

# Toward an Equitable Future of Work in Hartford: Critical Indicators for Jobs, Opportunity, and Workforce Equity





# Workforce Demographics





People of color account for 30 percent of the Hartford region's workforce.

Over 600,000 people work in the Hartford region, including nearly 270,000 people of color.

While white workers are still a large majority of the labor force, the region’s population is rapidly diversifying.

White people are slightly overrepresented in the workforce (70 percent) compared to their share of the overall population (67 percent), But this is partly due to the racial generation gap in the region: 45 percent of youth are people of color, compared to just 16 percent of seniors.

[See the interactive data.](#)

Number and share of workers by race/ethnicity, Hartford region, 2019

Ethnicity ▲	Population	Percent
Total	618,322	
Asian or Pacific Islander	32,079	5%
Black	62,126	10%
Latinx	79,022	13%
Mixed/Other	10,609	2%
Native American	708	0%
White	433,778	70%

Latino includes people of Hispanic origin of any race; all other groups are non-Hispanic.

Source: National Equity Atlas and Emsi Burning Glass analysis of ..... • Created with Datawrapper

# Occupational Segregation



# Persistent occupational segregation is a pressing challenge for workforce equity.

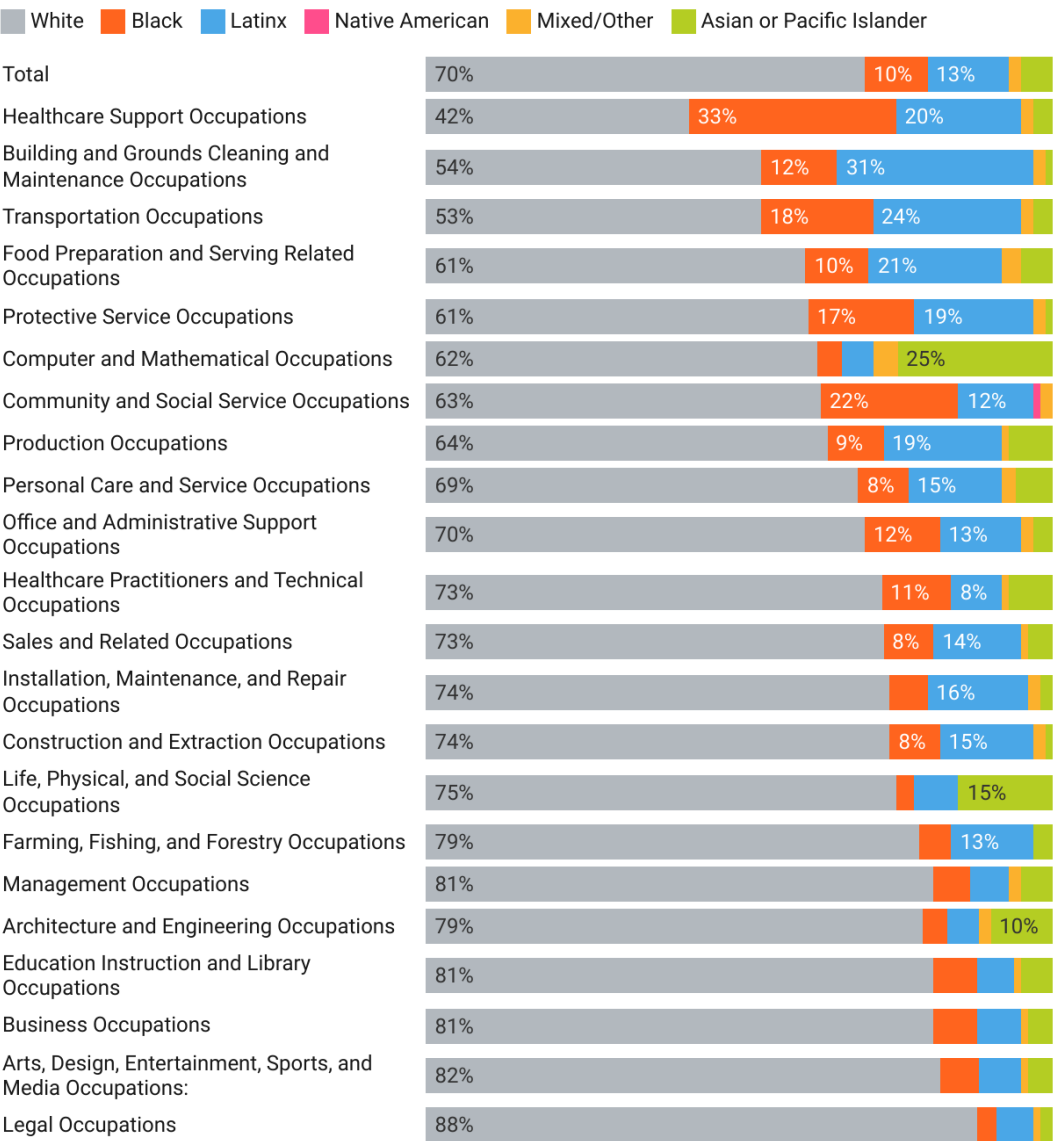
Occupational segregation continues to crowd many workers of color – particularly Black and Latinx workers – into lower wage, lower quality jobs.

