

San Diego Workforce Partnership

Data Deep Dive





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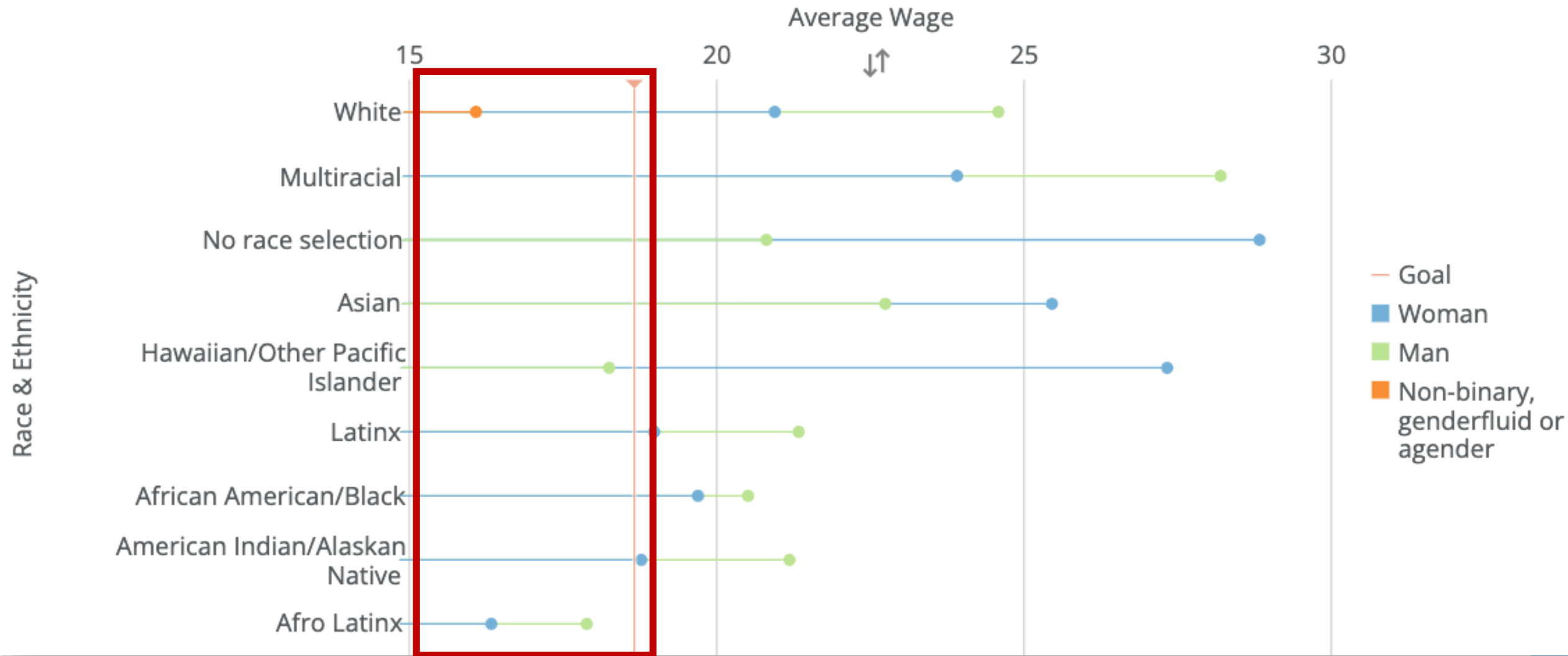
Job Seeker Analysis

Education, age and gender



Average wage (living wage comparison) by gender, race & ethnicity

Goal 18.66



▶ Was earned wage a factor of race or gender?

Types of placements High School Diploma and above

| Occupation Family | % of placements | Average of Hourly Wage |
|--|-----------------|------------------------|
| Woodworkers | 12% | \$ 22.24 |
| Vehicle and Mobile Equipment Mechanics, Installers, and Repairers | 7% | \$ 16.92 |
| Tour and Travel Guides | 6% | \$ 18.34 |
| Textile, Apparel, and Furnishings Workers | 6% | \$ 24.98 |
| Top Executives | 6% | \$ 21.76 |
| Supervisors of Sales Workers | 5% | \$ 15.71 |
| Supervisors of Office and Administrative Support Workers | 3% | \$ 19.23 |
| Supervisors of Production Workers | 3% | \$ 17.57 |
| Supervisors of Food Preparation and Serving Workers | 3% | \$ 27.96 |
| Supervisors of Building and Grounds Cleaning and Maintenance Workers | 2% | \$ 28.75 |
| Secretaries and Administrative Assistants | 2% | \$ 14.11 |
| Sales Representatives, Wholesale and Manufacturing | 2% | \$ 30.79 |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 2% | \$ 25.91 |
| Retail Sales Workers | 2% | \$ 31.75 |

