



THREE EDUCATIONAL PATHWAYS TO GOOD JOBS

By Anthony P. Carnevale, Jeff Strohl, Neil Ridley, and
Artem Gulish

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GEORGETOWN UNIVERSITY



Center
on Education
and the Workforce

McCourt School of Public Policy

Overview

- Major structural shifts in the US economy such as automation and globalization have changed the pathways to good jobs.
- There are three pathways defined by education and skills: high school, middle skills, and bachelor's degree.
- Good jobs have increasingly shifted to skilled-services industries.
- The middle-skills pathway saw the most growth among all non-BA good jobs.



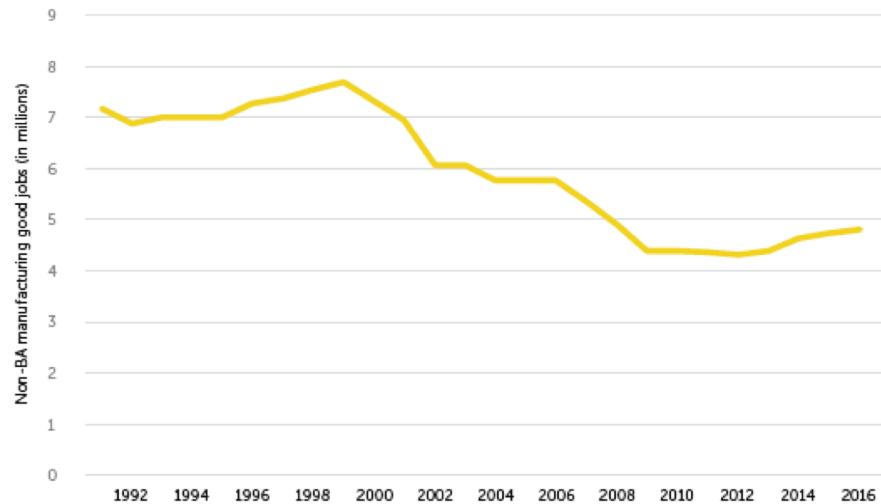
Definition of good jobs and the three pathways

- We define good jobs as ones that pay at least \$35,000, average \$56,000 for workers with less than a BA, and average \$65,000 when including workers with a BA or higher.
- The high school pathway comprises workers with a high school diploma or less.
- The middle-skills pathway comprises workers with more education than a high school diploma but less than a BA, including certificates, certifications, licenses, associate's degrees, and some college coursework.
- The BA pathway comprises workers with a bachelor's degree or higher.



The decline of the manufacturing economy has led to the rise of the college economy

- Globalization, automation, upskilling, and a shift to skilled services have made postsecondary education and training the dominant pathway to good jobs.



Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.



The high school pathway continues to decline but still offers a sizable number of good jobs

- There are 13 million good jobs for workers with no more than a high school diploma, accounting for 20 percent of all good jobs.
- Of all high school jobs, nearly one out of three jobs is a good job.

