

A person with short dark hair, wearing a light grey coat and dark pants, stands on a train platform. They are carrying a dark bag and looking at a yellow train that is blurred, suggesting it is moving. The platform has a yellow tactile paving strip in the foreground. The train has a blue square logo and a digital display showing Japanese text.

The Future of Work

Brian Zuercher
brian@hopewell.works

80%

20%

The hourly-wage rate alone is not a strong predictor of automatability, despite some correlation between the two.

Comparison of wages and automation potential for US jobs

Ability to automate, % of time spent on activities¹ that can be automated by adapting currently demonstrated technology



¹Our analysis used "detailed work activities," as defined by O*NET, a program sponsored by the US Department of Labor, Employment and Training Administration.

²Using a linear model, we find the correlation between wages and automatability in the US economy to be significant (p-value <0.01), but with a high degree of variability ($r^2 = 0.19$).

Source: O*NET 2014 database; McKinsey analysis

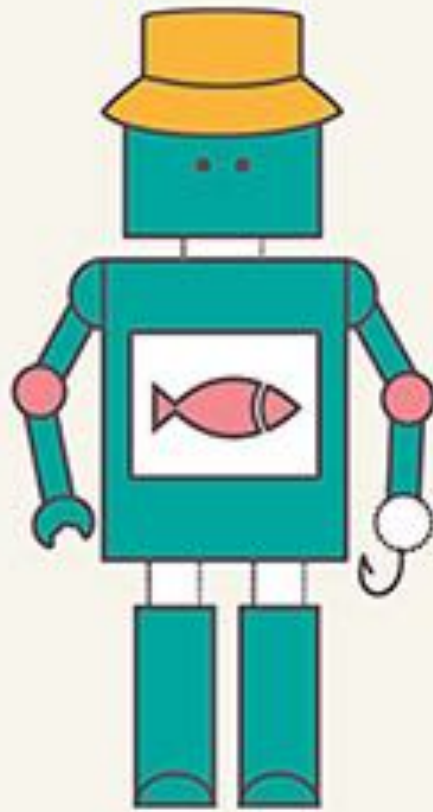
McKinsey&Company

RISK OF BEING REPLACED

80-90%



Taxi Drivers



Fishermen



Bakers



Fast Food Cooks

