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**EDUCATION:** Ph.D. in Economics, Harvard University, 1983;  
 A.B. in Economics, Harvard University, 1978.  
 (Summa Cum Laude, Phi Beta Kappa)

**CURRENT/PAST POSITIONS:**

John LaFarge Jr. SJ Professor of Public Policy, McCourt School of Public Policy, Georgetown University, 2016 - .

Professor of Public Policy, 2000 - 2016;  
 Interim Dean of Public Policy, Fall 2006;  
 Associate Dean of Public Policy, 2004-2006;

Institute Fellow, American Institutes for Research, 2011- ;

Chief Economist, U.S. Department of Labor, 1999;

Nonresident Senior Fellow, Economic Studies Program, Brookings Institution, 2015 - ;

Co-Founder and Faculty Director, Georgetown Center on Poverty, Inequality and Public Policy, 2008- 2013;

Visiting Scholar, Russell Sage Foundation, Fall 2021. (Also Fall 1995)

Research Fellow, IZA, 2006- ;

Affiliated Scholar, Urban Institute, 2011- ;

Institute Fellow, 2007-11

Visiting Fellow, 2000-07

Member, Board of Directors, National Skills Coalition, 2010 - 2016;

Founding Member, Board of Directors, Economic Mobility Corporation, 2007-21.

National Affiliate, Stanford Center on Poverty and Inequality, 2017- .

Scholar, Scholar Strategy Network, 2015 - .

Research Affiliate, Institute for Research on Poverty, University of Wisconsin, 1995 - ; and Member, IRP Employment and Self-Sufficiency Research Network, IRP, Univ. of Wisconsin, 2016-2022 .

Contributor, Forbes, 2020 -

Opinion Contributor, *The Hill*, 2017 - .

Member, Economic Self-Sufficiency Policy Research Institute, University of California at Irvine, 2016 -2020.

Senior Affiliate, National Poverty Center, University of Michigan, 2006 – 2012;

National Fellow, Program on Inequality and Social Policy,  
Harvard University, 1998-2008;

Penn Scholar, Penn Institute for Urban Research, 2013 - ;

Nonresident Senior Fellow, Metropolitan Policy Program, Brookings Institution,  
2006 – 2010.

Member, World Economic Forum, Global Diversity Council, 2008-2010;

Professor, Department of Economics, Michigan State University, 1992-2000;  
(Assistant/Associate Professor, 1983-1992)

Faculty Research Fellow, National Bureau of Economic Research, 1983-1990;

**HONORS/AWARDS:** *Who's Who in America*

*Who's Who in Economics* (2003 Edition)

Frank Pierson Memorial Lecture, Swarthmore College, April 2012

Policy Innovation Prize, Hamilton Project, Brookings Institution, 2011.

Leslie Whittington Award, Georgetown University, 2002

Michigan State University Distinguished Faculty Award, 1998.

Michigan State University, Teacher-Scholar Award, 1988.

**RECENT ADVISORY  
POSITIONS:**

Member, Committee on Programs and Policies to Reduce Intergenerational  
Poverty, National Academy of Sciences, 2022-24

Member, Rapid Response Network, Research to Policy Collaboration 2022 - .

Adviser, Education Results Partnership, 2020 - .

Member, Editorial Board, *Journal of Policy Analysis and Mgt.*, 2010-16.

Member, Technical Advisory Group, Mathematica Evaluation of Ready to Work  
Programs for US Department of Labor, 2019- .

Member of Expert Panel, Pathways to Work Evidence Clearinghouse, US  
Department of HHS and Mathematica Policy Research, 2019 - 2020.

Member, Technical Working Group, Family Self-Sufficiency Research, Administration for Children and Families, US Department of Health and Human Services, 2018 - 21.

Member, Working Group on Paid Family Leave, AEI-Brookings, 2016-2020.

Member, Technical Working Group, Evaluation of the American Apprenticeship Initiative, US Department of Labor, 2017 - .

## **PUBLICATIONS:**

### **Books/Volumes**

Improving Employment and Earnings in 21<sup>st</sup> Century Labor Markets. 2019. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, Vol. 5, No. 5, (coedited with Erica Groshen).

Making College Work: Pathways to Success for Disadvantaged Students. Brookings Press, forthcoming in 2017. (With S. Baum).

Where are All the Good Jobs Going? What National and Local Job Quality and Dynamics Mean for US Workers. Russell Sage Foundation, 2011. (With J. Lane, D. Rosenblum, and F. Andersson).

Against the Tide: Household Structure, Opportunities and Outcomes among White and Minority Youth. W.E. Upjohn Institute for Employment Research, 2009. (With Carolyn Hill and Henry Chen.)

Reshaping the American Workforce in a Changing Economy (Edited with Demetra Nightingale). Urban Institute Press, 2007.

Reconnecting Disadvantaged Young Men (With P. Edelman and P. Offner). Urban Institute Press, 2006.

Moving Up or Moving On: Who Advances in the Low-Wage Labor Market? (With Fredrik Andersson and Julia Lane), Russell Sage Foundation, 2005.

The Economics of Affirmative Action (Edited with David Neumark) Edward Elgar, 2004.

Employers and Welfare Recipients: The Effects of Welfare Reform in the Workplace. Public Policy Institute of California, 2001. (With Michael Stoll)

Detroit Divided. Russell Sage Foundation, 2000. (With Reynolds Farley and Sheldon Danziger)

What Employers Want: Job Prospects for Less-Educated Workers, Russell Sage Foundation, 1996.

Unemployment, Vacancies, and Local Labor Markets, W. E. Upjohn Institute, 1989.

The Black Youth Employment Crisis, University of Chicago Press, 1986. (Co-Edited with Richard B. Freeman).

**Major Reports**

*Reducing Intergenerational Poverty in America.* National Academies of Science, forthcoming in 2023.

*Restoring the American Dream: Providing Community Colleges the Resources They Need.* Report of the Century Foundation Working Group on Community College Financial Resources, April 2019.

*The AEI-Brookings Working Group Report on Paid Family and Medical Leave.* AEI-Brookings, 2018.

*Paid Family and Medical Leave: An Issue Whose Time Has Come.* 2017. AEI-Brookings Working Group on Paid Family Leave. AEI-Brookings.

