



# Advancing Workforce Equity in Chicago

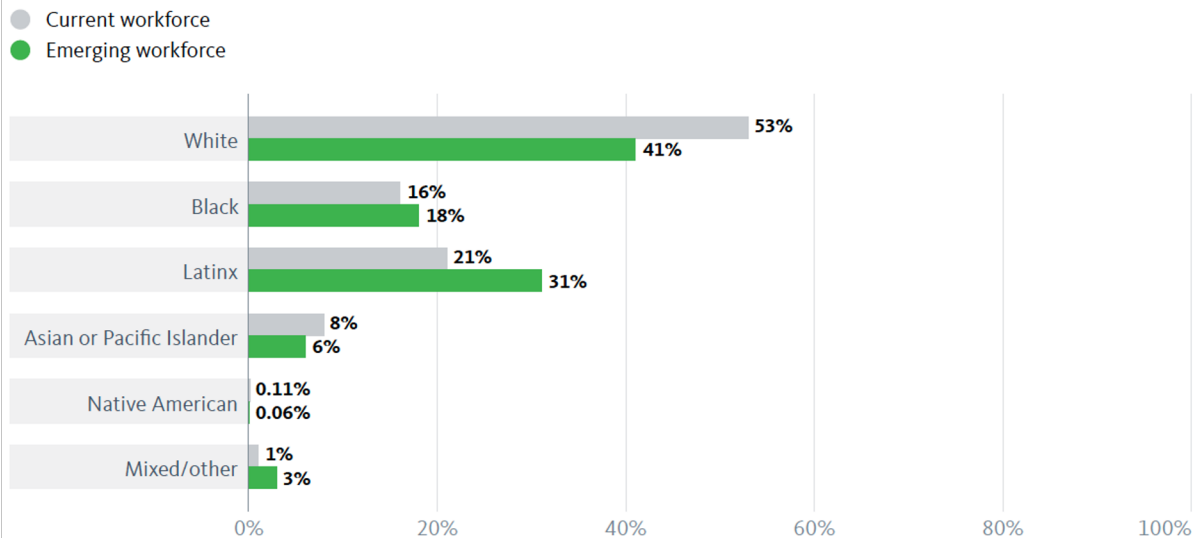
**DEMOGRAPHIC CHANGE  
UNDERScores THE ECONOMIC  
IMPERATIVE OF RACIAL EQUITY**





## Nearly half of Chicago's current workforce, and almost 60 percent of the emerging workforce, are people of color.

### Current and Emerging Workforce Demographics by Race/Ethnicity, Chicagoland Region, 2018

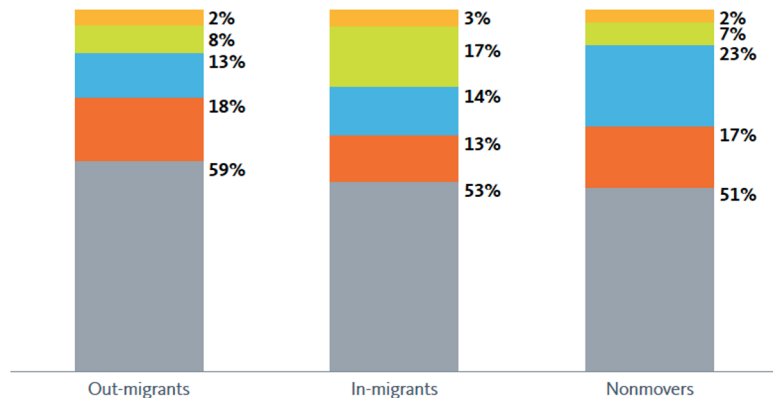


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe of emerging workforce includes all people under 25 years of age, while current workforce includes the employed population between the ages of 25 and 64.

## A greater share of residents moving into Chicagoland are people of color, compared to those leaving the region.

### Migration Status in the Last Year by Race/Ethnicity, Chicagoland Region, 2018

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

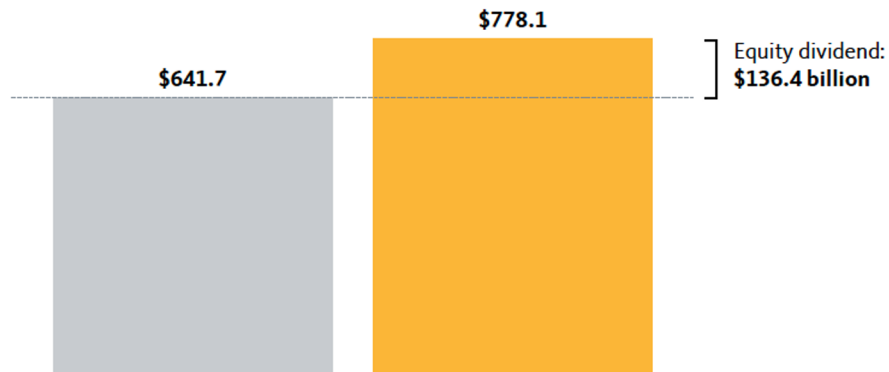


**Source:** Authors' analysis of 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes current residents of the Chicago region age one or older and those who resided in the region during the year prior to the survey (excluding those currently living outside the US). Data reflect a 2014-2018 average.

