

The Impact of Technology on Workplaces

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“Robots will be performing almost half of manufacturing tasks in a decade”

Question 1: Who wins?

Question 2: What does that mean for skills?

Merrill Lynch

“Man *minus* the machine is a slave;
man *plus* the machine is a freeman.”

Henry Ford

Three essential reasons why

#1 They do those things that we don't like doing

#2 They do things we can do - but that we do slowly or inefficiently

#3 They do things that we can do, but that we don't do reliably or do well

1,800,000,000,000

People as the most important asset

Where people are engaged with the vision of an organization and deployed well, *they will be its competitive advantage.*

Question 1:

Who wins?

What is the fourth revolution?

1st revolution

1784

2nd revolution

1870

3rd revolution

1970

4th industrial revolution



Klaus Schwab, Chair WEF

Do they really do anything that
improves productivity?

Technological Unemployment

When the more economic use of labour outruns the pace at which we find new uses for that displaced labour

People or Robots?

Robots don't kill jobs, people do

“... to make sure that the future of work is human, and that we are designing workplaces that make the best of people....not just the best of clever technology.”

Peter Cheese
CEO cipd

Question 2:

What does it mean for skills?

Top five “safe” occupations

1. Recreational therapists
2. First-line supervisors of mechanics, installers and repairers
3. Emergency management directors
4. Mental health and substance abuse social workers
5. Audiologists

Bottom five “unsafe” occupations

698. Insurance underwriters

699. Mathematical technicians

700. Hand sewers

701. Title examiners, abstractors and searchers

702. Telemarketers

Frey-Osborne Analysis

1. Recreational therapists
 2. First-line supervisors of mechanics, installers and repairers
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And the rankings for teachers...

- 20. Elementary teachers
- 37. Pre-school teachers
- 41. Secondary school teachers
- 112. Post-secondary teachers

Challenge for the VET Sector

1. Assess where the demand for re-training is going to come from
2. Determine what will be the likely timing of the structural changes, moving from invention to embedding

Where the VET sector shines

Training for knowledge ... *and then*
combining that with practical application

Dr. Tomas Chamorro–Premuzic

- Ability
- Likeability
- Drive

The challenge for Educators & HR

“ to make the best of people ...
not just the best of clever technology”

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