

## **UPP 536: Urban Employment Planning**

**Fall 2011**

Peter A. Creticos

Thursdays, 6 p.m. to 9 p.m.

Institute for Work and the Economy

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### **Course Requirements:**

*Class participation:* This class is being conducted as a seminar, there your participation is critical to what you and your classmates (and I) will learn about urban employment planning and policy. The reading assignments will inform the week's discussion. I expect you to be familiar with the core elements of the assigned reading.

*Term paper:* The title of your paper is "A City of Chicago employment policy and program framework in the \_\_\_\_\_ industry cluster." The cluster will be of your choosing from those identified in the Go to 2040. You should limit your paper to no more than 3,000 words (about 7 single-spaced pages).

*Summations:* Following each class, beginning with the class of September 1 and excluding the week devoted to the critique of the draft employment portion of the OECD territorial review of the Chicagoland region, you are to write and submit a 1 – 2 page summary of your observations from that class. These observations should include highlights from the discussion, key learning points, and the implications of this discussion regarding your own thinking on employment planning and policy. The summary may be in outline form.

*OECD critique:* The Organization for Economic Cooperation and Development is conducting a territorial review of the Chicagoland region. The region's workforce comprises a core element of the review. The OECD is expected to submit their draft report for local comment around the early part of October. You will provide your assessment of the employment portion of the draft report and we will devote an entire class to a discussion. Your written assessment will be due on the day of the class.

## **Grading:**

Final paper: 40%

OECD review: 20%

Class participation and summations: 40%

## **Blackboard:**

All course materials (including links) are posted to the Blackboard site for the class. You will submit all written work through the site.

## **Schedule:**

August 25: Course Introduction

September 1: Changing structure of the economy and the consequences for employment

- *The Labor Market, Then and Now: Changing Realities in the 21st Century*, Carl Van Horne and Nicole Corre, John J. Heldrich Center for Workforce Development, Rutgers University, February 2010 (Labor\_Market\_Brief.pdf)
- *The Labor Market, Then and Now: Changing Realities in the 21st Century*, Harry Holzer, Center for American Progress, May 2010 (1001381-in-the-middle.pdf)
- *Changes in the Distribution of Workers Annual Earnings Between 1970 and 2007*, Congressional Budget Office, October 2009 (Changes in the distribution of workers annual earnings between 79 and 07.pdf)
- *Misperceptions About the Magnitude and Timing of Changes In American Income Inequality*, Robert J. Gordon, Working Paper 15351, National Bureau of Economic Research, September 2009 (Misperceptions about the magnitude and timing of changes in American income inequality.pdf)
- *The Polarization of Job Opportunities in the U.S. Labor Market: Implications for Employment and Earnings*, David Autor, Center for American Progress, April 2010 (job\_polarization.pdf)
- *The Digital Transformation of Services: From Economic Sinkhole to Productivity Driver*, John Zysman, Stuart Feldman, Jonathan Murray, Niels Christian Nielsen, Kenji Kushidai, BRIE Working Paper 187, April 6, 2010, (wp187.pdf)

September 8: Neo-classical labor market theory

- *What Labor Market Theory Tells Us About the "New Economy,"* Paul Gomme, Economic Review, Q3, 1998 (98-q3-gomme.pdf)

- *The Development of the Neoclassical Economics in Labor Economics*, George R. Boyer and Robert S. Smith, in Industrial and Labor Relations Review, Vol. 54, No. 2 (Jan., 2001), pp. 199-223 (2696007.pdf)
- *A Survey of Alternative Models of the Aggregate U.S. Labor Market*, Thomas J. Kniesner and Arthur H. Goldsmith, in Journal of Economic Literature, Vol. 25, No. 3 (Sep., 1987), pp. 1241-1280 (2726027.pdf)

