

## The Employment and Workplace Experiences of Louisville's Youth

For Louisville's young people to develop the skills needed for success as life-long learners, employees, and citizens, they need high quality experiences and support both in the classroom and through the community. Efforts are underway in Louisville to ensure each child and youth has challenging coursework, the support of knowledgeable adults, and adequate resources to reach their individual goals. These efforts are more coordinated, energized and promising than ever.

Some of the most important, but often undervalued, experiences for young people as they prepare for college and career take place in the workplace. Whether paid or volunteer, internships, summer employment, volunteer projects, afterschool jobs, co-ops and professional mentorships provide learning opportunities that can not be duplicated in the classroom. The value of workplace-based experiences in adolescence and early adulthood is evident for both individuals and the community-at-large:

- Working in high school and college are important stepping stones to **future job stability**. Students with part time jobs are more likely to be employed full-time after leaving school. <sup>1</sup>
- Early employment experiences are also associated with **higher earnings** throughout life. Unemployment, particularly in young adulthood, is associated with “substantial and permanent future earnings loss”, making summer and afterschool jobs valuable in both the short and long term. <sup>2</sup>
- Working while in school is linked with higher rates of **college retention**. <sup>3</sup> Employed students also have lower debt when they leave college and are more likely to be in the labor force if they have to take a short-term break from college.
- Through work of all types, young people develop critical teamwork, problem solving, communication, leadership and time management skills. When asked to rate the importance of these **workplace skills**, employers consistently indicate they are highly important, yet often lacking in new high school and college graduates. <sup>4</sup>
- Communities experience **considerable savings** when young people are employed. In the short term, crimes often committed by idle youth are reduced. In the long term, communities benefit from increased tax revenue. <sup>5</sup>

Early workplace experiences protect young people from the “permanent scars of unemployment” that can manifest years later. “Spells of unemployment tend to be particularly harmful to the individual – and to society – when the most disadvantaged youth become unemployed.” <sup>6</sup>

Advocating for jobs and other workplace opportunities for young people when many adults are struggling to find family sustaining employment may seem counterintuitive. However, high rates of youth employment could help insulate Louisville from the impacts of future economic downturns. The benefits are clear, in both the short and long term.

This issue brief examines the workplace experiences of Louisville’s youth and young adults and identifies actions that educators, employers and families can take to increase these opportunities for current and future generations of young people. Specifically, this brief addresses important questions in three areas:

1. **Employment Levels:** Do Louisville’s youth and young adults want a job and, if so, why? Are they able to find a job? Who is most likely to have difficulty finding work? How many young people are not working and not enrolled in school?
2. **Work Experiences of Louisville’s Youth and Young Adults:** What type of work are young people doing? What do they earn and how much do they work?
3. **Workplace Opportunity Development:** What can educators, employers, community leaders and program providers do to help young people prepare for and obtain jobs and other types of workplace experiences?

Several data sources are summarized in this brief, including local surveys of young people and national labor market and census data. These sources indicate many of Louisville’s young people have limited opportunities to develop skills essential as workers, citizens and life long learners. Most concerning of the information reviewed:

- Approximately **11,000 of Louisville’s young and young adults are “disconnected”**, neither working nor in school
- Many young people who want a full or part time job will be unable to find employment. Of youth (16 to 19 years) who want to work, **30.7% are unemployed**. Of young adults (20 to 24 years) who are not in school, **16.8% are unemployed**.
- Workplace opportunities are not equitably available. For instance, **African American** males, despite an equal interest in working, are **nearly twice as likely to be unemployed**.

### *Employment Status Terms and Concepts*

**Employed:** individuals who are working either full or part time.

**Disconnected:** individuals who are not in school and not working, may or may not be in the labor market.

**Not in Labor Force:** individuals who may be uninterested in working, unavailable to work because of school participation, or have stopped looking for a job.

**Underemployed:** individuals who are working but in positions that require less education than they have or in positions that offer fewer hours a week than they would prefer.

**Unemployed:** individuals who want a job but are not currently working.

## Do youth and young adults in Louisville want a job and, if so, why?

The U.S. Census issues a monthly estimate of the national labor force participation rate, indicating the number of youth (16 to 19 years) and young adults (20 to 24 years) who want to work or are currently employed. The labor force participation rate nationally, for March 2011 is outlined in Table 1. Not surprising, interest in employment varies significantly by age and school enrollment status.

**Table 1: Labor Market Participation: Percent of Youth and Young Adults Working or Wanting to Work by School Enrollment Status**  
*National Data, March 2011*<sup>7</sup>

	Enrolled in School	Not Enrolled in School
Total, 16 to 24 years	36.3%	78.9%
16 to 19 years	26.1%	63.8%
20 to 24 years	53.6%	81.8%

In a study of 800 local youth conducted in 2008, more than half (50.2%) of respondents described themselves as “unemployed and looking for work” and another 38.1% indicated they were currently employed in a part or full time position. Of employed young people, about 16% would work more hours if possible and only 1.6% of employed respondents would work fewer hours. The study, *Emerging Workers Survey Results: Louisville’s Youth and Young Adults Describe Their Career and Education Plan*, indicates local youth and young adults’ interest in working may be higher than national estimates.<sup>8</sup> The disparity in reported interest to work may be attributable, in part, to change in economic conditions since 2008. Youth and young adults may believe their opportunities for employment are severely limited, leading them to under-report their true interest in a job in census surveys.

