



For release 10:00 a.m. (EDT) Thursday, May 18, 2017

USDL-17-0618

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FOREIGN-BORN WORKERS: LABOR FORCE CHARACTERISTICS — 2016

The unemployment rate for foreign-born persons in the United States was 4.3 percent in 2016, down from 4.9 percent in 2015, the U.S. Bureau of Labor Statistics reported today. The jobless rate of native-born persons fell to 5.0 percent in 2016 from 5.4 percent in the prior year.

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 born outside the country or one of its outlying areas to parents who were not U.S. citizens. The foreign born include legally-admitted immigrants, refugees, temporary residents such as students and temporary workers, and undocumented immigrants. The survey data, however, do not separately identify the numbers of persons in these categories. For further information about the survey, see the Technical Note in this news release.

Highlights from the 2016 data:

- In 2016, there were 27.0 million foreign-born persons in the U.S. labor force, comprising 16.9 percent of the total. (See table 1.)
- Hispanics accounted for 48.3 percent of the foreign-born labor force in 2016, and Asians accounted for 25.0 percent. (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 workers were more likely than native-born workers to be employed in service occupations and less likely to be employed in management, professional, and related occupations. (See table 4.)
- The median usual weekly earnings of foreign-born full-time wage and salary workers were \$715 in 2016, compared with \$860 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 2016, men accounted for 57.9 percent of the foreign-born labor force, compared with 52.3 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 (73.4 percent) was higher than for the native-born labor force (62.4 percent). Labor force participation is typically highest among persons in that age bracket. (See table 1.)

In 2016, nearly half (48.3 percent) of the foreign-born labor force was Hispanic, and one-quarter (25.0 percent) was Asian, compared with 10.4 percent and 1.9 percent, respectively, of the native-born labor force. About 16.2 percent of the foreign-born labor force was White and 9.3 percent was Black, compared with 73.0 percent and 12.1 percent, respectively, of the native-born labor force.

In 2016, 22.4 percent of the foreign-born labor force age 25 and over had not completed high school, compared with 4.5 percent of the native-born labor force. The foreign born were less likely than the native born to have some college or an associate degree—17.0 percent versus 29.8 percent. The proportions for foreign-born and native-born persons were more similar for those with a bachelor's degree or higher (35.9 percent and 39.6 percent, respectively) and for high school graduates, no college (24.7 percent and 26.1 percent, respectively).

Labor Force

The share of the U.S. civilian labor force that was foreign born increased to 16.9 percent in 2016 from 16.7 percent in 2015; it was 13.3 percent in 2000. (See table 1.)

In 2016, the labor force participation rate of the foreign born was 65.2 percent, unchanged from the prior year. The participation rate for the native born was 62.3 percent in 2016, little different from 2015. The participation rate of foreign-born men was 77.8 percent in 2016, higher than the rate of 67.5 percent for native-born men. In contrast, 53.4 percent of foreign-born women were labor force participants, lower than the rate of 57.5 percent for native-born women.

Among the major race and ethnicity groups in 2016, labor force participation rates for foreign-born Whites (59.0 percent), Blacks (70.1 percent), Asians (63.1 percent), and Hispanics (67.9 percent) were little different from the prior year. The participation rates for native-born Whites (62.4 percent), Blacks (60.1 percent), Asians (62.6 percent), and Hispanics (64.0 percent) also showed little change from 2015 to 2016.

In 2016, foreign-born mothers with children under 18 years old were less likely to be labor force participants than were native-born mothers—58.9 percent versus 73.9 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. The labor force participation rate of foreign-born mothers with children under age 6 was 49.5 percent in 2016, much lower than that for native-born mothers with children under age 6, at 69.0 percent. Among women with children under age 3, the participation rate for the foreign born (44.3 percent) was 22.1 percentage points below that for native-born mothers (66.4 percent). The labor force participation rates of foreign-born and native-born fathers with children under age 18 were more similar, at 93.5 percent and 92.6 percent, respectively. (See table 2.)

By region, the foreign born made up a larger share of the labor force in the West (24.1 percent) and the Northeast (19.5 percent) than for the nation as a whole (16.9 percent) in 2016. In contrast, the foreign born made up a smaller share of the labor force than for the nation as a whole in the South (16.1 percent) and the Midwest (8.6 percent). (See table 6.)

