

# Racial, Ethnic, and Social Inequities in Educational, Labor Market and Social Indicators for Massachusetts Teenagers and Young Adults



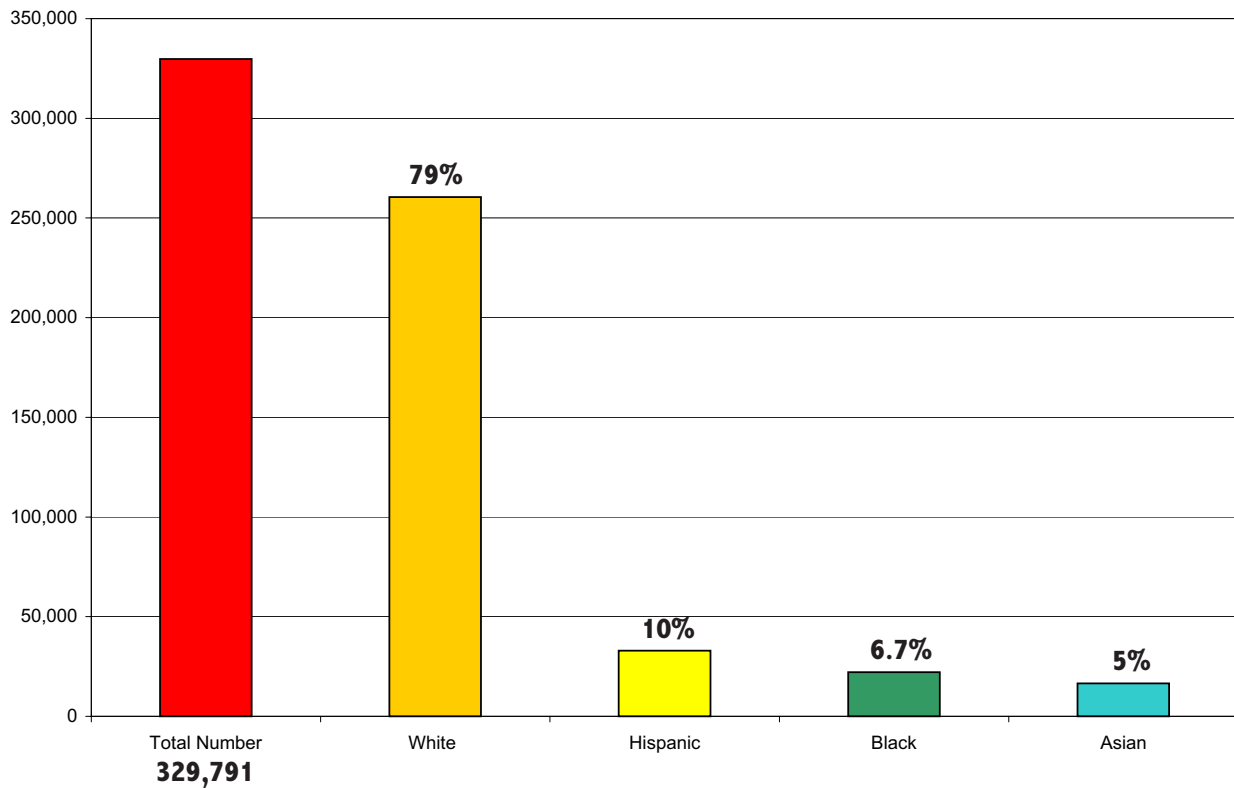
Times have gotten more economically difficult for all workers in Massachusetts, but teenagers and young adults have been the hardest hit. The employment rate of 16-19 year olds fell from 50.6% in 1999-2000 to 39% in 2003 (source: 2, p. 12). Hispanic and Black youth have experienced more hardships than teenagers and young adults from other ethnic and racial groups. They experience more risks and inequities in education, in the labor market, and in income.

Pathways to Success by 21 or P21 proposes to use a “market driven” and data-based approach to change the inequities.

