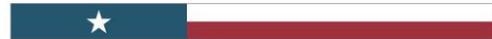


The Future of Work

An Overview of National Policy Discussions

60x30TX



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?

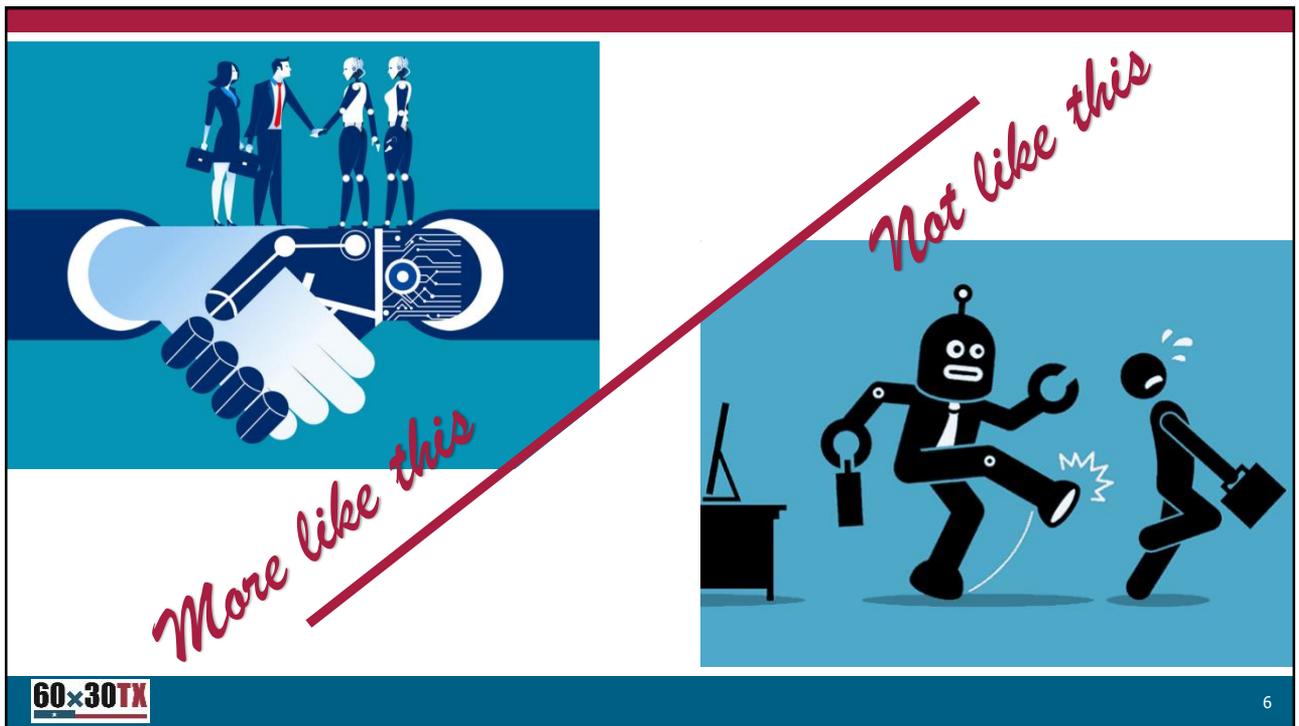
How can we support stakeholders in these discussions?

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 |



From "Robots have been about to take all the jobs for more than 200 years" (Anslow 2016)



When will FOW be here?

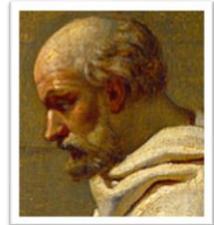
“The future is already here – it’s just not very evenly distributed.”

~ 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?



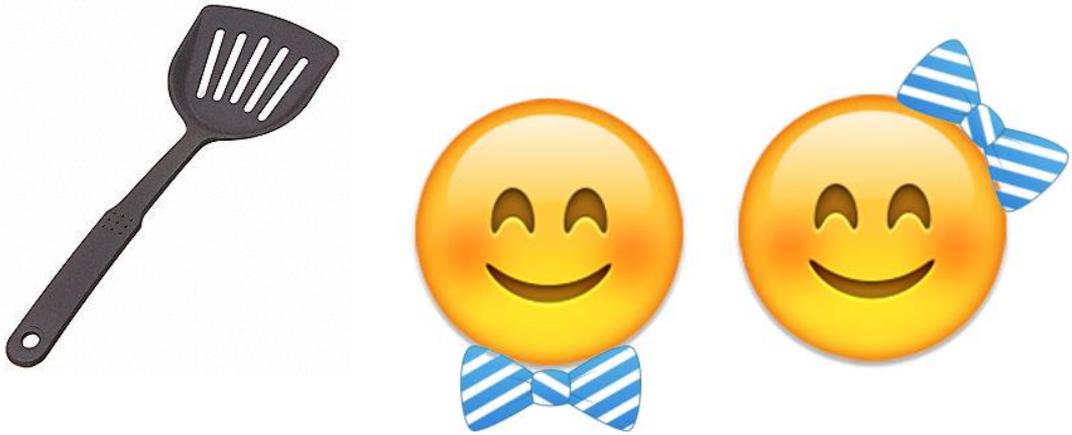
National and international discussions of FOW

| 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



IDE is a **priority** in FOW discussions



How can we support stakeholders?



Marketable Skills Goal



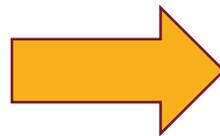
By 2030, all graduates from Texas public institutions of higher education will have completed programs with identified marketable skills.

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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