▶ 60% of placement with HS diploma and above in above job types

Types of placements High School Diploma and above

- 31% of these jobs earned average \$28/hours
- 19% of these jobs earned \$16.41

| Occupation Family | % placements | Ave. Hourly rate |
|--|--------------|------------------|
| Supervisors of Building and Grounds Cleaning and Maintenance Workers | 2% | \$ 28.75 |
| Secretaries and Administrative Assistants | 2% | \$ 14.11 |
| Sales Representatives, Wholesale and Manufacturing | 2% | \$ 30.79 |
| Retail Sales Workers | 2% | \$ 31.75 |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 2% | \$ 25.91 |
| Sales Representatives, Services | 2% | \$ 14.83 |
| Other Protective Service Workers | 2% | \$ 48.69 |
| Other Sales and Related Workers | 2% | \$ 26.50 |
| Other Personal Care and Service Workers | 2% | \$ 24.09 |
| Postsecondary Teachers | 2% | \$ 21.02 |
| Personal Appearance Workers | 2% | \$ 20.29 |
| Other Teachers and Instructors | 2% | \$ 18.07 |
| Other Transportation Workers | 2% | \$ 18.00 |
| Other Management Occupations | 1% | \$ 30.14 |
| Other Occupations | 1% | \$ 16.41 |

▶ Remaining 40% of placement with HS diploma and above in above job types

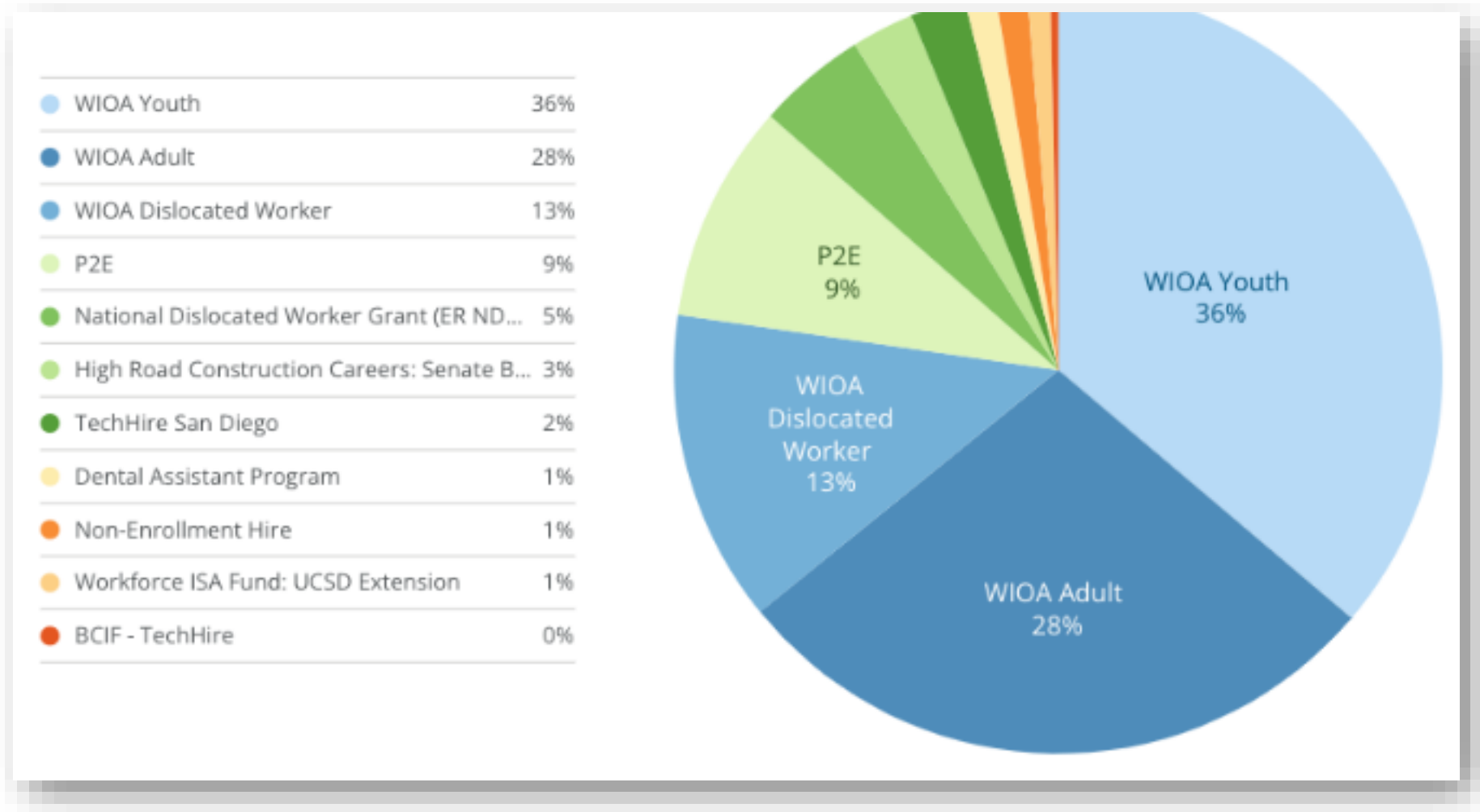
Average wage (living wage comparison) by gender and education at enrollment

