

Metro Atlanta Chamber Education and Workforce series

Youth Employment and Economic Mobility

exploring pathways to good jobs

A presentation of forthcoming research on:

**Pathways to high-quality jobs for young adults
from disadvantaged backgrounds**

by Martha Ross and ChildTrends

**Pathways to good jobs and promising jobs in
Metro Atlanta's Opportunity Industries**

by Chad Shearer

What helps disadvantaged teens find their way to good jobs by their late 20s?

Employment and wage trends among 29-year-olds

Overview of data and analysis strategy

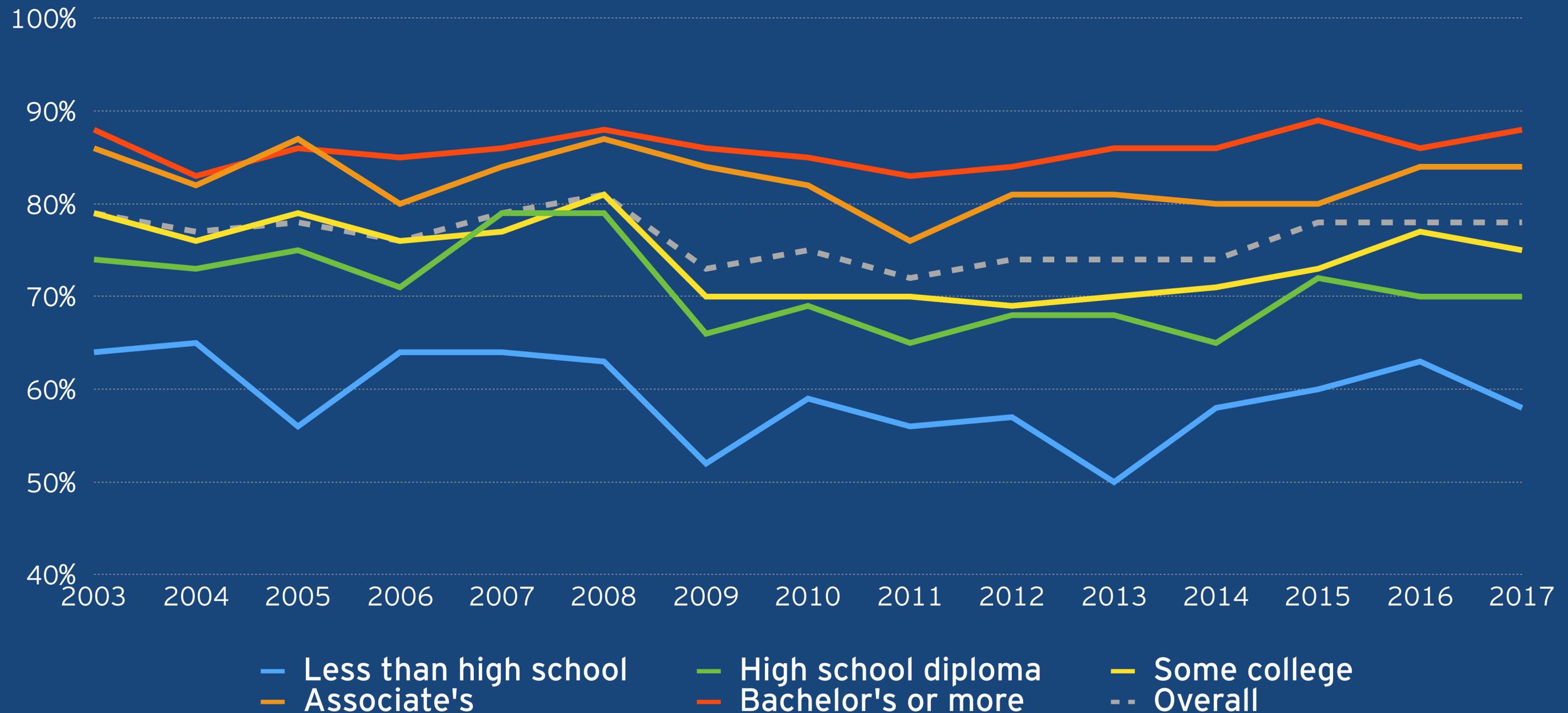
Findings

Recommendations

The gap in employment rates by education is huge...

Employment rates for 29-year-olds, by education level

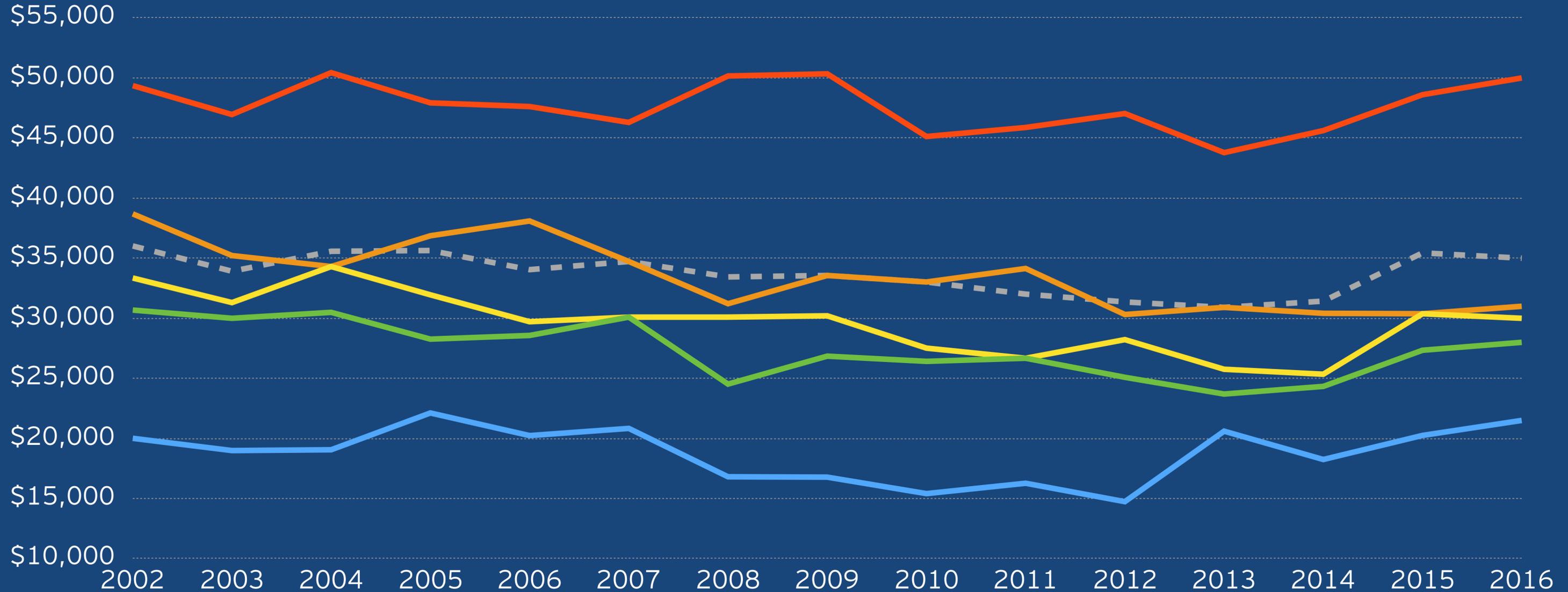
United States, 2003-2017



...as is the wage gap

Median real annual wages for 29-year-olds, by education

United States, 2002-2016



— Less than high school
— Associate's

— High school diploma
— Bachelor's or more

— Some college
- - Overall

What helps disadvantaged teens find their way to good jobs by their late 20s?

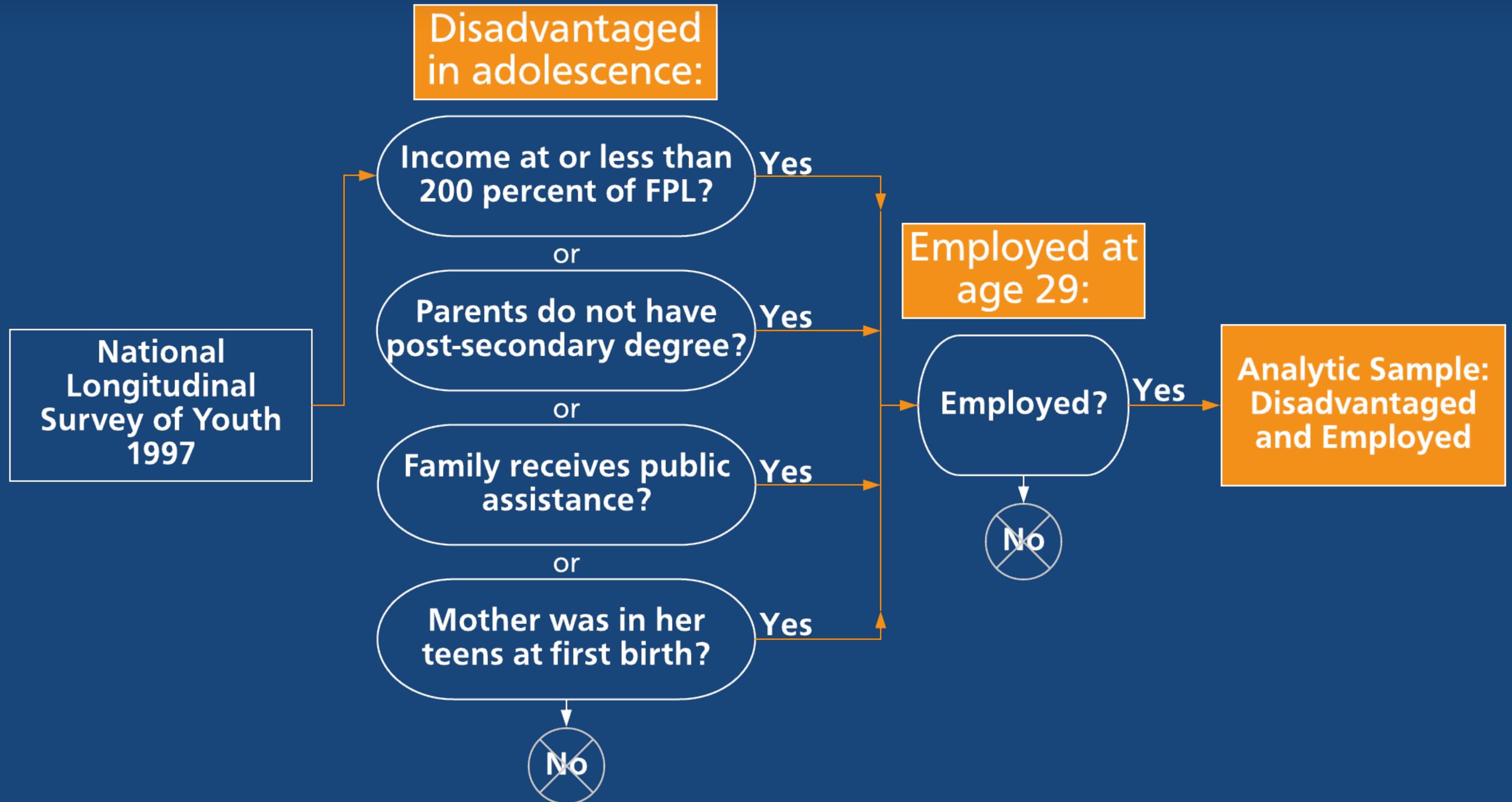
Employment and wage trends among 29-year-olds

