



FAETHM

STRATEGIES FOR NAVIGATING THE FUTURE OF WORK

Greg Miller
Executive Director, Faethm



info@faethm.ai



faethm.ai



@faethmAI



FAETHM

ABOUT FAETHM

Globally unique SaaS platform launched October 2017

INDUSTRIES 17

- Financial Services • Heavy Manufacturing
- Healthcare • Food & Beverage • Energy
- Professional Services • Construction
- Technology • Airlines • Mining • Retail
- Media • Automotive • Education
- Charity • Telecoms • Government

PARTNERS

BCG

Capgemini

EY
Building a better
working world

MaRS

DXC.technology

KPMG

MERCER

pwc

AON

FAETHM



ABOUT FAETHM

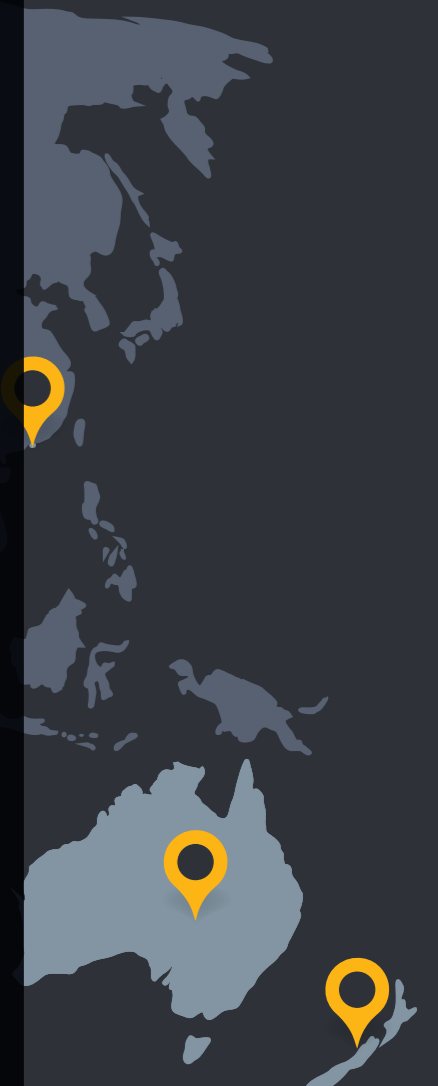
Globally unique SaaS platform launched October 2017

INDUSTRIES 17

- Financial Services
- Healthcare
- Professional Services
- Technology
- Media
- Charity
- Heavy Manufacturing
- Food & Beverage
- Airlines
- Automotive
- Telecoms
- Energy
- Education
- Retail
- Government



PARTNERS



ABOUT FAETHM

Globally unique SaaS platform launched October 2017

INDUSTRIES 17

- Financial Services • Heavy Manufacturing
- Healthcare • Food & Beverage • Energy
- Professional Services • Construction
- Technology • Airlines • Mining • Retail
- Media • Automotive • Education
- Charity • Telecoms • Government



WORLD
ECONOMIC
FORUM

PARTNERS

BCG Capgemini EY *1st Australia • 2nd Asia • 16th Globally*

MaRS DXC.technology KPMG

MERCER pwc AON



KEY MESSAGES TODAY

Why is there such speculation about the Future of Work?

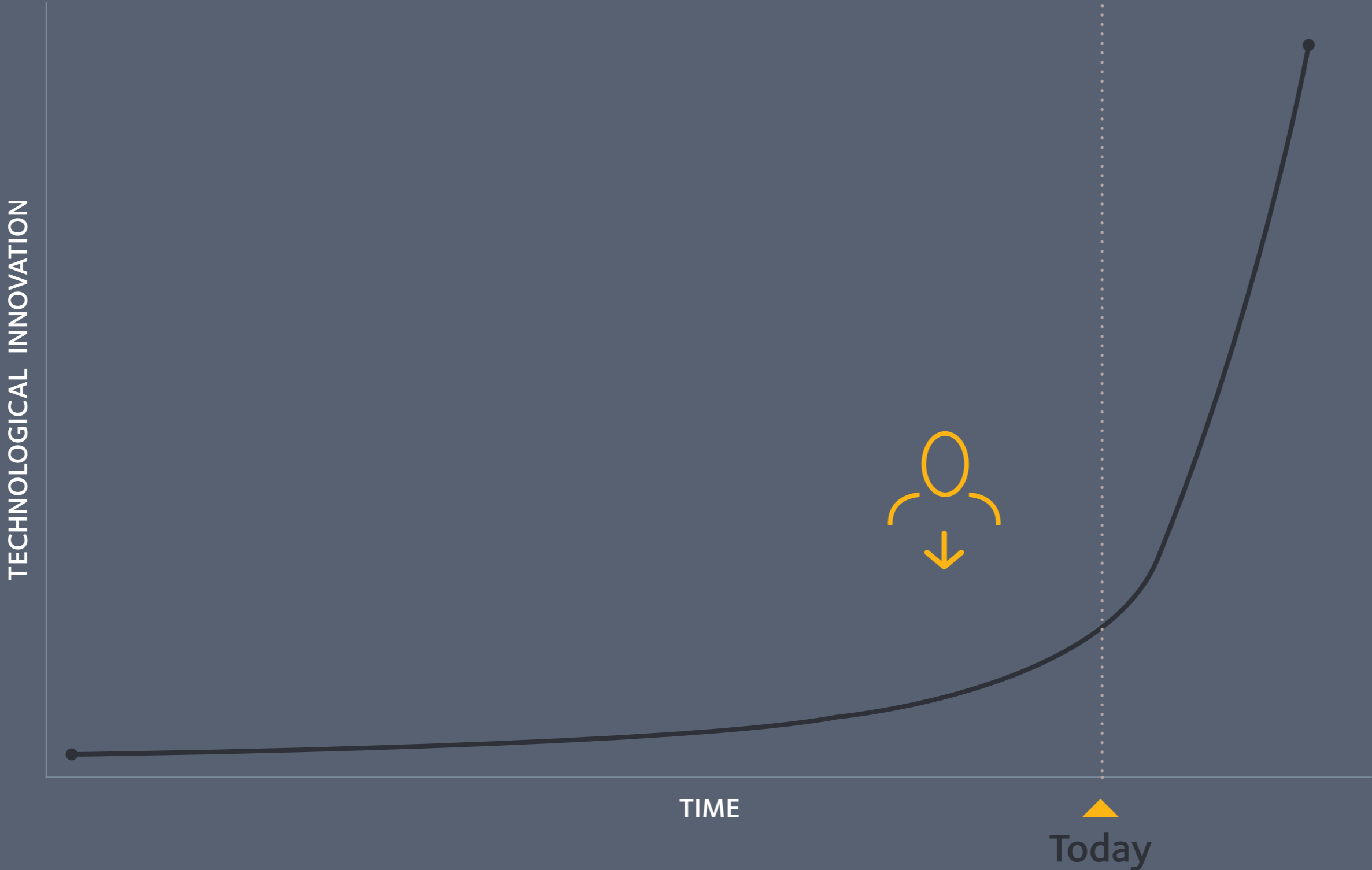
INSIGHTS FROM FAETHM'S WORK GLOBALLY:

