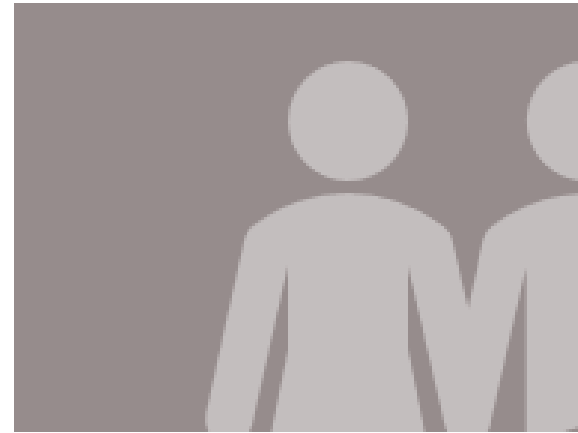


Why Employers Can't Fill  
Open Positions

and/or

Why People Can't Find  
or Keep a Job



**National Fund**  
for Workforce Solutions

# Economy is booming, right???



- There are about 7.5 million job openings now
- Unemployment rate is about 3.6% = about 5.9 million people
- Labor Force Participation Rate is about 62.8% - flat for about last 5 years
- So...why aren't all those unemployed folks working and those on the bench getting back into the workforce?

# Why people just can't get a job

There are barriers to overcome

- Skills Gap
- Career Awareness and Parental Influence
- Criminal Record and/or Substance Abuse
- Transportation to school and/or work
- Access to affordable, quality child care that meshes with job and/or school schedules

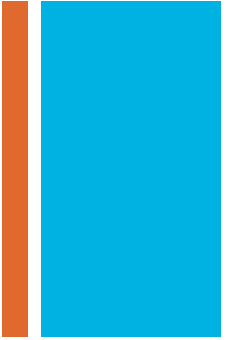


# Why people just can't get a job

There are barriers to overcome

## **TRAUMA**

- Intimate Partner Violence - up to 50% of job seekers have some experience with intimate partner intimidation or violence



# Why You Can't Fill Your Open Positions



They can't afford to go back to school  
...or to take that job.

# Understanding “Self Sufficiency”

2019 Federal Poverty Level Guidelines				
Family Size	100% Annual	200% Annual	200% Monthly	200% Hourly (2080 hrs/yr)
1	\$12,140	\$ 24,280	\$2,023	\$11.67
2	\$16,460	\$ 32,920	\$2,743	\$15.83
3	\$20,780	\$ 41,560	\$3,463	\$19.98
4	\$25,100	\$ 50,200	\$4,183	\$24.13

- 200% of FPL covers just the basics – food, rent, utilities. Nothing is left over for saving for college, or car repairs, or medical emergencies
- In Cincinnati:
  - 52% of all families with children under 18, married or not, have a single wage-earner
  - 72% of all jobs in the region pay less than \$50,000/year.

# Expense Breakdown - Hamilton County, Ohio

2 adults (1 working), 2 children

Expense	Annual Cost
Food	\$8,975
Child Care	\$0 *
Medical	\$5,723
Housing	\$9,672 **
Transportation	\$10,868
Other/School fees/misc.	\$6,563
Taxes	\$6,765
<b>Required Annual Income Before Taxes</b>	<b>\$48,567</b>

\* If child care is needed, it can cost over \$10,000/year for 2 children

\*\* Median rent costs have increased 46% since 2000 but wages have only increased 19% in same time frame

