

**dayforce**

# AI-Driven Innovations for Tomorrow's Workforce

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# David Lloyd

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Chief AI Officer, Dayforce



# The business of retail HR is **complex**

**21.7%**

Part-time retail workforce

**37.4%**

**Annual Retail and  
Wholesale Turnover**

The average **voluntary** turnover rate in Canada is **15.5%**. Retail and Wholesale saw the highest turnover rate.\*



\*[Mercer Turnover Surveys](#)

# Common Complexities



Time



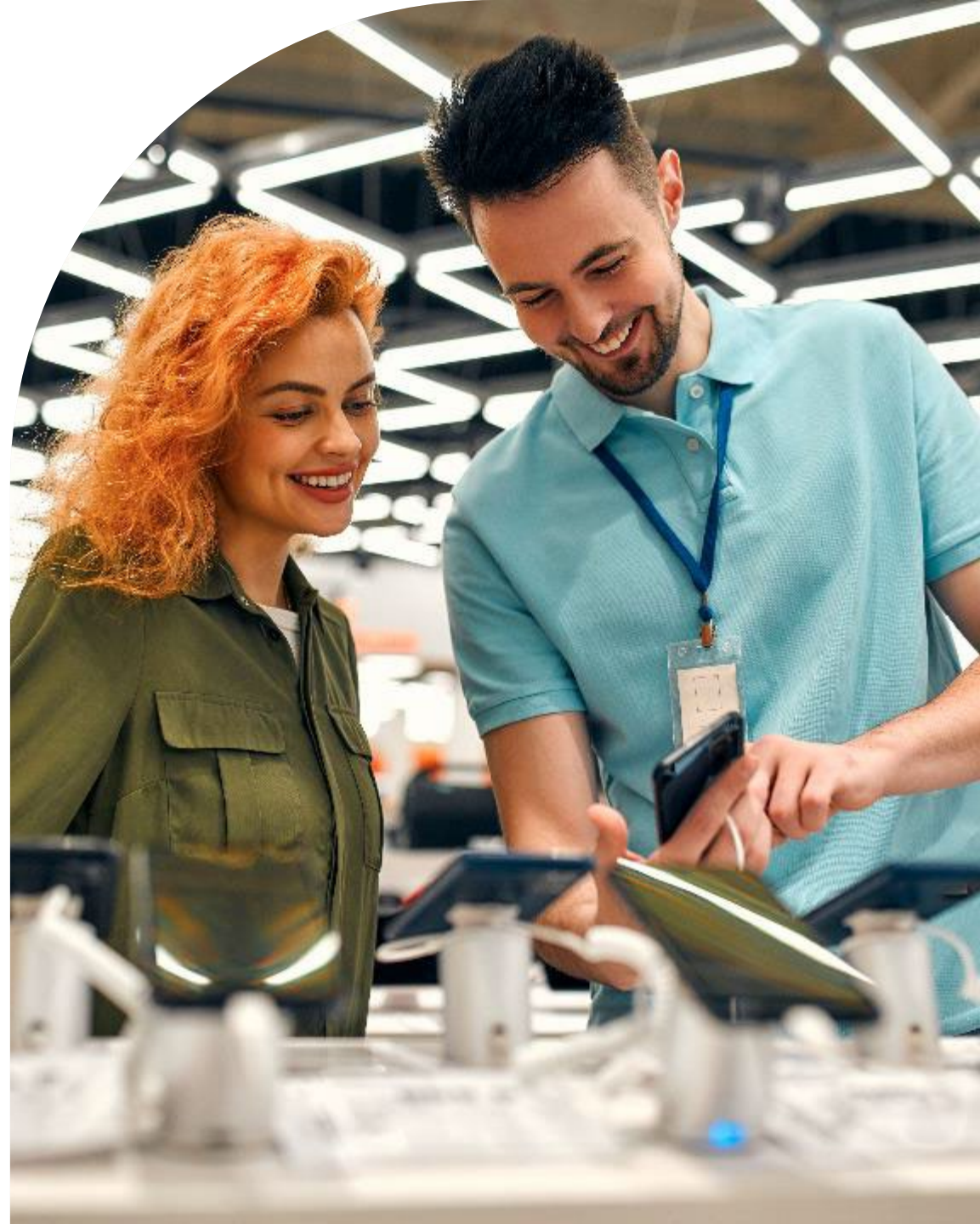
Pay



Talent



Engagement



# What is **AI**, and how can it help?

## **Artificial Intelligence**

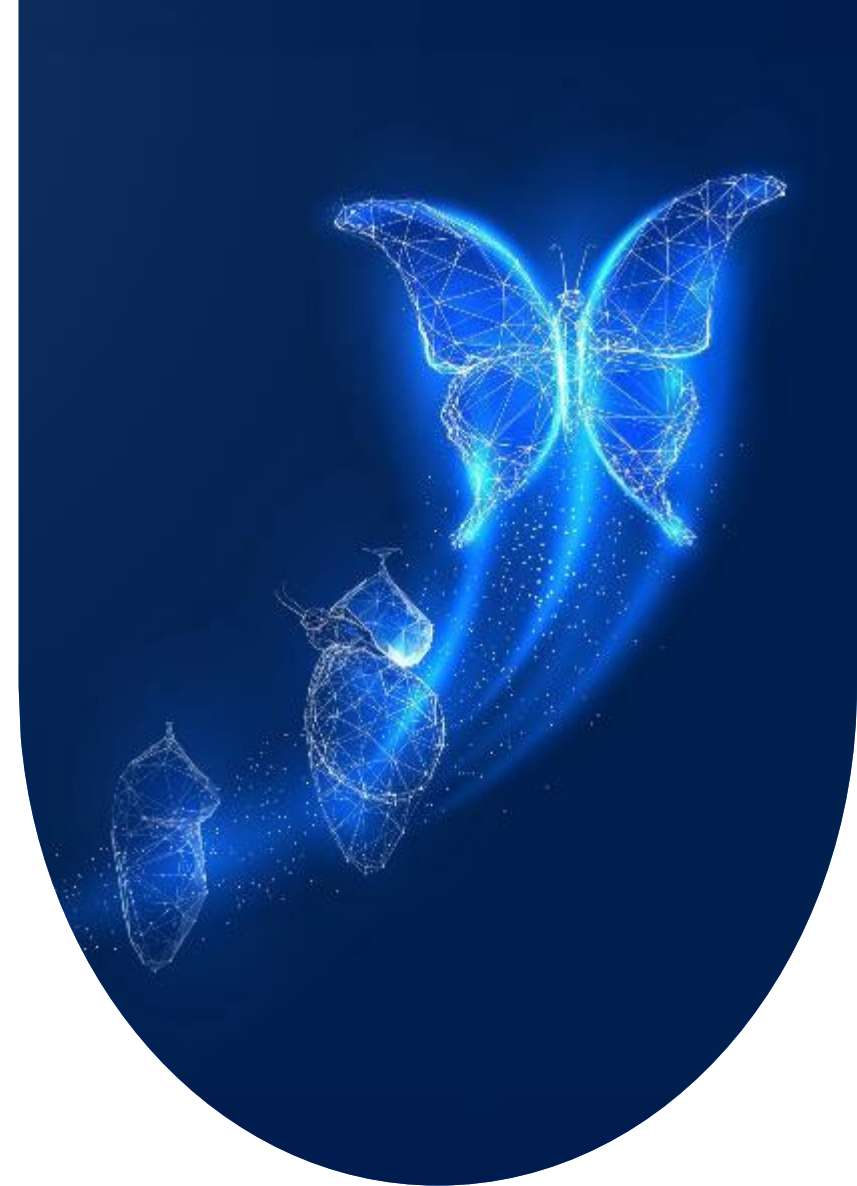
Is software that intelligently assists and benefits humans by making predictions or enhances productivity by assisting human judgment.

