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A CENTURY FOUNDATION BOOK

Moving Up In The New Economy Career Ladders For Us Workers

David J. Karjanen

Moving Up In The New Economy Career Ladders For Us Workers:

Moving Up in the New Economy Joan Fitzgerald, 2018-07-05 The United States used to be a country where ordinary people could expect to improve their economic condition as they moved through life For millions of us this is no longer the case Many Americans today have a lower standard of living as adults than they had in their parents homes as children This book is about restoring the upward mobility of U S workers Specifically it addresses the workforce development strategy of creating not just jobs but career ladders from Moving Up in the New Economy Career ladder strategies create opportunities for low wage workers to learn new skills and advance through a progression of higher skilled and better paid jobs For example nurses aides can become licensed practical nurses administrative assistants can become information technology workers and bank tellers can become loan officers Career ladder programs could provide opportunities for upward mobility and also stave off impending national shortages of skilled workers But there are a variety of obstacles that must be faced candidly if career ladder programs are to succeed In Moving Up in the New Economy Joan Fitzgerald explores specific programs in different sectors of the economy health care child care education manufacturing and biotechnology to offer a comprehensive analysis of this innovative approach to job training Addressing the successes achieved and the problems faced by career ladder programs this timely book will be of interest to anyone interested in career development workforce training and employment issues especially those that affect low wage workers Moving Up in the New Economy Joan Fitzgerald (Ph. D.), 2006 The United States used to be a country where ordinary people could expect to improve their economic condition as they moved through life For millions of us this is no longer the case Many Americans today have a lower standard of living as adults than they had in their parents homes as children This book is about restoring the upward mobility of U S workers Specifically it addresses the workforce development strategy of creating not just jobs but career ladders from Moving Up in the New Economy Career ladder strategies create opportunities for low wage workers to learn new skills and advance through a progression of higher skilled and better paid jobs For example nurses aides can become licensed practical nurses administrative assistants can become information technology workers and bank tellers can become loan officers Career ladder programs could provide opportunities for upward mobility and also stave off impending national shortages of skilled workers But there are a variety of obstacles that must be faced candidly if career ladder programs are to succeed In Moving Up in the New Economy Joan Fitzgerald explores specific programs in different sectors of the economy health care child care education manufacturing and biotechnology to offer a comprehensive analysis of this innovative approach to job training Addressing the successes achieved and the problems faced by career ladder programs this timely book will be of interest to anyone interested in career development workforce training and employment issues especially those that affect low wage workers Reshaping the American Workforce in a Changing Economy Harry J. Holzer, Demetra S. Nightingale, 2007 Comprises ten essays addressing issues relating to the altering demands for workers at various skill levels

Considers consequences of large sale technological changes workplace reorganisation and growing international trade with respect to the availability of highly skilled workers and on the other hand difficulties encountered by less skilled workers in finding or maintaining regular stable employment and the weakening of unions and minimum wage laws Describes labour market developments during the period 1960 2004 Globalising Worlds and New Economic Configurations Christine Tamasy, 2017-11-28 Over the last few decades circuits of capital have been stretched through processes of economic globalization leading to complex and hybrid outcomes that result in different modes of production and consumption Understanding these new economic configurations and their geographic patterns requires incorporating new theoretical arguments based on for example chain and network concepts This edited volume brings together theoretically informed analysis from Asia Europe and North America to illustrate the way in which new economic configurations have been developed and to understand individual local and regional responses to a variety of global challenges threats and opportunities. The different examples presented illustrate that economic structures and flows have changed dramatically over the past decades with profound impacts for the economic and regional actors involved The New Oxford Handbook of **Economic Geography** Dariusz Wójcik, 2018-01-02 The first fifteen years of the 21st century have thrown into sharp relief the challenges of growth equity stability and sustainability facing the world economy In addition they have exposed the inadequacies of mainstream economics in providing answers to these challenges This volume gathers over 50 leading scholars from around the world to offer a forward looking perspective of economic geography to understanding the various building blocks relationships and trajectories in the world economy. The perspective is at the same time grounded in theory and in the experiences of particular places Reviewing state of the art of economic geography setting agendas and with illustrations and empirical evidence from all over the world the book should be an essential reference for students researchers as well as strategists and policy makers Building on the success of the first edition this volume offers a radically revised updated and broader approach to economic geography With the backdrop of the global financial crisis finance is investigated in chapters on financial stability financial innovation global financial networks the global map of savings and investments and financialization Environmental challenges are addressed in chapters on resource economies vulnerability of regions to climate change carbon markets and energy transitions Distribution and consumption feature alongside more established topics on the firm innovation and work The handbook also captures the theoretical and conceptual innovations of the last fifteen years including evolutionary economic geography and the global production networks approach Addressing the dangers of inequality instability and environmental crisis head on the volume concludes with strategies for growth and new ways of envisioning the spatiality of economy for the future Good Jobs, Bad Jobs Arne L. Kalleberg, 2011-06-01 The economic boom of the 1990s veiled a grim reality in addition to the growing gap between rich and poor the gap between good and bad quality jobs was also expanding The postwar prosperity of the mid twentieth century had enabled millions of

