

# Promoting Equitable Access to Good Jobs through Career Pathways



WEBINAR  
*November 9, 2022*



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# Webinar Basics

To minimize background noise, all attendees will be **muted** for the duration of the webinar.



Use the chat feature to let us know if you are having **technical problems** during the webinar.

Use the chat feature to submit your **questions** at any time during the presentation.

**This webinar will be recorded and posted online at a later date.**

# Agenda



1. National career pathways research and evaluation projects: key findings
2. Facilitated panel discussion
3. Next steps
4. Q&A

# Poll Question for Participants



## QUESTION 1

**What type of organization do you represent (best answer)?**

- a. Community/technical college
- b. Research organization
- c. Other postsecondary institution
- d. Workforce agency/American Job Center
- e. Federal government
- f. State or local government
- g. Nonprofit workforce or human/social services provider
- h. Advocacy or policy organization
- i. Philanthropic
- j. Other

# Meet the Presenters



**Karen Gardiner**  
Principal Associate  
**Abt Associates**



**Deena Schwartz**  
Senior Associate  
**Abt Associates**



**David Kaz**  
Principal Associate  
**Abt Associates**

# Meet the Presenters

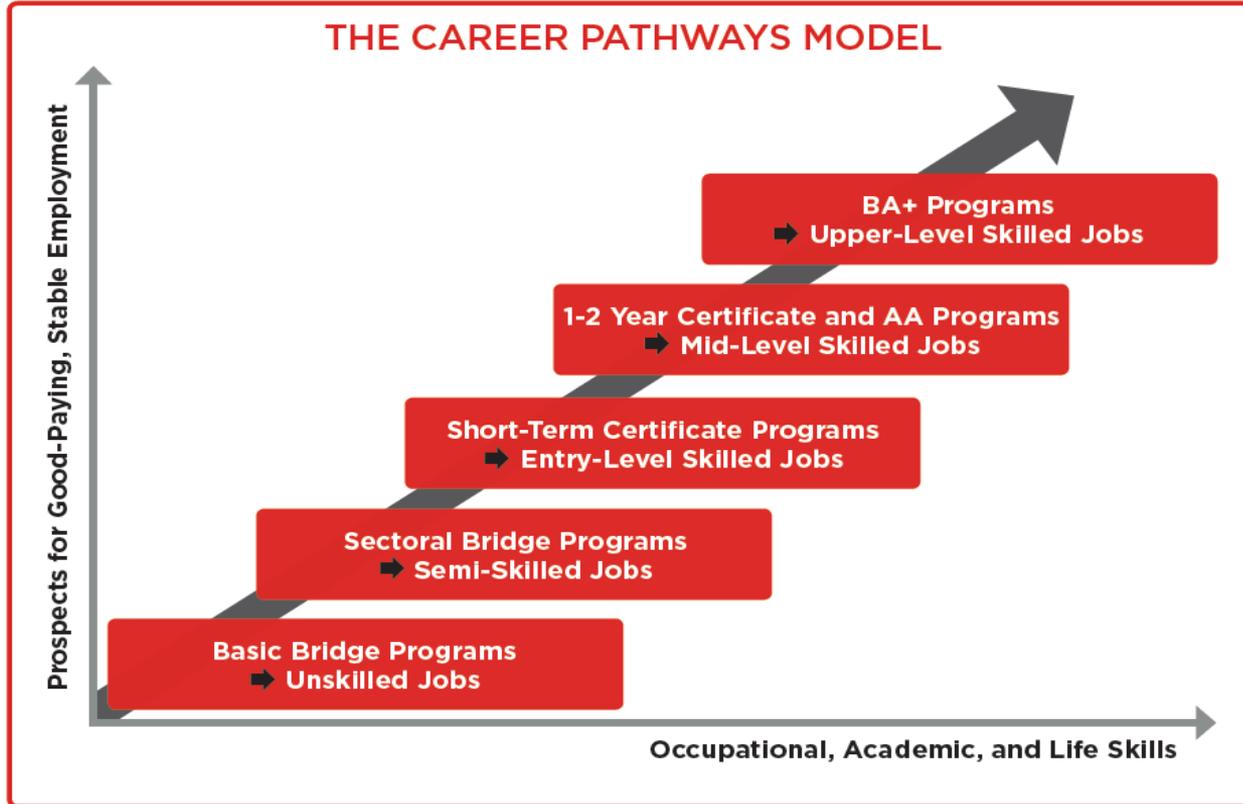


**Joanne Ivory, Ph.D.**  
Dean of Career & Technical Programs  
**William Rainey Harper College**

**Brian Stewart, R.N., Ed.D.**  
Vice President Northwest Campus  
**Pima Community College**

**Felida Villarreal, CPA**  
Executive Director  
**Valley Initiative for Development  
& Advancement (VIDA)**

# What are Career Pathways?



# Career Pathways Studies Discussed Today

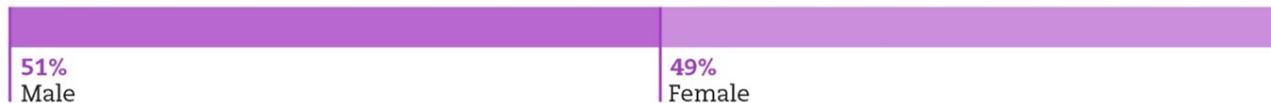


1. Descriptive and Analytical Career Pathways Project (DOL)
  - Analysis of 46 impact studies; Career Trajectories and Occupational Transitions Study (CTOT) followed workers' experiences over 10 years
2. Pathways for Advancing Careers and Education (HHS)
  - Impact studies of 9 purposively selected career pathways-oriented programs
3. Health Profession Opportunity Grant (HPOG) Round 1 Evaluation (HHS)
  - Impact study of 32 grantees, pooled analysis

