




**Building a
Future
That Works**

EQUITY AND INCLUSION IN THE AGE OF ARTIFICIAL INTELLIGENCE

Strategic Horizon Network | Boston Colloquium
November 5, 2018



What are the two most pressing priorities you have in relation to **artificial intelligence** along the lines of equity and inclusion?

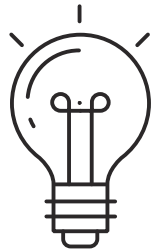
ABOUT **JFF**

Our rapidly changing economy demands skilled and adaptable workers. But too many people lack the education and training employers require.

JFF is transforming our nation's workforce and education systems to accelerate economic advancement for all.

ALL YOU NEED TO KNOW
ABOUT JFF

JFF designs innovative solutions, scales proven programs, and influences industry action and policymaking to drive the most transformative impact.



Strategy & Advising

We provide expert consulting to shape ideas into action to transform workforce and education systems.



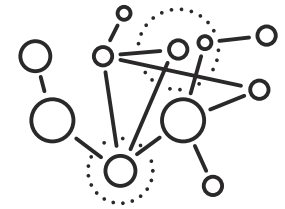
Design What Works

We bring all the stakeholders to the table and analyze labor market information to build the most effective approach for each state and region. We conduct research and field-test our designs and models.



Scale & Spread Solutions

We create, implement, and scale innovative solutions through national networks that expand access to economic advancement.



Influence the Field

We shape policy that strengthens the labor market at the federal, state, and local levels. We drive the conversation for education, workforce, and industry leadership nationwide.

JFF'S WORK IS **MORE IMPORTANT** THAN EVER



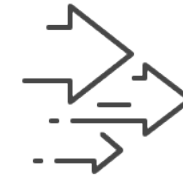
Ensuring Equity in Economic Advancement

Despite overall growth, economic opportunity is limited for millions of Americans.



Meeting Employer Needs

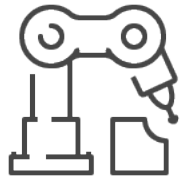
Employers continue to struggle to find employees with the right skills.



Preparing for the Future of Work

Automation, outsourcing, and new contract arrangements are changing the nature of work.

MAJOR THEMES SHAPING THE FUTURE OF WORK



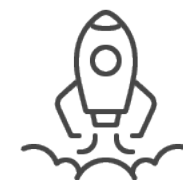
**Automation,
Robotics, and AI**



**Employment
Status**



Nature of Work



**Accelerating
Change**

MOONSHOT OF OUR TIME

A future in which automation, economic mobility, and dignified work are equal partners in the American dream



An aerial, high-angle photograph of a city skyline, likely New York City, featuring a prominent skyscraper with a green-tiled top and a tall flagpole flying the American flag. The image is overlaid with a semi-transparent dark brown filter. The text "THE CURRENT WORKFORCE LANDSCAPE" is written in white, bold, sans-serif capital letters across the middle-left portion of the image. The background shows a dense urban landscape with various buildings and a hazy horizon.

THE CURRENT
WORKFORCE LANDSCAPE

STATE OF OUR NATION

KEY DYNAMICS AT PLAY

- The **unemployment rate hit 3.7 percent**, the lowest since 1969.
- Those numbers gloss over key underlying realities.
 - Workers not counted in the official rate
 - Low wages, lack of advancement opportunities
- Meanwhile, traditional systems are not able to keep up with increasing rate of **change driven by automation.**





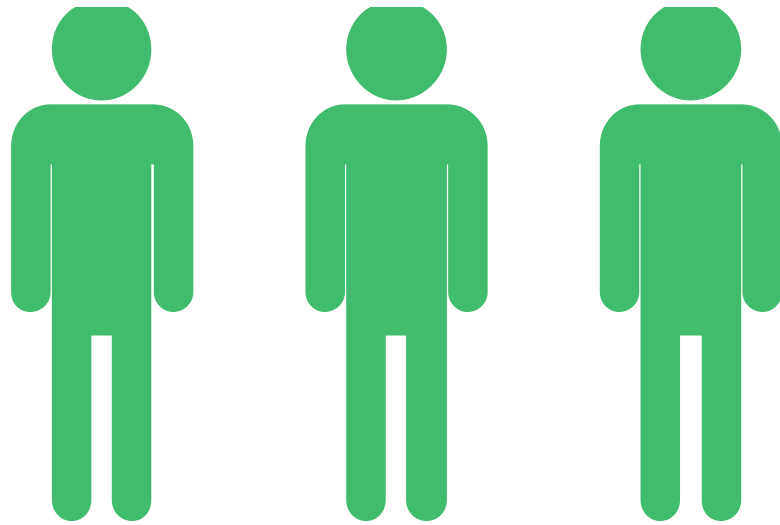
Report on the Economic Well-Being of U.S. Households in 2017

