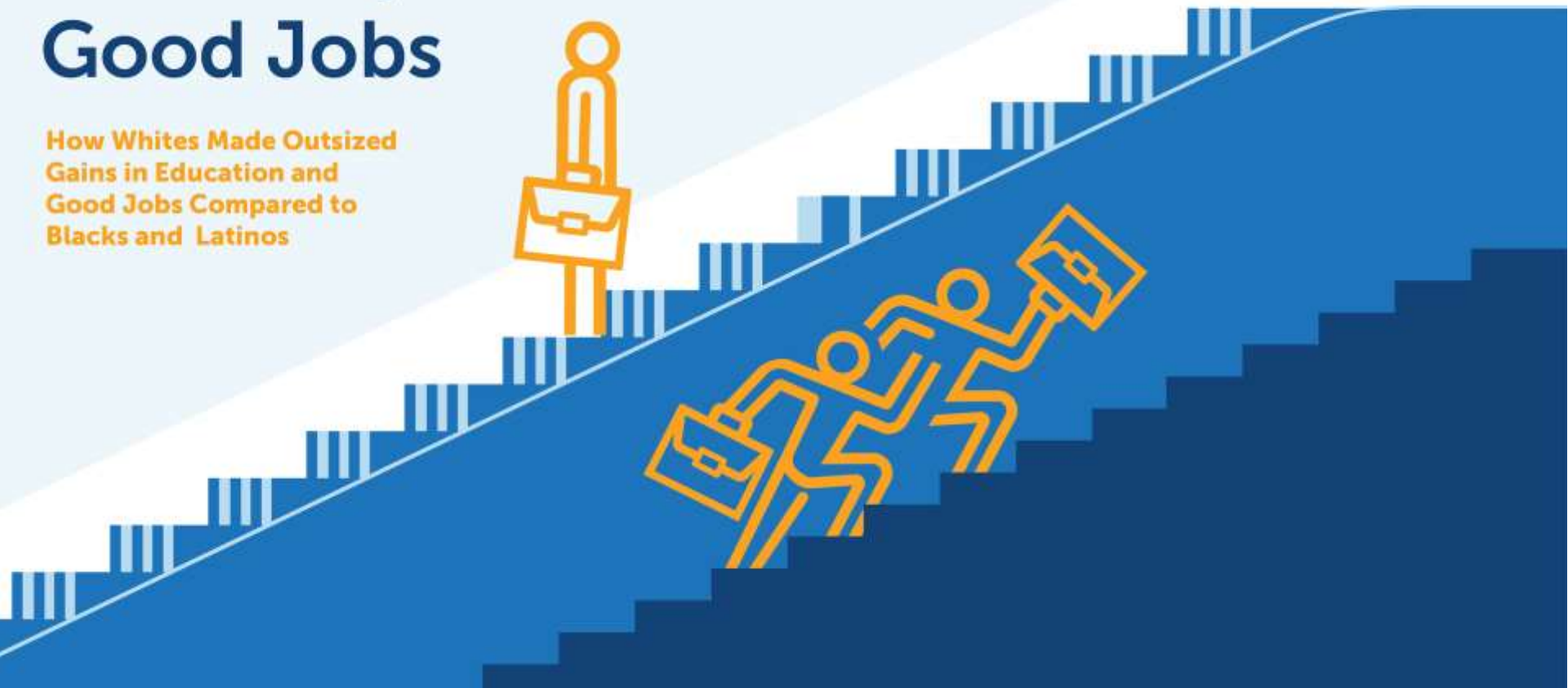


# The Unequal Race for Good Jobs

How Whites Made Outsized Gains in Education and Good Jobs Compared to Blacks and Latinos



By: Anthony P. Carnevale, Jeff Strohl, Artem Gulish,  
Martin Van Der Werf, and Kathryn Peltier Campbell

