ADVANCING WORKFORCE EQUITY
IN MIAMI
A BLUEPRINT FOR ACTION

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1.0
FOREWORD

While top-line measures indicate that the US economy has largely bounced back from Covid-19, millions of workers and families across the nation are still reeling. Nearly a quarter of the US workforce experienced at least some period of unemployment due to the pandemic. Millions of parents—especially women—left the workforce to care for their children. Nearly six million households are still behind on rent. And all of these impacts have been disproportionately felt by low-wage workers and workers of color.

Across the nation, policymakers and local leaders are plotting the course for economic recovery. But the Covid-19 crisis laid bare the deep-seated roots of racial inequities in our economy—an economy built on far too many low-wage, low-quality jobs and deeply entrenched occupational segregation by race and gender. To advance an equitable recovery and lay the foundation for a thriving and inclusive future economy that benefits all workers and communities, we must prioritize strategies that dismantle structural racism and promote shared prosperity.

Workforce equity means a labor market in which racial income gaps are eliminated, all jobs are good jobs, and everyone who wants to work has access to family-supporting employment. Employers, policymakers, community organizations, funders, education and training providers, and intermediaries all have important roles to play in bringing this vision to life: uplifting workers' voices, cultivating diverse thriving regional economies that support high-quality jobs, and proactively fostering a just transition and an equitable future of work in the face of accelerating automation and technological change.

As businesses and jobs continue to rebound, racial equity must be at the center of coordinated efforts and collaboration across the workforce ecosystem. To support this important work, the reports in the Advancing Workforce Equity series put the power of disaggregated data into the hands of local leaders working to foster a more just and sustainable economy through their policy efforts, programs, and investments.

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2.0
SUMMARY

South Florida[1]—comprising Miami-Dade, Broward, and Palm Beach counties—has the 12th largest regional economy in the United States, and contributes a full third of Florida's state gross domestic product (GDP).[2] This region is also one of the most racially diverse in the nation, with a rich heritage of global cultures.[3] Yet racial economic inequities are deeply entrenched. Black residents are more than twice as likely as their white counterparts to be economically insecure, and racial gaps in employment and income hold back not only people of color but also the economy as a whole.

Against the backdrop of these longstanding systemic inequities, Covid-19 hit the South Florida economy particularly hard: due in part to its reliance on tourism, the region's unemployment rate shot up to over 12 percent in 2020 and saw a 55 percent drop in new employment opportunities in the first months of the pandemic, one of the largest declines in the nation.[4] Over 22,000 people in the region have died of the disease.[5] And in South Florida, as across the United States, the economic and health impacts of Covid-19 largely followed the contours of preexisting inequities. In the midst of these upheavals, and in the face of accelerating automation and digitalization, the economic costs of racial economic exclusion in South Florida continue to mount.

This report is one of nine regional analyses in the Advancing Workforce Equity project, building on the insights of our previous research to inform a tailored, ground-level blueprint for advancing workforce equity.[6] It provides a data-driven evaluation of racial inequities in workforce outcomes in the Miami metropolitan region, examining how systemic racism manifests in the labor market, the impacts of the Covid-19 pandemic, and how automation may affect industries and workers in the area. Our findings are based on our analysis of labor force data from the Bureau of Labor Statistics, disaggregated data on wages and employment

from the 2018 and 2019 5-year American Community Survey microdata from IPUMS USA, data on current and historical job demand and automation risk from Lightcast, and other sources of local data, as well as the insights of the regional advisory group. Our key findings include the following.

- **As the workforce grows more diverse, racial inequity carries mounting economic costs.**

  — *People of color are a large (and growing) majority of the region's workforce, but they are not benefiting equitably from its economic prosperity.* Workers of color account for more than 70 percent of the workforce between the ages of 25 and 64 years in South Florida, and an even larger share—nearly 77 percent—of the "emerging workforce" (the population younger than 25 years). But Black, Native American, and Hispanic workers are paid significantly lower median wages than their white counterparts, and workers of color are almost three times as likely as white workers to experience working poverty (defined as working full time and having a family income below 200 percent of the federal poverty level).[7]

  — *Racial economic exclusion hampers the region's economic growth.* In 2018 alone, racial gaps in wages and employment for working-age people cost the region about $122 billion in unrealized GDP. With racial equity in income, average annual incomes would increase by 110 percent for Black adults and 74 percent for Hispanic adults, to about $62,000.

- **The structure of the regional economy and evolving labor market demand reinforce racial gaps in employment and wages.**

  — *The workforce remains deeply segregated by occupation.* White workers account for about 29 percent of the region's workforce, but they are overrepresented in many higher paying professions in the sciences, management, business operations, and finance. Workers of color, on the other hand, are overrepresented in many lower paying and lower opportunity occupational groups.

— ***The region has a shortfall of good jobs that do not require a college degree.*** Overall, just 36 percent of the region's 2.9 million workers are in good jobs (defined as stable, automation-resilient jobs with family-sustaining wages). The share drops to 12 percent among workers whose jobs do not require any college education, compared to more than 75 percent of those in jobs that require a bachelor's degree or higher. This good-jobs gap has significant racial equity implications, considering that nearly half of Hispanic immigrant, Black, and Native American adults have no college education.

- **Equity in higher educational attainment is essential, but insufficient, to achieve racial economic inclusion.** Higher education significantly narrows racial gaps in labor force participation, employment, and earnings, but does not close racial income gaps. On average, white workers in South Florida with only a high school diploma earn 12 percent higher wages ($19/hour) than Black workers with an associate's degree ($17/hour). Among those with a bachelor's degree or higher, white workers are paid 39 percent more than their Black counterparts and 33 percent more than Hispanic workers.

- **The Covid-19 pandemic compounded preexisting racial inequities and economic inequality, and it is likely to further disrupt the labor market by accelerating automation and digitalization.**

  — ***Black and Hispanic households were most impacted by job losses.*** Compared to their white counterparts, Black and Hispanic households in the region were much more likely to report job losses and reductions in hours or wages due to Covid-19, and they expressed greater concern about being able to pay basic household expenses and having enough to eat.[8]

  — ***Black and Hispanic workers face a disproportionate risk of automation-driven job displacement.*** In South Florida, about 58 percent of Black and Hispanic workers are employed in occupations at risk of automation (based on the likelihood that the underlying tasks of the job will be computerized), compared to 46 percent of white workers.

Policymakers, employers, educators, training providers, funders, and community-based organizations all have important roles to play to advance workforce equity in South Florida and to ensure that all workers, including those who face the additional burdens of systemic racism, are prepared for the jobs of tomorrow with the skills, supports, and access they need to fully participate and thrive in the economy. Our recommendations for designing and activating such a racial equity agenda, developed in partnership with the regional advisory committee that informed this report, include the following action items.

1. Expand equitable access to high-quality education and training.
2. Empower and unlock the potential of the region's diverse workforce.
3. Invest in community-based digital skills training and digital access to help workers of color access good jobs.
4. Leverage public power and resources to promote workforce equity.
5. Use sector-based workforce development strategies to build accessible career pathways for workers of color.

3.0
INTRODUCTION

Over the past few years, a global pandemic wreaked havoc on public health, families, workers, and businesses; the United States faced a moment of profound racial reckoning following the murder of George Floyd; and federal policy proposals amid an uneven recovery put racial equity squarely at the center of public debate. Nearly 41 million workers experienced at least one period of unemployment due to Covid-19.[9] Dramatic and perhaps lasting changes in the ways work gets done, at least by knowledge workers, have transformed corporate practices and workplace cultures. Many older workers have permanently left the labor force. And, scores of low-wage workers across different industries have mobilized to seek out better economic conditions, whether through unionization campaigns, other forms of worker organizing and advocacy, or by quitting bad jobs to find better ones. Meanwhile, many businesses are leaning into automation and digitalization as they navigate the uncertainties of the impending post-Covid era.

Prior to the pandemic, South Florida's economy was expanding. Key measures of economic growth, including GDP, housing production, and income, were growing rapidly, and unemployment dipped below 2 percent for four straight months.[10] While hospitality and leisure remained the fastest growing sectors,[11] greater sectoral diversification was also driving growth, especially in finance, health care, manufacturing, trade, and a burgeoning technology industry that continued to expand during the last decade.

As the region's economy grew, so too did its population: overall, the Miami metro area's population grew by 9 percent between 2010 and 2019, compared to the national population growth of 5 percent. This population increase was driven by people of color. Growth was fastest among multiracial residents at 23 percent, followed by Asian or Pacific Islander (21 percent), Hispanic (19 percent), and Black residents (12 percent). During the same period, the white population declined by 4 percent.

However, not all groups have benefited equitably from South Florida's economic prosperity. In 2019, workers of color were paid a median hourly wage of $17 per hour, compared to $24 per hour for their white counterparts. Black workers and Hispanic women had the lowest median wages at $16 per hour, while white men earned the highest median wages at $27 per hour—a 69 percent pay gap.[12] Nearly half (48 percent) of Black residents and 41 percent of Hispanic residents were economically insecure—defined as having a household income below 200 percent of the federal poverty level—compared to 22 percent of white residents.

With a regional economy still largely reliant on tourism, South Florida was hit particularly hard by the impacts of Covid-19, and people of color disproportionately suffered both the health and economic consequences.[13] Majority-Black neighborhoods saw the highest rates of Covid-19 infections.[14] People of color, and women of color in particular, were much more likely to experience employment and income losses.[15] About 140,000 renter households in the region are still behind on rent, and the vast majority of them are low-income households of color.[16]

South Florida's economic rebound has been turbulent.[17] As leaders across the region's three counties and 104 municipalities continue to chart a path to a sustained recovery, people of color face barriers to quality employment prospects and an elevated risk of automation-driven job displacement. Given South Florida's rich diversity, these systemic workforce inequities represent an urgent challenge and threat to the region's future economic prosperity. This report provides deeply disaggregated data on workers, workforce outcomes, and labor-market dynamics in the Miami metropolitan region, and offers a framework for action to support the efforts of local leaders in business, philanthropy, and community organizations working to build sustainable, shared prosperity for all.

4.0
STRUCTURAL RACISM
DRIVES WORKFORCE INEQUITIES

Inequitable workforce outcomes arise out of deep and interconnected histories of racial exclusion including redlining, racial segregation, and disinvestment in communities of color; inequitable access to quality education and services; and discrimination and systemic racism in employment practices. Inequities are also driven by economic structures, labor market dynamics, and legal systems that disadvantage people and communities of color. The key dynamics perpetuating workforce inequity in South Florida are described below.

An uneven geography of opportunity

South Florida has a long and painful history of residential segregation that includes discriminatory housing and banking policies; racialized zoning, planning, and building practices; and racially restrictive covenants and segregation ordinances, including "sundown towns."[18] But even after many of these formal legal mechanisms of racial exclusion have been eliminated, segregation remains deeply entrenched.

Residential segregation
Data from the 2020 census provide a snapshot of the spatial concentration of different racial and ethnic groups, and, as of 2019, Hialeah and Miami were listed among the top ten most segregated large cities in the United States (ranked #2 and #7, respectively).[19] This spatial divide serves as a proxy for mapping a host of economic and social inequities related to income and wealth inequality, the quality of education, proximity to job opportunities and transit, infrastructure investments, high-speed internet access, and health outcomes. Residents of wealthy neighborhoods rich in opportunity tend to benefit not only from quality schools but also from access to the social capital of well-connected personal and professional networks, which can also play an important role in employment and wealth-building opportunities. Without access to these resources, and in the face of discriminatory labor market practices, people of color are more likely to be unemployed or crowded into low-quality jobs.

Housing cost is one factor that reinforces residential segregation and the uneven geography of opportunity that segregation perpetuates. Miami is now the fifth most expensive city in the nation to rent a one-bedroom apartment, following a 34 percent year-over-year increase in median rent.[20] About 62 percent of all renter households in the region face unaffordable housing costs (meaning they spend

more than 30 percent of their income on housing)—the highest rate of rent burden among the 150 largest metros in the United States. Black renter households are the most likely to be rent-burdened in the region (66 percent), followed by Hispanic renters (64 percent).[21] Out-of-reach housing costs and gentrification have displaced many low- and middle-wage workers and people of color out of their neighborhoods and away from employment centers, and housing instability is a serious barrier to finding and keeping a job.

While the housing burden is less pressing among homeowners than renters, stark racial inequities persist—Miami recently surpassed New York City to become the most expensive housing market in the nation for homebuyers.[22] People of color in South Florida are far less likely than white residents to own their homes, and while about one-third of homeowners in the region are housing cost burdened, Black and Hispanic homeowners are 31 and 24 percent more likely than their white counterparts to experience this burden.[23] Research from the Creative Class Group and Florida International University found that Black homeowners in Miami had an average of less than $4,000 in income remaining each year after paying their housing costs and Hispanic homeowners had about $5,500, compared to an average of $20,000 for white homeowners.[24]

Climate gentrification
In South Florida, housing market dynamics are now actively exacerbated and complicated by different neighborhoods' relative resilience or vulnerability to the effects of climate change, spurring the phenomenon known as "climate gentrification." The seminal 2018 study exploring the notion of climate gentrification, which focused specifically on Miami-Dade County, described three primary ways it manifests.

1. Low-income neighborhoods at low risk for climate disaster become more attractive to wealthy residents and the real estate developers and businesses that serve them. The in-migration of higher income households and new investments drive up housing costs, and existing residents may be priced out or otherwise displaced.

2. Low-income households can also be forced out of their homes and neighborhoods that are at increased risk of climate-related damage because they cannot afford the often-substantial expenses of weatherproofing upgrades.

3. As low-income households look to relocate, they are often locked out of areas where community investments and infrastructure have improved resilience and increased demand from higher income households.[25] As a result, these low-income residents are at risk of being dislocated from one climate-vulnerable area to another, out of the region altogether, or onto the streets.

