PPIC PUBLIC POLICY INSTITUTE OF CALIFORNIA

Who Are California's Workers?

Technical Appendix

CONTENTS

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Introduction

Workers are foundational to California's economy, which generates higher GDP per capita than the nation: nearly half of the state's 39 million residents were employed in 2022. Their skills and diversity are essential to driving economic growth, to meeting the workforce needs of businesses seeking to locate and grow in California, and to providing the goods and services California residents want.

As the labor market undergoes a series of profound shifts—presaging real changes in where and how Californians work—it is more crucial than ever to understand who is in California's large and diverse workforce.

In the following piece, we aim to describe working Californians, with an eye to both historical trends and current realities. The detailed analysis supports high-level facts presented in the accompanying fact sheet.

The first section, *Key facts about working Californians*, delves into workers' demographic characteristics. How does an aging population factor into the age of the workforce? What kinds of households do workers support with their earnings? We also describe the diversity of the state's workforce in terms of gender, race/ethnicity, immigrant background, and educational attainment. Finally, we provide an overview of the types of jobs workers hold, and the sectors in which they work.

Economic outcomes takes on worker schedules and wages. And in *The post-COVID future*, we discuss what we know about California's future workforce based on long-term demographic changes, and changes and challenges that lie ahead for workers in the state's economy.

Data sources

This report relies primarily on microdata from the US Census Bureau's American Community Survey (ACS), a representative survey that includes responses from a random sample of about 3.5 million US addresses each year. Since ACS has been run annually only since 2005, we also leverage data from the Current Population Survey's Annual Social and Economic Supplement (CPS-ASEC), which is fielded each March by the Census Bureau. This survey has a much smaller sample size—which means the ACS provides better estimates for workers by demographic groups and across California's geographic regions—but it has been run annually since 1962, and asks more detailed questions about income and work.

We also supplement this analysis with data from the California Employment Development Department (EDD), which shares projections of employment in the state within industries (which are defined by their key products and services) and occupations (which refer to the types of tasks that workers do day to day). Finally, estimates of undocumented workers and workers in poverty are drawn from the PPIC–Stanford California Poverty Measure, which augments the ACS using administrative data.

Further details on the data and methodology and supplementary tables and figures can be found at the end of this report.

Key Facts about Working Californians

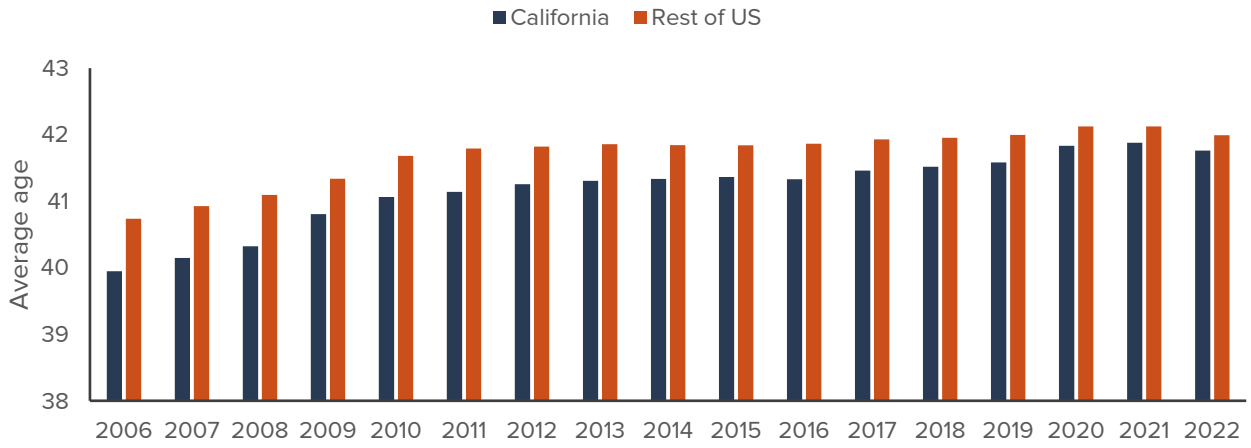
California's Workforce Is Aging, but Remains Young Compared to the Rest of the Nation

Although more than half of workers in California are in their prime working years (ages 25 to 54), the state's workforce—and population at large—is aging. Since 2005, the share of workers 55 and older has increased 39 percent (Figure 1). Consistent with the state's changing population, younger workers are a more racially and ethnically diverse group than the older cohort (Johnson et al. 2023). Among workers under 35, 46 percent are Latino and 29 percent are white, compared to 33 and 40 percent of workers 35 and over.

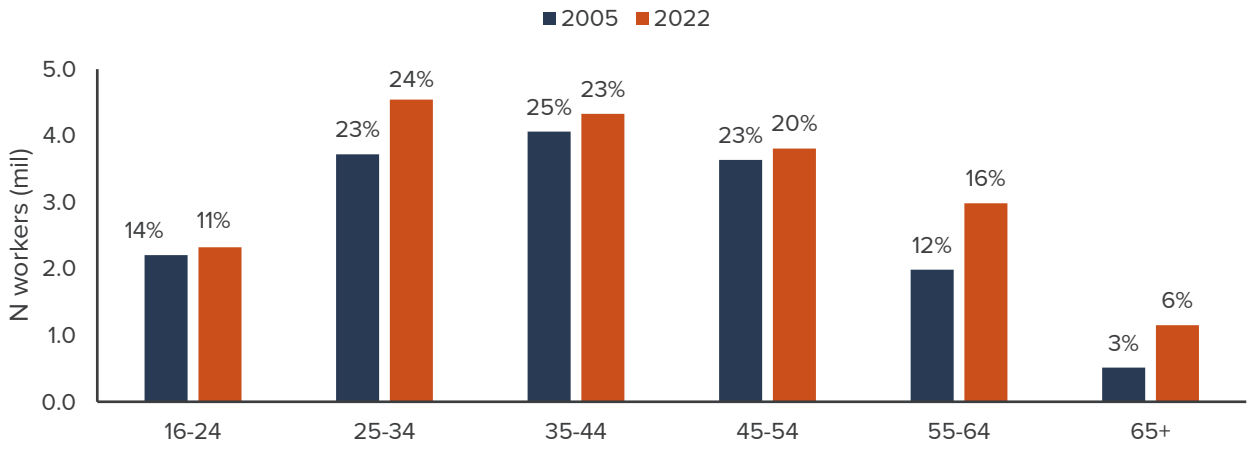
FIGURE 1

The average age of California's workers has increased since 2005

Panel A



Panel B



SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTE: Estimates for 2020 should be interpreted with caution, as the ACS was subject to significant non-response particularly among lower-income respondents (Rothbaum et al. 2021).

The aging of the workforce reflects a number of factors. The state's birth rate has been declining since the early 1990s, meaning fewer young people are joining the workforce than in previous years (Johnson 2023). Also, young adults are increasingly likely to attend college (Figure B1, found at the end of this report), and while many work part time (51% of workers under 25 are part time, compared to 17% for prime age workers; Figure B2), they contribute less overall to the workforce today than in prior decades. Meanwhile, except during the COVID-19 pandemic, older adults have remained in the workforce past traditional retirement ages— in some cases, to continue saving (Fry 2021; Abraham and Houseman 2020; Neumark 2020).

These trends are not unique to California—the country's workforce is also aging (Montgomery 2023). In fact, California's population has historically been young relative to other states (Johnson et al. 2023). This remains the case for workers as of 2022—the average working Californian is 42, about three months younger than the average working American—but the gap is narrowing. In 2005, the average working Californian was 40, about five months younger than the average working American. Although these differences are small, the incremental changes point to faster aging among California workers than those nationwide.

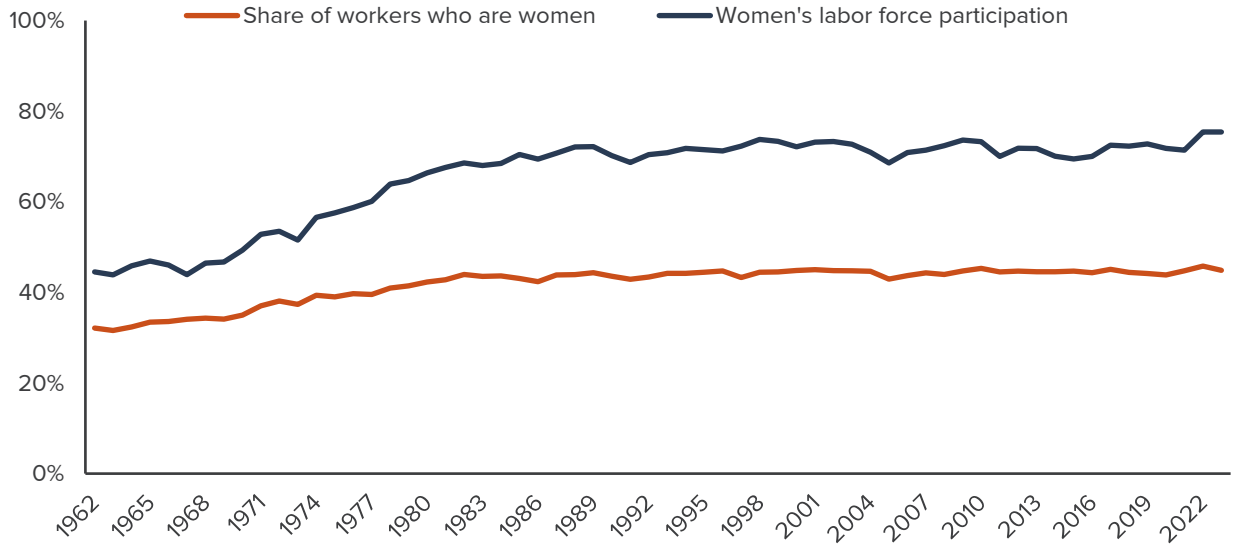
Nearly Half of Workers Are Women

The share of women in the workforce and the share of workers who are women both increased substantially before the 1990s, in California and the nation (Reed 2004). Between 1962 and 1985, the share of prime age women (25 to 54) who participated in the labor force grew from 45 to 70 percent (Figure 2, Panel A) and the share of workers who are women expanded from 32 to 43 percent. This was largely driven by increased labor force participation among married women (Figure B3). In the years since, growth has slowed: about 75 percent of women ages 25 to 54 participated in the labor force in 2023, and 45 percent of workers were women. The growth in the share of workers who are women to some extent reflects decreasing labor force participation among men (Figure 2, Panel B). As of 2023, 88 percent of prime age men were in the labor force, after a steady decline from 94 percent in 1962.

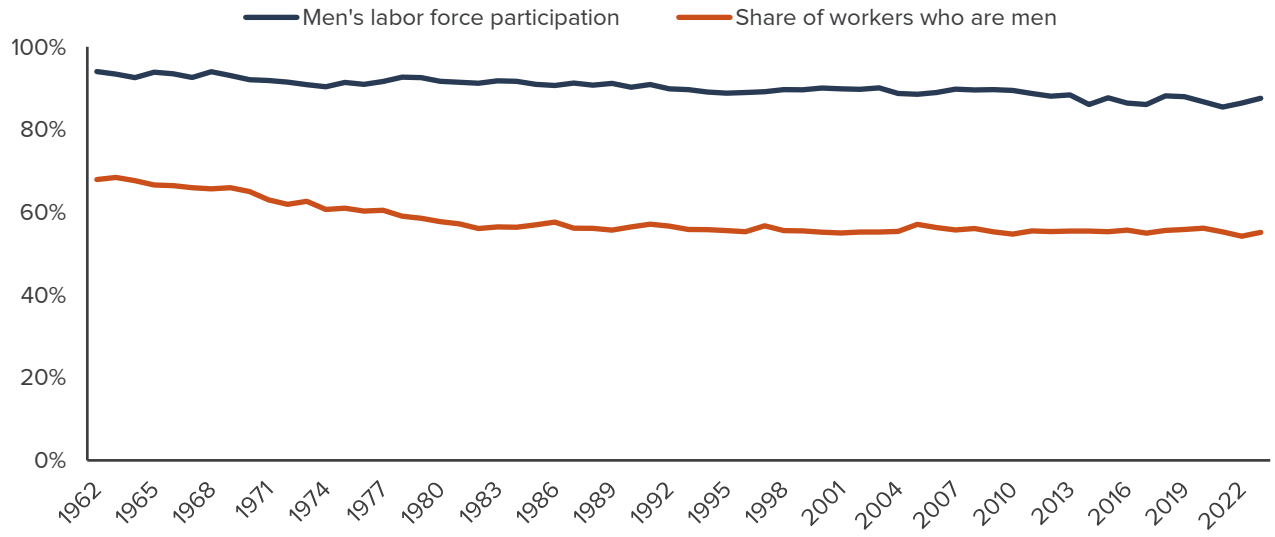
FIGURE 2

The share of workers who are women grew alongside women's labor force participation before the 1990s, while men's labor force participation declined

Panel A



Panel B



SOURCE: Authors' analysis of IPUMS-CPS (ASEC) data.