# Who Participates in Programs?



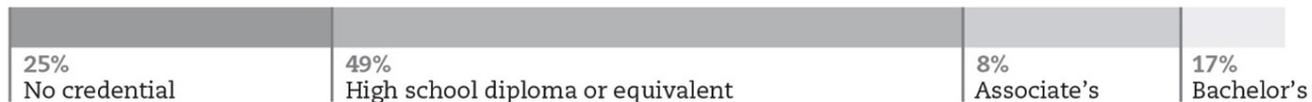
## Gender



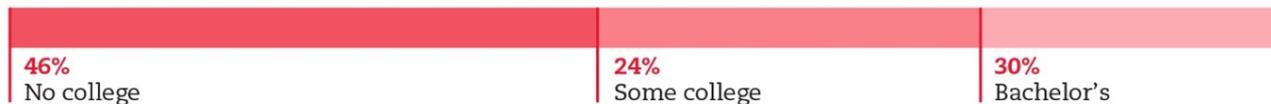
## Race/Ethnicity



## Education

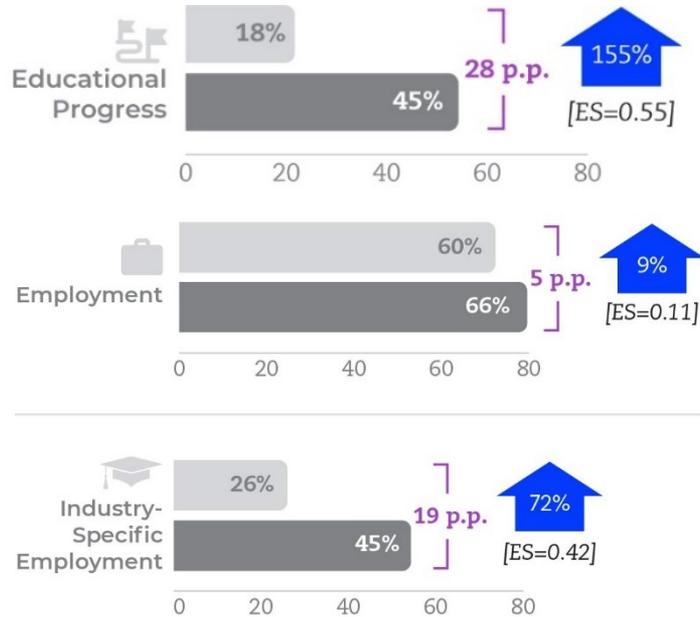


## Highest Education of Either Parent



