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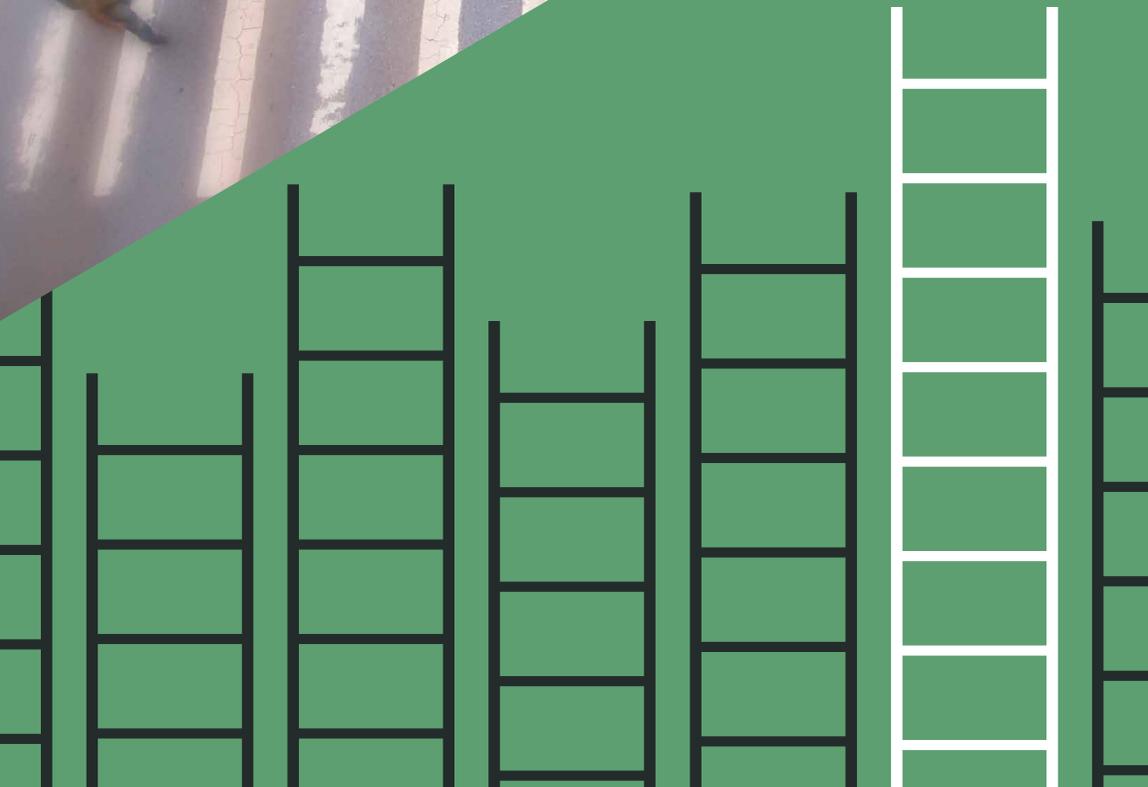
UPJOHN INSTITUTE

FOR EMPLOYMENT RESEARCH

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**Dissertation Award
Early Career
Research Awards** } See p. 16

DATA DATA DATA

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- ▶ **New Hires Quality Index:** Matches newly hired workers to their wages by occupation, which is more closely tied to skill demand than measures based on industry. The index accounts for changing demographics of hires, can be consistently constructed from 2001 forward overall and for subgroups, does not rely on self-reported wages, and is updated monthly. Available for free at <http://www.upjohn.org/nhqi/>.
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Periodicals



Employment Research

Our quarterly newsletter highlights recent research carried out by Institute staff, grantees, and authors. Each issue contains two timely articles focusing on current labor market developments along with info on staff

activities, conferences, and publications. Contact us for your free print subscription or read online at http://research.upjohn.org/empl_research/.



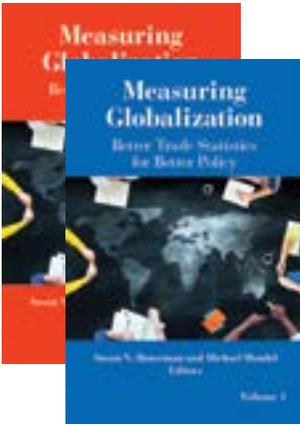
Business Outlook for West Michigan

This quarterly publication offers data and analysis on current economic conditions facing the major metropolitan areas of west Michigan. Read new and past issues of *Business Outlook* at [http://](http://research.upjohn.org/bus_outlook/)

research.upjohn.org/bus_outlook/.

Upjohn Press

The Upjohn Institute is a nonpartisan, not-for-profit institution dedicated to finding and promoting solutions to employment-related problems. Integral to the Institute’s mission is the dissemination of research findings that stem from work produced both by Institute researchers and by scholars from outside the Institute. The Institute’s publications program helps accomplish this by producing books and ebooks that offer rigorous yet accessible explorations of topical, policy-relevant issues. Contact us if you’d like to submit your manuscript or proposal for the Upjohn Press.



Measuring Globalization Better Trade Statistics for Better Policy

Susan N. Houseman and
Michael Mandel, *Editors*

The chapters in this two-volume set identify biases and gaps in national statistics, examine the magnitude of the problems they pose, and propose solutions to address these issues.

Shifts in the location of production and associated trade patterns have been driven to a large degree by lower prices in emerging economies. The research in the first volume focuses on biases in price indexes that may arise from the growth of globalization.

