Generative Artificial Intelligence Capacity Study

Project scope

Overview

In line with its functions under the *Jobs and Skills Australia Act (2022)*, Jobs and Skills Australia (JSA) is undertaking a Generative Artificial Intelligence Capacity Study (the Study) that will consider Generative AI (Gen AI) and its implications across the labour market and education and training system.

The Study will provide evidence and insights to help inform government strategy and policy regarding the impacts of Gen AI on the labour market, on workforce planning and on associated needs within the national skills system.

JSA's focus on Gen AI will complement existing initiatives across government. This includes the Department of Industry, Science and Resources' (DISR) work in coordinating a whole-of-government effort on safe and responsible AI, including the National AI Centre's (NAIC) work on supporting the development of Australia's sovereign AI capability.

Through its tripartite mandate and unique data perspectives, JSA will facilitate a diversity of inputs for the Study to ensure the benefits of a Gen AI-integrated labour market are as widely dispersed as its design intends.

Scope

The study will focus on the Australian context, considering current and emerging international research and policy developments. It will analyse workforce, community and skills issues, including job displacement, job creation, and required skills, as well as potential impacts on productivity.

The study will be structured into three main streams:

1. Labour Market Impacts:

   - Establish an overview of Gen AI adoption across different sectors and occupations.
   - Analyse trends in Gen AI-related skills demanded and the nature of tasks exposed to Gen AI.

- Examine the current state of Gen AI integration in the workplace, including employer and worker perspectives.
- Assess the hybrid exposure to Gen AI of industries, occupations, and regions, including emerging opportunities and risks.
- Investigate how Gen AI affects the workplace, including quality of work, structural impacts, job security, wages and conditions.
- Identify information asymmetries and variations by occupation and industry.

2. Transition Strategies:

- Explore strategies for responding to these impacts, including identifying characteristics of workers most likely to be affected and developing pathways and interventions to support their transition to new roles.
- Reflect the experiences of different cohorts, including opportunities and risks for various demographic and age groups to ensure an inclusive and efficient transition.
- Consider the augmentation, adaptation and automation effects on cohorts depending on skill level.
- Determine enablers and blockers to Gen AI adoption or participation, including education and training system implications.
- Examine the settings that influence Gen AI adoption in the workplace and its impacts on the labour market.

3. Skills System Implications:

- Assess the implications of Gen AI for the skills system, including how it may need to adapt to meet new demands and how the labour market is adapting.
- Investigate the role of education and training systems in supporting the transition to a Gen AI-integrated labour market.
- Provide recommendations on adapting the skills system to ensure it meets the needs of the future labour market.

The study will apply both qualitative and quantitative research methods, extensive consultation with stakeholders, to provide recommendations to Government on establishing an inclusive and sustainable pathway to a Gen AI-integrated labour market.

Governance and Consultation

In line with JSA's tripartite mandate and under the guidance of JSA's Ministerial Advisory Board, the Study will feature close consultation and collaboration with key stakeholders.

The Study's Steering Group will have a membership reflecting a diversity and depth of perspectives on how the labour market, skills systems and Gen AI could interact and the potential role for Government. It will include representatives from industry peak bodies, employers, unions, education and training providers, AI experts, advocacy groups, Jobs and Skills Councils (JSCs) and government(s).

Engaging with stakeholders is critical for understanding the impact of Gen AI on the workforce, education, and training systems. This engagement provides valuable insights into

the skills-related impacts on various elements of the economy. Given the nascent nature of Gen AI, it is essential to ensure that a diversity of voices is reflected in the study.

Process

Jobs and Skills Australia will report and make recommendations to Government against the Study's three streams by mid-2025, with separate reporting and a final synthesis report addressing this scope.