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## **FOREIGN-BORN WORKERS: LABOR FORCE CHARACTERISTICS IN 2008**

In 2008, 24.1 million persons, or 15.6 percent of the U. S. civilian labor force age 16 and over, were foreign born, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The unemployment rate for the foreign born was 5.8 percent in 2008, up from 4.3 percent in 2007. The jobless rate of the native born also increased to 5.8 percent in 2008; it was 4.7 percent in the prior year.

This news release compares the labor force characteristics of the foreign born with those of their native-born counterparts. The data on nativity are collected as part of the Current Population Survey (CPS), a monthly sample survey of approximately 60,000 households. The foreign born are persons who reside in the United States but who were born outside the country or one of its outlying areas to parents who were not U.S. citizens. The foreign born include legally-admitted immigrants, refugees, temporary residents such as students and temporary workers, and undocumented immigrants. The survey data, however, do not separately identify the numbers of persons in these categories. For further information about the survey, see the Technical Note.

### Demographic Characteristics

The demographic characteristics of the foreign-born labor force differ from those of the native born. In 2008, men made up a larger proportion of the foreign-born labor force (59.8 percent) than they did of the native-born (52.3 percent) labor force. Also, a higher proportion of the foreign-born than the native-born labor force was made up of 25- to 54-year-olds (76.6 and 66.0 percent, respectively); labor force participation is typically highest among persons in that age group. (See table 1.)

In 2008, Hispanics comprised 49.4 percent of the foreign-born labor force compared with 7.8 percent of the native-born labor force. Asians made up 22.4 percent of the foreign-born labor force compared with 1.3 percent of the native-born labor force. (Data in this release for persons who are white, black, or Asian do not include those of Hispanic or Latino ethnicity. Data on persons of Hispanic or Latino ethnicity are presented separately.)

In terms of educational attainment, 26.4 percent of the foreign-born labor force 25 years old and over had not completed high school in 2008, compared with 5.8 percent of the native-born labor force. Similar proportions of foreign-born and native-born persons in the labor force had a bachelor's or higher degree (31.7 and 34.6 percent, respectively). Foreign-born workers were less likely than native-born workers to have some college or an associate degree.

## Labor Force and Unemployment

In 2008, 68.1 percent of the foreign born were in the labor force, 0.4 percentage point lower than in 2007. The labor force participation rate of the native-born workers held steady at 65.6 percent in 2008. Both the number of foreign-born labor force participants (24.1 million) and their share of the U.S. civilian labor force (15.6 percent) were little changed from 2007 to 2008. (See table 1.)

The labor force participation rate of foreign-born men was 81.4 percent, compared with 71.4 percent for native-born men in 2008. In contrast, 54.8 percent of foreign-born women were labor force participants, compared with 60.3 percent of native-born women.

Among the major race and ethnicity groups, labor force participation rates of foreign-born whites (60.3 percent) and Hispanics (70.7 percent) were down over the year. The rates for foreign-born blacks (73.2 percent) and Asians (68.2 percent) showed little change in 2008. Among the native born, labor force participation rates for all the major groups were about unchanged over the year.

Foreign-born mothers with children under age 18 were less likely to be labor force participants than native-born mothers—60.7 versus 74.1 percent. Among women with children under age 3, the participation rate for the foreign born was 44.6 percent, while that for the native born was 64.5 percent. The labor force participation rate of both foreign- and native-born fathers with children under age 18 was about 94 percent in 2008. (See table 2.)

The over-the-year increase in the unemployment rate of foreign-born workers—from 4.3 percent in 2007 to 5.8 percent in 2008—reflected increases in the rates for both men and women. The unemployment rate for foreign-born men rose from 4.1 to 5.7 percent, and the rate for foreign-born women was up from 4.6 to 6.0 percent. Among the native born, the unemployment rate increased from 4.7 to 5.8 percent over the year. The rate for men rose from 4.9 to 6.2 percent, while the rate for women was up from 4.5 to 5.3 percent in 2008. (See table 1.)

By region, the foreign born made up a larger share of the total labor force in the West (24.1 percent) and in the Northeast (17.9 percent) than for the nation as a whole (15.6 percent). In contrast, the shares of the labor force made up by foreign-born workers in the South (13.8 percent) and Midwest (7.8 percent) were less than for the nation. (See table 6.)

## Occupation

In 2008, foreign-born workers were more likely than their native-born counterparts to be employed in service occupations (23.2 versus 15.6 percent); in production, transportation, and material moving occupations (16.4 versus 11.5 percent); and in natural resources, construction, and maintenance occupations (15.1 versus 9.3 percent). In contrast, native-born workers were more likely than foreign-born workers to be employed in management, professional, and related occupations—37.8 versus 28.2 percent. (See table 4.)

Foreign-born men were more likely than native-born men to be employed in service occupations; natural resources, construction, and maintenance occupations; and production, transportation, and material moving occupations. Compared with native-born women, foreign-born women were more likely to be employed in service occupations and in production, transportation, and material moving occupations.

