




The Future of Work



Jed Kolko
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Agenda

1. Two great uncertainties

The two great uncertainties

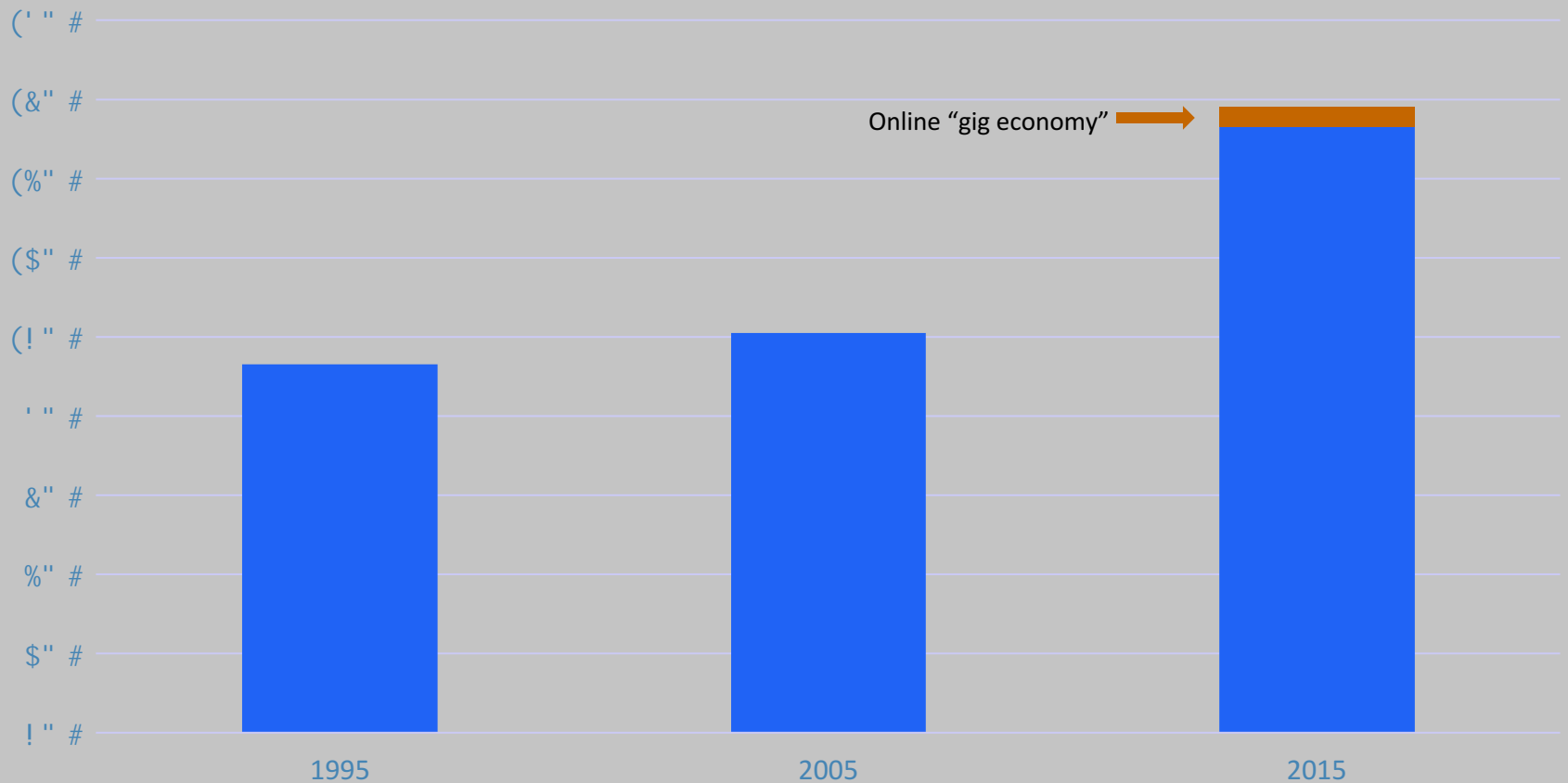
- ▶ What happens to unemployment and the

Most at risk: middle-skill “routine” jobs

Occupation	Projected change, '000s, 2014-2024 (BLS)
Bookkeeping and accounting	-148.7
Fast food cooks	-80.4
Mail carriers	-78.1
Executive secretaries and admins	-44.6
Farmworkers and laborers	-42.9
Sewing machine operators	-41.7
Tellers	-40.0
Mail sorters and processors	-39.7
Cutting, punching, and press machine operators	-39.5
Switchboard operators	-37.0

Task work is not just the “gig economy”

% of employed workers in “alternative work arrangements”
(Katz & Krueger, 2016)



