

A “WORKER-CENTRIC” APPROACH TO CURRENT ECONOMIC CONDITIONS

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Disclaimer

The views expressed here are the presenter's and not necessarily those of the Federal Reserve Bank of Minneapolis or the Federal Reserve System.



Economy tracking, new initiative

- **Economy (incl. labor) historically tracked via firms**
 - Firm-centric view = one-sided
 - Demands insights from workers' POV
- **New effort: Understanding current labor market from labor/worker point of view**
 - Audience target: Workers that are dislocated, underemployed, marginally attached and disenfranchised
 - Critically important now in light of falling labor force participation, and the role of LFP in recovery/growth



Worker Experience initiative + CareerForce

Two separate surveys looking at labor market from workers' POV

- **CareerForce staff: April 2021**
 - Responses: 90 of 150+ staff with job-seeker contact
 - Representative of job-seekers as a whole
- **Job seekers with CareerForce contact: May 2021**
 - Responses: 645 of 2,574 contacted via email
 - Respondents skewed older and more educated
- **Response composition likely plays *big* role in results**





***CAREERFORCE SURVEY
OF JOB SEEKERS***

MAY 2021, 645 RESPONSES

OBSTACLES TO EMPLOYMENT

Job seekers face all kinds of obstacles

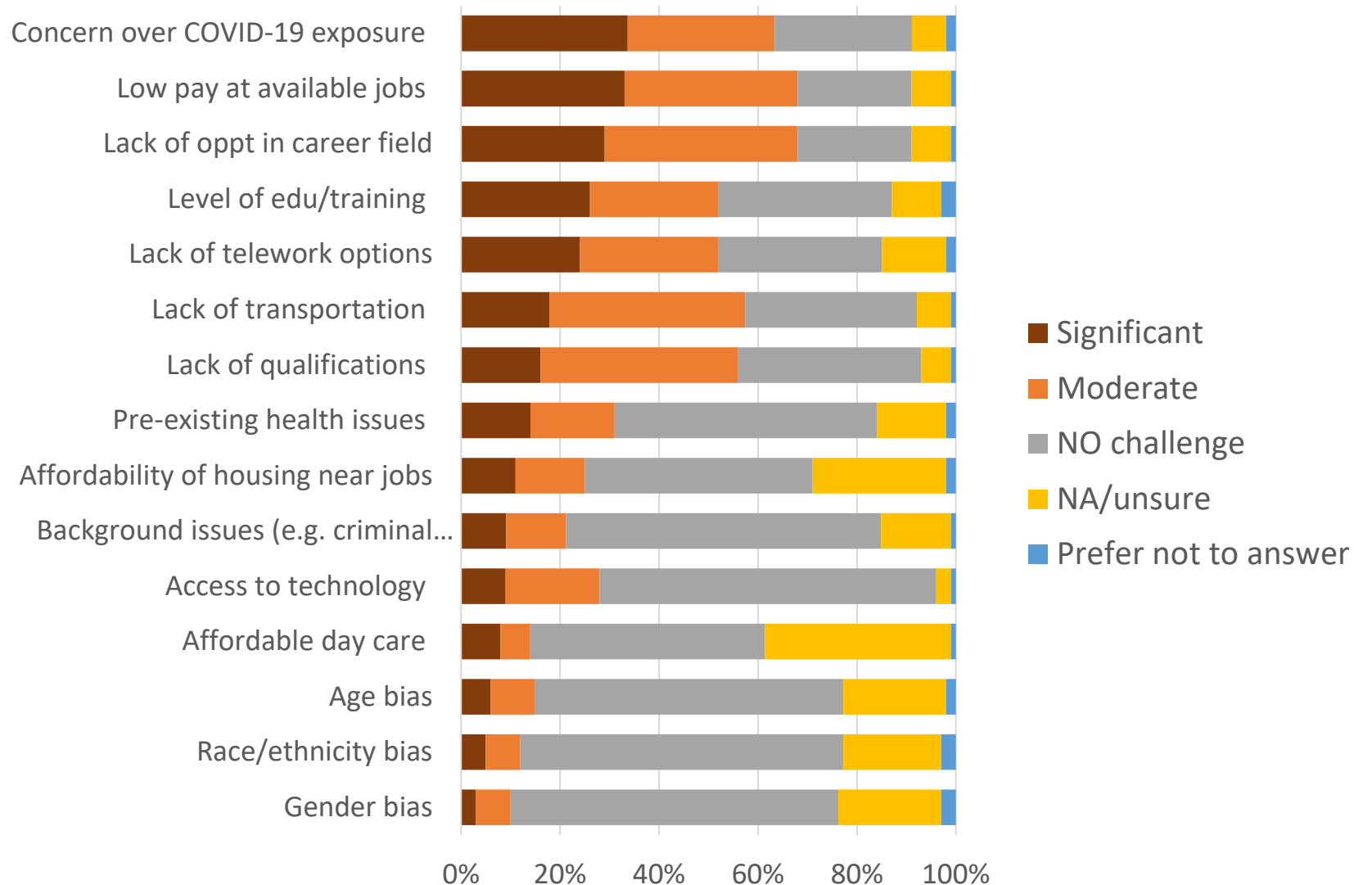
7 of 15 options reached 50% moderate-or-worse threshold

