

THE POSTSECONDARY CAREER PROGRAM LANDSCAPE IN MASSACHUSETTS

AND TIPS TO HELP YOUR STUDENTS
NAVIGATE THESE OPTIONS



Trivia time!

 NextGen Talent

1. Which UMass offers a real estate certification course to its finance majors to prepare for possible careers as a Real Estate Financial Analyst, Investor, Acquisitions Analyst, Sales Agent, or Lending professional?

- a) Amherst
- b) Lowell
- c) Dartmouth
- d) Boston



2. UMass Boston's *Bachelor's in Nursing* program has a typical acceptance rate of 45 percent. What is UMass Lowell's?

- a) 10 percent
- b) 15 percent
- c) 20 percent
- d) 25 percent



3. The only public college in Massachusetts that offers an FAA-approved training program in aircraft repair and maintenance is:

- a) Bridgewater State University
- b) Cape Cod Community College
- c) North Shore Community College
- d) Massasoit Community College



4. Local 41 in Central MA and Local 4 in Eastern MA offer an Elevator Constructors Apprenticeship program. The typical starting salary for its graduates is:

- a) \$39/hour
- b) \$47/hour
- c) \$53/hour
- d) \$60/hour



5. Which of the following statements is TRUE?

- a) Franklin Cummings Tech is one of only two colleges in MA offering training to become an optician.
- b) According to mass.gov, the municipal firefighter exam application was open for only two months in 2023.
- c) To apply for MassBioEd's 9-week Laboratory Support Specialist apprenticeship program, you need previous scientific background.
- d) Simmons University offers an accelerated 3+1 Bachelor's and Master's degree in Social Work. Students in this major submit an application for the master's part of this program at the end of their second year.

TRIVIA ANSWERS

- 1.A
- 2.B
- 3.B
- 4.D
- 5.B

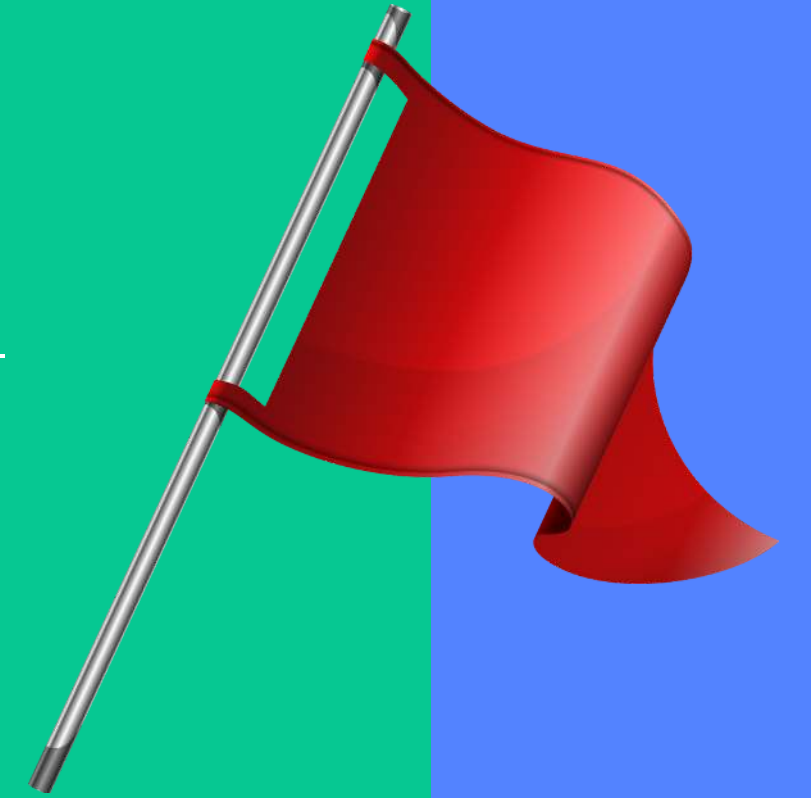


POSTSECONDARY CAREER PROGRAMS: WHY THIS TOPIC?