NOTE: Chart shows labor force participation and share of workforce for people ages 25–54.

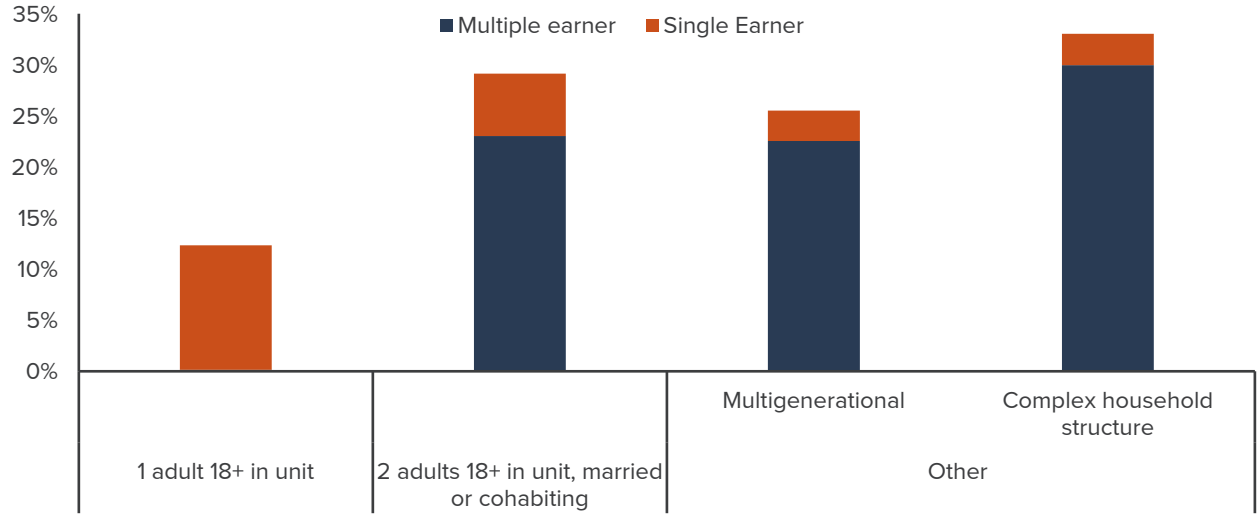
The kinds of jobs men and women hold are highly skewed. Most occupations are disproportionately male or female; only a few professions (management, sales, arts/design, and food preparation) see gender compositions similar to California's overall workforce. For example, more than two-thirds of workers in occupations including construction, maintenance, and engineering jobs are men, while the reverse is true for workers in healthcare support, education, and social service jobs (see Table B1).

The occupational disparities by gender translate across industries. While real estate and accommodations and food services industries are split equally between male and female workers, as many as 90 percent of workers in construction are men, as are three-quarters or more of those in transportation, utilities, mining, and the military. In contrast, two-thirds or more of workers in education, healthcare, and social assistance are women (see Table B2). As we discuss below, these occupational differences impact workers' economic outcomes.

Most Workers Are One of Multiple Adults Financially Supporting a Household

More than half of workers in California live in a household that includes other adults beyond spouses or partners. The largest share (33%) are in households that include adult roommates, siblings, or extended family—and about 26 percent of all workers live in a multigenerational home, with grandparents, grandchildren, or adult children (Figure 3). Another third or so (29%) live with another adult who is a spouse or partner, and 12 percent are the only adult in their household. About a third have kids at home, and half of those with kids at home live with children under six. Only a small share (2%) of workers are single parents and the only adult in their household, although this understates the number of single parents who live in larger households but are primarily responsible for their child's wellbeing (see Figure B4 for further detail).

FIGURE 3
Relatively few workers are the sole earner supporting a household



SOURCE: Authors' analysis of 2021 IPUMS-ACS data.

NOTES: Chart shows share of workers in each type of household. Among those whose households have neither one adult nor two married or cohabiting adults, "multigenerational" describes those living with either a grandparent and grandchild, or a parent and child over age 25. "Complex" describes all other household structures. See Data and methodology section, below, for additional detail.

The vast majority of workers—76 percent—live with at least one other adult who has some earnings. Among the 24 percent who are the only earner in their household, about 58 percent support children and other adults, and 42 percent live alone. The likelihood of being a single earner supporting others is highest among workers who are Black women, of whom 20 percent are the one earner in a household that includes multiple people. White men have the second highest rate at 18 percent (see Table B8 for workers of other race/ethnic backgrounds).

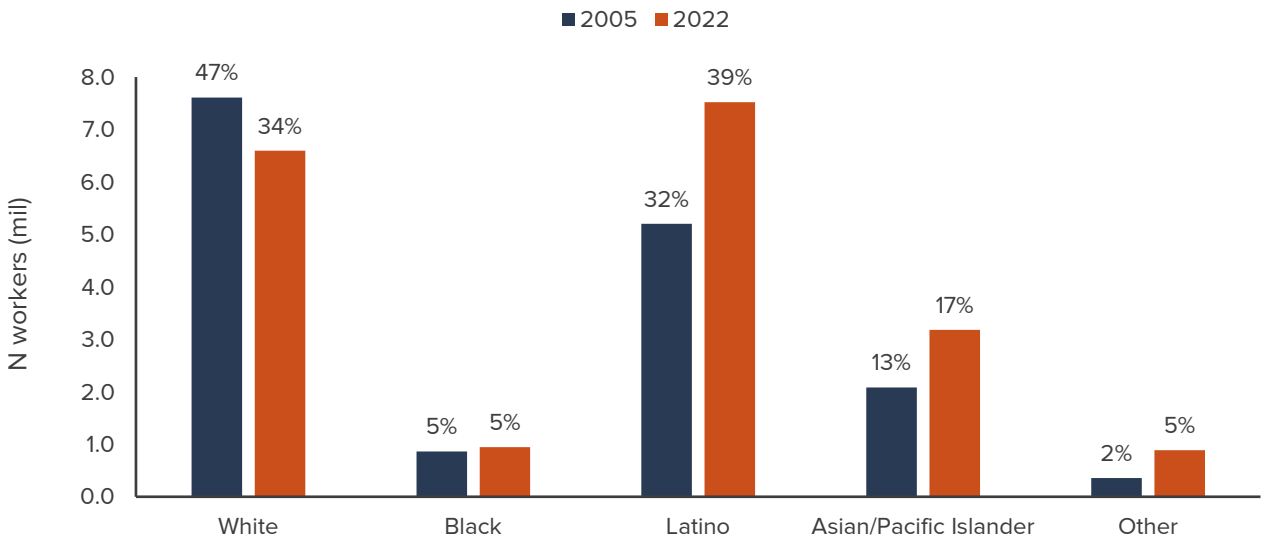
Multigenerational living has grown steadily in California since 2005 (see Figure B5). While this is the case for nearly all racial/ethnic groups, the overall trend also likely reflects the increasing share of workers in California who are Latino—and among whom the rate of multigenerational living is highest. Latino and Asian/Pacific Islander workers (who also have higher rates of multigenerational living) are also more likely than others to live in households where more than one member has earnings (81% and 79%, respectively, compared to less than 72% of white, Black, and other workers).

Three in Four Workers Are either Latino or White

Workers in California are predominantly Latino (39%) or white (34%), with Asian/Pacific Islander, Black, and other race/ethnicity workers comprising the other quarter (Figure 4). This varies substantially within the state, however, largely in line with regional demographic differences. About half of workers in the San Joaquin Valley and Sierras, Central Coast, Inland Empire, and Los Angeles regions are Latino, and 66 percent of those in the state's Northern region are white. Asian/Pacific Islander and Black workers make up relatively larger shares in the Bay Area and Los Angeles County, respectively, compared to their representation in other regions.

The demographic makeup of the workforce has shifted substantially in the last 20 years, reflecting the state's overall demographic shifts (Johnson 2023): in 2005, 47 percent of workers were white, and 32 percent were Latino.

FIGURE 4
A growing share of workers in California are Latino, Asian/Pacific Islander, or another race/ethnicity



SOURCE: Authors' analysis of 2005 and 2022 IPUMS-ACS data.

Several types of jobs see heavy overrepresentation of workers by race/ethnic background. About 90 percent of workers in farming, fishing, and forestry occupations are Latino, as are more than two-thirds of those in construction and in building and grounds cleaning jobs (Table B1). Black workers, meanwhile, make up just 5 percent of all workers, but 8 percent or more of those in protective services, military, community services, and healthcare support jobs. Among several of these occupations—farming, building and grounds cleaning, and healthcare support—60 percent or more of workers earn low wages (UC Berkeley Labor Center 2022). Asian and Pacific Islanders, meanwhile, are overrepresented in computer and mathematical (42% of workers with that occupation), architecture and engineering (33%), or healthcare practitioner jobs (31%). White workers are overrepresented in occupations on a smaller scale: they make up 59 percent of those in legal and 55 percent of those in arts/entertainment jobs, compared to being 34 percent of the workforce.

Race/ethnic differences also appear in sector of employment, although it is less common among industries than among occupations for workers of one race/ethnicity to be overrepresented by a factor of two or more (Table B2).[1] The sectors with the greatest overrepresentation of workers by race/ethnicity are agriculture, where 77 percent of workers are Latino, the military (13% of workers are Black), and transportation (where 9% of workers are Black).

A Third of All California Workers Are Immigrants

One in three workers in California is an immigrant, even after significant slowdowns in international migration during the COVID-19 pandemic.[2] The state's immigrant worker share was 10 percent in 1960 and started growing substantially—and consistently—after 1970 (Bohn and Schiff 2011). As of 2022, the largest share of foreign-born workers in California come from Mexico (38%) followed by Central America (9%), China (9%), and the Philippines (8%) (Figure 5).

[1] In this report, we use the terms "industry" and "sector" interchangeably.
[2] Note that the shift in international migration contributed to a tightening labor market (Duzhak 2023).

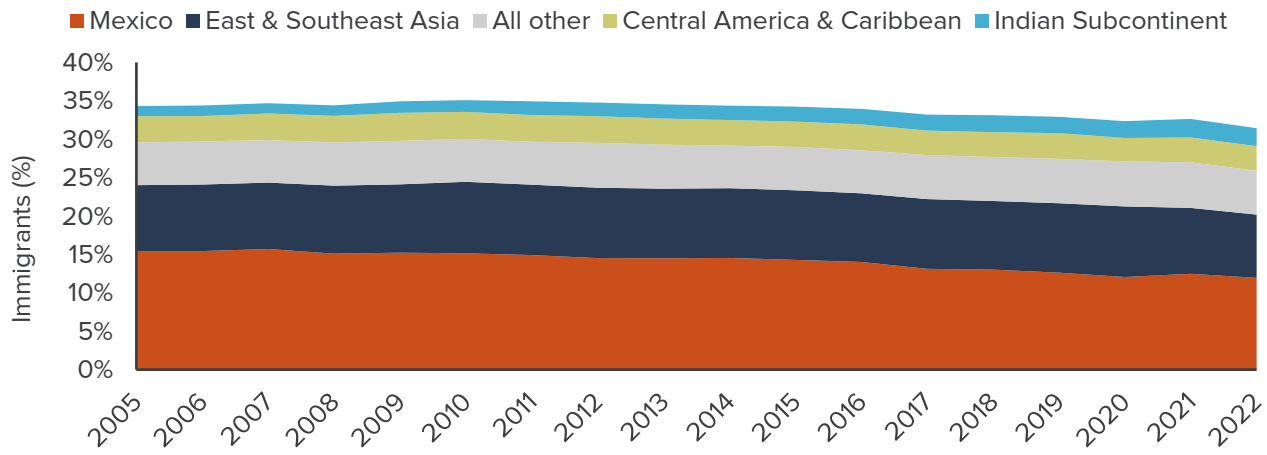
The source country of California's immigrant workers has been shifting over time, with the most notable shift being a decline in the share of workers born in Mexico (from 15% of all workers in 2005 to 12% in 2022). This reflects the changing makeup of new immigrant arrivals to California, who are increasingly from outside of Mexico. In 2005, 47 percent of new immigrant workers (in the US for 5 years or less) were Mexican. In 2022, just 23 percent of immigrant workers new to the US were born in Mexico and 14 percent were born in India. Recent arrivals (defined as less than 5 years in the US) are far more likely to be from Asia (39%) than from Latin America (12%).

