Advancing Workforce Equity in Dallas & Collin Counties

National Equity Atlas

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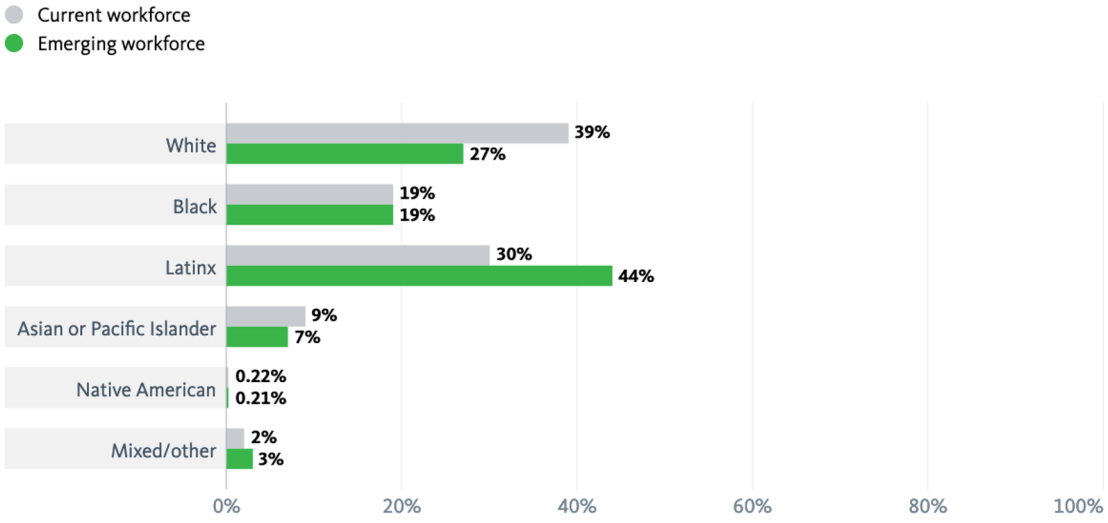
THE REGION'S WORKFORCE IS GROWING MORE DIVERSE, INCREASING THE URGENCY OF RACIAL ECONOMIC INCLUSION

Three out of five workers in Dallas and Collin counties are people of color.

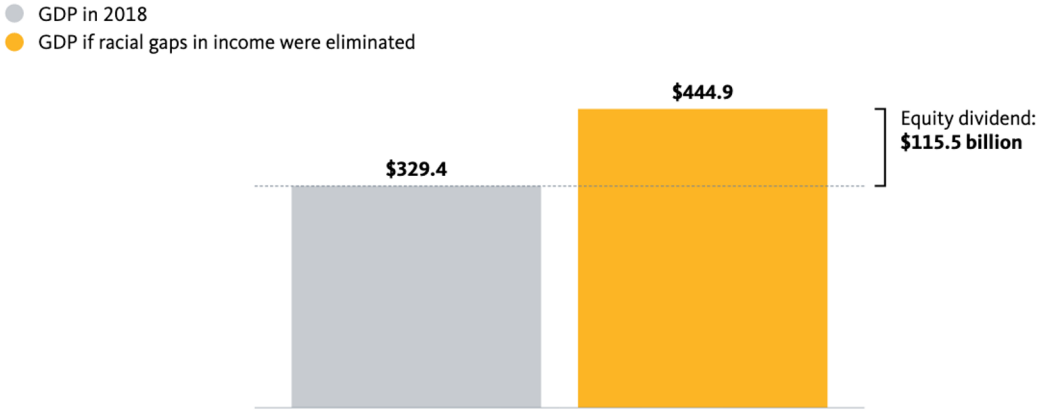
Current and Emerging Workforce Demographics by Race/Ethnicity, Dallas and Collin Counties, 2018



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 combined GDP of Dallas and Collin counties could be more than $115 billion larger if racial gaps in income were eliminated.

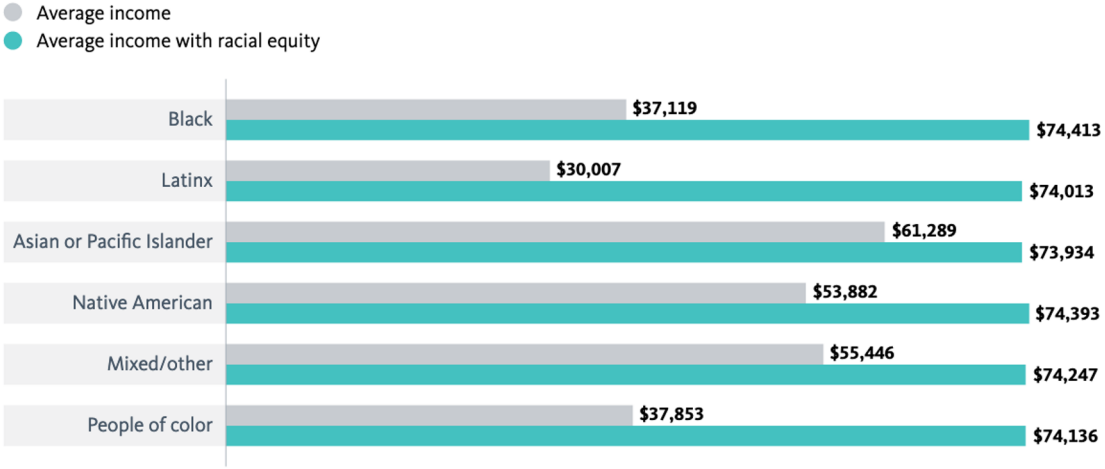
Actual GDP and Estimated GDP with Racial Equity in the Workforce ($ Billions), Dallas and Collin Counties, 2018



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.

With racial equity, the average incomes of people of color would nearly double, from about $38,000 to $74,000 per year.

Income Gains with Racial Equity for the Working-Age Population, Dallas and Collin Counties, 2018



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.