May 2018

BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM

US WORKERS

ABOVE
POVERTY

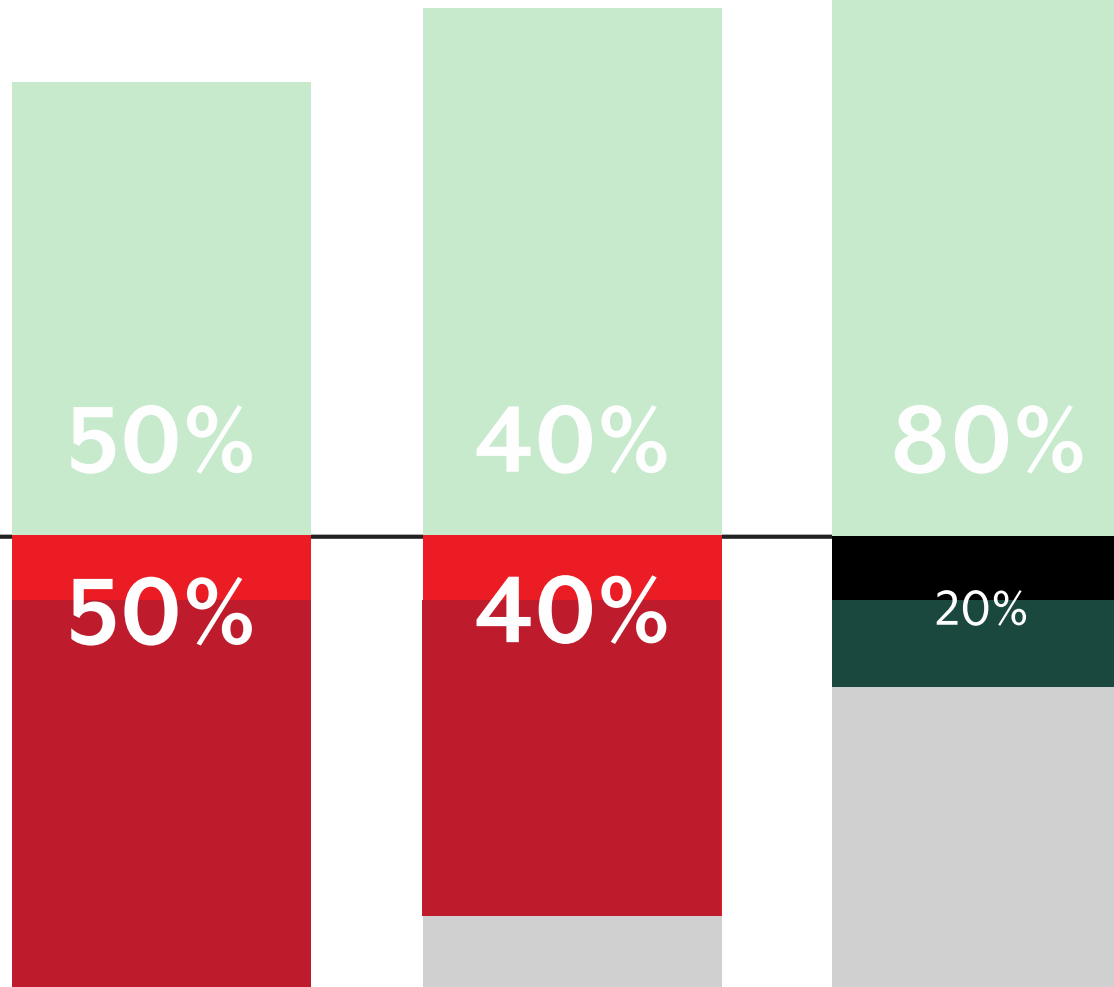


25% BELOW
POVERTY



\$50k YEARLY SALARY

\$30k COST OF AVG APARTMENT



Hispanics

African American

White



THE SHARE OF
**NATIONAL
INCOME**
— HELD BY —
**MIDDLE-CLASS
HOUSEHOLDS**
HAS DECREASED TO


43%

MIDDLE-CLASS
WAGES GREW

5%

LOW-WAGE
WORKERS'
WAGES FELL

6%



The vast majority of new jobs being created require postsecondary education or training.

