



Analysis of Patterns of Employment by Race in Baltimore City and the Baltimore Metropolitan Area

PREPARED FOR ASSOCIATED BLACK CHARITIES

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Contents

- 3 A Letter from the CEO
- 4 **Executive Summary**
- 6 Patterns of Industry Employment, By Race
- 14 Analysis of Wage, Employment Growth and Turnover in the Baltimore Metropolitan Area and Baltimore City
- 21 Analysis of Occupational Employment in the Baltimore Metropolitan Area and Baltimore City
- 30 Industry and Occupational Growth Projections and the African American Workforce



A Letter from the CEO

There have been countless studies highlighting the economic disparities that exist between Blacks and Whites with wealth disparities at the forefront of the conversation today. For example, a report released by Prosperity Now (2017) found that the median household income for African-Americans in Baltimore is nearly half that of whites, \$33,801 compared to \$62,751. A similar report (also released by Prosperity Now, 2017) found that if the average Black family wealth continues to grow at the same pace it has over the past three decades, it would take Black families 228 years to amass the same amount of wealth White families have today. Despite how startling these facts are, what's even more startling is the seeming lack of connection between wealth and patterns of employment (attachment, turnover and advancement or lack thereof). We are clear that employment is not wealth, however employment and advancement provides stability that leads to the resources needed to access wealth building tools such as home ownership. If we only look at the wealth disparities and do not look deeper and disaggregate employment attachment data by race, we will not be able to fully address the challenges that exist and create more comprehensive strategies to remove the racialized barriers and support the economic mobility of African Americans in our City.

ABC aspires to see a Baltimore where racialized structural barriers to economic opportunities for African Americans have been eliminated. With this as our bold goal we have narrowed our focus on workforce and the workforce ecosystem understanding that if we are not working in partnership with policy makers, employers, funders, advocates, workforce practitioners and individual workers we will not be able to dismantle the systems that perpetuate these disparities through their racialized policies and practices. We are clear that in order to affect change for our African American residents, we need to understand the current employment landscape before we can create a strategy to address the systemic and institutional racialized barriers that continue to keep people of color locked out of opportunities.

To that end, ABC commissioned the Jacob France Institute (JFI) to examine African American employment attachment and turnover in Baltimore City and the Baltimore Metro region. This report, filled with data on attachment, turnover and wages by race (White and Black) should be used to inform any strategies or decisions that will impact the economic outcomes of African American workers in our City. If the majority of Baltimore City residents are of color (63.3%); we are led to ask why it is that this very same majority has been generationally attached to low wage, low skill jobs? This chronic attachment to low-wage/low-skill jobs not only hurts the individuals but it also hurts the larger economy, and perpetuates the cycle of poverty that exists in communities of color. We are hoping that this report will serve as a clear example that the time is now to make real change needed for our own economic viability as a City.

Sincerely,

Diane Bell-McKoy

Diane Bell-McKoy President and CEO

The Racial Wealth Divide in Baltimore, Prosperity Now – formerly CFED (2017). https://prosperitynow.org/files/PDFs/profiles/Racial_Wealth_Divide_in_Baltimore_RWDI.pdf

Executive Summary

This analysis will present data on racial differences in employment, employment growth, earnings and job turnover. Our analysis answers the question – Is African-American employment concentrated in lower-paying or higher-turnover sectors of the City and regional economy? African American employment is concentrated in lower wage industries and occupations and African American workers tended to earn less than their white counterparts and experience higher employment turnover. We identified four industries with high numbers or concentrations of African American employment: retail trade; transportation and warehousing; health care and social assistance; and administrative and support and waste management services. These four industries have lower wages than many competing sectors. Moreover, racial wage disparities generally persisted across industries and occupations, and become starker in advanced industries that also had an underrepresentation of African American employment, such as manufacturing, wholesale trade, management of companies and enterprises, and professional, scientific, and technical services. Industries with high concentrations of African American employment are mixed in terms of turnover rates; however, turnover among African American workers is higher across all industries in both the metro area and in the City.

However, African American employment experienced faster post-recession growth than white employment

across all industries. This is especially true in Baltimore City, where African American employment grew by 14% and white employment fell; with African American employment increasing by 19 percent in the overall Baltimore metropolitan area compared to 4 percent growth in white employment. Three of the four industries with high concentrations of African American employment: transportation and warehousing; health care and social assistance; and administrative and support and waste management services; experienced strong overall post-recession (2009-16) job growth, and African American employment also grew rapidly in the expanding management of companies and enterprises sector. African American employment in the professional, scientific, and technical services sector grew, but the concentration of African American workers in this important sector remains lower than national average and that of white workers. African American gains in the professional, scientific, and technical

services sector are important because this is the core sector that drives the State, regional and City economies and offers higher than average wages. Increasing the penetration of African American workers in this sector will have the dual impact of offering higher wage employment opportunities as well as better integrating African American workers into the core driver of the regional economy.

Selected key findings of the racial disparity analysis on employment are as follows:

- Racial wage disparities generally exist across industries, in nearly every industry. Median African American earnings are below industry average and tend to be well below those of their white counterparts.
- African American employment experienced faster post-recession growth than total and white employment across nearly all industries.
- At the industry level, African American employment is concentrated in higher turnover industries. More troubling, the turnover rate for African American workers is higher than both the industry average and the rate for white workers across industries. Stable employment is a key prerequisite of financial stability, and therefore, understanding the causes of the differential rate of African American employee turnover is an area of key interest.
- African American employment tends to be concentrated more in lower wage/lower skill occupations. This may explain the persistent racial wage/turnover gaps across industries.
- In terms of projected employment growth, industries with a strong African American presence are expected to experience stronger employment growth; however, many of the occupations with higher concentrations of African American workers are expected to experience slower growth.

Patterns of Industry Employment, By Race

The JFI analyzed patterns of employment by race in the Baltimore Metropolitan area and in Baltimore City to assess differences in employment by industries.

Some key findings are as follows:

As shown in Table 1a and 1b, African American employment is more highly concentrated in four sectors:

1

Retail Trade

which accounts for 14% of African American employment in the metro area and 17% of employment in Baltimore City;

C Transportation and

Baltimore City;

warehousing which accounts for 6% of African American employment in the metro area and 3% of employment in

Health care and social assistance

which accounts for 25% of African American employment in the metro area and 28% of employment in Baltimore City;



of African American employment in the metro area and 15% of employment in Baltimore City; and

Together these four sectors account for 58% of African American employment compared to 43% of all jobs in the Metropolitan area and for 63% of African American jobs in the City, compared to 46% of all City jobs.

African American employment in the construction and professional, scientific, and technical services¹ sectors significantly lags overall and white employment in these sectors.

These differences are important for several reasons. First, as will be described below, wages tend to be lower in the sectors where African American employment is concentrated. The professional, scientific, and technical services sector, where the share of African American workers is less than half that of white workers, is the region's leading sector and offers high wage opportunities to a large number of workers. The construction sector, where the share of African American forty percent that of white workers, provides a large base of middle skill jobs offering above-average earnings opportunities.

1 The Professional, Scientific, and Technical Services sector comprises establishments that specialize in performing professional, scientific, and technical activities for others. These activities require a high degree of expertise and training. The establishments in this sector specialize according to expertise and provide these services to clients in a variety of industries and, in some cases, to households. Activities performed include: legal advice and representation; accounting, bookkeeping, and payroll services; architectural, engineering, and specialized design services; computer services; consulting services; research services; advertising services; photographic services; translation and interpretation services; veterinary services; and other professional, scientific, and technical services. See - https://www. census.gov/cgi-bin/sssd/naics/naicsrch?code=54&search=2017 NAICS Search. This sector is the core driver of the State, regional and City economies.

| Industries | Total | % of Total | White alone | % of Total White | Black or African American alone | % of Total AA |
|---|------------------|-------------|----------------|---------------------|--|------------------|
| Civilian employed population 14 years and over | <u>1,137,347</u> | <u>100%</u> | <u>723,912</u> | <u>100%</u> | <u>319,436</u> | <u>100%</u> |
| Agriculture, forestry, fishing and hunting, and mining: | 2,396 | 0.2% | 2,074 | 0.3% | 211 | 0.1% |
| Agriculture, forestry, fishing and hunting | 2,013 | 0.2% | 1,763 | 0.2% | 149 | 0.0% |
| Mining, quarrying, and oil and gas extraction | 383 | 0.0% | 311 | 0.0% | 62 | 0.0% |
| Construction | 76,399 | 7% | 62,722 | 9% | 10,063 | 3% |
| Manufacturing | 54,865 | 5% | 38,835 | 5% | 11,623 | 4% |
| Wholesale trade | 54,020 | 5% | 39,632 | 5% | 10,744 | 3% |
| Retail trade | 143,930 | 13% | 84,896 | 12% | 45,638 | 14% |
| Transportation and warehousing, and utilities: | 52,406 | 5% | 29,274 | 4% | 20,245 | 6% |
| Transportation and warehousing | 47,198 | 4% | 25,248 | 3% | 19,330 | 6% |
| Utilities | 5,208 | 0% | 4,026 | 1% | 915 | 0% |
| Information | 18,144 | 2% | 11,746 | 2% | 5,130 | 2% |
| Finance and insurance, and real estate and rental and leasing: | 77,100 | 7% | 54,287 | 7% | 18,273 | 6% |
| Finance and insurance | 54,141 | 5% | 39,382 | 5% | 11,202 | 4% |
| Real estate and rental and leasing | 22,959 | 2% | 14,905 | 2% | 7,071 | 2% |
| Professional, scientific, and management, and administrative and waste management services: | 235,824 | 21% | 150,464 | 21% | 64,547 | 20% |
| Professional, scientific, and technical services | 124,802 | 11% | 92,443 | 13% | 18,999 | 6% |
| Management of companies and enterprises | 14,041 | 1% | 9,076 | 1% | 3,933 | 1% |
| Administrative and support and waste management services | 96,981 | 9% | 48,945 | 7% | 41,615 | 13% |
| Educational services, and health care and social assistance: | 242,882 | 21% | 135,453 | 19% | 87,791 | 27% |
| Educational services | 45,395 | 4% | 32,332 | 4% | 8,820 | 3% |
| Health care and social assistance | 197,487 | 17% | 103,121 | 14% | 78,971 | 25% |
| Arts, entertainment, and recreation, and accommodation and food services: | 135,698 | 12% | 83,550 | 12% | 36,199 | 11% |
| Arts, entertainment, and recreation | 25,387 | 2% | 17,663 | 2% | 5,664 | 2% |
| Accommodation and food services | 110,311 | 10% | 65,887 | 9% | 30,535 | 10% |
| Other services, except public administration | 43,683 | 4% | 30,979 | 4% | 8,972 | 3% |

