

Indeed's AI at Work Report

Who Holds the Jobs GenAI Is Set To Disrupt? A Look at Age, Gender, and Race



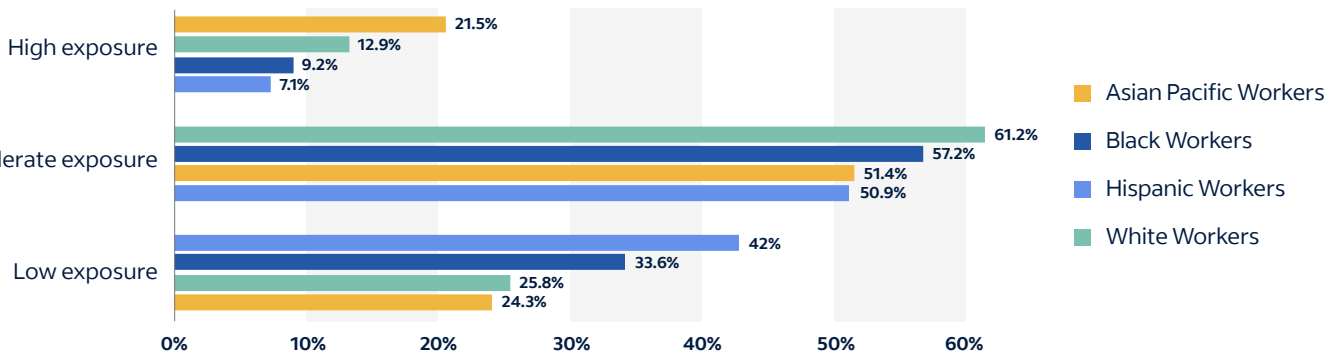
Indeed's initial **AI at Work** [research](#) revealed the impact of GenAI on specific occupations and skills. Now, our researchers examine how GenAI affects the people who hold these jobs, with new insights on GenAI exposure by race, gender, and age. The research shows that, on average, younger, male, and/or Hispanic people tend to work in fields that GenAI is less likely to disrupt. But who a worker is – their age, gender, and/or race – is not nearly as big an indicator in determining the level of their potential exposure to GenAI as what that worker does.

Race/Ethnicity

The biggest demographic differences in exposure to GenAI are by race and ethnicity. Asian American/Pacific Islander workers tend to be more represented in jobs with the highest potential exposure to GenAI, while Hispanic workers are employed in occupations with the least potential exposure.

Differences in GenAI exposure by race/ethnicity

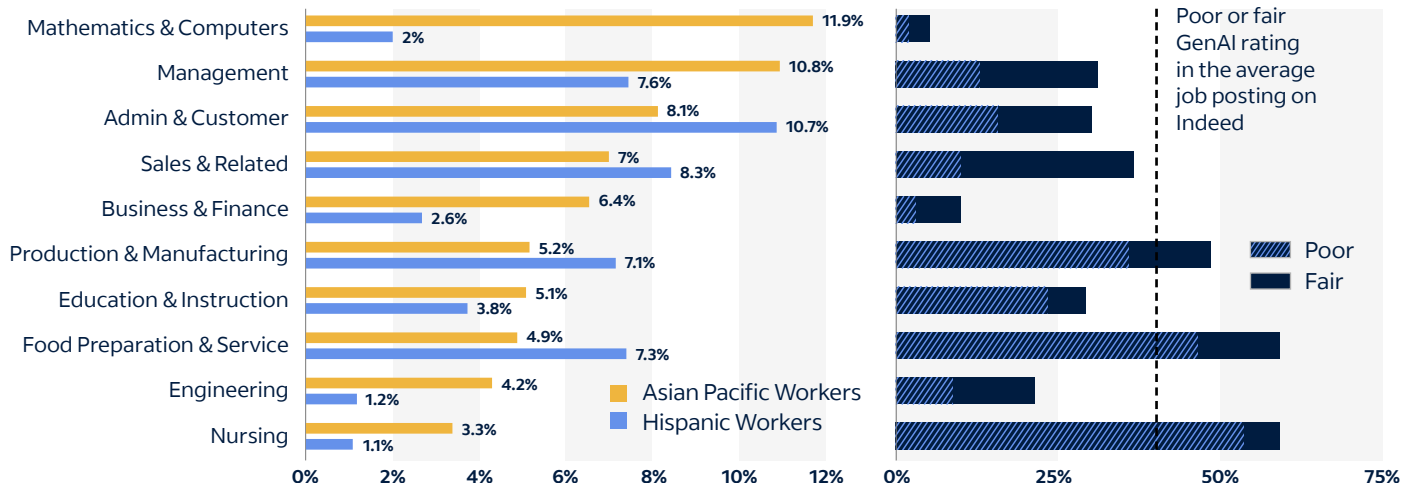
Rating of GenAI exposure based on Indeed job postings, US, Aug '22 - Jul '23



