

# Employment trends by race/ethnicity in the U.S. Pacific Northwest

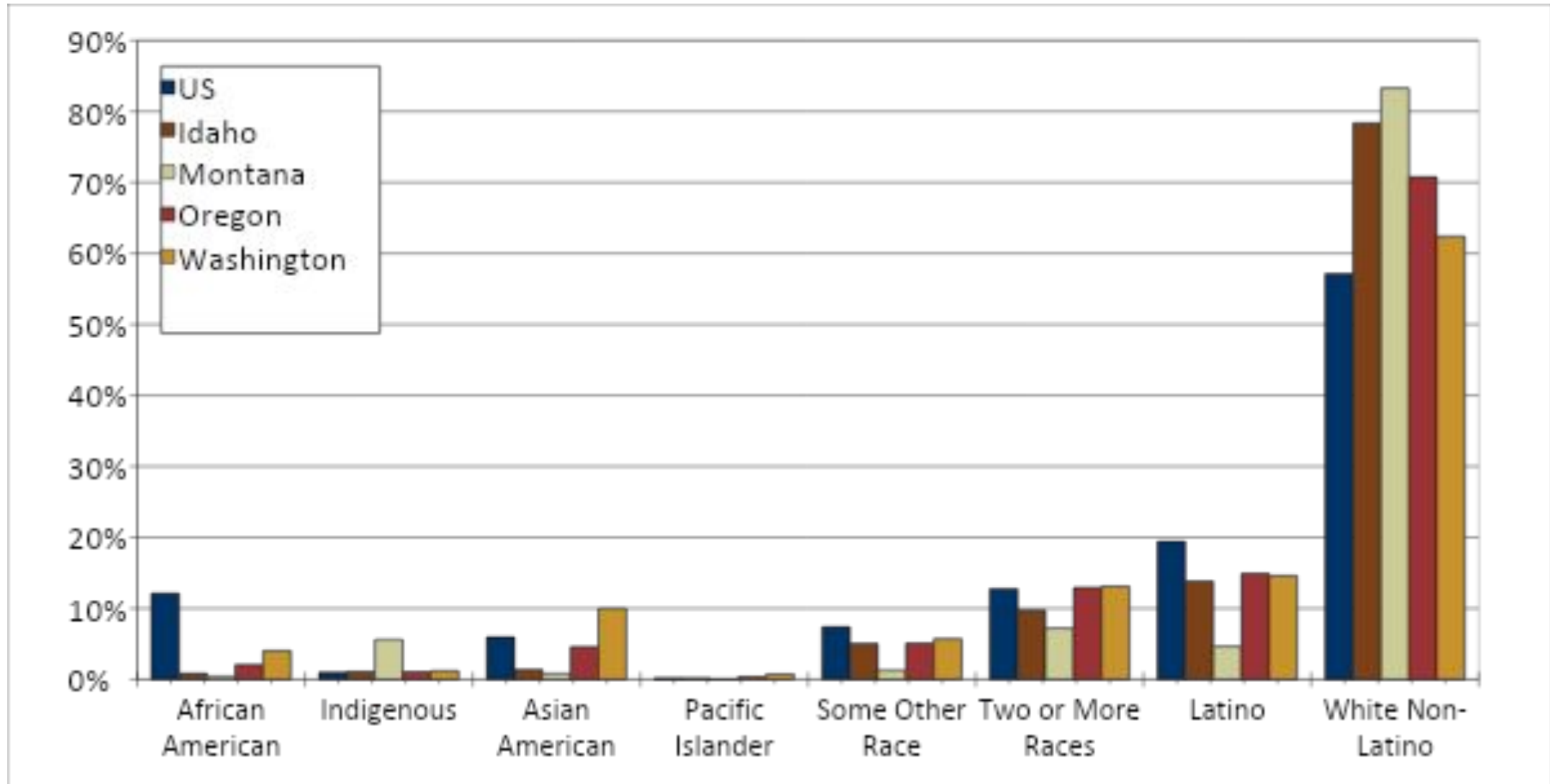
PNREC, May 2025

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# Categories used

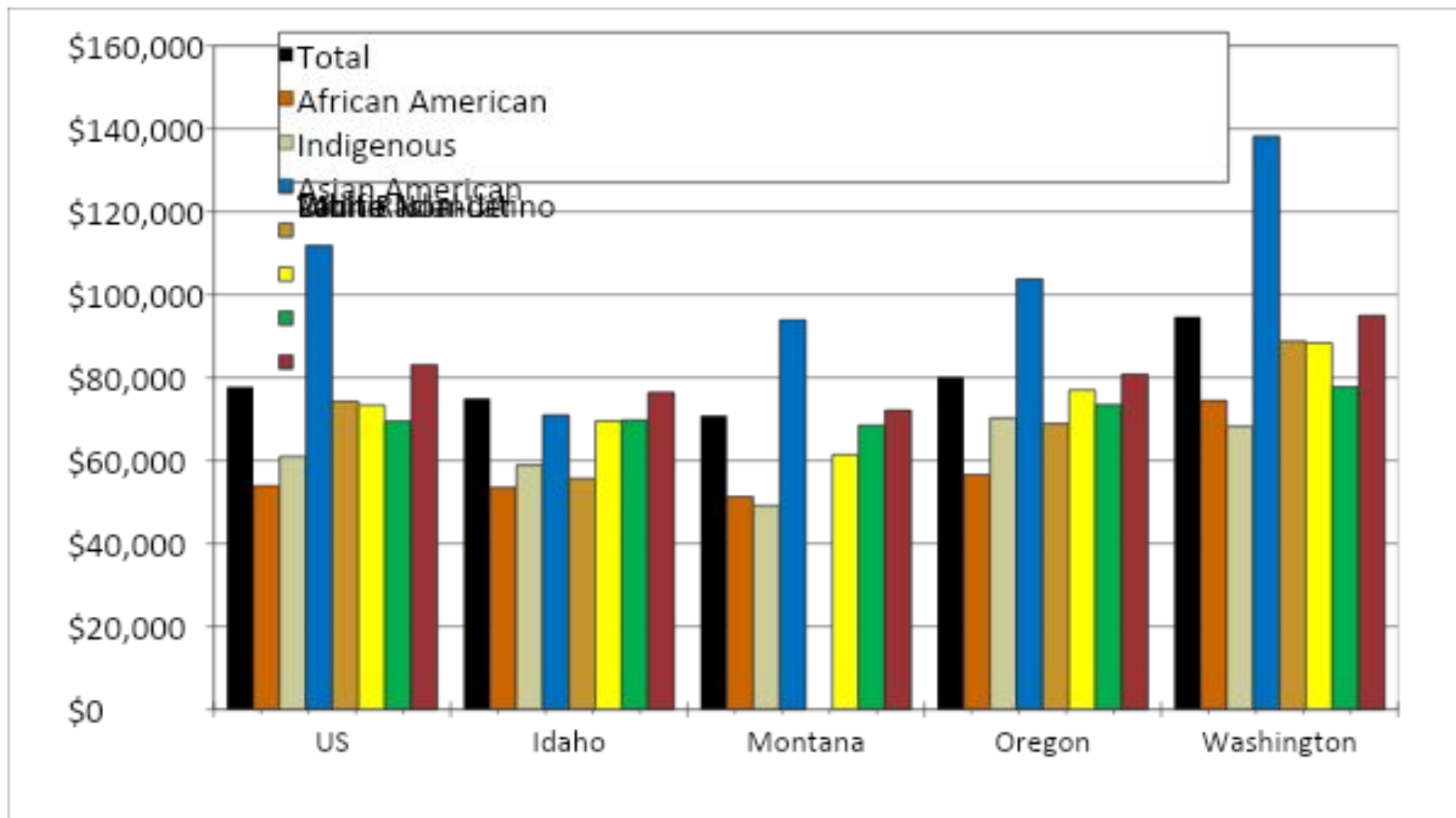
- White non-Hispanic (includes Middle East)
- Black/African-American
- Indigenous/Native American and Native Alaskan
- Asian American (does not include Middle East)
- Pacific Islander
- Multi-racial
- Hispanic/Latino
- *There will be some overlap*

# Population by Race/Ethnicity, 2023



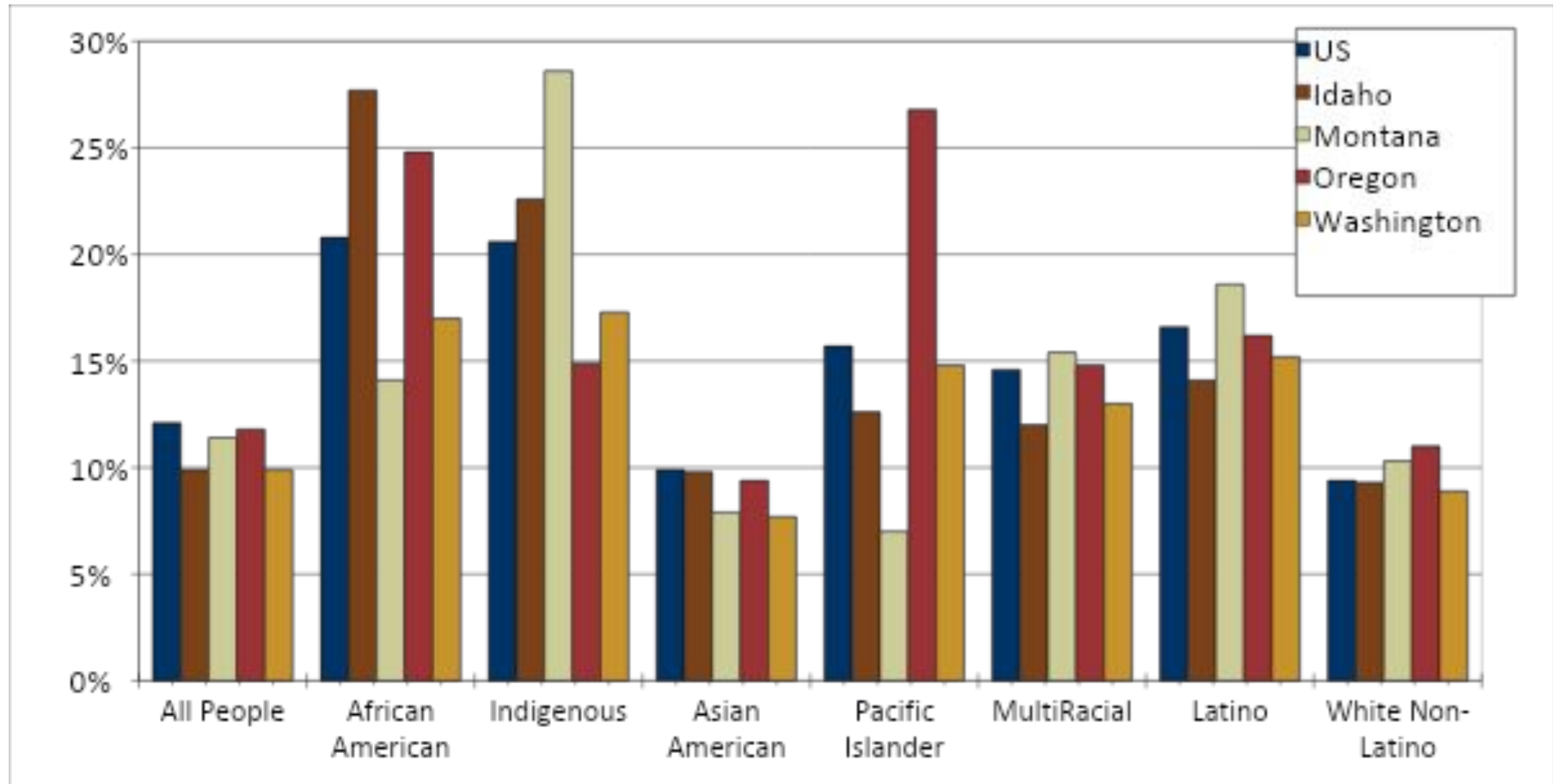
Source: ACS

# Median Household Income, 2023



Source: ACS

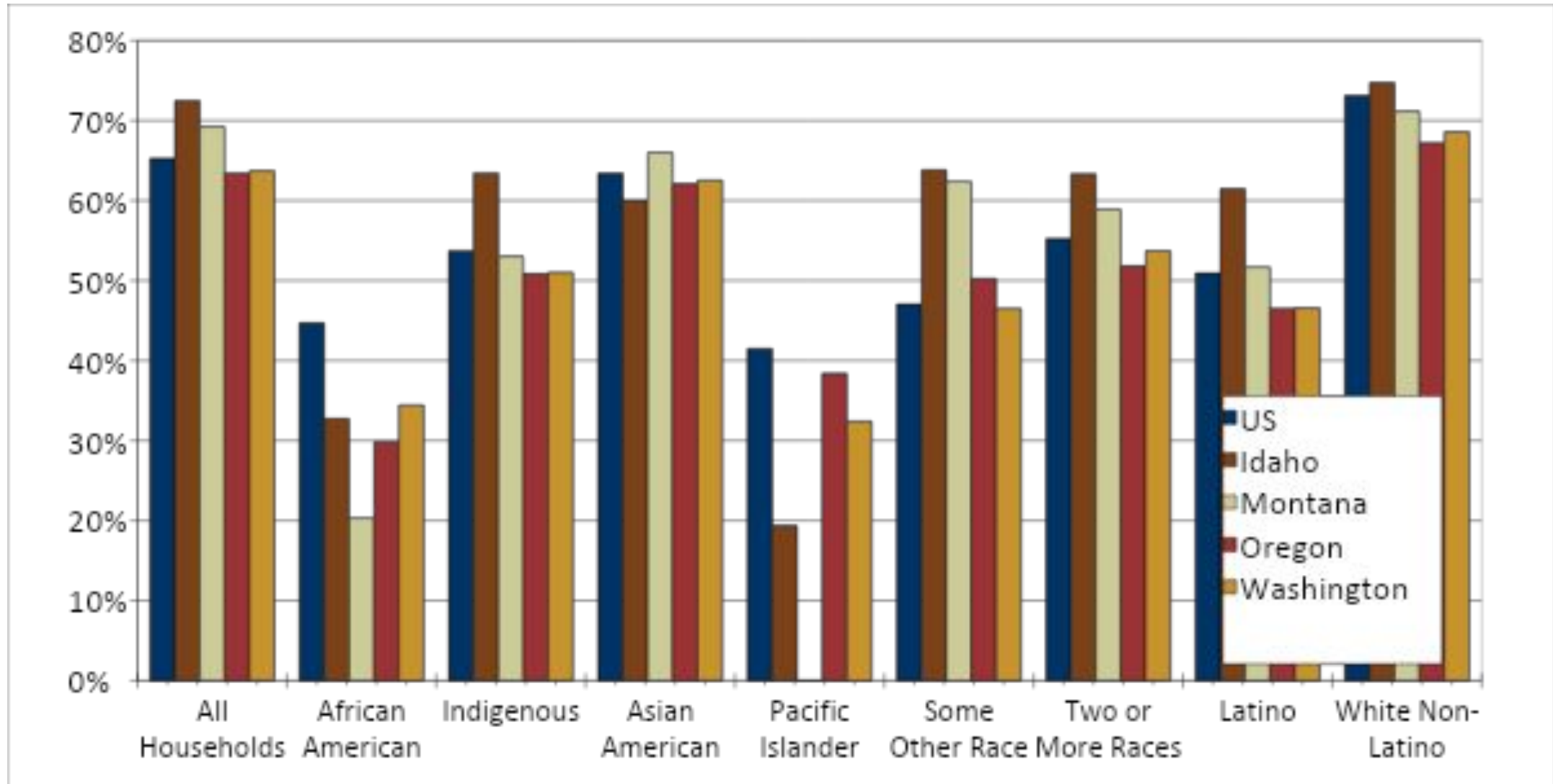
# Poverty Rates, 2023



Source: ACS

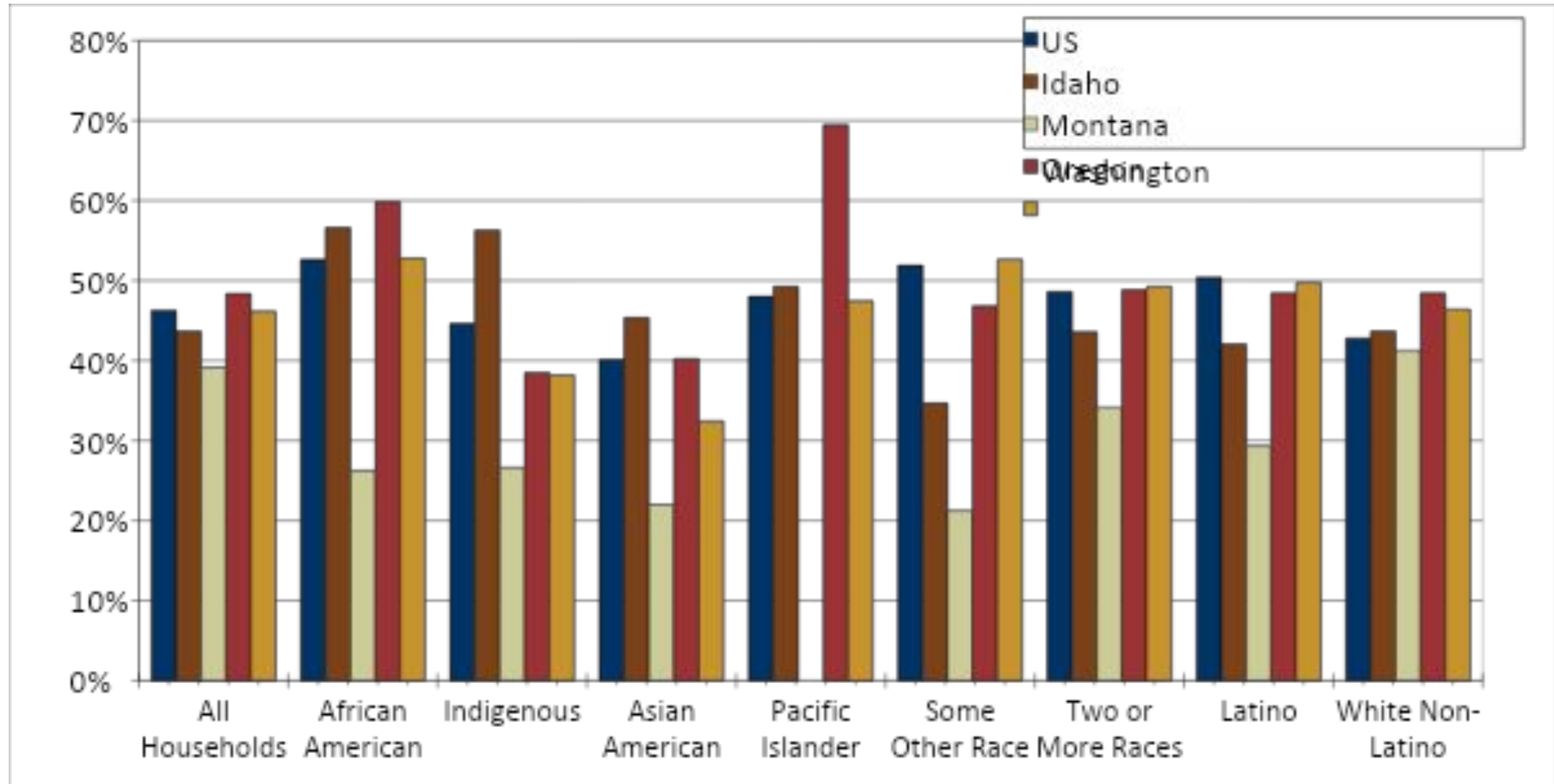
# Home Ownership by Race/Ethnicity, 2023

