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FOREIGN-BORN WORKERS: LABOR FORCE CHARACTERISTICS — 2023

The unemployment rate for the foreign born in the United States edged up from 3.4 percent in 2022 to 3.6 percent in 2023, the U.S. Bureau of Labor Statistics reported today. The jobless rate of the native born changed little at 3.6 percent in 2023. Both measures are down considerably from their highs in 2020. However, the jobless rate for the foreign born remains above its level of 3.1 percent in 2019, prior to the coronavirus (COVID-19) pandemic, while the rate for the native born is below its pre-pandemic level of 3.8 percent.

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 2023 data:

- In 2023, the foreign born accounted for 18.6 percent of the U.S. civilian labor force, up from 18.1 percent in 2022. (See table 1.)
- From 2022 to 2023, the unemployment rate of the foreign born edged up to 3.6 percent, while the jobless rate for the native born changed little at 3.6 percent. (See table 1.)
- Hispanics continued to account for nearly one-half (47.6 percent) of the foreign-born labor force in 2023, and Asians accounted for one-quarter. (See table 1.) (Data in this news release for people who are White, Black, 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 2023 (77.5 percent) than their native-born counterparts (66.1 percent). By contrast, 56.1 percent of foreign-born women were labor force participants, lower than the participation rate of 57.6 percent for native-born women. (See table 1.)

- In 2023, foreign-born workers were more likely than native-born workers to be employed in service occupations; natural resources, construction, and maintenance occupations; and in 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 \$987 in 2023, compared with \$1,140 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 2023, men accounted for 57.0 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 (70.3 percent) was higher than for the native-born labor force (62.3 percent). Labor force participation typically is highest among people in that age bracket. (See table 1.)

In 2023, nearly one-half (47.6 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 12.5 percent and 2.5 percent, respectively. Whites comprised 15.3 percent of the foreign-born labor force and Blacks comprised 10.7 percent, compared with 69.3 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 18.5 percent in 2023, much higher than the figure for the native-born labor force, at 3.3 percent. The foreign born were less likely than the native born to have some college or an associate degree—15.1 percent versus 27.1 percent. The proportions of foreign-born and native-born high school graduates (25.3 percent versus 24.7 percent) and those with a bachelor's degree or higher (41.1 percent versus 45.0 percent) were more similar.

Labor Force

In 2023, the foreign born accounted for 18.6 percent of the U.S. civilian labor force, up from 18.1 percent in 2022. In 2023, the labor force participation rate of the foreign born increased to 66.6 percent. The rate for foreign-born women increased to 56.1 percent, while the rate for foreign-born men changed little at 77.5 percent. The labor force participation rate of the native born rose to 61.8 percent. The rate for native-born women increased to 57.6 percent, while the rate for men was little changed at 66.1 percent. (See table 1.)

Labor force participation rates for the foreign born varied across the major race and ethnicity groups in 2023, ranging from 60.7 percent for foreign-born Whites to 72.9 percent for foreign-born Blacks. Participation rates for the native born showed less variation across the major race

and ethnicity groups, ranging from 61.0 percent for native-born Whites to 65.9 percent for native-born Hispanics.

Among the major race and ethnicity groups, the labor force participation rate of foreign-born Hispanics increased to 68.2 percent in 2023. The rates for foreign-born Whites, Blacks, and Asians showed little change over the year. Among the native born, the participation rate of Blacks increased to 61.3 percent. The rates for native-born Whites, Asians, and Hispanics changed little from 2022 to 2023.

In 2023, 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 53.5 percent, 16.1 percentage points below that for native-born mothers, at 69.6 percent. By comparison, the labor force participation rate of foreign-born mothers with children ages 6 to 17 (68.8 percent) was 12.0 percentage points lower than that for native-born mothers with children ages 6 to 17 (80.8 percent). The labor force participation rates of foreign-born and native-born fathers with children under age 18 were more similar, at 93.6 percent and 93.3 percent, respectively. (See table 2.)

By region, the foreign born made up a larger share of the labor force in the West (23.9 percent) and in the Northeast (22.6 percent) in 2023 than for the nation as a whole (18.6 percent). The foreign born made up a smaller share of the labor force than for the nation as a whole in the South (18.1 percent) and the Midwest (10.1 percent). (See table 6.)