Source: MIT Living Wage Calculator

# National Low Income Housing Coalition Report



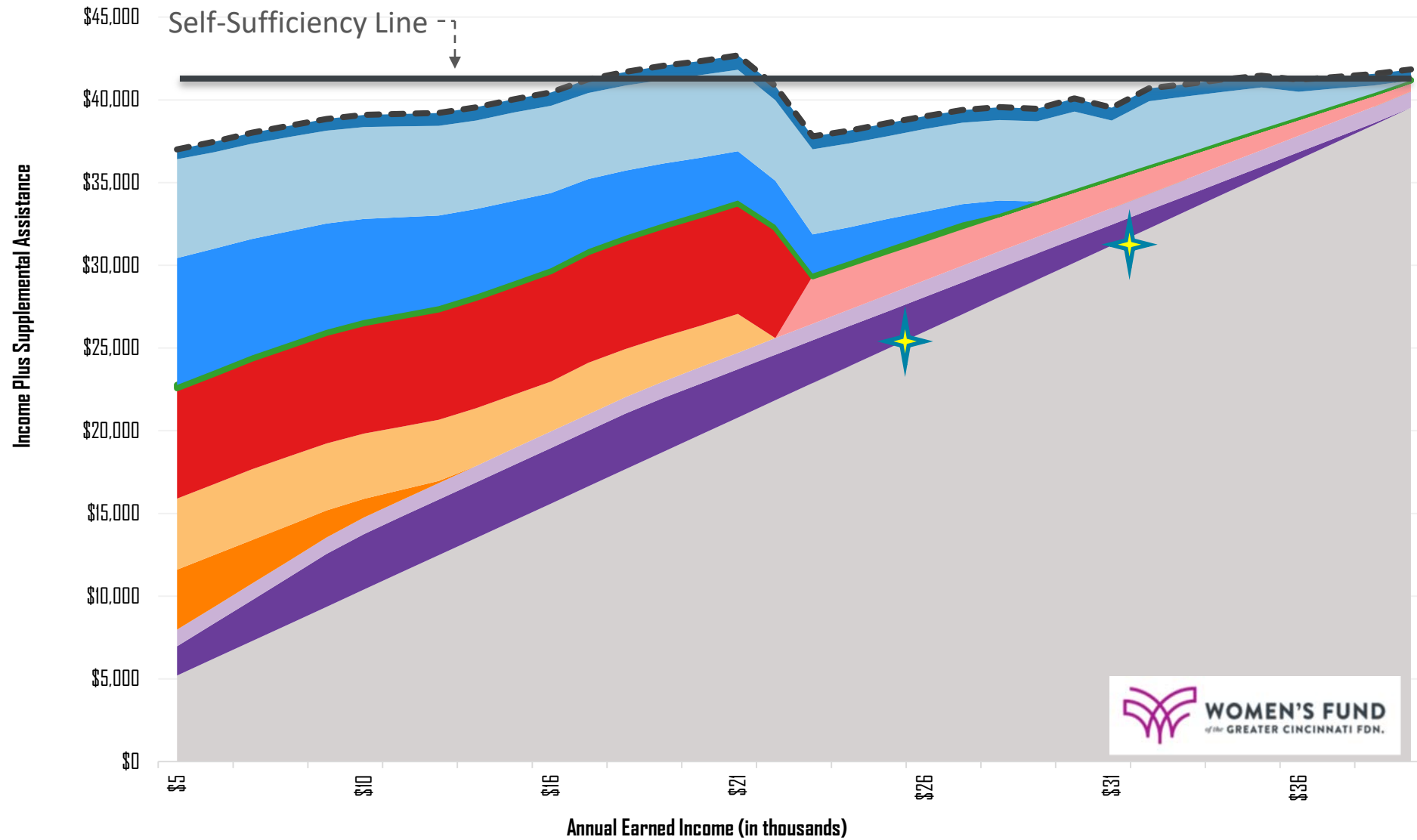
## National Averages:

- Average Renter's Wage = \$16.88/hour
- Wages needed to afford modest 1 BR home = \$17.90/hr

At Federal Minimum Wage, a worker would have to work **2.5 Full Time jobs** to afford a 1 BR home

