

## Educational Attainment of Workers in Miami-Dade County

In this report, we will analyze data from the Local Employment Dynamics (LED) program. We will look at the characteristics of workers in Miami-Dade County. Three aspects will be analyzed: the educational attainment by the number of workers, the industries in which they work, the average monthly wages and wage differences according to gender. The information include in the analysis is from 2000 to 2011.

The data reflects the educational attainment of individuals 25 years old and over. The reason for this is that younger individuals have not yet reached the educational attainment level included in the report. In addition, the data only covers nonfarm workers on payroll. It excludes the the self-employed and federal government employees.

### Overview – Educational Attainment

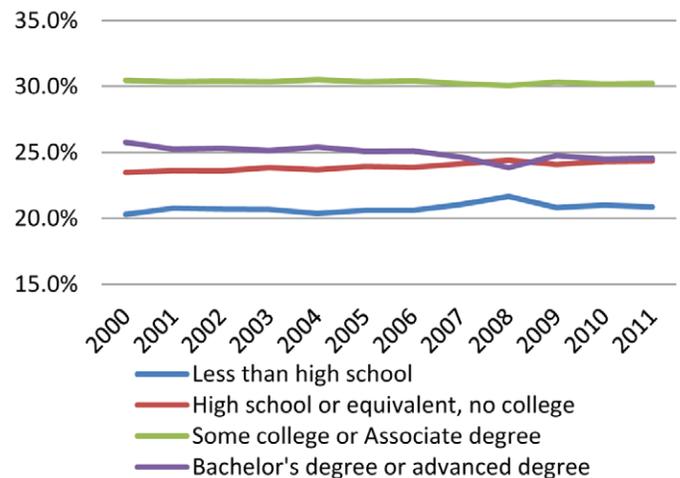
Educational attainment data on workers is organized in four categories: (1) those who have achieved less than a high school diploma, (2) those who have earned a high school diploma or its equivalent and not attended college, (3) those who have attended some college or have earned an Associate's degree, (4) those who have earned a Bachelor's degree or higher.

In 2011, 20.9 percent of all workers had not earned a high school diploma. High school graduates accounted for 24.4 percent of the total. Those workers that had finished some college or earned an Associate's degree is the largest one representing 30.2 percent of the total. Around 24.6 percent of workers in Miami-Dade County reported having at least a Bachelor's degree. Chart 1 includes this information and data going back to 2000. As shown in the chart, educational attainment levels do not change much over the decade. During the past decade, the share of the highest educational attainment level (at least a Bachelor's degree) shrunk a little more than one percent from 25.8 percent to 24.6 percent. In the meantime, the share of those that have high school diploma or equivalent gained almost one percent from 23.5 percent to 24.4 percent. The other two levels of attainment remained virtually unchanged over the 10 year period.

### Educational Attainment by Industry

Educational attainment data is available for all 19 nonfarm industry sectors. Each industry has a different mix of occupations and needed skill levels. Some sectors need fewer workers with higher education than others, like hotels, restaurants, and retail stores. The Professional, scientific and technical services sector, on the other hand, has more workers with higher levels of educational attainment. Chart 2 on the following page is ranked (from high to low) by the percentage of workers in each sector who have received a Bachelor's degree or above. Utilities is the sector with highest percentage, 44 percent, of the workforce that hold a Bachelor's degree or above. Professional, scientific and technical services, Information, Finance and insurance, Education, and Management of companies and