## Hispanic and Black youth are the fastest-growing segments of the young adult population in Massachusetts...

(source: 2, p.4)

Number of 16-21 Year Olds in Massachusetts in 2000

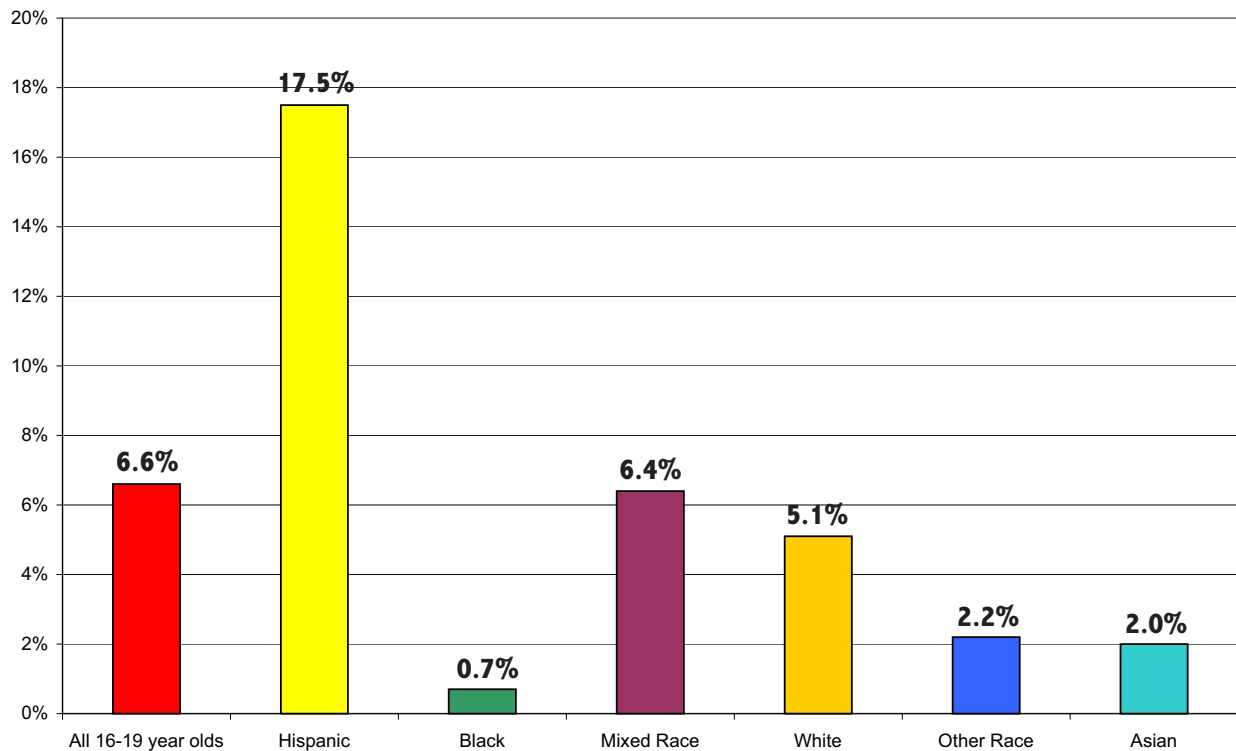


Source: 2000 Census of Population and Housing, in Sum, Khatiwada, Motroni, Tobar, & Palma, 2004

- The number of 20-24 year olds in the Commonwealth is projected to increase by nearly 21% (84,000 people) by 2010 (Source: 2000 Census of Population and Housing, and U.S. Census Bureau, state population projections, 2001 to 2010 in Sum, Khatiwada, Motroni, Tobar, & Palma, 2004).
- Hispanic teens are projected to be the fastest growing group, increasing their proportion of the population of 16-19 year olds from 10% in 2000 to 15% in 2010, followed by Asian, then Black teens (Source: 2000 Census of Population and Housing, and U.S. Census Bureau, state population projections, 2001 to 2010 in Sum, Khatiwada, Motroni, Tobar, & Palma, 2004).

