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# High-Skill, High-Wage Careers: Preparing for the Future

Utah Department of Education  
Comprehensive Counseling and Guidance Conference  
Wasatch High School  
Thursday, June 13, 2013



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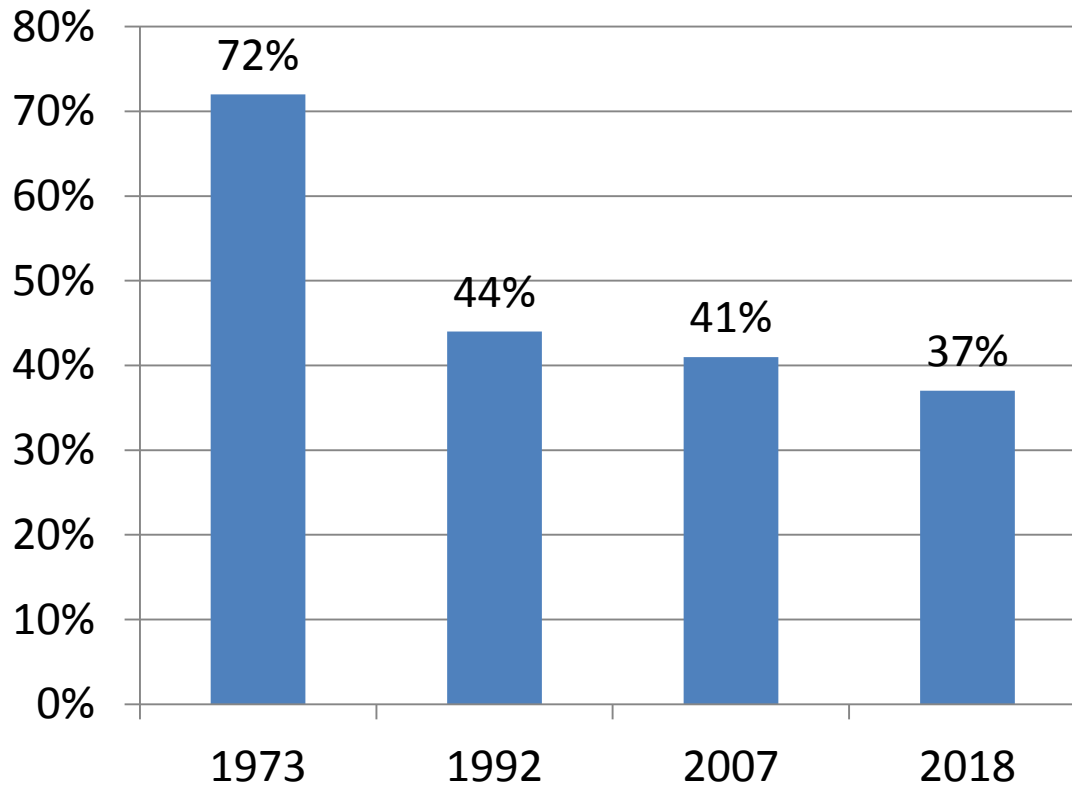
## Education

