

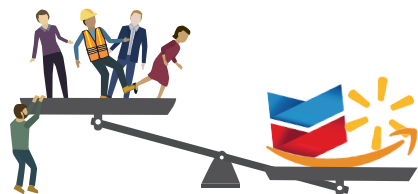
Understanding the Changing Nature of Work in the Bay Area

DRIVERS OF CHANGE

What national or global shifts over the past 50 years have contributed to structural changes in labor markets and employment?



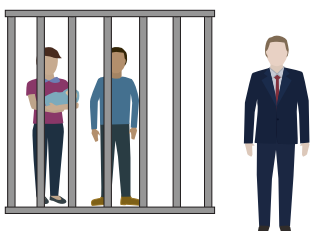
Demographic shifts



Shifting power from people to firms



Climate change



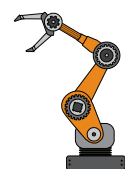
Structural racism & gender discrimination

TECHNOLOGICAL TOOLS FACILITATE CHANGE

New technologies do not inherently create change, but may be deployed in ways that spur change. Many recent or emerging tech tools are facilitating changes in the nature of work.

WAYS WORK IS CHANGING IN THE BAY AREA

How are these global drivers and technologies manifesting locally in the workforce, labor markets, and employment arrangements that characterize the San Francisco Bay Area?



Automation of tasks



Growth and decline of industries



Changing demands for skills



Economic shifts in response to climate change



Expansion of contingent & nonstandard work arrangements



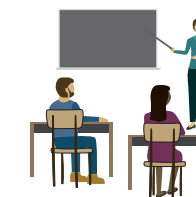
Introduction of new technologies in the workplace (other than automation)

WAYS BAY AREA ACTORS ARE RESPONDING TO CHANGES

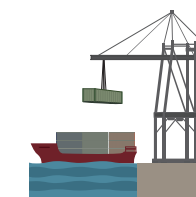
How are the public sector, communities, nonprofits, worker organizations, businesses, industry organizations and funders responding to the changing nature of work?



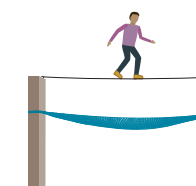
Worker organizing
Organizing workers to demand better conditions and a say in workplace changes



Workforce development
Investing in worker training, education, access to jobs, and expanding the workforce



Business & economic development
Strengthening industries poised to grow in the new economy



Social protection & assistance
Adapting existing forms and building new models



Alternative economic models
Experimenting with new systems and structures, such as co-ops

HOW CAN WE ASSESS RESPONSES?



Job Quality

Does this response expand the net number of quality jobs available and/or improve the quality of existing jobs?



Equity

Does this response strengthen diversity, equity, and inclusion in employment, particularly across race and gender?



Agency

Does this response build the ability of workers to shape outcomes related to their future?



Sustainability

Does this response make work more sustainable for the worker, their family, their community, and the environment?