# The Big Picture: The Career Pathways Approach...

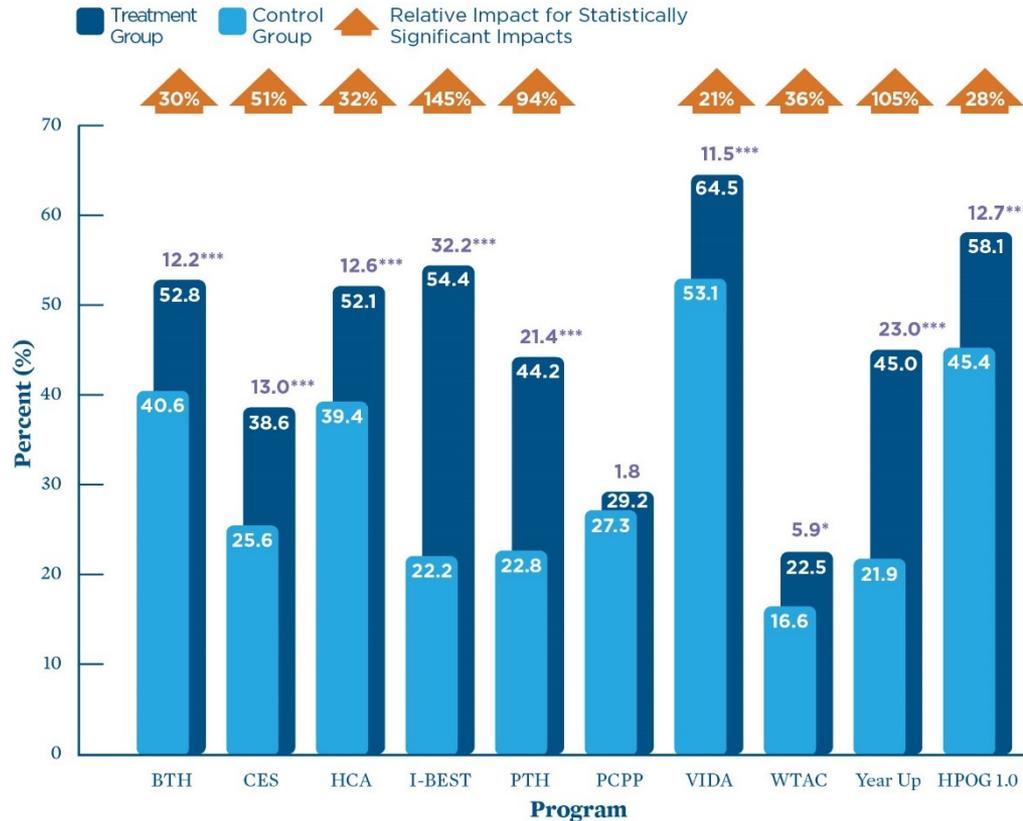
...increased educational progress and employment



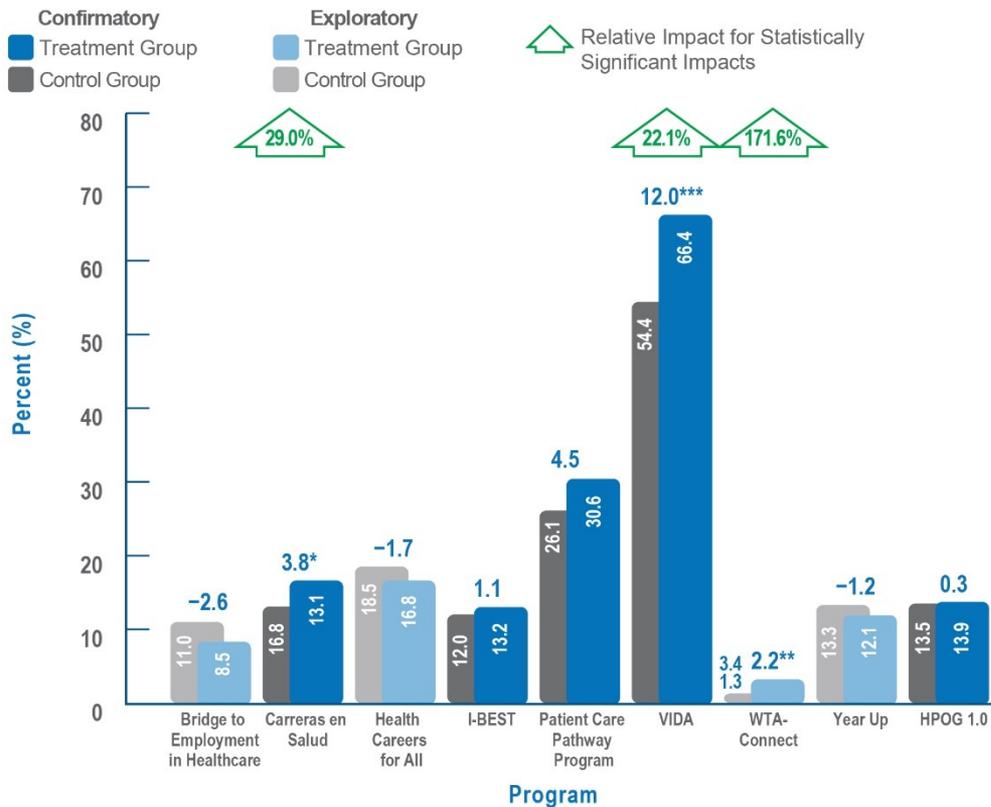
...increased short-term earnings, but not long-term ones



