



Moving Up in the New Economy: Career Ladders for U.S. Workers (A Century Foundation Book)

Joan Fitzgerald

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"The United States used to be a country where ordinary people could expect to improve their economic condition as they moved through life. For millions of us, this is no longer the case. Many Americans today have a lower standard of living as adults than they had in their parents' homes as children. . . . This book is about restoring the upward mobility of U.S. workers. Specifically, it addresses the workforce-development strategy of creating not just jobs, but career ladders."—from *Moving Up in the New Economy*

Career-ladder strategies create opportunities for low-wage workers to learn new skills and advance through a progression of higher-skilled and better-paid jobs. For example, nurses' aides can become licensed practical nurses, administrative assistants can become information technology workers, and bank tellers can become loan officers.

Career-ladder programs could provide opportunities for upward mobility and also stave off impending national shortages of skilled workers. But there are a variety of obstacles that must be faced candidly if career-ladder programs are to succeed. In *Moving Up in the New Economy*, Joan Fitzgerald explores specific programs in different sectors of the economy—health care, child care, education, manufacturing, and biotechnology—to offer a comprehensive analysis of this innovative approach to job training. Addressing the successes achieved—and the problems faced—by career-ladder programs, this timely book will be of interest to anyone interested in career development, workforce training, and employment issues, especially those that affect low-wage workers.

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