RISK OF BEING REPLACED

0-20%



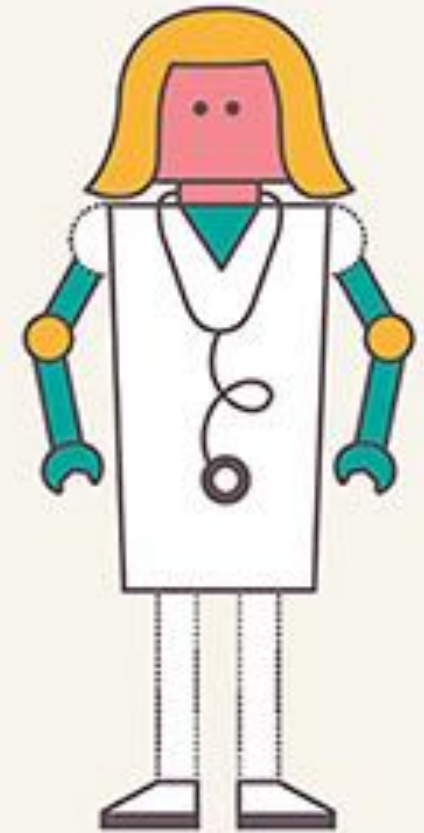
Firefighters



Clergy



Photographers



Physicians

WHY



WHO

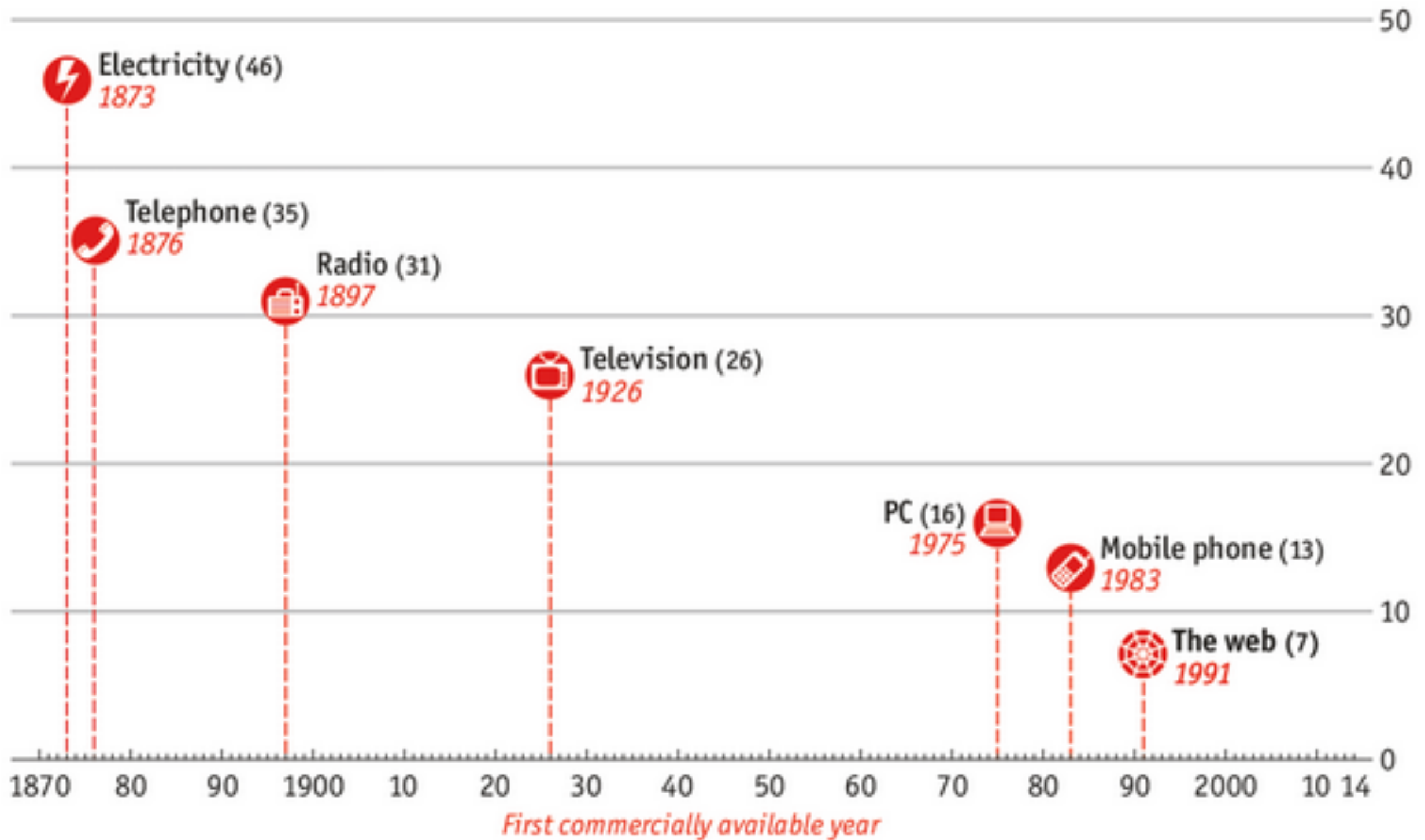
WHAT



WHERE

Technology adoption

Years until used by one-quarter of American population

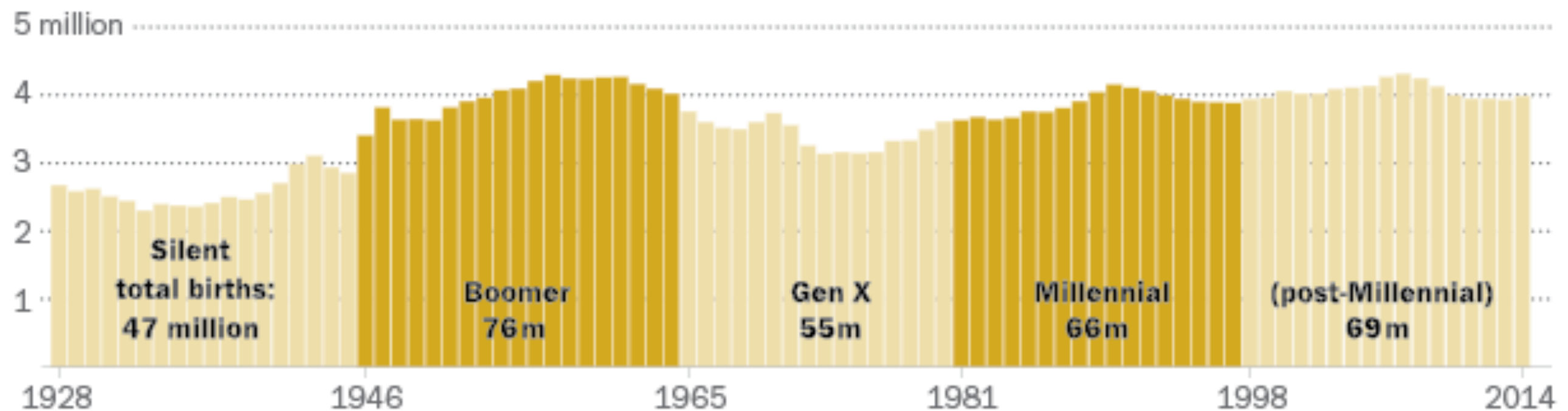


Source: Singularity.com

Economist.com/graphicdetail

Births Underlying Each Generation

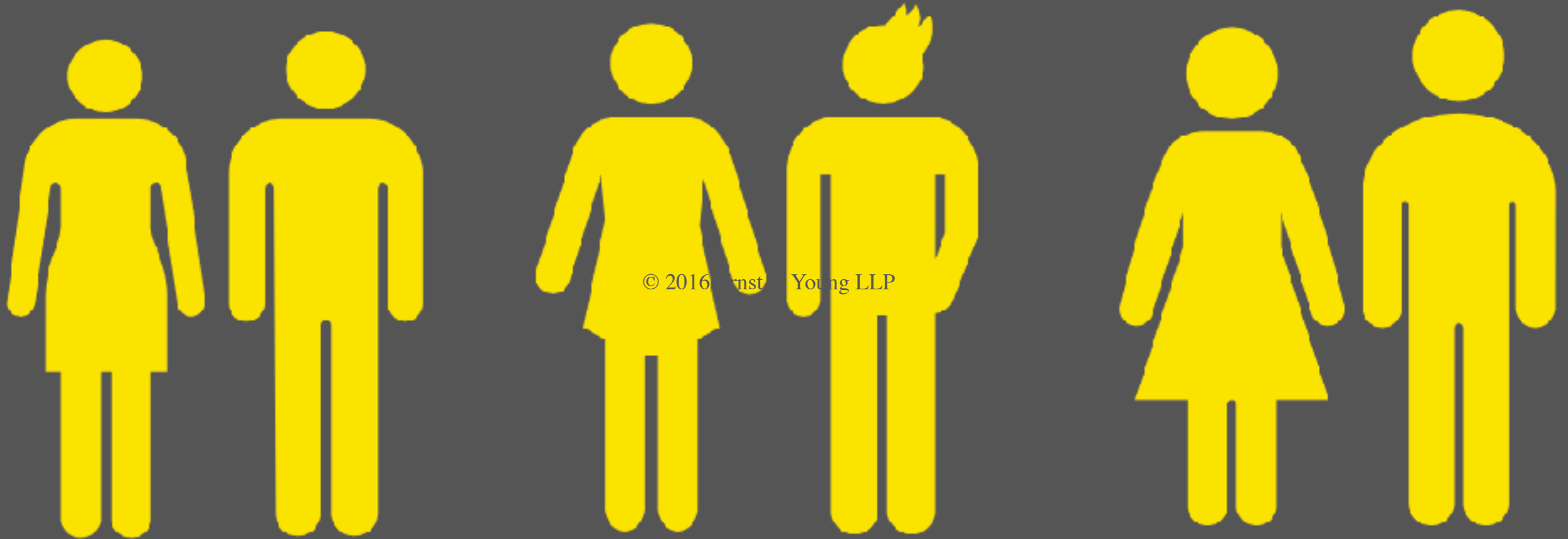
Number of U.S. births by year and generation



Source: U.S. Dept. of Health and Human Services National Center for Health Statistics

PEW RESEARCH CENTER

Who will lead you forward?