American workers to join the middle class but as author Arne L Kalleberg shows by the 1970s this upward movement had slowed in part due to the steady disappearance of secure well paying industrial jobs Ever since precarious employment has been on the rise paying low wages offering few benefits and with virtually no long term security Today the polarization between workers with higher skill levels and those with low skills and low wages is more entrenched than ever Good Jobs Bad Jobs traces this trend to large scale transformations in the American labor market and the changing demographics of low wage workers Kalleberg draws on nearly four decades of survey data as well as his own research to evaluate trends in U S job quality and suggest ways to improve American labor market practices and social policies Good Jobs Bad Jobs provides an insightful analysis of how and why precarious employment is gaining ground in the labor market and the role these developments have played in the decline of the middle class Kalleberg shows that by the 1970s government deregulation global competition and the rise of the service sector gained traction while institutional protections for workers such as unions and minimum wage legislation weakened Together these forces marked the end of postwar security for American workers The composition of the labor force also changed significantly the number of dual earner families increased as did the share of the workforce comprised of women non white and immigrant workers Of these groups blacks Latinos and immigrants remain concentrated in the most precarious and low quality jobs with educational attainment being the leading indicator of who will earn the highest wages and experience the most job security and highest levels of autonomy and control over their jobs and schedules Kalleberg demonstrates however that building a better safety net increasing government responsibility for worker health care and retirement as well as strengthening unions can go a long way toward redressing the effects of today s volatile labor market There is every reason to expect that the growth of precarious jobs which already make up a significant share of the American job market will continue Good Jobs Bad Jobs deftly shows that the decline in U S job quality is not the result of fluctuations in the business cycle but rather the result of economic restructuring and the disappearance of institutional protections for workers Only government employers and labor working together on long term strategies including an expanded safety net strengthened legal protections and better training opportunities can help reverse this trend A Volume in the American Sociological Association's Rose Series in Sociology A New New Deal Amy B. Dean, David B. Reynolds, 2011-05-15 In A New New Deal the labor movement leaders Amy B Dean and David B Reynolds offer a bold new plan to revitalize American labor activism and build a sense of common purpose between labor and community organizations Dean and Reynolds demonstrate how alliances organized at the regional level are the most effective tool to build a voice for working people in the workplace community and halls of government The authors draw on their own successes to offer in depth contemporary case studies of effective labor community coalitions They also outline a concrete strategy for building power at the regional level This pioneering model presents the regional building blocks for national change A diverse audience both within the labor movement and among its allies will welcome this clear detailed and inspiring presentation of

regional power building tactics which include deep coalition building leadership development policy research and aggressive political action A New New Deal explores successful coalitions forged in Los Angeles Boston Denver San Jose New Haven and Atlanta toward goals such as universal health insurance for children and sensible redevelopment efforts that benefit workers as well as businesses The authors view partnerships between labor and grassroots organizations as a mutually beneficial strategy based on shared goals resulting in a broadened membership base and increased organizational capacity They make the innovative argument that the labor movement can steward both industry and community and make manifest the ways in which workplace battles are not the parochial concerns of isolated workers but a fundamental struggle for America's future Drawing on historical parallels the authors illustrate how long term collaborations between labor and community organizations are sowing the seeds of a new New Deal The Oxford Handbook of Urban Planning Randall Crane, Rachel Weber, 2015 Why plan How and what do we plan Who plans for whom These three questions are then applied across three major topics in planning States Markets and the Provision of Social Goods The Methods and Substance of Planning and Agency Implementation and Decision Making Youth, Jobs, and the Future Lynn S. Chancer, Martín Sánchez-Jankowski, Christine Trost, 2019 While overall unemployment has declined the unemployment rate remains nearly twice as high for young people 16 to 19 years of age and nearly three times as high for those aged 20 to 24 Rates of unemployment and underemployment are nearly two to three times higher for Black and Latino youth In Youth Jobs and the Future Lynn S Chancer Mart n S nchez Jankowski and Christine Trost have gathered a cast of well known interdisciplinary scholars to confront the persistent issues of youth unemployment and worsening socio economic precarity in the United States The book explores structural and cultural causes of youth unemployment their ramifications for both native and immigrant youth and how middle and working class youth across diverse races and ethnicities are affected within and outside the legal economy A needed contribution this book locates solutions to youth unemployment in economic and political changes as well as changes in cultural attitudes Staircases or Treadmills? Chris Benner, Laura Leete, Manuel Pastor, 2007-04-13 Globalization technological change and deregulation have made the American marketplace increasingly competitive in recent decades but for many workers this new economy has entailed heightened job insecurity lower wages and scarcer benefits As the job market has grown more volatile a variety of labor market intermediaries organizations that help job seekers find employment have sprung up from private temporary agencies to government One Stop Career Centers In Staircases or Treadmills Chris Benner Laura Leete and Manuel Pastor investigate what approaches are most effective in helping workers to secure jobs with decent wages and benefits and they provide specific policy recommendations for how job matching organizations can better serve disadvantaged workers Staircases or Treadmills is the first comprehensive study documenting the prevalence of all types of labor market intermediaries and investigating how these intermediaries affect workers employment opportunities Benner Leete and Pastor draw on years of research in two distinct regional labor markets