**Demand for postsecondary  
education will increase from  
59% - 63% of all jobs by 2018**



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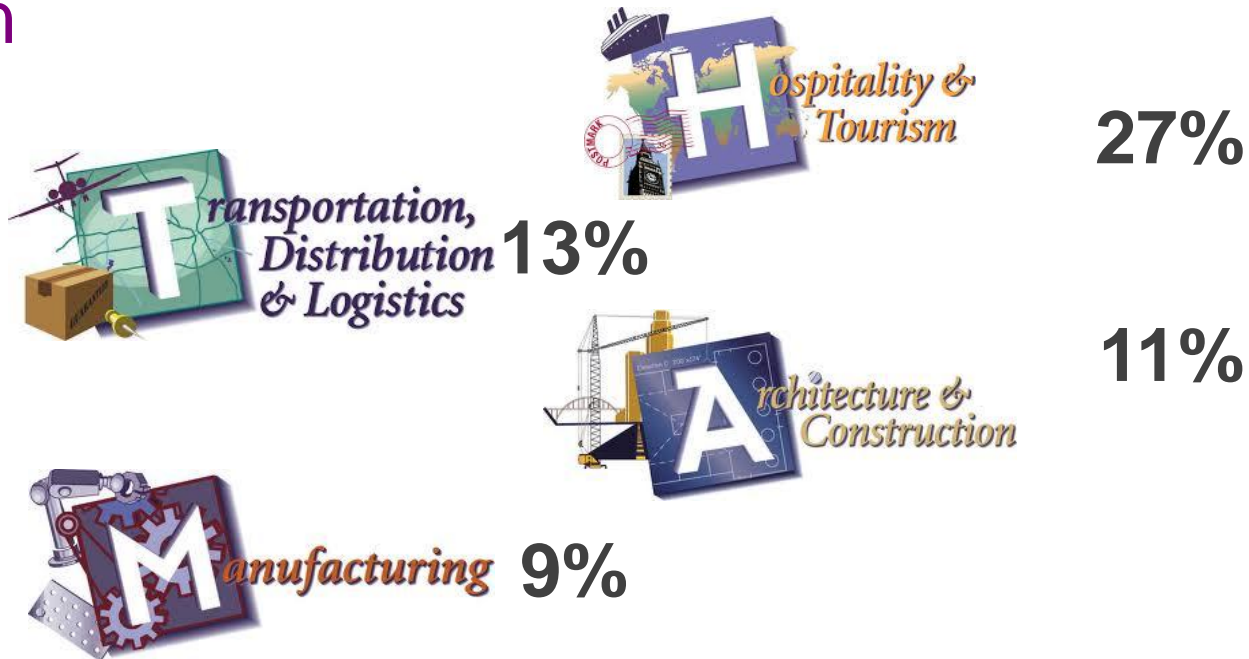
## Jobs for workers with only a high school diploma or less than high school still exist but are quickly declining





# Jobs for workers with a high school diploma or less are concentrated in four career clusters

- 60% of all new and replacement jobs in the U.S. economy between 2008 and 2018 will be in





## Best opportunities for workers with a high school diploma are in male-dominated fields

- Over 80% of the workforce in
  - Manufacturing
  - Architecture and Construction
  - Transportation, Distribution, and Logistics

Are men



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# Nontraditional Careers

Where less than 25% of the individuals employed in the field are of one gender



# Examples of Nontraditional Career Fields

## Women

- Transportation, Distribution, Logistics
- Manufacturing
- Science, Technology, Engineering and Math
- Information Technology

