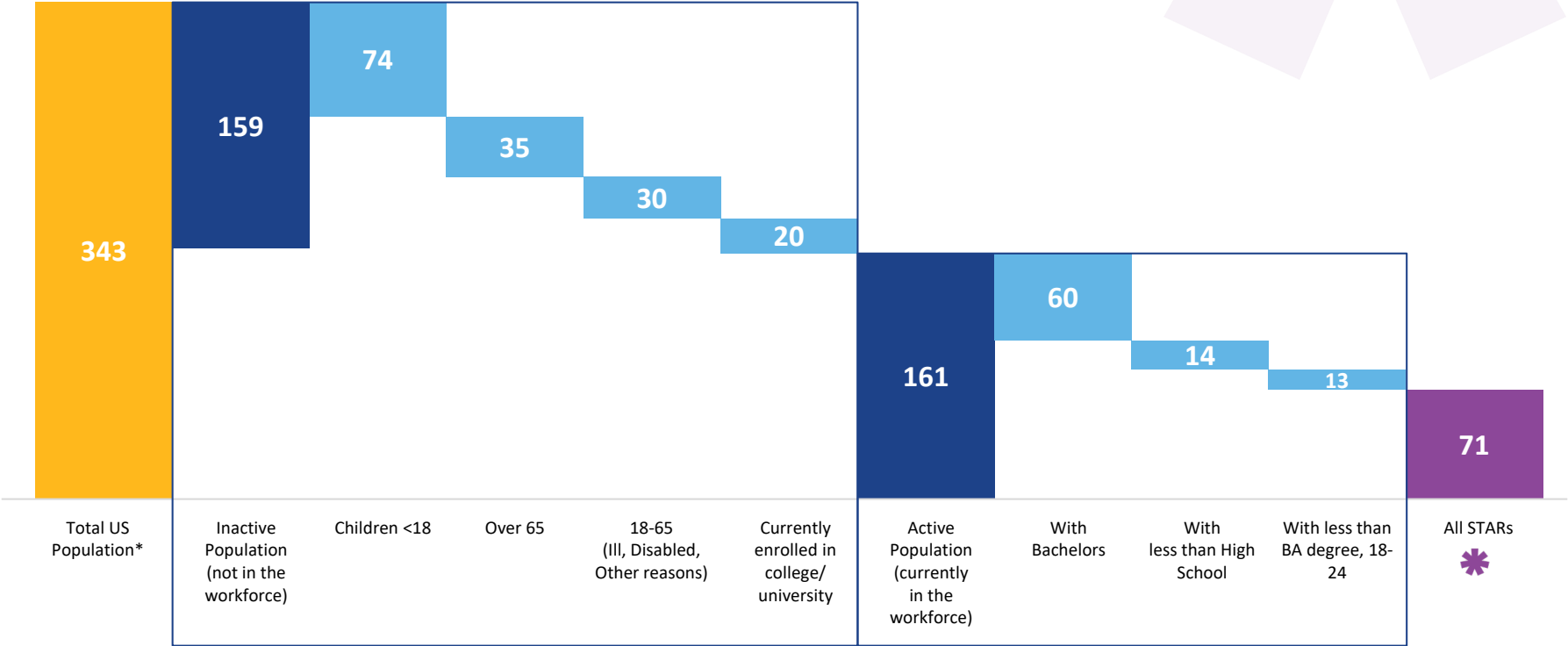


Skills, Degrees and Labor Market Inequality

Peter Blair, Papia Debroy, Justin Heck

February 4, 2021

More than 70 Million U.S. Workers are STARs



Inequality of wages between college educated workers and STARs increased significantly in past generation