## Earnings

In 2008, the median usual weekly earnings of foreign-born full-time wage and salary workers were \$595, compared with \$744 for the native born. Among men, median earnings were \$613 per week for the foreign born, compared with \$842 for the native born; the median for foreign-born women was \$557, compared with \$651 for the native born. (See table 5.)

As with the native born, the earnings of foreign-born workers increased with education. Foreign-born workers age 25 and over with less than a high school education earned \$417 per week in 2008, while those with bachelor's degrees and higher earned about 2.6 times as much—\$1,092 a week.

The gap between the earnings of foreign-born and native-born workers narrows with higher levels of education. For example, among those with less than a high school diploma, full-time workers who were foreign born earned 84.6 percent as much as their native-born counterparts. Among those with a bachelor's degree and higher, foreign born workers earned almost as much (97.6 percent) as native-born workers.

# Technical Note

The estimates in this release are based on annual average data from the Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over. In response to the increased demand for statistical information about the foreign born, questions on nativity, citizenship, year of entry into the United States, and the parental nativity of respondents were added to the CPS beginning in January 1994. Prior to 1994, the primary sources of data on the foreign born were the decennial census, two CPS supplements (conducted in April 1983 and November 1989), and, to some extent, information collected by the U.S. Citizenship and Immigration Services (formerly known as the Immigration and Naturalization Service).

The foreign- and native-born data for 2008 are not strictly comparable with data for 2007 and earlier years because of the introduction in January 2008 of revised population controls used in the CPS. The effect of the revised population controls on the foreign- and native-born estimates is unknown. However, the effect of the new controls on the monthly CPS estimates was to decrease the December 2007 employment level by 598,000 and the unemployment level by 40,000. The updated controls had little or no effect on unemployment rates and other ratios. More detailed information on the population adjustments and their effect on national labor force estimates are available at <http://www.bls.gov/cps/cps08adj.pdf>.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200, TDD message referral phone number: 1-800-877-8339.

## Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or *sampling error*, varies depending upon the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by nonsampling error. *Nonsampling error* can occur for many reasons, including the failure to sample a segment of the population, inability to

obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information and errors made in the collection or processing of the data. For a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the Household Data section of the "Explanatory Notes and Estimates of Error" in *Employment and Earnings Online* at [http://www.bls.gov/cps/eetech\\_methods.pdf](http://www.bls.gov/cps/eetech_methods.pdf).

## Concepts and definitions

*Foreign born.* The foreign born are persons residing in the United States who were not U.S. citizens at birth. That is, they were born outside the United States or one of its outlying areas such as Puerto Rico or Guam, to parents neither of whom was a U.S. citizen. The foreign-born population includes legally-admitted immigrants, refugees, temporary residents such as students and temporary workers, and undocumented immigrants. The survey data, however, do not separately identify the number of persons in these categories.

*Native born.* The native born are persons born in the United States or one of its outlying areas such as Puerto Rico or Guam or who were born abroad of at least one parent who was a U.S. citizen.

*Race and ethnicity groups.* In this release, the data are presented for non-Hispanic whites, blacks, and Asians and for persons of Hispanic or Latino ethnicity. These four groups are mutually exclusive but not exhaustive. Other race groups (including persons who selected more than one race category) are included in the overall totals but are not shown separately because the number of survey respondents is too small to develop statistically reliable estimates. The presentation of the data on race and ethnicity in this release differs from that which appears in most analyses of CPS labor force data in that persons of Hispanic or Latino ethnicity are separated from the race groups. Because persons of Hispanic or Latino ethnicity can be of any race, they are usually included in the race groups as well as shown separately in the Hispanic or Latino ethnicity group. The reason for the difference in the data presentation in this release is because about half of the foreign born are of Hispanic or Latino ethnicity and they have somewhat different labor force characteristics than the non-Hispanic foreign born.

*Employed.* Employed persons are (a) all those who, during the survey reference week, did any work at all as paid employees, worked in their own business, profession, or on their own farm, or who worked 15 hours or more as unpaid workers in a family-operated enterprise; and (b) all those who did not work but had jobs or businesses from which they were

temporarily absent due to illness, bad weather, vacation, childcare problems, labor disputes, or personal reasons, whether or not they were paid for the time off and whether or not they were seeking other jobs.

*Unemployed.* The unemployed are persons who had no employment during the reference week, were available for work at that time, except for temporary illness, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not be looking for work to be classified as unemployed.

*Civilian labor force.* The civilian labor force comprises all persons classified as employed or unemployed.

*Unemployment rate.* The unemployment rate is the number unemployed as a percent of the civilian labor force.

*Labor force participation rate.* The labor force participation rate is the labor force as a percent of the population.

*Usual weekly earnings.* Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Earnings reported on a basis other than weekly are converted to a weekly equivalent.

*Median earnings.* The median is the amount which divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median.