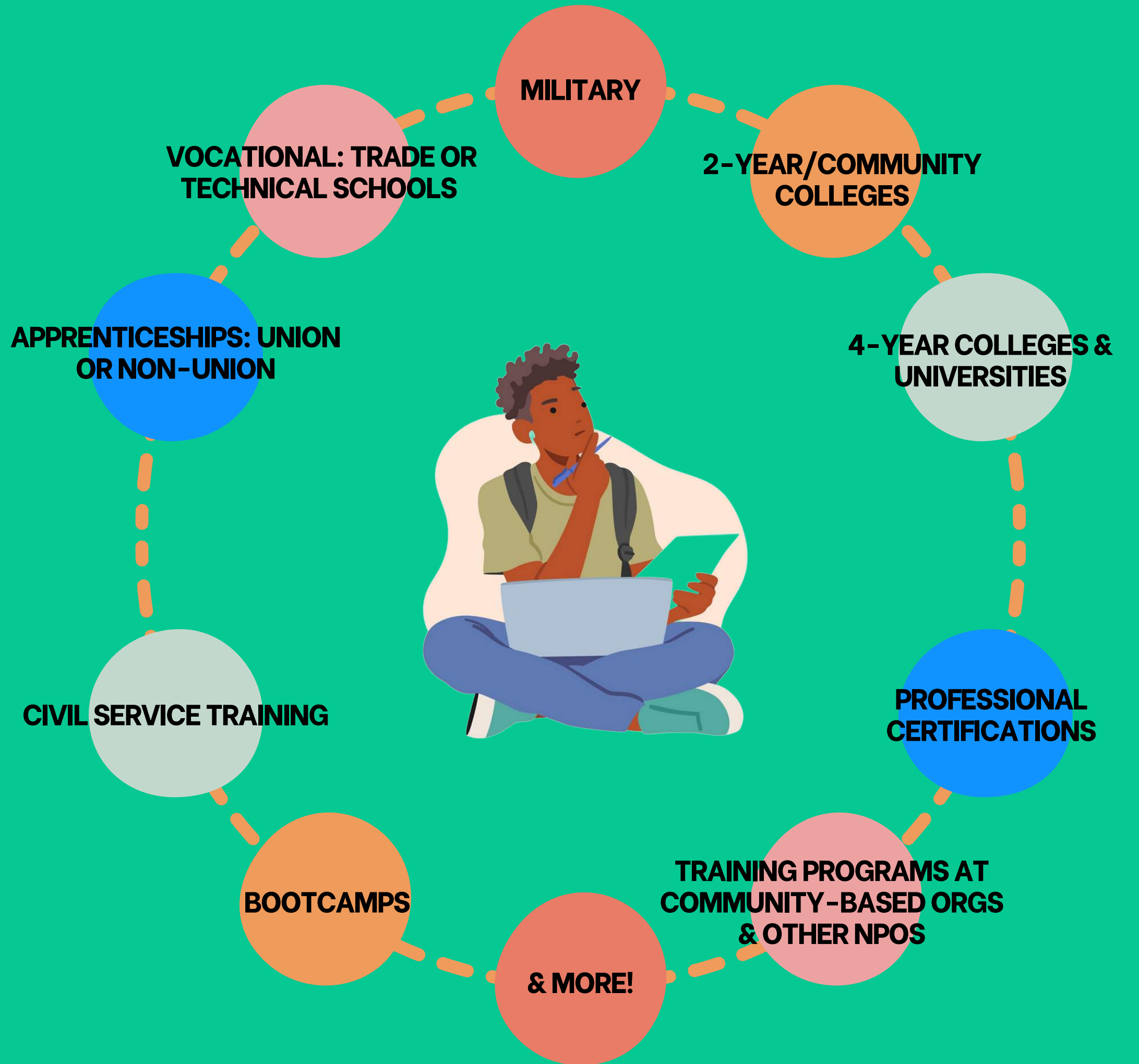
- High school counselors want more information on how to advise students on career-focused postsecondary programs.
- Advantages of these programs include:
 - Various credential levels, which can range from just a few months to several years.
 - Typically, a clearer connection between the training and actual job skills.
 - Increased flexibility, hands-on learning, and smaller class sizes in some programs.
 - Potentially faster and less costly path for students to a living wage.

CHALLENGES WE & OUR STUDENTS FACE

- Too many college degrees have little value in the labor market -- especially alarming consequences for low-income students
- Underemployment among college graduates is high:
 - 52% of 4-year college graduates are underemployed a year after they graduate. A decade post-graduation, 45% still don't hold a job requiring a 4-year degree.*
- Crushing student loan debt
- Decreasing faith in the value of a college degree:
 - Only 58% of high schoolers and 51% of non-enrolled adults ages 18-30 believe you need a college degree to get a good job. (2023 Edge Research, HCM Strategists)
 - An Oct. 2024 Hult International Business School survey of recent college graduates ages 22-27 working FT in business revealed that:
 - 94% have regrets about their degree.
 - 64% wish they'd majored in another field.
 - 68% say their degree did not prepare them well for their job.



