Workforce Development in the Face of Automation and Artificial Intelligence
News Link Library
As of Sept. 19, 2017

September 2017
Getting Ready for the Future of Work
http://www.mckinsey.com/business-functions/organization/our-insights/getting-ready-for-the-future-of-work?cid=other-eml-alt-mkq-mck-oth-1709&hlkid=fb80304e2a1d45dab56ab49fcc093e11&hctky=3027237&hdpid=82515348-f9bf-4c43-861a-2a379a692aa9

Sept. 12, 2017
5 Brain Skills You'll Need in the Future of Work
https://www.fastcompany.com/40464016/these-are-the-5-brain-skills-youll-need-in-the-future-of-work?utm_source=postup&utm_medium=email&utm_campaign=Leadership%20Daily&position=3&partner=newsletter&campaign_date=09132017

Sept. 14, 2017
Job Growth in Manufacturing
http://www.chmuraecon.com/blog/2017/september/14/job-growth-in-manufacturing/?utm_source=Chmura+Mailing+List&utm_campaign=8f5ffbe6a7-Newsletter_Sep_2017&utm_medium=email&utm_term=0_4b4d27672f-8f5ffbe6a7-116833273

September 2017
Robopocalypse Not
https://www.wired.com/2017/08/robots-will-not-take-your-job/?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=9752ca0806-SFP_This_Week_396&utm_medium=email&utm_term=0_94850a8d43-9752ca0806-302498065&goal=0_94850a8d43-9752ca0806-302498065
Comments: Incredibly balanced view. Also, check out the video series.

Sept. 5, 2017
Welcome to the First Day of Work for the Class of 2025
https://www.fastcompany.com/40458069/welcome-to-the-first-day-of-work-for-the-class-of-2025?utm_source=postup&utm_medium=email&utm_campaign=Leadership%20Daily&position=2&partner=newsletter&campaign_date=09062017
Comments: Interesting perspectives from today's HS freshmen.

July 7, 2015
Inside Amazon's Warehouse, Human-Robot Symbiosis
http://www.innovationamerica.us/innovation-daily/60372-inside-amazon-s-warehouse-human-robot-symbiosis-mit-technology-review?utm_source=innovation-daily---your-daily-newsletter-highlighting-global-innovation-news-and-trends&utm_medium=gazetty&utm_campaign=09-04-2017
Comments: Human robot interaction is well illustrated here. However, you can see the day coming when robots even in this environment are capable of doing the jobs still now left to humans.

Aug. 30, 2017
These Are The 4 Emotional-Intelligence Job Skills You'll Need in the Future
https://www.fastcompany.com/40458569/these-are-the-4-emotional-intelligence-job-skills-youll-need-in-the-future?utm_source=postup&utm_medium=email&utm_campaign=Fast%20Company%20Daily&position=9&partner=newsletter&campaign_date=08302017
Comments: Another vote for soft skills, i.e. emotional intelligence, as essential future skills

Aug. 25, 2017
The Myth of the Skills Gap
http://www.innovationamerica.us/innovation-daily/60348-the-myth-of-the-skills-gap-mit-technology-review?utm_source=innovation-daily---your-daily-newsletter-highlighting-global-innovation-news-and-trends&utm_medium=gazetty&utm_campaign=09-01-2017

Aug. 24. 2017
Creating tomorrow's STEM leaders in AZ schools
http://ssti.org/blog/creating-tomorrow%E2%80%99s-stem-leaders-az-schools?utm_source=SSTI+Weekly+Digest&utm_campaign=ba52375a1b-EMAIL_CAMPAIGN_2017_08_24&utm_medium=email&utm_term=0_ecf5992d4c-ba52375a1b-212420869
Comments: Open the Chief Science Officer highlight. Arizona is leading the charge with primary schools in this regard.

Aug. 22, 2017

7 Skills Managers Will Need in 2025

https://www.fastcompany.com/40451582/7-skills-managers-will-need-in-2025?utm_source=postup&utm_medium=email&utm_campaign=Leadership%20Daily&position=3&partner=newsletter&campaign_date=08232017

3 Technologies That Will (Literally) Replace Your Employees

https://sba.thehartford.com/business-management/3-technologies-that-will-literally-replace-your-employees?cmp=EMC-SC-SBA-53735977

Comments: Some interesting "business service platforms" that are now being introduced and used. Note the one for contract work. It is literally the "uber" for contract work. This suggests again that the work of the future will be to develop these "platforms" that make things easier and more efficient. The real tension for ED here is that businesses will grow with far less people involved in full time jobs.

