Pre-Meeting Preparation for Maine AI Task Force for Friday, April 11, 2025
Topic: Workforce

In this memo, you'll find a preview of the April 11 meeting agenda; background information for our discussion of AI's workforce implications for Maine; and highlights of recent AI news and research from around the country, as well as upcoming AI-related events in Maine.[1]

Meeting overview for April 11, 2025

At its last meeting on March 13, 2025, the Task Force began its discussion of AI's economic implications for Maine. Phoenix McLaughlin, Director of Strategy Implementation for Maine Department of Economic and Community Development presented on Maine's 10-year economic strategy. Mary Dickinson of The Jackson Labs and Michael Odokara-Okigbo of NKENNE also shared their perspectives in kicking off a broader conversation. The meeting also examined the Task Force's plan to establish working groups on six topics. A recording of that meeting is available via GOPIF's YouTube channel.

The upcoming meeting on April 11 is designed to build on that conversation by going deeper into the topic of AI's impacts and opportunities for Maine's workforce. This conversation with the full group will also help provide a foundation for the small group focused on Workforce.

You can find the full Task Force Roadmap and the list of subgroup discussion questions at the end of this memo.

Agenda:

1. Welcome (3 min)

2. Presentation: How Maine's labor market may be exposed to emerging AI technologies (30 min, including brief Q/A)
    - Mark McInerney, director of MaineDOL's Center for Workforce Research and Information, will present findings from his analysis of occupational exposure to AI in Maine. This analysis applies a methodology used in recent national studies to Maine's labor market.

3. Panel: Local and national case studies on AI and the future of work (40 min)
    - Sandra Klausmeyer, SVP and Director of Strategic Initiatives, Bangor Savings Bank
    - Tiffany Hsieh, Center for Artificial Intelligence & the Future of Work, Jobs for the Future
    - Facilitator: Chris Mallet, Chief Administrative Officer, Roux Institute

4. Task Force discussion (45 min)
    - Brief reflections from Sam Boss, Maine AFL-CIO

5. Wrap up (2 min)

[1] Portions of this memo were drafted with assistance from GenAI technology.

Background on AI's Workforce Implications for Maine

- Generative AI, the American worker, and the future of work and The geography of generative AI's workforce impacts will likely differ from those of previous technologies: This pair of papers from researchers at the Brookings Institution examine the impact of new generative AI technologies on jobs and geographies using information on task-level exposure for occupations across the U.S. labor market. Their findings suggest that more than 30% of all workers could see at least half of their occupation's tasks impacted by generative AI. Office and administrative support occupations stand out for their high exposure to AI, with the potential for AI to accelerate multi-decade contraction of jobs in this sector, which are overwhelmingly held by women.

  They also note that the distribution of AI-driven jobs disruption is likely to look different from the impacts of prior automation technologies, noting "highly educated, high-paying, white collar metro areas previously considered to be at relatively low risk of automation look to be the places that will be the most exposed to generative AI—meaning that they will both gain the most from the potential it unlocks as well as shoulder the greatest burdens of any worker displacement and disruption it causes." *See the appendix to this memo for a chart plotting the range of GenAI exposure across counties in the U.S., including Maine.*

- AI Could Actually Help Rebuild the Middle Class: MIT labor economist David Autor explores how new GenAI technologies offer ways to extend expertise to a larger share of workers without college degrees, in turn offering them pathways into career pathways previously limited to elite experts – such as in medicine, law, and engineering. The paper also places AI within the modern history of technological change, offering case studies of how unforeseen occupations emerge as new technologies are adopted

- The Current Landscape of Tech and Work Policy: A Guide to Key Concepts: This report from UC Berkeley's Labor Center gives an overview of emerging areas where new technologies are intersecting with workplace policy and identifies emerging policies in these areas from states around the country.

- The AI-Ready Workforce: How Leaders and Workers Can Prepare for a Reshaped Future of Work: This report from the workforce policy organizations Jobs for the Future offers industry-specific profiles of how AI may impact jobs in America and makes recommendations on ways to prepare ecosystems, institutions, and workers on AI-driven transformation of work (these recommendations start on page 41 of the report). We will be hearing from a speaker from Jobs for the Future at Friday's meeting.

AI in the News

Upcoming events:

- 4/10: Eggs & Issues, Beyond the AI Hype: Business Opportunities & Practicing AI Responsibly (Portland Chamber of Commerce)
- 5/14: Municipal Tech Conference - Leverage AI for Towns & Cities (Maine Municipal Association)
- 5/15: IEEE-USA IWRC AI (at USM)

- 6/13: Maine AI Conference (UMaine)

News from Maine

- Reed Hastings Gives Bowdoin College $50 Million, Its Largest Gift Ever: Bowdoin College will be establishing the Hastings Initiative for AI and Humanity, with funding to hire 10 new faculty; support faculty seeking to incorporate AI into their work; and fund conferences and researchers about the uses and challenges of AI.

