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FOREIGN-BORN WORKERS: LABOR FORCE CHARACTERISTICS — 2024

The unemployment rate for the foreign born in the United States was 4.2 percent in 2024, up from 3.6 percent in 2023, the U.S. Bureau of Labor Statistics reported today. The jobless rate of the native born was 4.0 percent in 2024, up from 3.6 percent in 2023.

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 people 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 people in these categories. For further information about the survey, see the Technical Note in this news release.

Highlights from the 2024 data:

- From 2023 to 2024, the unemployment rate of the foreign born increased to 4.2 percent, and the jobless rate for the native born increased to 4.0 percent. (See table 1.)
- In 2024, the foreign born accounted for 19.2 percent of the U.S. civilian labor force, up from 18.6 percent in 2023. (See table 1.)
- People who are of Hispanic or Latino ethnicity continued to account for nearly one-half (48.7 percent) of the foreign-born labor force in 2024, and those who are Asian accounted for about one-quarter (24.6 percent). (See table 1.) (Data in this news release for people who are White, Black or African American, or Asian do not include those of Hispanic or Latino ethnicity. Data on people of Hispanic or Latino ethnicity are presented separately.)
- Foreign-born men continued to participate in the labor force at a considerably higher rate in 2024 (77.3 percent) than their native-born counterparts (65.9 percent). By contrast, 56.1 percent of foreign-born women were labor force participants, lower than the participation rate of 57.8 percent for native-born women. (See table 1.)
- In 2024, 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 \$1,001 in 2024, compared with \$1,190 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 2024, men accounted for 57.1 percent of the foreign-born labor force, compared with 51.9 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 (70.3 percent) was higher than for the native-born labor force (62.5 percent). Labor force participation typically is highest among people in that age bracket. (See table 1.)

In 2024, nearly one-half (48.7 percent) of the foreign-born labor force was Hispanic or Latino, and about one-quarter (24.6 percent) was Asian. Those of Hispanic or Latino ethnicity and those who are Asian made up much lower percentages of the native-born labor force, at 12.7 percent and 2.5 percent, respectively. People who are White comprised 15.0 percent of the foreign-born labor force and those who are Black or African American comprised 10.6 percent, compared with 69.0 percent and 12.5 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 18.1 percent in 2024, over five times higher than the figure for the native-born labor force, at 3.2 percent. The foreign born were less likely than the native born to have some college or an associate degree—15.0 percent versus 27.0 percent. The proportions of foreign-born and native-born high school graduates (25.7 percent versus 24.5 percent) and those with a bachelor's degree or higher (41.3 percent versus 45.3 percent) were more similar.

Labor Force

In 2024, the foreign born accounted for 19.2 percent of the U.S. civilian labor force, up from 18.6 percent in 2023. In 2024, the labor force participation rate of the foreign born was little changed at 66.5 percent; the rate for foreign-born women held at 56.1 percent, while the rate for foreign-born men changed little over the year at 77.3 percent. The labor force participation rate of the native born changed little at 61.7 percent. The rates for both native-born men (65.9 percent) and women (57.8 percent) changed little over the year. (See table 1.)

Labor force participation rates for the foreign born varied across the major race and ethnicity groups in 2024, ranging from 61.6 percent for foreign-born people who are White to 70.3 percent for those who are Black or African American. Participation rates for the native born showed less

variation across the major race and ethnicity groups, ranging from 60.9 percent for native-born people who are White to 66.0 percent for those who are Hispanic or Latino.

Among the major race and ethnicity groups, the labor force participation rate of foreign-born people who are Black or African American decreased to 70.3 percent in 2024. The rates for foreign-born people who are White, Asian, and those who are Hispanic or Latino showed little change over the year. Among the native born, the participation rate of Asians increased to 65.8 percent. The rates for native-born people who are White, Black or African American, and Hispanic or Latino changed little from 2023 to 2024.

In 2024, foreign-born mothers with children under age 18 were less likely to be labor force participants than were native-born mothers—64.3 percent versus 77.1 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 3, the participation rate for foreign-born mothers was 50.0 percent, 19.5 percentage points below that for native-born mothers (69.5 percent). By comparison, the labor force participation rate of foreign-born mothers with children ages 6 to 17 (69.7 percent) was 11.2 percentage points lower than that for native-born mothers with children ages 6 to 17 (80.9 percent). The labor force participation rates of foreign-born and native-born fathers with children under age 18 were the same in 2024, at 93.5 percent. (See table 2.)