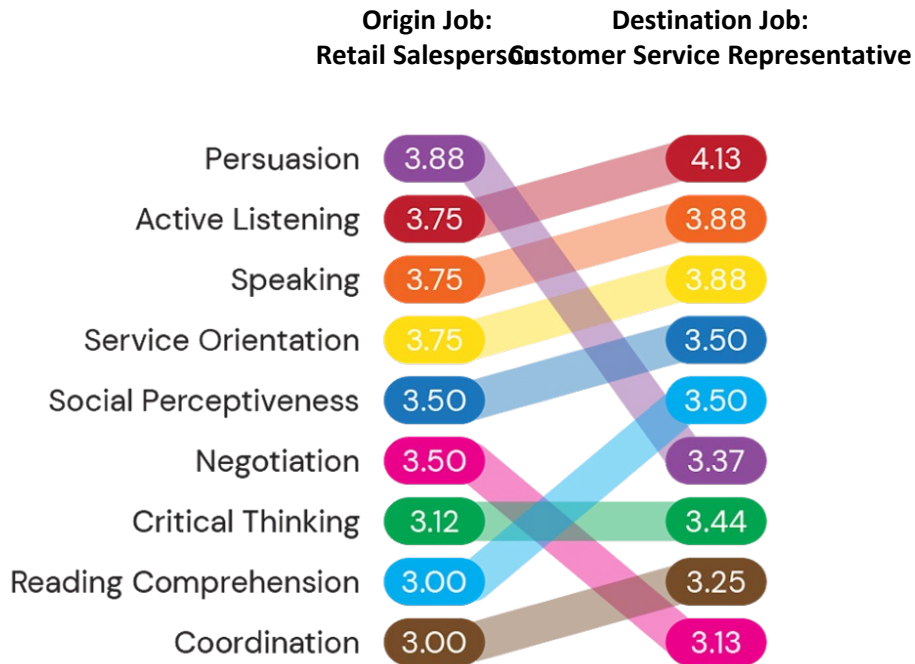


Median hourly wages, 2019 dollars

STARs made 79.5 million job transitions from 2010-2019. **Only 39% led to an increase in wages of 10% or more.** 23% were lateral moves, and 37% led to lower wages

Low Wage Does Not Mean Low Skill

Example: a skills based transition



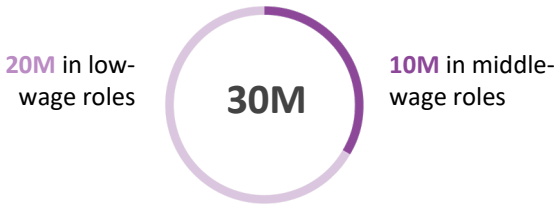
STARs have different trajectories to higher wage work



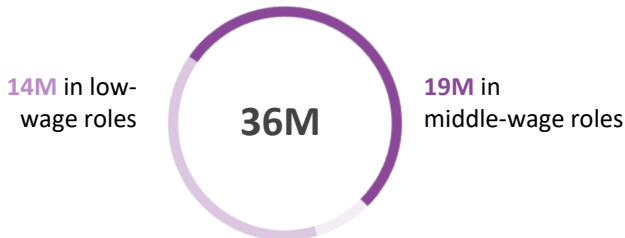
Shining STARs
are in high wage
roles today