- 1. Transition, not End, of Work*
- 2. Infrastructure for the Future of Work*
- 3. Educating for the Future of Work*

Reframing the Future of Work

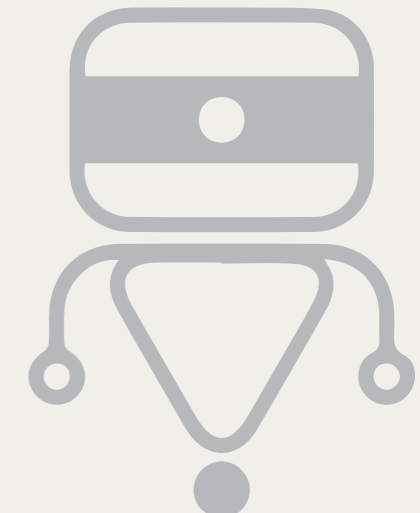
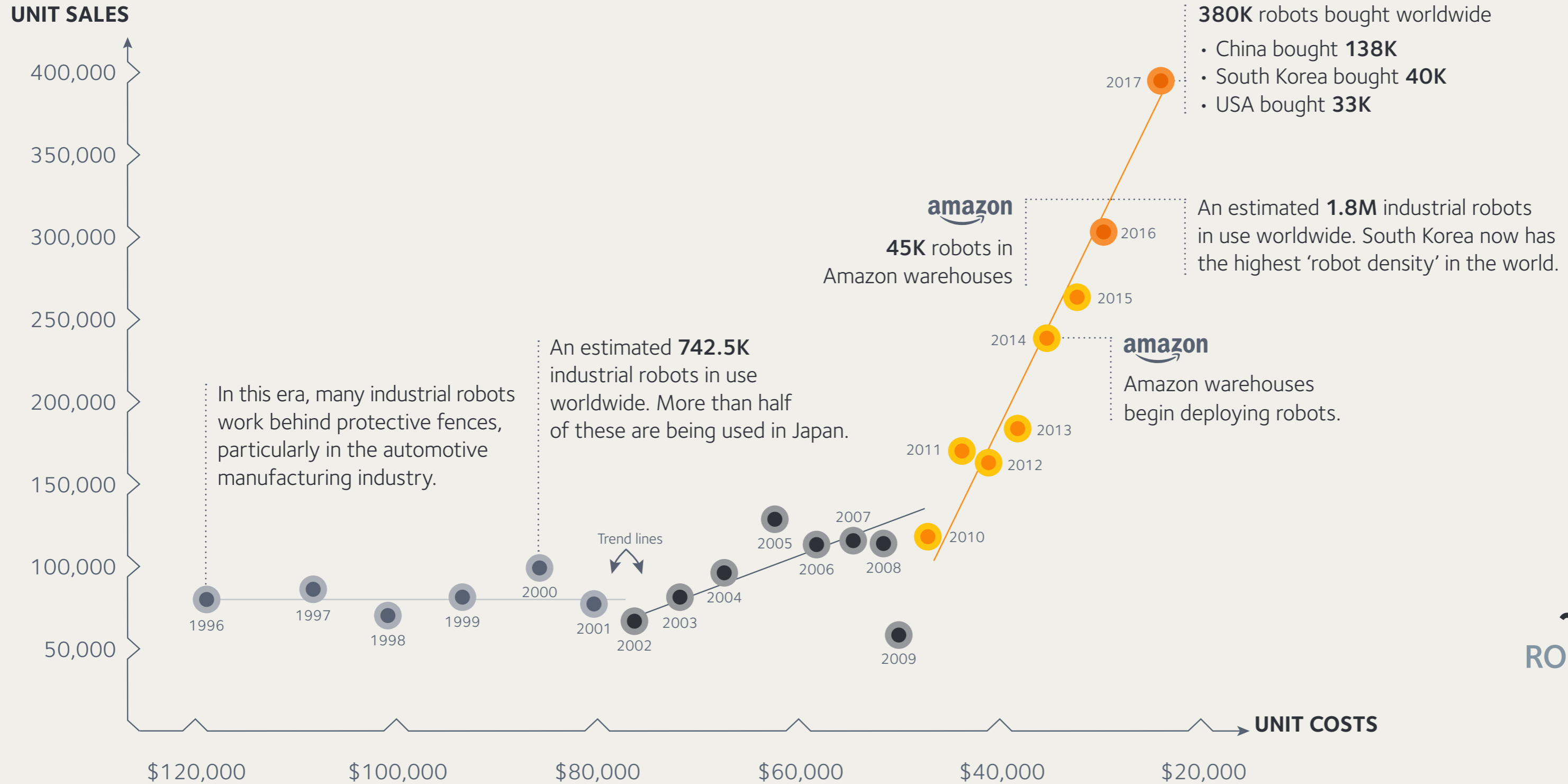


