

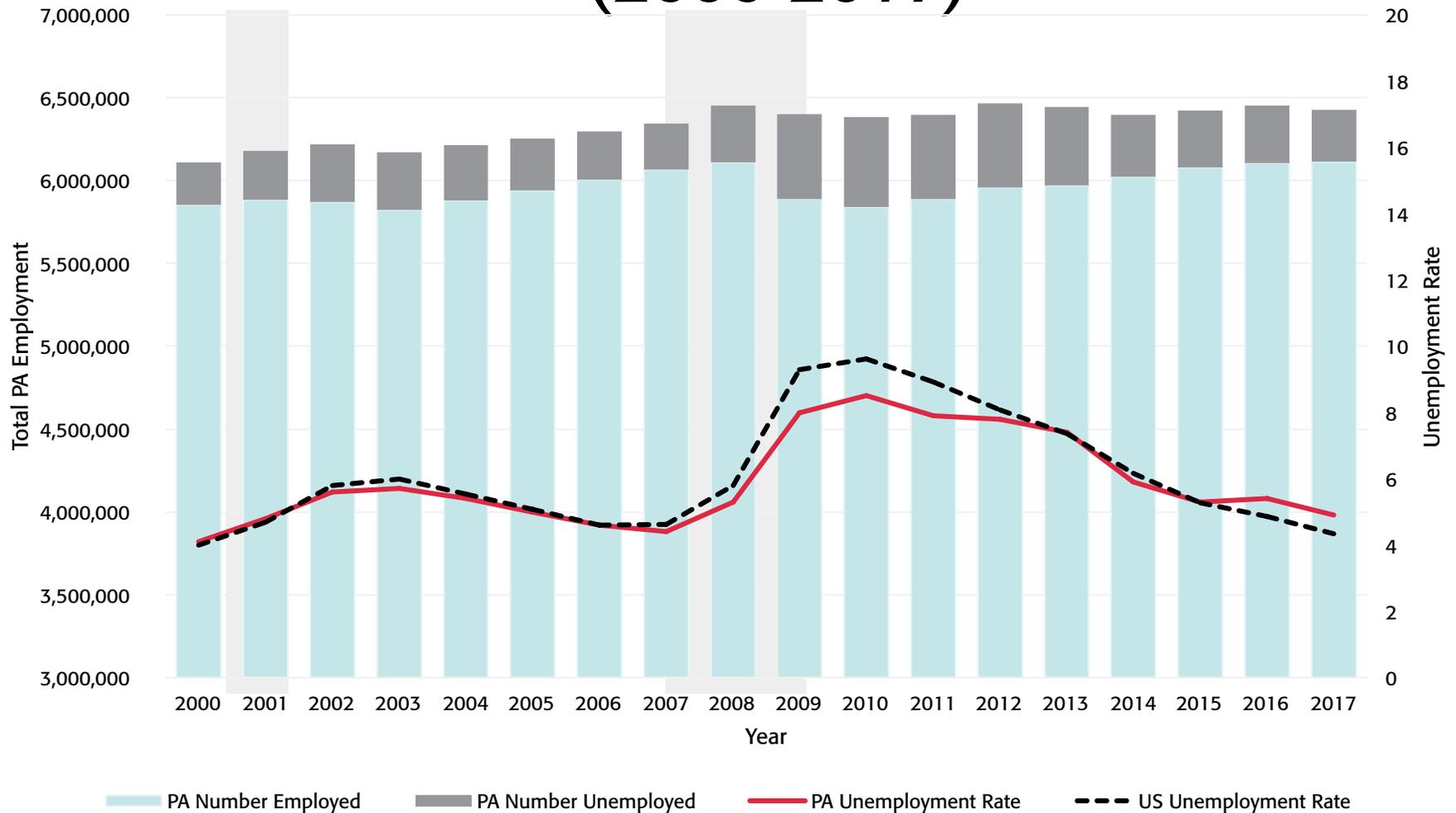


Investing in America's Workforce in the 21st Century

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Pennsylvania Employment/Unemployment (2000-2017)

