



The Future of Work

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Sociology 101



DEVELOPING OTHERS



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The Future of Work

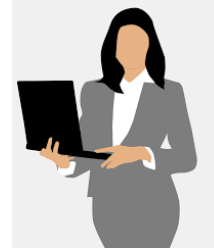
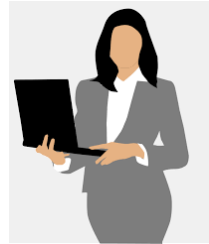
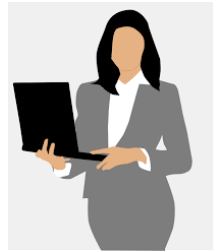
In the future,
will a robot do
your job?

Will You Lose
Your Job to a
Robot? Silicon
Valley is Split by
Claire Cain,
Miller, NY
Times, 2014

work is against you

...but here's how you can outwit it...

BOSS BOSS BOSS



CAREER

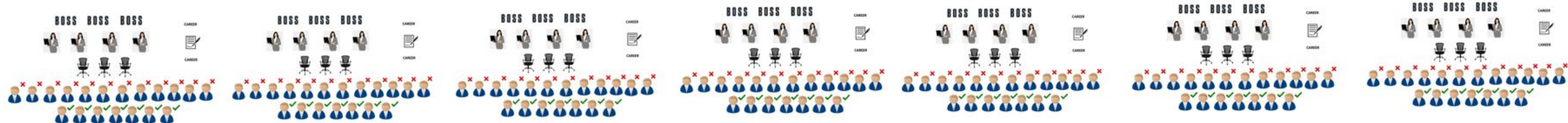


PROMOTION

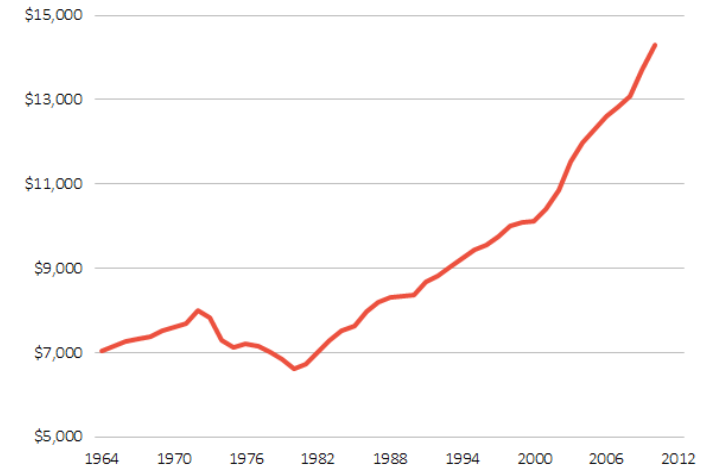


CAREER









Insecure Work

Contract Work

Reduced Benefits

Bad Work

Hyper-Professionalization

Working Longer

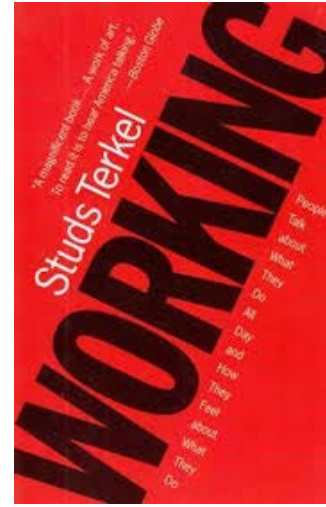
Project Based


Work Anywhere

Extreme Commute

Core Skills Changes

Systemic Inequality



A close-up photograph of a hand holding a gold coin. The hand is positioned palm-up, with the fingers slightly curled around the coin. The coin is a gold dollar, with the words "UNITED STATES OF AMERICA" and "E PLURIBUS UNUM" visible on its surface. The background is a soft, out-of-focus grey.

The 9.9 Percent Is the New American Aristocracy

The class divide is already toxic, and is fast becoming unbridgeable. You're probably part of the problem.