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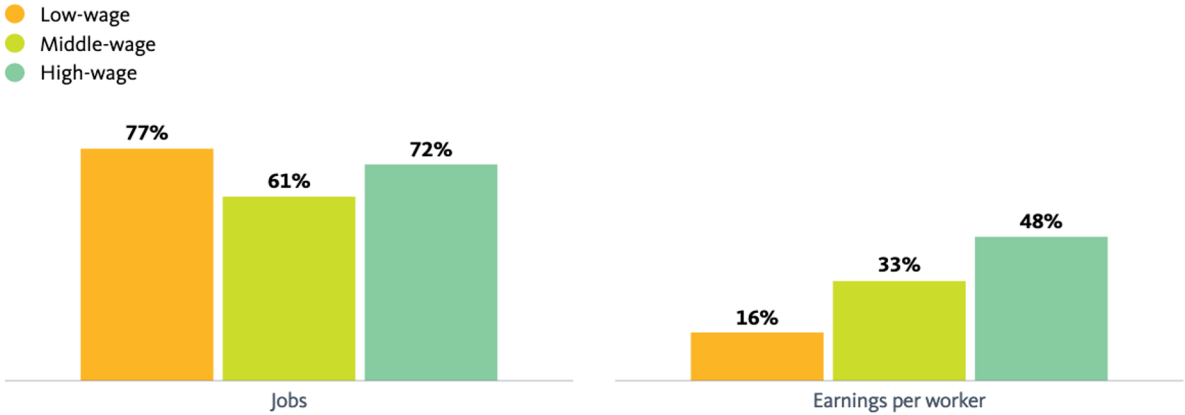
AGGREGATE GROWTH MASKS ENTRENCHED INEQUITIES

Earnings growth over the past 30 years has been disproportionately captured by high-wage workers.

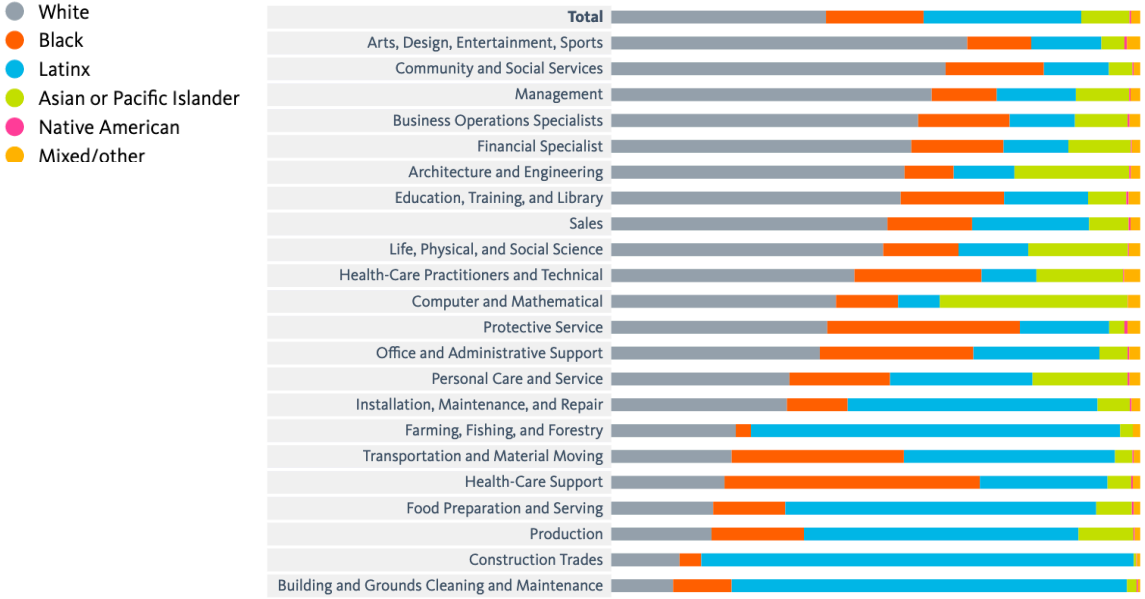
Growth in Jobs and Earnings by Wage Level, Dallas and Collin Counties, 1990–2018



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.

Many of the region's largest occupational groups are racially segregated, with Latinx and Black workers especially concentrated among lower wage jobs.

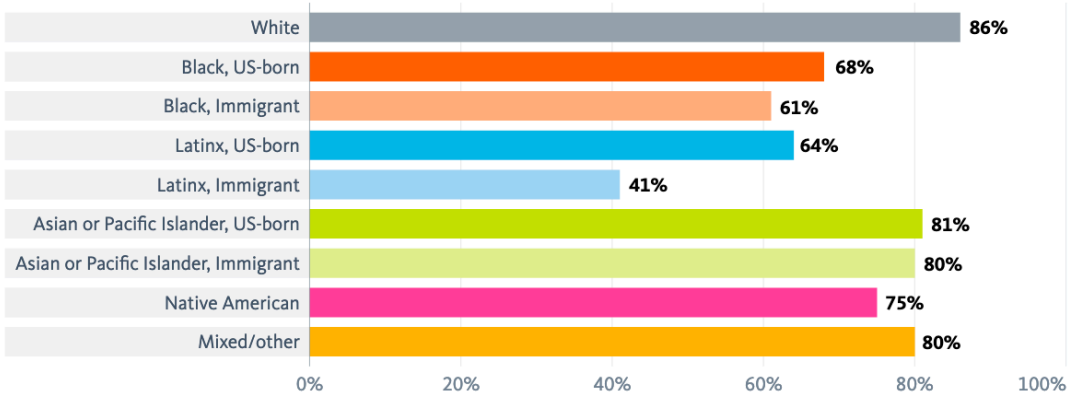
Occupational Groups by Race/Ethnicity and Nativity, Dallas and Collin Counties, 2018



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.

Just two out of five Latinx immigrants, three out of five Black immigrants, and roughly two out of three US-born Black and Latinx workers earn at least $15 an hour.