EXPONENTIAL TECHNOLOGIES



EXPONENTIAL ROBOTICS

Adoption is increasing dramatically as robots become cheaper to buy

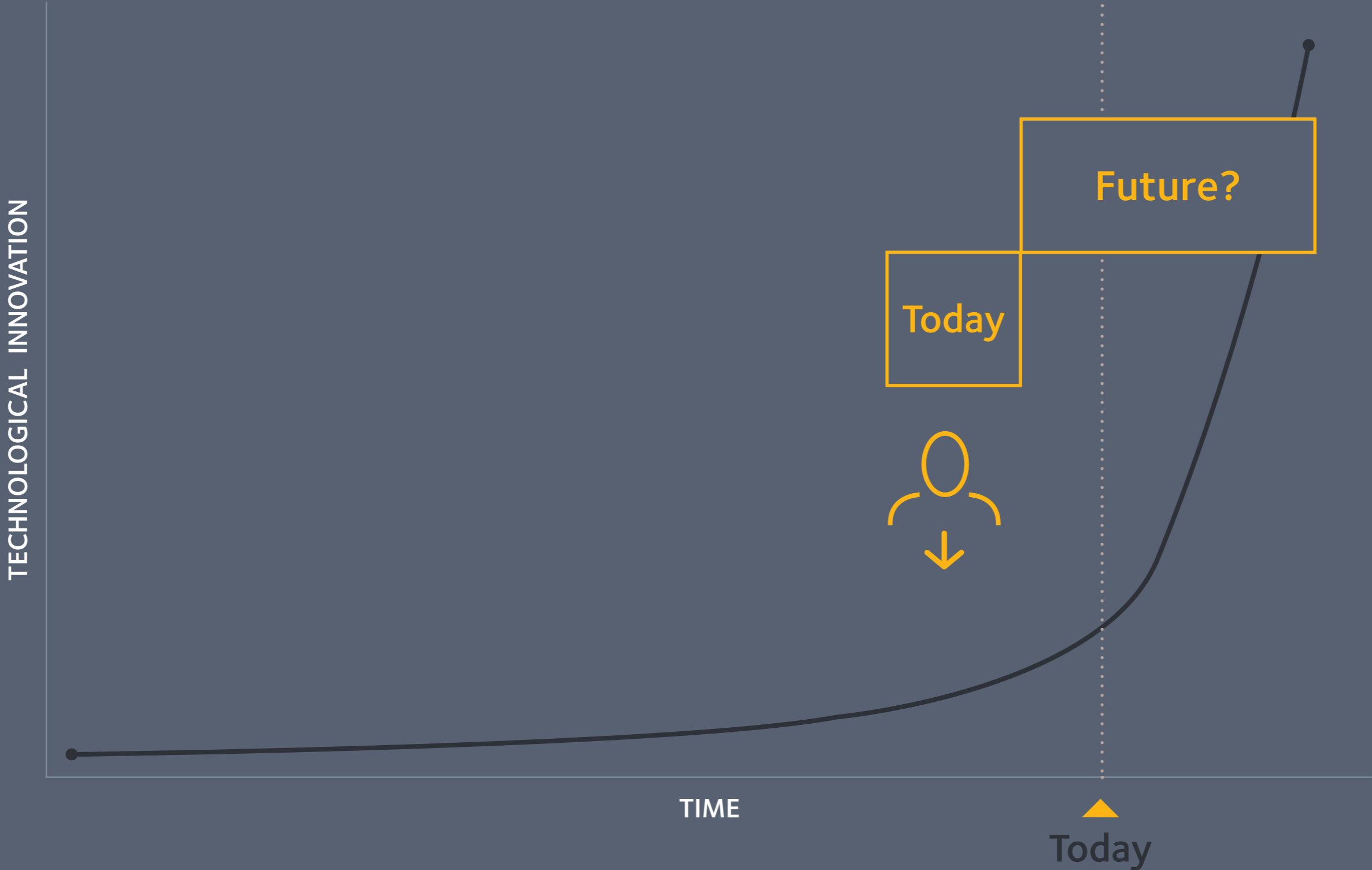


2017
~**2.2** MILLION
ROBOTS WORLDWIDE

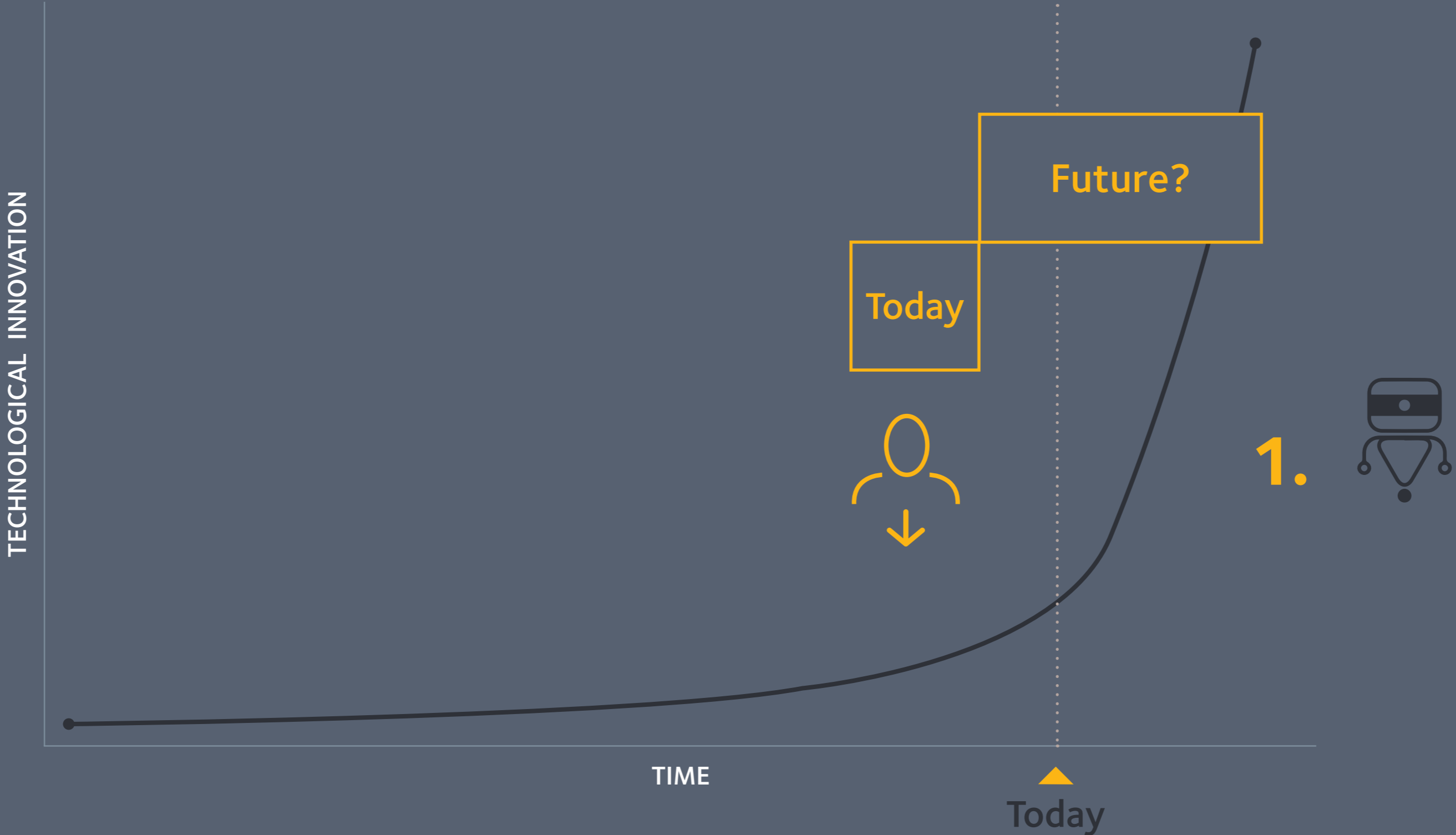
Source: Ark investment Management IRF and visualcapatalist.com



