

HELP FOR THE 'FORGOTTEN' WORKER

By DREW LINDSAY

GIVING

▶ THE PROBLEM

33%

Roughly one-third of the U.S. unemployed can't find a job because of the mismatch between workers' skills and what employers need. "These people are essentially forgotten," says Anthony Carnevale, director of the Georgetown University Center on Education and the Workforce.

▶ THE PLEDGE

\$250m

JPMorgan Chase in late 2013 committed \$250-million over five years to its New Skills at Work grants program. (It's also investing \$30-million abroad.)

▶ Why It's a Big Bet

Nobody knows what it will take to create big-scale programs to help people who don't complete college. "It's an issue that gets little attention," says Mr. Carnevale.

▶ PROGRESS SO FAR

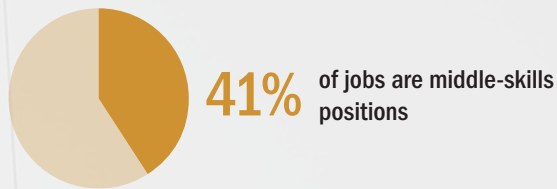


Studies In, Money Out

JPMorgan made \$50-million in grants in the first year and has conducted labor-market studies in Columbus, Houston, and New York. YouthBuild and the National Academy Foundation received the biggest grants; they will support their local programs and academies working directly with students. Foundations supporting community colleges in Ohio and Louisiana won the largest grants to local groups.

CASE STUDY

Houston



120 petrochemical facilities to come online in the next few years

19,000 middle-skills jobs will be created annually in the construction and petrochemical industries for the next few years

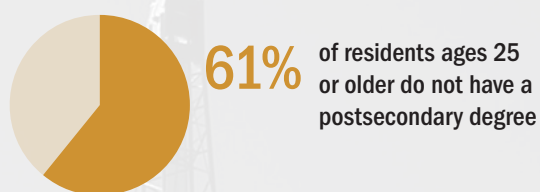
\$31.98 median hourly wage for petrochemical positions that typically require a two-year degree

CASE STUDY

Columbus

47% of middle-skills jobs in the next few years will be in health care or insurance

38% projected growth in positions for physical-therapy assistants

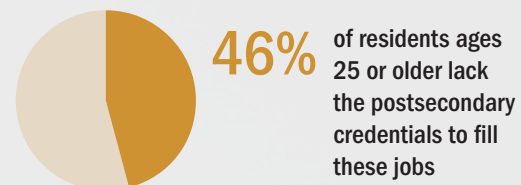


\$22.41 median hourly wage for an insurance-claims representative

CASE STUDY

New York

1m middle-skills jobs available



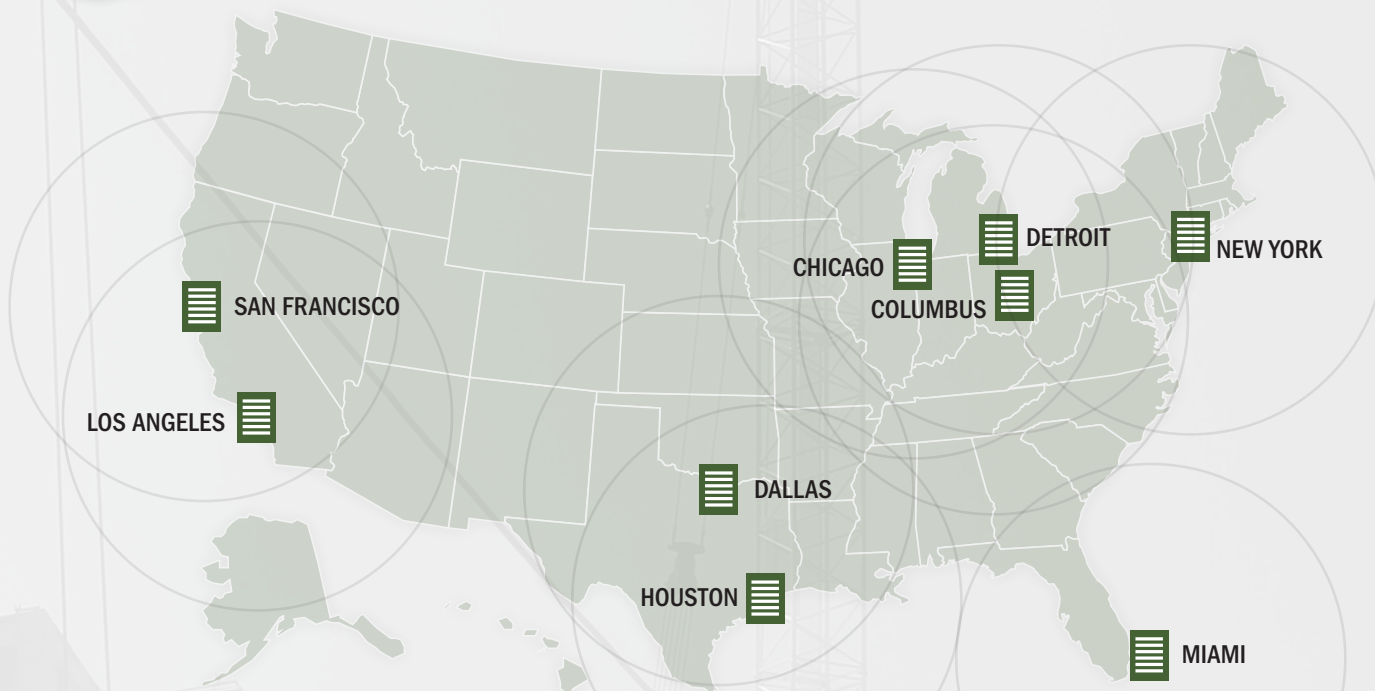
45% of all middle-skills job vacancies are in health care or technology—sectors expected to grow

\$66,314 average salary for information-technology help-desk staff—positions that account for more than half of the city's IT middle-skills jobs



Studies in 9 Cities Across the U.S.

The financial-services company is conducting labor-market studies in nine U.S. cities to dig deeper than federal reports to identify middle-skills jobs—those requiring training or skills, though not a bachelor's degree—in high-demand fields.



Where the Grants Are Going

Its grants are going to nonprofits, community colleges, and others that can help workers acquire the skills for these jobs. The company will also bring together leaders from government, businesses, and nonprofits to figure out better ways to align postsecondary education and training with the job market.

▶ WHAT'S NEXT



Career Map Buildout

JPMorgan is building “career maps” that will lay out the courses, training, or credentials needed for an array of entry-level, high-demand jobs; the cost and time required; and the advancement track from that job. Chauncy Lennon, director of New Skills at Work, says such detail will help colleges better direct students and help workers as they make career choices. “It’s one thing to say there are a lot of middle-skills jobs in the health-care sector,” he says. “It’s another thing to say: Here are those jobs, here are the skills required, and here’s a clear map.”

▶ MEASURING IMPACT



Funding a Strong System

Urban Institute researchers are studying what works and what doesn't. “We’re not going to fund training forever,” says Mr. Lennon. “We’re trying to show what a strong system looks like.”