Over 50, Female and Jobless Even as Others Return to Work



Chettie McAfee, 58, of Seattle, was laid off in 2007 from a job she had held for 30 years and has not been employed since. Ruth Fremson/The New York Times

By [Patricia Cohen](#)

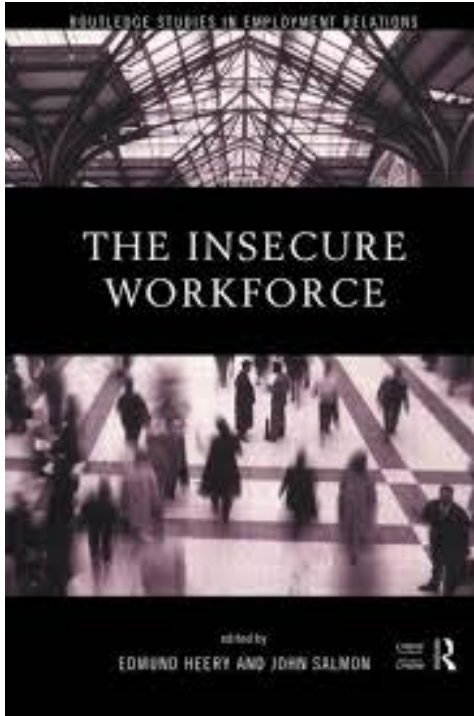
Jan. 1, 2016



TOP 10 Countdown

Employment Insecurity

Economic and geopolitical uncertainty/new “gig” economy



<https://www.amazon.com/Insecure-Workforce-Routledge-Employment-Relations/dp/0415186714>