**Table 1. Employment status of the foreign-born and native-born populations by selected characteristics, 2007-08 annual averages**

(Numbers in thousands)

Characteristic	2007						2008					
	Civilian noninstitutional population	Civilian labor force				Civilian noninstitutional population	Civilian labor force					
		Total	Participation rate	Employed	Unemployed		Total	Participation rate	Employed	Unemployed		
					Number	Unemployment rate				Number	Unemployment rate	
<b>TOTAL</b>												
Total, 16 years and over .....	231,867	153,124	66.0	146,047	7,078	4.6	233,788	154,287	66.0	145,362	8,924	5.8
Men .....	112,173	82,136	73.2	78,254	3,882	4.7	113,113	82,520	73.0	77,486	5,033	6.1
Women .....	119,694	70,988	59.3	67,792	3,196	4.5	120,675	71,767	59.5	67,876	3,891	5.4
<b>FOREIGN BORN</b>												
Total, 16 years and over .....	35,017	23,994	68.5	22,967	1,027	4.3	35,317	24,063	68.1	22,660	1,403	5.8
Men .....	17,670	14,470	81.9	13,883	588	4.1	17,688	14,400	81.4	13,578	822	5.7
Women .....	17,347	9,524	54.9	9,085	439	4.6	17,629	9,663	54.8	9,082	581	6.0
<b>Age</b>												
16 to 24 years .....	4,205	2,454	58.4	2,266	188	7.7	3,845	2,211	57.5	1,979	232	10.5
25 to 34 years .....	8,243	6,421	77.9	6,147	274	4.3	7,992	6,236	78.0	5,866	371	5.9
35 to 44 years .....	8,322	6,782	81.5	6,546	236	3.5	8,327	6,814	81.8	6,473	341	5.0
45 to 54 years .....	6,278	5,126	81.7	4,930	196	3.8	6,602	5,380	81.5	5,083	297	5.5
55 to 64 years .....	3,850	2,531	65.7	2,424	107	4.2	4,126	2,700	65.4	2,580	120	4.5
65 years and over .....	4,119	680	16.5	655	25	3.7	4,424	721	16.3	679	42	5.9
<b>Race and Hispanic or Latino ethnicity <sup>1</sup></b>												
White non-Hispanic or Latino .....	7,492	4,599	61.4	4,428	171	3.7	7,517	4,531	60.3	4,305	226	5.0
Black non-Hispanic or Latino .....	2,610	1,901	72.8	1,795	106	5.6	2,743	2,007	73.2	1,863	144	7.2
Asian non-Hispanic or Latino .....	7,762	5,264	67.8	5,106	158	3.0	7,894	5,382	68.2	5,185	197	3.7
Hispanic or Latino ethnicity .....	16,817	11,987	71.3	11,405	582	4.9	16,816	11,889	70.7	11,067	822	6.9
<b>Educational attainment</b>												
Total, 25 years and over .....	30,812	21,540	69.9	20,701	839	3.9	31,472	21,852	69.4	20,681	1,171	5.4
Less than a high school diploma .....	9,456	5,893	62.3	5,585	308	5.2	9,420	5,759	61.1	5,316	443	7.7
High school graduates, no college <sup>2</sup> ...	7,863	5,400	68.7	5,188	212	3.9	8,098	5,514	68.1	5,201	312	5.7
Some college or associate degree .....	4,780	3,538	74.0	3,387	151	4.3	4,951	3,648	73.7	3,457	190	5.2
Bachelor's degree and higher <sup>3</sup> .....	8,713	6,709	77.0	6,541	168	2.5	9,003	6,931	77.0	6,705	226	3.3

See footnotes at end of table.

**Table 1. Employment status of the foreign-born and native-born populations by selected characteristics, 2007-08 annual averages—Continued**

(Numbers in thousands)

Characteristic	2007						2008					
	Civilian noninstitutional population	Civilian labor force					Civilian noninstitutional population	Civilian labor force				
		Total	Participation rate	Employed	Unemployed			Total	Participation rate	Employed	Unemployed	
					Number	Unemployment rate					Number	Unemployment rate
<b>NATIVE BORN</b>												
Total, 16 years and over .....	196,850	129,130	65.6	123,079	6,051	4.7	198,471	130,224	65.6	122,703	7,521	5.8
Men .....	94,503	67,666	71.6	64,372	3,294	4.9	95,424	68,119	71.4	63,908	4,211	6.2
Women .....	102,347	61,464	60.1	58,707	2,757	4.5	103,047	62,104	60.3	58,795	3,310	5.3
<b>Age</b>												
16 to 24 years .....	33,204	19,763	59.5	17,608	2,155	10.9	33,639	19,821	58.9	17,223	2,599	13.1
25 to 34 years .....	31,509	26,708	84.8	25,439	1,270	4.8	32,001	27,096	84.7	25,517	1,579	5.8
35 to 44 years .....	34,079	28,745	84.3	27,756	989	3.4	33,372	28,247	84.6	26,984	1,264	4.5
45 to 54 years .....	37,266	30,571	82.0	29,633	938	3.1	37,357	30,623	82.0	29,446	1,177	3.8
55 to 64 years .....	28,683	18,219	63.5	17,684	535	2.9	29,364	18,915	64.4	18,232	682	3.6
65 years and over .....	32,109	5,124	16.0	4,959	165	3.2	32,737	5,522	16.9	5,300	222	4.0
<b>Race and Hispanic or Latino ethnicity <sup>1</sup></b>												
White non-Hispanic or Latino .....	151,596	100,279	66.1	96,411	3,868	3.9	152,157	100,679	66.2	95,909	4,770	4.7
Black non-Hispanic or Latino .....	23,921	14,961	62.5	13,671	1,290	8.6	24,157	15,101	62.5	13,524	1,577	10.4
Asian non-Hispanic or Latino .....	2,708	1,683	62.2	1,620	63	3.7	2,669	1,674	62.7	1,600	74	4.4
Hispanic or Latino ethnicity .....	14,566	9,615	66.0	8,977	638	6.6	15,325	10,135	66.1	9,279	856	8.4
<b>Educational attainment</b>												
Total, 25 years and over .....	163,645	109,367	66.8	105,471	3,896	3.6	164,832	110,403	67.0	105,480	4,923	4.5
Less than a high school diploma .....	17,177	6,514	37.9	5,936	578	8.9	16,702	6,406	38.4	5,757	649	10.1
High school graduates, no college <sup>2</sup> .....	53,510	33,139	61.9	31,670	1,470	4.4	53,017	32,749	61.8	30,896	1,854	5.7
Some college or associate degree .....	45,051	32,349	71.8	31,225	1,124	3.5	46,153	33,070	71.7	31,582	1,488	4.5
Bachelor's degree and higher <sup>3</sup> .....	47,908	37,365	78.0	36,640	725	1.9	48,959	38,177	78.0	37,245	932	2.4

