LABOR MARKET ANALYSIS

THE COMMUNITY FOUNDATION *FOR* GREATER NEW HAVEN AND VALLEY COMMUNITY FOUNDATION
JUNE 2023

INTRODUCTION

In January of 2022, the *Community Foundation for Greater New Haven* and the *Valley Community Foundation* engaged Blakely Consulting to conduct a labor market analysis. The purpose was to inform the work of the Foundations in developing a talent pipeline to connect Greater New Haven and Valley residents with living wage jobs that do not require a post-secondary degree.

As part of this project, Blakely Consulting documented the population demographics and labor market of Greater New Haven and The Valley. The following document summarizes that research.

What we see is a labor market with significant disparities. White residents of the region tend to be more highly educated and to have higher household earnings. Individuals with lower education levels tend to have lower labor force participation rates and lower employment. Black and Latino residents have lower education levels and lower earnings than White residents do.

While women of color have the highest labor force participation rate in the region, women with preschool aged children have the lowest rate of labor force participation, highlighting the effect of the childcare crisis on employment.

Women of color earn less than other groups when they are working. Black women with college degrees, for example, earn roughly the same income as White men with high school diplomas. This may reflect the tendency for men to enter well-paid trades.

DEMOGRAPHICS

SOURCES

Most demographic information is gathered from the American Community Survey (ACS), an annual survey conducted by the US Census. Unlike the decennial Census, which aims to count every person living in the United States, the ACS collects data from a smaller but statistically significant sample of households throughout the year. Data is released as one-year or five-year estimates.

The ACS (and the US Census) recognizes the following racial and ethnic groups:[6]

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Some other race
- Two or more races

Survey respondents can only select from one of the groups above. Individuals may also self-identify as Latino, separate from their racial background.

The ACS provides margins of error with their datasets. These are represented in graphs by error bars- a graphical representation used to indicate the variability or uncertainty associated with data points and visualize the level of precision or confidence. Longer bars indicate greater variability; shorter bars indicate higher precision.

GEOGRAPHY

Maps of all geographic areas discussed in this report can be found in Appendix A.

Unless otherwise noted, demographic information is for the New Haven-Milford Metropolitan Statistical Area (MSA). An MSA is a defined geographic area used by the US census and other federal agencies in collecting, tabulating, and publishing statistics. The New-Haven-Milford MSA consists of 28 cities and towns and has a population of 861,113 people (Appendix A). All of Greater New Haven, as defined by The Community Foundation for Greater New Haven, is within the New Haven-Milford MSA.

The Valley is a geographic area located around the confluence of the southern parts of the Housatonic and Naugatuck Rivers. It consists of seven towns (Ansonia, Beacon Falls, Derby, Naugatuck, Oxford, Seymour, and Shelton) and has a total population of 139,085. Shelton, the largest city in The Valley and home to 47,474 people, is part of the Bridgeport-Stamford-Norwalk MSA. Therefore, the demographics of Shelton are not included in our analysis of the New Haven-Milford MSA.

RACIAL/ETHNIC MAKEUP OF THE NEW HAVEN-MILFORD MSA

Demographics of the New Haven Area
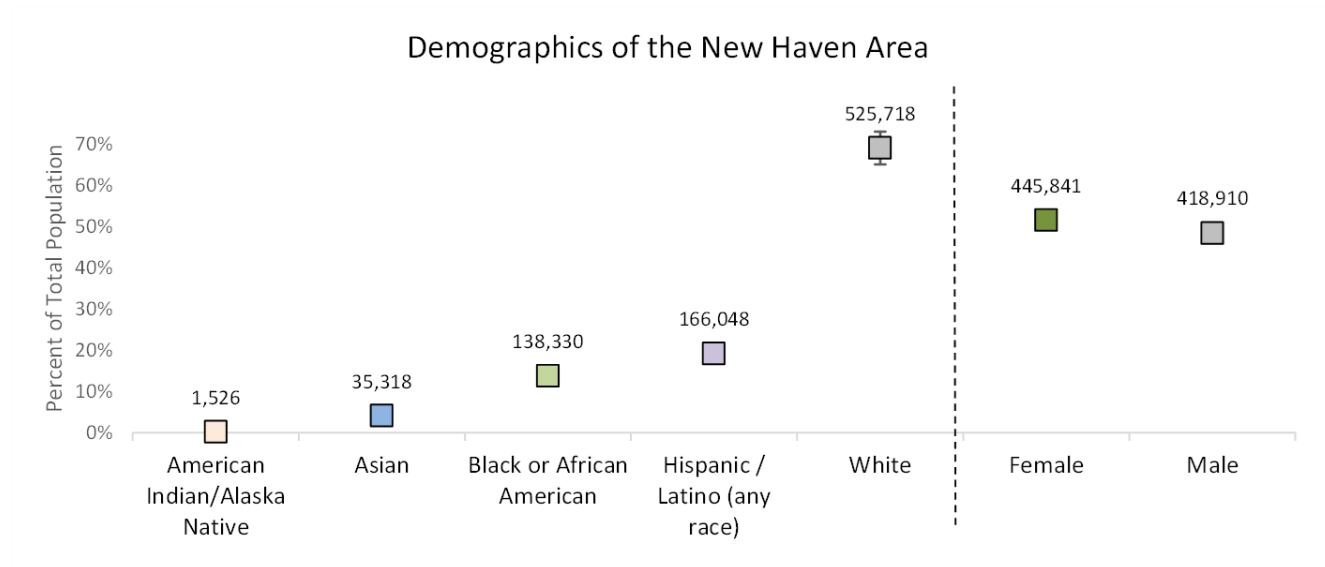
Almost 70 percent of the New Haven-Milford MSA population identify as White.[1] Twenty percent identify as Latino of any race, and almost 14 percent identify as Black or African American. There are slightly more women than men. 330 individuals identify as Native Hawaiian or other Pacific Islander and are not included in the graph above.
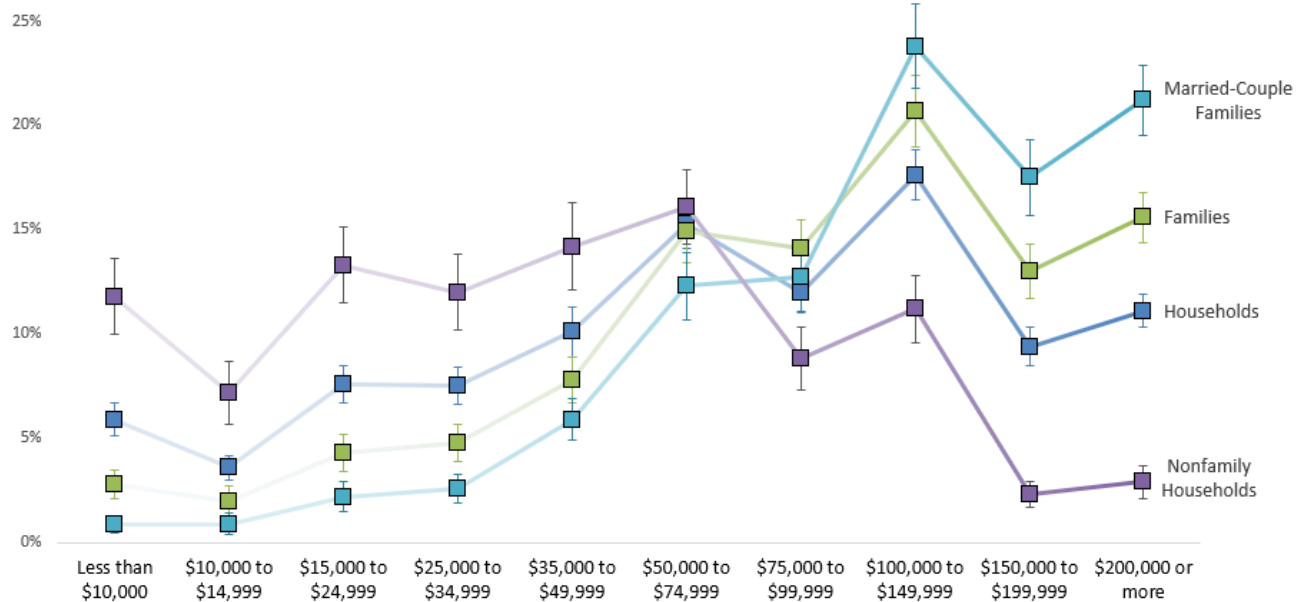
FAMILIES AND HOUSEHOLDS

The terms "family" and "household" are often used interchangeably in everyday language, but they have specific meanings in the context of the US Census.[6]

- A family is a group of two or more people who are related by birth, marriage, or adoption and who live together. As of 2020, this includes same-sex marriages.
- A household is a person or a group of people who occupy a housing unit (such as a house, apartment, or mobile home) as their usual place of residence. A household may contain one or more families, or it may consist of a person living alone or with nonrelatives.
- A nonfamily household is a household where the householder lives alone or with nonrelatives only. A nonfamily household may consist of a single person living alone, or it may include unrelated people who live together.
- The householder is the person in whose name the housing unit is owned or rented.

EARNINGS

Married-couple families tend to have high incomes — 75 percent have earnings over $75,000 a year.[5] 63 percent of families earned $75,000 or more per year, where half of all households earned $75,000 or more. Nonfamily households have the poorest incomes, with almost 60 percent earning less than $50,000 a year.

Income in the Past 12 Months for Families and Households (2021)

Income in the Past 12 Months for Families and Households (2018)
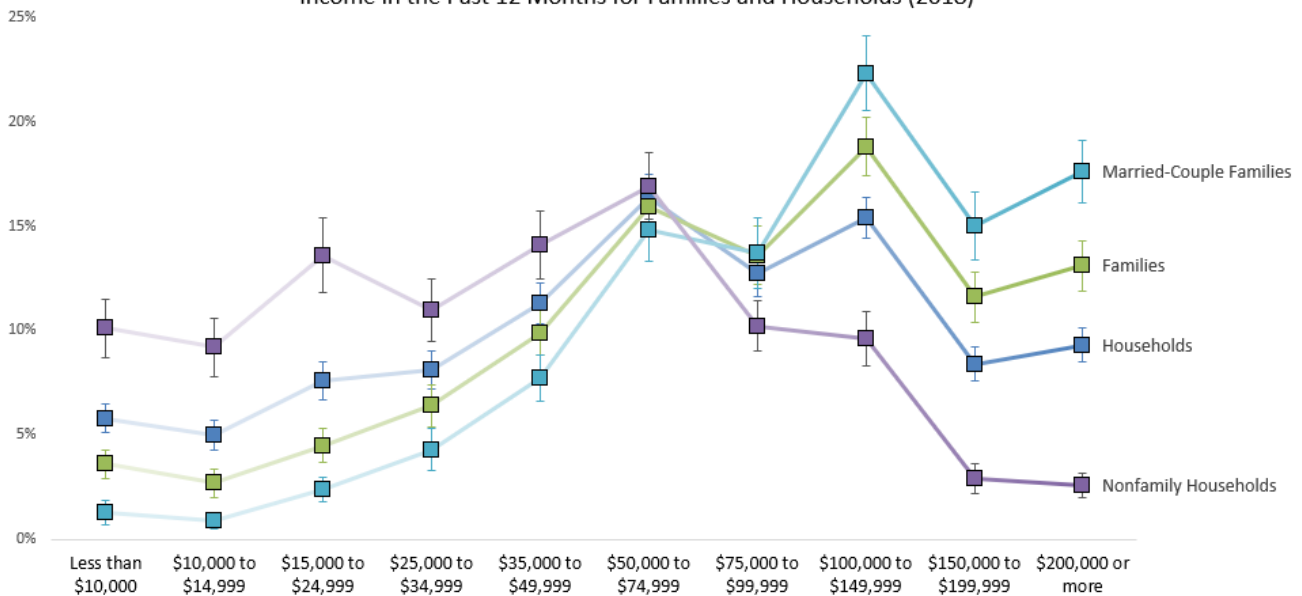
Means and medians are different ways to measure and describe the center of a dataset. The mean (also known as the average) is calculated by adding all values and then dividing by the total number of values. The median is the central data point when the values are arranged in ascending order. The mean can be influenced by extreme values, also known as outliers. The median is not as sensitive to outliers as the mean.
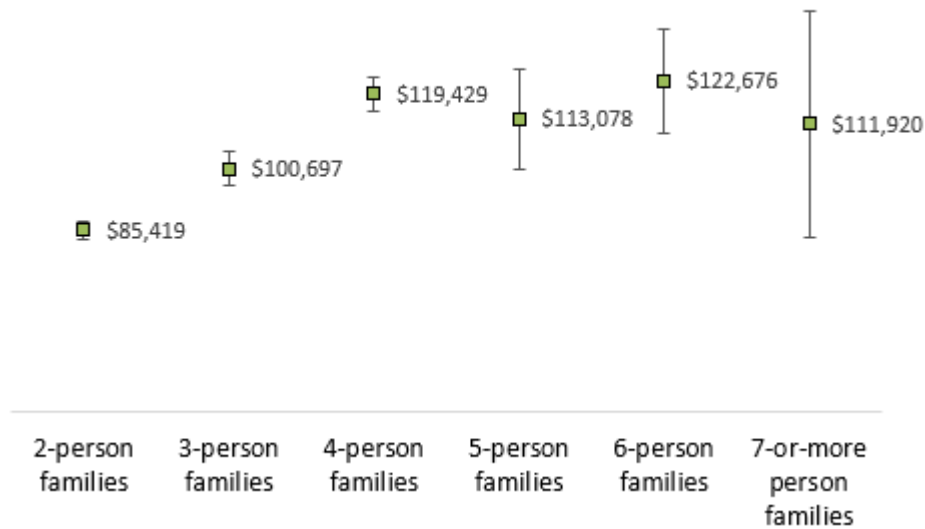
2021 Mean and Median Income
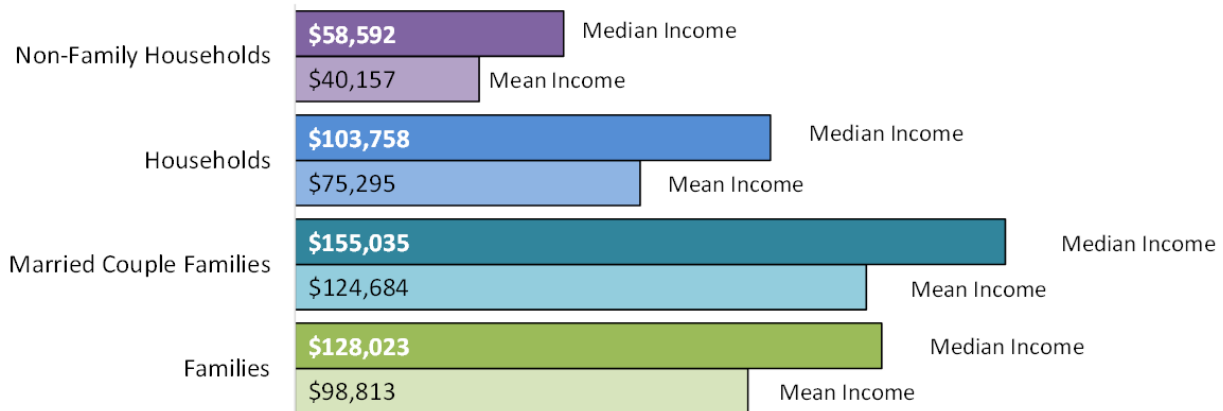
In the above graph,[5] mean earnings are sometimes substantially less than the median. For example, there is a $27,324 difference between median and mean earnings for households. Mean income is the sum of all the incomes in the dataset divided by the total number of incomes. Median is the middle number in the dataset. When the mean is smaller than the median, this indicates that a few households are outliers that earn a much smaller annual income compared to other households. Because of the large number of outliers, the median is considered a better measure of the central tendency in annual incomes.

