



FOR LABOR MARKET RESEARCH

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Hispanic/Latino Employment in Los Angeles County

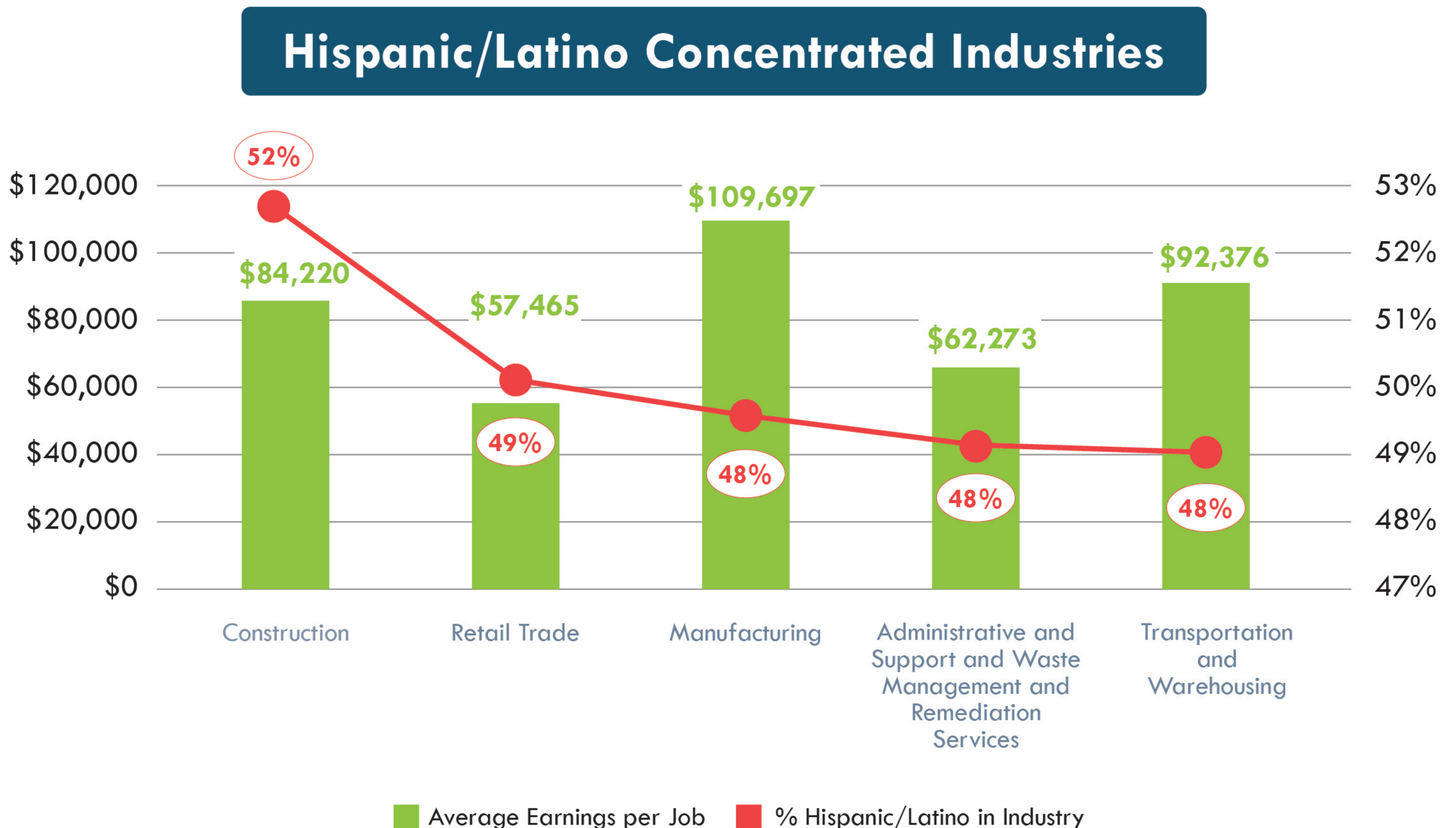
As we commemorate National Hispanic Heritage Month, it's crucial to recognize the Hispanic/Latino population's strengths and equality gaps regarding labor market, educational, and employment outcomes in Los Angeles County. **Hispanic/Latino Americans**, who comprise **40%** of the county's workforce and nearly half of the county's population, play a significant role in contributing to and shaping the economic landscape.



