Economic Mobility to Power a Strong Economy

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Economic mobility is the ability of an individual, family or some other group to improve (or lower) their economic status — usually measured in income. Economic mobility is often measured by movement between income quintiles and may be considered a type of social mobility.
“The concept of economic mobility — particularly of upward mobility — lies at the core of the American ethos and economy. The notion that individuals can improve their economic lot in life through hard work, education, and risk-taking is not a uniquely American one, but is broadly held in the United States as a fundamental tenet and aspiration.”

Figure 1. The geography of upward mobility in the United States: odds of reaching the top fifth starting from the bottom fifth

Note: Lighter color equals more upward mobility. Download statistics for your area at www.equality-of-opportunity.org.

“In the United States, children born to parents in the bottom fifth of the income distribution have a 7.5 percent change of reaching the top fifth.

That compares with about 9 percent in the United Kingdom, 11.7 percent in Denmark, and 13.5 percent in Canada.

...your chances of achieving the ‘American Dream’ are almost two times higher if you’re growing up in Canada relative to the United States.”

“...southern states will only succeed in developing a skilled workforce that positions the region to compete economically if leaders create equitable pathways to postsecondary credentials and careers for all residents.”

“Persistent racial and ethnic disparities in educational attainment and employment hurt the economy.”

A More Dependent Population

By 2030, for every 53 dependent people in the U.S., there will be 47 working-age adults to provide for them.

<table>
<thead>
<tr>
<th>Year</th>
<th>Under 25</th>
<th>25-64</th>
<th>65+</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>32.4</td>
<td>52.1</td>
<td>15.6</td>
</tr>
<tr>
<td>2020</td>
<td>33.2</td>
<td>50.4</td>
<td>16.4</td>
</tr>
<tr>
<td>2030</td>
<td>33.1</td>
<td>47.1</td>
<td>19.8</td>
</tr>
</tbody>
</table>
National population projections

• By 2044, the U.S. will be a “majority-minority” nation — the population of non-Hispanic Whites will drop under 50%.

• Smaller growth in the child population, but the majority-minority crossover is projected for 2020.

• The projected U.S. population by 2060:
  o Two or More Races = 6.2%
  o Asian = 9.3%
  o Hispanic = 29%
  o African American = 14%

Public Higher Education Affordability in the South: *Regional Profile 2018*

www.sreb.org
**GOOD JOBS WITHOUT A BA**

Change, 1991 to 2015, in SREB states

Many good jobs require some postsecondary education or training with a certificate or associate degree but not a bachelor's degree. Already, most states need more workers at this level. From 1991 to 2015, a loss in blue-collar non-bachelor's degree good jobs in SREB states was often offset by an increase in skilled-services good jobs for workers without bachelor's degrees.

<table>
<thead>
<tr>
<th>State</th>
<th>Blue-collar non-BA good jobs</th>
<th>Skilled-services non-BA good jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>19,000</td>
<td>64,000</td>
</tr>
<tr>
<td>Arkansas</td>
<td>32,000</td>
<td>51,000</td>
</tr>
<tr>
<td>Delaware</td>
<td>-3,000</td>
<td>20,000</td>
</tr>
<tr>
<td>Florida</td>
<td>142,000</td>
<td>409,000</td>
</tr>
<tr>
<td>Georgia</td>
<td>63,000</td>
<td>232,000</td>
</tr>
<tr>
<td>Kentucky</td>
<td>7,000</td>
<td>33,000</td>
</tr>
<tr>
<td>Louisiana</td>
<td>43,000</td>
<td>111,000</td>
</tr>
<tr>
<td>Maryland</td>
<td>-103,000</td>
<td>32,000</td>
</tr>
<tr>
<td>Mississippi</td>
<td>20,000</td>
<td>45,000</td>
</tr>
<tr>
<td>North Carolina</td>
<td>-6,000</td>
<td>196,000</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>-3,000</td>
<td>97,000</td>
</tr>
<tr>
<td>South Carolina</td>
<td>-28,000</td>
<td>99,000</td>
</tr>
<tr>
<td>Tennessee</td>
<td>-24,000</td>
<td>103,000</td>
</tr>
<tr>
<td>Texas</td>
<td>290,000</td>
<td>648,000</td>
</tr>
<tr>
<td>Virginia</td>
<td>100,000</td>
<td>59,000</td>
</tr>
<tr>
<td>West Virginia</td>
<td>-46,000</td>
<td>24,000</td>
</tr>
</tbody>
</table>

