



# The Limits of Educational Attainment in Mitigating Occupational Segregation between Black and White Workers

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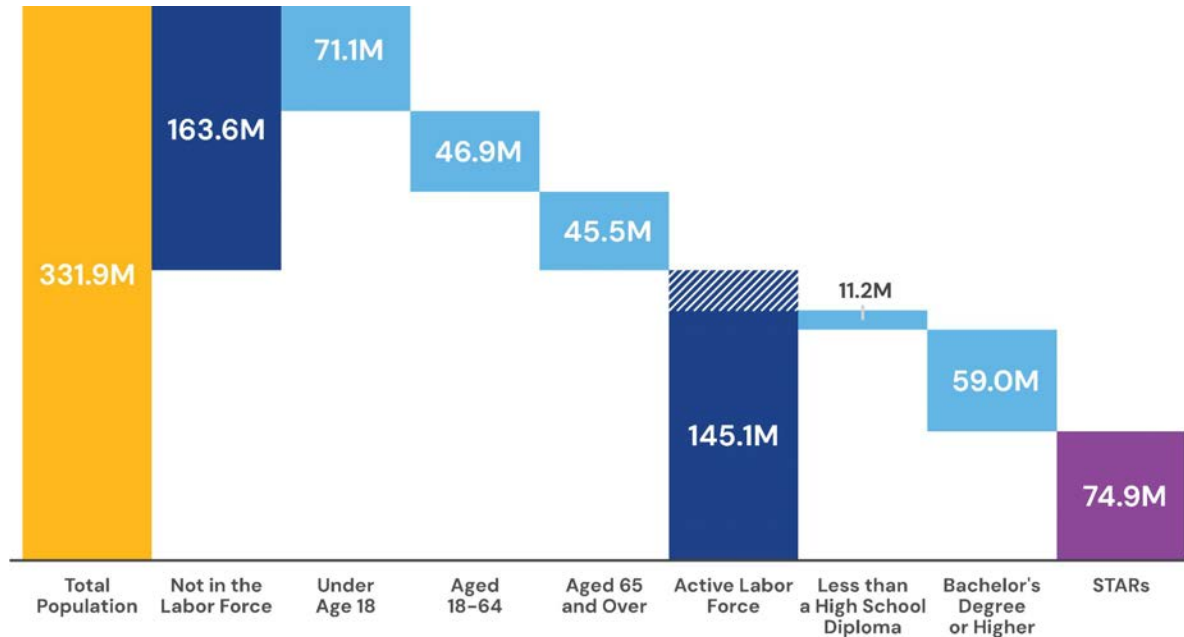
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# STARs as a new talent category

More than 70 million workers are Skilled Through Alternative Routes (STARs) instead of a bachelor's degree



\* Estimates are limited to the civilian, non-institutionalized, labor force aged 25 and older. This excludes approximately 23.3 million workers. Source: Opportunity@Work analysis of the 2021 1-Year American Community Survey, Integrated Public Use Microdata Sample."

