Summary of "China's AI Workforce: Assessing Demand for AI Talent"

U.S. artificial intelligence education and workforce policies must grow, cultivate, attract, and retain the world's best and brightest. The AI workforce is global and in high demand, and a large share of U.S. top-tier technical talent is foreign-born. Given that China is a major producer of AI-skilled talent, data on its AI workforce could provide important insight. This report provides a first look at AI talent demand in China, highlighting a need to understand where the United States sits in comparison.

This paper is the first in a series analyzing the state of AI workforce demand in China. It provides a macro-level assessment using a curated dataset of 6.8 million representative job postings from 4 major Chinese job boards developed in collaboration with AMPLYFI, a U.K.-based machine learning firm.

Over 30% of the 6.8 million jobs were classified as AI or AI-related. Of these:

- **14% of the 6.8 million jobs are categorized as "technical AI workforce," and *could* involve the design, development, and deployment of AI.**
  - 60% of these technical AI jobs were in Shanghai and the provinces of Guangdong and Jiangsu.
  - 53% of these AI jobs required a bachelor's degree, noting this may indicate a college degree is a gateway market signal similar to the United States.
  - A subset of these technical jobs (~10%) are certainly in the AI workforce, using AI terms such as "machine learning" and "robotics" in their postings.

- **A majority of 6.8 million jobs targeted people with ~0-5 years of experience.**
  - Experienced hires may use other paths (e.g., social networks) to find jobs.
  - Many junior postings called for "fresh graduates," which could reference the expected "9-9-6" (9-to-9, 6 days per week) culture of the tech community.

The report provides the foundation for future reports by detailing CSET and AMPLYFI's unique dataset, methodology, and macro-level insights. Future reports will analyze the initial and a second job posting harvest in greater detail, including for geographic clustering related to surveillance and PLA-affiliated jobs. They will also incorporate planned improvements to allow for more direct comparisons with U.S.-focused data.

For more information:
- Download the report: https://cset.georgetown.edu/publication/chinas-ai-workforce/
- Contact us: Diana Gehlhaus (diana.gehlhaus@georgetown.edu).