

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





# Workforce Demographics



People of color account for 22 percent of the Louisville region's workforce.

Over 650,000 people work in the Louisville region, including nearly 150,000 people of color.

While white people are still a large majority of the labor force (78 percent) and the overall population (77 percent), the region’s population is rapidly diversifying. Nearly a third of youth are people of color, compared to just 13 percent of seniors.

[See the interactive data.](#)

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

Ethnicity ▲	Population	Percent
Total	658,822	
Asian or Pacific Islander	14,758	2%
Black	86,516	13%
Latinx	31,658	5%
Mixed/Other	10,863	2%
Native American	1,117	0%
White	513,910	78%

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.

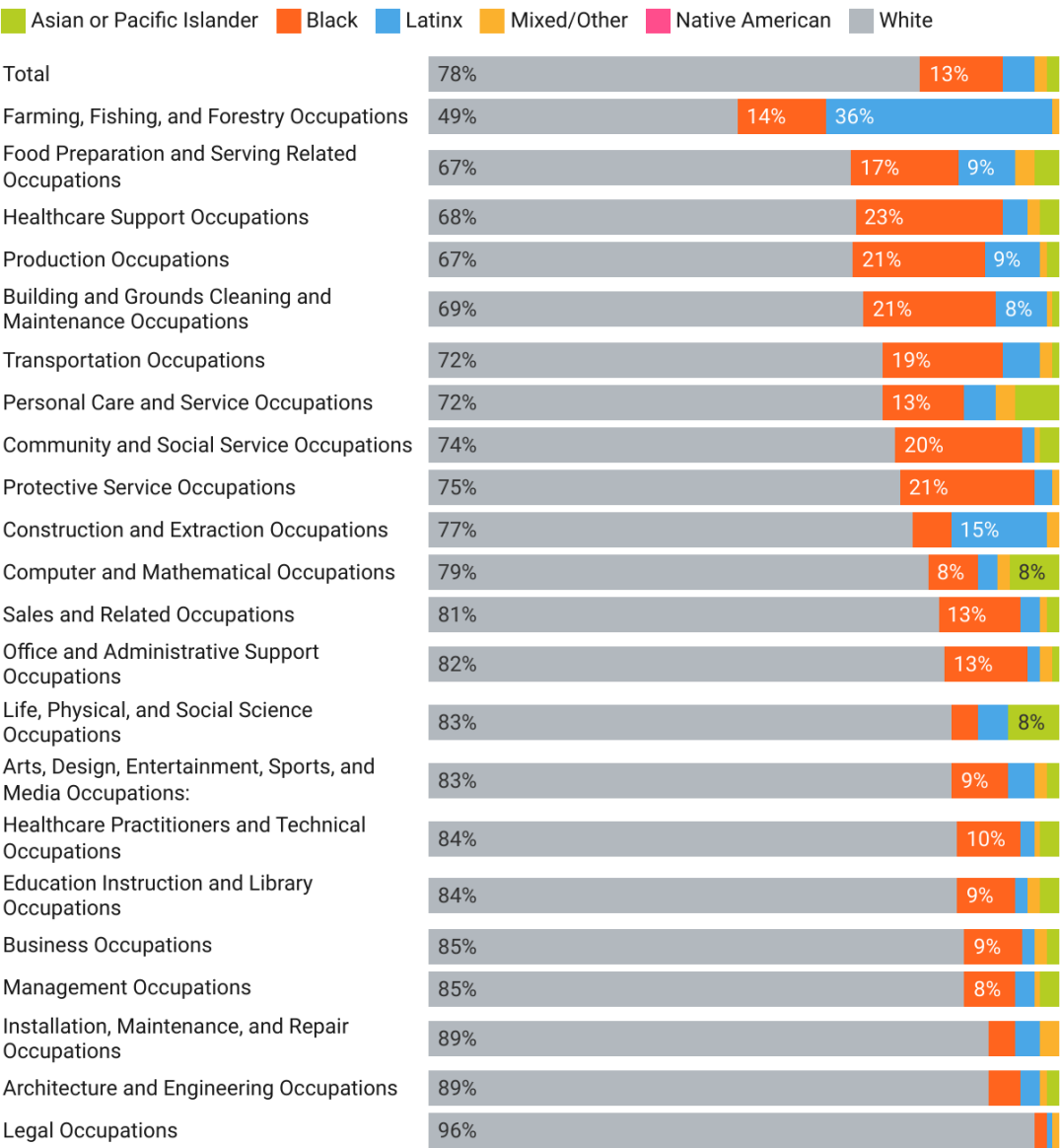
Occupational segregation continues to crowd many workers of color – particularly Black and Latinx workers – into lower wage, lower quality jobs.

Black people are 13 percent of the total workforce but 23 percent of those in health-care support occupations and 21 percent in production, protective services, and building and grounds cleaning and maintenance occupations. They are most underrepresented in legal occupations; life, physical, and social sciences; and architecture and engineering.

Latinx workers are 5 percent of the total workforce but 36 percent of those in farming, fishing, and forestry occupations.

[See the interactive data.](#)

Share of workers by race/ethnicity and occupational group, Louisville Metro region, 2019