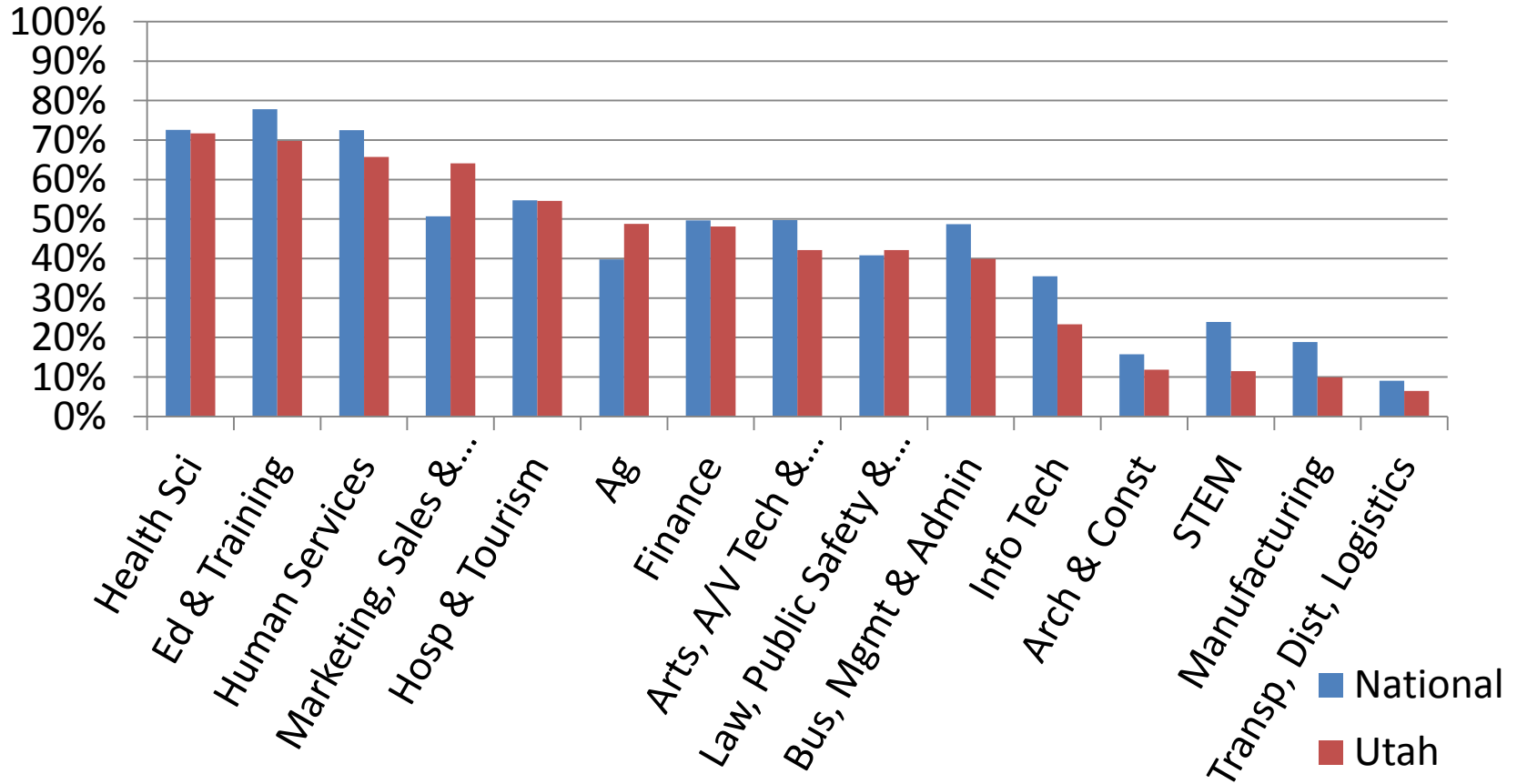
## Men

- Cosmetology
- Early Childhood Ed.
- Health Care
- Elementary Education
- Human Services



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# Career Cluster Enrollment in Utah Secondary Females - 2010-2011







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Workers with postsecondary middle skills (some college/no degree or an Associate's degree) comprise **29%** of all job openings by 2018



# Jobs for workers with postsecondary middle skills are concentrated in six career clusters

- 64% of all new and replacement jobs in the U.S. economy between 2008 and 2018 will be in