By region, the foreign born made up a larger share of the labor force in the West (24.4 percent) and in the Northeast (22.7 percent) in 2024 than for the nation as a whole (19.2 percent). In contrast, the foreign born made up a smaller share of the labor force in the Midwest (10.7 percent). The share in the South (19.0 percent) was similar to the labor force share for the nation as a whole. (See table 6.)

Employment

In 2024, the employment-population ratio of the foreign born edged down to 63.7 percent. The ratios for foreign-born men and women changed little, at 74.4 percent and 53.4 percent, respectively. The employment-population ratio of the native born decreased to 59.3 percent. In 2024, the ratio for native-born men decreased to 63.1 percent, while the ratio for native-born women changed little at 55.6 percent. (See table 1.)

Unemployment

From 2023 to 2024, the unemployment rate of the foreign born increased to 4.2 percent. For the native born, the jobless rate increased to 4.0 percent.

The unemployment rates for both foreign-born men and women increased in 2024, to 3.8 percent and 4.8 percent, respectively. The jobless rates for native-born men and women also increased (to 4.2 percent and 3.7 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, the unemployment rates for people who are Black or African

American (5.1 percent) and Hispanic or Latino (4.7 percent) were highest, followed by the rates of those who are White (3.7 percent) and Asian (3.1 percent). Among the native born, jobless rates were highest for people who are Black or African American (6.3 percent), followed by those who are Hispanic or Latino (5.4 percent), Asian (4.3 percent), and White (3.2 percent).

Occupation

In 2024, foreign-born workers were more likely than native-born workers to be employed in service occupations (22.0 percent versus 15.1 percent); natural resources, construction, and maintenance occupations (13.9 percent versus 7.7 percent); and production, transportation, and material moving occupations (15.5 percent versus 11.6 percent). Foreign-born workers were less likely than native-born workers to be employed in management, professional, and related occupations (35.4 percent versus 45.9 percent) and in sales and office occupations (13.2 percent versus 19.8 percent). (See table 4.)

Among employed men, the disparity was especially great in natural resources, construction, and maintenance occupations—22.7 percent of the foreign born worked in this occupational field in 2024, versus 14.1 percent of the native born. The occupational disparity for women was pronounced in service occupations—30.6 percent of the foreign born worked in that occupation group, compared with 17.8 percent of the native born. By contrast, both 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 2024, median usual weekly earnings of foreign-born full-time wage and salary workers (\$1,001) were 84.1 percent of the earnings of their native-born counterparts (\$1,190). Among men, median weekly earnings for the foreign born (\$1,077) were 81.8 percent of the earnings of the native born (\$1,316). Median earnings for foreign-born women (\$911) were 84.8 percent of the earnings of native-born women (\$1,074). (See table 5.) (Differences in earnings reflect a variety of factors, including variations in the distributions of foreign-born and native-born workers by educational attainment, occupation, industry, and geographic region.)

Among the major race and ethnicity groups, Hispanic or Latino foreign-born full-time wage and salary workers earned 81.1 percent as much as their native-born counterparts in 2024. White foreign-born workers earned more than their native-born counterparts, by 16.4 percent. Earnings of Black or African American and Asian foreign-born workers were little different from those of their native-born counterparts.

The earnings of both foreign-born and native-born workers increase with education. In 2024, foreign-born workers age 25 and over with less than a high school diploma earned \$717 per week, while those with a bachelor's degree and higher earned 2.4 times as much—\$1,738 per week. Among the native born, those with a bachelor's degree and higher earned 2.1 times as much as those with less than a high school diploma—\$1,679 per week versus \$789 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 are foreign born (\$821) earned 85.3 percent as much as their native-born counterparts (\$962) in 2024. However, among those with a bachelor's degree and higher, the earnings of foreign-born workers (\$1,738) were slightly higher than the earnings of native-born workers (\$1,679).

Technical Note

The estimates in this news 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 news 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.

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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 news release are presented below.

Foreign born. The foreign born are people 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 people in these categories.

