

# Data, Analysis, and Strategies to Strengthen Your Community's Workforce

July 10, 2025  
3:00 to 4:00 PM ET



# Housekeeping Items

- Views expressed during this session are those of the speakers and are intended for informational purposes only. They do not necessarily represent the views of Fed Communities or the Federal Reserve System.
- Use the Q&A feature to submit questions
- Engage with us on social media using the hashtag [#connectingcommunities](#)
- Visit [Fedcommunities.org](https://www.fedcommunities.org) for articles, resources, and data from the Federal Reserve
- This session, including the presentation, video, and podcast will be available on [fedcommunities.org](https://www.fedcommunities.org) within two weeks of this event



# Connecting Communities: Data, Analysis, and Strategies to Strengthen Your Community's Workforce



**William M. Rodgers III**

Vice President Community Development Research  
Federal Reserve Bank of St. Louis

July 2025



# Current Labor Market and Community Conditions

## The Good News

- From April 2023 to present, Job Openings have fallen by 2.2 million.
- Along with openings, hiring and quits have fallen, while layoffs have risen slightly.
- However, labor markets remain very strong.
- The nation's unemployment rate has been at or below 4.5% for 44 consecutive months.
- 53 consecutive months of nonfarm payroll job growth.
- The ratio of job openings to unemployment to remains close to series lows.
- There are 13.4 million individuals ready and available to work.
- A large portion of low-wage increases are due to increases in state minimum wages.

## Challenges to Economic Mobility

- During the current expansion:
  - Growth in FT weekly wages lagged the CPI at each segment of the distribution
  - Labor share has fallen.
  - Real hourly compensation grew more slowly than did worker productivity from the second quarter of 2020 to the first quarter of 2025.
- Vulnerable workers, such as out of school young adults have employment-population ratios that have risen since labor market peaked in April 2023.
- The unemployment rate of recent college graduates is elevated.
- About half of mothers with a child ages 6 to 17 listed child care or family responsibilities as reasons they weren't actively looking for a job (these women did want a job).
- Consumer confidence is below its pre-pandemic level.
- 42% of households are considered ALICE.
- 40% to 50% of households have little to no discretionary income.



# The SkillUp Coalition

- A national nonprofit of 100 organizations
  - Connect workers with the right tools, resources, and support
  - Position participants for promising career growth
    - Confident career shifts
    - Obtain quality living-wage jobs.
- Connected over 1.6 million workers to career and training supports
  - Training and education providers
  - Tech firms
  - Employers and philanthropies



# Q2 SkillUp Worker + Job Seeker Survey

## Household Finances

In the last 6 months,

- 68% of households saw their expenses increase
- 59% of households said their income did not cover expenses

## *Labor Market Experiences*

- 5% are not at all confident they will find a better job in the next 3 months?
- Only 9.0% are most interested in pursuing a career in the skilled trades
- 62% feel anxious, unsure, concerned or cautious about AI in the workplace
- 82% are concerned about their health



# Building a Strong and Resilient Workforce

- What should the goals of workforce development be?
- How well are communities achieving this goal?
- What actionable strategies can be implemented or expanded to proactively build and maintain a resilient workforce?



# Connecting Communities: Data, Analysis, and Strategies to Strengthen Your Community's Workforce





# Today's Panelists



**Julianne Dunn**

Senior Program Officer, Workforce  
Rural LISC



**John Helton**

President and CEO  
CareerRise



**Connie Johnson**

Executive Director  
St. Louis Agency on Training  
and Employment



**Tera West**

Deputy Director  
KentuckianaWorks



# Closing remarks and requests

- Please complete the post-event survey.
- Visit [www.fedcommunities.org](http://www.fedcommunities.org) for more Fed resources on community development topics.
- Follow Fed Communities on social media. We're on LinkedIn, X, Instagram, and Facebook.
- Subscribe to the Fed Communities monthly newsletter at [fedcommunities.org/newsletter](http://fedcommunities.org/newsletter) (or under the "About Us" section).
- Materials from today's event will be available within two weeks.
- Mark your calendars for August 14 for our next Connecting Communities event, *Economic Insights from Lower-income Communities: Findings from the 2025 Community Perspectives Survey*. Registration will open soon.



