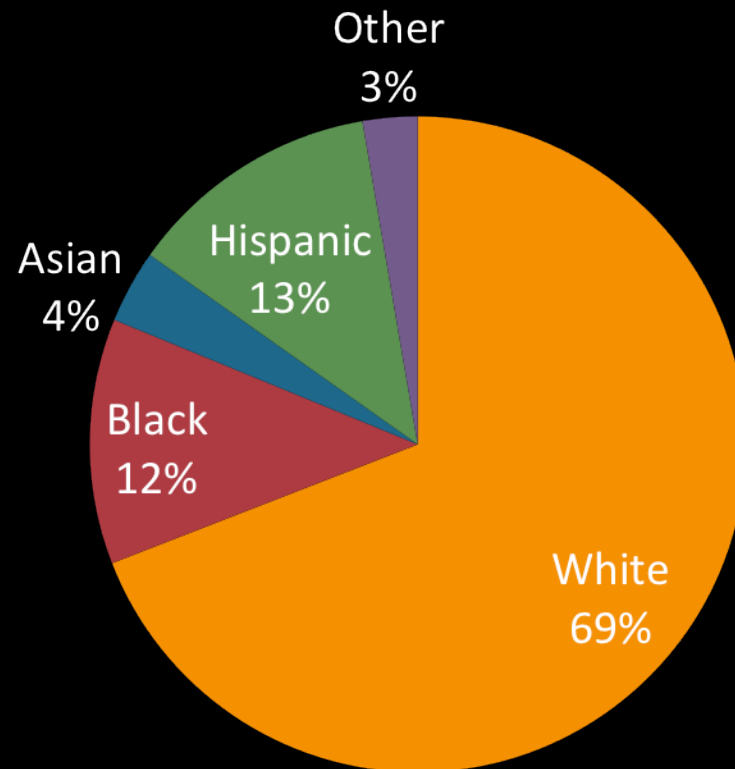


National Population

Racial Composition of the United States 2000



In Assignment 5, which group was most overrepresented* in your career?

*More than 3% above the national population

A. Whites

B. Blacks

C. Asians

D. Hispanics

E. None – all of my groups were very close to the national population

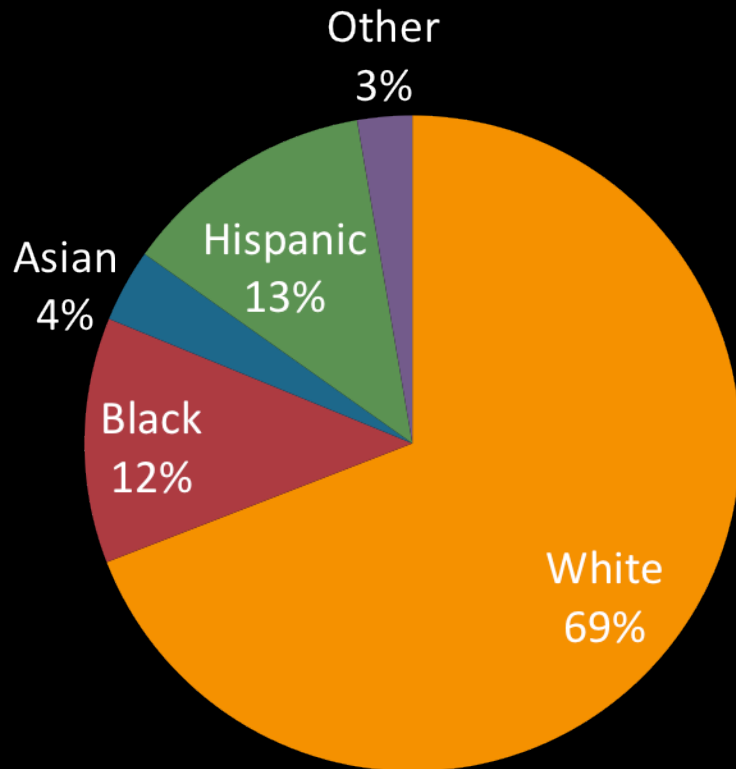


Our Class

- “high risers”
- individuals who will (cross your fingers) ultimately achieve a solid middle class existence or higher (this is why you are in college one suspects)

Do the Demographics of Your Occupation Look Like This?

Racial Composition of the United States 2000



Racial distribution in your profession is within 1-2 percentage points of that reflected in the general population of the United States.

These occupations likely have lower or non-existent racial barriers.

