

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



Workforce Demographics



White workers comprise a small majority of the New Orleans region's workforce.

About 580,000 people work in the New Orleans region, including around 258,000 people of color.

About 30 percent of workers in New Orleans are Black, and 9 percent are Latinx.

White people are a slightly larger share of the labor force (56 percent) than the region’s overall population (52 percent). This is partly due to the racial generation gap: 57 percent of youth are people of color, compared to 36 percent of seniors.

[See the interactive data.](#)

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

Ethnicity ▲	Population	Percent
Total	582,322	
Asian or Pacific Islander	18,231	3%
Black	175,904	30%
Latinx	52,840	9%
Mixed/Other	9,428	2%
Native American	1,724	0%
White	324,195	56%

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.

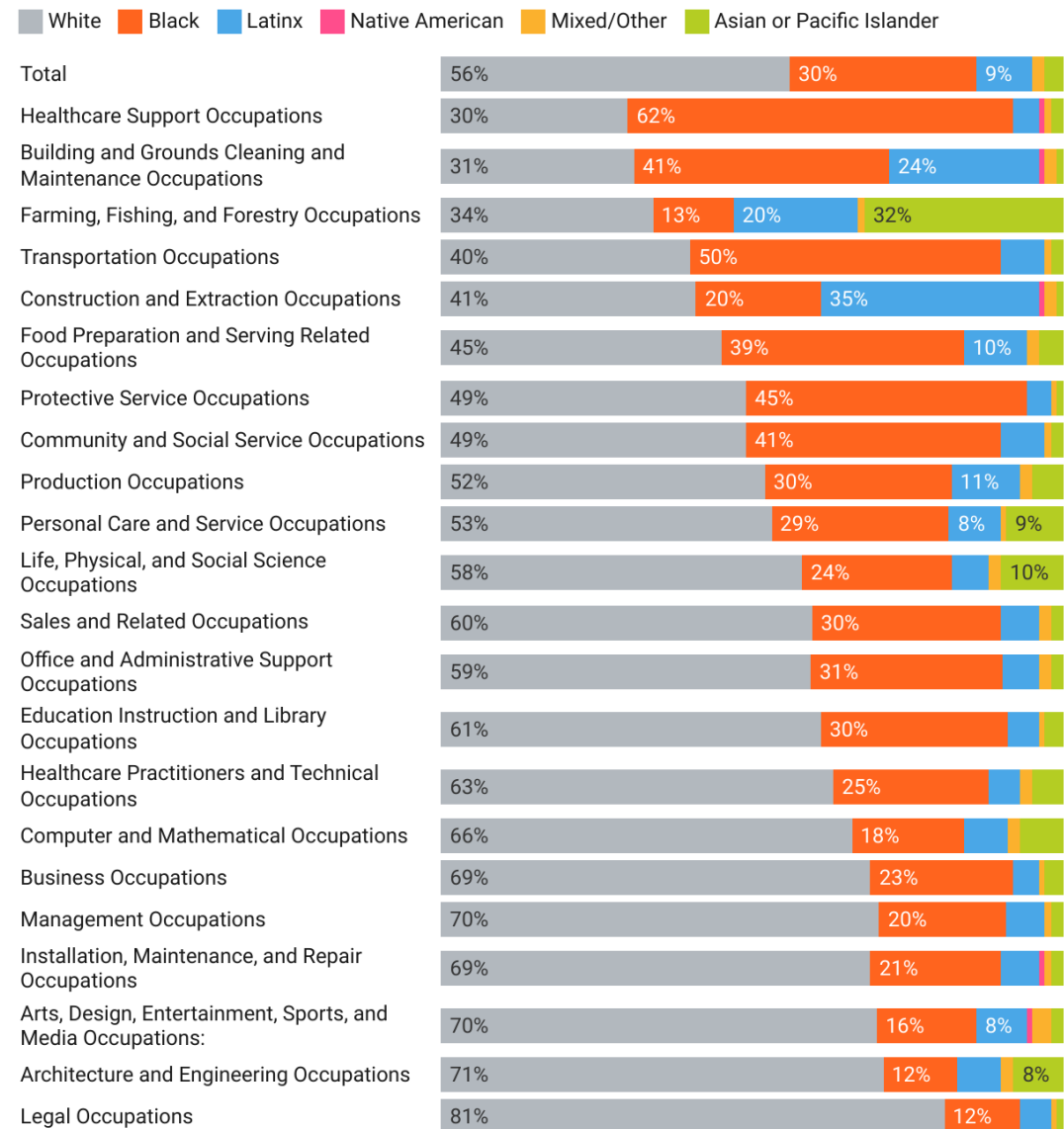
Occupational segregation continues to crowd many workers of color – particularly Black and Latinx workers – into lower wage, lower quality jobs.

Black workers are 30 percent of the total workforce but 62 percent of those in health-care support occupations, 50 percent in transportation occupations, and 45 percent in protective services occupations. They are most underrepresented in architecture and engineering occupations (12 percent each).

Latinx workers are 9 percent of the total workforce but 35 percent of those in construction and extraction occupations and just 4 percent of those in business and health-care support occupations.