Table 1a: Private Sector Employment by Sector, by Race 2016 for the Baltimore Metropolitan Area

| Industries | Total | % of Total | White alone | % of Total White | Black or African American alone | % of Total AA |
|---|----------------|-------------|----------------|---------------------|--|------------------|
| Civilian employed population 14 years and over | <u>331,568</u> | <u>100%</u> | 207,879 | 100% | <u>99,503</u> | 100% |
| Agriculture, forestry, fishing and hunting, and mining: | 501 | 0.2% | 436 | 0.2% | 42 | 0.0% |
| Agriculture, forestry, fishing and hunting | 432 | 0.1% | 389 | 0.2% | 21 | 0.0% |
| Mining, quarrying, and oil and gas extraction | 69 | 0.0% | 47 | 0.0% | 21 | 0.0% |
| Construction | 23,571 | 7% | 19,740 | 9% | 2,790 | 3% |
| Manufacturing | 13,568 | 4% | 9,666 | 5% | 3,068 | 3% |
| Wholesale trade | 12,401 | 4% | 9,491 | 5% | 2,310 | 2% |
| Retail trade | 50,174 | 15% | 29,154 | 14% | 16,761 | 17% |
| Transportation and warehousing, and utilities: | 8,964 | 3% | 5,354 | 3% | 3,299 | 3% |
| Transportation and warehousing | 7,487 | 2% | 4,301 | 2% | 2,922 | 3% |
| Utilities | 1,477 | 0% | 1,053 | 1% | 377 | 0% |
| Information | 5,813 | 2% | 3,414 | 2% | 2,089 | 2% |
| Finance and insurance, and real estate and rental and leasing: | 32,097 | 10% | 22,762 | 11% | 7,625 | 8% |
| Finance and insurance | 24,179 | 7% | 17,435 | 8% | 5,326 | 5% |
| Real estate and rental and leasing | 7,918 | 2% | 5,327 | 3% | 2,299 | 2% |
| Professional, scientific, and management, and administrative and waste management services: | 66,224 | 20% | 41,100 | 20% | 20,063 | 20% |
| Professional, scientific, and technical services | 30,107 | 9% | 22,451 | 11% | 4,554 | 5% |
| Management of companies and enterprises | 4,257 | 1% | 3,004 | 1% | 968 | 1% |
| Administrative and support and waste management services | 31,860 | 10% | 15,645 | 8% | 14,541 | 15% |
| Educational services, and health care and social assistance: | 71,103 | 21% | 36,900 | 18% | 29,512 | 30% |
| Educational services | 8,663 | 3% | 6,728 | 3% | 1,396 | 1% |
| Health care and social assistance | 62,440 | 19% | 30,172 | 15% | 28,116 | 28% |
| Arts, entertainment, and recreation, and accommodation and food services: | 34,753 | 10% | 20,713 | 10% | 9,741 | 10% |
| Arts, entertainment, and recreation | 5,662 | 2% | 4,147 | 2% | 1,226 | 1% |
| Accommodation and food services | 29,091 | 9% | 16,566 | 8% | 8,515 | 9% |
| Other services, except public administration | 12,399 | 4% | 9,149 | 4% | 2,203 | 2% |

Table 1b: Private Sector Employment by Sector, by Race 2016 for Baltimore City

The first section of this report focuses on racial disparities in the City and metro area by analyzing the share of employment by industry and by race. This section looks at regional racial disparities in industry concentrations in terms of the concentration of employment, using location quotients (LQs). Specifically, we use LQs to analyze the degree to which employment is concentrated in certain industries in the Baltimore Metropolitan Area and City, compared to the nation as a whole. By using LQs, the JFI can measure the level of employment concentration in an industry for the City or region as compared to the national average. An LQ greater than 100 indicates higher concentration in a particular industry than the national average. When an LQ is 1.2 or above – a region is generally considered specialized in that industry. In this report we use LQs to analyze industry concentrations for total workers, white workers, and African American workers, in the Baltimore Metro Area and in the City.

The results of the LQ analysis are presented in Tables 2a and 2b. Below are some of our most important findings:

African American workers have a higher concentration (LQ) of employment in the four industries that account for a large share of overall African American employment:

- The metro area industry LQ for African American employment in the retail sector is 108.7

 indicating African Americans have an almost 9% higher concentration of employment in this sector than the concentration of employment for workers nationally. The concertation in the City is even higher, 128.2 indicating a concentration of employment 28 percent higher than the national average.
- The metro area industry LQ for African American employment in the transportation and warehousing sector is 152.6 indicating African Americans have a more than 50% higher concentration of employment in this sector than workers nationally. The total and African American employment concertation in this sector in the City is lower than the national average indicating that much of this employment is located in the surrounding counties.
- In the healthcare and social assistance sector, where the Baltimore metro area has an above average concentration of employment and in Baltimore City, which is specialized in this sector; the employment concentration of African American employment is 157.3 (57% above the national average) in the metro area, and 179.7 (nearly 80% above the national average) in City.
- The employment concentration of African American workers in the administrative and support and waste management services sector, is 177.7 (almost 80% higher than the U.S.) in the metro area, and 199.3 (almost twice the national average) in the City.

African American employment tends to be underrepresented in industries with middle to high skills and mid to high earnings. For example:

- While the region and City both have high concentrations of employment in the middle skill, middle wage construction sector, the concentration of African American employment in this sector is below national average and about one-third of the concentration of white employment, indicating a significant under-representation of African American employment in this sector.
- Other industries that reported lower concentrations of African American employment in both the metro area and the City include: manufacturing, wholesale trade, management of companies and enterprises, and professional, scientific, and technical services.
- In the professional, scientific, and technical services sector which drives the Maryland, regional and City economies, the concentration of African American employment in this sector is below national average and a fraction of the concentration of white employment.

White employment tends to be more highly concentrated in industries with mid to high skills and mid to high earnings.

- The construction sector has a much higher concentration of white employment, a LQ of 160.8 in the metro area and 176.3 in the City for white workers compared to an African American LQ of 58.5 and 52.0 respectively.
- In the City, white resident employment is more highly concentrated in industries with advanced skills and high wages, such as finance and insurance, real estate and rental and leasing, and professional, scientific, and technical services.

The low concentration of African-American employment in professional and technical services is problematic given that this sector is the driver of the State and regional economy and offers high wages.

| Table 2a: | Private Sector Industry Location Quotient by Sector, by Race 2016 for the Baltimore |
|-----------|---|
| | Metropolitan Area |

| Baltimore Metro Industry LQ | Total | White alone | Black or African American alone |
|---|-------|----------------|--|
| Civilian employed population 14 years and over | | 0 5 | |
| Agriculture, forestry, fishing and hunting, and mining: | 14.2 | 19.3 | 4.4 |
| Agriculture, forestry, fishing and hunting | 18.6 | 25.6 | 4.9 |
| Mining, quarrying, and oil and gas extraction | 6.3 | 8.1 | 3.6 |
| Construction | 124.7 | 160.8 | 58.5 |
| Manufacturing | 46.3 | 51.5 | 35.0 |
| Wholesale trade | 96.7 | 111.4 | 68.4 |
| Retail trade | 96.3 | 89.2 | 108.7 |
| Transportation and warehousing, and utilities: | 104.0 | 91.3 | 143.0 |
| Transportation and warehousing | 104.6 | 87.9 | 152.6 |
| Utilities | 98.5 | 119.7 | 61.6 |
| Information | 64.7 | 65.8 | 65.1 |
| Finance and insurance, and real estate and rental and leasing: | 101.7 | 112.5 | 85.8 |
| Finance and insurance | 96.9 | 110.8 | 71.4 |
| Real estate and rental and leasing | 114.9 | 117.2 | 126.0 |
| Professional, scientific, and management, and administrative and waste management services: | 123.9 | 124.2 | 120.8 |
| Professional, scientific, and technical services | 148.1 | 172.4 | 80.3 |
| Management of companies and enterprises | 61.9 | 62.9 | 61.8 |
| Administrative and support and waste management services | 116.3 | 92.2 | 177.7 |
| Educational services, and health care and social assistance: | 117.9 | 103.3 | 151.8 |
| Educational services | 167.4 | 187.3 | 115.8 |
| Health care and social assistance | 110.4 | 90.6 | 157.3 |
| Arts, entertainment, and recreation, and accommodation and food services: | 94.3 | 91.2 | 89.6 |
| Arts, entertainment, and recreation | 127.6 | 139.5 | 101.3 |
| Accommodation and food services | 89.0 | 83.5 | 87.7 |
| Other services, except public administration | 106.6 | 118.8 | 78.0 |

| Baltimore City Industry LQ | | White alone | Black or African American alone |
|---|-------|----------------|------------------------------------|
| Civilian employed population 14 years and over | | | |
| Agriculture, forestry, fishing and hunting, and mining: | 10.2 | 14.1 | 2.8 |
| Agriculture, forestry, fishing and hunting | 13.7 | 19.6 | 2.2 |
| Mining, quarrying, and oil and gas extraction | 3.9 | 4.2 | 4.0 |
| Construction | 132.0 | 176.3 | 52.0 |
| Manufacturing | 39.3 | 44.7 | 29.6 |
| Wholesale trade | 76.1 | 92.9 | 47.2 |
| Retail trade | 115.2 | 106.7 | 128.2 |
| Transportation and warehousing, and utilities: | 61.0 | 58.1 | 74.8 |
| Transportation and warehousing | 56.9 | 52.2 | 74.0 |
| Utilities | 95.8 | 109.0 | 81.5 |
| Information | 71.1 | 66.6 | 85.1 |
| Finance and insurance, and real estate and rental and leasing: | 145.2 | 164.2 | 114.9 |
| Finance and insurance | 148.5 | 170.8 | 109.0 |
| Real estate and rental and leasing | 136.0 | 145.9 | 131.6 |
| Professional, scientific, and management, and administrative and waste management services: | 119.4 | 118.2 | 120.5 |
| Professional, scientific, and technical services | 122.6 | 145.8 | 61.8 |
| Management of companies and enterprises | 64.4 | 72.5 | 48.8 |
| Administrative and support and waste management services | 131.0 | 102.6 | 199.3 |
| Educational services, and health care and social assistance: | 118.4 | 98.0 | 163.8 |
| Educational services | 109.5 | 135.7 | 58.8 |
| Health care and social assistance | 119.8 | 92.3 | 179.7 |
| Arts, entertainment, and recreation, and accommodation and food services: | 82.8 | 78.7 | 77.4 |
| Arts, entertainment, and recreation | 97.6 | 114.0 | 70.4 |
| Accommodation and food services | 80.5 | 73.1 | 78.5 |
| Other services, except public administration | 103.8 | 122.1 | 61.4 |

Table 2b: Private Sector Industry Location Quotient by Sector, by Race 2016 for Baltimore City

Analysis of Wage, Employment Growth and Turnover in the Baltimore Metropolitan Area and Baltimore City

Analysis of Wage, Employment Growth and Turnover in the Baltimore Metropolitan Area and Baltimore City

African American workers face a wage gap.

