PARTNERSHIP ON AI

Windfall Trust

Shaping Economic Futures in the AI Era

Readout from a workshop held by Partnership on AI and Windfall Trust

July 29-30, 2026
Washington, D.C.



Executive Summary

Partnership on AI (PAI) and the Windfall Trust co-convened a 1.5-day workshop of 46 participants spanning frontier AI companies, industry, civil society, organized labor, and international organizations[1] as part of ongoing work to steer towards positive labor and economic outcomes and update PAI's *Guidelines for AI and Shared Prosperity*. It was held at DLA Piper's Washington, D.C. office on July 29–30, 2026, to identify areas of consensus on action-oriented recommendations for improving economic outcomes in the US and globally under various AI futures. The workshop leveraged Windfall's scenario planning tools, and was guided by PAI's multistakeholder Labor & Economy Steering Committee.

[1] Participants included members of PAI's Labor & Economy Steering Committee and additional guests. Overall, ~30% of participants were affiliated with frontier AI companies or other for-profit companies, ~40% with U.S.-focused civil society organizations, non-profits, or labor unions, and ~30% with non-profits based abroad or representing multilateral/development institutions.

In this readout, we outline emerging recommendations for the United States (p. 4 - 5) and Globally (p. 5 - 7). While these do not necessarily reflect consensus views, they appeared to garner more support. Select top-line findings include:

- U.S. participants generally prioritized increasing capital gains taxes and corporate taxes, and increasing the number of workers represented by labor unions.
- Global participants prioritized expanding access to data and AI models, supporting open-source, localized AI (particularly in the Global South), and reforming public procurement to include impact assessments and worker protections.
- When comparing pre- and post-workshop surveys, in general, both civil society and industry participants appeared to increase the importance they placed on taxation and market structure recommendations.

Insights from the workshop and additional consultations will inform two public outputs: a Scenarios Report in Fall 2026, and a follow-on Recommendations Report.

Below is a summary of the discussions held by participants at this event. The views expressed here do not necessarily reflect the official policy, position, or views of the workshop co-hosts or any participating individuals or organizations. **Discussions were held under the Chatham House Rule, and as such no statements have been attributed to any individuals.**

Emerging Recommendations and Insights

This summary is not intended to be definitive, exhaustive, or an endorsement of the recommendations below, but rather indicative of broadly trending support among workshop participants. Some popular ideas may be underrepresented if there wasn't time to discuss them in depth, while others may show high support but warrant further research.

To arrive at these recommendations, participants reviewed a pre-read 'Starter List' of potential recommendations, then inhabited two 2030 scenarios — "Slow" and "Fast" AI progress — and discussed which recommendations seemed both high-impact and feasible under either scenario. See Appendix A for summarized scenarios and Appendix B for workshop methodology.

Recommendations and discussions were categorized into the following six areas:

A. **AI Capabilities and Deployment:** How powerful AI becomes and what constrains its pace
B. **International Coordination and Geopolitics:** How nations and international bodies collaborate on AI to prevent a race to the bottom on tax, labor, and safety standards
C. **Public Investment Policies:** How public funds protect workers and communities affected by AI adoption, including education and cash assistance programs
D. **Public Trust and Social License:** How public perception of AI, as legitimate, contestable, transparent, and accountable, shapes AI adoption and ultimately labor outcomes
E. **Taxation and Market Structure:** How AI-driven gains are taxed and redistributed, who controls AI development, market concentration, and what laws shape the economy
F. **Worker Power:** How workers shape their employment and how AI affects jobs

In U.S.-focused discussions, Public Investment Policies drew the broadest support, followed by Worker Power; International Coordination and Geopolitics drew comparatively little. In global discussions, support was more evenly split across all six categories, with Public Investment Policies again leading, closely followed by AI Capabilities and Deployment and Worker Power.

United States

Recommendations Drawing More Support

Ordered roughly by level of support (highest first)