Miami is one of the most vulnerable coastal cities in the world in terms of increased frequency and severity of flooding.[26] As residents, developers, and financial institutions grapple with the implications of this reality, the market premium on areas of higher elevation has spiked. And, in Miami, those areas of higher elevation are disproportionately neighborhoods that have endured decades of disinvestment but that are now made vulnerable to gentrification because of their relative climate resilience. Just over 34 percent of homes in the city's formerly "redlined" neighborhoods are at high risk of flooding, compared with 54 percent of those in "greenlined" neighborhoods—largely majority-white neighborhoods graded as the safest investments by the Home Owners' Loan Corporation on its "Residential Security" (redlining) maps.[27]

In addition to the significant displacement pressure placed on residents of lower income neighborhoods due to their higher elevation, sea-level rise and climate disasters are anticipated to further constrict housing stock throughout the region, stoking an already critical shortage of affordable units. In Miami Beach alone, nearly 10 percent of affordable housing units (27 of 317) "are exposed to the risk of once-a-year flooding, and by 2050 [that number of units is] projected to increase tenfold."[28]

Transportation inequities
As more and more low-income residents are pushed out of South Florida's central cities and farther away from jobs and services, they are faced with a host of transportation challenges. Traffic on Miami's congested roads and highways costs drivers 100 hours per year, on average.[29] But 8 percent of households in the region do not even have access to a car, including 12 percent of Black households and 10 percent of Native American households.[30] For those who rely on public transportation to get to work, the sunk time is even worse.

Public transit riders spend an average of 52 minutes commuting, each way. Black workers who use public transit to get to work in Miami have an average commute time of 58 minutes: at nearly two hours per day of unpaid time, this is twice the commute time of private vehicle drivers.[31] As more low-income workers have been displaced outside of transit service routes, declining ridership—like the 25 percent decrease in users of Miami-Dade County's bus system between 2013 and 2017—can lead to service cuts in the form of reduced routes and hours of service, further negatively impacting those who rely on public transportation.[32]

Educational inequities

Higher educational attainment is associated with higher wages and lower joblessness for workers across all racial and ethnic groups, but educational inequities at all levels perpetuate racial gaps in employment and wages. These inequities are rooted in racial and economic segregation that concentrates children of color and low-income children in poorer neighborhoods, and current funding models leave schools in these neighborhoods systematically underfunded and neglected. On average, high-poverty school districts in Florida receive 12 percent less funding than low-poverty districts, controlling for differences in staffing costs and district size.[33]

Miami-Dade County is home to 15 of Florida's 40 highest ranked K–8 public schools, and about half of its 40 highest ranked high schools.[34] But, the county also has Florida's highest share of so-called "apartheid schools"—those in which people of color make up 99 percent or more of the student body.[35] (The changing demographics of the youth population are one contributing factor, but racial and economic segregation and the heavily disproportionate enrollment of white students in private schools also figure into this situation.[36]) The high school graduation rate in the county is 99 percent among Asian students and about 94 percent among white students, but less than 86 percent for their Black peers.[37] Meanwhile, Black students are overrepresented among out-of-school suspensions, expulsions, and arrests.[38]

In the region as a whole, children of color are more than three times as likely as white children to attend high-poverty schools.[39] Among young people ages 16 to 24 years, Black youth are 67 percent more likely and Hispanic youth are 22 percent more likely than their white counterparts to be disconnected from both school and work.[40] Along with rising costs and a growing racial wealth gap, these dynamics drive longstanding racial inequities in higher educational attainment, with lifelong implications for the economic prospects of workers and their families.

Racial wealth gap

Dramatic wealth inequalities in the Miami region are described in detail in *The Color of Wealth in Miami*—a 2019 report published by the Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University, the Samuel DuBois Cook Center on Social Equity at Duke University, and the Insight Center for Community Economic Development. While white households in Miami had an estimated median wealth of $107,000, the median wealth was just $3,700 for US Black households (defined in the report as US slave-descendant Black Americans), $1,200 for South Americans, and -$3,940 (negative median wealth) for Puerto Ricans.[41]

The *Color of Wealth in Miami* study also found large disparities in ownership of liquid assets and checking and savings accounts. Just 57 percent of US Black households, 66 percent of other Hispanics (not Cuban, Puerto Rican, or South American), and 70 percent of Puerto Ricans owned checking accounts, compared to more than 93 percent of white households. Perhaps most striking was the revelation that the median value of liquid assets for US Black households was only $11, just 0.1 percent of the median value of liquid assets held by white households ($10,750).[42] A lack of liquid assets makes people of color more susceptible to short-term financial disruptions. They are also more likely to struggle with housing and retirement outcomes because of inequitable access to wealth-building opportunities through homeownership, housing equity, and retirement savings. The racial wealth gap is both a cause and a consequence of workforce inequities and racial exclusion, putting education and training out of reach for many people of color and putting them at a disadvantage in raising start-up capital for new ventures.

Lack of access to critical workforce supports

Workforce resilience and successful worker outcomes depend on more than expanding education and training and ensuring equitable hiring practices. Workers and jobseekers need to be able to take advantage of appropriate skill-building and employment opportunities that are close to where they live or accessible via affordable and brief commutes. They need readily available information regarding the programs and services that are available to them, and they need to be able to access those resources in their language. Workers also need dependable and affordable family care and secure benefits, like paid leave and health care, that can support employment stability and family well-being. Without access to these resources, and in the face of discriminatory employer practices, bias in hiring, and inadequate policy protections, people of color are more likely to be unemployed or crowded into low-quality jobs.

For example, according to the Economic Policy Institute, the average annual cost of quality childcare in Florida is more than $9,200 for an infant and $7,200 for a preschooler.[43] This cost, which is utterly prohibitive for low-income families without additional resources, is especially burdensome for single parents, who may have to settle for lower quality jobs or even leave the labor force altogether. The same is true for those without access to affordable and dependable transportation, whether public or private, to access training and employment opportunities.

Even where supportive services, referrals, and funds are available, too many job seekers and low-income workers—particularly those who do not speak English well and those who do not have internet access—are simply unaware of existing resources. Neighborhood-based grassroots organizations often bear the responsibility of helping local residents navigate the workforce development system; research additional supports; and manage the process of finding openings, applying and interviewing for positions, and starting a job.

Affordable, high-quality language training is essential for meeting South Florida's emerging workforce needs, including not only general language learning in English, Spanish, and Portuguese but also occupation- and sector-specific technical language training. It is also essential to ensure that non-English speakers and immigrant workers understand their rights and know how to access advocacy and support.

Finally, the digital divide is deepening workforce inequities on two main fronts. The first is digital access. Workers who lack basic access to digital technology—most fundamentally, computers and high-speed internet—are at a significant disadvantage in finding and availing themselves of various training, skills development, and job placement opportunities. The second is digital skills. Those who are lagging behind employer demand in terms of digital skills, which are increasingly important across a broad range of occupations, will not be prepared to fully participate and thrive in the regional economy. According to a map produced by the National Telecommunications and Information Administration, digital access is a critical challenge in many South Florida neighborhoods; in some tracts, including a concentration of neighborhoods in Hialeah and the city of Miami, more than 50 percent of households do not have internet access at home.[44]

Industrial composition and structural barriers to employment

Tourism has long been a cornerstone of South Florida's economy, and the leisure and hospitality sector employed more than 324,000 people in the region as of May 2022.[45] Tourism generates a tremendous amount of economic activity and provides many good jobs, but it also represents a substantial concentration of low-wage service-sector occupations that leave many workers and families economically insecure and without access to benefits or opportunities for career advancement. This lack of benefits is due in part to labor-standards exclusions, like the subminimum "tipped" wage, in part to unpredictable market demand, and in part to the growth of "gig economy" jobs (including rideshare and delivery drivers) that support more traditional jobs in hospitality, entertainment, and travel.

Other sectors are growing in the region, including health care, finance, professional services, trade and logistics, and, increasingly, technology. These growing industries represent important opportunities to build equitable career pathways, ensure people of color have access to good jobs, and close racial gaps in employment and wages. But, the creation of high-quality jobs alone is not enough to move the needle. Industry standards and employer practices must also be designed to support racially equitable outcomes.

National research indicates that racial bias and discrimination in recruitment and hiring remain significant barriers for people of color. With identical resumes, white applicants (or applicants with "white-sounding names") are called back 36 percent more often than Black applicants, and 24 percent more often than Hispanic applicants.[46] Also, seemingly race-neutral employer hiring practices, like criminal background checks and credit checks, present further disproportionate barriers for people of color.

In Miami-Dade County, Black residents are significantly overrepresented among those arrested and those charged with criminal offenses. The share of defendants who are Black and Hispanic is five-and-a-half times their share of the overall population; the share of defendants who are non-Hispanic Black is about three times their share of the overall population.[47] These interactions with police unnecessarily disqualify community members—disproportionately Black people—from many jobs that require an occupational license. People with criminal records are disqualified from an estimated 700,000 jobs in the state of Florida.[48]

Credit checks conducted as part of a job-application process also unduly burden Black and Hispanic candidates, who are less likely than other groups to have access to safe and affordable banking that supports wealth and credit building. As described above, US Black, Caribbean Black, Puerto Rican, and other Hispanic households in South Florida are far less likely than their white counterparts to own a checking or savings account.[49]

These manifestations of structural racism in South Florida continue to shape and constrain the opportunities available to workers and drive racial inequities across workforce indicators.

5.0
THE FACE OF THE REGION IS CHANGING

By 2045, the United States is projected to be a majority people-of-color nation. With a population that is already 70 percent people of color, South Florida is well ahead of this demographic curve, underscoring the critical need to support workforce equity and racial economic inclusion in the region.

Workforce demographics

More than three-quarters of South Florida's emerging workforce are people of color.

Current and Emerging Workforce Demographics by Race/Ethnicity, Miami Metropolitan Area, 2018
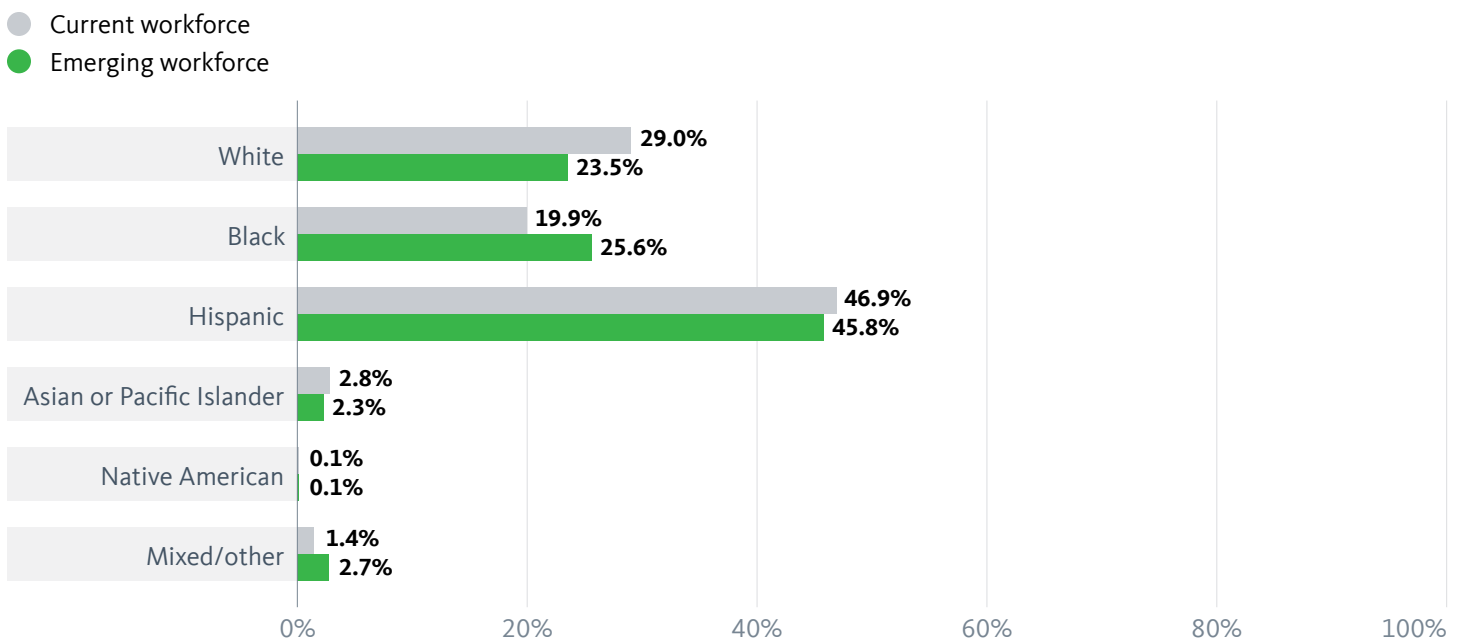
- Current workforce
- Emerging workforce

Race/Ethnicity	Current workforce	Emerging workforce
White	29.0%	23.5%
Black	19.9%	25.6%
Hispanic	46.9%	45.8%
Asian or Pacific Islander	2.8%	2.3%
Native American	0.1%	0.1%
Mixed/other	1.4%	2.7%

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe of emerging workforce includes all people under the age of 25 years, while the current workforce includes the employed population ages 25–64 years.

Miami metro became a majority people-of-color area in the 1990s, and the city of Miami was already majority people of color in 1970.[50] Today, the workforce in the Miami metro is more than two-thirds people of color (71 percent). Nearly half of working-age adults are Hispanic or Latino, and one-fifth are Black. The demographics of the region's workforce will continue to shift as older workers retire and more and more young people of color age into the workforce. Among the emerging workforce (those under the age of 25 years), people of color comprise three-quarters (76 percent) of the population. Hispanic youth account for 46 percent of this population, while Black youth account for nearly 26 percent.

Immigrants are critical to South Florida's workforce and social fabric more generally. Among all employed workers ages 25–64 years in the region, over half (52 percent) are immigrants.[51] The vast majority of Asian or Pacific Islander (86 percent) and Hispanic (73 percent) workers ages 25–64 years are immigrants, along with nearly half (48 percent) of Black workers.[52]

The immigrant population in the region is incredibly diverse. About half of all Hispanic immigrants in the region have Cuban roots, and the other half are from a variety of countries in Central and South America as well as Mexico. Black immigrants account for about 17 percent of all immigrants in the region and are most likely to hail from the Caribbean, with about half from Haiti, a quarter from Jamaica, and about one-tenth from other islands in the Caribbean. Nearly a quarter of Asian and Pacific Islander immigrants are from India, 20 percent are from China, and another 20 percent are from the Philippines and Vietnam.[53]

Racial equity is a win-win for workers and the economy

The region's GDP could be 35 percent larger if racial gaps in income were eliminated.

