

The Future of Work

An Overview of National Policy Discussions



Texas Higher Education
Coordinating Board

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The five W's and H of the Future of Work

Who will be impacted by the Future of Work? **Everyone**

What is the Future of Work?

When will it be here?

Where are these discussions happening?

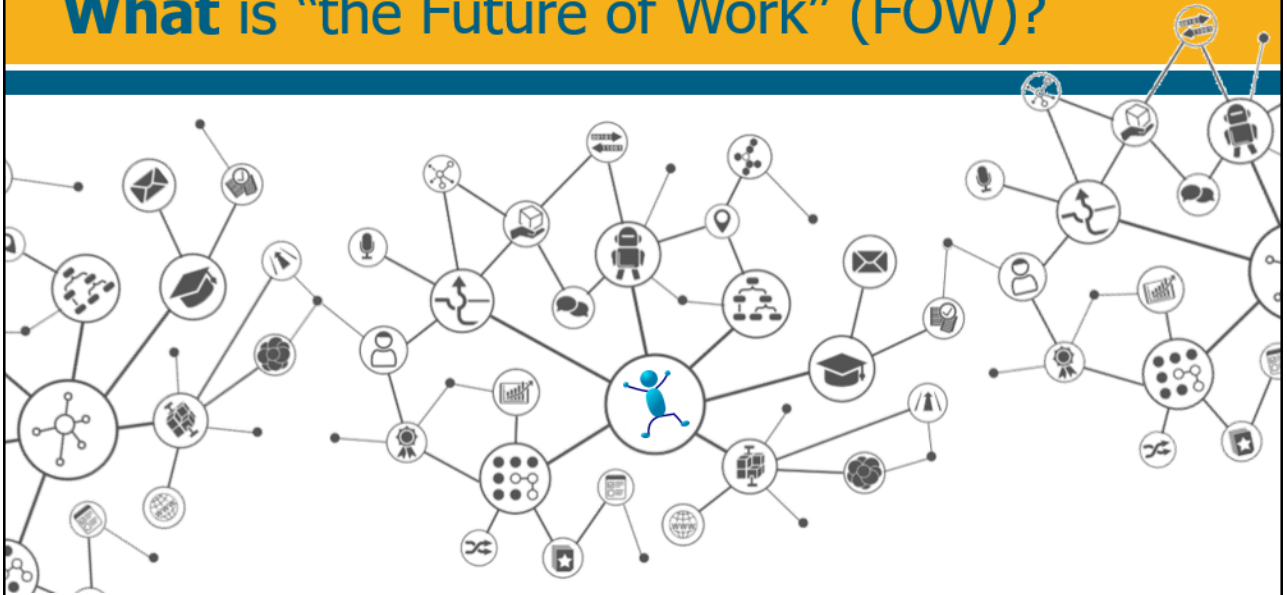
Why is there a focus on policy?

How can we support stakeholders in these discussions?



2

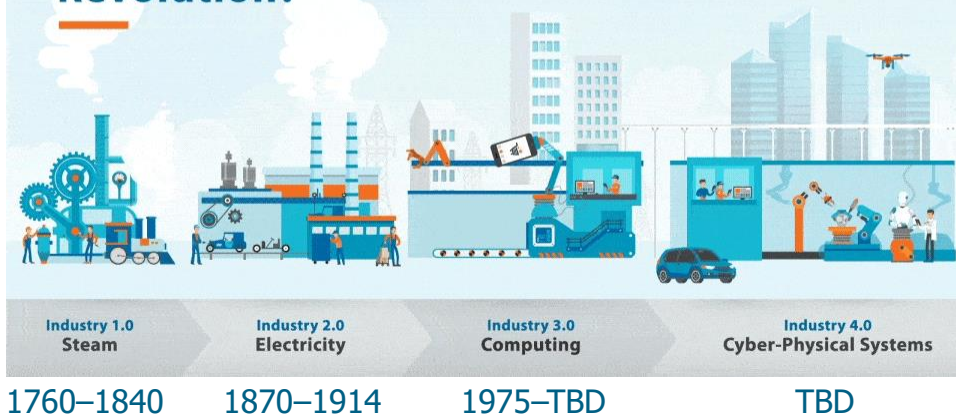
What is “the Future of Work” (FOW)?



