

After the Storm

The Jobs and Skills that will Drive the
Post-Pandemic Recovery

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Executive Summary

The recession left in the wake of the COVID-19 pandemic is unprecedented. The changes have been so profound that fundamental patterns of how we work, produce, move, and sell will never be the same.

If the U.S. is going to have a recovery that not only brings the economy back to where it was but also ensures a more equitable future, it is crucial to understand what jobs and skills are likely to drive the recovery. How will the new economic patterns be translated into specific roles and skills for workers? How can workers, training institutions, and employers anticipate what will be needed?

In this report, Burning Glass Technologies uses our database of more than 1 billion current and historical job postings, along with the best available expert views, to anticipate what jobs will be most important in the post-pandemic labor market.

- We project these roles will account for 15.5 million to 18 million new jobs created over the next five years.
- These jobs represent significant fractions of the labor market: currently 13% of demand and 10% of employment, but in addition they are important inflection points for the economy. A shortage of talent in these fields could set back broader recovery if organizations can't cope with these demands.
- Jobs in these new "economies" are projected to grow at almost double the rate of the job market overall (15% vs. 8%).
- Together, these five growth engines will come to comprise one in six jobs by 2026 (16%).
- These jobs pay well, with the median salary for all five economies at roughly \$59,000 per year, 34% above the national median.
- Growth in these economies outperformed the overall economy at the height of COVID-19. Between March and September 2020, job postings in these economies were up 11% even as the overall market fell -12%.

We identified five distinct fields that will shape the recovery:

The Readiness Economy

The pandemic has shown the weaknesses in health care, cybersecurity, insurance, and a range of other fields that provide social resilience. Roles like cybersecurity experts and software engineers will be in demand, but so will project managers and other organizers of work.

The Logistics Economy

Anyone who tried to buy a roll of toilet paper in the spring of 2020 knows how supply chains failed under the sudden new demands of the pandemic. Besides new demand for advanced logistics skills, there will likely also be growth in advanced manufacturing, and the Internet of Things will become more critical to creating chains that are both efficient and resilient.

The Green Economy

Even before the Biden administration's new emphasis on climate policy, the nation's energy system was slowly but steadily shifting to renewables. Ambitious climate goals and incentives are likely to speed the shift.

The Remote Economy

In at least some fields and roles, the shift to remote work forced by the pandemic is likely to be permanent. A growing dependence on data, software, and networks will drive change, while eventually artificial and virtual reality will play a larger role.

The Automated Economy

The pandemic won't slow down the adoption of automation and artificial intelligence—if anything it will accelerate the trend. Employers will prioritize automation over hiring back low-value workers. Jobs developing—and driving—automation will thrive.

