

Where It All Starts: Youth Employment and Durham's Talent Pipeline

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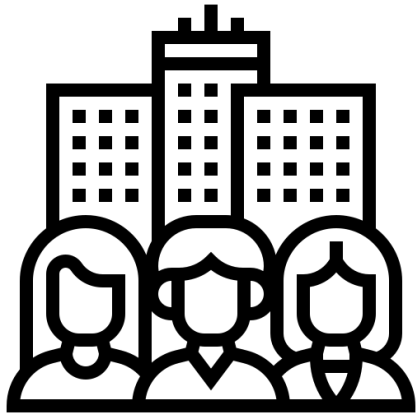




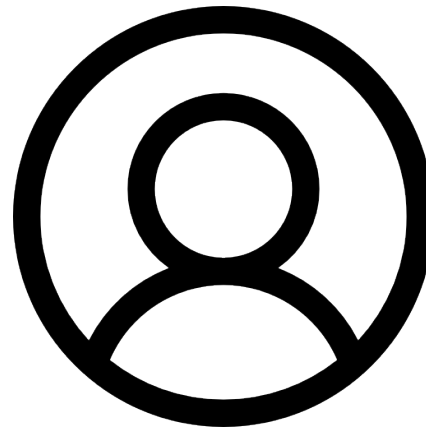




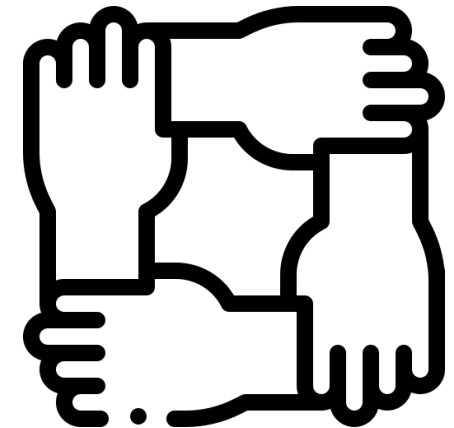
Hiring young people can be beneficial to.....



Employers



Individuals



Communities

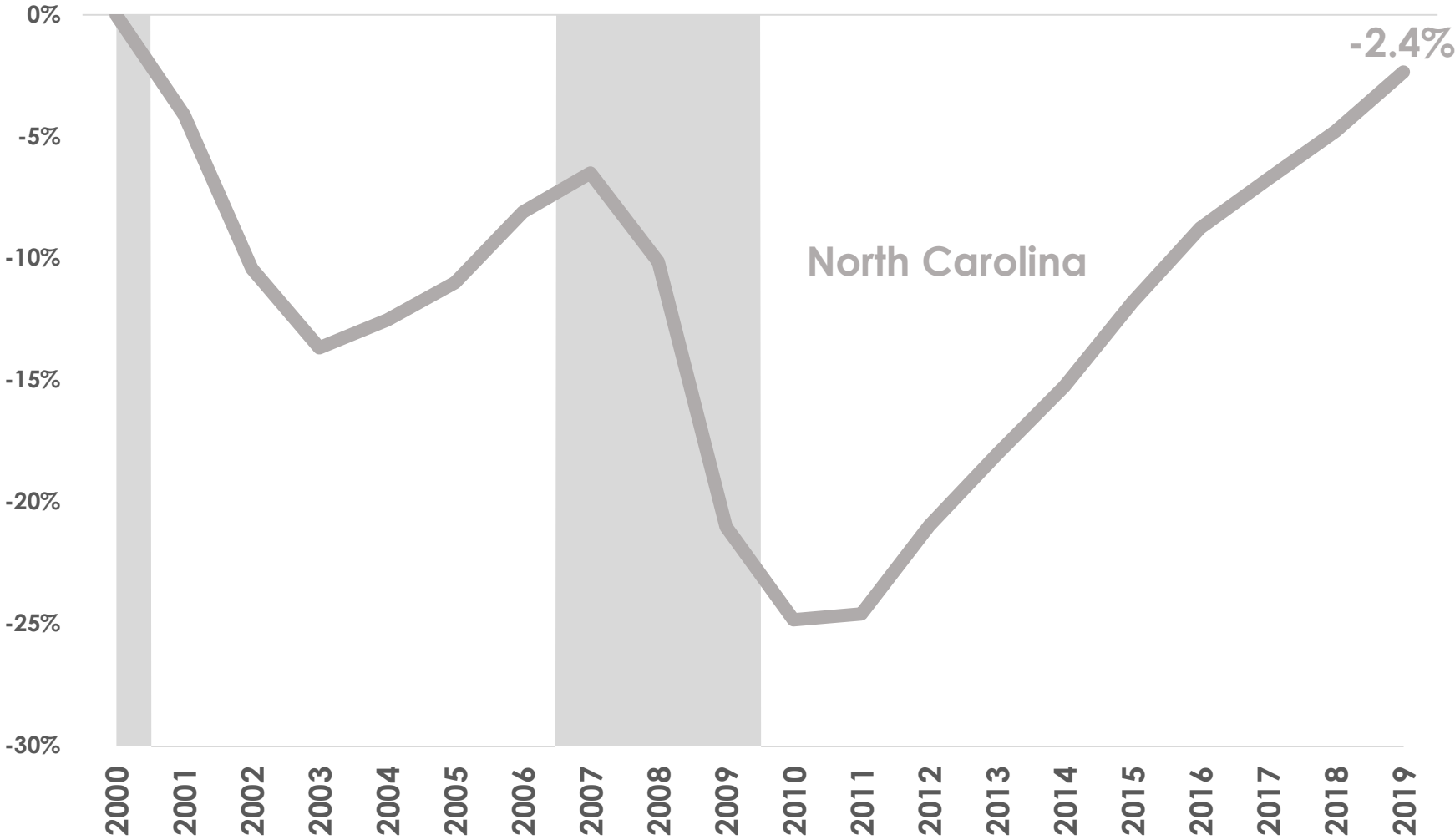


**But first, what does data
tell us about youth
employment?**



Youth employment hadn't recovered from the 2001 recession in 2019

Percentage change from 2000's annual average employment among 14-24-year-old people

