



The Future of Work



Jed Kolko
chief economist, Indeed; advisor, Shift Commission

Agenda

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**

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1. Two great uncertainties

The two great uncertainties

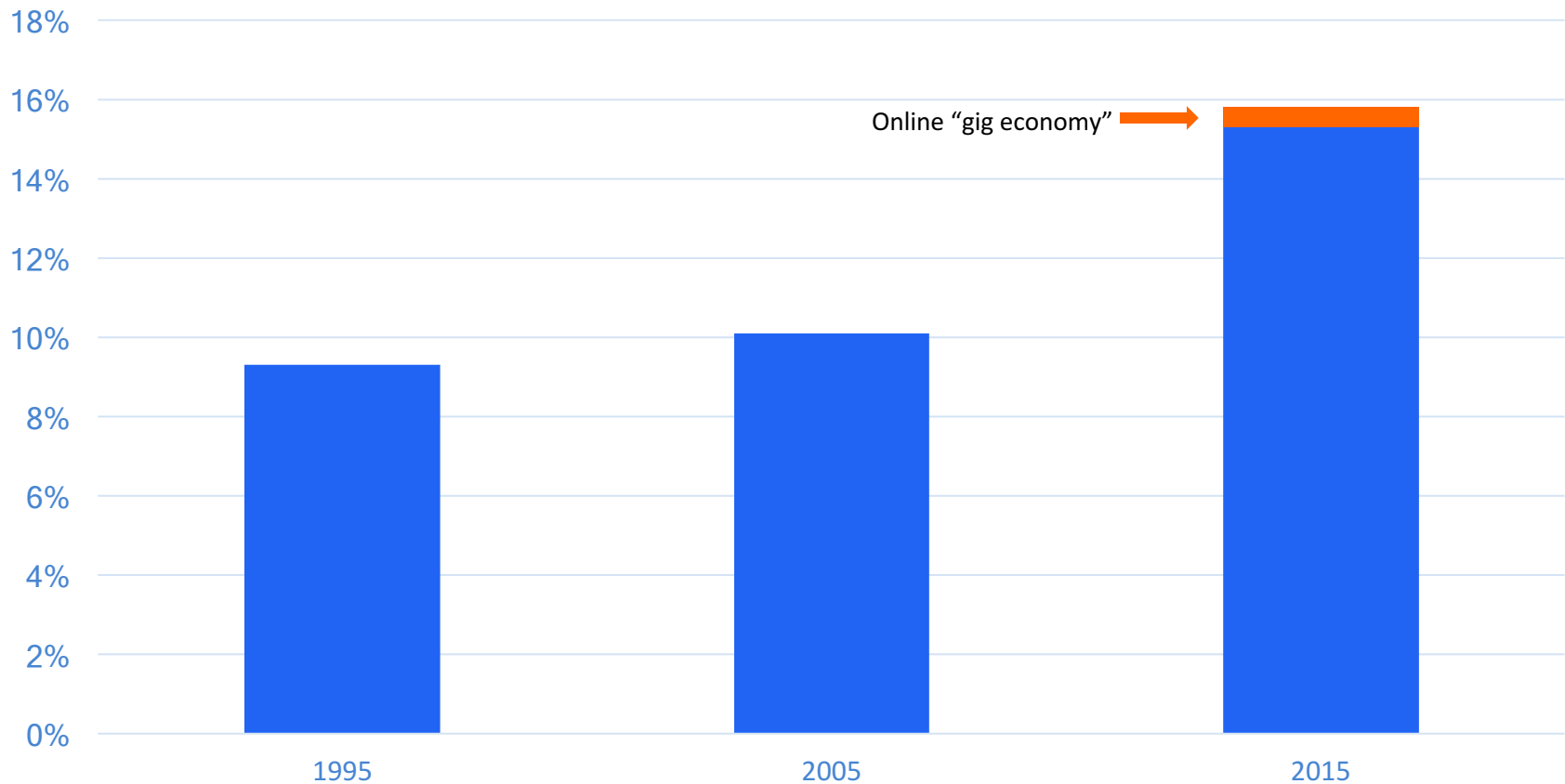
- ▶ **What happens to unemployment and the AMOUNT of work?**
 - ▶ Does automation eliminate or possibly even create jobs?
- ▶ **What happens to the FORM of work?**
 - ▶ How widespread does task-based work become?

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)

