

SREB

Preparing the Workforce for a Decade of Uncertainty

Joan Lord, Vice President

Meagan Crowe, CNP, Policy Analyst

Welcome



Joan Lord
Vice President
SREB



Meagan Crowe
Policy Analyst
SREB

Changes in the Workforce

Advances in robotics and AI hold the potential to reshape fundamentally the way we live and work. While we cannot yet foresee exactly how this fourth industrial revolution will play out, we know that gains in productivity and efficiency, new services and jobs, and improved support in existing roles are all on the horizon, alongside the potential loss of well-established occupations...

-Researchers with Oxford University,
Carl Benedikt Frey & Michael A. Osborne

A photograph of an industrial manufacturing environment. In the foreground, a large, grey robotic arm is positioned over a work area. In the background, another robotic arm is actively welding a metal component, creating a bright, intense light and a shower of orange sparks. The scene is dimly lit, with the primary light source being the welding process. The overall atmosphere is one of advanced industrial automation.

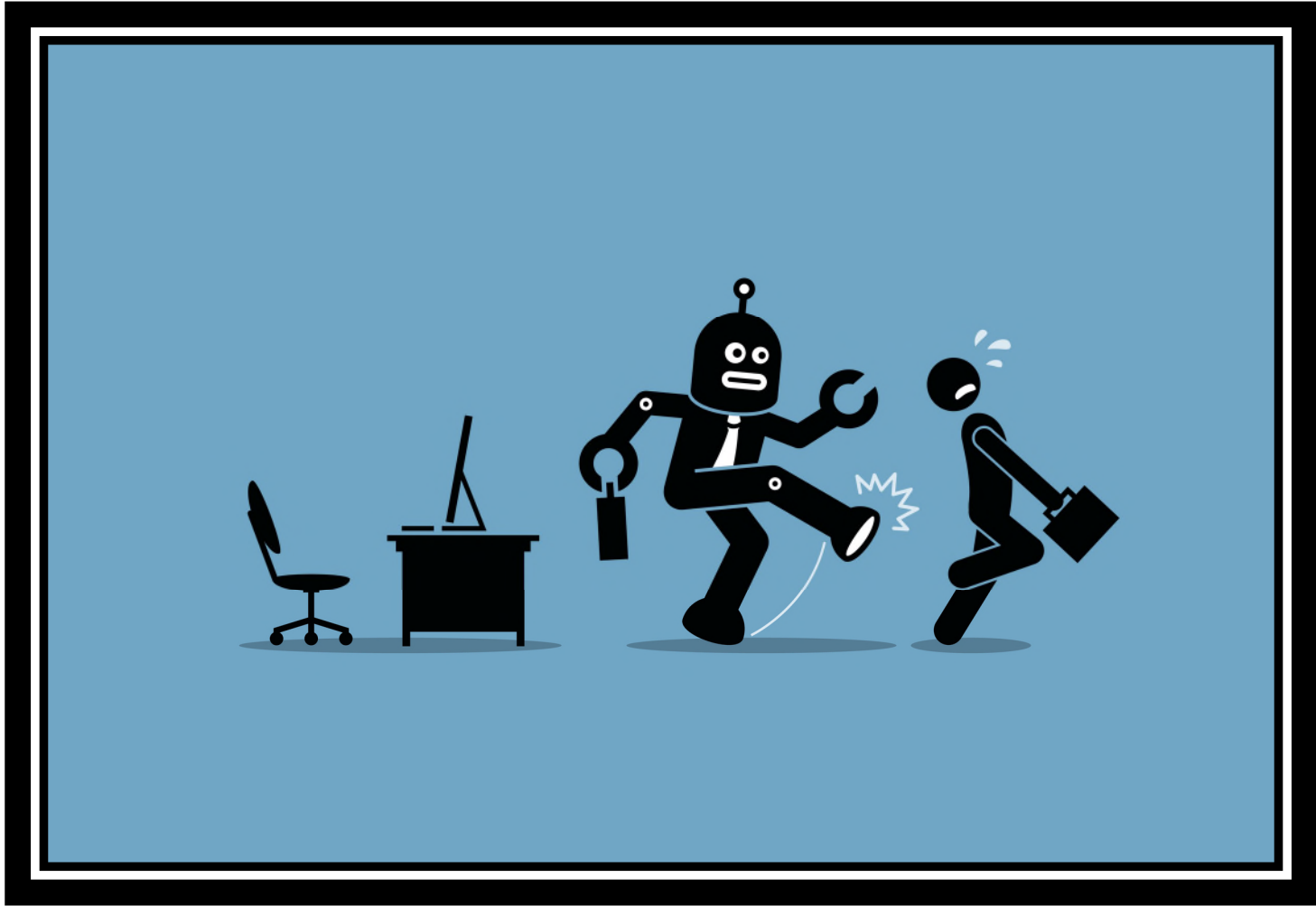
Changes in the Workforce




What many ask:

Will there be enough
jobs?

This is the wrong question!

