

Chance of a Lifetime: Findings and Recommendations

Toward a career development framework for serving
disconnected youth and replacing retirees in New York City

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Dimensions of the Problems

- Demographics: by 2010, approximately 64 million American workers (4 in 10) will be at or near retirement age.
- 170,000-200,000 New Yorkers aged 16 to 24 are neither working nor in school.
- The Young Adult Task Force (2005) estimates that only about 10,000 of those young people are receiving services through public programs.

The Opportunity

- NYSDOL Employment Projections 2002-2012 and USDOL national projections 2004-2014 give a sense of likely hiring demand within sectors and for specific job titles.
- Analysis of EEOS Data from the 2000 Census shows in which sectors and titles older workers are concentrated.
- Many of the fields with both high demand and high concentrations of older workers do not require four-year college degrees.

Job Openings: Growth vs. Replacements

“Over the 2004–14 period, 54.7 million job openings are expected in the economy, nearly 3 times as many as from employment growth alone (18.9 million)... The number of job openings due to net replacement needs should exceed the number due to growth in occupation groups with below-average projected growth, as well as in service occupations, a category that includes many occupations with high job turnover.”

--Daniel E. Hecker, “Occupational employment projections to 2014,” *Monthly Labor Review*, November 2005.

Targeted Sectors (CUF Report)

- **Health care:** est. 3,510 hires per year (all thru 2012, NYC)
- **Construction:** est. 4,000 hires/yr*
- **Auto maintenance:** est. 600 hires/yr
- **Commercial driving:** est. 1,100 hires/yr
- **Science/Technology^:** est. 1,600 hires/hr
- **Aviation:** est. 400 hires/yr**
- **Manufacturing:** est. 1,000 hires/yr
- All totals include both new hiring and replacement workers

Other Fields (not covered in report)

- Teaching
 - Average age of NYC schoolteachers is 50
 - Paraprofessionals can get certified
- Public Service/Government
 - More than half of all public sector workers in NYC (52.5 percent) are 45 or older
 - Various career ladders within city, state, federal government; field is largely unionized
- Maintenance/service
 - Not “outsource-able”
 - Some training infrastructure already in place

Health Care: selected fields and job titles, NYC 2002-2012

SOC Code	Job Title	Empl 2002	Proj Empl 2012	Pctg Change	Total Annual Openings	New	Replace	Med. Hrly Wages (2004)	Pct over 40	Pct over 50
29-0000	Health Care Practitioners and Tech Occupations	184,870	221,200	20.0	7,190	3,680	3,510	n/a	n/a	n/a
29-1111	<i>Registered Nurses</i>	72,980	89,940	23.2	3,230	1,700	1,530	\$29.93	65.6	29.3
29-2061	<i>Licensed Practical and Licensed Vocational Nurses</i>	16,540	18,820	13.8	590	230	360	\$17.19	63.1	32.8
31-0000	Health Care Support Occupations	121,940	151,530	24.3	4,760	2,960	1,800	n/a	n/a	n/a
31-1000	<i>Nursing, Psychiatric and Home Health Aides</i>	93,900	114,520	22.0	3,290	2,060	1,230	\$9-\$15	64.2	34.1

Health Care: National Perspective

“Health care practitioner and technical occupations are projected to add nearly 1.8 million jobs and grow twice as fast as the average for all occupations. Registered nurses—by far the largest occupation in the group—should account for two-fifths of new jobs. More than 3 out of 4 new jobs in health care practitioner and technical occupations should be in the health care industry... Sixteen of the 30 fastest growing occupations are health related, including 13 in health care and 3 in other occupation groups...continued efforts to control health care costs should stimulate some of the fastest-growing health-related occupations—mostly technicians, aides, and assistants—to grow even more rapidly than overall health employment.”

--Daniel E. Hecker, “Occupational employment projections to 2014,” *Monthly Labor Review*, November 2005.

