

Start Time	Speaker	Transcription
00:00:00	DION	Okay. Hello everyone, and welcome to our presentation today.
00:00:05	PHILIPP	Today I'm joined by Professor Philipp Koehn. And he's our chief scientist and I am the CTO.
00:00:13	PHILIPP	We will be working today to look at a reality check, AI and language processing in 2025. What works, what fails, and what matters next?
00:00:26	DION	This is going to be a pretty packed and intense presentation. We're going to rip through it pretty fast.
00:00:32	DION	So we won't go into too much detail.
00:00:35	DION	The slides and the recordings will be available afterwards.
00:00:39	DION	And we will also be open for any calls or questions, both on the presentation and on email afterwards. So the things we're going to cover today are top five advances in AI that you will want to know about.
00:00:53	DION	Top five AI falsehoods that most people believe in.
00:00:57	DION	A quick snapshot of the language Which industry.
00:01:00	DION	And where it sits with AI. We're going to do an introduction to people first AI and why every organization should care about digital sovereignty.
00:01:08	DION	And finally, a very quick peek at Language Studio seven, which we're officially launching today. But a lot of the materials will go up on our website early next week sometime, and as well as other demos and things.
00:01:19	DION	So so we'll just touch on it today only and we will dig deeper later on.
00:01:25	DION	Just before I start, there's also another webinar will be announcing tomorrow, which is our top ten predictions for AI and Language Processing for 2026.
00:01:35	DION	If you're on our mailing list, then you'll get that automatically. If you're on this webinar, you'll also get it automatically as an invite.
00:01:43	DION	Please feel free to share that with anybody you want.
00:01:46	DION	Okay, so what are the top five advances in AI that you'll want to know about?
00:01:51	DION	Let's start with advanced number one. And I'm going to pass this over to Philipp.
00:01:56	PHILIPP	Yeah. So there has been quite a lot of breakthrough this year in multimodal models.
00:02:02	PHILIPP	So this is to extend text language models with audio and video. So there has been for instance, the release of Llama 4 as a multimodal model and models like Qwen Omni which is also a multimodal model.

00:02:17	PHILIPP	So the these models are all kind of at the foundation. Large language models that are trained on text.
00:02:26	PHILIPP	Text is really the best source for world knowledge. And they are then extended with additional data.
00:02:33	PHILIPP	So the audio models is actually worth pointing out. There's like two different parts of audio that people care about.
00:02:39	PHILIPP	One is speech, but then there's also music in environmental sound and so on. So these models are both to kind of enable various speech capabilities like speech to text, text to speech, translation from speech to text and so on and so on.
00:02:58	PHILIPP	But they are also models that are there to kind of explain audio. So you can listen to audio and saying like what is happening here and you can get like responses like this, like ambulance driving by and things like that.
00:03:14	PHILIPP	And for instance, also they give you like interpretations of the speaker, characteristics of the speaker, things like this. You can really interact with the audio that way.
00:03:25	PHILIPP	Yeah. So the other extension next slide is the extension with video.
00:03:30	PHILIPP	And again there's also various things you might care about video. So if your goal is really to extend along the lines of text speech then in terms of video we care about facial expressions gestures.
00:03:46	PHILIPP	So these are all kind of signals that say a lot about communication. So a lot of interpersonal communication is actually non-verbal.
00:03:56	PHILIPP	It's in the in the voice and the style of the voice, but then also a lot in the kind of facial expression gestures. So they can be very well aligned with audio to kind of enrich the information that comes out of the communication process.
00:04:13	PHILIPP	And the other thing clearly we care about in video is images of the world. How do you been able to kind of create videos?
00:04:23	PHILIPP	Again, image understanding, just like we had earlier, audio understanding all these kind of things you want out of video as well.
00:04:34	PHILIPP	Next slide.
00:04:36	PHILIPP	And the big challenge then of course is these models that are trained on video. Are they actually able to also then discover the physics of the world?
00:04:47	PHILIPP	So traditionally a lot of video processing techniques use abstract 3D models and physical simulations that actually obey the law of physics. So you can kind of hard code the law of physics.
00:05:00	PHILIPP	And now the goal is pretty much to learn the physics on video. This is still at the kind of the edge of the research frontier.

00:05:07	PHILIPP	It's not always clear if it is better, especially for like a limited domain. If you should have abstract 3D models and physical simulation at the backbone of kind of video, understanding what you should just do it fully, automatically from video.
00:05:24	PHILIPP	So obviously you can feed or in all kinds of video and therefore you have a much broader coverage of the world. But let's say if you want to do things like self-driving cars, you wouldn't just learn from video.
00:05:36	PHILIPP	You would have a very specific model of the world, the backbone, and you learn from the video, then particular properties about it.
00:05:47	PHILIPP	So the other thing clearly that happened this year. I think 2025 was for some reason deemed to be the year of the agents.
00:05:57	PHILIPP	So let's just go over that as well. That shouldn't be completely surprising.
00:06:01	PHILIPP	This was definitely where you even had like TV commercials talking about agents. So what the idea here is that you kind of break down what you want from AI into several different steps, and it's a very heterogeneous collection of large language models, existing tools, databases and so on, and especially also the use of language models, not just to kind of immediately respond to a prompt, but also as kind of components in a large workflow.
00:06:33	PHILIPP	They do things like create plans, rewrite plans, deciding to call other components, parallelizing things.
00:06:42	PHILIPP	It may be even using multiple different language models that have different abilities. Or some language models might be good at code. Generations might another language models might be good at language understanding.
00:06:53	PHILIPP	So we're building now very, very complicated workflows of all these things.
00:06:59	PHILIPP	The other thing is that this also allows you to then actually take action in the real world, or at least in the kind of digital world that affects actual things. So filling out web forms, interactive databases, creating and executing code.
00:07:15	PHILIPP	So it's not just a text in a text out process, it actually has a real world impact. So this is kind of a nice example of a topic that we care a lot about for a long time, which is machine translation.
00:07:30	PHILIPP	So this is like a workflow that was proposed a year ago on how to do translation that follows the translation process of human translators. So we're not going to have just, you know, ask ChatGPT to translate something.
00:07:45	PHILIPP	No. It now goes through various stages like a pre drafting research states, then a first fairly faithful literal translation.