The second volume extends the analysis to several other measurement issues arising from the growth of globalization, including the fragmentation of production that has given rise to so-called factory-less goods producers. Chapters in the second volume also examine the classification of output of multinational corporations in national statistics and, with the advent of the Internet, the explosion of international trade in data.

research.upjohn.org/up_press/219/

696 pp. 2015
\$55 cloth 978-0-88099-489-7
\$35 paper 978-0-88099-488-0



Confronting Policy Challenges of the Great Recession Lessons for Macroeconomic Policy

Eskander Alvi, *Editor*

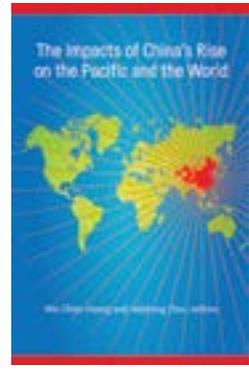
This book brings together a notable group of researchers who describe the unprecedented economic damage suffered during the Great Recession and the extraordinary policies put in place to limit the damage and help put the economy back on a growth track. Not surprisingly, some policies succeeded while others barely made a dent. The analysis of the many lessons and encounters—and successes and failures—offers fresh perspectives on how policymakers and central bankers might manage the economy in a future crisis.

In the years following the Great Recession, much research has been conducted on the lessons learned from the event, but an appreciation of the severe challenges, such as that presented here, enriches our understanding of policy options that worked (or didn't). This hindsight, as seen through the eyes of acknowledged economic experts gathered here, is invaluable.

Contributors include Barry Eichengreen, Gary Burtless, Donald Kohn, Laurence Ball, J. Bradford DeLong, Lawrence H. Summers, and Kathryn M.E. Dominguez.

research.upjohn.org/up_press/246/

146 pp. 2017
\$40 cloth 978-0-88099-636-5
\$15 paper 978-0-88099-637-2



The Impacts of China's Rise on the Pacific and the World

Wei-Chiao Huang and
Huizhong Zhou, *Editors*

China's economic growth over the past few decades is remarkable. On its current path, projections are for it to surpass U.S. gross domestic product in the year 2028. Paralleling this economic growth is China's expanding geopolitical reach and influence. The combination of these two forces—economic and political—makes China, by many accounts, the most important diplomatic challenge facing its neighbors, the United States, and rest of the world's nations.

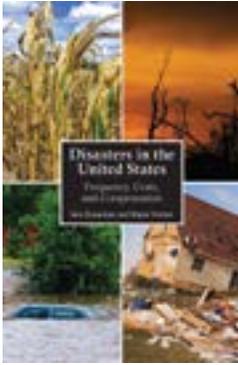
But does the recent concentration of power around Xi Jinping—which includes tighter societal controls and adopting Xi's distrust of private markets—offer China a path forward for sustained rapid growth? And will China use its growing political influence, backed by a modernized military, to destabilize existing regimes?

The editors of this book have assembled a group of China experts who weigh in on such issues. Together, they offer an in-depth look at key internal factors influencing China's economy as well as factors that will impact the U.S.-China relationship for years to come.

Contributors include Murray Scot Tanner, Barry Naughton, Wing Thye Woo, Mary E. Lovely and Yang Liang, Guanzhong James Wen, and Xiaodong Zhu.

research.upjohn.org/up_press/248/

164 pp. 2018
\$40 cloth 978-0-88099-633-4
\$15 paper 978-0-88099-632-7



Disasters in the United States Frequency, Costs, and Compensation

Vera Brusentsev and
Wayne Vroman

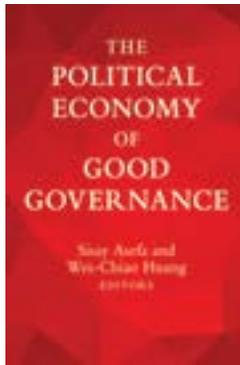
Brusentsev and Vroman analyze several types of hazards that pose the risk of becoming disasters. They draw inferences about the frequency, geographic patterns, trends, and financial costs related to disasters, and show that declarations of disasters have increased at a rate much faster than the rate of population growth. They also find that disaster risks of climate change tend to be concentrated in urban areas, and that there is a statistically significant association between disasters and the increase in global temperature. Also discussed is the complexity of issues associated with mitigating the effects of hazards that become labeled disasters.

research.upjohn.org/up_press/242/

232 pp. 2017

\$40 cloth 978-0-88099-523-8

\$20 paper 978-0-88099-521-4



The Political Economy of Good Governance

Sisay Asefa and
Wei-Chiao Huang, *Editors*

The contributors describe several of the key dimensions of good governance, as well as what deleterious and negative consequences may arise in its absence. They draw analysis and solutions from diverse sectors such as economics, public administration, management, and political science, and connect the importance of education, health, climate change, and poverty to address the challenges of creating a world where more countries embrace good governance policies to benefit their peoples.

Contributors include Carolyn J. Heinrich, John Ishiyama, Susan J. Linz, Seema Jayachandran, Stephen C. Smith, Sisay Asefa, and Wei-Chiao Huang.

research.upjohn.org/up_press/234/

173 pp. 2015

\$40 cloth 978-0-88099-497-2

\$15 paper 978-0-88099-496-5



Workers' Compensation Analysis for Its Second Century

H. Allan Hunt and
Marcus Dillender

Workers' compensation (WC) is the original form of social insurance as well as the first no-fault insurance program. Under WC, workers receive compensation and treatment for workplace injuries and disease in exchange for giving up the right to sue their employers for negligence. Each state and Canadian province runs its own WC program, and how each is administered and the level of benefits provided vary considerably. Therefore, assessing best practices among these programs is tricky.

H. Allan Hunt and Marcus Dillender provide a succinct analysis of the state of WC programs in North America by focusing on three key performance issues:

- 1) the adequacy of compensation for those disabled in the workplace,
- 2) return-to-work performance for injured workers, and
- 3) prevention of disabling injury and disease.

Following a brief introductory chapter that provides a discussion of the difficulties of trying to compare so many diverse programs, Hunt and Dillender devote a chapter to each of the three performance issues and provide empirical findings and useful guidance for policymakers and researchers as they set their sights on adapting WC for the twenty-first century.

PDF is free at research.upjohn.org/up_press/244/

132 pp. 2017

\$14.99 paper 978-0-88099-530-6



The Economics of Natural and Unnatural Disasters

William Kern, *Editor*

"Kern has done an admirable job of assembling an interesting read that should help stimulate discussion in this interesting and increasingly relevant field."—The Journal of Risk and Insurance

Contributors include Howard C.

