

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





# Workforce Demographics



People of color make up 68 percent of the LA region's workforce.

About 6.5 million people work in the Los Angeles region. Latinx workers are the largest group at 2.8 million, followed by 2 million white workers and 1 million Asian or Pacific Islander workers.

White people are slightly overrepresented in the workforce (32 percent) compared to their share of the general population (30 percent), while Latinx residents are slightly underrepresented. But this is partly due to the racial generation gap in the region: 41 percent of youth are people of color, compared to just 24 percent of seniors.

[See the interactive data.](#)

Number and share of workers by race/ethnicity, Los Angeles, 2019

Ethnicity ▲	Population	Percent
Total	6,523,977	
Asian or Pacific Islander	1,074,456	16
Black	381,852	6
Latinx	2,846,160	44
Mixed/Other	154,690	2
Native American	11,652	0
White	2,055,167	32

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

Created with Datawrapper



# Occupational Segregation





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

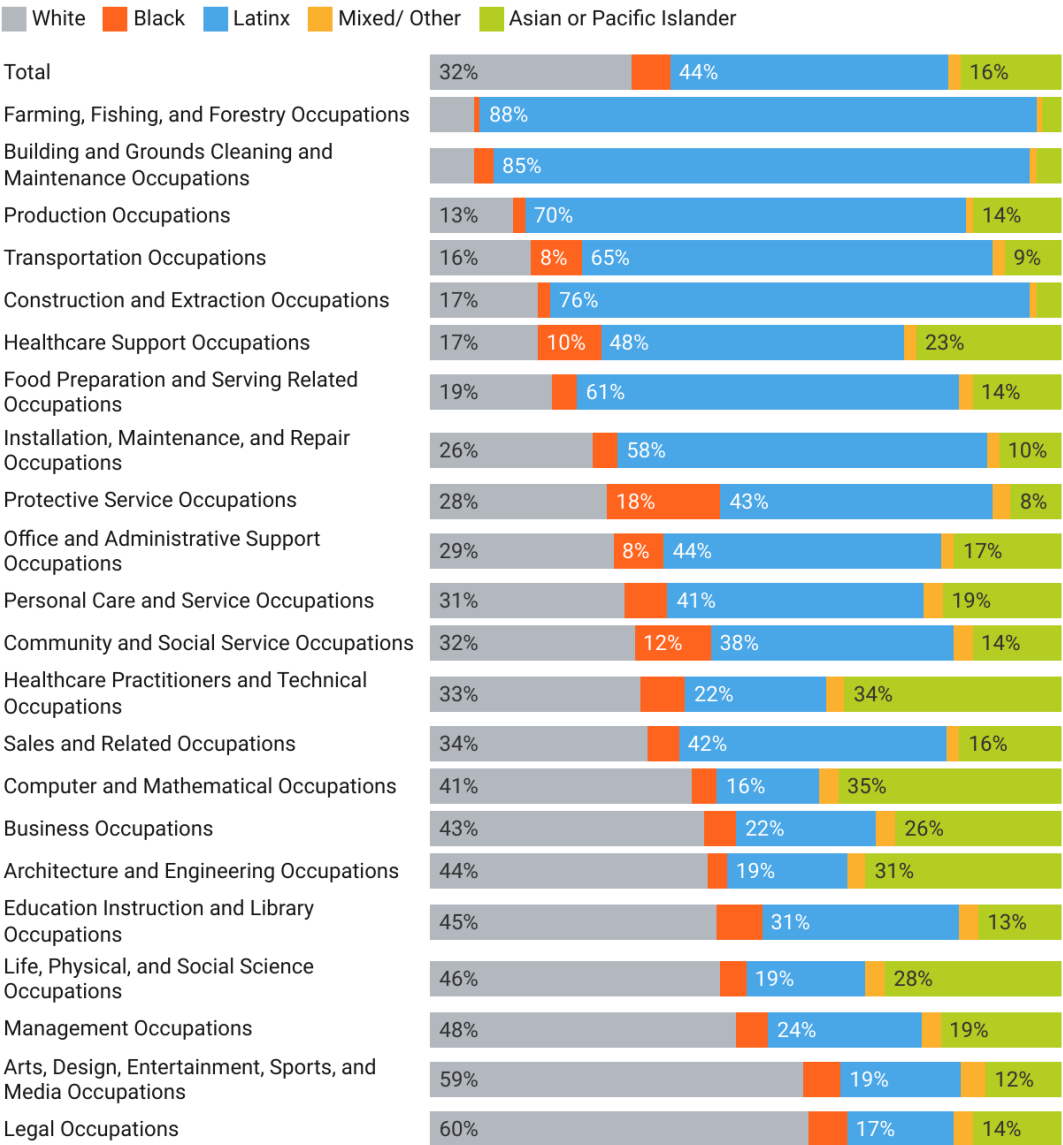
Occupational segregation continues to crowd many workers of color – particularly Black and Latinx workers – into lower wage, lower quality jobs.

Latinx workers make up 44 percent of the region’s workforce overall, but 88 percent of those in farming, fishing, and forestry occupations; 85 percent in building and grounds cleaning and maintenance occupations, and 76 percent in construction and extraction occupations.

Black workers are 6 percent of the overall workforce but 18 percent in protective service occupations and 12 percent in community and social service occupations.

