



# Boston's Labor Force

Boston Redevelopment Authority  
Research Division  
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# Outline of Presentation

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- Labor force characteristics
- Unemployment in Boston
  - Historic unemployment trends
  - Unemployment characteristics
- Boston workers by place of residence
  - Characteristics of workers
  - Industry and occupation of workers



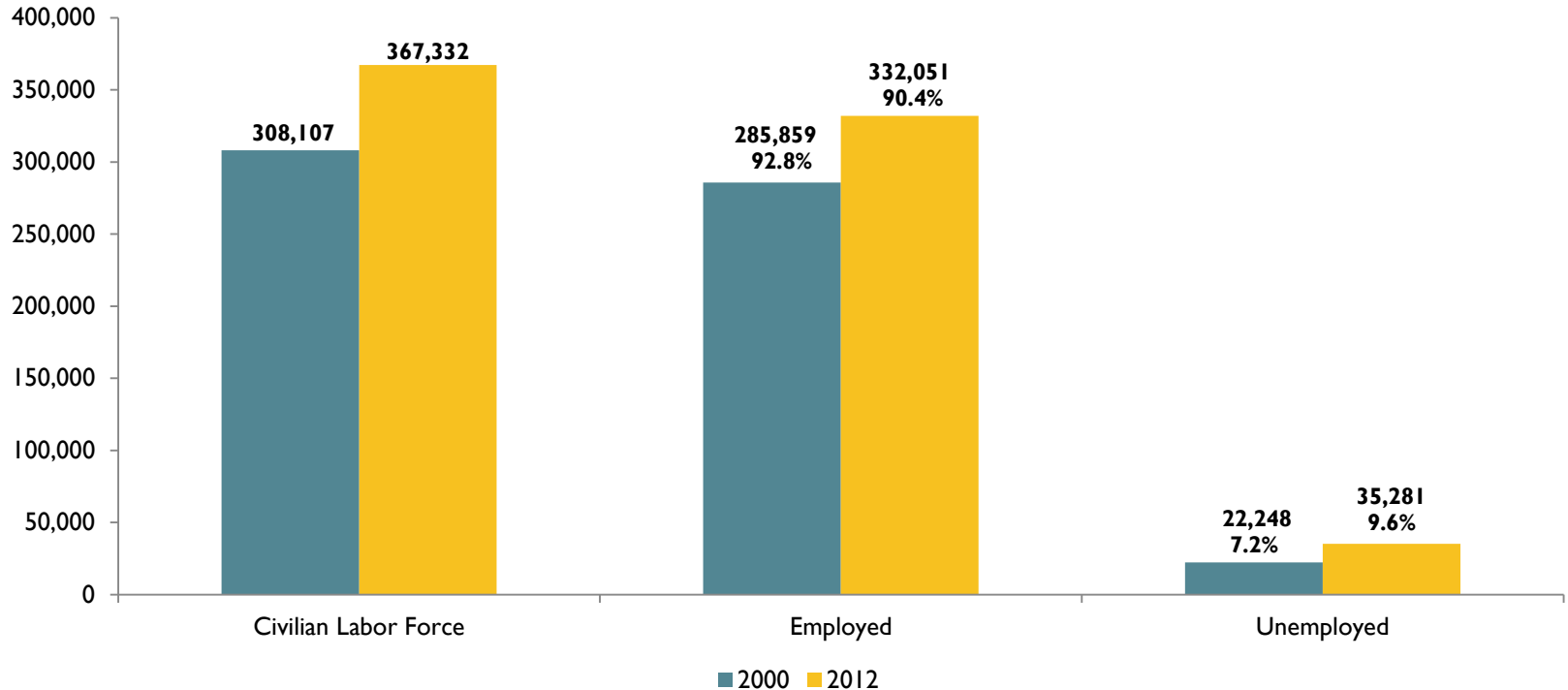
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# Boston's Resident Labor Force



# Employment

- ▶ Boston's resident labor force grew by 19.2% from 2000 to 2012.
- ▶ Recessions in 2001 and 2008 have led to the unemployed population in Boston to increase by 58.6% since 2000.

