

Review of: "AI Adoption and Firm Demand for Workers and Skills: Insights from Online Job Postings"

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Potential competing interests: No potential competing interests to declare.

The theme of the manuscript is very interesting, and the methodology followed is solid.

Some suggestions for improvement would be:

- The way the authors define the set of firms that “have adopted AI and firms that have not” constitutes a significant limitation, which they of course list in the limitations section. It's not only the outsourcing aspect, though. Firms oftentimes adopt AI (and, in general, breakthrough) solutions and staff the respective departments directly through service contracts, without any job postings going public.
- An interesting discussion would relate to whether firms that buy services that are AI-powered should be considered AI adopters or not, and if the need for AI-skilled workers that this might imply for their service providers is part of the manuscript's research.
- The sentence “*In contrast, there has been little progress in AI applications with physical and psychomotor abilities such as social interaction and metacognition*” should be supported by more references; it's a strong and important statement.
- In one of the hypotheses, the authors write “*Occupations that are **more exposed** to AI will experience greater change in demand for new workers than occupations that are **less exposed** to AI*”. How do you judge the level of exposure?
- An additional limitation, though of limited importance and impact, could relate to updated job postings that are double-counted. While duplicates are easier to spot and remove, job postings that are slightly altered/updated and posted as new ones might be more difficult to cope with.

Some suggestions for future research would be:

- The authors write: “*In some instances, traditionally non-AI skilled occupations were transitioning to become AI skilled workers, suggesting that the new wave of AI tools allow workers to use AI to augment their capability rather than being replaced by it.*”. This should be analyzed on a (much) longer time scale, as the “replacement” (if it ever happens) would definitely need significant time to be realized and reported.
- It would be very interesting to analyze the interplay between the job market and higher education institutions (which in most cases “feed” the job market with candidates).