

Focusing on Advancement

June 1, 2016

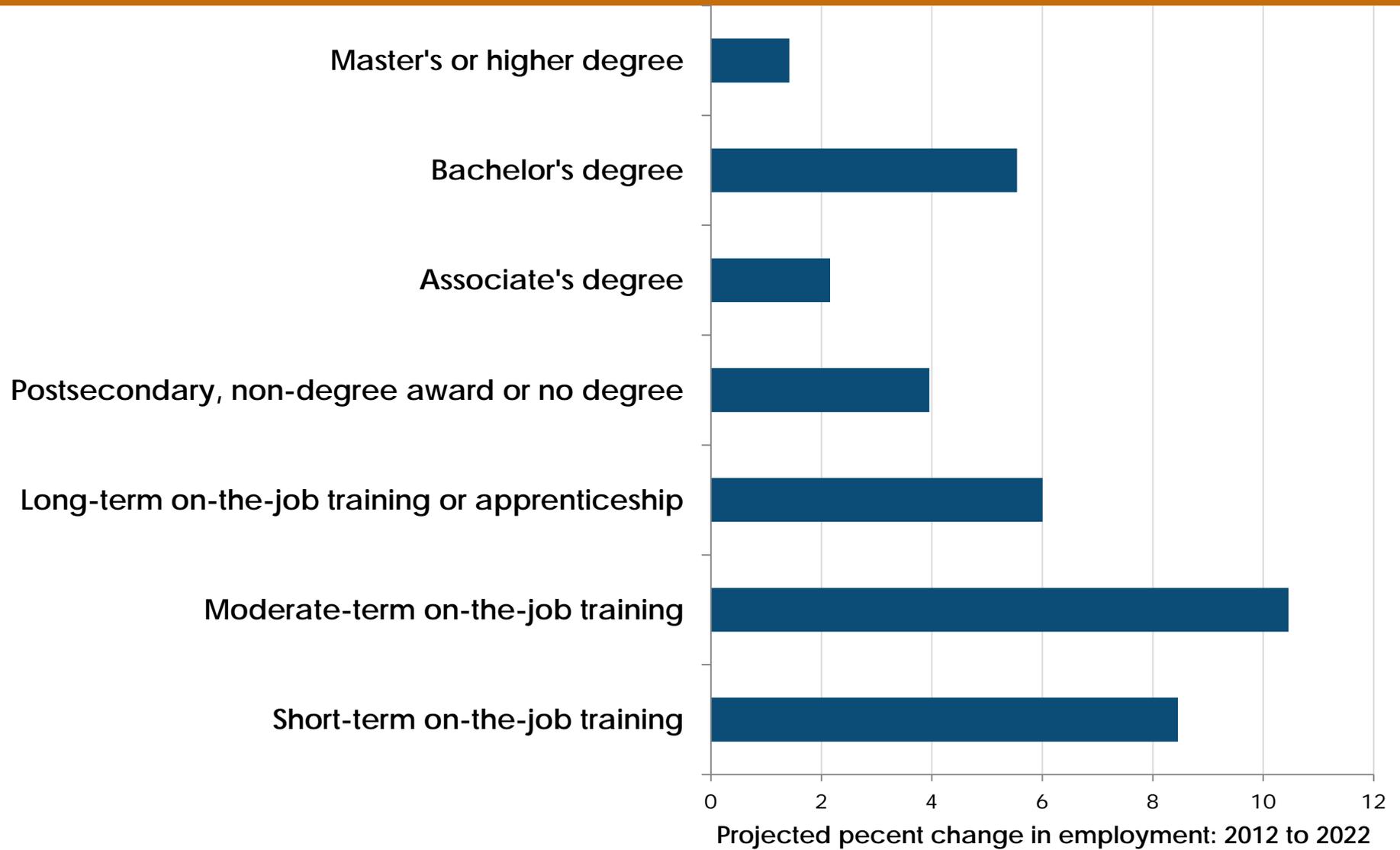
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Outline