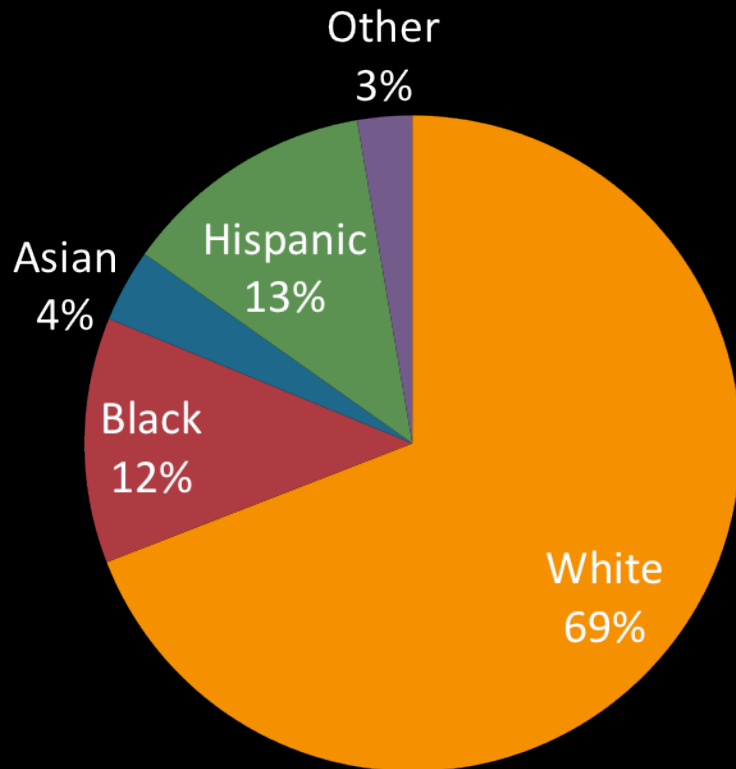
What are these occupations?
What are the entrance requirements?
What are the financial returns?

Representative

- 51-6042 Shoe Machine Operators and Tenders
- 53-6031 Service Station Attendants
- 39-5012 Hairdressers, Hairstylists, and Cosmetologists
- 51-9061 Production Inspectors, Testers, Sorters, Samplers, and Weighers
- 51-5021 Job Printers
- 43-5111 Machine Weighers, Measurers, Checkers, and Samplers, Record keeping

Do the Demographics of Your Occupation Look Like This?

Racial Composition of the United States 2000



African Americans are over-represented by 3 or more percentage points (15% or higher) in your intended line of work.

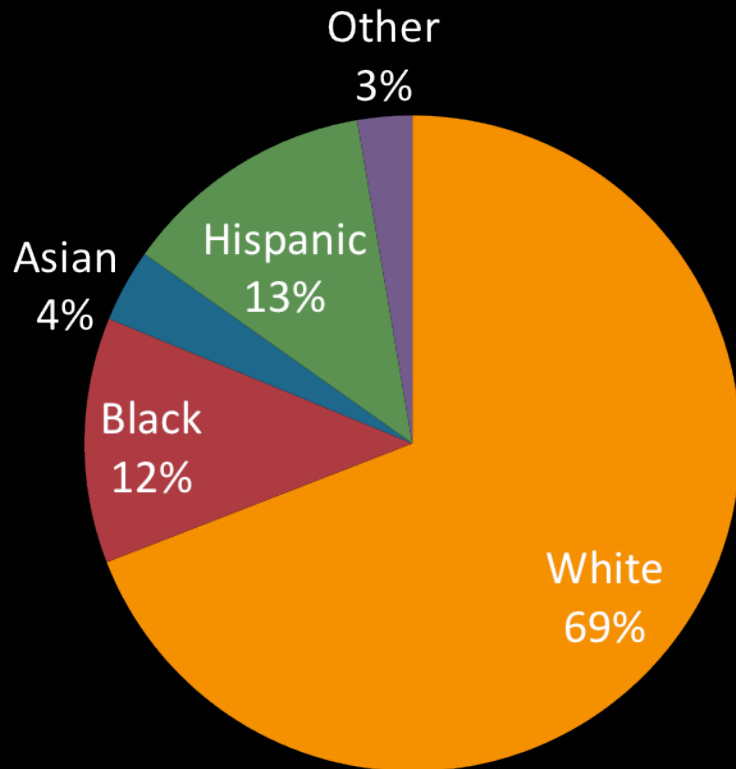
What are these occupations?
What are the entrance requirements?
What are the financial returns?
What might explain the over-representation of African Americans in these occupations?