8%



9%



9%



10%



13%

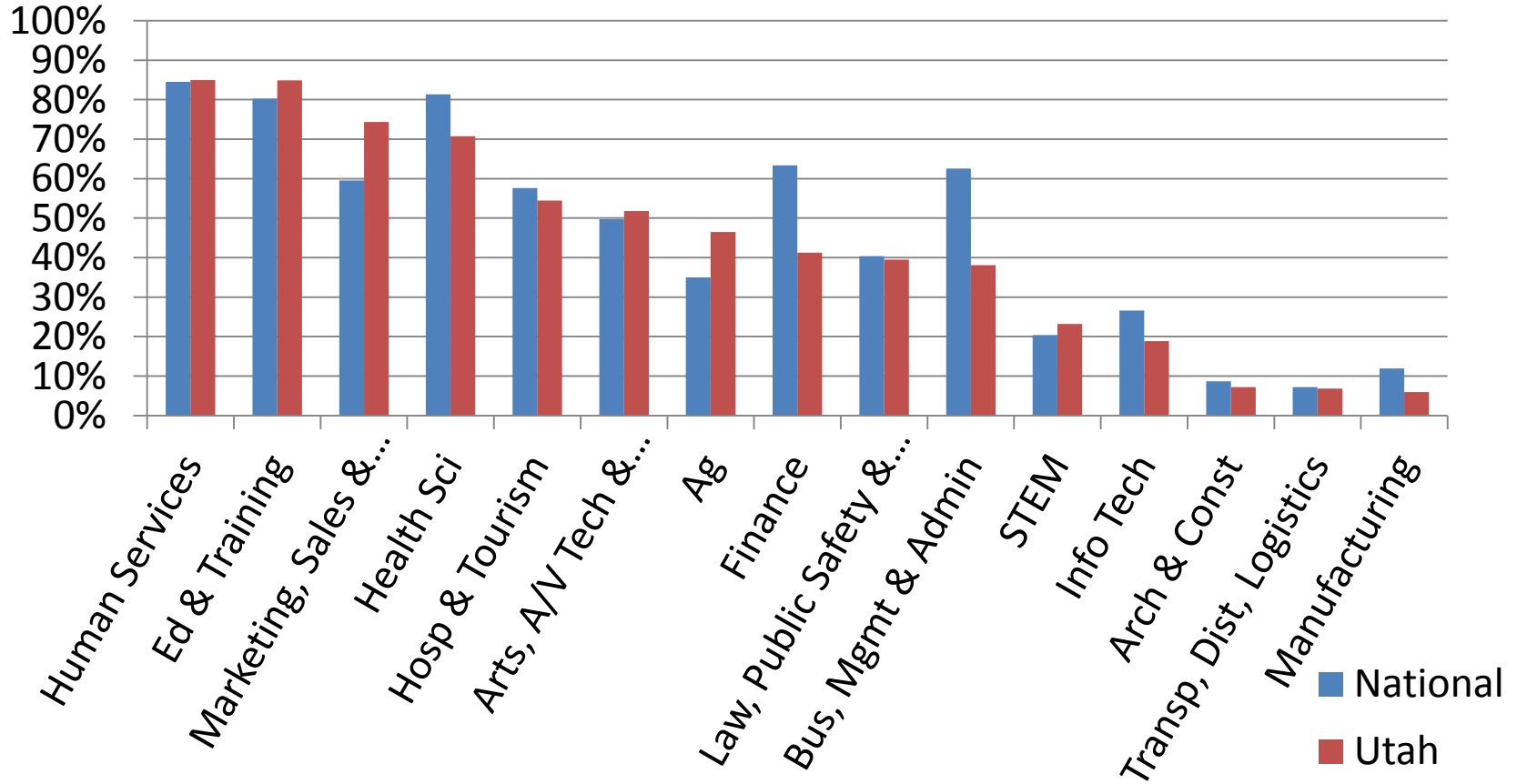


16%



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# Career Cluster Enrollment in Utah Post Secondary Females 2010-2011





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Women need postsecondary education to earn wages that men with a high school diploma earn



# Utah Women in Education Initiative

- 62% of Utah women work for pay as compared to 60% nationally
- 59% of women in Utah with preschool-aged children work
- 74% of women in Utah with school-aged children work
- Utah has a slightly higher rate of divorce than the national average



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# Utah Women in Education Initiative

- Women in Utah are paid 69 cents for every dollar paid to men – the 3<sup>rd</sup> largest wage gap in the nation.
- The Utah population (ages 25 and over) has the largest bachelor's degree gender gap (6%) in the nation, with females being less educated.
- The number of Utah women pursuing degrees and certificates in STEM is one of the lowest in the nation.



## Jobs for workers with a Bachelor's degree are concentrated in nine career clusters

- 72% of jobs available for workers with a Bachelor's degree or better are found in nine career clusters
- At this level essentially all career clusters are essentially accessible
- The remaining 28% of jobs for workers with a Bachelor's degree or better pay the highest wages
- A Bachelor's degree is not a guarantor to high-paying jobs



