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## **FOREIGN-BORN WORKERS: LABOR FORCE CHARACTERISTICS — 2019**

The unemployment rate for foreign-born persons in the United States was 3.1 percent in 2019, down from 3.5 percent in 2018, the U.S. Bureau of Labor Statistics reported today. The jobless rate of native-born persons was 3.8 percent in 2019, down from 4.0 percent in 2018.

Data on nativity are collected as part of the Current Population Survey (CPS), a monthly sample survey of approximately 60,000 households. The foreign born are persons who reside in the United States but who were not U.S. citizens at birth. Specifically, they were born outside the United States (or one of its outlying areas such as Puerto Rico or Guam), and neither parent was a U.S. citizen. The foreign born include legally-admitted immigrants, refugees, temporary residents such as students and temporary workers, and undocumented immigrants. However, the survey does not separately identify persons in these categories. For further information about the survey, see the Technical Note in this news release.

### **Highlights from the 2019 data:**

- In 2019, there were 28.4 million foreign-born persons in the U.S. labor force, comprising 17.4 percent of the total. (See table 1.)
- Hispanics continued to account for nearly half of the foreign-born labor force in 2019, and Asians accounted for one-quarter. (See table 1.) (Data in this news release for persons who are White, Black, or Asian do not include those of Hispanic or Latino ethnicity. Data on persons of Hispanic or Latino ethnicity are presented separately.)
- Foreign-born men were more likely to participate in the labor force than native-born men (78.0 percent compared with 67.4 percent), while foreign-born women were less likely to participate in the labor force than native-born women (54.8 percent compared with 57.9 percent). (See table 1.)
- Foreign-born workers were more likely than native-born workers to be employed in service occupations; natural resources, construction, and maintenance occupations; and production, transportation, and material moving occupations. Foreign-born workers were less likely than native-born workers to be employed in management, professional, and related occupations and in sales and office occupations. (See table 4.)
- The median usual weekly earnings of foreign-born full-time wage and salary workers were \$800 in 2019, compared with \$941 for their native-born counterparts. (See table 5.) (Differences in earnings

reflect a variety of factors, including variations in the distributions of foreign-born and native-born workers by educational attainment, occupation, industry, and geographic region.)

## **Demographic Characteristics**

The demographic composition of the foreign-born labor force differs from that of the native-born labor force. In 2019, men accounted for 57.2 percent of the foreign-born labor force, compared with 52.1 percent of the native-born labor force. By age, the proportion of the foreign-born labor force made up of 25- to 54-year-olds (72.5 percent) was higher than for the native-born labor force (61.8 percent). Labor force participation is typically highest among persons in that age bracket. (See table 1.)

In 2019, nearly half (47.6 percent) of the foreign-born labor force was Hispanic, and one-quarter (25.3 percent) was Asian. In 2019, Hispanics and Asians made up much lower percentages of the native-born labor force, at 11.5 percent and 2.2 percent, respectively. About 16.4 percent of the foreign-born labor force was White and 9.6 percent was Black, compared with 71.1 percent and 12.3 percent, respectively, of the native-born labor force.

In terms of educational attainment, the proportion of the foreign-born labor force age 25 and over that had not completed high school was 20.4 percent in 2019, much higher than the figure for the native-born labor force, at 3.9 percent. The foreign born were less likely than the native born to have some college or an associate degree—16.2 percent compared with 28.6 percent. The proportions for foreign-born and native-born high school graduates (24.9 percent compared with 25.5 percent) and those with a bachelor's degree or higher (38.6 percent compared with 42.0 percent) were more similar.

## **Labor Force**

In 2019, the share of the U.S. civilian labor force that was foreign born was 17.4 percent, the same as in 2018. (See table 1.) The share of the U.S. civilian labor force that was foreign born was 13.3 percent in 2000.

In 2019, the labor force participation rate of the foreign born edged up to 66.0 percent from 65.7 percent in the prior year. The participation rate for the native born increased to 62.5 percent in 2019 from 62.3 percent in 2018.

Foreign-born men continued to participate in the labor force at a considerably higher rate (78.0 percent) in 2019 than their native-born counterparts (67.4 percent). In contrast, 54.8 percent of foreign-born women were labor force participants, somewhat lower than the rate of 57.9 percent for native-born women.

Labor force participation rates for the foreign-born varied across the major race and ethnicity groups in 2019, ranging from 60.3 percent for foreign-born Whites to 70.8 percent for foreign-born Blacks. Participation rates for the native born showed less variation across race and ethnicity groups, ranging from 61.1 percent for native-born Blacks to 65.4 percent for native-born Hispanics. Across all race and ethnicity groups, participation rates showed little or no change from 2018 to 2019 for both the foreign born and the native born, except for native-born Hispanics, whose rate increased from 64.5 percent to 65.4 percent.

In 2019, foreign-born mothers with children under age 18 were less likely to be labor force participants than native-born mothers—61.7 percent compared with 75.5 percent. Labor force participation differences between foreign-born and native-born mothers were greater among those with younger children than among those with older children. Among women with children under age 6, the participation rate for foreign-born mothers was 52.6 percent, 17.7 percentage points below that for native-born mothers, at 70.3 percent. In comparison, the labor force participation rate of foreign-born mothers with children ages 6 to 17 (68.0 percent) was 11.6 percentage points lower than that for native-born mothers with children ages 6 to 17 (79.6 percent). The labor force participation rates of foreign-born and native-born fathers with children under age 18 were similar, at 93.9 percent and 93.2 percent, respectively. (See table 2.)