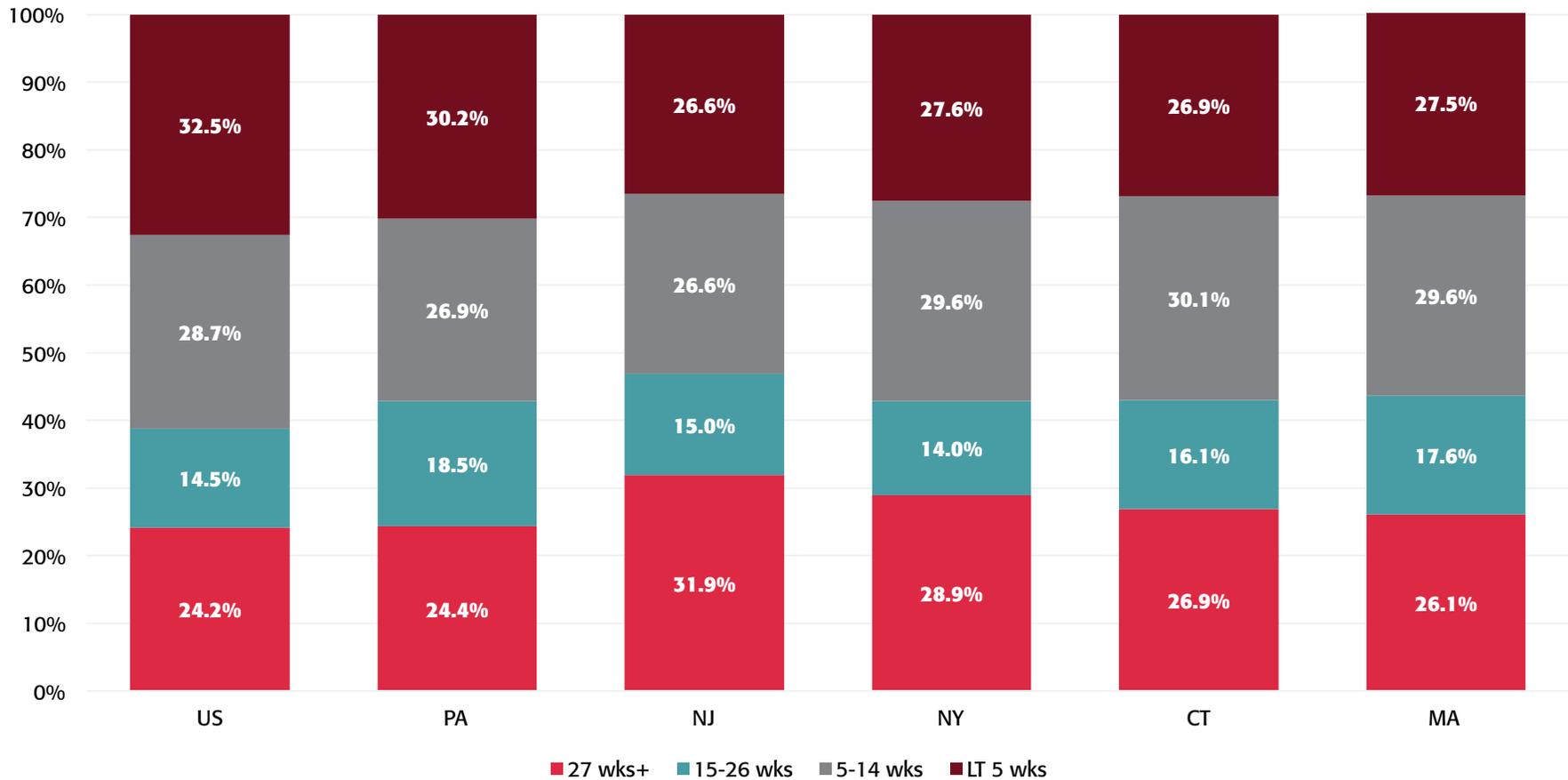


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Source: BLS CPS, Local Area Unemployment Statistics