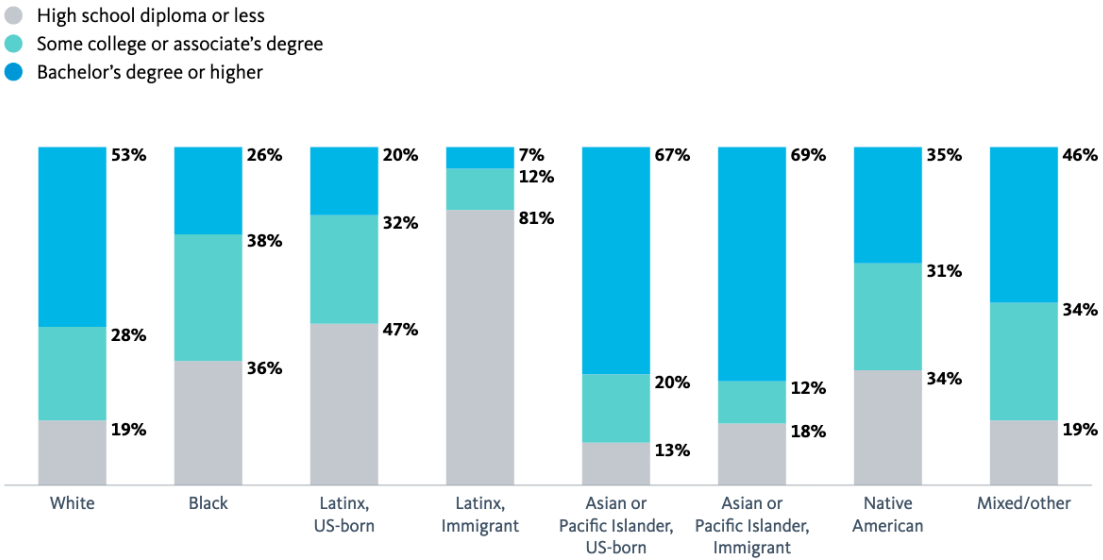
Share of Workers Earning at Least $15/hour by Race/Ethnicity and Nativity, Dallas and Collin Counties, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized 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.

Fewer than one in 10 immigrant Latinx adults, one in five US-born Latinx adults, and one in four Black adults in Dallas and Collin counties have a bachelor's degree.

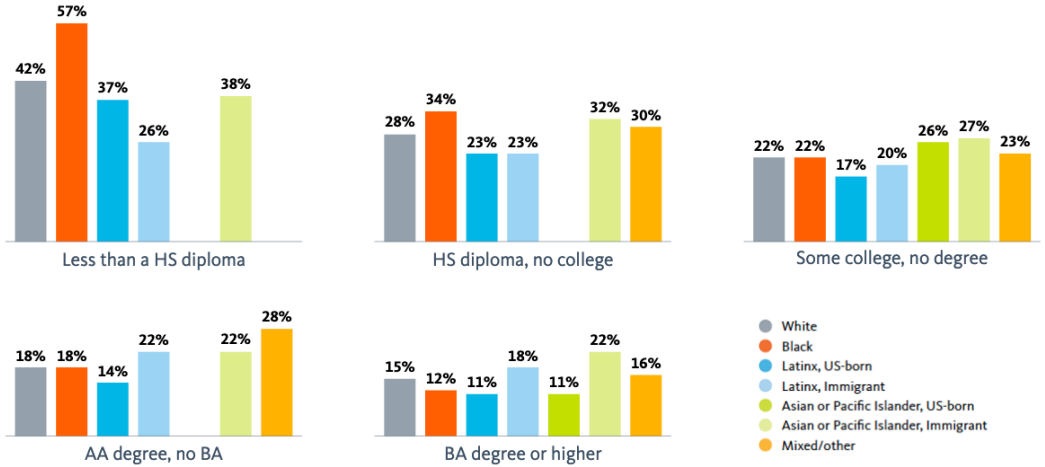
Educational Attainment by Race/Ethnicity, Dallas and Collin Counties, 2018



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, especially for Black adults.

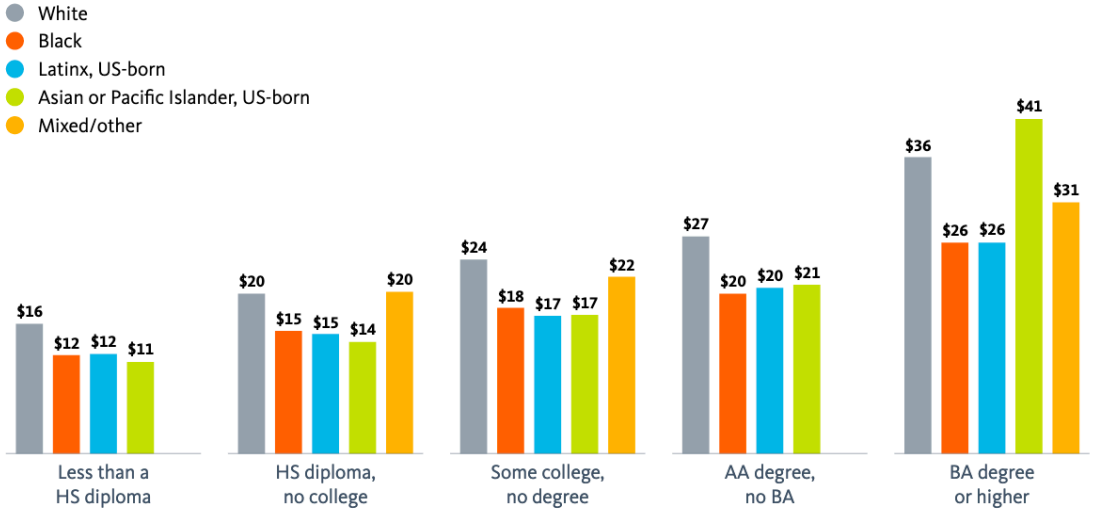
Joblessness by Educational Attainment, Race/Ethnicity, and Nativity, Dallas and Collin Counties, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the civilian noninstitutionalized 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. Data for Native American workers, and for US-born Asian or Pacific Islander workers at certain educational levels, could not be analyzed because of small sample size.

