

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





# Workforce Demographics



People of color account for one-quarter of the Indianapolis region's workforce.

More than 950,000 people work in the Indianapolis region, including nearly 250,000 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 (75 percent) compared to their share of the overall population (71 percent), But this is partly due to the racial generation gap in the region: 38 percent of youth are people of color, compared to just 15 percent of seniors.

[See the interactive data.](#)

Number and share of workers by race/ethnicity, Indianapolis, 2019

Ethnicity ▲	Population	Percent
Total	952,174	
Asian or Pacific Islander	32,591	3%
Black	130,849	14%
Latinx	58,103	6%
Mixed/Other	17,941	2%
Native American	1,582	0%
White	711,108	75%

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

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# Occupational Segregation



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

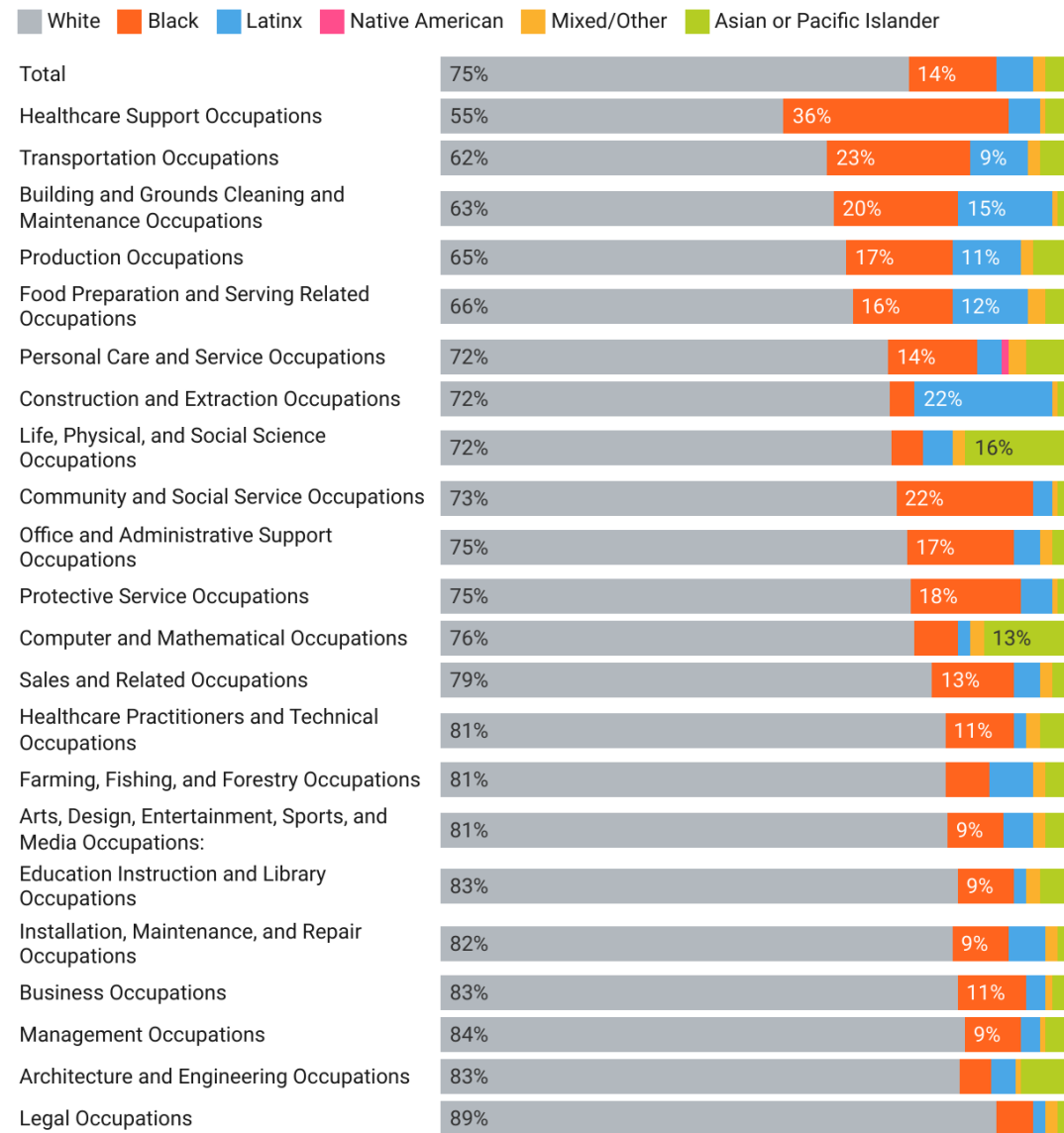
Occupational segregation continues to crowd many workers of color – particularly Black and Latinx workers – into lower wage, lower quality jobs.

Black people are 14 percent of the Indianapolis workforce overall, but 36 percent of those in health-care support occupations and 23 percent of those in transportation occupations. They are most underrepresented in construction; life, physical, and social sciences; architecture and engineering, and legal occupations.

Latinx workers are 6 percent of the total workforce but 22 percent of those in construction and extraction occupations and 15 percent in building and grounds cleaning and maintenance occupations.

[See the interactive data.](#)

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



Persistent occupational segregation is a pressing challenge for workforce equity.