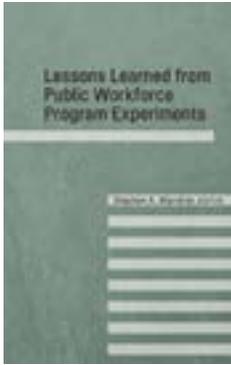
Kunreuther and Erwann O. Michel-Kerjan, Anthony M. Yezer, Hal Cochrane, Peter J. Boettke and Daniel J. Smith, and Daniel Sutter and Kevin M. Simmons.

research.upjohn.org/up_press/204/

143 pp. 2010

\$40 cloth 978-0-88099-363-0

\$15 paper 978-0-88099-362-3



Lessons Learned from Public Workforce Program Experiments

Stephen A. Wandner,
Editor

This book presents an analysis of the lessons learned from public workforce experiments conducted and evaluated in the United States.

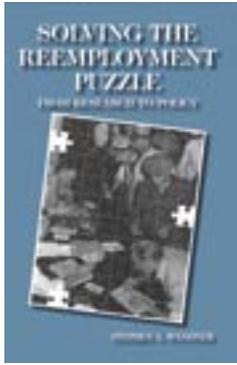


The U.S. Department of Labor (USDOL) sponsored a number of these experiments over many decades, and some have resulted in significant public workforce program and policy improvements.

These experimental evaluations of public workforce programs have included training programs—the Job Training Partnership Act (JTPA) and the Workforce Investment Act (WIA)—and the Job Corps. Another effort was a series of unemployment insurance (UI) experiments that were conducted in the 1980s and 1990s to test new or improved reemployment approaches. More recently, experimental evaluations of a UI work-search eligibility review and reemployment services program (Reemployment and Eligibility Assessment). The contributors to this book show that public workforce program experiments have provided solid evidence on which policymakers have been able to make informed and helpful decisions that have benefitted America's workers.

PDF is free at research.upjohn.org/up_press/247/

183 pp. 2016
\$14.99 paper 978-0-88099-630-3



Solving the Reemployment Puzzle From Research to Policy

Stephen A. Wandner

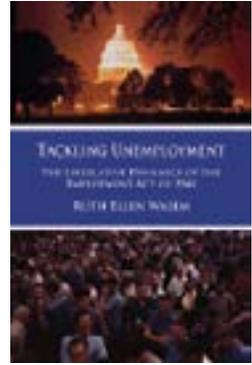
Winner of the Richard A. Lester Award as the most "Noteworthy Book in Industrial Relations and Labor Economics for 2010."

Wandner shows that when policymakers use research results as a prominent ingredient in policymaking, they are more likely to develop cost-effective policy that works.

"[This book] should be read by every current—and would-be—researcher and policymaker. It's a great read."—Christopher T. King, Ray Marshall Center, University of Texas at Austin

research.upjohn.org/up_press/205/

507 pp. 2010
\$45 cloth 978-0-88099-365-4
\$25 paper 978-0-88099-364-7



Tackling Unemployment: The Legislative Dynamics of the Employment Act of 1946

Ruth Ellen Wasem

"[This book] provides valuable background for the establishment of twenty-first century employment policy. It is a well-written and cogent corrective for some common misconceptions about the forces transforming the Full Employment bill of 1945 into the Employment Act of 1946, as well as for advocates' tendency to underestimate the importance of legislation that, in their view, is less than perfect."—Ray Marshall, University of Texas; former Secretary of Labor

research.upjohn.org/up_press/221/

241 pp. 2013
\$40 cloth 978-0-88099-453-8
\$18 paper 978-0-88099-452-1



Reconnecting to Work: Policies to Mitigate Long-Term Unemployment and Its Consequences

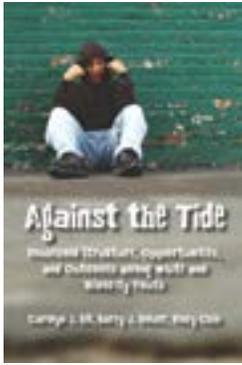
Lauren D. Appelbaum, *Editor*

Appelbaum gathers an international group of researchers who address the consequences of lengthy detachment from the workforce and the policies that might ameliorate long-term unemployment.

"Altogether this volume is rich in data and conceptually valuable in thinking about how things could be done differently than in the U.S."—Labor Studies Journal

research.upjohn.org/up_press/218/

179 pp. 2012
\$40 cloth 978-0-88099-408-8
\$20 paper 978-0-88099-406-4



Against the Tide Household Structure, Opportunities, and Outcomes among White and Minority Youth

Carolyn J. Hill, Harry J. Holzer, and Henry Chen

Hill, Holzer, and Chen examine the effects of household structure on young adults and how these effects might have contributed to the negative trends in outcomes observed for young minorities over time. In addition to studying these links, they also provide a better understanding of the means through which growing up in a single-parent household could affect youth outcomes, and they reveal other factors that might either reinforce or counteract these household effects.

“The many strengths of [this book] include careful documentation of trends in household structure and youth outcomes, and a logically organized set of descriptive analyses that are explained clearly and interpreted carefully.”

–Journal of Economic Literature

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181 pp. 2009
\$40 cloth 978-0-88099-342-5
\$16 paper 978-0-88099-341-8

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Growth in Disability Benefits: Explanations and Policy Implications
Kalman Rupp and David C. Stapleton, Eds.
http://research.upjohn.org/up_press/69/

Unemployment Insurance in the United States: Analysis of Policy Issues
Christopher J. O’Leary and Stephen A. Wandner, Eds.
http://research.upjohn.org/up_press/49/

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Evolving Approaches to the Economics of Public Policy Views of Award- Winning Economists

Jean Kimmel, *Editor*

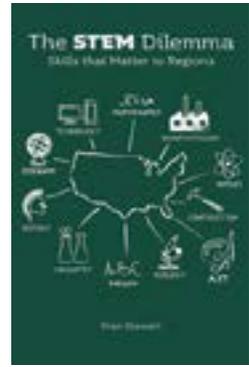
For policymakers, economics is a useful tool in the development and evaluation of public policy. And like many sciences, economics is evolving to become more interdisciplinary in its approach. Today, economic theory is often used in conjunction with insights gleaned from psychology and sociology to create a more inclusive, real-world approach to implementing public policy.