September 15: Labor market supply

- *How Increasing College Access Is Increasing Inequality, and What to Do about It*, Anthony P. Carnevale and Jeff Strohl, Chapter 3 in **Rewarding Strivers** (CarnevaleStrivers.pdf)
- *Future Skills Shortages in the U.S. Economy?* David Neumark, Hans P. Johnson, Marisol Cuellar Mejia, Working Paper 17213, National Bureau of Economic Research, July 2011 (future skills shortages in the US.pdf)
- *The Undereducated American*, Anthony Carnevale and Stephen Rose, Center on Education and the Workforce, Georgetown University, 2011 (<http://cew.georgetown.edu/undereducated>)
- *Are Skills the Problem? Reforming the Education and Training System in the United States*, Robert I. Lerman, in A Future of Good Jobs: America's Challenge in the Global Economy, Tim Bartik and Susan Houseman, eds. 2008 (Are Skills the Problem-Reforming the Education and Training System in the United States - Lerman.pdf)

September 22: Labor market demand

- *The Hourglass Economy: Job Polarization in the 21st Century*, Rachel E. Dwyer, September 2009 (Dwyer.docx)
- *Inequality and Specialization: The Growth of Low-Skill Service Jobs in the United States*, David H. Autor and David Dorn, Working Paper 15150, National Bureau of Economic Research, November 2009 (growth of low skill jobs in us.pdf)
- *Population Aging, Labor Demand, and the Structure of Wages*, Margarita Sapozhnikov and Robert K. Triest, Center for Retirement Research at Boston College October 2007 (POPULATION AGING, LABOR DEMAND, AND THE STRUCTURE OF WAGES.pdf)
- *Who Creates Jobs? Small vs. Large vs. Young*, John C. Haltiwanger, Ron S. Jarmin, Javier Miranda, Working Paper 16300, National Bureau of Economic Research, August 2010 (WHO CREATES JOBS? SMALL VS. LARGE VS. YOUNG.pdf)
- *Placing Labor Center-Stage in Industrial City Revitalization*, Ann Markusen and Greg Schrock, in Retooling for Growth: Building a 21<sup>st</sup> Century Economy in America's Older Industrial Areas, Richard McGahey and Jennifer Vey, eds.,

2008. (Placing Labor Center-Stage in Industrial City Revitalization - Markusen and Schrock.pdf)

- *Occupational Clusters, Employment and Opportunity for Low-Skilled Workers*, Mark Turner, Laurel Davis and Andres Cruz in Retooling for Growth: Building a 21<sup>st</sup> Century Economy in America's Older Industrial Areas, Richard McGahey and Jennifer Vey, eds., 2008. (Occupational Clusters, Employment, and Opportunity for Low-Skilled Workers - Turner Davis Cruz.pdf)

September 29: Market Failures: information, discrimination, and matching

- *The Great Recession, Unemployment Insurance and Poverty*, Wayne Vroman, Paper Prepared for The Georgetown University and Urban Institute, Conference on Reducing Poverty and Economic Distress after ARRA, April, 2010 (412072\_great\_recession.pdf)
- *Mismatch in the Labor Supply: Measuring the Supply of and Demand for Skilled Labor*, Alicia Sasser Modestino, Research Report 10 -2, New England New England Public Policy Center, November 2010 (<http://www.bos.frb.org/economic/neppc/researchreports/2010/rr1002.htm>)
- *Deflecting Responsibility in Employer Talk About Race Discrimination*, **Discourse & Society**, September 2006 17: 651-676 (available online through Sage Publications Online at UIC Library)
- *Technology Corridor Skillshed Analysis: A study of Occupational Cluster Skills, & Gap Analysis in the Technology Corridor*, Iowa Workforce Development, November 2009 (Skillshed Report (8.5x11) - Technology Corridor.pdf)

October 6: Labor market intermediaries

- *A Foot in the Door: Using Alternative Staffing Organizations to Open Up Opportunities for Disadvantaged Workers*, Shayne Spaulding, Joshua Freely and Sheila Maguire, Public/Private Ventures, 2009 (Alternative staffing demo report 2005-08.pdf)
- *What Do Workforce Intermediaries Do?*, Richard Kazis, in Workforce Intermediaries for the Twenty First Century, Robert Giloth, ed., Temple University Press, 2004, (What Do Workforce Intermediaries Do - Kazis.pdf)
- *Labor Market Intermediaries in the Modern Labor Market*, Paul Osterman, in Workforce Intermediaries for the Twenty First Century, Robert Giloth, ed., Temple University Press, 2004, (Labor Market Intermediaries in the Modern Labor Market - Osterman.pdf)
- *Workforce Intermediaries: Recent Experience and Implications for Workforce Development*, Richard McGahey, in Workforce Intermediaries for the Twenty First Century, Robert Giloth, ed., Temple University Press, 2004, (Workforce Intermediaries-Recent Experience and Implications for Workforce Development - McGahey.pdf)