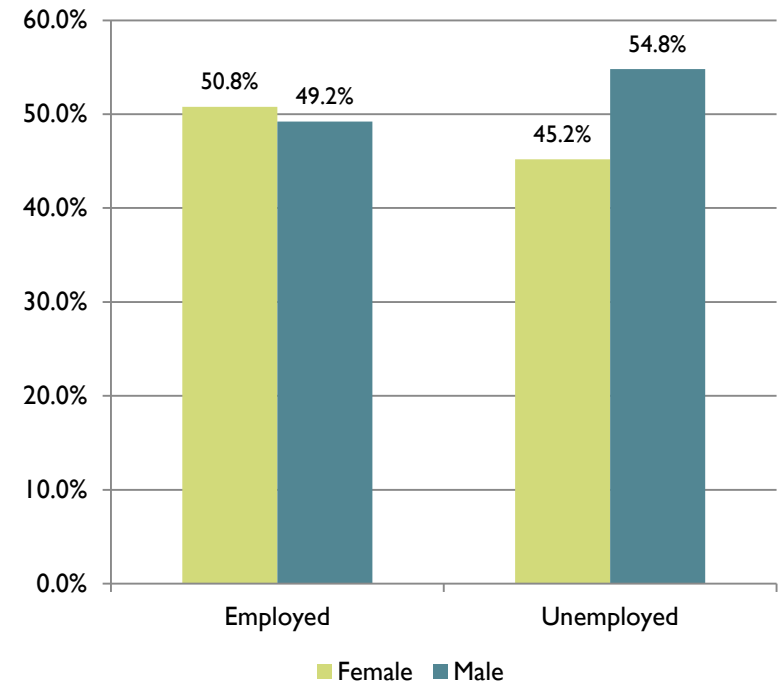
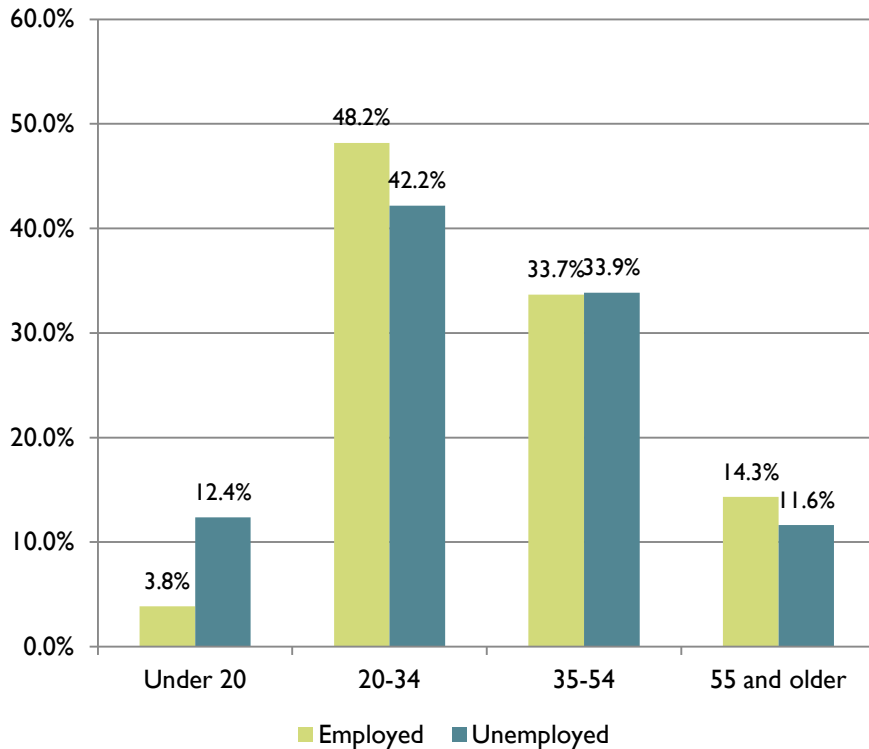


Note: ACS unemployment rates tend to be higher than official unemployment estimates; however, the advantage of using the ACS is we are able to compare unemployment rates across a multitude of groups.