[See the interactive data.](#)

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





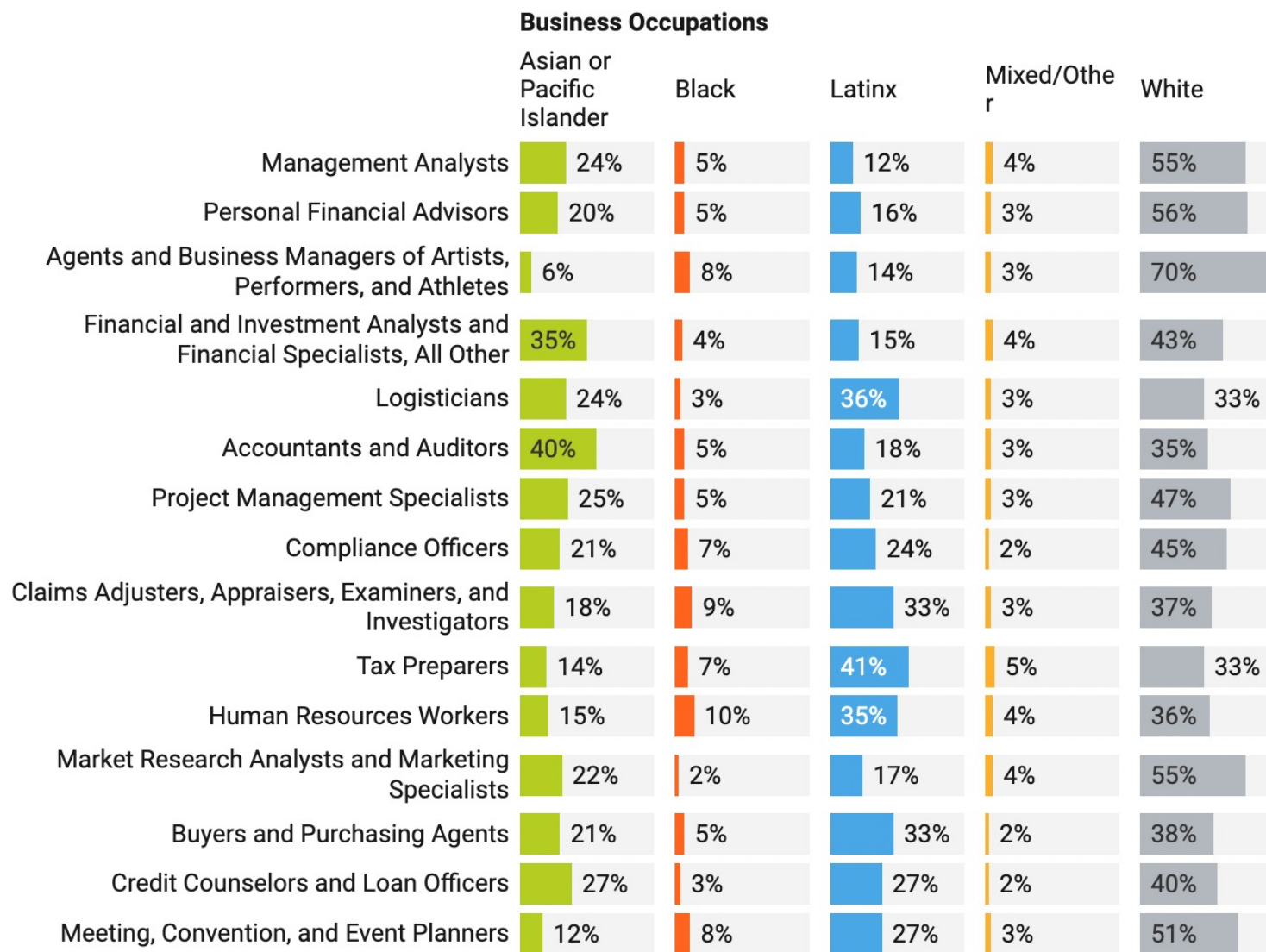
## Persistent occupational segregation is a pressing challenge for workforce equity.

White workers are overrepresented among most of the region's largest business occupations – especially agents and business managers, personal financial advisors, and market research analysts and marketing specialists..

Latinx workers account for 44 percent are significantly underrepresented among most business occupations. They are just 12 percent of management analysts, 14 percent of agents and managers, and 15 percent of financial and investment analysts and financial specialists.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Los Angeles, 2019





