



Advancing Workforce Equity in Seattle

National Equity Atlas

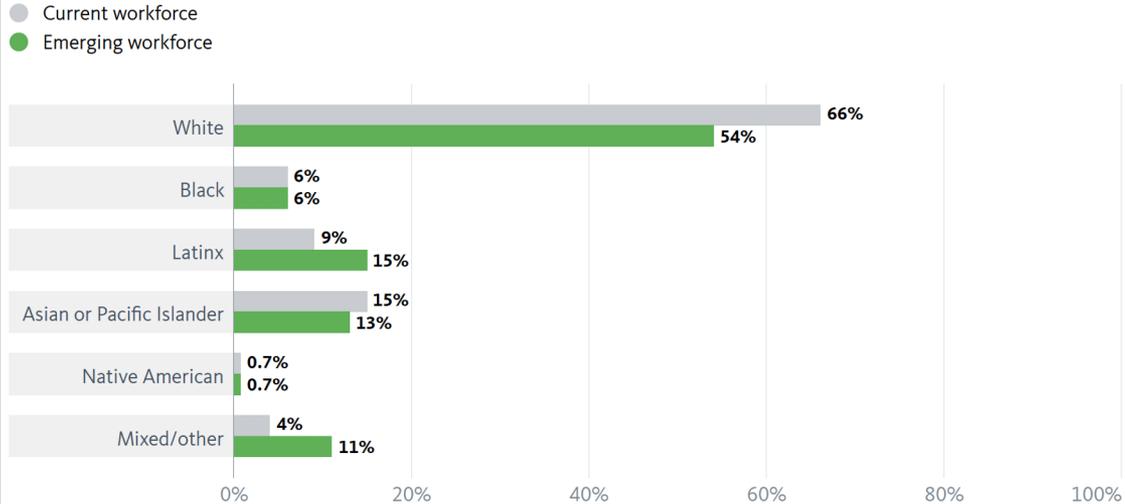


**DEMOGRAPHIC CHANGE
UNDERScores THE URGENT NEED
FOR RACIAL EQUITY**



One in three working-age adults in the Seattle region are people of color, along with 46 percent of youth under the age of 25 years.

Current and Emerging Workforce Demographics by Race/Ethnicity, Seattle Metropolitan Region, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe of emerging workforce includes all people under the age of 25 years old while current workforce includes the employed population between the ages of 25 and 64 years.

The region's GDP could be more than \$33 billion larger if racial gaps in income were eliminated.

Actual GDP and Estimated GDP with Racial Equity in the Workforce (\$ Billions), Seattle Metropolitan Region, 2018

- GDP in 2018
- GDP if racial gaps in income were eliminated

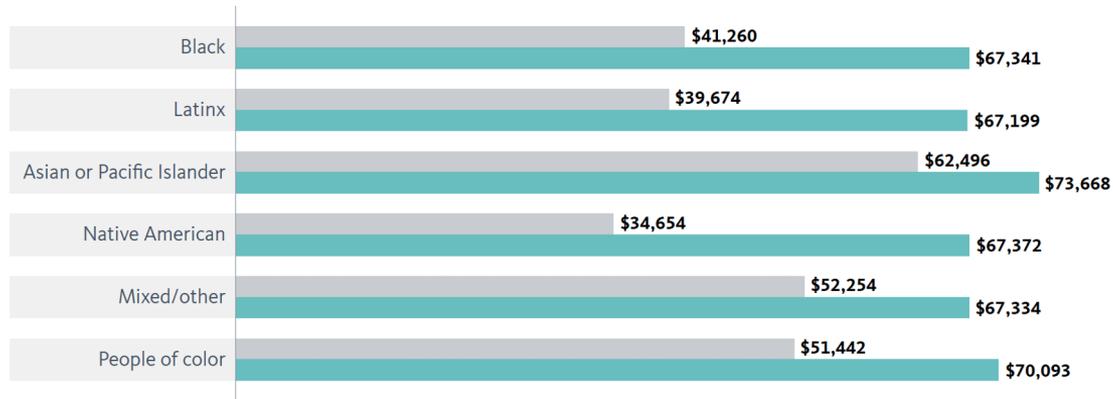


Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars. See the methodology for details on the analysis.

Racial equity would increase the average annual incomes of people of color by 36 percent, from about \$51,400 to about \$70,000 per year.

Annual Income Gains with Racial Equity in the Workforce, Seattle Metropolitan Region, 2018

- Average income
- Average income with racial equity



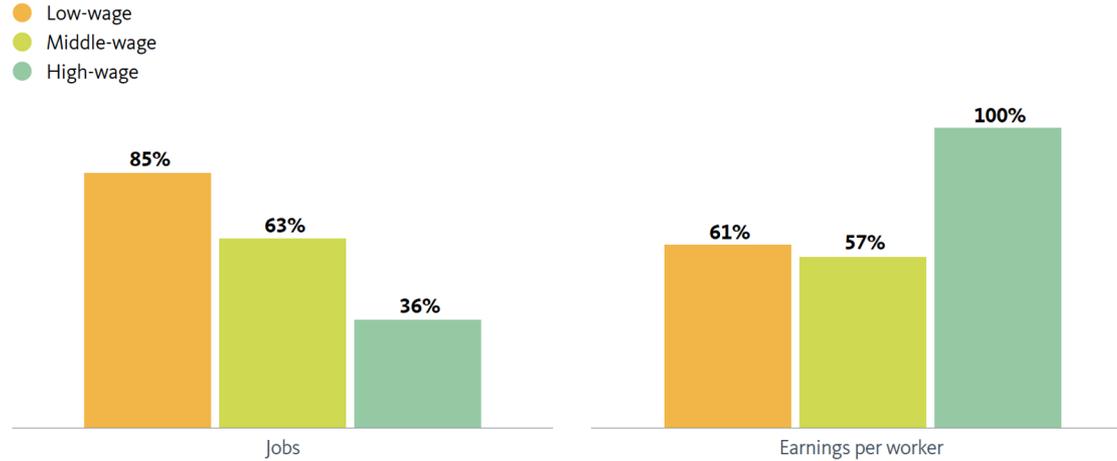
Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars. See the methodology for details on the analysis.