Four industries: retail trade; transportation and warehousing; health care and social assistance; and administrative and support and waste management services; account for both a high share of African American employment and have higher-than-national-average concentrations of African American employment. These four industries tend to offer lower levels of median wages than other industry sectors. Moreover, industries that offer higher wages, such as utilities, finance and insurance, and professional, scientific and technical services tend to have lower concentrations of African American employment. More troubling, there exists a broad racial wage gap, with median African American earnings lagging both the industry median earnings and significantly lagging their white counterparts across industries.

| Industries - African American Employment | Total Employm ent | % of Total Employment | Industry LQ | Median Earnings- Total | Median Earnings- White alone | Median Earnings-Black or African American alone |
|--|-------------------------|--------------------------|----------------|------------------------------|---------------------------------------|--|
| Civilian employed population 14 years and over | 319,435 | 100% | | \$58,440 | \$66,612 | \$38,798 |
| Agriculture, forestry, fishing and hunting, and mining: | 211 | 0.1% | 4.4 | \$53,160 | \$54,816 | \$44,430 |
| Agriculture, forestry, fishing and hunting | 149 | 0.0% | 4.9 | \$39,780 | \$40,824 | \$31,284 |
| Mining, quarrying, and oil and gas extraction | 62 | 0.0% | 3.6 | \$66,540 | \$68,808 | \$57,576 |
| Construction | 10,063 | 3% | 58.5 | \$62,400 | \$64,980 | \$48,576 |
| Manufacturing | 11,623 | 4% | 35.0 | \$76,356 | \$83,832 | \$54,336 |
| Wholesale trade | 10,744 | 3% | 68.4 | \$78,372 | \$85,776 | \$52,488 |
| Retail trade | 45,638 | 14% | 108.7 | \$33,252 | \$37,560 | \$25,680 |
| Transportation and warehousing, and utilities: | 20,245 | 6% | 143.0 | \$85,698 | \$94,194 | \$61,968 |
| Transportation and warehousing | 19,330 | 6% | 152.6 | \$53,052 | \$64,740 | \$37,116 |
| Utilities | 915 | 0% | 61.6 | \$118,344 | \$123,648 | \$86,820 |
| Information | 5,130 | 2% | 65.1 | \$83,520 | \$92,748 | \$60,708 |
| Finance and insurance, and real estate and rental and leasing: | 18,273 | 6% | 85.8 | \$85,668 | \$97,956 | \$51,372 |
| Finance and insurance | 11,202 | 4% | 71.4 | \$108,768 | \$122,964 | \$61,656 |
| Real estate and rental and leasing | 7,071 | 2% | 126.0 | \$62,568 | \$72,948 | \$41,088 |
| Professional, scientific, and management, and administrative and waste management services: | 64,547 | 20% | 120.8 | \$73,512 | \$82,916 | \$49,368 |
| Professional, scientific, and technical services | 18,999 | 6% | 80.3 | \$94,500 | \$98,928 | \$71,664 |
| Management of companies and enterprises | 3,933 | 1% | 61.8 | \$83,724 | \$98,832 | \$45,792 |
| Administrative and support and waste management services | 41,615 | 13% | 177.7 | \$42,312 | \$50,988 | \$30,648 |
| Educational services, and health care and social assistance: | 87,791 | 27% | 151.8 | \$58,722 | \$63,972 | \$41,316 |
| Educational services | 8,820 | 3% | 115.8 | \$66,336 | \$69,360 | \$45,780 |
| Health care and social assistance | 78,971 | 25% | 157.3 | \$51,108 | \$58,584 | \$36,852 |
| Arts, entertainment, and recreation, and accommodation and food services: | 36,199 | 11% | 89.6 | \$31,092 | \$31,404 | \$30,432 |
| Arts, entertainment, and recreation | 5,664 | 2% | 101.3 | \$40,464 | \$40,032 | \$41,604 |
| Accommodation and food services | 30,535 | 10% | 87.7 | \$21,720 | \$22,776 | \$19,260 |
| Other services, except public administration | 8,972 | 3% | 78.0 | \$40,368 | \$43,272 | \$33,528 |

Table 3a: Private Sector Wage Disparities by Sector, by Race 2016 for the Baltimore Metropolitan Area

| Industries - African American Employment | Total Employment | % of Total Employment | Industry LQ | Median Earnings- Total | Median Earnings- White alone | Median Earnings-Black or African American alone |
|---|---------------------|--------------------------|----------------|------------------------------|---------------------------------------|--|
| Civilian employed population 14 years and over | <u>99,503</u> | <u>100%</u> | | \$62,820 | <u>\$76,992</u> | <u>\$38,688</u> |
| Agriculture, forestry, fishing and hunting, and mining: | 42 | 0.0% | 2.8 | \$47,052 | \$45,450 | \$47,130 |
| Agriculture, forestry, fishing and hunting | 21 | 0.0% | 2.2 | \$40,716 | \$41,556 | \$33,936 |
| Mining, quarrying, and oil and gas extraction | 21 | 0.0% | 4.0 | \$53,388 | \$49,344 | \$60,324 |
| Construction | 2,790 | 3% | 52.0 | \$62,424 | \$65,340 | \$45,780 |
| Manufacturing | 3,068 | 3% | 29.6 | \$66,408 | \$72,276 | \$48,444 |
| Wholesale trade | 2,310 | 2% | 47.2 | \$76,188 | \$83,424 | \$47,112 |
| Retail trade | 16,761 | 17% | 128.2 | \$33,480 | \$38,232 | \$25,500 |
| Transportation and warehousing, and utilities: | 3,299 | 3% | 74.8 | \$71,166 | \$76,560 | \$59,634 |
| Transportation and warehousing | 2,922 | 3% | 74.0 | \$49,548 | \$55,152 | \$40,920 |
| Utilities | 377 | 0% | 81.5 | \$92,784 | \$97,968 | \$78,348 |
| Information | 2,089 | 2% | 85.1 | \$73,560 | \$81,492 | \$60,648 |
| Finance and insurance, and real estate and rental and leasing: | 7,625 | 8% | 114.9 | \$85,272 | \$97,536 | \$50,016 |
| Finance and insurance | 5,326 | 5% | 109.0 | \$104,928 | \$118,944 | \$58,668 |
| Real estate and rental and leasing | 2,299 | 2% | 131.6 | \$65,616 | \$76,128 | \$41,364 |
| Professional, scientific, and management, and administrative and waste management services: | 20,063 | 20% | 120.5 | \$68,960 | \$77,968 | \$43,816 |
| Professional, scientific, and technical services | 4,554 | 5% | 61.8 | \$79,200 | \$82,716 | \$57,564 |
| Management of companies and enterprises | 968 | 1% | 48.8 | \$87,000 | \$100,188 | \$45,672 |
| Administrative and support and waste management services | 14,541 | 15% | 199.3 | \$40,680 | \$51,000 | \$28,212 |
| Educational services, and health care and social assistance: | 29,512 | 30% | 163.8 | \$45,210 | \$50,892 | \$32,064 |
| Educational services | 1,396 | 1% | 58.8 | \$43,500 | \$45,540 | \$30,888 |
| Health care and social assistance | 28,116 | 28% | 179.7 | \$46,920 | \$56,244 | \$33,240 |
| Arts, entertainment, and recreation, and accommodation and food services: | 9,741 | 10% | 77.4 | \$30,798 | \$29,508 | \$36,264 |
| Arts, entertainment, and recreation | 1,226 | 1% | 70.4 | \$40,908 | \$36,912 | \$54,732 |
| Accommodation and food services | 8,515 | 9% | 78.5 | \$20,688 | \$22,104 | \$17,796 |
| Other services, except public administration | 2,203 | 2% | 61.4 | \$37,848 | \$40,776 | \$29,688 |

Table 3b: Private Sector Wage Disparities by Sector, by Race 2016 for Baltimore City

Data Source: Longitudinal Employer-Household Dynamics, Census Bureau

African American employment is growing more rapidly than both the regional total and for white workers.

Next, we turn to the patterns of employment growth. We analyzed employment growth by race and African American employment seems to be growing faster both in total and across most industries. Analyzing growth rates before 2009, all the way back to 2001, confirms that this trend began before 2009, and therefore does not signify that more recent growth in African American employment results from this population having been more significantly impacted by the recession.

In both the Baltimore metro area and the City, three of the four industries that account for a high share of African American employment and have a high LQ for African American workers: retail trade; transportation and

warehousing; health care and social assistance; and administrative and support and waste management services; have all experienced strong post-recession overall employment growth. The fourth, retail trade grew in the region but declined slightly in the City; however African American employment in this sector grew in both the City and region, while white employment in this sector fell. The stronger growth of African American employment in some particularly high-paying industries is also a bright spot. For example, African American employment experienced very strong growth in the Management of Companies (139% in the metro area and 48% in the City). In the professional, scientific and technical services sector which drives the regional economy, African American employment increased

Thus, in both the City and the metro area, African American employment seems to be benefitting from the national recovery.

more rapidly than both the industry total and for white workers.

