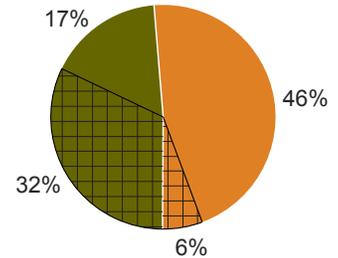


Workers without a bachelor's degree represent half of NYC workers, but they face challenges in an economy where the greatest growth has been in high-skill professional and low-paying service jobs. This info brief shows that workers without a bachelor's are often competing with degree-holding workers for jobs within the same occupations, and explores which occupations and industries may provide their best earnings opportunities in the current economic environment.

Worker Education by Typical Occupational Requirement

Workers without a bachelor's degree make up half of NYC's workforce, while most occupations (62%) typically do not require a degree. However, due to the city's highly skilled workforce, 17% of all workers have a degree but work in occupations that typically do not require one.



Occupations of NYC Workers Without a Bachelor's Degree

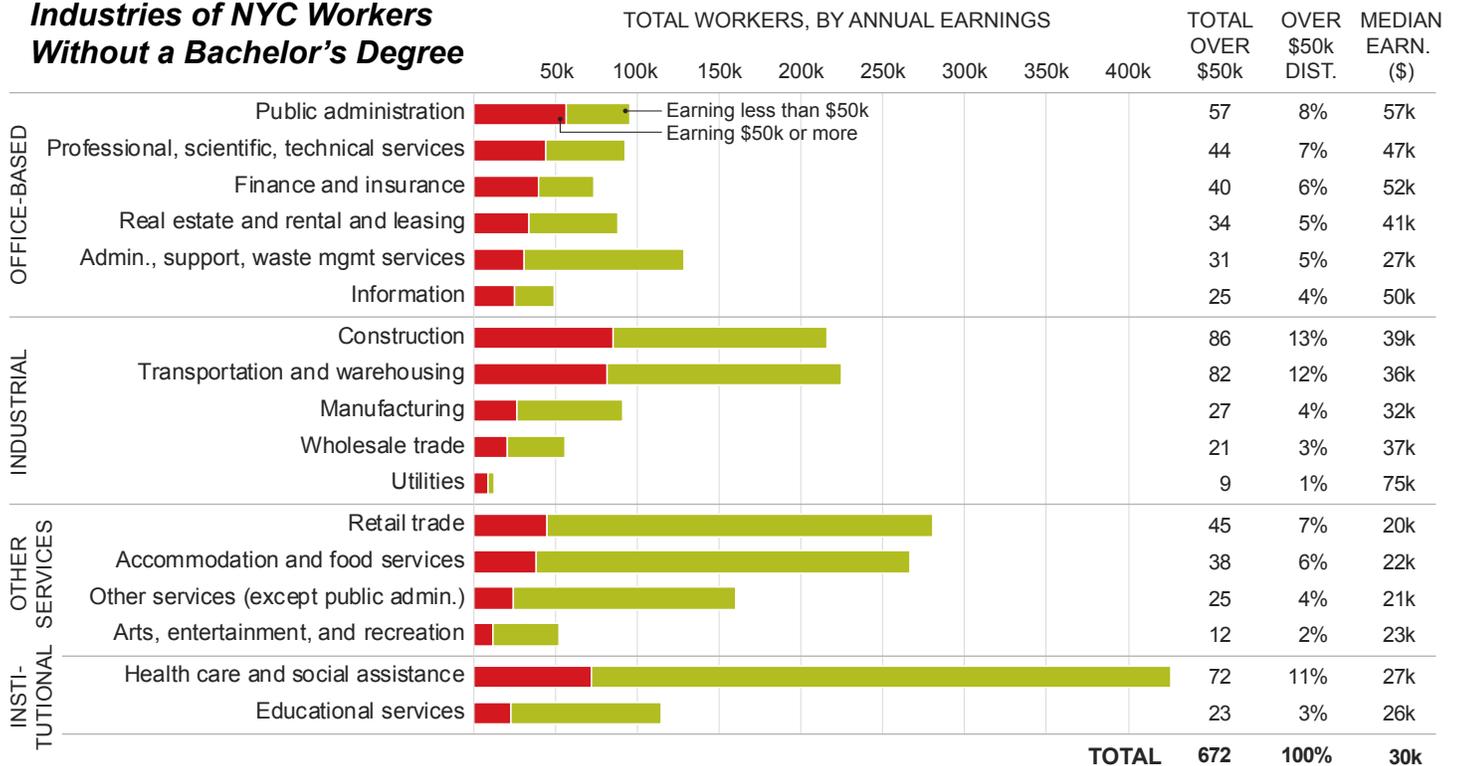
672k, or 28%, of all workers without a bachelor's degree earn more than \$50k annually in NYC. Of those, 31% work in professional occupations, 30% in industrial, 22% in sales and office, and 17% work in services.

