JANUARY 23, 2019

PINELLAS COUNTY

ECONOMIC DEVELOPMENT

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WHO'S LEFT TO HIRE? WORKFORCE AND UNEMPLOYMENT ANALYSIS

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Executive Summary:

Pinellas County's unemployment rate is significantly below state and national measures. December data from the Department of Economic Opportunity reported Pinellas County at 3.1% unemployment compared to Florida's 3.3%. Nationally unemployment was 3.7%. Low unemployment is very good news for workers and job hunters, but creates challenges for businesses looking to relocate or expand. Low unemployment does not mean no workers are available, but instead that companies may have a more difficult time finding the right employees.

Two reasons for Pinellas County's low unemployment are its low employment to population ratio and workforce participation rate. These factors are largely driven by the county's older retiree population. For the rest of the population, Pinellas County has a higher rate of workforce participation in select demographic groups such as women with children and Hispanics. Some evidence suggests younger workers benefit from Pinellas County's job market with high measures on employment to population ratio and workforce participation. Pinellas County's workforce participation ratio and employment to population ratio are below national rates, but have been trending higher in recent years.

The comparatively small number of unemployed persons in Pinellas County seem to face more unique challenges than in the rest of the United States. Compared nationally, those living below the poverty line and the disabled generally have worse employment outcomes in Pinellas County. Residents over 60 seeking employment also have higher rates of unemployment in Pinellas. Employers may need to create less physically demanding positions or consider using part time positions to tap into these less traditional labor pools.

When the unemployed are analyzed by their previous industries and occupations, an interesting challenge arises. Disproportionately many lack previous work experience. This may point to issues with younger workers having difficulty finding employment after entering the job market or older workers reentering the labor force after prolonged absences. This is not entirely unique to Pinellas and peer counties such as Hillsborough, Seminole, and Broward have a similar issue, but Pinellas County seems to have a greater imbalance. Regardless, the unemployed lacking job experience is a problem for companies seeking a skilled workforce. This challenge may need to be addressed with a combination of job training, apprenticeships, or related programs.

Pinellas County's unemployed, across industries and occupations, generally mirror national trends. However, some industrial and occupational categories are outliers. Manufacturing and construction both are experiencing labor crunches and there are few unemployed persons with experience in these fields. Industries with higher concentrations in the county, such as corporate offices and hospitality, tend to have more unemployed workers in the labor pool. Workers with administrative support service experience are outliers with comparatively high unemployment rates in the county.

Data Notes

This report's data was collected from multiple sources including the American Community Survey, Emsi, and Florida's Office of Economic and Demographic Research. Information lag time varies from source to source. Sources also vary in methodologies and the temptation to make cross sources comparisons should be avoided.

American Community Survey data was collected using the "Employment Status" variable (ID S2301). 1 and 5 year estimates from the 2017 survey were used when testing for statistical significance. 1 year estimates are adequate when looking at larger demographics groups (e.g. Females, Black or African American alone). 5 year estimates are required when looking at smaller demographic groups (e.g. With a disability, Age 16 to 19).

The participation rate, employment to population ratio, and unemployment rate were the variables tracked across demographic groups using the 1 and 5 year estimates for 2017. The American Community Survey asks about unemployment differently than other surveys and has larger values as a result. Despite these quirks, the survey is valuable for looking at workforce information across demographic groups that are not directly measured in more traditional measures.

Disadvantages with the American Community Survey are that the information is somewhat dated and small samples can skew the data. Sampling issues are a problem for smaller demographic groups in Pinellas County and when considering historically hard to sample populations.

Using 1 and 5 year data, statistical significance was tested using margin of error (MoE) data. If the value figure for the United States fell outside the range of "Pinellas Value +/- MoE" then Pinellas County was considered an outlier and the difference was considered statistically significant. MoE values for national datasets are small enough that they were not relevant when testing for significance. The MoE for the American Community Survey uses 95% confidence intervals. This means there is a 95% chance that the "true" value for a population is within the range of the sample value plus or minus the margin of error.

Workforce Participation Rate

Pinellas County has a lower workforce participation rate, 58.0%, compared to the rest of the country 63.2%. The workforce participation rate is measured by adding together the number of people working and looking for work, then dividing the sum by the total population. The primary drivers behind this trend are the county's large percentage of retirees and its comparatively older population. Consequently, the local population over 60 has a very low workforce participation rate. Low workforce participation for the over 60 population is a lurking variable that affects many other workforce variables. This trend plays out with other demographic variables such as the white population and male population who, likely because of their ages, have statistically significantly lower workforce participation rates versus the national labor force.

Interestingly, the female workforce participation rate is higher than national figures and this trend holds across 1 and 5 year surveys. Locally, women with children appear more likely to be in the labor force. This is a trend further worth investing because there could be either good or bad social factors explaining this fact.

County residents living below the poverty line and with disabilities seem to have greater issues with workforce participation compared to the national average. Some of this may be due to age. Disability rates tend to increase with age and poverty rates have a slight uptick post-retirement. A classic example of poverty being potentially misleading is an elderly couple living off of their savings. They may be considered impoverished and have minimal income while living off liquid assets. Regardless, these

relationships were significant at the 5 year measure, but samples sizes were too small to determine at the 1 year level of measure.

