



## 10 Reasons Why Collective Action is Important to Improving Learning, Employment and Life Outcomes for All Americans

To spark dialogue at our **2014 Colloquium**, Hope Street Group has worked with a number of participants to assemble a set of baseline facts about our nation's ability to equip students and workers with the skills, experiences and information to succeed in work and life. We know that there are many more that have not been included here and also that there are hundreds of examples of progress taking place across the country- we are looking forward to discussing more on April 10<sup>th</sup>. In the meantime, this document should provide a basis for thought-provoking discussion.

### 1. Despite market recovery, high unemployment rates persist, especially among youth

**22 million**

Americans that are unemployed, underemployed, or discouraged from seeking work



Unemployment rate among 16-24 year-old job seekers is twice the national average

### 2. Meanwhile, the cost of earning a degree or credential continues to rise ...

**60%**

The percentage of students earning a bachelor's degree in 2012 from a private or public nonprofit university who graduated with debt

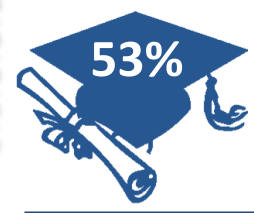


Average amount of dollars borrowed by those students

### 3. ... but job seekers feel unprepared for the job market (and employers agree)

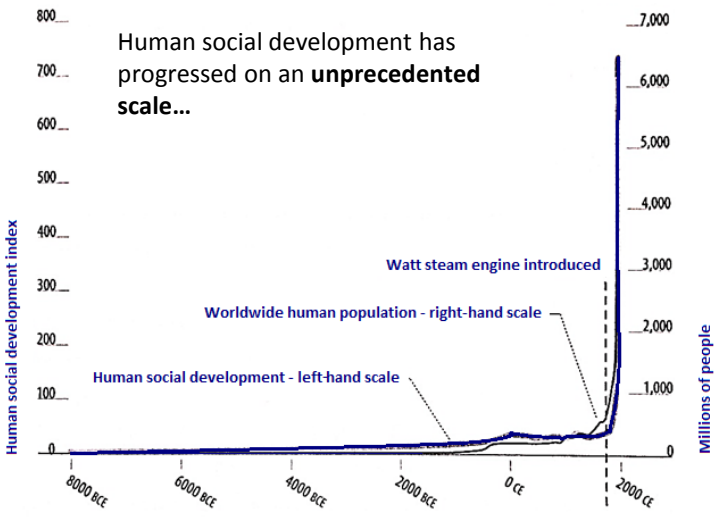
**87% vs. 49%**

The proportion of U.S. educators who believe that college graduates are ready for work, versus the percentage of employers who agree the same



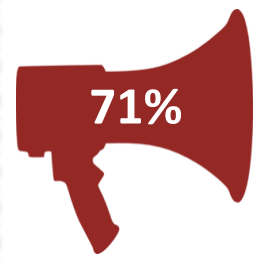
Graduates from a four or two-year college who say they would choose a different major or school if they could "do it over"

### 4. Technology is transforming work while decreasing the need for humans to perform routine tasks



**63%**  
The percentage of jobs opening up between 2008 and 2018 that will require some form of post-secondary credential

### 5. Educators and employers are often not operating in sync ...



The proportion of employers who say that they are not currently collaborating with higher education providers on any initiative

**56%**  
Academics surveyed who said curriculum changes they were making to match current market needs would take at least one year to be implemented – 18% even said three to five years



**6. ... and it's hard for educators to get a strong sense of skills that are in demand from the market**

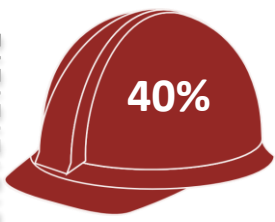
**78%**

The proportion of employers who claim to not look for a specific degree, as long as candidates have the right "soft" skills



Percent of jobs that are never posted publicly

**7. Meanwhile, the number of alternative pathways to skilled work is dwindling...**



Decline in registered U.S. apprenticeship programs since 2003

**7%**

The proportion of U.S. registered apprentices compared to the number in England, adjusted for population size

**8. If unaddressed, this situation will continue to hurt U.S. workers and businesses**

**\$20 billion**

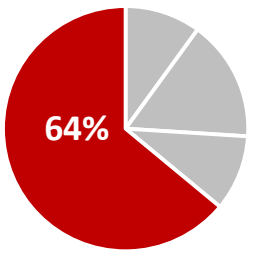
Wages that one million young Americans who experienced long-term unemployment during the recession will lose over the next 10 years