Black people are 10 percent of the Hartford workforce overall, but 33 percent of those in health-care support occupations and 22 percent of those in community and social service occupations. They are most underrepresented in legal occupations and life, physical, and social sciences.

Latinx workers are 12 percent of the total workforce but 31 percent of those in building and grounds cleaning and maintenance occupations, and construction and extraction occupations. They are most underrepresented in architecture and engineering occupations.

[See the interactive data.](#)

Share of workers by race/ethnicity and occupational group, Hartford, 2019





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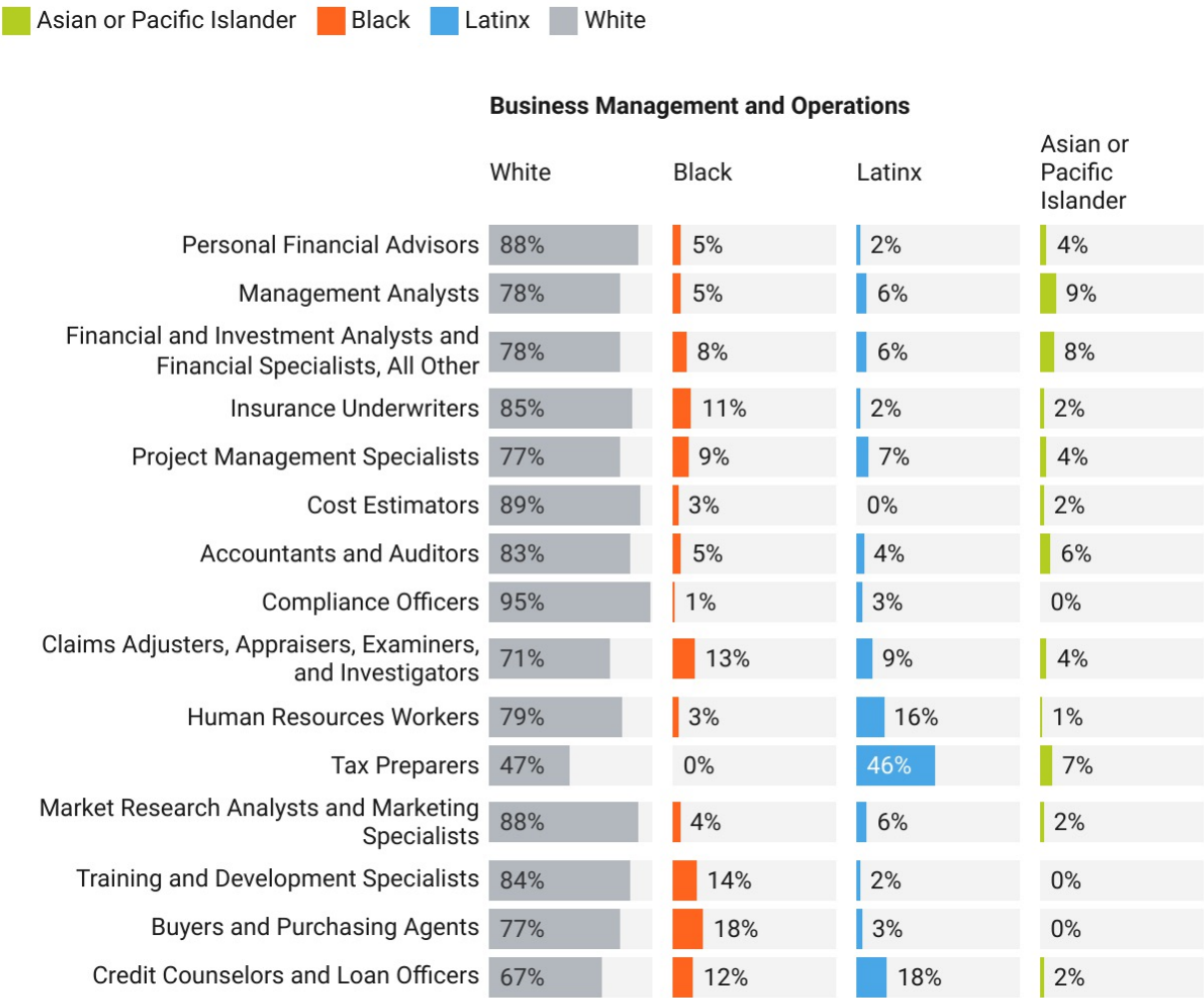
White workers are overrepresented among most of the region’s largest business occupations – especially compliance officers and cost estimators.

Latinx workers are concentrated among tax preparers (46 percent), credit counselors and loan officers (18 percent) and human resources workers (16 percent), but underrepresented among other large business management and operations jobs.

Black workers are overrepresented among buyers and purchasing agents (18 percent), training and development specialists (14 percent), and claims adjusters, appraisers, examiners, and investigators (13 percent).