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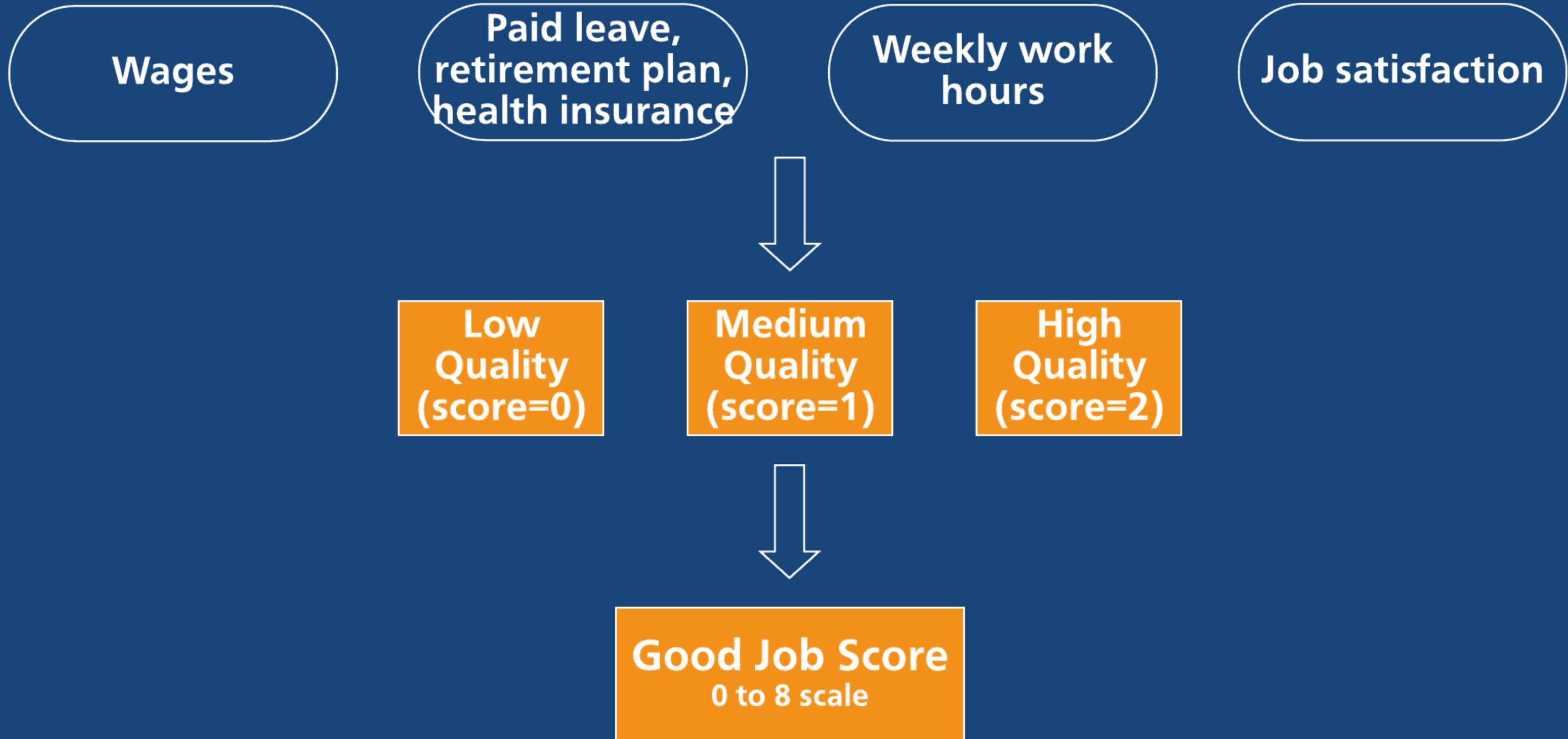
Findings

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Defining the sample: disadvantaged and employed



Defining job quality on a scale of 0 to 8



What helps disadvantaged teens find their way to good jobs by their late 20s?

Employment and wage trends among 29-year-olds

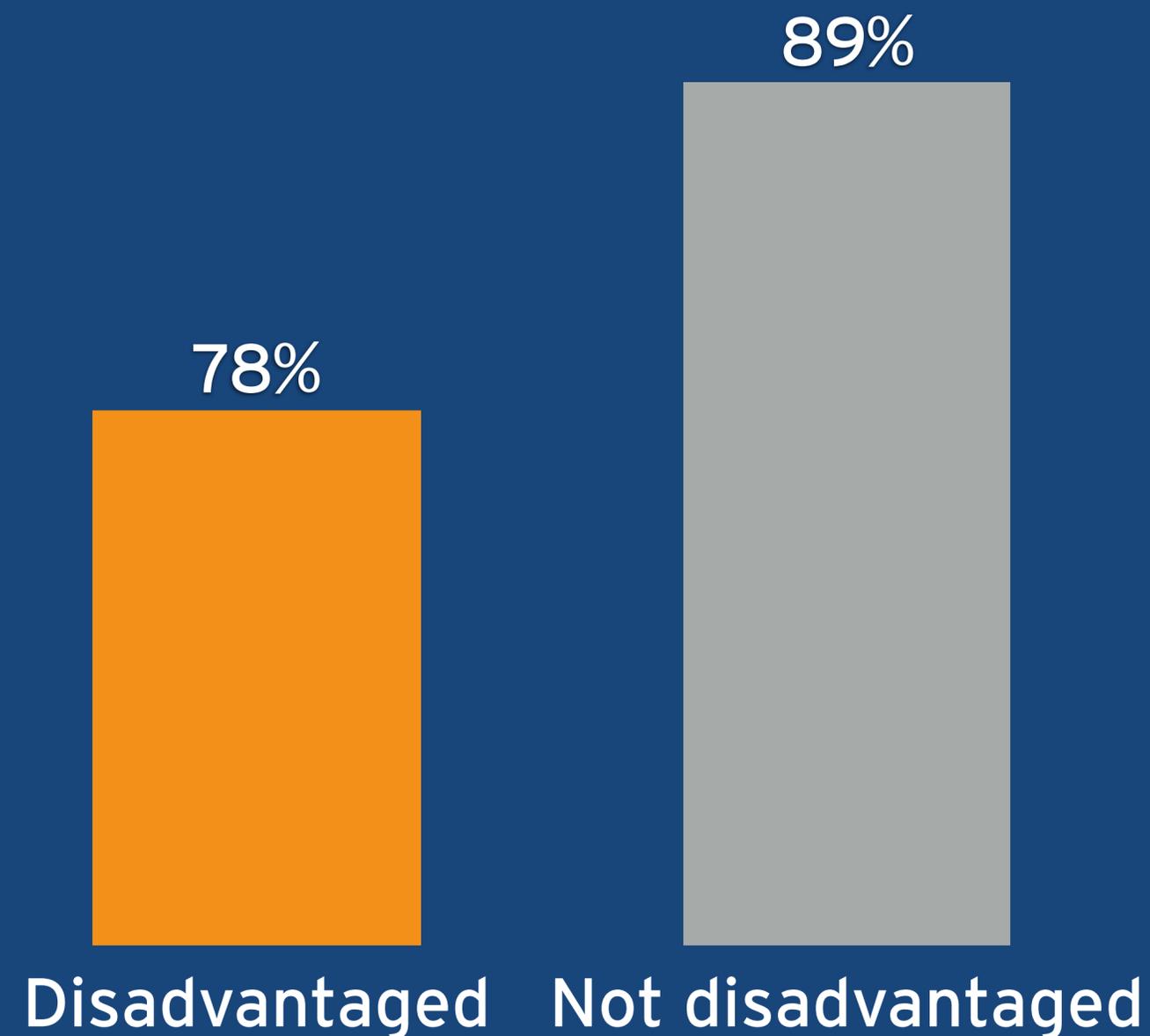
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29-year-olds from disadvantaged backgrounds have lower employment rates

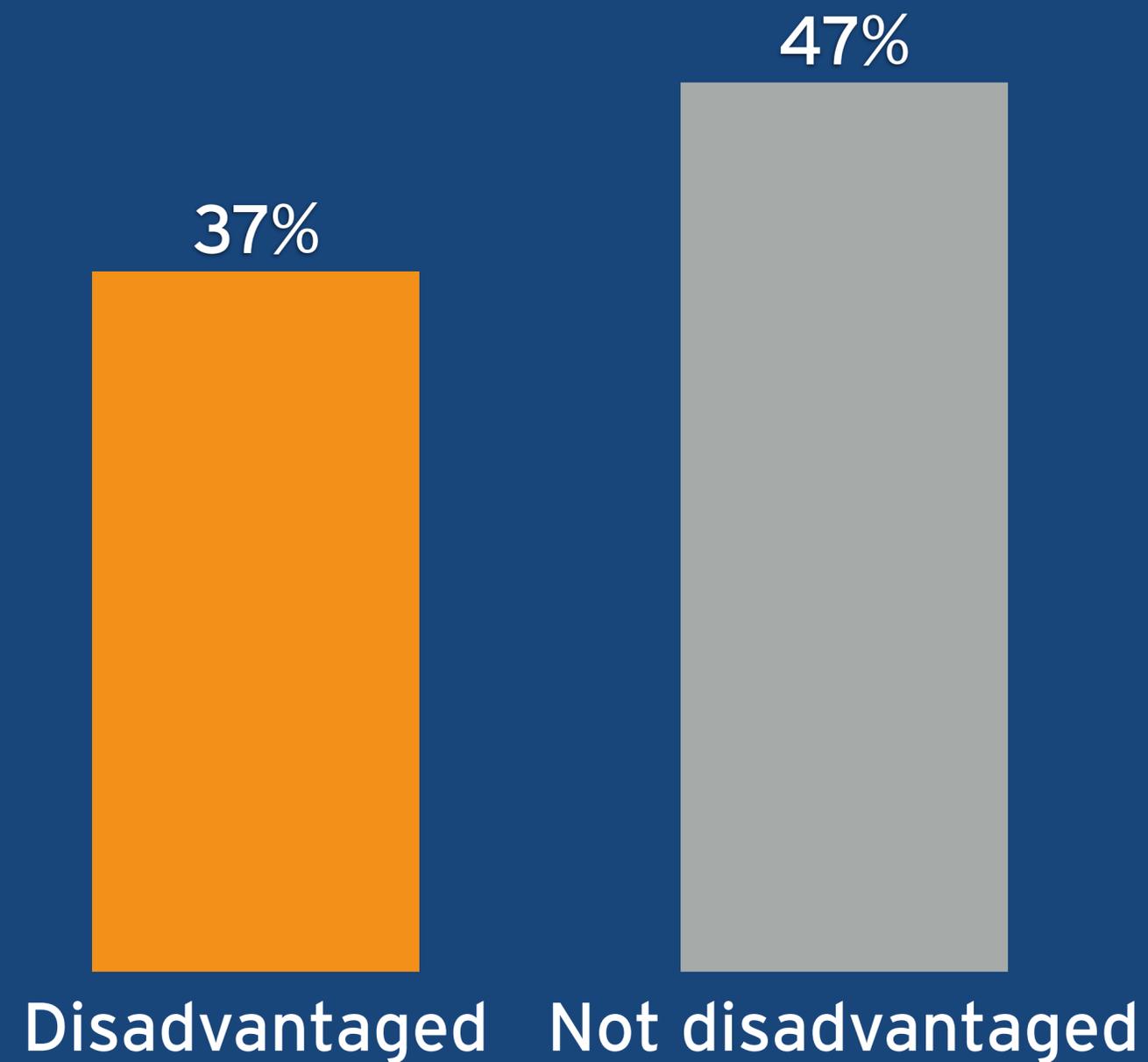
78%
of 29-year-olds from disadvantaged backgrounds are employed