Employment to Population Ratio

Considering employment to population ratio, Pinellas has a lower rate, 54.3%, than the national average, 58.9%. Employment to population is calculated by dividing the number of employed persons by the total population. Pinellas has a slightly higher rate for younger populations, but a lower ratio for older populations. 20 to 24 year olds have a statistically significant rate of employment that is higher than the rest of the nation and this holds in the 1 and 5 year estimates. Two potential reasons are that Pinellas is not a major hub for higher education and that the region's hospitality sector relies on younger workers. In the 1 year estimate, the county has a slightly higher number of 30 to 34 year olds working than the national average.

Similar to workforce participation, the county has a lower percentage of people over 60 who are employed. Related to this fact is that whites also have a lower employment to population ratio. The white employment to population ratio is driven entirely by the non-Hispanic population because the Hispanic/Latino demographic has a slightly higher employment to population ratio than the national average per 1 year estimates.

Women have a significantly higher employment to population ratio than the national average and men are below the national average. The higher female ratio is likely driven by employed women with school aged children. The employment to population ratios for residents with a bachelor's degree or higher and those with less than a high school diploma are significantly lower than national figures in the 5 year survey data, but not significantly different in the 1 year data.

Two theories to explain the relation between education and the workforce emerge when comparing Pinellas and national data. First, Pinellas County's older population tends to be more educated than the national average. The percentage of residents over 65 having a bachelor's degree or more is 2 percentage points higher locally than nationally. Many retirees in Pinellas County are educated and wealthy enough to move to the area and not have as much of a need to work. Second, Pinellas has a lower percentage of residents with less than a high school diploma than the national average. Consequently, the population in Pinellas County without a high school diploma may be more troubled locally than nationally.

Unemployment

Looking at ACS unemployment data, the same general trends emerge. To reiterate, the American Community Survey calculates unemployment differently from other popular measures such as monthly job reports. Consequently, ACS data has higher unemployment rates than other sources. Unemployment data from the ACS is not accurate, but is precise. Its usefulness comes from being wrong in the same way across different geographies. ACS employment data is a useful tool compared against itself, but not other sources.

Overall, Pinellas County's unemployment rate is not significantly different from the national unemployment rate. Demographic subgroups however show different rates of unemployment.

Surprisingly, at the 1 year level, the unemployment rate is significantly lower in the 30 to 34 age range and higher in the 35 to 44 age band. Although not significant at the 1 year level, at the 5 year level unemployment is significantly greater in the 60 to 64 and 65 to 74 age bands. As with other variables, the white population has a higher rate of unemployment than the national average and this is likely related to age issues. The Hispanic/Latino population has a lower unemployment rate than the national average at the 1 year level.

At the 5 year level, Pinellas has a lower unemployment rate for mothers with school aged children. The population living below the poverty line has an unemployment rate much higher than the national average in both surveys. At the 1 year level, those living below the poverty level have an unemployment rate over 27%. Compared nationally, those living in poverty in Pinellas County have an unemployment rate roughly 30% greater than the national average.

Residents with disabilities also have higher unemployment, but only in 5 year survey estimates. This may be related to age. The likelihood of disability is correlated with age as is the unemployment rate. The disabled population may not appear to have a statistically significant unemployment difference in the 1 year data thanks to its small sample size.

Unemployment by Industry and Occupation

Emsi provides methods of looking at unemployment information across industries and occupations. Emsi's data is from July 2018 and has its own quirk to consider. Emsi breaks unemployment into sectors and compares each sector proportionally with the national average. Consequently, unemployment looks worse for industries with larger local concentrations. The proportional percentage breakdown also means unemployment figures must add up to 100%. Readers should keep these caveats in mind. An illustrative example is that virtually none of the unemployed in Pinellas County come from the agricultural and mining sector. This is not because local farms and mines are on hiring binges, but this is a result of agriculture and mining being very small local industries. On the other hand, industries with higher local concentrations such as management of companies and enterprises, healthcare, and accommodation and food services have higher relative unemployment metrics.

