

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

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This work was researched and developed by the Economic and Public Policy Research (EPPR) group at the UMass

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Donahue Institute (UMDI).

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Executive Summary

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PURPOSE AND BACKGROUND

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The Economic and Public Policy Research (EPPR) group at the UMass Donahue Institute (UMDI) conducted

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research on the young adult labor force in Massachusetts. Research has shown that in recent years, labor force

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participation has declined among young adults (16 to 24 years old). There are a number of factors attributable

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to the decline in youth labor force participation in general, including increased college attendance, fewer young

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people working while enrolled in school, and competition with older and more experienced workers in the labor

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market. While some of these factors may be viewed as “positive” things, such as the rising number of young

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people going to college, research does show early participation in the labor market has positive long-term

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impacts on young people. These positive impacts include the development of hard and soft professional skills,

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networking opportunities, reduced risk of negative socioeconomic outcomes and criminal behavior, and

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improved lifelong earning potential. These benefits are being experienced by a smaller number of young people

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today than in the past. Perhaps most importantly, labor market connectivity is more common for young adults

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who are white, female, and native born, who have higher levels of education, and who are from more affluent

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households. With that, more historically disadvantaged populations are less likely to experience some of the

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benefits associated with early participation in the labor market.

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Using data from the Current Population Survey (CPS), Decennial Census data, and the American Community

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Survey (ACS), our research confirms these trends as they relate to the young adult labor force in Massachusetts

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and uncovers important findings regarding demographic and regional trends in young adult labor force

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participation in the state.

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Key findings include:

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- Young adult employment has been declining over the last 25 years in Massachusetts, much like the rest

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of the U.S.

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- This trend has been particularly noteworthy since 2000 and especially since the Great Recession.

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- While young adult employment has increased since the end of the Great Recession, employment rates

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are still below pre-recession levels and are far below rates observed during the 1980s and 1990s.

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- In recent years, young adult employment rates have declined, while the employment rates for older

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workers (55 years and older) have increased, suggesting that younger workers are competing with older

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workers for opportunities in the labor market today.

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- Employment rates tend to be lower for non-white racial and ethnic groups, young men, the foreign-

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born, as well as for individuals with limited educational attainment and those from lower income

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households.

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- The regional labor market for young adults appears to be strongest in the Northeast and the Greater

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Boston regions.¹

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- Young adults in Western and Central regions of Massachusetts (regions that include the Gateway Cities

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of Pittsfield, Springfield, Holyoke, Chicopee, Fitchburg, and Worcester) face tougher labor market

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conditions, with either low employment rates, high disconnected rates (a measure of those neither

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working nor enrolled in school), or both.

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- Young adults are concentrated in lower wage occupational fields such as food preparation and serving

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related occupations, office and administrative support, and sales and related occupations. This trend

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has increased since 2000 with reduced opportunities for young adults in traditionally blue-collar fields

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and high-skill knowledge industries.

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Other notable statewide and regional observations:

STATEWIDE OBSERVATIONS

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- At 56.6 percent, white young adults 16 to 24 years old have a higher employment rate than other major

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racial groups (48.6 percent for black/African-Americans, 35.6 percent for Asians, and 49.3 percent for

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Hispanics).

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- 16 to 24 year-olds Black/African-Americans (13.8 percent) and Hispanics (15.5 percent) have higher

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disconnected rates than their white (6.5 percent) and Asian (7.3 percent) peers.

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- Young men, particularly teenagers, are less likely to be employed and more likely to be “disconnected”

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than young women. Male teenagers have an employment rate of 31.4 percent compared to 39.2

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percent for female teenagers. Male teenagers have a disconnected rate of 6 percent compared to 2.9

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percent for female teenagers.

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- Foreign born young adults 20 to 24 years old are less likely to be employed than their native born

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counterparts (52.1 percent compared to 69.2 percent) and more likely to be “disconnected” (14.9

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percent compared to 11.3 percent) than the native born.

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- Employment rates for young adults are closely associated with educational attainment. Not until a

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young person has attained at least “some college” education do employment rates approach statewide

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averages. Employment rates are also extremely low for 20 to 24 year-old high school dropouts (51.3

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percent), and low for high school graduates for both teenagers (16 to 19 year-olds) and young adults (20

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to 24 year-olds) at 53.2 percent and 68.7 percent, respectively.

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- Young adult employment is closely influenced by household income. Young adults living in poverty are

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far less likely to be employed than those coming from more affluent households.

REGIONAL OBSERVATIONS

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- The highest employment rates for young adults are found in the Southeast and Cape and in the

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Northeast, with 54.1 percent and 53.7 percent, respectively

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- The highest disconnected rates in the state are in the Western, Central, and Southeast and Cape regions.

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- The lowest disconnected rates are in the Greater Boston region and in the City of Boston. While this is

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not surprising as a large number of young adults come to Boston and its surrounding communities to

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attend college, the disconnected rate is significantly higher for black/African-American and Hispanic

youth in Greater Boston and the City of Boston than for white youth.

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- Labor market conditions for young adults are most concerning in the Western and Central regions.

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Western Massachusetts is home to both low employment rates and high disconnected rates, particularly

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among black/African-American and Hispanic residents.

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- The Southeast and Cape region has both high employment and high disconnected rates for young

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adults. The region has the highest disconnected rates for young adults 20 to 24 years old in the state

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(16.2 percent). The Southeast and Cape region has the highest disconnected rates for whites (13.8

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percent) and black/African Americans (24.3 percent) 20 to 24 year-olds in the state. The disconnected

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rate for Hispanics 20 to 24 years old is also high at 27.8 percent (second highest in the state for the

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Hispanic group, only behind Western Massachusetts at 35.8 percent).

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- The employment rate for young adults 20 to 24 years old is the same in both Boston and Western

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Massachusetts (58.8 percent compared to 64.3 percent statewide). However, Boston has the lowest

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disconnected rate for this population in the state (10.1 percent). The state average for this age group is

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12.9 percent.

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- In Massachusetts, Boston has the highest employment rate for teenaged high school dropouts (47.1

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percent for the region compared to 27.6 percent statewide). However, employment rates are lower in

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Boston than in the other regions of the state for all other levels of educational attainment for teenagers.

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- Young adults with only a high school education have a more difficult time finding employment in

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Western Massachusetts than their peers across the state. Teenagers in the Western region with only a

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high school education have an employment rate of 45.2 percent compared to 57.7 percent statewide.

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Young adults in their early 20s with only a high school education have an employment rate of 60.5

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percent compared to 65.9 percent statewide.

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- At 35.8 percent, the disconnected rate in Western Massachusetts is particularly high for Hispanics 20 to

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24 years old, the highest for any racial/ethnic group in this analysis.

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The analysis in this report uncovers some of the critical issues facing the young adult labor force in the

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Commonwealth. While some of the declines in young adult labor market participation are undoubtedly related,

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in part, to increased emphasis on higher education, there remain a number of concerning trends in young adult

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labor employment. In particular, as evidenced by shifts in employment rates over the last 15 years, young adults

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do appear to be competing with older workers for job opportunities in the state. Young adult employment in

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Massachusetts is closely associated with key demographic characteristics (i.e. white, female, native born, better

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educated, and from more affluent households). Beyond that, the data show more difficult labor market

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conditions in particular regions of the state, most notably the Western and Central parts of Massachusetts.

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These regions feature several Gateway Cities that have lagged behind state averages in economic performance

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for years. Conversely, labor market conditions for young adults appear more favorable in Greater Boston and

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the Northeast region.

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These issues should be of great concern to public policy makers and job training professional. As evidenced by

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low employment rates and high disconnected rates, young adults from either historically disadvantaged social

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groups, or regions of the state that have lagged behind economically, would appear to be less likely to

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experience the benefits associated with early labor force participation (i.e. skill development, networking, etc.).

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In addition, with the impending retirement of the baby boomer generation over the next 20 years, the

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Commonwealth (as well as other states) will need to find suitable replacement labor. The relatively low

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employment rates and, in some cases, high disconnected rates for young adults in the Commonwealth signal an

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important opportunity for identifying and growing young talent for the state's labor force who can help fill

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critical labor gaps in the future. This is both a quality of life issue for young adults in the state, as well as an issue

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of maintaining the economic strength of the Commonwealth in the coming years.

Introduction

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The Young Adult Labor Force in Massachusetts

Studies have shown that labor force participation rates and employment rates for teenagers and young adults

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have declined over the last several decades. These declines are owed to several factors including, fewer

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students working while attending school, more young people attending college, and competition from older and

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more experience workers.² Previous studies have suggested youth labor force participation is important for a

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variety of reasons. Teenagers and young adults participating in the workforce develop occupational employment

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skills earlier in life than those who do not join the labor force until later. Early participation in the labor force

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also provides opportunity for networking and developing professional connections, which are particularly

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important among low-income residents. It has also been shown that disconnected youth³ are at an increased

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risk of negative socioeconomic outcomes, and research has also shown that early employment leads to a higher

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lifelong earning potential.⁴ Labor market connectivity is associated with educational attainment, race, nativity,

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and socioeconomic status. A March 2014 report from The Brookings Institute reported that while employment

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has been difficult to secure among all young people, non-Hispanic white, those from higher income households,

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those with prior work experience, and those with higher education were more likely to be employed than their

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counterparts in the labor force.⁵

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The focus of this study is to examine historic and current young adult labor force trends in Massachusetts. Using

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the Current Population Survey (CPS), we examine long-range employment trends by age across all 50 states,

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comparing employment rates in Massachusetts to those of the other 49 states and to national averages. For the

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analysis of the current youth labor force in Massachusetts, this report uses the 2014 American Community

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Survey (ACS) Public Use Microdata Sample (PUMS) for statewide analysis. This analysis focuses on employment

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and disconnected rates for young adults in Massachusetts by:

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- Race

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- Gender

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- Nativity Status

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- Educational Attainment

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- Household Income

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Utilizing the 2010-2014 5-year ACS PUMS, the current research also looks at regional differences in young adult

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employment in Massachusetts. To examine differences among the regions of the Commonwealth, we have

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divided the state into the following six regions:

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- Boston

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- Greater Boston (excluding the City of Boston)

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- Northeast

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- Southeast and Cape

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- Central

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- Western

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We also use the 2000 Census PUMS and the 2014 ACS PUMS to see how the employment distribution by

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industry and occupation within the youth labor force has changed over time.

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Our analysis shows that, much like the rest of the nation, young adult employment rates in Massachusetts have

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declined over the last 25 years. While the employment rates for the working population ages 16 to 65 in

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Massachusetts have remained fairly consistent between 1980 and 2015, the state's employment rate for young

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adults 16 to 24 years old has dropped from 58 percent in 1980 to just over 46 percent in 2015. We also see

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significant differences in labor market attachment in Massachusetts by race, sex, nativity, socioeconomic status,

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and educational attainment, with racial minorities, young men, the foreign born, lower income residents, and

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those with limited educational attainment all participating in the labor market at lower levels than their

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counterparts in the population.

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The report has five main sections:

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- The recent history of young adult employment in the U.S. and Massachusetts;

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- The current youth labor force in the Commonwealth;

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- Regional difference in young adult employment in the state;

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- Statewide comparison of young workers by industry and occupation;

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- Contextualizing the current study with other research and other larger economic issues.

Recent History of Young Adult Employment Rates – U.S. and Massachusetts

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One clear way of showing how young adult labor force connectivity and participation has changed in recent

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years is through examining employment rates, both for young adults and the population at large. For the

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purposes of this research, we are defining the “young adult” labor force as individuals between the ages of 16

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and 24.⁶ The **employment rate**, or the population-to-employment ratio, is the number of employed individuals

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in a group divided by the total number of individuals in that same group. The employment rate will be low for

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groups where there are significant numbers of unemployed individuals or individuals who are not participating

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in the labor force (i.e. individuals unemployed and not looking for work). Conversely, the employment rate will

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be higher for populations with low unemployment and high labor force participation rates. In general,

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employment rates are higher for adults 25 to 54 year old, and lower for younger and older adults.

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Using data from the Current Population Survey (CPS), we see in **figure 1** below that employment rates for prime

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working age adults (16 to 64) has been fairly stable over the last 35 years (fluctuating with economic expansion

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and contraction). Over the same time period, though, young adult employment has dropped precipitously.

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For the U.S., the trend really appears to take shape in the early 2000s, as the young adult employment rate fell

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from nearly 58 percent in 2001 to just under 51 percent in 2008. Youth employment in the U.S. bottoms out in

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2010, falling to approximately 43 percent. The latest declines in youth employment are undoubtedly related to

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employment loss during the Great Recession. In recent years, U.S. youth employment has increased slightly, up

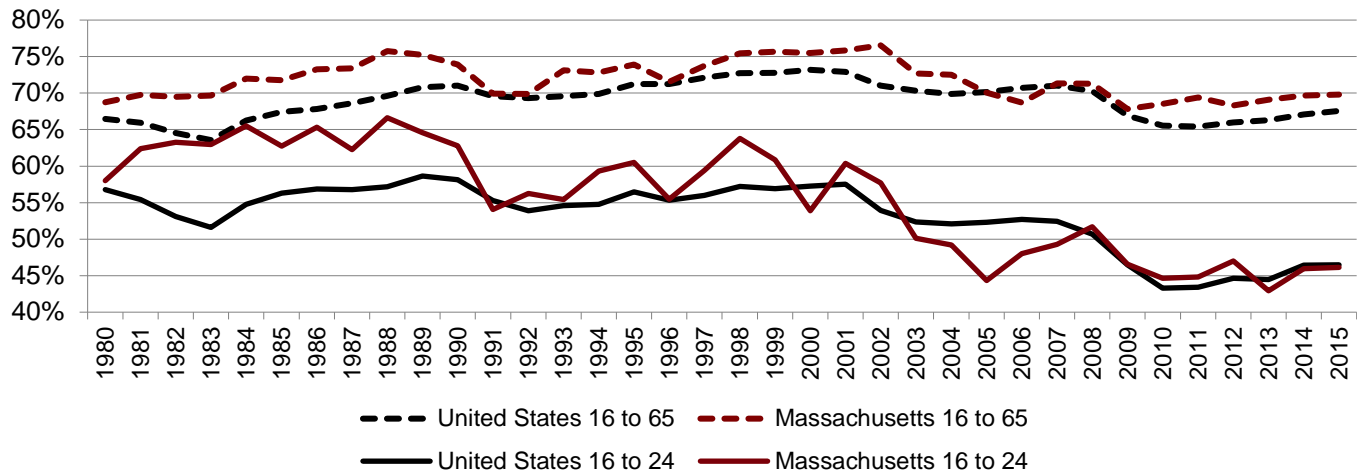
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to 46.5 percent in 2015. That said, young adult employment in the U.S. is a full 10 percentage points lower

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today than in 1980 and nearly 11 percentage points lower than in 2000.

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Source: Current Population Survey (CPS) 1980-2015, UMass Donahue Institute, Economic Public Policy Research Group

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Figure 1. Employment Rate (1980 to 2015)



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While the general trend in youth employment in Massachusetts is similar to the U.S. overall, there are some

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noteworthy differences. During the 1980s, Massachusetts was one of the leading states in youth employment,

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normally ranking in the top 10. During the 1990s, Massachusetts showed significant volatility in youth

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employment and generally fell to the middle of the pack of U.S. states overall. Today the employment rate in

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Massachusetts is just over 26 percent for teenagers and almost 61 percent for young adults, ranking the Bay

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State 34th and 35th, respectively, among all U.S. states.

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The observed shifts in employment rates for young adults in Massachusetts raises the question---how have

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employment rates shifted for other age cohorts in the state? As we see in **figure 2** below, the employment rates

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for adults 25 to 54 years old have not changed much over the last 35 years. On the other hand, we see that as

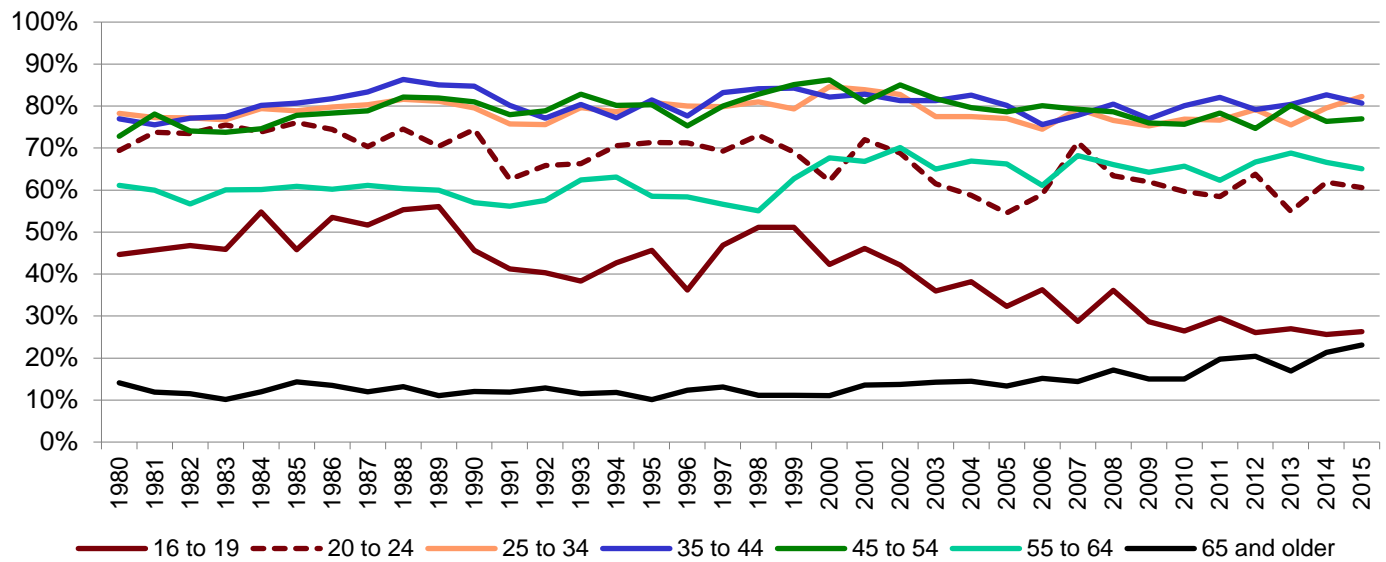
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the employment rates for teenagers and young adults in their early 20s decreased, the employment rates for

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older workers 55 to 64 years old and 65 and over, have increased.

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Source: Current Population Survey (CPS) 1980-2015, UMass Donahue Institute, Economic Public Policy Research Group

Figure 2. Massachusetts Employment Rate (1980 to 2015)

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Since 2007, we see that teenagers 16 to 19 years old have experienced the most drastic decline in employment

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rates, followed by 20 to 24 year-olds. Interestingly, since 2007, while each age cohort has experienced some

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decline in employment rates, employment among those 65 years and older has steadily increased from 14.4

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percent in 2007 to just over 23 percent in 2015. This is a striking contrast to the ten percent point drop in

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employment rates for teenagers during the same time period. These data are consistent with the notion that

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older workers are competing with younger workers in the labor market at large. This does not necessarily mean

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that older workers are taking the jobs historically held by younger workers (i.e. entry level positions), but rather

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that the decline in employment rates for younger workers coincides with gains in employment rates for workers

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55 years of age and older.

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Current Young Adult Labor Force in Massachusetts

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In this next section, we will look at the current young adult labor force in Massachusetts and examine

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differences in labor market attachment for various segments of the young adult population. To do this analysis,

The Young Adult Labor Force in Massachusetts

we used data from the 2014 American Community Survey (ACS) Public Use Microdata Sample (PUMS).⁷ **Overall,**

The Young Adult Labor Force in Massachusetts

we see significant differences in labor market attachment in the state by race, gender, nativity, socioeconomic

The Young Adult Labor Force in Massachusetts

status, and educational attainment. Most notably:

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- Employment rates are higher for white young adults and lower for the other major racial/ethnic groups.

The Young Adult Labor Force in Massachusetts

- Young black/African-Americans and Hispanics are much more likely to be “disconnected” from the labor

The Young Adult Labor Force in Massachusetts

market (i.e. neither employed nor enrolled in school) than their white and Asian counterparts.

The Young Adult Labor Force in Massachusetts

- Young men, particularly teenagers, are less likely to be employed and more likely to be “disconnected”

The Young Adult Labor Force in Massachusetts

than young women.

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- Foreign born young adults 20 to 24 years old are less likely to be employed and more likely to be

The Young Adult Labor Force in Massachusetts

“disconnected” than the native born.

The Young Adult Labor Force in Massachusetts

- Educational attainment is closely associated with employment rates for young adults in Massachusetts.

