

## Article 39: Human Development and Unemployment and Job Connection Services

**Unemployment** often disrupts the fundamental trajectory of human development by undermining people's sense of purpose, social integration, and ability to meet fundamental needs (Amofa-Adarkwa et al., 2025; Anderson, 2024; Sweidan, 2025). **Job connection services** act as a vital bridge, aligning the skills of displaced individuals with the evolving demands of the modern labor market. These initiatives actively counteract the long-term erosion of career stability through targeted training that restores a person's self-efficacy and professional agency. Together, they form a critical framework designed to secure economic well-being and foster the continuous growth of individuals and markets alike (Andersson et al., 2022; Basbug & Sharone, 2024; Oh et al., 2020).

### Causes and Scope of Unemployment in the United States

The scope of unemployment in the United States has been shaped by rapid technological shifts, persistent inflation, and significant global economic disruptions. These factors have sidelined workers across various industries, as rising living costs are outpacing the natural rate of labor market recovery. Recent data indicates that while overall figures may fluctuate, many Americans continue to experience joblessness due to reduced public sector funding and limited accessible transition support. This persistent gap highlights a structural imbalance between available talent and a job market increasingly defined by restricted hiring practices and evolving technological shifts (Amofa-Adarkwa et al., 2025; Anderson, 2024; Sweidan, 2025).

On that note, a study assessed how inflation, expectations, and labor market conditions interact to explain the causes and scope of unemployment in the United States over time. The researchers used U.S. data from 1982 to 2023, including unemployment rates, inflation measures, and inflation expectations collected from national economic databases and surveys. The findings showed that inflation dynamics and expectations play a central role in shaping unemployment patterns, rather than unemployment being driven solely by labor market demand. The results revealed that the relationship between inflation and unemployment has evolved and shifted over time, especially after the 2008–2009 financial crisis. This shift indicates that inflationary pressures can coincide with persistent or rising unemployment under changing economic conditions. The study also highlighted that inflation expectations influence actual inflation, which then affects hiring behavior and labor market stability. These patterns suggest that unemployment in the United States is shaped by broader macroeconomic forces, including economic shocks, policy responses, and changing expectations. As a result, the scope of unemployment reflects both cyclical conditions and structural changes in how the economy responds to inflation. Overall, the researchers concluded that unemployment must be understood within a dynamic economic environment where inflation and expectations can contribute to continued labor market instability (Amofa-Adarkwa et al., 2025).

Another study examined how labor market flexibility influences the causes and scope of unemployment in the United States. The researchers relied on data collected from previously published studies, government statistics, and labor market reports available through online databases. In this context, “labor market flexibility” refers to how easily employers and workers can adjust to changes, such as hiring and firing practices, wage setting, and adapting to economic shifts. The findings showed that while greater flexibility can encourage job creation and adaptability in the economy, it can also

increase structural unemployment, particularly among low-skilled workers and minority groups. The study also highlighted that technological change and globalization play a major role in reshaping job availability, often leaving some workers behind. Additionally, labor market institutions, such as policies and regulations, influence how flexibility affects employment outcomes. These patterns suggest that unemployment in the United States is not only driven by demand for labor but also by structural shifts in the economy and unequal access to opportunities. Therefore, the scope of unemployment includes persistent disparities across different groups and sectors. Overall, the researchers concluded that while flexibility can support economic growth, targeted policies are necessary to reduce unemployment and protect vulnerable populations (Anderson, 2024).

Likewise, a study explored how information technology influences unemployment in the United States by analyzing the relationship between technological shifts and labor market outcomes over time. The researchers used U.S. macroeconomic data, including unemployment rates and indicators of technological advancement, collected from national databases such as the World Bank and Federal Reserve sources. The data were compiled across multiple years to capture long-term trends in how the economy adapts to change. The findings showed that technological shifts have a measurable impact on unemployment, as they alter the types of jobs available and the skills required in the labor market. Rather than uniformly reducing employment, these shifts were found to create adjustment pressures that can increase unemployment in certain sectors while generating opportunities in others. The study also highlighted that the ability of workers to adapt to new skill demands plays a key role in determining unemployment outcomes. In this sense, unemployment is influenced not only by job availability but also by how quickly workers can transition across roles. The results further indicated that economic growth and technological progress can coexist with periods of higher unemployment when adaptation is uneven. These patterns suggest that the scope of unemployment in the United States includes both short-term disruptions and longer-term structural changes linked to evolving job requirements. As a result, unemployment reflects a dynamic process shaped by ongoing economic transformation rather than a single cause. Overall, the researchers concluded that managing unemployment requires policies that support workforce adaptation while allowing technological progress to continue driving economic development (Sweidan, 2025).

