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FOREIGN-BORN WORKERS: LABOR FORCE CHARACTERISTICS — 2020

The unemployment rate for foreign-born persons in the United States was 9.2 percent in 2020, up sharply from 3.1 percent in 2019, the U.S. Bureau of Labor Statistics reported today. The jobless rate of native-born persons also increased sharply; it was 7.8 percent in 2020, up from 3.8 percent in 2019. The marked increases in these measures reflect the effect of the coronavirus (COVID-19) pandemic.

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 2020 data:

- In 2020, the share of the U.S. civilian labor force that is foreign born was 17.0 percent, down from 17.4 percent in 2019. From 2019 to 2020, the overall labor force declined by 2.8 million; the foreign born accounted for 1.1 million of this decline, or 38.4 percent. (See table 1.)
- From 2019 to 2020, employment fell by 2.7 million among the foreign born, a decline of 9.8 percent. Employment also fell among the native born (-7.1 million); however, in relative terms, the decline was about half as large, at 5.4 percent. (See table 1.)
- Hispanics continued to account for nearly half of the foreign-born labor force in 2020, 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 continued to participate in the labor force at a considerably higher rate in 2020 (76.6 percent) than their native-born counterparts (65.9 percent). In contrast, 53.2 percent of foreign-born women were labor force participants, lower than the participation rate of 56.8 percent for native-born women. (See table 1.)

- In 2020, 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 \$885 in 2020, compared with \$1,000 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. In addition, earnings data for 2020 reflect the effect of steep pandemic-related job losses.)

Demographic Characteristics

The demographic composition of the foreign-born labor force differs from that of the native-born labor force. In 2020, men accounted for 57.3 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 (71.8 percent) was higher than for the native-born labor force (62.2 percent). Labor force participation is typically highest among persons in that age bracket. (See table 1.)

In 2020, nearly half (47.5 percent) of the foreign-born labor force was Hispanic, and one-quarter (25.1 percent) was Asian. Hispanics and Asians made up much lower percentages of the native-born labor force, at 12.0 percent and 2.4 percent, respectively. About 16.2 percent of the foreign-born labor force was White and 10.1 percent was Black, compared with 70.7 percent and 12.1 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 19.0 percent in 2020, much higher than the figure for the native-born labor force, at 3.5 percent. The foreign born were less likely than the native born to have some college or an associate degree—16.2 percent versus 28.1 percent. The proportions of foreign-born and native-born high school graduates (24.5 percent versus 24.8 percent) and those with a bachelor's degree or higher (40.3 percent versus 43.6 percent) were more similar.

Labor Force

In 2020, the share of the U.S. civilian labor force that is foreign born declined by 0.4 percentage point to 17.0 percent, the largest decline since comparable data became available in 1996. The economic downturn resulting from the COVID-19 pandemic disproportionately affected the foreign-born labor force. In 2020, the overall labor force declined by 2.8 million; the foreign born accounted for 1.1 million of this decline, or 38.4 percent. (See table 1.)

In 2020, the labor force participation rate of the foreign born declined by 1.5 percentage points to 64.5 percent. The rate for foreign-born men declined by 1.4 percentage points to 76.6 percent, while that for foreign-born women fell by 1.6 percentage points to 53.2 percent. The labor force participation rate of the native born also declined over the year, falling by 1.3 percentage points to 61.2 percent. The rate for native-born men declined by 1.5 percentage points to 65.9 percent, and that for native-born women was down by 1.1 percentage points to 56.8 percent.

Labor force participation rates for the foreign born varied across the major race and ethnicity groups in 2020, ranging from 59.9 percent for foreign-born Whites to 69.3 percent for foreign-born Blacks. Participation rates for the native born showed less variation across major race and ethnicity groups, ranging from 58.9 percent for native-born Blacks to 65.0 percent for native-born Hispanics.

Across the major race and ethnicity groups, participation rates declined from 2019 to 2020 for foreign-born Blacks, Asians, and Hispanics, and the rate for Whites was little changed. Among the native born, the participation rates of Whites and Blacks declined, while those of Asians and Hispanics changed little.

In 2020, foreign-born mothers with children under age 18 were less likely to be labor force participants than native-born mothers—59.8 percent versus 74.7 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 51.6 percent, 18.2 percentage points below that for native-born mothers, at 69.8 percent. In comparison, the labor force participation rate of foreign-born mothers with children ages 6 to 17 (65.4 percent) was 13.1 percentage points lower than that for native-born mothers with children ages 6 to 17 (78.5 percent). The labor force participation rates of foreign-born and native-born fathers with children under age 18 were more similar, at 92.9 percent and 92.1 percent, respectively. (See table 2.)

