



Hot Jobs Promoting Upward Mobility

Summer 2022

Analyzing DC's Hot Jobs and pathway strength

This analysis examined the latest [Hot Jobs Lists](#) published by the Department of Employment Services to understand the potential for in-demand occupations to support residents on a path towards upward economic mobility based on the Markle Foundation's experience-based job progression framework.

In the following slides, the Hot Jobs are categorized according to the Markle Framework as:

- Origins
- Gateways
- Targets

This categorization uses Markle's list of 77 national Gateways featured in this landmark [report](#) and metro-level insights from the Rework Community Insights Monitor [tool](#).



132

*Unique Hot Jobs
across the three lists*

Examining the occupation landscape through Markle's lens of job progressions

■ Good, viable occupations — Progression to greatest economic mobility — Alternative paths

Overview of job progression

Targets

Middle- to higher-wage (>\$42,000) occupations that are good quality because they are resilient to automation¹ and accessible based on job experience, not just credentials

Eg, sales managers

Gateways

A good job that can lead to Target occupations with the opportunity to build skills while also offering >\$42,000 in pay

Eg, training and development specialists

Historical Adjacencies

- Offers a bump in pay to middle- to higher-wage occupations (>\$42,000) but has limited historical success for advancing to Target occupations

Origins

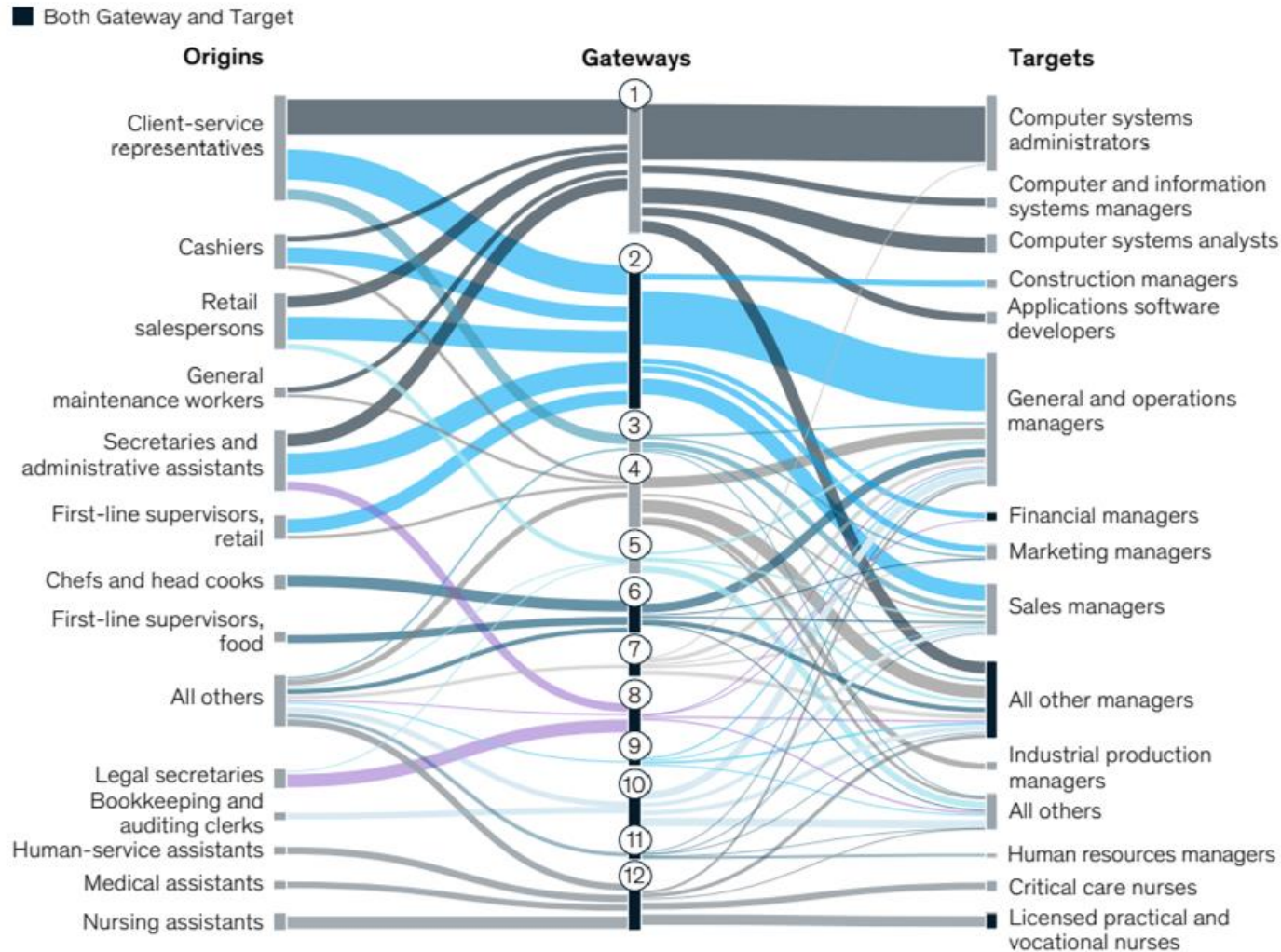
Low-wage (<\$37,000) and mid-wage (\$37,000–\$42,000) occupations, with high unemployment among workers without 4-year degrees

Eg, waiters

Mid-wage Origins

Offers some small bump in pay for those who start from Origins (\$37,000–\$42,000)

