Putting People First

Empowerment in a digital era
# 1 Regret of people in hospice care…

“I wish I’d had the courage to live a life true to myself, not the life others expected of me.”
Contextual caveat

Discussion of FOW & social justice, economic justice, economic paradigms and sustainability are *small potato issues* in big scheme of our moment

Next 10-30 years
- Singularity will occur
- Integration of human & tech will occur
- Work will be redefined
- Struggle to avoid conflict will occur
  - Focus on humanism
People-first tech
The Jobcase balanced perspective

100+ Data scientists, ML scientists, Data analysts & software engineers

100mm reg members on the frontlines of America’s workforce
Greatest shift in worklife since the industrial revolution

Disparate agrarian to centralized single Employer-centric automation took decades to work out ‘norms’ of worklife.

Suddenly now we must self direct worklife with frequent job changes among many employers but with no training or feedback.
Some observations

1. Future of work appears daunting
   • Independent (on-demand) workforce
   • AI automation displacement
   • skillsgap

2. But also FOW:
   • Wage stagnation
   • Inequality of wealth and power
   • Free agency careers

For Individuals
AI/ML aspect of Future-of-work (shoutout E. Brynjolfson)

Now of work!

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OUT OF BALANCE!

For Individuals

For capitalism
Everything is Awesome!

Human progress in last century is staggeringly positive.

Environmental progress – e.g. ozone depleting substances no longer a concern

![Graph showing consumption of ozone-depleting substances](https://jobcase.com/assets/images/graph_ozone_depleting_substances.png)
Drivers of recent awesomeness...
But, we are now at this stage...

Don’t $#@% it up!
And it is starting to look like we are....
Two aspects to current situation

1. Current system increasingly perceived as ‘unjust’
2. Evidence & perception that upward social mobility is being lost
So... what can we do?
How to empower......
Historical guardrails to raw capitalism
i.e. limitations to self interest activity, guarantees on competitive landscape

- Govt
  - Taxes & fees
  - Regulation
- Workers
  - Unions & collective bargaining
- Faith and community
  - i.e. self-governing shame and responsibility
Where we are starting....

- Jobcase will be subsidizing a missing guardrail: Unions

![Labor Share of output chart](chart.png)
Where Technologists can start...

Replace tasks not people

"47% of total US employment is at Risk"

The Future of Employment
Carl Benedikt Frey & Michael Osborne

(Brynjolfson & Mitchelel)
Where technologists can start
Admit mistakes and PROMPTLY address when people are hurt

Kudos to Amazon

Amazon Scraps Secret AI Recruiting Engine that Showed Biases Against Women

AI Research scientists at Amazon uncovered biases against women on their recruiting machine learning engine
Because real people will embrace change
But need technological empathy to do so successfully

What's your biggest concern when you think of managing your work-life in the future?
So... technologists need to choose their path. ..
Which road will you encourage your org choose?
The real job that we have is to make goodness attractive in the so-called next millennium.
Put people first
Promote Goodness
and avoid this #1 regret....

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PUT PEOPLE FIRST