Goal 18.66



▶ Was earned wage a factor of gender education?

Placements below living wage by Program (High School diploma + little HS)



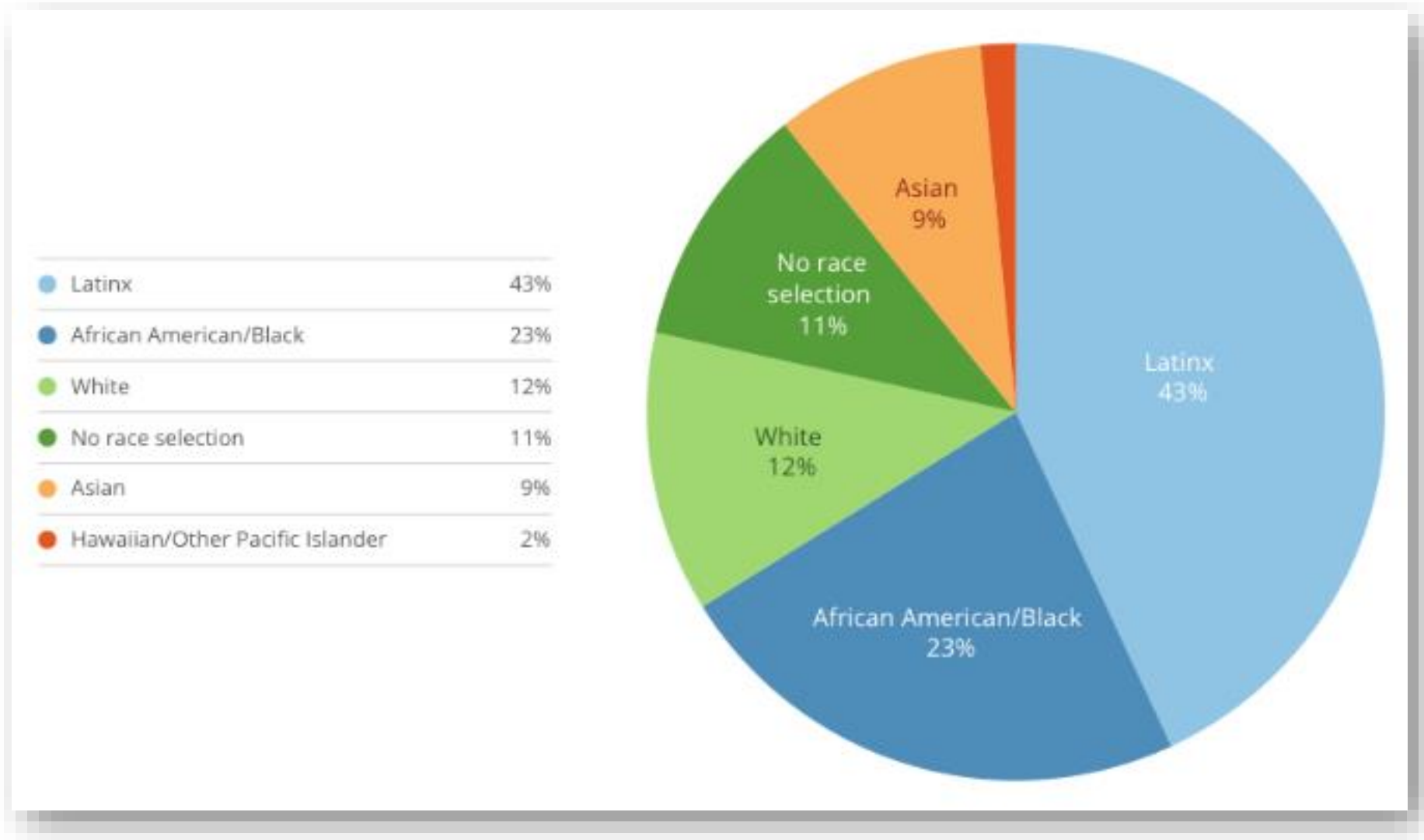
▶ 60% of these placements were not in Youth Programs