## The region's GDP could be more than \$136 billion larger if racial gaps in income were eliminated.

### Actual GDP and Estimated GDP with Racial Equity in the Workforce (billions), Chicagoland Region, 2018

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

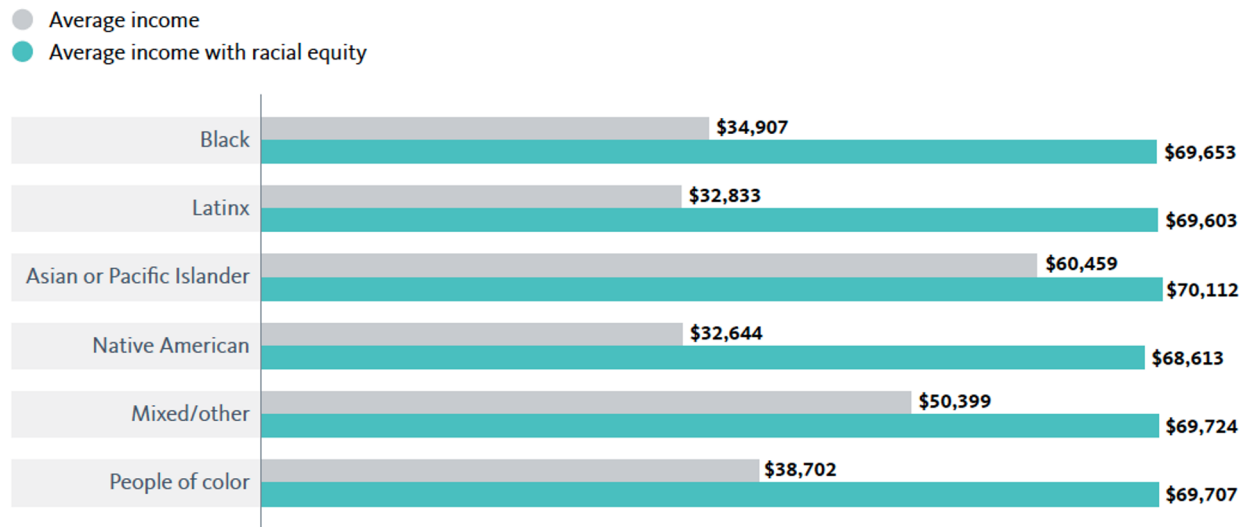


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25-64. Data reflect a 2014-2018 average. Values are in 2018 dollars. See the methodology for details on the analysis.



## Racial equity would double the average incomes of Black, Latinx, and Native American workers to more than \$68,000 per year.

### Income Gains with Racial Equity in the Workforce, Chicagoland Region, 2018



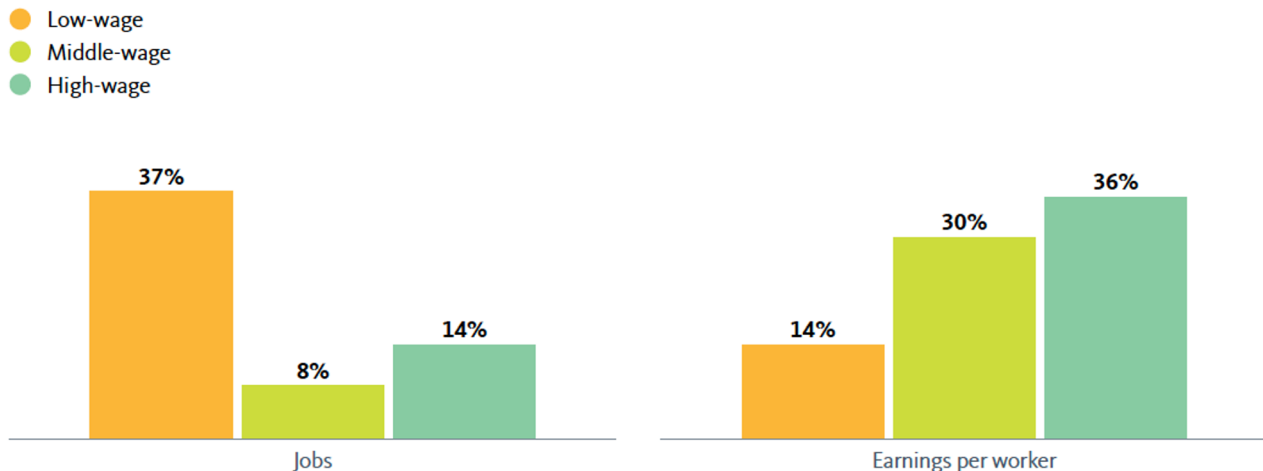
**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25-64. Data reflect a 2014-2018 average. Values are in 2018 dollars. See the data and methods for details on the analysis.

**LOPSIDED GROWTH  
PERPETUATES RACIAL  
ECONOMIC INEQUITIES**



## Low-income jobs grew more than middle- and high-income jobs, while high-income workers experienced the greatest growth in earnings.

### Growth in Jobs and Earnings by Wage Level, Chicagoland Region, 1990–2018



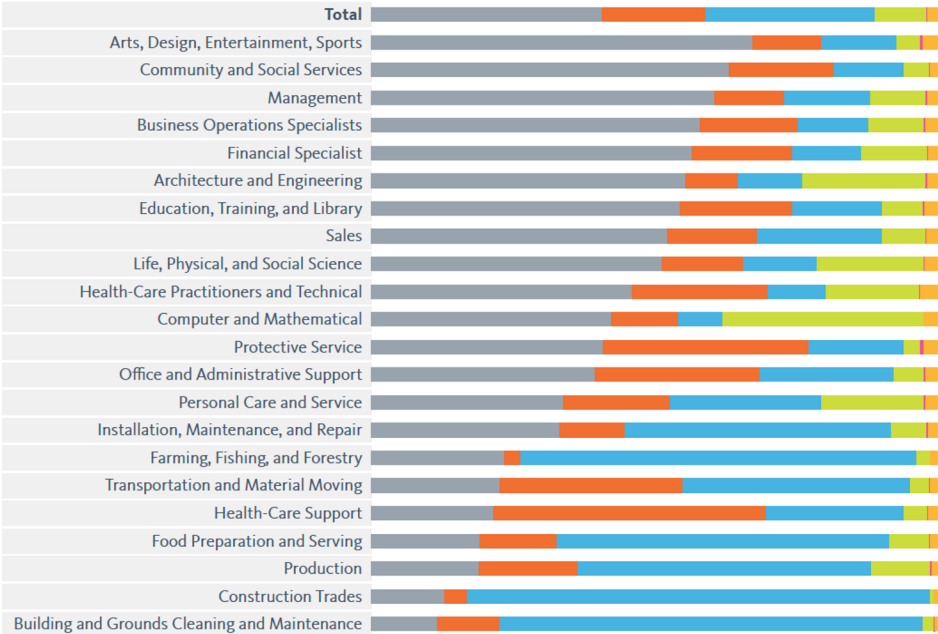
Source: PolicyLink/USC Equity Research Institute, National Equity Atlas, [www.nationalequityatlas.org](http://www.nationalequityatlas.org). Available at: [https://nationalequityatlas.org/indicators/job\\_and\\_wage\\_growth](https://nationalequityatlas.org/indicators/job_and_wage_growth). Note: Universe includes all jobs covered by the federal Unemployment Insurance (UI) program.



