

NEA ESP Data Book:

A Work Force Profile of
Education Support Professionals

December 2022

Prepared for

NEA Research
NEA ESP Quality
by Decision Demographics

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Executive Summary

This Data Book provides a detailed state-by-state look at the Education Support Professionals (ESP) in our nation's public schools and colleges. The chapters to follow, taken together, present a complete state and national level picture of the current ESP work force, in size, characteristics, and geographic distribution.

Key Findings, Total ESP

- More than 3.0 million ESP work in the nation's public schools and colleges, with 75 percent employed at the K-12 level.
- Paraeducators (35%) and clerical service ESP (22%) are the largest career families.
- California, Texas, and New York lead in numbers of total ESP.
- The average ESP is 45 years old.
- Sixty-nine percent of all ESP are female.
- Minority workers make up 41 percent of ESP, with Hispanics at 19 percent, Blacks at 14 percent, Asians at 4 percent, Native Americans at 1 percent, and Native Hawaiians/Pacific Islanders at two tenths of a percent of the nation's ESP. Two percent of the total ESP work force reports more than one race.
- Eighty percent of the nation's ESP live in households earning at least \$45,000 per year.

Full-Time ESP

- Nearly 2.3 million ESP, 76 percent of the total, work full time.
- California, Texas, New York, and Florida lead in numbers of full-time ESP.

K-12 ESP

- More than 2.2 million K-12 ESP work in the nation's public schools.
- Paraeducators, clerical services, and custodial services are the largest K-12 ESP career families.
- More than half of K-12 ESP work at least 40 hours per week.

Higher Ed ESP

- More than 750,000 ESP work in higher education.
- Thirty-eight percent of Higher Ed ESP are in clerical services.
- In general, Higher Ed ESP are younger, have a higher share working at least 40 hours, and have higher educational attainment than K-12 ESP.

Earnings in 2021–2022

- The 2021–2022 average earnings for the full-time ESP work force are \$35,401.
- Full-time K-12 ESP have average earnings of \$33,177 in 2021–2022.
- The average earnings for full-time higher education ESP are \$44,292.
- The District of Columbia, Delaware, Alaska, New Jersey, California, Connecticut, and New York lead in average earnings for full-time ESP.

Suggested Uses

These data can be helpful for those interested in the most current view of the ESP work force, at both the national and individual state level.

- How many are employed as ESP?
- How do the career families differ in size?
- How does the size of the work force differ between the K-12 and higher education levels?
- Who are ESP?
- Are they predominantly young or old?
- Male or female?
- How many minorities are there?
- What kind of income do ESP and the households in which they reside earn?
- How many hours do they work?

These and many other questions can be answered with the information in these chapters.

- Chapter 1 presents the 2021–2022 average earnings estimates for full-time K-12 ESP.
- Chapter 2 examines the 2020 K-12 ESP work force in detail, at the state level.
- Chapter 3 is a detailed state-by-state profile of the 2020 K-12 ESP population, based on demographic, socioeconomic, and labor force characteristics.
- Chapter 4 gives demographic details on 2020 K-12 ESP, broken down by career family.
- Chapters 5 through 8 present corresponding information for Higher Ed ESP.
- Chapters 9 through 12 present corresponding information for all ESP.

Data Sources

The profiles in this Data Book are based on the U.S. Census Bureau's American Community Survey (ACS). The ACS is a large, continuously-collected, nationwide sample survey, designed to replace the long form questionnaire of the decennial census. Begun in 2005, the ACS now samples three million households per year. From these households, individual level data for about 1.3 million households is available each year to analysts for tabulations such as presented in this Data Book.

By combining public educator extracts from data years 2018 through 2020, a sample large enough to accurately measure ESP on a state basis was created. A sample of about one out of every 50 people in the country is included in the Public Use files for those years, resulting in about 90,000 ESP data records for the 2018–2020 period. Tabulations of that sample in this Data Book are inflated to represent the total ESP population of the country. Estimates of 500 or fewer ESP shown in a table could represent an underlying sample of fewer than 10 people. Thus, basing any decision or interpretation on estimates of under 2,500 people is not recommended.

In Chapters 1, 5, and 9, counts and percentages of full-time ESP earnings within dollar categories are tabulated from 2018–2020 ACS. Earnings *averages* are tabulated using *five* years of ACS data (2016–2020), to mirror the methodology used to create the annual report *NEA Estimates and Projections of Average Earnings and Size of the National Full-Time ESP Work Force*, published by NEA. All earnings data have been adjusted to 2021 dollars, and are termed 2021–2022 to reflect the academic calendar.

2021–2022 Earnings of the Full-Time K-12 ESP Work Force

Earnings are shown for **K-12 ESP who work full time**, defined by NEA Research as 30 or more hours per week. Earnings of full-time ESP are used in the annual updates of ESP earnings published by NEA. Full-time earnings are also used as a standard to compare occupations, since this restriction allows for direct comparisons across career families. For example, many more food service ESP are part-time than are technical services ESP. Earnings are expressed in 2021 dollars.

Full-Time K-12 ESP Earnings

Figure 1-1 and *Table 1-1* show the 2021–2022 average earnings for the full-time K-12 ESP work force, ranked by state.

- Average earnings for the national K-12 ESP full-time work force are \$33,177.
- Full-time K-12 ESP in 17 states and the District of Columbia have earnings above the national average, and those in 33 states below.
- Full-time K-12 ESP in the District of Columbia lead in average earnings at \$43,811, followed by Delaware at \$43,543, Alaska at \$42,241, and New Jersey at \$40,346. Full time K-12 ESP average nearly \$40,000 in New York.
- Full-time K-12 ESP in Oklahoma and Mississippi have the lowest average earnings, at under \$26,000.

Tables *1-2a* and *1-2b* show the distributions of earnings for full-time K-12 ESP by state, represented by counts and percentages.

- Thirty-seven percent of full-time K-12 ESP have average earnings of \$35,000 or more.
- Thirteen percent of full-time K-12 ESP have average earnings below \$15,000.

