Work for Youth in America's Dynamic Labor Market

Economic Opportunities Program - Methods

- Communications
- Applied Research & Documentation
- Evaluation, Idea Testing, Tools Development
- Leadership Development / Network Building
- Peer Learning / Capacity Building
- Shaping the Discourse (Events & Public Opinion Pieces)

What's a good job?

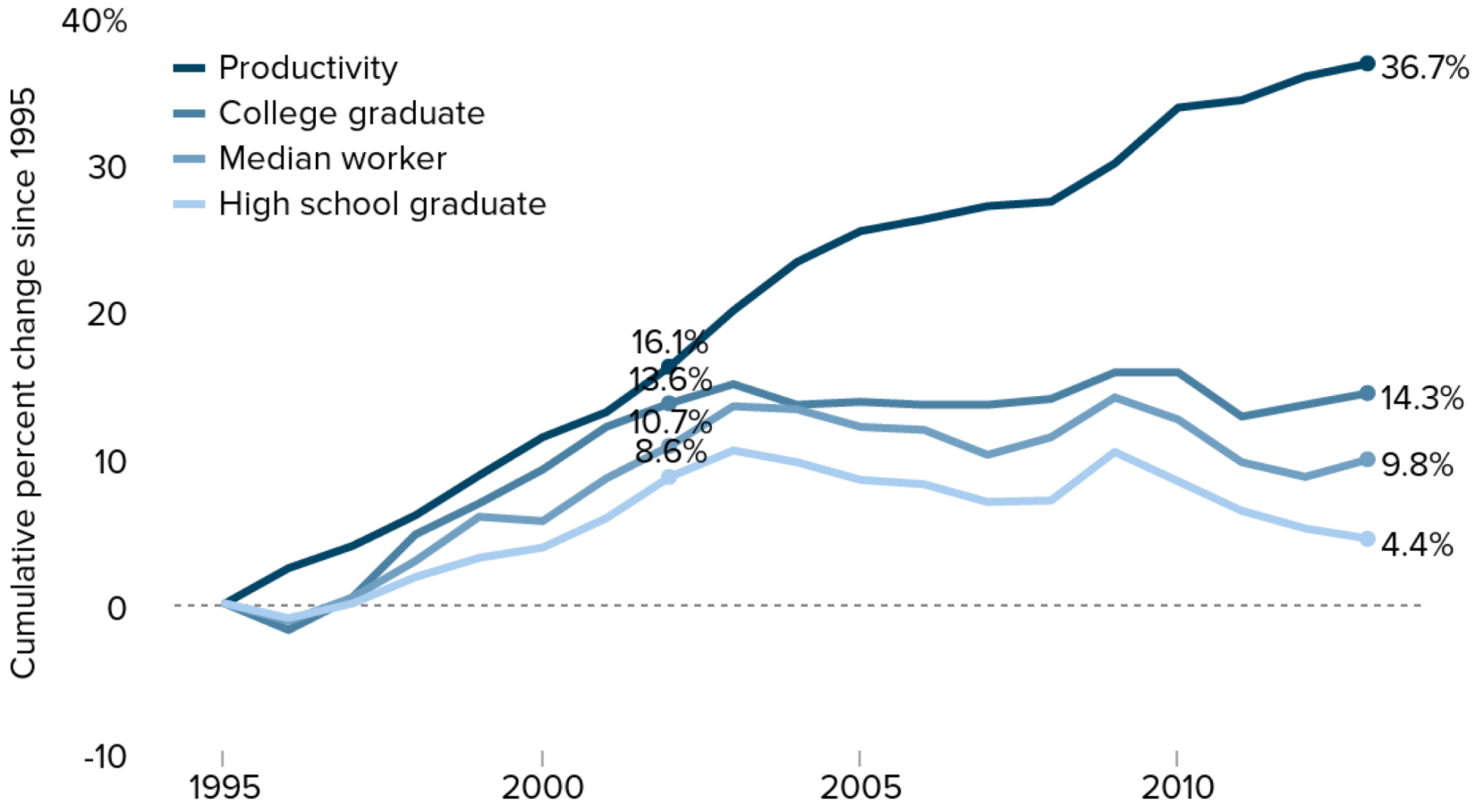
- Does it depend on the job holder?
- Are there different standards for different industries?
- Are there different standards for "gig" work vs. regular employment?
- Do business, workers, and public/philanthropic investors in job creation/job access have different standards for job quality?