Just over half of immigrant workers are US citizens (53%), and estimates using California Poverty Measure data indicate that another significant fraction (21%) are likely undocumented (Danielson et al. 2023). Likely undocumented workers make up 7 percent of the state's workforce.

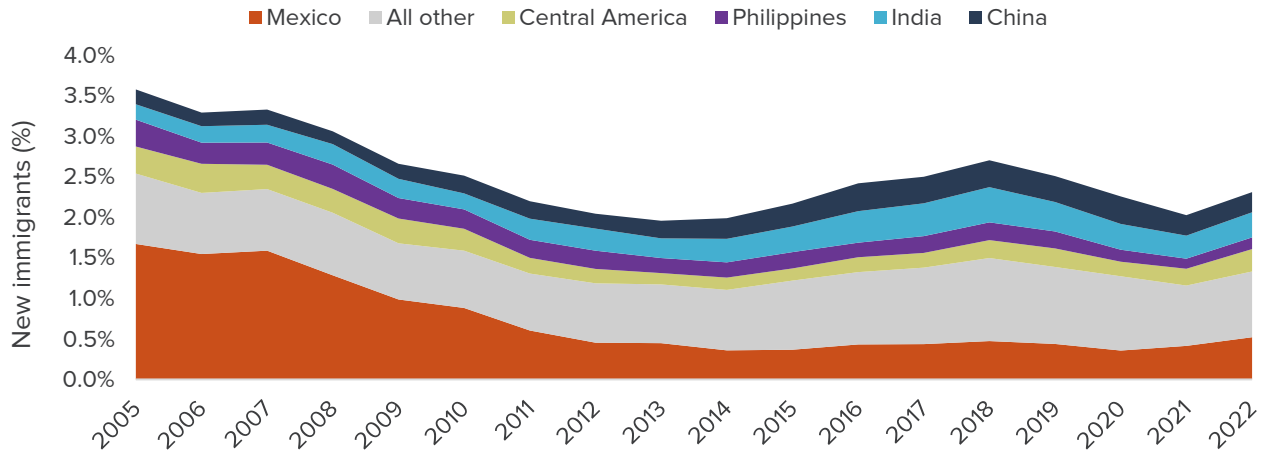
FIGURE 5

The share of workers in California who are immigrants has remained near one-third—although new immigrants' countries of origin have changed

Panel A



Panel B



SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTES: Panel B, showing the share of all workers who are immigrants new to the US (within the last 5 years) by country of origin, is a subset of Panel A. Chart shows top 5 countries of origin and groups all others. See Data and Methodology section, below, for a list of countries included in each region in Panel A. Estimates for 2020 should be interpreted with caution, as the ACS was subject to significant non-response particularly among lower-income respondents (Rothbaum et al. 2021).

Immigrants are overrepresented among both the California's most and least educated workers. Despite making up a third of the workforce, immigrants constitute about 70 percent of workers with less than a high school education, and 44 percent of those with doctoral degrees (Figure B7). This translates to overrepresentation in both high- and low-wage occupations. Immigrants make up 43 percent of workers in computer and mathematical jobs, and 37 percent of those in architecture and engineering; they are also 74 percent of workers in farming, fishing, forestry jobs, and about half or more of those in production, and building and grounds cleaning.

Among industries, immigrants make up more than 40 percent of those in the agriculture, manufacturing, and administrative services sectors, and about 20 percent or less of those in educational services, arts and entertainment, utilities, and the military (Table B2). Legal status also factors into these concentrations of industry and occupation for immigrant workers: unauthorized immigrants make up a large share of the workforce in agriculture (31%), administrative support services (15%), and construction (15%) (Table B3).

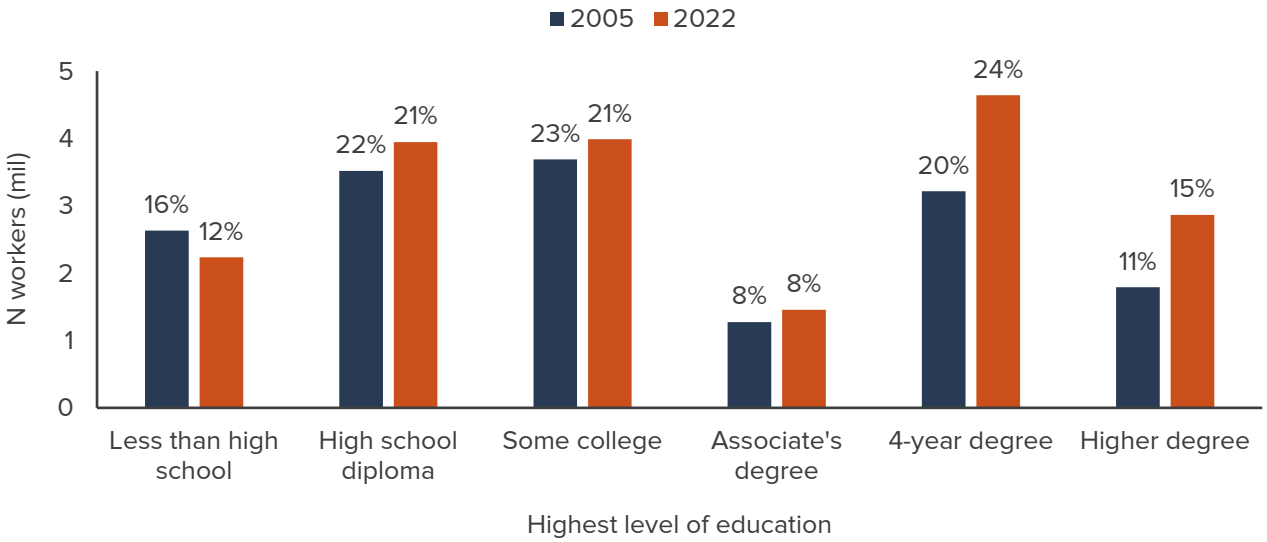
Immigrants are a large share of workers in all regions of the state, ranging from 11 percent in the far north to 38 percent in both Los Angeles and the Bay Area. Unauthorized immigrants are a larger share of the immigrant workforce in the Central Coast (37%) and San Joaquin Valley and Sierras (26%) compared to other regions (Table B4).

Although Educational Attainment Is Rising, only about 40 Percent of Workers Have a 4-year Degree

Workers in California are more likely than ever to have earned a 4-year degree: 39 percent had completed at least a bachelor's in 2022, compared to 31 percent in 2005 (Figure 6). Over the past nearly two decades, the share of workers who had not completed high school has fallen 28 percent. Still, working Californians remain more likely than workers in the rest of the nation to have less than a high school diploma (12% compared to 8%). Increases in educational attainment bode well for workers and for the state. College graduates on average earn more, have better jobs, and are less likely to be unemployed when the economy sours (Cuellar Mejia et al. 2023).

FIGURE 6

Less than half of workers have at least a 4-year degree, but the share is rising



SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTE: Higher degree describes master's degrees, professional degrees beyond bachelor's degrees, and doctorate degrees.

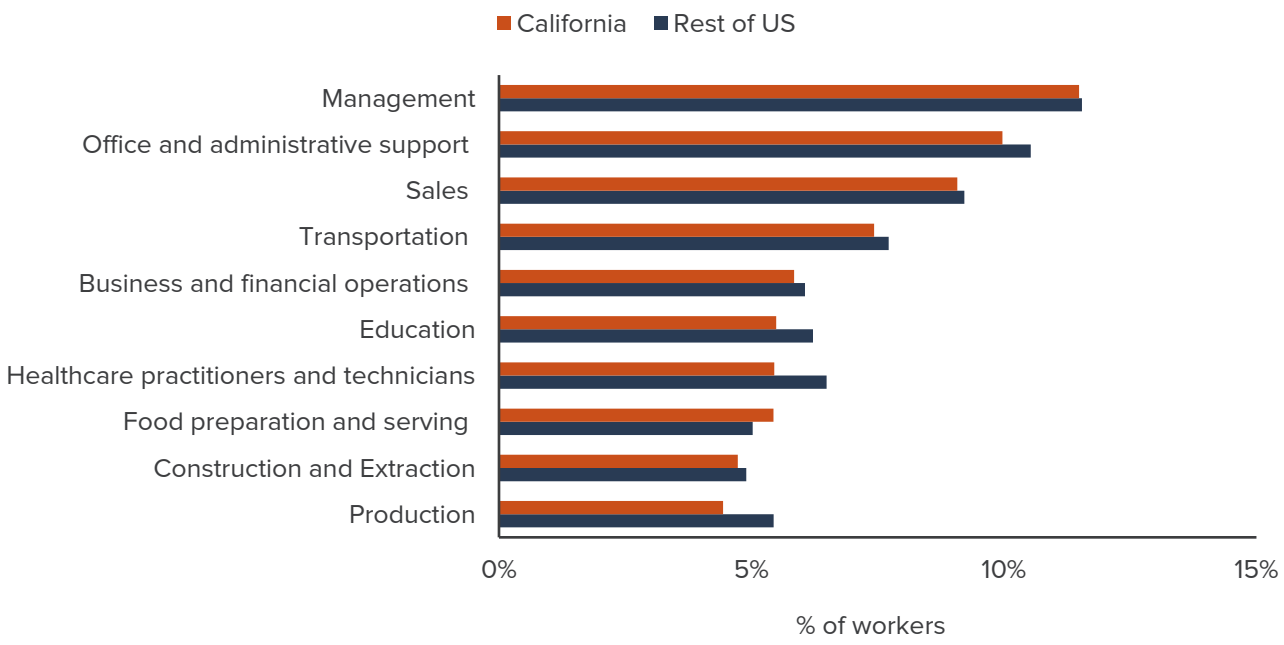
Only 18 percent of Latino and 35 percent of Black workers hold a 4-year degree or more, compared to more than 50 percent of white and Asian/Pacific Islander workers. Among workers of other race/ethnic backgrounds, 45 percent have a 4-year degree or more. US-born Latino workers have substantially higher educational attainment than foreign born Latino workers (23% vs. 11% with a bachelor's or higher), a sign of upward generational progress. As the state's economy increasingly relies on college-educated workers, and as the share of working-age Californians who are Latino continues to grow, eliminating racial disparities in college completion becomes ever more important to ensuring equitable access to labor market opportunity (Johnson and Cuellar Mejia 2020). Women in the labor force are also slightly more likely than men to be college-educated: 43 percent of working women hold 4-year degrees or more, compared to 36 percent of working men.

Workers Hold a Variety of Jobs

California's workers hold a variety of jobs in the state's diverse economy. Overall, the largest four occupational categories—management occupations, office and administrative support, sales and related occupations, and transportation—employ nearly 40 percent of all workers in California, as they do in the rest of the country (Figure 7). The next most common job categories in both California and the rest of the US are healthcare practitioners and technicians, education instruction and library, and business and financial operations. In California, these categories are similar to each other in size, while in other states, differences are somewhat more distinct.

FIGURE 7

California's top ten occupations are similar to the rest of the country's



SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTES: Chart shows the ten occupational categories (at the 2-digit code level) with the highest employment in California and in the rest of the US. See Table B5 for all occupations.

Across the state, the concentration of occupations varies, consistent with regional economic specializations. For example, only 5 percent of workers in the Bay Area are employed in transportation occupations, compared to 13 percent in the Inland Empire.

Forecasts suggest that job growth between 2020–2030 will be most substantial in food preparation, transportation, and healthcare support occupations. These are also expected to grow quickly relative to their present size (24% growth or higher); personal care and computer and mathematical jobs will also grow at a quick pace (27% and 40%, respectively) even as they are smaller job categories overall (EDD 2023).[3]

Wages differ substantially by occupation in California. Two-thirds or more of workers in farming, food preparation and serving, and material moving occupations earn low wages, compared to less than 10 percent of workers in engineering, computer and mathematical, and legal occupations (UC Berkeley Labor Center 2022).[4]

In some cases, workers from specific groups are more likely than workers from other groups to hold a given type of job. For example, 16 percent of white workers in California hold management jobs, compared to 7 percent of Latino workers. Among workers with a 4-year degree or more, the top occupations are in management, business, and education, while the most common jobs for workers without a high school diploma are in transportation, building maintenance, and construction (these occupations employ about 40% of each group).