[See the interactive data.](#)

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



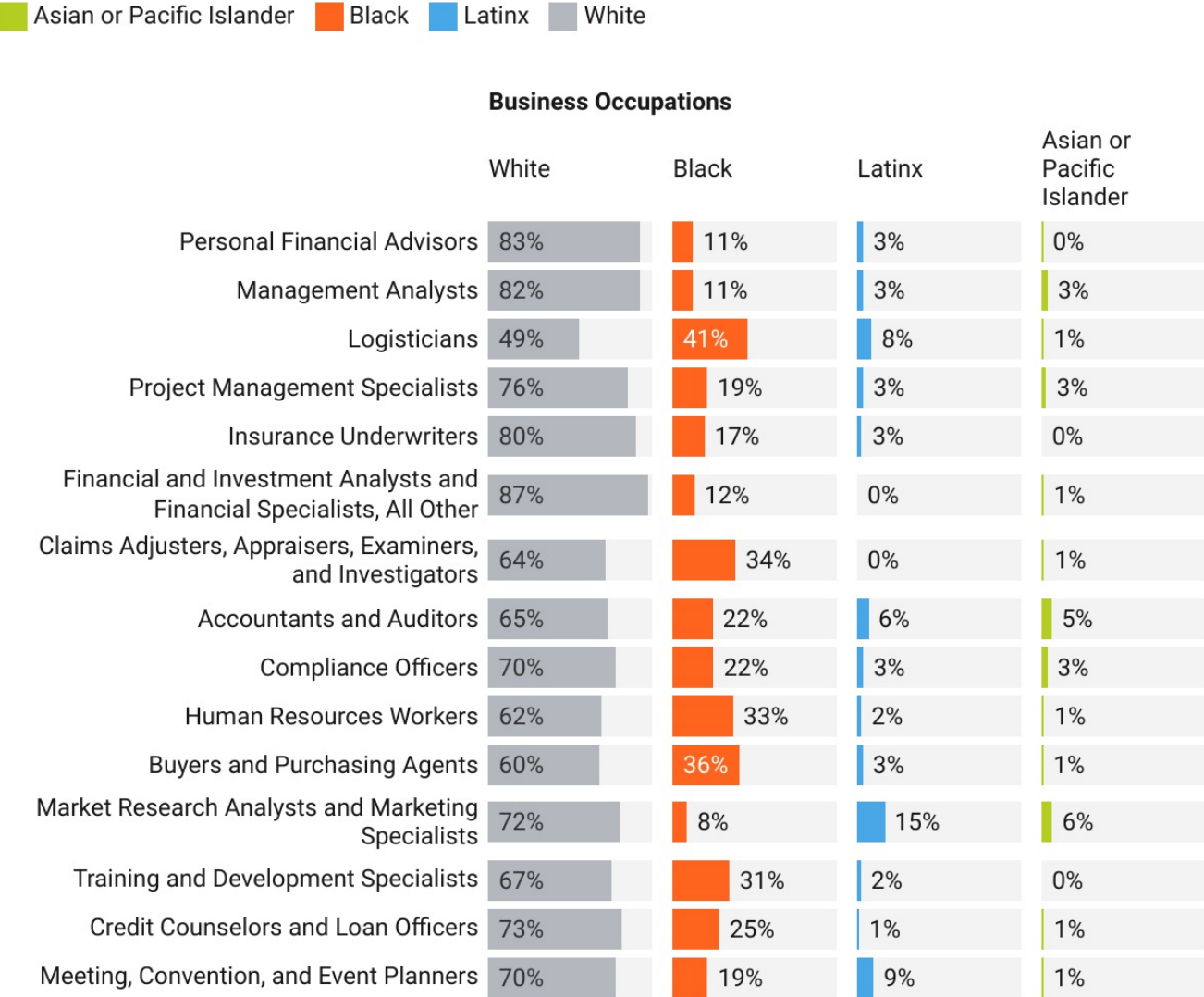
Persistent occupational segregation is a pressing challenge for workforce equity.

White workers are overrepresented among most of the region’s largest business occupations, especially financial and investment analysts and financial specialists and personal financial advisors.

Black workers are most overrepresented among logisticians (41 percent). They are dramatically underrepresented among market research analysts and marketing specialists, personal financial advisors, management analysts, and financial and investment analysts and financial specialists.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, New Orleans Metro region, 2019



Persistent occupational segregation is a pressing challenge for workforce equity.