Figure 1-1
Earnings Rankings for Full-Time Workers
K-12 ESP Work Force by State, 2021–2022

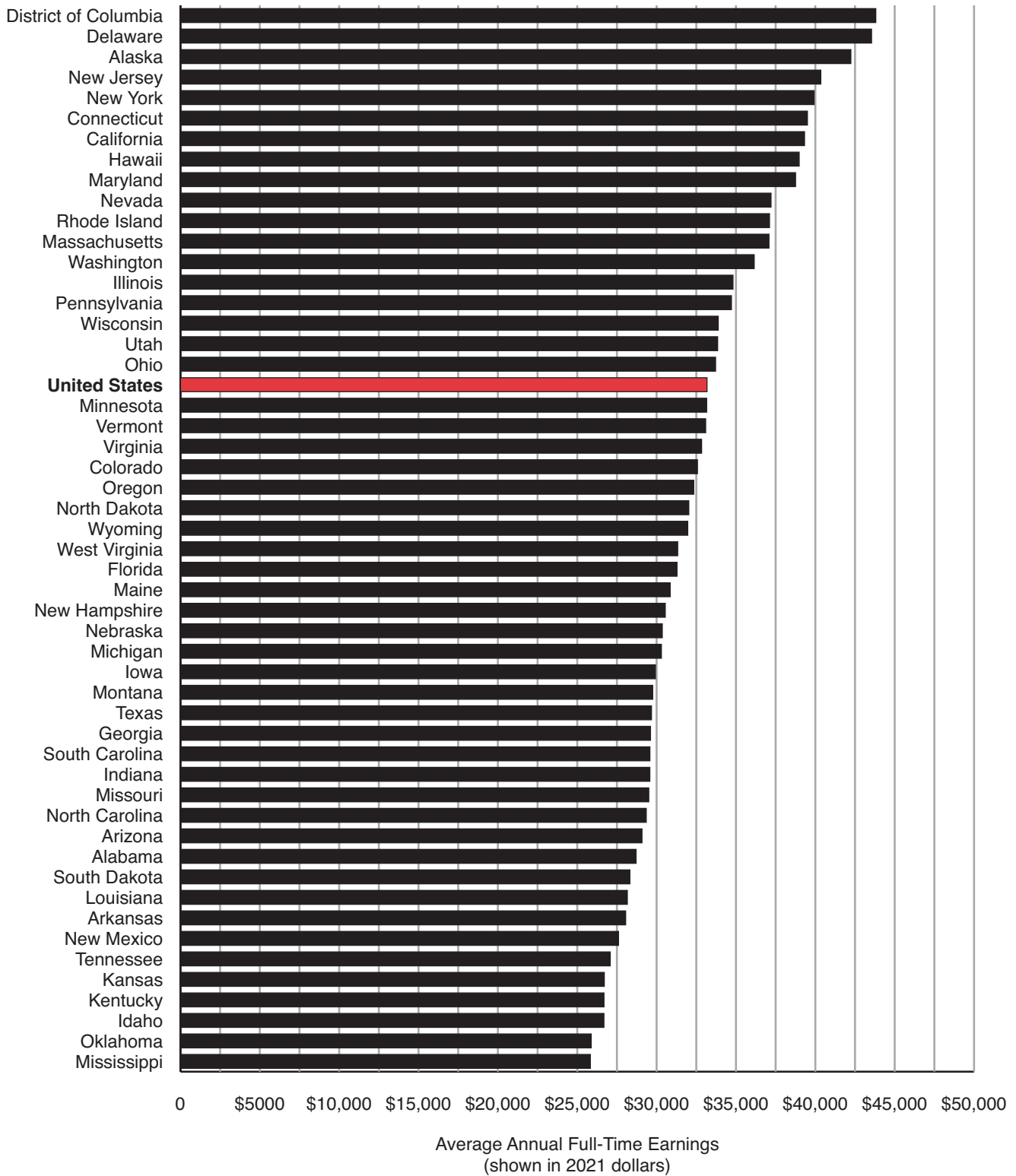


Table 1-1
Earnings Averages for Full-Time Workers
K-12 ESP Work Force by State, 2021–2022

	K-12	Rank
United States	\$33,177	—
Alabama	28,708	41
Alaska	42,241	3
Arizona	29,079	40
Arkansas	28,050	44
California	39,321	7
Colorado	32,574	22
Connecticut	39,502	6
Delaware	43,543	2
District of Columbia	43,811	1
Florida	31,286	27
Georgia	29,616	35
Hawaii	38,984	8
Idaho	26,681	49
Illinois	34,814	14
Indiana	29,574	37
Iowa	29,928	32
Kansas	26,705	47
Kentucky	26,686	48
Louisiana	28,156	43
Maine	30,856	28
Maryland	38,755	9
Massachusetts	37,080	12
Michigan	30,303	31
Minnesota	33,155	19
Mississippi	25,826	51
Missouri	29,507	38
Montana	29,756	33
Nebraska	30,358	30
Nevada	37,210	10
New Hampshire	30,547	29
New Jersey	40,346	4
New Mexico	27,602	45
New York	39,922	5
North Carolina	29,349	39
North Dakota	32,029	24
Ohio	33,717	18
Oklahoma	25,881	50
Oregon	32,342	23
Pennsylvania	34,716	15
Rhode Island	37,114	11
South Carolina	29,579	36
South Dakota	28,317	42
Tennessee	27,080	46
Texas	29,677	34
Utah	33,846	17
Vermont	33,092	20
Virginia	32,835	21
Washington	36,150	13
West Virginia	31,329	26
Wisconsin	33,883	16
Wyoming	31,963	25

Table 1-2a (Counts)
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2021–2022

