AI and the Workforce in Chatham-Kent

CHATHAM-KENT
Workforce
PLANNING BOARD

ARTIFICIAL INTELLIGENCE EXPLAINED

AI mimics human cognitive functions to perform tasks and solve problems.

Data Collection and Input
generates vast amount of data from sensors, text, images and audio

Applies learning and reasoning

Machine Learning and Algorithms
identifies patterns and builds models using complex algorithms

Processing and Decision Making
analyzes data to make predictions or actions autonomously

## Example of Real World Application

Image/animation creation	Data Analytics: supply chain optimization, inventory management)	Administrative: data entry, updating client/patient records, scheduling and calendar management	Marketing: AI generated ads, Ad targeting
Customer Service (Chatbots and voice bots)	Employee training (apps to track performance/VR programs)	Transcription/Note taking and Translation	Communication: email, report writing, job applications

STAGES OF AI ADOPTION

Development/ Experimentation: what AI can and cannot do is changing rapidly.

Cost Benefit Analysis: does the payoff justify the investment? Only **5%** of AI investments globally are generating a positive return.

Adjust Labour Needs: jobs will decrease where a large share of jobs can be **automated**. Jobs will increase where tasks can be **augmented**
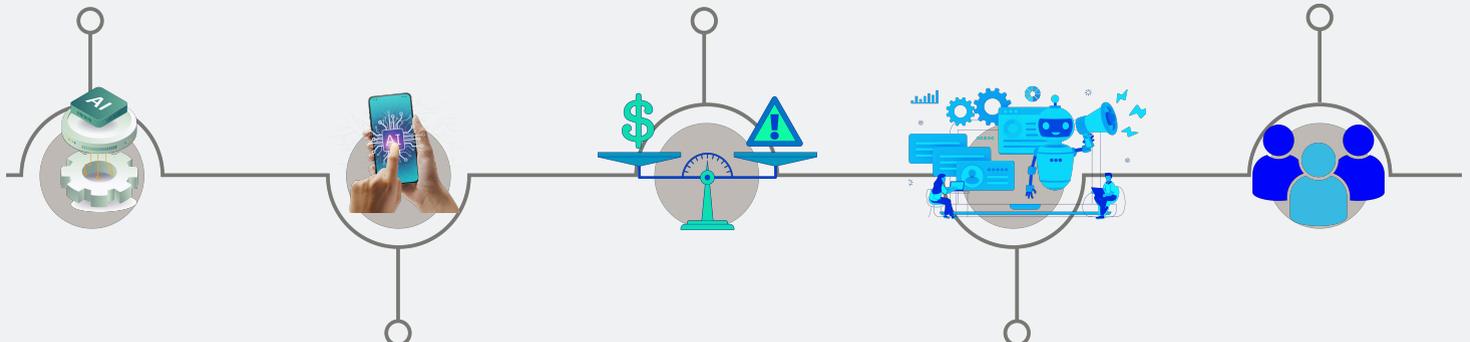
Pilot: use-case level; employees using AI on top of regular workflows. **62%** of businesses globally are in this stage or experimenting.

Incorporate AI into Workflow through:
Automation: *AI used to replace employees*
Augmentation: *AI used to make employees more productive*

AI and the Workforce in Chatham-Kent

JOBS WITH *TECHNICAL POTENTIAL* OF AI ADOPTION[1]

CANADA (% of all jobs with technical adoption potential)

No Adoption Potential 40%
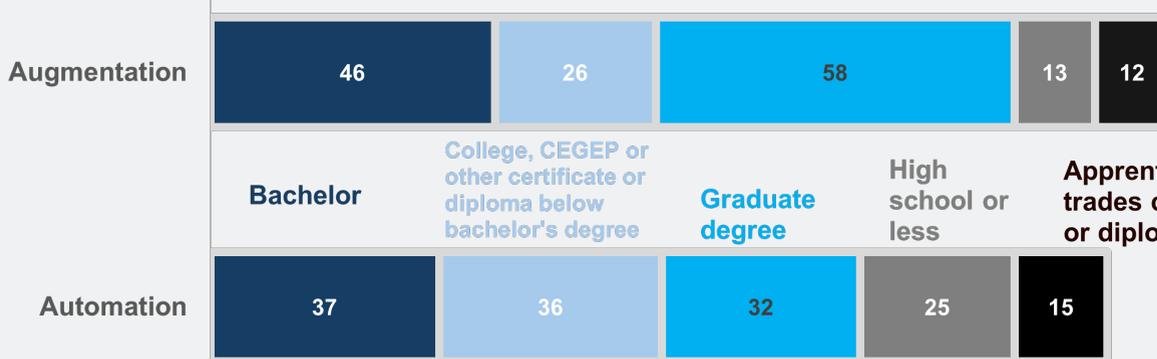
Automation Risk 31%