Employment

In 2023, the employment-population ratio—the number of employed people as a percentage of the civilian noninstitutional population—of the foreign born increased to 64.2 percent. The ratio for foreign-born women rose to 53.9 percent, while the ratio for men was little changed at 74.8 percent. The employment-population ratio of the native born rose to 59.5 percent. The ratio for native-born women increased to 55.7 percent, while the ratio for men changed little at 63.6 percent. (See table 1.)

Unemployment

From 2022 to 2023, the unemployment rate of the foreign born edged up to 3.6 percent, while the jobless rate for the native born changed little at 3.6 percent.

The jobless rate in 2023 for the foreign born remained higher than its pre-pandemic 2019 level (3.1 percent), while the rate for the native born was below its pre-pandemic level (3.8 percent). The unemployment rates for both foreign-born men and women changed little in 2023, at 3.5 percent and 3.8 percent, respectively. Among the native born, the rate for women was down by 0.2 percentage point to 3.4 percent, while the rate for men was little changed at 3.9 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, Hispanics had the highest unemployment rate in 2023 (4.1 percent), followed by Blacks (3.8 percent), Whites (3.2 percent), and Asians (2.8 percent). Among the native born, jobless rates were highest for Blacks (5.9 percent), followed by Hispanics (5.1 percent), Asians (3.3 percent), and Whites (2.9 percent).

Occupation

In 2023, foreign-born workers were more likely than native-born workers to be employed in service occupations (21.8 percent versus 15.0 percent); natural resources, construction, and maintenance occupations (13.8 percent versus 7.8 percent); and production, transportation, and material moving occupations (15.2 percent versus 11.8 percent). Foreign-born workers were less likely than native-born workers to be employed in management, professional, and related occupations (36.1 percent versus 45.4 percent) and in sales and office occupations (13.0 percent versus 20.1 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 2023, versus 14.0 percent of the native born. The occupational disparity for women was pronounced in service occupations—30.5 percent of the foreign born worked in that occupation group, compared with 17.6 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 2023, median usual weekly earnings of foreign-born full-time wage and salary workers (\$987) were 86.6 percent of the earnings of their native-born counterparts (\$1,140). Among men, median weekly earnings for the foreign born (\$1,051) were 84.9 percent of the earnings of the native born (\$1,238). Median earnings for foreign-born women (\$899) were 87.7 percent of the earnings of native-born women (\$1,025). (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 foreign-born full-time wage and salary workers earned 83.6 percent as much as their native-born counterparts in 2023. White and Black foreign-born workers earned more than their native-born counterparts, by 12.7 percent and 5.7 percent, respectively. Asian foreign-born workers earned slightly more (2.7 percent) than their native-born counterparts.

The earnings of both foreign-born and native-born workers increase with education. In 2023, foreign-born workers age 25 and over with less than a high school diploma earned \$692 per week, while those with a bachelor's degree and higher earned 2.4 times as much—\$1,637 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—\$1,602 per week versus \$748 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 (\$809) earned 88.0 percent as much as their native-born counterparts (\$919) in 2023. However, among those with a bachelor's degree and higher, the earnings of foreign-born workers (\$1,637) were slightly higher than the earnings of native-born workers (\$1,602).

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, 2022-2023 annual averages
 [Numbers in thousands]

