

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

# Focus on Native Americans

Native Americans make up 1% of the state's population, a steady share over the last 15 years. The largest numbers of Native Americans are in Los Angeles, Northern California, and the San Joaquin Valley. California's Native Americans have experienced stagnating progress in educational and economic outcomes.



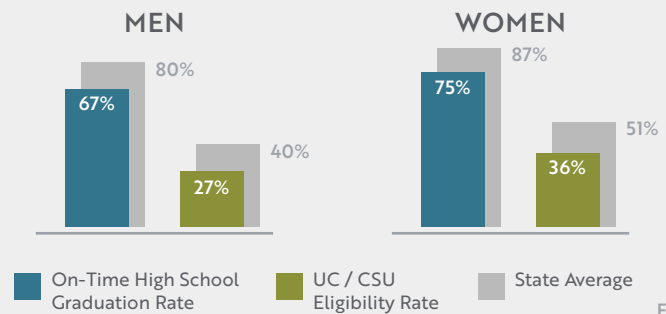
**HIGH SCHOOL**

POSTSECONDARY EDUCATION

WORKFORCE

High school outcomes for Native Americans are the lowest of all racial/ethnic groups, but are gradually improving.

Most Native American high school students do not graduate ready to enroll in a UC or CSU. Given that 75% of Native Americans live outside California's two largely urbanized regions (the Bay Area and Los Angeles), lack of access to A-G courses in rural regions particularly disadvantages this group.

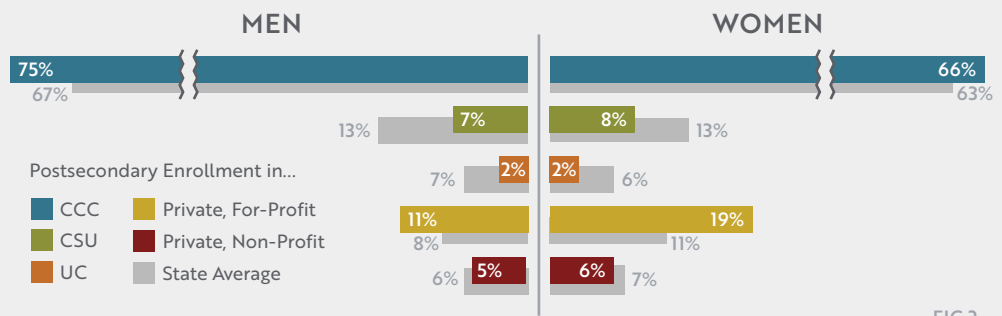


HIGH SCHOOL

**POSTSECONDARY EDUCATION**

WORKFORCE

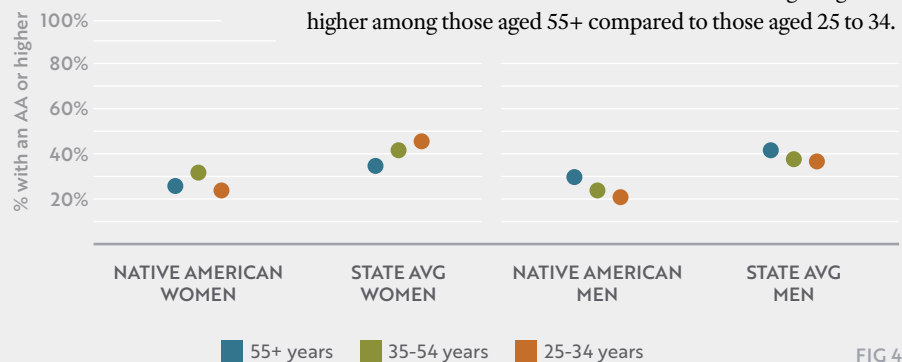
With relatively low rates of high school completion and even lower UC/CSU eligibility, Native American students face limited opportunities for higher education. Native American students are underrepresented at UCs and CSUs and are overrepresented in community colleges and for-profit colleges.



**48%** of Native American 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%. Native American college students have completion rates below state averages in all segments, and Native American women's completion rates are higher than Native American men's across all segments.

FIG 3

Native Americans have been disadvantaged with little or no progress on college attainment rates. The share of Native American adults with a college degree is higher among those aged 55+ compared to those aged 25 to 34.



SNAPSHOT

# Workforce Participation for Native Americans

For Native Americans aged 25-64, with each level of educational attainment, workforce participation rates improve substantially and move closer to the state average for all adults with the same education level.

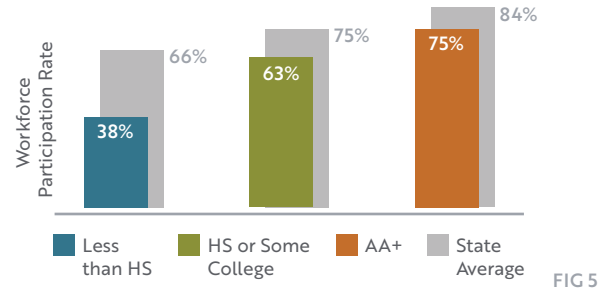


FIG 5



## HIGH SCHOOL

## POSTSECONDARY EDUCATION

## WORKFORCE

Workforce participation rates for Native Americans are far below state averages. This is true for both Native American men and women.

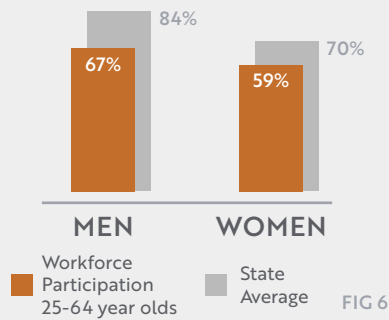


FIG 6

Among working Native American adults, men earn 30% more than women in California's workforce, close to the state gender gap of 32%.

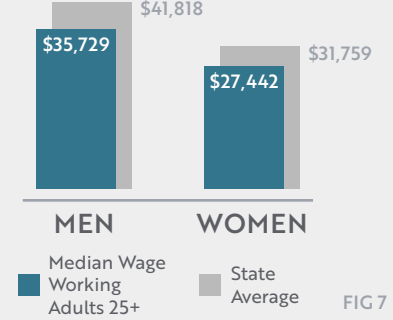


FIG 7

Low levels of educational attainment are reflected in lower-paying occupations for the Native American workforce. Median wage is substantially lower for Native American workers relative to the total state population, and this difference is likely due to both geography and specific occupations. Native Americans in California mostly reside in regions with lower average wages. Exacerbating this inequity are low workforce participation rates (see above) and jobs in lower-paying fields.

Top Occupations for Native American Men (Native American Median Wage - State Median Wage)	Top Occupations for Native American Women (Native American Median Wage - State Median Wage)
Construction and Extraction (+18%)	Office and Administrative Support (-5%)
Management (-24%)	Sales and Related Occupations (-14%)
Transportation and Material Moving (-9%)	Personal Care and Service (+18%)
Sales and Related Occupations (-28%)	Management (-26%)
Production Occupations (+2%)	Education, Training, and Library (-37%)

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