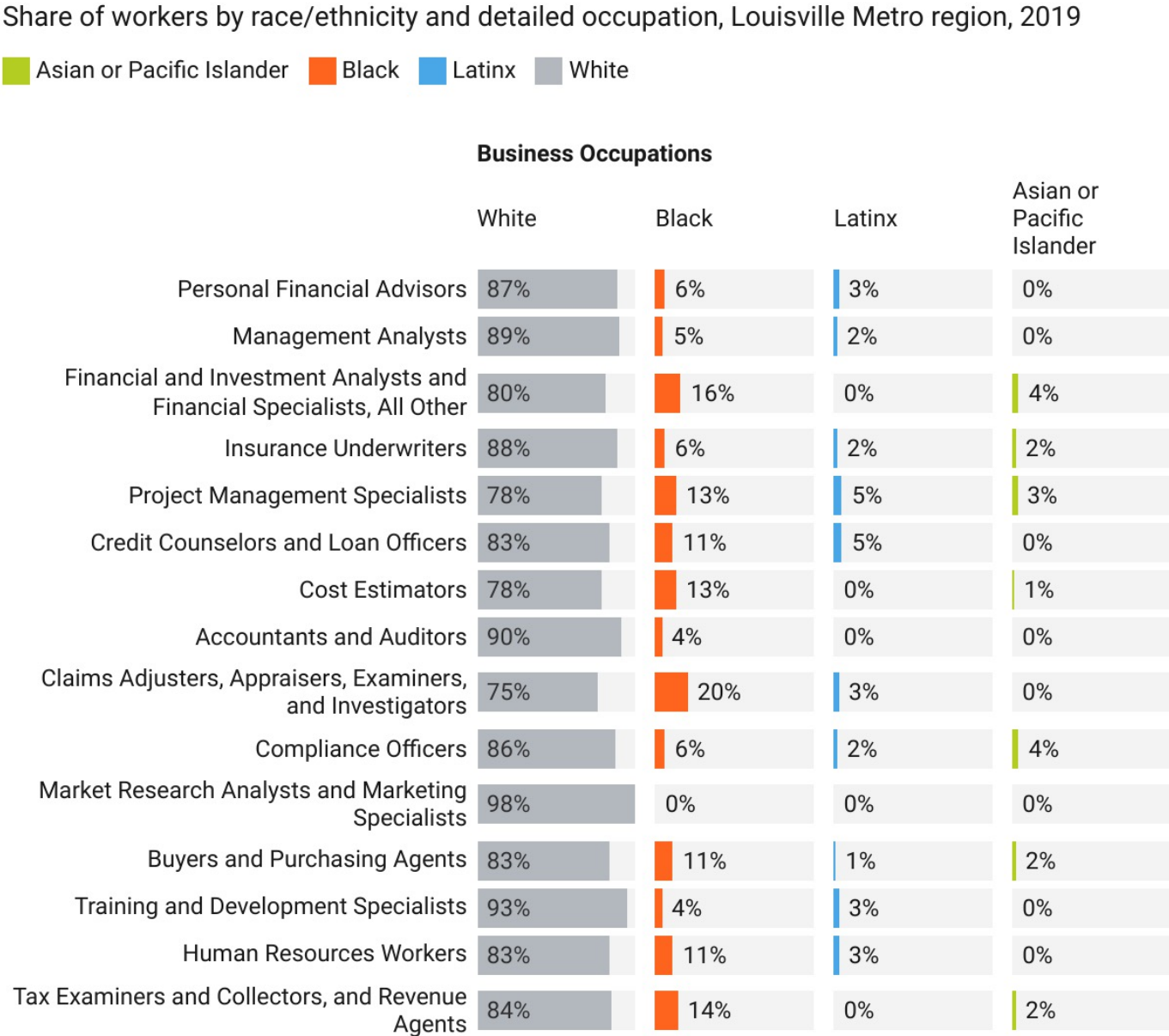
# Persistent occupational segregation is a pressing challenge for workforce equity.

White workers are overrepresented among most of the region’s largest business occupations, especially market research analysts and marketing specialists, training and development specialists, and accountants and auditors.

Black workers are most overrepresented among claims adjusters, appraisers, examiners, and investigators (20 percent) and financial and investment analysts and financial specialists (16 percent).

Latinx workers are underrepresented among most business management occupations, except project management specialists and credit counselors and loan officers.

[See the interactive data.](#)



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

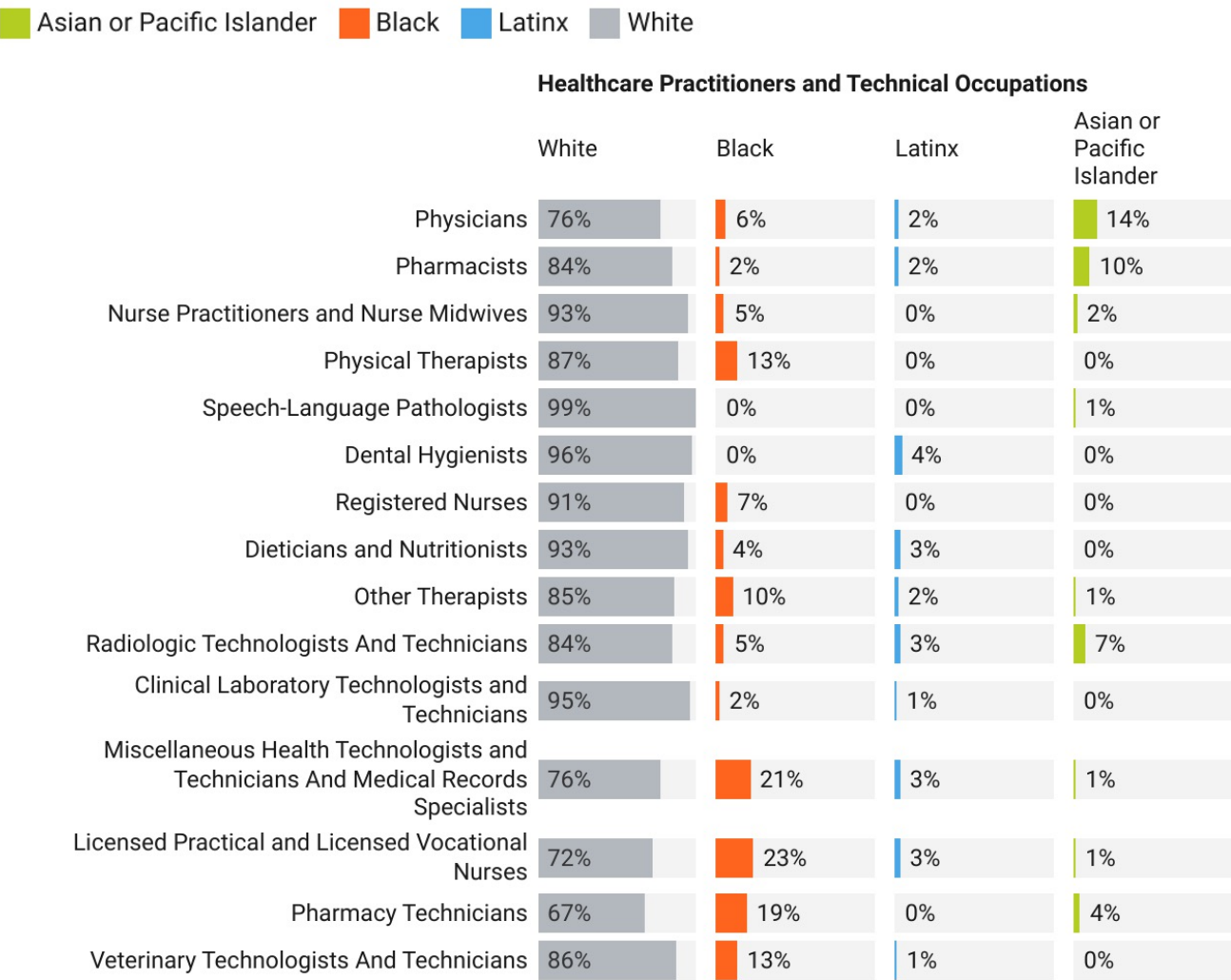
Black and Latinx workers are underrepresented among many of the region’s largest health-care occupations, including physicians, pharmacists, speech pathologists, and clinical lab technologists and technicians.