Yet 85 million US workers don't have education beyond high school.

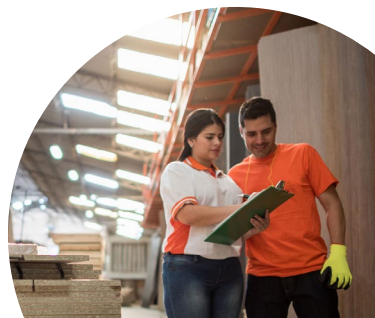
IT IS TIME TO MAKE AN UNPRECEDENTED
COMMITMENT TO EDUCATE AND EMPLOY

THE UNTAPPED WORKFORCE



WHO ARE THE UNTAPPED WORKFORCE

- It is the “nation within our nation”
- If they were a nation, they would be the **15th largest in the world**—bigger than Canada, Australia, Chile, and Sweden combined
- **90 million people are without** a credential beyond high school
- **44 million people struggle** to feed their families



REALIZING THE FUTURE

JFF'S WORK

WE BUILD

PATHWAYS

TO ECONOMIC ADVANCEMENT & A VIBRANT ECONOMY

**Strong Workforce
& Vibrant Economy**



so that everyone in America has the opportunity to experience economic well-being

Careers



that provide family-supporting pay and clear paths for advancement

**Postsecondary
Credentials**



that are valued by educators and employers

**High School
Credentials**



that includes a clear path to college and career success



RESUME DATA

WHEN IS A JOB JUST A JOB – AND

WHEN CAN IT LAUNCH A CAREER?

GET IT RIGHT NOW AT

[JFF.ORG](https://www.jff.org)





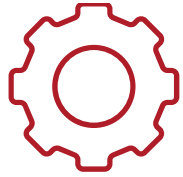
Lifetime Jobs

Lifetime jobs are careers in themselves. Workers rarely advance to higher-level positions, but these jobs usually pay well and offer long-term stability.



Springboard Jobs

Springboard jobs lead to careers. Workers often advance to different roles with more responsibility and greater pay within the same career area.



Static Jobs

Static jobs don't typically lead to careers. They offer low pay compared to other middle-skill roles and suffer from high turnover.



Pearson

Demand Driven Education

Merging work & learning to develop the human skills that matter

By Joe Deegan & Nathan Martin



PUBLICATION

MERGING WORK & LEARNING TO

DEVELOP HUMAN SKILLS THAT MATTER

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MOVING FORWARD

FOR EDUCATION SYSTEMS

1

Advance new research about, and practices for, building interpersonal skills and the capacity for systems thinking.

MOVING FORWARD

FOR EDUCATION SYSTEMS

2

Commit to making postsecondary pedagogy dynamic, work based, and skills focused.

MOVING FORWARD

FOR EDUCATION SYSTEMS

3

Demystify labor market demand using digital solutions and employer collaboration.

MOVING FORWARD

FOR EDUCATION SYSTEMS

4

Embrace **strategies that** allow individuals to **advance rapidly and convert learning to earning.**

MOVING FORWARD

FOR EDUCATION SYSTEMS

5

Reform the business and delivery model of postsecondary education to **better align incentives, reduce inequity, and eliminate data silos.**