As noted above, there is substantial occupational segregation in California's workforce, where an occupation is almost exclusively done by members of a certain demographic group. For example, 69 percent of childcare workers are women of color, 74 percent of farmworkers are immigrants, and more than 95 percent of workers in construction and installation are male. Historically, workers have also moved from lower- to higher-paid occupations through a set of "stepping stone occupations" that now make up a declining share of jobs (Escobari et al. 2020).

The Top Industries of Employment Vary across the State

Statewide, most workers are employed in the sectors of health care and social assistance, retail trade, and professional, scientific, and technical services (13%, 10%, and 10% respectively). In other states, the health care and social assistance sector is larger (14%) as is manufacturing (10%; third largest; Table B6). The extent to which one industry predominates varies somewhat by region within California. In many cases, however, the largest industries within a region employ similar shares of workers.

[3] Occupational growth is described here at the 2-digit code level, representing large groupings of types of jobs, consistent with Figure 7.
[4] "Low wage" refers to earning less than two-thirds of the median wage for full-time work in California.

TABLE 1
In almost all regions, the largest share of workers are employed in the health care and social assistance sector

	Top industries
Northern	Health care and social assistance, retail trade, construction
Sacramento Area	Health care and social assistance, retail trade, public administration
Bay Area	Professional services, health care and social assistance, manufacturing
San Joaquin Valley/Sierras	Health care and social assistance, retail trade, education
Central Coast	Health care and social assistance, retail trade, education
Inland Empire	Health care and social assistance, retail trade, construction
Los Angeles County	Health care and social assistance, retail trade, professional services
Orange County	Health care and social assistance, manufacturing, professional services
San Diego County	Health care and social assistance, professional services, retail trade
Statewide	Health care and social assistance, retail trade, professional services

SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTES: Table shows top three industries by share of workers employed in each region. See Data and methodology section for details on counties included in each region. See Table B6 for estimates of shares of workers statewide by industry of employment.

The healthcare and social assistance industry employs the largest share of workers in most regions except the Bay Area, where it is second largest; the largest share of Bay Area workers are employed in the professional services industry. Similarly, retail trade is generally the second-largest industry at the regional level, except for in Orange County, where manufacturing is more common. In several regions—the Northern, Inland Empire, and San Diego—the healthcare and social assistance and retail trade industries employ comparably large shares of workers. Although the first and second largest industry of employment tends to be similar regardless of region, the third largest industry is more likely to differ.

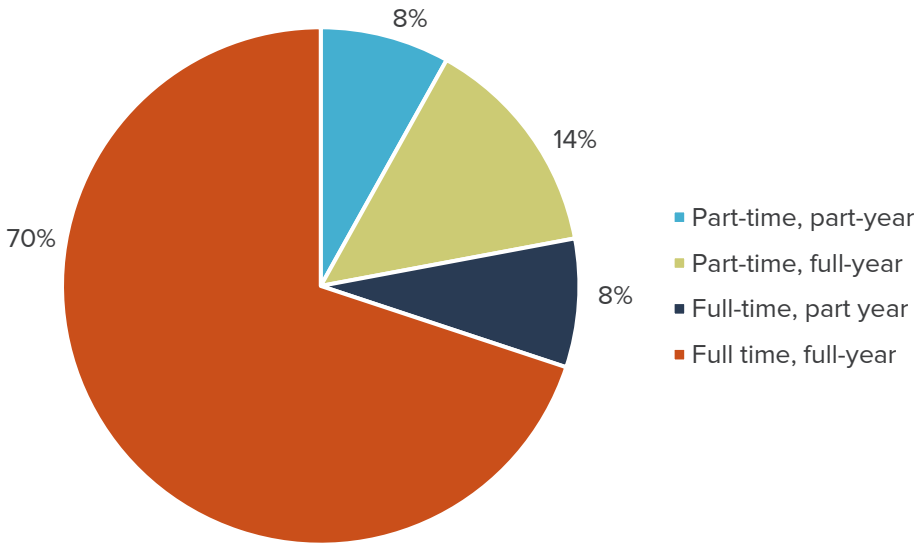
Forecasts suggest that employment will grow most in the professional and business services sector (over 560,000 jobs) between 2020 and 2030, followed by accommodation and food services (over 530,000) and health care and social assistance (450,000). Other sectors are expected to grow more quickly but constitute a smaller share of employment overall: arts and entertainment expected to grow 64 percent (133,000 jobs) and transportation and warehousing to grow 41 percent (228,000 jobs) (EDD 2023).

Economic Outcomes

Full-Time, Full-Year Work Continues to be the Norm

More than two-thirds of workers in California (70%) work full-time, full-year jobs (usually at least 35 hours a week, and at least 50 weeks a year) (Figure 9). Of those who work less, another 8 percent work full-time but part-year, and the remaining 22 percent work part-time. Many people mix schedules over the course of the year: 40 percent of people who worked part-time in the last year also held a full-time job at some point during the year. A smaller share supplement or get primary income from gig work (about 18%, in 2016; Bernhardt et al. 2022), and about 11 percent of all workers are self-employed.

FIGURE 9
The most common work schedule is full-time, full-year



SOURCE: Authors' analysis of 2022 IPUMS-ACS data.
NOTE: Full-year is defined as at least 50 weeks a year; full-time is defined as at least 35 hours a week.

Workers may choose shortened or varied work schedules to accommodate personal or family needs, or find that these are the hours available to them. Yet just half (49%) of the workers who only ever worked part-time the previous year stated that they wanted to work part-time.[5] Involuntary part-time employment is more prevalent in low-wage industries, and disproportionately affects African Americans and Latinos, recent immigrants, and less-educated workers, which in turn deepens inequality in the labor market (Golden and Kim 2020). Women are also less likely than men to work full-time, full-year jobs (64% vs. 75%), in part reflecting the greater amount of time women spend on caregiving (Sharma et al. 2016).

Remote work boomed in 2020 as a response to the COVID-19 pandemic, and although work from home has declined from those early peaks, recent estimates suggest the amount of work being done remotely stabilized in the first half of 2023 at about 28 percent of all full workdays—compared to 5 percent before the pandemic. College-educated workers are substantially more likely than others to work remotely, as many lower paid, frontline positions cannot be made remote. In 2022, workers with at least a 4-year degree worked on average 35 percent or more of their days remotely, compared to less than 20 percent of days among workers whose highest level of education was a high school diploma. Given the geographic distribution of jobs and sectors, remote work prevalence also varies by region: as of 2023 in large cities nationwide, almost 35 percent of full workdays are done remotely compared to 29 percent in small cities and towns. (Barrero et al. 2021)

More than a Third of Workers Earn less than $20 an Hour

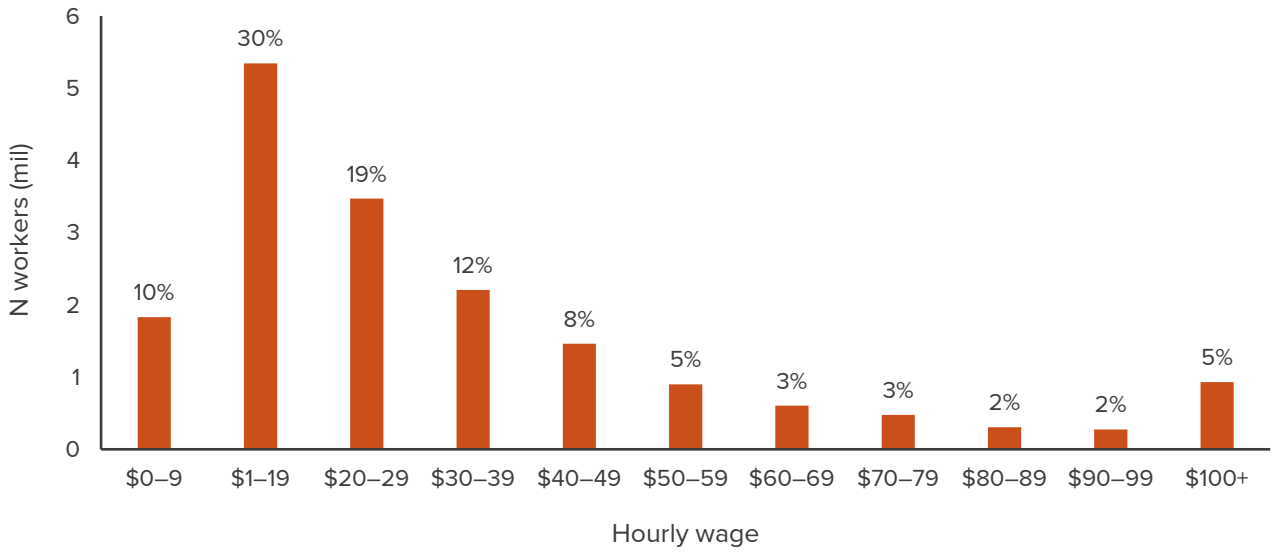
As of 2022, about half of workers in California earn the equivalent of between $10 and $30 an hour (Figure 10), and the median worker earns about $24 an hour, or about $50,000 for a full year.[6] A third (33%) are in low wage

[5] Estimates of full- and part-time work drawn from ACS data; estimates of preference for work schedules drawn from CPS-ASEC data.
[6] Since not all workers are employed full time, year-round, annual earnings vary substantially even for workers who earn a similar hourly rate. But also full-time workers tend to have higher hourly wage rates: the median hourly wage for a full-time, full-year worker is about $27 an hour; for those who work other hours, it is about $18 an hour.

jobs, earning less than about $18 an hour.[7] Although workers are seeing increases in wages during recovery from the pandemic-induced recession, inflation has outpaced growth in most sectors (Bohn et al. 2023).

FIGURE 10

The largest share of workers in California earn the equivalent of $10 to $20 per hour



SOURCE: Authors' analysis of 2022 IPUMS ACS data.

NOTES: Chart shows distribution by estimated hourly wages in 2021 of workers ages 16 and over who worked at any point in the previous year, excluding those who are self-employed. See Data and methodology section for details.

Persistent wage disparities exist along both gender and racial/ethnic lines. In California, the gender wage gap among full-time, full-year workers ranges among metro areas from women earning $0.73 compared to men's $1 in Silicon Valley to $0.98 in Napa (Fry et al. 2022). This reflects substantial improvement that occurred prior to the 1990s but slowed in more recent years. Another major factor is how having children lowers women's earnings over the long term, by resulting in time spent out of the labor force, reduced hours, or job changes (Almond et al. 2023; Kleven 2022; Blair and Posmanick 2023)—a reality the COVID-19 pandemic underscored (Goldin et al. 2022).

For both gender and racial wage disparities, a key driver is occupational segregation noted above: jobs and industries that are nearly entirely male pay higher wages (Blau and Kahn 2017; England et al. 2020). Moreover, certain sectors where Latino or Black workers are overrepresented, like agriculture, construction, building and grounds cleaning, and healthcare support, pay lower wages.

Other systemic factors, like differential access to jobs and education and discrimination in the labor market, affect racial disparities in wage rates (Charles et al. 2008; Rodgers 2019). White and Asian/Pacific Islander Californians make up 34 and 17 percent of the workforce, respectively, but just 22 and 12 percent of low-wage workers, while

[7] $18 an hour is two-thirds of the median full-time hourly wage in California ($27). We draw this definition of low-wage work from the UC Berkeley Labor Center, and follow their methodology for estimating hourly wages. See Data and methodology section for details. Note that the state minimum wage in 2021 was $13 an hour for covered firms with fewer than 26 employees, and $14 for those with more (up from $12 and $13 respectively in 2020); some local areas had higher minimum wages. We find that nearly a fifth of workers on average earned less than minimum wage, which probably reflects a combination of people working informal jobs or others not covered by minimum wage laws, underreported earnings, and wage theft. Although this number excludes those who are primarily self-employed, it might include some who see their primary job as one where they are an employee, but who are not covered in that job by minimum wage laws because the business classifies them as an independent contractor.

