AI-driven assistive technologies.
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- 14 **Focus on Complex Diagnostic Assessment & Ambiguity.** As AI handles routine diagnostics and data processing, Special Education Teachers will increasingly focus on complex diagnostic assessments for diverse learning needs, and situations requiring highly nuanced clinical reasoning and interdisciplinary collaboration.
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- 15 **Continuous Learning & AI Literacy as a Core Competency.** The exponential pace of AI integration in special education demands that Special Education Teachers commit to continuous, aggressive learning of new AI-powered tools, their profound capabilities, and intricate ethical implications, as a foundational competency.
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What is pushing this change

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- 01 **Explosive Growth of Student Data (Assessment, Progress, Behavioral).** Vast amounts of student data from assessments, progress monitoring, and behavioral observations provide rich input for AI models.
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- 02 **Advancements in AI/ML (Adaptive Learning, NLP, Predictive Analytics).** Deep learning models are achieving high accuracy in adapting learning content, analyzing language, and predicting academic progress.
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- 03 **Need for Scalable & Accessible Special Education.** AI offers a potential pathway to provide individualized special education support to a larger student population, overcoming resource barriers.
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- 04 **Rising Special Education Costs & Demand for Efficiency.** Automating documentation, basic assessment, and personalized material creation can reduce overall special education costs.
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- 05 **Shortage of Special Education Teachers & Support Staff.** AI and automation can augment the capacity of existing Special Education Teachers, addressing workforce shortages and reducing administrative load.
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- 06 **Demand for Highly Personalized & Differentiated Learning.** AI is crucial for interpreting individual student data (learning styles, disabilities) to tailor instruction and support.
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- 07 **Complexity of Diverse Learning Needs & Disabilities.** Understanding the complex interplay of cognitive, emotional, and physical factors in diverse learning needs benefits from AI support.
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- 08 **Growth of EdTech & Online Learning Platforms.** AI enables efficient virtual support and continuous progress monitoring through digital learning platforms.
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- 09 **Mandatory Regulatory Compliance (IDEA, IEPs).** IDEA (Individuals with Disabilities Education Act) and IEP mandates require extensive documentation and personalized plans, which AI can assist with.
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- 10 **Parental Expectations for Effective Support.** Parents expect highly effective, individualized support for their children with special needs, driving demand for advanced tools.
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Impact by sector

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

Resource Room Teachers (Small Group/Individualized)	AI for creating differentiated materials, personalized practice drills, and automated progress monitoring for specific learning objectives. Focus on targeted academic support.
Self-Contained Classroom Teachers (Severe Disabilities)	AI for adapting communication aids (AAC), managing sensory input (smart environments), and tracking behavioral patterns. Focus on comprehensive support and safety for severe needs.
Inclusion Teachers (Co-teaching in General Ed)	AI for suggesting collaborative teaching strategies, analyzing student engagement in mixed-ability classrooms, and providing data for differentiated instruction. Focus on effective co-teaching.
Transition Specialists (Post-Secondary)	AI for identifying post-secondary training/employment opportunities, assisting with resume drafting, and developing transition plans based on student profiles. Focus on life skills and independence.
Behavioral Specialists (Special Ed)	AI for analyzing behavioral data, identifying triggers, and suggesting evidence-based behavior intervention plans (BIPs). Focus on data-driven positive behavior support.

Skills to build

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

- 01 Individualized Education Program (IEP) Development.** The core ability to create and implement highly individualized education programs (IEPs), tailoring goals, accommodations, and services to unique student needs.
- 02 AI/EdTech Literacy (Special Ed).** Proficiency in using AI-powered assessment tools, personalized learning platforms, and adaptive technologies tailored for students with disabilities.
- 03 Therapeutic Relationships & Empathy.** Building profound trust and rapport with students with diverse needs, actively listening to their challenges, and providing compassionate, motivating support.
- 04 Differentiated Instruction & Adaptive Teaching.** Expert skill in adapting teaching strategies, modifying curriculum, and creating differentiated materials to meet the specific learning styles and cognitive abilities of students with disabilities.

- 05 **Ethical AI Use & Student Privacy.** Upholding the highest standards of student data privacy, understanding potential biases in AI assessment or placement recommendations, and ensuring equitable AI use in special education.
- 06 **Data Analysis & Progress Monitoring.** Ability to collect, analyze, and interpret vast amounts of student performance and behavioral data (including AI-generated insights) to track progress and adjust interventions.
- 07 **Behavioral Management & Intervention.** Skill in managing challenging behaviors, implementing positive behavior supports, and de-escalating crisis situations, often with AI-driven insights into triggers.
- 08 **Interprofessional Collaboration.** Working effectively with general education teachers, therapists, psychologists, parents, and AI developers to ensure coordinated and holistic student support.

