Young Adults and Teenagers who are Disconnected from School and the Workforce in Washington

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Executive summary

The Legislature directed the Education Research and Data Center to conduct a study in 2020 that explores the trajectory of young people between 16 and 29 years old who are disconnected from education and the workforce from 2015-19 (Section 129(23) of ESSB 6168, the enacted 2020 supplemental operating budget).

Here are the main findings:

- From 2015 to 2019, the percent of young people who disconnected from high school without a high school diploma dropped slightly. This happened while the disconnection from postsecondary education rose among those who earned a high school diploma or equivalent.

- As they grew older, the youngest cohort employed in Washington increased from 32% to 60%, while older cohorts remained around 51-58% employed.

- Young people born in another country are more likely to be disengaged from both school and the workforce, while young people from low-income families are more likely to be disengaged from school but more involved in the workforce.

- When compared to whites, Asians and multiracial young people, young people from other racial/ethnic groups are more likely to be disengaged from school.

- When compared to whites, young people of color besides Hispanics/Latinx and American Indian/Alaska Native, are less likely to be employed between ages 16 and 29.

Background

In Section 129(23) of the enacted 2020 supplemental operating budget (ESSB 6168), the Legislature directed ERDC to examine school and workforce disconnection rates, educational attainment and employment status by age group, and desegregation of data by demographics, socioeconomic background and industry.

Drawing on Washington's P-20 (preschool to college completion) data warehouse that collects education and employment administrative data (maintained at the ERDC), this study tracks educational enrollment, attainment, and employment for young people during 2015-19. This includes young people who were between 16 and 29 years old in 2015 and aged to 20 and 33 by 2019.

We use the term "opportunity youth" in the following pages. This term describes young people who age into adulthood from school to the workforce, but who are disconnected from school and work[1].

The developmental process from high school to postsecondary education and into the workforce shapes the path toward an individual's lifelong outcome. How to reconnect opportunity youth back to education and the workforce is a crucial topic among policymakers, especially when policymakers allocate federal and local resources to serve opportunity youth[2]. However, we don't know much about the number of opportunity youth who disconnect from and reconnect with the community over time.

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[1] The age span for "opportunity youth" is normally defined as 16 to 24 years old.
[2] For instance, the Aspen Institute Opportunity Youth Forum coordinates national efforts to reconnect youth; the Washington State Department of Social and Health Services provides social welfare services to opportunity youth.

What the study found

## Disconnection from school and employment dropped over time

The four lines in Figure 1 represent the percent of young people in 2015 who either didn't enroll in school or were not employed in Washington from 2015 to 2019. (See Table B1 in Appendix B for details.) In 2015, 18% of those who ever enrolled in Washington public high schools left or disconnected without earning a high school or equivalent diploma. More people completed their high school degree later, which you can see because of the 15% rate drop in 2019.

During the same timeframe, disconnecting from postsecondary education grew from about 75% to 80%. One possible explanation is that more people joined the workforce, whether they got a job in Washington or elsewhere.

The workforce disconnect rate calculates the percentage of unemployed among those who earned postsecondary credential and were not enrolled in college during the year. As the cohort grew older and more young people joined the workforce, the workforce disconnect rate did not decrease over time. This might be because the rate represents only in-state employment and does not capture self-employment, out-of-state employment, or federal employees who make up a considerable proportion of the military workforce in Washington.

The community disconnect rate shows that the percent of young people who did not earn a high school diploma or equivalent, and who were not enrolled in school or in the workforce, dropped from 9% to 7%.

Figure 1. Changes in rates of education and workforce disconnect over time
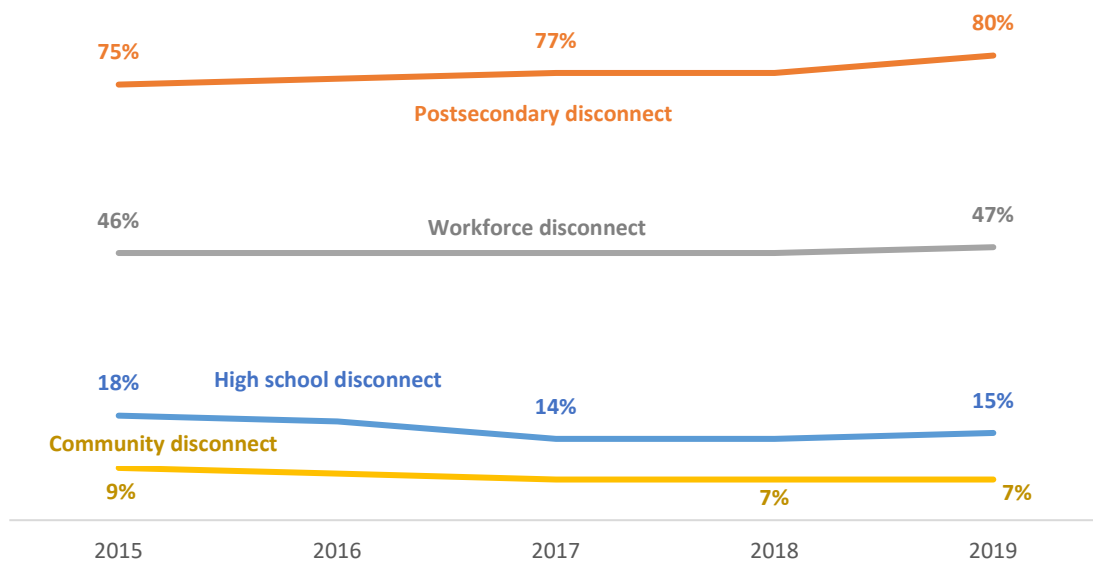
Younger cohort's educational attainment progressed as older cohort's stabilized

Figure 2a shows the educational degrees that high school youth (ages 16 to 18) attained during the five-year period. By 2019, when most young people reach ages 20 to 22, over half of them (58%) earned a high school diploma and about 12% of these young people earned some type of postsecondary credential.

Figure 2a. Educational attainment over years, ages 16 to 18 in 2015

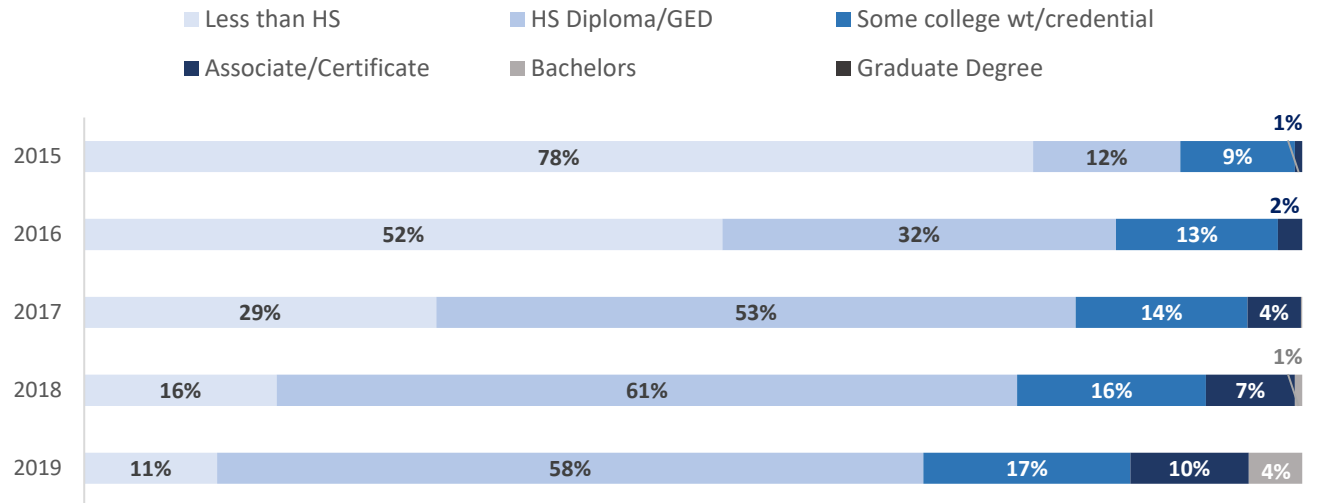Figure 2b shows the educational pathways of young people who were of college-going age (19 to 21 years old) in 2015, with a growing percentage of them attaining postsecondary credentials. As of 2019, — when these youth were 23 to 25 years old — 32% of them had earned a postsecondary credential (21% bachelor's degree + 11% associate degree).

Figure 2b. Educational attainment over years, ages 19 to 21 in 2015
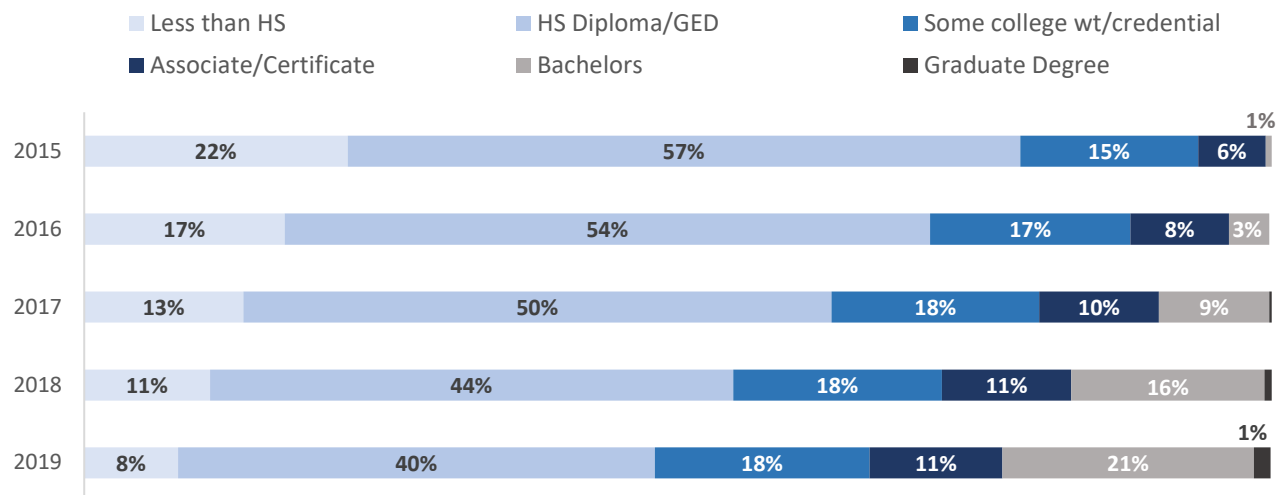
Figures 2c and 2d present the educational attainment outcomes of young people who are 22 to 29 years old in 2015. By 2019, about 38% of this older cohort earned a postsecondary credential. (For additional details, see Table B2 in Appendix B.)

Figure 2c. Educational attainment over years, ages 22 to 24 in 2015

Legend: Less than HS | HS Diploma/GED | Some college wt/credential | Associate/Certificate | Bachelors | Graduate Degree

Year	Less than HS	HS Diploma/GED	Some college wt/credential	Associate/Certificate	Bachelors	Graduate Degree
2015	16%	44%	17%	10%	14%	0%
2016	13%	40%	17%	10%	18%	1%
2017	11%	38%	18%	11%	20%	2%
2018	9%	37%	19%	11%	21%	3%
2019	7%	36%	20%	11%	22%	5%
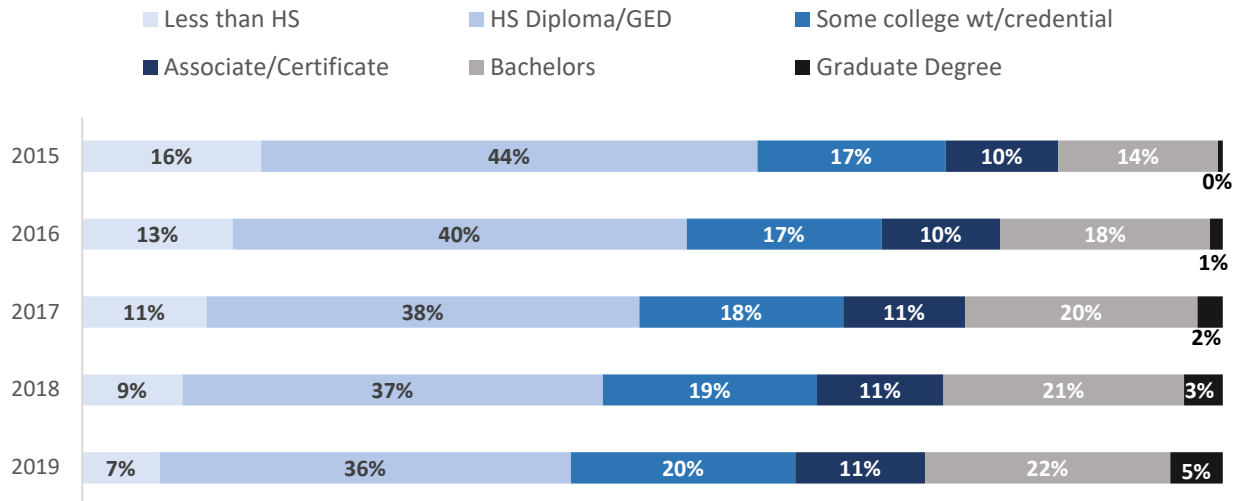
Figure 2d. Educational attainment over years, ages 25 to 29 in 2015.

