



MyTopMatch
Your Career. Better Matched.

RESEARCH

ORIGINAL RESEARCH

Bachelor's attainment rose 15.3 percentage points among HR assistants

40.3% 2018

55.6% 2024

Swipe for the evidence and limits

THE ENDPOINT FINDING

Bachelor's attainment rose from 40.3% to 55.6%

40.3%**2018**

90% CI 34.2%-46.3% | n=397

55.6%**2024**

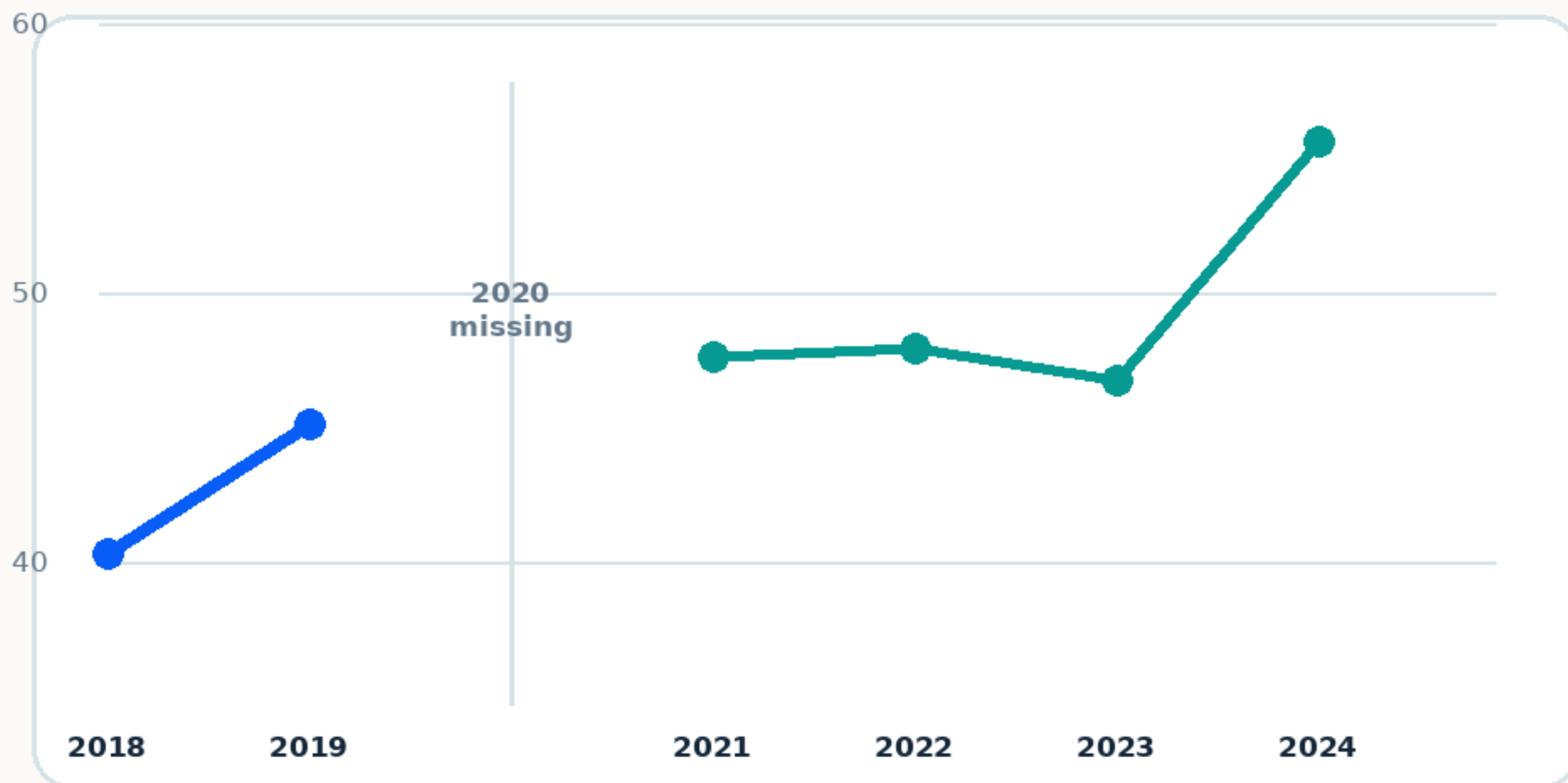
90% CI 52.3%-58.9% | n=964

+15.34 pp | 90% CI +8.4 to +22.2 | BH q=0.00334

Primary universe: wage-and-salary workers ages 25-64

THE ANNUAL SERIES

Six standard ACS one-year samples



The 2020 standard estimate was unavailable. MyTopMatch preserved the gap and performed no interpolation.

START-YEAR SENSITIVITY

The direction held when 2019 replaced 2018

+10.55 pp

2019 to 2024BH $q = 0.0343$

The magnitude depends partly on the starting year. Both comparisons exceeded the five-point threshold and passed $q \leq 0.05$.

ENTRY BENCHMARK AND INCUMBENTS

The median incumbent category moved

2018**Associate degree****2024****Bachelor's degree****BLS****Associate degree typical for entry**

BLS entry education and ACS incumbent attainment answer different questions.

POSSIBLE MECHANISMS

Several explanations remain open

1

Hiring composition changed

2

Incumbents completed degrees

3

Exits or retirements differed

4

Industry or geography shifted

5

Movement across adjacent HR roles changed

INTERPRETATION - ACS leaves these mechanisms unresolved



INTERPRETATION BOUNDARIES

What this research leaves unresolved

- Current employer degree screens**
- Education held at occupational entry**
- Applicant outcomes or hiring probability**
- Worker performance**
- A causal mechanism or worker-level transitions**

The headline remains tied to incumbent educational attainment in repeated cross-sections.

READ AND CITE THE STUDY

Original research from MyTopMatch

Preferred attribution

**MyTopMatch Research (2026), Degree Attainment
Trend Study DGT-1.0**

mytopmatch.com/research/hr-assistant-education-trend

Primary sources

ACS one-year PUMS, 2018-2024 | BLS occupational definition and entry benchmark

Finding: MTM-DGT-001