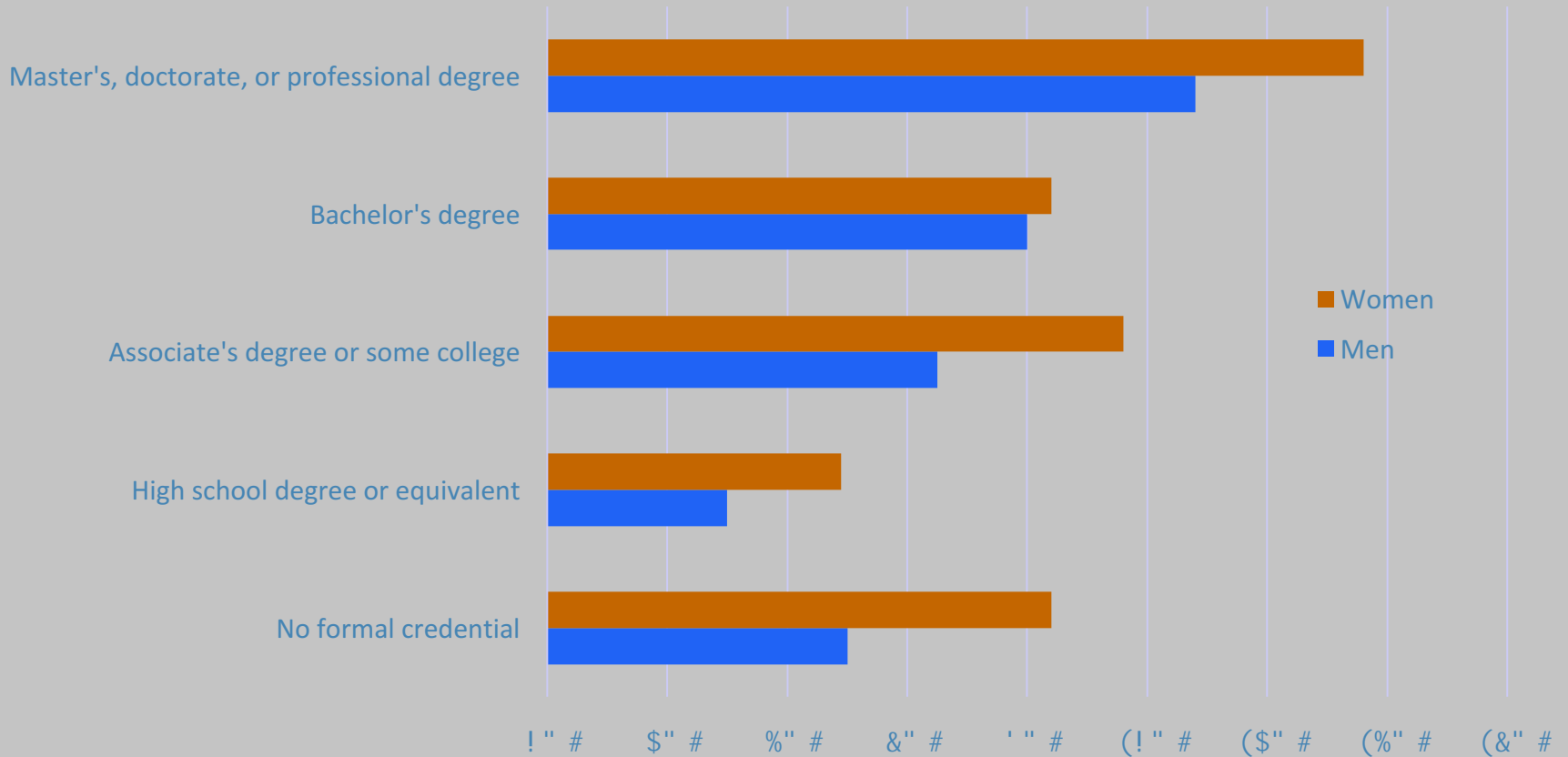
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1. Two great uncertainties
2. Distributions matter

Less-

Polarization in future job growth

Projected occupation growth, 2014-2024,
by degree required and current gender mix (BLS & Census)

