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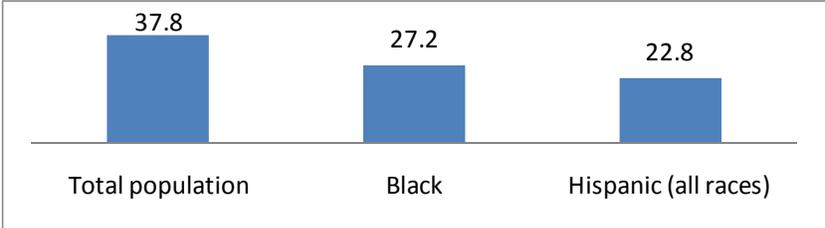
Selected Characteristics of Black and Hispanic Iowans: Analysis of Public-Use Micro-Sample Data from the 2006 American Community Survey

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The following information was obtained from the American Communities Survey portion of the U.S. Census Bureau web-site. The data chosen were items that profiled characteristics of all Iowans, Blacks, and Hispanics as they may relate to their participation in the Iowa economy. Those data are not available for other Iowa minority populations as the survey numbers were too small to generate statistical confidence in the findings. In other reports, covering different periods of time, we note that, for example there are strong differences among Iowa’s minority groups in terms of the kinds of jobs that they do, the industries within which they work, and their likelihoods of self-employment. It is important, therefore, to not over-generalize the information in this brief to be indicative of all minorities. This report is a summary of aggregate characteristics of Blacks and Hispanics as they compare to all Iowans.

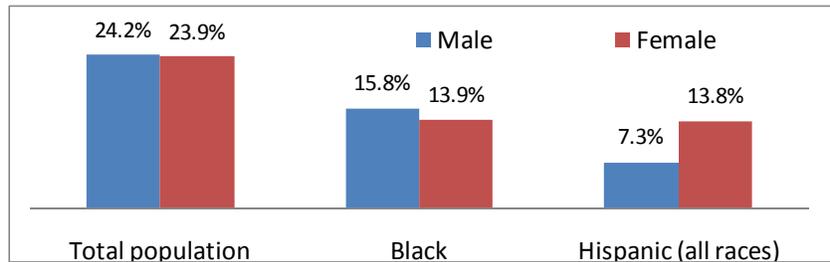
The median age for Iowa’s Blacks is just over 27 and for Hispanics just under 23. Median age is an important indicator. It tells us, obviously, that Iowa’s Black and Hispanic workers are more likely to be younger than the total population, which carries with it the supposition that those populations will have, on average, lower educational attainments and fewer years of experience and skill development in the workforce. In contrast, industries looking to locate and expand in Iowa will seek first workers that are in the ages of 25 to 39 – comparatively young workers are used to staff new and expanding firms. Consequently, Iowa’s Black and Hispanic populations, by virtue of their respective median ages, would be considered desirable hires for many new firms needing comparably younger workers.

Figure 1: Median Age in 2006



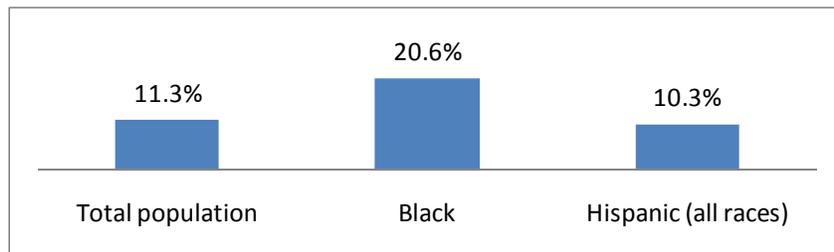
In modern society, the attainment of a bachelor's degree is considered a primary step to lifetime career advancement and progressive increases in living standards. In Figure 2 we see that the overall rate of this measure of educational attainment is much lower among Blacks and Hispanics. The rate among Hispanic males is less than a third of the rate for all lowans and less than half the rate for Black males. Hispanic females' rate is similar to the rate of college degrees among Black females, but lags the overall state average by 10 percentage points.