October 17, 2019

GEORGETOWN UNIVERSITY



Center  
on Education  
and the Workforce

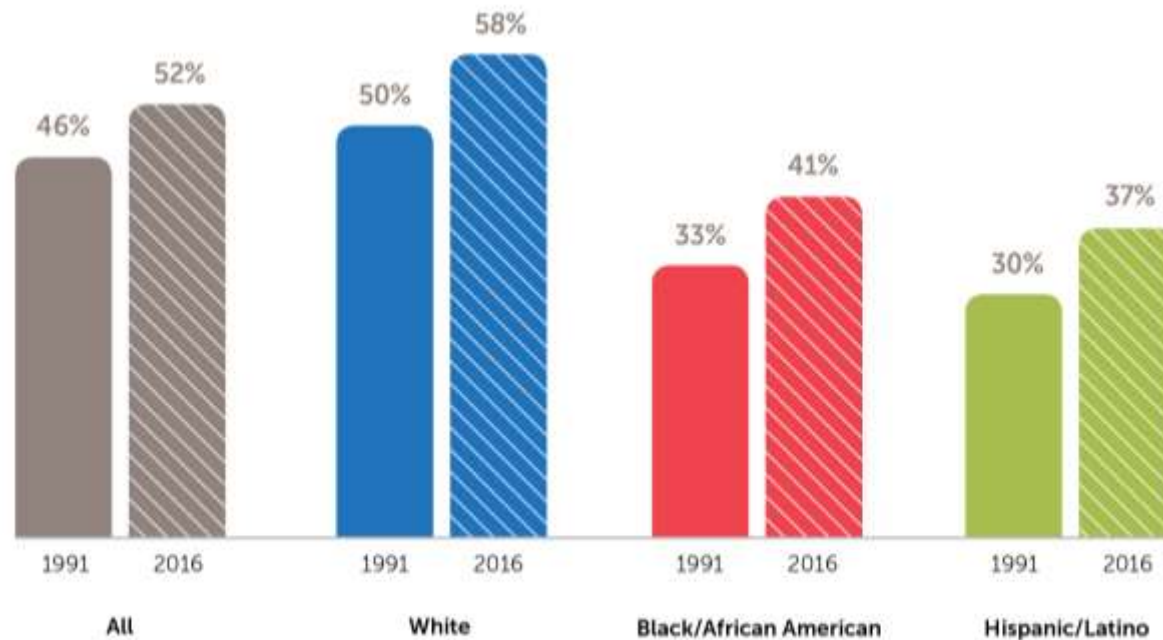
McCourt School of Public Policy

# Overview

- Whites' historical educational and economic privileges have built disproportionate advantages in the educational pipeline and the workforce.
- Blacks and Latinos have faced discrimination, racism, and other injustices.
- While Blacks and Latinos have made progress in educational attainment, their odds of having a good job are not as good as those of White workers with the same level of education.
- White workers have higher earnings in good jobs than Black or Latino workers at every level of educational attainment.
- Policy changes can help narrow these equity gaps.

# White, Black, and Latino workers have all increased their likelihood of having a good job

- From 1991 to 2016, all workers increased their likelihood of having a good job\* from 46% to 52%, but equity gaps remain.