Health Care: Fastest-Growing Jobs, 2004-14

Rank	Code/Title	2004 jobs (in 1000s)	2014 jobs (in 1000s)	Percent Change	Educational requirement
1	31-1011: Home health aide	624	974	56	Short-term on-the-job training
3	31-9092: Medical assistant	387	589	52.1	Moderate-term on-the-job training
4	29-1071: Physician assistant	62	93	49.6	Bachelor's degree
6	31-2021: Phys. therapist ass't	59	85	44.2	Associate's degree
7	29-2021: Dental hygienist	158	226	43.3	Associate's degree
9	31-9091: Dental assistant	267	382	42.7	Moderate-term on-the-job training
10	31-9021: Personal and home care aide	701	988	41.0	Short-term on-the-job training
13	29-1123: Physical therapist	155	211	36.7	Master's degree
16	29-2032: Diagnostic medical sonographer	42	57	34.8	Associate's degree
17	31-2022: Phys. therapist aide	43	57	34.4	Short-term OJT
18	31-2011: Occ. therapist ass't	21	29	34.1	Associate's degree
20	29-1182: Occ. therapist	92	123	33.6	Master's degree

Health Care: Assets for a career development initiative

- Highly unionized sector characterized by strong labor/management partnership
- Nature of funding and services essentially guarantees sustained/increased demand
- CUNY, 1199, other providers can train
- Clearly delineated career progressions exist, e.g. PCA→LPN→RN
- Supports are present to help participants balance work and education

Construction Commission: a model for cross-sector career development

- Organized stakeholders (BCTC, BTEA) with shared interests and history of collaborative partnership
- Major public investment
- Clear need/external pressure
- But political leadership was the key

Construction Commission: Outcomes

- Percentages of apprenticeships reserved for NYC HS graduates, returning veterans, women and economically disadvantaged
- City commitment to build and fund dedicated high school and enforce EO50
- STRIVE and NEW to conduct pre-apprenticeship training
- CUNY to develop construction management curriculum

Where the Jobs Are: Selected High-Growth Titles, U.S., 2004-14

Rank	Code/Title	2004 jobs (in 1000s)	2014 jobs (in 1000s)	Change (in 1000s)	Educational requirement
2	29-1111: Registered Nurse	2,394	3,096	703	Associate's degree
8	31-1011: Home health aide	624	974	350	Short-term on-the-job training
9	31-1012: Nursing aide, orderly and attendant	1,455	1,781	325	Post-secondary vocational award
11	39-9021: Personal and home care aide	701	988	287	Short-term on-the-job training
12	25-2021: Elementary school teacher (non-special educ)	1,457	1,722	265	Bachelor's degree
18	53-3032: Truck drivers, heavy and tractor trailer	1,738	1,962	223	Moderate-term on-the-job training
19	15-1031: Computer software engineer, applications	460	682	222	Bachelor's degree
20	49-9042: Maintenance and repair, general	1,332	1,533	202	Moderate-term on-the-job training

Industries and Stakeholders

- Auto Maintenance: NATEF, AYES (training) GNYADA, companies (employer)
- Science & Technology: NpowerNY, Per Scholas; ITAA, NYSIA
- Manufacturing: ITAC, NYIRN, GIDC, NAM, industry associations
- NYC Dept. of Education, DYCD and EDC
- Philanthropic community

Possibilities for Policy

- Sustain and expand NYC Sectors Initiative beyond health care/biotechnology
- Convene stakeholders in other targeted fields; sustain as working groups to strengthen career pathways and progressions in those fields
- Restructure provider contracts to create greater incentives to sustain engagement and advance customers along career tracks

Possibilities for Policy (con't)

- Partner with BIDs, LDCs, local Chambers to improve assessments of firm/sector replacement needs by neighborhood
- Partner with local and national industry associations (NAM, NYIRN; NYSIA, ITAA; GNYADA, HANYS, et al)
- Build in internship/placement component to NYC Career & Technical Education schools; extend Dept of Education Learning-to-Work program to optional post-secondary programming with community college partners