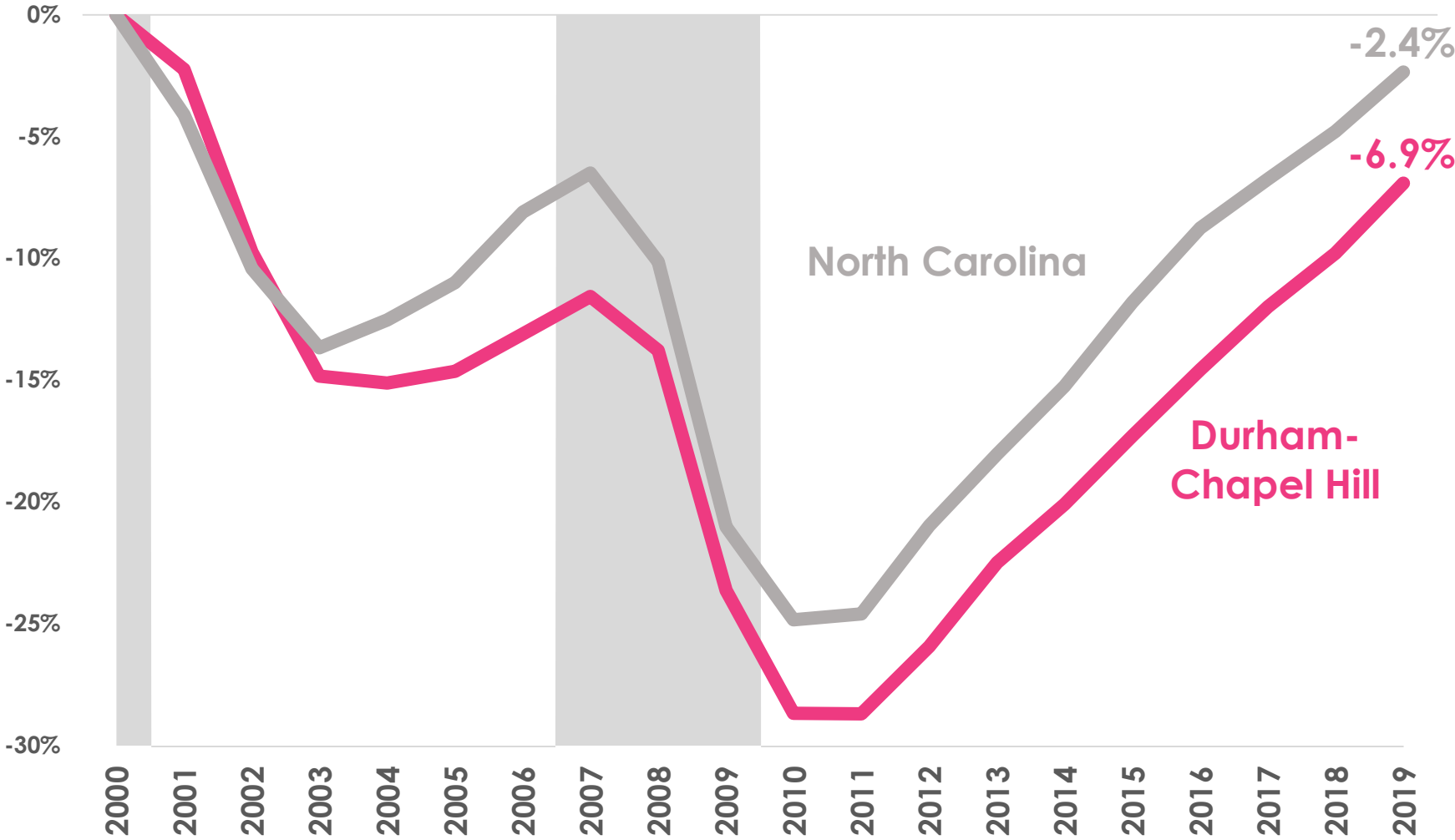


SOURCE: QWI Explorer, US Census Bureau, 2000-2019



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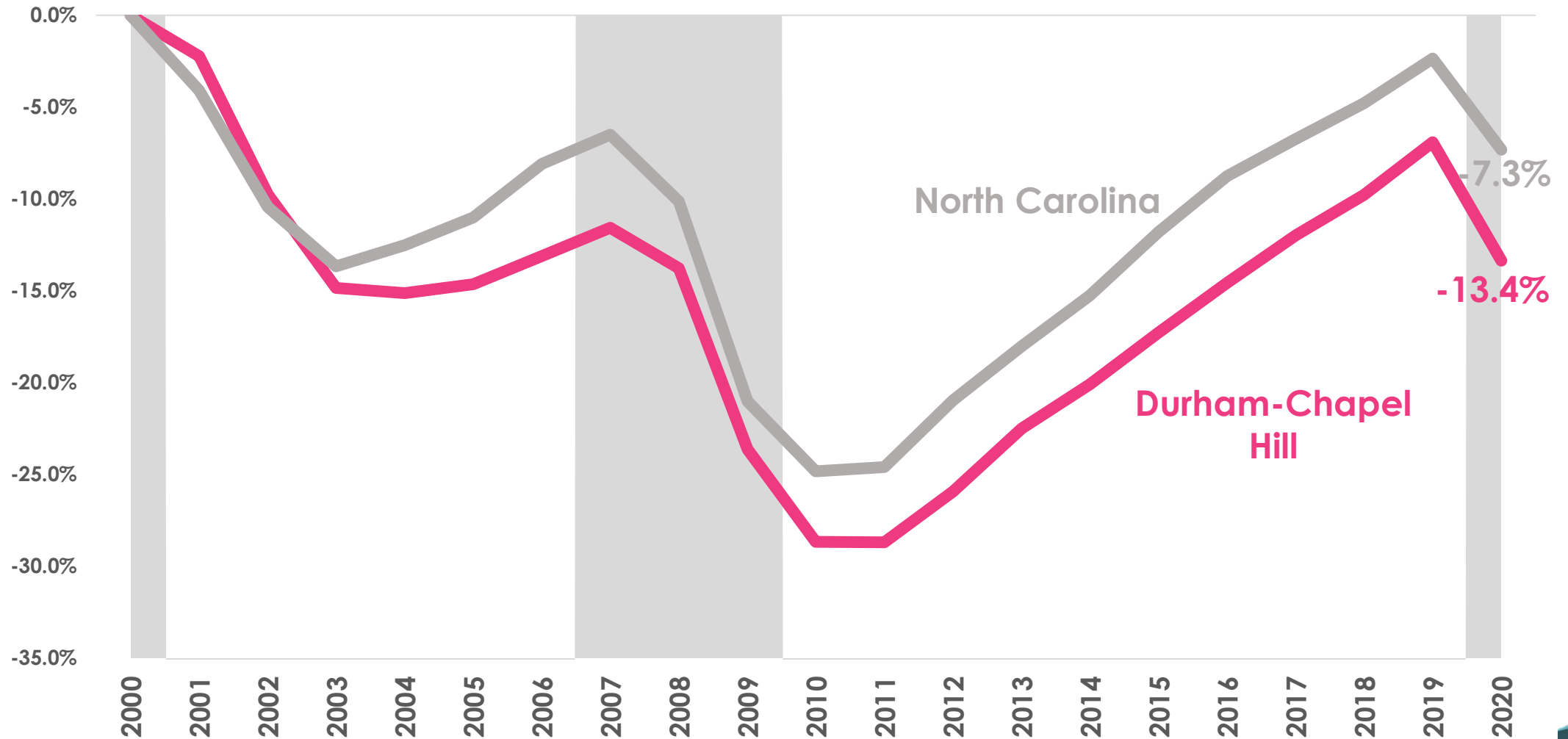


SOURCE: QWI Explorer, US Census Bureau, 2000-2019