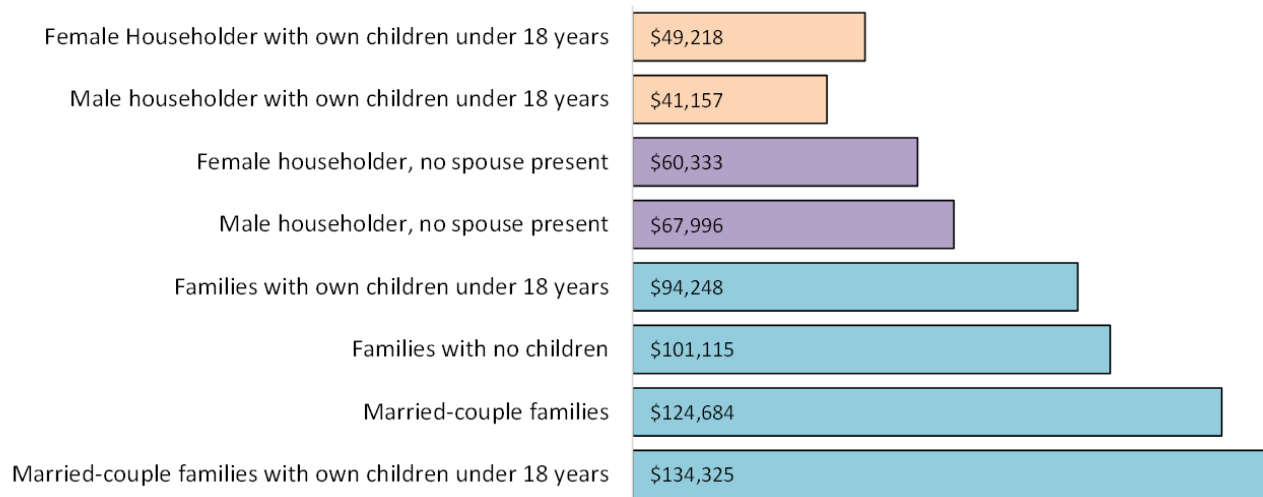### Family Median Income by Number of Earners

Family Median Income by Family Size

2-person families	3-person families	4-person families	5-person families	6-person families	7-or-more person families

$119,429

$100,697

$85,419

$113,078

$122,676

$111,920

Family median income rises with the number of earners.[1] Family median income does not rise with the number of individuals in the family, but the margin of error increases significantly, suggesting there are outliers making significantly more and less than other families.
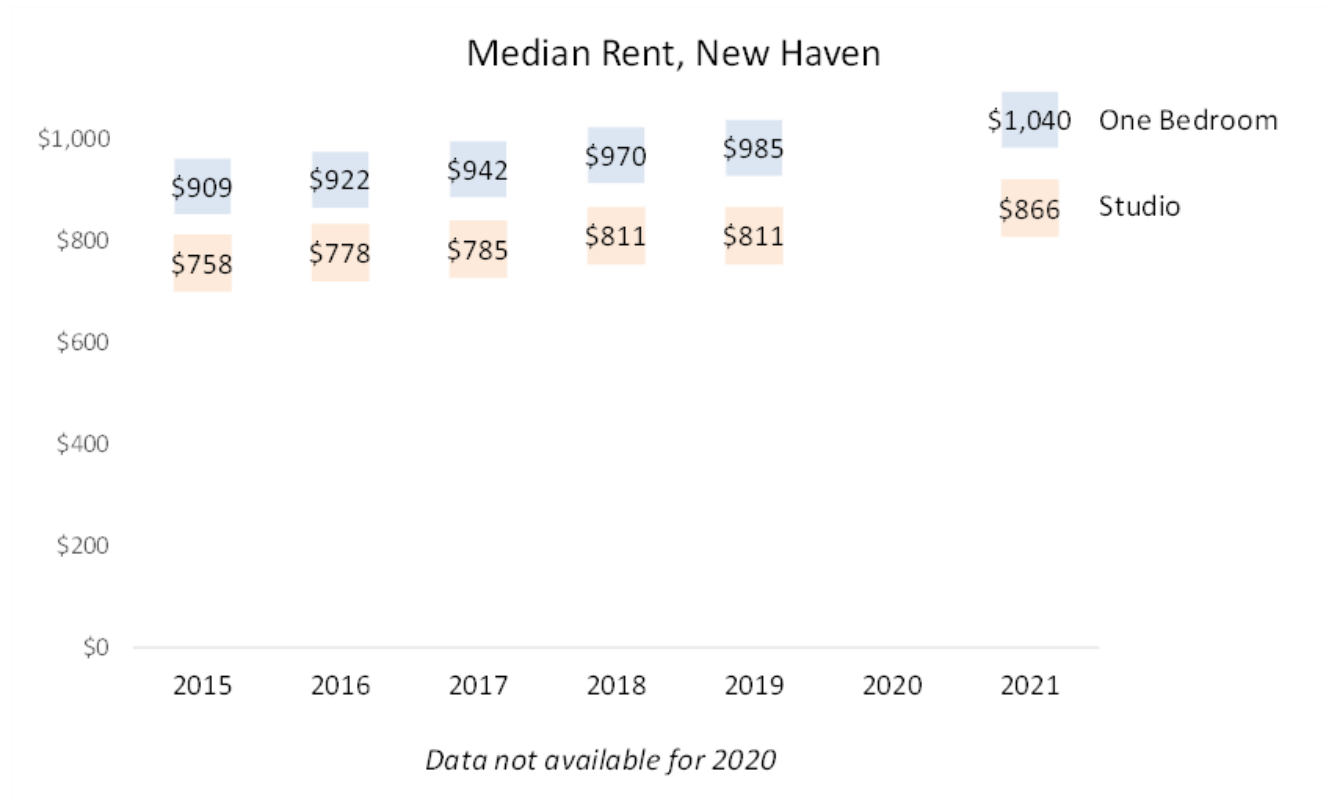
Family Median Income

Female Householder with own children under 18 years	$49,218
Male householder with own children under 18 years	$41,157
Female householder, no spouse present	$60,333
Male householder, no spouse present	$67,996
Families with own children under 18 years	$94,248
Families with no children	$101,115
Married-couple families	$124,684
Married-couple families with own children under 18 years	$134,325

Income can vary widely depending on the family type.[5] Householders with children under 18 earn less than unmarried householders, with women earning approximately $8,000 more than men. Unmarried male householders without children earn almost $8,000 more than unmarried female householders without children. Married couples, with and without children, earn more than other family types.

HOUSING

Median rent for a one-bedroom apartment in the New Haven-Milford MSA has increased by 29 percent between 2015-2021.[5]

Median Rent, New Haven

	2015	2016	2017	2018	2019	2020	2021
One Bedroom	$909	$922	$942	$970	$985		$1,040
Studio	$758	$778	$785	$811	$811		$866

Data not available for 2020

Approximately 45 percent of households pay 35 percent or more of household income on rent.[1]

Gross Rent as a Percentage of Household Income
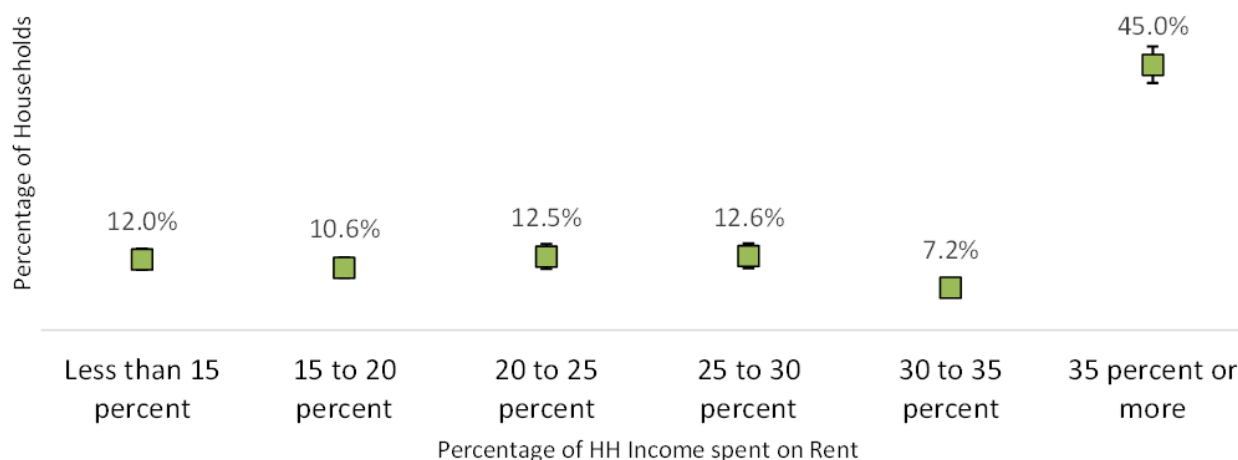
76 percent of Whites own their home, compared to 57 percent of Asians, 40 percent of Native Americans, 39 percent of Blacks and 34 percent of Latinos.[1]

A 2021 study indicates that low-income (31 to 50 percent of median income) and very low-income (30 percent or less of median income) workers in Connecticut struggle to find affordable housing.[10] There are 86,068 more households in the very low-income category than there are housing units that they can afford.

LABOR FORCE STATUS

Briefly stated, the labor force consists of individuals who are available to work, whether they are employed or not.[6] Individuals who meet any of the criteria below are not considered members of the labor force:

- Unemployed and have not actively looked for work in four or more weeks.
- Members of the armed forces.
- Individuals confined to prisons, jails, or other correctional institutions and detention centers.
- Individuals living in residential care facilities, such as skilled nursing homes.

Individuals who do not have a job but have been actively looking for work in the past four weeks are considered unemployed.

LABOR FORCE PARTICIPATION RATE

According to 2021 five-year ACS estimates, the New Haven-Milford MSA has a Labor Force Participation Rate (LFPR) of 65.2 percent, consisting of 464,000 individuals.[1] This is a higher rate than Connecticut (64.2 percent)[2] and the nation (62.5 percent).[8] Individuals can be out of the labor force for both positive (such as retirement) and negative reasons (such as not being healthy enough to seek work).
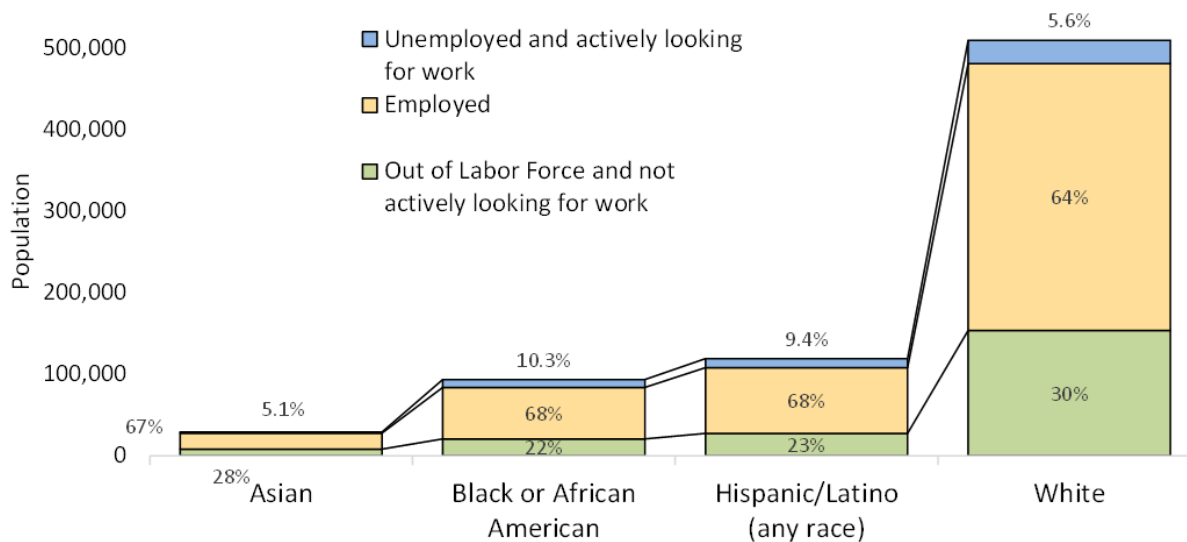
Labor Force Participation and Unemployment Rates
### Population aged 20-64 years
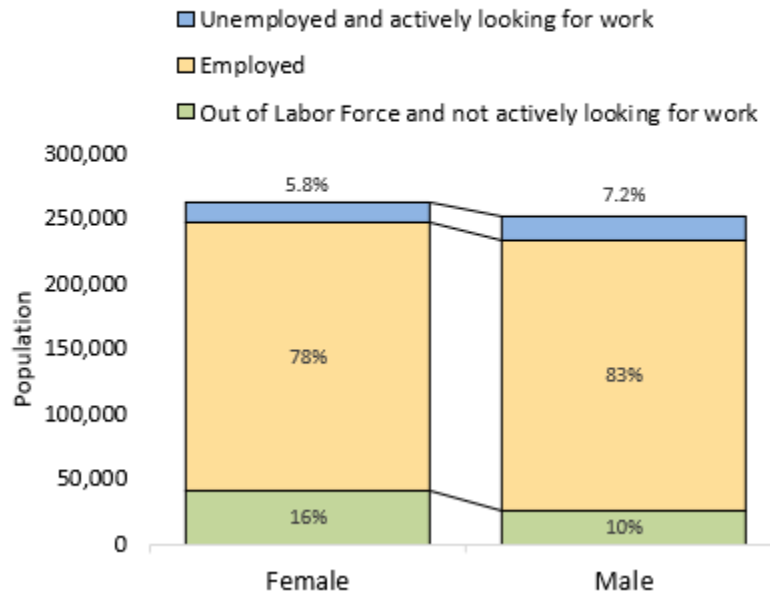
Women are more likely than men to be out of the labor force altogether. A higher percentage of women than men are out of the labor force between the ages of 25 and 60.[5]

Labor Force Participation and Unemployment Rates
### Population aged 16 years and up

30 percent of the White population are out of the labor force, compared to 22 percent of the Black population and 23 percent of the Latino population.[5] Unemployment is higher among Black and African Americans and Latinos versus the White population.