§ 07INSTRUMENTS

12ENTRIES

Tools in use

KINDS OF TOOL WORTH KNOWING

- 01 **AI-Powered IEP Development & Management.** Software that uses AI to analyze student data and generate initial drafts of IEP goals, objectives, and recommended accommodations.
- 02 **AI for Personalized Adaptive Learning.** Platforms that use AI to adapt learning content, pace, and difficulty in real-time based on individual student performance and learning style.
- 03 **Generative AI for Differentiated Materials.** AI tools that autonomously generate adapted texts, simplified worksheets, visual aids, or varied practice exercises for students with diverse learning needs.
- 04 **AI for Behavioral Data Tracking & Intervention.** AI tools that assist in tracking behavioral patterns, identifying triggers, and suggesting evidence-based behavioral intervention plans (BIPs).
- 05 **AI-Assisted Augmentative and Alternative Communication (AAC).** AAC devices that use AI to learn user patterns, predict phrases, and enable more efficient and personalized communication for those with severe speech impairments.
- 06 **Predictive Analytics for Student Risk.** AI models that autonomously analyze student performance, attendance, and behavioral data to predict academic struggles or intervention needs.

NAMED TOOLS ALREADY IN USE

- Goalbook Pathways (AI for IEPs) / EdPlan (IEP software)**

VISIT

AI-powered platforms for developing and managing Individualized Education Programs (IEPs), streamlining the planning process.
- DreamBox Learning / IXL Learning / Lexia Learning (Adaptive learning)**

VISIT

Leading adaptive learning platforms that use AI to provide personalized instruction and practice for students with diverse learning needs.

Diffit / MagicSchool AI (for teachers) / Flocabulary (AI lyrics)	VISIT
Generative AI tools that assist teachers in creating differentiated educational content and adapting materials for various student levels.	
ClassDojo (behavior tracking, AI insights) / GoGuardian Beacon (AI for self-harm risk)	VISIT
Platforms for tracking student behavior and providing insights, with some leveraging AI for pattern recognition and risk assessment.	
Tobii Dynavox (Eye Gaze/AAC with AI) / Prentke Romich Company (PRC)	VISIT
Leading manufacturers of Augmentative and Alternative Communication (AAC) devices that are integrating AI for enhanced predictive text and adaptive communication.	
Illuminate Education (DnA) / Powerschool (predictive analytics)	VISIT
Student information systems and assessment platforms that increasingly use AI for predictive analytics on student performance and risk.	

In practice

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

Automate IEP Goal Tracking EXAMPLE 1	HOW	Special Education Teachers will use an AI-powered IEP management system that autonomously tracks student progress towards IEP goals by analyzing performance data from various learning platforms and assessments. The AI will provide real-time updates and flag goals needing intervention.
	GAIN	Significantly reduces manual data collection and tracking for IEP goals, ensures data-driven progress monitoring, and streamlines IEP review processes.
Personalize Learning for Students with Disabilities EXAMPLE 2	HOW	Special Education Teachers will orchestrate an AI-powered adaptive learning platform. The AI will autonomously adjust the curriculum pace, content, and difficulty for each student based on their individual disability, learning style, and real-time performance, providing targeted instruction.
	GAIN	Dramatically increases student engagement and academic progress, provides highly individualized support, and optimizes learning outcomes for students with disabilities.

Generate Differentiated Worksheets EXAMPLE 3	HOW GAIN	Special Education Teachers can instruct a generative AI tool to autonomously create differentiated worksheets for a reading comprehension lesson. By inputting the core text and student reading levels, the AI generates adapted versions with simplified vocabulary or visual supports. Radically saves time on material preparation, ensures accessibility for diverse learners, and allows teachers to focus on instructional delivery and student engagement.
Predict Behavioral Triggers EXAMPLE 4	HOW GAIN	Special Education Teachers can utilize an AI tool that autonomously analyzes student behavioral data (e.g., frequency, triggers, antecedents) from classroom observations or digital logs. The AI predicts potential behavioral triggers and suggests evidence-based interventions for the teacher to implement. Enables proactive behavioral intervention, helps manage challenging behaviors more effectively, and supports a more positive learning environment.
Customize AAC Devices with AI EXAMPLE 5	HOW GAIN	Special Education Teachers will customize an AI-powered Augmentative and Alternative Communication (AAC) device. The AI will autonomously learn the user's communication patterns, predict upcoming words or phrases, and adapt the communication board layout for more efficient and personalized expression for non-verbal students. Dramatically improves communication efficiency for non-verbal students, enhances their independence, and allows for more personalized and fluid expression.

§ 09

CONTEXT

How this role compares

Three neighbouring roles chosen to show the direction of travel.