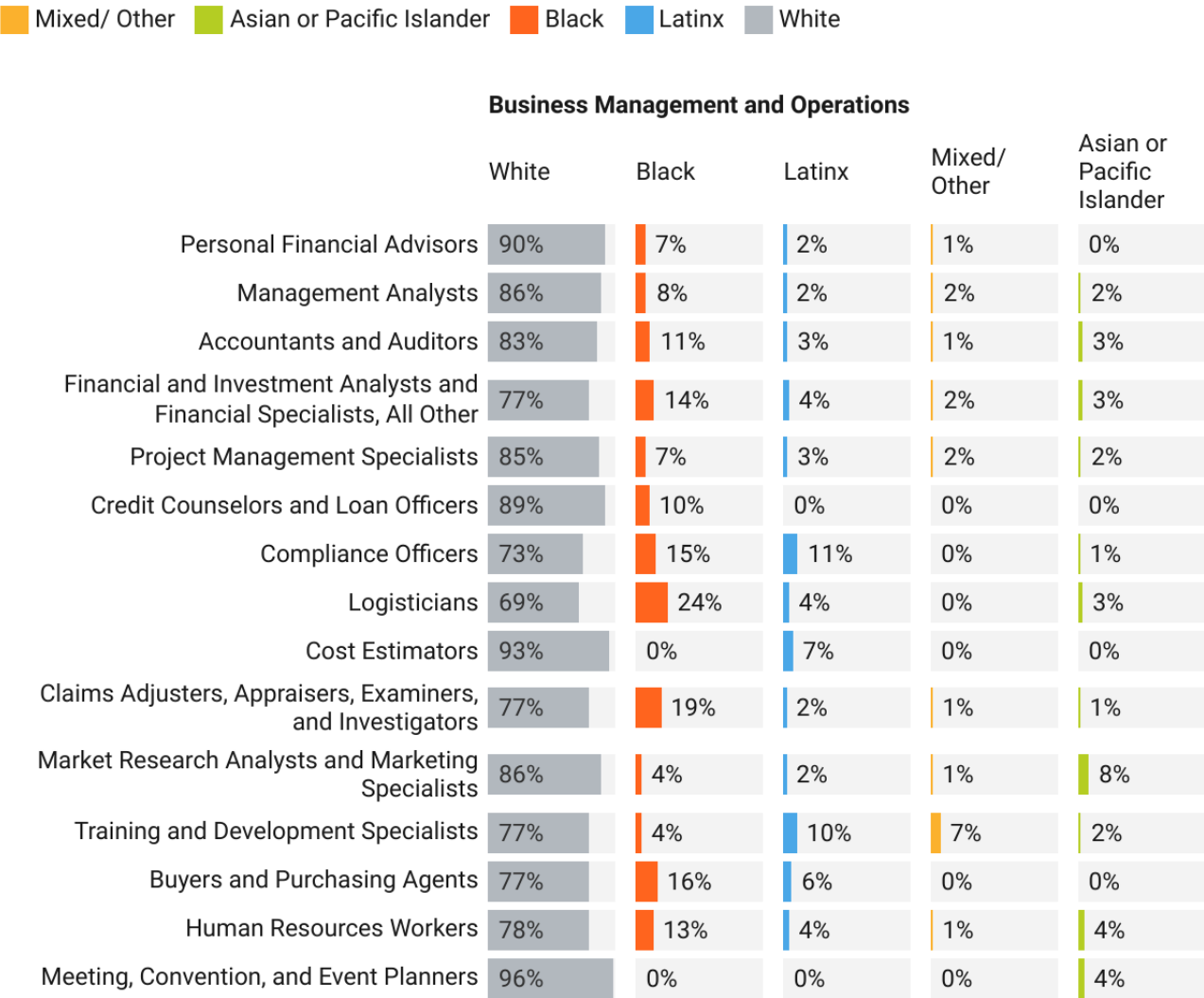
White workers are overrepresented among most of the region’s largest business occupations, including personal financial advisors, project management specialists, and credit counselors and loan officers.

Black workers are most overrepresented among logisticians (24 percent); claims adjusters, appraisers, examiners, and investigators (19 percent), and buyers and purchasing agents (16 percent).

Latinx workers are overrepresented among compliance officers (11 percent) and training and development specialists (10 percent).

[See the interactive data.](#)