Source: 2000 U.S. Census Bureau, 2012 American Community Survey, BRA Research Division Analysis

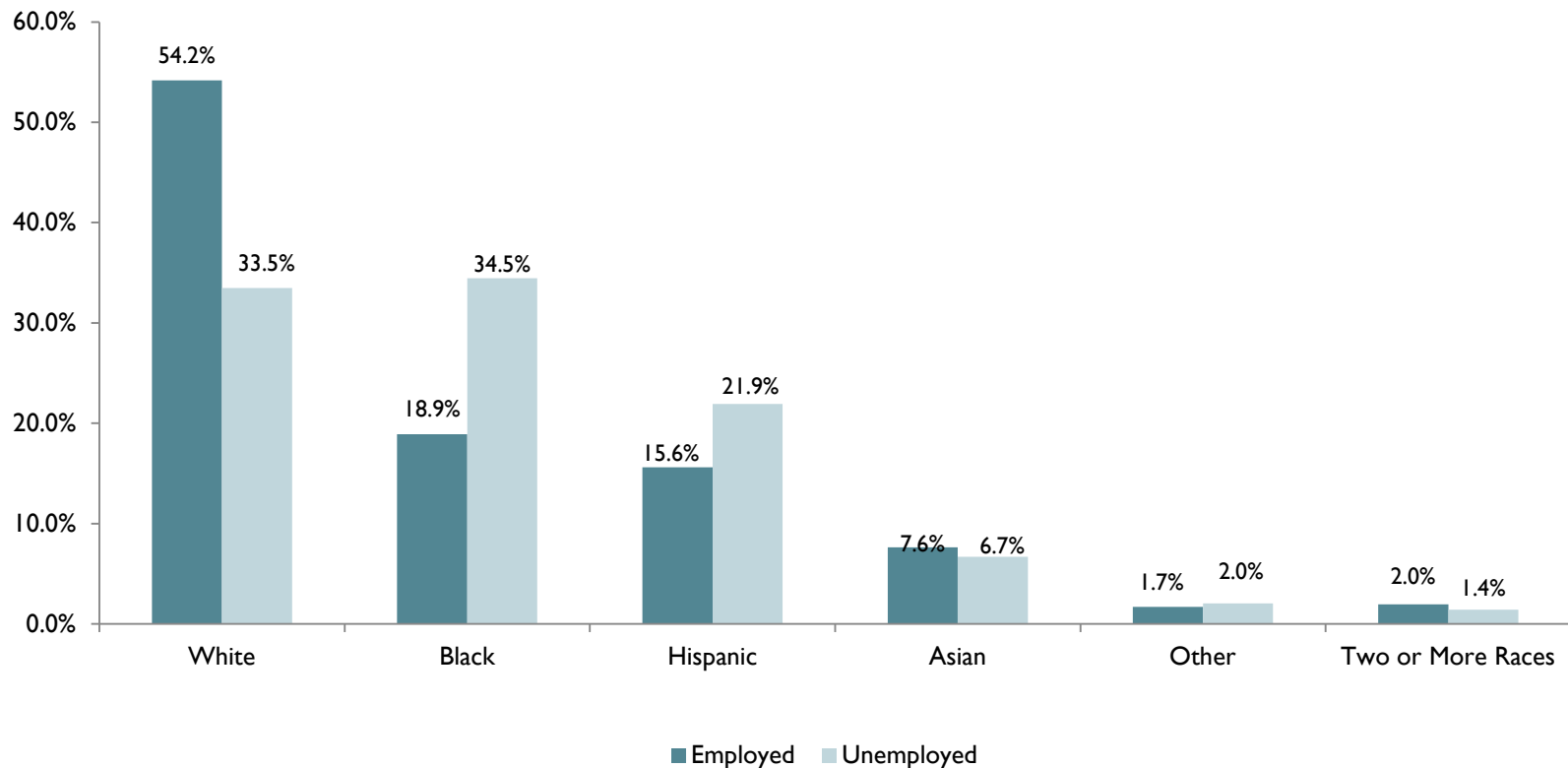
# Labor Force Characteristics

- ▶ Young workers make up a larger portion of the unemployed than employed.
- ▶ The ratio of males to females that are employed is nearly 1:1; however, there are fewer unemployed females than unemployed males.