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

Median Wages by Educational Attainment and Race/Ethnicity, Dallas and Collin Counties, 2018



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

WORKERS IN DALLAS AND COLLIN COUNTIES FACE A SHORTAGE OF GOOD JOBS

Characteristics and Examples of Good Jobs by Typical Education Requirements, Dallas and Collin Counties, 2019

Characteristics of good jobs:

- Living-wage compensation: Average wage for the occupation is sufficient to sustain a working family of two working adults and two children—$32,232 in the Dallas metropolitan area
- 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
- Food service managers
- Sales representatives of services, except advertising, insurance, financial services, and travel

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

- Electricians
- Plumbers, pipefitters, and steamfitters
- Radio and telecommunications equipment installers and repairers

Example occupations accessible to workers with an associate's degree

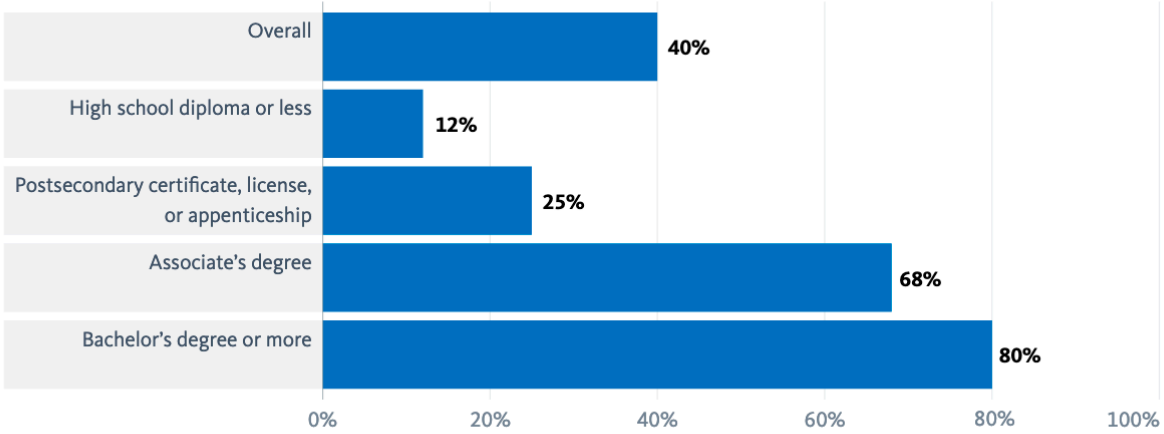
- Registered nurses
- Respiratory therapists
- Air traffic controllers and airfield operations specialists

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

- Financial managers
- Software developers
- Management analysts

Just two in five workers in Dallas and Collin counties are in good jobs.

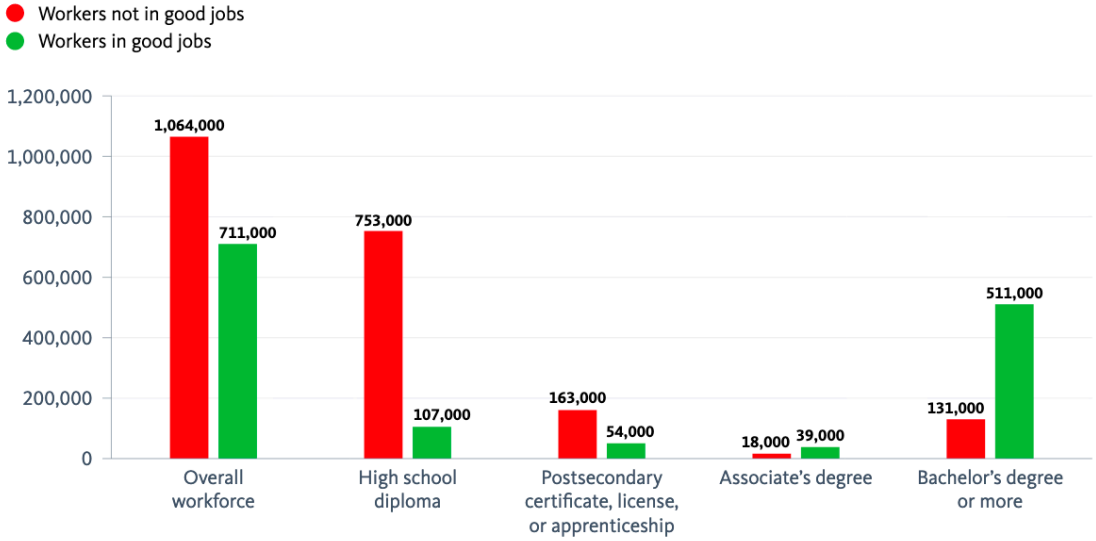
Share of Workers in Good Jobs, Overall and by Educational Requirements, Dallas and Collin Counties, 2019



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.

More than 800,000 jobs in Dallas and Collin counties require no more than a high school diploma, but only 12 percent of them are good jobs.

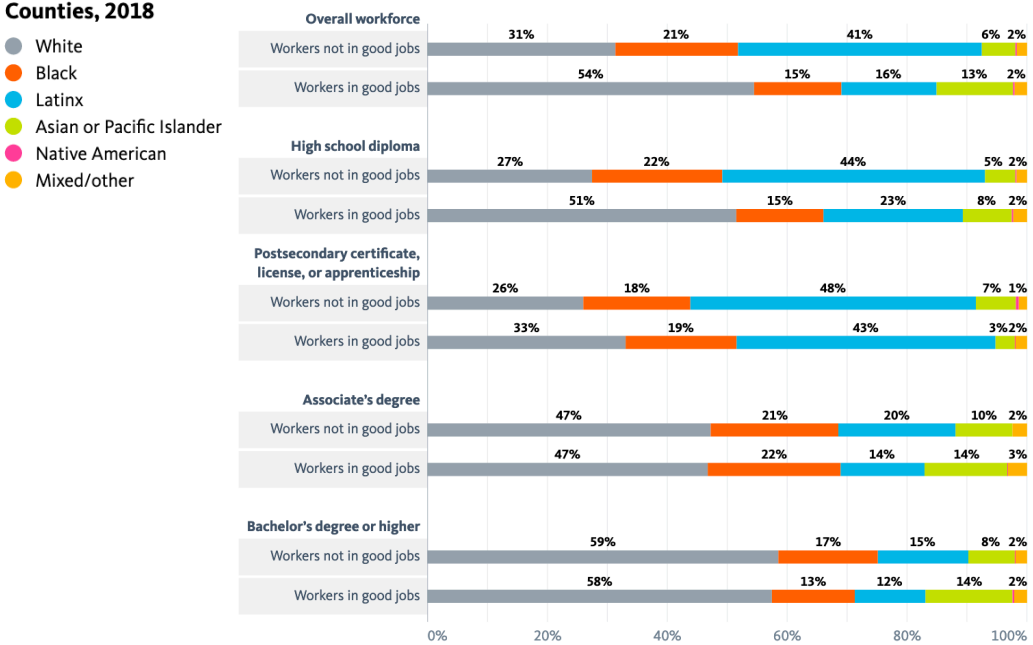
Distribution of Employment by Educational Requirements and Job Quality, Dallas and Collin Counties, 2018



