

# **LED Round Table Discussion: Startups and Youth Employment**

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# Startups as engines of job creation

- They represent 3% of aggregate employment, but account for 20% of gross job creation!
- Problem: Difficult to find disaggregated data
- Goal: Characterize worker flows for young workers at startups across space and over time

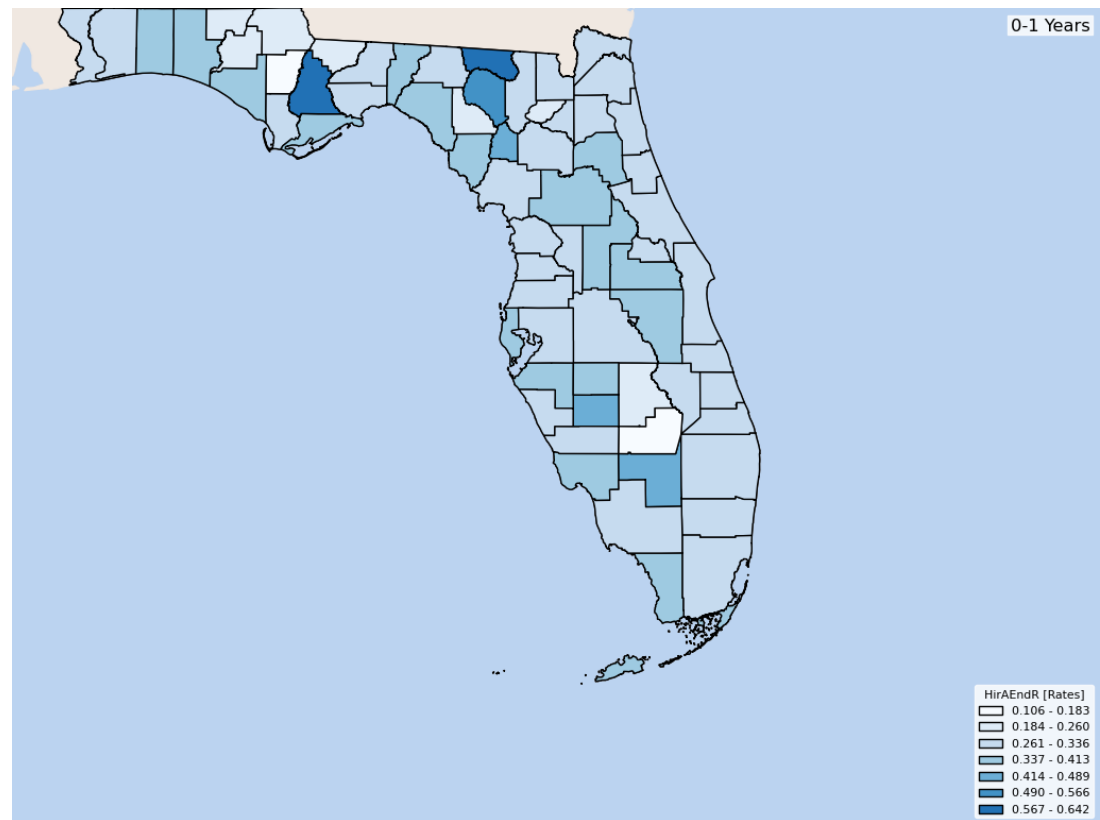
# Formalize the goal

- Who: Startups (0-1 years old), Young Workers (25-34 years old)
- What: Hiring rate, separation rate
- Where: County & Florida-State level
- When: Time series 2000-2014, 2014 for geographic variation

# How would you show variation within your state?

- First, you go to the QWI Explorer, and look at the hiring rates for startups:

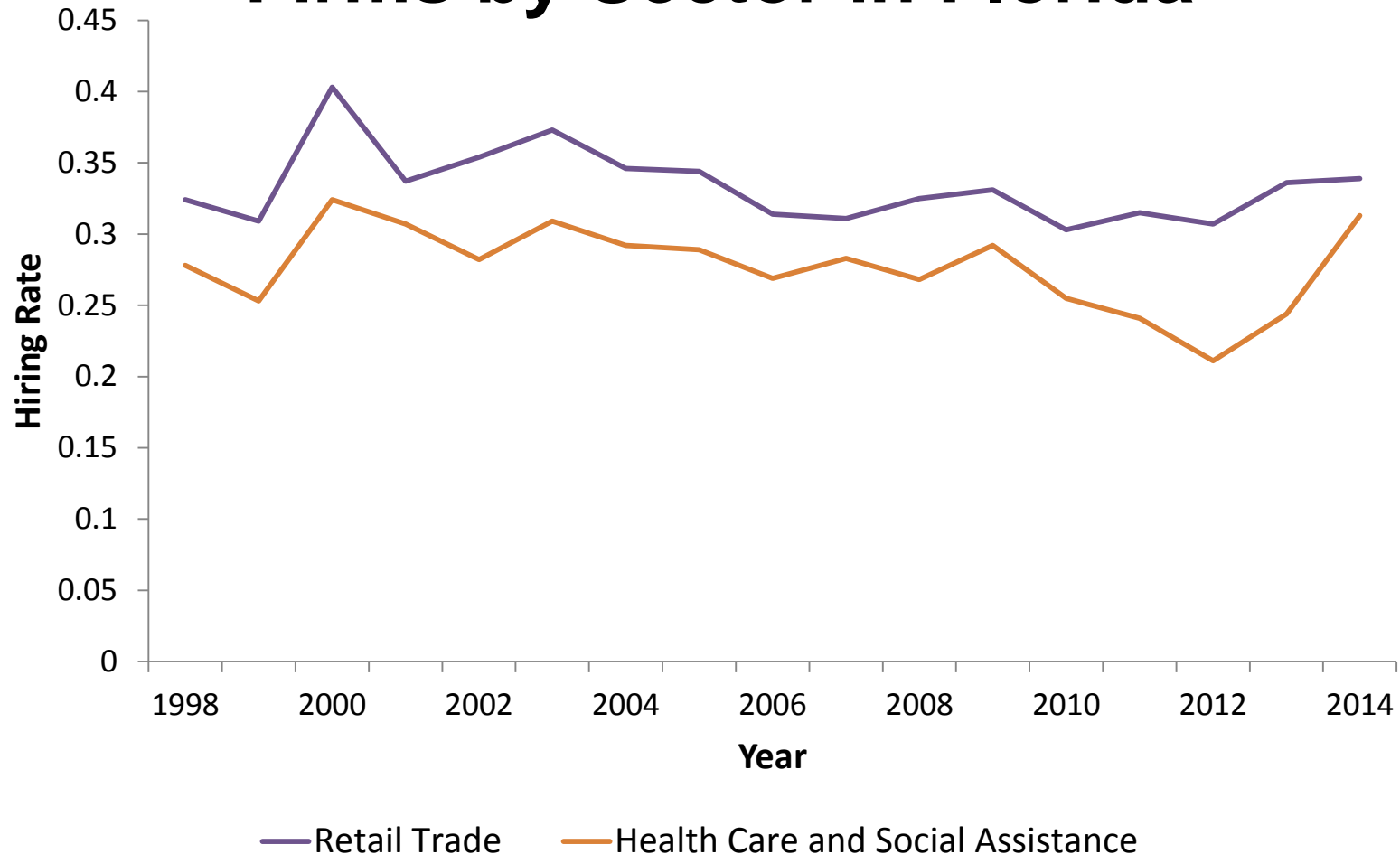
Take-away: When targeting startups for analysis, location matters!  
Large amount of heterogeneity within state.



# What if you want to know more about workers?

- LED data is particularly suited to answer these questions
- Breakdowns by age, race, and education level
- Timeseries information