Aug. 17, 2017

Union Gets House to Remove Trucks from Autonomous Vehicle Bill

http://ssti.org/blog/union-gets-house-remove-trucks-autonomous-vehicle-bill?utm_source=SSTI+Weekly+Digest&utm_campaign=14f92f2631-EMAIL_CAMPAIGN_2017_08_17&utm_medium=email&utm_term=0_ecf5992d4c-14f92f2631-212420869

Comments: The politics of innovation\automation\AI

The Very Unusual Approach This Tiny Town is Taking to Attract More Millennial Employees

https://www.inc.com/anna-hensel/after-this-tiny-town-lost-500-jobs-the-mayor-turne.html?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=b14df7449a-SFP_This_Week_394&utm_medium=email&utm_term=0_94850a8d43-b14df7449a-300591685&goal=0_94850a8d43-b14df7449a-300591685

Aug. 1, 2017

Deloitte: The Future of Work is Here and Organizations Should Stop Speculating and Start Acting

http://www.prnewswire.com/news-releases/deloitte-the-future-of-work-is-here-and-organizations-should-stop-speculating-and-start-acting-300497223.html

Comments: A mountain of good material here. The video that leads this may be of use.

July 31, 2017

Catch the Wave: The 21ˢᵗ Century Career

https://dupress.deloitte.com/dup-us-en/deloitte-review/issue-21/changing-nature-of-careers-in-21st-century.html?id=us:2el:3pr:dup3943:awa:dup:080117:dr21:fow

Comments: Very long but some good nuggets regarding data analytics, learning, coding becoming automated, soft skills with STEM being a priority, etc.

July 31, 2017

Radically Open: Tom Friedman on jobs, learning and the future of work

https://dupress.deloitte.com/dup-us-en/deloitte-review/issue-21/tom-friedman-interview-jobs-learning-future-of-work.html?id=us:2el:3pr:dup3932:awa:dup:080117:dr21:fow

Comments: Friedman's take. Companies as platforms, knowledge flow, and most interestingly "digital civics" at an early age.

July 27, 2017

Amazon Enlists Researchers to Build Box-Packing Robots

https://www.bloomberg.com/news/articles/2017-07-27/amazon-enlists-researchers-to-build-box-packing-robots?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=3584b1047a-SFP_This_Week_393&utm_medium=email&utm_term=0_94850a8d43-3584b1047a-302498065&goal=0_94850a8d43-3584b1047a-302498065

Comments: The last challenge towards total warehouse and distribution automation. "Where's Waldo" indeed. Another good picture.

July 27, 2017

8 Entrepreneurial Skills Your Kids Will Need to Succeed in Life and Work (Infographic)

https://www.entrepreneur.com/article/292400?utm_source=newsletter&utm_medium=email

Comments: Good infographic

July 21, 2017

Retaining Young Creative Talent: Connecting kids to local career opportunities they can get excited about

https://www.camoinassociates.com/retaining-young-creative-talent-connecting-kids-local-career-opportunities-they-can-get-excited?utm_source=Economic+Development+Navigator&utm_campaign=b7e3d2703d-EMAIL_CAMPAIGN_2017_07_25&utm_medium=email&utm_term=0_772c38cc03-b7e3d2703d-172538325

Comments: How to interest young people in the "creative" sector

July 2017
Workforce Multipliers
http://siteselection.com/issues/2017/jul/workforce-multipliers.cfm

July 17, 2017
These Are the Job Skills of the Future That Robots Can't Master
https://www.fastcompany.com/40439955/these-are-the-job-skills-of-the-future-that-robots-cant-master
Comments: Love the quote "to beat the bot, you need to be more human."