Native born. The native born are people 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 news release, the data are presented for non-Hispanic Whites, Blacks, and Asians and for people of Hispanic or Latino ethnicity. These four groups are mutually exclusive but not exhaustive. Other race groups (including people 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 news release differs from that which appears in most analyses of CPS labor force data because people of Hispanic or Latino ethnicity are separated from the race groups. Because people 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 news 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 people 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. People 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. People 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 people 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 people, 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, 2023-2024 annual averages
[Numbers in thousands]

Characteristic	2023						2024					
	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.....	266,942	167,116	62.6	161,037	6,080	3.6	268,571	168,106	62.6	161,346	6,761	4.0
Men.....	130,476	88,877	68.1	85,500	3,377	3.8	130,939	88,974	68.0	85,313	3,661	4.1
Women.....	136,466	78,239	57.3	75,537	2,702	3.5	137,633	79,132	57.5	76,033	3,100	3.9
FOREIGN BORN												
Total, 16 years and over.....	46,651	31,051	66.6	29,932	1,119	3.6	48,497	32,263	66.5	30,908	1,355	4.2
Men.....	22,840	17,704	77.5	17,091	613	3.5	23,806	18,408	77.3	17,717	692	3.8
Women.....	23,811	13,347	56.1	12,841	506	3.8	24,691	13,854	56.1	13,191	663	4.8
Age												
16 to 24 years.....	3,698	2,037	55.1	1,880	157	7.7	3,935	2,095	53.2	1,889	205	9.8
25 to 34 years.....	7,432	5,905	79.5	5,655	250	4.2	7,641	6,053	79.2	5,741	311	5.1
35 to 44 years.....	10,014	8,097	80.9	7,841	257	3.2	10,347	8,461	81.8	8,162	299	3.5
45 to 54 years.....	9,545	7,817	81.9	7,589	228	2.9	9,943	8,158	82.0	7,884	275	3.4
55 to 64 years.....	7,678	5,412	70.5	5,245	167	3.1	7,961	5,608	70.4	5,405	203	3.6
65 years and over.....	8,283	1,783	21.5	1,722	61	3.4	8,671	1,888	21.8	1,827	61	3.2
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino.....	7,850	4,766	60.7	4,612	155	3.2	7,869	4,848	61.6	4,670	178	3.7
Black non-Hispanic or Latino.....	4,562	3,324	72.9	3,197	126	3.8	4,868	3,421	70.3	3,246	175	5.1
Asian non-Hispanic or Latino.....	11,930	7,789	65.3	7,575	214	2.8	12,310	7,928	64.4	7,682	247	3.1
Hispanic or Latino ethnicity.....	21,696	14,790	68.2	14,180	610	4.1	22,867	15,696	68.6	14,956	740	4.7
Educational attainment												
Total, 25 years and over.....	42,953	29,015	67.5	28,052	962	3.3	44,562	30,168	67.7	29,019	1,149	3.8
Less than a high school diploma.....	9,315	5,371	57.7	5,129	241	4.5	9,466	5,454	57.6	5,162	292	5.4
High school graduates, no college ²	11,299	7,338	64.9	7,067	271	3.7	11,796	7,750	65.7	7,427	323	4.2
Some college or associate degree.....	6,441	4,378	68.0	4,250	127	2.9	6,634	4,517	68.1	4,367	150	3.3
Bachelor's degree and higher ³	15,897	11,928	75.0	11,606	322	2.7	16,666	12,447	74.7	12,063	383	3.1
NATIVE BORN												
Total, 16 years and over.....	220,291	136,065	61.8	131,104	4,961	3.6	220,074	135,844	61.7	130,437	5,406	4.0
Men.....	107,636	71,173	66.1	68,409	2,764	3.9	107,133	70,565	65.9	67,596	2,969	4.2
Women.....	112,655	64,892	57.6	62,695	2,197	3.4	112,942	65,278	57.8	62,841	2,437	3.7
Age												
16 to 24 years.....	35,641	20,092	56.4	18,492	1,600	8.0	35,038	19,683	56.2	17,944	1,739	8.8
25 to 34 years.....	37,095	31,398	84.6	30,182	1,216	3.9	36,786	31,129	84.6	29,854	1,275	4.1
35 to 44 years.....	33,440	28,333	84.7	27,559	775	2.7	33,834	28,942	85.5	28,035	907	3.1
45 to 54 years.....	30,414	24,990	82.2	24,397	593	2.4	30,091	24,779	82.3	24,155	624	2.5
55 to 64 years.....	33,724	21,839	64.8	21,317	522	2.4	33,260	21,559	64.8	21,001	558	2.6
65 years and over.....	49,977	9,412	18.8	9,157	255	2.7	51,065	9,751	19.1	9,448	303	3.1
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino.....	154,634	94,343	61.0	91,617	2,726	2.9	154,017	93,744	60.9	90,756	2,987	3.2
Black non-Hispanic or Latino.....	27,814	17,045	61.3	16,039	1,006	5.9	27,814	17,042	61.3	15,976	1,066	6.3
Asian non-Hispanic or Latino.....	5,181	3,343	64.5	3,232	111	3.3	5,146	3,388	65.8	3,243	145	4.3
Hispanic or Latino ethnicity.....	25,836	17,027	65.9	16,162	865	5.1	26,055	17,194	66.0	16,271	923	5.4
Educational attainment												
Total, 25 years and over.....	184,650	115,973	62.8	112,612	3,361	2.9	185,037	116,160	62.8	112,493	3,667	3.2
Less than a high school diploma.....	10,166	3,810	37.5	3,540	270	7.1	9,828	3,698	37.6	3,428	271	7.3
High school graduates, no college ²	52,120	28,590	54.9	27,462	1,127	3.9	51,909	28,506	54.9	27,298	1,209	4.2
Some college or associate degree.....	50,485	31,425	62.2	30,463	962	3.1	50,353	31,322	62.2	30,260	1,062	3.4
Bachelor's degree and higher ³	71,880	52,149	72.5	51,147	1,002	1.9	72,946	52,633	72.2	51,508	1,125	2.1

