

AI Impacts on Workforce and Job Training - The Little We Know

Lane County STEP

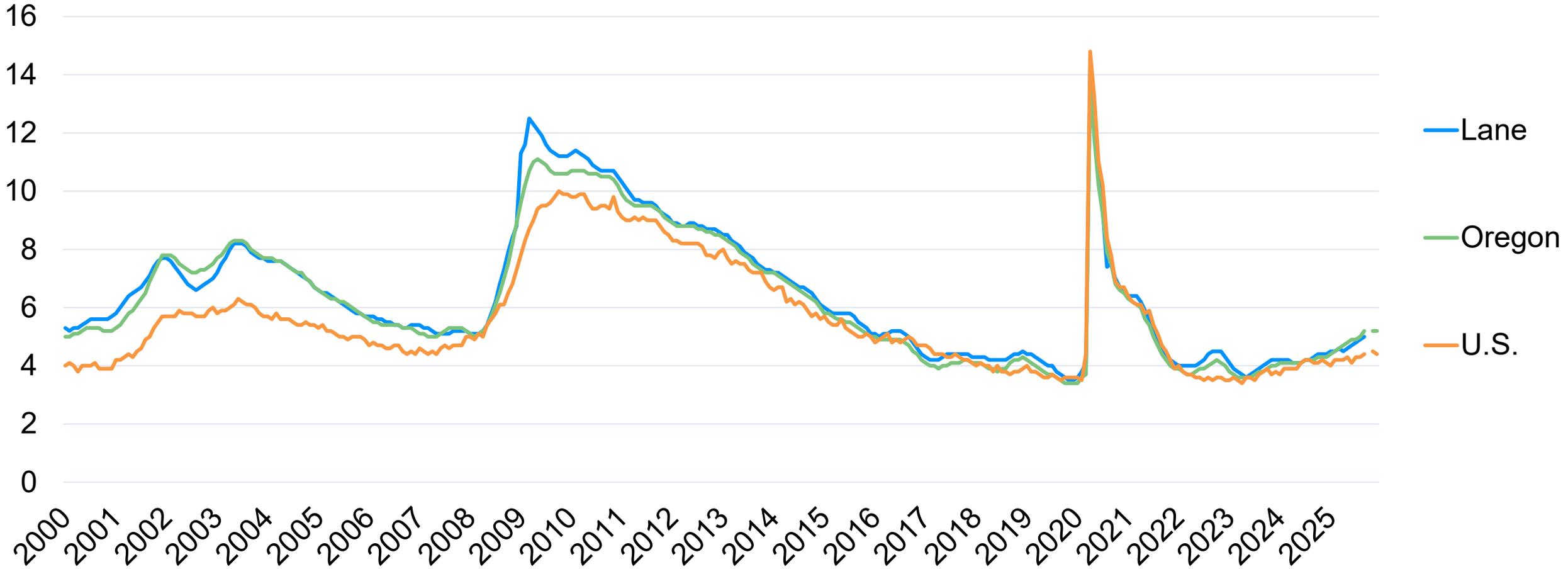
March 9th, 2026

Henry Fields, Economist serving Lane County
Oregon Employment Department

Local Labor Market Updates

Unemployment has increased, but is still below long-term average

Seasonally Adjusted Unemployment Rate

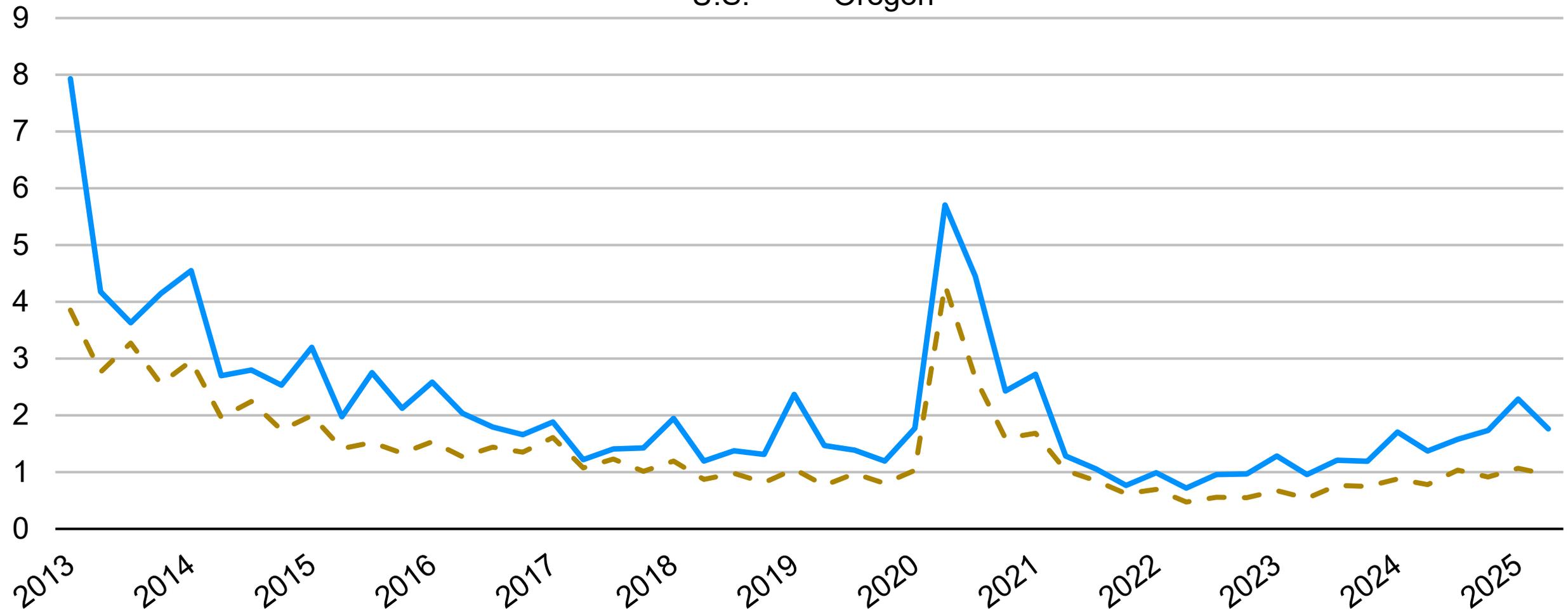


Source: Oregon Employment Department, Local Area Unemployment Statistics

There's more jobseekers for every job opening, but not near record level.