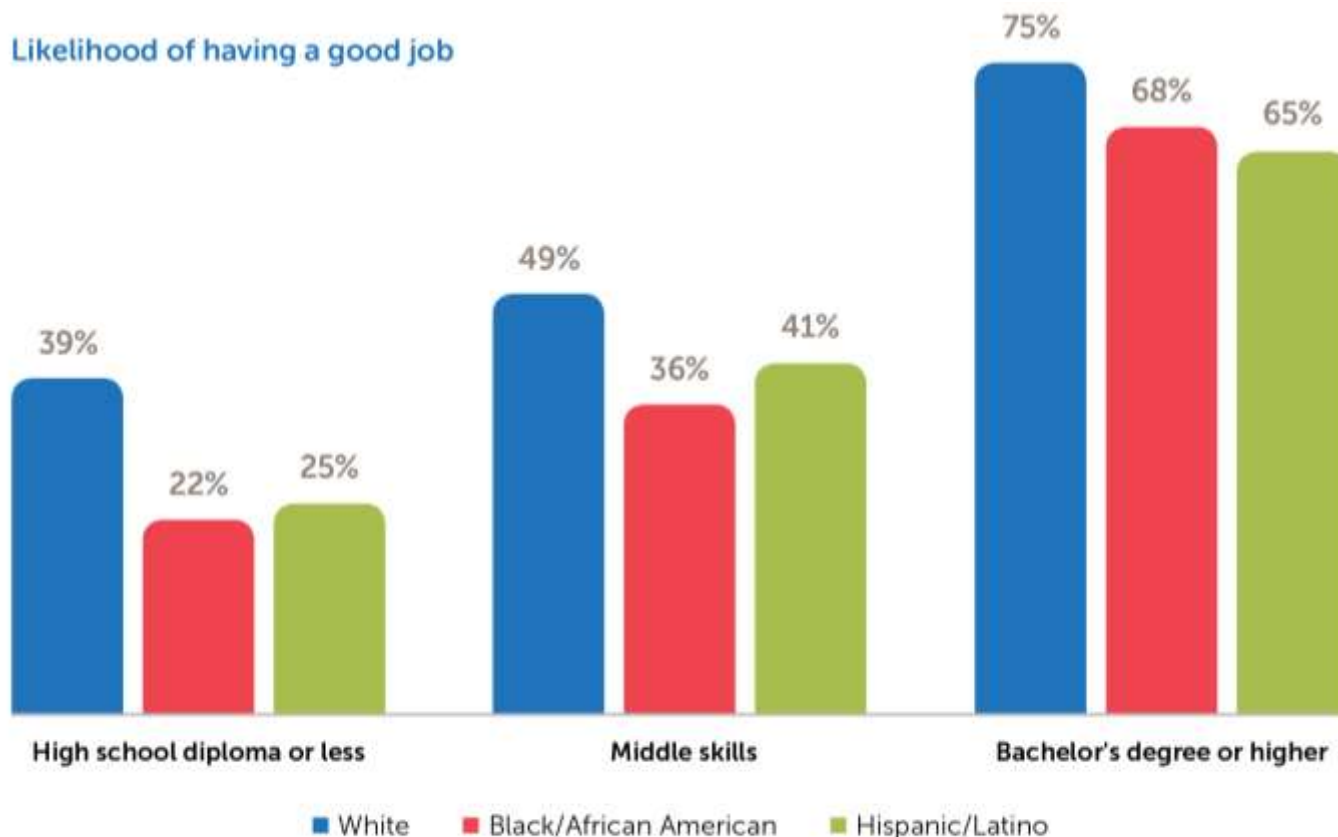


Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.

\*We define a good job as one that pays a minimum of \$35,000 for workers between the ages of 25 and 44 and at least \$45,000 for workers between the ages of 45 and 64.