Actual GDP and Estimated GDP with Racial Equity in the Workforce ($ Billions), Miami Metropolitan Area, 2018

- GDP in 2018
- GDP if racial gaps in income were eliminated
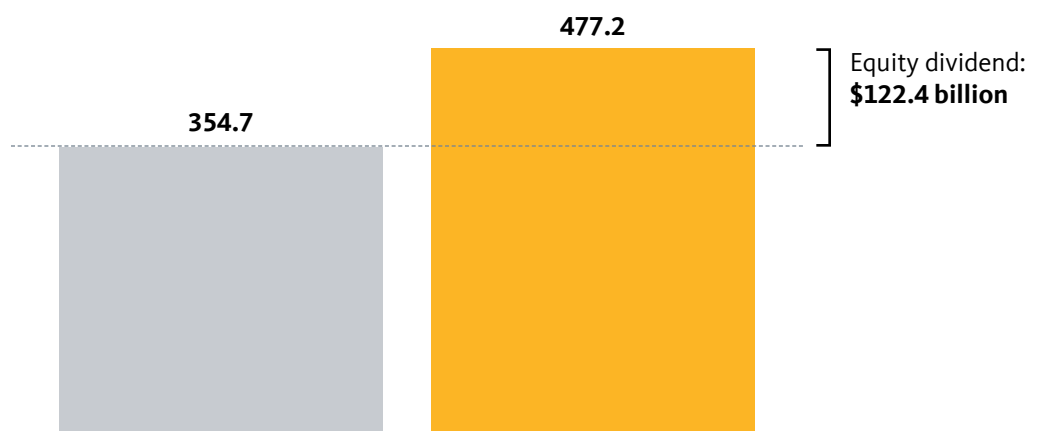
354.7

477.2

Equity dividend: **$122.4 billion**

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars. See the Methodology section for details on the analysis.

Workforce equity and shared prosperity are essential to a strong, resilient economy. This is particularly true in the Miami metro given its current high level of diversity, and the benefits of racial equity in the workforce will only increase as the population continues to diversify. In 2018 alone, the region's GDP could have been $122 billion more if there had been no racial gaps in either employment or wages for the working-age population (i.e., if workers in all racial/ethnic groups were employed at least the same rate and earned at least the same average wages as their white peers, adjusted for age).

With racial equity in employment and wages, average incomes for people of color would increase by nearly 80 percent.

Income Gains with Racial Equity in the Workforce, Miami Metropolitan Area, 2018

- Average income
- Average income with racial equity
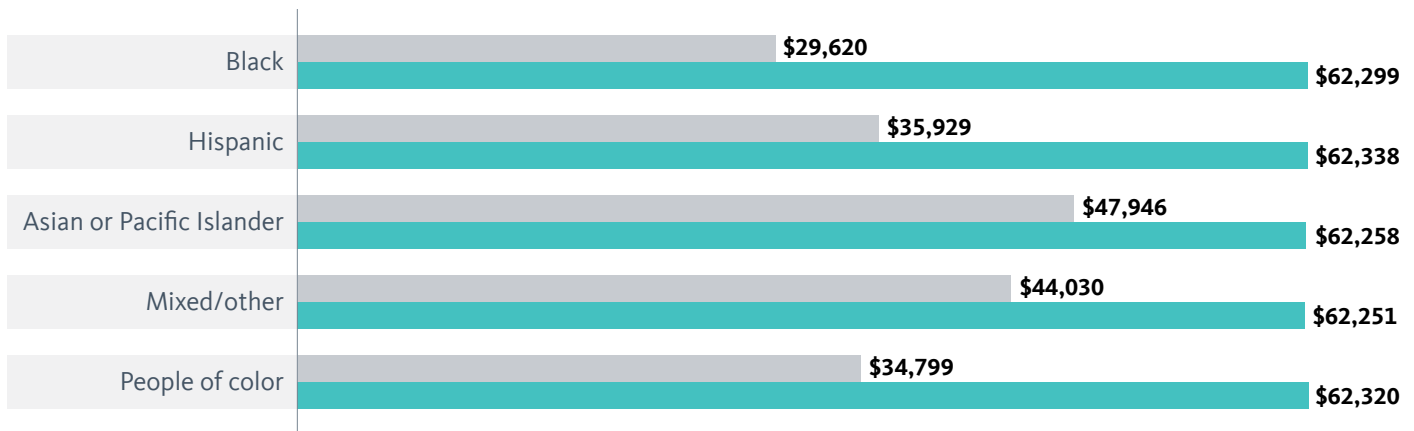
Group	Average income	Average income with racial equity
Black	$29,620	$62,299
Hispanic	$35,929	$62,338
Asian or Pacific Islander	$47,946	$62,258
Mixed/other	$44,030	$62,251
People of color	$34,799	$62,320

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars. See the Methodology section for details on the analysis.

In South Florida, Black residents would see the largest increase in average income with racial equity from less than $30,000 to more than $62,000 (a 110 percent increase). Average income for Hispanic workers would rise by 74 percent, while it would rise by 41 percent for workers of mixed race, and 30 percent for Asian or Pacific Islanders.

Achieving racial equity in income would require closing gaps in both wages and employment. Overall, racial gaps in wages account for 85 percent of income inequality experienced by people of color while gaps in employment account for only 15 percent. The share of the gap attributable to differences in wages versus employment is similar across racial/ethnic groups, except for Native Americans, for whom it is about evenly split between wages and employment.

6.0
AGGREGATE GROWTH MASKS ENTRENCHED INEQUITIES

Over the last three decades, the Miami metro has experienced somewhat slower job growth than the nation overall. Growth in middle-wage jobs has been a bit slower than in low- and high-wage jobs, with the number of middle-wage jobs increasing by 42 percent compared with 58 and 52 percent for low- and high-wage jobs, respectively. At the same time, inflation-adjusted earnings per worker have increased much more (54 percent) for jobs in high-wage industries than for those in low- and middle-wage industries (17 and 14 percent, respectively).

Uneven job and wage growth

Earnings growth over the past 30 years has been disproportionately captured by high-wage workers.

Growth in Jobs and Earnings by Wage Level, Miami Metropolitan Area, 1990–2018

- Low-wage
- Middle-wage
- High-wage
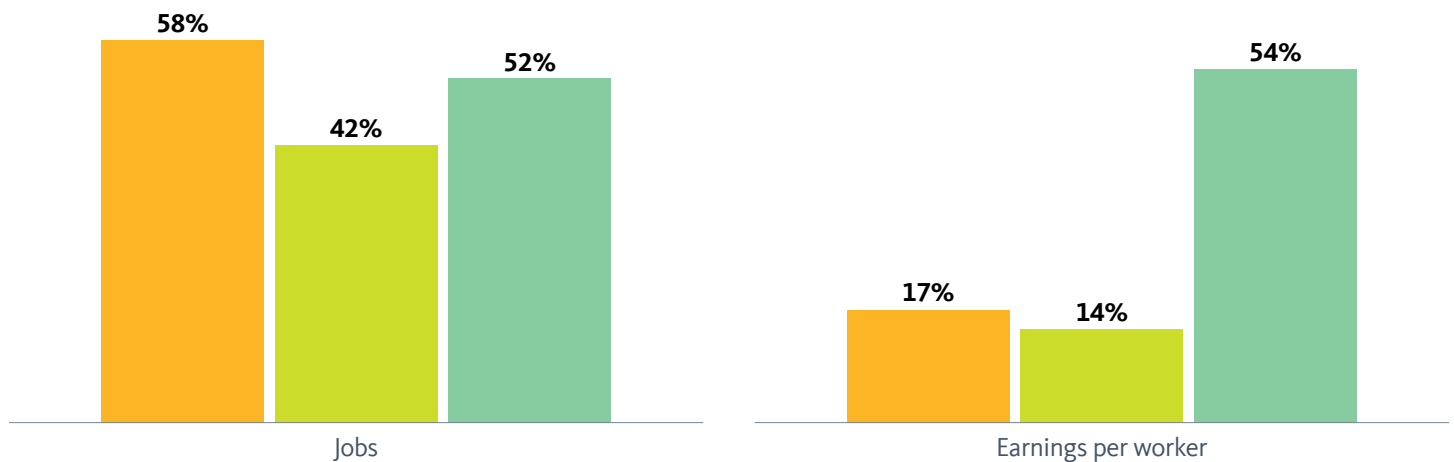
Source: National Equity Atlas, PolicyLink, and the USC Equity Research Institute, accessed July 11, 2021, available at https://nationalequityatlas.org/indicators/Job_and_wage_growth#. **Note:** Universe includes all jobs covered by the federal Unemployment Insurance (UI) program.

Occupational segregation remains a significant challenge for achieving workforce equity.

Occupational Groups by Race/Ethnicity, Miami Metropolitan Area, 2018

- ● White
- ● Black
- ● Hispanic
- ● Asian or Pacific Islander
- ● Native American
- ● Mixed/other

Total
Life, Physical, and Social Science
Management
Arts, Design, Entertainment, Sports
Community and Social Services
Business Operations Specialists
Financial Specialists
Education, Training, and Library
Computer and Mathematical
Architecture and Engineering
Sales
Health-Care Practitioners and Technical
Personal Care and Service
Office and Administrative Support
Protective Service
Installation, Maintenance, and Repair
Food Preparation and Serving
Construction Trades
Production
Transportation and Material Moving
Farming, Fishing, and Forestry
Health-Care Support
Building and Grounds Cleaning and Maintenance
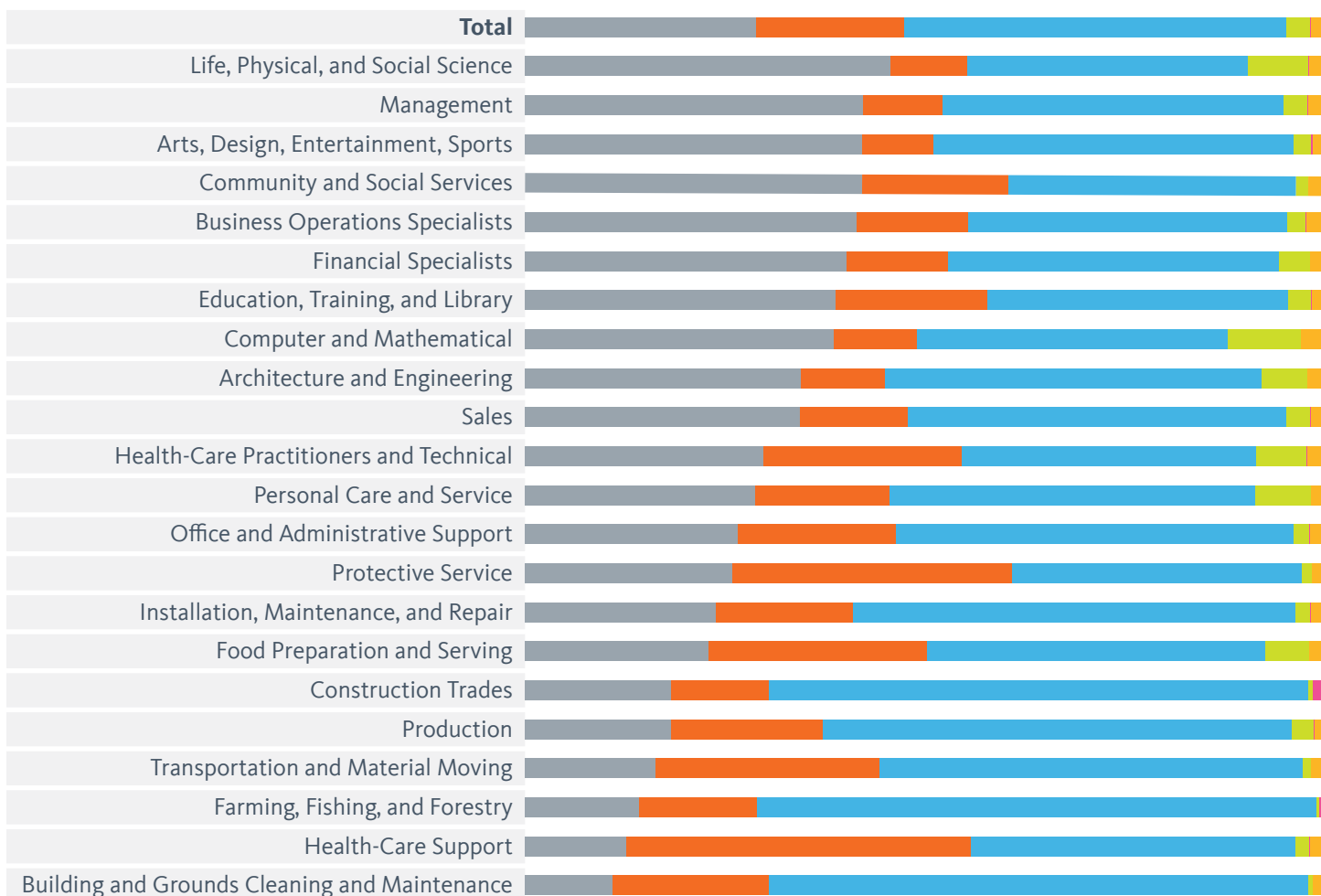
Black and Hispanic workers are overrepresented in occupations that tend to pay lower wages and provide fewer benefits, while they are underrepresented in more rewarding occupations in the region. This is particularly true for immigrant workers among these groups.

While Hispanic workers comprise nearly half of workers across all occupations, they comprise at least two-thirds of workers in building and grounds cleaning and maintenance; construction; and farming, fishing, and forestry. In these three occupations, nearly 90 percent of the Hispanic workers are immigrants, while across all other occupations immigrants comprise around 73 percent of Hispanic workers in those occupations.

Black workers account for about one in five workers across all occupations, but they represent only about one in 10 workers in occupations that are generally considered "good jobs," such as life, physical, and social sciences; management; computer and mathematical; and architecture and engineering. At the other end of the occupational spectrum, Black workers are most concentrated in health-care support, where they account for over two-fifths of the workforce, and in protective service, where they comprise one-third of the workforce. In addition, over a quarter of food preparation and serving and transportation and material moving workforces are Black workers.

While immigrants comprise just under half of the Black workforce, they represent about three-fourths of Black workers in health-care support and nearly three-fifths of those in food preparation and serving occupations. At the same time, Black immigrants are most underrepresented in arts, design, entertainment, and sports; management; and business operations specialist occupations.

Wages

Only half of Black and Hispanic immigrant workers earn at least $15 per hour, compared to 80 percent of white workers.