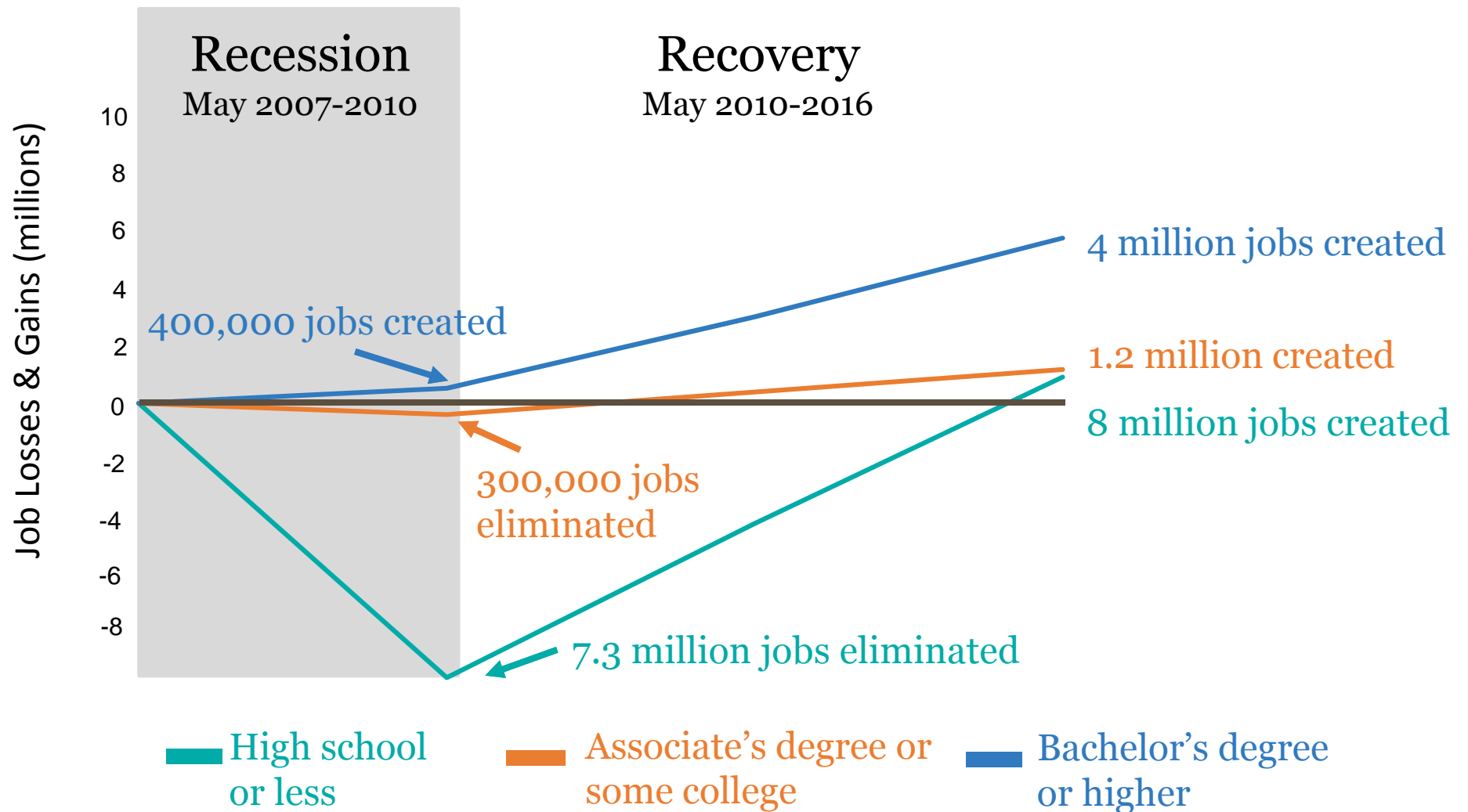




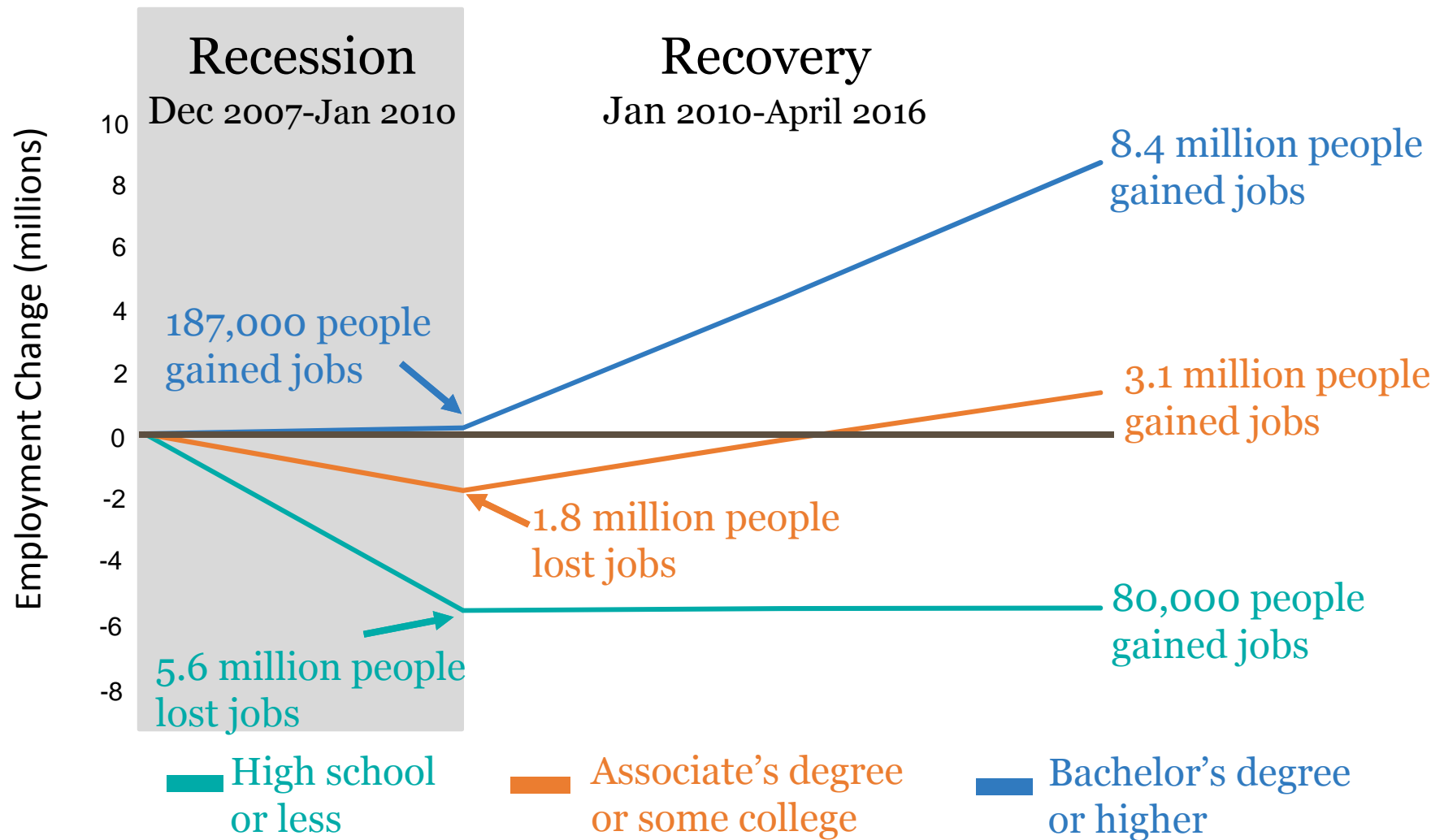
Will there be enough
people with the skills
to fill *new* jobs?