**AGGREGATE GROWTH
MASKS ENTRENCHED
INEQUITIES**



Job growth over the past 30 years has been concentrated among low-wage jobs, while wage growth has disproportionately accrued to high-wage workers.

Growth in Jobs and Earnings by Wage Level, Seattle Metropolitan Region, 1990–2018

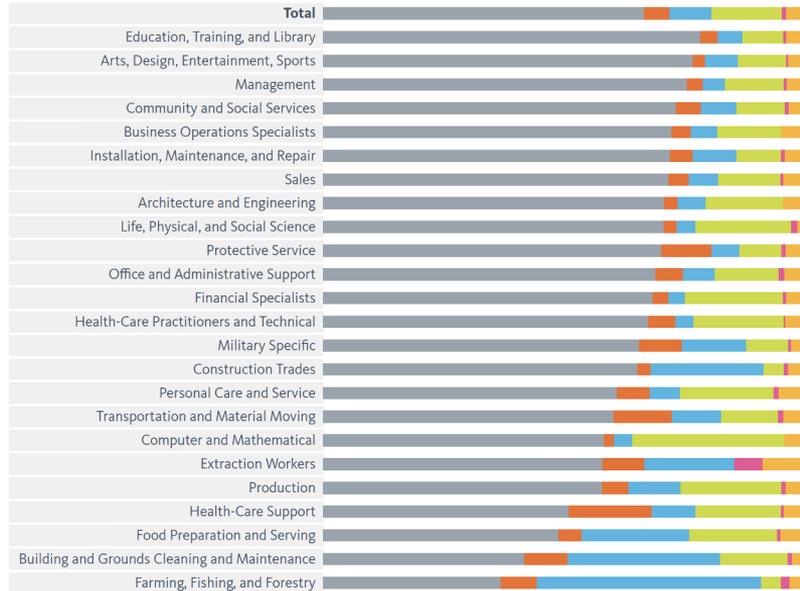


Source: PolicyLink/USC Equity Research Institute, National Equity Atlas, www.nationalequityatlas.org. Available at: https://nationalequityatlas.org/indicators/Job_and_wage_growth#. **Note:** Universe includes all jobs covered by the federal Unemployment Insurance (UI) program.

Occupational segregation remains a significant challenge for achieving workforce equity.

- White
- Black
- Latinx
- Asian or Pacific Islander
- Native American
- Mixed/other

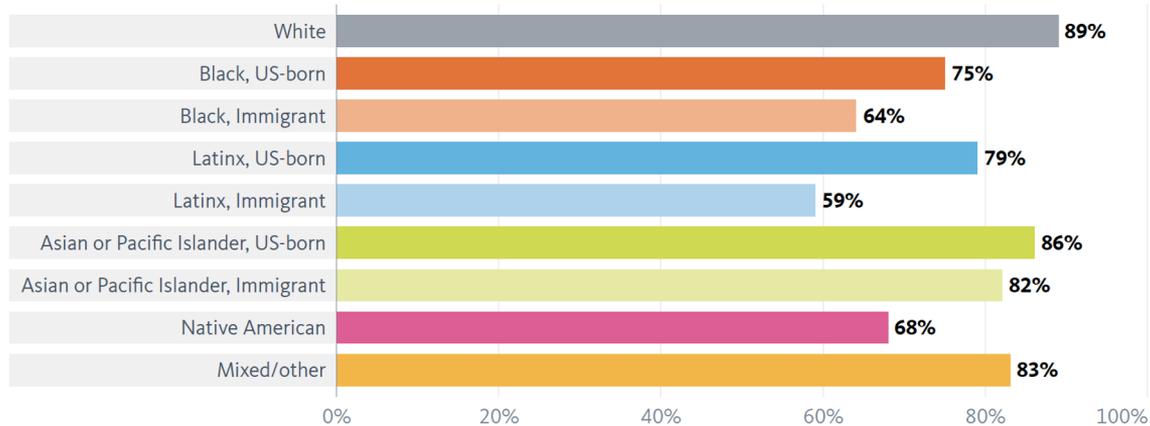
Occupational Groups by Race and Ethnicity, Seattle Metropolitan Region, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. Note: Universe includes the employed population ages 25–64 years. Data reflect a 2014–2018 average.

White workers are 50 percent more likely than Latinx immigrants to earn at least \$15 per hour.