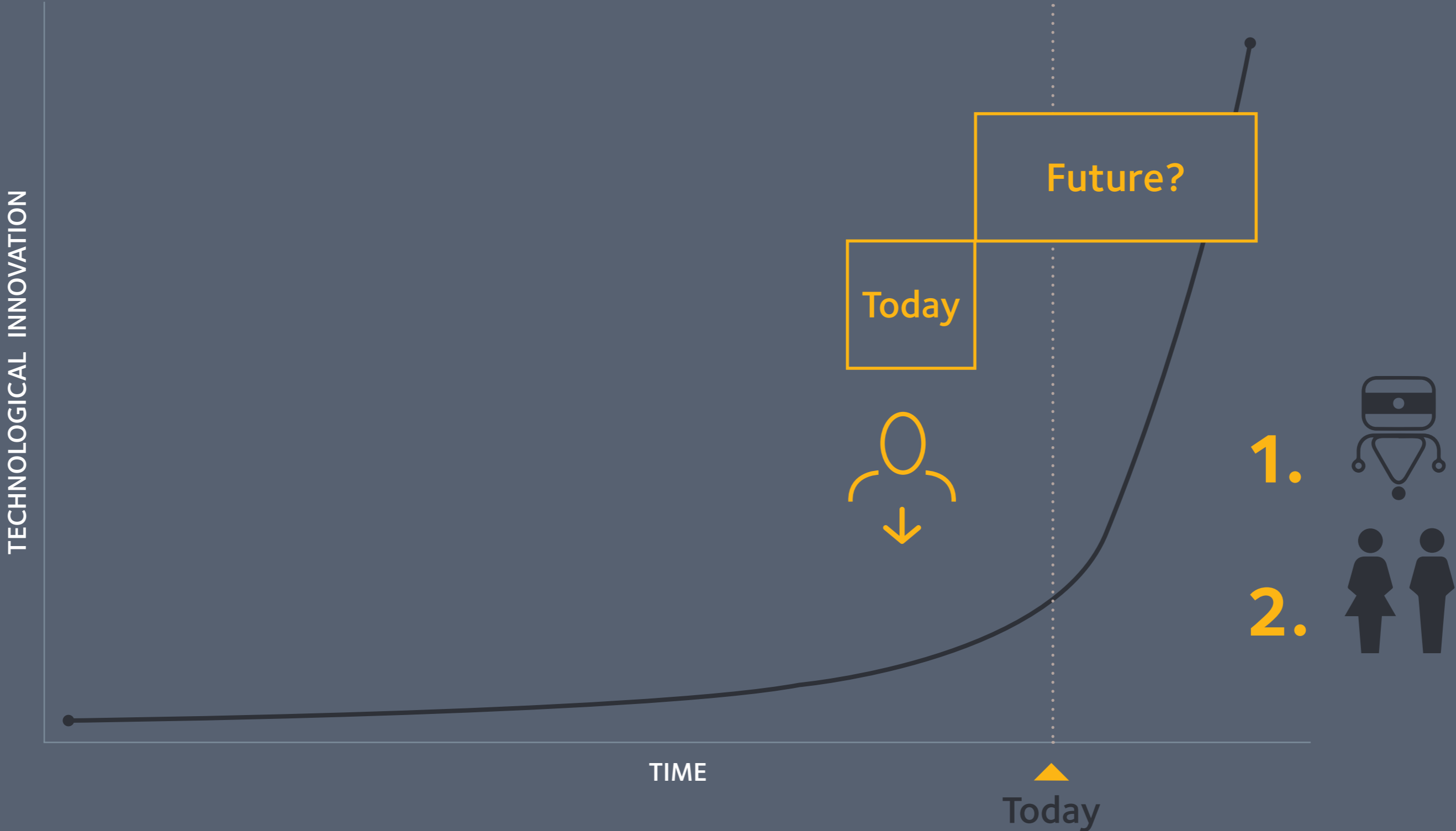
EXPONENTIAL TECHNOLOGIES



EXPONENTIAL TECHNOLOGIES



EXPONENTIAL TECHNOLOGIES



GLOBAL SPECULATION ABOUT THE IMPACT

“ Treasury Secretary Steven Mnuchin said that there was no need to worry about artificial intelligence taking over U.S. jobs anytime soon. “It’s not even on our radar screen,” he told Allen. When pressed for when, exactly, he thought concern might be warranted, Mnuchin offered “50 to 100 more years.” ”

