Job Losses in Public Education since February 2020

March 25, 2021
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Economic Policy Institute
Main messages

1. Huge losses in public education at the state and local level

2. Disproportional effect on women and workers of color

3. Needs to be substantial investment from the Federal Government
Key numbers • February

- **6.2%** National unemployment rate
- **379,000** Net jobs in February
- **76.5%** Share of prime working-age population with a job
- **9.5 million** Number of jobs lost since February 2020
Percent and level change in employment since February 2020, state and local government, seasonally adjusted

## Top ten state with the most state and local government job losses, since February 2020, seasonally adjusted

<table>
<thead>
<tr>
<th>States</th>
<th>Change in number of state and local jobs</th>
<th>Percent change in state and local jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>-225,900</td>
<td>-9.5%</td>
</tr>
<tr>
<td>New York</td>
<td>-85,500</td>
<td>-6.2%</td>
</tr>
<tr>
<td>Illinois</td>
<td>-81,500</td>
<td>-10.8%</td>
</tr>
<tr>
<td>Texas</td>
<td>-75,300</td>
<td>-4.1%</td>
</tr>
<tr>
<td>Ohio</td>
<td>-66,300</td>
<td>-9.2%</td>
</tr>
<tr>
<td>Florida</td>
<td>-64,400</td>
<td>-6.4%</td>
</tr>
<tr>
<td>Michigan</td>
<td>-63,800</td>
<td>-11.1%</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>-54,600</td>
<td>-8.8%</td>
</tr>
<tr>
<td>Washington</td>
<td>-50,600</td>
<td>-9.7%</td>
</tr>
<tr>
<td>New Jersey</td>
<td>-50,100</td>
<td>-8.8%</td>
</tr>
</tbody>
</table>

The current state and local government job losses are already worse than the Great Recession

Cumulative percent change in employment, private sector and state and local government, December 2007 – February 2021

Most state and local employees are women

Gender and race/ethnicity of the private and state and local government workforce

Private sector
- Men: 53.4%
- White women: 28.4%
- Black women: 6.4%
- Hispanic women: 7.9%
- AAPI, other women: 6.4%

State and local government
- Men: 40.4%
- White women: 39.7%
- Black women: 8.7%
- Hispanic women: 7.6%
- AAPI, other women: 8.7%


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### Top occupations for state and local government workers

Occupation shares of state and local government employment

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary and middle school teachers</td>
<td>15.0%</td>
</tr>
<tr>
<td>Secondary school teachers</td>
<td>4.5%</td>
</tr>
<tr>
<td>Postsecondary teachers</td>
<td>4.1%</td>
</tr>
<tr>
<td>Police and sheriff’s patrol officers</td>
<td>3.8%</td>
</tr>
<tr>
<td>Teacher assistants</td>
<td>3.8%</td>
</tr>
<tr>
<td>Secretaries and administrative assistants</td>
<td>2.8%</td>
</tr>
<tr>
<td>Firefighters, paramedics, and dispatchers</td>
<td>2.6%</td>
</tr>
<tr>
<td>Education administrators</td>
<td>2.5%</td>
</tr>
<tr>
<td>Janitors and building cleaners</td>
<td>2.5%</td>
</tr>
<tr>
<td>Managers, all other</td>
<td>2.4%</td>
</tr>
<tr>
<td>Bailiffs, correctional officers, and jailers</td>
<td>2.1%</td>
</tr>
<tr>
<td>Social workers</td>
<td>1.8%</td>
</tr>
<tr>
<td>Counselors</td>
<td>1.8%</td>
</tr>
<tr>
<td>Special education teachers</td>
<td>1.8%</td>
</tr>
<tr>
<td>Office clerks, general</td>
<td>1.7%</td>
</tr>
<tr>
<td>Bus drivers</td>
<td>1.6%</td>
</tr>
<tr>
<td>Registered nurses</td>
<td>1.6%</td>
</tr>
<tr>
<td>Personal and home care aides</td>
<td>1.5%</td>
</tr>
<tr>
<td>Lawyers, judges, and other judicial workers</td>
<td>1.2%</td>
</tr>
<tr>
<td>Preschool and kindergarten teachers</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

**Note:** For detailed occupation names, as well as occupation shares for selected demographic groups, see Appendix Table 1.