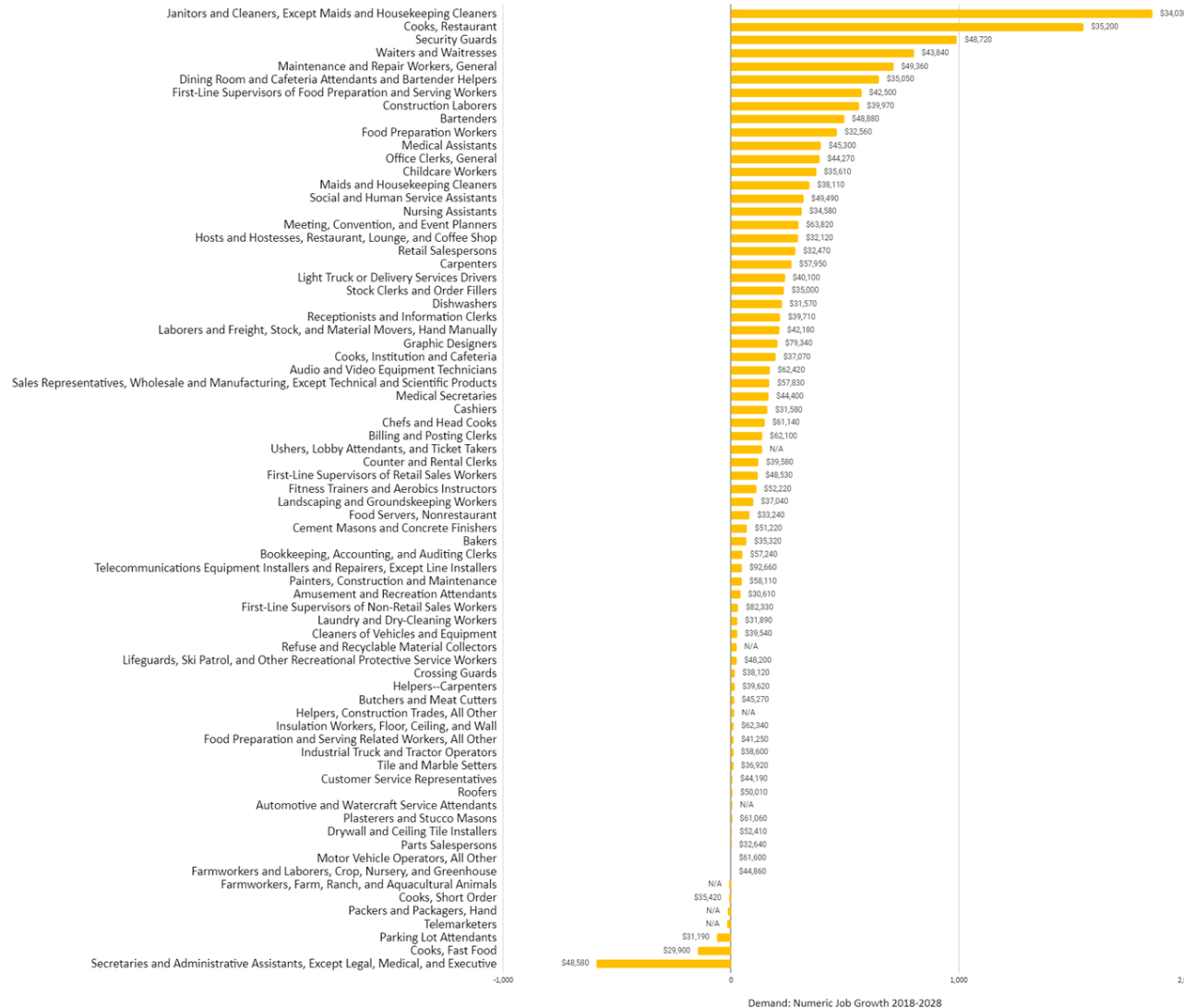
Exploring job transitions and the role of Gateways in helping workers advance



Gateways

1. Computer user support specialists
2. All other managers
3. Service sales representatives
4. First-line supervisors of production workers
5. Real estate sales agents
6. Food service managers
7. Business operations specialists
8. Paralegals and legal assistants
9. Training and development specialists
10. Financial managers
11. Human resource specialists
12. Registered nurses

Hot Jobs: 73 Origin Jobs



“Origins are low-wage occupations from which workers can move into better jobs; nationally, they provide less than \$42,000 in median individual income annually for people without a four-year degree. Origin jobs must have at least one gateway or target job, that is, there must be a career pathway.”¹

- **Wage:** DC’s Origin Hot Jobs have an average annual wage of \$45,757.
- **Degree:** 2.74% of these Origin jobs require a Bachelor’s degree or higher, 64.38% do not require a formal education.
- **Future wages:** Origin Jobs have a -0.02 Median Mobility Index (scale -1 to 1), meaning they are less likely to lead to a higher-paying job.

The following slides include detailed tables of the Origin Jobs for further exploration.

Hot Jobs: Origins (1/4)



Occupation Title	Numeric Job Growth 2018-2028	Annual Median Wage	Education And Training	Work Experience	On-The-Job Training	BLS Group
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,850	\$34,030	No Formal Education Required	None	Short-term OJT	Building and Grounds Cleaning and Maintenance
Cooks, Restaurant	1,547	\$35,200	No Formal Education Required	Less than 5 years	Moderate-term OJT	Food Preparation and Serving Related
Security Guards	992	\$48,720	HS or EQ	None	Short-term OJT	Protective Service
Waiters and Waitresses	803	\$43,840	No Formal Education Required	None	Short-term OJT	Food Preparation and Serving Related
Maintenance and Repair Workers, General	713	\$49,360	HS or EQ	None	Moderate-term OJT	Installation, Maintenance, and Repair
Dining Room and Cafeteria Attendants and Bartender Helpers	650	\$35,050	No Formal Education Required	None	Short-term OJT	Food Preparation and Serving Related
First-Line Supervisors of Food Preparation and Serving Workers	573	\$42,500	HS or EQ	Less than 5 years	None	Food Preparation and Serving Related
Construction Laborers	563	\$39,970	No Formal Education Required	None	Short-term OJT	Construction and Extraction
Bartenders	497	\$48,880	No Formal Education Required	None	Short-term OJT	Food Preparation and Serving Related
Food Preparation Workers	465	\$32,560	No Formal Education	None	Short-term OJT	Food Preparation and Serving Related
Medical Assistants	395	\$45,300	Postsecondary Non-Degree	None	None	Healthcare Support
Office Clerks, General	389	\$44,270	HS or EQ	None	Short-term OJT	Sales and Related
Childcare Workers	374	\$35,610	HS or EQ	Short-term OJT	Short-term OJT	Personal Care and Service
Maids and Housekeeping Cleaners	345	\$38,110	No Formal Education Required	None	Short-term OJT	Building and Grounds Cleaning and Maintenance
Social and Human Service Assistants	319	\$49,490	HS or EQ	None	Short-term OJT	Community and Social Service
Nursing Assistants	310	\$34,580	Postsecondary Non-Degree	None	None	Healthcare Support
Meeting, Convention, and Event Planners	296	\$63,820	Bachelor's degree	-	-	Office and Administrative Support
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	295	\$32,120	No Formal Education	None	Short-term OJT	Food Preparation and Serving Related
Retail Salespersons	283	\$32,470	No Formal Education Required	None	Short-term OJT	Sales and Related
Carpenters	266	\$57,950	HS or EQ	None	Apprenticeship	Building and Grounds Cleaning and Maintenance

