Who is TIP Strategies?

FOUNDED 1995 (OVER 20 YEARS OF EXPERIENCE)

THREE PRINCIPALS WITH A TOTAL STAFF OF 11

COMMITTED TO HOLISTIC THINKING & SUSTAINABLE DEVELOPMENT

AUSTIN & SEATTLE OFFICES WITH GLOBAL REACH
What EDOs need to know about land, labor, and capital
Predicting future workforce patterns...
Note: Before 1967, Bureau of Labor Statistics data on self-employed included both the incorporated and unincorporated self-employed. After 1967, the data included only the unincorporated self-employed.

JOBS VS. GIGS
The evidence from tax filings

Sources: Eli Dourado and Christopher Koopman; Internal Revenue Service. Chart via “The Rise of the 1099 Economy,” BloombergView, Bloomberg.com
And confusing.

TOTAL FORM 1099-MISC AND W-2 RETURNS BY YEAR, INDEXED TO 1989

*Shaded areas represent recessions as defined by the National Bureau of Economic Research. Source: Internal Revenue Service, Office of Research; Analysis by Bay Area Council Economic Institute. Chart via “The Rise of the 1099 Economy,” BloombergView, Bloomberg.com
The future will never arrive.
What we know...

- The demographics are changing—and changing the labor market.
- The middle wage job is declining.
- Technological change is disruptive.
GROWTH OF THE WORKING AGE POPULATION
Projected net annual change for the US population age 18-64

COUNTER FORCES
- Advancement of retirement age
- Relaxed immigration restrictions
- Technology reduces employment needs
- Out-sourcing of labor to cheaper markets

Sources: TIP Strategies; U.S. Census Bureau
Job Growth by Wage Category, 2001-2015

Source: EMSI 2015.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed
The disruptive effects of technology
Entire business units cease to exist and secondary providers disappear.
SOCIAL NORMS

Culture shock around expected behaviors.
Massive disruption in the number of workers and the skill sets they require.
What does disruption mean for economic development?
If productivity doesn’t bring job gains, what are we incentivizing?
GDP/Job Gap Index

Sources: GDP (U.S. Bureau of Economic Analysis); Jobs (U.S. Bureau of Labor Statistics - CES Survey)

2000 = 100

2000
2005
2010

GDP +17%
JOBS -1%

Sources: GDP (U.S. Bureau of Economic Analysis); Jobs (U.S. Bureau of Labor Statistics - CES Survey)
What do we do next?

If productivity doesn’t bring job gains, what are we incentivizing?

**New incentive policy.**

I can’t find workers!

**Fresh approach to the labor market.**

My metrics aren’t telling me what I need to know.

**New benchmarks.**

My marketing isn’t reaching the audience I want.

**Rethink channels.**