# Black and Latinx workers are underrepresented among high-wage industries and occupations.

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

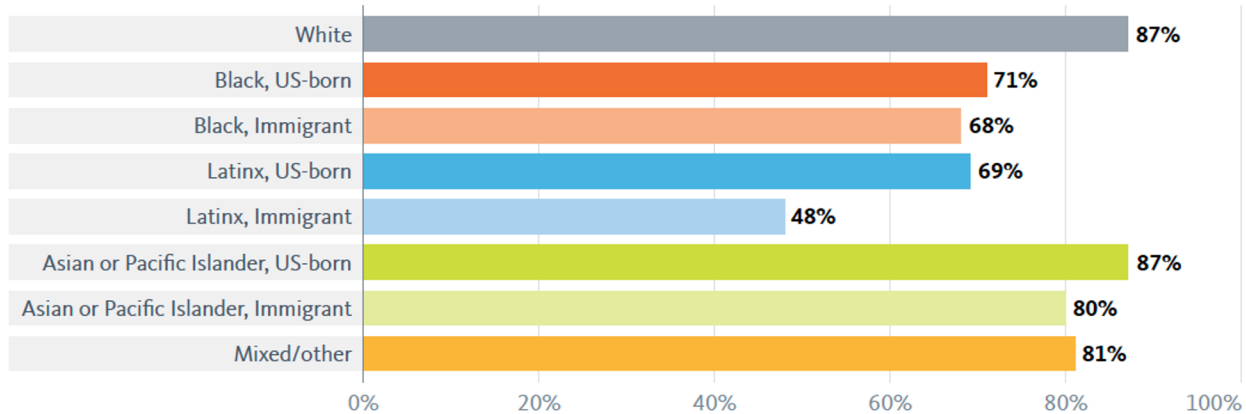
**Occupational Groups by Race/Ethnicity and Nativity, Chicagoland Region, 2018**



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

**Fewer than half of Latinx immigrants and just over two-thirds of Black and US-born Latinx workers earn at least \$15/hour.**

**Share of Workers Earning at Least \$15/hour by Race/Ethnicity and Nativity, Chicagoland Region, 2018**

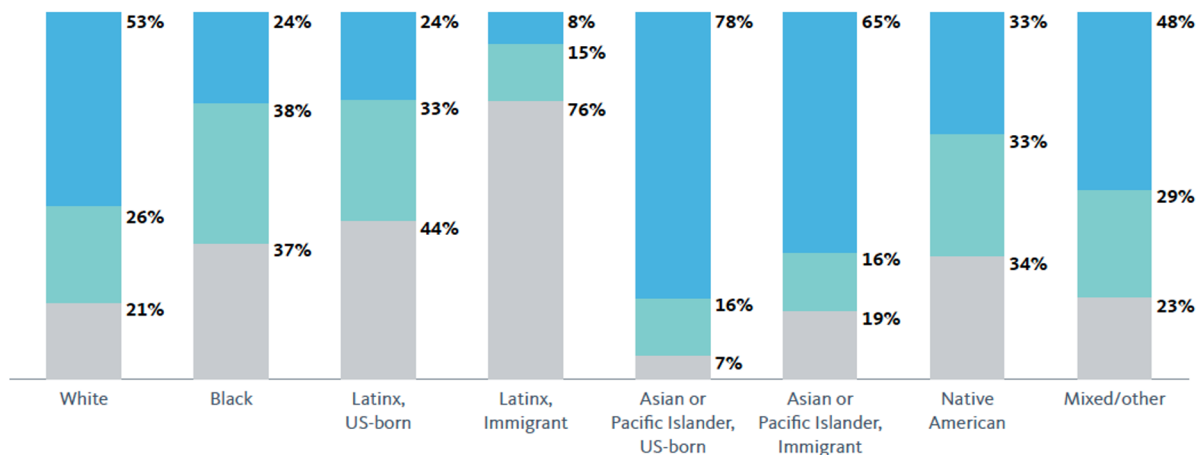


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized full-time wage and salary workers ages 25-64. Data reflect a 2014-2018 average. The \$15/hour wage threshold is based on 2018 dollars. Data cannot be reported for Native Americans because of small sample size.

## Fewer than one in 10 Latinx immigrants and one in four Black and US-born Latinx adults in Chicagoland have a bachelor's degree.

### Educational Attainment by Race/Ethnicity and Nativity, Chicagoland Region, 2018

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

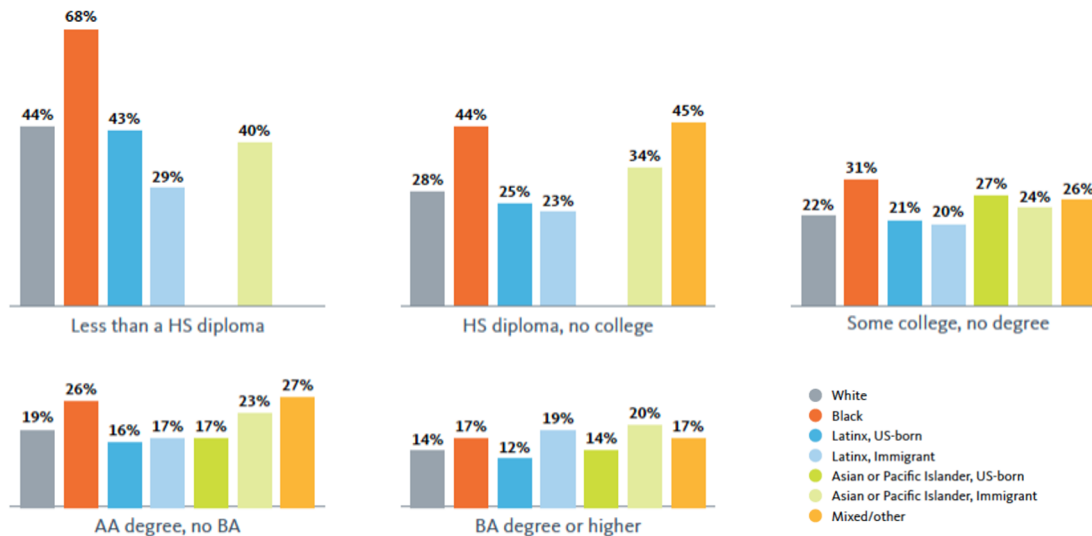


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25-64. Data reflect a 2014-2018 average.



## Across racial/ethnic and nativity groups, joblessness declines steadily as educational attainment increases, but racial inequities remain.