[www.theatlantic.com/business/archive/
2017/03/mnuchin-ai/520791/](http://www.theatlantic.com/business/archive/2017/03/mnuchin-ai/520791/)

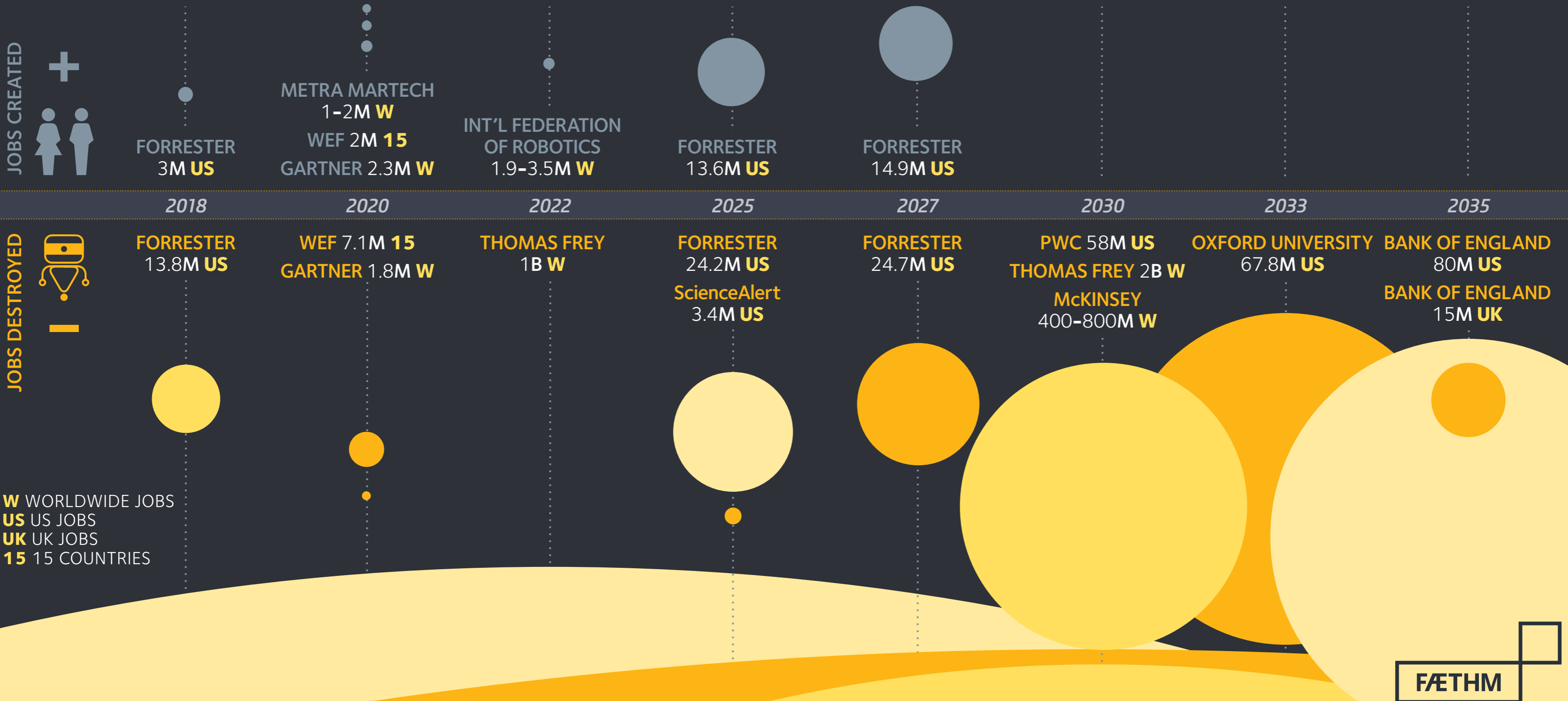
GLOBAL SPECULATION ABOUT THE IMPACT

“ Mnuchin has a surprisingly naive take on AI and robots replacing human jobs. For those of us in the tech industry, it’s clear his timescale is inaccurate and that, if the government is complacent about AI, the country is setting itself up for an economic shock. ”

*Rob LoCascio, Founder & CEO of LivePerson
and inventor of web chat technology in 1997*