*Building America's Skilled Technical Workforce.* May 2017. Committee to Study Education, Training and Certification Pathways to a Skilled Technical Workforce, National Academy of Sciences.

*Closing the Opportunity Gap: A Saguaro Seminar Report.* 2016. Harvard Kennedy School, Cambridge MA. (Education/employment working group, organized by Robert Putnam).

*Opportunity, Responsibility, Security: A Consensus Plan for Reducing Poverty and Restoring the American Dream.* American Enterprise Institute – Brookings, December 2015. (AEI-Brookings Working Group on Poverty)

*Investing in the Health and Well-Being of Young Adults.* 2014. Institute of Medicine and National Research Council, National Academy of Sciences. (Written by the Committee on Improving the Health, Safety and Well-Being of Young Adults, Institute of Medicine and National Research Council; edited by Bonnie, Richard; Clare Stroud and Heather Breiner.)

*Rethinking Pell Grants.* 2013. Report by the College Board, Advocacy and Policy Center, Washington DC. (with 13 coauthors)

*Renewing the American Dream: A Road Map to Greater Economic Mobility in America.* 2009. Economic Mobility Project, Pew Family Trusts.

*Governance and Opportunity in Metropolitan America.* 1999. National Academies of Science, Washington DC.

**Journal Articles**

"Why Do People under Community Supervision Work and Earn So Little? And What Can Policy Do to Increase Their Employment and Earnings?" In D. Harding and B. Western eds. *Reimagining Probation and Parole. Annals of the Academy of Political and Social Sciences.* Volume 701, 2022, forthcoming.

"Does Federally Funded Job Training Work? Nonexperimental Estimates of WIA Training Impacts Using Longitudinal Data on Workers and Firms." *Journal of Human Resources*, July 2022 (online) (With F. Andersson, J. Lane, D. Rosenblum and J. Smith.)

"Labor Market Trends and Outcomes: What Has Changed Since the Great Recession?" *Annals of the Academy of Political and Social Sciences*, 2021. (With E. Groshen)

“Community College Pathways for Disadvantaged Students.” Community College Review, 2021.(With Zeyu Xu)

“Improving Employment and Earnings in 21<sup>st</sup> Century Labor Markets: An Introduction” (with E. Groshen).” 2019. In E. Groshen and H. Holzer eds. *Improving Employment and Earnings in 21<sup>st</sup> Century Labor Markets*. Special Issue, RSF Journal of the Social Sciences, Vol. 5, Issue No. 5.

“A ‘Race to the Top’ in Public Higher Education to Improve Education and Employment among the Poor.” RSF: The Russell Sage Foundation Journal of the Social Sciences, Vol. 2, No. 4, February 2018.

“Building a New Middle Class in the Knowledge Economy.” 2017. Psychosociological Issues in Human Resources Management, 5(2).

“The Role of Skills and Jobs in Transforming Communities.” Cityscape, Vol. 19, No. 1, 2017.

“Is It Worth It? Postsecondary Education and Labor Market Outcomes for the Disadvantaged.” IZA Journal of Labor Policy, January 2015.

“Good Workers for Good Jobs: Improving Education and Workforce Systems in the U.S.” IZA Journal of Labor Policy, Nov. 2012. (Inaugural Issue)

“Improving Education and Employment among Disadvantaged Young Men: Proven and Promising Strategies.” (With C. Heinrich) Annals of the Academy of Political and Social Science, May 2011.

“The Labor Market and Young Black Men: Updating Moynihan’s Perspective.” Annals of the Academy of Political and Social Science, January 2009.

“The Economic Costs of Poverty in the U.S.: Subsequent Effects of Children Growing Up Poor.” Journal of Children and Poverty, March 2008. (With G. Duncan, D. W. Schanzenbach and J. Ludwig)

“The Economic Impacts of Affirmative Action in the U.S.” Swedish Economic Policy Review, Spring 2008.

“Perceived Criminality, Criminal Background Checks, and the Racial Hiring Practices of Employers.” (With S. Raphael and M. Stoll). Journal of Law and Economics, October 2006.

“Affirmative Action: What Do We Know?” Journal of Policy Analysis and Management, Spring, 2006.

“Employers in the Boom: How Did the Hiring of Unskilled Workers Change in the 1990’s?” (With S. Raphael and M. Stoll) The Review of Economics and Statistics. May 2006.

“Declining Employment among Young Black Less-Educated Men: The Role of Incarceration and Child Support.” (With P. Offner and E. Sorensen) Journal of

Policy Analysis and Management, Spring 2005. (Reprinted in *Poverty, Welfare and Public Policy*, edited by D. Besharov and D. Call, Wiley-Blackwell, 2010.)

“What Explains the Continuing Decline in Labor Force Activity among Young Black Men?” Labor History. February 2005. (With P. Offner and E. Sorensen.)

“Job Retention and Advancement among Welfare Recipients.” Social Service Review. September 2004. (With M. Stoll and D. Wissoker)

“Affirmative Action After Grutter: Worth Preserving?” George Mason University Civil Rights Law Journal. Summer 2004.

“The Puzzle of Black Male Unemployment.” (With Paul Offner) The Public Interest, Winter 2004.

“Escaping Low Earnings: The Role of Employer Characteristics and Changes.” Industrial and Labor Relations Review. July 2004. (With J. Lane and L. Vilhuber)

“Black Job Applicants and the Hiring Officers’ Race.” (With S. Raphael and M. Stoll). Industrial and Labor Relations Review, January 2004.

“Public Transit and the Spatial Distribution of Minority Employment: Evidence from a Natural Experiment.” (With J. Quigley and S. Raphael) Journal of Policy Analysis and Management, Summer 2003.

“Measuring Discrimination in Education: Are Methods from Housing and Labor Markets Useful?” (With Jens Ludwig). Teachers College Record, 2003.

“Employer Demand for Welfare Recipients by Race” (with M. Stoll). Journal of Labor Economics, January 2003.

“Are Suburban Firms More Likely to Discriminate Against African-Americans?” (With S. Raphael and M. Stoll). Journal of Urban Economics, November 2000.

“Assessing Affirmative Action.” Journal of Economic Literature, September 2000 (with D. Neumark).

“Within Cities and Suburbs: Neighborhood Composition and Employment Opportunities for White and Minorities.” (with M. Stoll and K. Ihlanfeldt). Journal of Policy Analysis and Management, Spring 2000.