# Most PACE and HPOG programs had an impact on any credential



# Fewer programs had an impact on credentials that take 8+ FTE months of college



# Factors that contributed to lack of earnings impacts



- Program participants generally earned credentials associated with low economic returns, typically entry-level, such as Certified Nursing Assistant

*“Phlebotomy was an accelerated, three-month program. It was best for me, it was quick. It gave me the skills I need ... and I could jump into a job, hopefully.”*

*“It’s been a long time. I haven’t been in school. It will be a challenge for me to learn, pretty much. Refresh my head, pretty much. Pretty much start all over again? That will be my challenge. Learn all these new things again.”*

- Most participants did not return for another credential on the pathway
- Many programs had minimal connections to employers

# What types of programs do have impacts?



- Programs that have positive earnings impact, such as Year Up and Project QUEST, share characteristics:
  - Highly selective
  - Require full-time attendance for at least one year
  - Incorporate intensive academic and non-academic supports
  - Have strong linkages to employers

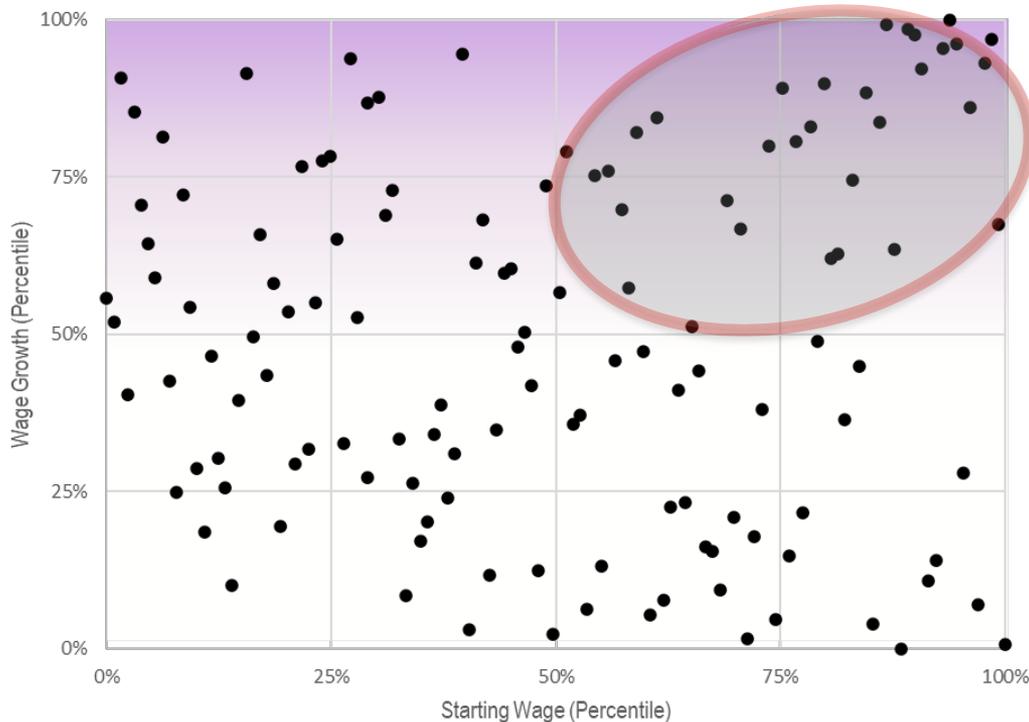
# Career Trajectories and Occupational Transitions Study



