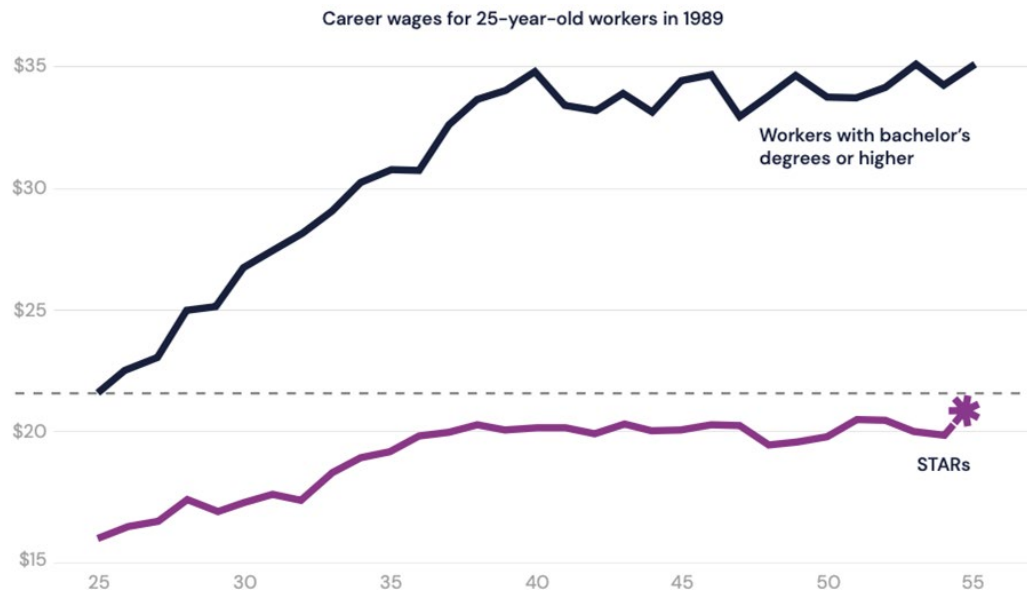


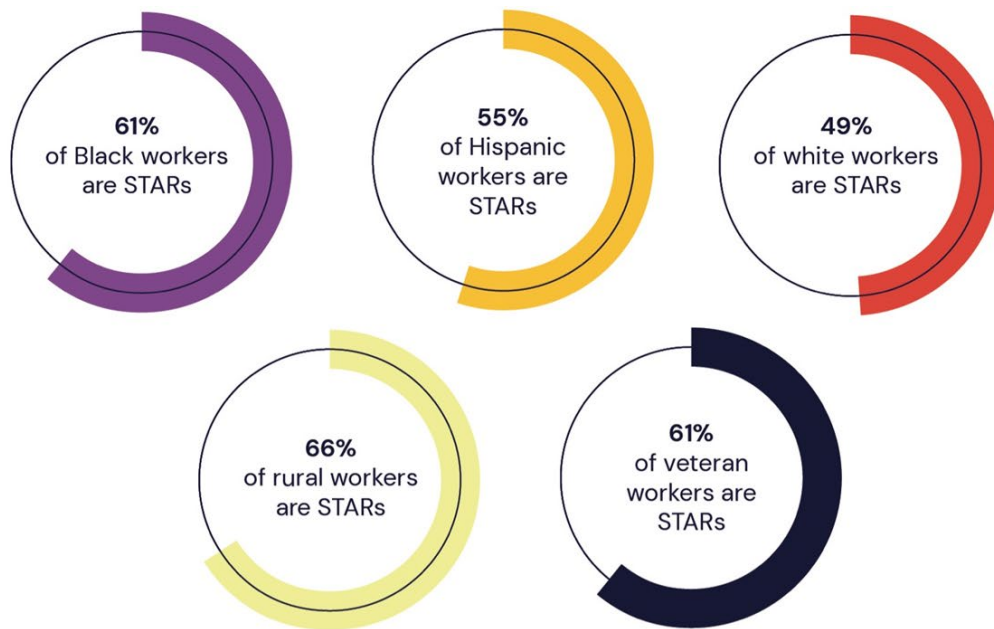
In 30 years, STARs wages don't catch up to where bachelor's degreed workers start their careers



Note: Median wages in 2019 dollar for workers 25-29 years old in 1989 for workers with a bachelor's degree or higher versus workers skilled through alternative routes (STARs). Dotted line indicates median hourly wages for workers with a bachelor's degree at age 25 (\$21.59).

Source: Adapted from Blair, Debroy, and Heck (2021, 3). Data are from the 1989-2019 Annual Social and Economic Supplement (ASEC) of the Current Population Survey (CPS) microdata accessed via IPUMS.