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Hartford region, 2019



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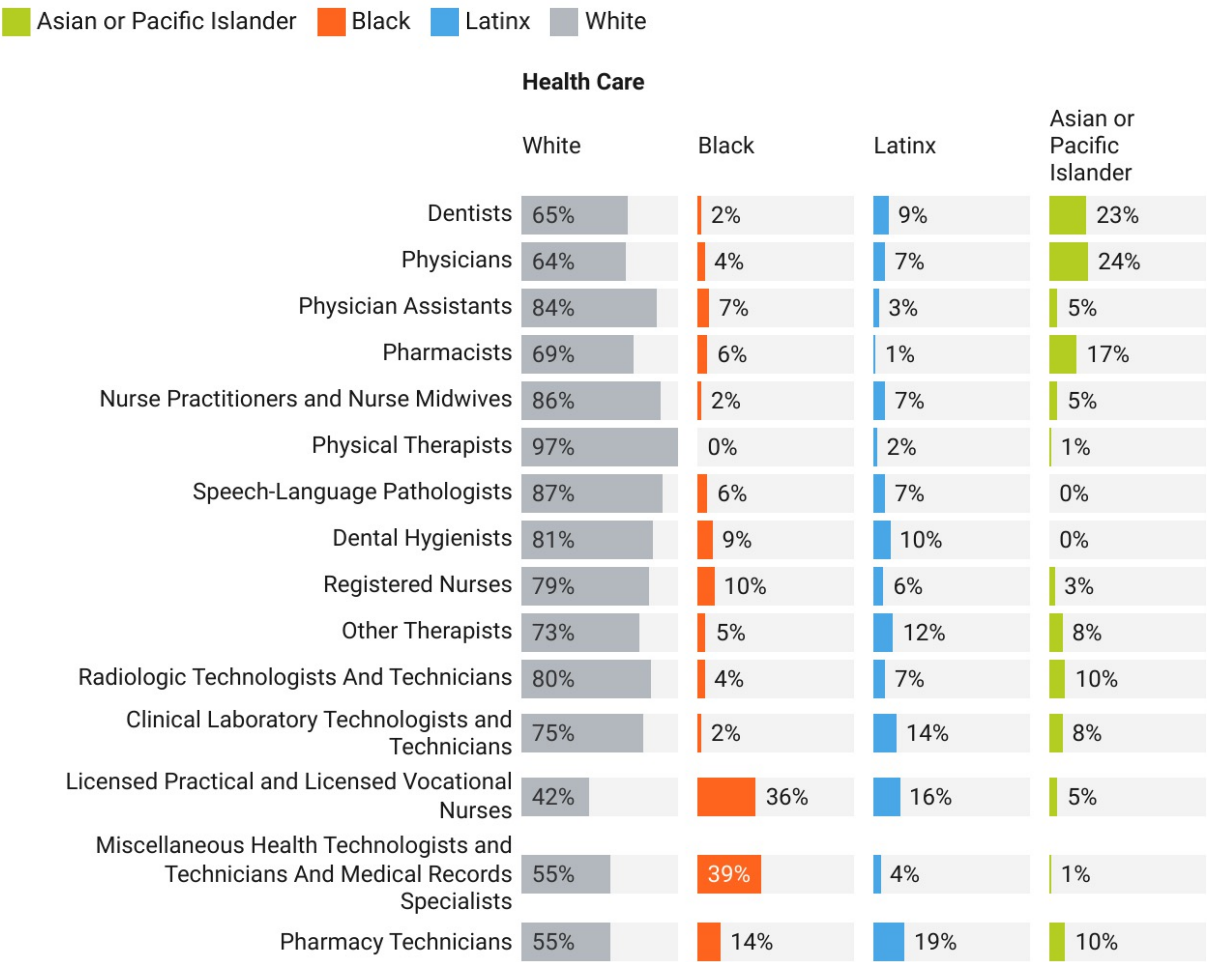
Black and Latinx workers are underrepresented among many of the region’s largest health-care occupations. Black workers are just 2 percent of dentists, nurse practitioners and midwives, and less than 1 percent of physical therapists. Latinx workers are just 1 pharmacists and 2 percent of physical therapists.

Black workers are significantly concentrated among miscellaneous health technologists and technicians and medical records specialists (39 percent) and licensed practical and vocational nurses (36 percent).

Latinx workers are especially concentrated among pharmacy technicians (19 percent) and licensed practical and vocational nurses (16 percent).

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Hartford region, 2019



Values reported are estimates and subject to error. As such, values of 0 or 100 percent should be interpreted as approaching those values and not exactly those values.