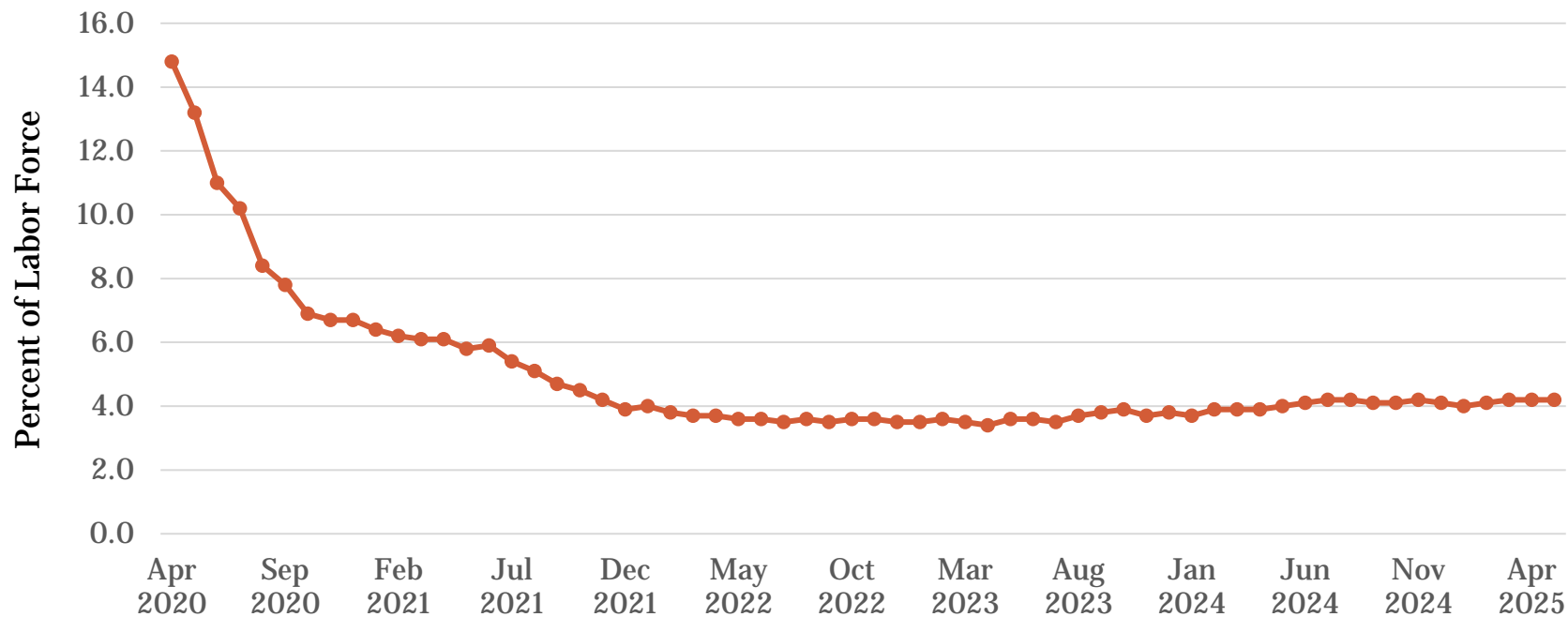
Thank you for joining us



# APPENDIX