“Black Applicants, Black Employment and Urban Labor Market Policy.” Journal of Urban Economics, November 2000 (with J. Reaser).

“What Does Affirmative Action Do?” Industrial and Labor Relations Review. January, 2000 (with D. Neumark).

“Demand Shifts, Population Adjustments, and Labor Market Outcomes During the 1980s,” Journal of Labor Economics, January 2000 (with J. Bound).

“Firm-Level Training for Newly Hired Workers: Its Determinants and Effects,” Research in Labor Economics, Volume 18, 1999 (with J. Reaser)

"Will Employers Hire Welfare Recipients? New Survey Evidence from Michigan." Journal of Policy Analysis and Management, Summer 1999.

"Are Affirmative Action Hires Less Qualified? New Evidence from Employer-Employee Data on New Hires," Journal of Labor Economics, July 1999 (with D. Neumark).

"Employer Skill Demands and Labor Market Outcomes by Race and Gender," Industrial and Labor Relations Review, October 1998.

"Customer Discrimination and Employment Outcomes for Minority Workers," Quarterly Journal of Economics, (with K. Ihlanfeldt), August 1998.

"Why Do Small Establishments Hire Fewer Blacks Than Larger Ones?" Journal of Human Resources. Fall 1998.

"Spatial Factors and the Employment of Blacks at the Firm Level," (with K. Ihlanfeldt), New England Economic Review, May 1996.

"Black Employment Problems: New Evidence, Old Questions," Journal of Policy Analysis and Management, Fall, 1994. (Reprinted in *Poverty, Welfare and Public Policy*, edited by D. Besharov and D. Call, Wiley-Blackwell, 2010.)

"Work, Search, and Travel Among White and Black Youth." Journal of Urban Economics, May 1994 (with K. Ihlanfeldt and D. Sjoquist).

"Job Vacancy Rates in the Firm: An Empirical Analysis." Economica, February, 1994.

"Industrial Shifts, Skill Levels, and the Labor Market for White and Black Males." Review of Economics and Statistics, August 1993 (with J. Bound).

"Asymmetries and Rigidities in Wage Adjustment by Firms." Review of Economics and Statistics, August 1993 (with E. Montgomery).

"Are Training Subsidies For Firms Effective? The Michigan Experience." (with R. Block, M. Cheatham, and J. Knott) Industrial and Labor Relations Review, July, 1993.

"Structural/Frictional and Demand-Deficient Unemployment in Local Labor Markets," Industrial Relations, Fall 1993.

"Employment, Unemployment, and Demand Shifts in Local Labor Markets." Review of Economics and Statistics, February 1991.

"The Spatial Mismatch Hypothesis: What Has the Evidence Shown?" Urban Studies, February 1991.

"Job Queues and Wages." (with L. Katz and A. Krueger). Quarterly Journal of Economics, August 1991.

"Wages, Employer Costs, and Employee Performance in the Firm," Industrial and Labor Relations Review, February 1990. (Also in Do Compensation Policies Matter? Edited by R. Ehrenberg, ILR Press, 1990.)

"The Determinants of Employee Productivity and Earnings: Some New Evidence," Industrial Relations, Fall 1990.

"Labor Force Participation and Employment Among Young Men: Trends, Causes, and Policy Implications," Research in Labor Economics, Vol. 11, 1990. (Also in Investing In People, Background Papers Vol. 1, Commission on Workforce Quality and Labor Market Efficiency, U.S. Department of Labor, 1989).

"Search Method Use by Unemployed Youth," Journal of Labor Economics, January 1988.

"Job Search among Employed and Unemployed Youth," Industrial and Labor Relations Review, July 1987.

"Informal Job Search and Black Youth Unemployment," American Economic Review, June 1987.

"Reservation Wages and their Labor Market Effects for White and Minority Youth," Journal of Human Resources, Spring 1986.

"Are Unemployed Black Youth Income-Maximizers?" Southern Economic Journal, January 1986.

"Young Blacks and Jobs: What We Now Know" (with Richard B. Freeman), The Public Interest, Winter 1985.

"Unions and the Labor Market Status of White and Minority Youth," Industrial and Labor Relations Review, April 1982, pp. 392-405.

**Other Articles/Papers** *Will More Child Care and Pre-K Reduce Inflation?* Policy Brief, Economic Studies, Brookings Institution, June 2022. (With I. Sawhill)

*Tight Labor Markets and Wage Growth in the Current Economy.* Policy Brief, Economics Studies, Brookings Institution, April 2022.

*Do Sectoral Training Programs Work? What the Evidence on Project Quest and Year Up Really Shows.* Policy Brief, Economic Studies, Brookings Institution, January 2022.

"The Evolving Impacts of Covid on the US Labor Market: Who Has Been Hurt and What Should We Do About It." (With Brad Hershbein). *Covid Economics: Vetted and Real Time Papers*. Issue 72. Center for Economic Policy Research. March 2021. (Also IZA Discussion Paper, Upjohn Institute Paper)

*Why is Employment among Black Men So Low?* Economic Studies, Brookings Institution, February 2021.



*After Covid-19: Building a More Coherent and Effective Workforce Development System in the US.* Hamilton Project, Brookings Institution, February 2021.

*Should the Federal Government Fund Short-Term Postsecondary Certificate Programs?* Urban Institute Press, December 2020.

*Is Another Progressive Era Coming? Thoughts on The Upswing by Putnam and Garrett.* Brief, Economic Studies, Brookings, November 10, 2020.

*Covid Outcomes Update: Employment and Health Outcomes in the US v. Other Countries.* Brief, Economic Studies, Brookings, September 16, 2020.

*The Covid-19 Crisis: How Do Employment and Health Outcomes in the US Compare to Other OECD Countries?* Brookings Brief, Economic Studies, June 2, 2020.

*The Detroit Labor Market: Recent Trends, Current Realities.* Poverty Solutions, University of Michigan, October 2019. (With Joshua Rivera)

*Immigration in the US Labor Market: A Look Ahead.* Migration Policy Institute, Washington DC, August 2019.

“Employment.” *Pathways*, Stanford University, *State of the Union: Millennial Dilemma*. Special Issue, 2019.

*Community College Pathways to the Labor Market.* CALDER Policy Brief, American Institutes for Research, May 2019.

