

## EDUCATION LEVEL OF THE MANUFACTURING WORKFORCE

A weighted measure of the educational attainment of the manufacturing workforce.<sup>10</sup>

**Why Is This Important?** In the 1990s, an increasing share of companies abandoned old economy ways of organizing work in favor of giving workers more autonomy and the ability to work in self-managed teams.<sup>11</sup> At the same time, many manufacturing companies have deployed advanced production technologies. Both practices lead manufacturers to employ people with more education. For example, compared to manufacturers using fewer technologies, companies using more technologies employ almost half the share of employees with a high school diploma or less. As a result, education levels of the manufacturing workforce are an indicator of both the quality of the manufacturing workforce and the degree to which a state's manufacturers have embraced high-performance, technology-driven work organizations.

**The Rankings:** High-scoring states generally have both more high-tech jobs and higher business costs. This makes sense, because manufacturing companies that compete more on quality and innovative capability need a more skilled workforce, and are less likely to locate in states principally to take advantage of low costs. These include states such as California, Hawaii, Michigan, Oregon, and Washington.

The top five	Composite score
1 Hawaii	1.76
2 Oregon	1.66
3 California	1.65
4 New Hampshire	1.56
5 Nebraska	1.56
<b>U.S. average</b>	<b>1.00</b>

Source: U.S. Census, 2001 data.

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