FÆTHM

Predictive analytics for emerging technologies and the future of work

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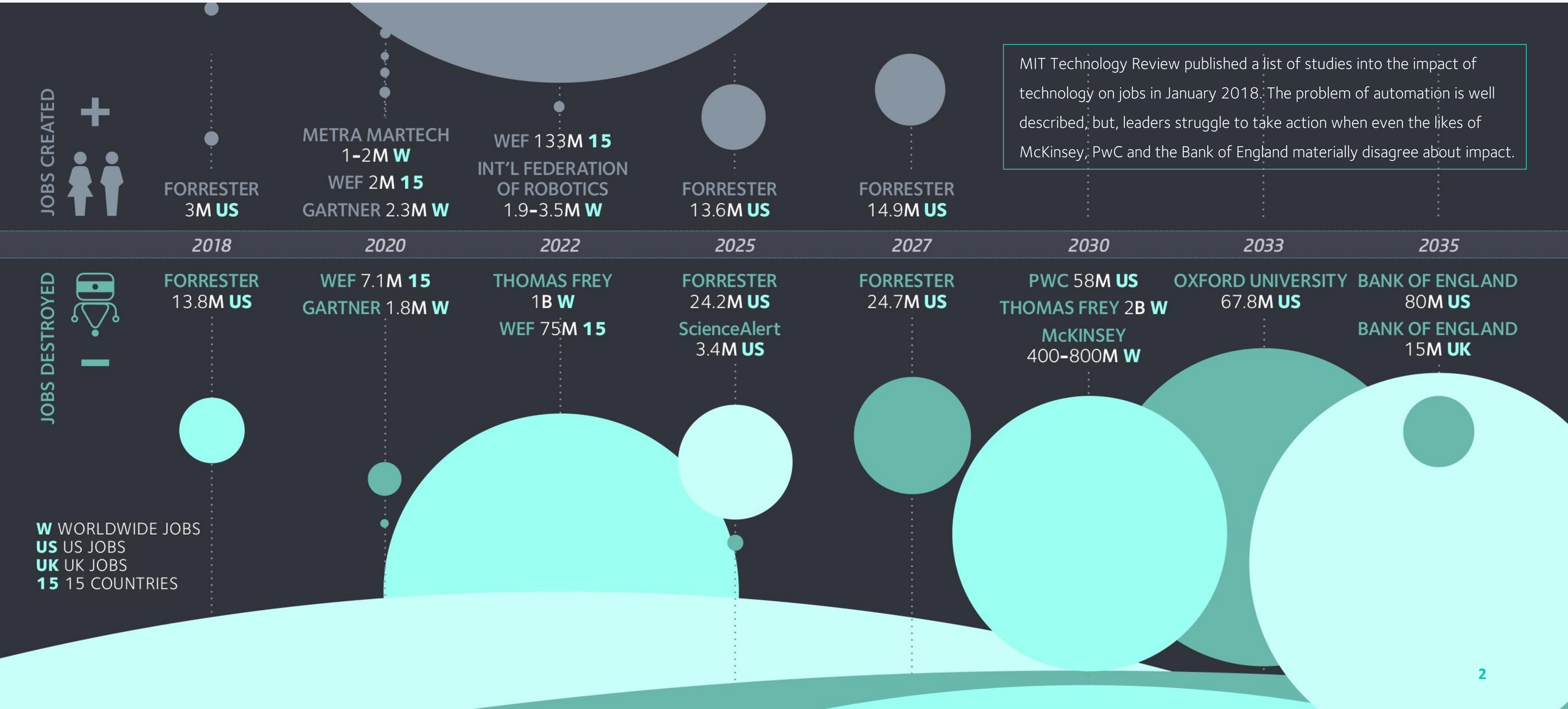
Technology impact on jobs

The Problem: Divergence masks truth, stops action.



MIT Technology Review published a list of studies into the impact of technology on jobs in January 2018. The problem of automation is well described, but, leaders struggle to take action when even the likes of McKinsey, PwC and the Bank of England materially disagree about impact.