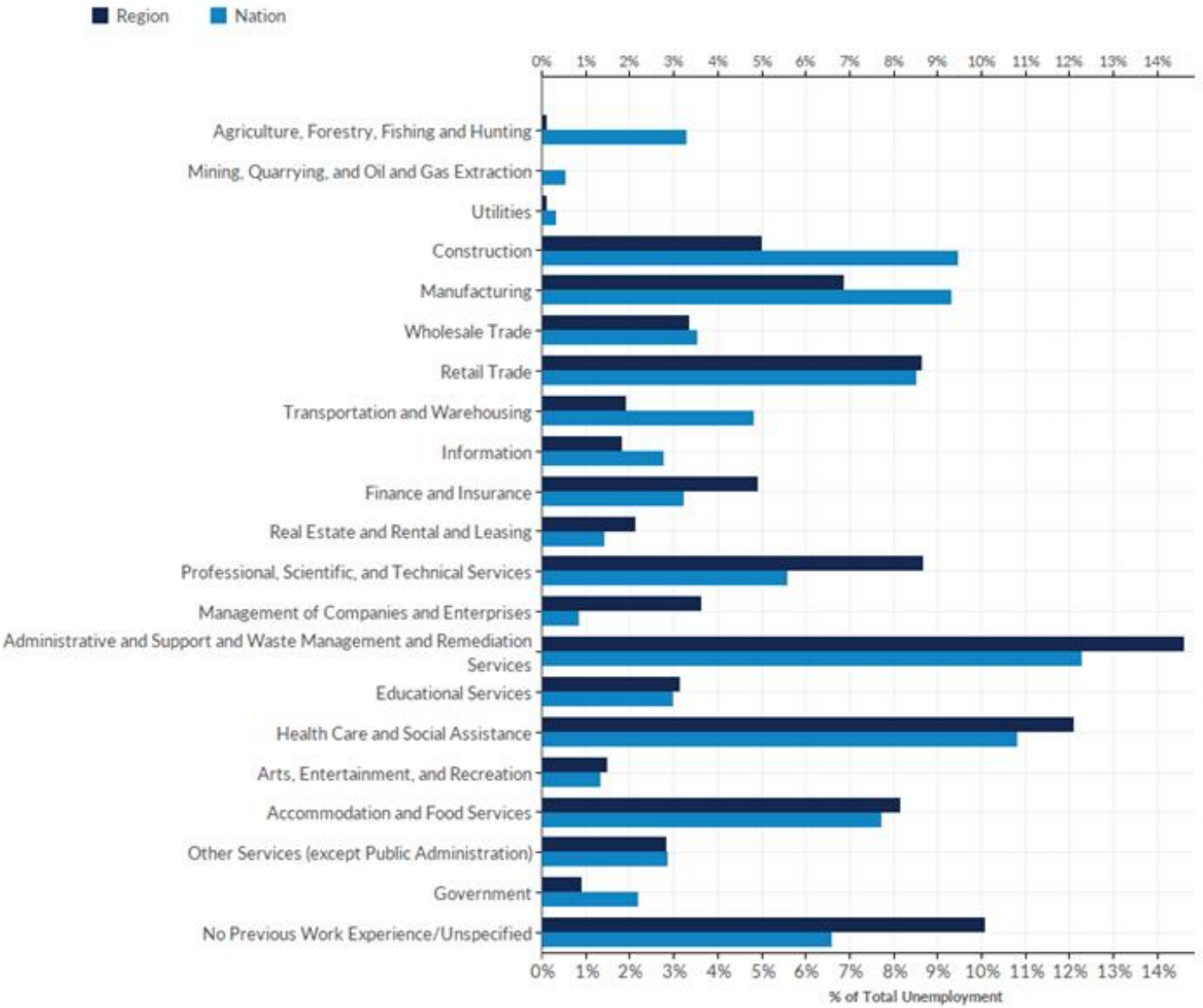
At the industrial, or NAICS level, some of the factors that immediately jump out are the high level of unemployment in the professional and scientific services field along with administrative support and waste management. These could be related to each other and will be further investigated when looking at occupational data. The professional, scientific, and technical services industry is somewhat misleading because the field includes many white collar occupations such as engineers, computer programmers, and lawyers, but also many administrative positions and support staff are in the general field. The same pattern holds true for management of companies and enterprises.

Information is one of the more interesting sectors because the broad field, generally, has been shrinking in Pinellas County and across the nation. Information contains a potpourri of different fields such radio stations, newspaper, and software companies. Consequently some field such as software have grown while legacy media broadly has been shrinking. Because of how eclectic the segment is, further investigation may be required to get a better feel for its labor force.