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





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

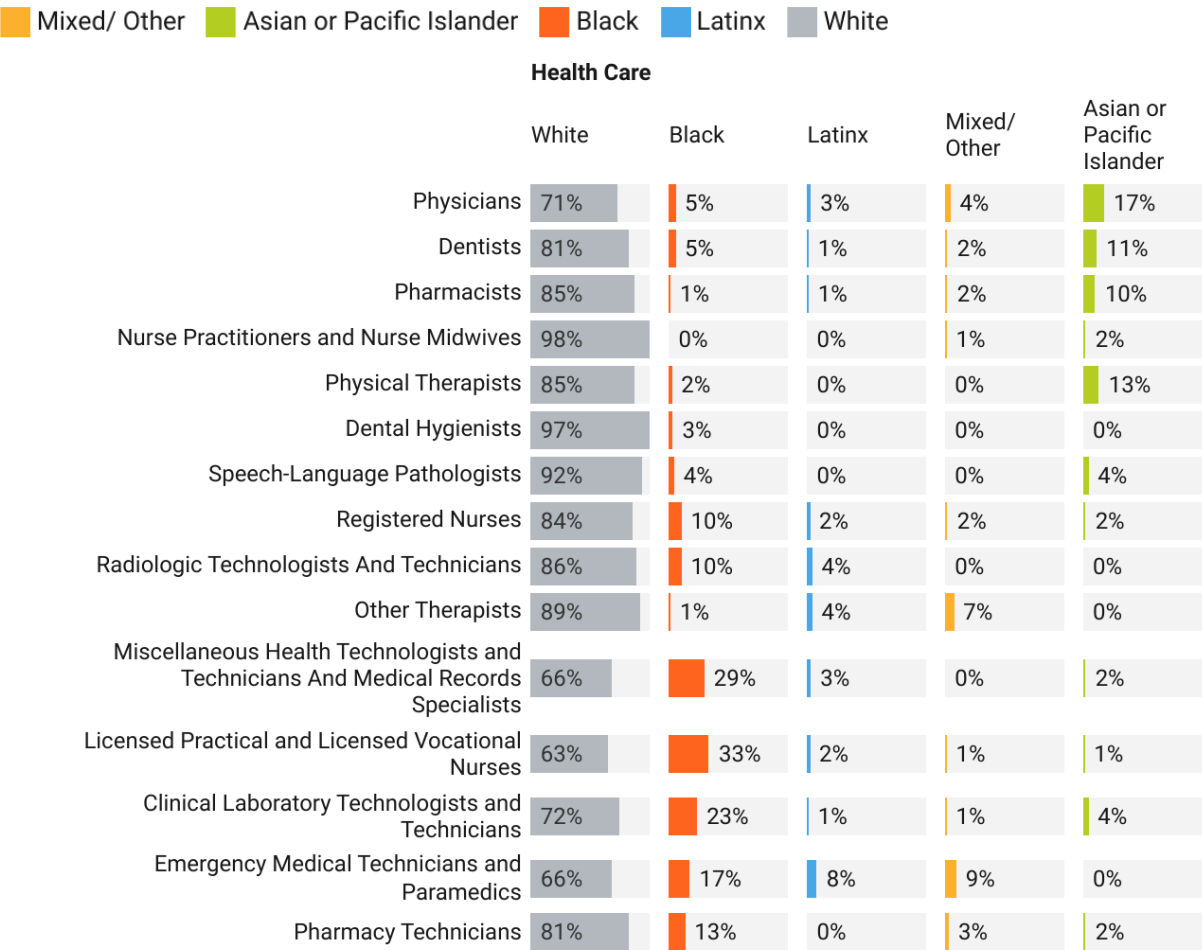
Black and Latinx workers are underrepresented among many of the region’s largest health-care occupations, including physicians, dentists, pharmacists, nurse practitioners, and physical therapists.

Black workers are significantly concentrated among licensed practical and vocational nurses (33 percent) and miscellaneous health technologists and technicians and medical records specialists (29 percent).

Latinx workers are slightly overrepresented among emergency medical technicians and paramedics (8 percent).

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Indianapolis 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.

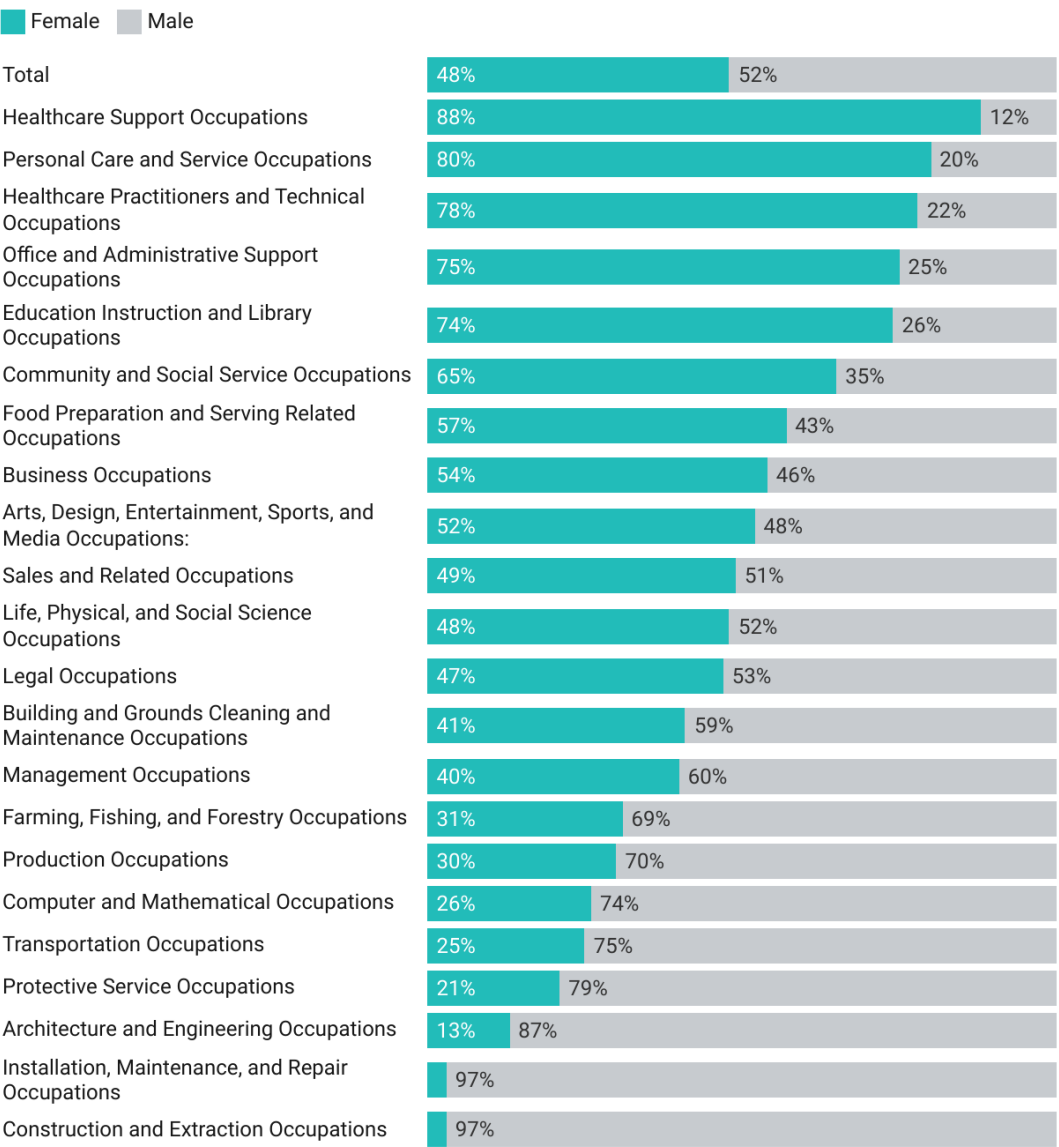
## Most occupational groups are also segregated by gender.

