

Hunter College
Department of Urban Affairs and Planning
URBG 741 (3860)-EMPLOYMENT PLANNING AND POLICIES

Fall Semester 2006
Mondays, 3:10 – 5:00 p.m.
Room: W1639
Office hours: Mondays,
11:30 a.m. – 12:30 p.m., or
by appointment

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Course Description

In this course, we will study the changing structure of labor markets in the U.S. today; the history of and current developments in federal, state and local employment and training policies; and recent programmatic efforts to stimulate employment of disadvantaged populations in the inner city. Such programs include: welfare-to-work strategies, youth programs, sectorally targeted employment training programs, community-based employment training efforts, and employer and community-college-driven efforts. In addition, the class will be researching workforce development issues in a particular New York City neighborhood.

The class will operate as a seminar. Therefore, students are required to participate in class discussion of the readings. This class will also emphasize the quality of the research we produce as much as the readings, so we will devote several classes to sharing and discussing research methods. Students are encouraged to revise their research papers throughout the semester.

Additional course requirements include the following:

- 1) readings and in-class discussion of various debates,
- 2) a research paper that will be divided into several components, and
- 3) a class presentation.

Course Grading Policy

The grade distribution will be:

- attendance & class participation in discussions	10%
- research paper (25% each component)	75%
- <u>presentation of findings</u>	15%
TOTAL	100%

Required Readings

Required readings will be available from a variety of sources. There will be a set of photocopied readings, available from the instructor that you will need to purchase. Other readings will be available on-line. In addition, please purchase the following book:

Edwin Melendez. 2004. Communities and Workforce Development, available from Shakespeare & Co., bookstore.

Class Schedule and Topics

September 4 (Monday)—HOLIDAY

September 6 (Wednesday, classes follow Monday schedule)

WEEK 1: Introduction and Course Requirements

CCHD, Poverty Quiz

September 11

WEEK 2: National Employment Picture & Supply and Demand

Council of Economic Advisers. February 4, 2003. “Strengthening America’s Economy: The Presidents’ Jobs and Growth Proposals,” can be accessed at

<http://www.jobwatch.org/creatinng/background.html>.

Edward P. Lazear. May 2, 2006. “The State of the U.S. Economy and Labor Market,” Executive Office of the President, Council of Economic Advisers, accessed at

<http://www.whitehouse.gov/cea/lazear20060502.pdf>.

Lawrence Mishel. November 3, 2003. “Grading the ‘Jobs and Growth Plan’,” Economic Policy Institute, accessed at <http://www.jobwatch.org/creatinng/background.html>.

Economic Policy Institute. 2006. “Critiquing Misleading White House Statements About the Economy,” accessed at

http://www.epinet.org/webfeatures/snapshots/archive/2006/05xx/snapshots_misleading_wh_200605.pdf.

J. Bruce Lindeman. 1992. Microeconomics (Barron’s Ez-101 Study Keys, “Theme 4: Supply and Demand” (pp: 26-41), “Labor unions and collective bargaining” (p. 118), and “Backward bending supply curve of labor” (p. 120), Barron’s Educational Series.

September 18

WEEK 3: Why a Jobless Recovery? Globalization and Employer Pressures

Peter Capelli, et.al. 1997. Chapter 1, “The Pressures to Restructure Employment,” in Change at Work, New York: Oxford University Press.

Jared Bernstein & L. Josh Bivens. June 15, 2006. “The Wal-Mart Debate: A False Choice Between Prices and Wages,” accessed at

<http://www.epinet.org/issuebriefs/223/ib223.pdf>.

Erica L. Groshen, Simon Potter & Rebecca J. Sela. 2004 (June). “Economic Restructuring in New York State,” in Current Issues in Economics and Finance, Federal Reserve Bank of New York, vol. 10, no. 7, accessed at

http://www.ny.frb.org/research/current_issues/ci10-7.html.

Fiscal Policy Institute. 2006. "The State of Working New York 2005: Treading Water in a Tenuous Recovery," Executive Summary, accessed at http://www.fiscalpolicy.org/research_05LaborDay.stm.

September 25

WEEK 4: RESEARCH METHODS—Employment Data Sources, PUMS, and Interviewing Studies

Working for America Institute. "Action Brief: Finding and Using Labor Market Information for Economic and Workforce Development," accessed on its website at <http://www.workingforamerica.org/documents/docmenu.htm>.

Herbert J. Rubin & Irene S. Rubin. 1995. *Chapter 9: Topical Interviewing, Chapter 10: What Did You Hear? Data Analysis, Qualitative Interviewing: The Art of Hearing Data*. Thousand Oaks, CA: Sage.

Additional Reading:

Ann Markusen. 2004 (Summer). "Targeting Occupations in Regional and Community Economic Development," *Journal of the American Planning Association*, v. 70, no. 3, available from the Academic Search Premier database through Hunter Library.

October 2—HOLIDAY, NO CLASS

October 3 (Tuesday)

WEEK 5: RESEARCH PROJECT: The Inner-City Workforce

Guest Speaker: to be announced.

