

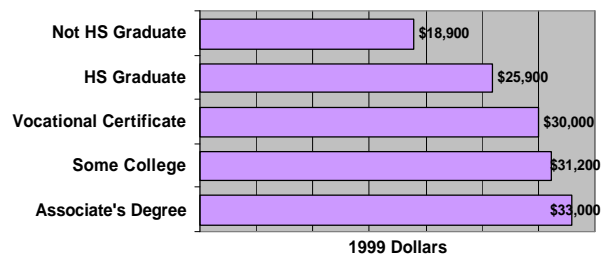


Today's workplace pays a premium for education—more skills and training correlate with higher earnings and better positions. Each additional year of training or education beyond high school results in a significant increase in pay. The majority of job growth will take place in areas requiring a high school degree and further training, including technical and vocational certificates.

The Relationship between Education and Earnings

- Progressively advanced levels of education lead to better wages as shown in Figure 1. Graduates earn significantly higher earnings than high school dropouts:
 - 37% higher for a high school diploma
 - 59% higher for a vocational certificate
 - 75% higher for an associate's degree
- Earnings differences have grown among workers with distinct levels of educational attainment.
 - In 1975, those with less than a high school diploma earned 90% of the wages of high school graduates; in 1999, they earned only 70%.
 - Workers in 1975 with a bachelor's degree earned 150% of the wages of workers with only a high school diploma; by 1999, this increased to 180%.
- In addition, high school dropouts are less likely than people with more education to work full-time and year-round. This further widens the gap in wages.

Fig. 1 Average Annual Earnings by Educational Attainment

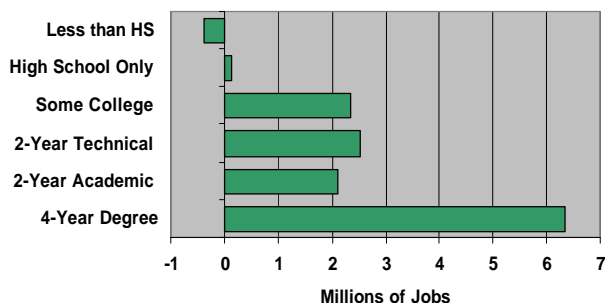


Source: US Census Bureau, Current Population Surveys, March 1998, 1999, 2000; MTC Institute; National Center for Education Statistics.

The rate of return for each additional year of education, on average, is 5-15%.

Job Growth, Past and Present

Fig. 2 Employment Change by Education, 1992-2002



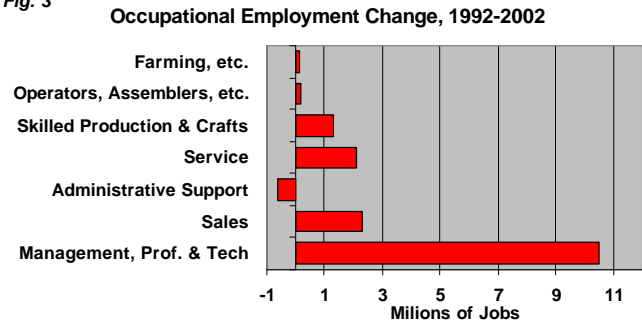
Source: Employment Policy Foundation tabulations of Bureau of Labor Statistics/Census Current Population Survey data; MTC Institute.

- The economy has expanded over the last 10 years, increasing the number of jobs by 16 million (see Figure 2).
 - Employment opportunities for those with training beyond high school, including technical and vocational certificates, increased by more than 16 million, constituting more than 99% of the net new jobs created.
 - Employment of individuals with only a high school diploma increased by 131,000 jobs from 1992 to 2002.
 - Nearly 500,000 fewer jobs were available for those with less than a high school diploma.

Continued – Job Growth, Past and Present

- Of the more than 16 million jobs created since 1992, 7 out of 10 were created in management, professional, and technical occupations.
- The greatest job growth has been and continues to be concentrated in the highest paying jobs, which also require higher levels of educational attainment.
- The fastest growing occupations—management, professional services, technical support, engineering, administration, information technology, sales, and precision crafts—require post-secondary education.

Fig. 3



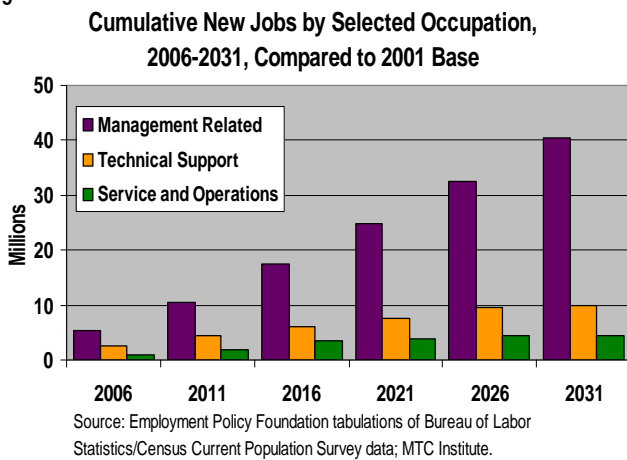
Source: Employment Policy Foundation tabulations of Bureau of Labor Statistics/Census Current Population Survey data; MTC Institute.


