



**Asia-Pacific
Economic Cooperation**

2026/HRDMM/JMS/Anx

**Joint Ministerial Statement Annex – Harnessing
Artificial Intelligence’s Potential for Employment in
the Asia-Pacific Region - 8th Human Resources
Development Ministerial Meeting 2026**



**8th Human Resources Development
Ministerial Meeting
Nanjing, China
20-22 September 2026**

Annex on Harnessing Artificial Intelligence's Potential for Employment in the Asia-Pacific Region

1. Artificial Intelligence (AI) is a major driver of a new phase of technological development and industrial transformation and is transforming labor markets and creating new opportunities for economic growth. As a powerful engine of global economic growth, the Asia-Pacific region is experiencing technological changes and demographic shifts. Taking a human-centric responsible approach, and recalling the APEC Artificial Intelligence (AI) Initiative (2026–2030), in which we committed to building AI capacities at all levels, strengthening workforce capacity and supporting workers in navigating the AI transition, we strive to harness AI that is secure, reliable, trusted, and resilient to promote high-quality and full employment and prosperity for all.

2. Harness AI's potential for job creation. We recognize the benefits of integrating AI with economic growth to support emerging industries and new occupations to promote quality job creation. We encourage efforts to provide timely information on emerging occupations, update vocational training frameworks to reflect AI-driven occupations, incorporate AI-related occupations into occupational classification systems, develop or update corresponding occupational standards or profiles and expand career development pathways for workers within an economy.

3. Empower workforce transformation. We encourage enterprises to explore the use of AI to optimize work flows. We seek to identify roles and tasks that can be reinforced by AI and develop upskilling programs accordingly. We recognize the need to monitor the changes resulting from AI adoption closely and provide guidance for workers undergoing career transitions.

4. Improve working conditions and employment quality. We encourage the effective and responsible use of AI in occupations facing labor shortages and in high-risk working environments to reduce workloads and improve payroll retention, manage workers' exposure to hazardous tasks or take over hazardous tasks to enhance occupational safety and health.

5. Promote a lifelong vocational training system. We acknowledge the value of using AI to anticipate skill demands based on reliable data and enhance lifelong learning. We encourage implementation of AI-related reskilling and upskilling programs for targeted sectors. We support the development of AI skills training ecosystems by enterprises and training institutions, where appropriate, so that curricula align with industry needs.

6. Promote AI-enabled human resource services. We encourage applying AI, where appropriate, in labor market analysis, job matching, career counselling, entrepreneurship support, and social security administration. We welcome the use of AI to better identify training needs and employment preferences of all workers including people with disabilities, noting the HRDWG Arequipa Goals while taking appropriate

measures for accessibility, and data protection, with the aim of developing comprehensive policy responses and tailored support measures.

7. Advance AI-enabled pathways to the formal economy. We recognize the potential of AI and digital technologies to support the transition from informal to formal employment by improving access to employment services, skills development and social safety net programs.

8. Protect the rights of workers. We will continue our efforts to promote international labor standards. At the same time, we are committed to strengthening labor and social protection of workers by addressing challenges domestically, including those in AI-enabled occupations.

9. Deepen experience exchange. Acknowledging the importance of AI for modernizing human resources development, we encourage exploration on AI's role in the workplace, sharing best practices on AI-enabled public services and supporting AI skills training.