DIVERGENCE MASKS TRUTH, STOPS ACTION

Predicted Jobs that Automation will Create and Destroy



W WORLDWIDE JOBS
US US JOBS
UK UK JOBS
15 15 COUNTRIES



DIVERGENCE MASKS TRUTH, STOPS ACTION

Predicted Jobs that Automation will Create and Destroy

JOBS CREATED



FORRESTER
3M **US**
2018

METRA MARTECH
1-2M **W**
WEF 2M **15**
GARTNER 2.3M **W**
2020

WEF 133M **15**
INT'L FEDERATION
OF ROBOTICS
1.9-3.5M **W**
2022

FORRESTER
13.6M **US**
2025

FORRESTER
14.9M **US**
2027

2030

2033

2035

JOBS DESTROYED



FORRESTER
13.8M **US**

WEF 7.1M **15**
GARTNER 1.8M **W**

THOMAS FREY
1B **W**
WEF 75M **15**

FORRESTER
24.2M **US**
ScienceAlert
3.4M **US**

FORRESTER
24.7M **US**

PWC 58M **US**
THOMAS FREY 2B **W**
McKINSEY
400-800M **W**

OXFORD UNIVERSITY
67.8M **US**

BANK OF ENGLAND
80M **US**
BANK OF ENGLAND
15M **UK**

W WORLDWIDE JOBS
US US JOBS
UK UK JOBS
15 15 COUNTRIES



TRANSITION, NOT END, OF WORK



AUTOMATION



AUGMENTATION



ADDITION

TRANSITION, NOT END, OF WORK



AUTOMATION

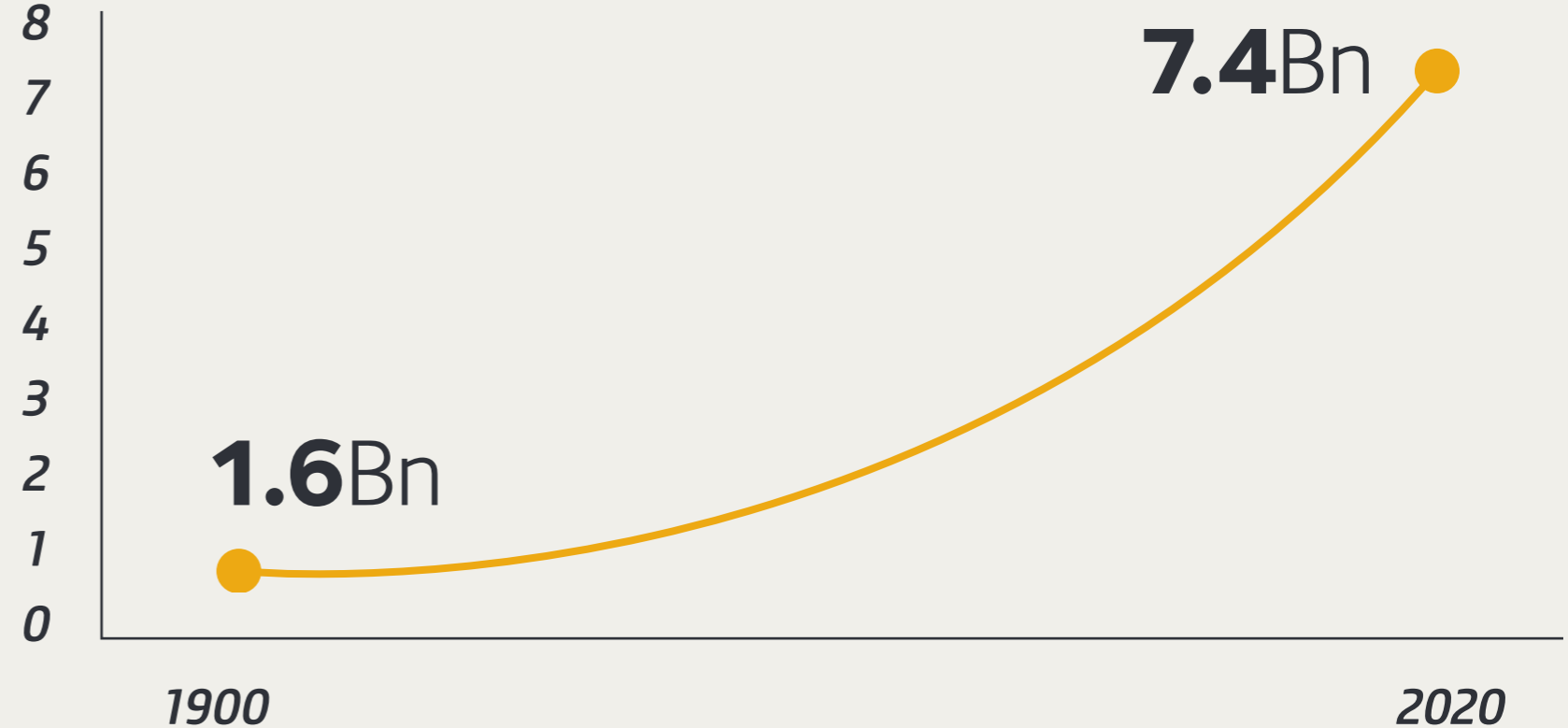


AUGMENTATION



ADDITION

TRANSITION, NOT END, OF WORK



> UBI

> ROBOT TAX

> END OF CAPITALISM

> ENSURE QUALITY OF WORK

> ENSURE WEALTH DISTRIBUTION

> ENSURE AUSTRALIA ADVANCES

TRANSITION, NOT END, OF WORK



EVERYONE IS BEHIND ON EDUCATION FOR FoW

3.8M 

*Australian
jobs will be
Augmented
by 2028*

"we need a culture of lifelong learning" site:.au



All

News

Images

Videos

Shopping

More

Settings

Tools

About 2,180,000 results (0.35 seconds)

EVERYONE IS BEHIND ON EDUCATION FOR FoW

3.8M 

Australian jobs will be Augmented by 2028

"we need a culture of lifelong learning" site:.au



All

News

Images

Videos

Shopping

More

Settings

Tools

About 2,180,000 results (0.35 seconds)

Funding

(That lasts)

Content

(That stays fresh)

Channels

(On and offline)

Awareness

(Communications to all)

12, 24 and 36 Day Courses

(Days, not Months)

Delivery

(Growth Industry)



Google.org



About Us

What We Offer

Entrepreneur's
Toolkit

News & Events

Careers

Contact



Future proofing our workforce: MaRS to launch Employment Pathway Platform with support from Google.org

26 April 2018

FAETHM EDUCATION CASE STUDY 2



LE GOUVERNEMENT
du Grand-Duché de Luxembourg

THE OBJECTIVES OF THE LUXEMBOURG DIGITAL SKILLSBRIDGE PROGRAMME

Luxembourg Digital Skills Bridge aims to provide technical and financial assistance to upskill employees in companies facing major technological disruption.



Raise awareness and support companies whose business activities will be significantly transformed by digital disruption.



Coach and upskill employees – whose jobs will be impacted by the digitalisation – and advise them on new placement opportunities (internal or external mobility).



Achieve a **65% internal mobility rate** for pilot project participants.



Demonstrate the value of a **proactive and preventive upskilling approach** for companies, employees and society.



Develop an ecosystem of **relevant assessment and upskilling solutions**.

FAETHM EDUCATION CASE STUDY 3



About SBB



Students receive the best possible practical training with prospects of a job, and companies can employ professionals that they need, now and in the future. These are the objectives of the Cooperation Organisation for Vocational Education, Training and the Labour Market (SBB). Within SBB, vocational education and training (VET) and the labour market cooperate at national, sectoral and regional level.

THE RISK FOR EMPLOYERS

NAB to axe 4,000 jobs in shift towards automation

Australian bank to cut 12% of workforce in favour of AI and digital systems



“As we simplify, we automate processes and things move to digital channels, we will need less people and as that happens we estimate that there will be 6,000 less people needed in three years’ time,” said Andrew Thorburn, NAB chief executive.