*The black-white homeownership gap has widened since 1990*



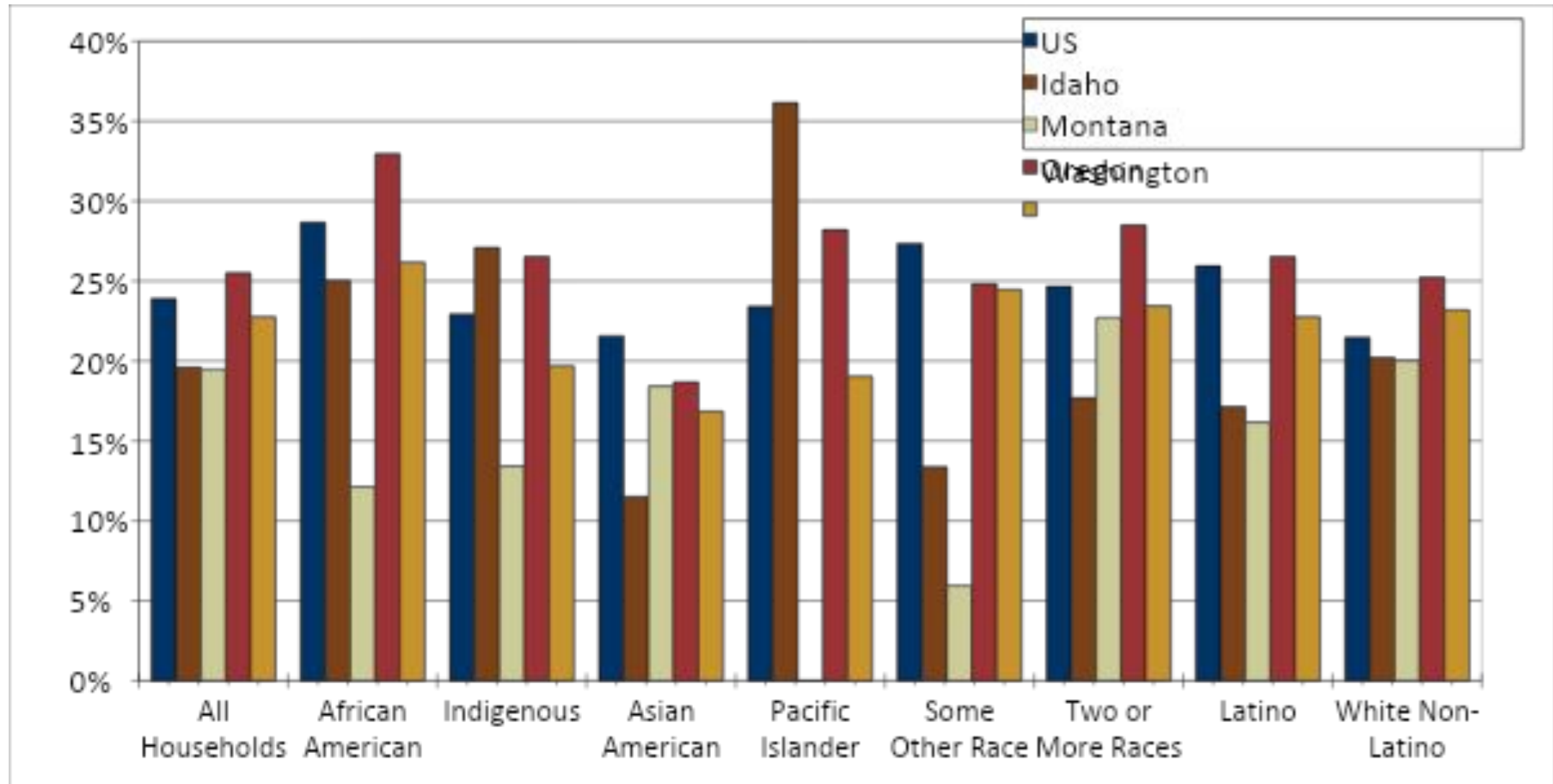
Source: ACS

# Income-Distressed Renters, 2023



Source: ACS

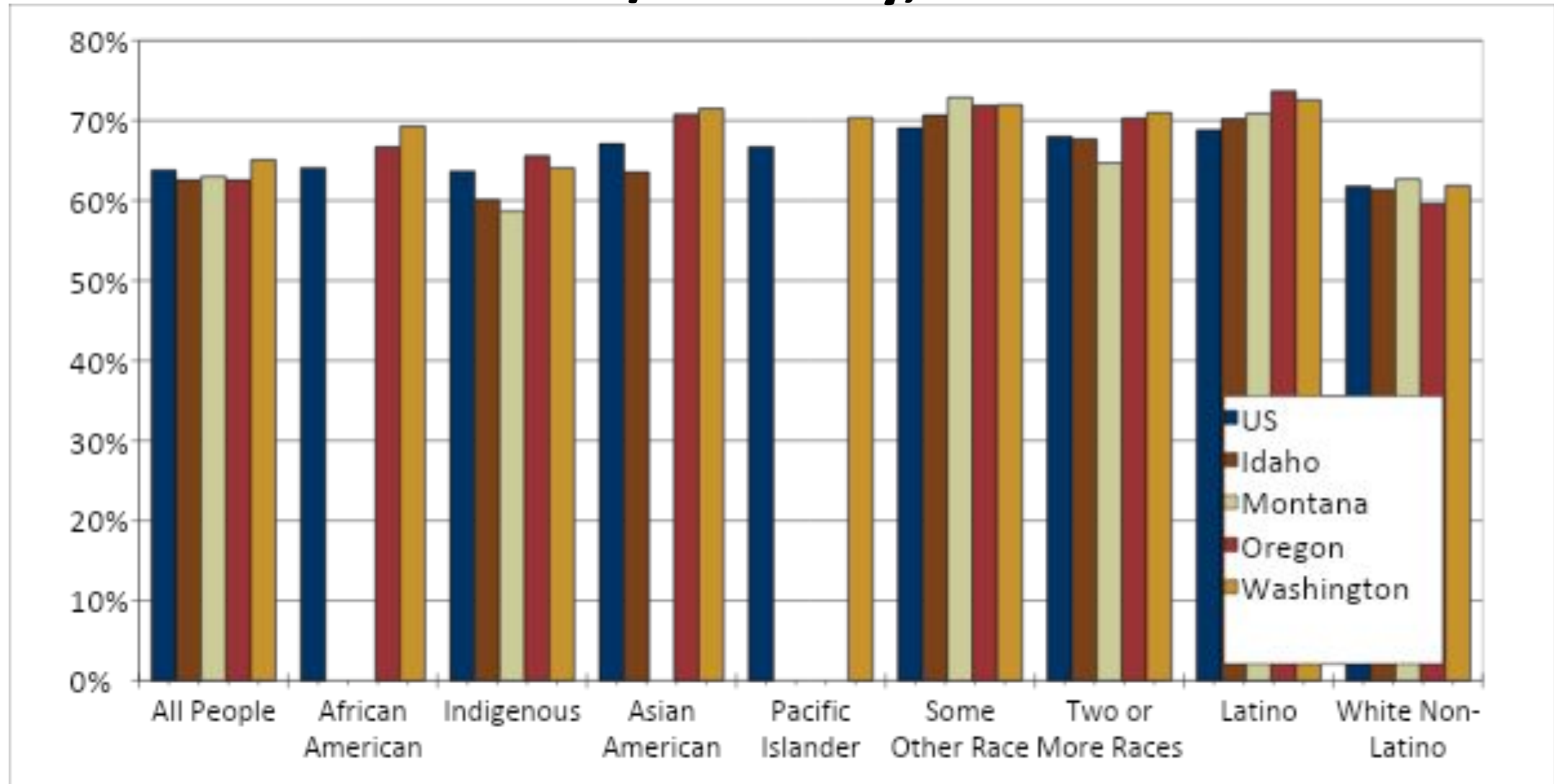
# Severely Income-Distressed Renters, 2023



Source: ACS

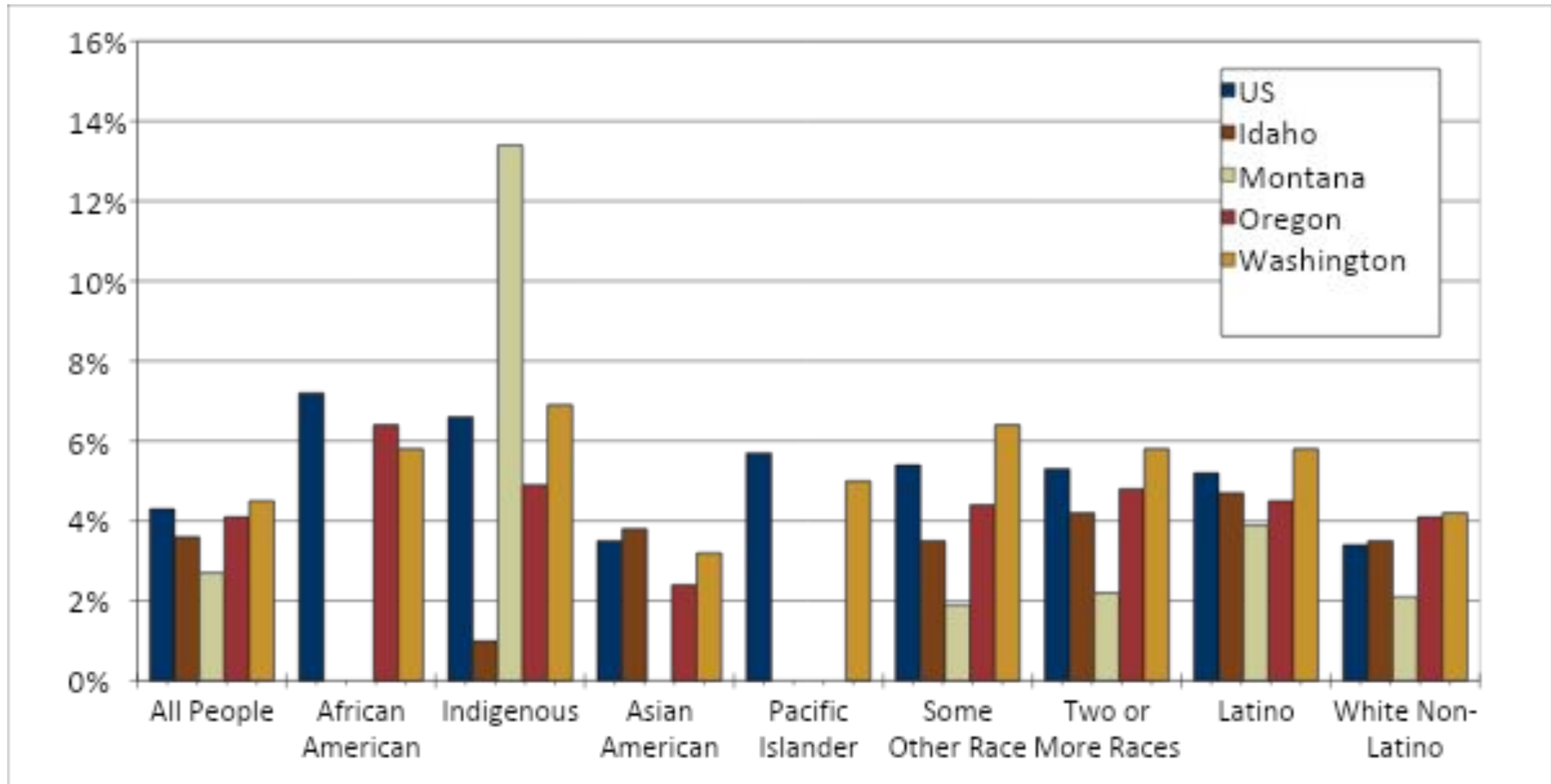


# Labor Force Participation Rate by Race/Ethnicity, 2023



Source: ACS

# Unemployment Rate by Race/Ethnicity 2023



Source: ACS

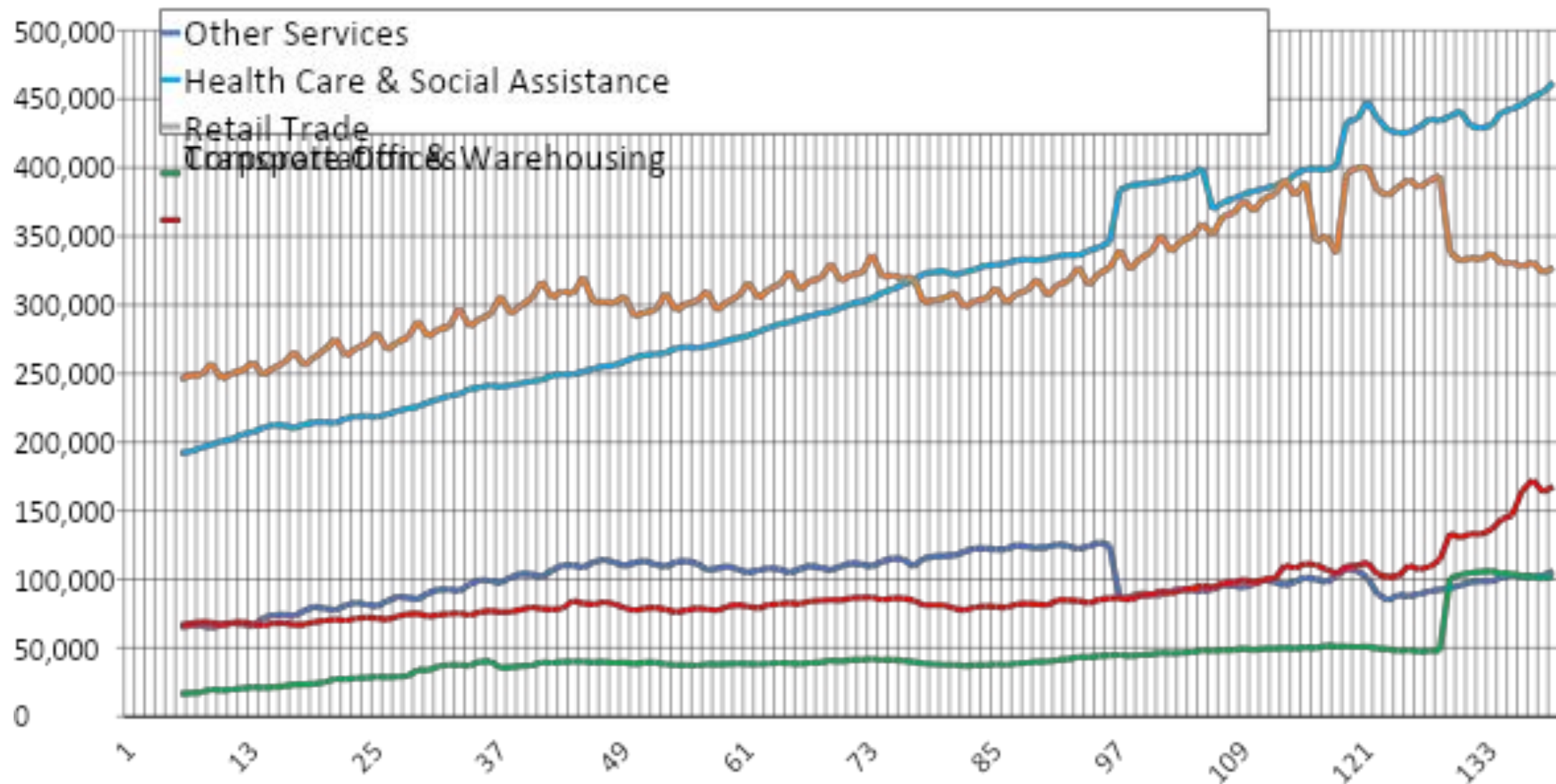
# About LEHD data

- Data source: LEHD, a cooperative program between Census and the states
  - Longitudinal Employer-Household Dynamics program
- Non-federal jobs covered by state unemployment insurance system
  - Jobs at employers located in each state
  - Quarterly data
- Several types of employment
  - EmpTotal: All jobs in the quarter, regardless of duration
  - Emp: “Beginning of quarter employment”
    - Employees are with the same employer last quarter and current quarter
    - Benchmarked to the QCEW for the first month of the quarter
  - EmpS: “Full-quarter employment”
    - Employees are with the same employer last quarter, current quarter and following quarter
- Wages: EarnS, average monthly wage for EmpS jobs
- Time period
  - Long-term trends/shifts, 1990/93 to 2024 (actually 2023 Q3-2024 Q2 average)

# About LEHD data

- Based on Quarterly Census of Employment and Wages (QCEW)
- QCEW data has “code changes”
  - NAICS code might change/be corrected
  - County code might change/be corrected
- Some multi-site/multi-NAICS employers report all of their employment at one site/one NAICS
  - That may change over time