MANY EDUCATIONAL PATHS TO A WELL-PAYING FIRST JOB*



*First job after postsecondary graduation

APPRENTICESHIPS

- Programs that prepare you to learn a trade/profession under a certified expert
 - Often combine practical, hands-on training with paid work
 - Sponsored by labor unions, employers, industry associations, community colleges, community-based organizations, etc.
 - 1-6 years long
 - Union vs non-union apprenticeships
 - Advantages:
 - Professionals who complete an apprenticeship earn an average starting salary of \$72,000/yr. Over the course of their careers, apprentices may earn about \$300,000 more than non-apprenticeship employees in similar fields. (DOL & Indeed)
 - Median annual wage for apprentices in all occupations is higher than the median for all workers nationally. (BLS)
- Pre-apprenticeship = Program designed to prepare individuals for entry into Registered Apprenticeship Programs (RAP) or other job opportunities.
 - Last from a few weeks to a few months
 - May or may not include wages or stipend
 - Can give students a leg up when applying to apprenticeships



CIVIL SERVICE WORK IN MA INCLUDES:

FIREFIGHTING

- 73% of Boston's firefighters are white (Boston is 44% white).
- Boston Fire Academy March 2024 graduates: 71% white and 93% male.
- State law gives preference to disabled veterans during firefighter hiring process. Of the 46 current academy recruits, all but nine fall into the disabled veterans category.
- Recruitment challenges: Hiring process and preferences, male-dominated culture, etc.



POLICING

- Struggling with recruitment
 - Retirements as officers reach max age of 65
 - Anti-police sentiment
- 5-year **Police Officer Training, Criminal Justice Combined BS/MS at Fitchburg State**
 - Combined bachelor's degree in Criminal Justice, Mass Municipal Police Training Committee (MPTC) certification to become a FT MA municipal police officer, and master's degree in Criminal Justice.
 - Graduates earn an MPTC Certification, which meets the training requirement for employment as a campus police officer. It also meets the training requirement for all city/town police departments EXCEPT Boston, which requires recruits to attend its own police academy.
- If not a vet or disabled vet, check out Police Cadet Programs: Boston Police Department Cadet Program and MA State Police Cadet Program.



Sources: Boston Fire Continues to Fail to Reflect the Community It Serves, Boston Globe, Feb. 25, 2024; Boston PD calls for transfers from other state PDs due to 'dire' staffing levels, Police1.com, Jan. 26, 2023; Fitchburg State website.

ACTIVITY

FINAL THOUGHTS & TIPS



○ ON POSTSECONDARY TRAINING

- The “college or bust” mentality is outdated. There are many education/training paths to a well-paying job. College is one.
- Be mindful of biased language that “others” certain students. Instead of “alternative” or “other” or “non-college” path, use “tech-voc” or a different term.
 - Involve students’ families and friends in info sessions on tech-voc pathways to counteract bias.
- College degrees are still beneficial, but we must help students identify WHICH are highly valued in the labor market. **NextGen Talent has tools to help! We created a directory of 340+ postsecondary programs in Massachusetts that we can verify lead to a well-paying job—GET IN TOUCH with us to learn more!**

○ ON CAREER EXPLORATION:

- When students are considering potential jobs, their interests/passions matter, but so do potential earnings!!! O*NET Online is a free resource.
- Encourage students to thoroughly investigate potential first jobs after postsecondary completion.
 - Help students connect with real people and jobs through informational interviews, internships, and other WBL experiences.

○ ON JOBS:

- The FIRST JOB a student lands AFTER POSTSECONDARY GRADUATION is critical. It sets a starting point for pay, impacting a young person’s income journey.
- Help students to create and practice a 1-2-minute elevator speech.
- Teach students to ID and market their transferable skills.

RESOURCES FOR YOU & FEEDBACK FOR US!

1) Please see [THIS](#) folder for resources on topics related to this training.

2) We would appreciate your honest feedback on this training. Please share it here:



**THANK
YOU!**

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