*Making HEA Work: Improving Employment of the Disadvantaged When Reauthorizing the Higher Education Act.* Brookings Policy Brief, May 2019.

*Pathways to Success for Disadvantaged Students.* Economic Self-Sufficiency Policy Research (ESSPRI) Network Policy Brief, May 2019.

*The US Labor Market in 2050: Supply, Demand, and Policies to Improve Outcomes.* The Ford and Peter G. Peterson Foundations, *US 2050*, 2019. (Brookings brief also)

“The Robots are Coming. Let’s Help the Middle Class Get Ready.” Brookings, *Future of the Middle Class*, November 2018.

*Jobs for the Working Class: Raising Earnings among Non-College Graduates.* Policy Brief, Economic Studies, Brookings Institution, April 2018.

*One Year In: Has Trump Been Good for US Workers?* Policy Brief, Economic Studies, Brookings Institution, January 2018.

“Priorities for Federal Workforce and Higher Education Policies.” *Memos to Congress and the White House*, Urban Institute, September 2017.

*Will Robots Make Job Training (and Workers) Obsolete? Workforce Development in an Automating Labor Market.* Brookings Brief, Washington DC, June 2017.

*Getting Men Back to Work*. American Enterprise Institute, April 2017 (With Robert Doar and Brent Orrell).

*Building a New Middle Class in the Knowledge Economy*. Progressive Policy Institute, April 2017. (Reprinted in *Psychosociological Issues in Human Resources Management*, 5(2)).

“Reducing Poverty and Raising Opportunity: An Agenda for the Democratic Presidential Nominee.” *Pathways*, Stanford University, Feb. 2016.

“Sector-Based Training Strategies: The Challenges of Matching Workers and their Skills to Well-Paying Jobs.” 2916. Future of Work Paper Series, US Department of Labor.

“Should We Expand the EITC for Childless Adults?” *IZA World of Labor*, September 2015.

*Creating New Pathways into Middle-Class Jobs*. Policy Brief, Progressive Policy Institute, April 2015.

*Higher Education and Workforce Policy: Creating More Skilled Workers (and Jobs for Them to Fill)*. Policy Brief, Economic Studies, Brookings Institution, April 2015.

*Job Market Polarization and US Worker Skills: A Tale of Two Middles*. Policy Brief, Economic Studies, Brookings Institution, April 2015.

*Expanding Economic Opportunity for Boys and Men of Color through Employment and Training*. Report, Urban Institute, December 2014.

“Work-Based Learning to Expand Opportunities for Youth.” *Challenge*, July-August 2014.

“Does Federally Funded Job Training Work? Nonexperimental Estimates of WIA Training Impacts Using Longitudinal Data on Workers and Firms.” NBER Working Paper No. 19446, September 2013. (Also IZA Discussion Paper)

“Not Your Father’s Shop Class: The Revival of Career and Technical Education.” *Washington Monthly*, November 2013.

*The Promise of High-Quality Career and Technical Education*. The College Board and The Business Roundtable, October 2013.

“Are Job Training Programs a Good Way to Fight Poverty?” *Key Findings Brief*, Scholars Strategy Network, September 2013.

“Upgrading Skills, Upgrading Opportunity.” *The American Prospect*, Special Issue on Poverty, July/August 2012.

“Better Skills for Better Jobs,” *Issues in Science and Technology*, Winter 2012.

“Boosting the Employment and Productivity of American Workers.” *Fast Focus*, Institute for Research on Poverty, University of Wisconsin at Madison, January 2012.

“Raising Job Quality and Skills for American Workers: Creating More-Effective Education and Workforce Development Systems in the States.” The Hamilton Project, Brookings Institution. November 2011. (Discussion Paper and Policy Brief)

“An Uneven Road and then a Cliff: US Labor Markets, 2000-10.” Russell Sage Foundation Policy Brief, US2010 Series, March 2011. (With M. Hlavac)

“Immigration Policy and Less-Skilled Workers in the US: Some Reflections and Future Directions for Reform.” Migration Policy Institute, Washington DC, January 2011.

“Fighting Poverty and Unemployment in an Era of High Debt.” *Spotlight on Poverty and Opportunity*, October 2010.

“Penny Wise and Pound Foolish: Why tackling child poverty during the Great Recession makes economic sense.” Center for American Progress, Half-in-Ten Campaign, September 2010.

“Reducing Poverty and Economic Distress after ARRA: Next Steps for Short-Term Recovery and Long-Term Economic Security.” Urban Institute, Low-Income Working Families Policy Brief, June 2010. (With P. Edelman and O. Golden)

“Is the Middle of the Job Market Disappearing? A Comment on the “Polarization” Hypothesis.” Center for American Progress, May 2010.

“Reviving the Labor Market with Middle-Skill Jobs.” *ProgressiveFix.com*, Progressive Policy Institute, April 2010.

“Wrecking US Economy Didn’t Start with Organized Labor.” *Business Week*, March 2, 2010.

“Despite the Drop in Housing Prices, Affordability Problems Persist.” *MetroTrends*, Urban Institute, Washington DC, 2010. (With Margery Turner)

“Workforce Training: What Works? Who Benefits? 2010.” *In Workforce Development Policy: New Directions for States*. S. Eddy and K. Bogenschneider eds. Center for Excellence in Family Studies, University of Wisconsin-Madison.

*Strong Students, Strong Workers: Models for Student Success Through Workforce and Community College Partnerships*. Center for American Progress, December 2009.

“Workforce Development as an Antipoverty Strategy: What Do We Know? What Should We Do?” *Focus*. Vol. 26, No. 2, Fall 2009.

“Expanding the EITC to Help More Low-Wage Workers.” Georgetown Center on Poverty, Inequality and Public Policy Brief, September 2009. (With P. Edelman, M. Greenberg and S. Holt)

“Promoting Economic Mobility by Increasing Post-Secondary Education.” Pew Charitable Trusts, Economic Mobility Project (with Ron Haskins and Robert Lerman). 2009.

“Workforce Development as an Antipoverty Strategy.” *FOCUS*, Institute for Research on Poverty, University of Wisconsin, Spring 2009.

“Better Jobs for the Poor: Linking Economic and Workforce Development to Fight Poverty.” *Clearinghouse Review: Journal of Poverty Law and Policy*, November/December 2008.