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, Dallas and Collin Counties, 2018

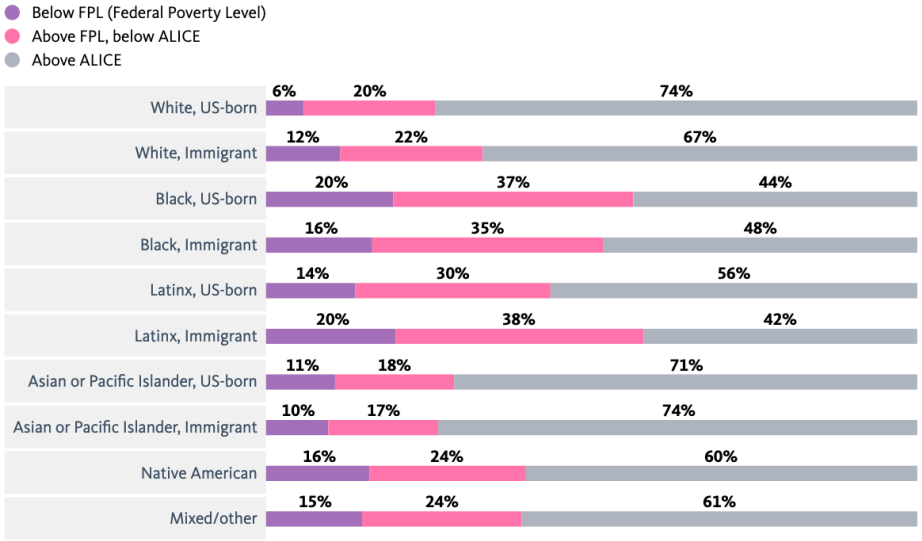


Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Burning Glass job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

SOCIAL DETERMINANTS OF WORK PERPETUATE RACIAL INEQUITY

Black and Latinx households are about twice as likely as White households to be economically insecure.

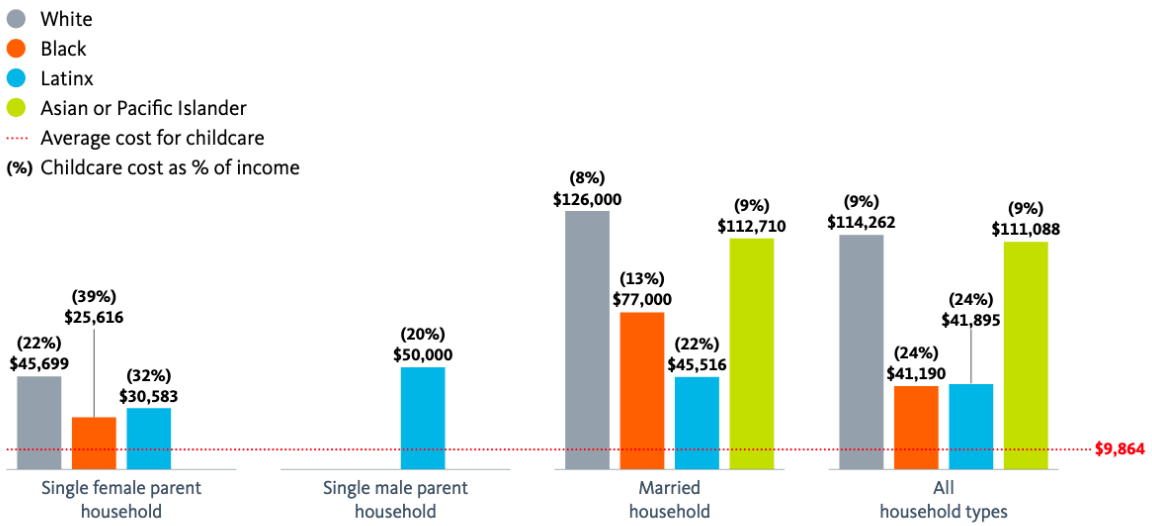
Share of the Population by Family Income Level, Race/Ethnicity, and Nativity, Dallas and Collin Counties, 2018



Sources: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA and the ALICE threshold from the United for ALICE organization. **Note:** Universe includes all households (excluding group quarters). Data reflect a 2014 through 2018 average. The ALICE (Asset Limited, Income Constrained, Employed) threshold is the minimum income needed to afford basic household essentials including food, transportation, technology, and health care with cost estimates reflecting those for the average household by age of household (above or below 65 years old) in Dallas and Collin counties, respectively. The same county-level thresholds were applied across groups by race/ethnicity and nativity, which means that the share above poverty and below ALICE are slightly understated for groups with larger than average household sizes.

Single Black and Latina mothers are significantly burdened by the cost of childcare.

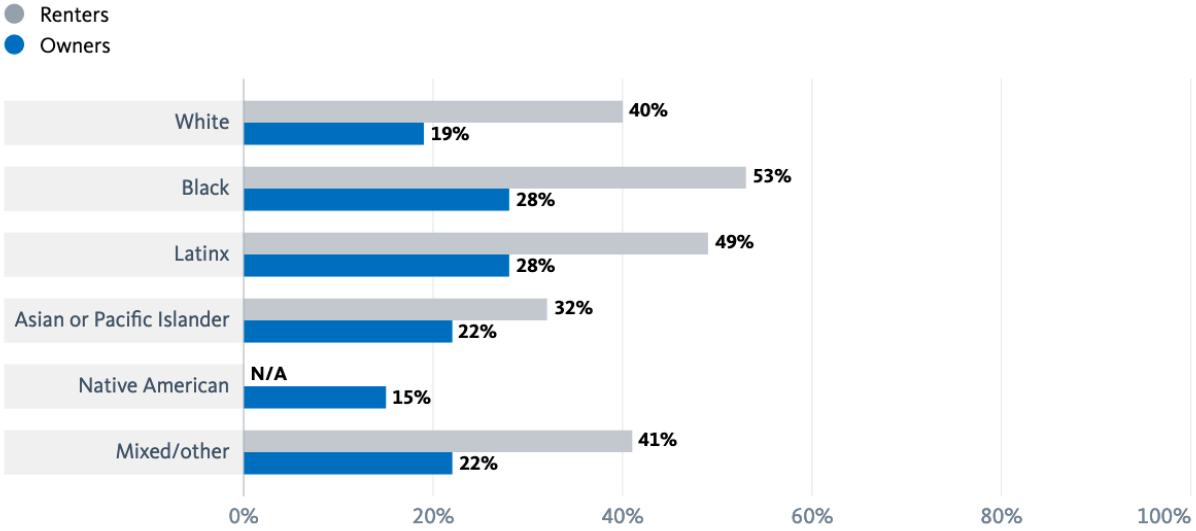
Median Income for Households with One Childcare-Aged Child, Dallas and Collin Counties, and Average Childcare Costs for One Child, Texas, 2018



Sources: Authors' analysis of data from the 2018 5-year American Community Survey microdata from IPUMS USA and estimates of childcare costs from Child Care Aware of America. **Note:** Universe includes households with one child under the age of five years. Data is not reported for household types and racial/ethnic groups with insufficient sample sizes. Values are in 2018 dollars. Average annual cost of care at a daycare center for one infant child in Texas in 2018 was $9,864.