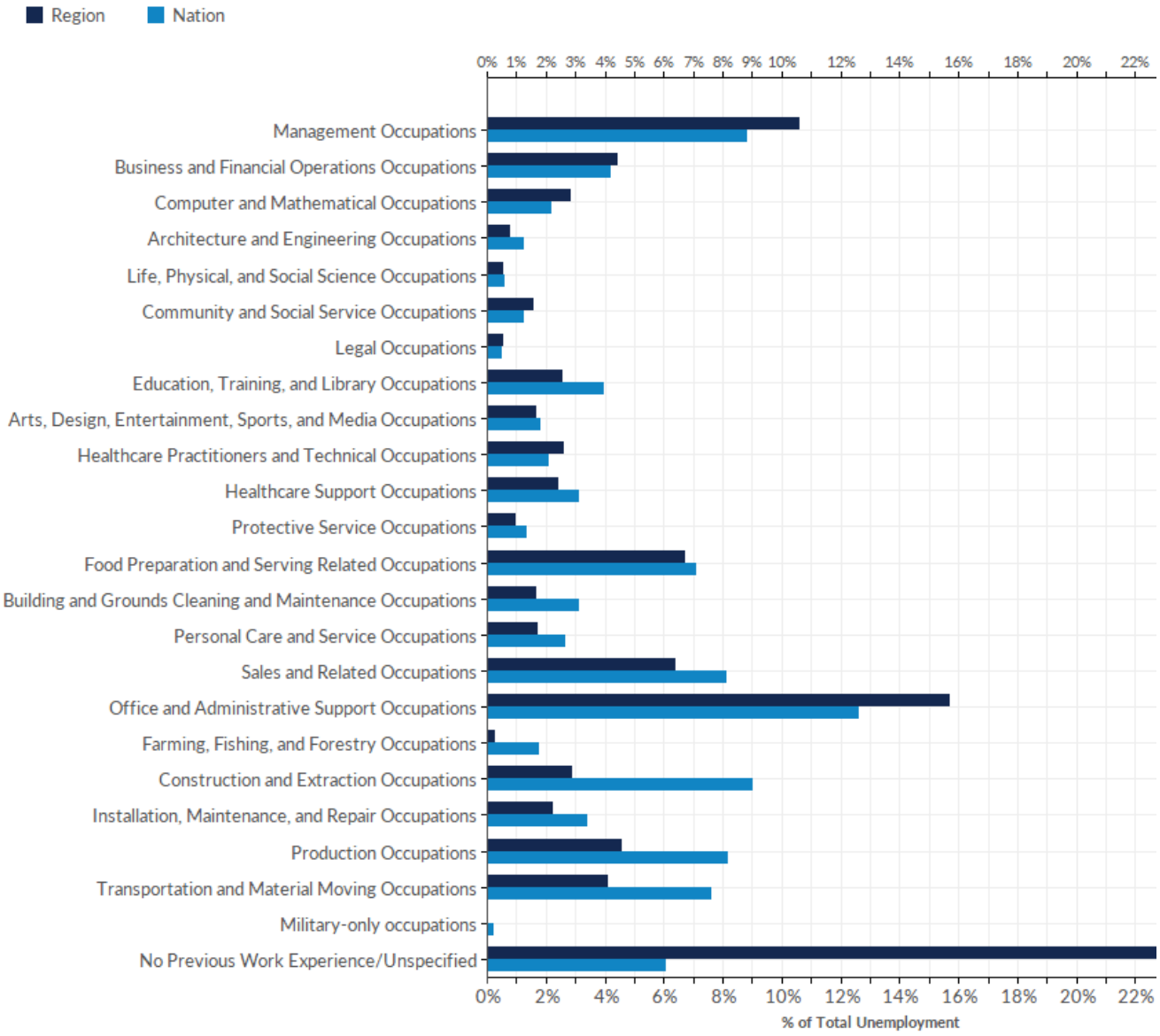
Health care and social assistance, accommodation and food services, and arts, entertainment, and recreation are three fields with unsurprisingly higher relative unemployment. The healthcare sector

has a much greater concentration in Pinellas, compared with the national average, so it is natural that there are more workers who could be unemployed. The other two industries meanwhile are highly related to the tourism and retirement industries with above average employment and resultantly unemployment concentrations.

Interestingly, manufacturing and construction both have significantly lower comparative unemployment than the US as a whole. Anecdotally, this seems accurate and complaints about a lack of worker are extremely common in these fields. The most interesting bar is for the unemployed with no previous work experience or those in unspecified industries. These are possibly younger workers looking to enter the workforce or could be older workers looking to reenter the workforce after a prolonged absence.



Pinellas County's Unemployment by Industry



Pinellas County Unemployment by Occupation

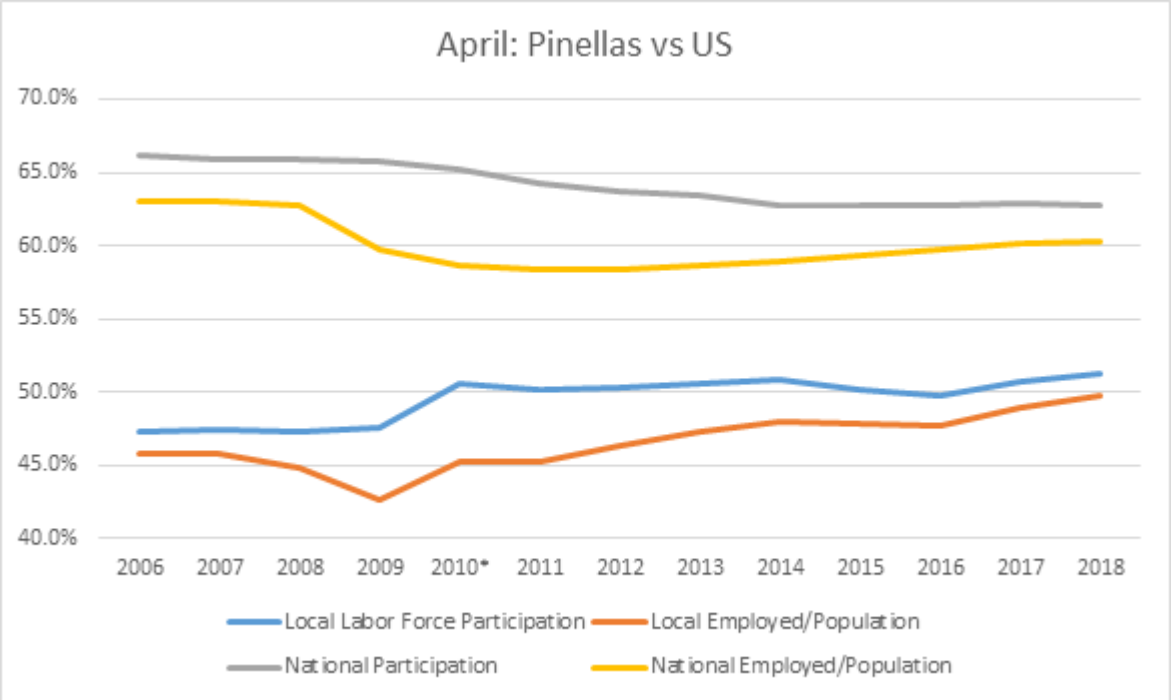
Looking at unemployment from an occupational level reveals similar patterns. Office and administrative support's higher unemployment rate is almost certainly related to the unemployment experienced in professional services and management occupations. Management occupations along with business and financial occupations experiencing higher unemployment are related to the higher concentration of these jobs in the county. Similar to trend at the industrial level, unemployment is much lower for workers with experience in construction and the manufacturing sectors.