**Chart 1: Workers by Educational Attainment Level, 2000 - 2011 (age 25 and above)**

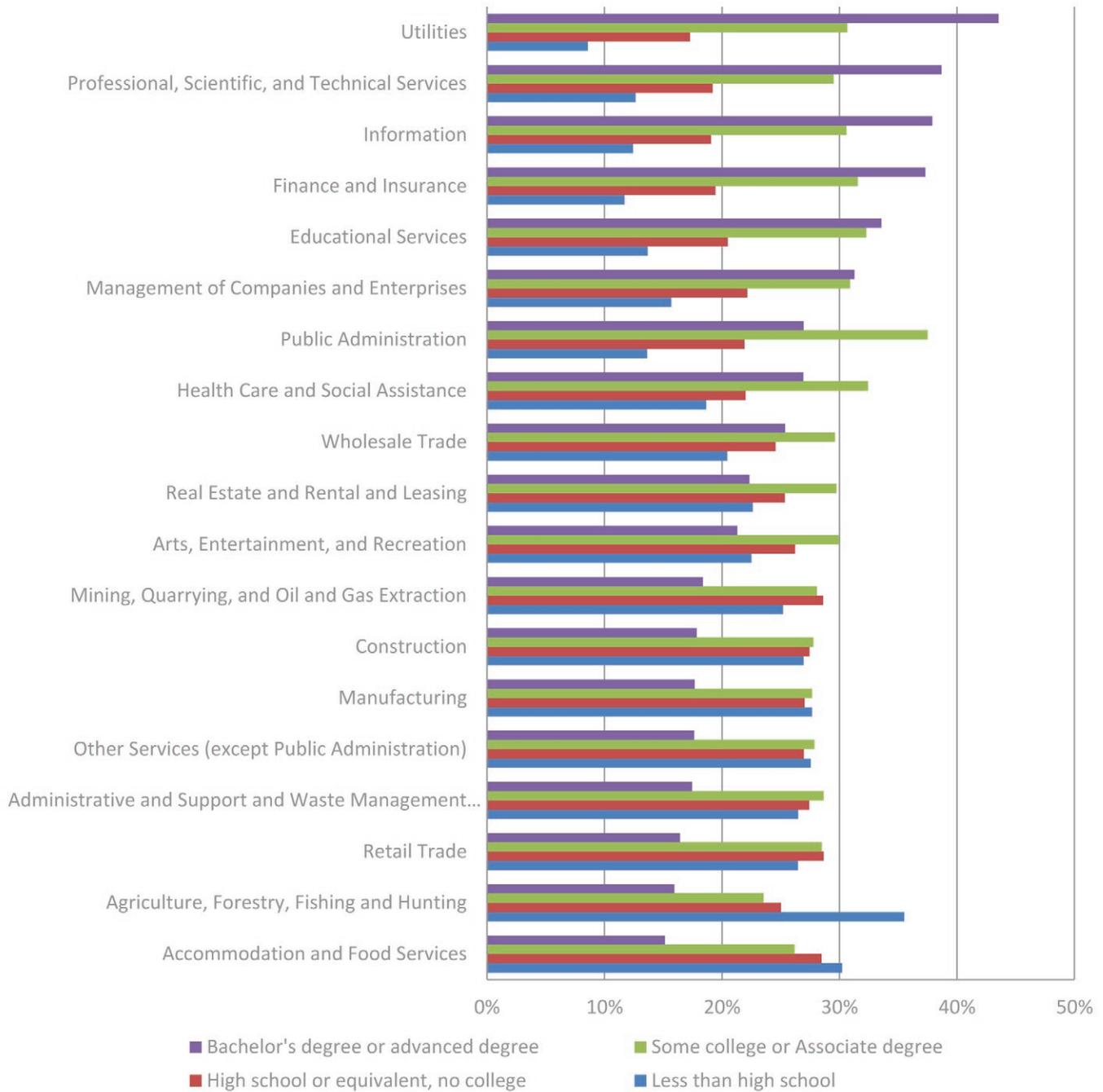


Source: U.S. Census Bureau, LEHD Origin-Destination Employment Statistics

enterprises are the industries with the more than 30 percent of its workers that hold a Bachelor's degree. On the other hand, the Agriculture, Accommodation and food services, Construction, Manufacturing, Retail trade, Administrative and support services, and Other services sectors have more than one fourth of its workers with less than high school diploma.

These results will be helpful for potential job seekers as they will be able to ascertain the educational make-up of the workers in a specific industry. This gives us an idea of the skill sets demanded by that industry.