Hot Jobs: Origins (2/4)



Occupation Title	Numeric Job Growth 2018-2028	Annual Median Wage	Education And Training	Work Experience	On-The-Job Training	BLS Group
Light Truck or Delivery Services Drivers	237	\$40,100	HS or EQ	None	Short-term OJT	Transportation and Material Moving
Stock Clerks and Order Fillers	232	\$35,000	HS or EQ	None	Short-term OJT	Transportation and Material Moving
Dishwashers	223	\$31,570	No Formal Education	None	Short-term OJT	Food Preparation and Serving Related
Receptionists and Information Clerks	217	\$39,710	HS or EQ	None	Short-term OJT	Office and Administrative Support
Laborers and Freight, Stock, and Material Movers, Hand Manually	213	\$42,180	No Formal Education Required	None	Short-term OJT	Transportation and Material Moving
Graphic Designers	204	\$79,340	Bachelor's degree	-	-	Arts, Design, Entertainment, Sports, and Media
Cooks, Institution and Cafeteria	196	\$37,070	No Formal Education	None	Short-term OJT	Food Preparation and Serving Related
Audio and Video Equipment Technicians	171	\$62,420	Postsecondary Non-Degree	None	Short-term OJT	Arts, Design, Entertainment, Sports, and Media
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	169	\$57,830	HS or EQ	None	Moderate-term OJT	Office and Administrative Support
Medical Secretaries	165	\$44,400	HS or EQ	None	Moderate-term OJT	Office and Administrative Support
Cashiers	160	\$31,580	No Formal Education Required	None	Short-term OJT	Sales and Related
Chefs and Head Cooks	148	\$61,140	HS or EQ	5 years or more	None	Food Preparation and Serving Related
Billing and Posting Clerks	137	\$62,100	HS or EQ	None	Moderate-term OJT	Office and Administrative Support
Ushers, Lobby Attendants, and Ticket Takers	136	N/A	No Formal Education	None	Short-term OJT	Personal Care and Service
Counter and Rental Clerks	120	\$39,580	No Formal Education	None	Short-term OJT	Sales and Related
First-Line Supervisors of Retail Sales Workers	117	\$48,530	HS or EQ	None	None	Sales and Related
Fitness Trainers and Aerobics Instructors	111	\$52,220	HS or EQ	None	Short-term OJT	Office and Administrative Support
Landscaping and Groundskeeping Workers	98	\$37,040	No Formal Education	None	Short-term OJT	Building and Grounds Cleaning and Maintenance
Food Servers, Nonrestaurant	82	\$33,240	No Formal Education	None	Short-term OJT	Food Preparation and Serving Related
Cement Masons and Concrete Finishers	71	\$51,220	No Formal Education	None	Moderate-term OJT	Construction and Extraction
Bakers	68	\$35,320	No Formal Education	None	Long-term OJT	Production

Hot Jobs: Origins (3/4)



Occupation Title	Numeric Job Growth 2018-2028	Annual Median Wage	Education And Training	Work Experience	On-The-Job Training	BLS Group
Bookkeeping, Accounting, and Auditing Clerks	50	\$57,240	Postsecondary Non-Degree	None	Moderate-term OJT	Office and Administrative Support
Telecommunications Equipment Installers and Repairers, Except Line Installers	47	\$92,660	Postsecondary Non-Degree	None	Moderate-term OJT	Installation, Maintenance, and Repair
Painters, Construction and Maintenance	47	\$58,110	No Formal Education	None	Moderate-term OJT	Construction and Extraction
Amusement and Recreation Attendants	41	\$30,610	No Formal Education	None	Short-term OJT	Personal Care and Service
First-Line Supervisors of Non-Retail Sales Workers	32	\$82,330	HS or EQ	None	None	Sales and Related
Laundry and Dry-Cleaning Workers	28	\$31,890	No Formal Education	None	Short-term OJT	Production
Cleaners of Vehicles and Equipment	27	\$39,540	No Formal Education	None	Short-term OJT	Transportation and Material Moving
Refuse and Recyclable Material Collectors	25	N/A	No Formal Education	None	Short-term OJT	Transportation and Material Moving
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	24	\$48,200	No Formal Education	None	Short-term OJT	Protective Service
Crossing Guards	16	\$38,120	No Formal Education	None	Short-term OJT	Protective Service
Helpers--Carpenters	16	\$39,620	No Formal Education	Short-term OJT	None	Construction and Extraction
Butchers and Meat Cutters	13	\$45,270	No Formal Education	None	Long-term OJT	Production
Helpers, Construction Trades, All Other	13	N/A	No Formal Education	Short-term OJT	None	Construction and Extraction
Insulation Workers, Floor, Ceiling, and Wall	11	\$62,340	No Formal Education	Short-term OJT	None	Construction and Extraction
Food Preparation and Serving Related Workers, All Other	11	\$41,250	No Formal Education	None	Short-term OJT	Food Preparation and Serving Related
Industrial Truck and Tractor Operators	10	\$58,600	No Formal Education	None	Short-term OJT	Transportation and Material Moving
Tile and Marble Setters	10	\$36,920	No Formal Education	None	Long-term on-the-job training	Construction and Extraction
Customer Service Representatives	7	\$44,190	HS or EQ	None	Short-term OJT	Protective Service
Roofers	7	\$50,010	No Formal Education	Moderate-term OJT	None	Construction and Extraction
Automotive and Watercraft Service Attendants	6	N/A	No Formal Education	None	Short-term OJT	Transportation and Material Moving

