

A young child with a joyful expression is seated in a blue stroller. The child is wearing a blue long-sleeved shirt. The background is softly blurred, showing an outdoor setting with trees and a fence. The overall image has a dark, semi-transparent overlay, making the white text stand out prominently.

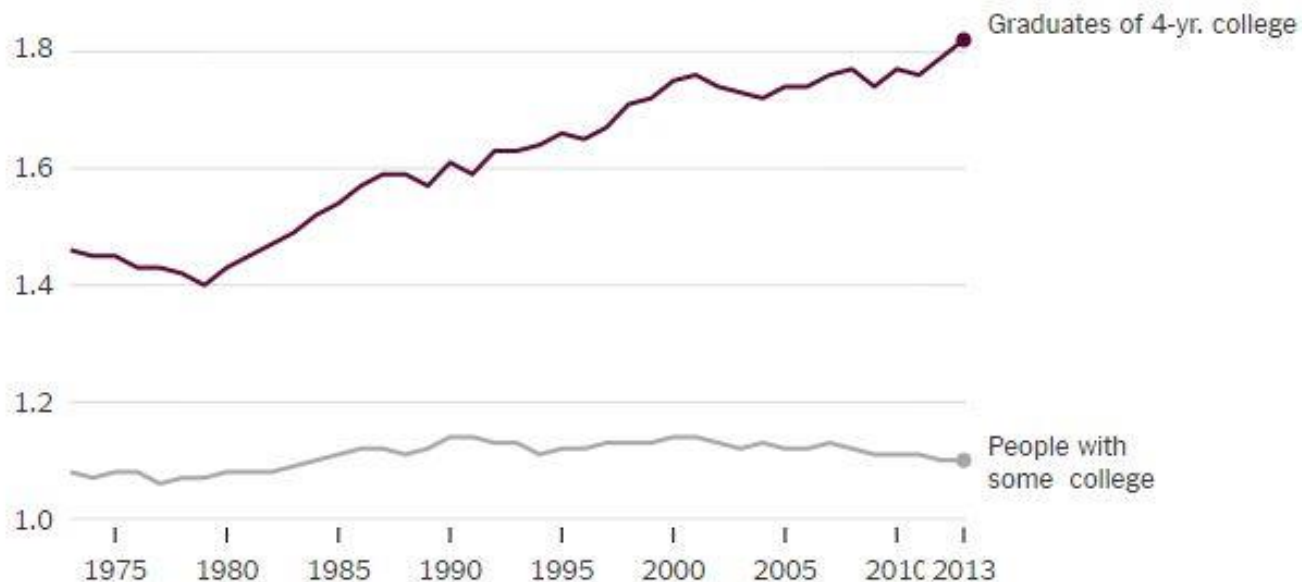
# TA3 Conference – New Ways of Interacting

# There's a rising wage premium for college degrees...

## Rising Value of a College Degree

The pay of people with a four-year college degree has risen compared to that of those with a high school degree but no college credit. The relative pay of people who attended college without earning a four-year degree has stayed flat.

### Ratio of average hourly pay, compared with pay of people with a high school degree



Labels reflect group's highest level of education. "Graduates of 4-year college," for instance, excludes people with graduate degrees.

Source: New York Times analysis of Economic Policy Institute data

...sometimes driven by changing skill content and sometimes not.

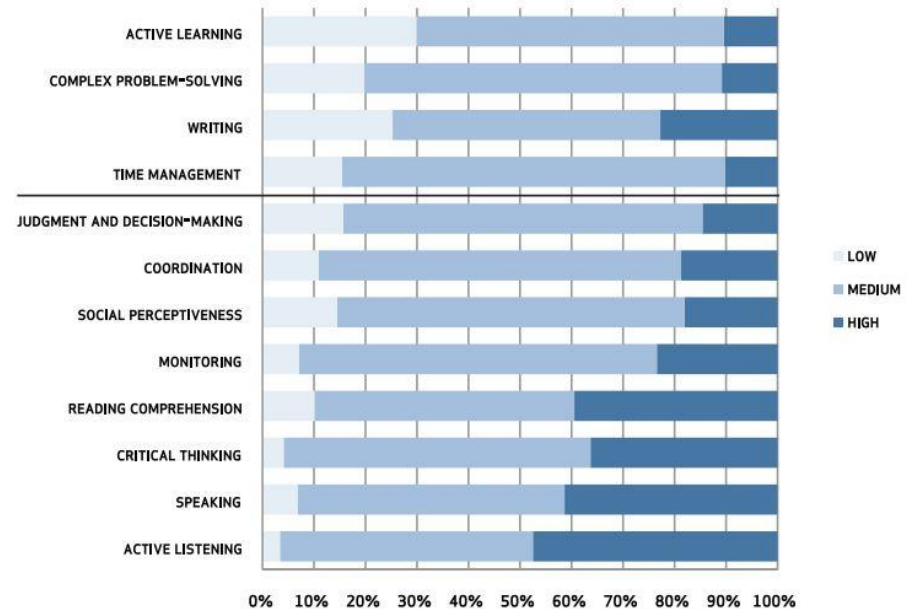
### Credentials Gap in Help Desk Roles

Occupation Title	Credentials Gap	% Job Holders with BA+ (Source: American Community Survey)	% Postings Requiring Bachelor's Degree (Source: Burning Glass)	2013 Job Postings (Source: Burning Glass)
Computer Network Support Specialists	31%	39%	70%	11,675
Computer User Support Specialists	21%	39%	60%	201,332

# Researchers think employers are using college degrees as proxies for hard-to-measure skills.



SKILLS MOST HIGHLY VALUED IN HIGH-WAGE, HIGH-GROWTH, HIGH-DEMAND OCCUPATIONS—2010



# Three underlying questions on malleability, transfer, and separability

1. **Malleability:** Can adults or adolescents change these skills? When do they become “fixed”?
2. **Transferability:** If taught in one context or domain, can a person apply across contexts (e.g., school vs work, social vs formal) and domains (math class vs science class)?
3. **Separability:** How much are these skills separable from each other – can teamwork be taught in isolation from cognitive skills, for example?

# There's a continuum of ways workforce development programs and colleges are approaching teaching skills