The Majority of Black, Hispanic, Rural and Veteran workers are STARs



Source: Opportunity@Work Analysis of the 2021 Current Population Survey, Annual Social and Economic Supplement, Integrated Public Use Microdata Series.

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Degree requirements, social networks and misperceptions present barriers to STARs

70% 


of new jobs between 2009 and 2019 were in occupations where employers typically **require a 4-year college degree**

3x 

Degree holders are 3 times more likely to have a **strong network** than non-degree holders in the USA

*A strong network is defined in relative terms. In this study, someone with a strong network is someone who has a network strength score in the top 20% among U.S. members.



50+% 

of Managers overestimate the proportion of the workforce who **do not have a bachelor's degree**

*Opportunity@Work analysis of typical entry-level education categories from the Bureau of Labor Statistics Employment Projections program and the 2012 and 2019 Annual Social and Economic supplement to the Current Population Survey, Integrated Public Use Microdata Series. **A strong network is defined in relative terms. In this study, someone with a strong network is someone who has a network strength score in the top 20% among U.S. members. Citation: [Reach for the STARs](#) *** [Spotlight on STARs in the Workplace](#).

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Majority of STARs Have the Skills for Higher-Wage work



This figure shows the high skills overlap between two sales roles. The first is accessible to STARs, while the second is less so. About 96,000 STARs have made this transition in the five-year period from 2017 to 2021.

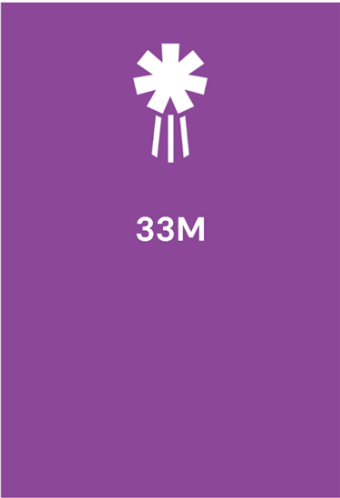
Source: Opportunity@Work analysis of the O*NET 25.3 Database and 2017 to 2021 Current Population Survey, Annual Social and Economic Supplement, Integrated Public Use Microdata Series.

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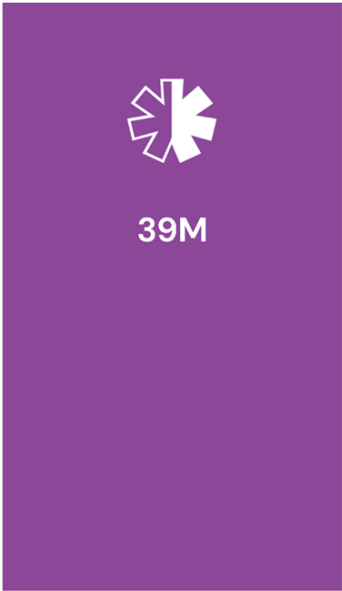
33 Million STARs have skills for higher-wage work today



Shining STARs
STARs who are in
high-wage roles today

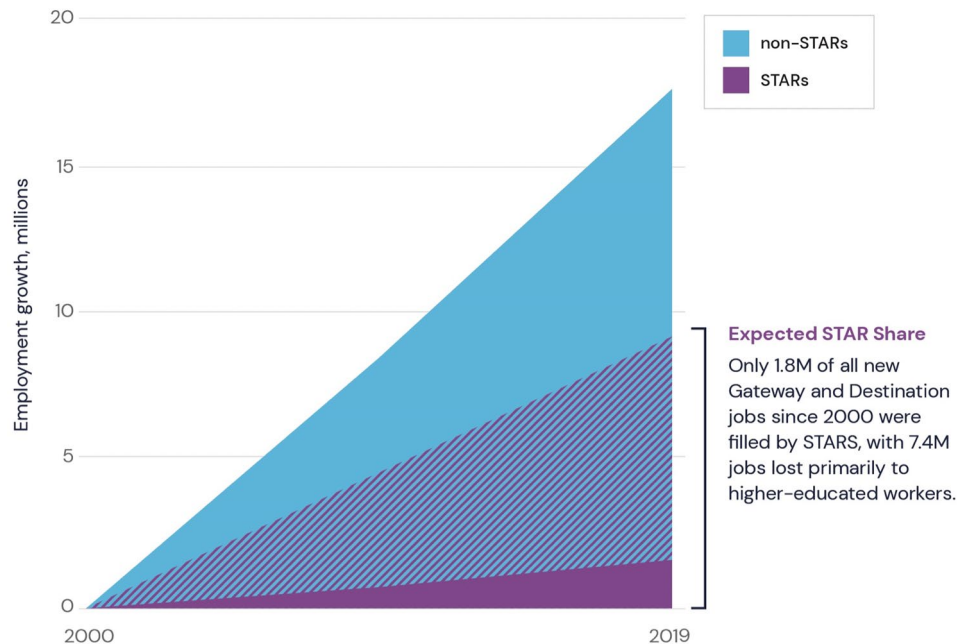


Rising STARs
STARs who have multiple
mobility pathways into
significantly higher-paying
occupations