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Top ten states with the most state and local education job losses, January 2020-January 2021, not seasonally adjusted

<table>
<thead>
<tr>
<th>State</th>
<th>Change in number of jobs in state and local education</th>
<th>Percent change in number of jobs in state and local education</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>-167,600</td>
<td>-13.2%</td>
</tr>
<tr>
<td>Illinois</td>
<td>-51,500</td>
<td>-11.7%</td>
</tr>
<tr>
<td>Florida</td>
<td>-47,400</td>
<td>-9.2%</td>
</tr>
<tr>
<td>Ohio</td>
<td>-41,300</td>
<td>-10.4%</td>
</tr>
<tr>
<td>Washington</td>
<td>-39,500</td>
<td>-14.7%</td>
</tr>
<tr>
<td>Texas</td>
<td>-38,400</td>
<td>-3.4%</td>
</tr>
<tr>
<td>Michigan</td>
<td>-37,400</td>
<td>-11.7%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>-32,700</td>
<td>-9.8%</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>-29,500</td>
<td>-8.9%</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>-26,900</td>
<td>-11.4%</td>
</tr>
</tbody>
</table>

32 states have fewer public education jobs than they did in January 2008

Importance of public education?

• Vital social good that is a social safety net
  • School-based supports such as meals
  • Health
  • Clinics
  • Counseling
  • Housing

• Important source of childcare
Summary

1. Huge losses in public education at the state and local level

2. Disproportional effect on women and workers of color

3. Needs to be substantial investment from the Federal Government

For more information on employment, wages, education, minimum wages, etc. visit: https://www.epi.org/
Supporting our Schools Beyond the Pandemic

Maryanne Salm
AFT, Research and Strategic Initiatives
598,900 local government education jobs lost

Education Workers Hardest Hit:
• Bus Drivers
• Custodians
• Cafeteria Workers

241,875 public school teacher jobs lost - between the fall of 2019 and the fall of 2020

Source: EPI analysis of Current Population Survey microdata and NCES Digest of Education Statistics, Table 105.40
Total Public School K-12 Teachers

The American Recovery and Reinvestment Act of 2009

- $97.4 billion to public schools
- “Approximately 275,000 education jobs, such as teachers, principals, librarians, and counselors, were saved or created with Recovery Act funding.”

Source: Recovery Act | U.S. Department of Education
• ARRA laid the groundwork for recovery after the Great Recession.

• Failure to provide additional aid to state and local governments hampered a more robust economic recovery.
School Spending Hasn’t Returned to Pre-Great Recession Levels

As of 2018, 20 states were still spending less on K-12 education.

Spending Difference Per Pupil Post Recession K-12 Education
What this Recession Means for K-12 Funding

• At least 10 states have cut funding
• Funding has been flat in other states
• Local school districts are also making cuts
Federal Support for K-12 Education

• $57 billion total federal funding to states for primary and secondary schools in 2018

• Congressional funding for the two primary programs in 2020:
  • Title I Grants to local school districts - $16.9 billion
  • IDEA Special Education State Grants $13.6 billion

Sources: Revenues for public elementary and secondary schools, by source of funds: Selected years, 1919-20 through 2017-18 and Department of Education Fiscal Year 2020 Congressional Action
Federal Support for K-12 Education

• Federal revenue accounts for about 8% of K-12 revenue for states.

• High poverty states receive a larger proportion of federal support.
  • Title I and IDEA are targeted at students with the greatest needs, low-income children, and students with disabilities.

• High poverty states have lower tax capacity
Federal Support for K-12 Education

Title I and IDEA - as programs intended to support students with the greatest needs - are woefully underfunded.

