

Future of Work and Inclusion

IEDC Economic Development Research Partners Program

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ECONOMIC DEVELOPMENT
RESEARCH PARTNERS

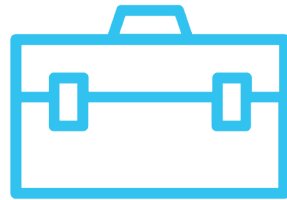
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Key Takeaways

- Pandemic accelerated trends already underway: automation of routine work and digital transformation
- Black and Latinx workers are uniquely vulnerable: structural racism and occupational segregation have led to their overrepresentation in low-wage work at highest risk for automation
- Higher-paying jobs will require higher levels of digital, communication, and critical thinking skills



TOP TEN SKILLS AND JOBS EXPECTED TO INCREASE IN DEMAND BY 2025



JOBS

- Data analysts and scientists
- AI and machine learning specialists
- Big data specialists
- Digital marketing and strategy specialists
- Process automation specialists
- Business development professionals
- Digital transformation specialists
- Information security analysts
- Software and applications developers
- Internet of things specialists



SKILLS

- Analytical thinking and innovation
- Active learning and learning strategies
- Complex problem-solving
- Critical thinking and analysis
- Creativity, originality, and initiative
- Leadership and social influence
- Technology use, monitoring and control
- Technology design and programming
- Resilience, stress tolerance, and flexibility
- Reasoning, problem-solving, and ideation

World Economic Forum 2020 future of jobs survey



Case studies

- Sacramento Digital Upskill Program
- P-Tech (Dallas, TX)
- Connex MSP (Minneapolis/St. Paul)
- Project QUEST (San Antonio, TX)
- Employ Prince George's



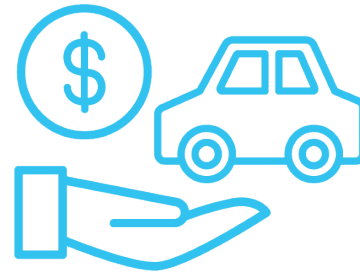
ECONOMIC DEVELOPMENT ORGANIZATIONS AND COMMUNITY PARTNERS CAN TAKE ACTION TO CONNECT WORKERS OF COLOR WITH GOOD JOBS



Utilize digital platforms to connect diverse job candidates and employers.



Implement early college, training and certification programs.



Provide support services such as tuition, transportation, childcare and more.



Establish direct connections to employers.

GUIDEPOSTS FOR ECONOMIC DEVELOPMENT ORGANIZATIONS



SEEK OPPORTUNITIES TO ADDRESS THE NEEDS OF WORKERS OF COLOR

PRIORITIZE REGIONAL DEMAND, WITH AN EYE ON THE FUTURE



FOSTER GREATER ENGAGEMENT BETWEEN EDUCATION AND TRAINING PROVIDERS AND BUSINESSES

PROMOTE TO REGIONAL BUSINESSES THE VALUE IN INVESTING IN A DIVERSE WORKFORCE



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