By region, the foreign born made up a larger share of the labor force in the West (23.5 percent) and in the Northeast (20.2 percent) in 2019 than for the nation as a whole (17.4 percent). In contrast, the foreign born made up a smaller share of the labor force than for the nation as a whole in the South (16.5 percent) and the Midwest (9.7 percent). (See table 6.)

## **Unemployment**

The unemployment rate of the foreign born declined from 3.5 percent to 3.1 percent from 2018 to 2019, and the jobless rate for the native born decreased from 4.0 percent to 3.8 percent. For both the foreign born and the native born, the 2019 jobless rates were the lowest in the history of the series (which date back to January 1996, when data for these series first became available on a regular basis). The over-the-year decrease in the unemployment rates of the foreign born and the native born reflected decreases in the rates for both men and women. In 2019, the unemployment rates for foreign-born men and women were 2.7 percent and 3.7 percent, compared with 4.0 percent and 3.6 percent for native-born men and women. (See table 1.)

For both the foreign born and the native born, jobless rates vary considerably by race and ethnicity. Among the foreign born, Blacks had the highest unemployment rate in 2019 (4.1 percent), followed by Hispanics (3.4 percent), Whites (2.9 percent), and Asians (2.4 percent). Among the native born, Blacks also had the highest jobless rate (6.5 percent), followed by Hispanics (5.1 percent), Asians (3.3 percent), and Whites (3.0 percent).

## **Occupation**

In 2019, foreign-born workers continued to be more likely than native-born workers to be employed in service occupations (22.5 percent compared with 16.0 percent); natural resources, construction, and maintenance occupations (13.4 percent compared with 8.2 percent); and production, transportation, and material moving occupations (14.7 percent compared with 11.2 percent). Foreign-born workers were less likely than native-born workers to be employed in management, professional, and related occupations (33.9 percent compared with 42.2 percent) and in sales and office occupations (15.5 percent compared with 22.4 percent). (See table 4.)

In 2019, employed foreign-born men and women were more likely than their native-born counterparts to work in service occupations; natural resources, construction, and maintenance occupations; and production, transportation, and material moving occupations. Among employed men, the disparity was especially great in natural resources, construction, and maintenance occupations—21.8 percent of the foreign born worked in this occupational field, compared with 15.0 percent of the native born. The

occupational disparity for women was pronounced in service occupations—31.4 percent of the foreign born worked in that occupation group, compared with 19.0 percent of the native born. By contrast, employed native-born men and women were more likely than their foreign-born counterparts to work in management, professional, and related occupations and in sales and office occupations.

## **Earnings**

In 2019, median usual weekly earnings of foreign-born, full-time wage and salary workers (\$800) were 85.0 percent of the earnings of their native-born counterparts (\$941). Among men, median weekly earnings for the foreign born (\$863) were 82.8 percent of the earnings of the native born (\$1,042). Median earnings for foreign-born women (\$719) were 85.5 percent of the earnings of native-born women (\$841). (See table 5.) Differences in earnings reflect a variety of factors, including variations in the distributions of foreign-born and native-born workers by educational attainment, occupation, industry, and geographic region.

Among the major race and ethnicity groups, Hispanic foreign-born full-time wage and salary workers earned 86.7 percent as much as their native-born counterparts in 2019. For Black and Asian workers, earnings for the foreign born and the native born were similar (less than a 3 percent difference for both groups), while White foreign-born workers earned 12.3 percent more than their native-born counterparts.

The earnings of both foreign-born and native-born workers increase with education. In 2019, foreign-born workers age 25 and over with less than a high school diploma earned \$577 per week, while those with a bachelor's degree and higher earned about 2.5 times as much—\$1,418 per week. Among the native born, those with a bachelor's degree and higher earned 2.2 times as much as those with less than a high school diploma—\$1,360 compared with \$617 per week.

Native-born workers earn more than the foreign born at most educational attainment levels. For example, among high school graduates (no college), full-time workers who were foreign born (\$675) earned 88.1 percent as much as their native-born counterparts (\$766) in 2019. However, among those with a bachelor's degree and higher, the earnings of foreign-born workers (\$1,418) were slightly higher than the earnings of native-born workers (\$1,360).

# Technical Note

The estimates in this release are based on annual average data from the Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 eligible households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over. In response to the increased demand for statistical information about the foreign born, questions on nativity, citizenship, year of entry into the United States, and the parental nativity of respondents were added to the CPS beginning in January 1994. Prior to 1994, the primary sources of data on the foreign born were the decennial census, two CPS supplements (conducted in April 1983 and November 1989), and, to some extent, information collected by the U.S. Citizenship and Immigration Services (formerly known as the Immigration and Naturalization Service).

The foreign- and native-born data presented in this release are not strictly comparable with data for earlier years due to the introduction of updated population estimates, or controls, used in the CPS. The population controls are updated each year in January to reflect the latest information about population change. Additional information is available from the BLS website at [www.bls.gov/cps/documentation.htm#pop](http://www.bls.gov/cps/documentation.htm#pop).

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200, Federal Relay Service: (800) 877-8339.

## Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Additional information about the reliability of data from the CPS and estimating standard errors is available at [www.bls.gov/cps/documentation.htm#reliability](http://www.bls.gov/cps/documentation.htm#reliability).

## Definitions

Definitions of the principal terms used in this release are presented below.