- Can we help participants achieve longer-term earnings gains by understanding **which occupations tend to be wage growth launchpads?**
- Constructed a data set from two large, nationally representative surveys:
  - Panel Study of Income Dynamics (PSID)
  - National Longitudinal Study of Youth (NLSY97)
- Included individuals who *entered* **“mid-level” occupations.**
  - Occupations that typically require some postsecondary preparation but not a four-year college degree;
  - Individual included whether they stayed in the occupation or not.

# “Launchpad” occupations offer higher than average wage growth; they can have higher or lower starting wages

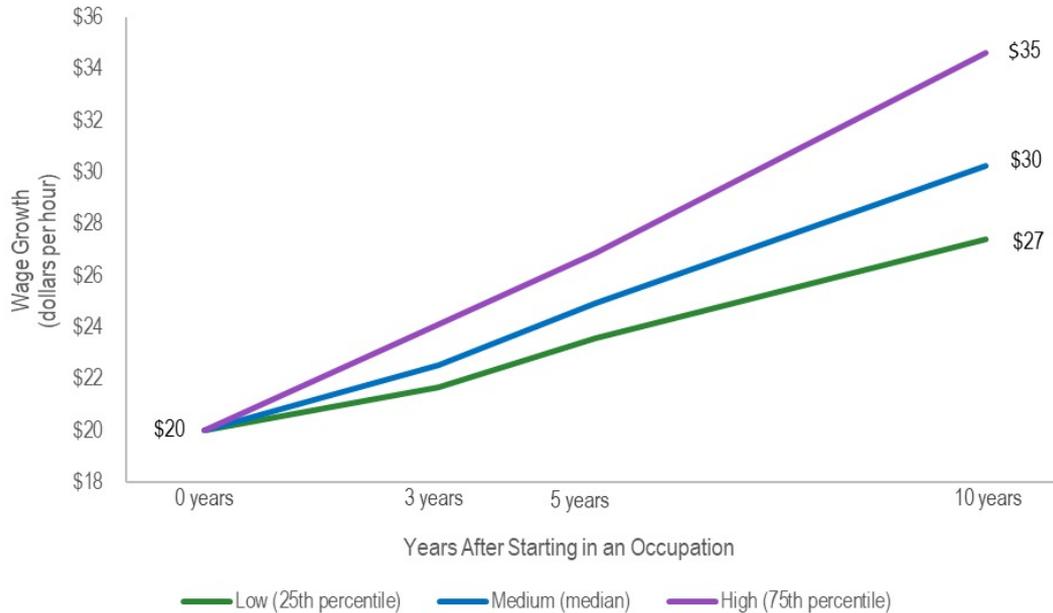
Starting Wage and 10-Year Wage Growth for Mid-Level Occupations



- Mid-level occupations have **all combinations** of starting wages and wage growth.
- Occupations in the top right will tend to lead to higher long-run wages for entrants, with *both* 1) **high starting wages** and 2) **high wage growth**.

# Launchpad Occupations Matter

Wage Growth for Low-, Medium-, and High-Growth Occupations with the Same Starting Wage



For example, if we assume a starting wage of \$20/hour, that translates to **\$15,000 more in annual earnings** after 10 years.

