The Story of Maria

When Maria joined the Federal service in 2005, she had a high school diploma and was earning the average wage that new employees with her education received.

As Maria began to build her career, she had some decisions to make.

86% of employees who joined the Federal workforce a decade ago with a high school diploma as their highest degree improved their educational status.

48% obtained a certificate or associate’s degree
24% obtained a bachelor’s degree
13% obtained an advanced degree

Of the employees who entered Federal service a decade ago with a high school degree...

With a bachelor’s degree, Maria might qualify for positions in which she could develop new skills, which could then put her on a track to move up to team leader or supervisor.

If she earned a bachelor’s degree, her salary could increase by 18%
An advanced degree could increase her earning potential by 29%

Median salary for employees with a high school diploma or less: $58,945
Median salary for employees with a post-bachelor’s degree: $106,846
Median salary for employees with a bachelor’s degree: $89,502

Should I continue my education? And if so, how far?

How could continuing my education possibly impact my salary?

Agency Percent of Employees with Post-Bachelor’s
#1 Office of Management and Budget 87.6%
#2 US Agency for International Development 78.4%
#3 Federal Trade Commission 75.4%
#4 Securities and Exchange Commission 65.8%
#5 National Labor Relations Board 64.7%
#6 Federal Energy Regulatory Commission 61.6%
#7 Environmental Protection Agency 58.2%
#8 Federal Communications Commission 56.3%
#9 National Science Foundation 56.0%
#10 Department of Education 55.9%

From the Office of Personnel Management’s special report: “Making the Grade: The Story of an Increasingly Well-Educated Federal Workforce”

From resumé to retirement, I want to make sure that we provide the tools employees need to develop and to succeed.

—Katherine Archuleta, Director, OPM

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