

Generative AI, the American worker, and the future of work | Brookings

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The launch of ChatGPT-3.5 at the end of 2022 captured the world's attention and illustrated the uncanny ability of generative artificial intelligence (AI) to produce a range of seemingly human-generated content, including text, video, audio, images, and code. The release, and the many eye-catching breakthroughs that quickly followed, have raised questions about what these fast-moving generative AI technologies might mean for work, workers, and livelihoods—now and in the future, as new models are released that are potentially much more powerful. Many U.S. workers are worried: According to a [Pew Research Center poll](#), most Americans believe that generative AI will have a major impact on jobs—mainly negative—in the next two decades.

Despite these widely shared concerns, however, there is little consensus on the nature and scale of generative AI's potential impacts and how—or even whether—to respond. Fundamental questions remain unanswered: How do we ensure workers can proactively shape generative AI's design and deployment? What will it take to make sure workers benefit meaningfully from its gains? And what guardrails are needed for workers to avoid harms as much as possible?

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