old economy Milwaukee and new economy Silicon Valley including a first of its kind random survey of the prevalence and impacts of intermediaries and a wide range of interviews with intermediary agencies staff and clients One of the main obstacles that disadvantaged workers face is that social networks of families and friends are less effective in connecting job seekers to stable quality employment Intermediaries often serve as a substitute method for finding a job Which substitute is chosen however matters. The authors find that the most effective organizations including many unions community colleges and local non profits actively foster contacts between workers and employers tend to make long term investments in training for career development and seek to transform as well as satisfy market demands But without effective social networks to help workers locate the best intermediaries most rely on private temporary agencies and other organizations that offer fewer services and statistical analysis shows often channel their participants into jobs with low wages and few benefits Staircases or Treadmills suggests that to become more effective intermediary organizations of all types need to focus more on training workers teaching networking skills and fostering contact between workers and employers in the same industries A generation ago rising living standards were broadly distributed and coupled with relatively secure employment Today many Americans fear that heightened job insecurity is overshadowing the benefits of dynamic economic growth Staircases or Treadmills is a stimulating guide to how private and public job matching institutions can empower disadvantaged workers to share in economic progress The Good Temp Vicki Smith, Esther B. Neuwirth, 2010-08-20 Temporary agencies place approximately two and a half million people in jobs each day in the United States Every year about twelve million people use these placement agencies to find temporary work Many Americans even those who desire permanent jobs decide to enter the labor market through the portal of temporary agencies Compared with the post World War II era when it was a marginal labor practice temporary employment is today an entrenched feature of jobs and labor markets How have temporary employment relationships become so widespread and normalized In The Good Temp Vicki Smith and Esther B Neuwirth provide some novel answers to this question Their provocative analysis is based on an insider s view of the interior dynamics of a temporary help agency in Silicon Valley It incorporates a historical perspective on the rise of the temporary help service industry Smith and Neuwirth document how this powerful industry not only created a new market for temporary labor but also played a fundamental role in the erosion of the permanent employment model They analyze how agencies themselves came to manufacture and market this reinvented product the good temp an employee who is effective and efficient committed and sometimes preferable to a permanent staff member Joining extensive participant observation data with historical analysis The Good Temp contains some surprising findings about temporary employment today and fills a significant gap in our understanding of this important labor relationship The Sex of Class Dorothy Sue Cobble, 2015-02-24 Women now comprise the majority of the working class Yet this fundamental transformation has gone largely unnoticed This book is about how the sex of workers matters in understanding the jobs they do the problems they face at work and the new

