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RESEARCH
PARTNERSHIP



The Future of Work

THE WORLD OF WORK IS CHANGING...

A hand is shown from the bottom left, holding a globe. The globe is surrounded by various icons representing different aspects of the world of work, such as a wind turbine, a factory, a house, a person, and a leaf. The background is a dark green gradient with a bokeh effect of light spots.

BW Research's mission is to understand and anticipate these changes. Our work supplies communities with accurate and reliable data and analyses to support better investments, policies, and decision-making.

Key Takeaway:

The industrial age is over...

"Change begets change. Nothing propagates so fast."

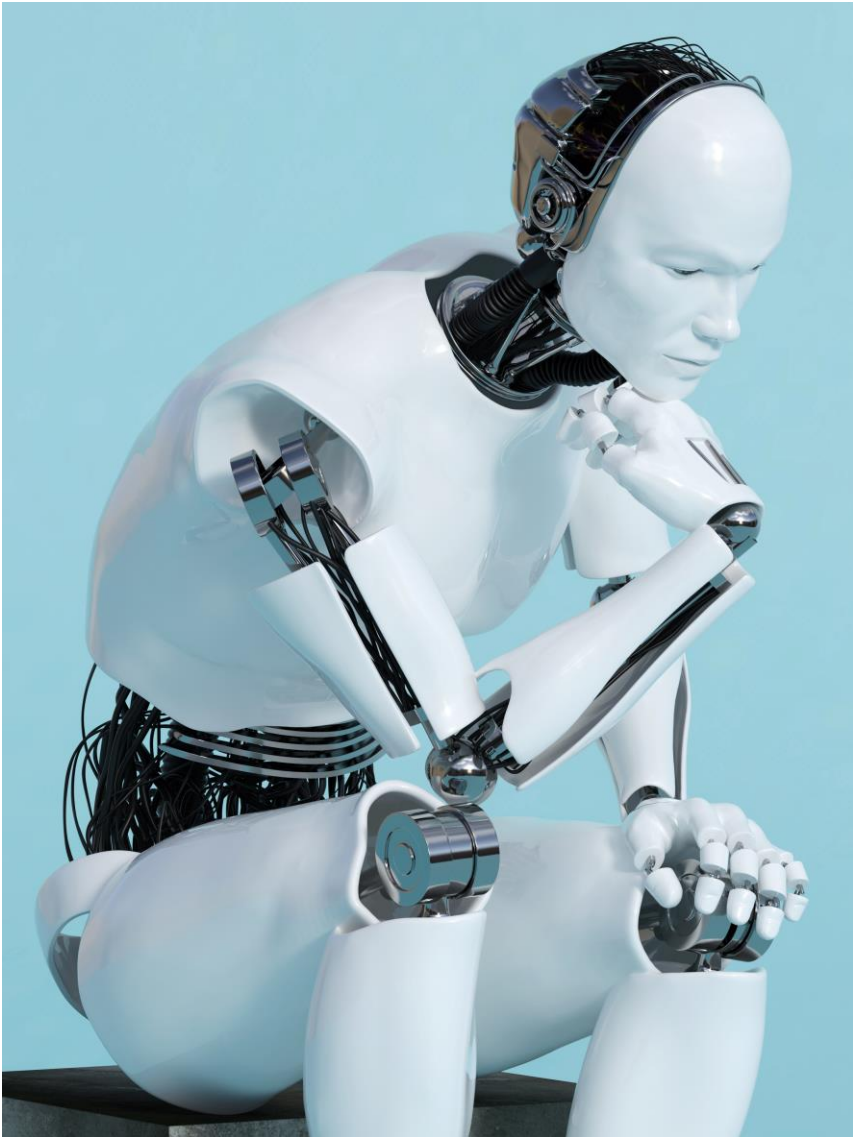
Charles Dickens, Bleak House

Focus on:

(1) Technology Innovation, (2) the Changing Social Contract, and
(3) the Global Digital Workplace.