# White workers are more likely than Black or Latino workers to have a good job at every level of educational attainment

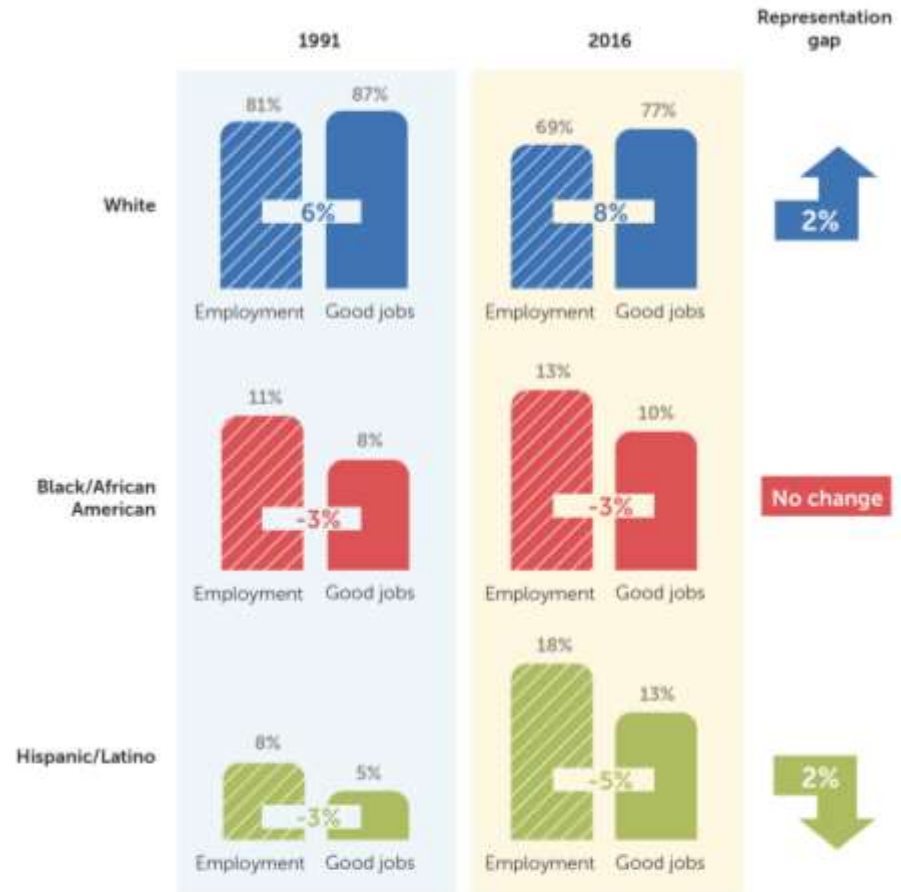


Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.



# Whites have a disproportionate share of good jobs relative to their share of overall employment

- In 2016, White workers held 77% of good jobs and 69% of all jobs.
- In the same year, Blacks held 10% of good jobs compared to 13% of all jobs.
- And Latinos held 13% of good jobs compared to 18% of all jobs in 2016.

