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The Dual Mandate
1. Stable Prices
2. Maximum Employment
   a. Community Development
The digital divide isn’t just about broadband or hardware – it’s also about skills.
We analyzed 43 million job ads from 2021

• The average ad sought 8 skills

• Data was initially collected and standardized by Lightcast

• Further analysis was carried out by NSC in collaboration with the Federal Reserve Bank of Atlanta

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Virtually all of today’s jobs require digital skills

- **Definitely** digital: Microsoft Excel; Python language
- **Likely** digital: Bookkeeping; survey design
- **Not** digital: Ironing; changing diapers

92% of jobs in U.S. require definitely digital or likely digital skills

47% of jobs require definitely digital skills

45% of jobs require likely digital skills

8% of jobs require no digital skills
Construction workers using mobile apps to submit work-order changes.
Aerospace workers using augmented reality.
Medical office staff supporting telehealth patients.
Wind turbine service technicians using industrial control software.
Restaurant workers using online ordering and delivery software.
Agriculture workers using in-cab tractor technology (e.g., AutoTrac) for efficient tractor operation
Welders using collaborative robots ("cobots") in advanced manufacturing

Photo credit: Smooth Robotics
Conservation technicians using forest management software.
The bottom line: Even entry-level positions now require digital skills.
# Jobs that require very little work experience still need digital skills

<table>
<thead>
<tr>
<th>Amount of work experience required</th>
<th>Percentage of job ads requiring likely digital skill</th>
<th>Percentage of job ads requiring definitely digital skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 years</td>
<td>95%</td>
<td>49%</td>
</tr>
<tr>
<td>3-5 years</td>
<td>98%</td>
<td>71%</td>
</tr>
<tr>
<td>6-8 years</td>
<td>99%</td>
<td>81%</td>
</tr>
<tr>
<td>9+ years</td>
<td>98%</td>
<td>75%</td>
</tr>
</tbody>
</table>

National data. For details, see full report: [Closing the Digital Skill Divide](#) (National Skills Coalition, 2023.)
Jobs that require limited education nevertheless need digital skills

<table>
<thead>
<tr>
<th>Educational credential required</th>
<th>Percentage of job ads requiring likely digital skill</th>
<th>Percentage of job ads requiring definitely digital skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school diploma</td>
<td>94%</td>
<td>46%</td>
</tr>
<tr>
<td>Associate’s degree</td>
<td>97%</td>
<td>47%</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>99%</td>
<td>74%</td>
</tr>
<tr>
<td>Master’s degree</td>
<td>97%</td>
<td>46%</td>
</tr>
<tr>
<td>Ph.D.</td>
<td>97%</td>
<td>39%</td>
</tr>
</tbody>
</table>

National data. For details, see full report: *Closing the Digital Skill Divide* (National Skills Coalition, 2023.)
Counter-intuitive but true:
Younger workers need to develop digital skills too!
Jobs that require digital skills pay more

$17.62

Job requires NO digital skills

$21.64

Job requires ONE definitely digital skill

23% increase

Note: Numbers shown are median hourly wages. People who qualify for jobs that require even one digital skill can earn an average of 23 percent more than those working in jobs requiring no digital skills — an increase of $8,000 per year for an individual full-time worker. Data shown are national data. For details, see full report: Closing the Digital Skill Divide (National Skills Coalition, 2023.)
Higher pay leads to greater vitality in the broader economy

• Workers who earn higher wages by moving to a job that requires one digital skill will typically contribute more in federal and state tax revenue

• Depending on the household size and composition, this amount could range from $1,363 to $2,879 per year.

Note: Example calculated via taxsim.app: an interactive US Individual Income Tax simulator, using Illinois and North Carolina as reference states. For full details, see Closing the Digital Skill Divide report (National Skills Coalition, 2023.)
Small businesses also need workers with digital skills

Note: National data. For details, see full report: Closing the Digital Skill Divide (National Skills Coalition, 2023.) The dataset used for this analysis does not directly measure the size of a company, so we inferred firm size based on the volume of job ads posted by the company in a year.
Every industry needs digital skills

• Nationally, the percent of job ads requiring digital skills ranges from 77% to 99% depending on industry sector.

• This includes industries not always spotlighted in tech discussions, such as manufacturing (93%), construction (91%), utilities (91%) and accommodation and food services (85%).

National data. For details, see full report: Closing the Digital Skill Divide (National Skills Coalition, 2023.)
There is robust demand for industry-specific digital skills

Job ads requiring industry-specific digital skills (either alone or in combination with foundational skills)

- HS diploma: 43%
- Associate degree: 68%
- Bachelor degree or above: 80%

Note: Numbers reflect percentage of jobs requiring an industry-specific digital skill within the subset of jobs that require at least one definitely digital skill. Percentages would be even higher if including jobs with only likely digital skills.
Advocates can use these findings to ensure that new federal investments pay off for workers and small businesses.
Underlying our recommendations: Digital equity principles

**A digital skill foundation for all.**
All workers need the opportunity to develop broad-based, flexible digital problem-solving skills for current technologies and ongoing technological shifts.

**Ongoing upskilling for every worker in every workplace.**
Workers in every industry need the opportunity to develop industry- and occupation-specific digital skills to adapt and advance in their careers.

**Rapid re-skilling for rapid re-employment.**
We need to be ready for sudden disruptions to the labor market or specific industries. Policies should support rapid reskilling so workers can move from one industry to another.

Sign on to our principles: tinyurl.com/DigitalEquityAtWork
1. Use Digital Equity Act and BEAD funding to expand digital skills training.
2. Combine these findings with Census data to target services and close equity gaps for covered populations.
3. Invest BEAD funds in broadband workforce programs that create inclusive career pathways...
such as industry sector partnerships that bring employers together with education and training organizations trusted in the community.
4. Explicitly embed digital skills throughout other state workforce development investments.
5. Invest in the supportive services that equip workers to succeed in upskilling programs.
Time for your questions!
Full report: Closing the Digital Skill Divide

https://tinyurl.com/DigitalSkillDivide
Knowledge to action: Additional resources

- NSC’s experienced policy staff can help policymakers and advocates identify other specific administrative or legislative policy possibilities.

- NSC’s previously-published Digital Equity Act and BEAD recommendations (see right) may also be helpful.
Other NSC digital skills data resources

➢ Applying a Racial Equity Lens to Digital Literacy (fact sheet)

➢ Digital skills fact sheets by industry:
  ➢ Manufacturing
  ➢ Retail & hospitality
  ➢ Health & social work
  ➢ Construction, transportation & storage

Full report: www.tinyurl.com/BoostingDL
The New Landscape of Digital Literacy

How workers’ uneven digital skills affect economic mobility and business competitiveness, and what policymakers can do about it.

Full charts and graphs in this data report: tinyurl.com/NewLandsDL
Register for the 2023 Skills Summit!

The **Skills Summit** is our largest event of the year. Join skills advocates from across the country as we:

- **Learn** about critical federal skills policy.
- **Meet** with legislators on Capitol Hill and members of the Biden Administration.
- Leave equipped to **fight** for investments in inclusive, high-quality skills training.

*Early bird registration ends Friday, February 24!*