



2025 SHRM August In-District Advocacy Campaign: AI Displacement

The Issue: AI offers efficiency and productivity gains but also threatens workforce disruption. About 13% of U.S. jobs (19.2 million) are at high risk of automation, especially in finance, insurance, and manufacturing. Nearly half of U.S. workers (48%) fear job loss if they don't build AI skills, and 49% worry about stalled career growth.

SHRM POV: As SHRM President and Chief Executive Officer Johnny C. Taylor, Jr., SHRM-SCP, said, "AI + HI = ROI." SHRM urges a balanced approach, combining artificial intelligence with human intelligence to create a future-ready, resilient workforce and yield a return on investment.

SHRM Policy Solutions:

- **Invest in Upskilling and Reskilling:** Boost funding for AI-focused training through the Workforce Innovation and Opportunity Act (WIOA), registered apprenticeships, and public-private partnerships aligned with labor market needs.
- **Create AI Training Tax Incentives:** Establish credits or deductions for employer-led training, modeled after the research and development tax credit, to support small and midsize businesses.
- **Develop Uniform AI Standards:** Collaborate across federal and state levels to create consistent workplace AI standards addressing bias, transparency, and worker rights while balancing innovation and protections.

SHRM Research:

- **Generational Impact:** 62% of Generation Z and 52% of Millennials are worried their careers will suffer without AI upskilling.
- **Limited AI Usage:** Only 45% of U.S. workers use AI at work — just 25% among Boomers — with a gender gap (52% of men versus 39% of women).
- **Training Works:**
 - 89% of U.S. workers said AI helps them do more in less time.
 - 85% of U.S. workers produce higher-quality work.
 - Yet, 1 in 3 U.S. workers said training doesn't match their job needs.

Meeting SoundBite: "AI won't take your job — someone using AI will."