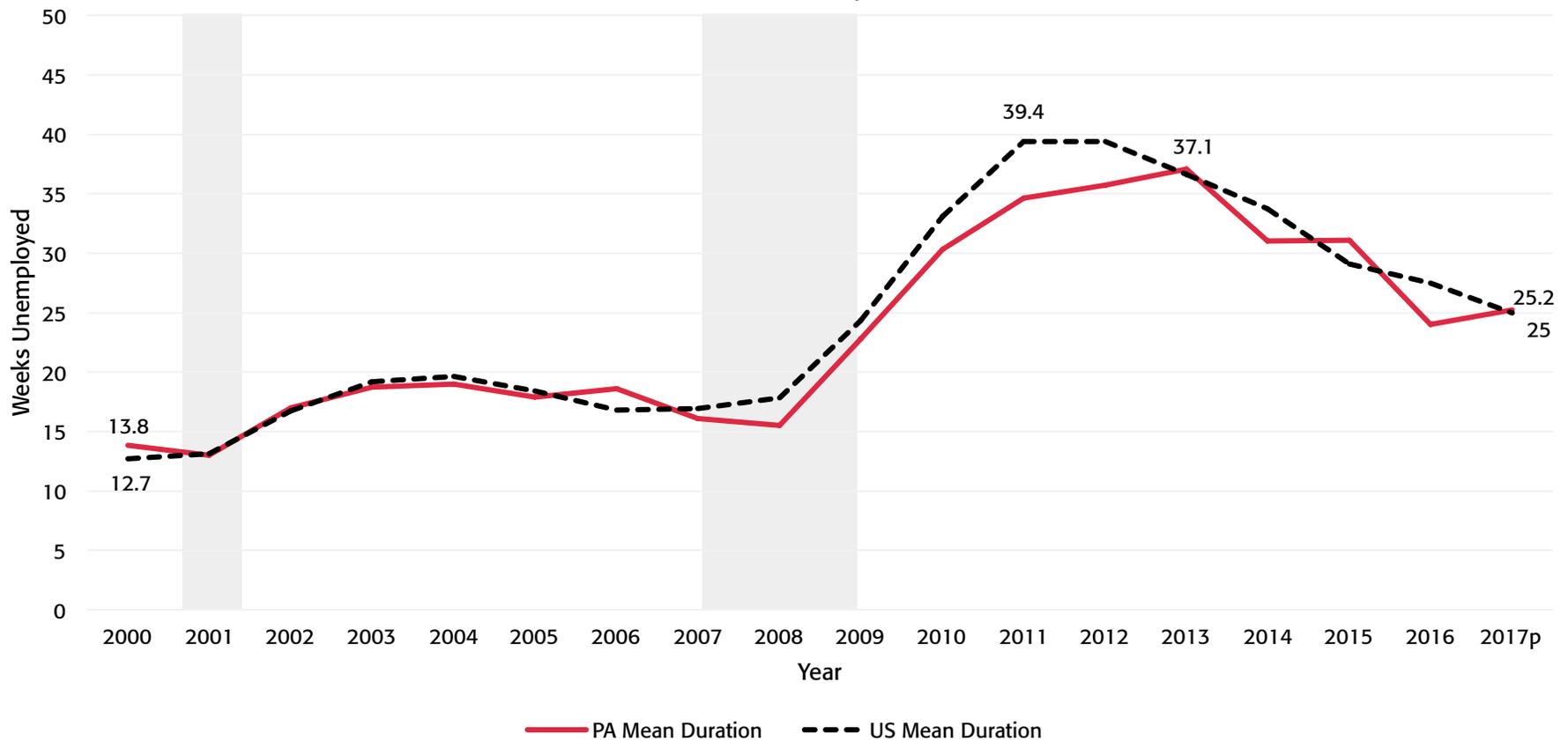
Unemployment duration in Pennsylvania--similar to national average

Unemployed by Duration of Unemployment (2017 preliminary figures)