00:07:54	PHILIPP	Then it gets refined to be more fluent in the target language. And finally a proofreading stage.
00:08:01	PHILIPP	So this is kind of a very good short example of these typical stages you might want to have. So you might want to first do some planning.
00:08:10	PHILIPP	Then you want to do initial step, and then you want to check how well things go. And you often have then loops between revisions before you finally end up with a final program.
00:08:23	PHILIPP	Over this year in the translation world, these things already happen with refined with having in, for instance, as components, quality estimation models and things like that.
00:08:34	PHILIPP	Excellent.
00:08:36	PHILIPP	We're definitely at this point where there's a lot of talk about this and there's a lot being done in this space, but it's still a very, very challenging kind of Set up. So if you build very complicated workflows, things can blow up at any given point in time.
00:08:52	PHILIPP	They're generally very hard to engineer. So we have a lot of steps that depend on each other.
00:08:57	PHILIPP	A step might fail and then the subsequent step is completely out of control. It's very hard to maintain.
00:09:05	PHILIPP	So if you change, for instance, underlying language model, you kind of move from GPT four to GPT five. Maybe suddenly all the responses are different.
00:09:12	PHILIPP	Nothing works anymore. There's also a high cost to do to various inefficiency.
00:09:18	PHILIPP	So if you just keep calling language models to make your revisions, to make revisions that just, you know, eats up a lot of token use, there's also fundamentally always a problem if you should have a hard coded plan or you just like, let the language model come up with a plan, which components should be executed in sequence?
00:09:38	PHILIPP	It's also like generally the question, should you just use large language models as a solution for everything, or should you use kind of preexisting tools. So I mean, terrible examples is like if you want to add up large numbers, should you do this with a language model?
00:09:52	PHILIPP	You should do this with a calculator. Okay.
00:09:56	DION	Okay. So advanced number three the rise of Chinese AI and Chinese models.
00:10:02	DION	This is about cost scale and efficiency. So if you look at the data, it's quite interesting.
00:10:08	DION	You can see America clearly has the most unicorns. But China probably

		surprising to many, has turned 84 of its own.
00:10:17	DION	It's just that they only operate in China. So we don't hear of most of them.
00:10:21	DION	You'll hear ByteDance and things like that because they're behind some famous brands like TikTok. But when you look at it, you know, the US is obviously the king here.
00:10:31	DION	When you dig a bit deeper, the valuations are clearly skewed and the non-American valuations are substantially lower overall. Now, there's many reasons for that. I believe it's part of a bubble and part of a hype, but we'll see how that goes in the coming six months to a year, I guess.
00:10:52	DION	Smaller nations in particular, they're having trouble. They have to focus on who's models and who's tools are we going to use.
00:10:59	DION	They don't generally build their own unicorn size tools and products.
00:11:05	DION	Now, this is an interesting stat that just came across my desk yesterday. 80% of all startups applying for VC funding with Andreessen Horowitz are using Chinese open source AI.
00:11:17	DION	Now that's quite a statement. This is one of the biggest venture capital firms in America.
00:11:21	DION	And it's not alone. This is a common pattern.
00:11:24	DION	So why is that? Well, first of all, if you look at the American open source APIs, the ones that label themselves open source, they're not truly open source in most parts.
00:11:37	DION	So for example, llama models llama Four can't be used in Europe at all.
00:11:44	DION	Okay. Lama three at various levels fails.
00:11:47	DION	Nine out of ten of the Open Source Institute's criteria for what constitutes open source. It only passes one, whereas the Chinese models pass nine out of ten and sometimes even ten out of ten.
00:12:00	DION	Okay. Cos performance wise, the Chinese models have very been very much optimized.
00:12:06	DION	And that's why people were quite amazed at Deep Seek earlier in the year. And it really shocked the industry.
00:12:12	DION	There's no vendor lock in. You can swap it.
00:12:15	DION	You can change it. They've designed it to be moved around.
00:12:18	DION	No licensing traps, no kill switch risk, nothing like that.
00:12:23	DION	You've got accelerator independence and this is really big. It's not just built for Nvidia.
00:12:28	DION	It will work on a range of other GPUs including Chinese and some other

		countries now as well. They're actually moving forward on that.
00:12:35	DION	So it can work on different hardware. It's not locked into the Cuda architecture Very fast update cycles, right.
00:12:43	DION	And brutal engineering. Some of the stuff that they're just doing is just mind blowing speeds.
00:12:49	DION	I've just subscribed to one of the Chinese models yesterday called Kimi because it blew my mind. It's beating in my eyes.
00:12:58	DION	Actual ChatGPT 5.1 on a number of tasks I'm doing, which is why I subscribe to that. But then I use a 7 or 8 different LLM, so don't be too surprised there.
00:13:08	DION	And number one, global language strength. It's very, very strong.
00:13:13	DION	And all sorts of languages where the Western models are failing.
00:13:18	DION	Now when you look at this overall, how good are they really? Well, as I said, I like Kimi and Kimi just came out just a few weeks ago.
00:13:27	DION	Is it really as good as the American models? The metrics say almost in some cases a little bit better, but most of them are just a hair below.
00:13:37	DION	But that doesn't mean it's not usable. That means it's better than things like Grok or better than things like Gemini.
00:13:46	DION	It's the ChatGPT 5.1 that's standing ahead. Now, that may be different.
00:13:50	DION	As of a couple of days ago when Gemini three just shipped. I don't have any metrics on that yet.
00:13:57	DION	Now let's look at model downloads. This is interesting.
00:14:00	DION	Hugging Face steps. So OpenAI has the most model downloads.
00:14:04	DION	But right behind that is Meta. And then Alibaba okay.
00:14:10	DION	And then a few others. But here's what's interesting.
00:14:13	DION	When you put it all together, Chinese models are now being downloaded around the world more than American models, and obviously EU is way below because they don't have any models hardly to begin with other than Mistral and a handful of others. So in terms of just measuring against one Chinese model very quickly, you're going to see Qwen more than likely pass Llama at this point.
00:14:40	DION	We're just waiting for the latest numbers to come. And now the predictions are it's already past Llama at this point.
00:14:46	DION	So you can see the flip happened in July. Chinese models overtook American models for businesses.
00:14:53	DION	And that's very significant. And that's not Chinese companies only downloading.

