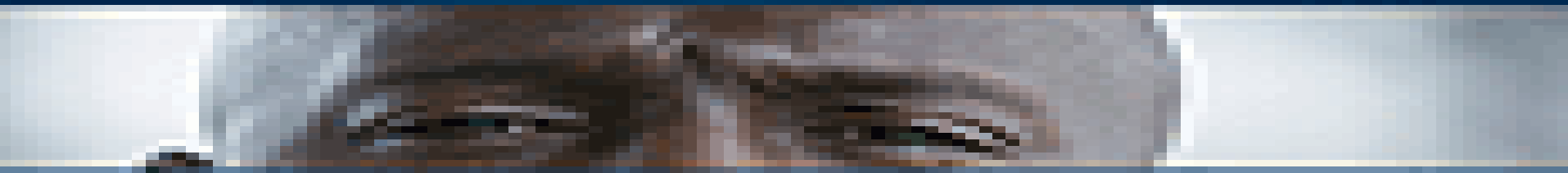


BLACK MALES LEFT BEHIND



Implications for Gender and Work

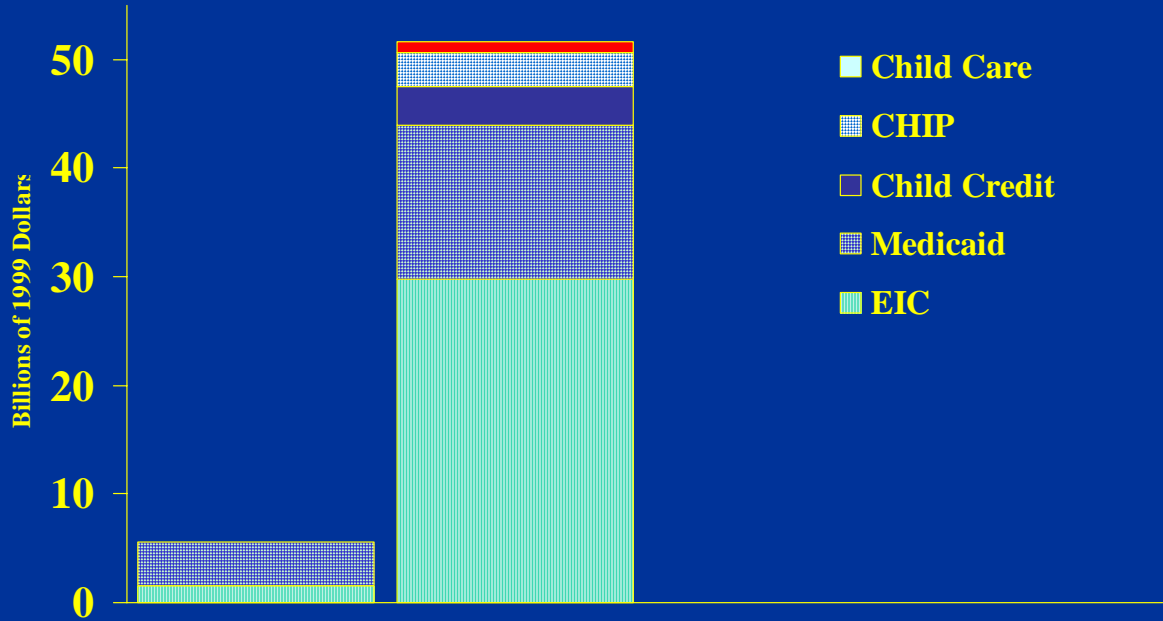
Ronald B. Mincy

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During the 1990s, we required
and supported work of welfare
recipients
and these policy changes were
supported by the longest
expansion of the U.S. economy
ever

Increased Support for Working Families Predates PRWORA 1984 and 1999



What happened to less-educated men?