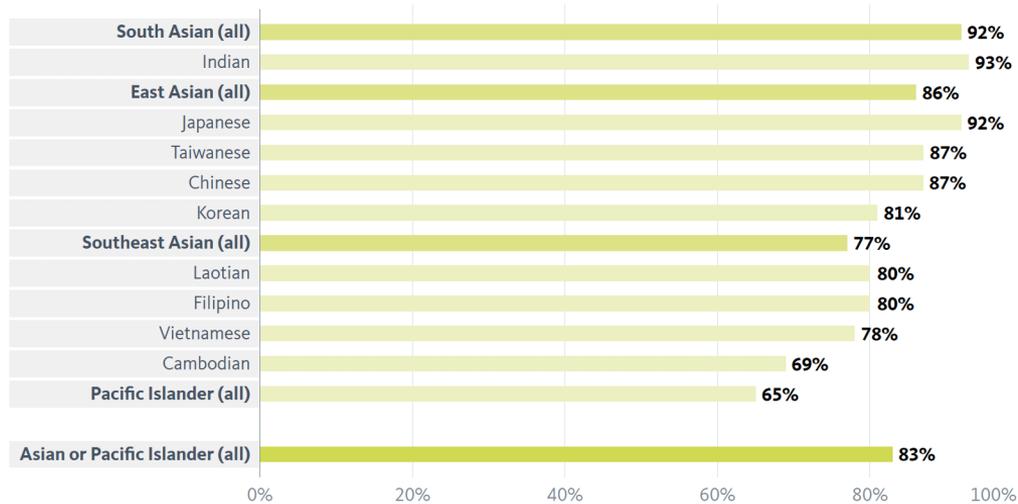
Share of Workers Earning at Least \$15/Hour by Race/Ethnicity and Nativity, Seattle Metropolitan Region, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutional full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average. The \$15/hour wage threshold is based on 2018 dollars.

The likelihood of being paid a living wage varies widely among the diverse Asian or Pacific Islander population.

Share of Workers Earning at Least \$15/Hour, Asian or Pacific Islanders by Ancestry, Seattle Metropolitan Region, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. Note: Universe includes civilian noninstitutional full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average. The \$15/hour wage threshold is based on 2018 dollars.

Racial gaps in median wages are narrowest within the public services industry, and most pronounced in professional services.

Median Wages by Race/Ethnicity and Industry, Seattle Metropolitan Region, 2018

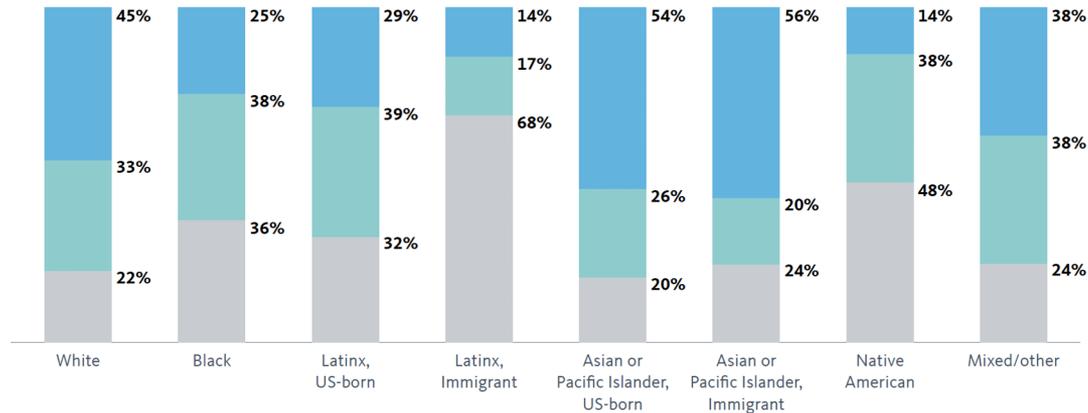


Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. Note: Universe includes civilian noninstitutional full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average; Native American workers are not included because of small sample size.

Just one in seven Native Americans and Latinx immigrants and one in four Black adults in the region have a four-year degree.

Educational Attainment by Race/Ethnicity and Nativity, Seattle Metropolitan Region, 2018

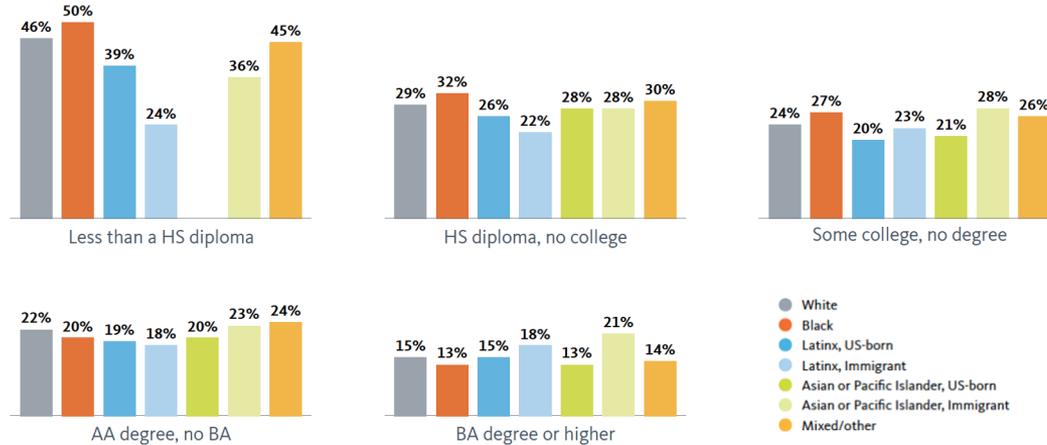
- High school diploma or less
- Some college or associate's degree
- Bachelor's degree or higher



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average.

Higher educational attainment narrows racial gaps in employment, but benefits too few Black and Latinx workers.