Here, five award-winning economists tackle a diverse range of topics and show how applied economics, incorporating inputs from other sciences, has evolved to give policymakers a more nuanced approach to policy development.

The award-winning economists included in this volume are Erica Field, Nancy Folbre, Avner Greif, David M. Kreps, and Michael J. Piore, and the topics they discuss include microfinance, human capital, societal institutions, worker motivation, and workplace regulation.

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183 pp. 2016
\$40 cloth 978-0-88099-513-9
\$15 paper 978-0-88099-512-2



The STEM Dilemma Skills that Matter to Regions

Fran Stewart

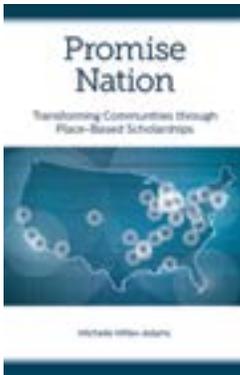
Fran Stewart dives into the murky waters where education and economic goals meet to confront several key issues facing policymakers and educators, including the role of public investment in human capital, the types of human capital investment that provide the greatest public return, and whether those investments should vary by region. Her detailed findings provide evidence that not all high-paying jobs require STEM skills; that not all good-paying, highly skilled STEM jobs require college degrees; and that “soft skills” (e.g., critical thinking and communication) are important for STEM as well as other high-paying jobs.

Stewart notes that STEM graduates are important for the overall economy, yet not all regions are home to the types of industries that rely on workers with STEM skills. Policy preoccupation with promoting STEM degrees may be overlooking other types of training that may yield greater economic benefit. This suggests that by adopting one-size-fits-all strategies for human capital development, regions may be failing to reap the greatest possible returns on their public investments.

Stewart’s analysis and findings will be of interest to anyone involved in workforce development and regional economic development.

research.upjohn.org/up_press/247/

222 pp. 2017
\$40 cloth 978-0-88099-640-2
\$20 paper 978-0-88099-639-6



Promise Nation Transforming Communities through Place-Based Scholarships

Michelle Miller-Adams

Michelle Miller-Adams presents the most accessible and comprehensive overview available of the emergence and development of the Promise movement nationwide as well as an up-to-date assessment of available research on the impacts of such programs.



“Promise Nation’ convincingly confirms and documents the power of a simple, elegant guarantee of a free college education to transform lives and revitalize communities. As the experience of Kalamazoo, Michigan, and the dozens of communities across the country now developing their own versions of the Kalamazoo Promise show, not only can Promise programs achieve their direct goal of helping more students earn postsecondary degrees and credentials, they can also help communities realize goals that have long frustrated policymakers: reversing outmigration, stabilizing populations and housing values, and driving new economic development.”
—John Austin, President, Michigan State Board of Education

PDF is free at research.upjohn.org/up_press/235/

144 pp. 2015
\$14.99 paper 978-0-88099-504-7



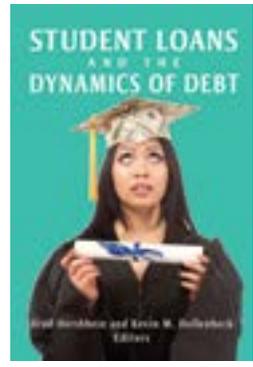
Education Reform and the Limits of Policy Lessons from Michigan

Michael F. Addonizio
and C. Philip Kearney

“[This book] provides an in-depth look at the history of the Michigan school system and the educational reform movement in a clear and convincing style that doesn’t get lost in confusing statistics or complicated formulas. Any individual who is interested in the formation of the Michigan school system and/or the negative impact that school reform policies have had on the very systems they seek to reform should consider reading this excellent book.”—Monthly Labor Review

research.upjohn.org/up_press/216/

297 pp. 2012
\$40 cloth 978-0-88099-389-0
\$18 paper 978-0-88099-387-6



Student Loans and the Dynamics of Debt

Brad Hershbein and
Kevin M. Hollenbeck,
Editors

This volume presents the most current research and knowledge available about student loans and repayment. It serves as a valuable reference for researchers and policy-makers who seek a deeper understanding of how, why, and which students borrow for their postsecondary education; how this borrowing may affect later decisions; and what measures can help borrowers repay their loans successfully.

“Academic administrators and researchers will gain insights into trends and problems involved in student loans and their repayment; policymakers will find the conclusions in the text particularly interesting. Summing Up: Recommended.”—Choice

research.upjohn.org/up_press/231/

473 pp. 2015
\$45 cloth 978-0-88099-485-9
\$25 paper 978-0-88099-484-2



The Power of a Promise Education and Economic Renewal in Kalamazoo

Michelle Miller-Adams

“Michelle Miller-Adams captures the truly unique story of the Kalamazoo Promise without losing sight of the universal lessons it offers us. [This book] is essential reading for anyone who wants to understand the future of economic and community development in

our country.”—Governor Jennifer Granholm, State of Michigan

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274 pp. 2009
\$40 cloth 978-0-88099-340-1
\$18 paper 978-0-88099-339-5



How Did Employee Ownership Firms Weather the Last Two Recessions? Employee Ownership, Employment Stability, and Firm Survival: 1999–2011

Fidan Ana Kurtulus
Douglas L. Kruse

Kurtulus and Kruse present new evidence that links employee ownership with increased employment stability and firm survival. They show that, in comparing the performance of employee ownership firms with that of otherwise similar firms during the last two recessions, the macroeconomic effects of employee ownership during periods of recessionary pressure tend to decrease unemployment while helping to stabilize the economy. According to the authors,

Combining our findings with the empirical literature as a whole, we see a body of evidence showing that, despite the theoretical free-rider and financial risk objections raised against it, employee ownership is generally linked to increased worker performance and commitment, enhanced employee cooperation toward firm goals, lower turnover, higher pay, and wealth, as well as to improved firm-level outcomes such as higher productivity, greater employment stability, and firm survival. These benefits—particularly the greater stability and survival, which can help the overall economy by reducing unemployment and resisting recessionary pressures—can provide a clear justification for widespread government support to broaden employee ownership programs.