This is the correct question.

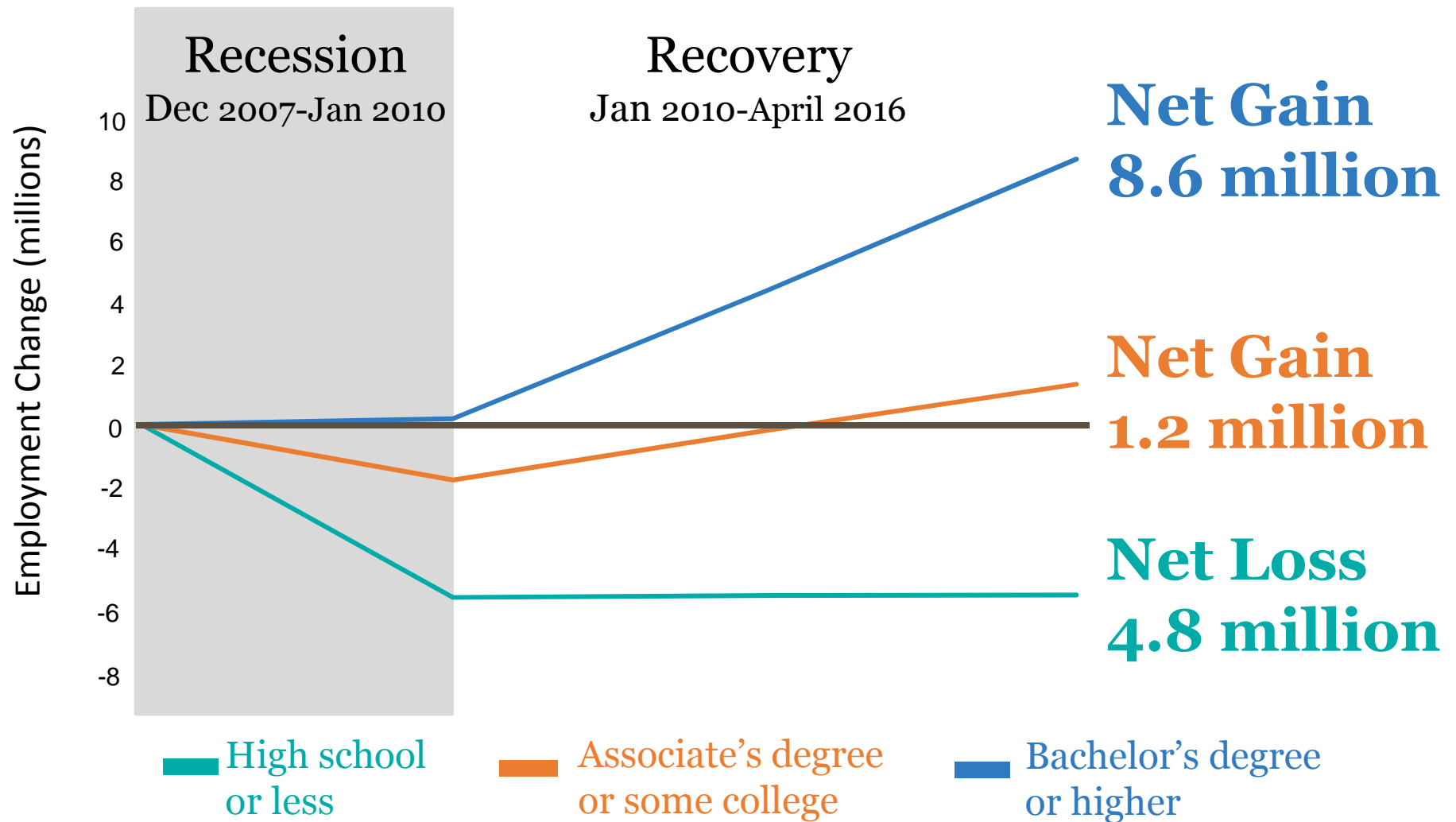
Available Job Positions by Minimum Education Level Required