African Americans Overrepresented

- 31-1010 Nursing, Psychiatric, and Home Health Aides
- 43-5053 Postal Service Mail Sorters, Processors, and Processing Machine Operators
- 53-3020 Bus Drivers
- 35-3041 Food Servers, Nonrestaurant
- 55-9830 Military, Rank Not Specified (Census only)
- 21-1020 Social Workers

Do the Demographics of Your Occupation Look Like This?

Racial Composition of the United States 2000



Asian Americans are over-represented by 3 or more percentage points (7% or higher) in your intended line of work.

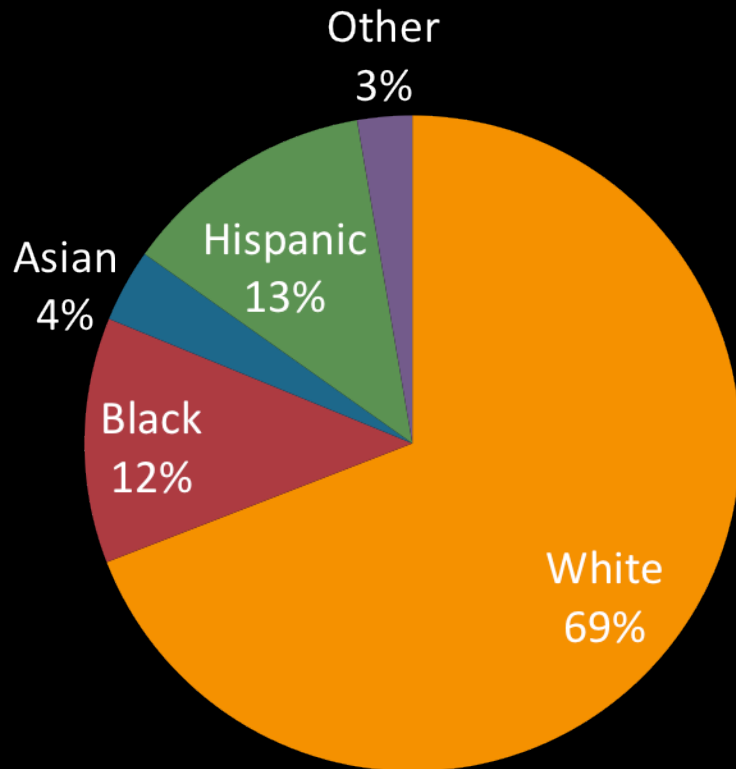
What are these occupations?
What are the entrance requirements?
What are the financial returns?
What might explain the over-representation of Asians in these occupations?

Asian Americans Overrepresented

- 19-1040 Medical Scientists
- 15-1030 Computer Software Engineers
- 51-6050 Tailors, Dressmakers, and Sewers
- 35-1011 Chefs and Head Cooks
- 15-1061 Database Administrators
- 29-1020 Dentists
- 17-2011 Aerospace Engineers

Do the Demographics of Your Occupation Look Like This?

Racial Composition of the United States 2000



Hispanic Americans are over-represented by 3 or more percentage points (15% or higher) in your intended line of work.

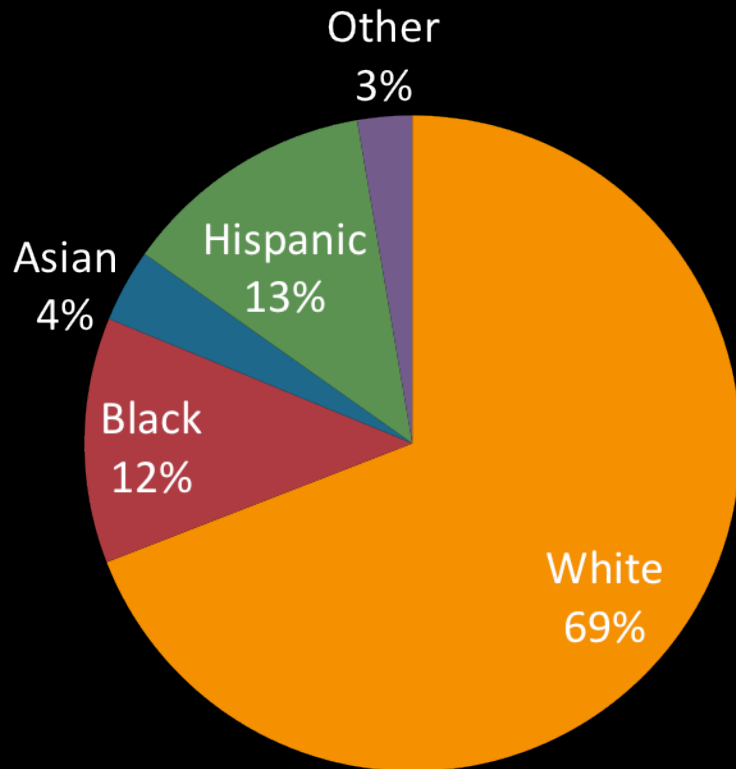
What are these occupations?
What are the entrance requirements?
What are the financial returns?
What might explain the over-representation of Hispanic Americans in these occupations?