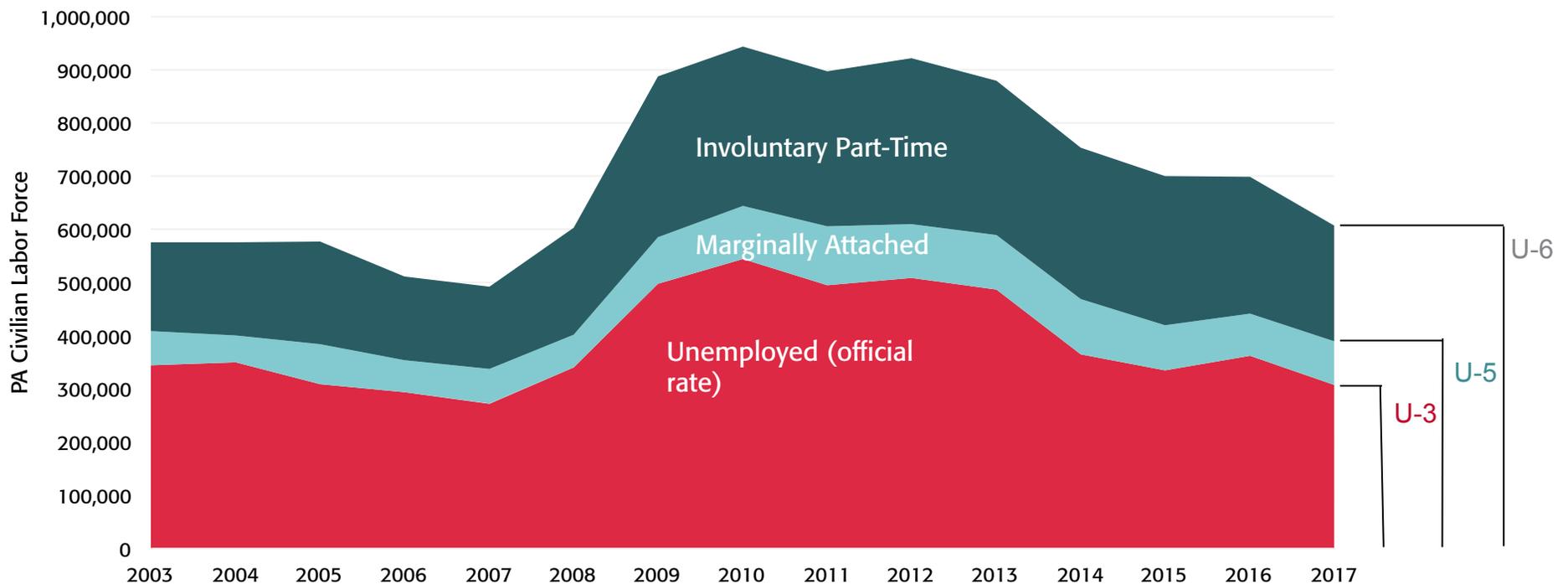
Mean duration of unemployment in Pennsylvania— 25 weeks

Mean Duration of Unemployment in Pennsylvania and US (Annual Averages
2000-2017)



Official unemployment rate does not include everyone looking for full-time jobs

Alternate Measures of Unemployment in Pennsylvania (2003-2017)



U-3: total unemployed, as a percent of the civilian labor force (definition for the official unemployment rate)

