

# Labor Market Experiences among Not Working, Not-in-School Young Adults in Tennessee

## Who are they?

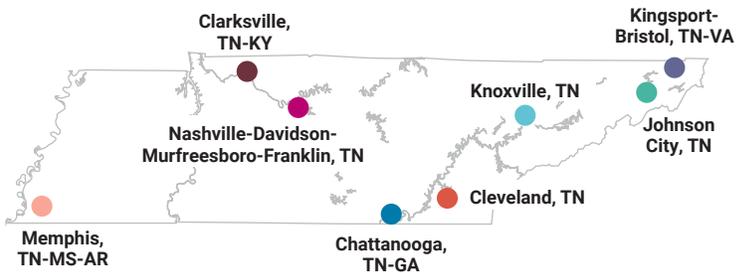
Young adults ages 18 to 24 who are neither working nor in school.

## Why is this a problem?

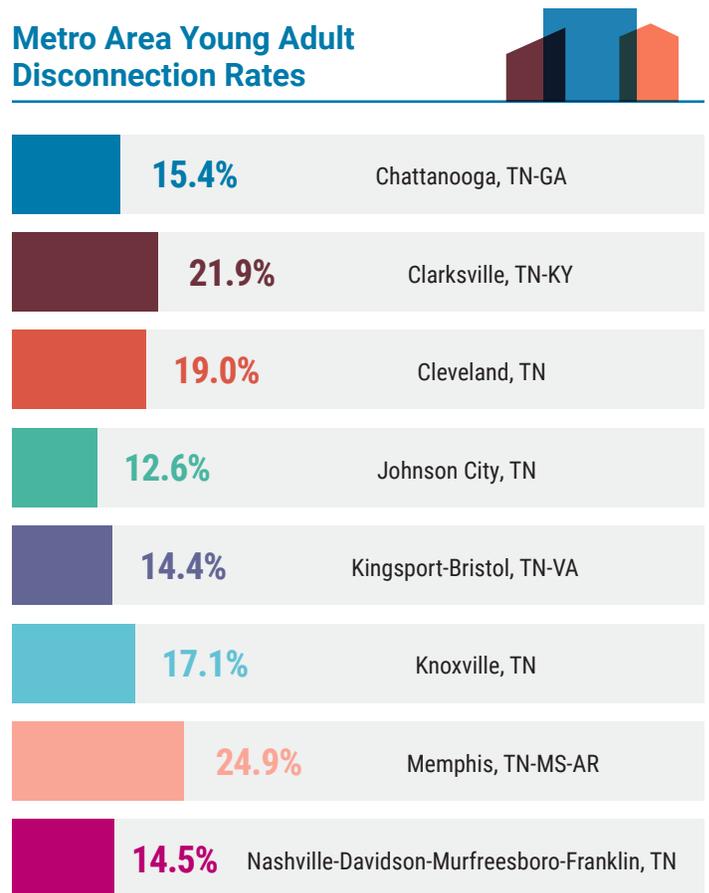
Economic disconnection can have negative effects for both the individual and the broader economy. For example, it makes it harder for young adults to reenter the labor force and more difficult for employers to fill open job positions.

## How does it happen?

Barriers like a lack of access to affordable child care or transportation and difficulty getting or holding a job due to mental health challenges, disability or experience with the criminal justice system can impede young adults' participation in school or the labor force.



## Metro Area Young Adult Disconnection Rates



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# Young Adult Disconnection Rates by Selected Demographic Characteristics