By region, the foreign born made up a larger share of the labor force in the West (22.4 percent) and in the Northeast (20.7 percent) in 2020 than for the nation as a whole (17.0 percent). The foreign born made up a smaller share of the labor force than for the nation as a whole in the South (16.3 percent) and the Midwest (9.2 percent). (See table 6.)

Employment

Employment fell by 2.7 million among the foreign born from 2019 to 2020, a decline of 9.8 percent. While employment also fell among the native born over the period (-7.1 million), in relative terms, the decline was about half as large, at 5.4 percent. (See table 1.)

Unemployment

The unemployment rate of the foreign born rose from 3.1 percent to 9.2 percent from 2019 to 2020, and the jobless rate for the native born increased from 3.8 percent to 7.8 percent. The over-the-year increase in the unemployment rates of the foreign born and the native born reflected increases in the rates for both men and women. In 2020, the unemployment rates for foreign-born men and women increased by 5.3 percentage points and 7.1 percentage points to 8.0 percent and 10.8 percent, respectively. The unemployment rates for native-born men and women increased by 3.8 percentage points and 4.3 percentage points to 7.8 percent and 7.9 percent, respectively. (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 2020 (10.7 percent), followed by Hispanics (9.7 percent), Asians (8.7 percent), and Whites (7.5 percent). Among the native born, jobless rates were higher for Blacks (11.5 percent) and Hispanics (11.0 percent) than for Asians (8.4 percent) and Whites (6.5 percent).

Occupation

In 2020, foreign-born workers continued to be more likely than native-born workers to be employed in service occupations (20.6 percent versus 14.4 percent); natural resources, construction, and maintenance occupations (13.6 percent versus 8.1 percent); and production, transportation, and material moving occupations (15.2 percent versus 11.7 percent). Foreign-born workers were less likely than native-born workers to be employed in management, professional, and related occupations (36.3 percent versus 44.4 percent) and in sales and office occupations (14.3 percent versus 21.3 percent). (See table 4.)

Among employed men, the disparity was especially great in natural resources, construction, and maintenance occupations—22.0 percent of the foreign born worked in this occupational field in 2020, versus 14.7 percent of the native born. The occupational disparity for women was pronounced in service occupations—28.6 percent of the foreign born worked in that occupation group, compared with 17.1 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 2020, median usual weekly earnings of foreign-born full-time wage and salary workers (\$885) were 88.5 percent of the earnings of their native-born counterparts (\$1,000). Among men, median weekly earnings for the foreign born (\$941) were 84.4 percent of the earnings of the native born (\$1,115). Median earnings for foreign-born women (\$798) were 88.4 percent of the earnings of native-born women (\$903). (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. In addition, earnings data for 2020 reflect the effect of steep pandemic-related job losses, which disproportionately affected lower-paid workers.

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 2020. For Black and Asian workers, earnings for the foreign born were slightly higher than for their native-born counterparts (about a 5-percent difference for both groups), while White foreign-born workers earned 14.4 percent more than their native-born counterparts.

The earnings of both foreign-born and native-born workers increase with education. In 2020, foreign-born workers age 25 and over with less than a high school diploma earned \$601 per week, while those with a bachelor's degree and higher earned about 2.5 times as much—\$1,492 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—\$1,409 per week versus \$655 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 (\$702) earned 87.6 percent as much as their native-born counterparts (\$801) in 2020. However, among those with a bachelor's degree and higher, the earnings of foreign-born workers (\$1,492) were slightly higher than the earnings of native-born workers (\$1,409).

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.

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.

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. Specifically, they were born outside the United States (or one of its outlying areas such as Guam or Puerto Rico), and neither parent 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, 2019-2020 annual averages
 [Numbers in thousands]