29-year-olds from disadvantaged backgrounds are less likely to hold high quality jobs

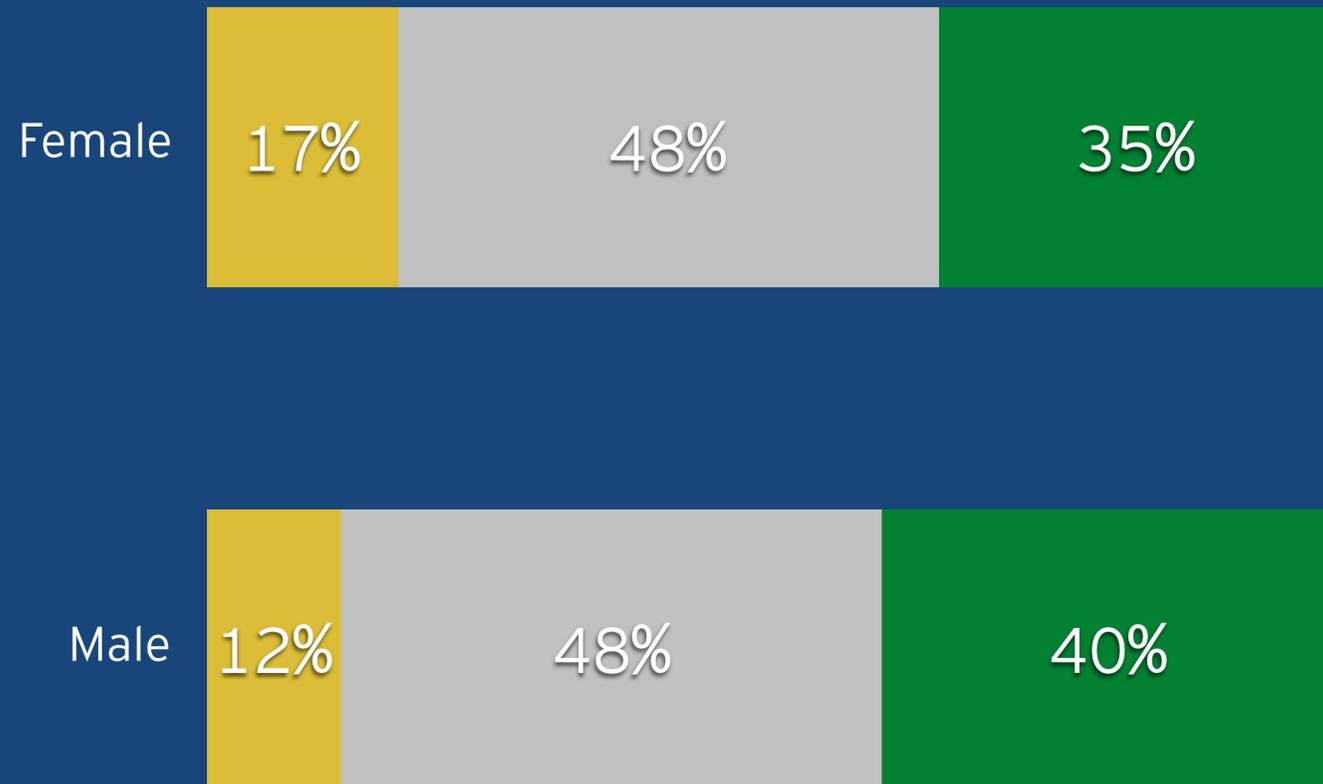
37%

of 29-year-olds from disadvantaged backgrounds are employed in high quality jobs

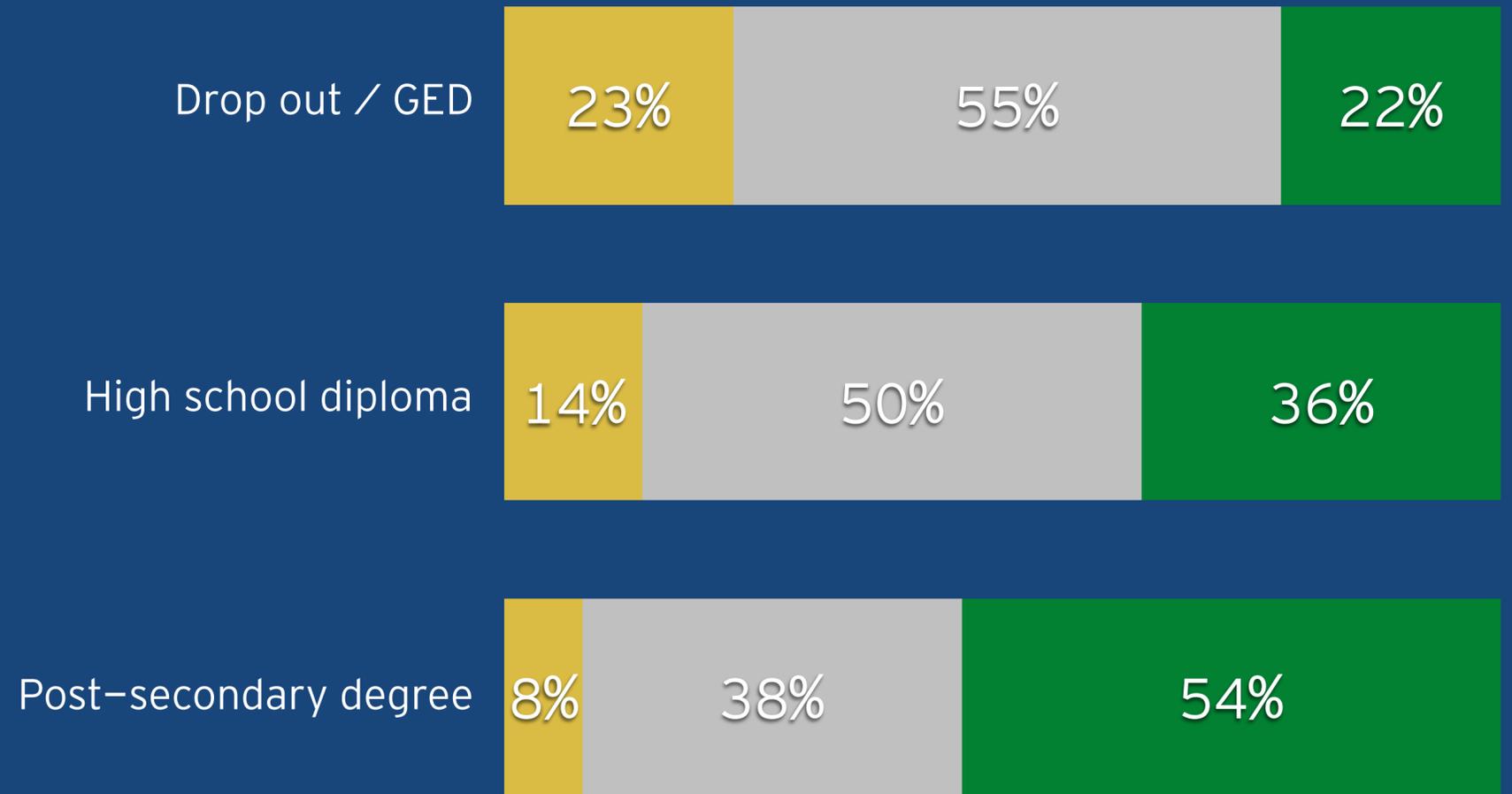


Job quality also varies by gender and education

Males are more likely to have higher quality jobs
employed 29-year-olds from disadvantaged backgrounds



Those with more education have higher quality jobs
employed 29-year-olds from disadvantaged backgrounds



■ Low quality

■ Medium quality

■ High quality

Predictors of job quality

Positive predictors of job quality

Relationship-based career and technical education in high school (cooperative education, internship/apprenticeship, mentoring)

High school **diplomas** and 2- or 4- year **degrees** earned by age 27

Training certificates earned between ages 24 and 27

Teen employment between ages 16 and 18

Higher earnings at age 23

Negative predictors of job quality

Unemployment spells in one's 20s

History of **incarceration**

Being **female**

What helps disadvantaged teens find their way to good jobs by their late 20s?

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Increase the use of Positive Youth Development practices in career and technical education

Foster young people's social, emotional, behavioral, and cognitive skills
Focus on their assets, develop their competencies, and cultivate relationships with caring adults

Increase completion rates of post-secondary degrees and certifications - by reforming programs, not by screening out less prepared students

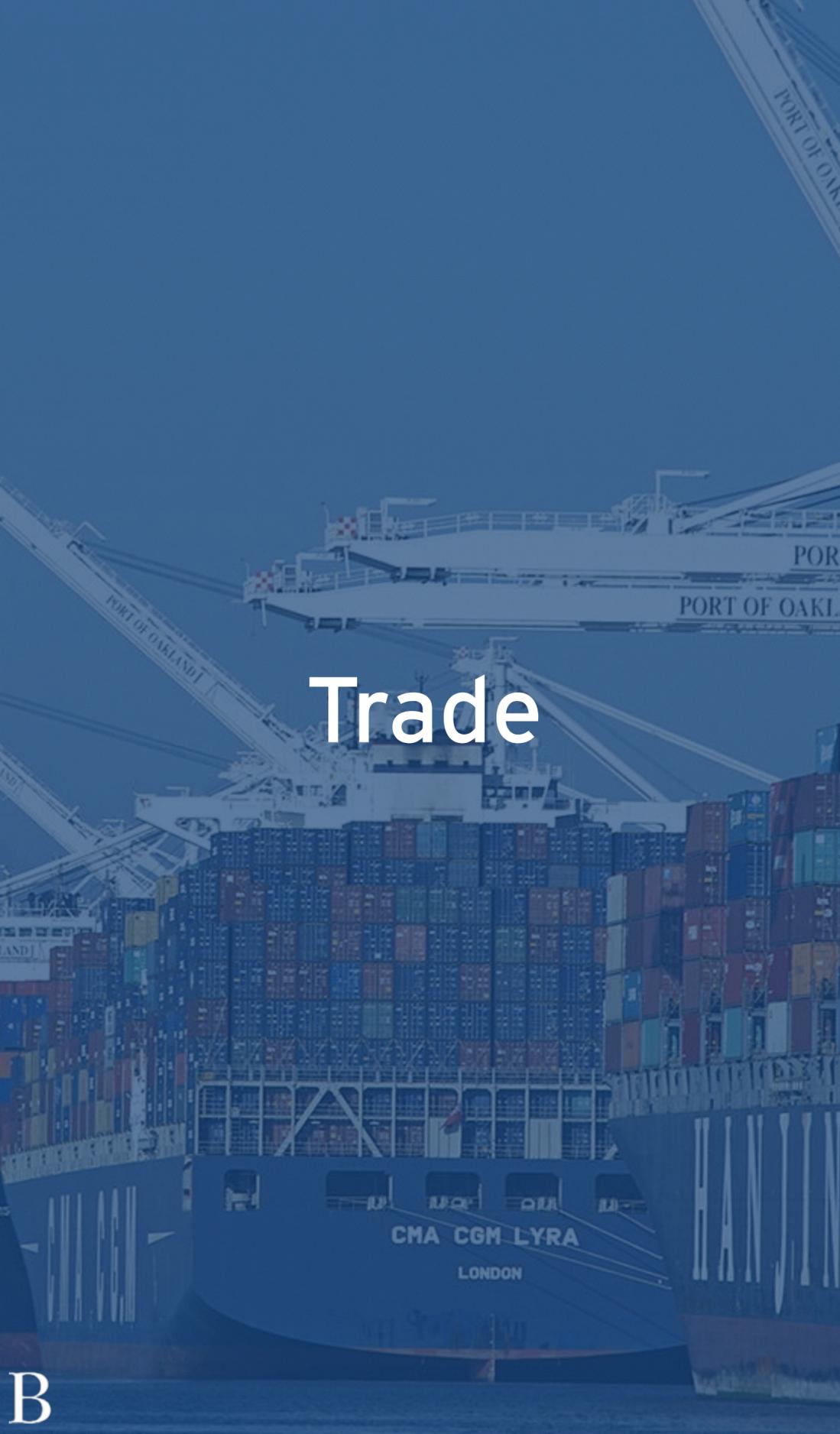
Advising, financial aid, guided pathways, dual enrollment (high school and college), bridge programs