Legend: Less than HS | HS Diploma/GED | Some college wt/credential | Associate/Certificate | Bachelors | Graduate Degree

Year	Less than HS	HS Diploma/GED	Some college wt/credential	Associate/Certificate	Bachelors	Graduate Degree
2015	14%	26%	26%	11%	20%	4%
2016	12%	30%	23%	11%	20%	5%
2017	9%	34%	21%	11%	20%	5%
2018	7%	34%	21%	12%	20%	6%
2019	6%	34%	22%	12%	21%	6%
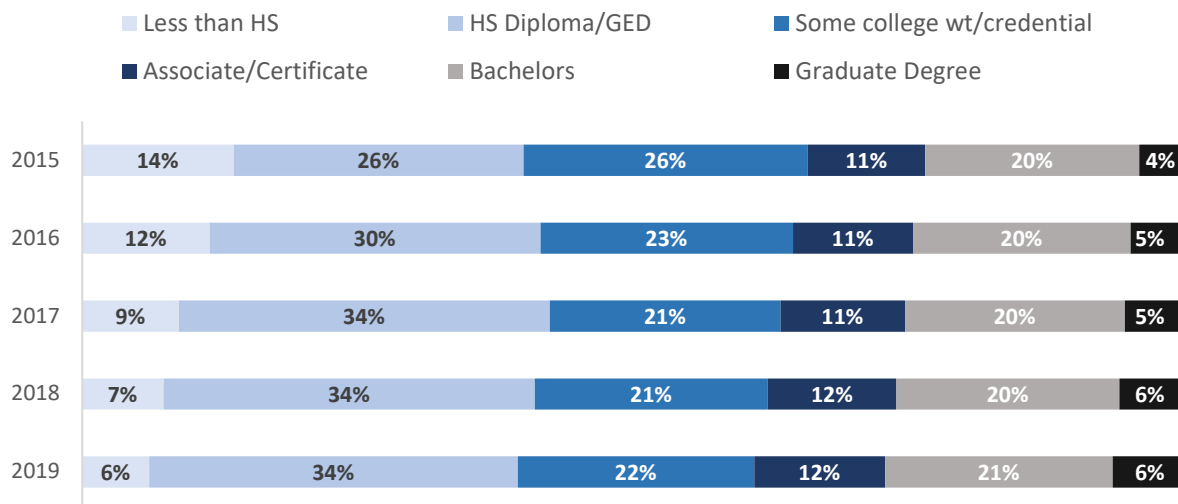
Younger cohort's employment status increased as older cohort's remained the same

Over time, younger people were more likely to be employed on a part-time basis in Washington (Figures 3a and 3b) compared to the older age group (Figures 3c and 3d). As they transitioned into college, many high school youth entered the labor force through part-time jobs (see Figure 3a).

However, as we outlined in Figures 3c and 3d, the nonemployment rate remained stable for the older age group, with about 45% of 22 to 24-year-old youth not employed from 2015 to 2019, and 49% of the 25 to 29-year-olds not employed during the same timeframe. (See Table B3 in Appendix B for detailed percentage distributions and counts for each group.)

Figure 3a. Employment status over years, ages 16-18 in 2015

Year	Not employed	Part-time	Full-time
2019	40%	49%	10%
2018	40%	52%	8%
2017	43%	52%	4%
2016	53%	46%	2%
2015	68%	31%	0%
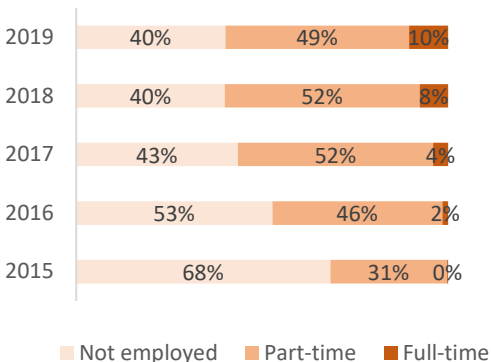
Figure 3b. Employment status over years, ages 19-21 in 2015

Year	Not employed	Part-time	Full-time
2019	43%	37%	21%
2018	42%	40%	18%
2017	42%	44%	14%
2016	42%	47%	11%
2015	44%	49%	7%
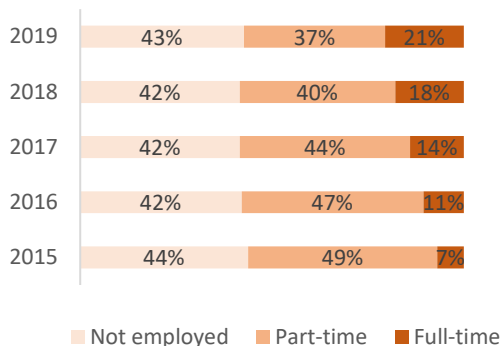
Figure 3c. Employment status over years, ages 22-24 in 2015

Year	Not employed	Part-time	Full-time
2019	46%	29%	24%
2018	45%	30%	25%
2017	44%	32%	23%
2016	44%	36%	20%
2015	45%	39%	17%
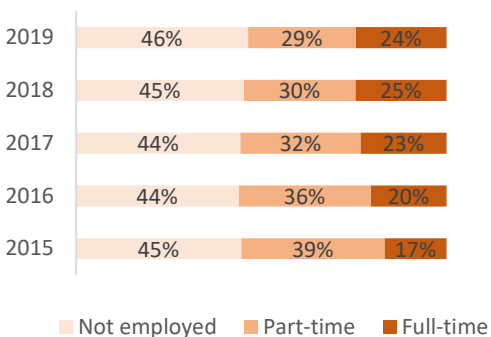
Figure 3d. Employment status over years, ages 25-29 in 2015

Year	Not employed	Part-time	Full-time
2019	49%	26%	25%
2018	48%	26%	26%
2017	48%	26%	25%
2016	48%	27%	25%
2015	49%	28%	24%
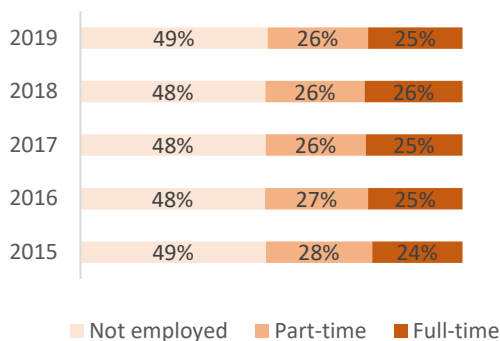
Organizing these results by groups: years, by race, gender, income, born outside of U.S.

Young people who were born outside of the U.S. and who came from low-income households were more likely to disconnect from high school without earning a high school diploma or equivalent. (See Figures 4a and 4b below, along with Table B4 in Appendix B for further details.)

Additionally, young people who were white, Asian, and/or multiracial were more likely to stay enrolled and complete high school, compared to those from other racial/ethnic groups.

Figure 4a. Rate of high school disconnect over time, by demographic characteristics

Legend: ■ 2015 ■ 2016 ■ 2017 ■ 2018 ■ 2019
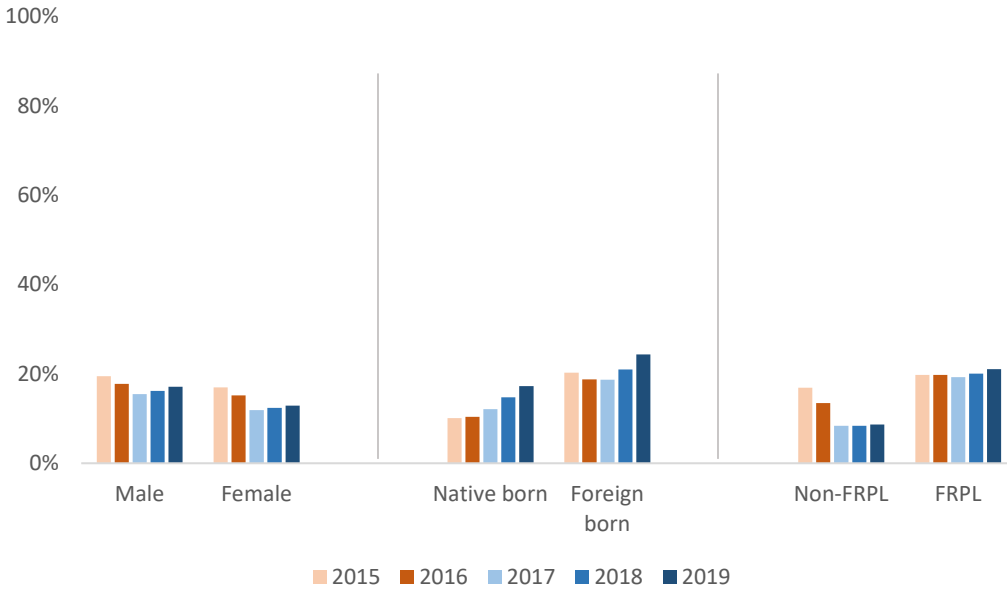
Figure 4b. Rate of high school disconnect over time, by race/ethnic groups

Legend: ■ 2015 ■ 2016 ■ 2017 ■ 2018 ■ 2019
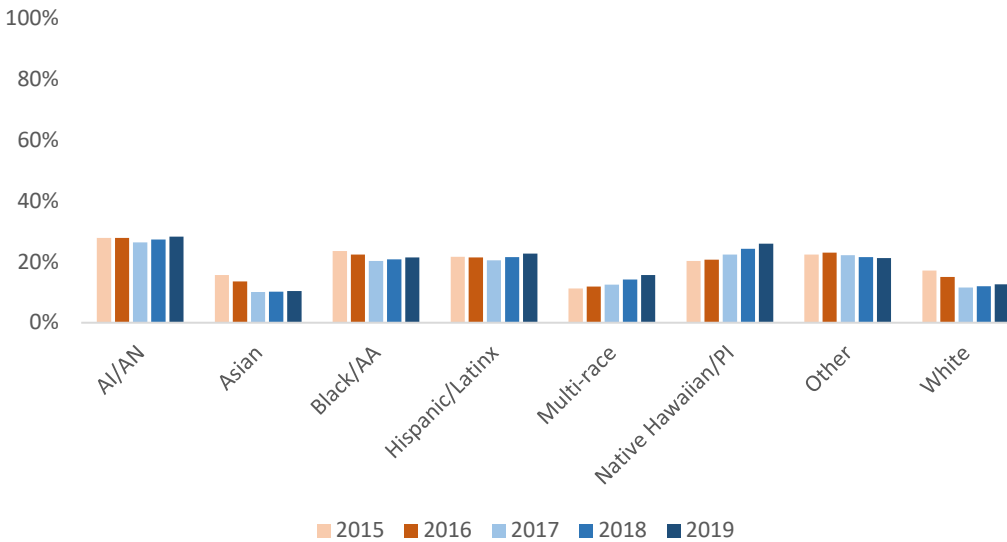
As we illustrated in Figure 5a below, young people from low-income families who were eligible for free- or reduced-price lunch were less likely to stay connected to postsecondary education. (For more details, please see Table B5 in Appendix B.)

As we outlined in Figure 5b, young people who are American Indian/Alaska Native, Black/African American, Hispanic/Latinx, and Hawaiian/Pacific Islander were more likely to be disconnected from postsecondary education than their white peers.

Figure 5a. Rate of postsecondary disconnect over time, by demographic characteristics

Legend: 2015 2016 2017 2018 2019
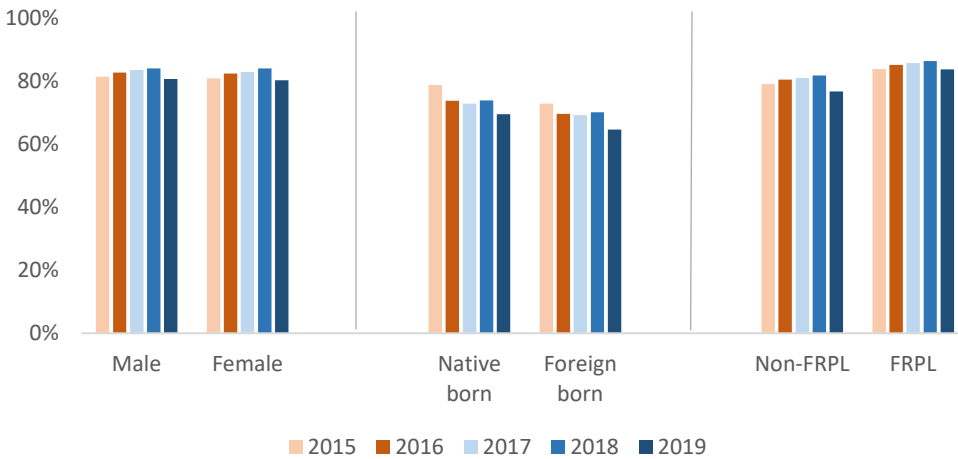
Figure 5b. Rate of postsecondary disconnect over time, by race/ethnic groups

Legend: 2015 2016 2017 2018 2019
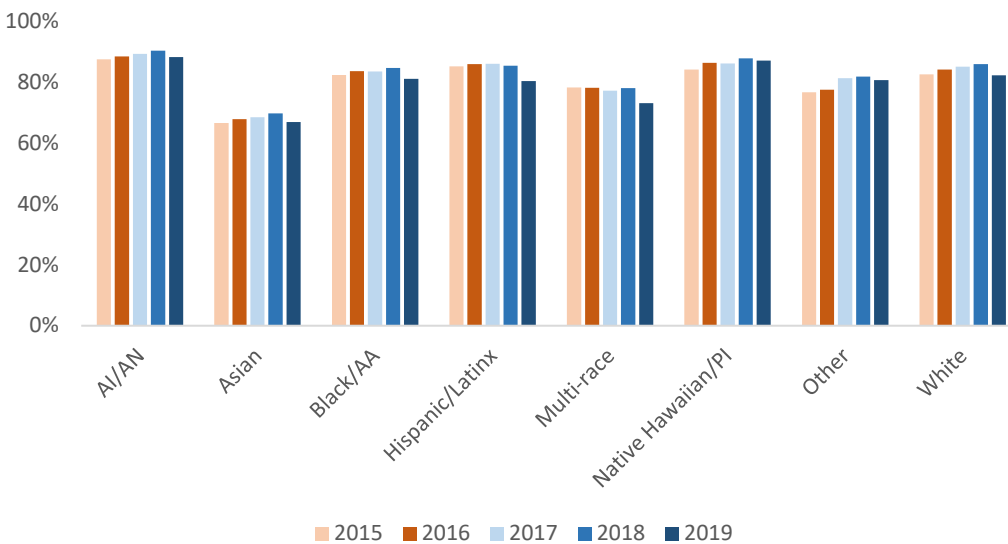
The rate of workforce disconnect (i.e., nonemployment rate) illustrated in Figures 6a and 6b suggests that disparity existed across groups. (For additional details, see Table B6 in Appendix B.)

