

Skills for Work

Re-thinking jobs and careers

Nearly 40% of US jobs at significant or high risk of being affected by automation

Jobs may be lost, but mostly tasks and required skills will change



High risk of automation-
10.2% have a 70% risk of
automation (OECD)



Significant risk of
change-27% have a 50%
to 70% risk of being
automated (OECD)



McKinsey's analysis (2017):

- About 60% of all occupations have at least 30% technically automatable activities
- Factors affecting pace and extent of adoption:
 - Technical feasibility
 - Cost of developing and deploying solutions
 - Labor market dynamics
 - Economic benefits
 - Regulatory and social acceptance
- To which I add:
 - Take-up rate by business - the business case not made
 - Changing business models

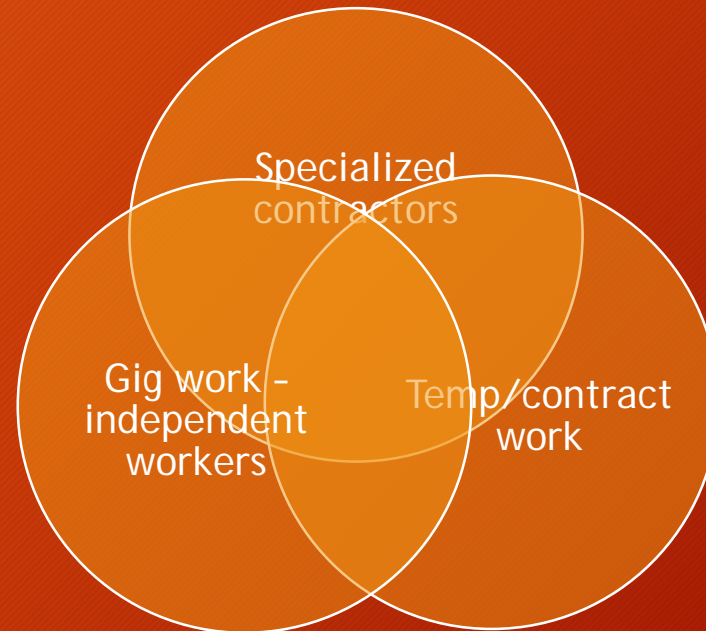
Development strategies count:



Source: OECD

Change in how work is shifted to outside of the business - task/time limited

Work on demand: what can you do and when can you do it?



On-demand work – rudimentary knowledge of phenomenon

- Contingent and alternative primary employment (BLS):
 - Contingent: 3.8% of workers, or 5.9 million people
 - Independent contractors 10.6 million independent contractors (6.9% of total employment)
 - 2.6 million on-call workers (1.7% of total employment)
 - 1.4 million temporary help agency workers (0.9% of total employment)
 - 933,000 workers provided by contract firms (0.6% of total employment)
 - Kruger & Katz: Similar methodology - different results: The percentage of workers engaged in alternative work arrangements rose from 10.1% in February 2005 to 15.8% in November 2015.
- Non-employer businesses (Census):
 - In general, the “headcount” of non-employer businesses has grown by 4.1% between 2014 and 2016 to 24.8 million establishments.
 - 4.4% increase in sole-proprietorships to 21.5 million establishments. During this same period, overall real earnings were relatively flat.

Other perspectives

- Non-farm sole proprietorships (US Treasury)
 - In 2014, 24.9 million individuals filed tax returns as non-farm sole proprietorships - 34% increase from 2001
 - 16.8 million - comprising 12% of all tax filers with earnings - earned profits and paid self-employment taxes - 32% increase from 2001
 - 0.7% of all workers reported income from participating in an online platform-based business
- Other studies include:
 - Survey of Enterprising and Informal Work Activities (Federal Reserve)
 - Chase Bank - online platform economy
 - Pew surveys

Consequences for workers

- Increased commodification: How to stand out from the crowd.
 - Skills - attributes - knowledge: defining characteristics
 - Credentials: indicators of competencies
 - Work versus jobs: declining relevancy of occupational definitions
- Self-directed/self-financed learning: risk shifted to workers and the public
- Labor market information inadequacies
- Work and career: retaining identity over the arc of a career

Achieving the Promise of Work

- Transform the current trajectory away from low wage, unstable jobs and towards jobs that lead to greater prosperity and inclusion
 - Drivers of changes in the structures of work
 - Define the roles, responsibilities and respective accountability of key stakeholders – business, government, workers, unions, education and training, civic institutions, philanthropy
 - Share in the value of productivity gains
- Challenges for seniors:
 - 2018 Force for the Future: The workforce portion of the joint Senior Service America/IWE conference: 10/31-11/1, Dallas:
<http://conference.seniorserviceamerica.org>

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