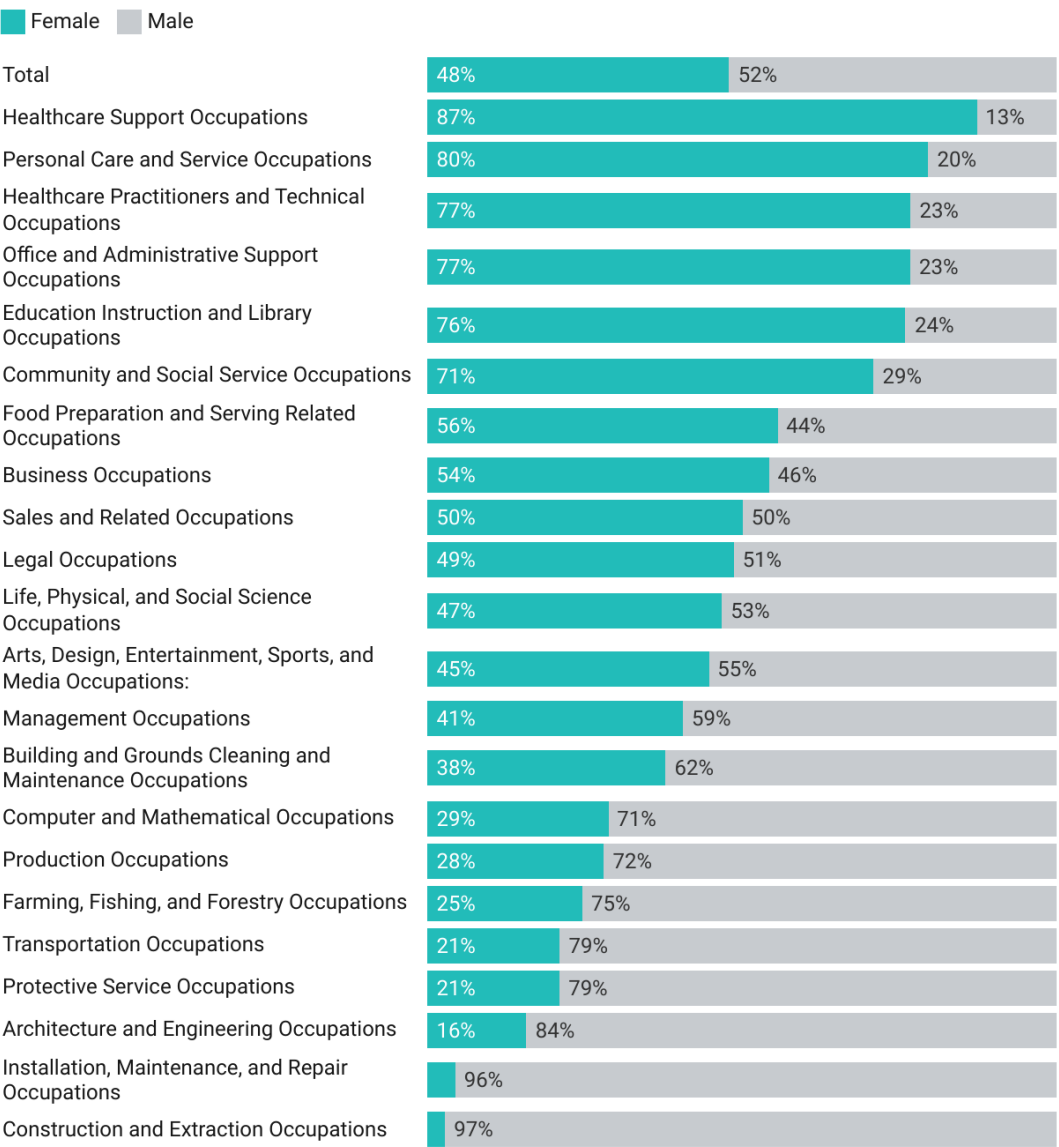
## Most occupational groups are also segregated by gender.

Women make up just under half of the Hartford region’s workforce (48 percent) but only 16 percent of those in architecture and engineering jobs and 29 percent of those in computer and mathematical jobs.

They are most overrepresented among health-care support occupations (87 percent), personal care and service occupations (80 percent), healthcare practitioners and technical occupations (77 percent), office and administrative support occupations (77 percent), and education instruction and library occupations (76 percent).

[See the interactive data.](#)

Share of workers by gender and occupational group, Hartford, 2019





# Future-Ready Jobs



## Growing the number of future-ready jobs — and ensuring equitable access to those opportunities — is key to a thriving and sustainable Hartford economy.

Future-ready jobs are those that provide stable, family-supporting incomes for workers and strong future prospects for employers and communities, as defined below.

### Living wage compensation:

Average wage for the occupation is sufficient to sustain a family of two working adults and two children — \$45,240 in Hartford (for an annual family income just over \$90,000).

Adequate wages are essential for families to meet their basic needs, weather emergency expenses, and plan for the future.

### Stable or growing base of employment:

The number of jobs is projected to grow or to remain relatively stable for the next decade. That is, employment in the occupation is not declining by more than 10 percent over 10 years for large occupations, or more than 2 percent over 10 years for small occupations.

A reliable base of employment provides stability for businesses and communities.

### Automation resilient:

The occupation has a probability of computerization lower than 50 percent, given the full array of tasks that compose the role.

Automation and digitization change the way work gets done, and some workers are at heightened risk of job displacement. If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation.



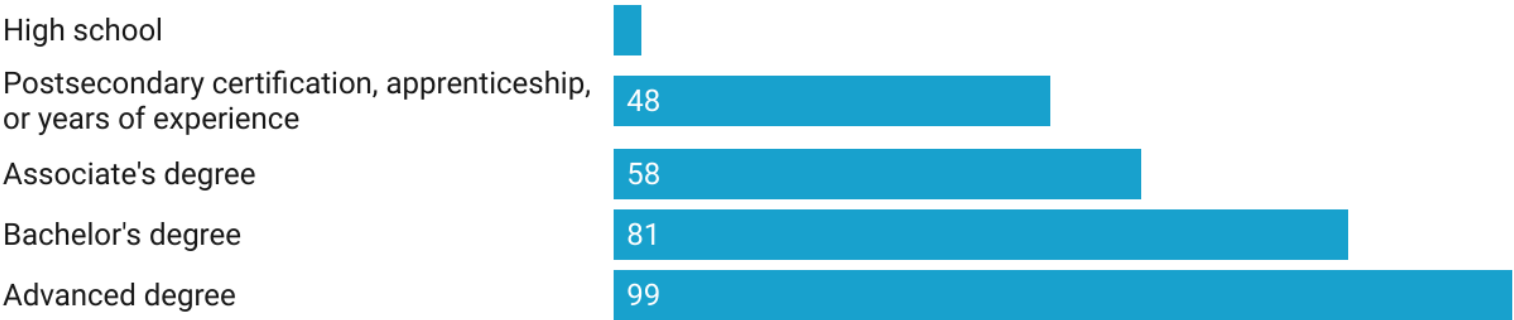
The majority of jobs in Hartford that require a college degree are future-ready.