The rate of disconnect for youth born outside of the U.S. declined across the five years, despite these young people having a higher rate of workforce disconnect than their native-born peers. On the other hand, young people from low-income families were more likely to be employed, compared to those from higher-income families. Most young people of color besides Hispanics were less likely to be in the workforce, compared to their white peers.

Figure 6a. Rate of workforce disconnect over time, by demographic characteristics
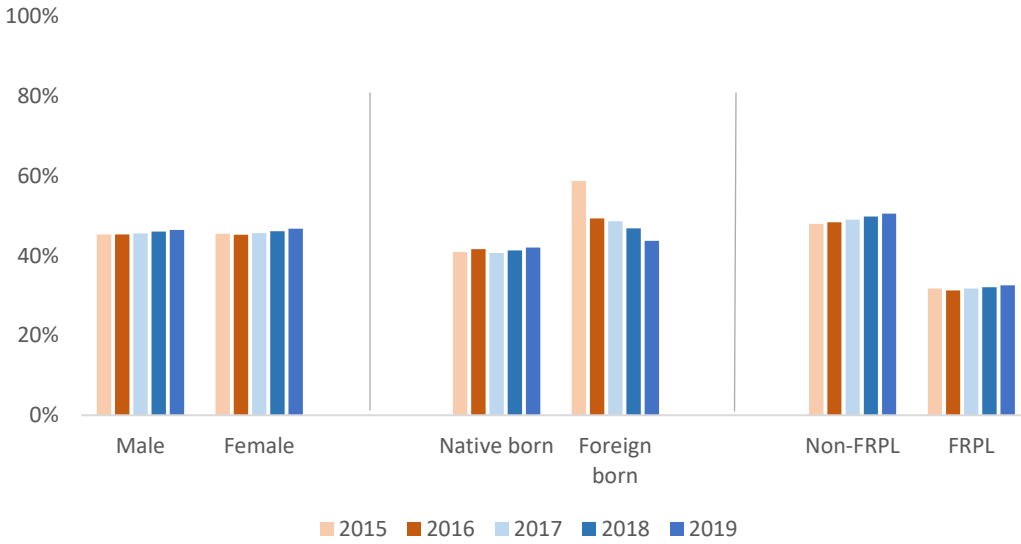
Figure 6b. Rate of workforce disconnect over time, by race/ethnic group
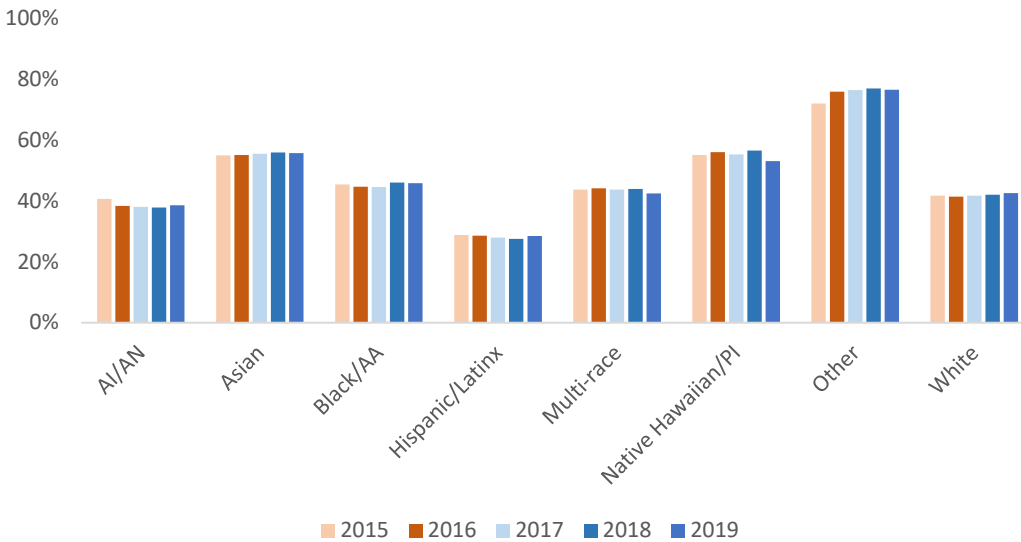
The rates of community disconnect shown in Figures 7a and 7b refer to the proportion of young people's withdrawal from both school and the workforce. (See Table B7 in Appendix B for more details.) The rate of community disconnect is below 10% for most groups, except for American Indian/Alaska Native, Black/African American, Hispanic/Latinx, Hawaiian/Pacific Islander, those who were born outside the U.S., and youth from other race/ethnic groups.

Figure 7a. Rate of community disconnect over time, by demographics
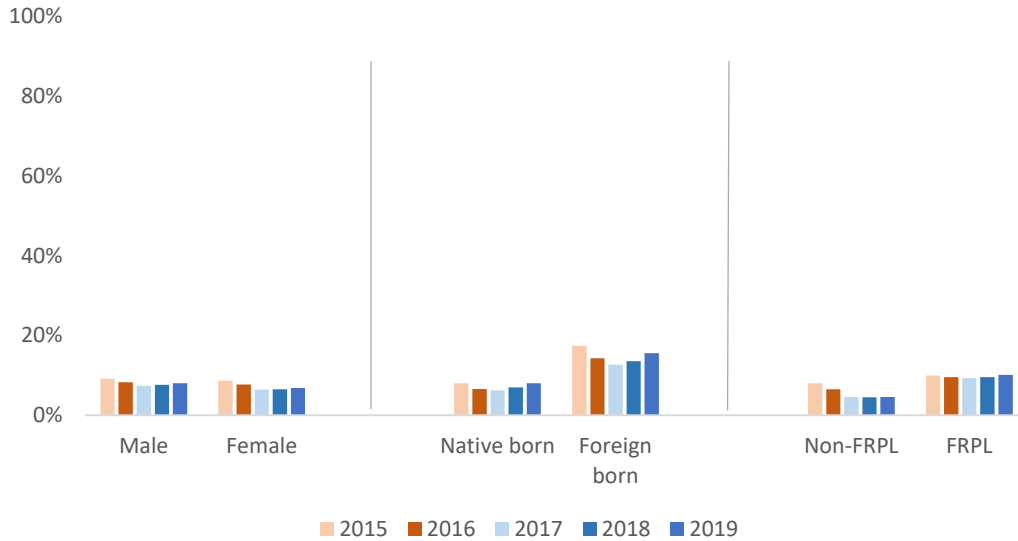
Figure 7b. Rate of community disconnect over time, by race/ethnic group
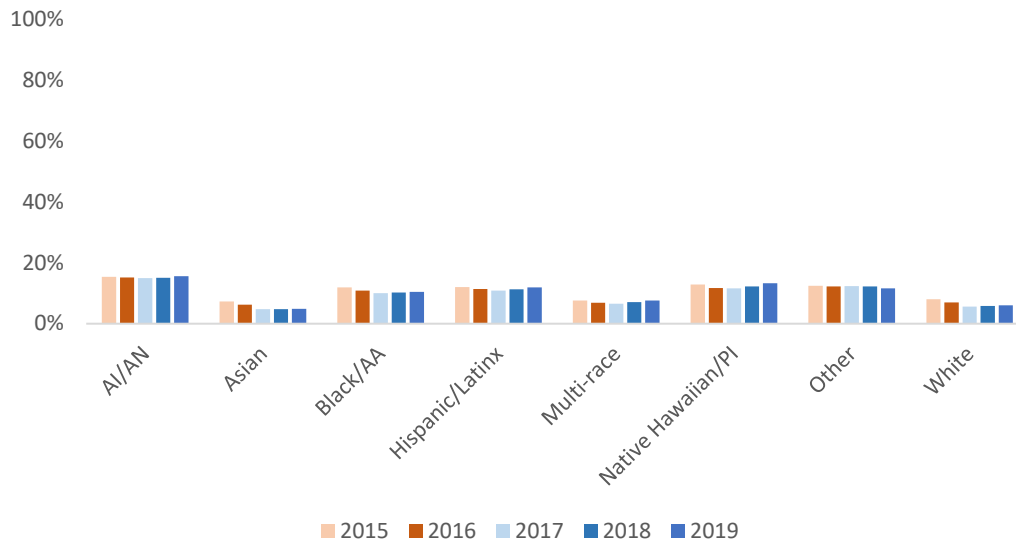
Young people who were employed full-time in Washington were more likely to work in the manufacturing, wholesale, information, finance or public administration industries. (See Figure 8 and Table B8 in Appendix B.)

The full-time employment rate for the study cohort increased across industries from 2015 to 2019. This rate increase was especially high for the agriculture, construction and public administration industries.

Figure 8. Full-time employment rate over time, by industry
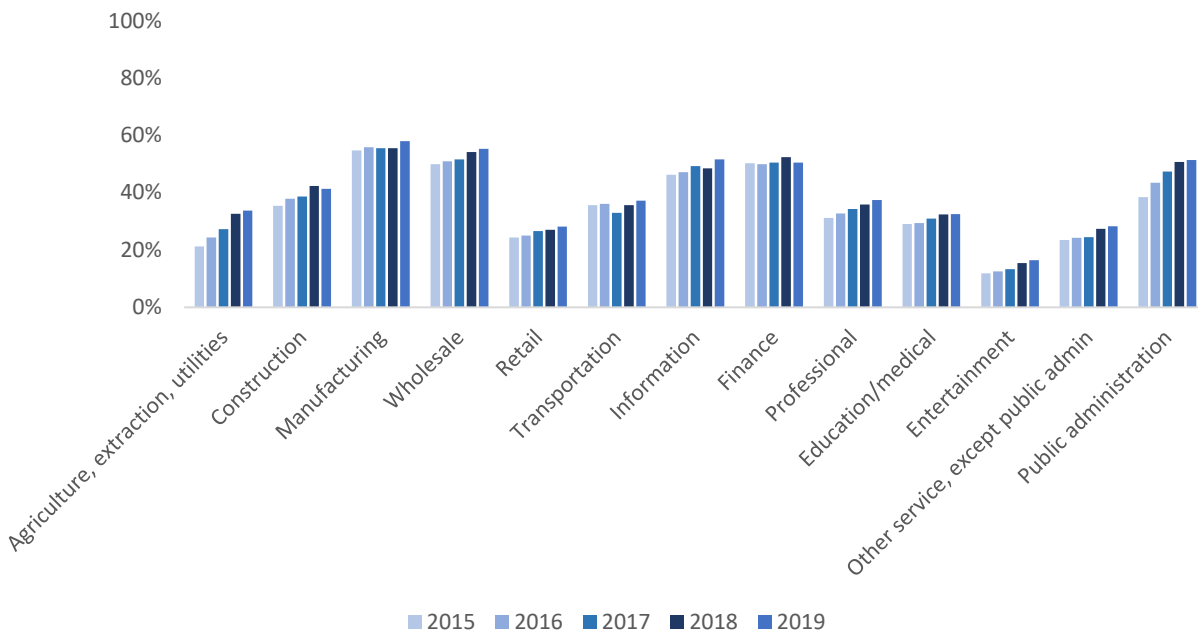
What we still need to discuss

The rates above demonstrate disparities in the way young people transition from school to the workforce — especially given that some young people of color and those with disadvantaged backgrounds (i.e., low-income families) were more likely to disconnect.

We must consider several limitations based on this data because this report did not capture outcomes on all young Washingtonians. For example, young people who attended private schools or schools in other states were not included in the study. Workforce data came from the Unemployment Insurance wage records, which don't provide information about individuals who are employed outside of Washington.

The American Community Survey data that we used in past research helped address this limitation, even though ACS data comes from survey samples and does not track the same people over time. To ensure our findings using Washington's P-20 (preschool to college completion) data are reliable, we used ACS data to replicate the same analysis. And, we found similar patterns. You can find the sample description and research findings for ACS in Appendix C.

Due to these data limitations, this study could only depict the patterns of school and workforce disconnect before COVID-19. Once the data becomes available, further research could help us understand how the COVID-19 pandemic impacted the education and workforce participation of opportunity youth, particularly those from disadvantaged family backgrounds.