00:14:56	DION	That's global companies.
00:14:59	DION	Okay. Now here's a big trend and big advance on device AI.
00:15:03	DION	So it's private. It's offline and no cost inference.
00:15:08	DION	So what you're getting here is one of the biggest changes that most people are not even seeing it. So a lot of processing is moving down out of the cloud onto your device, whether it be your PC, your phone, your watch, whatever it is, it's moving down.
00:15:25	DION	That means the inference costs are plummeting. Okay, a lot of the processing is happening local now, that's good in a way, because that means that your data is remaining with you, or can at least remain with you unless you give something permission to take it away.
00:15:41	DION	Now, on top of that, the you just got to look at a bunch of other things. So first of all, China is accelerating the shift because grid constraints forced local compute.
00:15:52	DION	That's great. They're helping the world accelerate that.
00:15:55	DION	They're building devices that can do it.
00:15:58	DION	Industrial zones are building micro data centers right next to their overall power generation, as opposed to going the other way around.
00:16:08	DION	There's edge clusters of GPUs, so they're designed to avoid and move around and video bottlenecks.
00:16:16	DION	Workloads move to the factories, the ports, the mines, the cities away from the data centers.
00:16:22	DION	Okay. All of these things are now possible.
00:16:24	DION	The data no longer travels. It lives local.
00:16:28	DION	Okay. This will avoid things like something like the Cloudflare outage that we just had a couple of days ago.
00:16:34	DION	Okay. It's no longer going to cascade across the world.
00:16:37	DION	So edge compute is absolute sovereign compute.
00:16:42	DION	Now this means you get a personal stack. Every device is becoming a private inference engine.
00:16:49	DION	Personal AI is going to stack and run offline. Private, unmonitored.
00:16:53	DION	People aren't watching unless you give them permission. Don't do it.
00:16:57	DION	Latency is going to drop to hundreds of milliseconds to sub10 millisecond.
00:17:02	DION	You've got all this benefit right now. Think of the military use air gapped from other AI, all running local.

00:17:10	DION	This is very powerful okay. And this is a new word for number five.
00:17:16	DION	This came across my desk about two weeks ago.
00:17:20	DION	Gartner has created a word called Geopatriation. I'm not a big fan of this because geo usually means local, as Philipp and I were just talking about a little while ago.
00:17:29	DION	But this is the great cloud Out reversal. So in Gartner's definition, Geopatriation means moving company data and applications out of global public clouds into local options such as sovereign cloud.
00:17:43	DION	Regional cloud providers or organizations own data centers due to perceived geopolitical risk.
00:17:49	DION	Okay. Now to give you an example of that.
00:17:52	DION	Just a couple of months ago, the US government in a day turned off the Israeli military's compute. They lost all their processing.
00:18:01	DION	Okay. That's what can happen to anybody if they can, if they can turn off the compute for a major nation, allied nations, military, they can do anything to anyone, anywhere.
00:18:13	DION	Pretty much. And this is when I say they I'm talking about AWS, Google and Microsoft.
00:18:21	DION	Okay. So this key movements there's a shift to enterprise architecture okay.
00:18:27	DION	And it's geopolitical not technical. That's a big change.
00:18:31	DION	Workloads are leaving global clouds as trust collapses. There's a lot of trust abuse right now, and that ranges from policies and jurisdictional issues all the way around.
00:18:43	DION	People are just starting to have enough of trust abuse, sovereign clouds and regional providers are surging globally. And that's very, very evident.
00:18:52	DION	Now the big guys aren't taking the slowing down now, pushing back too. But there is definitely a movement and it's moving faster than anticipated.
00:19:00	DION	So digital infrastructure is now recognized as natural national. National infrastructure boards are classifying cloud placement as a geopolitical risk for the first time.
00:19:13	DION	You know, a few years ago, you know, you might remember your credit card saying, I'll never use my card on the internet. We trusted it after a while, mainly because America made it trustworthy.
00:19:23	DION	Visa and many other organizations made it trustworthy.
00:19:28	DION	Then nobody said, I'll put all my data in the cloud until AWS, Azure and so on came along. Now we're getting critical risk by those clouds, and

		the workloads are starting to move back as that's recognized.
00:19:42	DION	So one of the Gartner predictions is that in EMEA 75% of workloads will be localized back into country on sovereign providers by 2030. That's a huge change.
00:19:55	DION	Okay. So we're looking at borderless clouds collapsing okay.
00:20:00	DION	Nations are beginning to reassert jurisdiction. Organizations are pulling compute back inside.
00:20:05	DION	Sovereign clouds are being co-located internally. But things have to change okay.
00:20:12	DION	The future is not multi-cloud. It's multi jurisdiction.
00:20:17	DION	Okay. So let's look at falsehoods that most people believe in.
00:20:21	DION	So falsehood number one my favorite the MIT stat 95% of all AI projects fail to deliver ROI in six months.
00:20:33	DION	Now the world screamed when that stat came out. But you know what?
00:20:37	DION	It's not a bad thing. It's a good thing.
00:20:40	DION	Let's look at this in reality. Okay, first of all, let's study the return on investment formula.
00:20:47	DION	Total investment.
00:20:50	DION	Okay. Over annual net cash flow.
00:20:53	DION	And you've got your years, right?
00:20:56	DION	There's no projects hardly in the world. Doesn't matter whether it's AI or otherwise.
00:21:02	DION	That return total investment in six months. It's just not done.
00:21:07	DION	It's not normal. So it's a garbage statement to begin with, designed to get very high levels of media attention.
00:21:15	DION	Okay, so the reality is though, things are happening, but there's a lot of failure. And the media in particular are marketing and milking on that failure.
00:21:25	DION	So lack of workflow and integration, brittle and inflexible things. As Philipp mentioned earlier, systems that don't learn or retain.
00:21:32	DION	And the biggest one in my books is where as a management group, as C, C levels and board levels, they're just throwing 50 years of best practice in the garbage and chasing hype. Like, let's not do these tests, let's not do A, let's not do B, let's just jump ahead in without a plan, not even having a use case in many cases for AI, but they don't want to miss out.
00:21:57	DION	Okay. So let's look at the global norm for ROI across industries, not just for AI.