COVID-19 set youth employment back five years

Percentage change from 2000's annual average employment among 14-24-year-old people



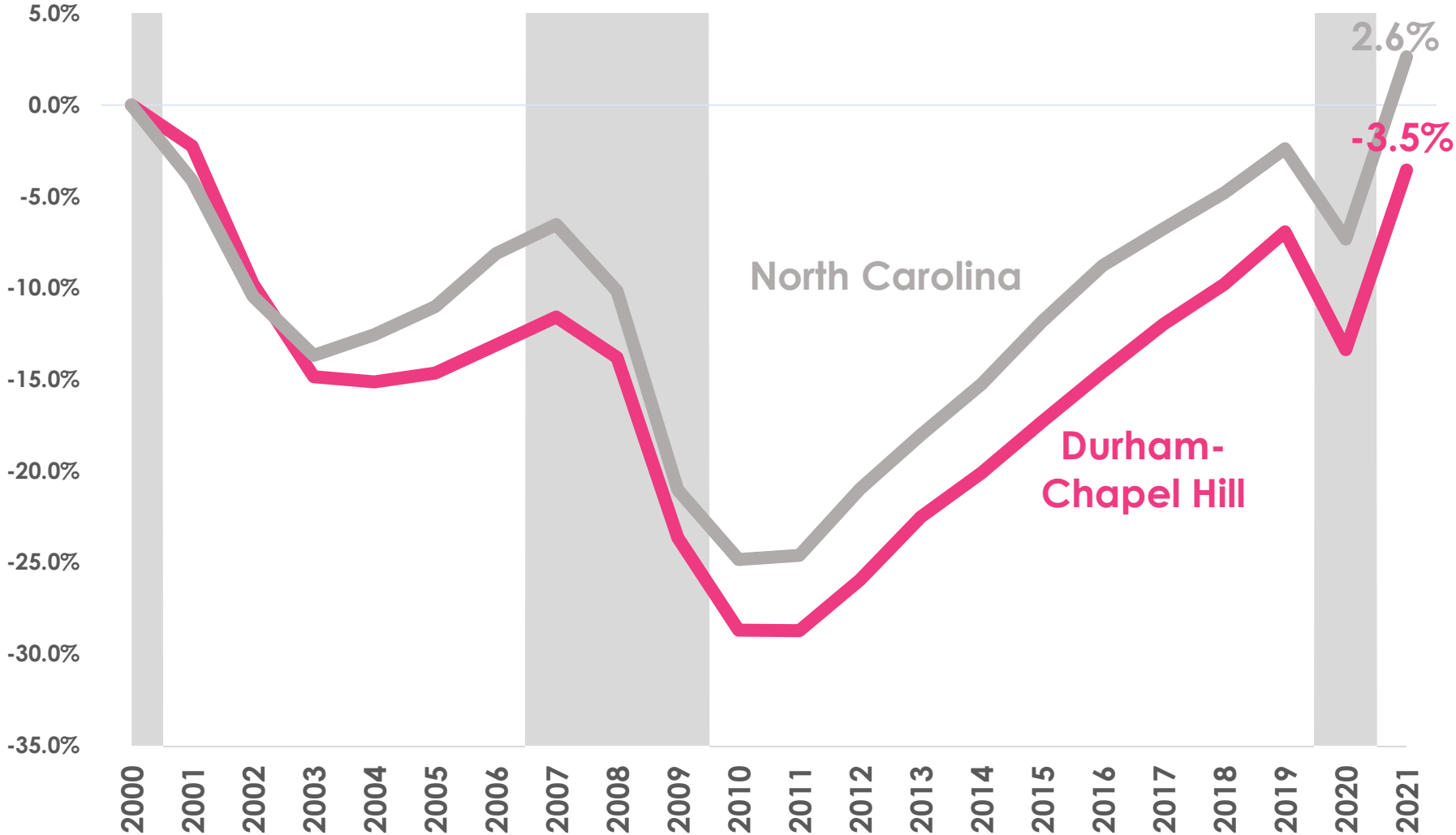
SOURCE: QWI Explorer, US Census Bureau, 2000-2020