Appendix A. Technical notes

Data

The WA P-20 Data Warehouse maintained by ERDC provides administrative records about K-12 and college enrollment, degree completion and hours employed in Washington. It also provides demographic characteristics and a proxy indicator of family income status. Data sources include the Comprehensive Education Data and Research System (CEDARS) from the Office of Superintendent of Public Instruction (OSPI), State Board for Community and Technical Colleges (SBCTC) Data Warehouse from the WA SBCTC, the Public Centralized Higher Education Enrollment System (PCHEES) housed at the Office of Financial Management (OFM), and Unemployment Insurance wage data from Washington's Employment Security Department (ESD). In addition, this study uses data from the National Student Clearinghouse (NSC) to track college enrollment and degree completion for those who attended colleges in the private sector or out of the state. The annual records used in this study summarize record-level data by screening enrollment, completion, and employment status by time sequence in each year.

Sample

The study cohort is extracted from all persons who had an enrollment record in OSPI, SBCTC or PCHEES (WA public P20 education system) between 2005 and 2019. Among this population, all persons who had a birthdate between 1985 or after 2003 are further identified for the final pool. This output dataset provides historical data for young people between 16 and 29 years old in the 2015-2019 years who were enrolled in the state's public education system at some point between 2005 and 2019.

The sample and data structure is constructed as an age-year matrix, as illustrated below. This matrix is referred to as a "longitudinal cohort sample" to track the same group of individuals over time. The main results presented above capture the education enrollment, attainment, and employment status of young people who are ages 16 to 29 in 2015, and track these outcomes over a five-year period (2015 to 2019).

			Observation Year		
Cohort sample	2015	2016	2017	2018	2019
	16				
	17	17			
	18	18	18		
	19	19	19	19	
	20	20	20	20	20
	21	21	21	21	21
	22	22	22	22	22
	23	23	23	23	23
	24	24	24	24	24
Age	25	25	25	25	25
	26	26	26	26	26
	27	27	27	27	27
	28	28	28	28	28
	29	29	29	29	29
		30	30	30	30
			31	31	31
				32	32
					33

Given the need for an annual overview of disconnect rates, we also generated a "period sample" that shows changes to the cross-sectional matrix over years. This sample includes everyone within the age range in every single year, so that some individuals overlap across years while others do not. This sample covers more young people but does not provide consecutive status in education and employment for the same individuals. Thus, it does not precisely measure the "disconnect" concept to represent the actual disconnect rate from time to time. Based on this reason, results from the cohort sample are only presented in this report. The output tables of the period sample are available upon request by contacting the ERDC.

	Observation Year				
Period sample	**2015**	**2016**	**2017**	**2018**	**2019**
Age	16	16	16	16	16
	17	17	17	17	17
	18	18	18	18	18
	19	19	19	19	19
	20	20	20	20	20
	21	21	21	21	21
	22	22	22	22	22
	23	23	23	23	23
	24	24	24	24	24
	25	25	25	25	25
	26	26	26	26	26
	27	27	27	27	27
	28	28	28	28	28
	29	29	29	29	29

Key measures

Disconnection rates:

- High school disconnect rate $=$
$$\frac{Do\ not\ earn\ high\ school\ or\ equivalent\ diploma\ AND\ do\ not\ enroll\ in\ high\ school}{Age\ 16-29\ ever\ enrolled\ in\ WA\ public\ education\ system\ 2005-2019}$$

- Postsecondary disconnect rate $= \dfrac{Highest\ credential = HS/GED\ AND\ not\ enroll\ in\ PS}{Age\ 16-29\ with\ a\ HS/GED\ as\ the\ highest\ credential}$

- Workforce disconnect rate $= \dfrac{With\ PS\ credential\ AND\ not\ PS\ enrolled\ AND\ not\ employed}{Age\ 16-29\ with\ a\ PS\ credential\ AND\ not\ PS\ Enrolled}$
- Community disconnect rate $=$
$$\frac{No\ HS/GED\ AND\ not\ enroll\ in\ high\ school\ AND\ not\ enroll\ in\ PS\ AND\ not\ employed}{Age\ 16-29\ ever\ enrolled\ in\ WA\ public\ education\ system\ 2005-2019}$$

Educational attainment refers to the highest education level as of each calendar year.

Employment status is defined as the employment status in Washington state each calendar year with three categories:

Not employed: employment record is not found

Part-time: 0 < total hours worked < 1,750

Full-time: total hours worked >=1,750

Note: Using 1,750 hours as a cutoff for full-time employment is based on the definition from the U.S. Bureau of Labor Statistics, which uses 35+ hours per week to define full-time. There are at least 50 work weeks per year, based on the classification used in the American Community Survey (ACS). Thus, 35 hours/week x 50 weeks/year = 1,750 hours/year.

Gender is a dichotomous measure for female and male extracted from the WA P20 Data Warehouse.

Race/ethnicity is a categorical measure for eight categories as defined by ACS.

Foreign born is a dichotomous measure indicating whether an individual is born in the U.S. or other countries. This is a variable extracted from OSPI K-12 data. The data collection of this measure is not consistent across years. Thus, the analysis using this measure is only applicable to those with value from the school district data entry system. However, it is worth mentioning that the percentage distribution between foreign born vs. native born is close to that from ACS data.

FRPL refers to eligibility for free- or reduced-price lunch, which is a dichotomous measure as a proxy for family income status extracted from OSPI K-12 data.

Appendix B. Supplemental tables from the Washington state P-20W data

Table B1. Education and workforce disconnect rate over time

		Year				
	2015	**2016**	**2017**	**2018**	**2019**	**Total**
High school disconnection						
N	203,780	178,262	137,966	132,049	126,085	778,142
%	18.3	16.5	13.8	14.3	15.0	15.7
Postsecondary disconnection						
N	402,642	434,327	451,990	425,746	386,686	2,101,391
%	74.8	76.2	76.9	77.4	80.0	77.0
Workforce disconnection						
N	104,518	108,782	112,571	116,366	119,876	562,113
%	45.7	45.5	45.9	46.4	46.9	46.1
Community disconnection						
N	99,836	86,529	69,217	65,346	62,291	383,219
%	9	8	6.9	7.1	7.4	7.7

Table B2. The distribution of educational attainment over time, by 2015 age group

Educational attainment				Year		
Panel A: Age 16-18	**2015**	**2016**	**2017**	**2018**	**2019**	**2015-2019**
	Age 16-18	**Age 17-19**	**Age 18-20**	**Age 19-21**	**Age 20-22**	
	N	**N**	**N**	**N**	**N**	**N**
Less than HS	242,523	163,238	89,877	49,124	34,083	578,845
HS Diploma/GED	37,781	100,520	163,492	189,230	180,418	671,441
Some college wt/credential	29,179	41,298	43,769	48,250	52,880	215,376
Associate/Certificate	1,795	6,207	13,836	22,681	30,192	74,711
Bachelors	13	28	316	1,993	13,602	15,952
Graduate Degree	<10	<10	<10	20	123	165
Total	311,298	311,298	311,298	311,298	311,298	1,556,490
	%	**%**	**%**	**%**	**%**	**%**
HS Diploma/GED	12.1	32.3	52.5	60.8	58.0	43.1
Some college wt/credential	9.4	13.3	14.1	15.5	17.0	13.8
Associate/Certificate	0.6	2.0	4.4	7.3	9.7	4.8
Bachelors	0	0	0.1	0.6	4.4	1.0
Graduate Degree	0	0	0	0	0	0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Panel B: Age 19-21	**2015**	**2016**	**2017**	**2018**	**2019**	**2015-2019**
Education attainment	**Age 19-21**	**Age 20-22**	**Age 21-23**	**Age 22-24**	**Age 23-25**	
	N	**N**	**N**	**N**	**N**	**N**
Less than HS	72,786	55,622	44,061	34,651	26,033	233,153
HS Diploma/GED	186,069	178,589	162,751	144,800	132,079	804,288
Some college wt/credential	49,200	55,518	57,429	57,673	59,516	279,336
Associate/Certificate	18,791	27,320	33,085	35,889	36,641	151,726
Bachelors	1,520	11,246	30,550	53,508	69,558	166,382
Graduate Degree	12	83	502	1,857	4,551	7,005
Total	328,378	328,378	328,378	328,378	328,378	1,641,890
	%	**%**	**%**	**%**	**%**	**%**
Less than HS	22.2	16.9	13.4	10.6	7.9	14.2
HS Diploma/GED	56.7	54.4	49.6	44.1	40.2	49.0
Some college wt/credential	15.0	16.9	17.5	17.6	18.1	17.0
Associate/Certificate	5.7	8.3	10.1	10.9	11.2	9.2
Bachelors	0.5	3.4	9.3	16.3	21.2	10.1
Graduate Degree	0	0	0.2	0.6	1.4	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

Educational attainment				Year		
Panel C: Age 22-24	**2015**	**2016**	**2017**	**2018**	**2019**	**2015-2019**
Education attainment	**Age 22-24**	**Age 23-25**	**Age 24-26**	**Age 25-27**	**Age 26-28**	
	N	**N**	**N**	**N**	**N**	**N**
Less than HS	55,956	46,973	38,778	31,291	24,109	197,107
HS Diploma/GED	154,997	142,099	135,448	131,529	128,567	692,640
Some college wt/credential	58,847	60,838	63,896	67,057	70,355	320,993
Associate/Certificate	35,377	37,143	38,193	39,436	40,672	190,821
Bachelors	49,872	65,535	72,619	75,258	76,521	339,805
Graduate Degree	1,577	4,038	7,692	12,055	16,402	41,764
Total	356,626	356,626	356,626	356,626	356,626	1,783,130
	%	**%**	**%**	**%**	**%**	**%**
Less than HS	15.7	13.2	10.9	8.8	6.8	11.1
HS Diploma/GED	43.5	39.8	38.0	36.9	36.1	38.8
Some college wt/credential	16.5	17.1	17.9	18.8	19.7	18.0
Associate/Certificate	9.9	10.4	10.7	11.1	11.4	10.7
Bachelors	14.0	18.4	20.4	21.1	21.5	19.1
Graduate Degree	0.4	1.1	2.2	3.4	4.6	2.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
Panel D: Age 25-29	**2015**	**2016**	**2017**	**2018**	**2019**	**2015-2019**
Education attainment	**Age 25-29**	**Age 26-30**	**Age 27-31**	**Age 28-32**	**Age 29-33**	
	N	**N**	**N**	**N**	**N**	**N**
Less than HS	83,237	57,091	32,962	18,596	7,683	199,569
HS Diploma/GED	159,381	148,841	125,767	84,653	42,253	560,895
Some college wt/credential	156,096	113,884	78,579	52,972	27,076	428,607
Associate/Certificate	64,295	53,901	42,081	29,173	15,037	204,487
Bachelors	117,580	97,733	74,822	50,686	26,130	366,951
Graduate Degree	23,048	22,669	19,228	14,049	7,853	86,847
Total	603,637	494,119	373,439	250,129	126,032	1,847,356
	%	**%**	**%**	**%**	**%**	**%**
Less than HS	13.8	11.6	8.8	7.4	6.1	10.8
HS Diploma/GED	26.4	30.1	33.7	33.8	33.5	30.4
Some college wt/credential	25.9	23.0	21.0	21.2	21.5	23.2
Associate/Certificate	10.7	10.9	11.3	11.7	11.9	11.1
Bachelors	19.5	19.8	20.0	20.3	20.7	19.9
Graduate Degree	3.8	4.6	5.1	5.6	6.2	4.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Table B3. Employment status over time, by 2015 age group

Employment status	Year				
	2015	**2016**	**2017**	**2018**	**2019**
Panel A: Age 16-18	**Age 16-18**	**Age 17-19**	**Age 18-20**	**Age 19-21**	**Age 20-22**
	N	**N**	**N**	**N**	**N**
Not employed	212,585	164,250	135,384	124,404	124,820
Part-time	97,853	142,187	163,342	163,009	153,814
Full-time	860	4,861	12,572	23,885	32,664
Total	311,298	311,298	311,298	311,298	311,298
	%	**%**	**%**	**%**	**%**
Not employed	68.3	52.8	43.5	40.0	40.1
Part-time	31.4	45.7	52.5	52.4	49.4
Full-time	0.3	1.6	4.0	7.7	10.5
Total	100.0	100.0	100.0	100.0	100.0
	2015	**2016**	**2017**	**2018**	**2019**
Panel B: Age 19-21	**Age 19-21**	**Age 20-22**	**Age 21-23**	**Age 22-24**	**Age 23-25**
	N	**N**	**N**	**N**	**N**
Not employed	143,773	138,103	136,544	136,650	140,283
Part-time	161,929	155,582	145,868	132,933	120,773
Full-time	22,676	34,693	45,966	58,795	67,322
Total	328,378	328,378	328,378	328,378	328,378
	%	**%**	**%**	**%**	**%**
Not employed	43.8	42.1	41.6	41.6	42.7
Part-time	49.3	47.4	44.4	40.5	36.8
Full-time	6.9	10.6	14.0	17.9	20.5
Total	100.0	100.0	100.0	100.0	100.0
	2015	**2016**	**2017**	**2018**	**2019**