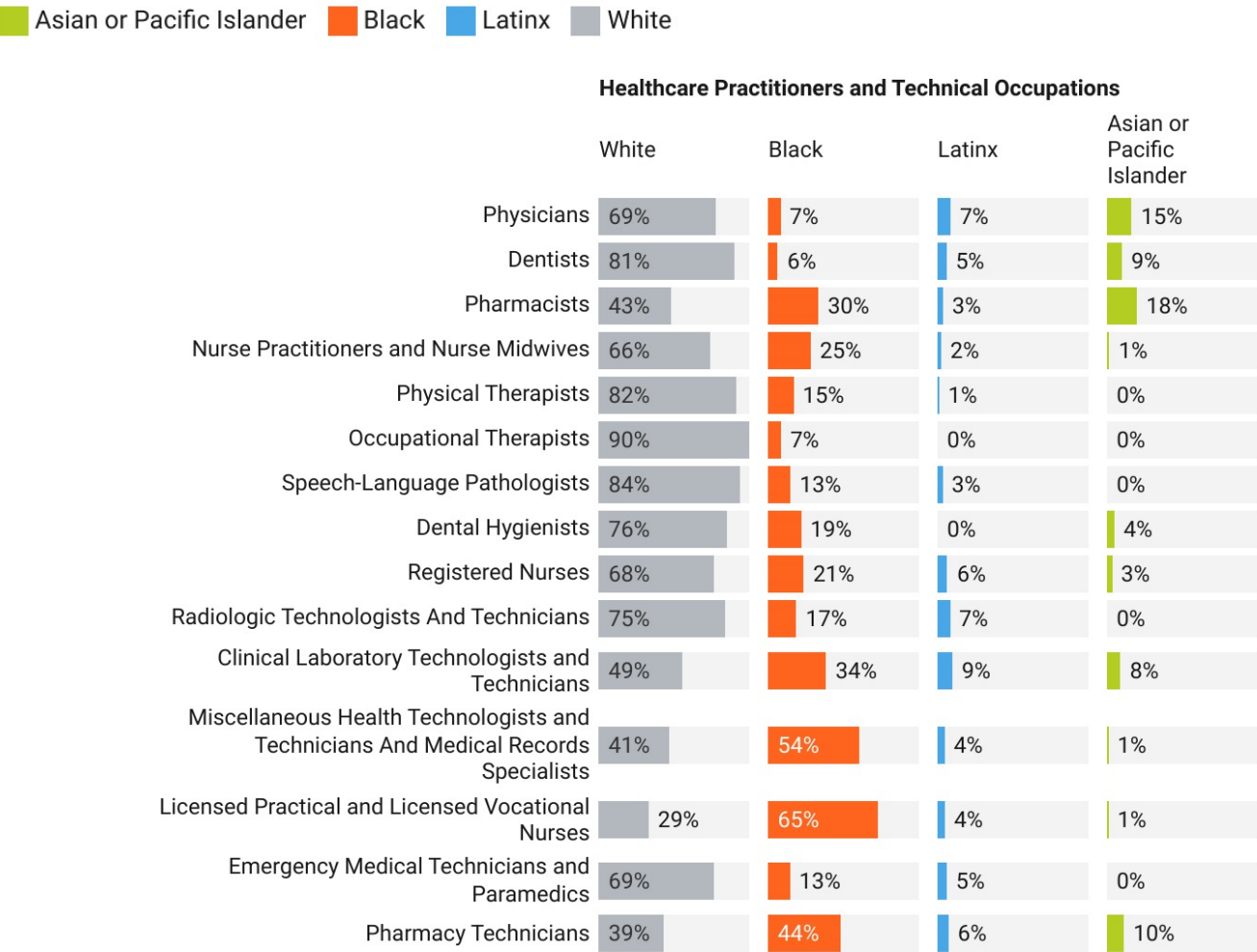
White workers are overrepresented among many of the region’s largest health-care occupations, including occupational therapists, speech-language pathologists, dentists, physicians, and physical therapists.

Black workers are significantly concentrated among licensed practical and vocational, (where they comprise 65 percent of the workforce) and miscellaneous health technologists and technicians and medical records specialists (54 percent).

Latinx workers are underrepresented among nearly all large healthcare practitioner and technical occupations except clinical lab technologists and technicians.

[See the interactive data.](#)

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

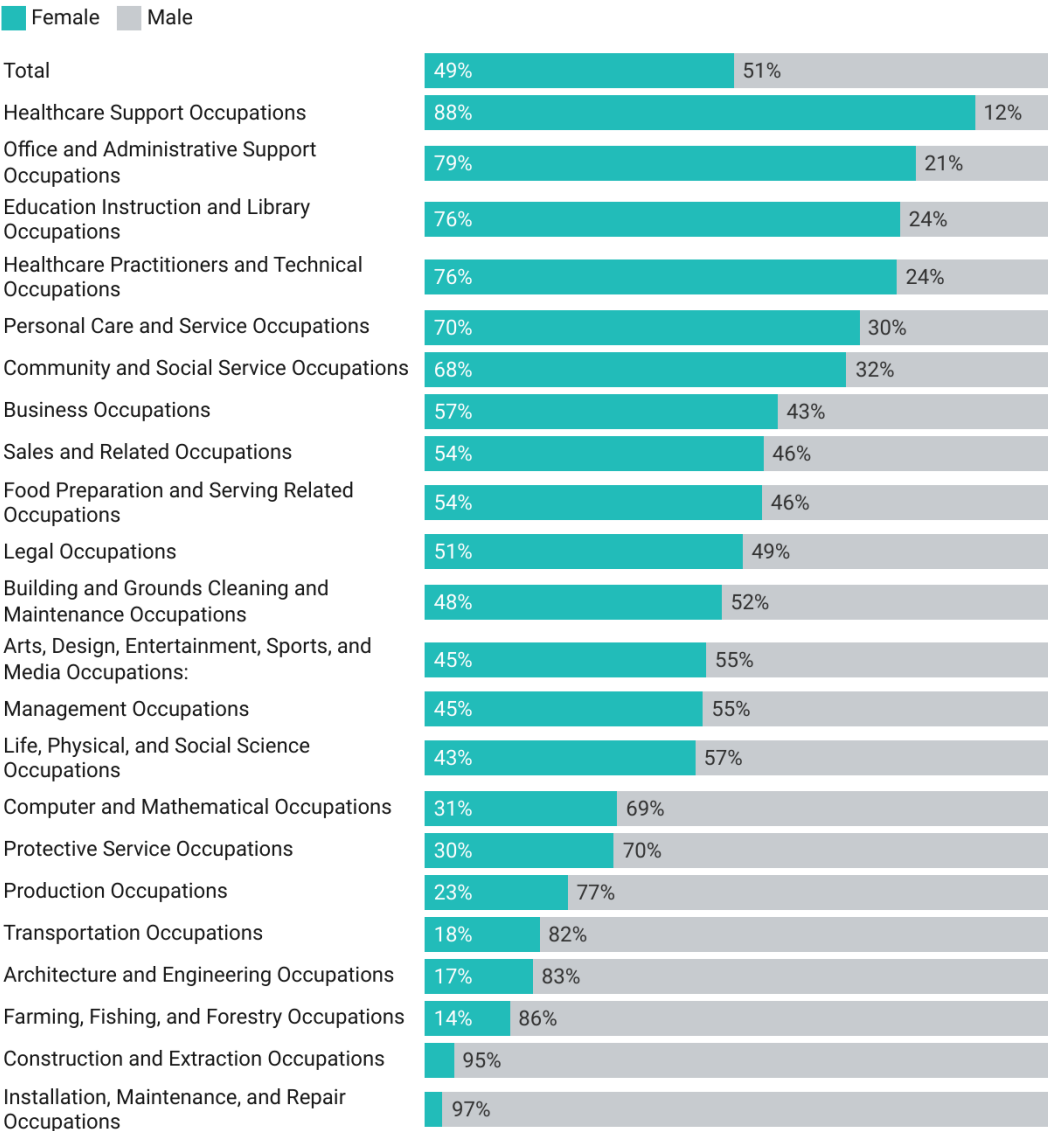
Most occupational groups are also segregated by gender.