“Workforce Development and the Disadvantaged: New Directions for 2009 and Beyond.” Policy Brief, Low-Income Working Families Project, the Urban Institute, Washington DC, September 2008.

“The Future of Middle-Skill Jobs.”: Policy Brief, Center on Children and Families, The Brookings Institution, Washington DC. (With R. Lerman)

“Helping Poor Working Parents Get Ahead: Federal Funds for New State Strategies and Systems.” (With K. Martinson) New Safety Net Paper 4, The Urban Institute, July 2008.

“Do Temporary Jobs Improve Workers’ Long-Term Labour Market Performance?” *Vox: Research-based Policy Analysis and Commentary from Europe’s Leading Economists*, [www.voxeu.org](http://www.voxeu.org), October 15, 2007.

“America’s Forgotten Middle-Skill Jobs: Education and Training Requirements in the Next Decade and Beyond.” The Workforce Alliance, Washington DC, 2007. (With R. Lerman)

“Better Workers for Better Jobs: Improving Worker Advancement in the Low-Wage Labor Market.” Hamilton Project, The Brookings Institution, 2007.

“Where Workers Go, Do Jobs Follow? Metropolitan Labor Markets in the U.S., 1990-2000.” (With Michael Stoll) Metropolitan Economics Project, The Brookings Metropolitan Policy Program, 2007.

“The Economic Costs of Poverty in the U.S.: Subsequent Effects for Poor Children.” Background Paper, Report of the Task Force on Poverty, Center for American Progress, 2007. (With G. Duncan, J. Ludwig and D. Whitmore Schanzenbach).

“Investing in Workforce Development: Defining the Business Interest.” Paper for the Annie E. Casey Foundation, Workforce Narrative Project, December 2006.

“Improving Schooling and Jobs for Young Black Men.” *FOCUS Magazine* (Joint Center for Political and Economic Studies), November/December 2006.

“How Can We Improve Job Retention and Advancement among Low-Income Parents?” *FOCUS*, Institute for Research on Poverty, University of Wisconsin, Summer 2006.

“Sensible Reforms or Political Posturing: What Will Happen to Immigration Law?” *Harvard International Review* (Web Feature), June 2006.

“Reconnecting Our Nation’s Young Men to School and Work.” *YouthNotes*, National Youth Employment Coalition, January 2006.

“How Can We Improve Job Retention and Advancement among Low-Income Parents?” Low-Income Working Families Paper, The Urban Institute, August 2005. (With K. Martinson)

“How Have Households with Children Fared During the Job Market Downturn?” Assessing the New Federalism Policy Brief, The Urban Institute, March 2005. (With G. Acs and A. Nichols)

“How Willing Are Employers to Hire Ex-Offenders?” *Focus*, Institute for Research on Poverty, University of Wisconsin, Fall 2004. (With S. Raphael and M. Stoll)

“Advancement for Low-Wage Workers: A Different Approach.” Policy Brief No. 30, *Welfare Reform and Beyond*, The Brookings Institution, 2004.

“Reauthorization of the Workforce Investment Act: Addressing the “Skills Gap.”” Policy Briefs, Center on Urban and Metropolitan Affairs, The Brookings Institution, 2003. (With Margy Waller)

“Worker Advancement in the Low-Wage Labor Market: The Role of “Good Jobs.”” Policy Briefs, Center on Urban and Metropolitan Policy, The Brookings Institution, 2003. (With Fredrik Andersson and Julia Lane)

“Can Work Experience Programs Work for Welfare Recipients?” Policy Briefs, *Welfare Reform and Beyond*, The Brookings Institution, 2002.

“Welfare Reform’s Forgotten Men.” *The American Prospect*, 2002. (With Paul Offner).

“Careful Analysis in the World of “Spin”: My Time as Chief Economist.” *Perspectives on Work*, Industrial Relations Research Association, 2002.

“Do We Need a Stronger Welfare Policy for a Weaker Economy?” *Short Takes on Welfare Reform*, The Urban Institute, April 2002.

“Left Behind in the Labor Market: Recent Employment Trends Among Young Blacks.” (With Paul Offner) Policy Brief, Center on Urban and Metropolitan Policy, The Brookings Institution, 2002.

“Employers and Welfare Recipients: What Their Interactions Imply for Public Policy.” *Focus*, Institute for Research on Poverty, University of Wisconsin-Madison, 2002.

“An Initiative to Raise Employment among Young Minority Men.” *Poverty Research News*, Joint Center for Poverty Research, January-February 2002.

“How Can We Encourage Job Retention and Advancement for Welfare Recipients?” Policy Brief, *Assessing the New Federalism*, The Urban Institute, November 2001.

“Meeting the Demand: Hiring Patterns of Welfare Recipients in Four Metropolitan Areas.” Policy Brief, Center on Urban and Metropolitan Policy, The Brookings Institution, 2001.

“Welfare Reform and the Unemployment Insurance: What Happens When the Recession Comes?” Policy Brief, *Assessing the New Federalism*, The Urban Institute, December 2000.

“Will Employers Hire Welfare Recipients?” *Focus*, Institute for Research on Poverty, University of Wisconsin, Summer 1999.

“Do Small Companies Discriminate More Than Large Ones Against Blacks?” *Careers and the Minority Undergraduate*, Fall 1997.

“Welfare Reform and the Labor Market,” *Perspectives*, Institute for Public Policy and Social Research, Michigan State University, Spring/Summer 1997.

“What Employers Want: Job Prospects for Less-Educated Workers,” *Workforce Investment Quarterly*, National Governors’ Association, Summer 1996.

“Job Availability for Long-Term AFDC Recipients.” *Focus*, Institute for Research on Poverty, University of Wisconsin, Summer 1995.

“Hiring Patterns for Non-College Jobs.” *Perspectives*, Institute for Public Policy and Social Research, Michigan State University, Winter 1995.

“The Problem of Black Youth Employment.” *Economic Times*, Addison-Wesley, Spring 1994.

## BOOK CHAPTERS

Preface for *What Will It Take? Creating Community College Engines*. R. Lipson and R. Schwartz, Harvard Education Press, forthcoming in 2023.

“Non-Cognitive Skills and Labor Market Outcomes: What Do We Really Know?” In Brent Orrell ed. *Minding Our Workforce Success*. Washington DC. AEI, 2021.