The *Emerging Workers Survey* also asked respondents what motivates them to seek paid employment. Table 2 outlines the reasons young people stated they wanted a job (respondents were able to select more than one reason).

**Table 2: Motivations for Working**  
*Louisville Youth, 2008*<sup>9</sup>

Reason	Percentage of Respondents
Spending money	64.26%
Save for the future	60.99%
Something to do	51.57%
To learn new skills	46.44%
To put on college application	26.12%
Family needs the income	19.66%
Parents make me	10.58%

## Are young people able to find a job?

As workers with the least labor market experience, young adults are likely to be disproportionately hurt during recessions.<sup>10</sup>

The current economic recession has severely limited job opportunities for all youth and young adults, causing employment rates for young people to be at record low levels. National and international analysts predict today's youth and young adults may become a "lost generation" who will, without workplace experiences at this point in their lives, endure life-long economic challenges.<sup>11</sup> *The Kids Aren't Alright*, a 2010 report on the youth labor market, outlines the disproportionate level of unemployment borne by young workers in the current recession.

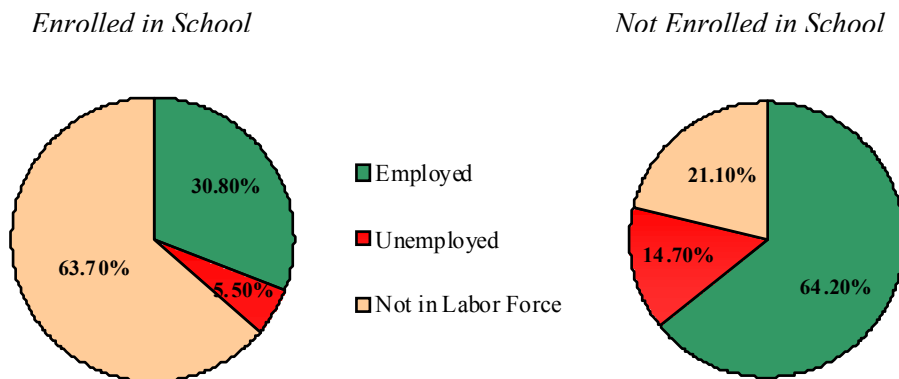
"Young workers comprise a relatively small share of the total labor force—13.5% of all workers are 16-24 years old. However, young workers account for 26.4% of unemployed workers. In other words, **one in every four unemployed persons in America is under the age of 25**. This is especially shocking compared to workers 55 and older, who make up 19.1% of the labor force but 13.4% of the unemployed."<sup>12</sup>

Labor economist Andrew Sum estimates that workers under age 30 account for 70% of the net reduction in employment.<sup>13</sup> Additional analyses indicate young workers are 2.5 times more likely to be affected by job loss than any other age group.<sup>14</sup>

In Jefferson County, less than half (approximately 44%) of the 77,000 16 to 24 year olds are working at any given time, according to an analysis of U.S. Census data.<sup>15</sup> The chart below demonstrates the employment status of youth and young adults, by their enrollment status in high school or postsecondary education.

**Chart 1: Employment Status of 16 to 24 Year Olds**  
*Jefferson Co Kentucky, March 2011*

16



Again, employment status varies by school enrollment. High school and college students are less likely to be working either full or part time. Variations in the employment status of youth and young adults exist for many other characteristics, as well. Table 3 outlines the labor market participation and employment status of Louisville's young people by gender and educational attainment, based on U.S. Census estimates.

**Table 3: Estimates of Employment Status of 16 to 24 years  
by School Enrollment, Age, Sex, and Educational Attainment** <sup>17</sup>  
*Jefferson Co Kentucky, March 2011*

	Total Population	Population in the Labor Force							
		Percent in Labor Force	Employed			Unemployed			
			Total Employed	Full Time	Part Time	Total Un-employed	Looking for Full-Time Work	Looking for Part-Time Work	Percent of Labor Force Un-employ
<b>Enrolled in School</b>									
<b>Total, 16 to 24 years</b>	45,931	36.3%	14,130	2,974	11,156	2,154	759	1,395	15.2%
16 to 19 years	28,870	26.1%	5,974	580	5,394	1,560	326	1,234	30.7%
20 to 24 years	17,061	53.6%	8,164	2,398	5,786	981	567	414	10.7%
Men	22,644	33.7%	6,273	1,414	4,859	1,358	479	879	17.8%
Women	23,286	38.8%	7,851	941	6,910	1,183	415	768	13.1%
High school	23,172	21.4%	3,611	243	3,368	1,347	271	1,076	27.2%
College	22,758	51.5%	10,526	2,734	7,792	1,194	625	569	10.2%
Full-time students	19,735	46.8%	8,306	1,620	6,686	929	442	487	10.0%
Part-time students	3,023	82.0%	2,212	1,113	1,099	267	182	85	10.7%
<b>Not Enrolled in School</b>									
<b>Total, 16 to 24 years</b>	31,019	78.9%	19,922	14,343	5,579	4,552	4,215	337	18.6%
16 to 19 years	5,031	63.8%	2,239	1,105	1,134	970	877	93	30.3%
20 to 24 years	25,988	81.8%	17,680	13,269	4,411	3,578	3,336	242	16.8%
Men	16,488	83.7%	10,965	8,466	2,499	2,834	2,705	129	20.5%
Women	14,531	73.4%	8,950	5,904	3,046	1,715	1,509	206	16.1%
Less than H.S. diploma	5,509	60.0%	2,251	1,568	683	1,054	964	90	31.9%
H.S. graduate, no college	13,507	78.5%	8,301	5,689	2,612	2,301	2,134	167	21.7%
Some college or assoc deg.	7,878	84.7%	5,811	4,018	1,793	861	799	62	12.9%
Bachelor's degree and higher	4,125	94.0%	3,549	3,093	456	328	312	16	8.5%