Unemployment

From 2015 to 2016, the unemployment rate of the foreign born declined from 4.9 percent to 4.3 percent, and the jobless rate for the native born fell from 5.4 percent to 5.0 percent. 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. The unemployment rate for foreign-born men fell from 4.5 percent to 3.8 percent, and the rate for foreign-born women was down from 5.6 percent to 5.1 percent. Among the native born, the rate for men fell from 5.6 percent to 5.2 percent, while the rate for women was down from 5.1 percent to 4.7 percent. (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 (6.1 percent) in 2016. The unemployment rates were 4.7 percent for Hispanics, 3.7 percent for Whites, and 3.4 percent for Asians. Among the native born, Blacks also had the highest jobless rate (8.8 percent), followed by Hispanics (6.8 percent). The unemployment rates were 4.2 percent for Asians and 4.0 percent for Whites.

Occupation

In 2016, foreign-born workers were more likely than native-born workers to be employed in service occupations (23.5 percent versus 16.5 percent); in production, transportation, and material moving occupations (14.8 percent versus 11.1 percent); and in natural resources, construction, and maintenance occupations (13.6 percent versus 8.3 percent). (See table 4.)

Native-born workers were more likely than foreign-born workers to be employed in management, professional, and related occupations (40.7 percent versus 32.2 percent) and in sales and office occupations (23.4 percent versus 15.9 percent).

Among the employed, foreign-born men were more likely than native-born men to work in natural resources, construction, and maintenance occupations; in production, transportation, and material moving occupations; and in service occupations. Compared with employed native-born women, employed foreign-born women were more likely to be in service occupations; in production, transportation, and material moving occupations; and in natural resources, construction, and maintenance occupations. The disparity was especially great in service occupations—32.5 percent of employed foreign-born women worked in service occupations in 2016, compared with 19.4 percent of employed native-born women. In contrast, employed native-born men and women were more likely than their foreign-born counterparts to be in management, professional, and related occupations and in sales and office occupations.

Earnings

In 2016, the median usual weekly earnings of foreign-born full-time wage and salary workers (\$715) were 83.1 percent of the earnings of their native-born counterparts (\$860). Among men, median weekly earnings for the foreign born (\$751) were 79.0 percent of the earnings of the native born (\$951). Median earnings for foreign-born women (\$655) were 86.0 percent of the earnings of their native-born counterparts (\$762). 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. (See table 5.)

Among the major race and ethnicity groups, Hispanic foreign-born full-time wage and salary workers earned 83.5 percent as much as their native-born counterparts in 2016. For Black workers, earnings for the foreign born and the native born were relatively close. For White and Asian workers, earnings for the foreign born were slightly higher than for the native born.

The earnings of both foreign-born and native-born workers increase with education. In 2016, foreign-born workers age 25 and over with less than a high school education earned \$489 per week, while those with a bachelor's degree and higher earned about 2.7 times as much—\$1,311 per week. Among the native born, those with a bachelor's degree and higher earned about 2.4 times as much as those with less than a high school education—\$1,253 versus \$525 per week.

Native-born workers earn more than foreign-born workers at most educational attainment levels. Among foreign-born full-time workers, those with less than a high school diploma earned 93.1 percent as much as their native-born counterparts, compared with 85.8 percent for high school graduates, no college, and 90.0 percent for those with some college or an associate's degree. The gap between the earnings of foreign-born and native-born workers closes at higher levels of education; among those with a bachelor's degree and higher, the earnings of foreign-born workers (\$1,311) were not much different from the earnings of native-born workers (\$1,253).

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. 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, 2015-2016 annual averages
 [Numbers in thousands]