**Chart 2: Educational Attainment by Industry, 2011**



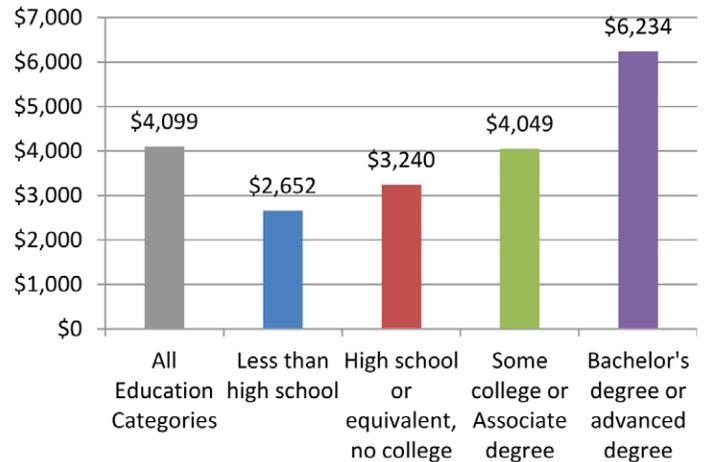
Source: U.S. Census Bureau, LEHD Origin-Destination Employment Statistics

**Educational Attainment, Wages and Workers**

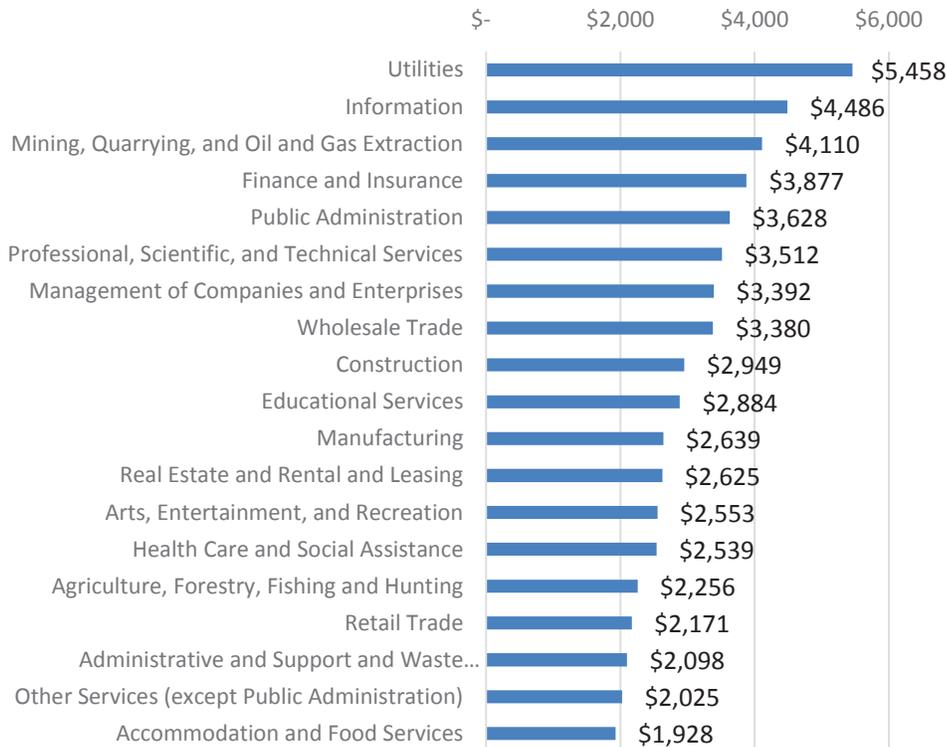
In this section we will examine the relationship between workers' educational attainment and their wages. As shown in Chart 3, the average wage of workers in Miami-Dade County is \$4,099. The average monthly wage for workers with a Bachelor's degree or above is \$6,234, as expected, the highest among the four groups. It is 1.5 times the average wage earned by workers with some college or Associate's degree and almost double the earnings of those with a high school diploma.

The Local Employment Dynamics (LED) data also provides information on wages by industry and educational attainment. We are particularly interested in two groups: 1) those with less than a high school diploma, and 2) those with a Bachelor's degree and above.