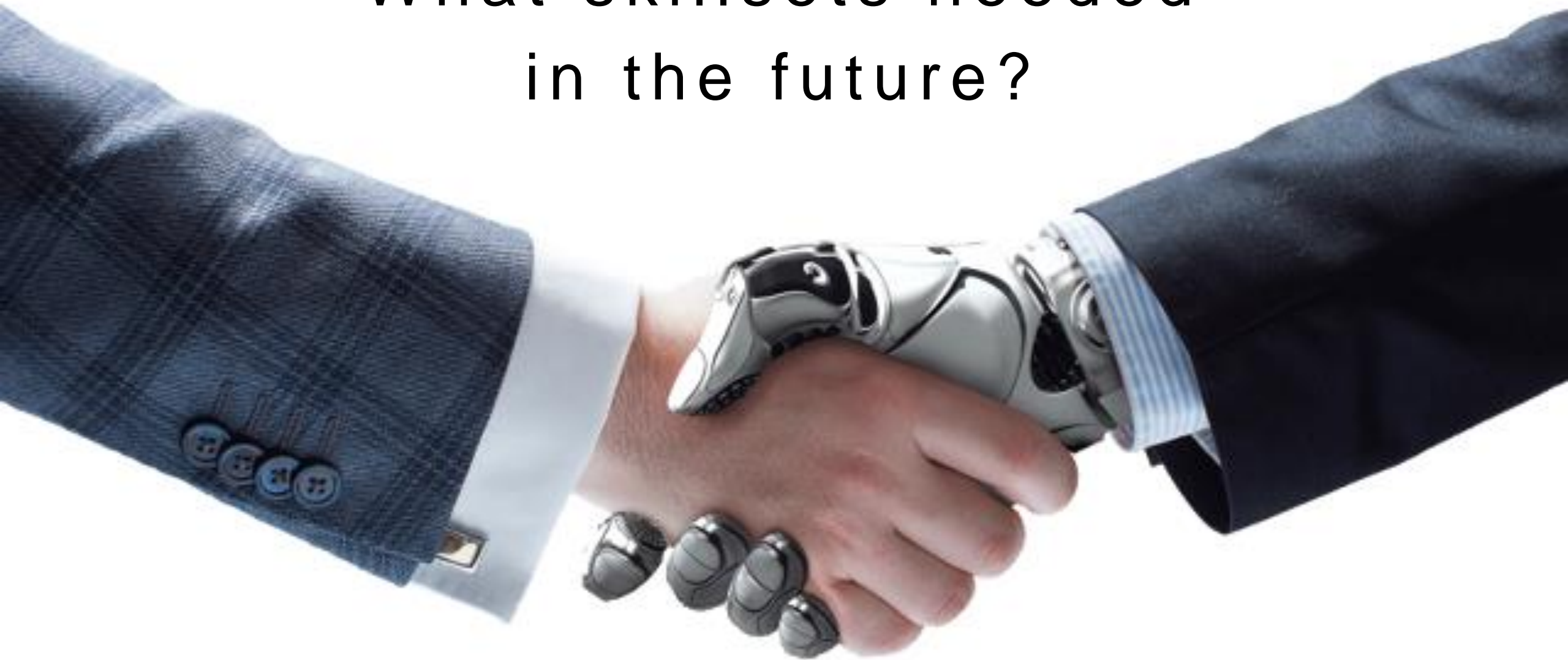


Technology
Innovation



47 Percent of
U.S. Jobs are
at Risk for
Automation

What skillsets needed
in the future?