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Youth employment bounced back in '21 but still below 2000s levels

Percentage change from 2000's annual average employment among 14-24-year-old people

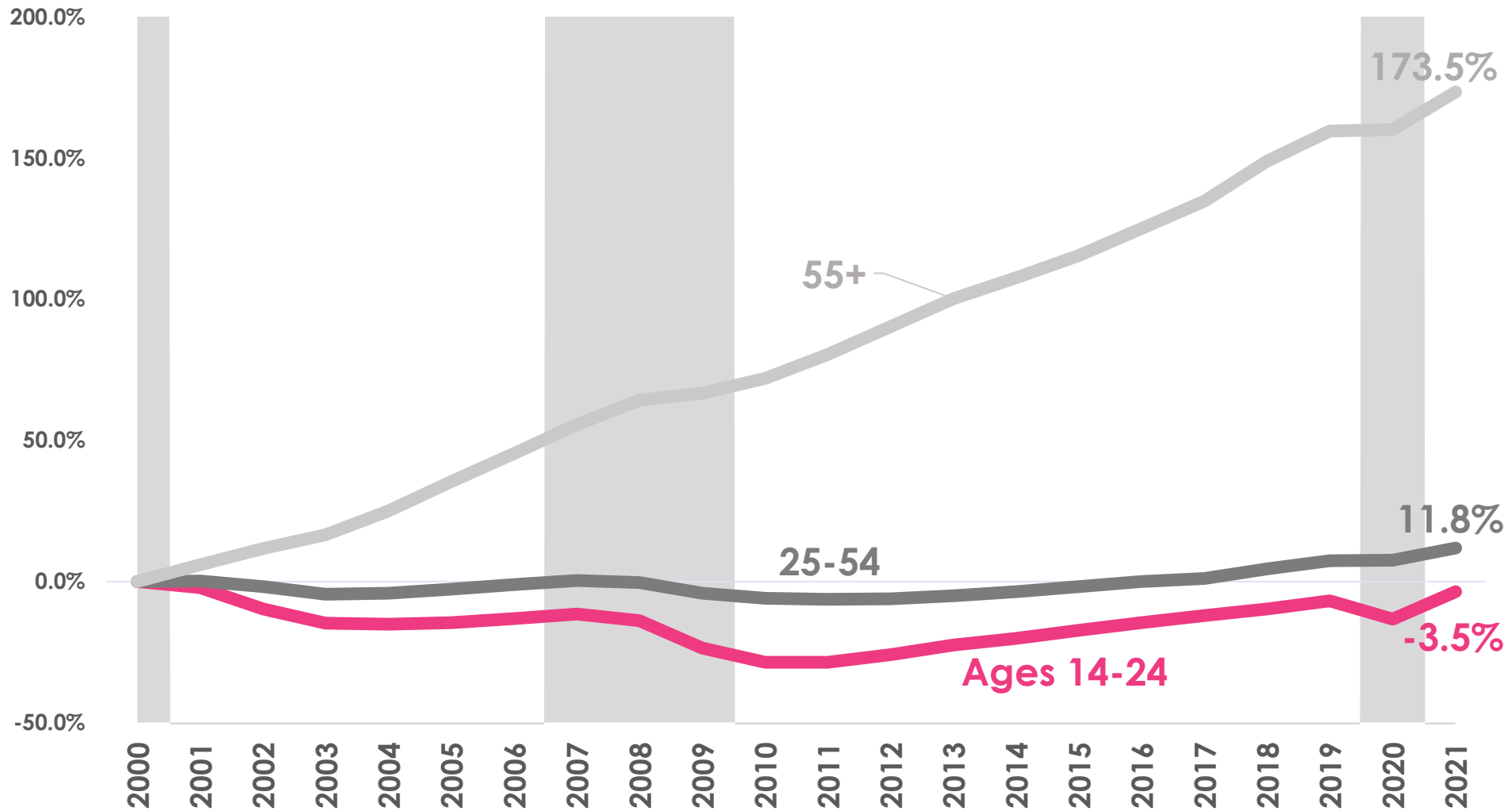


SOURCE: QWI Explorer, US Census Bureau, 2000-2021



But young employment growth still far behind older cohorts

Percentage change from 2000's annual average employment in Durham-Chapel Hill MSA