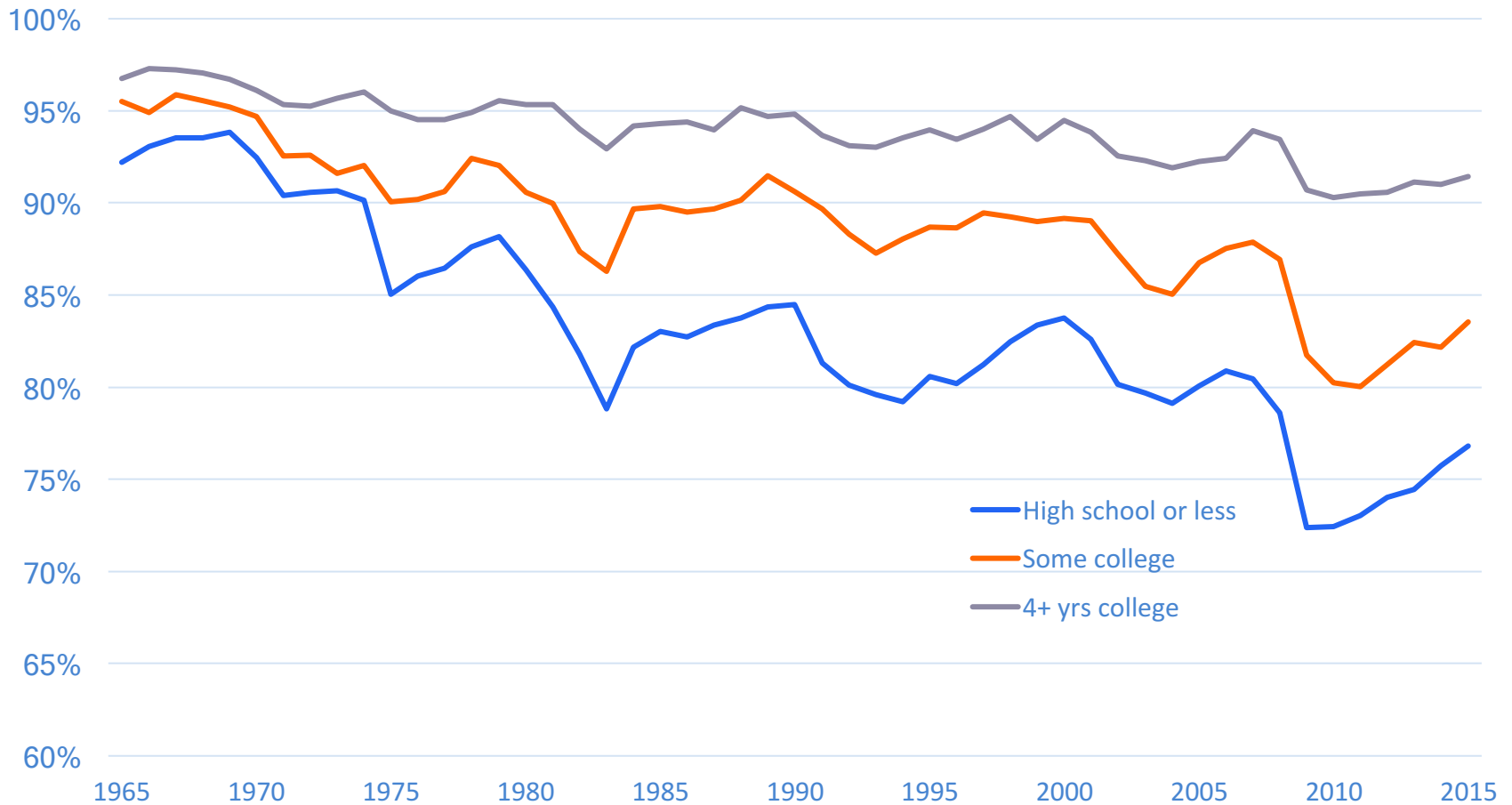


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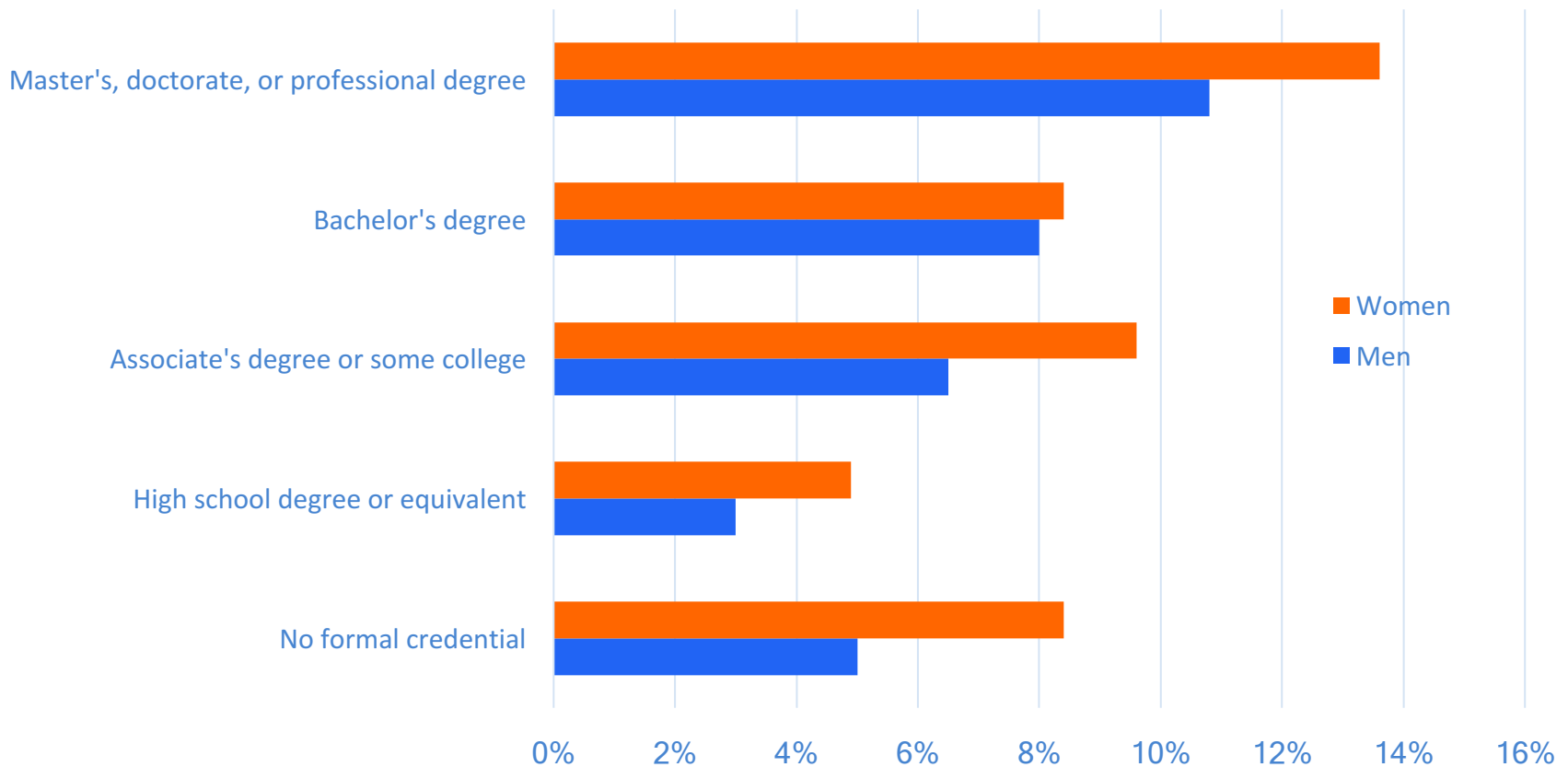
Less-educated men are out of work