## **Effectiveness and Impact of Job Connection Services**

Job connection services consistently demonstrate their effectiveness by significantly reducing the duration of search periods for the unemployed. These initiatives provide the necessary infrastructure to facilitate rapid reentry into the workforce, bolstering both household income and national productivity. Furthermore, these services empower individuals to secure stable positions even within a tightening labor market through personalized career coaching and expanded professional networks. Ultimately, such initiatives provide a high-impact catalyst for economic recovery, reinforcing the resilience of individuals and communities alike (Andersson et al., 2022; Basbug & Sharone, 2024; Oh et al., 2020).

For instance, a study evaluated the effectiveness of job search interventions, including job connection services, in helping long-term unemployed individuals return to work. The researchers used data collected from participants enrolled in an intervention program that provided either one-on-one coaching or group-based support, along with a comparison group that did not receive services. The data were gathered through participant outcomes and follow-up insights from individuals who received the support. The findings showed that individuals who participated in job search coaching experienced

higher reemployment rates compared to those without any assistance. These services also reduced feelings of self-blame associated with unemployment, which can otherwise discourage job search efforts. Both one-on-one and group-based support were found to be effective, although each type of service contributed in different ways to improving job search outcomes. The results suggest that job connection services enhance both the practical and psychological aspects of job seeking. In particular, structured guidance and support helped individuals navigate the labor market more effectively and persist in their search. These improvements translate into a greater likelihood of exiting unemployment. The study therefore highlights the role of job connection services in reducing the duration and impact of unemployment. Overall, the researchers concluded that combining different forms of job search support can strengthen reemployment outcomes and serve as an effective strategy to mitigate unemployment (Basbug & Sharone, 2024).

Another study assessed the long-term impact of government-sponsored job skills training and basic employment services on employment outcomes in the United States. The researchers used longitudinal data from U.S. participants who received workforce services, comparing those who accessed job skills training with those who received only basic employment support. The data were collected from the National Longitudinal Survey of Youth 1979, which tracks individuals over time and provides detailed information on employment and earnings outcomes. The findings showed that employment rates increased over time across participants, with particularly strong gains observed among Black women. The results also indicated that job skills training led to substantially higher earnings compared to basic employment services alone, with increases reaching nearly 70 percent. These outcomes highlight the long-term benefits of workforce programs in improving both employment stability and income levels among disadvantaged groups. The results also suggest that employment services that include skill development can strengthen individuals' ability to secure and maintain jobs. Moreover, job connection services combined with training improve how individuals access opportunities in the labor market. Ultimately, the duration and impact of unemployment may be reduced when such strategies are implemented together. The scope of unemployment is therefore influenced not only by job availability but also by access to effective workforce programs. Overall, the researchers concluded that integrating job skills training within employment services such as job connection support can significantly enhance long-term employment and earnings outcomes (Oh et al., 2020).

On a similar note, a study investigated whether federally funded job training programs in the United States improve employment outcomes and help reduce unemployment. The researchers used administrative data from Workforce Investment Act (WIA) participants, combining records across multiple states to track employment and earnings over time. The data were collected through program participation records and linked labor market outcomes that followed individuals after receiving services. The findings showed that individuals who received job training experienced improved employment outcomes compared to those who only accessed basic employment services. In particular, the results indicated that earning gains emerged over time, becoming a clear positive sign after several quarters following program participation. The study also found that the benefits of training were stronger for participants overall, particularly those not recently laid off, suggesting differences in how groups respond to employment services. The results further suggest that combining training with job connection services helps individuals access suitable job opportunities more effectively. As a result, participants are more likely to transition out of unemployment and sustain employment over time. Ultimately, job connection services play a key role in reducing unemployment by improving how individuals connect with available jobs. Thus, the researchers concluded that employment programs

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that integrate training with job connection support can strengthen long-term employment outcomes and help mitigate unemployment (Andersson et al., 2022).

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