Characteristic	2022						2023					
	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.....	263,973	164,287	62.2	158,291	5,996	3.6	266,942	167,116	62.6	161,037	6,080	3.6
Men.....	128,617	87,421	68.0	84,203	3,218	3.7	130,476	88,877	68.1	85,500	3,377	3.8
Women.....	135,356	76,866	56.8	74,089	2,778	3.6	136,466	78,239	57.3	75,537	2,702	3.5
FOREIGN BORN												
Total, 16 years and over.....	45,150	29,755	65.9	28,737	1,017	3.4	46,651	31,051	66.6	29,932	1,119	3.6
Men.....	21,998	17,031	77.4	16,475	556	3.3	22,840	17,704	77.5	17,091	613	3.5
Women.....	23,152	12,724	55.0	12,262	462	3.6	23,811	13,347	56.1	12,841	506	3.8
Age												
16 to 24 years.....	3,409	1,846	54.2	1,691	155	8.4	3,698	2,037	55.1	1,880	157	7.7
25 to 34 years.....	7,255	5,671	78.2	5,484	187	3.3	7,432	5,905	79.5	5,655	250	4.2
35 to 44 years.....	9,898	7,918	80.0	7,678	240	3.0	10,014	8,097	80.9	7,841	257	3.2
45 to 54 years.....	9,353	7,570	80.9	7,358	212	2.8	9,545	7,817	81.9	7,589	228	2.9
55 to 64 years.....	7,338	5,128	69.9	4,963	166	3.2	7,678	5,412	70.5	5,245	167	3.1
65 years and over.....	7,897	1,621	20.5	1,564	58	3.6	8,283	1,783	21.5	1,722	61	3.4
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino.....	7,915	4,768	60.2	4,608	160	3.4	7,850	4,766	60.7	4,612	155	3.2
Black non-Hispanic or Latino.....	4,245	3,086	72.7	2,939	147	4.8	4,562	3,324	72.9	3,197	126	3.8
Asian non-Hispanic or Latino.....	11,354	7,345	64.7	7,168	178	2.4	11,930	7,789	65.3	7,575	214	2.8
Hispanic or Latino ethnicity.....	21,048	14,168	67.3	13,650	519	3.7	21,696	14,790	68.2	14,180	610	4.1
Educational attainment												
Total, 25 years and over.....	41,741	27,908	66.9	27,047	862	3.1	42,953	29,015	67.5	28,052	962	3.3
Less than a high school diploma.....	9,076	5,100	56.2	4,878	222	4.4	9,315	5,371	57.7	5,129	241	4.5
High school graduates, no college ²	10,990	7,109	64.7	6,874	235	3.3	11,299	7,338	64.9	7,067	271	3.7
Some college or associate degree.....	6,391	4,328	67.7	4,189	139	3.2	6,441	4,378	68.0	4,250	127	2.9
Bachelor's degree and higher ³	15,284	11,371	74.4	11,105	266	2.3	15,897	11,928	75.0	11,606	322	2.7
NATIVE BORN												
Total, 16 years and over.....	218,823	134,533	61.5	129,554	4,979	3.7	220,291	136,065	61.8	131,104	4,961	3.6
Men.....	106,619	70,390	66.0	67,727	2,663	3.8	107,636	71,173	66.1	68,409	2,764	3.9
Women.....	112,204	64,143	57.2	61,827	2,316	3.6	112,655	64,892	57.6	62,695	2,197	3.4
Age												
16 to 24 years.....	34,548	19,246	55.7	17,687	1,559	8.1	35,641	20,092	56.4	18,492	1,600	8.0
25 to 34 years.....	36,913	31,054	84.1	29,816	1,238	4.0	37,095	31,398	84.6	30,182	1,216	3.9
35 to 44 years.....	33,101	27,753	83.8	26,946	806	2.9	33,440	28,333	84.7	27,559	775	2.7
45 to 54 years.....	30,641	24,871	81.2	24,295	576	2.3	30,414	24,990	82.2	24,397	593	2.4
55 to 64 years.....	34,807	22,332	64.2	21,798	534	2.4	33,724	21,839	64.8	21,317	522	2.4
65 years and over.....	48,813	9,276	19.0	9,011	266	2.9	49,977	9,412	18.8	9,157	255	2.7
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino.....	154,438	94,061	60.9	91,292	2,769	2.9	154,634	94,343	61.0	91,617	2,726	2.9
Black non-Hispanic or Latino.....	27,612	16,698	60.5	15,636	1,062	6.4	27,814	17,045	61.3	16,039	1,006	5.9
Asian non-Hispanic or Latino.....	5,019	3,207	63.9	3,091	116	3.6	5,181	3,343	64.5	3,232	111	3.3
Hispanic or Latino ethnicity.....	25,123	16,433	65.4	15,650	783	4.8	25,836	17,027	65.9	16,162	865	5.1
Educational attainment												
Total, 25 years and over.....	184,275	115,286	62.6	111,866	3,420	3.0	184,650	115,973	62.8	112,612	3,361	2.9
Less than a high school diploma.....	10,713	3,888	36.3	3,620	268	6.9	10,166	3,810	37.5	3,540	270	7.1
High school graduates, no college ²	52,717	28,810	54.6	27,623	1,186	4.1	52,120	28,590	54.9	27,462	1,127	3.9
Some college or associate degree.....	50,149	31,316	62.4	30,334	982	3.1	50,485	31,425	62.2	30,463	962	3.1
Bachelor's degree and higher ³	70,697	51,273	72.5	50,289	984	1.9	71,880	52,149	72.5	51,147	1,002	1.9