U-4: U-3 + discouraged workers

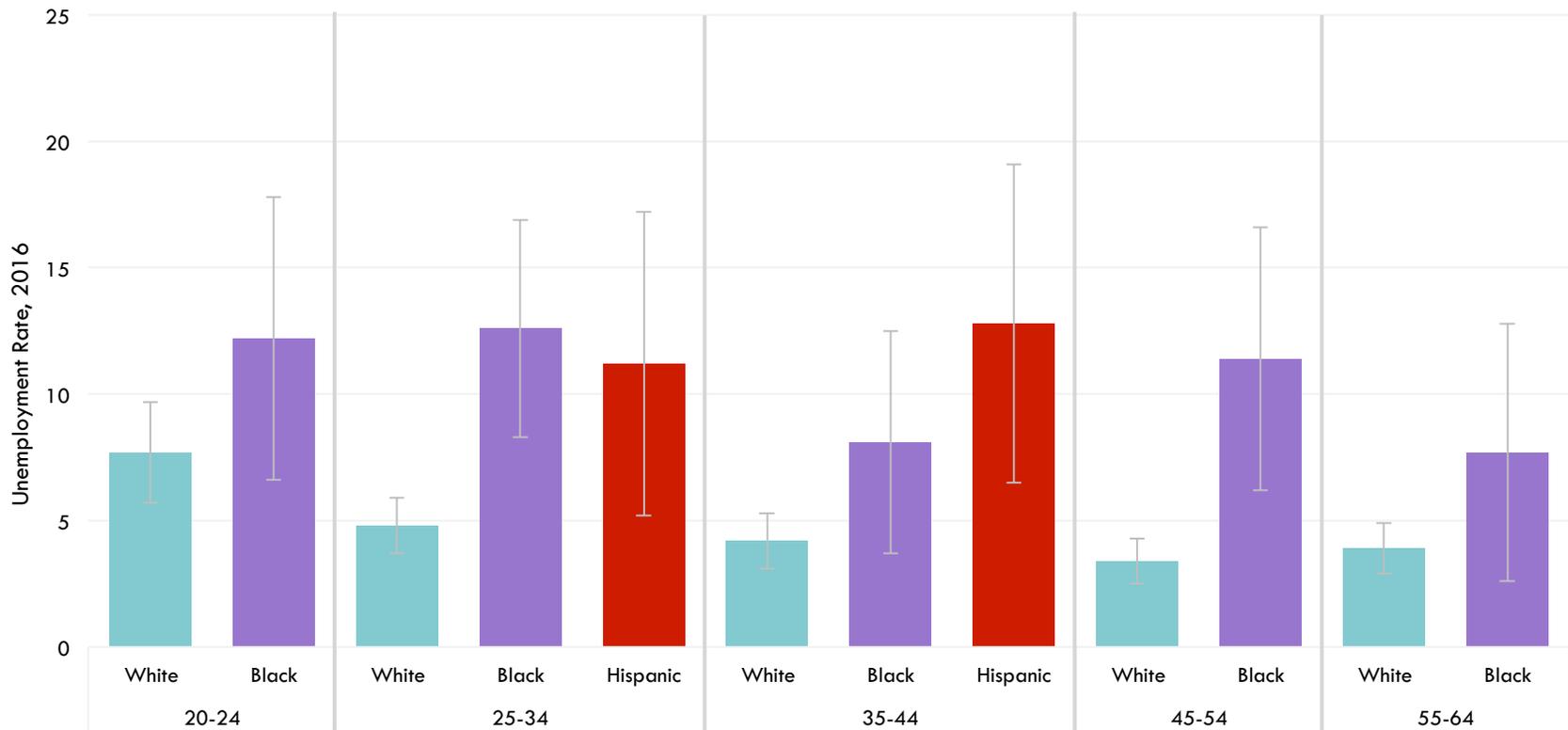
U-5: U-3 + marginally attached workers

U-6: U-5 + Persons employed part-time for economic reasons

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