*Foreign born.* The foreign born are persons residing in the United States who were not U.S. citizens at birth. That is, they were born outside the United States or one of its outlying areas such as Puerto Rico or Guam, to parents neither of whom was a U.S. citizen. The foreign-born population includes legally-admitted immigrants, refugees, temporary residents such as students and temporary workers, and undocumented immigrants. The survey data, however, do not separately identify the number of persons in these categories.

*Native born.* The native born are persons born in the United States or one of its outlying areas such as Puerto Rico or Guam or who were born abroad of at least one parent who was a U.S. citizen.

*Race and ethnicity groups.* In this release, the data are presented for non-Hispanic Whites, Blacks, and Asians and for persons of Hispanic or Latino ethnicity. These four groups are mutually exclusive but not exhaustive. Other race groups (including persons who selected more than one race category) are included in the overall totals but are not shown separately because the number of survey respondents is too small to develop statistically reliable estimates. The presentation of data on race and ethnicity in this release differs from that which appears in most analyses of CPS labor force data because persons of Hispanic or Latino ethnicity are separated from the race groups. Because persons of Hispanic or Latino ethnicity can be of any race, they are usually included in the race groups as well as shown separately in the Hispanic or Latino ethnicity group. The reason for the difference in the data presentation in this release is because about half of the foreign born are of Hispanic or Latino ethnicity and they have somewhat different labor force characteristics than the non-Hispanic foreign born.

*Employed.* Employed persons are all those who, during the survey reference week, (a) did any work at all as paid employees; (b) worked in their own business, profession, or on their own farm; or (c) worked 15 hours or more as unpaid workers in a family member's business. Persons who were temporarily absent from their jobs because of illness, bad weather, vacation, labor dispute, or another reason also are counted as employed.

*Unemployed.* The unemployed are those who had no employment during the reference week, were available for work at that time, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not be looking for work to be classified as unemployed.

*Civilian labor force.* The civilian labor force comprises all persons classified as employed or unemployed.

*Unemployment rate.* The unemployment rate is the number unemployed as a percent of the civilian labor force.

*Labor force participation rate.* The labor force participation rate is the labor force as a percent of the population.

*Usual weekly earnings.* Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Earnings reported on a basis other than weekly are converted to a weekly equivalent.

*Full-time wage and salary workers.* These are workers who usually work 35 hours or more per week at their sole or principal job and receive wages, salaries, and other types of compensation. The group includes employees in both the private and public sectors but, for purposes of the earnings series, excludes all self-employed persons, regardless of whether or not their businesses are incorporated.

*Median earnings.* The median earnings is the amount which divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median.

**Table 1. Employment status of the foreign-born and native-born populations by selected characteristics, 2018-2019 annual averages**  
 [Numbers in thousands]