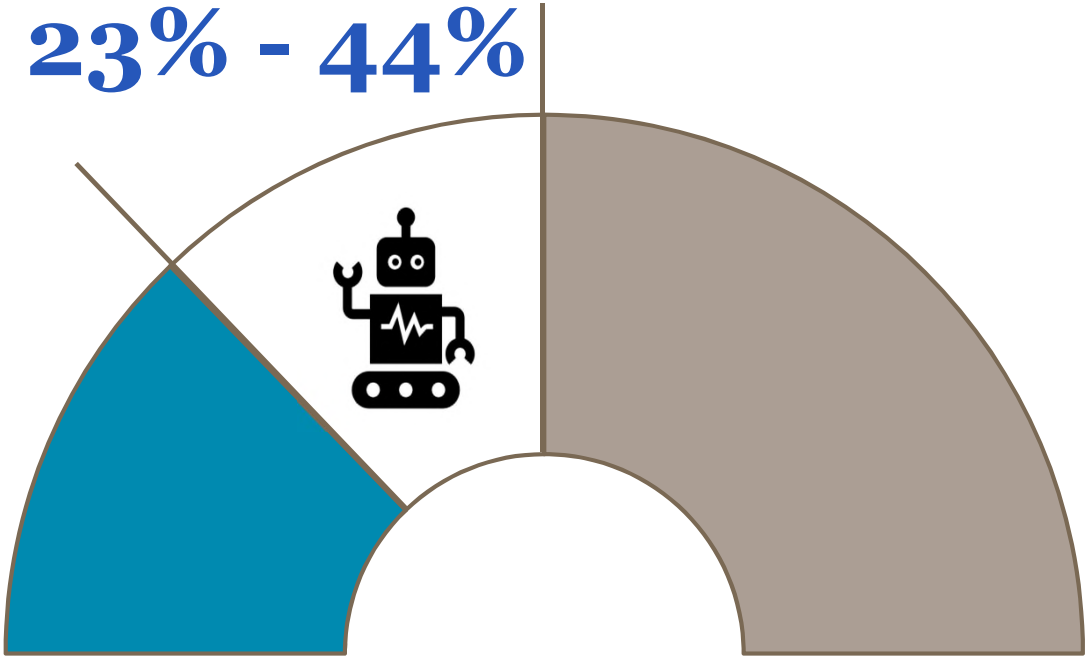
Employment Losses and Gains by Education Level