Characteristic	2015						2016					
	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.....	250,801	157,130	62.7	148,834	8,296	5.3	253,538	159,187	62.8	151,436	7,751	4.9
Men.....	121,101	83,620	69.1	79,131	4,490	5.4	122,497	84,755	69.2	80,568	4,187	4.9
Women.....	129,700	73,510	56.7	69,703	3,807	5.2	131,040	74,432	56.8	70,868	3,564	4.8
FOREIGN BORN												
Total, 16 years and over.....	40,257	26,258	65.2	24,963	1,295	4.9	41,321	26,951	65.2	25,779	1,172	4.3
Men.....	19,548	15,296	78.2	14,615	681	4.5	20,057	15,595	77.8	15,007	588	3.8
Women.....	20,709	10,961	52.9	10,348	613	5.6	21,264	11,356	53.4	10,772	584	5.1
Age												
16 to 24 years.....	3,625	1,861	51.3	1,674	187	10.0	3,702	1,886	50.9	1,726	160	8.5
25 to 34 years.....	7,660	5,657	73.9	5,373	284	5.0	7,785	5,836	75.0	5,589	247	4.2
35 to 44 years.....	9,153	7,183	78.5	6,880	303	4.2	9,218	7,259	78.8	6,990	269	3.7
45 to 54 years.....	8,142	6,513	80.0	6,248	265	4.1	8,369	6,690	79.9	6,430	259	3.9
55 to 64 years.....	5,798	3,891	67.1	3,698	193	5.0	6,019	4,044	67.2	3,863	180	4.5
65 years and over.....	5,879	1,152	19.6	1,090	62	5.4	6,228	1,235	19.8	1,180	55	4.5
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino.....	7,495	4,401	58.7	4,224	177	4.0	7,415	4,375	59.0	4,213	162	3.7
Black non-Hispanic or Latino.....	3,411	2,415	70.8	2,237	179	7.4	3,576	2,508	70.1	2,356	152	6.1
Asian non-Hispanic or Latino.....	10,123	6,335	62.6	6,101	234	3.7	10,697	6,747	63.1	6,516	231	3.4
Hispanic or Latino ethnicity.....	18,797	12,814	68.2	12,126	687	5.4	19,175	13,014	67.9	12,404	610	4.7
Educational attainment												
Total, 25 years and over.....	36,632	24,397	66.6	23,289	1,108	4.5	37,619	25,064	66.6	24,053	1,011	4.0
Less than a high school diploma.....	9,968	5,828	58.5	5,500	328	5.6	9,696	5,625	58.0	5,333	291	5.2
High school graduates, no college ²	9,172	5,951	64.9	5,649	303	5.1	9,509	6,187	65.1	5,911	276	4.5
Some college or associate degree.....	5,896	4,111	69.7	3,917	193	4.7	6,109	4,259	69.7	4,090	169	4.0
Bachelor's degree and higher ³	11,595	8,507	73.4	8,223	284	3.3	12,305	8,994	73.1	8,718	275	3.1
NATIVE BORN												
Total, 16 years and over.....	210,544	130,872	62.2	123,871	7,002	5.4	212,217	132,236	62.3	125,657	6,580	5.0
Men.....	101,553	68,324	67.3	64,516	3,808	5.6	102,441	69,160	67.5	65,561	3,599	5.2
Women.....	108,991	62,548	57.4	59,355	3,193	5.1	109,776	63,076	57.5	60,096	2,981	4.7
Age												
16 to 24 years.....	34,965	19,362	55.4	17,082	2,280	11.8	34,733	19,316	55.6	17,266	2,050	10.6
25 to 34 years.....	35,111	28,989	82.6	27,369	1,620	5.6	35,762	29,683	83.0	28,133	1,550	5.2
35 to 44 years.....	30,548	25,420	83.2	24,373	1,048	4.1	30,599	25,560	83.5	24,572	988	3.9
45 to 54 years.....	34,495	27,389	79.4	26,395	994	3.6	34,028	27,219	80.0	26,289	929	3.4
55 to 64 years.....	34,796	22,063	63.4	21,278	785	3.6	35,289	22,422	63.5	21,661	761	3.4
65 years and over.....	40,630	7,649	18.8	7,374	275	3.6	41,807	8,036	19.2	7,736	300	3.7
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino.....	154,058	96,007	62.3	92,010	3,997	4.2	154,543	96,503	62.4	92,671	3,832	4.0
Black non-Hispanic or Latino.....	26,306	15,780	60.0	14,219	1,561	9.9	26,538	15,947	60.1	14,536	1,411	8.8
Asian non-Hispanic or Latino.....	3,908	2,437	62.4	2,333	104	4.3	4,004	2,508	62.6	2,401	107	4.2
Hispanic or Latino ethnicity.....	20,821	13,313	63.9	12,273	1,039	7.8	21,522	13,783	64.0	12,845	938	6.8
Educational attainment												
Total, 25 years and over.....	175,579	111,510	63.5	106,788	4,722	4.2	177,484	112,920	63.6	108,391	4,529	4.0
Less than a high school diploma.....	14,206	5,143	36.2	4,598	545	10.6	13,672	5,054	37.0	4,551	504	10.0
High school graduates, no college ²	52,540	29,371	55.9	27,753	1,617	5.5	52,513	29,461	56.1	27,890	1,571	5.3
Some college or associate degree.....	50,367	33,370	66.3	31,868	1,502	4.5	51,075	33,675	65.9	32,295	1,380	4.1
Bachelor's degree and higher ³	58,466	43,626	74.6	42,569	1,057	2.4	60,224	44,729	74.3	43,655	1,074	2.4

