

## Millennials and the Workforce

Young people have realized job gains over the last two years, but too many Millennials in Pennsylvania 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 Pennsylvania's Workforce

- **Wages have fallen twice as fast for young workers in Pennsylvania:** In 2014, the median annual income for a young adult worker in Pennsylvania was \$28,005, down \$2,547 (when controlled for inflation) since the Great Recession. The median annual income for Pennsylvania's overall workforce is \$38,750, down \$1,664 (when controlled for inflation) since the Great Recession.<sup>1</sup>
- **The generational divide in worker income is up nearly 20 percent since the Great Recession:** In 2014, the income divide between young workers and the overall workforce in Pennsylvania was 38.4 percent as compared to a divide of 32.3 in 2007 -- representing a 18.9 percent increase in the generational divide in worker income since the Great Recession.<sup>2</sup>
- **Half a million, or nearly 1 in 5, Pennsylvania Millennials are living in poverty:** As of 2014, the poverty rate for 18- to 34-year-olds in Pennsylvania stands at 18.2 percent, up from 14.4 percent before the Great Recession. There are currently 478,000 young adults in Pennsylvania are living in poverty.<sup>3</sup>
- **The poverty rate for young adults in Pennsylvania is one-third higher than the state's overall rate:** Pennsylvania Millennials' 18.2 percent poverty rate is 33.6 percent higher than the state's overall 13.6 percent poverty rate.<sup>4</sup>
- **Nearly 1 in 4 black youth in Philadelphia are out of work and out of school:** 14.3 percent of residents between the ages of 16 and 24 in the Philadelphia 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 23.1 percent of black young people (ages 16 to 24) being both out of work and out of school.<sup>5</sup>

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<sup>1</sup> 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>.

<sup>2</sup> Ibid.

<sup>3</sup> Analysis of American Community Survey, 2014 and 2007 1-year estimates, US Census Bureau.

<sup>4</sup> Ibid.

<sup>5</sup> 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>.