Industries

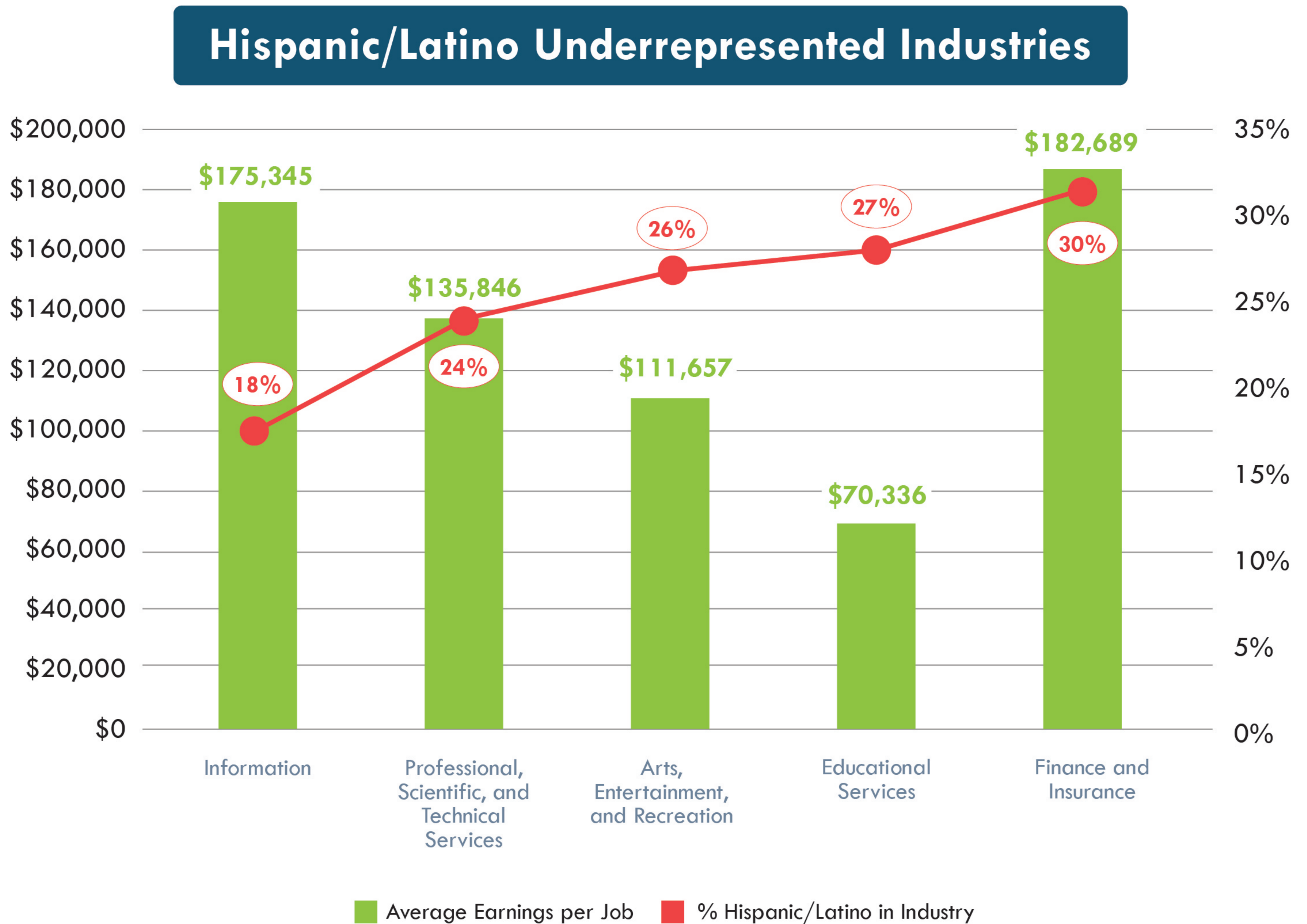
In Los Angeles County, the distribution of Hispanic/Latino employment across industries reveals significant disparities. Figure 1 presents industries with a high representation of Hispanic/Latino workers and the average earnings per job in each industry.

Figure 1. Average Earnings and Percentage of Hispanic/Latino Workers



Conversely, Figure 2 depicts industries with significant Hispanic/Latino underrepresentation.