The Young Adult Labor Force in Massachusetts

Young adult employment rates do not approach state averages until a young person has attained at

The Young Adult Labor Force in Massachusetts

least “some college” education. Employment rates are extremely low for high school dropouts and low

The Young Adult Labor Force in Massachusetts

for high school graduates for both teenagers and young adults in their early 20s.

The Young Adult Labor Force in Massachusetts

- Household income is closely associated with young adult employment. Young adults living in poverty

The Young Adult Labor Force in Massachusetts

are far less likely to be employed than their more affluent counterparts.

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As noted earlier, these differences can have important implications for public policy makers and job training

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professionals when considering the long-term benefits of labor force participation for young adults. As these

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data suggest, the benefits of early labor market participation are more likely to be experienced by white young

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adults, the native born, the more affluent, and those with higher levels of education.

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THE YOUNG ADULT LABOR FORCE

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

As we see in **figure 3**, the employed young adult population looks somewhat similar to the young adult

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population. In general, there is a higher concentration of whites among the employed young adult population

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than the total young adult group (70 percent compared to 66 percent, respectively). Conversely, there are

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lower concentrations of each racial minority group among the employed young adult population than in the

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young adult population overall. The most notable difference occurs among the Hispanic⁸ population, which

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make up approximately 15 percent of the young adult population in the state, but less than 13 percent of

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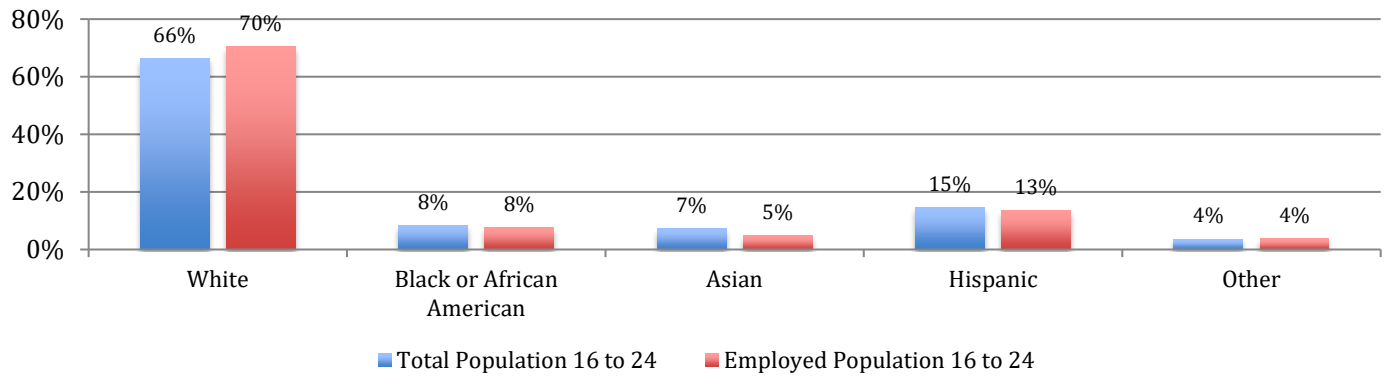
employed young adults. Likewise, Asians make up seven percent of the young adults in the state, but less than

The Young Adult Labor Force in Massachusetts

five percent of employed youth.

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Figure 3. Race and Ethnicity for 16 to 24 Year-olds



Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

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Next, we consider differences in employment and disconnected rates for various demographic groups in the

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Commonwealth. As noted earlier, the employment rate is the percent of employed individuals within the

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population. The **disconnected rate** measures the percentage of individuals who are neither employed nor

The Young Adult Labor Force in Massachusetts

currently enrolled in school. For most youth, the late teens and early twenties represent prime human capital

The Young Adult Labor Force in Massachusetts

building years as they increase their levels of education and gain more substantive work experience. Youth that

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are “disconnected” are often referred to as “opportunity youth” because their disconnection represents a loss

of economic opportunity and their reconnection can bring economic and social benefits.⁹ As we will see in the

The Young Adult Labor Force in Massachusetts

following analyses, there are clear relationships between different demographic and socioeconomic groups and

The Young Adult Labor Force in Massachusetts

labor market connectivity.

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RACE AND ETHNICITY

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The Young Adult Labor Force in Massachusetts

As we see in **figure 4**, the employment rates for minority young adults are significantly lower than for whites in

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Massachusetts. The employment rate for white young adults 16 to 24 years old is nearly 57 percent, compared

The Young Adult Labor Force in Massachusetts

to approximately 49 percent for both black/African-American and Hispanic young adults, and nearly 36 percent

The Young Adult Labor Force in Massachusetts

for Asian. These data are consistent with the data in **figure 3** that showed a higher concentration of whites

The Young Adult Labor Force in Massachusetts

among the employed young adult population in the state. As expected, the employment rates are lower for 16

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to 19 year-olds than for 20 to 24 year-olds, though the general trend regarding race and employment holds for

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both age groups.

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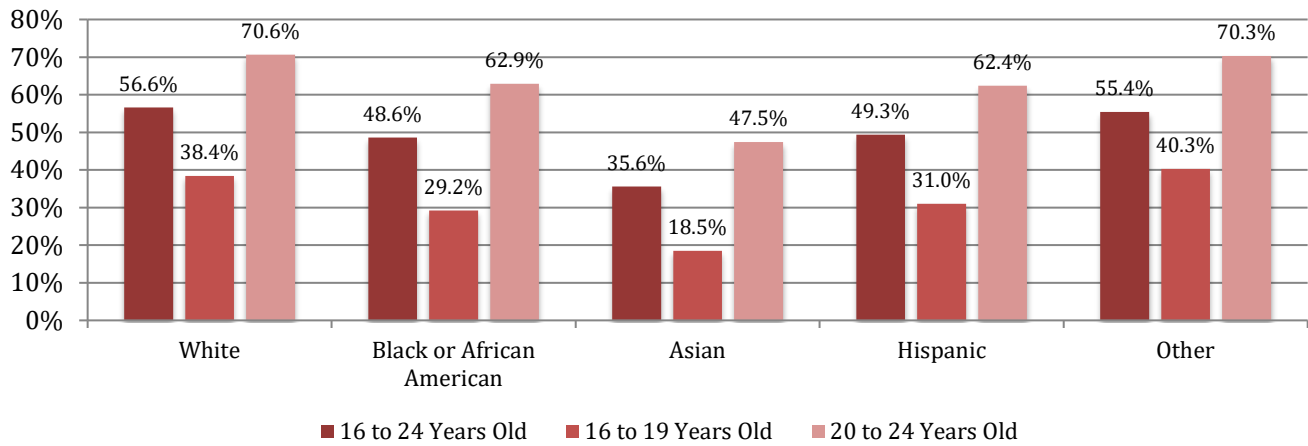
The Young Adult Labor Force in Massachusetts

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Figure 4. Employment Rate by Race and Ethnicity



Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

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In **figure 5**, we see substantial differences in the disconnected rates by racial group. Statewide, 8.6 percent of

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the young adult population 16 to 24 years old is “disconnected”.¹⁰ However, the disconnected rates for

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black/African-American and Hispanic young adults are more than 1.5 times the state average (13.8 percent and

The Young Adult Labor Force in Massachusetts

15.5 percent, respectively). They are also higher than that of Asian 16 to 24 year-olds (7.3 percent), and more

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than two times higher than that of white young adults (6.5 percent). These trends hold for 16 to 19 year-olds

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and 20 to 24 year-olds, with the disconnected rates for black/African-Americans and Hispanics being higher than

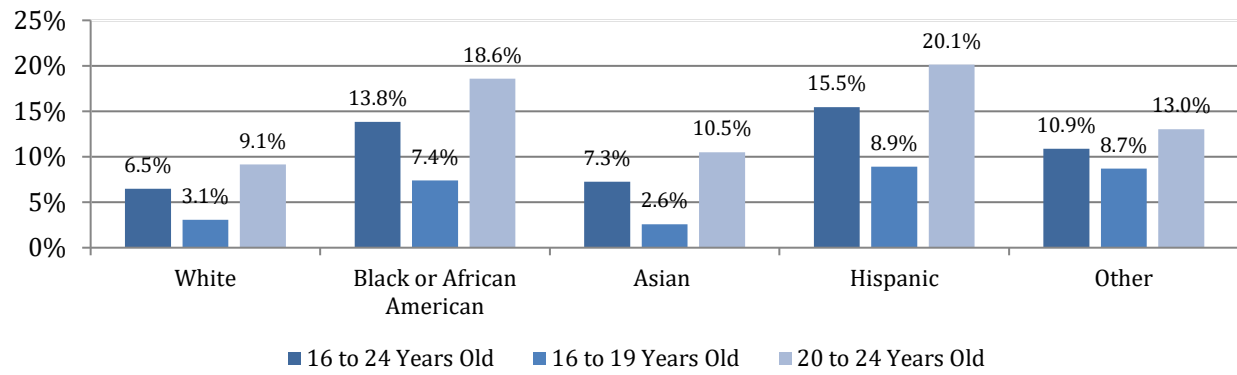
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those for whites and Asians.

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Figure 5. Disconnected Rate by Race and Ethnicity



Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

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Taken together, the differences between white and Asian young adults and their black/African-American and

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Hispanic counterparts are concerning. While the Asian population has low employment rates, the

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correspondingly low disconnected rate suggests a significant portion of the non-employed Asian population is

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enrolled in school. On the other hand, the low employment rates for black/African-Americans and Hispanics

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coupled with the high disconnected rates raise major concerns about labor market disconnectivity among these

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groups. Historically, the black/African-American and Hispanic populations in Massachusetts have lagged behind

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whites and Asians on a number of key socioeconomic indicators such as educational attainment, household

The Young Adult Labor Force in Massachusetts

income, and poverty status.

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GENDER

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Young women are employed at higher rates than young men. In **figure 6**, we see that the employment rate for

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young women 16 to 24 years old was approximately 57 percent, compared to 50 percent for young men. The

The Young Adult Labor Force in Massachusetts

pattern was consistent across the different young adult age groups, with 39.2 percent of young women 16 to 19

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years old being employed compared to 31.4 percent of their male counterparts, and 70.3 percent of young

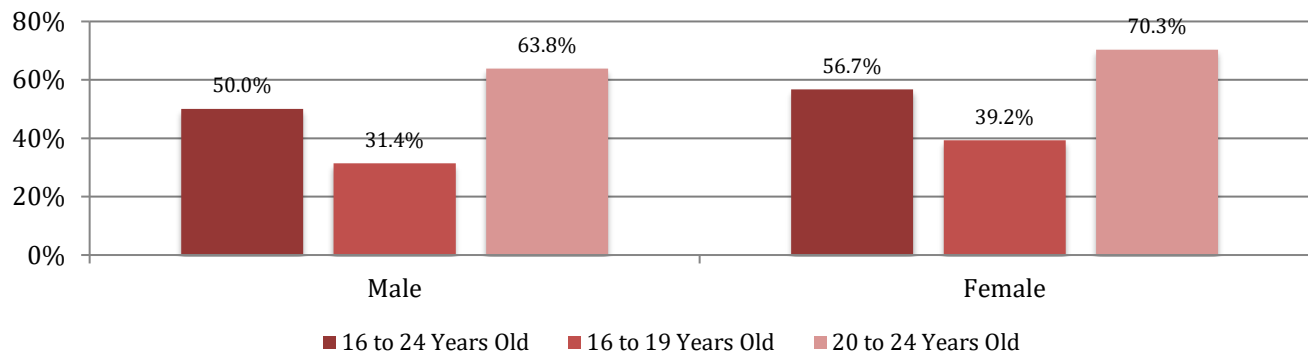
The Young Adult Labor Force in Massachusetts

women 20 to 24 years old being employed, compared to 63.8 percent of similarly aged young men.

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Figure 6. Employment Rate by Sex



Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

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The analysis in **figure 7** shows that the disconnected rates for young men are higher than for young women. The

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most notable difference occurs with teenagers, as 6 percent of 16 to 19 year-old males are disconnected,

The Young Adult Labor Force in Massachusetts

compared to just 2.9 percent for females. **These data show that teenage males are more than twice as likely**

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to be out of school and out of work as their female counterparts.

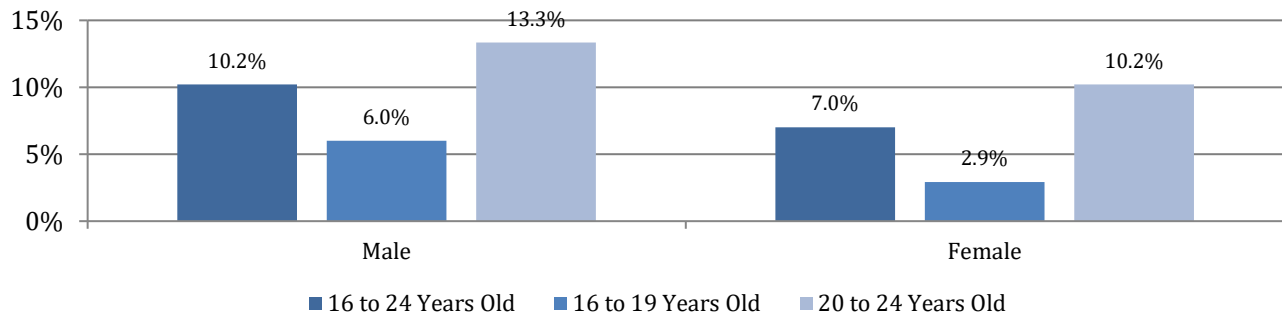
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Figure 7. Disconnected Rate by Sex



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Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

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NATIVITY

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Figure 8 shows higher employment rates for native born youth than for foreign born youth in Massachusetts.

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While roughly a six percent difference exists between native born and foreign born employment rates for teens,

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the starkest difference is seen among young adults in their early 20s. The employment rate for native born

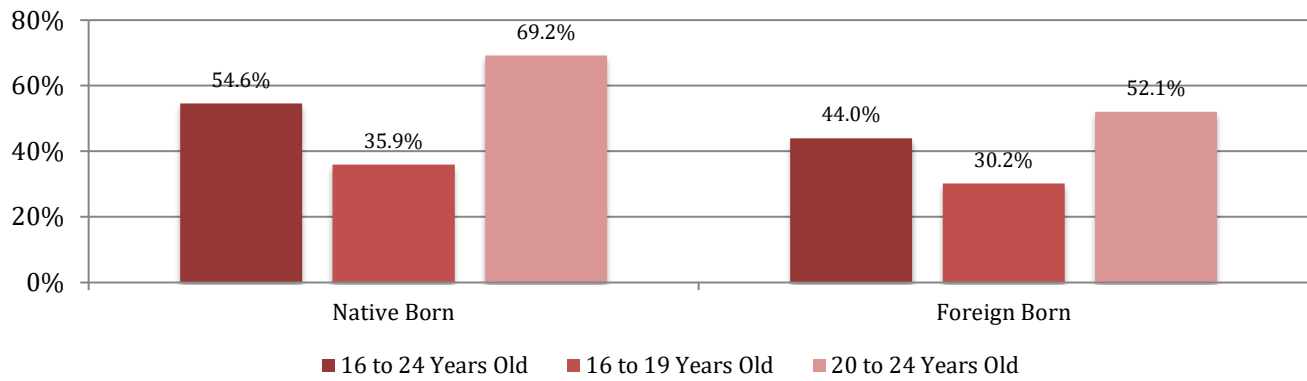
The Young Adult Labor Force in Massachusetts

young adults is 69.2 percent, compared to just 52.1 percent for the foreign born.

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Figure 8. Employment Rate by Nativity



Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

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In **figure 9**, we see that the disconnected rates for native and foreign born teenagers is fairly similar (4.3 percent

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for native born and 6.1 percent for foreign born). However, we see a larger difference in the disconnected rate

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for 20 to 24 year-olds. Approximately 11.3 percent of native born 20 to 24 year-olds are “disconnected”,

The Young Adult Labor Force in Massachusetts

compared to 14.9 percent of the foreign born. These data, coupled with the low employment rate for foreign

The Young Adult Labor Force in Massachusetts

born 20 to 24 year-olds, raise concerns about the overall labor market connectivity of foreign born young adults.

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Interestingly, of 20 to 24 year-olds enrolled in school, foreign born young adults are more likely to be enrolled in

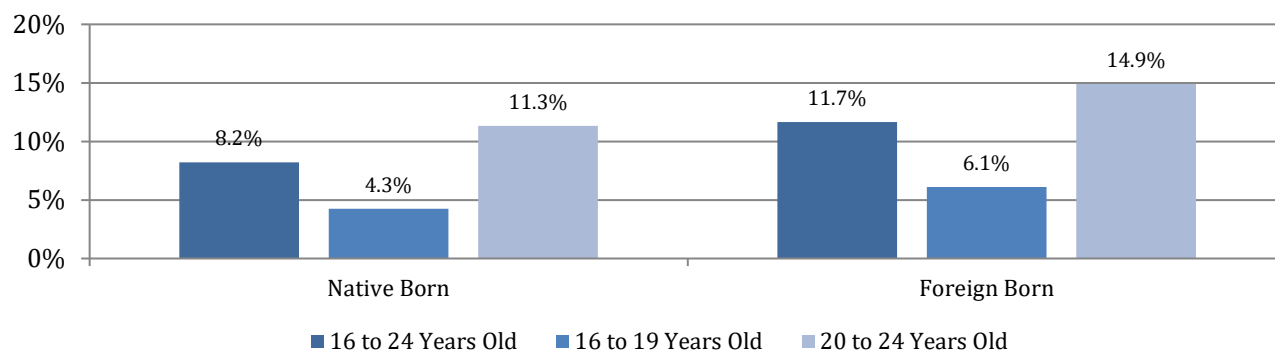
The Young Adult Labor Force in Massachusetts

a private school or college than native born young adults.

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Figure 9. Disconnected Rate by Nativity



Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

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EDUCATIONAL ATTAINMENT AND SCHOOL ENROLLMENT

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As expected, there is a close relationship between employment and education for young adults in

The Young Adult Labor Force in Massachusetts

Massachusetts. **Figure 10** below shows employment rates for teenagers in Massachusetts by different levels of

The Young Adult Labor Force in Massachusetts

education and school enrollment. For this analysis, we split teenagers into five different groups:

The Young Adult Labor Force in Massachusetts

- High school dropouts

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- Current high school students

The Young Adult Labor Force in Massachusetts

- High school graduates, not currently enrolled in school

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- Some college attainment, not currently enrolled in school

The Young Adult Labor Force in Massachusetts

- Current college students

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Not surprisingly, teenagers currently enrolled in school tend to have low employment rates. Currently enrolled

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high school students have an employment rate of 28.1 percent. Currently enrolled college students have an

The Young Adult Labor Force in Massachusetts

employment rate of just over 43 percent. For those teenagers not enrolled in school, employment is closely

The Young Adult Labor Force in Massachusetts

associated with educational attainment. Teenage high school dropouts have an employment rate of less than

The Young Adult Labor Force in Massachusetts

38 percent, compared to 53.2 percent for high school graduates, and nearly 77 percent for teenagers with some

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college attainment who are not currently enrolled. Comparatively, the employment rate for all workers 16 to 64

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years old is just over 72 percent. These data show that teenagers with even just some college education are

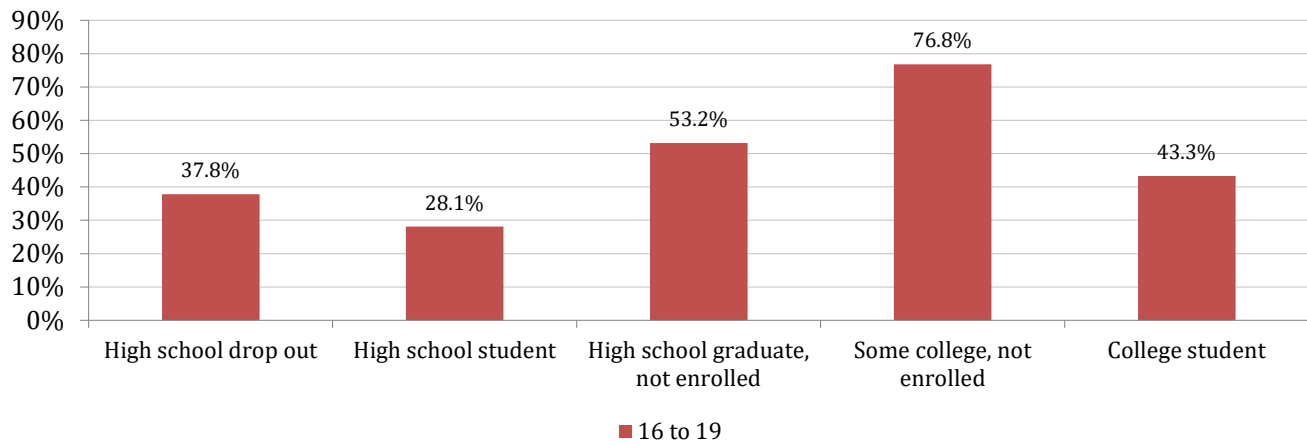
The Young Adult Labor Force in Massachusetts

much more likely to be employed than their less educated counterparts, and have higher employment rates

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than the state average for people 16 to 64 years old.