Joblessness by Educational Attainment, Race/Ethnicity, and Nativity, Seattle Metropolitan Region, 2018

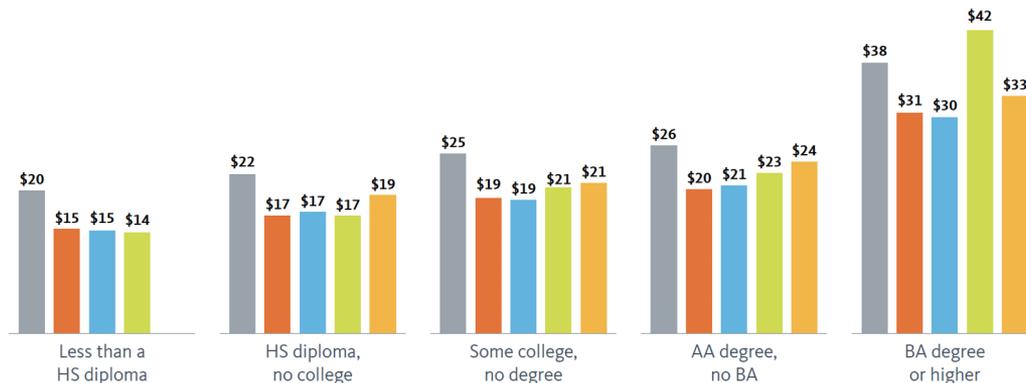


Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the civilian noninstitutional population ages 25–64 years. Joblessness is defined as those unemployed or not in the labor force as a share of the total population. Data reflect a 2014–2018 average; Native American workers, and Asian or Pacific Islander workers at certain educational levels, are not included because of small sample size.

Black and Latinx workers earn substantially less than their White counterparts at every level of educational attainment.

Median Hourly Wages by Educational Attainment and Race/Ethnicity, Seattle Metropolitan Region, 2018

- White
- Black
- Latinx
- Asian or Pacific Islander
- Mixed/other



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutional full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average; Native American workers, and mixed/other race workers at certain educational levels, are not included because of small sample size. Values are in 2018 dollars.

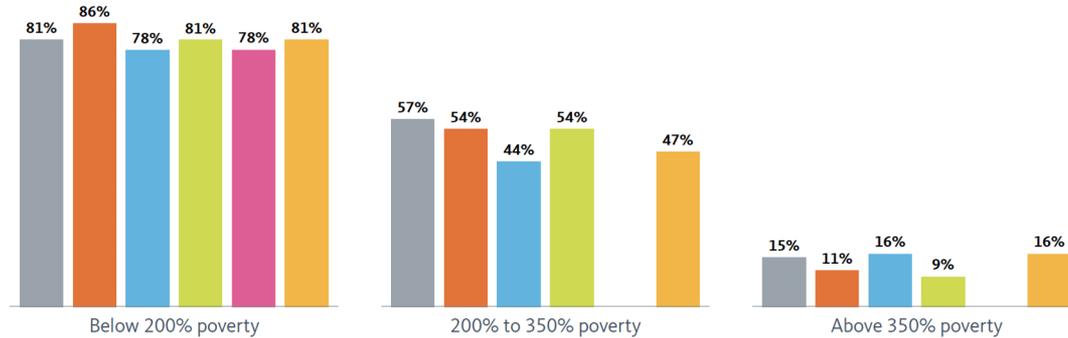
THE GEOGRAPHY OF
OPPORTUNITY IS
VASTLY UNEVEN



Four out of five economically insecure renter households are housing-cost burdened.

Rent Burden by Race/Ethnicity and Poverty Level, Seattle Metropolitan Region, 2018

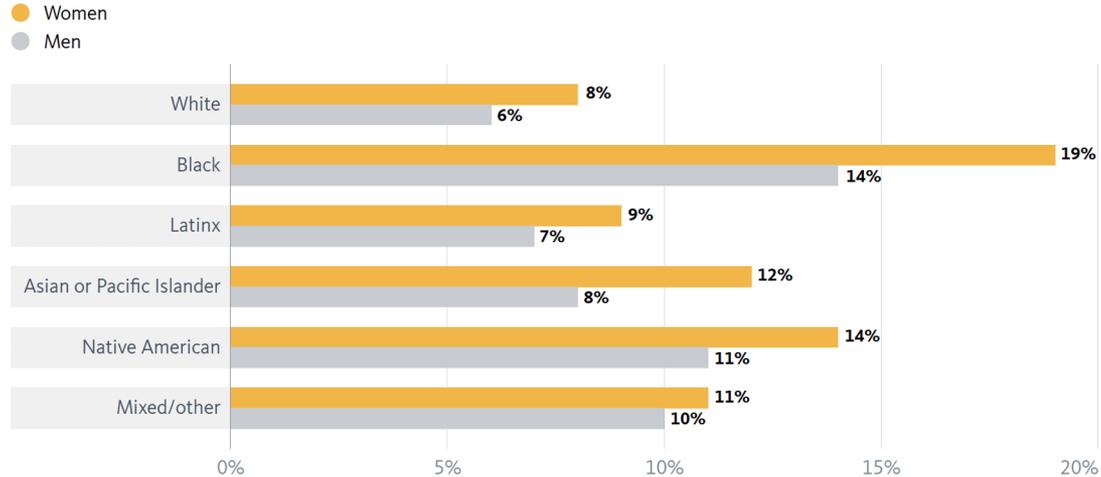
- White
- Black
- Latinx
- Asian or Pacific Islander
- Native American
- Mixed/other



Source: Authors' analysis of data from the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes renter households for whom poverty is determined; no group quarters. Rent burden is defined as paying more than 30 percent of income on rent. Data reflect a 2014–2018 average; some data for Native American workers are not included because of small sample size.

