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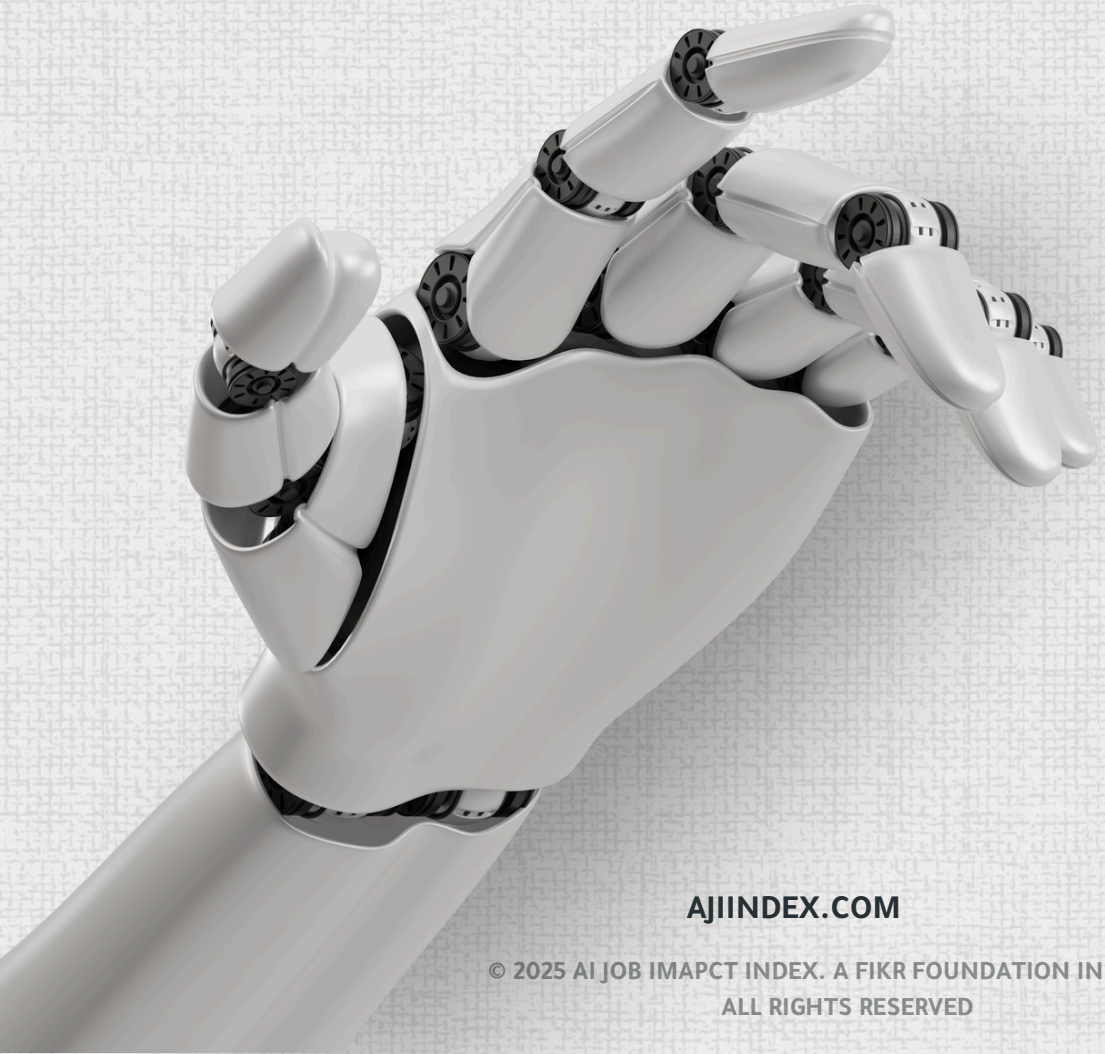
AI JOB IMPACT INDEX

Top 10 Most & Least Impacted Jobs

AUG - 2025



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The job titles, occupational descriptions, and occupation codes used in this report are drawn from ONET OnLine (ONET®), maintained by the U.S. Department of Labor, Employment and Training Administration. Where appropriate, descriptions have been adapted or summarized by AJII for clarity and consistency; original ONET identifiers (ONET-SOC codes) are retained for reference. Users should consult O*NET OnLine directly for the full official entries and metadata.

