

# MAKING BETTER WORK



November 1, 2019

## Feliz Día de Los Muertos!

May your [Diwali](#) lights and All Hallows' gourds add color to this first-of-November [celebration of the spirit](#). And welcome #WDQI Round VII grantees from CA, CO, ID, IL, ME, MI, NC, NJ, TX, and WI! You join teams from AL, IA, IN, KY, MA, MO, MS, and RI as grantees and champions of data! Further, the amazing team at [BrightHive](#) – [Matt Gee](#), [Natalie Evans-Harris](#) (profiled by [@CBSUnstoppable](#) just last week), [Laura Faulkner](#), and others – join us as members of the WDQI Technical Assistance Team!

## On Our Radar

We can hardly believe it's November! Here are a few events on our radar. We share them to help keep each other in-the-know and with the expectation that some of you may be able to attend a nearby event now and then (recognizing that the east coasters likely have the proximity advantage ☺). We provide hashtags when possible so that any of us can search the social universe for highlights and keep our [#FOMO](#) in check.

- ***Business Innovations for the Future of Work, November 6-7, 2019, Philadelphia, PA.*** [This two-day event](#) will bring together an unusual group of regional and national thought-leaders, public and private-sector investors, public policy leaders and researchers, and on-the-group programs, people and companies responding to #FutureofWork challenges in real-time. Hosted by [Federal Reserve Bank of Philadelphia](#), the [Greater Philadelphia Chamber of Commerce](#), [Drexel University](#), and the [City of Philadelphia](#), it promises value far above the \$50 registration fee. (Full disclosure: [Ashley Putnam](#) and [Keith Wardrip](#) were kind enough to provide us with a preview at last month's [CloseIt](#) conference!)
- ***Charting the Course: Exploring the Future of Learn and Work Systems in Indiana, November 13, 2019, Indianapolis, IN.*** With support from the National Science Foundation's [Convergence Accelerator](#) and the [Lumina Foundation](#), [Credential Engine](#), and the [Indiana Commission for Higher Education](#) are hosting this [event](#) aimed at better understanding Indiana's learn and work ecosystem.
- ***The Work of the Future Congress, November 21-22, 2019, Cambridge, MA.*** Hosted by #MITWorkoftheFuture (whose [report](#) we shared with you last month) and others, the gathering invites academics, business leaders, entrepreneurs, education and labor leaders, and policymakers to explore the impact of technology on work and chart a course for innovation, inclusion, and economic opportunity. Register [here](#).

Data, especially data that sheds light on how people move through educational experiences and labor markets (and how they do not), is central to all of these conversations.

## News & Announcements

Our friends at the [National Skills Coalition are hiring!](#) These are mission-critical positions (Senior Fellow, Workforce Systems/Senior Fellow, Workforce Data Policy/State Network Manager, [SkillSPAN](#))! Let's help them out by spreading the word and encouraging the most amazing job-seekers we know to apply!

Congrats to those of you who submitted your SLDS grant applications! Let us know if you are among the new SLDS grantees the minute you find out!

Yours in data, with an extra helping of gratitude for all you do every day, in honor of our coming Thanksgiving holiday 🦃,

**Kristin Wolff** (@kristinwolff) &  
**Maureen Sarver** (@maureensarver)

## Have a Look



### A Lot of Jobs Will Be Automated—Here's How to Figure Out When

We like to begin our monthly collections with video. This month, we've selected one of Fortune's [Brainstorm Films](#) – an eleven-minute feature on the benefits and hazards of AI. It was produced a year ago and remains highly relevant. [Naveen Rao](#) (Intel) deserves a careful listen for his clear and accessible explanation of how automation is changing the agricultural sector. Workforce enters the frame just after the mid-point. [Gwen Moran's](#) accompanying reporting (August 2019) cites key papers we have shared here at #MakingBetterWork.

 [fortune.com](https://fortune.com)



## 20 Jobs Popular in the 1980s That Have Almost Disappeared

America and its economy have changed a lot since the '80s. These increasingly uncommon jobs, once the mainstays of Main Street, illustrate the shift. Before you wince, know that many of these jobs are physically demanding, dangerous, or otherwise hazardous for humans. But robots? They know their limits and thrive on repetition.