October 9—HOLIDAY, NO CLASS

October 16

WEEK 6: The Changing Nature of Jobs & Mismatches in the Labor Market

Peter Capelli, et.al. 1997. Chapter 2, "Downsizing and Employment Insecurity," in *Change at Work*, New York: Oxford University Press.

Jeffrey Wenger. 2003 (April). "Share of Workers in 'Nonstandard' Jobs Declines: Latest survey shows a narrowing—yet still wide—gap in pay and benefits," Washington, D.C.: Economic Policy Institute, accessed at http://www.epinet.org/content.cfm/briefingpapers_bp137.

Harry Holzer. 1999. *The Low-Wage Labor Market: Challenges and Opportunities for Economic Self-Sufficiency, Mismatch in the Low-Wage Labor Market: Job Hiring Perspective*, accessed at <http://aspe.hhs.gov/hsp/lwlm99/holzer.htm>.

Jared Bernstein. 2004 (March 11). "The Changing Nature of the Economy: The Critical Roles of Education and Innovation in Creating Jobs and Opportunity in a Knowledge Economy," Washington, D.C.: Economic Policy Institute, accessed at http://www.epinet.org/printer.cfm?id=1749&content_type=1&nice_name=webfeatures_v

[iewpoints_changing_economy_testimony">http://www.epinet.org/printer.cfm?id=1749&content_type=1&nice_name=webfeatures_viewpoints_changing_economy_testimony.](http://www.epinet.org/printer.cfm?id=1749&content_type=1&nice_name=webfeatures_viewpoints_changing_economy_testimony)

Michael J. Handel. 2002 (December). "Skills Mismatch in the Labor Market," accessed at www.ssc.wisc.edu/~mhandel/ars.pdf.

October 23

WEEK 7: Labor Market Mismatches (continued)

October 30

WEEK 8: Student Presentations

November 6

WEEK 9: Low-wage, Underemployed and Disadvantaged Workers

Mark Levitan. 2004 (February). "A Crisis of Black Male Employment: Unemployment and Joblessness in New York City, 2003," New York: Community Service Society, accessed at www.cssny.org/pubs/special/2004_02labormarket.pdf.

Randy Capps, et.al. 2003 (November). "A Profile of the Low-Wage Immigrant Workforce," *Immigrant Families and Workers: Facts and Perspectives*, Brief No. 4, accessed at www.urban.org/UploadedPDF/310880_lowwage_immig_wkfc.pdf.

Andrew T. Lamas. 2006. "Race, Poverty and Shared Wealth, in *Poverty & Race in America: The Emerging Agendas*, Chester Hartman, ed. Lexington Books, accessed on blackboard.

David J. Fischer, Tara Coulton, Neil S. Kleiman & Karen Schmike. November, 2004. "Between Hope and Hard Times: New York's Working Families in Economic Distress," accessed at Center for an Urban Future website, http://www.nycfuture.org/images_pdfs/pdfs/Between_Hope_and_Hard_Times.pdf.

Additional Reading:

Mark Elliott, et.al. "Deepening Disparity: Income Inequality in New York City," published by Public/Private Ventures, accessed at http://www.ppv.org/ppv/publications/assets/90_publication.pdf.

Julia Lane, et.al. "Low-Income and Low-Skilled Workers' Involvement in Nonstandard Employment," Chapter 2: A First Look at the Evidence," Urban Institute report, accessed at <http://www.urban.org/Template.cfm?NavMenuID=24&template=/TaggedContent/ViewPublication.cfm&PublicationID=7458>.

November 13

WEEK 10: Workforce Development Policies (National, State, Local Government)

Edwin Melendez. 2004. "Communities and Workforce Development in the Era of Devolution," in Communities and Workforce Development, Edwin Melendez, ed. W.E. Upjohn Institute.

Gwen Rubenstein & Andrea Mayo. 2006. "Chapter 1: Workforce Investment Act," Training Policy in Brief, accessed at The Workforce Alliance website, http://www.workforcealliance.org/atf/cf/{93353952-1DF1-473A-B105-7713F4529EBB}/%20FINAL_Briefing.pdf.

Center for an Urban Future & New York Association of Training and Employment Professionals. 2003. "Seeking a Workforce System: A Graphical Guide to Employment and Training Services in New York," accessed at http://www.nycfuture.org/images_pdfs/pdfs/NY_Workforce_Map.pdf.

Jared Bernstein & Jeff Chapman. 2006. "The Living Wage: A Progressive Movement in Action," in Poverty & Race in America: The Emerging Agendas, Chester Hartman, ed. Lexington Books, accessed on blackboard.

Additional Reading:

Workforce Alliance, interactive state database, accessed at <http://dev.workforcealliance.ctsg.com/comparesearch2.asp>.

New York State Workforce Investment Board. 2005. Strategic Five-Year State Plan for Title 1 of the Workforce Investment Act and Wagner-Peyser Act," accessed at the Workforce Alliance website, <http://www.workforcealliance.org/atf/cf/{93353952-1DF1-473A-B105-7713F4529EBB}/New%20York.pdf>.