THE NATURE OF ARTIFICIAL INTELLIGENCE



AI AS A
DISRUPTOR



AI FOR GOOD



**HOW DO WE ENGAGE THE
POTENTIAL OF THIS
UNENGAGED TALENT?**

Tech alone is
not the answer



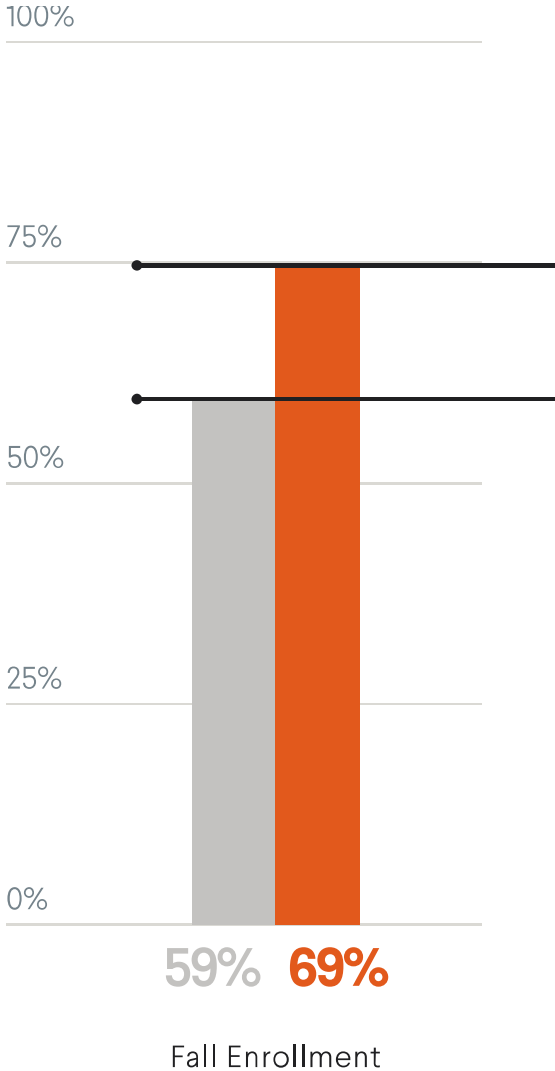
REIMAGINING A SOLUTION



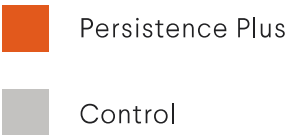
PERSISTENCE
+ PLUS

PERSISTENCE PLUS

NUDGES HELPED STEM STUDENTS RETURN