Figure 2: Percentage with Bachelor's Degrees, by Sex



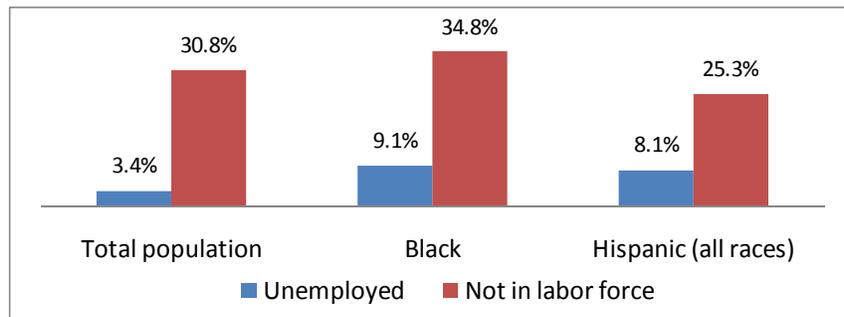
The ability of a population to participate in the workforce is also important to assess. Figure 3 shows the incidence of disability among our three comparison populations. Hispanic rates are slightly less than the overall population average, but the rate for Black respondents was substantially higher than the Hispanic rate and the state average. Nearly 21 percent of the respondents had some disability – a rate that is nearly twice as high as the state rate.

Figure 3: Disability Rates Persons Ages 16 to 64 in 2006



The ability and willingness to participate in the Iowa workforce is measured in Figure 4. The unemployment rate is the rate of persons that are not working who are, however, actively seeking employment. We see that the rate for Blacks was 9.1 percent, 2.7 times as high as the general population. The Hispanic rate was 8.1 percent. The overall labor force non participation rate in the population was just under 31 percent. For Iowa's Black population it was just under 35 percent, and for its Hispanic population it was 25.3 percent, substantially lower than the state average.

Figure 4: Unemployment and Labor Force Non Participation Rates, 2006



The kinds of jobs done by Iowa’s Black and Hispanic populations differ substantially from the overall state average. These findings are displayed in Table 1. Blacks and Hispanics are much less likely to have management or professional jobs and much more likely to do service related jobs as well as production, transportation, and material moving. Blacks and Hispanics diverge, however, in other categories. Blacks are more likely than the overall population to work in sales and office jobs, while Hispanics are much less likely. Hispanics are much more likely to work in construction, extraction, maintenance, and repair jobs than the overall population, while Black workers are much less likely. We have shaded much lower distributions in pink and higher distributions from the total population in light green for our Black and Hispanic categories.

Table 1: Occupational Distributions, 2006

Occupations:	Total Population	Black	Hispanic (all races)
Management, professional, and related occupations	32.6%	17.5%	11.7%
Service occupations	16.0%	27.4%	21.6%
Sales and office occupations	24.8%	30.8%	14.3%
Construction, extraction, maintenance, and repair occupations	8.6%	4.0%	11.1%
Production, transportation, and material moving occupations	16.9%	20.1%	38.1%

The major industrial preferences for Black and Hispanic workers are also illuminating. Those findings are listed in Table 2. We have again shaded much lower distributions in pink and higher distributions from the total population in light green for our Black and Hispanic categories. Iowa’s Black and Hispanic workers were much less likely to work in retail trade, transportation and warehousing, and in professional and scientific firms. They were both much more likely to work in accommodation, food services, and other entertainment types of firms, and they were more likely to work in manufacturing than the state norm. Hispanic rates of manufacturing employment were twice as high as the state average. They diverged in construction, Blacks were less likely and Hispanics more likely, and in