Share of Workers Earning at Least $15/hour by Race/Ethnicity and Nativity, Miami Metropolitan Area, 2018
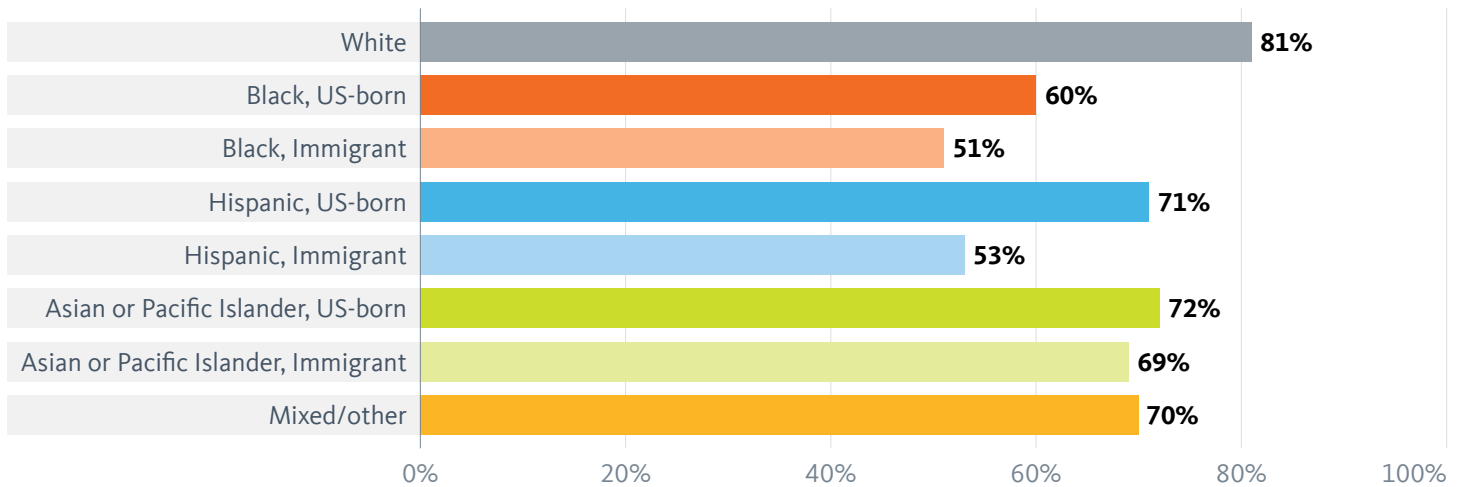
Group	Share
White	81%
Black, US-born	60%
Black, Immigrant	51%
Hispanic, US-born	71%
Hispanic, Immigrant	53%
Asian or Pacific Islander, US-born	72%
Asian or Pacific Islander, Immigrant	69%
Mixed/other	70%

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average. The $15/hour wage threshold is based on 2018 dollars.

About two-thirds of all full-time workers in the Miami region earn at least $15 per hour. Put differently, one-third of full-time workers are unable to meet or exceed this modest wage threshold. White workers are least likely to find themselves among the ranks of lower wage workers, with only 19 percent making less than $15 per hour. Nearly 50 percent of Black and Hispanic immigrants are paid less than $15 per hour, however, along with 40 percent of US-born Black workers. Given that these three groups combined account for over half (54 percent) of all full-time workers ages 25–64 years, such inequity challenges both workforce equity and regional economic prosperity. This data is also particularly troubling considering that the basic minimum living wage for a single adult with one child in the Miami metro is about $35 per hour.[54] About 30 percent of Asian or Pacific Islander, US-born Hispanic, and mixed/other workers make less than $15 per hour, making them about 50 percent more likely than white workers to be in this low-income bracket.

Higher education

Just one in five Native American and Black adults in South Florida have a bachelor's degree.

Educational Attainment by Race/Ethnicity, Miami Metropolitan Area, 2018

- High school diploma or less
- Some college or associate's degree
- Bachelor's degree or higher

Race/Ethnicity	High school diploma or less	Some college or associate's degree	Bachelor's degree or higher
White	25%	30%	45%
Black, US-born	47%	33%	20%
Black, Immigrant	50%	31%	20%
Hispanic, US-born	32%	35%	34%
Hispanic, Immigrant	48%	25%	27%
Asian or Pacific Islander, US-born	14%	26%	60%
Asian or Pacific Islander, Immigrant	29%	18%	53%
Native American	47%	33%	20%
Mixed/other	28%	34%	38%

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average.

The attainment of a bachelor's degree is strongly correlated with lower unemployment, higher wages, and lesser vulnerability to automation-related job disruptions. About 45 percent of white adults and over half of all Asian or Pacific Islander adults in the region have a bachelor's degree or higher. However, that level of educational attainment is realized by only about one in five Black and Native American adults, one in four Hispanic immigrants, and one in three US-born Hispanic adults. Interestingly, the educational attainment profiles of Black immigrants and US-born Black adults in the region are strikingly similar, and they each account for about half of the Black adult population.

Higher educational attainment narrows racial gaps in employment.

Joblessness by Educational Attainment, Race/Ethnicity, and Nativity, Miami Metropolitan Area, 2018

- ⬤ White
- ⬤ Black, US-born
- ⬤ Black, Immigrant
- ⬤ Hispanic, US-born
- ⬤ Hispanic, Immigrant
- ⬤ Asian or Pacific Islander, Immigrant
- ⬤ Mixed/other

Less than a HS diploma: 46%, 59%, 39%, 41%, 34%, 36%, 36%

HS diploma, no college: 30%, 37%, 25%, 26%, 25%, 30%, 29%

Some college, no degree: 24%, 28%, 20%, 21%, 22%, 26%, 19%

AA degree, no BA: 22%, 20%, 17%, 17%, 20%, 26%, 26%

BA degree or higher: 19%, 16%, 17%, 13%, 19%, 21%, 22%

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the civilian noninstitutionalized population ages 25–64 years. Joblessness is defined as those unemployed or not in the labor force as a share of the total population. Data reflect a 2014–2018 average.

Across racial/ethnic and nativity groups, joblessness declines as educational attainment increases, and racial gaps in joblessness are partially mitigated. The positive impact of education on joblessness is particularly notable for US-born Black adults. They have by far the highest rate of joblessness among those with no high school diploma (or equivalent) at 59 percent, but that falls to only 16 percent among those with a bachelor's degree or higher—the lowest rate of any groups with that level of education except US-born Hispanic adults. Black immigrants have among the lowest rates of joblessness across many levels of educational attainment, as do Hispanic adults (both US-born and immigrant).

Asian or Pacific Islander immigrants, who comprise the vast majority of all Asian or Pacific Islander adults in the region (86 percent), have one of the lowest rates of joblessness among those without a high school diploma, but similar or higher rates compared with other groups at higher levels of educational attainment.

It is important to bear in mind the distribution of educational attainment when considering joblessness by education. About half of all Black adults, immigrant Hispanic adults, and Native American adults have a high school degree or less, and around one-third of US-born Hispanic adults do, meaning that these populations are concentrated among educational attainment groups with the highest rates of joblessness.

Higher education does not eliminate racial wage gaps.

Median Wages by Educational Attainment and Race/Ethnicity, Miami Metropolitan Area, 2018

- White
- Black
- Hispanic
- Asian or Pacific Islander
- Mixed/other
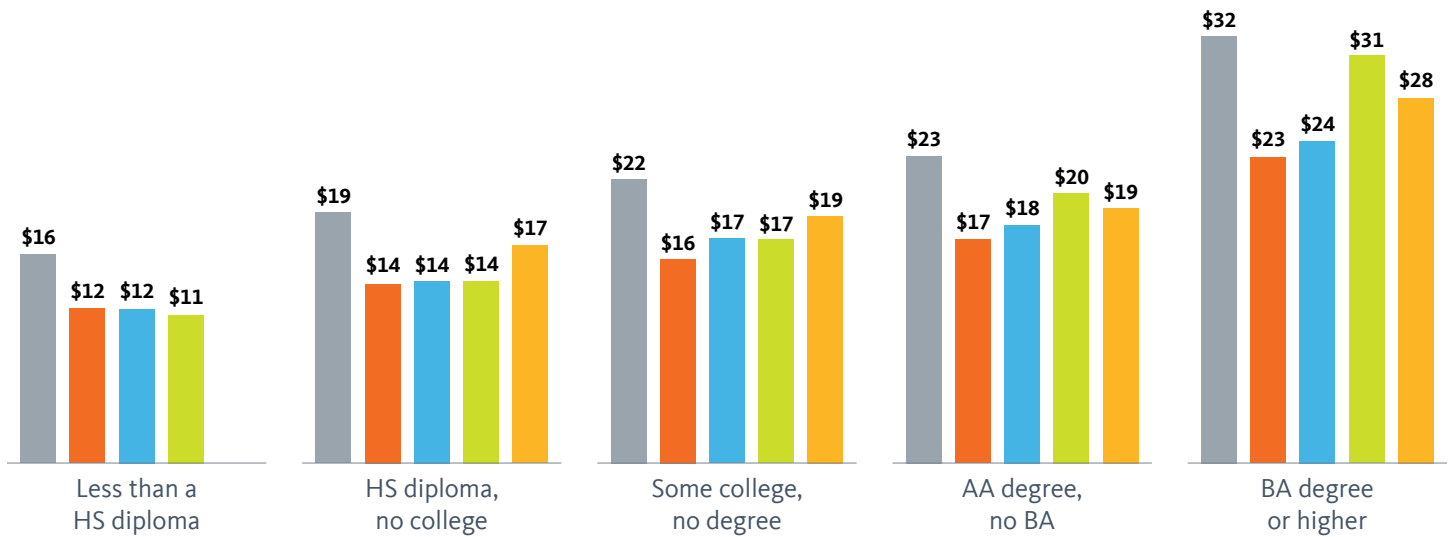
	Less than a HS diploma	HS diploma, no college	Some college, no degree	AA degree, no BA	BA degree or higher
White	$16	$19	$22	$23	$32
Black	$12	$14	$16	$17	$23
Hispanic	$12	$14	$17	$18	$24
Asian or Pacific Islander	$11	$14	$17	$20	$31
Mixed/other		$17	$19	$19	$28

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars.
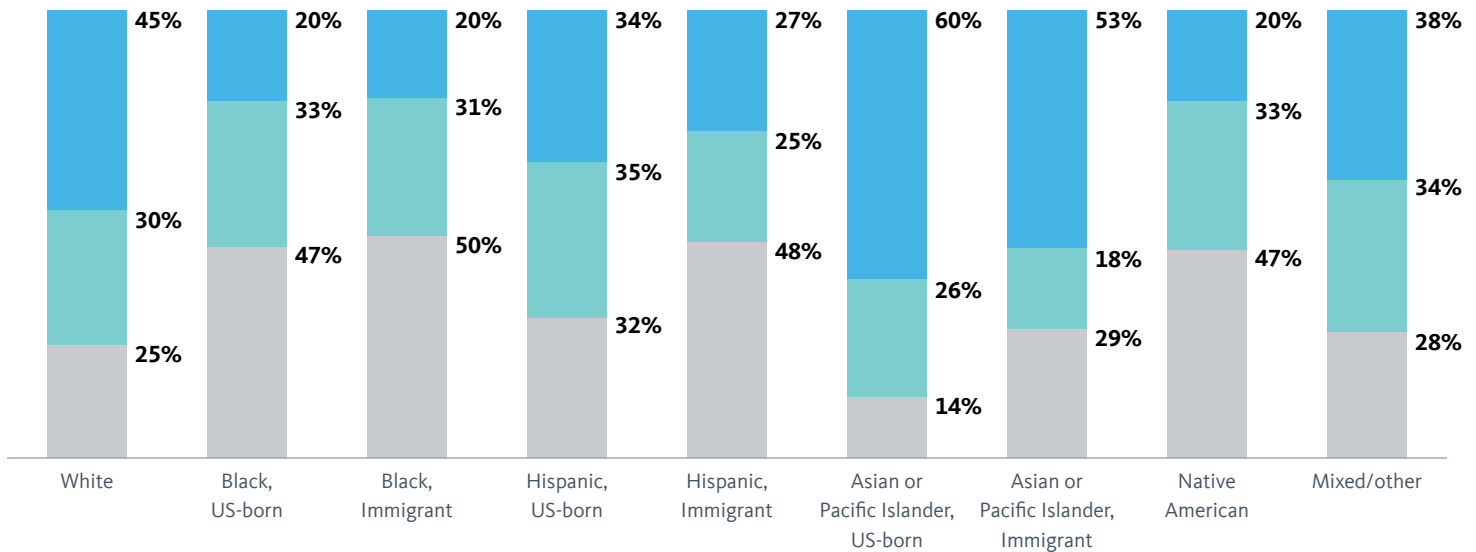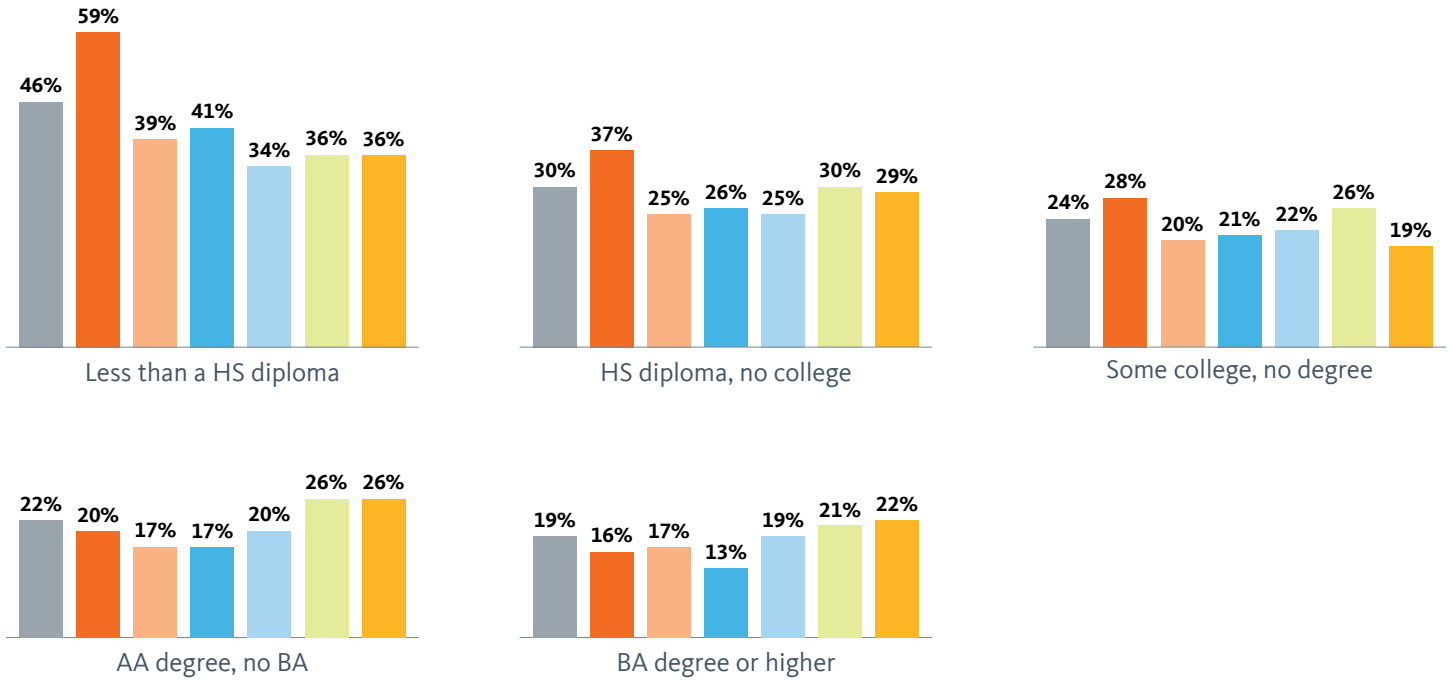
Higher educational attainment is associated with higher median wages for full-time workers in South Florida across all racial/ethnic groups, but racial gaps are evident at each educational level and actually increase in dollar terms as education rises. White workers have the highest median earnings among the broad racial/ethnic groups at every level of education, while Black and Hispanic workers tend to earn the lowest wages. Among those with less than an associate's degree, median wages for Asian or Pacific Islander workers are similarly low.

