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**Employment, Training, Vocational Education and Welfare  
to Work Supplement**

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## Introduction to Studies in the News

Studies in the News is a current compilation of items significant to the Legislature and Governor's Office. It is created weekly by the State Library's [California Research Bureau](#) to supplement the public policy debate in California. To help share the latest information with state policymakers, these reading lists are now being made accessible through the State Library's website. This week's list of current articles in various public policy areas is presented below. Prior lists can be viewed from the California State Library's Web site at [www.library.ca.gov/sitn](http://www.library.ca.gov/sitn)

- When available, the URL for the full text of each item is provided.
- California State Employees may contact the State Information & Reference Center (916-654-0206; [cslsirc@library.ca.gov](mailto:cslsirc@library.ca.gov)) with the SITN issue number and the item number [S#].
- All other interested individuals should contact their local library - the items may be available there, or may be borrowed by your local library on your behalf.

The following studies are currently on hand:

## EMPLOYMENT

### ASSISTANCE PROGRAMS

**Trends in Work Supports for Low-Income Families with Children. By Sheila R. Zedlewski and Seth Zimmerman, The Urban Institute. Perspectives on Low-Income Working Families. Brief No. 4. (The Institute, Washington, DC) June 2007. 8 p.**

Full text at: [http://www.urban.org/UploadedPDF/311495\\_Work\\_Supports.pdf](http://www.urban.org/UploadedPDF/311495_Work_Supports.pdf)

["A slow economy and more demand for public health insurance coverage have changed the shape of spending on safety-net programs since 2002. Government spending on supports directly connected to parents' work status has declined or remained flat as the number of parents working has declined. Spending on low-income families also varies widely across the states. This brief uses administrative data to show trends in spending on the four core work-support programs through 2005. The results show the variability in work-support spending across the states in 2005. States' population and income characteristics lead to variations in the shares of low-income families that receive support. Spending variability also reflects states' choices about their safety-net programs."]

[Request #S08-2-1593]

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## **DISABLED WORKERS**

**Strategic Assessment of the State of the Science in Research on Employment for Individuals with Disabilities. By Pamela Loprest, The Urban Institute. (The Institute, Washington, DC) August 2007. 66 p.**

Full text at:

[http://www.urban.org/UploadedPDF/411518\\_individuals\\_with\\_disabilities.pdf](http://www.urban.org/UploadedPDF/411518_individuals_with_disabilities.pdf)

[“This report provides a systematic review of recent research (primarily since 2002) related to employment of people with disabilities. It also identifies limitations and gaps in this research. The report reviews research in a variety of areas including supply-side factors influencing employment, employer attitudes and practices, labor market organization, work accommodations, progression of disability benefits and disability management, impact of public policy on employment, and vocational services interventions.” Press Release, Urban Institute (August 15, 2007)1.]

[Request #S08-2-1612]

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## **DISPLACED WORKERS**

**Trade and Immigration: Implications for the US Labor Market. By Lori G. Kletzer, Peterson Institute for International Economics, U.C. Santa Cruz. . Prepared for the W.E. Upjohn Conference on A Future of Good Jobs: America’s Challenge in the Global Economy, Washington, DC, June 22, 2007. (W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan) June 2007. 43 p.**

Full text at: <http://www.upjohninst.org/jobs-conference/kletzer.pdf>

[“Openness to flows of goods, services, people (and investment) brings economic benefits to Americans. The same flows are also associated with economic costs, especially for competing workers, firms, and communities. Thus it is the distribution of benefits and costs that is contentious and controversial. While the academic debate remains lively on the distributional questions and can be expected to continue, there is a clear need to strengthen the programs and policies in place to assist workers confronting job and income losses and the uncertainties created by globalization and other structural change.”]