Table 4a:Private Sector Post-Recession (2009–2016) Employment Growth by Sector, by Race for the
Baltimore Metropolitan Area

| Industries - African American Employment | Total Employment | % of Total Employment | Industry LQ | Employment Growth - Total | Employment Growth - White alone | Employment Growth - Black or African American alone |
|---|---------------------|--------------------------|----------------|---------------------------------|---------------------------------------|--|
| Civilian employed population 14 years and over | 319,436 | <u>100%</u> | - | 10% | 4% | 19% |
| Agriculture, forestry, fishing and hunting, and mining: | 211 | 0.1% | 4.4 | 20% | 24% | 12% |
| Agriculture, forestry, fishing and hunting | 149 | 0.0% | 4.9 | 15% | 18% | 6% |
| Mining, quarrying, and oil and gas extraction | 62 | 0.0% | 3.6 | 57% | 73% | 29% |
| Construction | 10,063 | 3% | 58.5 | 7% | 5% | 14% |
| Manufacturing | 11,623 | 4% | 35.0 | (16%) | (19%) | (10%) |
| Wholesale trade | 10,744 | 3% | 68.4 | 0% | (4%) | 12% |
| Retail trade | 45,638 | 14% | 108.7 | 5% | (3%) | 20% |
| Transportation and warehousing, and utilities: | 20,245 | 6% | 143.0 | 26% | 12% | 46% |
| Transportation and warehousing | 19,330 | 6% | 152.6 | 30% | 15% | 49% |
| Utilities | 915 | 0% | 61.6 | (3%) | (5%) | 9% |
| Information | 5,130 | 2% | 65.1 | (20%) | (14%) | (34%) |
| Finance and insurance, and real estate and rental and leasing: | 18,273 | 6% | 85.8 | 1% | (1%) | 3% |
| Finance and insurance | 11,202 | 4% | 71.4 | (1%) | (3%) | (1%) |
| Real estate and rental and leasing | 7,071 | 2% | 126.0 | 7% | 4% | 11% |
| Professional, scientific, and management, and administrative and waste management services: | 64,547 | 20% | 120.8 | 25% | 17% | 40% |
| Professional, scientific, and technical services | 18,999 | 6% | 80.3 | 17% | 12% | 23% |
| Management of companies and enterprises | 3,933 | 1% | 61.8 | 68% | 46% | 139% |
| Administrative and support and waste management services | 41,615 | 13% | 177.7 | 32% | 23% | 43% |
| Educational services, and health care and social assistance: | 87,791 | 27% | 151.8 | 11% | 7% | 14% |
| Educational services | 8,820 | 3% | 115.8 | 6% | 4% | 2% |
| Health care and social assistance | 78,971 | 25% | 157.3 | 12% | 7% | 15% |
| Arts, entertainment, and recreation, and accommodation and food services: | 36,199 | 11% | 89.6 | 20% | 12% | 35% |
| Arts, entertainment, and recreation | 5,664 | 2% | 101.3 | 40% | 20% | 120% |
| Accommodation and food services | 30,535 | 10% | 87.7 | 16% | 10% | 26% |
| Other services, except public | 8,972 | 3% | 78.0 | 6% | 4% | 6% |

Table 4b:Private Sector Post-Recession (2009–2016) Employment Growth by Sector, by Race for
Baltimore City

| Industries - African American Employment | Total Employment | % of Total Employment | Industry LQ | Employment Growth - Total | Employment Growth - White alone | Employment Growth - Black or African American alone |
|---|---------------------|--------------------------|----------------|---------------------------------|---------------------------------------|--|
| Civilian employed population 14 years and over | <u>99,503</u> | <u>100%</u> | | 4% | (2%) | 14% |
| Agriculture, forestry, fishing and hunting, and mining: | 42 | 0% | 2.8 | 22% | 21% | 20% |
| Agriculture, forestry, fishing and hunting | 21 | 0% | 2.2 | 29% | 29% | 31% |
| Mining, quarrying, and oil and gas extraction | 21 | 0% | 4.0 | (12%) | (19%) | 11% |
| Construction | 2,790 | 3% | 52.0 | (2%) | (2%) | (6%) |
| Manufacturing | 3,068 | 3% | 29.6 | (33%) | (35%) | (31%) |
| Wholesale trade | 2,310 | 2% | 47.2 | 3% | (2%) | 18% |
| Retail trade | 16,761 | 17% | 128.2 | (0%) | (9%) | 14% |
| Transportation and warehousing, and utilities: | 3,299 | 3% | 74.8 | 22% | 14% | 36% |
| Transportation and warehousing | 2,922 | 3% | 74.0 | 22% | 14% | 35% |
| Utilities | 377 | 0% | 81.5 | 20% | 12% | 47% |
| Information | 2,089 | 2% | 85.1 | (21%) | (18%) | (28%) |
| Finance and insurance, and real estate and rental and leasing: | 7,625 | 8% | 114.9 | (1%) | (2%) | (2%) |
| Finance and insurance | 5,326 | 5% | 109.0 | (1%) | (3%) | (3%) |
| Real estate and rental and leasing | 2,299 | 2% | 131.6 | 1% | 1% | 2% |
| Professional, scientific, and management, and administrative and waste management services: | 20,063 | 20% | 120.5 | 20% | 13% | 34% |
| Professional, scientific, and technical services | 4,554 | 5% | 61.8 | 10% | 5% | 19% |
| Management of companies and enterprises | 968 | 1% | 48.8 | 14% | 4% | 48% |
| Administrative and support and waste management services | 14,541 | 15% | 199.3 | 33% | 28% | 38% |
| Educational services, and health care and social assistance: | 29,512 | 30% | 163.8 | 7% | (2%) | 16% |
| Educational services | 1,396 | 1% | 58.8 | 0% | (1%) | (7%) |
| Health care and social assistance | 28,116 | 28% | 179.7 | 8% | (2%) | 18% |
| Arts, entertainment, and recreation, and accommodation and food services: | 9,741 | 10% | 77.4 | 11% | 3% | 23% |
| Arts, entertainment, and recreation | 1,226 | 1% | 70.4 | 14% | 6% | 51% |
| Accommodation and food services | 8,515 | 9% | 78.5 | 10% | 3% | 20% |
| Other services, except public administration | 2,203 | 2% | 61.4 | 6% | 1% | 22% |

Data Source: Longitudinal Employer-Household Dynamics, Census Bureau

Next, we turn our attention to the patterns of employee turnover. Turnover measures the rate at which stable jobs begin and end. It is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, and dividing by the average full-quarter employment. This is the rate at which jobs steadily changed hands. Another term for this calculation is churning. We collected this data from the Quarterly Workforce Indicators (QWI) from the Census Bureau's program on Longitudinal Employer-Household Dynamics.

Turnover for African American workers is higher overall and generally higher across industries.

The turnover rate for African American workers is 12 percent in both the metro area and City, higher than both the overall and white rates in both areas. Among the four industries that account for a high share of African American employment and have a high LQ for African American workers: retail trade; transportation and warehousing; health care and social assistance; and administrative and support and waste management services; three (retail trade; transportation and warehousing and administrative and support and waste management services) have comparatively high rates of turnover, while the turnover rate for the health care and social assistance is low. Thus, African American employment is more concentrated in higher turnover industries; however and more importantly, the turnover rate for African American workers is higher across nearly all broad industry classifications. It is hard to evaluate whether a high turnover rate is bad for African American workers based on this data alone. However, the high turnover industries with high concentrations of African American employment also have low median earnings.

The picture of a high turnover rate for a low-paying job does not seem conducive to a stable financial life.

| Industries - African American Employment | Total Employment | % of Total Employment | Industry LQ | Turnover -Total | Turnover -White alone | Turnover - Black or African American alone |
|--|---------------------|--------------------------|----------------|--------------------|-----------------------------|--|
| Civilian employed population 14 years and over | 319.436 | 100% | | 10% | <u>9%</u> | 12% |
| Agriculture, forestry, fishing and hunting, and mining: | 211 | 0.1% | 4.4 | 8% | 8% | 10% |
| Agriculture, forestry, fishing and hunting | 149 | 0.0% | 4.9 | 10% | 10% | 14% |
| Mining, quarrying, and oil and gas extraction | 62 | 0.0% | 3.6 | 7% | 7% | 7% |
| Construction | 10,063 | 3% | 58.5 | 10% | 9% | 13% |
| Manufacturing | 11,623 | 4% | 35.0 | 5% | 5% | 7% |
| Wholesale trade | 10,744 | 3% | 68.4 | 7% | 7% | 9% |
| Retail trade | 45,638 | 14% | 108.7 | 11% | 10% | 14% |
| Transportation and warehousing, and utilities: | 20,245 | 6% | 143.0 | 6% | 5% | 9% |
| Transportation and warehousing | 19,330 | 6% | 152.6 | 10% | 8% | 13% |
| Utilities | 915 | 0% | 61.6 | 3% | 2% | 4% |
| Information | 5,130 | 2% | 65.1 | 7% | 7% | 7% |
| Finance and insurance, and real estate and rental and leasing: | 18,273 | 6% | 85.8 | 8% | 7% | 9% |
| Finance and insurance | 11,202 | 4% | 71.4 | 6% | 6% | 8% |
| Real estate and rental and leasing | 7,071 | 2% | 126.0 | 9% | 8% | 11% |
| Professional, scientific, and management, and administrative and waste management services: | 64,547 | 20% | 120.8 | 10% | 9% | 13% |
| Professional, scientific, and technical services | 18,999 | 6% | 80.3 | 8% | 7% | 11% |
| Management of companies and enterprises | 3,933 | 1% | 61.8 | 7% | 6% | 10% |
| Administrative and support and waste management services | 41,615 | 13% | 177.7 | 16% | 13% | 19% |
| Educational services, and health care and social assistance: | 87,791 | 27% | 151.8 | 8% | 8% | 9% |
| Educational services | 8,820 | 3% | 115.8 | 8% | 8% | 9% |
| Health care and social assistance | 78,971 | 25% | 157.3 | 8% | 8% | 9% |
| Arts, entertainment, and recreation, and accommodation and food services: | 36,199 | 11% | 89.6 | 15% | 15% | 16% |
| Arts, entertainment, and recreation | 5,664 | 2% | 101.3 | 14% | 14% | 15% |
| Accommodation and food services | 30,535 | 10% | 87.7 | 16% | 16% | 18% |
| Other services, except public administration | 8,972 | 3% | 78.0 | 10% | 9% | 11% |

Table 5a Private Sector Employee Turnover by Sector, by Race for the Baltimore Metropolitan Area