All less-educated workers
responded well to the 1990's
boom

Figure 2: Employment/Population Rates for Young Less-Educated Women, 1979-2000

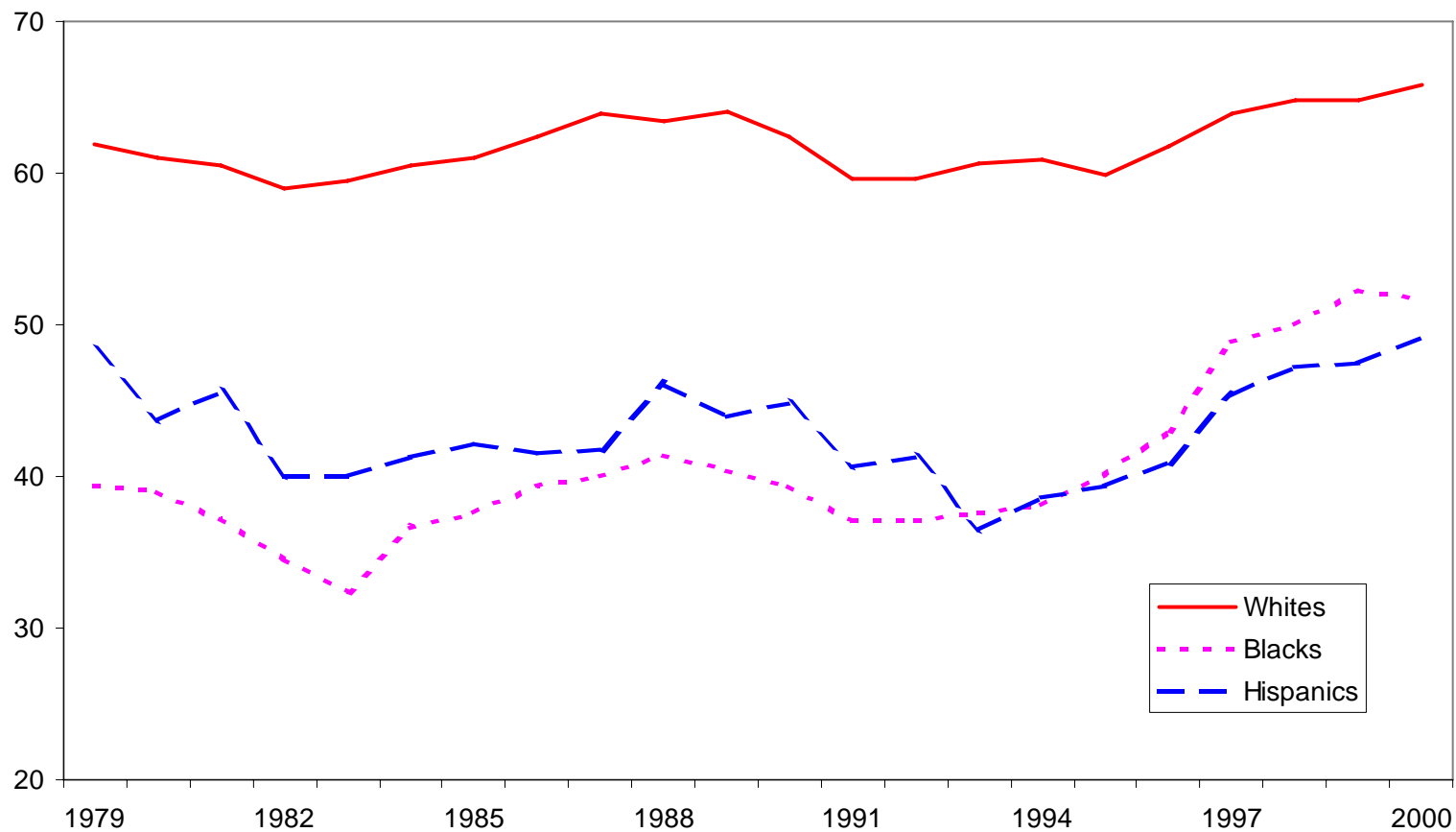
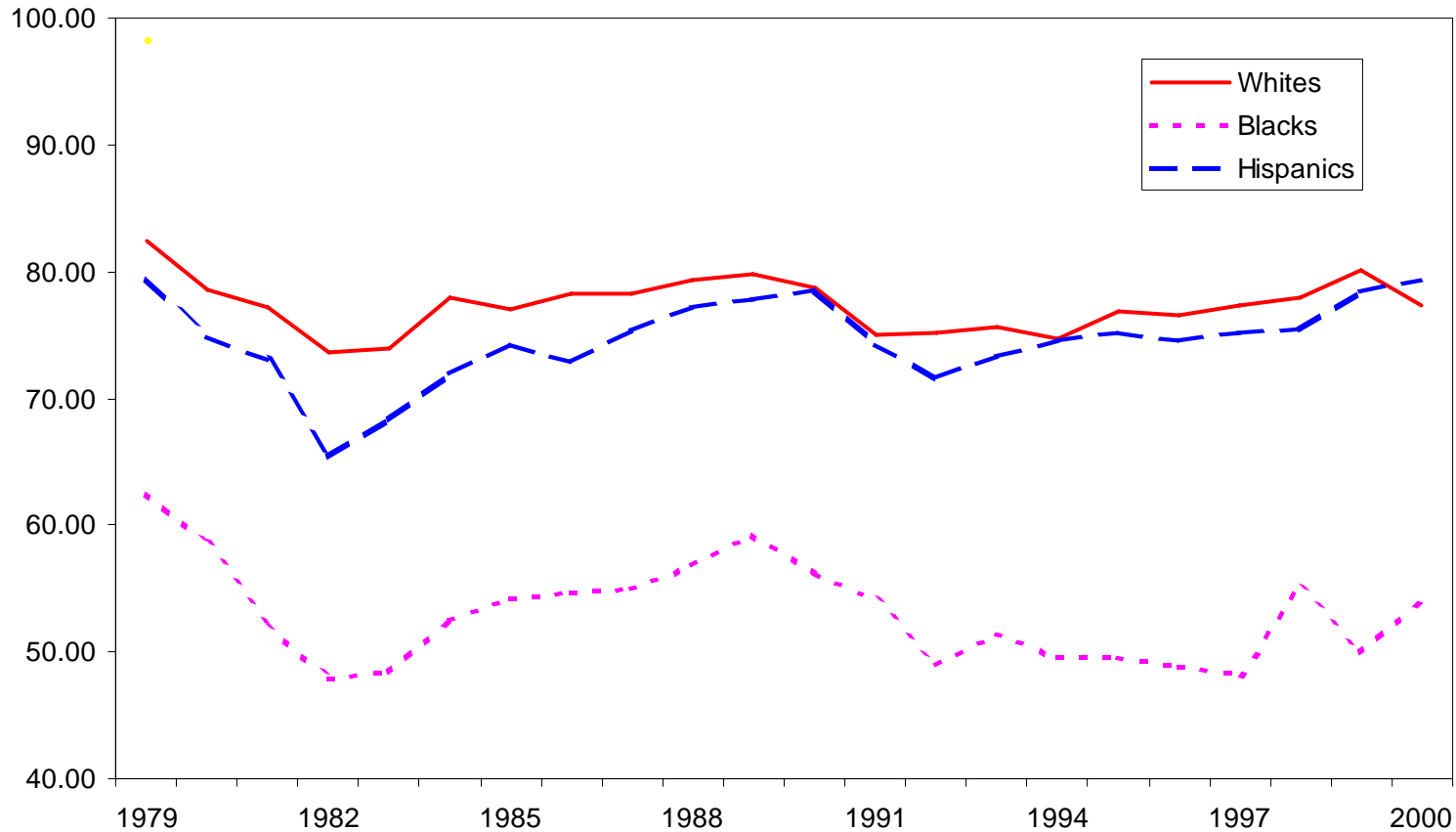
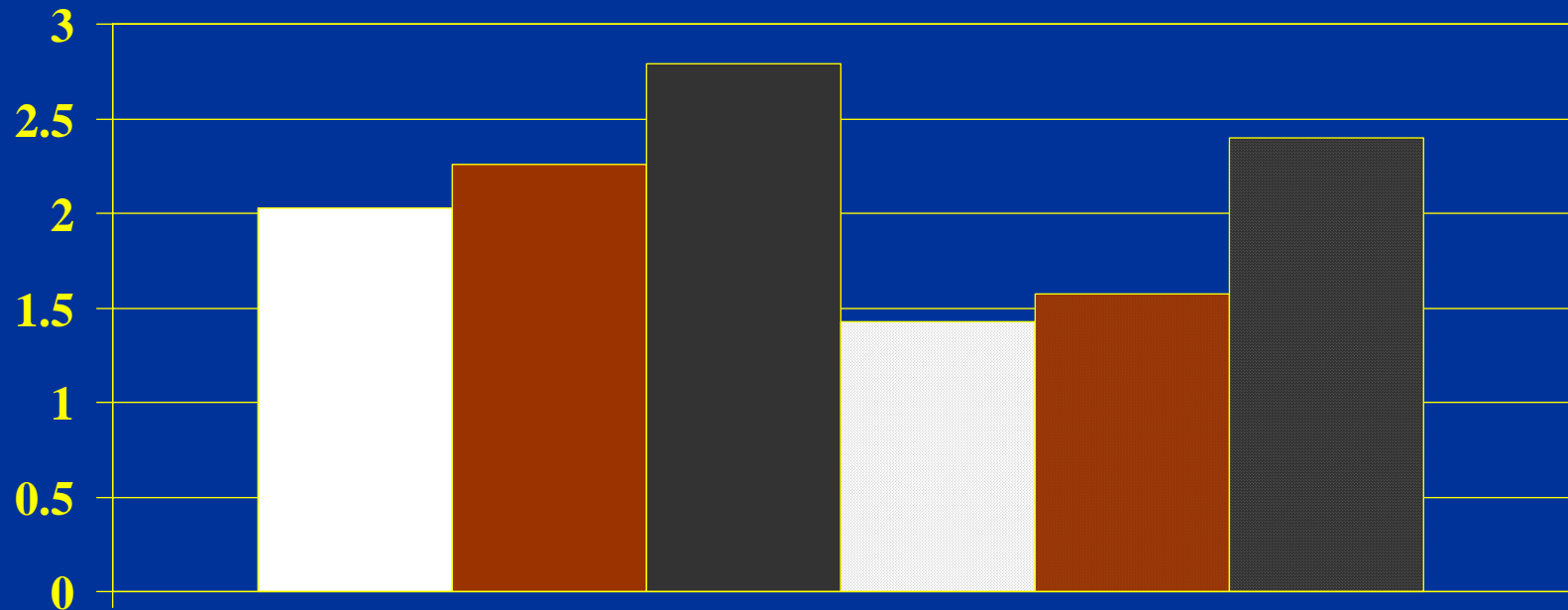


