

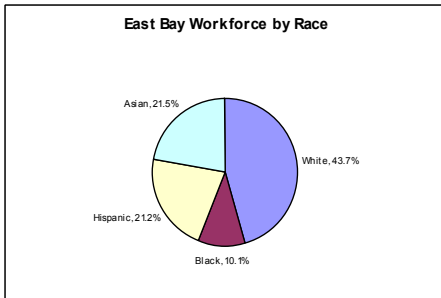
East Bay Workforce

EBASE Fact Sheet March 2008

Summary:

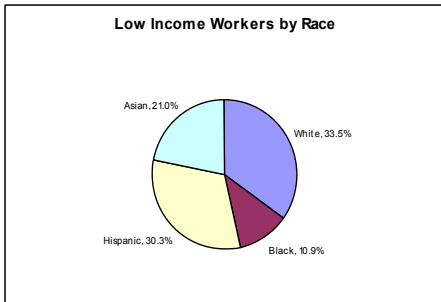
1. The East Bay workforce is very diverse, and *people of color make up a disproportionate share of low income workers.*
2. Many industries including *retail, leisure and hospitality services, educational services, and other services have a disproportionate share of low-income workers.*
3. The industries with the *highest job quality include information, utilities, financial activities, and public administration.*

A. The East Bay workforce is very diverse, and people of color make up a disproportionate share of low-income workers.



There are over one million workers in the East Bay (1,067,945). The tables to the left reveal that the racial composition of the East Bay workforce. In comparing the two tables, we find:

- White workers make up 43.7% of the total workforce, yet only 33.5% of low-income workers.
- Hispanic workers make up 21.2% of the total workforce, yet they are 30.3% of all low-income workers.
- Asian and Black workers



make up similar portions of all workers compared to low-income workers.

When we break down the distribution of low-income workers within each racial group, a similar picture emerges. (Note: the percentages to the right are of each racial group, whereas the top are percentages of all low-income workers.)

Hispanic and Black workers have the highest concentrations of low-income workers, with Asians not far behind.

Data Source: U.S. Census 2006 American Community Survey (ACS), an annual sample survey.

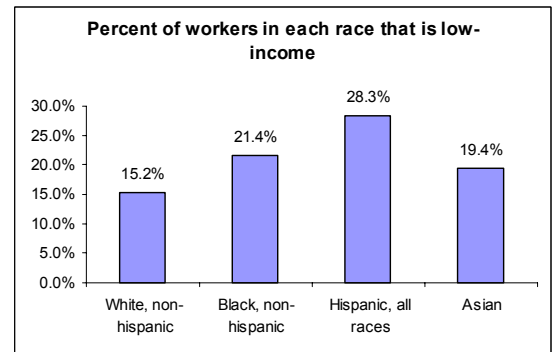
East Bay: Alameda and Contra Costa counties

Income: Average annual salary. Includes full and part-time, as well as full and part-year workers.

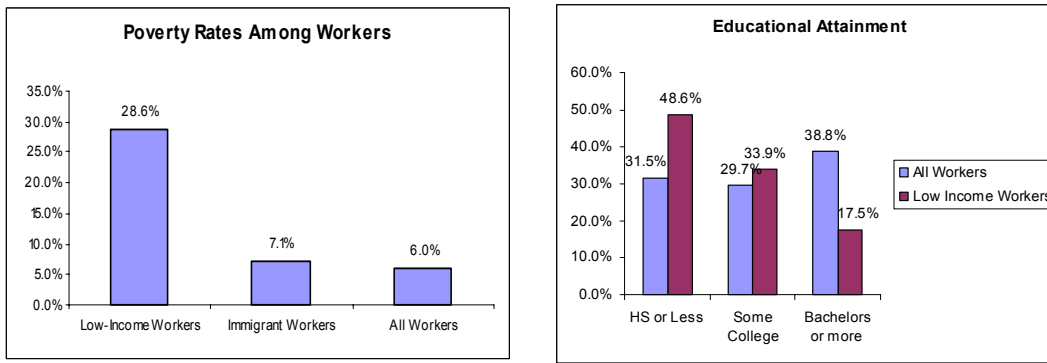
Low-income workers: The bottom 20% (one-fifth) lowest earning workers. Therefore, there are over 200,000 low-income workers in the East Bay.

Industries: Based on Bureau of Labor Statistics and Census categories of two-digit NAICS codes. Some of the industries are missing due to insufficient sample size.

Racial categories: Native Americans, other races, and mixed races are missing due to insufficient sample size.