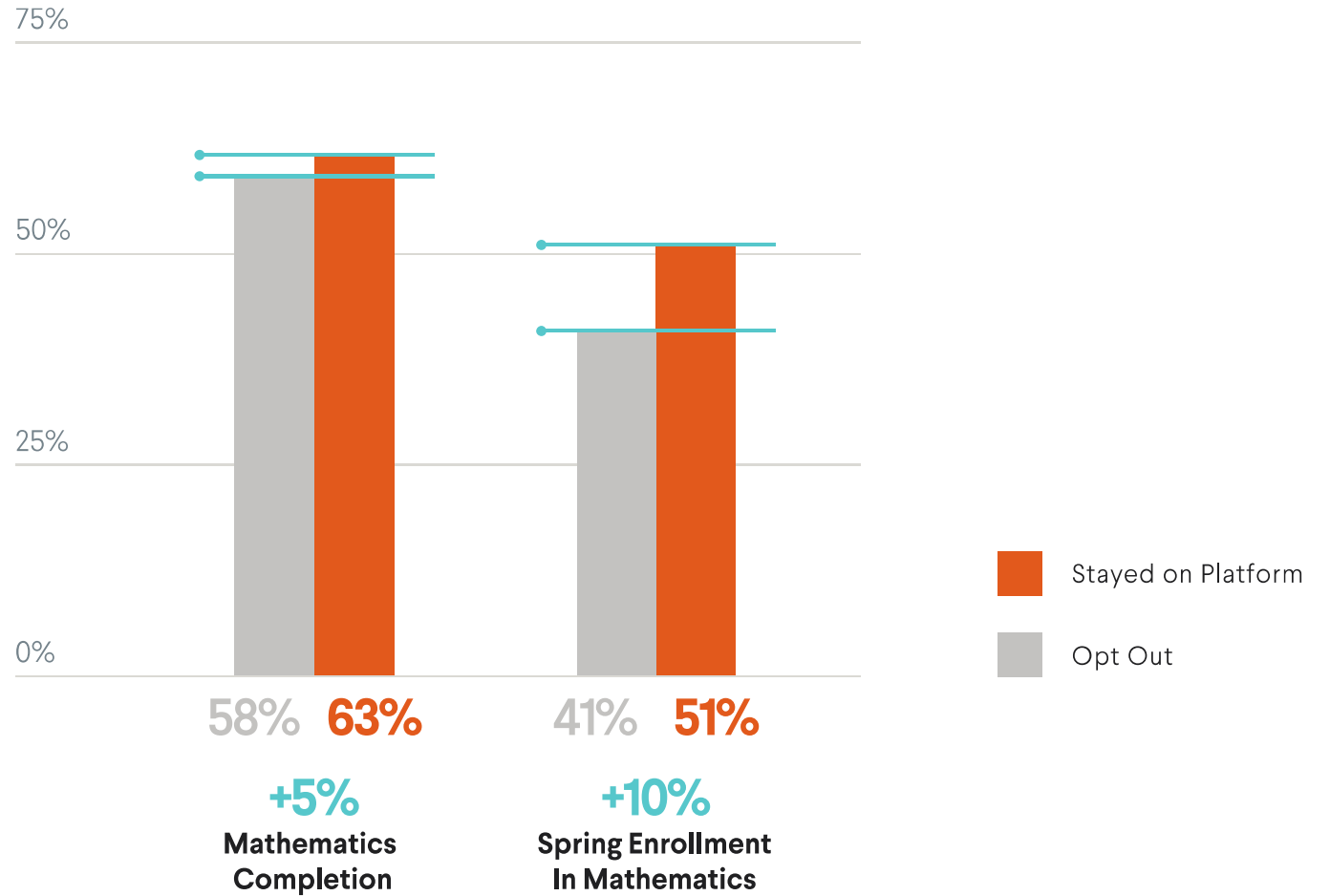



Ten Percentage Point Uptick
in Spring-To-Fall Retention



PERSISTENCE PLUS

NUDGES INCREASE MATH SKILLS FOR WORK

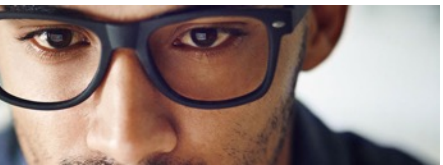


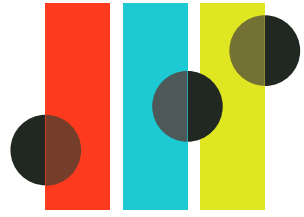


What are the two most pressing priorities you have in relation to **artificial intelligence** along the lines of equity and inclusion?