- Maine Calling – AI: Privacy and Security: On April 8, 2025, Maine Public's "Maine Calling" aired an episode titled "AI: Privacy & Security," focusing on the expanding role of artificial intelligence (AI) in daily life and the associated privacy and security concerns. The discussion featured experts from Davis Institute for AI at Colby College, Bowdoin College, Bates College, and the Roux Institute.

General interest

- Want to Take the Pain Out of Planning Meals? Learn to Be an AI Whisperer.: A recent WSJ story featured a clever, low-risk way to experiment with AI tools like ChatGPT – use them for weekly meal planning.

- China to launch AI courses for primary, secondary school students: Under a newly announced policy, schools in Beijing will be required to provide students with at least eight hours of AI education a year.

- The Panicked Voice on the Phone Sounded Like Her Daughter. It Wasn't.: A story in the WSJ about an "imposter scam," where criminals used generative AI to mimic a loved one's voice.

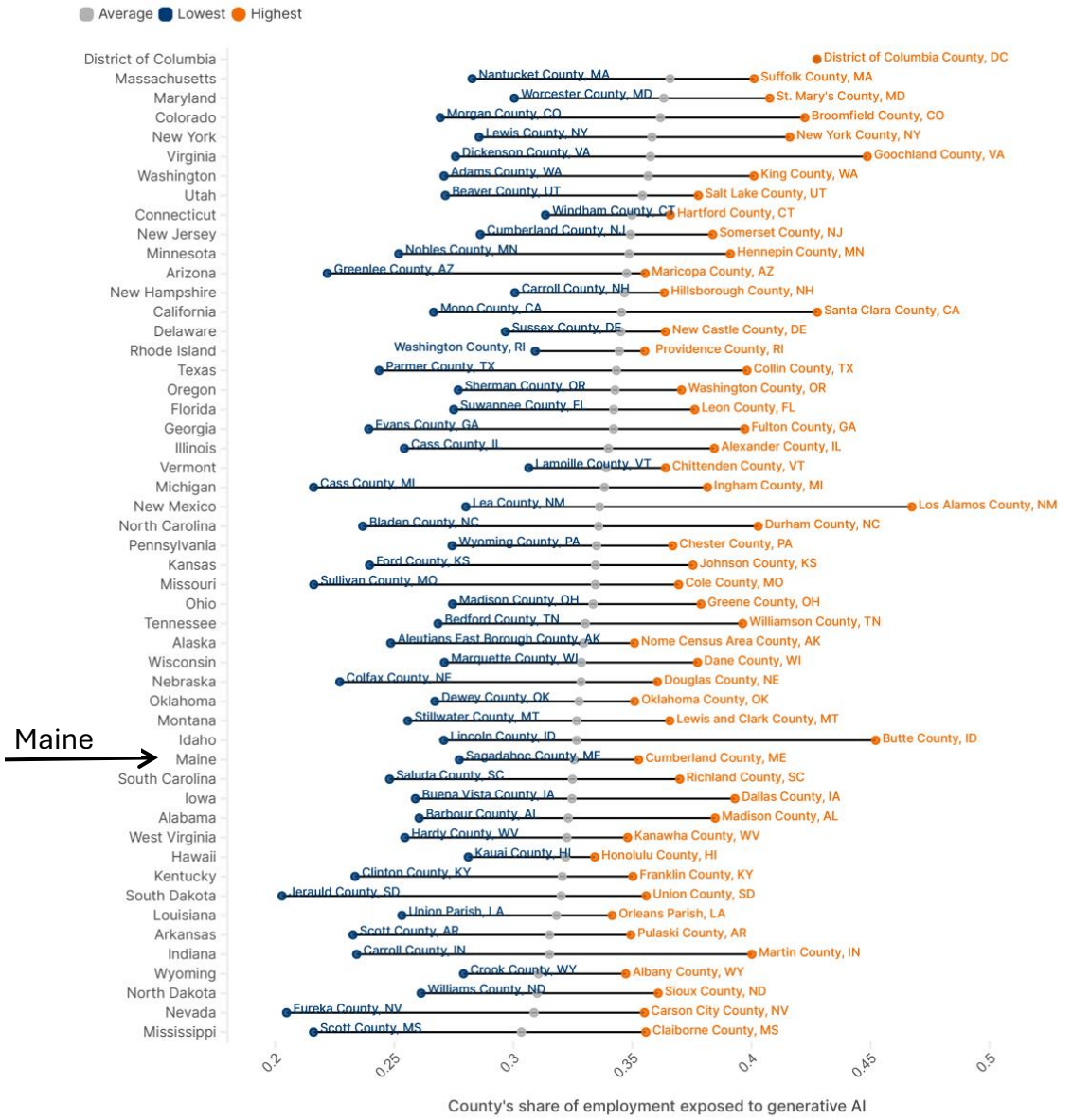
Research

- The state of AI: How organizations are rewiring to capture value: In mid-March, McKinsey published results from surveying nearly 1,500 firms across regions, industries, and sizes about how companies are approaching deployment of GenerativeAI. The report discusses how firms are organizing teams, what risks they are focused on mitigating, new job functions they are hiring for, how they are reskilling their workforces, and what functions they are using AI for.

