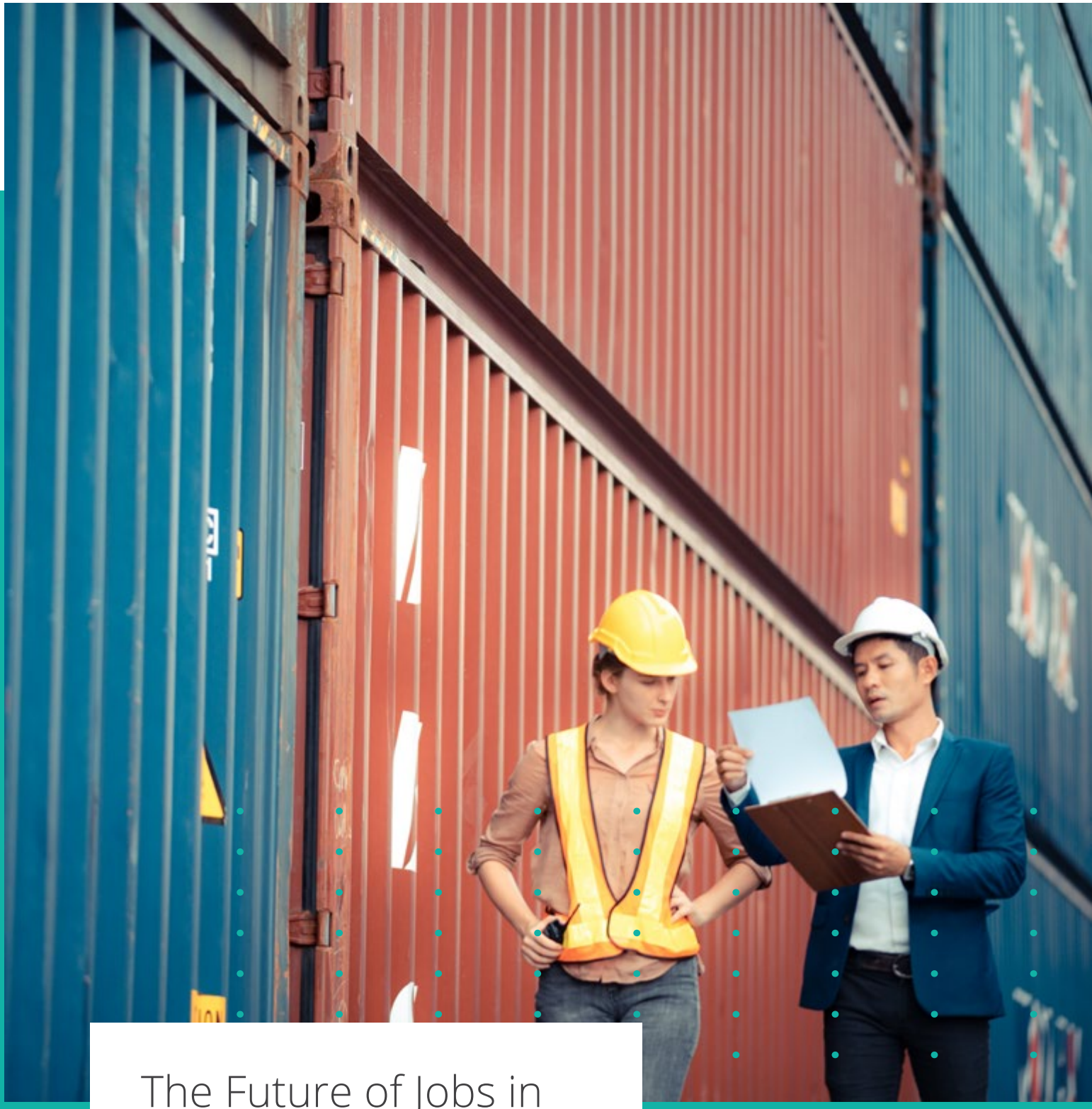


The Future of Jobs in the United States

2023-2033 Outlook

Pearson

EXECUTIVE BRIEF

The Future of Jobs in the United States

2023-2033 Outlook

No industry or occupation is immune to the sweeping changes that artificial intelligence and robotics will bring in the coming decade. **The changes won't mean fewer jobs, but they will mean different jobs.** The impact of technology will be distributed unevenly across occupations, geographies, and organizations

To prepare, organizations must understand how technology will change the tasks workers do and consider new opportunities that will arise.

Leaders who plan strategically for these changes will position their organizations to grow and thrive in the next ten years—and beyond.

Our workforce analytics combines a sophisticated economic forecasting methodology with a detailed workforce technology impact model. We applied our modelling to project the impact of technology on the future of the US workforce over the next decade.

