

Skills Shape Pay

Examine how education and job skills connect to income.

SS.8.FL.1.4 “Examine the fact that people with less education and fewer job skills tend to earn lower incomes than people with more education and greater job skills.”

NAME _____

DATE _____

1 READ AND MARK _____ Read it twice

YOUR JOB Underline each phrase that names education, training, or job skills. Circle each phrase that explains how those things can be connected to income.

Preparation and Pay

- ① Income is money people earn from work. Education can include high school, college, certificate programs, apprenticeships, and training offered by employers. Job skills are abilities that help a person perform work, such as repairing engines, using spreadsheets, caring for patients, or operating equipment safely. Education and training can build these skills. Employers often need workers who can complete specialized tasks, follow safety rules, solve problems, or use particular tools. When many employers seek the same skills, workers with those skills may have access to jobs that pay more.
- ② For example, a city hospital hires workers for several jobs. A patient transporter may need a high school diploma and training in safe lifting. A medical laboratory technician usually completes a specialized college program and learns to run tests accurately. The technician's job requires more scientific training and technical skill, so it commonly has a higher income than the transporter job. This comparison does not say that one worker matters more than another. Both jobs support patients, but employers pay differently when jobs require different preparation and skills.
- ③ Education and skills are not the only influences on income. Location, work experience, hours worked, the demand for a service, and choices made by employers can also affect pay. A person may gain valuable skills through military service, a community program, or practice on the job, not only through college. Still, across many jobs, people with less education and fewer job skills tend to earn lower incomes than people with more education and greater job skills. The word tend is important. It describes a common pattern, not a guarantee about every individual.

2 ANSWER WITH EVIDENCE _____ Use the passage

1 How can education and training affect the kinds of jobs a person can access?

2 Compare the patient transporter and the medical laboratory technician. Which job commonly has a higher income, and why?

3 What does the hospital example show about the value of the two workers, even though their jobs may have different incomes?

4 Why does the passage use the word *tend* when describing the connection between education, skills, and income? Name two other factors that can affect pay.

3 YOUR TURN _____ Your own words

Invent two jobs in the same community. In 3 or 4 sentences, state the education or skills needed for each job, predict which job would tend to offer a higher income and why, and name one other factor that could affect pay.

PART 1 • READ AND MARK

Underline each phrase that names education, training, or job skills. Circle each phrase that explains how those things can be connected to income. Accept any marking that follows this job and points at the right text.

PART 2 • ANSWERS

#	QUESTION	ANSWER
1	How can education and training affect the kinds of jobs a person can access?	Education and training can build specialized skills. Those skills may give a person access to jobs that pay more.
2	Compare the patient transporter and the medical laboratory technician. Which job commonly has a higher income, and why?	The medical laboratory technician commonly has a higher income because the job requires a specialized college program, scientific training, and technical skill.
3	What does the hospital example show about the value of the two workers, even though their jobs may have different incomes?	Both workers support patients. Different pay does not mean that one worker matters more than the other.
4	Why does the passage use the word <i>tend</i> when describing the connection between education, skills, and income? Name two other factors that can affect pay.	Tend describes a common pattern, not a guarantee for every person. Other factors include location, work experience, hours worked, demand for a service, and employer choices.

PART 3 • YOUR TURN (SAMPLE ANSWER)

At a bicycle shop, a repair technician has completed a repair certificate and can diagnose brake and gear problems. A sales cashier has basic customer-service training. The technician position would tend to offer a higher income because it requires more specialized education and skills. Local demand for bicycle repairs could also affect pay.

Accept equivalent explanations that connect greater education or specialized skills with access to jobs that commonly pay more. For the open response, accept any realistic job comparison that uses cautious language such as *tend* and includes another factor that can affect pay.