Age and Labor Force Status for Men

Age and Labor Force Status for Women
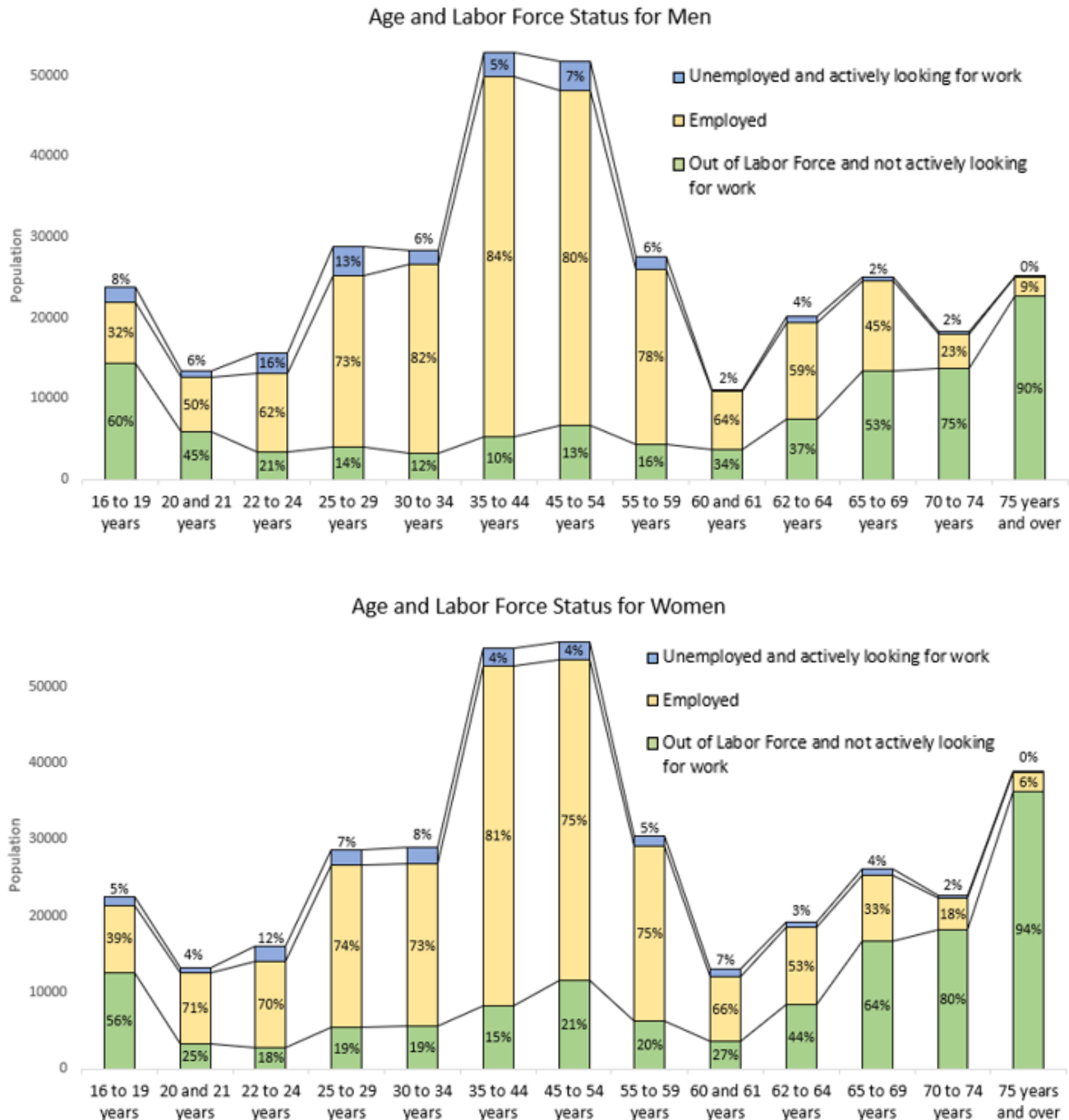
Until the age of 24, a higher percentage of women are employed than men. After the age of 30 and before the age of 60, more men make up the LFPR, and more women are out of the labor force. This may reflect women's larger burden of caring responsibilities. **Labor Force Participation by Race/Ethnicity and Gender**

	Asian Male	Asian Female	Black Male	Black Female	Hispanic Male	Hispanic Female	White Male	White Female	Total Males	Total Females
16 to 19 years	44%	53%	44%	35%	36%	43%	41%	50%	40%	44%
20 to 24 years	51%	65%	73%	89%	81%	88%	64%	73%	68%	79%
25 to 54 years	91%	77%	83%	86%	84%	77%	90%	83%	88%	82%
55 to 64 years	82%	59%	59%	67%	66%	57%	77%	74%	73%	71%
65 to 69 years	73%	63%	52%	51%	14%	20%	47%	34%	47%	36%
70 years and over	0%	0%	17%	16%	12%	10%	17%	12%	16%	11%

The labor force participation rate (LFPR) differs by age and race/ethnicity.[5] LFPR is high for Black and Latino populations ages 20 to 24 (dark green shading indicates higher than average LFPR). At age 25, LFRP increases sharply for Asian men and White men and women. Black women and Latino men and women have high LFPR between the ages of 20 and 54.

Labor Force, Greater New Haven
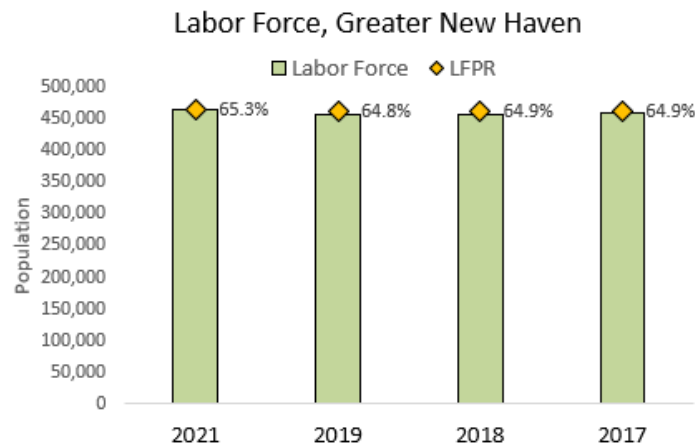
The labor force decreased slightly from 2017-2019, then rose by 9,151 people (or 0.5 percentage points) in 2021.[1] Statistically, there is not a significant difference in the labor force before and after the acute phase of the COVID pandemic. The ACS was not conducted in 2020.
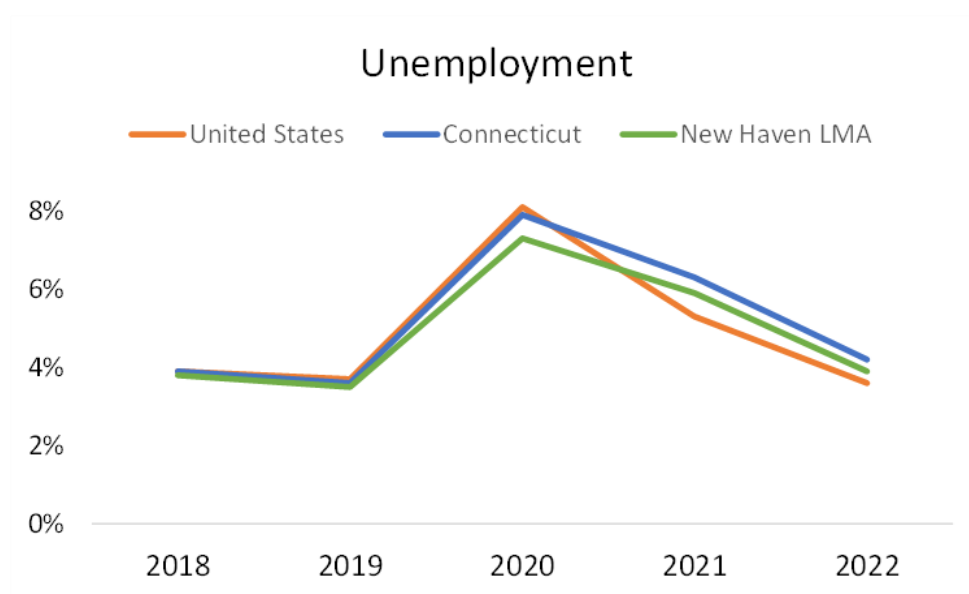
UNEMPLOYMENT

For a comprehensive look at unemployment in the New Haven area, we use two sources of data: the ACS and Local Area Unemployment Statistics (LAUS). LAUS datasets, administered by the Bureau of Labor Statistics (BLS), are the product of federal-state cooperative efforts that produce monthly estimates for states, labor market areas, and towns. The LAUS program uses a combination of administrative records and statistical models based on payroll surveys and uninsurance claims to estimate employment and unemployment at the local level.

Unemployment rates from the ACS, reported in LFPR graphs, tend to be higher than unemployment rates given by LAUS. There are a few reasons for this. As the unemployed are considered part of the labor market, the ACS surveys populations 16 years old and greater about their employment status, and their

estimates are not seasonally adjusted. ACS data are also self-reported. LAUS uses data from payroll reports and unemployment claims, which are mostly utilized by older individuals who have already had a job. It is important to note that the margins of error in ACS datasets can be significant enough to slightly overlap LAUS numbers.

While monthly unemployment numbers can provide a more up-to-date and granular picture of the labor market situation, annual data provides a more comprehensive and stable picture. Annual data can help identify trends and patterns that may be obscured by monthly fluctuations and provide a more accurate measure of the overall employment situation.

As mentioned earlier, the LAUS calculates unemployment statistics for specific geographic regions. We examine data for the New Haven Labor Market Area (LMA) (Appendix A), also known as the New Haven NECTA (New England City/Town Area). An LMA is a geographical region that encompasses a group of counties or local areas with interconnected labor markets. It is defined by economic and commuting patterns, where workers regularly commute to work across county or local boundaries within the designated area. While some towns in the New Haven LMA fall outside the New Haven-Milford MSA, much of the population of the MSA work in towns that belong to the LMA.
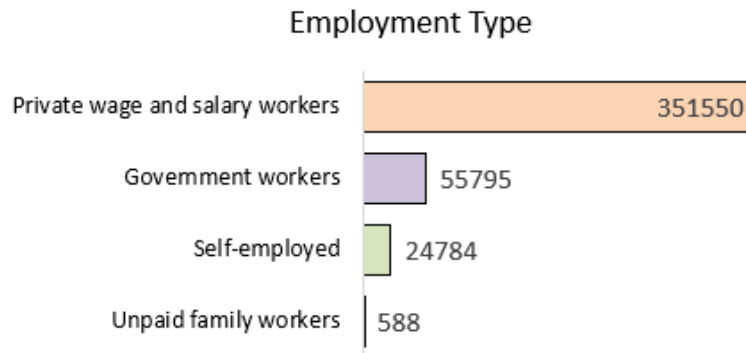

Unemployment rates are very similar for the US, Connecticut, and New Haven until 2019. In 2021 and 2022, New Haven's unemployment rate is a few points below Connecticut. The national unemployment rate is always a few percentage points less than New Haven and Connecticut.

Later in this report, we will examine unemployment rates by educational attainment, race/ethnicity, and sex.