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Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

Figure 10. Employment Rate by School Enrollment and Educational Attainment for 16 to 19 Year-olds

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Figure 11 below focuses on young adults 20 to 24 years old who are no longer enrolled in school. As the graphic

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shows, as educational attainment increases, employment rates for young adults 20 to 24 years old increases. For

The Young Adult Labor Force in Massachusetts

those with less than a high school education, only one in every two were employed during 2014. For those with

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a high school diploma but no completed years of college, the employment rate was nearly 69 percent. Young

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adults 20 to 24 years old with post-secondary education have high employment rates overall, including 89

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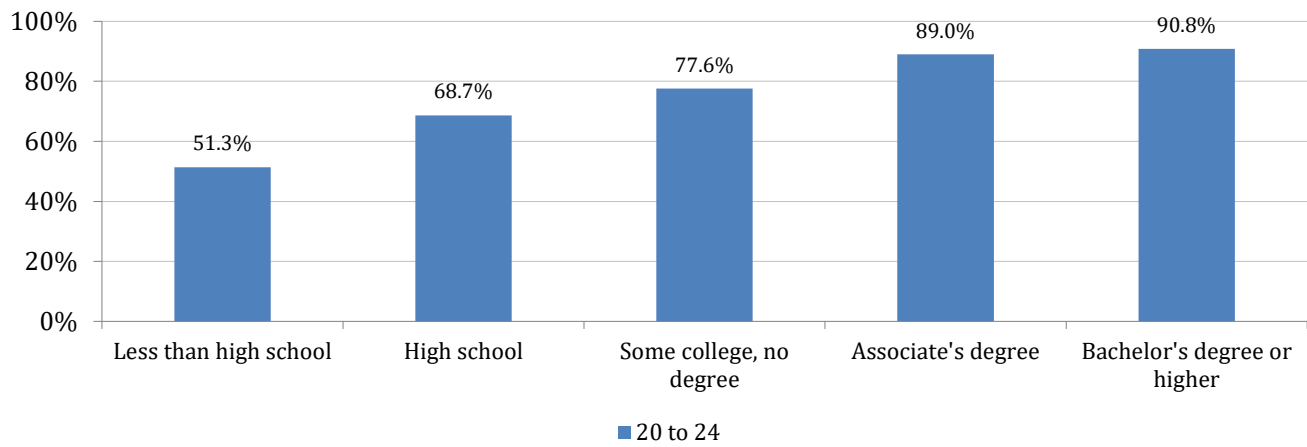
percent for those with an associate's degree and nearly 91 percent for those with a bachelor's degree.

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Figure 11. Employment Rate by Educational Attainment for 20 to 24 Year-olds



Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

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SOCIOECONOMIC STATUS

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There is a clear correlation between socioeconomic status and employment for teenagers and young adults in

The Young Adult Labor Force in Massachusetts

Massachusetts. **Figure 12** below shows employment rates for young adults by household income-to-poverty

The Young Adult Labor Force in Massachusetts

ratio.¹¹ Those in the “50% or below” category are young adults living in households with incomes half the

The Young Adult Labor Force in Massachusetts

poverty line or below. Those in the “51% to 100%” category are young adults living in households with incomes

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just over half the poverty line to the poverty line. Those in the “101% to 200%” category are those over poverty

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up to two times the poverty line, and so on.

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For teenagers 16 to 19 years old living in the two “at or below the poverty line” categories, the employment

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rates are 21.5 percent and 22.9 percent. This employment rate climbs nearly 10 percentage points for those

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living just above the poverty line to three times above the poverty line. The employment rate for teenagers

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living in households making between three times and four times the poverty line is more than twice that of

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teenagers living in poverty.

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The employment rate for young adults 20 to 24 years old residing in households with incomes below 50 percent

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of the poverty line, a measure of deep poverty, is 32.6 percent; however, unlike the employment rate for

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teenagers young adult employment rate increases by roughly two times for those between the poverty line and

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51 percent of it (the second income-to-poverty category). From this income to poverty ratio category, the young

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adult employment rate continues to rise and is more than two times the employment rate for teenagers. This

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makes sense for young adults 20 to 24 years old as some of these individuals are likely full-time fixtures in the

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labor market and primary earners in a household, so the relationship between employment and household

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income is expected to some extent. Interestingly, though, teenagers would not typically be thought of as

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primary earners for a household, so their income is not expected to be a substantial factor in household income.

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The data above shows that there is a clear class component to how teenagers are able to participate in the labor

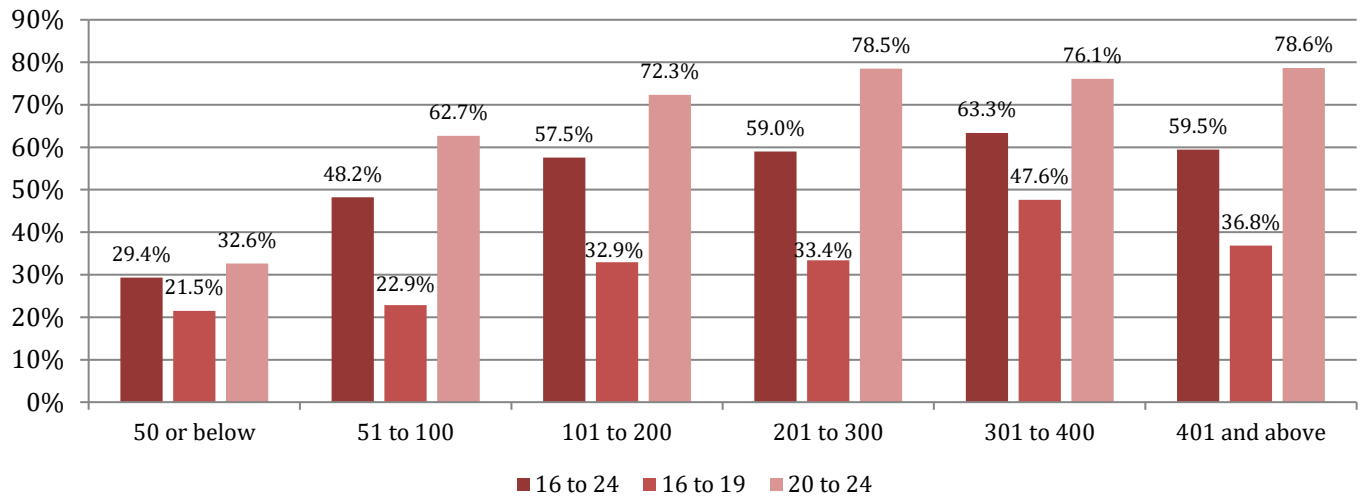
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market, and that teens from more affluent backgrounds have an easier time finding employment than less

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affluent teens. However, this disparity is not a reflection of desires to work among low-income teens.

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Source: 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

Figure 12. Employment Rate by Income-to-Poverty Ratio

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Regional Difference in Young Adult Employment in Massachusetts

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REGIONALLY SPECIFIC LABOR MARKET DIFFERENCES

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

While this report has focused on the young adult labor force statewide, the reality is that workers engage in

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regional labor markets. Economic growth and demographic changes in Massachusetts have occurred in

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different patterns across the state. In particular, the growth of the life sciences and technology sectors, coupled

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with the concentration of colleges and universities in the eastern part of the state have led to different patterns

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of economic growth in Greater Boston than other parts of the state. This is particularly true in the state's

The Young Adult Labor Force in Massachusetts

“Gateway Cities”, or mid-size, post-industrial cities, such as Springfield, Holyoke, or New Bedford, where

The Young Adult Labor Force in Massachusetts

economic growth, educational attainment, and labor force participation lags significantly behind state averages.

The Young Adult Labor Force in Massachusetts

With that in mind, the following section considers regionally specific trends in young adult employment and

The Young Adult Labor Force in Massachusetts

labor market connectivity in the state.

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To do this analysis, we used data from the 2010-2014 ACS Public Use Microdata Sample (PUMS).¹² We split the

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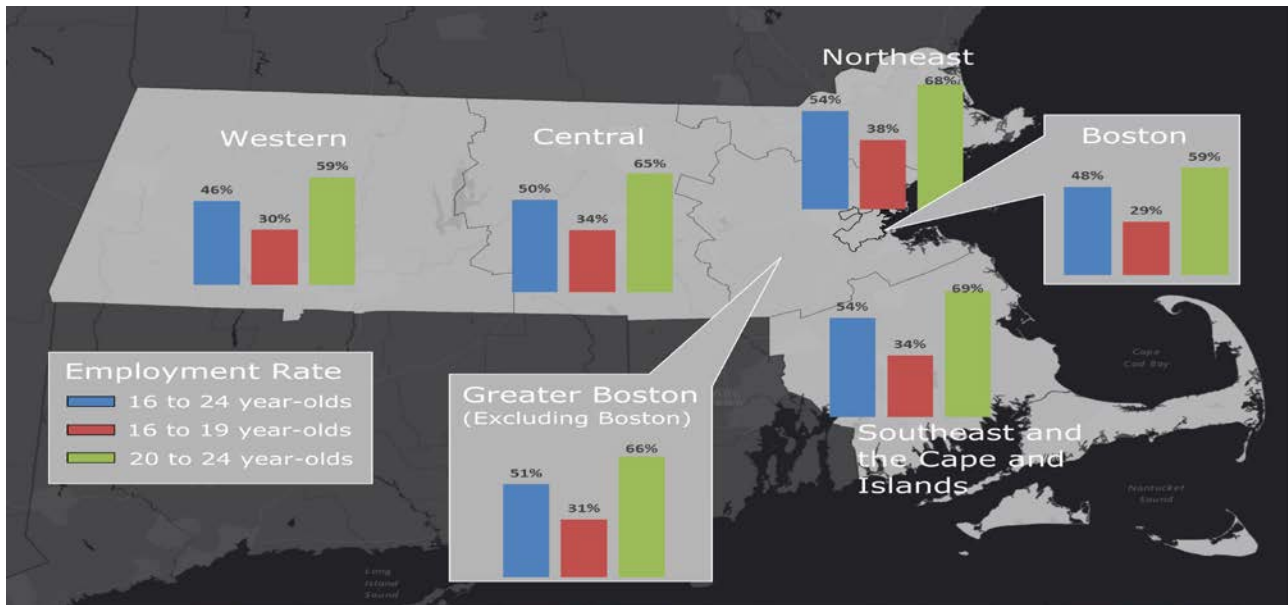
state into six regions: Boston, Greater Boston (excluding the city), Northeast, Southeast and the Cape, Central,

The Young Adult Labor Force in Massachusetts

and Western.¹³

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Figure 13. Employment Rate by Region



Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

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Key regional observations include:

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- Overall, young adult employment is highest in Southeast and Cape and in the Northeast.

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- The disconnected rates are highest in the Western, Central, and Southeast and Cape regions. The

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lowest disconnected rates are in the Greater Boston region and in the City of Boston. While this is not

The Young Adult Labor Force in Massachusetts

surprising as a large number of young adults come to Boston and its surrounding communities to attend

The Young Adult Labor Force in Massachusetts

college, the disconnected rate is higher for black/African-American and Hispanic youth in Greater Boston

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and the City of Boston than for white youth.

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- Employment rates were lowest for young adults in the Western and Central regions. Western

The Young Adult Labor Force in Massachusetts

Massachusetts is home to both low employment rates and high disconnected rates, particularly among

The Young Adult Labor Force in Massachusetts

black/African-American and Hispanic residents.

The Young Adult Labor Force in Massachusetts

- The Southeast and Cape region has both high employment and high disconnected rates for young

The Young Adult Labor Force in Massachusetts

adults. The region has the highest disconnected rates for young adults 20 to 24 years old in the state

The Young Adult Labor Force in Massachusetts

(16.2 percent). The Southeast and Cape region has the highest disconnected rates for whites (13.8

The Young Adult Labor Force in Massachusetts

percent) and black/African Americans (24.3 percent) 20 to 24 year-olds in the state. The disconnected

The Young Adult Labor Force in Massachusetts

rate for Hispanics 20 to 24 years old is also high at 27.8 percent (second highest in the state for the

The Young Adult Labor Force in Massachusetts

Hispanic group, only behind Western Massachusetts at 35.8 percent).

The Young Adult Labor Force in Massachusetts

- The employment rate for young adults 20 to 24 years old is the same in both Boston and Western

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Massachusetts (58.8 percent compared to 64.3 percent statewide). However, Boston has the lowest

The Young Adult Labor Force in Massachusetts

disconnected rate for this population in the state (10.1 percent). The Western region has the second

The Young Adult Labor Force in Massachusetts

highest disconnected rate in the state for 20 to 24 year-olds (15.7 percent). The state average for this

The Young Adult Labor Force in Massachusetts

age group is 12.9 percent.

The Young Adult Labor Force in Massachusetts

- The highest employment rate for teenaged high school dropouts in that state is found in Boston. For all

The Young Adult Labor Force in Massachusetts

other levels of educational attainment for teenagers, the employment rates are lower in Boston than in

The Young Adult Labor Force in Massachusetts

the other regions of the state.

The Young Adult Labor Force in Massachusetts

- Young adults with only a high school education in Western Massachusetts have a difficult time finding

The Young Adult Labor Force in Massachusetts

employment compared to their peers across the state.

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- For Hispanics 20 to 24 years old, the disconnected rate was particularly high in the Western region at

The Young Adult Labor Force in Massachusetts

35.8 percent, the highest for any racial/ethnic group in this analysis.

The Young Adult Labor Force in Massachusetts

The following sections will highlight regional specific characteristics of the youth labor force in Massachusetts.

The Young Adult Labor Force in Massachusetts

Our analysis focuses on those ways in which the regional young adult labor force deviates from the state or

The Young Adult Labor Force in Massachusetts

stands out as unique among the regions. For more data on each specific region, please see the corresponding

The Young Adult Labor Force in Massachusetts

appendices at the end of the report.

The Young Adult Labor Force in Massachusetts

Boston

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Employment rates for young adults in Boston are among the lowest regionally in the state. Of the six regions

The Young Adult Labor Force in Massachusetts

analyzed, Boston had the second lowest employment for young adults 16 to 24 years old (48.4 percent, ahead of

The Young Adult Labor Force in Massachusetts

only Western Massachusetts at 45.6 percent), the lowest employment for teenagers (29.3 percent) and the

The Young Adult Labor Force in Massachusetts

lowest for 20 to 24 year-olds tied with Western Massachusetts (58.8 percent). Part of this relates to the city's

The Young Adult Labor Force in Massachusetts

high concentration of racial and ethnic minorities, low income residents, foreign born residents, and college

The Young Adult Labor Force in Massachusetts

students (all of which demonstrated low employment rates in earlier sections of this report). Beyond that,

The Young Adult Labor Force in Massachusetts

employment rates are at or below the state averages for most of the key demographic groups in this study (e.g.

The Young Adult Labor Force in Massachusetts

racial groups, gender, and nativity status). Interestingly, Boston has the lowest disconnected rate in the state

The Young Adult Labor Force in Massachusetts

for 20 to 24 year-olds (10.1 percent), as well. This speaks to the high concentration of college students living in

The Young Adult Labor Force in Massachusetts

the city; however, the disconnected rate remains high for black/African-American and Hispanic young adults in

The Young Adult Labor Force in Massachusetts

the City (18.5 and 21.3 percent, respectively). Other key observations regarding the young adult labor force in

The Young Adult Labor Force in Massachusetts

Boston include:

The Young Adult Labor Force in Massachusetts

- Employment rates are particularly low for teenagers in the city. Employment rates for white teenagers,

The Young Adult Labor Force in Massachusetts

black teenagers, and male teenagers in general were among the lowest in the state.

The Young Adult Labor Force in Massachusetts

- The employment rate for teenaged high school dropouts is actually the highest in the state. For all

The Young Adult Labor Force in Massachusetts

other levels of educational attainment for teenagers, the employment rates are lower in Boston than

The Young Adult Labor Force in Massachusetts

the other regions of the state.

The Young Adult Labor Force in Massachusetts

- For 20 to 24 year-olds in Boston no longer enrolled in school, the employment rates are the lowest in

the state for all educational attainment categories except for college graduates. College graduates 20

The Young Adult Labor Force in Massachusetts

to 24 years old in Boston have the highest employment rates in the state. This speaks to the

The Young Adult Labor Force in Massachusetts

concentration of knowledge-based industries and the competitive labor market in the region that place

The Young Adult Labor Force in Massachusetts

a strong preference on college graduates in the labor market.

The Young Adult Labor Force in Massachusetts

- The disconnected rates for white and Asian young adults (16 to 24 years old) are low compared to state

The Young Adult Labor Force in Massachusetts

averages. This, again, speaks to the high concentration of college students in the city.

The Young Adult Labor Force in Massachusetts

See **Appendix A** for more information on young adult labor force trends in Boston.¹⁴

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Greater Boston (excluding the City of Boston)

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

In the remaining Greater Boston region (excluding the city), we see employment rates for young adults similar to

The Young Adult Labor Force in Massachusetts

the statewide averages. The region has the same employment rate for young adults 16 to 24 years old as the

The Young Adult Labor Force in Massachusetts

state overall, at just under 51 percent. The employment rate for teenagers in Greater Boston (excluding the

The Young Adult Labor Force in Massachusetts

city) is slightly lower than the state average, 31 percent versus 33 percent, respectively. Conversely, the

The Young Adult Labor Force in Massachusetts

employment rate is slightly higher for 20 to 24 year-olds, 65.8 percent versus 64.3 percent, respectively. Key

The Young Adult Labor Force in Massachusetts

observations regarding the young adult labor force in Greater Boston (excluding the city) include:

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

- Employment rates tend to be higher for racial minorities in the region than the corresponding

The Young Adult Labor Force in Massachusetts

statewide averages. This is especially true for black/African-American and Hispanic teenagers and

The Young Adult Labor Force in Massachusetts

young adults. In fact, for both age categories, Greater Boston has the highest employment rates for

The Young Adult Labor Force in Massachusetts

black/African-Americans and Hispanics statewide, with regional rates for 16 to 24 year-old

The Young Adult Labor Force in Massachusetts

black/African-Americans of 53.1 percent (compared to 44.1 percent statewide) and 51.5 percent for

The Young Adult Labor Force in Massachusetts

Hispanic 16 to 24 year-olds (compared to 45.9 percent statewide).

The Young Adult Labor Force in Massachusetts

- While 16 to 24 year-old Asians have the lowest employment rate (39.8 percent) and labor force

The Young Adult Labor Force in Massachusetts

participation rate (46.2 percent) compared to the other racial/ethnic categories in Greater Boston, of

The Young Adult Labor Force in Massachusetts

those who are not in the labor force, Asians are the most likely to be enrolled in school. Asians are also

The Young Adult Labor Force in Massachusetts

more likely to be enrolled in private institutions.

The Young Adult Labor Force in Massachusetts

- Greater Boston has the second highest employment rate for 16 to 19 year-old high school dropouts (33

The Young Adult Labor Force in Massachusetts

percent) in Massachusetts, second only to the city itself. The employment rate for 16 to 19 year-old

The Young Adult Labor Force in Massachusetts

high school graduates who are not enrolled in school (60.4 percent) is the second highest statewide,

The Young Adult Labor Force in Massachusetts

following the Northeast region.

The Young Adult Labor Force in Massachusetts

- The employment rates by educational attainment for 20 to 24 year-olds are at or higher than the

The Young Adult Labor Force in Massachusetts

statewide averages in all educational attainment categories.

The Young Adult Labor Force in Massachusetts

- The disconnected rates in Greater Boston are lower than the state averages overall for all demographic

The Young Adult Labor Force in Massachusetts

groups. That said, the disconnected rates for Hispanics and black/African-Americans are high when

The Young Adult Labor Force in Massachusetts

compared to other racial groups within the region. Black/African-American 16 to 24 year-olds have a

The Young Adult Labor Force in Massachusetts

disconnected rate of 9.2 percent, and Hispanics have a rate of 12.8 percent, compared to 6.2 percent

The Young Adult Labor Force in Massachusetts

for white 16 to 24 year-olds in the region.

The Young Adult Labor Force in Massachusetts

See **Appendix B** for more information on young adult labor force trends in Greater Boston (excluding the city).