July 17, 2017
Tech may replace half of all low-skilled jobs in the US
http://www.cbsnews.com/news/tech-may-replace-half-all-low-skilled-jobs-in-the-u-s/
Comments: Some great insight here

July 10, 2017
The Rise and Fall of Working From Home
https://www.bloomberg.com/news/articles/2017-07-10/the-rise-and-fall-of-working-from-home?utm_campaign=news&utm_medium=bd&utm_source=applenews
Comments: A bit of a reversal regarding remote work

July 7, 2017
Why the Auto Parts Retailers Will Slowly Go Extinct
http://www.msn.com/en-us/autos/news/why-the-auto-parts-retailers-will-slowly-go-extinct/ar-BBDYbqA?li=BBnb7Kz&ocid=HPCDHP
Comments: The Market Polarization Model persists in the innovation economy. The "Amazoning" of the world will require many more regional distribution centers.

June 19, 2017
Will robots make job training (and workers) obsolete? Workforce development in an automating labor market
http://brook.gs/2sHS78g

July 2, 2017
Need Jobs? Get robots, and education right
https://techcrunch.com/2017/07/02/need-jobs-get-robots-and-education-right/?ncid=mobilenavtrend&utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=1cdd027aaa-SFP_This_Week_391&utm_medium=email&utm_term=0_94850a8d43-1cdd027aaa-300591685&goal=0_94850a8d43-1cdd027aaa-300591685

July 6, 2017
Commission led by Bloomberg, New America imagines the future of work
http://ssti.org/blog/commission-led-bloomberg-new-america-imagines-future-work?utm_source=SSTI+Weekly+Digest&utm_campaign=f8566d5267-EMAIL_CAMPAIGN_2017_07_05&utm_medium=email&utm_term=0_ecf5992d4c-f8566d5267-212420869

July 6, 2017
US manufacturing sector poised for revitalization but without the jobs, McKinsey says
http://ssti.org/blog/us-manufacturing-sector-poised-revitalization-without-jobs-mckinsey-says?utm_source=SSTI+Weekly+Digest&utm_campaign=f8566d5267-EMAIL_CAMPAIGN_2017_07_05&utm_medium=email&utm_term=0_ecf5992d4c-f8566d5267-212420869

June 15, 2017
6 strategies to accelerate talent development, reshape your culture and succeed with purpose
https://www.linkedin.com/pulse/six-strategies-accelerate-talent-development-reshape-your-sharkey/

Jan. 12, 2017
The Internet of Things 2017 Report: How the IoT is improving lives to transform the world
http://www.businessinsider.com/the-internet-of-things-2017-report-2017-1

June 21, 2017
Jack Ma: In 30 years, work will be 4 hours a day, 4 days a week
http://www.msn.com/en-us/money/careersandeducation/jack-ma-in-30-years-people-will-work-four-hours-a-day-and-maybe-four-days-a-week/ar-BBCZB2K?li=BBnbfcN&ocid=iehp

June 15, 2017
You can start a coding career without a degree – here's how
http://mashable.com/2017/06/15/teach-yourself-how-to-code/?utm_content=feature_title&utm_cid=mash-prod-email-topstories&utm_emailalert=daily&utm_source=newsletter&utm_medium=email&utm_campaign=daily&utm_sid=51ccfdbab91a7c788951c6ec#dDiP0osI7qq5
Comments: Some thoughts about coding

May 24, 2017
A Road Trip Through Rusting and Rising America
https://www.nytimes.com/2017/05/24/opinion/rusting-and-rising-america.html?_r=2&utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=4990a104e8-SFP_This_Week_389&utm_medium=email&utm_term=0_94850a8d43-4990a104e8-300591685&goal=0_94850a8d43-4990a104e8-300591685

June 5, 2017
Why Aren't American Teenagers Working Anymore? The decline of the summer job
https://www.bloomberg.com/news/articles/2017-06-05/why-aren-t-american-teenagers-working-anymore?srnd=157391092

May 22, 2017
Here's what true digital disruption looks like
http://medcitynews.com/2017/05/heres-true-digital-disruption-looks-like/?utm_source=hs_email&utm_medium=email&utm_content=52266449&_hsenc=p2ANqtz-99p8evEnlS9KrxxDOlyzhl8GQdNg1rfCtyM0MzM-xrCWmUzQrcvjnPGphVTlxPb6jqS4Q1NFTWu8DbBKQYCnnDmreYug&_hsmi=52266449
Comments: While not very apt to what we are doing, check out the chart showing Market Value of some of the big box retailers. A true reflection of the digital age in retail.