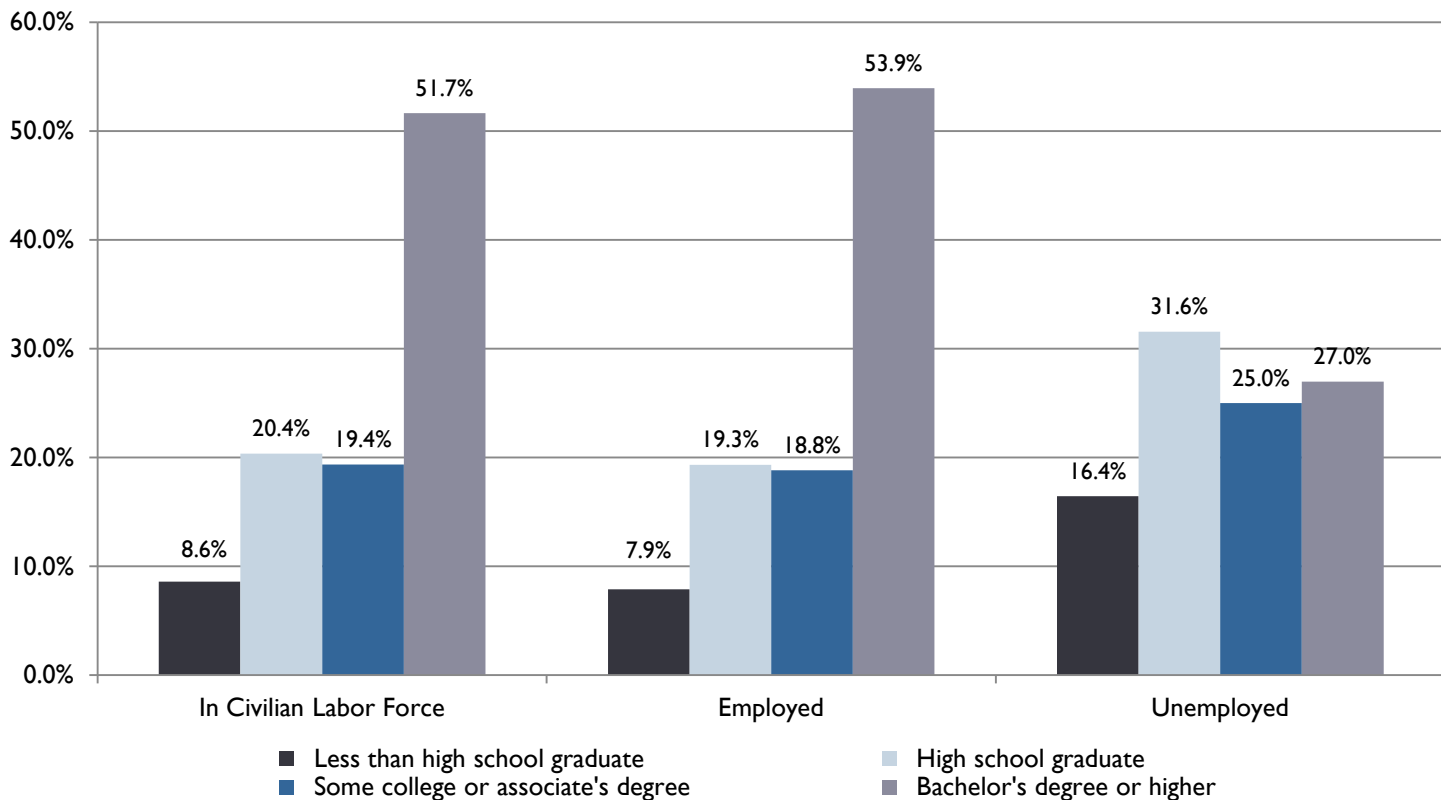
# Race and Ethnicity of Boston's Labor Force

- ▶ Nearly two-thirds of unemployed Boston residents are non-white.
- ▶ Over one-third of the unemployed Boston residents are Black or African American.



# Educational Attainment for the Population 25-64 Years

- ▶ The majority of Boston's civilian labor force has a bachelors degree or higher.
- ▶ While 54% of employed Boston residents have a college degree, only 27% of the unemployed have a college degree.