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

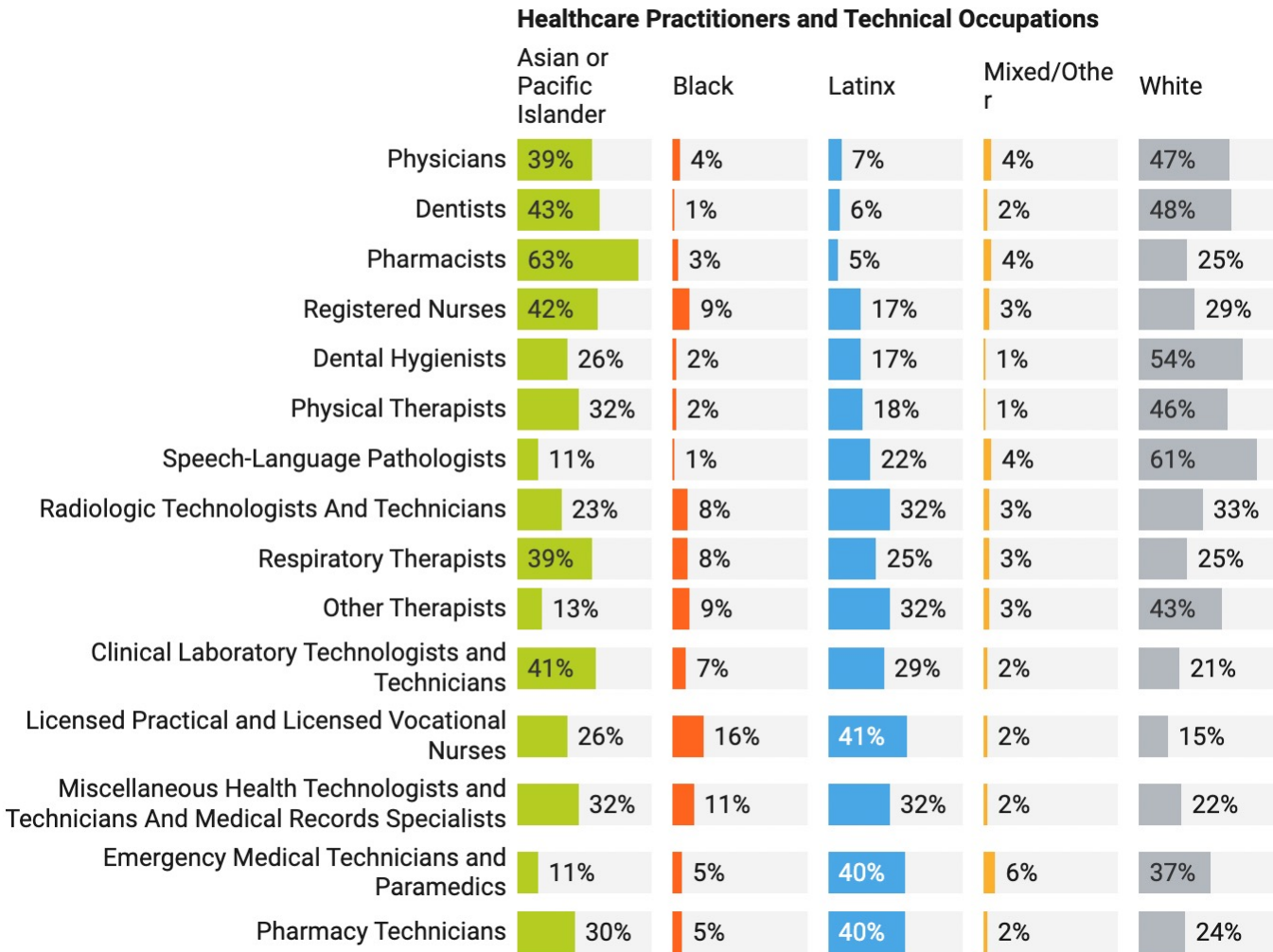
Latinx workers are also underrepresented among most health-care jobs. They account for 41 percent of licensed practical and vocational nurses and 40 percent of EMTs, paramedics, and pharmacy technicians, but just 5 percent of pharmacists, 6 percent of dentists, and 7 percent of physicians.

White workers are greatly overrepresented among speech-language pathologists, dental hygienists, dentists, physicians, and physical therapists.

Black health-care workers are concentrated among licensed practical and vocation nurses, while Asian or Pacific Islander health-care workers are most concentrated among pharmacists, dentists, and registered nurses.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Los Angeles, 2019





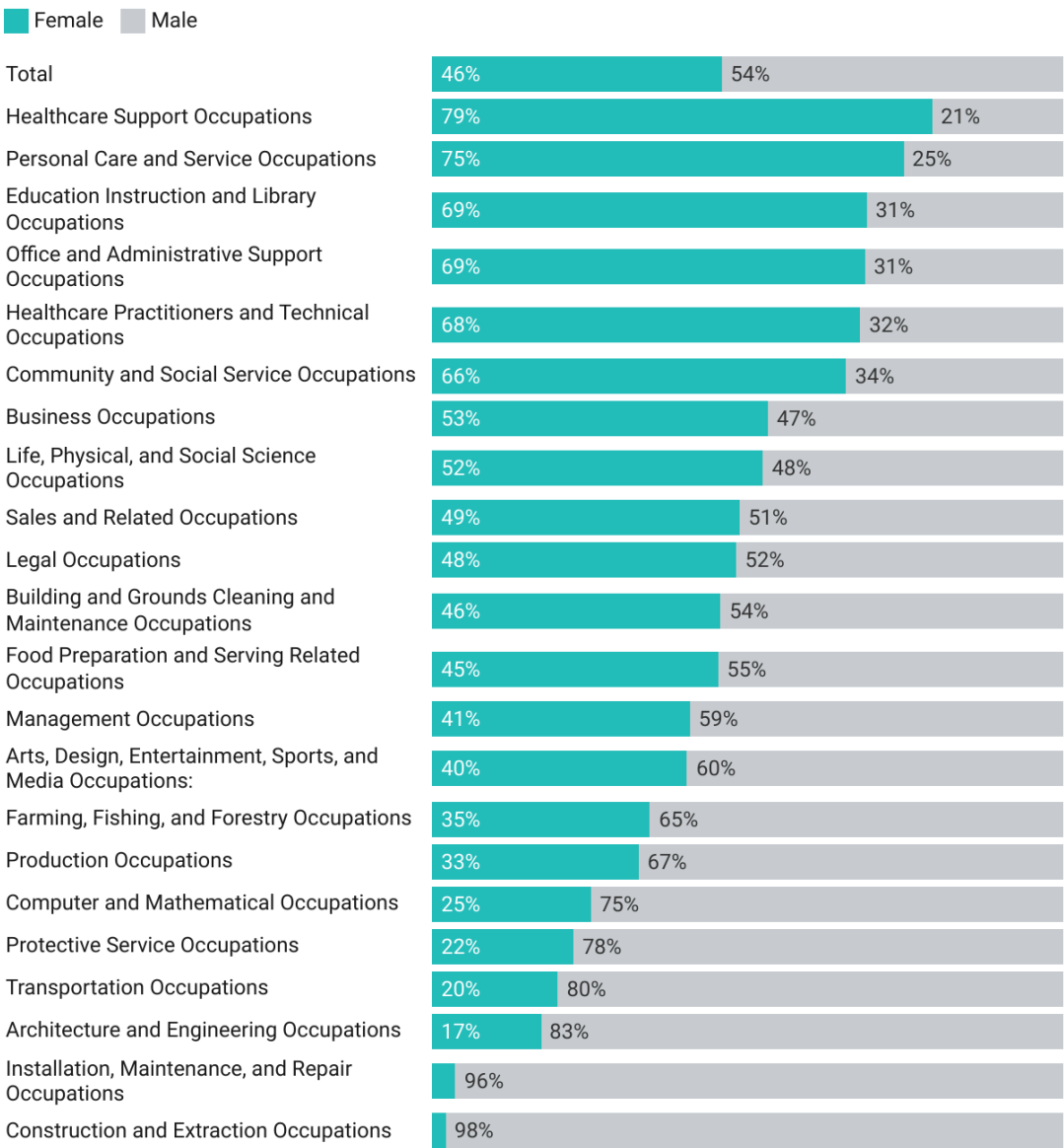
## Most occupational groups are also segregated by gender.