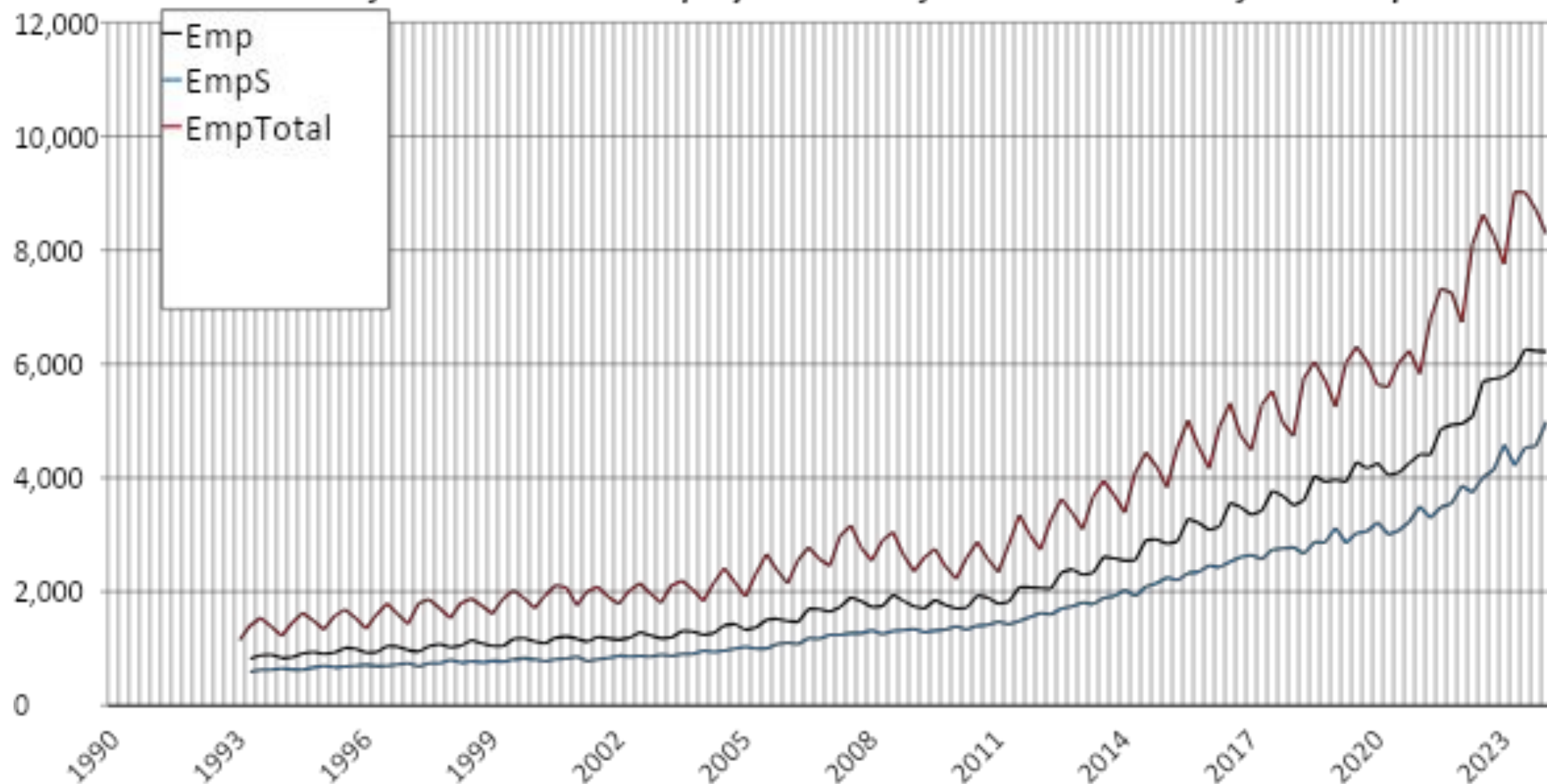
# Bumps and jumps and Ubers in Washington Emp



Source: LEHD

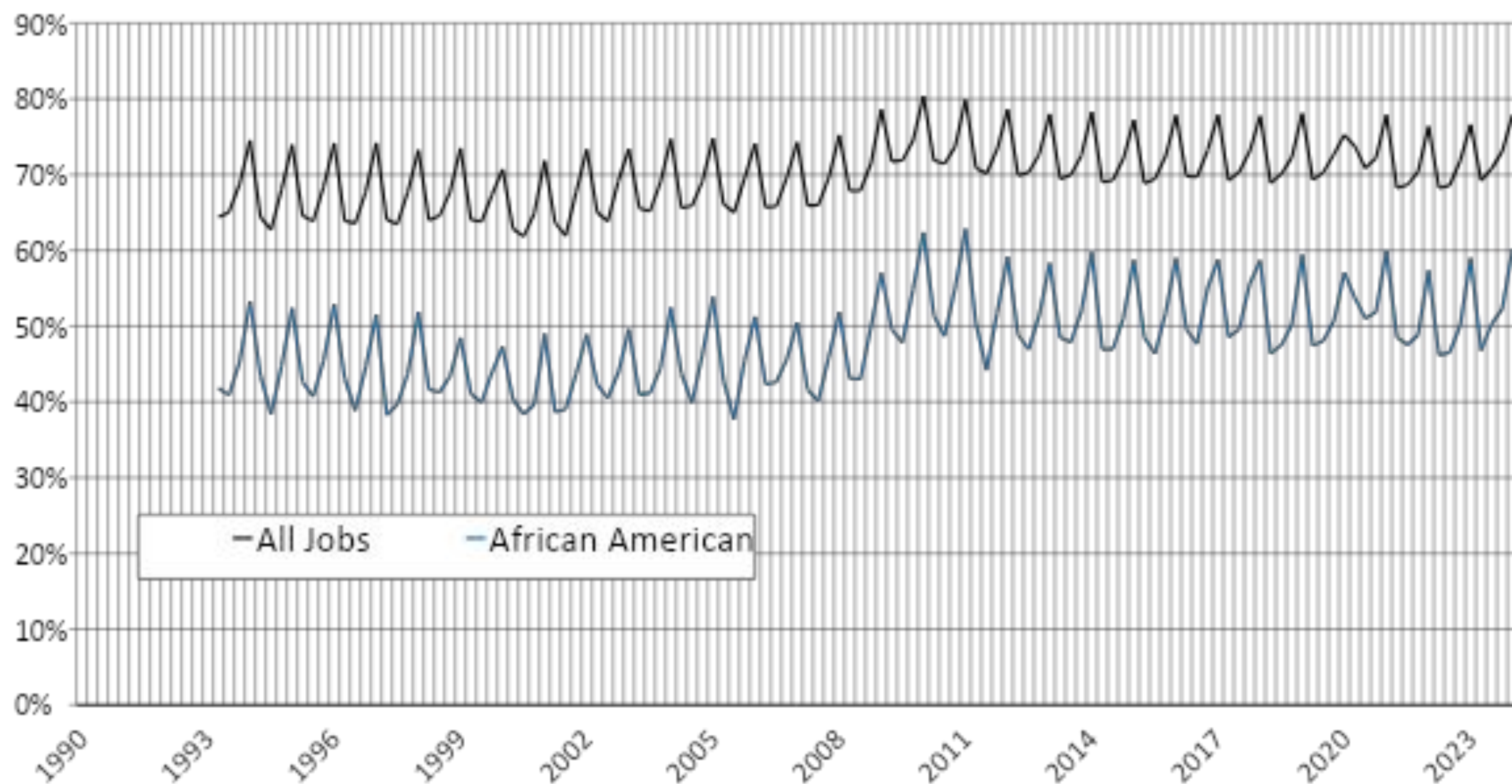
# Montana: Employment rises exponentially

*Montana African-American employment rises from 0.3% to 1.3% of total Emp*



Source: LEHD

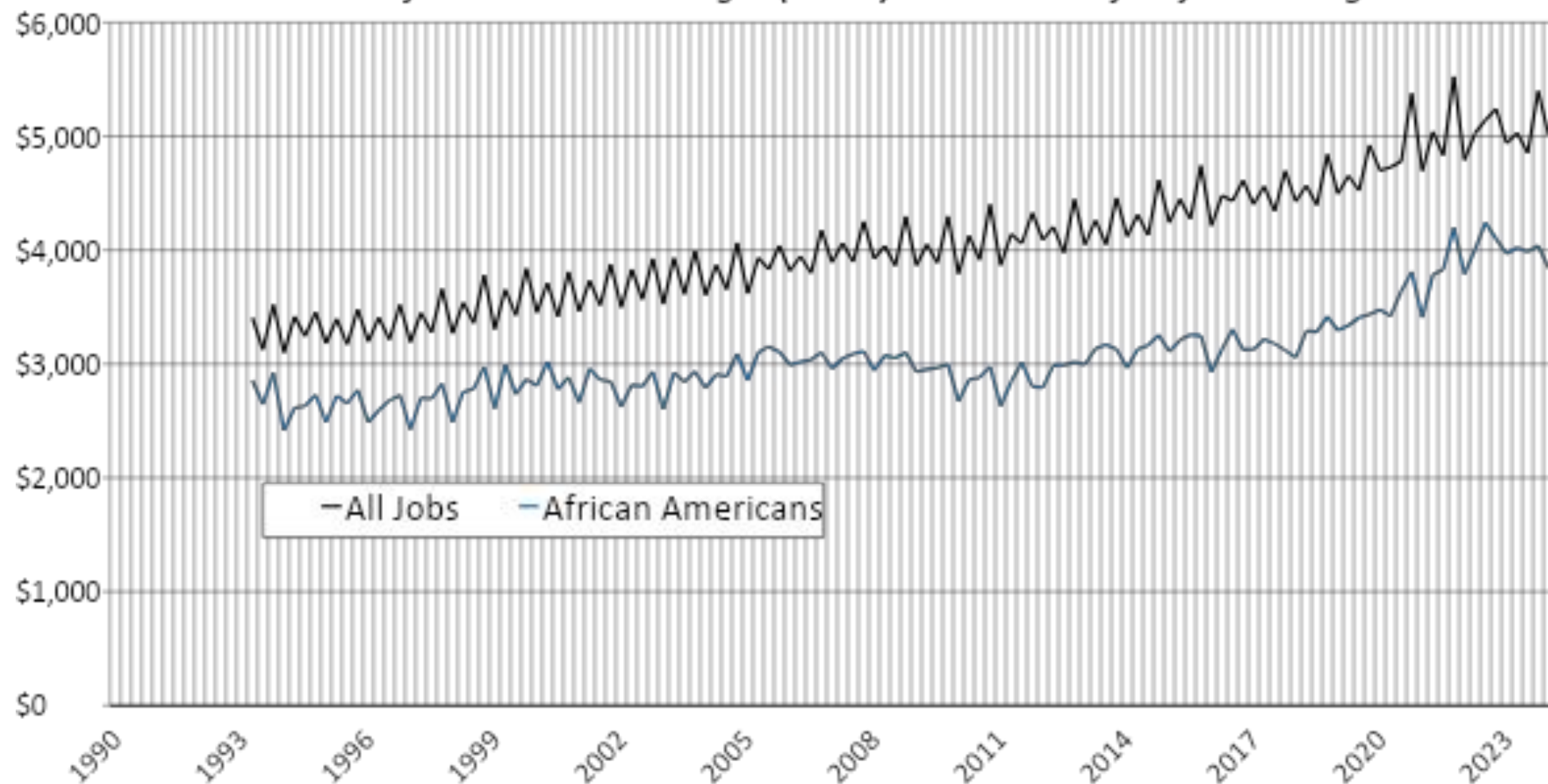
**In Montana, African Americans had significantly more short-term jobs (*Ratio of EmpS to EmpTotal*)**



Source: LEHD

# Average Monthly Earnings Gap

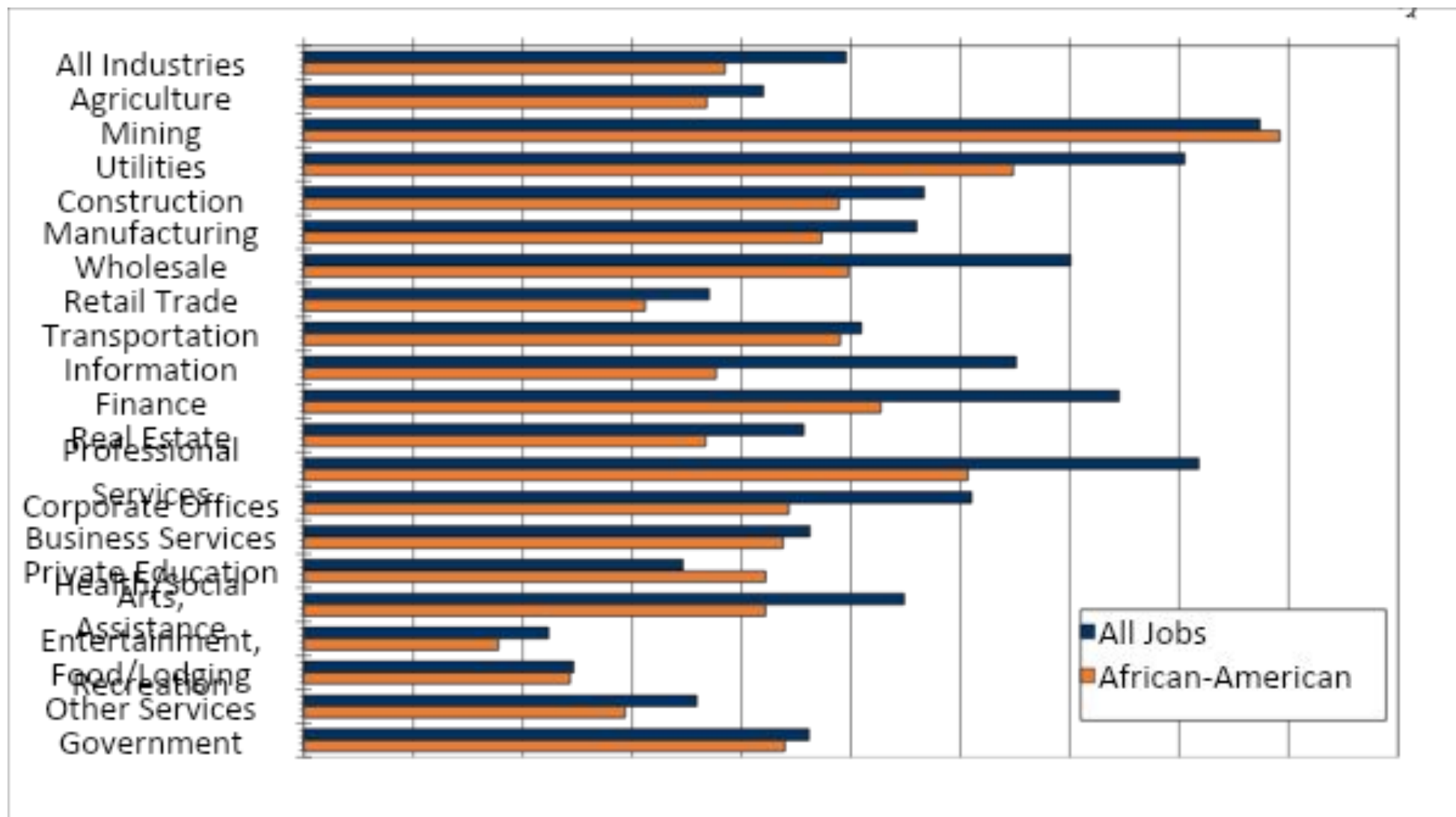
*Montana African-American wages (EarnS) 70% to 80% of all jobs average*