00:22:02	DION	Standard business cases are typically a three year horizon, not a six month horizon. So six months is just ridiculous.
00:22:10	DION	There are some payback periods that you should expect one year or less that where you see the payback, okay. And long term investments with that capital intensive could be five years or longer.
00:22:20	DION	This is normal across Industries. This is not just something special for I, okay?
00:22:27	DION	But let's look at it in more logical manner. Let's say the MIT number is true.
00:22:32	DION	Just for a moment. I don't believe it is, but let's go there.
00:22:35	DION	So 95% of failure is the learning gap, right? You've got the investment, you've got all that.
00:22:43	DION	Okay. Now what's the 5% of them.
00:22:48	DION	That's success. But how why are they getting there.
00:22:51	DION	How are they doing it. So you know we have to look at how to rapidly overcome the learning gap with adaptive persistence solutions.
00:23:00	DION	We have to embrace people first principles, which I'll talk about a little bit later. But these principles amplify capital, not replacing it when it comes to human capital multiply small, multiple smaller improvements are really, really key here.
00:23:15	DION	It's not oh, let's do mega projects. It's let's have five little improvements a week that together add up to something big.
00:23:22	DION	Okay. Design from day one for digital sovereignty and data privacy.
00:23:27	DION	Own your stack.
00:23:28	DION	Now let's look at these numbers more realistically. In the last three years, there were an estimated 36 million AI projects.
00:23:38	DION	Now, if you were to believe the MIT numbers, that means 34.2 million failed period total failure, but 5% succeeded.
00:23:51	DION	Now let's put a number on that. That's 1.8 million projects that were successful.
00:23:57	DION	That's a huge success because what they're saying is those 5% achieved ROI in six months. If you know, if you have it one way, you can't ignore the other side.
00:24:09	DION	So you're saying 1.8 million projects were achieved ROI and in six months, that's incredible results. All right.
00:24:17	DION	That's fantastic. Now let's look at it a bit further.
00:24:20	DION	60 to 80% of all IT projects fail.

00:24:24	DION	That's global averages 70 to 88% of digital transformation projects fail. So AI is doing very well, especially given the hype, the lack of planning, the lack of use cases, and so many other issues around it, and the fact that it's brand new people are learning how to deal with it.
00:24:43	DION	So, you know, ROI in six months is unheard of. So give me 5% success.
00:24:48	DION	I call that a major success.
00:24:53	DION	Okay, last thing, what are they doing differently? The 5%.
00:24:56	DION	How do they make it different? So they integrate AI directly into business workflows where work actually happens, not as an afterthought.
00:25:05	DION	That's the first thing they designed for people, not just technology. They amplify human skills.
00:25:12	DION	They don't replace them.
00:25:13	DION	Okay.
00:25:15	DION	They build for measurable ROI focused on outcomes. Prove value early and keep iterating.
00:25:21	DION	As I said earlier, small improvements. Own your stack and your data.
00:25:26	DION	Make digital sovereignty a non-negotiable principle.
00:25:29	DION	Established continued feedback and improvement systems. Learn.
00:25:33	DION	Adapt. Grow.
00:25:34	DION	Get smarter. Don't do everything on day one okay.
00:25:39	DION	And I'm going to hand this one back over to Philipp so I can catch my breath.
00:25:43	PHILIPP	Yeah. So this one is the one that we really have to address because it's still out there.
00:25:48	PHILIPP	So this idea of that artificial general intelligence is just around the corner. And the extreme case of that is that the AI will take over the world and kill us all.
00:25:59	PHILIPP	And, you know, calls for pauses in research and development and we should just not do anything anymore.
00:26:06	PHILIPP	I don't know from how many people I heard this blog post of AI 2027 from a former researcher at The open AI, who lays out kind of a breathless report about some arms race between us and China and models that kind of optimize themselves, is going to just take over the world and then eliminate mankind. So I finally got around to reading it, and it's really just I mean, the whole argument is really just by scaling things up and by letting these models self optimize themselves, that alone is going to just bring on AGI and ultimately Armageddon.

00:26:47	PHILIPP	I think this this we might have already run the course what you can do with scale because you have the models that really haven't gotten much bigger in the last two years, and we already used all the data, at least the text data that's out there.
00:27:02	PHILIPP	So there's not really that much more you can do with scaling. And also all it's self optimization often is really just kind of varying hyperparameters or architecture search.
00:27:13	PHILIPP	It's not really great innovation.
00:27:17	PHILIPP	So the reality is at the moment that AI is a tool, it's very useful for many different things. And I think it's still like a fantastic time to really explore what it is useful for.
00:27:27	PHILIPP	And people are discovering use cases, companies exploring use cases, building tools around it. So this is still an exciting time that things are happening.
00:27:36	PHILIPP	But it's not to point that. Then the age, the AI becomes self-conscious and becomes a big killer robot.
00:27:44	PHILIPP	And I think all this talk about AI being kind of the threatening thing distracts from the real risks of AI. So there's a real lot of real risk with like AI deployment, privacy, data security, which we already mentioned a few times.
00:27:59	PHILIPP	And Dion also mentioned very heavily on the kind of question of digital sovereignty.
00:28:06	PHILIPP	There's a lot of problem also with that. AI allows you now to create a lot of fake content Mention that a lot of things can kind of flooded with that, and it undermines kind of kind of what is real and what is useful and makes a lot of things unusable.
00:28:24	PHILIPP	And there's also some really issues with like, how does education evolve with AI and people using AI and students writing this, the class essays. So the the kind of skills that we expect people to have might actually be quite different with AI in the picture.
00:28:41	PHILIPP	Okay. Back to the.
00:28:43	DION	Okay. So one of the big ones, AI is replacing jobs at scale.
00:28:50	DION	Okay.
00:28:51	DION	A lot of people think this is happening, but the stats just don't show it. So labor data across the US, EU and Asia shows no net decline in AI exposed sectors.
00:29:03	DION	Employment rises where AI adoption is the highest. So that might come to a surprise for some people, but that's the reality from the real numbers.

00:29:13	DION	Of course, jobs are changing. That doesn't mean jobs are decreasing.
00:29:17	DION	Okay. So especially at the low end where it's very manual, like data entry, things like that, obviously those jobs are disappearing, but new jobs are coming that are much more valuable.
00:29:29	DION	They're a bit further up the chain. So that's made it more challenging, for example, for students to take jobs.
00:29:35	DION	But then there's other issues there. So if you don't bring in the new people, I think that it's very, very interesting.
00:29:44	DION	How do you fill up your ranks over time? Your company starts to hollow out.
00:29:48	DION	Yet they're not hiring as many students or interns and things like that. So I'm pleased to say we have a very healthy internship program with quite a few interns running here at any one time.
00:29:59	DION	If you're interested, check out our website.
00:30:02	DION	But on top of that, the mid-range is starting to hollow out and people are making mistakes. They're replacing entire things like call centers with machine and then having to undo it like Commonwealth Bank and Australia.
00:30:16	DION	So the reality is that net net, there is more jobs because of AI than the other way around.
00:30:25	DION	Okay, now this new operational layer is emerging. Okay, AI auditing, workflow design, all that kind of stuff.
00:30:32	DION	It's much higher ranking than somebody doing data entry.
00:30:36	DION	The smaller firms are grabbing people faster and growing faster.
00:30:40	DION	There's lots of rules around the new technology, the on device edge stuff that I talked about earlier, but it is removing the low value work and they either get redeployed, retrained, or they are going to have some trouble.
00:30:53	DION	That's just reality, I'm afraid. But it's not replacing humans.
00:30:58	DION	It is creating new jobs and removing some. But a lot of the things that are going away or going away because of automation, not because of AI.
00:31:07	DION	Okay, back to Philipp.
00:31:09	PHILIPP	Yeah. So that that other one is like one of the flaws that are really inherent for what AI is currently able to do.
00:31:17	PHILIPP	So that is the question of AI hallucinations. And I always seems to be like, yeah, we will work on that.
00:31:24	PHILIPP	Like I did some minor flaw that is just worth fixing, but it's really inherent in what these models are. So the models are set up to more or less