**Chart 3: Monthly Wages by Educational Attainment**



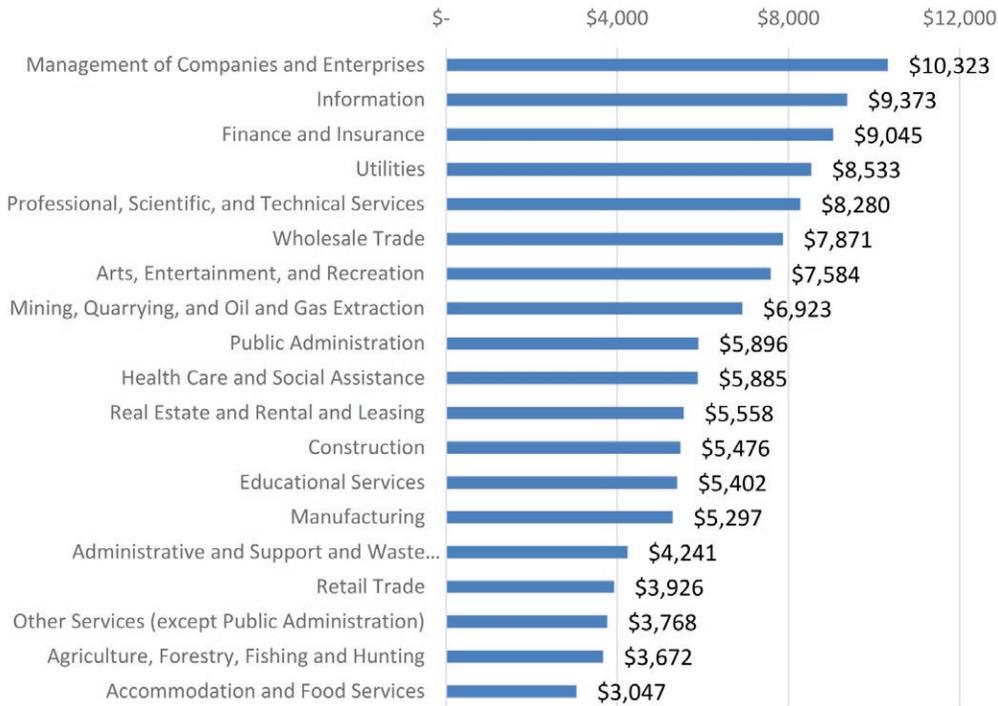
**Chart 4: Monthly Wages for Workers with Less than a High School Diploma by Industry, 2011**



Source: U.S. Census Bureau, LEHD Origin-Destination Employment Statistics

We observed that the Utilities sector gives the highest wages to its workers with less than a high school diploma, followed by Information and Mining, quarrying, and oil and gas extraction (Chart 4). Those workers earned more than \$4,000 per month. Workers with the same educational attainment level in Accommodation and food services sector earn less than \$2,000 per month.

**Chart 5: Monthly Wages for Workers with Bachelor's Degree or Above by Industry, 2011**



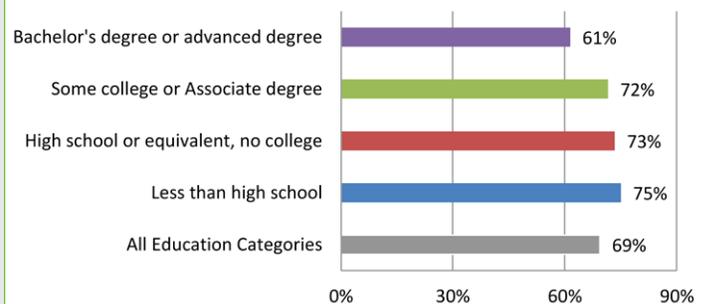
Source: U.S. Census Bureau, LEHD Origin-Destination Employment Statistics

Workers with a Bachelor's degree or above, as shown in Chart 5, earn more than \$8,000 per month in the Management of companies and enterprises, Information, Finance and insurance, Utilities, and Professional, scientific, and technical services sectors. However, they earn less than \$4,000 per month in the Accommodation and food services sector.

**Educational Attainment Level and Gender**

The wage difference between men and women is the last topic of interest in this analysis. In 2011, the average monthly wage of workers over 25 years old in the LED dataset in Miami-Dade County was \$4,099. The average for men was \$4,845 and for women was \$3,363, 69 percent of their male counterparts. When we look across the educational attainment spectrum (Chart 6), similar wage differences were observed among those who have some college or an Associate's degree (72%), those who have finished high school (73%) or those without high school diploma. The gender difference was greatest for those that hold at least a Bachelor's degree, where women made only 61 percent of their male counterpart's wage. Women consistently make less than men no matter what educational attainment level they achieve. These gender differences are not unique to Miami-Dade County workers but are universal across the state and the country.

**Chart 6: Female Wages as Percent of Male Wages by Educational Attainment Level, 2011**



Source: U.S. Census Bureau, LEHD Origin-Destination Employment Statistics