EMPLOYMENT

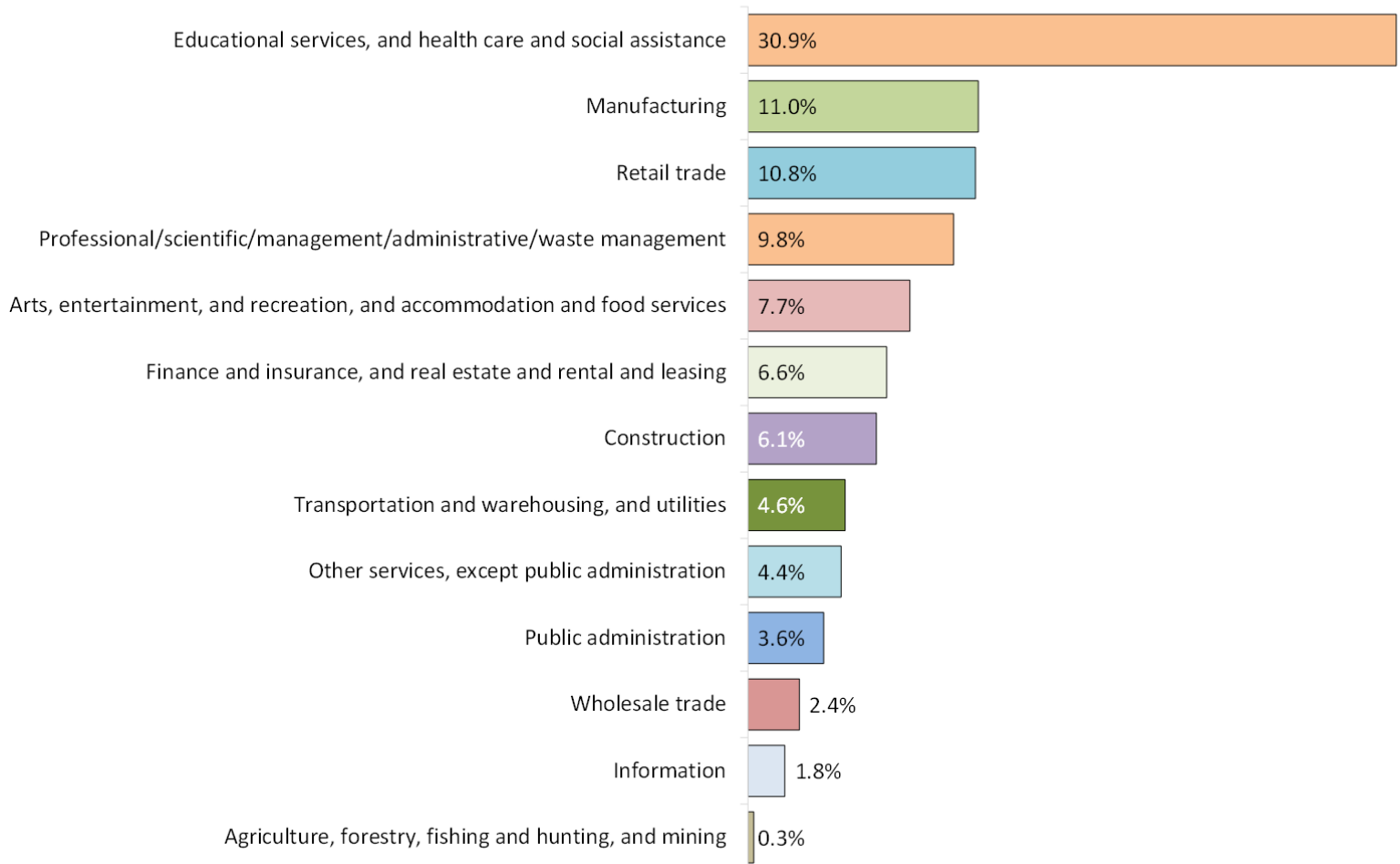The majority of those employed work in the private sector.[1]

Employment Type

Employment Type	Count
Private wage and salary workers	351550
Government workers	55795
Self-employed	24784
Unpaid family workers	588

Percentage of Total Employed by Industry in the Greater New Haven Area

Industry	Percentage
Educational services, and health care and social assistance	30.9%
Manufacturing	11.0%
Retail trade	10.8%
Professional/scientific/management/administrative/waste management	9.8%
Arts, entertainment, and recreation, and accommodation and food services	7.7%
Finance and insurance, and real estate and rental and leasing	6.6%
Construction	6.1%
Transportation and warehousing, and utilities	4.6%
Other services, except public administration	4.4%
Public administration	3.6%
Wholesale trade	2.4%
Information	1.8%
Agriculture, forestry, fishing and hunting, and mining	0.3%

Of those in the public sector, the majority work in Educational Services, Healthcare, and Social Assistance.[1]

BIGGEST EMPLOYERS IN NEW HAVEN LABOR MARKET

Employer	Industry	Employed
Yale New Haven Health System	Health Care Management	5,000 - 9,999 employees
Bozzuto's Inc	Distribution Centers (Wholesale)	1,000 - 4,999 employees
LATICRETE International Inc	Manufacturing (Tile/Ceramics)	1,000 - 4,999 employees
Masonicare Health Ctr	Health Care Management	1,000 - 4,999 employees
Medtronic Inc	Retail (Wholesale)	1,000 - 4,999 employees
VA Connecticut Healthcare System	Health Care Management	1,000 - 4,999 employees

UNDEREMPLOYMENT

Underemployed workers are employed but in a position that is below their skill level, education level, or experience, and not fully utilizing their potential. Some underemployed individuals are "involuntarily part-time" — employed on a part-time basis when full-time work is desired. Underemployment can be a difficult status to measure. Like unemployment, we will examine different sources and geographic areas to measure underemployment.

12 to 23 percent of working adults in select communities in the New Haven area self-report as being underemployed, according to the 2021 DataHaven Community Well-Being Survey.[3] As a reminder, the Valley consists of Ansonia, Beacon Falls, Derby, Naugatuck, Oxford, Seymour, and Shelton (Appendix A).

Community	Underemployed
Hamden	23%
Milford	12%
New Haven	16%
Waterbury	19%
West Haven	21%
The Valley	16%

The U.S. Census Bureau also collects employment data through a monthly survey of households known as the Current Population Survey (CPS). The CPS is a survey of about 60,000 households, selected to be

representative of the U.S. population. Each month, individuals in these households are asked, among other questions, about their employment status during the previous week.

In 2022, the CPS estimated 2.8 percent of the population of Connecticut to be involuntarily part-time workers.[7] This is slightly higher than the nationwide rate of 2.4 percent. California had the largest gap (3.4 percent), followed by Hawaii (3.1 percent) and Colorado and New York (3.0 percent).

Internally, the BLS calculates a 12-month moving average of CPS data using statistical modeling. These unofficial datasets are called the Demecon.[14] These unpublished datasets can provide a better understanding of current CPS estimates and are useful to gain insights in demographic groups that may be experiencing changes that contribute to variations in CPS estimates. It must be noted these datasets generally do not meet the BLS standards for accuracy and reliability and contain large error margins. Unlike the ACS, individuals can have more than one racial or ethnic identity.

According to Demecon datasets, almost one percent of workers in Connecticut who usually work full-time are currently involuntarily employed part time. Twelve percent of workers who usually work part-time are involuntarily part-time and desire full-time employment.

DISCOURAGED WORKERS

Discouraged workers are individuals who want to and are available for work and have looked for jobs sometime in the prior 12 months, but not in the preceding four weeks.[6] They are not considered part of the labor force as they are not actively looking for work. Like underemployment, this can be a difficult status to measure.

There are three main reasons these individuals are not actively looking for work.
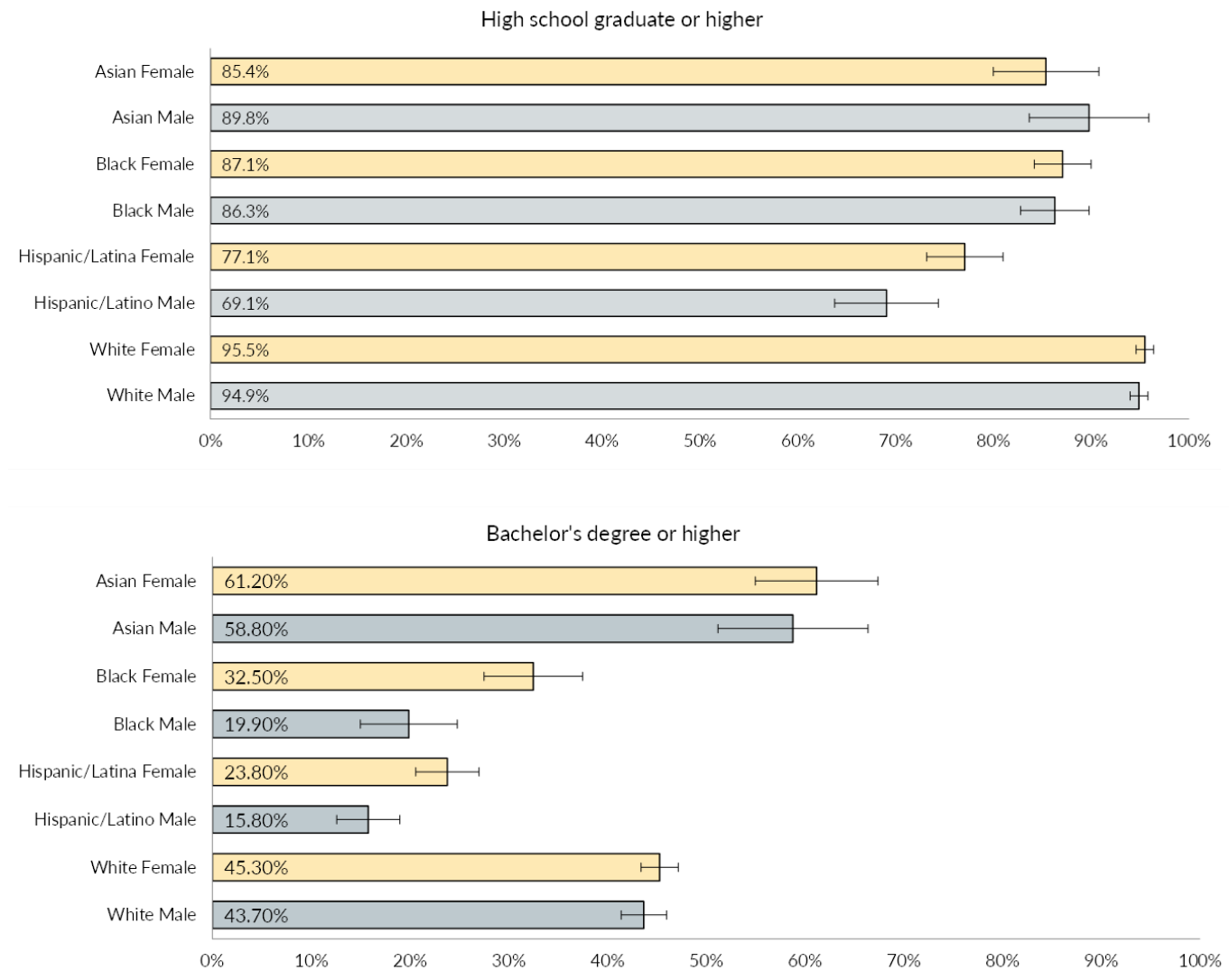
- Discouraged workers may believe there are no jobs available, or no jobs available for which they are qualified.
- Some are not actively looking because they believe they will be discriminated against because of age, race, ethnicity, or other reasons. They may have been discriminated against in the past.
- Others have a lack of transportation or family responsibilities, including childcare.

In Connecticut, 0.3 percent of the population of Connecticut (approximately 11,000 people) were considered discouraged workers by the BLS.[7] This is slightly higher than the nationwide rate of 0.2 percent. Louisiana and New York had the highest rates of discouraged workers (0.5 percent).

EDUCATIONAL ATTAINMENT

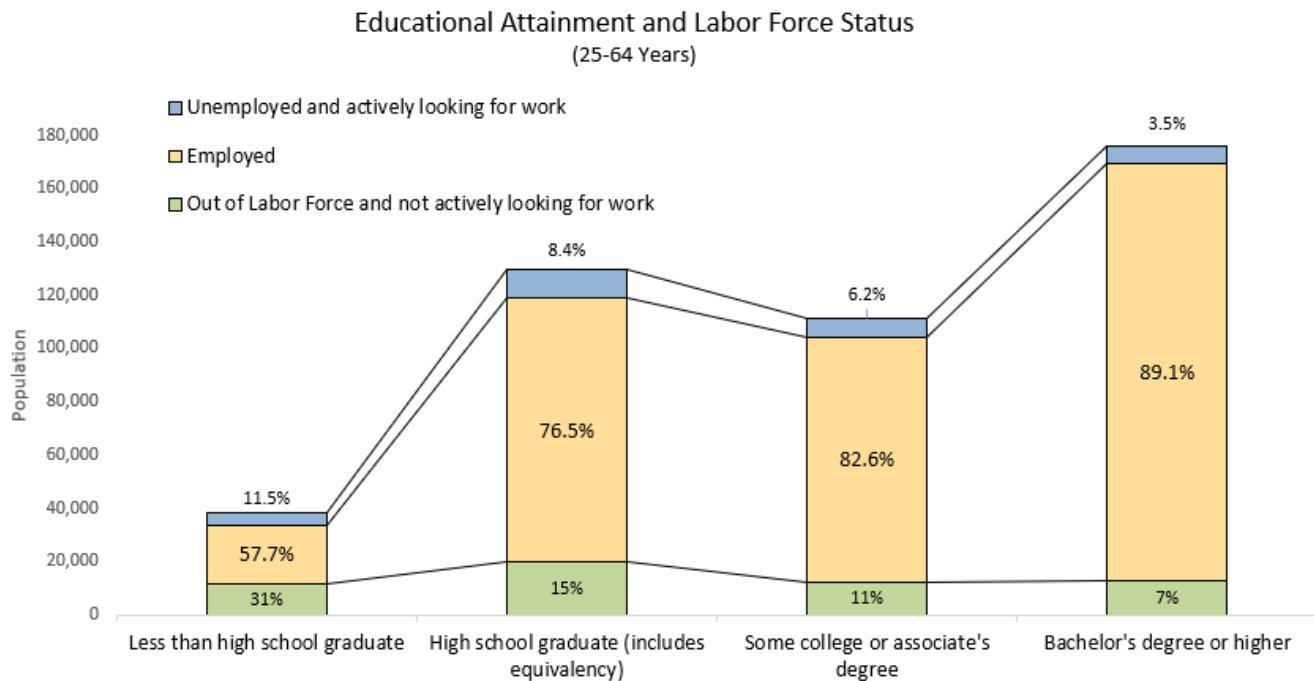Educational Attainment is the measure of the highest level of education an individual has completed.