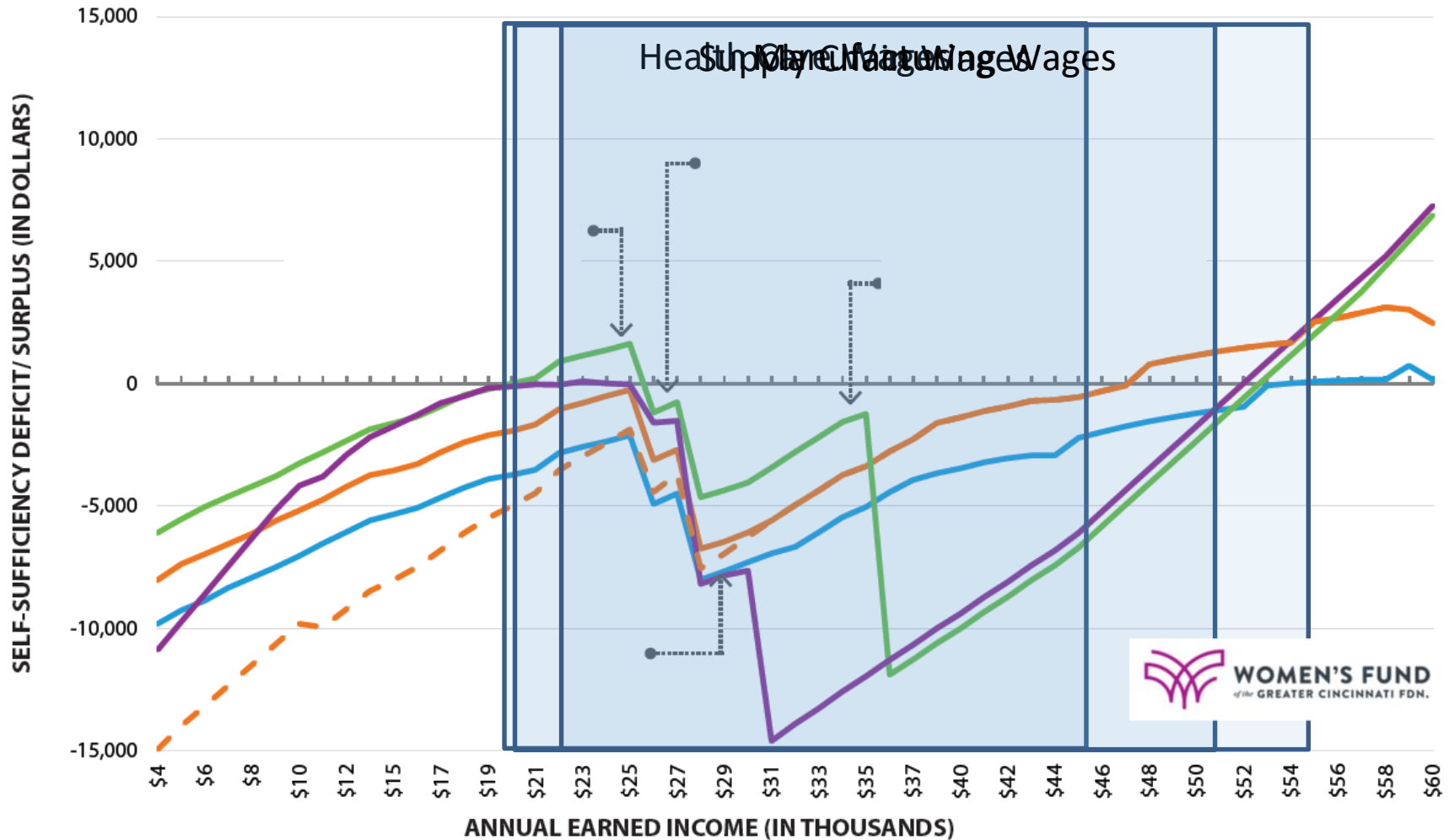


# 1 Adult + 1 Preschooler, Hamilton County



- Annual Wage
- Federal Earned Income Tax Credit (EITC)
- Child Tax Credit
- TANF
- SNAP
- Affordable Care Act (ACA)
- Medicaid
- HEAP Assistance Utilities
- Child Care Assistance
- Child Care Subsidies
- Federal Child and Dependent Care Tax Credit
- Total Gross Resources

# Single Mother + Preschooler + Infant



- Hamilton County, Ohio
- Franklin County, Ohio
- Cuyahoga County, Ohio
- Boone County, Kentucky
- Hamilton County, Ohio (without housing)

