

# Where are all the US workers?

The pandemic exacerbated long-term labor market trends—and brought new challenges for employers seeking workers.

Perfect storm: impact of COVID-19+ stagnant population growth + low labor force participation + reduced immigration = **soaring unfilled job openings**

## Boost the pool of available workers

### BRING WORKERS BACK TO THE LABOR FORCE

- Diversify talent pool; expand apprenticeships
- Hire based on skills
- Skill and reskill workers
- Promote workforce flexibility
- Support older workers
- Expand Earned Income Tax Credit

### LOOK BEYOND OUR BORDERS

- Match foreign worker supply and demand
- Reform H-1B visa program
- Set demand-based immigration caps
- Increase visa offers of permanent residence for skills needed in the economy

Source: Bureau of Labor Statistics and The Conference Board© 2022