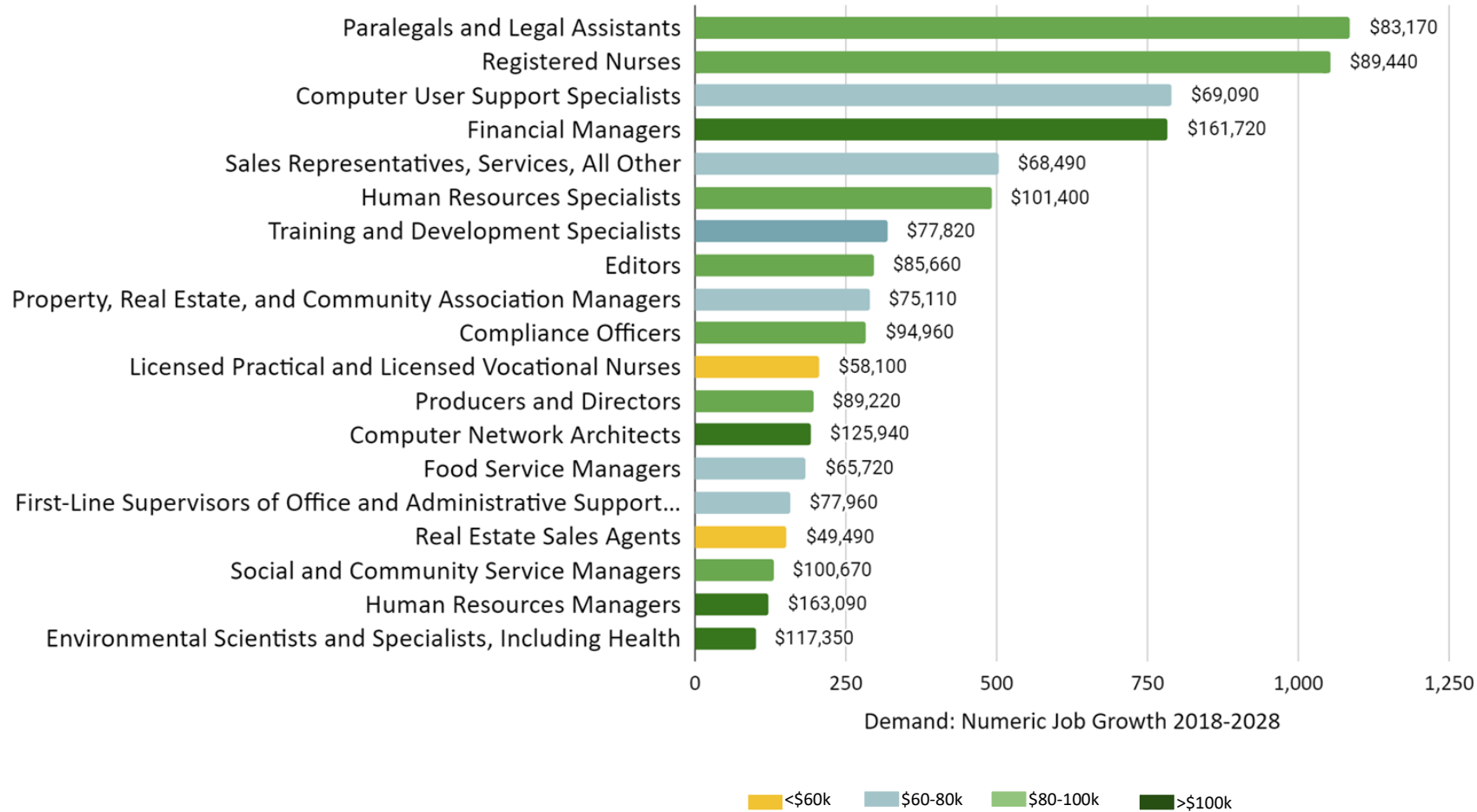
Hot Jobs: Origins (4/4)



Occupation Title	Numeric Job Growth 2018-2028	Annual Median Wage	Education And Training	Work Experience	On-The-Job Training	BLS Group
Plasterers and Stucco Masons	5	\$61,060	No Formal Education	Long-term OJT	None	Construction and Extraction
Drywall and Ceiling Tile Installers	4	\$52,410	No Formal Education	Moderate-term OJT	None	Construction and Extraction
Parts Salespersons	2	\$32,640	No Formal Education	Moderate-term OJT	None	Sales and Related
Motor Vehicle Operators, All Other	1	\$61,600	No Formal Education	None	Short-term OJT	Transportation and Material Moving
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1	\$44,860	No Formal Education	Short-term OJT	None	Farming, Fishing, and Forestry
Farmworkers, Farm, Ranch, and Aquacultural Animals	-7	N/A	No Formal Education	Short-term OJT	None	Farming, Fishing, and Forestry
Cooks, Short Order	-9	\$35,420	No Formal Education	None	Short-term OJT	Food Preparation and Serving Related
Packers and Packagers, Hand	-15	N/A	No Formal Education	None	Short-term on-the-job training	Transportation and Material Moving
Telemarketers	-17	N/A	No Formal Education	Short-term OJT	None	Sales and Related
Parking Lot Attendants	-61	\$31,190	No Formal Education	None	Short-term OJT	Transportation and Material Moving
Cooks, Fast Food	-145	\$29,900	No Formal Education	None	Short-term OJT	Food Preparation and Serving Related
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-590	\$48,580	HS or EQ	None	Short-term OJT	Office and Administrative Support



Hot Jobs: 19 Gateways



“Gateway roles not only provide good wages but also are the best springboard to attractive Target occupations. They expand a job seeker’s body of skills or broaden existing skills, positioning the job seeker for an attractive Target role.”¹

Criteria include:

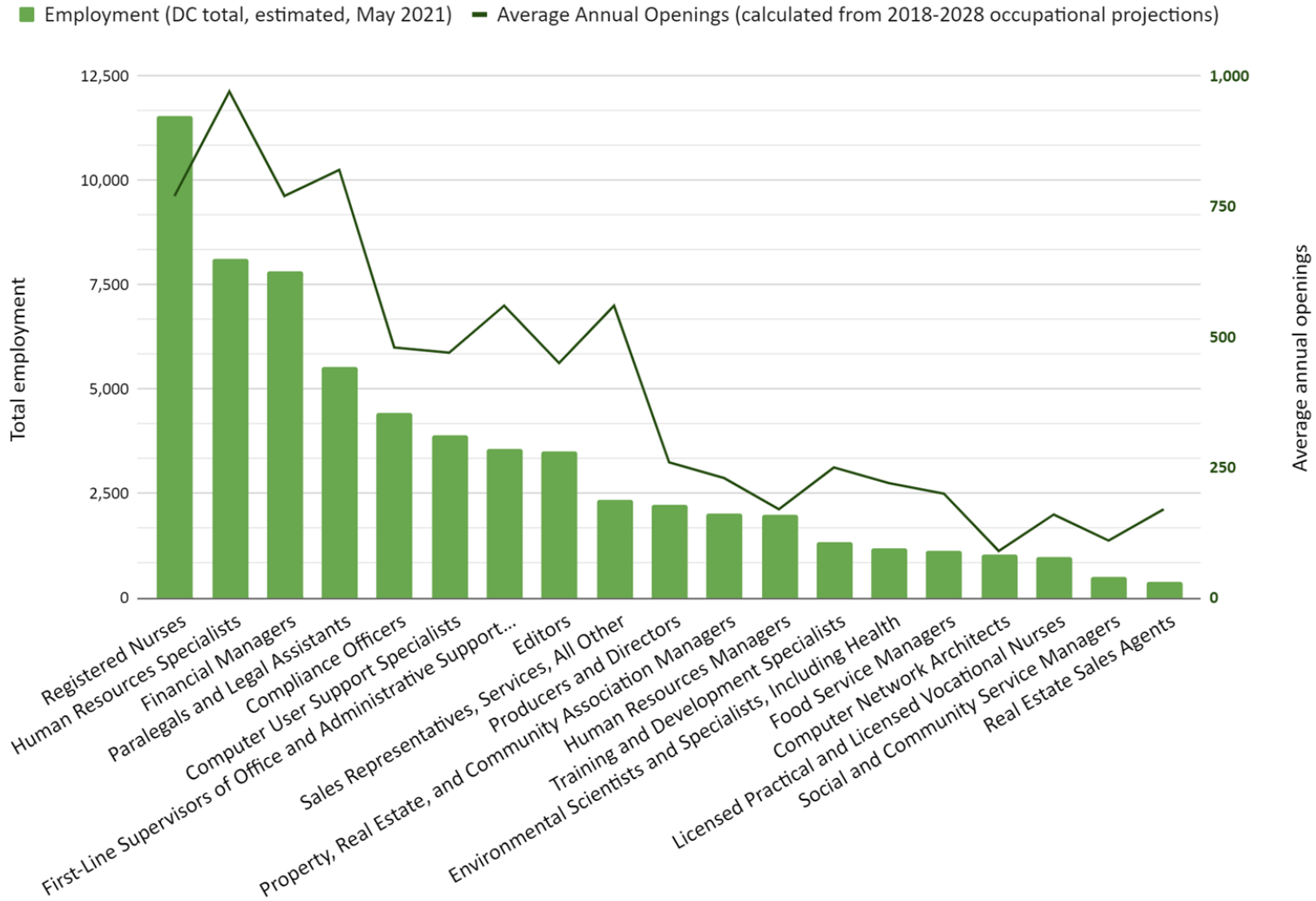
- At least 25 percent of these occupations’ employees nationally do not have a bachelor’s degree (2019).
- More than 33 percent inflow of transitions by people without a bachelor's degree are from Origin jobs and more than 33 percent outflow of transitions from Gateway jobs to Target jobs are from people without a bachelor's degree.

Wage: DC’s Gateway Hot Jobs have a median annual wage of \$85,660 (min=\$49,490, max=\$163,090).

Degree: 57.8% of these Gateway jobs have a typical education requirement of Bachelor’s degree or higher.

Future wages: Gateways have a 0.04 Mobility Index, indicating a strong likelihood of leading to a higher-paying job.

Gateways: Total employment and average annual openings



Hot Jobs: Gateways



Occupation Title	Numeric Job Growth 2018-2028	Annual Median Wage	Education And Training	Work Experience	On-The-Job Training	BLS Group
Paralegals and Legal Assistants	1,086	\$83,170	Associate's degree	-	-	Legal Occupations
Registered Nurses	1,053	\$89,440	Bachelor's degree	-	-	Healthcare Practitioners and Technical Occupations
Computer User Support Specialists	790	\$69,090	Postsecondary Non-Degree	-	-	Computer and Mathematical Occupations
Financial Managers	784	\$161,720	Bachelor's degree	-	-	Management Occupations
Sales Representatives, Services, All Other	503	\$68,490	None	-	-	Sales and Related Occupations
Human Resources Specialists	491	\$101,400	Bachelor's degree	-	-	Business and Financial Operations Occupations
Training and Development Specialists	319	\$77,820	Bachelor's degree	-	-	Business and Financial Operations Occupations
Editors	296	\$85,660	Bachelor's degree	-	-	Arts, Design, Entertainment, Sports, and Media Occupations
Property, Real Estate, and Community Association Managers	289	\$75,110	HS or EQ	-	-	Management Occupations
Compliance Officers	284	\$94,960	Bachelor's degree	-	-	Business and Financial Operations Occupations
Licensed Practical and Licensed Vocational Nurses	206	\$58,100	Postsecondary Non-Degree	None	None	Healthcare Practitioners and Technical Occupations
Producers and Directors	196	\$89,220	Bachelor's degree	-	-	Arts, Design, Entertainment, Sports, and Media Occupations
Computer Network Architects	192	\$125,940	Bachelor's degree	-	-	Computer and Mathematical Occupations
Food Service Managers	184	\$65,720	HS or EQ	Less than 5 years	None	Management Occupations
First-Line Supervisors of Office and Administrative Support Workers	158	\$77,960	HS or EQ	-	-	Office and Administrative Support Occupations
Real Estate Sales Agents	152	\$49,490	HS or EQ	None	Moderate-term OJT	Sales and Related Occupations
Social and Community Service Managers	130	\$100,670	Bachelor's degree	-	-	Management Occupations
Human Resources Managers	122	\$163,090	Bachelor's degree	-	-	Management Occupations
Environmental Scientists and Specialists, Including Health	100	\$117,350	Bachelor's degree	-	-	Life, Physical, and Social Science Occupations