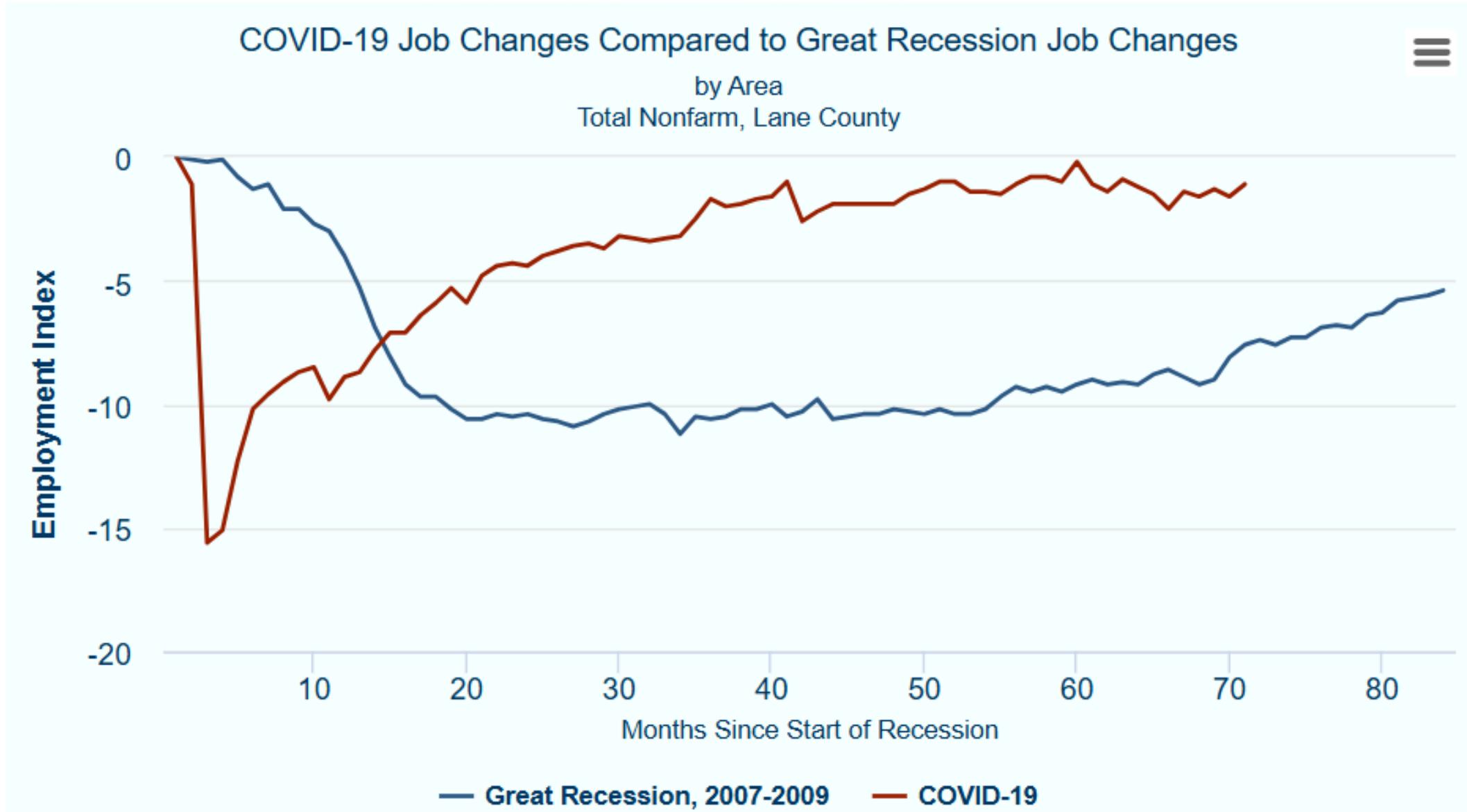
Unemployed people per job vacancy at private companies

— U.S. — Oregon



Source: Oregon Employment Department, Job Vacancy Survey and Bureau of Labor Statistics, Job Openings and Labor Turnover Survey

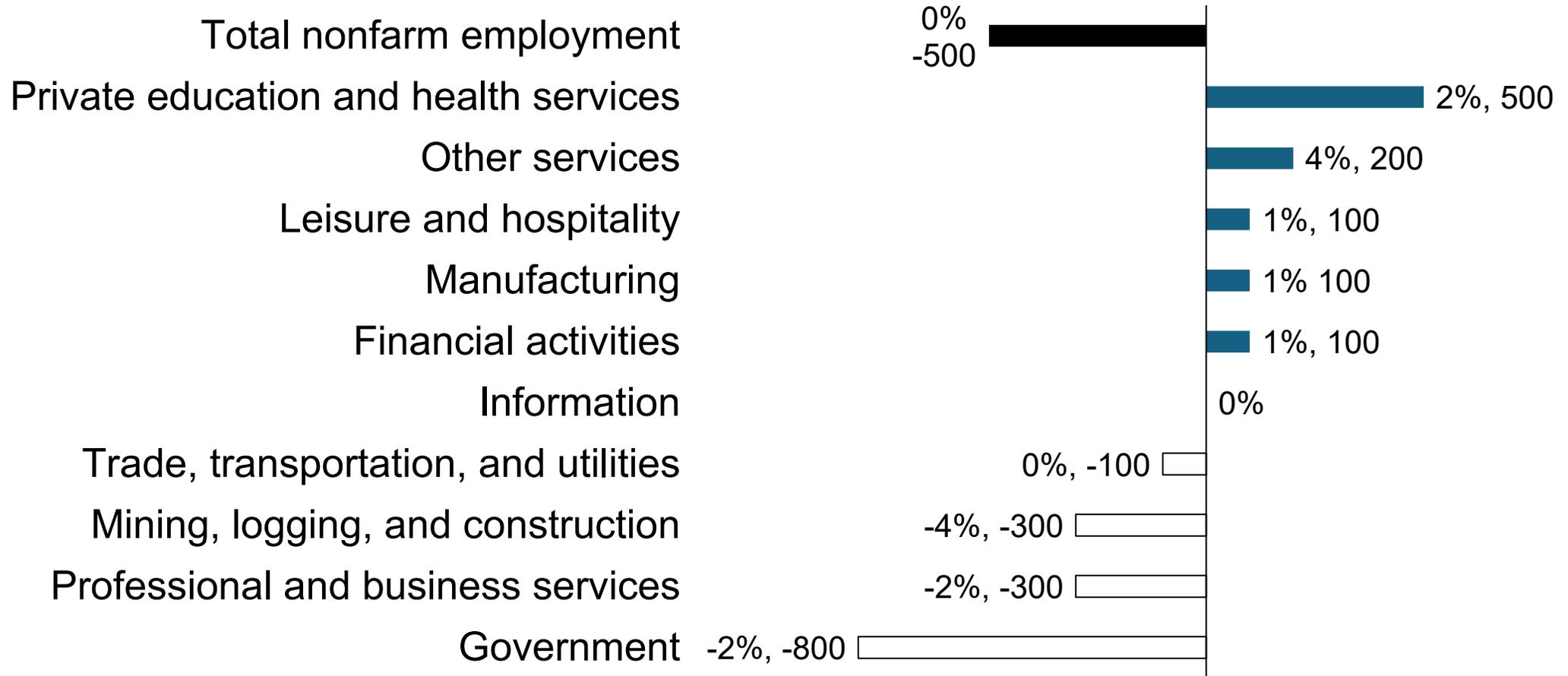
Job recovery from 2020 has been much faster than 2008