		randomly predict next tokens in a sequence.
00:31:38	PHILIPP	And that doesn't at any point time kind of guarantee that these tokens that are being predicted, this text that is being generated is true. It's just kind of something that is kind of in the mainstream of kind of words that are being produced, and people just add words after each other, and it's kind of based on probabilities.
00:31:55	PHILIPP	And there's nothing that kind of inherently forces these models to just say true things and not to say bad things. So the hallucinations really arise from kind of what the training data is there's a lot of noisy training data, there's lots of diverse training data, but it just kind of does something that is kind of in the general spirit of the training data, but it's not kind of in any way constrained by truth in any sense.
00:32:23	PHILIPP	So even if you have perfect data that doesn't change things, and even if you do kind of methods to kind of fine tune and, and guardrail things, none of this is ever going to guarantee, to reduce, to eliminate hallucination. So all we can do is really just come up with methods to reduce hallucination.
00:32:45	PHILIPP	So one clear strategy is to not just rely on the language model in itself, but kind of retrieving relevant information, inserting that in the prompt, and then guiding the systems to actually things that you think is factual and then you think is going to give you the outputs you want.
00:33:03	PHILIPP	This is also some really big component in these agent systems that the awareness that the is hallucination, that it produces mistakes, that therefore you should also have components in your agent systems that kind of check for accuracy and in various different ways. So this might just be a, you know, another call to language model, but it might also be really special components that do some kind of formal verification or informal verification of outputs.
00:33:30	PHILIPP	So we have systems that are kind of random and therefore will hallucinate. And the only thing for that you can really do is kind of adding these verification layers, audits, guardrails, cross validation, and ultimately so we have to be aware that these models will make mistakes.
00:33:50	PHILIPP	And therefore there's a good claim to be made that there should mean mainly use this kind of assistant tools, and there should be always checked by a human.
00:34:00	PHILIPP	So if anybody kind of claims this, this is something that can quickly solve as kind of really overstating things.
00:34:09	DION	Okay, great. So here's a big one.
00:34:12	DION	This is one that I've been watching for a long time. So many people think their data is safe in OpenAI, Google and other LLM and cloud services.
00:34:20	DION	The reality is it's far from it.

00:34:23	DION	So first of all, you have a couple of jurisdictional issues. And Ellison asked some questions on chat about this.
00:34:31	DION	If they start doing things like data centers and space, what about that? Well, if the jurisdiction is owned by the US or a US partner or a US company, you're going to be subject to the Cloud Act.
00:34:44	DION	And the cloud act means that the US government can request your data at any time, pull it down.
00:34:52	DION	And not tell you about it. And the provider cannot tell you about it either.
00:34:56	DION	Have a have a look at the cloud. Act online if you're interested.
00:34:59	DION	But there's other things there that supersede all privacy terms or all terms of use. So even though there's a contract.
00:35:06	DION	You're not really safe.
00:35:09	DION	Models will still ingest lots of metadata. They're going to learn from your prompts.
00:35:13	DION	They're going to do things retention windows things like that. There's a New York Times lawsuit right now.
00:35:19	DION	So even if you have API access and other contracts with open AI, all of the transactions and prompts and outputs that go through are being logged and kept indefinitely for the period of the lawsuit and may even be pulled in as evidence. So, you know, you've got all the exposure.
00:35:37	DION	There's multi-tenancy, structural issues, hyperscaler at running thousands of customers, of course, and in just many cases, your encryption key isn't yours. Your key management not yours.
00:35:50	DION	Root trust isn't yours.
00:35:52	DION	A lot of things aren't yours. So the door becomes open and many, many cases.
00:35:57	DION	So the cloud is going to see lots of things that you don't expect it to see. It's going to see all kinds of inference information, who's accessing, how the data is crossing borders, model outputs, all sorts of things.
00:36:13	DION	Okay, so trust me, these things are not sovereign.
00:36:18	DION	You really need to dig in and understand how your data is being used. Even if there is a contract that says it protects your privacy.
00:36:27	DION	Okay, so let's look at the next part now a snapshot for language service providers a very quick view of the LSP industry.
00:36:35	DION	So first of all, the promise of AI and in the industry was translation, subtitling, data processing at a global scale, instant access the reality. The hype is exceeding delivery.

00:36:48	DION	The myths about AI replacing humans, but certainly changing the rules.
00:36:53	DION	When we first started doing MT, we were one of the first to do it for the language service industry and everyone said it. You can't replace us ever.
00:37:00	DION	We're creative. Well, AI is creative too.
00:37:03	DION	Okay, that's the reality.
00:37:06	DION	You know, we've moved on from that now. And the same messages I heard about MT 15 years ago, I'm now hearing about AI.
00:37:13	DION	The reality is that AI will continue to get better. It will continue to eat away at the roll.
00:37:19	DION	Margins are getting squeezed and that's a problem. Okay.
00:37:22	DION	But you know, the reality is AI can handle billions of words that speed humans can't.
00:37:29	DION	They sleep, they stop. They make mistakes.
00:37:33	DION	They can do things like multilingual ingestion and classification, pattern detection beyond human scale. They can do post-editing and things like that.
00:37:42	DION	Okay. But there's blind spots.
00:37:44	DION	There's massive holes, especially for tier two and tier three languages.
00:37:49	DION	Okay. A lot of this though will still require significant human work, significant human oversight.
00:37:56	DION	Okay.
00:37:57	DION	And a lot of the surveys are getting pretty scary. So companies like RWS right now, we've seen in the media where they haven't been paying this stuff for the last three months, they've got a cash flow problem.
00:38:10	DION	And part of that is because the vendors or their vendor customers and customers are pushing back to longer time frames for payment as far as six months.
00:38:19	DION	So, you know, the growth is pretty flat overall, you know. But in some areas there is significant growth.
00:38:27	DION	Large data annotation collection. One of my customers is seeing 50% of their business now that wasn't there just a few years ago in data work, not in translation work.
00:38:37	DION	So it's those kinds of things that are there.
00:38:42	DION	And then, you know, when you look at it overall, okay, LLMs are engines, but you've got to put all the other bits in the wheels, the brakes, the steering, okay. And a fair amount of common sense.
00:38:55	DION	right? So bring it all together.