Employment/population ratio, men, age 25-54 (BLS)



Polarization in future job growth

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

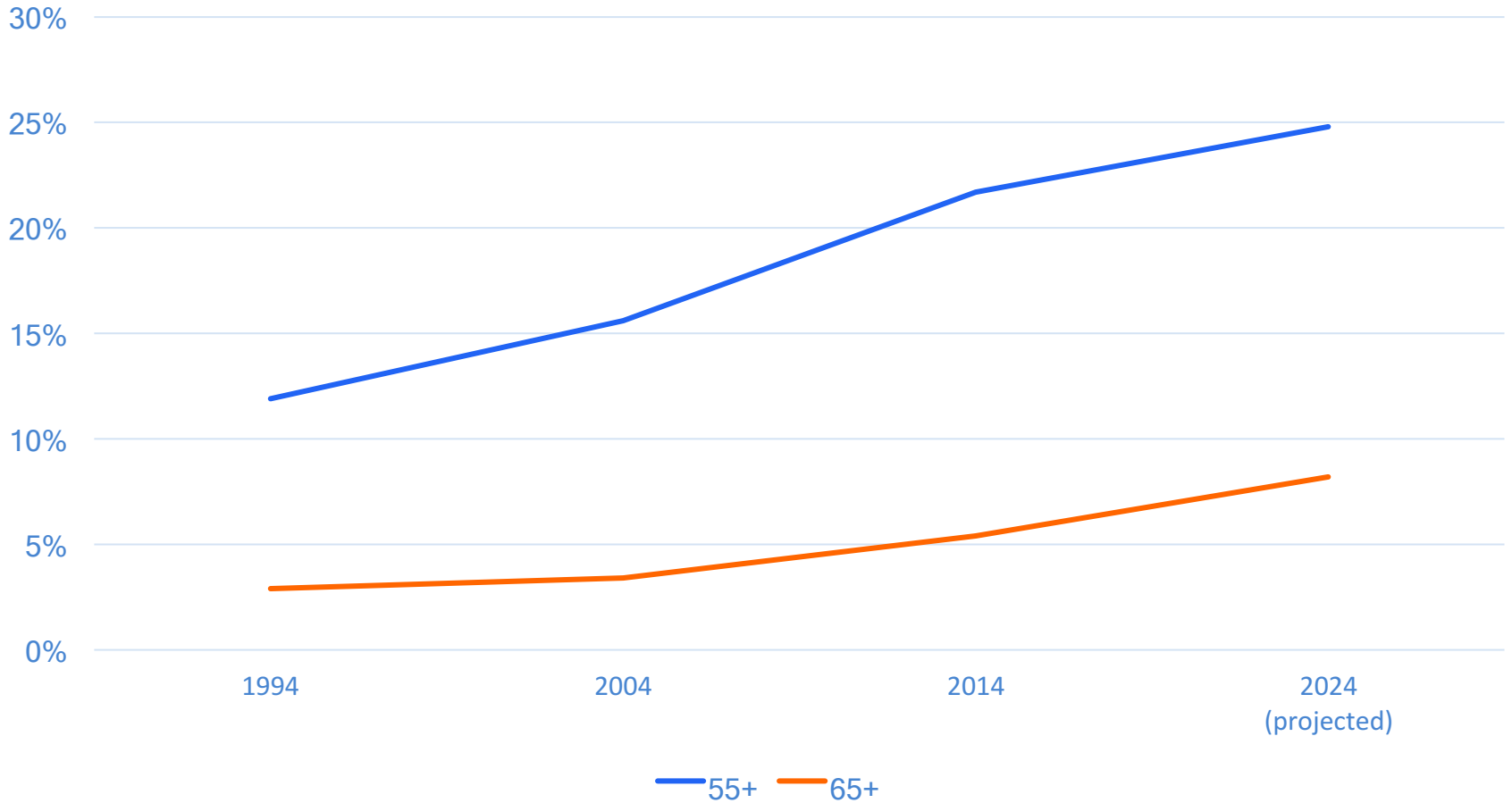


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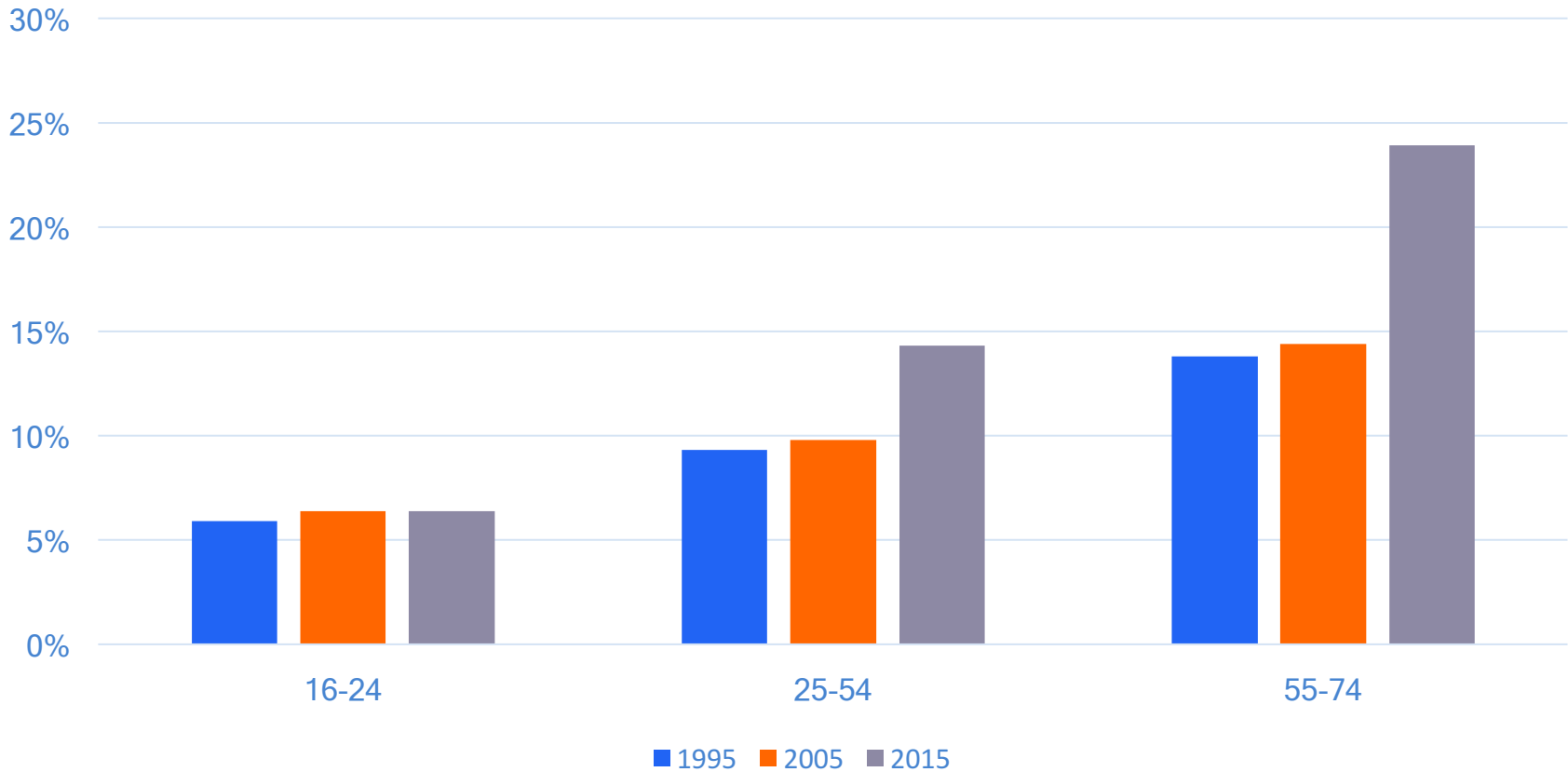