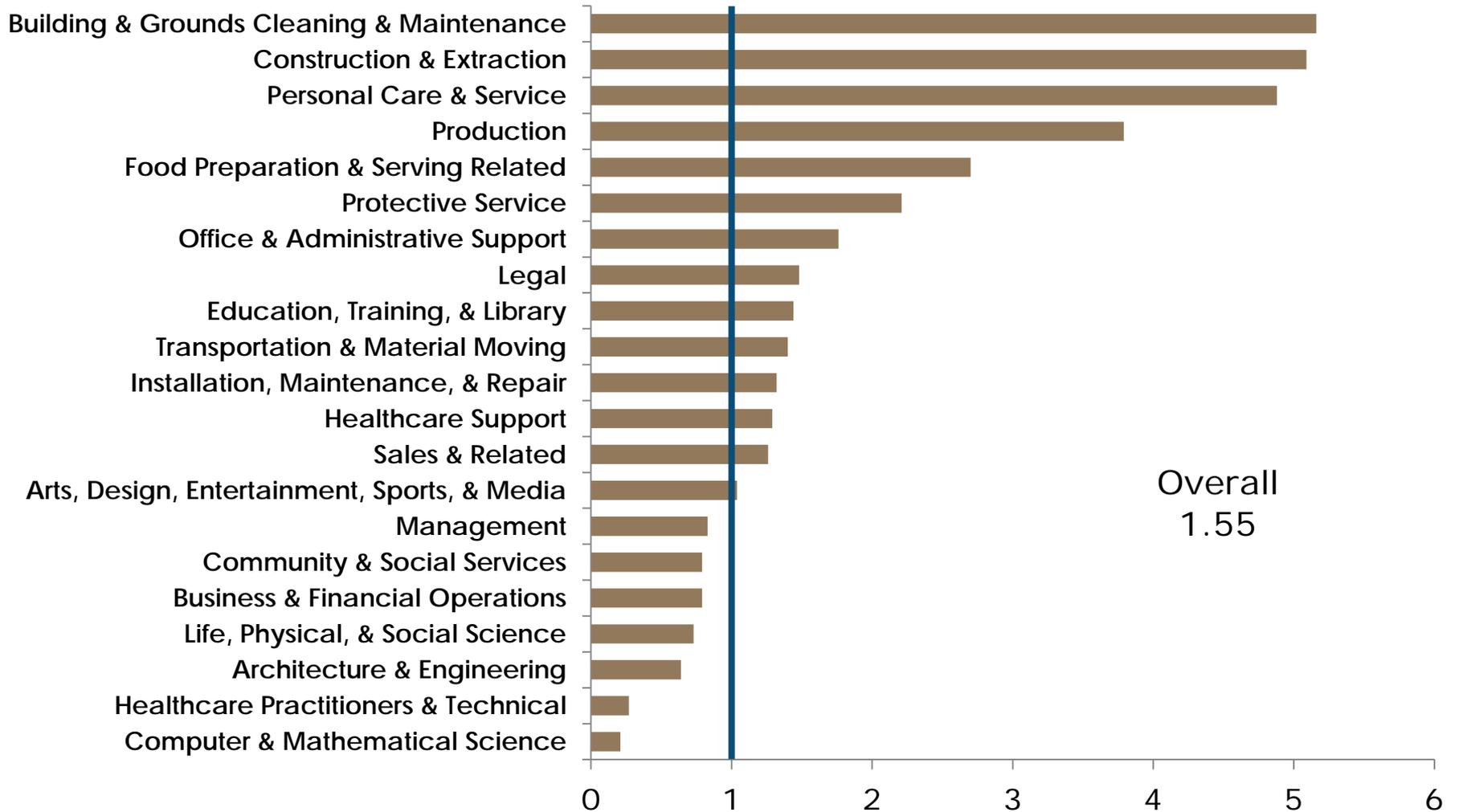
- **Why WD should increase focus on advancement**
- **Examples of advancement-centered programs**
- **Challenges to advancement-centered WD**

In 2022, 65% of jobs in Cleveland MSA will not require any post-secondary ed. Jobs that need little training expected to grow fastest.