“Automation, Jobs and Inequality: Should Workers Fear the New Automation?” In M. Zia Qureshi ed. *Growth in a Time of Change: A New Agenda*. Washington DC: Brookings Press, forthcoming in 2020.

“Building Labor Market Skills among Disadvantaged US Workers: Four-Year College Degrees and Alternatives.” In D. Neumark ed. *A New Direction in Human Capital Policy*. Elgar, forthcoming in 2019.

“Technology and Workforce Readiness: Implications for Skills Training and the Economy.” In F. Oswald ed. *Workforce Readiness and the Future of Work*. New York: Routledge, forthcoming in 2019.

“Worker Skills and the US Labor Market: What Role Should Policy Play?” In M. Strain ed. *The US Labor Market: Questions and Challenges for Public Policy*. Washington DC: American Enterprise Institute. 2016.

“Improving Economic Opportunity Through Better Human Capital Investments for the Labor Market.” In H. Braun and I. Kirsch eds. *The Dynamics of Opportunity in America*. Springer. 2016.

“The US Approach to Higher Education and Workforce Development: Separate Parts in Search of a Whole.” In Carl Van Horn et al. eds. Transforming US Workforce Development Policies for the 21<sup>st</sup> Century. W.E. Upjohn Institute for Employment Research, 2015.

“Improving Employment Outcomes of Disadvantaged Students.” In M. Kearney and B. Harris Eds. Policies to Address Poverty in the US. The Hamilton Project, Brookings Institution, June 2014.

“Recent Employment Trends among Black Men and Their Policy Implications.” In R. Bangs and L. Davis eds. *Race and Social Problems*. Springer Press, 2014.

“The War on Poverty’s Workforce Development Programs: Going, Going, Gone?” In M. Bailey and S. Danziger eds. *The Legacy of the War on Poverty*. New York: Russell Sage Foundation, 2013.

“A Very Uneven Road: US Labor Markets During the Past Three Decades.” In John R. Logan ed. 2013. *Diversity and Disparities: America Enters a New Century*. New York: Russell Sage Foundation. (With Marek Hlavac)

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Public Policy Institute of California Grant, 1998.

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National Science Foundation Grant, 1984-85.

**PREVIOUS  
ADVISORY POSITIONS:**

Member, Labor Market Advisory Board, Migration Policy Institute, 2008 - .

Member, National Expert Advisory Panel, Employment and Training Administration, US Department of Labor, 2010- .

Technical Advisory Panel, Abt Associates and Corporation for National and Community Service, Evaluation of Youth Service Corps, 2006- 2011.

Advisory Board, Center for Employment Opportunities, The Learning Institute, 2005 - 2008.

Advisor, Project on Understanding Demand for Welfare Recipients, The Urban Institute, 2005-06.

Advisory Board, Project on Metropolitan Economies, Center on Urban and Metropolitan Affairs, The Brookings Institution, 2005 - .

Consultant, "Developing Positive Action Policies in the UK with reference to the US and Europe." University of Bristol (United Kingdom), 2005-06.

Academic Advisory Committee, Center for American Progress Economics Program, May 2004 - .

Advisory Committee, Interim Evaluation, Moving To Opportunities Project, 2003.

Advisory Committee for Project on Employers and Welfare Recipients, Abt Associates, 2003.

Advisory Committee on Career Academies Evaluation, Manpower Demonstration Research Corporation, 2003.

Member of Advisory Board, Council of State Governments and National Association of Workforce Boards, on Hiring Ex-Offenders, 2002.

Member of Advisory Board, National HIRE Network, Legal Action Center, 2002 - 2008.

Adviser, Report on Programs to Improve Minority Academic Achievement, American Youth Policy Forum, 2001.

Advisor to Committee on Economic Development, Report on Welfare Reform, 1997-98.

Member, Payment Level Working Group (making recommendations on TANF Benefit levels), Family Independence Agency. State of Michigan, 1998.

Member, Economic Policy Advisory Committee, Joint Center for Political and Economic Studies, Washington, D.C., 1996-97.

Member, Committee on Improving the Future of Metropolitan Areas Through Improved Metropolitan Governance, National Research Council, National Academy of Sciences, 1996-1997.

Consultant, "Partnership for a Smarter Workforce" (National Association of Manufactures, Industrial Services Program of Massachusetts, and the Council on Adult and Experiential Learning), 1996 (with R. Block and R. LaLonde).

Member of Advisory Group to Milwaukee County on development of public service employment programs for welfare recipients, June 1995.

Member of Advisory Group to the Department of Employment, New York City, on the development of their survey of employers to assess demand for less-skilled workers, September 1993.

Consultant to Equal Employment Opportunity Commission, on Employment Discrimination case, Milwaukee Office, 1992.

Consultant to State of Michigan on Evaluations of Job Training and Proposed Reforms in Human Service Delivery Systems, 1990.

Consultant to various legal firms in Michigan on Wrongful Death/Injury Cases, 1990-95.

**MAJOR PUBLIC  
SERVICE  
ACTIVITIES:**

Presentations/Panel Discussions on Fostering Inclusive Recovery from Covid-19 Crisis:

American Enterprise Institute, July 2020  
Federal Reserve Bank of Philadelphia, June 2020  
Jobs for the Future, Horizons Conference, June 2020  
Center for an Urban Future, April 2020

Presentation to Members of Congress on Alternative Approaches to Raising the Federal Minimum Wage While Protecting Jobs, April 2019.

Speech to The Workforce Alliance, Southwest Connecticut Workforce Board, March 2019.

Presentation at Workshop on Good Jobs for All Americans, National Governors' Association Chair's Initiative, March 4, 2019.

Presentation on *Making College Work* and panel participation at Brookings, September 20, 2017.

Presentation to Board of Director, KIPP Foundation, Las Vegas, August 1, 2017.  
 Presentation before Conference of Economic Advisers to Governors, Center for Best Practices, National Governors' Association, July 21, 2017.

Presentations on "Building America's Skilled Technical Workforce," National Academies of Science, May 18, 2017. (Additional Presentations at Departments of State and Defense)

Plenary Panel, Center for the Analysis of Postsecondary Education and the Employment Data, April, 7, 2017.

Presentation, Conference on "Managing the Disruption" from Technology, Greene Institute, W. Palm Beach FL, April 3, 2017.