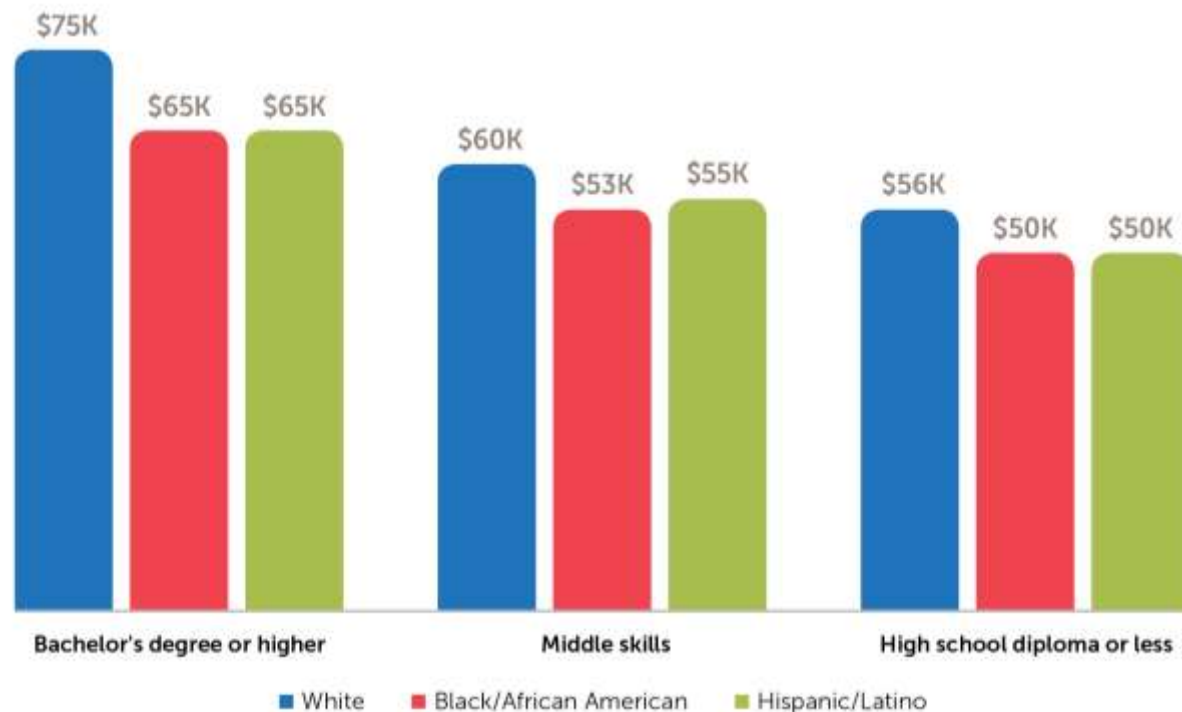


Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017



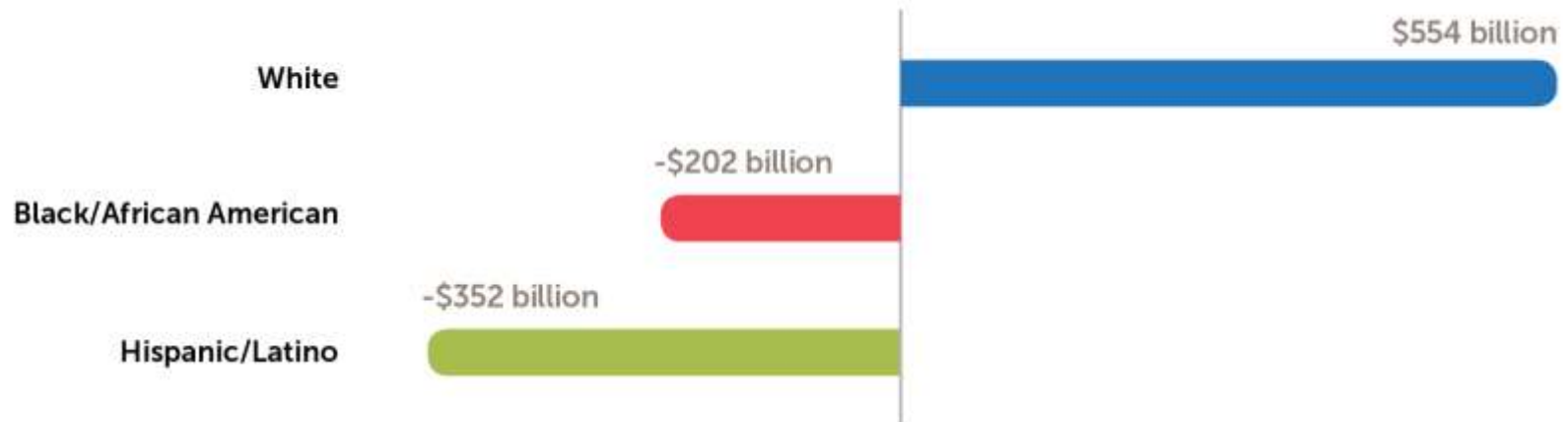
# At every level of education, Black and Latino workers' earnings in good jobs are lower than those of White workers

- On the bachelor's degree pathway, median earnings in 2016 for good jobs were \$75,000 for White workers, compared to \$65,000 for both Black and Latino workers.



# Staggering annual earnings gaps result from these disparities

- Whites earn \$554 billion more annually than they would if good jobs and good jobs earnings were equitably distributed in the workforce.



Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 2017.



# Good jobs have shifted toward workers with at least some college education

- For the past 25 years, all the net gains in good jobs have been in skilled-services industries and among workers with at least some college education.
- The majority of job losses were shouldered by blue-collar workers.
- Workers with no more than a high school diploma were hit the hardest.
- White, Black, and Latino workers are all earning a growing share of their good jobs with a bachelor's degree or higher.
- But Whites were more able to take advantage of the shift from the high school to the college economy.