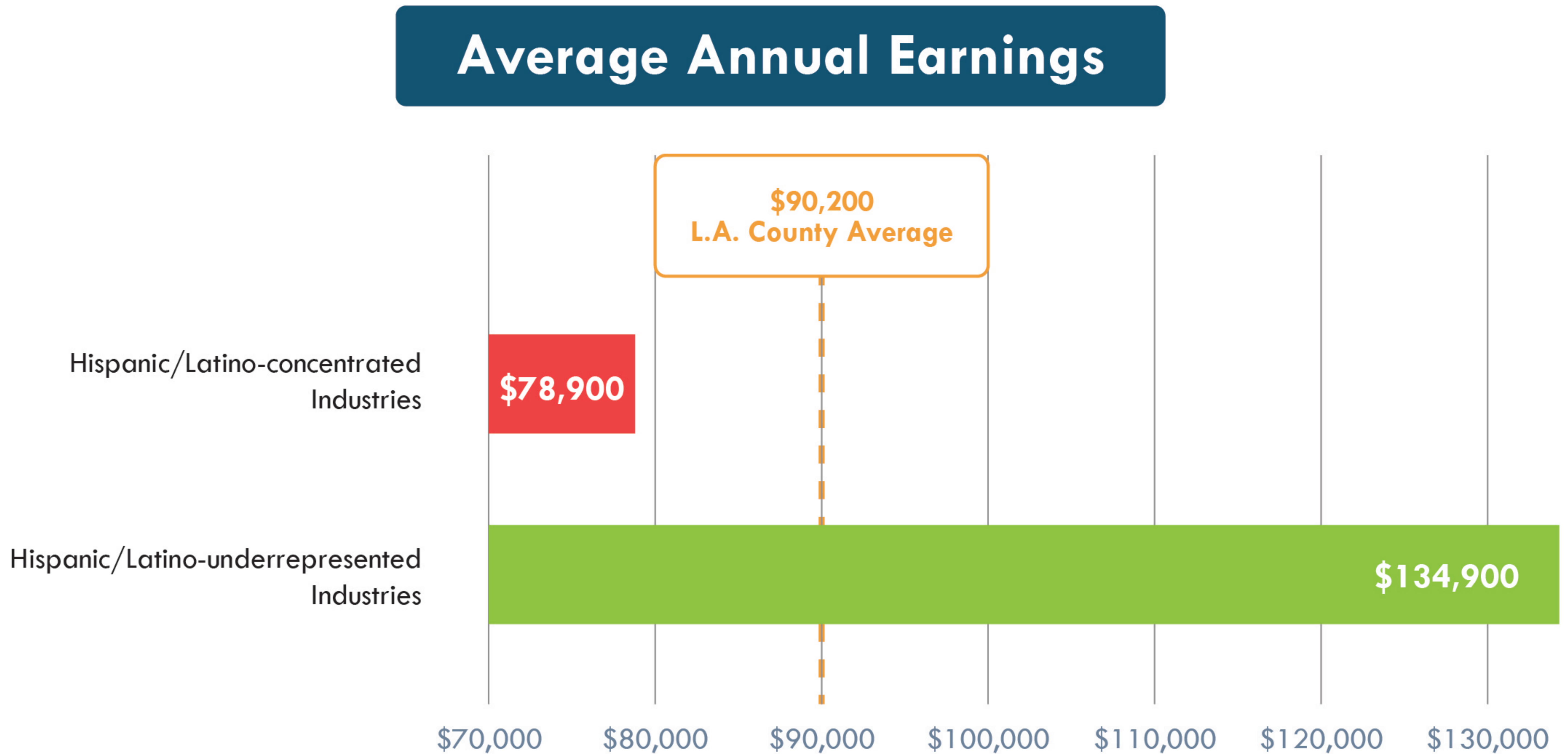
Figure 2. Average Earnings and Percentage of Hispanic/Latino Workers



The weighted average earnings for industries with a high concentration of Hispanic/Latino workers are below the average for L.A. County. In contrast, industries where Hispanic/Latino workers are underrepresented have average earnings that are above the county average. This highlights a significant equity gap for the Hispanic/Latino community, with a difference in average earnings of over **\$56,000** between these two groups of industries. (Figure 3).



Figure 3. Weighted Average Earnings per Job Between Hispanic/Latino-concentrated and -underrepresented Industries in Los Angeles County



Occupations

Hispanic/Latino workers in Los Angeles County are often employed in lower-wage jobs that require little to no formal education. In occupations where **Hispanic/Latino workers make up 72-80% of the workforce**, the median annual earnings are **\$50,000**, which is significantly below the county average. These occupations also tend to have lower-than-average resilience to automation, likely due to the prevalence of manual labor in these roles.

The modest annual earnings are consistent with these occupations' low entry-level educational requirements. Nine out of the ten occupations typically do not require any formal education.

Table 1. Hispanic/Latino-Concentrated Occupations

Occupation	% Hispanic /Latino	Earnings	Automation Resilience ¹	Educational Requirements
Plasterers and Stucco Masons	80%	\$58,720	(30.1)	No formal educational credential
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	77%	\$33,886	(13.0)	No formal educational credential
Maids and Housekeeping Cleaners	76%	\$38,178	(24.5)	No formal educational credential
Pressers, Textile, Garment, and Related Materials	75%	\$36,824	(20.4)	No formal educational credential
Drywall and Ceiling Tile Installers	75%	\$57,399	(32.7)	No formal educational credential
Floor Layers, Except Carpet, Wood, and Hard Tiles	74%	\$48,202	(39.1)	No formal educational credential
Cement Masons and Concrete Finishers	74%	\$58,967	(26.6)	No formal educational credential
Roofers	74%	\$59,700	(30.8)	No formal educational credential
Tile and Stone Setters	73%	\$51,744	(24.0)	No formal educational credential
Packaging and Filling Machine Operators and Tenders	72%	\$37,666	(16.9)	High school diploma or equivalent

¹Automation resilience is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk. Positive scores for automation resilience reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. Requirement, and the remaining occupations require a high school diploma or equivalent (Table 1).

