

Opportunity Imbalance: Race, Gender, And California's Education-To-Employment Pipeline

# Focus on Pacific Islanders

Pacific Islanders make up about 1% of the state's population. They largely reside in the Bay Area and Los Angeles. California's Pacific Islanders have improved high school outcomes that have yet to translate into improved college and employment outcomes.

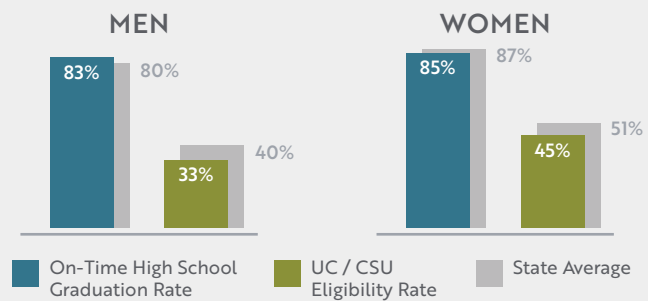


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Despite strong high school completion rates, low rates of UC/CSU eligibility limit Pacific Islanders' postsecondary options. As with other racial/ethnic groups, high school outcomes are stronger for women. The gap in UC/CSU eligibility between Pacific Islander students and the regional averages are smallest in Los Angeles and Orange County but largest in the Bay Area, the region with the largest number of Pacific Islander students.

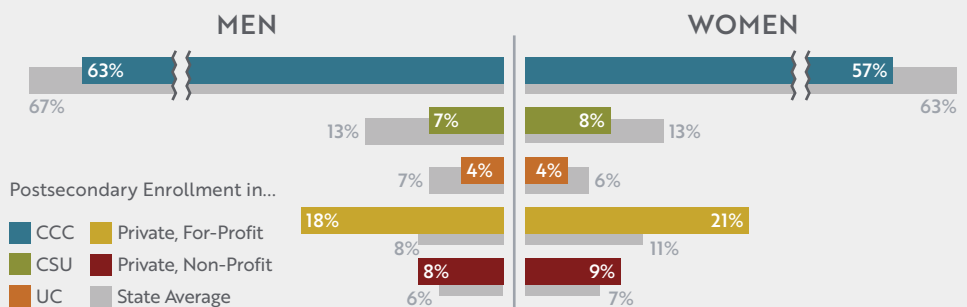


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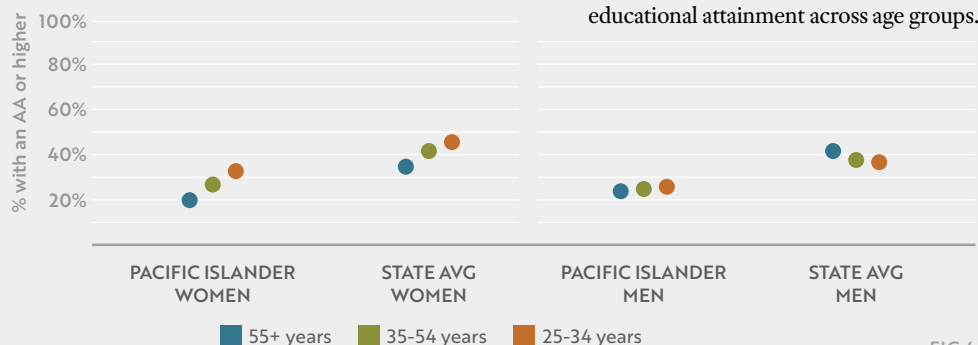
Given low rates of UC/CSU eligibility, most Pacific Islander college students are enrolled at community colleges and underrepresented at UC and CSU. They are also overrepresented at private for-profit colleges, especially in the Orange and San Diego-Imperial regions: about one-third of all Pacific Islander college students in those regions enrolled in a for-profit.



**49%** of Pacific Islander college students earn an associate's degree within 3 years or a bachelor's within 6 years, compared to the state average of 55%. As with other racial/ethnic groups, completion rates are higher for women than for men.