Source: Center for Education and the Workforce, Georgetown University, 2017. Good Jobs That Pay Without a BA.
Speakers

Nick Moore, Education Policy Advisor and Coordinator, Governor’s Office of Education and Workforce Transformation, Alabama

Jacqueline Brooks, Superintendent, Macon County Schools, Alabama

Dennis Donaldson, Physical Science Educator, Caesar Rodney High School, Delaware
From CTE To J-O-B

to major in Mechanical Engineering but instead chose to complete the program at Trenholm, where he could access a scholarship just by writing an essay. The dual enrollment opportunity gave him an advantage in the work world, placing him on a financially rewarding career path at a young age. With the solid work ethics he learned early in life, it is no wonder he is on a fast track. He abides by company rules, is knowledgeable about products and services, always friendly to customers and is never late to work. He knows

that when you have a job, you owe it to your employer to show up on time and do your best. He says his employers have responded by honoring him with consistent promotions and pay raises and he feels he made the right decision, "I just want to be somewhere where I enjoy working and the automotive industry works for me. In the future, I don’t know if I will stay with Auto Zone or maybe own my own shop or a dealership, but my job has got to be automotive related." The CTE program helped him greatly and he recently told a current high school student to also pursue the training. "I said do it while you can. Even his mother is encouraging him because she works two jobs and she doesn’t want him to struggle like that. We’re both telling him if you like it, go for it. It’s always going to be cars out there. Cars aren’t going anywhere unless we start flying planes to get everywhere we need to go. So, this is one career that you know is stable and needs trained people.”

Macon County Career Technical Education Success Story

We (FAMILY Magazine) were so impressed by the Career Technical Education (CTE) programs offered by the Macon County school system that we just had to look beyond the surface. We wanted to know from a graduate’s perspective, how the CTE training had impacted his or her life. 21-year old Jasen Burnside perfected automotive trade skills while attending BTW high school. He says, “At Career Tech it was almost always hands on, we rarely worked from a book. Sometimes we did assignments on paper but 80 per cent of the time we were in the shop learning hands-on stuff like brake changes, checking oil, we started with the fundamentals and then we moved up to more complicated things. We had everything that a real shop has and Mr. Clark taught us real well.” This program prepared Jasen to become independent and self-supporting. He is commercial sales manager at Auto Zone in Tuskegee, selling parts to a wide range of business and institutional customers including Fred's Garage, City of Tuskegee and the Macon County Sheriff's Department. He moved up the ranks within the company quickly after graduation in 2015. Within a year of being hired as a sales clerk, he was promoted to parts manager. Earlier this year, he was bumped up to the higher managerial position he currently holds. He attributes his success to his home training and the Associates degree in Automotive Technology from Trenholm Community College he started earning while he was still in high school. After graduation he was prepared to attend Tuskegee University

Jasen Burnside, commercial sales manager at Auto Zone
Motivating Experiences
Some of My Motivating Experiences
Ultimately led me to Research
Which ultimately led me to teaching at the secondary level.
Maslow’s Hierarchy

- **Physiological needs:** food, water, warmth, rest
- **Safety needs:** security, safety
- **Belongingness and love needs:** intimate relationships, friends
- **Esteem needs:** prestige and feeling of accomplishment
- **Self-actualization:** achieving one’s full potential, including creative activities
Observations in the classroom.

Students with a diverse set of experiences were typically engaged as well as high performers….and...

They could articulate interests, personal aspirations and career goals.
Schools, Local and State governments can invest in motivating experiences for their citizens by…

1. Awesome Instruction
2. Enrichment Programs
3. Getting Outside
Table questions

- What have been the most effective approaches in your state to strengthen the state’s economy?

- Which strategies seem to be most effective in increasing the economic mobility of low- and middle-income families, first-generation postsecondary students, students of color and students from rural areas?

- What kinds of state-level policies would you like to see to increase economic mobility?