Black workers are significantly concentrated among licensed practical and vocational nurses 23 percent) and miscellaneous health technologists and technicians and medical records specialists (21 percent).

Latinx workers are about proportionately represented among dental hygienists.

[See the interactive data.](#)

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

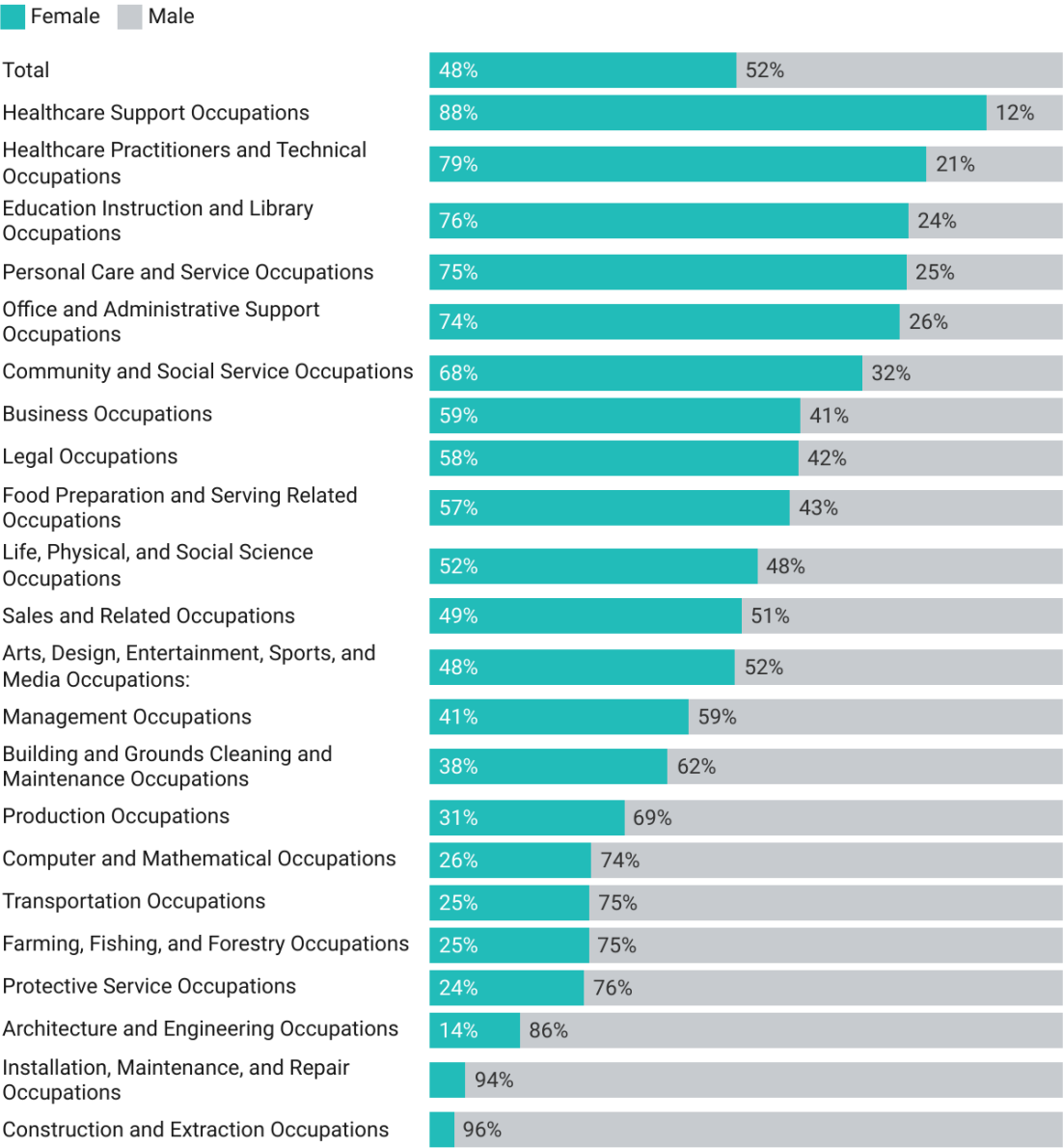
Most occupational groups are also segregated by gender.

Women make up just under half of the Louisville region’s workforce (48 percent) but just 14 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), healthcare practitioners and technical occupations (79 percent), education instruction and library occupations (76 percent), and personal care and service occupations (75 percent).