Characteristic	2018						2019					
	Civilian noninstitutional population	Civilian labor force					Civilian noninstitutional population	Civilian labor force				
		Total	Participation rate	Employed	Unemployed			Total	Participation rate	Employed	Unemployed	
					Number	Unemployment rate					Number	Unemployment rate
<b>TOTAL</b>												
Total, 16 years and over.....	257,791	162,075	62.9	155,761	6,314	3.9	259,175	163,539	63.1	157,538	6,001	3.7
Men.....	124,678	86,096	69.1	82,698	3,398	3.9	125,353	86,687	69.2	83,460	3,227	3.7
Women.....	133,112	75,978	57.1	73,063	2,916	3.8	133,822	76,852	57.4	74,078	2,774	3.6
<b>FOREIGN BORN</b>												
Total, 16 years and over.....	42,898	28,202	65.7	27,217	986	3.5	42,990	28,390	66.0	27,502	888	3.1
Men.....	20,803	16,203	77.9	15,714	488	3.0	20,814	16,234	78.0	15,791	443	2.7
Women.....	22,095	12,000	54.3	11,502	497	4.1	22,176	12,156	54.8	11,711	446	3.7
<b>Age</b>												
16 to 24 years.....	3,443	1,761	51.2	1,638	124	7.0	3,330	1,735	52.1	1,619	116	6.7
25 to 34 years.....	7,946	6,092	76.7	5,877	215	3.5	7,665	5,917	77.2	5,726	191	3.2
35 to 44 years.....	9,499	7,520	79.2	7,302	219	2.9	9,361	7,459	79.7	7,273	187	2.5
45 to 54 years.....	8,715	7,044	80.8	6,844	200	2.8	8,878	7,219	81.3	7,018	201	2.8
55 to 64 years.....	6,542	4,425	67.6	4,255	170	3.8	6,699	4,585	68.5	4,450	135	3.0
65 years and over.....	6,754	1,360	20.1	1,301	58	4.3	7,057	1,475	20.9	1,416	59	4.0
<b>Race and Hispanic or Latino ethnicity<sup>1</sup></b>												
White non-Hispanic or Latino.....	7,837	4,676	59.7	4,517	160	3.4	7,710	4,651	60.3	4,515	136	2.9
Black non-Hispanic or Latino.....	3,786	2,682	70.8	2,560	122	4.6	3,837	2,716	70.8	2,606	110	4.1
Asian non-Hispanic or Latino.....	11,118	7,082	63.7	6,895	187	2.6	11,180	7,187	64.3	7,013	174	2.4
Hispanic or Latino ethnicity.....	19,683	13,457	68.4	12,950	507	3.8	19,753	13,506	68.4	13,046	460	3.4
<b>Educational attainment</b>												
Total, 25 years and over.....	39,455	26,441	67.0	25,579	862	3.3	39,660	26,655	67.2	25,883	773	2.9
Less than a high school diploma.....	9,616	5,607	58.3	5,378	229	4.1	9,494	5,432	57.2	5,217	214	3.9
High school graduates, no college <sup>2</sup> .....	10,127	6,629	65.5	6,415	214	3.2	9,983	6,632	66.4	6,454	178	2.7
Some college or associate degree.....	6,366	4,448	69.9	4,301	147	3.3	6,233	4,312	69.2	4,196	116	2.7
Bachelor's degree and higher <sup>3</sup> .....	13,347	9,758	73.1	9,485	273	2.8	13,950	10,280	73.7	10,015	264	2.6
<b>NATIVE BORN</b>												
Total, 16 years and over.....	214,892	133,872	62.3	128,544	5,328	4.0	216,185	135,148	62.5	130,036	5,112	3.8
Men.....	103,875	69,894	67.3	66,984	2,910	4.2	104,540	70,453	67.4	67,669	2,784	4.0
Women.....	111,018	63,979	57.6	61,560	2,418	3.8	111,645	64,696	57.9	62,367	2,328	3.6
<b>Age</b>												
16 to 24 years.....	34,561	19,223	55.6	17,539	1,684	8.8	34,418	19,358	56.2	17,703	1,654	8.5
25 to 34 years.....	36,635	30,682	83.8	29,447	1,235	4.0	37,211	31,274	84.0	30,081	1,193	3.8
35 to 44 years.....	31,071	26,099	84.0	25,315	784	3.0	31,599	26,598	84.2	25,854	743	2.8
45 to 54 years.....	32,525	26,267	80.8	25,529	738	2.8	31,566	25,713	81.5	25,024	689	2.7
55 to 64 years.....	35,572	22,929	64.5	22,310	619	2.7	35,542	23,018	64.8	22,443	575	2.5
65 years and over.....	44,529	8,673	19.5	8,404	269	3.1	45,848	9,188	20.0	8,931	257	2.8
<b>Race and Hispanic or Latino ethnicity<sup>1</sup></b>												
White non-Hispanic or Latino.....	154,396	95,991	62.2	92,952	3,038	3.2	154,457	96,132	62.2	93,210	2,922	3.0
Black non-Hispanic or Latino.....	27,076	16,484	60.9	15,355	1,129	6.8	27,105	16,566	61.1	15,497	1,069	6.5
Asian non-Hispanic or Latino.....	4,408	2,761	62.6	2,657	104	3.8	4,720	2,973	63.0	2,874	99	3.3
Hispanic or Latino ethnicity.....	23,051	14,879	64.5	14,063	816	5.5	23,754	15,547	65.4	14,759	788	5.1
<b>Educational attainment</b>												
Total, 25 years and over.....	180,332	114,650	63.6	111,005	3,644	3.2	181,767	115,791	63.7	112,333	3,458	3.0
Less than a high school diploma.....	12,635	4,671	37.0	4,323	347	7.4	12,132	4,544	37.5	4,224	320	7.0
High school graduates, no college <sup>2</sup> .....	52,465	29,382	56.0	28,135	1,247	4.2	52,476	29,530	56.3	28,383	1,146	3.9
Some college or associate degree.....	51,038	33,138	64.9	32,036	1,101	3.3	51,280	33,108	64.6	32,086	1,022	3.1
Bachelor's degree and higher <sup>3</sup> .....	64,193	47,459	73.9	46,511	949	2.0	65,878	48,609	73.8	47,640	969	2.0

<sup>1</sup> Data for race/ethnicity groups do not sum to totals because data are not presented for all races.

<sup>2</sup> Includes persons with a high school diploma or equivalent.

<sup>3</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Updated population controls are introduced annually with the release of January data.

**Table 2. Employment status of the foreign-born and native-born populations 16 years and over by presence and age of youngest child and sex, 2018-2019 annual averages**  
 [Numbers in thousands]