Households headed by people of color, particularly women of color, are least likely to have access to a personal vehicle.

Share of Households Without Access to a Vehicle by Race/Ethnicity and Gender, Seattle Metropolitan Region, 2018

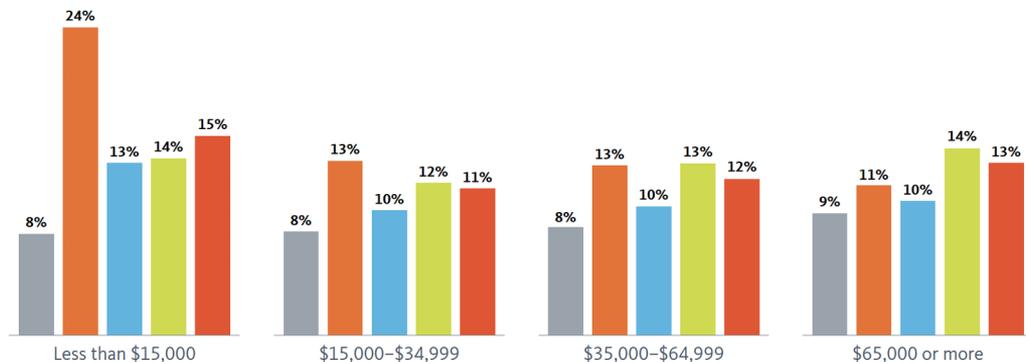


Source: Authors' analysis of data from the 2018 5-year American Community Survey microdata from IPUMS USA. Universe includes all households; no group quarters. Vehicle access is defined as having at least one vehicle at home for use by household members. Data reflect a 2014–2018 average.

Low-income Black workers are most likely to rely on public transportation for their commute, including one-fourth who earn less than \$15,000 per year.

Percent of Workers Using Public Transit by Race/Ethnicity and Annual Income, Seattle Metropolitan Region, 2018

- White
- Black
- Latinx
- Asian or Pacific Islander
- People of color



Source: Authors' analysis of data from 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes persons age 16 years or older who worked outside the home during the week prior to the survey. Data reflect a 2014–2018 average; Native American workers and other/mixed race workers are not included because of small sample size.

SEATTLE WORKERS FACE A SHORTAGE OF GOOD JOBS



Characteristics and Examples of Good Jobs by Typical Education Requirements, Seattle Metropolitan Region, 2019

Characteristics of good jobs:

- Living-wage compensation: Average annual wage for the occupation is at or above \$52,291—the self-sufficiency standard for King County.
- Stable or growing base of employment: The number of jobs is projected to grow or to remain relatively stable for the next decade—employment in the occupation is not declining by more than 10 percent over 10 years, or more than 2 percent over 10 years for small occupations.
- Automation resilient: The occupation has a probability of computerization lower than 50 percent, given the full array of tasks that comprise the role.

Example occupations accessible to workers with a high school diploma or less:

- First-line supervisors of retail sales workers
- First-line supervisors of nonretail sales workers
- Sales representatives of services, except advertising, insurance, financial services, and travel

Example occupations accessible to workers with a postsecondary certificate, license, or vocational training through an apprenticeship:

- Electricians
- First-line supervisors of construction trades and extraction workers
- Plumbers, pipefitters, and steamfitters

Example occupations accessible to workers with an associate's degree:

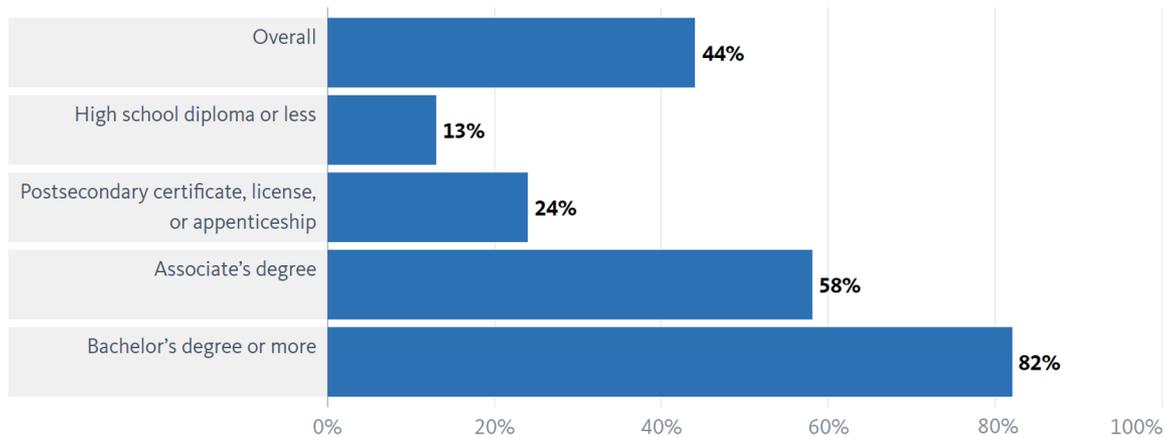
- Registered nurses
- Surveyors, cartographers, and photogrammetrists
- Air traffic controllers and airfield operations specialists

Example occupations accessible to workers with a bachelor's degree or higher:

- Elementary and middle school teachers
- Software developers
- Civil engineers

Less than half of Seattle workers are in good jobs.

