

Millennials and the Workforce

Young people have realized job gains over the last two years, but too many Millennials in Arizona have seen their social mobility stunted by the Great Recession. Millennials' unemployment rate remains over a third higher than the national average, and for those lucky enough to have found work, serious questions remain about whether these jobs are setting up young people for financial security. In response to some of the concerns we have heard from young people struggling to gain a foothold in today's economy, Young Invincibles put together a plan outlining our [2016 workforce development priorities](#). If adopted in full, these reforms could create over three million full-time, part-time, and summer jobs each year and would improve training opportunities for an additional one million young people at an annual cost of \$13.1 billion. We hope that policymakers and candidates for elected office will champion these commonsense reforms.

Snapshot: The State of Millennials in Arizona's Workforce

- **Nearly 1 in 4 young Latinos in the Phoenix metro area are out of work and out of school:** 17.3 percent of residents between the ages of 16 and 24 in the Phoenix-Mesa-Scottsdale metropolitan area are both out of work and out of school. However the proportion of youth in the region that are disconnected varies significantly by race, with 23.9 percent of Latinos and 19.1 percent of black young people (ages 16 to 24) being both out of work and out of school.¹
- **More than 1 in 5 young Latinos in the Tucson metro area are out of work and out of school:** 16.2 percent of residents between the ages of 16 and 24 in the Tucson metropolitan area are both out of work and out of school. However, like Phoenix, the proportion of youth in the region that are disconnected varies significantly by race, with 21.6 percent of Latinos being both out of work and out of school.²
- **Annual income for young workers in Arizona is down by more than \$5,200:** Median income in Arizona is down 17 percent since the Great Recession. In 2014, the median annual income for a young adult worker in Arizona was \$25,000, down \$5,210 (when controlled for inflation) since the Great Recession. The median annual income for Arizona's overall workforce is \$33,000, down from \$39,843 (controlled for inflation) since the Great Recession.³
- **More than 1 in 5 Arizona Millennials are living in poverty:** As of 2014, the poverty rate for 18- to 34-year-olds in Arizona stands at 22.70 percent, up more than a third from 16.99 percent before the Great Recession. There are currently 339,000 young adults in the Grand Canyon State living in poverty.⁴
- **Young adult poverty is growing more than 3 times as fast as the state's young adult population:** Arizona has 90,000 additional young adults living in poverty today than before the Great Recession, despite the fact that the state's young adult population has grown by just 30,000 during the same time period.⁵

¹ Kristen Lewis and Sarah Burd-Sharps, Zeroing In on Place and Race: Youth Disconnection in America's Cities, (Brooklyn, NY: Measure of America, 2015), 6, accessed 3/29/2016, <http://ssrc-static.s3.amazonaws.com/wp-content/uploads/2015/06/MOA-Zeroing-In-Final.pdf>.

² Ibid.

³ Data derived from "Current Population Survey (CPS) Table Creator," CPS Annual Social and Economic Supplements 2015, US Census Bureau, <http://www.census.gov/cps/data/cpstablecreator.html>.

⁴ Analysis of American Community Survey, 2014 and 2007 1-year estimates, US Census Bureau.

⁵ Ibid.