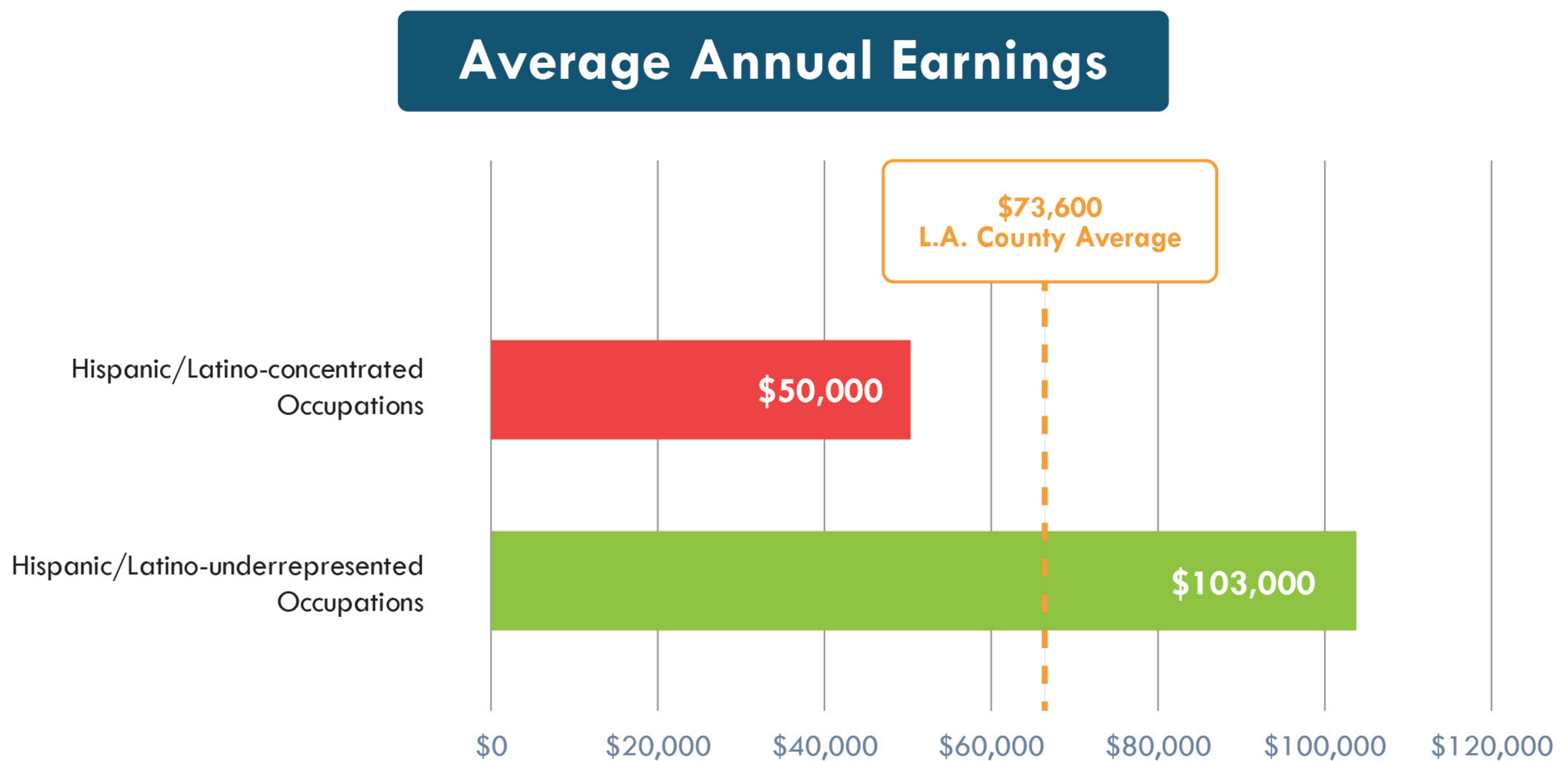
Occupations with the lowest representation of **Hispanic/Latino workers (9-17%)**, have **median annual earnings of \$103,000**, well above the Los Angeles County average. These high earnings align with the elevated educational requirements, as eight out of ten occupations require a bachelor's degree or higher, and one occupation requires a doctoral or professional degree (Table 2). **With the exception of Manicurists and Pedicurists, and Actors, most of these occupations have higher-than-average resilience to automation.**