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

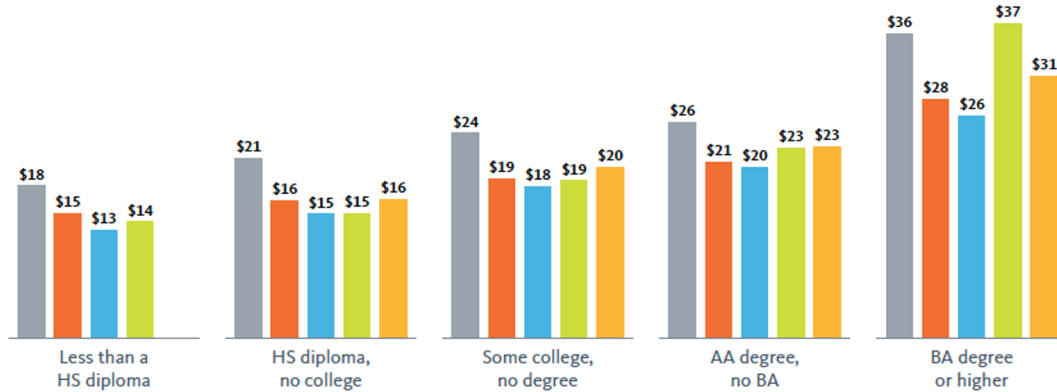


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the civilian noninstitutionalized population ages 25-64. Joblessness is defined as those unemployed or not in the labor force as a share of the total population. Data reflect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

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

### Median Wages by Educational Attainment and Race/Ethnicity, Chicagoland Region, 2018

- White
- Black
- Latinx, US-born
- Asian or Pacific Islander, US-born
- Mixed/other



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. Data reflect a 2014-2018 average; Native American workers are not included because of small sample size. Values are in 2018 dollars.

## WORKERS FACE A SHORTAGE OF GOOD JOBS





## Characteristics and Examples of Good Jobs by Typical Education Requirements, Chicagoland Region, 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—\$36,109 in Chicago.<sup>20</sup>
- 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
- Financial clerks

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

- Computer numerically controlled tool operators and programmers
- Electricians
- Plumbers, pipefitters, and steamfitters

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

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

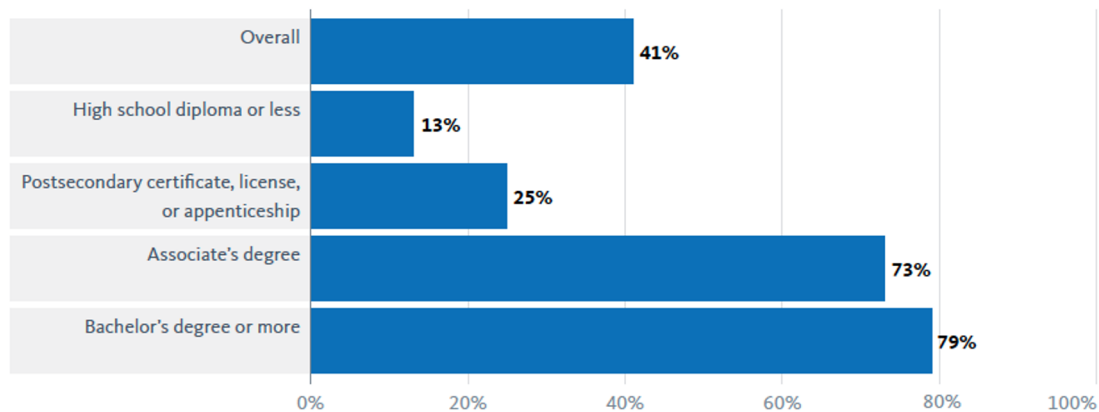
### Example occupations accessible to workers with a bachelor's degree or higher:

- Financial managers
- Software developers
- Management analysts

## More Than 2.5 Million Workers in Chicagoland Do Not Have Good Jobs

Only two in five Chicago workers are in good jobs.

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

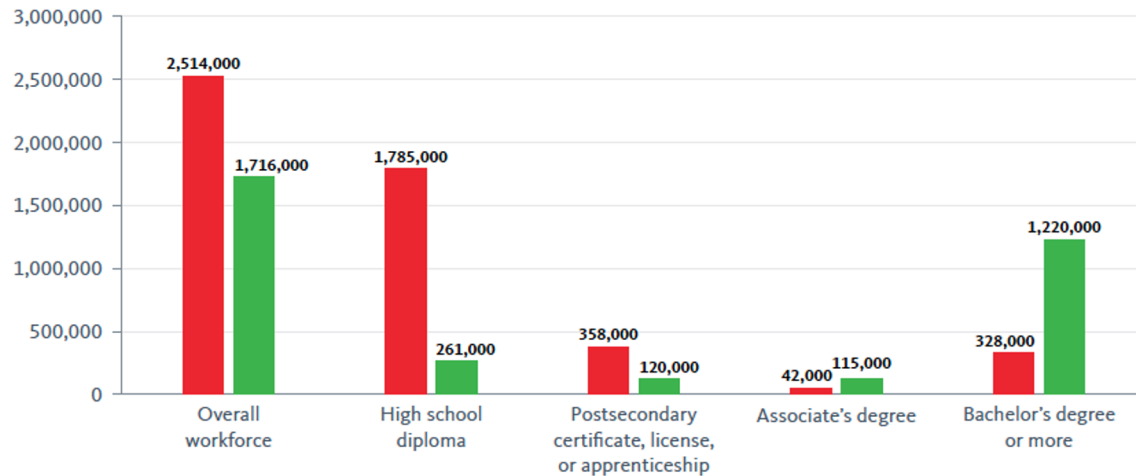


Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Burning Glass job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