labor movements they are creating in the United States and globally In The Sex of Class twenty prominent scholars labor leaders and policy analysts look at the implication of this sexual revolution for labor policy and practice In clear crisp prose The Sex of Class introduces readers to some of the most vibrant and forward thinking social movements of our era the clerical worker protests of the 1970s the emergence of gay rights on the auto shop floor the upsurge of union organizing in service jobs worker centers and community unions of immigrant women successful campaigns for paid family leave and work redesign and innovative labor NGOs cross border alliances and global labor federations The Sex of Class reveals the animating ideas and the innovative strategies put into practice by the female leaders of the twenty first century social justice movement The contributors to this book offer new ideas for how government can help reduce class and sex inequalities they assess the status of women and sexual minorities within the traditional labor movement and they provide inspiring case studies of how women workers and their allies are inventing new forms of worker representation and power Servant Class City David J. Karjanen, 2016-07-15 San Diego California is frequently viewed as a model for American urban revitalization It looks like a success story with blight and poverty replaced by high rises and jobs But David J Karjanen shows that the much touted job opportunities for poor people have been concentrated in low paying service work as the cost of living in San Diego has soared The Servant Class City documents how over a period of three decades San Diego s urban transformation actually eroded the economic standing of the city's working poor Karjanen demonstrates that urban policy in San Diego which has been devoted to increasing tourism has fostered the creation of jobs that do not actually provide either livable wages or paths to upward mobility Marshaling a wealth of heretofore uncollected data he challenges the presumption that decades long stagnation of job mobility in the united states is a result of insufficient worker training or a skills mismatch or is attributable to various personal qualities of the urban poor Karjanen interweaves profiles of people with a compelling presentation of data Each chapter addresses a significant topic hospitality industry jobs retail work informal employment fringe banking and economic barriers to mobility In revealing the true story of the poverty traps that are associated with low wage jobs in the service economy The Servant Class City complicates the rosy picture of life in an American tourist boomtown The Oxford Handbook of the Welfare State Daniel Béland, Kimberly J. Morgan, Herbert Obinger, Christopher Pierson, 2021-10-27 This is the comprehensively revised second edition of a volume that was welcomed at its first appearance as the most authoritative survey and critique of the welfare state yet published Its fifty one chapters have been written by acknowledged experts in the field from across Europe Australia and North America Some chapters are brand new all have been systematically revised and they are right up to date The first seven sections of the book cover the themes of Ethics History Approaches Inputs and Actors Policies Policy Outcomes and Worlds of Welfare A final chapter is devoted to the future of welfare and well being under the imperatives of climate change Every chapter is written in a way that is both comprehensive and succinct introducing the novice reader to the essentials of what is going on while providing

new insights for the more experienced researcher Wherever appropriate the handbook brings the very latest empirical evidence to bear It is a book that is thoroughly comparative in every way The Oxford Handbook of the Welfare State second edition is a comprehensible and comprehensive survey of everything that it is important to know about the welfare state in these troubled times It is an indispensable source for everyone who wants to know what is really going on now and what is Mistakes to Success: Learning and Adapting When Things Go Wrong Colin Austin, Robert Giloth, 2010-09-03 Throughout the nonprofit sector successes are celebrated and mistakes tend to be deliberately forgotten But as Mistakes to Success Learning and Adapting When Things Go Wrong makes clear this is a lost opportunity Discussing analyzing and learning from mistakes should be a common practice which can strengthen the work of nonprofits Breaking new ground Mistakes to Success provides a rich collection of revealing essays focused on failures in the field of community economic development The authors leaders in the nonprofit field write with firsthand knowledge about a range of projects including an ethnic marketplace in Chicago a childcare assistance initiative in New York City national workforce development initiatives and an innovative program to help working families purchase affordable used cars These compelling stories provide valuable insights into what it takes to shape and manage complicated initiatives designed to improve opportunities for lower income people and communities This collection will be a valuable resource for anyone interested in the challenges associated with social innovations including program leaders nonprofit advocates policymakers elected officials foundation officers and members of the public Researchers and practitioners jump at the chance to show their latest program impact results and share best practices Asking them to acknowledge much less discuss their mistakes is like inviting them for a root canal Yet we learn some of our most useful lessons from our mistakes The authors deserve gratitude from those interested in improving the practice of workforce and community development Chris King Director Ray Marshall Center LBJ School of Public Affairs University of Texas at Austin This volume offers a fascinating walk through a variety of social innovation programs that didnt succeed or at least didnt work as planned Key themes such as defining what constitutes success determining when a projects success should be judged balancing or prioritizing among the multiple goals social projects often reach for and building and sustaining organizational capacity are addressed in a variety of contexts providing a rich set of insights for both program leaders and investors Maureen Conway Director The Aspen Institute **Social Democratic America** Lane Kenworthy, 2013-12-03 America is the one of the Workforce Strategies Initiative wealthiest nations on earth So why do so many Americans struggle to make ends meet Why is it so difficult for those who start at the bottom to reach the middle class And why if a rising economic tide lifts all boats have middle class incomes been growing so slowly Social Democratic America explains how this has happened and how we can do better Lane Kenworthy convincingly argues that we can improve economic security expand opportunity and ensure rising living standards for all by moving toward social democracy Drawing on his extensive knowledge of social policy in America and other affluent countries

