AI, Ethics & Future of Work

Navigating AI transformation and human-centered innovation for sustainable workforce evolution and responsible technological advancement.

by Philosoph-AI, Inc.

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Meet the Founders

Sandrine Berezowski

Co-Founder & CEO, Philosoph-AI Inc.PhD Candidate – AI Governance & the Future of Work | University of Alberta | Mitacs Lab2Market.

Focus:

Designing and operationalizing responsible AI governance frameworks that connect global standards.

Building bridges between research, regulation, and implementation.

Nathalie Pétel

Co-Founder & Chief Strategy Officer | Philosoph-AI Inc.

Expert in Digital Transformation & Human-Centred Innovation

Focus:

Transforming AI ethics into actionable strategies and enabling teams to adopt AI tools securely.

Turning ethical principles into organizational value and build trust.

Our Ethical Oath for AI

Our Promise

We act with honesty, care, and respect in everything we do with AI. Like on the internet, not everything is true —we always check our sources.

Our Commitments

- Please ensure to cite our sources, including the origin and date
- Verify facts before using or sharing.
- Respect people and ideas in all data use.
- Acknowledge uncertainty when information is incomplete.
- Think critically before making or automating decisions.

Our Goal

This initiative aims to build trust, ensure fairness, and promote responsible AI for everyone.

Agenda

01. AI Evolution Context

Understanding AI's transformative journey from foundations to today's implementation era and future implications.

02. Governance Framework

The Governance Framework provides essential pillars for responsible AI adoption, which include policies, security, and human oversight mechanisms.

03. Future Job Landscape

Emerging roles, declining positions, and critical skills needed for workforce transformation by 2030.

04. Implementation Strategy

Practical steps for organizations to successfully integrate AI while maintaining human-centered values.

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If 2023 was the AI 'Big Bang,' 2025 is First Light.

— Philosoph-AI Research

We are witnessing AI's transition from experimental technology to practical business tools.

This requires thoughtful governance and strategic implementation for lasting value.

AI Historical Periods (Part I)

1940-1970: Foundations and First "Summer"

Dartmouth Conference (1956) by John McCarthy established modern AI. Early programs solved math problems and simulated games with great optimism.

Late 1960s: The First "Winter"

Minsky & Papert's 'Perceptrons' (1969) exposed neural network limitations. Dreyfus's critique of symbolic AI led to reduced funding.

1980s: Expert Systems "Summer"

Rule-based expert systems codified human expertise into logical frameworks, successfully automating specialized knowledge work.

Late 1980s-1990s: Second "Winter"

Expert systems showed high costs and inability to adapt. Neural networks developed quietly, overshadowed by statistical learning methods.

AI Historical Periods (Part II)

Deep Learning Renaissance

2006: LeCun, Bengio, Hinton presented deep learning. 2012 marked an incredible qualitative leap driven by data and computing power.

2000s-2012: Technical Breakthroughs

Deep neural networks overcame XOR criticism through the backpropagation algorithm. Multiple layers enabled complex pattern recognition.

Era 4.0: Current AI Era

AI now ubiquitous, defined by independent learning from external data through algorithmic management and autonomous decision-making.