Characteristic	2018			2019		
	Total	Men	Women	Total	Men	Women
<b>FOREIGN BORN</b>						
<b>With own children under 18</b>						
Civilian noninstitutional population.....	15,770	7,446	8,324	15,499	7,341	8,159
Civilian labor force.....	12,062	6,984	5,078	11,926	6,891	5,035
Participation rate.....	76.5	93.8	61.0	76.9	93.9	61.7
Employed.....	11,675	6,815	4,860	11,574	6,735	4,840
Employment-population ratio.....	74.0	91.5	58.4	74.7	91.7	59.3
Unemployed.....	387	168	219	352	156	195
Unemployment rate.....	3.2	2.4	4.3	3.0	2.3	3.9
<b>With own children 6 to 17, none younger</b>						
Civilian noninstitutional population.....	8,948	4,120	4,827	8,938	4,127	4,810
Civilian labor force.....	7,127	3,824	3,303	7,093	3,820	3,273
Participation rate.....	79.7	92.8	68.4	79.4	92.5	68.0
Employed.....	6,904	3,733	3,171	6,880	3,724	3,157
Employment-population ratio.....	77.2	90.6	65.7	77.0	90.2	65.6
Unemployed.....	223	91	132	212	96	116
Unemployment rate.....	3.1	2.4	4.0	3.0	2.5	3.6
<b>With own children under 6</b>						
Civilian noninstitutional population.....	6,823	3,326	3,497	6,562	3,213	3,348
Civilian labor force.....	4,935	3,160	1,775	4,834	3,071	1,762
Participation rate.....	72.3	95.0	50.8	73.7	95.6	52.6
Employed.....	4,771	3,082	1,689	4,694	3,011	1,683
Employment-population ratio.....	69.9	92.7	48.3	71.5	93.7	50.3
Unemployed.....	164	77	87	139	60	79
Unemployment rate.....	3.3	2.4	4.9	2.9	2.0	4.5
<b>With own children under 3</b>						
Civilian noninstitutional population.....	3,720	1,828	1,892	3,566	1,774	1,792
Civilian labor force.....	2,589	1,732	857	2,566	1,695	871
Participation rate.....	69.6	94.8	45.3	72.0	95.5	48.6
Employed.....	2,504	1,695	809	2,495	1,664	831
Employment-population ratio.....	67.3	92.7	42.8	70.0	93.8	46.4
Unemployed.....	85	37	48	71	31	40
Unemployment rate.....	3.3	2.2	5.6	2.8	1.8	4.6
<b>With no own children under 18</b>						
Civilian noninstitutional population.....	27,128	13,357	13,771	27,491	13,473	14,018
Civilian labor force.....	16,140	9,219	6,921	16,464	9,343	7,121
Participation rate.....	59.5	69.0	50.3	59.9	69.3	50.8
Employed.....	15,542	8,899	6,643	15,927	9,056	6,871
Employment-population ratio.....	57.3	66.6	48.2	57.9	67.2	49.0
Unemployed.....	599	320	279	537	287	250
Unemployment rate.....	3.7	3.5	4.0	3.3	3.1	3.5
<b>NATIVE BORN</b>						
<b>With own children under 18</b>						
Civilian noninstitutional population.....	48,464	21,467	26,998	48,138	21,318	26,820
Civilian labor force.....	40,144	19,984	20,161	40,107	19,865	20,242
Participation rate.....	82.8	93.1	74.7	83.3	93.2	75.5
Employed.....	38,915	19,501	19,414	38,977	19,427	19,550
Employment-population ratio.....	80.3	90.8	71.9	81.0	91.1	72.9
Unemployed.....	1,229	483	746	1,130	438	692
Unemployment rate.....	3.1	2.4	3.7	2.8	2.2	3.4
<b>With own children 6 to 17, none younger</b>						
Civilian noninstitutional population.....	26,933	11,874	15,059	26,768	11,859	14,909
Civilian labor force.....	22,810	10,929	11,880	22,765	10,894	11,871
Participation rate.....	84.7	92.0	78.9	85.0	91.9	79.6
Employed.....	22,193	10,696	11,497	22,169	10,661	11,508
Employment-population ratio.....	82.4	90.1	76.3	82.8	89.9	77.2



**Table 2. Employment status of the foreign-born and native-born populations 16 years and over by presence and age of youngest child and sex, 2018-2019 annual averages — Continued**

[Numbers in thousands]

Characteristic	2018			2019		
	Total	Men	Women	Total	Men	Women
Unemployed.....	617	233	384	596	233	363
Unemployment rate.....	2.7	2.1	3.2	2.6	2.1	3.1
<b>With own children under 6</b>						
Civilian noninstitutional population.....	21,532	9,593	11,939	21,370	9,458	11,912
Civilian labor force.....	17,335	9,055	8,280	17,342	8,971	8,371
Participation rate.....	80.5	94.4	69.4	81.1	94.8	70.3
Employed.....	16,723	8,805	7,918	16,808	8,766	8,042
Employment-population ratio.....	77.7	91.8	66.3	78.7	92.7	67.5
Unemployed.....	612	249	363	534	204	329
Unemployment rate.....	3.5	2.8	4.4	3.1	2.3	3.9
<b>With own children under 3</b>						
Civilian noninstitutional population.....	12,556	5,623	6,933	12,464	5,571	6,894
Civilian labor force.....	9,932	5,328	4,605	9,941	5,300	4,641
Participation rate.....	79.1	94.8	66.4	79.8	95.1	67.3
Employed.....	9,576	5,174	4,401	9,626	5,173	4,453
Employment-population ratio.....	76.3	92.0	63.5	77.2	92.9	64.6
Unemployed.....	357	153	204	315	127	188
Unemployment rate.....	3.6	2.9	4.4	3.2	2.4	4.1
<b>With no own children under 18</b>						
Civilian noninstitutional population.....	166,428	82,408	84,020	168,047	83,222	84,825
Civilian labor force.....	93,728	49,910	43,818	95,042	50,588	44,453
Participation rate.....	56.3	60.6	52.2	56.6	60.8	52.4
Employed.....	89,629	47,483	42,146	91,060	48,242	42,817
Employment-population ratio.....	53.9	57.6	50.2	54.2	58.0	50.5
Unemployed.....	4,099	2,427	1,672	3,982	2,346	1,636
Unemployment rate.....	4.4	4.9	3.8	4.2	4.6	3.7

NOTE: Own children include sons, daughters, step-children, and adopted children. Not included are nieces, nephews, grandchildren, and other related and unrelated children. Updated population controls are introduced annually with the release of January data.