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Northeast

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Employment rates in the Northeast are frequently higher than the statewide averages for Massachusetts. This is

The Young Adult Labor Force in Massachusetts

especially the case for teenagers, for whom we see consistently higher than average employment rates across

The Young Adult Labor Force in Massachusetts

demographic groups. In the Northeast, the employment rate for 16 to 19 year-olds is nearly 38 percent

The Young Adult Labor Force in Massachusetts

compared to 33.3 percent for the state, and 20 to 24 year-olds have an employment rate of 68 percent,

The Young Adult Labor Force in Massachusetts

compared to 64.3 percent for the state. Key observations regarding the young adult labor force in the Northeast

The Young Adult Labor Force in Massachusetts

include:

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

- The employment rates of white teenagers (40.1 percent), male teenagers (35.3 percent), and native

The Young Adult Labor Force in Massachusetts

born teenagers (38.6 percent) stand out among all regions as the highest rates for each demographic.

The Young Adult Labor Force in Massachusetts

- For 16 to 19 year-olds, the Northeast has the highest employment rates for high school students (30.7

The Young Adult Labor Force in Massachusetts

percent), high school graduates who are not enrolled in school (69.8 percent), and for college dropouts

The Young Adult Labor Force in Massachusetts

(78.3 percent).

The Young Adult Labor Force in Massachusetts

- Black/African-American employment rates for 16 to 24 year-olds in the Northeast are the lowest among

The Young Adult Labor Force in Massachusetts

all racial groups in the region, at just under 39 percent. Moreover, employment rates for black/African-

The Young Adult Labor Force in Massachusetts

American young adults 16 to 24 years old (and specifically 20 to 24 year-olds) are among the lowest in

The Young Adult Labor Force in Massachusetts

the state, ahead of only the Western Massachusetts region.

The Young Adult Labor Force in Massachusetts

- While the disconnected rate for white young adults 20 to 24 years old is on par with the statewide

The Young Adult Labor Force in Massachusetts

average for 20 to 24 year-olds, the disconnected rates for black/African-American and Hispanic young

The Young Adult Labor Force in Massachusetts

adults in the Northeast are higher than the statewide average, and more than twice as high as the rate

The Young Adult Labor Force in Massachusetts

for whites in the region (22.6 percent, 26 percent, and 9.7 percent, respectively). This is particularly

The Young Adult Labor Force in Massachusetts

concerning as the Northeast is home to both Lowell and Lawrence, two Gateway Cities with significant

The Young Adult Labor Force in Massachusetts

minority populations.

The Young Adult Labor Force in Massachusetts

See **Appendix C** for more information on young adult labor force trends in the Northeast.

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Southeast and Cape

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Overall, the Southeast and Cape, which includes such cities as New Bedford and Fall River as well as the Cape,

The Young Adult Labor Force in Massachusetts

has the highest employment rates for 16 to 24 year-olds in Massachusetts (54.1 percent). The employment rate

The Young Adult Labor Force in Massachusetts

for 20 to 24 year-olds in the Southeast and Cape region is the highest in the state (68.8 percent). The

The Young Adult Labor Force in Massachusetts

employment rate for 16 to 19 year-olds in the Southeast and Cape region is the second highest in the state (tied

The Young Adult Labor Force in Massachusetts

with the Central region at 33.6 percent), trailing the Northeast (37.9 percent). Interestingly, young adults in the

The Young Adult Labor Force in Massachusetts

Southeast and Cape region have high disconnected rates as well. This signals that, while young adults in the

The Young Adult Labor Force in Massachusetts

Southeast and Cape region are more likely to be employed than their peers across the state, those that are not

The Young Adult Labor Force in Massachusetts

employed have an elevated likelihood of not being in school either. Key observations regarding the young adult

The Young Adult Labor Force in Massachusetts

labor force in the Southeast and Cape include:

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

- The high employment rate for young adults in the Southeast and Cape region is driven largely by high

The Young Adult Labor Force in Massachusetts

employment rates for whites. The employment rates for every other major racial/ethnic group in the

The Young Adult Labor Force in Massachusetts

Southeast and Cape is actually lower than the state average for each respective group.

The Young Adult Labor Force in Massachusetts

- While the Southeast and Cape has the highest employment rates for 16 to 24 year-olds in

The Young Adult Labor Force in Massachusetts

Massachusetts, its disconnected rate is higher than the state average (11.6 percent for the region

The Young Adult Labor Force in Massachusetts

compared to 9.4 percent statewide). The disconnected rate is higher for each racial/ethnic group in the

The Young Adult Labor Force in Massachusetts

region than the state average, most notably for Asians and black/African-Americans.

The Young Adult Labor Force in Massachusetts

- At 19.6 percent, the disconnected rate for Asians 20 to 24 years old in the Southeast and Cape is the

The Young Adult Labor Force in Massachusetts

highest among Asians of the same age in Massachusetts, and it is more than three times higher than the

The Young Adult Labor Force in Massachusetts

rate for Asian 20 to 24 year-olds in Boston.

The Young Adult Labor Force in Massachusetts

- The Southeast and Cape region has both high employment and high disconnected rates for young

The Young Adult Labor Force in Massachusetts

adults. The region has the highest disconnected rates for young adults 20 to 24 years old in the state

The Young Adult Labor Force in Massachusetts

(16.2 percent). The Southeast and Cape region has the highest disconnected rates for whites (13.8

The Young Adult Labor Force in Massachusetts

percent) and black/African Americans (24.3 percent) 20 to 24 year-olds in the state. The disconnected

The Young Adult Labor Force in Massachusetts

rate for Hispanics 20 to 24 years old is also high at 27.8 percent (second highest in the state for the

The Young Adult Labor Force in Massachusetts

Hispanics in this age group, behind Western Massachusetts at 35.8 percent).

The Young Adult Labor Force in Massachusetts

- The Southeast and Cape boasts the highest employment rates for young adults in their early 20s for

The Young Adult Labor Force in Massachusetts

both men and women (66.1 percent and 71.7 percent, respectively) and the highest for native born 20

The Young Adult Labor Force in Massachusetts

to 24 year-olds (69.4 percent).

The Young Adult Labor Force in Massachusetts

- The employment rates for young adults in extreme poverty (in households making 50% or less of the

The Young Adult Labor Force in Massachusetts

poverty line) are higher in the Southeast and Cape than the state overall. This is particularly true among

The Young Adult Labor Force in Massachusetts

teenagers, as just over 28 percent of teenagers living in extreme poverty households are employed in

The Young Adult Labor Force in Massachusetts

the Southeast and Cape, compared to less than 20 percent statewide.

The Young Adult Labor Force in Massachusetts

See **Appendix D** for more information on young adult labor force trends in the Southeast and the Cape.

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Central

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

In general, the employment rates for young adults in the Central region, which includes the city of Worcester,

The Young Adult Labor Force in Massachusetts

are similar to the state averages. Key observations regarding the young adult labor force in the Central region

The Young Adult Labor Force in Massachusetts

include:

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

- The Central region has the third highest disconnected rate among regions for young adults (10.6

The Young Adult Labor Force in Massachusetts

percent), trailing Western Massachusetts and the Southeast and Cape.

The Young Adult Labor Force in Massachusetts

- At 3.1 percent, black/African-American teenagers have the lowest disconnected rate in the region, and

The Young Adult Labor Force in Massachusetts

the lowest disconnected rate of black/African-American teens across all regions. This rate is lower than

The Young Adult Labor Force in Massachusetts

the statewide rate for black/African-American teenagers of 7.3 percent.

The Young Adult Labor Force in Massachusetts

- The most alarming disconnected rate in the region is for Hispanics 20 to 24 years old. At 25 percent, this

The Young Adult Labor Force in Massachusetts

group has the highest disconnected rate within the region. Black/African-American 20 to 24 year-olds

The Young Adult Labor Force in Massachusetts

have the second highest disconnected rate in the region (23 percent).

The Young Adult Labor Force in Massachusetts

- Among 16 to 19 year-olds who are not in the labor force, Hispanics have the lowest school enrollment

The Young Adult Labor Force in Massachusetts

rate (88.9 percent)

The Young Adult Labor Force in Massachusetts

- Teenaged high school dropouts in Central Massachusetts have the lowest employment rate among their

The Young Adult Labor Force in Massachusetts

peers statewide (20.3 percent compared to 27.6 percent statewide).

The Young Adult Labor Force in Massachusetts

- Likewise, 20 to 24 year-olds in Central with less than a high school education have the lowest

The Young Adult Labor Force in Massachusetts

employment rate among their peers statewide (38.5 percent compared to 47.6 for the state).

The Young Adult Labor Force in Massachusetts

- Both teenagers and young adults living in extreme poverty in Central have the lowest employment rates

The Young Adult Labor Force in Massachusetts

in the state. The employment rate for teenagers is 11.9 percent compared to 19.6 statewide, and the

The Young Adult Labor Force in Massachusetts

rate for young adults is 29.6 percent, compared to 32.6 percent statewide. Employment rates for the

The Young Adult Labor Force in Massachusetts

remaining income to poverty ratio levels are comparable to the state averages.

The Young Adult Labor Force in Massachusetts

See **Appendix E** for more information on young adult labor force trends in the Central region.

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Western

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The Young Adult Labor Force in Massachusetts

Western Massachusetts, which includes Springfield, Holyoke, as well as the Berkshires and Pioneer Valley

The Young Adult Labor Force in Massachusetts

regions, has some of the toughest labor market conditions for young adults in the state. The region is home to

The Young Adult Labor Force in Massachusetts

both the lowest employment rates and highest disconnected rates in the Commonwealth. These trends are

The Young Adult Labor Force in Massachusetts

driven by the low employment rates across all three age categories for black/African-Americans, Hispanics, and

The Young Adult Labor Force in Massachusetts

the native born populations, as well as extremely high disconnected rates for black/African-Americans and

The Young Adult Labor Force in Massachusetts

Hispanics. Key observations regarding the young adult labor force in Western Massachusetts include:

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

- Employment rates are particularly low for young adults 20 to 24 years old in the Western region. The

The Young Adult Labor Force in Massachusetts

employment rates are among the lowest statewide for each racial/ethnic group, including 44 percent for

The Young Adult Labor Force in Massachusetts

black/African-American (compared to 58.2 percent statewide), 41.4 percent for Asian (compared to 49.7

The Young Adult Labor Force in Massachusetts

percent statewide), and 50.2 percent for Hispanic (compared to 58 percent statewide).

The Young Adult Labor Force in Massachusetts

- The region has the highest disconnected rate (11.8 percent) among all regions for young adults 16 to 24

The Young Adult Labor Force in Massachusetts

years old, compared to 9.4 percent for the state.

The Young Adult Labor Force in Massachusetts

- The disconnected rates that raise the greatest concern in the region are for Hispanic teenagers (17.7

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percent compared to 10 percent statewide), and Hispanic young adults (35.8 percent compared to 24.6

The Young Adult Labor Force in Massachusetts

percent statewide). The disconnected rate for Hispanics in their early 20s is the highest in the state for

The Young Adult Labor Force in Massachusetts

any racial/ethnic group in any region.

The Young Adult Labor Force in Massachusetts

- Just under 56 percent of males 20 to 24 years old in Western Massachusetts are employed, compared to

The Young Adult Labor Force in Massachusetts

over 62 percent statewide. Only 59.3 percent of the native born 20 to 24 year-olds in the Western

The Young Adult Labor Force in Massachusetts

region are employed, compared to over 65 percent statewide.

The Young Adult Labor Force in Massachusetts

- Young adults with only a high school education in Western Massachusetts have a difficult time finding

The Young Adult Labor Force in Massachusetts

employment compared to their peers across the state. Among teenagers who have graduated high

The Young Adult Labor Force in Massachusetts

school, but are no longer enrolled in school, those in the Western region have the second lowest

The Young Adult Labor Force in Massachusetts

employment rate in the state (45.2 percent compared to 57.7 percent statewide). Similarly, 20 to 24

The Young Adult Labor Force in Massachusetts

year-olds in Western Massachusetts with only a high school diploma have an employment rate of just

The Young Adult Labor Force in Massachusetts

60.5 percent (compared to 65.9 percent statewide). Only in Boston (at 56.7 percent) is the employment

The Young Adult Labor Force in Massachusetts

rate for 20 to 24 year-olds with only a high school education lower than in Western Massachusetts.

The Young Adult Labor Force in Massachusetts

- Employment rates at all education levels are lower in Western Massachusetts than the statewide

The Young Adult Labor Force in Massachusetts

averages.

The Young Adult Labor Force in Massachusetts

See **Appendix F** for more information on young adult labor force trends in the Western region.

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

State-wide Comparison of Young Workers by Industry and Occupation

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

In this next section, we look at the employment distribution by industry and occupation for the young adult

The Young Adult Labor Force in Massachusetts

labor force in Massachusetts in 2000 and in 2014 to get a sense of how what young people do for work has

The Young Adult Labor Force in Massachusetts

changed over time. To do this we use data from the 2000 Census, Public Use Microdata Sample (PUMS), and the

The Young Adult Labor Force in Massachusetts

2014 American Community Survey (ACS) PUMS. Overall, we see stark employment differences for teenagers and

The Young Adult Labor Force in Massachusetts

young adults between technical and non-technical fields. Most notably:

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

- Higher employment in industries and occupations that typically provide part-time employment.

The Young Adult Labor Force in Massachusetts

- Lower employment in Massachusetts' largest industries and occupations: healthcare and finance.

The Young Adult Labor Force in Massachusetts

- Employment for teenagers decreasing between 2000 and 2014 in industries where higher education is

The Young Adult Labor Force in Massachusetts

typically required.

INDUSTRY

The Young Adult Labor Force in Massachusetts

Figure 14 compares employment by industry for teenage workers in Massachusetts in 2000 and 2014.

The Young Adult Labor Force in Massachusetts

Teenagers most typically work in retail trade, accommodation and food services, educational services, health

The Young Adult Labor Force in Massachusetts

care & social assistance, and arts, entertainment & recreation. The proportion of teenagers working in each of

The Young Adult Labor Force in Massachusetts

these industries is higher today than in 2000, except for in the retail trade industry, and the proportion of teens

The Young Adult Labor Force in Massachusetts

working in the arts, entertainment & recreation industry has more than doubled from 2000 to 2014. Since 2000,

The Young Adult Labor Force in Massachusetts

we have seen a decline in teenagers working in blue-collar industries such as manufacturing, construction,

The Young Adult Labor Force in Massachusetts

administrative support waste management, and remediation services, and transportation and warehousing. A

The Young Adult Labor Force in Massachusetts

smaller proportion of teenagers are working in information today than in 2000, as well.

The Young Adult Labor Force in Massachusetts

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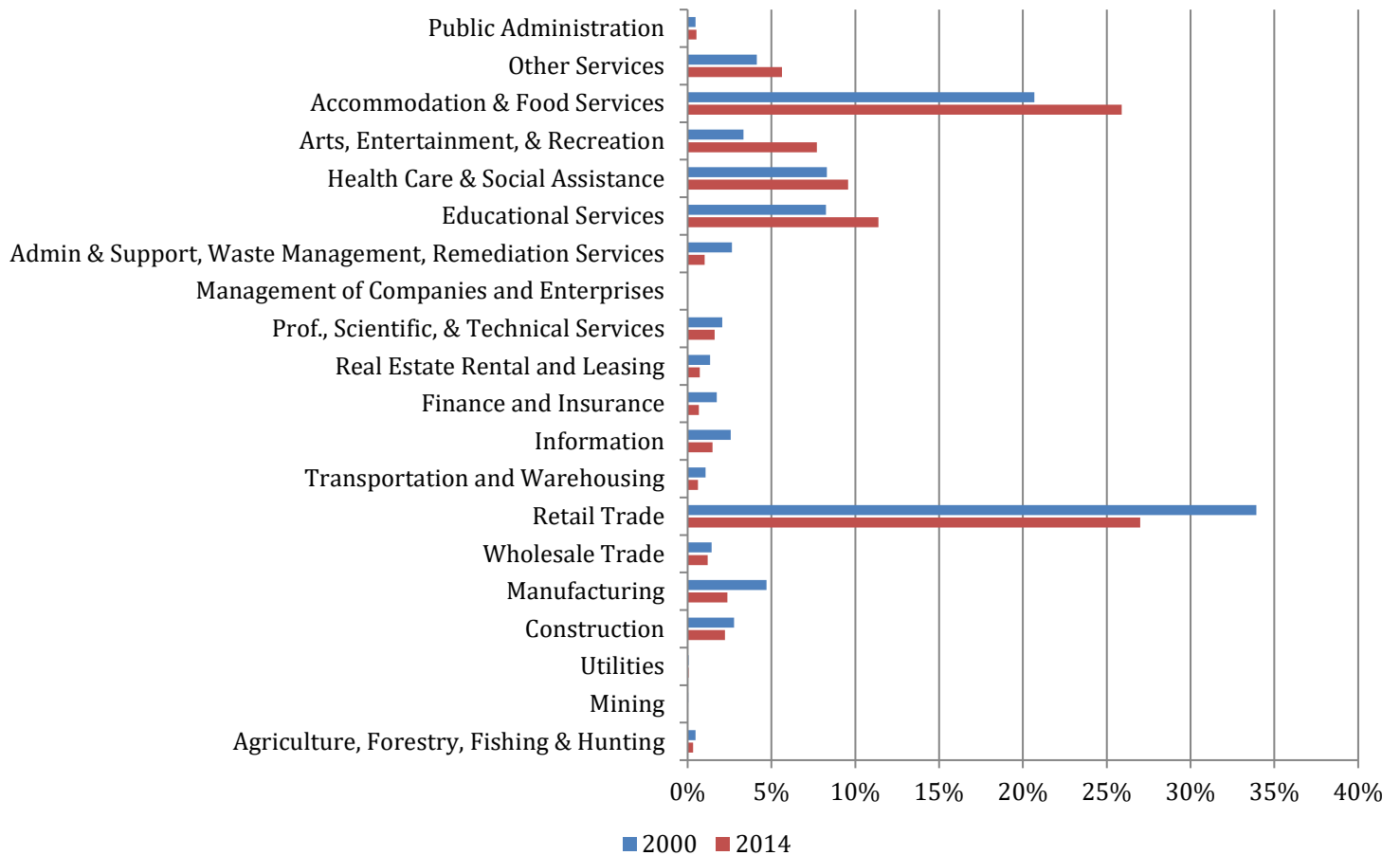
The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Figure 14. Employment by Industry for 16 to 19 Year-olds



Source: 2000 Census, 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

For young adults 20 to 24 years old, key industries include retail trade, accommodation and food services,

The Young Adult Labor Force in Massachusetts

educational services, and health care & social assistance. As we see in **figure 15** below, each of these industries

The Young Adult Labor Force in Massachusetts

employs a higher percentage of 20 to 24 year-olds today than in 2000. As with teenagers, we see a smaller

The Young Adult Labor Force in Massachusetts

percentage of young adults working in blue-collar fields such as manufacturing, construction, and transportation

The Young Adult Labor Force in Massachusetts

& warehousing. Interestingly, a smaller percentage of 20 to 24 year-olds are working in finance & insurance,

The Young Adult Labor Force in Massachusetts

professional, scientific, and technical services, and information today than in 2000. This may signal that these

The Young Adult Labor Force in Massachusetts

industries prefer workers with more skill and/or graduate degrees, which would be less common among this age

The Young Adult Labor Force in Massachusetts

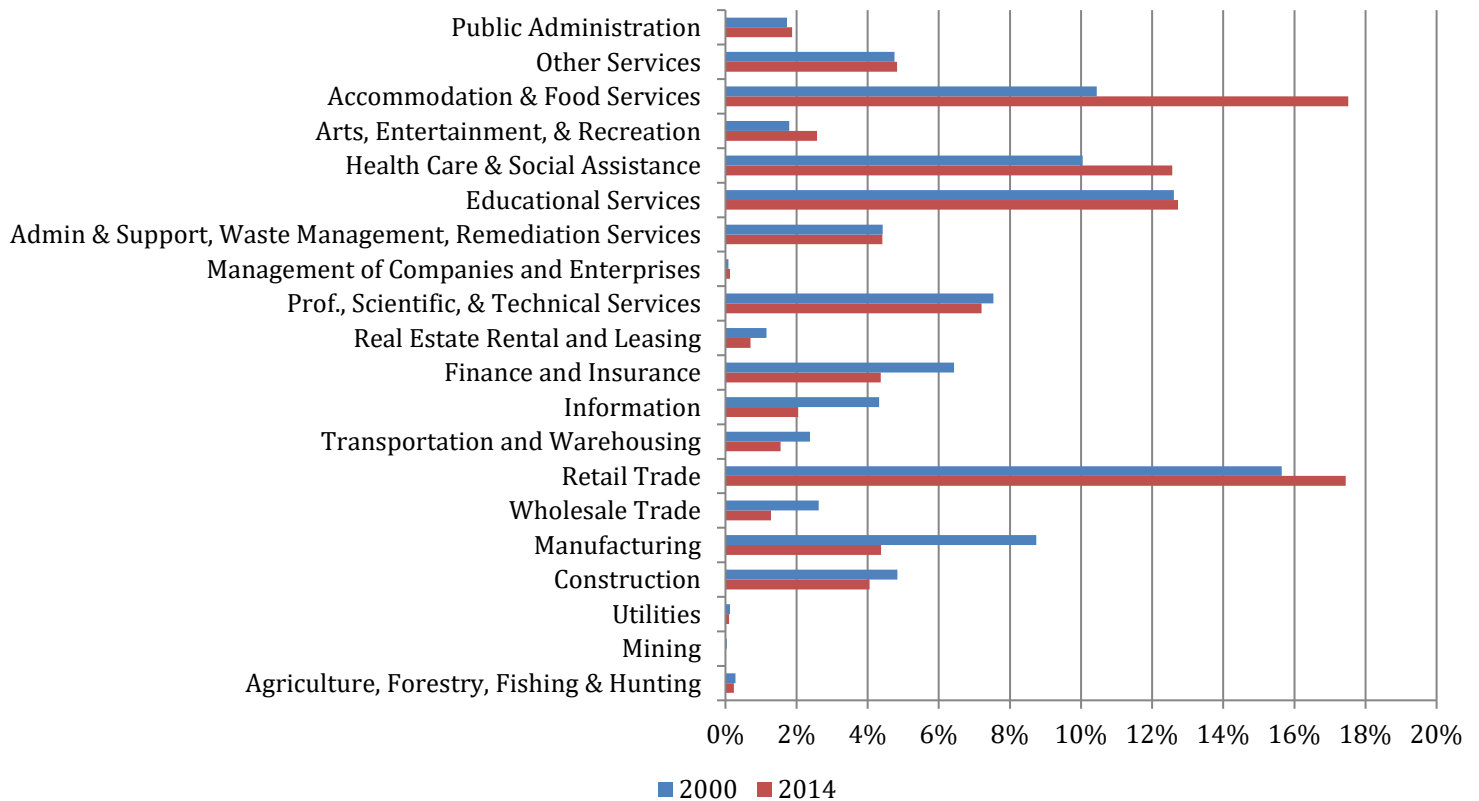
group, than in the past.