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	1,785,030	232,427	474,522	413,168	263,750	401,163
Alabama	24,437	3,565	9,932	4,874	2,202	3,864
Alaska	6,413	938	659	1,679	1,353	1,784
Arizona	40,075	6,855	11,056	11,215	5,692	5,257
Arkansas	18,428	3,582	6,710	4,003	1,860	2,273
California	189,453	15,507	30,110	42,703	33,842	67,291
Colorado	29,189	3,687	7,650	7,124	4,484	6,244
Connecticut	18,208	1,026	3,343	4,215	2,932	6,692
Delaware	6,174	458	548	970	1,607	2,591
District of Columbia	4,618	595	593	751	806	1,873
Florida	95,623	13,180	29,305	21,691	12,542	18,905
Georgia	62,085	10,268	19,357	14,565	7,800	10,095
Hawaii	8,296	560	884	2,193	2,068	2,591
Idaho	8,222	1,971	2,573	1,987	907	784
Illinois	61,763	8,169	15,036	13,392	9,845	15,321
Indiana	28,291	4,911	9,599	5,529	3,766	4,486
Iowa	20,656	4,219	6,377	4,320	2,623	3,117
Kansas	23,406	6,971	7,041	4,641	2,540	2,213
Kentucky	29,657	7,129	10,728	6,302	2,262	3,236
Louisiana	26,695	5,134	10,067	4,900	2,540	4,054
Maine	6,946	1,241	1,816	1,944	1,197	748
Maryland	34,810	3,864	5,022	9,497	6,125	10,302
Massachusetts	35,983	2,521	8,233	9,121	5,420	10,688
Michigan	33,574	5,173	10,711	8,382	4,319	4,989
Minnesota	31,942	3,377	8,875	7,503	5,443	6,744
Mississippi	20,345	4,859	7,776	3,996	1,701	2,013
Missouri	30,296	4,690	9,211	8,350	4,126	3,919
Montana	6,696	1,234	1,592	1,714	1,084	1,072
Nebraska	11,537	2,469	3,377	2,078	1,290	2,323
Nevada	15,093	1,182	2,171	3,723	3,428	4,589
New Hampshire	8,340	986	2,295	2,743	817	1,499
New Jersey	53,266	3,494	9,195	11,276	8,430	20,871
New Mexico	16,878	3,242	6,623	3,901	959	2,153
New York	140,348	9,886	21,954	30,597	27,665	50,246
North Carolina	49,213	5,830	15,847	15,350	6,622	5,564
North Dakota	4,864	714	1,316	1,079	1,074	681
Ohio	53,300	5,106	15,178	11,910	8,585	12,521
Oklahoma	26,421	6,296	9,508	5,068	2,520	3,029
Oregon	23,084	1,872	5,971	6,609	4,361	4,271
Pennsylvania	46,620	4,922	10,106	9,914	9,495	12,183
Rhode Island	4,502	181	695	1,054	1,104	1,468
South Carolina	30,322	4,909	9,469	7,308	4,535	4,101
South Dakota	7,140	1,716	1,757	1,677	1,132	858
Tennessee	34,636	7,770	12,232	7,495	3,435	3,704
Texas	198,652	30,384	70,471	43,531	22,176	32,090
Utah	11,794	1,791	2,144	2,932	2,149	2,778
Vermont	3,871	346	1,242	1,096	442	745
Virginia	52,072	6,228	14,802	12,373	7,013	11,656
Washington	46,120	3,076	10,740	11,355	8,028	12,921
West Virginia	12,788	957	3,087	5,796	1,562	1,386
Wisconsin	25,483	2,442	7,849	4,995	4,696	5,501
Wyoming	6,405	944	1,689	1,747	1,146	879

Table 1-2b (Percentages)
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2021–2022

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0%	13.0%	26.6%	23.1%	14.8%	22.5%
Alabama	100.0	14.6	40.6	19.9	9.0	15.8
Alaska	100.0	14.6	10.3	26.2	21.1	27.8
Arizona	100.0	17.1	27.6	28.0	14.2	13.1
Arkansas	100.0	19.4	36.4	21.7	10.1	12.3
California	100.0	8.2	15.9	22.5	17.9	35.5
Colorado	100.0	12.6	26.2	24.4	15.4	21.4
Connecticut	100.0	5.6	18.4	23.1	16.1	36.8
Delaware	100.0	7.4	8.9	15.7	26.0	42.0
District of Columbia	100.0	12.9	12.8	16.3	17.5	40.6
Florida	100.0	13.8	30.6	22.7	13.1	19.8
Georgia	100.0	16.5	31.2	23.5	12.6	16.3
Hawaii	100.0	6.8	10.7	26.4	24.9	31.2
Idaho	100.0	24.0	31.3	24.2	11.0	9.5
Illinois	100.0	13.2	24.3	21.7	15.9	24.8
Indiana	100.0	17.4	33.9	19.5	13.3	15.9
Iowa	100.0	20.4	30.9	20.9	12.7	15.1
Kansas	100.0	29.8	30.1	19.8	10.9	9.5
Kentucky	100.0	24.0	36.2	21.2	7.6	10.9
Louisiana	100.0	19.2	37.7	18.4	9.5	15.2
Maine	100.0	17.9	26.1	28.0	17.2	10.8
Maryland	100.0	11.1	14.4	27.3	17.6	29.6
Massachusetts	100.0	7.0	22.9	25.3	15.1	29.7
Michigan	100.0	15.4	31.9	25.0	12.9	14.9
Minnesota	100.0	10.6	27.8	23.5	17.0	21.1
Mississippi	100.0	23.9	38.2	19.6	8.4	9.9
Missouri	100.0	15.5	30.4	27.6	13.6	12.9
Montana	100.0	18.4	23.8	25.6	16.2	16.0
Nebraska	100.0	21.4	29.3	18.0	11.2	20.1
Nevada	100.0	7.8	14.4	24.7	22.7	30.4
New Hampshire	100.0	11.8	27.5	32.9	9.8	18.0
New Jersey	100.0	6.6	17.3	21.2	15.8	39.2
New Mexico	100.0	19.2	39.2	23.1	5.7	12.8
New York	100.0	7.0	15.6	21.8	19.7	35.8
North Carolina	100.0	11.8	32.2	31.2	13.5	11.3
North Dakota	100.0	14.7	27.1	22.2	22.1	14.0
Ohio	100.0	9.6	28.5	22.3	16.1	23.5
Oklahoma	100.0	23.8	36.0	19.2	9.5	11.5
Oregon	100.0	8.1	25.9	28.6	18.9	18.5
Pennsylvania	100.0	10.6	21.7	21.3	20.4	26.1
Rhode Island	100.0	4.0	15.4	23.4	24.5	32.6
South Carolina	100.0	16.2	31.2	24.1	15.0	13.5
South Dakota	100.0	24.0	24.6	23.5	15.9	12.0
Tennessee	100.0	22.4	35.3	21.6	9.9	10.7
Texas	100.0	15.3	35.5	21.9	11.2	16.2
Utah	100.0	15.2	18.2	24.9	18.2	23.6
Vermont	100.0	8.9	32.1	28.3	11.4	19.2
Virginia	100.0	12.0	28.4	23.8	13.5	22.4
Washington	100.0	6.7	23.3	24.6	17.4	28.0
West Virginia	100.0	7.5	24.1	45.3	12.2	10.8
Wisconsin	100.0	9.6	30.8	19.6	18.4	21.6
Wyoming	100.0	14.7	26.4	27.3	17.9	13.7

The 2020 K-12 ESP Work Force

In this chapter, data are shown for two different groups of K-12 ESP: all K-12 ESP regardless of hours worked, and full-time K-12 ESP who work at least 30 hours per week. Full-time and part-time status is based on the usual hours worked per week in the previous 12 months.