Many young people don't feel optimistic about their future at work

I have the education and training I need for the job I want in 5 years:	
	Current Education Level
29%	Less than high school
35%	High school diploma or equivalent
38%	Associate's degree
54%	Certificate or technical degree
59%	Bachelor's degree

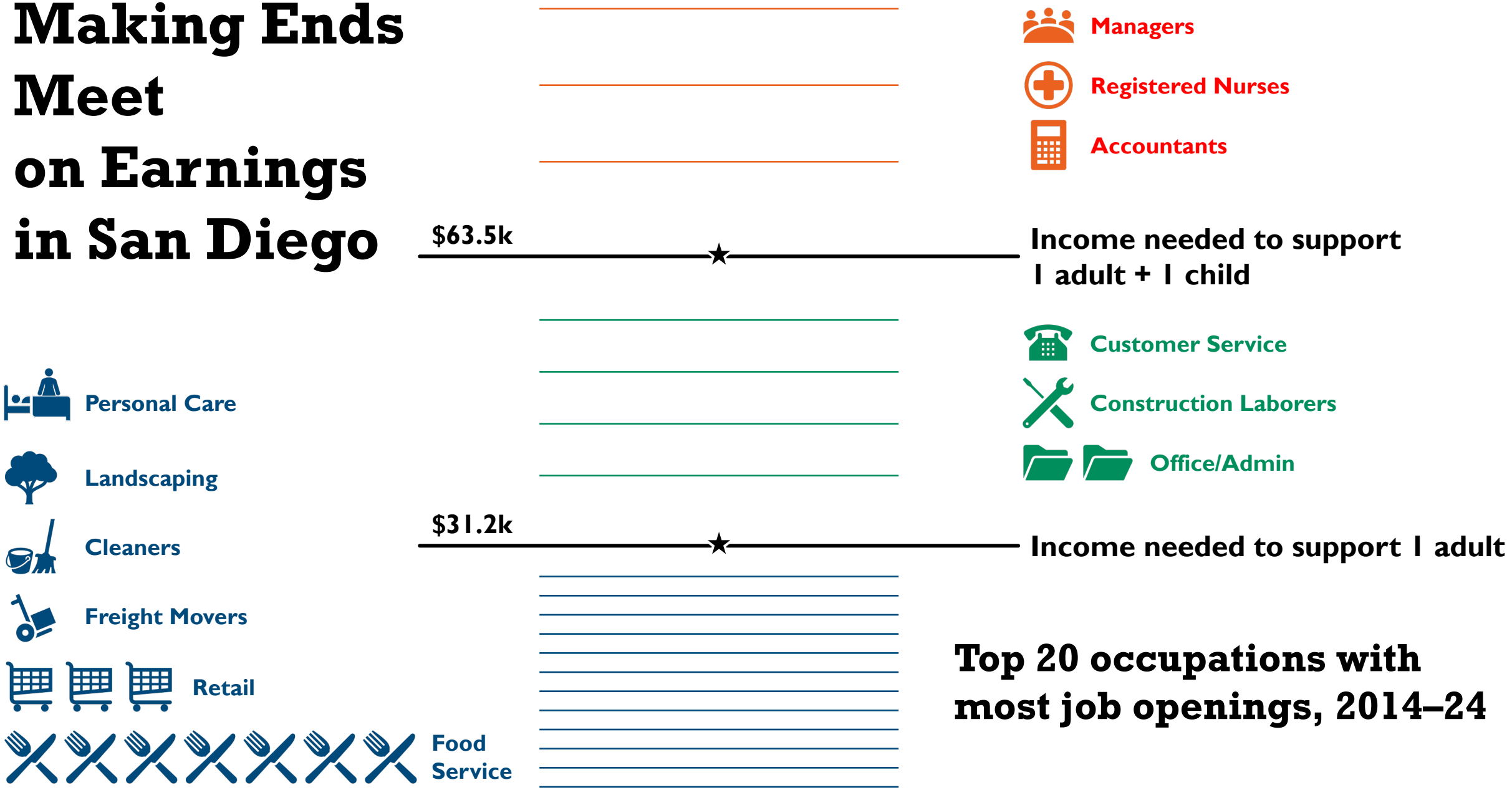
Board of Governors of the Federal Reserve, 2016
N=2,035 US

Productivity Rising, Wages Flat



Source: EPI analysis of unpublished Total Economy Productivity data from Bureau of Labor Statistics Labor Productivity and Costs program, Bureau of Economic Analysis National Income and Product Accounts data, and Current Population Survey Outgoing Rotation Group microdata

Making Ends Meet on Earnings in San Diego



Top 20 occupations with most job openings, 2014–24

What forms of work are growing?

Western region youth & young adult service provider observations about local labor market growth

73% part-time employment

61% online platform-based work

55% temporary employment

54% independent contracting, freelancing

51% seasonal employment

49% contractors providing workers to businesses

37% full-time employment

EOP 2017 survey of youth & young adult providers, N=442 US / 83 West

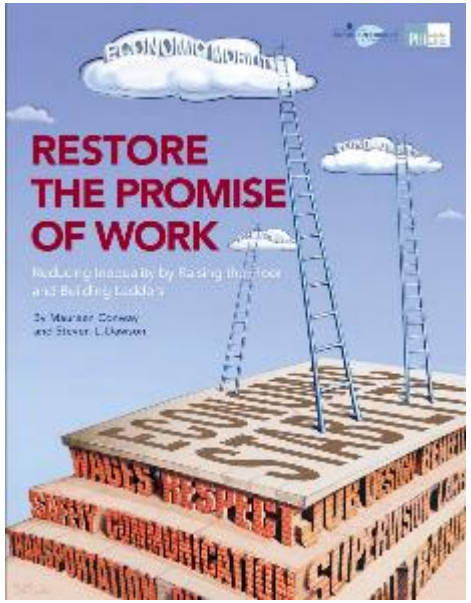
Young people's reports about the quality of their jobs