## Two million Chicago jobs require no more than a high school diploma, but only 13 percent of them are good jobs.

### Distribution of Employment by Educational Requirements and Job Quality, Chicagoland Region, 2018

- Workers not in good jobs
- Workers in good jobs

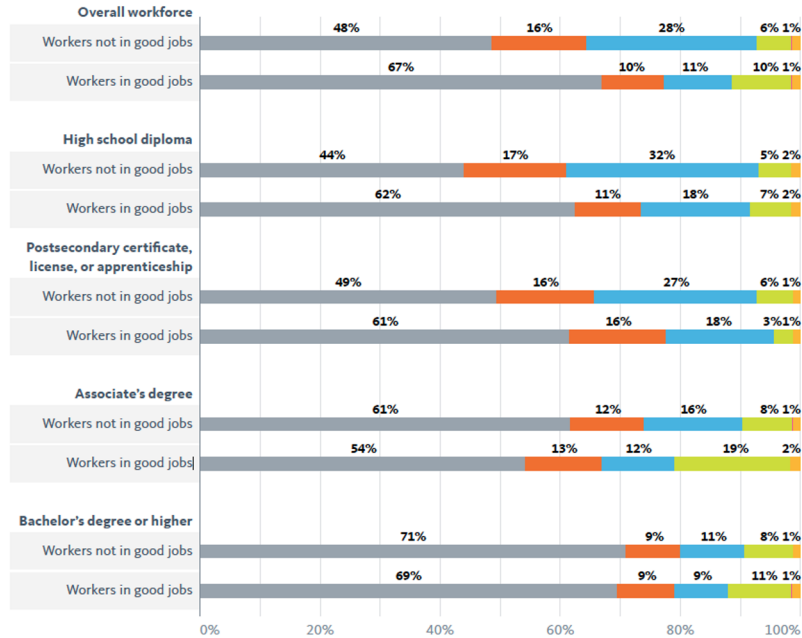


Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Burning Glass job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

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

### Distribution of Workers by Race/Ethnicity, Job Quality, and Educational Requirements, Chicagoland Region, 2018

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



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

## **Available Jobs in 2019 Could Have Closed Racial Gaps in Access to Good Jobs**

In 2019, there were enough openings for good jobs over the year to close the racial equity gaps in good jobs at each level of educational attainment. For example, to close the racial gap in good jobs for jobs that require no more than a high school diploma, 45,000 workers of color would need a job upgrade; in 2019, there were 62,000 openings for good jobs at this educational level.

Still, 78 percent of the 527,000 good jobs available in 2019 required a bachelor's degree or more, underscoring the need for workforce intermediaries and employers to reexamine credentialing requirements and design pathways into these jobs for workers without a four-year degree, wherever possible.

**SOCIAL DETERMINANTS  
OF WORK PERPETUATE  
RACIAL INEQUITY**

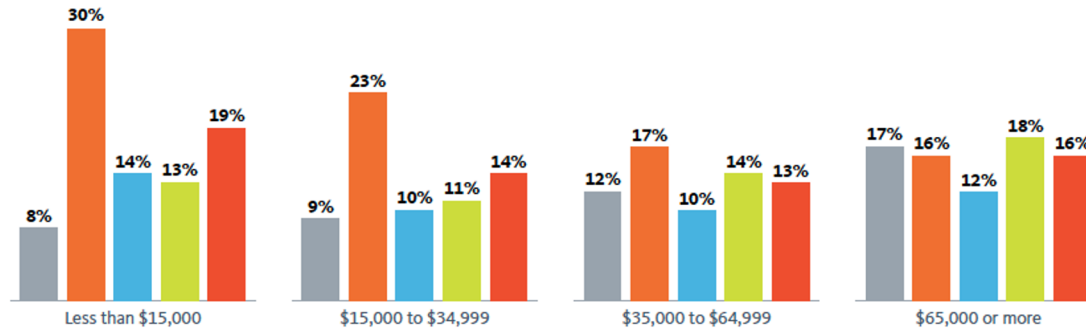




## Low-income Black workers are most likely to rely on public transportation for their commute.

Percent of Workers Using Public Transit by Race/Ethnicity and Earnings, Chicagoland Region, 2018

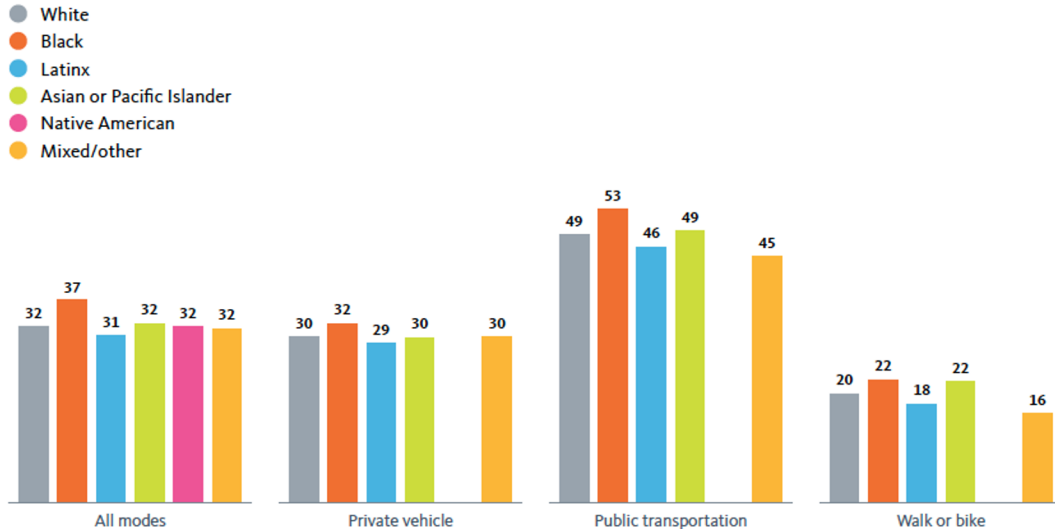
- White
- Black
- Latinx
- Asian or Pacific Islander
- People of color



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

## Black workers using public transportation face the highest average travel times to work.

Average Travel Time to Work, in Minutes, by Race/Ethnicity and Mode, Chicagoland Region, 2018

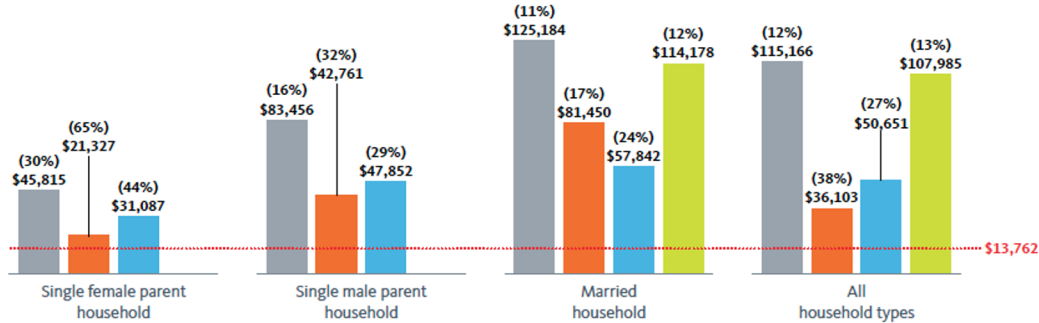


Source: Authors' analysis of data from 2018 5-year American Community Survey microdata from IPUMS USA. Note: Universe includes persons age 16 or older who worked outside the home during the week prior to the survey. Data reflect a 2014-2018 average; data for certain racial/ethnic groups and transit modes are not included because of small sample size.