SELF-SUFFICIENCY STANDARD    **\$ 61,048**    **\$ 63,355**    **\$ 56,634**    **\$ 56,252**

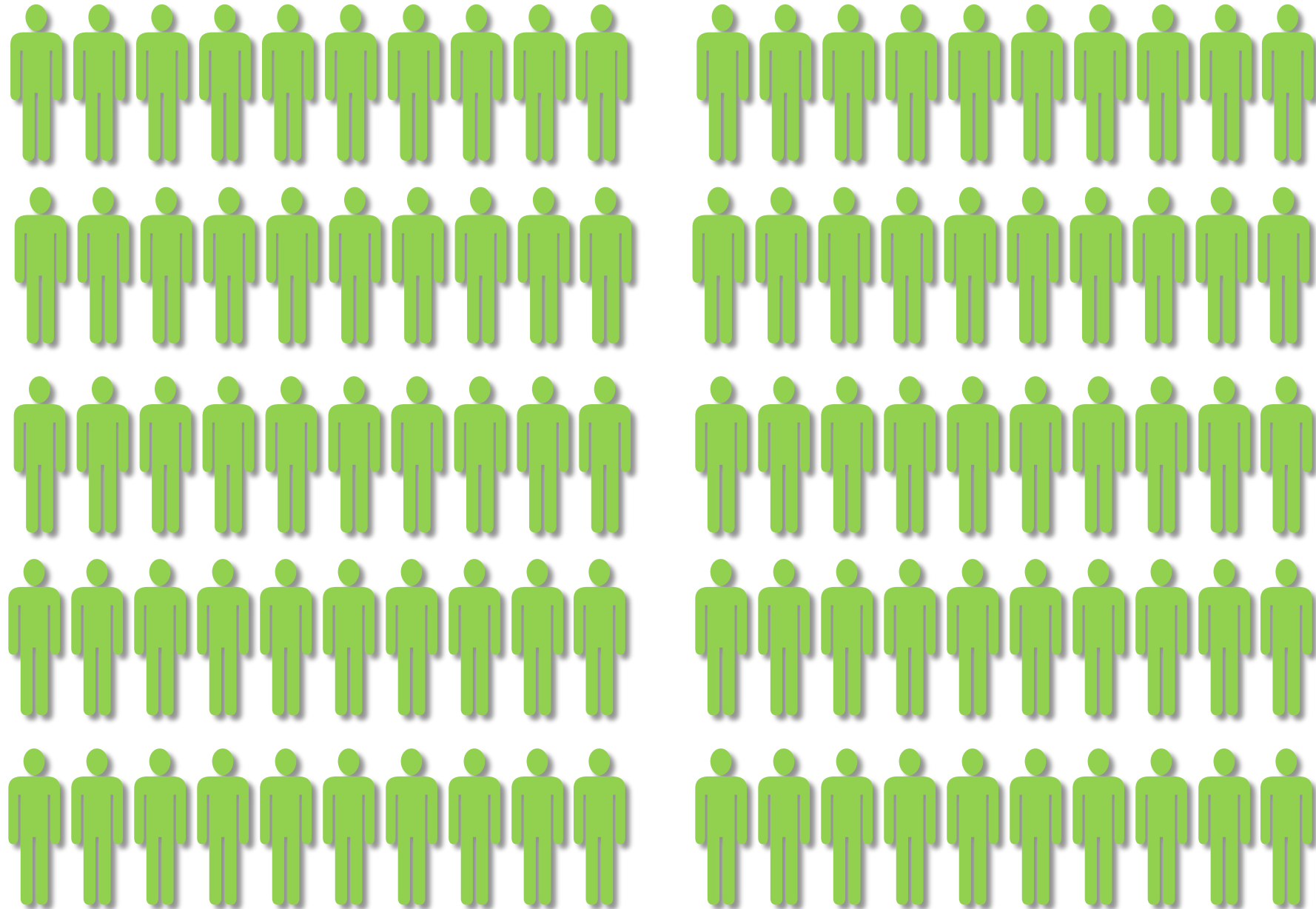


So, are you telling me that raising wages is the only answer?

