Where are all the US workers?

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

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

A record number of unfilled job openings

- 4.7 million April 2020
- 11.3 million February 2022

Labor supply is flat

- Working-age population growth is grinding to a halt—with an annual average growth rate of 0.2%

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