Table 2. Hispanic/Latino-Underrepresented Occupations

Occupation	% Hispanic /Latino	Earnings	Automation Resilience ¹	Educational Requirements
Writers and Authors	9%	\$70,683	10.2	Bachelor's degree
Software Developers	11%	\$154,182	19.8	Bachelor's degree
Manicurists and Pedicurists	13%	\$34,686	(2.2)	Postsecondary nondegree award
Pharmacists	14%	\$154,606	10.9	Doctoral or professional degree
Editors	14%	\$97,469	10.1	Bachelor's degree
Special Effects Artists and Animators	15%	\$121,927	27.8	Bachelor's degree
Data Scientists	16%	\$125,397	16.6	Bachelor's degree
Producers and Directors	16%	\$102,545	10.9	Bachelor's degree
Actors	16%	\$47,582	(12.5)	Some college, no degree
Personal Financial Advisors	17%	\$103,447	10.6	Bachelor's degree

The significant earnings gap between occupations with a high concentration of Hispanic/Latino workers and those where they are underrepresented underscores the critical role of educational access in promoting wealth equity and success for ethnic minority populations in Los Angeles County (Table 3). In addition, the lower automation resilience for Hispanic/Latino-concentrated occupations further compounds the challenges Hispanic/Latino workers face in the rapidly changing work landscape of the future.

Table 3. Average Annual Earnings Between Hispanic/Latino-concentrated and -underrepresented Occupations in Los Angeles County



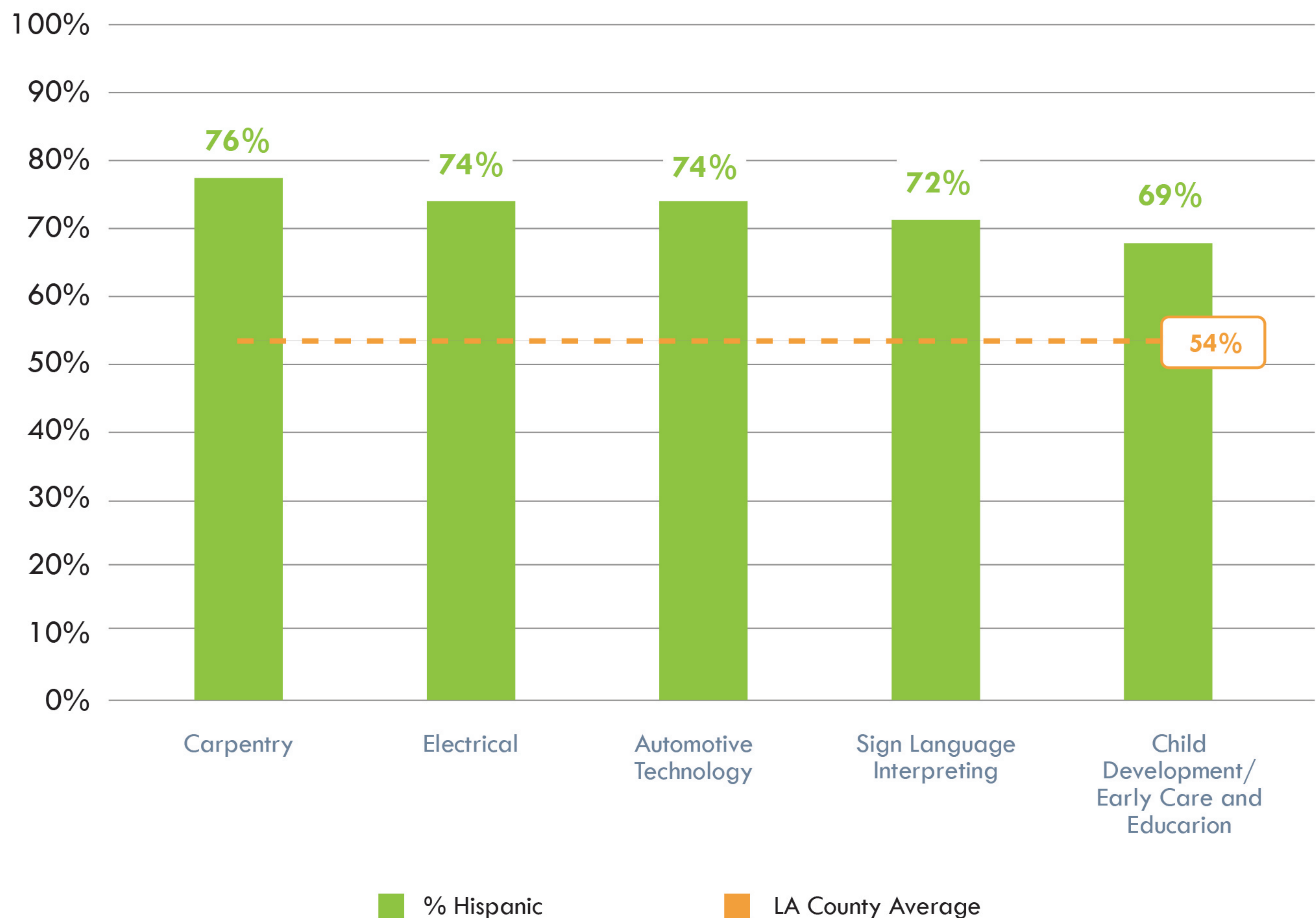
²Please note that Occupational earnings are different than Industry earnings. Industry earnings include wages and salaries and supplements (such as pensions), while occupational earnings only include wages and salaries.