May 31, 2017
Is AI the end of jobs or a new beginning?
http://www.innovationamerica.us/innovation-daily/59138-is-ai-the-end-of-jobs-or-a-new-beginning-the-washington-post?utm_source=innovation-daily---your-daily-newsletter-highlighting-global-innovation-news-and-trends&utm_medium=gazetty&utm_campaign=06-01-2017

June 5, 2017

State population getting older as young people leave upstate area

http://nypost.com/2017/06/05/state-population-getting-older-as-young-people-leave-upstate-area/

Comments: Demographic trends in NY that we hope to buck with our initiatives to retain and attract talent through ED initiatives

May 28, 2017

Preparing for an automated future: Technology will replace ever more NYC workers, but there's hope for humans

http://www.crainsnewyork.com/article/20170528/OPINION/170529982/preparing-for-an-automated-future

Comments: Some nuggets here about what local SD's should be doing.

May 15, 2017

Factory wages too low to generate Rust Belt renaissance promised by Trump, study finds

http://www.washingtontimes.com/news/2017/may/15/donald-trumps-manufacturing-jobs-promise-hard-to-k/?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=7ef802d6b1-SFP_This_Week_386&utm_medium=email&utm_term=0_94850a8d43-7ef802d6b1-302498065&goal=0_94850a8d43-7ef802d6b1-302498065

May 12, 2017

If We're At Full Employment, Why Aren't Wages Growing Faster

https://www.linkedin.com/pulse/were-full-employment-why-arent-wages-growing-faster-joshua-wright?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=7ef802d6b1-SFP_This_Week_386&utm_medium=email&utm_term=0_94850a8d43-7ef802d6b1-302498065&goal=0_94850a8d43-7ef802d6b1-302498065

Comments: Virtual full employment but continued stagnant wage growth

May 15, 2017

3 best practices for effective workforce and economic development collaboration

http://pilotonline.com/inside-business/news/columns/three-best-practices-for-effective-workforce-and-economic-development-collaboration/article_964d04ae-3b30-56fc-8296-3a299b96b159.html

May 12, 2017

When fear of automation is too robotic

http://www.csmonitor.com/Commentary/the-monitors-view/2017/0512/When-fear-of-automation-is-too-robotic

Comments: A more optimistic take on innovation

January 2017
Harnessing automation for a future that works
http://www.mckinsey.com/global-themes/digital-disruption/harnessing-automation-for-a-future-that-works

May 6, 2017
Skills gap hard to fill in robot-driven manufacturing sector
http://www.bgdailynews.com/news/skills-gap-hard-to-fill-in-robot-driven-manufacturing-sector/article_54353722-830f-593c-b898-3248ea325949.html?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=bbaedd601d-SFP_This_Week_385&utm_medium=email&utm_term=0_94850a8d43-bbaedd601d-300591685&goal=0_94850a8d43-bbaedd601d-300591685

May 8, 2017
More Robots, Fewer Jobs
https://www.bloomberg.com/graphics/2017-more-robots-fewer-jobs/?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=bbaedd601d-SFP_This_Week_385&utm_medium=email&utm_term=0_94850a8d43-bbaedd601d-300591685&goal=0_94850a8d43-bbaedd601d-300591685
Comments: Interesting and detailed take on automation and productivity across various sectors. Most interesting is the action photo of an automobile manufacturing facility. It's like "where's the humans" rather than "where's Waldo."

May 11, 2017
Workforce needs better training, support policies to meet demand
http://ssti.org/blog/workforce-needs-better-training-support-policies-meet-demand?utm_source=SSTI+Weekly+Digest&utm_campaign=64ef5c8505-EMAIL_CAMPAIGN_2017_05_11&utm_medium=email&utm_term=0_ecf5992d4c-64ef5c8505-212420869

May 3, 2017
Where automation poses the biggest threat to American jobs
https://www.citylab.com/work/2017/05/where-automation-poses-the-biggest-threat-to-american-jobs/525240/?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=240dd9e94a-SFP_This_Week_384&utm_medium=email&utm_term=0_94850a8d43-240dd9e94a-302498065&goal=0_94850a8d43-240dd9e94a-302498065
Comments: There seems to be several articles each day on this topic