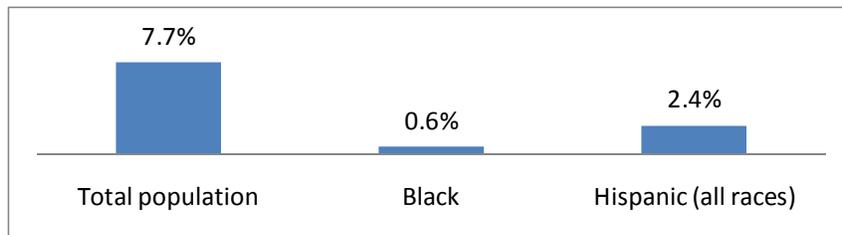
transportation along with information, finance and insurance, educational services and health and social services, and public administration where Blacks were more likely to be located and Hispanics less likely than the overall population.

Table 2: Industrial Distributions, 2006

Industries:	Total Population	Black	Hispanic (all races)
Construction	6.6%	2.4%	8.9%
Manufacturing	15.7%	17.7%	33.2%
Wholesale trade	3.4%	2.0%	3.3%
Retail trade	11.5%	9.2%	8.2%
Transportation and warehousing, and utilities	4.7%	3.4%	3.5%
Information	2.2%	3.5%	0.6%
Finance and insurance, and real estate and rental and leasing	7.3%	8.6%	5.0%
Professional, scientific, and management, and administrative and waste management services	6.7%	4.2%	5.5%
Educational services, and health care and social assistance	23.2%	24.3%	10.1%
Arts, entertainment, and recreation, and accommodation and food services	7.3%	15.8%	14.3%
Other services (except public administration)	4.1%	3.3%	2.0%
Public administration	3.2%	5.5%	2.3%

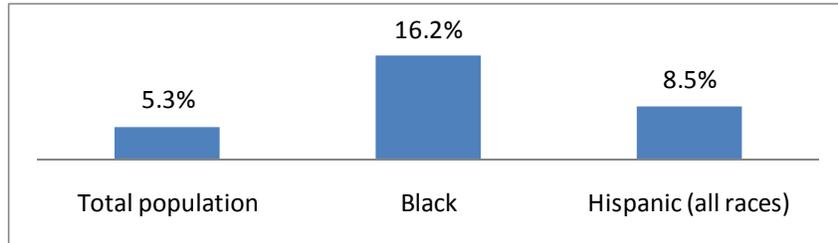
When we assess different populations’ economic activities, we are always interested in rates of entrepreneurship. Figure 5 gives us a clue as to the propensity of the population to be self-employed. In 2006, 7.7 percent of Iowa’s workers were self-employed (and not corporations). The rate for Hispanics was much lower at 2.4 percent. The rate for Black Iowan’s, however, was much lower. At .6 percent, it was an 11th of the value of the overall population and a quarter as much as the rate for Hispanics.

Figure 5: Percentage of Labor Force Self-Employed in 2006



There are transportation impediments to meaningful employment. Figure 6 displays the likelihood that an Iowa household did not have access to an automobile in 2006. The overall average was 5.3 percent. The rate for Black Iowans however was over 3 times higher at 16.2 percent. The rate for Hispanics was also substantially higher than the state average.

Figure 6: No Car in the Household



Finally, Table 3 displays other characteristics of Iowa’s households. Iowa’s Black households had median incomes from all sources that were 39 percent less than the overall median; Hispanics’ median incomes were 19.5 percent less. A Black household was nearly half as likely to be occupied by the owner as the average Iowa household, and a Hispanic household was 30 percent less likely to be owner-occupied. The average rents paid among Blacks and Hispanics were substantially higher than for the overall population. Finally, Black and Hispanic rents were more than 7 percent higher than the state average.

Table 3: Other Household Characteristics

Other Selected Characteristics:	Total Population	Black	Hispanic (all races)
Median household income (dollars)	44,491	27,017	35,789
Owner-occupied housing units	73.3%	39.4%	51.0%
Median gross rent (dollars)	584	626	629

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