Source: Oregon Employment Department QualityInfo.org

Job growth is concentrated in health care

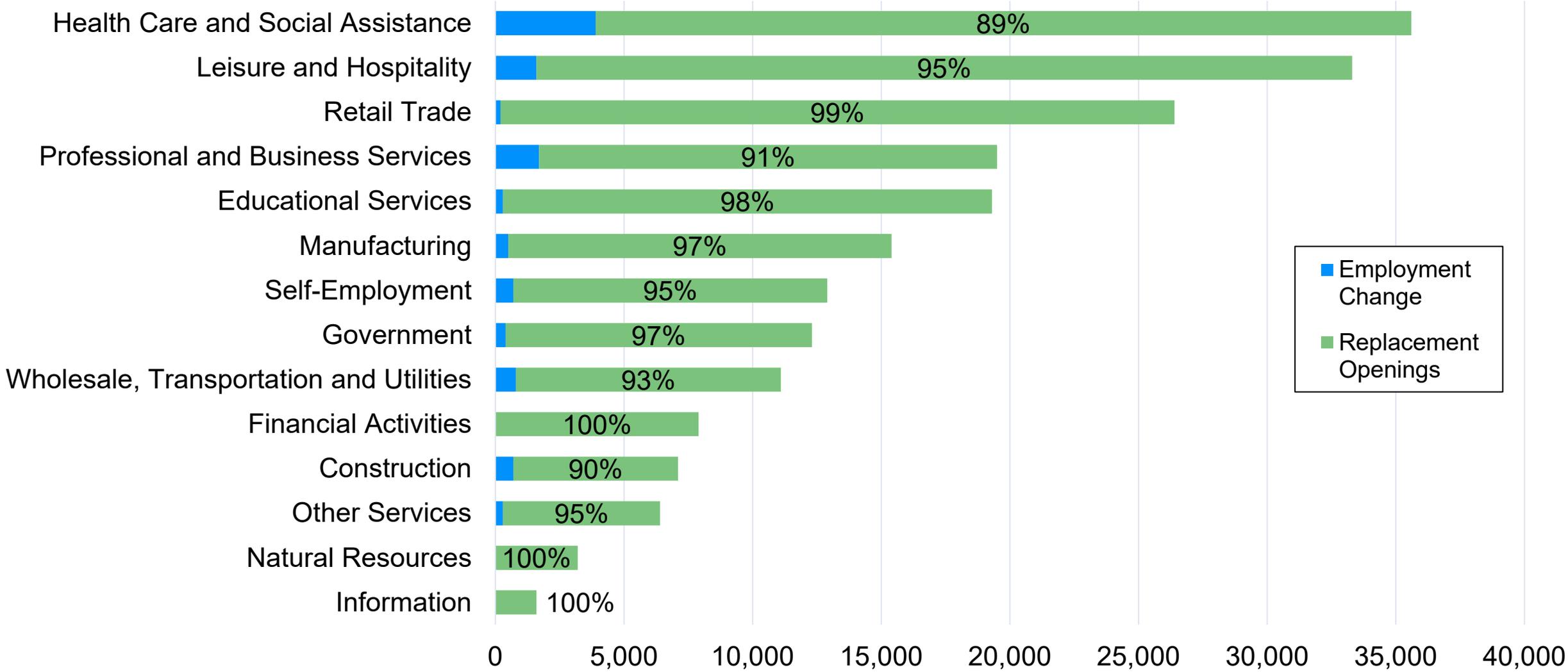
Lane County Job Change, December 2024-December 2025