April 24, 2017
Jack Ma Sees Decades of Pain as Internet Upends Old Economy
https://www.bloomberg.com/news/articles/2017-04-23/jack-ma-sees-decades-of-pain-as-internet-upends-older-economy?cmpid=socialflow-facebook-asia&utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=240dd9e94a-SFP_This_Week_384&utm_medium=email&utm_term=0_94850a8d43-240dd9e94a-300591685&goal=0_94850a8d43-240dd9e94a-300591685

Link to Jack Ma video:

https://twitter.com/wef/status/859441155225915392/video/1

World Economic Forum on Twitter

twitter.com

"Even CEOs are at risk of being replaced by machines. Read more: https://t.co/h4SiwQHhaC https://t.co/mwUp0j7PQ4"

April 21, 2017
Find out if a robot will take your job
http://www.innovationamerica.us/innovation-daily/58739-robots-find-out-if-a-robot-will-take-your-job-time-com?utm_source=innovation-daily---your-daily-newsletter-highlighting-global-innovation-news-and-trends&utm_medium=gazetty&utm_campaign=04-29-2017

April 30, 2017
8 Ways to Inspire Lifetime Loyalty From Key Employees
http://blog.startupprofessionals.com/2017/04/8-ways-to-inspire-lifetime-loyalty-from.html
Comments: Wisdom for retaining millennials

April 28, 2017
A New Wave of Innovation and Job Creation
https://morningconsult.com/opinions/new-wave-innovation-job-creation/

Q2 2017
Building a Thriving Manufacturing Workforce
http://www.areadevelopment.com/laborEducation/workforce-q2-2017/building-a-thriving-manufacturing-workforce.shtml
Comments: Workforce retention strategies

April 6, 2017
As GE upgrades factories, closing the skills gap is a top concern
http://www.cnbc.com/2017/04/06/as-general-electric-upgrades-factories-closing-the-skills-gap-is-a-top-concern.html?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=2c7d38219b-SFP_This_Week_382&utm_medium=email&utm_term=0_94850a8d43-2c7d38219b-302498065&goal=0_94850a8d43-2c7d38219b-302498065

April 12, 2017
Subject: Subject: Herman Trend Alert: Global Skills-Jobs Gap
Global Skills-Jobs Gap
The other day we interviewed futurist, Edward Gordon, PhD, author of *Future Jobs: Solving the Employment and Skills Crisis*. Gordon shared a great deal of up-to-date information about the global gap between jobs employers need to fill and the skilled workers to fill them.
Germany: shrinking population and failing educational system
Though Germany's population is shrinking by 100,000 people/year, the country has the premier dual system of education in the world---separating those students who are best fit for the trades and those who are college bound. The problem is that dual system is failing. Like the situation in the United States, the trades are not respected. Parents are pushing their children to go to university. Apart from Badden-Wittenberg and Bavaria, their system is simply not working. As if that were not enough, they have a shortage of 100,000 engineers.
China's technological and economic challenges
As China is struggling to move from cheap, mass-produced goods to higher-priced goods, they are transitioning to more sophisticated production facilities, which require more highly skilled workers. The reputed lack of quality control speaks to the fact that the Chinese lack an adequate educational system to support their great leap forward. All this change is happening against a backdrop of a slowed economy.
India: a thriving economy with a weak educational system
Unfortunately, though India's economy is growing (over 7 percent rise in GDP), its greatly expanded university system has resulted in colleges and universities becoming diploma mills. Moreover, its elementary and secondary school system is weaker than China's. Most graduates simply do not have the knowledge and skills Indian companies are looking for.
The US is not doing any better
Gordon reports:
"The skills gap in the United States is serious. The impending retirements of 20 million baby boomers by 2020 will add to this gap. According the National Association of Home Builders, about 200,000 construction jobs are unfilled nationwide. There are now 500,000 IT and computer science jobs, 600,000 unfilled high-end manufacturing jobs, and at least 700,000 vacant nursing positions according to surveys conducted by their professional associations. Both Boeing and Airbus are struggling to find enough trained aerospace technicians to ease their gigantic backlog of unfilled aircraft orders. Many communities have started RETAINs (Regional Talent Innovation Networks) which are public-private partnerships focused on rebuilding regional education-to-employment delivery systems."
South Korea: the exception

"South Korea is an economic and education miracle of major proportions." Its population is highly educated and its students compete very well on OECD (Organisation for Economic Co-operation and Development) global tests (9th in the world in reading performance). However, now even Korea has a shortage of engineers, and many of its young people are so addicted to computer games, there are now boot camps to help them break free.