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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Figure 15. Employment by Industry for 20 to 24 Year-olds



Source: 2000 Census, 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

OCCUPATION

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

As we see in **figure 16** below, the majority of teenage workers in the state today work in food preparation, sales,

The Young Adult Labor Force in Massachusetts

and office and administrative support occupations. We also see a significant increase in the proportion of

The Young Adult Labor Force in Massachusetts

teenaged workers in personal care and service occupations since 2000. In large part, these data reflect the key

The Young Adult Labor Force in Massachusetts

industries for teenaged workers as well. Similar to the industry analysis, we see a smaller percentage of

The Young Adult Labor Force in Massachusetts

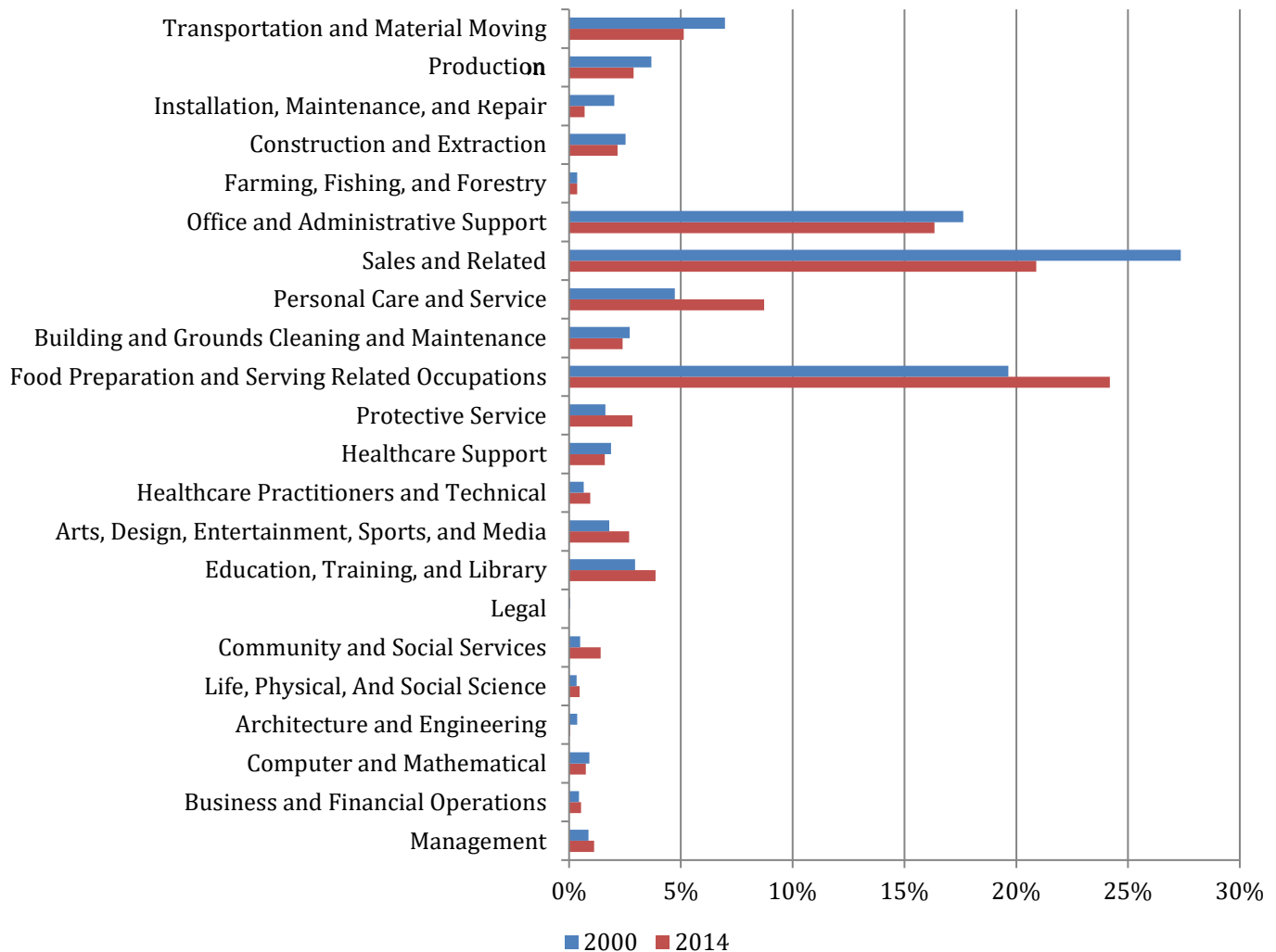
teenagers working in traditionally blue-collar fields like transportation and materials moving, production,

The Young Adult Labor Force in Massachusetts

installation, maintenance, and repair, and construction and extraction.

The Young Adult Labor Force in Massachusetts

Figure 16. Employment by Occupation for 16 to 19 Year-olds



Source: 2000 Census, 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

For 20 to 24 year-olds, **figure 17** shows that food preparation and serving related, sales, and office and

The Young Adult Labor Force in Massachusetts

administrative support are the most common occupations for young adults. As with teenagers, the proportion

The Young Adult Labor Force in Massachusetts

of 20 to 24 year-olds working in personal care and service occupations grew since 2000 and we see a smaller

The Young Adult Labor Force in Massachusetts

percentage of young adults working in traditionally blue-collar fields like transportation and materials moving,

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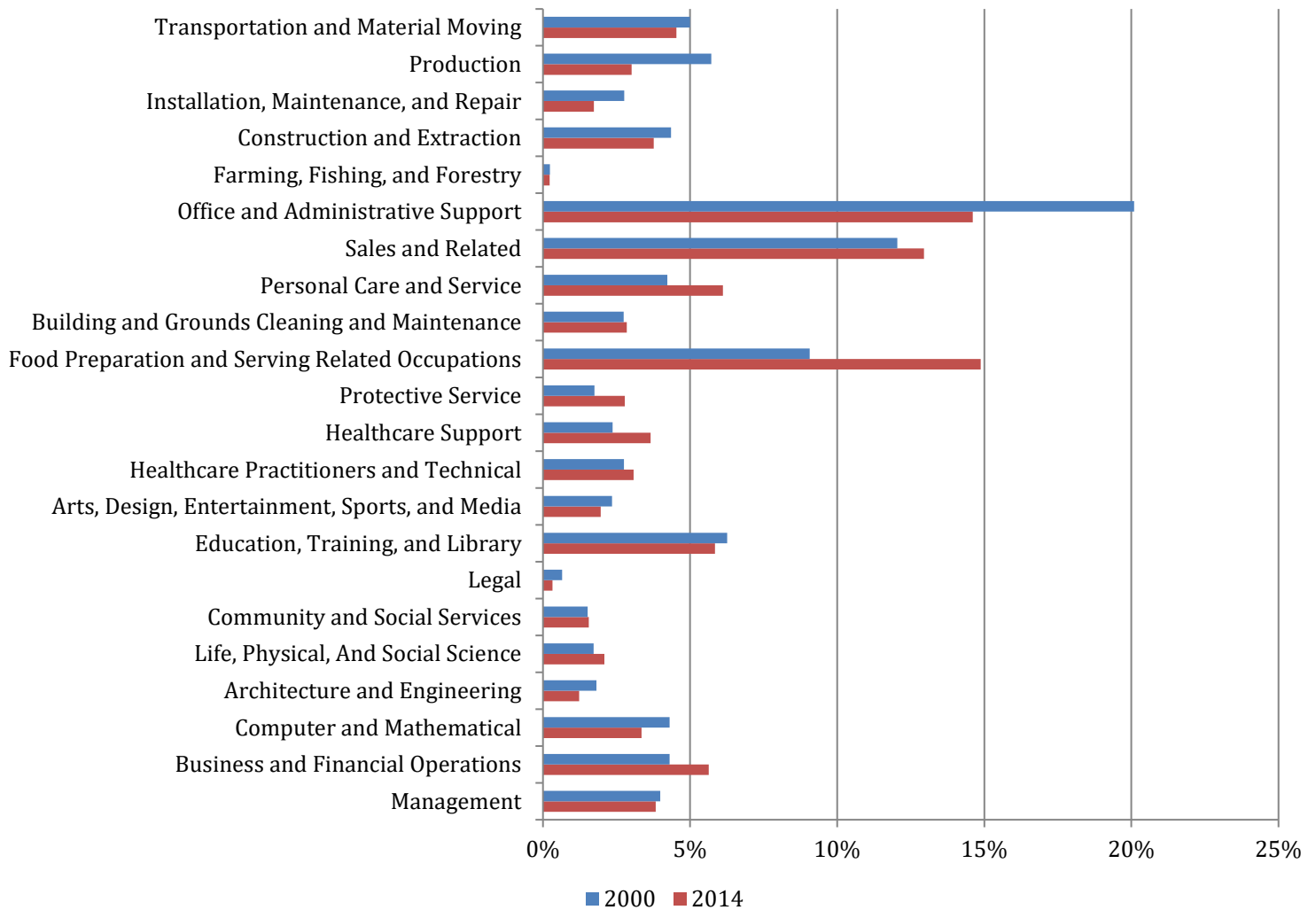
production, installation, maintenance, and repair, and construction and extraction.

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Figure 17. Employment by Occupation for 20 to 24 Year-olds



Source: 2000 Census, 2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

As **figures 14 through 17** show, there is a high concentration of young people working in food service related

The Young Adult Labor Force in Massachusetts

industries and occupations. These jobs are the most common for young people and the proportion working in

The Young Adult Labor Force in Massachusetts

these fields has grown since 2000. Conversely we see a small proportion of young people working in both

The Young Adult Labor Force in Massachusetts

traditionally blue-collar fields and in high-skill knowledge industries. In the case of the former, it is likely due to

The Young Adult Labor Force in Massachusetts

shifts in the industrial makeup of the state overall. In the case of the latter, skill requirements in these fields

The Young Adult Labor Force in Massachusetts

may be shifting towards workers with greater experience and graduate training, which would be less common

The Young Adult Labor Force in Massachusetts

for young adults.

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The Young Adult Labor Force in Massachusetts

Youth Labor Force Issues in Context

The Young Adult Labor Force in Massachusetts

WHAT ARE THE LARGER ECONOMIC TRENDS AND IMPLICATIONS?

The Young Adult Labor Force in Massachusetts

Youth labor force participation rates have changed substantially over the past 20 years and these changes are

The Young Adult Labor Force in Massachusetts

related to several other labor market issues. From changing educational requirements, to the “greying” of the

The Young Adult Labor Force in Massachusetts

workforce, to perceptions about teens' and young adults' willingness to work, a number of factors have

The Young Adult Labor Force in Massachusetts

conspired to dramatically change the face of youth employment not only in Massachusetts, but across the

The Young Adult Labor Force in Massachusetts

country.

The Young Adult Labor Force in Massachusetts

Between 2000 and 2010, the Massachusetts labor force continued to age. A 2012 report by the Boston Federal

The Young Adult Labor Force in Massachusetts

Reserve found that the share of the labor force aged 55 and over increased from 14.4 percent in 2000 to 20.5

The Young Adult Labor Force in Massachusetts

percent in 2010.¹⁵ During the same period, the share of the labor force aged 16 to 24 remained virtually flat,

The Young Adult Labor Force in Massachusetts

increasing only slightly from 12.9 percent in 2000 to 13.2 percent in 2010. Over a similar time period, the

The Young Adult Labor Force in Massachusetts

employment rate for teens in Massachusetts has dropped from 54.3 percent in 1999 to 26.8 percent in 2012,

The Young Adult Labor Force in Massachusetts

while the employment rate for those 55 and older has increased from 33.3 percent in 1999 to 40.7 percent in

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

On a national level, a study of youth employment levels by the Brookings Institute found that those age 55 and

The Young Adult Labor Force in Massachusetts

over were more likely to be working in 2011 than in 2000, while people under age 55 were less likely to be

The Young Adult Labor Force in Massachusetts

working in 2011 than in 2000 (with teens and young adults experience the biggest declines).¹⁷ This inversion of

The Young Adult Labor Force in Massachusetts

employment levels for teens and those 55 years and older has occurred thanks to a number of coinciding

The Young Adult Labor Force in Massachusetts

factors. Many older employees delayed their retirement due to lost savings and lower investment returns

The Young Adult Labor Force in Massachusetts

resulting from the 2008 financial crisis and recession. At the same time, higher average earnings for older

The Young Adult Labor Force in Massachusetts

employees have increased the opportunity cost of retiring and leaving the labor force. And with their work

The Young Adult Labor Force in Massachusetts

experience and education levels, some older employees have found themselves to be more attractive and

The Young Adult Labor Force in Massachusetts

competitive job candidates. Furthermore, when the option is available, many employers prefer to hire older

The Young Adult Labor Force in Massachusetts

workers instead of young workers based on preconceptions about the experience and work ethic of teens.

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

As with older workers, immigrants, too, are often seen as a better hiring option than teens or young adults due

The Young Adult Labor Force in Massachusetts

to perceived availability and willingness to work. There is also some evidence that at least part of the decline in

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the teen employment rate is due to the fact that fewer unemployed teens are actively looking for work.¹⁸

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Up until now in Massachusetts, the state's aging population has not been a particular obstacle to employers or

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to growing the skilled workforce. As more and more Baby Boomers reach retirement age, however,

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Massachusetts will have difficulty replacing these older, highly educated workers. Because the cohort of

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residents aged 25 to 44 is numerically smaller than that of the Baby Boomers, there are not enough younger

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workers to replace the number of retiring and soon-to-retire Baby Boomers, even when accounting for the

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higher level of education in the younger population.¹⁹ However, a 2012 report by Dennett and Modestino found

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that some demographic groups, especially women, are investing more heavily in their education, thus entering

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the workforce later in life.²⁰ As such, while low employment rates among teenagers and young adults may

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continue, some groups will enter the work force at a later age, with a more substantive educational background

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than younger workers.

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In fact, the educational level of the Massachusetts labor force in general increased between 2000 and 2010. The

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share of the labor force with a bachelor's degree or higher increased from 37.1 percent in 2000 to 41.2 percent

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in 2010. At the same time, the share with less than a high school degree decreased from 11.5 percent down to

8.7 percent, which is indicative of the larger shift in educational requirements for the 21st century labor force.²¹

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There are also racial and ethnic components to these trends as well. In Massachusetts in 2010, a study by

The Young Adult Labor Force in Massachusetts

Northeastern University's Center for Labor Market Studies found 36 percent of white, non-Hispanic teens were

The Young Adult Labor Force in Massachusetts

employed, while only 25 percent of Asian and Hispanic, and 23 percent of black teens were employed.²² Family

The Young Adult Labor Force in Massachusetts

income also shows an inverse relationship to teen employment rates. In families with household income

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between \$100,000 and \$150,000, 39 percent of teens were employed, whereas in households with family

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incomes under \$20,000 only 20 percent of teens were employed. These discrepancies are only magnified when

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race and family income are considered in the population of high school students. In 2010, less than seven

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percent of low-income black and Hispanic high school students were employed as compared to 32 percent of

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upper middle income white students.

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A review of recent studies and literature shows a clear linkage between periods of youth unemployment and

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sustained loss of lifetime earnings. A study by Mroz and Savage indicates that six months of unemployment at

The Young Adult Labor Force in Massachusetts

age 22 can result in eight percent lower wages at age 23, six percent lower wages at 26, and three to four

The Young Adult Labor Force in Massachusetts

percent lower wages at age 31.²³ Overall, a young person who has been unemployed for six months can expect

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to earn \$28,000 (2014 dollars) less over the next ten years than if they hadn't been unemployed.

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In addition to periods of youth unemployment, educational attainment can seriously affect the lifetime earnings

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of American workers. As the share of the population with a bachelor's degree or higher continues to increase,

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the annual earnings of high school dropouts decreases. In 2014 the median annual income of male high school

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dropouts aged 25 and older was \$21,701. In 1991, that number was \$24,989 and in 1971 was \$39,473 (2014

The Young Adult Labor Force in Massachusetts

dollars).²⁴

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The Brookings Institute study reached two major conclusions about youth employment nationally. The first is

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that variables such as “age, gender, race/ethnicity, education, family income, and local employment rates all

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have statistically significant effects on the probability of youth employment. Female teens were more likely to

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be employed than males, and younger teens, especially those aged 16 and 17, were less likely to be employed

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than 19 year-olds. Blacks, Hispanics, and Asians were less likely to be employed than whites. High school

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students and those with at least one year of post-secondary experience or a two- or four-year degree were more

The Young Adult Labor Force in Massachusetts

likely to be employed than high school graduates not enrolled in school. Higher household incomes and higher

The Young Adult Labor Force in Massachusetts

local teen employment rates were both associated with increased employment.”²⁵

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The Young Adult Labor Force in Massachusetts

Secondly, in line with previous work, the Brookings study found strong statistical links between current

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employment and recent employment history in teens, reaching the conclusion that “the more weeks worked in

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the previous year, the greater the probability of employment in the next year.” Those youth with more than

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one week of employment in the previous year had between a 33 and 86 percentage point higher chance of

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being currently employed. Extrapolating this finding, it suggests that the recent, high levels of consistent youth

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unemployment are likely to continue to suppress youth employment levels into the future.

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Further data from the Massachusetts Department of Elementary and Secondary Education point to the skills

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mismatch facing entrants to the labor market across the U.S., but also in Massachusetts.²⁶ In 2012, there were

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120,000 vacant job openings in the Commonwealth, while at the same time there were 240,000 unemployed job

The Young Adult Labor Force in Massachusetts

seekers, indicating that some firms were having trouble finding experienced and skilled workers for specific

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occupations. Given the existence of this mismatch between the jobs for which firms are hiring and the skill sets

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of the people looking for jobs, participation in some formal career development program along with early

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exposure to the workplace can ameliorate the skills mismatch.

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CURRENT POLICY SOLUTIONS

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Youth employment and school-to-career and other similar programs also provide benefits beyond just the

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economic benefits mentioned above. These opportunities offer youth the chance to develop skills critical to

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meeting employer requirements, such as communication and interpersonal skills. It can also provide

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professional contacts for references and job leads that can assist in future job searches.