Women make up just under half of the New Orleans region’s workforce (49 percent) but just 17 percent of those in architecture and engineering jobs and 31 percent of those in computer and mathematical jobs.

They are most overrepresented among health-care support occupations (88 percent), office and administrative support occupations (79 percent), education instruction and library occupations (76 percent), and healthcare practitioners and technical occupations (76 percent).

[See the interactive data.](#)

Share of workers by gender and occupational group, New Orleans 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 New Orleans 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 — \$43,014 in New Orleans (for an annual family income just over \$86,000).

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.

More than four in five New Orleans jobs that require at least a bachelor's degree are future-ready.

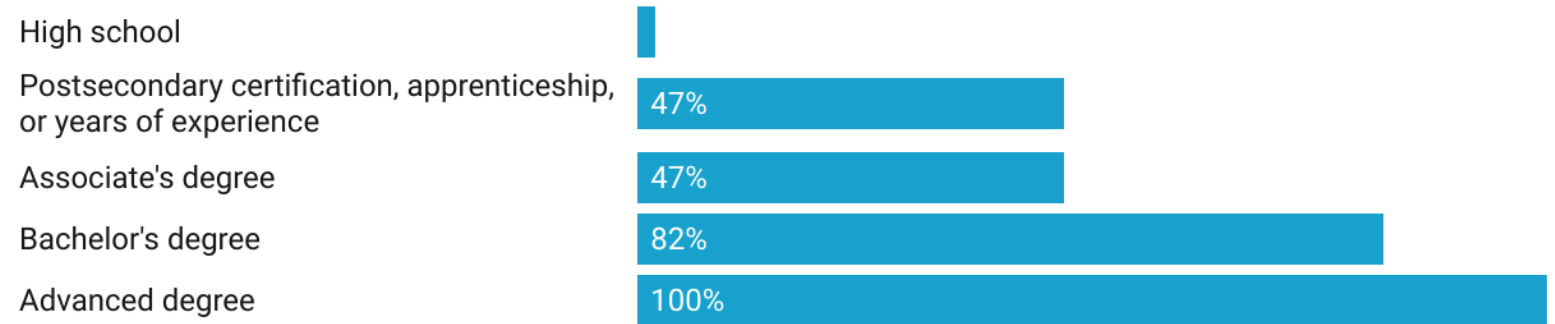
Nearly all jobs that require an advanced degree are future-ready – providing family-sustaining wages, a stable base of employment, and resilience to automation.

About 82 percent of jobs that require a bachelor's degree are also good jobs, along with 47 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, New Orleans Metro region, 2019



Created with Datawrapper

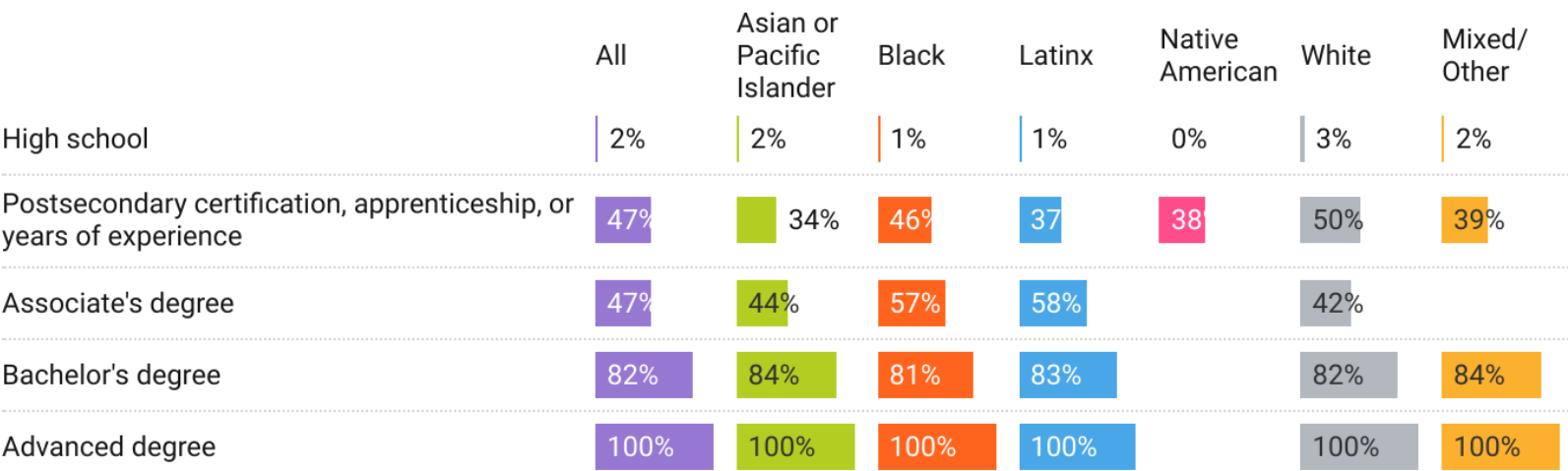
Among jobs that do not require a college degree, there are pronounced racial gaps in access to future-ready roles.