Hispanics are Overrepresented

- 45-2041 Graders and Sorters, Agricultural Products
- 35-9021 Dishwashers
- 51-6021 Pressers, Textile, Garment, and Related Materials
- 35-2021 Food Preparation Workers
- 47-2061 Construction Laborers
- 47-4041 Hazardous Materials

Do the Demographics of Your Occupation Look Like This?

Racial Composition of the United States 2000



Whites are over-represented by 3 or more percentage points (72% or higher) in your intended line of work.

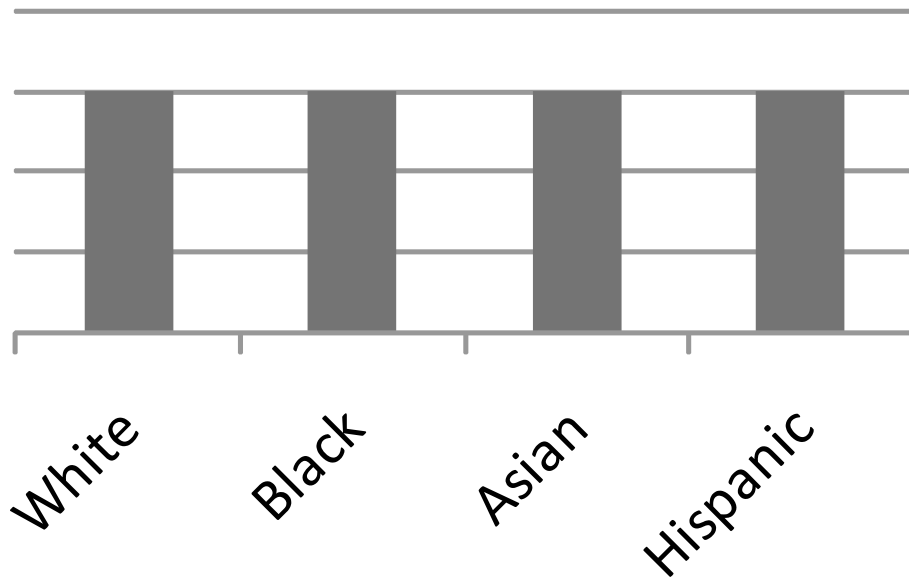
Remain standing if whites are over-represented by 6 or more percentage points (75% or higher) in your intended line of work.

Remain standing if whites are over-represented by 11 or more percentage points (80% or higher) in your intended line of work.

Whites Overrepresented by 80% or more

- 11-9012 Farmers and Ranchers
- 53-2010 Aircraft Pilots and Flight Engineers
- 29-1131 Veterinarians
- 13-2021 Appraisers and Assessors of Real Estate
- 33-1021 First-Line Supervisors/Managers of Fire Fighting and Preventions Workers
- 27-3043 Writers and Authors
- 23-1011 Lawyers

Average Earnings

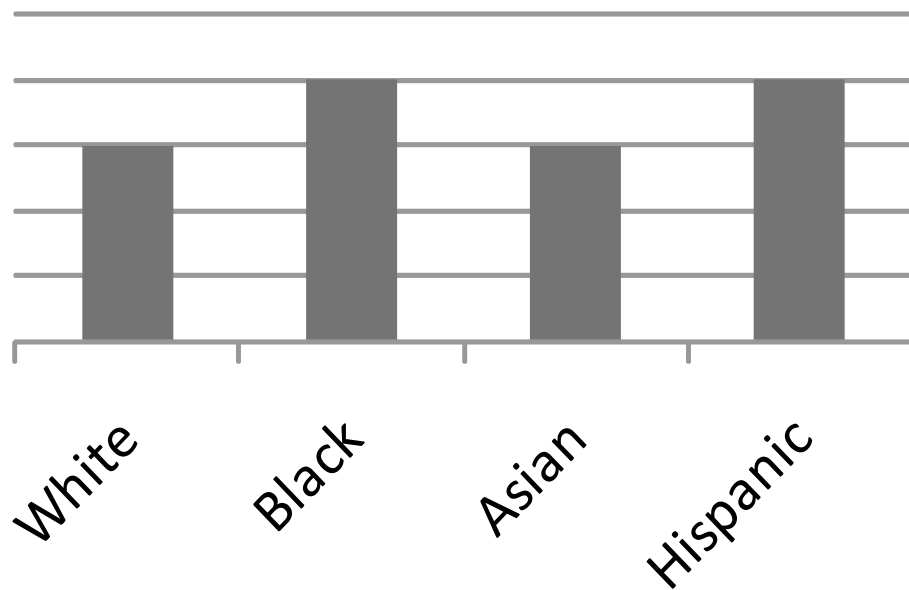


Who had an earnings graph that looked like this. (give or take a \$1000)? These jobs show little sign of wage discrimination