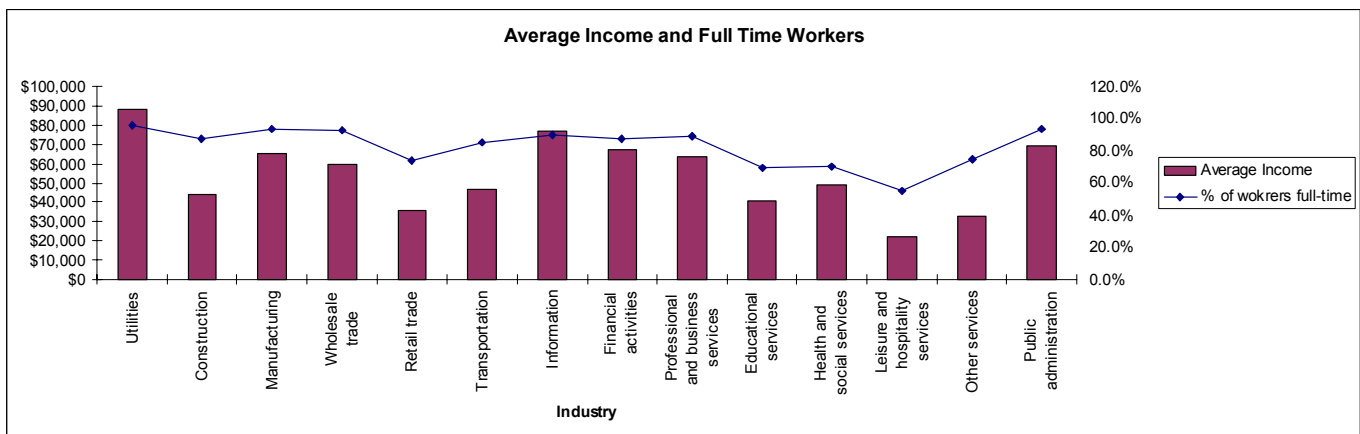


B. Disparities exist in the poverty rates and the educational attainment of the workforce



- Six percent (6.0%) of all workers in the East Bay are at or below the federal poverty level. Immigrant workers have statistically similar rates of poverty as all workers (7.1%). It is unsurprising that low-income workers have a much higher share of workers in poverty, at 28.6%.
- The educational attainment disparities between low-income workers and all workers confirm that education pays off in the job market, with almost half of all low-income workers at a high school level education or less (48.6%).

C. Job quality varies widely throughout the East Bay. Retail and Leisure and Hospitality Services are two of the poorest industries in terms of income and wages, and point to the need for raising standards in these industries.



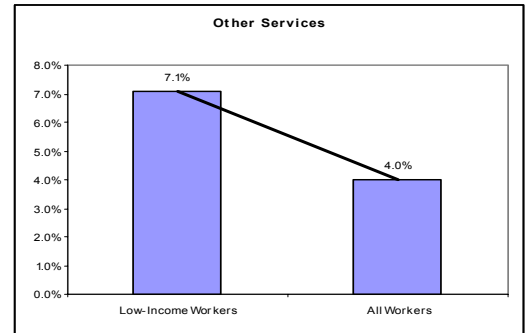
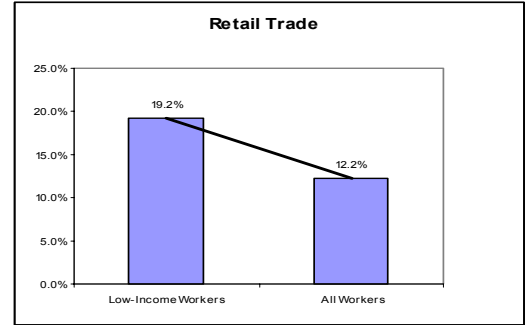
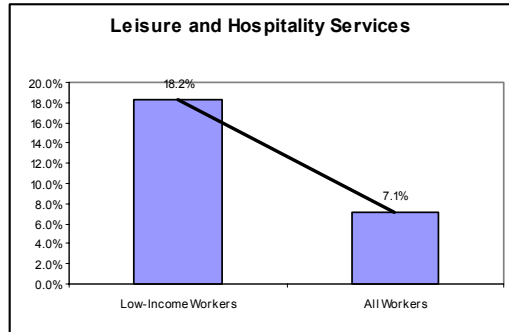
This graph reveals *average income and the percentage of full-time workers by industry*—two key indicators of job quality.

- Industries where both indicators are high—such as for *information, utilities, and financial activities*—show a potential for good quality jobs.
- Industries where both indicators are low—such as *leisure and hospitality services, retail, and other services*—show the need for job quality improvement.

Note: This table does not indicate if there are disparities in job quality *within* each industry. For example, higher-paying executive occupations with each industry are lumped in together with lower-paying janitorial and other service occupations.

D. Comparing Sectors: Which industries have the highest concentrations of low-income workers?

The following have the *highest portions of low-income workers in that industry* compared to the proportion of all workers in that industry (downward-sloping line). The greater share of low-income workers in these industries may be explained by the *higher proportion of part-time workers* (working less than 35 hours per week, shown in parentheses). Among all workers, only 19.1% are part-time.