## ...But they experience on average more educational risks...

Percent of 16-19 year olds who were high school dropouts in Massachusetts, 2000



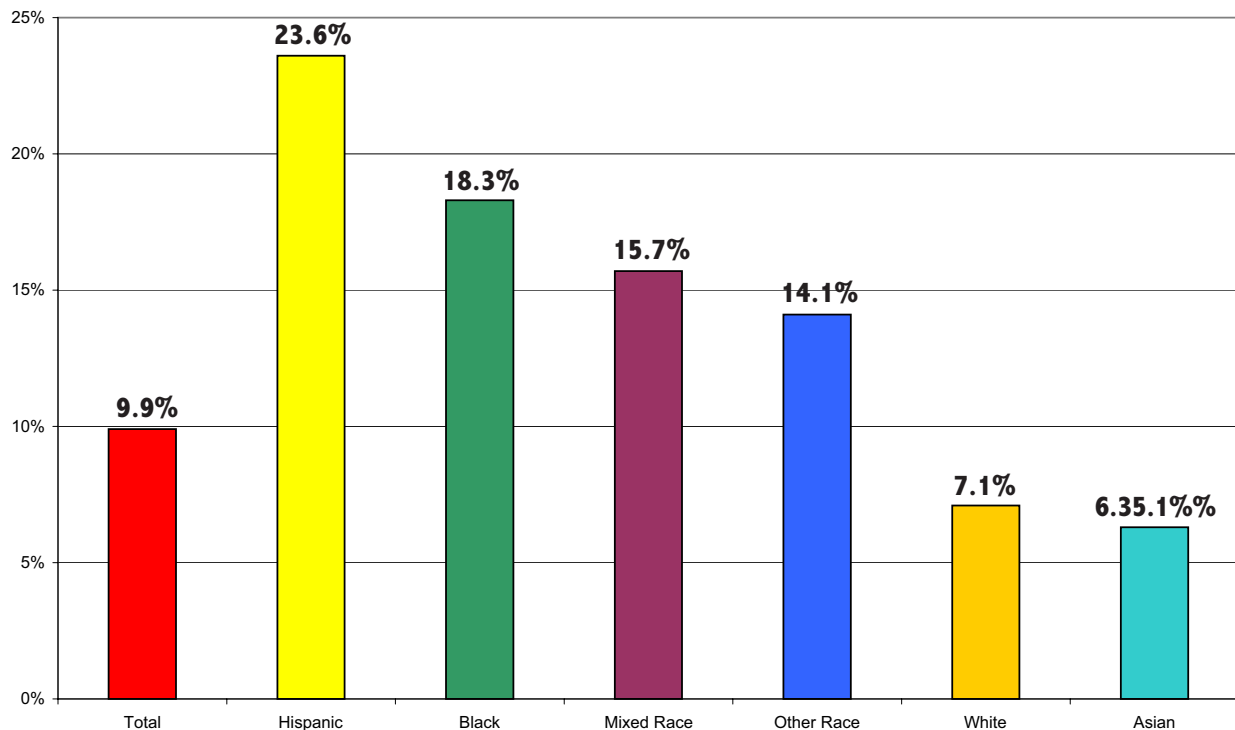
Source: 2000 Census Public Use Microdata Samples 5-100 sample data files, in Khatiwada, Sum, Tobar, Trubs'kyy, & Palma, 2004

- Young adults born outside of the United States have dropout rate that is twice as high (11.9%) as that of those born in the United States (5.7%)(source: 2000 Census Public Use Microdata Samples 5-100 sample data files, in Khatiwada, Sum, Tobar, Trubs'kyy, & Palma, 2004).