Source: LEHD

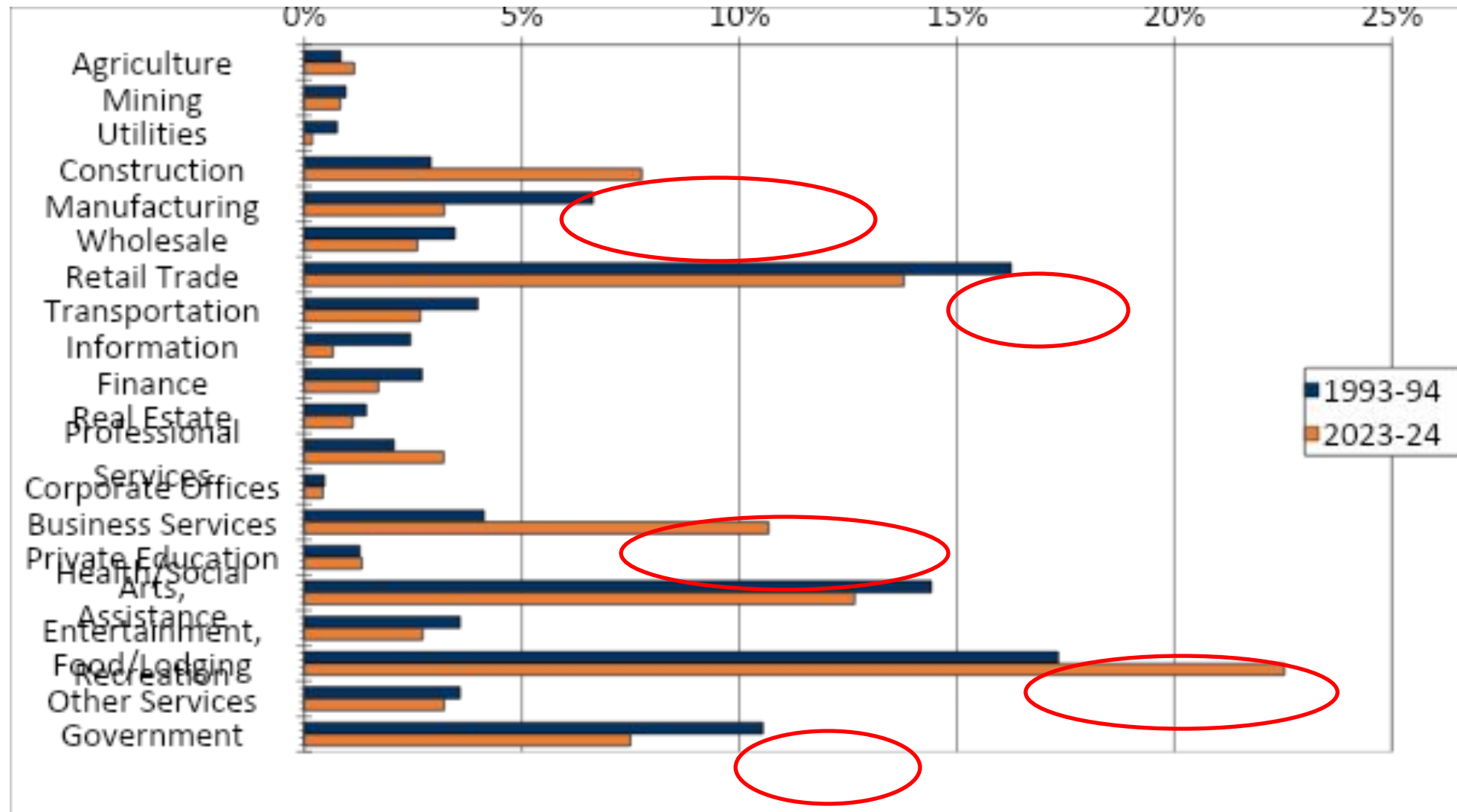


# Montana average wage by industry



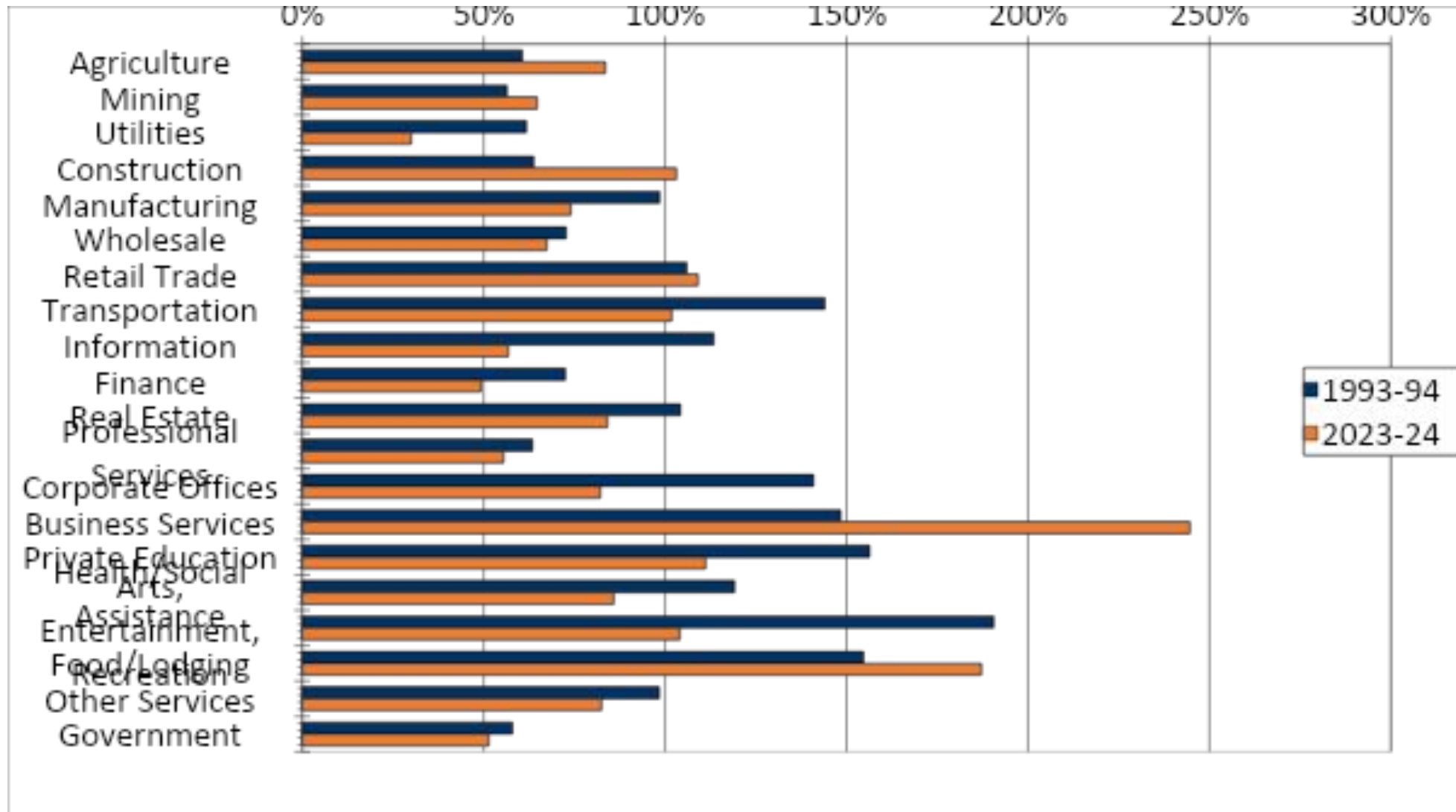
Source: LEHD

# Montana African American Emp by industry over time



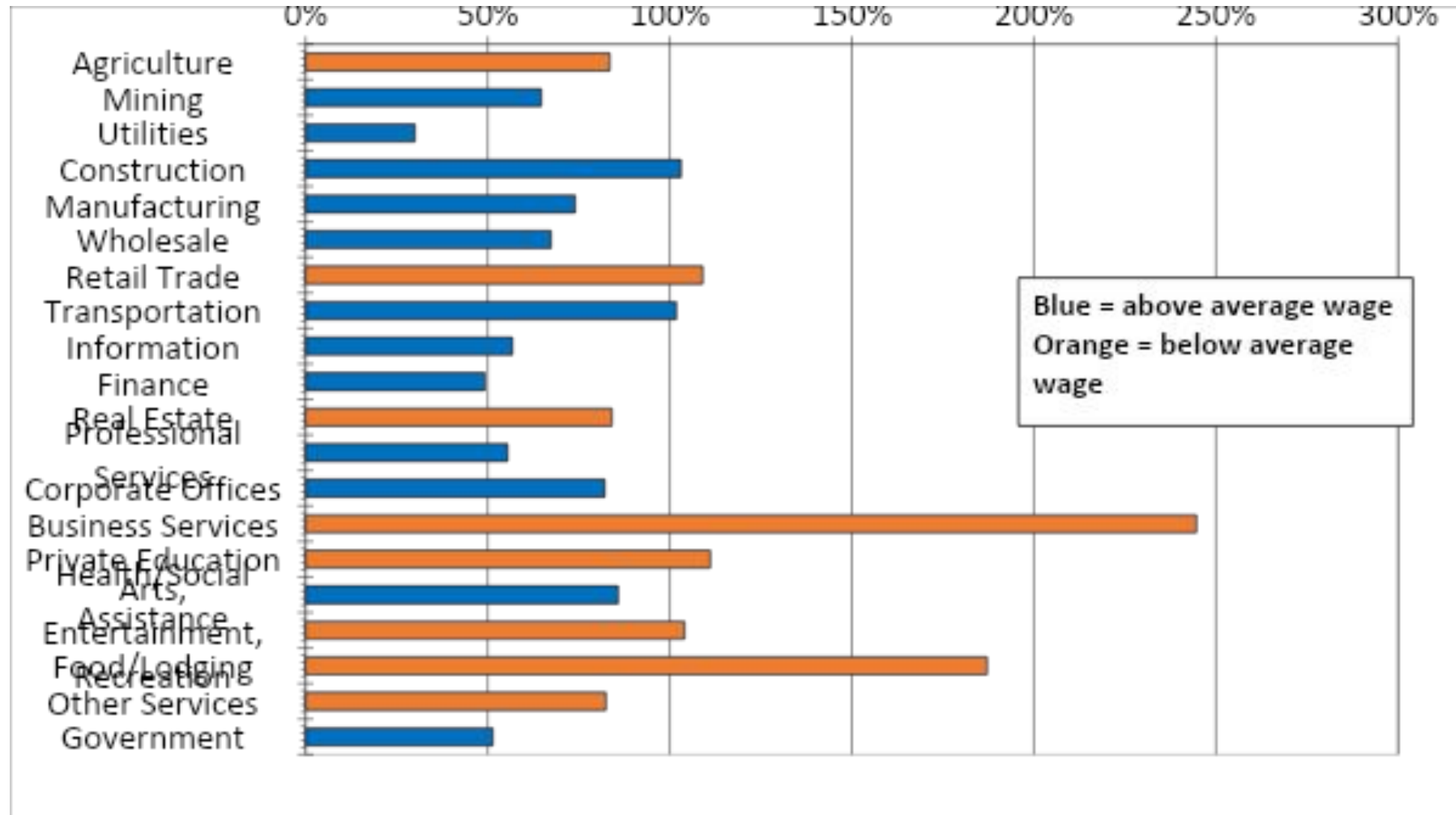
Source: LEHD

# Montana African American Emp: LQ



Source: LEHD

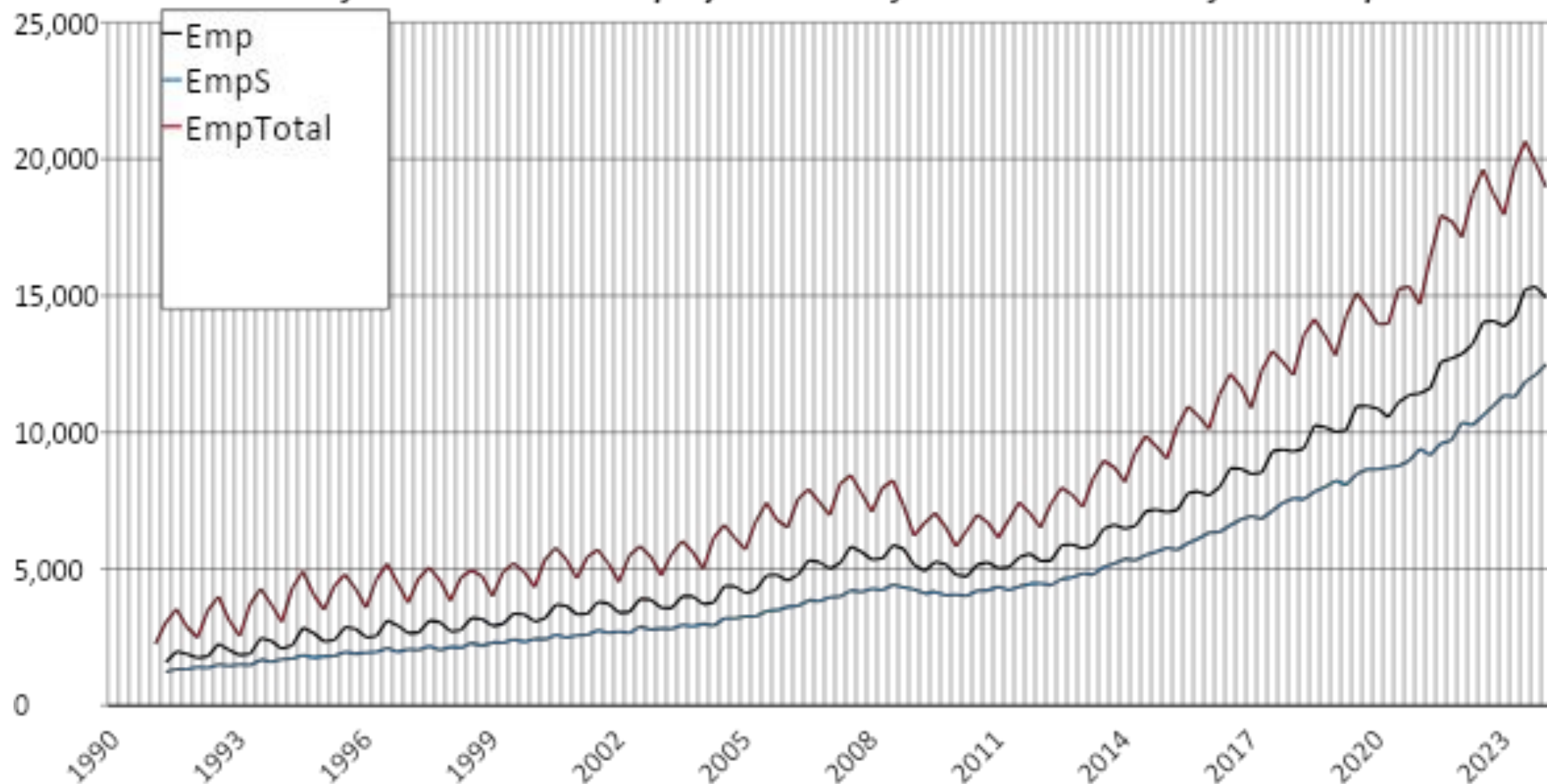
# Montana African American Emp: LQ 2023-24



Source: LEHD

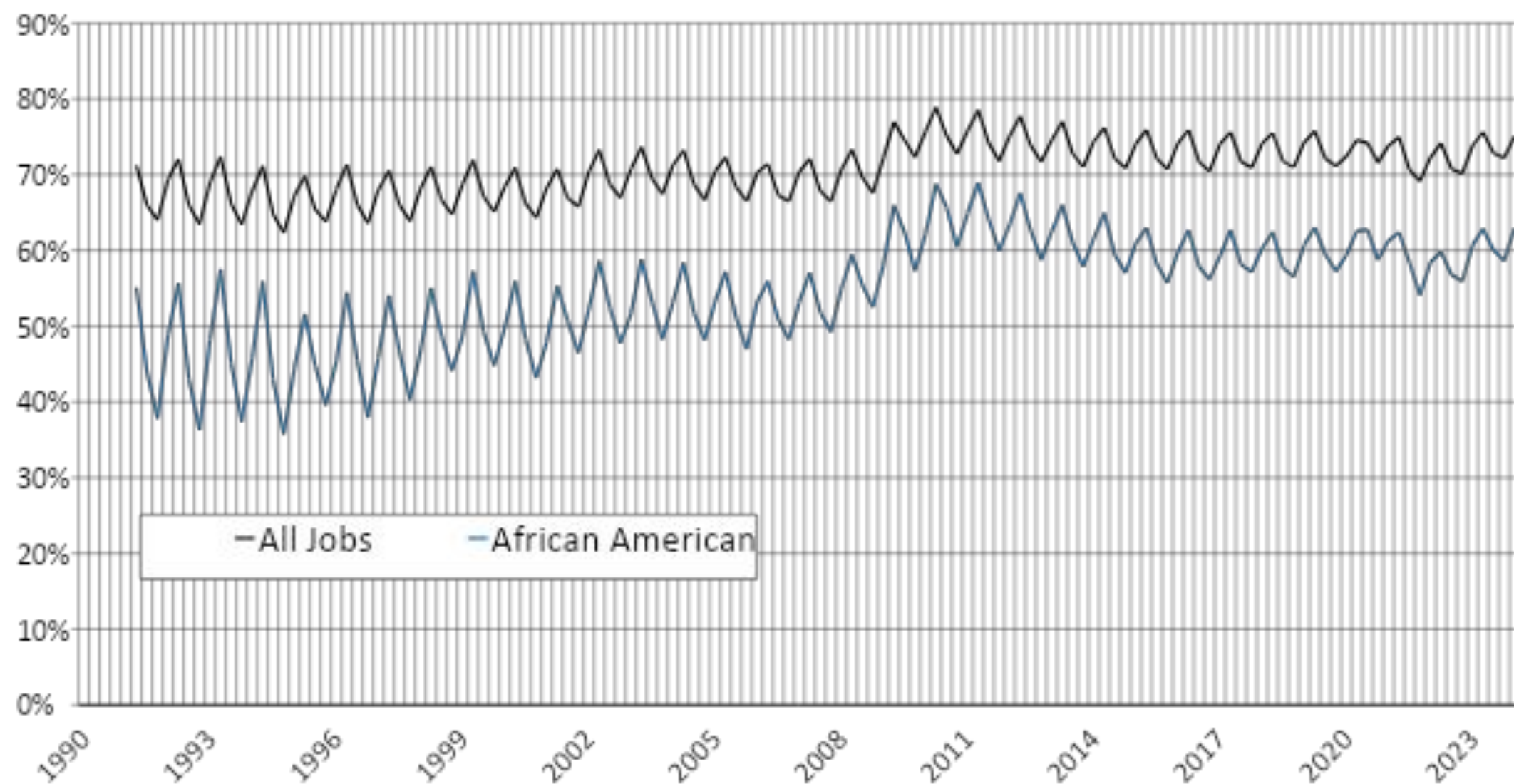
# Idaho: Employment rises exponentially

*Idaho African-American employment rises from 0.4% to 1.9% of total Emp*



Source: LEHD

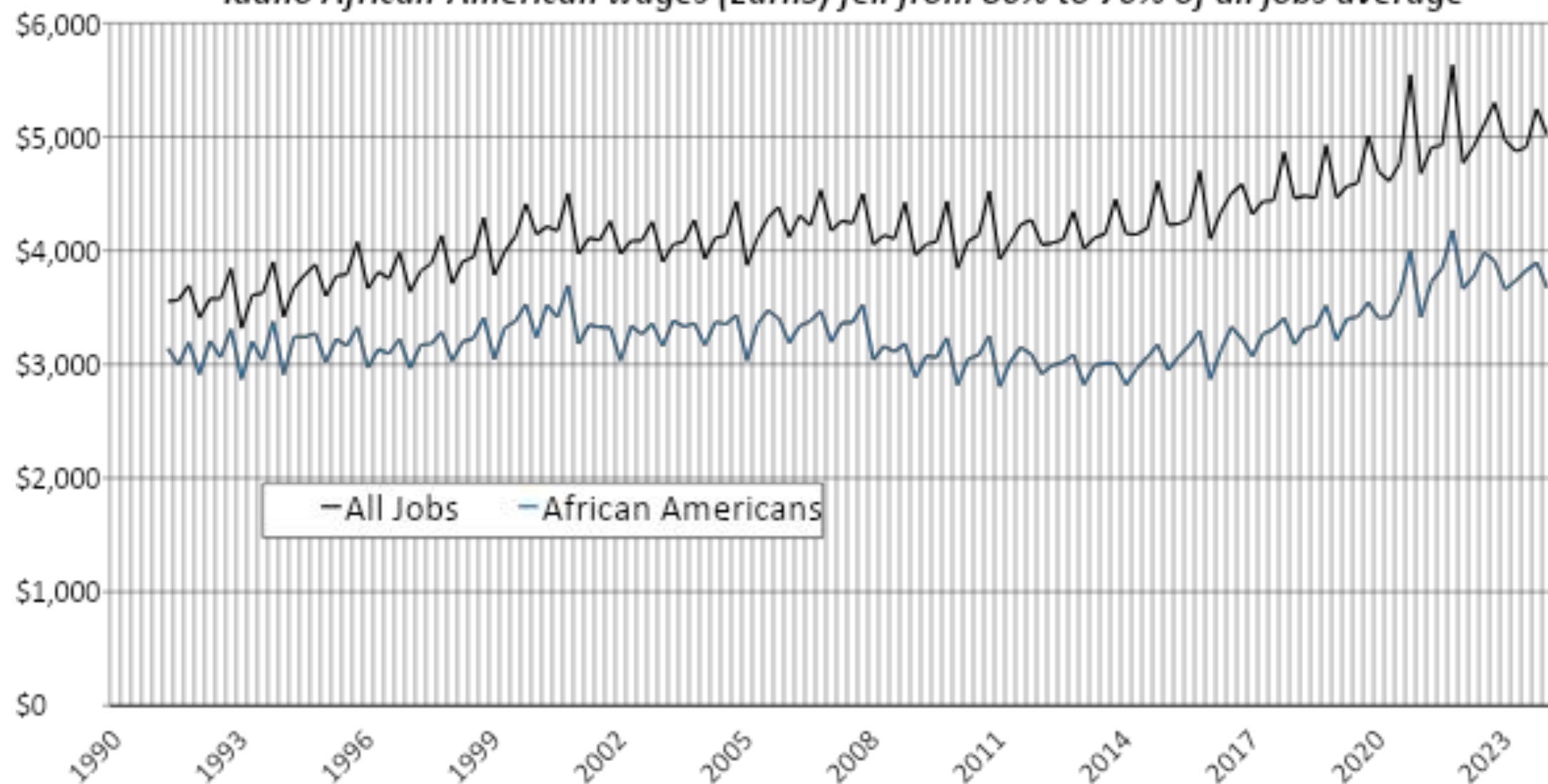
## In Idaho, African Americans had significantly more short-term jobs (Ratio of EmpS to EmpTotal)