## **Machine Learning**

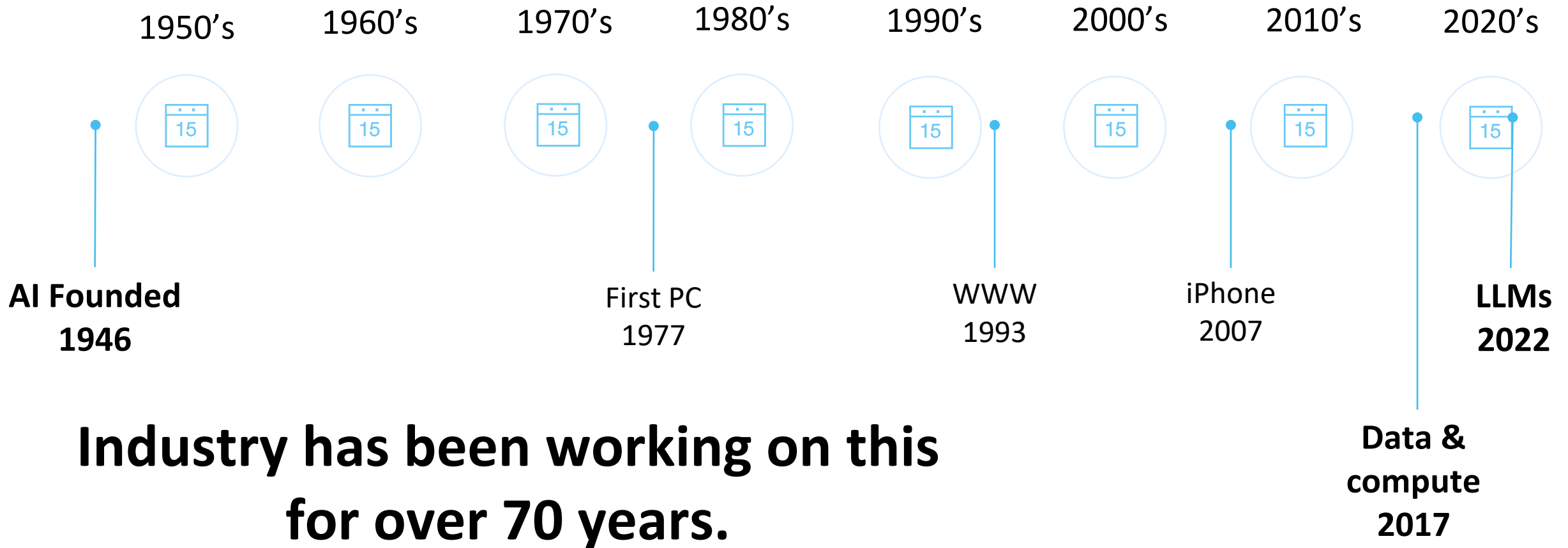
Ability to train a computer without explicit programming.

## **Deep Learning**

Uses deep neural networks to finds patterns from data.



# The use of AI has seemingly come out of nowhere.



**Industry has been working on this for over 70 years.**

# Organizations are struggling to balance AI Innovation with People-Centric Focus

**9%**

## Have an AI vision

9% of surveyed leaders have a vision articulated within the company for the use of AI.\*\*

**76%**

## AI in demand

76% of surveyed HR leaders fear lagging in organizational success without AI adoption in 12–24 months\*

\*Gartner Report: A Guide to Implementing AI in Your HR Organization

\*\*Gartner: CIO and IT Leaders survey in June 2023





# What is Your AI Maturity?

Augment

the judgment and  
productivity of people

Automate

routine tasks that are  
normally done by  
people

Assist

in answering  
questions, making  
more informed  
decisions



# AI Innovations for Time



Schedule optimization



Labor planning and forecasting



Shift marketplace





# AI Innovations for Pay



Autonomous pay



Adaptive payroll compliance



Financial wellness analytics



Real-time pay

# AI Innovations for Talent



Candidate selection



Candidate communication



Career path and development



Learning and development





# AI Innovations for Engagement



Co-pilot for employee assistance



HR Service delivery



Employee engagement & NPS

# Use cases for AI





## Key Points in Implementing AI

1. Have a vision and be thoughtful before you start
2. Be able to choose where and when to apply it
3. Ensure you know how your data is used
4. Where is the “human-in-the-loop” for decisions
5. For Generative AI be careful of privacy
6. Be agile and consider your organizational maturity

Thank you

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