Similar Wages

- 27-3042 Technical Writers
- 33-9030 Security Guards and Gaming Surveillance Officers
- 41-3041 Travel Agents
- 25-2030 Secondary School Teachers
- 25-2020 Elementary and Middle School Teachers

Average Earnings

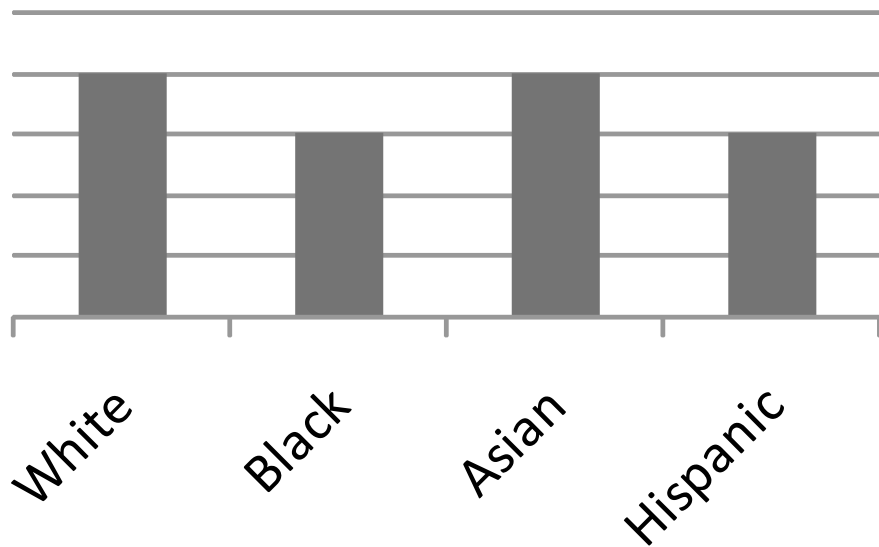


Who had an earnings graph that looked like this? (give or take a \$1000). These jobs suggest that members of historically disadvantaged minority groups now receive preferential treatment on the job as reflected in wages

Minority Preferential Treatment

- 27-2020 Athletes, Coaches, Umpires, and Related Workers
- 43-4011 Brokerage Clerks
- 43-4081 Hotel, Motel, and Resort Desk Clerks

Average Earnings



Who had an earnings graph that looked like this. (give or take a \$1000)? These jobs suggest that members of historically advantaged groups still receive preferential treatment on the job as reflected in wages

Historically Advantaged Groups

- 11-9071 Gaming Managers
- 29-1125 Recreational Therapists
- 29-2061 Licensed Practical and Licensed Vocational Nurses
- 19-2021 Atmospheric and Space Scientists
- 53-5031 Ship Engineers
- 29-1111 Registered Nurses

In Assignment 6, did males and females earn similar incomes (within \$1000 of each other)?

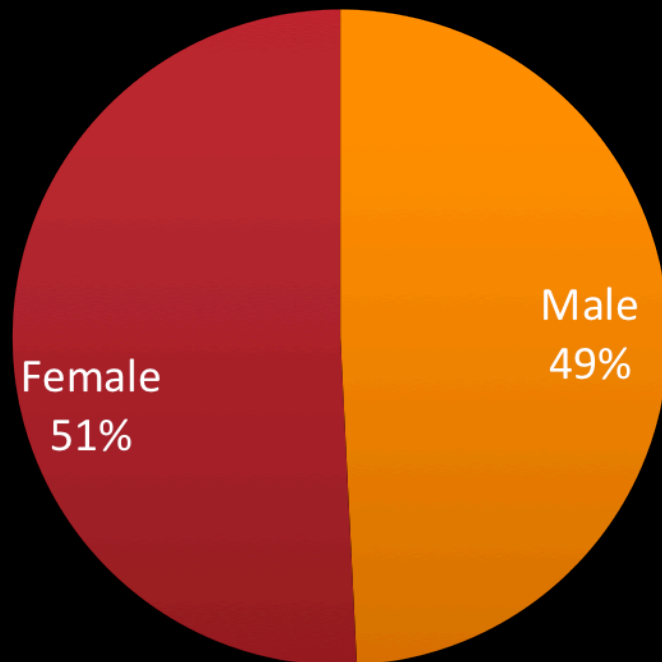
A. Yes

B. No



Do the Demographics of Your Occupation Look Like This?