Gateway deep dive: computer user support specialists in Washington, DC

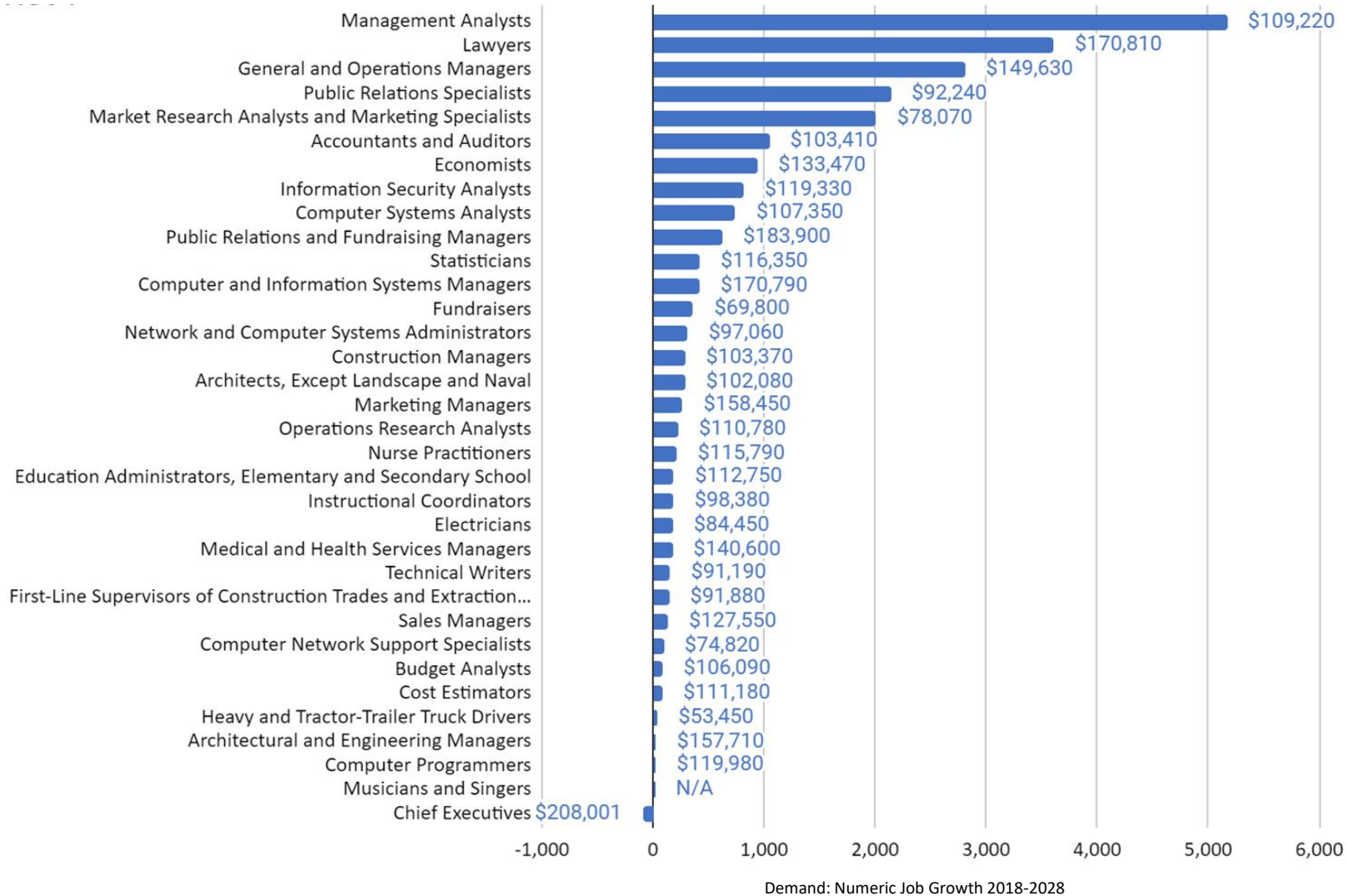


Description: Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.

Demand	Wage	Education and Training	Advertised Job Skills	Top Employers Posting Jobs	Advertised Job Certifications	Training Programs and Providers
<p>Total employment: 3,900</p> <p>Numeric Job Growth 2018-2028: 790</p> <p>Number of job openings advertised online May 2022: 816</p> <p>Average annual job openings: 470</p>	\$69,090	<p>Typical required: Postsecondary non-degree</p> <p>Education requirements on Advertised Jobs:</p> <ul style="list-style-type: none"> ● Not specified: 37% ● No min: 18% of job openings ● HS/Eq: 12% ● Associates: 4% ● Bachelor's: 26%. 	<ul style="list-style-type: none"> ● Customer service (435) ● Problem solving (180) ● Conflict management (122) ● Attention to detail (108) ● Work independently (105) ● Interpersonal skills (93) ● End user support (80) 	<ul style="list-style-type: none"> ● Peraton (22) ● General Dynamics Information Technology (20) ● NCI Information Systems (15) ● GovCIO (14) ● Booz Allen Hamilton (12) ● Cerner Corporation (12) ● Iron Bow Technologies (12) 	<ul style="list-style-type: none"> ● CompTIA A+ Certification (57) ● CompTIA Network+ Certification (29) ● CompTIA Security+ Certification (22) ● Cisco Certified Network Associate (CCNA) (20) ● Certified Network Computer Technician (CNCT) (18) 	<ul style="list-style-type: none"> ● A+ Computer Repair -- Opportunities Industrialization Center ● AWS Cloud Computing -- UDC ● Business tech, computer science tech associates - UDC ● CompTIA A+ -- Byte Back, Inc., Urban ED, Vets Group Training Academy ● Digital pathways -- Latin American Youth Center
<p>Sources: OEWS 2021, Hot Jobs, DC Networks LMI Occupational Profile, Projections Central</p>	Hot Jobs	Hot Jobs, DC Networks	DC Networks (6/6/22)	DC Networks (6/6/22)	DC Networks (6/6/22)	OSSE Career Coach