The relative wage gains with further education are not equivalent: the median hourly wage premium for earning a bachelor's degree as opposed to a high school diploma is highest for Asian or Pacific Islander workers at 121 percent (a $17/hour gain). The same educational achievement is associated with a similar gain in percentage terms (64 to 71 percent) for all other broad racial/ethnic groups, but the dollar value of the gain is highest for white workers at $13 per hour, followed by workers of mixed racial backgrounds ($11/hour), Hispanic workers ($10/hour) and Black workers ($9/hour). Among workers with a bachelor's degree or higher, Black workers make $9 less per hour and Hispanic workers make $8 less per hour than their white counterparts.

7.0
WORKERS FACE A SHORTAGE OF GOOD JOBS

As the data above reveal, not everyone who wants to work in South Florida has a job, and not all workers are paid a basic living wage. As the economy and labor market evolve toward advanced industries and services, far too few workers are benefiting from the region's growth. Workforce development agencies, intermediaries, and policymakers need to both grow the quantity of good jobs and ensure equitable access to those jobs.

To better understand the shortage of good jobs in the region, we analyzed access to good jobs in the region by race, ethnicity, and level of required education, using the localized definition of good jobs summarized in the table below.

Characteristics and Examples of Good Jobs by Typical Education Requirements, Miami Metropolitan Area, 2019

Characteristics of good jobs

- Living-wage compensation: Average wage for the occupation is sufficient to sustain a working family of two working adults and two children—$35,422 in the Miami metropolitan region for 2019.[55]

- Stable or growing base of employment: The number of jobs is projected to grow or to remain relatively stable for the next decade—employment in the occupation is not declining by more than 10 percent over 10 years, or more than 2 percent over 10 years for small occupations.

- Automation resilient: The occupation has a probability of computerization lower than 50 percent, given the full array of tasks that comprise the role.

Example occupations accessible to workers by education level

High school diploma or less:	Postsecondary certificate or license or vocational training through an apprenticeship:	Associate's degree:	Bachelor's degree or higher:
• Food service managers • Sales representatives of services, except advertising, insurance, financial services, and travel • First-line supervisors of production and operating workers	• Electricians • Licensed practical and licensed vocational nurses • Radio and telecommunications equipment installers and repairers	• Registered nurses • Radiologic technologists and technicians • Respiratory therapists	• Financial managers • Software developers • Elementary and middle school teachers

More than 1.8 million workers in South Florida do not have good jobs

Less than two in five workers in the Miami region are in good jobs.

Share of Workers in Good Jobs, Overall and by Educational Requirements, Miami Metropolitan Area, 2018
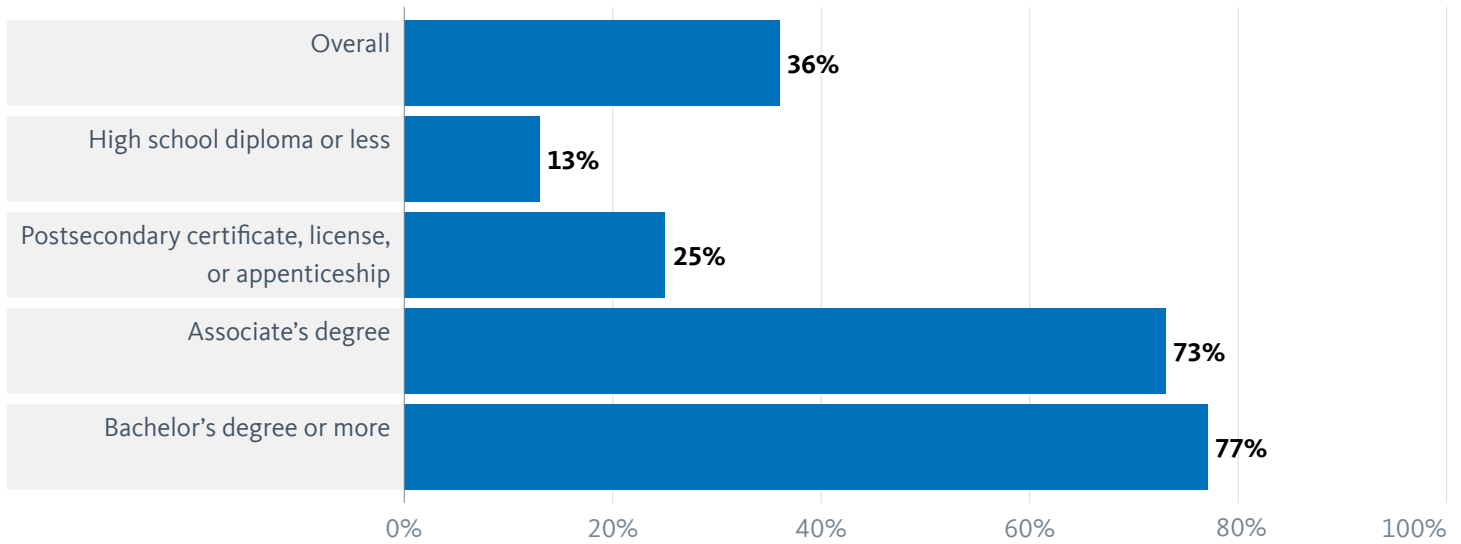
Category	Share
Overall	36%
High school diploma or less	13%
Postsecondary certificate, license, or appenticeship	25%
Associate's degree	73%
Bachelor's degree or more	77%

Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Lightcast job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

The good jobs deficit in South Florida is deep: only 36 percent of the region's 2.9 million workers are in good jobs. The share of workers in good jobs increases as the level of education required for the job increases, but even among occupations that require non-degree postsecondary certifications, licenses, or apprenticeships, just 25 percent of workers are in good jobs. The vast majority of jobs that require postsecondary degrees (associate's and higher) are good jobs, but these educational requirements are a systemic barrier for many.

In South Florida, 1.5 million jobs require no more than a high school diploma, but only 13 percent of them are good jobs.

Distribution of Employment by Educational Requirements and Job Quality, Miami Metropolitan Area, 2018

🔴 Workers not in good jobs
🟢 Workers in good jobs
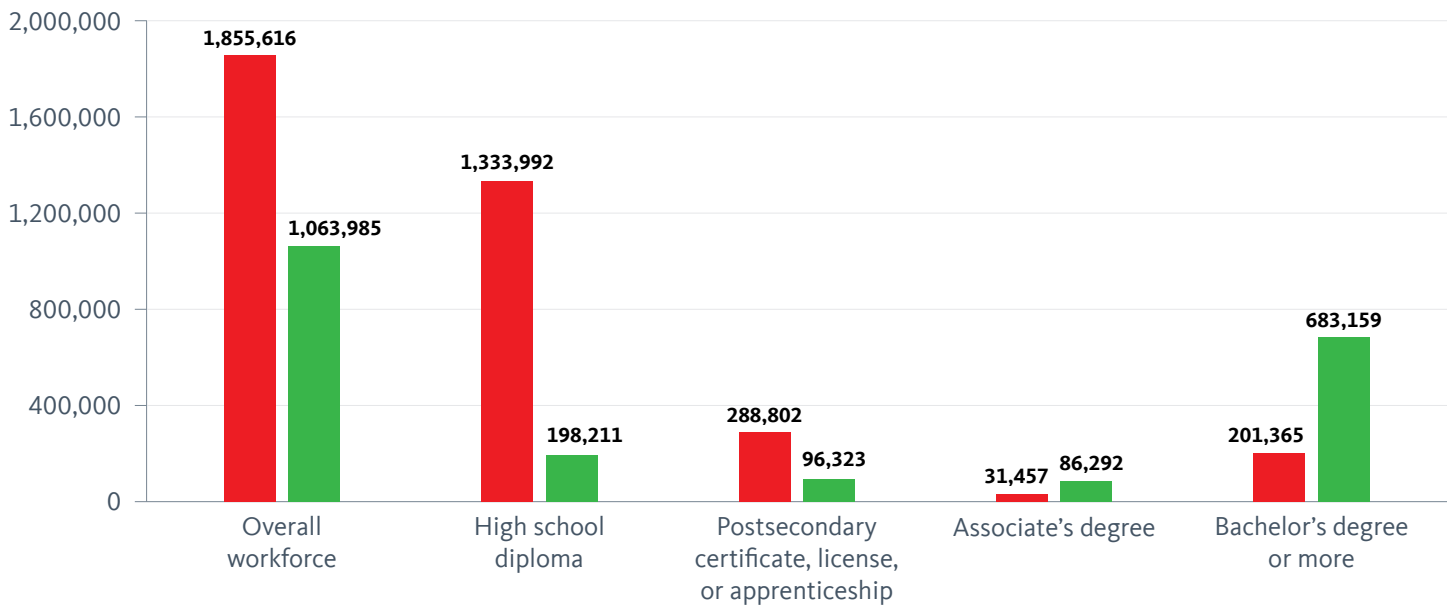
Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Lightcast job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

The distribution of the region's good jobs by education underscores the importance of a multifaceted approach to create more good jobs, upgrade existing jobs, and develop race-conscious workforce development strategies to ensure people of color can access good jobs. Given that a fifth of Black adults and fewer than a third of Hispanic adults in the Miami metro have a bachelor's degree, workforce intermediaries must consider interventions that will improve the quality of the jobs available to these workers.

One approach is to grow employment in the occupations that provide the largest number of good jobs that do not require college experience. These include supervisory positions in retail, food service, manufacturing, construction and other industries, several trades, nursing, and other occupations described in the table below. As of 2018, workers of color were underrepresented in 11 of the largest 15 good jobs that did not require a college degree.

Good jobs that do not require a college degree, with key occupational characteristics, by race and ethnicity, Miami metropolitan area, 2018

Occupation	Total Employment	10-Year Growth Rate	Automation Score (Probability of Computerization)	Average Income in Miami	% Workers of Color
First-line supervisors of retail sales workers	63,932	2%	28%	$50,454	**65%**
First-line supervisors of nonretail sales workers	33,598	1%	8%	$77,981	**63%**
Food service managers	20,777	19%	8%	$53,419	**63%**
Sales representatives of services, except advertising, insurance, financial services, and travel	16,835	5%	39%	$66,279	**58%**
Electricians	15,918	15%	15%	$41,746	**77%**
Licensed practical and licensed vocational nurses	15,732	8%	6%	$35,971	**85%**
Police officers	14,142	3%	10%	$77,050	**63%**
First-line supervisors of construction trades and extraction workers	12,885	21%	17%	$51,118	**64%**
First-line supervisors of production and operating workers	7,499	8%	2%	$61,505	**69%**
Plumbers, pipefitters, and steamfitters	6,997	21%	35%	$37,733	**76%**
Securities, commodities, and financial services sales agents	6,346	13%	2%	$114,872	**45%**
Firefighters	6,308	15%	17%	$82,704	**54%**
Flight attendants	5,616	25%	35%	$51,341	**45%**
Supervisors of transportation and material moving workers	5,464	16%	23%	$46,510	**80%**
First-line supervisors of mechanics, installers, and repairers	4,783	11%	<1%	$60,612	**65%**

Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Lightcast job posting data and 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Data formatted in red indicate underrepresentation of this race/ethnicity group relative to their representation in all occupations that do not require a college degree.

Major racial inequities persist in access to good jobs

White workers are overrepresented in good jobs overall and are particularly overrepresented in good jobs that do not require any postsecondary education.