Category	Recommendation	Discussion Detail
Taxation and Market Structure	Increase capital gains and corporate taxes to capture AI wealth	Participants discussed a variety of mechanisms, including state versus federal law, equalizing the rates at which capital and labor are taxed, and reforming accelerated depreciation, but did not align on a specific mechanism or tax. Participants also discussed the need for international coordination and its challenges.
Worker Power	Increase the number of workers represented by labor unions	Participants discussed proposed legislation such as the PRO Act, No Robot Bosses Act, and the Public Service Freedom to Negotiate Act, as well as the Faster Labor Contracts Act passed by the House of Representatives on June 9, 2026. Other strategies discussed included employer neutrality agreements, unions providing benefits and social safety net programs, pro-worker procurement strategies, sectoral bargaining, and state-level experiments or reforms to increase the number of workers represented by labor unions, such as abolishing state Right to Work laws.
Public Investment Policies	Build a path to universal government services by expanding existing programs	Participants discussed how universal services (e.g., healthcare, retirement) not linked to employment could cushion job loss, but that under the Fast scenario there may not be time to build new programs rather than expand existing ones like Medicare or Social Security. They also touched on the need to reform financing mechanisms (e.g., payroll taxes) that AI could affect.
Public Investment Policies	Reform unemployment insurance (UI)	Participants were enthusiastic about reforming UI to expand both eligibility and generosity, as well as reforms to experience rating. Discussion also explored why UI reform hasn't happened despite seeming consensus after COVID-19, with hypotheses including a lack of a constituency for reform once the unemployed find work — suggesting the need for an AI-centered campaign.
Public Investment Policies	Direct resources toward AI projects supporting social good	In the Slow scenario, new AI technology was seen as leading to only limited societal upside. Participants discussed how to unlock benefits, such as government incentives directed at social good (e.g., drug discovery).
Public Investment Policies	Dramatically expand training via existing systems (e.g., community colleges, registered apprenticeships)	Participants generally agreed on prioritizing education and training, especially via trusted institutions, though some felt it would be high-impact only under the Slow scenario. Discussion focused on implementation: subsidies, better intermediary support, and accelerating postsecondary education curriculum updates.

Other Notable Discussion Points

Category	Recommendation	Why It Stood Out	Discussion Detail
AI Capabilities and Deployment	Public utility regulation of AI (e.g., of data centers, compute capacity)	Some interest, but primarily under the **Fast** scenario	Some participants were intrigued by potentially standardizing access and pricing of AI systems, but raised concerns about the impact on model competition and government overreach.
Taxation and Market Structure	"Food and Drug Administration (FDA) for AI": create an agency that assesses AI models for labor market impacts	Some interest, but primarily under the **Slow** scenario	Participants noted that the strength of this recommendation would vary based on its design (e.g., powers, staffing). Others noted that while this could be helpful, it wouldn't necessarily make a dramatic impact.
Taxation and Market Structure	Governmental ownership or equity stakes in leading AI corporations	Drew **opposition** in discussion	Participants generally opposed this recommendation, citing concerns about executive branch power and distorting incentives for the US government to regulate AI corporations.

Global

Recommendations Drawing More Support

Ordered roughly by level of support (highest first)

Category	Recommendation	Discussion Detail
Public Investment Policies	Expand data and model access using open-source models trained on local data (e.g., via edge computing, small models), including in local languages	Participants generally felt the Global South would be less affected by major AI disruptions due to higher barriers to adoption, and that access to locally relevant AI systems is a barrier to inclusive adoption worldwide. Discussion included multistakeholder and regional approaches and public-sector support for local models and open-source efforts.
AI Capabilities and Deployment / Taxation and Market Structure	Implement public procurement requirements for AI, including impact assessments, worker protections, and local languages	Participants supported public procurement requirements to strengthen worker protections, better reflect local context (including languages), and include impact assessments. This could include new public-sector policies and support for local startup ecosystems, though participants acknowledged challenges including vested interests in existing procurement law and the difficulty of cross-country coordination.

Worker Power	Increase worker bargaining power, by embedding worker voice in the development and deployment of AI, and supporting workers during transitions	Alongside collective bargaining, participants discussed strengthening worker voice pre- and post- AI development and deployment. This could include mandatory worker consultations, public-private partnerships to feed worker voice into policies, and industry collectives to gather worker feedback. They also discussed transition planning, including layoff alert periods and mandatory severance pay.
Public Trust and Social License / International Coordination and Geopolitics	Build global data frameworks to capture shifting labor trends on the ground, including AI usage data and how it is used by or about workers	Participants agreed on the need for better data on how AI is affecting labor globally, but noted the difficulty of coordinating across divergent needs among informal, outsourcing, and tech sector workers, and SMBs / MSMEs. Ideas included data-sharing partnerships, standardized data frameworks with government statistical agencies, and using venues like the G7 and G20 to align data collection efforts.
Public Trust and Social License / International Coordination and Geopolitics	Build stronger international institutions for cyber defense	Participants noted that public trust can shape AI adoption and thus economic outcomes, and threats to cybersecurity can erode this trust. They discussed capacity building and peer learning for defense and resilience against AI-enabled cyber attacks, including a possible global cyber defense fund.