The Three Impacts of Technology

Artificial intelligence and robotics will have three major impacts on jobs in the coming decade:

Automation

Technology will replace entire jobs, or large components of job, reducing labor needs for certain tasks.

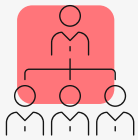
Augmentation

Technology will make workers more efficient, freeing them for higher-value work.

Addition

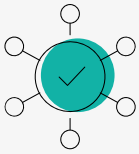
Technology will create new jobs related to the implementation of these technologies.

Key takeaways 2023-2033



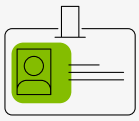
5.3 million

Net new jobs after accounting for technology impact



24.9 million

Jobs at risk from technology

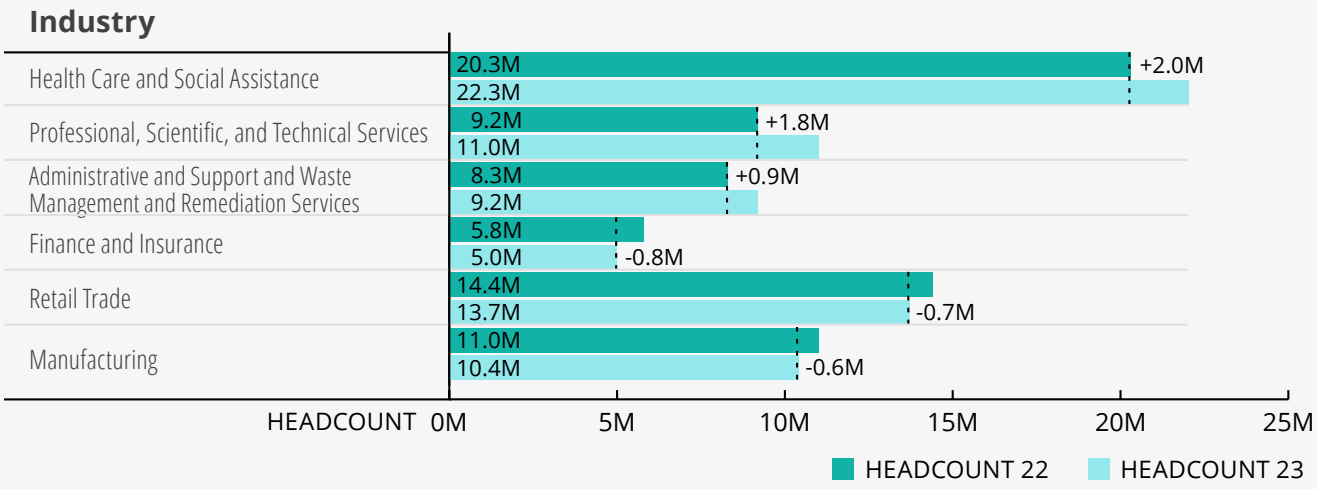


4.2 million

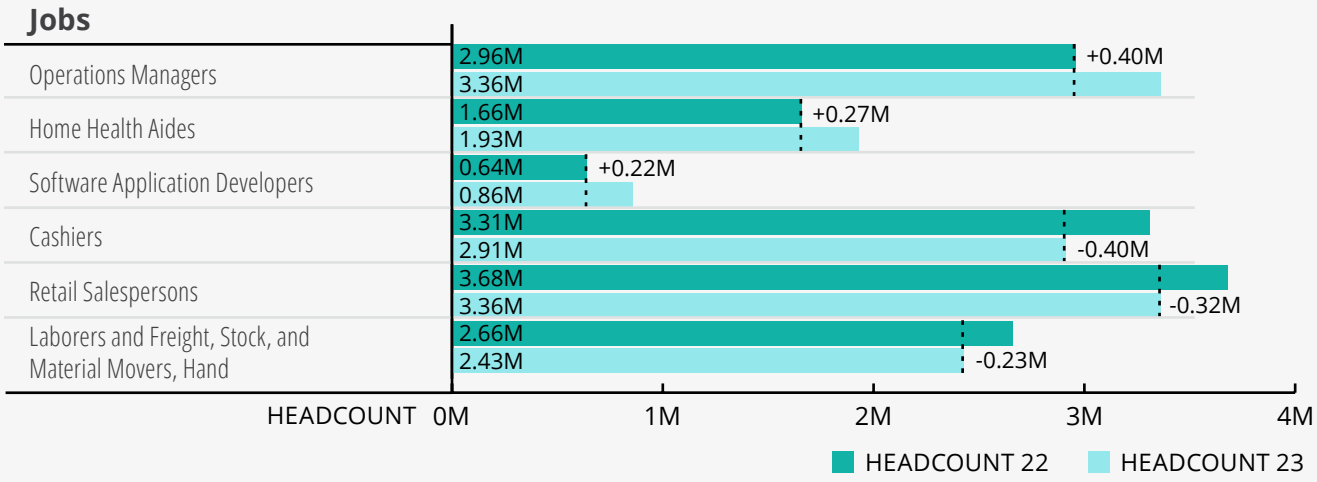
New jobs created by technology via augmentation and addition