he proposes a set of public social programs including universal early education an expanded Earned Income Tax Credit wage insurance the government as employer of last resort and many others Kenworthy looks at common objections to social democracy such as the oft repeated claim that Americans don t want big government which he readily debunks Indeed we already have in place a host of effective and popular social programs from Social Security to Medicare to public schooling Moreover the available evidence suggests that rich nations can generate the tax revenues needed to pay for generous social programs while maintaining an innovative and growing economy and without restricting liberty Can it happen Kenworthy describes how the US has been progressing slowly but steadily toward a genuine social democracy for nearly a century Controversial and powerful Social Democratic America shows that the good society doesn't require a radical break from our past we just need to continue in the direction we are already heading Networked Urbanism Talja Blokland, 2016-04-22 Despite considerable interest in social capital amongst urban policy makers and academics alike there is currently little direct focus on its urban dimensions In this volume leading urban researchers from the Netherlands the UK the USA Australia Italy and France explore the nature of social networks and the significance of voluntary associations for contemporary urban life Networked Urbanism recognizes that there is currently a sense of crisis in the cohesion of the city which has led to public attempts to encourage networking and the fostering of social capital However the contributors collectively demonstrate how new kinds of networked urbanism associated with ghettoization suburbanization and segregation have broken from the kind of textured urban communities that existed in the past This has generated new forms of exclusionary social capital which fail to significantly resolve the problems of poor residents whilst strengthening the position of the advantaged Grounded in theoretical reflection and empirical research Networked Urbanism will be of interest to scholars and students of sociology geography and urban studies as well as to policy makers Invaluable Knowledge William J. Rothwell, 2011 As organizations face a loss of people due to retirement resignation or disability leaders are paying more attention to their talent management strategies from grooming internal successors to aggressively recruiting from their competitors The need is most acute in technical and other knowledge areas where the loss of a particular skill set demands an equally focused response Invaluable Knowledge clarifies the unique and urgent issues of attracting developing retaining and transferring the knowledge of IT professionals engineers accountants analysts and other specialists The book s structure follows a typical talent cycle from identifying recruitment challenges to hiring and training top talent to building career development initiatives and finally to laying the groundwork for the next generation Invaluable Knowledge makes an indisputable case for the importance of this specific facet of talent management and offers practical examples repeatable processes and a multitude of specific tips to help any organization s talent strategists create seamless transitions and maintain critical knowledge functions indefinitely The Missing Class Katherine Newman, Victor Tan Chen, 2008-09-01 Named one of the Best Business Books of 2007 by Library Journal The Missing Class gives voice to the 54 million Americans

including 21 percent of the nation s children who are sandwiched between poor and middle class While government programs help the needy and politicians woo the more fortunate the Missing Class is largely invisible and ignored Through the experiences of nine families Katherine Newman and Victor Tan Chen trace the unique problems faced by individuals in this large and growing demographic the near poor The question for the Missing Class is not whether they re doing better than the truly poor they are The question is whether these individuals on the razor s edge of subsistence are safely ensconced in the Missing Class or in danger of losing it all The Missing Class has much to tell us about whether the American dream still exists for those who are sacrificing daily to achieve it The Oxford Handbook of the Welfare State Francis G. Castles, Stephan Leibfried, Jane Lewis, Herbert Obinger, Christopher Pierson, 2012-09-06 The Oxford Handbook of the Welfare State is the authoritative and definitive guide to the contemporary welfare state In a volume consisting of nearly fifty newly written chapters a broad range of the world's leading scholars offer a comprehensive account of everything one needs to know about the modern welfare state The book is divided into eight sections It opens with three chapters that evaluate the philosophical case for and against the welfare state Surveys of the welfare state s history and of the approaches taken to its study are followed by four extended sections running to some thirty five chapters in all which offer a comprehensive and in depth survey of our current state of knowledge across the whole range of issues that the welfare state embraces The first of these sections looks at inputs and actors including the roles of parties unions and employers the impact of gender and religion patterns of migration and a changing public opinion the role of international organisations and the impact of globalisation The next two sections cover policy inputs in areas such as pensions health care disability care of the elderly unemployment and labour market activation and their outcomes in terms of inequality and poverty macroeconomic performance and retrenchment The seventh section consists of seven chapters which survey welfare state experience around the globe and not just within the OECD Two final chapters consider questions about the global future of the welfare state The individual chapters of the Handbook are written in an informed but accessible way by leading researchers in their respective fields giving the reader an excellent and truly up to date knowledge of the area under discussion Taken together they constitute a comprehensive compendium of all that is best in contemporary welfare state research and a unique guide to what is happening now in this most crucial and contested area of social and political development

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Moving Up In The New Economy Career Ladders For Us Workers Introduction

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