Welcome to Faethm

Informing emerging technology adoption and predicting the future workforce

Faethm combines public and client data with proprietary analytics and machine learning to deliver insights to leaders of companies and governments that drive economic and social value. The Platform underpins scenario planning and delivers predictions and commercial information that, unlike the reports and studies featured by MIT Technology Review, are specific to any economy, industry, geography, company, business unit, team, role or individual

Companies

Informed technology deployment and strategic workforce transformation

50% of labour impacted by automation = $1billion in value

Government

Better policy for industry, employment, education, foreign affairs and social services

Innovation & Trade policy forged and launched

Investors

Increased ROI from intelligent selection of technology and investment opportunities

Automation investment and business case approved by board

A globally unique SaaS platform

Faethm has become the world's data source for the Future of Work and is reshaping the Fourth Industrial Revolution into the Third Industrial Renaissance.

Org-specific not general

Moving beyond conceptual commentary and research, Faethm's insights are powered by models run on data specific to a client's organisation; their roles, business units, industries, geographies and economies.

AI foresight not forecasts

Faethm's data science methodology employs machine learning to make scaled future predictions. This form of data science outperforms and augments the effort and cost of statistical forecasts based on historical data.

Live and scaling not static

Cloud accessible and continuously updating data, models and insights, Faethm (unlike static research) provides a current and enduring view of technology and people impacts in and beyond organisations.

Powered by many not one

Faethm's analytics engine is ever-learning, trained with data elicited from leading experts and research sourced from MIT, INSEAD, Cornell, McKinsey, the World Economic Forum and more, as it is published.

Data-secure not exposed

GDPR-approved, Faethm and client data is protected by multiple security layers in the AWS environment including soc2 certification, five level password complexity, data encryption, rate limiting, and automated blocking.

Accuracy tested not assumed

The future is never certain however assessing the accuracy of predictions is possible. Faethm's models are highly exact with precision and recall scoring at 95% through testing prediction performance against real-word events.

Define your future organisation

Faethm provides insights to inform future strategy and implementation.

1. Build Awareness

Use Faethm to create a common language and understanding of emerging technologies and their impacts in and beyond the organisation with the board and executives.

2. Inform Strategy

Validate or challenge technology priorities and build on investment in Future of Work studies, business model design, technology and workforce strategy.

3. Scope Transform

Target optimal value technology pilots and identify roles at risk. Scope change for impacted business units, processes, people and locations.

4. Implement Change

Execute transformation; implement L&D and change management to cross-skill people and transition them to future roles as technologies are deployed.

Faethm use cases

- Predict and report on tech adoption
- Benchmark into the future
- Build view of future workforce
- Guide communications and relations

- Inform capacity for growth
- Prioritise emerging technologies to pilot
- Develop business cases for investment
- Prepare employees for change

- Inform strategies for technologies
- Create company location strategies
- Mitigate future redundancies
- Identify job re-skilling pathways

- Shape change management
- Execute re-skilling and hiring programs
- Deploy technology pilot programs
- Build in-house capability

FAETHM INTELLIGENCE

CLIENT / PARTNER EXECUTION

Key features

Core functionality across the platform.

Automation, Augmentation & Addition BETA

By entering organisation or industry workforce data, Faethm calculates and visualises the opportunity to automate (replace workers with technology), augment (enhance workers with technology) or add new employees (those needed to implement new technology).

Scenario modelling

Consumer-grade filtering capabilities allows the user to set scenarios that would reflect their organisation's likely course of technology implementation across the dashboard and all deep-insights pages.

Dashboard insights

The dashboard quickly highlights the size of the following opportunities:

- Technology roadmap: the key technology driving automation, and the business units with largest impacts from automation and augmentation
- Overall jobs impact: the total organisation's opportunity for job automation, augmentation and addition.
- Overall people impact: the demographic breakdown of those at risk in the organisation

Job Corridor

Allows users to identify transition pathways from roles with a high risk of automation to roles with a low risk of automation. Faethm analyses best fit transition options and identifies any skill gaps to close in order to move people along the corridor.

Strategic impact insights

Validate efficiency opportunities and identify growth centres.