- *Do Displaced Workers Benefit From Community College Courses? Findings From Administrative Data and Directions for Future Research*, Louis Jacobson, Robert LaLonde and Daniel Sullivan, October 2005 (LaLonde\_displacedwkrs.pdf)

October 13: Economic mobility

- *Getting Ahead or Losing Ground: Economic Mobility in America*, Ron Haskins, Julia B. Isaacs, Isabel V. Sawhill ([http://www.brookings.edu/reports/2008/02\\_economic\\_mobility\\_sawhill.aspx#](http://www.brookings.edu/reports/2008/02_economic_mobility_sawhill.aspx#))
- *Employment Barriers Facing Ex-Offenders*, Harry J. Holzer, Steven Raphael, and Michael A. Stoll, May 2003 (reentry\_holzer.pdf)
- *Widening Inequality: Implications for Americans' Attitudes and American Society*, Benjamin M. Friedman, March 2008, (BenjaminFriedman\_Paper.pdf)
- *Education is Not the Cure for High Unemployment or for Income Inequality*, Lawrence Mishel, Economic Policy Institute, Briefing Paper #286, January 2011 (Education is not the cure for high unemployment or for income inequality.pdf)
- *Support and Encouraging Work*, Ron Haskins and Isabel Sawhill, in *Creating an Opportunity Society*, 2009 (Supporting and Encouraging Work Haskins and Sawhill.pdf)
- *Overcoming Employment Barriers: Strategies to Help the "Hard to Employ"*, Dan Blook and David Butler, in *Reshaping the American Workforce in a Changing Economy*, Harry Holzer and Demetra Smith Nightingale, eds., Urban Institute, 2008 (Overcoming Employment Barriers-Strategies to Help the Hard to Employ Bloom and Butler.pdf)
- *Technical Change, Inequality, and the Labor Market*, Daron Acemoglu, *Journal of Economic Literature*, Vol. 40, No. 1. (Mar., 2002), pp. 7-72 (available online through UIC library)(<http://links.jstor.org/sici?sici=0022-0515%28200203%2940%3A1%3C7%3ATCIATL%3E2.0.CO%3B2-P>) (optional)

October 20: Exercise: Review and analysis of initial findings of the OECD territorial review of Chicagoland area

October 27: Low wage work and job competition

- *Contingent Chicago: Restructuring the Spaces of Temporary Labor*, Jamie Peck and Nik Theodore, *International Journal of Urban and Regional Research*, Volume 25.3, September 2001 (Contingent Chicago-Restructuring the spaces of temporary labor.pdf)
- *Does Outsourcing Reduce Wages in the Low Wage Service Occupations? Evidence from Janitors and Guards*, Dube, Arindrajit; & Kaplan, Ethan, UC

Berkeley: Institute for Research on Labor and Employment, 2008  
(<http://escholarship.org/uc/item/6s89498v>)

November 3: Unions, immigration, living wages, minimum wage

- *Alternative Labor Market Policies to Increase Economic Self-Sufficiency: Mandating Higher Wages, Subsidizing Employment, and Increasing Productivity*, David Neumark, NBER Working Paper No. 14807, March 2009 (ALTERNATIVE LABOR MARKET POLICIES TO INCREASE ECONOMIC SELF-SUFFICIENCY.pdf)
- *Immigration: The Effects on Low-Skilled and High-Skilled Native-Born Workers*, Linda Levine, Congressional Research Service, November 5, 2009 ([http://digitalcommons.ilr.cornell.edu/key\\_workplace/690](http://digitalcommons.ilr.cornell.edu/key_workplace/690))
- *Unions as Partners: Expanding the Role of Organized Labor in Workforce Development*, Stacey Wagner, National Fund for Workforce Solutions, November 2010 (NFWS\_UnionsAsPartners\_111110.pdf)