Some center on the worker (skills), some on employers (pay), some on broader environment (Covid)

Open comments:

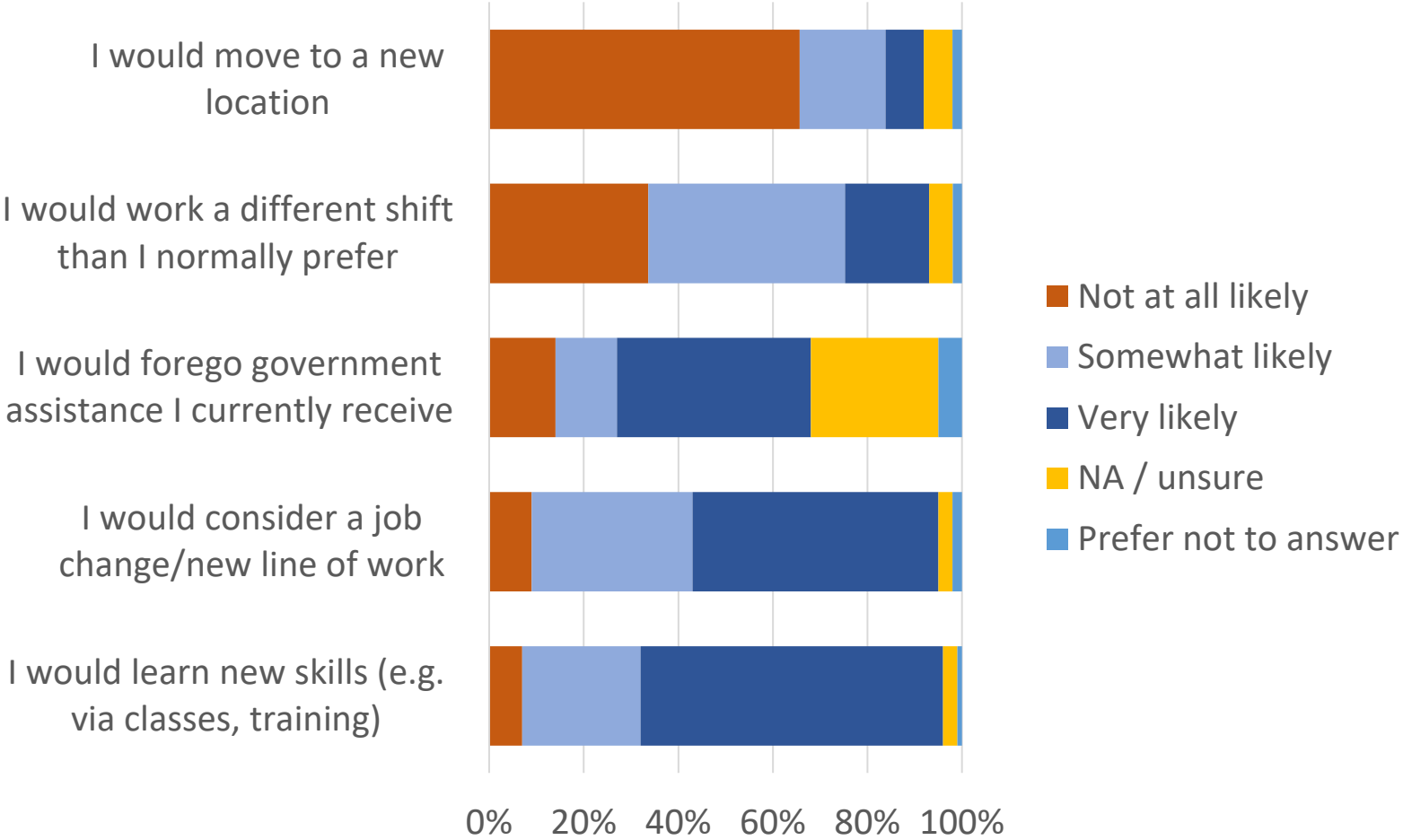
- Over-qualified meant overlooked
- Slow employer response

Obstacles to obtaining a job



ACTIONS TO GET PREFERRED JOB

What actions would you take to obtain your preferred job?



