

WORK LIFE
2040

At Toffler Associates' May 2019 event, 75 people gathered together to imagine life in 2040.

Based on current data, we know our lives will be different in 2040. To prepare for the opportunities and challenges of the near future, we must address the skills, technologies, and structures we will need to thrive in a changed professional climate. We view the future through the lenses of Privacy, Artificial Intelligence, Education & Learning, Digital Living, Life Expectancy, and Income Inequality. Below are potential implications to our future professional lives. What are you doing to prepare?

PRIVACY

- Privacy & data become currencies in a trade for more curated online services.
- As employers integrate biometrics, wearables and implantables, those not willing to participate find dwindling opportunities.

- Those demanding data transparency and usage standards are seen as fringe elements.

- Authoritarian states continue to take advantage of data applications to impose unprecedented levels of surveillance.

Millennials and Gen Z are 25+% MORE LIKELY than Gen X and Baby Boomers to opt for a predictive internet, yet that digital profile is impacting school acceptance and job offers.¹

ARTIFICIAL INTELLIGENCE

- Advancements in AI drive significant productivity and wealth gains.
- This leads to improvements in complex societal, health and organizational challenges with also increasing regional inequalities.
- Professions with historically high vacancies like nursing and carpentry are automated by robots.
- Social movements emerge to redefine the definition of "work" to include pursuits like in-home companionship and community service.

AI-embedded devices are expected to increase from 79 MILLION in 2018 to 1.2 BILLION in 2023.²

Human-level AI is expected to emerge BEFORE 2040.³

Some countries are investing heavily in STATE COORDINATED RESEARCH.⁴

EDUCATION & LEARNING

- High levels of student debt and coursework unaligned with professional needs forces the antiquated education enterprise to rethink how people learn.
- Technology companies offer their own training programs for new jobs that once required a four-year degree.
- Accessible, digitally-enabled non-traditional education models allow professionals to deepen current knowledge while pursuing new skills.
- Professional certifications are becoming more sought after than traditional degree education.

Student debt is DELAYING HOME PURCHASES and wealth building.⁵

The gap in test scores between children in the top and bottom of the income distribution is estimated to be 75% HIGHER today than in the early 1940s.⁶

DIGITAL LIVING

In 2017, 3.9 million U.S. employees worked from home at least half of the time, up from 1.8 million in 2005, a 115% INCREASE.⁷

The medical wearable device market is expected to grow to \$13.5 BILLION in 2022.⁸

Suicidal thoughts among 18-19 year olds have INCREASED 46% between 2008 and 2017. Suicide attempts by 22-23 year olds have doubled.⁹

- Individuals take advantage of work-life integration to channel personal values and passions into their professional lives.
- People benefit from the use of VR to share information, build relationships, and collaborate remotely.
- "Digital detox" clinics emerge to address the consequences of constant connectedness. Some involve leveraging VR and "induced sleep weeks" to escape and recharge.

LIFE EXPECTANCY

- Technological advancements, including IoT integration, DNA-based predictive analytics, and remote and flexible professional models, increase life expectancy and redefine retirement.
- New healthcare models emerge to accommodate longer lifespans and shift focus to preventative healthcare.
- Employer sponsored health insurance has all but disappeared and instead is individually purchased.
- Despite medical advances, concern remains regarding data ownership, societal bias, high medical job vacancies, and loss of bedside support.

Precision-medicine innovation that more accurately targets at-risk individuals could generate HUNDREDS OF BILLIONS OF DOLLARS in value in the form of longer, healthier lives in the US.¹⁰

Those currently in their 20s could work INTO THEIR 80s to finance retirement.¹¹

INCOME INEQUALITY

40% OF AMERICANS would struggle to raise \$400 in an emergency.¹²



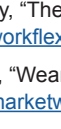
The top 10% owns MORE THAN 70% of the wealth in China, Europe, and the U.S.¹³

- The time-for-compensation formula that characterized Industrial Age professional life no longer applies.
- Gig economy structures dominate. Individuals hold several positions simultaneously or use programs that match them to contract work.
- People exhibit more loyalty to those with similar experiences (e.g., a guild association) than to one employer or institution.

Get your organization ready for the disruption ahead.

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