Other Notable Discussion Points

Category	Recommendation	Why It Stood Out	Discussion Detail
International Coordination and Geopolitics	Coordinate on licensing requirements and mandatory safety testing for AI models	Some interest, but primarily under the **Fast** scenario	Participants discussed how existing institutions — global standards bodies, chambers of commerce, and regional governance bodies — could set principles, norms, and rules that apply across countries. Suggestions included a multilateral secretariat to ensure standards are globally relevant, account for human rights, and include worker voice as an input.
Public Investment Policies	Disincentivize automation and incentivize job creation	Some interest, but primarily under the **Slow** scenario	Participants generally supported job-creation incentives, though some felt this applied only under the Slow scenario. Mechanisms discussed included regulation, labor subsidies, stipends, and tax incentives, with governments (e.g., finance ministries, tax authorities, executive offices) incentivizing hiring through job fellowships or public procurement.

Public Investment Policies	Invest in training programs for sectors expected to grow (e.g., manufacturing with robotics, blue-collar work)	Some interest, but primarily under the **Slow** scenario	Most participants expected training programs for growing sectors to work only under the Slow scenario, since legacy institutions (e.g., government ministries, development banks) may lack time to adapt at scale under the Fast scenario. Philanthropies, startups, and developer communities were discussed as potential gap-fillers.
AI Capabilities and Deployment	Support deployment of small, local, targeted AI models to scale and promote broader public service provision	Views appear **split** on whether this applies under both Slow and Fast, or only one	Participants broadly supported small AI[2] models scaled with guardrails for public provision, as a path to sovereign, locally relevant and accessible AI. There was disagreement about whether this approach would apply under both scenarios.
AI Capabilities and Deployment	Establish pause-and-review triggers for agentic AI in employment contexts	Drew **opposition** in discussion	There was little support for pause-and-review triggers for agentic AI use in employment, with concern that a post-deployment trigger would not be meaningful or sufficiently anticipatory. Participants instead suggested shifts to AI design and regulatory processes pre-deployment, particularly in sensitive use cases such as hiring.

[2] "Small AI" refers to AI systems that require smaller and more specific datasets, lesser compute, and simpler hardware and infrastructure that is built to meet local and context-specific needs.

Areas for Further Exploration

Below are some unanswered questions and areas of discussion from the workshop that merit further investigation.

- **Variation in prioritization across stakeholder groups.** Within the limits of the workshop methodology, the preliminary recommendations surfaced here appeared to attract more support across various small group discussions and voting exercises. However, more discussion is needed to assess the level of support and prioritization across different stakeholder groups. In both the pre- and post-workshop surveys, U.S. civil society participants consistently ranked Worker Power among their highest priorities when asked to rank the six Recommendation Categories. In the post-workshop survey — completed by 30 of the 46 participants — global civil society and industry respondents did not appear to converge on any single category. Few industry participants placed Worker Power in their top two Recommendation Categories in either survey.
- **Proactive versus reactive design.** Several groups proposed concrete trigger points — thresholds that would automatically activate responses such as expanded

unemployment insurance or a pause on further AI deployment. Others pushed back that such anticipatory policy has historically only been built after a crisis forces the issue, since most public systems aren't designed to act preemptively.

- **Tax and financing.** Between pre- and post-workshop surveys, U.S. civil society, global civil society, and industry participants appeared to increase the importance they placed on taxation and market structure recommendations. In U.S. discussions, participants agreed on the need to tax AI-generated wealth but did not converge on specific tax proposals. Globally, there was disagreement over grant- versus loan-based development financing, with participants wary of new lending given many countries' high debt loads.
- **Role of training.** U.S. participants appeared more likely to see this as a priority under both scenarios, while Global participants generally saw it as more relevant under the Slow scenario. Under the Fast scenario, where fewer jobs may be available and institutions lag, Global participants seemed to prioritize recommendations in the Public Investment Policies category instead.
- **Whether the ambition or scope of proposed responses matches the severity of the "Fast" scenario.** Participants were uneasy about the potential economic, social, and political disruption the "Fast" scenario could bring, and felt proposed solutions might not measure up to its severity. One group also debated whether advocates should lean into AI disruption narratives strategically to secure reforms already underway.
- **How AI model market structure impacts policy responses.** U.S. and global discussions diverged on the role of increasingly available open-source and open-weight AI models. Whether markets end up concentrated or competitive remains uncertain and could shape the policy response needed. The Global discussions covered several geographies, necessitating further locally relevant approaches. Contested implications included how openness affects access, inclusion, security, sovereignty, and how to tax or capture value while balancing safety.