Strengthen on-ramps to employment

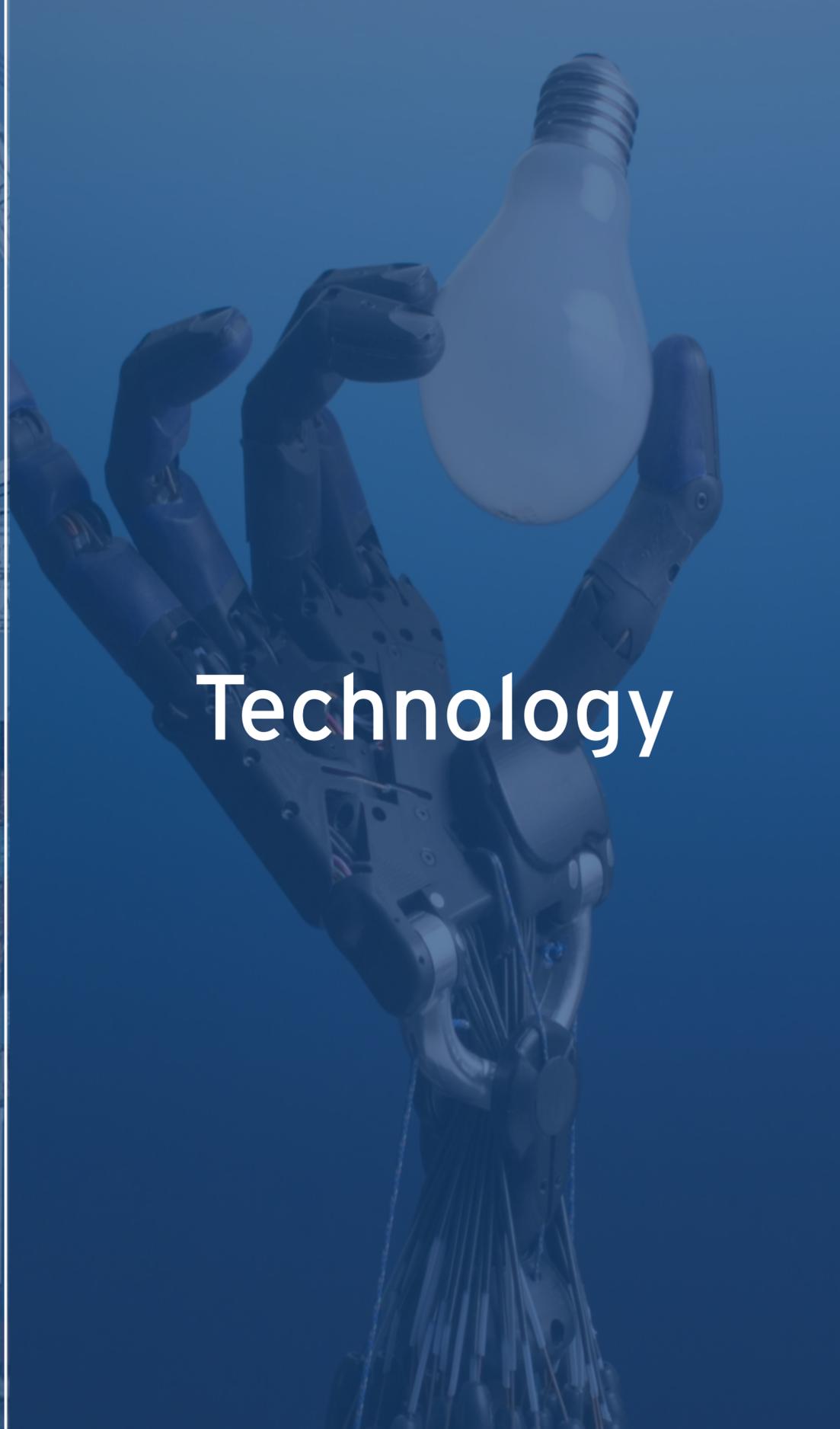
Internships, apprenticeships, stronger career counseling and advising, subsidized jobs programs for the most disconnected, skills training that is closely tied to local employer needs and mimics the workplace

What helps disadvantaged teens find their way to good jobs by their late 20s?

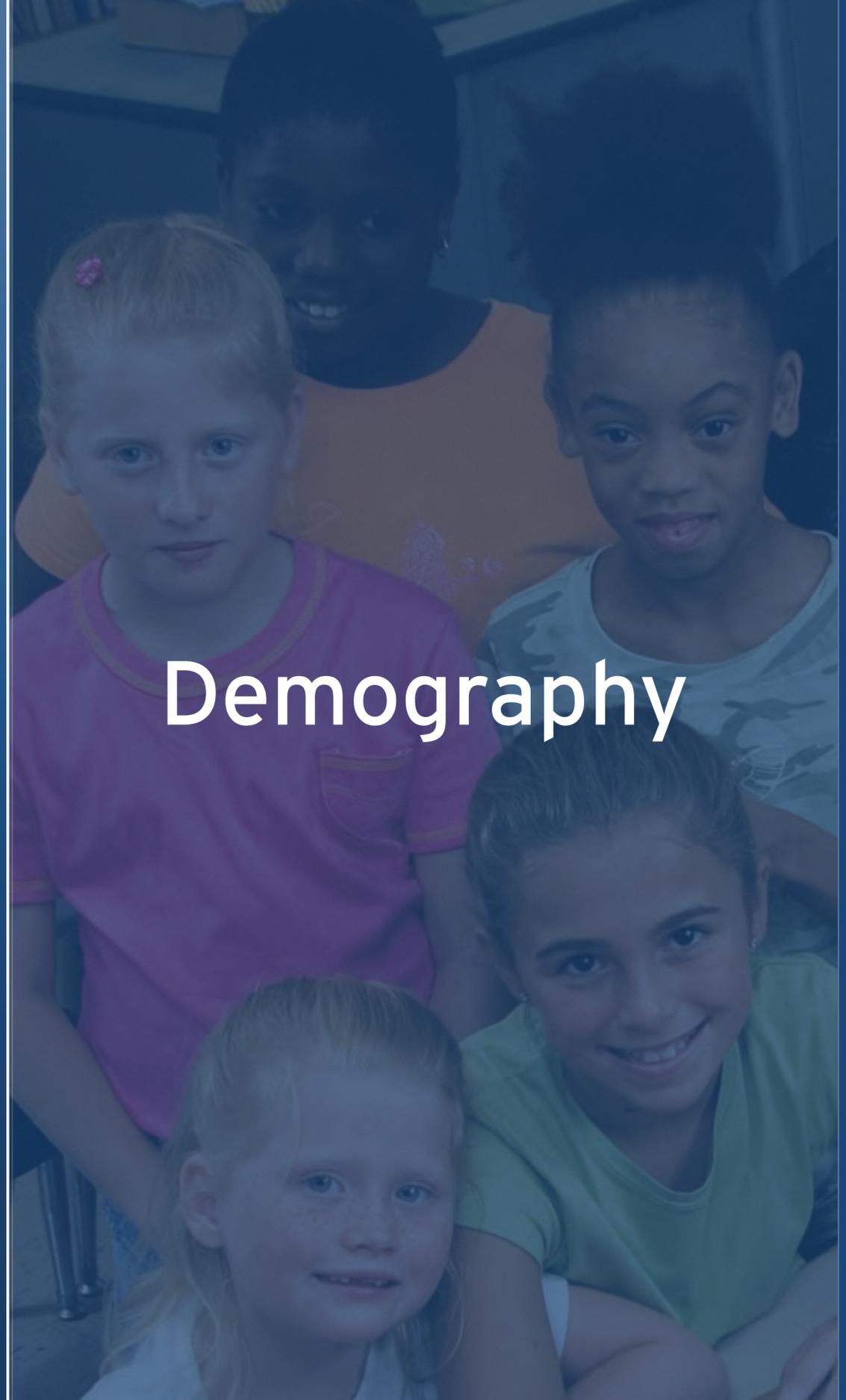
How can Metro Atlanta create more good jobs for sub-baccalaureate workers and improve career pathways to them?