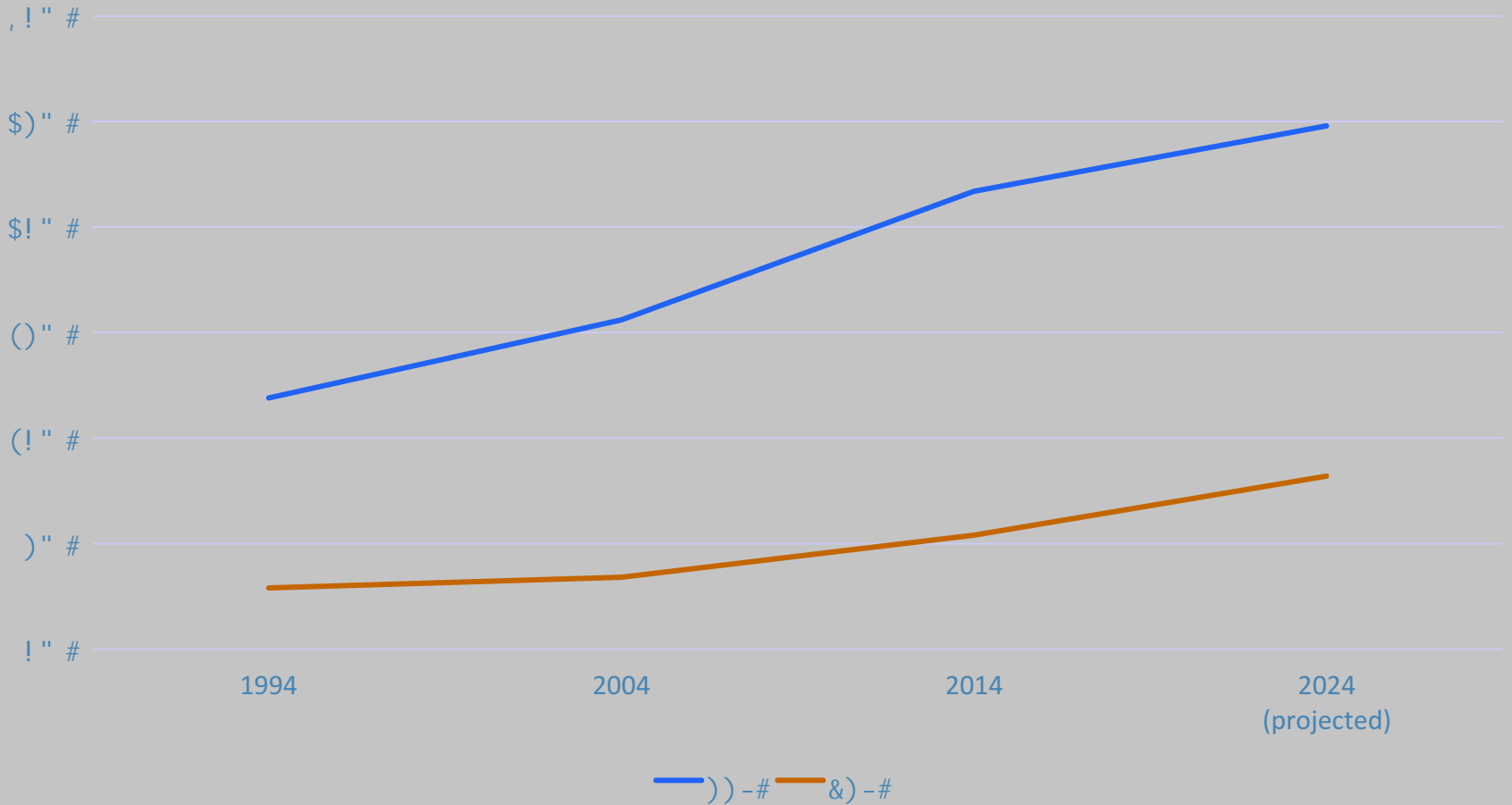


Agenda

1. Two great uncertainties
2. Distributions matter
3. Older workers are the future