- Men have a much higher dropout rate (8.1%) than women (4.5%)(source: 2000 Census Public Use Microdata Samples 5-100 sample data files, in Khatiwada, Sum, Tobar, Trubs'kyy, & Palma, 2004).
- The employment rate for 16-19 year old dropouts is only 45%, while it is 70% for high school graduates (Source: Monthly CPS public use files, 2003, and Geographic Profiles of Employment and unemployment, 1999 and 2000 in Sum, Khatiwada, Motroni, Tobar, & Palma, 2004).
- The variation in dropout rates across ethnic groups is even starker when you look across communities within Massachusetts. The dropout rate for Hispanic youth, for instance, ranges across communities from a low of 8.6% in Franklin, to a high of 31.4% in Greater New Bedford (2000 census data, Fogg, McCabe, & Sum, 2004)

## ...More unemployment, fewer economic opportunities ...

Percent of 18-21 year olds who are both out-of-school and out-of-work, by ethnic group, in Massachusetts, 2000



Source: 2000 Census Public Use Microdata Samples 5-100 sample data files, in Khatiwada, Sum, Tobar, Trubs'kyy, & Palma, 2004

- By 2003, 52 out of 100 out-of-school teens were employed, but many of them had only part-time employment (source: Current Population Surveys (CPS), 2000 & 2003 in Sum, 2003).
- Employment rates for 16-21 year olds who dropped out of high school were lower (49.3%) than those for young adults who graduated from high school (72.3%), and those with some postsecondary education (79.7%) (2000 census data, Fogg, McCabe, & Sum, 2004).
- The employment-to-population ratio in Massachusetts in 2000 for Hispanic 16 to 21 year olds was ranked 41 among the 50 states (35.2)(source: 2000 Census Public Use Microdata Samples 5-100 sample data files, in Khatiwada, Sum, Tobar, Trubs'ky, & Palma, 2004)..
- The numbers of teenagers who are jobless and out of school ranges vary across communities within Massachusetts. In Hampden County, for instance, 12% of 16 to 21 year-olds were both jobless and out of school in 2000, while only 3.3% of teenagers living in Franklin/Hampshire County were (Source: 2000 Census of Population and Housing, in Fogg, McCabe, Sum, & Palma, 2004).

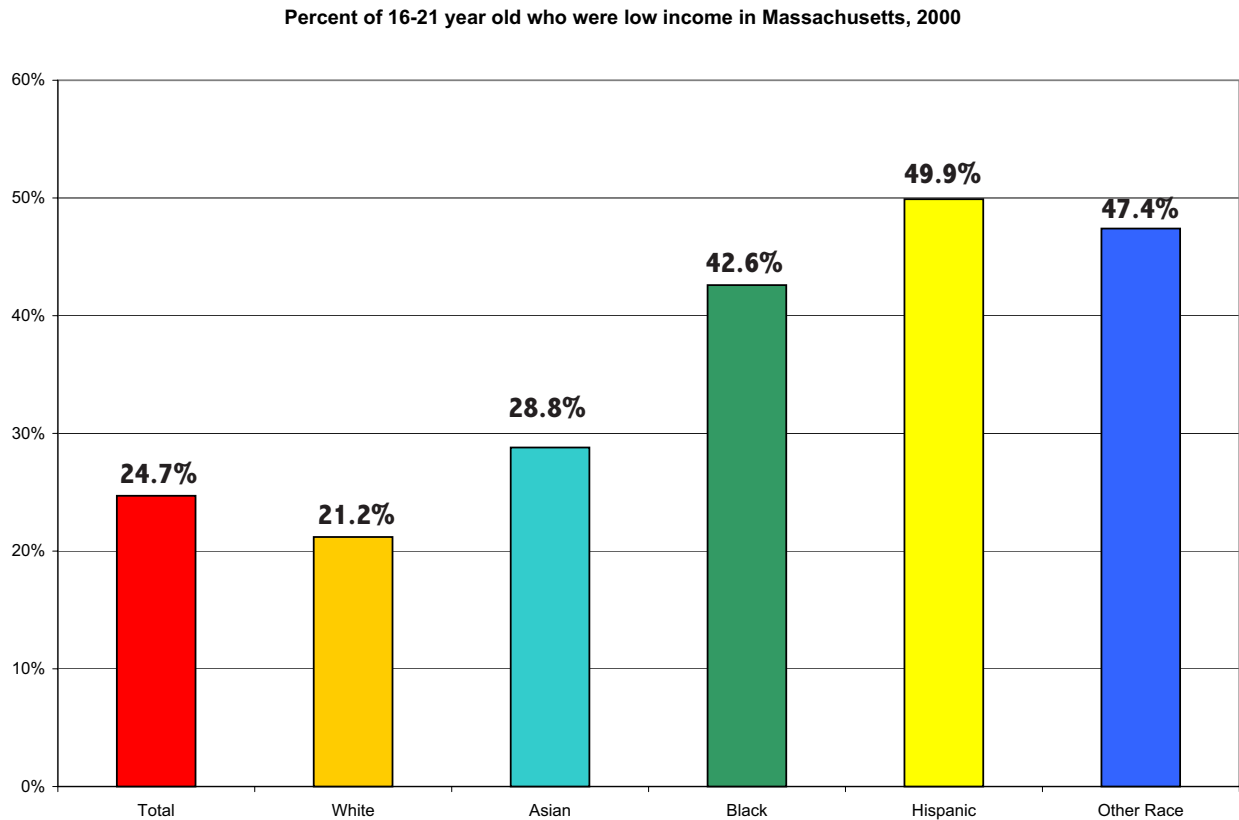
**Percent employed of all 16-19 year olds employed at time of 2000 census in Massachusetts**