Share of Workers in Good Jobs, Overall and by Educational Requirements, Seattle Metropolitan Region, 2019

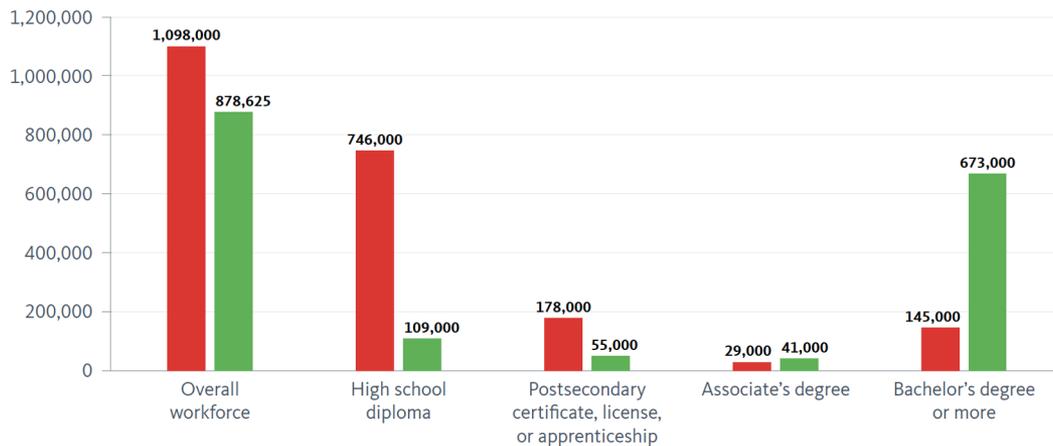


Source: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Burning Glass job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

Nearly 850,000 Seattle jobs require no more than a high school diploma, but only 13 percent of them are good jobs.

Distribution of Employment by Educational Requirements and Job Quality, Seattle Metropolitan Region, 2018

- Workers not in good jobs
- Workers in good jobs

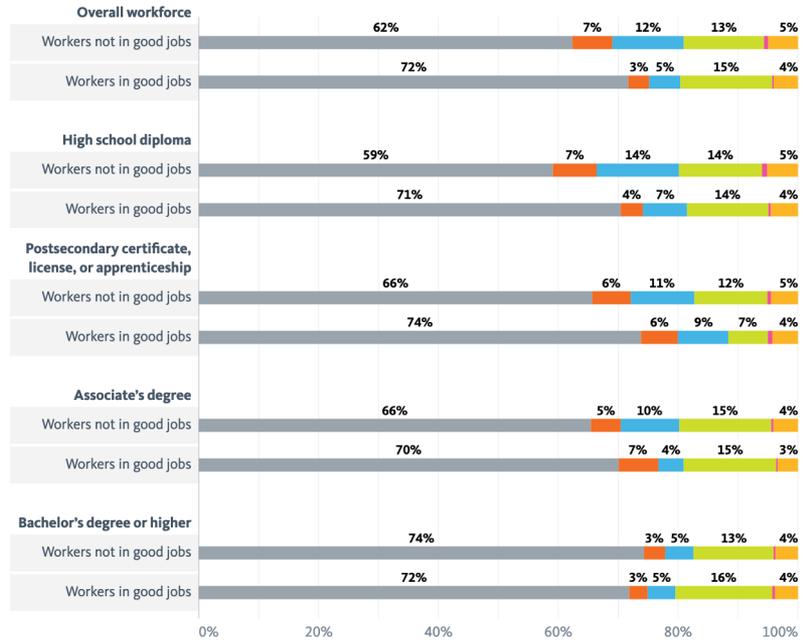


Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Burning Glass job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

White workers are overrepresented in good jobs overall and particularly overrepresented in good jobs that do not require any postsecondary education.

Distribution of Workers by Race/Ethnicity, Job Quality, and Educational Requirements, Seattle Metropolitan Region, 2018

- White
- Black
- Latinx
- Asian or Pacific Islander
- Native American
- Mixed/other



Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Burning Glass job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

Available jobs in 2019 could have closed racial gaps in access to good jobs.

In 2019, there were enough openings for good jobs over the year to close the racial equity gap in good jobs at each level of educational attainment. For example, to close the racial gap in good jobs for jobs that require no more than a high school diploma, 11,000 workers of color would need a job upgrade (a 34 percent increase); in 2019, there were 31,000 openings for good jobs at this educational level.

Still, 79 percent of the 340,000 good jobs available in 2019 required a bachelor's degree or more, underscoring the need for workforce intermediaries and employers to reexamine credentialing requirements and design pathways into these jobs for workers without a four-year degree, wherever possible.

**THE EARLY COVID-19
RECOVERY IS LEAVING
WORKERS OF COLOR BEHIND**



People of color have experienced greater unemployment volatility compared to White workers.

Unemployment Rates by Race/Ethnicity, Seattle Metropolitan Region, January–September 2020

- White
- Latinx
- Asian or Pacific Islander

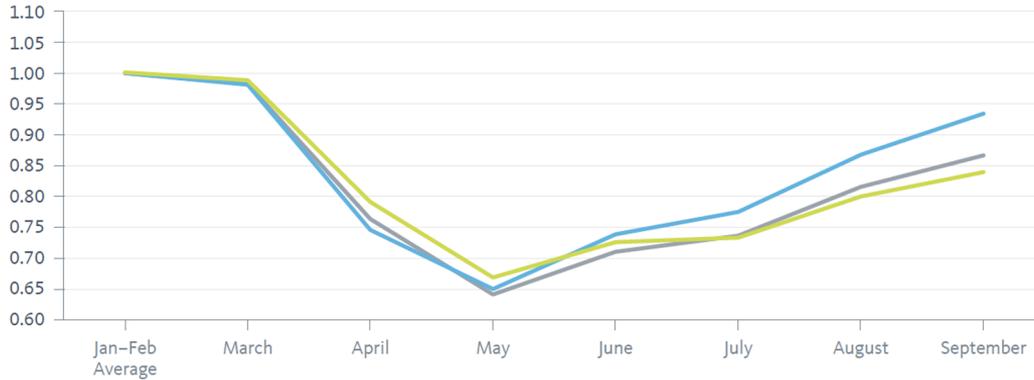


Source: Authors' analysis of the Current Population Survey (CPS) microdata from IPUMS USA. Note: Dotted lines denote two-month rolling average of unemployment rates due to small sample sizes.