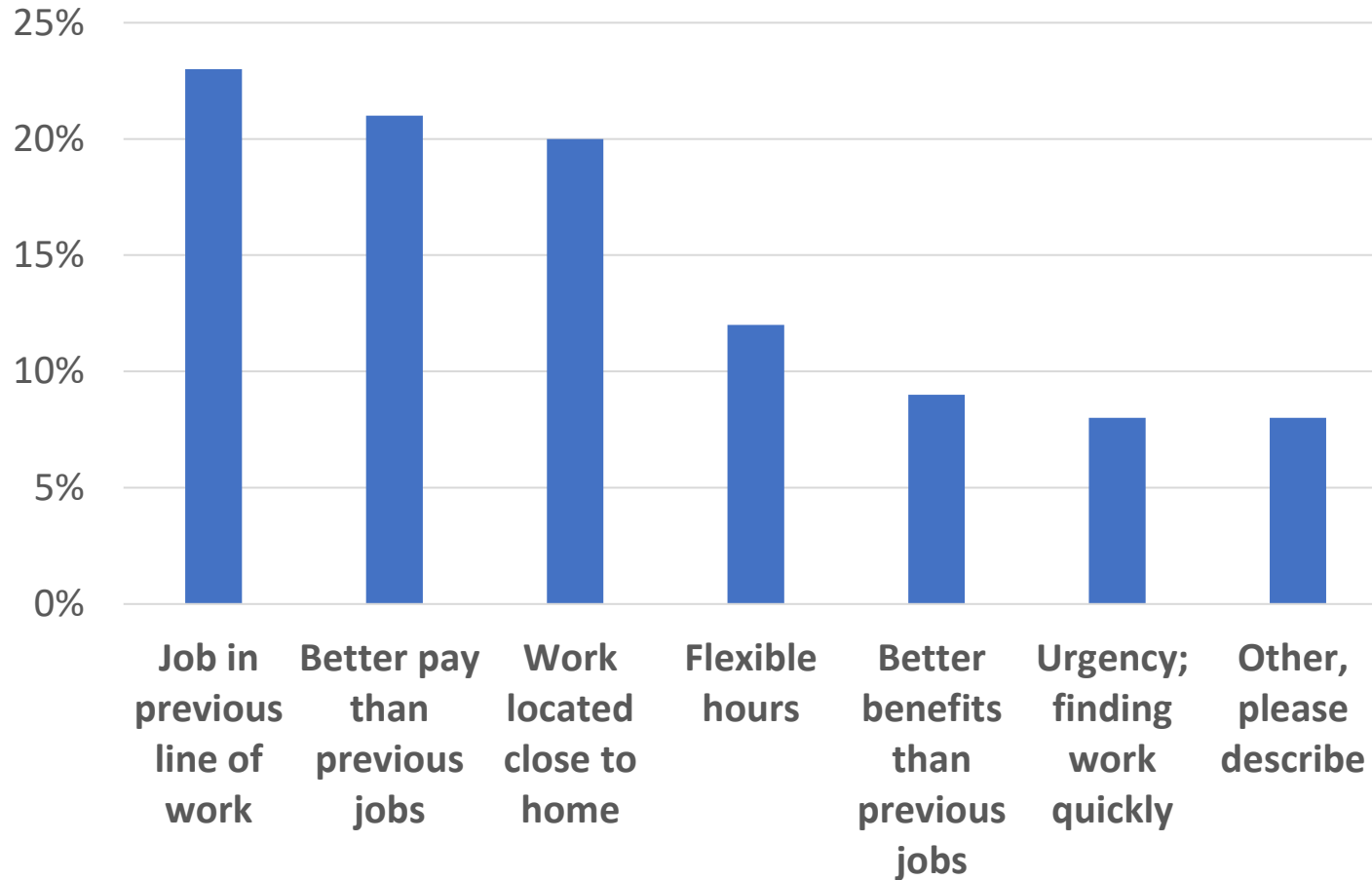
Job seekers very *unlikely* to relocate, and a notable share unwilling to change personal schedule

Generally more willing to give up govt. assistance

Most interested in training and/or a new line of work

EMPLOYMENT GOAL FOR JOB SEEKERS

What is the most important factor when looking for employment?