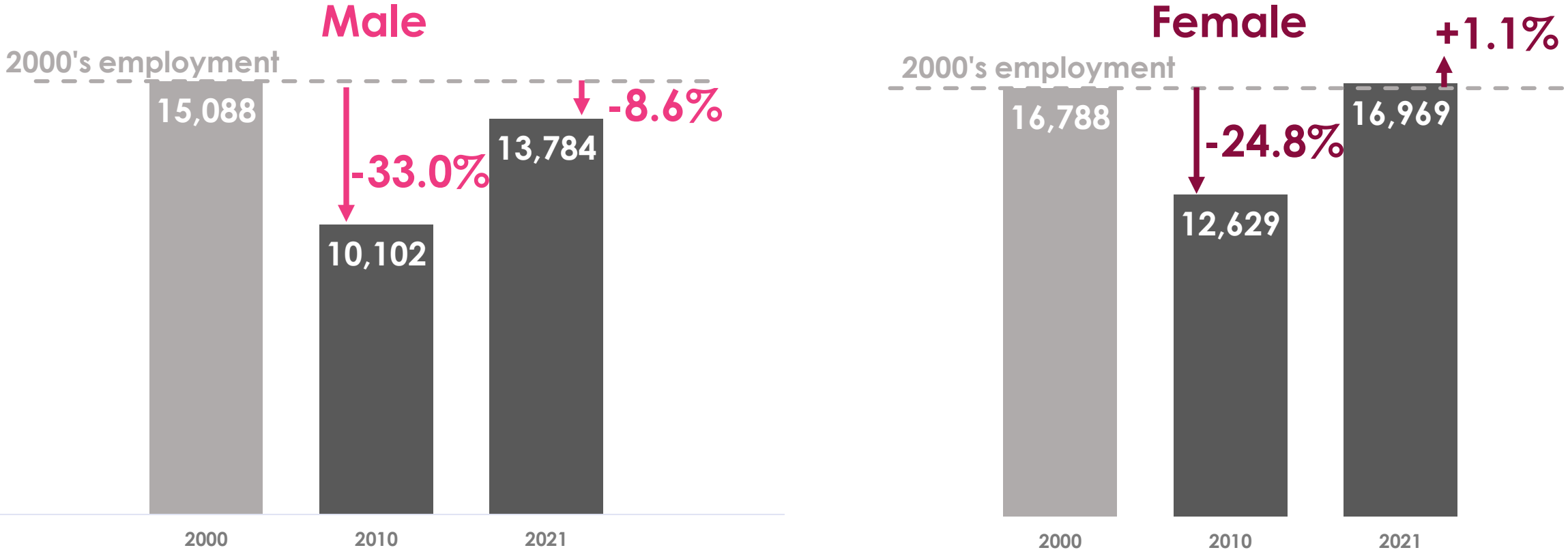
SOURCE: QWI Explorer, US Census Bureau, 2000-2021



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Lagging male youth employment drives slow overall growth

Durham-Chapel Hill MSA's annual average employment in 2000, 2010, and 2021



SOURCE: QWI Explorer, US Census Bureau, 2000-2021

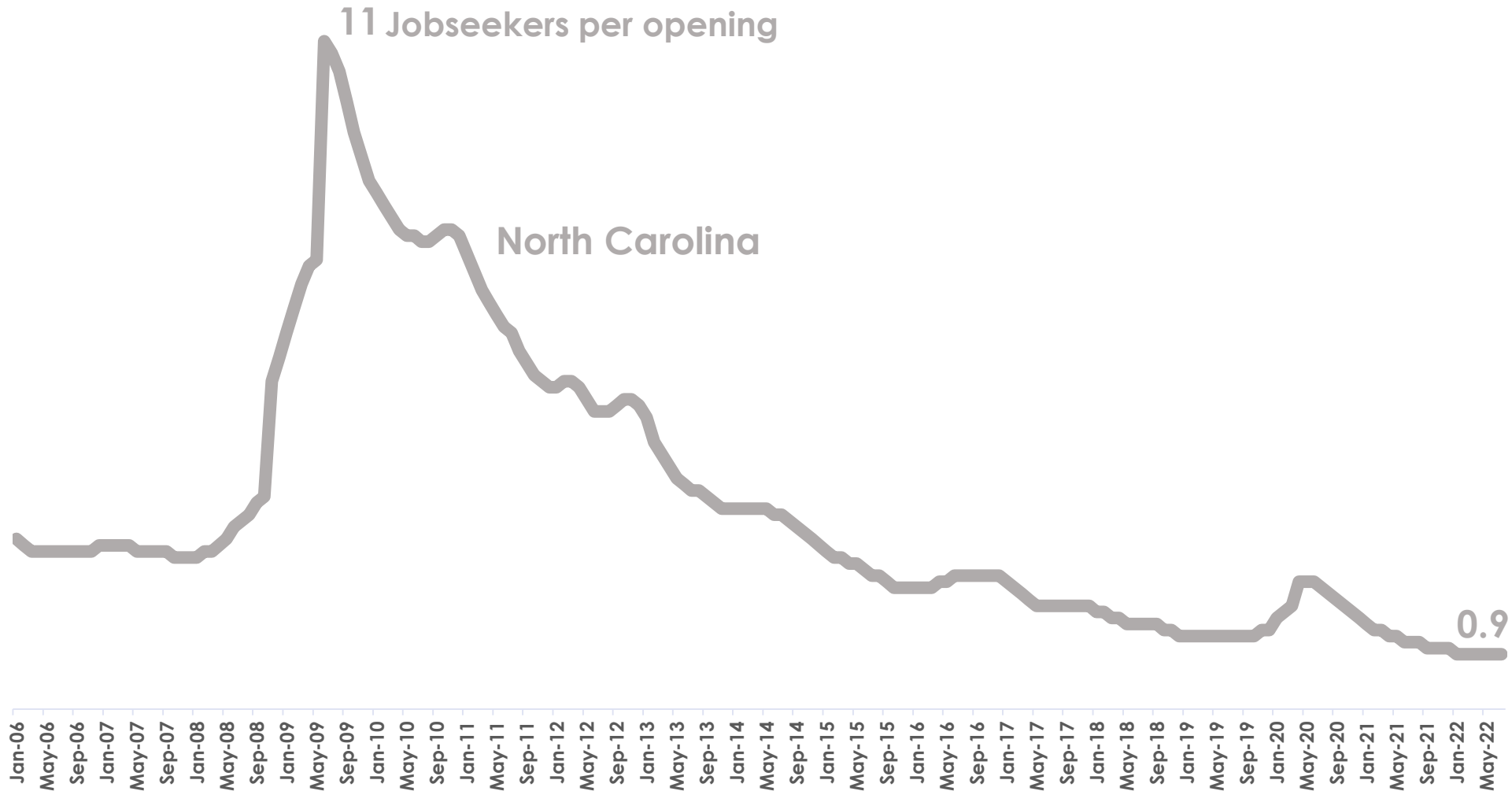


So, what?