[Request #S08-2-1601]

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## EMPLOYEE BENEFITS

**2007 Employee Benefits Survey Summary. By the California Chamber of Commerce. (The Chamber, Sacramento, California) 2007. 4 p.**

Full text at:

<http://www.calchamber.com/HRC/BusinessResources/SurveyCenter/ExecutiveSummaries/2007EmployerBenefitsSurveySummary>

[“The findings from the 2007 survey illustrate the challenge California employers confront in their attempts to create mutual loyalty through the provision of meaningful employee benefits, while simultaneously managing health care costs. In the past several years, there has been a marked increase in the number and types of benefits offered employees, with a corresponding rise in employee cost-sharing for health care. Identifying and maintaining a balance between employee needs and employer cost-efficiency goals is, and will continue to be, a constant challenge.”]

[Request #S08-2-1622]

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## EMPLOYEE BENEFITS

**Employer Health Insurance Costs in the United States. By Christine Eibner and others, RAND. (California HealthCare Foundation, Oakland, California) July 2007. 24 p.**

Full text at: <http://www.chcf.org/documents/insurance/EmployerHICostsUS.pdf>

[“Most Americans obtain health insurance coverage through employer-sponsored plans. Recent proposals at the state level, including several in California, seek to expand access to employer-based insurance. However, employers view rising health care costs as a challenge to their ability to compete in an increasingly global economy. This snapshot provides an overview of trends in employer health insurance costs in the United States. Much of the emphasis is placed on premium contributions as a share of payroll because it is a central focus in the debate over the role of employers in health care reform.”]

[Request #S08-2-1595]

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## **EMPLOYEE BENEFITS**

**Revising Employers' Role in Sponsoring and Financing Health Insurance/Medical Care. By Katherine Swartz, Harvard School of Public Health. Prepared for the W.E. Upjohn Conference on A Future of Good Jobs. (W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan) June 2007. 48 p.**

Full text at: <http://www.upjohninst.org/jobs-conference/swartz.pdf>

[“The U.S. is experiencing a sea-change in business’ attitudes towards its role in financing and organizing health insurance for workers. Particularly because of the pressures from the global economy, companies feel they cannot compete if they cannot control spending for employee health benefits. We need to structure a new way of paying for health insurance – with the help of business leaders, labor leaders, academics, and public policy makers – before we reach that tipping point. America’s challenge in the new global economy is to provide a safety net of social services – particularly health insurance – so that companies and workers will be able to use their imagination and skills to create new products that the world economy will purchase. Sharing the financing of these social services more equitably among companies and individuals will help ensure growth in the American economy.”]

[Request #S08-2-1600]

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## **EMPLOYEE BENEFITS**

**California Healthcare: Firm Spending and Worker Coverage. By Dave Graham-Squire and others, UC Berkeley Center for Labor Research and Education. (The Center, Berkeley, California) March 13, 2007. 8 p.**

Full text at: [http://laborcenter.berkeley.edu/healthcare/firm\\_spending07.pdf](http://laborcenter.berkeley.edu/healthcare/firm_spending07.pdf)

[“Among uninsured employees in firms of ten or more, the vast majority work in firms that make some contribution to health care. Any en lieu fee based on employer health spending as a percent of total payroll will fall disproportionately on smaller firms, which are less likely to offer coverage to any employees, as opposed to larger firms, which are more likely to provide coverage to a part of their workforce, even while they have significant numbers of employees who are not eligible for coverage. In order to make the fee binding in closer proportion to the distribution of uninsured workers, policy makers should consider fee structures tiered by business size, structures based on spending on individuals rather than total payroll, or both. In assessing policies geared towards uninsured workers, attention

should be given to workers less likely to be eligible for coverage, including those new to the workforce and part-time workers.”]  
[Request #S08-2-1611]

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## EMPLOYMENT STATISTICS

**The State of Working California: A Profile of California’s Counties.** By Alissa Anderson Garcia, California Budget Project. (The Project, Sacramento, California) August 2007. 65 p.

