

Your future workforce is in high school today

Your workforce is aging. Young people need a way in. Your business can help build its future talent pipeline.

Nearly 2 to 1

Workers age 55+ outnumber those under 25 nearly two to one. In 2000, there were 1.4 young workers for every worker 55+.

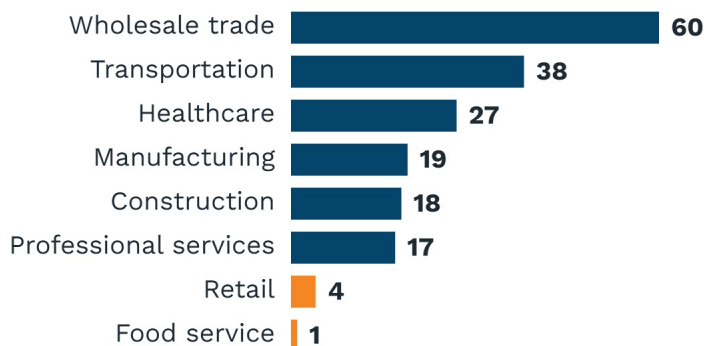
27 to 1

Healthcare has 27 workers age 55+ per teen. Early work experiences help young people discover new career possibilities.

2.9%

of county jobs held by teens in 2025, down from 4.4% in 2000. Youth learn to work by working, and fewer now have the chance.

Industries facing retirements have few teen workers



Workers ages 55 and older for each worker ages 14 to 18, all employers, summer 2025. Finance and insurance (more than 400 to 1) is not shown.

Build your future workforce with us

Hiring youth brings fresh ideas and insight into younger customers, builds your talent pipeline, and gives your team opportunities to mentor and lead.

■ Get on students' radar.

Connect with local schools through Career Ready Allegheny at careerreadyallegheny.org.

■ Bring fresh talent to your team.

Host a paid intern through Learn & Earn.

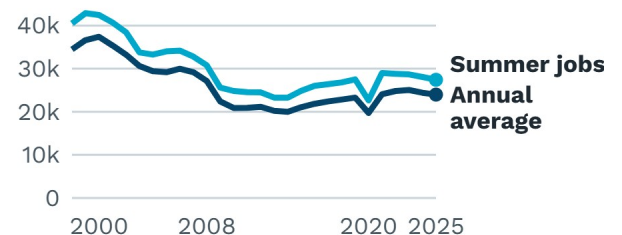
■ Spark interest in your careers.

Introduce youth to your industry through a worksite tour, career talk, or job shadow.

■ Develop skills for future openings.

Explore pre-apprenticeships or registered apprenticeships with Partner4Work's support.

Teen hiring has not recovered



Jobs held by workers ages 14 to 18. Employers hired 44% fewer teens in 2011 than in 2000. By 2025, teen jobs were still 36% below 2000.

What young workers look for

- Pay ranks first, but Gen Z splits about evenly between a better-paying job and more interesting work.
- Work-life balance, flexible hours, and benefits also weigh in their decisions.
- 77% say it is important to work for an organization whose values match their own.

Find your fit with Alexis Walker:

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Scan to visit Career Ready Allegheny.

Teens = ages 14-18. County employment statistics reflect 2025 data.

Source: U.S. Census Bureau, Quarterly Workforce Indicators, Allegheny County, release R2026Q3. Employment: jobs held at any time in the quarter (EmpTotal), all employers; summer = third quarter. Industry: all employers, Q3 2025. Gen Z findings: Network of Executive Women and Deloitte, [Welcome to Generation Z](#), survey of 1,531 Gen Z respondents.