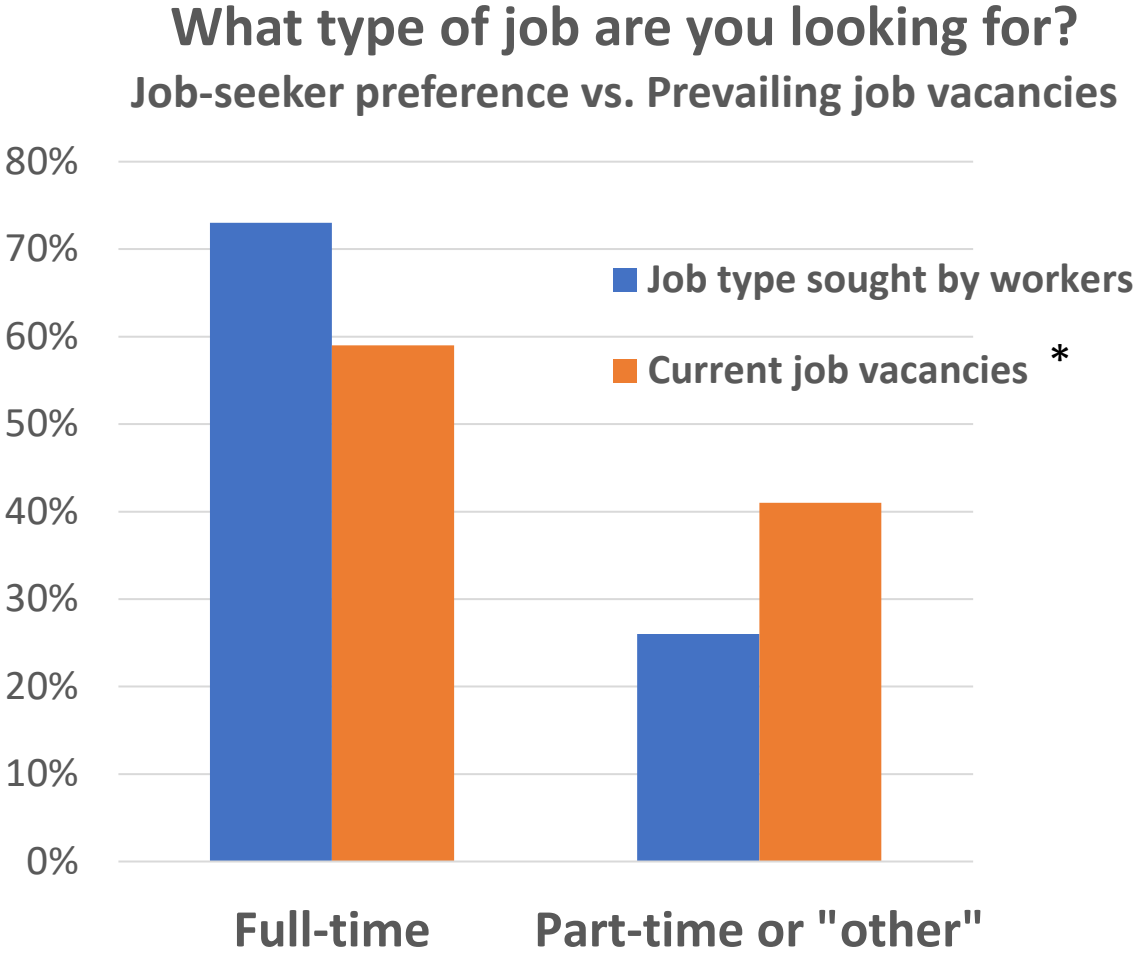


Not “one thing” job seekers desire from a job search

Top choices seem to say: “I don’t want a lot change, and I’d like to better compensated”

Less urgency than many might expect; suggests that job seekers believe they have choice/options

FULL OR PART-TIME: SEEKERS VS. EMPLOYERS



One big, basic market misalignment:

Workers want more full-time work than employers are offering

Employers have tons of part-time jobs that many job-seekers have no interest in

*Job vacancies from MN DEED Job Vacancy Survey, Fourth Quarter 2020



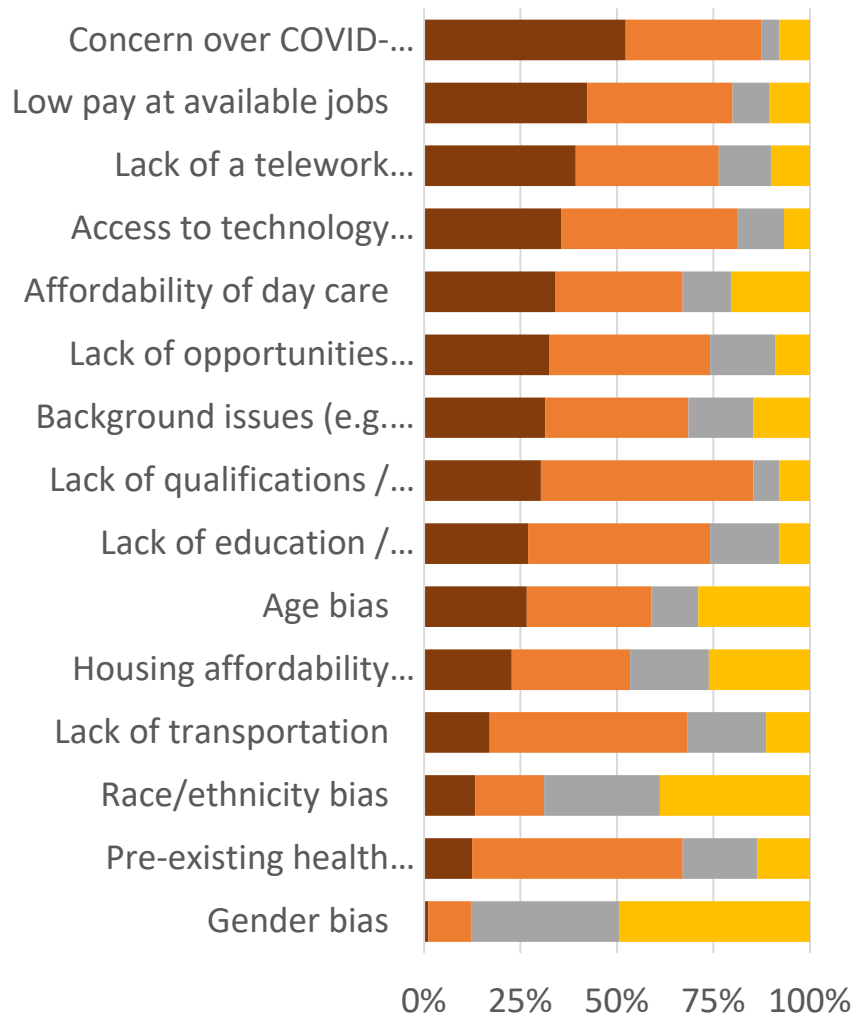
CAREERFORCE STAFF SURVEY:

APRIL 2021, 90 RESPONSES

MORE REPRESENTATIVE OF JOB SEEKERS OVERALL

COMPARISON: STAFF VS. JOB SEEKERS

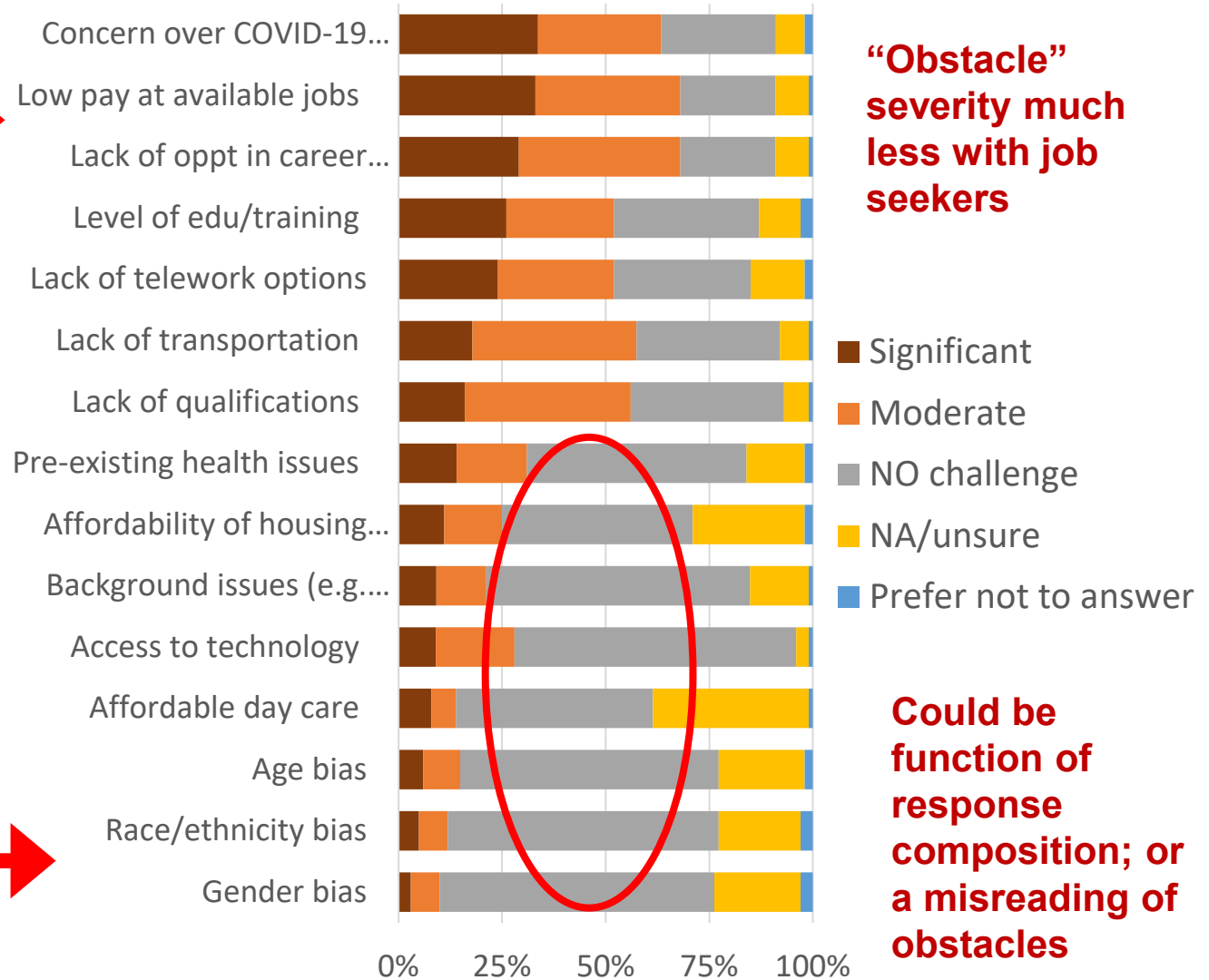
Obstacles – CareerForce staff