Augmentation Potential 29%
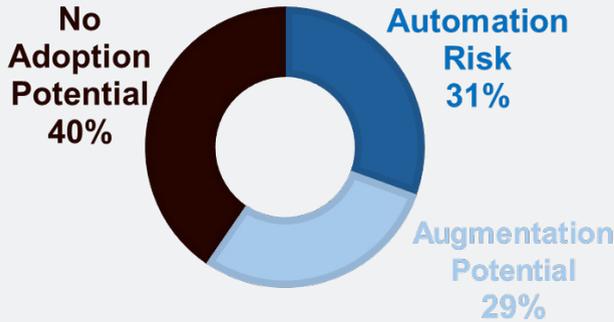
Technical adoption potential means that AI technologies *COULD* be used to perform majority of tasks of a particular job, but are NOT necessarily being used in the real world.

In reality, **70%** of firms in Canada that have already adopted AI technologies expect to keep employment unchanged, **7.3%** expect to increase employment, **12%** expect to decrease employment

As technical barriers are removed, real world adoption will approach technical potential

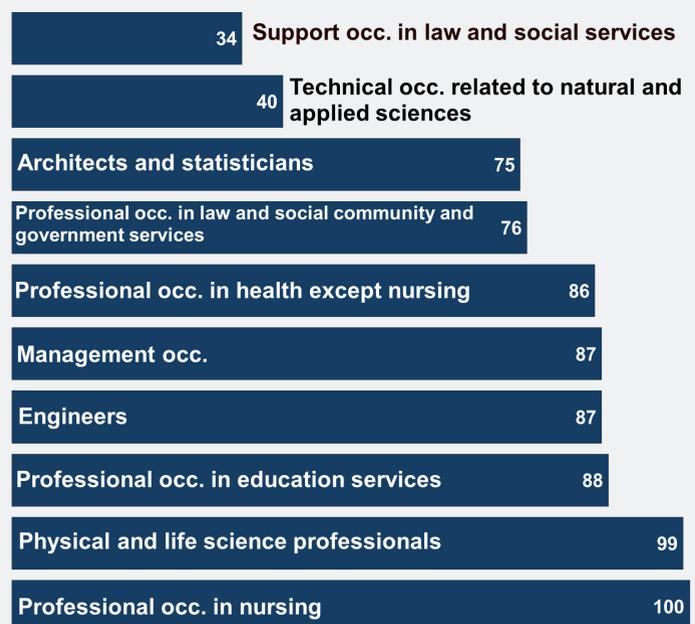### CANADA (% of all jobs with technical adoption potential, by education level)

	Bachelor	College, CEGEP or other certificate or diploma below bachelor's degree	Graduate degree	High school or less	Apprenticeship or trades certificate or diploma
Augmentation	46	26	58	13	12
Automation	37	36	32	25	15

Jobs requiring higher education attainment **2X** more at risk of technical adoption.

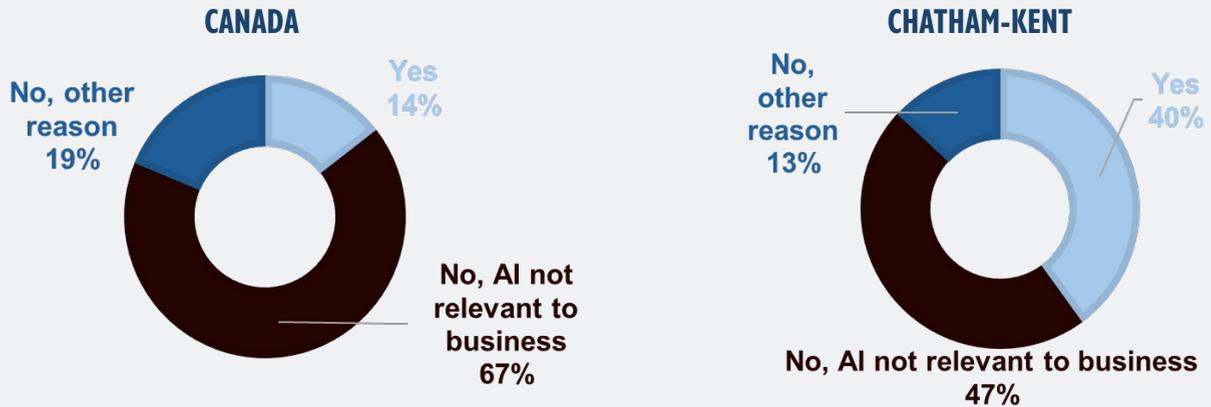### CANADA (% of all jobs with technical adoption potential, by top 10 occupations (occ.))