Career Technical Education Programs

The California Community College system provides equitable and accessible educational opportunities for ethnic minority students, especially through Career Technical Education (CTE) programs that prepare students to join the workforce immediately. **Figure 4 shows the CTE programs with the strongest Hispanic representation among the 19 community colleges in Los Angeles County.** Coinciding with our findings on industries and occupations with Hispanic/Latino representation, most of these CTE programs prepare students for occupations requiring a solid degree of manual proficiency.

Figure 4. CTE Programs with Highest Hispanic Representation in Los Angeles County

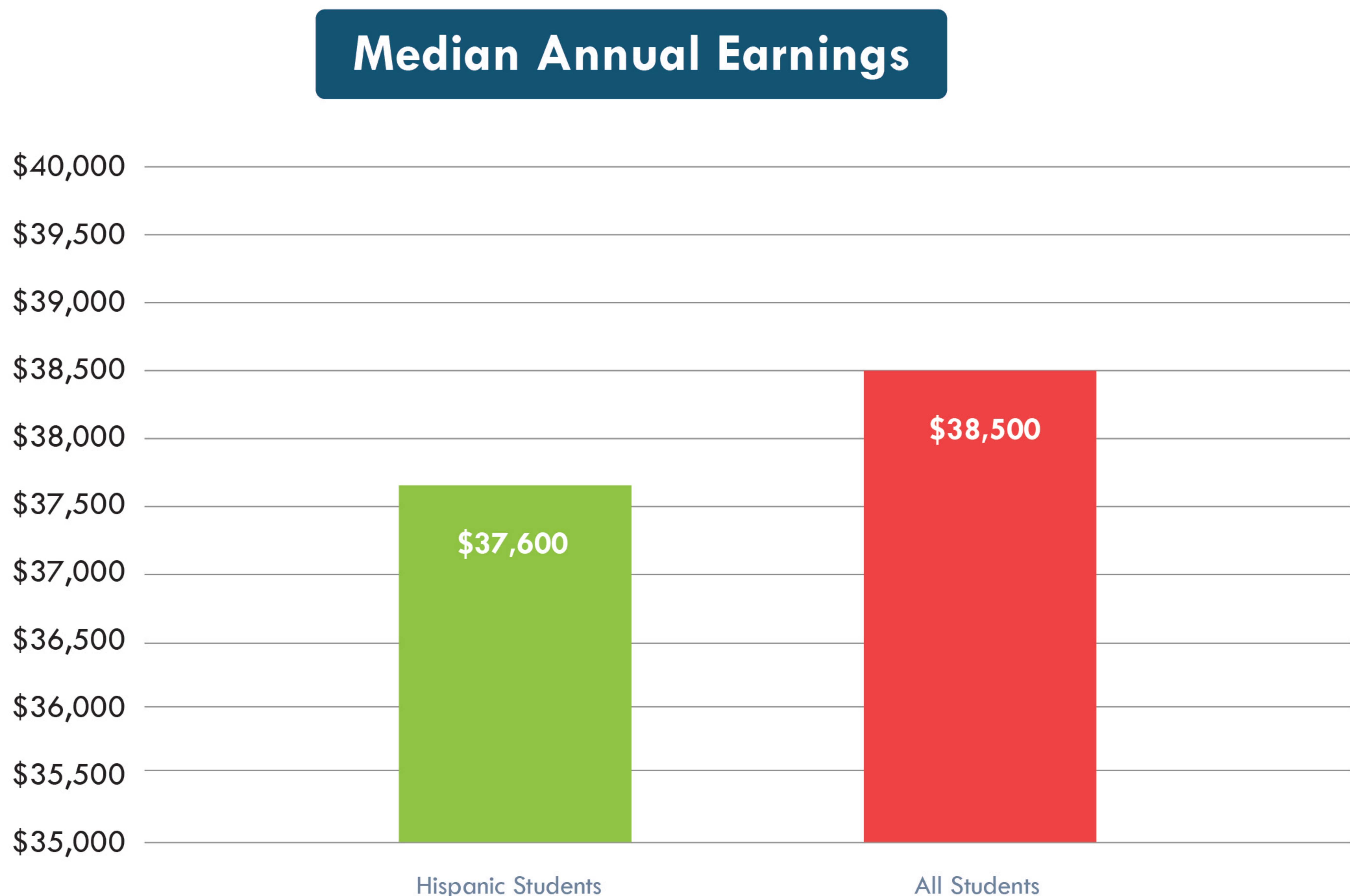




Strong Workforce Program Outcomes

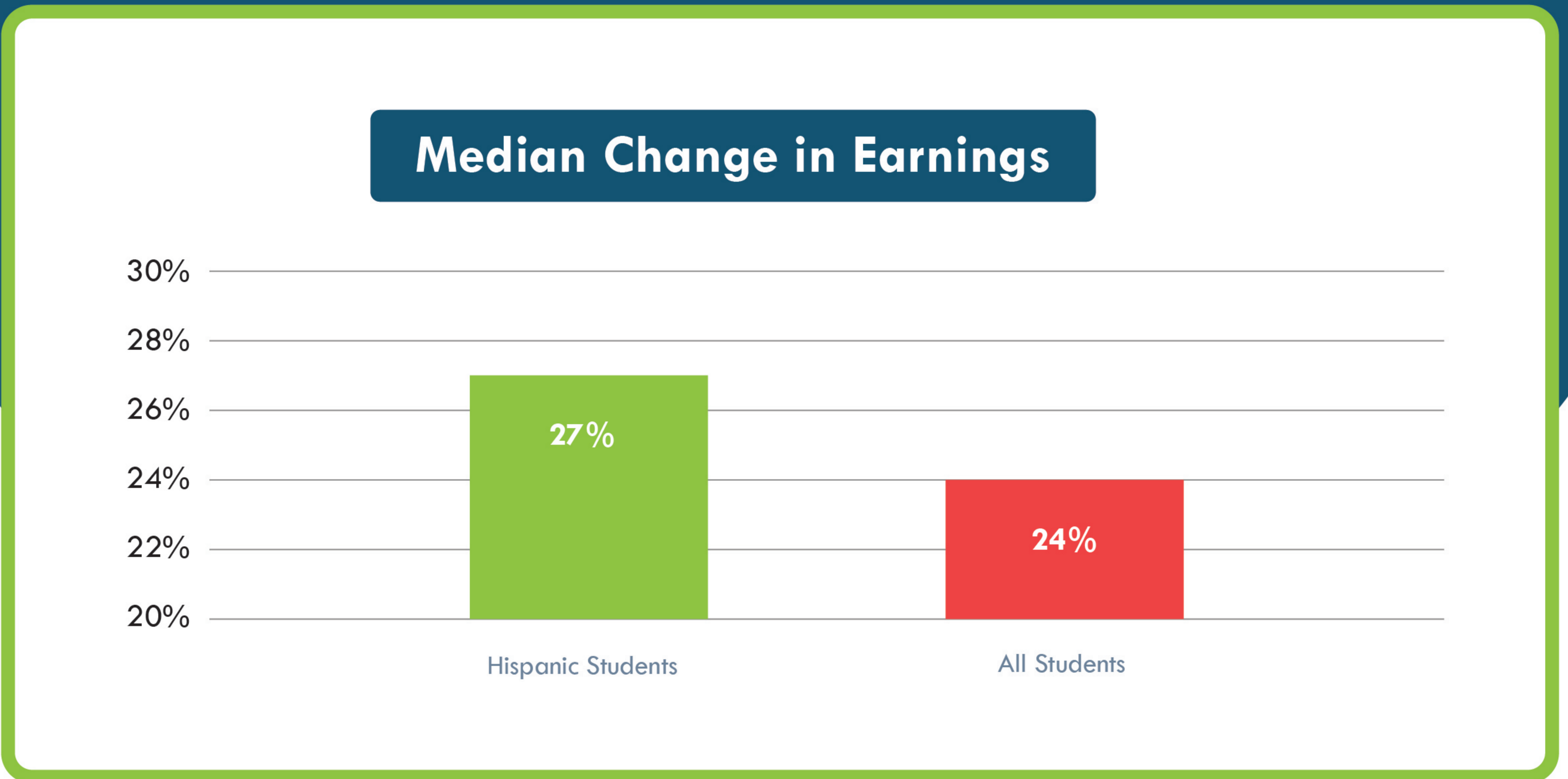
Strong Workforce Program (SWP) students comprise those enrolled in a CTE program assigned to a vocational industry sector at a California Community College. Hispanic students who exited the community college system and did not transfer to any postsecondary institution had lower median annual earnings than the average median annual earnings of all students following the academic year of exit (Figure 5).