High Automation Potential



Subway and Streetcar Operators

Agricultural Equipment Operators

Sewing Machine Operators

Textile Winding Operators

Logging Equipment Operators

Metal Pourers and Casters

Heavy and Tractor-Trailer Truck Drivers

Taxi Drivers and Chauffeurs

Low Automation Potential



Teachers and Professors

Clinical Counseling

Therapists

Astronomers

Operations Research Analysts

Bioinformatics Technicians

Management Analysts

Political Scientists



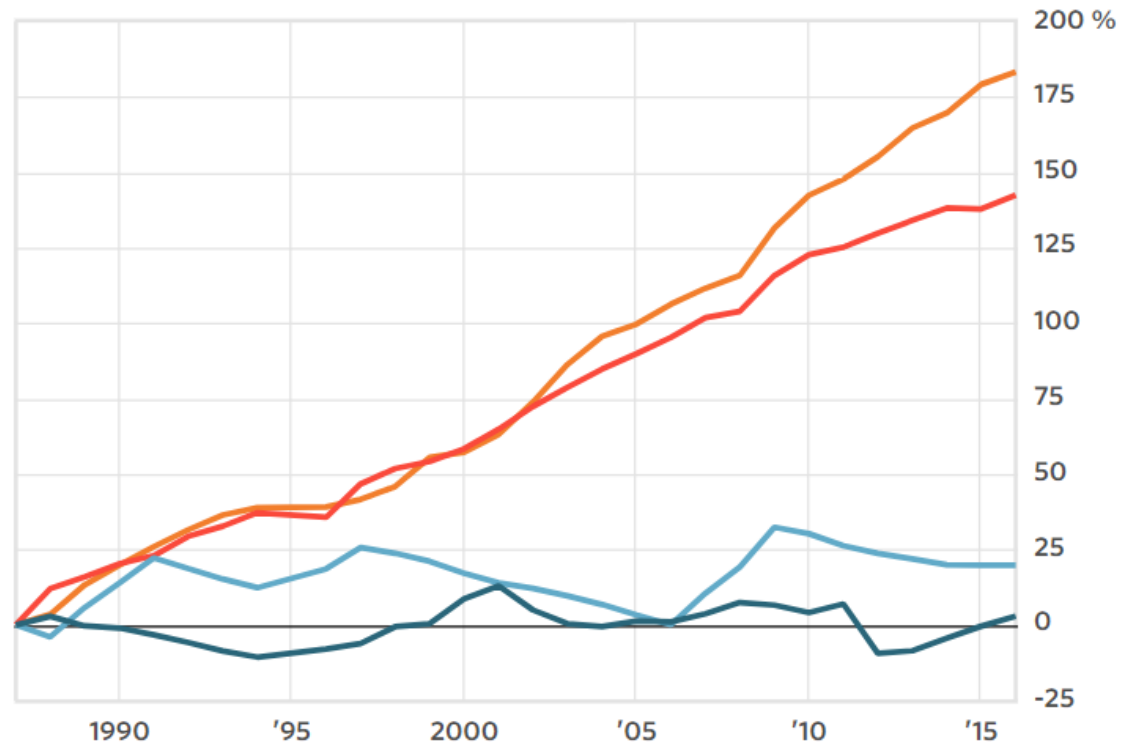
The Changing American Dream

Breaking of Social Contract

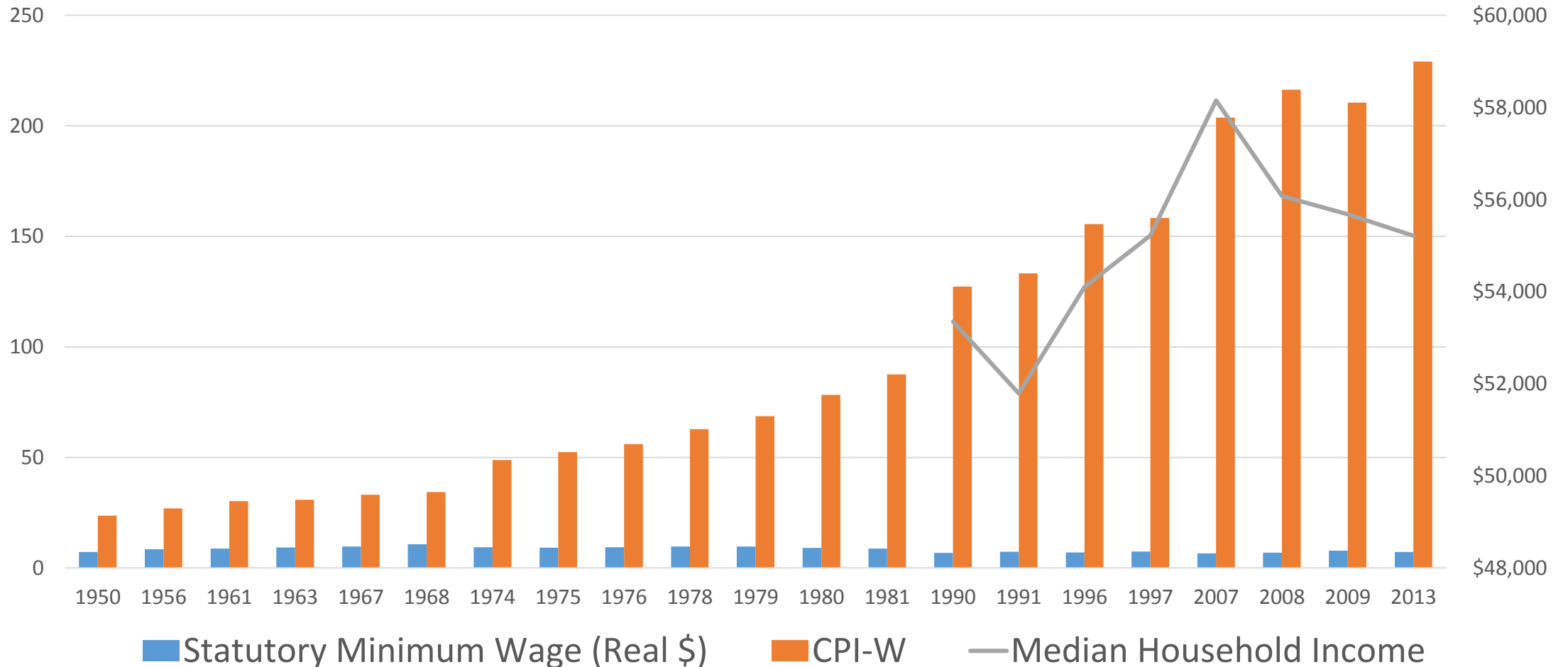
Tuitions rise, salaries don't

Percentage change since 1987, adjusted for inflation

— Early Career Salary — Minimum Wage — Private University — Public University



Inflation and the Real Minimum Wage





Global Digital Workplace



Much of work activity occurs outside of traditional 9 to 5 hours.