The aging workforce

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



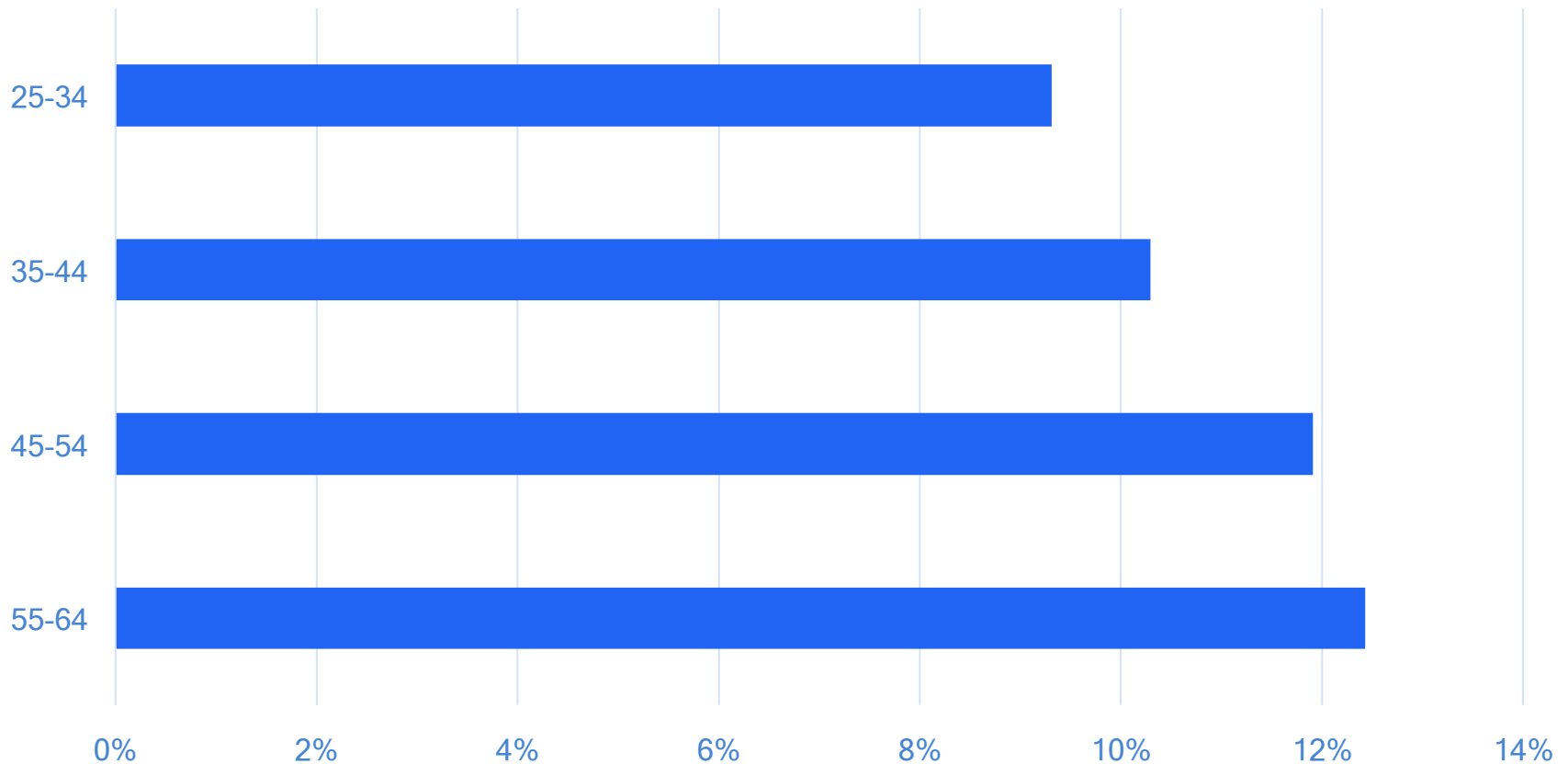
Older workers are the gig economy

% 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)