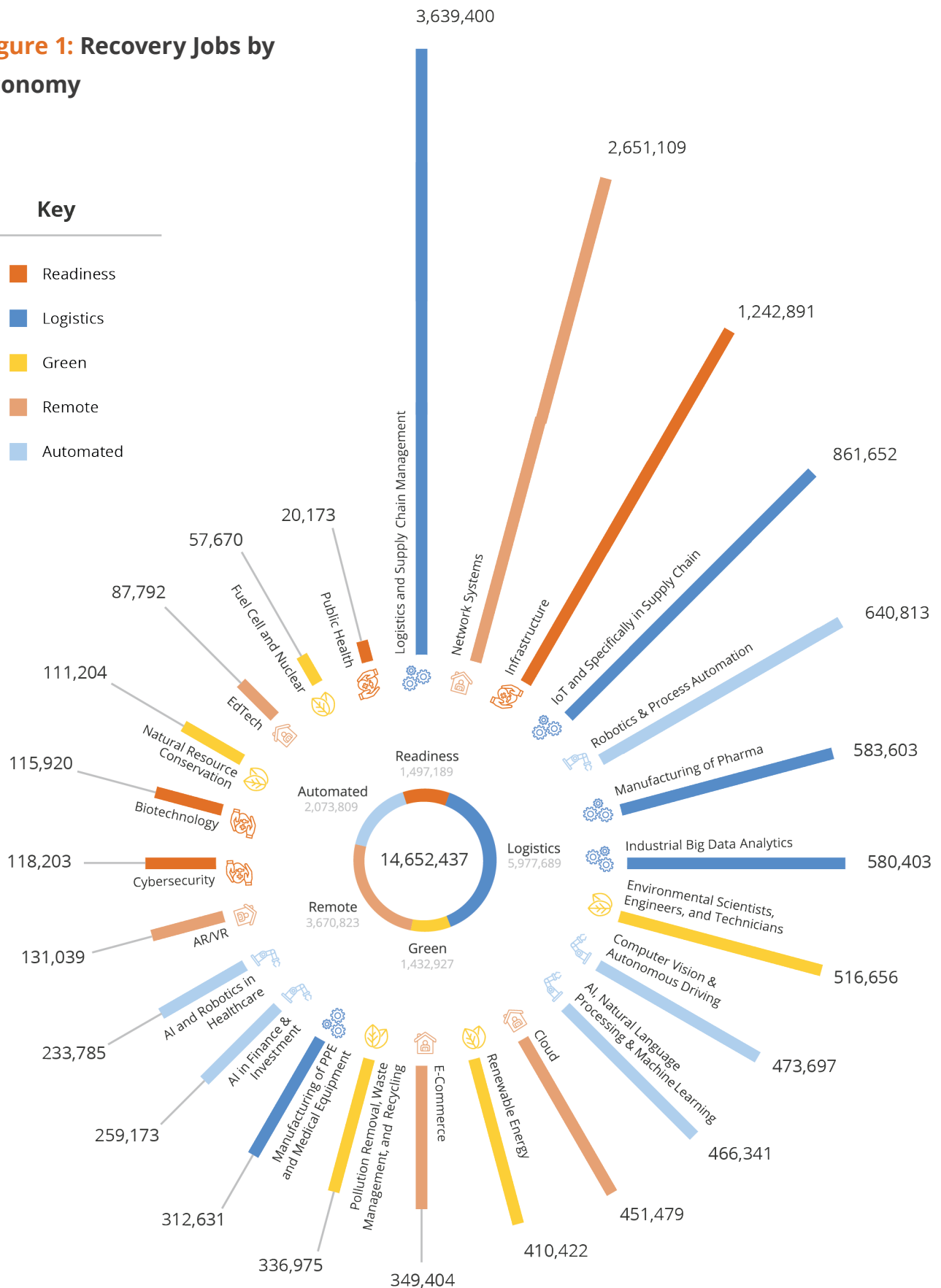
Table 1: Current and Projected Recovery Jobs

Economy	Demand	% of US Demand	Employment	% of US Employment	Median Salary	Pre-COVID Growth (FY2014-FY2019)	COVID Growth (Mar-Sep 2020)
Readiness	508,278	1%	1,497,187	1%	\$58,817	45%	-31%
Logistics	1,646,509	4%	5,977,689	4%	\$52,700	16%	18%
Green	250,724	1%	1,432,927	1%	\$52,639	48%	-21%
Remote	1,605,364	4%	3,670,823	2%	\$66,058	65%	36%
Automated	828,784	2%	2,073,809	1%	\$60,406	131%	-22%
Overall	4,839,659	13%	14,625,435	10%	\$59,090	48%	11%

Note: The sum of the percent of demand and employment may not equal the overall percent due to rounding.

Sources: Burning Glass Technologies job posting data and Bureau of Labor Statistics JOLTS data.

Figure 1: Recovery Jobs by Economy



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Burning Glass Technologies delivers job market analytics that empower employers, workers, and educators to make data-driven decisions. The company's artificial intelligence technology analyzes hundreds of millions of job postings and real-life career transitions to provide insight into labor market patterns. This real-time strategic intelligence offers crucial insights, such as which jobs are most in demand, the specific skills employers need, and the career directions that offer the highest potential for workers. Find out more at burning-glass.com.