Characteristic	2019						2020					
	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		
TOTAL												
Total, 16 years and over.....	259,175	163,539	63.1	157,538	6,001	3.7	260,329	160,742	61.7	147,795	12,947	8.1
Men.....	125,353	86,687	69.2	83,460	3,227	3.7	125,922	85,204	67.7	78,560	6,644	7.8
Women.....	133,822	76,852	57.4	74,078	2,774	3.6	134,407	75,538	56.2	69,234	6,304	8.3
FOREIGN BORN												
Total, 16 years and over.....	42,990	28,390	66.0	27,502	888	3.1	42,361	27,316	64.5	24,809	2,507	9.2
Men.....	20,814	16,234	78.0	15,791	443	2.7	20,420	15,652	76.6	14,401	1,250	8.0
Women.....	22,176	12,156	54.8	11,711	446	3.7	21,941	11,664	53.2	10,407	1,257	10.8
Age												
16 to 24 years.....	3,330	1,735	52.1	1,619	116	6.7	3,149	1,604	50.9	1,373	231	14.4
25 to 34 years.....	7,665	5,917	77.2	5,726	191	3.2	7,208	5,470	75.9	4,966	504	9.2
35 to 44 years.....	9,361	7,459	79.7	7,273	187	2.5	9,103	7,150	78.5	6,599	551	7.7
45 to 54 years.....	8,878	7,219	81.3	7,018	201	2.8	8,793	6,993	79.5	6,367	626	8.9
55 to 64 years.....	6,699	4,585	68.5	4,450	135	3.0	6,831	4,637	67.9	4,191	446	9.6
65 years and over.....	7,057	1,475	20.9	1,416	59	4.0	7,278	1,461	20.1	1,312	149	10.2
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino.....	7,710	4,651	60.3	4,515	136	2.9	7,377	4,420	59.9	4,087	333	7.5
Black non-Hispanic or Latino.....	3,837	2,716	70.8	2,606	110	4.1	3,979	2,757	69.3	2,463	294	10.7
Asian non-Hispanic or Latino.....	11,180	7,187	64.3	7,013	174	2.4	10,966	6,848	62.4	6,252	595	8.7
Hispanic or Latino ethnicity.....	19,753	13,506	68.4	13,046	460	3.4	19,569	12,978	66.3	11,723	1,255	9.7
Educational attainment												
Total, 25 years and over.....	39,660	26,655	67.2	25,883	773	2.9	39,212	25,712	65.6	23,436	2,276	8.9
Less than a high school diploma.....	9,494	5,432	57.2	5,217	214	3.9	8,762	4,886	55.8	4,328	558	11.4
High school graduates, no college ²	9,983	6,632	66.4	6,454	178	2.7	10,023	6,302	62.9	5,617	685	10.9
Some college or associate degree.....	6,233	4,312	69.2	4,196	116	2.7	6,192	4,153	67.1	3,767	386	9.3
Bachelor's degree and higher ³	13,950	10,280	73.7	10,015	264	2.6	14,235	10,371	72.9	9,723	648	6.2
NATIVE BORN												
Total, 16 years and over.....	216,185	135,148	62.5	130,036	5,112	3.8	217,968	133,427	61.2	122,986	10,441	7.8
Men.....	104,540	70,453	67.4	67,669	2,784	4.0	105,502	69,552	65.9	64,159	5,393	7.8
Women.....	111,645	64,696	57.9	62,367	2,328	3.6	112,466	63,874	56.8	58,827	5,047	7.9
Age												
16 to 24 years.....	34,418	19,358	56.2	17,703	1,654	8.5	34,336	18,603	54.2	15,819	2,784	15.0
25 to 34 years.....	37,211	31,274	84.0	30,081	1,193	3.8	37,636	31,036	82.5	28,460	2,576	8.3
35 to 44 years.....	31,599	26,598	84.2	25,854	743	2.8	32,227	26,833	83.3	25,208	1,625	6.1
45 to 54 years.....	31,566	25,713	81.5	25,024	689	2.7	31,078	25,148	80.9	23,731	1,416	5.6
55 to 64 years.....	35,542	23,018	64.8	22,443	575	2.5	35,360	22,656	64.1	21,262	1,393	6.1
65 years and over.....	45,848	9,188	20.0	8,931	257	2.8	47,330	9,152	19.3	8,506	646	7.1
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino.....	154,457	96,132	62.2	93,210	2,922	3.0	154,711	94,284	60.9	88,161	6,123	6.5
Black non-Hispanic or Latino.....	27,105	16,566	61.1	15,497	1,069	6.5	27,296	16,089	58.9	14,237	1,851	11.5
Asian non-Hispanic or Latino.....	4,720	2,973	63.0	2,874	99	3.3	5,021	3,153	62.8	2,889	264	8.4
Hispanic or Latino ethnicity.....	23,754	15,547	65.4	14,759	788	5.1	24,614	15,992	65.0	14,229	1,763	11.0
Educational attainment												
Total, 25 years and over.....	181,767	115,791	63.7	112,333	3,458	3.0	183,632	114,824	62.5	107,167	7,656	6.7
Less than a high school diploma.....	12,132	4,544	37.5	4,224	320	7.0	11,138	4,043	36.3	3,561	483	11.9
High school graduates, no college ²	52,476	29,530	56.3	28,383	1,146	3.9	52,098	28,440	54.6	25,989	2,450	8.6
Some college or associate degree.....	51,280	33,108	64.6	32,086	1,022	3.1	51,135	32,248	63.1	29,803	2,446	7.6
Bachelor's degree and higher ³	65,878	48,609	73.8	47,640	969	2.0	69,260	50,092	72.3	47,815	2,277	4.5

