

PATHWAYS TO JOBS THAT **Do NOT Require a 4-Year College Degree**

There are a lot of good-paying jobs in the economy that do not require a four-year college degree. However, many of these jobs do require some level of additional training (usually two years or less).

Georgetown University Center on Education and the Workforce (CEW) provides the following statistics on **educational pathways to employment**:

13 million

jobs are available for workers with a high school diploma.



16 million

good jobs are available for workers with middle-skills preparation (e.g., associate degrees, certificates).



36 million

good jobs are available for workers with a bachelor's degree.



Education pays. The more education an individual acquires the more they can expect to earn generally, but it is NOT a guarantee. College is not the right path for all graduating high school students. Research from CEW in partnership with JPMorgan Chase found that there are still **30 million jobs** in the U.S. **that pay without a Bachelor's degree.**

PATHWAYS TO EMPLOYMENT

Community Colleges

Community colleges offer **associate degrees** and **certificates** in various fields, which can lead to well-paying jobs.

- **Affordable Education:** Community colleges typically have lower tuition fees compared to four-year universities.
- **Transfer Opportunities:** Many community colleges have agreements with four-year institutions, allowing students to transfer credits towards a bachelor's degree if that is a direction they eventually want to go.



- **Career-Focused Programs:** The U.S. Bureau of Labor and Statistics found that programs in healthcare, information technology, and skilled trades (e.g., welding, electrical work) are popular and lead to high-demand jobs.

Technical Colleges

Technical colleges focus on **vocational training** and **hands-on skills**. They offer certificates, diplomas, and associate degrees in specialized fields. Key benefits include:

- **Specialized Training:** Programs are designed to meet industry needs, providing students with skills directly applicable to their chosen careers.
- **Shorter Duration:** Many programs can be completed in less time than traditional degrees, allowing students to enter the workforce quickly.
- **High Employment Rates:** Graduates often find jobs in fields like automotive technology, culinary arts, and healthcare.

ON-THE-JOB TRAINING/APPRENTICESHIPS

Employment that offers on-the-job training will train new employees in a particular skill set or area of expertise.

- Once the new employee completes the training, they may receive additional pay and/or responsibilities.
- This type of training is common in industries such as manufacturing, healthcare, and skilled trades.

ON THE JOB TUITION BENEFITS

Some jobs offer tuition benefits to employees, often once they complete a probationary period.

- Employees can take up to a certain number of credits each semester that the employer will cover or help pay for continuing education.

Armed Forces

The Armed Forces provide extensive training and educational benefits to service members.

- Programs like the GI Bill offer financial support for tuition, books, and housing, enabling veterans to pursue higher education and vocational training after their service.
- When thinking of Armed Forces, you can think more broadly than active duty. Individuals that work in other roles associated with Armed Forces also receive benefits (think chefs, maintenance on bases, etc.).

AmeriCorps/Peace Corps Programs

AmeriCorps and Peace Corps are service programs that offer unique opportunities for personal and professional growth both nationally and internationally.

AmeriCorps

Members serve in the United States, often in community-focused roles. They receive a living allowance and an education award that can be used to repay student loans or cover future educational expenses.

Peace Corps

Volunteers serve abroad in various sectors such as education, health, and community development. They receive a living stipend, housing, and an education award similar to AmeriCorps. There is a common perception that it requires a degree, but you could use supplemental employment history to do Peace Corp in a field that you have background in.