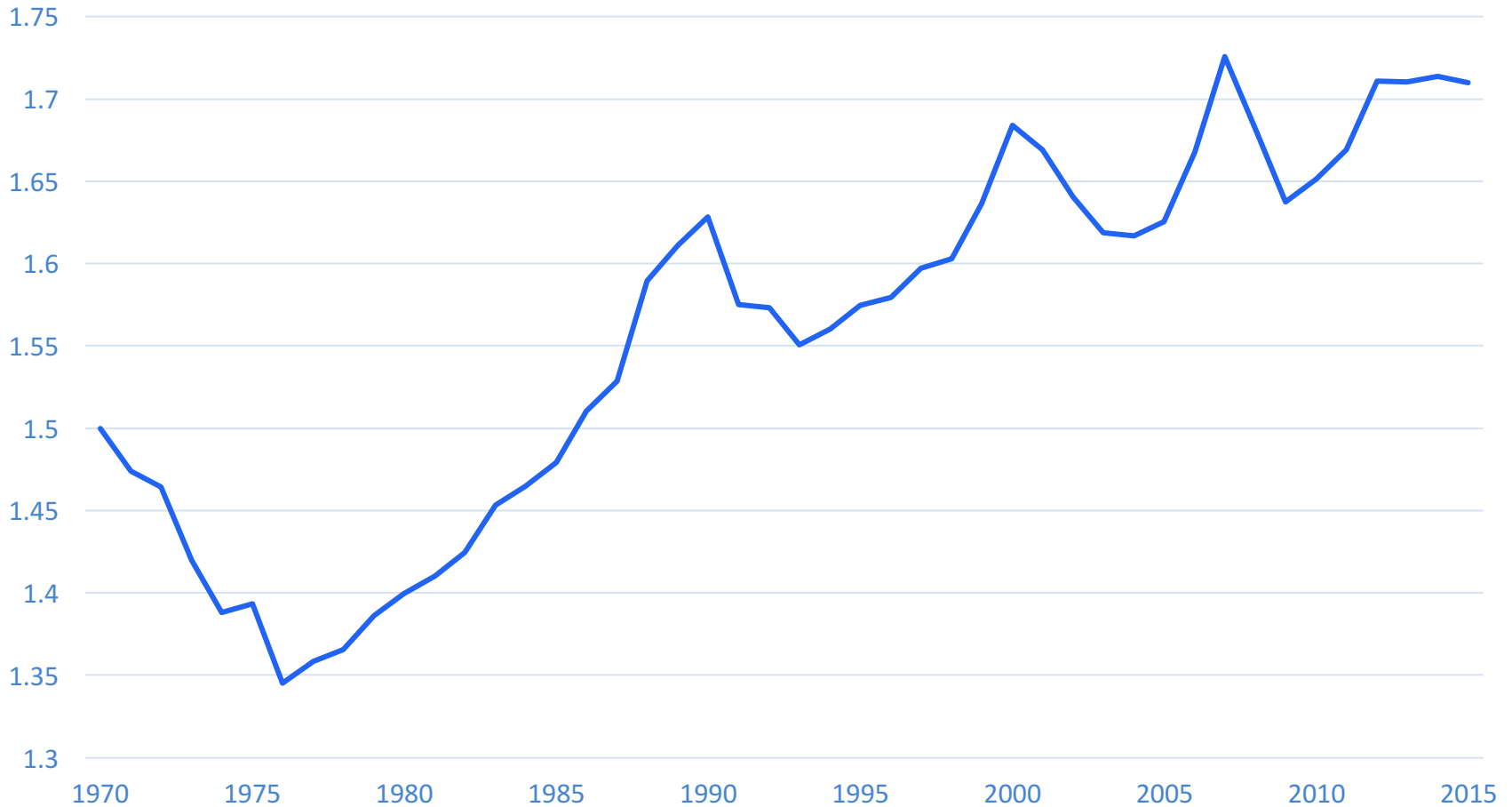


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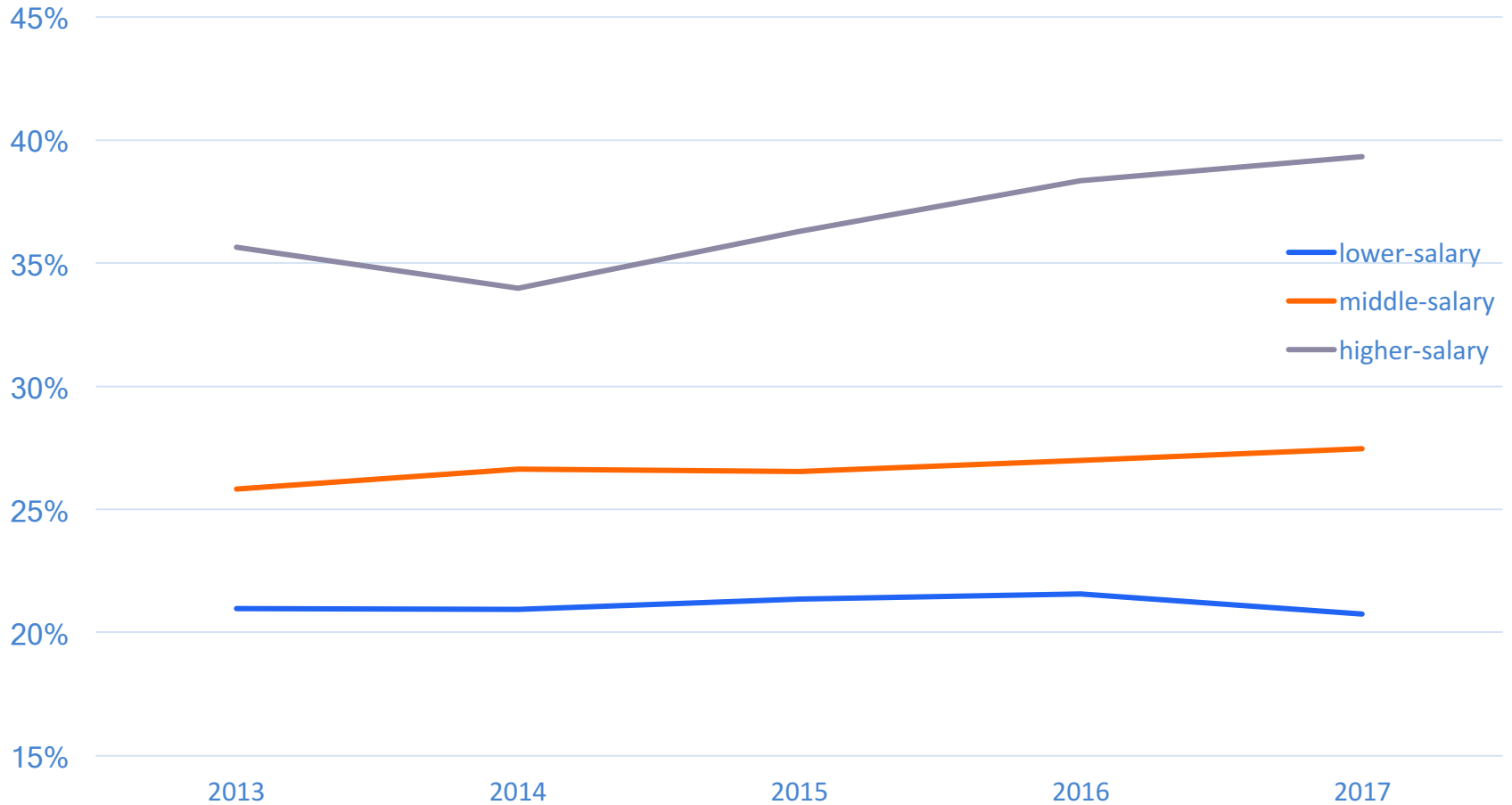
U.S. local incomes are diverging