Special Education Paraprofessionals (Routine student support, data collection) MORE EXPOSED	AI IMPACT WORK MOVES TO	Catastrophic (AI can autonomously guide routine exercises via apps; AI can automate basic data collection and administrative tasks.) Immediate need for radical re-skilling into AI oversight, managing AI-driven learning tools, or specializing in complex student behavior support.
AI in EdTech Developers / AI Learning Scientists DIFFERENT SKILLS, GROWING	AI IMPACT WORK MOVES TO	Foundational (They design and build the AI algorithms and systems that power adaptive learning and special education tools.) Deep expertise in advanced AI/ML algorithms, learning science, educational psychology, and software engineering, with a focus on special education.

School Psychologists / Social Workers (Special Education)

COMPLEMENTARY, LESS EXPOSED

AI IMPACT

Low-Moderate Augmentation (AI assists in assessment data analysis for psychologists; AI provides data for social workers), but core psychological diagnosis, therapeutic relationships, and direct family/community intervention remain paramount.

WORK MOVES TO

Complex psychological diagnosis, therapeutic relationships, and crisis intervention (School Psychologists); Family advocacy, community resource navigation, and holistic student/family support (Social Workers).

§ 10 VERDICT

Closing judgement

For Special Education Teachers, AI is not merely a tool but a radical force of transformation that will fundamentally redefine individualized education. It will autonomously manage routine data, optimize learning paths, and streamline documentation, compelling Special Education Teachers to pivot to indispensable human empathy, nuanced assessment artistry, and profound ethical judgment at the heart of student support. The future SPED Teacher will be a visionary orchestrator of human-AI collaboration, providing irreplaceable connection and advocacy for every student.

§ 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

40 (held)

WINDOW

5-10 years (unchanged)

The 4 October 2026 review held the score.

Microsoft's AI applicability score for the matching occupations is 0.18, in the upper half of 785 US occupations; Anthropic's observed exposure (the share of the occupation's tasks already being done with Claude) is 0.10, which is modest by the standards of the 756 occupations measured; the US Bureau of Labor Statistics places it in the 'high' AI-exposure tier; BLS projects employment to fall 0.3% over 2025–35. Taken together this is consistent with our previous figure of 40, which we have held.

MEASURES BEHIND THE SCORE

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

AI-exposure tier: High. Projected employment change 2025–35: -0.3%. Matched to Special education teachers, kindergarten and elementary school; Special education teachers, secondary school.

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

AI applicability score 0.18 (percentile 65 of 785 occupations) for SOC 25-2052, 25-2058.

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

Observed exposure 0.10 for SOC 25-2052, 25-2058 (percentile 75 of 756 occupations).

PUBLISHER PDF

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

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

Teaching is treated as high-complementarity work: AI changes preparation and assessment tasks while the in-person role persists.

PUBLISHER PDF

OECD · *OECD Employment Outlook 2026* (7 July 2026)

OECD evidence points to transformation rather than displacement in education, with teacher shortages persisting across member countries.

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Archived copies are served only where the licence permits; otherwise the link goes to the publisher. Full research library:

<https://www.careerguard.ai/sources>

§ 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.

I GLOBAL AND MACROECONOMIC IMPACT OF AI ON WORK

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.

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.

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.

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.

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.

Deloitte

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

Tech Trends series — Emerging technologies and their business implications.

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.

Boston Consulting Group

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

EY

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

IBM Institute for Business Value

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

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).

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.

International Monetary Fund

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

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.

Brookings Institution

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

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.

Oxford University (Oxford Martin School)

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

MIT Technology Review

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

Gartner

Hype Cycle for Artificial Intelligence — Maturity and adoption of AI technologies.

Future of Work reports — Workplace models and talent strategy.

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.

Indeed Hiring Lab

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

II CORE AI AND MACHINE-LEARNING RESEARCH

OpenAI

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

Google DeepMind

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

Meta AI

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

Hugging Face

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

TensorFlow and PyTorch

Documentation and community forums — Core frameworks illustrating practical capability.

arXiv

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

NeurIPS and ICML

Conference proceedings — Top-tier academic research.

ACM and IEEE

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

Kaggle

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

The Alan Turing Institute

Research and reports — Responsible and applied AI.

III ETHICAL AND RESPONSIBLE AI DEPLOYMENT

NIST

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

European Commission

AI Act — Risk-tiered legal framework for AI.

Ethics Guidelines for Trustworthy AI — Principles for responsible development.

Partnership on AI

Research and best practice — Responsible AI development.

AI Now Institute

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

ACM FAccT

Proceedings — Fairness, accountability and transparency.

Data & Society

Publications — Social implications of data-centric technology.

WIPO

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

IEEE Global Initiative on Ethics of AI/IS

Ethically Aligned Design — Recommendations for ethical AI design.

Center for AI and Digital Policy

Policy briefs — Accountable AI policy.