Core Governance Challenges Today

Value Realization Gap

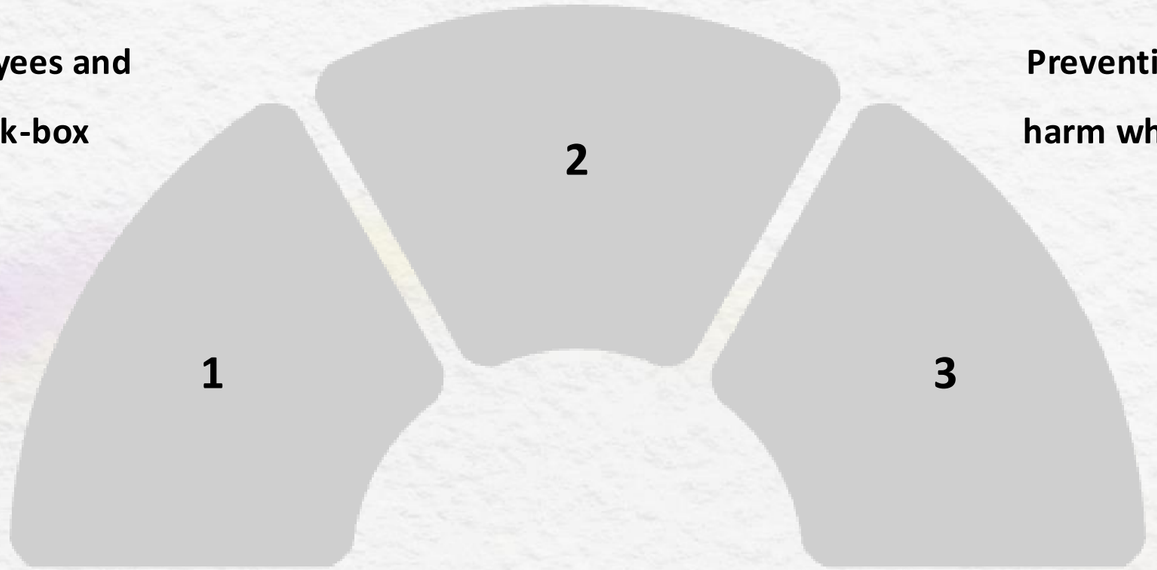
Bridging the divide between impressive AI demonstrations and meaningful business impact and ROI.

Trust and Legitimacy

Building confidence among employees and customers who fear bias or black-box decision-making.

Safety and Accountability

Preventing flawed algorithms from causing harm while establishing clear responsibility for AI decisions.



AI Governance Ecosystem

Technological Infrastructure

Algorithms, data pipelines, and LLMs facilitate deployment but pose governance challenges.

Human-Centered Governance

Organizational Framework

Decision rights, policies, audits, and clear accountability structures for AI implementation and oversight.

Ethical Legal Standards

The principles of fairness, transparency, and accountability are in line with global frameworks and human rights approaches.

Six Technological Pillars Requiring Governance

Geolocation & Tracking

GPS tools like Google Maps or Locate My iPhone improve efficiency but also enable constant monitoring.

Internet of Things (IoT)

Smartwatches or connected thermostats exchange data automatically, reducing human control.

Cloud Computing

Google Drive or iCloud make data accessible anywhere but create cybersecurity and privacy risks.

Big Data

Netflix and Spotify use massive datasets to recommend content, sometimes reinforcing bias or oversimplifying choices.

Artificial Intelligence (AI)

ChatGPT or automated hiring tools make complex decisions, raising transparency and accountability issues.

Robotics & Automation

Self-checkout machines or delivery robots streamline services but can displace human jobs.

Five Pillars of AI Governance Framework

01
Policy Governance

02
Risk Security

03
Oversight Accountability

04
Education Enablement

05
Monitoring Improvement

Policy Foundation

Establish clear AI policies and guardrails for enterprise adoption.

- Define approved tool lists.
- Include enterprise-secure platforms.
- Translate ethics into standards.

Security Framework

Implement risk assessments for privacy and compliance.

- Conduct AI risk assessments.
- Detect shadow AI usage.
- Map controls to NIST standards.

Oversight Structure

Create governance councils with clear decision rights.

- Establish IT-legal-HR councils.
- Define approval processes.
- Ensure responsible ownership.

Global Styles of AI Governance

AU
African Union

US
United States

EU
European Union

CN
China

CA
Canada

Collaborative Development Focus

> Africa: Ethical and inclusive AI for development through capacity-focused cooperation.

- Continental AI Strategy (2024)
- Human-centered inclusive growth
- Cooperation among member states

Risk-Based Regulation

> EU & Canada: Structured frameworks with clear obligations and rights-based approaches.