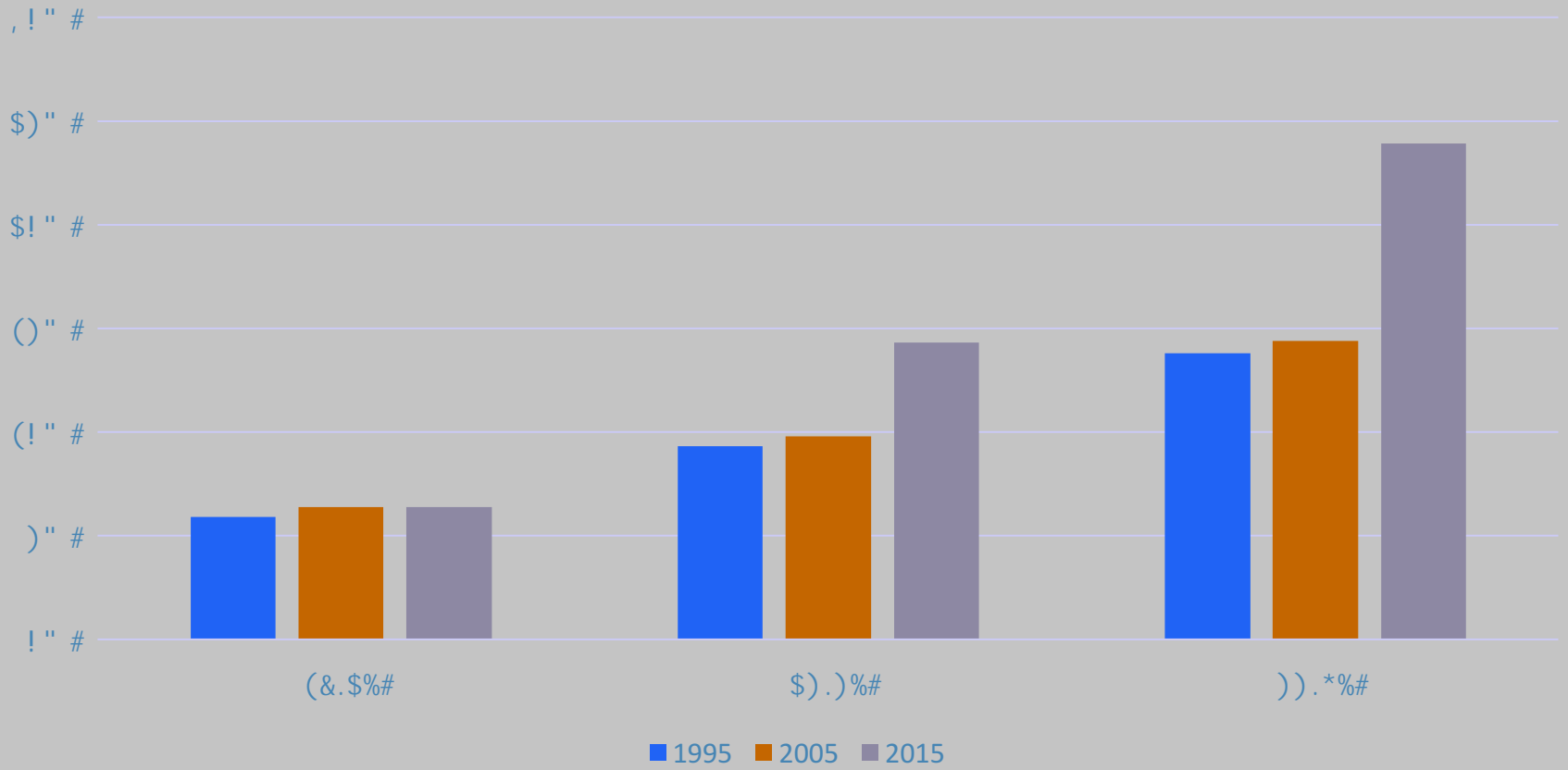
The aging workforce

Share of workers, age 55+ and 65+ (BLS)