Women make up just under half of the Indianapolis region’s workforce (48 percent) but just 13 percent of those in architecture and engineering jobs and 26 percent of those in computer and mathematical jobs.

They are most overrepresented among health-care support occupations (88 percent), personal care and service occupations (80 percent), and healthcare practitioners and technical occupations (78 percent).

[See the interactive data.](#)

Share of workers by gender and occupational group, Indianapolis region, 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 Indianapolis 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 — \$40,081 in Indianapolis (for an annual family income just over \$80,000).

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 vast majority of jobs in Indianapolis that require at least a four-year degree are future-ready.

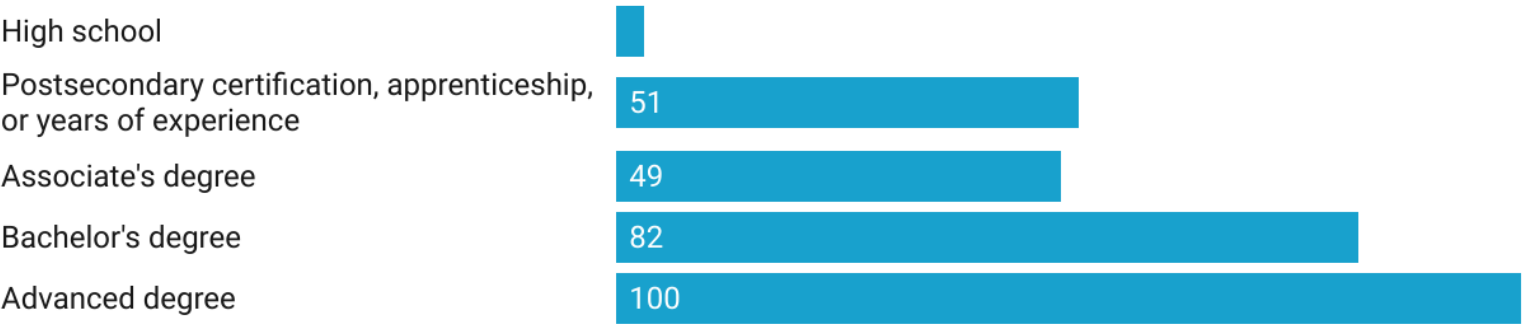
Nearly all jobs that require an advanced degree are future-ready – providing family-sustaining wages, a stable base of employment, and resilience to automation.

More than 80 percent of jobs that require a bachelor’s degree are also good jobs, along with about half of those that require an associate’s degree.

In contrast, just 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, Indianapolis, 2019





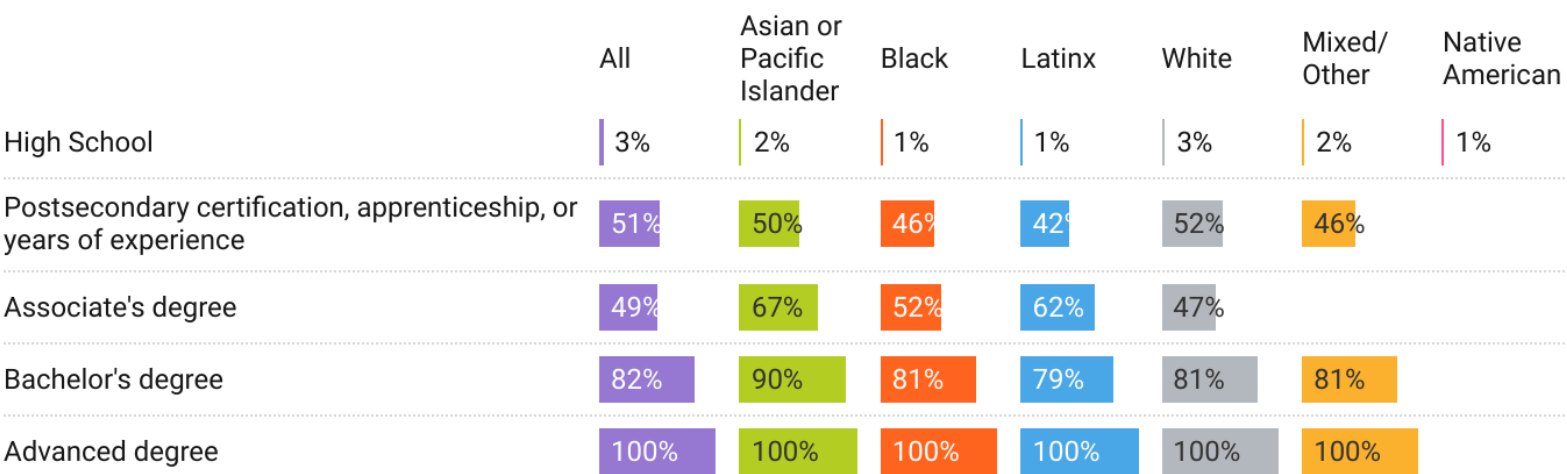
Among jobs that do not require a college degree, there are pronounced racial gaps in access to future-ready roles.