Dominant roles for Asian Pacific and Hispanic workers & GenAI exposure of these roles

Top 10 jobs held, American Community Survey 2021

GenAI exposure rating from Indeed job postings, US, Aug '22 - Jul '23

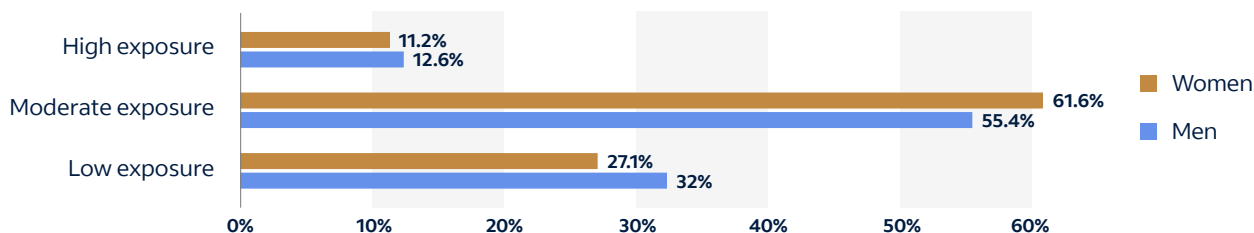


Age and Gender

While women tend to work in jobs with slightly more exposure to GenAI than men, the differences are minor. While a somewhat higher share of men work in jobs with the highest level of potential exposure to GenAI than women, the share of men working in the least exposed jobs is noticeably higher than women. In addition, jobs that employ a large share of young workers aged 16-24, including food preparation & service, generally have less exposure to GenAI. As workers age into their mid-career years, they tend to move into roles that require skills that are more exposed to GenAI.

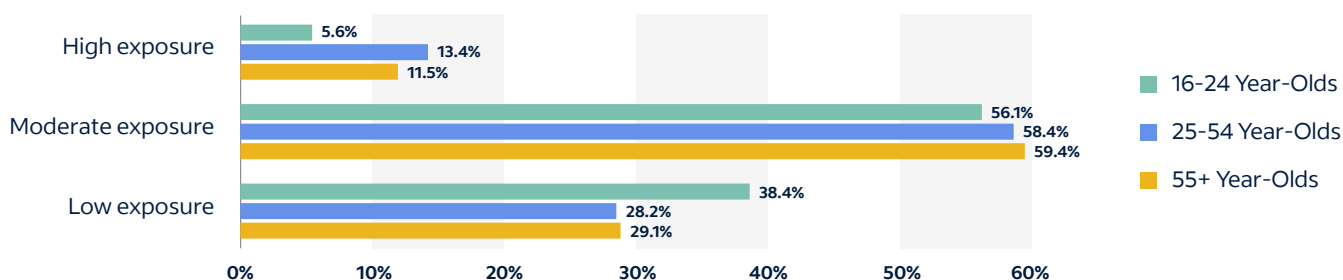
Differences in GenAI exposure by gender

Rating of GenAI exposure based on Indeed job postings, US, Aug '22 - Jul '23



Differences in GenAI exposure by age

Rating of GenAI exposure based on Indeed job postings, US, Aug '22 - Jul '23



Source: Indeed, American Community Survey 2021. High: GenAI can perform at least 80% of skills at a 'good' or 'excellent' level. Moderate: Between 50% and less than 80% of skills. Low: Less than 50% of skills.

Our Method

Indeed Hiring Lab paired our [earlier work](#) examining the skills most and least exposed to GenAI with data on age, gender, and race from the Census Bureau's American Community Survey. [Exposure to GenAI](#) is rated as "high," "moderate," and "low." If GenAI rates itself as "good" or "excellent" at performing 80% or more of the skills in a given field, the field is determined to have high potential exposure. Jobs in which between 50% and less than 80% of skills can be performed in a "good" or "excellent" manner were determined to have a moderate potential exposure to GenAI. Jobs in which less than half of skills could be done in a "good" or "excellent" manner were determined to have a low potential for exposure.