Source: Oregon Employment Department, Current Employment Statistics

Long term growth and replacement needs are projected

2024-2034 Industry Employment Projections, Lane County

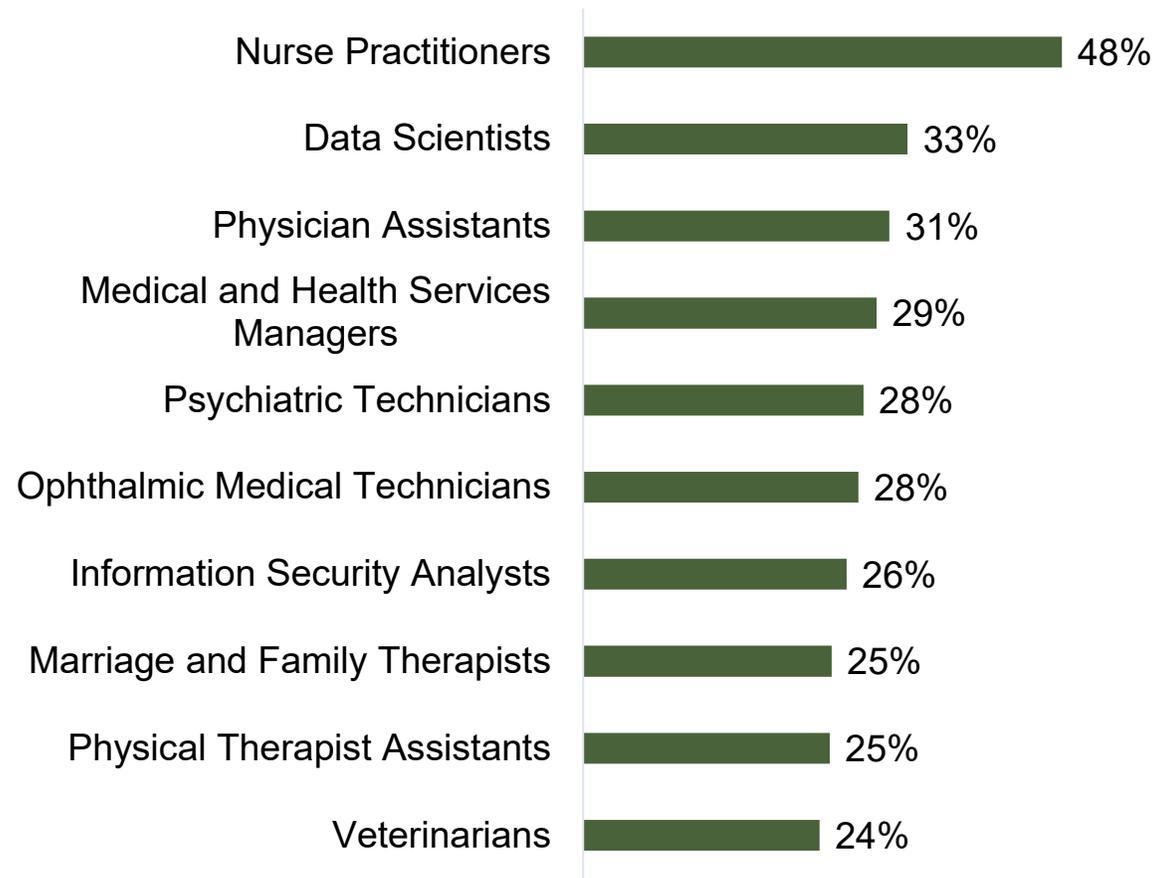


Source: Oregon Employment Department, 2024-2034 Industry Employment Projections

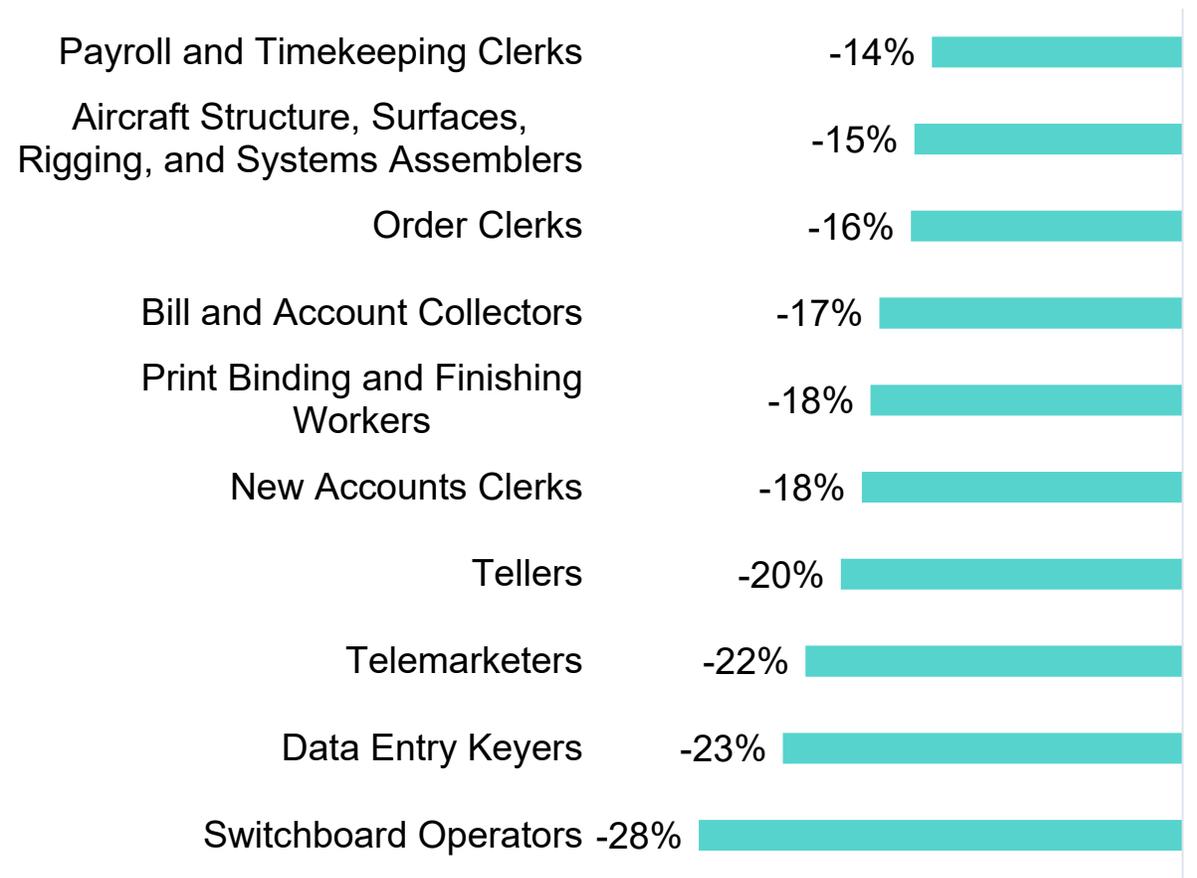
AI and Jobs – Three Areas of Interaction

Occupation change is more about industry shift than AI...

