



# Facing the Youth Employment Challenge

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Graduating Great Kids Summit  
Break-Out Session: Expand Learning to Work Opportunities  
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# Youth Employment Rates Dropping

- 1/3 of Maryland teens are employed (10% drop from 2000)
- Maryland ranked 38<sup>th</sup> in teen employment
- Recession has heavier impact on young workers with limited skills and experience

# Recession Pushing Youth Out of Labor Force

## Change in labor force participation rate, by age



Source: Bureau of Labor Statistics.

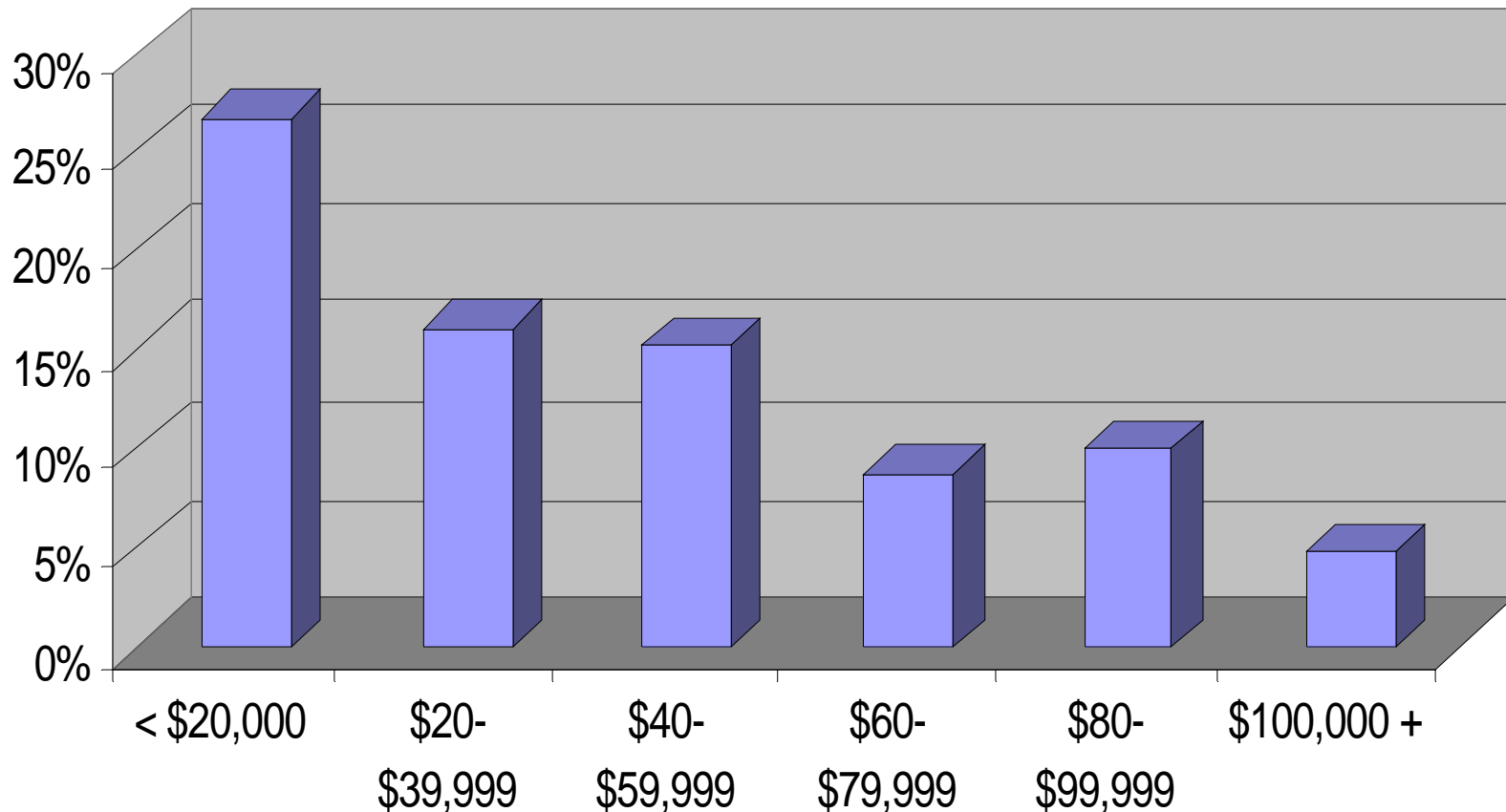
Chart Source: Economic Policy Institute

# High Rates of Youth Disconnection

- 1 in 10 Maryland youth (16-24) are out-of-school and out-of-work
- Total: 74,000 youth needing on-ramps to education and employment
- Higher rates of disconnection amongst:
  - Older youth
  - Low-income youth
  - Black & Hispanic youth
  - Youth with limited educational backgrounds