# Hiring Rates of Young Workers by Young Firms by Sector in Florida

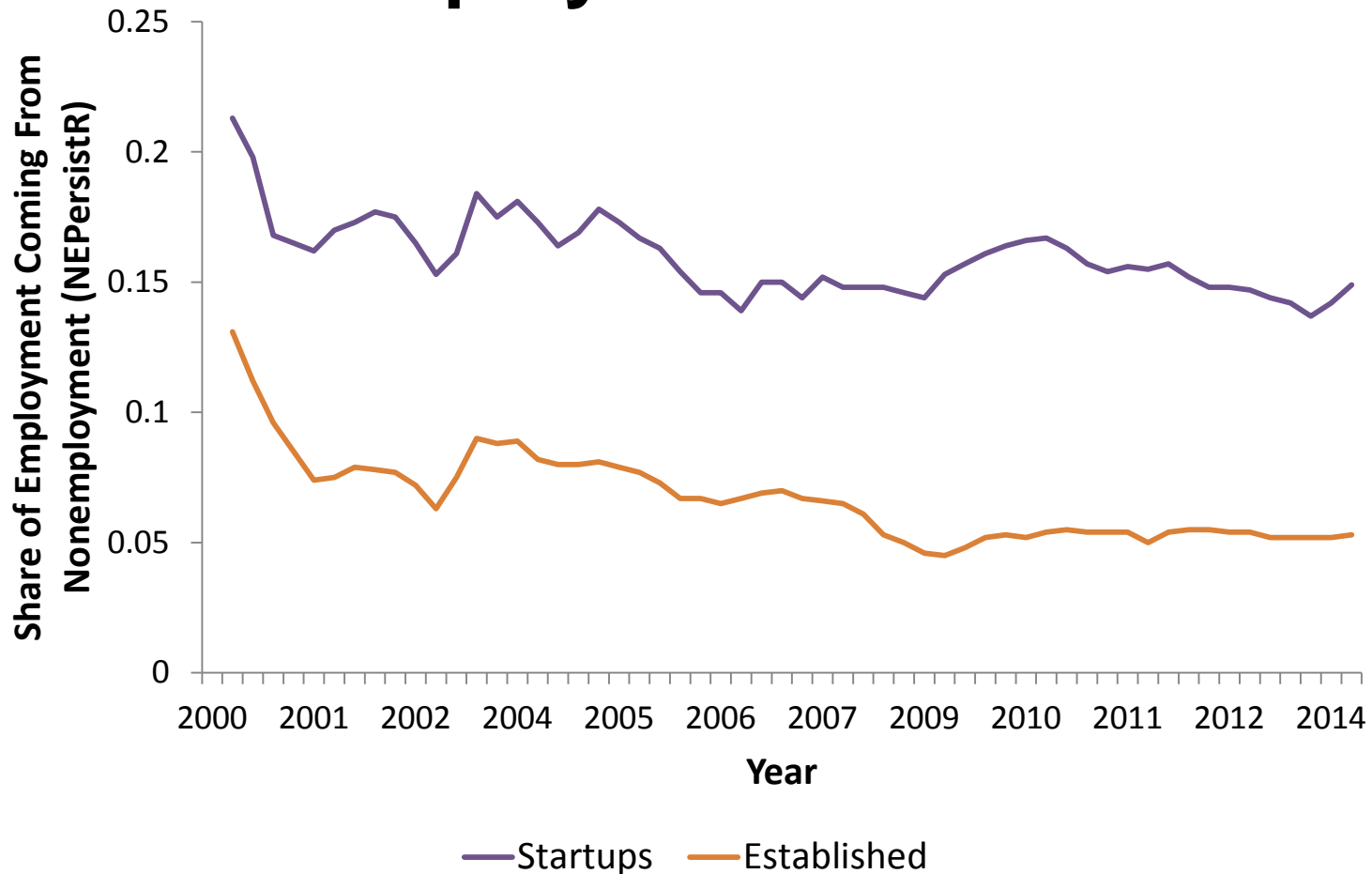


Take-away: Startups in select industries are more likely to hire young workers

# J2J Data

- We can use J2J data to find out what share of workers at startups come from nonemployment
- No web tool for now, but it's due out later this year!