Employment status			Year		
Panel C: Age 22-24	**Age 22-24**	**Age 23-25**	**Age 24-26**	**Age 25-27**	**Age 26-28**
	N	**N**	**N**	**N**	**N**
Not employed	159,037	156,535	158,283	161,494	165,589
Part-time	138,065	127,257	115,875	107,518	103,665
Full-time	59,524	72,834	82,468	87,614	87,372
Total	356,626	356,626	356,626	356,626	356,626
	%	**%**	**%**	**%**	**%**
Not employed	44.6	43.9	44.4	45.3	46.4
Part-time	38.7	35.7	32.5	30.1	29.1
Full-time	16.7	20.4	23.1	24.6	24.5
Total	100.0	100.0	100.0	100.0	100.0
Panel D: Age 25-29	**2015**	**2016**	**2017**	**2018**	**2019**
	Age 25-29	**Age 26-30**	**Age 27-31**	**Age 28-32**	**Age 29-33**
	N	**N**	**N**	**N**	**N**
Not employed	293,288	238,772	180,981	121,111	61,709
Part-time	167,663	133,162	97,905	65,037	33,148
Full-time	142,686	122,185	94,553	63,981	31,175
Total	603,637	494,119	373,439	250,129	126,032
	%	**%**	**%**	**%**	**%**
Not employed	48.6	48.3	48.5	48.4	49.0
Part-time	27.8	26.9	26.2	26.0	26.3
Full-time	23.6	24.7	25.3	25.6	24.7
Total	100.0	100.0	100.0	100.0	100.0

Table B4. High school disconnect rate over time, by group

	2015 N %	2016 N %	2017 N %	2018 N %	2019 N %	Total N %
Gender						
Male	111,595	98,108	79,377	76,313	73,047	438,440
	19.5	17.8	15.5	16.2	17.1	17.3
Female	92,091	80,071	58,499	55,637	52,937	339,235
	17.0	15.2	11.9	12.4	12.9	14.0
Immigration status*						
Native born	14,893	15,434	17,912	21,823	25,586	95,648
	10.1	10.4	12.1	14.8	17.3	12.9
Foreign born	6,064	5,609	5,579	6,264	7,270	30,786
	20.3	18.8	18.7	21.0	24.4	20.7
FRPL eligibility						
Non-FRPL	99,059	75,561	42,817	38,463	35,420	291,320
	16.9	13.5	8.4	8.4	8.7	11.6
FRPL	104,721	102,701	95,149	93,586	90,665	486,822
	19.8	19.8	19.3	20.1	21.1	20.0
Race						
AI/AN	7,814	7,504	6,547	6,155	5,690	33,710
	28.0	28.0	26.0	27.0	28.0	28.0
Asian	14,354	12,080	8,366	7,774	7,221	49,795
	16.0	14.0	10.0	10.0	10.0	12.0
Black/AA	14,466	13,276	11,229	10,638	10,029	59,638
	24.0	22.0	20.0	21.0	22.0	22.0
Hispanic/Latinx	33,892	32,518	29,728	29,544	29,058	154,740
	21.7	21.4	20.5	21.6	22.7	21.5
Multi-race	2,420	2,539	2,648	2,982	3,250	13,839
	11.3	11.9	12.5	14.2	15.7	13.1
Native Hawaiian/PI	1,132	1,146	1,224	1,308	1,368	6,178
	20.3	20.7	22.4	24.3	26.0	22.7
Other	918	933	879	814	756	4,300
	22.4	23.0	22.2	21.6	21.2	22.1
White	127,039	107,119	76,531	72,200	68,222	451,111
	17.1	15.0	11.6	12.0	12.6	13.8

*Data collection of immigration status is not consistently available across years. See technical notes in Appendix A for details.

Table B5. Postsecondary education disconnect rate over time, by group

	2015	2016	2017	2018	2019	Total
	N	N	N	N	N	N
	%	%	%	%	%	%
Gender						
Male	76,346	80,751	84,743	83,059	108,797	433,696
	81.6	82.9	83.7	84.2	80.8	82.5
Female	68,226	72,725	76,594	73,585	93,191	384,321
	81.1	82.6	83.1	84.2	80.4	82.2
Immigration status						
Native born	8,516	13,521	20,177	25,069	38,946	106,229
	78.9	73.9	73.0	74.0	69.7	72.5
Foreign born	2,279	3,451	4,707	5,568	7,158	23,163
	73.0	69.8	69.3	70.3	64.8	68.5
FRPL eligibility						
Non-FRPL	78,028	81,242	82,794	77,024	91,607	410,695
	79.2	80.6	81.2	82.0	76.9	79.9
FRPL	66,723	72,405	78,745	79,804	110,649	408,326
	84.0	85.3	85.9	86.5	83.9	85.0
Race						
AI/AN	4,423	4,422	4,508	4,284	5,544	23,181
	87.5	88.5	89.3	90.4	88.3	88.7
Asian	11,182	11,809	12,157	11,231	12,893	59,272
	66.6	67.9	68.5	69.8	66.9	67.9
Black/AA	7,938	8,274	8,682	8,458	11,868	45,220
	82.4	83.6	83.5	84.7	81.1	82.9
Hispanic/Latinx	17,041	19,223	21,231	21,748	30,509	109,752
	85.2	85.9	86.1	85.4	80.4	84.1
Multi-race	1,782	2,500	3,273	3,713	5,470	16,738
	78.3	78.2	77.2	78.1	73.1	76.2
Native Hawaiian/PI	787	924	1,041	1,135	1,636	5,523
	84.2	86.4	86.2	87.8	87.1	86.5
Other	1,209	1,197	1,241	1,136	1,401	6,184
	76.7	77.5	81.3	81.8	80.7	79.6
White	99,018	104,009	108,128	103,921	131,377	546,453
	82.6	84.2	85.1	85.9	82.3	83.9

Table B6. Workforce disconnect rate over time, by group

	2015 N %	2016 N %	2017 N %	2018 N %	2019 N %	Total N %
Gender						
Male	44,147	46,155	47,850	49,642	51,020	238,814
	45.4	45.4	45.6	46.1	46.5	45.8
Female	59,055	61,368	63,508	65,499	67,518	316,948
	45.5	45.3	45.7	46.2	46.8	45.9
Immigration status						
Native born	269	660	1,346	2,513	4,705	9,493
	41	41.7	40.7	41.4	42.1	41.6
Foreign born	50	126	269	493	840	1,778
	58.8	49.4	48.7	46.9	43.8	46.1
FRPL eligibility						
Non-FRPL	94,058	96,195	98,139	100,371	102,519	491,282
	48	48.4	49.1	49.9	50.6	49.2
FRPL	10,460	12,587	14,432	15,995	17,357	70,831
	31.8	31.3	31.8	32.1	32.6	32
Race						
AI/AN	976	957	964	934	938	4,769
	40.7	38.4	38.1	37.9	38.6	38.7
Asian	16,321	17,646	18,840	19,767	20,583	93,157
	55	55.1	55.5	55.9	55.7	55.4
Black/AA	3,266	3,471	3,623	3,838	3,941	18,139
	45.4	44.7	44.6	46	45.8	45.3
Hispanic/Latinx	2,467	2,961	3,244	3,575	4,048	16,295
	28.8	28.6	28	27.5	28.5	28.2
Multi-race	454	572	711	931	1,108	3,776
	43.7	44.2	43.7	44	42.5	43.5
Native Hawaiian/PI	343	344	378	433	458	1,956
	55.1	56	55.3	56.6	53.1	55.1
Other	7,904	8,228	8,920	9,676	10,383	45,111
	72	75.9	76.4	77	76.5	75.6
White	67,139	68,880	69,915	70,880	71,709	348,523
	41.7	41.4	41.7	42.1	42.6	41.9

Table B7. Community disconnect rate over time, by group

	2015 N %	2016 N %	2017 N %	2018 N %	2019 N %	Total N %
Gender						
Male	52,734	45,831	37,844	35,861	34,347	206,617
	9.2	8.3	7.4	7.6	8	8.2
Female	47,056	40,673	31,340	29,457	27,914	176,440
	8.7	7.7	6.4	6.5	6.8	7.3
Immigration status						
Native born	11,832	9,825	9,380	10,363	11,841	53,241
	8	6.6	6.3	7	8	7.2
Foreign born	5,179	4,271	3,784	4,045	4,648	21,927
	17.4	14.3	12.7	13.6	15.6	14.7
FRPL eligibility						
Non-FRPL	47,081	36,620	23,148	20,541	18,964	146,354
	8	6.5	4.6	4.5	4.6	5.8
FRPL	52,755	49,909	46,069	44,805	43,327	236,865
	10	9.6	9.3	9.6	10.1	9.7
Race						
AI/AN	4,300	4,088	3,711	3,409	3,143	18,651
	15.4	15.2	15	15.1	15.6	15.2
Asian	6,706	5,494	3,994	3,654	3,423	23,271
	7.3	6.2	4.8	4.8	4.9	5.7
Black/AA	7,270	6,477	5,546	5,186	4,879	29,358
	11.9	10.9	10	10.2	10.5	10.7
Hispanic/Latinx	18,731	17,400	15,747	15,477	15,160	82,515
	12	11.4	10.9	11.3	11.9	11.5
Multi-race	1,628	1,486	1,403	1,487	1,575	7,579
	7.6	6.9	6.6	7.1	7.6	7.2
Native Hawaiian/PI	719	649	633	660	699	3,360
	12.9	11.7	11.6	12.2	13.3	12.3
Other	512	496	490	462	413	2,373
	12.5	12.2	12.4	12.2	11.6	12.2
White	59,063	49,809	37,234	34,664	32,736	213,506
	8	7	5.6	5.8	6	6.5

Table B8. Employment status over time, by industry

Industry	2015	2016	2017	2018	2019	Total
Agriculture, extraction, utilities						
	N	N	N	N	N	N
Part-time	19,561	17,040	15,317	12,152	9,623	73,693
Full-time	5,282	5,506	5,764	5,870	4,918	27,340
	%	%	%	%	%	%
Part-time	78.7	75.6	72.7	67.4	66.2	72.9
Full-time	21.3	24.4	27.3	32.6	33.8	27.1
Construction						
	N	N	N	N	N	N
Part-time	26,364	27,310	28,446	26,986	25,692	134,798
Full-time	14,478	16,693	17,984	19,905	18,103	87,163
	%	%	%	%	%	%
Part-time	64.6	62.1	61.3	57.6	58.7	60.7
Full-time	35.4	37.9	38.7	42.4	41.3	39.3
Manufacturing						
	N	N	N	N	N	N
Part-time	24,069	22,798	21,515	21,422	19,091	108,895
Full-time	29,038	28,840	26,881	26,745	26,366	137,870
	%	%	%	%	%	%
Part-time	45.3	44.1	44.5	44.5	42	44.1
Full-time	54.7	55.9	55.5	55.5	58	55.9
Wholesale						
	N	N	N	N	N	N
Part-time	12,663	12,235	11,949	10,902	9,845	57,594
Full-time	12,594	12,711	12,733	12,917	12,174	63,129
	%	%	%	%	%	%
Part-time	50.1	49	48.4	45.8	44.7	47.7
Full-time	49.9	51	51.6	54.2	55.3	52.3
Retail						
	N	N	N	N	N	N
Part-time	114,427	112,681	102,010	89,581	75,926	494,625
Full-time	36,928	37,512	36,979	33,294	29,771	174,484
	%	%	%	%	%	%
Part-time	75.6	75	73.4	72.9	71.8	73.9
Full-time	24.4	25	26.6	27.1	28.2	26.1
Transportation						
	N	N	N	N	N	N
Part-time	11,774	12,583	15,609	14,412	12,057	66,435
Full-time	6,517	7,118	7,699	7,959	7,137	36,430
	%	%	%	%	%	%
Part-time	64.4	63.9	67	64.4	62.8	64.6
Full-time	35.6	36.1	33	35.6	37.2	35.4
Information						
	N	N	N	N	N	N
Part-time	9,060	9,272	8,448	8,302	7,636	42,718
Full-time	7,804	8,255	8,231	7,808	8,148	40,246

Table B8. Employment status over time, by industry continued

Industry	2015	2016	2017	2018	2019	Total
	%	%	%	%	%	%
Part-time	53.7	52.9	50.7	51.5	48.4	51.5
Full-time	46.3	47.1	49.3	48.5	51.6	48.5
Finance						
	N	N	N	N	N	N
Part-time	14,217	14,978	14,809	13,776	13,523	71,303
Full-time	14,374	14,993	15,137	15,150	13,815	73,469
	%	%	%	%	%	%
Part-time	49.7	50	49.5	47.6	49.5	49.3
Full-time	50.3	50	50.5	52.4	50.5	50.7
Professional						
	N	N	N	N	N	N
Part-time	60,884	59,485	57,493	55,120	49,607	282,589
Full-time	27,626	28,882	29,963	30,809	29,621	146,901
	%	%	%	%	%	%
Part-time	68.8	67.3	65.7	64.1	62.6	65.8
Full-time	31.2	32.7	34.3	35.9	37.4	34.2
Education/Medical						
	N	N	N	N	N	N
Part-time	87,648	89,061	84,363	78,766	74,829	414,667
Full-time	35,992	37,003	37,923	37,723	36,040	184,681
	%	%	%	%	%	%
Part-time	70.9	70.6	69	67.6	67.5	69.2
Full-time	29.1	29.4	31	32.4	32.5	30.8
Entertainment						
	N	N	N	N	N	N
Part-time	149,264	146,603	131,301	109,063	88,957	625,188
Full-time	20,074	20,908	20,176	19,842	17,484	98,484
	%	%	%	%	%	%
Part-time	88.1	87.5	86.7	84.6	83.6	86.4
Full-time	11.9	12.5	13.3	15.4	16.4	13.6
Other service, except Public Admin						
	N	N	N	N	N	N
Part-time	22,645	22,576	21,652	19,263	16,694	102,830
Full-time	6,948	7,247	7,010	7,264	6,579	35,048
	%	%	%	%	%	%
Part-time	76.5	75.7	75.5	72.6	71.7	74.6
Full-time	23.5	24.3	24.5	27.4	28.3	25.4
Public Administration						
	N	N	N	N	N	N
Part-time	12,921	11,564	10,075	8,750	7,920	51,230
Full-time	8,089	8,903	9,078	8,989	8,377	43,436
	%	%	%	%	%	%
Part-time	61.5	56.5	52.6	49.3	48.6	54.1
Full-time	38.5	43.5	47.4	50.7	51.4	45.9

Appendix C. American Community Survey data and the findings

Introduction

The [American Community Survey (ACS)](#) is an annual survey produced by the U.S. Census Bureau to provide detailed estimates of demographic, social, economic and housing characteristics. Information from the ACS generates data to help determine how more than $675 billion in federal and state funds are distributed each year.