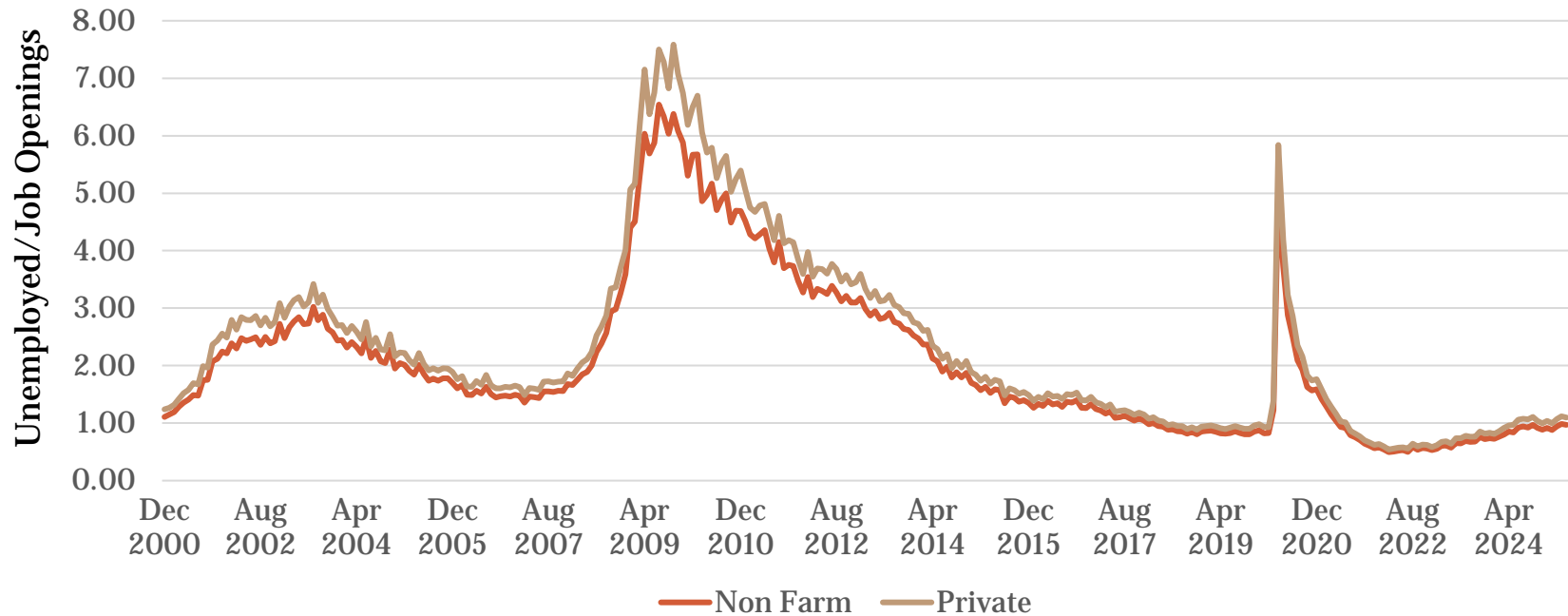
# Unemployment Rate: April 2020 to April 2025