High school graduate or higher

Group	Percentage
Asian Female	85.4%
Asian Male	89.8%
Black Female	87.1%
Black Male	86.3%
Hispanic/Latina Female	77.1%
Hispanic/Latino Male	69.1%
White Female	95.5%
White Male	94.9%

Bachelor's degree or higher

Group	Percentage
Asian Female	61.20%
Asian Male	58.80%
Black Female	32.50%
Black Male	19.90%
Hispanic/Latina Female	23.80%
Hispanic/Latino Male	15.80%
White Female	45.30%
White Male	43.70%

EDUCATIONAL ATTAINMENT

Almost 95 percent of White men and women are high school graduates.[5] Latino men have the lowest high school graduation rates (69 percent) but with a wide range of uncertainty. The uncertainty, represented by error bars, may be due to both a smaller population and underrepresentation due to language barriers, cultural differences, or lower response rates. More Asian men and women have a bachelor's degree (or higher) than other groups. Black women are 13 percentage points more likely to have a bachelor's degree (or higher) than Black men. Latino women are more likely to have a higher degree than Latino men by eight percentage points.
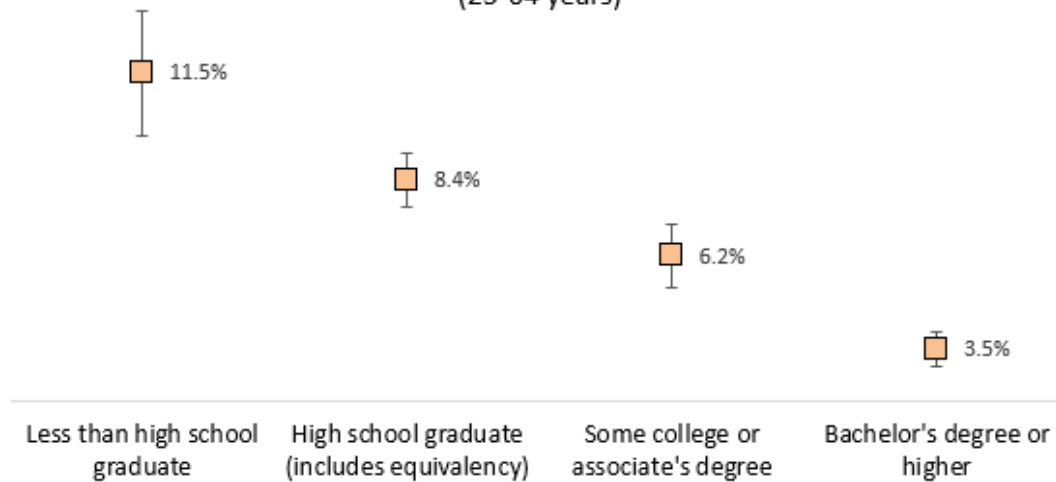
EDUCATION AND LABOR FORCE PARTICIPATION

LFPR increases with educational attainment.[5] Individuals who did not graduate from high school have the highest rates of unemployment and are more likely to be out of the labor force. Those with a bachelor's degree or higher have the lowest rates of unemployment and the highest rates of employment.

Educational Attainment and Labor Force Status
(25-64 Years)

Legend:
- Unemployed and actively looking for work
- Employed
- Out of Labor Force and not actively looking for work

Category	Unemployed	Employed	Out of Labor Force
Less than high school graduate	11.5%	57.7%	31%
High school graduate (includes equivalency)	8.4%	76.5%	15%
Some college or associate's degree	6.2%	82.6%	11%
Bachelor's degree or higher	3.5%	89.1%	7%

Y-axis: Population (0 to 180,000)

UNEMPLOYMENT

Unemployment decreases with educational attainment.[5]

Unemployment and Educational Attainment
(25-64 years)

11.5%

8.4%

6.2%

3.5%

| Less than high school graduate | High school graduate (includes equivalency) | Some college or associate's degree | Bachelor's degree or higher |

EARNINGS

Earnings increase with greater educational attainment.[5] However, the payoff associated with an associate's degree is small. There is only a $2,000 gap between median earnings for high school graduates and those with some college or an associate's degree.[5]

Median Earnings in 2021 by Educational Attainment
(25 years and up)

$80,000

$70,000

$60,000

$50,000

$40,000

$30,000

$20,000

$10,000

$-

$83,132

$63,997

$40,197 $42,149

$27,940

| Less than high school graduate | High school graduate (includes equivalency) | Some college or associate's degree | Bachelor's degree | Graduate or professional degree |

Individuals with low educational attainment are more likely to experience poverty.[5] Specifically, 26.5 percent of individuals without a high school education have incomes below the poverty line, while 12.8 percent of high school graduates and 9.3 percent of individuals with some college or an associate's degree

have incomes below the poverty line. By contrast, only 5.3 percent of individuals with a bachelor degree or higher have incomes below the poverty line.

RACIAL AND ETHNIC MINORITIES

LABOR FORCE PARTICIPATION

Black, Latino, and Asian populations tend to have higher LFPR than the White population in the Greater New Haven area.[5] LFPR can be influenced by several factors. These groups tend to have younger populations, who generally have higher labor force participation rates. Additionally, members of these communities may have a higher LFPR because they need to support themselves and their families financially. Black women between the ages of 20 and 55 have the highest LFPR.

UNEMPLOYMENT

According to the ACS, unemployment rates for Black and Latino populations are double the unemployment rates for White and Asian populations.[5] This is the result of a complex mix of structural, institutional, and historical factors that have contributed to economic inequality and limited job opportunities.

- **Discrimination:** Discrimination in hiring practices and in the workplace, whether intentional or not, is a significant factor which contributes to higher unemployment rates for racial minorities. Studies have shown that job applicants with "White-sounding" names are more likely to receive call-backs for interviews than those with "Black-sounding" or "Latino-sounding" names, even when they have the same qualifications.[13]
- **Educational Attainment:** Approximately 95 percent of Whites have a bachelor's degree or higher, compared to 86 and 87 percent of Black men and women and 69 and 77 percent of Latino men and women.[1]
- **Historical Inequalities and Systemic Racism:** Racial minorities have faced historical inequalities that can cause economic disadvantages. For example, redlining policies in the past prevented Black individuals from obtaining mortgages and owning homes in certain neighborhoods, which limited their access to wealth-building opportunities and perpetuated economic inequality across generations.

Duration of Unemployment, Connecticut
March 2022-February 2023
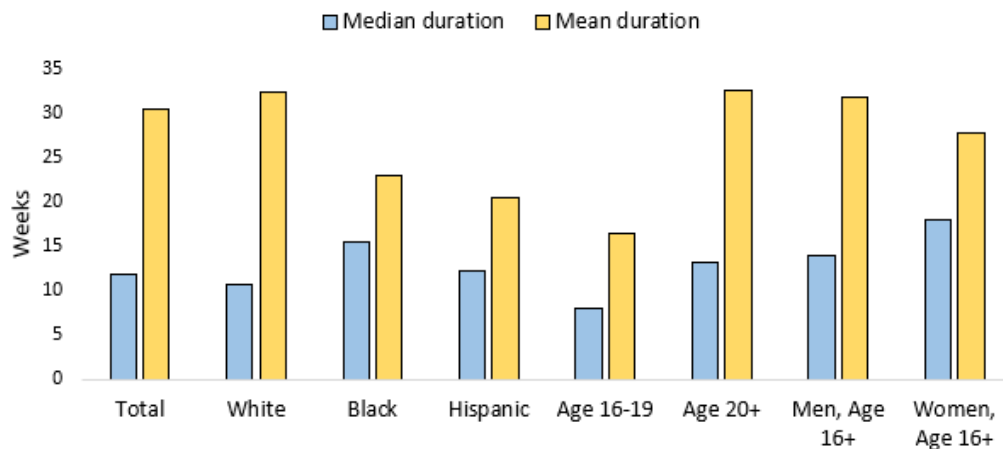
When the mean is greater than the median, it generally indicates some values in the dataset are much higher than the rest- the mean is higher than the median. When the median is close to the mean, it generally indicates a symmetrical dataset. For the Black population, there is a 7.5-week difference between the median and mean, compared to an almost 22-week discrepancy in the White population.[14] This suggests there are more individuals in the White population with atypically high unemployment durations.

UNDEREMPLOYED AND DISCOURAGED WORKERS

As mentioned earlier, many discouraged workers are not actively looking because they believe they will be discriminated against because of race and ethnicity. Many hold this belief because of past experiences with employment discrimination.

In 2020, 26 percent of discouraged workers nationwide were Black or African American.[11] In 2023, Black and Latino workers are nearly twice as likely to be underemployed than Whites nationwide (data was not collected for Asian populations).[12]

National Rates of Underemployment
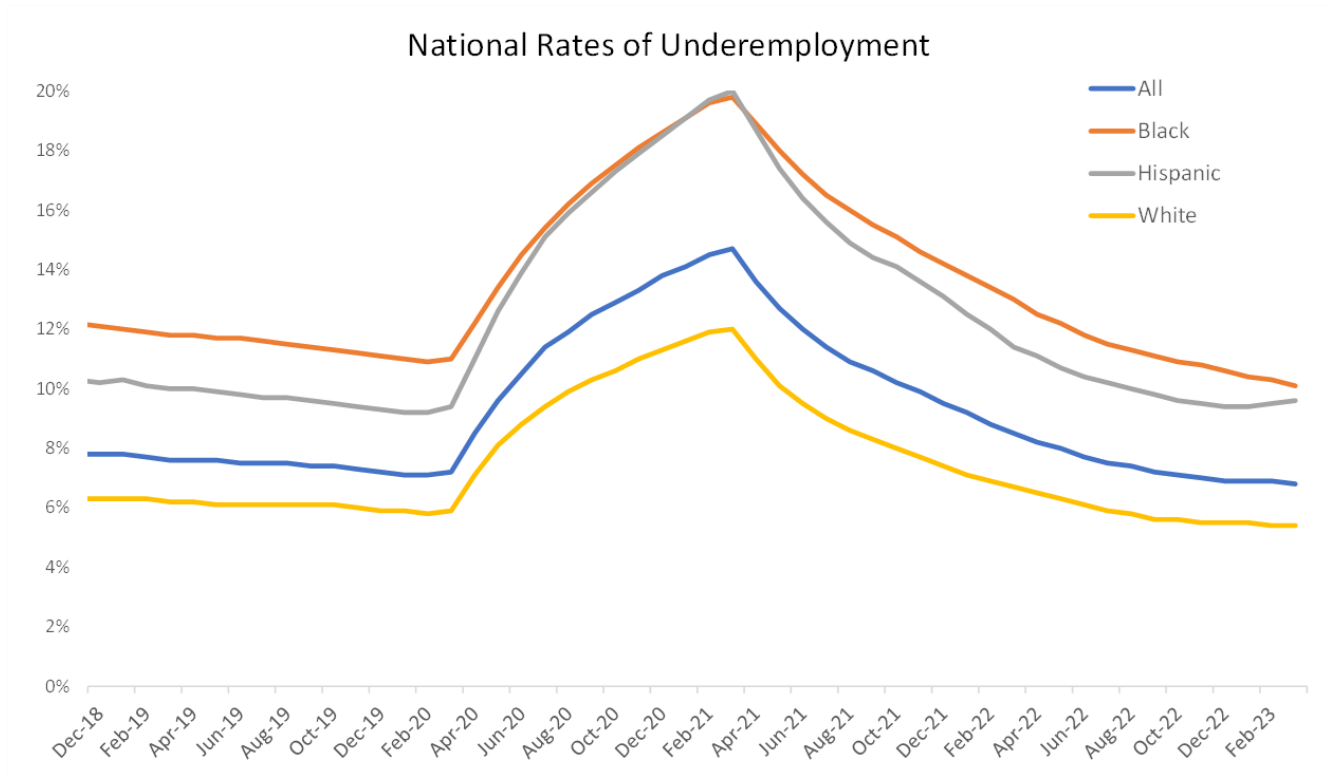
According to unpublished Current Population Survey Demecon datasets, 4.27 percent of the Black population and 4.10 percent of the Latino population who are usually employed part-time desire full-time employment status.[14] The Demecon survey data is volatile because of its small sample size.

Involuntarily Part-Time Workers, Connecticut
March 2022-February 2023
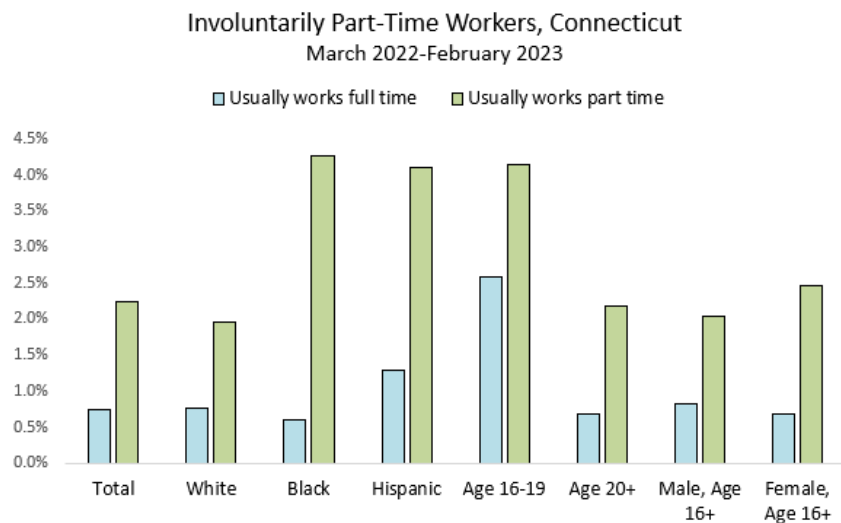
EARNINGS

Homes with a White householder obtain the highest median incomes.[5] Homes with a Latino householder have the lowest. Large error bars for American Indian/Alaska Native populations suggest a great deal of variability in incomes.