Gender Composition of the United States 2000



The gender distribution in your profession is within 3-4 percentage points of that reflected in the general population of the United States.

These occupations likely have lower or non-existent entry barriers based on gender.

What are these occupations?

What are the entrance requirements?

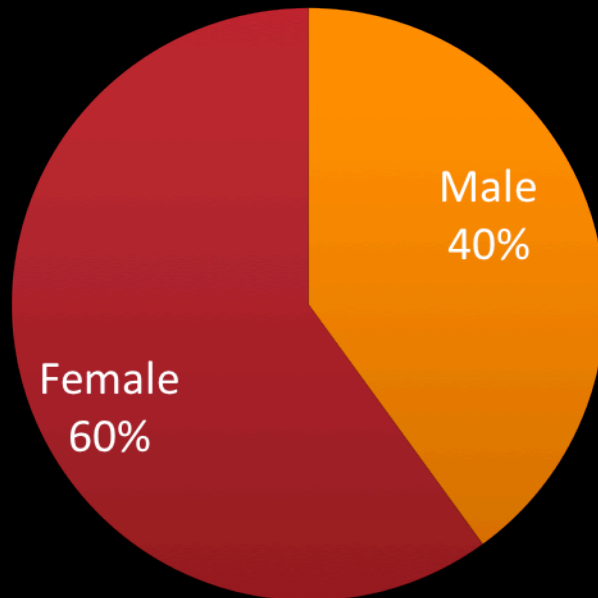
What are the financial returns?

Representative

- 27-3043 Writers and Authors
- 19-3020 Market and Survey Researchers
- 43-5053 Postal Service Mail Sorters, Processors, and Processing Machine Operators
- 27-3041 Editors
- 11-3031 Financial Managers

Do the Demographics of Your Occupation Look Like This?

**Composition that Reflects
Moderate Career Pull for Women**



The gender distribution in your profession is within 5-7 percentage points.

These occupations either attract women or discourage men from entering into these lines of work.

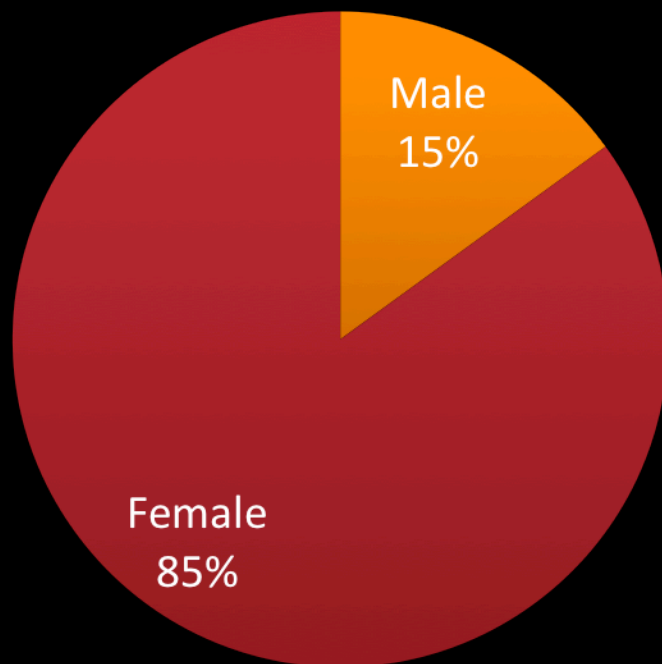
What are these occupations?
What are the financial returns?
What social forces explain this composition?

Females more than 85%

- 25-2010 Preschool and Kindergarten Teachers
- 31-9091 Dental Assistants
- 43-6010 Secretaries and Administrative Assistants
- 29-1111 Registered Nurses
- 29-1122 Occupational Therapists

Do the Demographics of Your Occupation Look Like This?

Composition that Reflects Strong Career Pulls for Women



The gender distribution in your profession is within 10-15 percentage points.

These occupations either attract women or discourage men from entering into these lines of work.