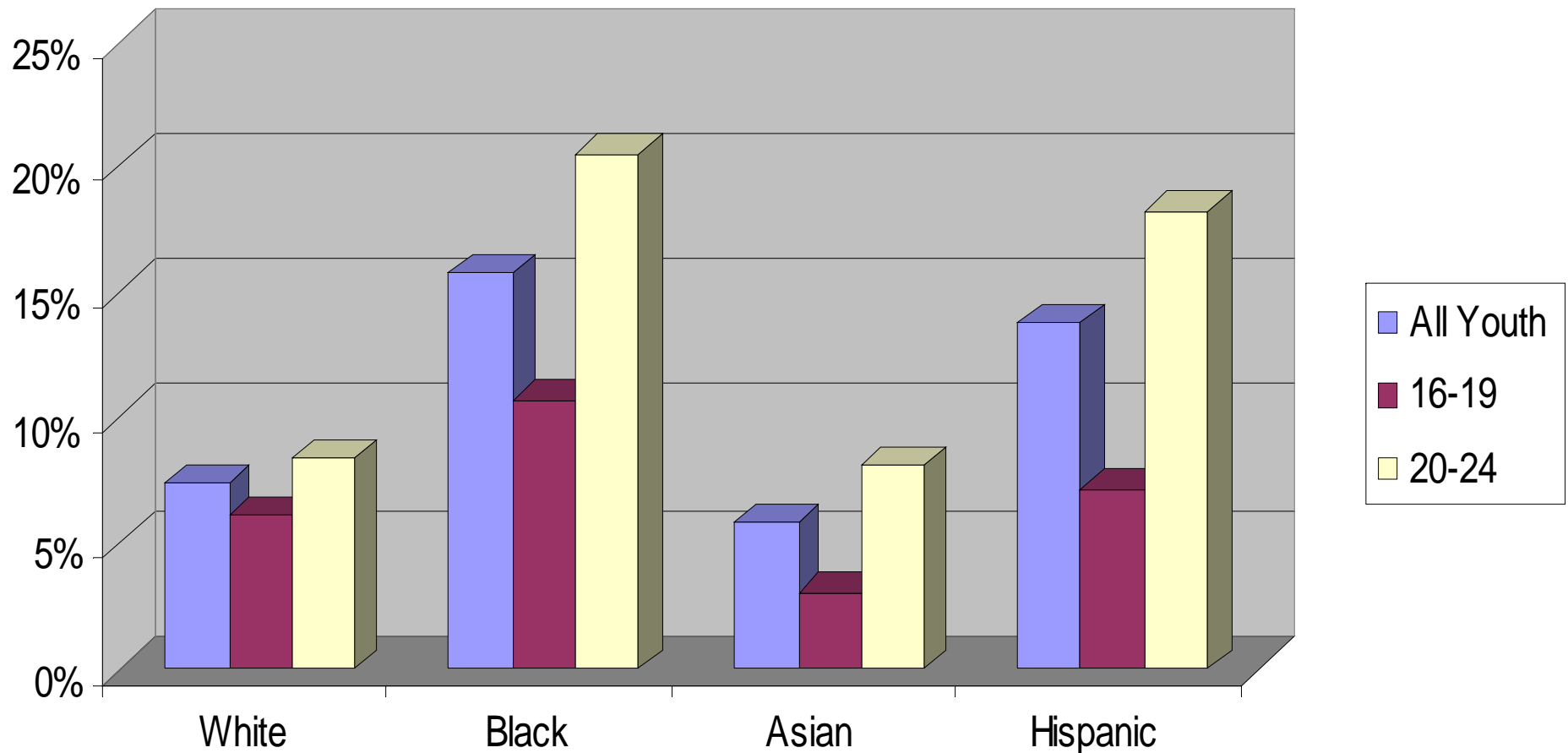
# High Rates Amongst Low-Income Youth

Rates of Disconnection For Maryland Youth 16-24 By Household Income



# High Rates Amongst Black & Hispanic Youth

Rates of Disconnection in Maryland, by Age & Race/Ethnicity

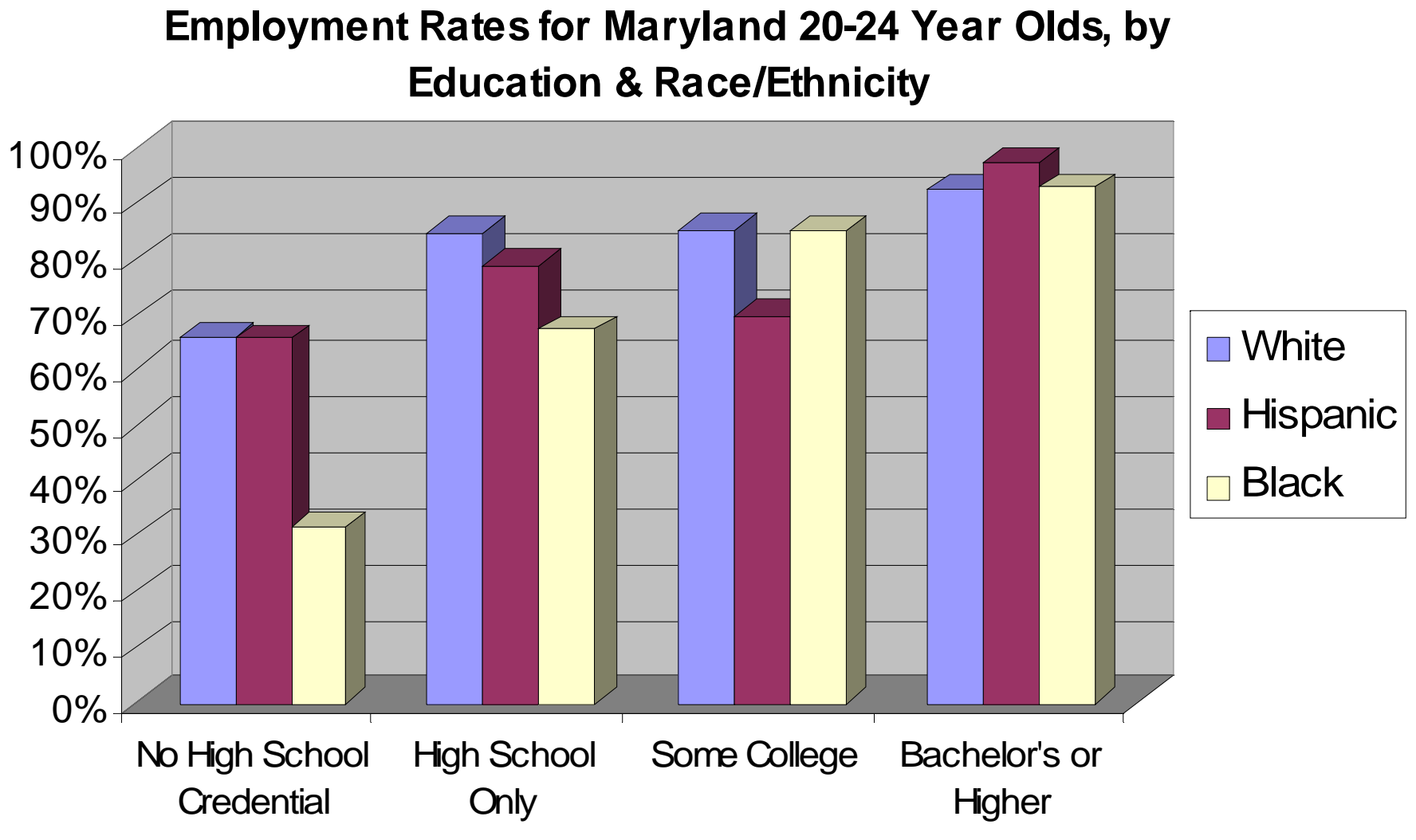


# Link Between Education & Employment

Employment Rates for Out-of-School Maryland  
Youth, by Age and Education, 2006

	Age 16-19	Age 20-24
High School Dropouts	35.2%	56.5%
High School Graduates	66.5%	75.9%

# Education Effects Magnified for African-American Youth



# Barriers to a Smooth Transition

- Multiple causes of disconnection:
  - Negative attitudes/low expectations
  - Lack of caring adult influences
  - Lack of safe, stable housing
  - Health issues, including substance abuse
  - Criminal justice challenges
  - Limited pathways into education & legitimate employment

# Do Teens Want to Work?

- High rates of unemployment and underemployment

		<b>Baltimore City</b>	Statewide
Unemployment Rate	Age 16-19	<b>30.7%</b>	20.3%
	Age 20-24	<b>18.4%</b>	10.2%

*Source: American Community Survey 2008*

- Scale of Underutilization:
  - 22,000 City youth seeking, but unable to find work
  - 38,000 City youth not in labor force

# How Will Work Help Youth Succeed?

- Building basic workplace skills
- Career exploration
- Earning an income
- Replacing idle time with constructive time
- Slowing summer learning loss
- Applying abstract ideas in real-world settings
- Building a resume with previous experience and references

# Path Dependency

- ◆ Employment today is strongly linked to participation in previous employment

## Employment Rates for Maryland Teens, 16-19

		<u>In-School</u>	<u>Out-of-School</u>
Employ- ment in Previous Year	Did Not Work	3.5%	24.9%
	Worked 1-12 Weeks	31.0%	45.2%
	Worked 13-26 Weeks	49.0%	44.4%
	Work 27+ Weeks	77.4%	86.5%

# Going Forward: Strengthening Educational Opportunities

- Opportunities to re-connect to education
  - Multiple pathways to a high school credential
  - Expanding access to External Diploma, GED, and Adult Basic Education
  - Pathways into post-secondary education
    - Expanding access for non-traditional students
    - Bridge programs, etc.

# Going Forward: Linking Education and Employment

- Meaningful work opportunities
  - Summer employment
  - Year-round experiences linking education and employment (work-based learning, internships, etc.)

# Going Forward: Strengthening State Systems

- Coordination of services & wrap-around supports
- Streamlined data collection
- Comprehensive services for youth transitioning out of juvenile justice or aging out of foster care



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