Median Household Income by Race/Ethnicity of Householder
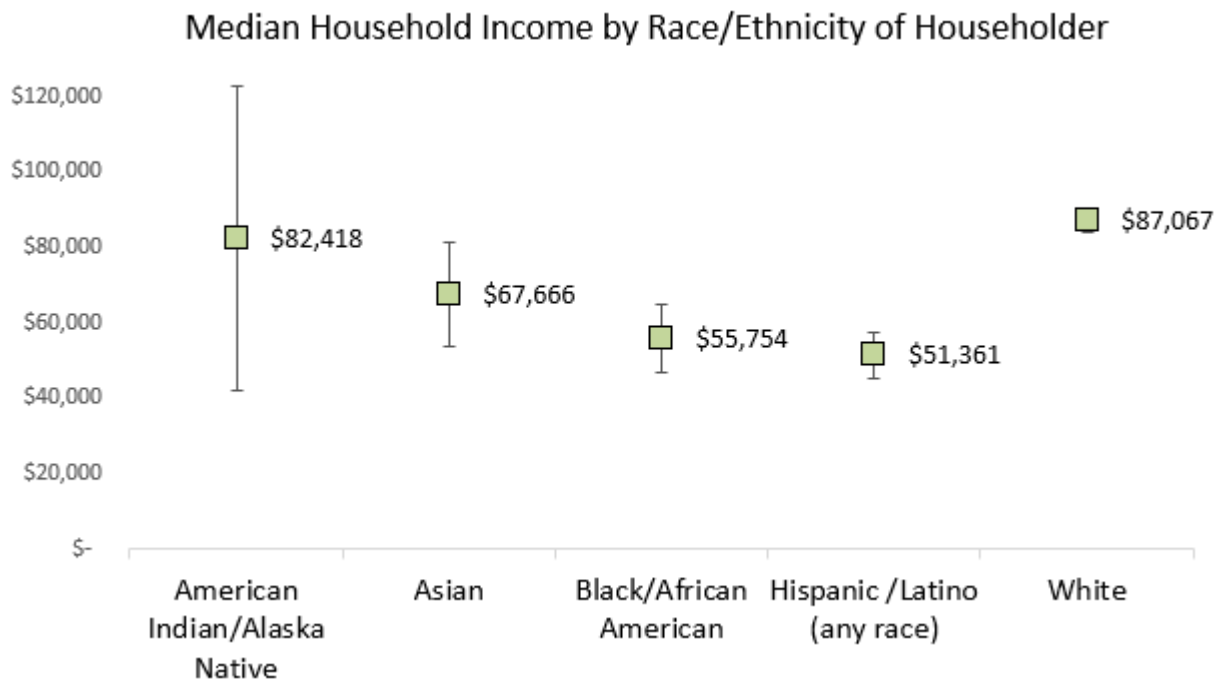
While mean income has increased for most, Asian mean incomes are the same in 2021 as they were in 2017. Mean income has increased by 30 percent for the Black population, by 26 percent for the White population, and 11 percent for the Latino population.

Mean Income by Race/Ethnicity and Year
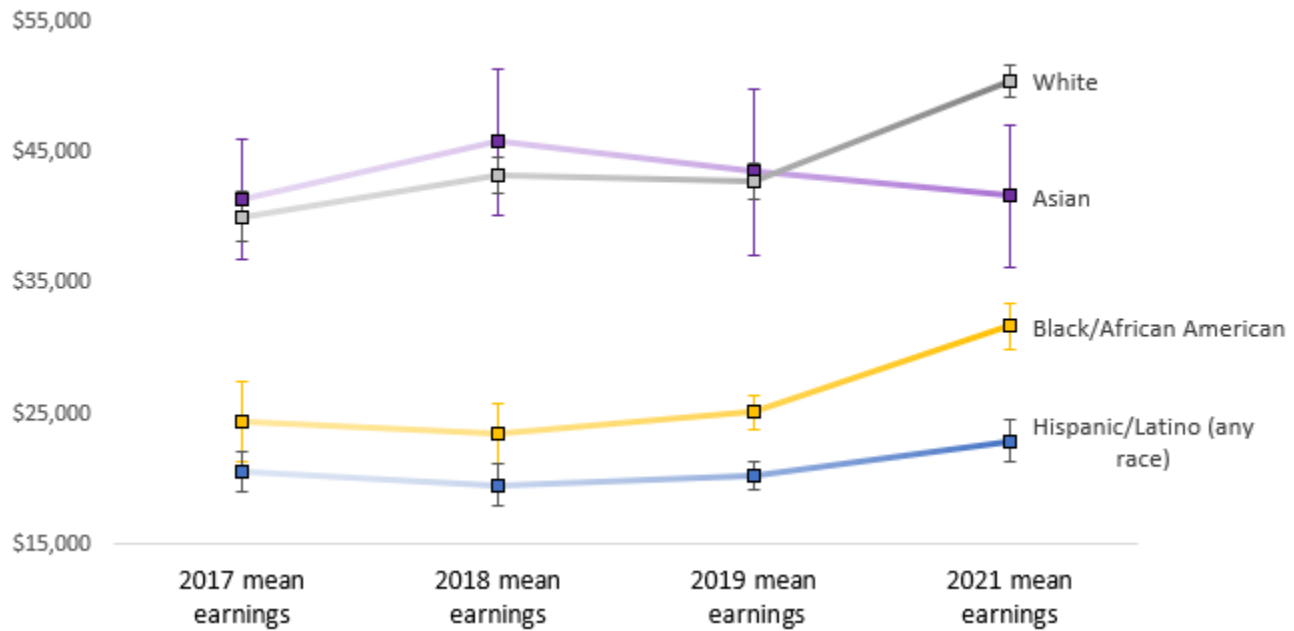
Compared to Black men, more Black women earn incomes between $50,000 and $75,000. More Black men earn incomes between $25,000 and $30,000. Compared to Black women, more Black men earn incomes greater than $100,000. This may be due to overall higher earnings for men, discrimination against black women, and occupational segregation.

Earnings in the Past Year by Black Workers (16 years and up)
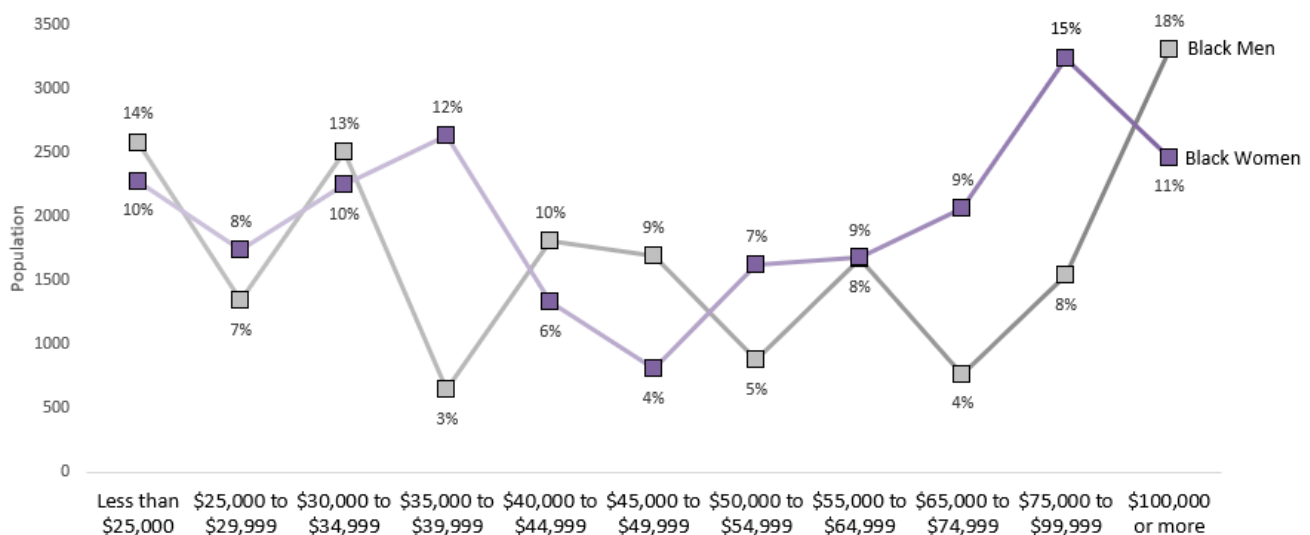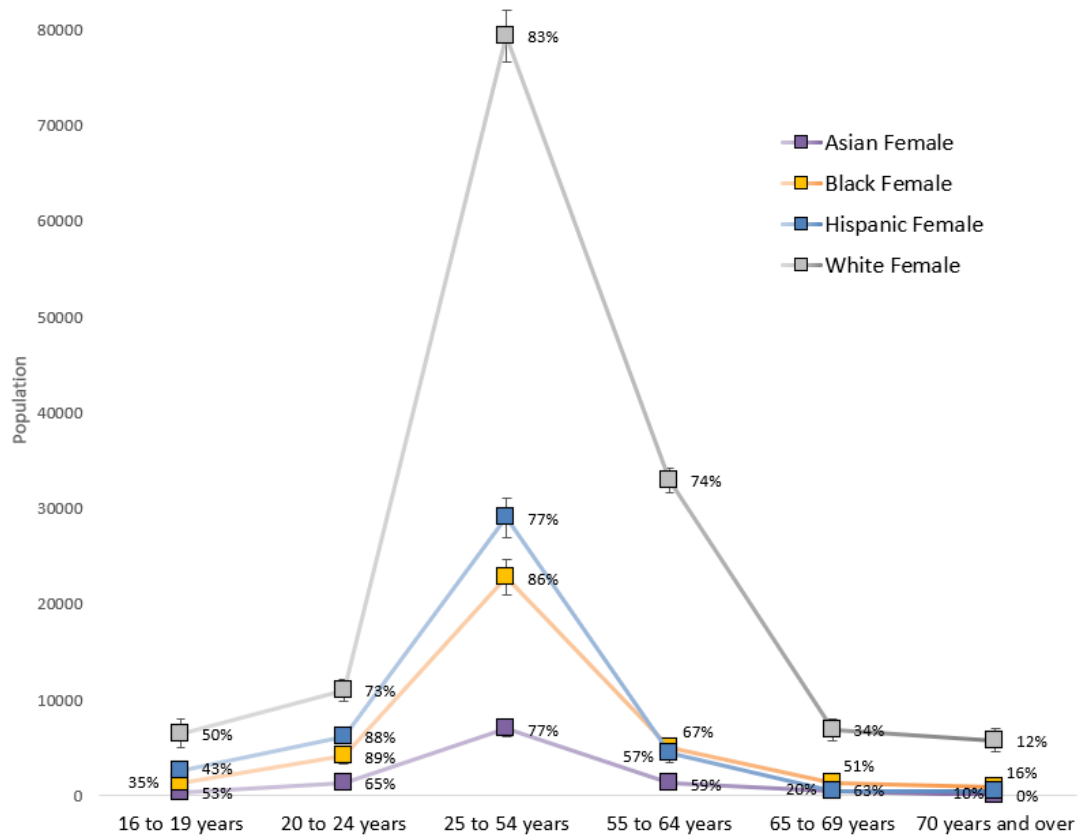
WOMEN

LABOR FORCE PARTICIPATION

Men are more highly represented in the labor force. Within the population of individuals aged 20-64 years old, men consistently have a higher LFPR than females. Women with children under six have the lowest LFPR, and women with children between six and 17 have the highest.[5]

The cost of childcare is often cited as a reason for the smaller presence of women in the labor force. In 2022, the annual cost of center-based childcare in Connecticut for infants and toddlers (0 to 3 years) was $28,149[9]. This drops to $14,487 for preschool age children (3 to 5 years). These costs make childcare unobtainable for much of the population: in 2021, median earnings for women were $60,072[5]. Median wages for families with one worker were $75,043.[5]

LFPR and Sex
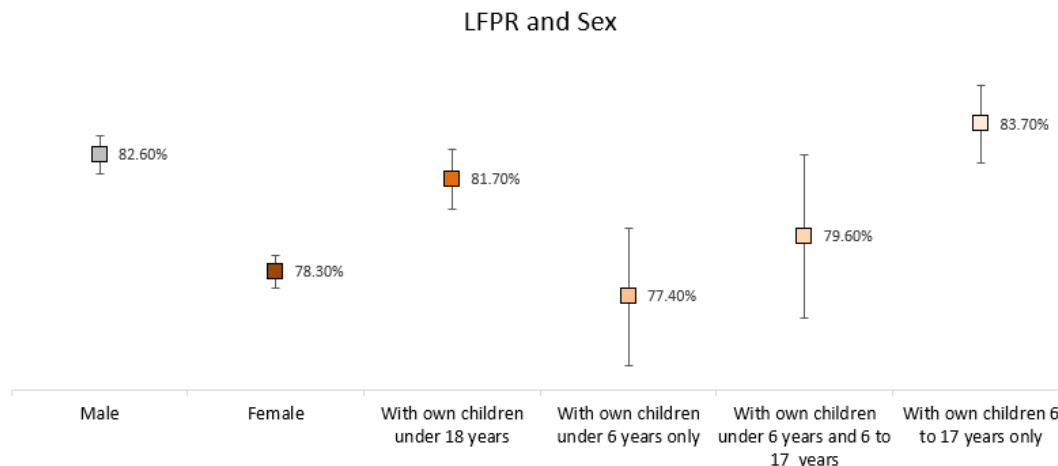
Black women between the ages of 20 and 54 have a high LFPR.[5] Black and Asian women also have high LFPR between 65 and 69 years (63 and 51 percent) when compared to White and Hispanic/Latina women.[5] Please see the table titled *Labor Force Participation by Race/Ethnicity and Gender* in Labor Force Participation for more data.
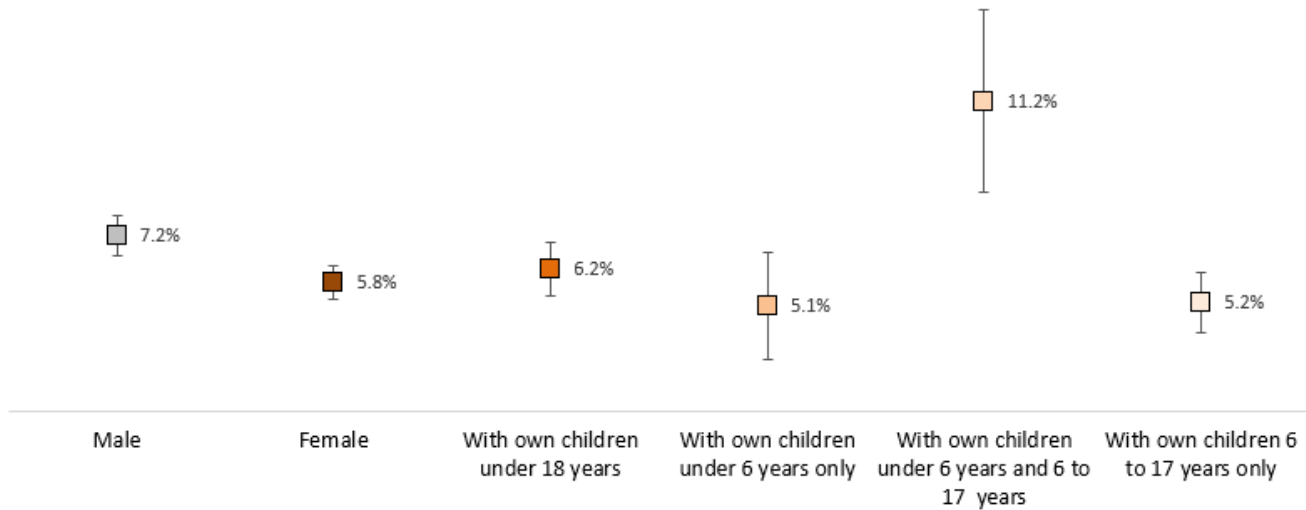
LFPR for Women by Age and Race/Ethnicity