1. We have a labor shortage

Young workers can help ease these conditions



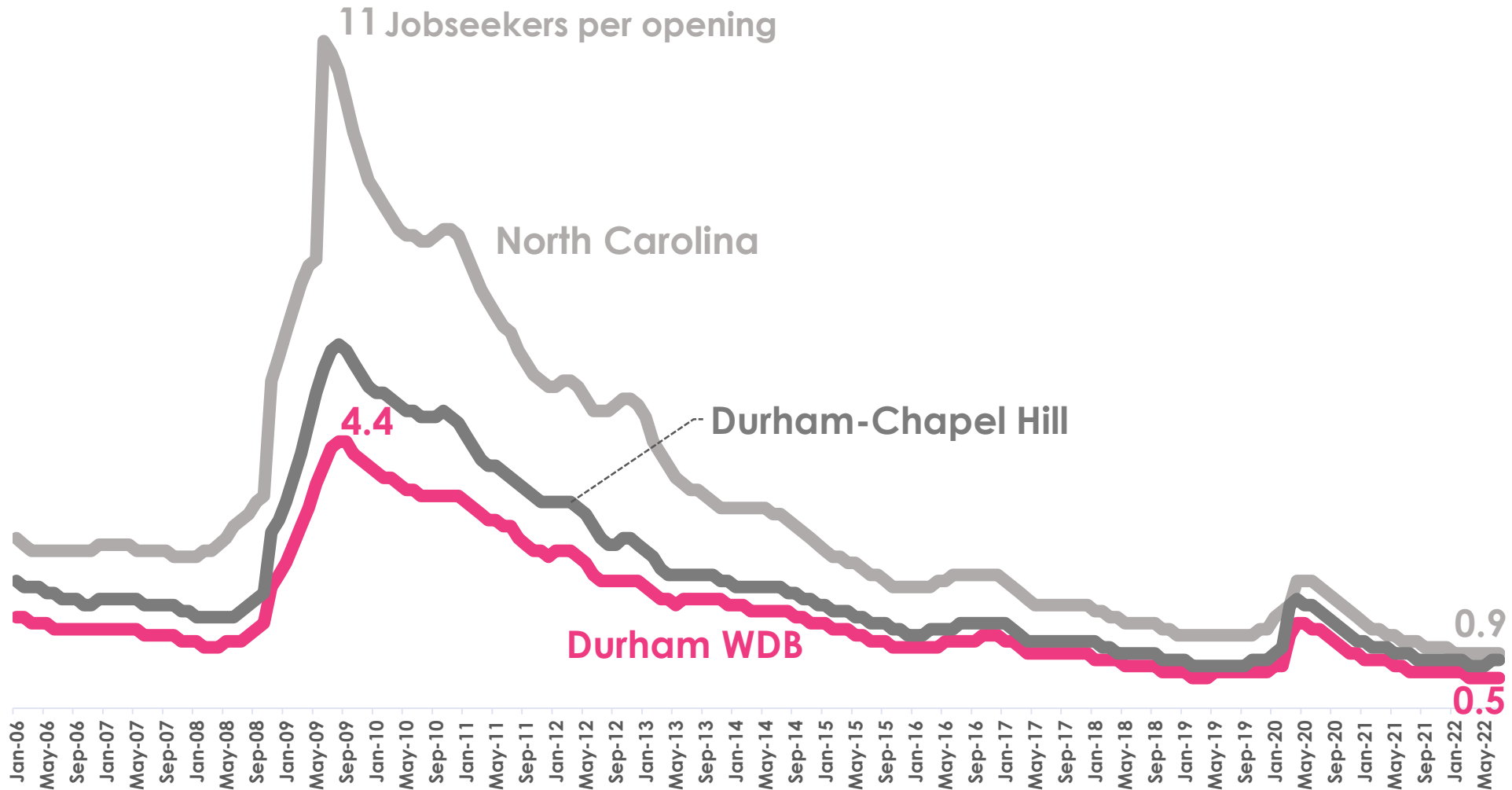
SOURCE: LEAD analysis of BLS JOLTS data



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1. We have a labor shortage