Figure 5. Median Annual Earnings Among Hispanic Students Following Academic Year of Exit



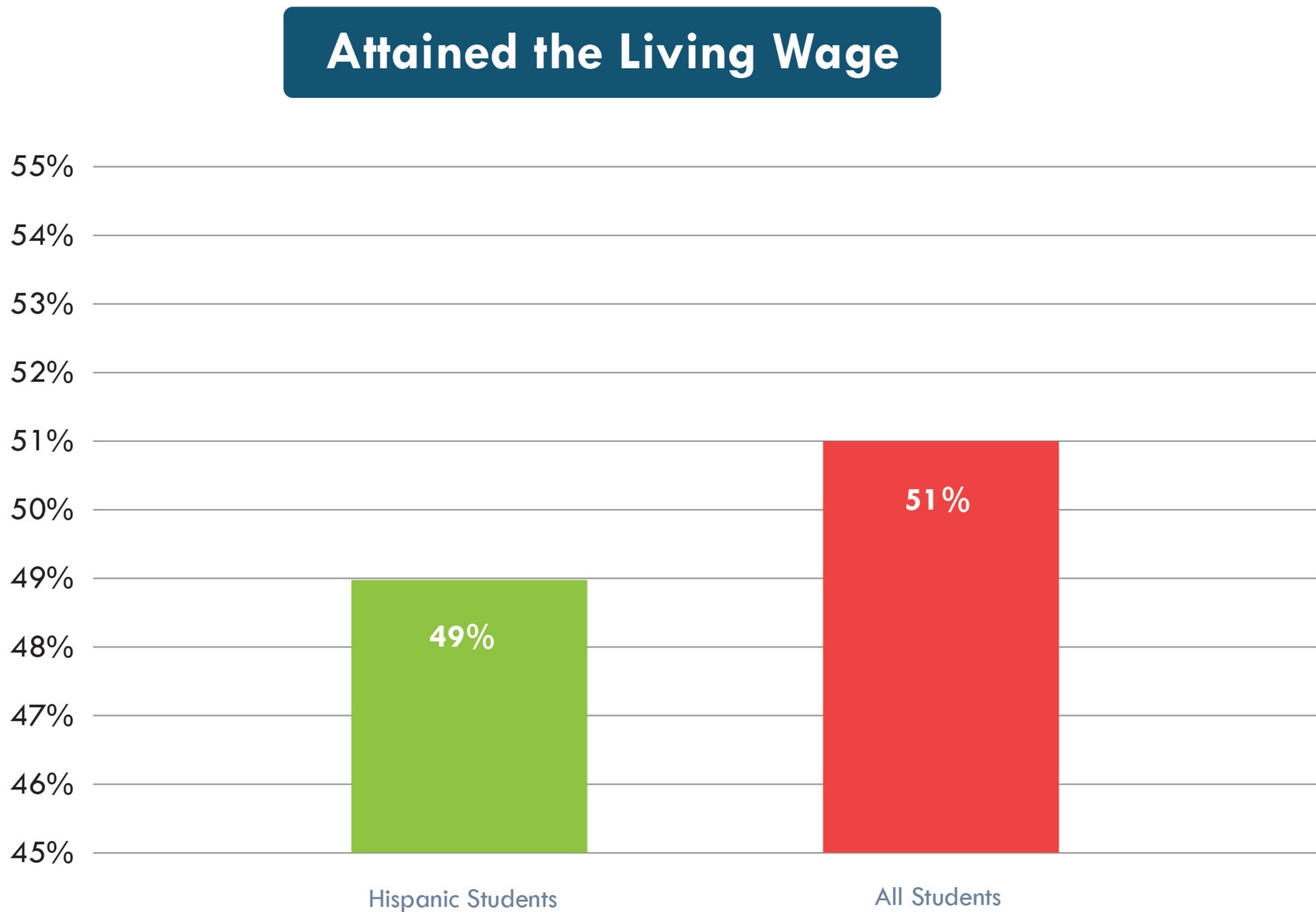
Change in earnings refers to the difference in earnings between the time before a student enters the California Community College system and when they exit the system. Hispanic students reported higher median change in earnings compared to all community college students in Los Angeles County (Figure 6).

Figure 6. Median Change in Earnings Among Hispanic Students Before Academic Entry and After Exit



Among SWP students who exited college and did not transfer to any postsecondary institution, a lower percentage of Hispanic students attained a living wage compared the the average across all ethnicities (Figure 7).

Figure 7. Median Change in Earnings Among Hispanic Students Before Academic Entry and After Exit



Ultimately, although Hispanic students experience a significant boost in earnings after attending college, their median annual earnings and rates of achieving a living wage remain below average. This underscores the importance of higher education for Hispanic students but also highlights the need for targeted career guidance. By helping students select programs with higher wage potential, colleges can better support Hispanic students toward achieving long-term financial stability and closing the equity gap in the Los Angeles region.





Data Sources

- ❑ Lightcast, 2024.3 Datarun
- ❑ California Community Colleges Chancellor's Office Management Information System
- ❑ Cal-PASS Plus Launchboard

Important Disclaimer

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