**Table 3. Employment status of the foreign-born and native-born populations 25 years and over by educational attainment, race, and Hispanic or Latino ethnicity, 2018-2019 annual averages**  
 [Numbers in thousands]

Characteristic	2018				2019			
	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>
<b>FOREIGN BORN</b>								
<b>White non-Hispanic or Latino</b>								
Civilian noninstitutional population.....	644	1,708	1,361	3,617	563	1,686	1,369	3,610
Civilian labor force.....	250	849	817	2,515	186	897	794	2,523
Participation rate.....	38.9	49.7	60.0	69.5	33.0	53.2	58.0	69.9
Employed.....	238	823	791	2,440	179	871	771	2,456
Employment-population ratio.....	36.9	48.2	58.1	67.5	31.9	51.7	56.3	68.0
Unemployed.....	12	26	27	75	6	25	22	67
Unemployment rate.....	4.9	3.1	3.3	3.0	3.4	2.8	2.8	2.7
<b>Black non-Hispanic or Latino</b>								
Civilian noninstitutional population.....	391	946	908	1,156	374	967	838	1,240
Civilian labor force.....	196	666	684	950	199	663	638	1,011
Participation rate.....	50.3	70.4	75.3	82.1	53.2	68.5	76.2	81.5
Employed.....	187	637	653	911	187	637	614	976
Employment-population ratio.....	47.8	67.4	71.9	78.8	49.9	65.9	73.3	78.7
Unemployed.....	10	28	31	38	12	26	24	36
Unemployment rate.....	4.9	4.2	4.5	4.0	6.1	3.9	3.8	3.5
<b>Asian non-Hispanic or Latino</b>								
Civilian noninstitutional population.....	1,015	1,955	1,402	5,844	1,079	1,829	1,318	6,096
Civilian labor force.....	403	1,145	934	4,257	410	1,062	878	4,478
Participation rate.....	39.7	58.6	66.7	72.8	38.0	58.1	66.6	73.5
Employed.....	393	1,121	910	4,152	399	1,044	857	4,378
Employment-population ratio.....	38.7	57.3	64.9	71.0	37.0	57.1	65.0	71.8
Unemployed.....	10	24	24	106	11	17	21	100
Unemployment rate.....	2.5	2.1	2.6	2.5	2.6	1.6	2.4	2.2
<b>Hispanic or Latino ethnicity</b>								
Civilian noninstitutional population.....	7,514	5,410	2,577	2,585	7,436	5,392	2,572	2,834
Civilian labor force.....	4,730	3,908	1,930	1,923	4,618	3,941	1,910	2,142
Participation rate.....	62.9	72.2	74.9	74.4	62.1	73.1	74.2	75.6
Employed.....	4,534	3,777	1,867	1,870	4,433	3,835	1,863	2,082
Employment-population ratio.....	60.3	69.8	72.4	72.4	59.6	71.1	72.4	73.5
Unemployed.....	196	131	63	53	184	106	47	59
Unemployment rate.....	4.1	3.4	3.2	2.7	4.0	2.7	2.5	2.8
<b>NATIVE BORN</b>								
<b>White non-Hispanic or Latino</b>								
Civilian noninstitutional population.....	7,423	37,857	37,328	52,012	7,075	37,579	37,225	53,021
Civilian labor force.....	2,641	20,379	23,507	37,817	2,550	20,377	23,175	38,437
Participation rate.....	35.6	53.8	63.0	72.7	36.0	54.2	62.3	72.5
Employed.....	2,479	19,670	22,855	37,117	2,399	19,725	22,570	37,726
Employment-population ratio.....	33.4	52.0	61.2	71.4	33.9	52.5	60.6	71.2
Unemployed.....	162	708	652	700	151	652	606	711
Unemployment rate.....	6.1	3.5	2.8	1.9	5.9	3.2	2.6	1.8
<b>Black non-Hispanic or Latino</b>								
Civilian noninstitutional population.....	2,427	7,487	6,713	5,555	2,315	7,571	6,820	5,708
Civilian labor force.....	782	4,340	4,571	4,259	759	4,326	4,632	4,373
Participation rate.....	32.2	58.0	68.1	76.7	32.8	57.1	67.9	76.6
Employed.....	684	4,029	4,324	4,146	668	4,035	4,427	4,256
Employment-population ratio.....	28.2	53.8	64.4	74.6	28.9	53.3	64.9	74.6
Unemployed.....	98	311	247	112	91	291	205	118
Unemployment rate.....	12.6	7.2	5.4	2.6	12.0	6.7	4.4	2.7
<b>Asian non-Hispanic or Latino</b>								
Civilian noninstitutional population.....	164	516	602	1,854	145	509	685	2,035

See footnotes at end of table.

**Table 3. Employment status of the foreign-born and native-born populations 25 years and over by educational attainment, race, and Hispanic or Latino ethnicity, 2018-2019 annual averages — Continued**

[Numbers in thousands]

Characteristic	2018				2019			
	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>
Civilian labor force.....	69	309	414	1,468	55	294	471	1,637
Participation rate.....	41.8	60.0	68.7	79.2	38.1	57.8	68.7	80.4
Employed.....	65	299	400	1,440	53	285	455	1,598
Employment-population ratio.....	39.7	58.0	66.4	77.7	36.3	56.0	66.5	78.5
Unemployed.....	4	10	14	28	3	9	15	39
Unemployment rate.....	5.1	3.4	3.3	1.9	4.9	3.2	3.3	2.4
<b>Hispanic or Latino ethnicity</b>								
Civilian noninstitutional population.....	2,223	5,227	4,903	3,613	2,215	5,446	5,004	3,858
Civilian labor force.....	1,023	3,531	3,624	2,989	1,042	3,698	3,790	3,157
Participation rate.....	46.0	67.6	73.9	82.7	47.0	67.9	75.7	81.8
Employed.....	954	3,369	3,487	2,900	978	3,559	3,646	3,081
Employment-population ratio.....	42.9	64.5	71.1	80.3	44.2	65.4	72.9	79.9
Unemployed.....	69	162	137	88	64	139	144	76
Unemployment rate.....	6.8	4.6	3.8	3.0	6.1	3.8	3.8	2.4

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Data for race/ethnicity groups do not sum to totals because data are not presented for all races. Updated population controls are introduced annually with the release of January data.