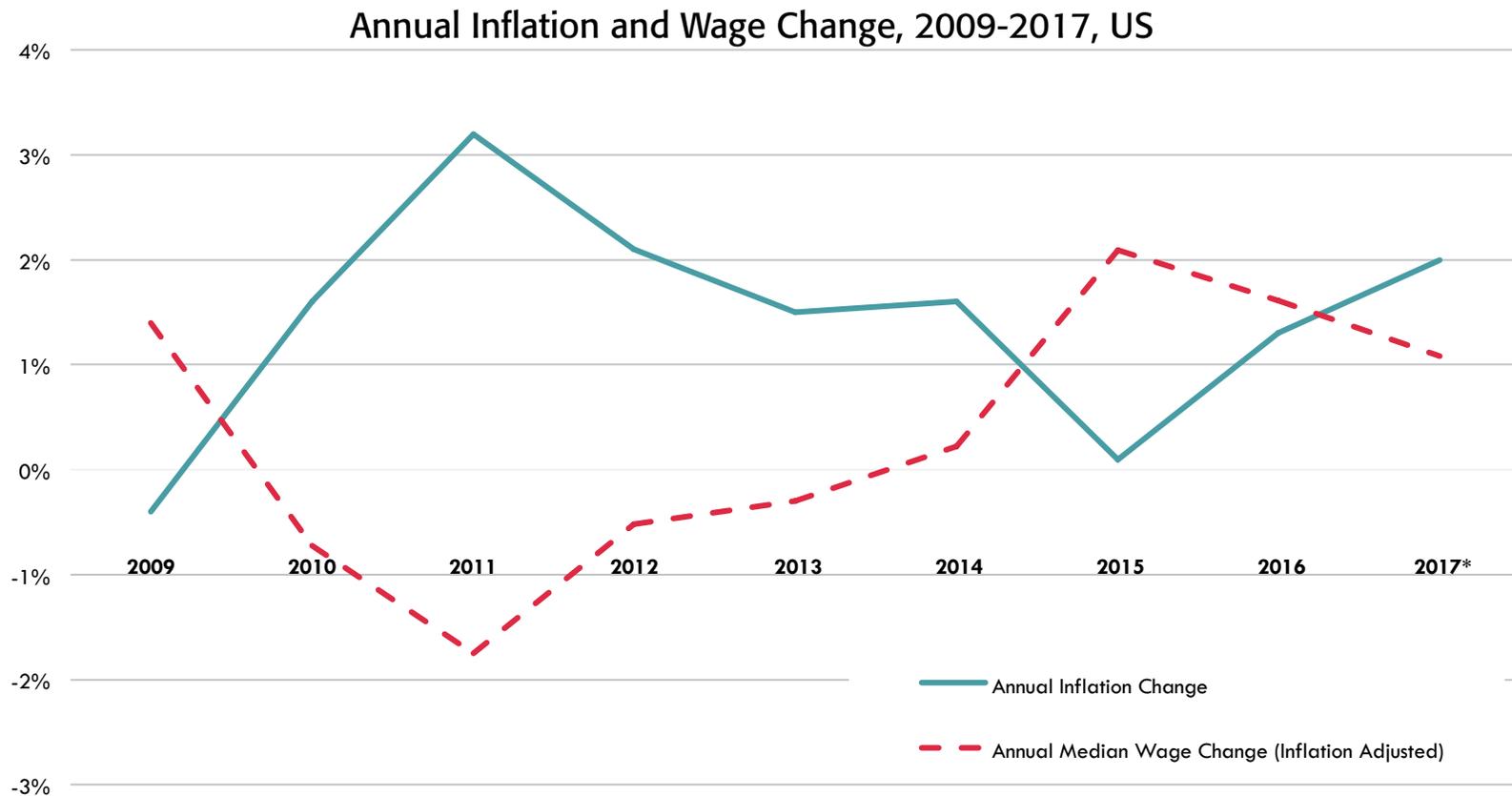
The unemployment rate for black Pennsylvanians-- more than double the rate of white residents aged 25 to 34, and triple the rate of white residents aged 45 to 54

