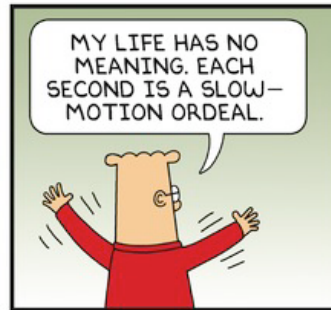
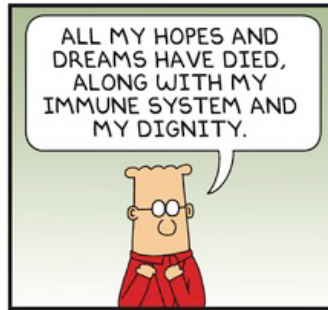


**DILBERT**



**BY SCOTT ADAMS**

Business tries to make sense of it all

The Changing World of Work – Class 4

# Class schedule

Class	Theme
3/22	Introduction
3/29	Government and Politics – Dr. Smriti Rao
4/5	Education
4/19	<b>Business – Asima Silva, IBM</b>
4/26	What's ahead?

- Readings and presentations are available at <http://queenlake.com/wise/wise-spring-2017/the-changing-world-of-work/> .



## 'Buy American' And 'Hire American'

The construction industry is not happy

Australia scraps temporary visas for skilled workers

"Understanding the Economic Impact of the H-1B Program on the U.S." – jobs and salaries down, prices down, profits up.



## MoneySaver

# Should a Robot Manage Your Money?

*Robo advisers have come of age, says the financial industry*  
By JOSH GARSKOF

**I**T'S BEEN nearly a decade since a handful of start-ups launched the first digital systems designed to replace human financial advisers. The initial "robo advisers" attracted mostly young tech lovers. But today, industry giants such as Vanguard, Fidelity and Schwab offer robos of their own, and investors of all ages and incomes are jumping in: More than half of Schwab's 120,000 Intelligent Portfolios robo-adviser customers are over 50. Robos make up only a sliver of the market—half a percent of total invested assets in 2015—but are predicted to reach 5.6 percent by 2020. So you're very likely to hear a pitch about them in the near future.

### Why they've arisen

Only 52 percent of pre-retirees and 44 percent of retirees use a human adviser, according to a 2014 report by the Society of Actuaries. Why not more? They're expensive, and the search for a trusted adviser can be intimidating. The result: "There is a financial-advice gap in America," says David Weinbaum, a professor of finance at Syracuse University. "Robo advisers are finally democratizing financial planning."

### How they work

Robo advisers offer a menu of investment portfolios (for example, one might **MORE**

## Computers vs Humans

*How fees affect a typical \$50,000 investment over 20 years\**



### DO-IT-YOURSELF

**ANNUAL FEE: 0%**

**What Is It?** You choose, monitor and adjust all investments on your own.

**Personalization: TOTAL**

You select investments based on your own research.

**Your Human Interaction: None**

**END VALUE: \$132,665**

\*BASED ON A 1% ANNUAL RATE OF RETURN. EXCLUDES FEES FOR ACTUAL INVESTMENTS



### ROBO ADVISER

**ANNUAL FEE: 0.25%**

**What Is It?** Using advanced computer algorithms, it allocates money into appropriate index funds.

**Personalization: LIMITED**

Choices are based on a questionnaire about your goals and risk tolerance.

**Your Human Interaction: None**

**END VALUE: \$126,488**



### ADVISER

**ANNUAL FEE: 1-2%**

**What Is It?** A professional money manager oversees your entire investment portfolio.

**Personalization: HIGH**

Advisers learn about you and your needs to create a customized investment plan.

**Your Human Interaction: Moderate to extensive**

**END VALUE: \$109,556**

## Robots as financial advisers

AARP Magazine – April/May 2017



Major in math,  
and then take up music,  
which really half math

Then, major in human  
nature and, then, go right  
into business

– [BBC Interview](#)

Career advice from Chuck Berry



Degree	Average Debt	Average Income	Average Debt-to-Income Ratio
Medical Professional	\$191,200	\$135,200	1.41
Master of Arts	\$62,800	\$58,500	1.07
Law	\$139,900	\$140,400	1
Other Masters	\$63,400	\$73,700	0.86
Masters of Science or Engineering	\$65,100	\$80,000	0.81
Masters of Business Administration	\$89,900	\$127,200	.071

## Which Graduate Degree Gets You Out of Debt the Fastest?

See also [Is College Worth It?](#)



## An Entrepreneur's Guide to Certified B Corporations and Benefit Corporations



Nestlé Gatwick, the first Nestlé HQ worldwide to become dog friendly

# Perks at work



"No one should be more than 200 feet away from food." – Sergey Brin at Google



A new Silicon Valley perk: Paid time off to protest Trump



... large companies, the institutions that employ most workers, amount to a *de facto* form of government, exerting massive and intrusive power in our daily lives.