Next Steps

This synthesis summarizes what emerged after 1.5 days of discussion with a diverse group of participants. In the coming weeks, we will refine and expand the scenarios into a tool others can use for similar exercises, and hold additional consultations to further develop the recommendations that garnered the most support.

Acknowledgments

We are grateful to PAI's Labor & Economy Steering Committee for their advice in developing preliminary drafts of the Scenarios and 'Starter List' of recommendations used at the workshop, and to all workshop participants who generously provided their time and intellectual input to inform our ongoing work.

APPENDIX A

Summary of Scenarios used at Workshop

The workshop asked participants to inhabit two scenarios set in 2030, each a deliberate stress test of one possible, high-stakes future rather than a prediction. Both scenarios assume that economic gains concentrate rather than distribute widely, and that no major new policy response beyond what exists today has yet been enacted. The scenarios exist to prompt participants to design that response.

Scenario 1: Slow AI Capabilities, Slow Adoption

By 2030, AI capability growth has continued but slowed from its 2026 pace, and adoption remains concentrated in knowledge-based work such as software, finance, and research. Disruption is quiet rather than sudden: workers who can use AI tools become more productive, but most of the resulting gains in profit and market power flow to the firms deploying or owning AI rather than to workers themselves. The visible result is modest GDP growth alongside widening inequality that shows up as underemployment, earnings volatility, and thinned entry-level and support roles, a form of quiet erosion that draws little political urgency even as it compounds.

Scenario 2: Fast AI Capabilities, Fast Adoption

By 2030, AI capabilities have accelerated beyond forecasts and diffused pervasively, performing nearly all knowledge work and an increasing share of physical work. Job destruction outpaces job creation, and government capacity to respond narrows just as payroll tax revenue falls and demand for support rises. The economy bifurcates into a high-productivity AI sector expanding at historic speed and a household economy under acute strain. In the United States portion of the scenario, unemployment reaches 12 percent by 2030, with a broader measure approaching 20 percent once discouraged and underemployed workers are included. The economy is producing more than ever while distributing less of it than at any point since the Gilded Age.

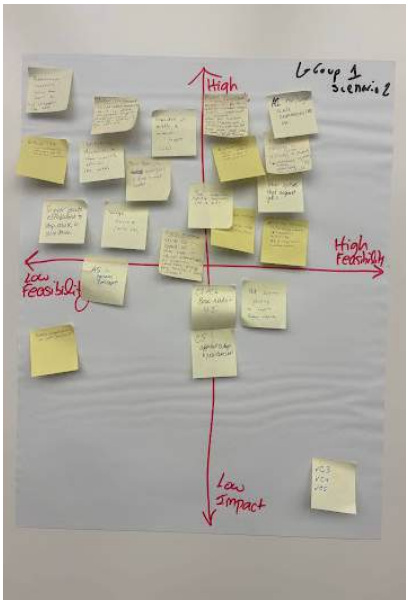
APPENDIX B

Workshop Methodology and Structure

Ahead of the workshop, participants reviewed a detailed pre-read that presented both scenarios and a 'starter list' of initial recommendations developed by PAI and Windfall based on initial input from PAI's Labor & Economy Steering Committee. The workshop opened with two framing presentations — one about the trajectory of frontier AI development and its impact on work-related tasks, and one about the way increasing AI use is creating harms for workers and how labor advocates are responding. The framing remarks were followed by lightning talks covering key topics about AI's economic impacts, given the diverse expertise and backgrounds of workshop participants: tax reform, public trust, education and training, Global South implications, collective bargaining, and tracking how AI is augmenting and automating work.

Participants moved through multiple activities over the course of 1.5 days.

- First, participants discussed the Slow and Fast scenarios. These scenarios were the basis for participants to work in small groups to identify high-impact, high-feasibility recommendations that could be taken today to steer towards positive outcomes in the future (see image).
- Workshop staff synthesized results from the scenario exercise to identify potential recommendations that appeared to generate more support in these discussions. Participants then voted on the recommendations that they thought applied under both the "Slow" and "Fast" scenarios using a colored sticker system: green for recommendations judged high-priority under both scenarios, yellow for recommendations judged high-priority under one scenario only, and red to vote against a recommendation.
- Finally, participants brainstormed how top recommendations applying to both scenarios might be implemented by identifying "Actors" and "Actions" for each.



One group's mapping of suggested recommendations on an Impact vs. Feasibility chart after discussing the "Fast" scenario

To track shifts in perception, participants filled out a pre- and post-workshop survey, where they ranked the six Recommendation Categories and described their top-priority recommendation.