Unemployment Rate by Age and Race, PA 2016



Sample size for other age/race groups were too small for reliable estimate

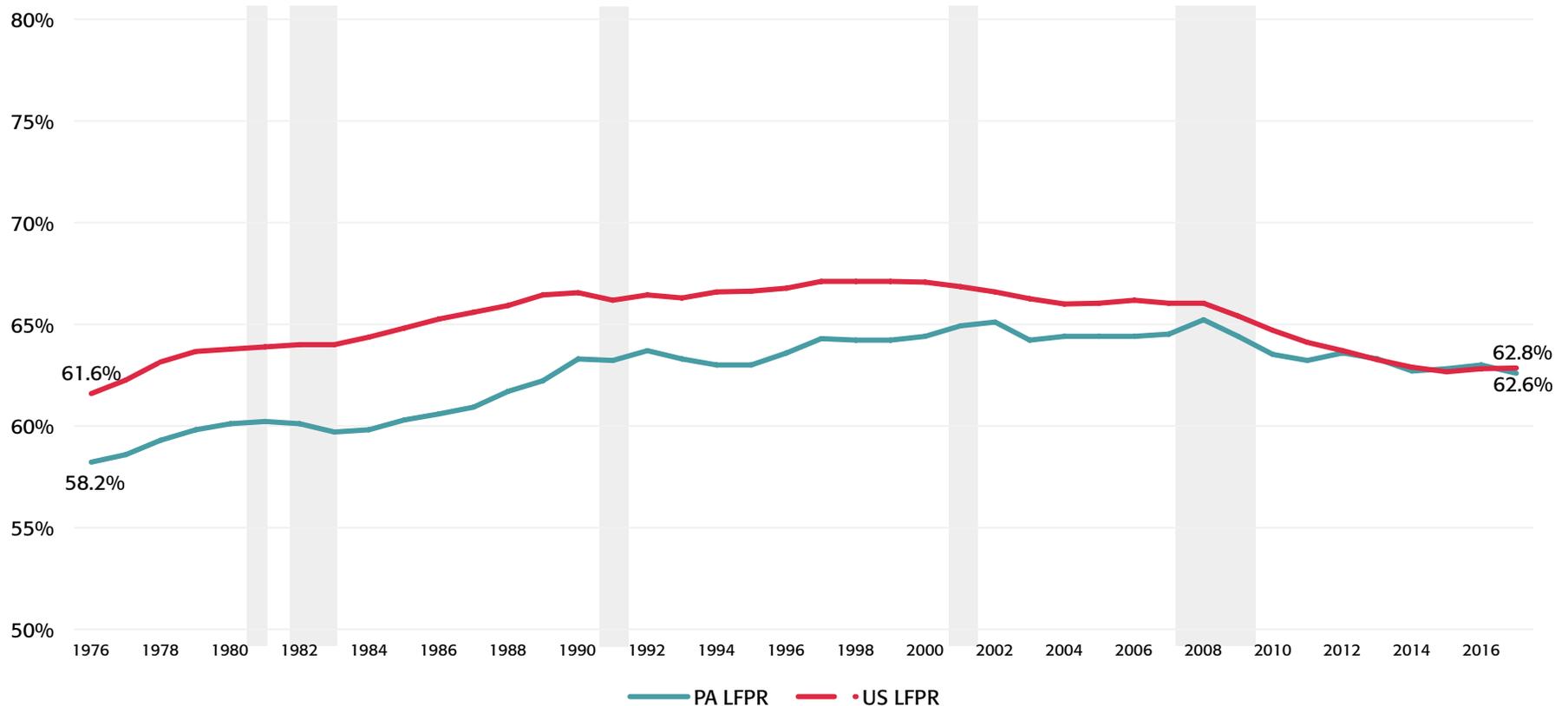
Inflation outpaces median wage increases



*Inflation change estimate for 2017 is based on the change in the CPI from Q3 2016 to Q3 2017