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 2. Employment status of the foreign-born and native-born populations 16 years and over by presence and age of youngest child and sex, 2022-2023 annual averages
 [Numbers in thousands]

Characteristic	2022			2023		
	Total	Men	Women	Total	Men	Women
FOREIGN BORN						
With own children under 18						
Civilian noninstitutional population.....	15,547	7,295	8,251	15,554	7,375	8,179
Civilian labor force.....	12,011	6,816	5,196	12,166	6,906	5,259
Participation rate.....	77.3	93.4	63.0	78.2	93.6	64.3
Employed.....	11,662	6,651	5,012	11,793	6,715	5,079
Employment-population ratio.....	75.0	91.2	60.7	75.8	91.0	62.1
Unemployed.....	349	165	184	372	191	181
Unemployment rate.....	2.9	2.4	3.5	3.1	2.8	3.4
With own children 6 to 17, none younger						
Civilian noninstitutional population.....	9,210	4,250	4,960	9,390	4,423	4,966
Civilian labor force.....	7,313	3,933	3,381	7,514	4,098	3,416
Participation rate.....	79.4	92.5	68.2	80.0	92.6	68.8
Employed.....	7,103	3,836	3,267	7,291	3,985	3,307
Employment-population ratio.....	77.1	90.2	65.9	77.7	90.1	66.6
Unemployed.....	210	97	113	222	113	110
Unemployment rate.....	2.9	2.5	3.4	3.0	2.7	3.2
With own children under 6						
Civilian noninstitutional population.....	6,337	3,045	3,291	6,164	2,952	3,212
Civilian labor force.....	4,698	2,883	1,815	4,652	2,809	1,843
Participation rate.....	74.1	94.7	55.1	75.5	95.2	57.4
Employed.....	4,559	2,815	1,744	4,502	2,730	1,772
Employment-population ratio.....	72.0	92.4	53.0	73.0	92.5	55.2
Unemployed.....	139	68	70	150	79	71
Unemployment rate.....	3.0	2.4	3.9	3.2	2.8	3.9
With own children under 3						
Civilian noninstitutional population.....	3,298	1,596	1,703	3,250	1,557	1,693
Civilian labor force.....	2,412	1,514	897	2,382	1,477	905
Participation rate.....	73.1	94.9	52.7	73.3	94.8	53.5
Employed.....	2,336	1,473	864	2,304	1,437	866
Employment-population ratio.....	70.8	92.3	50.7	70.9	92.3	51.2
Unemployed.....	75	42	34	79	40	39
Unemployment rate.....	3.1	2.7	3.7	3.3	2.7	4.3
With no own children under 18						
Civilian noninstitutional population.....	29,603	14,703	14,901	31,098	15,465	15,632
Civilian labor force.....	17,743	10,215	7,528	18,886	10,798	8,087
Participation rate.....	59.9	69.5	50.5	60.7	69.8	51.7
Employed.....	17,075	9,825	7,250	18,139	10,376	7,763
Employment-population ratio.....	57.7	66.8	48.7	58.3	67.1	49.7
Unemployed.....	668	390	278	747	422	325
Unemployment rate.....	3.8	3.8	3.7	4.0	3.9	4.0
NATIVE BORN						
With own children under 18						
Civilian noninstitutional population.....	47,482	21,128	26,354	47,006	21,095	25,911
Civilian labor force.....	39,624	19,596	20,028	39,638	19,673	19,965
Participation rate.....	83.5	92.7	76.0	84.3	93.3	77.1
Employed.....	38,551	19,193	19,358	38,664	19,285	19,378
Employment-population ratio.....	81.2	90.8	73.5	82.3	91.4	74.8
Unemployed.....	1,073	403	670	974	387	587
Unemployment rate.....	2.7	2.1	3.3	2.5	2.0	2.9
With own children 6 to 17, none younger						
Civilian noninstitutional population.....	26,646	11,879	14,768	26,483	11,863	14,619
Civilian labor force.....	22,622	10,877	11,744	22,764	10,951	11,814
Participation rate.....	84.9	91.6	79.5	86.0	92.3	80.8
Employed.....	22,064	10,662	11,402	22,255	10,740	11,515
Employment-population ratio.....	82.8	89.8	77.2	84.0	90.5	78.8