Distribution of Workers by Race/Ethnicity, Job Quality, and Educational Requirements, 2018
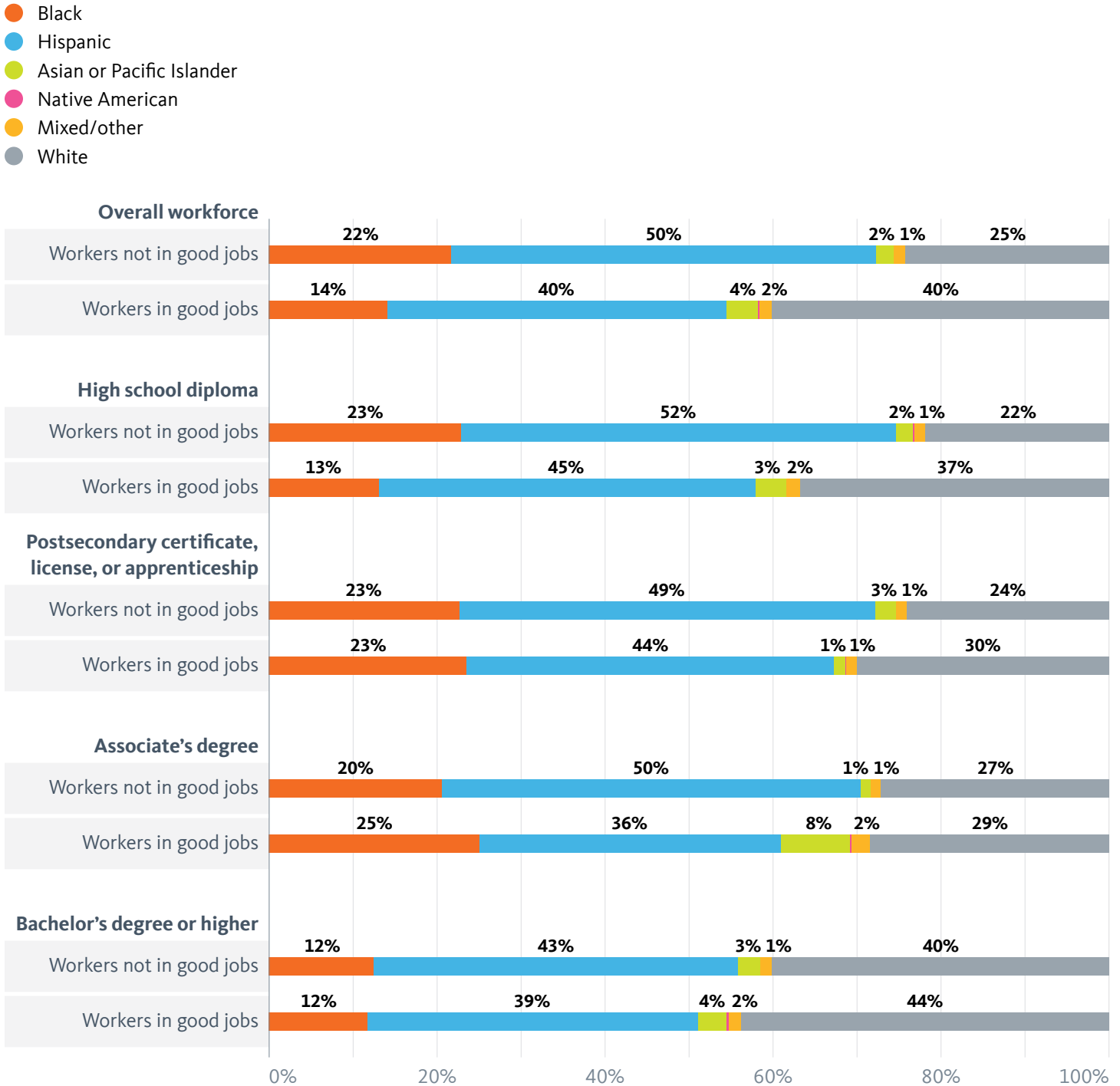
- 🟠 Black
- 🔵 Hispanic
- 🟢 Asian or Pacific Islander
- 🔴 Native American
- 🟡 Mixed/other
- ⚪ White

Overall workforce

Workers not in good jobs: 22% | 50% | 2% 1% | 25%

Workers in good jobs: 14% | 40% | 4% 2% | 40%

High school diploma

Workers not in good jobs: 23% | 52% | 2% 1% | 22%

Workers in good jobs: 13% | 45% | 3% 2% | 37%

Postsecondary certificate, license, or apprenticeship

Workers not in good jobs: 23% | 49% | 3% 1% | 24%

Workers in good jobs: 23% | 44% | 1% 1% | 30%

Associate's degree

Workers not in good jobs: 20% | 50% | 1% 1% | 27%

Workers in good jobs: 25% | 36% | 8% 2% | 29%

Bachelor's degree or higher

Workers not in good jobs: 12% | 43% | 3% 1% | 40%

Workers in good jobs: 12% | 39% | 4% 2% | 44%

Axis: 0% 20% 40% 60% 80% 100%

Examining good jobs by both race and education requirements, we find large inequities. White workers are overrepresented in good jobs overall, and particularly overrepresented in good jobs that do not require a college degree—the very jobs that the vast majority of workers of color are qualified to obtain given the barriers to higher education described above. Just 11 percent of workers of color in jobs that require only a high school degree are in good jobs, compared to 20 percent of white workers. And, 23 percent of workers of color in jobs that require non-degree postsecondary training, such as a certificate or apprenticeship, are in good jobs, compared to 29 percent of their white peers.

Available Jobs in 2019 Could Have Closed Racial Gaps in Access to Good Jobs

In 2019, there were enough openings for good jobs over the year to close the racial equity gaps in good jobs at each level of educational attainment. For example, to close the racial gap in good jobs for jobs that require no more than a high school diploma, 29,000 workers of color would need a job upgrade; in 2019, there were 32,000 openings for good jobs at this educational level.

Still, 71 percent of the 250,000 good jobs available in 2019 required a bachelor's degree or more, underscoring the need for workforce intermediaries and employers to reexamine credentialing requirements and design pathways into these jobs for workers without a four-year degree, wherever possible.

Access to the three key dimensions of good jobs (family-sustaining wages, large or stable base of employment, and automation resiliency) varies tremendously between racial/ethnic groups. We found systematic inequities that have important implications for equitable workforce strategies.

- Crowding in low-wage occupations is the main reason that workers of color without a college degree face an equity gap in good jobs. Only 25 percent of workers of color in jobs that require no more than a high school diploma are in occupations with average wages above the regional living wage, compared to 37 percent of white workers. That gap grows substantially for workers in jobs that require non-academic postsecondary training, such as a certification, license, or apprenticeship: 45 percent of workers of color are in above-living-

wage occupations compared to 61 percent of white workers. Workforce intermediaries must ensure that non-academic postsecondary training diminishes racial gaps, rather than expanding them.

- Hispanic workers are less likely than their peers to have automation-resilient jobs regardless of the level of education required for the job. Only 16 percent of Hispanic workers in occupations that require no more than a high school diploma have jobs that are not at risk of automation, compared to 25 percent of white workers. Hispanic workers are also less likely to hold automation-resilient occupations that require non-degree postsecondary training: 40 percent of Hispanic workers are not at risk of automation, compared to 58 percent of Black workers and 44 percent of white workers. Interventions to mitigate automation risk, such as expanded unemployment for automation-induced job displacement and career pathway programs that shift workers away from at-risk careers, should include language and accessibility features that take into consideration the high concentration of Hispanic workers in at-risk jobs.

Delivering workforce equity in the Miami region will require not only generating more good jobs, but also ensuring that people of color are hired into them. Without policies and programs that connect workers of color to growth in good jobs that do not require a college degree, these opportunities will disproportionately benefit white workers. Additionally, programs and policies that benefit all workers should take into account accessibility constraints faced disproportionately by people of color, such as language and transportation.

Projected job growth for Hispanic and Black workers is heavily concentrated in low-quality jobs.

Occupations Projected to Add the Most Workers of Color, by Race/Ethnicity, Miami Metropolitan Area, 2020–2030

- 🔴 Black
- 🔵 Hispanic
- 🟢 Asian or Pacific Islander
- 🩷 Native American
- 🟠 Mixed/other

Construction laborers	
Managers, all other	
Janitors and building cleaners	
Driver/sales workers and truck drivers	
Laborers and freight, stock, and material movers, hand	
Cooks	
Maids and housekeeping cleaners	
Customer service representatives	
Waiters and waitresses	
Personal care aides	
Registered nurses	
Security guards and gambling surveillance officers	
Financial managers	
Elementary and middle school teachers	
Landscaping and groundskeeping workers	
Carpenters	
Nursing assistants	
Medical assistants	
Home health aides	
Food service managers	
Cashiers	
Medical and health services managers	
Chefs and head cooks	
Receptionists and information clerks	
Software developers	
Food preparation workers	
Shuttle drivers and chauffeurs	
Electricians	
Postsecondary teachers	
General and operations managers	

Horizontal axis: 0, 2,000, 4,000, 6,000, 8,000, 10,000, 12,000

Sources: Lightcast modeling for occupational growth, and 2018 5-year American Community Survey microdata from IPUMS for demographic characteristics of occupations. **Note:** Occupations marked in bold are classified as good jobs.

The Miami workforce is projected to grow by 8 to 12 percent over 10 years, but less than half of that growth (41 percent) is expected to be in good jobs. This new employment is expected to grow the proportion of workers in good jobs, but if occupational segregation remains as it is today, these good jobs will continue to be concentrated among white and Asian or Pacific Islander workers. Just two of the 10 occupations projected to add the greatest number of Hispanic workers and none of the 10 occupations projected to add the greatest number of Black workers are good jobs. Seven of the top 10 growing occupations for Asian or Pacific Islander workers are good jobs, along with seven of the top 10 for white workers.

8.0

THE ECONOMIC RECOVERY FROM COVID-19 HAS BEEN UNEVEN

Covid-19 caused significant turbulence in the South Florida labor market. The Covid-19 Economic Recovery Index for Miami-Dade, Broward, and Palm Beach counties illustrates dramatic swings in the region's performance on indicators of health, economy, and housing in the two-and-a-half years after the onset of the pandemic in March 2020, including another significant decline beginning in November 2021.[56] The unemployment rate in the Miami region reached 13.8 percent in May 2020 before dropping to 7.2 percent in December 2020, still well above the pre-Covid baseline. The early recovery also unfolded unevenly across different racial and ethnic groups. Considering the racial stratification of different occupational groups in the region, these gaps have significant consequences for racial economic equity.

Black and Hispanic workers experienced higher unemployment rates through the pandemic.

Unemployment Rates by Race/Ethnicity, Miami Metropolitan Area, January–September 2020

- Black
- Hispanic
- White
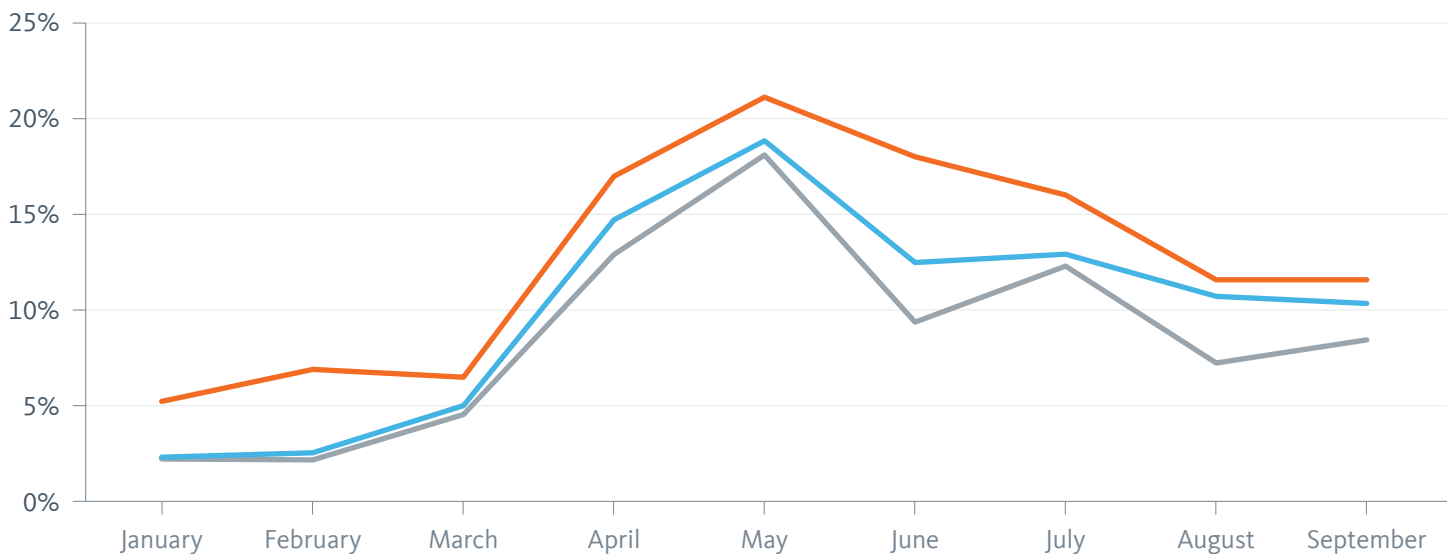
Source: Authors' analysis of unemployment estimates from the Current Population Survey (CPS) microdata from IPUMS USA.

Unemployment rates rose for all workers in the Miami region in 2020, and moved in tandem for Black, Hispanic, and white workers. Unemployment rates jumped quickly between March and May 2020, peaking at 21.0 percent for Black workers, 18.7 percent for Hispanic workers, and 18.1 percent for white workers.

Online job postings for positions held by Black and Hispanic workers prior to the crisis recovered more quickly than for those held by white workers.

Job Postings Relative to April Baseline by Pre-Crisis Occupational Demographics (Race/Ethnicity), Miami Metropolitan Area, March–September 2020

- Black
- Hispanic
- White
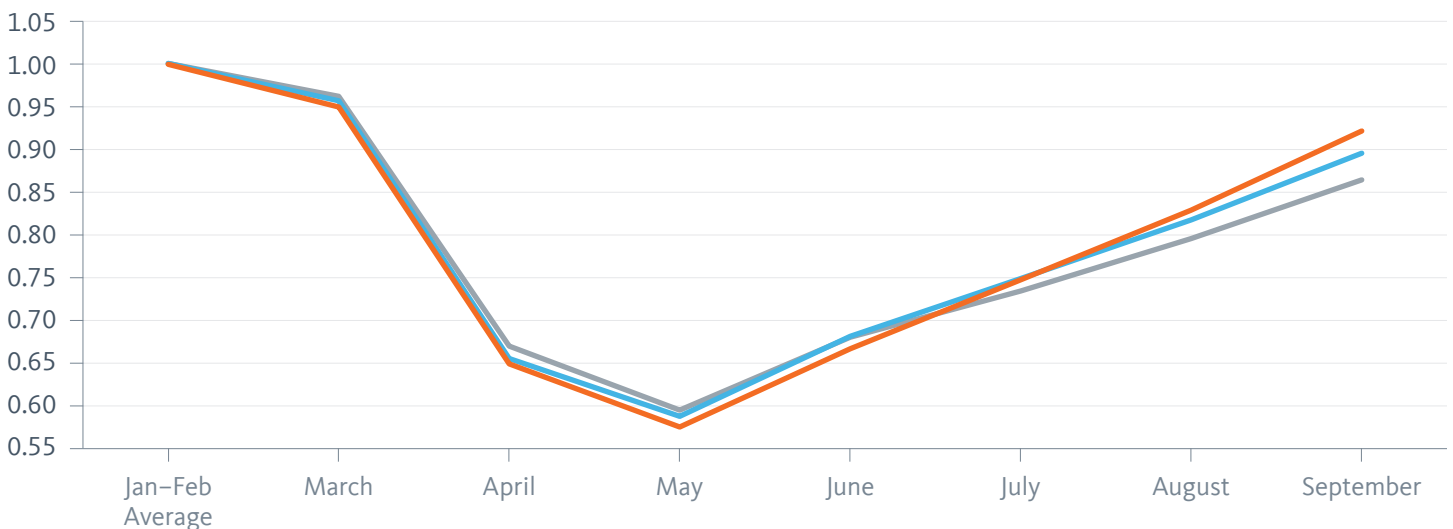
Source: Authors' analysis of Lightcast job posting data (January–September 2020), with job postings allocated according to occupational race and ethnicity characteristics from 2018 5-year American Community Survey microdata from IPUMS USA.

