This is how AI shapes a versatile workforce

by Rachel Barnes
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Interest in cognitive and artificial intelligence has reached a "new peak" this year, according to a data research firm IDC. AI spending is expected to reach US$18.4 billion in 2022. The 54.2% increase from last year's spending indicates how aggressively organizations are pouring money into research.

In fact, investments in AI are now predicted to reach US$22.2 billion in 2021. The emerging tech is no longer just a trend but is slowly becoming an essential part of enterprise tech stacks.

The key to staying on track in a period of rapid change is to learn — and embrace — new tech early.

To remain "relevant in the AI-enabled workplace," HR professionals must "not simply to adopt such technology into the workplace now, but to be ready for the future," they said.

AI knowledge and the future workforce

In a narrative discussion last month, the institute also emphasized how organizations of the future need to find talent who are familiar with data and analytics.

"Talent are also changing — many with data and analytics is something that is now essential for a workforce," said Jeanne Quinn, one of the speakers.

Quinn, who heads organizational development and reward at advertising company Ogilvy Media, shared how adding technical roles to their team has been "transformative and fascinating" where their business looks like "now and into the future.

For Stephanie Martin, acting director of leadership and corporate programs at Stanford for Work, an increasingly diverse workforce will result in versatile populations.

"I think we will see greater multidisciplinary teams working together, and individuals much more stretched out across different portfolios bringing multiple disciplinary expertise into decision-making processes as opposed to just being specialists in one skill," Martin said.

John Thach, chief development officer at OrgVue, said there is much to consider about how humans can remain relevant in a world where AI has the potential to swallow jobs and whole industries — among them, how to entice the longevity of the human workforce and HR industry and their prosperity.

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