November 10: Public workforce development policy and practice

- *The Economic Development and Workforce Development Systems: A Briefing Paper prepared for the Surdna Foundation*, Beth Siegel and Karl Seidman, December 2009 (mt\_auburn\_economic\_development\_workforce\_whitepaper.pdf)
- *Shifting Gears: State Innovation to Advance Workers and the Economy in the Midwest*, Julie Strawn, July 2010 (shiftinggearsstateinnovationstoadvanceworkersandtheeconomyinthemidwest0710.pdf)
- *What Role Is Welfare Playing in This Period of High Unemployment?* Sheila Zedlewski and Pamela Loprest with Erika Huber, Unemployment and Recovery Program, Urban Institute, August 2011 (412378-Role-of-Welfare-in-this-Period-of-High-Unemployment.pdf)
- *State Workforce Policy: The Future of Policy Innovation in a Changing Environment*, National Skills Coalition, Undated background paper (BackgroundPaperforStateWorkforcePolicyMeeting.pdf)
- *Bridges to Careers for Low Skilled Workers* (BridgeGuideFinal.pdf)
- *Father, Faster: Six Promising Programs Show How Career Pathway Bridges Help Basic Skills Students Earn Credentials that Matter*, Julie Strawn, August 2011 (Farther-Faster.pdf)
- *An Evaluation of Illinois' JTED Program*, Greg Schrock and Davis Jenkins, Great Cities Institute, UIC (Schrock\_Eval\_of\_IL\_JTED\_Program\_40.pdf)

November 17: Lifecourse of work

- *Employment and Earnings among 50+ People of Color*, Richard W. Johnson and Janice S. Park, Program on Retirement Policy, Urban Institute, August (2011 412173-low-wage-workers.pdf)
- *Caught in the Middle: Rising Unemployment Takes Its Toll on Older Managers*, Knowledge@Wharton (<http://knowledge.wharton.upenn.edu/article.cfm?articleid=2278>)
- *Do Only New Brooms Sweep Clean? A Review on Workforce Age and Innovation*, Katharina H. Frosch, Max Planck Institute for Demographic Research, February 2009 (A review on workforce age and innovation.pdf)
- *Why Are Older Workers at Greater Risk of Displacement?* Alicia H. Munnell, Steven A. Sass, and Natalia A. Zhivan, Center for Retirement Research at Boston College, May 2009, Number 9-10 (WHY ARE OLDER WORKERS AT GREATER RISK OF DISPLACEMENT?.pdf)
- *Reemployment and Earnings Recovery among Older Unemployment Insurance Claimants*, Christopher O'Leary and Randall Eberts, in Older and Out of Work: Jobs and Social Insurance for a Changing Economy, Randall Eberts and Richard Hobie, eds., Upjohn Institute, 2008 (Reemployment and Earnings Recovery among Older Unemployment Insurance Claimants OLeary and Eberts.pdf)
- *Policies to Promote Labor Force Participation of Older People*, Alicia H. Munnell, in Reshaping the American Workforce in a Changing Economy, Harry Holzer and Demetra Smith Nightingale, eds., Urban Institute, 2008 (Policies to promote labor force participation of older people Munnell.pdf)

November 24: No Class, Thanksgiving

December 1: The changing fundamentals of business and the consequences on employment

- *Sustainable Prosperity in the New Economy: Business Organization and High-Tech Employment in the United States*, William Lazonick, Upjohn Institute, 2009 (Sustainable Prosperity in the New Economy.pdf)
- *Manufacturing, Regional Prosperity and Public Policy*, Dan Luria and Joel Rogers, 2007 (<http://www.cows.org/pdf/xrp-retooling.pdf>)
- *Skills are Not Enough: the Globalisation of Knowledge and the Future UK Economy*, Phillip Brown, David Ashton and Hugh Lauder, Praxis, No. 4, 2010 (praxis-4-skills-are-not-enough.pdf)
- *Social Class and Education: Changes and Challenges*, Ceri Brown and Hugh Lauder, February 2009 (final\_lauder\_20090202.pdf)

**December 8: (No class: Final paper due)**