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

² Includes persons with a high school diploma or equivalent.

³ 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, 2019-2020 annual averages
 [Numbers in thousands]

Characteristic	2019			2020		
	Total	Men	Women	Total	Men	Women
FOREIGN BORN						
With own children under 18						
Civilian noninstitutional population.....	15,499	7,341	8,159	15,253	7,212	8,041
Civilian labor force.....	11,926	6,891	5,035	11,506	6,697	4,809
Participation rate.....	76.9	93.9	61.7	75.4	92.9	59.8
Employed.....	11,574	6,735	4,840	10,535	6,227	4,308
Employment-population ratio.....	74.7	91.7	59.3	69.1	86.4	53.6
Unemployed.....	352	156	195	971	470	501
Unemployment rate.....	3.0	2.3	3.9	8.4	7.0	10.4
With own children 6 to 17, none younger						
Civilian noninstitutional population.....	8,938	4,127	4,810	8,824	4,073	4,751
Civilian labor force.....	7,093	3,820	3,273	6,865	3,755	3,110
Participation rate.....	79.4	92.5	68.0	77.8	92.2	65.4
Employed.....	6,880	3,724	3,157	6,296	3,501	2,795
Employment-population ratio.....	77.0	90.2	65.6	71.4	86.0	58.8
Unemployed.....	212	96	116	568	254	314
Unemployment rate.....	3.0	2.5	3.6	8.3	6.8	10.1
With own children under 6						
Civilian noninstitutional population.....	6,562	3,213	3,348	6,429	3,139	3,290
Civilian labor force.....	4,834	3,071	1,762	4,641	2,942	1,699
Participation rate.....	73.7	95.6	52.6	72.2	93.7	51.6
Employed.....	4,694	3,011	1,683	4,239	2,727	1,512
Employment-population ratio.....	71.5	93.7	50.3	65.9	86.9	46.0
Unemployed.....	139	60	79	402	215	187
Unemployment rate.....	2.9	2.0	4.5	8.7	7.3	11.0
With own children under 3						
Civilian noninstitutional population.....	3,566	1,774	1,792	3,508	1,725	1,783
Civilian labor force.....	2,566	1,695	871	2,482	1,610	872
Participation rate.....	72.0	95.5	48.6	70.8	93.3	48.9
Employed.....	2,495	1,664	831	2,266	1,491	775
Employment-population ratio.....	70.0	93.8	46.4	64.6	86.4	43.4
Unemployed.....	71	31	40	216	119	97
Unemployment rate.....	2.8	1.8	4.6	8.7	7.4	11.2
With no own children under 18						
Civilian noninstitutional population.....	27,491	13,473	14,018	27,108	13,208	13,900
Civilian labor force.....	16,464	9,343	7,121	15,810	8,955	6,855
Participation rate.....	59.9	69.3	50.8	58.3	67.8	49.3
Employed.....	15,927	9,056	6,871	14,274	8,174	6,100
Employment-population ratio.....	57.9	67.2	49.0	52.7	61.9	43.9
Unemployed.....	537	287	250	1,536	781	756
Unemployment rate.....	3.3	3.1	3.5	9.7	8.7	11.0
NATIVE BORN						
With own children under 18						
Civilian noninstitutional population.....	48,138	21,318	26,820	47,988	21,357	26,631
Civilian labor force.....	40,107	19,865	20,242	39,557	19,664	19,893
Participation rate.....	83.3	93.2	75.5	82.4	92.1	74.7
Employed.....	38,977	19,427	19,550	37,207	18,665	18,542
Employment-population ratio.....	81.0	91.1	72.9	77.5	87.4	69.6
Unemployed.....	1,130	438	692	2,350	999	1,351
Unemployment rate.....	2.8	2.2	3.4	5.9	5.1	6.8
With own children 6 to 17, none younger						
Civilian noninstitutional population.....	26,768	11,859	14,909	26,842	11,894	14,948
Civilian labor force.....	22,765	10,894	11,871	22,572	10,833	11,739
Participation rate.....	85.0	91.9	79.6	84.1	91.1	78.5
Employed.....	22,169	10,661	11,508	21,325	10,324	11,001
Employment-population ratio.....	82.8	89.9	77.2	79.4	86.8	73.6