<sup>1</sup> Data for race/ethnicity groups do not sum to totals because data are not presented for all races.

<sup>2</sup> Includes persons with a high school diploma or equivalent.

<sup>3</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Updated population controls are introduced annually with the release of January data. See the Technical Note for further information.

**Table 2. Employment status of the foreign-born and native-born populations 16 years and over by presence and age of youngest child and sex, 2007-08 annual averages**

(Numbers in thousands)

Characteristic	2007			2008		
	Total	Men	Women	Total	Men	Women
<b>FOREIGN BORN</b>						
<b>With own children under 18</b>						
Civilian noninstitutional population .....	13,970	6,640	7,329	13,864	6,618	7,245
Civilian labor force .....	10,667	6,260	4,407	10,626	6,228	4,399
Participation rate .....	76.4	94.3	60.1	76.6	94.1	60.7
Employed .....	10,245	6,055	4,190	10,047	5,929	4,118
Employment-population ratio .....	73.3	91.2	57.2	72.5	89.6	56.8
Unemployed .....	422	205	217	580	299	281
Unemployment rate .....	4.0	3.3	4.9	5.5	4.8	6.4
<b>With own children 6 to 17, none younger</b>						
Civilian noninstitutional population .....	6,974	3,252	3,722	7,173	3,359	3,814
Civilian labor force .....	5,640	3,029	2,611	5,791	3,123	2,668
Participation rate .....	80.9	93.1	70.2	80.7	93.0	69.9
Employed .....	5,431	2,935	2,497	5,505	2,985	2,520
Employment-population ratio .....	77.9	90.2	67.1	76.7	88.9	66.1
Unemployed .....	209	94	115	286	138	148
Unemployment rate .....	3.7	3.1	4.4	4.9	4.4	5.5
<b>With own children under 6</b>						
Civilian noninstitutional population .....	6,996	3,388	3,608	6,691	3,259	3,431
Civilian labor force .....	5,027	3,231	1,795	4,835	3,104	1,731
Participation rate .....	71.9	95.4	49.8	72.3	95.2	50.4
Employed .....	4,814	3,120	1,693	4,542	2,944	1,598
Employment-population ratio .....	68.8	92.1	46.9	67.9	90.3	46.6
Unemployed .....	213	111	102	294	161	133
Unemployment rate .....	4.2	3.4	5.7	6.1	5.2	7.7
<b>With own children under 3</b>						
Civilian noninstitutional population .....	4,087	1,982	2,105	3,923	1,927	1,996
Civilian labor force .....	2,821	1,888	933	2,727	1,837	890
Participation rate .....	69.0	95.3	44.3	69.5	95.3	44.6
Employed .....	2,700	1,825	876	2,558	1,745	813
Employment-population ratio .....	66.1	92.1	41.6	65.2	90.6	40.7
Unemployed .....	120	63	57	169	92	78
Unemployment rate .....	4.3	3.4	6.1	6.2	5.0	8.7
<b>With no own children under 18</b>						
Civilian noninstitutional population .....	21,047	11,030	10,018	21,453	11,070	10,383
Civilian labor force .....	13,327	8,210	5,117	13,436	8,173	5,264
Participation rate .....	63.3	74.4	51.1	62.6	73.8	50.7
Employed .....	12,722	7,828	4,895	12,613	7,650	4,964
Employment-population ratio .....	60.4	71.0	48.9	58.8	69.1	47.8
Unemployed .....	605	383	222	823	523	300
Unemployment rate .....	4.5	4.7	4.3	6.1	6.4	5.7

See footnotes at end of table.