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PREFACE

Mohamad Khawaja
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The world of work is changing faster than most institutions can adapt.
Breakthroughs in generative Artificial Intelligence, advanced robotics, and data driven automation are already reconfiguring how tasks are performed, who performs them, and the value employers place on human skills. At the same time, economic uncertainty, shifting geopolitical alignments, environmental imperatives, and rising expectations from workers and society are reshaping demand across industries. Navigating this turbulent landscape requires clear measurement, practical foresight, and a focus on what people do, not just what technology can do.

The AI Job Impact Index was created to meet that need. AJII offers a systematic, occupation level assessment of automation and augmentation risk across 1,016 job titles drawn from the O*NET taxonomy. Each occupation in this report is evaluated against seven carefully defined factors that matter in practice Routine and Repetitiveness; Creativity and Complex Problem Solving; Physical Dexterity and Manual Precision; Human Interaction and Emotional Intelligence Needs; Availability of Data and Technology; Economic Feasibility and Labor Market Dynamics; and Social and Regulatory Acceptance. The result is a transparent, comparable score that highlights where technology is most likely to substitute for human work, where it will complement it, and where social or regulatory choices will ultimately determine outcomes.

This edition of the AJII synthesizes rigorous, with a consistent scoring methodology to produce actionable insights. Our approach emphasizes job tasks rather than job titles alone, and preserves direct links to original O*NET descriptions so users can trace each assessment back to its source. The index is intended neither as a deterministic forecast nor as a prescription. It is a tool for employers, educators, policy makers, workers, and researchers to prioritize reskilling, design resilient careers, and shape technology deployment in ways that maximize human value.

I would like to thank the AJII team, I also acknowledge the O*NET program for the authoritative occupational data that underpins this index. AJII is an initiative of Fikr Foundation and is offered for free sharing with mandatory attribution. We hope this report helps spur the practical conversations and collaborative actions required to secure meaningful, inclusive work in the years ahead.

KEY FINDINGS

Scope and method

This report covers the 10 jobs most and 10 least impacted by automation. Overall, AJII covers 1,016 job titles "O*NET job titles" evaluated based on seven factors, summed up with a single AJII score on a scale of 0 to 10. Each job received a percentage score for the seven factors below, as well as an aggregate AJII score , and each factor have a diffrient weight . A higher AJII score indicates a greater likelihood of tasks being replaced by AI and related automation technologies. **The seven factors** are **F1** Routine and Repetitiveness, **F2** Lack of Creativity and Complex Problem Solving, **F3** Low Physical Dexterity and Manual Precision, **F4** Low Human Interaction and Emotional Intelligence Needs, **F5** Availability of Data and Technology, **F6** Economic Feasibility and Labor Dynamics, and **F7** Social and Regulatory Acceptance.

Clerical and routine processing occupations score highest on AJII. These roles show clear productivity gains from available automation, so they should be the first candidates for role redesign and targeted reskilling programs.

Occupations with the lowest AJII SCORES are those where human judgment, specialized licensure, high consequence outcomes, or strong social and regulatory barriers matter most. These jobs are less likely to be fully replaced in the near term and will remain anchors for human expertise.

AJII exposes a widening labour market split. High scoring occupations tend to decline in task share while low scoring occupations hold or grow in importance. This divergence raises the urgency for transition planning and lifelong learning strategies.

Sector patterns are visible in the scores. Large employment pockets with high AJII SCORES such as postal operations, back office finance, and standardized manufacturing signal potential concentration of displacement risk in particular regions and communities.

High AJII SCORES often coexist with identifiable subtasks that are harder to automate. Those subtasks create practical reskilling and job redesign pathways. Prioritise training that moves workers toward supervision, exception handling, and validation roles.

Employer choices will determine how AJII translates into real outcomes. Organisations that pair selective automation with deliberate workforce development and human in the loop workflows are more likely to capture productivity gains without wholesale job loss.

High AJII SCORES imply real equity risk. Because many high score occupations are middle skill and geographically concentrated, unmitigated automation could amplify regional and income inequality unless public policy and employer supports are put in place.

Skills strategy must follow the AJII diagnosis. Where scores are high, focus on transferring domain knowledge into oversight and validation skills. Where scores are low, invest in sustaining deep professional expertise and in roles that integrate human judgement with technology.

AJII is a diagnostic instrument not a predictive oracle. Treat the score as a prioritisation tool to guide reskilling investment, job redesign, and policy choices. Actual outcomes will depend on regulatory changes, firm strategy, and future technological advances.