■ Significant
■ Moderate
■ No challenge
■ NA / Unsure



Obstacles to obtaining a job



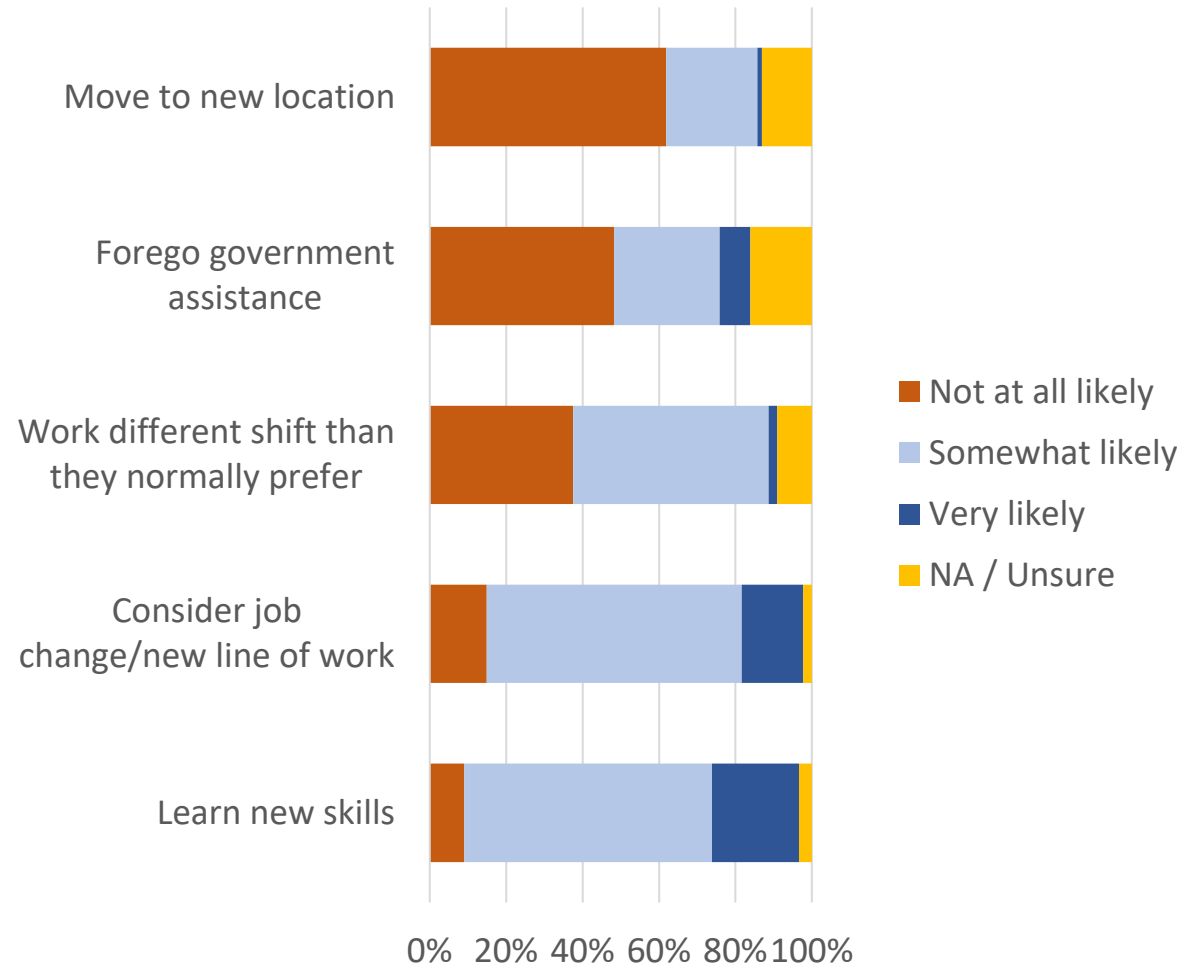
“Obstacle” severity much less with job seekers