[See the interactive data.](#)

Share of workers by gender and occupational group, Louisville Metro 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 Louisville 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 — \$42,182 in Louisville (for an annual family income just over \$84,000).

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 Louisville that require at least a four-year degree are future-ready.

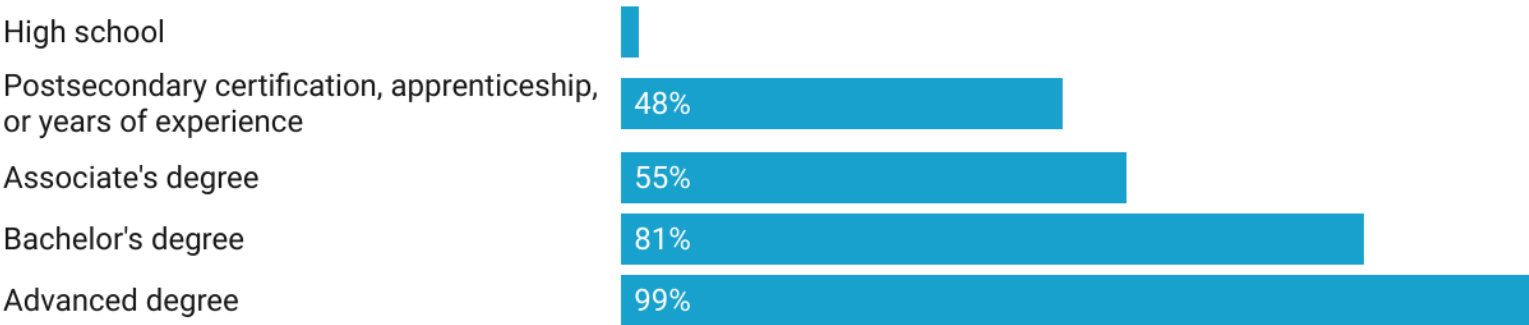
Nearly all jobs that require an advanced degree are future-ready – providing family-sustaining wages, a stable base of employment, and resilience to automation.

More than 80 percent of jobs that require a bachelor’s degree are also good jobs, along with 55 percent of those that require an associate’s degree.

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, Louisville Metro region, 2019



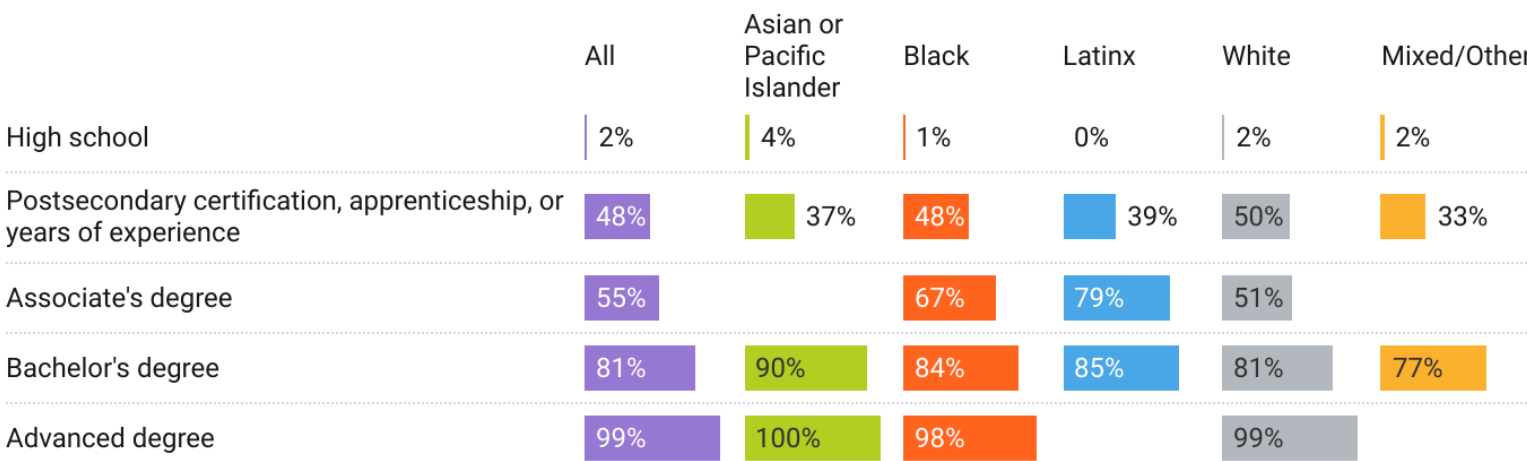
Among jobs that do not require a college degree, there are pronounced racial gaps in access to future-ready roles.

Very few jobs in Louisville 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, Louisville Metro region, 2019



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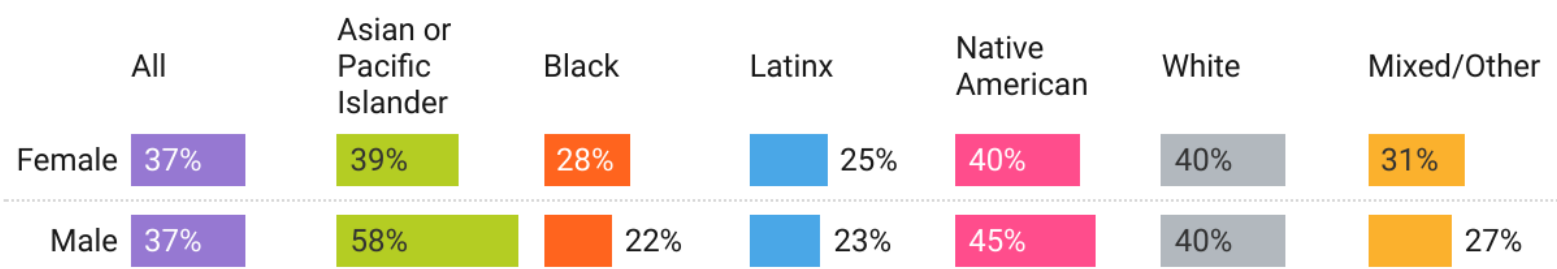
Among some racial/ethnic groups, access to future-ready jobs differs considerably by gender.