**Table 4. Employed foreign-born and native-born persons 16 years and over by occupation and sex, 2019 annual averages**  
 [Percent distribution]

Occupation	Foreign born			Native born		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	27,502	15,791	11,711	130,036	67,669	62,367
<b>Occupation as a percent of total employed</b>						
Total employed.....	100.0	100.0	100.0	100.0	100.0	100.0
Management, professional, and related occupations.....	33.9	32.0	36.4	42.2	38.3	46.5
Management, business, and financial operations occupations.....	13.1	13.5	12.6	18.0	19.1	16.7
Management occupations.....	9.2	10.4	7.6	12.6	14.4	10.7
Business and financial operations occupations.....	3.9	3.1	5.0	5.3	4.7	6.0
Professional and related occupations.....	20.8	18.5	23.8	24.2	19.2	29.8
Computer and mathematical occupations.....	5.2	6.6	3.2	3.0	4.3	1.6
Architecture and engineering occupations.....	2.3	3.3	1.1	2.0	3.4	0.6
Life, physical, and social science occupations.....	1.2	1.1	1.2	0.9	0.8	0.9
Community and social service occupations.....	1.0	0.7	1.4	1.9	1.1	2.7
Legal occupations.....	0.6	0.4	0.8	1.4	1.3	1.5
Education, training, and library occupations.....	3.8	2.1	6.0	6.5	3.2	10.0
Arts, design, entertainment, sports, and media occupations.....	1.5	1.4	1.6	2.2	2.1	2.3
Healthcare practitioners and technical occupations.....	5.2	2.8	8.5	6.3	2.9	10.1
Service occupations.....	22.5	15.9	31.4	16.0	13.2	19.0
Healthcare support occupations.....	2.6	0.6	5.2	2.3	0.6	4.3
Protective service occupations.....	0.9	1.3	0.4	2.2	3.3	1.0
Food preparation and serving related occupations.....	6.7	6.0	7.7	5.0	4.2	5.9
Building and grounds cleaning and maintenance occupations.....	7.6	6.3	9.4	2.8	3.5	2.1
Personal care and service occupations.....	4.8	1.7	8.8	3.6	1.6	5.7
Sales and office occupations.....	15.5	12.0	20.2	22.4	16.6	28.6
Sales and related occupations.....	7.7	7.3	8.3	10.3	10.1	10.6
Office and administrative support occupations.....	7.8	4.7	11.9	12.0	6.5	18.0
Natural resources, construction, and maintenance occupations.....	13.4	21.8	2.0	8.2	15.0	0.9
Farming, fishing, and forestry occupations.....	1.7	2.0	1.2	0.5	0.8	0.2
Construction and extraction occupations.....	9.1	15.3	0.7	4.5	8.3	0.3
Installation, maintenance, and repair occupations.....	2.6	4.4	0.2	3.2	5.9	0.3
Production, transportation, and material moving occupations.....	14.7	18.2	10.0	11.2	16.9	5.0
Production occupations.....	7.2	7.6	6.6	5.1	7.3	2.7
Transportation and material moving occupations.....	7.5	10.6	3.4	6.1	9.7	2.3

NOTE: Updated population controls are introduced annually with the release of January data.

**Table 5. Median usual weekly earnings of full-time wage and salary workers for the foreign born and native born by selected characteristics, 2018-2019 annual averages**  
 [Numbers in thousands]

Characteristic	2018					2019				
	Foreign born		Native born		Earnings of foreign born as percent of native born	Foreign born		Native born		Earnings of foreign born as percent of native born
	Number	Median weekly earnings	Number	Median weekly earnings		Number	Median weekly earnings	Number	Median weekly earnings	
Total, 16 years and over.....	20,627	\$758	94,939	\$910	83.3	21,007	\$800	96,576	\$941	85.0
Men.....	12,469	815	51,673	1,007	80.9	12,584	863	52,423	1,042	82.8
Women.....	8,158	678	43,266	810	83.7	8,423	719	44,154	841	85.5
<b>AGE</b>										
16 to 24 years.....	993	522	9,436	551	94.7	987	564	9,778	583	96.7
25 to 34 years.....	4,668	752	24,207	819	91.8	4,682	797	24,894	854	93.3
35 to 44 years.....	5,803	802	20,648	1,035	77.5	5,704	864	21,078	1,083	79.8
45 to 54 years.....	5,215	779	20,351	1,059	73.6	5,491	815	19,899	1,102	74.0
55 to 64 years.....	3,154	774	16,430	1,035	74.8	3,293	815	16,773	1,065	76.5
65 years and over.....	795	733	3,867	977	75.0	850	749	4,155	964	77.7
<b>RACE AND HISPANIC OR LATINO ETHNICITY<sup>1</sup></b>										
White non-Hispanic or Latino.....	3,135	1,083	67,771	986	109.8	3,203	1,141	68,143	1,016	112.3
Black non-Hispanic or Latino.....	2,023	699	12,109	697	100.3	2,089	749	12,353	735	101.9
Asian non-Hispanic or Latino.....	5,387	1,129	2,041	1,065	106.0	5,466	1,198	2,218	1,168	102.6
Hispanic or Latino ethnicity.....	9,852	621	10,445	741	83.8	10,008	658	11,219	759	86.7
<b>EDUCATIONAL ATTAINMENT</b>										
Total, 25 years and over.....	19,635	775	85,503	965	80.3	20,020	819	86,798	999	82.0
Less than a high school diploma.....	4,097	535	2,902	578	92.6	4,038	577	2,972	617	93.5
High school graduates, no college <sup>2</sup> ...	4,879	632	21,358	754	83.8	4,950	675	21,806	766	88.1
Some college or associate degree... ..	3,125	755	24,350	837	90.2	3,093	779	24,185	868	89.7
Bachelor's degree and higher <sup>3</sup> .....	7,534	1,362	36,893	1,309	104.0	7,939	1,418	37,834	1,360	104.3

