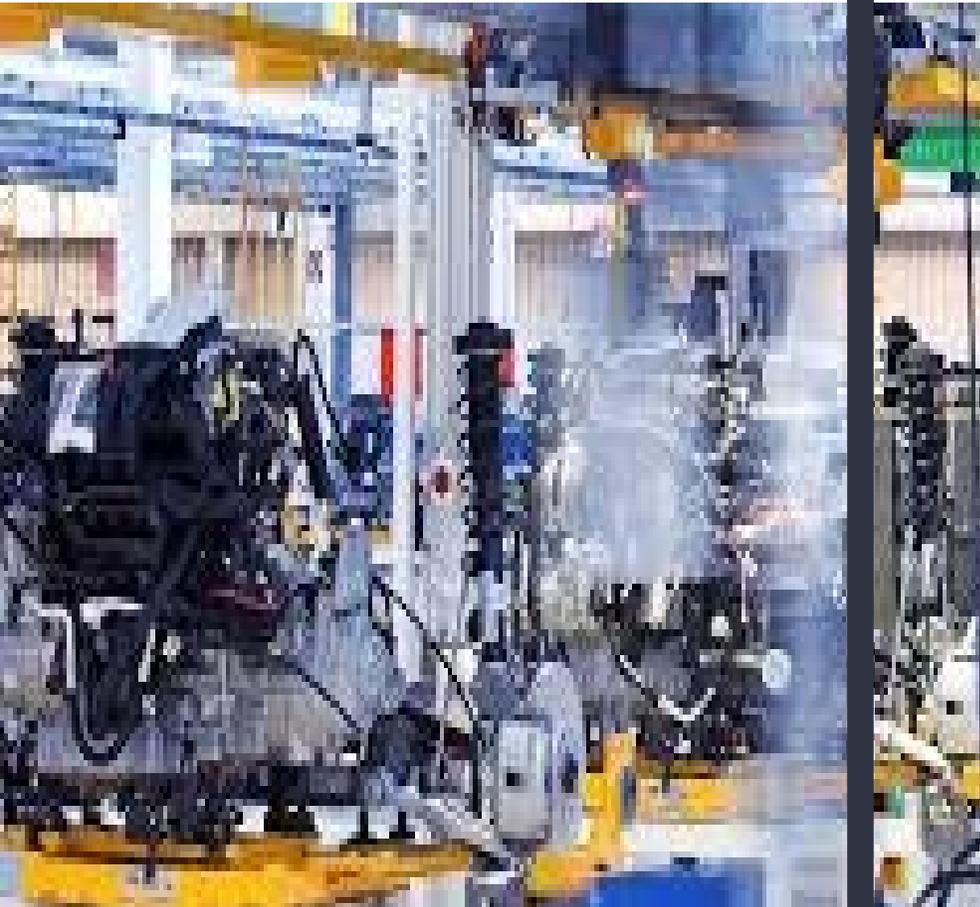




RACE AND JOBS AT HIGH RISK TO AUTOMATION

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THE FUTURE OF WORK WITH AUTOMATION

Automation could raise productivity growth globally by 0.8% to 1.4% annually. Half of today's work activities could be automated by 2055.

OVERREPRESENTATION OF AFRICAN AMERICAN WORKERS

African Americans are:

- ❑ Over 1.5 times more likely to be cashiers, cooks, food preparation and serving workers (including fast food), production workers, and laborers in freight, stock and material moving.
- ❑ Over 3 times more likely to be security guards, bus drivers, and taxi drivers/chauffeurs.





10 OCCUPATIONS AT HIGH-RISK TO AUTOMATION BY RACE

- Latino workers 19%
- African American workers 15%
- White workers 14%
- Asian workers 12%

10 JOBS AT HIGH-RISK TO AUTOMATION THAT EMPLOY THE MOST PEOPLE, BY RACE

#	Occupation	Total Employed	# of Blacks Employed	Automation Risk	% of Latino Workforce	% of Black Workforce	% of White Workforce	% of Asian Workforce
1	Retail Salespersons	3,312,000	406,000	0.92	2.38%	2.26%	2.19%	1.90%
2	Cashiers	3,260,000	580,000	0.97	2.67%	3.22%	1.92%	2.54%
3	Secretaries & Administrative Assistants	2,744,000	236,000	0.81	1.28%	1.30%	1.95%	0.95%
4	Cooks	2,179,000	378,000	0.81	3.02%	2.10%	1.33%	1.13%
5	Waiters & Waitresses	2,085,000	196,000	0.94	1.72%	1.10%	1.39%	1.45%
6	Laborers & Freight, Stock & Material Movers, Hand	1,900,000	378,000	0.85	1.76%	2.11%	1.16%	0.66%
7	Construction Laborers	1,801,000	146,000	0.88	3.24%	0.81%	1.29%	0.43%
8	Accountants & Auditors	1,777,000	151,000	0.94	0.63%	0.84%	1.17%	2.11%
9	Receptionists & Information Clerks	1,331,000	173,000	0.96	0.97%	0.96%	0.89%	0.53%
10	Grounds Maintenance Workers	1,326,000	108,000	0.95	2.26%	0.59%	0.96%	0.20%
	Total/ Average:	21,715,000	2,752,000	0.903	19.93%/ 1.99%	15.29%/ 1.53%	14.25%/ 1.43%	11.90%/ 1.19%

Source: Bureau of Labor Statistics, Employed persons by detailed occupation, sex, race and Hispanic ethnicity (last modified Feb. 8, 2017)

AUTOMATION WILL BOTH ELIMINATE AND CREATE JOBS

From 2007 to 2016, the general retail sector lost 51,000 jobs while the ecommerce sector added 355,000 jobs.



Increased Effectiveness

- Autonomous school buses may allow school bus drivers to more effectively supervise and engage on buses.
- If properly deployed, autonomous vehicles could lower the cost of transportation and allow more low-income people to access jobs.



Elimination of Jobs

- 83% of jobs making less than \$20 per hour would come under pressure from automation, compared to only 4% of jobs making above \$40 per hour.

CHALLENGES FOR THE AFRICAN AMERICAN COMMUNITY

- ❑ Average household net worth that is 1/10 of Whites (making periods without income particularly difficult)
- ❑ Implicit bias in hiring and evaluation
- ❑ Residential and educational segregation
- ❑ Transportation challenges
- ❑ Lower rates of digital readiness
- ❑ Limitation in social networks