## Childcare places a higher financial burden on Black and Latinx households.

### Median Income and Childcare Cost for Households with One Childcare-Aged Child, Chicagoland Region, 2018

- White
- Black
- Latinx
- Asian or Pacific Islander
- ..... Average cost for childcare
- (%) Childcare cost as % of income

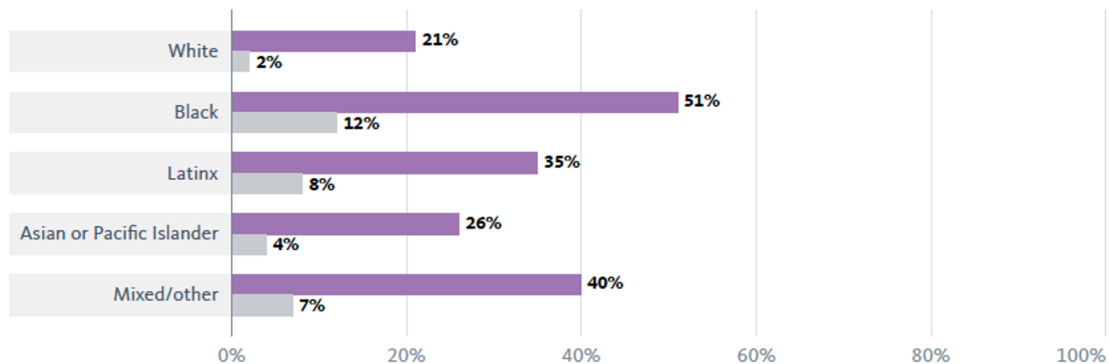


**Source:** Authors' analysis of data from the 2018 5-year American Community Survey microdata from IPUMS USA and estimates of childcare costs from Child Care Aware of America. **Note:** Universe includes households with one child under the age of five. Data is not reported for household types and racial/ethnic groups with insufficient sample sizes. Average annual cost of care at a daycare center for one infant child in Illinois in 2019 was \$13,762. Data on median household income reflects a 2014-2018 average. All values are in 2019 dollars.

## More than half of economically insecure Black workers receive cash assistance or SNAP benefits.

### Working Households Receiving Cash Assistance or SNAP Benefits by Race/Ethnicity, Chicagoland Region, 2018

- Below 200% of poverty
- At or above 200% of poverty

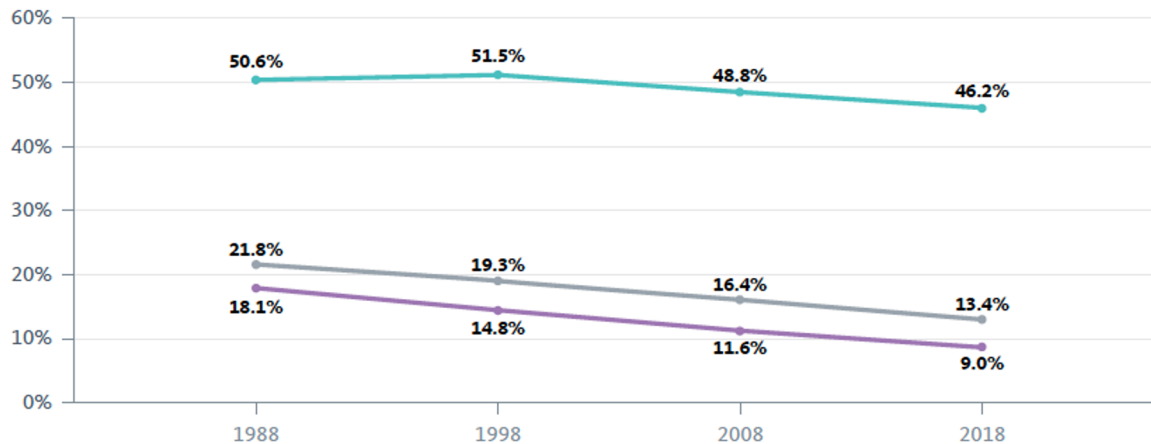


**Source:** Authors' analysis of 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized householders ages 25-64 who worked during the year prior to the survey. Receipt of cash assistance or SNAP benefits is based on anyone in the household receiving them during the year prior to the survey. Data reflect a 2014-2018 average. Data for Native American households cannot be included because of small sample size.

## Union membership has declined since 1988.

### Union Membership by Sector, Chicago Metropolitan Region, 1988-2018

- Private sector
- Public sector
- All



**Source:** Authors' analysis of data from Unionstats.com. **Note:** The particular set of counties included in the data for the Chicago metropolitan region varies over time, but always includes the key counties of Kane, Kendall, Cook, Dupage, McHenry, Will, and Lake Counties.