Plenary Panel, National Association of Workforce Boards, Conference on Opportunity and Mobility, March 26, 2017.

Plenary, Jobs for the Future, Summit on Economic Opportunity and Mobility, New Orleans, June 2016.

Plenary Panel, National Governors Association, Meeting of Human Services Cabinet Secretaries, June 2016, Kansas City MO.

Plenary Panel, National Conference of State Legislators, Policies to Lower Poverty and Improve Mobility, June 2016, Denver CO.

Keynote, Andrew Young School of Public Policy, Georgetown University, Conference on Career and Technical Education, October 16, 2015.

Keynote, Brookings Institution, Improving Higher Education Outcomes for the Disadvantaged. May 7, 2013.

Plenary Session, National Governors' Association, "Serving Children and Families During Challenging Times," Meeting of Governors' Human Services Advisors, Santa Fe NM, July 19 2011.

Speech, Governors' Workforce Summit, State of Wyoming, June 10, 2011.

Speech, at "Preparing Today's Students for Tomorrow's Jobs in Metropolitan America: Policy, Practice, and Research Issues Conference, University of Pennsylvania, May 26 2011.

Family Impact Seminar, presentation on Workforce Development Policies, to Legislators and Heads of State Agencies, State of Virginia, May 17, 2011.

Presentation on Good Jobs and Workforce Development Policies, National Governors' Association/National Association of State Workforce Board Chairs, March 5, 2011.

Presentation on Workforce Development Policies, Texas Workforce Commission Conference, Dallas TX, November 2010.



Presentation on Middle Skill Jobs and the Economy, 40<sup>th</sup> Anniversary Symposium, Ray Marshall Center, University of Texas, October 2010.

Family Impact Seminar, presentation on Workforce Development Policies to Legislators and Heads of State Agencies, State of Iowa, July 16, 2010.

Presentation on Employment Issues among African-American Men, Conference on Race in America, University of Pittsburgh, June 4, 2010.

Presentation to Governor's Workforce Investment Board and Heads of Local Workforce Boards, State of Maryland, May 5, 2010.

Presentation to National Governors' Association, Institute on Increasing Postsecondary Credential Attainment by Adults, March 24, 2010.

Presentation to Deputy Mayor of New York City and Staff, On Policy Agenda for Young Men of Color, March 11, 2010.

Family Impact Seminar, presentation on Workforce Development Policies to Legislators and Heads of State Agencies, State of Wisconsin, February 4, 2010.

Presentation on Affirmative Action in the US, Conference on the Integration of Children of Immigrants into OECD Countries, OECD/European Commission, Brussels, October 2, 2009.

Presentation on Economic Costs of Child Poverty, National Governors Association Center on Best Practices, Conference on Children, September 17, 2009.

Plenary Session, Presentation on Workforce Development and Poverty Issues, Administration for Children and Families, US Dept. of Health and Human Services, Annual Welfare Research Conference, May 27 2009.

Presentation on Workforce Development and Poverty, Federal Reserve Bank of San Francisco, May 11, 2009.

Presentation, US Department of Education, State Adult Education Directors, March 17, 2009.

Session with Gov. John Engler (now President of National Association of Manufacturers) on Middle-Skill Jobs, Brookings Institution, February 26, 2009.

Plenary Session, Goodwill International, Presentation on Workforce Development Policies and Good Jobs, Sante Fe NM, February 24, 2009.

Presentation, Governor of New Jersey's Workforce Development Conference, Atlantic City NJ, December 3, 2008.

Debate, Economic Policies of Obama v. McCain, Society of Government Economists, October 2008.

Debate, Employment Policies of Obama v. McCain, Human Resources Policy Association, September 2008.

Presentation on Employment Problems of Low-Income Men and Non-Custodial Fathers, National Conference of the Office of Child Support Enforcement, US Department of Health and Human Services, August 2008.

Presentation on Programs to Improve Advancement among Low-Income Workers. National Conference of State Legislators, July 2008.

Presentation on America's Forgotten Middle Skill Jobs: Education and Training Requirements in the Next Decade and Beyond. Governor's Workforce Investment Board, State of Maryland, March 2008.

Presentation on Better Workers for Better Jobs: Improving Worker Advancement in the Low-Wage Labor Market. The Hamilton Project, Brookings Institution, at the National Press Club. December 2007.

Presentation on The Economic Costs of Child Poverty, Barnardo's Seminar on Costs of Poverty, London England, October 2007.

Presentation, National Academies of Sciences, Conference on the Demand for and Supply of Skills in the US Labor Market, June 2007.

Presentation, National Council of State Legislatures, on the Costs of Child Poverty in the US, April 2007.

Presentation, Urban Institute First Tuesday, on Reshaping the American Workforce for a New Economy, April 2007.

Presentation, National Association of State Workforce Agencies, on Reshaping the American Workforce for a New Economy, March 2007.

Presentation, Panel on Employment Problems of Young Black Men, National Urban League Policy Institute, Washington DC, March, 2007.

Panelist, Urban Institute First Tuesday, on Minimum Wage Increases, January 2007.

Panelist at Conference on "The Pipeline Crisis: Winning Strategies for Young Black Men," Sponsored by Goldman Sachs and Sullivan-Cromwell, New York City, July 14, 2006.

Presentation, Conference on "Challenging the Two Americas – New Policies to Fight Poverty", University of North Carolina Center on Poverty, Work and Opportunity, March 24, 2006.

Keynote Speaker, Ready4Work Conference and Workshop, March 22, 2006, Houston TX.

Presentation, Urban Institute, "First Tuesday" Session, On Disconnected Youth, March 2006.

Presentation, Urban Institute/Chapin Hall "Thursday Child" Session, on Disadvantaged Youth, February 2006.

Panelist, Annual Meeting of the National Association of Workforce Boards, February 2005.

Participant, Fred Friendly Seminar, "Strengthening America's Education and Skill Pipeline." September 20, 2005

Presentation, US Conference of Mayors, Annual Meeting of Workforce Board Directors, September 2005.

Presentation, Conference on Youth Employment in the Global Economy, Hofstra University, September 16, 2005.

Presentation, Center for American Progress, Panel on "Income Inequality: Creating Pathways to Success for Low-Income Workers." April 8, 2005.