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, 2019-2020 annual averages — Continued
 [Numbers in thousands]

Characteristic	2019			2020		
	Total	Men	Women	Total	Men	Women
Unemployed.....	596	233	363	1,247	509	737
Unemployment rate.....	2.6	2.1	3.1	5.5	4.7	6.3
With own children under 6						
Civilian noninstitutional population.....	21,370	9,458	11,912	21,146	9,463	11,683
Civilian labor force.....	17,342	8,971	8,371	16,985	8,831	8,154
Participation rate.....	81.1	94.8	70.3	80.3	93.3	69.8
Employed.....	16,808	8,766	8,042	15,882	8,341	7,541
Employment-population ratio.....	78.7	92.7	67.5	75.1	88.1	64.5
Unemployed.....	534	204	329	1,103	490	613
Unemployment rate.....	3.1	2.3	3.9	6.5	5.5	7.5
With own children under 3						
Civilian noninstitutional population.....	12,464	5,571	6,894	12,256	5,559	6,697
Civilian labor force.....	9,941	5,300	4,641	9,697	5,198	4,499
Participation rate.....	79.8	95.1	67.3	79.1	93.5	67.2
Employed.....	9,626	5,173	4,453	9,082	4,914	4,168
Employment-population ratio.....	77.2	92.9	64.6	74.1	88.4	62.2
Unemployed.....	315	127	188	615	284	331
Unemployment rate.....	3.2	2.4	4.1	6.3	5.5	7.3
With no own children under 18						
Civilian noninstitutional population.....	168,047	83,222	84,825	169,979	84,145	85,834
Civilian labor force.....	95,042	50,588	44,453	93,870	49,888	43,981
Participation rate.....	56.6	60.8	52.4	55.2	59.3	51.2
Employed.....	91,060	48,242	42,817	85,779	45,494	40,285
Employment-population ratio.....	54.2	58.0	50.5	50.5	54.1	46.9
Unemployed.....	3,982	2,346	1,636	8,091	4,394	3,696
Unemployment rate.....	4.2	4.6	3.7	8.6	8.8	8.4

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, 2019-2020 annual averages
 [Numbers in thousands]