Full text at: [http://www.cbp.org/pdfs/2007/0708\\_swccounties.pdf](http://www.cbp.org/pdfs/2007/0708_swccounties.pdf)

[“California’s 58 counties include farming communities as well as densely populated urban areas and rapidly growing suburbs -- each with varying demographic and economic characteristics. This supplement to A Generation of Widening Inequality provides a snapshot of California's counties, including population, employment, and poverty data.”]  
[Request #S08-2-1607]

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## INCOME

**Boosting the Earnings and Employment of Low-Skilled Workers in the United States: Making Work Pay and Removing Barriers to Employment and Social Mobility.** By Steven Raphael, Goldman School of Public Policy, U.C. Berkeley. Prepared for the W.E. Upjohn Conference on A Future of Good Jobs: America’s Challenge in the Global Economy. (W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan) June 2007. 62 p.

Full text at: <http://www.upjohninst.org/jobs-conference/raphael.pdf>

[“Increasing proportions of low-skilled men are passing through the nation's prisons and jails, leaving behind a growing number of former inmates that face particularly challenges in finding employment and bettering themselves. I analyze and offer several policy proposals designed to boost the employment and earnings of the least skilled workers. I propose: 1) removing summary disqualifications of former inmates from financial assistance for education or other public assistance; 2) basing publicly mandated employment bans of former felons for specific jobs on specific offenses rather than blanket bans; 3) expunging selected criminal records after a time period; and 4) funding training intermediaries to prepare ex-inmates for employment.”]  
[Request #S08-2-1598]

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## INCOME INEQUALITY

**A Generation of Widening Equality: The State of Working California, 1979-2006. By Alissa Anderson Garcia and others, California Budget Project. (The Project, Sacramento, California) August 2007. 72 p.**

Full text at: [http://www.cbp.org/pdfs/2007/0708\\_swc.pdf](http://www.cbp.org/pdfs/2007/0708_swc.pdf)

[“The divide between rich and poor in California has been growing for decades, with most of the jobs created in the state paying wages at opposite ends of the spectrum and the top earners pulling down the biggest gains. Wages for people toiling at the bottom of the pay range dropped 7.2% over the 27 years studied, while Californians at the other end of the range saw their pay rise 18.4%. Most of the jobs that will be added to the economy well into the next decade probably will pay either quite well or relatively little, at either about \$83,000 a year or \$21,000 a year.” Workplace Issues Today (August 23, 2007) 1.]

[Request #S08-2-1608]

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## JOB CREATION

**Planning Economic Growth: Los Angeles Coming of Age. By Daniel Flaming, Economic Roundtable. Prepared for the “Pat” Brown Institute California Agenda Public Policy Lecture Series. (The Roundtable, Los Angeles, California) August 2007. 10 p.**

Full text at:

[http://www.economicrt.org/pub/planning\\_economic\\_growth/Planning\\_Economic\\_Growth-LA\\_Coming\\_of\\_Age.pdf](http://www.economicrt.org/pub/planning_economic_growth/Planning_Economic_Growth-LA_Coming_of_Age.pdf)

[“For Los Angeles to come of age as a city it must take actions that help residents earn sustaining livelihoods. What tools are at LA's disposal to improve its economy? What types of risks create hazards for public investments in workers and the economy? How can those risks be weighed against potential benefits that might result from public investments? This briefing paper discusses: 7 types of risks that create hazards for public investments in workers and the economy; 15 public tools for increasing employment and worker earnings; guidelines for reasonable public strategies given the level of risk in an industry.”]

[Request #S08-2-1615]

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## **JOB CREATION**

**Numbers in the News: Is California No Longer a High Job Growth State? By the Center for the Continuing Study of the California Economy. (The Center, Palo Alto, California) December 2007. 3 p.**

Full text at: <http://www.ccsce.com/pdf/Numbers-dec2007-job-growth.pdf>

[“Job data for the past two years show that California remains an ‘average’ job growth state despite the resurgence of job gains in the Bay Area. Recently only the Bay Area and San Joaquin Valley regions posted job growth rates above the national average. The Southern California, San Diego and Sacramento regions grew slightly more slowly than the nation after five years of outpacing the nation in job growth. California continued to post average job growth after 2005 despite the dramatically different regional composition of growth compared to the 2000-2005 period. These recent trends raise the question of whether the state has entered a new period of slower job growth, which will be accompanied by slower population and household growth.”]