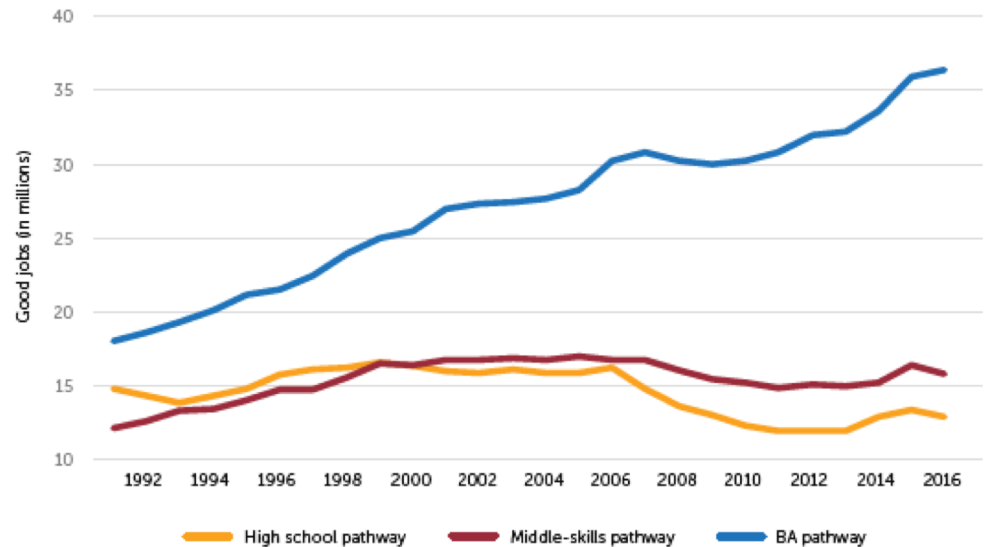


Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.



The middle-skills pathway has grown substantially

- All of the growth of net new jobs in the non-BA economy has been in middle-skills jobs.
- There are 16 million good jobs for workers on the middle-skills pathway, accounting for 24 percent of all good jobs.
- Good jobs for workers with associate's degrees grew by 83 percent between 1991 and 2016.

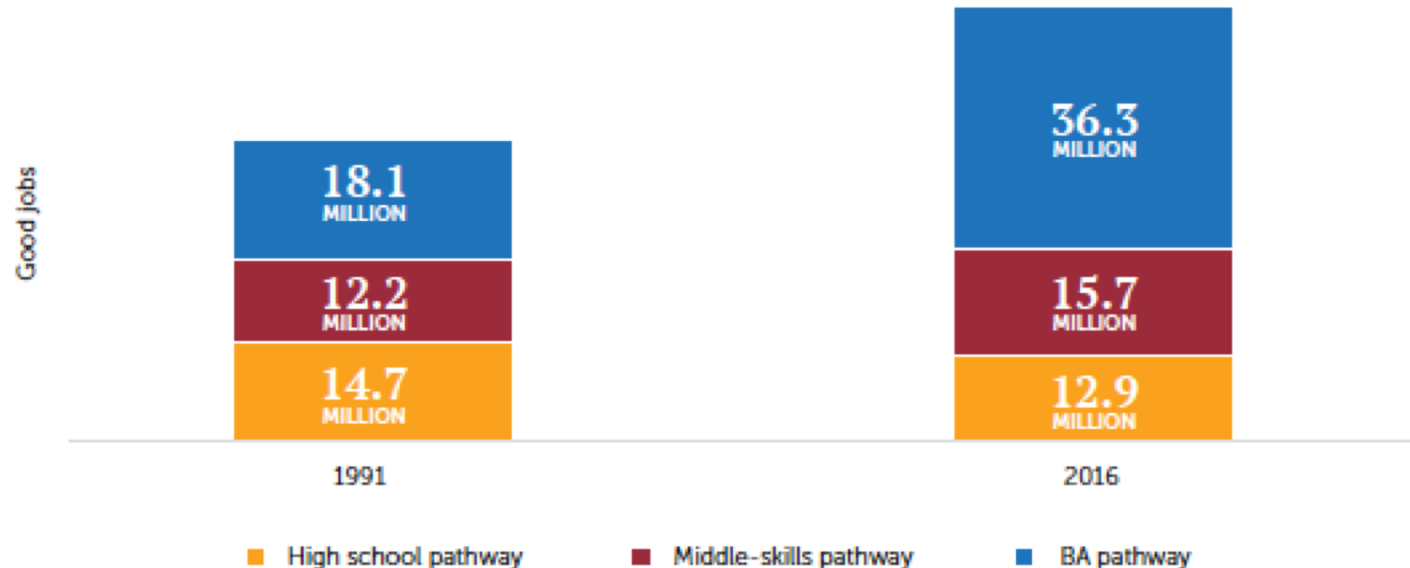


Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.