Source: LEHD

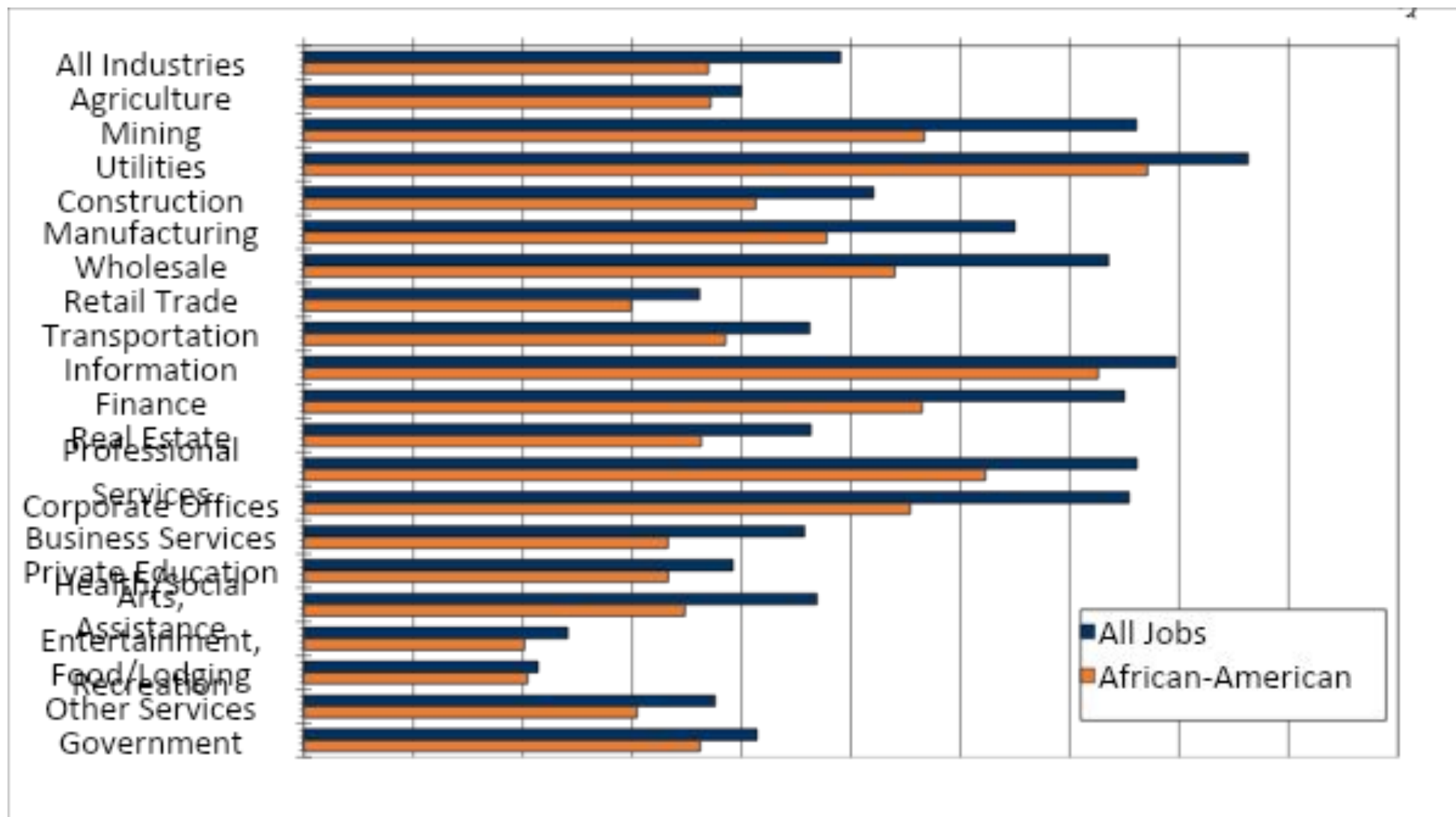
# Average Monthly Earnings Gap Widens

*Idaho African-American wages (EarnS) fell from 86% to 76% of all jobs average*



Source: LEHD

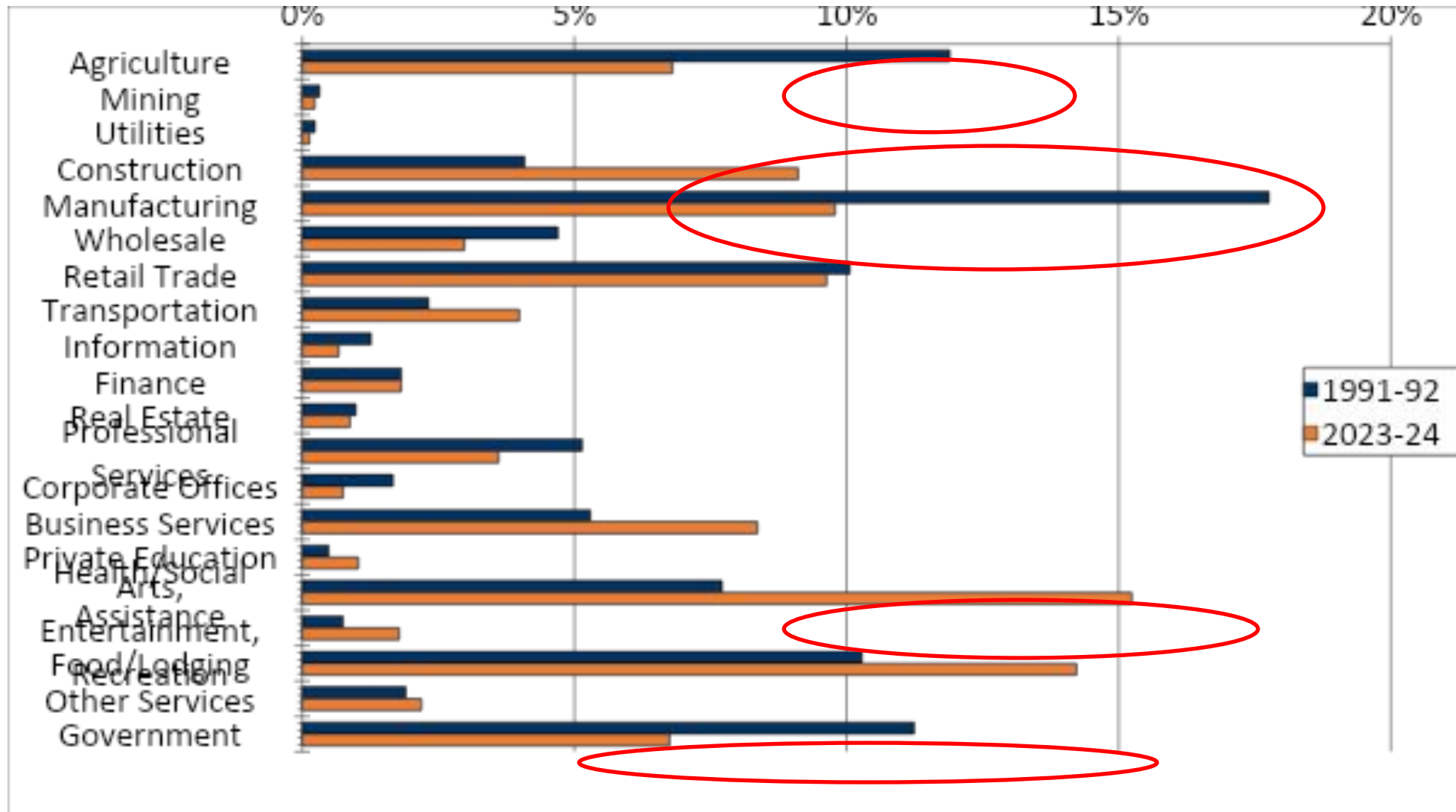
# Idaho average wage by industry 2023-24