Automation Risk

Occupation	Value
Architects and statisticians	25
Support occ. in law and social services	32
Technical occ. related to natural and applied sciences	34
occ. in art culture recreation and sports	46
Office support and co-ordination occ.	76
Service representatives and other customer and personal services occ.	77
Administrative occ. in finance insurance and business	82
Sales representatives and salespersons in wholesale and retail trade	89
Computer and information systems professionals	100
Professional occ. in business and finance	100

Augmentation Potential

Occupation	Value
Support occ. in law and social services	34
Technical occ. related to natural and applied sciences	40
Architects and statisticians	75
Professional occ. in law and social community and government services	76
Professional occ. in health except nursing	86
Management occ.	87
Engineers	87
Professional occ. in education services	88
Physical and life science professionals	99
Professional occ. in nursing	100

AI and the Workforce in Chatham-Kent

REAL WORLD ADOPTION[2 & 3]

% of businesses expected to use AI in the production of goods and services in 2026

CANADA

- Yes 14%
- No, other reason 19%
- No, AI not relevant to business 67%

CHATHAM-KENT

- Yes 40%
- No, other reason 13%
- No, AI not relevant to business 47%

Businesses report being **3X** more likely to use AI in 2026 than the rest of Canada, likely driven by a greater need to remain competitive
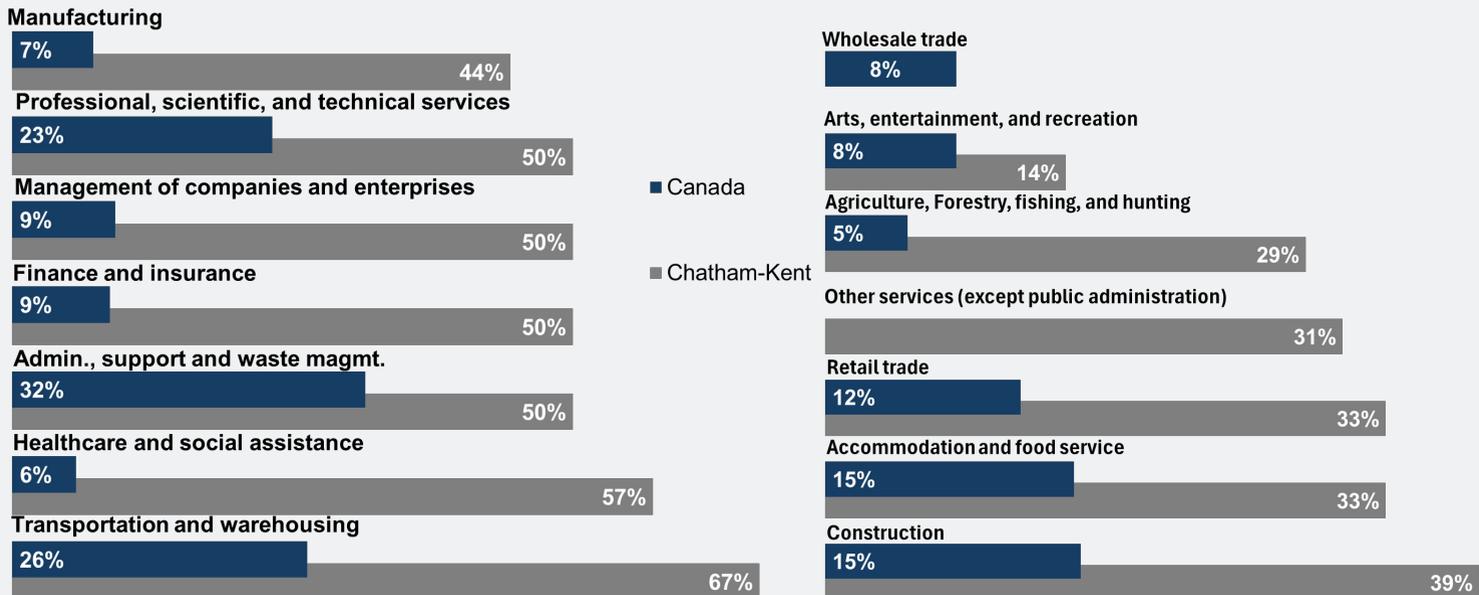
% of businesses expected to use AI in the production of goods and services over time