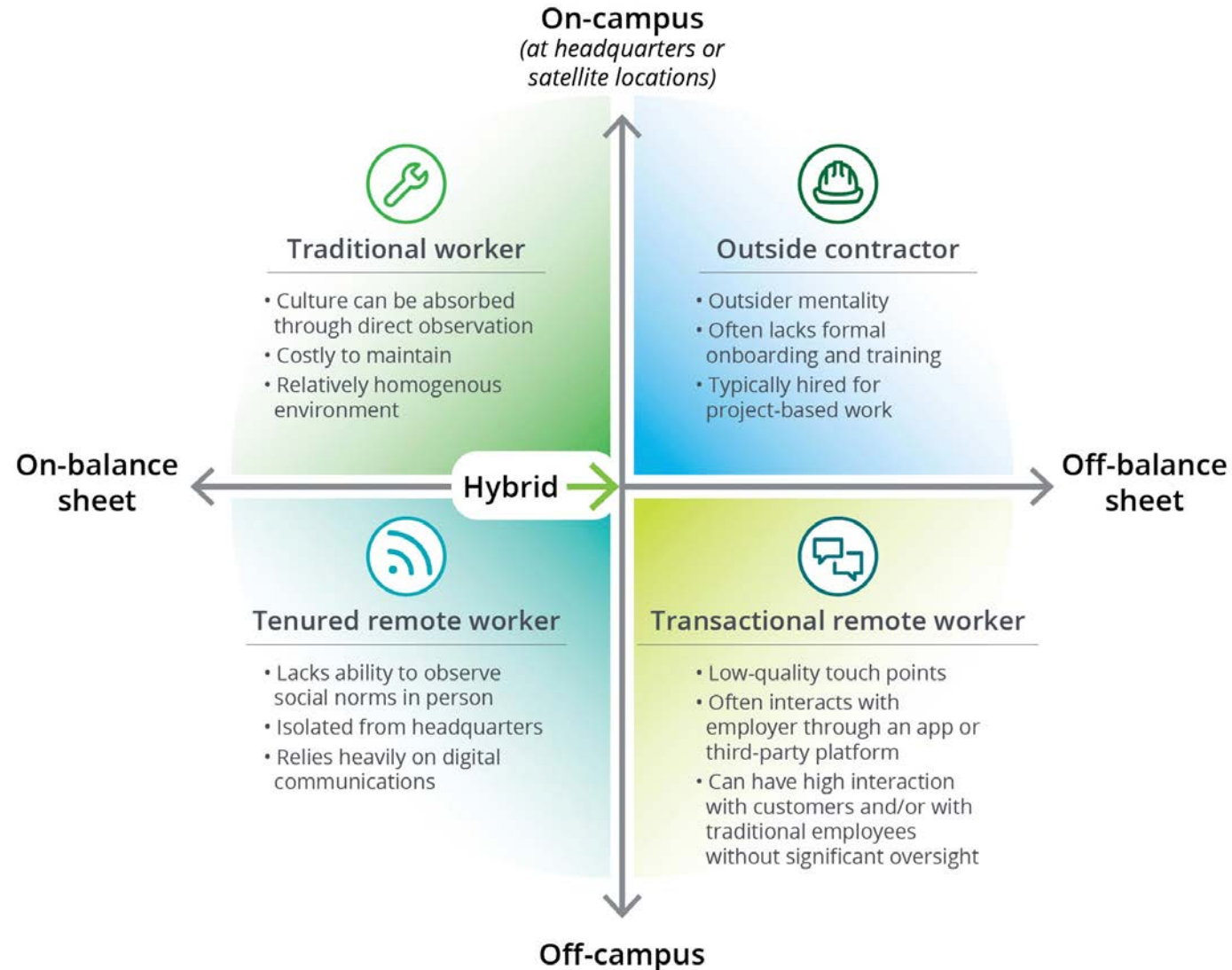


<https://curious.kcrw.com/category/kcrw-investigates/future-of-work>

Project Based Work (and the rise of artificial intelligence)

Work will come and it will go...

Figure 2. The alternative workforce goes to work



https://www2.deloitte.com/insights/us/en/focus/technology-and-the-future-of-work/overview.html?id=us:2sm:3tw:4dup4322:5awa:6Content%20Owner%20Abbrev:POST_DATE:Sub-Category%202:Account%20Name&linkId=45268658#endnote-6

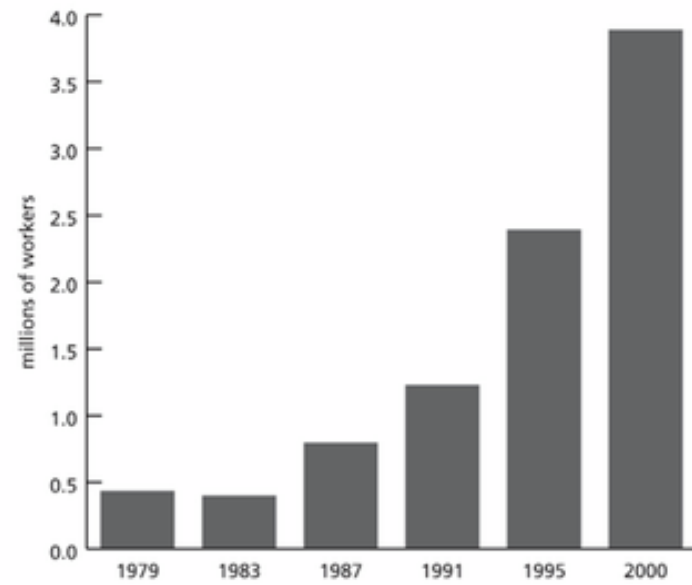
Source: Deloitte analysis.

Deloitte Insights | deloitte.com/insights

Temporary Work/Contracting

Short term/contract work/need based

Chart 2: Numbers of Temporary Workers



Bad Work

Lack of control, changing hours, low wage, increasing stratification



Working Anything but 9 to 5

Scheduling Technology Leaves Low-Income Parents With Hours of Chaos

<https://www.nytimes.com/interactive/2014/08/13/us/starbucks-workers-scheduling-hours.html>

By **JODI KANTOR**, Photographs by **SAM HODGSON**

AUGUST 13, 2014

Hyper-professionalization

The need for professional certification, credentialing and advanced degrees, special training and continuous learning...