Women make up slightly less than half of the Los Angeles workforce (46 percent) but only 17 percent of those in architecture and engineering jobs and 25 percent of those in computer and mathematical jobs.

They are most overrepresented among health-care support occupations (79 percent), personal care and service occupations (75 percent), healthcare practitioners and technical occupations (77 percent), and education instruction and library occupations (69 percent).

[See the interactive data.](#)

Share of workers by gender and occupational group, Los Angeles, 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 Los Angeles 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 — \$57,678 in Los Angeles (for an annual family income just over \$115,000).

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.



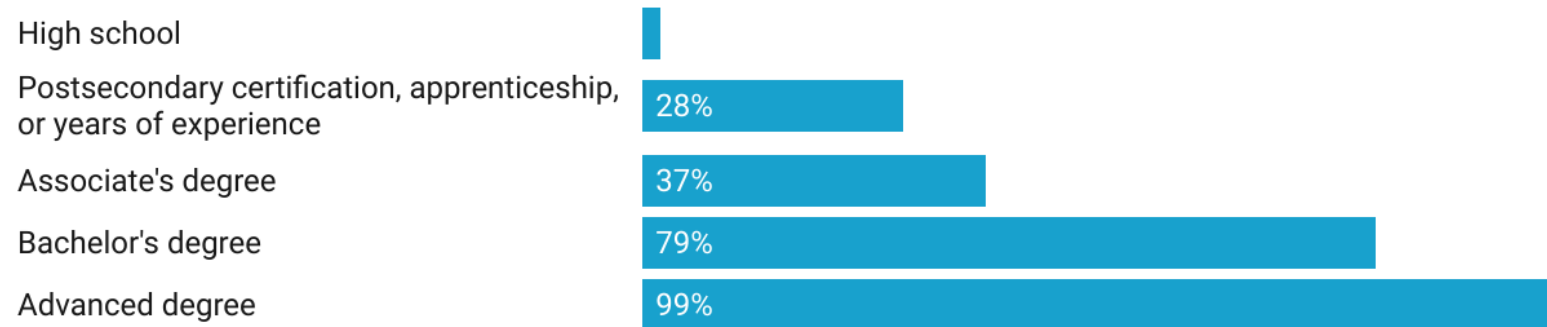
## The majority of jobs in Los Angeles that require at least a four-year degree are future-ready.

Nearly all jobs in the region that require an advanced degree are future-ready – providing family-sustaining wages, a stable base of employment, and resilience to automation. About four out of five jobs that require a bachelor's degree are also good jobs.

In contrast, just 2 percent of jobs that require only a high school diploma are future ready.

[See the interactive data.](#)

Future-ready job rate, by required education, Los Angeles, 2019



Created with Datawrapper

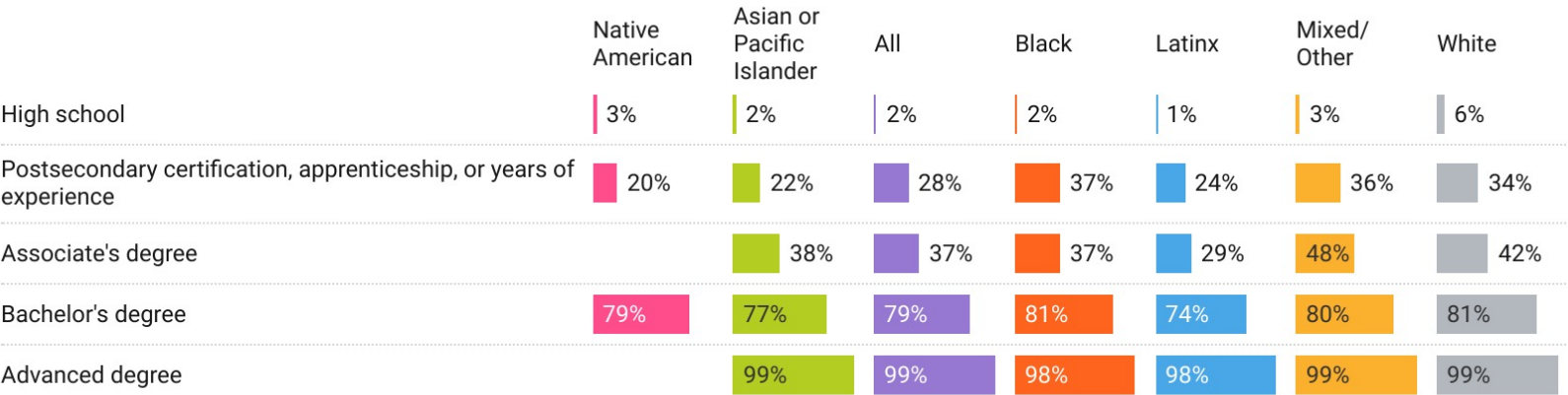
Among jobs that do not require a college degree, there are pronounced racial gaps in access to future-ready roles.