Characteristic	2019				2020			
	Less than a high school diploma	High school graduates, no college ¹	Some college or associate degree	Bachelor's degree and higher ²	Less than a high school diploma	High school graduates, no college ¹	Some college or associate degree	Bachelor's degree and higher ²
FOREIGN BORN								
White non-Hispanic or Latino								
Civilian noninstitutional population.....	563	1,686	1,369	3,610	498	1,567	1,249	3,610
Civilian labor force.....	186	897	794	2,523	161	782	718	2,548
Participation rate.....	33.0	53.2	58.0	69.9	32.3	49.9	57.5	70.6
Employed.....	179	871	771	2,456	144	710	652	2,398
Employment-population ratio.....	31.9	51.7	56.3	68.0	28.9	45.3	52.2	66.4
Unemployed.....	6	25	22	67	17	73	66	150
Unemployment rate.....	3.4	2.8	2.8	2.7	10.3	9.3	9.2	5.9
Black non-Hispanic or Latino								
Civilian noninstitutional population.....	374	967	838	1,240	374	1,016	866	1,313
Civilian labor force.....	199	663	638	1,011	190	671	656	1,062
Participation rate.....	53.2	68.5	76.2	81.5	50.9	66.1	75.8	80.9
Employed.....	187	637	614	976	160	585	588	984
Employment-population ratio.....	49.9	65.9	73.3	78.7	42.8	57.6	67.9	75.0
Unemployed.....	12	26	24	36	30	87	68	78
Unemployment rate.....	6.1	3.9	3.8	3.5	16.0	12.9	10.4	7.4
Asian non-Hispanic or Latino								
Civilian noninstitutional population.....	1,079	1,829	1,318	6,096	900	1,877	1,234	6,186
Civilian labor force.....	410	1,062	878	4,478	353	995	766	4,422
Participation rate.....	38.0	58.1	66.6	73.5	39.3	53.0	62.1	71.5
Employed.....	399	1,044	857	4,378	297	844	687	4,167
Employment-population ratio.....	37.0	57.1	65.0	71.8	33.0	45.0	55.6	67.4
Unemployed.....	11	17	21	100	57	151	79	255
Unemployment rate.....	2.6	1.6	2.4	2.2	16.1	15.2	10.4	5.8
Hispanic or Latino ethnicity								
Civilian noninstitutional population.....	7,436	5,392	2,572	2,834	6,952	5,472	2,717	2,956
Civilian labor force.....	4,618	3,941	1,910	2,142	4,156	3,794	1,929	2,220
Participation rate.....	62.1	73.1	74.2	75.6	59.8	69.3	71.0	75.1
Employed.....	4,433	3,835	1,863	2,082	3,705	3,425	1,764	2,066
Employment-population ratio.....	59.6	71.1	72.4	73.5	53.3	62.6	64.9	69.9
Unemployed.....	184	106	47	59	451	369	165	154
Unemployment rate.....	4.0	2.7	2.5	2.8	10.9	9.7	8.5	6.9
NATIVE BORN								
White non-Hispanic or Latino								
Civilian noninstitutional population.....	7,075	37,579	37,225	53,021	6,386	37,005	36,937	55,058
Civilian labor force.....	2,550	20,377	23,175	38,437	2,216	19,488	22,495	39,028
Participation rate.....	36.0	54.2	62.3	72.5	34.7	52.7	60.9	70.9
Employed.....	2,399	19,725	22,570	37,726	2,004	18,085	20,992	37,378
Employment-population ratio.....	33.9	52.5	60.6	71.2	31.4	48.9	56.8	67.9
Unemployed.....	151	652	606	711	212	1,403	1,503	1,650
Unemployment rate.....	5.9	3.2	2.6	1.8	9.6	7.2	6.7	4.2
Black non-Hispanic or Latino								
Civilian noninstitutional population.....	2,315	7,571	6,820	5,708	2,235	7,609	6,751	6,045
Civilian labor force.....	759	4,326	4,632	4,373	687	4,130	4,382	4,560
Participation rate.....	32.8	57.1	67.9	76.6	30.7	54.3	64.9	75.4
Employed.....	668	4,035	4,427	4,256	565	3,588	3,944	4,313
Employment-population ratio.....	28.9	53.3	64.9	74.6	25.3	47.2	58.4	71.3
Unemployed.....	91	291	205	118	123	542	438	247
Unemployment rate.....	12.0	6.7	4.4	2.7	17.8	13.1	10.0	5.4
Asian non-Hispanic or Latino								
Civilian noninstitutional population.....	145	509	685	2,035	128	541	629	2,320

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, 2019-2020 annual averages — Continued

[Numbers in thousands]

Characteristic	2019				2020			
	Less than a high school diploma	High school graduates, no college ¹	Some college or associate degree	Bachelor's degree and higher ²	Less than a high school diploma	High school graduates, no college ¹	Some college or associate degree	Bachelor's degree and higher ²
Civilian labor force.....	55	294	471	1,637	66	319	408	1,823
Participation rate.....	38.1	57.8	68.7	80.4	51.6	58.9	64.8	78.6
Employed.....	53	285	455	1,598	58	285	365	1,731
Employment-population ratio.....	36.3	56.0	66.5	78.5	45.3	52.7	58.1	74.6
Unemployed.....	3	9	15	39	8	33	42	92
Unemployment rate.....	4.9	3.2	3.3	2.4	12.4	10.5	10.3	5.0
Hispanic or Latino ethnicity								
Civilian noninstitutional population.....	2,215	5,446	5,004	3,858	2,014	5,545	5,274	4,446
Civilian labor force.....	1,042	3,698	3,790	3,157	951	3,683	3,928	3,588
Participation rate.....	47.0	67.9	75.7	81.8	47.2	66.4	74.5	80.7
Employed.....	978	3,559	3,646	3,081	831	3,299	3,571	3,361
Employment-population ratio.....	44.2	65.4	72.9	79.9	41.2	59.5	67.7	75.6
Unemployed.....	64	139	144	76	120	384	358	227
Unemployment rate.....	6.1	3.8	3.8	2.4	12.6	10.4	9.1	6.3

¹ Includes persons with a high school diploma or equivalent.