■ Chatham-Kent
■ Canada

Year	Chatham-Kent	Canada
2024		6
2026 (Planned)	40	15
2031	46	25
Potential	51	30
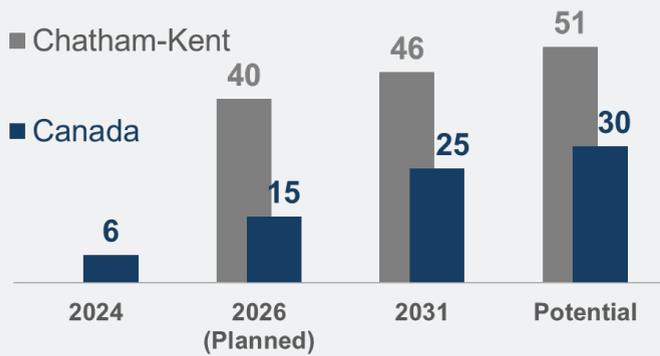
There is potential for **50%** of businesses to adopt AI by 2031 in Chatham-Kent. **46%** are likely to. Businesses in Chatham-Kent to remain **2X** as likely to use AI in the next five years

Chatham-Kent AI Adoption outstripping the rest of Canada across most industries

% of businesses expected to use AI in the production of goods and services in 2026

■ Canada
■ Chatham-Kent

Manufacturing
- Canada 7%
- Chatham-Kent 44%

Professional, scientific, and technical services
- Canada 23%
- Chatham-Kent 50%

Management of companies and enterprises
- Canada 9%
- Chatham-Kent 50%

Finance and insurance
- Canada 9%
- Chatham-Kent 50%

Admin., support and waste magmt.
- Canada 32%
- Chatham-Kent 50%

Healthcare and social assistance
- Canada 6%
- Chatham-Kent 57%

Transportation and warehousing
- Canada 26%
- Chatham-Kent 67%

Wholesale trade
- Canada 8%

Arts, entertainment, and recreation
- Canada 8%
- Chatham-Kent 14%

Agriculture, Forestry, fishing, and hunting
- Canada 5%
- Chatham-Kent 29%

Other services (except public administration)
- Chatham-Kent 31%

Retail trade
- Canada 12%
- Chatham-Kent 33%

Accommodation and food service
- Canada 15%
- Chatham-Kent 33%

Construction
- Canada 15%
- Chatham-Kent 39%

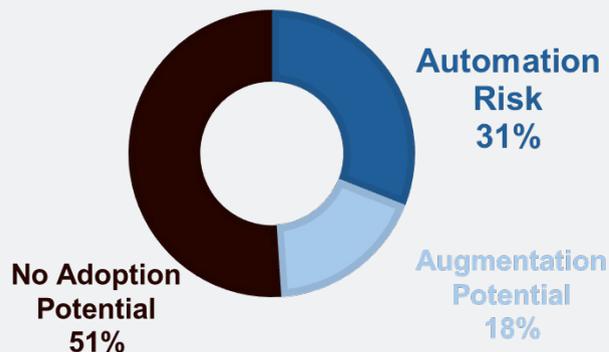# AI and the Workforce in Chatham-Kent

IMPACT ON EMPLOYMENT IN CHATHAM-KENT

Chatham-Kent has a greater share of jobs in labour intensive professions, which leaves it with less potential for augmentation
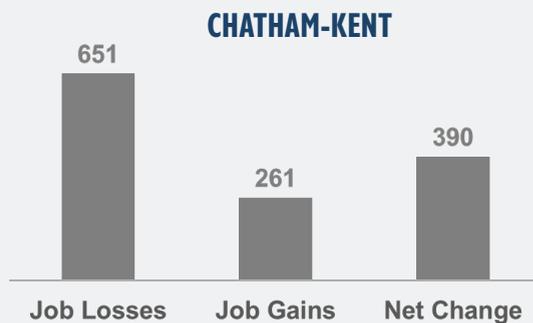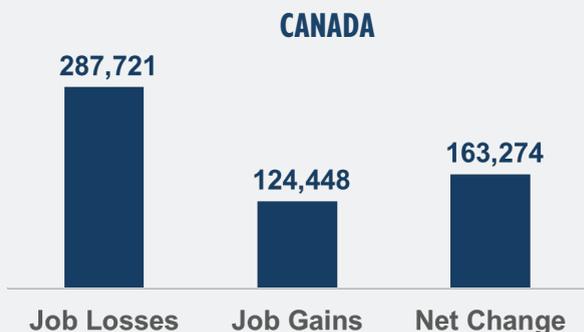
CHATHAM-KENT (% of jobs by major occupation level)[4]