FIG 3

Degree attainment is increasing across age groups for Pacific Islander women, but so is the share who left college without a degree (not shown). Pacific Islander men have not had strong improvement in educational attainment across age groups.



SNAPSHOT

# Regional Wage Differences for Pacific Islanders

The state-level median wage for Pacific Islanders looks relatively high because most Pacific Islander workers live in the high-wage Bay Area. But in most regions of the state, Pacific Islanders make below the regional median wage.

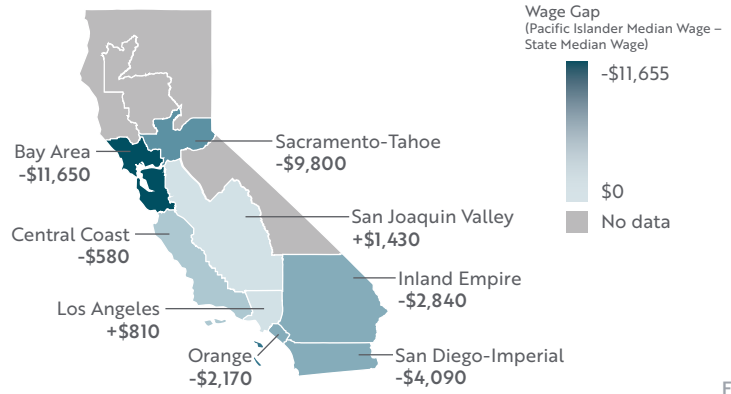


FIG 5



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Pacific Islander adults have workforce participation rates that are similar to state averages.

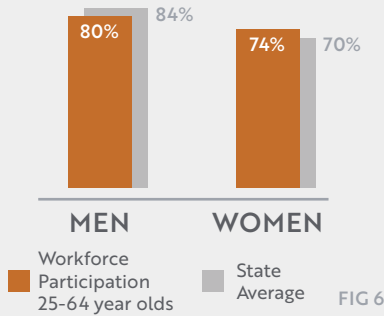


FIG 6

Among working Pacific Islander adults, men earn 24% more than women in California's workforce, a smaller gap than the state gender gap of 32%.

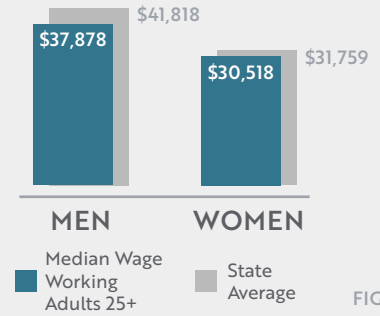


FIG 7

Pacific Islanders tend to work in lower-paying fields and hold lower-paying jobs within those fields compared to state averages. For example, within the office and administrative support field, Pacific Islanders are underrepresented as general office clerks (median salary \$52,000) and overrepresented in lower-wage data entry positions (median salary \$22,000).

Top Occupations for Pacific Islander Men (Pacific Islander Median Wage - State Median Wage)	Top Occupations for Pacific Islander Women (Pacific Islander Median Wage - State Median Wage)
Transportation and Material Moving (-2%)	Office and Administrative Support (+8%)
Office and Administrative Support (+2%)	Personal Care and Service (+42%)
Sales and Related Occupations (-11%)	Sales and Related Occupations (-11%)
Construction and Extraction (-5%)	Management (-24%)
Production Occupations (+6%)	Business and Financial Operations (-18%)

FIG 8

## Sources

Fig 1: California Competes' calculations of California Department of Education data for 2015-16

Fig 2: California Competes' calculations of Integrated Postsecondary Education Data System (IPEDS) data for 2015-16

Fig 3: California Competes' calculations of IPEDS data for 4-year cohort starting in 2010 and 2-year cohort starting in 2013

Fig 4, 5, 6, 7, 8: California Competes' calculations of American Community Survey Public Use Microdata Sample (PUMS) 2016 five-year estimate data