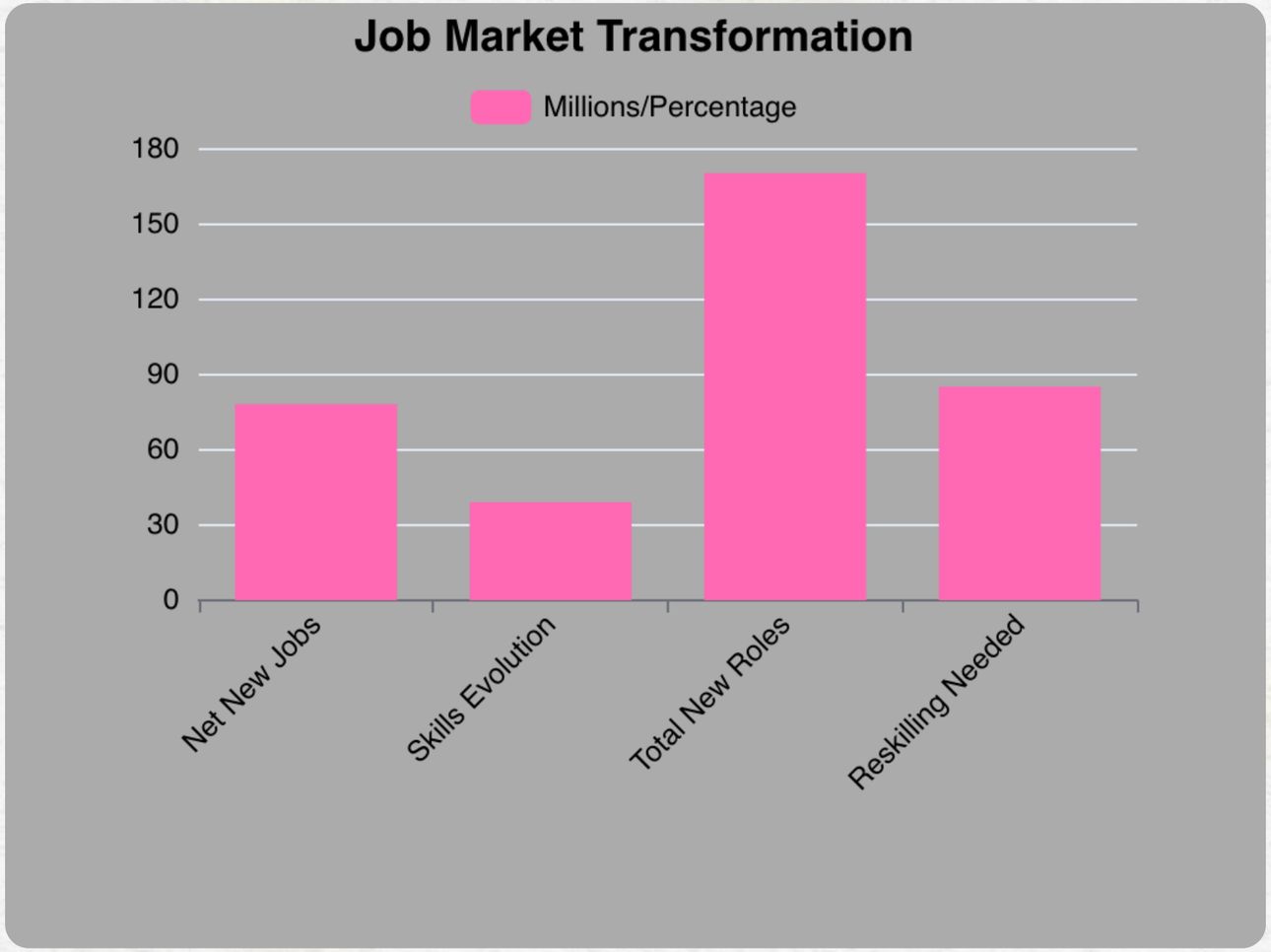
- EU AI Act—risk tier obligations
- Canada Bill C-27 (AIDA + CPPA)
- High-impact systems focus
- Fairness and privacy protection

Innovation vs Control

> US & China: Different approaches to balancing innovation with security and oversight.