Robin Spence & Brendan Kiel, 2003 (September), "Skilling the American Workforce 'On the Cheap': Ongoing Shortfalls in Federal Funding for Workforce Development," The Workforce Alliance, accessed at <http://www.workforcealliance.org/atf/cf/{93353952-1DF1-473A-B105-7713F4529EBB}/twa-funding-analysis-09.pdf>.

Center for an Urban Future. 2000 (Summer). "The Skills Crisis: Building a Jobs System That Works," accessed at http://www.nycfuture.org/images_pdfs/pdfs/The%20Skills%20Crisis.pdf.

Center for an Urban Future. 2001 (Spring). "The Workforce Challenge: To Place is to Win," accessed at http://www.nycfuture.org/images_pdfs/pdfs/Workforce%20report.final.pdf.

November 20

WEEK 11: Student Presentations

November 27

WEEK 12: Workforce Development Policies—Intermediaries (CCs, CBOs)

David Jason Fischer. 2005. Workforce Intermediaries: Powering Regional Economies in the New Century, Center for an Urban Future & Annie E. Casey Foundation, accessed at http://www.nycfuture.org/images_pdfs/pdfs/workforce_int.pdf.

Edwin Melendez, et.al. 2004. "Community Colleges, Welfare Reform, and Workforce Development," in Communities and Workforce Development, Edwin Melendez, ed. W.E. Upjohn Institute.

Joan Fitzgerald. 2004. "Community Colleges as Workforce Intermediaries: Building Career Ladders for Low-Wage Workers," in Communities and Workforce Development, Edwin Melendez, ed. W.E. Upjohn Institute.

Ramon Borges-Mendez & Edwin Melendez. 2004. "CBOs and the One-Stop Career Center System," in Communities and Workforce Development, Edwin Melendez, ed. W.E. Upjohn Institute.

Alex Schwartz, et.al. 2004. "Addressing the Employment Challenge for the Formerly Homeless: Supportive Housing in New York City," in Communities and Workforce Development, Edwin Melendez, ed. W.E. Upjohn Institute.

December 4

WEEK 13: Workforce Development Policies—Intermediaries (Unions, Sectoral Projects)

Beverly Takahashi and Edwin Melendez. 2004. "Union-Sponsored Workforce Development Initiatives," in Communities and Workforce Development, Edwin Melendez, ed. W.E. Upjohn Institute.

Laura Wolf-Power. 2004. "Beyond the First Job: Career Ladder Initiatives in Information Technology Industries," in Communities and Workforce Development, Edwin Melendez, ed. W.E. Upjohn Institute.

Amy J. Blair. 2002 (March). Measuring Up and Weighing In: Industry-based Workforce Development Training Results in Strong Employment Outcomes, Aspen Institute, available at: <http://www.aspenwsi.org/publications.asp?cid=3>.

Mark Elliott and Elisabeth King. 1999 (December). Labor Market Leverage: Sectoral Employment Field Report, Public/Private Ventures, available at: http://www.ppv.org/ppv/publications/publications.asp?search_id=5.

December 11

WEEK 14: LAST CLASS & Student Presentations

December 18

WEEK 15: FINAL PAPERS DUE

Assignments

Students will conduct a three-part research project investigating the labor market in an inner-city neighborhood in New York City. Students will investigate the workforce residing and working in the neighborhood, the institutional environment that shapes workforce development, and potential policy solutions to strengthen workforce development in that community.

1) Describing the Local Workforce

Students will research and write a paper that will provide an overview of the workforce that resides and works in the neighborhood. This overview should describe the various segments of the workforce in terms of their characteristics: size, demographic features of the workers, educational background, occupational and industry concentrations and features (pay, hours worked, etc.). Unemployed individuals should also be included. Students will primarily utilize census data but can also gather additional information from exploratory interviews with industry/occupational contacts, web material, and printed sources. Each student will write a paper of approximately 10 typewritten pages. Due: October 23.

2) Workforce Development Institutions

Students will conduct in-depth interviews with representatives of various workforce development institutions that shape workforce development in the specific community. These can include city and other government agencies, nonprofit employment and training organizations, apprenticeship programs, schools, and other related area organizations. The focus of the interviews is to map the workforce development services available locally and analyze their appropriateness to the workforce needs identified in the first paper. Each student is responsible for conducting and recording 5 interviews. A paper that summarizes the main findings of these interviews must be written (again, approximately 10 pages each). Due: November 20.

3) Workforce Development Policy Recommendations

Students will research a variety of best practice workforce development programs and policies that they believe will help strengthen the existing services available to the community. The second paper should have indicated some gaps in the current workforce development system that needs filling; solutions for filling the gap(s) should be investigated. A paper will be written based on this research that describes best practices elsewhere and how such practices could be adopted in your specific neighborhood. Each student is responsible for approximately 10 typewritten pages. Due: December 18.

4) Class Presentations

Students are required to make a presentation in class of their research and findings. Dates: October 30, November 20, December 11.