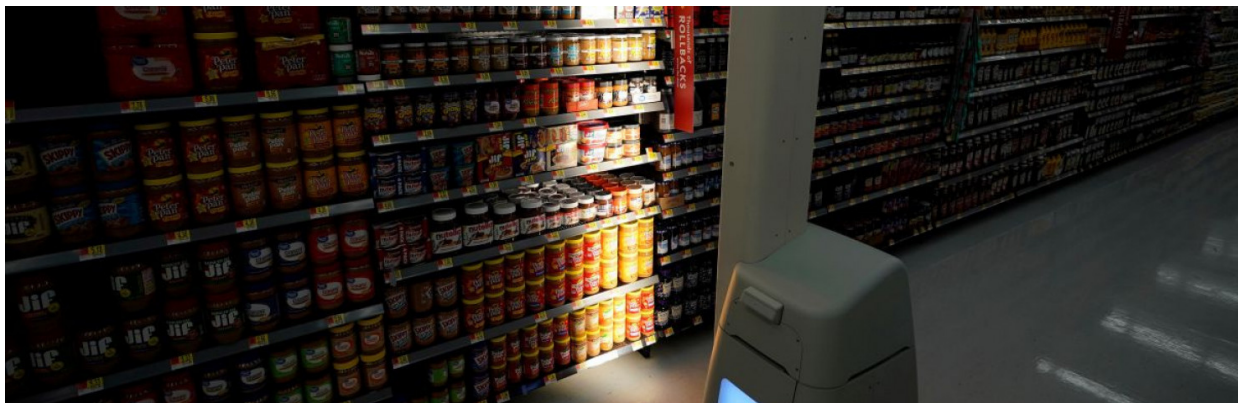
 businessinsider.com



## 20 Jobs That Exist Today and Will Be All The Rage in 2028

The future is bright for carpenters, plumbers, and real estate agents. Insurance agents and sales reps? They are on the list, too. Police officers and food service managers? Check. These jobs will see growth in the next decade. They require training but not a college degree, and offer opportunities for moving up. Our data systems can inform pathways in, up, and out as we need them.

 businessinsider.com



## There's an Automation Crisis Underway Right Now, It's Just Invisible

This piece might have been called "The *Present* of Work." Focusing on automation's current impact on jobs, wages, and job quality, it summarizes a research project that used administrative and employer data (5 million workers in over 36K companies in the Netherlands) to assess automation's impact over six years. We were surprised at the consistency of these findings across industries and firms. What surprises you?

 gizmodo.com

# Have a Think



## Back to School? | Strada Education Network

Nearly half of all Americans believe they need additional education to advance in their careers. This is one of six key findings in a recent Strada/Gallup poll that pointed to a need for more and better work-centered pathways. Download the paper [here](#).

 [stradaeducation.org](http://stradaeducation.org)

## Job Training Programs Are Not Flexible Enough for People Who Need Them

Gregory Ferenstein observes "job training in America fails so often because both students and the government have radically underestimated how long it takes the average person to transition into a high-skill career." While the programmatic observations in this piece may not surprise you, the data needs raised just might. How might your data inform a better approach?

 [brookings.edu](http://brookings.edu)

## OECD: Boosting Adult Learning Essential to Help People Adapt to Future of Work

This [report](#) focuses on the systems that serve adult learners and workers – those already in the workforce. Organized around five themes (urgency, coverage, inclusiveness, impact, alignment, and financing), the analysis reveals we all need improvement. Governance emerges as a key issue. We suspect you'll also appreciate the data-rich, methods-filled appendices.

 [oecd.org](http://oecd.org)

## "The worker's relationship with learning is broken,"

says Cognizant in its [Center for the Future of Work's](#) latest report. Out of seven key takeaways, one focuses entirely on data. In at least two others, data – including LDS data – could play an important role.

 [cognizant.com](http://cognizant.com)

## Lessons from TAACCCT!

Last month, the Center on Education and Skills at New America (CESNA) and Bragg & Associates published a [meta-analysis](#) of independent evaluations of the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant programs. TAACCCT was the largest ever federal investment in community colleges and focused specifically on worker transitions. The full collection of CESNA TAACCCT briefs is [here](#), and recommendations for evaluation going forward are [here](#).

 newamerica.org

## Just in from the MIT-IBM Watson AI Lab: How New Technologies are Transforming Tasks

Published just yesterday, [this paper](#) unbundles jobs and analyses how the tasks within them are changing. It looks at how these tasks are done (e.g. by people or machines), changes in the demand for them, and their value the labor market. The literature review is brief, clear, and comprehensive and the #dataviz (pp. 30-47) is hard to look away from.

 mitibmwatsonailab.mit...