- US: NIST Risk Framework (voluntary)
- US: Transparency and testing focus
- China: State-driven compliance
- China: Registration and content oversight

Future of Jobs Transformation by 2030



Net Job Growth

170 million new roles are expected globally, with 78 million net new positions created.

Skills Evolution

39% of current key skills will change by 2030, requiring massive reskilling efforts.

Major Trends Reshaping the Future of Work

Technological Advancement Revolution

AI and automation are transforming how work is performed across industries.

- 86% of employers expect AI to transform business by 2030.
- Big data democratizes information and insights globally.
- Automation reshapes workflows and decision-making processes.

Green Energy Transition

Environmental sustainability becomes a core business driver requiring new skills and approaches.

- Environmental stewardship enters the top ten required skills.
- Sustainability management becomes critical across all industries.

Top Skills for 2030 Workforce

Analytical Thinking Innovation

Critical reasoning and creative problem-solving remain the highest priority skills for organizations.

1

Technology Digital Literacy

AI, big data, cybersecurity, and network management become essential competencies for all roles.

2

Human-Centric Soft Skills

People increasingly value resilience, flexibility, creative thinking, curiosity, and lifelong learning capabilities.

3

WEF Future of Jobs Report 2025: Key Findings

Fastest-Growing by Percentage

High-tech roles are leading percentage growth in specialized technical domains.

- Big Data Specialists—analyzing massive datasets
- FinTech Engineers—financial technology innovation
- AI & Machine Learning Specialists—intelligent systems and governance

Fastest-Growing by Absolute Numbers

Human-centered roles show the largest absolute job creation across sectors.

- Care Economy—nursing professionals and counselling
- Education—teaching and training roles
- Delivery/Transport - logistics and distribution
- Agriculture—sustainable food production

Declining Roles

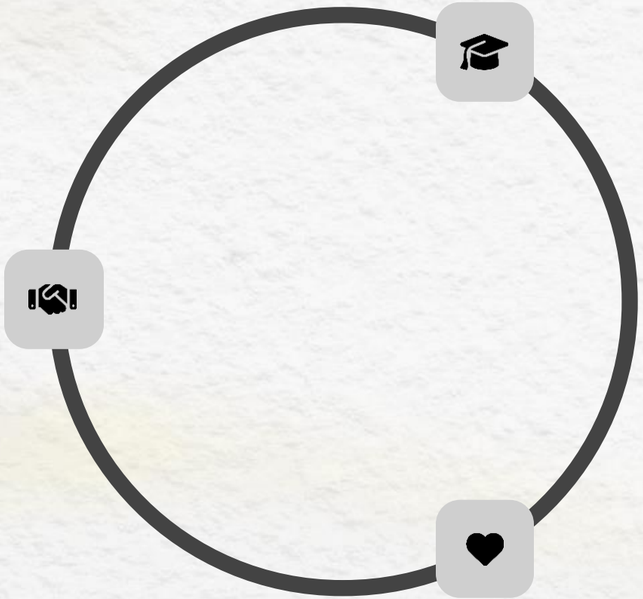
Traditional clerical positions are facing automation displacement across industries.

- Cashiers—automated checkout systems
- Ticket Clerks—digital booking platforms
- Administrative Assistants—AI-powered automation
- Data Entry—intelligent processing systems

Human-AI Collaboration Framework

Augmented Intelligence Approach

AI acts as an intelligent assistant that enhances human capabilities instead of replacing them, thereby facilitating augmented decision-making.



Continuous Learning Culture

Organizations must foster environments where employees develop AI literacy and critical thinking. Success depends on effective tool usage.