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, 2022-2023 annual averages — Continued

[Numbers in thousands]

Characteristic	2022			2023		
	Total	Men	Women	Total	Men	Women
Unemployed.....	558	215	343	509	210	299
Unemployment rate.....	2.5	2.0	2.9	2.2	1.9	2.5
With own children under 6						
Civilian noninstitutional population.....	20,836	9,250	11,586	20,523	9,231	11,292
Civilian labor force.....	17,002	8,719	8,284	16,873	8,722	8,151
Participation rate.....	81.6	94.3	71.5	82.2	94.5	72.2
Employed.....	16,487	8,531	7,956	16,408	8,545	7,863
Employment-population ratio.....	79.1	92.2	68.7	80.0	92.6	69.6
Unemployed.....	516	188	328	465	177	288
Unemployment rate.....	3.0	2.2	4.0	2.8	2.0	3.5
With own children under 3						
Civilian noninstitutional population.....	11,893	5,340	6,554	11,892	5,421	6,471
Civilian labor force.....	9,565	5,050	4,515	9,645	5,139	4,506
Participation rate.....	80.4	94.6	68.9	81.1	94.8	69.6
Employed.....	9,268	4,939	4,329	9,371	5,034	4,337
Employment-population ratio.....	77.9	92.5	66.1	78.8	92.9	67.0
Unemployed.....	298	111	186	275	105	169
Unemployment rate.....	3.1	2.2	4.1	2.8	2.0	3.8
With no own children under 18						
Civilian noninstitutional population.....	171,342	85,491	85,850	173,285	86,541	86,744
Civilian labor force.....	94,909	50,794	44,115	96,427	51,500	44,927
Participation rate.....	55.4	59.4	51.4	55.6	59.5	51.8
Employed.....	91,003	48,534	42,469	92,440	49,123	43,317
Employment-population ratio.....	53.1	56.8	49.5	53.3	56.8	49.9
Unemployed.....	3,906	2,260	1,646	3,987	2,377	1,610
Unemployment rate.....	4.1	4.4	3.7	4.1	4.6	3.6

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, 2022-2023 annual averages
 [Numbers in thousands]