By using the ACS for Washington state, we know more about jobs, educational attendance, and educational attainment for individuals. The ACS also allows for the disaggregation of jobs and schooling by additional characteristics (gender, race/ethnicity, nativity, poverty status). Although it only provides an annual snapshot of estimates rather than counts produced by administrative records, the survey has proven useful for research questions raised by Washington state researchers. The following section will outline the methodology used in this report to present the ACS tables.

Research Methodology

Since the ACS is an annual sample, it does not actually follow individuals over time. However, pseudo-cohorts may be constructed by accepting a simplifying assumption. Using age from the ACS, it is possible to age the group of 16 to 29 years-old in 2015 to 17-30 years-old in 2016, and to 20-33 years-old in 2019, assuming that the samples represent similar persons. In other words, although the same individuals aged 16-29 in 2016 are not actually followed through time to 2019, each annual ACS sample represents persons with similar characteristics from year to year. In- and out-of-state migration (primarily in-state migration) does produce some error regarding this assumption, but it is minimal relative to those remaining year-to-year.

Data Source

These files are from the ACS annual person-level Public Use Microdata Sample (PUMS) annual files for Washington state, for years 2015 through 2019. The universe of interest is the Civilian plus Noninstitutionalized group quarters population (ACS variable RELP NE 16 for 2015-2018 and RELP NE 37 for 2019).

Key Measures

Disconnection Rates: The ACS measures for disconnection are like those described above for the WA P20W system.

- High school disconnect rate $= \dfrac{Did\ not\ earn\ high\ school\ or\ equivalent\ diploma\ AND\ \ not\ enrolled\ in\ high\ school}{Age\ 16-29}$

- Postsecondary disconnect rate $= \dfrac{Highest\ credential=HS/GED\ AND\ not\ enroll\ in\ PS}{Age\ 16-29\ with\ a\ HS/GED\ as\ the\ highest\ credential}$

- Workforce disconnect rate $= \dfrac{With\ PS\ credential\ AND\ not\ PS\ enrolled\ AND\ not\ employed}{Age\ 16-29\ with\ a\ PS\ credential\ AND\ not\ PS\ Enrolled}$

- Community disconnect rate $= \dfrac{No\ HS/GED\ AND\ not\ enrolled\ AND\ not\ employed}{Age\ 16-29}$

Age Groups: Defined using the ACS variable AGEP for ages 16-29 in 2015,…, 20-33 in 2019.

Gender: defined using the ACS variable Sex (1=Male, 2=Female).

Educational Attainment: Refers to the annual highest level of education attained by sample respondent using ACS variable SCHL. Less than HS (LTHS) SCHL in (1-15), HS/EQ in SCHL (16,17), Some College SCHL in (18,19), Associate SCHL in =20, Bachelor SCHL=21, Master's+ SCHL in (22-24).

Nativity: defined using the ACS variable Nativity (1=Native, 2= Foreign Born).

Poverty 200%: Defined using the ACS variable POVPIP. If POVPIP Between (0-200) then Poverty 200% =Below. If POVPIP >= 201, then Poverty 200% = Above.

Enrolled: Defined using the ACS Variable SCH. If SCH = 1 then Not Enrolled. If SCH in (2,3) then Enrolled.

Industry: Defined using the ACS variable INDP.

```
if (INDP >='0170' and INDP <= '0690') Then Industry = '1_AGR_EXT';
if (INDP = '0770') then Industry = '2_Construction';
if (INDP >='1070' and INDP <= '3990') Then Industry = '3_Manufacturing';
if (INDP >='4070' and INDP <= '4590') Then Industry = '4_Wholesale';
if (INDP >='4670' and INDP <= '5790') Then Industry = '5_Retail';
if (INDP >='6070' and INDP <= '6390') Then Industry = '6_Transportation';
if (INDP >='6470' and INDP <= '6780') Then Industry = '7_Information';
if (INDP >='6870' and INDP <= '7190') Then Industry = '8_Finance';
if (INDP >='7270' and INDP <= '7790') Then Industry = '9_Professional';
if (INDP >='7860' and INDP <= '8470') Then Industry = '10_Educational, Medical and SA';
if (INDP >='8560' and INDP <= '8690') Then Industry = '13_Entertainment';
if (INDP >='8770' and INDP <= '9290') Then Industry = '14_Other Services, except PA';
if (INDP >='9370' and INDP <= '9590') Then Industry = '15_Public Administration';
if (INDP >='9670' and INDP <= '9870') Then Industry = '16_Military';
if (INDP = '9920') then Industry = '17_Unemp 5+, Never Worked';
```

Employment Status: Defined using the ACS Variables WKW (Weeks worked during past 12 months) and WKHP (Usual hours worked per week past 12 months). If WKW =1 (50-52 weeks) AND WKHP>=35 then Employment Status = Full-time, Full-Year). If WKW in (2-6) OR WKHP Between (1-34) then Employment Status = Part-time/Part-year. Else = Not Employed.

Race/Ethnicity: Defined using the ACS Variables RAC1P and HISP.
if (HISP NE '01') then Race_Ethnic = '4_Hispanic/Latinx'; /* Hispanic/Latinx */
if (HISP = '01' and RAC1P in ('3' '4' '5')) then Race_Ethnic = '1_AIAN Alone, NH'; /* All AIAN Categories '4' AK */
if (HISP = '01' and RAC1P ='6') then Race_Ethnic = '2_Asian, NH'; /* Asian */
if (HISP = '01' and RAC1P ='2') then Race_Ethnic = '3_Black/AA, NH'; /* Black/AA */
if (HISP = '01' and RAC1P ='7') then Race_Ethnic = '5_Nat Haw/Other Pac, NH';
if (HISP = '01' and RAC1P ='8') then Race_Ethnic = '6_Other, NH';
if (HISP = '01' and RAC1P ='1') then Race_Ethnic = '7_White, NH';
if (HISP = '01' and RAC1P ='9') then Race_Ethnic = '2_Two or More Races, NH';

Discussion of Results

Table C1 displays the overall education and workforce disconnection rates for the ACS data. The high school (HS) disconnect rate remained relatively constant just under 7 percent. This indicates that about 93 percent completed HS and the other 7 percent chose not to return and complete a HS/GED, even as they aged. The postsecondary disconnection rates climbed from 66 percent in 2015 to almost 81 percent in 2019. This finding suggests that over time, students with a HS/GED degree became less interested in attending postsecondary education, probably as they engaged in employment. The workforce disconnect rate hovered around 11 percent for those with a postsecondary credential and not enrolled, implying that around 89 percent stayed enrolled. Finally, the community disconnect rate declined slightly from 3% to 2% over the period, indicating that a very small percentage of young people with less than a HS/GED education were completely disengaged from either education or employment.

Table C2 displays the ACS educational achievement over time by age group. The patterns that emerge are promising due to the trend toward more advanced educational attainment. In 2015, for the cohort aged 16-29, around 22% still had not completed HS, while nearly 18% held a bachelor's degree or better. By 2019 when this cohort reached the age of 20 to 33 years old, only 7% had not completed HS and 33 percent held a bachelor's degree or better. These trends are consistent for each age group.

Table C3 shows the ACS results for employment status over time. The overall results display a transition pattern from nonemployment to part-time/part-year employment, with eventual full-time employment as the cohort aged. For young people ages 16 to 29 in 2015, 26% were not employed, but by 2019 when the cohort reached the age of 20 to 33 years old, only 13% were not employed anytime during the year. Among young people ages 16 to 29 in 2015, only 33% were employed full-time over the entire year. In contrast, when these young people reached the age of 20 to 33 in 2019, around 54% of them were fully employed. These patterns are also visible for each age group, with the older groups starting with lower percentages of nonemployed young people and higher percentages of fully-employed young people.

Table C4 presents the results for the ACS HS disconnection rates by various subgroups for all ages. Males had HS disconnection rates about 1.5 times the rate of females. Foreign-born young people

had HS disconnection rates about twice those who were native born. The rate of HS disconnect for young people below 200% of the poverty level was twice as high as the rate of HS disconnect for those who lived above 200% of the poverty level. American Indian/Alaska Natives (AIAN) had HS disconnection rates twice the overall average, while the rate for Hispanic/Latinx members was more than twice the overall average. The rate of HS disconnect for Asian young people was half of the overall average, and the rate of HS disconnect for Black/African-Americans was one-third of the overall average. White, Native Hawaiian/Pacific Islanders and those reporting multiple races had rates of HS disconnect just below the overall average.

Table C5 displays the ACS results for the postsecondary (PS) disconnect rates. Males had PS disconnect rates slightly above the overall average and females were just slightly below, indicating the increasing PS participation of females. The rate of PS disconnect for foreign-born young people was, on average, 94% of the overall PS disconnect rate, while the rate for the native-born young people was consistent with the overall average. The PS disconnect rates for those above the 200% poverty level average 7% higher than the overall rates, while those below the poverty level average around 97% of the total average. The PS disconnect rate for young Asian adults averages only 65% of the overall rates, indicating more participation in PS schools. Those with two or more races averaged 95% of the overall PS rates. Whites, Black/African-Americans and Hispanics/Latinx averaged 2% to 5% greater than the overall PS rates. Finally, young AI/AN and Native Hawaiian/Other Pacific Islander adults had the highest PS disconnect rates, averaging 14% higher than the overall rates.

Table C6 shows the ACS results for the workforce (WF) disconnect rates. To reiterate from Table C1, the overall WF disconnect rate averaged 10.7% over the 2015-19 period. Males have rates that are 59% below this average and females over 36% above the average. Native-born individuals had rates at 87% of the total, while young foreign-born adults had rates that average 60% above the total WF disconnection rates. For those above 200% of the poverty level, rates were 78% of the overall WF disconnect rates. In contrast, the rates for those below 200% of the poverty level were 2.2 times higher than the overall WF disconnection rate. Finally, young White adults were the only race/ethnic group with rates below the overall WF average rates (92 percent). Young Black/African-American adults and young people who were Hispanic/Latinx or multi-racial had rates near the overall average (100, 102 and 103, respectively). Young Asian adults had a WF disconnect rate that was 28 percent higher than the overall average, which may also reflect the lower PS disconnect rate (i.e., more likely to still be enrolled in postsecondary school before working). Finally, the Native Hawaiian/Other Pacific Islanders had a WSF disconnect rate 78% above the overall WF disconnection rate, but this may be due to small sample size for this group.

Table C7 displays the ACS results for the community disconnection (CD) rates. The overall disconnect rate averaged 2.8% over 2015-19, meaning that nearly 3% of young people ages 16-29 were neither engaged in school nor employed. Males had a community disconnect rate about 89% of the total, and females were 11% higher than the average. Native-born young people had rates about 93% of the average, while foreign-born were 42% higher than the average. Poverty plays an important role in community disconnection, as rates for those above 200% of the poverty level were 55 percent lower than the average, whereas young people living below 200% of the poverty level were twice the overall total rate. Once again, Asians have the lowest CD rates and average only 38% of the overall total rate. Young white people average about 78% of the total, while those with two or more races were near the average at 95 percent. Black/African-American and Native Hawaiians/Pacific Islanders were both about 47% higher than the total, Hispanics/Latinx had rates

almost twice the total (95% above), and those in the AI/AN group had rates 3.3 times higher than the average, displaying the largest amount of community disconnect.

Table C8 presents the industry by employment (full and part-time status) for the ACS sample. Unlike the ERDC P20W data warehouse, the ACS sample has data for self-employed, federal workers, military personnel, and smaller groups not covered in the UI wage data. All industry groups show trends leading to more full-time, full-year employment over the 2015-2019 period. All industries except for arts and entertainment, service, and public administration, have primarily full-time, full-year employment. The majority of workers are employed in the retail trade, professional, educational services and arts and entertainment industries.