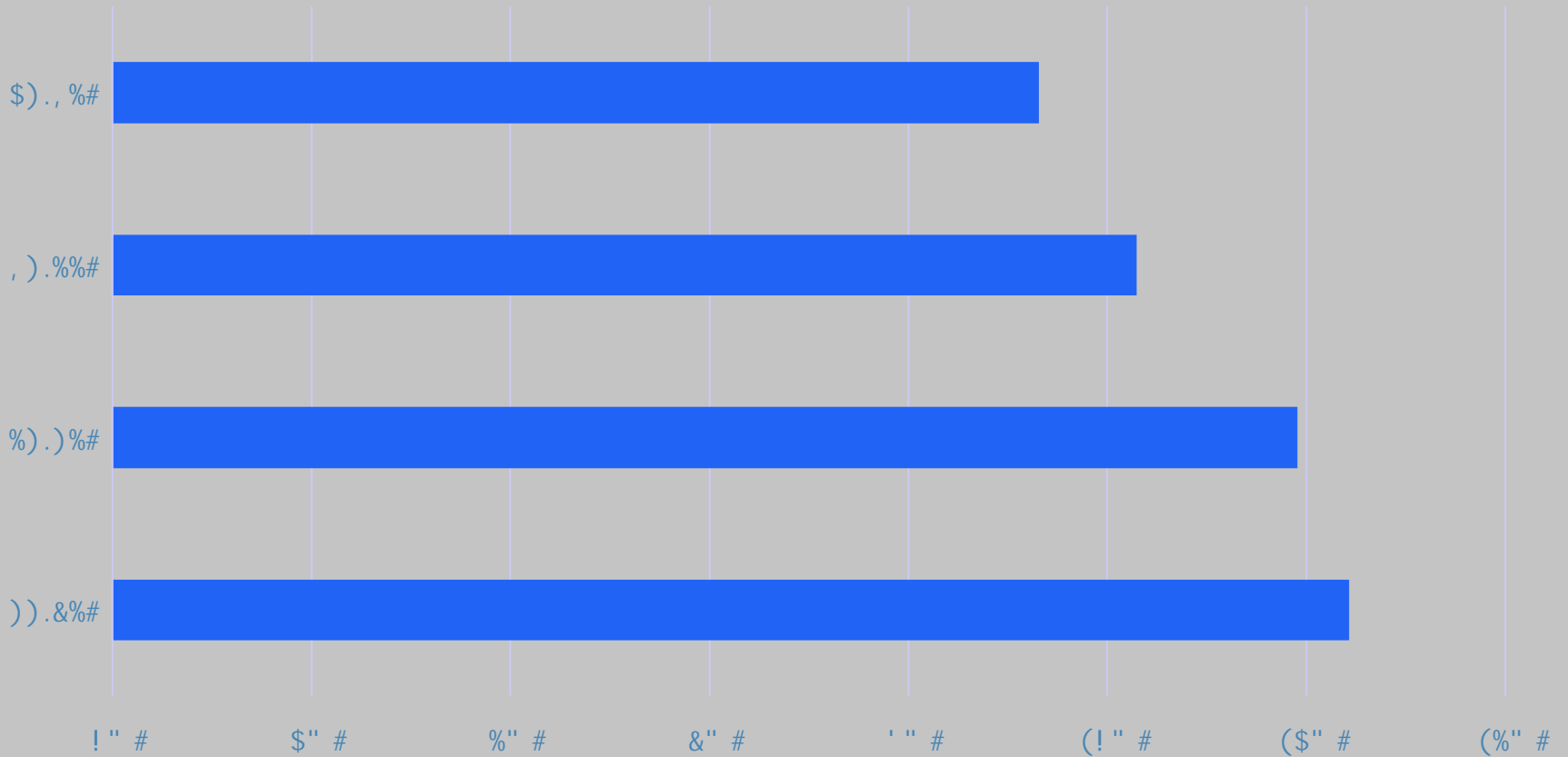
Older workers are the gig economy

% of employed workers in "alternative work arrangements," by age
(Katz and Krueger, 2016)



Older workers are most at risk

% of workers in occupations projected to shrink, by age
(BLS & Census)

