

**Question:**

How have foundation models affected job markets and employment?

**Answer:**

Foundation models have the potential to significantly impact job markets and employment in both positive and negative ways:

- **Job creation:** Foundation models enable new types of jobs that leverage their capabilities, such as AI application developers, data curators, and model interpreters. Companies developing and deploying foundation models will likely hire more software engineers, data scientists, and researchers. There is also potential for new types of creative jobs, for example, using foundation models to generate multimedia content. Overall, demand for AI and data skills is likely to increase.
- **Job transformation:** Many existing jobs will be transformed by the use of foundation models. For example, paralegals, radiologists, and customer service representatives may have some of their duties automated by foundation models but will likely take on new responsibilities requiring human judgment and interaction.
- **Job displacement:** Some existing jobs are at high risk of being partially or fully displaced by the use of foundation models. Jobs with highly routine and codifiable duties, such as data entry clerks, telemarketers, and assembly-line workers, are the most susceptible to automation by AI systems powered by foundation models. While new jobs may be created, many displaced workers will need retraining programs.
- **Inequality:** The impact of foundation models on employment may disproportionately affect some demographic groups. For example, minority groups and those with lower education levels are overrepresented in jobs at high risk of automation. Policies may be needed to help distribute the benefits of AI and ensure a just transition for workers.

In summary, while foundation models are likely to create new opportunities, transform many existing jobs, and significantly impact the workforce, they also pose risks of job displacement that may disproportionately affect vulnerable populations. Managing this complex set of factors will require multi-stakeholder collaboration and policy interventions to help ensure that the benefits of AI are broadly and equitably shared across society.