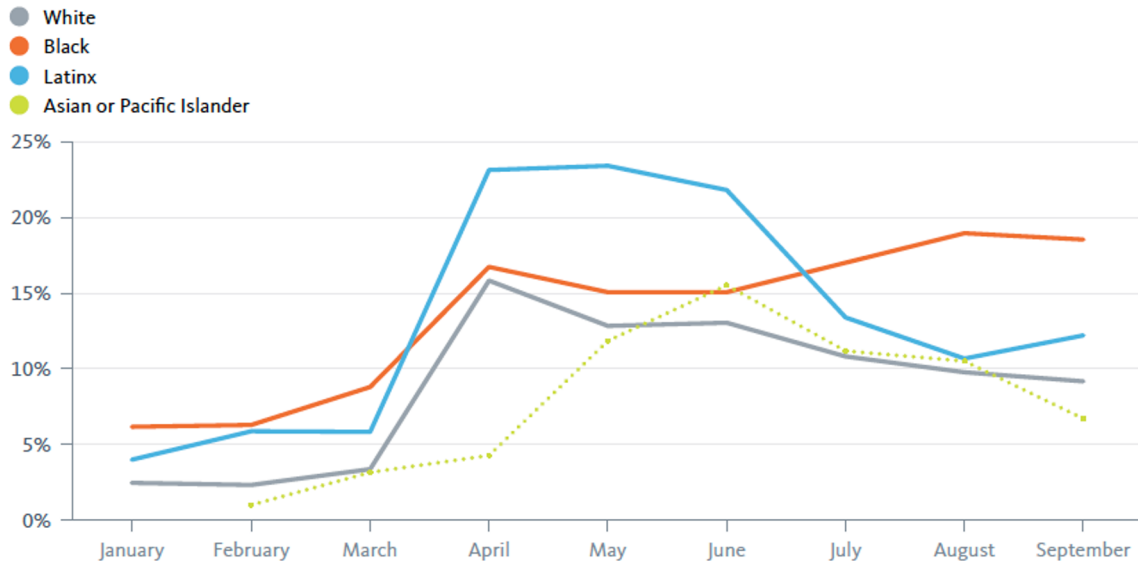
**THE WAVERING COVID-19  
RECOVERY IS LEAVING  
WORKERS OF COLOR  
BEHIND**





## Black and Latinx workers have experienced higher unemployment rates through the pandemic.

Unemployment Rates by Race/Ethnicity, Chicago Metropolitan Area, January to September 2020

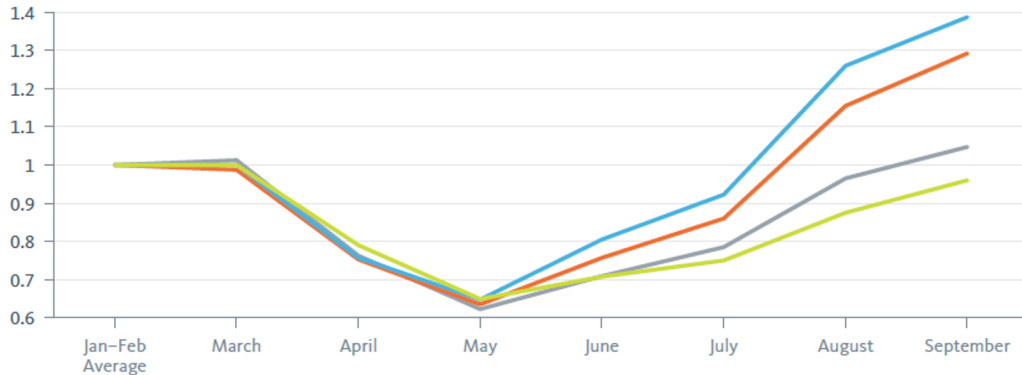


**Source:** Unemployment estimates for the Chicago Metropolitan Statistical Area from the Current Population Survey (CPS) microdata from IPUMS USA. **Note:** Dotted line denotes a two-month rolling average of unemployment rates due to small sample size.

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

Job Postings Relative to April Baseline by Pre-Crisis Occupational Demographics (Race/Ethnicity), Chicago Metropolitan Area, March–September 2020

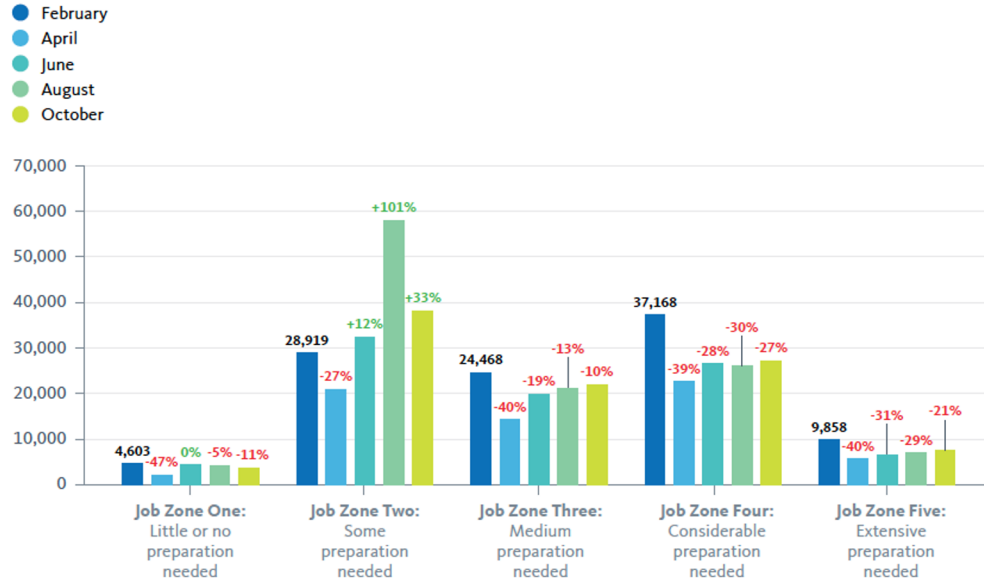
- White
- Black
- Latinx
- Asian or Pacific Islander



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 has been concentrated in jobs that require the least preparation and training. Postings for jobs that require greater preparation remain down significantly from the February baseline.

Monthly Job Postings by Degree of Preparation Required, Chicagoland Region, February to October 2020



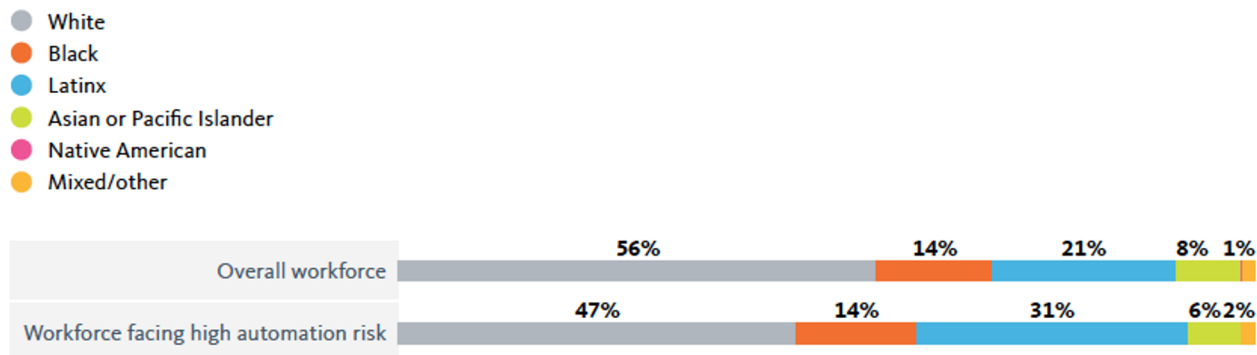
Source: Authors' analysis of Burning Glass Technologies data on monthly job postings, using O\*NET occupational classifications. Note: For more information on job zone definitions, see <https://www.onetonline.org/help/online/zones>.