# Unemployment by Neighborhood

|                         | 2000              |              | 2007-2011         |              |
|-------------------------|-------------------|--------------|-------------------|--------------|
|                         | Unemployment Rate | Poverty Rate | Unemployment Rate | Poverty Rate |
| Boston                  | 7.2%              | 19.5%        | 10.2%             | 21.4%        |
| Allston                 | 8.6%              | 29.0%        | 7.6%              | 35.0%        |
| Back Bay                | 10.7%             | 11.1%        | 3.1%              | 12.2%        |
| Beacon Hill             | 6.1%              | 10.2%        | 5.0%              | 11.5%        |
| Brighton                | 3.5%              | 19.9%        | 5.2%              | 19.4%        |
| Charlestown             | 4.1%              | 17.5%        | 7.5%              | 17.8%        |
| Dorchester              | 8.9%              | 21.2%        | 16.2%             | 24.1%        |
| Downtown                | 14.3%             | 26.9%        | 8.1%              | 26.6%        |
| East Boston             | 7.3%              | 19.5%        | 10.4%             | 17.0%        |
| Fenway                  | 10.1%             | 35.8%        | 10.6%             | 42.3%        |
| Hyde Park               | 5.0%              | 11.0%        | 12.7%             | 11.0%        |
| Jamaica Plain           | 5.2%              | 17.0%        | 6.7%              | 19.9%        |
| Longwood Medical Area   | 7.0%              | 26.4%        | 12.0%             | 33.1%        |
| Mattapan                | 8.7%              | 16.1%        | 17.1%             | 18.2%        |
| Mission Hill            | 8.0%              | 37.4%        | 8.1%              | 38.9%        |
| North End               | 3.6%              | 8.2%         | 1.8%              | 17.0%        |
| Roslindale              | 5.1%              | 13.4%        | 10.3%             | 12.5%        |
| Roxbury                 | 11.7%             | 27.7%        | 16.5%             | 34.8%        |
| South Boston            | 5.2%              | 17.7%        | 7.5%              | 19.5%        |
| South Boston Waterfront | 1.4%              | 6.9%         | 3.1%              | 4.1%         |
| South End               | 6.9%              | 20.7%        | 9.0%              | 23.5%        |
| West End                | 1.7%              | 9.6%         | 5.4%              | 8.3%         |
| West Roxbury            | 3.0%              | 6.4%         | 6.7%              | 5.9%         |

Note: Due to restrictions with sampling size, the neighborhood of Bay Village is included in the South End, and the neighborhoods of Chinatown and Leather District are included in Downtown.

Source: 2007-2011 | American Community Survey, 2000 U.S. Census Bureau, BRA Research Division Analysis

# Labor Force Characteristics

| Characteristics                             | Employed | Unemployed | Unemployment Rate |
|---|----------|------------|-------------------|
| Male  | 163,408  | 19,331     | 10.6%             |
| Female                                      | 168,643  | 15,950     | 8.6%              |
| Under 20                                    | 12,752   | 4,359      | 25.5%             |
| 20-34 Years                                 | 160,014  | 14,879     | 8.5%              |
| 35-54 Years                                 | 111,755  | 11,944     | 9.7%              |
| 55 Years+                                   | 47,530   | 4,099      | 7.9%              |
| Less than high school graduate              | 20,587   | 3,961      | 16.1%             |
| High school graduate (includes equivalency) | 50,449   | 7,604      | 13.1%             |
| Some college or associate's degree          | 49,170   | 6,024      | 10.9%             |
| Bachelor's degree or higher                 | 140,747  | 6,497      | 4.4%              |
| White                                       | 169,339  | 14,715     | 8.0%              |
| Black                                       | 59,137   | 15,151     | 20.4%             |
| Hispanic                                    | 48,775   | 9,641      | 16.5%             |
| Asian                                       | 23,842   | 2,943      | 11.0%             |
| Other                                       | 5,335    | 890        | 14.3%             |
| Two or More Races                           | 6,113    | 620        | 9.2%              |

Note: The unemployment rates by educational attainment are of the civilian population ages 25-64 years old, while the rates by sex, age, and race/ethnicity are of the civilian population 16 years and over.