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, 2015-2016 annual averages
 [Numbers in thousands]

Characteristic	2015			2016		
	Total	Men	Women	Total	Men	Women
FOREIGN BORN						
With own children under 18						
Civilian noninstitutional population.....	15,517	7,300	8,217	15,485	7,231	8,254
Civilian labor force.....	11,583	6,831	4,753	11,622	6,759	4,863
Participation rate.....	74.6	93.6	57.8	75.1	93.5	58.9
Employed.....	11,076	6,597	4,480	11,147	6,546	4,601
Employment-population ratio.....	71.4	90.4	54.5	72.0	90.5	55.7
Unemployed.....	507	234	273	475	213	262
Unemployment rate.....	4.4	3.4	5.7	4.1	3.1	5.4
With own children 6 to 17, none younger						
Civilian noninstitutional population.....	8,603	3,961	4,642	8,709	3,978	4,732
Civilian labor force.....	6,680	3,674	3,006	6,801	3,681	3,120
Participation rate.....	77.6	92.7	64.8	78.1	92.5	65.9
Employed.....	6,397	3,548	2,849	6,522	3,563	2,960
Employment-population ratio.....	74.4	89.6	61.4	74.9	89.6	62.5
Unemployed.....	284	126	158	278	118	160
Unemployment rate.....	4.2	3.4	5.3	4.1	3.2	5.1
With own children under 6						
Civilian noninstitutional population.....	6,914	3,338	3,575	6,776	3,254	3,522
Civilian labor force.....	4,903	3,157	1,746	4,821	3,078	1,743
Participation rate.....	70.9	94.6	48.8	71.2	94.6	49.5
Employed.....	4,680	3,049	1,631	4,624	2,983	1,641
Employment-population ratio.....	67.7	91.3	45.6	68.3	91.7	46.6
Unemployed.....	223	108	115	197	95	102
Unemployment rate.....	4.6	3.4	6.6	4.1	3.1	5.8
With own children under 3						
Civilian noninstitutional population.....	3,810	1,878	1,932	3,684	1,796	1,888
Civilian labor force.....	2,639	1,770	869	2,527	1,691	836
Participation rate.....	69.3	94.2	45.0	68.6	94.1	44.3
Employed.....	2,517	1,711	806	2,434	1,643	791
Employment-population ratio.....	66.1	91.1	41.7	66.1	91.5	41.9
Unemployed.....	122	59	63	94	48	46
Unemployment rate.....	4.6	3.3	7.3	3.7	2.8	5.5
With no own children under 18						
Civilian noninstitutional population.....	24,740	12,248	12,492	25,836	12,825	13,010
Civilian labor force.....	14,674	8,465	6,209	15,329	8,835	6,493
Participation rate.....	59.3	69.1	49.7	59.3	68.9	49.9
Employed.....	13,887	8,018	5,868	14,632	8,461	6,171
Employment-population ratio.....	56.1	65.5	47.0	56.6	66.0	47.4
Unemployed.....	787	447	340	697	375	322
Unemployment rate.....	5.4	5.3	5.5	4.5	4.2	5.0
NATIVE BORN						
With own children under 18						
Civilian noninstitutional population.....	50,047	21,795	28,252	49,570	21,761	27,809
Civilian labor force.....	40,893	20,147	20,746	40,699	20,143	20,556
Participation rate.....	81.7	92.4	73.4	82.1	92.6	73.9
Employed.....	39,162	19,482	19,680	39,093	19,493	19,600
Employment-population ratio.....	78.3	89.4	69.7	78.9	89.6	70.5
Unemployed.....	1,731	665	1,066	1,607	651	956
Unemployment rate.....	4.2	3.3	5.1	3.9	3.2	4.6
With own children 6 to 17, none younger						
Civilian noninstitutional population.....	28,013	12,209	15,803	27,781	12,175	15,607
Civilian labor force.....	23,377	11,166	12,211	23,287	11,155	12,132
Participation rate.....	83.5	91.5	77.3	83.8	91.6	77.7
Employed.....	22,526	10,844	11,682	22,475	10,830	11,645
Employment-population ratio.....	80.4	88.8	73.9	80.9	89.0	74.6