-- Miya Tokumitsu

*The New Republic* - April 18, 2017

## The United States of Work

"Work no longer works."



**Workplace culture should be measured, just like sales or ROI**

## The Employee Engagement Study:

Employers plan to increase recruitment budgets, while HR directors complain of limited budgets for employee retention.

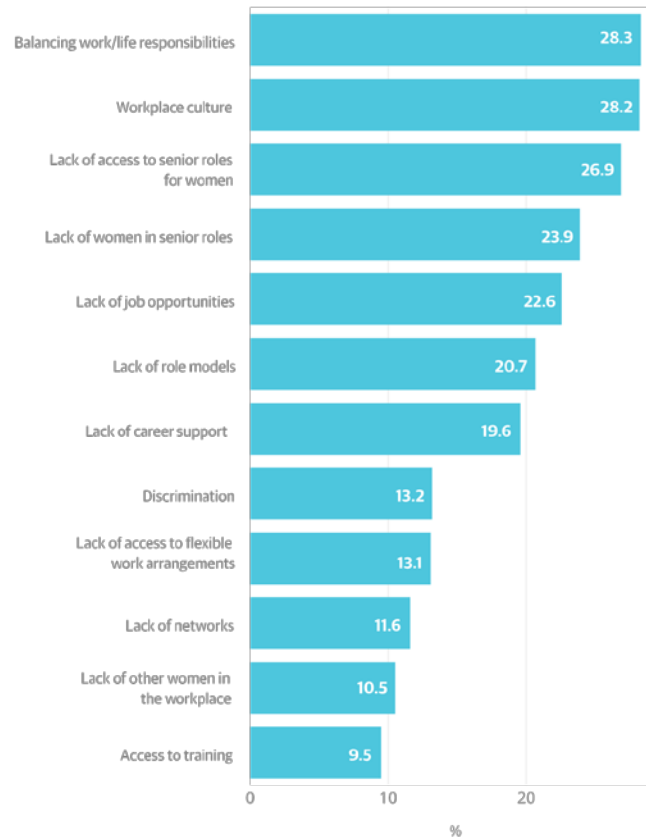


CORPORATE POLICY CHANGE:  
all employees are now required to carry a hoop at all times and to jump through it prior to the completion of any task. failure to do so will be grounds for dismissal.

Toothpaste For Dinner.com

## Reported barriers to career advancement in STEM

Respondents said the following factors significantly impeded their career progress

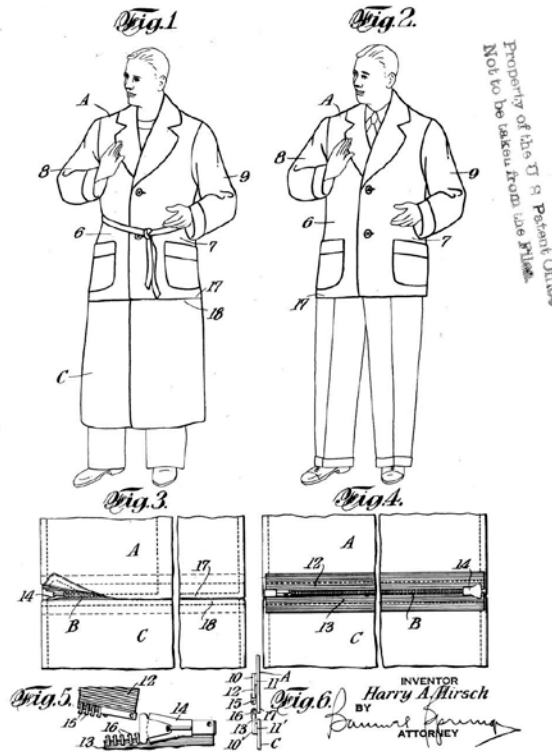


Guardian graphic

Source: Professionals Australia

One-third of women in STEM fields expected to quit w/in five years – **The Guardian**

See also: [Why Is Silicon Valley So Awful to Women?](#)



Aggressive enforcement of patents can show employees that patents are important.

