

The Iceberg Index: Frequently Asked Questions

1. What does the Iceberg Index measure?

The Index measures where AI systems **overlap with the skills** used in each occupation. A score reflects the share of wage value linked to skills where current AI systems show technical capability. For example, a score of 12% means AI overlaps with skills representing 12% of that occupation's wage value, not 12% of jobs. This reflects skill overlap, **not job displacement**.

2. Does the Index predict job loss or displacement?

No. The Index reports technical skill overlap with AI. It does not estimate job loss, workforce reductions, adoption timelines or net employment effects.

3. What does the Index not capture?

The Index does not model employer adoption decisions, regulatory factors, economic incentives, or societal acceptance. These real-world dynamics fall outside the scope of a skill-based capability measure.

4. Can a high exposure score be interpreted as automation?

No. A high exposure score reflects where AI capabilities overlap with job skills. Actual automation depends on economic, regulatory, organizational, and societal considerations that the Index does not model.

5. How should states and organizations use the Index?

Use the Index as a diagnostic tool to identify where AI capability overlaps with occupational skills. It supports planning, training, and strategic investment, rather than forecasting specific outcomes. Policymakers should interpret the Index as a capability map highlighting where AI and human skills overlap today.

6. What are the key limitations of this version?

The Index reflects current AI capability and a skills-based structure. It does not model adoption timeline, regulatory dynamics, or future technological capabilities. It should be interpreted as one input alongside other labor and economic data.