Civilian non-institutional population, not seasonally adjusted

## Who is most likely to have difficulty finding a job?

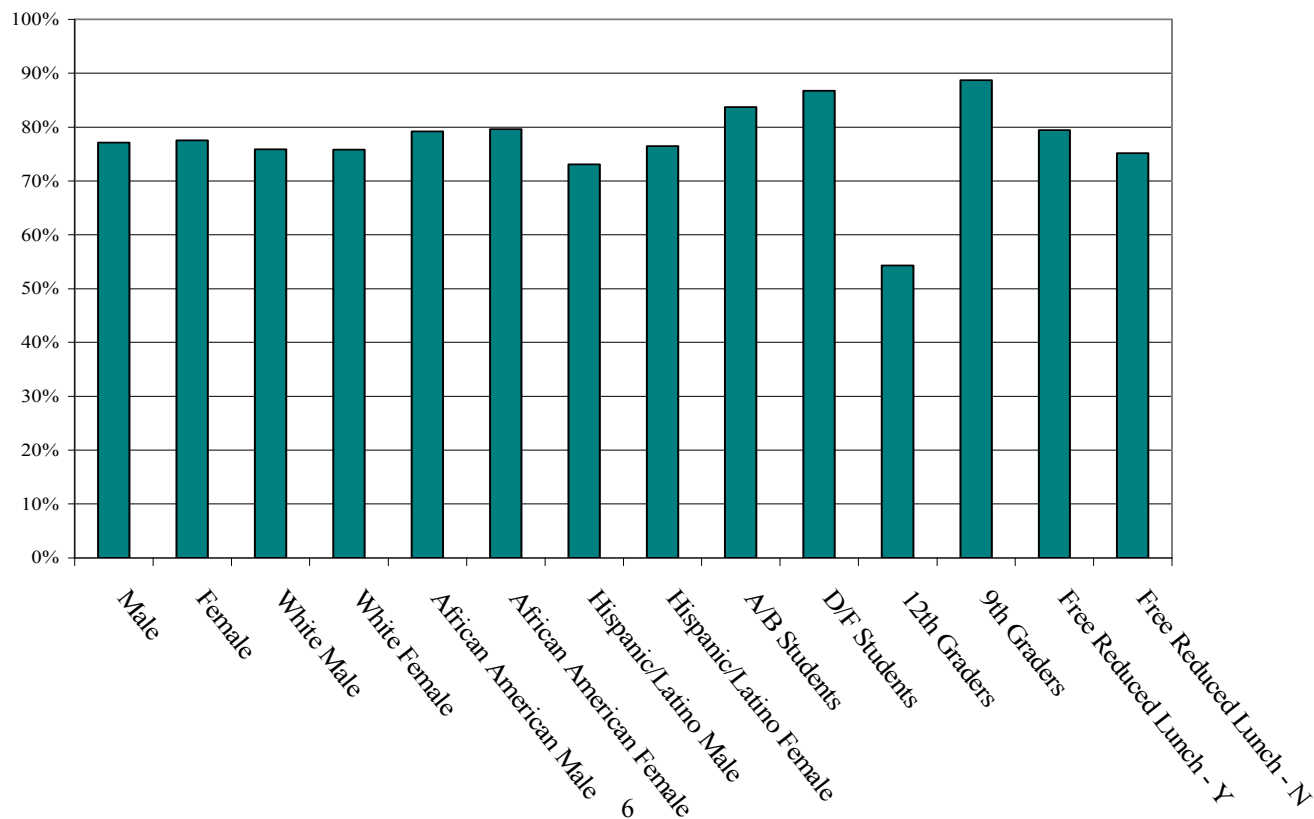
Entering the labor market is difficult in the current economy, but some youth struggle to find and maintain employment more than others. Unfortunately, there is evidence that workplace opportunities are not equitably available.

Local data demonstrate disparities in employment levels by a number of demographic characteristics, including age, gender, race, economic situation and grade point average. The Comprehensive School Survey (CSS) conducted by Jefferson County Public Schools asked high school students whether they had a job. Chart 2 below outlines the percentage of high school students who report they were not working when completing the CSS in 2010.