For most occupations, there are more qualified people looking for work than available positions

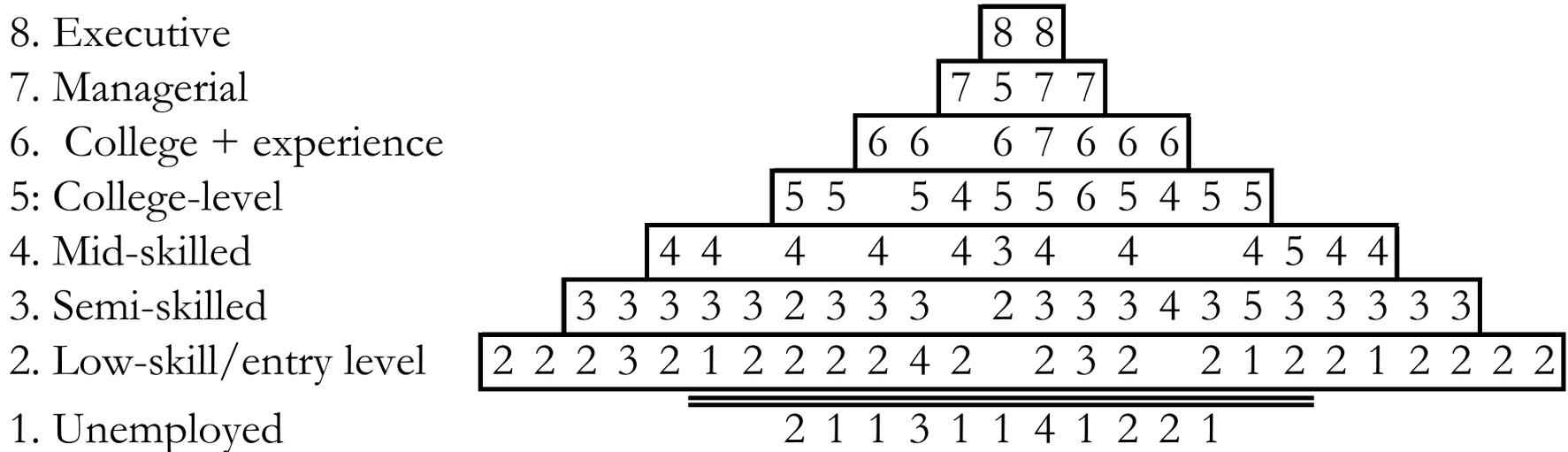
Number of unemployed with experience in occupation per opening in US



Source: The Conference Board Help Wanted OnLine, March 2016

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A view of labor markets



- **Separate labor markets depending on skill level**
- **People can increase skill through education, training, and/or on-the-job training**
- **Not everyone is in the right place**
 - **Underplaced:** More skilled than current job
 - **Overplaced:** Less skilled than current job

Examples of advancement focused programs

- **Ohio Means Jobs | Cleveland-Cuyhoga County**

www.clevelandfed.org/en/newsroom-and-events/publications/special-reports/sr-20141107-a-wib-turns-to-demand-helping-job-seekers-by-serving-employers.aspx

- **WorkAdvance**

www.mdrc.org/project/workadvance#overview

- **Partners for A Competitive Workforce**

intersector.com/wp-content/uploads/2014/09/R10_pcw_cincinnati.pdf

Challenges to focusing on advancement

- **Funding**
- **Finding participants**
- **Overcoming employer biases**
- **Finding ways to serve incumbent workers**

Conclusions

- **There are many job seekers qualified for low-skilled positions**
- **Therefore, workforce development organizations can increase impact by focusing on jobs that require more skill**
- **Helping workers advance into more skilled positions is a effective way to do this**
- **Advancements also create openings for less skilled**