Human-Centered Design

Technology implementation must prioritize human values and well-being, maintaining oversight and preserving meaningful human roles.

Implementation Strategy for Organizations

Strategic Implementation Principles

Successful AI adoption means finding the right mix between moving quickly and having rules in place, encouraging new ideas while keeping things safe, and making sure that human values are at the heart of every tech

Mindset and Trust

- Demystify AI capabilities and limitations through education
- Show practical examples of hallucinations and why
- Encourage safe experimentation and learning environments

Skills and Enablement

- Train employees on prompt engineering and literacy
- Provide hands-on practice sessions and workshops
- Identify internal champions and early adopters systematically

Workflow Integration

Redesign processes to integrate AI naturally and efficiently.

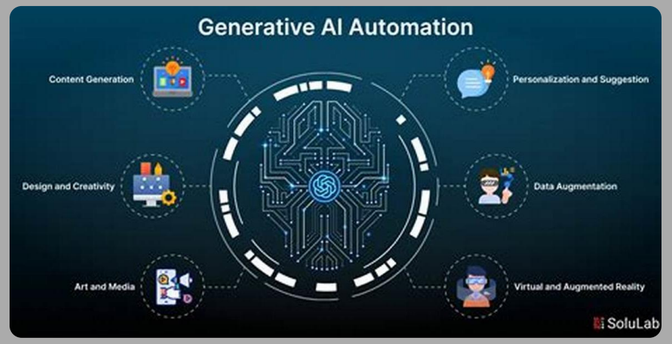
Recognition Programs

Reward AI-driven innovation and efficiency improvements actively.

Knowledge Sharing

Encourage best practices sharing through regular team meetings.

Practical AI Use Cases for Immediate Impact



Communication Enhancement

- Ask AI to summarize client emails based on key needs.
- Automatically draft courteous responses and follow-ups for meetings.
- Please compile action items from any meetings you were unable to attend.

Training and Development

- Create personalized training plans for new hires.
- Generate learning materials tailored to specific roles.
- Develop skill assessments and competency frameworks.

Content Improvement

- Review and enhance written communications for clarity.
- Enhance proposals and reports by offering style suggestions.
- Generate meeting agendas and follow-up summaries.

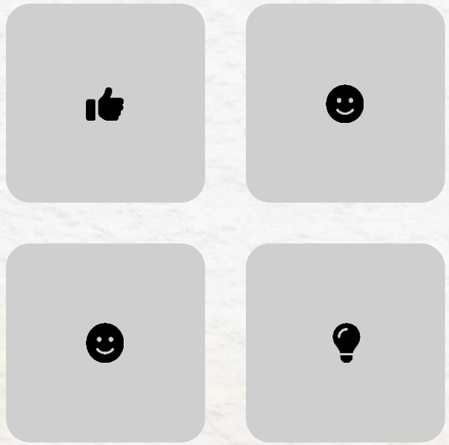
AI Readiness Assessment Framework

Organizational Strengths

Strong leadership support, existing digital infrastructure, a skilled workforce, and clear business objectives for transformation.

Current Weaknesses

Lack of AI governance frameworks, insufficient training programs, and resistance to change among employees.