Overall, men and women are equally likely to hold future-ready jobs in the Louisville region (37 percent). But gender gaps vary significantly by race and ethnicity. The gap is largest among Asian or Pacific Islander workers: 58 percent of men are in future-ready roles, compared to 39 percent of women.

Among men, Black workers are least likely to have future-ready jobs (22 percent). Among women, Latinx workers are least likely (25 percent).

[See the interactive data.](#)

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



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# Available Jobs





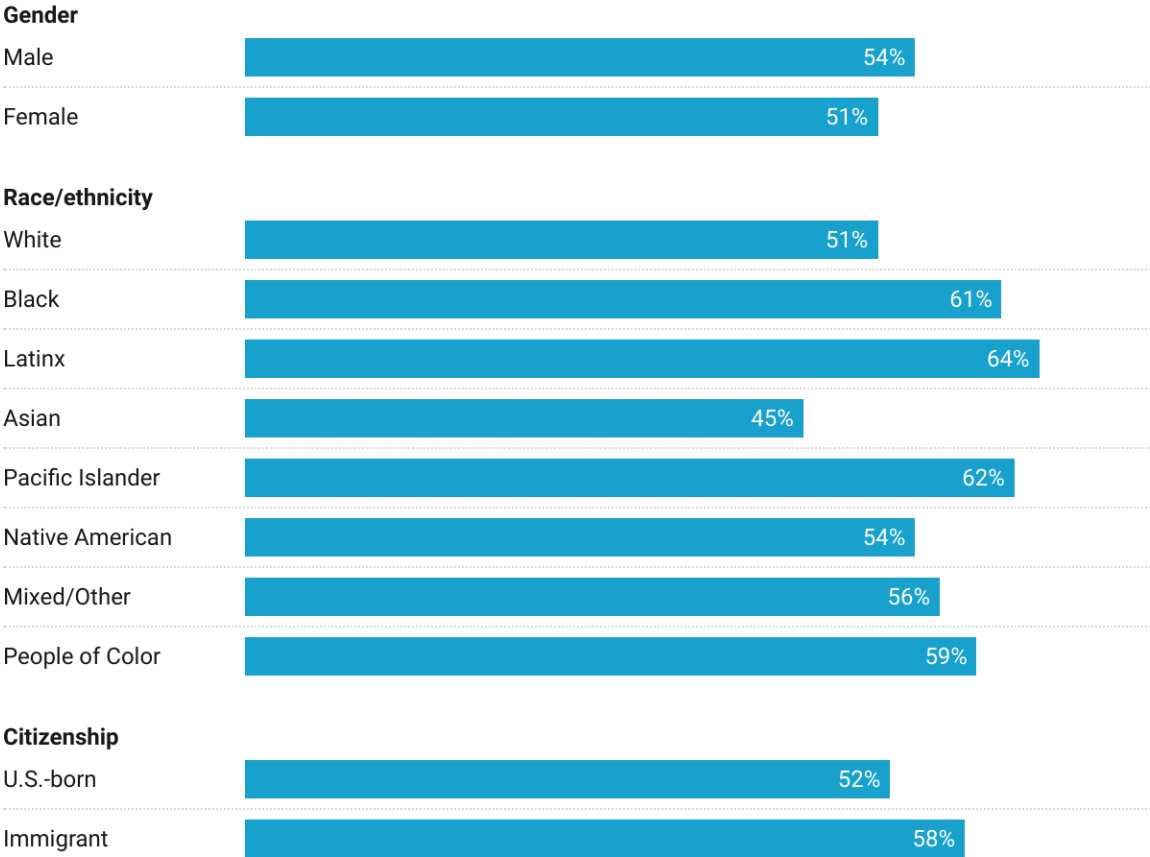
# Automation risk is highest for Latinx, Pacific Islander, and Black workers.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation. In Louisville, 54 percent of male workers and 51 percent of female workers are in automation-vulnerable jobs.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 64 percent of Latinx workers, 62 percent of Pacific Islander workers, and 61 percent of Black workers are in automation-vulnerable occupations in the region, compared with 45 percent of Asian workers and 51 percent of white workers.

[See the interactive data.](#)

Automation risk by demographic characteristics, Louisville Metro region, 2019



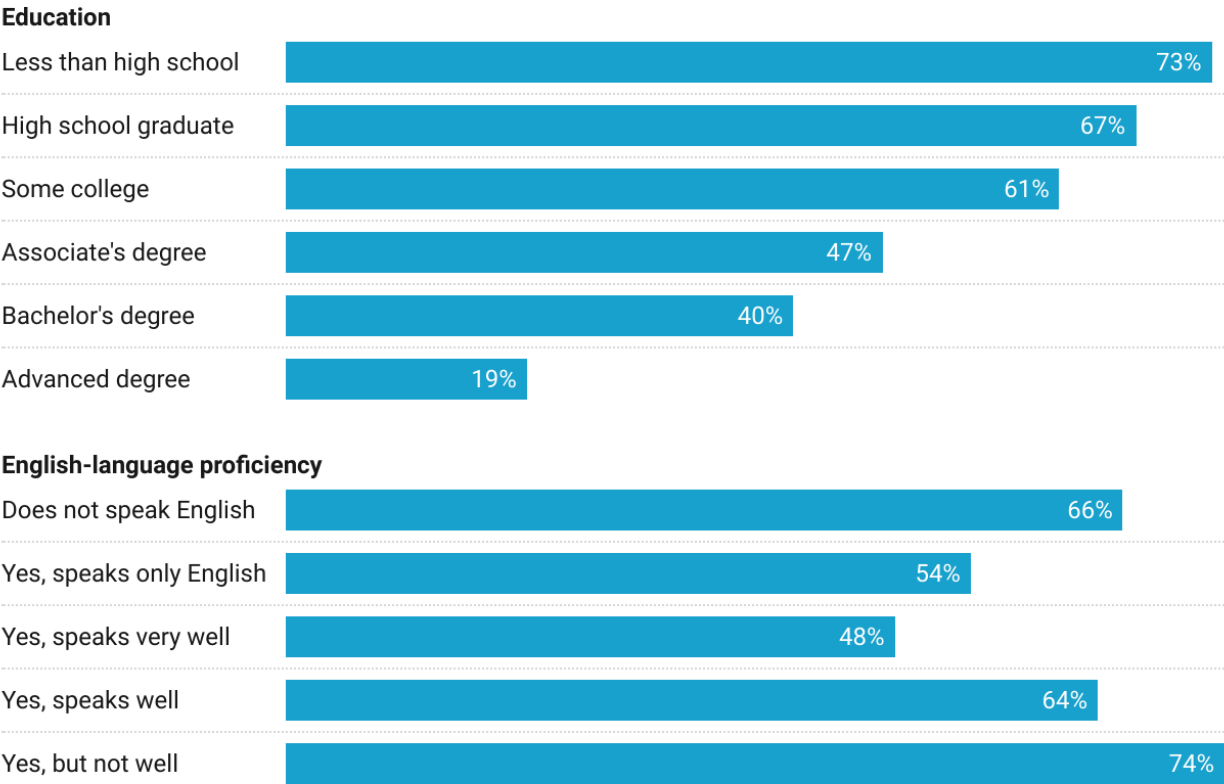
Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.