	Chatham-Kent	Canada
Professional and Management Roles	12	15
Professional Scientific Roles	12	17
Administrative Roles	16	16
Sales Roles	23	24
Labour-intensive	37	29

CHATHAM-KENT (% of all jobs with technical risk of automation or potential for augmentation)
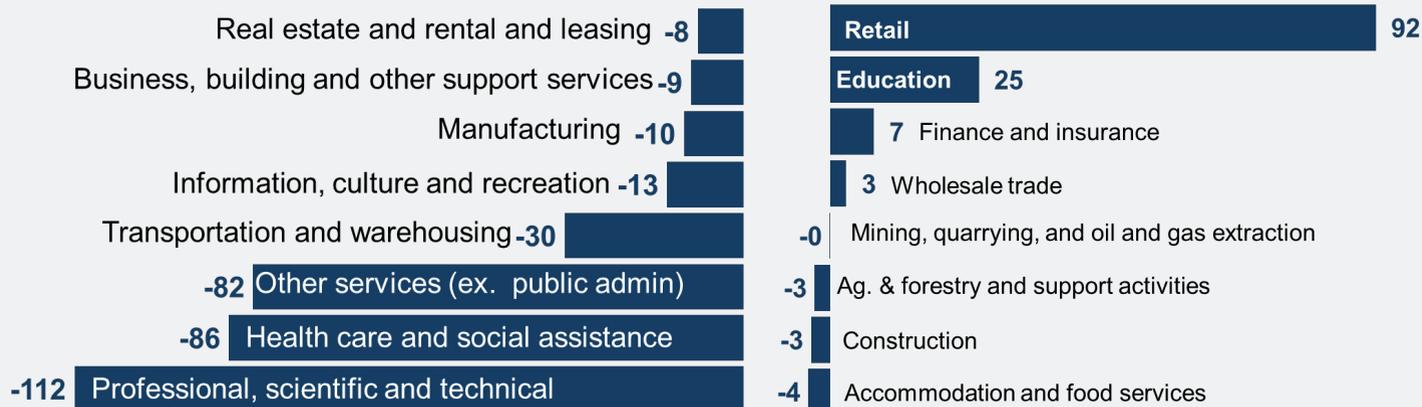

Automation Risk 31%
Augmentation Potential 18%
No Adoption Potential 51%

Expected change in jobs, 2026-2031[5]

CANADA

Job Losses	Job Gains	Net Change
287,721	124,448	163,274

CHATHAM-KENT

Job Losses	Job Gains	Net Change
651	261	390

AI will be transformative, shifting types of jobs from those that can be automated (job losses) to new tasks generated by AI adoption (job increases)

AI Adoption Net Impact on Jobs, by Industry, Chatham-Kent, 2026-2031

Real estate and rental and leasing -8
Business, building and other support services -9
Manufacturing -10
Information, culture and recreation -13
Transportation and warehousing -30
-82 Other services (ex. public admin)
-86 Health care and social assistance
-112 Professional, scientific and technical

Retail 92
Education 25
7 Finance and insurance
3 Wholesale trade
-0 Mining, quarrying, and oil and gas extraction
-3 Ag. & forestry and support activities
-3 Construction
-4 Accommodation and food services

AI and the Workforce in Chatham-Kent

Sources

1. Statistics Canada (2024) Experimental Estimates of Potential Artificial Intelligence Occupational Exposure in Canada [Data Table]
2. Source: Statistics Canada, Business Condition Survey, Table: 33-10-1004-01 and Table: 33-10-0825-01
3. Chatham-Kent EmploymentOne Survey, 2025
4. Statistics Canada. Table 98-10-0594-01 Labour force status by occupation minor group, industry sectors, age and gender: Canada, provinces and territories, census metropolitan areas and census agglomerations with parts
5. Forum Research Model Estimate