Very few jobs in Indianapolis 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, Indianapolis, 2019



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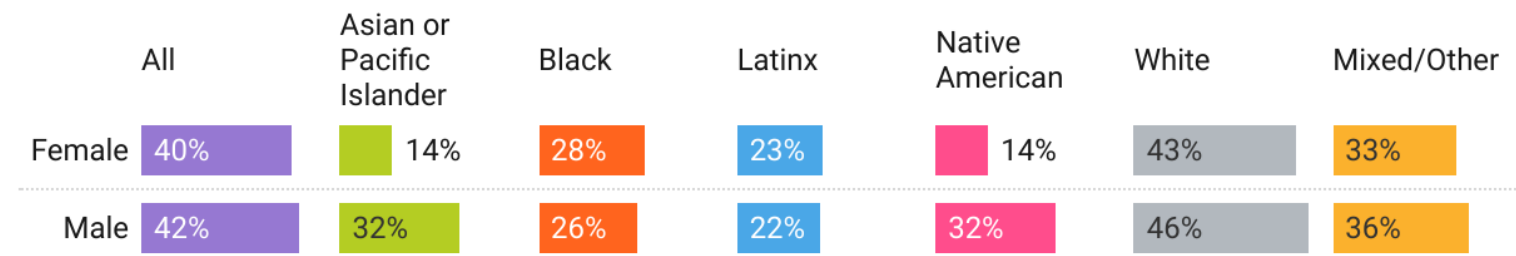
Among some racial/ethnic groups, access to future-ready jobs differs considerably by gender.

Overall, men are slightly more likely than women to hold future-ready jobs in the Indianapolis region (42 percent compared to 40 percent). But gender gaps vary significantly by race and ethnicity. The gap is largest and identical among Native American and Asian or Pacific Islander workers: 32 percent of men are in future-ready roles, compared to just 14 percent of women.

Among men, Latinx workers are least likely to have future-ready jobs (22 percent). Among women, Asian or Pacific Islander and Native American workers are least likely (14 percent).

[See the interactive data.](#)

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



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# Labor Market Trends





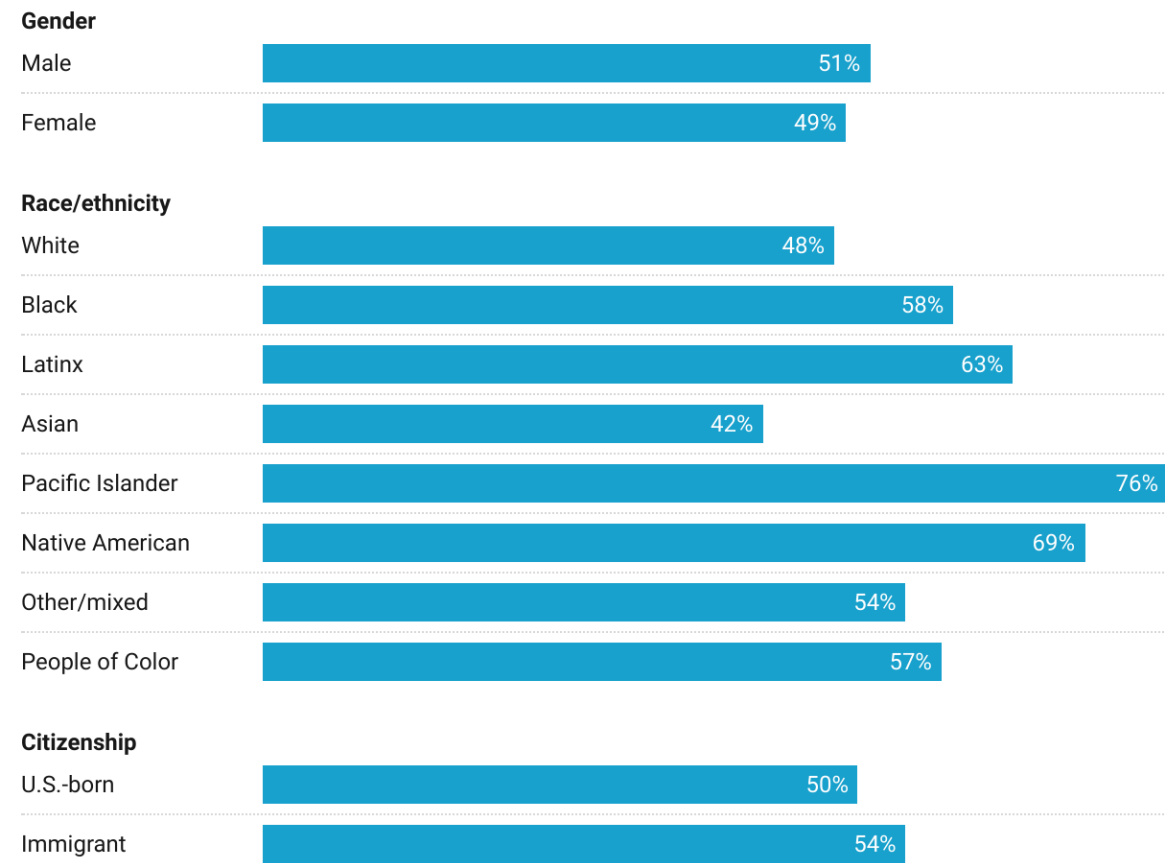
Automation risk is highest for Pacific Islander, Native American, and Latinx workers.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation. In Indianapolis, 51 percent of male workers and 49 percent of female workers are in automation-vulnerable jobs.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 76 percent of Pacific Islander workers, 69 percent of Native American workers, 63 percent of Latinx workers, and 58 percent of Black workers are in automation-vulnerable occupations in the region, compared with 42 percent of Asian workers and 48 percent of white workers.

