AI IMPACT REPORT NO. 254 · REVISED 5 OCTOBER 2026 · 250 ROLES COVERED

Training and Development Specialists

AI profoundly augmenting content creation, personalization, and performance tracking in L&D.

EXPOSURE	WINDOW	ADOPTION TODAY	READING
57	3–7 yrs	High	The role is being reshaped.
Elevated exposure	until change lands		Exposure is the share of today's work AI can plausibly take on within the window.

§ 01 WHAT IS HAPPENING

What is happening to training and development specialists

Impact

AI tools are automating content generation, personalizing learning paths, analyzing learner performance, and streamlining administrative tasks. This shifts T&D Specialists' focus towards high-level strategic planning, advanced instructional design, ethical oversight of AI, and fostering human-centric learning experiences.

Risk

Significant augmentation; emphasis on strategic L&D, advanced instructional design, and AI tool mastery.

The Training and Development Specialist role will be heavily augmented by AI. AI will handle much of the content creation, personalization, and performance data analysis. T&D Specialists will need to become experts in leveraging AI tools for deeper insights, overseeing AI-generated content, focusing on strategic learning initiatives, complex instructional design, and ensuring the quality and ethical fairness of AI-assisted learning experiences.

Sector readiness

Rapid & Experimental Adoption

The Learning & Development (L&D) and Human Resources sectors are aggressively integrating AI for efficiency and new possibilities in talent development. Many corporate L&D departments and edtech companies are actively experimenting with and adopting AI tools into their workflows, although questions around intellectual property, authenticity, and ethical use are being navigated.

§ 02 POSITION

Where you stand

i The Training and Development Specialist role is undergoing a profound transformation, with AI fundamentally restructuring content creation, personalization, and performance tracking.

ii AI will autonomously manage content drafting, optimize learning paths, and streamline administration, compelling T&D Specialists to pivot to strategic L&D alignment and profound instructional design.

iii Success will hinge on Training and Development Specialists mastering AI tools, critically validating AI outputs for learning efficacy, championing ethical AI, and providing irreplaceable human connection and mentorship in an AI-driven learning landscape.

§ 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-Assisted Content Creation & Curation.** Training and Development Specialists are leveraging generative AI to rapidly draft learning modules, course content, presentation scripts, and assessment questions. AI also assists in curating relevant external resources, significantly accelerating content development and ensuring up-to-date information.

02 **AI-Powered Personalized Learning Paths.** Training and Development Specialists will orchestrate AI platforms that autonomously generate highly personalized learning paths for employees, adapting content, pace, and difficulty based on individual learning styles, prior knowledge, and career goals. This maximizes learning effectiveness and engagement.

03 **Automated Performance Analysis & Skill Gap Identification.** AI tools are analyzing employee performance data (e.g., assessment scores, project outcomes, skill proficiency) to identify individual and organizational skill gaps, predict future talent needs, and recommend targeted training interventions. This enables data-driven L&D strategies.

04 **Generative AI for Scenario-Based Training & Simulations.** AI can autonomously create realistic, adaptive scenarios for role-playing and simulations, particularly for soft skills training (e.g., customer service, leadership conversations). Training and Development Specialists will design these simulations and analyze AI-generated performance feedback.

05 **AI-Driven Microlearning & Just-in-Time Content Delivery.** Training and Development Specialists are implementing AI systems that deliver bite-sized, relevant learning content to employees precisely when needed (e.g., a short tutorial on a new software feature right before they use it). AI optimizes content delivery based on context and performance.

06 **Focus on Strategic L&D Alignment & Impact.** As AI handles routine content and data analysis, the core value of Training and Development Specialists shifts profoundly towards aligning L&D initiatives with strategic business objectives. This involves demonstrating ROI, fostering a culture of continuous learning, and driving organizational transformation through talent development.

07 **Prompt Engineering for Learning Content.** Training and Development Specialists must master the art of "prompt engineering"—crafting precise and effective textual inputs to guide generative AI tools to produce desired learning content, simulations, or assessment items. The ability to articulate clear learning objectives to AI will be a key skill.

08 **Ethical AI in L&D & Bias Mitigation.** Training and Development Specialists will need to critically assess the ethical implications of AI tools in L&D, particularly concerning algorithmic bias in personalized recommendations (e.g., perpetuating gender/racial stereotypes in career paths) or performance assessments. Ensuring fairness and equity in learning opportunities is paramount.

09 **AI for Adaptive Assessment & Feedback.** AI tools are transforming assessments by adapting question difficulty in real-time based on learner performance and providing immediate, personalized feedback. Training and Development Specialists will design these adaptive assessments and use AI insights for individualized coaching.