All K-12 ESP

Figures 2-1 and 2-2 show the size and relative percentages of the entire K-12 ESP work force, by state.

- California leads the country in numbers of K-12 ESP, with 12 percent of the national K-12 ESP work force. Texas contributes ten percent and New York eight percent of the total.
- The top nine states constitute 50 percent of the national K-12 ESP work force: California, Texas, New York, Florida, Illinois, Georgia, Ohio, New Jersey, and Virginia.

All K-12 ESP, by Career Family

Table 2-1a gives the size of the K-12 ESP career families nationally and in each state.

- More than 2.2 million K-12 ESP work in the nation's public schools.
- Paraeducators are the largest career family, at 905,318.
- Clerical personnel are next with 359,041.
- Custodial services account for 343,782.
- Food services employ 254,804.
- California or Texas lead in numbers for nearly every career family, generally followed by New York and Florida.

Nationally, the top two career families account for over half of K-12 ESP, as shown in *Table 2-1b*.

- Paraeducators have 40 percent of the total.
- Clerical personnel make up 16 percent.
- Custodial services add 15 percent.
- Food services are another 11 percent.
- Transportation ESP account for nine percent.
- Technical, trades, security, and health and student services together make up the remaining eight percent.
- This same general pattern is found at the state level, with the highest percentages of K-12 ESP in the paraeducator, clerical, and custodial career families.

Full-Time K-12 ESP

Figure 2-3 and Tables 2-2*a* and 2-2*b* give the counts and percentages of full-time K-12 ESP by state.

- Eighty percent of the nation's K-12 ESP work at least 30 hours per week.
- In 30 states and the District of Columbia, 80 percent or more of K-12 ESP are full-time workers.
- South Carolina, West Virginia, Texas, and Oklahoma have the highest percentages of full-time K-12 ESP, at or above 89 percent, after the District of Columbia at 92 percent.
- Utah has the lowest percentage of full-time K-12 ESP, at 45 percent.
- Texas leads with 198,652 full-time K-12 ESP.
- More than half of the nation's full-time K-12 ESP work force is concentrated in nine states: Texas, California, New York, Florida, Georgia, Illinois, Ohio, New Jersey, and Virginia.

**Hours Worked,
All K-12 ESP**

Figure 2-4 shows the average hours worked by all K-12 ESP, by state.

- The national K-12 ESP work force averages 35 hours of work per week.
- After the District of Columbia, K-12 ESP in Texas lead in average hours worked per week, at 38 hours.
- Overall, K-12 ESP in 20 states and the District of Columbia average 36 or more hours per week.
- K-12 ESP in Utah work the fewest hours per week, 28 hours on average.

Tables 2-3*a* and 2-3*b* give the distribution of K-12 ESP and hours worked in counts and percentages, by state.

- Nationally, 53 percent of K-12 ESP work at least 40 hours per week.
- Twenty-seven percent work between 30 and 39 hours per week.
- Twenty percent work fewer than 30 hours per week.
- Ten percent of K-12 ESP in Nebraska, Iowa, Hawaii, and the District of Columbia and at least nine percent in five other states work 45 or more hours per week.
- Fifty-five percent of K-12 ESP in Utah work fewer than 30 hours per week.