Figure 1: Employment/Population Rates for Young Less-Educated Men, 1979-2000^[1]



^[1] The samples include those aged 16-24 who are not enrolled in school and have a high school diploma or less. Source: Current Population Surveys, Outgoing Rotation Groups.

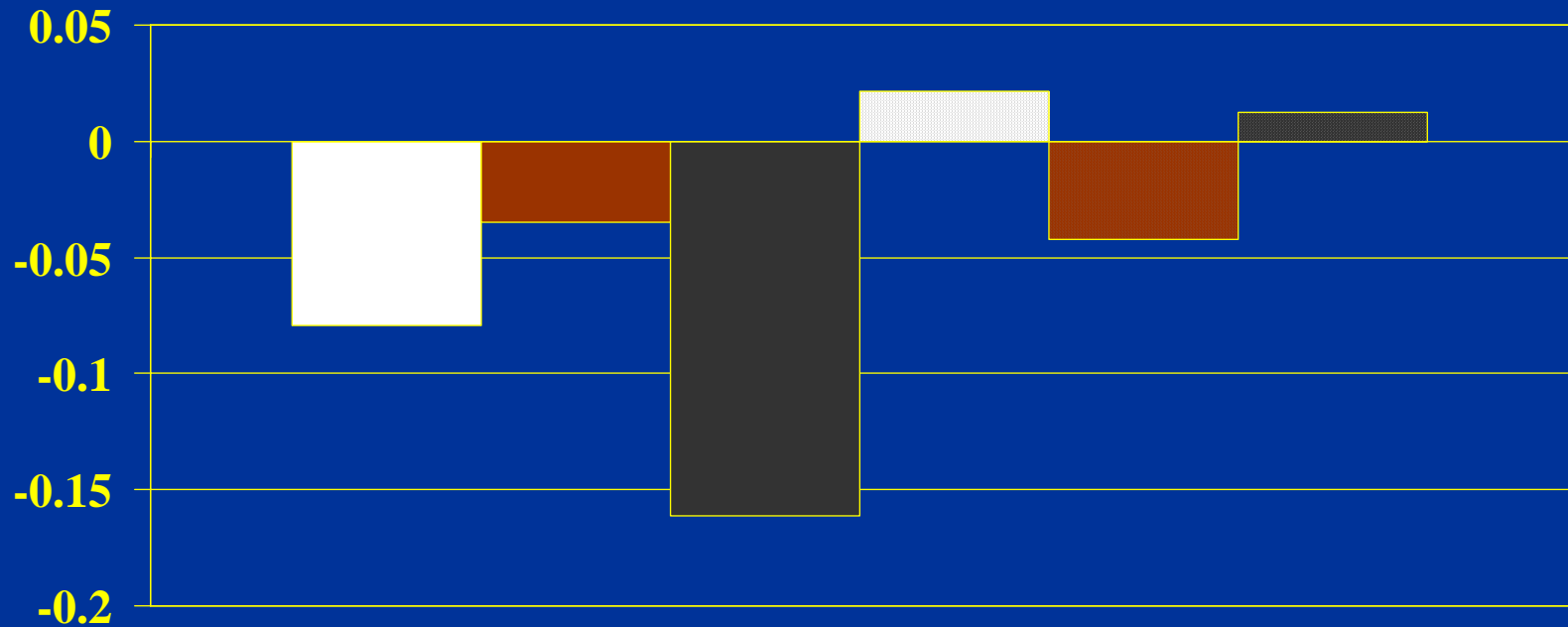
Cyclical Responses of Employment Among Less Educated Young Workers