Could be function of response composition; or a misreading of obstacles

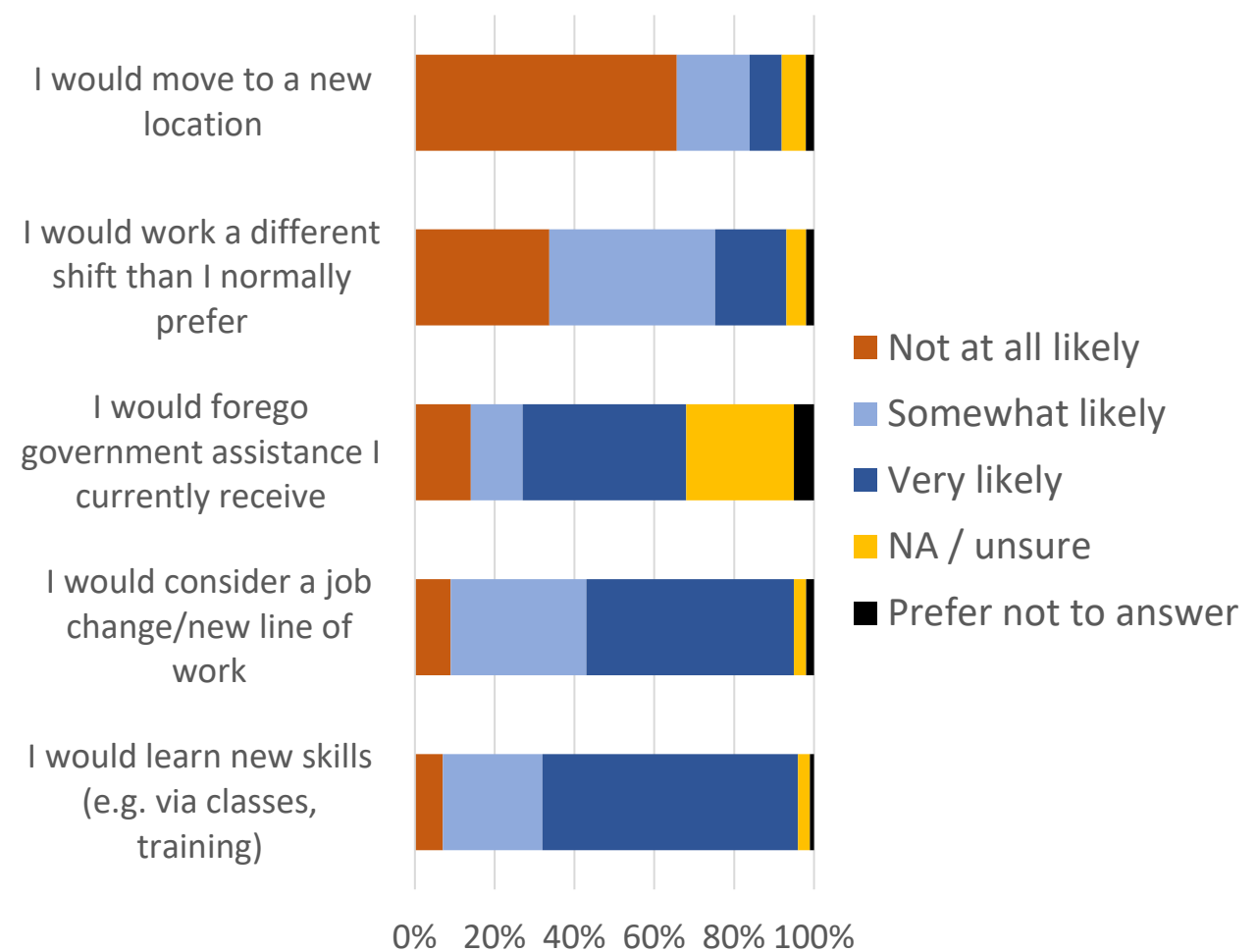
COMPARISON: STAFF VS. JOB SEEKERS

- Visually fairly similar, but differences evident in *degree of certainty*
 - Respondent composition again probably plays a role