Workers with no previous work experience or from an unspecified occupation are even more extremely overrepresented among the local unemployed. At over 22%, they are almost 4 times more common in Pinellas County than the national average. Peer counties such as Hillsborough, Broward, and Seminole are similar in this regard, but the trend is significantly more pronounced in Pinellas. By comparison, Hillsborough has roughly 13% of its unemployed workforce coming from the "No Previous Work Experience/Unspecified" and in Seminole they make up roughly 12.5% of the unemployed.

Because the overall unemployment rate is so low, it is tempting to dismiss the need for workforce development programs, but the large number of unemployed persons lacking experience points towards a larger issue. Structural issues, lack of skills, transportation, or any other number of issues could be at play here and could be causing a significant problem for the local labor force. The mismatch between jobs available and workforce experience paints a very unflattering picture, but this is only a snapshot judgment. The reality is that these workers could also be greatest assets because they have the potential to be molded and trained as the next wave of high skilled workers.

Longitudinal Data

Monthly data from the state and federal government can also be used to gauge unemployment and workforce participation in Pinellas County. This requires splicing a few data sets together, but helps to put longitudinal trends better in focus. The following chart looks at local workforce and employment data at the workforce and employment levels. Florida's Office of Economic and Demographic Research releases annual April 1st population for each county in the states and the Department of Economic Opportunity releases monthly workforce reports with labor market information. April labor market figures were combined with population estimates in order to create local figures for the county. Federal data with April ratios already exist as part of the Bureau of Statistics' ongoing economic research.



**2010 Census Population Count Used*

Longitudinally, the data confirms previous trends regarding workforce participation to be a chronic issue for Pinellas County. As evidenced by ACS data earlier, the most likely explanation is the county's retiree population, but other factors such as the disabled and impoverished could also play a role. More interesting is that the gap between Pinellas and the United States as a whole has been shrinking over time.

The gap is shrinking not only because workforce participation is declining at the national level, but also because Pinellas County has been increasing its labor force participation rate and employment to population ratio. The national story about the shrinking gap is simple enough and is primarily being driven by the Baby Boomer generation's exit from the labor force and into retirement. Pinellas County's increases however are being driven by different factors. Possibilities are that younger workers appear better positioned to find work in Pinellas and there are more working women in the county. The county also lacks large "work alternative" institutions such as a major university.

Whereas the United States as a whole saw its workforce participation rate decrease in the aftermath of the Great Recession the opposite happened in Pinellas. The chart above is adjusted for population, so likely this trend is linked to Pinellas County's population decline in the immediate aftermath of the financial crisis. The working theory is that fewer people were able to move to Pinellas County in order to retire because they lacked the financial means to do so. Pinellas County's population shrank and relative measures such as workforce participation improved as a result.