00:38:57	DION	Get your data pipelines. Add the human in the loop in the right places.
00:39:01	DION	Workflow orchestration. People are expecting faster, cheaper, better and you have to deliver.
00:39:07	DION	You can do all three. The one that's missing is maintaining a profit margins at the same levels.
00:39:13	DION	They're just not there anymore. At those levels, you have to do more.
00:39:17	DION	Okay, now you can train models and smaller models are getting particularly good. So Phillip, you were looking at the Chinese model recently in the WMT stats.
00:39:27	DION	That was pretty amazing. Can you tell us a bit about that?
00:39:30	DION	What.
00:39:36	DION	If we lost.
00:39:37	PHILIPP	But yeah sorry I just pressed the mute button earlier. So yeah.
00:39:41	PHILIPP	For translation, it's actually interesting that you can build a pretty good state of the art translation model by fine tuning large language models like everything else, other tasks, but you just need like a 7 billion parameter model to kind of get there. So it's not really anymore that you need gigantic models.
00:39:57	PHILIPP	So you have a particular task in mind and a particular purpose. You don't need the biggest model in the world, but you can do really well with relatively small models.
00:40:07	DION	Right. But there was there was one.
00:40:09	DION	It was a small Chinese company, right. That just blew out the results.
00:40:14	PHILIPP	It was not entirely a small company. So actually Tencent that and Alibaba actually both they just had like weirdly named the translation model that I submitted.
00:40:25	PHILIPP	Yeah. Both there I mean they both did what everybody else is doing pretty much.
00:40:29	PHILIPP	You take an existing model a little small model as we said, and then you just fine tune it on modeling data. You find it in parallel data and do preference training like all the typical steps.
00:40:42	PHILIPP	And yes, that's for like a specifically targeted task. That's what you need.
00:40:47	PHILIPP	And that's what works.
00:40:50	DION	Okay. Great.
00:40:51	DION	So what we are seeing, and this is one of Philipp's favorite topics, is the inclusivity of lower resource languages is changing. So I know, Philipp, you've specialized in that for what, over a decade now focusing on low

		resource.
00:41:08	DION	What are you seeing in changes in that area.
00:41:11	PHILIPP	Yeah. So that's actually quite interesting that the large language models builders are currently still very much focused on English and maybe a few other maybe a dozen of commercially relevant languages.
00:41:26	PHILIPP	So the kind of push towards inclusive cruising including, sorry, more languages, low resource languages, that typically comes from kind of regional players that really care about it. So, you know, you see development of Indian language models out of India.
00:41:43	PHILIPP	You see that from in various countries, out of the world, like Singapore, developed a large language model for Southeast Asian languages. You have European efforts.
00:41:53	PHILIPP	So this is kind of coming, but it's not coming necessarily from kind of the big players that kind of chase performance on English.
00:42:01	DION	Right. And you know, when you look at the numbers, I mean, if you look at the circle here, there are more people inside that circle than outside it.
00:42:11	DION	Right? Which is, you know, a surprise to many.
00:42:13	DION	And then you look at the content that's on the internet. Now, you can look at various sources and they'll give you similar numbers.
00:42:20	DION	It'll be different numbers, but the representation is about the same. So this is from Common Core for example on the top right.
00:42:27	DION	So 43% of the common crawl web content is English. Only 4% is Chinese okay.
00:42:36	DION	And it drops notably from there on the left hand side if you break it down. So 43%, 6% Russian, German and then it just plummets to fractions of 1% rapidly.
00:42:51	DION	So even major languages like Arabic, right, where you have, you know, hundreds of millions of people speaking Arabic, it's just not represented.
00:42:59	DION	Right. So, you know, things like Czech are better represented than Arabic, Vietnamese is better represented than Arabic.
00:43:06	DION	And that's very, very interesting. When you look at the overall stats.
00:43:10	DION	Now look at it in a different way. North America right.
00:43:13	DION	Here's your populations. It's not proportionally represented it okay.
00:43:19	DION	So we're going to move on to some key topics. Now first of all we're going to introduce a concept that may be foreign to a few people called People first AI.
00:43:28	DION	And we'll tie that into digital sovereignty and why you should care about

		it as well. And then right at the end, we've only got 15 minutes left.
00:43:35	DION	We'll dig into a little bit of language studio seven as a peek, and then we'll be showing it in full in the next few weeks.
00:43:42	DION	Okay, so first of all problem the trust is broken, right? We're seeing a lot of people feeling upset that, you know, different vendors are especially being unethical doing things, anything from meta targeting children with sexual content to misuse of data and things like that.
00:44:04	DION	There's obviously a lot of geopolitical issues and compliance issues at the moment, and you're seeing the European AI act rapidly being diluted under geopolitical and tariff pressure, which is quite interesting.
00:44:18	DION	But we're entering a phase where the honeymoon's over. The AI hype phase is over.
00:44:24	DION	Now what matters is results. We have to move on from POC purgatory and into something that actually matters.
00:44:34	DION	Okay. So people first embeds intelligence into complex, repeatable human workflows, automating the things that drain time, not talent.
00:44:45	DION	Okay, it doesn't chase enterprise scale transformation. It focuses on individual human processes one at a time and optimizes them, but then extends them beyond what they currently do hundreds of small, repeatable processes that are constantly improved.
00:45:01	DION	Digital sovereignty, on the other hand, ensures that nations and organizations retain full control over their data, their infrastructure, and their systems. So, unlike the other day where half the world found out that DNS and things like that, for a big part, 20% of all internet traffic goes through Cloudflare.
00:45:21	DION	So at the end of the day, anyone including organizations like visa, MI5 and other big organizations, even AWS, right?
00:45:32	DION	ChatGPT, OpenAI, all of these things went down because they actually took a shortcut. Cloudflare is great.
00:45:39	DION	Nothing wrong with Cloudflare. It's needed.
00:45:41	DION	But there was no backup plan and it's an almost no cost back up plan to have a few key things in place.
00:45:49	DION	You know, you're talking hundreds or thousands of dollars. You're not talking even \$100,000.
00:45:54	DION	And these are companies that are worth billions and they're just not taking basic steps.
00:46:00	DION	Okay. So people first AI, the goal is to automate 70% of the grind, not the value stuff, but the grind and get that out of the way.
00:46:09	DION	So the initial targets are things like sales and marketing, procurement