[See the interactive data.](#)

Automation risk by demographic characteristics, Indianapolis region, 2019



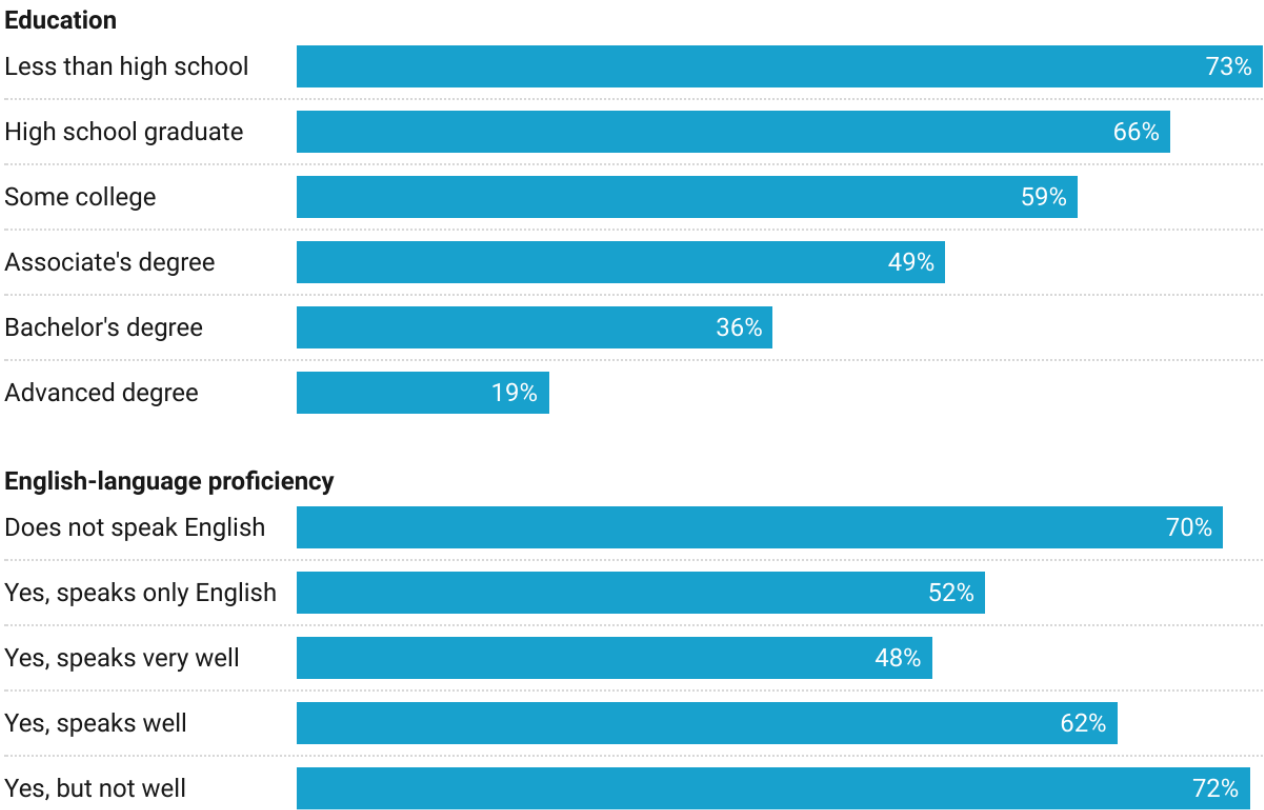
**Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.**

Higher education is strongly correlated with lower risk of automation. Just 19 percent of workers with an advanced degree are in automation-vulnerable jobs, compared to 73 percent of those without a high school diploma and 66 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 72 percent of those who do not speak English well.

[See the interactive data.](#)