Trade



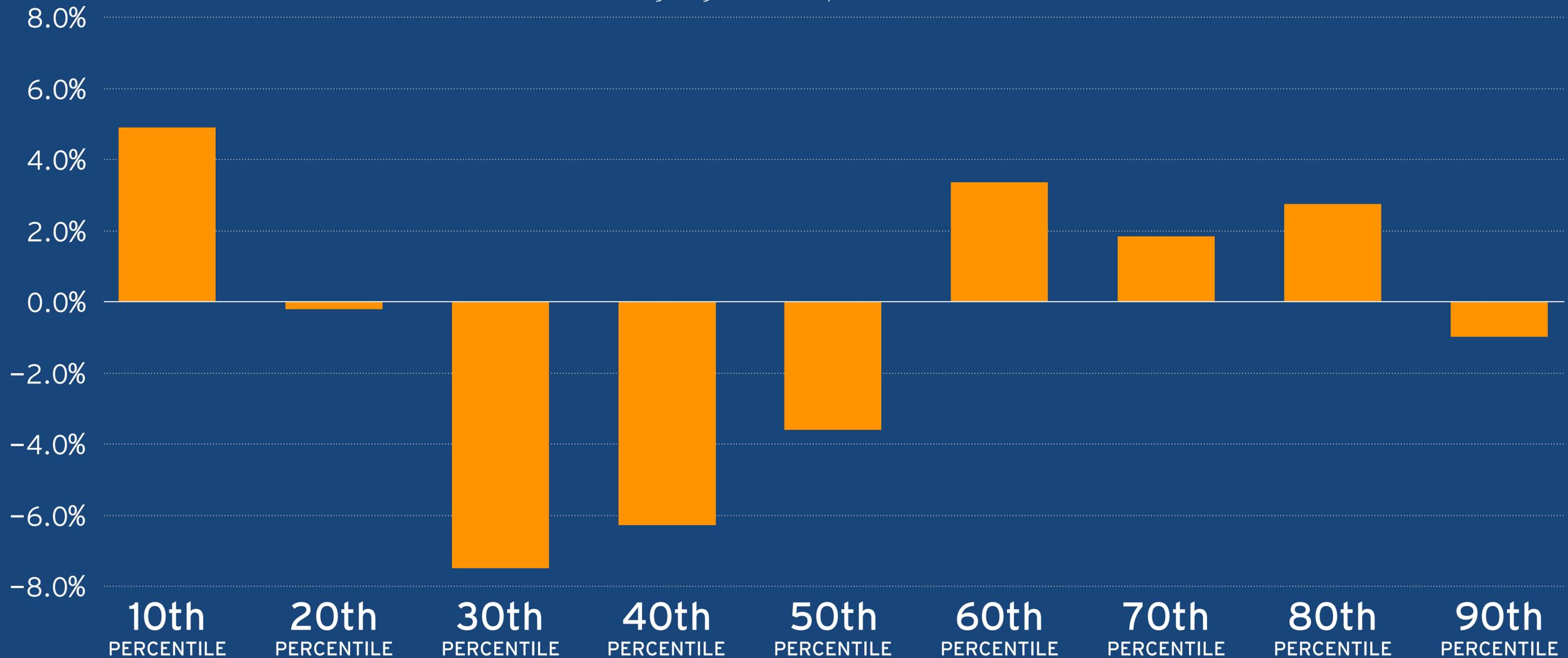
Technology



Demography

These forces are polarizing job and wage growth

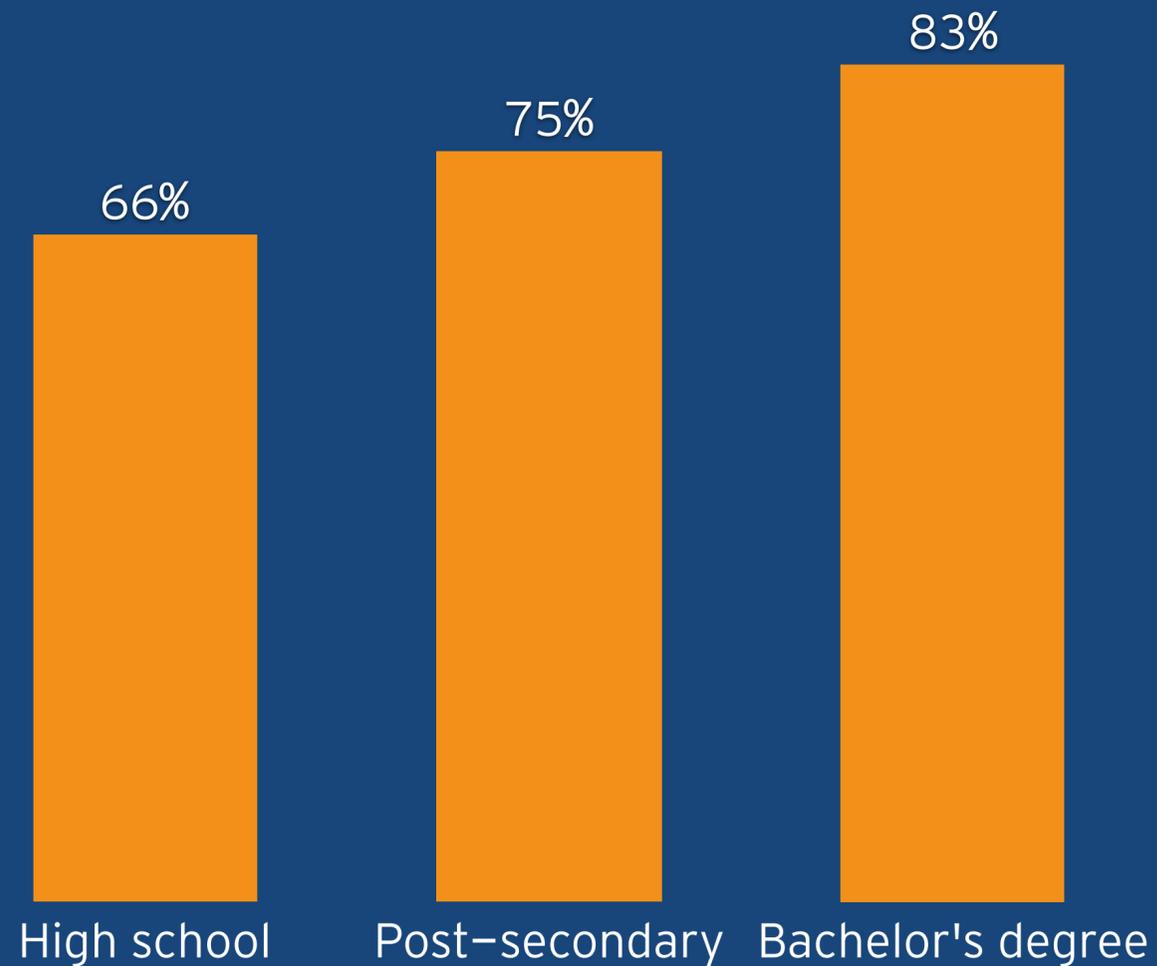
Change in real personal annual earnings in Metro Atlanta *among wage and salary workers, 2006 to 2016*



Sub-baccalaureate workers have born the brunt of these shifts

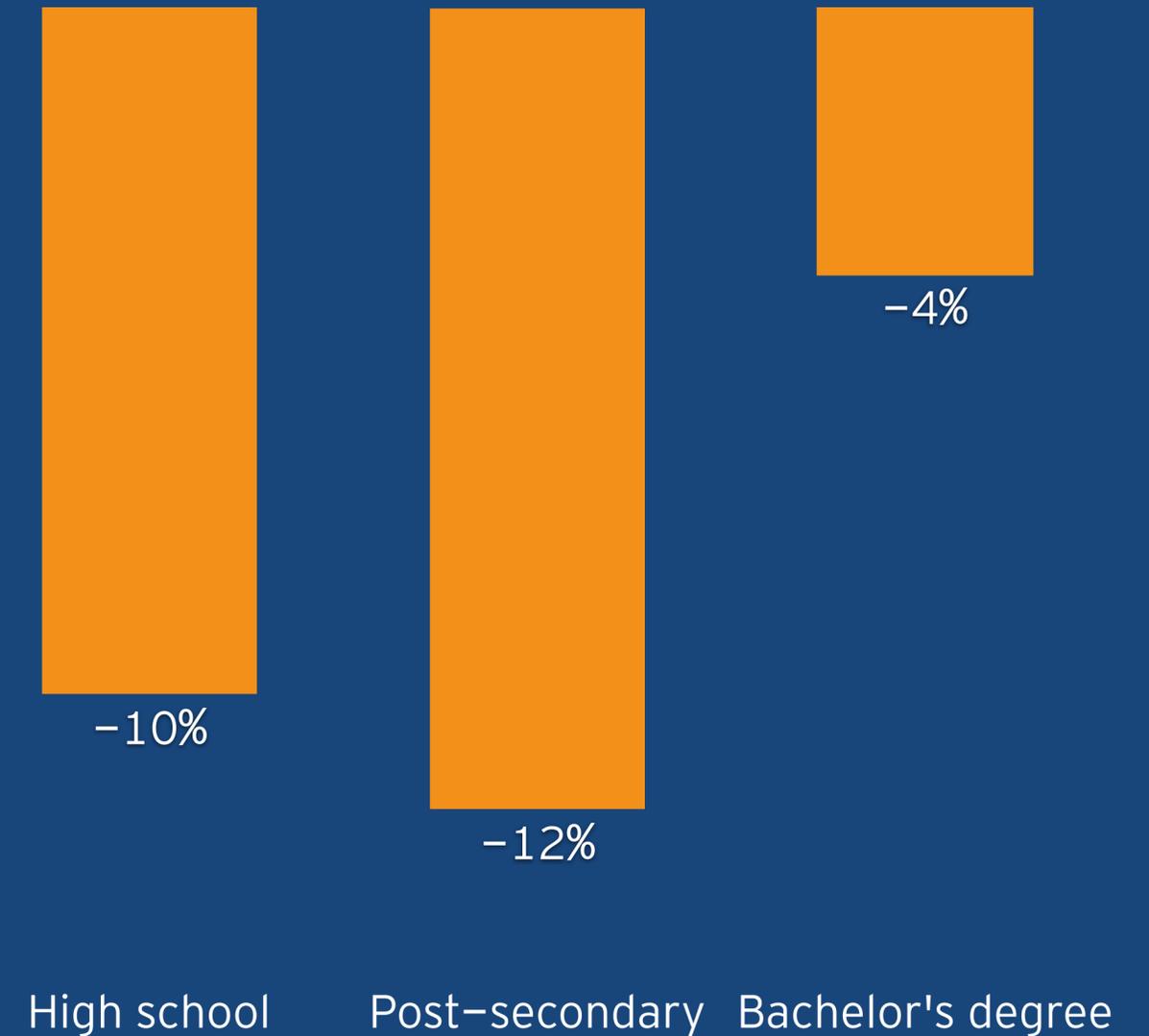
Employment rate in Metro Atlanta

among 18-67 year-olds, 2016



Change in annual median earnings in Metro Atlanta

among wage and salaried workers 18-67 years old, 2006-2016



NEW STRATEGIES

Communities must create more *good jobs* and improve *pathways* to them to foster inclusive growth and prosperity

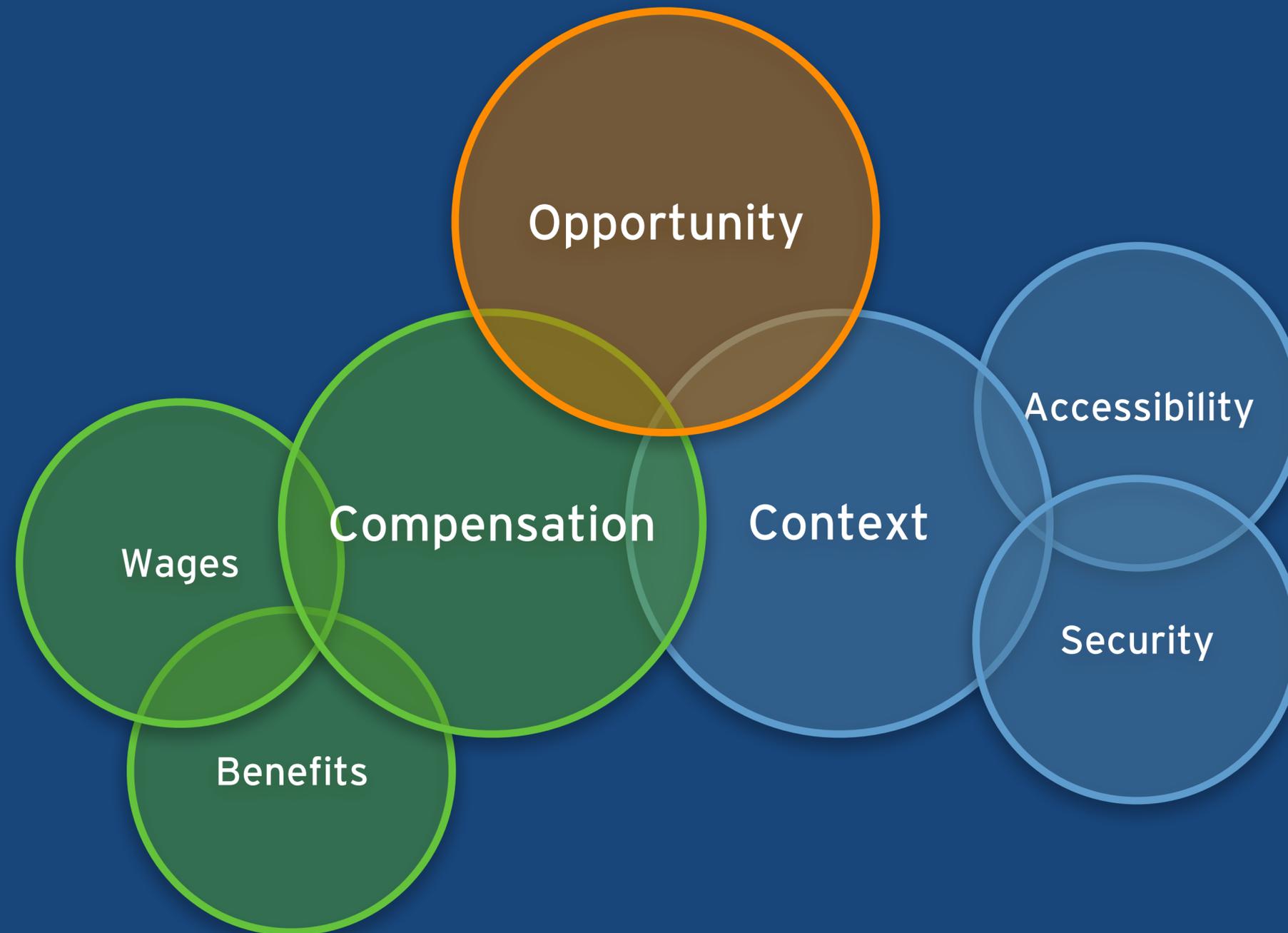
How can Metro Atlanta create more good jobs for sub-baccalaureate workers and improve career pathways to them?