One-half of Black and Latinx renter households are housing-cost burdened.

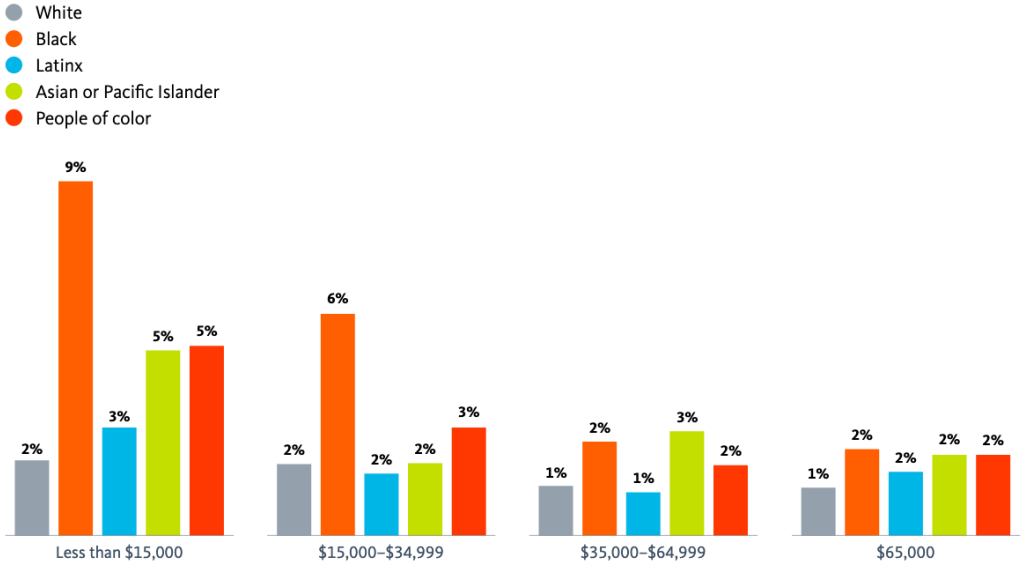
Share of Population that Is Housing Burdened by Race/Ethnicity and Tenure, Dallas and Collin Counties, 2018



Source: Authors' analysis of data from 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes occupied households with housing costs. Housing burden is defined as paying more than 30 percent of income on housing costs. Data reflect a 2014–2018 average.

Low-income Black workers are most likely to rely on public transportation for their commute—especially those who earn less than $15,000 per year.

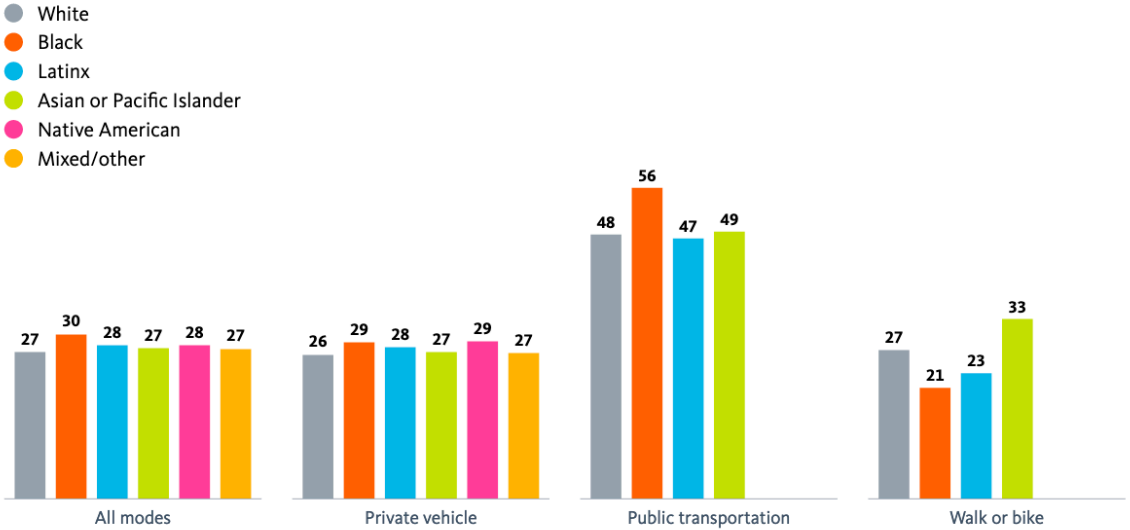
Percent of Workers Using Public Transit by Race/Ethnicity and Annual Income, Dallas and Collin Counties, 2018



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.

Black workers who rely on public transportation have the longest average commutes in Dallas and Collin counties.

Average Travel Time to Work (in Minutes) by Race/Ethnicity and Mode, Dallas and Collin Counties, 2018



Source: Authors' analysis of data from the 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.