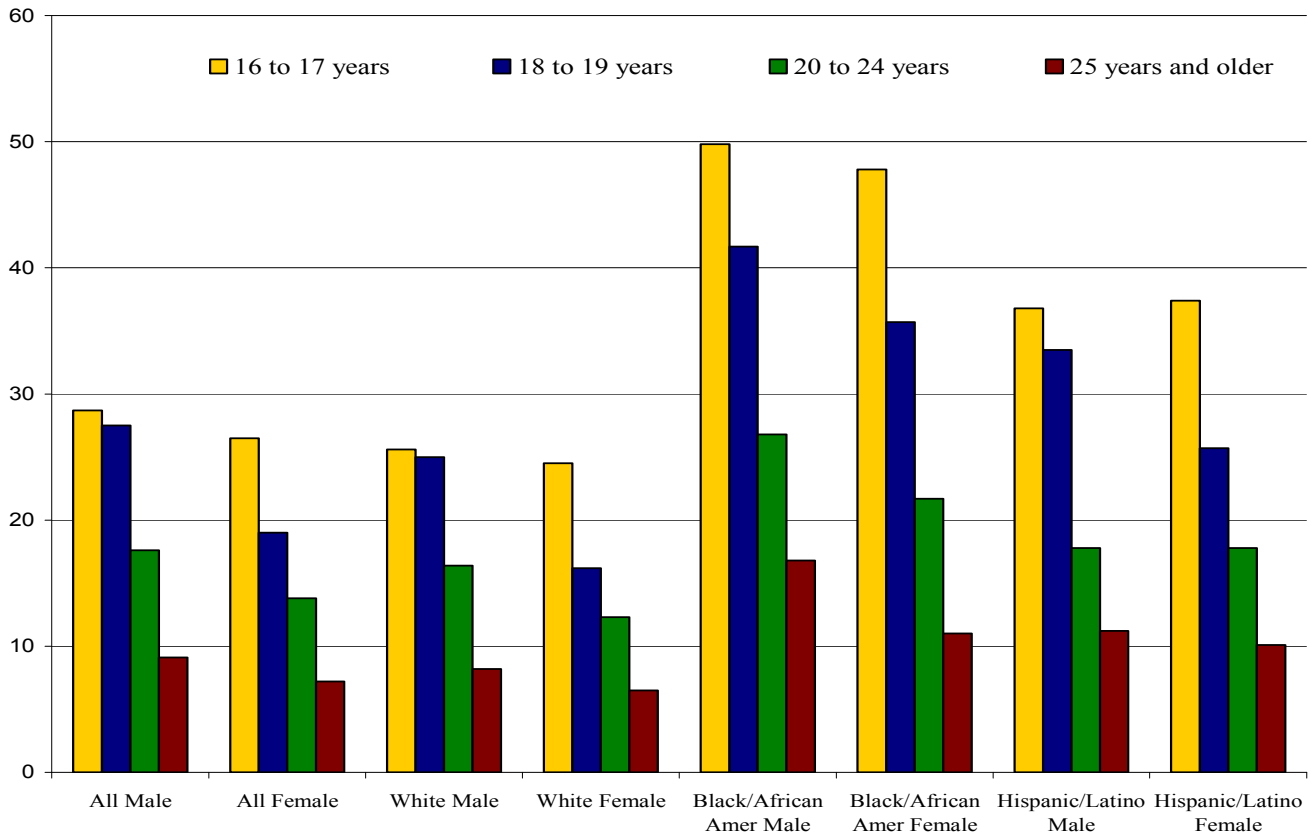
Of 20,540 high school students completing the CSS, males were slightly more likely to be working than females; A/B students were more likely to be working than D/F students; and higher income students were more likely to be working than students who qualified for free/reduced lunch. The CSS survey did not ask students whether they wanted a job if they reported they did not work after school, therefore the percentage of JCPS students who report not working is not the same as the unemployment rate for youth in Louisville.

National data on unemployment rates reflect the disparities observed locally. As indicated in Chart 3, African American and Hispanic youth have significantly more difficulty securing paid employment.

**Chart 2: Percentage of High School Students Not Working  
By Gender, Race, Self-Report GPA and Free/Reduced Lunch Status**  
*Jefferson County Public School Students, March 2010<sup>18</sup>*



**Chart 3: Unemployment Rates, by Gender, Race and Age**  
*National Level Data, March 2011*<sup>19</sup>



## How many young people in Louisville are not working and not in school?

14.4% of Louisville's youth and young adults are "disconnected".

Advocates of educational attainment emphasize the importance of school work over paid work, appropriately so. The long term benefits of diplomas and degrees likely outweigh early workplace opportunities.

However, evidence suggests many young people are neither working nor going to school. An analysis of U.S. Census data indicates as many as 11,000 16 to 24 year olds in Louisville are not working and not enrolled in high school or college. In other words, approximately, 14.4% of all 16 to 24 year olds are "disconnected" from school and work.<sup>20</sup>

A 2009 study by Child Trends, *Youth Who are "Disconnected" and Those Who Then Reconnect*, recognized that many factors can lead to prolonged periods of disengagement from school and work. Interestingly, of the young people that eventually "reconnect", more than three in four (77%) will do so through employment.<sup>21</sup> While it is important to assist all young people to prepare for and succeed in early workplace experiences, it is particularly important to assist disconnected youth and young adults.

