

# AI in the Workforce

## Reshaping Human and Artificial Collaboration

AI is redefining how we work, learn, recruit, and innovate.



**“AI won’t take your job. Someone using AI will.”**  
Steve Beauchamp,  
Executive Chairman, Paylocity

## Real-World HR AI Applications



### Recruiting

Automates resume screening, sourcing, and communication for faster, fairer hiring.



### Human Resources

Assists with rewriting policies and communication tone adjustments.



### Performance Management

Uses AI-driven sentiment analysis to provide deeper insights into morale and engagement.



### Pro Tip:

Start small. Focus on high-impact but simple processes before scaling AI across your organization.

**“Simple use cases, like drafting job descriptions or refining communications, are excellent starting points.”**

Steve Beauchamp,  
Executive Chairman, Paylocity

## Upskilling and Reskilling Disconnect



Despite a **2,000% increase** in roles demanding generative AI skills, and more **than half** of employees believing the skill set will be essential for their role, **only 13%** have been offered any AI training in the last year.  
(Randstad)



**14%** of front-line employees have reported receiving any upskilling training to date, despite 86% of workers believing they would need training in AI.  
(Boston Consulting Group)



### Pro Tip:

Empower employees with training to expand their AI skills.



**85%** of employers plan to prioritize upskilling their workforce.  
(World Economic Forum)

## Ethical AI Integration

Evaluate AI vendors’ transparency and policies regarding biases and ethics.

Place organizational safeguards like clear usage permissions to protect sensitive employee data.

Develop policies to define ethical AI practices aligned with your company’s objectives.



**“Transparency builds trust. Employees should know when AI is enhancing a task to ensure collaboration feels authentic.”**

Steve Beauchamp,  
Executive Chairman, Paylocity



### Essential Checklist



Establish guardrails for AI use.



Educate employees on where and how AI is applied to daily workflows.

## Communicate AI Effectively to Employees

Gather employee feedback to identify fears and concerns about AI adoption.

Share tailored communication through all-hands meetings or team Q&A sessions.

Use real-life examples of how AI enhances workflows to demystify its role.



**“The dialogue shouldn’t feel like just another email, but a meaningful conversation addressing specific workforce concerns.”**

Steve Beauchamp,  
Executive Chairman, Paylocity



### Pro Tip:

Empower champions within your organization to demonstrate AI’s value through testimonials or presentations.

## The AI Leadership Evolution

Leaders must learn to manage AI-powered transformations by addressing both technical applications and human concerns.

Cultivate new leadership skills, like increased analytical acumen, adaptability, and advanced change management capabilities.

**41%**



of HR leaders are prioritizing leadership and manager development.  
(SHRM)



**“Leaders must promote AI as an opportunity, not a threat, by focusing on building skills critical for future organizational success.”**

Steve Beauchamp,  
Executive Chairman, Paylocity

Hear Steve Beauchamp and Jim Link, CHRO at SHRM, delve into strategic insights, emerging trends, and the evolving expectations for both leaders and employees in an AI-augmented world. →



**Watch the Webinar**

### References:

- World Economic Forum, 2025, <https://www.weforum.org/publications/the-future-of-jobs-report-2025/digest/>
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