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



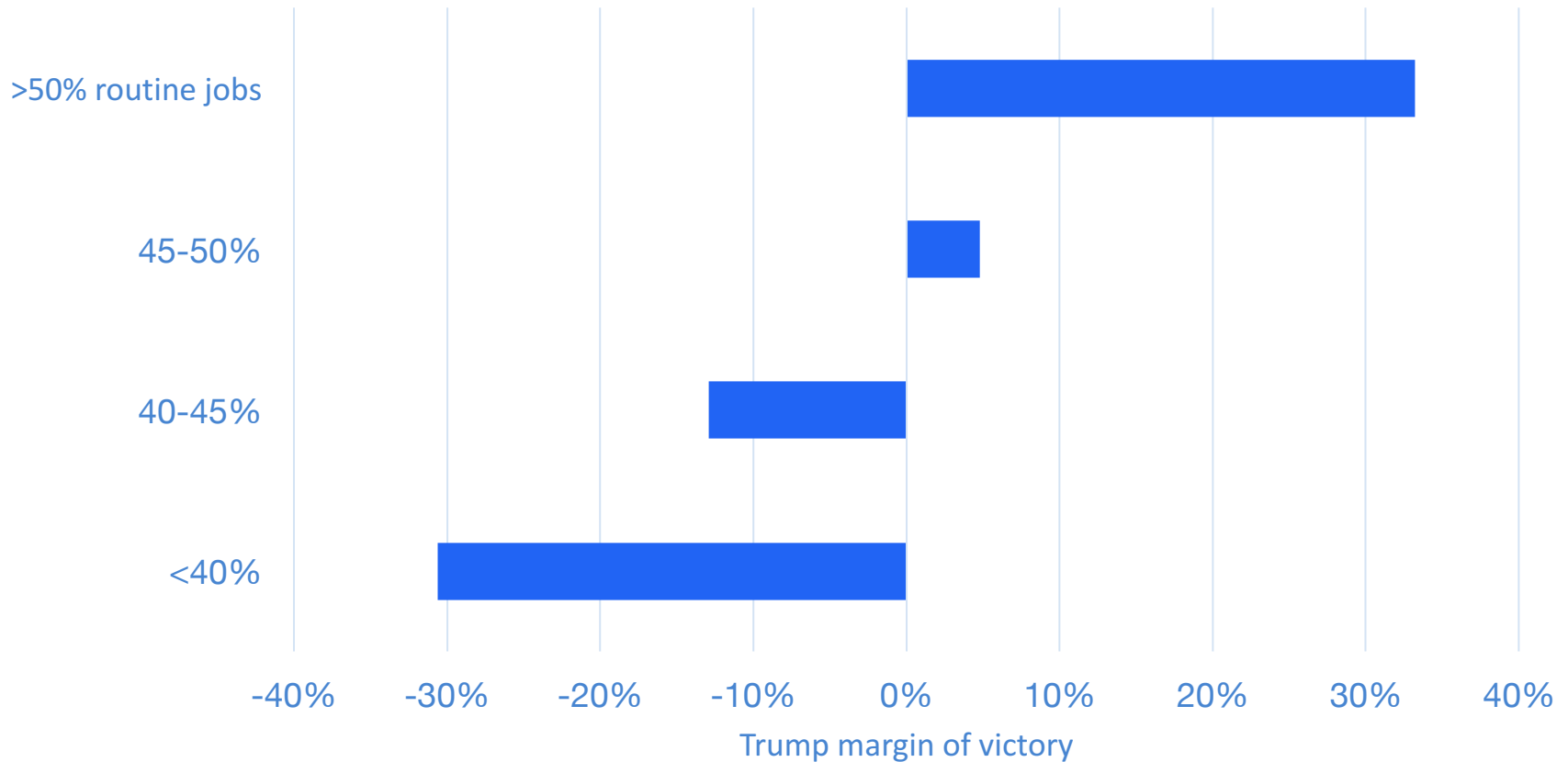
Tech hubs are tightening their grip

% of tech job postings in the eight big U.S. tech hubs (Indeed data)