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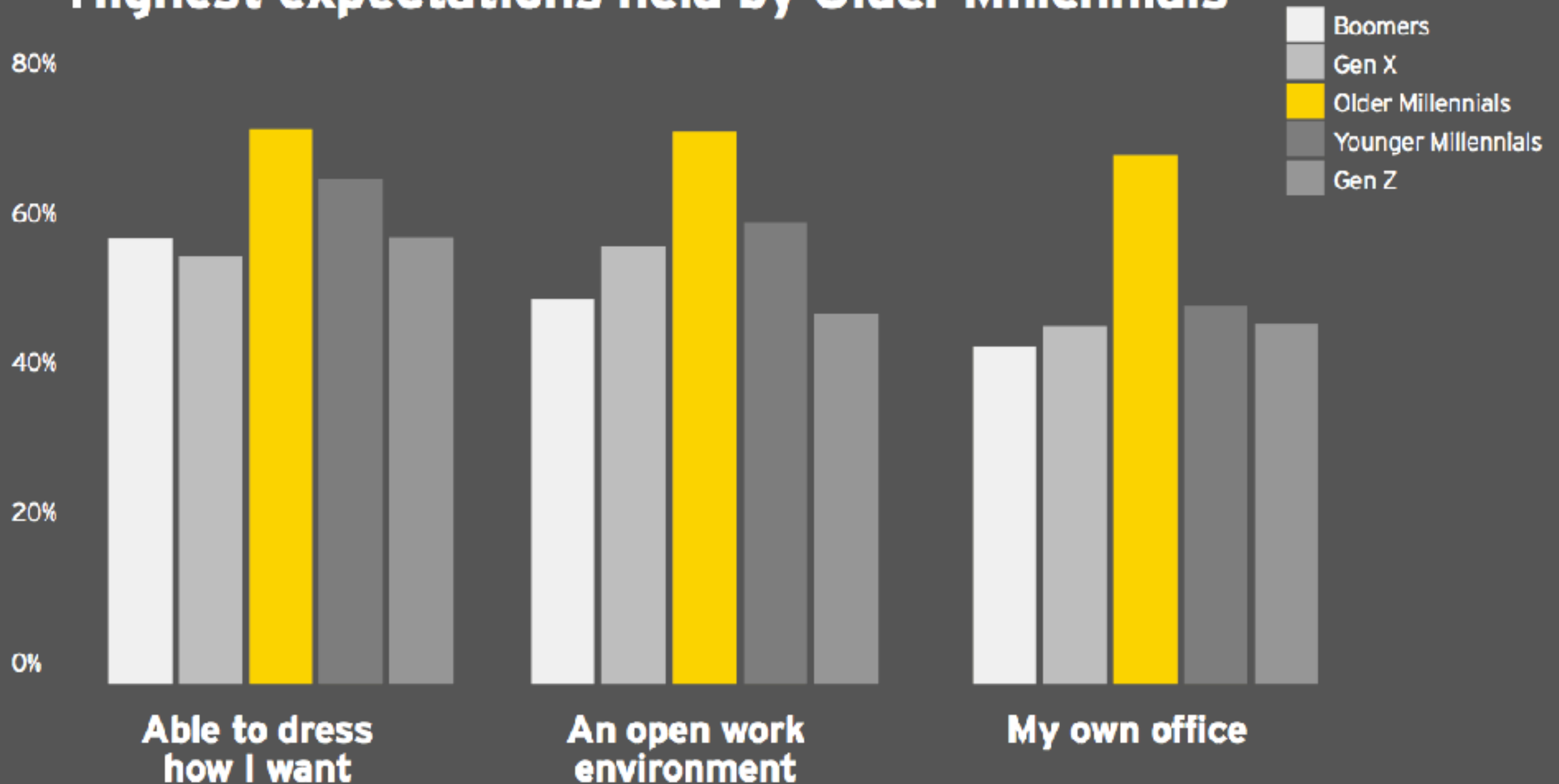
Gen Z
12-19*

Younger Millennials
20-27

Older Millennials
28-35

*While people as young as 12 are included in Gen Z, our survey was limited to participants 14 and older.