Product and service reviews are conducted independently by our editorial team, but we sometimes make money when you click on links. [Learn more.](#)

[Build Your Career](#) » [Get the Job](#)

Hit the Books: Employers Increasing Educational Requirements

By Chad Brooks, Business News Daily Senior Writer | March 19, 2017 08:48 am EST

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YOU MAY ALSO LIKE



What Your College Degree Will Be Worth After 20 Years



The 10 Best Jobs That Don't Require a College Degree



The 10 Best Jobs for College Graduates

A high school diploma doesn't carry as much weight in the workplace as it used to, new research shows.

A study from [CareerBuilder](#) revealed that employers are raising the education bar in hiring. Specifically, 38 percent of organizations have raised their educational requirements over the last five years, up from 32 percent who said the same thing a year ago.

The research found that 41 percent of employers are hiring college-educated workers for positions that had been primarily held by those with high school degrees, compared to 37 percent in 2016.

The study shows that 61 percent of hiring managers have increased their educational requirements because skills for their positions have evolved and now require higher-educated workers. [\[See Related Story: Which College](#)



Credit: Franny Anne/Shutterstock

Core Skill Changes

Data and New Media Literacy

Computational Thinking

Cross Cultural Competency

Novel & Adaptive Thinking

Future Work Skills 2020

While all six drivers are important in shaping the landscape in which each skill emerges, the color-coding and placement here indicate which drivers have particular relevance to the development of each of the skills.