Five Year American Community Survey Data

2017	Participation Rate							Employment/Population Ratio							Unemployment						
	Pinellas	MoE	Low	High	USA	Sig Test	Pinellas/USA	Pinellas	MoE	Low	High	USA	Sig Test	Pinellas/USA	Pinellas	MoE	Low	High	USA	Sig Test	Pinellas/USA
16 to 19 years	37.8%	1.9	35.9%	39.7%	37.7%	No	1.00	30.4%	2.0	28.4%	32.4%	29.6%	No	1.03	19.4%	2.6	16.8%	22.0%	20.7%	No	0.94
20 to 24 years	75.7%	1.6	74.1%	77.3%	74.4%	No	1.02	66.9%	2.0	64.9%	68.9%	64.5%	SIGNIFICANT	1.04	11.1%	1.5	9.6%	12.6%	11.6%	No	0.96
25 to 29 years	82.9%	1.5	81.4%	84.4%	82.3%	No	1.01	76.4%	1.6	74.8%	78.0%	75.2%	No	1.02	7.2%	1.1	6.1%	8.3%	7.5%	No	0.96
30 to 34 years	83.2%	1.3	81.9%	84.5%	82.3%	No	1.01	77.7%	1.4	76.3%	79.1%	76.6%	No	1.01	6.3%	0.9	5.4%	7.2%	6.2%	No	1.02
35 to 44 years	83.6%	0.8	82.8%	84.4%	82.4%	SIGNIFICANT	1.01	78.5%	0.9	77.6%	79.4%	77.7%	No	1.01	5.8%	0.7	5.1%	6.5%	5.2%	No	1.12
45 to 54 years	81.0%	0.7	80.3%	81.7%	80.3%	No	1.01	76.6%	0.9	75.7%	77.5%	76.3%	No	1.00	5.2%	0.5	4.7%	5.7%	4.8%	No	1.08
55 to 59 years	72.0%	1.3	70.7%	73.3%	72.2%	No	1.00	68.5%	1.4	67.1%	69.9%	68.8%	No	1.00	4.9%	0.6	4.3%	5.5%	4.6%	No	1.07
60 to 64 years	54.1%	1.4	52.7%	55.5%	56.0%	SIGNIFICANT	0.97	51.5%	1.4	50.1%	52.9%	53.7%	SIGNIFICANT	0.96	4.9%	0.6	4.3%	5.5%	4.2%	SIGNIFICANT	1.17
65 to 74 years	24.1%	0.8	23.3%	24.9%	25.6%	SIGNIFICANT	0.94	23.0%	0.8	22.2%	23.8%	24.6%	SIGNIFICANT	0.93	4.8%	0.7	4.1%	5.5%	3.9%	SIGNIFICANT	1.23
75 years and over	5.6%	0.4	5.2%	6.0%	6.4%	SIGNIFICANT	0.88	5.4%	0.4	5.0%	5.8%	6.2%	SIGNIFICANT	0.87	3.6%	1.6	2.0%	5.2%	3.8%	No	0.95
White alone	57.0%	0.4	56.6%	57.4%	63.1%	SIGNIFICANT	0.90	53.6%	0.4	53.2%	54.0%	59.2%	SIGNIFICANT	0.91	5.8%	0.3	5.5%	6.1%	5.5%	No	1.05
Black or African American alone	62.3%	1.6	60.7%	63.9%	62.4%	No	1.00	55.3%	1.7	53.6%	57.0%	54.6%	No	1.01	10.7%	1.4	9.3%	12.1%	11.9%	No	0.90
American Indian and Alaska Native alone	55.4%	6.3	49.1%	61.7%	58.1%	No	0.95	48.8%	6.2	42.6%	55.0%	50.7%	No	0.96	9.6%	6.1	3.5%	15.7%	12.3%	No	0.78
Asian alone	65.9%	1.8	64.1%	67.7%	64.8%	No	1.02	61.8%	1.9	59.9%	63.7%	61.2%	No	1.01	6.2%	1.5	4.7%	7.7%	5.1%	No	1.22
Native Hawaiian and Other Pacific Islander alone	80.3%	12.8	67.5%	93.1%	66.8%	SIGNIFICANT	1.20	77.6%	12.9	64.7%	90.5%	59.6%	SIGNIFICANT	1.30	3.4%	5.0	-1.6%	8.4%	9.0%	SIGNIFICANT	0.38
Some other race alone	70.0%	4.7	65.3%	74.7%	69.3%	No	1.01	63.9%	4.4	59.5%	68.3%	63.5%	No	1.01	8.7%	3.9	4.8%	12.6%	8.1%	No	1.07