**\$14,000**

The amount that a company loses, on average, for every job opening that stays vacant for three months or longer

**9. ... and low-income job seekers are already being disproportionately affected**

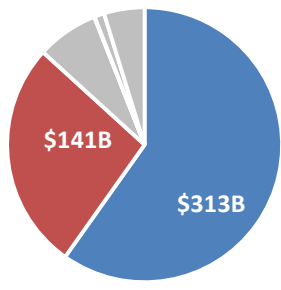
Students who enroll in community college who will not graduate with some form of credential or degree



**9%**

The proportion of children from low-income families who go on to eventually earn a bachelor's degree

**10. Although education and training budgets have been squeezed across the public and private sector, innovative approaches to deliver high quality content at low cost are being tried**



**\$500 million**

The amount that education technology startups raised in the first quarter of 2014

Despite a historical decline in training investment, the private sector still spends over \$450 billion annually on both informal (\$313 billion) and formal (\$141 billion) training.

**700**

The number of MOOCs started in 2013, up from 100 in 2012

**70%**

Average reduction in cost-to-hire if skill-based hiring (e.g. credentials) is used instead of degrees

**Sources:** Section 1: Goldstein, Jacob, and Lam Thuy Vo. "22 Million Americans Are Unemployed Or Underemployed." NPR. NPR, 4 Apr. 2013. Web. 03 Apr. 2014. Ayres, Sarah. "The High Cost of Youth Unemployment." Center for American Progress, 5 Apr. 2013. Web. 04 Apr. 2014. Section 2: Trends in Student Aid. Rep. College Board, 2013. Web. 4 Apr. 2014., p. 4. Section 3: Education to Employment. Rep. N.p.: McKinsey & Co., 2012. Print. *Voice of the Graduate*. Rep. N.p.: McKinsey & Co., Chegg, 2013. Print, p. 11. Section 4: Brynjolfsson, Eric, and Andrew McAfee. *The Second Machine Age*. N.p.: W.W. Norton, 2014. Print. *Pathways to Prosperity*. Harvard Graduate School of Education, Feb. 2011. Web. 4 Apr. 2014, p. 29. Section 5: What America Needs to Know about Higher Education Redesign. Rep. N.p.: Gallup & Lumina Foundation, 2014. Print, p. 25. Companies Losing Money to the Skills Gap. Rep. CareerBuilder, 10 Mar. 2014. Web. 04 Apr. 2014. Section 6: Sternberg, Robert J. "Do Your Job Better." *The Chronicle of Higher Education*, 17 June 2013. Web. 04 Apr. 2014. Kaufman, Wendy. "A Successful Job Search: It's All About Networking." NPR. NPR, 3 Feb. 2011. Web. 04 Apr. 2014. Section 7: Sternberg, Robert J. "Do Your Job Better." *The Chronicle of Higher Education*, 17 June 2013. Web. 04 Apr. 2014. Ayres, Sarah, and Ben Olinsky. "Training for Success: A Policy to Expand Apprenticeships in the United States." Center for American Progress, 2 Dec. 2013. Web. 03 Apr. 2014. Section 8: Ayres, Sarah. "The High Cost of Youth Unemployment." Center for American Progress, 5 Apr. 2013. Web. 04 Apr. 2014. Companies Losing Money to the Skills Gap. Rep. CareerBuilder, 10 Mar. 2014. Web. 04 Apr. 2014. Section 9: Carnevale, Anthony P., and Jeff Strohl. *How Increasing College Access Is Increasing Inequality, and What to Do about It*. Rep. N.p.: Century Foundation, n.d. Print. Luh, Tami. "Income Gap Continues to Affect College Graduation Rates." CNNMoney. Cable News Network, 21 Nov. 2011. Web. 04 Apr. 2014. Section 10: Carnevale, Anthony P., Tamara Jayasundera, and Andrew R. Hanson. *Career and Technical Education: Five Ways That Pay*. Rep. N.p.: Georgetown University Center on Education and the Workforce, 2012. Print. Shieber, Jonathan. "Education Technology Startups Raised Over Half A Billion Dollars In Q1." TechCrunch, 26 Mar. 2014. Web. 04 Apr. 2014. Shah, Dhawal. "MOOCs in 2013: Breaking Down the Numbers." EdSurge, 22 Dec. 2013. Web. 04 Apr. 2014. Selected case studies of WorkKeys (created by the ACT Foundation).