Highest expectations held by Older Millennials



Q: When considering job satisfaction or career goals, would you consider this one of the three most important job benefits?

Only **55%**
of Millennial women aspire to
be in a leadership position ...

... whereas **71%**
of Millennial men aspire for
the same.

How will
companies
avoid losing
this generation
of female
leaders?

What drives generations?

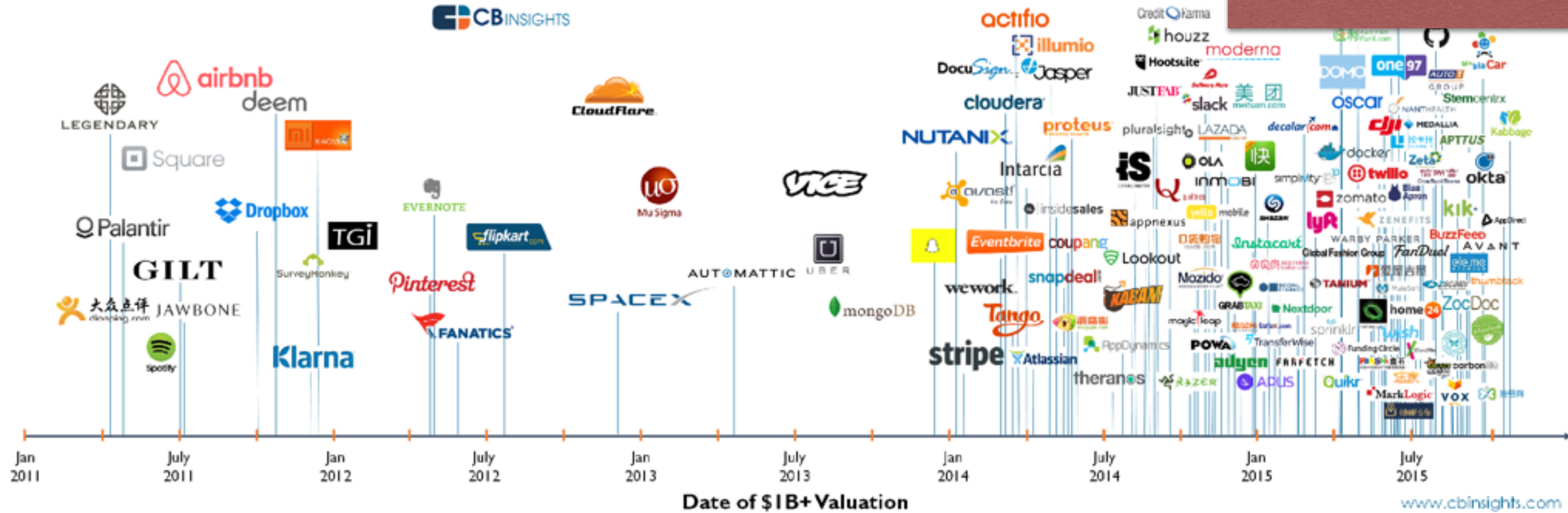
	Gen Z	Millennials	Gen X	Baby Boomers	
Achieving high-level salary/compensation	64%	80%	64%	43%	Male
	54%	61%	50%	45%	Female
Achieving a high position/title	60%	71%	53%	32%	Male
	52%	50%	44%	33%	Female
Achieving a leadership position	53%	71%	67%	51%	Male
	49%	55%	54%	51%	Female