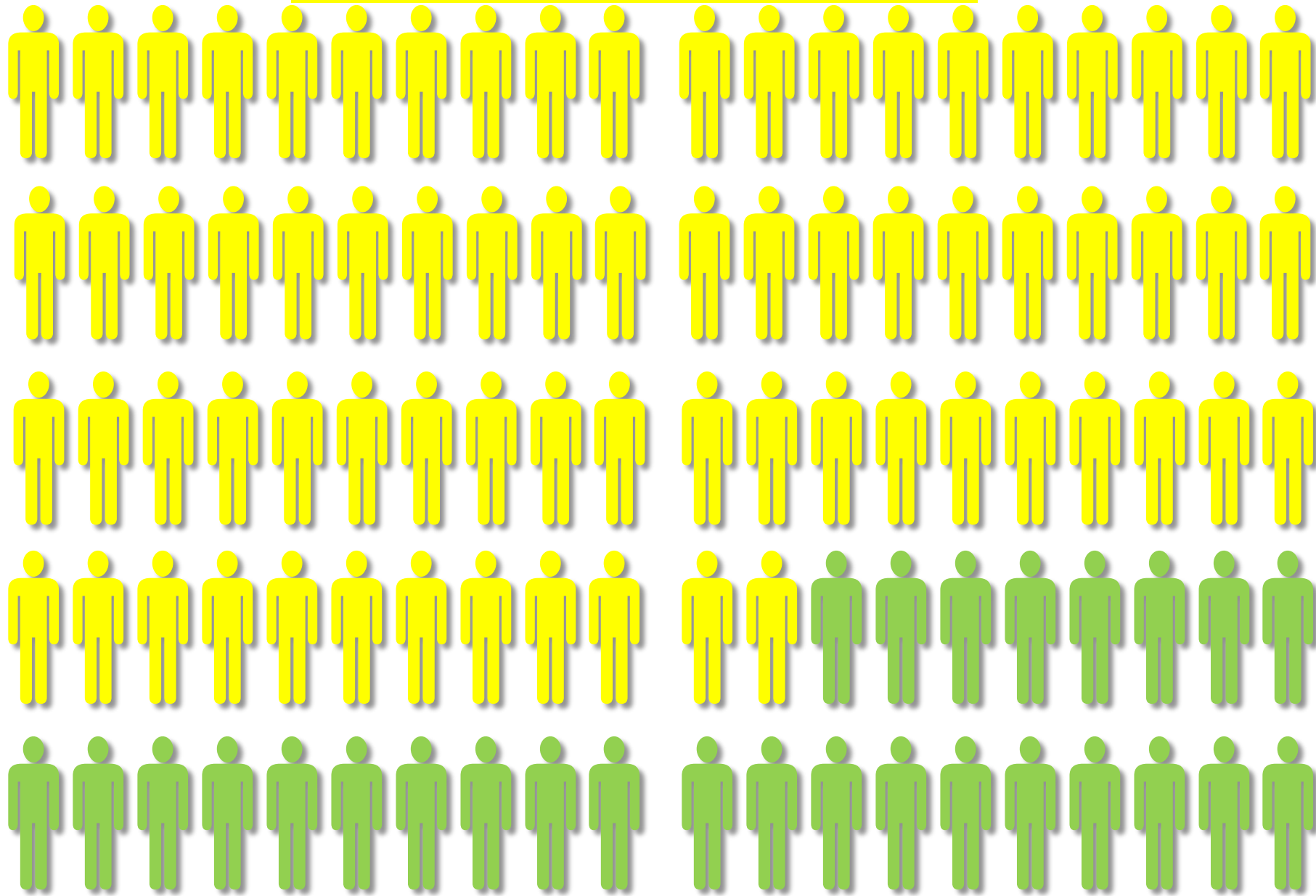
No, but it is a consideration when you think about the existing talent pool

Who's Available?