Very few jobs in New Orleans 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, New Orleans Metro region, 2019



...
Created with Datawrapper

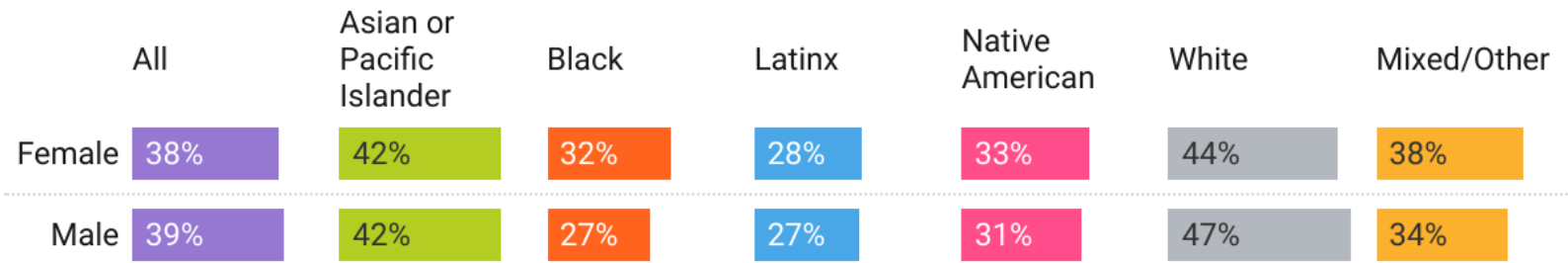
Among some racial/ethnic groups, access to future-ready jobs differs considerably by gender.

Overall, men and women are about equally likely to hold future-ready jobs in the New region (39 and 38 percent, respectively). But gender gaps vary by race and ethnicity. The gap is largest among Black workers: 27 percent of men are in future-ready roles, compared to 32 percent of women.

Among men, Black and Latinx workers are least likely to have future-ready jobs (27 percent). Among women, Latinx workers are least likely (28 percent).

[See the interactive data.](#)

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



Created with Datawrapper

Labor Market Trends



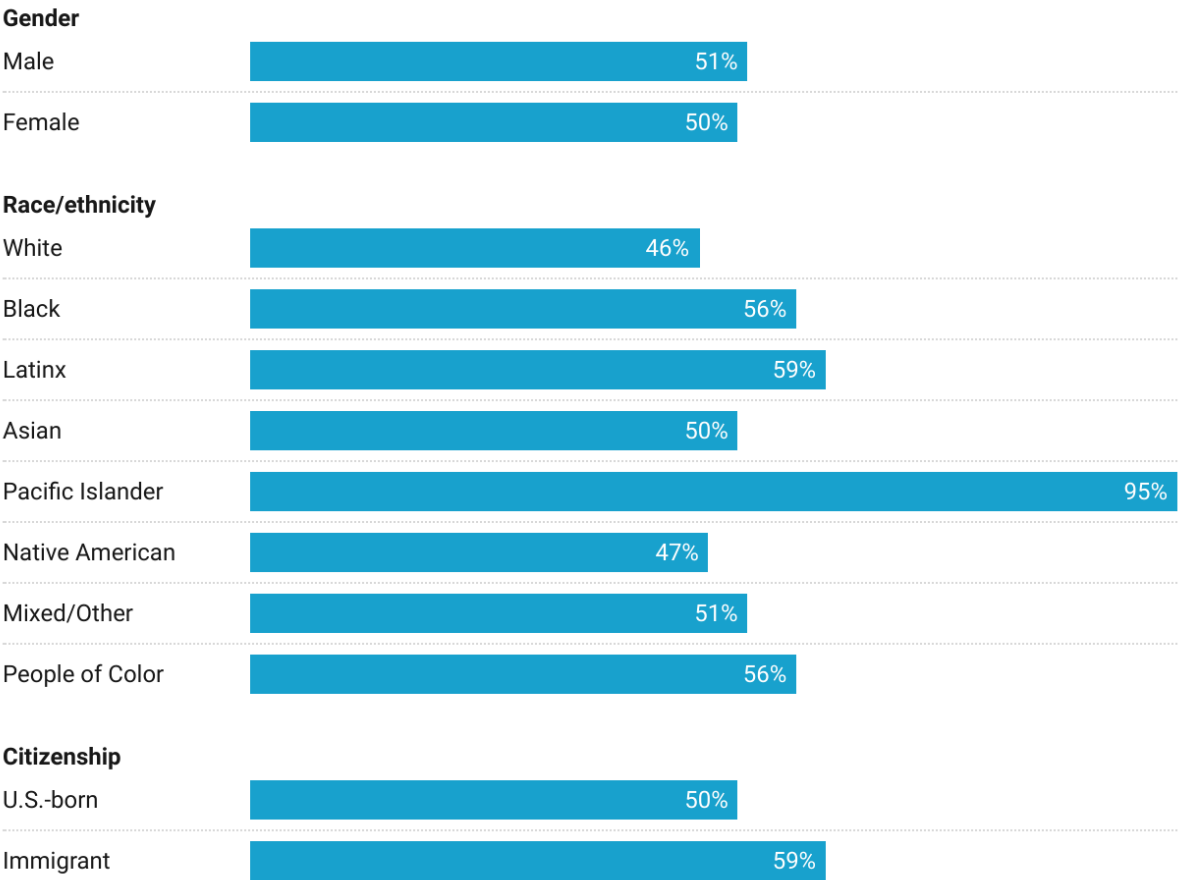
In New Orleans, automation risk is highest for Pacific Islander, Latinx, and Black workers.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 95 percent of Pacific Islander workers, 59 percent of Latinx workers, and 56 percent of Black workers are in automation-vulnerable occupations in the region, compared with 46 percent of white workers.