Source: 2012 American Community Survey; 2011 American Community Survey, Public Use Microdata Sample; BRA Research Division Analysis

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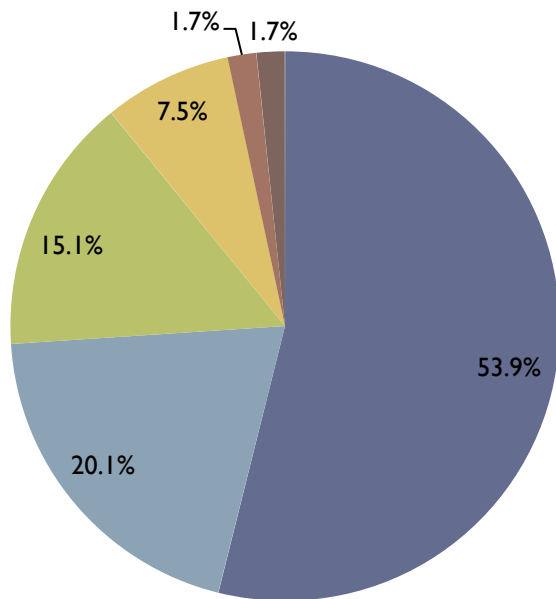
# Boston's Workers by Place of Residence



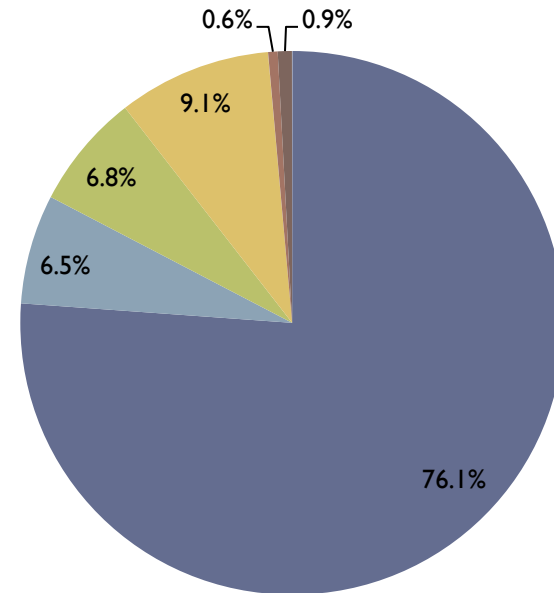
# Race and Ethnicity of Boston Workers by Residence

- ▶ There are more non-white Boston workers living in the city than commuting from outside Boston.

## Living in Boston



## Living Outside Boston

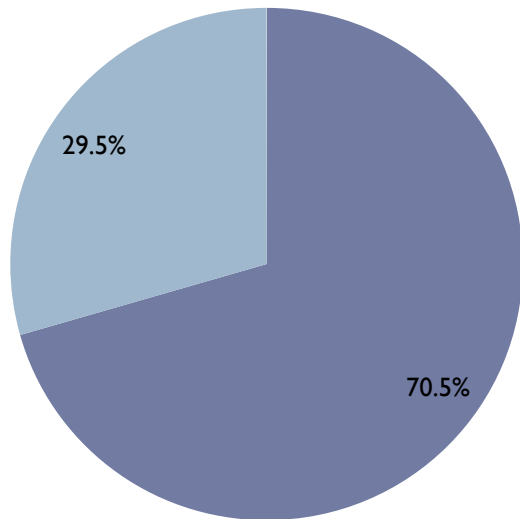


■ White  
■ Black or African American  
■ Hispanic  
■ Asian  
■ Other  
■ Two or More Races/Ethnicities

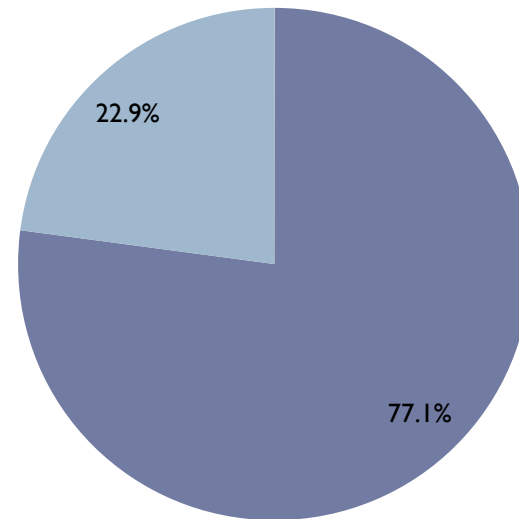
# Citizenship of Boston Workers by Residence

- ▶ Boston has more workers who are foreign born living in the city than living outside the city.

