

AI's IMPACT ON THE WORKPLACE AND DEI PRACTICE



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Global Insights on Artificial Intelligence (AI)



Estimated date that AI could beat humans at every task by as early as 2047

Expected to affect 300 million jobs worldwide, reshaping roles and driving a need for new skills

Offers both opportunities and challenges for DEI initiatives in the workplace

World Economic Forum expects AI to have an overall net positive impact on jobs over the next five years

The Good and Bad of AI

- ✓ Tailor experiences for individuals with disabilities or neurodivergent employees
- ✓ Breakdown language barriers through translation tools
- ✓ Broaden candidate pool
- ✓ Improve hiring, performance evaluation procedures, and compensation policies to give equal opportunities for workers

- ✗ Reinforce and amplify biases based on the data in which it is working
- ✗ Miss cultural nuances and cultural contexts
- ✗ Have a potential disproportionate impact on marginalized groups through automation and lack of access to up/re-skilling
- ✗ Make organizations too heavily dependent on AI for decision-making

Considerations for AI usage

- ✓ AI can be both a powerful tool for DEI and a potential risk
- ✓ Given that AI is only as good as the data it feeds on, it is imperative that organizations retain human oversight over the conclusions AI draws and that the data AI learns from is high quality
- ✓ Organizations must enable a future-ready workforce and support the responsible and ethical adoption of GenAI
- ✓ AI is not a substitute for trained DEI professionals, but a tool to amplify their impact on a larger scale
- ✓ Companies that empower workers, enhance their abilities, and safeguard their wellbeing will ultimately be the most successful

Thank you



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