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The Young Adult Labor Force in Massachusetts

Likewise, youth that are not employed or enrolled in high school face the most severe consequences in the labor

The Young Adult Labor Force in Massachusetts

market. Without the benefits of employment or schooling, these “disconnected youth” or “opportunity youth”

The Young Adult Labor Force in Massachusetts

face a higher risk of consistent unemployment, poverty, criminal activity and incarceration, and substance

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abuse.²⁷ For youth from low and middle income families, employment in high school has been shown to reduce

The Young Adult Labor Force in Massachusetts

the dropout rate, particularly among males, and generally helps young people understand and transition into

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the labor market.²⁸

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School-to-career (STC) programs are one strategy that has shown to be effective in helping youth transition into

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post-high school employment. As identified in a working paper by the National Bureau of Economic Research,

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school-to-career programs have been shown to provide an approximately 11 percent increase in employment

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levels post-high school. Specifically, coop and apprenticeship programs increase post-high school employment

The Young Adult Labor Force in Massachusetts

chances while school enterprise and job shadowing programs are shown to increase the likelihood of college

The Young Adult Labor Force in Massachusetts

attendance.

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The Young Adult Labor Force in Massachusetts

Locally, there are a number of programs designed to help young adults enter and stay engaged in the

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Massachusetts labor force.²⁹ Building on the research connecting youth employment with higher employment

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levels later in life, the Commonwealth Corporation created the YouthWorks program to place youth ages 14 to

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21 in summer employment and provide them with job-readiness training and coaching through the job search

The Young Adult Labor Force in Massachusetts

process. In 2015, almost 4,500 YouthWorks-placed youth completed summer jobs in 31 cities across the

The Young Adult Labor Force in Massachusetts

Commonwealth.³⁰

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The Young Adult Labor Force in Massachusetts

To similar ends, the Commonwealth Corporation developed Signal Success, “a comprehensive curriculum

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designed and tested by education and workforce development partners to help young people develop essential

The Young Adult Labor Force in Massachusetts

skills for future success. Students receive systematic instruction in core soft skills while engaging in meaningful

future planning.”³¹ Designed to be used by schools and community organizations to help youth be successful

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members of the labor force, over 18,500 young people have participated in the program since its founding in

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2012.

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In Boston, Mayor Walsh invests over \$4 million dollars from the city's budget to support summer employment

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opportunities for youth. In addition, while not restricted to only young adults, the Mayor's Office of Workforce

The Young Adult Labor Force in Massachusetts

Development has partnered with the local construction and hospitality and other sponsors to use Federal funds

The Young Adult Labor Force in Massachusetts

to create the Greater Boston American Apprenticeship Initiative, which aims to give low-income applicants

The Young Adult Labor Force in Massachusetts

without a college degree a pathway to well-paying jobs in these two industries.³²

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The Young Adult Labor Force in Massachusetts

Connecting Activities is a State Department of Elementary and Secondary Education initiative “designed to build

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connections between employers and schools so they can provide work experience and other career

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development opportunities to the youth of Massachusetts.”³³ The program, like others, combines work-based

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learning opportunities with training and education to prepare students for successfully participating in the work

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force. In Fiscal Year 2015, Connecting Activities placed almost 10,500 students in internships, and 7,677

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students participated in work-readiness, career exploration, and internship training workshops.

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Conclusion

The Young Adult Labor Force in Massachusetts

The current research examined young adult historic young adult labor market trends in the U.S. and

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Massachusetts and examined disparities in labor market connectivity in the Commonwealth by selected key

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demographic characteristics and region. In general, the research found that:

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Key findings include:

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- Young adult employment has been declining over the last 25 years in Massachusetts, much like the rest

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of the U.S.

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- This trend has been particularly noteworthy since 2000 and especially since the Great Recession.

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- While young adult employment has increased since the end of the Great Recession, employment rates

are still below pre-recession levels and are far below rates observed during the 1980s and 1990s.

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- In recent years, young adult employment rates have declined, while the employment rates for older

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workers (55 years and older) have increased, suggesting that younger workers are competing with older

The Young Adult Labor Force in Massachusetts

workers for opportunities in the labor market today.

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- Employment rates tend to be lower for non-white racial and ethnic groups, young men, the foreign-

born, as well as for individuals with limited educational attainment and those from lower income

The Young Adult Labor Force in Massachusetts

households.

The Young Adult Labor Force in Massachusetts

- The regional labor market for young adults appears to be strongest in the Northeast and the Greater

The Young Adult Labor Force in Massachusetts

Boston regions.³⁴

The Young Adult Labor Force in Massachusetts

- Young adults in Western and Central regions of Massachusetts (regions that include the Gateway Cities

The Young Adult Labor Force in Massachusetts

of Pittsfield, Springfield, Holyoke, Chicopee, Fitchburg, and Worcester) face tougher labor market

conditions, with either low employment rates, high disconnected rates (a measure of those neither

The Young Adult Labor Force in Massachusetts

working nor enrolled in school), or both.

The Young Adult Labor Force in Massachusetts

- Young adults are concentrated in lower wage occupational fields such as food preparation and serving

related occupations, office and administrative support, and sales and related occupations. This trend

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has increased since 2000 with reduced opportunities for young adults in traditionally blue-collar fields

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and high-skill knowledge industries.

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Other notable statewide and regional observations:

STATEWIDE OBSERVATIONS

The Young Adult Labor Force in Massachusetts

- At 56.6 percent, white young adults 16 to 24 years old have a higher employment rate than other major

The Young Adult Labor Force in Massachusetts

racial groups (48.6 percent for black/African-Americans, 35.6 percent for Asians, and 49.3 percent for

The Young Adult Labor Force in Massachusetts

Hispanics).

The Young Adult Labor Force in Massachusetts

- 16 to 24 year-olds Black/African-Americans (13.8 percent) and Hispanics (15.5 percent) have higher

disconnected rates than their white (6.5 percent) and Asian (7.3 percent) peers.

The Young Adult Labor Force in Massachusetts

- Young men, particularly teenagers, are less likely to be employed and more likely to be “disconnected”

than young women. Male teenagers have an employment rate of 31.4 percent compared to 39.2

The Young Adult Labor Force in Massachusetts

percent for female teenagers. Male teenagers have a disconnected rate of 6 percent compared to 2.9

The Young Adult Labor Force in Massachusetts

percent for female teenagers.

The Young Adult Labor Force in Massachusetts

- Foreign born young adults 20 to 24 years old are less likely to be employed than their native born

counterparts (52.1 percent compared to 69.2 percent) and more likely to be “disconnected” (14.9

The Young Adult Labor Force in Massachusetts

percent compared to 11.3 percent) than the native born.

The Young Adult Labor Force in Massachusetts

- Employment rates for young adults are closely associated with educational attainment. Not until a

young person has attained at least “some college” education do employment rates approach statewide

averages. Employment rates are also extremely low for 20 to 24 year-old high school dropouts (51.3

percent), and low for high school graduates for both teenagers (16 to 19 year-olds) and young adults (20

The Young Adult Labor Force in Massachusetts

to 24 year-olds) at 53.2 percent and 68.7 percent, respectively.

The Young Adult Labor Force in Massachusetts

- Young adult employment is closely influenced by household income. Young adults living in poverty are

far less likely to be employed than those coming from more affluent households.

REGIONAL OBSERVATIONS

The Young Adult Labor Force in Massachusetts

- The highest employment rates for young adults are found in the Southeast and Cape and in the

The Young Adult Labor Force in Massachusetts

Northeast, with 54.1 percent and 53.7 percent, respectively

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- The highest disconnected rates in the state are in the Western, Central, and Southeast and Cape regions.

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- The lowest disconnected rates are in the Greater Boston region and in the City of Boston. While this is

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not surprising as a large number of young adults come to Boston and its surrounding communities to

attend college, the disconnected rate is significantly higher for black/African-American and Hispanic

youth in Greater Boston and the City of Boston than for white youth.

The Young Adult Labor Force in Massachusetts

- Labor market conditions for young adults are most concerning in the Western and Central regions.

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Western Massachusetts is home to both low employment rates and high disconnected rates, particularly

The Young Adult Labor Force in Massachusetts

among black/African-American and Hispanic residents.

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- The Southeast and Cape region has both high employment and high disconnected rates for young

The Young Adult Labor Force in Massachusetts

adults. The region has the highest disconnected rates for young adults 20 to 24 years old in the state

(16.2 percent). The Southeast and Cape region has the highest disconnected rates for whites (13.8

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percent) and black/African Americans (24.3 percent) 20 to 24 year-olds in the state. The disconnected

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rate for Hispanics 20 to 24 years old is also high at 27.8 percent (second highest in the state for the

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Hispanic group, only behind Western Massachusetts at 35.8 percent).

The Young Adult Labor Force in Massachusetts

- The employment rate for young adults 20 to 24 years old is the same in both Boston and Western

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Massachusetts (58.8 percent compared to 64.3 percent statewide). However, Boston has the lowest

The Young Adult Labor Force in Massachusetts

disconnected rate for this population in the state (10.1 percent). The state average for this age group is

The Young Adult Labor Force in Massachusetts

12.9 percent.

The Young Adult Labor Force in Massachusetts

- In Massachusetts, Boston has the highest employment rate for teenaged high school dropouts (47.1

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percent for the region compared to 27.6 percent statewide). However, employment rates are lower in

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Boston than in the other regions of the state for all other levels of educational attainment for teenagers.

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- Young adults with only a high school education have a more difficult time finding employment in

Western Massachusetts than their peers across the state. Teenagers in the Western region with only a

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high school education have an employment rate of 45.2 percent compared to 57.7 percent statewide.

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Young adults in their early 20s with only a high school education have an employment rate of 60.5

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percent compared to 65.9 percent statewide.

The Young Adult Labor Force in Massachusetts

- At 35.8 percent, the disconnected rate in Western Massachusetts is particularly high for Hispanics 20 to

24 years old, the highest for any racial/ethnic group in this analysis.

The Young Adult Labor Force in Massachusetts

As noted earlier in the report, while some of the declines in young adult labor market participation are related

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to increased emphasis on higher education, there remain a number of concerning trends in young adult labor

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employment. In particular, young adults do appear to be competing with older workers for job opportunities in

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the state. There appears to be weak labor market connectivity in Massachusetts for non-white racial and ethnic

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groups, males, foreign born residents, as well as those with limited educational attainment and those from less

affluent households. Beyond that, the data show more difficult labor market conditions in particular regions of

The Young Adult Labor Force in Massachusetts

the state, most notably the Western and Central parts of Massachusetts. These areas feature several Gateway

The Young Adult Labor Force in Massachusetts

Cities, such as Springfield, Holyoke, and Worcester that have lagged behind state averages in economic

The Young Adult Labor Force in Massachusetts

performance for years. Conversely, labor market conditions for young adults appear more favorable in Greater

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Boston and the Northeast region.

The Young Adult Labor Force in Massachusetts

These issues should be of great concern to public policy makers and job training professional for two key

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reasons:

The Young Adult Labor Force in Massachusetts

- The social, demographic, and regional disparities associated with young adult employment; and

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- With the impending retirement of the baby boomer generation, young adults represent a potential

The Young Adult Labor Force in Massachusetts

source of untapped labor supply for the state.

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In particular, young adults from either historical disadvantaged social groups or regions appear to be less likely

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to experience the benefits associated with early labor force participation (i.e. skill development, networking,

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etc.). In addition, with the impending retirement of the baby boomer generation over the next 20 years, the

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Commonwealth (as well as other states) will need to find suitable replacement labor. The relatively low

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employment rates and, in some cases, high disconnected rates for young adults in the Commonwealth signal an

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important opportunity for identifying and growing young talent for the state's labor force who can help fill

The Young Adult Labor Force in Massachusetts

critical labor gaps in the future. This is both a quality of life issue for young adults in the state, as well as an issue

The Young Adult Labor Force in Massachusetts

of maintaining the economic strength of the Commonwealth in the coming years.

Appendix A: City of Boston

The Young Adult Labor Force in Massachusetts

City of Boston	State	Boston	State	Boston	State	Boston
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	16 to 24	16 to 19	20 to 24
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Employment Rate

The Young Adult Labor Force in Massachusetts

Total	50.6%	48.4%	33.3%	29.3%	64.3%	58.8%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		53.5%	53.0%		35.5%	32.2%		68.0%	62.6%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		44.1%	43.4%		25.4%	22.3%		58.2%	57.4%	
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The Young Adult Labor Force in Massachusetts

	Asian		39.7%	38.2%		24.4%	25.6%		49.7%	45.3%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		45.9%	46.8%		30.4%	31.4%		58.0%	57.0%	
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The Young Adult Labor Force in Massachusetts

	Other		47.6%	50.4%		34.3%	34.1%		60.3%	62.4%	
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The Young Adult Labor Force in Massachusetts

Sex

The Young Adult Labor Force in Massachusetts

	Male		47.8%	47.3%		29.8%	23.4%		62.2%	60.0%	
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The Young Adult Labor Force in Massachusetts

	Female		53.3%	49.3%		36.8%	34.4%		66.3%	57.8%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>							
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The Young Adult Labor Force in Massachusetts

	Native born		51.1%	49.5%		33.9%	30.5%		65.4%	60.2%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.4%	43.0%		27.3%	23.5%		56.8%	52.8%	
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The Young Adult Labor Force in Massachusetts

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Not in Labor Force

The Young Adult Labor Force in Massachusetts

Percent Enrolled in School	87.1%	90.4%	94.8%	96.7%	73.8%	84.2%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		90.2%	94.7%		96.2%	98.4%		78.8%	91.6%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		80.6%	83.8%		91.8%	94.2%		61.7%	68.3%	
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The Young Adult Labor Force in Massachusetts

	Asian		93.3%	96.3%		96.6%	98.9%		89.7%	94.1%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		73.2%	81.3%		88.6%	94.0%		49.3%	65.5%	
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The Young Adult Labor Force in Massachusetts

	Other		84.4%	83.7%		94.7%	94.8%		66.2%	68.1%	
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The Young Adult Labor Force in Massachusetts

Sex

The Young Adult Labor Force in Massachusetts

	Male		86.3%	89.9%		94.0%	95.9%		72.6%	83.2%	
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The Young Adult Labor Force in Massachusetts

Female	87.9%	90.9%	95.6%	97.3%	75.0%	84.9%
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The Young Adult Labor Force in Massachusetts

<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		87.5%	90.4%		95.0%	96.8%		73.7%	83.7%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		83.8%	90.7%		93.2%	95.8%		74.0%	86.0%	
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The Young Adult Labor Force in Massachusetts



The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

City of Boston	State	Boston	State	Boston	State	Boston
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	16 to 24	16 to 19	20 to 24
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The Young Adult Labor Force in Massachusetts

Percent in Public School	60.1%	30.1%	70.1%	40.3%	37.8%	18.4%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		58.4%	12.0%		67.9%	16.1%		36.6%	8.3%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		74.2%	73.3%		80.5%	79.6%		58.6%	60.6%	
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The Young Adult Labor Force in Massachusetts

	Asian		44.7%	23.1%		60.1%	31.8%		27.2%	15.7%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		72.3%	50.9%		81.5%	62.5%		46.8%	30.3%	
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The Young Adult Labor Force in Massachusetts

	Other		61.2%	33.7%		70.9%	42.4%		36.7%	16.7%	
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The Young Adult Labor Force in Massachusetts

	Sex				
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The Young Adult Labor Force in Massachusetts

	Male		62.9%	33.3%		71.9%	45.2%		42.2%	18.2%	
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The Young Adult Labor Force in Massachusetts

	Female		57.1%	27.3%		68.2%	35.5%		33.5%	18.4%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		61.0%	29.6%		70.1%	39.0%		39.4%	18.2%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		53.1%	32.3%		70.5%	45.6%		30.3%	18.9%	
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The Young Adult Labor Force in Massachusetts

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Percent in Private School	39.9%	69.9%	29.9%	59.7%	62.2%	81.6%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		41.6%	88.0%		32.1%	83.9%		63.4%	91.7%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		25.8%	26.7%		19.5%	20.4%		41.4%	39.4%	
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The Young Adult Labor Force in Massachusetts

	Asian		55.3%	76.9%		39.9%	68.2%		72.8%	84.3%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		27.7%	49.1%		18.5%	37.5%		53.2%	69.7%	
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The Young Adult Labor Force in Massachusetts

	Other		38.8%	66.3%		29.1%	57.6%		63.3%	83.3%	
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The Young Adult Labor Force in Massachusetts

	Sex				
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The Young Adult Labor Force in Massachusetts

	Male		37.1%	66.7%		28.1%	54.8%		57.8%	81.8%	
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The Young Adult Labor Force in Massachusetts

	Female		42.9%	72.7%		31.8%	64.5%		66.5%	81.6%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		39.0%	70.4%		29.9%	61.0%		60.6%	81.8%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.9%	67.7%		29.5%	54.4%		69.7%	81.1%	
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Disconnected Rate	9.4%	7.8%	5.1%	3.6%	12.9%	10.1%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		7.3%	3.3%		3.9%	1.4%		10.1%	4.2%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		13.8%	13.4%		7.3%	5.7%		18.7%	18.5%	
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The Young Adult Labor Force in Massachusetts

	Asian		5.9%	3.8%		3.2%	1.0%		7.7%	5.4%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		18.3%	15.7%		10.0%	7.2%		24.6%	21.3%	
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The Young Adult Labor Force in Massachusetts

	Other		12.6%	10.5%		7.0%	4.8%		18.0%	14.7%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

	Male		11.1%	9.2%		6.2%	4.8%		14.9%	11.5%	
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The Young Adult Labor Force in Massachusetts

	Female		7.8%	6.6%		3.9%	2.6%		11.0%	8.8%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		9.2%	7.2%		4.9%	3.1%		12.7%	9.5%	
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The Young Adult Labor Force in Massachusetts

Foreign born	11.7%	10.3%	6.2%	5.8%	14.7%	12.6%
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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

City of Boston	State	Boston	State	Boston	State	Boston
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	16 to 24	16 to 19	20 to 24
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Employment Rate by Educational Attainment and School Enrollment

(16 to 19 year-olds)

The Young Adult Labor Force in Massachusetts

High school dropout		-	-		27.6%	47.1%		-	-	
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The Young Adult Labor Force in Massachusetts

High school student		-	-		27.1%	19.0%		-	-	
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The Young Adult Labor Force in Massachusetts

High school graduate, not		-	-		57.7%	44.5%		-	-	
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The Young Adult Labor Force in Massachusetts

enrolled				
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The Young Adult Labor Force in Massachusetts

Some college, not enrolled		-	-		65.7%	38.5%		-	-	
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The Young Adult Labor Force in Massachusetts

College student		-	-		34.2%	33.5%		-	-	
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The Young Adult Labor Force in Massachusetts

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Employment Rate by Educational Attainment (20 to 24 year-olds)

The Young Adult Labor Force in Massachusetts

Less than high school		-	-		-	-		47.6%	48.6%	
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The Young Adult Labor Force in Massachusetts

High school		-	-		-	-		65.9%	56.7%	
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The Young Adult Labor Force in Massachusetts

Some college, no degree		-	-		-	-		74.5%	70.5%	
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The Young Adult Labor Force in Massachusetts

Associate's degree		-	-		-	-		84.9%	76.6%	
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The Young Adult Labor Force in Massachusetts

Bachelor's degree or higher	-	-	-	-	89.9%	90.8%
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The Young Adult Labor Force in Massachusetts

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Income to Poverty Ratio

The Young Adult Labor Force in Massachusetts

50 or below		28.8%	27.6%		19.6%	15.9%		32.6%	30.4%	
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The Young Adult Labor Force in Massachusetts

51 to 100		45.5%	53.5%		25.6%	33.8%		58.5%	62.4%	
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The Young Adult Labor Force in Massachusetts

101 to 200		54.9%	58.4%		31.3%	28.0%		70.4%	70.5%	
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The Young Adult Labor Force in Massachusetts

201 to 300		56.8%	63.4%		34.3%	31.7%		73.5%	77.8%	
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The Young Adult Labor Force in Massachusetts

301 to 400		59.6%	68.1%		38.7%	27.3%		76.1%	79.2%	
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The Young Adult Labor Force in Massachusetts

401 and above	57.7%	65.4%	38.0%	30.7%	75.8%	78.6%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Appendix B: Greater Boston

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

	State	Greater	State	Greater	State	Greater
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		Boston		Boston		Boston
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Greater Boston	16 to 24	16 to 19	20 to 24
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(excluding City of Boston)			
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Employment Rate

The Young Adult Labor Force in Massachusetts

Total	50.6%	50.6%	33.3%	31.3%	64.3%	65.8%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		53.5%	52.0%		35.5%	32.3%		68.0%	68.5%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		44.1%	53.1%		25.4%	32.2%		58.2%	67.7%	
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The Young Adult Labor Force in Massachusetts

	Asian		39.7%	39.8%		24.4%	21.2%		49.7%	51.4%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		45.9%	51.5%		30.4%	32.8%		58.0%	64.4%	
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The Young Adult Labor Force in Massachusetts