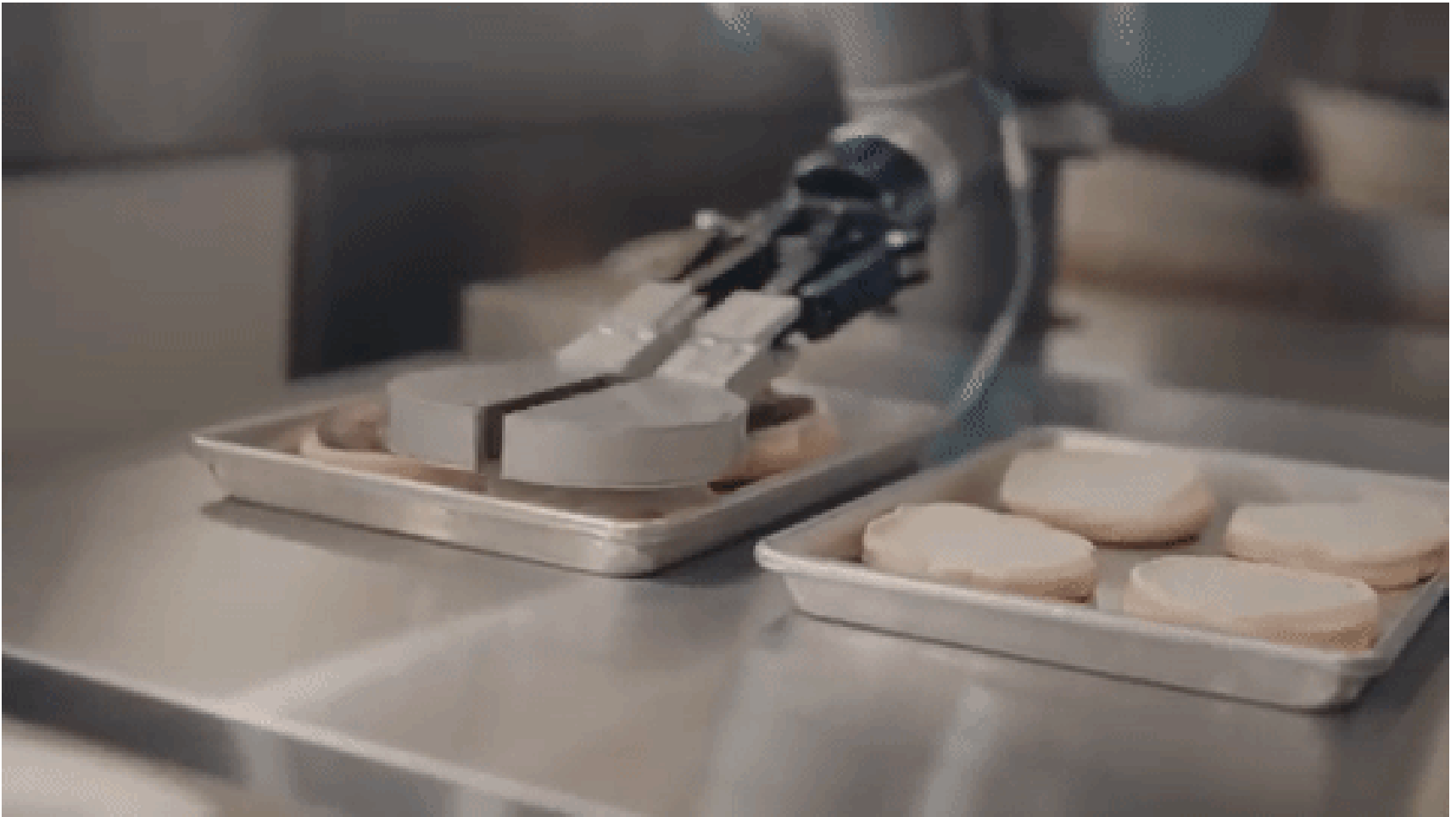
## Job Hopping in the Shadow of Patent Enforcement





## GUEST SPEAKER: ASIMA SILVA

<http://www.asimasilva.com/>



Next time: Robots, AI, and the end of work as we know it