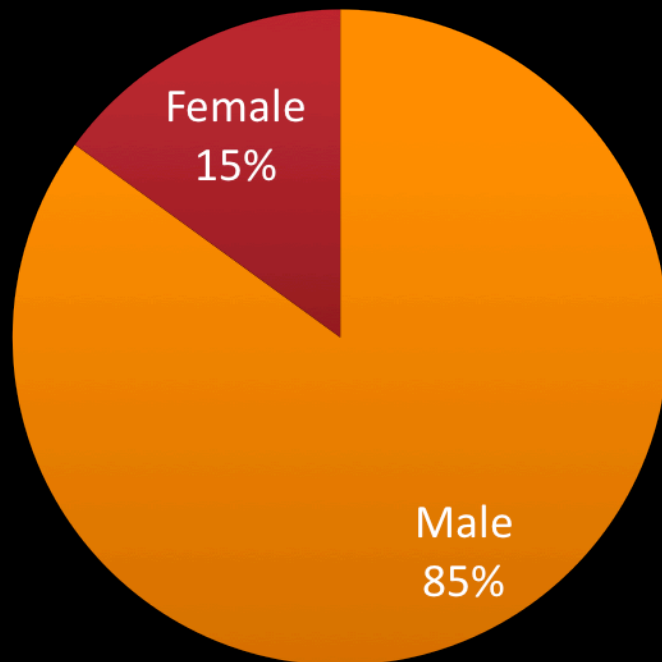
What are these occupations?
What are the financial returns?
What social forces explain this composition?

Males More Than 85%

- 47-2161 Plasterers and Stucco Masons
- 49-3031 Bus and Truck Mechanics and Diesel Engine Specialists
- 47-2031 Carpenters
- 49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Do the Demographics of Your Occupation Look Like This?

Composition that Reflects Strong Career Pulls for Men

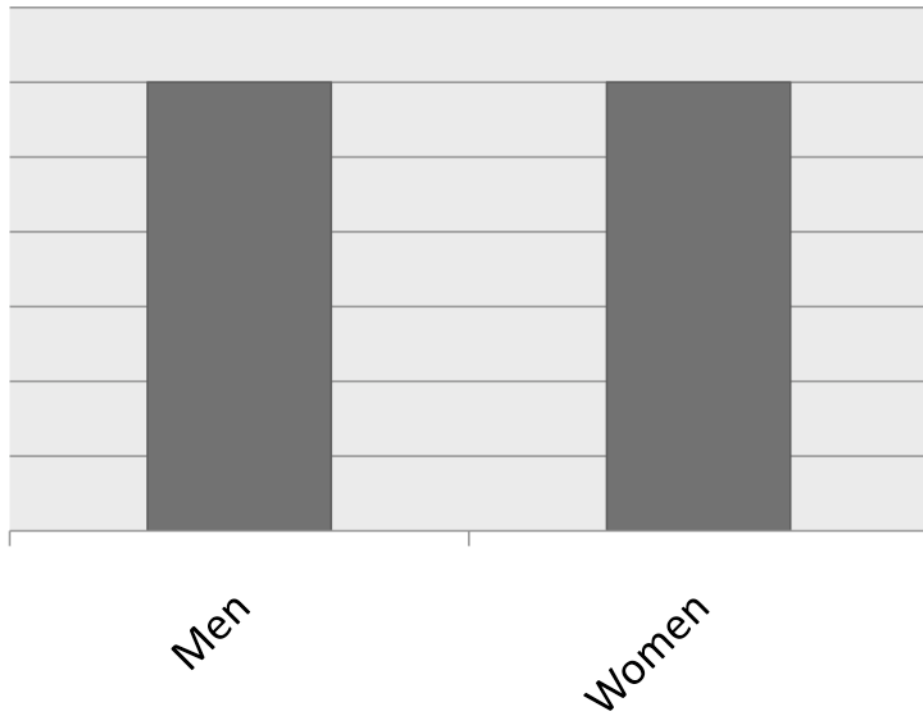


The gender distribution in your profession is within 10-15 percentage points.

These occupations either attract men or discourage women from entering into these lines of work.

What are these occupations?
What are the financial returns?
What social forces explain this composition?

Average Earnings



Who had an earnings graph that looked like this. (give or take a \$1000)? These jobs show little sign of wage discrimination on the basis of gender.