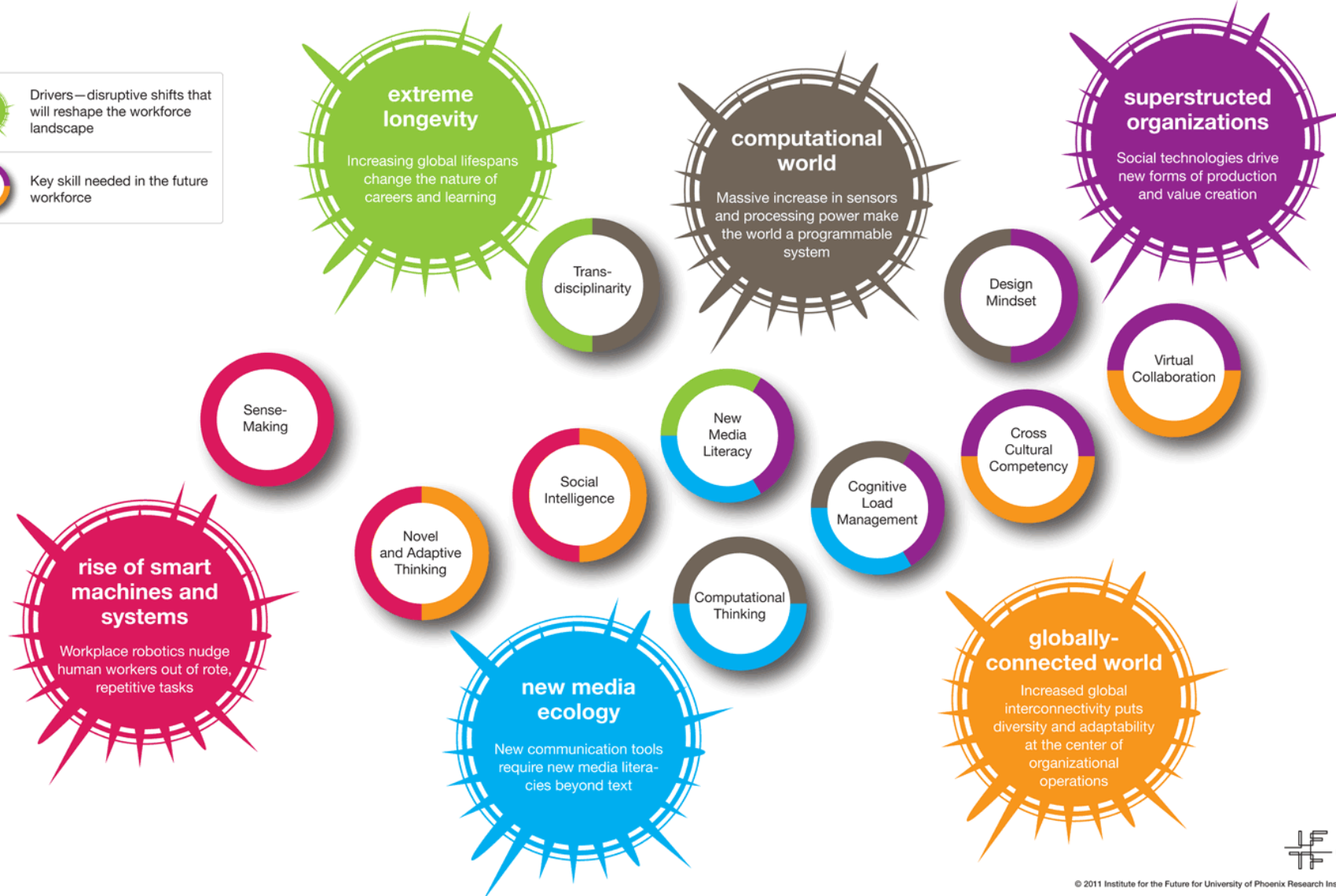
KEY



Drivers—disruptive shifts that will reshape the workforce landscape



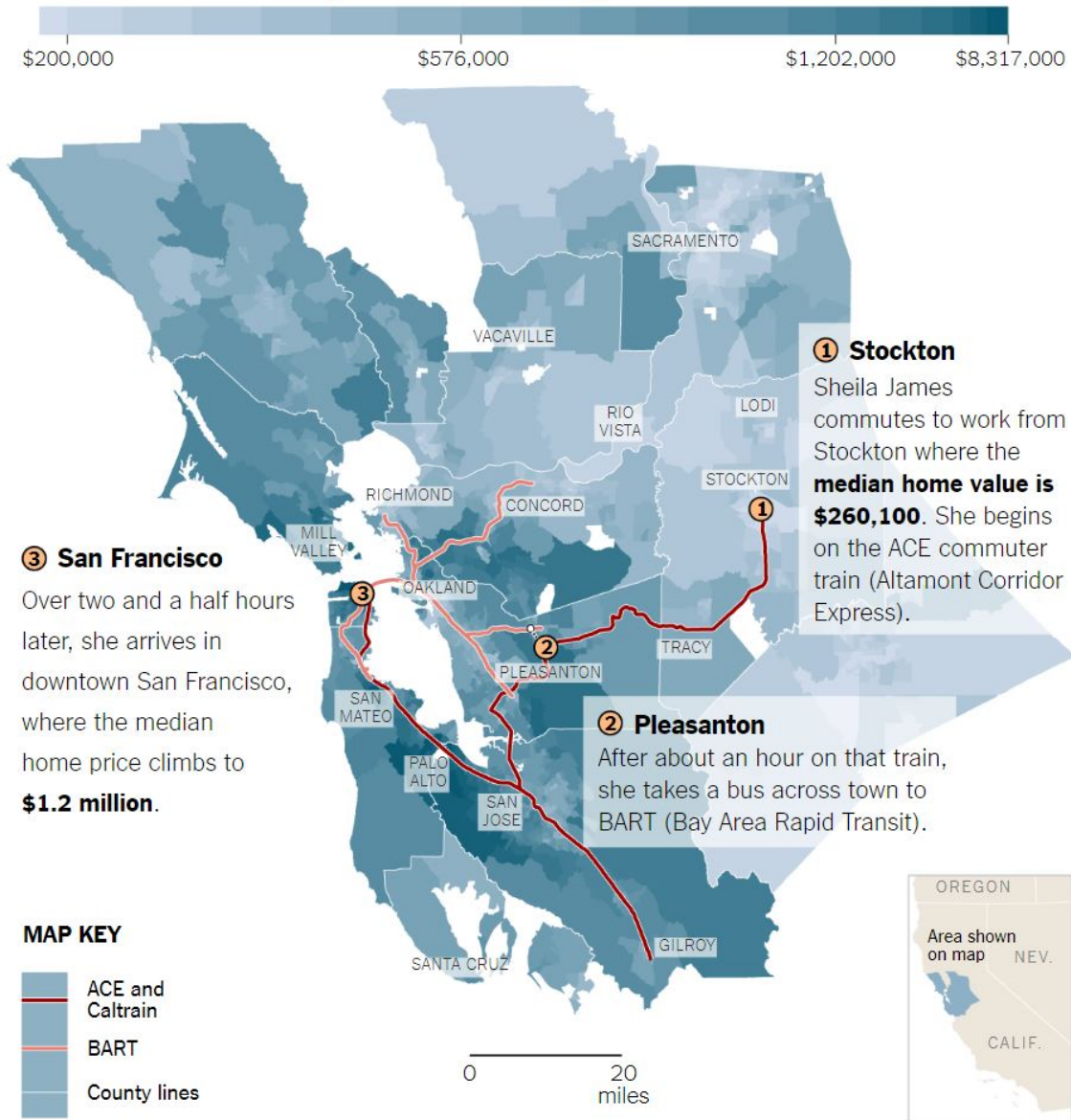
Key skill needed in the future workforce