Types of placements below living wage by Gender & Age Group (High School diploma + little HS))

| Job Family | Gender | Age Group | Ave. Hourly wage | % Hires |
|--|--------|-----------|------------------|---------|
| Building and Grounds Cleaning and Maintenance | Man | 18-24 | \$16.25 | 9% |
| Construction and Extraction | Man | 18-24 | \$17.11 | 8% |
| | Man | 35-44 | \$15.83 | 7% |
| Food Preparation and Serving Related | Man | 18-24 | \$15.61 | 7% |
| | Woman | 18-24 | \$15.25 | 8% |
| Office and Administrative Support | Woman | 18-24 | \$15.23 | 14% |
| Protective Service | Man | 18-24 | \$15.95 | 11% |
| Sales and Related | Man | 18-24 | \$15.26 | 9% |
| | Woman | 18-24 | \$14.68 | 15% |
| Transportation and Material Moving | Man | 18-24 | \$14.00 | 8% |
| | Man | 25-34 | \$16.42 | 7% |

▶ Adult men 14% placements in Construction and Transportation making less than 18.66

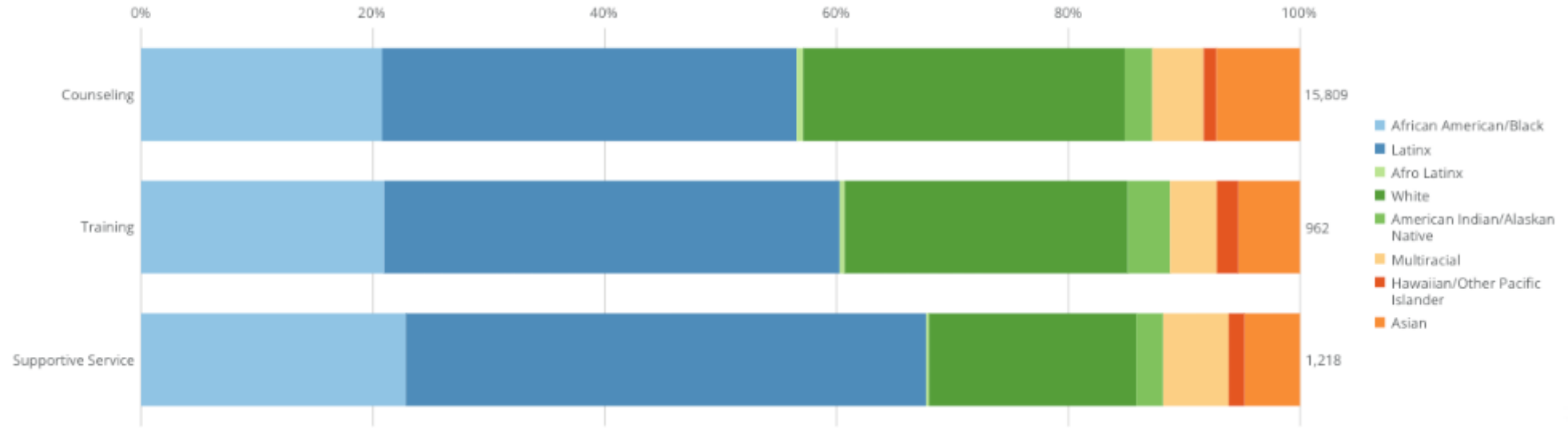
Adult men placed in jobs below living wage by Race/Ethnicity