² 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, 2020 annual averages
 [Percent distribution]

Occupation	Foreign born			Native born		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	24,809	14,401	10,407	122,986	64,159	58,827
Occupation as a percent of total employed						
Total employed.....	100.0	100.0	100.0	100.0	100.0	100.0
Management, professional, and related occupations.....	36.3	34.0	39.5	44.4	40.3	49.0
Management, business, and financial operations occupations.....	14.1	14.3	13.9	19.2	20.2	18.1
Management occupations.....	9.5	10.7	7.8	13.2	14.9	11.4
Business and financial operations occupations.....	4.7	3.6	6.1	6.0	5.4	6.8
Professional and related occupations.....	22.2	19.7	25.6	25.2	20.1	30.8
Computer and mathematical occupations.....	5.8	7.3	3.8	3.4	4.9	1.7
Architecture and engineering occupations.....	2.4	3.3	1.2	2.1	3.4	0.7
Life, physical, and social science occupations.....	1.3	1.3	1.4	1.1	1.0	1.1
Community and social service occupations.....	1.1	0.7	1.6	2.0	1.2	2.9
Legal occupations.....	0.6	0.4	1.0	1.4	1.3	1.5
Education, training, and library occupations.....	3.7	2.1	5.9	6.5	3.2	10.1
Arts, design, entertainment, sports, and media occupations.....	1.4	1.3	1.7	2.2	2.0	2.4
Healthcare practitioners and technical occupations.....	5.8	3.4	9.1	6.6	3.1	10.5
Service occupations.....	20.6	14.7	28.6	14.4	12.0	17.1
Healthcare support occupations.....	4.2	1.2	8.3	3.0	0.8	5.5
Protective service occupations.....	0.8	1.1	0.5	2.3	3.4	1.1
Food preparation and serving related occupations.....	5.7	5.1	6.5	4.2	3.5	4.9
Building and grounds cleaning and maintenance occupations.....	7.3	6.3	8.8	2.7	3.3	1.9
Personal care and service occupations.....	2.5	1.1	4.5	2.3	1.0	3.7
Sales and office occupations.....	14.3	10.9	19.0	21.3	15.5	27.6
Sales and related occupations.....	7.3	6.7	8.2	10.0	9.8	10.3
Office and administrative support occupations.....	7.0	4.2	10.8	11.2	5.7	17.3
Natural resources, construction, and maintenance occupations.....	13.6	22.0	2.1	8.1	14.7	0.9
Farming, fishing, and forestry occupations.....	1.6	2.0	1.0	0.5	0.8	0.2
Construction and extraction occupations.....	9.2	15.2	0.8	4.4	8.1	0.4
Installation, maintenance, and repair occupations.....	2.9	4.7	0.3	3.2	5.8	0.3
Production, transportation, and material moving occupations.....	15.2	18.4	10.7	11.7	17.5	5.4
Production occupations.....	6.8	7.1	6.3	4.8	6.9	2.5
Transportation and material moving occupations.....	8.5	11.4	4.4	6.9	10.6	2.9

NOTE: Updated population controls are introduced annually with the release of January data. Effective with January 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2020 are not strictly comparable with earlier years.

Table 5. Median usual weekly earnings of full-time wage and salary workers for the foreign born and native born by selected characteristics, 2019-2020 annual averages
 [Numbers in thousands]

Characteristic	2019					2020				
	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.....	21,007	\$800	96,576	\$941	85.0	18,674	\$885	91,713	\$1,000	88.5
Men.....	12,584	863	52,423	1,042	82.8	11,301	941	49,610	1,115	84.4
Women.....	8,423	719	44,154	841	85.5	7,373	798	42,103	903	88.4
AGE										
16 to 24 years.....	987	564	9,778	583	96.7	816	596	8,548	607	98.2
25 to 34 years.....	4,682	797	24,894	854	93.3	4,004	885	23,657	907	97.6
35 to 44 years.....	5,704	864	21,078	1,083	79.8	5,117	963	20,524	1,130	85.2
45 to 54 years.....	5,491	815	19,899	1,102	74.0	4,833	926	18,981	1,165	79.5
55 to 64 years.....	3,293	815	16,773	1,065	76.5	3,107	869	15,910	1,137	76.4
65 years and over.....	850	749	4,155	964	77.7	797	772	4,093	1,034	74.7
RACE AND HISPANIC OR LATINO ETHNICITY¹										
White non-Hispanic or Latino.....	3,203	1,141	68,143	1,016	112.3	2,840	1,230	64,924	1,075	114.4
Black non-Hispanic or Latino.....	2,089	749	12,353	735	101.9	1,882	837	11,299	794	105.4
Asian non-Hispanic or Latino.....	5,466	1,198	2,218	1,168	102.6	4,858	1,347	2,268	1,277	105.5
Hispanic or Latino ethnicity.....	10,008	658	11,219	759	86.7	8,867	704	10,691	812	86.7
EDUCATIONAL ATTAINMENT										
Total, 25 years and over.....	20,020	819	86,798	999	82.0	17,858	909	83,166	1,057	86.0
Less than a high school diploma.....	4,038	577	2,972	617	93.5	3,210	601	2,489	655	91.8
High school graduates, no college ² ...	4,950	675	21,806	766	88.1	4,183	702	19,970	801	87.6
Some college or associate degree... ..	3,093	779	24,185	868	89.7	2,715	829	22,698	910	91.1
Bachelor's degree and higher ³	7,939	1,418	37,834	1,360	104.3	7,750	1,492	38,009	1,409	105.9