10 **AI-Assisted Mentorship & Coaching Programs.** AI can analyze mentor-mentee interactions and learning data to suggest optimal pairings or provide coaching prompts for mentors. This enhances the effectiveness of human mentorship programs by providing data-driven insights.

11 **Human-AI Teaming in Learning Design.** Training and Development Specialists will increasingly collaborate with AI as an intelligent design assistant. AI provides rapid content generation, personalization capabilities, and data analytics, allowing the human specialist to lead instructional design, curate engaging experiences, and ensure learning effectiveness.

12 **AI for Onboarding & Upskilling Streamlining.** AI tools are streamlining onboarding processes by personalizing content for new hires and rapidly identifying skill gaps for existing employees, then suggesting targeted upskilling paths. T&D Specialists manage these efficient, AI-driven pathways.

13 **Continuous Learning & EdTech Literacy.** The rapid pace of AI development means Training and Development Specialists must commit to continuous learning, exploring new AI tools, understanding their capabilities and limitations, and adapting their L&D workflows to leverage these technologies effectively.

14 **AI-Driven Talent Marketplace Development.** Training and Development Specialists are contributing to AI-powered internal talent marketplaces that match employee skills with project opportunities and learning resources, fostering internal mobility and continuous skill development.

15 **Leadership in Building a Learning Culture.** With AI handling much of the tactical work, Training and Development Specialists will dedicate more time to championing a culture of continuous learning within the organization, inspiring employees to engage with AI-powered tools and embrace lifelong skill development.

§ 04 CAUSES 10 DRIVERS

What is pushing this change

01 **Demand for Faster Skill Acquisition & Upskilling.** Businesses need employees to acquire new skills rapidly to keep pace with technological change, driving AI adoption.

02 **Advancements in Generative AI (Text, Voice, Video).** Breakthroughs in AI fields enable sophisticated content generation (courses, simulations), personalization, and adaptive learning.

03 **Need for Personalized Learning Experiences.** Employees expect tailored learning experiences that fit their individual needs, pace, and career goals.

04 **Growth of Digital Learning & EdTech Platforms.** These platforms provide the infrastructure for AI-driven learning and generate vast amounts of learner data.

05 **Pressure for Cost Reduction in L&D.** Automating content creation, administration, and personalization can significantly reduce L&D operational costs.

06 **Complexity of Global Workforce Development.** Managing diverse learning needs across a global workforce benefits significantly from AI-powered personalization and localization.

07 **Shortage of Highly Skilled Instructional Designers.** There's a high demand for skilled instructional designers, and AI can augment their productivity.

08 **Demand for Measurable Learning Outcomes.** Organizations demand clear evidence of L&D's impact; AI provides granular data on learning progress and performance.

09 **Focus on Employee Experience & Engagement.** AI can enhance the learning experience by making content more engaging, personalized, and accessible.

10 **Digital Transformation in HR & L&D.** HR and L&D functions are undergoing digital transformation, embedding AI into talent management processes.

§ 05 VARIATION 5 SECTORS

Impact by sector

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

Instructional Designers	AI for drafting course content, generating assessment questions, and creating interactive learning modules. Focus on effective pedagogy and learning design.
Learning Content Creators	Heavy use of AI for script generation, video creation (AI avatars), and converting text to voice for e-learning. Focus on multimedia production and engagement.
L&D Managers (Strategic)	AI for L&D strategy, budget allocation (AI-driven ROI), and identifying organizational skill gaps. Focus on talent strategy and business impact.
Learning Technology Specialists	AI for implementing, integrating, and troubleshooting AI-powered learning platforms and tools. Focus on technical infrastructure and user support.
Corporate Trainers (Soft Skills/Leadership)	AI for creating adaptive scenarios, analyzing trainee performance (e.g., sentiment in role-plays), and suggesting coaching points. Focus on nuanced human interaction and behavioral change.

§ 06 PREPARATION 8 SKILLS

Skills to build

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

01 **Instructional Design Principles.** Deep understanding of learning theories, instructional models, and effective strategies for designing engaging and impactful learning experiences.

02 **AI/Generative AI Literacy.** Skillfully crafting inputs for generative AI tools and effectively using various AI platforms for content creation, personalization, and assessment.

03 **Learning Analytics & Data Interpretation.** Ability to interpret large volumes of learner performance data (including AI-generated insights) to identify trends, measure impact, and optimize learning programs.

04 **Ethical AI in L&D & Bias Mitigation.** Understanding potential biases in AI recommendations (e.g., personalized learning paths) or assessment, and ensuring fair and equitable learning opportunities.

05 **Project Management (L&D Focus).** Ability to plan, execute, and manage complex L&D projects, ensuring timely delivery and alignment with organizational goals.

