The Transformation of Work in a Post-Pandemic World and Digital Economy

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Three key issues for the future of work

1. Demography is critical
2. Learning is essential
3. Worklife is different

The Pandemic affects all of these
Age matters

Figure 1. US labor force, by age

Texas: Workforce Growth

Population Pyramids for Texas, 2010 and 2050

Texas Demographic Center
People, Work, Jobs, Technology, Skills, Learning
The future of work in a digital economy:

The center will drop out
Mixed Reality: A New Vision for Computing

Mark Day GM Global Mixed Reality Sales

Microsoft
Some expectations:

• Exoskeletons for the aging workforce?
• Expect more digital/AI connections in work and home life
• Do people have to “step down” to work with you?
• Are you able to innovate & try out new ideas?
• Can you manage a multi-generational workforce?
Questions for the future of work

• What if most people don’t have/want a full-time job?
• Is Universal Basic Income possible?
• Sustainability & climate re-engineering work boosts US & global economies, workforces
• Higher ed focused on skills, innovation? Or, life without “work.”
• Impacts of remote work?
The 3 Horizons of the Future of Work

- **Horizon 1.** People you need now for the jobs you have
- **Horizon 2.** People with new ideas, skills, & innovations in mind
- **Horizon 3.** People who can lead and inspire into the next skills & work revolution
Conclusions: are we primarily hands or brains?

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