

# The Future of Work Task Force



ESD Economic Symposium

April 1, 2019

Joe Wilcox and Lewis McMurrin

Future of Work Co-Managers

Washington Workforce Board [www.wtb.wa.gov](http://www.wtb.wa.gov)

# Final Report: 2019

- **By December 1, 2019 final report due to Governor and Legislature that:**
- Describes Task Force activities
- Presents a set of recommendations
- Includes a recommendation for research and activities the Task Force would complete if it were to continue beyond sunset date of June 30, 2020.



# Where Are We Now?

# FUTURE OF WORK



# Changing Economy - Occupations

## INCREASING

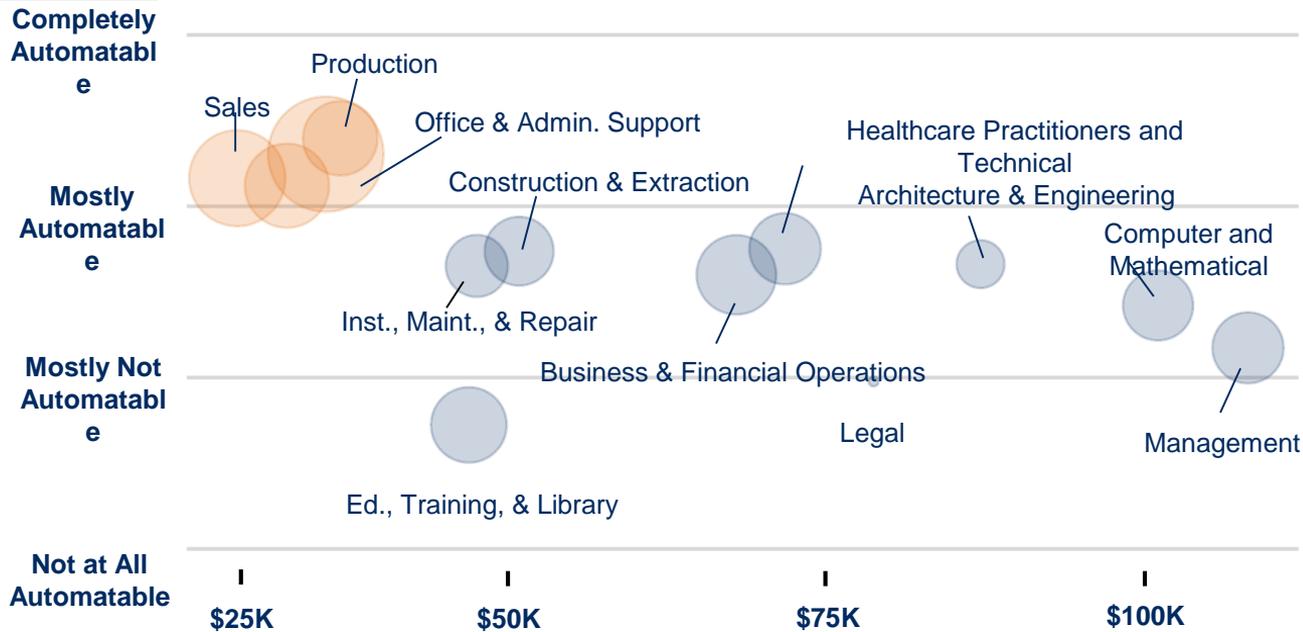
- Computer and mathematical
- Management
- Building and Maintenance

## DECREASING

- Production
- Architecture and Engineering
- Farming, fishing and Forestry



# Which Jobs Have the Greatest Capacity for Automation in Washington?



Source: U.S. Bureau of Labor Statistics (2017) and Oxford University, analyzed by Washington's Workforce Board

*Note: Bubble size indicates relative size of occupations in terms of number of employees. Orange bubbles illustrate occupations with highest levels of activities most likely to be automated within the occupational group.*