<b>% employed of...</b>	<b>Total</b>	<b>Those enrolled in school</b>	<b>High school graduates</b>	<b>Those who have dropped out of school</b>
<b>Total</b>	<b>45.1</b>	<b>42.7</b>	<b>70.6</b>	<b>44.9</b>
<b>White</b>	<b>48.4</b>	<b>45.7</b>	<b>75.7</b>	<b>52.1</b>
<b>Multiple races</b>	<b>41.0</b>	<b>38.2</b>	<b>66.4</b>	<b>40.2</b>
<b>Hispanic</b>	<b>35.2</b>	<b>31.8</b>	<b>53.8</b>	<b>38.2</b>
<b>Asian</b>	<b>34.8</b>	<b>33.7</b>	<b>59.4</b>	<b>34.0</b>
<b>Other race</b>	<b>33.3</b>	<b>29.4</b>	<b>56.2</b>	<b>35.9</b>
<b>Black</b>	<b>33.0</b>	<b>32.1</b>	<b>50.9</b>	<b>26.1</b>
<b>Male</b>	<b>43.4</b>	<b>40.4</b>	<b>70.4</b>	<b>44.9</b>
<b>Female</b>	<b>45.9</b>	<b>44.2</b>	<b>65.5</b>	<b>42.5</b>

Source: 2000 Census Public Use Microdata Samples 5-100 sample data files, in Khatiwada, Sum, Tobar, Trubs'ky, & Palma, 2004

## ...lower incomes and more poverty...

Percent of 16-21 year olds in Massachusetts who were low income in 2000



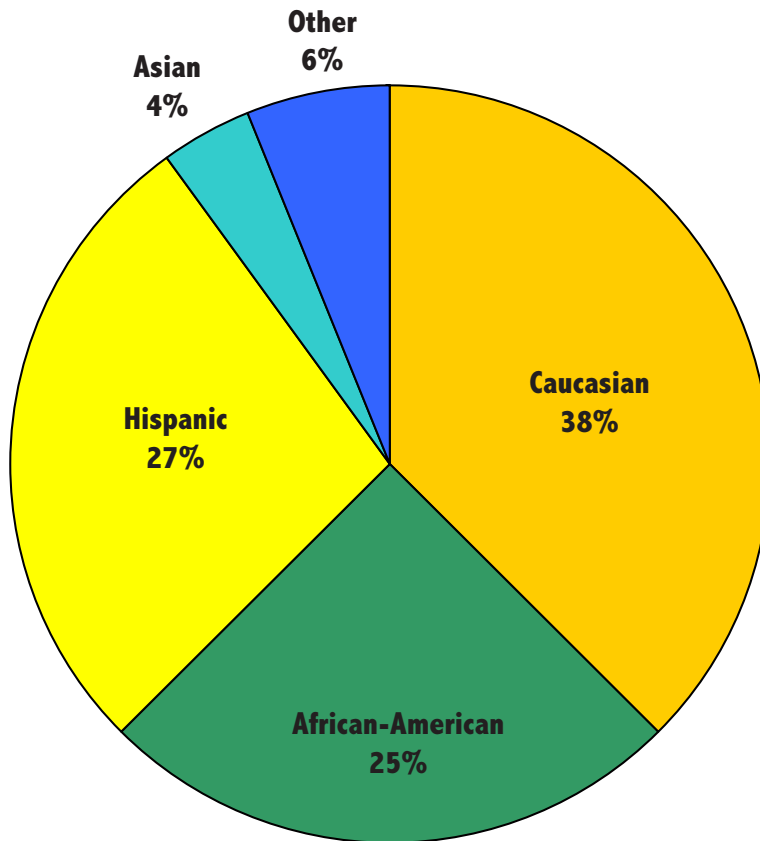
Source: 2000 Census Public Use Microdata Samples 5-100 sample data files, in Khatiwada, Sum, Tobar, Trubs'kyy, & Palma, 2004

