

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

Focus on Whites

Whites in California make up 38% of the state's population, and this share has been decreasing over time. White Californians have experienced strong educational and career outcomes overall, but the data reveal large variations by region.



HIGH SCHOOL

POSTSECONDARY EDUCATION

WORKFORCE

White high school students graduate high school on-time and are eligible for UC/CSU at above-average rates, but UC/CSU eligibility is lower for White students in rural regions like the Central Sierra (28%), Northern California (32%), and Upper Sacramento Valley (31%).

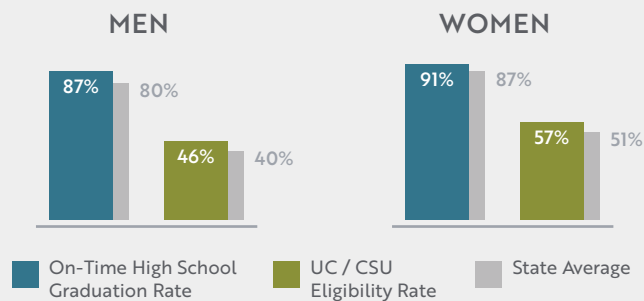


FIG 1



HIGH SCHOOL

POSTSECONDARY EDUCATION

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Like other racial/ethnic groups, the majority of White college students are at a community college. However, the percentage of White college students enrolled in private non-profit colleges is almost twice the state average. This was particularly true in Los Angeles, Orange County, and the Inland Empire.

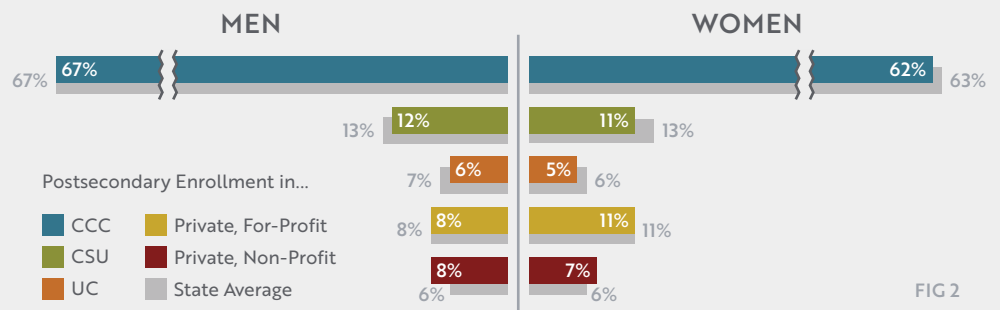


FIG 2

60% of White college students earn an associate's degree within 3 years or a bachelor's degree within 6 years, compared to the state average of 55%. White college students have completion rates above state averages in all segments except at for-profits. Across all segments, White women's completion rates are higher than White men's.

FIG 3

Younger White women have higher college attainment rates than older ones, but college attainment is similar across age groups for White men.

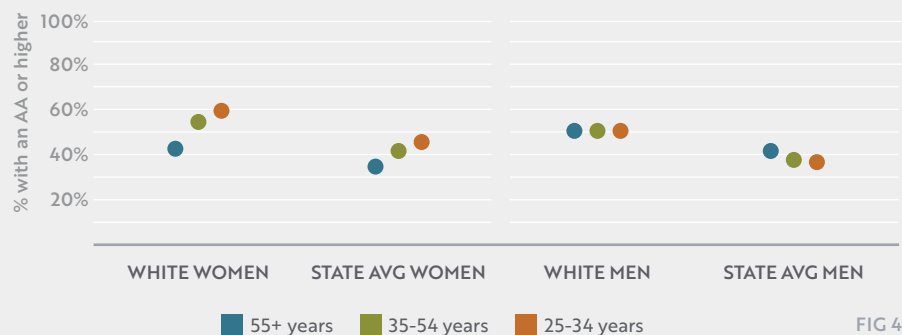


FIG 4

SNAPSHOT

Regional Differences in College Attainment for White Adults

College completion rates for White adults are much higher in predominantly urban regions like the Bay Area, Los Angeles, and Orange County, compared to more rural regions like the Central Sierra, San Joaquin Valley, and Upper Sacramento Valley. Within each region, the gender gap between White men and women is small.

White Adults With at Least an Associate's Degree, by Region

	MEN	WOMEN
Bay Area	62%	61%
Central Coast	53%	51%
Central Sierra	33%	35%
Inland Empire	37%	36%
Los Angeles	57%	55%
Northern California	35%	38%
Orange	58%	54%
Sacramento-Tahoe	46%	45%
San Diego-Imperial	56%	54%
San Joaquin Valley	33%	34%
Upper Sacramento Valley	32%	35%

FIG 5



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WORKFORCE

White adults have workforce participation rates that are similar to state averages. Workforce participation rates for White adults are highest in the Bay Area, Los Angeles, and San Diego-Imperial regions.

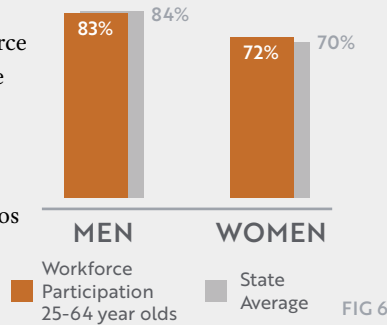


FIG 6

White working adults have the highest median wages of any racial/ethnic group but also have the largest gender gap in wages, at 49%.

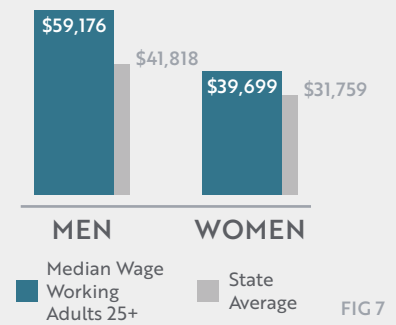


FIG 7

White men and women have high rates of employment in higher-wage fields, such as management. Within the top fields in which they are employed, White Californians tend to make more than the state median wage in those fields.

Top Occupations for White Men (White Median Wage - State Median Wage)	Top Occupations for White Women (White Median Wage - State Median Wage)
Management (+14%)	Office & Administrative Support (+6%)
Sales and Related Occupations (+31%)	Management (+11%)
Construction and Extraction (+39%)	Education, Training, and Library (+17%)
Transportation and Material Moving (+22%)	Sales and Related Occupations (+23%)
Office and Administrative Support (+11%)	Healthcare Practitioners and Technical (+7%)

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