Telecommuting and
new models of work



Education &
Workforce
Development





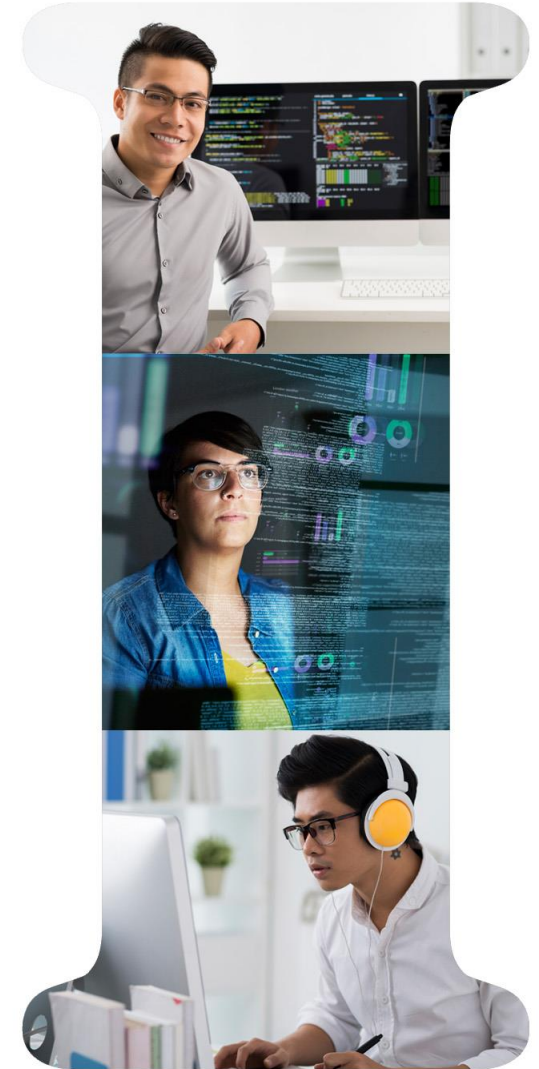


Nation of Problem-Solvers



VALUE OF HUMAN CAPITAL

Historically I-Shaped

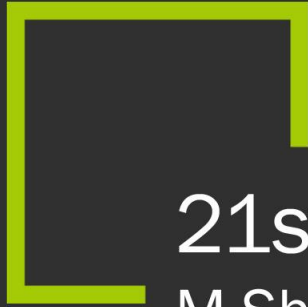




VALUE OF HUMAN CAPITAL

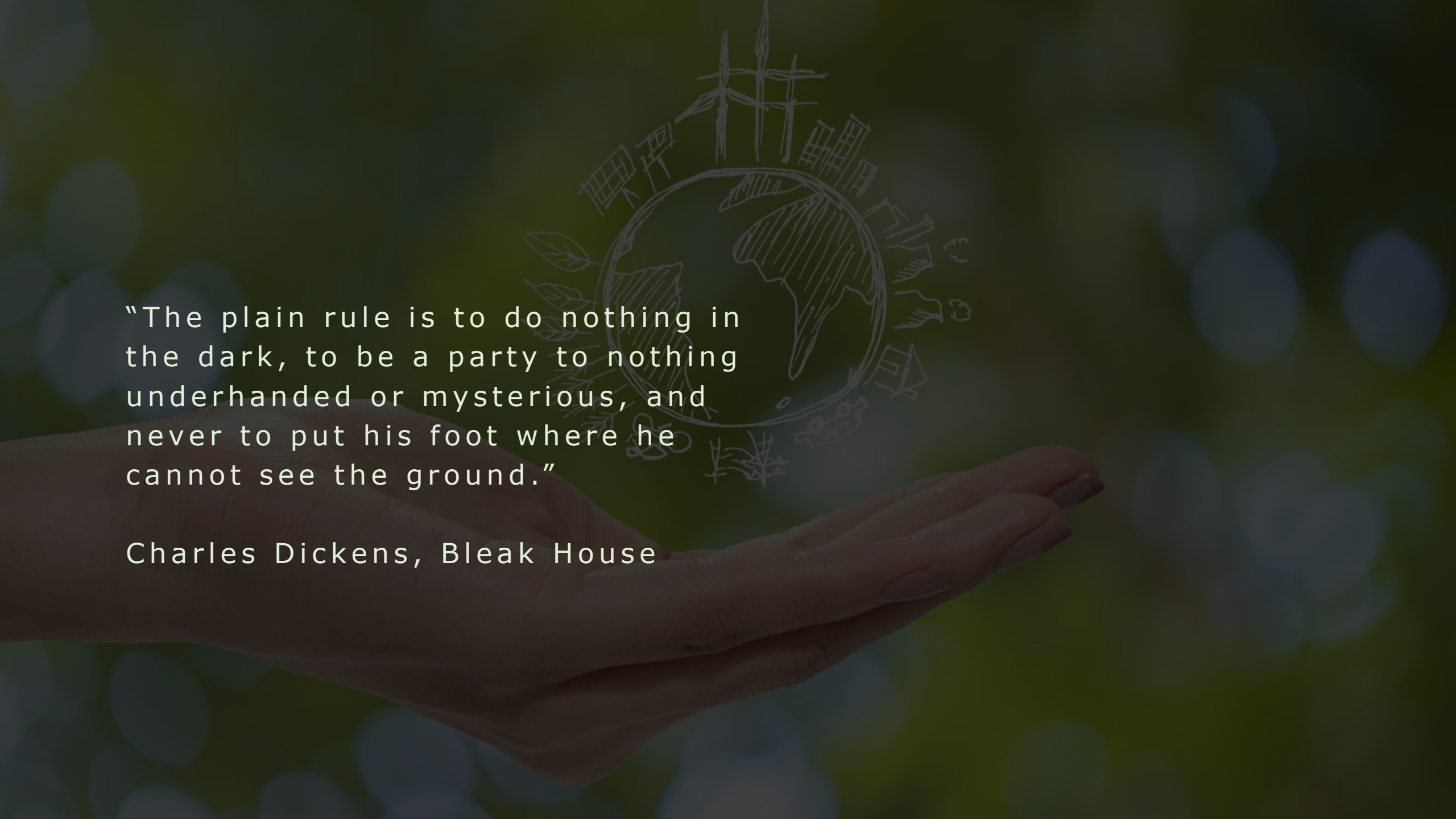
Transitioning to “T” Shaped





21st CENTURY: M-Shaped Employees



A hand is shown from the bottom left, holding a globe. The globe is surrounded by a sketch of a city with buildings and a compass rose. The background is a dark, textured green.

“The plain rule is to do nothing in the dark, to be a party to nothing underhanded or mysterious, and never to put his foot where he cannot see the ground.”

Charles Dickens, Bleak House

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