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

² Includes people with a high school diploma or equivalent.

³ Includes people 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, 2023-2024 annual averages
[Numbers in thousands]

Characteristic	2023			2024		
	Total	Men	Women	Total	Men	Women
FOREIGN BORN						
With own children under 18						
Civilian noninstitutional population.....	15,554	7,375	8,179	15,862	7,506	8,356
Civilian labor force.....	12,166	6,906	5,259	12,388	7,019	5,369
Participation rate.....	78.2	93.6	64.3	78.1	93.5	64.3
Employed.....	11,793	6,715	5,079	11,922	6,822	5,100
Employment-population ratio.....	75.8	91.0	62.1	75.2	90.9	61.0
Unemployed.....	372	191	181	467	197	269
Unemployment rate.....	3.1	2.8	3.4	3.8	2.8	5.0
With own children 6 to 17, none younger						
Civilian noninstitutional population.....	9,390	4,423	4,966	9,664	4,514	5,150
Civilian labor force.....	7,514	4,098	3,416	7,783	4,192	3,591
Participation rate.....	80.0	92.6	68.8	80.5	92.9	69.7
Employed.....	7,291	3,985	3,307	7,495	4,073	3,422
Employment-population ratio.....	77.7	90.1	66.6	77.6	90.2	66.4
Unemployed.....	222	113	110	288	119	169
Unemployment rate.....	3.0	2.7	3.2	3.7	2.8	4.7
With own children under 6						
Civilian noninstitutional population.....	6,164	2,952	3,212	6,198	2,992	3,206
Civilian labor force.....	4,652	2,809	1,843	4,606	2,828	1,778
Participation rate.....	75.5	95.2	57.4	74.3	94.5	55.5
Employed.....	4,502	2,730	1,772	4,427	2,749	1,678
Employment-population ratio.....	73.0	92.5	55.2	71.4	91.9	52.3
Unemployed.....	150	79	71	178	79	100
Unemployment rate.....	3.2	2.8	3.9	3.9	2.8	5.6
With own children under 3						
Civilian noninstitutional population.....	3,250	1,557	1,693	3,312	1,609	1,702
Civilian labor force.....	2,382	1,477	905	2,370	1,519	852
Participation rate.....	73.3	94.8	53.5	71.6	94.4	50.0
Employed.....	2,304	1,437	866	2,277	1,478	798
Employment-population ratio.....	70.9	92.3	51.2	68.7	91.9	46.9
Unemployed.....	79	40	39	94	41	53
Unemployment rate.....	3.3	2.7	4.3	4.0	2.7	6.3
With no own children under 18						
Civilian noninstitutional population.....	31,098	15,465	15,632	32,635	16,300	16,335
Civilian labor force.....	18,886	10,798	8,087	19,874	11,389	8,485
Participation rate.....	60.7	69.8	51.7	60.9	69.9	51.9
Employed.....	18,139	10,376	7,763	18,986	10,895	8,091
Employment-population ratio.....	58.3	67.1	49.7	58.2	66.8	49.5
Unemployed.....	747	422	325	888	494	394
Unemployment rate.....	4.0	3.9	4.0	4.5	4.3	4.6
NATIVE BORN						
With own children under 18						
Civilian noninstitutional population.....	47,006	21,095	25,911	46,364	20,703	25,661
Civilian labor force.....	39,638	19,673	19,965	39,154	19,364	19,790
Participation rate.....	84.3	93.3	77.1	84.4	93.5	77.1
Employed.....	38,664	19,285	19,378	38,088	18,924	19,164
Employment-population ratio.....	82.3	91.4	74.8	82.1	91.4	74.7
Unemployed.....	974	387	587	1,066	440	626
Unemployment rate.....	2.5	2.0	2.9	2.7	2.3	3.2
With own children 6 to 17, none younger						
Civilian noninstitutional population.....	26,483	11,863	14,619	26,314	11,671	14,643
Civilian labor force.....	22,764	10,951	11,814	22,635	10,783	11,852
Participation rate.....	86.0	92.3	80.8	86.0	92.4	80.9
Employed.....	22,255	10,740	11,515	22,054	10,537	11,517
Employment-population ratio.....	84.0	90.5	78.8	83.8	90.3	78.7