UNEMPLOYMENT

As a whole, men have higher rates of unemployment than women (7.2 percent versus 5.8 percent). Women with children under the age of 6 **and** under the age of 17 have the highest rates of unemployment- 11.2 percent. It is worth noting that the error bars for women with children tend to be large, indicating a wide degree of variability.
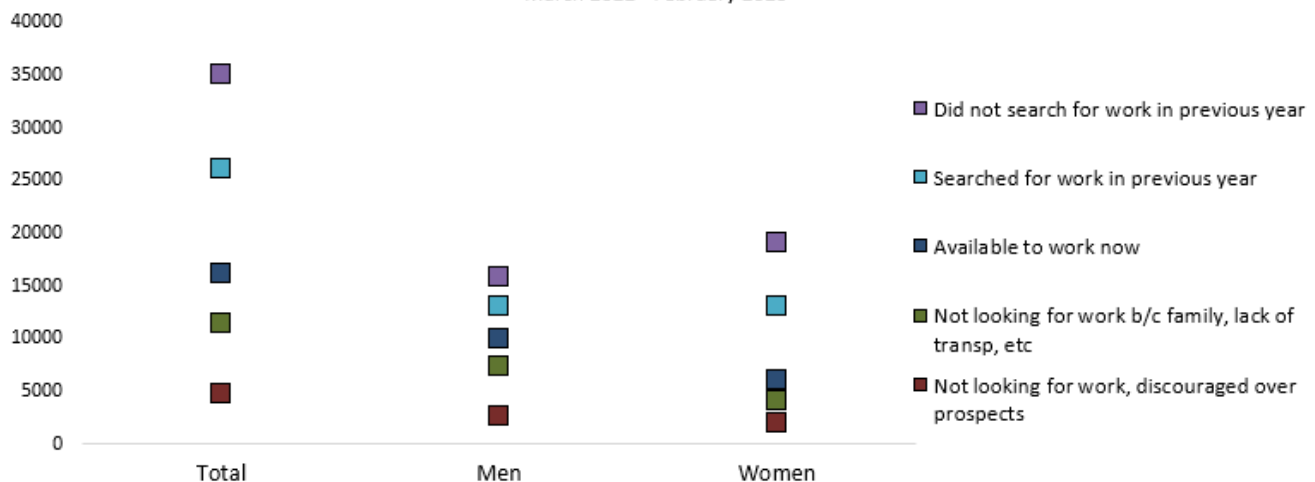
Unemployment and Sex

Category	Rate
Male	7.2%
Female	5.8%
With own children under 18 years	6.2%
With own children under 6 years only	5.1%
With own children under 6 years and 6 to 17 years	11.2%
With own children 6 to 17 years only	5.2%

UNDEREMPLOYED AND DISCOURAGED WORKERS

According to BLS[7] from 2022, women nationwide were slightly more likely than men to be discouraged workers. Men were twice as likely to be discouraged over job prospects, while women were twice as likely to not look for work because of family responsibilities or lack of transportation.

If data from the Demecon is accurate, then this trend is reversed in Connecticut. More men than women report they are not looking for work because of family responsibilities or lack of transportation, contrary to national trends[14].

### Discouraged Workers by Sex, Connecticut
March 2022 - February 2023

Legend:
- Did not search for work in previous year
- Searched for work in previous year
- Available to work now
- Not looking for work b/c family, lack of transp, etc
- Not looking for work, discouraged over prospects

This 1.2 percent difference between men and women in Connecticut accounts for 43,272 individuals.

EDUCATIONAL ATTAINMENT

Men and women have very similar rates of educational attainment.[5] Men are slightly (4 percent) more likely to only have a high school diploma and women are slightly (3 percent) more likely to have a graduate or professional degree.[5] 52 percent of men and 50 percent of women have the educational attainment to consider middle skill careers — positions that require a high school diploma or equivalent, but less than a bachelor's degree.[5]

Educational Attainment by Sex
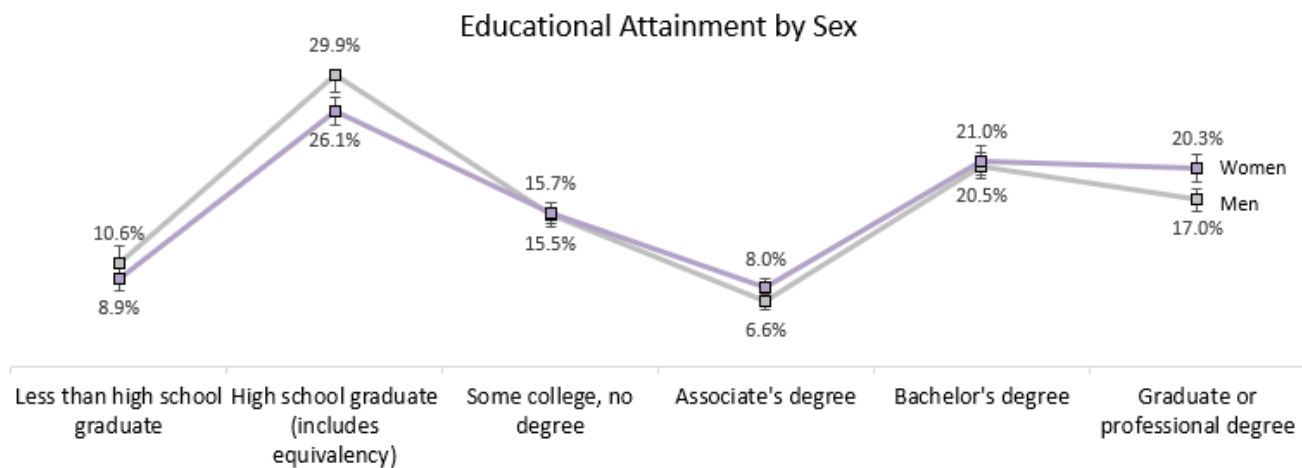
EARNINGS

Women with some college experience or an associate's degree earn only about $3,000 more a year than men without a high school diploma.[5]

Median Earnings in Past 12 Months
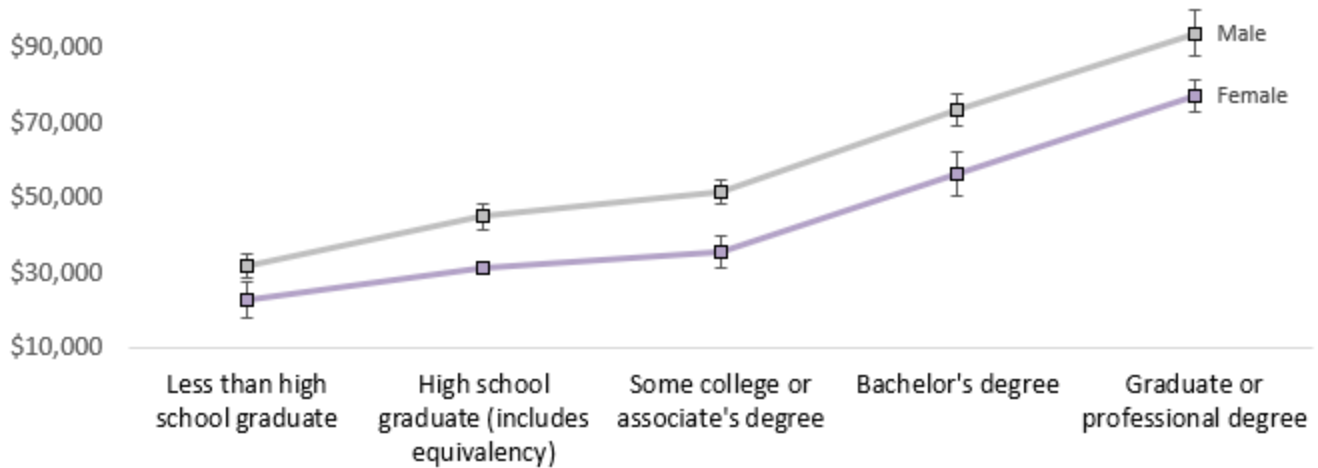
Men earn more than women in every industry.[5] Finance and insurance and real estate industries have the largest gap of $25,528; followed by Information ($22,528) and Professional, scientific, & management/administrative/waste (20,638). Construction and Arts, entertainment, recreation/accommodation & food services industries have the smallest pay gaps ($4,721 and $5,949).

Median earnings increased during the COVID-19 pandemic. This may be a result of the fact that some of the lowest paid workers, such as those in the hospitality industry, were not working at all. The COVID-19 pandemic does not appear to have had a meaningful effect on the difference between median earnings by men and women.[1]

Median Earnings by Sex and Year
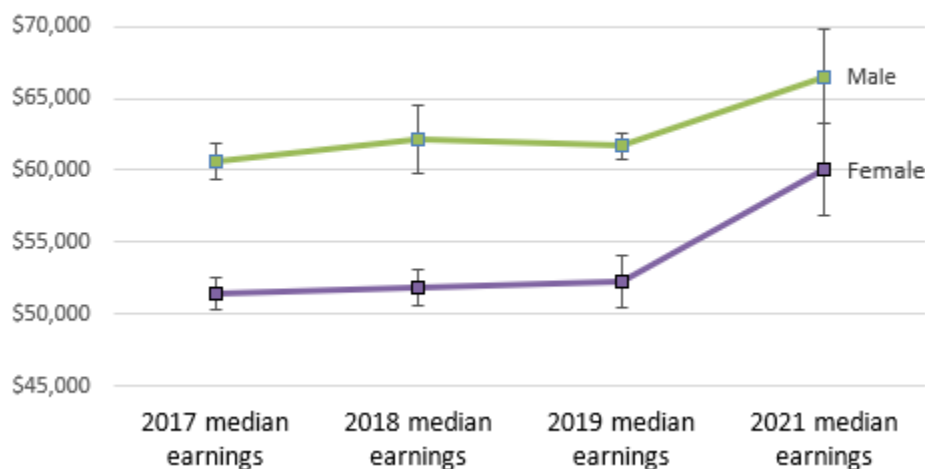
Minority women make substantially less than White women.[5]

Earnings by Women in the Past Year
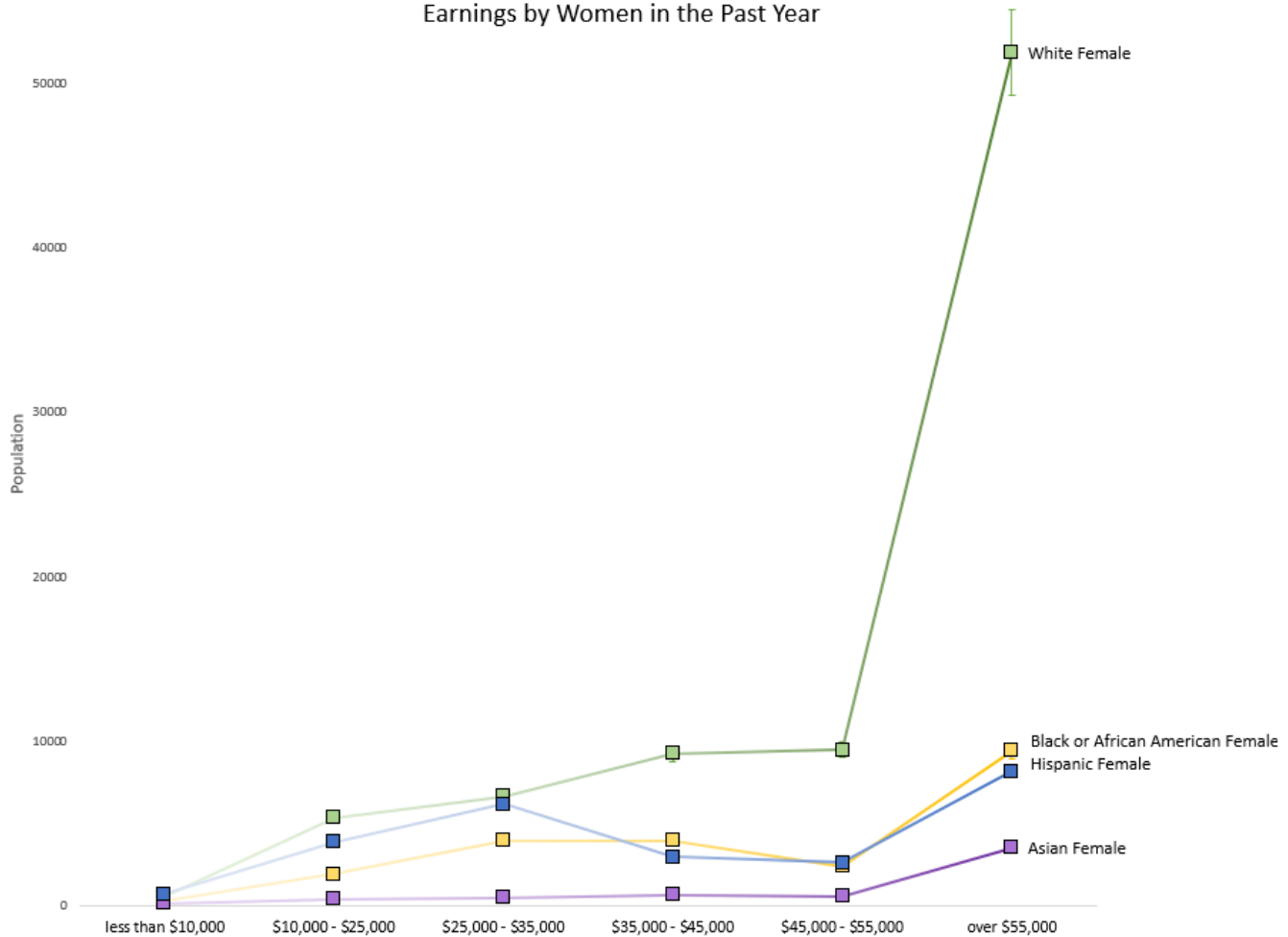
CONCLUSION