Trump did better where jobs are at risk

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

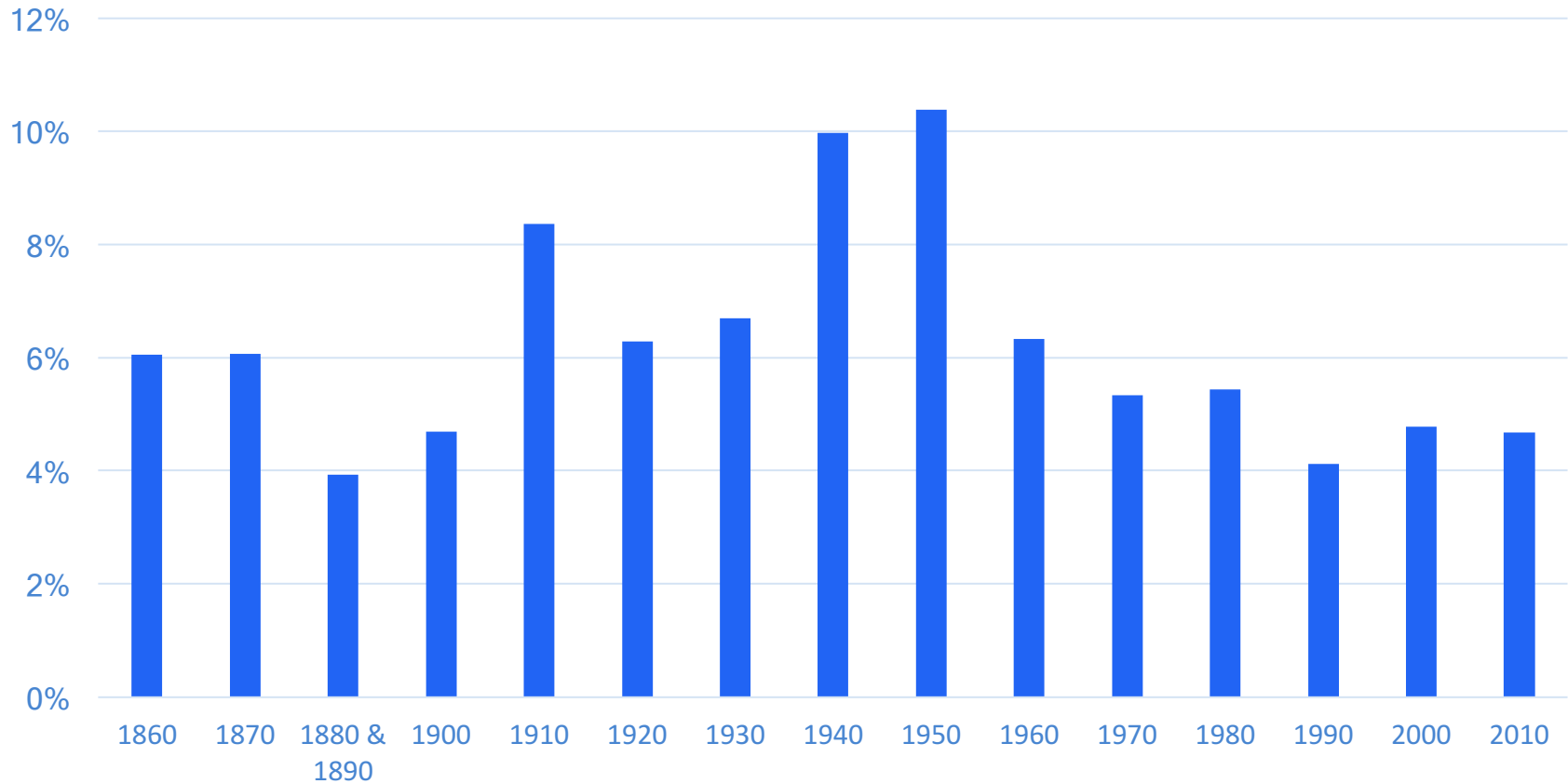


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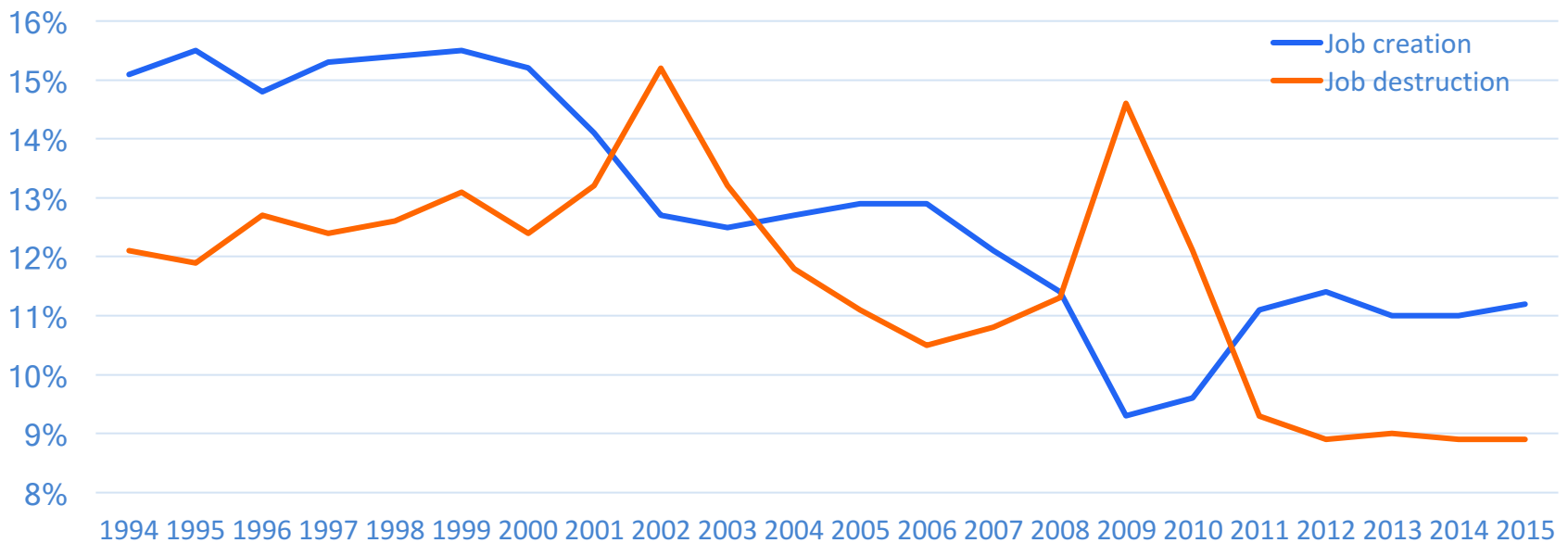
Occupational disruption is slower today

Job shifts across occupational sectors: 10-year rate, by decade