## Living in Boston



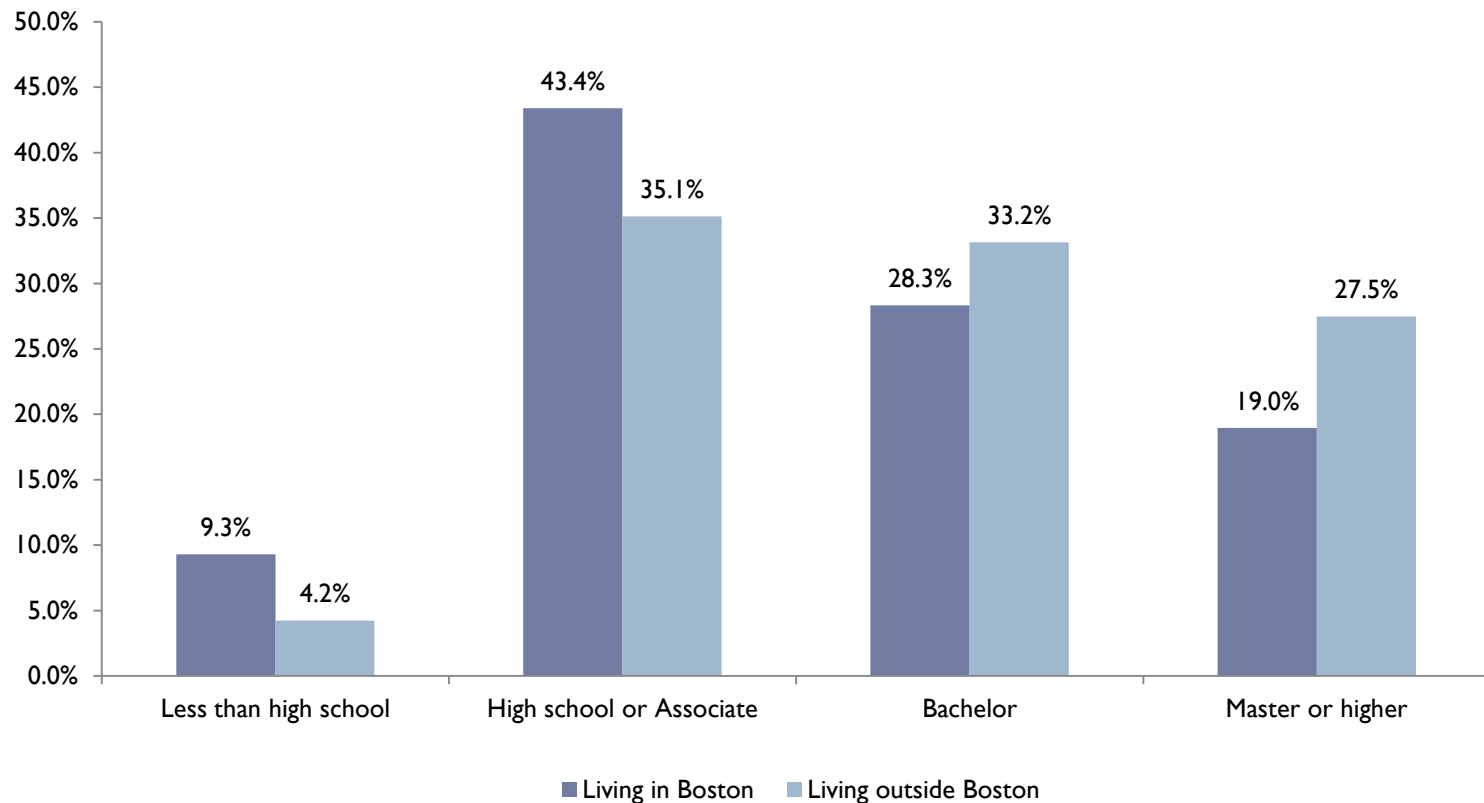
## Living Outside Boston



■ Native Born ■ Foreign born

# Educational Attainment of Boston Workers by Residence

- ▶ 43.4% of Boston workers living in Boston have a high school or associates degree.
- ▶ There are more Boston workers with a Bachelor's degree or higher living outside the city.