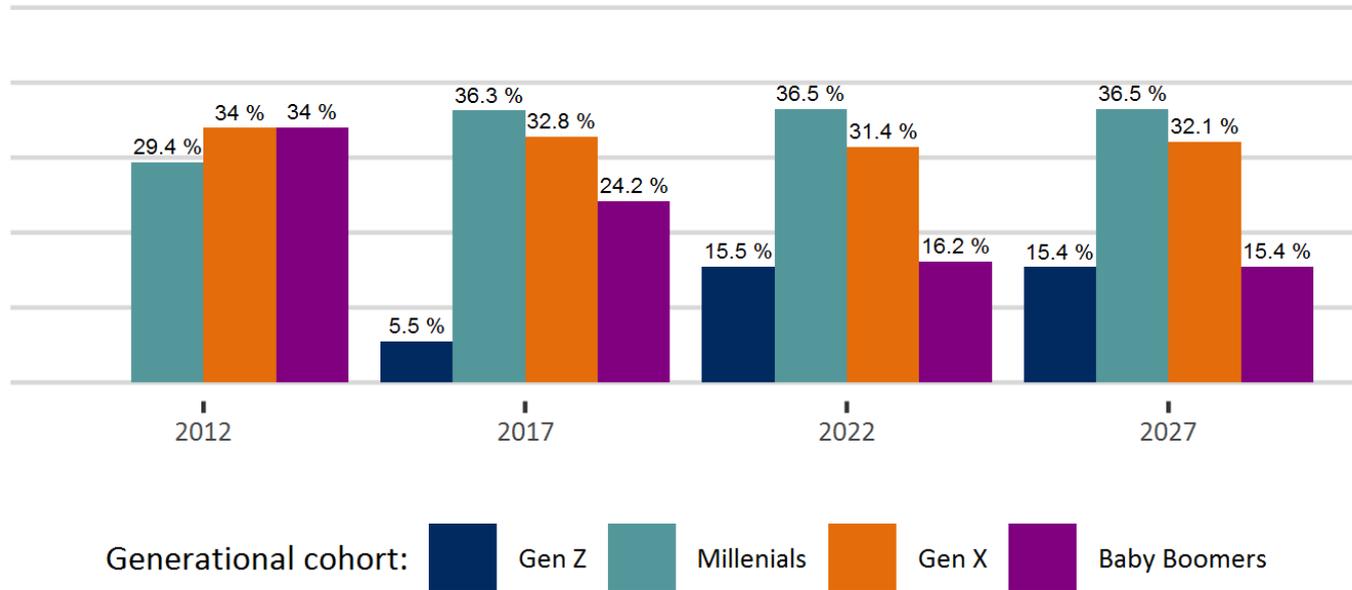
## Occupations, not primarily computer related, with the largest shares of computer skill requirements

Occupation	Share of skills that are IT
Fashion Designers	84.90%
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	81.40%
Multimedia Artists and Animators	80.70%
Economists	77.60%
Statistical Assistants	77.30%
Biological Scientists, All Other	76.60%
Archivists	76.00%
Fine Artists, Including Painters, Sculptors, and Illustrators	75.20%

Source: Employment Security Department/WITS; WANTED Analytics



# Washington Labor Force Composition by generational cohort



Source: U.S. Census Bureau and WA Office of Financial Management, analyzed by the Washington Workforce Board



# Changing Employee – Employer Relationships

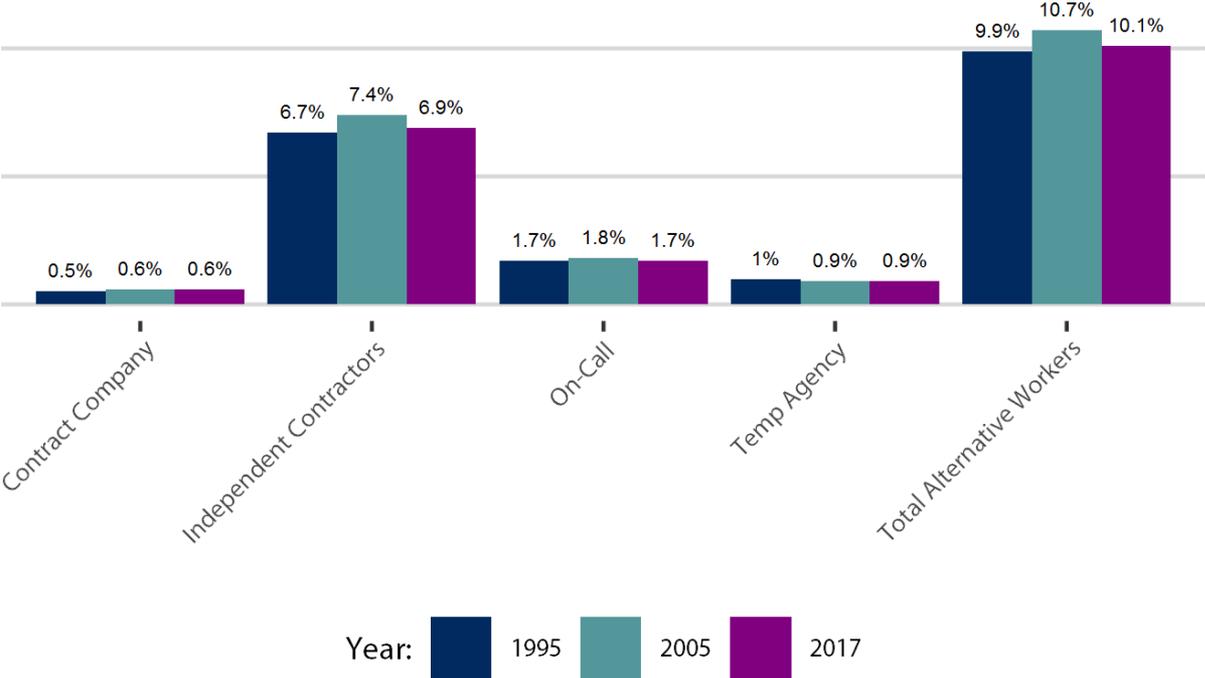
1. Distribution of productivity gains
2. Skill development and Training
3. Health Care
4. Child Care
5. Unemployment Insurance
6. Transportation
7. Retirement