Job titles and standard occupational descriptions are taken from O*NET

How to read AJII scores

Each occupation's factor percentages feed a weighted aggregation that produces the AJII SCORE (0-10). A larger AJII SCORE indicates greater replaceability risk under currently available generative AI and automation pathways; a lower score indicates stronger resilience.

PART I: AJII FACTORS

1.1 FACTORS WITH DESCRIPTION

F1 Routine and Repetitiveness:
What it measures? The degree to which job tasks are structured, repetitive, and governed by explicit rules or checklists. High scores mean work can be broken into repeatable steps that are easy to specify.
How you see it in practice? Tasks that follow fixed inputs and outputs, for example data entry, invoice matching, or standard assembly line operations, are high on this factor. Tasks that require adapting to novel circumstances or creating new procedures are low.
Why it matters? Repetitive processes are the easiest to convert into automated flows or algorithmic pipelines because the rules can be encoded. Where routine dominates, automation yields rapid productivity gains and predictable error characteristics.
High and low examples. High: mail sorting, routine bookkeeping, barcode scanning. Low: investigative journalism, clinical diagnosis in novel cases, bespoke client advising.
What to do about it? For high routine roles prioritize task redesign. Extract the routine subtask for automation while bundling remaining human work into supervision, exception handling, or client facing responsibilities. For low routine roles invest in domain expertise and judgment capabilities.
F2 Lack of Creativity and Complex Problem Solving:
What it measures? The absence of requirements for originality, open ended problem solving, abstraction, and the generation of novel approaches. High scores indicate jobs do not demand invention or complex cross domain reasoning.
How you see it in practice? Jobs that mainly follow templates, standard operating procedures, or algorithmic decision trees score high. Jobs that synthesize ambiguous inputs, create new concepts, or reframe problems score low.
Why it matters? AI systems excel at pattern completion, retrieval, and assistance with well defined problems but struggle with true novelty and deep conceptual leaps. When creativity and complex problem solving are not required, AI can substitute more fully.
High and low examples. High: standardized form completion, templated document production. Low: research design, strategic product innovation, courtroom litigation strategy.
What to do about it? In roles where this factor is high, create career pathways that shift workers toward tasks requiring judgment and synthesis. Where it is low, preserve professional development and recognize these roles as critical anchors in the workforce.
F3 Low Physical Dexterity and Manual Precision:
What it measures? The absence of requirements for fine motor control, tactile feedback, situational physical adaptability, and manual precision that are difficult for machines to replicate reliably. High scores mean physical dexterity is not essential.
How you see it in practice. Packing standardized products, simple material handling, and clerical manipulation are high on this factor. Microsurgery, bespoke instrument repairs, and artisanal craft tasks are low.
Why it matters? Robotics and automation have advanced quickly but still face constraints in unstructured physical environments and tasks requiring delicate manipulation. Jobs high on this factor can be automated with existing robotic tooling and conveyors. High and low examples. High: box labeling, palletizing.

1.1 FACTORS WITH DESCRIPTION

Low: instrument calibration for unique devices, dental procedures that require fine hand control.
What to do about it? For jobs with low physical dexterity requirements, evaluate robotic augmentation and safety protocols. For jobs that need high dexterity, invest in ergonomic training and technologies that amplify human precision rather than replace it.

F4 Low Human Interaction and Emotional Intelligence Needs:

What it measures? The extent to which a role requires sustained interpersonal engagement, persuasion, empathy, negotiation, or management of complex social dynamics. High scores mean minimal interpersonal demands.
How you see it in practice? Self contained processing roles or single party transaction jobs with limited client interaction score high. Counseling, complex sales, and dispute resolution score low.
Why it matters? Emotional intelligence, trust building, and contextual social judgment remain areas where humans outperform automation. Jobs that depend on these capabilities are more resilient to full replacement.
High and low examples. High: backend reconciliation, batch processing. Low: psychotherapeutic counseling, senior client relationship management.
What to do about it? For high scoring jobs, automate routine touchpoints while retaining humans for escalation and relationship tasks. For low scoring roles ensure training and certification pathways that preserve human centered skills.