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, 2023-2024 annual averages — Continued

[Numbers in thousands]

Characteristic	2023			2024		
	Total	Men	Women	Total	Men	Women
Unemployed.....	509	210	299	580	246	335
Unemployment rate.....	2.2	1.9	2.5	2.6	2.3	2.8
With own children under 6						
Civilian noninstitutional population.....	20,523	9,231	11,292	20,051	9,032	11,018
Civilian labor force.....	16,873	8,722	8,151	16,519	8,581	7,938
Participation rate.....	82.2	94.5	72.2	82.4	95.0	72.0
Employed.....	16,408	8,545	7,863	16,033	8,387	7,647
Employment-population ratio.....	80.0	92.6	69.6	80.0	92.9	69.4
Unemployed.....	465	177	288	486	195	291
Unemployment rate.....	2.8	2.0	3.5	2.9	2.3	3.7
With own children under 3						
Civilian noninstitutional population.....	11,892	5,421	6,471	11,682	5,321	6,361
Civilian labor force.....	9,645	5,139	4,506	9,485	5,062	4,423
Participation rate.....	81.1	94.8	69.6	81.2	95.1	69.5
Employed.....	9,371	5,034	4,337	9,214	4,945	4,269
Employment-population ratio.....	78.8	92.9	67.0	78.9	92.9	67.1
Unemployed.....	275	105	169	272	117	154
Unemployment rate.....	2.8	2.0	3.8	2.9	2.3	3.5
With no own children under 18						
Civilian noninstitutional population.....	173,285	86,541	86,744	173,710	86,430	87,280
Civilian labor force.....	96,427	51,500	44,927	96,690	51,201	45,488
Participation rate.....	55.6	59.5	51.8	55.7	59.2	52.1
Employed.....	92,440	49,123	43,317	92,350	48,672	43,677
Employment-population ratio.....	53.3	56.8	49.9	53.2	56.3	50.0
Unemployed.....	3,987	2,377	1,610	4,340	2,529	1,811
Unemployment rate.....	4.1	4.6	3.6	4.5	4.9	4.0

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, 2023-2024 annual averages

[Numbers in thousands]