Budget impact

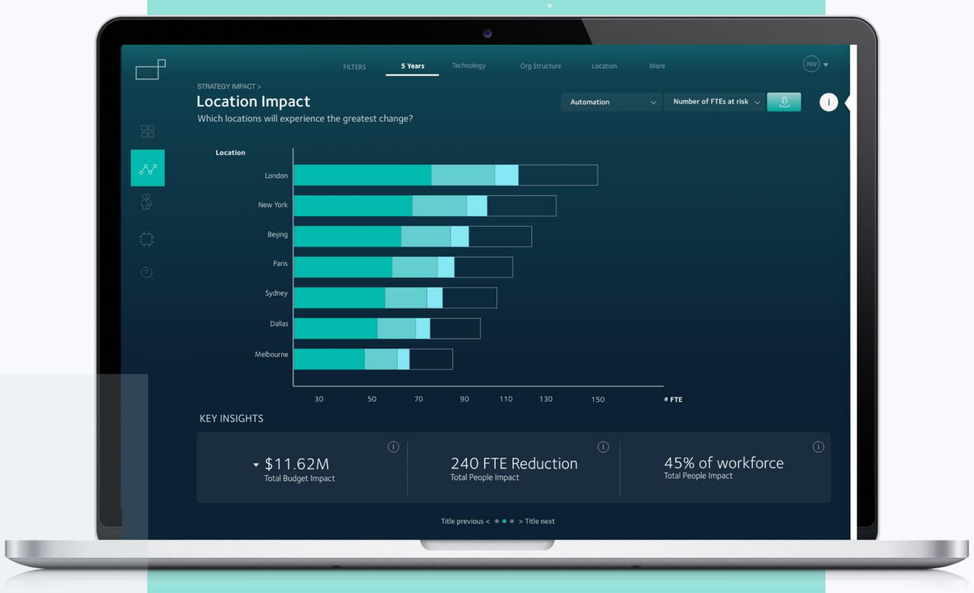
The reduction to an organisation’s salary costs (overall and per org unit) following a program of technological automation and/or augmentation.

Capacity impact

The overall and per org unit resource capacity created through the augmentation of the workforce and uncovering resources to fuel growth opportunities.

Location impact

A global view of which of the organisation’s locations will experience the greatest technology and workforce change. Understand possible community impacts as well as education and internal mobility options.



Key insight areas

- Which of your organisation locations are most prone to technology-driven change?
- What opportunities are there to create a more future-led and competitive business model?
- What untapped capacity efficiencies is your organisation yet to realise?
- What cost-savings can be made?

Technology impact insights

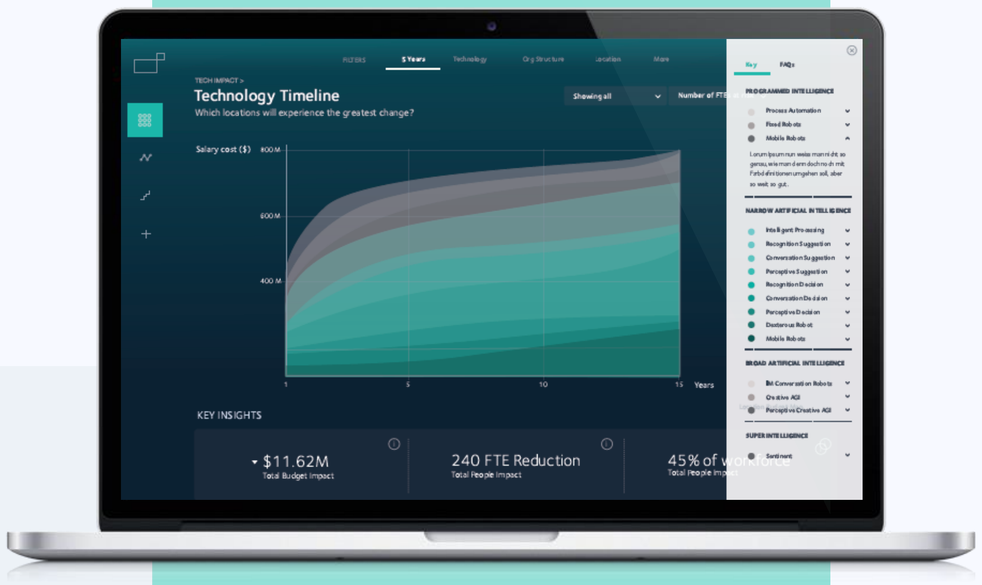
Understand technologies driving the most opportunity.

Technology portfolio

A focused suite of emerging technologies driving the most opportunity to release growth opportunities and identify automation cost-savings across the organisation. Technology curves covering everything from Process Automation to Dexterous Robotics means you'll know your digital roadmap is complete.