Key takeaways 2023-2033

Top 3 most positively and negatively impacted **industries** between 2022 to 2032

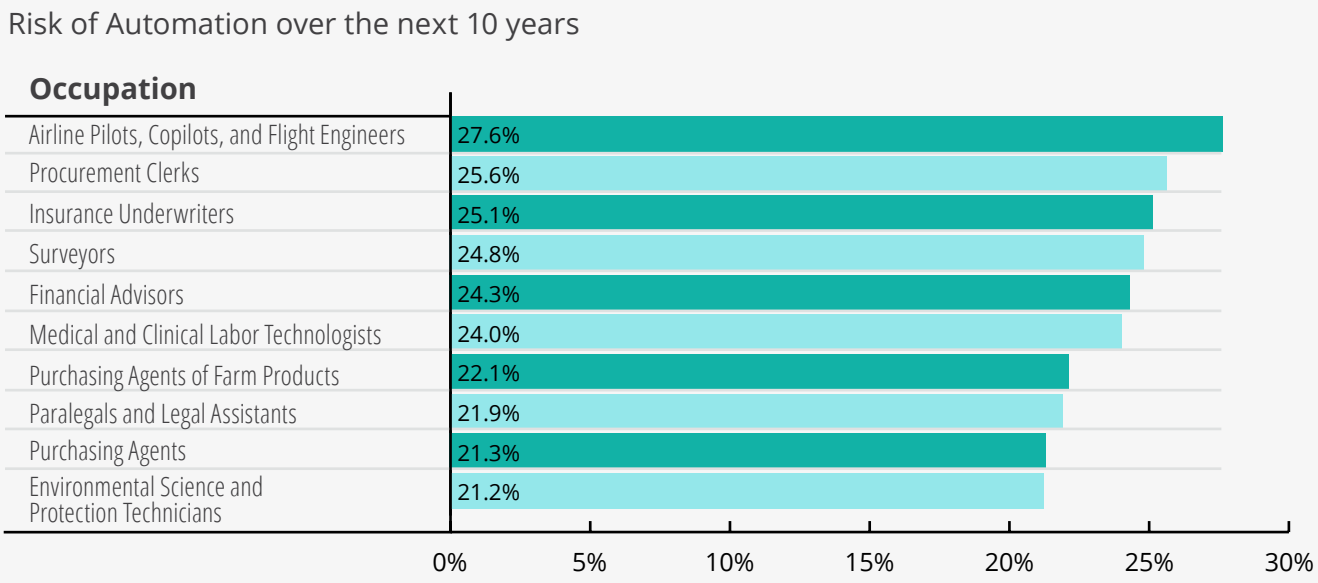


Top 3 most positively and negatively impacted **jobs** between 2022 to 2032



The workers most subject to technological disruption will be those whose jobs involve repetitive tasks. For high-skill workers and their employers, such as those in finance, these disruptions represent **augmentation opportunities**, and the opportunity to develop the '**power skills**' employees need now to maximize their careers.

For jobs that require lower levels of skill and education, such as those in retail, these disruptions represent an automation risk because they lack skills that can be readily applied to higher value work. Organizations should consider reskilling these workers to provide them career advancement opportunities.



How to start strategic workforce planning

Here are five tips to begin strategic workforce planning now, before the risks and challenges of AI and robotics create competitive threats.

01 Start small. A limited scope project can create buy-in for bigger initiatives.

02 Establish a multi-functional team. Strategic workforce planning requires input from stakeholders across the organization.

03 Embrace technology solutions. Pre-built job taxonomies, data on changing skill demands, and modeling of technology's affects can accelerate workforce planning.

04 Plan ahead. Reskilling and redeploying workers creates a more adaptable, committed workforce. Take the time to develop career pathways and recruit employee participants.

05 Engage and empower people. Being transparent about how workforce needs will change engenders greater trust and commitment for workforce planning.

How Pearson Helps Employers

The world of work is changing fast. Pearson helps organizations understand, retain, and enhance their most vital asset—their people. To learn more about using real-time data to analyze and future-proof your workforce.

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