Characteristic	2023				2024			
	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.....	564	1,616	1,352	3,822	475	1,637	1,343	3,925
Civilian labor force.....	241	837	765	2,682	195	862	759	2,784
Participation rate.....	42.7	51.8	56.6	70.2	41.0	52.7	56.5	70.9
Employed.....	232	811	739	2,608	184	831	739	2,695
Employment-population ratio.....	41.1	50.2	54.6	68.2	38.8	50.7	55.0	68.7
Unemployed.....	9	26	26	74	10	32	21	89
Unemployment rate.....	3.7	3.1	3.5	2.8	5.3	3.7	2.7	3.2
Black non-Hispanic or Latino								
Civilian noninstitutional population.....	402	1,167	906	1,654	431	1,248	957	1,727
Civilian labor force.....	207	818	698	1,382	217	863	717	1,395
Participation rate.....	51.5	70.1	77.0	83.5	50.3	69.1	74.9	80.7
Employed.....	197	779	679	1,343	202	809	681	1,345
Employment-population ratio.....	49.1	66.8	74.9	81.2	46.9	64.8	71.2	77.9
Unemployed.....	10	39	19	38	14	53	36	50
Unemployment rate.....	4.7	4.7	2.7	2.8	6.7	6.2	5.0	3.6
Asian non-Hispanic or Latino								
Civilian noninstitutional population.....	964	2,038	1,317	6,773	972	2,084	1,376	6,989
Civilian labor force.....	367	1,117	853	5,063	372	1,140	853	5,168
Participation rate.....	38.1	54.8	64.8	74.8	38.3	54.7	62.0	73.9
Employed.....	353	1,089	831	4,938	362	1,111	829	5,031
Employment-population ratio.....	36.6	53.4	63.1	72.9	37.2	53.3	60.3	72.0
Unemployed.....	14	28	23	125	10	29	23	137
Unemployment rate.....	3.9	2.5	2.6	2.5	2.8	2.6	2.7	2.7
Hispanic or Latino ethnicity								
Civilian noninstitutional population.....	7,321	6,334	2,751	3,427	7,525	6,687	2,833	3,816
Civilian labor force.....	4,527	4,481	1,987	2,635	4,644	4,806	2,100	2,947
Participation rate.....	61.8	70.7	72.2	76.9	61.7	71.9	74.1	77.2
Employed.....	4,320	4,306	1,931	2,555	4,388	4,601	2,031	2,846
Employment-population ratio.....	59.0	68.0	70.2	74.5	58.3	68.8	71.7	74.6
Unemployed.....	207	175	56	80	256	204	69	100
Unemployment rate.....	4.6	3.9	2.8	3.1	5.5	4.3	3.3	3.4
NATIVE BORN								
White non-Hispanic or Latino								
Civilian noninstitutional population.....	5,933	36,398	35,981	56,710	5,679	36,043	35,911	57,202
Civilian labor force.....	2,150	18,934	21,395	40,138	2,043	18,819	21,204	40,177
Participation rate.....	36.2	52.0	59.5	70.8	36.0	52.2	59.0	70.2
Employed.....	2,029	18,344	20,861	39,406	1,923	18,164	20,595	39,390
Employment-population ratio.....	34.2	50.4	58.0	69.5	33.9	50.4	57.4	68.9
Unemployed.....	121	589	535	732	120	655	609	787
Unemployment rate.....	5.6	3.1	2.5	1.8	5.9	3.5	2.9	2.0
Black non-Hispanic or Latino								
Civilian noninstitutional population.....	1,845	7,717	6,837	6,495	1,815	7,707	6,900	6,645
Civilian labor force.....	634	4,391	4,503	4,974	599	4,323	4,679	5,079
Participation rate.....	34.4	56.9	65.9	76.6	33.0	56.1	67.8	76.4
Employed.....	559	4,104	4,295	4,861	531	4,018	4,458	4,930
Employment-population ratio.....	30.3	53.2	62.8	74.8	29.3	52.1	64.6	74.2
Unemployed.....	75	287	208	113	68	305	221	150
Unemployment rate.....	11.9	6.5	4.6	2.3	11.3	7.1	4.7	2.9
Asian non-Hispanic or Latino								
Civilian noninstitutional population.....	151	533	671	2,353	141	544	623	2,405

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, 2023-2024 annual averages — Continued

[Numbers in thousands]

Characteristic	2023				2024			
	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.....	66	321	458	1,887	62	332	428	1,963
Participation rate.....	44.1	60.2	68.2	80.2	44.3	61.1	68.7	81.6
Employed.....	66	310	440	1,843	60	324	404	1,907
Employment-population ratio.....	43.9	58.3	65.6	78.3	42.3	59.6	64.8	79.3
Unemployed.....	0	10	17	45	3	8	24	56
Unemployment rate.....	0.3	3.1	3.7	2.4	4.5	2.5	5.6	2.8
Hispanic or Latino ethnicity								
Civilian noninstitutional population.....	1,886	5,980	5,335	4,801	1,863	6,079	5,265	5,020
Civilian labor force.....	836	4,032	3,981	3,946	870	4,078	3,940	4,081
Participation rate.....	44.3	67.4	74.6	82.2	46.7	67.1	74.8	81.3
Employed.....	778	3,846	3,833	3,864	806	3,901	3,781	3,982
Employment-population ratio.....	41.2	64.3	71.8	80.5	43.3	64.2	71.8	79.3
Unemployed.....	58	186	148	82	64	177	159	100
Unemployment rate.....	7.0	4.6	3.7	2.1	7.4	4.3	4.0	2.4

¹ Includes people with a high school diploma or equivalent.