Forming STARs
STARs who have skills to see
smaller wage gains through
more limited employment
pathways

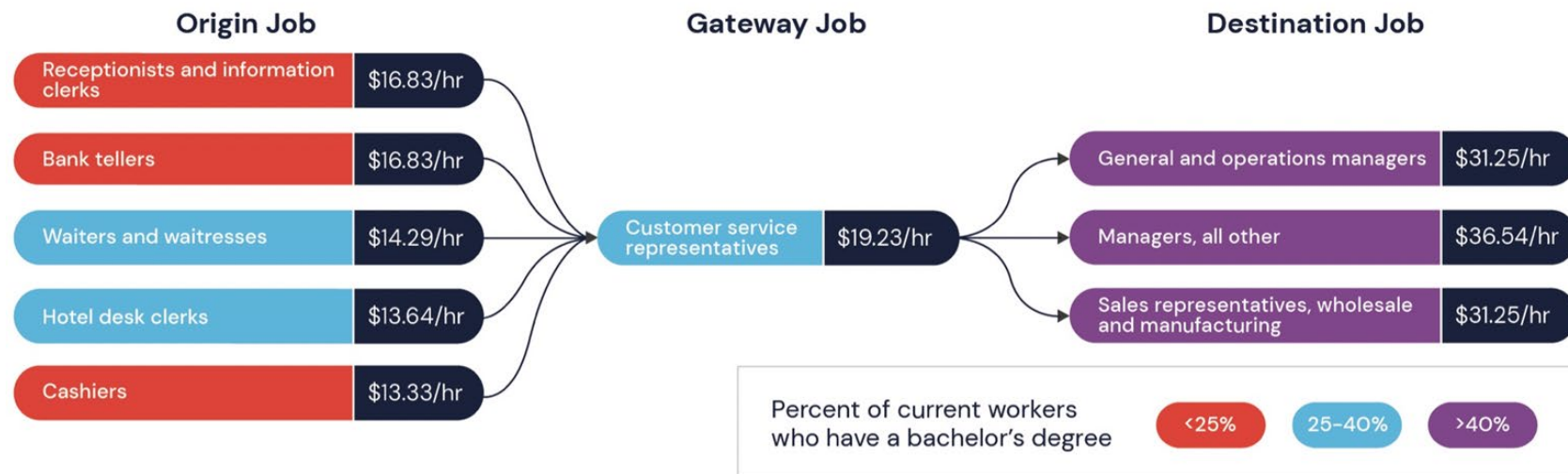
STARs lost access to almost 7.5 million jobs that traditionally open pathways to mobility



Source: Opportunity@Work analysis of the 2019 1-year American Community Survey and 2000 Decennial Census, Integrated Public Use Microdata Series.

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Study of 130 million worker transitions shows STARs Achieve Mobility Through Gateway and Destination Jobs



Note: Wages calculated for workers aged 25 and older.

Source: Opportunity@Work analysis of the 2021 Current Population Survey, Annual Social and Economic Supplement, Integrated Public Use Microdata Series.

These pathways are often blocked, especially for Hispanic and Black STARs; also inequitable for women

Black, Hispanic, and Women STARs face steep declines across Promising Pathways



Demographics of workers by role:

Low Wage Origin Job	Middle Wage Destination Job	High Wage Destination Job
41% Workers w/4-year degree	55% Workers w/4-year degree	35% Workers w/4-year degree
71% STARs	63% STARs	9% STARs
78% Black and Hispanic STARs	59% Black and Hispanic STARs	6% Black and Hispanic STARs
78% Women STARs	56% Women STARs	7% Women STARs

This figure shows a steady decline in the number of STARs as they traverse all promising pathways from low-wage origin jobs to middle wage destination jobs (including Gateway jobs) to high-wage destination jobs. It compares, across types of workers, the number of workers who started their upward transition in a low wage occupation and the percent of transitions that ended in a middle- or high- wage destination job. While 35% workers with a four year degree navigate the pathway to reach a high wage destination, only 9% of STARs do. The declines are even more dramatic for Black, Hispanic, and Women STARs.