F5 Availability of Data and Technology:

What it measures? The presence of high quality data, clear digitization of workflows, mature tooling, and existing AI or software solutions that map directly to job tasks.
High scores mean the technical building blocks already exist.
How you see it in practice? Work that produces structured logs, standardized documents, or sensor outputs is easier to ingest into models and automation pipelines. Jobs that live on paper, in tacit knowledge, or in fragmented systems score low.
Why it matters? Automation requires data to train models and technologies to integrate outputs into operations. Where data and tools are abundant, deployment is faster and less risky.
High and low examples. High: online transaction records, ERP driven invoicing systems. Low: legacy manual inspection records, knowledge kept largely in the heads of senior staff.
What to do about it? Where data readiness is high move rapidly to pilot automation while investing in governance and validation. Where it is low prioritize digital capture, standardized taxonomies, and data quality improvements before large scale automation.

F6 Economic Feasibility and Labor Dynamics:

What it measures? Whether replacing tasks with automation makes clear economic sense given labor costs, productivity gains, capital expenditure, workforce availability, and organizational incentives. High scores indicate strong economic drivers for substitution.
How you see it in practice? Employers facing high wages, tight labor supply, or recurring high volume tasks are more likely to adopt automation. Conversely, where labor is inexpensive and turnover is low, economics may favor retaining human labor.
Why it matters? Technical feasibility alone does not determine adoption. Cost benefit calculus, return on investment, and labor market context drive real world decisions.

1.1 FACTORS WITH DESCRIPTION

High and low examples. High: short cycle high volume processing in a region with elevated labor costs. Low: local small scale services where investment payback is long.
What to do about it? Use economic modeling to identify where automation yields sustainable gains and pair adoption with workforce transition support. In contexts where economics do not favor automation, use targeted productivity programs to improve job quality.

F7 Social and Regulatory Acceptance:
What it measures? Legal, ethical, cultural, safety, and reputational constraints that slow or block automation adoption. High scores mean strong societal or regulatory resistance.
How you see it in practice? Health care, legal decisions, child protection, and other high consequence fields often have regulatory barriers and public expectations that protect human roles. Other sectors face fewer constraints.
Why it matters? Even when automation is technically feasible and economically attractive, regulatory frameworks and public trust determine whether it can be deployed. Adoption that runs afoul of law or public sentiment carries large costs.
High and low examples. High: clinical decision making, sentencing recommendations, child safeguarding. Low: commodity data aggregation, routine invoice processing.
What to do about it? Engage regulators and stakeholders early, design transparent human oversight, and build robust audit trails. Where acceptance is low, invest in explainability, independent validation, and phased deployments that preserve human accountability.

These seven factors form a practical, well rounded framework for judging how exposed a job is to automation and AI. They capture the technical, human, economic, and social dimensions that matter in real workplace decisions. Together they measure task repetitiveness, need for creativity and complex judgment, manual dexterity and physical context, emotional and interpersonal demands, the presence of data and mature tools, the economic case for automation, and social and regulatory constraints. That combination delivers a clear, actionable signal for planners and practitioners.

1.2 FACTORS ANALYSIS EXAMPLE

Electrical Engineers - Factors values and AJII
F1 Routine & Repetitiveness **40%**
F2 Lack of Creativity & Complex Problem Solving **25%**
F3 Low Physical Dexterity & Manual Precision 85%
F4 Low Human Interaction & Emotional Intelligence Needs **60%**
F5 Availability of Data & Technology **85%**
F6 Economic Feasibility & Labor Dynamics **60%**
F7 Social & Regulatory Acceptance **55%**

AJII SCORE **5.51**

How the radar shape reads and what the pattern means?
The radar shape for Electrical Engineers will bulge strongly at F3 and F5, sit moderately high at F4 and F6, and dip at F2 and to a lesser extent at F1 and F7. Visually this signals a role that is computational, data rich, and low in manual physical constraint, but still anchored by creative judgment. The AJII score of 5.51 places the occupation near the middle of exposure risk. That means substantial parts of the job are automatable now or soon, but core responsibilities that require innovation, integration and professional judgment remain difficult to replace.
Most exposed subtasks
Routine simulation runs, repetitive layout and drafting, standardized compliance reporting, automated test data analysis, template based documentation, parameter sweeps and optimization that follow established rules. These are where automation yields immediate productivity gains.
Least exposed subtasks
Conceptual architecture and novel product definition, tradeoff-driven system design, troubleshooting novel field failures, client negotiation of requirements, high risk safety decisions, and contexts requiring deep cross disciplinary judgment.
Practical implications and recommendations
Prioritize automating repetitive engineering chores while protecting and upskilling people in design oversight and validation. Train engineers to supervise AI driven design suggestions, validate model outputs, interpret edge cases, and manage system integration. Redesign jobs so juniors handle model building and data prep while senior engineers focus on architecture, stakeholder alignment, and safety sign offs. Invest in tool literacy, but double down on problem framing, cross functional communication, and systems thinking as career differentiators.
Short closing summary
This profile shows a classic “augmentation” case. Electrical engineering is ripe for tooling and automation on many fronts yet remains dependent on human creativity and responsibility. Use the radar to identify concrete automation targets, then design reskilling and role changes that shift human effort toward higher value judgment, verification and systems leadership. Most exposed subtasks
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1.2 FACTORS ANALYSIS EXAMPLE