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 67 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 74 percent of those who do not speak English well.

[See the interactive data.](#)

Automation risk by education, Louisville Metro region, 2019



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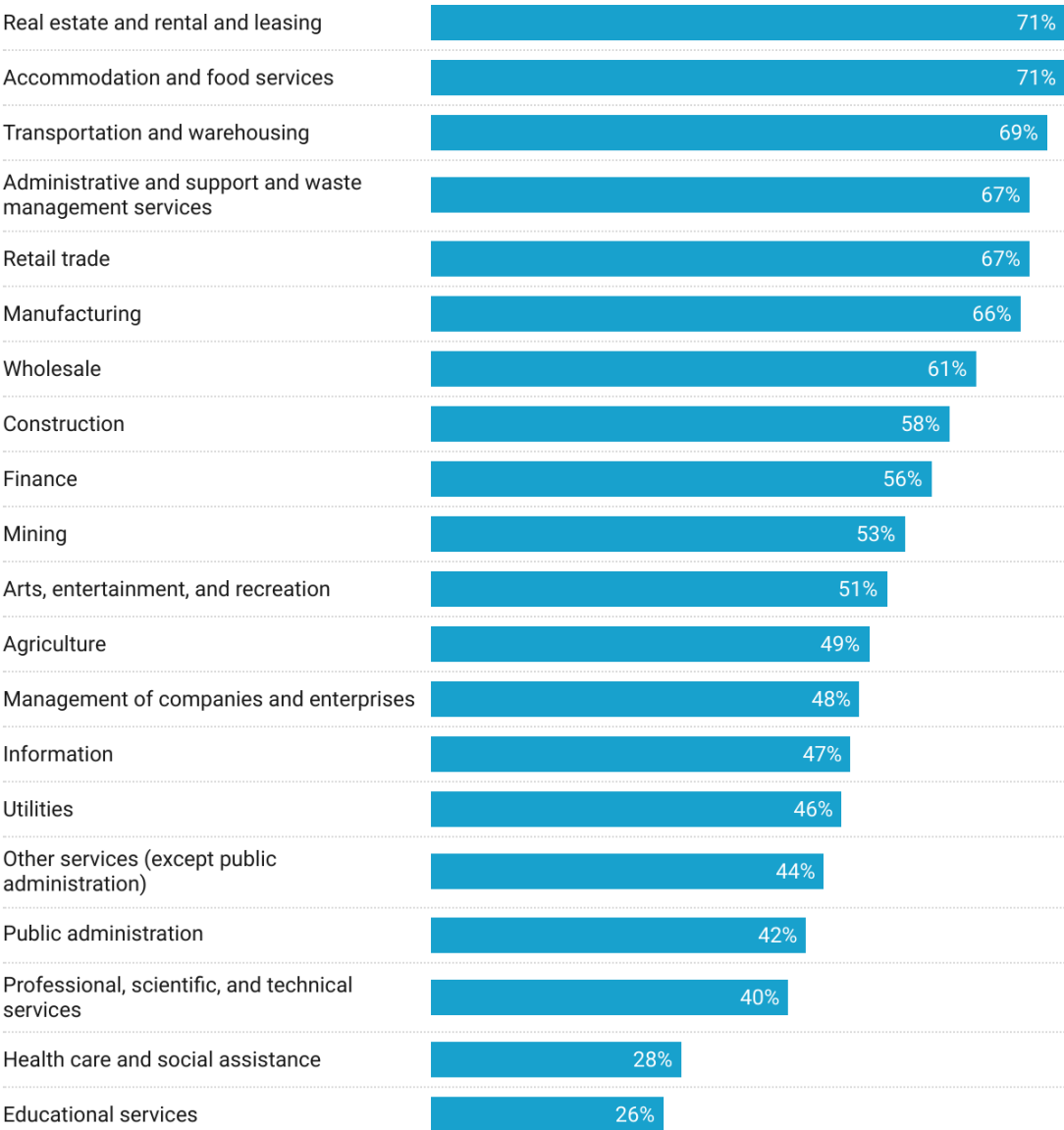
Workers in educational services have the lowest risk of automation, while those in accommodation and food services are at the highest risk.

Automation risk also varies by industry. In Louisville, the risk is highest among the accommodation and food services industry (71 percent) and the real estate and rental and leasing industry (71 percent), followed by transportation and warehousing (69 percent) and retail trade (67 percent).

The most automation-resilient industries are educational services (26 percent of jobs at risk of automation) and health care and social assistance (28 percent of jobs at risk).