Nearly all jobs in Hartford that require an advanced degree are future-ready – providing family-sustaining wages, a stable base of employment, and resilience to automation. More than 80 percent of jobs that require a bachelor’s degree are also good jobs.

In contrast, only 3 percent of jobs that require only a high school diploma are future ready.

[See the interactive data.](#)

Future-ready job rate, by required education, Hartford, 2019



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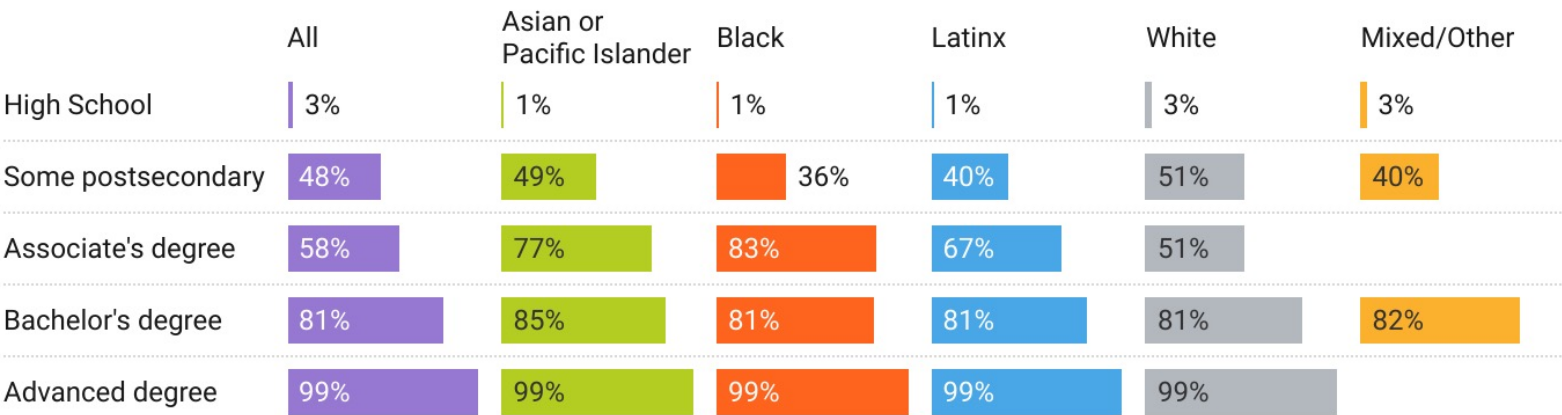
Among jobs that do not require a college degree, there are pronounced racial gaps in access to future-ready roles.

Very few jobs in Hartford that require less than an associate’s degree are considered future-ready. Still, among workers in jobs that do not require a college degree, white workers are more likely than workers of color to have future-ready roles.

Among occupations that require at least a four-year college degree, the vast majority of jobs are future-ready and racial gaps are quite narrow.

[See the interactive data.](#)

Share of workers in future-ready jobs by race/ethnicity and educational requirements, Hartford, 2019



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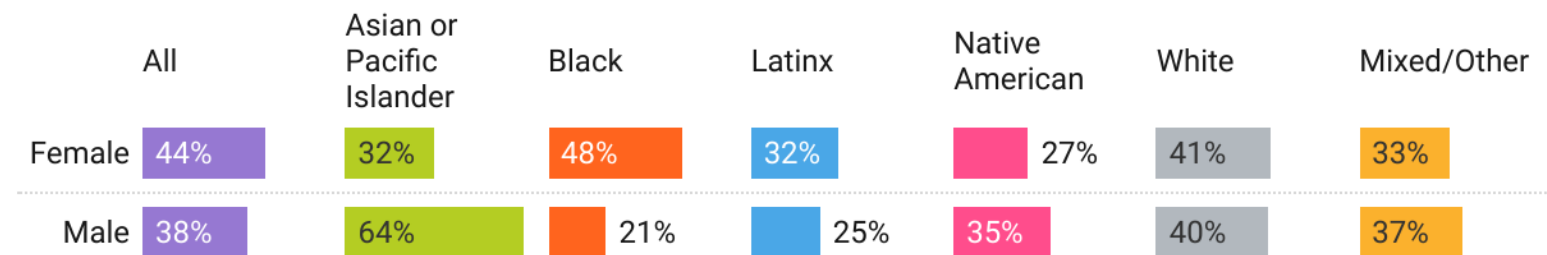
Among some racial/ethnic groups, access to future-ready jobs differs considerably by gender.