Employment Losses and Gains by Education Level



Activities Automated by 2030



Declining Low-Skilled Jobs



A high school diploma or less



Incomes below the poverty line:
\$25,750 for a family of four



Physical and repetitive labor

Push toward Middle-Skill Jobs



More than a high school diploma,
less than a bachelor's degree

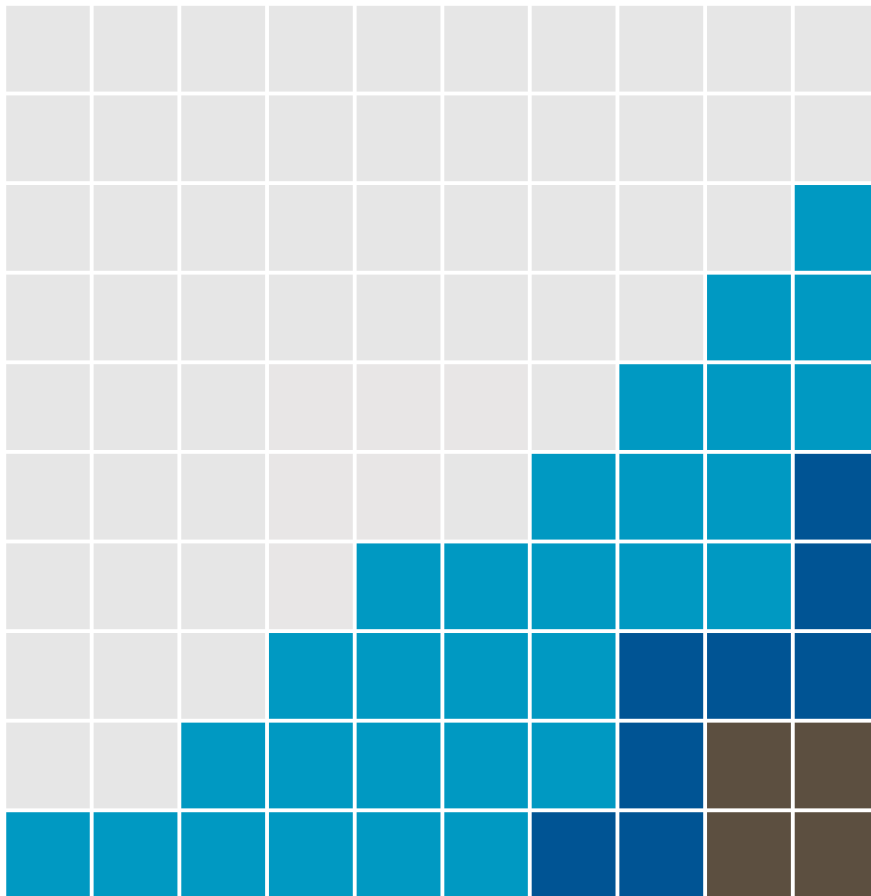


Pay mid-level incomes:
between \$35,000 - \$75,000



Projected job growth is 52%
between 2014 and 2024

By 2017, 41% of SREB adults had no education beyond high school.



21 million had a high school credential and no more

6 million had some high school but no credential

3 million had less than a 9th grade education

Your parent's educational attainment



Your educational attainment



Your skill level



Your child's skill level

Children born to low-skilled adults:


Hear 30 million fewer words
by the time they reach kindergarten

Are 10X more likely to be low-skilled
themselves than children born to highly-
skilled parents.

Multi-Generational Cliff



Prepare for today *and* tomorrow



Ensure that
business and
industry have the
workers they need
now

Ensure that workers
are prepared for the
jobs that will be
available in the
future

If states and industry leaders do not act now, more will be:

- Facing underemployment or unemployment
- Earning incomes below the poverty level
- Dependent on social welfare services
- Unable to help launch the next generation

Changes in the Workforce

....Such transitions will be challenging. As a nation, we must respond with a readiness to re-skill, and up-skill, on a continuing basis. This requires a commitment by the Government to ensure that our education and training systems are flexible, so that they can adapt as the demands on the workforce change and are geared up for lifelong learning.

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SREB's Webinar Series

<https://www.sreb.org/webinars>

- April 2019: For more information on aligning federal statutes to support efforts to prepare the future workforce, see *Aligning ESSA, Perkins V and WIOA Across the Lifespan*
- July 2019: For more about how automation and AI could impact the region's future economy, register for upcoming webinar *Education, Automation and the Workforce*

SREB

Southern
Regional
Education
Board

www.sreb.org

Joan Lord, Vice President, Education Data,
Policy Research and Programs

Joan.Lord@SREB.org

(404) 875-9211

Meagan Crowe, CNP, Policy Analyst

Meagan.Crowe@SREB.org

(404) 879-5587