[See the interactive data.](#)

Automation risk by industry, Louisville Metro region, 2019





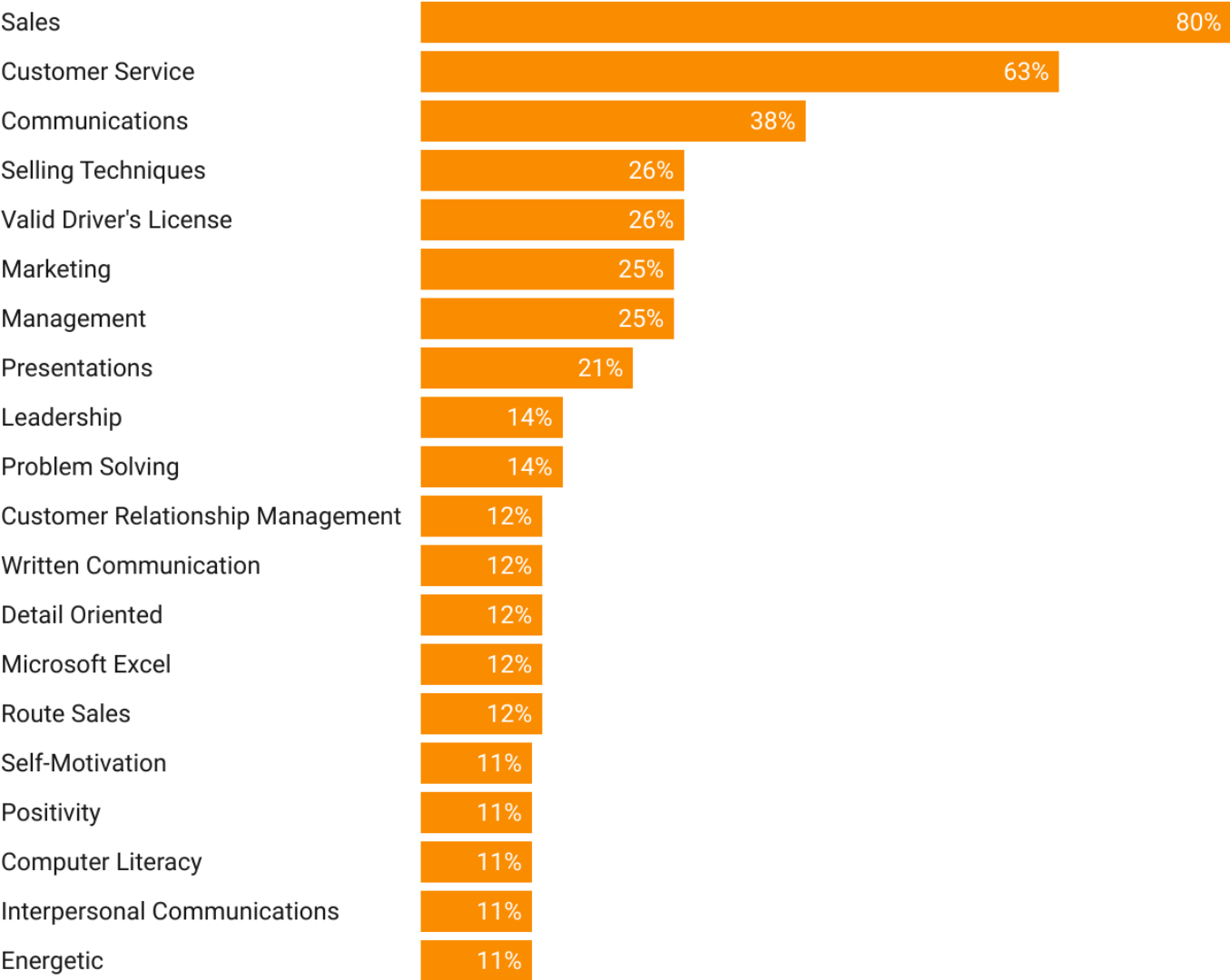
**Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.**

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 Louisville, 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, Louisville Metro region, 2019



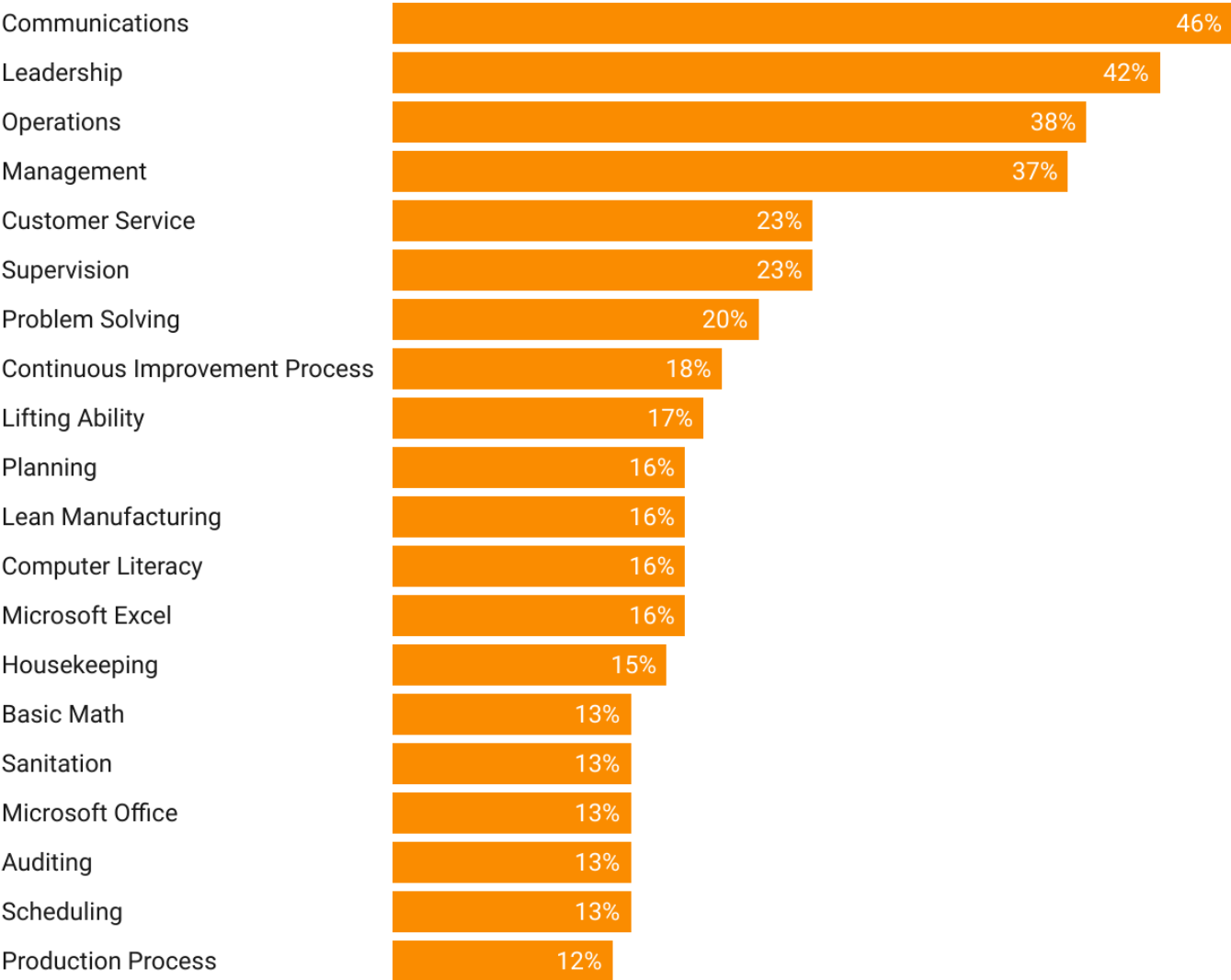
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This chart details the most-requested skills in job postings for first-line supervisors of production and operating workers in Louisville. Communications, operations, leadership, and management skills are listed in about 40 percent of postings for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