What actions – CareerForce Staff



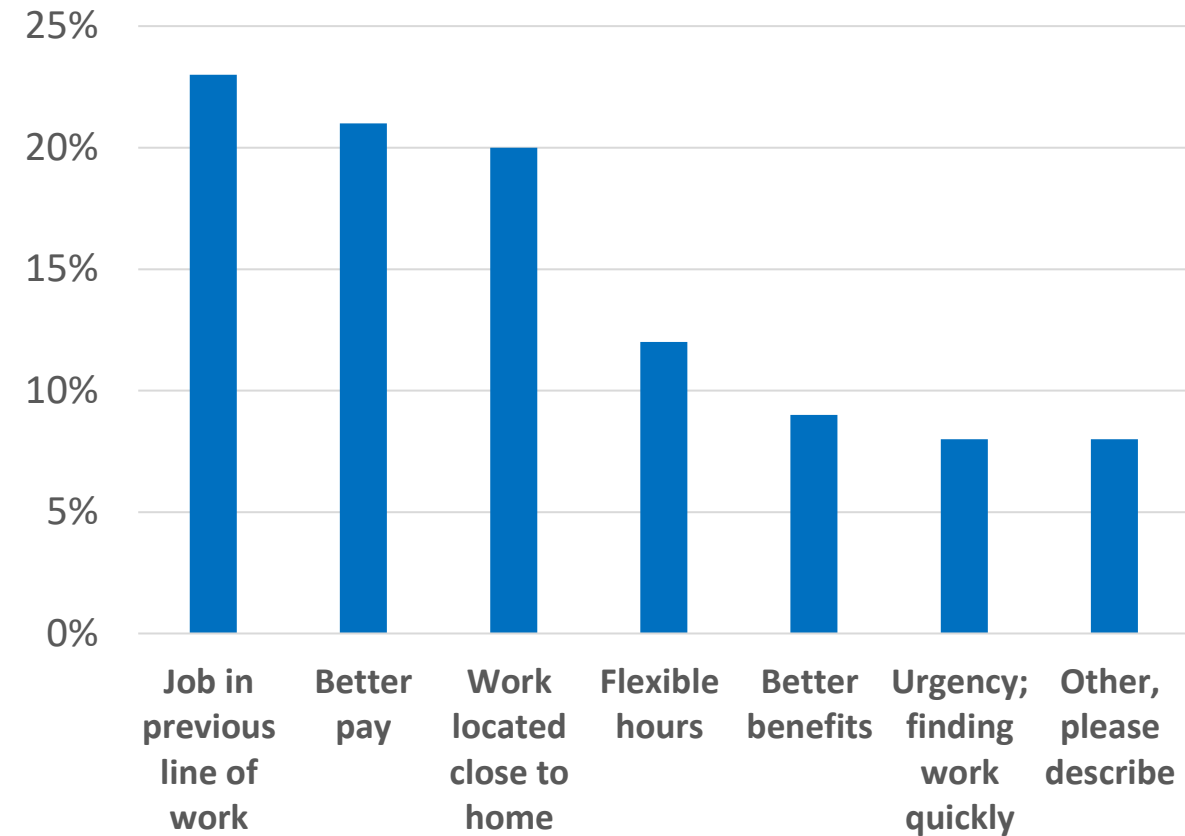
What actions – Job seekers



SEARCH GOAL: STAFF VS JOB-SEEKER

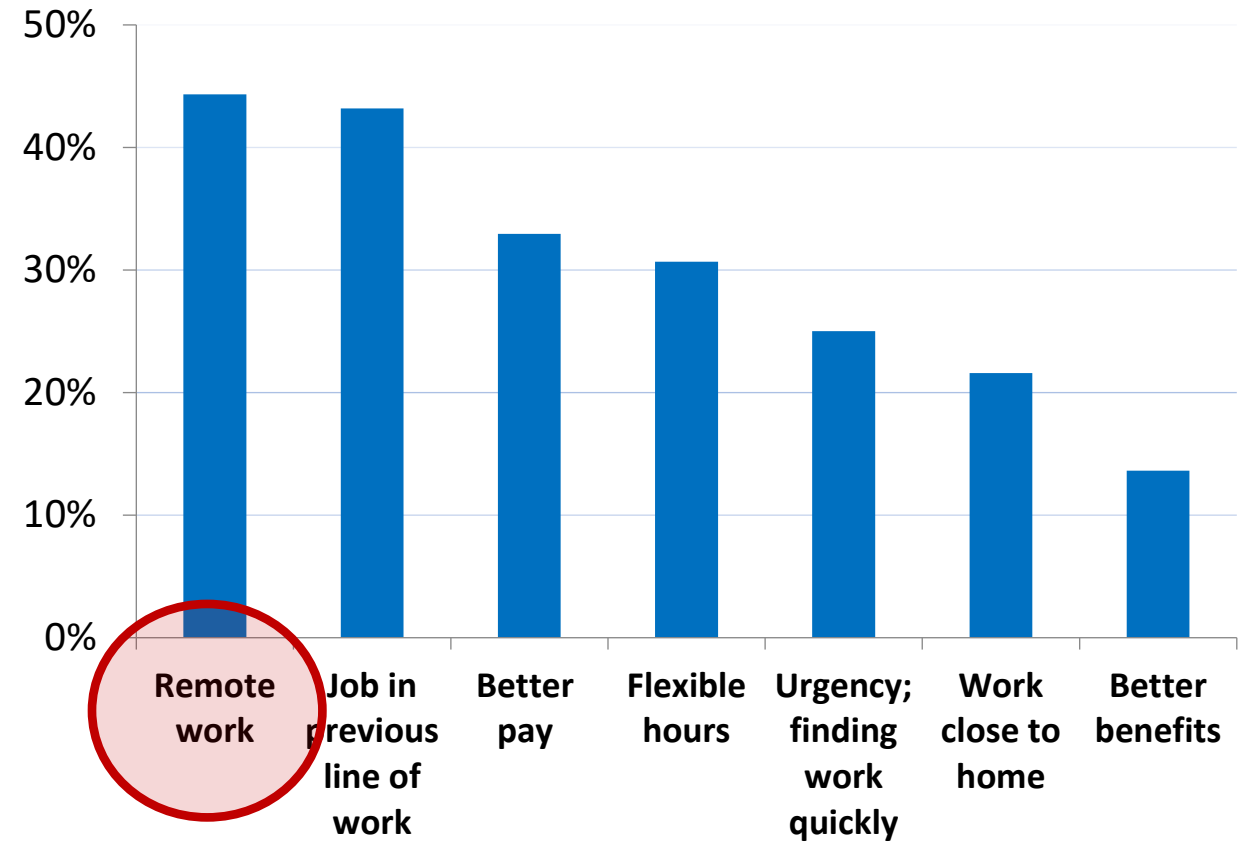
Job-seeker survey

What is the most important factor when looking for employment?



Staff survey

What are 2 most important needs clients indicate when looking for employment?



Other efforts

- These CareerForce surveys have provided the template for other efforts
- Job Service North Dakota staff survey
 - June 2021, 60 responses from 80 staff
- Workforce offices in Montana and South Dakota also interested
- Worker surveys currently being conducted with Minnesota unions
- Hope to engage nonprofit providers with deep/wide job-seeker contact





The ask

- The Minneapolis Fed has only started to scratch the surface of the worker experience
- If your organization has interest in helping us learn more – data, survey work, roundtables – please contact





Thank you! Questions?

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