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, 2015-2016 annual averages — Continued
 [Numbers in thousands]

Characteristic	2015			2016		
	Total	Men	Women	Total	Men	Women
Unemployed.....	851	322	529	812	325	486
Unemployment rate.....	3.6	2.9	4.3	3.5	2.9	4.0
With own children under 6						
Civilian noninstitutional population.....	22,034	9,586	12,449	21,789	9,586	12,202
Civilian labor force.....	17,516	8,981	8,535	17,412	8,988	8,424
Participation rate.....	79.5	93.7	68.6	79.9	93.8	69.0
Employed.....	16,636	8,638	7,997	16,617	8,663	7,954
Employment-population ratio.....	75.5	90.1	64.2	76.3	90.4	65.2
Unemployed.....	880	343	537	795	325	470
Unemployment rate.....	5.0	3.8	6.3	4.6	3.6	5.6
With own children under 3						
Civilian noninstitutional population.....	13,144	5,769	7,375	13,072	5,803	7,270
Civilian labor force.....	10,255	5,411	4,845	10,296	5,471	4,826
Participation rate.....	78.0	93.8	65.7	78.8	94.3	66.4
Employed.....	9,733	5,203	4,530	9,822	5,270	4,552
Employment-population ratio.....	74.0	90.2	61.4	75.1	90.8	62.6
Unemployed.....	522	208	314	475	201	274
Unemployment rate.....	5.1	3.8	6.5	4.6	3.7	5.7
With no own children under 18						
Civilian noninstitutional population.....	160,497	79,757	80,739	162,647	80,679	81,967
Civilian labor force.....	89,980	48,177	41,803	91,537	49,017	42,521
Participation rate.....	56.1	60.4	51.8	56.3	60.8	51.9
Employed.....	84,709	45,034	39,675	86,564	46,068	40,496
Employment-population ratio.....	52.8	56.5	49.1	53.2	57.1	49.4
Unemployed.....	5,271	3,143	2,127	4,973	2,948	2,025
Unemployment rate.....	5.9	6.5	5.1	5.4	6.0	4.8

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, 2015-2016 annual averages
 [Numbers in thousands]