JFFLABS





JFFLABS

- Acceleration
- Incubation
- Corporate Advising
- Investment





JFFLABS FUNCTIONS

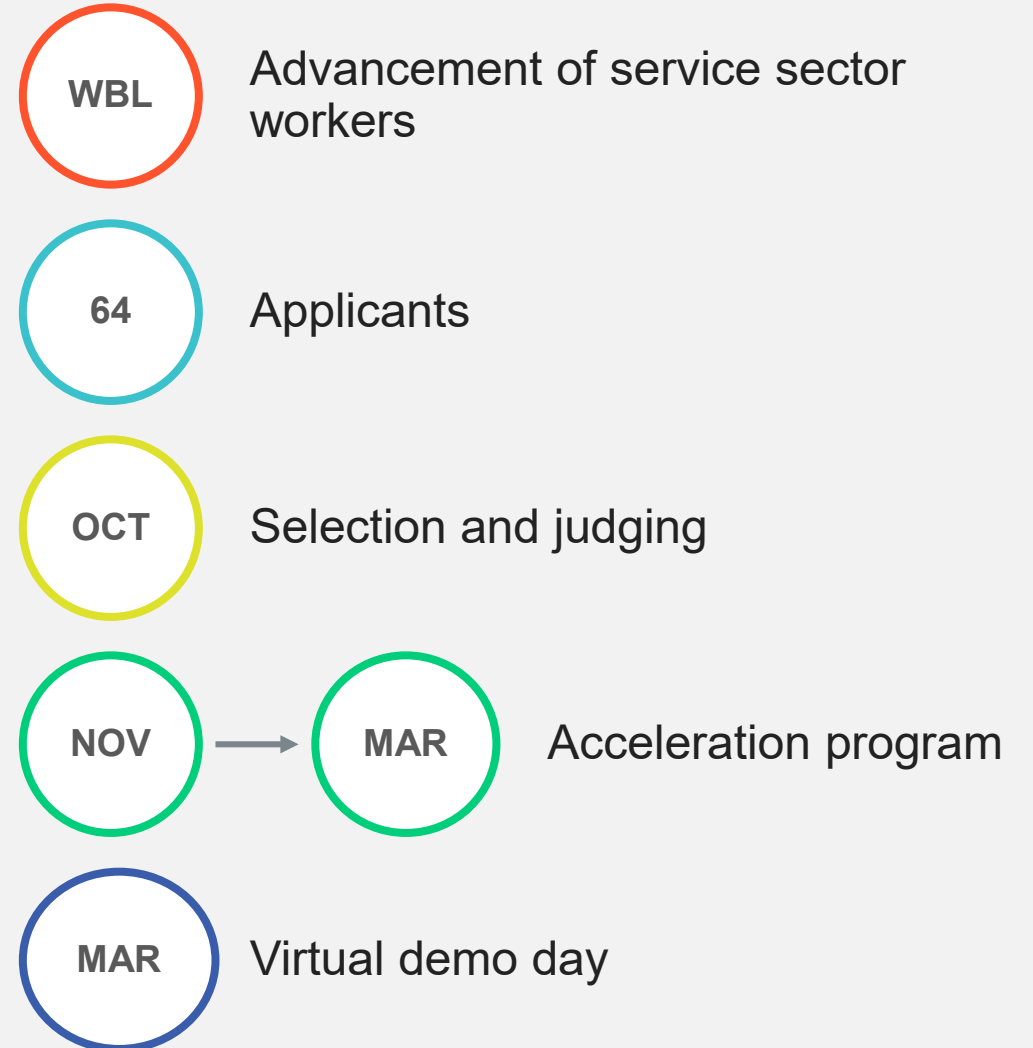
STARTUP ACCELERATION

Leverage JFF networks to accelerate development and dissemination of innovative solutions we select.



ABOUT WBL ACCELERATION COHORT

- A **unique** accelerator experience
- Leverages JFFLabs **mentor network**
- Engages JFFLabs **Retail Talent Innovation Council**



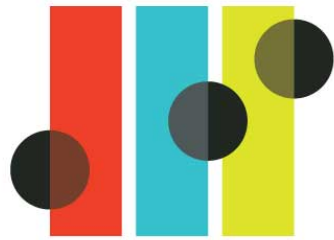


JFFLABS FUNCTIONS

INCUBATION

Get the early stages of technology-enabled big initiatives off the ground.





JFFLABS

**\$1B Wage Gain
CHALLENGE**

Learn more at [JFF.ORG](https://www.jff.org)

Submit your ideas by November 25!



JFFLABS FUNCTIONS

CORPORATE ADVISING

Consult corporations on talent development. Tap JFF for expertise in delivering innovative workforce strategies.





CORPORATE ACTION PLATFORM

1. **Mobilize corporations** by leveraging existing networks and convenings.
2. **“Employer to employer” actions summits** with teams from HR and CSR.
3. **Advise corporate HR leaders** (individually and collectively) on promising practices.
4. **Develop market scans and curated cohorts** of technology-based solutions.
5. **Develop platform** for shared-commitment/investment model.