Figure 2-1
Work Force Counts
K-12 ESP by State, 2020

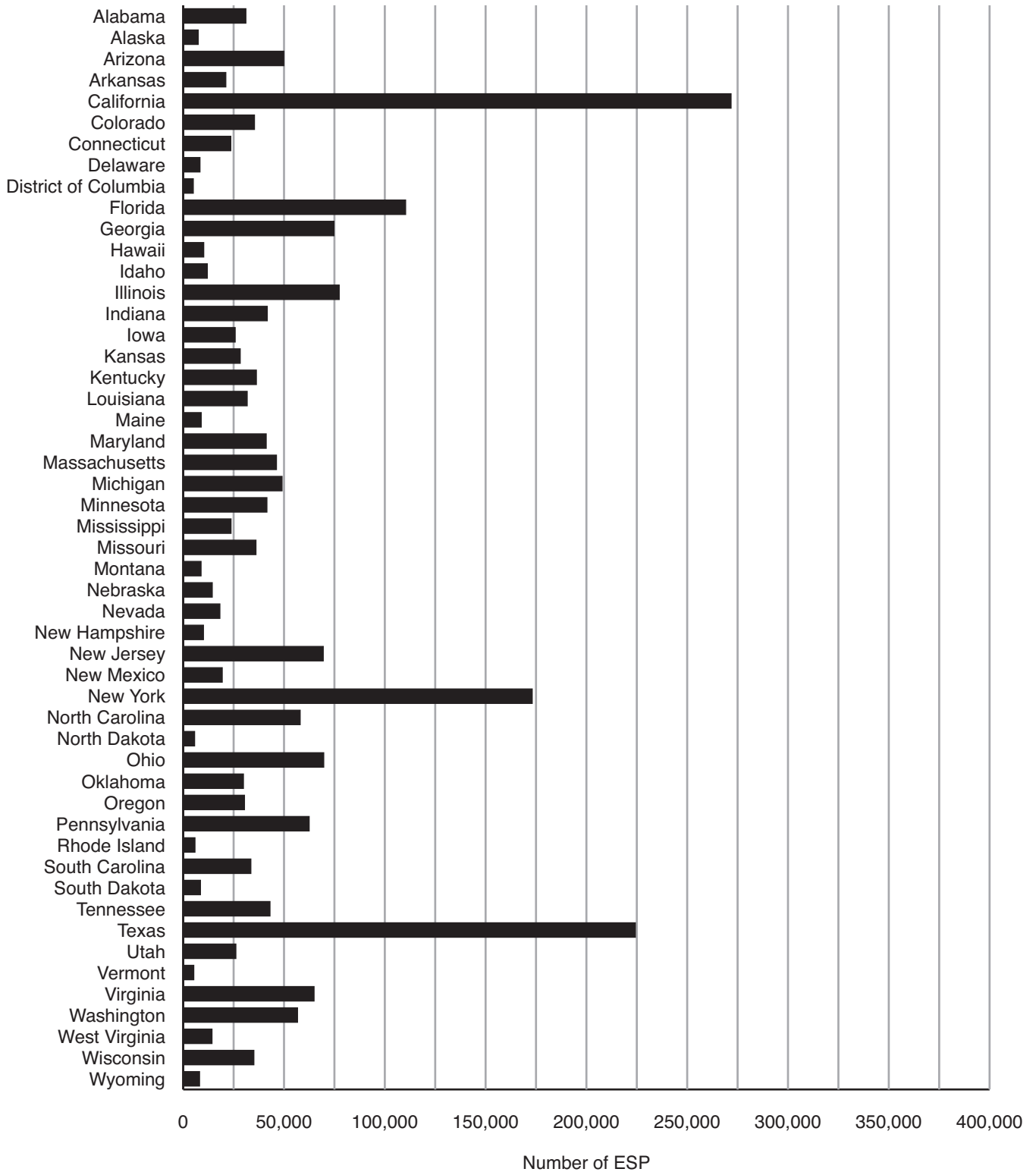


Figure 2-2
Work Force Percentage of National Total
K-12 ESP by State, 2020

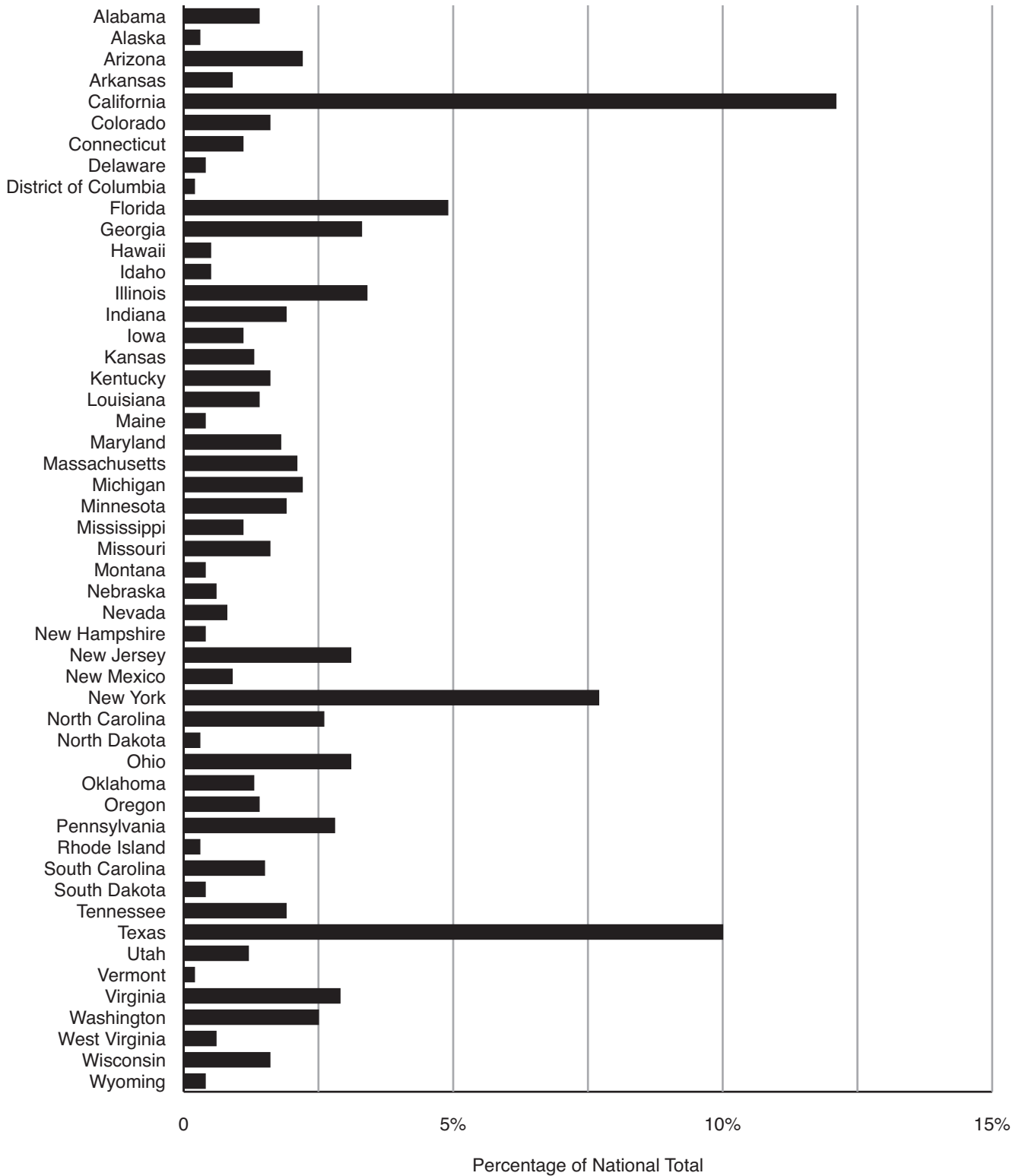


Figure 2-3
Percentage Full-Time
K-12 ESP Work Force by State, 2020

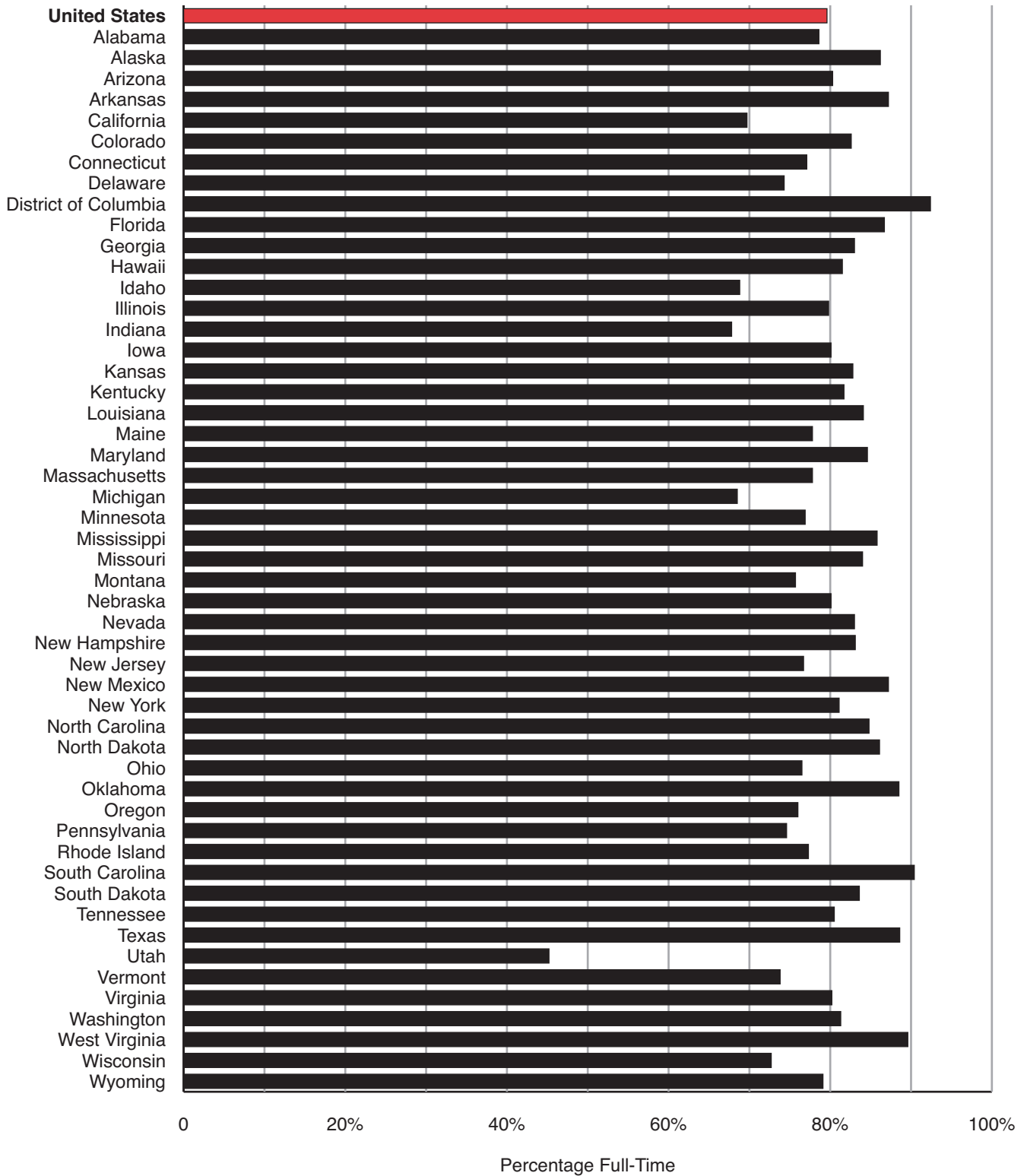


Figure 2-4
Average Hours Worked
K-12 ESP Work Force by State, 2020

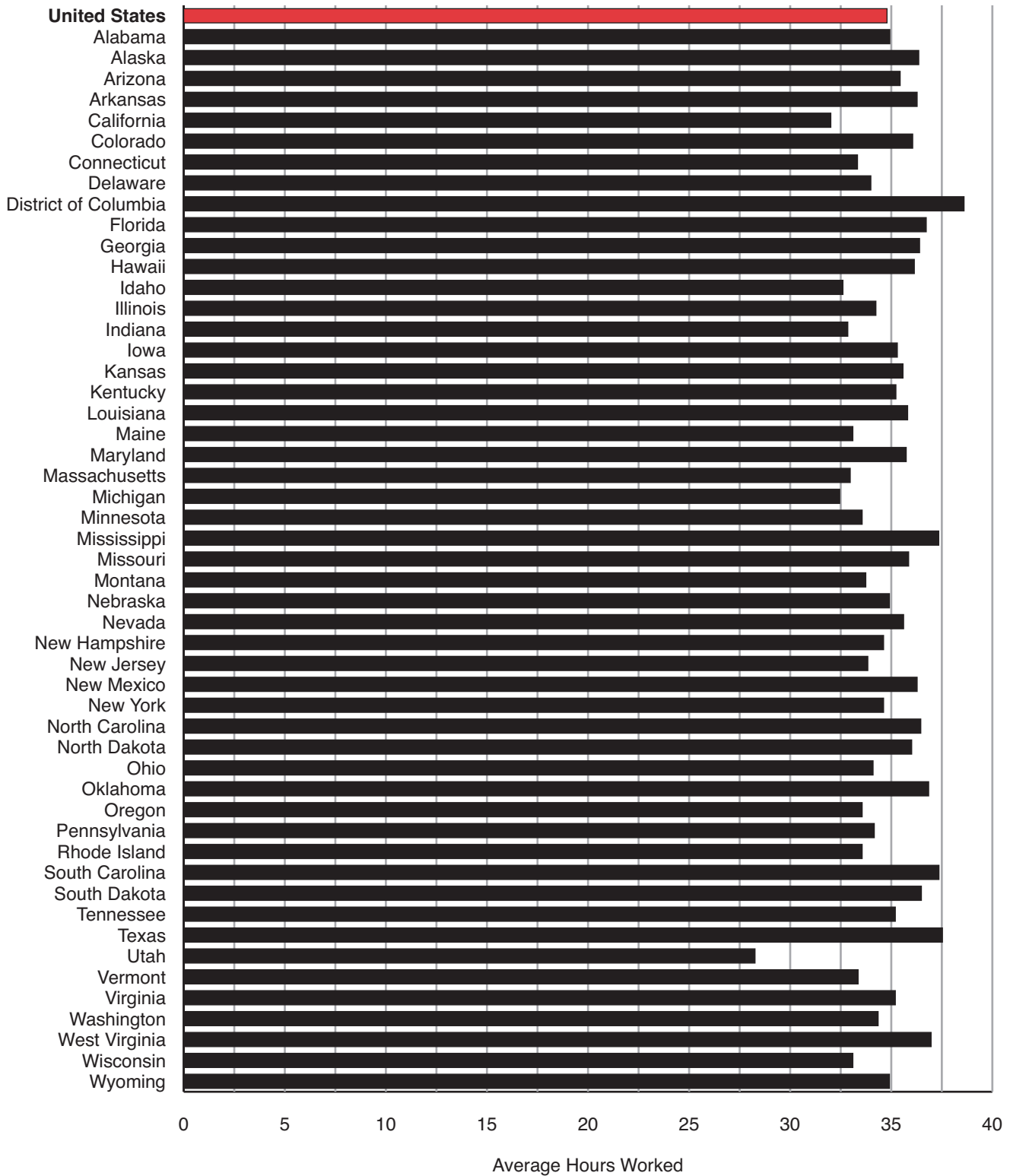


Table 2-1a (Counts)

Career Families

K-12 ESP Work Force by State, 2020

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	2,243,749	343,782	32,537	254,804	32,713	905,318	359,041	78,462	35,939	201,153
Alabama	31,080	3,884	181	6,002	685	8,158	4,686	746	425	6,313
Alaska	7,443	1,557	105	474	13	3,492	1,197	131	30	444
Arizona	49,879	8,375	1,209	3,129	1,081	19,885	7,995	1,381	1,239	5,585
Arkansas	21,135	4,027	125	3,587	141	6,723	3,651	837	68	1,976
California	271,760	36,323	3,972	28,154	6,524	122,407	47,386	10,311	5,236	11,447
Colorado	35,344	5,008	407	4,092	619	12,799	5,690	1,976	853	3,900
Connecticut	23,610	3,568	995	1,610	572	11,832	3,655	793	189	396
Delaware	8,309	1,712	67	1,347	0	2,905	1,156	362	237	523
District of Columbia	4,998	631	94	198	25	2,572	751	141	370	216
Florida	110,322	17,118	3,817	14,079	1,455	36,121	18,130	6,248	3,082	10,272