[Request #S08-2-1619]

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## **LABOR MARKET CONDITIONS**

**Principles of Labor Market Information. By James Woods and Christopher O’Leary. IN: Employment Research, vol. 14. no. 3. (July 2007) pp. 4-6.**

Full text at: [http://www.upjohninst.org/publications/newsletter/jw-co\\_707.pdf](http://www.upjohninst.org/publications/newsletter/jw-co_707.pdf)

[“Easily accessible high-quality labor market information (LMI) is a key ingredient to the success of a modern economy. The importance of LMI to the efficient functioning of product and input markets has increased with the expanding globalization of economic activity. Labor market information can improve both the short- and long-term matches of labor supply and demand, ensuring that individuals acquire the skill sets required by employers for today’s dynamic labor market. This article offers a description of what makes up LMI, who produces and uses it, how it is disseminated, and some future directions for LMI.”]

[Request #S08-2-1606]

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## LABOR UNIONS

**Unions and Upward Mobility for Low-Wage Workers. By John Schmitt and others, Center for Economic and Policy Research. (The Center, Washington, DC) August 2007. 14 p.**

Full text at:

<http://www.cepr.net/documents/publications/UnionsandUpwardMobility.pdf>

[“This paper examines the impact of unionization on the pay and benefits in 15 important low-wage occupations. The data suggest that even after controlling for differences between union and nonunion workers -- including such factors as age and education level -- unionization substantially improves the pay and benefits offered in what are otherwise low-paying occupations.”]

[Request #S08-2-1610]

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## LOW-WAGE WORKERS

**Low Income Workers and their Employers: Characteristics and Challenges. By Gregory Acs and Austin Nichols, the Urban Institute. (The Institute, Washington, DC) 2007. 18 p.**

Full text at: [http://www.urban.org/UploadedPDF/411532\\_low\\_income\\_workers.pdf](http://www.urban.org/UploadedPDF/411532_low_income_workers.pdf)

[“This paper finds that about one in four workers, ages 18 to 61, earned less than \$7.73 an hour in 2003. Low-wage workers who reside in low-income families with children are substantially less educated than the average worker, are concentrated in industries with low wages, and have limited prospects for wage growth. Many policies aimed at low-wage workers are not well-targeted at workers in low-income families with children, in part because only one in four low-wage workers reside in such families. Nevertheless, policies targeted at low-wage workers may have broad benefits, including improving the lot of low-income families with children.”  
Press Release, Urban Institute (September 11, 2007) 1.]

[Request #S08-2-1616]

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## MINORITIES

**The Labor Market and Young Black Men: Updating Moynihan's Perspective.**  
By Harry Holzer, Georgetown University. (The Urban Institute, Washington,  
DC) September 2007. 26 p.

Full text at:

[http://www.urban.org/UploadedPDF/1001111\\_moynihan\\_perspective.pdf](http://www.urban.org/UploadedPDF/1001111_moynihan_perspective.pdf)

[“In this paper I review Daniel Patrick Moynihan's views on employment and young black men in his 1965 report. I then update the evidence on their employment status, and review the causes and policy implications of these trends. Moynihan was extremely prescient in forecasting a ‘crisis...that would only grow worse.’ He understood that these trends involve both limits on labor market opportunities that these young men face as well as skill deficits and behavioral responses by the young men themselves. Policies that deal with a wide range of disadvantages and behaviors are needed to reverse these trends.”]