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178 pp. 2017
\$40 cloth 978-088099-526-9
\$18 paper 978-088099-525-2



Extending Work Life Can Employers Adapt When Employees Want to Delay Retirement?

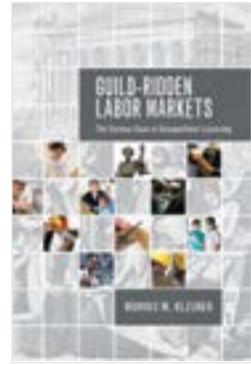
Robert Clark
Melinda Sandler Morrill

Aging men and women are increasingly remaining in the labor force. As a result, labor force participation for workers aged 55 and older more than doubled, from 15.5 million in 1994 to 33.9 million in 2014.

Usually, the reason workers remain in the labor force is that they need to work additional years in order to be able to support an increasing number of years in retirement. But how do employers react to an aging workforce? Robert Clark and Melinda Sandler Morrill are among the first to address this issue. They provide a thorough assessment of the costs and benefits of accommodating later retirement ages, and they describe options employers may use to create some new form of employment contract with aging workers—e.g., phased retirement and return-to-work policies. But the success of such policies also depends on tax policies and whether government-provided retirement benefits could be redesigned to play a role in a newly defined employment relationship.

PDF is free at research.upjohn.org/up_press/243/

88 pp. 2016
\$14.99 paper 978-088099-528-3



Guild-Ridden Labor Markets The Curious Case of Occupational Licensing

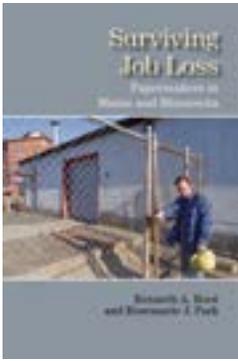
Morris M. Kleiner

Kleiner examines why the institution of occupational licensing has had such a curious evolution and influence in the United States, the European Union, and China. He also discusses the many similarities it has to guilds.

“No one has done more to put the issue of occupational licensing firmly on the policy agenda than Morris Kleiner. This careful book brings together his path-breaking scholarship on the issue, effortlessly combining economics, history, law, statistical analysis, and a keen understanding of the politics involved. Kleiner is the world’s leading scholar of occupational licensing, and this book should stand as a reference for decades to come.”—Justin Wolfers, University of Michigan

PDF is free at research.upjohn.org/up_press/236/

117 pp. 2015
\$14.99 paper 978-0-88099-501-6



Surviving Job Loss Papermakers in Maine and Minnesota

Kenneth A. Root and
Rosemarie J. Park

Root and Park examine the plight of workers displaced from two paper mills and their paths to reemployment, retirement decisions, and the personal struggles they faced as a result of their dislocations. They provide insightful, personal portraits of workers that are representative of the hundreds who lost their jobs as a result of two mill closings—one in Sartell, Minnesota, and the other in Bucksport, Maine.



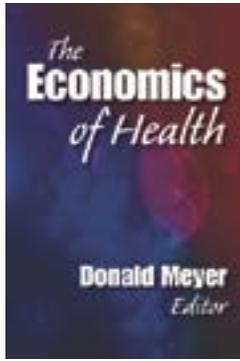
In addition, the authors describe the types of assistance that were offered to the workers displaced by the mill closings, dedicate a chapter each to the plights of female workers and of spouses who were both displaced by the closings, discuss the importance of community when economic displacement occurs, compare the experience of a mill closing in Canada with the Maine and Minnesota closings, and conclude with ways that society can be more proactive in assisting workers who suffer job displacement and the economic and psychological impacts that so often occur as a result.

Overall, this book adds a human perspective to the problems facing dislocated workers, not only in the shrinking paper industry but also in other contracting industries in the United States.

PDF is free at research.upjohn.org/up_press/237/

251 pp. 2016

\$19.99 paper 978-0-88099-507-6



The Economics of Health

Donald J. Meyer, *Editor*

The choices we make concerning our health have consequences that are felt both personally and economy-wide. On the personal level, good health allows us to function freely, earn a living, interact with family, friends, and co-workers, and to generally enjoy life. Each individual's health-related decisions also play a role in the nation's healthcare economy, which now represents some 17 percent of the nation's GDP with projections that it will reach nearly 20 percent by 2024. Therefore, policies and actions that encourage healthy living, along with a streamlined healthcare system, can have positive impacts on a large and growing portion of the nation's economy.

In this timely collection, editor Donald J. Meyer leads a group of notable health economists who explore critical issues—and their economic impacts—facing the nation's healthcare system today. These include lifestyle choices and their health impacts, decisions on medical care and self-care, the fee-for-service payment model, disability and workers' compensation insurance claims, long-term care, and how various aspects of the Patient Protection and Affordable Care Act (ACA) impact the nation's healthcare system.

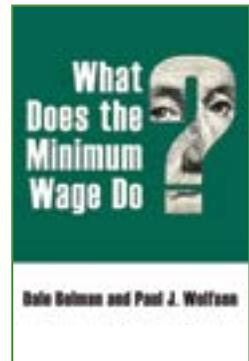
Contributors include: M. Kate Bundorf, Marcus Dillender, John H. Goddeeris, Donald J. Meyer, Edward C. Norton, and Charles E. Phelps.

research.upjohn.org/up_press/238/

155 pp. 2016

\$40 cloth 978-0-88099-463-7

\$15 paper 978-0-88099-462-0



What Does the Minimum Wage Do?

Dale Belman
and Paul J. Wolfson

Winner of the 2014 William G. Bowen Award as "the book making the most important contribution toward understanding public policy related to industrial relations and the operation of labor markets."