Definitions and stock of “good jobs” and “promising jobs”

Findings on pathways and access to good jobs

Implications

What are the dimensions of a “good job”?



This research involves a novel analysis of local career pathways

Common pathways from being a credit clerk



45 percent of Metro Atlanta's jobs are "good jobs" or "promising jobs"

"Other" jobs

- Do not satisfy at least one of the criteria for good, promising, or high-skilled opportunity jobs.

High-skilled good and promising jobs

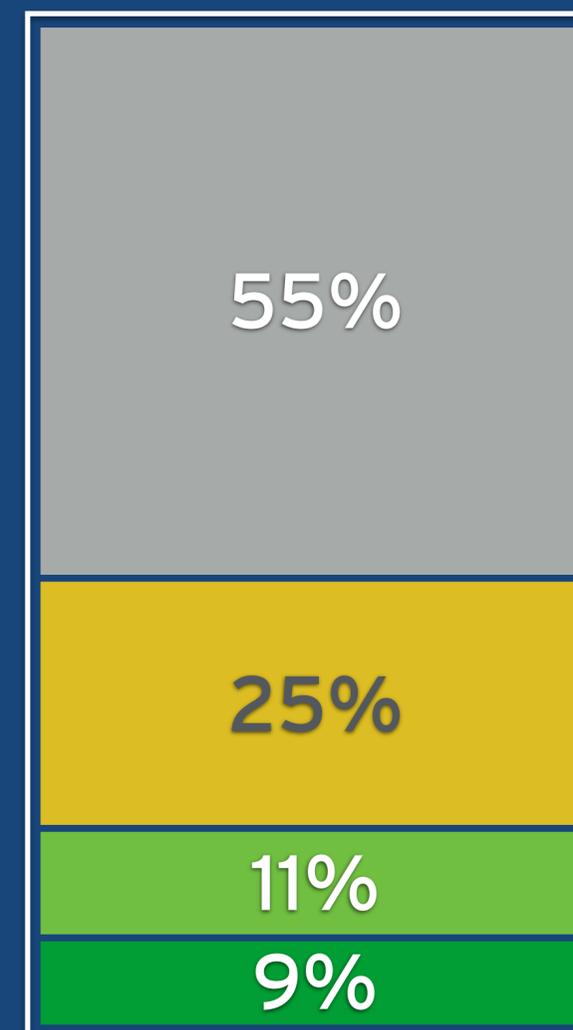
- Meet "good job" or "promising job" criteria but...
- Held by workers with a bachelor's degree

Good jobs

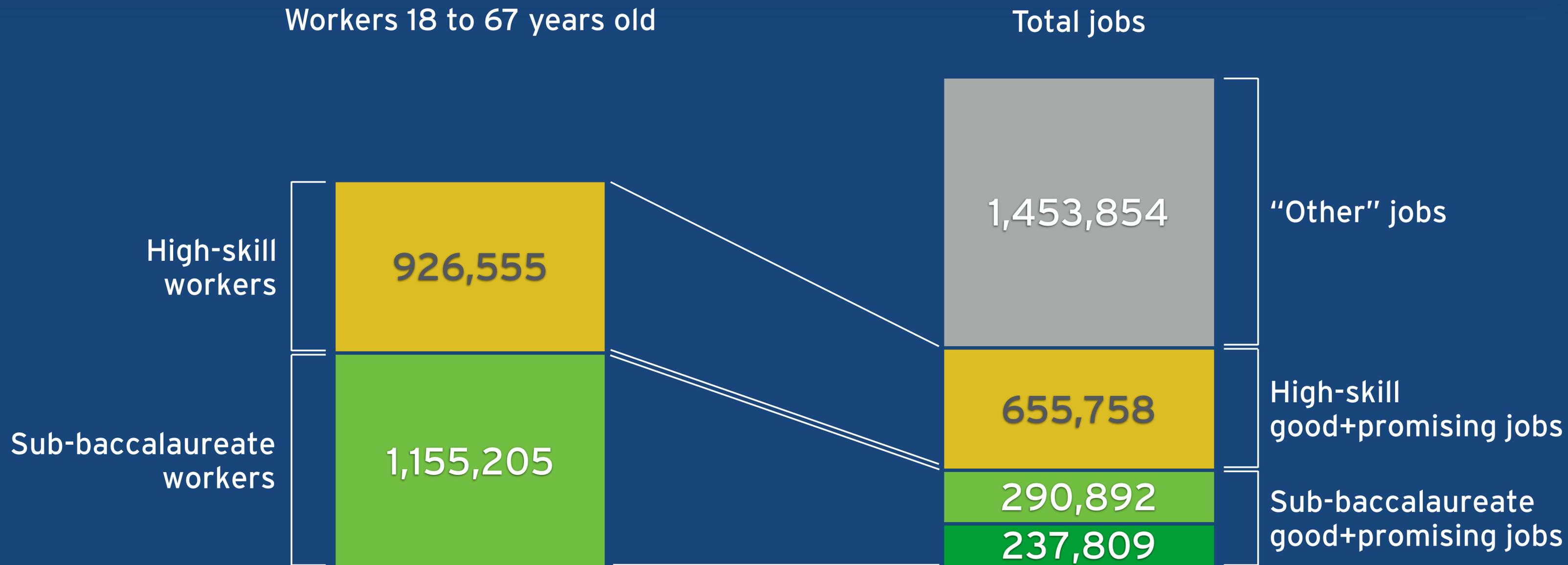
- Pay family-supporting wage or salary
- Provide employer-sponsored health insurance
- Held by sub-baccalaureate workers

Promising jobs

- Low-pay or no-benefits jobs
- Lead to a "good job" within 10 years
- Held by sub-baccalaureate workers



Yet Metro Atlanta still does not provide enough good or promising jobs



How can Metro Atlanta create more good jobs for sub-baccalaureate workers and improve career pathways to them?

Definitions and stock of “good jobs” and “promising jobs”

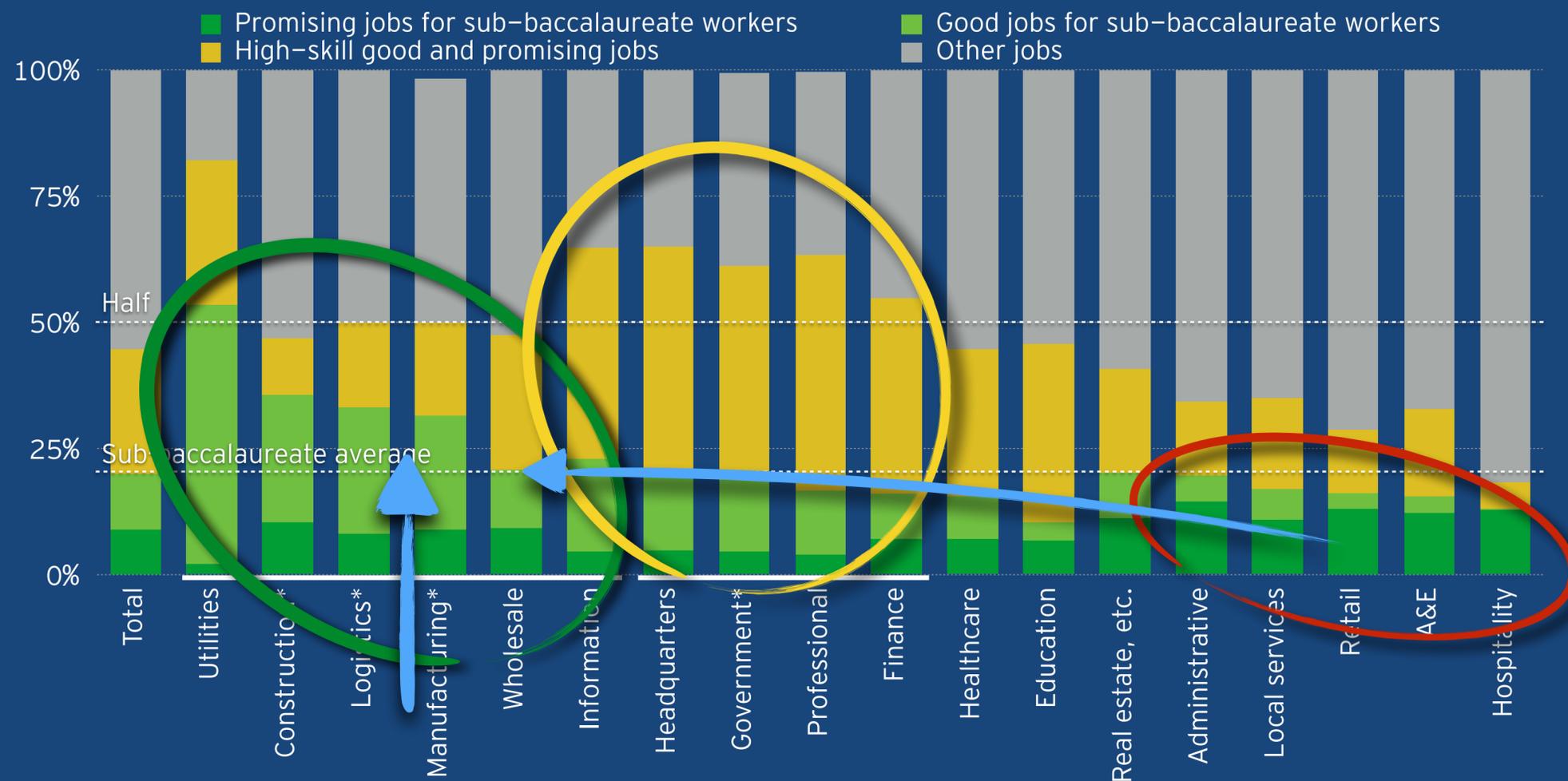
Findings on pathways and access to good jobs

