Are We Robot-Ready?

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The views and opinions expressed in these materials are solely my own and do not reflect those of my employer, its affiliates, or clients.
20 sticks of spaghetti + one yard of tape + one yard of string + one marshmallow
The past 120 years have brought a virtual explosion in technology Americans enjoy. As captured by Everett Rogers in his book *Diffusion of Innovations*, people tend to adopt new technologies at varying rates. The adoption of innovation follows an S-curve when plotted over a length of time, from the telephone to the smartphone this timeline shows the adoption of technology.

New technologies often start slowly, facing barriers to adoption such as high costs, complexity and immature ecosystems.
Exponential Futures
The Permanent Detour
Underemployment’s Long-Term Effects on the Careers of College Grads

Those who start out behind tend to stay behind:
Key findings and highlights from our under employment research

Underemployment at the start of a career can leave new graduates disadvantaged
The Permanent Detour
Underemployment’s Long-Term Effects on the Careers of College Grads

Those who start out behind tend to stay behind: Key findings and highlights from our under employment research

Underemployed graduates
$37,330

Appropriately employed
$47,470

The financial costs of underemployment are substantial

Starting in an underemployed position leaves graduates generally on weaker financial footing to start their careers.

On average, underemployed recent graduates earn $10,000 (27%) less per year than fully employed graduates.
Cultivating our uniquely human skills may be the best way to prepare for an uncertain future.
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<td>Interpersonal Skills</td>
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<td>21st-century Skills</td>
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Human skills like communication, leadership, and problem solving are among the most common skills employers list in job postings.
Hybrid Jobs

Every job is digital

Journalism job postings increasingly require tech skills like analytics, SEO, and JavaScript

Bubble size reflects relative demand of each skill
T-shaped individuals combine broad knowledge and skills with deep expertise in a narrow field
In the future, workers will need to return to learning throughout a longer work life.
44 million adults at risk of being left behind by the future of work.

“If women, minorities, and children from low-income families invent at the same rate as high-income white men, the innovation rate would quadruple.”

—“Lost Einsteins,” Raj Chetty
“The future is already here—it’s just not evenly distributed yet.”

—William Gibson
Thank you!
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