The Increasingly Crowded Unicorn Club

Created by:
CB INSIGHTS

Private Unicorns since 2011

WHAT

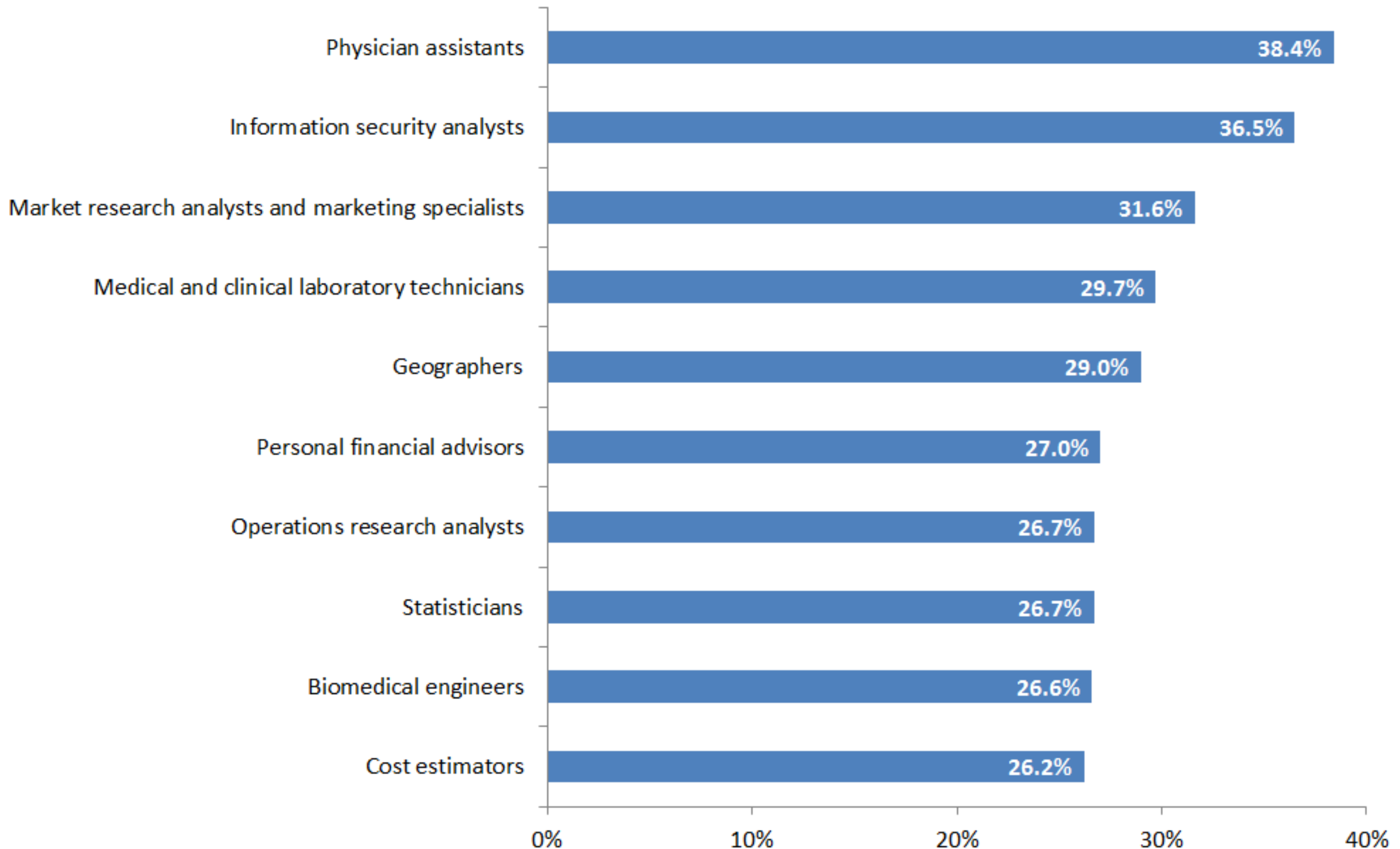


BLOCKCHAIN



Top 10 Data Occupations by Projected Growth Rate 2012-2022

WHAT



Source: Bureau of Labor Statistics, Employment Projections Program

Old School vs. New School



THE OHIO STATE
UNIVERSITY



codecademy



UDACITY



KHAN
ACADEMY

WHERE



INDUSTRIOUS



HOPEWELL

wework



2

2 STORIES





ISOLATION

COMMUNITY