# Millions of STARs have the skills for higher wages

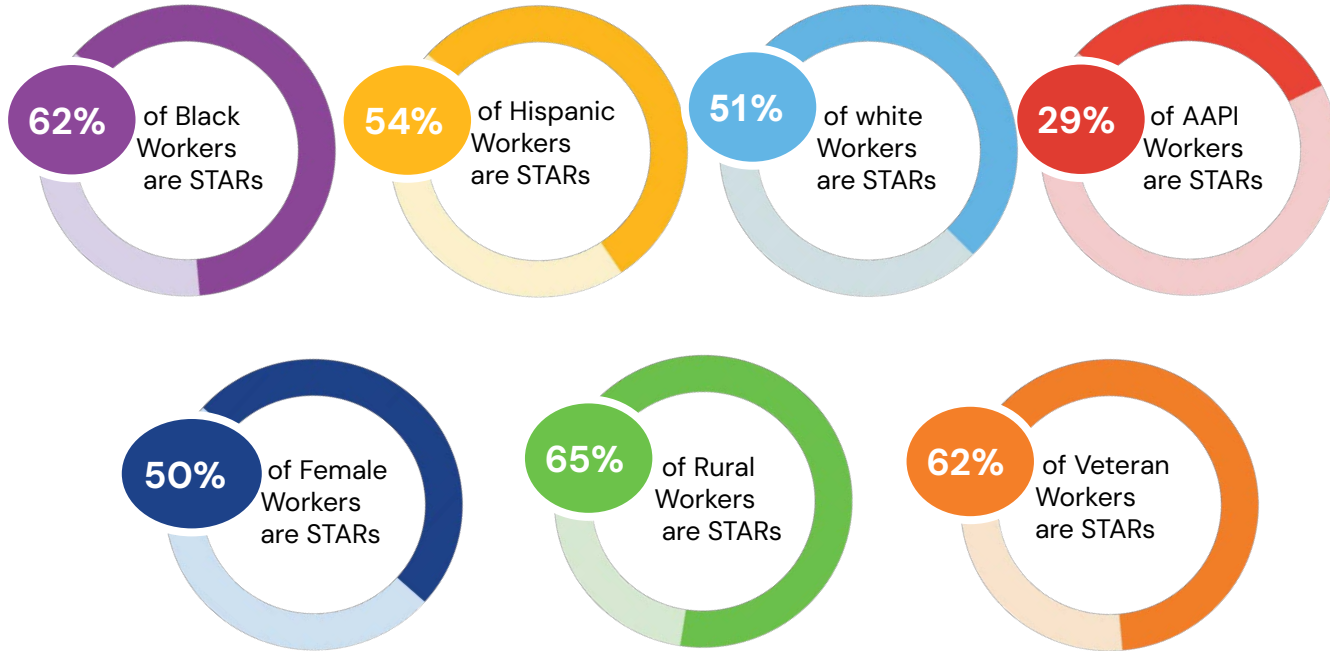
## Low Wage Does Not Mean Low Skill

Occupation:	<b>Retail Salesperson</b>	<b>Sales Representative, Wholesale</b>
Wage:	\$18.75/hour	\$31.25/hr



# STARs reflect the full diversity of the US workforce

Exclusion of STARs affects all demographics with disparate impacts on workers of color