² Includes people 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 people 16 years and over by occupation and sex, 2024 annual averages

[Percent distribution]

Occupation	Foreign born			Native born		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	30,908	17,717	13,191	130,437	67,596	62,841
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.....	35.4	32.6	39.0	45.9	41.3	50.7
Management, business, and financial operations occupations.....	14.0	14.1	14.0	20.1	20.9	19.3
Management occupations.....	9.8	10.7	8.5	13.5	15.0	12.0
Business and financial operations occupations.....	4.2	3.4	5.4	6.6	5.9	7.4
Professional and related occupations.....	21.3	18.6	25.0	25.7	20.4	31.4
Computer and mathematical occupations.....	5.5	6.9	3.6	3.6	5.1	1.9
Architecture and engineering occupations.....	2.3	3.2	1.1	2.2	3.5	0.7
Life, physical, and social science occupations.....	1.3	1.2	1.4	1.1	1.0	1.2
Community and social service occupations.....	1.0	0.6	1.6	2.0	1.2	2.9
Legal occupations.....	0.6	0.3	0.9	1.3	1.2	1.4
Education, training, and library occupations.....	3.8	2.1	6.1	6.4	3.2	9.9
Arts, design, entertainment, sports, and media occupations.....	1.4	1.3	1.6	2.3	2.2	2.5
Healthcare practitioners and technical occupations.....	5.4	3.0	8.7	6.8	3.0	10.8
Service occupations.....	22.0	15.6	30.6	15.1	12.6	17.8
Healthcare support occupations.....	4.2	1.1	8.4	3.2	0.9	5.6
Protective service occupations.....	0.9	1.1	0.5	2.2	3.1	1.1
Food preparation and serving related occupations.....	6.6	6.0	7.5	4.6	3.9	5.4
Building and grounds cleaning and maintenance occupations.....	7.4	6.2	9.0	2.7	3.4	1.8
Personal care and service occupations.....	2.9	1.1	5.3	2.4	1.1	3.8
Sales and office occupations.....	13.2	9.8	17.7	19.8	14.9	25.0
Sales and related occupations.....	6.7	5.9	7.8	9.2	9.3	9.1
Office and administrative support occupations.....	6.5	4.0	9.9	10.6	5.6	15.9
Natural resources, construction, and maintenance occupations.....	13.9	22.7	2.1	7.7	14.1	0.9
Farming, fishing, and forestry occupations.....	1.3	1.6	0.8	0.4	0.6	0.3
Construction and extraction occupations.....	9.8	16.4	1.0	4.2	7.8	0.4
Installation, maintenance, and repair occupations.....	2.8	4.7	0.2	3.1	5.7	0.3
Production, transportation, and material moving occupations.....	15.5	19.2	10.6	11.6	17.1	5.5
Production occupations.....	6.4	6.8	5.7	4.6	6.6	2.4
Transportation and material moving occupations.....	9.2	12.4	4.8	7.0	10.6	3.1

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, 2023-2024 annual averages

[Numbers in thousands]

Characteristic	2023					2024				
	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.....	22,675	\$987	98,232	\$1,140	86.6	23,319	\$1,001	96,734	\$1,190	84.1
Men.....	13,447	1,051	53,253	1,238	84.9	13,781	1,077	52,160	1,316	81.8
Women.....	9,228	899	44,978	1,025	87.7	9,538	911	44,573	1,074	84.8
AGE										
16 to 24 years.....	1,178	672	10,247	718	93.6	1,274	707	9,544	749	94.4
25 to 34 years.....	4,492	992	25,257	1,054	94.1	4,594	995	24,659	1,117	89.1
35 to 44 years.....	6,184	1,059	22,518	1,301	81.4	6,395	1,085	22,817	1,341	80.9
45 to 54 years.....	5,839	1,033	19,772	1,326	77.9	5,931	1,062	19,479	1,396	76.1
55 to 64 years.....	3,905	976	16,126	1,266	77.1	4,042	1,013	15,776	1,319	76.8
65 years and over.....	1,077	898	4,312	1,131	79.4	1,084	926	4,459	1,206	76.8
RACE AND HISPANIC OR LATINO ETHNICITY¹										
White non-Hispanic or Latino.....	3,275	1,380	67,748	1,224	112.7	3,240	1,483	66,510	1,274	116.4
Black non-Hispanic or Latino.....	2,482	971	12,893	919	105.7	2,510	971	12,561	966	100.5
Asian non-Hispanic or Latino.....	5,904	1,503	2,489	1,464	102.7	6,003	1,532	2,404	1,541	99.4
Hispanic or Latino ethnicity.....	10,716	792	12,117	947	83.6	11,298	809	12,274	997	81.1
EDUCATIONAL ATTAINMENT										
Total, 25 years and over.....	21,497	1,012	87,984	1,206	83.9	22,046	1,027	87,190	1,259	81.6
Less than a high school diploma.....	3,694	692	2,353	748	92.5	3,813	717	2,287	789	90.9
High school graduates, no college ² ...	5,298	809	21,029	919	88.0	5,538	821	20,594	962	85.3
Some college or associate degree....	3,109	944	23,418	1,027	91.9	3,133	954	22,871	1,074	88.8
Bachelor's degree and higher ³	9,397	1,637	41,185	1,602	102.2	9,562	1,738	41,437	1,679	103.5