What are the solutions?

Start early: introduce your careers to students in elementary schools; encourage schools to tour your facilities. Consider mentoring promising high school students. Offer scholarships and tie them to internships and on the job training. Companies also need to work with their local school systems and the technical colleges to ensure that the educational institutions are producing employable graduates.

April 4, 2017

5 Things Your Employees Want Most

https://smallbiztrends.com/2017/04/employees-want-most.html

April 4, 2017

Where Non-Techies Can Get With the Programming

https://www.nytimes.com/2017/04/04/education/edlife/where-non-techies-computer-programming-coding.html?smprod=nytcore-iphone&smid=nytcore-iphone-share

Comments: Just about everybody these days wants computing skills. To get some coding under your belt, there are options aplenty online, in college and at boot camps.

April 1, 2017

Young Americans Have No Interest in the Most In-Demand Jobs, New Data Finds

http://www.inc.com/christina-desmarais/young-americans-have-zero-interest-in-the-most-in-demand-jobs-infographic.html

July 2016

Real Skills for Closing the Skills Gap

http://siteselection.com/issues/2016/jul/real-solutions-for-closing-the-skills-gap.cfm

Sept. 9, 2016

Technical certificate programs grow in popularity as path to employment

http://www.sun-sentinel.com/business/careers/fl-job-certifications-20160902-story.html

Oct. 21, 2016

Want to make your own app? There are free classes for that

http://www.nytimes.com/2016/10/22/technology/personaltech/want-to-make-your-own-app-there-are-free-classes-for-that.html?emc=edit_th_20161022&nl=todaysheadlines&nlid=35217990&_r=0

Comments: Some starting points for coding education. We need to weave this throughout all levels of education to prepare our workforce for the so called "jobless economy" of the future.

Oct. 12, 2016

'Job stealing' robots are an economic distraction

https://www.brookings.edu/blog/metropolitan-revolution/2016/10/12/job-stealing-robots-are-an-economic-distraction/?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=9d582db686-SFP_This_Week_367&utm_medium=email&utm_term=0_94850a8d43-9d582db686-300591685&goal=0_94850a8d43-9d582db686-300591685

Comments: This and other readings are giving rise to more thoughts about the fundamental need for coding/software development as a foundational course/program for all regardless of course of study, etc.

Oct. 28, 2016

Over 50 percent of Danish schools teach entrepreneurship

http://www.innovationamerica.us/index.php/innovation-daily/56384-over-50-percent-of-danish-schools-teach-entrepreneurship--the-post?utm_source=innovation-daily---your-daily-newsletter-highlighting-global-innovation-news-and-trends&utm_medium=gazetty&utm_campaign=10-31-2016

Comments: This kind of thinking needs to be brought to our primary/secondary schools. Coupled with teaching how to code and write software, this will help the next generation prosper in an increasingly jobless economy.

Dec. 6, 2016

Why the Coming Jobs Crisis Is Bigger Than You Think

http://www.innovationamerica.us/index.php/innovation-daily/56989-why-the-coming-jobs-crisis-is-bigger-than-you-think-knowledgewharton?utm_source=innovation-daily---your-daily-newsletter-highlighting-global-innovation-news-and-trends&utm_medium=gazetty&utm_campaign=12-10-2016

Comments: Interesting take on the looming job crisis.