**Table 2. Employment status of the foreign-born and native-born populations 16 years and over by presence and age of youngest child and sex, 2007-08 annual averages—Continued**

(Numbers in thousands)

Characteristic	2007			2008		
	Total	Men	Women	Total	Men	Women
<b>NATIVE BORN</b>						
<b>With own children under 18</b>						
Civilian noninstitutional population .....	52,683	22,996	29,686	51,642	22,467	29,175
Civilian labor force .....	43,578	21,699	21,879	42,762	21,144	21,617
Participation rate .....	82.7	94.4	73.7	82.8	94.1	74.1
Employed .....	42,005	21,119	20,887	40,859	20,403	20,455
Employment-population ratio .....	79.7	91.8	70.4	79.1	90.8	70.1
Unemployed .....	1,573	581	992	1,903	741	1,162
Unemployment rate .....	3.6	2.7	4.5	4.5	3.5	5.4
<b>With own children 6 to 17, none younger</b>						
Civilian noninstitutional population .....	29,861	13,085	16,775	29,259	12,841	16,418
Civilian labor force .....	25,413	12,197	13,216	24,936	11,955	12,981
Participation rate .....	85.1	93.2	78.8	85.2	93.1	79.1
Employed .....	24,622	11,889	12,733	23,974	11,555	12,419
Employment-population ratio .....	82.5	90.9	75.9	81.9	90.0	75.6
Unemployed .....	791	308	483	963	400	562
Unemployment rate .....	3.1	2.5	3.7	3.9	3.3	4.3
<b>With own children under 6</b>						
Civilian noninstitutional population .....	22,822	9,911	12,911	22,384	9,627	12,757
Civilian labor force .....	18,165	9,502	8,663	17,825	9,189	8,636
Participation rate .....	79.6	95.9	67.1	79.6	95.5	67.7
Employed .....	17,383	9,230	8,154	16,885	8,849	8,036
Employment-population ratio .....	76.2	93.1	63.2	75.4	91.9	63.0
Unemployed .....	782	272	509	940	340	600
Unemployment rate .....	4.3	2.9	5.9	5.3	3.7	6.9
<b>With own children under 3</b>						
Civilian noninstitutional population .....	13,406	5,851	7,554	13,358	5,758	7,600
Civilian labor force .....	10,412	5,624	4,788	10,419	5,517	4,902
Participation rate .....	77.7	96.1	63.4	78.0	95.8	64.5
Employed .....	9,935	5,457	4,478	9,841	5,299	4,542
Employment-population ratio .....	74.1	93.3	59.3	73.7	92.0	59.8
Unemployed .....	477	167	310	578	218	360
Unemployment rate .....	4.6	3.0	6.5	5.5	3.9	7.4
<b>With no own children under 18</b>						
Civilian noninstitutional population .....	144,167	71,506	72,661	146,829	72,957	73,872
Civilian labor force .....	85,552	45,967	39,585	87,462	46,975	40,487
Participation rate .....	59.3	64.3	54.5	59.6	64.4	54.8
Employed .....	81,074	43,253	37,821	81,844	43,505	38,339
Employment-population ratio .....	56.2	60.5	52.1	55.7	59.6	51.9
Unemployed .....	4,478	2,714	1,764	5,618	3,470	2,148
Unemployment rate .....	5.2	5.9	4.5	6.4	7.4	5.3

NOTE: Updated population controls are introduced annually with the release of January data. See the Technical Note for further information.

**Table 3. Employment status of the foreign-born and native-born populations 25 years and over by educational attainment, race, and Hispanic or Latino ethnicity, 2007-08 annual averages**

(Numbers in thousands)

Characteristic	2007				2008			
	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>
<b>FOREIGN BORN</b>								
<b>White non-Hispanic or Latino</b>								
Civilian noninstitutional population .....	895	1,850	1,338	2,701	891	1,884	1,360	2,744
Civilian labor force .....	306	1,035	882	1,991	276	990	885	2,024
Participation rate .....	34.1	55.9	65.9	73.7	30.9	52.5	65.1	73.7
Employed .....	292	993	850	1,937	253	939	838	1,952
Employment-population ratio .....	32.7	53.7	63.5	71.7	28.4	49.9	61.6	71.2
Unemployed .....	13	42	32	53	22	50	48	71
Unemployment rate .....	4.3	4.1	3.6	2.7	8.1	5.1	5.4	3.5
<b>Black non-Hispanic or Latino</b>								
Civilian noninstitutional population .....	318	712	570	654	334	758	629	677
Civilian labor force .....	193	515	474	566	192	561	501	582
Participation rate .....	60.7	72.2	83.2	86.6	57.4	74.0	79.7	86.0
Employed .....	177	491	445	549	176	516	466	559
Employment-population ratio .....	55.6	68.9	78.1	84.1	52.9	68.1	74.0	82.5
Unemployed .....	16	24	29	17	15	45	36	24
Unemployment rate .....	8.4	4.7	6.1	3.0	7.9	8.0	7.1	4.1
<b>Asian non-Hispanic or Latino</b>								
Civilian noninstitutional population .....	836	1,428	1,066	3,754	864	1,453	1,033	3,880
Civilian labor force .....	370	924	769	2,889	402	951	758	2,979
Participation rate .....	44.3	64.7	72.1	77.0	46.6	65.5	73.4	76.8
Employed .....	359	892	736	2,828	375	913	725	2,898
Employment-population ratio .....	43.0	62.5	69.0	75.3	43.4	62.8	70.2	74.7
Unemployed .....	11	32	33	61	27	39	33	81
Unemployment rate .....	3.0	3.5	4.3	2.1	6.8	4.1	4.4	2.7
<b>Hispanic or Latino ethnicity</b>								
Civilian noninstitutional population .....	7,368	3,801	1,726	1,508	7,292	3,940	1,852	1,579
Civilian labor force .....	5,001	2,877	1,352	1,189	4,871	2,967	1,439	1,245
Participation rate .....	67.9	75.7	78.3	78.9	66.8	75.3	77.7	78.9
Employed .....	4,736	2,764	1,297	1,155	4,495	2,790	1,368	1,198
Employment-population ratio .....	64.3	72.7	75.1	76.6	61.6	70.8	73.9	75.9
Unemployed .....	266	112	56	34	376	177	71	47
Unemployment rate .....	5.3	3.9	4.1	2.9	7.7	6.0	5.0	3.7