Table 5b: Private Sector Employee Turnover by Sector, by Race for Baltimore City

| Industries - African American Employment | Total Employmen t | % of Total Employmen t | Industry LQ | Turnover -Total | Turnover -White alone | Turnover Black or African American alone |
|---|-------------------------|------------------------------|----------------|--------------------|-----------------------------|--|
| Civilian employed population 14 years and over | <u>99,503</u> | 100% | | <u>9%</u> | <u>8%</u> | <u>12%</u> |
| Agriculture, forestry, fishing and hunting, and mining: | 42 | 0% | 2.8 | 4% | 4% | na |
| Agriculture, forestry, fishing and hunting | 21 | 0% | 2.2 | 8% | 7% | na |
| Mining, quarrying, and oil and gas extraction | 21 | 0% | 4.0 | na | na | na |
| Construction | 2,790 | 3% | 52.0 | 10% | 9% | 14% |
| Manufacturing | 3,068 | 3% | 29.6 | 5% | 5% | 6% |
| Wholesale trade | 2,310 | 2% | 47.2 | 7% | 6% | 9% |
| Retail trade | 16,761 | 17% | 128.2 | 11% | 10% | 14% |
| Transportation and warehousing, and utilities: | 3,299 | 3% | 74.8 | 5% | 4% | 7% |
| Transportation and warehousing | 2,922 | 3% | 74.0 | 8% | 7% | 10% |
| Utilities | 377 | 0% | 81.5 | 2% | 2% | 4% |
| Information | 2,089 | 2% | 85.1 | 7% | 7% | 7% |
| Finance and insurance, and real estate and rental and leasing: | 7,625 | 8% | 114.9 | 7% | 7% | 9% |
| Finance and insurance | 5,326 | 5% | 109.0 | 6% | 6% | 7% |
| Real estate and rental and leasing | 2,299 | 2% | 131.6 | 9% | 8% | 11% |
| Professional, scientific, and management, and administrative and waste management services: | 20,063 | 20% | 120.5 | 10% | 8% | 13% |
| Professional, scientific, and technical services | 4,554 | 5% | 61.8 | 8% | 7% | 12% |
| Management of companies and enterprises | 968 | 1% | 48.8 | 6% | 5% | 8% |
| Administrative and support and waste management services | 14,541 | 15% | 199.3 | 16% | 13% | 19% |
| Educational services, and health care and social assistance: | 29,512 | 30% | 163.8 | 10% | 9% | 12% |
| Educational services | 1,396 | 1% | 58.8 | 11% | 11% | 14% |
| Health care and social assistance | 28,116 | 28% | 179.7 | 8% | 7% | 9% |
| Arts, entertainment, and recreation, and accommodation and food services: | 9,741 | 10% | 77.4 | 15% | 15% | 17% |
| Arts, entertainment, and recreation | 1,226 | 1% | 70.4 | 15% | 15% | 17% |
| Accommodation and food services | 8,515 | 9% | 78.5 | 16% | 15% | 18% |
| Other services, except public administration | 2,203 | 2% | 61.4 | 9% | 8% | 13% |

Analysis of Occupational Employment in the Baltimore Metropolitan Area and Baltimore City

African American employment is less concentrated in higher skill/education occupations such as management, business, science, and arts occupations

Analysis of Occupational Employment in the Baltimore Metropolitan Area and Baltimore City

The JFI also analyzed employment by occupation for the total, white and African American population in the Baltimore Metropolitan Area and Baltimore City. It is important to note an important difference in the populations analyzed in the employment by industry analysis (above) and this analysis of occupational employment. The analysis of employment by industry is extracted from the Quarterly Wage Indicators (QWI) system from the U.S. Bureau of the Census, which covers only the private sector and excludes the public sector (government and military employment). This analysis of occupational employment; however, is based on U.S. Bureau of the Census, American Community Survey data, and includes all workers (public and private) and thus covers a broader population. Occupational employment data is also for workers by place of residence (where they live), while the employment by industry data analyzed above is by place of work (where they work).

A higher share of African Americans is employed in lower-skill occupations.

African American employment is less concentrated in higher skill/education occupations such as management, business, science, and arts occupations, as shown in Table 6a and 6b. This discrepancy is more severe in Baltimore City than in the metro area.

- In the Baltimore metro area, about half of all white residents are employed in management, business, science, and arts occupations, compared to only 36% of African Americans. In Baltimore City, the contrast is even starker, 58% of white residents are employed in these higher skill occupations, versus only 29% of African Americans.
- Management occupations have the largest racial gaps with much lower percentages of African American employment, in both the metro area and the City.
- For the computer, engineering, and science occupations; and education, legal, community service, arts, and media occupations; both have larger racial gaps in the City, but are more evenly distributed in the metro area.
- When we look at lower skill occupations, we find higher concentrations of African American employment in both the Baltimore metro area and Baltimore City.
- African American employment is disproportionately concentrated in the service-related occupations, which account for 24% of African American employment in the metro area, and 29% in the City, while these occupations account for a lower share of white employment (14% at the metro area and City level).
- African American employment also shows a similarly high concentration in both areas in sales and office occupations, but white employment in the same occupational groupings is comparable in the metro area.

| Occupational Employment | Total | % of Total | White alone | % of Total White | Black or African American alone | % of Tota AA |
|--|-----------|------------|----------------|---------------------|--|-----------------|
| Civilian employed population 16 years and over | 1,417,201 | 100% | 901,981 | 100% | 378,343 | 100% |
| Management, business, science, and arts occupations: | 652,278 | 46% | 445,583 | 49% | 137,222 | 36% |
| Management, business, and financial occupations: | 254,605 | 18% | 181,899 | 20% | 49,515 | 13% |
| Management occupations | 166,470 | 12% | 123,115 | 14% | 28,674 | 8% |
| Business and financial operations occupations | 88,135 | 6% | 58,784 | 7% | 20,841 | 6% |
| Computer, engineering, and science occupations: | 127,250 | 9% | 86,103 | 10% | 21,051 | 6% |
| Computer and mathematical occupations | 76,032 | 5% | 50,188 | 6% | 13,929 | 4% |
| Architecture and engineering occupations | 33,164 | 2% | 24,064 | 3% | 4,747 | 1% |
| Life, physical, and social science occupations | 18,054 | 1% | 11,851 | 1% | 2,375 | 1% |
| Education, legal, community service, arts, and media occupations: | 169,437 | 12% | 117,839 | 13% | 39,129 | 10% |
| Community and social services occupations | 28,233 | 2% | 14,014 | 2% | 12,373 | 3% |
| Legal occupations | 22,036 | 2% | 17,293 | 2% | 3,520 | 1% |
| Education, training, and library occupations | 89,096 | 6% | 64,253 | 7% | 17,485 | 5% |
| Arts, design, entertainment, sports, and media occupations | 30,072 | 2% | 22,279 | 2% | 5,751 | 2% |
| Healthcare practitioner and technical occupations: | 100,986 | 7% | 59,742 | 7% | 27,527 | 7% |
| Health diagnosing and treating practitioners and other technical occupations | 71,666 | 5% | 44,770 | 5% | 15,548 | 4% |
| Health technologists and technicians | 29,320 | 2% | 14,972 | 2% | 11,979 | 3% |
| Service occupations: | 238,907 | 17% | 122,766 | 14% | 91,073 | 24% |
| Healthcare support occupations | 34,996 | 2% | 11,128 | 1% | 20,754 | 5% |
| Protective service occupations: | 41,993 | 3% | 19,294 | 2% | 20,227 | 5% |
| Firefighting and prevention, and other protective service workers including supervisors | 22,325 | 2% | 10,105 | 1% | 10,963 | 3% |
| Law enforcement workers including supervisors | 19,668 | 1% | 9,189 | 1% | 9,264 | 2% |
| Food preparation and serving related occupations | 67,004 | 5% | 39,470 | 4% | 18,642 | 5% |
| Building and grounds cleaning and maintenance occupations | 45,010 | 3% | 24,077 | 3% | 16,446 | 4% |
| Personal care and service occupations | 49,904 | 4% | 28,797 | 3% | 15,004 | 4% |
| Sales and office occupations: | 312,319 | 22% | 199,676 | 22% | 87,908 | 23% |
| Sales and related occupations | 124,961 | 9% | 84,048 | 9% | 28,957 | 8% |
| Office and administrative support occupations | 187,358 | 13% | 115,628 | 13% | 58,951 | 16% |
| Natural resources, construction, and maintenance occupations: | 93,814 | 7% | 70,726 | 8% | 15,135 | 4% |
| Farming, fishing, and forestry occupations | 2,389 | 0% | 2,159 | 0% | 144 | 0% |
| Construction and extraction occupations | 52,821 | 4% | 40,531 | 4% | 7,053 | 2% |
| Installation, maintenance, and repair occupations | 38,604 | 3% | 28,036 | 3% | 7,938 | 2% |
| Production, transportation, and material moving occupations: | 119,883 | 8% | 63,230 | 7% | 47,005 | 12% |
| Production occupations | 41,894 | 3% | 24,746 | 3% | 12,658 | 3% |
| Transportation occupations | 46,272 | 3% | 23,714 | 3% | 19,026 | 5% |
| Material moving occupations | 31,717 | 2% | 14,770 | 2% | 15,321 | 4% |

Table 6a: Occupational Employment, by Race 2016 for the Baltimore Metropolitan Area

Data Source: American Community Survey, Census Bureau

Table 6b: Occupational Employment, by Race 2016 for Baltimore City

| Occupational Employment | Total | % of Total | White alone | % of Total White | Black or African American alone | % of Total AA |
|--|---------|------------|-------------|---------------------|--|---------------|
| Civilian employed population 16 years and over | 283,328 | 100% | 108,599 | <u>100%</u> | 154,998 | 100% |
| Management, business, science, and arts occupations: | 119,230 | 42% | 63,029 | 58% | 45,321 | 29% |
| Management, business, and financial occupations: | 41,704 | 15% | 22,098 | 20% | 16,793 | 11% |
| Management occupations | 25,840 | 9% | 13,984 | 13% | 10,495 | 7% |
| Business and financial operations occupations | 15,864 | 6% | 8,114 | 7% | 6,298 | 4% |
| Computer, engineering, and science occupations: | 19,435 | 7% | 12,005 | 11% | 4,811 | 3% |
| Computer and mathematical occupations | 10,086 | 4% | 6,018 | 6% | 2,510 | 2% |
| Architecture and engineering occupations | 3,963 | 1% | 2,361 | 2% | 1,256 | 1% |
| Life, physical, and social science occupations | 5,386 | 2% | 3,626 | 3% | 1,045 | 1% |
| Education, legal, community service, arts, and media occupations: | 38,242 | 13% | 19,706 | 18% | 15,878 | 10% |
| Community and social services occupations | 8,266 | 3% | 2,397 | 2% | 5,614 | 4% |
| Legal occupations | 4,348 | 2% | 2,535 | 2% | 1,594 | 1% |
| Education, training, and library occupations | 19,552 | 7% | 10,676 | 10% | 6,991 | 5% |
| Arts, design, entertainment, sports, and media occupations | 6,076 | 2% | 4,098 | 4% | 1,679 | 1% |
| Healthcare practitioner and technical occupations: | 19,849 | 7% | 9,220 | 8% | 7,839 | 5% |
| Health diagnosing and treating practitioners and other technical occupations | 13,051 | 5% | 7,692 | 7% | 2,878 | 2% |
| Health technologists and technicians | 6,798 | 2% | 1,528 | 1% | 4,961 | 3% |
| Service occupations: | 63,485 | 22% | 14,874 | 14% | 44,860 | 29% |
| Healthcare support occupations | 11,200 | 4% | 1,004 | 1% | 9,992 | 6% |
| Protective service occupations: | 9,716 | 3% | 1,381 | 1% | 7,844 | 5% |
| Firefighting and prevention, and other protective service workers including supervisors | 5,680 | 2% | 691 | 1% | 4,637 | 3% |
| Law enforcement workers including supervisors | 4,036 | 1% | 690 | 1% | 3,207 | 2% |
| Food preparation and serving related occupations | 18,049 | 6% | 6,261 | 6% | 10,640 | 7% |
| Building and grounds cleaning and maintenance occupations | 13,447 | 5% | 3,254 | 3% | 8,996 | 6% |
| Personal care and service occupations | 11,073 | 4% | 2,974 | 3% | 7,388 | 5% |
| Sales and office occupations: | 60,070 | 21% | 19,219 | 18% | 37,694 | 24% |
| Sales and related occupations | 21,178 | 7% | 8,306 | 8% | 11,811 | 8% |
| Office and administrative support occupations | 38,892 | 14% | 10,913 | 10% | 25,883 | 17% |
| Natural resources, construction, and maintenance occupations: | 13,365 | 5% | 5,236 | 5% | 7,102 | 5% |
| Farming, fishing, and forestry occupations | 69 | 0% | 43 | 0% | 0 | 0% |
| Construction and extraction occupations | 9,086 | 3% | 3,764 | 3% | 4,497 | 3% |
| Installation, maintenance, and repair occupations | 4,210 | 1% | 1,429 | 1% | 2,605 | 2% |
| Production, transportation, and material moving occupations: | 27,178 | 10% | 6,241 | 6% | 20,021 | 13% |
| Production occupations | 9,805 | 3% | 3,031 | 3% | 6,266 | 4% |
| Transportation occupations | 10,206 | 4% | 1,795 | 2% | 8,260 | 5% |
| Material moving occupations | 7,167 | 3% | 1,415 | 1% | 5,495 | 4% |