"[Disconnected youth] risk being trapped in long-term unemployment and inactivity, which implies considerable individual distress and a lasting social cost for society".<sup>22</sup>

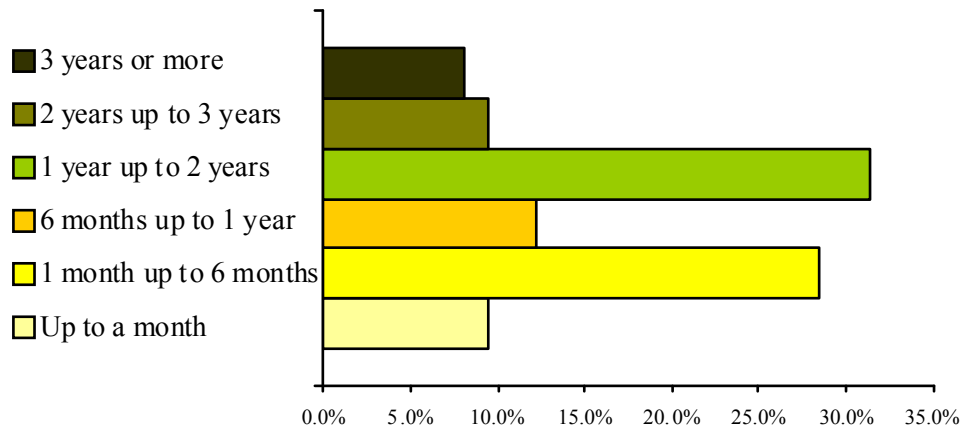


## What type of work are Louisville’s youth and young adults doing?

Information from surveys and employment statistics provide important insights into the employment experiences of young people in Louisville. Data from the *2008 Emerging Worker Survey of Louisville’s Youth and Young Adults* (373 working respondents) and the Jefferson County Public Schools Comprehensive School Survey (approximately 20,000 high school students respond annually) indicate:

- **Age at First Job:** The average age at which youth and young adults first worked was 15.5 years.<sup>23</sup>
- **Longevity and Turnover:** Half of employed respondents indicate they have been working their current job for a year or more. Chart 4 details the length of time youth responding to the Emerging Worker Survey indicated they had been working their current job.

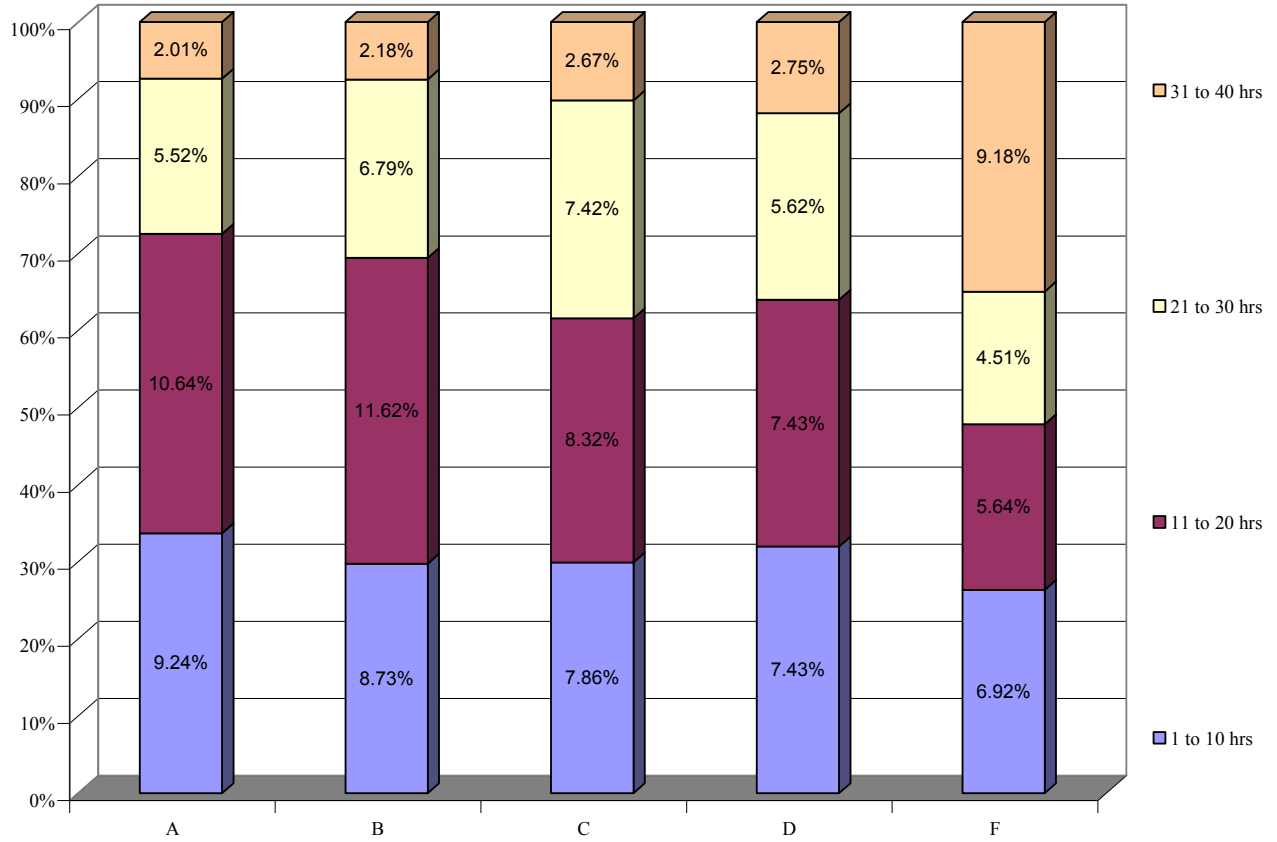
**Chart 4: Report of Time in Current Job**  
Louisville KY, 2008<sup>24</sup>