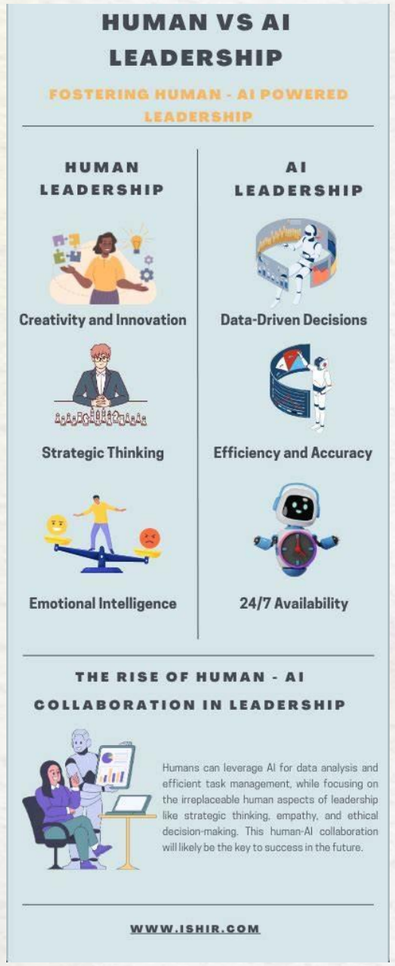
External Threats

Regulatory compliance challenges, cybersecurity risks, ethical concerns, and potential job displacement fears among the workforce.

Market Opportunities

Competitive advantage through early adoption, improved efficiency, enhanced customer experience, and new revenue streams.

Key Success Factors for AI Transformation



Leadership Commitment

Executive sponsorship and resource allocation ensure AI initiatives receive necessary support for successful transformation.

Workforce Development

Comprehensive training programs build AI literacy and technical skills across all organizational levels effectively.

Measurable Outcomes

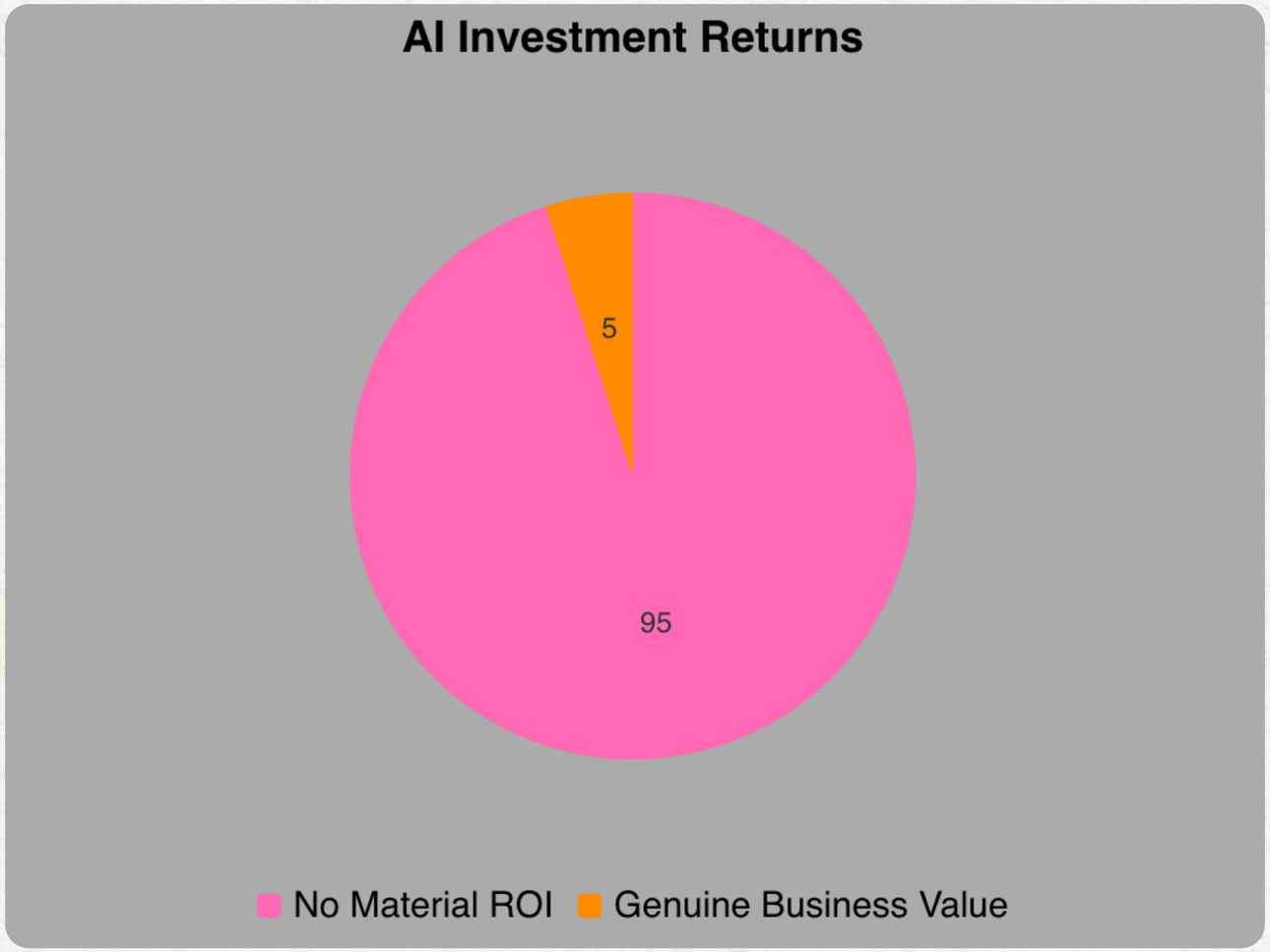
Clear metrics and KPIs track progress, ROI, and the impact of AI implementations on business objectives.

