



Massachusetts

Growing Massachusetts' Economy by Investing in the Forgotten Middle

Middle-skill jobs, which require more than high-school, but less than a four-year degree, make up the largest part of America's and Massachusetts' labor market. All too often, key industries in Massachusetts are unable to find enough sufficiently trained workers to fill these jobs. As a result, job creation and economic growth are stifled. We can't afford that—particularly now—in Massachusetts.

Years ago, our nation established a number of workforce development programs to meet this demand by preparing Massachusetts' workers for middle-skill jobs. But since then, our federal education and training policies have largely forgotten about these jobs, and investments in the programs that prepare middle-skill workers have plummeted. As a result, in Massachusetts too many workers struggle to find decent jobs and too many employers struggle to find skilled employees. Our federal policymakers—including Massachusetts' congressional delegation—must address the investment shortfall in the forgotten middle of the labor market. Massachusetts simply can't afford the lost jobs and productivity that complacency brings.

Demand for Middle-Skill Jobs is Strong, Will Remain Strong in Massachusetts

Massachusetts Jobs by Skill Level, 2006
Middle-Skill, 44% Low-Skill, 19%



Massachusetts Jobs by Skill Level, 2016
Middle-Skill, 42% Low-Skill, 20%



High-Skill, 37%

High-Skill, 38%

Source: Massachusetts Department of Workforce Development

Middle-Skill Jobs are the Backbone of Massachusetts' Economy

Middle-skill jobs are key to our nation's health, its infrastructure and its economic growth. Many of these jobs cannot be outsourced: from the care of our sick and elderly, to the repair of our computerized cars, to the running and maintenance of our factories' advanced machinery, to the construction of our nation's bridges and buildings. Middle-skill jobs can provide good wages and career paths for America's and Massachusetts' workers.

Examples of High-Demand Middle-Skill Jobs in Massachusetts	Industry	2009 Median Annual Earnings*
Air Traffic Controllers	Transportation	\$93,000
Police and Sheriff's Patrol Officers	Protective Services	\$55,340
Civil Engineering Technicians	Engineering	\$52,580
Carpenters	Construction	\$50,560
Automotive Mechanics	Installation, Maintenance, Repair	\$36,770

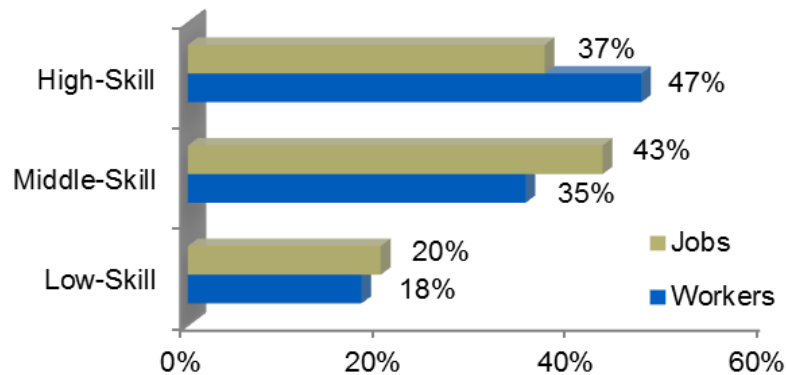
* 2009 median annual earnings for all occupations in Massachusetts = \$33,740



Massachusetts' Skills Mismatch: A Middle-Skills Gap

In 2009, about 45 percent of Massachusetts' jobs were in middle-skill occupations. But only 32 percent of the state's workers likely have the appropriate training for these jobs.

Massachusetts Jobs and Workers by Skill Level, 2009

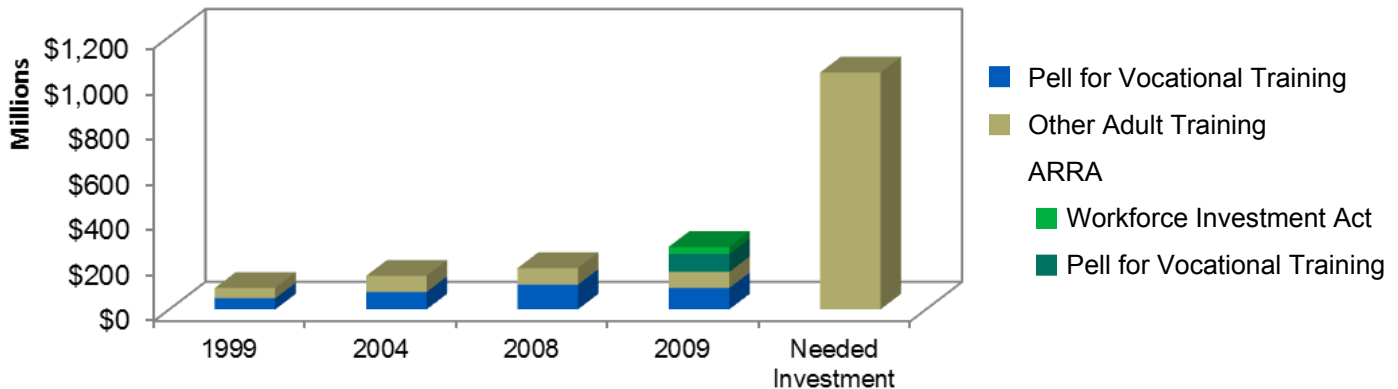


Sources: U.S. Department of Labor and U.S. Bureau of the Census

Massachusetts' Competitiveness Requires Federal Investments in Training for Middle-Skill Jobs

To maintain a strong economy, Massachusetts must address its middle-skills gap by investing in a skilled workforce. Training just another 5% of Massachusetts' workforce for middle-skill jobs would require a new investment, beyond existing state and federal programs, of at least \$877 million or 6.3 times Massachusetts' current federal funding for all job training, adult education, vocational education, and financial aid for community college students.

Massachusetts' Middle-Skills Investment Gap



Sources: U.S. Departments of Labor and Education. Note: American Recovery and Reinvestment Act (ARRA) Funds were a one-time investment in adult training programs, and include Workforce Investment Act (WIA) and Pell Grant for Vocational Training funding.