Source: LEHD

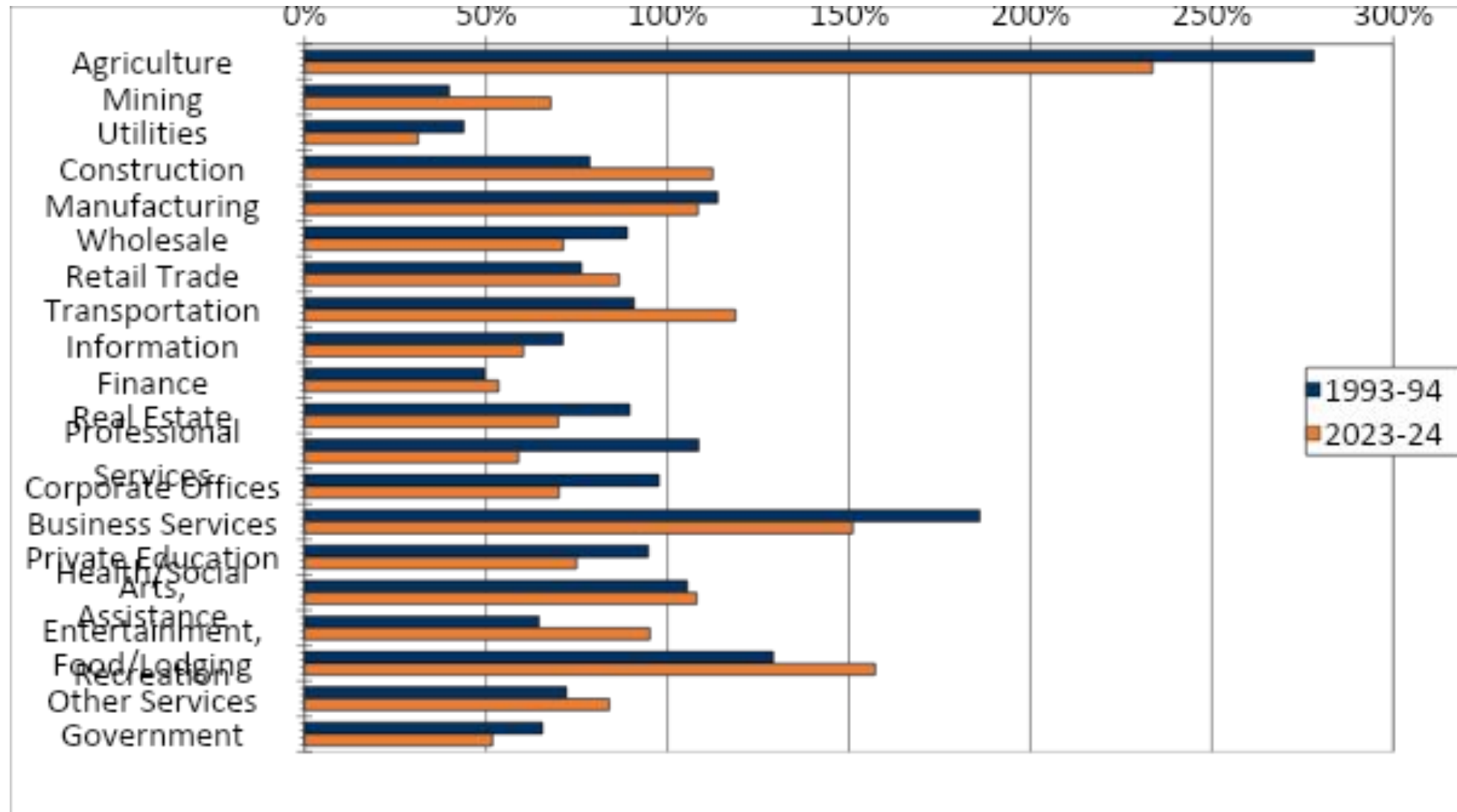


# Idaho African American Emp by industry over time



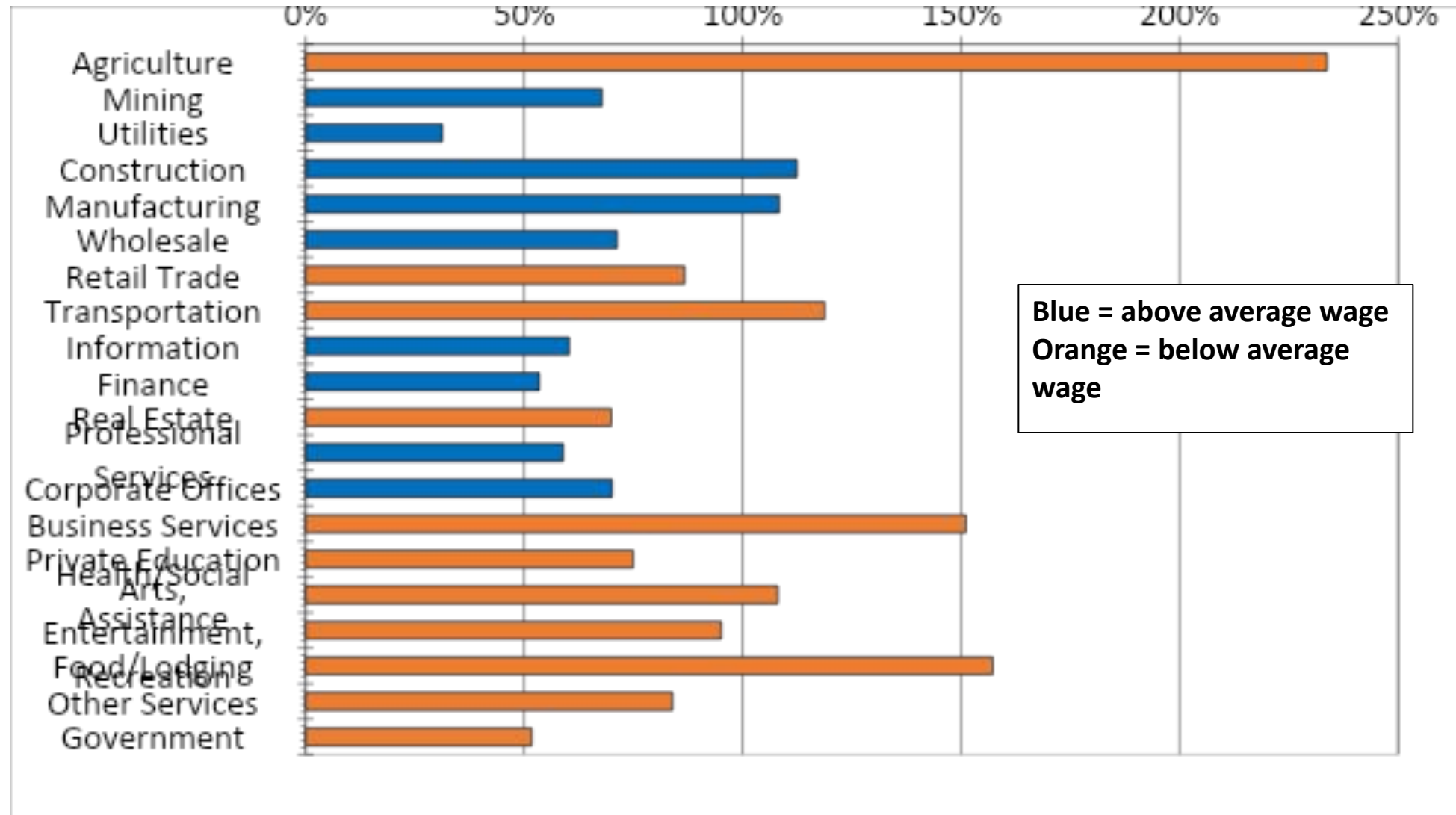
Source: LEHD

# Idaho African American Emp: LQ



Source: LEHD

# Idaho African American Emp: LQ 2023-24



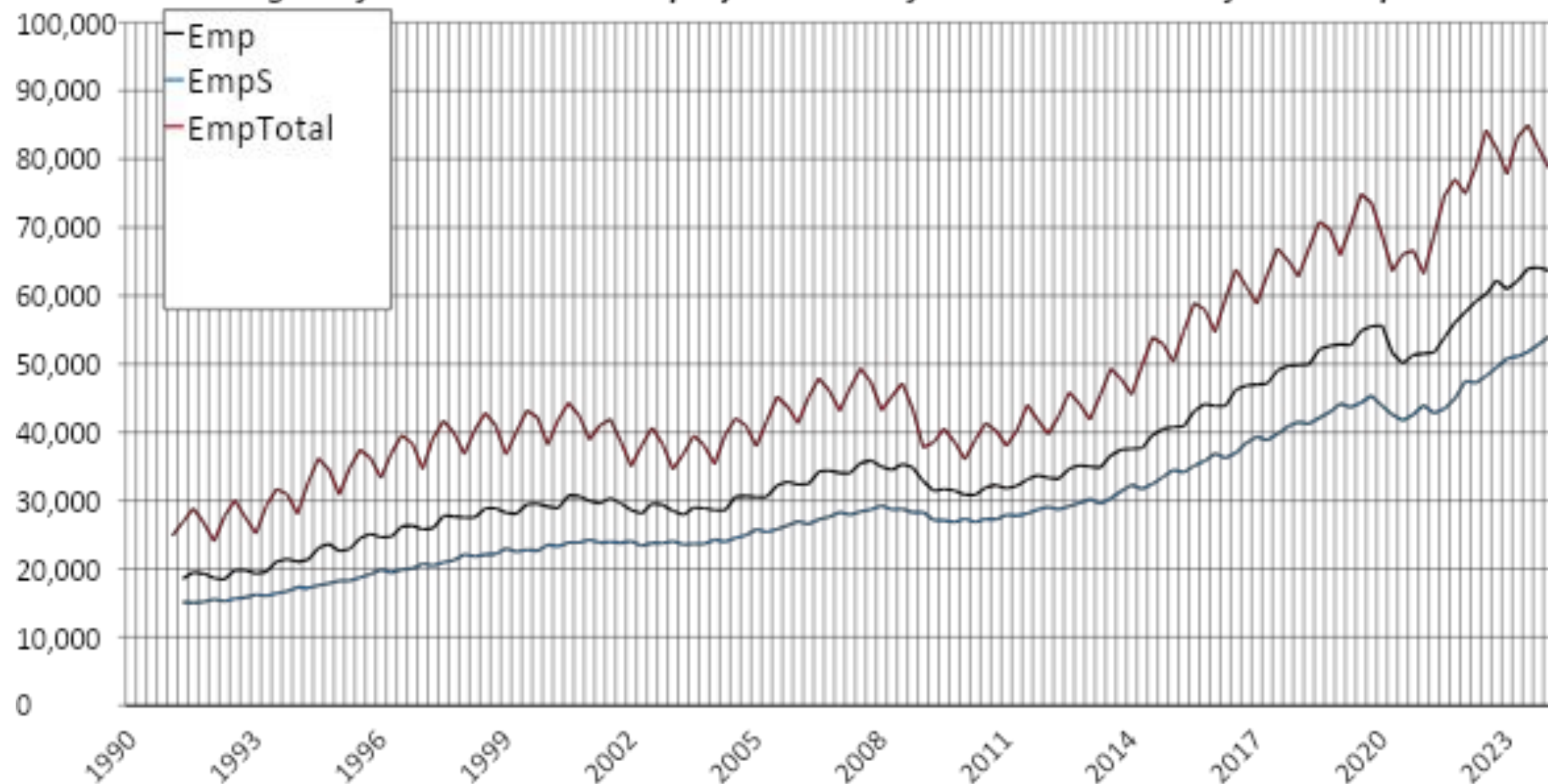
Source: LEHD

# Idaho African American Emp, 2023-24

NAICS	Title	Emp	“LQ”
	All NAICS Sectors	198,707	1
7225	Restaurants and Other Eating Places	15,521	1.00
1121	Cattle Ranching and Farming	1,688	1.53
5617	Services to Buildings and Dwellings	616	3.39
5613	Employment Services	552	2.15
6241	Individual and Family Services	424	1.85
2381	Foundation, Structure, and Building Exterior Contractors	411	1.96
7211	Traveler Accommodation	386	1.90
6221	General Medical and Surgical Hospitals	386	2.02
6111	Public Elementary and Secondary Schools	345	0.65
4552	Warehouse Clubs, Supercenters, and Other General Merchandise Retailers	313	0.41
6216	Home Health Care Services	303	1.12
2383	Building Finishing Contractors	277	1.28
4451	Grocery and Convenience Retailers	271	1.80
6113	Public Colleges, Universities, and Professional Schools	259	1.02

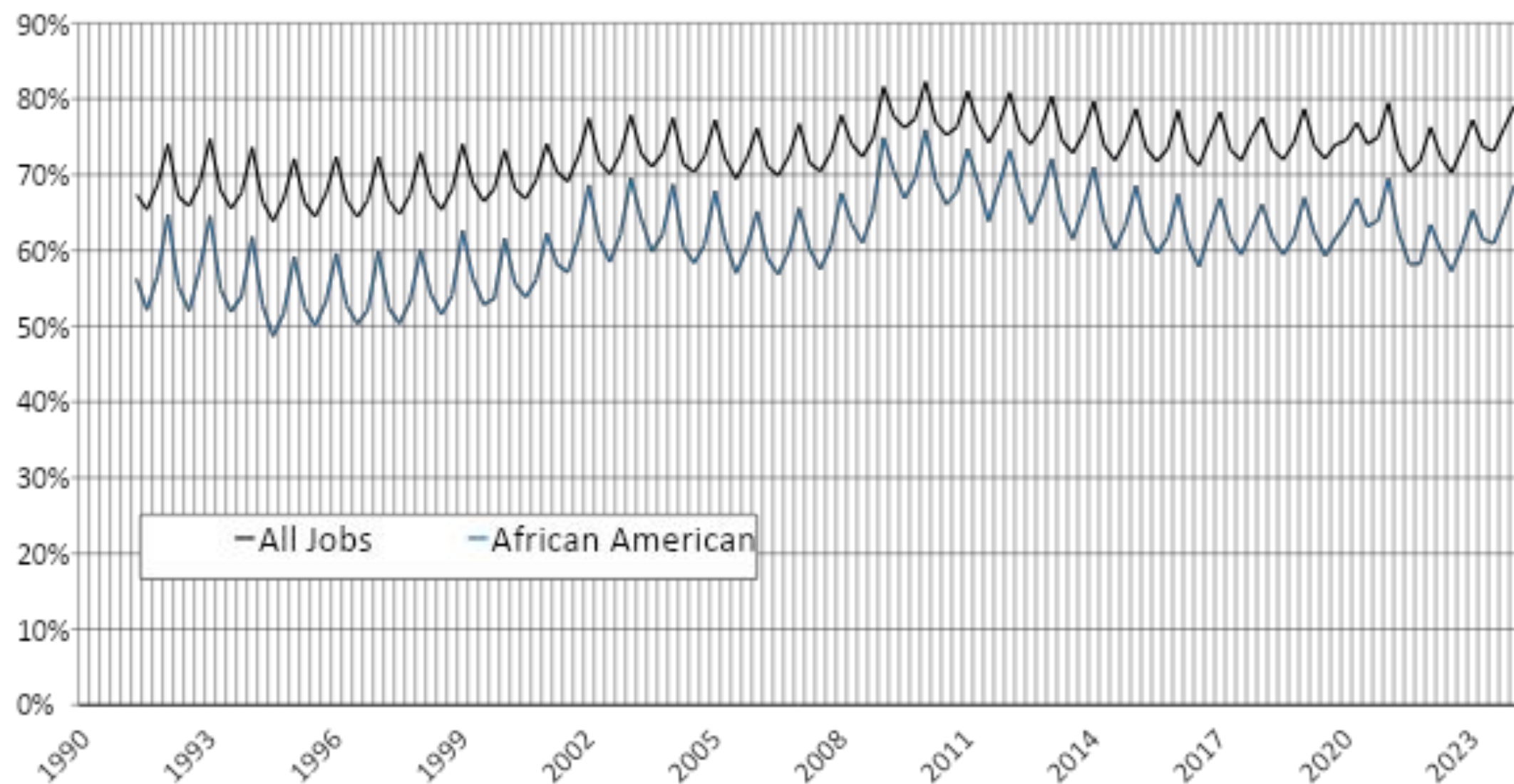
# Oregon: Employment rises sharply

*Oregon African-American employment rises from 1.6% to 3.4% of total Emp*



Source: LEHD

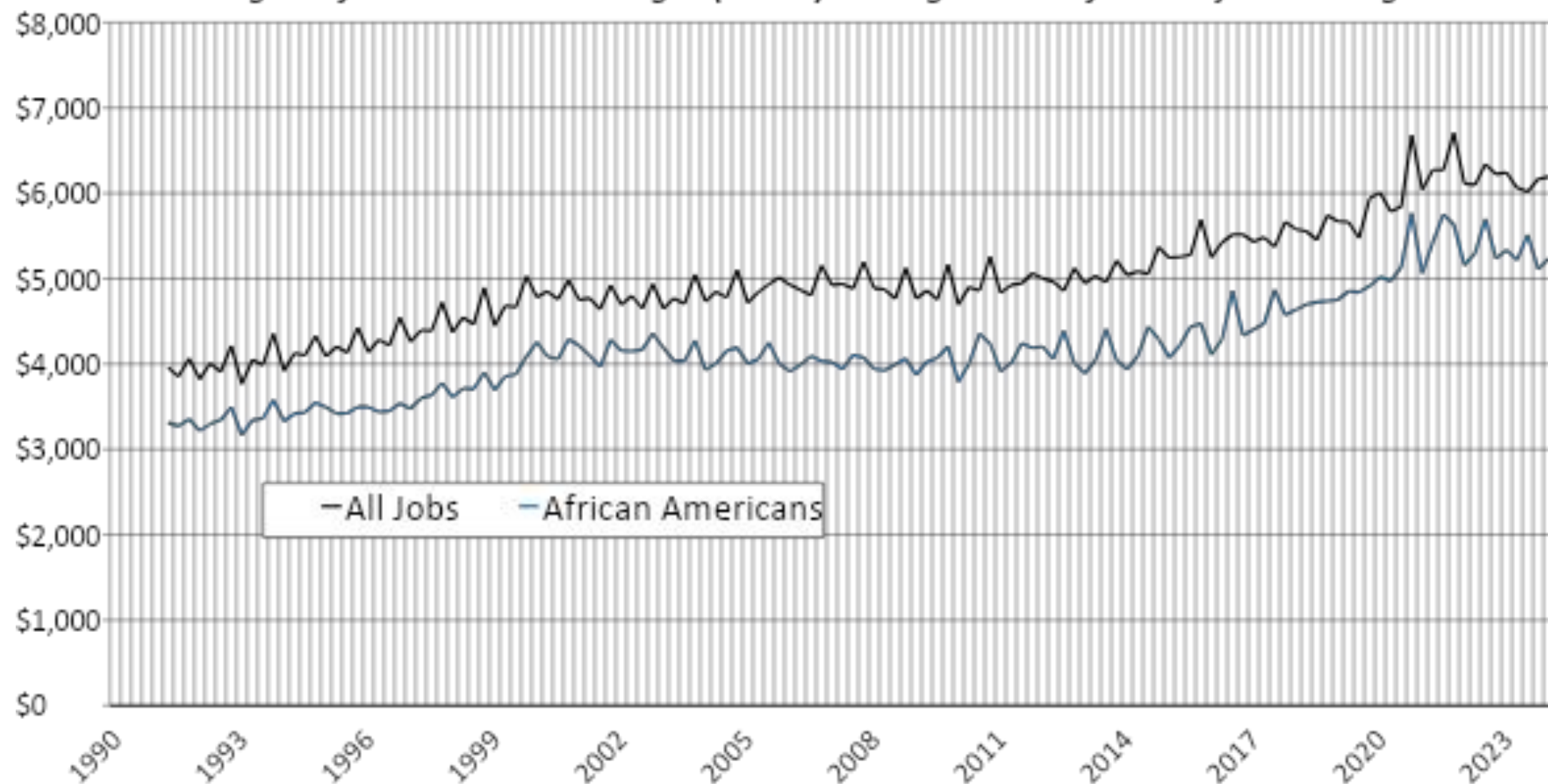
## In Oregon, African Americans had significantly more short-term jobs (*Ratio of EmpS to EmpTotal*)



Source: LEHD

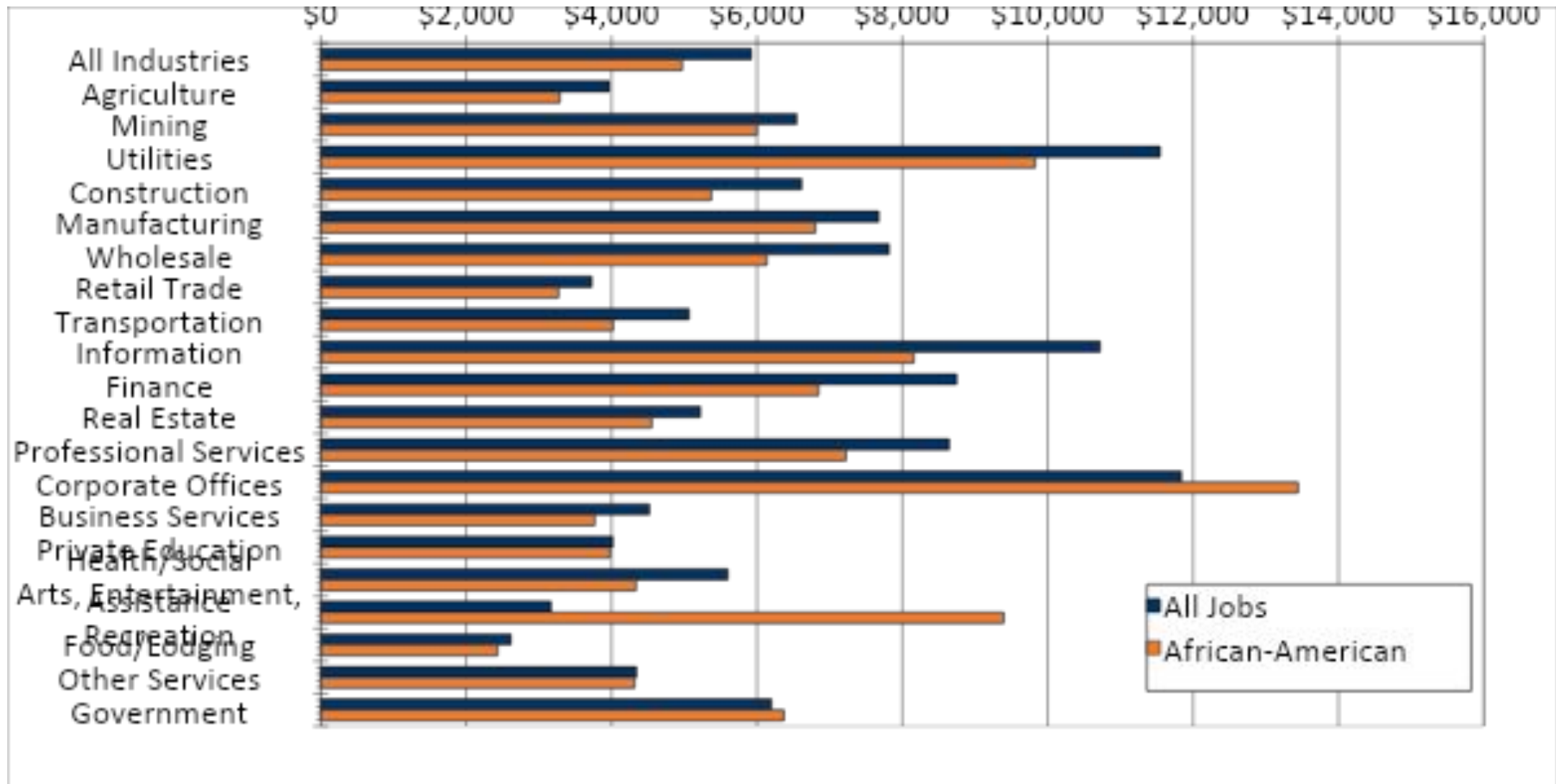
# Average Monthly Earnings Gap Stable

*Oregon African-American wages (EarnS) averaged 84% of the all jobs average*



Source: LEHD

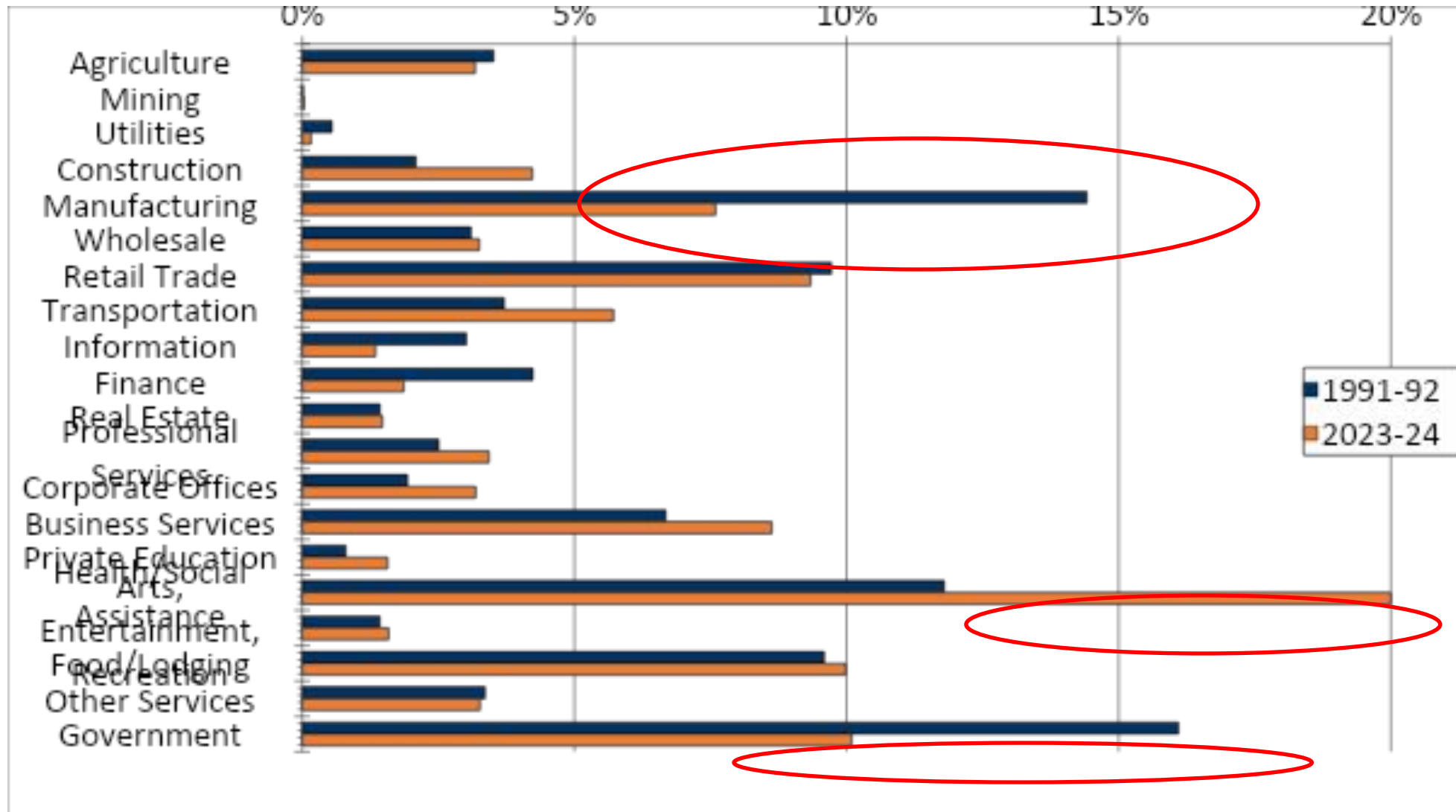
# Oregon average wage by industry 2023-24