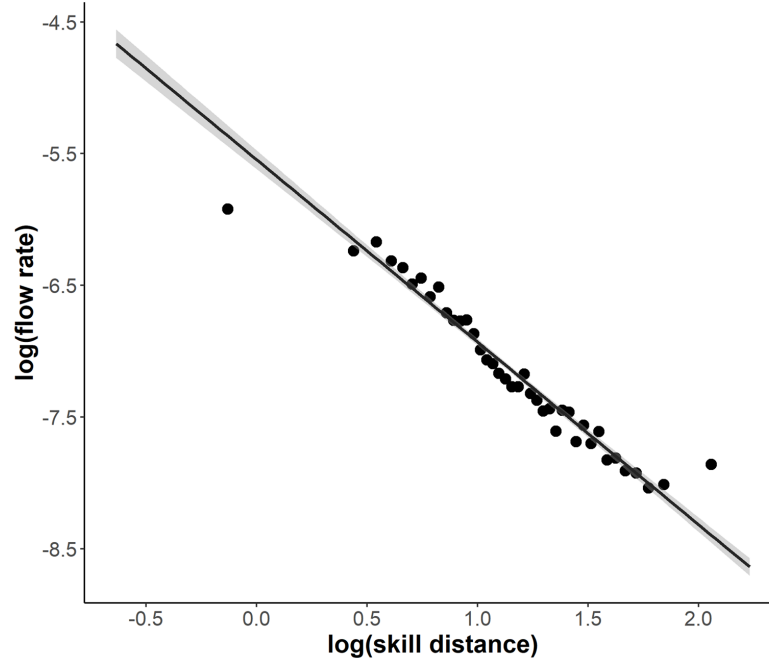
Rising STARs
have the skills for significantly
higher wage work (70% on
average), based on their current
role



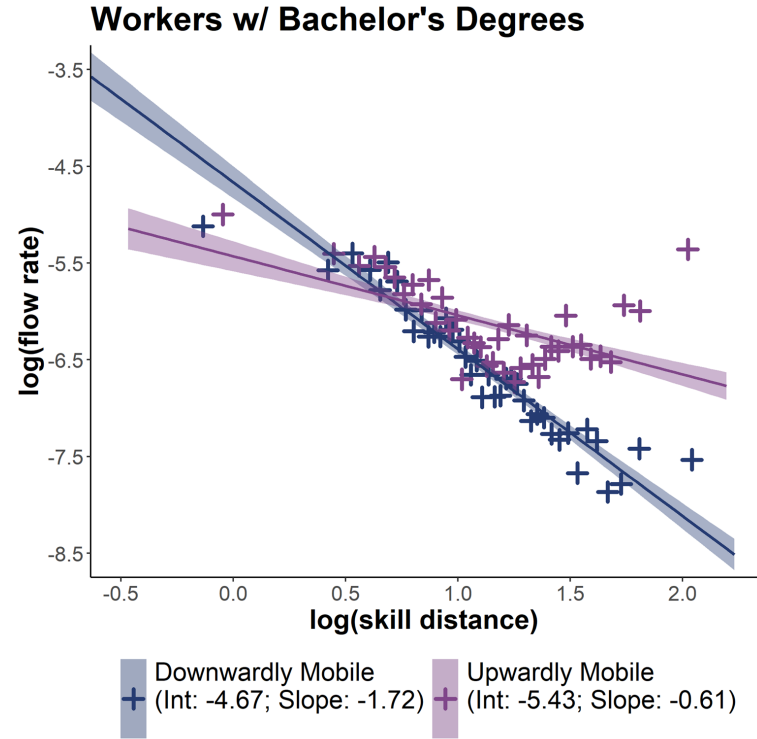
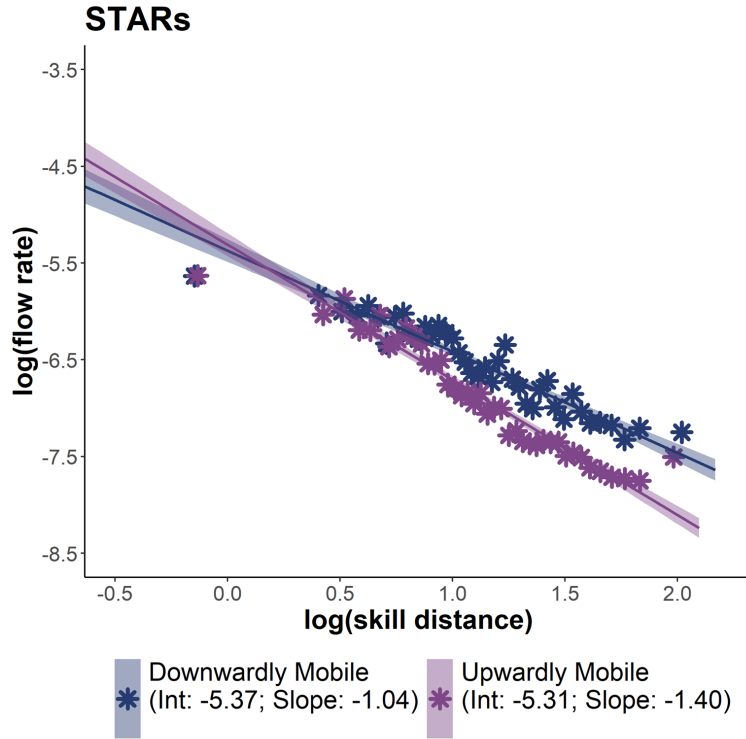
Forming STARs
do not yet have the skills for
significantly higher wage work, based
on their current role