# If Cincinnati's 20-65 Year-Olds Were 100 People...



72 would be employed

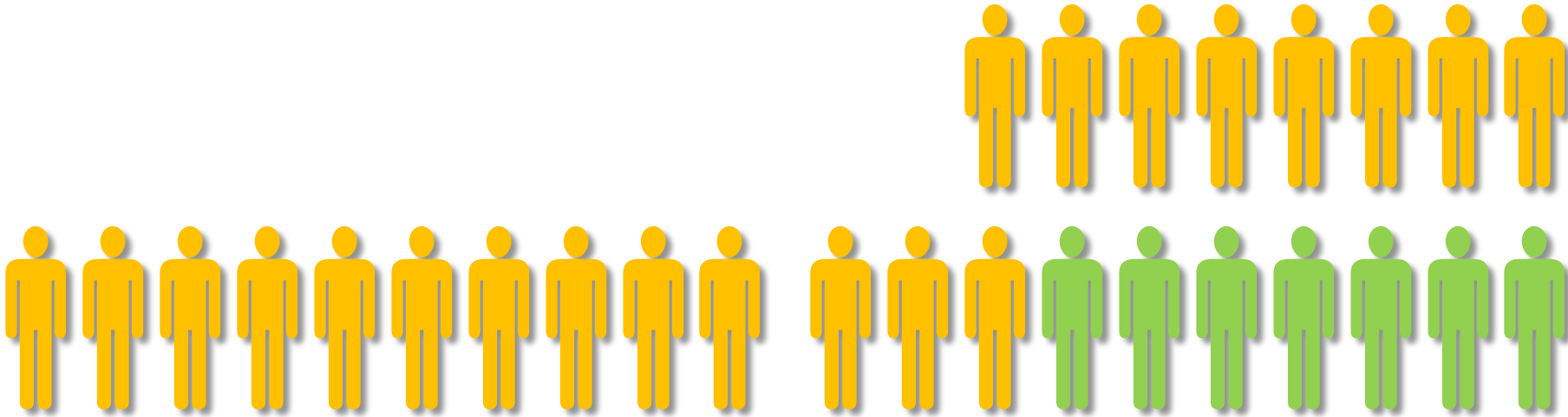


28 would be unemployed or not looking for work





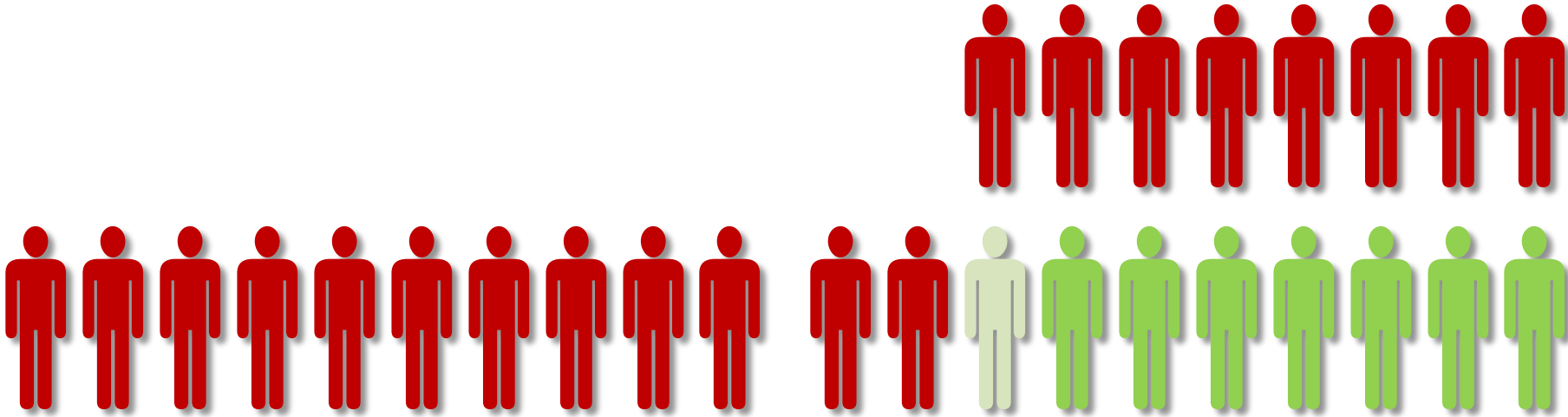
Of those not employed, 21 of them would not be looking for work





And of those 21 not looking for work, 20 have not looked for years.

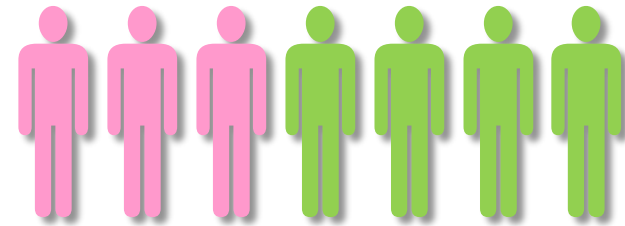
1 wants a job, but has not looked in the last 1-12 months.