[Request #S08-2-1150]

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## OLDER WORKERS

**Removing Barriers to Work for Older Americans.** By Katharine G. Abraham, University of Maryland, and Susan N. Houseman, W.E. Upjohn Institute. Prepared for the W.E. Upjohn Conference on A Future of Good Jobs: America’s Challenge in the Global Economy. (W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan) June 2007. 45 p.

Full text at: <http://www.upjohninst.org/jobs-conference/abraham-houseman.pdf>

[“Although recent changes to federal policy have altered financial incentives in ways that should make it more attractive for older Americans to work, these policies have not addressed the barriers to finding suitable employment that older workers frequently face. We propose the following policy steps in order to begin to seriously address the problem: Increase funding for employment and training programs that serve older workers; eliminate performance standards for Workforce Investment Act service providers that discourage them from serving older workers; experiment with promising approaches to serving an aging workforce more effectively; evaluate promising initiatives using rigorous methodologies to determine whether and to what extent they improve older workers’ employment prospects, and reform health care financing to reduce disincentives to hiring older workers.”]

[Request #S08-2-1599]

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## **PUBLIC EMPLOYEES**

**California Research Bureau Public Retirement System Survey. By Grant Boyken, California Research Bureau, California State Library. CRB-07-014 (The Bureau, Sacramento, California) December, 2007. 25 p.**

Full text at: <http://www.library.ca.gov/crb/07/07-014.pdf>

[“The survey found that despite \$63.5 billion in unfunded public employee pension liabilities, public retirement systems are recovering from the impact of the downturn in the financial markets that occurred in the early 2000s. California public retirement systems' aggregate funded ratio (the total assets that the systems hold in trust funds to pay benefits relative to the expected cost of benefits they are obligated to pay) is higher than it was in the early-to mid-1990s.”]

[Request #S08-2-1621]

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## **SKILLED WORK FORCE**

**Are Skills the Problem? Reforming the Education and Training System in the United States. By Robert Lerman, American University. Prepared for the W.E. Upjohn Conference on A Future of Good Jobs: America's Challenge in the Global Economy. (W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan) June 2007. 58 p.**

Full text at: <http://www.upjohninst.org/jobs-conference/lerman.pdf>

[“While the skills of the current and future U.S. workforce is a major topic for the public and policymakers, we lack comprehensive measures of skills relevant to the distribution of jobs and to achieving high productivity. Information on school completion and selected academic test information are widely used and properly form part of the skills picture. These measures fall short because: 1) they do not account for productivity enhancing non-cognitive skills; 2) they do not capture occupation-specific skills or broader skills learned through work experience; 3) the schooling and test score indicators are plagued by uncertainties; and 4) employers usually do not measure increased capabilities attained by training their workforce.”]

[Request #S08-2-1597]

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## UNEMPLOYMENT BENEFITS

**Addressing Longstanding Gaps in Unemployment Insurance Coverage. By Chad Stone and others, Center on Budget and Policy Priorities. (The Center, Washington, DC) August 7, 2007. 9 p.**

Full text at: <http://www.cbpp.org/7-20-07ui.pdf>

["Unemployment Insurance (UI) is a joint federal-state program designed to provide temporary income support to workers who have a demonstrated attachment to the labor force and lose their jobs due to a lay-off or for other economic reasons, or who must leave their jobs through no fault of their own. Unfortunately, the UI system is not performing as well as it should in meeting this goal. Many workers who lose their jobs — especially low-income and part-time workers — end up not receiving any unemployment benefits; many others exhaust their benefits before finding a new job. The need to modernize UI has been evident for some time, and many states have made progress reforming their UI laws over the past decade or so. It is time for the federal government to lend its support and encouragement to these efforts, and legislation to achieve such reform has recently been introduced in both the House and Senate."]