# Launchpad Occupations Exist in Many Fields

## Engineering, Science, Architecture

Drafters

Engineering technicians, except drafters

## Information Technology

Network systems and data communications analysts

Computer support specialists

## Business, Management, and Finance

Claims adjusters, appraisers, examiners, and investigators

Human resources, training, and labor relations specialists

Other business operations specialists

Wholesale and retail buyers, except farm products

## Protective Services

Police and sheriff's patrol officers

## Healthcare

Registered nurses

Clinical laboratory technologists and technicians

## Education, Legal, Social Services

Miscellaneous legal support workers

Other teachers and instructors

Paralegals and legal assistants

## Personal Service

Tour and travel guides

## Production

Inspectors, testers, sorters, samplers, and weighers

## Office and Administrative Support

Production, planning, and expediting clerks

Bookkeeping, accounting, and auditing clerks

Billing and posting clerks and machine operators

Secretaries and administrative assistants

Data entry keyers

## Construction

Electricians

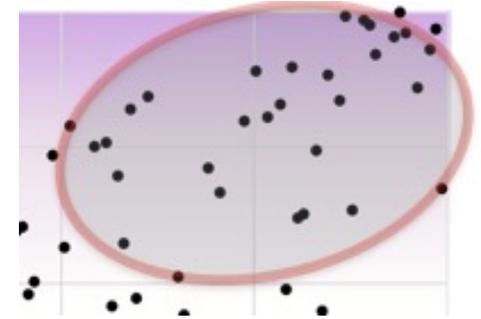
Drywall installers, ceiling tile installers, and tapers

## Sales

Securities, commodities, and financial services sales agents

Sales representatives, wholesale and manufacturing

Real estate brokers and sales agents



## Maintenance and Repair

Radio and telecommunications equipment installers and repairers

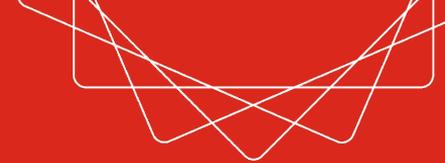
Computer, automated teller, and office machine repairers

Heating, air conditioning, and refrigeration mechanics and installers

Automotive service technicians and mechanics

**No one or two occupational clusters dominate this list**

# Importance of Problem-solving and Communication Skills



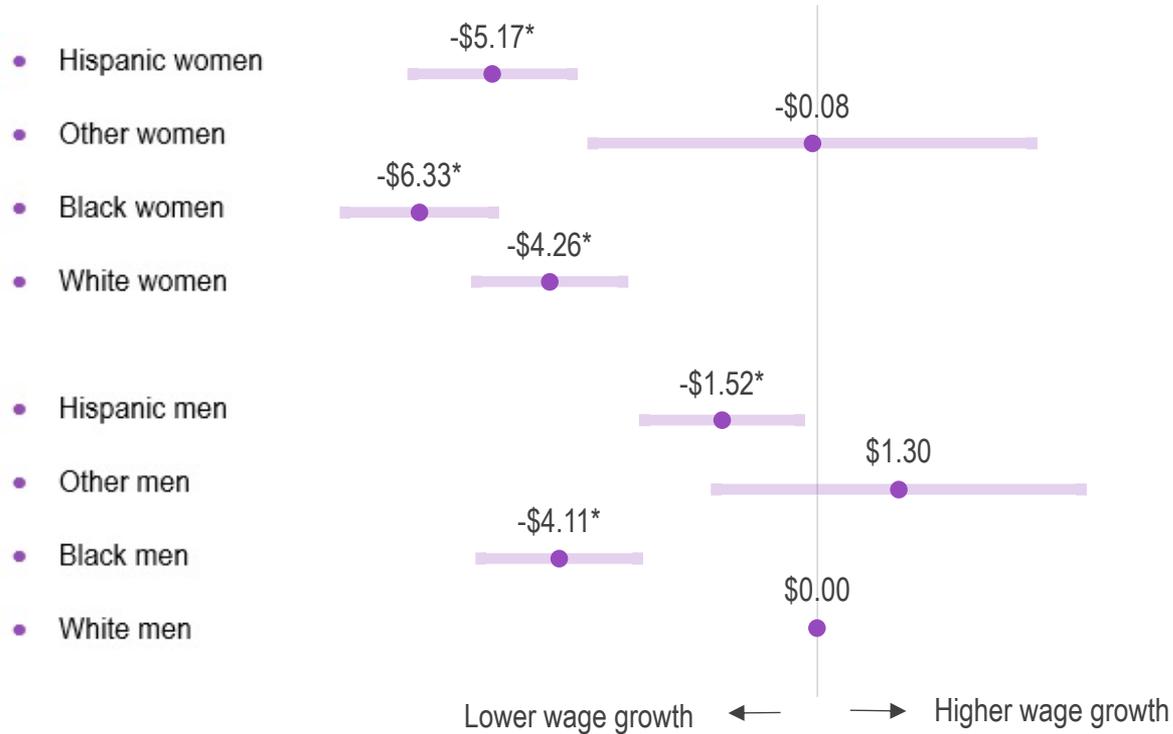
## 10-Year Wage Growth, by Occupations' Characteristics

- Problem Solving
- Two-way Communication
- Focused Attention
- Service Orientation
- Creativity
- Managing People
- Teaching
- Mathematical Skills
- Sensory Perception
- Equipment Repair/Maintenance
- Fine Motor Skills
- Gross Motor Skills
- No required license
- Required license



- Launchpad occupations tend to involve the use of a **range of “soft” skills** such as problem solving and communication.
- Licensing requirements are not a strong predictor of wage growth.