Characteristic	2015				2016			
	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.....	661	1,658	1,372	3,246	599	1,610	1,347	3,343
Civilian labor force.....	227	837	801	2,269	203	805	786	2,337
Participation rate.....	34.3	50.5	58.4	69.9	34.0	50.0	58.3	69.9
Employed.....	220	804	760	2,200	192	772	755	2,271
Employment-population ratio.....	33.3	48.5	55.4	67.8	32.1	48.0	56.1	67.9
Unemployed.....	7	32	41	69	11	33	31	66
Unemployment rate.....	2.9	3.9	5.1	3.0	5.6	4.1	3.9	2.8
Black non-Hispanic or Latino								
Civilian noninstitutional population.....	388	837	772	992	403	878	814	1,060
Civilian labor force.....	210	575	609	823	220	591	633	871
Participation rate.....	54.1	68.7	78.9	83.0	54.6	67.3	77.7	82.2
Employed.....	188	529	572	782	201	550	600	833
Employment-population ratio.....	48.5	63.2	74.1	78.9	49.9	62.7	73.7	78.6
Unemployed.....	22	46	37	41	19	41	32	37
Unemployment rate.....	10.4	8.0	6.1	5.0	8.6	6.9	5.1	4.3
Asian non-Hispanic or Latino								
Civilian noninstitutional population.....	1,036	1,854	1,277	5,135	1,074	1,895	1,345	5,466
Civilian labor force.....	409	1,065	854	3,702	422	1,129	903	3,932
Participation rate.....	39.5	57.4	66.9	72.1	39.3	59.6	67.1	71.9
Employed.....	389	1,023	825	3,591	407	1,083	872	3,822
Employment-population ratio.....	37.5	55.2	64.6	69.9	37.9	57.2	64.8	69.9
Unemployed.....	20	42	28	111	15	46	31	110
Unemployment rate.....	5.0	4.0	3.3	3.0	3.6	4.1	3.4	2.8
Hispanic or Latino ethnicity								
Civilian noninstitutional population.....	7,816	4,724	2,381	2,089	7,574	5,034	2,492	2,291
Civilian labor force.....	4,955	3,406	1,779	1,603	4,757	3,604	1,858	1,744
Participation rate.....	63.4	72.1	74.7	76.7	62.8	71.6	74.5	76.1
Employed.....	4,677	3,230	1,696	1,543	4,514	3,451	1,787	1,687
Employment-population ratio.....	59.8	68.4	71.2	73.9	59.6	68.6	71.7	73.6
Unemployed.....	277	176	83	60	243	153	71	56
Unemployment rate.....	5.6	5.2	4.7	3.7	5.1	4.2	3.8	3.2
NATIVE BORN								
White non-Hispanic or Latino								
Civilian noninstitutional population.....	8,769	39,059	37,445	48,179	8,248	38,586	37,803	49,550
Civilian labor force.....	3,033	21,173	24,197	35,522	2,916	21,014	24,331	36,292
Participation rate.....	34.6	54.2	64.6	73.7	35.4	54.5	64.4	73.2
Employed.....	2,793	20,250	23,282	34,735	2,683	20,091	23,477	35,488
Employment-population ratio.....	31.9	51.8	62.2	72.1	32.5	52.1	62.1	71.6
Unemployed.....	240	923	915	787	233	923	854	803
Unemployment rate.....	7.9	4.4	3.8	2.2	8.0	4.4	3.5	2.2
Black non-Hispanic or Latino								
Civilian noninstitutional population.....	2,591	7,344	6,583	4,700	2,579	7,463	6,640	4,820
Civilian labor force.....	857	4,196	4,528	3,586	861	4,299	4,508	3,679
Participation rate.....	33.1	57.1	68.8	76.3	33.4	57.6	67.9	76.3
Employed.....	701	3,780	4,188	3,449	721	3,917	4,224	3,549
Employment-population ratio.....	27.1	51.5	63.6	73.4	28.0	52.5	63.6	73.6
Unemployed.....	156	416	340	137	140	382	284	130
Unemployment rate.....	18.2	9.9	7.5	3.8	16.3	8.9	6.3	3.5
Asian non-Hispanic or Latino								
Civilian noninstitutional population.....	138	443	576	1,541	152	461	640	1,569

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, 2015-2016 annual averages — Continued
 [Numbers in thousands]

Characteristic	2015				2016			
	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.....	57	273	402	1,213	61	271	449	1,252
Participation rate.....	41.4	61.7	69.8	78.7	40.0	58.9	70.2	79.8
Employed.....	52	260	388	1,187	56	262	427	1,218
Employment-population ratio.....	37.7	58.7	67.4	77.0	36.8	56.8	66.6	77.6
Unemployed.....	5	13	14	26	5	9	23	34
Unemployment rate.....	8.9	4.9	3.4	2.1	7.9	3.5	5.1	2.7
Hispanic or Latino ethnicity								
Civilian noninstitutional population.....	2,278	4,536	4,393	2,997	2,282	4,757	4,560	3,218
Civilian labor force.....	1,031	3,037	3,333	2,473	1,058	3,139	3,420	2,654
Participation rate.....	45.3	67.0	75.9	82.5	46.4	66.0	75.0	82.5
Employed.....	915	2,834	3,163	2,392	958	2,946	3,266	2,576
Employment-population ratio.....	40.1	62.5	72.0	79.8	42.0	61.9	71.6	80.0
Unemployed.....	117	203	170	81	100	193	154	78
Unemployment rate.....	11.3	6.7	5.1	3.3	9.5	6.2	4.5	3.0

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, 2016 annual averages
 [Percent distribution]