Fastest Growing Occupations 2024-2034, Oregon



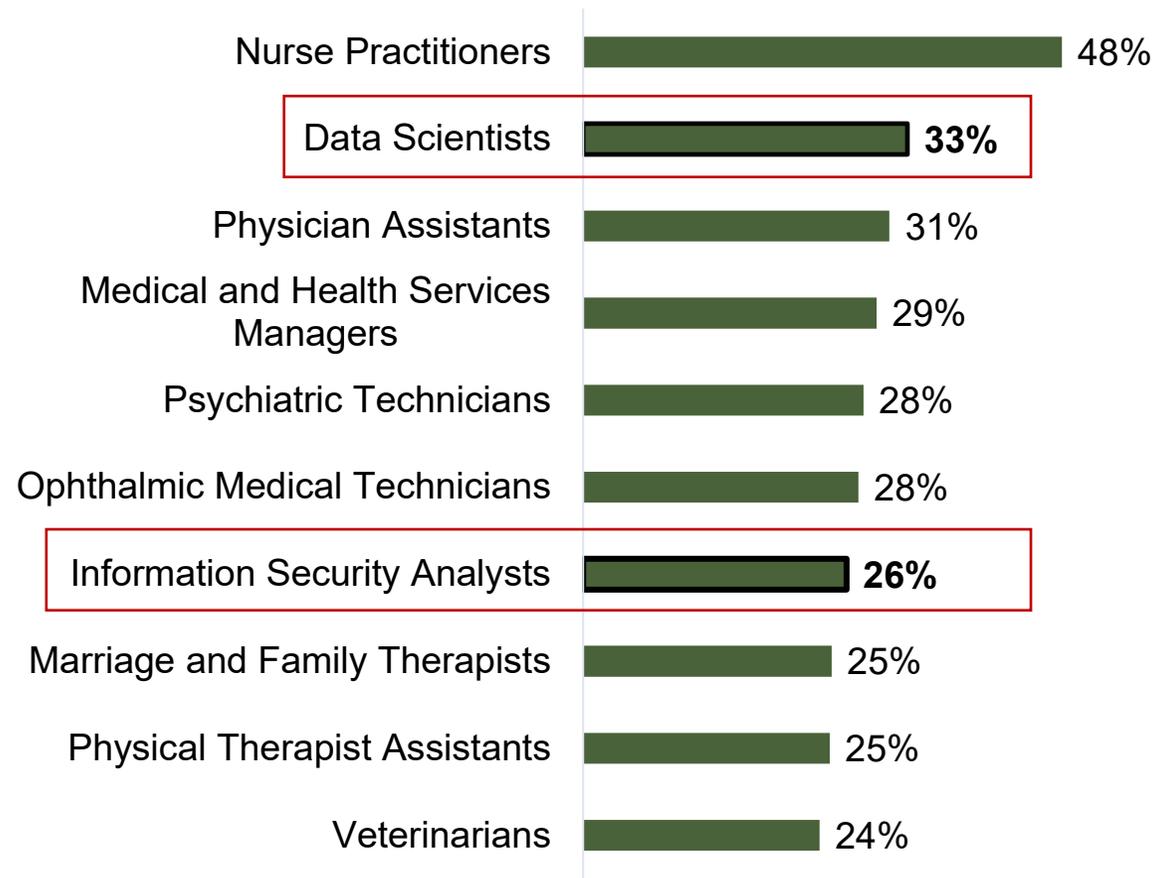
Fastest Declining Occupations 2024-2034, Oregon



Source: Oregon Employment Department, 2024-2034 Occupational Employment Projections

...but some impacts of AI adoption are taking shape

Fastest Growing Occupations 2024-2034, Oregon



“Firms in various industries will increasingly integrate AI-based systems into workflows to ...leveraging these technologies will require expertise from workers trained in computer science, programming, software development, and data analysis.”

“Tied to the increased use of AI is the massive increase in the volume of data generated, which is expected to fuel job growth among many mathematical science occupations.”

[Industry and occupational employment projections overview and highlights, 2024–34 : Monthly Labor Review : U.S. Bureau of Labor Statistics](#)

Source: Oregon Employment Department, 2024-2034 Occupational Employment Projections

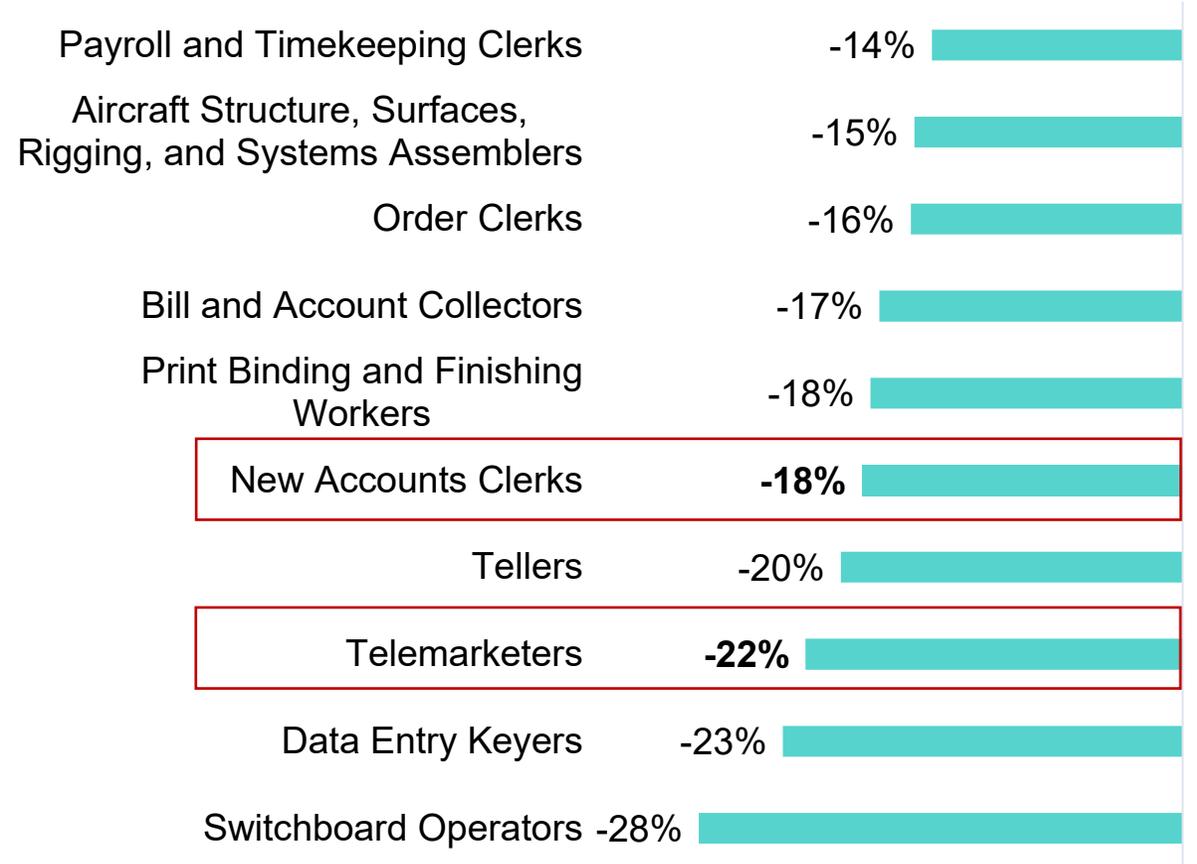
...but some impacts of AI adoption are taking shape

“Automation technology has long been a factor... with the productivity gains associated with the adoption of digital tools, such as automated phone systems and virtual assistants, constraining demand.”