Belman and Wolfson perform an exhaustive review of the last dozen years of academic research on the minimum wage. The result is a comprehensive, evidence-based assessment that informs the ongoing debate over the effects of raising the minimum wage on, among other things, employment, wages, and poverty and inequality.

"Belman and Wolfson have done labor economists and the policy world a huge favor of compiling, summarizing, and evaluating an incredibly large amount of empirical research on the minimum wage. We now have a guidebook through the empirical evidence."—Perspectives on Work

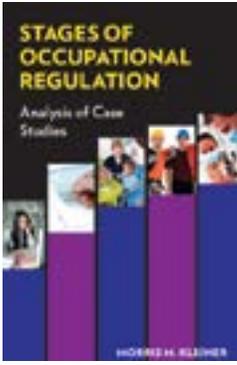
"[This book] offers a timely guide to current state-of-the-art econometric techniques and makes a valuable contribution to the [minimum wage] literature."—British Journal of Industrial Relations

research.upjohn.org/up_press/227/

471 pp. 2014

\$55 cloth 978-0-88099-457-6

\$35 paper 978-0-88099-456-9



Stages of Occupational Regulation Analysis of Case Studies

Morris M. Kleiner

This book expands our knowledge of occupational regulation by showing how varying stages of regulation impact those in the occupations, closely related occupational practitioners, and, ultimately, consumers through the quality and cost of services provided.

“Occupational licensure as an interference in free markets gets less attention than its importance for both good and ill warrants. Morris Kleiner is our foremost expert on this important topic, and this book shares what he has learned. Whatever your policy instincts, this book provides important new insights. It is a great and valuable accomplishment.”

—Lawrence Summers,
Harvard University

research.upjohn.org/up_press/222/

291 pp. 2013
\$40 cloth 978-0-88099-460-6
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Employment Growth from Public Support of Innovation in Small Firms

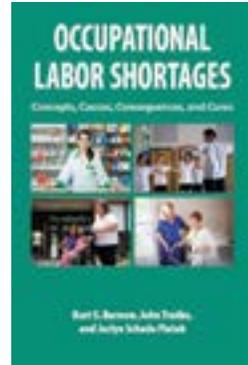
Albert N. Link
and John T. Scott

Link and Scott provide a statistical assessment of the employment growth associated with public support of R&D in small, entrepreneurial firms through the Small Business Innovation Research (SBIR) program. While on the surface the SBIR program is generally intended to stimulate innovation leading to commercialization (this is how government and scholars have historically judged the program), the authors suggest that it may be assessed from a different perspective. To them, the extent to which long-term job creation results from public support of R&D should be evaluated.

“This book represents a major step toward assessing SBIR’s employment growth effects.”—Economic Development Quarterly

research.upjohn.org/up_press/215/

177 pp. 2012
\$40 cloth 978-088099-386-9
\$18 paper 978-088099-385-2



Occupational Labor Shortages Concepts, Causes, Consequences, and Cures

Burt S. Barnow,
John Trutko, and
Jaclyn Schede Piatak

Even during the Great Recession, jobs in certain sectors of the labor market went unfilled. Employers in those sectors spoke of shortages of workers possessing the skills necessary to successfully fill those positions. Were there shortages of qualified workers? Do these shortages persist?

Barnow, Trutko, and Piatak focus on whether persistent occupation-specific labor shortages lead to inefficiencies in the U.S. economy, and they describe why shortages arise, how to ascertain whether a shortage is present, and how to assess strategies to alleviate the shortage.

They also refer to “conventional economic theory” to explain why occupations experience a shortage. On finding exceptions to this theory, they introduce a number of alternative models and definitions of labor shortages that help broaden our understanding of such shortages.

The authors close by discussing potential uses for occupational shortage data—including as help in determining immigration policy—and the limited nature of the occupational data currently collected by the Bureau of Labor Statistics.

research.upjohn.org/up_press/220/

209 pp. 2013
\$40 cloth 978-088099-412-5
\$20 paper 978-088099-411-8

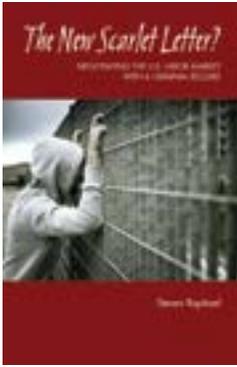
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The New Scarlet Letter? Negotiating the U.S. Labor Market with a Criminal Record

Steven Raphael

Of those who spend time in prison, the overwhelming majority will be released back into society, thereby becoming potential participants in the U.S. labor market. But the barriers they confront are substantial, leading policymakers to focus on ways to facilitate reentry to work for this growing population.

Raphael presents an empirical portrait of the inmate population, recently released inmates, and the youth who eventually enter the prison system as young adults. He reviews what is known about how employers use criminal histories in screening job applicants and the empirical research on the effects of a criminal record on labor market outcomes; he then describes programs designed to help inmates enter the labor force that show positive results. Raphael concludes with a set of policy recommendations aimed at addressing the concerns of employers and preparing inmates for the labor force as they exit the prison system.

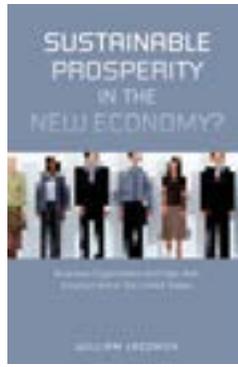
“This book should be required reading for anyone who cares about prisoner reintegration, labor markets, and crime policy.”

–Joan Petersilia, Adelbert H. Sweet Professor of Law, Stanford Law School

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108 pp. 2014

\$14.99 paper 978-0-88099-479-8



Sustainable Prosperity in the New Economy? Business Organization and High-Tech Employment in the United States

William Lazonick

*Winner of the 2010
Schumpeter Prize*

Lazonick explores the origins of the new era of employment insecurity and income inequality, and discusses what can be done to refashion the new high-tech business model to generate equitable economic growth.