Hot Jobs: 34 Targets



“Targets are attractive occupations in terms of risk and income, providing annual salaries of more than \$42,000, and are accessible in the job market on experience, not just credentials based on historical transition data (from resumés) where individuals moved from a gateway occupation. At least 10 percent of workers employed in the occupation do not have a bachelor's degree and are not in O*NET job zone 5. These jobs are the ultimate goal.”¹

- **Wage:** DC’s Target Hot Jobs have an average annual wage of \$117,271.
- **Degree:** 85.3% of these Target jobs require a Bachelor’s degree or higher.
- **Future wages:** Targets have a 0.046 Mobility Index, meaning there is a high likelihood of these positions leading to a higher-paying job.

Find additional details on DC’s Target jobs in the following slides.

Hot Jobs: Targets (1/2)



Occupation Title	Numeric Job Growth 2018-2028	Annual Median Wage	Education And Training	BLS Occupation Group
Management Analysts	5,167	\$109,220	Bachelor's degree	Business and Financial Operations Occupations
Lawyers	3,607	\$170,810	Doctoral or prof. deg	Legal Occupations
General and Operations Managers	2,807	\$149,630	Bachelor's degree	Management Occupations
Public Relations Specialists	2,139	\$92,240	Bachelor's degree	Arts, Design, Entertainment, Sports, and Media Occupations
Market Research Analysts and Marketing Specialists	2,008	\$78,070	Bachelor's degree	Business and Financial Operations Occupations
Accountants and Auditors	1,046	\$103,410	Bachelor's degree	Business and Financial Operations Occupations
Economists	939	\$133,470	Master's degree	Life, Physical, and Social Science Occupations
Information Security Analysts	816	\$119,330	Bachelor's degree	Computer and Mathematical Occupations
Computer Systems Analysts	739	\$107,350	Bachelor's degree	Computer and Mathematical Occupations
Public Relations and Fundraising Managers	622	\$183,900	Bachelor's degree	Management Occupations
Statisticians	419	\$116,350	Master's degree	Computer and Mathematical Occupations
Computer and Information Systems Managers	417	\$170,790	Bachelor's degree	Management Occupations
Fundraisers	362	\$69,800	Bachelor's degree	Business and Financial Operations Occupations
Network and Computer Systems Administrators	309	\$97,060	Bachelor's degree	Computer and Mathematical Occupations
Construction Managers	287	\$103,370	Bachelor's degree	Management Occupations
Architects, Except Landscape and Naval	287	\$102,080	Bachelor's degree	Architecture and Engineering Occupations
Marketing Managers	265	\$158,450	Bachelor's degree	Management Occupations
Operations Research Analysts	222	\$110,780	Bachelor's degree	Computer and Mathematical Occupations
Nurse Practitioners	213	\$115,790	Master's degree	Arts, Design, Entertainment, Sports, and Media Occupations

Hot Jobs: Targets (2/2)



Occupation Title	Numeric Job Growth 2018-2028	Annual Median Wage	Education And Training	BLS Occupation Group
Education Administrators, Elementary and Secondary School	187	\$112,750	Master's degree	Management Occupations
Instructional Coordinators	184	\$98,380	Master's degree	Educational Instruction and Library Occupations
Electricians	178	\$84,450	HS or EQ	Construction and Extraction Occupations
Medical and Health Services Managers	174	\$140,600	Bachelor's degree	Sales and Related Occupations
Technical Writers	151	\$91,190	Bachelor's degree	Arts, Design, Entertainment, Sports, and Media Occupations
First-Line Supervisors of Construction Trades and Extraction Workers	143	\$91,880	HS or EQ	Office and Administrative Support Occupations
Sales Managers	134	\$127,550	Bachelor's degree	Management Occupations
Computer Network Support Specialists	94	\$74,820	Associate's degree	Computer and Mathematical Occupations
Budget Analysts	84	\$106,090	Bachelor's degree	Business and Financial Operations Occupations
Cost Estimators	82	\$111,180	Bachelor's degree	Transportation and Material Moving Occupations
Heavy and Tractor-Trailer Truck Drivers	38	\$53,450	Postsecondary Non-Degree	Transportation and Material Moving Occupations
Architectural and Engineering Managers	25	\$157,710	Bachelor's degree	Management Occupations
Computer Programmers	22	\$119,980	Bachelor's degree	Computer and Mathematical Occupations
Musicians and Singers	15	N/A	No Formal Education	Arts, Design, Entertainment, Sports, and Media Occupations
Chief Executives	-90	\$208,001	Bachelor's degree	Management Occupations

Hot Jobs: Other

Occupation Title	Numeric Job Growth 2018-2028	Annual Median Wage	Education And Training	Work Experience	On-The-Job Training	Markle Job Progression Assessment
Sales Engineers	154	\$147,440	Bachelor's degree	-	-	Unlabeled
Plumbers, Pipefitters, and Steamfitters	163	\$73,280	HS or EQ	None	Apprenticeship	Historical Adjacencies
First-Line Supervisors of Mechanics, Installers, and Repairers	47	\$82,740	HS or EQ	None	None	Historical Adjacencies
Insurance Sales Agents	73	\$78,470	HS or EQ	None	Moderate-term OJT	Unlabeled
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	39	\$72,380	Postsecondary Non-Degree	None	Long-term OJT	Historical Adjacencies
Multimedia Artists and Animators	5	\$88,670	No Formal Education	None	None	National Gateway (Removed due to local conditions)