Employment longevity is shorter in early work experiences, as expected. A study by the U.S. Bureau of Labor Statistics found the length of time a worker remains with the same employer increases with the age at which the worker began the job. Of the jobs that workers began when they were ages 18 to 22, 72 percent of those jobs ended in less than a year and 94 percent ended in fewer than 5 years. Among jobs started by workers when they were ages 38 to 42, 31 percent ended in less than a year and 65 percent ended in fewer than 5 years.<sup>25</sup>

- **Hours Per Week:** Most high school age youth responding to local surveys indicate they work less than 20 hours per week. There is some correlation between the number of hours worked per week and the grade point average students report they earn. As illustrated in Chart 5, students reporting they have a failing average are more than twice as likely to be working more than 20 hours per week than students who report they have an “A” GPA.

**Chart 5: JCPS Comprehensive School Survey, HS Students  
Number of Hours Worked per Week by Self-Reported GPA  
Jefferson County 2008, 2009, 2010 Average<sup>26</sup>**



- Industries and Wages:** U.S. Census and Bureau of Labor Statistics data available quarterly provide a detailed look at the industries in which youth and young adult are employed. Table 5 outlines the industries, the wages earned, and growth in hiring and employment for each industry and age group. For comparison, the industries, wages and growth data for all workers are also included.

Not surprising, many youth and young adults in Louisville find employment in food related industries (48.9% of 14 to 18 year olds and 25.6% of 19 to 21 year olds). However, the table illustrates the variety of industries in which employment opportunities exist for young people. Further information on the specific occupations in which young people are working within these industries will be made available in future issue briefs.

**Table 4: Top Industries of Employment for Specific Age Groups**  
*Jefferson County, Kentucky 2009 – 2010*<sup>27</sup>

<b>Workers 14-18 Years Old</b>						
<b>Industry</b>	<b>Percent Employed in this Industry</b> <sup>28</sup>	<b>Growth in Employment 2009 to 2010</b>	<b>Growth in Hiring 2009 to 2010</b>	<b>Average Monthly Earnings</b>	<b>New Hire Earnings</b>	<b>Average Earnings Growth</b>
<b>All Industries</b>	<b>100.00%</b>	<b>-24.30%</b>	<b>-20.60%</b>	<b>\$632</b>	<b>\$621</b>	<b>0.60%</b>
Food Services and Drinking Places	41.47%	-19.20%	-19.90%	\$546	\$516	1.10%
Food and Beverage Stores	8.32%	-22.40%	-9.90%	\$606	\$538	-3.30%
Amusement, Gambling, and Recreation Industries	6.78%	-33.70%	-21.10%	\$362	\$320	24.80%
Clothing and Clothing Accessories Stores	4.70%	-21.40%	-12.50%	\$400	\$388	-1.60%
Couriers and Messengers	4.45%	-34.30%	-23.50%	\$837	\$777	-7.20%
General Merchandise Stores	4.06%	-40.40%	-11.40%	\$605	\$680	1.30%
Administrative and Support Services	3.98%	-8.50%	4.50%	\$964	\$934	1.90%
Management of Companies and Enterprises	2.84%	-26.40%	-60.10%	\$630	\$576	-14.00%
Religious, Civic, Professional, and Similar Organizations	1.66%	-7.90%	-25.00%	\$357	\$341	2.90%
Professional, Scientific, and Technical Services	1.59%	-27.10%	-59.60%	\$907	\$814	22.60%
<b>Workers 19-21 Years Old</b>						
<b>Industry</b>	<b>Percent Employed in this Industry</b>	<b>Growth in Employment 2009 - 2010</b>	<b>Growth in Hiring 2009 - 2010</b>	<b>Average Monthly Earnings</b>	<b>New Hire Earnings</b>	<b>Average Earnings Growth</b>
<b>All Industries</b>	<b>100.00%</b>	<b>-1.40%</b>	<b>1.00%</b>	<b>\$1,082</b>	<b>\$1,022</b>	<b>-7.10%</b>
Food Services and Drinking Places	21.53%	7.60%	1.70%	\$824	\$778	-2.60%
Couriers and Messengers	12.62%	-2.40%	-3.50%	\$1,077	\$804	-2.90%
Administrative and Support Services	8.14%	16.20%	38.10%	\$1,239	\$1,197	1.40%
General Merchandise Stores	5.87%	-0.70%	6.70%	\$996	\$935	-6.80%
Food and Beverage Stores	5.11%	15.40%	11.30%	\$984	\$903	-3.30%
Clothing and Clothing Accessories Stores	4.10%	3.90%	-1.90%	\$585	\$534	-6.30%
Professional, Scientific, and Technical Services	2.80%	-10.00%	-4.00%	\$1,393	\$1,355	-11.80%
Social Assistance	2.39%	20.60%	20.60%	\$899	\$884	-2.70%
Hospitals	2.19%	-9.10%	-50.00%	\$1,191	\$1,265	2.90%
Nursing and Residential Care Facilities	2.04%	-5.40%	-3.00%	\$1,312	\$1,417	-1.30%