Implications

Metro Atlanta's Opportunity Industries concentrate good and promising jobs

Findings

Concentration of good and promising jobs by industry sector
in 2017

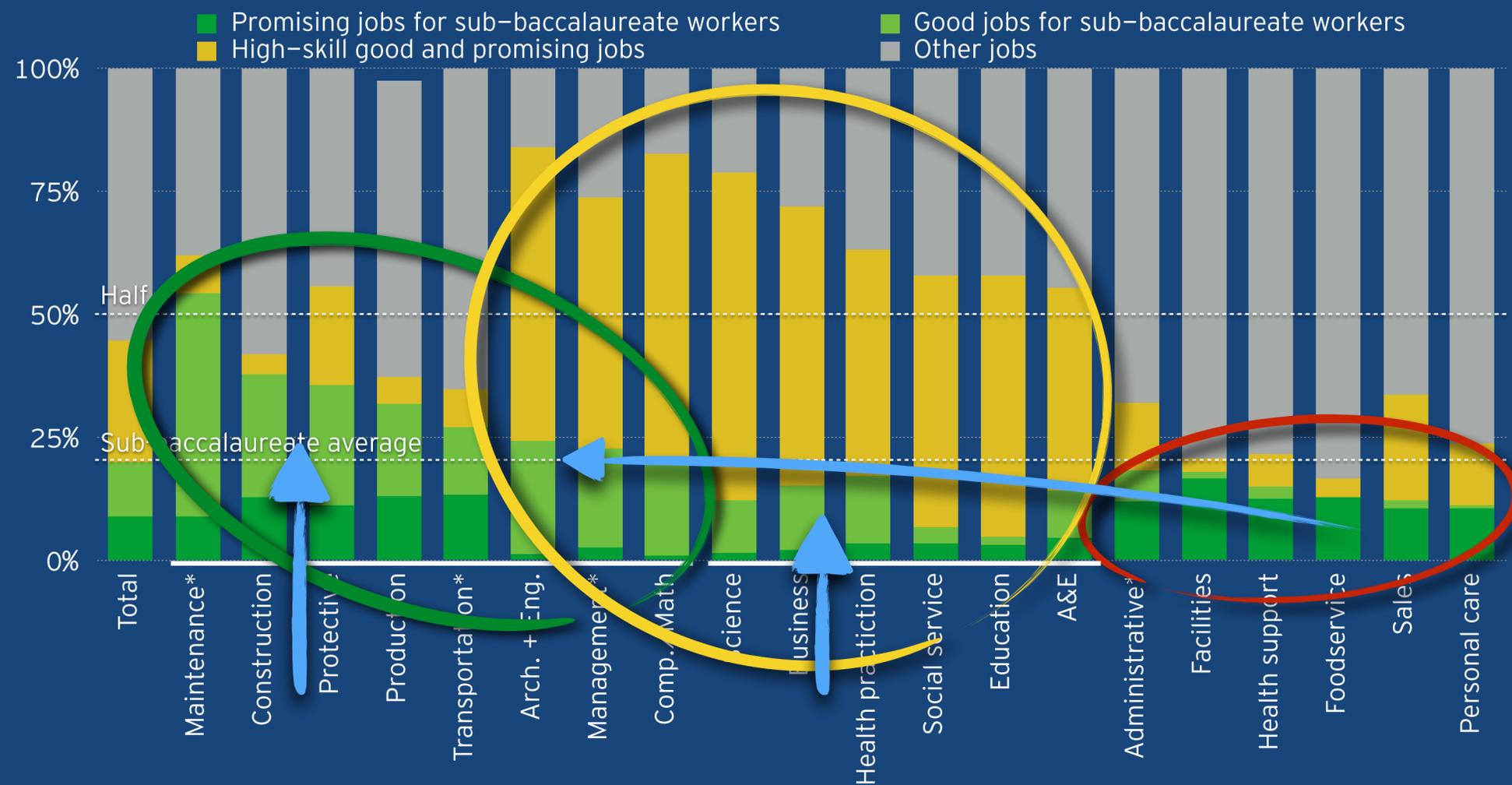


- **Good jobs matter most.** As much as 40 percent of sub-baccalaureate pathways to good jobs span different industries, making the good jobs crucial for advancement.
- **Good jobs are highly concentrated.** Four sectors account for 52 percent of good jobs for sub-baccalaureate workers (*), offering opportunities for advancement.
- **High-skill good and promising jobs are also concentrated** but in different industries that tend to drive the regional growth and prosperity.
- **Some sectors concentrate entry-level jobs but not much opportunity.** Retail, hospitality, and administrative services provide 44 percent of promising jobs but offer just a 1/5 chance of getting a good job.

Metro Atlanta's good and promising jobs are concentrated in select occupations

Findings

Concentration of good and promising jobs by occupation group
in 2017

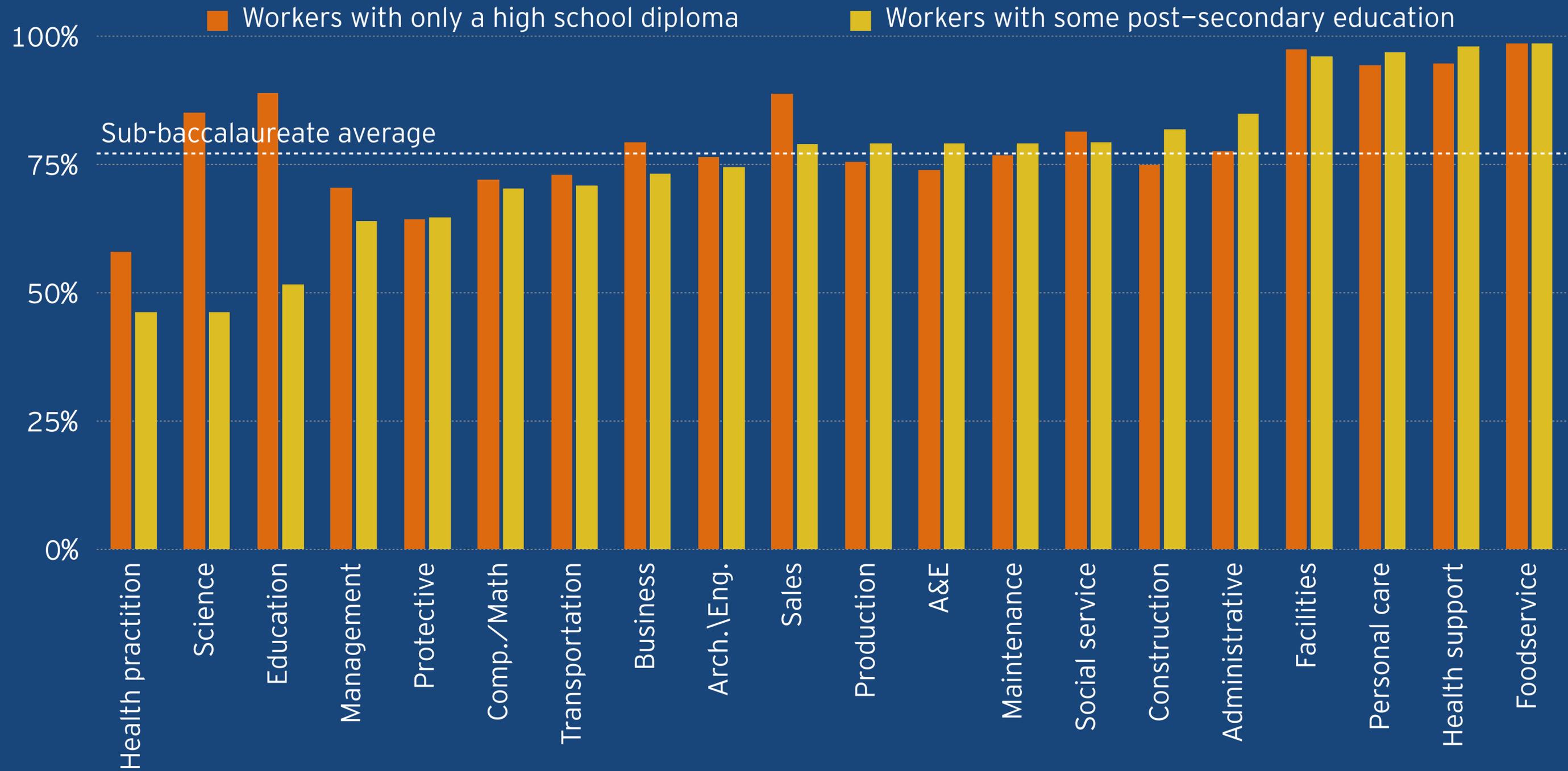


- **Good jobs are highly concentrated in blue-collar occupations.** Four occupation groups (*) account for 47 percent of good jobs and 40 percent of promising jobs.
- **Many good jobs for sub-baccalaureate workers are similar to good high-skill jobs.** Management, Business, and STEM occupations provide 30 percent of good jobs for sub-baccalaureate workers.
- **About 77 percent of promising pathways for sub-baccalaureate workers entail a career switch.** Promising entry points and good jobs are in different industries and occupations.

