

Mental Health International (MHI)
REPORT on MENTAL HEALTH in the ERA OF ARTIFICIAL INTELLIGENCE
(full report available to www.mentalhealthinternational.ca)

SERIES OF RECAPS (4)
Human Capitalization of the AI Workplace and Digital Economy
(Purpose: Guarantee Human Supremacy)

(Report author Bill Wilkerson, LL.D. (Hon) was a former corporate chief and senior executive and a specialist in crisis management. His background ranges across business, government, politics, the arts, broadcasting, and major league sports.

Bill is MHI Executive Chairman and McMaster University Industry Professor of International Mental Health and in the mental health field, Wilkerson:

- *Co-Founded and led the Canadian-based Global Business and Economic Roundtable on Addiction and Mental Health (1998-2011).*
- *Chaired a business-led Pan-European campaign targeting depression in the workplace (2013-17).*
- *Founded and chaired a five-city (Washington, Ottawa, Boston, Toronto, Denver) US/Canada Forum on Mental Health and Productivity (2007-13).)*

PORT HOPE, ONTARIO, CANADA (June, 2019)- This report on mental health in the era of AI calls for the “**human capitalization**” of the AI workplace and digital economy to help balance the billion-dollar investments in machines with billion-dollar investments in people to ensure the supremacy of human beings in the AI workplace.

Human capitalization means investments in people in the era of AI, re-training, skills re-development, guaranteed adjustment periods at full salary for those whose jobs are lost and measures to prevent chronic job stress.

(The business case for investments of this nature can be found in work of the (name) Lab in Kitchener, Ontario, led by Henry Jaffee: people - human skills- now constitute 80% of business assets.

(This creates a new asset hierarchy: people at the top and human capital one rung below representing investments individual traits and skills specific or unique to human beings – investments with a proper return.)

(Another expression contained in the final report of the business roundtable and endorsed by the late Michael Wilson is 'Brain Health + Brain Skills = Brain Capital.

(This is timely given that the advent of the brain economy – where jobs demand cerebral not manual skillsets is rapidly unfolding?)

Meanwhile, the Brookings Institute calls for the advancement of a constant-learning mindset, reskilling incumbent workers, fostering employment opportunities that demand uniquely human qualities, focus AI on taking over specific tasks not whole jobs.

The idea of future-proofing vulnerable regions is a lesson learned from globalization. Do we need to learn it twice as the AI revolution takes hold?

“Almost no occupation will be unaffected by technological change in the AI era,” Brookings says, “and some of the most vulnerable jobs will be in office administration, production, transportation and food preparation.”

Human capitalization of the AI workplace should start now with the introduction of workplace protocols or standards - mandated by law, if necessary – to establish the values that will govern entry of AI into the workplace, assess the threats to those values and take steps necessary to neutralize those threats.

The technology to value human effort and skills is already available. The (name) labs offer such technology to organizations so as to equip managers with the means of motivating employees and potting a financial figure on their worth.

The report suggests adjustments in taxation policy by providing for the capitalization of investments in people just like tax policies treat investments in things. The 'Human Capitalization' of the AI workplace and digital economy will balance investments in deep learning and smart machines.