“Keep adding to your education portfolio.”
- C. D’Amico

Looking Ahead, Labor Market and Growth

- In the next 30 years, the greatest job growth is for those with technical and vocational training and certification, as well as associate’s and bachelor’s degrees.
- The replacement of retirees and the creation of new jobs will lead to 188.2 million job openings by 2031.
- Management related occupations will continue to grow rapidly over the next 30 years, while those in technical support increase more slowly. Comparatively, service and operations occupations will experience minor change. (See Figure 4)

Fig. 4

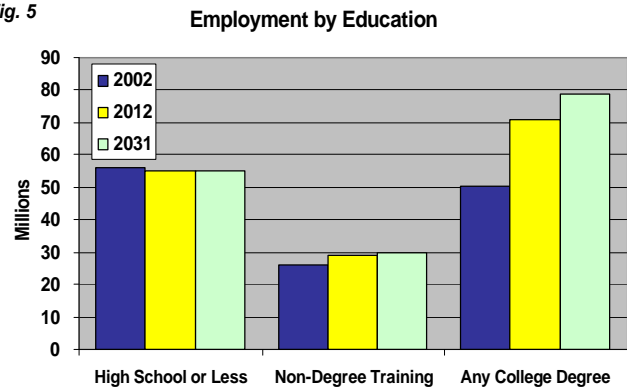


Source: Employment Policy Foundation tabulations of Bureau of Labor Statistics/Census Current Population Survey data; MTC Institute.

- The management, professional, and technical occupational group will have a projected need of nearly 20 million new and replacement employees within 10 years. By 2030, 42 million new jobs will likely be created, doubling the present level of employment; moreover, approximately 20 million workers in total will be needed to take the place of retirees.
- New jobs in technical, skilled craft, sales, and administrative support will grow by at least 10 million and an additional 20 million openings will result from retirements by 2030.

- Professional and management related occupations, including accounting, finance, technical sales, engineering, computer science, human resources management, and information technology, now account for 35% of the workforce and will likely increase to 43.3% of total jobs in the next 30 years.
- Jobs in technical support specialties, such as skilled construction trades and crafts, will also remain strong.
- Lower-skill jobs, including equipment operators, assembly line workers, and manual services workers, will fall to only 23.1% of total jobs. However, the number of jobs in this area will remain fairly constant (see Figure 5).

Fig. 5



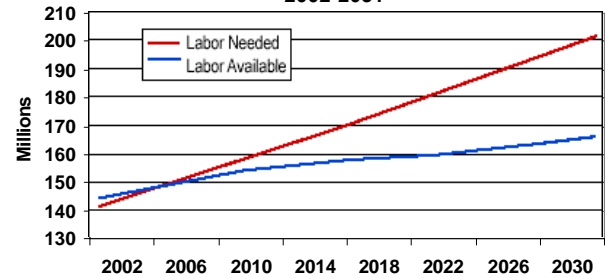
Source: MTC Institute and Employment Policy Foundation tabulations of Bureau of Labor Statistics/Census Current Population Survey data.

Continued - Looking Ahead, Labor Market and Growth

- Growth in the U.S. job market is outpacing growth in the workforce as shown in Figure 6. If current labor force patterns continue, the demand for labor will soon be greater than the supply. In just 10 years, projections estimate a labor shortage of more than 6 million workers and by 2030 a shortfall of more than 35 million.
- In this tight labor market, every individual is needed in the workforce. A good job exists for everybody, but the more interesting and financially rewarding opportunities require a high school degree and additional training, including technical and vocational certificates.

Fig. 6

Expected Labor Force and Labor Force Demand, 2002-2031



Source: Employment Policy Foundation tabulations of Bureau of Labor Statistics/Census Current Population Survey data.



Education and training beyond a high school diploma or GED will expand job opportunities and earnings.

Occupational Outlook

- Individuals entering the workforce may choose employment opportunities based on growth trends in selected trades. Figure 7 illustrates some job growth projections by occupation, educational achievement, and salary ranges, for the year 2006.

Fig. 7

2006 Job Outlook for Specific Occupations				
Occupation	Number of Jobs	Growth in Occupation	Education Required	Median Wage/Hr.
Medical Assistants	225,000	25 to 35 %	Post-secondary training	\$25
Dental Hygienists	133,000	25 to 35 %	Post-secondary training	\$40
Automotive Mechanics	775,000	14 to 24 %	Post-secondary training	\$25
Carpenters	996,000	1 to 13 %	Post-secondary apprenticeship	\$25
Electricians	575,000	1 to 13 %	Post-secondary apprenticeship	\$32
Marketing	482,000	25 to 35 %	College degree	\$46
Computer Analysts, Scientists, Engineers	933,000	25 to 35 %	College degree	\$46
Registered Nurses	1,901,000	25 to 35 %	College degree	\$36

Source: U.S. Dept. of Labor, Bureau of Labor Statistics; compiled by Dahlstrom & Company, Inc.; MTC Institute.

In conclusion, given the tight labor market and continued demand for a high skilled workforce, the current and future value of education and training in order to secure jobs is greater than ever before. Tomorrow's workforce will be educated to perform in a high-tech and profitable marketplace.

Sources

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