Occupations “expected to see productivity improvements and decreased demand for their labor as a result of AI integration include sales engineers, insurance sales agents, and other types of sales representatives.”

[Industry and occupational employment projections overview and highlights, 2024–34 : Monthly Labor Review : U.S. Bureau of Labor Statistics](#)

Fastest Declining Occupations 2024-2034, Oregon

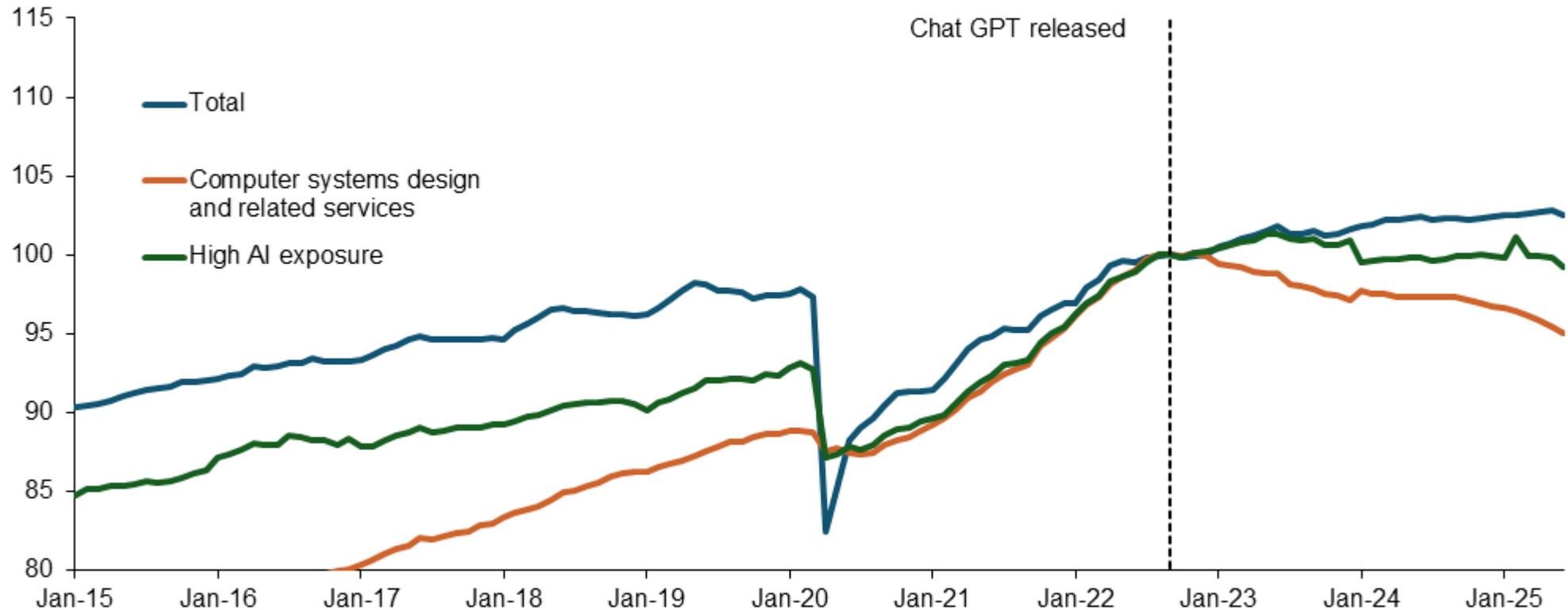


Employment in industries with high AI exposure has declined

Chart 1

Total U.S. employment rises while employment in computer systems design slumps

Index, Sep. 2022=100



NOTES: High artificial intelligence (AI) exposure is the simple average of indexed employment across the four-digit NAICS industries above the 90th percentile in AI exposure in Felten, Raj and Seamans (2021).

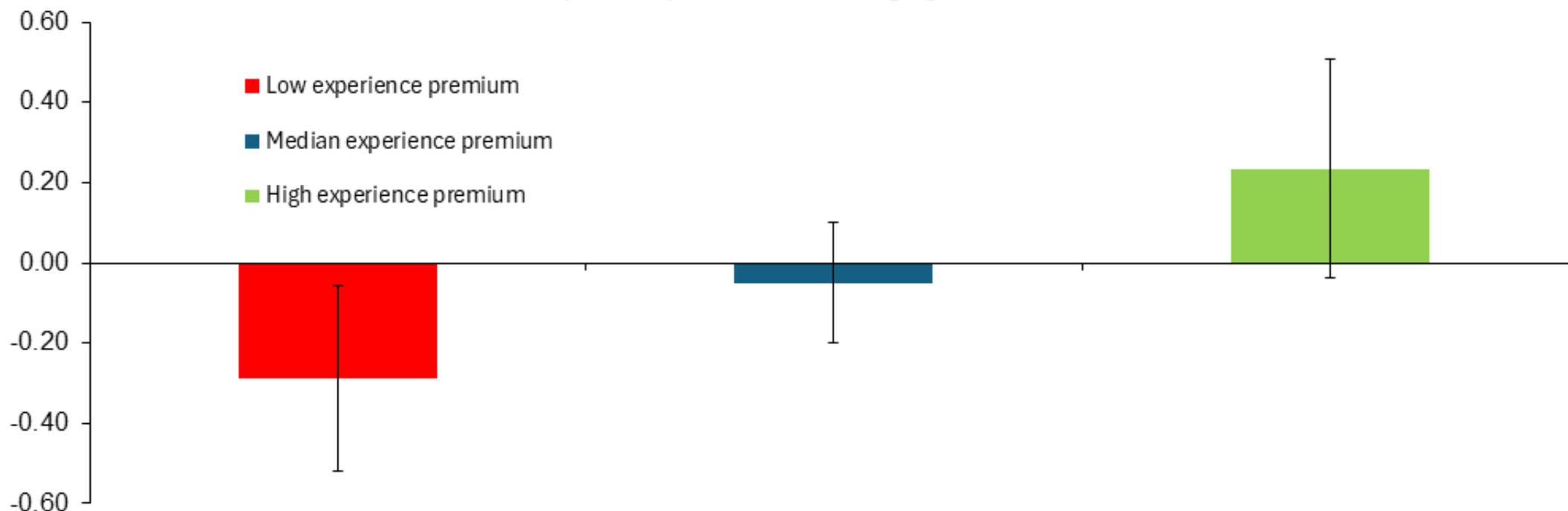
SOURCES: Bureau of Labor Statistics and "Occupational, industry, and geographic exposure to artificial intelligence: A novel dataset and its potential uses," by Edward W. Felten, Manav Raj and Robert Seamans, Strategic Management Journal, 2021.