Data Source: American Community Survey, Census Bureau

Continuing the methodology used in the industry analysis above, the JFI also used locational quotients (LQ) to measure the concentration of total, white and African American employment, by occupation, in the metro area and the City, as compared to the nation as a whole. Total, white and African American employment occupational LQs are calculated the same way as in the industry section above, based on national totals as denominator. So, the occupational LQ quantifies the concentration of total, white or African American employment in certain occupations, compared to total national employment. A LQ greater than 100 signifies that employment is more highly concentrated in a particular occupation than the national average for all workers.

African American employment is more concentrated in lower skill occupations.

At both the metro area and City levels, African American workers have a lower concentration of employment in key higher skill, higher wage management, business, science, and arts occupations than the regional or white total.

- Specifically, African American employment are significantly underrepresented in management, architecture and engineering, and life, physical and social sciences occupations where their concentration is a fraction of the employment concentration for white workers.
- Overall, the Baltimore region has an above-average concentration of employment in higher skill, higher education management, and business, science, and arts occupations than the national workforce, especially for white workers, and especially for white workers residing in Baltimore City. This signals missing opportunities for African American workers.
- Several high skill occupations stand out in terms of the concentration of African American employment at the metro area level. African American workers have a higher than national average share of employment in computer and mathematical occupations (an LQ of 124.3 signifying a concentration of employment 24% above the national average) and business and financial occupations (an LQ of 113.2). This signals the availability of an African American talent pool at the metro area level for computer, mathematical, business and financial occupations. However, in both cases these concentrations of employment are lower than that of their white counterparts.

African American employment is overrepresented in low-skill occupations such as: community and social services occupations; health technologists and technicians occupations; office and administrative support occupations; and transportation occupations; compared to national averages. This trend holds true for both the metro area and the City. Additionally, in the City, African American employment is overrepresented in service occupations.

Table 7a: Occupational Location Quotient by Race 2016 for the Baltimore Metropolitan Area

| Occupational Employment LQ | Total | White alone | Black or African American alone |
|--|-------|----------------|------------------------------------|
| Civilian employed population 16 years and over | 100.0 | 100.0 | 100.0 |
| Management, business, science, and arts occupations: | 122.5 | 131.5 | 96.5 |
| Management, business, and financial occupations: | 118.5 | 133.0 | 86.3 |
| Management occupations | 114.1 | 132.6 | 73.6 |
| Business and financial operations occupations | 127.8 | 133.9 | 113.2 |
| Computer, engineering, and science occupations: | 158.5 | 168.5 | 98.2 |
| Computer and mathematical occupations | 181.2 | 187.9 | 124.3 |
| Architecture and engineering occupations | 127.8 | 145.7 | 68.5 |
| Life, physical, and social science occupations | 146.1 | 150.7 | 72.0 |
| Education, legal, community service, arts, and media occupations: | 110.7 | 121.0 | 95.8 |
| Community and social services occupations | 115.7 | 90.2 | 189.9 |
| Legal occupations | 138.5 | 170.8 | 82.9 |
| Education, training, and library occupations | 105.7 | 119.7 | 77.7 |
| Arts, design, entertainment, sports, and media occupations | 105.9 | 123.3 | 75.9 |
| Healthcare practitioner and technical occupations: | 119.6 | 111.2 | 122.2 |
| Health diagnosing and treating practitioners and other technical occupations | 125.7 | 123.4 | 102.2 |
| Health technologists and technicians | 107.0 | 85.9 | 163.8 |
| Service occupations: | 93.2 | 75.3 | 133.1 |
| Healthcare support occupations | 104.8 | 52.4 | 232.9 |
| Protective service occupations: | 142.6 | 102.9 | 257.3 |
| Firefighting and prevention, and other protective service workers including supervisors | 138.2 | 98.3 | 254.3 |
| Law enforcement workers including supervisors | 147.9 | 108.6 | 261.0 |
| Food preparation and serving related occupations | 80.2 | 74.2 | 83.5 |
| Building and grounds cleaning and maintenance occupations | 80.3 | 67.5 | 109.9 |
| Personal care and service occupations | 92.7 | 84.1 | 104.4 |
| Sales and office occupations: | 94.4 | 94.9 | 99.6 |
| Sales and related occupations | 84.0 | 88.8 | 72.9 |
| Office and administrative support occupations | 103.0 | 99.9 | 121.4 |
| Natural resources, construction, and maintenance occupations: | 74.8 | 88.6 | 45.2 |
| Farming, fishing, and forestry occupations | 24.2 | 34.4 | 5.5 |
| Construction and extraction occupations | 73.9 | 89.1 | 37.0 |
| Installation, maintenance, and repair occupations | 87.6 | 100.0 | 67.5 |
| Production, transportation, and material moving occupations: | 69.6 | 57.7 | 102.2 |
| Production occupations | 51.3 | 47.6 | 58.1 |
| Transportation occupations | 87.1 | 70.1 | 134.2 |
| Material moving occupations | 84.7 | 62.0 | 153.3 |

Data Source: American Community Survey, Census Bureau

| Occupational Employment LQ | Total | White alone | Black or African American alone |
|---|-------|-------------|------------------------------------|
| Civilian employed population 16 years and over | 100.0 | 100.0 | 100.0 |
| Management, business, science, and arts occupations: | 112.0 | 154.5 | 77.8 |
| Management, business, and financial occupations: | 97.1 | 134.2 | 71.5 |
| Management occupations | 88.6 | 125.1 | 65.8 |
| Business and financial operations occupations | 115.0 | 153.5 | 83.5 |
| Computer, engineering, and science occupations: | 121.1 | 195.2 | 54.8 |
| Computer and mathematical occupations | 120.2 | 187.2 | 54.7 |
| Architecture and engineering occupations | 76.4 | 118.7 | 44.2 |
| Life, physical, and social science occupations | 218.1 | 383.0 | 77.3 |
| Education, legal, community service, arts, and media occupations: | 125.0 | 168.1 | 94.9 |
| Community and social services occupations | 169.4 | 128.2 | 210.3 |
| Legal occupations | 136.7 | 208.0 | 91.6 |
| Education, training, and library occupations | 116.0 | 165.3 | 75.8 |
| Arts, design, entertainment, sports, and media occupations | 107.1 | 188.4 | 54.1 |
| Healthcare practitioner and technical occupations: | 117.6 | 142.6 | 84.9 |
| Health diagnosing and treating practitioners and other technical occupations | 114.5 | 176.1 | 46.2 |
| Health technologists and technicians | 124.1 | 72.8 | 165.6 |
| Service occupations: | 123.9 | 75.7 | 160.0 |
| Healthcare support occupations | 167.8 | 39.2 | 273.7 |
| Protective service occupations: | 165.0 | 61.2 | 243.6 |
| Firefighting and prevention, and other protective service workers including supervisors | 175.9 | 55.8 | 262.5 |
| Law enforcement workers including supervisors | 151.8 | 67.7 | 220.5 |
| Food preparation and serving related occupations | 108.0 | 97.7 | 116.4 |
| Building and grounds cleaning and maintenance occupations | 119.9 | 75.7 | 146.7 |
| Personal care and service occupations | 102.9 | 72.1 | 125.5 |
| Sales and office occupations: | 90.9 | 75.8 | 104.2 |
| Sales and related occupations | 71.2 | 72.9 | 72.6 |
| Office and administrative support occupations | 106.9 | 78.3 | 130.1 |
| Natural resources, construction, and maintenance occupations: | 53.3 | 54.5 | 51.8 |
| Farming, fishing, and forestry occupations | 3.5 | 5.7 | 0.0 |
| Construction and extraction occupations | 63.6 | 68.7 | 57.5 |
| Installation, maintenance, and repair occupations | 47.8 | 42.3 | 54.1 |
| Production, transportation, and material moving occupations: | 78.9 | 47.3 | 106.3 |
| Production occupations | 60.0 | 48.4 | 70.1 |
| Transportation occupations | 96.1 | 44.1 | 142.2 |
| Material moving occupations | 95.8 | 49.3 | 134.2 |

Table 7b: Occupational Location Quotient by Race 2016 for Baltimore City

Data Source: American Community Survey, Census Bureau

3

African American employment is generally more highly concentrated in lower wage occupations.