		and finance, legal and compliance, research and analysis, and ops and customer support. Take away the grind so that people can do more and then automate what they do as well the best so that they can do it even better.
00:46:28	DION	Okay, so we heard early earlier 85%, 95%, 80%. It doesn't matter what number, it's high, but it's normal for it.
00:46:39	DION	Right. So let's get out of that.
00:46:40	DION	Let's focus on what really matters. I mean, if you go out there today, you know, you've got the Wolf of Wall Street type thing happening, you know, sell me this pen.
00:46:48	DION	And the first thing they say is it's powered by AI, right? Nobody's asking what it does.
00:46:53	DION	They're just saying AI. So our language studio platform is one of a several.
00:46:59	DION	But we're very focused around people first, AI, by designing around these features, these workflows. And we focus on real workflows with immediate benefits.
00:47:09	DION	Not in ten weeks, not in ten months, not even in a year, but immediate like same day. Drag and drop.
00:47:16	DION	Go.
00:47:17	DION	Okay.
00:47:18	DION	The goal is to reclaim human time built overall to remove the grind. As I mentioned, scale what humans can't and to keep the human in the loop.
00:47:29	DION	All of it is critical.
00:47:31	DION	And then we move to digital sovereignty. Okay, there's five non-negotiable pillars.
00:47:38	DION	Basically that digital sovereignty covers narrative freedom, controls what's seen and who's allowed to speak and how it's shared. Model autonomy is everything about building, deploying, deploying, auditing all around that infrastructure.
00:47:54	DION	Control where and how you compute data, control, own, store and govern your own data and how it's used. And a very important one the right to exit.
00:48:02	DION	You should be able to move between technologies relatively easily, and a lot of systems cannot do that. They lock you in okay.
00:48:11	DION	So I'm not going to go through all of these in detail here. These slides will be downloadable a little bit later.
00:48:18	DION	But it does detail things like infrastructure control model autonomy and

		what it means in more detail.
00:48:24	DION	Okay. So let's have a quick look at Language Studio seven.
00:48:27	DION	Now we've got ten minutes left. I'll try and do this in five minutes and then open up for a few questions.
00:48:32	DION	If you have any questions, please drop them into the chat and we'll go from there.
00:48:37	DION	So what we've been doing beyond the high because we've built a sovereign platform.
00:48:42	DION	It runs 100% offline if you want it to. Completely disconnected from the internet.
00:48:50	DION	Okay. Very, very few systems can do that.
00:48:53	DION	And we deliver major functionality all in a single platform. So we deliver translation transcriptions, OCR file conversions, analysis tools, conversational AI, okay business AI tools, linguistic tools, workflow management, broadcast tools, generative AI, hooking into all these different open models and text to speech, all in a single package that can be deployed behind your firewall 100% secure, where you take control and own all of your data.
00:49:27	DION	It never leaves your network.
00:49:31	DION	Okay. This is our visual workflow designer.
00:49:34	DION	Okay, it's drag and drop. We have around 300 Lego blocks that are AI powered agents and things like that can run and do a whole variety of things.
00:49:45	DION	So I'm going to just drag and drop one of them over here now, and I'm going to show you something we did for one of our customers. And I had to laugh when they asked us how to if we can do it.
00:49:55	DION	They said, can you make a platform for us or a tool that will translate child speech? They called it Gen Z to pensioner adult speech, right?
00:50:08	DION	So here's the workflow we built.
00:50:11	DION	But this didn't take long. It took about half a day.
00:50:13	DION	And it goes through it analyzes okay. It's converting things okay.
00:50:19	DION	It's calling AWS bedrock with Llama three or Llama four in this case okay.
00:50:25	DION	It's doing a few processes over here. It's chunking it and analyzing it and doing a few bits.
00:50:30	DION	And it's bringing it together. It's looping through to process the whole file and then coming back out the other side.
00:50:37	DION	Now the result is this, right? Let's start with a few here.

00:50:43	DION	I'll just zoom in on this.
00:50:46	DION	Okay.
00:50:47	DION	So bro was low key him NPC vibing, whole combo side quest energy.
00:50:55	DION	I have no idea what that means. I'm too old.
00:50:57	DION	Yeah, man's filler of character. For real.
00:51:00	DION	So we translated that by understanding the context, everything around it and what they're trying to say. That guy seemed like a background extra.
00:51:09	DION	Our conversation was pointless. Yes, he felt like an irrelevant side character.
00:51:15	DION	These are the types of things that we can do.
00:51:18	DION	Okay, so we can now translate Gen Z to pensioner, and we can even do it with the emojis in it as well.
00:51:25	DION	So here, you know you can see the different ones. Emojis on the end.
00:51:29	DION	Emojis in the middle.
00:51:31	DION	Besties BFF. Sus.
00:51:32	DION	Flag. Eyeballs.
00:51:34	DION	speech bubble. Late night ticks water, right?
00:51:38	DION	My best friend's boyfriend is suspicious. He's sending me late night flirty sexual texts.
00:51:45	DION	All right, so all of these things can be there now. This is where we're seeing things like things in police use and things like that, with looking at crimes that have been committed and understanding how even in the same language, a different group is speaking.
00:52:01	DION	So these are the kinds of things that we're dealing with there.
00:52:05	DION	Okay. So we've built all sorts of platforms and tools around this, whether it's advanced media processing, translation, we've got tools for building chat bots, asking my documents things securely navigating data, answering forms, generating images, all of these tools.
00:52:23	DION	Okay, so you can see there's a wide range of functionality. Now we go more specialized.
00:52:28	DION	So for example analyze my meeting. We have lots and lots of templates we're building out for different meeting types.
00:52:35	DION	A board meeting has different outputs and different analysis than a sales meeting, or a leadership meeting, or an employee onboarding meeting, and we process all of these and contacts and produce the appropriate data.