Dec. 14, 2016
Manufacturers Procrastinate as Skills Gap Looms
http://www.industryweek.com/education-training/toolingu-sme-report-reveals-manufacturers-are-not-addressing-skills-gap?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=16a25470d7-SFP_This_Week_372&utm_medium=email&utm_term=0_94850a8d43-16a25470d7-300591685&goal=0_94850a8d43-16a25470d7-300591685

Subject: Automation article
http://www.nytimes.com/2016/12/21/upshot/the-long-term-jobs-killer-is-not-china-its-automation.html?_r=0

Q4 2016
Critical Site Selection Factor #1: Availability of Skilled Labor
http://www.areadevelopment.com/skilled-workforce-STEM/q4-2016/skilled-labor-availability-site-selection-factor.shtml?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=781aeb07a7-SFP_Insider_126&utm_medium=email&utm_term=0_94850a8d43-781aeb07a7-300591685&goal=0_94850a8d43-781aeb07a7-300591685

Future of Work/Technology 2050
http://www.millennium-project.org/millennium/AI-Work.html

Subject: Subject: Herman Trend Alert: Automated HR Coming Soon Near You
March 15, 2017
Automated HR Coming Soon Near You
A few years ago, an Oxford University study looked at the effects of automation on different occupations; human resources managers scored a relatively low percentage (0.55 percent probability) of being affected, while the probability for human resources assistants was found to be .9 of 1.0, in other words, very high. We are already seeing that shift happening with new recruiting software, called "Wendy and Wade".
Most employers now agree
Now, a couple of years later, a recent study conducted late last year reports
the majority of employers (72 percent) polled say some roles in talent acquisition and human capital management will be completely automated within 10 years. Conducted by CareerBuilder, the new research focused on the HR functions of talent acquisition and talent management.
Rates of adoption vary
The rate at which the companies polled are adopting automation varies significantly. Although more companies are turning to technology to address time-consuming, labor-intensive human resource tasks that are susceptible to human error, the study demonstrated a substantial proportion of companies continue to rely on manual processes. One-third of employers (34 percent) don't use technology automation for recruiting candidates, 44 percent don't automate onboarding, and 60 percent don't automate human capital management activities for employees.

What is being automated?

The study showed that most of the automation is expected to be centered around messaging, benefits, and compensation (transactional issues), but there is the possibility of increasing efficiencies across a variety of basic functions. Among employers automating at least one part of their HR processes, 57 percent have automated employee messaging, 53 percent have automated the setup of employee benefits 47 percent have automated payroll setup, and 47 percent have automated background screening/drug testing.

Benefits of automation

Obviously, automation has saved these organizations time and money, while decreasing the number of errors and improving the employee and candidate experiences. In fact, 93 percent of the companies reported that automation saved time and increased efficiency, 71 percent of the companies polled reported an improved candidate experience, and almost as many (69 percent) reported reduced errors.

A lack of automation can have a negative impact as well

Not embracing the value of automation can leave a company at a distinct disadvantage. Some companies have reported longer processing times (61 percent) and higher levels of stress and frustration (50 percent).

Technology marches on

With all the upside financial advantages of embracing automation, it is easy to forecast an exponential increase in companies embracing these technologies to drive more profit. At some point, those companies and our society will need to address the huge human costs. The Millennium Project, under the leadership of Jerome Glenn, has been addressing these issues worldwide. To view their scenarios, visit http://www.millennium-project.org/millennium/AI-Work.html.

Subject: Playbook provides workforce development guidelines | SSTI

Jan. 5, 2017

Playbook provides workforce development guidelines

http://ssti.org/blog/playbook-provides-workforce-development-guidelines?utm_source=SSTI+Weekly+Digest&utm_campaign=d41ff201f3-EMAIL_CAMPAIGN_2016_12_29&utm_medium=email&utm_term=0_ecf5992d4c-d41ff201f3-212420869

Jan. 6, 2016

How Soon Before Your Job Is Done By A Robot? This Handy Chart Will Tell You

http://www.fastcoexist.com/3054842/visualizing/how-soon-before-your-job-is-done-by-a-robot-this-graphic-will-tell-you?utm_source=SSTI+Weekly+Digest&utm_campaign=d41ff201f3-EMAIL_CAMPAIGN_2016_12_29&utm_medium=email&utm_term=0_ecf5992d4c-d41ff201f3-212420869

Comments: Somewhat confusing graphic, but still making the point that automation is here and growing, showing what jobs are now disappearing and soon to disappear. Opportunity arises for those who can write the software code for these automations and those who can maintain them.