Automation risk by education, Indianapolis region, 2019



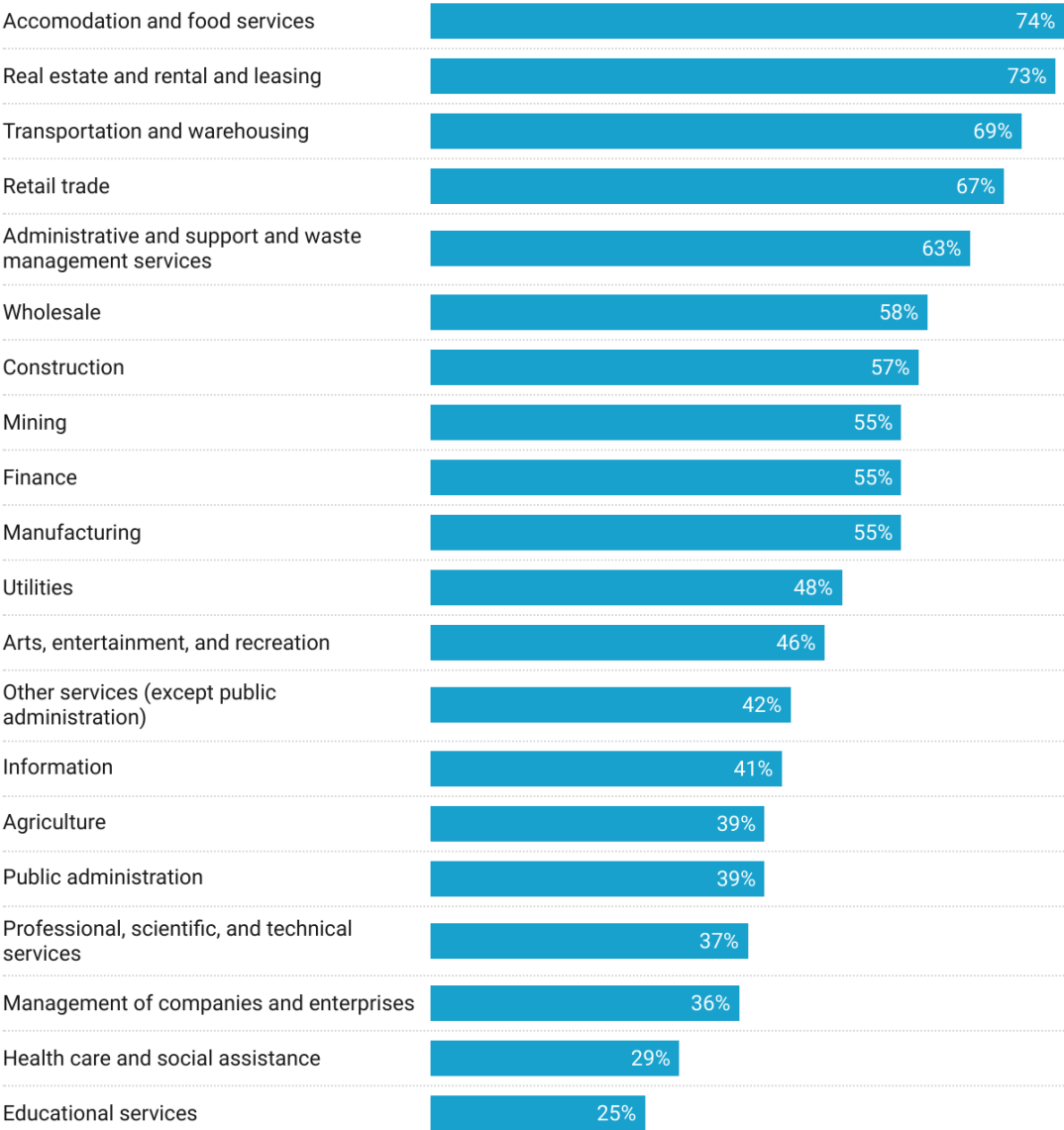
Workers in educational services have the lowest risk of automation, while those in accommodation and food services are at the highest risk.

Automation risk also varies by industry. In Indianapolis, the risk is highest among the accommodation and food services industry (74 percent) and the real estate and rental and leasing industry (73 percent), followed by transportation and warehousing (69 percent) and retail trade (67 percent).

The most automation-resilient industries are educational services (25 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, Indianapolis region, 2019





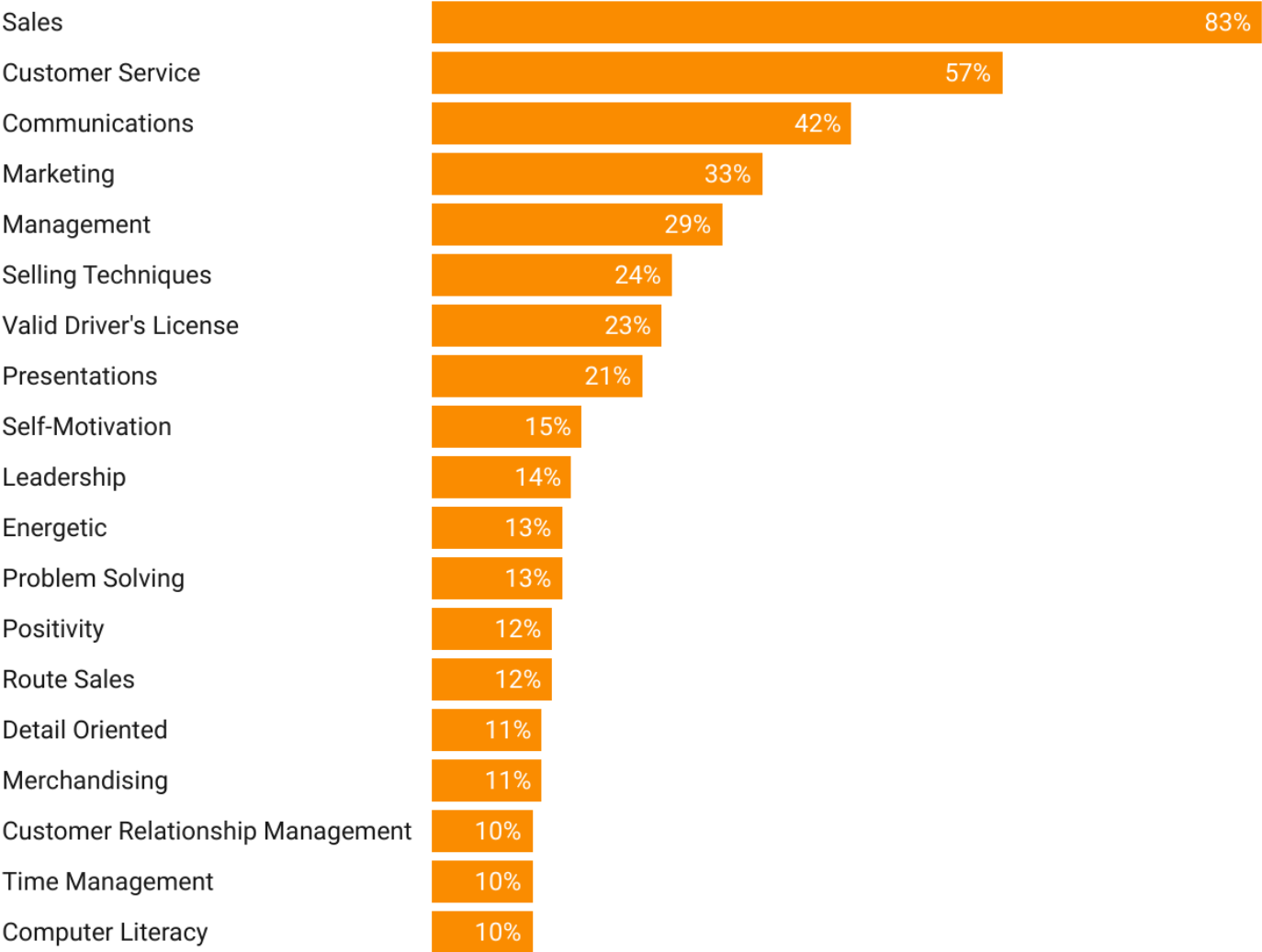
**Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.**