Latino, Black, and other race/ethnicity Californians are 49 percent of the workforce and 65 percent of low-wage workers.

Wages can vary depending on career stage, and regional economic differences. Among young people who are new to the workforce, for example, the average hourly-equivalent wage is $22, compared to $38 among those 30 and over. Workers tend to earn more in California's coastal urban areas, where housing prices and other costs of living are substantially higher than in inland areas. This means that an income that would be sustaining in one region might barely cover basic needs in another.

Whether earnings are sufficient to cover basic needs also depends on whether one worker's earnings are the sole resource for a household. As noted above, most workers are one of at least two earners in their household, meaning their earnings do not alone cover household costs. However, when compared against the cost of basic needs like housing and food, 8 percent of working adults (1.3 million Californians) were in households classified as poor in the first quarter of 2023 according to the California Poverty Measure, or CPM (Bohn et al. 2023).[8] Full-time workers are less likely to be poor (5%); single working parents and those living alone have the highest poverty rates (28% and 26%, respectively).

Finally, government programs also play an important role in supplementing earnings, especially for low-income workers with children. Nearly a quarter of workers lived in families with some assistance from safety net programs like CalFresh, CalWORKs, and WIC, or tax credits like the federal and state EITCs. Absent these programs, CPM data show that an additional 805,000 workers would have been in poverty. However, most family resources come from earnings, even among the working poor. On average among all working poor adults, 82 percent of family resources come from earnings; for those with children, earnings make up 76 percent of their budgets, with additional resources coming from the federal and state Earned Income Tax Credits (8%) and CalFresh (9%), among other sources.

The Post-COVID Future

Long-term Demographic Shifts Indicate the Future of California's Workforce

The state's changing demography lies behind a number of changes in who California's workers are, and offers a relatively reliable view of the future ahead. California has an aging population, declining immigration (although net migration to California has rebounded somewhat after large declines early in the pandemic), and a generation of youth who are predominantly Latino. During the pandemic, migration out of the state and across California's regions also shifted, leading to population losses statewide and in some regions (Johnson et al.2023; Holmes and White 2022). While it remains to be seen if pandemic-era shifts like lowered immigration and increased migration to other states persist, some long-term demographic trends are clear and hold several implications for policymakers.

Without substantial new immigration, a smaller share of the population will be working, supporting a larger non-working, dependent population.[9] Though California's workforce is relatively younger than the rest of the country,

[8] This calculation only considers workers between the ages of 25 and 64 and uses the PPIC–Stanford California Poverty Measure, which accounts for all sources of income, safety net benefits, taxes (paid or credits received), and cost of living that is adjusted by county.
[9] See Rogers and Wilder (2020). For demographic analysis, dependents are typically considered those under age 15 and over age 65, even if some may be working.

workforce demographics nonetheless put pressure on the cost of hiring workers. The responses to that are likely to vary across regions, sectors, and occupations. An increased incentive to replace labor, such as through technology or automation, could affect jobs. At the same time, incentives to draw more residents into the workforce will also increase, including older workers who may desire to work longer with some accommodation. Assistance with reskilling in a changing labor market, creating more flexible work schedules, more generous benefits, and/or paid medical and family leave, for example, may also become crucial components of maintaining the state's workforce (Abraham and Houseman 2020; Truesdale 2020; Butrica 2022).

In terms of the state's shifting racial/ethnic makeup, a strong workforce in the future depends on present day investments in equity. For example, higher education is closely tied to higher wages and better jobs, and a growing share of jobs in California are projected to require a four-year degree (Johnson et al. 2019). Yet Latino students—the fast-growing demographic group who make up California's future workforce—see much lower rates of college completion than white and Asian students. Advancing equity in education can help ensure that California meets its workforce needs.

Technology, Climate, and other Major Changes Present Challenges and Opportunities to California Workers

Over the last 40 years, changes in technology have contributed substantially to the state's economy, including its orientation toward jobs that require high levels of education and its high levels of income inequality (Bohn et al. 2020). Technological advances will likely continue to affect jobs in California, and the skills that workers need. While new technology like generative AI may replace some skills, it may augment others, and increase demand for yet other skills; how this reshapes California's economic activity and jobs will be a major uncertainty going forward (Autor 2022; Eloundou et al. 2023). Climate change, too, will impact the landscape of work in California, in terms of what jobs are available, when, and under what conditions (Petek 2022). These broad forces on the state's economy will likely impact workers unevenly across industries, jobs, and regions. Even as federal and state investments—like the federal Inflation Reduction Act or Build Back Better grants and California Jobs First (formerly Community Economic Resilience Fund)—aim to direct economic development toward high-impact and more equitable outcomes on communities, the challenges of long-term inequality are daunting.

Conclusion

Understanding who California's workers are is a critical starting point for decision makers aiming to craft policy that will impact the state's workforce. In this report, we establish basic facts about the approximately 18 million working Californians.

Overall, we find that some elements of demographic changes in the workforce reflect the state's ongoing population demographic shifts, which means we can expect these changes to progress into the future: the average age of workers in California will likely continue to rise, and Latinos will likely continue to consist of a growing share of the workforce. Other trends in the workforce point to changes in policy and in society. Most workers in California live in households where they are one of several members with earned income, for example. And although the share of workers who are immigrants has held constant in recent years, the share of workers who are immigrants new to the US has declined and shifted toward workers from India and China.

Workers in California are similar to workers in the rest of the US in terms of types of jobs they hold and the industries in which they work—although occupations and industries can be demographically very homogenous. Around the state, certain sectors employ large shares of workers in all regions, but others predominate in only specific areas, reflecting regional economic differences. And finally, while the median worker in California earns about $24 an hour, just over a quarter earn low wages (less than two-thirds of median income). For a variety of reasons, typical wages differ substantially between demographic groups and across the state.

California's workers are sure to face macro-level pressures going forward; forces like advancing technology and climate change in particular may change the labor market needs and opportunities for workers. As decisionmakers approach policy questions around ensuring a brighter future for the state's economy and people, starting from facts about the rich diversity—as well as the challenges—of the state's workers is essential.

Data and Methodology

Data Sources

This report relies on individual-level US Census Bureau survey data to describe worker characteristics. Using this frame to describe the types of jobs that workers do (occupations) and their areas of employment (industries, or sectors) means that in places, our estimates differ from estimates or counts of occupations and industries that look at the number or distribution of jobs, such as those released by the Bureau of Labor Statistics or California's Employment Development Department based on the Quarterly Census of Employment and Wages (QCEW) or Current Employment Statistics (CES). A key conceptual difference is that from a worker perspective, we focus on their primary occupation and industry, while a jobs perspective would count multiple jobs held by a single worker. And while individual-focused data products count occupations and industries of all workers, jobs-focused data may omit some categories, such as those who are self-employed or in jobs not covered by Unemployment Insurance (e.g. in the QCEW).

ACS: We primarily use data extracts from the US Census Bureau's American Community Survey (ACS) prepared by IPUMS (Ruggles et al. 2023). The ACS is a household survey conducted annually since 2005 to ascertain detailed information about the American population, including demographics, income and work, household characteristics, and more. Estimates from the ACS are based on survey data from a representative sample of housing units which is close to the entire population but omits unhoused persons. This report uses ACS data through 2022, the most recent available. The ACS is beneficial for analysis of California's labor market because of its scale; a nearly 1 in 10 sample of the population, each year of data contains a sample size of over 300,000 individuals in California.

CPS: This report also uses data from the US Census Bureau and Bureau of Labor Statistics' Current Population Survey (CPS) Annual Social and Economic Supplement survey (ASEC), prepared by IPUMS (Flood et al. 2023). The ASEC is an annual household survey conducted in February, March, and April. The ASEC contains detailed questions about the social and economic characteristics of households. While smaller than the ACS, the CPS is useful for assessing long-term trends because it goes back to the 1960s and is useful for certain labor market analysis because it asks detailed questions about work and income. We use the CPS-ASEC dataset primarily to calculate the distribution of low wage work among workers in California (see below definition of wages), and to calculate labor force participation trends for female workers starting from 1962.

Definition of key metrics and variables

Workers. We define workers using the EMPSTAT variable in the ACS. EMPSTAT indicates whether respondents ages 16 and older were employed, unemployed, or not in the labor force for the reference period of last week. We only count workers for people who are defined as employed in the EMPSTAT variable.

Full Time. We use the UHRSWORK variable in the ACS which reports the number of hours per week that the respondent usually worked in the previous year. We define full-time work as hours worked greater than or equal to 35 hours a week.

Full Year. We use the WKSWORK1 variable in the ACS. which asks the number of weeks the respondent worked for profit, pay, or as an unpaid family worker during the previous year. We define full-year work as between 50 and 52 weeks worked.

Foreign Born. We define foreign born as anyone born abroad who is a naturalized citizen or not a citizen. Americans born abroad to American parents are not considered foreign born.

Family Structure. Because this report focuses on working-age adults, we split households into four groups according to the number of and types of relationships between adult household members (households in all four groups may also include children, as shown in Figure B4):

1. 2 adults 18+ in unit, married or cohabitating: This includes all households with 2 adults age 18 or over who are married or cohabitating; it also considers teen parents under age 18 if they are married or cohabitating.
2. 1 adult 18+ in unit: Includes all households with just one adult, with no partner present
3. Multigenerational households. We follow the Pew Research Center's definition of multigenerational households, which includes any household with at least two generations of adults aged 25 and older or grandparents and grandchildren younger than 25 (Cohn et al 2022). The Census Bureau (Washington et al. 2023) defines multigenerational households as having 3 or more generations in one household. Pew's definition is more expansive and relevant for this report. Table A1 below shows crosstabulations of both definitions. Figures B5 and B6 show trends in both definitions by race/ethnicity over time.
4. Complex family structure in unit: all other family structures.

TABLE A1

The US Census Bureau uses a more restrictive definition of "multigenerational" than Pew Research Center and this report

	Census Bureau definition				
Pew Research Center definition	Not in Universe	1 Generation	2 Generations	3+ Generations	Total
2 adults 18+ in unit, married or cohabiting	-	2,519,000	3,054,000	2,000	5,574,000
1 adult 18+ in unit	197,000	1,779,000	382,000	1,000	2,359,000
Complex household structure	1,000	2,496,000	3,586,000	236,000	6,319,000
Multigenerational	-	-	3,107,000	1,774,000	4,881,000

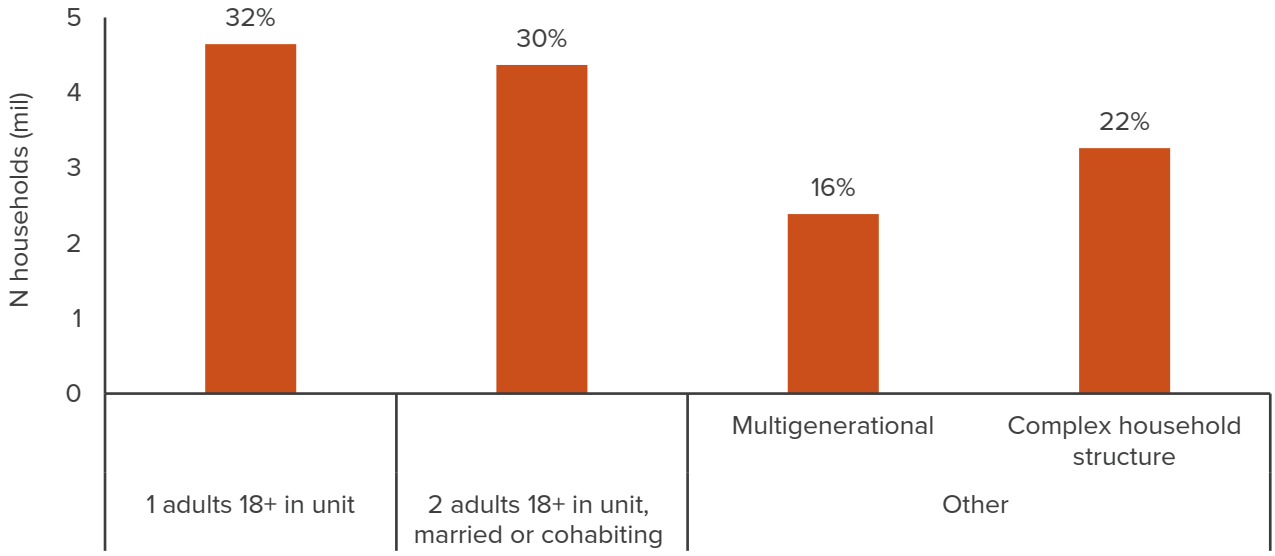
SOURCE: Authors' analysis of IPUMS-ACS data (2022).