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

² Includes persons with a high school diploma or equivalent.

³ 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, 2019-2020 annual averages
 [Numbers in thousands]

Census region and division	2019						2020					
	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
FOREIGN BORN												
Northeast.....	8,882	5,778	65.1	5,601	177	3.1	9,087	5,800	63.8	5,177	622	10.7
New England.....	1,976	1,379	69.8	1,335	44	3.2	2,019	1,352	66.9	1,212	139	10.3
Middle Atlantic.....	6,906	4,399	63.7	4,266	133	3.0	7,068	4,448	62.9	3,965	483	10.9
South.....	14,887	10,036	67.4	9,750	286	2.8	14,686	9,727	66.2	8,943	783	8.1
South Atlantic.....	8,913	6,016	67.5	5,836	181	3.0	8,649	5,732	66.3	5,246	486	8.5
East South Central.....	733	496	67.7	483	13	2.6	725	477	65.8	450	27	5.6
West South Central....	5,242	3,523	67.2	3,431	92	2.6	5,312	3,518	66.2	3,247	271	7.7
Midwest.....	4,967	3,400	68.5	3,298	102	3.0	4,702	3,166	67.3	2,913	253	8.0
East North Central....	3,695	2,485	67.3	2,412	73	2.9	3,456	2,270	65.7	2,073	197	8.7
West North Central....	1,272	915	71.9	886	29	3.2	1,247	896	71.9	840	56	6.2
West.....	14,254	9,176	64.4	8,853	323	3.5	13,886	8,623	62.1	7,775	848	9.8
Mountain.....	2,683	1,795	66.9	1,738	58	3.2	2,709	1,770	65.3	1,612	157	8.9
Pacific.....	11,571	7,381	63.8	7,115	266	3.6	11,177	6,854	61.3	6,163	691	10.1
NATIVE BORN												
Northeast.....	36,371	22,881	62.9	21,993	888	3.9	36,080	22,252	61.7	20,298	1,954	8.8
New England.....	10,195	6,740	66.1	6,530	210	3.1	10,156	6,502	64.0	5,997	505	7.8
Middle Atlantic.....	26,175	16,141	61.7	15,463	679	4.2	25,924	15,749	60.8	14,301	1,448	9.2
South.....	83,418	50,697	60.8	48,848	1,849	3.6	84,419	50,053	59.3	46,535	3,518	7.0
South Atlantic.....	43,404	26,361	60.7	25,449	912	3.5	44,082	25,978	58.9	24,211	1,767	6.8
East South Central....	14,317	8,475	59.2	8,148	327	3.9	14,384	8,314	57.8	7,719	595	7.2
West South Central....	25,697	15,861	61.7	15,251	610	3.8	25,954	15,762	60.7	14,605	1,156	7.3
Midwest.....	48,918	31,707	64.8	30,548	1,159	3.7	49,249	31,298	63.6	28,964	2,334	7.5
East North Central....	33,484	21,273	63.5	20,440	833	3.9	33,738	20,996	62.2	19,237	1,759	8.4
West North Central....	15,433	10,435	67.6	10,109	326	3.1	15,511	10,302	66.4	9,727	575	5.6
West.....	47,478	29,863	62.9	28,648	1,215	4.1	48,219	29,824	61.9	27,190	2,634	8.8
Mountain.....	16,701	10,734	64.3	10,334	400	3.7	16,983	10,745	63.3	9,944	802	7.5
Pacific.....	30,777	19,129	62.2	18,314	815	4.3	31,237	19,079	61.1	17,246	1,833	9.6

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.