Workers 22-24 Years Old						
Industry	Percent Employed in this Industry	Growth in Employment 2009 - 2010	Growth in Hiring 2009 - 2010	Average Monthly Earnings	New Hire Earnings	Average Earnings Growth
<b>All Industries</b>	<b>100.00%</b>	<b>-1.60%</b>	<b>-3.90%</b>	<b>\$1,765</b>	<b>\$1,541</b>	<b>-5.40%</b>
Food Services and Drinking Places	15.90%	-0.20%	-6.30%	\$1,091	\$963	0.50%
Administrative and Support Services	8.47%	13.40%	22.30%	\$1,598	\$1,411	-1.70%
Couriers and Messengers	7.15%	10.50%	-25.00%	\$1,459	\$1,003	-3.80%
Professional, Scientific, and Technical Services	5.51%	-7.10%	-10.10%	\$2,357	\$2,098	-8.40%
Hospitals	4.78%	2.60%	-21.80%	\$2,147	\$1,965	-2.70%
General Merchandise Stores	3.77%	12.10%	5.80%	\$1,315	\$1,139	-4.70%
Ambulatory Health Care Services	3.73%	7.00%	0.80%	\$1,900	\$1,827	-0.90%
Food and Beverage Stores	3.15%	10.00%	28.50%	\$1,365	\$1,053	-9.70%
Nursing and Residential Care Facilities	2.98%	0.40%	-17.00%	\$1,763	\$1,687	-3.90%
Insurance Carriers and Related Activities	2.74%	-21.20%	-110.00%	\$2,789	\$2,831	1.70%
All Workers						
Industry	Percent Employed in this Industry	Growth in Employment 2009 - 2010	Growth in Hiring 2009 - 2010	Average Monthly Earnings	New Hire Earnings	Average Earnings Growth
<b>All Industries</b>	<b>100.00%</b>	<b>-2.90%</b>	<b>-7.10%</b>	<b>\$3,737</b>	<b>\$2,096</b>	<b>-0.30%</b>
Food Services and Drinking Places	8.38%	-1.10%	-8.80%	\$1,411	\$992	1.30%
Administrative and Support Services	6.83%	5.70%	16.60%	\$2,288	\$1,575	-2.70%
Professional, Scientific, and Technical Services	5.99%	-5.10%	-25.30%	\$4,675	\$3,135	-4.80%
Hospitals	5.60%	4.90%	-15.30%	\$3,928	\$3,081	2.20%
Ambulatory Health Care Services	5.23%	4.20%	10.30%	\$4,801	\$3,101	-1.40%
Couriers and Messengers	5.21%	-1.40%	-13.40%	\$5,581	\$1,992	-0.10%
Insurance Carriers and Related Activities	4.88%	-3.70%	-71.50%	\$5,627	\$4,427	13.00%
Merchant Wholesalers, Durable Goods	3.23%	-8.20%	-22.70%	\$4,583	\$3,423	-3.50%
Specialty Trade Contractors	2.99%	-21.40%	-6.00%	\$3,821	\$3,116	-2.10%
Credit Intermediation and Related Activities	2.71%	-2.90%	7.00%	\$4,661	\$3,022	4.70%

## What can help young people prepare for and obtain jobs?

Specific and sustained efforts are needed to prepare young people for employment and to access paid and non-paid workplace experiences, particularly in a difficult economic environment. Louisville's young people should be surrounded with support, programs and policies that help them develop skills for success at work. The responsibility to develop and sustain these supports rest at home, in school and in the community.

*Families have the greatest responsibility to:*

1. Teach youth work relevant skills such as time management, written and verbal communication, attention to details and personal responsibility;
2. Encourage youth to express their work and career interests to adults at school and in the community;
3. Promote the value of non-paid experiences like helping neighbors, volunteering for nonprofit organization or coordinating a community service project;
4. Help youth learn about money management, including income taxes and employee benefits;
5. Talk about different occupations and help them access information on jobs of the future;
6. Emphasize the value of working hard in school and on the job.

*Schools and community organizations can:*

1. Create high-quality in and out of school learning experiences such as co-ops, internships and pre-apprenticeships;
2. Connect young people with professional mentors;
3. Provide individualized career and education guidance including useful information on the local labor market and career pathways;
4. Teach courses and workshops in pre-employment skills;
5. Imbed work related skills into academic curriculum.

*Community and school leaders could consider:*

1. Developing policies and procedures that grant school credit for *high-quality* workplace learning experiences;
2. Expanding high school and college student employment programs that place students in jobs near or on campus;
3. Collecting and analyzing data on youth employment and funding programs that address developing issues;
4. Evaluating the effectiveness and impact of local programs and policies that promote workplace readiness;
5. Lowering the cost of hiring youth workers through tax incentives, pre training and turnover prevention support;
6. Building networks between business, schools and community groups.