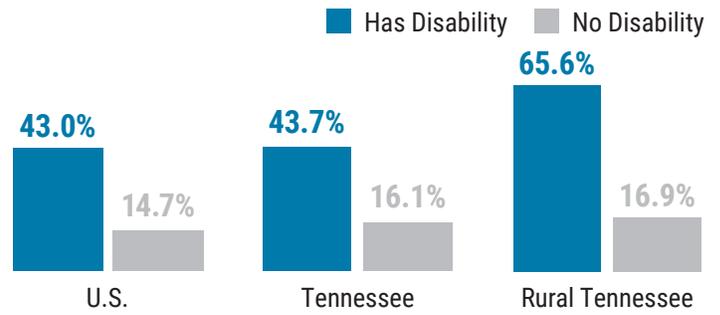


	U.S.	Tennessee	Rural Tennessee
<b>Total</b>	16.0%	17.5%	18.8%
<b>Race/Ethnicity</b>			
White	13.9%	15.5%	19.2%
Black	21.4%	25.1%	19.2%
Hispanic	17.9%	17.7%	13.7%
Other Race(s)	15.7%	14.3%	19.4%
<b>Education</b>			
Some High School	21.9%	25.7%	27.6%
High School Diploma	24.3%	25.9%	22.5%
Some College	8.7%	9.9%	11.6%
Bachelor's or More	10.8%	8.8%	4.5%
<b>Family Income</b>			
< \$25K	25.0%	25.6%	39.7%
\$25K to < 35K	21.1%	20.8%	19.0%
\$35K to < 50K	18.3%	19.5%	15.9%
\$50K to < 75K	15.4%	17.6%	20.9%
\$75K to < 100K	13.4%	12.3%	9.9%
\$100K to < 150K	11.5%	10.8%	9.3%
\$150K or More	10.0%	10.2%	12.7%

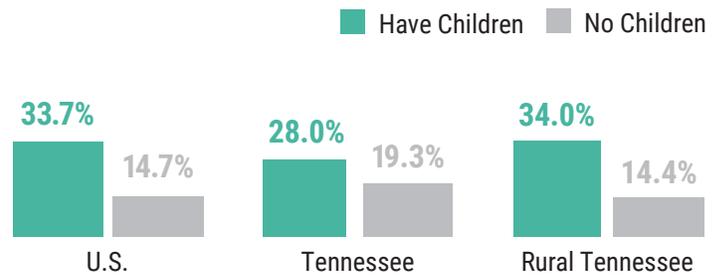
How to interpret: Out of all young adults in the U.S. with a high school diploma, for example, 24.9% of them are disconnected. Rural describes areas outside the state's metropolitan and micropolitan statistical areas as identified in the Current Population Survey.

SOURCES: Current Population Survey microdata from January 2017 to June 2024 and Institute for Economic Equity calculations.

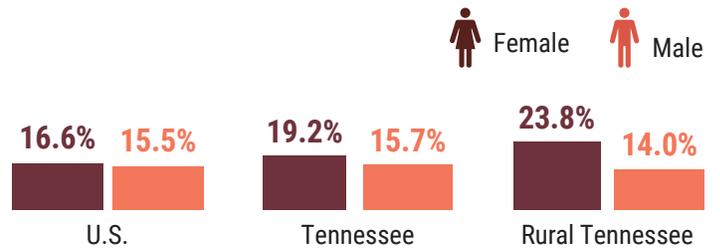
## Disability



## Children



## Sex



## Opportunities for Community Response

- Improve the child care ecosystem for families and providers
- **Increase investment in and exposure to career pathways through experiential and project-based learning, internships, and career and technical education**
- Review accommodations for physical disabilities and mental health needs
- Assess whether there are local, entry-level job opportunities that do not require work experience or a college degree
- Promote a supportive environment for choosing employment directly out of high school
- **Create carpooling opportunities or offer shuttles to places of employment**

A collaborative of medical and education anchor institutions in the Memphis Medical District Collaborative created **Hire Local** to identify, train and fast-track residents into jobs with career pathways and a livable wage. The program includes a platform to match workers with employers. Credentialing takes no more than two years and an additional two years of support is provided to find placement.

The **Memphis Area Rideshare Program**, administered by the Shelby County Health Department, is a public-private partnership with Commute with Enterprise, a decentralized rideshare program led by the national car rental company. Residents can sign up for one of nearly 100 vehicles to pool with other riders at a subsidized monthly cost. The program is primarily for travel to and from work, but the primary signee for the car is allowed up to 200 miles for personal travel each month. Shelby County operates the largest public-private rideshare program in Tennessee and saves more than 200,000 rides, 22,000 gallons of fuel and 400,000 tons of CO<sub>2</sub> annually.