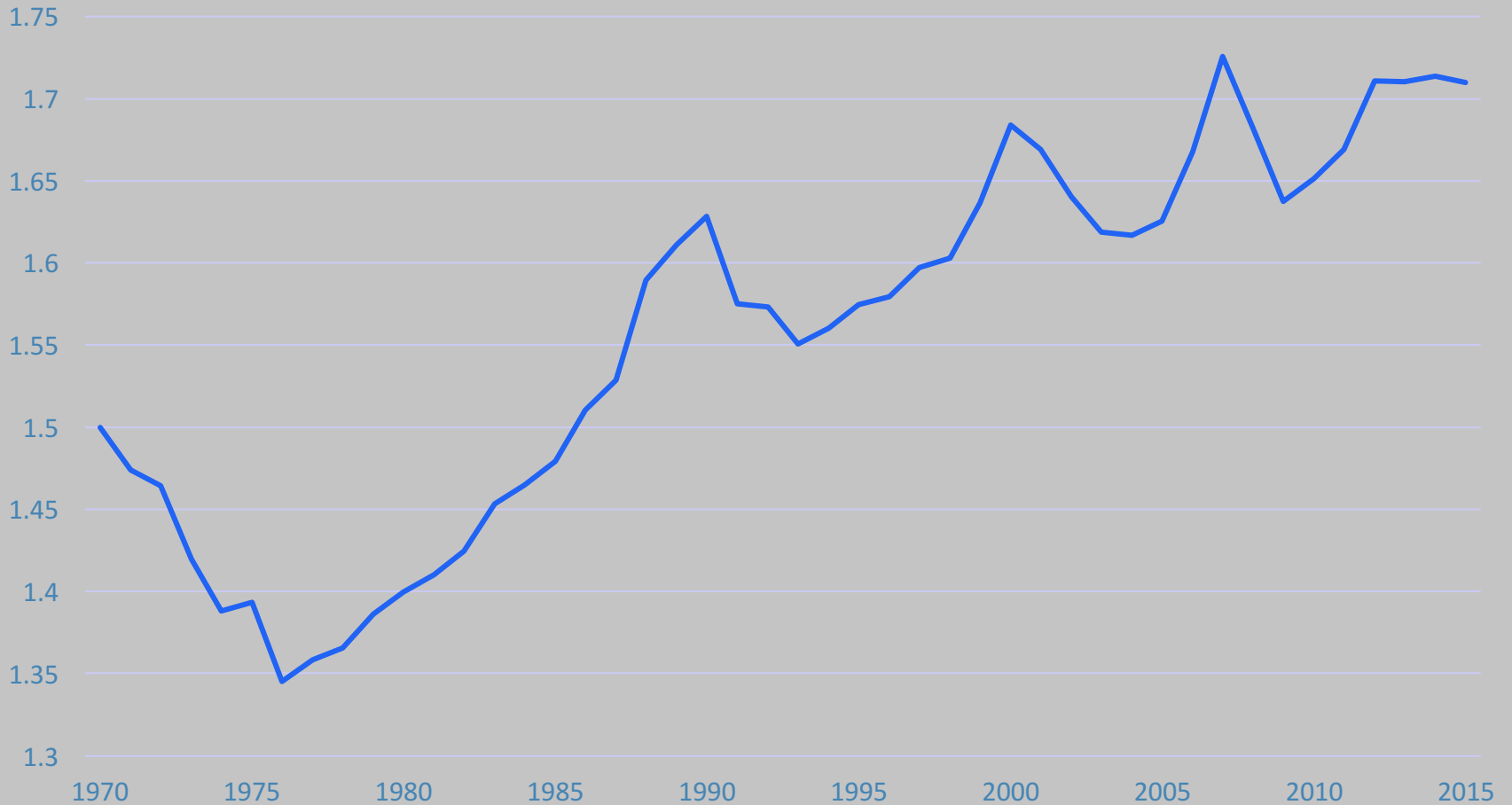


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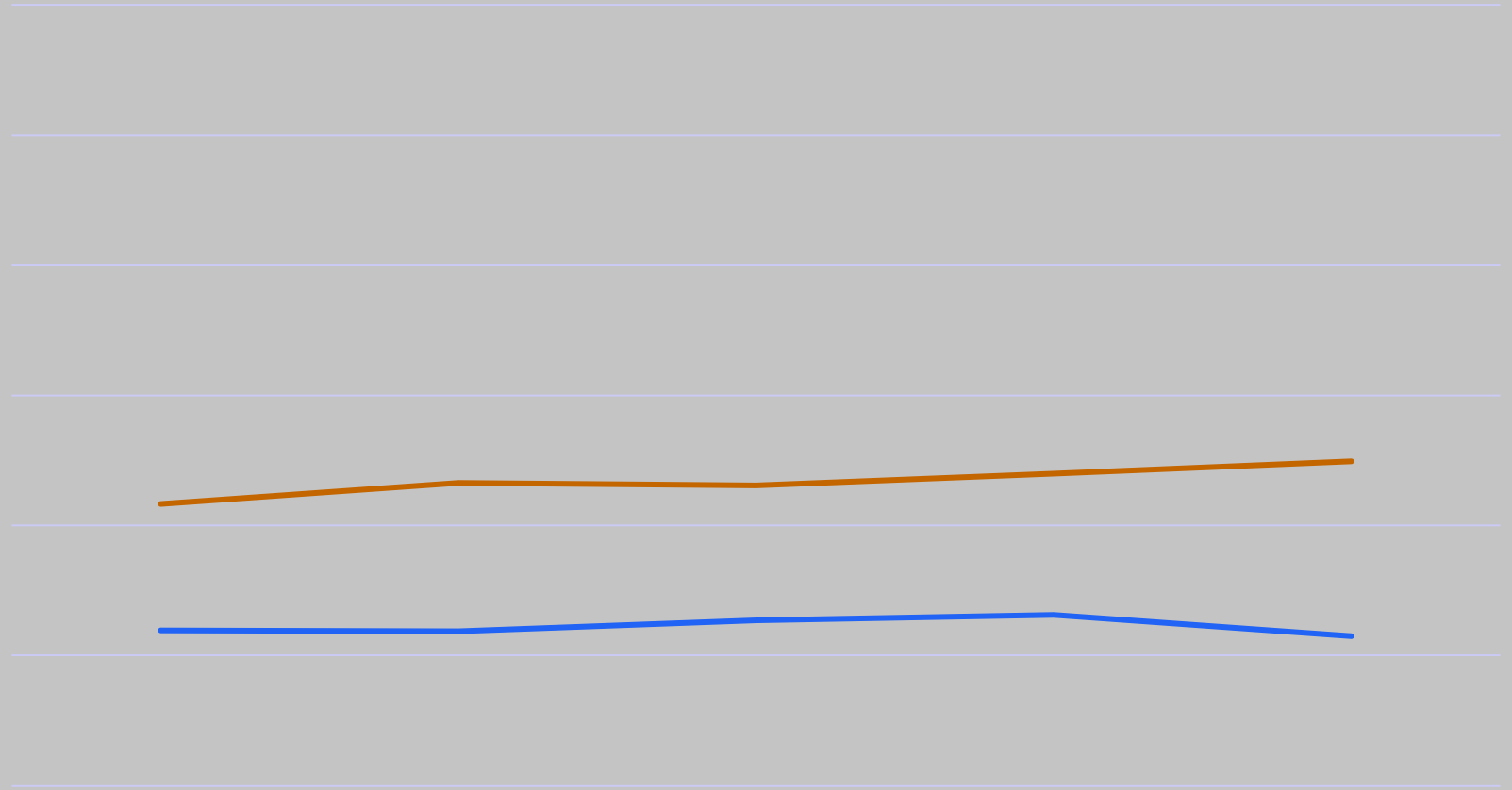
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4. Geographic inequalities

U.S. local incomes are diverging

Ratio of 90th/10th %ile of metro per capita income (BEA)