BRIDGING VS. SILOS



Systems

Corporations
K-12
Postsecondary
Workforce
Human Services
Funding Streams



Innovation

Startups
New Training
Tech Solutions
Capital



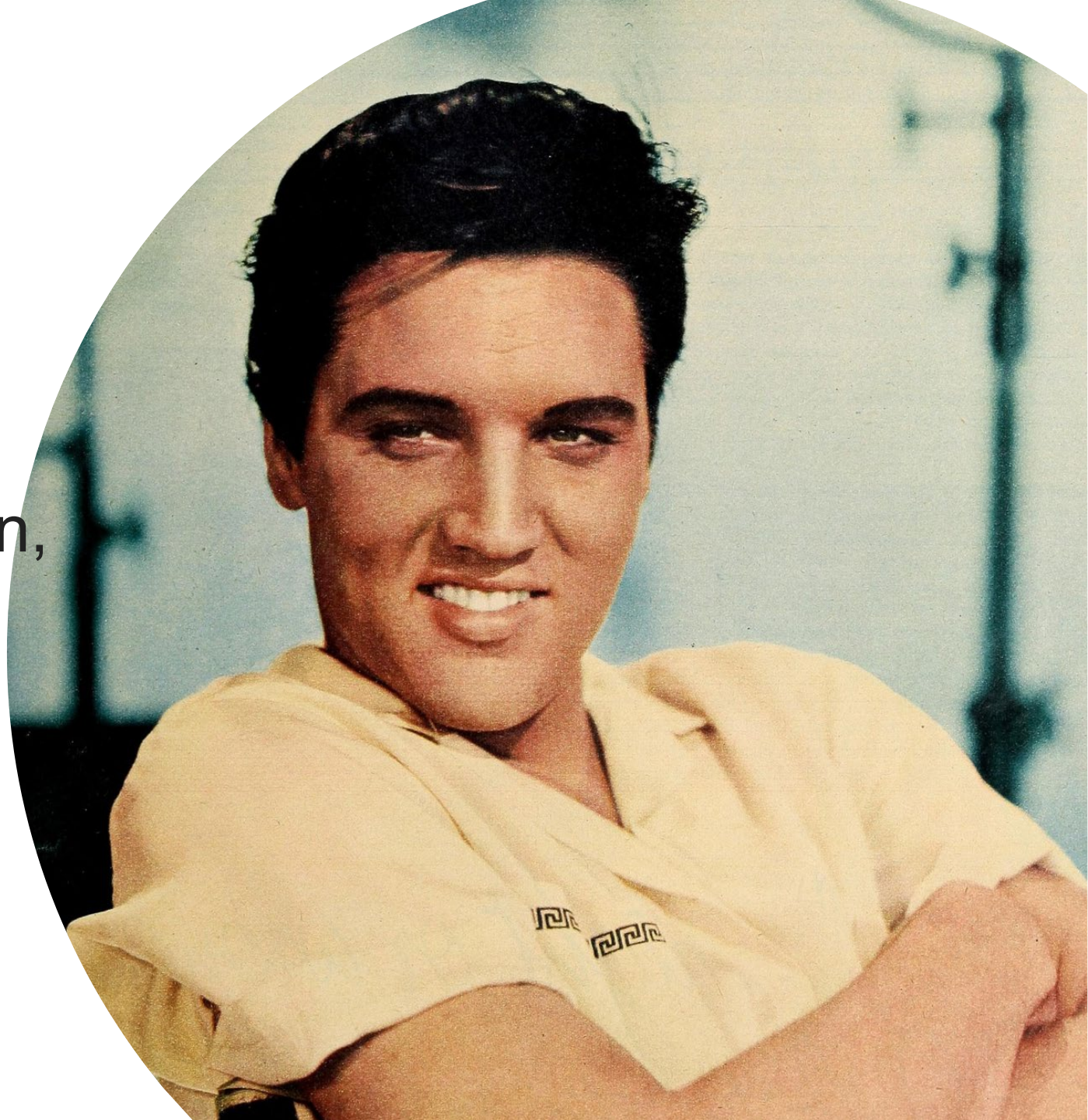
Policy

Federal
State
Funding
Incentives

“A little less conversation,
a little more action

ELVIS PRESLEY

From the song “A Little Less Conversation”
Performed by Elvis Presley &
written by Mac Davis and Billy Strange





#EDU2030





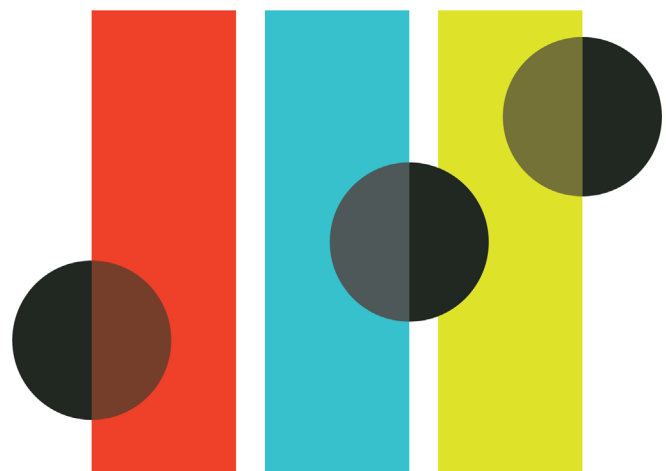
Building a Future That Works

Move from
conversation
to action.

Build on
what works.

Drive
collective
action and
investment.





JFF

MFLYNN@JFF.ORG

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