

Latinos & Equal Opportunity in New York

Edwin Meléndez, Director

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Agenda

- What Do We Know about Latino
Employment in New York State
- Employment Disparities
- Pathways to Economic Opportunity

Data Sources & Methods

- 2005-2009 American Community Survey 5-Year Estimates, U.S. Census Bureau (unless otherwise indicated)
- NYS Occupational Categories
- Aggregate Index of Dissimilarity
- Dissimilarity by Occupations

New York State Employment

Occupation	White*	Black*	Other*	Puerto Rican	Other Latino	Total
Officials & Administrators	22,725	3,280	757	470	488	27,720
Professionals	93,634	13,205	8,055	3,272	4,057	122,223
Technicians	24,536	7,712	2,333	1,119	1,541	37,241
Protective Service	33,316	6,005	480	1,965	1,148	42,914
Para-professionals	3,366	939	216	209	163	4,893
Office and Clerical	41,867	8,904	1,561	2,385	1,998	56,715
Skilled Craft Workers	25,122	5,166	1,060	1,515	955	33,818
Service/Maintenance	12,555	2,992	324	1,037	1,291	18,199
Total	257,121	48,203	14,786	11,972	11,641	343,723

* Non-Latino

New York State Employment

- About 36% of the NY labor force are minorities but only 25% of the NYS.
- The proportion of Puerto Ricans and of other Latinos in NYS employment is about the same at 3.5% and 3.4%, respectively.
- In contrast, Puerto Ricans represent 4.4% of the NY labor force, and other Latinos 10.8%.
- Puerto Ricans and Latinos have a similar distribution of NYS occupational employment.

Index of Dissimilarity for NYS

This index indicates the percentage of an ethnic group that would have to change to a different occupation in order to produce a distribution that matches that of whites, the reference group. Thus, it is a measure of inequality.

Black*	0.101
Other*	0.140
Puerto Rican	0.142
Other Latinos	0.186

* Non-Latino

Occupational Dissimilarity*: Men

	White*	Black*	Puerto Rican	Other Latino
Officials & Administrators	5.9	4.1	-1.2	-4.0
Professionals	2.4	0.0	-0.7	-1.5
Technicians	6.2	-0.1	-1.1	-1.2
Protective Service Workers	19.2	-10.4	-3.0	-3.9
Para-professionals	7.7	-1.2	-5.5	-3.2
Office and Clerical	12.5	-1.5	-1.4	-5.7
Skilled Craft Workers	14.1	3.4	0.0	-14.1
Service/Maintenance	24.2	3.6	-0.4	-22.4

*Difference between NY State Employment and NY Labor Force.

Occupational Dissimilarity*: Women

	White*	Black*	Puerto Rican	Other Latino
Officials & Administrators	4.6	2.6	-1.4	-2.9
Professionals	5.1	-1.3	-0.4	-1.0
Technicians	7.4	0.9	-0.3	-5.2
Protective Service Workers	12.9	-2.6	-4.1	-4.7
Para-professionals	11.3	-4.8	-0.8	-3.9
Office and Clerical	7.9	0.5	-1.9	-3.6
Skilled Craft Workers	16.6	6.2	2.3	-19.0
Service/Maintenance	12.5	5.6	1.3	-15.2

*Difference between NY State Employment and NY Labor Force.

Employment Disparities

- The Index of Dissimilarity indicates that one in seven (14.2%) Puerto Ricans employed in NYS would have to change occupations to reach parity with the distribution of white employment, and one in five (18.6%) of other Latinos.
- White men and women are over-represented in each occupational category of employment in NYS.
- Minority workers are under-represented in each and every category of employment in NYS.

Why Employment Disparities?

- Minorities did not improve their representation in NYS employment over the last decade.
- Several factors contribute to under-representation:
 - Location of jobs
 - Passive recruitment
 - Lack of training for civil services exams
 - Budget squeeze

Pathways to Economic Opportunity

- NYS civil service reform on:
 - recruitment,
 - testing preparation and flexibility,
 - enforcement of EEO regulations in key agencies.
- Partnership with the CUNY in programs targeting civil service careers.

Pathways to Economic Opportunity

- Centro's study on pathways programs for Puerto Ricans and other Latinos identified key industries to target:
 - Health services
 - Green jobs
 - Education
 - Social work