“[This is] a bold and wholly engaged attempt to make sense of decades of structural change in the American economy. It is a work that merits close attention from theorists, analysts, policymakers, and historians alike.”–Business History Review

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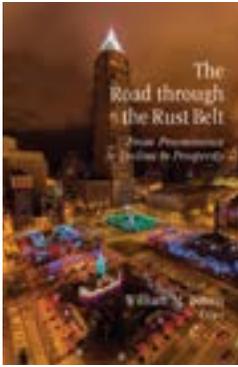
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Our Wefocus series of “short books” are authored by noted experts who provide concise discussions of a range of important labor market issues along with the programs and policy recommendations that address those issues. Books in this series are available as **free** PDF downloads or as low-cost paperbacks. Currently available are:

- ▶ The New Scarlet Letter: Negotiating the U.S. Labor Market with a Criminal Record, Steven Raphael – see p. 9
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- ▶ Privatizing Railroad Retirement, Steven A. Sass – see p. 11
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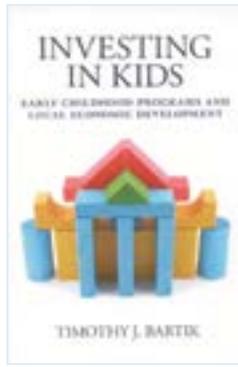
The Road through the Rust Belt From Preeminence to Decline to Prosperity

William M. Bowen, *Editor*

"[This book] offers an excellent overview of the forces that have resulted in the decline of Rust Belt cities. Building on this historical context, the authors offer a vision for how adaptation to the changing global environment can result in the reemergence of prosperity. [T]he book is a remarkable resource for regional scientists."—Journal of Regional Science

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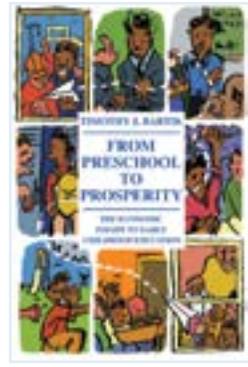
Investing in Kids Early Childhood Programs and Local Economic Development

Timothy J. Bartik

"Tim Bartik has written a thoughtful book on the value of a local approach to financing and creating early interventions to foster child development... In an era of stringent federal budgets, Bartik offers a plan for raising the support needed to put effective programs into place."—James J. Heckman, Nobel Prize-winning economist, University of Chicago

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From Preschool to Prosperity The Economic Payoff to Early Childhood Education

Timothy J. Bartik

Bartik shows that investment in high-quality early childhood education has several long-term benefits, including higher adult earnings for program participants.



"The economic benefits of investing in high-quality early childhood education are clear and backed by an impressive amount of research, as laid out in Tim Bartik's book."—Arthur J. Rolnick, former Senior Vice President and Director of Research, Federal Reserve Bank of Minneapolis

"This new book makes a comprehensive and compelling case for a strong public commitment to early childhood education."—Nancy Folbre, Professor of Economics Emerita, University of Massachusetts Amherst

"Tim Bartik explains how early learning investment can strengthen the national economy and address economic inequality by increasing economic opportunity. Are there today any two economic topics more crucial than these?"—Robert Dugger, Managing Partner, Hanover Provident Capital

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Timothy J. Bartik

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Job Accessibility and the Employment and Enrollment of Teenagers

Keith R. Ihlanfeldt

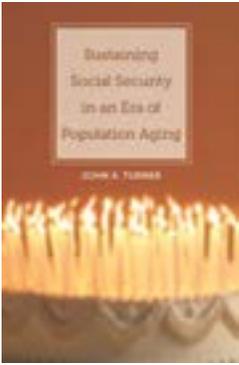
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Sustaining Social Security in an Era of Population Aging

John A. Turner

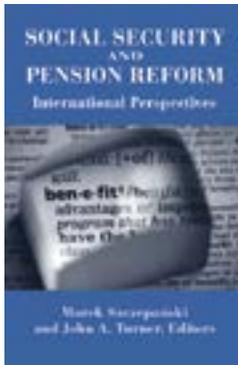
Politicians on both sides of the aisle will agree on this—Social Security needs fixing. The system currently lacks the financing to pay for benefits already promised, and maintaining the status quo is untenable; the Congressional Budget Office projects that insolvency will occur in 2031. While many proposals for fixing the system have been floated, most are little more than bandages that stem the bleeding but fail to address the underlying malady.

Turner argues that the solution to the long-term health of Social Security lies in politically acceptable periodic reforms of the formula used to determine benefits. Specifically, he endorses a set of reforms that address increased life expectancy, the growing relationship between income and life expectancy, the decline in the physical demands of jobs, the rise in income inequality, and the increasing poverty seen among the older population.

What sets this book apart from others that address Social Security's long-term health are the interconnected political and behavioral aspects that Turner emphasizes. These are, he says, what currently hinder policymakers from making the needed reforms.

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117 pp. 2016
\$14.99 paper 978-0-88099-515-3



Social Security and Pension Reform: International Perspectives

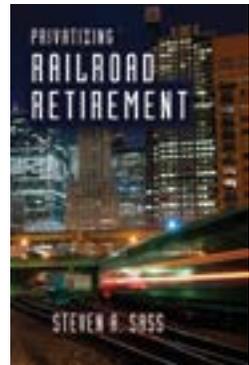
Marek Szczepański and John A. Turner, *Editors*

Many countries are reforming their social security and pension systems. Reforms are motivated in part by aging populations, but they are also occurring in response to economic development in Africa, China, and elsewhere, and are due to changing views about how retirement income should be provided.

The contributors highlight trends among countries and discuss a range of financing mechanisms, benefit levels, privatization, governance, various employer-provided plans, mandatory accounts for social security, and financial literacy.

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345 pp. 2014
\$40 cloth 978-0-88099-468-2
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Privatizing Railroad Retirement

Steven A. Sass

Sass offers an engaging review of the evolution of the Railroad Retirement program and addresses whether it offers lessons for Social Security. He begins by examining the history of the program, including actions taken over the decades to keep it afloat, and then discusses the growing interest in investing fund assets in private equities.