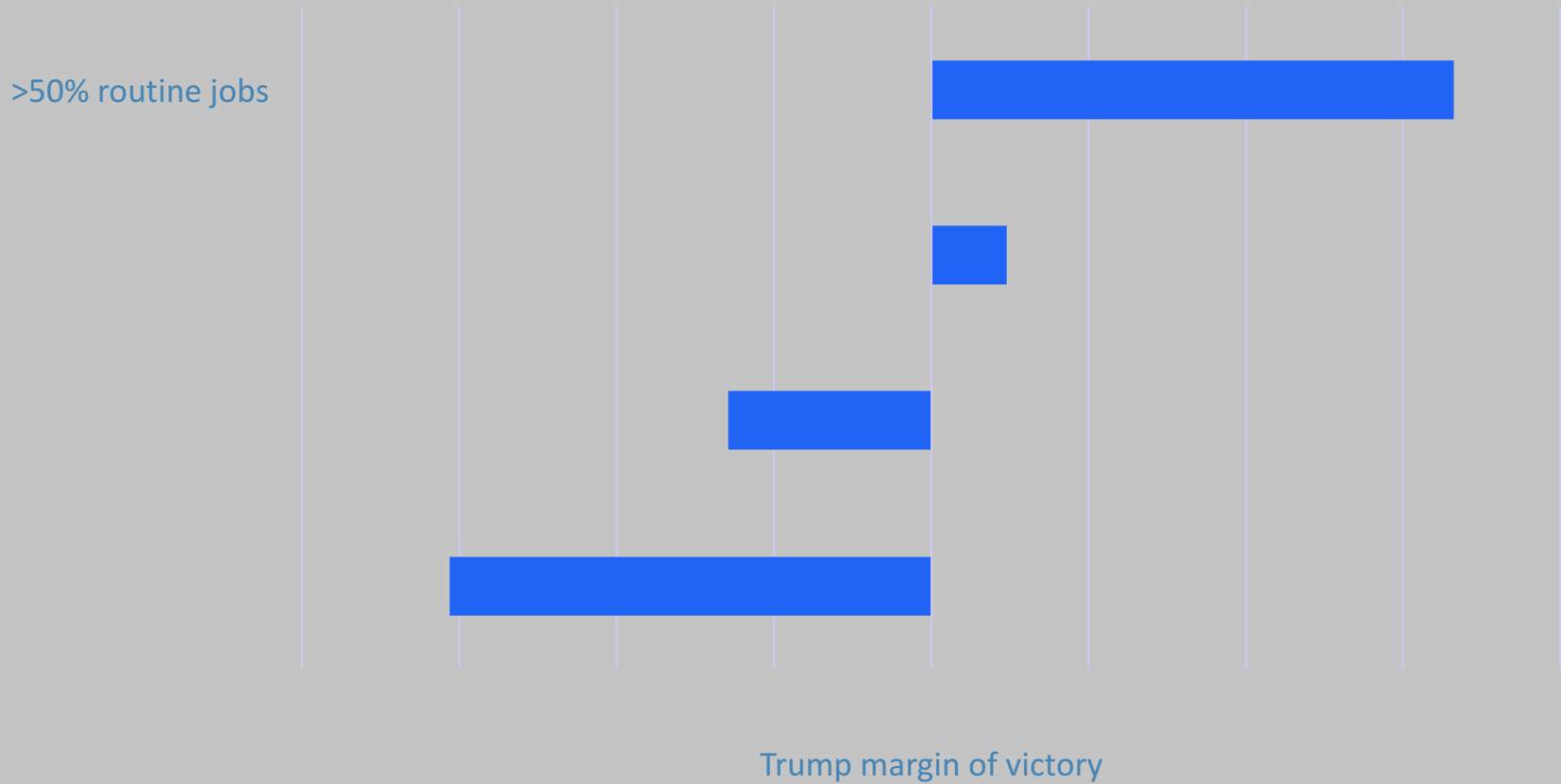


Tech hubs are tightening their grip



Trump did better where jobs are at risk

Trump margin and % routine jobs, by county
(U.S. Election Atlas & Census)



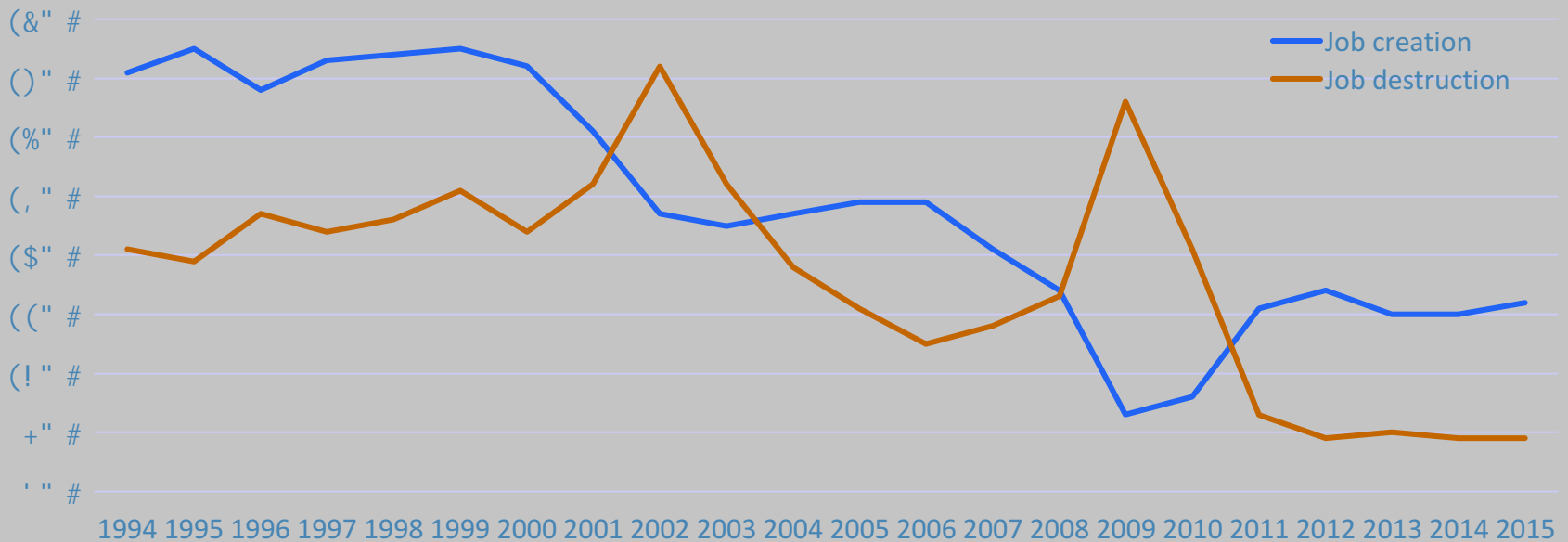
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1. Two great uncertainties
2. Distributions matter
3. Older workers are the future
4. Geographic inequalities
5. What we get wrong about the future of work