Population statistics: employment status by education level in DC

Employment status of the civilian non-institutional population 25 years and over by educational attainment, May 2021 - April 2022 (based on CPS)
(Numbers in thousands)

	Civilian noninstitutional population	Civilian Labor Force		Employment		Unemployment	
		Total	Rate	Total	Rate	Total	Rate
District of Columbia							
Less than a High school diploma	27.8	9.3	33.5	7.7	27.6	1.7	17.8
High school graduates, no college ¹	76.6	38.2	49.8	31.8	41.5	6.4	16.7
Some college or associate degree	53.7	30.1	56.0	26.2	48.8	3.9	12.8
Bachelor's degree and higher ²	341.1	281.1	82.4	273.5	80.2	7.6	2.7

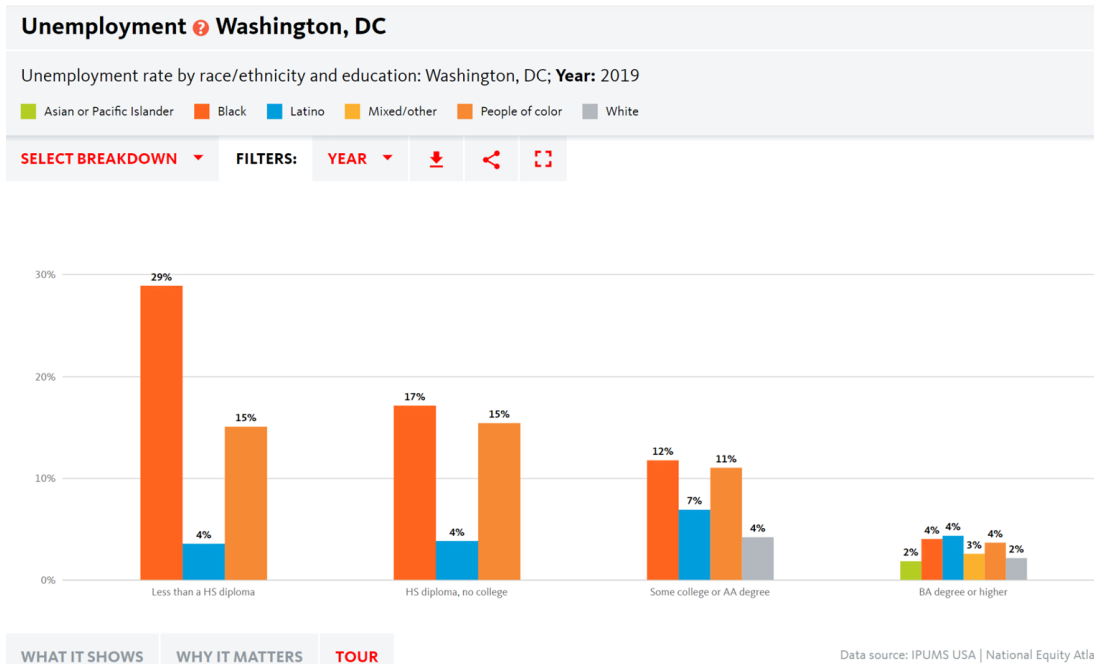
- Data not available

¹ Includes persons with a high school diploma or equivalent

² Includes person with bachelor's, master's, professional and doctoral degrees

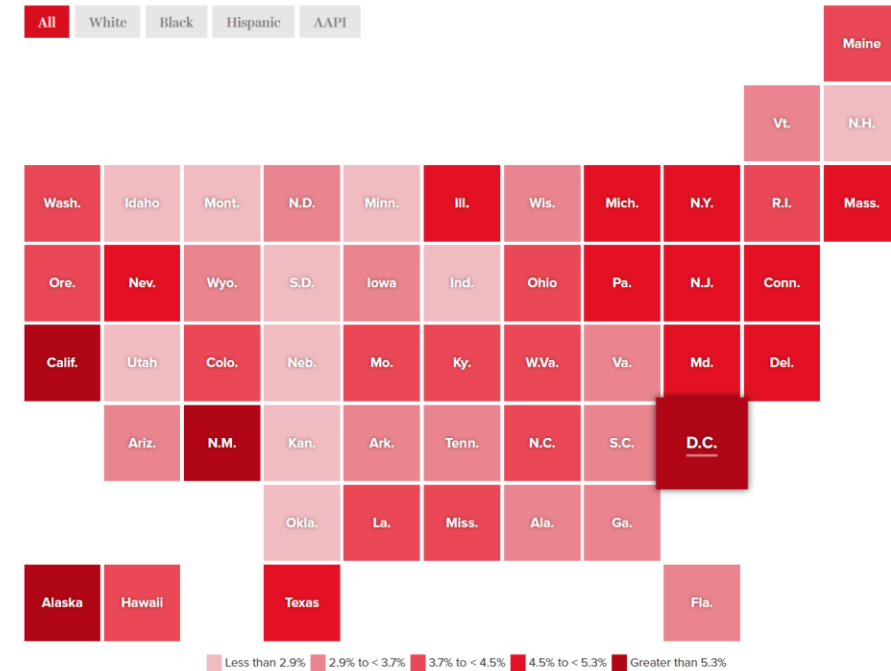
Population statistics: disparities in unemployment by race/ethnicity in DC

Unemployment disparities pre-pandemic (2019)



Unemployment disparities continue in recovery (2022, Q1)

State unemployment rates, by race/ethnicity and overall, 2022Q1



Washington D.C.

All: 6.1%
 White: 1.7%
 Black: 12.5%
 Hispanic: NA
 AAPI: NA

DC had the highest Black–white unemployment ratio 7.2-to-1
 Compared to nationwide ratio of 2.2-to-1

Notes: AAPI stands for Asian American and Pacific Islander. The map reports unemployment rates only for state subgroups with sample sizes large enough to create accurate estimates.

Source: EPI analysis of Bureau of Labor Statistics Local Area Unemployment Statistics (LAUS) data and Current Population Survey (CPS) data.