“Having said that, we’re hiring 2,000 people with different capabilities: data scientists, AI, robotics, automation, technology people, digital people, so the net [loss] will be 4,000 and that’s just a reshaping that’s going to happen.”

Shares in NAB fell as much as 3 per cent to A\$31.81 in early trading on an otherwise flat ASX.

Jamie Smyth in Sydney NOVEMBER 2, 2017

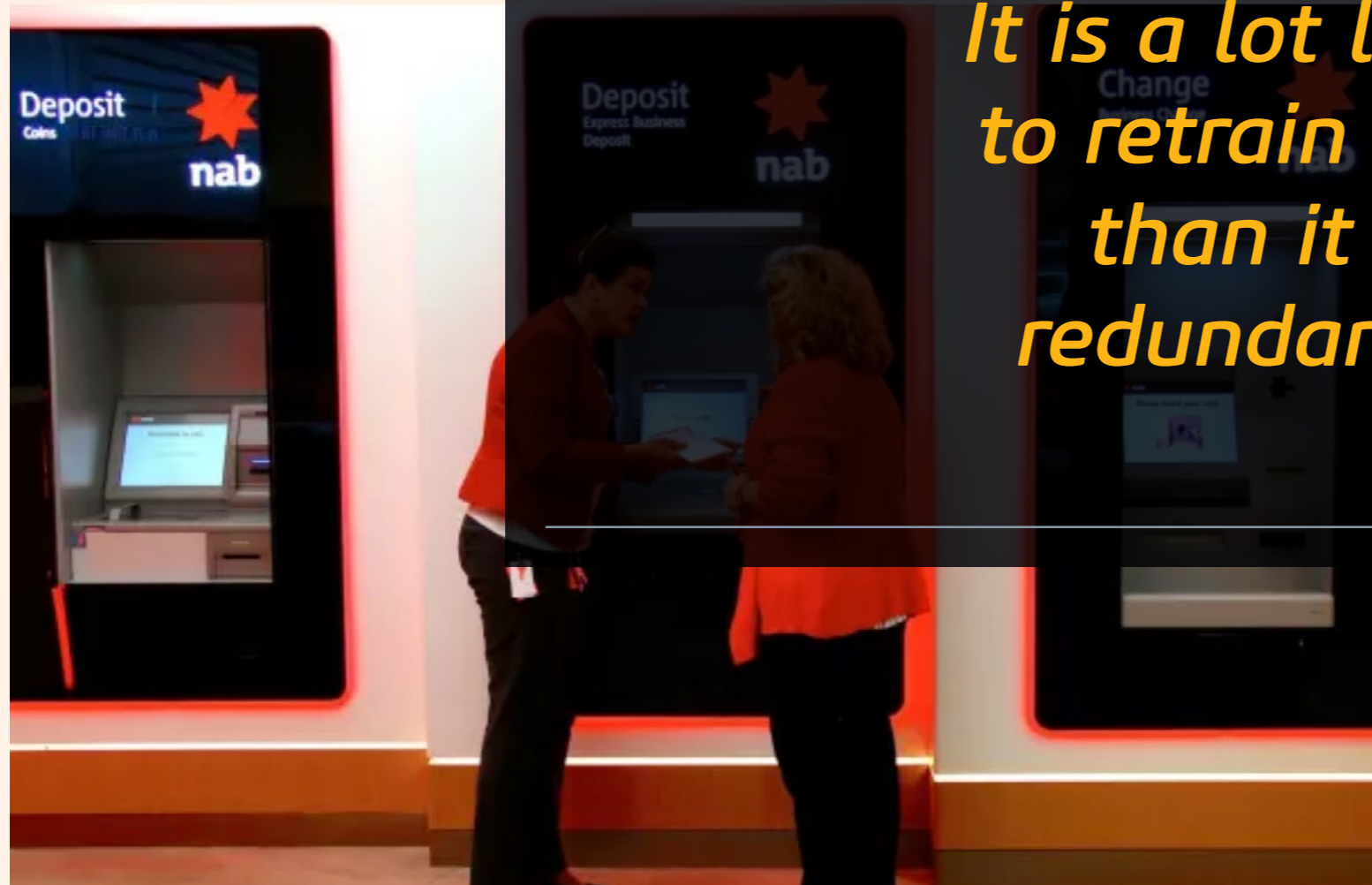
<https://www.ft.com/content/e7251ab8-bf6d-11e7-b8a3-38a6e068f464>

THE RISK FOR EMPLOYERS

NAB to axe 4,000 jobs in shift towards automation



Australian bank to cut 12% of workforce in favour of AI and digital systems



It is a lot less expensive to retrain and redeploy than it is to make redundant and rehire

“As you simplify and automate processes and things move to digital channels, we will need to retrain people as that happens we estimate that there will be 6,000 less people needed in three years’ time,” said Andrew Thorn, NAB’s chief executive.

“Having said that, we’re hiring 2,000 people with different capabilities: data scientists, AI, robotics, automation, technology people, digital people, so the net [loss] will be 4,000 and that’s just a reshaping that’s going to happen.”

Shares in NAB fell as much as 3 per cent to A\$31.81 in early trading on an otherwise flat ASX.

Jamie Smyth in Sydney NOVEMBER 2, 2017

<https://www.ft.com/content/e7251ab8-bf6d-11e7-b8a3-38a6e068f464>



THE OPPORTUNITY FOR EMPLOYERS

57% 

*Accountants
Automated
by 2028*



The screenshot shows a browser window displaying a Forbes article. The browser's address bar is partially visible at the top. The Forbes logo is on the left, and navigation links for Billionaires, Innovation, Leadership, Money, Consumer, Industry, Lifestyle, Featured, and BrandVoice are on the right. The article title is "The Cybersecurity Talent Gap Is An Industry Crisis". The author is Brian NeSmith, a member of the Forbes Technology Council. The article text discusses the cybersecurity talent gap and the disconnect between hiring managers' and candidates' expectations.