Characteristic	2022				2023			
	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.....	549	1,678	1,375	3,807	564	1,616	1,352	3,822
Civilian labor force.....	209	840	803	2,670	241	837	765	2,682
Participation rate.....	38.0	50.1	58.4	70.1	42.7	51.8	56.6	70.2
Employed.....	197	811	779	2,600	232	811	739	2,608
Employment-population ratio.....	35.9	48.3	56.6	68.3	41.1	50.2	54.6	68.2
Unemployed.....	11	29	24	70	9	26	26	74
Unemployment rate.....	5.5	3.5	3.0	2.6	3.7	3.1	3.5	2.8
Black non-Hispanic or Latino								
Civilian noninstitutional population.....	376	1,055	900	1,503	402	1,167	906	1,654
Civilian labor force.....	206	734	674	1,266	207	818	698	1,382
Participation rate.....	54.8	69.6	74.9	84.3	51.5	70.1	77.0	83.5
Employed.....	192	698	639	1,234	197	779	679	1,343
Employment-population ratio.....	51.2	66.1	71.0	82.1	49.1	66.8	74.9	81.2
Unemployed.....	13	36	35	33	10	39	19	38
Unemployment rate.....	6.5	4.9	5.2	2.6	4.7	4.7	2.7	2.8
Asian non-Hispanic or Latino								
Civilian noninstitutional population.....	901	1,927	1,309	6,445	964	2,038	1,317	6,773
Civilian labor force.....	321	1,090	817	4,749	367	1,117	853	5,063
Participation rate.....	35.6	56.6	62.4	73.7	38.1	54.8	64.8	74.8
Employed.....	312	1,063	799	4,654	353	1,089	831	4,938
Employment-population ratio.....	34.6	55.2	61.1	72.2	36.6	53.4	63.1	72.9
Unemployed.....	9	27	17	95	14	28	23	125
Unemployment rate.....	2.8	2.5	2.1	2.0	3.9	2.5	2.6	2.5
Hispanic or Latino ethnicity								
Civilian noninstitutional population.....	7,197	6,208	2,687	3,290	7,321	6,334	2,751	3,427
Civilian labor force.....	4,341	4,377	1,949	2,506	4,527	4,481	1,987	2,635
Participation rate.....	60.3	70.5	72.5	76.2	61.8	70.7	72.2	76.9
Employed.....	4,155	4,237	1,888	2,441	4,320	4,306	1,931	2,555
Employment-population ratio.....	57.7	68.3	70.3	74.2	59.0	68.0	70.2	74.5
Unemployed.....	186	140	60	64	207	175	56	80
Unemployment rate.....	4.3	3.2	3.1	2.6	4.6	3.9	2.8	3.1
NATIVE BORN								
White non-Hispanic or Latino								
Civilian noninstitutional population.....	6,171	36,913	35,927	56,190	5,933	36,398	35,981	56,710
Civilian labor force.....	2,172	19,161	21,542	39,816	2,150	18,934	21,395	40,138
Participation rate.....	35.2	51.9	60.0	70.9	36.2	52.0	59.5	70.8
Employed.....	2,058	18,523	20,971	39,115	2,029	18,344	20,861	39,406
Employment-population ratio.....	33.4	50.2	58.4	69.6	34.2	50.4	58.0	69.5
Unemployed.....	114	638	571	701	121	589	535	732
Unemployment rate.....	5.2	3.3	2.7	1.8	5.6	3.1	2.5	1.8
Black non-Hispanic or Latino								
Civilian noninstitutional population.....	2,054	7,907	6,824	6,122	1,845	7,717	6,837	6,495
Civilian labor force.....	650	4,476	4,482	4,667	634	4,391	4,503	4,974
Participation rate.....	31.7	56.6	65.7	76.2	34.4	56.9	65.9	76.6
Employed.....	576	4,171	4,260	4,529	559	4,104	4,295	4,861
Employment-population ratio.....	28.1	52.8	62.4	74.0	30.3	53.2	62.8	74.8
Unemployed.....	74	305	222	138	75	287	208	113
Unemployment rate.....	11.4	6.8	5.0	3.0	11.9	6.5	4.6	2.3
Asian non-Hispanic or Latino								
Civilian noninstitutional population.....	149	499	643	2,365	151	533	671	2,353

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, 2022-2023 annual averages — Continued

[Numbers in thousands]

Characteristic	2022				2023			
	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.....	59	296	450	1,869	66	321	458	1,887
Participation rate.....	39.7	59.3	70.0	79.0	44.1	60.2	68.2	80.2
Employed.....	58	287	434	1,826	66	310	440	1,843
Employment-population ratio.....	38.9	57.6	67.5	77.2	43.9	58.3	65.6	78.3
Unemployed.....	1	8	16	44	0	10	17	45
Unemployment rate.....	1.9	2.8	3.5	2.3	0.3	3.1	3.7	2.4
Hispanic or Latino ethnicity								
Civilian noninstitutional population.....	1,970	5,876	5,190	4,566	1,886	5,980	5,335	4,801
Civilian labor force.....	872	3,951	3,812	3,795	836	4,032	3,981	3,946
Participation rate.....	44.3	67.2	73.5	83.1	44.3	67.4	74.6	82.2
Employed.....	809	3,779	3,687	3,721	778	3,846	3,833	3,864
Employment-population ratio.....	41.0	64.3	71.0	81.5	41.2	64.3	71.8	80.5
Unemployed.....	64	172	125	74	58	186	148	82
Unemployment rate.....	7.3	4.3	3.3	2.0	7.0	4.6	3.7	2.1

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, 2023
annual averages**
[Percent distribution]