Overall, women are more likely than men to hold future-ready jobs in the Hartford region (44 percent compared to 38 percent). But gender gaps vary significantly by race and ethnicity. The gap is largest among Asian or Pacific Islander workers: 64 percent of men are in future-ready roles, compared to just 32 percent of women.

Across racial/ethnic and gender groups, Black men (21 percent), Latinx men (25 percent), and Native American women (27 percent) are the least likely to hold future-ready jobs.

[See the interactive data.](#)

Share of workers in future-ready jobs by race/ethnicity and gender, Hartford, 2019



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# Labor. Market Trends





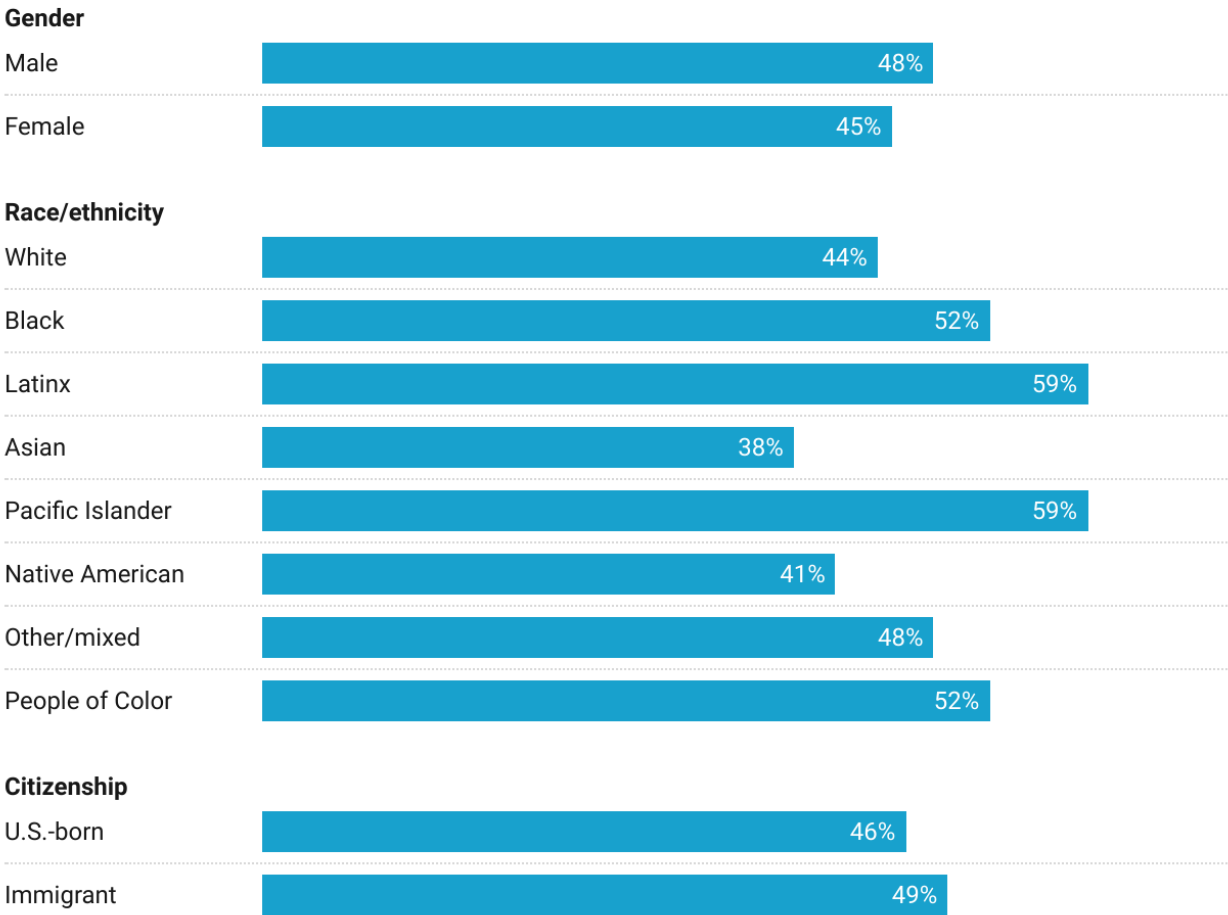
## Automation risk is highest for Latinx and Pacific Islander workers.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation. In Hartford, 48 percent of male workers and 45 percent of female workers are in automation-vulnerable jobs.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 59 percent of Latinx workers, 59 percent of Pacific Islander workers, and 52 percent of Black workers are in automation-vulnerable occupations in the region, compared with 38 percent of Asian workers and 44 percent of white workers.