From the goTRG, <https://gotrg.com/get-ready-reverse-logistics-ai-stay-best-yet-come/automation-robotics-deep-learning-ai-2/>.

3

What is the Fourth Industrial Revolution?

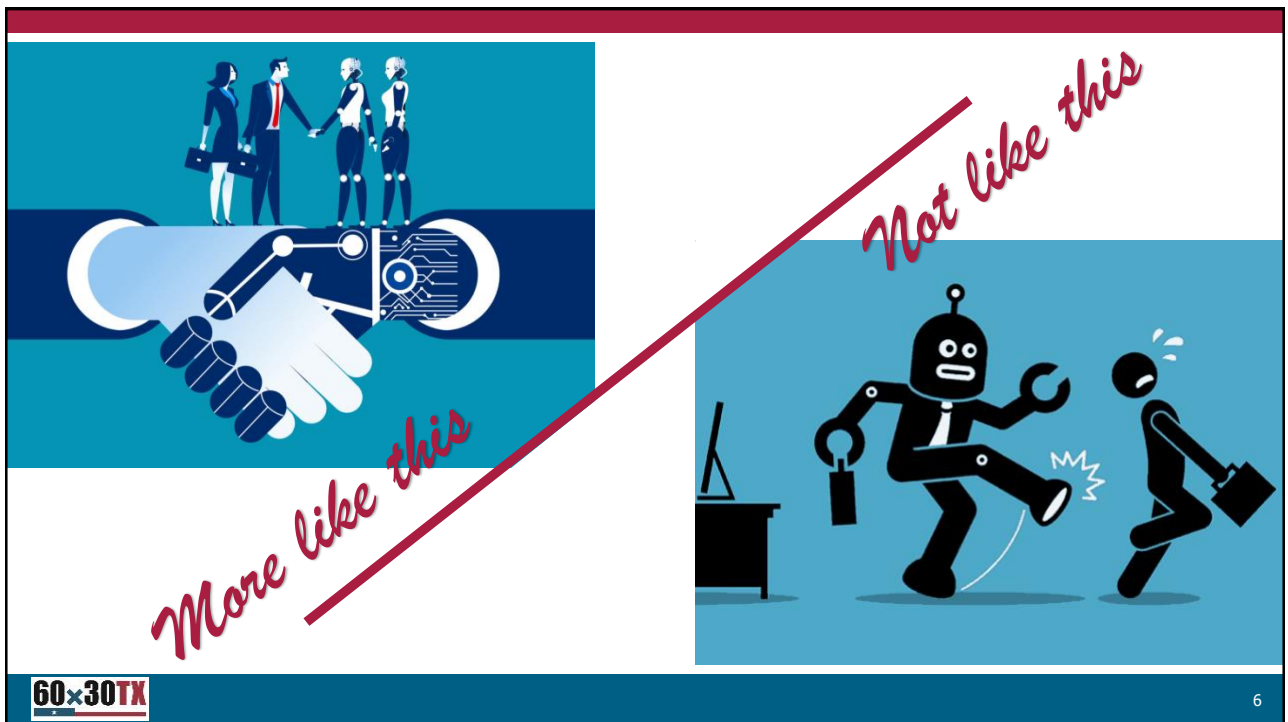


From the Institute of Electrical and Electronics Engineers, <https://innovate.ieee.org/innovation-spotlight-ieee-fueling-fourth-industrial-revolution/>.

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Focus on the **future** by revisiting the past

Will machines devour man?	1921	Automation might end most unskilled jobs in 10 years	1961
World ills laid to machines	1930	PM to counter "chips" that kill jobs	1978
Does machine displace men in the long run?	1940	A robot is after your job	1980
Workers see "Robot Revolution" depriving them of jobs	1957	Technology is heightening job worries	2000



When will FOW be here?