<sup>1</sup> Data for race/ethnicity groups do not sum to totals because data are not presented for all races.

<sup>2</sup> Includes persons with a high school diploma or equivalent.

<sup>3</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Updated population controls are introduced annually with the release of January data.

**Table 6. Employment status of the foreign-born and native-born populations 16 years and over by census region and division, 2018-2019 annual averages**  
 [Numbers in thousands]

Census region and division	2018						2019					
	Civilian noninstitutional population	Civilian labor force					Civilian noninstitutional population	Civilian labor force				
		Total	Participation rate	Employed	Unemployed			Total	Participation rate	Employed	Unemployed	
				Number	Unemployment rate				Number	Unemployment rate		
<b>FOREIGN BORN</b>												
Northeast.....	8,914	5,787	64.9	5,576	212	3.7	8,882	5,778	65.1	5,601	177	3.1
New England.....	1,976	1,372	69.4	1,318	54	3.9	1,976	1,379	69.8	1,335	44	3.2
Middle Atlantic.....	6,938	4,416	63.6	4,258	158	3.6	6,906	4,399	63.7	4,266	133	3.0
South.....	14,562	9,719	66.7	9,405	314	3.2	14,887	10,036	67.4	9,750	286	2.8
South Atlantic.....	8,633	5,766	66.8	5,583	183	3.2	8,913	6,016	67.5	5,836	181	3.0
East South Central.....	748	510	68.2	492	18	3.6	733	496	67.7	483	13	2.6
West South Central....	5,181	3,443	66.5	3,330	113	3.3	5,242	3,523	67.2	3,431	92	2.6
Midwest.....	4,907	3,289	67.0	3,178	111	3.4	4,967	3,400	68.5	3,298	102	3.0
East North Central....	3,584	2,351	65.6	2,273	78	3.3	3,695	2,485	67.3	2,412	73	2.9
West North Central....	1,323	938	70.9	905	33	3.5	1,272	915	71.9	886	29	3.2
West.....	14,515	9,407	64.8	9,058	349	3.7	14,254	9,176	64.4	8,853	323	3.5
Mountain.....	2,766	1,850	66.9	1,788	62	3.3	2,683	1,795	66.9	1,738	58	3.2
Pacific.....	11,749	7,558	64.3	7,270	287	3.8	11,571	7,381	63.8	7,115	266	3.6
<b>NATIVE BORN</b>												
Northeast.....	36,657	22,937	62.6	21,996	941	4.1	36,371	22,881	62.9	21,993	888	3.9
New England.....	10,143	6,721	66.3	6,488	232	3.5	10,195	6,740	66.1	6,530	210	3.1
Middle Atlantic.....	26,513	16,217	61.2	15,508	709	4.4	26,175	16,141	61.7	15,463	679	4.2
South.....	82,746	50,181	60.6	48,209	1,972	3.9	83,418	50,697	60.8	48,848	1,849	3.6
South Atlantic.....	43,140	26,161	60.6	25,162	999	3.8	43,404	26,361	60.7	25,449	912	3.5
East South Central....	14,224	8,289	58.3	7,954	335	4.0	14,317	8,475	59.2	8,148	327	3.9
West South Central....	25,382	15,731	62.0	15,093	638	4.1	25,697	15,861	61.7	15,251	610	3.8
Midwest.....	48,821	31,589	64.7	30,415	1,174	3.7	48,918	31,707	64.8	30,548	1,159	3.7
East North Central....	33,510	21,324	63.6	20,452	872	4.1	33,484	21,273	63.5	20,440	833	3.9
West North Central....	15,311	10,265	67.0	9,963	301	2.9	15,433	10,435	67.6	10,109	326	3.1
West.....	46,669	29,164	62.5	27,923	1,241	4.3	47,478	29,863	62.9	28,648	1,215	4.1
Mountain.....	16,220	10,341	63.8	9,920	421	4.1	16,701	10,734	64.3	10,334	400	3.7
Pacific.....	30,449	18,824	61.8	18,003	820	4.4	30,777	19,129	62.2	18,314	815	4.3

NOTE: The states (plus the District of Columbia) that comprise the census divisions are: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont); Middle Atlantic (New Jersey, New York, and Pennsylvania); South Atlantic (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia); East South Central (Alabama, Kentucky, Mississippi, and Tennessee); West South Central (Arkansas, Louisiana, Oklahoma, and Texas); East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin); West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota); Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming); Pacific (Alaska, California, Hawaii, Oregon, and Washington). Updated population controls are introduced annually with the release of January data.