7,097 views | Aug 9, 2018, 07:30am

The Cybersecurity Talent Gap Is An Industry Crisis

Technical expertise can be learned. About three in ten cybersecurity professionals came to the field from a background outside of information technology. The 2017 GISW Study found that 33% of cybersecurity executives arrived in the industry via non-technical careers. There can be a disconnect between hiring managers' and candidates' expectations. While many candidates may not feel qualified for a position for lack of technical skills, most hiring managers prioritize communications and analytical skills, understanding that new employees will rapidly acquire technical skills as they gain experience.

 **Brian NeSmith** CommunityVoice
Forbes Technology Council CommunityVoice ⓘ



THE OPPORTUNITY FOR EMPLOYERS

57% 

*Accountants
Automated
by 2028*



ABC NEWS

Just In Politics World Business Sport Science Health Arts Analysis Fact Check More

Cybersecurity skills shortage putting public, private sectors at risk, experts say

A global shortage of cyber security professionals is impacting Australia as government departments, corporations and businesses compete for talent, in response to an increasing number of attacks.

According to annual surveys by Telstra, almost 60 per cent of businesses experienced at least one disruptive security breach a month in 2016, compared to just 23.7 per cent the previous year.

The rising threat level has sparked a hiring frenzy with employers “gobbling up” IT students from around the country, often before they graduate.

“Google seems to make an offer to anyone who passes my advanced operating systems course,” Gernot Heiser, a Scientia Professor at the computer science and engineering school at the University of New South Wales (UNSW), said.

RN By **David Lewis** for Background Briefing
Updated 13 Jun 2017, 4:39pm

THE OPPORTUNITY FOR EMPLOYERS: TRANSITION WITH INTELLIGENT L&D

PEOPLE IMPACT >
Job Corridor
Find the paths to move from one job to another

Internal All

Step 1 Select the current role * Indicates top 10 overall

Search CURRENT roles

CURRENT ROLE	RISK (Year 15)
Bookkeeping, Accounting, and Auditing Clerks	92%
Credit Analysts	91%
Payroll and Timekeeping Clerks	91%
Office Clerks, General	90%
Accountants	90%

Step 2 Select the target role * Indicates top 10 overall

Search TARGET roles

TARGET ROLE	RISK (Year 15)
Information Security Analysts	9%
Market Research Analysts and Marketing Specialists	30%
Operations Analysts	17%
Strategy Managers	11%
Consumer Experience Analysts	31%

Step 3 Explore the gap between key job attributes from the current role to the target role

Skills Knowledge Abilities Work Activities Work Context Identities

Skills are developed capacities that facilitate learning and the performance of activities that occur across jobs. ■ Current Level ■ Gap to Target ◆ Target Level

Attribute	Current Level	Target Level
Complex Problem Solving	~45	~55
Quality Control Analysis	~10	~25



THE OPPORTUNITY FOR EMPLOYERS: TRANSITION WITH INTELLIGENT L&D

Singtel

of Work: Workforce
Faethm

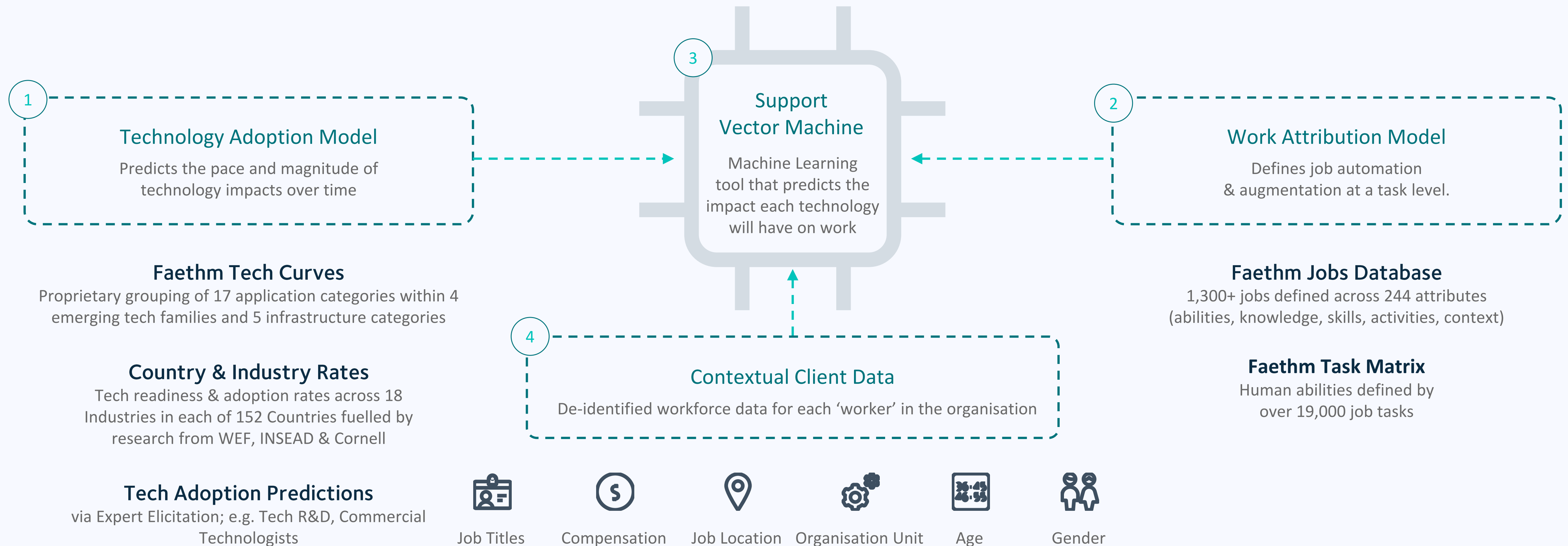


10.4%

FÆTHM

Faethm analytics engine

Faethm predicts the likelihood that a job will be automated or augmented by technology over time, based on the skills required by that job. The predictions consider each job's specific tasks, attributes (i.e. abilities, knowledge, and skills), location, compensation, business unit, age, gender, and level to create insights specific to your organisation and industry.



REFRAMING: LANGUAGE IS A BARRIER TO THE RIGHT ACTIONS

Future of Work



REFRAMING: THIS IS A PERIOD OF OPPORTUNITY

*Now
of Work*

Singtel

MaRS

*Third
Renaissance*





THANK YOU

www.faethm.ai