Technology timeline

A full view of emerging technologies, their adoption rate and impact on the organisations workforce over time. Adoption rates are detailed at the technology, country and industry levels. Each technology curve is updated every 3-6 months to ensure you're ahead of the exponential advancement of technology.



Key insight areas

- Do you have the right technologies and insights to de-risk your Digital Transformation?
- Which emerging technologies will deliver the largest return?
- How will you select, prioritise, pilot and scale automation programs and win your colleagues' endorsement?
- How will future technologies impact your end customer experience?
- Do you know when this will happen?

People impact insights

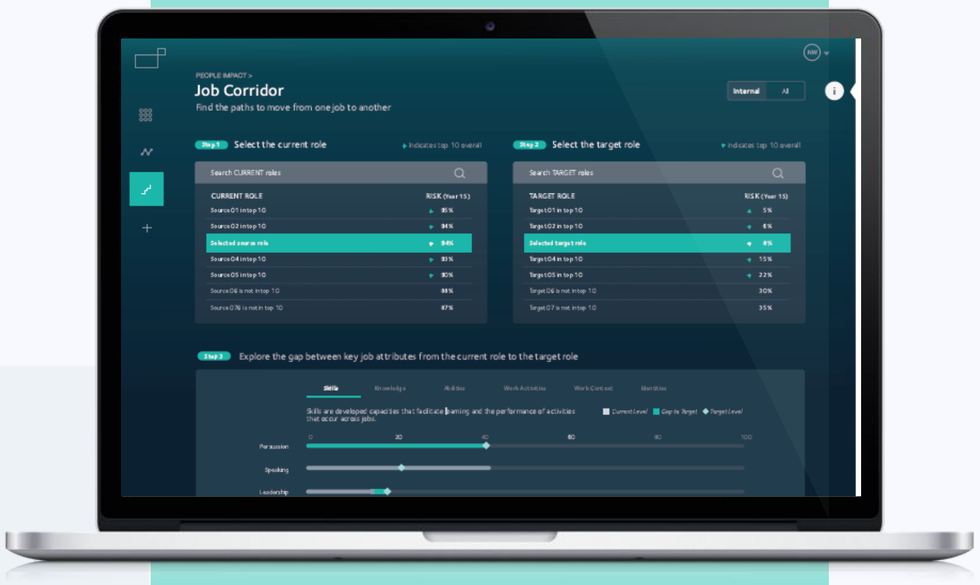
Determine workforce risk and how to transition people.

Job impact
Moving beyond conceptual commentary and research, Faethm's insights are powered by models run on your data and thus specific to your roles.

Job corridor
Faethm identifies the ideal next job based on several characteristics: lower levels of automation risk, future growth potential, similar salary, and ease of transfer (shortest distances).

Age impact
See how technological impact on the organisations workforce differs by age and when this occurs.

Gender impact
See how employees are impacted by technologies as well as how that impact differs by gender.