# Implications for Racial Inequality & Occupational Segregation

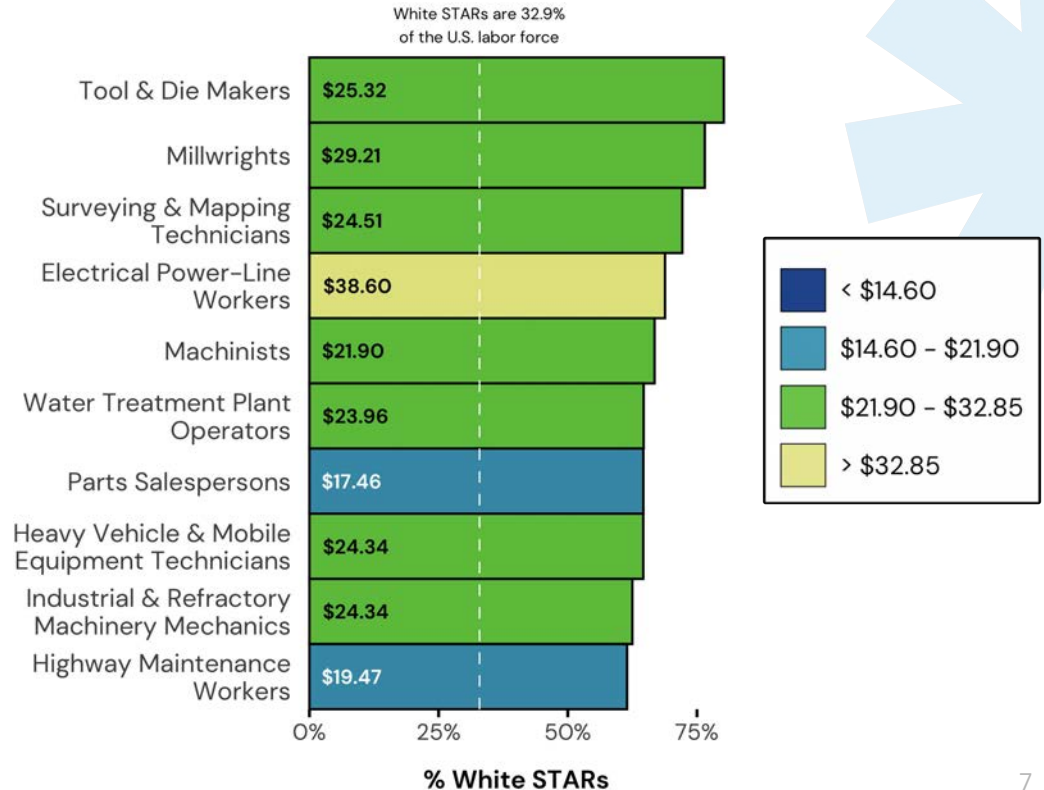
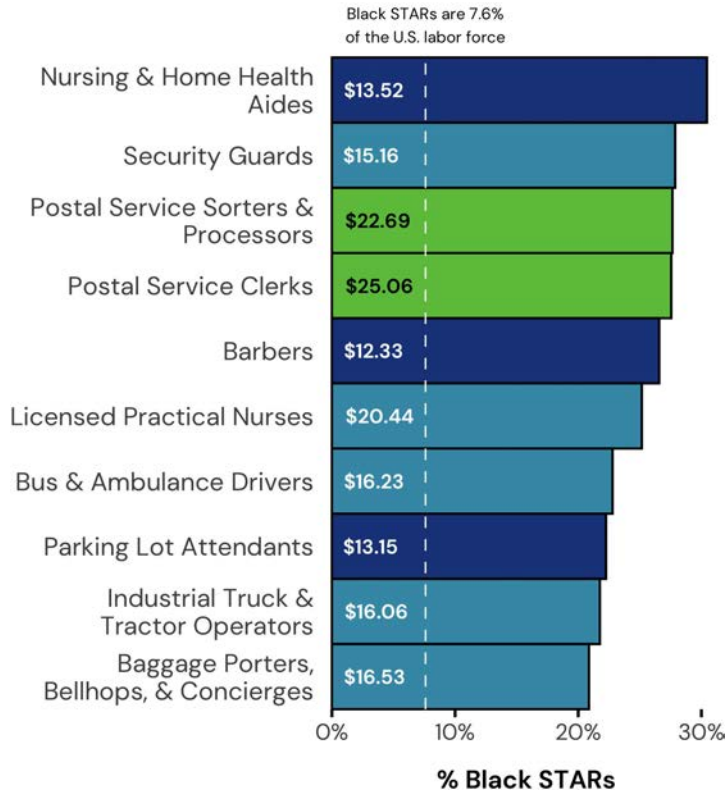
- Significant research has focused on racial inequality in the labor market. Less contemporary work has examined one potential source of this inequality: racial occupational segregation, or the degree to which members of different racial groups are distributed unequally across different types of jobs.
- **Two core questions:**
  - Is occupational segregation lower among similarly educated workers (e.g., Black STARs v. White STARs)?
  - Is occupational segregation lower among workers who have completed a bachelor's degree?