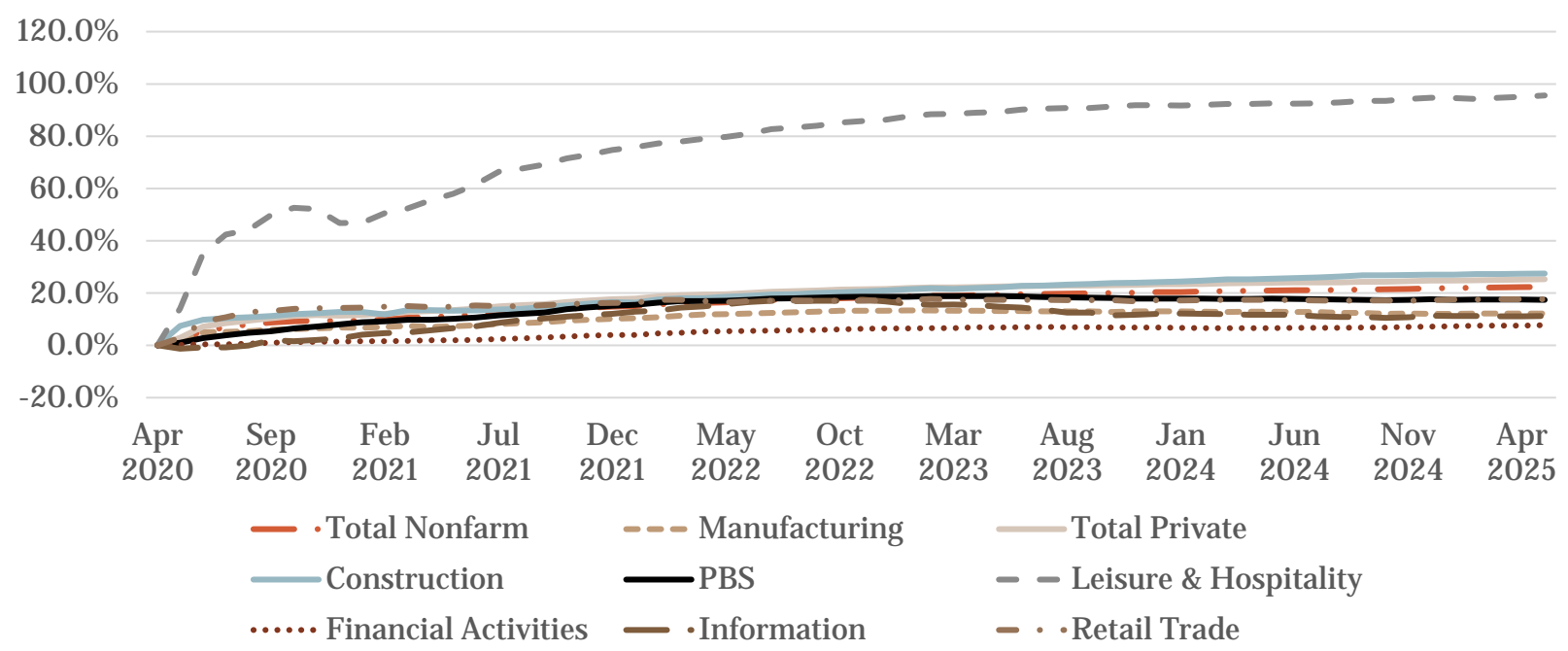
Source: U.S. Bureau of Labor Statistics.



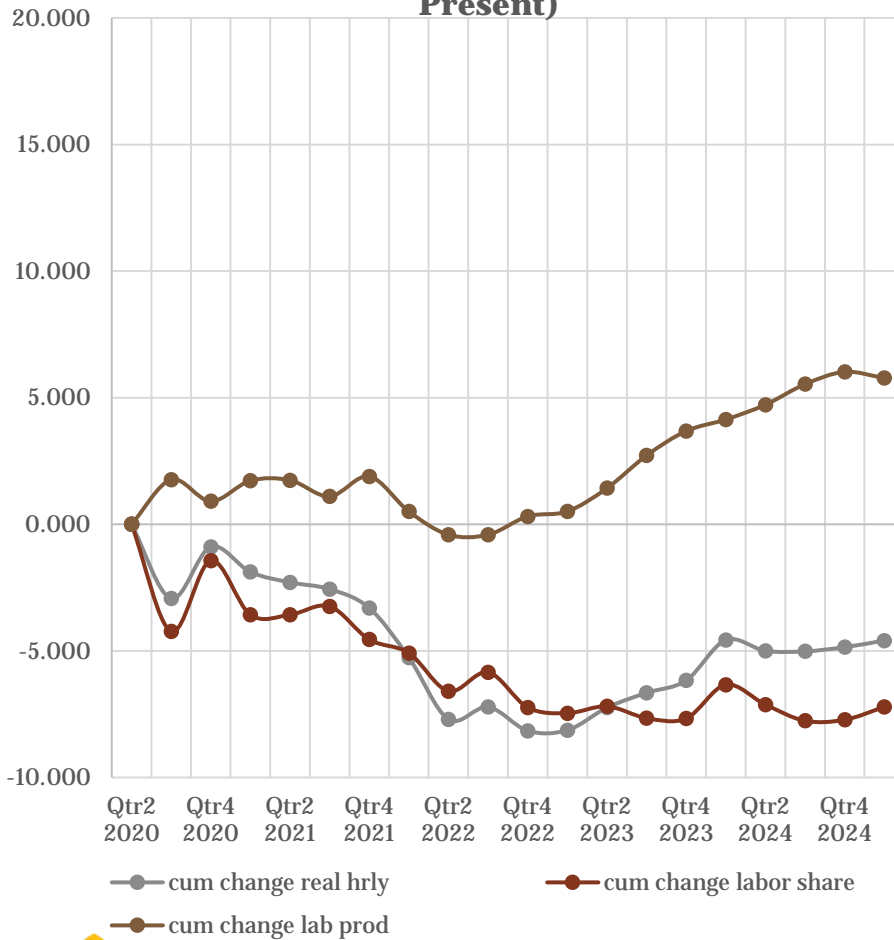
# The Ratio of Unemployed to Job Openings Remains Quite Low