[See the interactive data.](#)

Automation risk by demographic characteristics, New Orleans Metro region, 2019



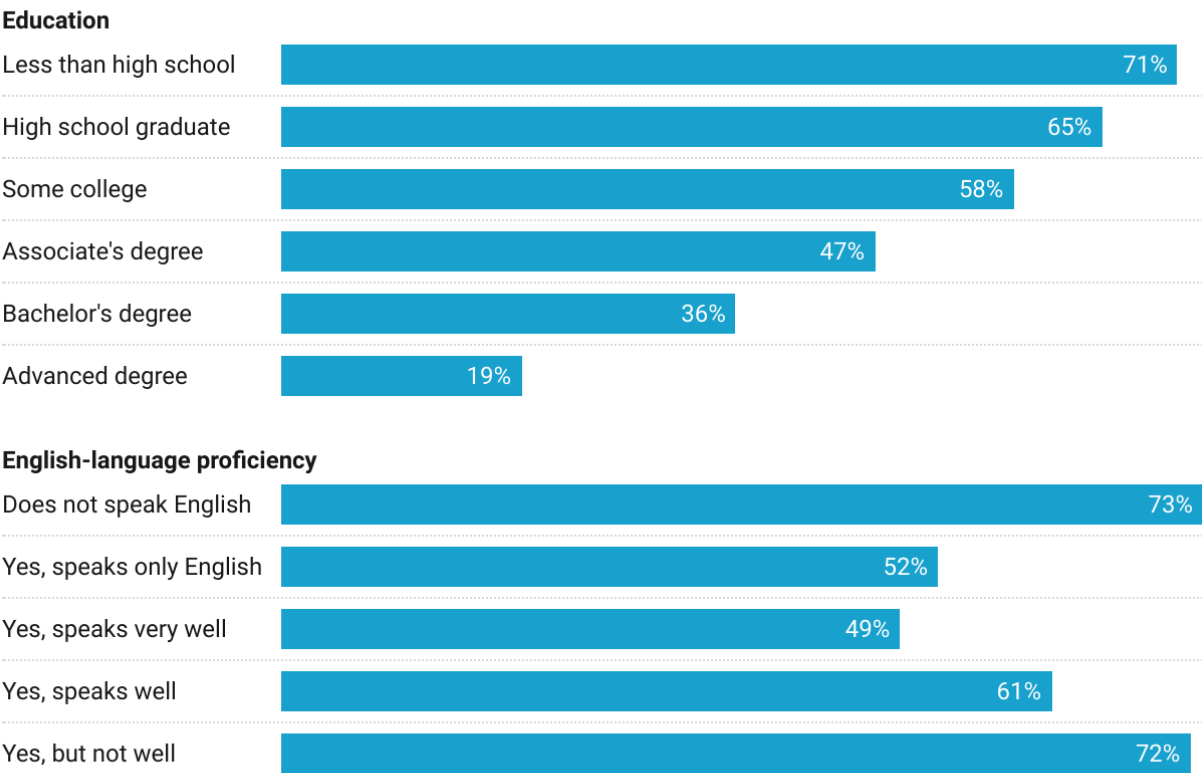
Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.

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 71 percent 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 49 percent of workers who speak English very well are at risk of automation, compared with 73 percent of those who do not speak English.

[See the interactive data.](#)