Occupation	Foreign born			Native born		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	29,932	17,091	12,841	131,104	68,409	62,695
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.....	36.1	33.6	39.5	45.4	41.1	50.0
Management, business, and financial operations occupations.....	14.5	14.3	14.8	20.0	20.7	19.3
Management occupations.....	10.0	11.0	8.8	13.7	15.0	12.2
Business and financial operations occupations.....	4.4	3.2	6.0	6.3	5.7	7.1
Professional and related occupations.....	21.6	19.3	24.7	25.4	20.4	30.7
Computer and mathematical occupations.....	5.8	7.3	3.8	3.6	5.1	2.0
Architecture and engineering occupations.....	2.3	3.2	1.1	2.2	3.6	0.7
Life, physical, and social science occupations.....	1.4	1.3	1.5	1.1	1.0	1.2
Community and social service occupations.....	0.9	0.5	1.4	2.0	1.2	2.9
Legal occupations.....	0.5	0.4	0.8	1.3	1.2	1.4
Education, training, and library occupations.....	3.7	2.1	5.7	6.3	3.2	9.7
Arts, design, entertainment, sports, and media occupations.....	1.6	1.4	1.8	2.3	2.3	2.3
Healthcare practitioners and technical occupations.....	5.4	3.1	8.6	6.5	2.8	10.5
Service occupations.....	21.8	15.3	30.5	15.0	12.6	17.6
Healthcare support occupations.....	4.1	1.2	7.9	3.0	0.9	5.3
Protective service occupations.....	0.9	1.2	0.5	2.2	3.2	1.1
Food preparation and serving related occupations.....	6.6	5.8	7.5	4.7	4.1	5.5
Building and grounds cleaning and maintenance occupations.....	7.4	5.9	9.2	2.5	3.2	1.8
Personal care and service occupations.....	3.0	1.2	5.3	2.5	1.2	4.0
Sales and office occupations.....	13.0	9.7	17.5	20.1	15.0	25.7
Sales and related occupations.....	6.5	5.8	7.4	9.4	9.3	9.6
Office and administrative support occupations.....	6.6	3.9	10.0	10.7	5.7	16.1
Natural resources, construction, and maintenance occupations.....	13.8	22.7	2.0	7.8	14.0	0.9
Farming, fishing, and forestry occupations.....	1.3	1.6	0.9	0.5	0.7	0.3
Construction and extraction occupations.....	9.7	16.3	0.9	4.2	7.8	0.4
Installation, maintenance, and repair occupations.....	2.9	4.9	0.2	3.1	5.6	0.3
Production, transportation, and material moving occupations.....	15.2	18.7	10.5	11.8	17.3	5.8
Production occupations.....	6.6	6.9	6.2	4.8	6.7	2.7
Transportation and material moving occupations.....	8.6	11.8	4.3	7.0	10.5	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, 2022-2023 annual averages
 [Numbers in thousands]

Characteristic	2022					2023				
	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.....	21,929	\$945	96,940	\$1,087	86.9	22,675	\$987	98,232	\$1,140	86.6
Men.....	12,974	1,000	52,580	1,185	84.4	13,447	1,051	53,253	1,238	84.9
Women.....	8,955	861	44,360	975	88.3	9,228	899	44,978	1,025	87.7
AGE										
16 to 24 years.....	1,049	683	9,677	691	98.8	1,178	672	10,247	718	93.6
25 to 34 years.....	4,477	962	24,820	998	96.4	4,492	992	25,257	1,054	94.1
35 to 44 years.....	6,049	992	22,016	1,233	80.5	6,184	1,059	22,518	1,301	81.4
45 to 54 years.....	5,730	983	19,567	1,250	78.6	5,839	1,033	19,772	1,326	77.9
55 to 64 years.....	3,676	933	16,467	1,202	77.6	3,905	976	16,126	1,266	77.1
65 years and over.....	949	889	4,393	1,082	82.2	1,077	898	4,312	1,131	79.4
RACE AND HISPANIC OR LATINO ETHNICITY¹										
White non-Hispanic or Latino.....	3,294	1,318	67,524	1,162	113.4	3,275	1,380	67,748	1,224	112.7
Black non-Hispanic or Latino.....	2,360	943	12,391	871	108.3	2,482	971	12,893	919	105.7
Asian non-Hispanic or Latino.....	5,584	1,435	2,359	1,398	102.6	5,904	1,503	2,489	1,464	102.7
Hispanic or Latino ethnicity.....	10,408	758	11,819	910	83.3	10,716	792	12,117	947	83.6
EDUCATIONAL ATTAINMENT										
Total, 25 years and over.....	20,881	968	87,263	1,150	84.2	21,497	1,012	87,984	1,206	83.9
Less than a high school diploma.....	3,748	663	2,454	708	93.6	3,694	692	2,353	748	92.5
High school graduates, no college ² ...	5,157	767	21,277	879	87.3	5,298	809	21,029	919	88.0
Some college or associate degree....	3,083	889	23,193	981	90.6	3,109	944	23,418	1,027	91.9
Bachelor's degree and higher ³	8,893	1,581	40,338	1,537	102.9	9,397	1,637	41,185	1,602	102.2