Demand for positions typically held by Latinx workers prior to the Covid-19 crisis is recovering more quickly than for those held by White workers.

Job Postings Relative to January/February Baseline by Pre-crisis Occupational Demographics (Race/Ethnicity), Seattle Metropolitan Region, March–September 2020

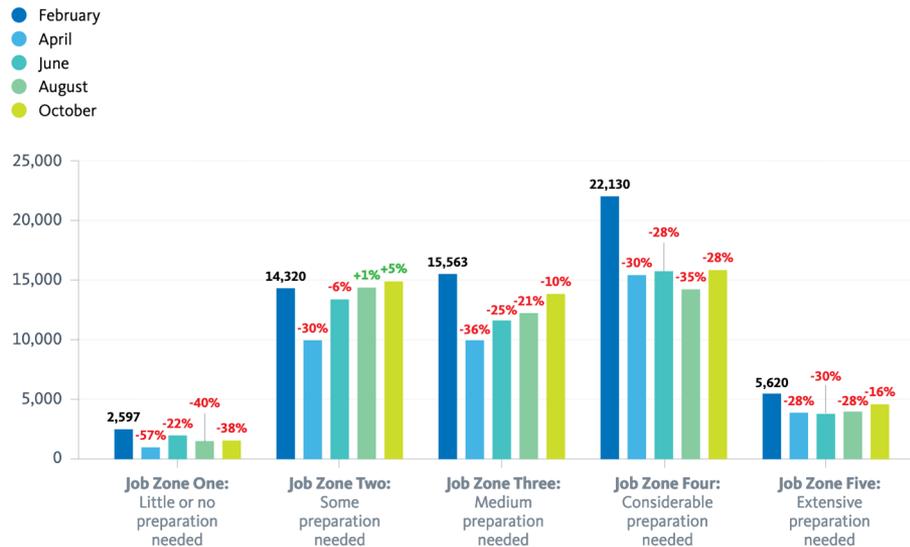
- White
- Latinx
- Asian or Pacific Islander



Sources: Authors' analysis of Burning Glass job posting data (January–September 2020), with job postings allocated according to occupational race and ethnicity characteristics from 2018 5-year American Community Survey (ACS) microdata from IPUMS USA.

The early labor-market recovery has been concentrated in jobs that require the least preparation and training. Postings for higher skills jobs remain down significantly from the February 2020 baseline.

Monthly Job Postings by Degree of Preparation Required, Seattle Metropolitan Region, February–October 2020



Source: Authors' analysis of Burning Glass Technologies data on monthly job postings, using O*NET occupational classifications. Note: For more information on job zone definitions, see <https://www.onetonline.org/help/online/zones>.

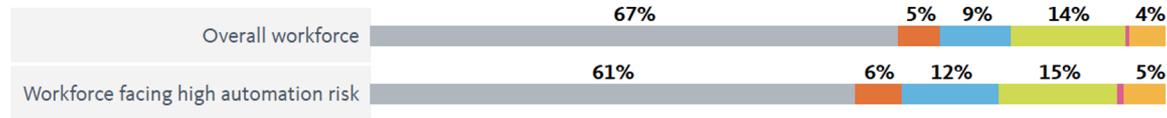
**ACCELERATING
AUTOMATION PUTS
WORKERS OF COLOR
AT RISK**



Latinx workers are overrepresented in automation-vulnerable jobs by more than one-third compared to their representation in the overall workforce.

Automation Risk by Race and Ethnicity, Seattle Metropolitan Region, 2018

- White
- Black
- Latinx
- Asian or Pacific Islander
- Native American
- Mixed/other