NOTES: Table shows California workers by number of generations in their household—the US Census Bureau defines "multigenerational" as 3 or more generations in one household (Washington et al. 2023). This report uses the household structure definitions in the lefthand column, constructed by Pew Research Center (Cohn et al. 2022).

Although this report uses individual workers as the unit of analysis throughout, family composition is typically shown at the family or household level. Figure A1 below shows the distribution of households that include any workers across their composition, using the same types of categorization. That the share of households including workers that are complex or multigenerational is so much smaller than the share of workers in such households (16 and 22%, compared to 26 and 33%) reflects the fact that complex and multigenerational households can include a larger number of workers than one- or two-adult households.

FIGURE A1

Distribution of households that include one or more working member, by household structure



SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTE: Shows multigenerational households structured as defined by Pew Research Center (Cohn et al. 2022).

Region. We split counties in California into nine regions, and show the three largest counties (Los Angeles, Orange, and San Diego) individually.

1. The Northern Region contains 18 counties: Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama, Trinity, Sutter, Yuba.
2. Sacramento area contains 4 counties: El Dorado, Placer, Sacramento, Yolo.
3. Bay Area contains 10 counties: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma.
4. San Joaquin Valley and Sierras contains 15 counties: Alpine, Amador, Calaveras, Fresno, Inyo, Kern, Kings, Madera, Mariposa, Merced, Mono, San Joaquin, Stanislaus, Tulare, Tuolumne.
5. Central Coast region contains 4 counties: Monterey/San Benito, San Luis Obispo, Santa Barbara, Ventura.
6. Inland Empire region contains 3 counties: Imperial, Riverside, San Bernardino.

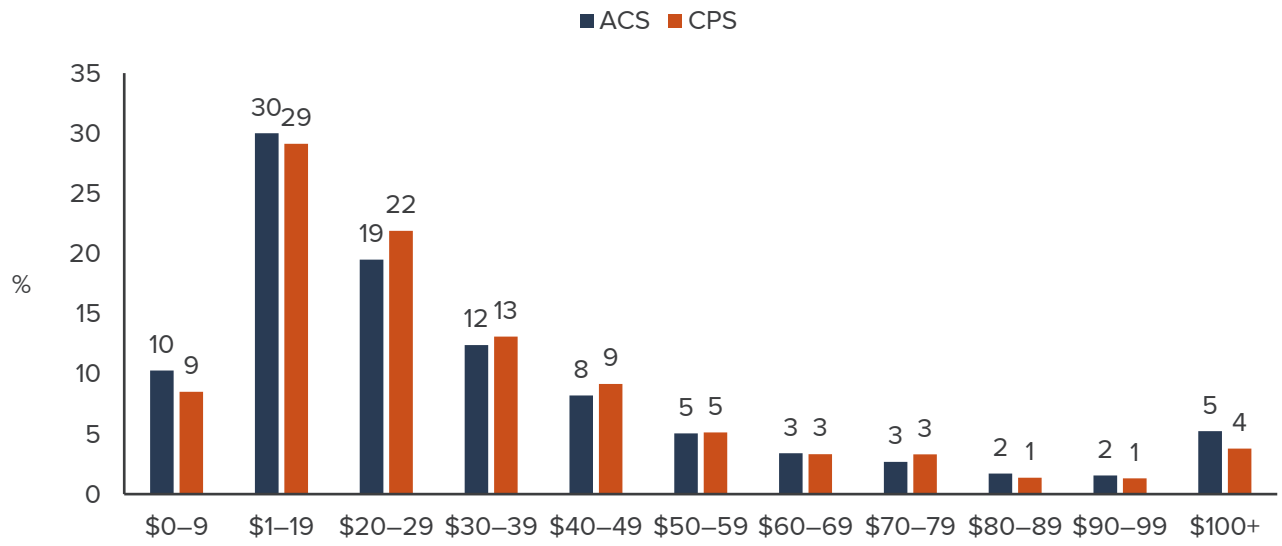
Immigrant region of origin. Immigrant worker region of origin, is constructed using place of birth as reported in the ACS. Not all countries are represented in ACS responses. "Central America & Caribbean" includes those who reported their place of birth as Central America, Cuba, West Indies, or Americas (non-specific). "East & Southeast Asia" includes China, Japan, Korea, East Asia, Brunei, Cambodia (Kampuchea), Indonesia, Laos, Malaysia, Philippines, Singapore, Thailand, Vietnam, and Southeast Asia (non-specific). "Indian Subcontinent" includes India and Nepal.

Wages. We follow the UC Berkeley Labor Center's methodology to calculate hourly wages in the ACS. Specifically, we use the Census-provided variable to adjust dollars earned in the last 12 months to pertain to the previous calendar year, and then divide annual earnings by estimated hours worked the previous year (usual hours worked per week last year multiplied by number of weeks worked last year). Then, we drop outliers (wages less than $0.50 or greater than $100 per hour, in 1989 values) and smooth hourly wages so that they do not cluster at whole-number values by randomly adding or subtracting between $0.00 and $0.25. Annual earnings refers to pre-tax wage and salary income, excluding self-employment and farm income, but including overtime pay, tips, bonuses, and commissions (Flood et al. 2022). In estimating hourly wages, we restrict our sample to workers who are not self-employed, and expand it to those who worked at any point in the previous year (as opposed to those who worked in the previous week, who are the main focus of this analysis).

We take the same approach to estimating hourly wages in CPS-ASEC data, by way of comparison. Figure A2 shows the distribution of workers by wages from both surveys and indicates that estimates based on the ACS find a larger proportion of workers at both ends of the distribution. The ACS shows a larger proportion of workers making between $0 and $9 an hour (10% compared to 7% in the CPS) and a similar proportion of workers making over $100 an hour (5%). Both before and after trimming outliers as described above, ACS has a larger share of workers that make on average $200 an hour than CPS. Because the ACS has a larger distribution of these workers that earn high hourly average wages which then get dropped, the CPS has a relatively larger proportion of workers that earn near the mean and the median. This pulls the CPS average wages and median wages up relative to the average and median wages in the ACS. The median hourly wage in the ACS is $24 an hour; the median hourly wage in the CPS is $26 an hour.

FIGURE A2

ACS data show greater concentrations of earners at very low and very high wages than do CPS data



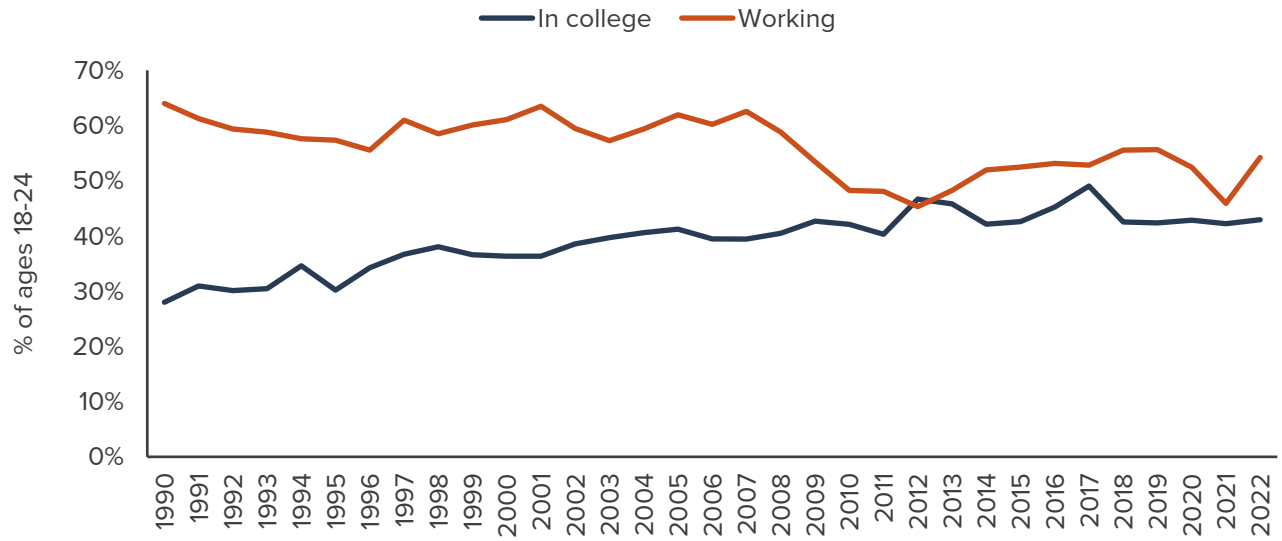
SOURCE: Authors' analysis of 2021 IPUMS-ACS and IPUMS-CPS (ASEC) data.

NOTES: Chart shows estimated hourly wages in 2022 for workers ages 16 and over who worked at any point in the previous year, excluding those who are self-employed. See Data and methodology section for details.

Supplementary Figures and Tables

FIGURE B1

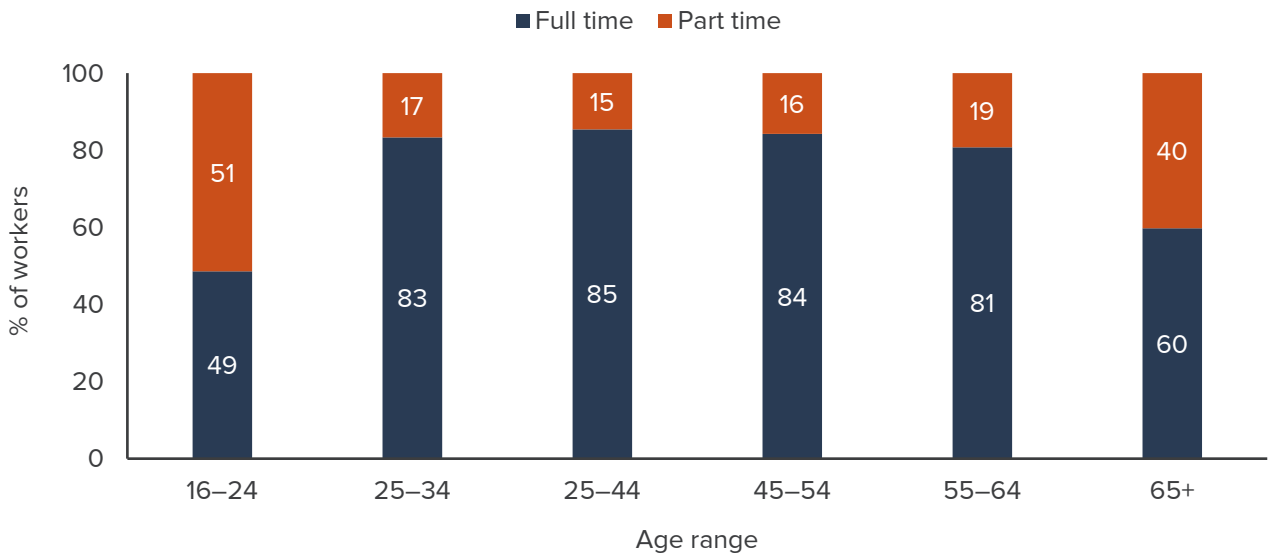
The share of adults ages 18–24 who work has decreased over time, as the share enrolled in college has increased



SOURCE: Authors' analysis of IPUMS-CPS data.

NOTE: Chart shows those ages 18–24. Lines not mutually exclusive—some students enrolled in college are employed, and some workers are in college.