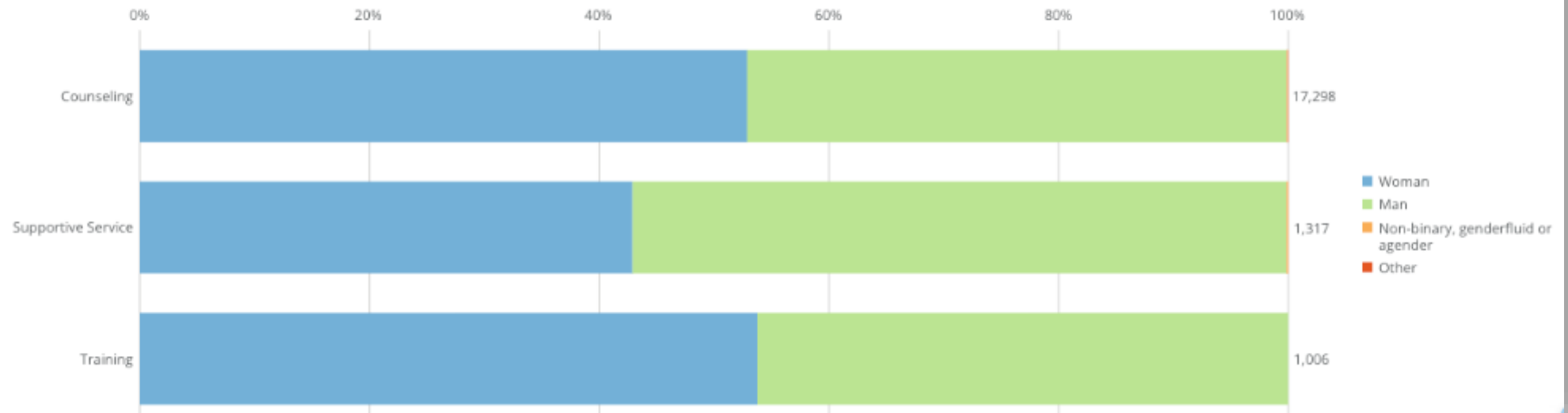
▶ Adult Men POC 77% in Construction and Transportation making less than 18.66

Services provided by gender and Race/Ethnicity

Service Groups by Race & Ethnicity



Service Groups by Gender



Service distribution for all placements with little/no High School

- 10% more counseling services are provided to 25-34 versus 18-24
- 50% more counseling services to 25-34 vs. 35-44
- With exception of counseling, appx. 60% of services provided to 25 – 44 year-olds
- Slightly more supportive services provided to 25-34 & 35-44 year old versus youth
- Majority of services are provided to POC versus white... Programs designed to focus on these populations
- White/Asian populations consuming more supportive services – better access?

| Age group sort | Ethnicity & Race Selection | Counseling | Supportive Services |
|----------------|---------------------------------|------------|---------------------|
| 18-24 | Multiracial | 0% | 15% |
| 18-24 | African American/Black | 2% | 4% |
| 18-24 | Afro Latinx | 4% | 3% |
| 18-24 | Latinx | 4% | 3% |
| 18-24 | White | 3% | 0% |
| 18-24 | Asian | 3% | 0% |
| 18-24 | American Indian/Alaskan Native | 3% | 0% |
| 18-24 | Hawaiian/Other Pacific Islander | 3% | 25% |
| 25-34 | Asian | 6% | 15% |
| 25-34 | African American/Black | 5% | 9% |
| 25-34 | White | 2% | 3% |
| 25-34 | Hawaiian/Other Pacific Islander | 4% | 3% |
| 25-34 | Latinx | 7% | 0% |
| 25-34 | Multiracial | 8% | 30% |
| 35-44 | White | 3% | 21% |
| 35-44 | African American/Black | 3% | 9% |
| 35-44 | Latinx | 5% | 0% |
| 35-44 | Asian | 1% | 0% |
| 35-44 | American Indian/Alaskan Native | 2% | 30% |
| 45-54 | African American/Black | 3% | 6% |
| 45-54 | Latinx | 3% | 6% |
| 45-54 | White | 6% | 0% |
| 45-54 | Afro Latinx | 3% | 0% |
| 45-54 | Asian | 1% | 12% |
| 55-64 | American Indian/Alaskan Native | 3% | 3% |
| 55-64 | Asian | 2% | 0% |
| 55-64 | White | 3% | 0% |
| 55-64 | Latinx | 7% | 3% |

What can we learn?

- Disaggregating data can show discrepancies and varying outcomes
- Disaggregation helps to determine which evidence-based interventions may be appropriate
- Big limitation is low statistical power related to sample size
- Need more data

 Disaggregation of data is critical to measuring data equity





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