See footnotes at end of table.

**Table 3. Employment status of the foreign-born and native-born populations 25 years and over by educational attainment, race, and Hispanic or Latino ethnicity, 2007-08 annual averages—Continued**

(Numbers in thousands)

Characteristic	2007				2008			
	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>
<b>NATIVE BORN</b>								
<b>White non-Hispanic or Latino</b>								
Civilian noninstitutional population .....	11,099	41,790	35,413	41,067	10,723	41,180	35,972	41,982
Civilian labor force .....	4,092	25,333	25,048	31,725	3,975	24,863	25,386	32,458
Participation rate .....	36.9	60.6	70.7	77.3	37.1	60.4	70.6	77.3
Employed .....	3,783	24,377	24,281	31,150	3,644	23,659	24,397	31,727
Employment-population ratio .....	34.1	58.3	68.6	75.9	34.0	57.5	67.8	75.6
Unemployed .....	309	955	767	575	331	1,204	990	731
Unemployment rate .....	7.5	3.8	3.1	1.8	8.3	4.8	3.9	2.3
<b>Black non-Hispanic or Latino</b>								
Civilian noninstitutional population .....	3,215	6,938	5,306	3,496	3,128	6,923	5,533	3,582
Civilian labor force .....	1,154	4,481	3,948	2,872	1,167	4,467	4,125	2,881
Participation rate .....	35.9	64.6	74.4	82.1	37.3	64.5	74.6	80.4
Employed .....	1,003	4,138	3,731	2,788	979	4,046	3,815	2,769
Employment-population ratio .....	31.2	59.6	70.3	79.7	31.3	58.4	69.0	77.3
Unemployed .....	151	343	216	84	187	420	310	113
Unemployment rate .....	13.1	7.7	5.5	2.9	16.0	9.4	7.5	3.9
<b>Asian non-Hispanic or Latino</b>								
Civilian noninstitutional population .....	143	397	399	953	147	360	442	929
Civilian labor force .....	58	223	287	757	57	210	308	737
Participation rate .....	40.6	56.0	72.0	79.4	38.9	58.2	69.6	79.3
Employed .....	56	218	281	734	55	200	301	715
Employment-population ratio .....	39.4	54.8	70.3	77.0	37.7	55.4	68.2	76.9
Unemployed .....	2	5	7	23	2	10	6	23
Unemployment rate .....	2.9	2.2	2.3	3.0	2.9	4.9	2.1	3.1
<b>Hispanic or Latino ethnicity</b>								
Civilian noninstitutional population .....	2,275	3,390	2,939	1,784	2,264	3,587	3,131	1,835
Civilian labor force .....	1,039	2,468	2,340	1,517	1,040	2,609	2,476	1,588
Participation rate .....	45.7	72.8	79.6	85.1	45.9	72.8	79.1	86.5
Employed .....	942	2,345	2,245	1,489	931	2,442	2,353	1,537
Employment-population ratio .....	41.4	69.2	76.4	83.5	41.1	68.1	75.2	83.8
Unemployed .....	97	122	94	29	109	167	123	50
Unemployment rate .....	9.4	5.0	4.0	1.9	10.4	6.4	5.0	3.2

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Data for race/ethnicity groups do not sum to totals because data are not presented for all races. Updated population controls are introduced annually with the release of January data. See the Technical Note for further information.