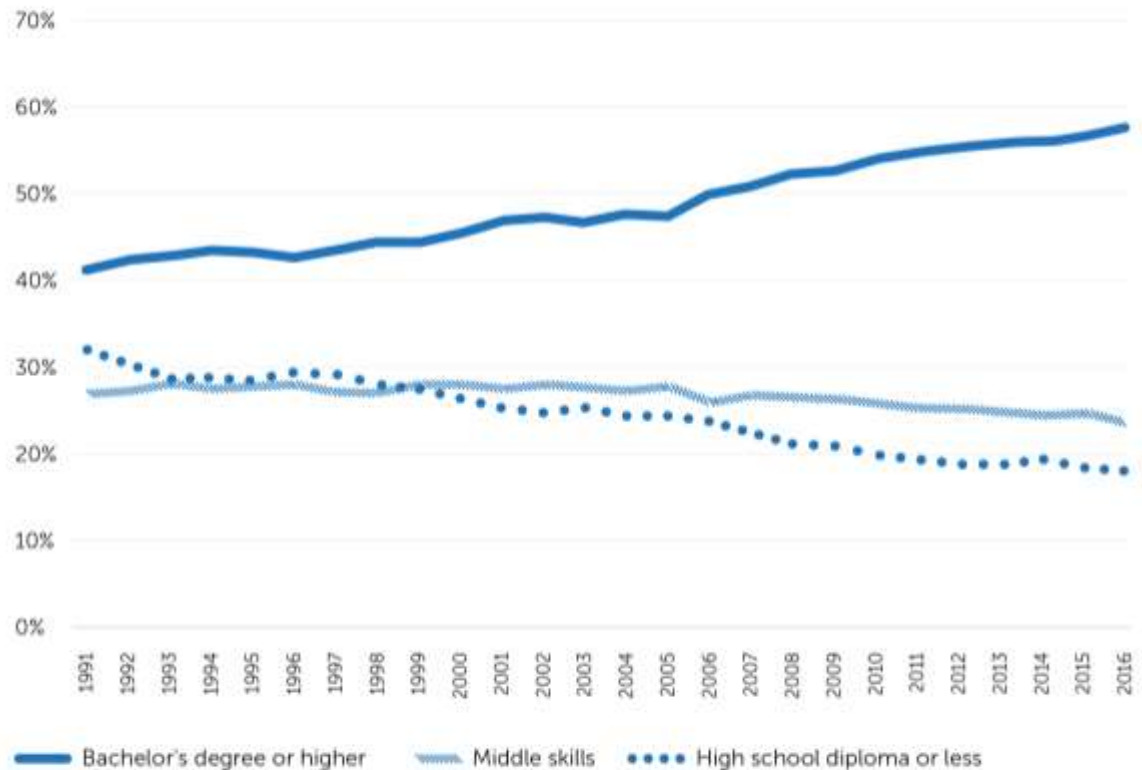




# White workers with the highest levels of education had the most economic success

- Good jobs held by White workers are increasingly concentrated among those with at least a bachelor's degree.

Share of good jobs by educational pathway for White workers, 1991–2016



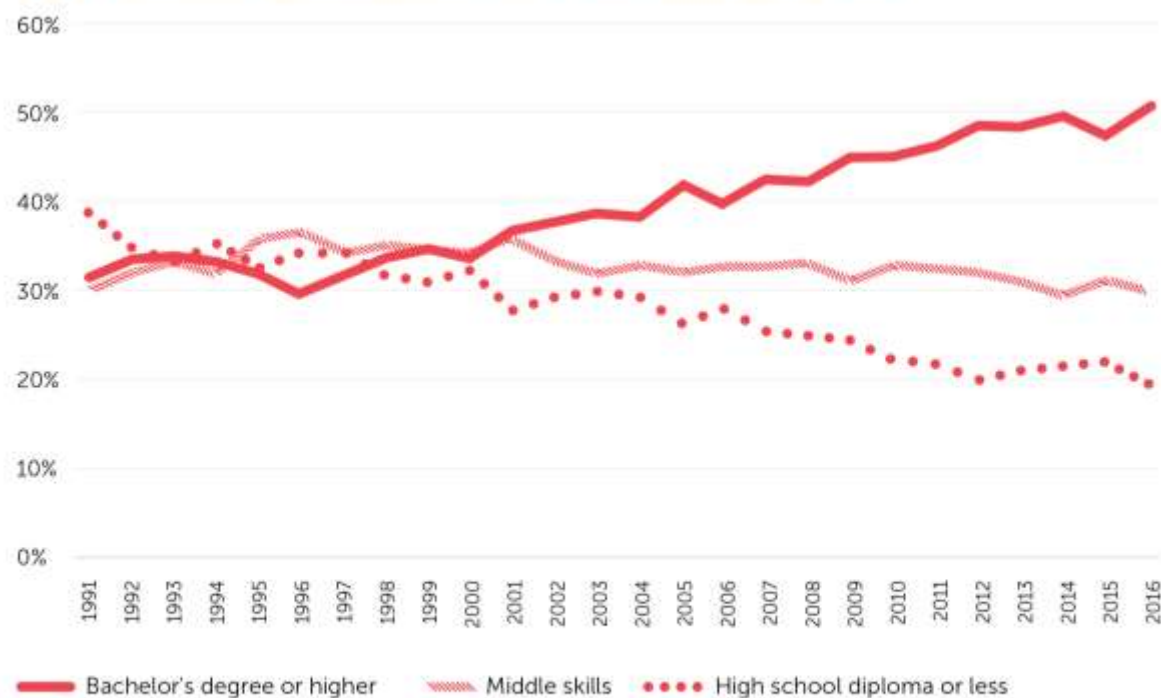
Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.



# Black workers with higher levels of education garnered a larger portion of good jobs

- Good jobs held by Black workers are increasingly on the bachelor's degree pathway.