Table C1. ACS Education and workforce disconnection rates over time

	Year					
	2015	2016	2017	2018	2019	2015-2019
High school disconnection						
N	90,585	106,177	98,923	98,335	99,689	493,709
%	6.6%	7.6%	6.9%	6.6%	6.5%	6.9%
Postsecondary disconnection						
N	476,986	490,713	555,279	595,812	617,783	2,736,573
%	66.0%	67.6%	70.6%	74.8%	80.8%	72.1%
Workforce disconnection						
N	28,635	38,096	42,437	51,284	50,667	211,119
%	11.4%	11.5%	10.9%	11.2%	9.5%	10.7%
Community disconnection						
N	41,445	49,824	39,279	35,650	36,583	202,781
%	3.0%	3.6%	2.8%	2.4%	2.4%	2.8%

Table C2. ACS Educational Attainment over time by 2015 Age Group

Educational Attainment Weighted Sample	Year/Age					
	2015 Age 16-29	2016 Age 17-30	2017 Age 18-31	2018 Age 19-32	2019 Age 20-33	2015-2019
Less Than HS	303,351	230,084	147,705	107,242	106,584	894,966
HS Diploma/GED	349,227	350,211	383,054	370,495	385,358	1,838,345
Some College	373,580	376,199	403,594	425,988	378,898	1,958,259
Associate	98,058	118,403	129,297	146,814	150,224	642,796
Bachelors	194,729	252,886	280,725	325,723	366,667	1,420,730
Masters or higher	46,817	71,030	80,974	109,088	134,688	442,597
Grand Total	**1,365,762**	**1,398,813**	**1,425,349**	**1,485,350**	**1,522,419**	**7,197,693**

Educational Attainment Column Percent	Year/Age					
	2015 Age 16-29	2016 Age 17-30	2017 Age 18-31	2018 Age 19-32	2019 Age 20-33	2015-2019
Less Than HS	22.2%	16.4%	10.4%	7.2%	7.0%	12.4%
HS Diploma/GED	25.6%	25.0%	26.9%	24.9%	25.3%	25.5%
Some College	27.4%	26.9%	28.3%	28.7%	24.9%	27.2%
Associate	7.2%	8.5%	9.1%	9.9%	9.9%	8.9%
Bachelors	14.3%	18.1%	19.7%	21.9%	24.1%	19.7%
Masters or higher	3.4%	5.1%	5.7%	7.3%	8.8%	6.1%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Panel A: Age 16-18

Educational Attainment Weighted Sample	2015 Age 16-18	2016 Age 17-19	2017 Age 18-20	2018 Age 19-21	2019 Age 20-22	2015-2019
Less Than HS	211,766	132,160	64,027	26,128	26,618	460,699
HS Diploma/GED	36,054	64,687	93,591	91,637	95,876	381,845
Some College	23,733	58,155	104,253	128,001	107,760	421,902
Associate	1,147	6,283	13,211	24,196	29,227	74,064
Bachelors		215	1,074	4,782	20,189	26,260
Masters or higher				197	134	331
Grand Total	**272,700**	**261,500**	**276,156**	**274,941**	**279,804**	**1,365,101**

Panel A: Age 16-18

Educational Attainment Column Percent	2015 Age 16-18	2016 Age 17-19	2017 Age 18-20	2018 Age 19-21	2019 Age 20-22	2015-2019
Less Than HS	77.7%	50.5%	23.2%	9.5%	9.5%	33.7%
HS Diploma/GED	13.2%	24.7%	33.9%	33.3%	34.3%	28.0%
Some College	8.7%	22.2%	37.8%	46.6%	38.5%	30.9%
Associate	0.4%	2.4%	4.8%	8.8%	10.4%	5.4%
Bachelors	0.0%	0.1%	0.4%	1.7%	7.2%	1.9%
Masters or higher	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Panel B: Age 19-21

Educational Attainment Weighted Sample	2015 Age 19-21	2016 Age 20-22	2017 Age 21-23	2018 Age 22-24	2019 Age 23-25	2015-2019
Less Than HS	27,302	29,029	20,397	19,450	18,478	114,656
HS Diploma/GED	94,382	87,789	84,389	79,551	82,479	428,590
Some College	130,559	117,621	100,194	85,151	69,265	502,790
Associate	18,719	27,188	29,928	28,970	30,428	135,233
Bachelors	4,922	20,772	42,099	65,003	90,589	223,385
Masters or higher	394	421	2,364	6,128	10,411	19,718
Grand Total	**276,278**	**282,820**	**279,371**	**284,253**	**301,650**	**1,424,372**

Panel B: Age 19-21

Educational Attainment Column Percent	2015 Age 19-21	2016 Age 20-22	2017 Age 21-23	2018 Age 22-24	2019 Age 23-25	2015-2019
Less Than HS	9.9%	10.3%	7.3%	6.8%	6.1%	8.0%
HS Diploma/GED	34.2%	31.0%	30.2%	28.0%	27.3%	30.1%
Some College	47.3%	41.6%	35.9%	30.0%	23.0%	35.3%
Associate	6.8%	9.6%	10.7%	10.2%	10.1%	9.5%
Bachelors	1.8%	7.3%	15.1%	22.9%	30.0%	15.7%
Masters or higher	0.1%	0.1%	0.8%	2.2%	3.5%	1.4%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Panel C: Age 22-24

Educational Attainment Weighted Sample	2015 Age 22-24	2016 Age 23-25	2017 Age 24-26	2018 Age 25-27	2019 Age 26-28	2015-2019
Less Than HS	20,607	28,387	20,814	24,654	22,219	116,681
HS Diploma/GED	86,171	78,205	87,310	78,496	86,389	416,571
Some College	90,206	83,161	80,848	86,610	79,005	419,830
Associate	30,015	27,548	30,385	32,310	35,859	156,117
Bachelors	58,507	85,488	89,245	100,215	104,109	437,564
Masters or higher	4,230	10,586	17,921	28,539	33,657	94,933
Grand Total	**289,736**	**313,375**	**326,523**	**350,824**	**361,238**	**1,641,696**

Panel C: Age 22-24

Educational Attainment Column Percent	2015 Age 22-24	2016 Age 23-25	2017 Age 24-26	2018 Age 25-27	2019 Age 26-28	2015-2019
Less Than HS	7.1%	9.1%	6.4%	7.0%	6.2%	7.1%
HS Diploma/GED	29.7%	25.0%	26.7%	22.4%	23.9%	25.4%
Some College	31.1%	26.5%	24.8%	24.7%	21.9%	25.6%
Associate	10.4%	8.8%	9.3%	9.2%	9.9%	9.5%
Bachelors	20.2%	27.3%	27.3%	28.6%	28.8%	26.7%
Masters or higher	1.5%	3.4%	5.5%	8.1%	9.3%	5.8%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Panel D: Age 25-29

Educational Attainment Weighted Sample	2015 Age 25-29	2016 Age 26-30	2017 Age 27-31	2018 Age 28-32	2019 Age 29-33	2015-2019
Less Than HS	43,676	40,508	42,467	37,010	39,269	202,930
HS Diploma/GED	132,620	119,530	117,764	120,811	120,614	611,339
Some College	129,082	117,262	118,299	126,226	122,868	613,737
Associate	48,177	57,384	55,773	61,338	54,710	277,382
Bachelors	131,300	146,411	148,307	155,723	151,780	733,521
Masters or higher	42,193	60,023	60,689	74,224	90,486	327,615
Grand Total	**527,048**	**541,118**	**543,299**	**575,332**	**579,727**	**2,766,524**

Panel D: Age 25-29

Educational Attainment Column Percent	2015 Age 25-29	2016 Age 26-30	2017 Age 27-31	2018 Age 28-32	2019 Age 29-33	2015-2019
Less Than HS	8.3%	7.5%	7.8%	6.4%	6.8%	7.3%
HS Diploma/GED	25.2%	22.1%	21.7%	21.0%	20.8%	22.1%
Some College	24.5%	21.7%	21.8%	21.9%	21.2%	22.2%
Associate	9.1%	10.6%	10.3%	10.7%	9.4%	10.0%
Bachelors	24.9%	27.1%	27.3%	27.1%	26.2%	26.5%
Masters or higher	8.0%	11.1%	11.2%	12.9%	15.6%	11.8%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Table C3. ACS Employment status over time, by 2015 age group

			Year/Age			
Employment Status Weighted Sample	2015 Age 16-29	2016 Age 17-30	2017 Age 18-31	2018 Age 19-32	2019 Age 20-33	2015-2019
Not Employed	354,438	277,539	229,470	212,776	194,274	1,268,497
Part-Time/Part-Year	560,215	574,231	562,052	548,703	500,881	2,746,082
Full-Time, Full-Year	451,109	547,043	633,827	723,871	827,264	3,183,114
Grand Total	**1,365,762**	**1,398,813**	**1,425,349**	**1,485,350**	**1,522,419**	**7,197,693**

			Year/Age			
Employment Status Column Percent	2015 Age 16-29	2016 Age 17-30	2017 Age 18-31	2018 Age 19-32	2019 Age 20-33	2015-2019
Not Employed	26.0%	19.8%	16.1%	14.3%	12.8%	17.6%
Part-Time/Part-Year	41.0%	41.1%	39.4%	36.9%	32.9%	38.2%
Full-Time, Full-Year	33.0%	39.1%	44.5%	48.7%	54.3%	44.2%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Panel A: Age 16-18

Employment Status Weighted Sample	2015 Age 16-18	2016 Age 17-19	2017 Age 18-20	2018 Age 19-21	2019 Age 20-22	2015-2019
Not Employed	168,306	110,478	77,005	52,927	46,937	455,653
Part-Time/Part-Year	100,861	139,139	160,275	163,341	148,211	711,827
Full-Time, Full-Year	3,533	11,883	38,876	58,673	84,656	197,621
Grand Total	**272,700**	**261,500**	**276,156**	**274,941**	**279,804**	**1,365,101**

Panel A: Age 16-18

Employment Status Column Percent	2015 Age 16-18	2016 Age 17-19	2017 Age 18-20	2018 Age 19-21	2019 Age 20-22	2015-2019
Not Employed	61.7%	42.2%	27.9%	19.3%	16.8%	33.4%
Part-Time/Part-Year	37.0%	53.2%	58.0%	59.4%	53.0%	52.1%
Full-Time, Full-Year	1.3%	4.5%	14.1%	21.3%	30.3%	14.5%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Panel B: Age 19-21

Employment Status Weighted Sample	2015 Age 19-21	2016 Age 20-22	2017 Age 21-23	2018 Age 22-24	2019 Age 23-25	2015-2019
Not Employed	60,814	49,439	40,743	36,633	30,475	218,104
Part-Time/Part-Year	164,365	156,009	140,973	121,217	109,666	692,230
Full-Time, Full-Year	51,099	77,372	97,655	126,403	161,509	514,038
Grand Total	**276,278**	**282,820**	**279,371**	**284,253**	**301,650**	**1,424,372**

Panel B: Age 19-21

Employment Status Column Percent	2015 Age 19-21	2016 Age 20-22	2017 Age 21-23	2018 Age 22-24	2019 Age 23-25	2015-2019
Not Employed	22.0%	17.5%	14.6%	12.9%	10.1%	15.3%
Part-Time/Part-Year	59.5%	55.2%	50.5%	42.6%	36.4%	48.6%
Full-Time, Full-Year	18.5%	27.4%	35.0%	44.5%	53.5%	36.1%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Panel C: Age 22-24

Employment Status Weighted Sample	2015 Age 22-24	2016 Age 23-25	2017 Age 24-26	2018 Age 25-27	2019 Age 26-28	2015-2019
Not Employed	43,338	43,728	39,441	43,944	41,693	212,144
Part-Time/Part-Year	134,398	120,498	108,556	111,506	97,760	572,718
Full-Time, Full-Year	112,000	149,149	178,526	195,374	221,785	856,834
Grand Total	**289,736**	**313,375**	**326,523**	**350,824**	**361,238**	**1,641,696**

Panel C: Age 22-24

Employment Status Column Percent	2015 Age 22-24	2016 Age 23-25	2017 Age 24-26	2018 Age 25-27	2019 Age 26-28	2015-2019
Not Employed	15.0%	14.0%	12.1%	12.5%	11.5%	12.9%
Part-Time/Part-Year	46.4%	38.5%	33.2%	31.8%	27.1%	34.9%
Full-Time, Full-Year	38.7%	47.6%	54.7%	55.7%	61.4%	52.2%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Panel D: Age 25-29

Employment Status Weighted Sample	2015 Age 25-29	2016 Age 26-30	2017 Age 27-31	2018 Age 28-32	2019 Age 29-33	2015-2019
Not Employed	81,980	73,894	72,281	79,272	75,169	382,596
Part-Time/Part-Year	160,591	158,585	152,248	152,639	145,244	769,307
Full-Time, Full-Year	284,477	308,639	318,770	343,421	359,314	1,614,621
Grand Total	**527,048**	**541,118**	**543,299**	**575,332**	**579,727**	**2,766,524**

Panel D: Age 25-29

Employment Status Column Percent	2015 Age 25-29	2016 Age 26-30	2017 Age 27-31	2018 Age 28-32	2019 Age 29-33	2015-2019
Not Employed	15.6%	13.7%	13.3%	13.8%	13.0%	13.8%
Part-Time/Part-Year	30.5%	29.3%	28.0%	26.5%	25.1%	27.8%
Full-Time, Full-Year	54.0%	57.0%	58.7%	59.7%	62.0%	58.4%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Table C4. ACS High school disconnect rate over time, by group

