Reinventing Older Communities: Bridging Growth & Opportunity

May, 2014

Federal Reserve Bank of Philadelphia

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Why Education?

- Signals to employers motivation and ability to complete tasks
- Higher earnings on average – 74% wage premium for ft/fy postsecondary over ft/fy high school
- Higher tax revenues, less dependence on safety net programs
- Higher labor force participation
- Improved health, lower rates of mortality
- Lower rates of crime and increased civic engagement
Male and Female Earnings by Educational Attainment

- **Professional**
  - Male: $4,033,000
  - Female: $3,010,000

- **Doctoral**
  - Male: $3,466,000
  - Female: $2,857,000

- **Master’s**
  - Male: $3,145,000
  - Female: $2,321,000

- **Bachelor’s**
  - Male: $2,593,000
  - Female: $1,939,000

- **Associate’s**
  - Male: $1,933,000
  - Female: $1,544,000

- **Some College/No Degree**
  - Male: $1,802,000
  - Female: $1,327,000

- **High School Diploma**
  - Male: $1,500,000
  - Female: $1,117,000

- **Less than High School**
  - Male: $1,103,000
  - Female: $797,000

Women have to have a PhD to make as much as men with a BA.

Men with some college but no degree earn about the same as women with a Bachelor’s degree.
Percent of people in a particular education level earning more than those at a higher education level

<table>
<thead>
<tr>
<th>Professional</th>
<th>Less than High School</th>
<th>High School Diploma</th>
<th>Some College/No Degree</th>
<th>Associate's</th>
<th>Bachelor's</th>
<th>Master's</th>
<th>Doctoral</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional</td>
<td>1.3%</td>
<td>2.4%</td>
<td>4.8%</td>
<td>4.9%</td>
<td>17.2%</td>
<td>24.2%</td>
<td>36.9%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>2.3%</td>
<td>4.6%</td>
<td>8.6%</td>
<td>9.5%</td>
<td>26.7%</td>
<td>35.5%</td>
<td></td>
</tr>
<tr>
<td>Master's</td>
<td>4.6%</td>
<td>9.2%</td>
<td>15.9%</td>
<td>19.2%</td>
<td>39.9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelor's</td>
<td>7.3%</td>
<td>14.3%</td>
<td>23.1%</td>
<td>28.2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate's</td>
<td>16.3%</td>
<td>29.8%</td>
<td>41.9%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Some College/No Degree</td>
<td>21.3%</td>
<td>36.6%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High School Diploma</td>
<td>31.4%</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
Educational demand for employment has grown; we expect that trend to continue.
Healthcare, Community Services & STEM Are The Three Fastest Growing Occupational Clusters

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2010 Total Jobs ('000)</th>
<th>Rank</th>
<th>2020 Total Jobs ('000)</th>
<th>Rank</th>
<th>Increase in jobs ('000)</th>
<th>Rate of growth (% change)</th>
<th>Largest growth</th>
<th>Fastest growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare professional &amp; technical</td>
<td>6,480</td>
<td>6</td>
<td>8,490</td>
<td>6</td>
<td>2,010</td>
<td>31</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Healthcare support</td>
<td>3,660</td>
<td>9</td>
<td>4,610</td>
<td>9</td>
<td>950</td>
<td>26</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>Community services &amp; arts</td>
<td>6,290</td>
<td>7</td>
<td>7,920</td>
<td>7</td>
<td>1,630</td>
<td>26</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>STEM</td>
<td>6,050</td>
<td>8</td>
<td>7,600</td>
<td>8</td>
<td>1,550</td>
<td>26</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>Education</td>
<td>8,160</td>
<td>5</td>
<td>10,120</td>
<td>5</td>
<td>1,960</td>
<td>24</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>Managerial &amp; professional office</td>
<td>19,980</td>
<td>4</td>
<td>24,740</td>
<td>4</td>
<td>4,760</td>
<td>24</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>Social science</td>
<td>700</td>
<td>10</td>
<td>830</td>
<td>10</td>
<td>130</td>
<td>19</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Food &amp; personal services</td>
<td>23,220</td>
<td>3</td>
<td>27,380</td>
<td>3</td>
<td>4,160</td>
<td>18</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>Sales &amp; office support</td>
<td>37,660</td>
<td>1</td>
<td>42,130</td>
<td>1</td>
<td>4,470</td>
<td>12</td>
<td>2</td>
<td>9</td>
</tr>
<tr>
<td>Blue collar</td>
<td>28,400</td>
<td>2</td>
<td>30,750</td>
<td>2</td>
<td>2,350</td>
<td>8</td>
<td>4</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total jobs and rate of growth (% change)</strong></td>
<td><strong>140,600</strong></td>
<td></td>
<td><strong>164,590</strong></td>
<td></td>
<td><strong>23,990</strong></td>
<td><strong>17</strong></td>
<td></td>
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</tr>
</tbody>
</table>
The Fastest Growing Occupations Require High Levels of Postsecondary Education
What Skills Will Get You Hired?

- Cognitive skills are highly sought after by employers.
- Physically intensive skills are less important.
- Forty-eight percent of jobs require high levels of active listening.
- Other skills most coveted by employers:
  - Leadership
  - Communication
  - Analytics
  - Administration
Knowledge most highly valued in high-wage, high-growth, high-demand occupations

Diagram showing the distribution of knowledge in various occupational categories:
- Communications and media
- Sales and marketing
- Production and processing
- Personnel and human resources
- Public safety and security
- Clerical
- Computers and electronics
- Mathematics
- English language
- Customer and personal service
Skills most highly valued in high-wage, high-growth, high-demand occupations

- Active learning
- Complex problem-solving
- Writing
- Time management
- Judgment and decision-making
- Coordination
- Social perceptiveness
- Monitoring
- Reading comprehension
- Critical thinking
- Speaking
- Active listening

[Bar chart showing the percentage of skills in high-wage, high-growth, high-demand occupations]