In this section the JFI analyzes African American employment and employment concentration as compared to overall occupational median earnings for all workers across the metro area and City, to determine if African American employment is concentrated in lower wage occupations. Generally, African Americans have a higher concentration of and higher share of employment in lower wage occupations, especially in the City.

| Occupational Employment - African American Employment | Total | % of Total | Occupational LQ | Overall Metro 2016 Median Earnings |
|--|---------|------------|--------------------|---------------------------------------|
| Civilian employed population 16 years and over | 378,343 | 100% | 100.0 | \$45,683 |
| Management, business, science, and arts occupations: | 137,222 | 36% | 96.5 | \$67,087 |
| Management, business, and financial occupations: | 49,515 | 13% | 86.3 | \$74,319 |
| Management occupations | 28,674 | 8% | 73.6 | \$77,441 |
| Business and financial operations occupations | 20,841 | 6% | 113.2 | \$68,791 |
| Computer, engineering, and science occupations: | 21,051 | 6% | 98.2 | \$90,607 |
| Computer and mathematical occupations | 13,929 | 4% | 124.3 | \$96,276 |
| Architecture and engineering occupations | 4,747 | 1% | 68.5 | \$86,384 |
| Life, physical, and social science occupations | 2,375 | 1% | 72.0 | \$61,793 |
| Education, legal, community service, arts, and media occupations: | 39,129 | 10% | 95.8 | \$49,332 |
| Community and social services occupations | 12,373 | 3% | 189.9 | \$44,563 |
| Legal occupations | 3,520 | 1% | 82.9 | \$82,176 |
| Education, training, and library occupations | 17,485 | 5% | 77.7 | \$46,716 |
| Arts, design, entertainment, sports, and media occupations | 5,751 | 2% | 75.9 | \$46,617 |
| Healthcare practitioner and technical occupations: | 27,527 | 7% | 122.2 | \$61,529 |
| Health diagnosing and treating practitioners and other technical occupations | 15,548 | 4% | 102.2 | \$71,996 |
| Health technologists and technicians | 11,979 | 3% | 163.8 | \$40,314 |
| Service occupations: | 91,073 | 24% | 133.1 | \$22,291 |
| Healthcare support occupations | 20,754 | 5% | 232.9 | \$27,818 |
| Protective service occupations: | 20,227 | 5% | 257.3 | \$51,985 |
| Firefighting and prevention, and other protective service workers including supervisors | 10,963 | 3% | 254.3 | \$38,009 |
| Law enforcement workers including supervisors | 9,264 | 2% | 261.0 | \$66,173 |
| Food preparation and serving related occupations | 18,642 | 5% | 83.5 | \$16,221 |
| Building and grounds cleaning and maintenance occupations | 16,446 | 4% | 109.9 | \$21,637 |
| Personal care and service occupations | 15,004 | 4% | 104.4 | \$17,744 |
| Sales and office occupations: | 87,908 | 23% | 99.6 | \$35,663 |
| Sales and related occupations | 28,957 | 8% | 72.9 | \$32,373 |
| Office and administrative support occupations | 58,951 | 16% | 121.4 | \$36,217 |
| Natural resources, construction, and maintenance occupations: | 15,135 | 4% | 45.2 | \$45,030 |
| Farming, fishing, and forestry occupations | 144 | 0% | 5.5 | \$18,576 |
| Construction and extraction occupations | 7,053 | 2% | 37.0 | \$41,932 |
| Installation, maintenance, and repair occupations | 7,938 | 2% | 67.5 | \$50,146 |
| Production, transportation, and material moving occupations: | 47,005 | 12% | 102.2 | \$32,882 |
| Production occupations | 12,658 | 3% | 58.1 | \$40,624 |
| Transportation occupations | 19,026 | 5% | 134.2 | \$35,706 |
| Material moving occupations | 15,321 | 4% | 153.3 | \$25,083 |

Table 8a: Private Sector Wage Disparities by Sector, by Race 2016 for the Baltimore Metropolitan Area

Data Source: American Community Survey, Census Bureau

| Occupational Employment - African American Employment | Total | % of Total | Occupational LQ | Overall City 2016 Median Earnings |
|--|---------|------------|--------------------|--------------------------------------|
| Civilian employed population 16 years and over | 154,998 | 100% | 100.0 | \$37,254 |
| Management, business, science, and arts occupations: | 45,321 | 29% | 77.8 | \$56,110 |
| Management, business, and financial occupations: | 16,793 | 11% | 71.5 | \$61,782 |
| Management occupations | 10,495 | 7% | 65.8 | \$62,095 |
| Business and financial operations occupations | 6,298 | 4% | 83.5 | \$60,389 |
| Computer, engineering, and science occupations: | 4,811 | 3% | 54.8 | \$66,454 |
| Computer and mathematical occupations | 2,510 | 2% | 54.7 | \$71,643 |
| Architecture and engineering occupations | 1,256 | 1% | 44.2 | \$62,816 |
| Life, physical, and social science occupations | 1,045 | 1% | 77.3 | \$49,467 |
| Education, legal, community service, arts, and media occupations: | 15,878 | 10% | 94.9 | \$44,247 |
| Community and social services occupations | 5,614 | 4% | 210.3 | \$41,750 |
| Legal occupations | 1,594 | 1% | 91.6 | \$75,896 |
| Education, training, and library occupations | 6,991 | 5% | 75.8 | \$40,086 |
| Arts, design, entertainment, sports, and media occupations | 1,679 | 1% | 54.1 | \$47,890 |
| Healthcare practitioner and technical occupations: | 7,839 | 5% | 84.9 | \$56,943 |
| Health diagnosing and treating practitioners and other technical occupations | 2,878 | 2% | 46.2 | \$66,383 |
| Health technologists and technicians | 4,961 | 3% | 165.6 | \$30,947 |
| Service occupations: | 44,860 | 29% | 160.0 | \$22,512 |
| Healthcare support occupations | 9,992 | 6% | 273.7 | \$27,652 |
| Protective service occupations: | 7,844 | 5% | 243.6 | \$46,017 |
| Firefighting and prevention, and other protective service workers including supervisors | 4,637 | 3% | 262.5 | \$29,574 |
| Law enforcement workers including supervisors | 3,207 | 2% | 220.5 | \$55,810 |
| Food preparation and serving related occupations | 10,640 | 7% | 116.4 | \$18,076 |
| Building and grounds cleaning and maintenance occupations | 8,996 | 6% | 146.7 | \$21,003 |
| Personal care and service occupations | 7,388 | 5% | 125.5 | \$20,801 |
| Sales and office occupations: | 37,694 | 24% | 104.2 | \$32,253 |
| Sales and related occupations | 11,811 | 8% | 72.6 | \$26,352 |
| Office and administrative support occupations | 25,883 | 17% | 130.1 | \$35,207 |
| Natural resources, construction, and maintenance occupations: | 7,102 | 5% | 51.8 | \$35,232 |
| Farming, fishing, and forestry occupations | 0 | 0% | 0.0 | \$21,534 |
| Construction and extraction occupations | 4,497 | 3% | 57.5 | \$36,144 |
| Installation, maintenance, and repair occupations | 2,605 | 2% | 54.1 | \$31,908 |
| Production, transportation, and material moving occupations: | 20,021 | 13% | 106.3 | \$28,967 |
| Production occupations | 6,266 | 4% | 70.1 | \$30,735 |
| Transportation occupations | 8,260 | 5% | 142.2 | \$31,250 |
| Material moving occupations | 5,495 | 4% | 134.2 | \$20,729 |

Table 8b: Private Sector Wage Disparities by Sector, by Race 2016 for Baltimore City

Data Source: American Community Survey, Census Bureau

2

Industry and Occupational Growth Projections and the African American Workforce

In this final section, the JFI uses State of Maryland industry and occupational employment growth projections to assess the impact of expected patterns of employment growth on African American workers.

Industry and Occupational Growth Projections and the African American Workforce

Due to data availability, the definition of Baltimore MSA is different for these projections than that used by the U.S. Census for industry and occupational data analyzed above. According to the U.S. Census, the official definition of the Baltimore-Columbia-Towson Metropolitan Statistical Area (MSA) includes the following core counties: Anne Arundel County; Baltimore City; Baltimore County; Carroll County; Harford County; Howard County; and Queen Anne's County. Projection data available from the Maryland Department of Labor (DLLR) is only available for State designated workforce areas that do not align perfectly to the Census-based definition for the metro area. For the DLLR projections, the Baltimore region is an aggregation of the following workforce areas: Anne Arundel County, Baltimore City, Baltimore County, Mid Maryland (Carroll and Howard counties) and Susquehanna (Harford and Cecil counties) workforce region, and thus, differs slightly from the data analyzed above.

Industries that account for a large share of African American employment and have high concentrations of African American workers have strong growth prospects.

At the industry level, two of four industries that account for a high share of African American employment and have a high LQ for African American workers — health care and social assistance and administrative and support and waste management services — are projected to experience strong growth through 2024; while the retail trade and transportation and warehousing sectors are projected to experience slow to moderate growth. The professional, scientific and technical services sector is expected to continue to lead the region in overall job creation. While the concentration of African American workers in this industry is lower than the national average, this sector does account for a large share of African American employment, and African American employment in this sector grew more rapidly than total sector employment in 2009–16.

At the occupational level however, the projected growth rates are slower in the lower skill occupations that account for a larger share of African American employment.

At the occupational level, the lower skilled occupations that account for a larger share of African American employment and where African American workers also have higher concentrations of employment are generally expected to grow more slowly than higher skill occupations. This may indicate future problems in terms of African American employment growth. Two occupational areas that stand out from this trend are health technologists and technicians and healthcare support occupations, which require at least middle-level skills and offer career advancement opportunities, are both expected to experience more rapid growth.

While projected industry growth trends suggest expanding job opportunities for African American workers, the high concentration of these workers in lower skill occupations can be expected to mitigate future employment growth.

Many of the lower skilled occupations with high concentrations of African American employment are subject to replacement by technology and automation. In contrast, knowledge and creative-based occupations where African American employment is less concentrated, are expected to experience strong growth. As a result, investments in education and job training may be necessary not only to address persistent wage differences but in order to promote continued gains in African American employment.