Very few jobs in Los Angeles that require less than an associate’s degree are considered future-ready. But among workers in jobs that do not require a college degree, white workers are much more likely than Latinx, Black, and Asian or Pacific Islander workers to have future-ready roles.

Among occupations that require at least a four-year college degree, racial gaps are quite narrow. Still, Latinx workers in jobs that require a bachelor’s degree are less like than other workers to have future-ready jobs.

[See the interactive data.](#)

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



...  
Created with Datawrapper



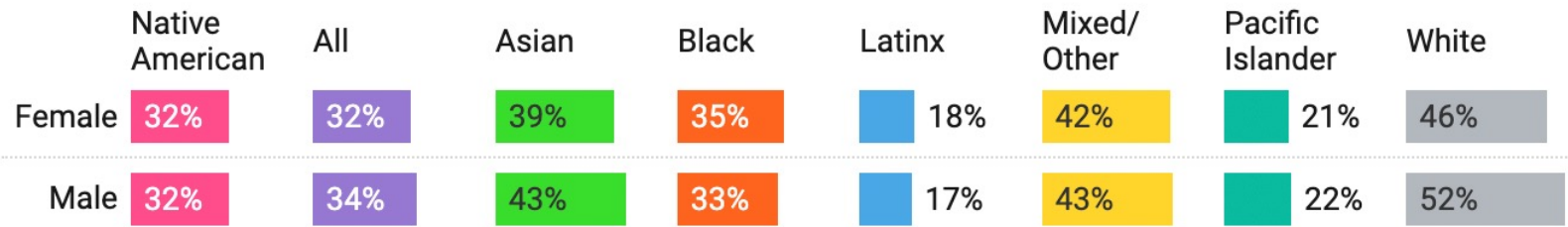
Among some racial/ethnic groups, access to future-ready jobs differs considerably by gender.

Overall, men are slightly more likely than women to hold future-ready jobs (34 percent compared to 32 percent). The gap is largest among white workers: 52 percent of men are in future-ready roles, compared to 46 percent of women.

Among both men and women, Latinx workers are the least likely to be in future-ready occupations: Just 17 percent of male Latinx workers and 18 percent of female Latinx workers are in future-ready jobs.

[See the interactive data.](#)

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



# Labor Market Trends





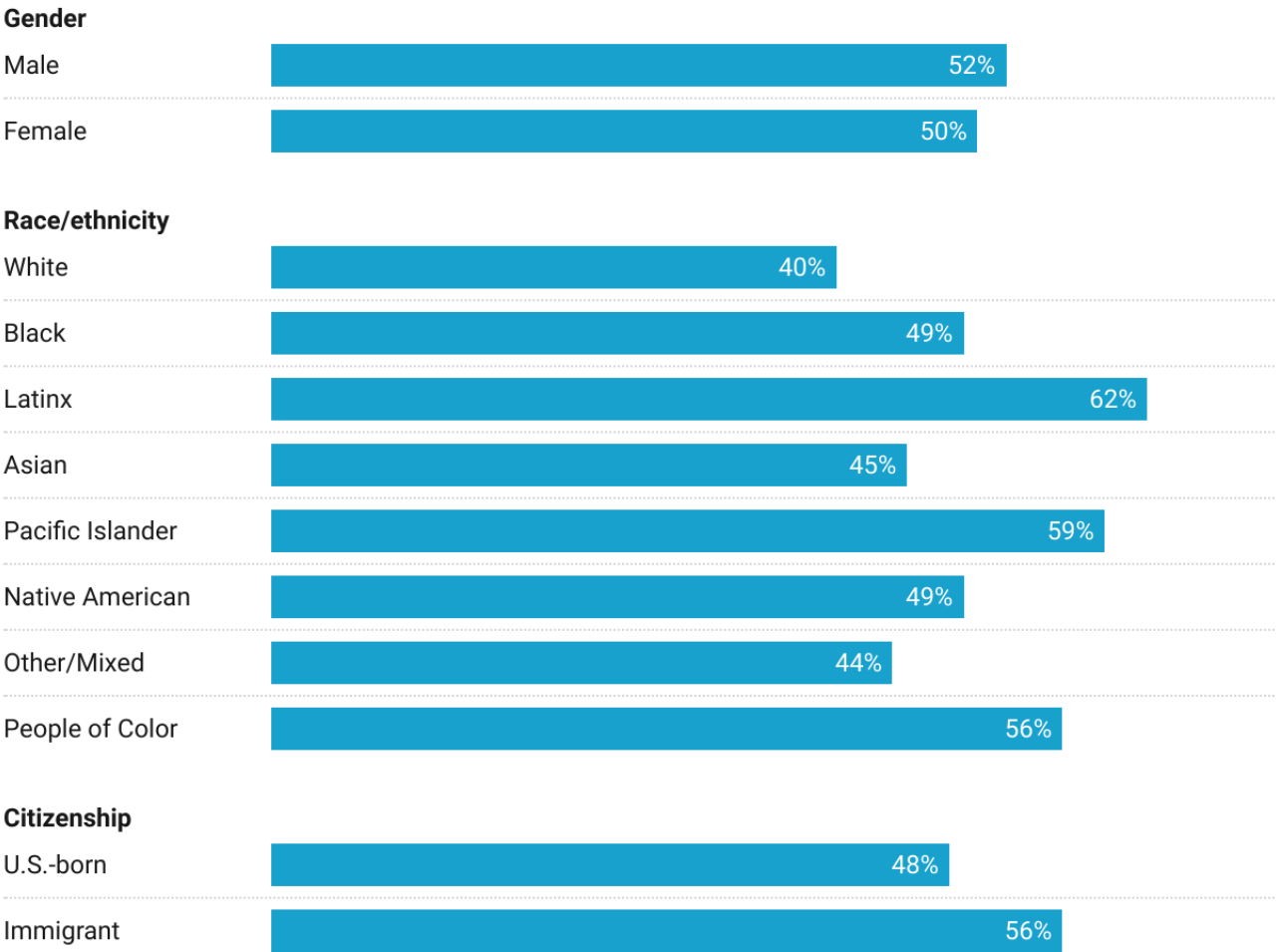
Automation risk is highest for Latinx, Pacific Islander, Black, and Native American workers.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation. In Los Angeles, 52 percent of male workers and 50 percent of female workers are in automation-vulnerable jobs.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 62 percent Latinx workers and 59 percent of Pacific Islander workers are in automation-vulnerable occupations in the region, along with 49 percent of Black and Native American workers. Automation risk is lowest among white workers, at 40 percent.