Are there lessons policymakers could glean from the Railroad Retirement program that might be used should they decide to invest Social Security assets in equities? According to Sass, yes there are, with the three most important relating to 1) dealing with risk, 2) governance of trust fund investment, and 3) budgetary accounting.

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109 pp. 2015
\$14.99 paper 978-0-88099-494-1



Individual Accounts for Social Security Reform: International Perspectives on the U.S. Debate

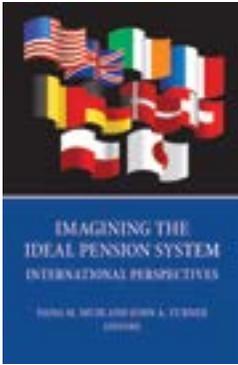
John A. Turner

“John Turner does a masterful job of making us look at the experience with [individual] accounts already offered in many countries—but in many different sizes, shapes, forms, and levels of risk.”—C. Eugene

Steuerle, Urban Institute

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195 pp. 2006
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Imagining the Ideal Pension System International Perspectives

Dana M. Muir and
John A. Turner, *Editors*

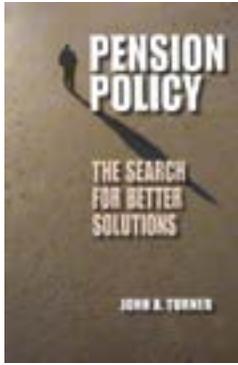
Muir and Turner gather an international roster of pension experts who present what they think would be the ideal pension systems for their countries and why.

“[This] is an important resource for anyone who wonders whether there might be some more productive alternative than simply tweaking current pension regimes.”

–Comparative Labor Law & Policy Journal

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293 pp. 2011
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Pension Policy The Search for Better Solutions

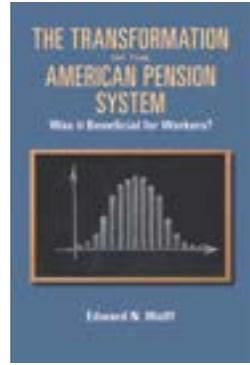
John A. Turner

This book tackles problems facing pension policy for U.S. private sector employer-provided pension plans. Turner provides a thorough overview of defined benefit, defined contribution, and hybrid retirement plans; describes the problems inherent in the current pension system; and presents possible solutions to those problems based on the retirement system experiences of more than a dozen other industrialized countries.

“This volume is a concise discussion of the major issues affecting pension policy in the United States.”–Industrial and Labor Relations Review

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239 pp. 2010
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The Transformation of the American Pension System Was It Beneficial for Workers?

Edward N. Wolff

Through exhaustive analysis, Wolff identifies the weaknesses in the current private pension system and offers practical, policy-based solutions aimed at strengthening the system, thereby making retirement a less daunting prospect for workers relying on 401(k) plans as a key source of retirement income and wealth.

“At last, in one place, all the data one would want on the impact on households of the dramatic shift from defined benefit plans to 401(k)s . . . If you want the numbers, read this book.”–Alicia H. Munnell, Center for Retirement Research at Boston College

“[This book] documents authoritatively how radically the American pension system changed between 1983 and 2007, as defined contribution and 401(k) plans elbowed aside traditional defined benefit pensions. Wolff’s careful analysis illuminates the holes in the new system and how important Social Security wealth was to retirement income adequacy, even when the stock market and housing prices were booming.”–Lars Osberg, Dalhousie University

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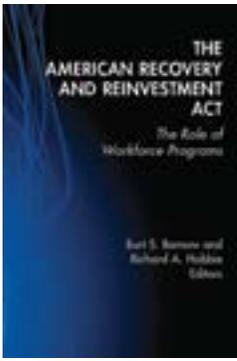
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Joseph F. Quinn, Richard V. Burkhauser, Daniel A. Myers

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The American Recovery and Reinvestment Act The Role of Workforce Programs

Burt S. Barnow and
Richard A. Hobbie,
Editors

As the Great Recession deepened, state labor exchange agencies faced serious challenges in meeting the needs of the growing number of job seekers. The Unemployment Insurance (UI) system was similarly taxed. The American Recovery and Reinvestment Act (ARRA) provided funding to agencies that allowed them to hire additional staff and expand eligibility and services. Whether those additional funds—funneled through the Employment Service and the UI system—were adequate to meet the significant challenges facing the agencies, and whether the agencies used the funding in a timely and efficient manner, are the central issues addressed in this book.

Barnow and Hobbie gather a group of experienced researchers who measure the progress agencies made in implementing the workforce and UI provisions of the ARRA, highlight new and promising practices, and provide guidance to the Employment and Training Administration, states, and local workforce investment areas. Overall, this book serves as an important state-by-state reference on the workings of a system that, stretched as it was, helped many despite the unprecedented challenges it faced.

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431 pp. 2013
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The Workforce Investment Act Implementation Experiences and Evaluation Findings

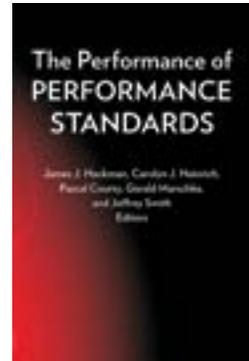
Douglas J. Besharov and
Phoebe H. Cottingham,
Editors

This volume examines WIA's objectives and the evidence of its program performance and impact. The chapters address five broad issues: 1) understanding WIA, 2) program implementation, 3) performance management, 4) impact evaluations, and 5) future evaluation choices.

"There is something here for everyone, ranging from practitioners to hard-core applied economists."—Journal of Regional Science

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The Performance of Performance Standards

James J. Heckman,
Carolyn J. Heinrich,
Pascal Courty,
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Jeffrey Smith, *Editors*

While investigating the formal incentive structures and organizational behavior within U.S. employment and training programs, the contributors to this volume address six fundamental questions relevant to both the intended and unintended impacts of performance standards and measures. Helping set this collection apart is the fact that the contributors make use of data that are superior in scope and detail to data used in prior studies of performance standards.

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