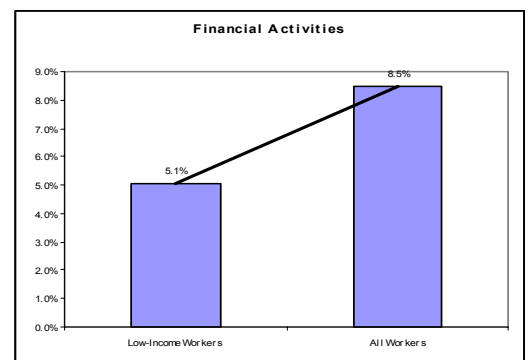
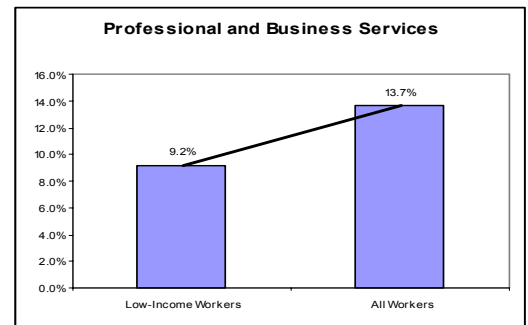
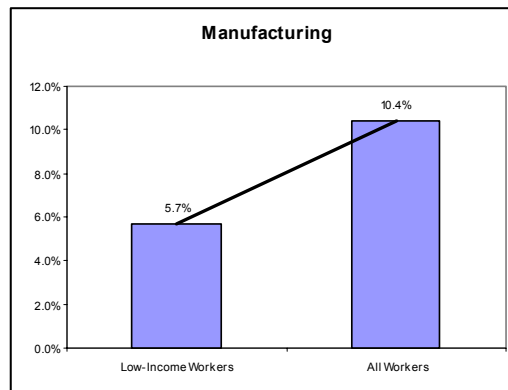


- Leisure and Hospitality Services (45.1% are part-time)
- Retail (26.0%)
- Other Services (including Laundry Services, Parking attendants, Barbershops, and Nail salons) (24.9%)

Note: While not all graphs here are depicted at the same scale, we divide the industries by the slope and by those with the greatest difference between shares of low-income and all workers. We show the proportion of part-time workers because *benefits, such as health care*, are often tied to full-time work, and can impact job quality in that sector.

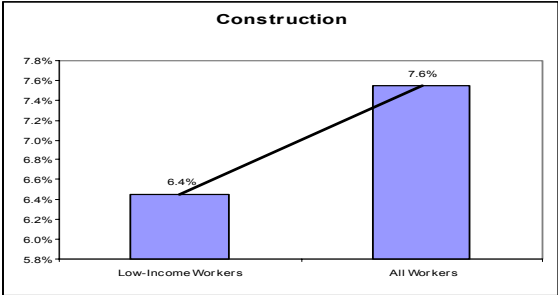
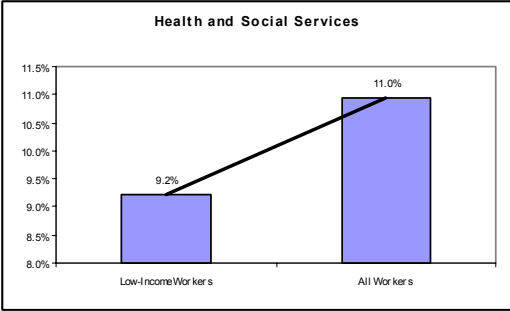
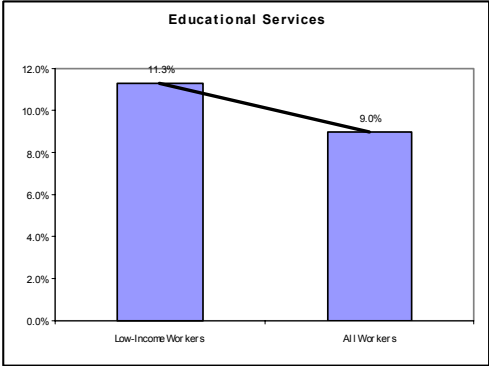
Conversely, the industries with *better wages* and have a relatively lower share of low-income workers as compared to a share of all workers provide higher quality jobs. These industries include:

- Manufacturing (6.7% are part-time)
- Professional and Business Services (10.7%)
- Financial Activities (12.4%)



Transportation and Warehousing and Wholesale industries are not included because of insufficient data. Note that again, some of these industries obscure income differences within each industry. The Professional and Business Services industry includes higher wage executive occupations as well as lower-wage janitorial and building services. Also, these industries with better wages and a lower share of low-income workers may have higher barriers to entry for workers, such as advanced degrees or other criteria.

The remaining tables below have a small degree of difference between their share of low-income workers and their share of all workers.



For more information about EBASE's worker demographics project, please contact Nick Peraino: nick@workingeastbay.org, or 510-893-7106 x. 30.