The number of good jobs on the BA pathway doubled between 1991 and 2016

- There are 36 million good jobs for workers with a BA or higher.

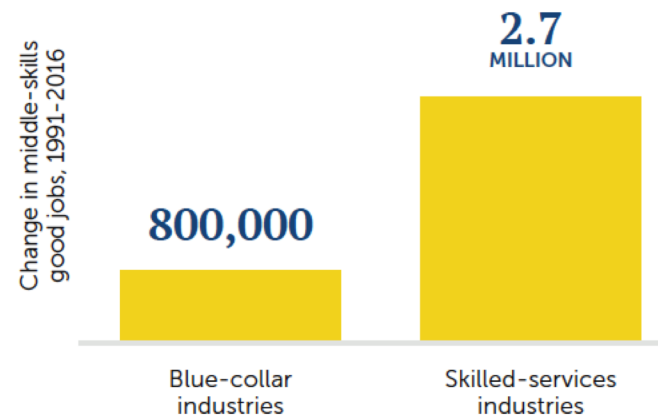


Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.



The shift to skilled-services industries saved the middle-skills pathway

- Good jobs in skilled-services industries for workers on the middle-skills pathway grew by 2.7 million.
- While good jobs in blue-collar industries for workers on the middle-skills pathway grew by just 800,000.
- The middle-skills pathway held on to good jobs, in part because skilled services opened up opportunities for people with associate's degrees or some college education.



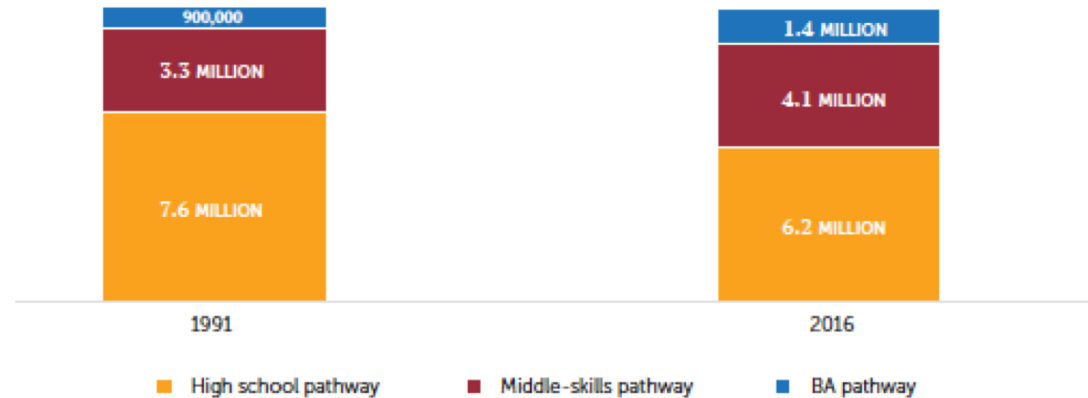
Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, *Current Population Survey*, 1992–2017.



Blue-collar industries transformed as the economy demanded upskilling

- Blue-collar jobs now make up 21 percent of employment and 18 percent of good jobs.
- Blue-collar industries added 800,000 jobs for middle-skills workers and 500,000 jobs for workers with a BA or higher.

Blue-collar industry jobs



Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.

Note: Blue-collar industries include manufacturing, transportation and utilities, wholesale and retail trade, natural resources, and construction.



Conclusion

- The complex effects of deindustrialization and upskilling have fundamentally changed the structure of good job opportunities for workers.
- Good jobs for workers with a high school diploma or less still exist but have declined precipitously.
- The growth of good middle-skills jobs in skilled-services industries has been a wellspring of opportunity and has revitalized blue-collar industries.
- The growth in good jobs was strongest among workers with BAs and graduate degrees.



More Information

cew.georgetown.edu/3Pathways



cew@georgetown.edu



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