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 Indianapolis, 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, Indianapolis, 2019



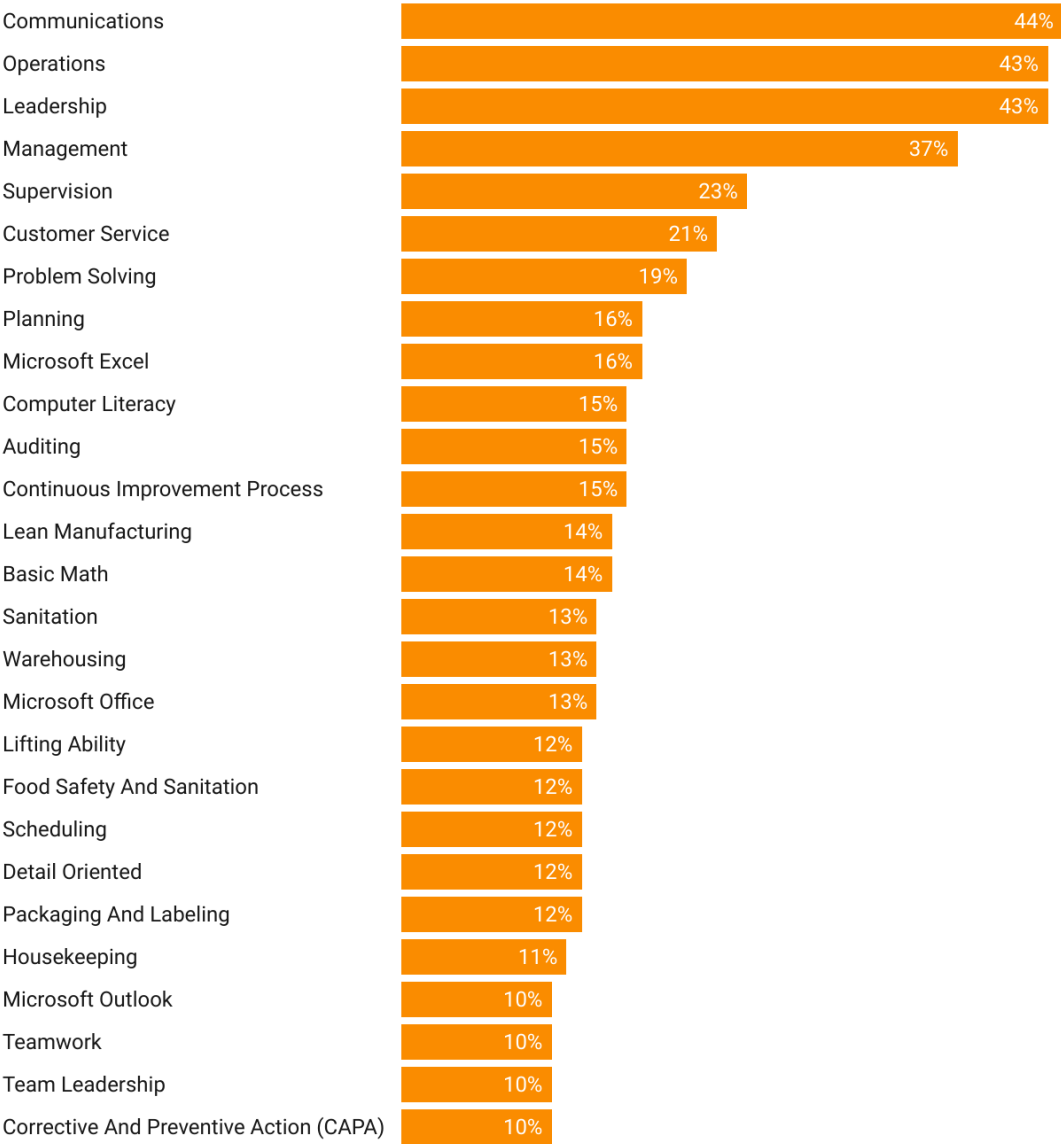
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This chart details the most-requested skills in job postings for first-line supervisors of production and operating workers in Indianapolis. Communications, operations, leadership, and management skills are listed in about 40 percent of postings for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

[See the interactive data.](#)

Top skills for first-line supervisors of production and operating workers, Indianapolis, 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 Indianapolis, many of which can be developed and honed through other healthcare occupations (skills such as CPR, communications, and long-term care).

[See the interactive data.](#)

Top skills for licensed practical and licensed vocational nurses, Indianapolis, 2019