**Table 4. Employed foreign-born and native-born persons 16 years and over by occupation and sex, 2008 annual averages**

(Percent distribution)

Occupation	Foreign Born			Native Born		
	Total	Men	Women	Total	Men	Women
Total .....	22,660	13,578	9,082	122,703	63,908	58,795
Percent .....	100.0	100.0	100.0	100.0	100.0	100.0
Management, professional, and related occupations .....	28.2	25.9	31.5	37.8	35.1	40.7
Management, business, and financial operations occupations .....	10.8	10.6	11.0	16.0	17.5	14.3
Management occupations .....	7.7	8.3	6.8	11.5	13.8	9.0
Business and financial operations occupations .....	3.1	2.3	4.2	4.5	3.8	5.3
Professional and related occupations .....	17.4	15.3	20.5	21.8	17.6	26.4
Computer and mathematical occupations .....	3.6	4.7	2.1	2.3	3.3	1.2
Architecture and engineering occupations .....	2.0	2.9	.8	2.0	3.4	.6
Life, physical, and social science occupations .....	1.2	1.2	1.2	.9	.9	.8
Community and social services occupations .....	.9	.7	1.1	1.7	1.3	2.2
Legal occupations .....	.4	.3	.7	1.3	1.2	1.4
Education, training, and library occupations .....	3.3	1.8	5.4	6.4	3.1	10.0
Arts, design, entertainment, sports, and media occupations .....	1.4	1.2	1.6	2.0	2.0	2.0
Healthcare practitioner and technical occupations .....	4.6	2.6	7.8	5.2	2.4	8.2
Service occupations .....	23.2	17.7	31.3	15.6	12.6	18.9
Healthcare support occupations .....	2.5	.5	5.4	2.2	.5	4.0
Protective service occupations .....	.9	1.1	.6	2.3	3.4	1.1
Food preparation and serving related occupations .....	7.5	7.3	7.7	5.0	3.8	6.3
Building and grounds cleaning and maintenance occupations .....	8.2	7.2	9.7	2.9	3.6	2.2
Personal care and service occupations .....	4.1	1.5	7.9	3.3	1.3	5.3
Sales and office occupations .....	17.2	12.4	24.3	25.8	17.8	34.5
Sales and related occupations .....	8.9	7.8	10.6	11.6	11.2	12.1
Office and administrative support occupations .....	8.3	4.6	13.8	14.2	6.6	22.4
Natural resources, construction, and maintenance occupations .....	15.1	24.2	1.5	9.3	17.0	.8
Farming, fishing, and forestry occupations .....	1.7	2.2	.9	.5	.7	.2
Construction and extraction occupations .....	10.4	17.2	.4	5.1	9.6	.3
Installation, maintenance, and repair occupations .....	3.0	4.8	.2	3.6	6.7	.3
Production, transportation, and material moving occupations .....	16.4	19.7	11.3	11.5	17.4	5.0
Production occupations .....	9.3	9.9	8.4	5.6	7.8	3.2
Transportation and material moving occupations .....	7.1	9.9	2.9	5.9	9.6	1.8

NOTE: Updated population controls are introduced annually with the release of January data. See the Technical Note for further information.

**Table 5. Median usual weekly earnings of full-time wage and salary works for the foreign born and native born by selected characteristics, 2007-08 annual averages**

(Numbers in thousands)

Characteristic	2007					2008				
	Foreign Born		Native Born		Earnings of foreign born as percent of native born <sup>1</sup>	Foreign Born		Native Born		Earnings of foreign born as percent of native born <sup>1</sup>
	Number	Median weekly earnings	Number	Median weekly earnings		Number	Median weekly earnings	Number	Median weekly earnings	
Total, 16 years and over .....	17,876	\$554	89,463	\$722	76.8	17,328	\$595	89,320	\$744	79.9
Men .....	11,329	585	48,969	809	72.3	10,848	613	48,591	842	72.9
Women .....	6,547	509	40,494	627	81.2	6,480	557	40,729	651	85.5
<b>AGE</b>										
16 to 24 years .....	1,650	391	9,599	435	89.8	1,337	402	9,284	451	89.1
25 to 34 years .....	5,078	520	20,792	669	77.8	4,786	572	20,857	689	83.0
35 to 44 years .....	5,186	604	21,814	807	74.7	5,118	635	21,290	842	75.4
45 to 54 years .....	3,816	615	22,877	817	75.2	3,846	663	22,794	848	78.2
55 to 64 years .....	1,761	632	12,435	828	76.3	1,849	661	12,914	849	77.9
65 years and over .....	386	518	1,946	622	83.3	392	568	2,181	659	86.2
<b>RACE AND HISPANIC OR LATINO ETHNICITY <sup>2</sup></b>										
White non-Hispanic or Latino .....	3,084	805	68,484	762	105.6	2,984	846	68,334	788	107.3
Black non-Hispanic or Latino .....	1,442	585	11,160	569	102.8	1,472	601	10,905	588	102.2
Asian non-Hispanic or Latino .....	3,876	832	1,188	832	100.0	3,988	864	1,184	865	99.8
Hispanic or Latino ethnicity .....	9,297	448	6,904	605	74.0	8,686	483	7,122	621	77.8
<b>EDUCATIONAL ATTAINMENT</b>										
Total, 25 years and over .....	16,225	586	79,864	763	76.7	15,992	614	80,036	788	78.0
Less than a high school diploma .....	4,582	405	4,164	479	84.6	4,213	417	3,908	493	84.6
High school graduates, no college <sup>3</sup> .....	3,928	511	24,069	617	82.9	3,920	523	23,472	633	82.7
Some college or associate degree .....	2,539	617	23,651	714	86.5	2,582	651	23,944	729	89.3
Bachelor's degree and higher <sup>4</sup> .....	5,177	1,057	27,980	1,075	98.3	5,277	1,092	28,713	1,119	97.6

<sup>1</sup> These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

<sup>2</sup> Data for race/ethnicity groups do not sum to totals because data are not presented for all races.