Characteristic	Year/Age Group					
	2015 16-29	2016 17-30	2017 18-31	2018 19-32	2019 20-33	2015-2019
	N	N	N	N	N	N
	%	%	%	%	%	%
Gender						
Male	51,867	63,531	57,193	57,202	59,847	289,640
	7.4%	8.8%	7.8%	7.5%	7.6%	7.8%
Female	38,718	42,646	41,730	41,133	39,842	204,069
	5.8%	6.3%	6.1%	5.7%	5.4%	5.9%
Nativity/Immigration						
Native Born	64,440	75,240	70,081	72,135	69,903	351,799
	5.4%	6.3%	5.7%	5.8%	5.6%	5.8%
Foreign Born	26,145	30,937	28,842	26,200	29,786	141,910
	14.4%	15.2%	14.0%	10.7%	11.2%	12.9%
200% of Poverty Level						
Above	36,552	49,703	46,082	45,734	50,245	228,316
	4.5%	5.7%	4.9%	4.6%	4.6%	4.8%
Below	54,033	56,303	52,841	52,601	49,444	265,222
	10.7%	11.8%	12.2%	11.7%	12.4%	11.7%
Race/Ethnicity						
AIAN Alone	2,790	2,075	2,445	1,630	3,334	12,274
	14.1%	13.1%	15.3%	9.3%	17.5%	13.9%
Asian	3,349	4,919	4,180	2,978	4,915	20,341
	2.9%	3.8%	2.9%	1.9%	2.9%	2.9%
Black/AA	2,401	5,935	4,485	3,858	4,825	21,504
	4.2%	10.6%	7.2%	5.8%	6.7%	6.8%
Hispanic/Latinx	34,753	38,651	37,291	38,428	33,821	182,944
	16.4%	17.7%	16.7%	16.4%	14.5%	16.3%
Nat Haw/Other Pac Isl	805	1,114	645	957	1,203	4,724
	6.3%	9.7%	6.7%	8.1%	7.9%	7.7%
White	42,070	46,552	45,089	46,226	45,607	225,544
	4.9%	5.3%	5.1%	5.1%	4.9%	5.0%
Two or More Races	4,281	6,729	4,788	4,258	5,984	26,040
	5.3%	8.2%	5.7%	5.0%	7.3%	6.3%

Table C5. ACS Post-secondary disconnect rate over time, by group

Characteristic	Year/Age Group					
	2015 16-29	**2016 17-30**	**2017 18-31**	**2015 19-32**	**2016 20-33**	**2015-2019**
	N	**N**	**N**	**N**	**N**	**N**
	%	**%**	**%**	**%**	**%**	**%**
Gender						
Male	262,509	274,252	314,709	332,133	345,090	1,528,693
	68.5%	70.1%	73.1%	76.3%	83.0%	74.4%
Female	214,477	216,461	240,570	263,679	272,693	1,207,880
	63.2%	64.5%	67.6%	73.0%	78.3%	69.4%
Nativity/Immigration						
Native Born	424,113	436,386	496,213	528,440	538,020	2,423,172
	66.5%	68.1%	71.4%	75.7%	81.3%	72.7%
Foreign Born	52,873	54,327	59,066	67,372	79,763	313,401
	62.4%	63.5%	64.2%	68.5%	77.8%	67.7%
200% of Poverty Level						
Above	275,858	295,341	358,988	390,895	415,476	1,736,558
	71.1%	72.5%	75.8%	80.1%	84.1%	77.1%
Below	190,746	184,148	185,728	194,765	188,554	943,941
	66.1%	67.2%	69.5%	70.1%	76.4%	69.7%
Race/Ethnicity						
AIAN Alone	8,297	7,893	8,178	11,726	9,653	45,747
	71.3%	76.5%	83.9%	92.0%	85.9%	82.2%
Asian	21,342	18,761	25,474	26,909	30,352	122,838
	41.7%	37.0%	44.3%	49.1%	61.6%	46.6%
Black/AA	27,946	22,377	25,002	28,858	34,852	139,035
	75.7%	76.7%	69.9%	71.1%	77.9%	74.3%
Hispanic/Latinx	81,289	81,972	102,643	111,671	111,572	489,147
	71.0%	70.0%	76.8%	77.5%	81.7%	75.7%
Nat Haw/Other Pac Isl	7,581	6,707	4,669	6,958	10,559	36,474
	78.5%	77.3%	74.9%	82.5%	95.2%	82.7%
White	303,594	321,440	355,937	373,111	385,132	1,739,214
	66.6%	69.3%	72.4%	76.9%	82.7%	73.6%
Two or More Races	25,637	31,167	32,562	34,712	34,460	158,538
	61.3%	67.7%	64.1%	71.8%	78.2%	68.6%

Table C6. ACS Workforce disconnect rate over time, by group

Characteristic	Year/Age Group					
	2015 16-29	2016 17-30	2017 18-31	2015 19-32	2016 20-33	2015-2019
	N	N	N	N	N	N
	%	%	%	%	%	%
Gender						
Male	8,327	10,705	11,652	12,237	15,170	58,091
	7.1%	7.1%	6.5%	5.7%	5.9%	6.3%
Female	20,308	27,391	30,785	39,047	35,497	153,028
	15.1%	15.2%	14.6%	16.1%	12.9%	14.7%
Nativity/Immigration						
Native Born	19,357	28,730	31,262	35,151	35,186	149,686
	9.1%	10.4%	9.6%	9.6%	8.3%	9.3%
Foreign Born	9,278	9,366	11,175	16,133	15,481	61,433
	23.9%	16.9%	17.9%	17.6%	14.2%	17.2%
200% of Poverty Level						
Above	17,788	25,814	27,105	32,727	36,593	140,027
	8.8%	9.5%	8.3%	8.4%	7.8%	8.4%
Below	10,847	12,282	15,332	18,557	14,074	71,092
	22.1%	20.6%	25.2%	28.1%	23.4%	24.1%
Race/Ethnicity						
AIAN Alone	108	64	793	290	233	1,488
	8.0%	6.3%	40.5%	10.8%	6.1%	13.7%
Asian	6,684	5,617	8,364	10,687	12,303	43,655
	17.9%	12.2%	13.8%	14.3%	13.0%	13.9%
Black/AA		1,282	2,147	2,296	1,437	7,162
	0.0%	12.0%	14.4%	13.6%	7.4%	10.8%
Hispanic/Latinx	1,770	3,177	2,851	4,546	4,983	17,327
	9.2%	14.3%	9.7%	12.1%	10.6%	11.2%
Nat Haw/Other Pac Isl	124	160	565		338	1,187
	25.6%	38.4%	37.9%	0.0%	16.2%	19.0%
White	17,638	26,343	25,448	31,108	28,992	129,529
	9.9%	11.1%	9.8%	10.4%	8.5%	9.8%
Two or More Races	2,079	1,453	2,166	2,357	2,260	10,315
	18.9%	10.0%	11.8%	9.5%	9.0%	11.0%

Table C7. Community disconnect rate over time, by group

Characteristic	2015 16-29	2016 17-30	2017 18-31	2015 19-32	2016 20-33	2015-2019
	N	N	N	N	N	N
	%	%	%	%	%	%
Gender						
Male	19,084	24,919	16,766	16,383	16,427	93,579
	2.7%	3.5%	2.3%	2.1%	2.1%	2.5%
Female	22,361	24,905	22,513	19,267	20,156	109,202
	3.4%	3.7%	3.3%	2.7%	2.8%	3.1%
Nativity/Immigration						
Native Born	32,242	37,624	30,544	29,943	28,434	158,787
	2.7%	3.5%	2.3%	2.1%	2.1%	2.5%
Foreign Born	9,203	12,200	8,735	5,707	8,149	43,994
	3.4%	3.7%	3.3%	2.7%	2.8%	3.1%
200% of Poverty Level						
Above	13,187	19,490	15,227	11,563	13,326	72,793
	1.6%	2.2%	1.6%	1.2%	1.2%	1.5%
Below	28,258	30,334	24,052	24,087	23,257	129,988
	5.6%	6.4%	5.5%	5.4%	5.8%	5.8%
Race/Ethnicity						
AIAN Alone	1,563	1,213	1,757	1,350	2,333	8,216
	7.9%	7.6%	11.0%	7.7%	12.2%	9.3%
Asian	1,527	2,001	2,008	507	1,495	7,538
	1.3%	1.6%	1.4%	0.3%	0.9%	1.1%
Black/AA	651	4,296	2,334	2,902	2,874	13,057
	1.1%	7.7%	3.8%	4.3%	4.0%	4.1%
Hispanic/Latinx	14,084	14,992	11,418	11,751	9,277	61,522
	6.6%	6.9%	5.1%	5.0%	4.0%	5.5%
Nat Haw/Other Pac Isl	647	243	400	335	896	2,521
	5.0%	2.1%	4.2%	2.8%	5.9%	4.1%
White	21,203	23,723	19,026	17,123	17,549	98,624
	2.5%	2.7%	2.1%	1.9%	1.9%	2.2%
Two or More Races	1,687	3,188	2,336	1,682	2,159	11,052
	2.1%	3.9%	2.8%	2.0%	2.6%	2.7%

Table C8. ACS Employment status over time, by industry

Industry/ Employment Status	Year					
	2015 16-29	2016 17-30	2017 18-31	2018 19-32	2019 20-33	2015- 2019
	N	N	N	N	N	N
	%	%	%	%	%	%
Agriculture, forestry, fishing and hunting, and mining						
Part-Time/Part-Year	24,795	19,161	15,370	17,692	15,472	92,490
	70.2%	55.0%	49.3%	47.8%	42.8%	53.0%
Full-Time, Full-Year	10,512	15,655	15,805	19,328	20,695	81,995
	29.8%	45.0%	50.7%	52.2%	57.2%	47.0%
Construction						
Part-Time/Part-Year	25,210	23,724	27,091	26,423	26,464	128,912
	47.8%	40.1%	35.9%	33.1%	30.4%	36.4%
Full-Time, Full-Year	27,499	35,476	48,418	53,505	60,448	225,346
	52.2%	59.9%	64.1%	66.9%	69.6%	63.6%
Manufacturing						
Part-Time/Part-Year	23,731	29,389	26,303	25,880	20,356	125,659
	32.9%	33.5%	29.7%	27.4%	20.4%	28.4%
Full-Time, Full-Year	48,500	58,402	62,284	68,626	79,459	317,271
	67.1%	66.5%	70.3%	72.6%	79.6%	71.6%
Wholesale trade						
Part-Time/Part-Year	7,749	7,689	6,177	8,258	8,112	37,985
	39.5%	32.3%	26.2%	33.7%	23.8%	30.3%
Full-Time, Full-Year	11,873	16,122	17,369	16,248	25,905	87,517
	60.5%	67.7%	73.8%	66.3%	76.2%	69.7%
Retail trade						
Part-Time/Part-Year	105,175	110,231	100,342	91,407	81,788	488,943
	61.7%	57.8%	53.1%	49.2%	43.2%	52.9%
Full-Time, Full-Year	65,250	80,390	88,467	94,340	107,690	436,137
	38.3%	42.2%	46.9%	50.8%	56.8%	47.1%
Transportation and warehousing, and utilities						
Part-Time/Part-Year	17,819	15,203	19,502	21,239	23,078	96,841
	49.9%	42.7%	45.3%	39.7%	41.8%	43.4%
Full-Time, Full-Year	17,921	20,433	23,559	32,319	32,106	126,338
	50.1%	57.3%	54.7%	60.3%	58.2%	56.6%
Information						
Part-Time/Part-Year	8,444	9,357	10,356	6,425	9,123	43,705
	52.6%	45.1%	44.4%	30.5%	30.1%	39.2%
Full-Time, Full-Year	7,610	11,407	12,945	14,672	21,182	67,816
	47.4%	54.9%	55.6%	69.5%	69.9%	60.8%
Finance and insurance, and real estate and rental and leasing						
Part-Time/Part-Year	9,368	14,577	13,131	13,949	14,450	65,475
	25.7%	35.2%	31.9%	29.6%	26.7%	29.7%

Full-Time, Full-Year	27,085	26,888	28,047	33,119	39,605	154,744
	74.3%	64.8%	68.1%	70.4%	73.3%	70.3%

Professional, scientific, and management, and administrative and waste management services

Part-Time/Part-Year	45,822	53,246	54,577	59,126	52,491	265,262
	46.5%	43.6%	37.9%	35.9%	30.4%	37.8%
Full-Time, Full-Year	52,620	68,984	89,300	105,620	120,192	436,716
	53.5%	56.4%	62.1%	64.1%	69.6%	62.2%

Educational services, and health care and social assistance

Part-Time/Part-Year	106,075	109,030	111,737	120,398	112,674	559,914
	59.9%	54.6%	52.2%	50.3%	43.7%	51.5%
Full-Time, Full-Year	71,095	90,730	102,245	119,112	144,886	528,068
	40.1%	45.4%	47.8%	49.7%	56.3%	48.5%

Arts, entertainment, and recreation, and accommodation and food services

Part-Time/Part-Year	139,254	142,572	132,525	117,253	99,575	631,179
	73.8%	74.1%	68.8%	62.9%	60.8%	68.3%
Full-Time, Full-Year	49,399	49,825	60,196	69,202	64,109	292,731
	26.2%	25.9%	31.2%	37.1%	39.2%	31.7%

Other services, except public administration

Part-Time/Part-Year	31,928	27,615	30,779	30,064	24,117	144,503
	62.4%	56.3%	52.7%	48.6%	40.8%	51.7%
Full-Time, Full-Year	19,240	21,422	27,620	31,738	34,930	134,950
	37.6%	43.7%	47.3%	51.4%	59.2%	48.3%

Public administration

Part-Time/Part-Year	16,527	21,663	29,532	29,177	33,116	130,015
	60.2%	70.3%	74.1%	78.2%	76.6%	72.8%
Full-Time, Full-Year	10,918	9,142	10,332	8,114	10,101	48,607
	39.8%	29.7%	25.9%	21.8%	23.4%	27.2%

Military

Part-Time/Part-Year	3,927	3,295	3,830	2,475	3,080	16,607
	13.1%	10.0%	12.0%	6.3%	6.7%	9.2%
Full-Time, Full-Year	25,978	29,646	28,040	36,865	42,941	163,470
	86.9%	90.0%	88.0%	93.7%	93.3%	90.8%

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