The chart shown uses job postings data to measure the change in demand over 2020 for jobs relative to the beginning of the year. The chart shows how employment recovery would have been allocated to different racial and ethnic groups if recovering jobs went proportionately to the workers who held those jobs pre-crisis. In the Miami area, the unemployment rates for Hispanic, Black, and white workers remained tightly clustered. This movement is mirrored by the return in online job demand.

The early labor market recovery was concentrated in jobs requiring the least preparation and training.

Monthly Job Postings by Degree of Preparation Required, Miami Metropolitan Area, February–December, 2020

- ● Little or no preparation needed
- ● Some preparation needed
- ● Medium preparation needed
- ● Considerable preparation needed
- ● Extensive preparation needed
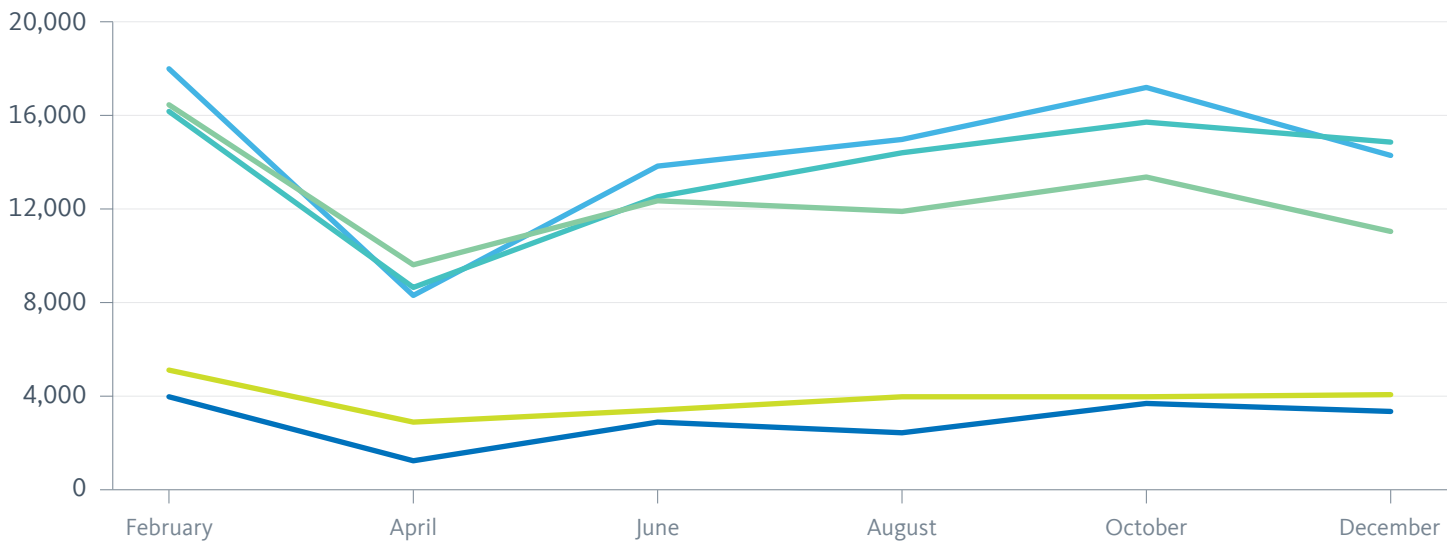
Source: Authors' analysis of Lightcast data on monthly job postings, using O*NET occupational classifications. **Note:** For more information on job zone definitions, see https://www.onetonline.org/help/online/zones.

In South Florida, demand for jobs requiring "some" or "medium" preparation—work experience, postsecondary training up to an associate's degree, and work-related skills—returned more quickly than demand at other levels of job preparation. By October 2020, demand for these jobs was almost back to the pre-pandemic baseline. Demand dropped again in December 2020, in part due to the regular business cycle of reduced hiring at the end of the year. The pandemic has highlighted the immense importance of many jobs that require little academic preparation, such as frontline care workers, gig workers, production workers, and service workers, who have kept the economy afloat.

Meanwhile, demand for jobs that require considerable preparation (e.g., a bachelor's degree) or extensive preparation (e.g., a bachelor's degree and significant specialized skills or experience, or an advanced postsecondary degree) remained at least 20 percent below the February baseline for all of 2020. Furloughed workers may have been brought back into these jobs, but new hiring was very reduced during the pandemic. People entering the market for these jobs, such as recent college graduates, likely faced difficulty finding adequate employment and instead experienced "underemployment"—taking jobs for which they were overqualified—as a way into the labor market.

Automation, digitalization, and computerization are on course to radically transform work and jobs in the United States. Certain occupations will become obsolete; others will be profoundly changed, expanded, or combined; and technological advancement, especially in artificial intelligence, is likely to create entirely new roles across industries and fields. Some of these processes cannot be reliably predicted, but given the current trajectory of automation-driven job change, it is clear that people of color are at increased risk of job disruption that may push them into more precarious marginalized work or displace them from the labor market altogether.

Automation risk is best calculated in terms of the likelihood of computerization of the underlying tasks that make up a given occupation, which can lead to worker displacement.[57] Very few jobs consist *entirely* of tasks that can be computerized,[58] but most occupations include enough automatable tasks to be considered at risk of automation. The national average risk is about 52 percent, indicating that about half of job tasks performed by the US workforce can be automated.[59]

Hispanic workers are particularly overrepresented in automation-vulnerable jobs.

Automation Risk by Race/Ethnicity, Miami Metropolitan Area, 2018

- 🟠 Black
- 🔵 Hispanic
- 🟢 Asian or Pacific Islander
- 🔴 Native American
- 🟡 Mixed/other
- ⚪ White
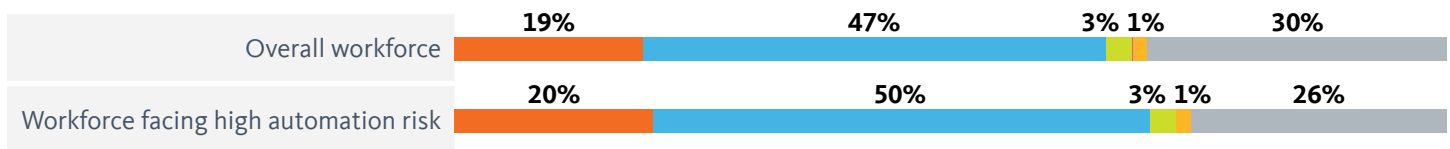
	Black	Hispanic	Asian or Pacific Islander	Native American	White
Overall workforce	19%	47%	3%	1%	30%
Workforce facing high automation risk	20%	50%	3%	1%	26%

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA and automation scores from "The Future of Employment: How Susceptible Are Jobs to Computerisation" (Frey and Osborne, 2013). **Note:** Universe includes the employed civilian noninstitutionalized population age 16 or older.

Automation is a threat to employment growth in South Florida. The risk of automation is acute for workers of color, who are overrepresented in jobs susceptible to automation. White people in the Miami metro constitute 30 percent of the workforce, but only 26 percent of workers in jobs with high automation risk. Inversely, Hispanic workers make up 47 percent of the workforce overall but 50 percent of automation-vulnerable workers. The concentration of workers of color in jobs with elevated automation risk is projected to continue over time.

Workers of color, those with less than a high school diploma, and non-English speakers are most vulnerable to automation-driven job disruption.

Automation Vulnerability by Worker Characteristics, Miami Metropolitan Area, 2018

Category	Value
Miami average	54%
Age	
16 to 24	69%
25 to 34	55%
35 to 44	51%
45 to 54	51%
55 to 64	52%
65 and Older	51%
Gender	
Male	53%
Female	53%
Race and ethnicity	
White	46%
Black	58%
Hispanic	57%
Asian or Pacific Islander	44%
Native American	46%
Mixed/other	50%
Education	
Less than high school	70%
High school diploma or GED	66%
Some college or associate's degree	55%
Bachelor's degree	41%
Graduate degree	24%
English language proficiency	
Yes, speaks only English	50%
Yes, speaks very well	50%
Yes, speaks well	59%
Yes, but not well	66%
Does not speak English	70%

Automation Vulnerability by Industry, Miami Metropolitan Area, 2018

Industry	Percentage
Real Estate and Rental and Leasing	74%
Accommodation and Food Services	69%
Retail Trade	67%
Agriculture, Forestry, Fishing, and Hunting	66%
Administrative and support and waste management services	66%
Transportation and Warehousing	65%
Construction	62%
Manufacturing	58%
Finance and Insurance	54%
Mining, Quarrying, and Oil and Gas Extraction	53%
Wholesale Trade	53%
Other Services, Except Public Administration	51%
Arts, Entertainment, and Recreation	45%
Professional, Scientific, and Technical Services	43%
Utilities	42%
Management of Companies and Enterprises	42%
Public Administration	40%
Information	39%
Health Care and Social Assistance	34%
Active Duty Military	32%
Educational Services	26%

Source: Authors' analysis of occupation-level automation scores from "The Future of Employment: How Susceptible Are Jobs to Computerisation" (Frey and Osborne, 2013), and industry characteristics from 2018 5-year American Community Survey microdata from IPUMS USA.

In addition to race and ethnicity, a variety of other worker characteristics correlate with high automation risk. English language is associated with automation resiliency: workers who speak English well face close to a third less automation risk compared to workers who do not speak English. Increasing educational attainment is another pathway to jobs that enjoy automation resiliency. The degrees that affect the greatest level of change are bachelor's and graduate degrees: compared with a high school diploma or equivalent, having a bachelor's degree drops automation risk by 25 percentage points whereas having a graduate degree drops it by 42 percentage points. Additionally, Black workers are 12 percentage points more likely than white workers to be affected by automation, and Hispanic workers are 11 percentage points more likely.

10.0

A FRAMEWORK FOR ACTION
TO ADVANCE WORKFORCE EQUITY

A racial equity agenda to transform workforce ecosystems—centering the needs of those most impacted by inequities to maximize benefits for all—is the key to advancing a lasting recovery and a resilient future economy. This advancement will require changing how workers are prepared for jobs, transforming corporate culture, increasing overall job quality, dismantling systemic racism, and designing equitable talent development strategies.

The data in this report illustrate that securing high-quality employment is strongly correlated with attaining higher education, so closing racial gaps in educational attainment is essential for achieving workforce equity. Equally critical is a transformative policy agenda to transform low-wage work into high-quality jobs by increasing wages, designing 21st-century benefits, building and protecting worker power, and investing in lifelong learning and skills development. Policymakers, employers, educators, training providers, and community-based organizations all have important roles to play.

While the workforce system alone cannot effect these systemic transformations, it is a critical point of contact for jobseekers and low-wage workers navigating the regional labor market. A bold, actionable racial equity agenda for the region's workforce should be the cornerstone of an inclusive recovery and an equitable economy in which all residents of the region can participate, prosper, and reach their full potential. Our recommendations for designing and activating such an agenda in South Florida are described below.

1. Expand equitable access to high-quality education and training.

Educational equity does not start with post-secondary training, or even with primary school. It starts at the beginning of the cradle-to-career continuum and involves a broad range of policy and market factors far beyond the immediate influence of workforce ecosystem actors. However, there are important points of contact along this continuum where workforce stakeholders can model and advocate for high-impact systems changes. Philanthropic organizations, employers, local governments, and educators can align efforts to secure greater investments in public schools, childcare, affordable housing, and transportation to benefit low-income residents and to develop integrated school-based workforce and family service structures.

To nurture a resilient and ready workforce, all children in South Florida must have access to high-quality K–12 schooling, safe and healthy neighborhoods, and the resources they need to reach their full potential. The workforce ecosystem can and should be an active partner in efforts to create pipelines for homegrown talent and strategies to support the success of students and workers of color. Intermediaries, funders, employers, and training providers should all be at the table to create and support career exploration and readiness activities in primary school; equitable career and technical education in the secondary system, including earn-and-learn training opportunities that can help young people bridge from high school to either college or career; and appropriate financial literacy curricula throughout the educational continuum.

These groups can also take concrete steps to support and meet the needs of adult jobseekers, including students who are not college or career ready when they leave high school. Foundational skills programs, such as adult basic education, literacy (including digital literacy) classes, GED classes, and English-language learning opportunities, provide critical job-readiness training. In addition to these training activities, there are also critical opportunities to expand neighborhood-based programs that are designed to support jobseekers facing barriers to entry into the workforce—helping them navigate wraparound support systems, build social capital, develop relational skills, and connect with employers.

For incumbent workers, collective-impact initiatives like Labor Miami—a comprehensive online resource that connects users to labor market data, career development resources, and wraparound services—can help workers, businesses, and workforce-serving agencies understand and navigate changing job-market dynamics.[60] At Florida International University (FIU), the Lennar Construction Trades program prepares workers for entry-level jobs in construction, providing 14 weeks of free training that culminates with certification in a construction trade—a growing sector that offers high-quality jobs to workers without a college degree.[61] FIU also houses Urban Potential Laboratories (UP Labs), another free 14-week industry-recognized certification program that prepares workers who do not have college degrees for middle-skills jobs in various industries through classroom instruction and on-the-job training.[62] OIC of South Florida uplifts people facing barriers to quality employment through career-readiness programming for youth, equips workers to succeed with industry-recognized certifications for growing careers, provides supportive services, and supports reentry for returning community members.[63] Miami-Dade Technical College offers rapid credentialing programs for a range of occupations, and organizations like Catalyst Miami provide

critical connections for low-income communities of color to access such opportunities.[64] These programs, along with successful training curricula in the traditional workforce development system, should be expanded and scaled with clear racial equity goals to meet the needs of workers as well as employers throughout the region.