Source: LEHD

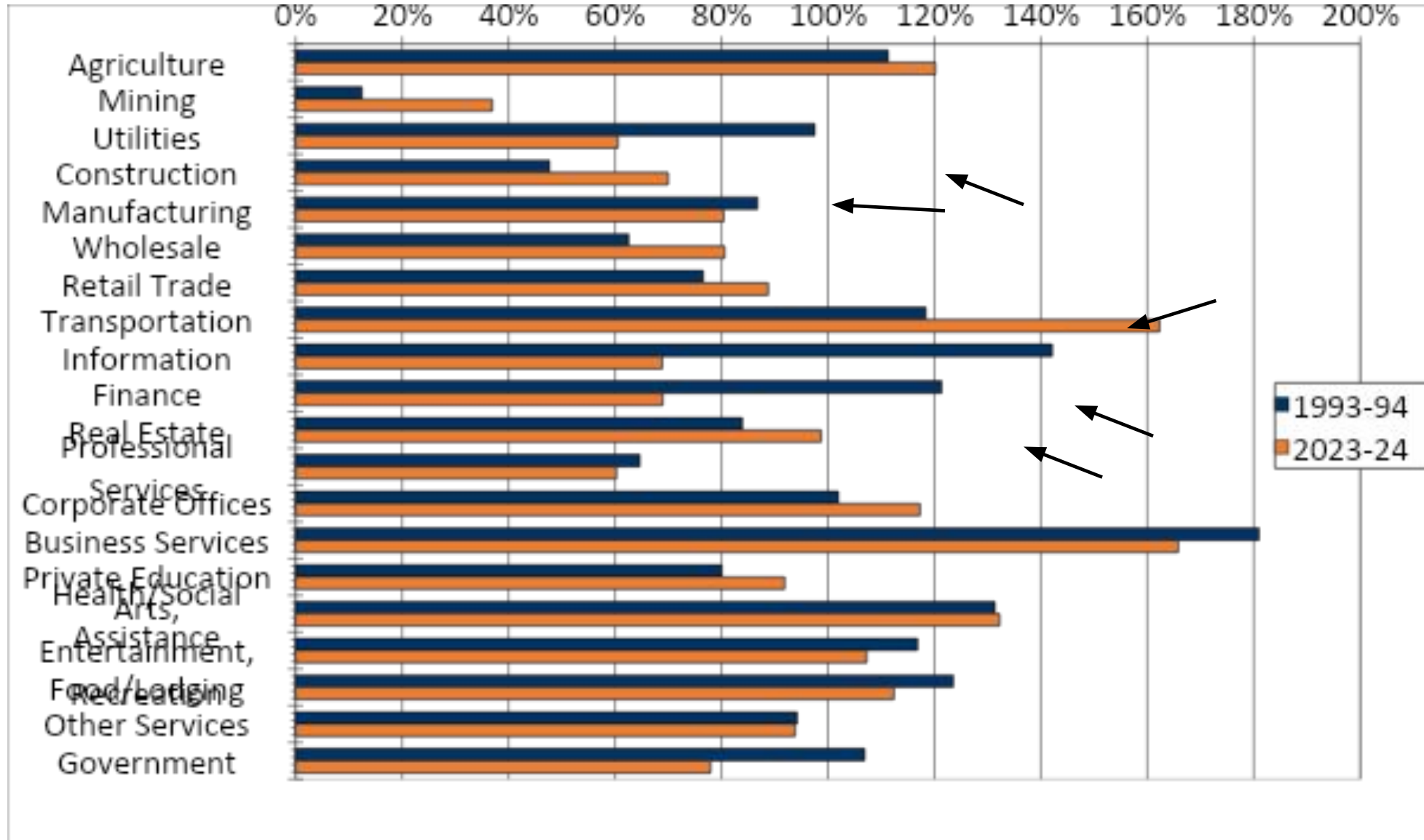


# Oregon African American Emp by industry over time



Source: LEHD

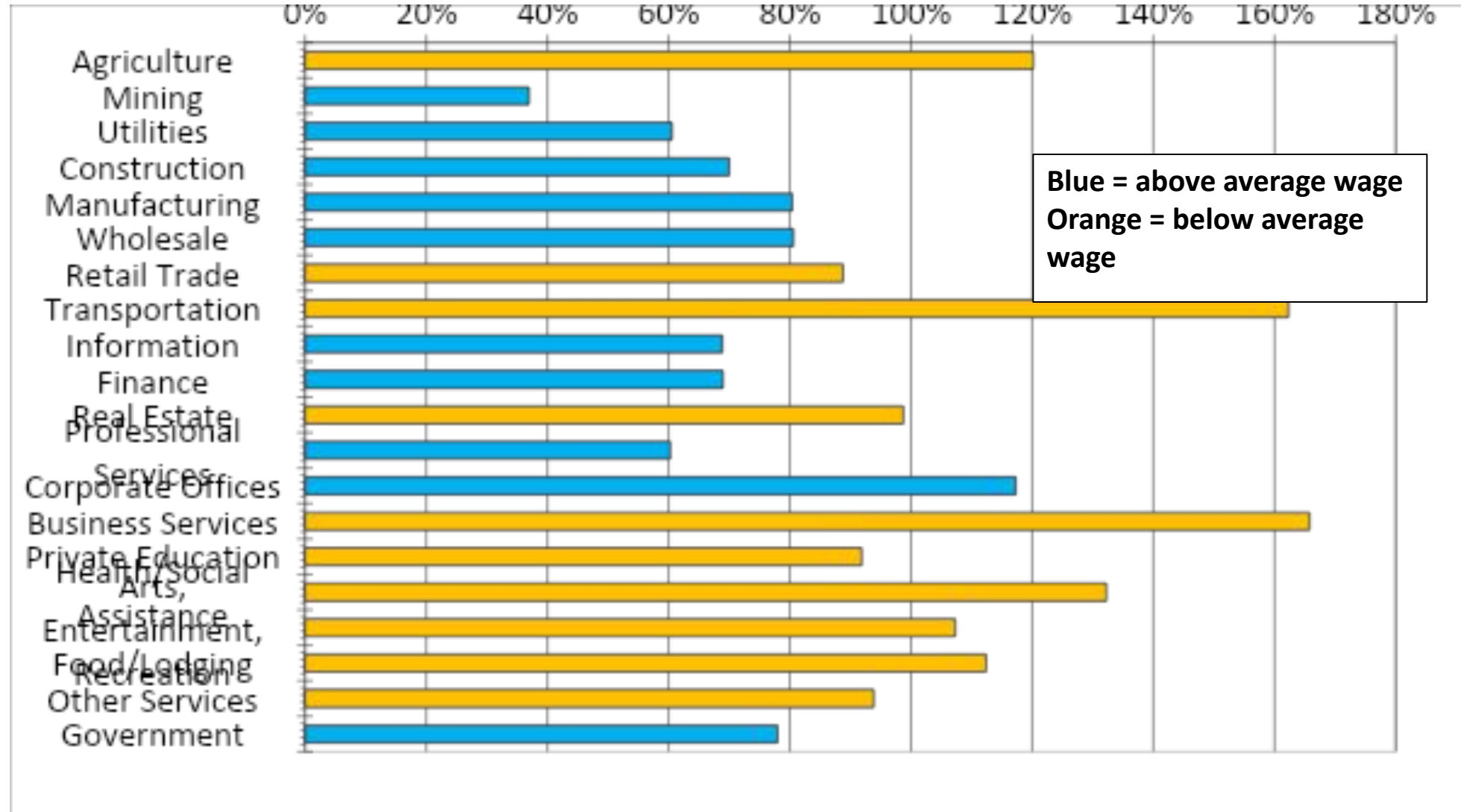
# Oregon African American Emp: LQ



Source: LEHD

# Oregon African American Emp: LQ

## 2023-24



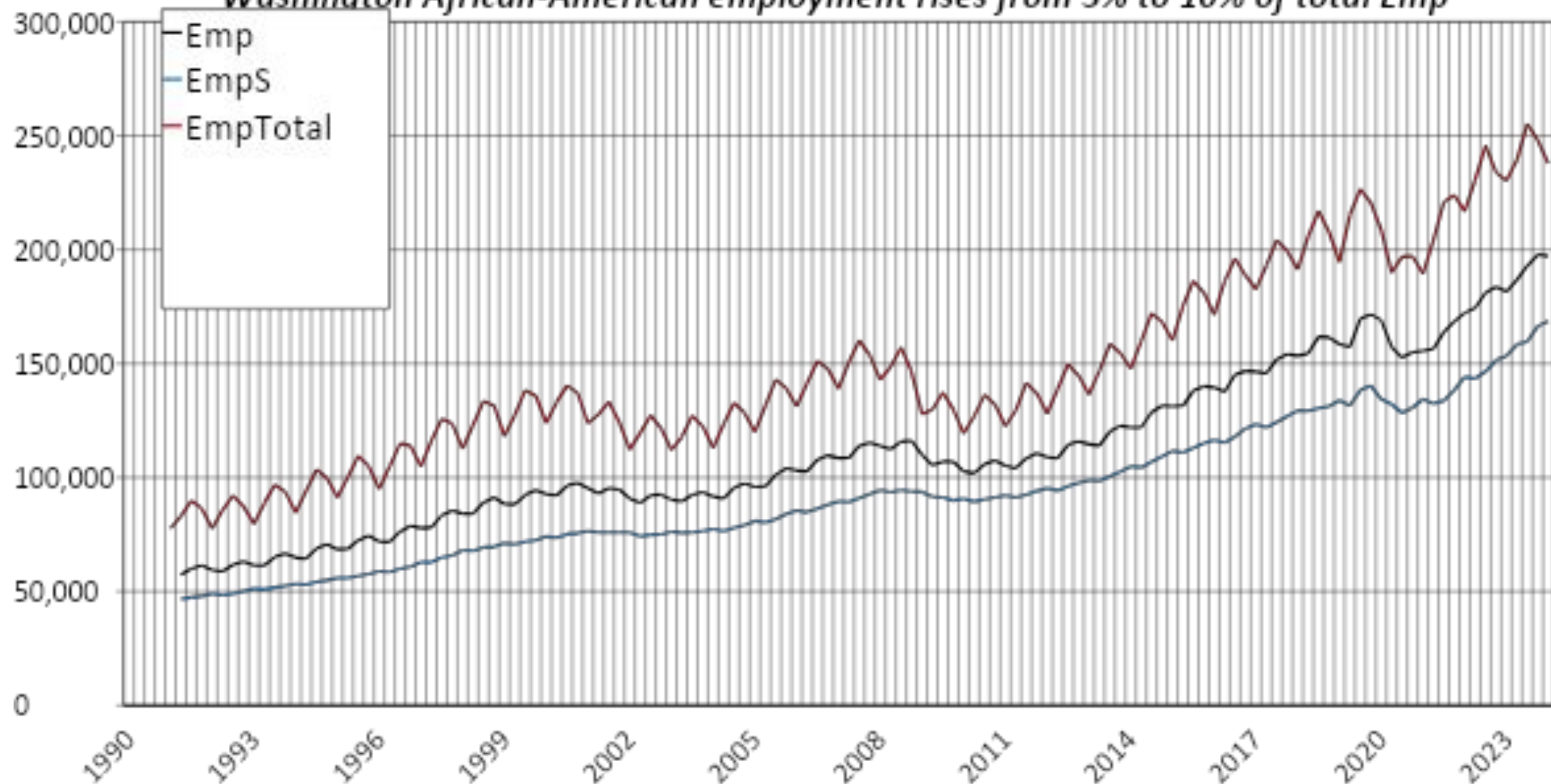
Source: LEHD

# Oregon African American Emp, 2023-24

NAICS	Title	Emp	“LQ”
	All NAICS Sectors	64,806	1.00
7225	Restaurants and Other Eating Places	4,824	1.10
6241	Individual and Family Services	3,010	1.66
5613	Employment Services	2,765	2.02
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	2,167	2.42
5511	Management of Companies and Enterprises	2,066	1.17
6221	General Medical and Surgical Hospitals	1,627	0.82
4451	Grocery and Convenience Retailers	1,250	0.89
6111	Public Elementary and Secondary Schools	1,217	0.53
5617	Services to Buildings and Dwellings	1,197	1.37
6113	Public Colleges, Universities, and Professional Schools	1,162	0.99
3344	Semiconductor and Other Electronic Component Manufacturing	1,151	1.13
4931	Warehousing and Storage	1,090	2.00
4552	Warehouse Clubs, Supercenters, and Other General Merchandise Retailers	1,002	0.97
7211	Traveler Accommodation	976	1.33

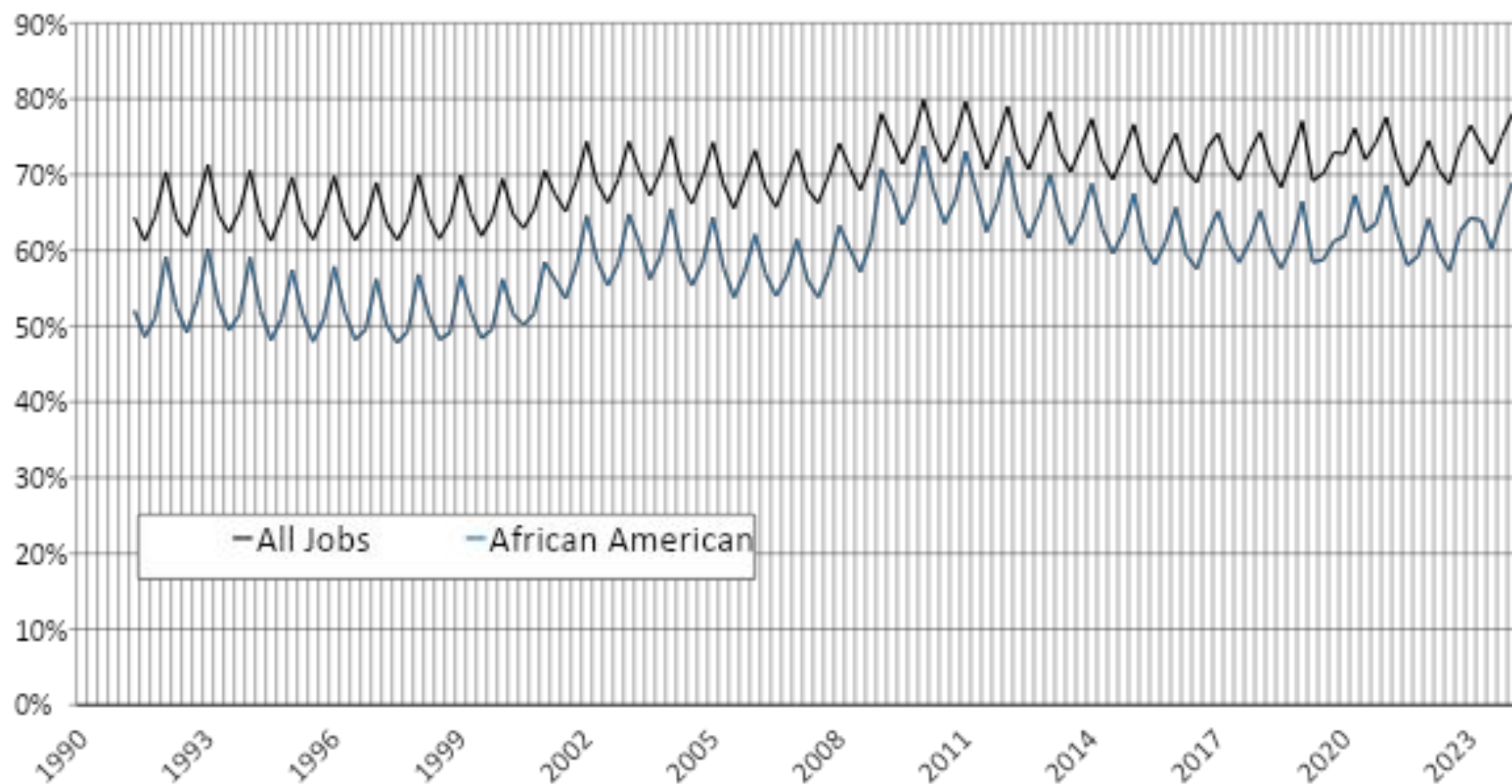
# Washington: Employment rises sharply

*Washington African-American employment rises from 5% to 10% of total Emp*



Source: LEHD

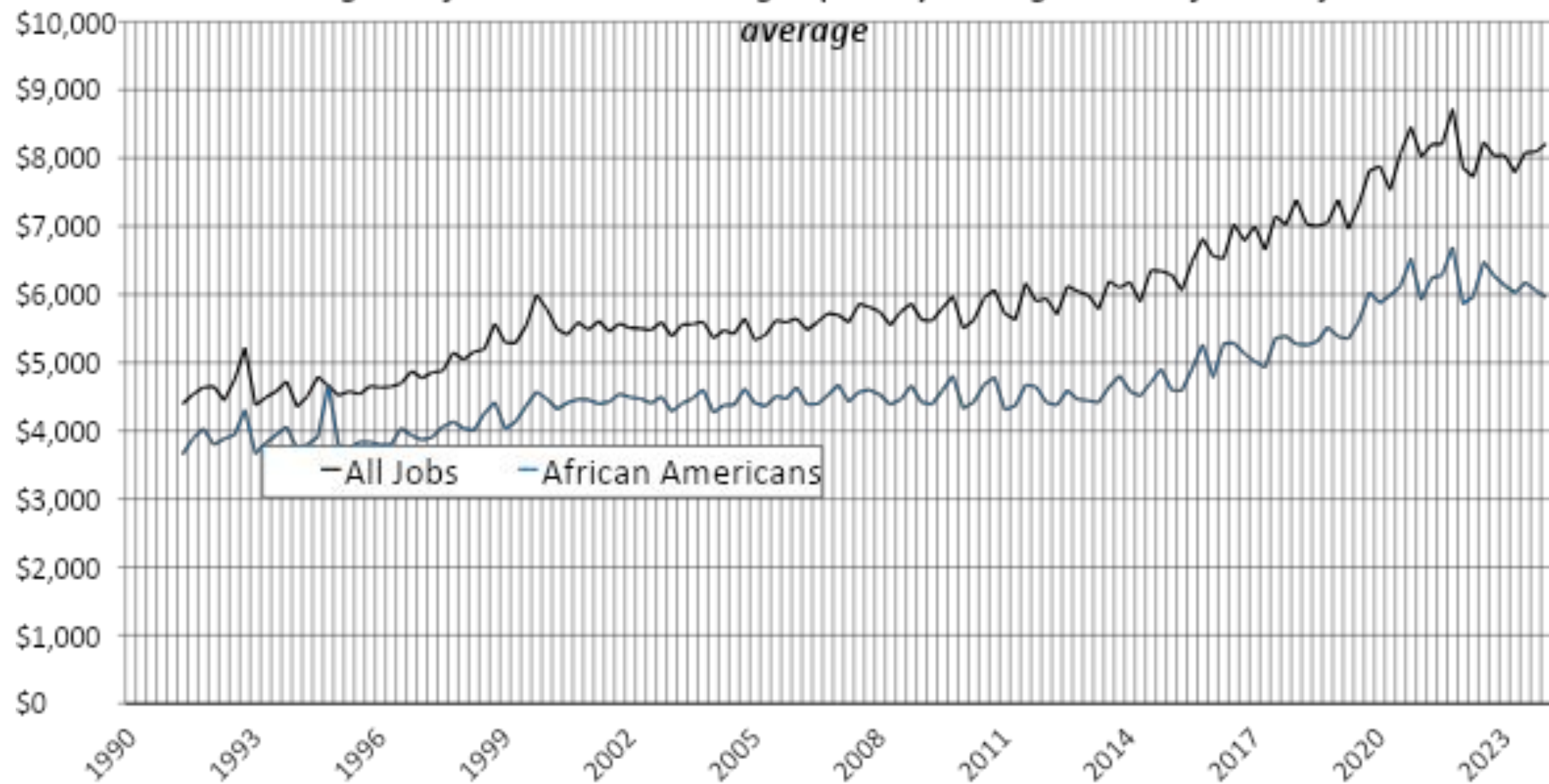
**In Washington, African Americans had significantly more short-term jobs (*Ratio of EmpS to EmpTotal*)**