Two or more races	67.3%	3.3	64.0%	70.6%	65.9%	No	1.02	60.8%	3.6	57.2%	64.4%	58.8%	No	1.03	9.2%	2.3	6.9%	11.5%	9.8%	No	0.94
Hispanic or Latino origin (of any race)	66.6%	1.4	65.2%	68.0%	67.3%	No	0.99	61.6%	1.4	60.2%	63.0%	61.8%	No	1.00	7.2%	1.0	6.2%	8.2%	7.6%	No	0.95
White alone, not Hispanic or Latino	56.3%	0.4	55.9%	56.7%	62.5%	SIGNIFICANT	0.90	52.9%	0.4	52.5%	53.3%	58.9%	SIGNIFICANT	0.90	5.7%	0.3	5.4%	6.0%	5.2%	SIGNIFICANT	1.10
Male	80.1%	0.6	79.5%	80.7%	82.1%	SIGNIFICANT	0.98	74.6%	0.6	74.0%	75.2%	76.2%	SIGNIFICANT	0.98	6.6%	0.4	6.2%	7.0%	6.2%	No	1.06
Female	73.4%	0.6	72.8%	74.0%	72.3%	SIGNIFICANT	1.02	69.2%	0.7	68.5%	69.9%	67.9%	SIGNIFICANT	1.02	5.7%	0.5	5.2%	6.2%	6.0%	No	0.95
With own children under 18 years	74.6%	1.2	73.4%	75.8%	73.2%	SIGNIFICANT	1.02	70.3%	1.3	69.0%	71.6%	68.5%	SIGNIFICANT	1.03	5.7%	0.8	4.9%	6.5%	6.3%	No	0.90
With own children under 6 years only	72.1%	2.6	69.5%	74.7%	70.8%	No	1.02	66.3%	3.0	63.3%	69.3%	65.4%	No	1.01	7.9%	2.3	5.6%	10.2%	7.3%	No	1.08
With own children under 6 years and 6 to 17 years	69.0%	2.7	66.3%	71.7%	64.9%	SIGNIFICANT	1.06	63.4%	3.0	60.4%	66.4%	59.6%	SIGNIFICANT	1.06	8.1%	2.8	5.3%	10.9%	7.9%	No	1.03
With own children under 6 to 17 years only	77.3%	1.5	75.8%	78.8%	77.1%	No	1.00	74.0%	1.6	72.4%	75.6%	72.8%	No	1.02	4.2%	0.8	3.4%	5.0%	5.4%	SIGNIFICANT	0.78
Below poverty level	46.8%	1.4	45.4%	48.2%	50.3%	SIGNIFICANT	0.93	33.8%	1.3	32.5%	35.1%	38.2%	SIGNIFICANT	0.88	27.8%	2.0	25.8%	29.8%	24.0%	SIGNIFICANT	1.16
At or above the poverty level	81.9%	0.4	81.5%	82.3%	82.6%	SIGNIFICANT	0.99	78.2%	0.5	77.7%	78.7%	78.6%	No	0.99	4.2%	0.3	3.9%	4.5%	4.4%	No	0.95
With any disability	39.4%	1.6	37.8%	41.0%	41.5%	SIGNIFICANT	0.95	33.2%	1.6	31.6%	34.8%	35.7%	SIGNIFICANT	0.93	15.7%	1.7	14.0%	17.4%	13.7%	SIGNIFICANT	1.15
Less than high school graduate	59.2%	2.0	57.2%	61.2%	60.5%	No	0.98	52.8%	0.5	52.3%	53.3%	54.4%	SIGNIFICANT	0.97	10.8%	1.8	9.0%	12.6%	10.0%	No	1.08
High school graduate (includes equivalency)	71.4%	1.0	70.4%	72.4%	72.4%	No	0.99	66.2%	1.9	64.3%	68.1%	67.1%	No	0.99	7.2%	0.8	6.4%	8.0%	7.1%	No	1.01
Some college or associate's degree	78.7%	0.7	78.0%	79.4%	79.1%	No	0.99	74.0%	1.2	72.8%	75.2%	74.2%	No	1.00	5.7%	0.5	5.2%	6.2%	5.5%	No	1.04
Bachelor's degree or higher	84.1%	0.6	83.5%	84.7%	86.2%	SIGNIFICANT	0.98	80.9%	0.7	80.2%	81.6%	83.2%	SIGNIFICANT	0.97	3.5%	0.4	3.1%	3.9%	3.1%	No	1.13
Population 16 and Older	58.1%	0.3	57.8%	58.4%	63.4%	SIGNIFICANT	0.92	54.3%	0.7	53.6%	55.0%	58.9%	SIGNIFICANT	0.92	6.4%	0.3	6.1%	6.7%	6.6%	No	0.97