Georgia	74,765	10,043	733	9,354	727	26,283	12,698	2,249	1,245	11,433
Hawaii	10,179	1,719	163	934	307	4,915	1,916	217	4	4
Idaho	11,955	1,785	28	1,587	282	5,036	1,915	282	127	913
Illinois	77,379	13,678	2,059	6,601	1,103	32,216	12,560	2,775	692	5,695
Indiana	41,697	7,330	123	6,423	216	14,823	5,149	1,628	210	5,795
Iowa	25,774	4,102	382	2,449	219	11,747	3,732	735	116	2,292
Kansas	28,271	4,286	217	2,889	247	13,793	3,906	705	237	1,991
Kentucky	36,290	4,520	207	6,473	305	12,942	5,106	648	228	5,861
Louisiana	31,735	5,939	72	4,685	182	11,059	4,381	552	236	4,629
Maine	8,931	983	20	1,530	15	2,729	1,637	201	31	1,785
Maryland	41,166	7,621	428	4,445	393	16,287	5,643	1,208	1,333	3,808
Massachusetts	46,249	5,881	95	5,907	860	24,560	5,814	1,447	354	1,331
Michigan	49,026	5,346	252	4,827	481	22,068	9,131	1,323	232	5,366
Minnesota	41,520	5,230	118	4,634	525	21,481	5,696	846	551	2,439
Mississippi	23,714	3,903	304	4,304	119	7,831	3,920	766	176	2,391
Missouri	36,085	7,292	50	4,130	696	13,708	5,089	1,007	492	3,621
Montana	8,848	2,765	91	1,154	44	2,525	1,247	405	67	550
Nebraska	14,404	2,011	162	1,953	280	6,065	2,070	523	366	974
Nevada	18,189	2,417	611	1,381	481	6,508	3,158	1,065	288	2,280
New Hampshire	10,031	1,713	54	642	196	5,271	1,297	332	162	364
New Jersey	69,461	11,040	2,024	2,852	327	35,288	11,634	1,988	519	3,789