Occupation	Foreign born			Native born		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	25,779	15,007	10,772	125,657	65,561	60,096
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.....	32.2	30.2	34.9	40.7	37.1	44.6
Management, business, and financial operations occupations.....	12.4	12.6	12.1	17.3	18.5	16.0
Management occupations.....	8.7	9.7	7.4	12.1	14.0	10.0
Business and financial operations occupations.....	3.7	3.0	4.7	5.2	4.5	6.0
Professional and related occupations.....	19.8	17.5	22.8	23.4	18.6	28.6
Computer and mathematical occupations.....	4.6	6.0	2.7	2.7	3.8	1.5
Architecture and engineering occupations.....	2.2	3.2	0.8	2.0	3.3	0.6
Life, physical, and social science occupations.....	1.2	1.2	1.2	0.8	0.9	0.8
Community and social service occupations.....	1.0	0.7	1.3	1.9	1.2	2.6
Legal occupations.....	0.5	0.3	0.8	1.3	1.3	1.4
Education, training, and library occupations.....	3.7	2.1	5.9	6.4	3.2	9.8
Arts, design, entertainment, sports, and media occupations.....	1.4	1.3	1.7	2.2	2.1	2.2
Healthcare practitioner and technical occupations.....	5.1	2.8	8.3	6.1	2.7	9.8
Service occupations.....	23.5	17.1	32.5	16.5	13.8	19.4
Healthcare support occupations.....	2.7	0.6	5.5	2.3	0.5	4.2
Protective service occupations.....	0.9	1.2	0.5	2.3	3.4	1.1
Food preparation and serving related occupations.....	7.3	6.9	7.9	5.3	4.5	6.2
Building and grounds cleaning and maintenance occupations.....	8.2	6.9	9.9	2.9	3.7	2.1
Personal care and service occupations.....	4.6	1.5	8.8	3.7	1.7	5.9
Sales and office occupations.....	15.9	12.1	21.2	23.4	17.1	30.3
Sales and related occupations.....	8.4	7.6	9.4	10.9	10.6	11.2
Office and administrative support occupations.....	7.5	4.5	11.8	12.5	6.5	19.1
Natural resources, construction, and maintenance occupations.....	13.6	22.0	1.8	8.3	15.2	0.8
Farming, fishing, and forestry occupations.....	1.7	2.3	1.0	0.5	0.8	0.2
Construction and extraction occupations.....	9.1	15.1	0.6	4.5	8.3	0.3
Installation, maintenance, and repair occupations.....	2.7	4.6	0.2	3.3	6.1	0.3
Production, transportation, and material moving occupations.....	14.8	18.6	9.6	11.1	16.8	4.8
Production occupations.....	7.5	8.2	6.6	5.2	7.4	2.8
Transportation and material moving occupations.....	7.3	10.4	3.0	5.9	9.4	2.0

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, 2015-2016 annual averages
 [Numbers in thousands]

Characteristic	2015					2016				
	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.....	18,792	\$681	90,289	\$837	81.4	19,463	\$715	91,628	\$860	83.1
Men.....	11,561	712	49,185	934	76.2	12,008	751	49,922	951	79.0
Women.....	7,231	626	41,103	740	84.6	7,455	655	41,706	762	86.0
AGE										
16 to 24 years.....	995	464	8,795	490	94.7	1,081	497	8,995	502	99.0
25 to 34 years.....	4,247	622	22,364	751	82.8	4,532	667	22,924	767	87.0
35 to 44 years.....	5,378	721	19,538	940	76.7	5,432	756	19,851	972	77.8
45 to 54 years.....	4,745	724	20,832	965	75.0	4,929	765	20,723	995	76.9
55 to 64 years.....	2,744	731	15,364	961	76.1	2,774	796	15,722	977	81.5
65 years and over.....	683	731	3,395	895	81.7	715	735	3,412	897	81.9
RACE AND HISPANIC OR LATINO ETHNICITY¹										
White non-Hispanic or Latino.....	2,888	999	66,208	900	111.0	2,967	1,025	66,686	927	110.6
Black non-Hispanic or Latino.....	1,734	674	11,055	643	104.8	1,849	693	11,287	677	102.4
Asian non-Hispanic or Latino.....	4,706	1,010	1,755	973	103.8	4,993	1,061	1,818	975	108.8
Hispanic or Latino ethnicity.....	9,246	548	9,065	679	80.7	9,417	582	9,533	697	83.5
EDUCATIONAL ATTAINMENT										
Total, 25 years and over.....	17,797	702	81,494	891	78.8	18,383	735	82,633	914	80.4
Less than a high school diploma.....	4,217	476	3,073	519	91.7	4,051	489	3,057	525	93.1
High school graduates, no college ² ...	4,218	599	21,003	696	86.1	4,379	608	21,096	709	85.8
Some college or associate degree... ..	2,845	699	23,956	770	90.8	2,987	710	24,321	789	90.0
Bachelor's degree and higher ³	6,517	1,259	33,462	1,225	102.8	6,966	1,311	34,159	1,253	104.6