Jan. 9, 2017
FL Makes Coding Count as a Language
https://www.linkedin.com/pulse/french-spanish-german-java-making-coding-count-foreign-benjamin-rand

Dec. 28, 2016
How Robots, Automation Will Impact Employment in the U.S.
http://www.govtech.com/fs/automation/How-Robots-Automation-Will-Impact-Employment-in-the-US.html?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=cbccd33ba0-SFP_This_Week_373&utm_medium=email&utm_term=0_94850a8d43-cbccd33ba0-300591685&goal=0_94850a8d43-cbccd33ba0-300591685
Comments: More future thinking and speculation. The widening chasm between classes is reason for concern here, too.

Jan. 26, 2017
Nearly 8.6 million US STEM jobs in 2015, BLS finds
http://ssti.org/blog/nearly-86-million-us-stem-jobs-2015-bls-finds?utm_source=SSTI+Weekly+Digest&utm_campaign=b15f523a6e-EMAIL_CAMPAIGN_2017_01_26&utm_medium=email&utm_term=0_ecf5992d4c-b15f523a6e-212420869

Wanted: Factory Workers, Degree Required
https://www.nytimes.com/2017/01/30/education/edlife/factory-workers-college-degree-apprenticeships.html?hp&action=click&pgtype=Homepage&clickSource=story-heading&module=second-column-region&region=top-news&WT.nav=top-news&utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=c7a9abba02-SFP_This_Week_375&utm_medium=email&utm_term=0_94850a8d43-c7a9abba02-302498065&goal=0_94850a8d43-c7a9abba02-302498065&_r=0

Feb. 2017
Closing the skills gap: Creating workforce-development programs that work for everyone
http://www.mckinsey.com/industries/social-sector/our-insights/closing-the-skills-gap-creating-workforce-development-programs-that-work-for-everyone?cid=other-eml-alt-mip-mck-oth-1702
Comments: We are doing some of what McKinsey indicates for successful workforce development, but even tighter coordination and collaboration is called for.

Feb. 15, 2017

The Kentucky Startup That Is Teaching Coal Miners to Code

http://spectrum.ieee.org/energywise/energy/fossil-fuels/the-kentucky-startup-that-is-teaching-coal-miners-to-code

Comments: Stackable credentials in coding in PA and Kentucky coal country

Thought you would enjoy these IBM slideshares and videos on the future of work. Really interesting stuff. The idea of working in mobile and flexible teams that could change depending on the skill sets needed is appealing.

http://www.slideshare.net/soccnx/ibms-take-on-the-future-of-work-and-demonstration

https://www.ibm.com/social-business/us-en/futurists-insights/ (Listen to the short videos of the workforce futurists half way down the page.

http://www.slideshare.net/ibmsocialbiz/future-of-work-technology

Feb. 2017

Closing the skills gap: Creating workforce-development programs that work for everyone

http://www.mckinsey.com/industries/social-sector/our-insights/closing-the-skills-gap-creating-workforce-development-programs-that-work-for-everyone?goal=0_94850a8d43-41aad6bef3-300636285&utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=7b371e8c62-SFP_This_Week_378&utm_medium=email&utm_term=0_94850a8d43-7b371e8c62-302498065&goal=0_94850a8d43-7b371e8c62-302498065

Feb. 17, 2017

What Happens When the Machines Take Our Jobs?

https://www.citylab.com/work/2017/02/when-the-machines-take-our-jobs-will-we-be-freed/517080/?utm_source=Area+Development+Site+%26+Facility+Planning+Newsletters&utm_campaign=7b371e8c62-SFP_This_Week_378&utm_medium=email&utm_term=0_94850a8d43-7b371e8c62-302498065&goal=0_94850a8d43-7b371e8c62-302498065

Comments: An interesting and balanced view of the automated future economy. Clues here for primary and secondary education (entrepreneurship, collaboration, teamwork, digital skills, etc.) that we will need to advance.

Feb. 28, 2017

Le Roy and Byron-Bergen graduates will receive GCEDC-endorsed certificate for training in professional skills

http://www.thebatavian.com/howard-b-owens/le-roy-and-byron-bergen-graduates-will-received-gcedc-endorsed-certificate-for

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