[See the interactive data.](#)

Automation risk by demographic characteristics, Hartford region, 2019



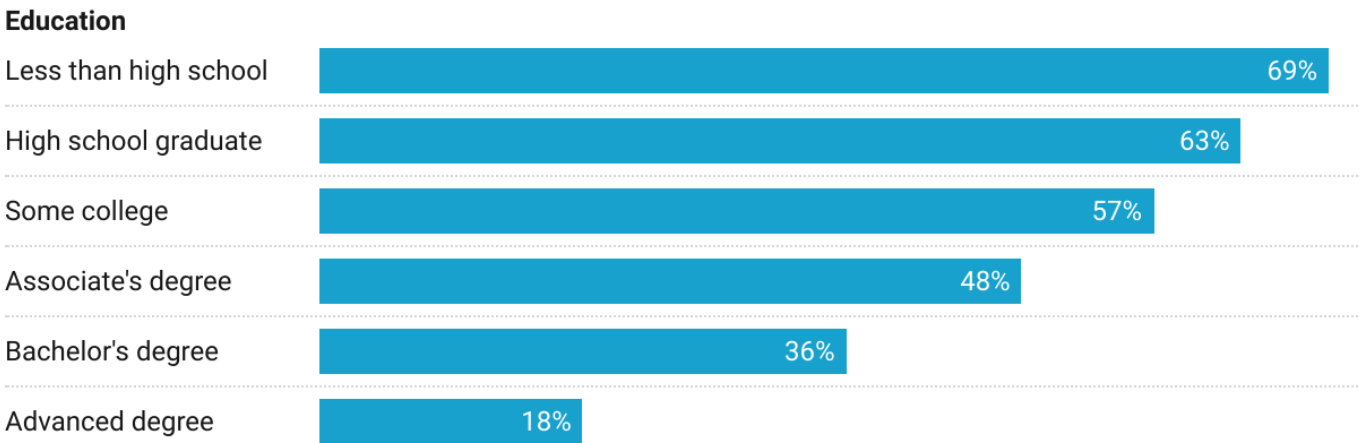
Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.

Higher education is strongly correlated with lower risk of automation. Just 18 percent of workers with an advanced degree are in automation-vulnerable jobs, compared to 69 percent of those without a high school diploma and 63 percent workers with only a high school diploma.

Greater English-language proficiency is likewise associated with greater resilience to automation. About 48 percent of workers who speak English very well are at risk of automation, compared with 71 percent of those who do not speak English well.

[See the interactive data.](#)

Automation risk by education, Hartford region, 2019





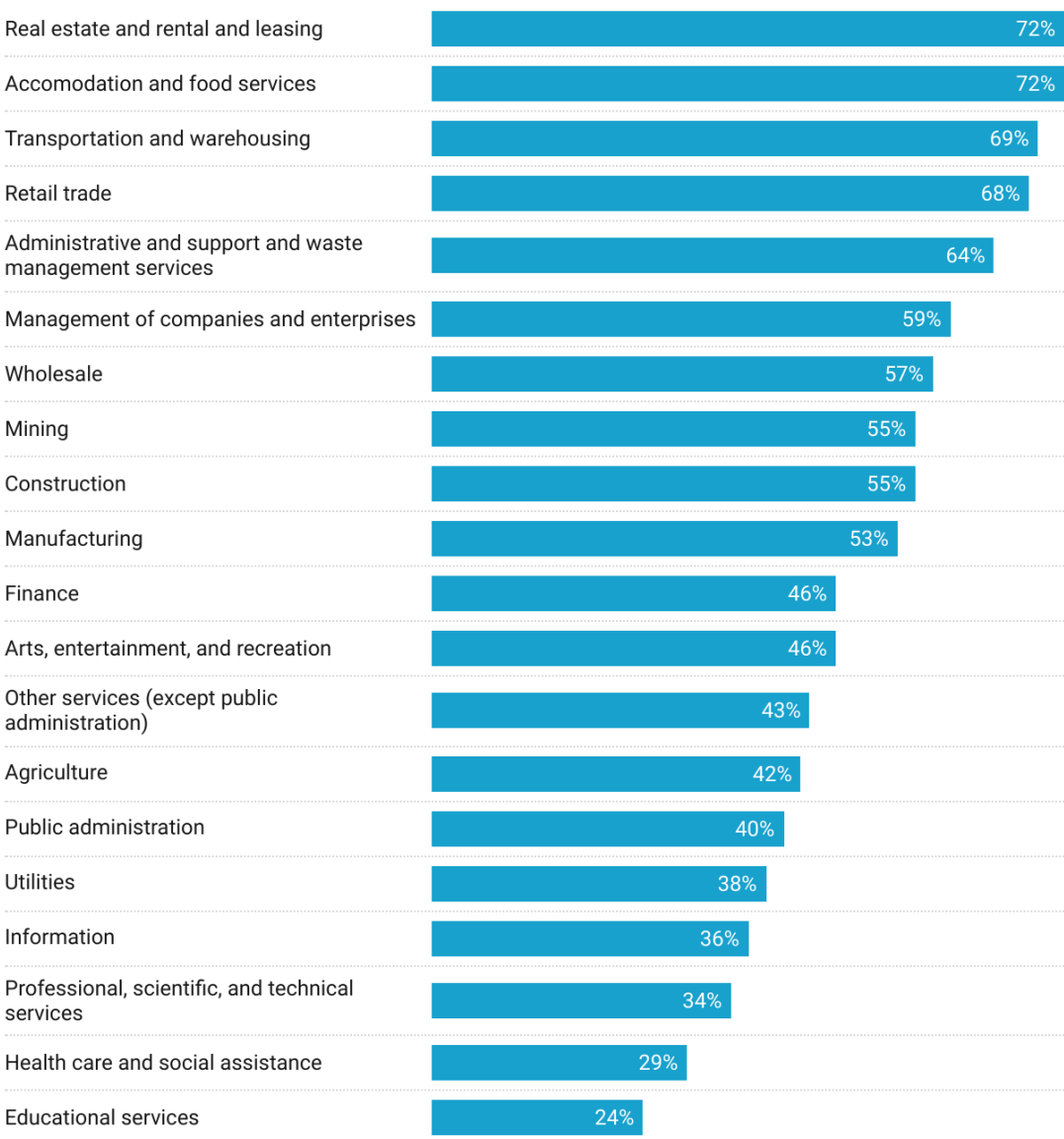
Workers in educational services have the lowest risk of automation, while those in accommodation and food services are at the highest risk.