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, 2015-2016 annual averages
 [Numbers in thousands]

Census region and division	2015						2016					
	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.....	8,664	5,552	64.1	5,266	286	5.1	8,688	5,552	63.9	5,288	263	4.7
New England.....	1,786	1,169	65.5	1,106	63	5.4	1,882	1,241	65.9	1,184	57	4.6
Middle Atlantic.....	6,878	4,383	63.7	4,160	223	5.1	6,806	4,310	63.3	4,104	207	4.8
South.....	13,242	8,846	66.8	8,455	390	4.4	14,023	9,359	66.7	8,997	362	3.9
South Atlantic.....	7,725	5,159	66.8	4,906	253	4.9	8,213	5,487	66.8	5,268	219	4.0
East South Central.....	684	442	64.5	420	21	4.8	695	466	67.0	452	13	2.9
West South Central....	4,833	3,245	67.2	3,129	116	3.6	5,115	3,406	66.6	3,277	129	3.8
Midwest.....	4,486	2,992	66.7	2,843	150	5.0	4,465	2,997	67.1	2,875	122	4.1
East North Central....	3,375	2,198	65.1	2,086	111	5.1	3,287	2,178	66.3	2,095	84	3.8
West North Central....	1,111	795	71.5	757	38	4.8	1,178	818	69.5	780	38	4.6
West.....	13,865	8,867	64.0	8,399	469	5.3	14,144	9,044	63.9	8,619	424	4.7
Mountain.....	2,633	1,709	64.9	1,614	95	5.6	2,654	1,743	65.7	1,663	80	4.6
Pacific.....	11,232	7,158	63.7	6,785	374	5.2	11,491	7,300	63.5	6,956	344	4.7
NATIVE BORN												
Northeast.....	36,465	22,907	62.8	21,700	1,207	5.3	36,630	22,978	62.7	21,870	1,108	4.8
New England.....	10,137	6,637	65.5	6,318	320	4.8	10,106	6,604	65.3	6,340	264	4.0
Middle Atlantic.....	26,328	16,269	61.8	15,382	887	5.5	26,523	16,374	61.7	15,530	844	5.2
South.....	80,368	48,403	60.2	45,771	2,632	5.4	81,021	48,854	60.3	46,381	2,473	5.1
South Atlantic.....	41,866	25,241	60.3	23,829	1,412	5.6	42,178	25,458	60.4	24,180	1,278	5.0
East South Central....	14,019	8,032	57.3	7,557	475	5.9	14,100	8,138	57.7	7,700	438	5.4
West South Central....	24,483	15,130	61.8	14,385	745	4.9	24,742	15,257	61.7	14,500	757	5.0
Midwest.....	48,678	31,539	64.8	30,014	1,525	4.8	48,896	31,875	65.2	30,364	1,511	4.7
East North Central....	33,417	21,140	63.3	20,030	1,110	5.2	33,596	21,467	63.9	20,364	1,103	5.1
West North Central....	15,262	10,399	68.1	9,985	415	4.0	15,300	10,407	68.0	10,000	408	3.9
West.....	45,032	28,024	62.2	26,386	1,639	5.8	45,671	28,530	62.5	27,042	1,488	5.2
Mountain.....	15,337	9,685	63.1	9,200	485	5.0	15,678	9,889	63.1	9,435	454	4.6
Pacific.....	29,695	18,339	61.8	17,185	1,154	6.3	29,993	18,641	62.2	17,607	1,034	5.5

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.