# Occupations of Boston Workers by Residence

| Occupation                                     | Living in Boston | Living outside Boston | In/Out Ratio |
|--|------------------|-----------------------|--------------|
| Office and Administrative Support              | 12.9%            | 11.3%                 | 1.14         |
| Management                                     | 10.7%            | 14.3%                 | 0.75         |
| Sales and Related Occupations                  | 9.1%             | 7.3%                  | 1.24         |
| Food Preparation and Serving Related           | 8.1%             | 3.6%                  | 2.24         |
| Business and Financial Operations              | 8.0%             | 10.1%                 | 0.79         |
| Education, Training, and Library               | 6.8%             | 5.6%                  | 1.20         |
| Healthcare Practitioners and Technical         | 5.7%             | 9.3%                  | 0.61         |
| Personal Care and Service                      | 4.5%             | 2.0%                  | 2.21         |
| Transportation and Material Moving             | 3.6%             | 3.4%                  | 1.07         |
| Building and Grounds Cleaning and Maintenance  | 3.6%             | 2.9%                  | 1.26         |
| Arts, Design, Entertainment, Sports, and Media | 3.2%             | 2.5%                  | 1.30         |
| Construction and Extraction                    | 3.2%             | 4.5%                  | 0.71         |
| Computer and Mathematical                      | 3.1%             | 4.9%                  | 0.63         |
| Legal  | 2.9%             | 3.8%                  | 0.75         |
| Community and Social Service                   | 2.8%             | 1.5%                  | 1.88         |
| Protective Service                             | 2.7%             | 2.7%                  | 1.01         |
| Life, Physical, and Social Science             | 2.4%             | 3.0%                  | 0.79         |
| Healthcare Support                             | 2.3%             | 1.3%                  | 1.71         |
| Production                                     | 1.9%             | 1.7%                  | 1.14         |
| Installation, Maintenance, and Repair          | 1.4%             | 2.1%                  | 0.66         |
| Architecture and Engineering                   | 1.0%             | 2.1%                  | 0.48         |
| Military                                       | 0.1%             | 0.0%                  | 2.66         |
| Farming, Fishing, and Forestry                 | 0.1%             | 0.0%                  | 4.16         |
| <b>Total</b>                                   | <b>100.0%</b>    | <b>100.0%</b>         | <b>1.00</b>  |

# Industry of Boston Workers by Residence

| Industry                                      | Live in Boston | Live outside Boston | In/Out Ratio |
|---|----------------|---------------------|--------------|
| Health Care and Social Assistance             | 19.3%          | 18.7%               | 1.03         |
| Educational Services                          | 12.3%          | 9.8%                | 1.26         |
| Accommodation and Food Services               | 10.1%          | 5.6%                | 1.80         |
| Professional and Technical Services           | 10.1%          | 13.3%               | 0.76         |
| Finance and Insurance                         | 8.6%           | 14.5%               | 0.60         |
| Retail Trade                                  | 7.7%           | 4.2%                | 1.83         |
| Other Services (Except Public Administration) | 4.7%           | 3.2%                | 1.48         |
| Public Administration                         | 4.6%           | 5.3%                | 0.87         |
| Administrative and Waste Services             | 4.2%           | 3.7%                | 1.12         |
| Transportation and Warehousing                | 3.6%           | 4.9%                | 0.73         |
| Construction                                  | 3.1%           | 5.3%                | 0.59         |
| Manufacturing                                 | 2.6%           | 3.3%                | 0.80         |
| Information                                   | 2.6%           | 2.6%                | 0.97         |
| Real Estate and Rental and Leasing            | 2.6%           | 2.3%                | 1.11         |
| Arts, Entertainment, and Recreation           | 2.2%           | 1.3%                | 1.71         |
| Wholesale Trade                               | 1.2%           | 1.4%                | 0.85         |
| Utilities                                     | 0.4%           | 0.5%                | 0.78         |
| Management of Companies and Enterprises       | 0.1%           | 0.0%                | 2.11         |
| Agriculture, Forestry, Fishing & Hunting      | 0.0%           | 0.1%                | 0.46         |
| Mining  | 0.0%           | 0.0%                | 0.00         |
| <b>Total</b>                                  | <b>100.0%</b>  | <b>100.0%</b>       | <b>1.00</b>  |



# Wages of Boston Workers by Residence

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- ▶ Workers who live outside the City of Boston tend to earn more than workers who live in Boston.

| Wages of Boston Workers |                   |                     |
|-------------------------|-------------------|---------------------|
| Residence               | Mean Annual Wages | Median Annual Wages |
| Living in Boston        | \$46,142          | \$33,000            |
| Living outside Boston   | \$73,562          | \$54,000            |