	Other		47.6%	46.5%		34.3%	30.4%		60.3%	61.2%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	47.8%	47.9%	29.8%	28.6%	62.2%	63.4%
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The Young Adult Labor Force in Massachusetts

	Female		53.3%	53.3%		36.8%	34.1%		66.3%	68.0%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		51.1%	51.4%		33.9%	31.9%		65.4%	67.9%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.4%	46.1%		27.3%	26.9%		56.8%	56.2%	
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The Young Adult Labor Force in Massachusetts

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Not in Labor Force

The Young Adult Labor Force in Massachusetts

Percent Enrolled in School	87.1%	90.7%	94.8%	96.5%	73.8%	79.9%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		90.2%	92.6%		96.2%	97.0%		78.8%	83.2%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		80.6%	84.7%		91.8%	94.9%		61.7%	65.2%	
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The Young Adult Labor Force in Massachusetts

	Asian		93.3%	92.9%		96.6%	97.1%		89.7%	88.5%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		73.2%	80.6%		88.6%	94.0%		49.3%	58.3%	
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The Young Adult Labor Force in Massachusetts

	Other		84.4%	89.7%		94.7%	95.3%		66.2%	79.9%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	86.3%	90.6%	94.0%	95.5%	72.6%	81.1%
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The Young Adult Labor Force in Massachusetts

	Female		87.9%	90.7%		95.6%	97.4%		75.0%	78.7%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		87.5%	91.9%		95.0%	96.7%		73.7%	81.8%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		83.8%	84.3%		93.2%	94.7%		74.0%	74.3%	
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

	State	Greater	State	Greater	State	Greater
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		Boston		Boston		Boston
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Greater Boston	16 to 24	16 to 19	20 to 24
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(excluding City of Boston)			
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The Young Adult Labor Force in Massachusetts

Percent in Public School	60.1%	52.0%	70.1%	65.5%	37.8%	21.8%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		58.4%	51.5%		67.9%	63.9%		36.6%	21.0%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		74.2%	67.7%		80.5%	77.7%		58.6%	39.6%	
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The Young Adult Labor Force in Massachusetts

Asian	44.7%	39.9%	60.1%	60.7%	27.2%	15.6%
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The Young Adult Labor Force in Massachusetts

	Hispanic		72.3%	62.3%		81.5%	74.6%		46.8%	29.3%	
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The Young Adult Labor Force in Massachusetts

	Other		61.2%	52.0%		70.9%	63.7%		36.7%	27.8%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	62.9%	53.6%	71.9%	66.6%	42.2%	24.5%
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The Young Adult Labor Force in Massachusetts

	Female		57.1%	50.3%		68.2%	64.4%		33.5%	19.0%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		61.0%	52.4%		70.1%	64.3%		39.4%	22.6%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		53.1%	49.7%		70.5%	74.5%		30.3%	19.1%	
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The Young Adult Labor Force in Massachusetts

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Percent in Private School	39.9%	48.0%	29.9%	34.5%	62.2%	78.2%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		41.6%	48.5%		32.1%	36.1%		63.4%	79.0%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American	25.8%	32.3%	19.5%	22.3%	41.4%	60.4%
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The Young Adult Labor Force in Massachusetts

Asian	55.3%	60.1%	39.9%	39.3%	72.8%	84.4%
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The Young Adult Labor Force in Massachusetts

	Hispanic		27.7%	37.7%		18.5%	25.4%		53.2%	70.7%	
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The Young Adult Labor Force in Massachusetts

	Other		38.8%	48.0%		29.1%	36.3%		63.3%	72.2%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	37.1%	46.4%	28.1%	33.4%	57.8%	75.5%
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The Young Adult Labor Force in Massachusetts

Female	42.9%	49.7%	31.8%	35.6%	66.5%	81.0%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		39.0%	47.6%		29.9%	35.7%		60.6%	77.4%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.9%	50.3%		29.5%	25.5%		69.7%	80.9%	
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Disconnected Rate	9.4%	7.3%	5.1%	3.5%	12.9%	10.2%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		7.3%	6.2%		3.9%	3.0%		10.1%	8.8%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		13.8%	9.2%		7.3%	5.3%		18.7%	11.9%	
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The Young Adult Labor Force in Massachusetts

	Asian		5.9%	5.6%		3.2%	2.8%		7.7%	7.3%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		18.3%	12.8%		10.0%	5.2%		24.6%	17.9%	
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The Young Adult Labor Force in Massachusetts

	Other		12.6%	8.6%		7.0%	5.2%		18.0%	11.7%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	11.1%	8.4%	6.2%	4.7%	14.9%	11.4%
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The Young Adult Labor Force in Massachusetts

	Female		7.8%	6.1%		3.9%	2.3%		11.0%	9.0%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		9.2%	6.7%		4.9%	3.4%		12.7%	9.4%	
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The Young Adult Labor Force in Massachusetts

Foreign born	11.7%	10.4%	6.2%	4.5%	14.7%	13.5%
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Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

	State	Greater	State	Greater	State	Greater
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		Boston		Boston		Boston
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Greater Boston	16 to 24	16 to 19	20 to 24
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(excluding City of Boston)			
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Employment Rate by Educational Attainment and School Enrollment

(16 to 19 year-olds)

The Young Adult Labor Force in Massachusetts

High school dropout	-	-	27.6%	33.0%	-	-
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The Young Adult Labor Force in Massachusetts

High school student	-	-	27.1%	25.7%	-	-	
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The Young Adult Labor Force in Massachusetts

High school graduate, not	-	-	57.7%	60.4%	-	-
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The Young Adult Labor Force in Massachusetts

enrolled				
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The Young Adult Labor Force in Massachusetts

Some college, not enrolled		-	-		65.7%	49.2%		-	-	
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The Young Adult Labor Force in Massachusetts

College student		-	-		34.2%	37.3%		-	-	
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Employment Rate by Educational Attainment (20 to 24 year-olds)

The Young Adult Labor Force in Massachusetts

Less than high school		-	-		-	-		47.6%	57.1%	
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The Young Adult Labor Force in Massachusetts

High school	-	-	-	-	65.9%	69.6%
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The Young Adult Labor Force in Massachusetts

Some college, no degree		-	-		-	-		74.5%	76.3%	
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The Young Adult Labor Force in Massachusetts

Associate's degree	-	-	-	-	84.9%	86.6%
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The Young Adult Labor Force in Massachusetts

Bachelor's degree or higher		-	-		-	-		89.9%	89.7%	
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Income to Poverty Ratio

The Young Adult Labor Force in Massachusetts

50 or below		28.8%	31.3%	19.6%	23.7%	32.6%	33.6%
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The Young Adult Labor Force in Massachusetts

51 to 100	45.5%	48.2%	25.6%	29.0%	58.5%	59.5%
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The Young Adult Labor Force in Massachusetts

101 to 200	54.9%	55.9%	31.3%	28.5%	70.4%	72.0%
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The Young Adult Labor Force in Massachusetts

201 to 300	56.8%	59.1%	34.3%	32.2%	73.5%	76.2%
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The Young Adult Labor Force in Massachusetts

301 to 400	59.6%	57.6%	38.7%	33.4%	76.1%	78.2%
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The Young Adult Labor Force in Massachusetts

401 and above	57.7%	53.2%	38.0%	32.6%	75.8%	74.2%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Appendix C: Northeast

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

	State	Northeast	State	Northeast	State	Northeast
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Northeast	16 to 24	16 to 19	20 to 24
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Employment Rate

The Young Adult Labor Force in Massachusetts

Total	50.6%	53.7%	33.3%	37.9%	64.3%	68.0%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		53.5%	56.6%		35.5%	40.1%		68.0%	71.7%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		44.1%	38.7%		25.4%	28.0%		58.2%	49.2%	
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The Young Adult Labor Force in Massachusetts

	Asian		39.7%	47.1%		24.4%	26.6%		49.7%	63.1%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		45.9%	46.9%		30.4%	32.1%		58.0%	59.2%	
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The Young Adult Labor Force in Massachusetts

	Other		47.6%	51.0%		34.3%	45.2%		60.3%	59.6%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	47.8%	50.5%	29.8%	35.3%	62.2%	64.5%
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The Young Adult Labor Force in Massachusetts

	Female		53.3%	57.1%		36.8%	40.7%		66.3%	71.7%	
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	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		51.1%	54.0%		33.9%	38.6%		65.4%	68.7%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.4%	51.1%		27.3%	28.2%		56.8%	63.1%	
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The Young Adult Labor Force in Massachusetts

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Not in Labor Force

The Young Adult Labor Force in Massachusetts

Percent Enrolled in	87.1%	86.3%	94.8%	94.7%	73.8%	68.5%
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School			
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		90.2%	90.1%		96.2%	95.6%		78.8%	76.9%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		80.6%	78.8%		91.8%	95.4%		61.7%	57.0%	
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The Young Adult Labor Force in Massachusetts

	Asian		93.3%	89.5%		96.6%	93.0%		89.7%	82.4%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		73.2%	72.7%		88.6%	90.8%		49.3%	43.4%	
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The Young Adult Labor Force in Massachusetts

	Other		84.4%	93.4%		94.7%	99.8%		66.2%	76.5%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	86.3%	86.2%	94.0%	94.5%	72.6%	68.9%
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The Young Adult Labor Force in Massachusetts

	Female		87.9%	86.5%		95.6%	94.9%		75.0%	68.0%	
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	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		87.5%	87.3%		95.0%	94.8%		73.7%	70.0%	
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The Young Adult Labor Force in Massachusetts

Foreign born	83.8%	78.6%	93.2%	93.3%	74.0%	59.9%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

	State	Northeast	State	Northeast	State	Northeast
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Northeast	16 to 24	16 to 19	20 to 24
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The Young Adult Labor Force in Massachusetts

Percent in Public School	60.1%	73.3%	70.1%	79.1%	37.8%	56.2%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		58.4%	68.7%		67.9%	75.3%		36.6%	49.2%
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The Young Adult Labor Force in Massachusetts

	Black/African-American	74.2%	82.2%	80.5%	87.4%	58.6%	70.8%
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The Young Adult Labor Force in Massachusetts

	Asian		44.7%	75.0%		60.1%	81.2%		27.2%	61.1%
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The Young Adult Labor Force in Massachusetts

	Hispanic		72.3%	88.9%		81.5%	92.5%		46.8%	77.0%
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The Young Adult Labor Force in Massachusetts

	Other		61.2%	79.5%		70.9%	77.1%		36.7%	87.5%
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The Young Adult Labor Force in Massachusetts

	Sex					
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The Young Adult Labor Force in Massachusetts

	Male		62.9%	74.5%		71.9%	79.4%		42.2%	60.6%
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The Young Adult Labor Force in Massachusetts

Female	57.1%	71.7%	68.2%	78.6%	33.5%	50.5%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		61.0%	73.0%		70.1%	78.5%		39.4%	55.9%
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The Young Adult Labor Force in Massachusetts

	Foreign born		53.1%	75.7%		70.5%	84.6%		30.3%	58.0%
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Percent in Private School	39.9%	26.7%	29.9%	20.9%	62.2%	43.8%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		41.6%	31.3%		32.1%	24.7%		63.4%	50.8%
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The Young Adult Labor Force in Massachusetts

Black/African-American	25.8%	17.8%	19.5%	12.6%	41.4%	29.2%
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The Young Adult Labor Force in Massachusetts

Asian	55.3%	25.0%	39.9%	18.8%	72.8%	38.9%
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The Young Adult Labor Force in Massachusetts

Hispanic	27.7%	11.1%	18.5%	7.5%	53.2%	23.0%
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The Young Adult Labor Force in Massachusetts

	Other		38.8%	20.5%		29.1%	22.9%		63.3%	12.5%
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The Young Adult Labor Force in Massachusetts

	Sex					
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The Young Adult Labor Force in Massachusetts

	Male		37.1%	25.5%		28.1%	20.6%		57.8%	39.4%
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The Young Adult Labor Force in Massachusetts

	Female		42.9%	28.3%		31.8%	21.4%		66.5%	49.5%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		39.0%	27.0%		29.9%	21.5%		60.6%	44.1%
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.9%	24.3%		29.5%	15.4%		69.7%	42.0%
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Disconnected Rate	9.4%	9.3%	5.1%	4.8%	12.9%	13.4%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		7.3%	6.9%		3.9%	3.8%		10.1%	9.7%
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The Young Adult Labor Force in Massachusetts

	Black/African-American		13.8%	15.6%		7.3%	8.4%		18.7%	22.6%
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The Young Adult Labor Force in Massachusetts

	Asian		5.9%	9.0%		3.2%	5.3%		7.7%	11.9%
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The Young Adult Labor Force in Massachusetts

	Hispanic		18.3%	18.2%		10.0%	8.9%		24.6%	26.0%
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The Young Adult Labor Force in Massachusetts

	Other		12.6%	8.1%		7.0%	1.9%		18.0%	17.2%
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The Young Adult Labor Force in Massachusetts

	Sex			
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The Young Adult Labor Force in Massachusetts

Male	11.1%	10.7%	6.2%	5.6%	14.9%	15.5%
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The Young Adult Labor Force in Massachusetts

	Female		7.8%	7.8%		3.9%	4.0%		11.0%	11.2%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		9.2%	8.8%		4.9%	4.6%		12.7%	12.8%
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The Young Adult Labor Force in Massachusetts

Foreign born	11.7%	14.2%	6.2%	7.2%	14.7%	17.8%
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Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

	State	Northeast	State	Northeast	State	Northeast
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Northeast	16 to 24	16 to 19	20 to 24
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Employment Rate by Educational Attainment and School Enrollment

(16 to 19 year-olds)

The Young Adult Labor Force in Massachusetts

High school dropout		-	-		27.6%	23.5%		-	-
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The Young Adult Labor Force in Massachusetts

High school student		-	-		27.1%	30.7%		-	-
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The Young Adult Labor Force in Massachusetts

High school graduate, not		-	-		57.7%	69.8%		-	-
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The Young Adult Labor Force in Massachusetts

enrolled			
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The Young Adult Labor Force in Massachusetts

Some college, not enrolled		-	-		65.7%	78.3%		-	-
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The Young Adult Labor Force in Massachusetts

College student		-	-		34.2%	46.8%		-	-
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The Young Adult Labor Force in Massachusetts

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Employment Rate by Educational Attainment (20 to 24 year-olds)

The Young Adult Labor Force in Massachusetts

Less than high school		-	-		-	-		47.6%	47.8%
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The Young Adult Labor Force in Massachusetts

High school		-	-		-	-		65.9%	69.2%
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The Young Adult Labor Force in Massachusetts

Some college, no degree		-	-		-	-		74.5%	79.4%
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The Young Adult Labor Force in Massachusetts

Associate's degree		-	-		-	-		84.9%	88.8%
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The Young Adult Labor Force in Massachusetts

Bachelor's degree or higher		-	-		-	-		89.9%	89.6%
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The Young Adult Labor Force in Massachusetts

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Income to Poverty Ratio

The Young Adult Labor Force in Massachusetts

50 or below	28.8%	28.4%	19.6%	19.4%	32.6%	35.1%
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The Young Adult Labor Force in Massachusetts

51 to 100	45.5%	47.5%	25.6%	28.5%	58.5%	63.8%
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The Young Adult Labor Force in Massachusetts

101 to 200	54.9%	54.1%	31.3%	38.5%	70.4%	65.8%
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The Young Adult Labor Force in Massachusetts

201 to 300	56.8%	58.3%	34.3%	41.8%	73.5%	73.7%
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The Young Adult Labor Force in Massachusetts

301 to 400	59.6%	62.1%	38.7%	44.5%	76.1%	78.3%
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The Young Adult Labor Force in Massachusetts

401 and above	57.7%	56.5%	38.0%	38.9%	75.8%	73.4%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Appendix D: Southeast and Cape

The Young Adult Labor Force in Massachusetts

	State	SE and	State	SE and	State	SE and
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		Cape		Cape		Cape
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Southeast and Cape	16 to 24	16 to 19	20 to 24
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Employment Rate

The Young Adult Labor Force in Massachusetts

Total	50.6%	54.1%	33.3%	37.6%	64.3%	68.8%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		53.5%	56.9%		35.5%	39.9%		68.0%	72.0%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		44.1%	41.3%		25.4%	24.7%		58.2%	57.5%	
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The Young Adult Labor Force in Massachusetts

	Asian		39.7%	32.9%		24.4%	16.9%		49.7%	48.8%	
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The Young Adult Labor Force in Massachusetts

Hispanic	45.9%	43.7%	30.4%	29.5%	58.0%	54.3%
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The Young Adult Labor Force in Massachusetts

	Other		47.6%	49.8%		34.3%	38.7%		60.3%	60.7%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	47.8%	50.9%	29.8%	33.9%	62.2%	66.1%
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The Young Adult Labor Force in Massachusetts

Female	53.3%	57.5%	36.8%	41.5%	66.3%	71.7%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		51.1%	54.6%		33.9%	38.2%		65.4%	69.4%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.4%	46.3%		27.3%	25.6%		56.8%	59.9%	
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The Young Adult Labor Force in Massachusetts

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Not in Labor Force

The Young Adult Labor Force in Massachusetts

Percent Enrolled in School	87.1%	82.6%	94.8%	93.0%	73.8%	59.1%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		90.2%	85.5%		96.2%	95.2%		78.8%	62.6%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		80.6%	73.9%		91.8%	85.9%		61.7%	46.4%	
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The Young Adult Labor Force in Massachusetts

Asian	93.3%	85.3%	96.6%	94.6%	89.7%	69.4%
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The Young Adult Labor Force in Massachusetts

Hispanic	73.2%	68.9%	88.6%	82.3%	49.3%	48.9%
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The Young Adult Labor Force in Massachusetts

	Other		84.4%	70.2%		94.7%	85.0%		66.2%	42.9%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	86.3%	81.3%	94.0%	92.9%	72.6%	57.0%
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The Young Adult Labor Force in Massachusetts

	Female		87.9%	84.1%		95.6%	93.3%		75.0%	61.9%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		87.5%	83.6%		95.0%	93.6%		73.7%	60.5%	
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The Young Adult Labor Force in Massachusetts

Foreign born	83.8%	67.3%	93.2%	83.5%	74.0%	45.1%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

	State	SE and	State	SE and	State	SE and
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		Cape		Cape		Cape
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Southeast and Cape	16 to 24	16 to 19	20 to 24
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The Young Adult Labor Force in Massachusetts

Percent in Public School	60.1%	77.9%	70.1%	82.7%	37.8%	61.1%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		58.4%	76.7%		67.9%	80.9%		36.6%	61.2%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		74.2%	88.8%		80.5%	90.1%		58.6%	83.3%	
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The Young Adult Labor Force in Massachusetts

Asian	44.7%	70.7%	60.1%	85.4%	27.2%	36.7%
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The Young Adult Labor Force in Massachusetts

	Hispanic		72.3%	81.8%		81.5%	89.8%		46.8%	62.0%	
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The Young Adult Labor Force in Massachusetts

	Other		61.2%	80.2%		70.9%	90.0%		36.7%	44.6%	
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The Young Adult Labor Force in Massachusetts

	Sex							
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The Young Adult Labor Force in Massachusetts

Male	62.9%	79.7%	71.9%	83.5%	42.2%	66.9%
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The Young Adult Labor Force in Massachusetts

Female	57.1%	75.8%	68.2%	81.8%	33.5%	53.8%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

Native born	61.0%	78.0%	70.1%	82.4%	39.4%	62.1%
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The Young Adult Labor Force in Massachusetts

	Foreign born		53.1%	77.1%		70.5%	88.8%		30.3%	47.6%	
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The Young Adult Labor Force in Massachusetts

Percent in Private School	39.9%	22.1%	29.9%	17.3%	62.2%	38.9%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		41.6%	23.3%		32.1%	19.1%		63.4%	38.8%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		25.8%	11.2%		19.5%	9.9%		41.4%	16.7%	
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The Young Adult Labor Force in Massachusetts

Asian	55.3%	29.3%	39.9%	14.6%	72.8%	63.3%
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The Young Adult Labor Force in Massachusetts

Hispanic	27.7%	18.2%	18.5%	10.2%	53.2%	38.0%
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The Young Adult Labor Force in Massachusetts

Other	38.8%	19.8%	29.1%	10.0%	63.3%	55.4%
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The Young Adult Labor Force in Massachusetts

	Sex							
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The Young Adult Labor Force in Massachusetts

Male	37.1%	20.3%	28.1%	16.5%	57.8%	33.1%
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The Young Adult Labor Force in Massachusetts