Job provides . . .	have a permanent job	have a temporary job
Career or "stepping stone" to career	70%	37%
Adequate benefits	57%	29%
Paid time off: sick leave, holidays	71%	24%
Employer-paid healthcare premium	54%	14%
Training opportunities	48%	26%
Variable schedule	31%	55%

Board of Governors of the Federal Reserve, 2016, N=5,005 US

Raise the Floor and Build Ladders

Ideas to Advance Job Quality



Job Quality Fellowship

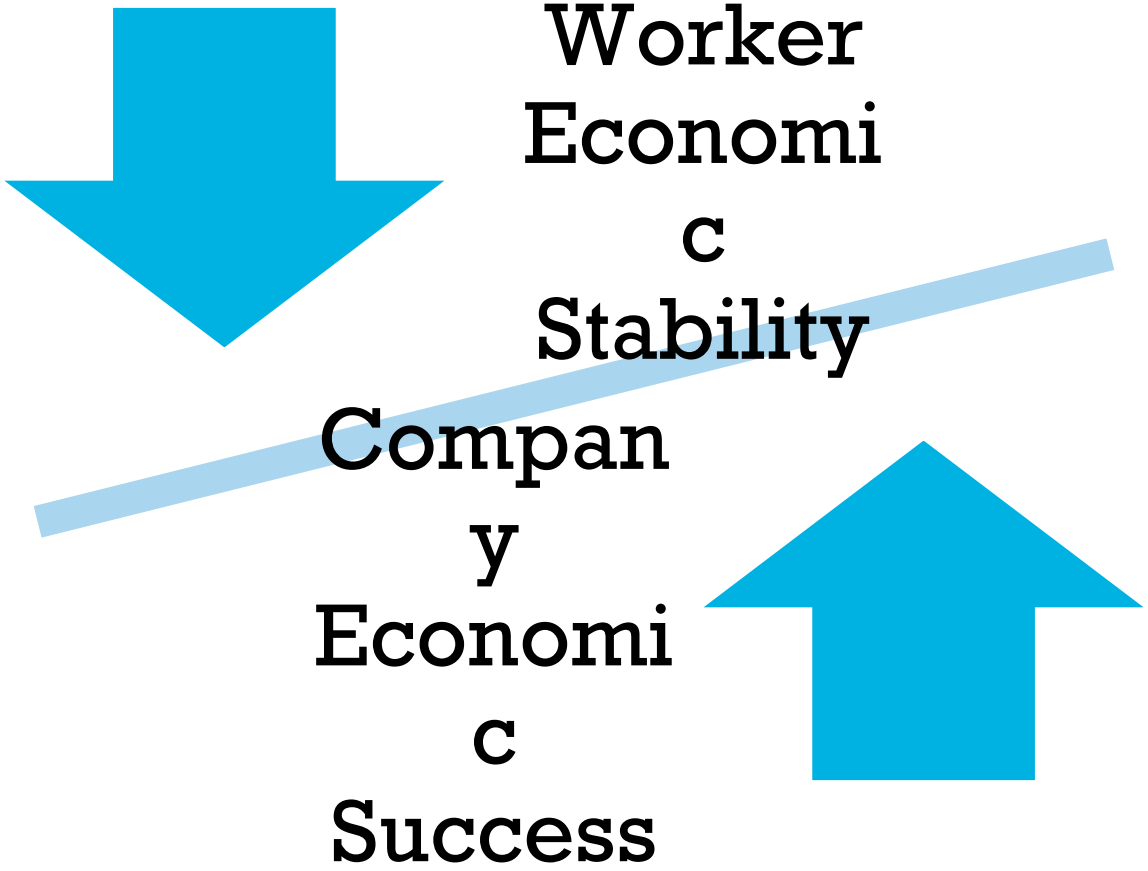
Service Model: The SOURCE

- Economic crisis management for workers
  - state caseworkers
  - private case workers
  - public/private resources for food, transportation, bills, childcare
- Improved retention for employers
  - return on investment high
  - positive civic engagement

Job Quality Practices - Workforce

- Ask questions about workforce practices
- Share information
- Visit job sites
- Talk to workers
- Check your biases
- Expect better

Does it have to be this way?



Job Quality Practices - Employers

THE ASPEN INSTITUTE
GOOD COMPANIES
GOOD JOBS

MARLIN
Steel Wire Products

UNION HEALTH CENTER
HEALTH CARE THAT WORKS FOR YOU

COSTCO WHOLESALE

OPTIMAX®

WELL-PAID MAIDS

Job Quality Practices - Policies

- Encourage better business models
  - Technical assistance
  - Tax credits/procurement preferences
- Build economic security across forms of work
  - Portable benefits
  - Payment models—public, business individual? Fiduciary?
- Maintain minimum standards
  - Health & safety, child labor, wage & hour, equal opportunity, etc.

We need multiple strategies and a range of partners