Ultimate, the payoffs of these and other investments in Louisville's youth and young adults are significant. **“Young men and women today build the foundations for the economies and societies of today and tomorrow. They bring energy, talent and creativity to economies and make important contributions as productive workers, entrepreneurs, consumers, agents of change and as members of civil society.”**<sup>29</sup>

- 
- <sup>1</sup> Cockx, B. and M. Picchio (2009), “Are Short-Lived Jobs Stepping Stones to Long Lasting Jobs?”, IZA Discussion Paper No. 4004, Bonn.
- <sup>2</sup> Oreopoulos, P., T. von Wachter and A. Heisz (2008), “The Short and Long-Term Career Effects of Graduation in a Recession: Hysteresis and Heterogeneity in the Market for College Graduates”, IZA Discussion Paper, No. 3578, Bonn.
- <sup>3</sup> Filkins, J. and Cermak, K. (2004), “On-Campus Employment as a Factor of Student Retention and Graduation”, DePaul University.
- <sup>4</sup> “Are they Ready to Work? Employers Perspective on the Basic Knowledge and Applied Skills of the New Entrants to the 21<sup>st</sup> Century U.S. Workforce”. (2006) Conference Board.
- <sup>5</sup> Khatiwada, I., McLaughlin, J., Sum, A., Palma, S., (2007) “The Fiscal Consequences of Adult Educational Attainment”; Center for Labor Market Studies, Northeastern University, Boston MA.
- <sup>6</sup> Bell, D.N.F. and D.G. Blanchflower (2009), “What Should Be Done about Rising Unemployment in the UK”, IZA Discussion Paper, No. 4040, Bonn.
- <sup>7</sup> U.S. Census Bureau Table A-16, March 2011
- <sup>8</sup> “Emerging Workers Survey Results: Louisville’s Youth and Young Adults Describe Their Career and Education Plans.” (2008) Prepared by Emerging Workforce Initiative.
- <sup>9</sup> “Emerging Workers Survey Results: Louisville’s Youth and Young Adults Describe Their Career and Education Plans.” (2008) Prepared by Emerging Workforce Initiative.
- <sup>10</sup> Danziger, D. and Ratner, D., (2010) “Labor Market Outcomes and the Transition to Adulthood”, *Transition to Adulthood* 20: 133.
- <sup>11</sup> “Global Employment Trends for Youth: Special Issue on the Impact of the Global Economic Crisis on Youth”. (2010), International Labour Organization.
- <sup>12</sup> Edwards, A.E. and Hertel-Fernandez, A. (2010) “The Kids Aren’t Alright—A Labor Market Analysis of Young Workers”, EPI Briefing Paper #258.
- <sup>13</sup> Sum, A. et al. (2008) “Out With the Young and in With the Old: U.S. Labor Markets 2000-2008 and the Case for an Immediate Jobs Creation Program for Teens and Young Adults.” Boston, MA.: Center for Labor Market Studies.
- <sup>14</sup> Greenberg, A., and J. Keating. (2009). “Young Adults: Trying to Weather a Recession, National Survey Results.” Washington, D.C.: Greenberg Quinlan Rosner Research.
- <sup>15</sup> U.S. Census American Community Survey 2005-2009 estimate of population and U.S. Census Bureau Table A-16, March 2011.
- <sup>16</sup> U.S. Census Bureau Table A-16, March 2011. Estimates are extrapolated from national data.
- <sup>17</sup> U.S. Census Bureau Table A-16, March 2011. Estimates are extrapolated from national data and reflect 2005-2009 population estimates for Louisville/Jefferson County. Individuals who are incarcerated or institutionalized are not included in these estimates.
- <sup>18</sup> Jefferson County Public Schools, Comprehensive School Survey 2010.
- <sup>19</sup> U.S. Bureau of Labor Statistics Table E-16. March 2011.

---

<sup>20</sup> U.S. Census American Community Survey 2005-2009 estimate of population and U.S. Census Bureau Table A-16, March 2011.

<sup>21</sup> Hair, E. et al, (2009) “Youth Who are ‘Disconnected’ and Those who then Reconnect: Assessing the Influence of Family, Programs, Peers and Communities.” Child Trends.

<sup>22</sup> “OECD Labour and Employment Ministerial Meeting Tackling the Jobs Crisis The Labour Market and Social Policy Response Helping Youth to Get a Firm Foothold in the Labour Market”, 29 September 2009.

<sup>23</sup> “Emerging Workers Survey Results: Louisville’s Youth and Young Adults Describe Their Career and Education Plans.” (2008) Prepared by Emerging Workforce Initiative.

<sup>24</sup> “Emerging Workers Survey Results: Louisville’s Youth and Young Adults Describe Their Career and Education Plans.” (2008) Prepared by Emerging Workforce Initiative.

<sup>25</sup> “Number of Jobs Held, Labor Market Activity, and Earnings Growth Among the Youngest Baby Boomers: Results from a Longitudinal Survey.” U.S. Bureau of Labor Statistics, June 2008 Issue Brief.

<sup>26</sup> Jefferson County Public Schools, Comprehensive School Survey 2010.

<sup>27</sup> U.S. Census Bureau, Local Employment Dynamics; data collected March 1, 2011 for Q2 2009, Q3 2009, Q4 2009, Q1 2010; Estimates include private sector employers only.

<sup>28</sup> The percentage of workers in this age category and employed in this industry were calculated as a quarterly average.

<sup>29</sup> “Global Employment Trends for Youth” (2010). International Labour Organization.