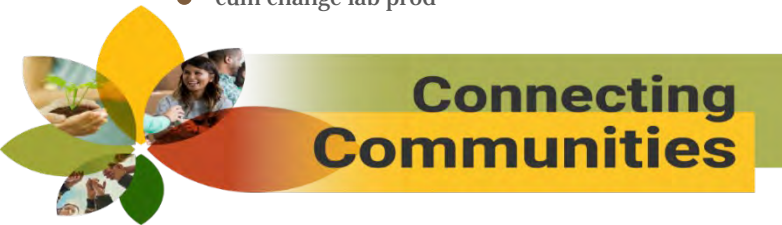
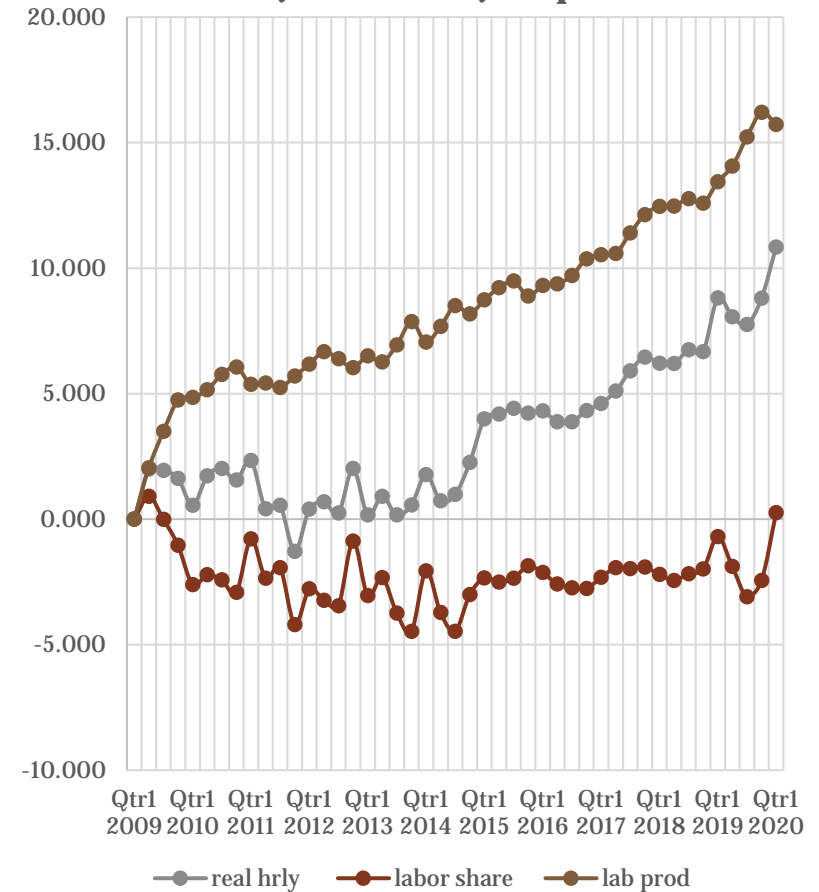
# Nonfarm Payroll Employment by Selected Industry: April 2020 to April 2025