Extreme Commute

A commute of 2 hours or more

The price of a home along the commute



<https://www.nytimes.com/2017/08/17/business/economy/san-francisco-commute.html>

Notes: Data is the Zillow Home Value Index of median home values in over 2,000 census tracts in and around the Bay Area | Source: Zillow.com | By Karl Russell/The New York Times

Work Anywhere

The end of the office as we know it...

The top 25 companies that will let you work from anywhere

Courtney Connley | @classicalycourt | 12:32 PM ET Thu, 4 Jan 2018



Russ Rohde/Getty Images



Reduced (or no) Benefits

The end of pensions & benefits, endangered & stressed entitlement programs (Social Security) and possible privatization (Medicare)

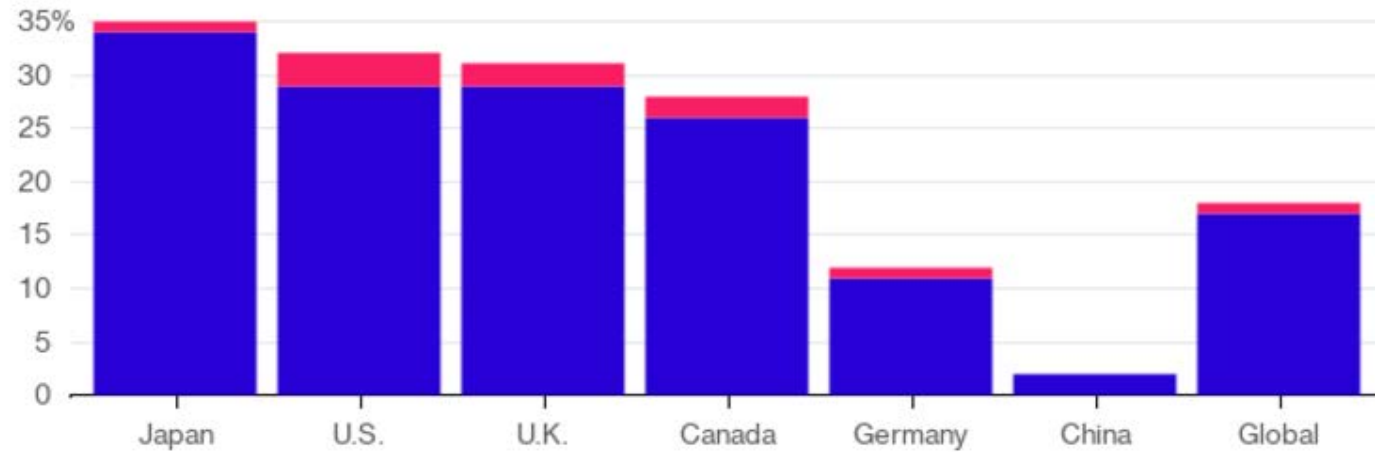
Working Longer

By 2021, 32% of Americans age 65 or older will be employed full or part time

Workers of the World

About a third of current workers in the U.S. and Japan expect to work past age 70.