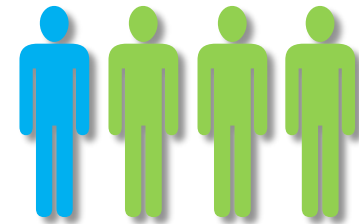


Of the unemployed who are looking for work, 3 would be women



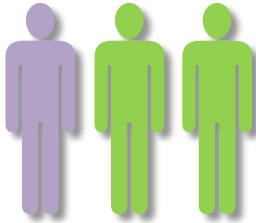


Of the unemployed job-seeking men who are left, 1 would not have a high school diploma





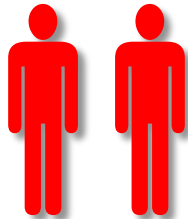
But, of the unemployed job seeking men who have a HS diploma, 1 has an arrest record



Once we take out people who are employed, people who are not looking for work, women, men without a high school diploma, and men who have an arrest record, we are left with...

2 unemployed men who are seeking a job, have a diploma, and a clean background check



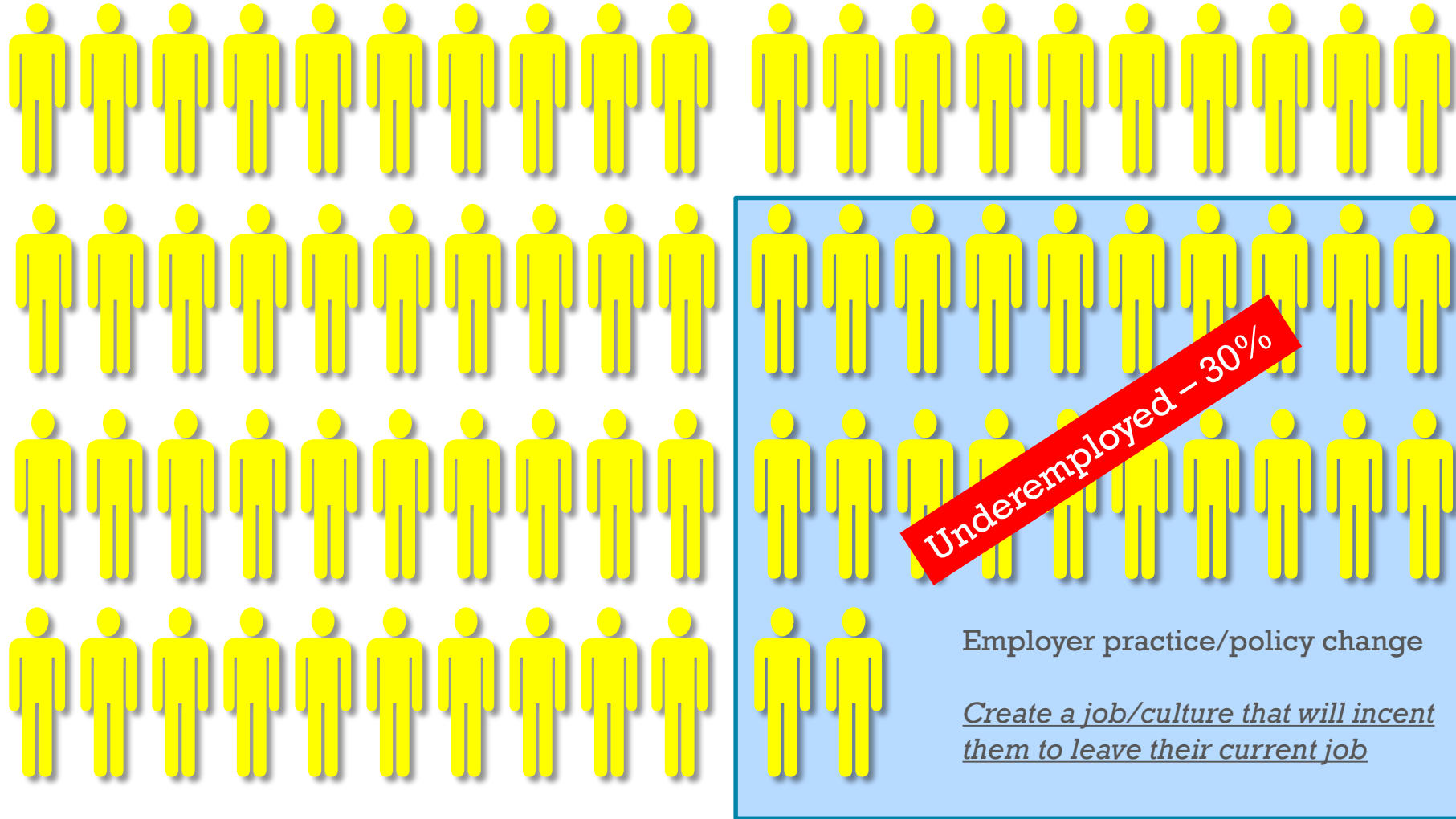


For perspective, the high school seniors add 2 more people to the pool each year  
and  
1 of them will enroll in post-secondary education

# So What Does This Mean?

- Focus on unemployed men with a HS diploma and clean background is too limiting
- Adding in HS students does not add much more to the already limited pool