00:52:47	DIION	Now these are all workflows that you can then take and modify and tie them into your infrastructure and adapt them the way you want them.
00:52:55	DIION	Okay. Now the last thing I'm just going to touch on is it's extremely scalable at different levels.
00:53:01	DIION	So this is an example of a smaller pieces of the system based on a particular customer's requirement running on AWS in a single standalone server.
00:53:12	DIION	Here is a mid-range system where we have frontline public subnet, private subnet, and data layers with load on demand servers that are scaling so that they can do, for example, LLM and Knowledge Graph in real time, or text to speech and speech recognition and real time, those kinds of things.
00:53:29	DIION	And here's one that's full scale multi-region multi availability zones and so on. So you can see the system can be deployed to the largest levels or to the smallest levels as required.
00:53:43	DIION	Okay last thing our moat. So we have deep structural differentiation.
00:53:48	DIION	It's fully self-hosted all modular completely air gapped. If you want it to be away from the internet.
00:53:55	DIION	No dependency on any APIs on open AI or anybody like that, or Google built on open standards. It can call into your external system the tools publisher's APIs outwards so that you can call in from outside your other applications.
00:54:10	DIION	It's GDPR compliant, ISO 2701 and so on. It's got all of these things built in by design.
00:54:17	DIION	It's control centric. You can do custom model training next year.
00:54:21	DIION	We're building a tool to train your own models, even on prem, and it's built around people first AI with hundreds of pre-built workflows.
00:54:30	DIION	Okay. That was our very rapid express presentation for today.
00:54:34	DIION	Do we have any questions? Let's see.
00:54:38	DIION	How can the presence of low resource languages be increased? What is missing and how should it be approached?
00:54:45	DIION	Go for it, Philipp.
00:54:47	PHILIPP	Yeah. So this is actually a topic I do very active research on.
00:54:51	PHILIPP	So that some of the questions are still, you know, we'll be exploring new things, but the basic methods are really you can do a lot with fine tuning on the monolingual text and also the parallel text of, of low resource languages. So once you add parallel text and then links the low resource language much closer to English or other high resource languages, and therefore can much better take advantage of the capabilities of English.

00:55:20	PHILIPP	So there's a real discrepancy, usually with low resource languages, that if you just train from train on them a little bit too much in Isolation. They're kind of separated from what?
00:55:30	PHILIPP	What English, what can be done in English. But if you add like parallel text, it actually links to the much better.
00:55:37	PHILIPP	So that that's what typically is being done. That's kind of the easiest thing you can do.
00:55:43	DION	Okay. Great.
00:55:44	DION	And.
00:55:47	DION	Okay. There was an AI symposium at Georgetown two days ago with Geoffrey Hinton.
00:55:53	DION	I've not had a chance to listen to the entire session. However, what I did here was comments on AI replacing a lot of Stata jobs.
00:56:00	DION	Also, from my own experience, there's still a lot of issues around hallucinations, spelling, etc. I'm not seeing a question here.
00:56:10	DION	There needs to be some kind of controls what is being done to mitigate these risks. There we go.
00:56:15	DION	Any thoughts flow?
00:56:17	PHILIPP	Yeah, I mean we touched on some of these things. So that made the point.
00:56:20	PHILIPP	That hallucination is just really a core challenge. And you need to be aware that that these models make mistakes and therefore you need to build around it.
00:56:28	PHILIPP	That means, Winston said, you don't just fully automate something and then throw it out.
00:56:33	PHILIPP	You have to have an expert behind it. So like to to pick up the legal example.
00:56:38	PHILIPP	So don't, you know, run things to ChatGPT and submit it as court filing. That's going to get you a lot and lots of trouble.
00:56:46	PHILIPP	But yes, it has the ability to kind of replace a paralegal, where then the actual lawyers looks at the output and checks if that all makes sense. But it can speed up a lot of kind of research for related case files and so on and so on.
00:57:03	DION	And I'll just add to that. I mean, in our workflows, we validate all the way through.
00:57:10	DION	We have multiple prompts checking other prompts. We expect failure.
00:57:15	DION	And the reality is in many cases, failure can be as high as 40 or 50%.

00:57:21	DION	It depends on the data that you're getting, especially with unknown data coming through. It can distort things.
00:57:27	DION	Also, there's the other side of it where people are attacking through it. So, you know, it's almost impossible to protect from prompt injection.
00:57:38	DION	I mean, one of the easiest ways I just discovered recently from somebody else was simply writing your prompt injection in phonetics, and the machine will still understand it and execute it.
00:57:50	DION	So as simple as that. But that will bypass most filters.
00:57:55	DION	Okay.
00:57:58	DION	What are you hearing from your clients about the trends within enterprises vis a vis their expectations, demands, changes to staff structure, etc., and the impacts on service providers?
00:58:09	DION	I'll take that one first.
00:58:11	DION	So from our clients, what we're actually hearing is that they're hungry for knowledge. So, you know, some of our customers are actually saying, can you come and train us how to do this because our people don't know the system is great, but we can't use it to the full value unless our people start thinking the right way.
00:58:31	DION	So I think that's really important that people start thinking of how to assemble workflows, assemble Lego blocks and things like that, and there'll be a lot of activity in that space. I think as technologies like MCP really take off and more and more workflows and agents get components.
00:58:52	DION	Any comments on that fillip or shall I move on?
00:58:55	PHILIPP	No, not so much on the enterprise stuff now.
00:58:58	DION	Okay.
00:58:59	DION	If the paralegal isn't needed, isn't that a job loss?
00:59:03	DION	Absolutely. But as I said earlier, this job losses and this job gains, right.
00:59:09	DION	You know, you don't just sit there. I mean, you know, the blacksmith, you know, there's still blacksmiths around, but they were replaced by something better cars.
00:59:18	DION	Okay. So, you know, there are new technologies, new roles just because one job is gone.
00:59:24	DION	Other jobs are opening up. And what I said earlier is that there are more jobs opening up than there are disappearing.
00:59:34	DION	Okay. Any other questions?
00:59:36	DION	Last chance.

00:59:41	DION	Okay. If you would like more information, have questions or anything around that, please feel free to reach out to sales@omniscien.com
00:59:51	DION	It doesn't have to be a sales question.
00:59:53	DION	I'm happy to answer it there. So as Philipp and our team, we will be posting this online tomorrow and you'll be able to get the replay as well as the slide deck.
01:00:03	DION	Thank you very much. Don't forget to look out for our webinar on the 1st of December, and we will be talking on that day about top ten predictions for 2026.
01:00:15	DION	Thanks, everybody. Until next time.
01:00:16	DION	Have a great day. Bye for now.