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



## Latinx workers are particularly overrepresented in automation-vulnerable jobs.

### Automation Risk by Race/Ethnicity, Chicago Metropolitan Region, 2018

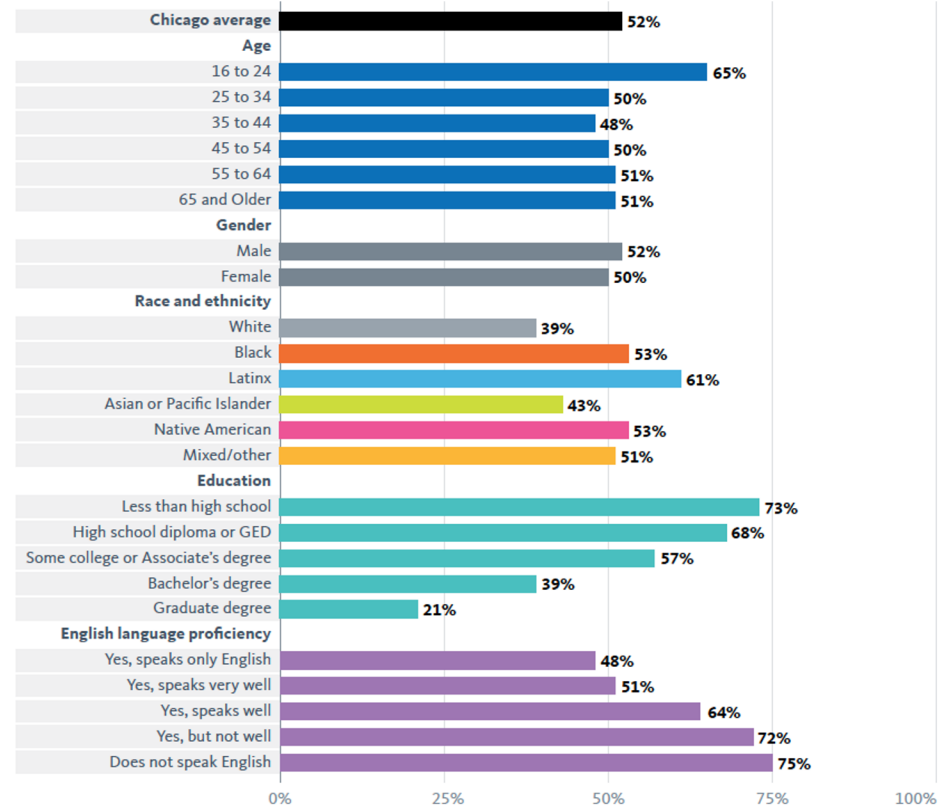


**Sources:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA and automation scores from "The Future of Employment: How Susceptible Are Jobs to Computerisation?" (Carl Benedikt Frey and Michael A. Osborne, 2013). **Note:** Universe includes the employed civilian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

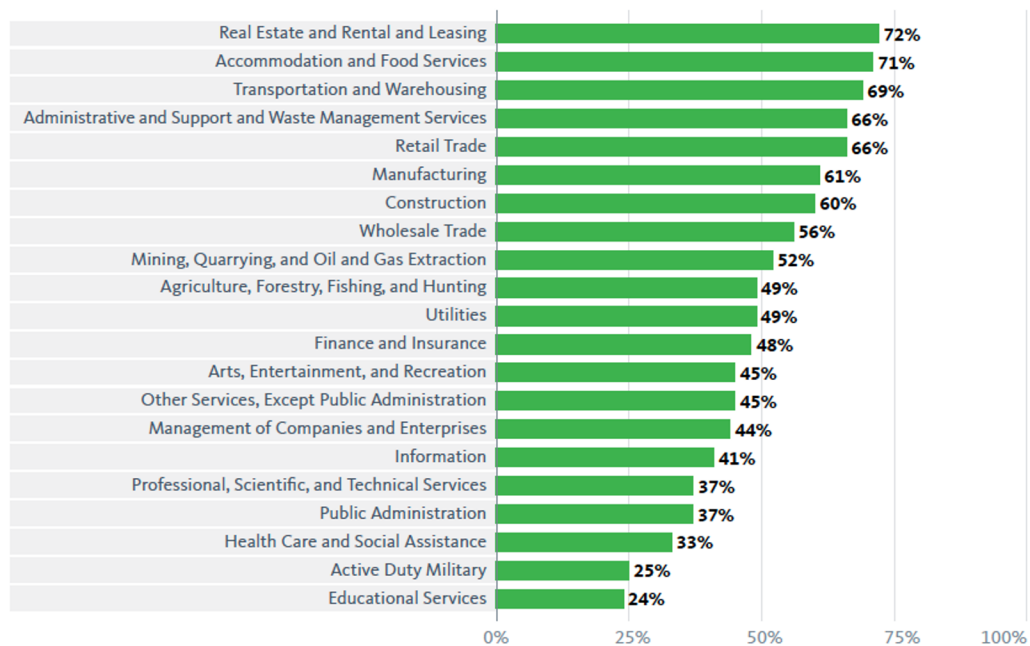
## Workers of color, those with less than a high school diploma, and non-English speakers are most vulnerable to automation-driven job disruption.

### Automation Vulnerability by Worker Characteristics, Chicago Metropolitan Area, 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, Chicago Metropolitan Region, 2018



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



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

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

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

**Indicators**

**Research**

**Data in Action**

**INDICATOR**  
Racial Equity Index Summary

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

**EVENT**  
August 2020: Unlocking the Insights of Disaggregated Data

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# About Burning Glass Technologies

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

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

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

**3.4 million**

Active unique jobs collected daily

**50,000**

Sources across the web - job boards and corporate sites

**>1 million**

Firms represented, from large corporations to SME's



**80%**

Deduplication ensuring integrity and consistency

**300 million**

Resumes processed per annum

**>1 billion**

Historical job market records

## Dynamic Labor Market Taxonomy

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