Presentation, Meeting of State Workforce Board Chairs, Sponsored by National Governors Association (Center for Best Practices), March 2005.

Keynote Address, National Association of State Liaisons for Workforce Development Partnerships and National Governors' Association (Center for Best Practices) Annual Meeting, Coeur d'Alene Idaho, August 30, 2004.

Presentation on Advancement Strategies for Low-Wage Workers, American Public Human Services Association, Annual Meeting, July 18, 2004.

Presentation on "Job Losses During the Current Downturn," Urban Institute, First Tuesday Panel, March 2, 2004.

Debate with Ward Connerly on "Affirmative Action After Grutter," George Mason University School of Law, January 22, 2004.

Presentation on Youth Labor Market, Youth Opportunities Meeting, U.S. Conference of Mayors, Kansas City, January 8, 2004.

Plenary Session Address, U.S. Department of Labor, Region V Meeting on Youth Development, Chicago IL, November 21, 2003.

Keynote Address, Low Wage Employment Research Network, Conference in Bordeaux France, November 14-15 2003.

Presentation, American Youth Policy Forum, Capitol Hill Forum on Career Academies, October 4, 2003.

Presentation, American Youth Policy Forum, Capitol Hill Forum on Hispanics in the Labor Market, June 15, 2003.

Congressional Briefing on Welfare Reform, sponsored by Population Resource Center, May 2002.

Presentation, "Human Capital Strategies for the Next Economy", Southern Growth Policies Board Meeting, Hilton Head SC, June 2002.

Presentation, National Association of Service and Conservation Corps, on Employment Trends among Young Black Men, February 2002.

Presentation, Brookings Institution, "Helping Low-Income Workers Weather the Recession", December 2001.

Presentation, National Governors' Association Roundtable on TANF Reauthorization, October 2001.

Presentation, National Governors' Association, Roundtable on Low-Income Workers and Families, October 2001.

Presentation, Urban Institute, Meeting on Reforms in Unemployment Insurance, October 2001.

Presentation, Urban Institute, First Tuesday Meeting on TANF Reauthorization, October 2001.

Presentation at National Governors' Association, Policy Retreat for Governors' Human Services Policy Advisors, on the Economic Outlook and Implications for Welfare Reform, March 2000.

Presentation at Conference on W2/Wisconsin Works, Department of Workforce Development, State of Wisconsin, Madison WI, June 2000.

Keynote Speaker, Conference of Human Resource Directors, Goodwill Industries, April 2000.

Keynote Address, Meeting on Racial Differences in Employment and Income, Brown University, April 1999.

Presentation on Welfare-to-Work in Michigan, Council of Michigan Foundations, September 1998.

Presentation on Welfare-to-Work Issues, Chicago Business Partners, July 1998.

Presentation on Welfare-to-Work Issues, Conference on Welfare Reform in the U.S. and U.K., Manpower Demonstration Research Corporation, Sussex, England, July 1998.

Presentation to U.S. Department of the Treasury, Assistant Secretary for Economic Policy, on Labor Market for African-Americans, February 1998.

Presentation on Employment Problems of Poor Fathers, Urban Institute, February 1998.

Presentation to Coalition on Human Needs, on Employment Problems of Low-Skill Workers, Washington D.C., February 1998.

Panelist, Meeting of the President's Initiative on Race, January 1998.

Presentation on Welfare Reform and the Labor Market to Council of Michigan Foundations, November 1997.

Presentation on Welfare Reform and the Labor Market to Annual Conference, Michigan League for Human Services, October 1997.

Presentation to Task Force on Employment and Training for At-Risk Youth, U.S. Departments of Labor and Justice, Washington, D.C., September 1997.

Presentation on Labor Skills and Welfare-to-Work Issues at National Federation of Independent Business Conference, June 1997.

Presentation on "Welfare-to-Work Issues" at Human Services Summit, City of Lansing, May 1997.

Presentation at Conference on "Creating Employment Programs That Work For At-Risk Youth", The Children's Village, Dobbs Ferry, NY, May 1997.

Presentation at Conference on "Job Creation Strategies for Blacks", Joint Center for Political and Economic Studies, Washington, D.C., April 1997.

Presentation at Conference on Welfare and Work, Institute for Children, Youth and Families, Michigan State University, January 1997.

Presentation at Conference on "Welfare-to-Work." National Governors' Association, Cleveland, Ohio, November 1996.

Presentation at Conference on "Implementing the New Welfare Law.: Center on Budget and Policy Priorities, Washington, D.C., November 1996.

Presentation at Conference on "Devolution: What Will It Mean for the Social Safety Net?" Sponsored by Michigan League for Human Services, October 14, 1996.

Presentation at Conference on "Welfare-to-Work in New York City," Human Resource Administration of New York City and United Way, June 1996.

Presentation at Workshop on "Workforce Developments/Issues for the Midwest Economy," Federal Reserve Bank of Chicago, May 1996.

Presentation at Conference on "Assessment and the School-to-Work Transition," Board of Testing and Assessment, National Research Council, National Academy of Sciences, March 1996.

Presentation at Forum for Congressional Staff on Demand for Less-Skilled Labor, Organized by Rural Sociological Society, Washington, D.C., March 1996.

Presentation at Urban Institute Forum on "Welfare Reform in the Cities," October 1995, Washington, D.C.

Presentation at Forum for Congressional Staff on Employment for Welfare Recipients, Organized by Institute for Research on Poverty for Congressional Staff, April 1995, Washington, D.C.

Address on "Residential Segregation and Employment Opportunities" to National Conference on Housing Mobility, Washington, D.C., October 1994.

Presentation to Assistant Secretary for Policy Evaluation, U.S. Department of Health and Human Services on "Job Availability for Low-Wage Workers," September 1994.

"Employment Problems of Black Youth," address presented at National Governors' Association, Council of State Policy and Planning Agencies, Academy on Families and Youth at Risk, December 1989.

**TEACHING:**

Masters' Classes (Public Policy): Poverty and the Social Safety Net, Labor Market Programs and Policies, Advanced Quantitative Methods;

Ph.D. (Economics): Wage Theory;

Undergraduate: Principles of Macroeconomics, Intermediate Macro Theory, Labor Markets, Industrial Relations and Trade Unions, Labor Relations and Labor Market Policy, Poverty and Income Distribution.