Our labor market analysis shows that while in aggregate, the workforce in Greater New Haven and The Valley is doing well, there are significant disparities and opportunities. Women and women of color in particular are disadvantaged in the workforce both because of occupational segregation which has caused them to be overrepresented in positions that are lower paid and affected by the COVID-19pandemic. Lack of care infrastructure is keeping potential workers out of the labor market altogether.

We also see significant levels of underemployment in the communities of color with Black and Latino workers reporting higher levels of involuntary part-time employment. There is a significant opportunity to advance equity by connecting workers who are marginalized by gender, race/ethnicity, and lack of a degree to well-paying jobs.

SOURCES

1- 2021 American Community Survey 5-Year Estimates, U.S. Census Bureau (Geography: New Haven-Milford MSA)
    a. B19121 MEDIAN FAMILY INCOME IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS) BY NUMBER OF EARNERS IN FAMILY
    b. DP03 SELECTED ECONOMIC CHARACTERISTICS
    c. DP05 ACS DEMOGRAPHIC AND HOUSING ESTIMATES
    d. S1903 MEDIAN INCOME IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS)
    e. S2301 EMPLOYMENT STATUS
2- Local Area Unemployment Statistics, US Bureau of Labor Statistics
3- 2021 DataHaven Community Wellbeing Survey
4- Feb 2023 Labor Situation, Office of Research, Connecticut Dept. of Labor
5- 2021 American Community Survey 1-Year Estimates, U.S. Census Bureau (Geography: Richmond-Milford MSA)
    a. B20005 SEX BY WORK EXPERIENCE IN THE PAST 12 MONTHS BY EARNINGS IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS) FOR THE POPULATION 16 YEARS AND OVER
    b. B23002 SEX BY AGE BY EMPLOYMENT STATUS FOR THE POPULATION 16 YEARS AND OVER
    c. DP04 SELECTED HOUSING CHARACTERISTICS
    d. S1401 SCHOOL ENROLLMENT
    e. S1501 EDUCATIONAL ATTAINMENT
    f. S1901 INCOME IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS)
    g. S1902 MEAN INCOME IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS)
    h. S1903 MEDIAN INCOME IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS)
    i. S2001 EARNINGS IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS)
    j. S2301 EMPLOYMENT STATUS
    k. S2413 INDUSTRY BY SEX AND MEDIAN EARNINGS IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS) FOR THE CIVILIAN EMPLOYED POPULATION 16 YEARS AND OVER
6- Subject Definitions, United States Census Bureau
7- Alternative Measures of Labor Underutilization for States 2022 Annual Averages, US Bureau of Labor Statistics
8- Current Population Survey, US Bureau of Labor Statistics
9- UCONN-Office of Early Childhood, 2022. *The Cost of Providing Early Childhood Education and Care in Connecticut: A Narrow Cost Analysis.* University of Connecticut School of Social Work

10- Stewart, C., Tatian, P.A., Lo, L., Davila, K. and Walker, F., 2021. Housing Connecticut's Future: Meeting the State's Affordable and Accessible Housing Needs.

11- Labor force characteristics by race and ethnicity, US Bureau of Labor Statistics

12- Underemployment, Economic Policy Institute, State of Working America Data Library

13- Bertrand, M. and Mullainathan, S., 2004. Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination. American economic review, 94(4), pp.991-1013.

14- Feb 2023 Demecon datasets, BLS/CPS. Personal communication with Patrick Flaherty, Director of Research at the Connecticut Department of Labor and Adjunct faculty at the University of Connecticut in Economics

APPENDIX A: REGIONS OF SOUTH-CENTRAL CONN.
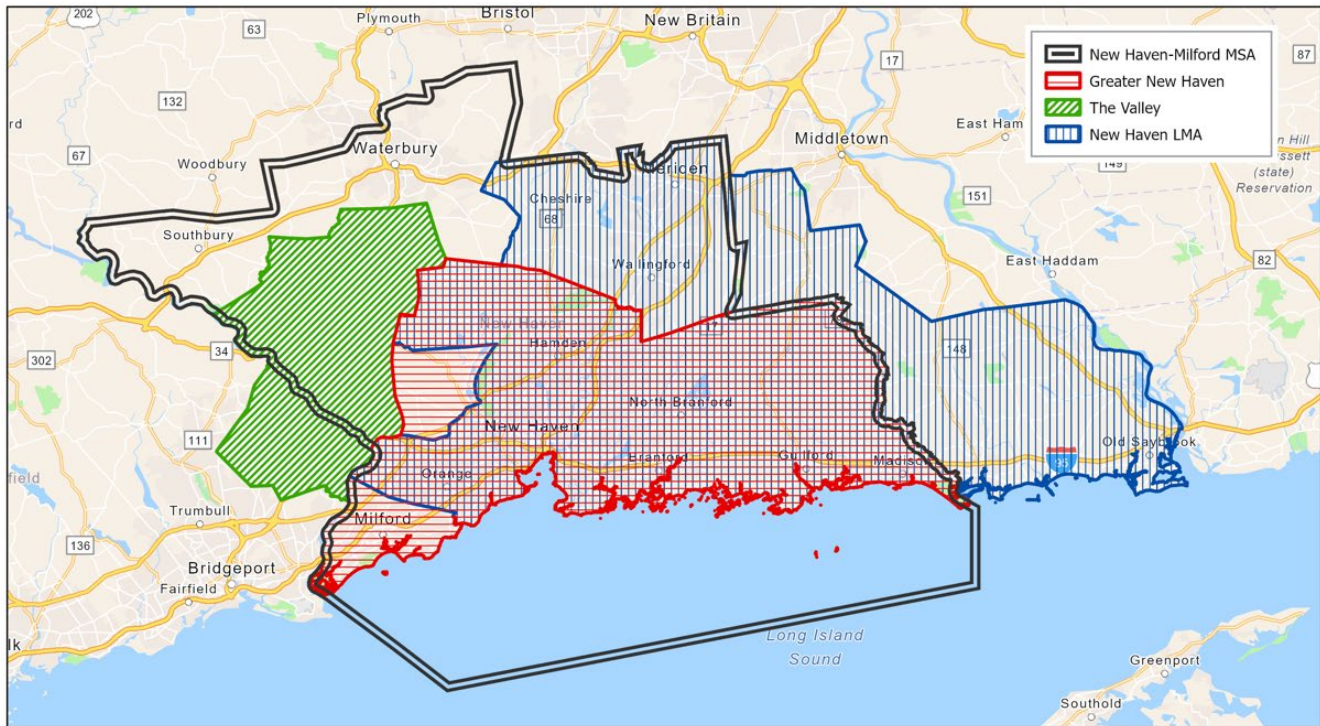
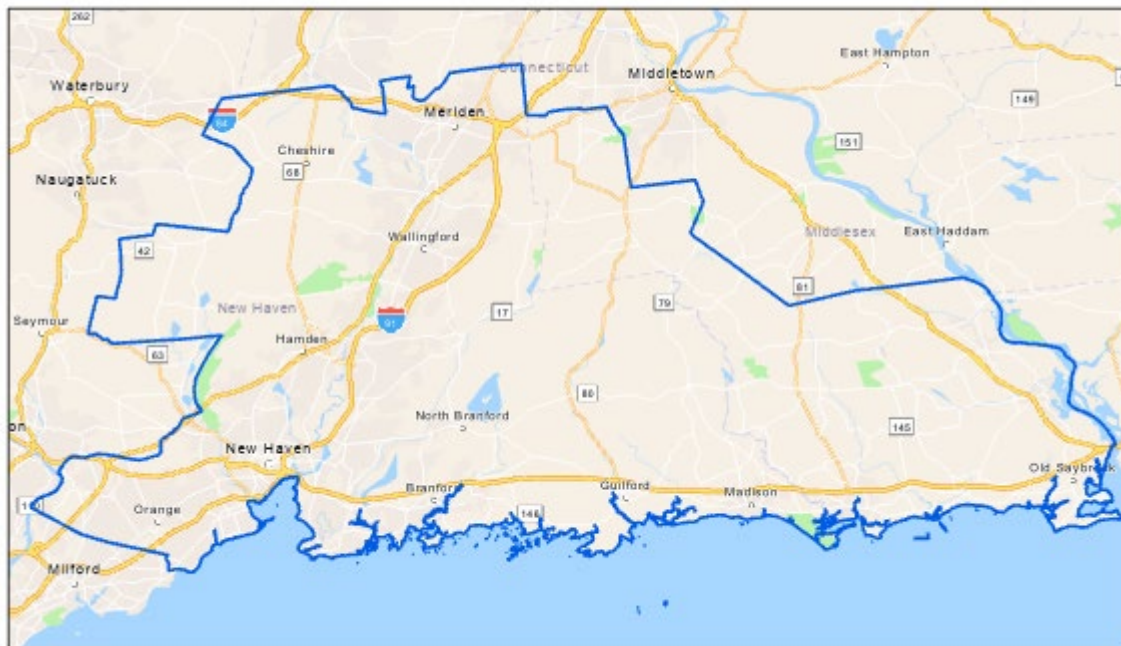# NEW HAVEN-MILFORD MSA- POPULATION 861,113
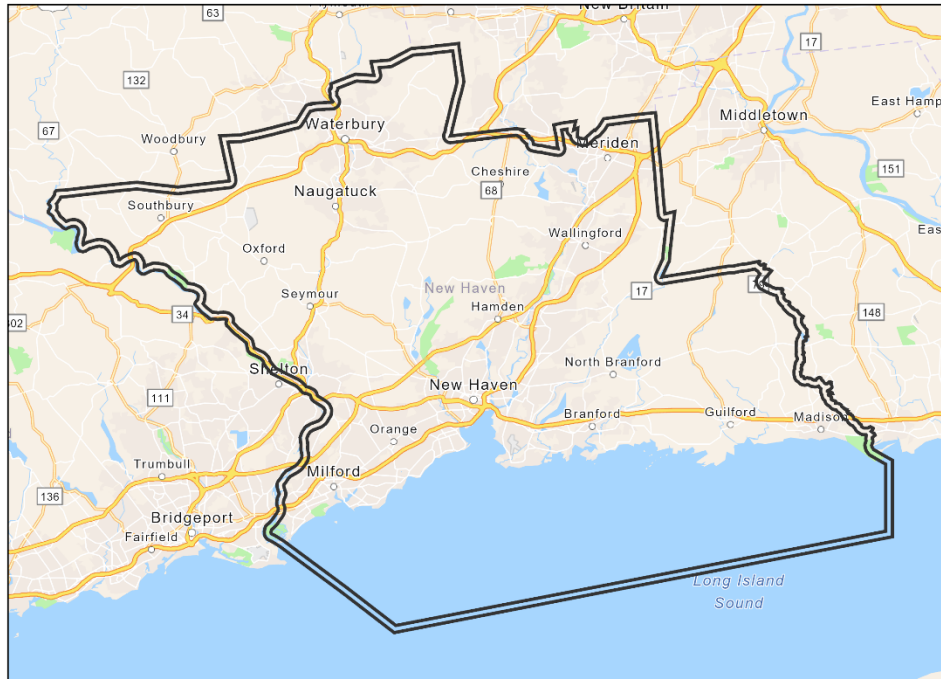
- Ansonia
- Beacon Falls
- Bethany
- Branford
- Cheshire
- Derby
- East Haven
- Guilford
- Hamden
- Madison

- Meriden
- Middlebury
- Milford
- Naugatuck
- New Haven
- North Branford
- North Haven
- Northford
- Orange
- Oxford

- Prospect
- Seymour
- Southbury
- Wallingford
- Waterbury
- West Haven
- Wolcott
- Woodbridge

THE VALLEY- POPULATION 139,085

- Ansonia
- Beacon Falls
- Derby

- Naugatuck
- Oxford
- Seymour

- Shelton

NEW HAVEN LABOR MARKET AREA (LMA)

- Ansonia
- Beacon Falls
- Bethany
- Branford
- Cheshire
- Derby
- East Haven
- Guilford
- Hamden
- Madison
- Meriden
- Middlebury
- Milford
- Naugatuck
- New Haven
- North Branford
- North Haven
- Northford
- Orange
- Oxford
- Prospect
- Seymour
- Southbury
- Wallingford
- Waterbury
- West Haven
- Wolcott
- Woodbridge