# Have A Resource

## Names, Agencies, Grants & Structures for LDS in the 50 States, the District of Columbia & Puerto Rico

Published in August by the Education Commission of the States, this resource provides a matrix comparing LDS across eleven domains (including enabling legislation!). You can search and compare a key topic at a time or by using this downloadable [meta-matrix](#).

 ecs.org

## 100 Places Public Servants Can Learn Digital Skills — Free

We hear you! No time for training, no people to train. Here's a directory of publicly available courses and resources that can help equip you and your colleagues with the digital skills they need for making the most of your data (DataViz! AI! Social!), all courtesy of [APolitical](#).

 apolitical.co

# Have a Solution, Resource, Roadmap

## Aspen's Future of Work Initiative Releases Report Focused on Solutions

## CA #FutureofWork Commission Resources

The Future of Work Initiative National Advisory Council's report, [Solutions for a Changing Economy](#), outlines a set of policy recommendations designed to respond to the myriad of challenges we cover here each month. Better data is an explicit policy recommendation by itself, and also implicit in several other recommendations.

 [aspeninstitute.org](https://aspeninstitute.org)

Many states have established #FutureofWork Commissions. California, home to the most cutting-edge futurists in the world, designs meetings that function as master classes on a whole range of #FutureofWork topics. Agendas, background materials, and most slide decks are available [here](#). Video recordings of the October meeting are [here](#) (part 1), [here](#) (part 2), and [here](#) (part 3). Don your earbuds and pull out your device.

 [labor.ca.gov](https://labor.ca.gov)

## Seven Ways to Improve Workforce Outcomes Using Evidence: A 2019 Roadmap for State & Local Officials

A product of Results for America's Evidence in Workforce Lab, the roadmap provides guidance for state and local workforce development officials on how to improve outcomes for job seekers and employers by investing in evidence-based solutions. It describes strategies for prioritizing evidence-based solutions examples of how state and local government officials across the country have used them in workforce development. Finally, it also offers guidance on *how to talk about these efforts in ways that help regular people understand them*. Thanks, [@Results4America](#) & collaborators!

 [results4america.org](https://results4america.org)

## Have a Listen

### Not Just a Job: New Evidence on the Quality of Work in the US

It's a decade post-recession. We have the tightest labor market in decades. And less than half of American workers are in good jobs 🙄. Get yourself a 🧐. You will want to dig into this new report and [video](#) – the product of a partnership between [Gallup](#), the [Lumina Foundation](#), the [Bill & Melinda Gates Foundation](#), and the [Omidyar Network](#). We are the #MakingBetterWork community. This is the problem we (and our data) were born to solve. Let's do it.

 [gallup.com](https://gallup.com)

***Our Very Own #WDQI  
#MakingBetterWork Podcast  
Now Has Nine Episodes!***

If you haven't subscribed, pull out your mobile device and do it now!

[iTunes](#) \* [Stitcher](#) \* [GooglePlay](#)

Search for **Making Better Work** on Google Play (a quirk of the platform).

Again, we hope these new communication channels will bring your work further into the public domain so that kindred spirits in different parts of the public data ecosystem can find each other. It's a big job but somebody's got to do it. Why not us?

## Information Wants to Be Shared

**This is the tenth edition of *Making Better Work*, the perpetual beta newsletter of the longitudinal workforce data community.**

We'd love your continued help in making it great (and your generosity of spirit when we don't quite get there). Our interviews and conversations with you over the past few months, together with our observations and encounters with the field, have led us to the following themes which will guide our editorial choices this year.

- **Impact** (Products, legislation, key policy decisions and more – what difference is WDQI making in your state, community?)
- **Governance** (In the words of one of our subject matter experts, "It's everything.")
- **Ecosystem** (How do we better align public data efforts and work with nonprofit, foundation, university, and other partners more effectively to address critical workforce and education issues? How do we do this consistently, ethically, and responsibly?)
- **Themes that run through WDQI events and activities:**
  - Federal legislative mandates (WIOA – and evaluation, HEA, Perkins, etc.)
  - Non-degree credentials – such as certificates and industry-recognized credentials (increasingly called "credentials of value" and the main focus of our May newsletter)
  - Future of Work – using data to help policymakers, institutional leaders, and the rest of us navigate it

We've already amended this list based on your feedback, so keep it coming.

Just in case you've received this from a friend or colleague and don't know how to find us, we've provided our contact information below.

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**Know someone who needs this newsletter? Forward it or send them here.**