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, 2022-2023 annual averages
 [Numbers in thousands]

Census region and division	2022						2023					
	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.....	9,443	6,201	65.7	5,962	240	3.9	9,882	6,564	66.4	6,300	264	4.0
New England.....	2,111	1,440	68.2	1,390	49	3.4	2,217	1,524	68.7	1,469	55	3.6
Middle Atlantic.....	7,332	4,762	64.9	4,571	190	4.0	7,665	5,040	65.7	4,831	209	4.1
South.....	16,072	10,774	67.0	10,449	325	3.0	16,885	11,451	67.8	11,097	354	3.1
South Atlantic.....	9,343	6,318	67.6	6,147	171	2.7	9,981	6,773	67.9	6,605	168	2.5
East South Central.....	926	617	66.6	599	18	3.0	867	591	68.2	568	23	3.9
West South Central....	5,802	3,839	66.2	3,703	136	3.5	6,037	4,088	67.7	3,925	163	4.0
Midwest.....	5,164	3,552	68.8	3,437	116	3.3	5,149	3,547	68.9	3,422	125	3.5
East North Central....	3,899	2,641	67.7	2,552	89	3.4	3,859	2,617	67.8	2,520	97	3.7
West North Central....	1,265	911	72.0	885	26	2.9	1,290	930	72.1	902	28	3.0
West.....	14,471	9,227	63.8	8,890	337	3.7	14,735	9,489	64.4	9,113	376	4.0
Mountain.....	2,776	1,799	64.8	1,743	56	3.1	2,842	1,876	66.0	1,803	73	3.9
Pacific.....	11,695	7,429	63.5	7,148	281	3.8	11,893	7,613	64.0	7,310	303	4.0
NATIVE BORN												
Northeast.....	36,639	22,502	61.4	21,594	908	4.0	36,458	22,522	61.8	21,679	844	3.7
New England.....	10,318	6,556	63.5	6,326	230	3.5	10,287	6,498	63.2	6,291	207	3.2
Middle Atlantic.....	26,321	15,945	60.6	15,268	677	4.2	26,171	16,024	61.2	15,388	636	4.0
South.....	84,813	50,751	59.8	49,000	1,751	3.5	85,967	51,755	60.2	50,007	1,748	3.4
South Atlantic.....	44,238	26,303	59.5	25,445	858	3.3	44,751	26,805	59.9	25,965	840	3.1
East South Central....	14,498	8,320	57.4	8,037	283	3.4	14,705	8,381	57.0	8,111	270	3.2
West South Central....	26,077	16,128	61.8	15,518	609	3.8	26,511	16,569	62.5	15,931	638	3.9
Midwest.....	49,363	31,264	63.3	30,174	1,090	3.5	49,588	31,633	63.8	30,548	1,085	3.4
East North Central....	33,634	20,861	62.0	20,035	826	4.0	33,771	21,165	62.7	20,371	794	3.8
West North Central....	15,730	10,403	66.1	10,139	264	2.5	15,817	10,468	66.2	10,177	290	2.8
West.....	48,008	30,016	62.5	28,787	1,230	4.1	48,278	30,155	62.5	28,870	1,285	4.3
Mountain.....	17,403	11,080	63.7	10,677	403	3.6	17,633	11,279	64.0	10,880	399	3.5
Pacific.....	30,604	18,937	61.9	18,110	826	4.4	30,645	18,876	61.6	17,990	886	4.7

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.