THE WAVERING COVID-19 RECOVERY IS LEAVING WORKERS OF COLOR BEHIND

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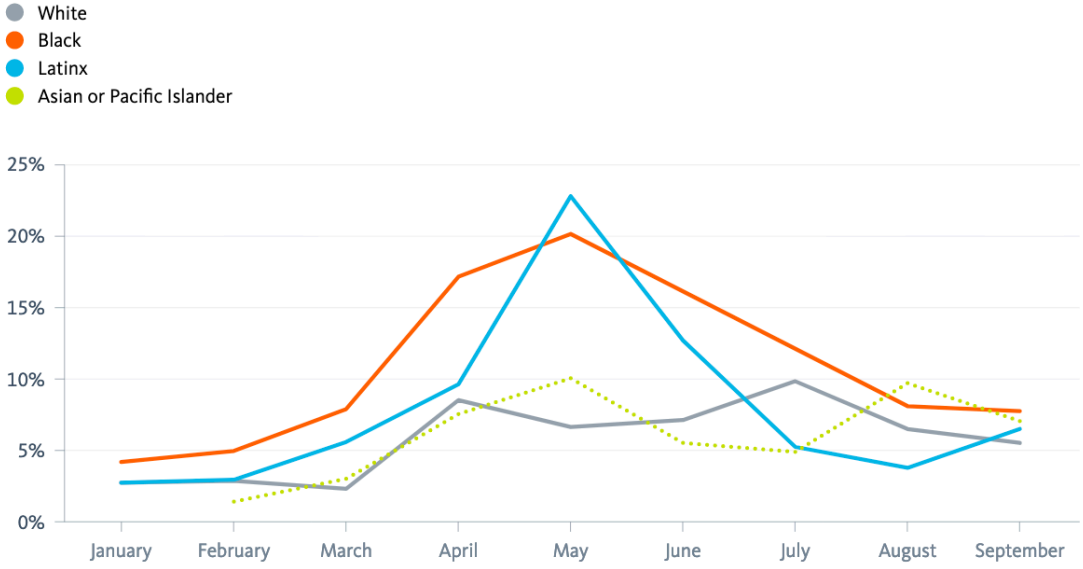
Workers of color are still experiencing elevated unemployment relative to White workers.

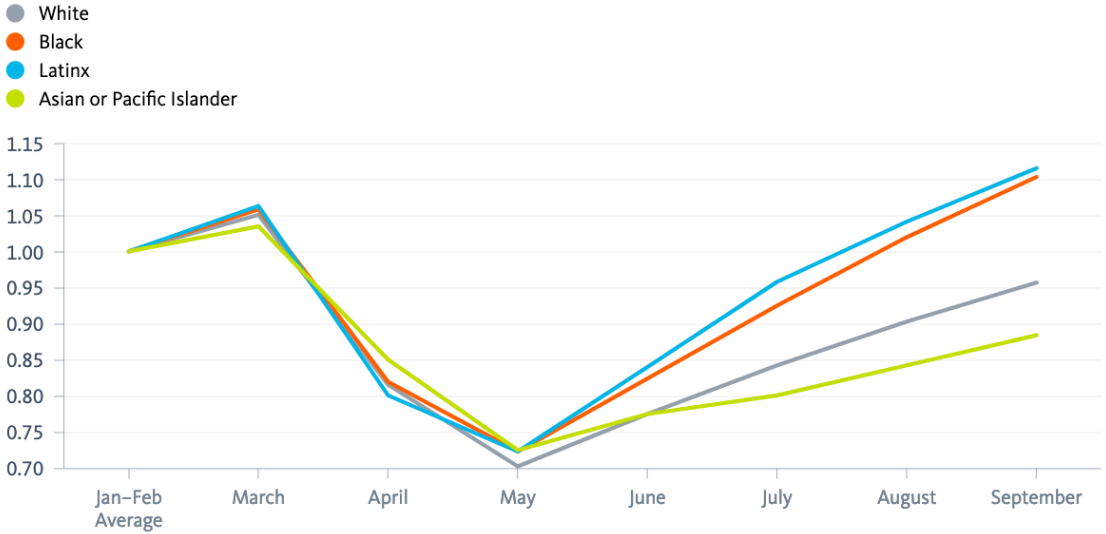
Unemployment Rates by Race/Ethnicity, Dallas Metropolitan Region, January–September 2020



Source: Unemployment estimates from the Current Population Survey (CPS) microdata from IPUMS USA. **Note:** Data is for the Dallas-Fort Worth-Arlington, TX Metropolitan Statistical Area. Dotted line for Asian or Pacific Islander workers denotes a two-month rolling average of unemployment rates due to small sample size.

Online job postings for jobs typically held by Black and Latinx workers prior to the coronavirus crisis are recovering more quickly than for postings held by White workers.

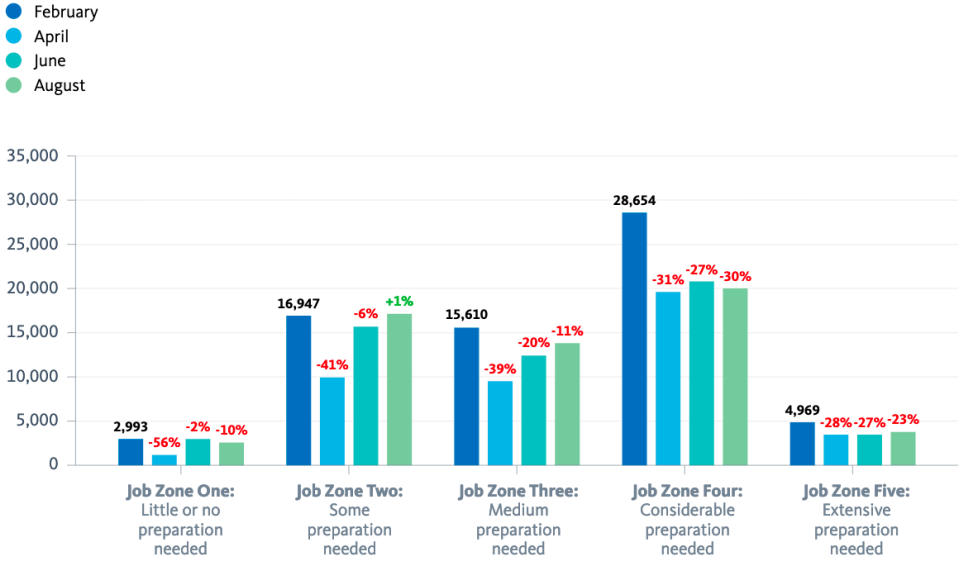
Job Postings Relative to January/February Baseline by Pre-crisis Occupational Demographics, Dallas and Collin Counties, January–September 2020



Source: 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 in Dallas and Collin counties has been concentrated in jobs that require only some preparation and training. Postings for higher skilled jobs remain down significantly from the February 2020 baseline.