Most sub-baccalaureate workers will switch careers to get a good job

Share of promising pathways that involve a career switch*

by major occupation group

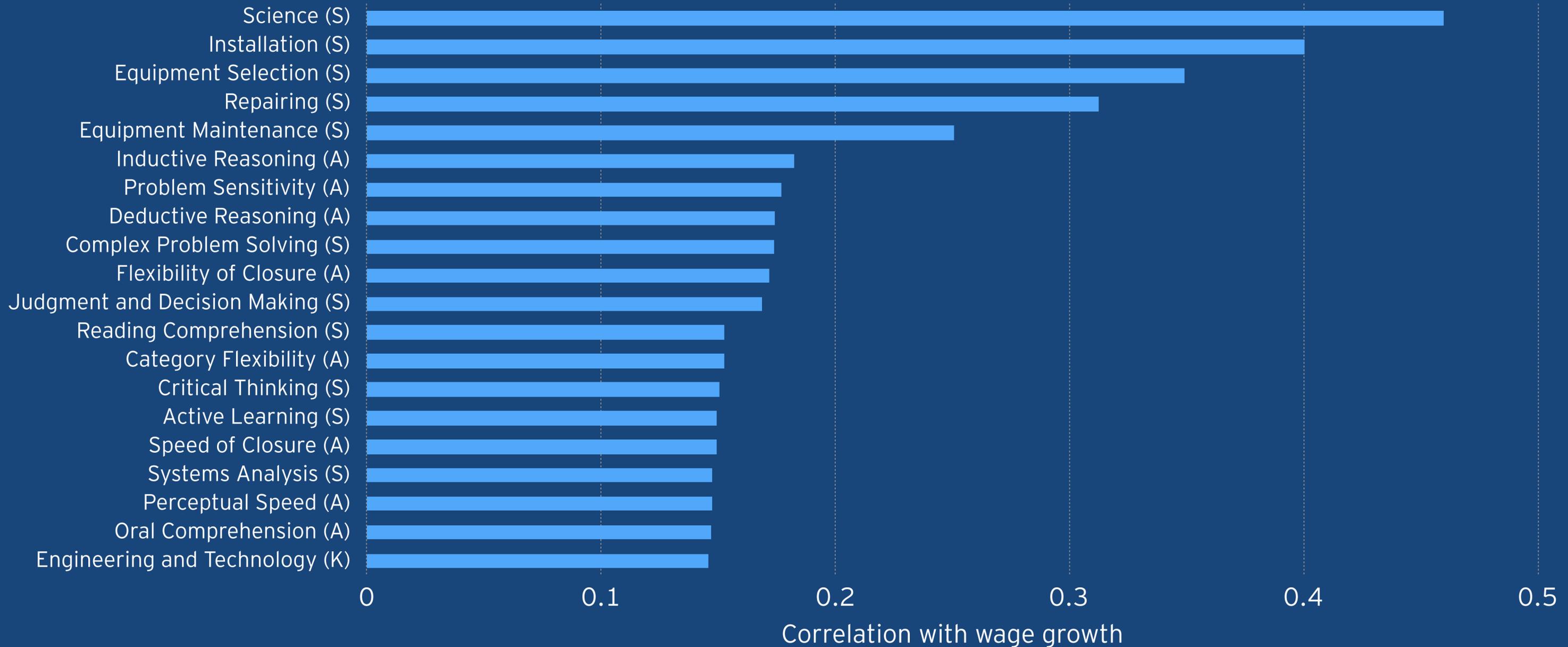


Sub-baccalaureate workers upward mobility depends on learning

Correlation of wage growth to changes in the content of work in Metro Atlanta

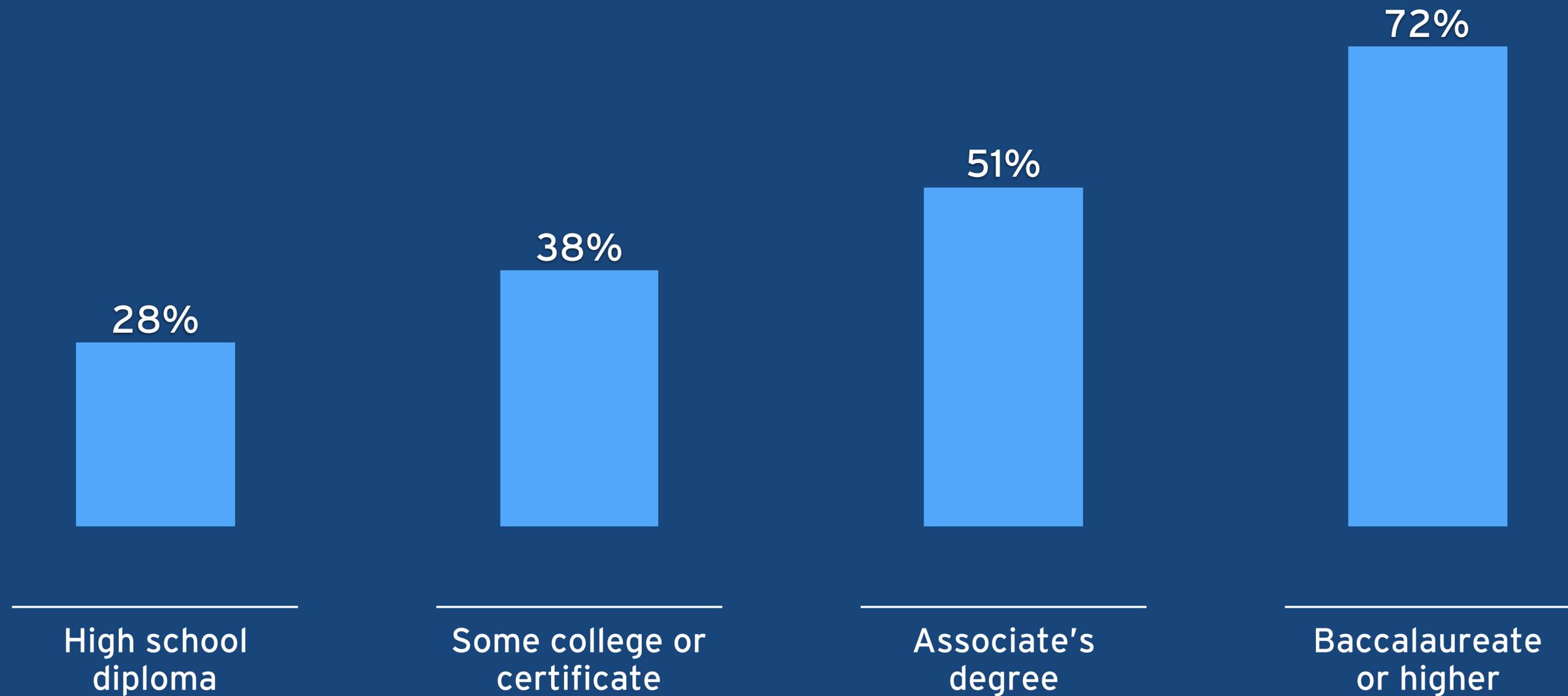
in promising career pathways for sub-baccalaureate workers

Knowledge (K), Skills (S), and Abilities (A)



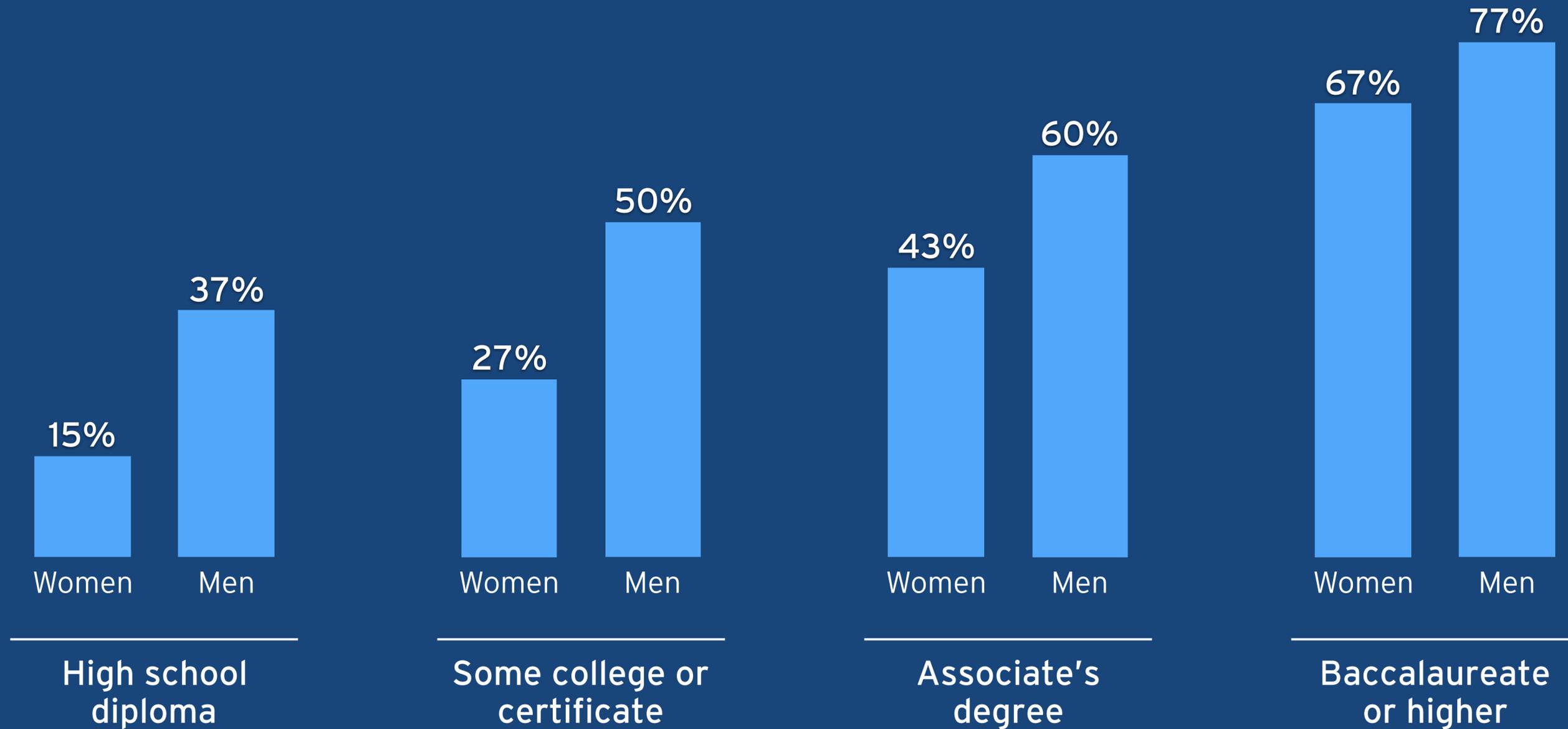
Education greatly improves peoples' chances of obtaining a good job

Share of Metro Atlanta workers who hold a good or promising job
by education



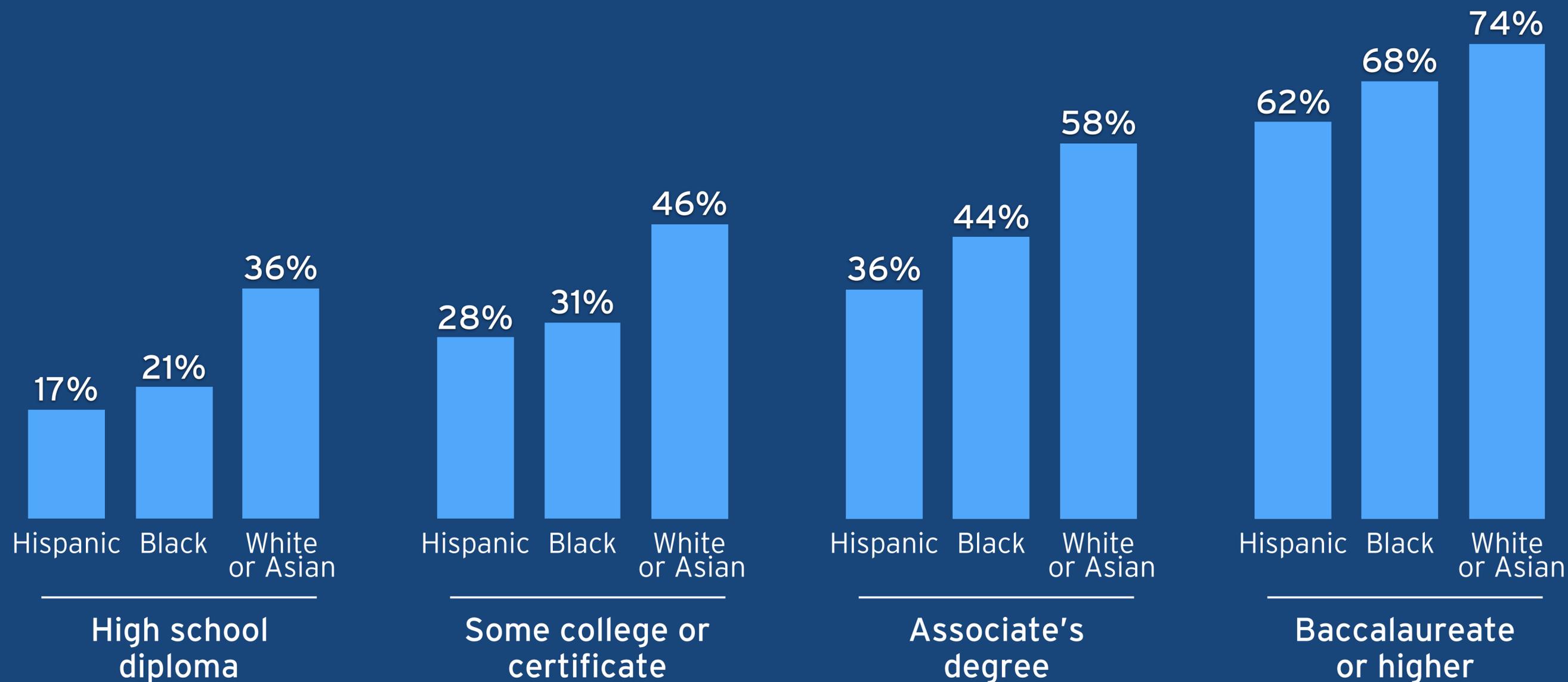
But workers have different chances of getting a good job based on their gender

Share of Metro Atlanta workers who hold a good or promising job
by education and gender



And workers have different chances of getting a good job based on their race

Share of Metro Atlanta workers who hold a good or promising job
by education and race or ethnicity



How can Metro Atlanta create more good jobs for sub-baccalaureate workers and improve career pathways to them?

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GROW good jobs that are crucial to the economic mobility of sub-baccalaureate workers by prioritizing Opportunity Industries

IMPROVE the quality of jobs in all industries, especially those that provide few good jobs or pathways to them

PREPARE people for good jobs in Opportunity Industries by arming them the skills and abilities needed to thrive in today's labor market

CONNECT people to opportunities to obtain education, training, and good by raising awareness and addressing barriers

Acknowledgments

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The Brookings Metro Program will publicly release the above-mentioned research reports, authored by Ms. Ross and Mr. Shearer, early this fall. Please do not cite the findings included in this presentation until that time.

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