FIGURE B2
Rates of part-time work by age of worker

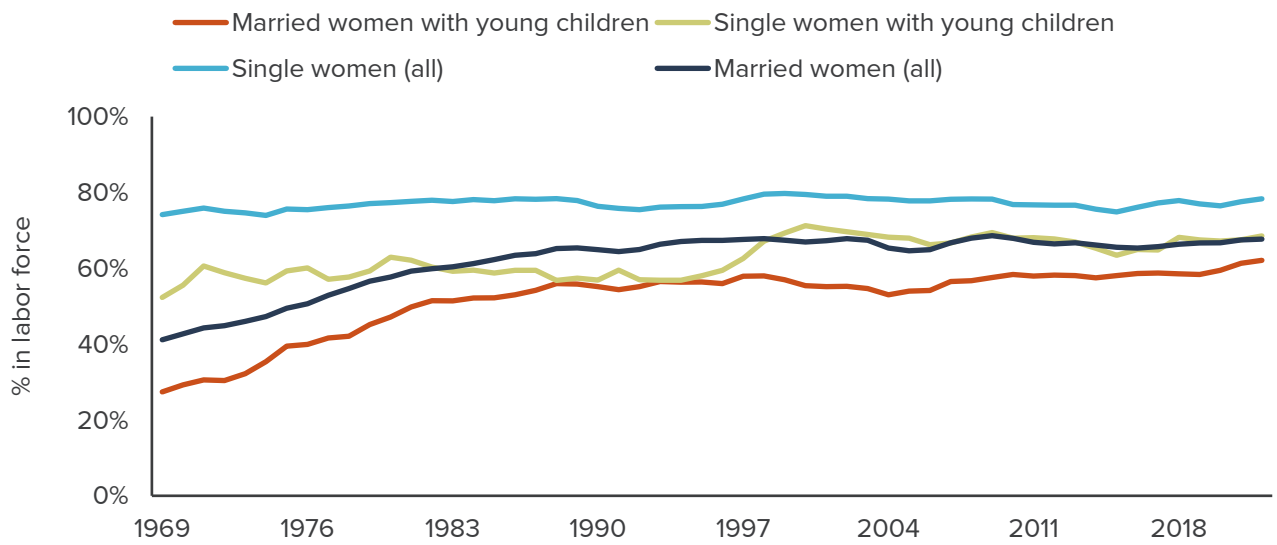


SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTE: "Part time" describes working fewer than 35 hours per week in a usual week in the last year.

FIGURE B3

Women's labor force participation in California, 1969–2022

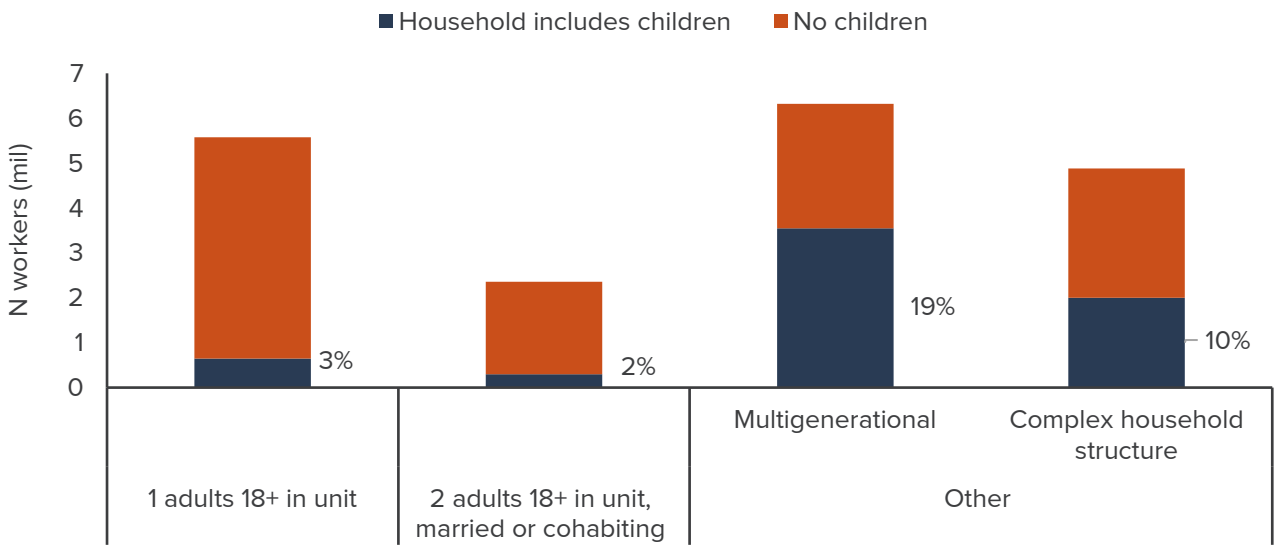


SOURCE: Authors' analysis of IPUMS-CPS (ASEC) data.

NOTE: Chart shows three-year moving average of labor force participation rates.

FIGURE B4

Workers in complex and multigenerational households make up the largest share of those with children at home

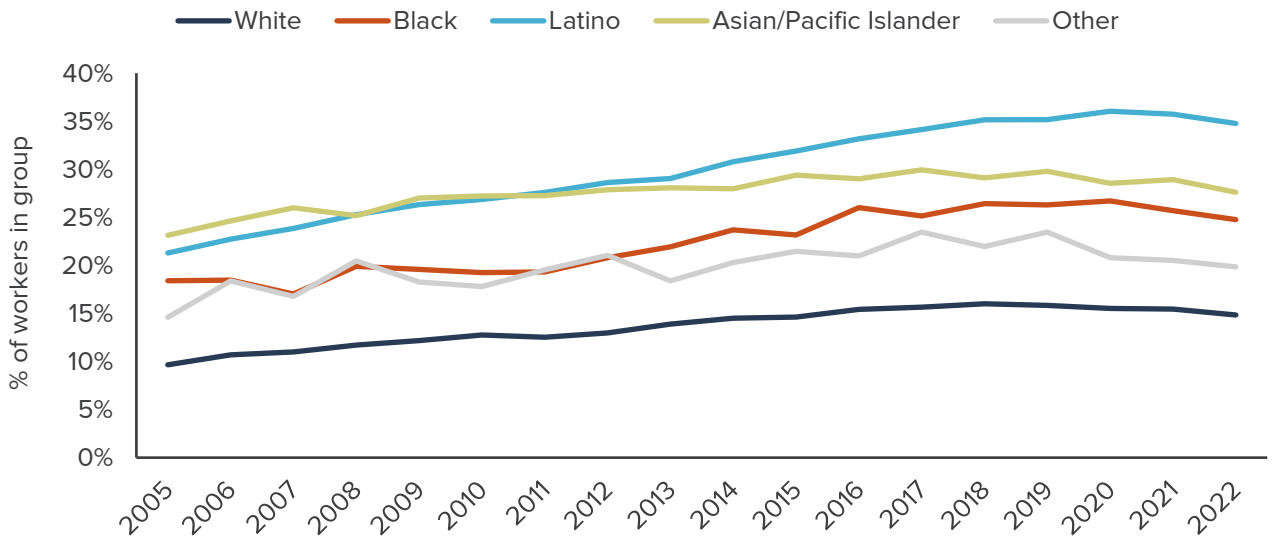


SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTES: Number labels describe workers in each category as a share of all workers. Among those whose households have neither one adult nor two married or cohabiting adults, "multigenerational" describes those living with either a grandparent and grandchild, or a parent and child over age 25. "Complex" describes all other household structures. See Data and methodology section, above, for additional detail.

FIGURE B5

The growing share of workers in multigenerational households, by race/ethnicity (Pew Research Center)

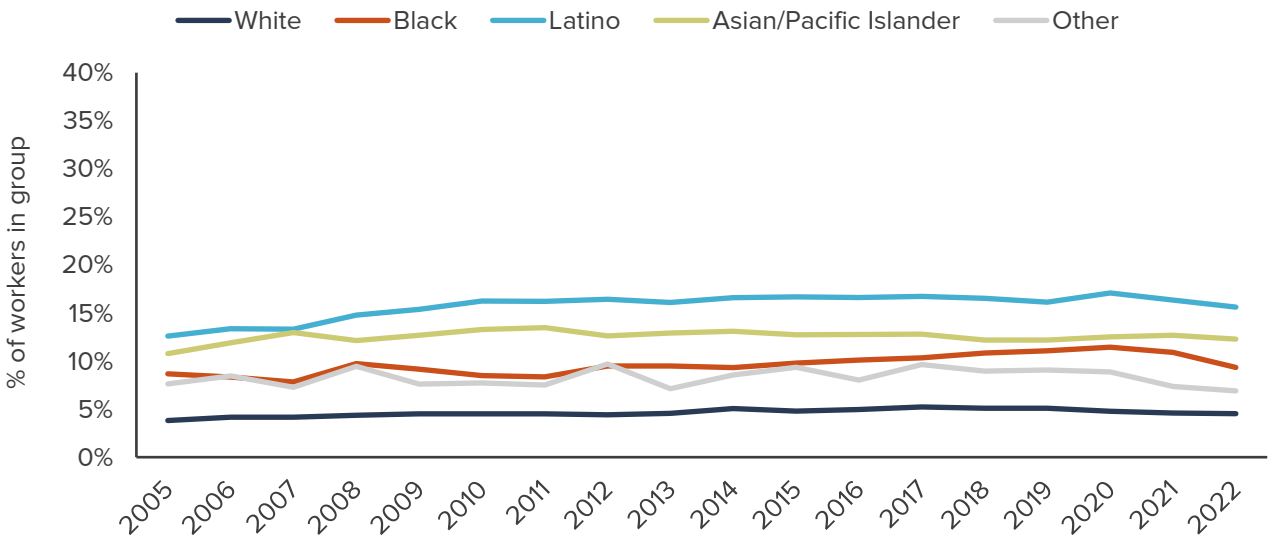


SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTES: Chart shows share of workers in each demographic group, in multigenerational households. As discussed in text, chart follows Pew Research Center methodology for defining multigenerational: a household that includes at least two generations of adults, aged 25 and older, or grandparents living with grandchildren under age 25 (Cohn et al. 2022).

FIGURE B6

An alternate definition for measuring multigenerational living among workers (US Census Bureau)

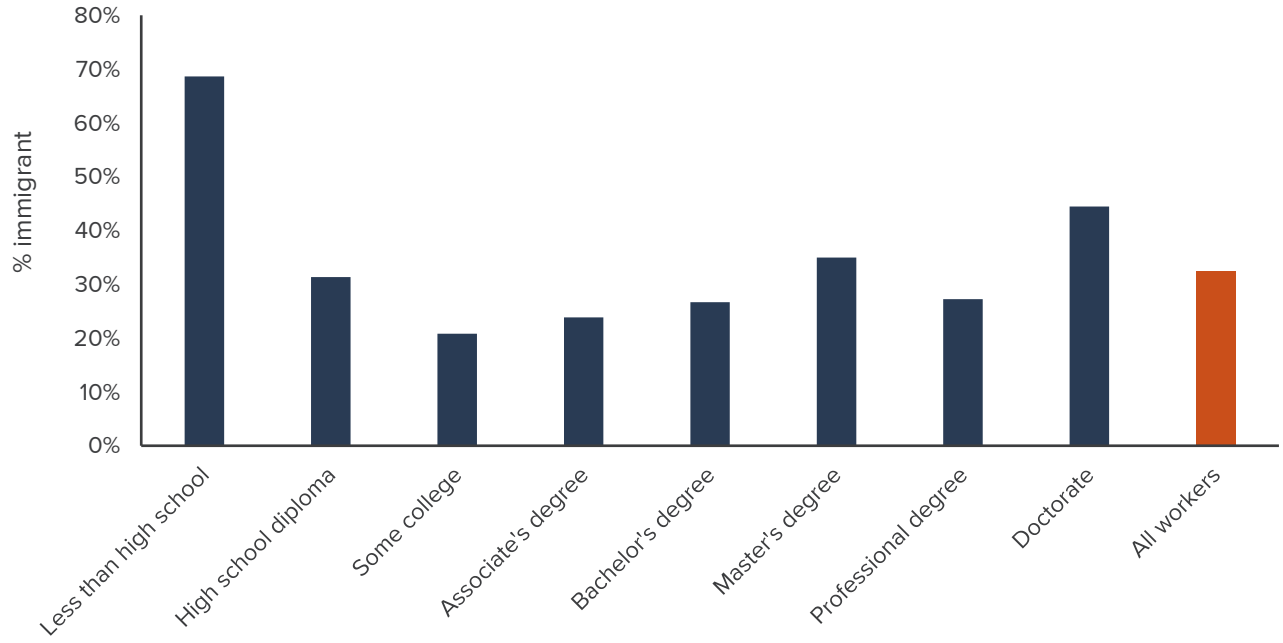


SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTES: Chart shows share of workers in each demographic group in multigenerational households. This chart shows an alternate methodology for examining the rates at which workers live in multigenerational households. The Census Bureau defines households as multigenerational if they include members of three or more generations.