“The future is already here – it’s just not very evenly distributed.”

~ William Gibson,
Science Fiction author and essayist



“[This technology] will create forgetfulness in the learners’ souls...”

~ Socrates
Founder of Western philosophy and ethics
Describing the written word



Where are FOW conversations?



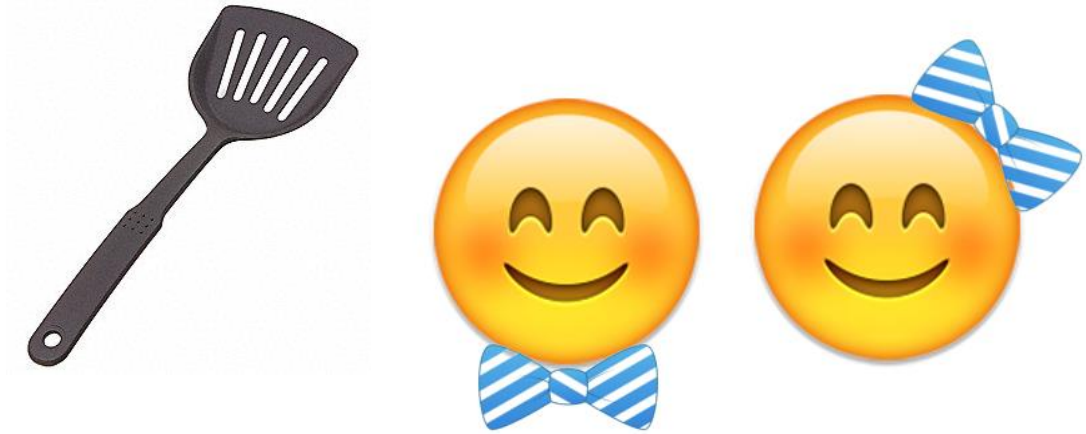
National and international discussions of FOW

Organization	Initiative	Established
National		
Aspen Institute	Future of Work Initiative	2015
National League of Cities	Future of Work in Cities	2016
U.S. House Coalition	Future of Work Task Force	2019
International		
World Economic Forum	Fourth Industrial Revolution	2015
International Monetary Fund	Future of Work	2017
Organization for Economic Cooperation and Development	Transition Agenda	2017
United Nations	The Future of Work	2019
World Bank	The Changing Nature of Work	2019

Why a focus on policy?



Design bias is a **major topic** in FOW



60x30TX

From Zhao et al. (2017). Men also like shopping..., <https://arxiv.org/pdf/1707.09457.pdf>.

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IDE is a **priority** in FOW discussions



60x30TX

From <https://collectivenext.com/blog/building-strong-and-effective-non-profit-boards-our-graphic-facilitation-koya-leadership?page=1>.

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How can we support stakeholders?



Marketable Skills Goal



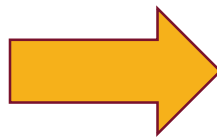
By 2030, all graduates from Texas public institutions of higher education will have completed programs with identified marketable skills.

What **skills** will be needed?



T-Shaped

specialty + wide breadth of experience with other skills



Comb-Shaped

Multiple areas of expertise + broad interest base

Activities that **support** the FOW in Texas

- Study by Organization for Economic Cooperation and Development
- Leadership Conference Theme
- Marketable Skills Task Force
- Marketable Skills Conference 2020
- Critical Fields
- Tri-Agency
- Career Readiness Handbook (for students)
- Internship Toolkit (for employers)
- Texas WORKS

Take-a-ways for this presentation

1. THECB is **engaged** in conversations about FOW
2. FOW ↔ **Fourth Industrial Revolution** (cyber-physical systems)
3. **Design** matters
4. **Policy** matters
5. **Marketable skills goal** puts Texas ahead of the curve

Questions



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