• Both held out the promise of covering 40% of costs
• Federal funding has never approached the promised 40% mark
Title I and IDEA Debt to States

Between 2005 and 2017, public schools in the U.S. were underfunded by $580 billion.

Source: The Alliance to Reclaim our Schools, Confronting the Education Debt
The American Rescue Plan Will Help Our Schools

The Rescue Plan provides much needed relief to states, helping to replace revenues lost since the start of the pandemic and providing schools with revenue to deal with COVID’s impact on students.
States need at least $11.4 billion just to bring their spending up to pre-recession levels.

And billions more to fulfill promises made under Title I and IDEA.

The Federal Government Should Now Shift from Relief to Investment
Pandemic Impact on Higher Education Employment

Andy Brantley
President and CEO
Mission

CUPA-HR is higher ed HR. We serve higher education by providing the knowledge, resources, advocacy and connections to achieve organizational and workforce excellence.
CUPA-HR Membership

CUPA-HR Membership Demographics Information
CUPA-HR’s membership is made up of more than 31,000 HR professionals and other higher ed leaders at more than 2,000 member organizations. Below is some detailed information about who our members are.

Our membership is institution-based and includes:

- 93% of all U.S. doctoral institutions
- 79% of all master’s institutions
- 57% of all bachelor’s institutions
- Nearly 600 two-year and specialized institutions
Higher Ed Job Losses

A Closer Look at the Higher-Ed Work Force Since 2000

Estimated number of workers employed by institutions of higher education


Source: U.S. Bureau of Labor Statistics • Get the data • Created with Datawrapper
The Impact Will Not Be Known Until the Fall Semester…or Maybe Beyond

• What we know today regarding faculty position reductions
  – 2.44 % reduction in tenure track positions
  – 1.47% reduction in non-tenure track positions
  – 4.56% reduction in adjunct positions

• Administrators, Professionals and Staff available during next two months

• Fall Enrollments will impact ongoing and future employment
Impact is Uneven Across Higher Education Institutions

- Focus tends to be on the wealthiest, most well-known institutions.
- Enrollment Steady or Even Slightly Increased during Fall 2020.
- Enrollment Significantly Down for Many Institutions during Fall 2020.
- Applications Up for Some Institutions for Fall 2021
- Applications Significantly Down for Many Institutions for Fall 2021
Impact Has Been Uneven Across States

26 States Reported State Funding Declines for Higher Ed in FY 2021

- Nevada—17.8%
- Alaska—10.5%
- California—7.5%
Impact Going Forward Will Be Uneven Across States

• Some governors emphasizing importance of higher ed for economic recovery
• Others have proposed slashing higher ed budgets
• What will actually occur to start the new fiscal year?
Impact is Uneven Across Institutions

• Lowest paid employees
• Adjuncts
• Non-tenure-track positions
Layoffs, Furloughs, Reduced Hours, Salary Cuts

• Reviewing actual job losses is just part of the needed approach.
The 2025 Enrollment Cliff Did Not Go Away

The Looming Enrollment Cliff


All forecasted data below comes from the Higher Education Demand Index (Grawe, 2016).

Number of 18-Year-Olds
When the Great Recession hit in 2008, the birthrate took a nosedive that many attributed to the economy. However, although the economy has rebounded in the decade since, the birthrate has not. This has a direct implication for the number of potential high school graduates.
Examples from Institutions Across the Country

• Small private liberal arts college in the Northeast
• University system in the Midwest
• Large research university in the West
• Private research university in the Northeast
• Private comprehensive university in the Northeast
• Large community college district in the Southwest
• Other examples
Summary

• Request feedback and input from all types of institutions, not just those with DC-based lobbyists.

• Understand that there is rarely one story or one perspective that represents the challenges of higher ed and the higher ed workforce.

• Ask constituents for an update after the start of the fall semester and again in early calendar year 2022 following the start of the spring semester.