The Reality of AI Investment Returns

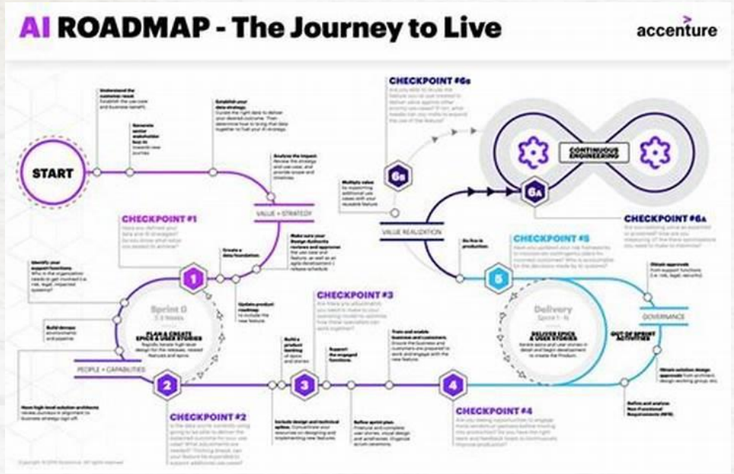
Current Market Challenges

Despite investing $30–40 billion in generative AI, 95% of enterprises see no material ROI. Only 5% create genuine business value.

> **Strategic implementation and governance are critical for success.**



Your AI Transformation Roadmap



Assess Current State

Conduct an AI readiness audit across key dimensions for baseline understanding.

Implement Governance Framework

Establish a five-pillar governance structure for responsible AI adoption.

Scale and Optimize

Expand successful pilots while maintaining human-centered values and ethical standards.

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AI governance isn't really about technology. It's about people.

The goal isn't to control the code but to coordinate, guide, and manage how humans interact with AI systems.

— Future of Work Insight

The true challenge of AI transformation lies not in the technology itself, but in reshaping human behavior, decision-making processes, and organizational culture. Success comes from empowering people with the right frameworks, skills, and mindset to collaborate effectively with AI while maintaining human agency and values.

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This presentation draws from official government frameworks, international regulations, and peer-reviewed research to ensure accuracy and credibility in AI governance analysis.

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Humans and AI co-authored this presentation as part of our shared commitment to responsible and transparent collaboration.

— Philosoph-AI Team

We believe in modelling the future we want to see—where human expertise and artificial intelligence work together transparently, ethically, and effectively.

This collaborative approach demonstrates our The organization's commitment to responsible AI practices emphasizes the importance of human oversight in all AI-generated content.

Contact Us

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Thank you, Merci.

We are prepared to navigate the future of our work together. Questions and discussion are welcome.