Source: LEHD

# Average Monthly Earnings Gap Widens

*Washington African-American wages (EarnS) averaged 84% of the all jobs average*

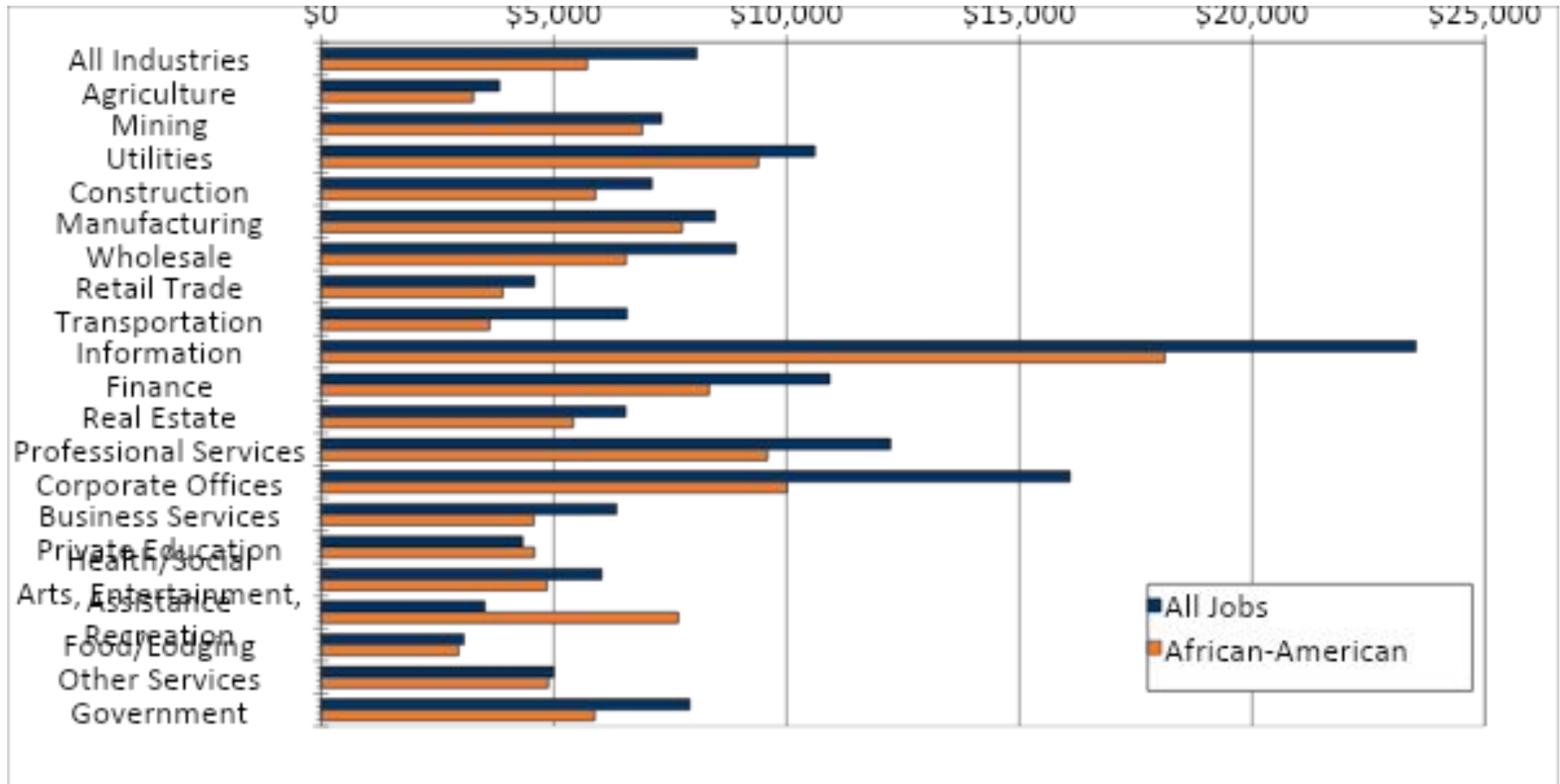


Source: LEHD



# Washington average wage by industry

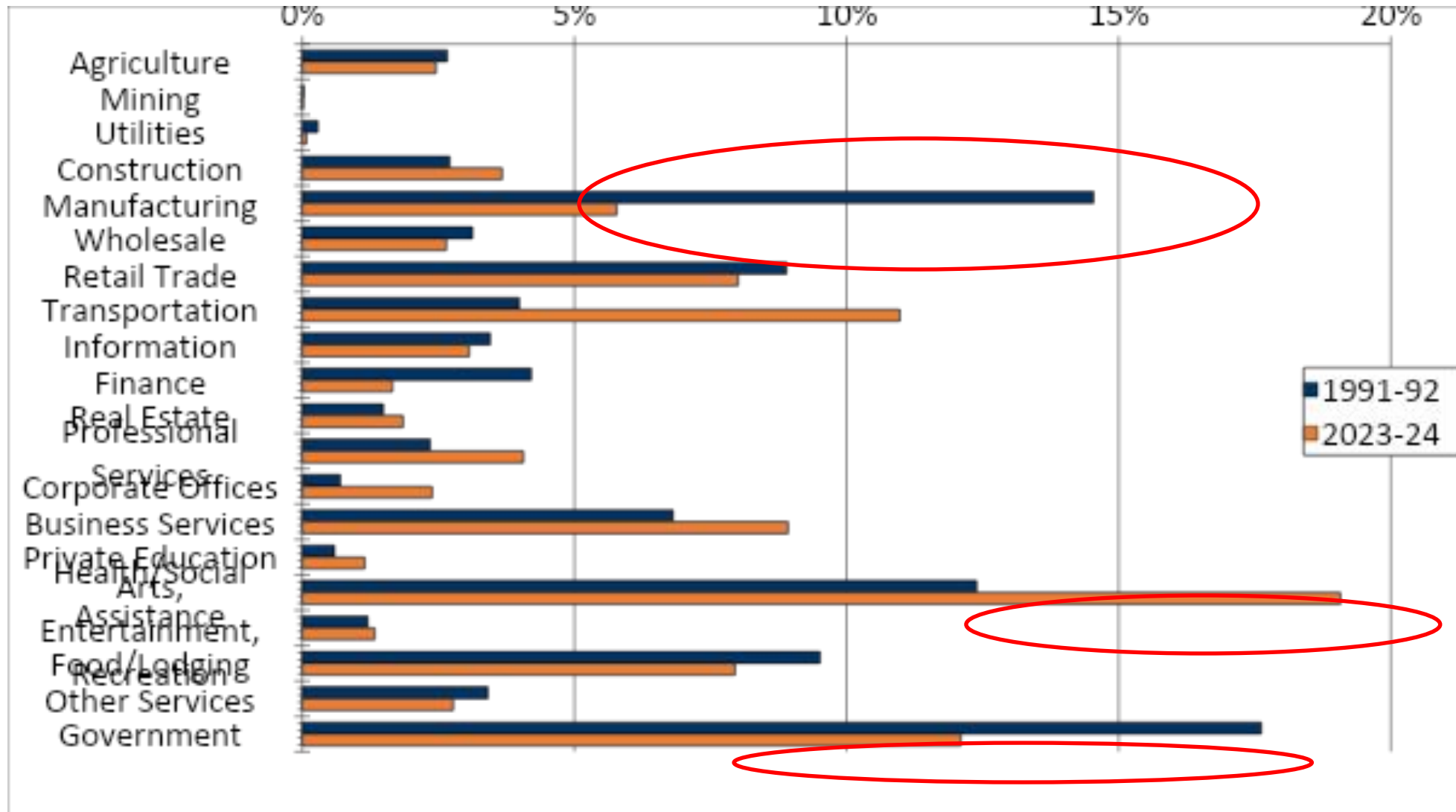
## 2023-24



Source: LEHD

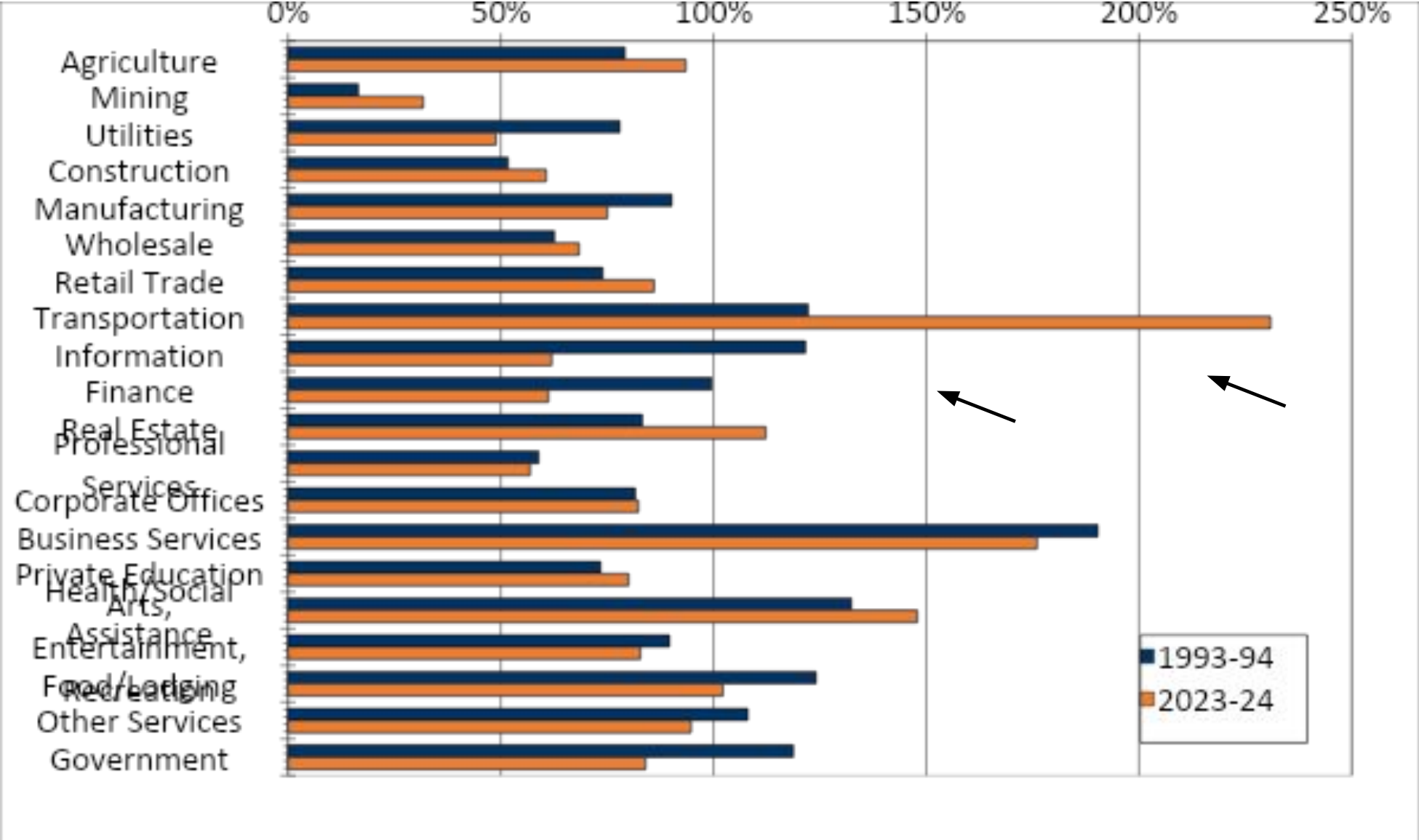


# Washington African American Emp by industry over time



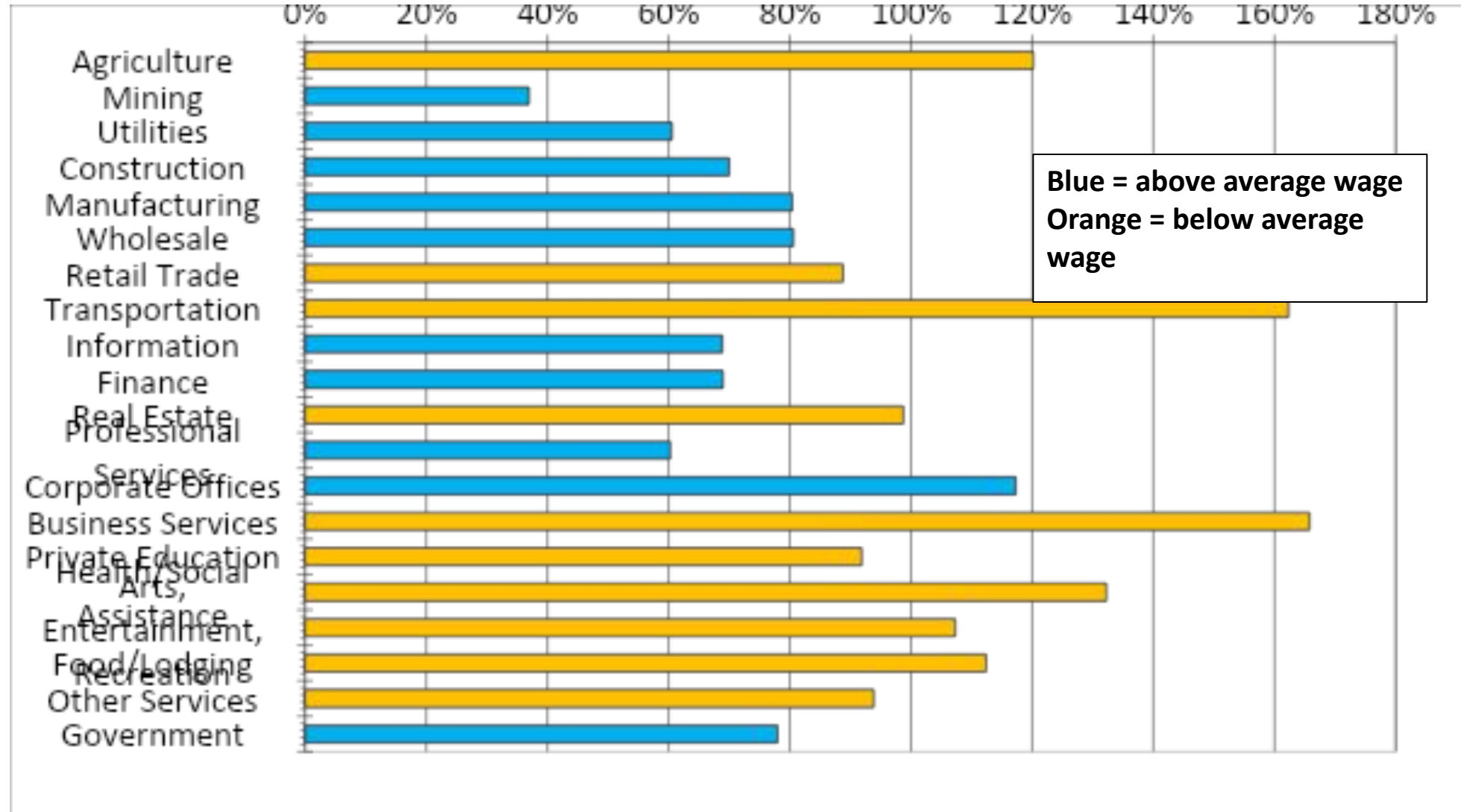
Source: LEHD

# Washington African American Emp: LQ



Source: LEHD

# Washington African American Emp: LQ 2023-24



Source: LEHD

# Washington African American Emp, 2023-24

NAICS	Title	Emp	“LQ”
	All NAICS Sectors	198,707	1
7225	Restaurants and Other Eating Places	11,363	0.94
6241	Individual and Family Services	10,764	2.00
4853	Taxi and Limousine Service	10,423	5.79
5613	Employment Services	6,717	2.21
6111	Elementary and Secondary Schools	5,273	0.53
6221	General Medical and Surgical Hospitals	4,924	1.00
5511	Management of Companies and Enterprises	4,743	0.82
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	4,694	2.56
5616	Investigation and Security Services	4,489	3.60
3364	Aerospace Product and Parts Manufacturing	3,849	0.90
5617	Services to Buildings and Dwellings	3,339	1.34
5132	Software Publishers	3,234	0.62
9211	Executive, Legislative, and Other General Government Support	3,048	0.64
4451	Grocery and Convenience Retailers	2,792	0.81

# Conclusion

- LEHD is another powerful tool to get a detailed look at disaggregated employment data
- Racial economic inequities in the U.S. Pacific Northwest have persisted over the past 30 years, and in some cases have worsened