<sup>3</sup> Includes persons with a high school diploma or equivalent.

<sup>4</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Updated population controls are introduced annually with the release of January data. See the Technical Note for further information.

**Table 6. Employment status of the foreign-born and native-born populations 16 years and over by census regions and divisions, 2007-08 annual averages**

(Numbers in thousands)

Census regions and divisions	2007						2008					
	Civilian noninstitutional population	Civilian labor force					Civilian noninstitutional population	Civilian labor force				
		Total	Participation rate	Employed	Unemployed			Total	Participation rate	Employed	Unemployed	
					Number	Unemployment rate					Number	Unemployment rate
<b>FOREIGN BORN</b>												
Northeast .....	7,742	5,113	66.0	4,887	225	4.4	7,652	5,044	65.9	4,793	251	5.0
New England .....	1,540	1,062	68.9	1,018	43	4.1	1,491	1,023	68.6	963	60	5.8
Middle Atlantic .....	6,202	4,051	65.3	3,869	182	4.5	6,162	4,021	65.3	3,830	192	4.8
South .....	10,711	7,536	70.4	7,265	272	3.6	10,912	7,610	69.7	7,198	412	5.4
South Atlantic .....	6,434	4,602	71.5	4,431	171	3.7	6,474	4,577	70.7	4,301	276	6.0
East South Central ...	567	424	74.8	412	12	2.9	583	434	74.5	413	21	4.9
West South Central ..	3,709	2,510	67.7	2,422	88	3.5	3,855	2,599	67.4	2,484	115	4.4
Midwest .....	3,791	2,626	69.3	2,506	120	4.6	3,931	2,708	68.9	2,547	161	5.9
East North Central ....	2,923	1,996	68.3	1,906	90	4.5	3,015	2,047	67.9	1,927	120	5.9
West North Central ...	868	630	72.6	600	30	4.8	916	661	72.2	620	41	6.2
West .....	12,773	8,719	68.3	8,309	410	4.7	12,822	8,701	67.9	8,122	579	6.7
Mountain .....	2,178	1,513	69.5	1,453	61	4.0	2,195	1,529	69.6	1,445	83	5.5
Pacific .....	10,595	7,206	68.0	6,857	349	4.8	10,627	7,172	67.5	6,677	495	6.9
<b>NATIVE BORN</b>												
Northeast .....	35,327	22,881	64.8	21,863	1,018	4.4	35,527	23,186	65.3	21,903	1,283	5.5
New England .....	9,770	6,623	67.8	6,322	301	4.5	9,839	6,659	67.7	6,299	360	5.4
Middle Atlantic .....	25,556	16,257	63.6	15,541	717	4.4	25,688	16,527	64.3	15,604	923	5.6
South .....	73,484	47,086	64.1	44,994	2,092	4.4	74,203	47,437	63.9	44,826	2,611	5.5
South Atlantic .....	38,242	24,749	64.7	23,708	1,041	4.2	38,649	24,989	64.7	23,584	1,406	5.6
East South Central ....	13,223	8,199	62.0	7,792	407	5.0	13,316	8,134	61.1	7,619	515	6.3
West South Central ..	22,019	14,139	64.2	13,494	645	4.6	22,238	14,314	64.4	13,624	691	4.8
Midwest .....	47,517	32,377	68.1	30,697	1,680	5.2	47,526	32,231	67.8	30,279	1,953	6.1
East North Central ....	32,930	22,073	67.0	20,827	1,245	5.6	32,903	21,939	66.7	20,483	1,456	6.6
West North Central ...	14,587	10,305	70.6	9,870	435	4.2	14,623	10,293	70.4	9,796	497	4.8
West .....	40,522	26,786	66.1	25,525	1,261	4.7	41,215	27,369	66.4	25,694	1,675	6.1
Mountain .....	13,893	9,417	67.8	9,080	337	3.6	14,227	9,635	67.7	9,148	487	5.1
Pacific .....	26,629	17,368	65.2	16,445	923	5.3	26,988	17,734	65.7	16,546	1,188	6.7

NOTE: The states (plus the District of Columbia) that comprise the census divisions are: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont); Middle Atlantic (New Jersey, New York, and Pennsylvania); South Atlantic (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia); East South Central (Alabama, Kentucky, Mississippi, and Tennessee); West South Central Division (Arkansas, Louisiana, Oklahoma, and Texas); East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin); West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota); Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming); Pacific (Alaska, California, Hawaii, Oregon, and Washington).

Updated population controls are introduced annually with the release of January data. See the Technical Note for further information.