

## **Demographic Profile**

Anyone familiar with Utah understands that its demographic profile does not mirror the more ethnically diverse profile of the entire United States. Although the 2000 Census profile for Utah shows more diversity than Utah's 1990 Census profile, the current profile still contrasts sharply from the United States average.

Utah's labor force profile is predominantly White. But, so is the United State's labor force profile. The contrast is in the percentage of domination. Utah's labor force is 86.6 percent White. The U.S. labor force is 72.8 percent White. Or, to look at it another way, Utah's labor force is 13.4 percent minority, while the U.S. labor force is 27.2 percent minority.

It is interesting to note, though, that it is predominantly one racial category where Utah clearly stands in contrast to the U.S. profile. That would be in the Black population. Where the U.S. profile stands at 10.5 percent Black, the Utah profile is only 0.6 percent Black. This difference is almost entirely made up by tipping it toward the White population. In the remaining racial and ethnic categories, the Utah profile is fairly close to the U.S. profile. So it's a contrast in Black population that distinguishes Utah.

Along with the White classification, the American Indian or Alaska Native grouping is the only other grouping with a higher Utah percentage than the national average. But the contrast is relatively minor, with the U.S. percentage being 0.7 percent, while Utah's is 1.0 percent. All remaining groupings have lower percentages as compared to the national average. Utah's Hispanics make up 8.3 percent of the labor force, while comprising 10.7 percent of the nation's labor force.

If we were to evaluate a segmentation based upon gender, there is basically no difference between Utah and the U.S. average. Females constitute 46.4 percent of the Utah workforce, while making up 46.8 percent of the U.S. workforce.

## **Occupational Profiles**

With a foundation based upon the Standard Occupational Classification system for the 2000 Census Occupational Groups, the number of occupational categories expanded to 22. All occupational categories are dominated by Whites, both nationally and here in Utah. However, some categories are heavily-dominated by the White population. At the national level, the highest categories are legal, and management occupations, with 85 and 83 percent respectively. If we look at just Utah, that list expands and includes nine categories that come in at 90 percent or higher. They include legal occupations, management, healthcare practitioner and technical, architecture/engineering, business/financial, computer/mathematics, sales, education/training, and office/administrative support. In most of these occupational categories, education and high levels of training are the predominant characteristic.

Where do the minorities show their strongest percentage contributions? It would be in farming, food preparation, production, building and grounds cleaning and maintenance, and healthcare support.

Women have occupational areas where they are the dominant contributors, regardless of race or ethnicity. These include education/training/library occupations, healthcare support, personal care and services, office/administrative support, and healthcare practitioners/technical.

Source: Department of Workforce Services  
Workforce Information  
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Occupations where women are scarce include construction, installation/maintenance/repair, architecture/engineering, transportation/material moving, and farming.

Hispanics are Utah's largest minority group, comprising 8.2 percent of the labor force, or just over 89,000 workers. Of that group, 60 percent are working men and 40 percent working women. To present a contrast, Utah's White population is 54 percent working men and 46 percent working women. Sixty percent of the Hispanic workforce is found in only five occupational categories. These include production (18 percent), construction/extraction (12 percent), office/administrative support (12 percent), building/grounds cleaning/maintenance (9 percent), and food preparation (9 percent).

## **Utah's Sub-Regions**

Again, a high percentage of non-diversity is a common theme across the state's defined regions. Most areas are just over 90 percent White, but no area stands out against any other as being "the most White-dominated" area in the state. The areas with the "most" diversity (if you can call areas that are at least 80 percent White, diverse) include Salt Lake County (83 percent White), Weber County (85 percent), Wayne and Surrounding counties (86 percent), and Carbon, Daggett, Duchesne, and Uintah counties (87 percent).

In all of these "more diverse" areas, the Hispanic population is the largest minority group. The only exception is in the "Wayne and Surrounding Counties" area, where the Native American population makes up 9 percent of the labor force.

It was anticipated that in terms of the percentage of women active in the workforce, that at least one of these sub-regions would "stand out" in relationship to the others, whether that would be a higher percentage or a lower. Interestingly, no area met this preconceived notion. All areas had a female composition of 43 to 45 percent. That's how close the percentage was from region to region.

Are there occupational distribution differences between the state's urban corridor and its non-metropolitan areas? In some occupational groupings, yes, but overall there isn't a striking contrast. The urban area has a higher percentage of office/administrative support positions, business/financial, and computer/mathematical occupations. Non-metropolitan areas have a higher employment percentage in construction, transportation/material moving, and food preparation and serving. But, the remainder of the occupational grouping percentages are close enough that it doesn't paint a contrast.

Are there any individual counties or county subsets where an occupational grouping stands out against the statewide average? Just a few. The Box Elder-Cache-Rich County set has 14.5 percent of its labor force working in production jobs, whereas the statewide average is only 8 percent. The Morgan-Summit-Wasatch area has 14.4 percent of its residents employed in management occupations, whereas the state average is 8.6 percent. Other than the aforementioned, no other county sets have occupational groupings that stand out with a strong percentage difference.