- Median earnings of workers without a bachelor's varies considerably across occupations and is often relative to required skill levels. Among professionals without a degree, those in office jobs like management, business, computers, and architecture have the highest earnings and may possess certain non-degree qualifications.
- The lowest earnings are in the growing service and sales occupations, which employ the most non-degree workers and require little experience.
- Industrial occupations tend to pay better than service and retail occupations, but are growing far more slowly. Workers in construction, installation, maintenance, and repair earn the most relative to other industrial occupations, but often require more experience than other, lower paying occupations.

		TOTAL WORKERS WITHOUT A BACHELOR'S, BY ANNUAL EARNINGS							TOTAL OVER \$50k	OVER \$50k DIST.	MEDIAN EARN. (\$)
		0	50k	100k	150k	200k	250k	300k	350k		
PROFESSIONAL AND RELATED OCCUPATIONS	Management	[Bar chart showing earnings distribution]							89	13%	59k
	Healthcare practitioners and technical	[Bar chart showing earnings distribution]							32	5%	46k
	Business and financial operations	[Bar chart showing earnings distribution]							24	4%	51k
	Art, design, entertainment, sports, media	[Bar chart showing earnings distribution]							20	3%	41k
	Computer and mathematical	[Bar chart showing earnings distribution]							18	3%	61k
	Education, training, and library	[Bar chart showing earnings distribution]							7	1%	21k
	Architecture and engineering	[Bar chart showing earnings distribution]							7	1%	62k
	Community and social service	[Bar chart showing earnings distribution]							5	1%	30k
INDUSTRIAL OCCS.	Construction and extraction	[Bar chart showing earnings distribution]							77	11%	39k
	Transportation and material moving	[Bar chart showing earnings distribution]							64	9%	31k
	Installation, maintenance, and repair	[Bar chart showing earnings distribution]							36	5%	47k
	Production	[Bar chart showing earnings distribution]							22	3%	28k
SALES AND OFFICE OCCS.	Office & administrative support	[Bar chart showing earnings distribution]							94	14%	32k
	Sales and related	[Bar chart showing earnings distribution]							57	8%	21k
SERVICE OCCUPATIONS	Protective service	[Bar chart showing earnings distribution]							42	6%	42k
	Building, grounds cleaning, maintenance	[Bar chart showing earnings distribution]							29	4%	25k
	Food preparation and serving related	[Bar chart showing earnings distribution]							17	3%	21k
	Personal care and service	[Bar chart showing earnings distribution]							15	2%	19k
	Healthcare support	[Bar chart showing earnings distribution]							12	2%	22k
TOTAL									672	100%	30k

Source: IPUMS USA, www.ipums.org: 2015-2017 ACS samples, 3-year annual average. 2-digit 2010 Standard Occupational Classification codes. Occupations with fewer than 5,000 workers without a bachelor's degree are not shown (ie., legal; life, physical, social science; farming, fishing, forestry; military). Components may not sum to totals because of rounding.

Industries of NYC Workers Without a Bachelor's Degree



- Occupations are loosely correlated with industry, but workers with similar occupations and qualifications may earn more in higher-profiting industries.
- Of workers without a bachelor's who earn more than \$50k annually, 35% work in office-based sectors, 33% in industrial, 18% in services, and 14% in institutional sectors.
- Office-based sectors employ a large share of professionals without degrees, as well as support staff. These sectors stand out for having the highest median wages.

Key Findings

- NYC's workforce has a higher level of educational attainment than its economy requires, and workers without a degree often compete with degree-holding workers for the same jobs.
- Professional occupations and the corresponding office-based industries, wherein they are typically found, employ the most workers without a bachelor's who earn more than \$50k per year. These jobs tend to be concentrated in centrally located, transit accessible office districts, enabling more New Yorkers to access them.

- Earnings among workers without a degree in industrial sectors generally are not as high as in office-based sectors. However, construction, wholesale, and utilities offer better pay than other non-office sectors.
- Institutional and service sectors are heavily dominated by lower wage and lower-skill occupations, such as home health care, retail, and food services. Home health care and food services have expanded rapidly post-recession.

- Workers without a bachelor's degree have historically found middle wage jobs in office and administrative support and industrial occupations, but these occupations are not currently leading growth.
- A large majority of workers in service sectors and occupations do not earn a living wage¹, particularly in personal care, healthcare support, food service, and retail. These functions are growing in NYC's economy as the population ages and domestic work is outsourced.

¹ Living wage in the New York-Newark-Jersey City metropolitan area is \$33,209 per year before taxes for one adult, according to MIT Living Wage Calculator. Source: IPUMS USA: 2015-2017 ACS samples, 3-year annual average. 2-digit NAICS sectors, further classified into groups correlated with land-use. Industries with fewer than 5,000 workers without a bachelor's degree are not shown (ie., management of companies and enterprises; mining; agriculture.)

About the Department of City Planning

The Department of City Planning (DCP) plans for the strategic growth and development of the City through ground-up planning with communities, the development of land use policies and zoning regulations, and its contribution to the preparation of the City's 10-year Capital Strategy. For more information, go to: nyc.gov/data-insights