

AI Governance and the Future of Work

Var Shankar

About Purdue GRAIL Lab

Supports research on the social, ethical, and governance implications of AI

4 core faculty, 15 affiliated faculty, 16 doctoral or post-doctoral students

Sample projects:

Political Deepfakes Incidents Database

AI Ethics and Governance Careers and Pathways

About Var Shankar

Affiliate at Purdue GRAIL Lab
Chief AI and Privacy Officer at Enzai

Previously:

Executive Director of Responsible AI Institute
Co-developed Kaggle AI Ethics Course
Legal background

This presentation is in my personal capacity and does not reflect the views of any of these organizations

What we know so far

7 in 10 employees are not using AI (Gallup, 2024)

Most managers don't know if/how employees are using AI (Gallup, 2024)

AI affects “vacancy chain,” not jobs

Gen AI helps junior employees more

So-called “white collar” tasks might be automated sooner

AI work impacts are unpredictable

Gen AI has different effects on different industries

Recent Strikes against Automation

Dockworkers

Autoworkers

Health care workers

Hollywood actors and writers

Biden Administration

October 2023 Trustworthy AI Executive Order

“As AI creates new jobs and industries, all workers need a seat at the table, including through collective bargaining, to ensure that they benefit from these opportunities”

What this means for organizations



Cross-functional AI governance policies and programs required

There is an opportunity to build trust with workers

Use AI to improve processes and products

Be wary of automated screening, workforce planning, monitoring

Leading organizations prioritize collaboration and sharing AI knowledge centrally

What this means for employees

Dabble in AI tools - it is easier than ever

Soft skills are a must

Envision and advocate for win-win AI collaboration in your organization

Don't underestimate the pace of change in AI

Understand the interplay with broader societal factors

Some sources of worker anxiety

Offshoring

Immigration

Automation

What this means for policymakers

Develop public AI for public goals

Get Big Tech to help but don't rely on it

Choose bipartisan areas of focus

Prepare for aging populations

Pilot/study direct transfers, new tax paradigms

Thank you!

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