APPENDIX: Figure 3 from [The geography of generative AI's workforce impacts will likely differ from those of previous technologies]

FIGURE 3

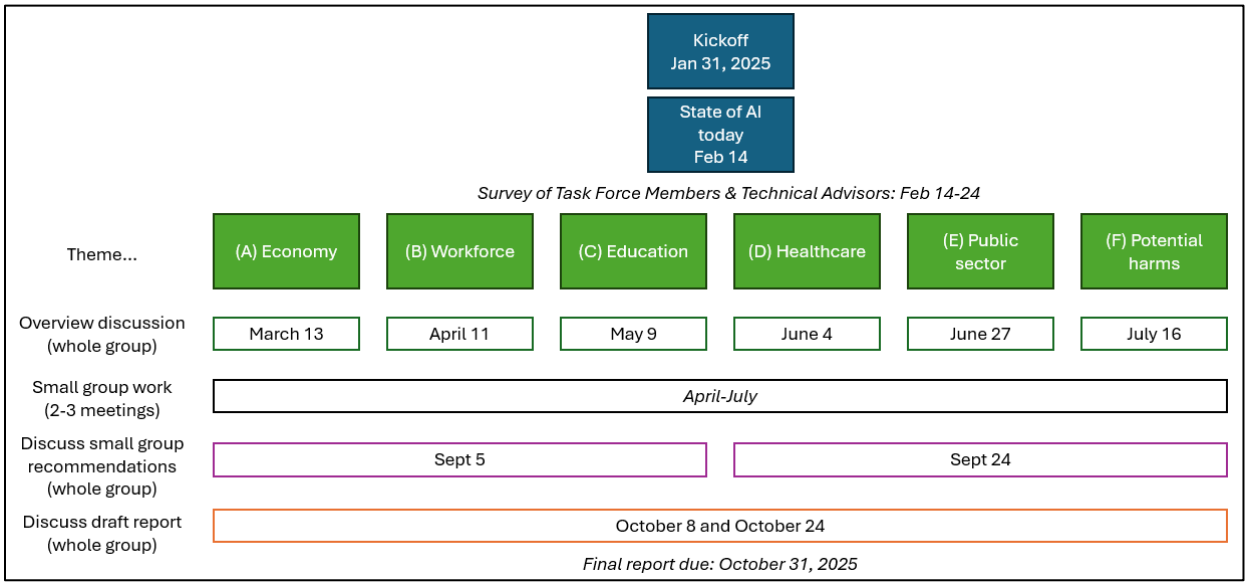
Range of generative AI exposure across counties in US states



Source:Authors' analysis of task exposure data from OpenAI and employment data from Lightcast
Note: Exposure estimates the share of each occupational group's tasks for which ChatGPT-4 can reduce the time for humans to complete by 50% or more.

Brookings Metro

APPENDIX: Task Force Roadmap and questions for subgroups



Questions for all subgroups:

- *Innovation:* In this area, how can Maine mobilize AI innovation where its needed most?
- *Risks:* In this area, what are the most relevant potential harms from AI? How could Maine monitor impacts and risks in the future?

A: Economy

1. Where are there opportunities for Maine to become a global innovation center?
2. What steps could Maine take to facilitate AI-enabled innovation and business creation?
3. What supports might Maine's small businesses require to benefit from AI technologies?

B: Workforce

1. How can Maine's job training programs help Maine people be highly-qualified for roles created or changed by AI?
2. Are there areas where Maine's workforce systems or policy may need to evolve to respond to AI-driven job opportunities or disruptions?
3. How can workers be included in efforts to monitor and respond to AI's workforce impacts?

C: Education

1. How could schools and higher education institutions use AI to improve learning and learning outcomes?
2. How could we prepare Maine students for using AI in the workforce? What new skills should be taught?
3. What supports will educators, students, and institutions need to successfully navigate AI topics?

D: Healthcare

1. Where does AI offer promise for addressing Maine's health care challenges in Maine? Are there barriers to adoption that state policy could address?
2. Are there particular protections needed to ensure safe and appropriate usage of AI technologies in healthcare?
3. What might it take for Maine to emerge as a national innovation leader on how AI can improve rural health outcomes?

E: Public Sector

1. What are areas where Maine government could prioritize a first set of projects using AI technologies?
2. What preparations should the State consider to ensure successful implementation of new AI tools?
3. How should State agencies, municipalities, and other public entities collaborate on AI topics? What additional resources might be necessary?

F: Legal review on potential harms

Nine areas of risk emerged where TF members identified potential harmful uses of AI that may warrant exploration:

Deception & Exploitation, Political Manipulation, Copyright & Intellectual Property Violations, Lack of Accountability & Transparency, Financial Fraud & Scams, Consumer Data Misuse, Cybersecurity Threats, Algorithmic Bias & Discrimination, Exclusion from Opportunities

##