White Men Hispanic Men Black Men
White Women Hispanic Women Black Women

However long term trends dampened the net response of young men, especially young black men

Secular Employment Time Trends Among Less Educated Young Workers (1979-2000)



Reinterpreting the experience

- Seen in this light we must reinterpret the effects of the 1990s boom.
- The 1990s boom partially arrested the secular decline in employment among young men, especially black men, that was occurring over the last since 1979.
- The recession of 2001 and the slower growth of the economy then removed the buffer, and therefore, employment rates of employment rates continue to plummet and unemployment rates soar to the levels we see today
- For example, using CBO projections Rodgers predicted that employment rates of young black men would fall to 25 %.

Why?

- The decline in blue collar employment and the switch to white collar employment and services has played a role
- Increase in enrollment of young black men in higher education has also played some role, and this is a good thing, we think
- Increasing employment of less-educated women, especially black women, played no role
- Increasing incarceration rates and statistical discrimination
- Increasing enforcement of child support enforcement, but mostly for older workers

Many Young Black Men Have or Will Be Incarcerated

- 5 million young black men aged 16-34 in the non-institutional population.
- Of these, perhaps 600-700,000 engage in illegal activity each year.
- 600-700,000 young black men are currently incarcerated (but are not part of the five million in the population).
- Of those not currently imprisoned, perhaps an additional 500,000 are on felony probation.

The Black Male Re-entry Population is Large

- 300,000 black men
- 150,000 black men between 16 and 34 years old
- In total:
 - 500,000 young black men are ex-offenders
 - 1,000,000 young black men are ex-felons.

High Crime and Incarceration Rates Reduce Black Male Employment and Education

- Many employers will not hire ex-offenders
- Many employers will not do background checks
- This means many employers will not hire black men at all
- Young Black men who are not ex-offenders are victims of statistical discrimination
- This reduces employment and their incentives to graduate from high school.

Other Findings

- Welfare recipients did not take jobs from low-skilled men
- Low-skilled men found low-wage employment easy to find.
- They preferred “blue collar” jobs, which have disappeared from the central city

What to do?

- Multi-generational
- Opportunistic
 - Education
 - Work
 - Criminal Justice
 - Family
- Realistic and Responsible
 - Require:
 - What are the minimal requirements of citizenship for young less-educated men?
 - Enable:
 - What are we prepared to do to help them meet these requirements?
- Patient (40 years)
- Big Bucks (remember \$50B)

Education

- Increase the proportion of young black boys who are succeeding at every level of elementary and secondary school
 - CUNY Black Male Initiative
 - Emersion schools-revisiting some of the approaches tried in the 80's that
 - Were specially designed to address the barriers that black boys face in elementary and secondary schools.
 - In communities where racial segregation makes schools primarily African American and Latino, further segregate by creating all boys schools.
 - Teacher quality
- Increase involvement of fathers in elementary and secondary education of their children

Work and Crime

- Workforce Development
 - Expand funding for the Job Corp
 - Provide more funds in the Workforce Development Act for training especially OJT
 - Re-orient workforce development to focus on strategic opportunities for higher wages w/o four years of postsecondary schooling
 - Revisit occupations that bar employment of ex-offenders
 - Should the goal of these restrictions be deterrence or security.
 - Complete development and evaluation of workforce development programs that use
 - Attitudinal training
 - Sectoral development
- Create a work incentive for non-resident fathers who pay child support
 - NY-Pataki Proposal
- Criminal Justice
 - Alternatives to incarceration
 - Benefits of Crime Deterrence must be set against
 - Scarring effects
 - Statistical Discrimination
 - Zero orders for inmates w/ mother's permission

Family

- **Healthy Marriage**
 - Build on lessons of **Building Strong Families**
 - Adapt lessons to co-parenting by unmarried parents
- **Responsible Fatherhood**
 - Rebuild capacity of community based responsible fatherhood (CBRFP)
 - To provide
 - Case management for fathers
 - » Setting and modifying awards
 - » Custody, visitation, child welfare
 - » Team parenting
 - » Prevention
 - » Effective parenting for non-resident fathers
 - » Domestic violence
 - Expertise in child support intermediation for workforce development providers
 - Remove barriers to government contracting
 - Evaluate the services of the field