Automation risk by education, New Orleans Metro region, 2019



Created with Datawrapper

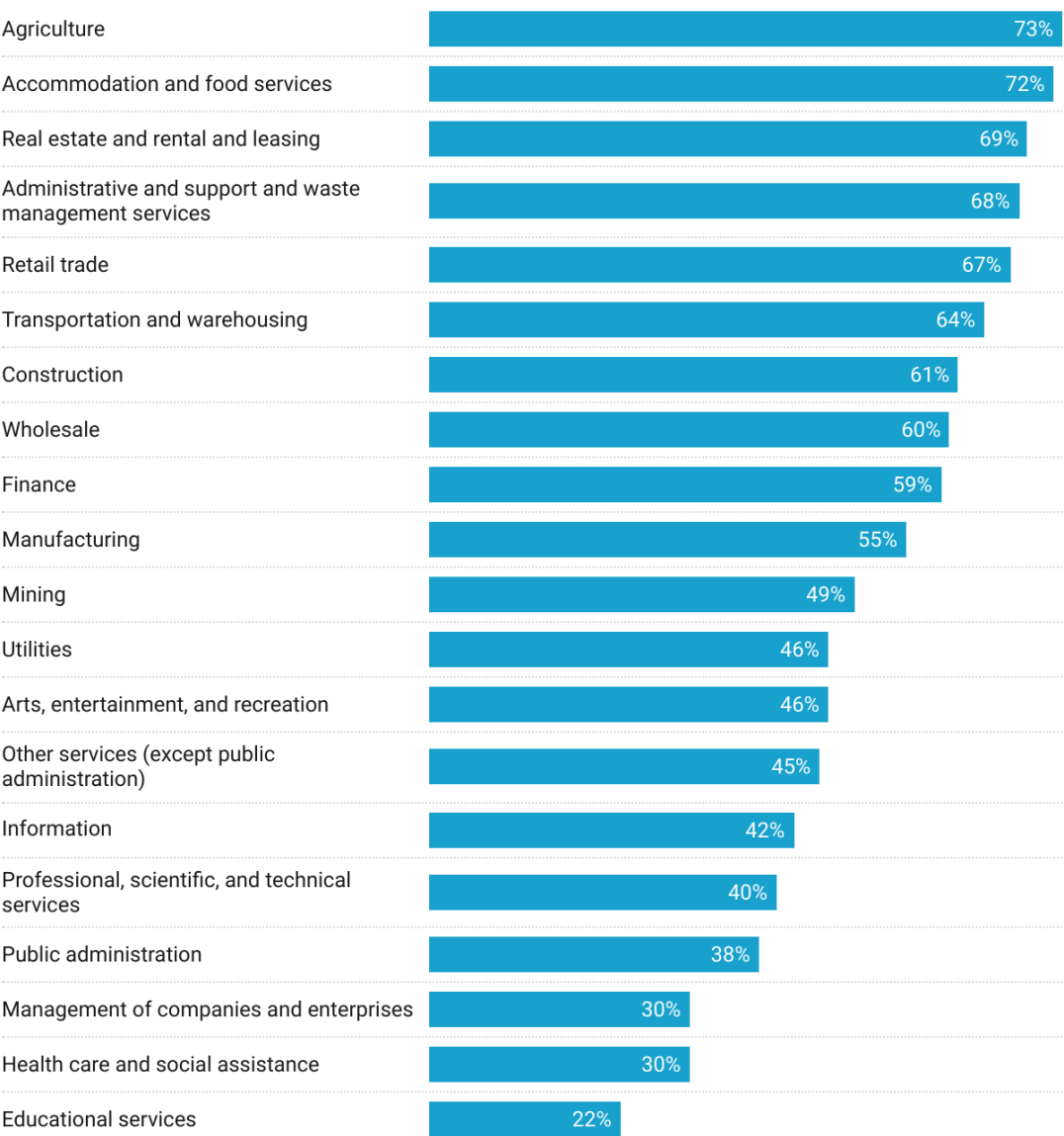
Workers in educational services have the lowest risk of automation, while those in accommodation and food services are at the highest risk.

Automation risk also varies by industry. In New Orleans, the risk is highest among agriculture (73 percent), accommodation and food services (72 percent), and real estate and rental and leasing (69 percent).

The most automation-resilient industries are educational services (22 percent of jobs at risk of automation) and health care and social assistance (30 percent of jobs at risk).

[See the interactive data.](#)

Automation risk by industry, New Orleans Metro region, 2019



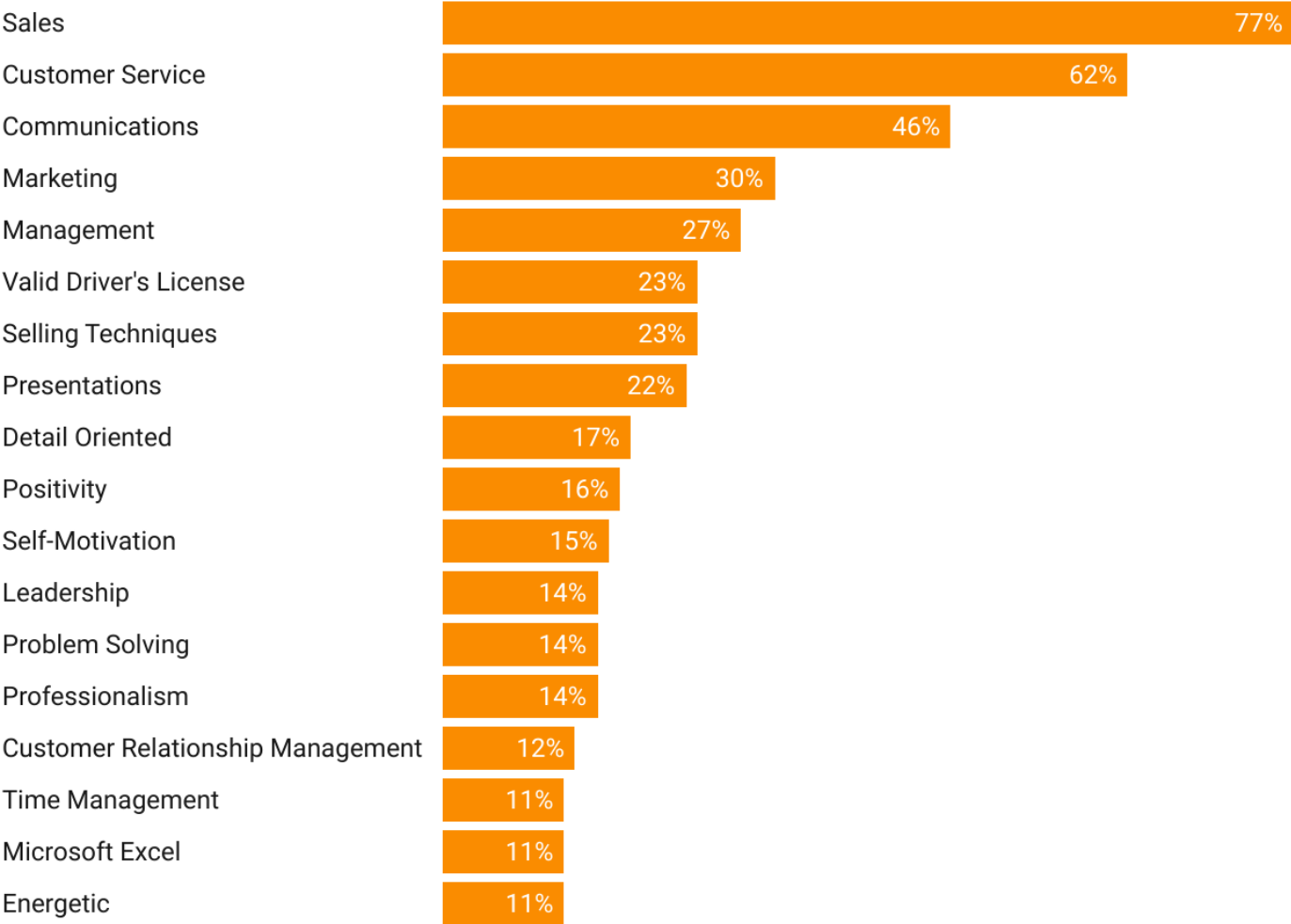
Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