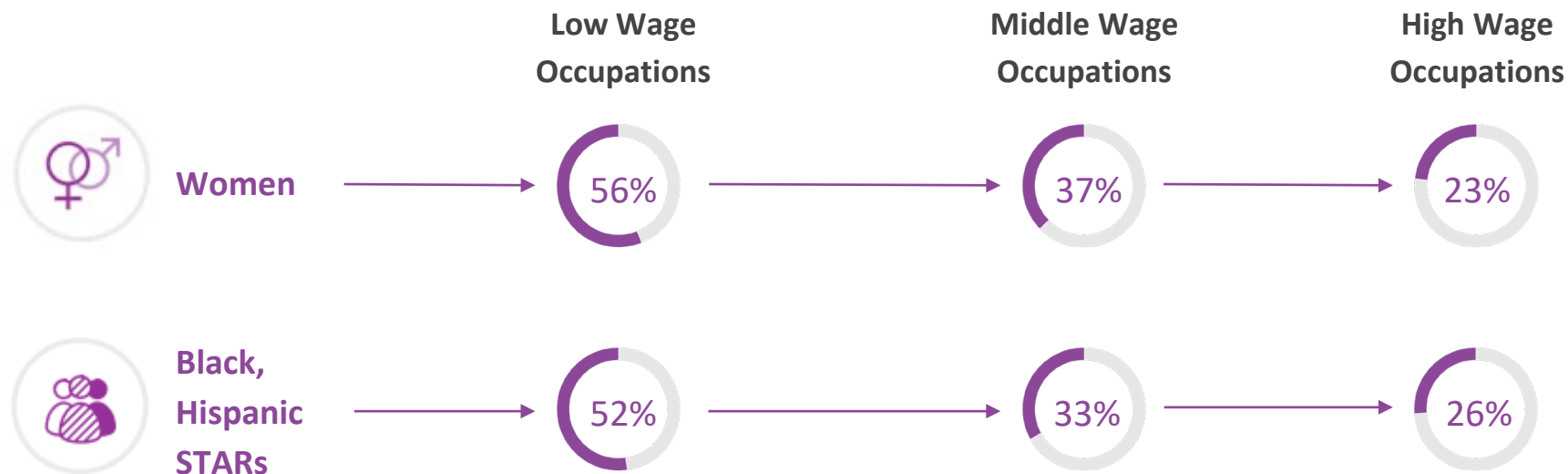
Study of 130 million Transitions shows Skills are the Currency of Workers in Labor Market



Two Labor Markets for Upwardly Mobile Transitions: one for STARs and one for BA workers



Black, Hispanic and Women STARs are Underrepresented on Pathways to Mobility



An equitable recovery focuses on STARs

“I worked at a community college for 2 decades. I was among the first to be laid off when COVID hit, even though I had more experience and skills than many of my colleagues. My previous supervisor once told me that had I gone to college I would be running this community college.”

Joann, Office Administrator