# Workforce in Transition

Alternative work arrangements in US, 1995-2017

Type of work arrangement as percent of total workforce

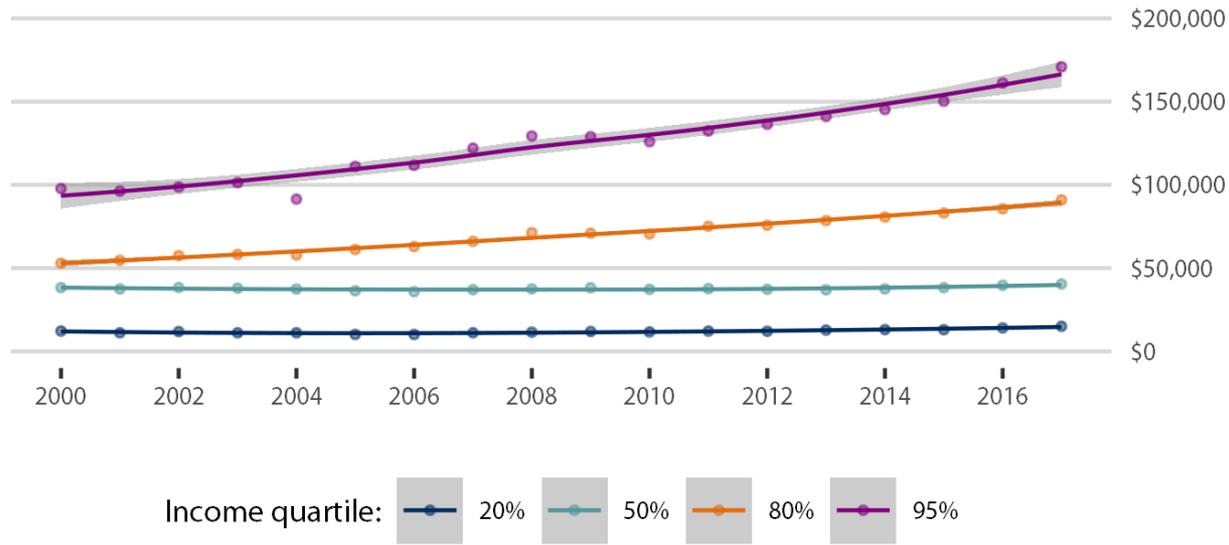


Source: U.S. Bureau of Labor Statistics, analyzed by the Washington Workforce Board



# Wealth disparity

Washington real annual earnings per person, 2000-2017  
by income quartile (in 2017 \$)



Source: U.S. Census Bureau, analyzed by the Washington Workforce Board



# Equitable Growth: Prosperity for All

**Americans' paychecks are bigger than 40 years ago, but their purchasing power has hardly budged**

*Average hourly wages in the U.S., seasonally adjusted*



Note: Data for wages of production and non-supervisory employees on private non-farm payrolls. "Constant 2018 dollars" describes wages adjusted for inflation. "Current dollars" describes wages reported in the value of the currency when received. "Purchasing power" refers to the amount of goods or services that can be bought per unit of currency.



# Thank you!



**Joe Wilcox**  
**joe.wilcox@wtb.wa.gov**  
**360-709-4631**

**Lewis McMurrin**  
**lewis.mcmurrin@wtb.wa.gov**  
**360-709-4628**

**[wtb.wa.gov/futureofwork.asp](http://wtb.wa.gov/futureofwork.asp)**