In some ways, experience matters more in an AI age

Chart 5

Effect of AI exposure on wage growth notable for high, low experience premium jobs post 2022

Effect of 1 standard deviation increase in AI occupation exposure index on wage growth



NOTES: Chart shows the estimated effect of a one standard deviation increase in the artificial intelligence occupation exposure index (AIOE) on the change in an occupation's wage growth post-2022 relative to pre-pandemic trend. Regression of wage growth on the AIOE also contains the interaction between the AIOE and the occupation's experience premium; the estimated effect of AIOE on wage growth is a function of the experience premium. Median is an experience premium of 40 percent; low is 0 percent experience premium; high is the 90th percentile in the experience premium. Error bars represent 90 percent confidence intervals calculated with heteroskedasticity-consistent standard errors.

SOURCES: Bureau of Labor Statistics, occupational employment and wages, and modelled wage estimates; "Occupational, industry, and geographic exposure to artificial intelligence: A novel dataset and its potential uses," by Edward W. Felten, Manav Raj and Robert Seamans, Strategic Management Journal, 2021.

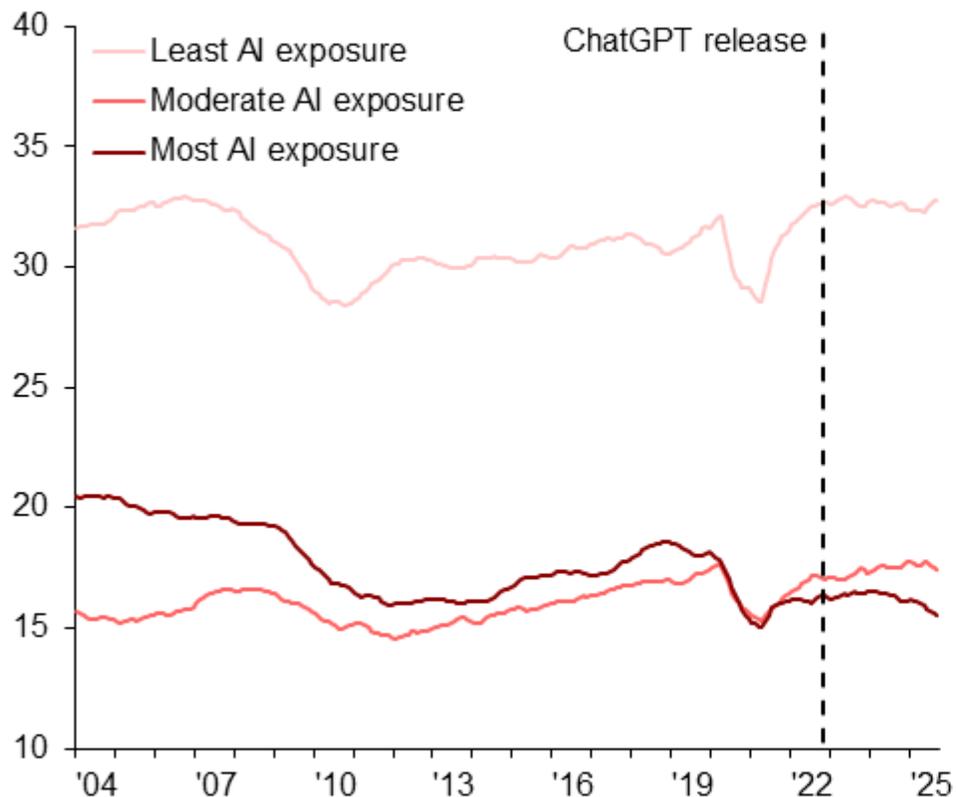
Young workers are feeling the biggest impacts of AI exposure

Chart 1

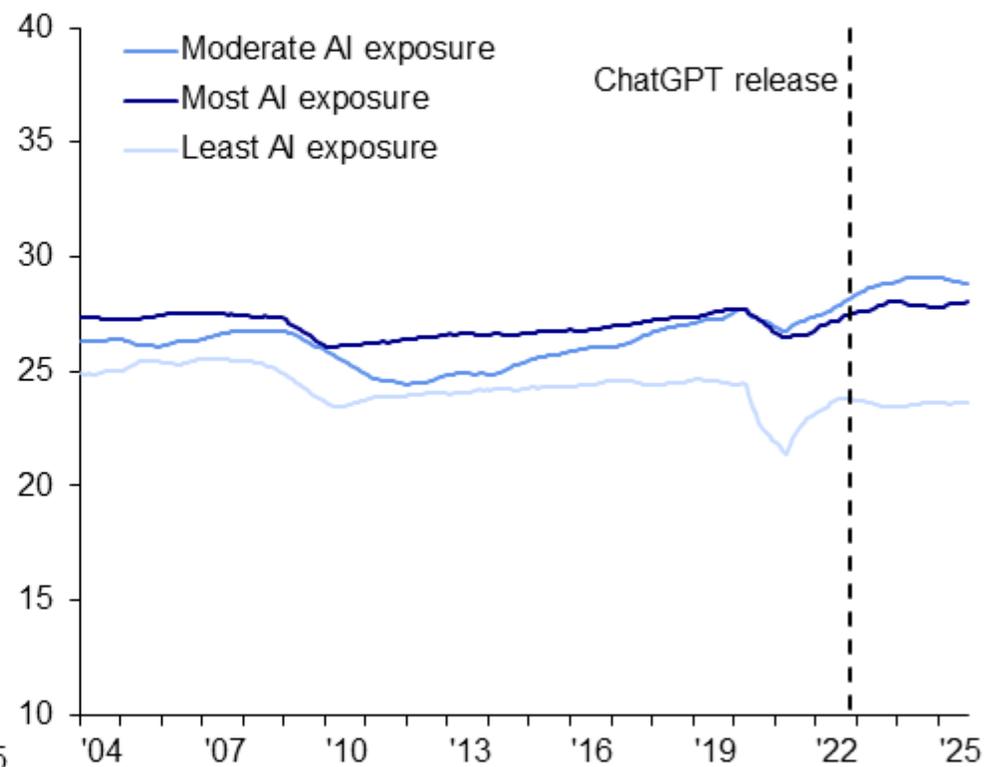
Employment declines for young workers in high AI-exposed occupations

A. Age 20-24

Percent, 12-month moving average



B. Age 25-55



NOTES: Values are the employment of the occupation categories as percentages of the total population in that age range. Occupation categories are based on the tertiles of the 2024 distribution of AI exposure scores. AI exposure score is the β measure from Eloundou et al. (2024).