[See the interactive data.](#)

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



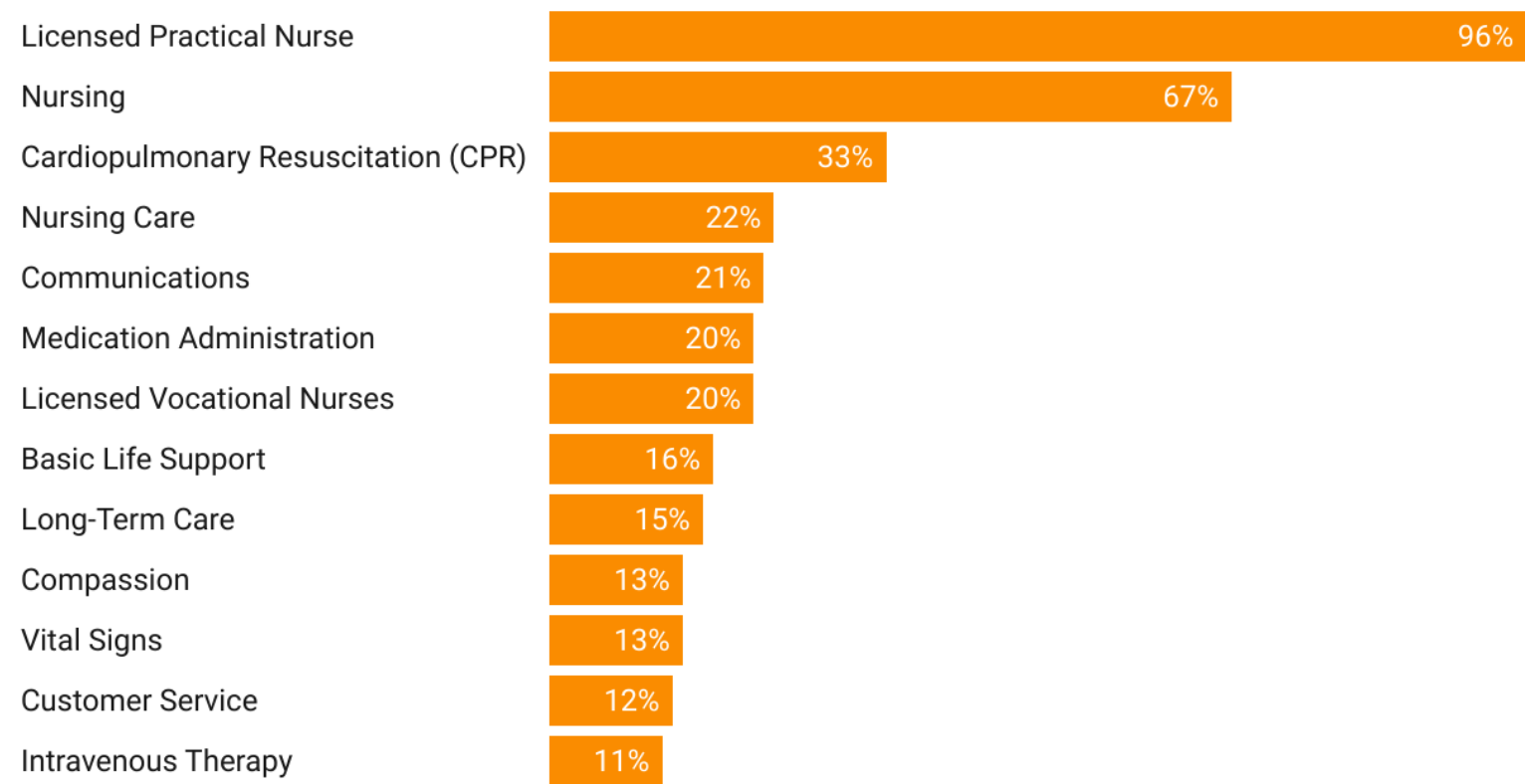
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Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for licensed practical and licensed vocational nurses in Louisville, 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, Louisville Metro region, 2019



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