[See the interactive data.](#)

Automation risk by demographic characteristics, Los Angeles, 2019



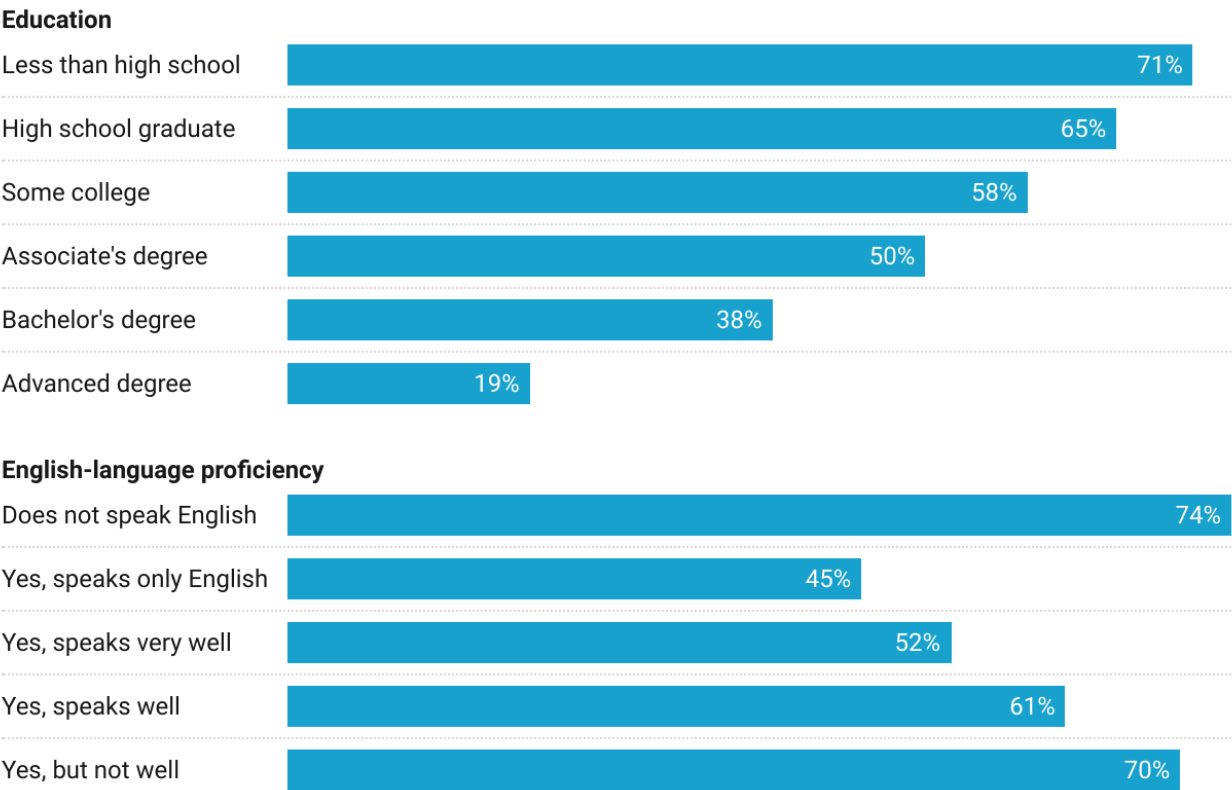
Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.

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 71percent of those without a high school diploma and 65 percent workers with only a high school diploma.

Greater English-language proficiency is likewise associated with greater resilience to automation. About 45 percent of workers who speak English very well are at risk of automation, compared with 74 percent of those who do not speak English.

[See the interactive data.](#)