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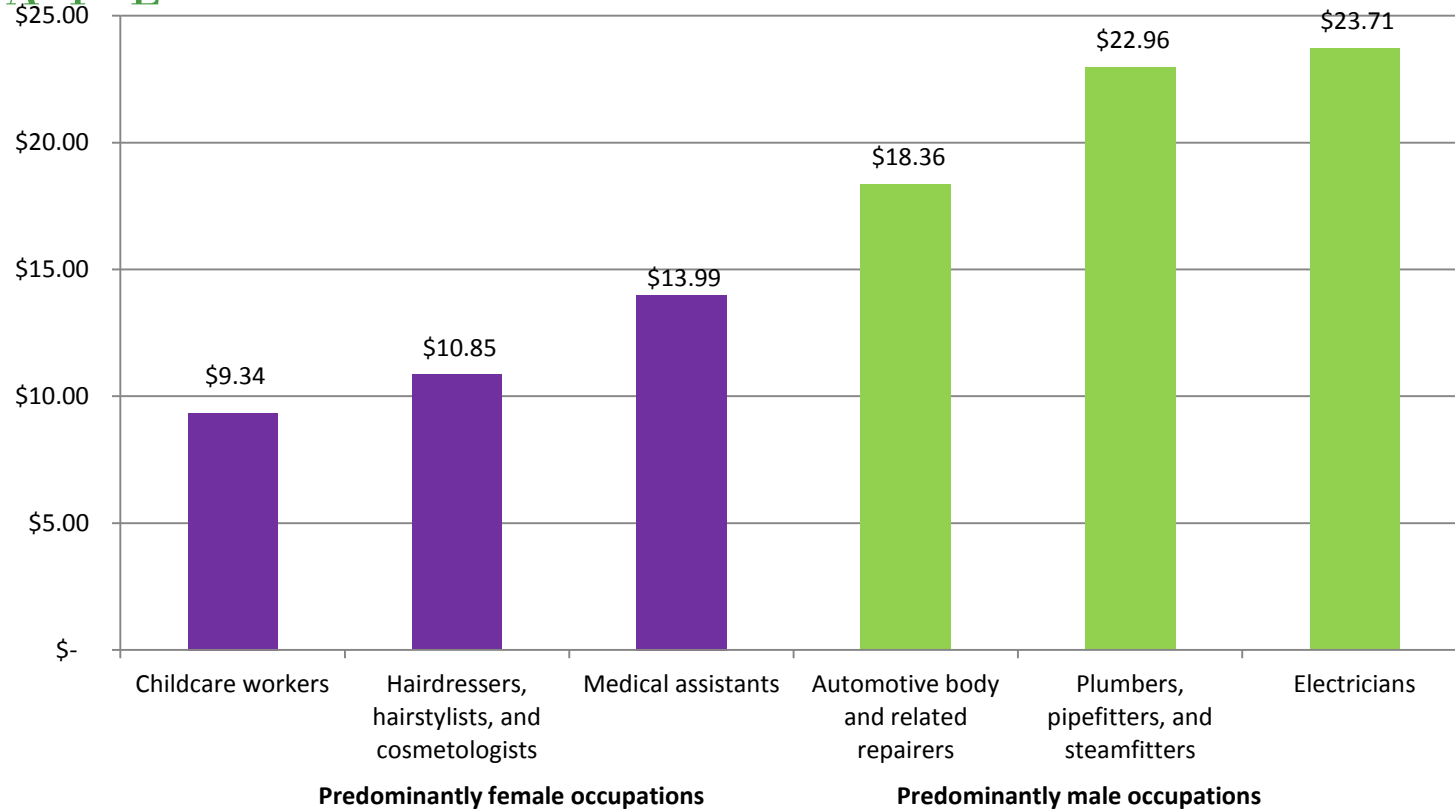
# Career Choice Matters





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## Women found in lower paying career preparation programs than men



**Median Hourly Earnings for Selected Predominantly Female and Male Occupations**

Source: Bureau of Labor Statistics, Occupational Employment Statistics, May 2011



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The fastest growing clusters have the  
highest concentration of postsecondary  
workers

Health Science is projected to rank first  
in the number of jobs added and  
second in growth rate through 2018



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Manufacturing is expected to show very little net change over the decade from its 2008 level

More than 2 million job openings from baby boom retirements



Many of the larger career clusters  
grow slowly and do not pay  
a living wage

- STEM cluster pays the highest wages overall, an average of \$74,000
- Hospitality and Tourism averaged \$29,000 in 2008
- STEM and Information Technology are the best paying career clusters for workers with middle skills



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## Across time wage growth is best in:

- Business, Management, and Administration
- Health Science
- Finance
- Information Technology
- Law, Public Safety, Corrections, and Security



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31% of workers with an Associate's degree earn more than the average worker with a Bachelor's degree



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## Gender wage gap varies by cluster

- Difference in wages between men and women across clusters ranges from

**\$2000 in Architecture and  
Construction**



**\$69,000 in Health Science**  
**The smallest gender wage  
gap is in STEM**



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What can you do to help students  
make the right career choice?





# Six Quick Tips for Encouraging Nontraditional Career Exploration

- Make it Personal – invite them
- Beware of Interest Inventories – use them to identify gaps in career experience
- Use role models – I can be what I can see
- Get beyond the brochure – images are not enough
- Build self-efficacy with early exposure in low risk environments
- Engage and educate parents



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To learn more attend the workshop

High Skill High Wage Careers:  
Strategies for Expanding Student  
Career Options



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## Sources

- Georgetown University Center on Education and Work ([www.cew.georgetown.edu](http://www.cew.georgetown.edu))
  - Career Clusters: Forecasting Demand for High School Through College Jobs 2008-18
  - STEM
- Career Cluster Data from the U.S. Department of Education, Office of Vocational and Adult Education ([www.cte.ed.gov](http://www.cte.ed.gov))
- Utah Women and Education Initiative ([www.utahwomenandeducation.org](http://www.utahwomenandeducation.org))



# Questions?

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