[Request #S08-2-1605]

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## UNEMPLOYMENT BENEFITS

**Strengthening Unemployment Insurance: A Critique of Individual Accounts and Wage-Loss Insurance. By Wayne Vroman, The Urban Institute. (Economic Policy Institute, Washington, DC) October 2007. 20 p.**

Full text at: <http://www.epi.org/briefingpapers/202/bp202.pdf>

["This paper examines Unemployment Insurance (UI) reform and wage insurance from a critical perspective. A prominent advocate of UI reform and wage insurance is Dr. Jeffrey Kling of the Brookings Institution. Kling's UI reform proposal would institute a system with individual UI accounts for each worker and wage-loss insurance for experienced workers displaced from jobs by technological change and international trade. The individual accounts would be the source for most income support payments to the unemployed. Employer payroll taxes would finance the wage insurance payments. A central tenet of the Kling proposal is that by moving to individual accounts, savings in benefit payments will be realized, which can then finance a program of wage-loss insurance with no increase in total costs compared to the present UI program."]

[Request #S08-2-1256]

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## WAGES

**1995-2005: Foreign-Born Latinos Make Progress on Wages. By Rakesh Kochhar, Pew Hispanic Center. (The Center, Washington, DC) August 21, 2007. 40 p.**

Full text at: <http://pewhispanic.org/files/reports/78.pdf>

[“Foreign-born Latino workers made notable progress between 1995 and 2005 when ranked by hourly wage. The proportion of foreign-born Latino workers in the lowest quintile of the wage distribution decreased to 36% from 42%, while many workers moved into the middle quintiles. This report uses the prism of the wage distribution to study the integration of foreign-born workers, especially Latinos and Asians, into the U.S. labor market. The report addresses several key questions about this fast-growing workforce: Are these foreign-born workers crowding into the low-wage segments of the workforce? What are the growth rates for immigrant workers in the middle- and high-income segments of the workforce? How are the newly arrived immigrant workers faring?”]

[Request #S08-2-1609]

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## WAGES

**California's Two-Step Minimum Wage Increase Provides an Important Boost to Low-Wage Workers' Earnings. By Alissa Anderson Garcia, California Budget Project. (The Project, Sacramento, California) December 2007. 3 p.**

Full text at: [http://www.cbp.org/pdfs/2007/071211\\_MinimumWage\\_000.pdf](http://www.cbp.org/pdfs/2007/071211_MinimumWage_000.pdf)

[“On January 1, 2008, California’s minimum wage will rise to \$8.00 per hour. This represents the second of a two-step increase legislated in 2006 to raise the state’s minimum wage by \$1.25 per hour. Although this increase provides an important boost to low-wage workers’ earnings, the state’s minimum wage still falls short of providing sufficient income to lift low-income families out of poverty. Moreover, the purchasing power of California’s minimum wage remains low by historical standards and will erode in coming years if the state does not act to increase it.”]

[Request #S08-2-1620]

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## WORK CONDITIONS

**Opportunity at Work: Improving Job Quality.** By Elizabeth Lower-Basch, Center for Law and Social Policy. Opportunity at Work Series, Paper No. 1. (The Center, Washington, DC) September 2007. 24 p.

Full text at: [http://www.clasp.org/publications/oaw\\_paper1\\_full.pdf](http://www.clasp.org/publications/oaw_paper1_full.pdf)

[“[This paper] describes the state of job quality in the U.S. today and makes the case that improving job quality is a critical part of the agenda for reducing poverty, supporting families, rewarding effort, and expanding opportunity for all. Investment in education and skills is essential for individual advancement and for the success of our economy. But the benefits of increased productivity have not been shared fairly among all parts of society -- a smaller share of the U.S. gross domestic product is paid out as wages than at any time on record. Today’s turbulent economy requires the existing safety net programs to be strengthened and expanded. But after-the-fact protections cannot fix all the problems caused by bad jobs.”]

[Request #S08-2-1614]

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## WORK CONDITIONS

**“Worker’s Rites: What Happens When an Employee’s Freedom of Religion Crosses Paths with a Company’s Interest?”** By Vadim Liberman. IN: Conference Board Review (September/October 2007) pp. 1-8.