1 Year American Community Survey Data

2017	Participation Rate							Employment/Population Ratio							Unemployment						
	Pinellas	MoE	Low	High	USA	Sig Test	Pinellas/USA	Pinellas	MoE	Low	High	USA	Sig Test	Pinellas/USA	Pinellas	MoE	Low	High	USA	Sig Test	Pinellas/USA
16 to 19 years	39.7%	4.1	35.6%	43.8%	38.3%	No	1.04	33.8%	4.4	29.4%	38.2%	31.3%	No	1.08	14.7%	5.6	9.1%	20.3%	17.3%	No	0.85
20 to 24 years	78.4%	3.9	74.5%	82.3%	74.8%	No	1.05	71.6%	4.9	66.7%	76.5%	66.5%	SIGNIFICANT	1.08	8.0%	3.9	4.1%	11.9%	9.4%	No	0.85
25 to 29 years	85.1%	2.7	82.4%	87.8%	82.8%	No	1.03	77.5%	3.9	73.6%	81.4%	76.9%	No	1.01	8.0%	3.0	5.0%	11.0%	6.1%	No	1.31
30 to 34 years	86.0%	3.0	83.0%	89.0%	82.8%	SIGNIFICANT	1.04	82.9%	3.2	79.7%	86.1%	78.0%	SIGNIFICANT	1.06	3.1%	1.4	1.7%	4.5%	5.0%	SIGNIFICANT	0.62
35 to 44 years	84.5%	2.3	82.2%	86.8%	82.4%	No	1.03	79.4%	2.6	76.8%	82.0%	78.5%	No	1.01	5.9%	1.6	4.3%	7.5%	4.2%	SIGNIFICANT	1.40
45 to 54 years	80.4%	2.2	78.2%	82.6%	80.6%	No	1.00	76.9%	2.2	74.7%	79.1%	77.5%	No	0.99	3.9%	1.1	2.8%	5.0%	3.7%	No	1.05
55 to 59 years	71.9%	2.8	69.1%	74.7%	72.3%	No	0.99	68.0%	3.0	65.0%	71.0%	69.7%	No	0.98	5.3%	1.7	3.6%	7.0%	3.6%	No	1.47
60 to 64 years	53.8%	2.8	51.0%	56.6%	57.0%	SIGNIFICANT	0.94	52.1%	2.8	49.3%	54.9%	55.1%	SIGNIFICANT	0.95	3.2%	1.2	2.0%	4.4%	3.3%	No	0.97
65 to 74 years	22.7%	2.1	20.6%	24.8%	25.8%	SIGNIFICANT	0.88	21.7%	2.1	19.6%	23.8%	25.0%	SIGNIFICANT	0.87	4.4%	2.0	2.4%	6.4%	3.2%	No	1.38
75 years and over	5.7%	1.0	4.7%	6.7%	6.8%	SIGNIFICANT	0.84	5.4%	1.0	4.4%	6.4%	6.5%	SIGNIFICANT	0.83	5.6%	4.1	1.5%	9.7%	3.2%	No	1.75
White alone	56.5%	0.8	55.7%	57.3%	62.8%	SIGNIFICANT	0.90	53.4%	0.9	52.5%	54.3%	59.6%	SIGNIFICANT	0.90	5.2%	0.7	4.5%	5.9%	4.5%	No	1.16
Black or African American alone	63.8%	2.7	61.1%	66.5%	62.5%	No	1.02	58.0%	3.1	54.9%	61.1%	56.2%	No	1.03	8.4%	3.2	5.2%	11.6%	9.5%	No	0.88
American Indian and Alaska Native alone	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Asian alone	63.7%	4.5	59.2%	68.2%	64.9%	No	0.98	59.8%	4.2	55.6%	64.0%	62.0%	No	0.96	5.9%	2.5	3.4%	8.4%	4.2%	No	1.40
Native Hawaiian and Other Pacific Islander alone	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Some other race alone	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Two or more races	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hispanic or Latino origin (of any race)	69.6%	2.3	67.3%	71.9%	67.4%	No	1.03	66.8%	2.7	64.1%	69.5%	63.0%	SIGNIFICANT	1.06	3.6%	1.6	2.0%	5.2%	6.0%	SIGNIFICANT	0.60
White alone, not Hispanic or Latino	55.5%	0.9	54.6%	56.4%	62.1%	SIGNIFICANT	0.89	52.4%	1.0	51.4%	53.4%	59.1%	SIGNIFICANT	0.89	5.4%	0.7	4.7%	6.1%	4.2%	SIGNIFICANT	1.29
Male	80.3%	1.5	78.8%	81.8%	82.2%	SIGNIFICANT	0.98	75.7%	1.8	73.9%	77.5%	77.3%	No	0.98	5.1%	1.0	4.1%	6.1%	5.0%	No	1.02
Female	74.4%	1.3	73.1%	75.7%	72.8%	SIGNIFICANT	1.02	70.4%	1.4	69.0%	71.8%	69.1%	No	1.02	5.3%	1.1	4.2%	6.4%	4.8%	No	1.10
With own children under 18 years	75.6%	2.9	72.7%	78.5%	73.7%	No	1.03	71.2%	3.1	68.1%	74.3%	69.9%	No	1.02	5.8%	2.0	3.8%	7.8%	5.0%	No	1.16
With own children under 6 years only	78.9%	5.7	73.2%	84.6%	71.4%	SIGNIFICANT	1.11	72.2%	6.9	65.3%	79.1%	67.0%	No	1.08	8.5%	6.0	2.5%	14.5%	5.8%	No	1.47
With own children under 6 years and 6 to 17 years	72.7%	7.1	65.6%	79.8%	65.6%	No	1.11	68.5%	7.9	60.6%	76.4%	61.4%	No	1.12	5.7%	4.0	1.7%	9.7%	6.2%	No	0.92
With own children under 6 to 17 years only	75.1%	3.9	71.2%	79.0%	77.5%	No	0.97	71.7%	4.1	67.6%	75.8%	74.1%	No	0.97	4.6%	2.1	2.5%	6.7%	4.3%	No	1.07
Below poverty level	44.0%	4.7	39.3%	48.7%	47.5%	No	0.93	32.1%	3.6	28.5%	35.7%	37.5%	SIGNIFICANT	0.86	27.1%	5.1	22.0%	32.2%	20.9%	SIGNIFICANT	1.30
At or above the poverty level	82.7%	0.9	81.8%	83.6%	82.9%	No	1.00	79.4%	1.0	78.4%	80.4%	79.5%	No	1.00	3.6%	0.6	3.0%	4.2%	3.6%	No	1.00
With any disability	40.3%	2.9	37.4%	43.2%	42.2%	No	0.95	35.1%	2.8	32.3%	37.9%	37.2%	No	0.94	12.8%	3.7	9.1%	16.5%	11.5%	No	1.11
Less than high school graduate	60.0%	4.7	55.3%	64.7%	60.2%	No	1.00	54.0%	4.9	49.1%	58.9%	55.4%	No	0.97	10.0%	4.4	5.6%	14.4%	8.0%	No	1.25
High school graduate (includes equivalency)	71.4%	2.3	69.1%	73.7%	72.2%	No	0.99	66.9%	2.2	64.7%	69.1%	68.0%	No	0.98	6.1%	1.4	4.7%	7.5%	5.7%	No	1.07
Some college or associate's degree	77.9%	1.7	76.2%	79.6%	79.2%	No	0.98	73.4%	2.0	71.4%	75.4%	75.2%	No	0.98	5.3%	1.3	4.0%	6.6%	4.3%	No	1.23
Bachelor's degree or higher	86.0%	1.2	84.8%	87.2%	86.6%	No	0.99	83.3%	1.2	82.1%	84.5%	83.9%	No	0.99	2.8%	0.7	2.1%	3.5%	2.6%	No	1.08
Population 16 years and over	58.0%	0.8	57.2%	58.8%	63.2%	SIGNIFICANT	0.92	54.6%	0.8	53.8%	55.4%	59.5%	SIGNIFICANT	0.92	5.4%	0.6	4.8%	6.0%	5.3%	No	1.02