Young workers can help ease these conditions



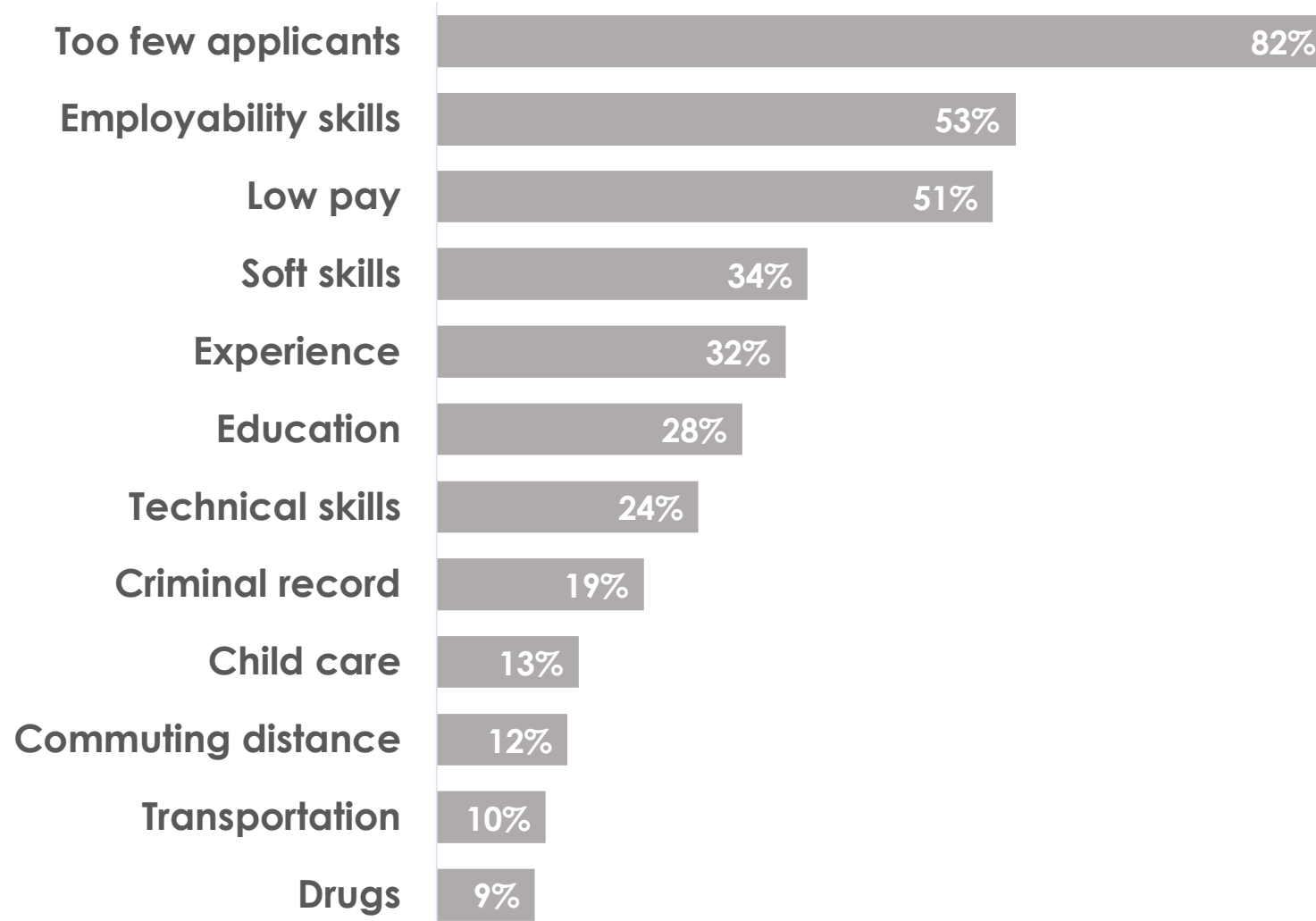
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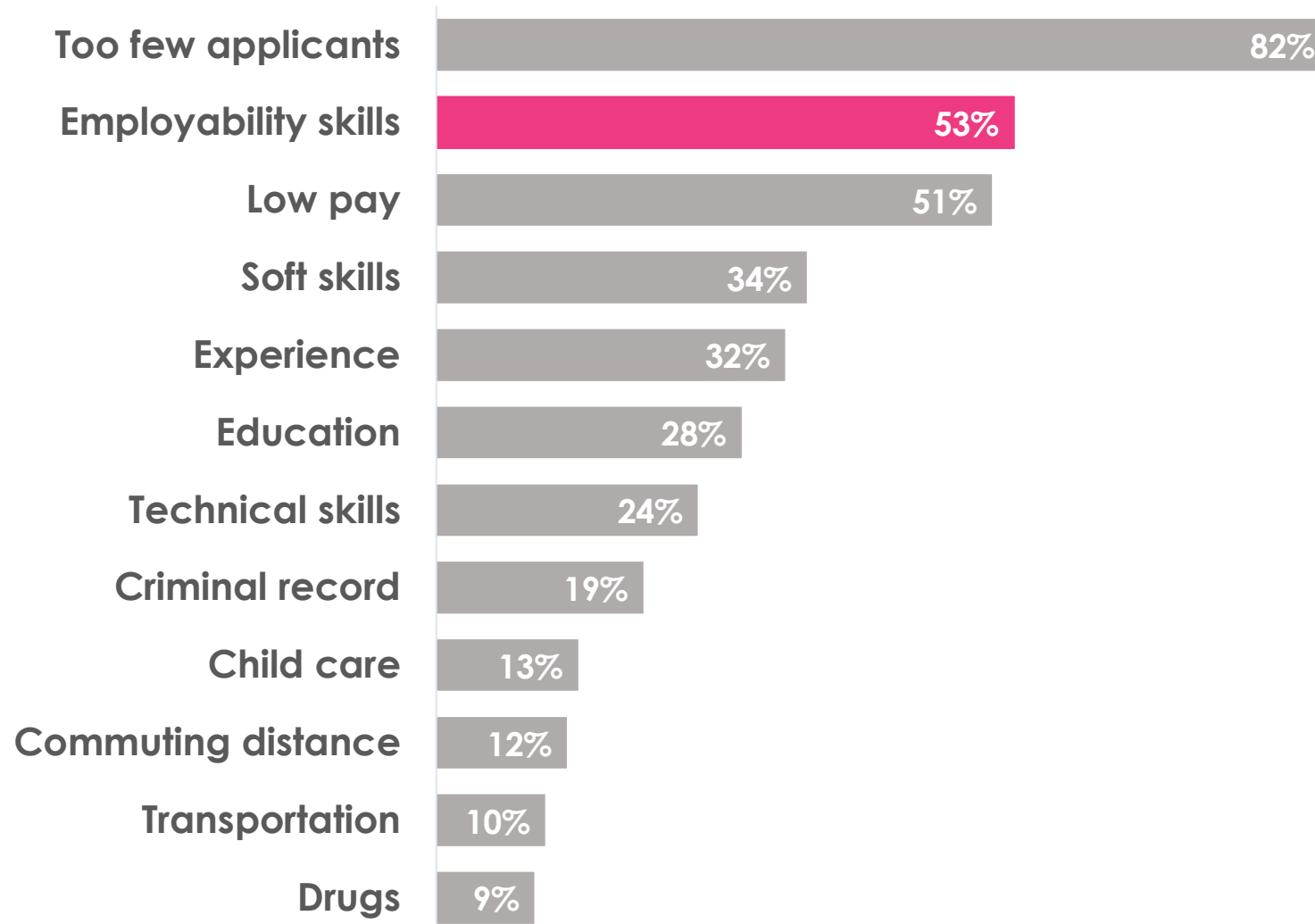
2. Need to meet employers' hiring needs