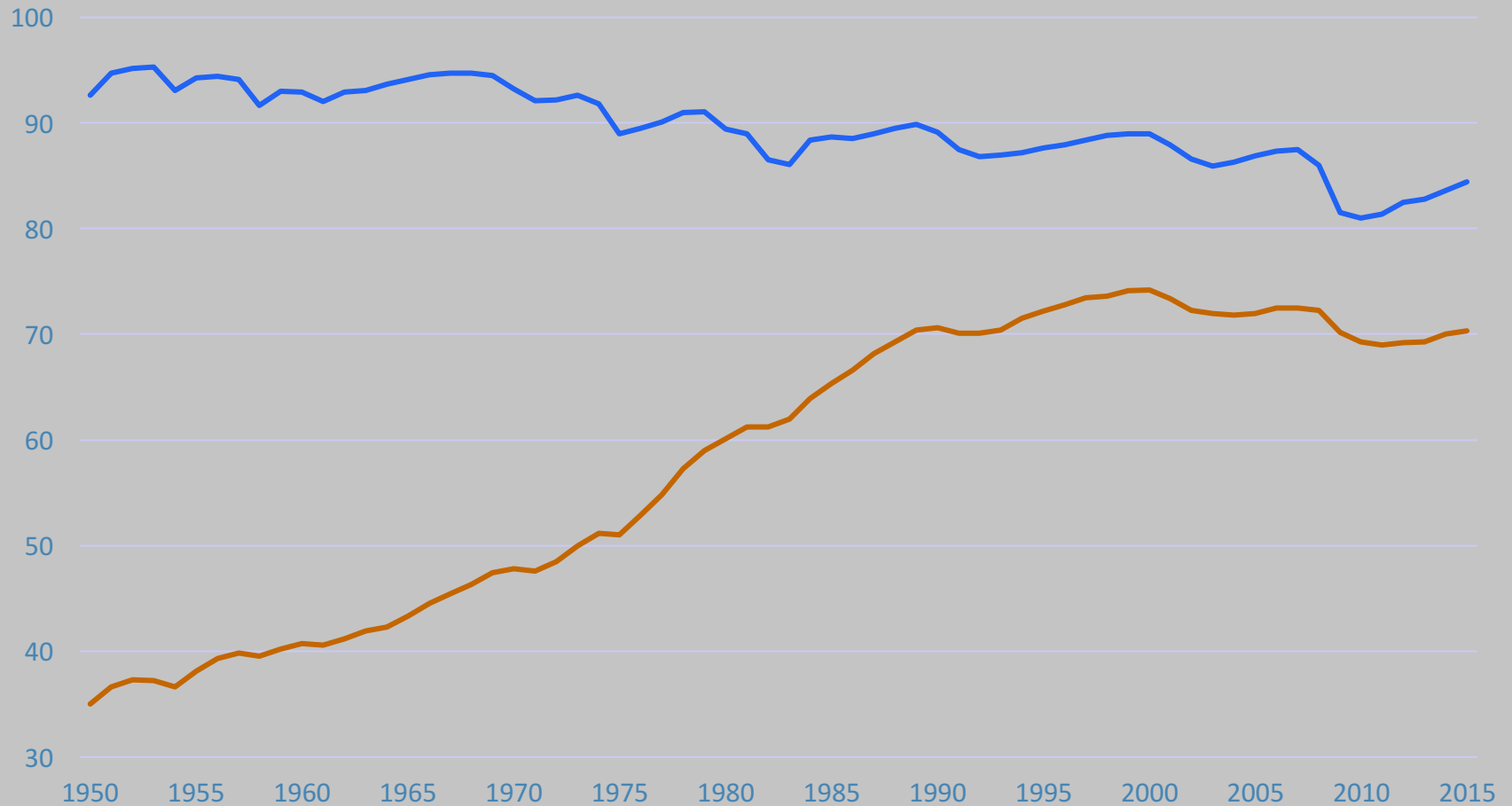
Occupational disruption is slower today

Job flows are slowing down

Job creation and destruction
% of total employment, annual (BLS)



The dramatic rise of women's employment



Thank you

- ▶ www.hiringlab.org
- ▶ www.indeed.com
- ▶ @jedkolko