New Mexico	19,352	3,086	407	3,165	255	7,422	2,442	836	348	1,391
New York	173,125	25,652	4,655	11,973	1,627	83,828	26,408	4,902	2,225	11,855
North Carolina	58,008	7,424	406	9,259	1,231	19,800	8,328	1,585	1,491	8,484
North Dakota	5,648	1,095	0	828	26	2,280	513	339	0	567
Ohio	69,703	12,360	995	8,093	652	25,680	9,931	1,648	587	9,757
Oklahoma	29,867	4,024	422	4,972	274	11,550	5,239	827	288	2,271
Oregon	30,387	3,422	408	2,839	346	13,891	5,969	1,297	61	2,154
Pennsylvania	62,475	11,927	1,140	7,071	1,053	22,234	11,035	2,004	1,594	4,417
Rhode Island	5,826	880	0	60	83	3,313	989	278	151	72
South Carolina	33,550	6,697	75	3,674	628	11,692	5,615	1,241	451	3,477
South Dakota	8,543	1,497	117	1,293	157	3,510	1,024	37	17	891
Tennessee	43,042	4,592	390	6,811	391	18,234	7,197	913	668	3,846
Texas	224,311	40,471	3,018	31,745	3,485	73,649	39,431	9,470	5,101	17,941
Utah	26,119	4,894	50	2,202	783	10,466	3,784	1,228	327	2,385
Vermont	5,242	732	0	380	95	2,504	826	410	9	286
Virginia	64,899	8,491	612	8,129	823	22,236	8,874	3,678	839	11,217
Washington	56,694	5,936	529	3,647	737	26,561	9,925	2,153	937	6,269
West Virginia	14,268	2,060	9	2,321	221	4,069	2,000	327	718	2,543
Wisconsin	35,048	5,009	90	4,052	726	14,894	6,546	1,188	611	1,932
Wyoming	8,093	1,726	49	464	0	3,476	969	273	121	1,015

Table 2-1b (Percentages)