06 **Communication & Facilitation Skills.** Effectively communicating learning objectives, delivering content, and facilitating discussions in diverse learning environments.

07 **Content Curation & Quality Assurance.** Rigorous assessment of AI-generated content for accuracy, relevance, quality, and alignment with learning objectives and brand voice.

08 **Adaptability & Continuous Learning.** Willingness to explore new AI technologies, adapt L&D methodologies, and continuously update skills in a rapidly evolving edtech landscape.

§ 07 INSTRUMENTS 12 ENTRIES

Tools in use

KINDS OF TOOL WORTH KNOWING

01 **Generative AI Platforms (Text, Voice, Image).** Platforms that use AI to generate text for course modules, create voiceovers, and produce images or video snippets for e-learning.

02 **AI-Powered Learning Experience Platforms (LXP).** Platforms that use AI to personalize learning content, recommend resources, and adapt learning paths based on individual learner needs.

03 **Learning Management Systems (LMS) with AI.** Traditional LMSs that are integrating AI features for personalized content delivery, automated grading, and learner progress tracking.

04 **AI for Adaptive Assessment & Feedback.** AI tools that provide adaptive assessments (adjusting difficulty) and real-time, personalized feedback to learners.

05 **AI for Learning Analytics & Skill Gap Analysis.** Software that uses AI to analyze learner performance data, identify skill gaps, predict future talent needs, and suggest targeted training.

06 **AI for Content Curation & Resource Discovery.** AI tools that scan vast repositories of educational content and external resources, recommending relevant materials based on learning objectives.

NAMED TOOLS ALREADY IN USE

ChatGPT / Google Gemini / Jasper (for content creation) VISIT
Leading generative AI models used for drafting learning content, scripts, and brainstorming educational materials.

Degreed / Cornerstone (LXP with AI features) VISIT
Learning experience platforms (LXP) that leverage AI to personalize learning paths, recommend content, and facilitate skill development.

Workday Learning / SAP Litmos (LMS with AI features) VISIT
Learning Management Systems (LMS) that are embedding AI for content delivery, personalized learning, and administrative automation.

DreamBox Learning / Knewton Alta (Adaptive Learning) VISIT
Adaptive learning platforms that use AI to provide personalized instruction and practice for students, often in K-12, but concepts extend.

Visier / Eightfold.ai (Talent Intelligence Platforms) VISIT

Talent intelligence platforms that use AI to analyze internal and external talent data for workforce planning and skill gap analysis.

Curipod / MagicSchool AI (AI for teachers, content creation) VISIT

AI tools designed to assist educators and L&D specialists in generating lesson ideas, course content, and interactive activities.

§ 08 EXAMPLES 5 EXAMPLES

In practice

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

Automate Course Content Drafting

EXAMPLE 1

HOW

Training and Development Specialists can instruct a generative AI tool to draft a new e-learning course module. By providing key learning objectives, topics, and desired tone, the AI will autonomously generate text, quizzes, and even suggested multimedia elements.

GAIN

Significantly reduces manual content creation time, accelerates course development, and ensures consistent messaging for learning modules.

Personalize Employee Learning Paths

EXAMPLE 2

HOW

Training and Development Specialists will orchestrate an AI-powered Learning Experience Platform (LXP). Based on an employee's role, performance data, and career goals, the AI will autonomously recommend and deliver highly personalized learning paths and relevant resources.

GAIN

Dramatically increases employee engagement and learning effectiveness, provides highly individualized support, and optimizes skill acquisition.

Identify Organizational Skill Gaps

EXAMPLE 3

HOW

Training and Development Specialists will utilize an AI tool that autonomously analyzes employee performance data (e.g., project outcomes, 360 feedback, assessment scores) and compares it against job requirements and future business needs. The AI will identify critical skill gaps at an organizational level.

GAIN

Provides precise, data-backed insights into workforce capabilities, enables proactive talent development strategies, and aligns L&D with business needs.

Generate Scenario-Based Simulations

EXAMPLE 4

HOW Training and Development Specialists can instruct a generative AI tool to create adaptive, scenario-based simulations for leadership training. By providing a core leadership challenge (e.g., conflict resolution), the AI will autonomously generate multiple branching dialogue options and consequences.

GAIN Creates highly realistic and engaging training experiences, allows for risk-free practice of soft skills, and provides objective performance feedback for leaders.

Automate Learning Analytics Reports

EXAMPLE 5

HOW Training and Development Specialists will configure an AI-powered learning analytics platform to autonomously generate reports on learner progress, course completion rates, and skill acquisition. The AI will identify trends and correlations between training and job performance for ROI analysis.

GAIN Radically reduces administrative burden in reporting, provides real-time insights into learning effectiveness, and allows T&D Specialists to focus on strategic impact.