Full text at: [http://www.conference-board.org/articles/atb\\_article.cfm?id=394](http://www.conference-board.org/articles/atb_article.cfm?id=394)

[“As religion increasingly collides with corporate policies and practices, companies are asking what is and isn’t permissible behavior -- for workers and for themselves. Obviously, you can’t fire someone just because her faith differs from yours. But what happens when you face situations that aren’t so black and white -- when the beliefs and practices of customers and co-workers come into play, not to mention the intricacies of employment law? To find out, we presented several sensitive case studies to diversity consultants, employment attorneys, and representatives from religious organizations, asking for their recommendations. Though no one was told at the time, each scenario was an actual court case. [In this article] you’ll find these experts’ counsel -- and a chronicle of how each case uncomfortably twisted its way to a conclusion. Where possible, we’ve included feedback from those involved in the cases.”]

[Request #S08-2-1618]

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## WORKFORCE DEVELOPMENT

**Training Policy in Brief: An Overview of Federal Workforce Development Policies.** By Gwen Rubinstein and Andrea Mayo, Workforce Alliance. (The Alliance, Washington, DC) 2007. 120 p.

Full text at: [http://www.workforcealliance.org/atf/cf/{93353952-1DF1-473A-B105-7713F4529EBB}/Briefing\\_Ed2.pdf](http://www.workforcealliance.org/atf/cf/{93353952-1DF1-473A-B105-7713F4529EBB}/Briefing_Ed2.pdf)

[“The second edition of our handy reference for policy makers and advocates, this briefing book profiles 13 federal programs that support skills training and education at the state and local level, including the Workforce Investment Act, Temporary Assistance for Needy Families, Carl D. Perkins Technical and Vocational Education Act, Pell Grants, and Food Stamp Employment and Training program.”]

[Request #S08-2-1602]

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## WORKFORCE DEVELOPMENT

**The Real Technology Challenge.** By Leonard Lynn and Harold Salzman, Urban Institute. (The Institute, Washington, DC) July 30, 2007. 5 p.

Full text at:  
[http://www.urban.org/UploadedPDF/1001094\\_real\\_technology\\_challenge.pdf](http://www.urban.org/UploadedPDF/1001094_real_technology_challenge.pdf)

[“The ability of the U.S. to grow its economy and maintain its global economic strength depends on its ability to develop the ‘new breed’ of technical and non-technical workers who can work across national, organizational, and cultural boundaries. The US economy is not threatened by the increase in the numbers of scientists and engineers in China and India, nor is there a lack of qualified science and engineering graduates in the U.S. The best competitiveness policy for the United States would not focus on efforts to monopolize the world’s science and technology human resources. Rather it would focus on strengthening basic education, on the performance of those at the bottom, on providing a broad-based education, and on developing a cohort of cosmopolitan scientists and engineers who will give the U.S. ‘collaborative advantage’ in today’s emerging global technology value chains.”]

[Request #S08-2-1603]

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## WORKPLACE SAFETY

**Worker Substance Use and Workplace Policies and Programs. By Sharon L. Larson, Substance Abuse and Mental Health Services Administration, Department of Health and Human Services, and others. DHHS Publication No. SMA 07-4273. Analytic Series A-29. (The Department, Rockville, Maryland) 2007. 204 p.**

Full text at: <http://oas.samhsa.gov/work2k7/work.pdf>

[“This report presents findings on substance use among workers and on workplace drug policy and programs from the 2002, 2003, and 2004. The National Surveys on Drug Use and Health collects information on employment status, type of business, specific occupations and industries, and information on drug-testing policies and programs from U.S. workers. The report analyzes the worker information in conjunction with the substance use data collected in the survey to investigate substance use among full-time employed U.S. workers aged 18 to 64 during the period 2002 to 2004.”]

[Request #S08-2-1594]

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