

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

Focus on Asians¹

Thirteen percent of the state's population identify as Asian, most of whom are concentrated in the Bay Area, Los Angeles, and Orange County. Asians in California generally have strong education and economic outcomes, though substantial differences exist by region and gender.



HIGH SCHOOL

POSTSECONDARY EDUCATION

WORKFORCE

High school completion rates are similarly high for Asian men and women, but Asian women have higher UC/CSU eligibility rates. Nearly three-quarters of Asian high school students graduate eligible for a UC or CSU.

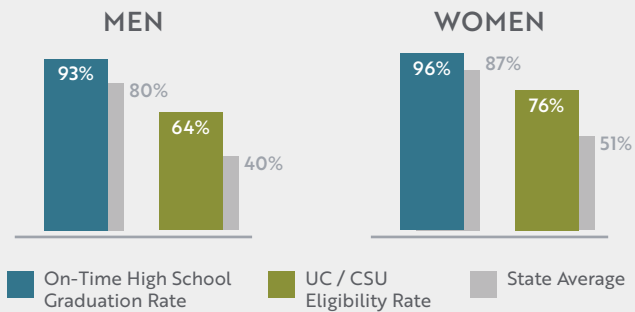


FIG 1



HIGH SCHOOL

POSTSECONDARY EDUCATION

WORKFORCE

Asian students in California have high rates of enrollment at four-year institutions. While the majority of Asian college students are enrolled at community colleges, Asians attend UCs at more than twice the rate of the state average.

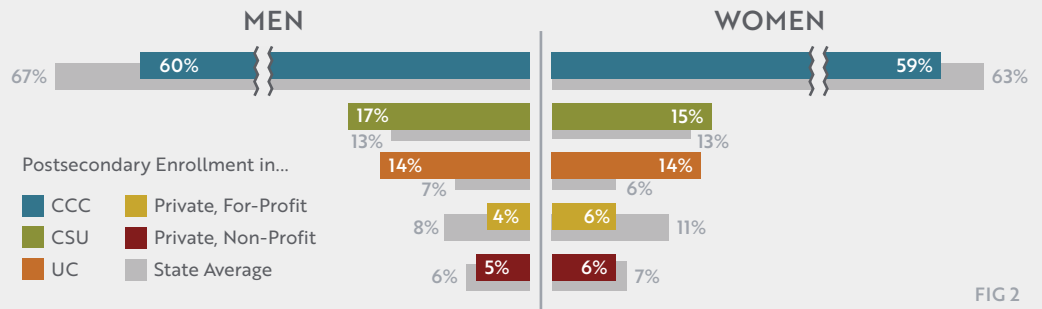


FIG 2

68% of Asian 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%. Postsecondary completion rates for Asians are higher than average at all segments. At community colleges, completion rates for Asians are about 1.5 times the state average.

FIG 3

College completion is increasing substantially over time for Asian adults, particularly for women.

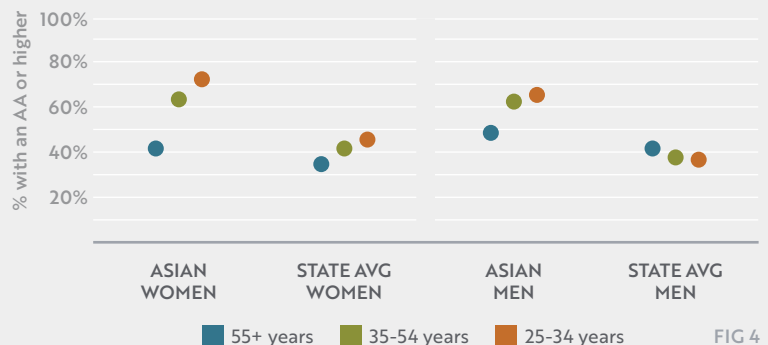


FIG 4

SNAPSHOT

Regional Differences in UC/CSU Eligibility For Asians

High average achievement for Asians often masks wide differences within the population. For example, Asians in the San Joaquin Valley, Central Coast, and Northern California regions have much lower UC/CSU eligibility rates than Asians in the Bay Area, Los Angeles, and Orange County.

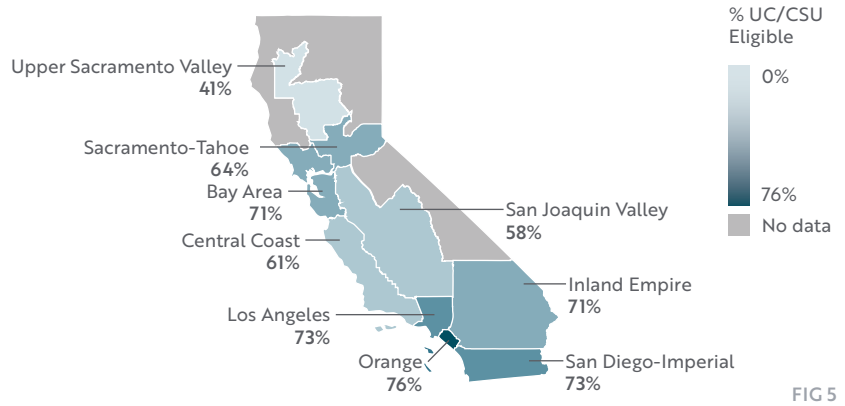


FIG 5



HIGH SCHOOL

POSTSECONDARY EDUCATION

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

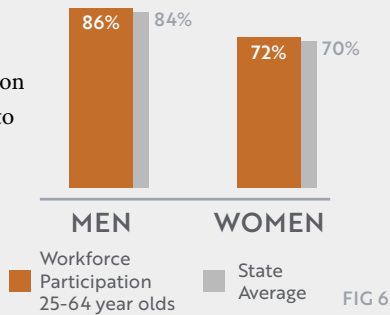


FIG 6

Among working adults, Asian men and women both earn well above the state median. Asian men earn 28% more than Asian women, a smaller gap than the state gender gap of 32%.

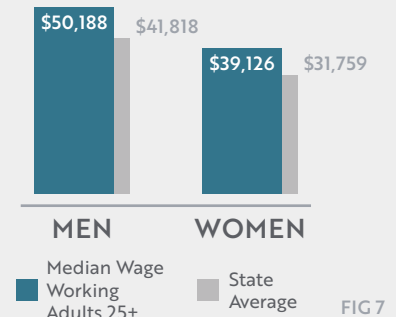


FIG 7

The wage gap between Asian men and women reflects the distinct fields in which they are more frequently employed. For example, a higher share of Asian men than women are employed in the high-wage management and computer/mathematical fields. Asians earn higher wages in most of the top fields in which they are employed, compared to the state median for those fields.

Top Occupations for Asian Men (Asian Median Wage - State Median Wage)	Top Occupations for Asian Women (Asian Median Wage - State Median Wage)
Management (+7%)	Office & Administrative Support (+8%)
Computer and Mathematical (+9%)	Healthcare Practitioners and Technical (+19%)
Sales and Related Occupations (-17%)	Management (+11%)
Office and Administrative Support (+4%)	Personal Care and Service (+1%)
Architecture and Engineering (+9%)	Business and Financial Operations (+9%)

FIG 8

Sources

¹ "Asian" is applied to a wide range of nationalities that have historically different economic and educational outcomes, thus making generalizations about this racial/ethnic group particularly difficult. This broad category includes South Indian, Southeast Asian, East Asian, and Filipino because many data sources do not allow for disaggregation within the Asian population.

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

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