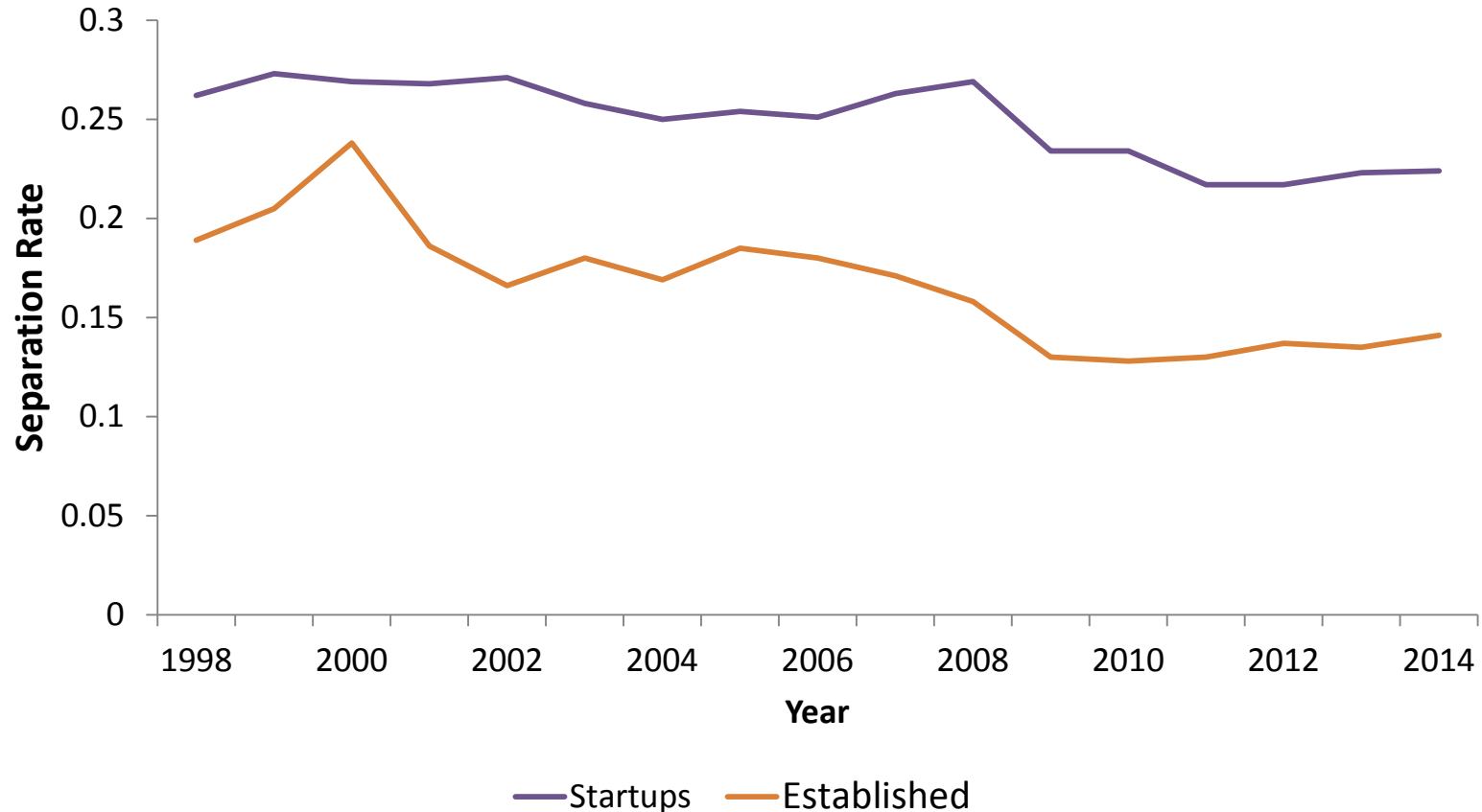
# Startups Hire Workers From Nonemployment in Florida



Take-away: Startups are more likely to hire workers from nonemployment



# Separation Rates of Young Workers by Young Firms in Florida



Take-away: Young workers are more likely to leave startups

# Summary

- Wanted: Characterize worker flows for young workers at startups across space and over time
- Limited scope by establishing restrictions to who, what, where, when
- Findings:
  - Large amount of heterogeneity within state
  - Startups in select industries are more likely to hire young workers
  - Startups are more likely to hire workers from nonemployment
  - Young workers are more likely to leave startups

# Session Objective

- Brainstorm a questions related to startups and/or youth employment
- Narrow the focus to tell a story
- Use data (if possible) to explore question
- To prepare you, we provided handouts