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 New Orleans, 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, New Orleans Metro region, 2019



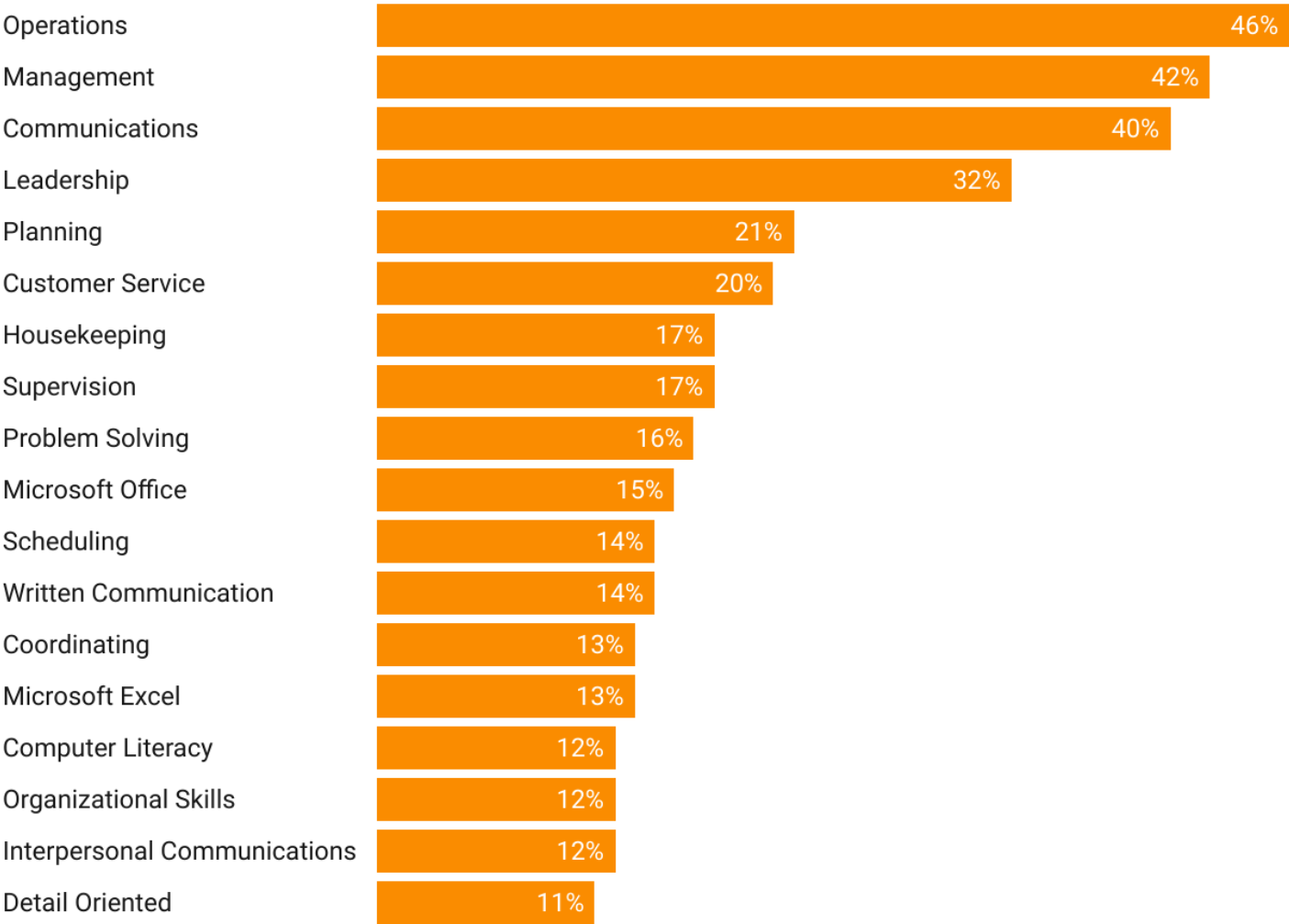
Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

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 first-line supervisors of production and operating workers in New Orleans. Operations, management, and communications 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, New Orleans 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 licensed practical and licensed vocational nurses in New Orleans, many of which can be developed and honed through other healthcare occupations (skills such as CPR, interpersonal communications, and planning).

[See the interactive data.](#)

Top skills for licensed practical and licensed vocational nurses, New Orleans Metro region, 2019