2. Empower and unlock the potential of the region's diverse workforce.

The diversity of South Florida's current and emerging workforce can be and should be a tremendous asset to the region's future economic vitality. However, far too many people are locked out of resources and opportunities. Workforce development and vocational education programs are crucial points of support and connection for people facing barriers to stable, quality employment, such as immigrants and limited-English speakers, formerly incarcerated community members, and people in precarious or vulnerable jobs (such as gig, restaurant, and domestic workers).

Workforce and vocational programs should also take a leadership role both in educating workers about workplace safety, labor and employment standards, and workers' rights and in demanding diligent enforcement from relevant public agencies. By integrating workers'-rights training into existing curricula as a core pillar of workforce preparation, workforce education and training providers can help ensure that low-wage workers and job seekers reap the full benefits of their programming. Training providers, including community colleges, should be supported to educate participants about labor protections and related procedures, connect them to legal and advocacy services organizations, and partner with both employers and labor organizations to design and deploy workplace training for incumbent workers.

Truly tapping into the skills, wisdom, and experience of South Florida's diverse population will take more than just additional training. It will also require investing in language justice and culturally sensitive programs and services located in the communities where low-income immigrants and people of color live; engaging deeply with employers and supporting them to adopt best practices in equitable recruitment, hiring, retention, performance evaluation, and promotion; and providing adequate resources to the grassroots organizations who are often on

the frontlines of serving these populations, building networks of trust and support in local communities, and helping jobseekers navigate a myriad of challenges and roadblocks. One promising example is Broward College's Broward UP (Unlimited Potential), an expanded service delivery model that offers free training and support services in targeted neighborhoods and online.[65]

Immigrants are the bedrock of South Florida's workforce. In Miami-Dade County, immigrants represent just under 55 percent of the total population, but 65 percent of the employed population, with annual earnings just under $45 billion in 2019.[66] To ensure that these individuals can make their fullest contribution to their communities and the regional economy, workforce development programs must be culturally competent, sensitive to the challenges and limitations of different populations, and responsive to their particular needs. Workforce stakeholders need to build meaningful, equitable relationships with trusted institutions (such as community centers, cultural organizations, and places of worship), tapping into existing social networks to meet people where they are.

3. Invest in community-based digital skills training and digital access to help workers of color access good jobs.

People of color, and immigrants in particular, are less likely than their white counterparts to graduate from high school and to enter the job market with proficiency in basic skills. Many adults who want to work and could otherwise be successful in the labor market are unable to secure employment because of limited literacy and educational attainment, and as digitalization continues to transform occupations across all sectors and at all levels, digital skills are increasingly a foundational need for most workers—this is especially true in burgeoning sectors such as information, technology, financial services, and professional services.

Building and expanding digital literacy, adult literacy, and integrated learning programs to meet this growing need requires aligned efforts among employers, funders, educational institutions, training providers, intermediaries, and community-based organizations. Efforts should include partnerships with grassroots groups to identify community needs and equity goals, help connect adult learners to program opportunities, and track outcomes; flexible technology-based models to support upskilling for incumbent workers, including incentives and on-site

training opportunities for incumbent workers; and insights from employers, researchers, and industry leaders to understand and prepare to address emerging in-demand skills.

To realize the potential of digital skills building, local leaders must simultaneously advance equity in digital access. Miami Connected, a collective impact initiative (led by the City of Miami, Miami-Dade County, and the Miami Foundation) convened to "bring no-cost broadband internet service, digital skills training, and career opportunities in technology to students and their families in Miami-Dade County,"[67] where more than 20 percent of residents do not have internet access at home.

4. Leverage public power and resources to promote workforce equity.

Policymaking and enforcement are two of the primary roles of the public sector to advance workforce equity. Local governments also have several other powerful levers available to support equitable workforce outcomes. City and county leaders hold significant convening power to help catalyze and shape large-scale efforts (such as anchor institution strategies, community benefits agreements, industry partnerships, and cross-sector collaboratives). They can promote racial equity goals through economic development activities, including subsidies, public-private partnerships, and the development and dispensation of public property (the particular focus of a coalition aptly named Public Land for the Public Good[68]). Local governments can also center racial equity in their own direct spending by developing equitable contracting and procurement policies and processes.

Public agencies can provide resources (like technical assistance and learning cohorts, as well as financial supports) to shape equitable entrepreneurial ecosystems, support disadvantaged business owners, and bolster the work of community-based organizations with limited resources. They can also contribute appropriate public facilities, equipment, and staffing to facilitate learning opportunities and wraparound services. As just one example, public libraries may be especially well-suited to provide meeting space, computer equipment, internet access, and public outreach related to digital skills training.

5. Use sector-based workforce development strategies to build accessible career pathways for workers of color.

Workforce intermediaries play a key role in advancing workforce equity in South Florida. It is incumbent on the workforce development system to connect workers of color in low-paying or precarious jobs with opportunities for good employment within target sectors. Scaling successful sector-based models across both large and mid-size employers can accelerate racial inclusion while also growing the regional economy by developing explicit equity targets and focusing on career pathways between entry-level work and target occupations. Health care is a large and growing sector that can provide entry-level jobs and career pathways for workers with only a high school degree, helping to close the good-jobs gap. The first table below shows health-care occupations requiring less than a bachelor's degree in which workers of color are overrepresented. The second table shows the target good jobs that today pay on average more than the living wage in the Miami region. Transitioning workers represented in the first table into jobs represented in the second table should be a core element of workforce equity strategies for health care.

Occupations requiring a bachelor's degree or less in the health-care sector with good job deficits, Miami metropolitan area, 2018

Occupation	Workers of Color	% Workers of Color	% Black	% Hispanic	% Asian or Pacific Islander	% Native American	% Mixed/ Other
Nursing assistants	32,936	94%	60%	32%	1%	‹1%	2%
Home health aides	10,999	93%	62%	29%	1%	‹1%	1%
Personal care aides	10,889	84%	37%	43%	3%	‹1%	2%
Medical assistants	9,372	83%	19%	62%	1%	‹1%	1%
Pharmacy technicians	6,388	81%	26%	51%	3%	‹1%	1%
Dental assistants	4,233	79%	10%	67%	2%	‹1%	1%
Clinical laboratory technologists and technicians	3,952	77%	24%	44%	8%	‹1%	‹1%
Massage therapists	3,163	59%	10%	40%	4%	‹1%	4%
Medical records specialists	2,644	81%	34%	47%	‹1%	‹1%	‹1%
Other health-care support workers	2,219	83%	41%	37%	2%	‹1%	3%
Veterinary technologists and technicians	1,887	74%	24%	48%	1%	‹1%	‹1%
Phlebotomists	1,633	94%	38%	54%	1%	‹1%	‹1%
Orderlies and psychiatric aides	1,629	84%	54%	29%	1%	‹1%	‹1%
Dental hygienists	1,580	61%	11%	48%	‹1%	‹1%	1%
Pharmacy aides	943	81%	17%	61%	3%	‹1%	‹1%
Veterinary assistants and laboratory animal caretakers	725	72%	2%	70%	‹1%	‹1%	‹1%
Psychiatric technicians	656	60%	16%	43%	1%	‹1%	‹1%
Opticians, dispensing	369	54%	13%	36%	‹1%	4%	1%
Medical transcriptionists	191	23%	1%	21%	‹1%	‹1%	1%
Dietetic technicians and ophthalmic medical technicians	76	47%	14%	33%	‹1%	‹1%	‹1%

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the employed civilian population age 16 or older.

Occupations requiring a bachelor's degree or less in the health-care sector that meet all good job qualities, Miami metropolitan area, 2018

Occupation	Workers of Color	% Workers of Color	% Black	% Hispanic	% Asian or Pacific Islander	% Native American	% Mixed/ Other
Registered nurses	39,999	72%	28%	33%	8%	‹1%	3%
Licensed practical and licensed vocational nurses	13,415	85%	57%	26%	1%	‹1%	1%
Radiologic technologists and technicians	2,575	70%	17%	48%	3%	‹1%	1%
Miscellaneous health technologists and technicians	2,430	69%	26%	36%	4%	‹1%	3%
Emergency medical technicians	2,216	63%	20%	43%	‹1%	‹1%	‹1%
Respiratory therapists	1,893	76%	33%	37%	5%	‹1%	‹1%
Surgical technologists	1,541	82%	38%	42%	1%	‹1%	1%
Physical therapist assistants and aides	1,228	63%	13%	39%	11%	‹1%	‹1%
Diagnostic medical sonographers	1,223	70%	14%	55%	1%	‹1%	1%
Cardiovascular technologists and technicians	504	67%	17%	48%	3%	‹1%	‹1%
Magnetic resonance imaging technologists	458	58%	18%	39%	1%	‹1%	‹1%
Radiation therapists	106	36%	4%	20%	‹1%	‹1%	12%
Occupational therapy assistants and aides	103	37%	5%	32%	‹1%	‹1%	‹1%

Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the employed civilian population age 16 or older.

Skills-based hiring, retention, and advancement strategies are another sector-based approach to reduce workforce inequities caused by hiring bias and degree inflation. Educational attainment—in particular, a four-year college degree—is often used by employers as a measure of the skills and abilities required of workers in high-quality jobs, but can be a poor proxy for job readiness. Inflated educational requirements disproportionately disqualify people of color, who are less likely than their white counterparts to have a college degree and may not be afforded any other way to demonstrate their competencies. Skills-based hiring practices can benefit both workers and employers by providing a more equitable and demonstrable way to match workers' skills with employers' needs.[69]

The future of workforce equity in Miami

An equitable South Florida workforce will be one in which racial income gaps have been eliminated, all jobs are good jobs, and everyone who wants to work has access to family-supporting employment. Achieving this vision will require high-impact, large-scale, cross-system efforts to dismantle barriers and cultivate racial equity in education and training, hiring and advancement, and the ecosystem services that support positive economic outcomes for workers and families. Good jobs and inclusive growth are the foundation of a sustainable regional economy. Amid the ongoing economic uncertainty of the current moment and the projected scale of technological transformation in the not-too-distant future, targeted strategies to improve job quality and ensure equitable access to safe and stable employment are essential to an equitable future of work and a thriving, inclusive economy in South Florida.

11.0
METHODOLOGY

The analysis presented here draws from two key data sources: the 2018 5-year American Community Survey (ACS) microdata from IPUMS USA and a proprietary occupation-level dataset from Lightcast expressed at the six-digit Standard Occupational Classification (SOC) level. While detailed sources and notes are included beneath each figure in the report, here we provide additional information on these two key data sources and methods used for the analysis of "good jobs," automation risk, and income/GDP gains with racial equity in the workforce. Unless otherwise noted, all data reflect the Miami-Fort Lauderdale-West Palm Beach, FL Metropolitan Statistical Area, which includes Broward, Miami-Dade, and Palm Beach counties in the state of Florida.

The ACS is the largest annual survey of US households administered by the US Census Bureau, collecting a wealth of socioeconomic and demographic information. It is released in both a "summary file" format that includes a limited set of summary tabulations for a wide variety of geographies as well as a "microdata file" which includes individual-level responses for the survey and affords an analyst the flexibility to create custom tabulations. These files also come in both one-year and five-year versions, which cover about 1 and 5 percent of the US population, respectively. We used the five-year sample of the microdata to achieve a larger sample size, and we used the version released by IPUMS USA because it has been harmonized to be more consistent over time and augmented with many useful variables.

Unless otherwise noted, the ACS microdata is the source of all tabulations of demographic and workforce equity metrics by race/ethnicity and nativity included in this report. Also, unless otherwise noted, racial/ethnic groups are defined such that all groups are non-Hispanic (excluding those who identify as Hispanic or Latino), leaving all persons identifying as Hispanic or Latino in the "Hispanic"

category. The term "US-born" refers to all people who identify as being born in the United States (including US territories and outlying areas), or born abroad of at least one US citizen parent, whereas "immigrant" refers to all people who identify as being born abroad, outside of the United States, of non–US-citizen parents. The ACS microdata was aggregated to the detailed occupation level and merged with data from Lightcast to conduct the "good jobs" and "automation risk" analyses that appear in the report.

The proprietary data from Lightcast is based on job postings by collecting data from close to 50,000 online job boards, newspapers, and employer sites daily. Lightcast then de-duplicates postings for the same job, whether it is posted multiple times on the same site or across multiple sites. Finally, Lightcast applies detailed text analytics to code the specific jobs, skills, and credentials requested by employers. The equity gap for good jobs was calculated using occupation characteristics from the ACS (employment and average salary), Lightcast data models (typical education requirements advertised on job postings and metropolitan-area occupational employment projections), and the automation risk associated with each occupation from the 2013 paper, "The Future of Employment: How Susceptible Are Jobs to Computerisation" by Frey and Osborne.

The income and GDP gains with racial equity in the workforce are based on a methodology used for the "racial equity in income" indicator on the National Equity Atlas. That analysis estimates aggregate income and income per person for the population ages 16 or older, by race/ethnicity, under the status quo and under a hypothetical scenario in which there is no inequality in age-adjusted average income and employment by race/ethnicity. That is, it assumes that all racial/ethnic groups have the same average annual income and hours of work, by income percentile and age group, as their non-Hispanic white peers. The aggregate income gains are then used to estimate the gain in GDP by applying the percentage increase in aggregate income (for all racial/ethnic groups combined) to actual GDP as reported by the US Bureau of Economic Analysis.

For the income and GDP gains with racial equity in the workforce analysis included in this report, we replicated the same methodology used in the National Equity Atlas but restricted it to the working-age population (ages 25–64 years). Care was taken to ensure that the percentage (and total) gain in GDP we estimate is based on the percentage gain in overall aggregate income (i.e., for the population ages 16 years or older) that we would expect if there were racial equity in income for just the population ages 25–64 years.

12.0
NOTES

1   Unless otherwise noted, "South Florida," "Miami metropolitan area," "Miami metro," and "Miami region" are used throughout this report to refer to the Miami-Fort Lauderdale-Pompano Beach, Florida Metropolitan Statistical Area as defined by the US Office of Management and Budget's December 2003 Core Based Statistical Area (CBSA) definitions. This region includes Miami-Dade, Broward, and Palm Beach counties—the three most populous counties in the state.

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