Least exposed subtasks
Conceptual architecture and novel product definition, tradeoff driven system design, troubleshooting novel field failures, client negotiation of requirements, high-risk safety decisions, and contexts requiring deep cross disciplinary judgment.
Practical implications and recommendations
Prioritize automating repetitive engineering chores while protecting and upskilling people in design oversight and validation. Train engineers to supervise AI driven design suggestions, validate model outputs, interpret edge cases, and manage system integration. Redesign jobs so juniors handle model building and data prep while senior engineers focus on architecture, stakeholder alignment, and safety sign offs. Invest in tool literacy, but double down on problem framing, cross functional communication, and systems thinking as career differentiators.

The radar 'Figure 1.2.1' for Electrical Engineers shows very high values on physical precision and on availability of data and technology, which means many precise testing and fabrication tasks are structured and supported by mature tools. Moderate values for human interaction, economic feasibility, and social and regulatory acceptance indicate there are practical and legal limits to full substitution. A low value for lack of creativity and complex problem solving means the role still requires original design judgment and advanced problem solving that resist automation. Together these factor scores yield an AJII of 5.51, signaling meaningful opportunity to automate routine measurement, testing, and data handling while preserving and expanding human responsibilities in system design, safety validation, and regulatory compliance.

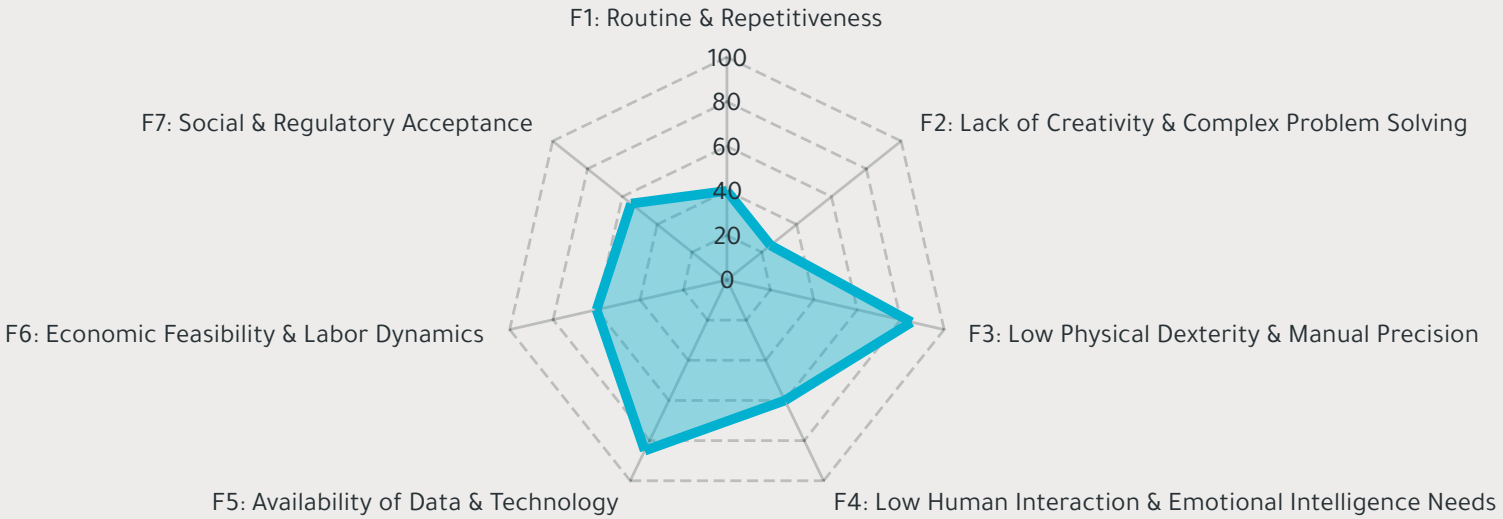

FIGURE 1.2.1

PART II: TOP 10 MOST IMPACTED JOBS

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