Monthly Job Postings by Degree of Preparation Required, Dallas and Collin Counties, February–August 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

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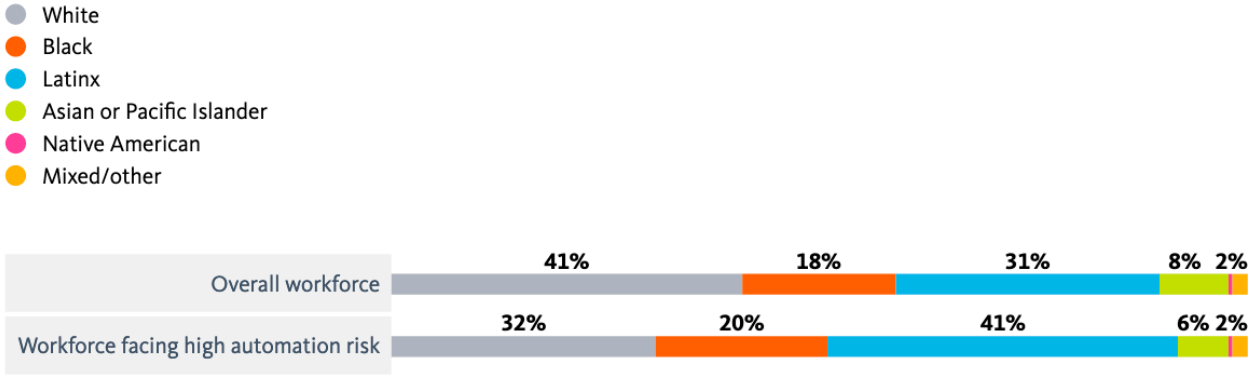
Latinx workers are overrepresented in automation-vulnerable jobs by a third, compared to their representation in the overall workforce.

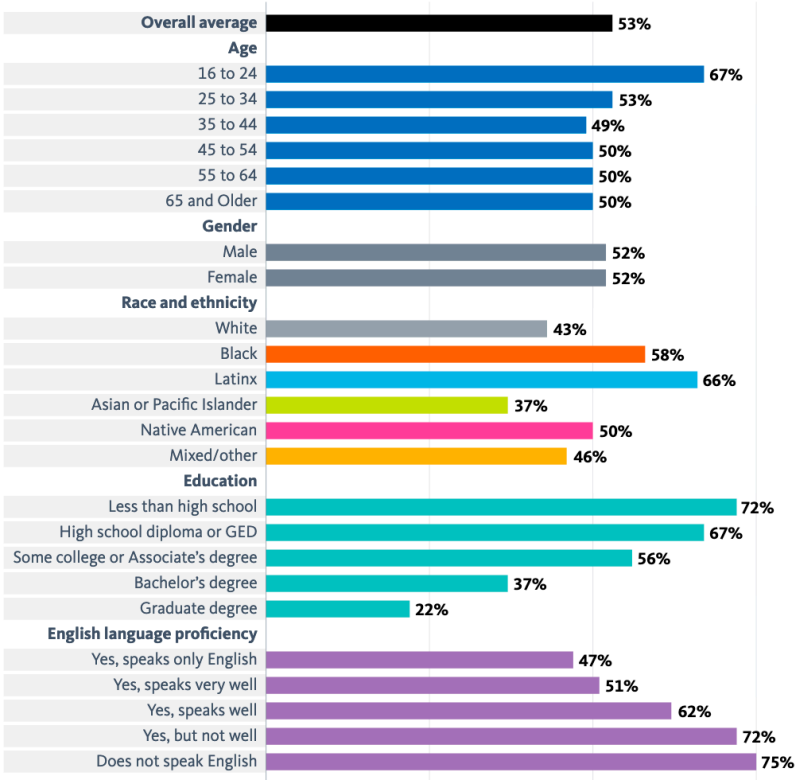
Automation Risk by Worker Race and Ethnicity, Dallas and Collin Counties, 2018



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 years or older.

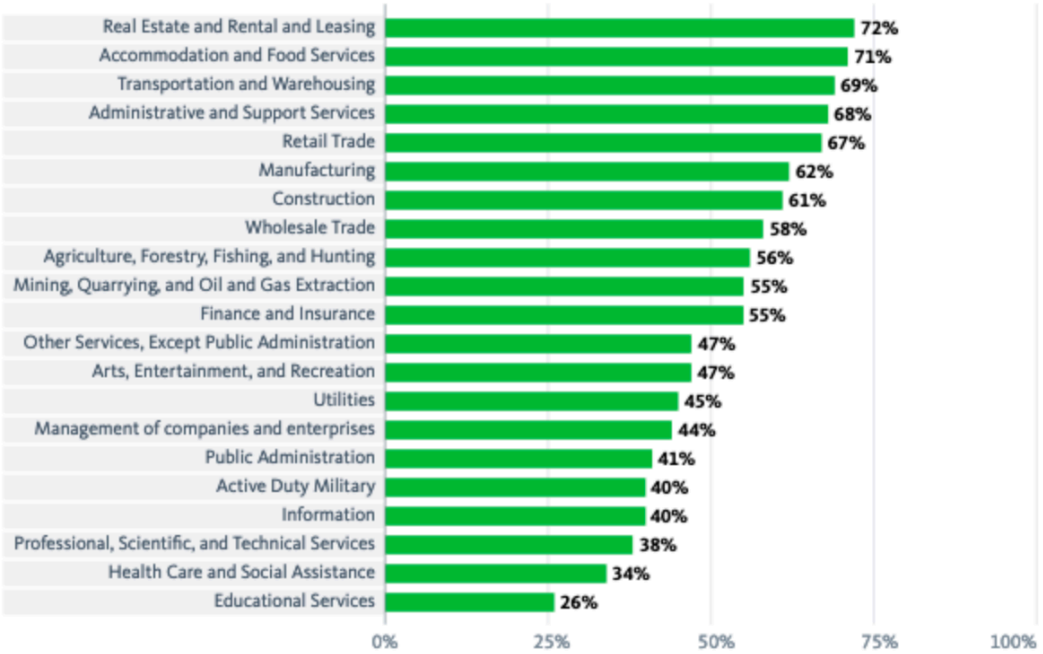
Workers of color, those with less than a high school diploma, and non-English speakers are most vulnerable to automation-driven job disruption.

Automation Vulnerability by Worker Characteristics, Dallas and Collin Counties, 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, Dallas and Collin Counties, 2018



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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.

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