- *We need to be fishing in better stocked ponds, i.e.*
  - currently employed/underemployed
  - expanded use of programs serving those with many barriers (criminal records, disabilities, etc.)

72 would be employed



There are 10x more people who are underemployed than there are unemployed or are coming out of high school.

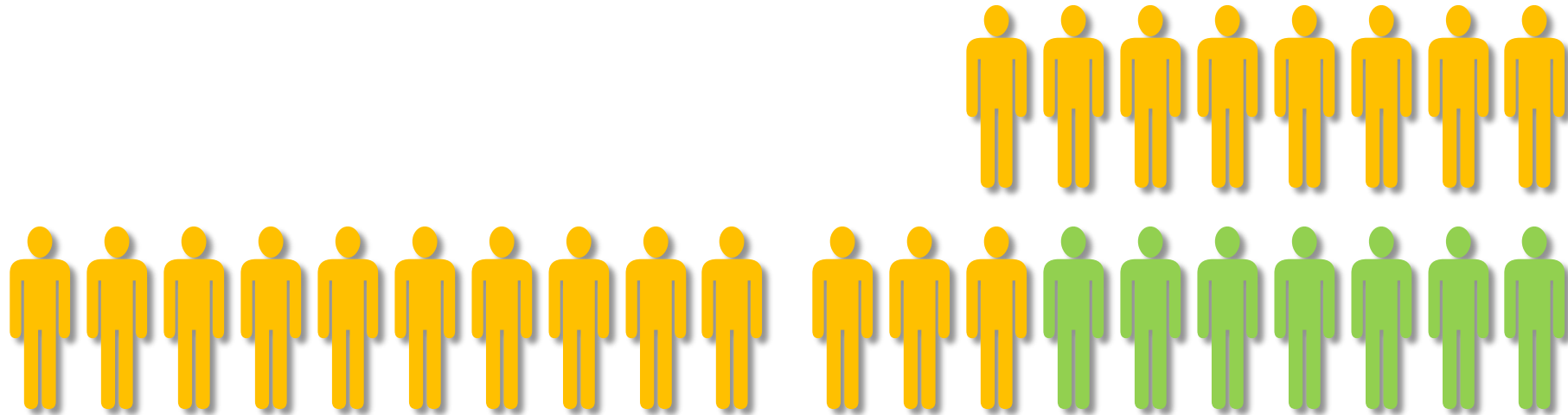
versus





Programs serving women, returning citizens, people with disabilities, etc. e.g. create a job/culture that will incent and support their transition into the workforce

Of those not employed, 21 of them would not be looking for work



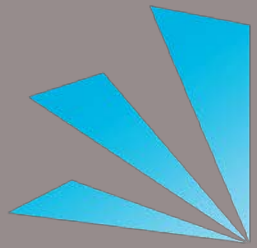


## Simply Put...

This is a macroeconomic and community prosperity issue, not a social-service issue.



Okay, okay. That's a lot of depressing data.  
So what can be done?



**National Fund**  
for **Workforce Solutions**

**Thank you**

Janice Urbanik

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