(Census)



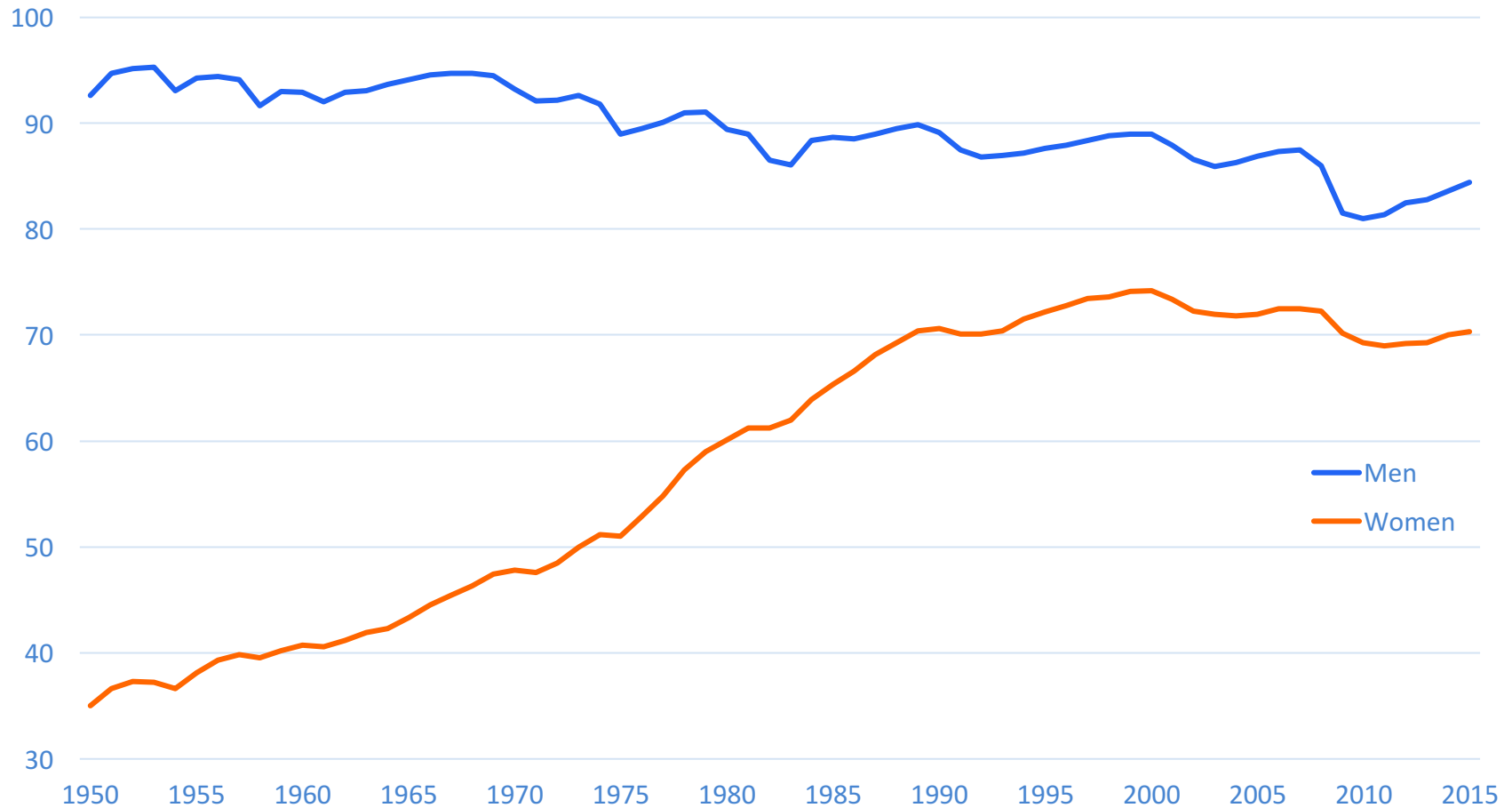
Job flows are slowing down

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



The dramatic rise of women's employment

Employment/population ratio, age 25-54 (BLS)



Thank you

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