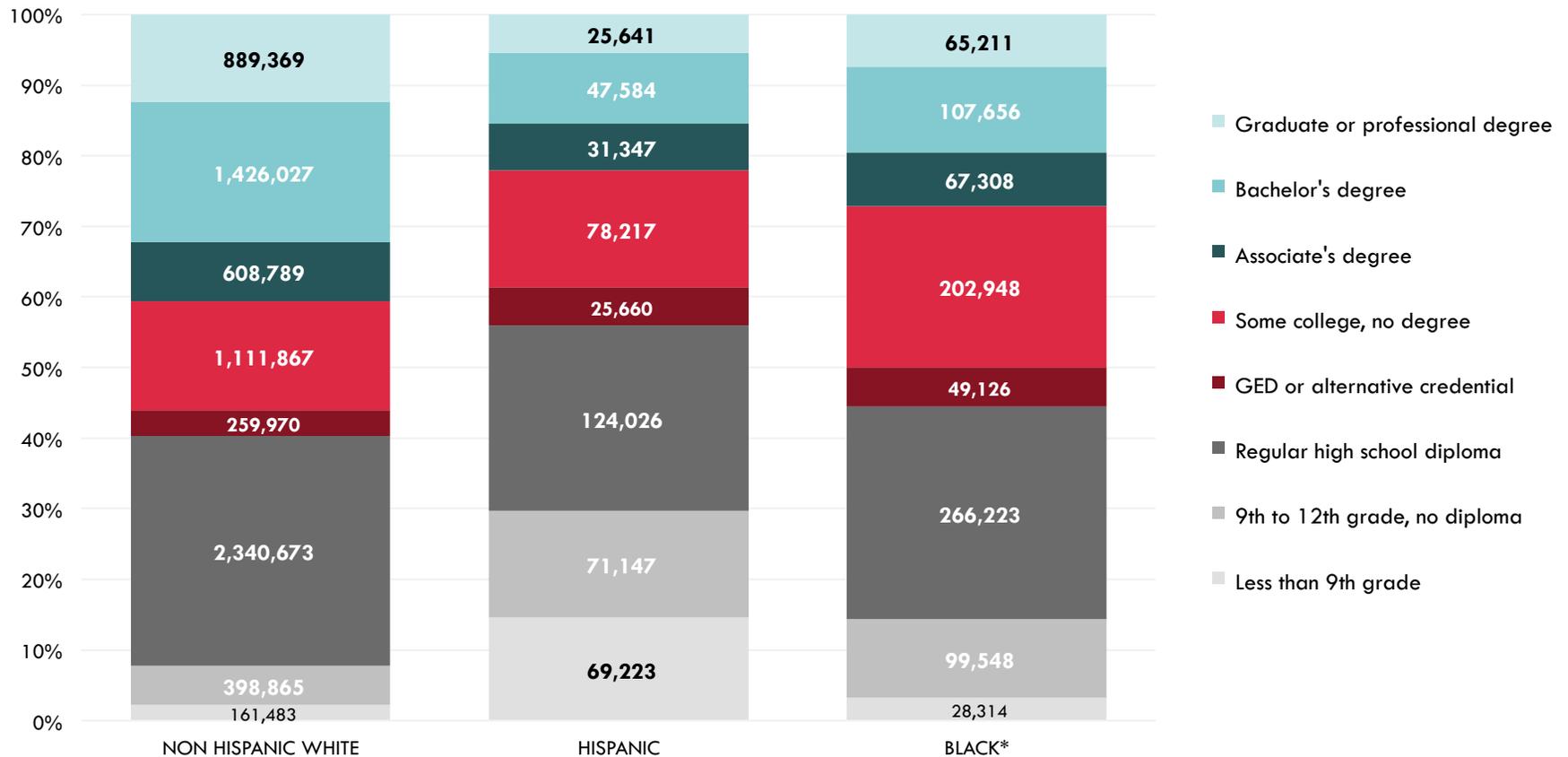
The percentage of people working or looking for work—at the lowest level in three decades

Labor Force Participation Rate for PA & US (1976-2017)



41% of all non-Hispanic white Pennsylvanians attain Associate's degree or higher, compared to 27% of black residents, and less than 22% of Hispanic residents

Educational Attainment by Race, Pennsylvania 2016



* Black includes some Hispanics

The Changing Realities of Work

Mid to Late 20th Century

- Permanent
- Stable
- Advancement
- Loyalty
- One and Done Education
- Health Care from Employer
- Defined Benefit Pension
- “Early” Retirement

Early 21st Century

- Temporary/Contingent
- Volatile
- Stagnation
- Disaffection
- Lifelong Learning
- Shared Health Care Responsibility
- Defined Contribution
- “Never” Retire

Labor Market Disruptions

- Machine Learning and Robots—replacing workers
- Globalization—reduces cost of labor
- Mergers/Acquisitions—hollowing out middle managers
- The Digital Economy—alters service/employment patterns
- Digital Divide 2.0—people and communities left behind

How are employers responding?

- Report that high school and college graduates are not adequately prepared for jobs.
- Require more educational credentials.
- Seek alternative strategies for preparing and recruiting talent
- Increase pressure on policy makers to improve education and workforce programs

Reform Agenda (1)

- High School and Postsecondary Education Reforms
 - Increase degree and credential attainment
 - Integrate academic, financial, and career information and advice
 - Prepare **all** high school and college students in core competencies for jobs **and** careers
 - Expand high-quality internships and cooperative education programs
 - Better align education and training with employers' needs

Reform Agenda (2)

- Focus workforce and education programs on economic opportunity, jobs, and careers
- Increase transparency and accountability in workforce and education programs
- Enhance web-based services access and delivery
- Concentrate services on chronically unemployed youth and adults

Reform Agenda (3)

- Reemployment Insurance and Lifelong Learning
 - Expand Unemployment Insurance to cover part-time and contingent workers
 - Combine Unemployment Insurance assistance with job search and career training
 - Increase On-the Job Training and Apprenticeships
 - Provide individual employability plans and career coaching in-person and online
 - Support career transition/retraining models

Contact Information

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