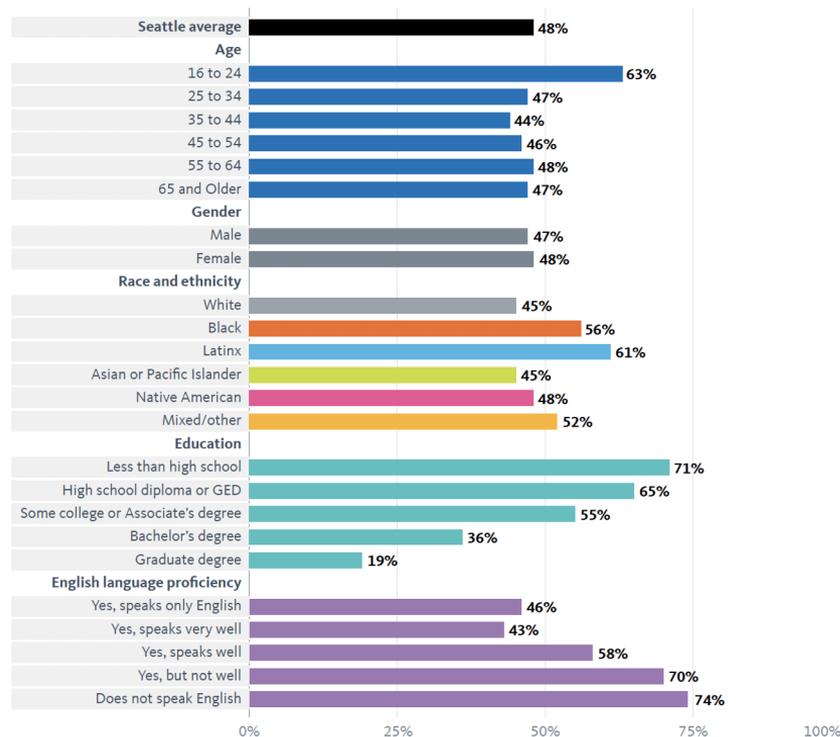


Sources: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA and automation scores from "The Future of Employment: How Susceptible Are Jobs to Computerisation?" (Carl Benedikt Frey and Michael A. Osborne, 2013). **Note:** Universe includes the employed civilian noninstitutionalized population age 16 or older.

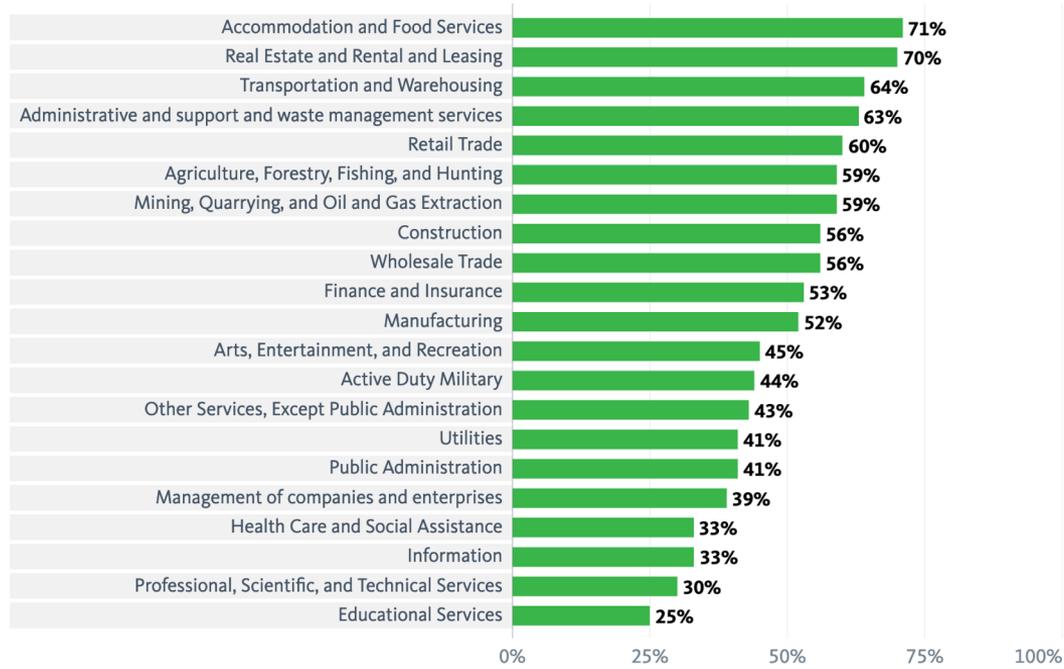
Workers of color, those with less than a high school diploma, and non-English speakers are most vulnerable to automation-driven job disruption.

Automation Vulnerability by Worker Characteristics, Seattle Metropolitan Region, 2018

Sources: Occupation-level automation scores from "The Future of Employment: How Susceptible Are Jobs to Computerisation?" (Carl Benedikt Frey and Michael A. Osborne, 2013), and worker characteristics from 2018 5-year American Community Survey (ACS) microdata from IPUMS USA.



Automation Vulnerability by Industry, Seattle Metropolitan Region, 2018



Sources: Occupation-level automation scores from “The Future of Employment: How Susceptible Are Jobs to Computerisation?” (Carl Benedikt Frey and Michael A. Osborne, 2013), and industry characteristics from 2018 5-year American Community Survey (ACS) microdata from IPUMS USA.

About the National Equity Atlas: America's most detailed report card on racial and economic equity.

A partnership between PolicyLink and the USC Equity Research Institute, the National Equity Atlas:

- produces innovative research to inform the field and influence policy debates;
- partners with community organizations to create tailored analyses that advance local campaigns; and
- democratizes access to equity data.

Indicators

Research

Data in Action

INDICATOR
Racial Equity Index Summary

ANALYSIS
July 23, 2020: The Racial Equity Index: A New Data Tool to Drive Local Efforts to Dismantle Structural Racism

EVENT
August 2020: Unlocking the Insights of Disaggregated Data

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About Burning Glass Technologies

Burning Glass Technologies is an analytics software company that has cracked the genetic code of an ever-changing labor market.

Powered by the world's largest and most sophisticated database of labor market data and talent, we deliver real-time data and breakthrough planning tools that inform careers, define academic programs, and shape workforces.

Burning Glass data have been built over 15 years with robust taxonomies and the industry's largest in-house data science team.

3.4 million

Active unique jobs collected daily

50,000

Sources across the web - job boards and corporate sites

>1 million

Firms represented, from large corporations to SME's

Dynamic Labor Market Taxonomy

23 Career Areas
1700 Occupations
18,000 Skills
60,000 Skill Variants

80%

Deduplication ensuring integrity and consistency

300 million

Resumes processed per annum

>1 billion

Historical job market records