Share of employers surveyed listing reason left of bars for hiring difficulties



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Share of employers surveyed listing reason left of bars for hiring difficulties



Work ethic



Reliability



Punctuality



Professionalism

3. Youth employment positively impacts kids

Research findings on youth employments' individual impacts



3. Youth employment positively impacts kids

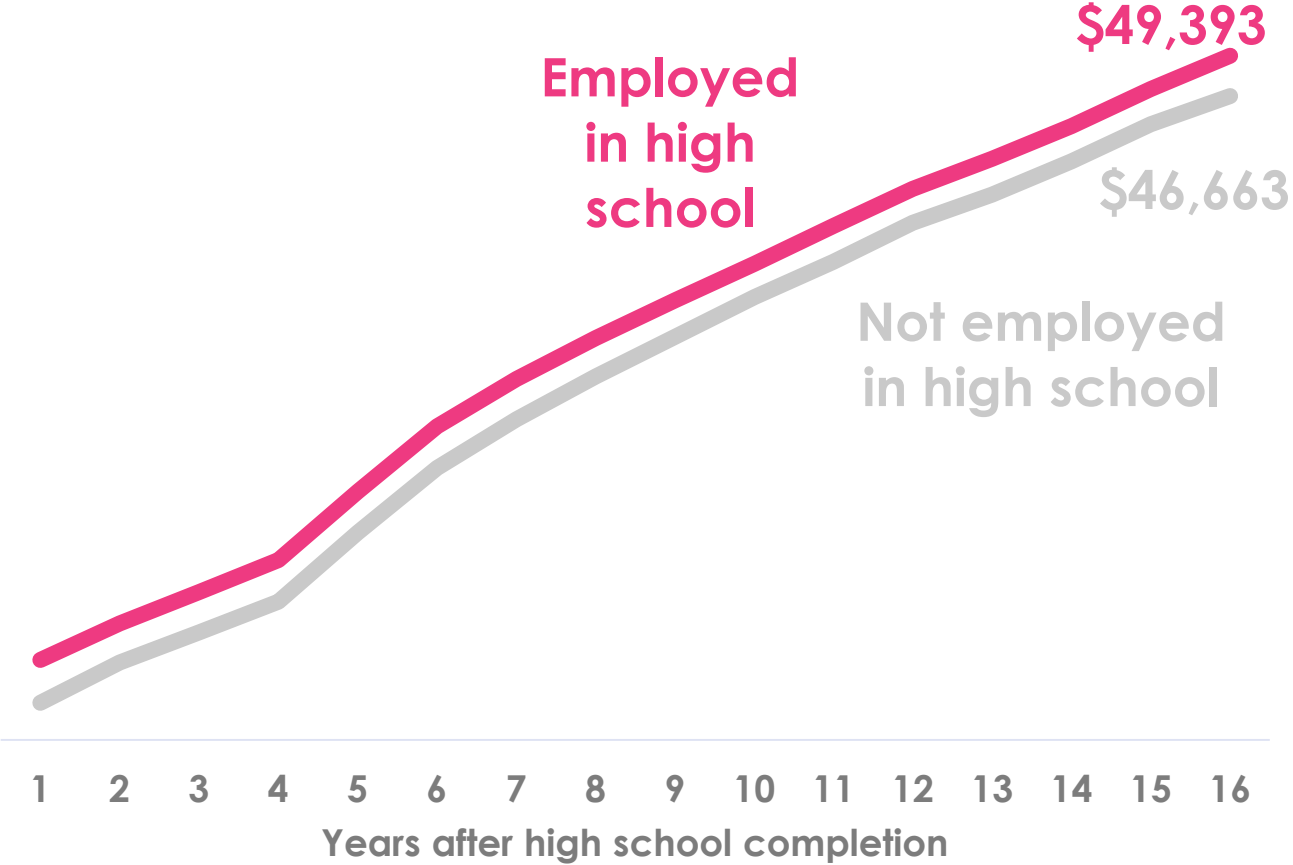
Research findings on youth employments' individual impacts

- High school workers earn more in the long run



North Carolinians who start working in high school have higher average annual wages after completion

Average annual wages among people who **worked in high school** and completed between 2000 and 2010 vs people with no high-school employment



\$41,900

Difference in average wages earned over the sixteen years after high school completion between people with and without youth employment

SOURCE: LEAD analysis of Common Follow-up System (CFS) data

3. Youth employment positively impacts kids

Research findings on youth employments' individual impacts

- High school workers earn more in the long run
- Research shows youth employment can improve:
 - College aspirations
 - School attendance, especially for most at-risk
 - Academic performance

4. Youth employment improves communities

Research findings on youth employments' labor force and crime impacts



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Research findings on youth employments' labor force and crime impacts

- Builds connections to and invests in future labor force



4. Youth employment improves communities

Research findings on youth employments' labor force and crime impacts

- Builds connections to and invests in future labor force
- Youth employment can make communities safer by:
 - Reducing criminal justice involvement among youth
 - Lowering violent crime rates (evidence from Chicago)
 - How? Improved emotional regulation, peer effects, less crime for economic survival

How can you help?

- Summer Youth Employment programs (Durham YouthWorks)
- “Earn and learn” programs
- Part-time work during the school year
- Pre-apprenticeship programs
- Registered apprenticeship programs



Thank you!

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