

The Impact of Automation on Black Jobs

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Over a quarter of African American workers are concentrated in just 20 occupations that are at high risk to automation, such as cashiers, drivers, and retail salespersons.

The 20 occupations with a high risk of automation over the next 10-20 years (80-99 percent) that employ the most African Americans account for 26.7 percent of all jobs currently held by African-Americans in the United States (4,818,000).

By comparison, the 20 occupations with a low risk of automation (0-20 percent) that employ the most African Americans account for 13.8 percent of African American jobs (2,489,400).

Jobs at High-Risk to Automation (80-99%) That Employ the Most African Americans

	Occupation	# of Black Jobs	Automation Risk
1	Cashiers	580,300	0.97
2	Drivers/Sales Workers & Truck Drivers	524,200	0.98
3	Retail Salespersons	407,400	0.92
4	Laborers & Freight, Stock, & Material Movers, Hand	378,100	0.85
5	Cooks	377,000	0.81-0.96
6	Security Guards & Gaming Surveillance Officers	280,600	0.84
7	Secretaries & Administrative Assistants	236,000	0.96
8	Waiters & Waitresses	196,000	0.94
9	Miscellaneous Assemblers & Fabricators	192,600	likely above 0.80
10	Office Clerks, General	189,100	0.96
11	Receptionists & Information Clerks	173,000	0.96
12	Production Workers, All Others	165,500	0.92
13	Bus Drivers	162,600	0.67/0.89
14	Industrial Truck & Tractor Operators	157,300	0.93
15	Accountants & Auditors	151,000	0.94
16	Food Preparation Workers	149,000	0.87
17	Construction Laborers	145,900	0.88
18	Taxi Drivers & Chauffeurs	143,500	0.89
19	Ground Maintenance Workers	114,300	0.95
20	Inspectors, Testers, Sorters, Samplers & Weighers	94,000	0.98

Jobs at Low-Risk to Automation (0-20%) That Employ the Most African Americans

	Occupation	# of Black Jobs	Automation Risk
1	Registered Nurses	369,100	0.009
2	Elementary & Middle School Teachers	328,200	0.0044/0.17
3	Childcare Workers	218,900	0.084
4	Licensed Practical & Licensed Vocational Nurses	197,900	0.058
5	First-Line Supervisors of Office & Administrative Support Workers	150,100	0.014
6	Food Service Managers	118,000	0.083
7	Hairdressers, Hairstylists, & Cosmetologists	99,900	0.11
8	Post-Secondary Teachers	99,400	0.032
9	Preschool & Kindergarten Teachers	86,500	0.0074/0.15
10	Police & Sheriff's Patrol Officers	85,000	0.098
11	Financial Managers	82,600	0.069
12	Management Analysts	81,200	0.13
13	First-Line Supervisors of Non-Retail Sales Workers	80,200	0.075
14	Physicians & Surgeons	79,600	0.0042
15	Medical & Health Service Managers	78,300	0.0073
16	First-Line Supervisors of Production & Operation Workers	74,000	0.016
17	Chefs & Head Cooks	67,600	0.1
18	General & Operations Managers	67,400	0.16
19	Social & Community Service Managers	64,800	0.0067
20	Software Developers, Systems Software	60,800	0.13

This data is just the beginning. Next steps include a more comprehensive examination of additional occupations, a comparison of the impact of automation on different racial groups, an analysis of the risk of automation using an alternative methodology that examines the probability of automation of particular tasks (rather than entire jobs), and policy recommendations to help workers, entrepreneurs, companies, and governments mitigate challenges and take advantage of new opportunities to thrive in the new economy.

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**The source of the Black job data is the Bureau of Labor Statistics, [Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity](#), last modified Feb. 8, 2017, and the source of the automation risk data is Carl Benedikt Frey and Michael A. Osborne, [The Future of Employment: How Susceptible are Jobs to Computerization?](#) September 17, 2013 (appendix p. 57-72). See also Center for Global Policy Solutions, [Stick Shift: Autonomous Vehicles, Driving Jobs, and the Future of Work](#), March 2017 (finding that “Blacks rely on driving jobs more than other racial/ethnic groups” and providing extensive analysis of the impact of autonomous vehicles on Americans who work as drivers and policy recommendations).