

Machine learning and AI demand fundamental changes to the Canadian workforce: new report

Joint recommendations from the Human Resources Professionals Association and Deloitte Canada call for urgent action to prepare Canadian workers for change

TORONTO, October 18, 2017 - A pioneering report co-authored by the Human Resources Professionals Association (HRPA) and Deloitte Canada calls on Canadian policy makers and business leaders to prepare Canadian workers *now* for the disruption that machine learning and artificial intelligence is having on our economy.

The report titled, *The Intelligence Revolution: Future Proofing Canada's Workforce*, employs eight (8) archetypes to illustrate what kinds of work Canadians will perform in the future and what kinds of competencies they will need to do it. It concludes that a national conversation on how jobs will change and the capabilities needed to respond to that change is needed urgently.

"We need to get down to the urgent work of assessing not just how work will change in Canada but how Canadian workers should prepare," says Scott Allinson, Vice President, Public Affairs, HRPA. "The changes we are seeing are nothing less than historic and governments and educators need to take a skills-first, not a job-first approach."

How can Canadian workers survive the Intelligence Revolution?

Among the key recommendations in the report for governments and business:

- Modernize provincial labour laws and the social safety net to reflect the realities of the "gig economy"
- Rethink universal basic income
- Reimagine how we organize our schools, from physical setup to the school year itself
- Empower Canadian workers to manage their careers and thrive in the new world of work

"If we agree we are experiencing a so-called 2nd industrial revolution, which is changing what a job means, affecting the work we do and how we do it, then we have to anticipate that amongst global jurisdictions there will be winners and losers," says Stephen Harrington, National Lead, Talent Strategy at Deloitte in Canada and co-author of the report. "It is critical that as a nation, as a business community, we understand the future of work and take action. Our

recommendations are meant as a starting point – we need social innovation and real made-in-Canada solutions in order to lead and win in the future.”

Read the report and dive into the discussion around the skills archetypes of Canada’s future workforce here: <INSERT URL>

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