■ Expecting to retire at age 70 or later ■ Expecting to never retire



Aegon Retirement Readiness Survey 2017

Bloomberg 

Systemic Inequality

Gender, Race, Culture, Age, Ability, Class, Education



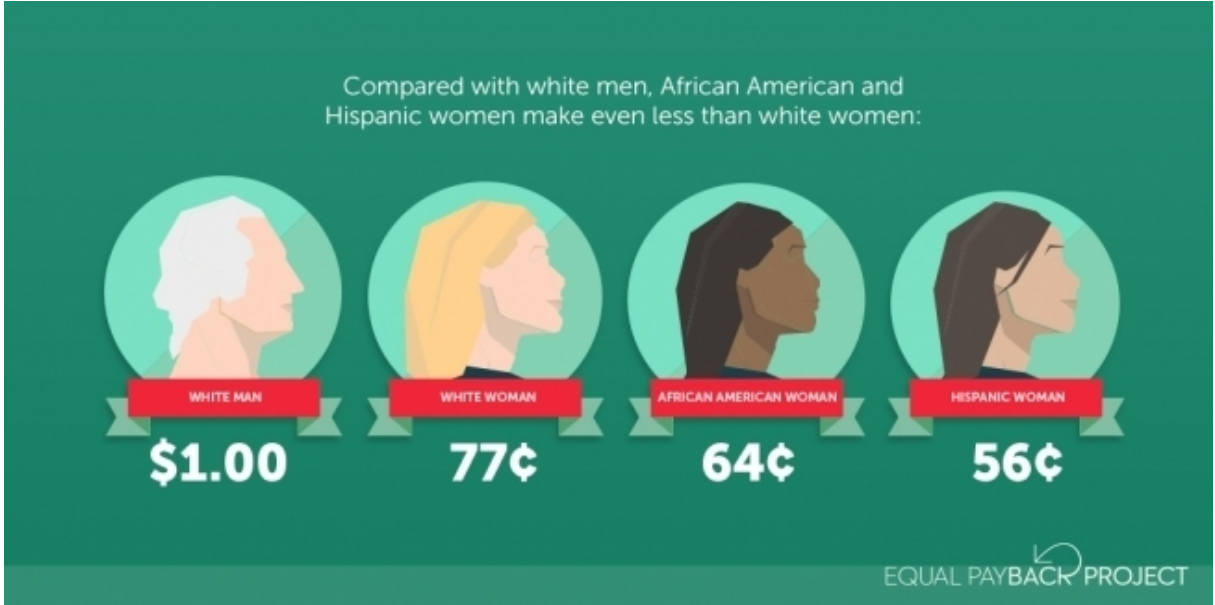
U.S. pay gap:
All full-time working men vs. women

\$1



79¢





https://www.huffingtonpost.com/entry/equal-pay-day-is-not-equal-at-all-for-women-of-color_us_58e3ec04e4b09deecf0e1af4



When she got pregnant, Erin Murphy, a senior employee at the financial giant Glencore, was belittled on the trading floor. After returning from maternity leave, she was told to pump milk in a supply closet cluttered with recycling bins.

JUNE 15, 2018

Pregnancy Discrimination Is Rampant Inside America's Biggest Companies

Many pregnant women have been systematically sidelined in the workplace. They're passed over for promotions and raises. They're fired when they complain.

By NATALIE KITROEFF and JESSICA SILVER-GREENBERG JUNE 15, 2018

American companies have spent years trying to become more welcoming to women. They have rolled out generous parental leave policies, designed cushy lactation rooms and plowed millions of dollars into programs aimed at retaining mothers.

But these advances haven't changed a simple fact: Whether women work at Walmart or on Wall Street, getting pregnant is often the moment they are knocked off the professional ladder.

Readiness
Flexibility
Meaning
Creativity
Independence







<https://architizer.com/blog/inspiration/collections/hp-workspaces-of-the-future/>

<https://www.pinterest.com/pin/487233253427329399/>



work is against you

...but now you're ready...

