



# STARs in Maryland

Data on workers Skilled Through Alternative Routes (STARs)

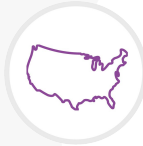


# Who are workers Skilled Through Alternative Routes (STARs)?

STARs have developed their skills through “alternative” non-degreed routes such as community college, work experience, military service, employer-supported training, and opportunity on-ramps training.

## 71 Million STARs across the US

STARs are located in all regions across the country, including **both urban and rural areas** (66% of rural workers are STARs)



STARs are a large share of many affinity groups: **veterans, returning citizens, Opportunity Youth, returning caregivers, workers vulnerable to automation**, etc. (66% of veterans are STARs)

STARs have a similar **gender distribution** as the active population of workers in the U.S. although many STARs—pathways have distinct (or skewed) gender distributions



STARs are disproportionately people of color. **62% of African Americans, 55% of LatinX, and 49% of Non-Hispanic Whites** are STARs

Source: [“Reach for the STARs: The Potential of America’s Untapped Talent Pool.”](#) Published by Opportunity@Work and Accenture, March 2020

# Inequality of wages between college educated workers and STARs increased significantly in past generation



Median hourly wages, 2019 dollars

STARs made 79.5 million job transitions from 2010–2019. Only 39% led to an increase in wages of 10% or more. 23% were lateral moves, and 37% led to lower wages

# STARs in Maryland

STARs are workers who do not have a bachelor's degree, but do hold a high school diploma. They have gained skills through work, but also through training programs & community college.

## 1.4 million STARs in Maryland

This is 47% of the workforce, a roughly equal proportion of the workforce holds a BA.



### STARs are critical for an equitable workforce in Maryland:

- Black STARs make up a significant percent of the workforce:
  - 17% of Maryland's workforce are Black STARs
- The majority of workers of color are STARs:
  - 58% of Black workers are STARs
  - 46% of Hispanic workers are STARs

# Maryland STARs have the skills for in-demand roles, but may be locked out due to degree requirements.



**Shining STARs**  
are in high wage  
roles today

**80K  
Workers**



**Rising STARs**  
have the skills for significantly  
higher wage work (50% on  
average), based on their  
current role

**640K  
Workers**



**Forming STARs**  
do not yet have the skills for  
significantly higher wage work,  
based on their current role

**532  
Workers**