Automation risk by education, Los Angeles, 2019



Created with Datawrapper



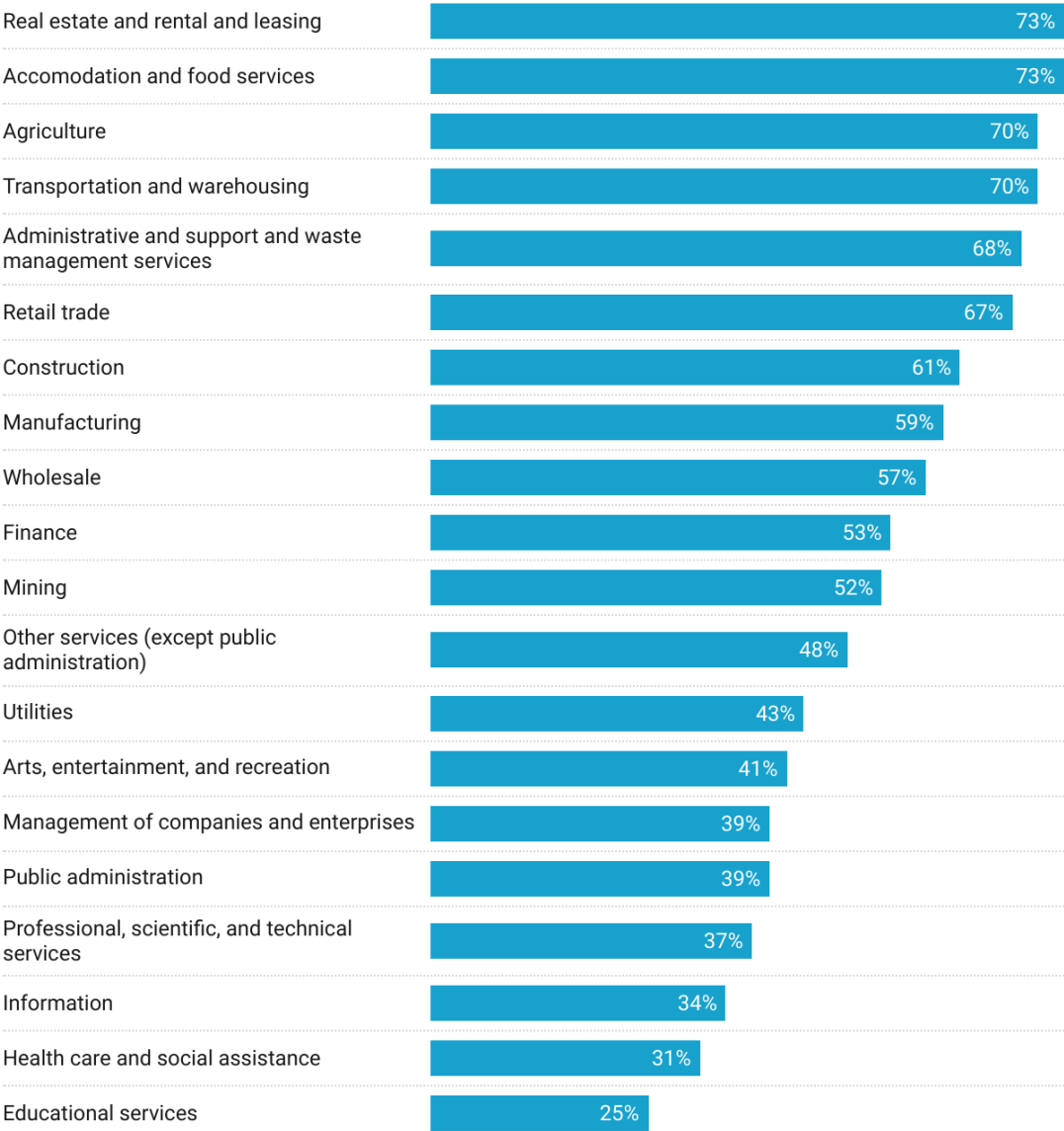
**Workers in educational services have the lowest risk of automation, while those in accommodation and food services are at the highest risk.**

Automation risk also varies by industry. In Los Angeles, the risk is highest among the accommodation and food services industry and the real estate and rental and leasing industries, in which 73 percent of workers are in jobs vulnerable to automation. Around 70 percent of workers in agriculture and transportation and warehousing are also at risk.

The most automation-resilient industries are educational services (25 percent of jobs at risk of automation) and health care and social assistance (31 percent of jobs at risk).

[See the interactive data.](#)

Automation risk by industry, Los Angeles, 2019



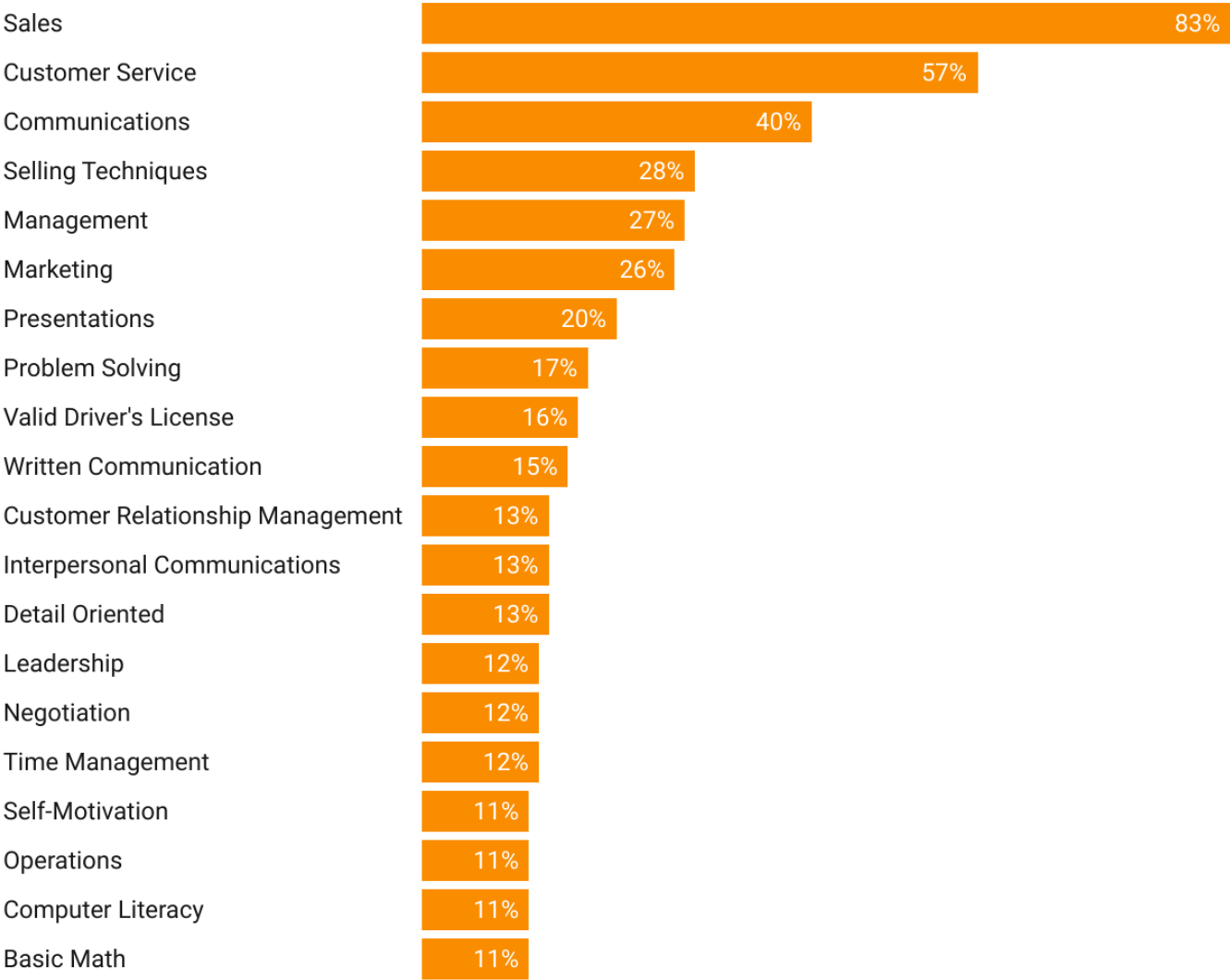
Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