Female	42.9%	24.2%	31.8%	18.2%	66.5%	46.2%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		39.0%	22.0%		29.9%	17.6%		60.6%	37.9%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.9%	22.9%		29.5%	11.2%		69.7%	52.4%	
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Disconnected Rate	9.4%	11.6%	5.1%	6.5%	12.9%	16.2%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		7.3%	9.6%		3.9%	5.0%		10.1%	13.8%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		13.8%	17.7%		7.3%	11.0%		18.7%	24.3%	
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The Young Adult Labor Force in Massachusetts

	Asian		5.9%	14.4%		3.2%	9.1%		7.7%	19.6%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		18.3%	21.5%		10.0%	13.1%		24.6%	27.8%	
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The Young Adult Labor Force in Massachusetts

	Other		12.6%	21.5%		7.0%	15.5%		18.0%	27.4%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	11.1%	12.9%	6.2%	6.9%	14.9%	18.2%
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The Young Adult Labor Force in Massachusetts

	Female		7.8%	10.3%		3.9%	6.1%		11.0%	14.0%	
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	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		9.2%	11.2%		4.9%	6.2%		12.7%	15.7%	
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The Young Adult Labor Force in Massachusetts

Foreign born	11.7%	19.9%	6.2%	13.6%	14.7%	24.1%
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Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

	State	SE and	State	SE and	State	SE and
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		Cape		Cape		Cape
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Southeast and Cape	16 to 24	16 to 19	20 to 24
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Employment Rate by Educational Attainment and School Enrollment

(16 to 19 year-olds)

The Young Adult Labor Force in Massachusetts

High school dropout		-	-		27.6%	23.2%		-	-	
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The Young Adult Labor Force in Massachusetts

High school student		-	-		27.1%	30.4%		-	-	
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The Young Adult Labor Force in Massachusetts

High school graduate, not enrolled		-	-		57.7%	57.2%		-	-	
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The Young Adult Labor Force in Massachusetts

Some college, not enrolled		-	-		65.7%	74.8%		-	-	
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The Young Adult Labor Force in Massachusetts

College student		-	-		34.2%	50.1%		-	-	
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Employment Rate by Educational Attainment (20 to 24 year-olds)

The Young Adult Labor Force in Massachusetts

Less than high school		-	-		-	-		47.6%	47.1%	
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The Young Adult Labor Force in Massachusetts

High school		-	-		-	-		65.9%	67.8%	
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The Young Adult Labor Force in Massachusetts

Some college, no degree		-	-		-	-		74.5%	73.5%	
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The Young Adult Labor Force in Massachusetts

Associate's degree		-	-		-	-		84.9%	83.7%	
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The Young Adult Labor Force in Massachusetts

Bachelor's degree or higher	-	-	-	-	89.9%	90.8%	
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Income to Poverty Ratio

The Young Adult Labor Force in Massachusetts

50 or below		28.8%	32.5%		19.6%	28.1%		32.6%	36.3%	
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The Young Adult Labor Force in Massachusetts

51 to 100		45.5%	41.2%		25.6%	27.3%		58.5%	52.1%	
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The Young Adult Labor Force in Massachusetts

101 to 200		54.9%	53.3%		31.3%	31.9%		70.4%	72.4%	
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The Young Adult Labor Force in Massachusetts

201 to 300		56.8%	53.1%		34.3%	33.1%		73.5%	70.3%	
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The Young Adult Labor Force in Massachusetts

301 to 400		59.6%	59.4%		38.7%	43.9%		76.1%	74.3%	
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The Young Adult Labor Force in Massachusetts

401 and above	57.7%	62.0%	38.0%	43.5%	75.8%	78.8%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Appendix E: Central

The Young Adult Labor Force in Massachusetts

Central	State	Central	State	Central	State	Central
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	16 to 24	16 to 19	20 to 24
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Employment Rate

The Young Adult Labor Force in Massachusetts

Total	50.6%	50.3%	33.3%	33.6%	64.3%	64.7%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		53.5%	52.8%		35.5%	35.5%		68.0%	68.1%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		44.1%	42.1%		25.4%	22.8%		58.2%	58.7%	
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The Young Adult Labor Force in Massachusetts

	Asian		39.7%	39.9%		24.4%	32.4%		49.7%	45.4%	
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The Young Adult Labor Force in Massachusetts

Hispanic	45.9%	44.5%	30.4%	29.4%	58.0%	57.2%
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The Young Adult Labor Force in Massachusetts

	Other		47.6%	41.4%		34.3%	25.5%		60.3%	57.1%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	47.8%	47.6%	29.8%	30.6%	62.2%	62.1%
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The Young Adult Labor Force in Massachusetts

	Female		53.3%	53.0%		36.8%	36.7%		66.3%	67.6%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		51.1%	50.5%		33.9%	34.4%		65.4%	64.9%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.4%	47.7%		27.3%	23.5%		56.8%	63.3%	
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The Young Adult Labor Force in Massachusetts

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Not in Labor Force

The Young Adult Labor Force in Massachusetts

Percent Enrolled in	87.1%	84.2%	94.8%	93.8%	73.8%	65.0%
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School			
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		90.2%	86.6%		96.2%	94.3%		78.8%	69.2%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		80.6%	75.7%		91.8%	96.3%		61.7%	42.2%	
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The Young Adult Labor Force in Massachusetts

	Asian		93.3%	91.6%		96.6%	92.5%		89.7%	90.7%	
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The Young Adult Labor Force in Massachusetts

Hispanic	73.2%	73.4%	88.6%	88.9%	49.3%	47.1%
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The Young Adult Labor Force in Massachusetts

	Other		84.4%	87.4%		94.7%	99.5%		66.2%	62.2%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	86.3%	81.7%	94.0%	92.5%	72.6%	60.3%
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The Young Adult Labor Force in Massachusetts

Female	87.9%	86.9%	95.6%	95.2%	75.0%	70.2%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		87.5%	84.0%		95.0%	94.0%		73.7%	63.3%	
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The Young Adult Labor Force in Massachusetts

Foreign born	83.8%	86.2%	93.2%	91.6%	74.0%	78.2%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Central	State	Central	State	Central	State	Central
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	16 to 24	16 to 19	20 to 24
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The Young Adult Labor Force in Massachusetts

Percent in Public School	60.1%	69.0%	70.1%	75.8%	37.8%	49.2%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		58.4%	67.5%		67.9%	72.9%		36.6%	50.8%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		74.2%	74.0%		80.5%	79.3%		58.6%	54.5%	
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The Young Adult Labor Force in Massachusetts

Asian	44.7%	58.3%	60.1%	79.6%	27.2%	35.6%
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The Young Adult Labor Force in Massachusetts

Hispanic	72.3%	77.8%	81.5%	87.0%	46.8%	48.4%
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The Young Adult Labor Force in Massachusetts

	Other		61.2%	77.2%		70.9%	83.0%		36.7%	58.0%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	62.9%	69.1%	71.9%	74.8%	42.2%	51.7%
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The Young Adult Labor Force in Massachusetts

Female	57.1%	68.8%	68.2%	76.9%	33.5%	46.9%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		61.0%	69.5%		70.1%	76.1%		39.4%	49.4%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		53.1%	63.6%		70.5%	72.6%		30.3%	48.2%	
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Percent in Private School	39.9%	31.0%	29.9%	24.2%	62.2%	50.8%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		41.6%	32.5%		32.1%	27.1%		63.4%	49.2%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		25.8%	26.0%		19.5%	20.7%		41.4%	45.5%	
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The Young Adult Labor Force in Massachusetts

Asian	55.3%	41.7%	39.9%	20.4%	72.8%	64.4%
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The Young Adult Labor Force in Massachusetts

Hispanic	27.7%	22.2%	18.5%	13.0%	53.2%	51.6%
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The Young Adult Labor Force in Massachusetts

	Other		38.8%	22.8%		29.1%	17.0%		63.3%	42.0%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	37.1%	30.9%	28.1%	25.2%	57.8%	48.3%
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The Young Adult Labor Force in Massachusetts

Female	42.9%	31.2%	31.8%	23.1%	66.5%	53.1%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		39.0%	30.5%		29.9%	23.9%		60.6%	50.6%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.9%	36.4%		29.5%	27.4%		69.7%	51.8%	
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Disconnected Rate	9.4%	10.6%	5.1%	5.6%	12.9%	15.0%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		7.3%	9.3%		3.9%	5.3%		10.1%	12.7%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		13.8%	13.8%		7.3%	3.1%		18.7%	23.0%	
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The Young Adult Labor Force in Massachusetts

	Asian		5.9%	8.3%		3.2%	5.5%		7.7%	10.4%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		18.3%	17.9%		10.0%	9.5%		24.6%	25.0%	
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The Young Adult Labor Force in Massachusetts

	Other		12.6%	10.8%		7.0%	1.2%		18.0%	20.3%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	11.1%	12.8%	6.2%	6.7%	14.9%	18.0%
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The Young Adult Labor Force in Massachusetts

	Female		7.8%	8.4%		3.9%	4.5%		11.0%	11.8%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		9.2%	10.8%		4.9%	5.6%		12.7%	15.4%	
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The Young Adult Labor Force in Massachusetts

Foreign born	11.7%	9.3%	6.2%	6.2%	14.7%	11.2%
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Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Central	State	Central	State	Central	State	Central
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	16 to 24	16 to 19	20 to 24
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Employment Rate by Educational Attainment and School Enrollment

(16 to 19 year-olds)

The Young Adult Labor Force in Massachusetts

High school dropout	-	-	27.6%	20.3%	-	-
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The Young Adult Labor Force in Massachusetts

High school student	-	-	27.1%	26.9%	-	-
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The Young Adult Labor Force in Massachusetts

High school graduate, not enrolled	-	-	57.7%	59.2%	-	-
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The Young Adult Labor Force in Massachusetts

Some college, not enrolled		-	-		65.7%	70.8%		-	-	
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The Young Adult Labor Force in Massachusetts

College student	-	-	34.2%	39.8%	-	-
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Employment Rate by Educational Attainment (20 to 24 year-olds)

The Young Adult Labor Force in Massachusetts

Less than high school		-	-		-	-		47.6%	38.5%	
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The Young Adult Labor Force in Massachusetts

High school		-	-		-	-		65.9%	65.3%	
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The Young Adult Labor Force in Massachusetts

Some college, no degree		-	-		-	-		74.5%	75.9%	
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The Young Adult Labor Force in Massachusetts

Associate's degree		-	-		-	-		84.9%	86.4%	
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The Young Adult Labor Force in Massachusetts

Bachelor's degree or higher		-	-		-	-		89.9%	90.1%	
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Income to Poverty Ratio

The Young Adult Labor Force in Massachusetts

50 or below		28.8%	23.1%		19.6%	11.9%		32.6%	29.6%	
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The Young Adult Labor Force in Massachusetts

51 to 100		45.5%	39.4%		25.6%	21.3%		58.5%	54.9%	
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The Young Adult Labor Force in Massachusetts

101 to 200		54.9%	57.4%		31.3%	36.8%		70.4%	73.0%	
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The Young Adult Labor Force in Massachusetts

201 to 300		56.8%	55.2%		34.3%	28.4%		73.5%	74.9%	
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The Young Adult Labor Force in Massachusetts

301 to 400		59.6%	55.2%		38.7%	37.2%		76.1%	70.5%	
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The Young Adult Labor Force in Massachusetts

401 and above	57.7%	59.6%	38.0%	42.3%	75.8%	76.6%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

Appendix F: Western

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

	State	Western	State	Western	State	Western
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Western	16 to 24	16 to 19	20 to 24
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Employment Rate

The Young Adult Labor Force in Massachusetts

Total	50.6%	45.9%	33.3%	30.1%	64.3%	58.8%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		53.5%	49.6%		35.5%	32.1%		68.0%	63.6%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		44.1%	34.6%		25.4%	21.6%		58.2%	44.0%	
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The Young Adult Labor Force in Massachusetts

	Asian		39.7%	36.8%		24.4%	30.3%		49.7%	41.4%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		45.9%	38.4%		30.4%	26.1%		58.0%	50.2%	
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The Young Adult Labor Force in Massachusetts

	Other		47.6%	43.3%		34.3%	29.8%		60.3%	56.2%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	47.8%	41.7%	29.8%	25.0%	62.2%	55.5%
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The Young Adult Labor Force in Massachusetts

	Female		53.3%	49.9%		36.8%	35.0%		66.3%	61.9%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		51.1%	45.7%		33.9%	29.4%		65.4%	59.3%	
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.4%	48.8%		27.3%	40.0%		56.8%	53.8%	
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The Young Adult Labor Force in Massachusetts

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Not in Labor Force

The Young Adult Labor Force in Massachusetts

Percent Enrolled in School	87.1%	84.1%	94.8%	92.7%	73.8%	70.6%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		90.2%	90.4%		96.2%	96.8%		78.8%	79.9%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		80.6%	79.2%		91.8%	85.6%		61.7%	69.9%	
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The Young Adult Labor Force in Massachusetts

	Asian		93.3%	97.1%		96.6%	98.4%		89.7%	95.9%	
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The Young Adult Labor Force in Massachusetts

	Hispanic		73.2%	59.7%		88.6%	78.6%		49.3%	29.4%	
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The Young Adult Labor Force in Massachusetts

	Other		84.4%	81.1%		94.7%	98.6%		66.2%	55.7%	
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The Young Adult Labor Force in Massachusetts

	Sex								
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The Young Adult Labor Force in Massachusetts

Male	86.3%	83.4%	94.0%	91.6%	72.6%	70.5%
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The Young Adult Labor Force in Massachusetts

	Female		87.9%	84.7%		95.6%	93.9%		75.0%	70.6%	
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>			
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The Young Adult Labor Force in Massachusetts

	Native born		87.5%	84.3%		95.0%	92.8%		73.7%	70.4%	
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The Young Adult Labor Force in Massachusetts

Foreign born	83.8%	81.8%	93.2%	92.1%	74.0%	72.0%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

The Young Adult Labor Force in Massachusetts

	State	Western	State	Western	State	Western
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Western	16 to 24	16 to 19	20 to 24
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The Young Adult Labor Force in Massachusetts

Percent in Public School	60.1%	73.3%	70.1%	77.9%	37.8%	63.8%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		58.4%	71.6%		67.9%	76.3%		36.6%	62.4%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American	74.2%	68.9%	80.5%	73.2%	58.6%	61.2%
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The Young Adult Labor Force in Massachusetts

Asian	44.7%	70.2%	60.1%	64.0%	27.2%	75.8%
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The Young Adult Labor Force in Massachusetts

Hispanic	72.3%	86.9%	81.5%	90.3%	46.8%	72.3%
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The Young Adult Labor Force in Massachusetts

	Other		61.2%	70.1%		70.9%	82.2%		36.7%	39.1%	
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The Young Adult Labor Force in Massachusetts

	Sex							
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The Young Adult Labor Force in Massachusetts

Male	62.9%	78.5%	71.9%	81.5%	42.2%	72.1%
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The Young Adult Labor Force in Massachusetts

Female	57.1%	68.1%	68.2%	74.3%	33.5%	55.5%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

Native born	61.0%	73.2%	70.1%	77.9%	39.4%	63.2%
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The Young Adult Labor Force in Massachusetts

	Foreign born		53.1%	74.5%		70.5%	78.9%		30.3%	68.9%	
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Percent in Private School	39.9%	26.7%	29.9%	22.1%	62.2%	36.2%
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	<i>Race and Ethnicity</i>			
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The Young Adult Labor Force in Massachusetts

	White		41.6%	28.4%		32.1%	23.7%		63.4%	37.6%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American	25.8%	31.1%	19.5%	26.8%	41.4%	38.8%
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The Young Adult Labor Force in Massachusetts

Asian	55.3%	29.8%	39.9%	36.0%	72.8%	24.2%
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The Young Adult Labor Force in Massachusetts

	Hispanic		27.7%	13.1%		18.5%	9.7%		53.2%	27.7%	
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The Young Adult Labor Force in Massachusetts

Other	38.8%	29.9%	29.1%	17.8%	63.3%	60.9%
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The Young Adult Labor Force in Massachusetts

	Sex							
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The Young Adult Labor Force in Massachusetts

Male	37.1%	21.5%	28.1%	18.5%	57.8%	27.9%
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The Young Adult Labor Force in Massachusetts

Female	42.9%	31.9%	31.8%	25.7%	66.5%	44.5%
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The Young Adult Labor Force in Massachusetts

	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

Native born	39.0%	26.8%	29.9%	22.1%	60.6%	36.8%
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The Young Adult Labor Force in Massachusetts

	Foreign born		46.9%	25.5%		29.5%	21.1%		69.7%	31.1%	
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The Young Adult Labor Force in Massachusetts

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The Young Adult Labor Force in Massachusetts

Disconnected Rate	9.4%	11.8%	5.1%	7.1%	12.9%	15.7%
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	<i>Race and Ethnicity</i>				
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The Young Adult Labor Force in Massachusetts

	White		7.3%	7.8%		3.9%	4.0%		10.1%	10.8%	
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The Young Adult Labor Force in Massachusetts

	Black/African-American		13.8%	18.7%		7.3%	11.8%		18.7%	23.7%	
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The Young Adult Labor Force in Massachusetts

	Asian		5.9%	2.2%		3.2%	0.9%		7.7%	3.2%	
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The Young Adult Labor Force in Massachusetts

Hispanic	18.3%	27.0%	10.0%	17.7%	24.6%	35.8%
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The Young Adult Labor Force in Massachusetts

Other	12.6%	14.3%	7.0%	7.0%	18.0%	21.2%
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The Young Adult Labor Force in Massachusetts

	Sex				
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The Young Adult Labor Force in Massachusetts

Male	11.1%	14.6%	6.2%	9.7%	14.9%	18.7%
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The Young Adult Labor Force in Massachusetts

	Female		7.8%	9.3%		3.9%	4.6%		11.0%	13.0%	
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	<i>Nativity</i>				
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The Young Adult Labor Force in Massachusetts

	Native born		9.2%	11.8%		4.9%	7.2%		12.7%	15.7%	
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The Young Adult Labor Force in Massachusetts

Foreign born	11.7%	12.0%	6.2%	5.6%	14.7%	15.7%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group

The Young Adult Labor Force in Massachusetts

	State	Western	State	Western	State	Western
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Western	16 to 24	16 to 19	20 to 24
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Employment Rate by Educational Attainment and School Enrollment

(16 to 19 year-olds)

The Young Adult Labor Force in Massachusetts

High school dropout	-	-	27.6%	25.6%	-	-
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The Young Adult Labor Force in Massachusetts

High school student	-	-	27.1%	24.7%	-	-
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The Young Adult Labor Force in Massachusetts

High school graduate, not	-	-	57.7%	45.2%	-	-
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The Young Adult Labor Force in Massachusetts

enrolled				
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The Young Adult Labor Force in Massachusetts

Some college, not enrolled		-	-		65.7%	56.9%		-	-	
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The Young Adult Labor Force in Massachusetts

College student	-	-	34.2%	34.2%	-	-	
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The Young Adult Labor Force in Massachusetts

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Employment Rate by Educational Attainment (20 to 24 year-olds)

The Young Adult Labor Force in Massachusetts

Less than high school		-	-		-	-		47.6%	41.9%	
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The Young Adult Labor Force in Massachusetts

High school		-	-		-	-		65.9%	60.5%	
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The Young Adult Labor Force in Massachusetts

Some college, no degree		-	-		-	-		74.5%	70.2%	
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The Young Adult Labor Force in Massachusetts

Associate's degree		-	-		-	-		84.9%	83.8%	
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The Young Adult Labor Force in Massachusetts

Bachelor's degree or higher		-	-		-	-		89.9%	87.9%	
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The Young Adult Labor Force in Massachusetts

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Income to Poverty Ratio

The Young Adult Labor Force in Massachusetts

50 or below		28.8%	29.3%		19.6%	17.2%		32.6%	34.6%	
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The Young Adult Labor Force in Massachusetts

51 to 100		45.5%	40.8%		25.6%	13.6%		58.5%	57.2%	
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The Young Adult Labor Force in Massachusetts

101 to 200	54.9%	51.0%	31.3%	26.5%	70.4%	68.1%	
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The Young Adult Labor Force in Massachusetts

201 to 300	56.8%	51.7%	34.3%	37.0%	73.5%	65.6%	
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The Young Adult Labor Force in Massachusetts

301 to 400	59.6%	57.9%	38.7%	39.2%	76.1%	74.1%
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The Young Adult Labor Force in Massachusetts

401 and above	57.7%	59.7%	38.0%	40.8%	75.8%	75.7%
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The Young Adult Labor Force in Massachusetts

Source: 2010-2014 American Community Survey (ACS), Public Use Microdata Sample, UMass Donahue Institute, Economic Public Policy Research Group