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

² Includes people with a high school diploma or equivalent.

³ Includes people 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, 2023-2024 annual averages
[Numbers in thousands]

Census region and division	2023						2024					
	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.....	9,882	6,564	66.4	6,300	264	4.0	9,967	6,634	66.6	6,346	288	4.3
New England.....	2,217	1,524	68.7	1,469	55	3.6	2,181	1,524	69.9	1,459	65	4.3
Middle Atlantic.....	7,665	5,040	65.7	4,831	209	4.1	7,786	5,110	65.6	4,887	223	4.4
South.....	16,885	11,451	67.8	11,097	354	3.1	17,847	12,117	67.9	11,679	438	3.6
South Atlantic.....	9,981	6,773	67.9	6,605	168	2.5	10,391	6,999	67.4	6,785	214	3.1
East South Central....	867	591	68.2	568	23	3.9	985	682	69.2	650	32	4.7
West South Central....	6,037	4,088	67.7	3,925	163	4.0	6,472	4,437	68.6	4,245	192	4.3
Midwest.....	5,149	3,547	68.9	3,422	125	3.5	5,459	3,789	69.4	3,592	197	5.2
East North Central....	3,859	2,617	67.8	2,520	97	3.7	3,971	2,679	67.5	2,527	152	5.7
West North Central....	1,290	930	72.1	902	28	3.0	1,489	1,110	74.5	1,065	45	4.0
West.....	14,735	9,489	64.4	9,113	376	4.0	15,223	9,722	63.9	9,291	431	4.4
Mountain.....	2,842	1,876	66.0	1,803	73	3.9	3,015	2,012	66.7	1,926	85	4.2
Pacific.....	11,893	7,613	64.0	7,310	303	4.0	12,208	7,711	63.2	7,365	346	4.5
NATIVE BORN												
Northeast.....	36,458	22,522	61.8	21,679	844	3.7	36,430	22,553	61.9	21,683	869	3.9
New England.....	10,287	6,498	63.2	6,291	207	3.2	10,374	6,669	64.3	6,435	234	3.5
Middle Atlantic.....	26,171	16,024	61.2	15,388	636	4.0	26,056	15,883	61.0	15,248	635	4.0
South.....	85,967	51,755	60.2	50,007	1,748	3.4	86,063	51,582	59.9	49,691	1,891	3.7
South Atlantic.....	44,751	26,805	59.9	25,965	840	3.1	44,903	26,607	59.3	25,673	933	3.5
East South Central....	14,705	8,381	57.0	8,111	270	3.2	14,673	8,425	57.4	8,126	299	3.5
West South Central....	26,511	16,569	62.5	15,931	638	3.9	26,488	16,550	62.5	15,892	659	4.0
Midwest.....	49,588	31,633	63.8	30,548	1,085	3.4	49,484	31,652	64.0	30,429	1,223	3.9
East North Central....	33,771	21,165	62.7	20,371	794	3.8	33,796	21,333	63.1	20,438	895	4.2
West North Central....	15,817	10,468	66.2	10,177	290	2.8	15,688	10,319	65.8	9,990	329	3.2
West.....	48,278	30,155	62.5	28,870	1,285	4.3	48,097	30,057	62.5	28,634	1,423	4.7
Mountain.....	17,633	11,279	64.0	10,880	399	3.5	17,637	11,208	63.5	10,767	441	3.9
Pacific.....	30,645	18,876	61.6	17,990	886	4.7	30,460	18,849	61.9	17,867	982	5.2

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.