- The percent of 16 to 21 year old Hispanic youth who were poor or near-poor in Massachusetts in 2000 was triple that of White, non-Hispanic youth (35.7% vs. 11.7%), while the percentages of Black and Asian youth were double (26.3% and 22.6%, respectively)(Source: 2000 Census Public Use Microdata Samples 5-100 sample data files, in Khatiwada, Sum, Tobar, Trubs'kyy, & Palma, 2004).
- Black and Hispanic youth are far more likely to have grown up in a neighborhood where many families experience poverty. More than half of Hispanic children (57.8%) and almost half of Black children (49.6%), for instance, live in neighborhoods where more than 18.6% of the people living are in poverty, vs. only 5.9% of White children (Census Bureau, 2000 U. S. Decennial Census, in Kids Count 2003 Pocket Guides for Latino and African-American Children, Annie E. Casey Foundation).
- Among youth committed to the Department of Youth Services (DYS), Massachusetts's juvenile justice system, both African American and Hispanic youth are over represented

**DYS Committed Caseload (5/1/2004)**

Race	Females		Males		Total	
	#	%	#	%	#	%
Caucasian	188	18%	869	82%	1057	100%
African American	132	19%	574	81%	706	100%
Hispanic	98	13%	677	87%	775	100%
Asian	8	8%	93	92%	101	100%
Other	39	22%	141	78%	180	100%
<b>Total</b>	<b>465</b>	<b>16%</b>	<b>2354</b>	<b>84%</b>	<b>2819</b>	<b>100%</b>

**DYS Committed Caseload by Race/Ethnicity (May 2004)**



## **It's time now provide more opportunities for all youth, and more equity for the teenagers and young adults of all of the communities in Massachusetts.**

Pathways to Success by 21 or P21 proposes to use a “market driven” and data-based approach to change the inequities

- P21 will use incentive grants and other resources at the Commonwealth's disposal to encourage as many regions as possible to focus on improving the education and employment outcomes for racial and linguistic minorities
- P21 will disaggregate state data by regions
- Each participating region will then specify short and longer term goals in the areas of graduation rates, proficiency targets, college going/completion, and employment and develop and implement action plans that address these goals
- P21 will use a data/feedback/strategy loop in which each region continually receives data updates (publicized throughout the state), analyzes what its telling them about progress on the equity indicators, and revises strategies as appropriate
- Each participating region will be matched with a coach(es) and networked so that they receive skilled facilitation and immediate access to best practices
- A significant part of the facilitation will focus on constantly examining data and skillfully using the data/feedback/strategy loop

## References

Annie E. Casey Foundation (2003) Kids Count 2003 Data Book Online: State Profiles of Child Well-being, Kids Count Pocket Guides for Latino and African American Children. [www.aecf.org](http://www.aecf.org). Source used: Census Bureau, 2000 U. S. Decennial Census.

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