Automation risk also varies by industry. In Hartford, the risk is highest among the accommodation and food services industry and the real estate and rental and leasing industry, in which more than seven out of ten workers are in jobs vulnerable to automation.

The most automation-resilient industries are educational services (24 percent of jobs at risk of automation) and health care and social assistance (29 percent of jobs at risk).

[See the interactive data.](#)

Automation risk by industry, Hartford region, 2019



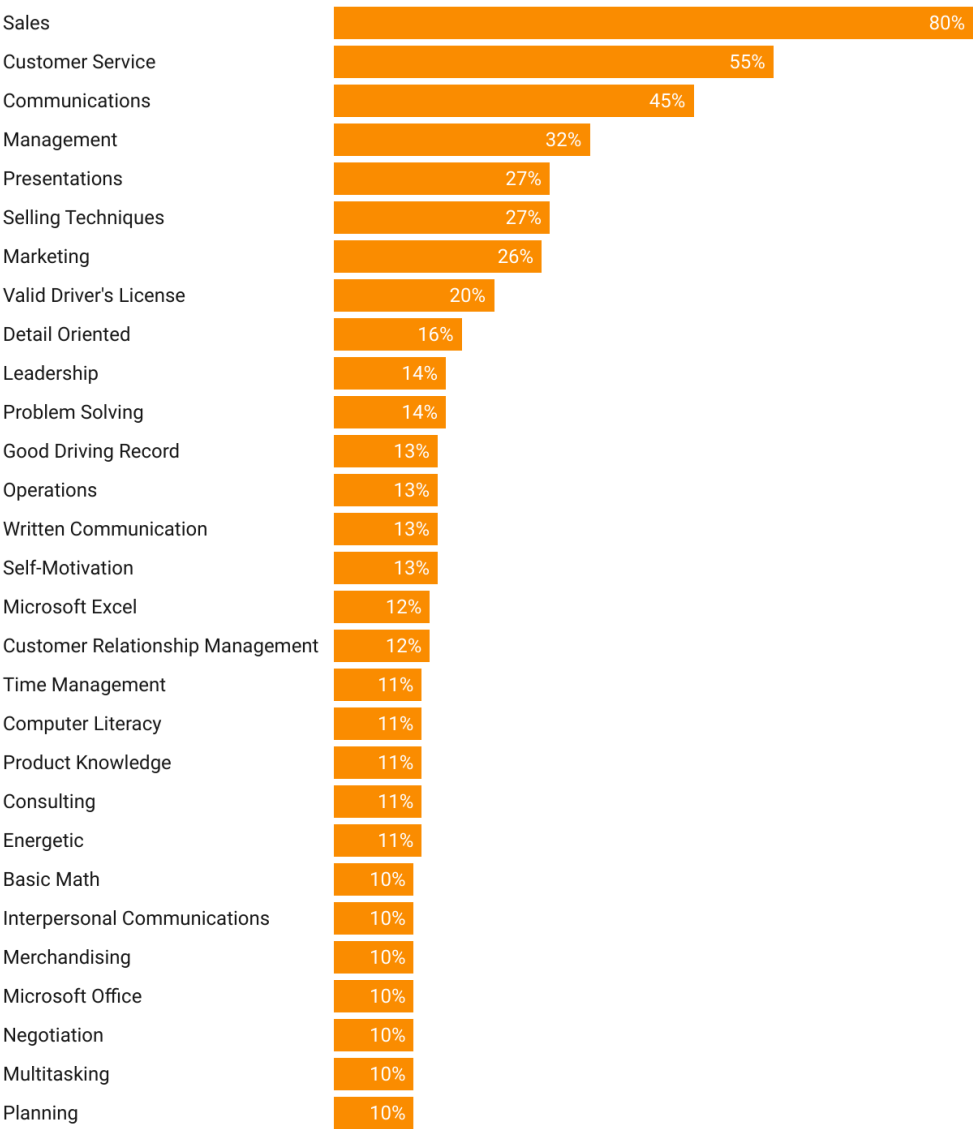
Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for sales representatives of services (except advertising, insurance, financial services, and travel) in Hartford, with sales, customer service, and communications skills topping the list.

[See the interactive data.](#)

Top skills for sales representatives of services, except advertising, insurance, financial services, and travel, Hartford, 2019



**Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.**

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for first-line supervisors of production and operating workers in Hartford. Communications, leadership, and management skills are listed in about 40 percent of postings for these occupations.

[See the interactive data.](#)

Top skills for first-line supervisors of production and operating workers, Hartford region, 2019





Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for licensed practical and licensed vocational nurses in Hartford, many of which can be developed and honed through other healthcare occupations (skills such as CPR, communications, and medical records).

[See the interactive data.](#)

Top skills for licensed practical and licensed vocational nurses, Hartford region, 2019