Table 9a:Projected Private Sector Employment Growth by Sector, 2014–2024 for the Baltimore
Metropolitan Area

| Industries - African American Employment | Total | % of Total | Industry LQ | Projected Sector Growth 2014-2024 |
|--|----------------|------------|-------------|---|
| Civilian employed population 14 years and over | <u>319,436</u> | 100% | | <u>6%</u> |
| Agriculture, forestry, fishing and hunting, and mining: | 211 | 0.1% | 4.4 | 12% |
| Agriculture, forestry, fishing and hunting | 149 | 0.0% | 4.9 | 5% |
| Mining, quarrying, and oil and gas extraction | 62 | 0.0% | 3.6 | 16% |
| Construction | 10,063 | 3% | 58.5 | 6% |
| Manufacturing | 11,623 | 4% | 35.0 | (3%) |
| Wholesale trade | 10,744 | 3% | 68.4 | 0% |
| Retail trade | 45,638 | 14% | 108.7 | 4% |
| Transportation and warehousing, and utilities: | 20,245 | 6% | 143.0 | 5% |
| Transportation and warehousing | 19,330 | 6% | 152.6 | 6% |
| Utilities | 915 | 0% | 61.6 | (1%) |
| Information | 5,130 | 2% | 65.1 | 7% |
| Finance and insurance, and real estate and rental and leasing: | 18,273 | 6% | 85.8 | 9% |
| Finance and insurance | 11,202 | 4% | 71.4 | 9% |
| Real estate and rental and leasing | 7,071 | 2% | 126.0 | 9% |
| Professional, scientific, and management, and administrative and waste management services: | 64,547 | 20% | 120.8 | 11% |
| Professional, scientific, and technical services | 18,999 | 6% | 80.3 | 12% |
| Management of companies and enterprises | 3,933 | 1% | 61.8 | 4% |
| Administrative and support and waste management services | 41,615 | 13% | 177.7 | 10% |
| Educational services, and health care and social assistance: | 87,791 | 27% | 151.8 | 11% |
| Educational services | 8,820 | 3% | 115.8 | 7% |
| Health care and social assistance | 78,971 | 25% | 157.3 | 16% |
| Arts, entertainment, and recreation, and accommodation and food services: | 36,199 | 11% | 89.6 | 5% |
| Arts, entertainment, and recreation | 5,664 | 2% | 101.3 | 6% |
| Accommodation and food services | 30,535 | 10% | 87.7 | 5% |
| Other services, except public administration | 8,972 | 3% | 78.0 | 5% |

| Industries - African American Employment | Total | % of Total | Industry LQ | Projected Sector Growth 2014-2024 |
|--|---------------|------------|-------------|--|
| Civilian employed population 14 years and over | <u>99,503</u> | 100% | | <u>8%</u> |
| Agriculture, forestry, fishing and hunting, and mining: | 42 | 0% | 2.8 | 17% |
| Agriculture, forestry, fishing and hunting | 21 | 0% | 2.2 | 0% |
| Mining, quarrying, and oil and gas extraction | 21 | 0% | 4.0 | 17% |
| Construction | 2,790 | 3% | 52.0 | (5%) |
| Manufacturing | 3,068 | 3% | 29.6 | (28%) |
| Wholesale trade | 2,310 | 2% | 47.2 | 8% |
| Retail trade | 16,761 | 17% | 128.2 | 3% |
| Transportation and warehousing, and utilities: | 3,299 | 3% | 74.8 | 5% |
| Transportation and warehousing | 2,922 | 3% | 74.0 | 4% |
| Utilities | 377 | 0% | 81.5 | 8% |
| Information | 2,089 | 2% | 85.1 | (9%) |
| Finance and insurance, and real estate and rental and leasing: | 7,625 | 8% | 114.9 | 12% |
| Finance and insurance | 5,326 | 5% | 109.0 | 3% |
| Real estate and rental and leasing | 2,299 | 2% | 131.6 | 13% |
| Professional, scientific, and management, and administrative and waste management services: | 20,063 | 20% | 120.5 | 9% |
| Professional, scientific, and technical services | 4,554 | 5% | 61.8 | 11% |
| Management of companies and enterprises | 968 | 1% | 48.8 | 5% |
| Administrative and support and waste management services | 14,541 | 15% | 199.3 | 8% |
| Educational services, and health care and social assistance: | 29,512 | 30% | 163.8 | 13% |
| Educational services | 1,396 | 1% | 58.8 | 13% |
| Health care and social assistance | 28,116 | 28% | 179.7 | 11% |
| Arts, entertainment, and recreation, and accommodation and food services: | 9,741 | 10% | 77.4 | 4% |
| Arts, entertainment, and recreation | 1,226 | 1% | 70.4 | 6% |
| Accommodation and food services | 8,515 | 9% | 78.5 | (19%) |
| Other services, except public administration | 2,203 | 2% | 61.4 | 10% |

Table 9b: Projected Private Sector Employment Growth by Sector, 2014–2024 for Baltimore City

| Occupational Employment - African American | Total | % of Total | Occupational LQ | Projected Occupational Employment Growth 2014- 2024 |
|--|---------|------------|--------------------|---|
| Civilian employed population 16 years and over | 378,343 | 100% | 100.0 | 6% |
| Management, business, science, and arts occupations: | 137,222 | 36% | 96.5 | 7% |
| Management, business, and financial occupations: | 49,515 | 13% | 86.3 | 8% |
| Management occupations | 28,674 | 8% | 73.6 | 7% |
| Business and financial operations occupations | 20,841 | 6% | 113.2 | 9% |
| Computer, engineering, and science occupations: | 21,051 | 6% | 98.2 | 10% |
| Computer and mathematical occupations | 13,929 | 4% | 124.3 | 14% |
| Architecture and engineering occupations | 4,747 | 1% | 68.5 | 5% |
| Life, physical, and social science occupations | 2,375 | 1% | 72.0 | 7% |
| Education, legal, community service, arts, and media occupations: | 39,129 | 10% | 95.8 | 5% |
| Community and social services occupations | 12,373 | 3% | 189.9 | 6% |
| Legal occupations | 3,520 | 1% | 82.9 | 2% |
| Education, training, and library occupations | 17,485 | 5% | 77.7 | 6% |
| Arts, design, entertainment, sports, and media occupations | 5,751 | 2% | 75.9 | 5% |
| Healthcare practitioner and technical occupations: | 27,527 | 7% | 122.2 | 12% |
| Health diagnosing and treating practitioners and other technical occupations | 15,548 | 4% | 102.2 | 13% |
| Health technologists and technicians | 11,979 | 3% | 163.8 | 10% |
| Service occupations: | 91,073 | 24% | 133.1 | 7% |
| Healthcare support occupations | 20,754 | 5% | 232.9 | 14% |
| Protective service occupations: | 20,227 | 5% | 257.3 | 3% |
| Firefighting and prevention, and other protective service workers including supervisors | 10,963 | 3% | 254.3 | 1% |
| Law enforcement workers including supervisors | 9,264 | 2% | 261.0 | 4% |
| Food preparation and serving related occupations | 18,642 | 5% | 83.5 | 5% |
| Building and grounds cleaning and maintenance occupations | 16,446 | 4% | 109.9 | 7% |
| Personal care and service occupations | 15,004 | 4% | 104.4 | 9% |
| Sales and office occupations: | 87,908 | 23% | 99.6 | 3% |
| Sales and related occupations | 28,957 | 8% | 72.9 | 4% |
| Office and administrative support occupations | 58,951 | 16% | 121.4 | 2% |
| Natural resources, construction, and maintenance occupations: | 15,135 | 4% | 45.2 | 7% |
| Farming, fishing, and forestry occupations | 144 | 0% | 5.5 | 1% |
| Construction and extraction occupations | 7,053 | 2% | 37.0 | 8% |
| Installation, maintenance, and repair occupations | 7,938 | 2% | 67.5 | 6% |
| Production, transportation, and material moving occupations: | 47,005 | 12% | 102.2 | 6% |
| Production occupations | 12,658 | 3% | 58.1 | 0% |
| Transportation occupations | 19,026 | 5% | 134.2 | 9% |
| Material moving occupations | 15,321 | 4% | 153.3 | 7% |

Table 10a: Projected Occupational Employment Growth 2014–2024 for the Baltimore Metropolitan Area

| Occupational Employment - African American | Total | % of Total | Occupational LQ | Projected Occupational Employment Growth 2014-2024 |
|--|---------|-------------|-----------------|---|
| Civilian employed population 16 years and over | 154,998 | <u>100%</u> | 100.0 | 8% |
| Management, business, science, and arts occupations: | 45,321 | 29% | 77.8 | 11% |
| Management, business, and financial occupations: | 16,793 | 11% | 71.5 | 11% |
| Management occupations | 10,495 | 7% | 65.8 | 10% |
| Business and financial operations occupations | 6,298 | 4% | 83.5 | 13% |
| Computer, engineering, and science occupations: | 4,811 | 3% | 54.8 | 14% |
| Computer and mathematical occupations | 2,510 | 2% | 54.7 | 16% |
| Architecture and engineering occupations | 1,255 | 1% | 44.2 | 11% |
| Life, physical, and social science occupations | 1,045 | 1% | 77.3 | 12% |
| Education, legal, community service, arts, and media occupations: | 15,878 | 10% | 94.9 | 8% |
| Community and social services occupations | 5,614 | 4% | 210.3 | 10% |
| Legal occupations | 1,594 | 1% | 91.6 | 5% |
| Education, training, and library occupations | 6,991 | 5% | 75.8 | 9% |
| Arts, design, entertainment, sports, and media occupations | 1,679 | 1% | 54.1 | 6% |
| Healthcare practitioner and technical occupations: | 7,839 | 5% | 84.9 | 14% |
| Health diagnosing and treating practitioners and other technical occupations | 2,878 | 2% | 46.2 | 15% |
| Health technologists and technicians | 4,961 | 3% | 165.6 | 11% |
| Service occupations: | 44,860 | 29% | 160.0 | 7% |
| Healthcare support occupations | 9,992 | 6% | 273.7 | 13% |
| Protective service occupations: | 7,844 | 5% | 243.6 | 4% |
| Firefighting and prevention, and other protective service workers including supervisors | 4,637 | 3% | 262.5 | 1% |
| Law enforcement workers including supervisors | 3,207 | 2% | 220.5 | 4% |
| Food preparation and serving related occupations | 10,640 | 7% | 116.4 | 7% |
| Building and grounds cleaning and maintenance occupations | 8,996 | 6% | 146.7 | 7% |
| Personal care and service occupations | 7,388 | 5% | 125.5 | 6% |
| Sales and office occupations: | 37,694 | 24% | 104.2 | 3% |
| Sales and related occupations | 11,811 | 8% | 72.6 | 4% |
| Office and administrative support occupations | 25,883 | 17% | 130.1 | 3% |
| Natural resources, construction, and maintenance occupations: | 7,102 | 5% | 51.8 | 7% |
| Farming, fishing, and forestry occupations | 0 | 0% | 0.0 | 5% |
| Construction and extraction occupations | 4,497 | 3% | 57.5 | 10% |
| Installation, maintenance, and repair occupations | 2,605 | 2% | 54.1 | 5% |
| Production, transportation, and material moving occupations: | 20,021 | 13% | 106.3 | 8% |
| Production occupations | 6,265 | 4% | 70.1 | (3%) |
| Transportation occupations | 8,260 | 5% | 142.2 | 16% |
| Material moving occupations | 5,495 | 4% | 134.2 | 8% |

Table 10b: Projected Occupational Employment Growth 2014-2024 for Baltimore City



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