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Council on  
Competitiveness

## **National Commission on Innovation and Competitiveness Frontiers**

### **Working Group on the Future of Work**

#### ***Session 1 Discussion Guide***

Monday, March 27<sup>th</sup>, 2023

3:50 p.m. to 5:00 p.m.

#### **Agenda**

- 3:50-4:10 – Welcome and Working Group Overview
- 4:10-4:20 – Kick-Off Discussant Remarks
- 4:20-4:50 – Discussion of High-Level Priorities
- 4:50-5:00 – Summary of Takeaways for Plenary

#### **Discussion**

##### **Welcome & Working Group Overview (20 min)**

###### Welcome & Introductions

- Moderator (Ms. Hope Morrow) will welcome the group and lead a roundtable introduction before providing some opening remarks.

###### Working Group Charter Issue Areas

- Issue 1: Revitalizing U.S. education and training systems to foster a high-skilled future workforce.
- Issue 2: Leveraging telework capabilities, digitalization, and emerging technologies to augment conventional work.
- Issue 3: Navigating workforce challenges and opportunities created by increased automation.
- Issue 4: Adapting to rapid labor force shifts and new models of work organization.
- Issue 5: Expanding efforts to increase diversity and inclusion in the innovation workforce.

###### Recent Developments Affecting the Future of Work

- Generative AI
- The Staying Power of Remote/Hybrid Work

- **Question for Working Group members:** What additional recent scientific, geopolitical, or public policy developments are highly relevant to our Working Group discussions this year?

#### **Kick-Off Discussant Remarks (10 min)**

Dr. Bill Pike and Dr. Willie May will provide opening thoughts to frame the Working Group discussion.

#### **High-Level Priorities (30 min)**

- What are the largest challenges facing the U.S. workforce today?
- What are some of the most promising opportunities on the horizon for fostering a modern innovation workforce?
- Are any major issues or themes missing from the Working Group charter?
- At a high-level, what are policymakers getting wrong in efforts to support the U.S. workforce? What are they getting right?
- In what areas could this Working Group provide the greatest value-add by developing recommendations for policymakers?

#### **Summary of Takeaways (10 min)**

Working Group members will collaboratively summarize key takeaways and prepare a volunteer to report out on takeaways at plenary session.

## Session 2 Discussion Guide

Tuesday, March 28<sup>th</sup>, 2023

11:00 a.m. to 1:00 p.m.

### Agenda

- 11:00-11:10 – Welcome & Session 1 Recap
- 11:10-12:00 – Topic #1 Discussion
- 12:00-12:50 – Topic #2 Discussion
- 12:50-1:00 – Summary of Takeaways

### Discussion

#### Welcome & Session 1 Recap (10 min)

Moderator (Ms. Hope Morrow) will provide a brief overview of topics discussed and key takeaways from first session.

#### Topic 1: Leveraging telework capabilities, digitalization, and emerging technologies to augment conventional work (50 min)

*Note: The questions below are intended to guide discussion and provide food for thought. Not all questions need to be directly addressed during discussion of a given topic and likely cannot be given time constraints. Moderators and working group participants will collaboratively shape discussion around priority issues.*

- Will telework stick? If there is a permanent expansion of telework, what are the implications for organizational structure?
- How can employers be encouraged to use telework to expand the geographic scope of recruiting, for example, to rural areas, distant areas, and globally?
- What is needed in the area of taxation and labor laws to reduce barriers to cross-state remote work in the United States? Cross-border remote work?
- What do technologies such as AI, autonomous systems and robots, human-machine teaming, and AR/VR/3-D displays mean for people and their roles in the workforce? How big will the disruptions be, and how can the downsides be mitigated?
- What kinds of new corporate and government policy issues will arise with increased use of AI and robot/human teaming in the workplace?
- Do we need a new multidisciplinary field in work engineering – the convergence of automation, cognitive + behavioral science, organizational development, job design, systems integration, etc.?

- How might remote and hybrid work arrangement have different implications for equity, the ability to effectively train and re-skill workers, etc.?

## **Topic 2: Adapting to rapid labor force shifts and new models of work organization (50 min)**

- What kind of ecosystem and infrastructure would be needed to support a people-based (vs. employer-based) economy?
- What is needed to scale new forms of work organization that are not employer centered?
- What kinds of new knowledge, skills, and support systems are needed for those working outside of traditional employer organizations?
- What kinds of new regulations or policies are needed to address the challenges of worker benefits and income security in a workforce of freelancers?
- What are the major barriers to fundamental change in organizations? How can these be overcome?
- What are the implications of the Great Resignation or Great Reassessment for the future U.S. workforce and the broader economy?
- From a macroeconomic perspective, how can creative destruction be eased, and the reallocation of labor resources be more efficient?

## **Summary of Takeaways (10 min)**

Working Group participants will collaboratively summarize key takeaways.