# Racial/Ethnic and Gender Disparities



# CTOT Dashboard

Introduction
<b>Occupational Cluster</b>
Key Data on Occupation
Occupation Trajectory & Transition
Reference
Reference List of Occupations

## What are wage trajectories like for workers in the Construction field?

Use this tab to view:

- how **wage trajectories** for workers who enter **Construction** occupations compare to wage trajectories for mid-level workers overall.
- what **percentage of workers** who enter each **Construction** occupation tend to go on to earn **wages of \$25 per hour or more**.
- how much **wage growth varies** for workers who enter **Construction** occupations based on their age, gender, race/ethnicity, and socioeconomic status.
- whether workers who enter **Construction** occupations tend to **earn more or less** if they (1) make many inbs changes and (2) remain in the cluster

Select an occupational cluster from the drop down menu or table below:

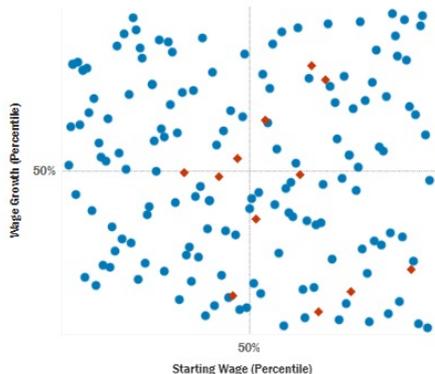
Construction	Early Care and Education	Education, Legal, Social Services	Engineering, Science, and Architecture	Healthcare	Information Technology	Maintenance and Repair	Management, Business, Finance	Office and Administrative Support	Personal Service	Production	Protective Services	Sales	Transportation
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## How do career trajectories for workers in Construction compare to trajectories for workers overall?

The scatter plot shows starting wages and wage growth for mid-level **Construction** occupations (indicated by **orange diamonds**) in comparison to mid-level occupations overall (**blue dots**). The occupations toward the right of the graph are those with the highest starting wages, and those at the top of the graph have higher wage growth.

Number of Years After Starting Job

- Year 3
- Year 5
- Year 10



Note: Analyses include only occupations with data for at least 40 new entrants.  
Source: NLSY:97 and Panel Study of Income Dynamics

## Which workers in Construction are more likely to be earning \$25 per hour or more after 5 years (circles) and 10 years (diamonds)?

This chart shows the percentage of workers starting in each occupation who are earning a wage of \$25 per hour five years (top row) and ten years (bottom row) after starting in the occupation.



Notes: The chart includes only occupations with data for at least 40 new entrants. Some occupations have 40 or more observations at 5 years but fewer at 10 years. Those occupations only have 5-year findings shown.

This chart uses a \$25 wage cutoff as a rough proxy for a family-sustaining wage. Full-time, full-year earnings at an hourly wage of \$25 would equal \$52,000.

Source: NLSY:97 and Panel Study of Income Dynamics

Information at the occupational cluster level

# Panelist Discussion





# Audience Q&A

Add your questions  
in the chat box!

# Poll Question for Participants



## QUESTION 2

**What specific topics related to career pathways do you want to learn more about that would make the biggest difference in your work?**

**[Word cloud]**

# Resources

Descriptive and Analytical Career Pathways Project (includes meta-analysis report and brief; Career Trajectories and Occupational Transitions reports and dashboard): <https://www.dol.gov/agencies/oasp/evaluation/completedstudies/career-pathways-descriptive-and-analytical-project>

Summary of insights from PACE/HPOG: <https://www.acf.hhs.gov/opre/project/career-pathways-research-portfolio>

**Join** the [Abt mailing list](#) (get notified of upcoming webinar(s), reports, etc.)

**Register** for our next Workforce & Economic Mobility series webinar (12/6): [New Findings: How Registered Apprenticeship Benefits Apprentices & Employers](#)



# Contact

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