# Occupational Segregation Persists Over Time

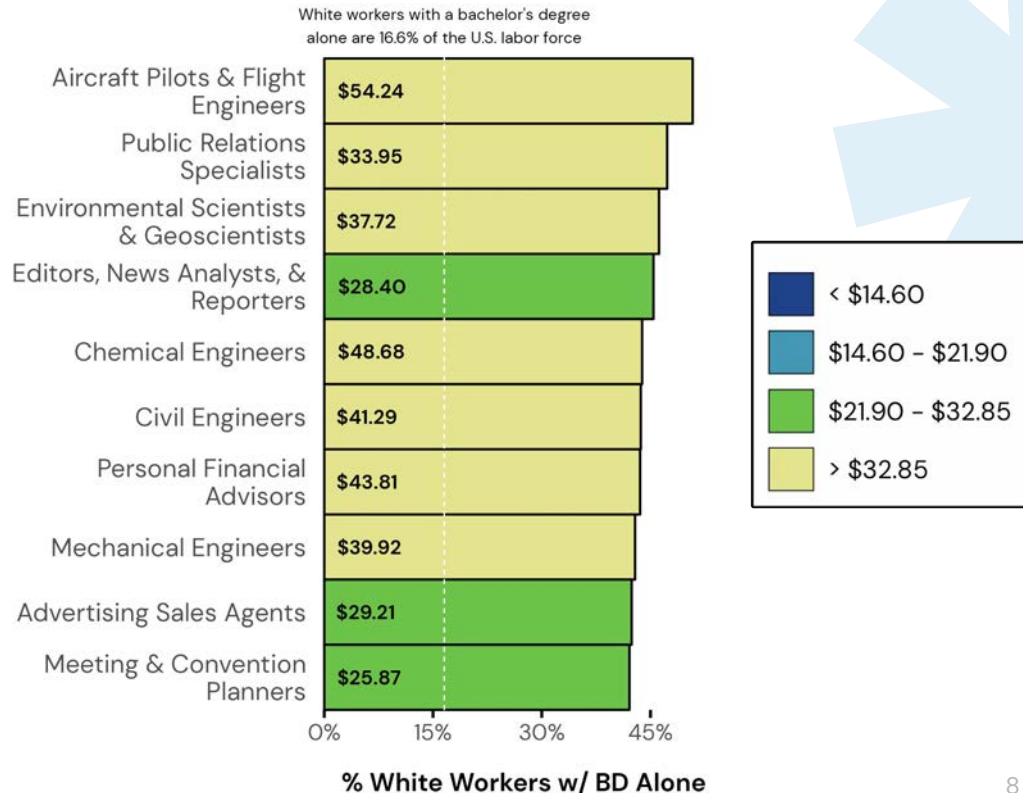
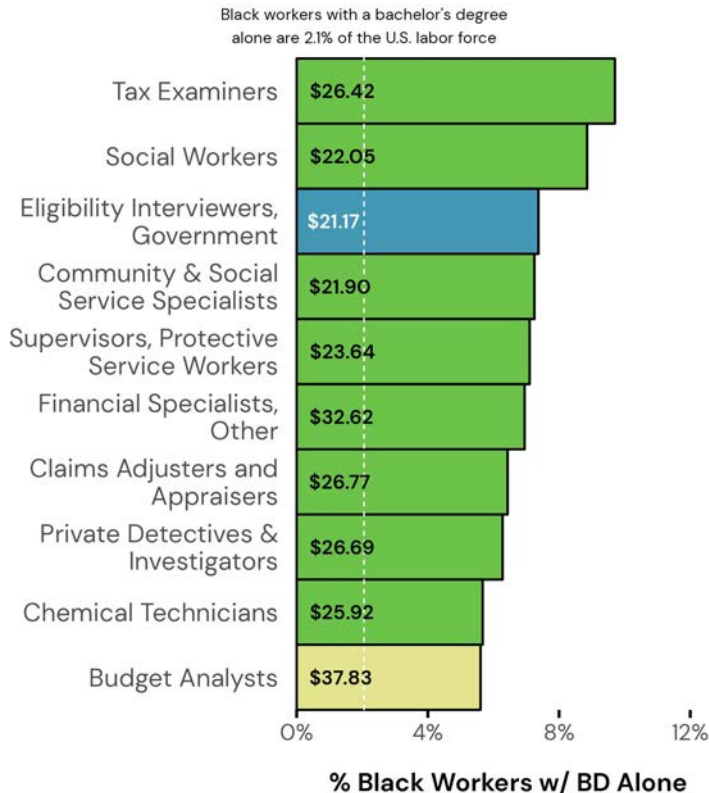
	Index of Dissimilarity (D)				
	1980	1990	2000	2010	2019
STARs – Bachelor’s degree	0.543	0.532	0.547	0.543	0.543
Black – White	0.306	0.270	0.269	0.259	0.276
STARs: Black – White	0.307	0.268	0.249	0.256	0.278
Bachelor’s degree: Black – White	0.298	0.235	0.219	0.225	0.234

**TABLE 1: Occupational segregation over time by race and degree status.** The index of dissimilarity measures how evenly workers are distributed within the 422 occupations in the 2010 harmonized occupations codes created by University of Minnesota Integrated Public Use Microdata Series (IPUMS). Data are from the 1980 and 2000 U.S. Decennial Censuses and the 2019 1-year American Community Survey (ACS) accessed through IPUMS.

# Black STARs have less access to unionized, blue-collar jobs in manufacturing



# Jobs in which Blacks with a college degree are over-represented are primarily mid-wage





# Conclusion

- Occupational segregation has not decreased even as college attainment among Black workers has increased.
- Black workers are in jobs that are qualitatively different from their white counterparts.
- The impact of college on occupational segregation is minimal.