SOURCES: Integrated Public Use Microdata Series Current Population Survey; Eloundou et al. (2024).

Federal Reserve Bank of Dallas

AI is extensively integrated in the job finding/hiring process

How HR Uses Artificial Intelligence

*Question was select all that apply. Among those who indicated their organization uses AI to support HR-related activities.



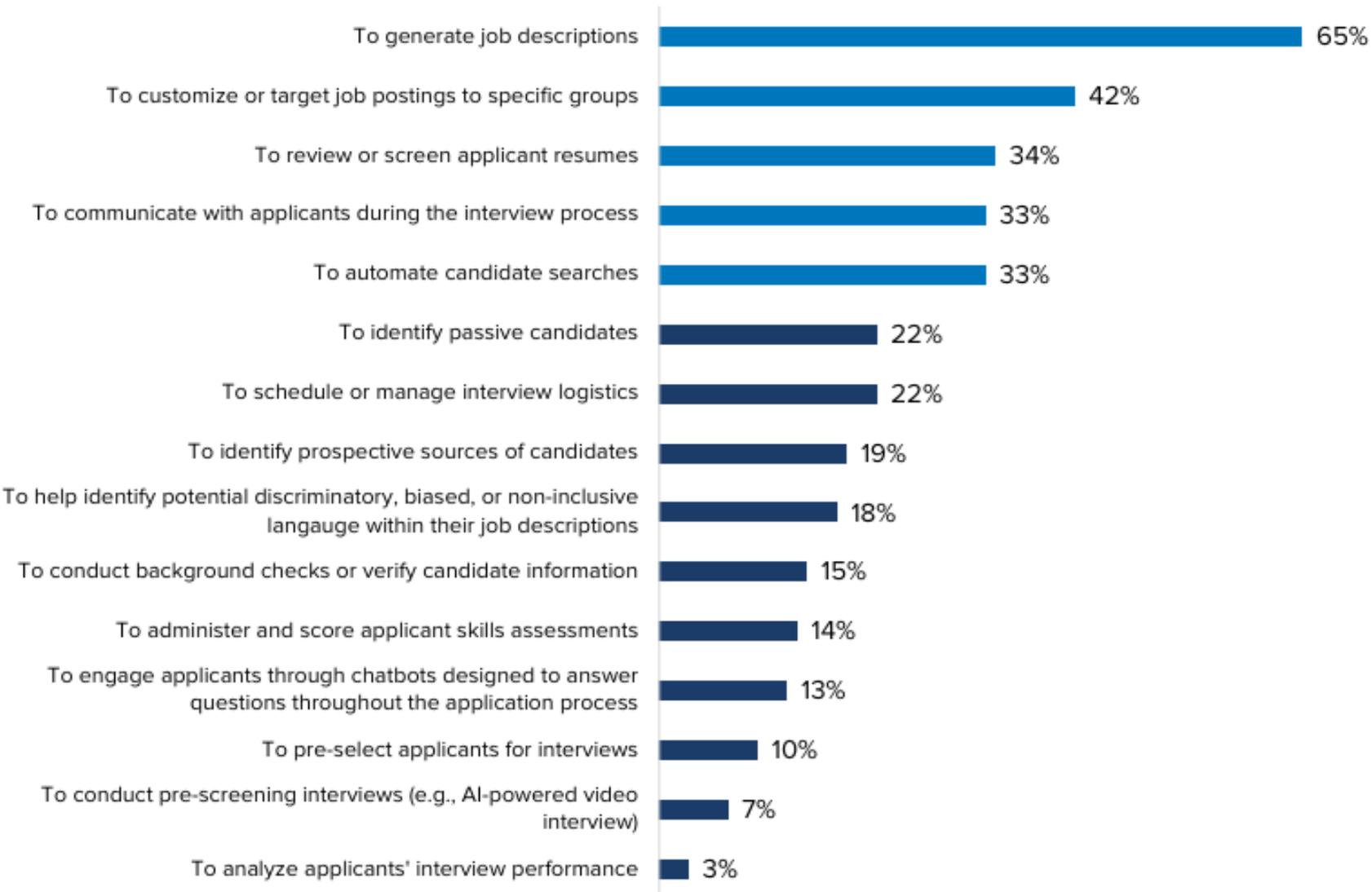
"Other" areas HR uses AI

- "Administrative tasks"
- "Policy writing and communications"
- "General communication (announcements, social media posts, company emails, etc.)"
- "Forms and resource writing"
- "Drafting documents, communications, messages, and tasks lists"
- "Internal communications, policy and procedure drafting"
- "Content generation for documents, presentations, and awards."
- "Answering FAQs"

Source: SHRM Research https://shrm-res.cloudinary.com/image/upload/ai/2024-Talent-Trends-Survey_Artificial-Intelligence-Findings.pdf

How HR Uses AI to Support Recruiting, Interviewing, and Hiring

**Question was select all that apply. Among those who indicated their organization uses AI to support recruitment, interviewing, and/or hiring activities.*



Certain tasks in recruitment, interviewing, and hiring have integrated AI assistance extensively

Source: SHRM Research https://shrm-res.cloudinary.com/image/upload/2024-Talent-Trends-Survey_Artificial-Intelligence-Findings.pdf



Hiring And Recruitment

AI Has Made Hiring Worse —But It Can Still Help

by Tomas Chamorro-Premuzic

January 26, 2026

<https://hbr.org/2026/01/ai-has-made-hiring-worse-but-it-can-still-help>

There's less trust on both sides of the process.

“AI has enabled the mass production of artificially polished candidates who merely *look* great. Employers know this, and as a result increasingly distrust the very signals they collect...The predictable response is a retreat to the familiar: face-to-face meetings, referrals, and trusted networks...regression into what might be called ‘medieval hiring’”

Speed is up, but accuracy is down.

“AI delivers clear efficiency gains, enabling recruiters to process larger candidate pools at lower cost, but there is still no convincing independent evidence that AI outperforms...on accuracy, predictive validity, or quality of match.”

There is a potential silver lining, but it has yet to materialize.

“At its best, AI reduces noise, enforces consistency, and boosts meritocracy. At its worst, it accelerates depersonalization, exacerbates bias, and automates poor judgment.”

Henry Fields, Workforce Analyst

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