**Cumulative Change in Real Hourly Compensation, Labor Share and Labor Productivity, Current Expansion (2020: Q2-Present)**

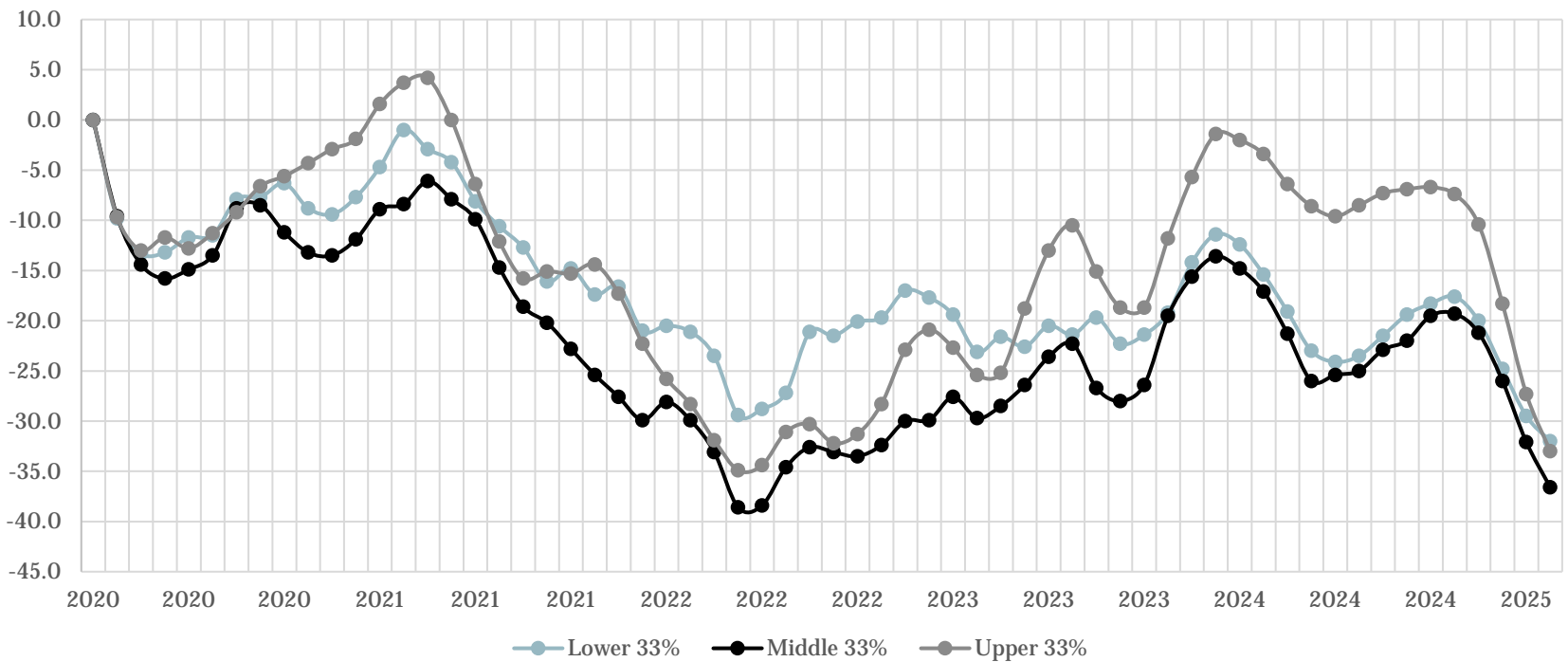


**Change in Labor Share, Real Hourly Compensation and Labor Productivity, 2009: Q2 to 2020: Q1 Expansion**

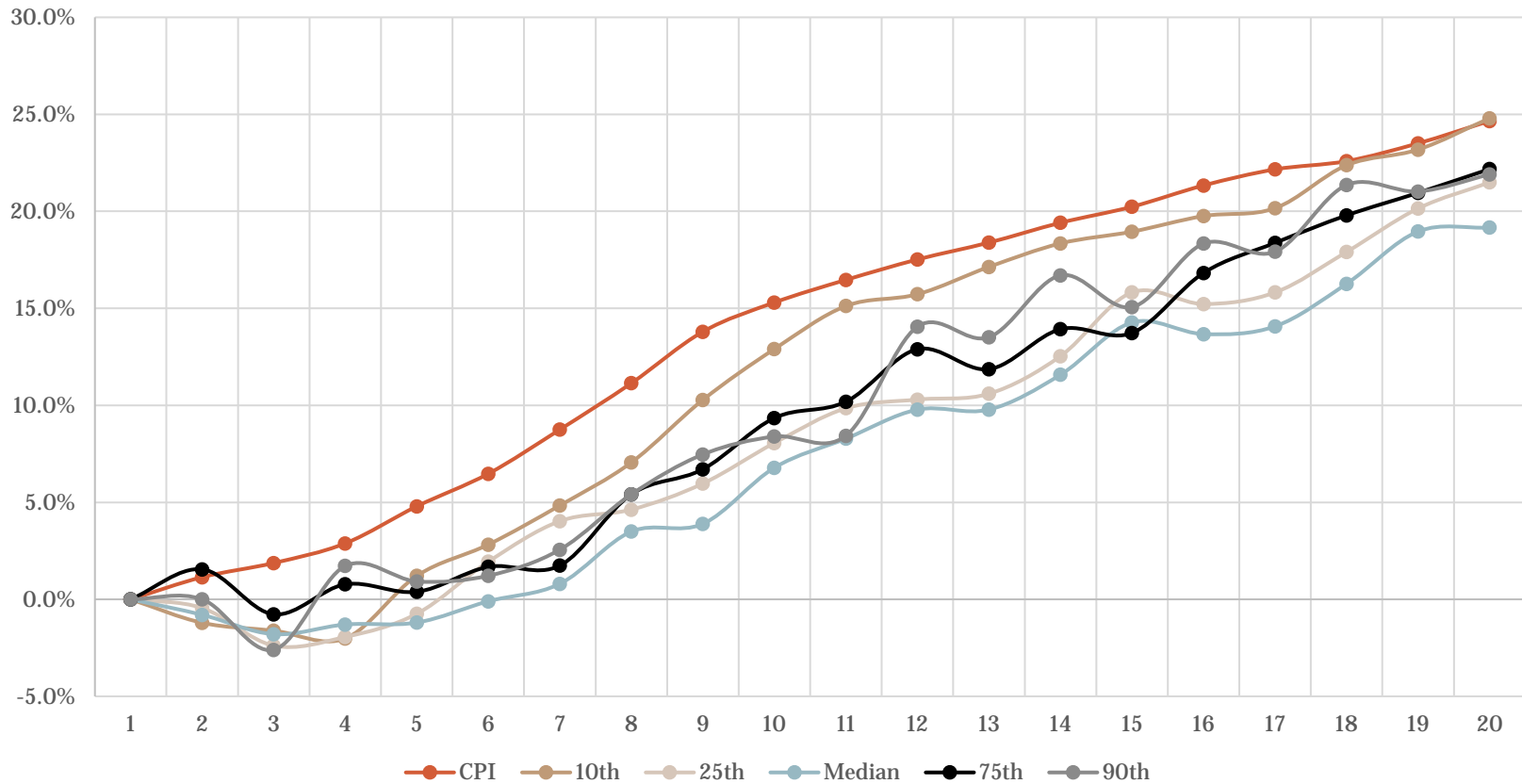




## Growth in Consumer Sentiment by Income, Current Expansion (April 2020 to Present)



## Growth in Usual Weekly Wages and CPI, Current Expansion (2020: Q2-Present)



# Employment-Population Ratios of Vulnerable Groups have Fallen Since the Labor Market's Peak in April 2023