FIGURE B7

Immigrants are overrepresented among workers with both very high and little education

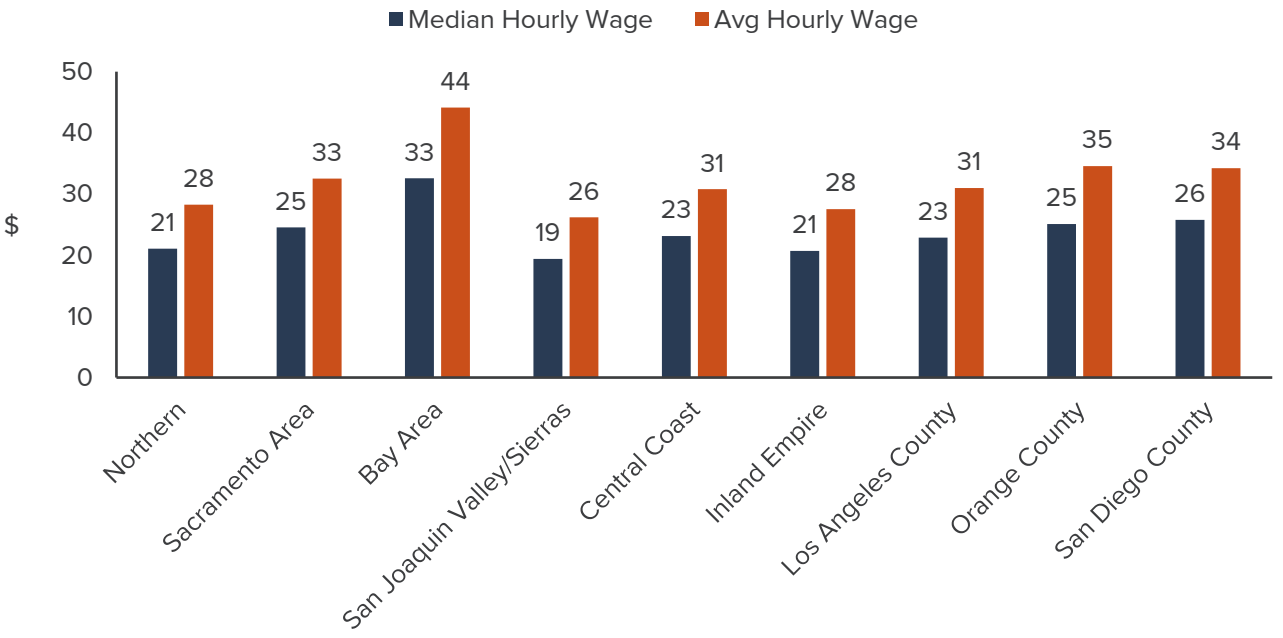


SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTE: Chart shows share of workers in educational attainment category who are immigrants.

FIGURE B8

Bay Area workers make the highest average and median hourly wage



SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

NOTES: Chart shows average hourly wage and median hourly wage for the nine regions of California. See Data and methodology section, above, for complete list of counties by region.

TABLE B1

Demographic characteristics by occupation

	% Male	% Latino	% White	% Black	% API	%Other	% Immigrant
Management	57%	24%	49%	4%	18%	5%	27%
Business and financial operations	45%	23%	42%	5%	24%	6%	26%
Computer and mathematical	74%	13%	36%	3%	42%	5%	43%
Architecture and engineering	81%	18%	42%	2%	33%	5%	37%
Life, physical, and social science	47%	18%	49%	3%	26%	5%	30%
Community and social service	34%	36%	38%	10%	11%	5%	20%
Legal	47%	18%	59%	4%	13%	6%	16%
Education instruction and library	31%	29%	48%	5%	12%	6%	20%
Arts, design, entertainment, sports, and media	57%	19%	55%	6%	14%	6%	20%
Healthcare practitioners and technical	30%	22%	36%	6%	31%	5%	32%
Healthcare support	21%	46%	21%	8%	21%	4%	39%
Protective service	80%	39%	37%	12%	8%	4%	14%
Food preparation and serving related	48%	54%	24%	4%	14%	5%	35%
Building and grounds cleaning and maintenance	62%	73%	15%	4%	5%	3%	61%
Personal care and service	27%	38%	34%	5%	18%	5%	33%
Sales and related	52%	40%	38%	4%	13%	5%	25%
Office and administrative support	31%	42%	31%	7%	15%	5%	24%
Farming, fishing, and forestry	67%	89%	6%	0%	2%	2%	74%
Construction and extraction	98%	69%	24%	2%	4%	2%	48%
Installation, maintenance, and repair	96%	51%	31%	3%	10%	5%	34%
Production	69%	60%	19%	3%	16%	3%	48%
Transportation	78%	58%	20%	7%	11%	4%	38%
Military specific	84%	25%	48%	13%	8%	6%	8%

SOURCE: Authors' analysis of 2022 IPUMS-ACS data.

TABLE B2
Demographic characteristics by industry

	% Male	% Latino	% White	% Black	% API	% Other	% Immigrant
Agriculture, forestry, fishing, and hunting	69%	77%	18%	0%	2%	2%	61%
Mining, quarrying, and oil and gas extraction	89%	51%	44%	0%	4%	1%	17%
Utilities	74%	37%	43%	5%	10%	5%	19%
Construction	90%	58%	32%	2%	5%	3%	41%
Manufacturing	68%	41%	29%	3%	23%	4%	43%
Wholesale trade	67%	44%	30%	3%	19%	5%	39%
Retail trade	53%	45%	31%	5%	14%	5%	27%
Transportation and warehousing	75%	48%	22%	9%	17%	4%	38%
Information	62%	20%	46%	6%	23%	6%	28%
Finance and insurance	47%	27%	42%	5%	21%	5%	25%
Real estate and rental and leasing	51%	29%	47%	5%	14%	5%	25%
Professional, scientific, and technical services	57%	17%	49%	3%	25%	6%	29%
Management of companies and enterprises	48%	25%	41%	3%	29%	2%	31%
Administrative and support and waste management services	64%	56%	25%	7%	8%	4%	43%
Educational services	34%	32%	45%	5%	12%	6%	21%
Health care and social assistance	26%	35%	30%	7%	23%	4%	32%
Arts, entertainment, and recreation	57%	31%	46%	5%	12%	6%	20%
Accommodation and food services	49%	54%	24%	4%	14%	5%	35%
Other services, except public administration	45%	43%	32%	4%	16%	4%	40%
Public administration	51%	33%	38%	8%	16%	5%	22%
Military specific	85%	25%	47%	13%	9%	7%	9%

SOURCES: Authors' analysis of 2022 IPUMS-ACS data.

TABLE B3

Unauthorized immigrant workers by industry

	Unauthorized immigrant workers as share of workers	Unauthorized immigrant workers as share of foreign-born workers	Sample size: unauthorized immigrant workers
Agriculture, forestry, fishing, and Hunting	31%	48%	697
Construction	15%	37%	1215
Manufacturing	9%	19%	1143
Wholesale trade	10%	25%	389
Retail trade	6%	22%	869
Transportation and warehousing	7%	20%	534
Professional, scientific, and technical services	2%	7%	385
Administrative and support services	15%	34%	897
Educational services	2%	10%	332
Health care and social assistance	3%	10%	590
Accommodation and food services	13%	36%	1351
Other services, except public administration	11%	29%	733

SOURCE: California Poverty Measure Data for first quarter 2023.

NOTE: Only industries with at least 200 unauthorized immigrant workers in the sample are shown.

TABLE B4

Unauthorized immigrant workers by region

	Unauthorized immigrant workers as share of workers	Unauthorized immigrant workers as share of foreign-born workers	Sample size: unauthorized immigrant workers
Sacramento Area	3%	13%	229
Bay Area	7%	19%	2066
San Joaquin Valley/ Sierras	7%	26%	864
Central Coast	10%	37%	683
Inland Empire	6%	21%	790
Los Angeles County	9%	21%	3481
Orange County	8%	22%	939
San Diego County	5%	18%	510

SOURCE: California Poverty Measure Data for first quarter 2023.

NOTE: Only regions with at least 200 unauthorized immigrant workers in the sample are shown.

TABLE B5

Distribution of workers by occupation

	% of workers, California	% of workers, rest of US
Management	11.5%	11.5%
Business and financial operations	5.8%	6.1%
Computer and mathematical	4.3%	3.7%
Architecture and engineering	2.6%	2.2%
Life, physical, and social science	1.4%	1.1%
Community and social service	1.7%	1.8%
Legal	1.3%	1.2%
Education instruction and library	5.5%	6.2%
Arts, design, entertainment, sports, and media	3.1%	2.0%
Healthcare practitioners and technical	5.5%	6.5%
Healthcare support	3.7%	3.1%
Protective service	2.0%	2.1%
Food preparation and serving related	5.4%	5.0%
Building and grounds cleaning and maintenance	3.6%	3.2%
Personal care and service	2.5%	2.4%
Sales and related	9.1%	9.2%
Office and administrative support	10.0%	10.5%
Farming, fishing, and forestry	1.3%	0.5%
Construction and extraction	4.7%	4.9%
Installation, maintenance, and repair	2.7%	3.1%
Production	4.4%	5.4%
Transportation	7.4%	7.7%
Military specific	0.5%	0.4%

SOURCE: Authors' analysis of IPUMS-ACS (2022) data.

TABLE B6

Distribution of workers by industry

	% of workers, California	% of workers, rest of US
Agriculture, forestry, fishing, and hunting	1.9%	1.1%
Mining, quarrying, and oil and gas extraction	0.1%	0.4%
Utilities	0.7%	0.9%
Construction	6.7%	6.9%
Manufacturing	8.7%	10.0%
Wholesale trade	2.4%	2.1%
Retail trade	10.2%	11.1%
Transportation and warehousing	5.2%	5.1%
Information	3.0%	1.8%
Finance and insurance	3.6%	5.0%
Real estate and rental and leasing	2.1%	1.8%
Professional, scientific, and technical services	9.7%	8.1%
Management of companies and enterprises	0.1%	0.1%
Administrative and support and waste management services	4.5%	4.0%
Educational services	8.4%	9.2%
Health care and social assistance	12.7%	13.9%
Arts, entertainment, and recreation	2.6%	2.0%
Accommodation and food services	7.0%	6.4%
Other services, except public administration	4.9%	4.6%
Public administration	4.6%	4.6%
Military specific	0.9%	0.8%

SOURCE: Authors' analysis of IPUMS-ACS (2022) data.

TABLE B7

Distribution of workers by region by race/ethnicity

	White	Black	Latino	Asian/Pacific Islander	Other
N in population					
Northern Region	344,000	6,000	105,000	26,000	37,000
Sacramento Area	562,000	70,000	269,000	178,000	84,000
Bay Area	1,476,000	203,000	954,000	1,212,000	225,000
San Joaquin Valley and Sierras	609,000	70,000	1,016,000	181,000	75,000
Central Coast Region	419,000	18,000	445,000	62,000	45,000
Inland Empire	580,000	148,000	1,241,000	174,000	78,000
Los Angeles County	1,269,000	332,000	2,360,000	761,000	186,000
Orange County	607,000	25,000	558,000	367,000	62,000
San Diego County	731,000	74,000	571,000	220,000	98,000
Statewide	6,598,000	947,000	7,519,000	3,181,000	889,000
% of population					
Northern Region	66%	1%	20%	5%	7%
Sacramento Area	48%	6%	23%	15%	7%
Bay Area	36%	5%	23%	30%	6%
San Joaquin Valley and Sierras	31%	4%	52%	9%	4%
Central Coast Region	42%	2%	45%	6%	5%
Inland Empire	26%	7%	56%	8%	3%
Los Angeles County	26%	7%	48%	15%	4%
Orange County	37%	2%	34%	23%	4%
San Diego County	43%	4%	34%	13%	6%
Statewide	34%	5%	39%	17%	5%

SOURCE: Authors' analysis of IPUMS-ACS (2022) data.

NOTES: Number of workers shown rounded to the nearest 1,000. See Data and methodology section, above, for list of counties in each region.

TABLE B8

Single Earners Supporting Households

	Women	Men	Overall
White	13%	18%	16%
Black	20%	13%	17%
Latino	11%	14%	13%
Asian/Pacific Islander	10%	15%	13%
Other	14%	15%	14%

SOURCE: Authors' analysis of IPUMS-ACS (2022) data.

NOTES: Table shows the percentage of workers in each race/ethnic and gender category who are the sole earner in their household, among households that include additional members.

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