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 Los Angeles, 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, Los Angeles, 2019





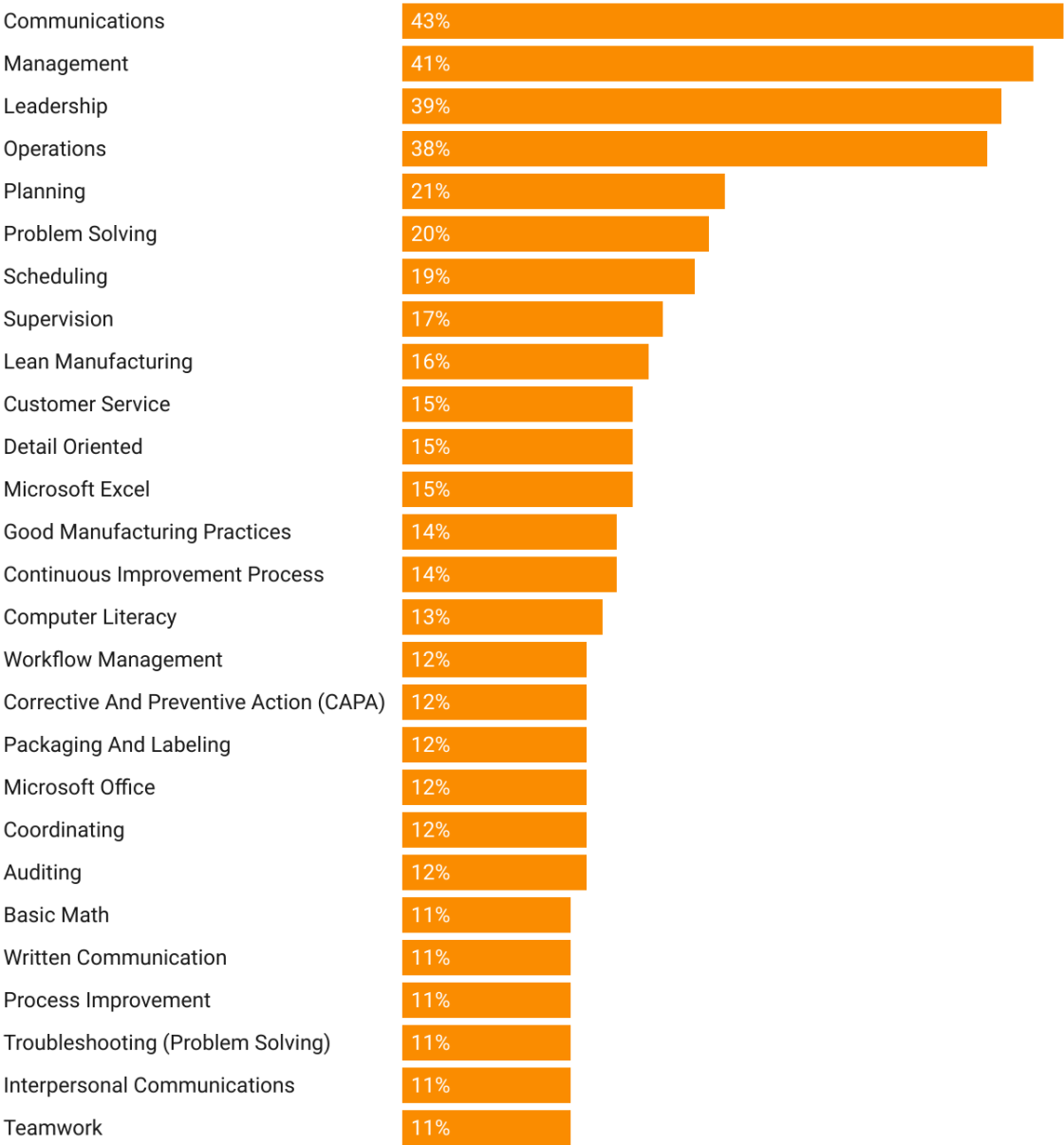
Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

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 Los Angeles. Communications, leadership, operations, 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, Los Angeles, 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 Los Angeles, many of which can be developed and honed through other healthcare occupations (skills such as CPR, communications, and medication administration).

[See the interactive data.](#)

Top skills for licensed practical and licensed vocational nurses, Los Angeles, 2019