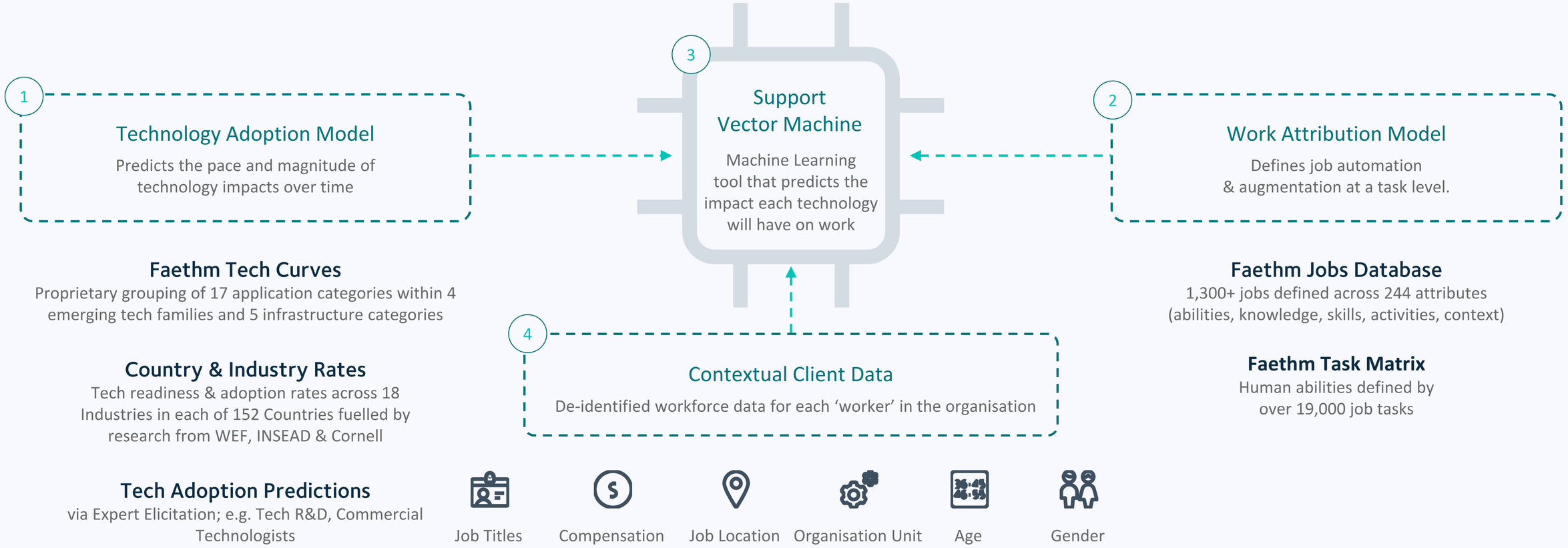


Key insight areas

- Do you know who in your organisation is at risk of replacement from tech automation?
- How much are you spending on recruiting and onboarding roles that will be replaced by Artificial Intelligence or Robotics in 5 years?
- What skills should you be looking for that are 'future-proof?'
- How many of your top performers are at risk of technological displacement?
- What are the regional and social implications?

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.



Market and expert validation

The Faethm Platform is backed, bought and sold by clients and partners in industry, government, technology and academia.

Andrew Garey

GM Business Improvement,
BlueScope Steel

Faethm offers a way of tangibly estimating the impact of technology on our specific business. The fact that we can actually put a stake in the ground on the magnitude of that change… makes it compelling.

Hon. Ed Husic

Shadow Minister for the Digital Economy

If industry and government are to shape an effective response to [automation], then it will need quality insight to help guide the development of such a response. We've had little by the way of concrete, tailored data to talk about what it might do in the Australian context.

Dr Markus Bowles

Chair, The Institute of Working Futures

Faethm works. It neatly fills the space of great uncertainty... to set a future direction and later organisational design and capability development priorities. It is a winning solution allowing us to help our clients plan with a higher level of precision and measure progress against reliable data.

Krista Jones

MD, Work & Learning,
MaRS

MaRS Discovery District's Work and Learning sector is excited to bring Faethm to our community and to work with them to facilitate innovation adoption within our key public and private stakeholders. Faethm's work is a key enabler that will help us build a bridge between the workforce and work structures of today and the technology centered future addressing both economic and societal outcomes.

Kay Firth-Butterfield

Head of AI,
World Economic Forum

The Center is focused on closing the gap between emerging technology and policy and we are excited that Faethm has joined our community to tackle this goal. Their work will help us to see the impact of the technology on jobs and co-create policy to address these changes for the benefit of humanity."

Faethm leadership team

Established in 2016, Faethm is lead by former Partners and Executive Directors of BCG, SAP and Macquarie Bank.

Michael Priddis

Chief Executive Officer

Before co-founding Faethm, Michael was a Partner and Managing Director, Asia of The Boston Consulting Group's technology innovation practice, Digital Ventures. Prior to this Mike founded and led S&C, an award-winning design firm that was acquired by BCG.

Carolyn Colley

Chief Operating Officer

Before co-founding Faethm, Carolyn was CEO of Decimal, an ASX listen FinTech company. Prior to Decimal, Carolyn held executive roles in some of Australia's most prestigious finance institutions, including Macquarie Bank, St George Bank and BT Financial Group.

Greg Miller

Executive Director

Prior to Faethm, Greg held global technology leadership roles including GM Global Partner Operations at SAP and senior roles at PeopleSoft, Unisys and Oracle. Greg also founded the not-for-profit Navegar Institute, to research and advocate for tech issues.

Richard George

Chief Data Scientist

Richard started his career as a research scientist (PhD bioinformatics) in academia and early stage biotech. Post-MBA and a stint in life-science venture capital, he pivoted to consulting and managing Advanced Analytics at Woolworths and then Quantium.

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Greg Miller

Executive Director

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