§ 09 CONTEXT

How this role compares

Three neighbouring roles chosen to show the direction of travel.

Learning & Development Assistants (Routine admin, content formatting)

MORE EXPOSED

AI IMPACT Very High (AI/RPA can autonomously manage scheduling, data entry into LMS, and content formatting.)

WORK MOVES TO Immediate need for radical re-skilling into AI oversight, managing AI-driven platforms, or specializing in complex learner support.

AI Learning Scientists / AI in EdTech Developers

DIFFERENT SKILLS, GROWING

AI IMPACT Foundational (They design and build the AI algorithms and systems that power adaptive learning and content generation in L&D.)

WORK MOVES TO Deep expertise in AI/ML algorithms, learning science, educational psychology, and software engineering, with a focus on L&D applications.

Human Resources Business Partners (HRBPs) / Organizational Development (OD) Consultants

COMPLEMENTARY, LESS EXPOSED

AI IMPACT Low-Moderate Augmentation (AI assists in data for HRBPs/OD; AI provides data for OD interventions), but core employee relations, change management, and nuanced organizational psychology remain paramount.

WORK MOVES TO Complex employee relations, strategic HR advisory (HRBPs); Leading organizational change initiatives, culture transformation, and psychological interventions (OD Consultants).

§ 10 VERDICT

Closing judgement

> For Training and Development Specialists, AI is not merely a tool but a radical force of transformation that will fundamentally redefine learning. It will autonomously manage content, optimize paths, and streamline administration, compelling T&D Specialists to pivot to indispensable instructional design, strategic L&D alignment, and profound human mentorship. The future T&D Specialist will be a visionary orchestrator of human-AI collaboration, providing irreplaceable connection at the heart of talent development.

§ 11 BASIS REVISED 5 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

50 to 57

WINDOW

3-7 years (unchanged)

The 5 October 2026 review moved the score up by 7 points.

Exposure Index v2. Inputs: task applicability 48/100 (Microsoft AI applicability score 0.24 for Training and development specialists); observed usage 37/100 (Anthropic observed exposure 0.28); official exposure tier 100/100 (BLS: very high); labour-market trajectory 23/100 (BLS projects employment to grow 10.8% over 2025–35); published adoption rating 70/100 (high adoption). Weighted base 57.2. Final score 57. The previous figure of 50 was raised by 7 points: the earlier method kept 60% of the weight on an undocumented editorial prior and capped movement at fifteen points, so the measured evidence was only partly reflected. The change window is unchanged.

HOW THE FIGURE IS BUILT (EXPOSURE INDEX V2)

Task applicability — Microsoft Research, AI applicability score	48 × 35%	16.9
Observed usage — Anthropic Economic Index, observed exposure	37 × 20%	7.4
Official exposure tier — US BLS AI-exposure category	100 × 20%	20.0
Labour-market trajectory — US BLS projected employment change 2025–35	23 × 10%	2.3
Published adoption rating — This report's adoption level	70 × 15%	10.5
Weighted base		57.2
Exposure score		57

MEASURES BEHIND THE SCORE

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

AI-exposure tier: Very high. Projected employment change 2025–35: +10.8%. Matched to Training and development specialists.

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

AI applicability score 0.24 (percentile 78 of 785 occupations) for SOC 13-1151.

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

Observed exposure 0.28 for SOC 13-1151 (percentile 90 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.

PUBLISHER ARCHIVED COPY

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. The exposure score itself is computed, not written: it is the CareerGuard Exposure Index, a weighted average of occupation-level measures from the US Bureau of Labor Statistics (AI-exposure classification and 2025–35 projections), Microsoft Research (AI applicability scores) and Anthropic (observed exposure), together with the adoption rating published on the report. 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.

Exposure Index v2 (October 2026). Each input is scaled to 0–100 and weighted: task applicability 35% (Microsoft AI applicability score ÷ 0.5), observed usage 20% (Anthropic observed exposure ÷ 0.75), official exposure tier 20% (BLS very high = 100, high = 70, moderate = 40, low = 10), labour-market trajectory 10% (50 2.5 × projected % employment change), published adoption rating 15% (very high = 85, high = 70, medium-high = 55, medium = 40, low-medium = 25, low = 10). Inputs not measured for an occupation are dropped and the remaining weights renormalised. An editorial adjustment of at most ±12 points is allowed only for automation channels the measures cannot see (robotics, self-service, machine vision, medical imaging, RPA/OCR, generative video) and is always logged with its reason. Scores are whole numbers, not rounded to five. The change window shifts one notch (a year at each end) per ten points of movement.

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 A/IS
Ethically Aligned Design — Recommendations for ethical AI design.

Center for AI and Digital Policy
Policy briefs — Accountable AI policy.