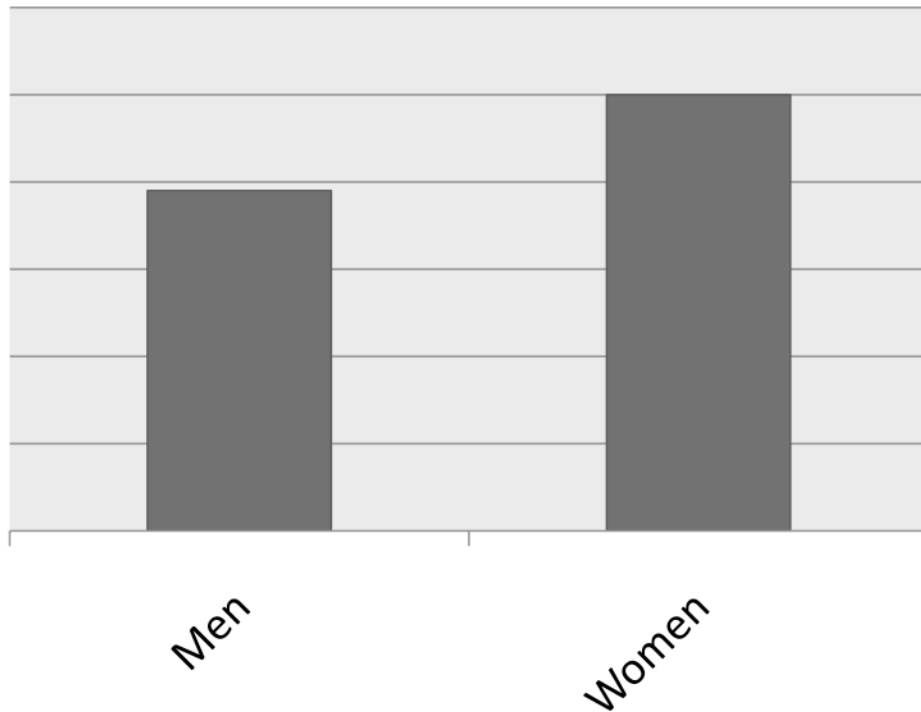
What are these jobs?

How much do they pay?

Earnings Equivalent

- 49-3022 Automotive Glass Installers and Repairers
- 27-2030 Dancers and Choreographers
- 47-4051 Highway Maintenance Workers
- 13-1121 Meeting and Convention Planners

Average Earnings



Who had an earnings graph that looked like this. These jobs show that women have a pay advantage over men.

What are these jobs?

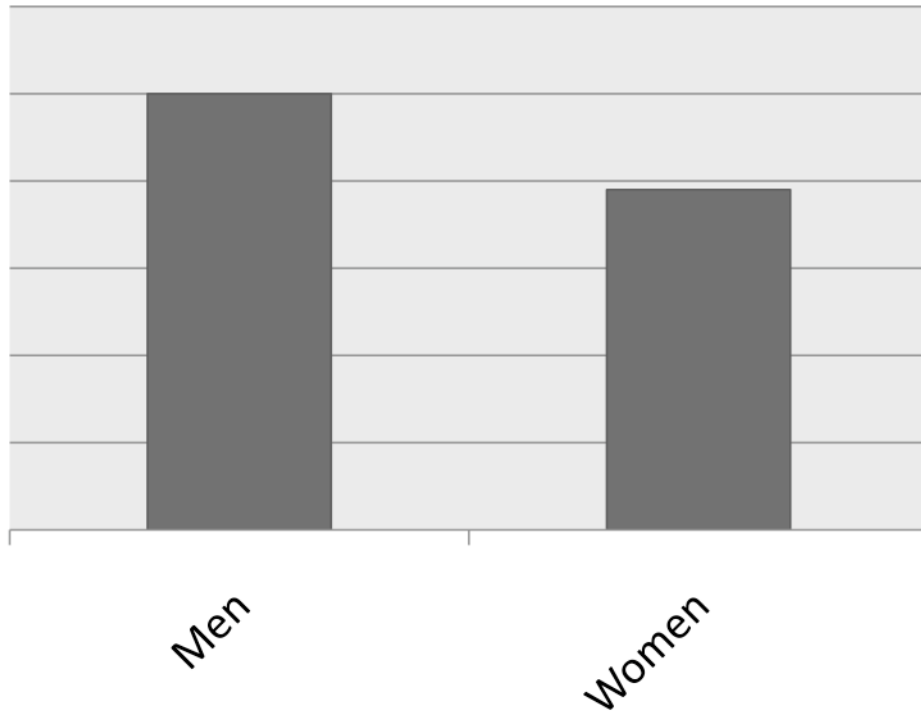
How much do they pay?

Why do women earn more than men in these lines of work?

Women out earn Men by more than \$100

- 49-9096 Riggers
- 49-3050 Small Engine Mechanics
- 53-7021 Crane and Tower Operators
- 39-4000 Funeral Service Workers

Average Earnings



Who had an earnings graph that looked like this. These jobs show that men have a pay advantage over women.

What are these jobs?

How much do they pay?

Why do men earn more than women in these lines of work?