Share of good jobs by educational pathway for Black workers, 1991–2016



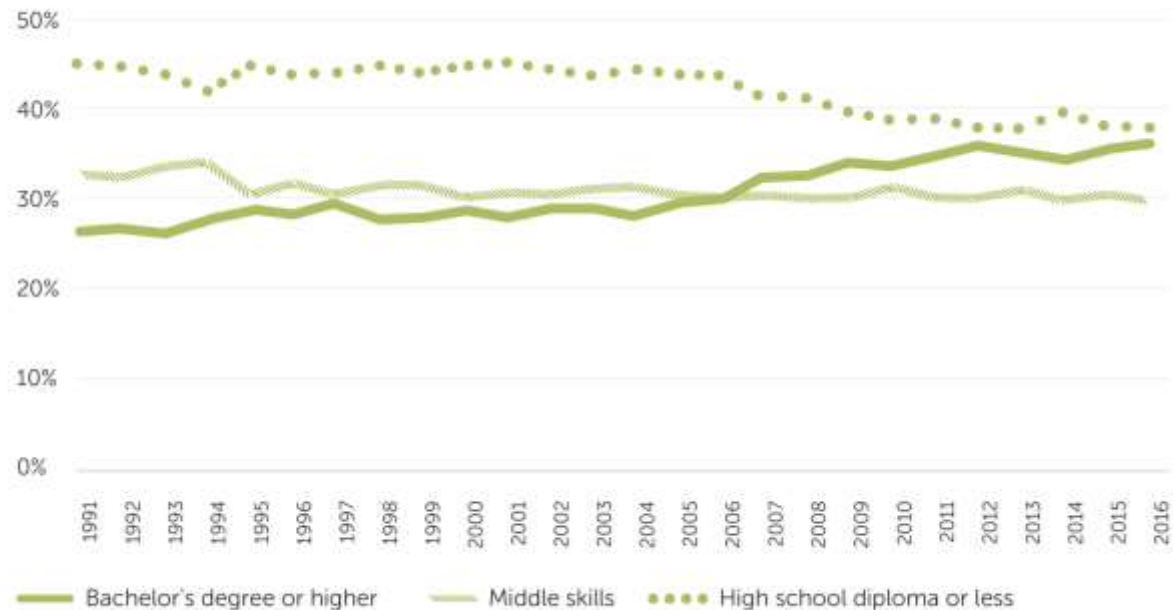
Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.



# Latinos were the only group to experience gains in good jobs on all three educational pathways

- Among Latino workers, those with no more than a high school diploma have the largest share of good jobs.
- However, those with a bachelor's degree or higher are quickly catching up.

Share of good jobs by educational pathway for Latino workers, 1991–2016



Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992–2017.



# Key Policy Recommendations

## Expand educational opportunity

- Reward colleges that enroll and graduate students from underserved populations
- Increase funding to community colleges
- Ensure that counselors are trained to provide culturally competent counseling
- Invest in retraining of displaced workers

## Promote diversity, equity, and inclusion in the workforce

- Increase the funding and enforcement powers of the Equal Employment Opportunity Commission (EEOC)
- Promote industry and professional efforts to increase diversity
- Grant tax incentives for employers to locate in underserved economic areas
- Grant economic development incentives to companies that make diversity, equity, and inclusion a key recruitment priority



# Conclusion

- White, Black, and Latino workers have all increased their chances of having a good job.
- The good jobs gap between White workers and Black and Latino workers persists as a result of discrimination, racism, and other injustices.
- Without significant changes to the systems that perpetuate these inequities, they will continue for generations to come.

# More Information

---

[cew.georgetown.edu/RaceandGoodJobs](http://cew.georgetown.edu/RaceandGoodJobs)



[cewgeorgetown@georgetown.edu](mailto:cewgeorgetown@georgetown.edu)



[linkedin.com/company/georgetowncew](https://linkedin.com/company/georgetowncew)



[YouTube.com/CEWGeorgetown](https://YouTube.com/CEWGeorgetown)



[Facebook.com/GeorgetownCEW](https://Facebook.com/GeorgetownCEW)



[@GeorgetownCEW](https://@GeorgetownCEW)



[Slideshare.net/CEWGeorgetown](https://Slideshare.net/CEWGeorgetown)

