



Will AI Take My Job? Who Is Exposed and What to Do Next

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Has your employer started talking about AI without saying what it means for your job? Perhaps a colleague's role was not refilled, or a new tool now does part of what you do. So now you are wondering: sit tight, retrain, or start looking?

The honest answer sits between the scare headlines and the reassurance. It depends on what your role actually contains.

THE SHORT ANSWER

For most people, not yet. UK data shows AI changing tasks and hiring faster than it is removing jobs. But the pressure is real, and it is landing first on clerical, administrative and early-career roles.

What does the UK data actually say?

AI is spreading fast. The Office for National Statistics (ONS) found that around 35% of UK businesses with 10 or more employees were using it by June 2026, roughly three times the share in late 2023.

Job losses have not followed. Among UK businesses using AI to improve how they operate, 63% reported no change in headcount and 6% reported a decrease.

A minority of employers expect cuts. In the CIPD's Labour Market Outlook for November 2025, fewer than one in five employers (17%) expected AI to shrink their workforce over the next year. Most of those pointed to clerical, junior managerial, professional and administrative roles.

The first sign is hiring, not firing. A Bank of England staff analysis published in August 2026 found that online job adverts fell most in UK occupations with higher AI exposure. It is careful to add that AI cannot yet be cleanly separated from post-pandemic over-hiring, remote working, labour costs and the economic cycle, and that its views are not necessarily those of the Bank.

Younger workers feel it first. Stanford researchers using US payroll records to June 2026 found that employment for 22- to 25-year-olds in AI-exposed occupations was 19% below where it would otherwise have been, with no comparable gap for experienced workers. The effect works mainly through reduced hiring, not extra layoffs, and the authors call their findings early and descriptive, not proof that AI caused the gap.

Put together, the door to new hires is narrowing before the floor drops for people already in post. It is early, and it is a pattern, not a forecast.

Is losing a task the same as losing a job?

No. AI is good at drafting, summarising, sorting, and processing. Very few jobs are only that. Most also rely on judgement about when the usual rule does not apply, on relationships built over years, and on know-how nobody has written down. That last part is often called tacit knowledge. Bloor Research argues that [knowledge, capability and capacity](#) are a better measure of a workforce than skills.

Redundancy is a decision, not a side effect. When AI takes over part of a role, an employer can reshape the role, retrain the person, stop hiring for it, or remove it. Which one it picks depends on how well the organisation understands what the role really contains. The roles easiest to remove are the ones nobody has ever described properly.

Bloor's answer, set out in its work on [OAISM](#) ([Original Augmented Intelligence](#)), is AI inside the human, not the human inside the AI. The people best placed are those whose expertise is captured, codified and deployed alongside AI, then compounded and owned by the person who built it. Digital MeSM takes that idea to the individual: a digital extension of an expert's own knowledge, disclosed, not disguised. Bloor has written about who should own it in its [analysis of the human digital twin market](#).

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What can you do if you are worried?

1. Split your week into tasks and judgement.

List what you do in a typical week. Mark what an AI tool could do today, and what depends on context only you hold.

2. Write down what you know.

Capture decisions, exceptions and the reasons behind them, not just the steps. The why is hardest to replace.

3. Get good at directing AI.

People who use the tools well on their own work are in a stronger position than those who ignore them or try to compete with them.

4. Ask your manager directly.

Where will AI be used in your team? A direct question beats guessing.

What should leaders do now?

If you lead people, the same data raises a different question: not whether AI takes jobs, but how to change the work without losing what your people know.

Two good places to start are a skills gap analysis that goes beyond skills and a clear view of organisational restructuring when AI changes the org chart.

1 Measure capability before headcount. AI exposure shows which tasks could change. It does not show what knowledge sits inside each role. Bloor argues that [*capability is decoupling from headcount*](#), so the useful question is which capabilities you need and where each should sit, not how many people AI can replace.

2 Watch the hiring pipeline.

If early-career hiring narrows, where will your experienced people come from in five years?

3 Find the knowledge at risk first.

Once a role is cut, the knowledge usually leaves with it, and handovers rarely capture the judgement behind the work.

Decisions that affect people's jobs carry legal obligations. This post does not cover them, so take specialist employment advice on the process.

Bloor Research helps organisations understand where they are now, where they need to be and what is happening inside the business, including through its X-RAY diagnostic. Its [*FusionWork™*](#) category looks at the blended workforce of human and digital workers. If AI is raising workforce questions in your organisation, [*contact Bloor Research*](#) to talk it through.

Frequently asked questions

1. Will AI take my job?

For most roles, not entirely and not yet at scale. UK evidence so far shows AI changing tasks and hiring more than it is removing whole jobs: the Office for National Statistics found that, among businesses using AI to improve how they operate, 63% reported no change in headcount (June 2026). Some roles are more exposed, particularly clerical and administrative work, so it helps to know which parts of your role depend on judgement and knowledge that only you hold.

2. Which jobs are most at risk from AI?

There is no definitive list. Among UK employers who expect AI to shrink their workforce, 62% named clerical, junior managerial, professional or administrative roles as the most likely to be lost (CIPD, November 2025). Bank of England staff research found that online job adverts fell most in more AI-exposed occupations. Both are early signals, not forecasts.

3. Is AI already causing redundancies in the UK?

Some firms are reducing headcount, but most are not, so far. Among UK businesses using AI to improve their operations, the ONS found that 63% reported no change in headcount, 6% a decrease and 1% an increase (June 2026). Separately, 17% of employers told the CIPD they expect AI to shrink their workforce over the next year.

4. Are entry-level jobs more at risk from AI?

US evidence suggests early-career workers are affected first. Stanford researchers found that employment for workers aged 22 to 25 in AI-exposed occupations was 19% below the level it would have reached had it kept pace with less-exposed peers, mainly through reduced hiring rather than layoffs. The authors describe the findings as early and descriptive, and UK evidence on hiring is still developing.

5. What is the difference between a task being automated and someone being made redundant?

AI can take over tasks without removing the job. Redundancy happens when an employer decides a role is no longer needed. Whether AI leads there depends on what else the role involves, such as judgement, relationships and hard-won knowledge, and on whether the employer chooses to reshape the role, retrain the person, stop hiring for it or remove it.



6. What should I do if I am worried AI will replace my role?

Start by separating the tasks in your role from the judgement behind them. Write down what you know, including why you make the decisions you do. Learn to direct AI tools on your own work, and ask your manager how AI is expected to change your team.

Sources

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- Haley Schlicht, Bank of England, *Canaries in the column? AI exposure and the UK's hiring slowdown*, *Bank Underground*, 6 August 2026. The views are the author's and not necessarily those of the Bank of England.
- Erik Brynjolfsson, Bharat Chandar and Ruyu Chen, *Canaries in the Coal Mine? Six Facts about the Recent Employment Effects of Artificial Intelligence*, Stanford Digital Economy Lab, revised 12 August 2026. US payroll data through June 2026.

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