Career Families

K-12 ESP Work Force by State, 2020

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0%	15.3%	1.5%	11.4%	1.5%	40.3%	16.0%	3.5%	1.6%	9.0%
Alabama	100.0	12.5	0.6	19.3	2.2	26.2	15.1	2.4	1.4	20.3
Alaska	100.0	20.9	1.4	6.4	0.2	46.9	16.1	1.8	0.4	6.0
Arizona	100.0	16.8	2.4	6.3	2.2	39.9	16.0	2.8	2.5	11.2
Arkansas	100.0	19.1	0.6	17.0	0.7	31.8	17.3	4.0	0.3	9.3
California	100.0	13.4	1.5	10.4	2.4	45.0	17.4	3.8	1.9	4.2
Colorado	100.0	14.2	1.2	11.6	1.8	36.2	16.1	5.6	2.4	11.0
Connecticut	100.0	15.1	4.2	6.8	2.4	50.1	15.5	3.4	0.8	1.7
Delaware	100.0	20.6	0.8	16.2	0.0	35.0	13.9	4.4	2.9	6.3
District of Columbia	100.0	12.6	1.9	4.0	0.5	51.5	15.0	2.8	7.4	4.3
Florida	100.0	15.5	3.5	12.8	1.3	32.7	16.4	5.7	2.8	9.3
Georgia	100.0	13.4	1.0	12.5	1.0	35.2	17.0	3.0	1.7	15.3
Hawaii	100.0	16.9	1.6	9.2	3.0	48.3	18.8	2.1	0.0	0.0
Idaho	100.0	14.9	0.2	13.3	2.4	42.1	16.0	2.4	1.1	7.6
Illinois	100.0	17.7	2.7	8.5	1.4	41.6	16.2	3.6	0.9	7.4
Indiana	100.0	17.6	0.3	15.4	0.5	35.5	12.3	3.9	0.5	13.9
Iowa	100.0	15.9	1.5	9.5	0.8	45.6	14.5	2.9	0.5	8.9
Kansas	100.0	15.2	0.8	10.2	0.9	48.8	13.8	2.5	0.8	7.0
Kentucky	100.0	12.5	0.6	17.8	0.8	35.7	14.1	1.8	0.6	16.2
Louisiana	100.0	18.7	0.2	14.8	0.6	34.8	13.8	1.7	0.7	14.6
Maine	100.0	11.0	0.2	17.1	0.2	30.6	18.3	2.3	0.3	20.0
Maryland	100.0	18.5	1.0	10.8	1.0	39.6	13.7	2.9	3.2	9.3
Massachusetts	100.0	12.7	0.2	12.8	1.9	53.1	12.6	3.1	0.8	2.9
Michigan	100.0	10.9	0.5	9.8	1.0	45.0	18.6	2.7	0.5	10.9
Minnesota	100.0	12.6	0.3	11.2	1.3	51.7	13.7	2.0	1.3	5.9
Mississippi	100.0	16.5	1.3	18.1	0.5	33.0	16.5	3.2	0.7	10.1
Missouri	100.0	20.2	0.1	11.4	1.9	38.0	14.1	2.8	1.4	10.0
Montana	100.0	31.3	1.0	13.0	0.5	28.5	14.1	4.6	0.8	6.2
Nebraska	100.0	14.0	1.1	13.6	1.9	42.1	14.4	3.6	2.5	6.8
Nevada	100.0	13.3	3.4	7.6	2.6	35.8	17.4	5.9	1.6	12.5
New Hampshire	100.0	17.1	0.5	6.4	2.0	52.5	12.9	3.3	1.6	3.6
New Jersey	100.0	15.9	2.9	4.1	0.5	50.8	16.7	2.9	0.7	5.5
New Mexico	100.0	15.9	2.1	16.4	1.3	38.4	12.6	4.3	1.8	7.2
New York	100.0	14.8	2.7	6.9	0.9	48.4	15.3	2.8	1.3	6.8
North Carolina	100.0	12.8	0.7	16.0	2.1	34.1	14.4	2.7	2.6	14.6
North Dakota	100.0	19.4	0.0	14.7	0.5	40.4	9.1	6.0	0.0	10.0
Ohio	100.0	17.7	1.4	11.6	0.9	36.8	14.2	2.4	0.8	14.0
Oklahoma	100.0	13.5	1.4	16.6	0.9	38.7	17.5	2.8	1.0	7.6
Oregon	100.0	11.3	1.3	9.3	1.1	45.7	19.6	4.3	0.2	7.1
Pennsylvania	100.0	19.1	1.8	11.3	1.7	35.6	17.7	3.2	2.6	7.1
Rhode Island	100.0	15.1	0.0	1.0	1.4	56.9	17.0	4.8	2.6	1.2
South Carolina	100.0	20.0	0.2	11.0	1.9	34.8	16.7	3.7	1.3	10.4
South Dakota	100.0	17.5	1.4	15.1	1.8	41.1	12.0	0.4	0.2	10.4
Tennessee	100.0	10.7	0.9	15.8	0.9	42.4	16.7	2.1	1.6	8.9
Texas	100.0	18.0	1.3	14.2	1.6	32.8	17.6	4.2	2.3	8.0
Utah	100.0	18.7	0.2	8.4	3.0	40.1	14.5	4.7	1.3	9.1
Vermont	100.0	14.0	0.0	7.2	1.8	47.8	15.8	7.8	0.2	5.5
Virginia	100.0	13.1	0.9	12.5	1.3	34.3	13.7	5.7	1.3	17.3
Washington	100.0	10.5	0.9	6.4	1.3	46.8	17.5	3.8	1.7	11.1
West Virginia	100.0	14.4	0.1	16.3	1.5	28.5	14.0	2.3	5.0	17.8
Wisconsin	100.0	14.3	0.3	11.6	2.1	42.5	18.7	3.4	1.7	5.5
Wyoming	100.0	21.3	0.6	5.7	0.0	43.0	12.0	3.4	1.5	12.5

Table 2-2a (Counts)
Full-Time vs. Part-Time
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Full-Time	Part-Time
United States	2,243,749	1,785,030	458,719
Alabama	31,080	24,437	6,643
Alaska	7,443	6,413	1,030
Arizona	49,879	40,075	9,804
Arkansas	21,135	18,428	2,707
California	271,760	189,453	82,307
Colorado	35,344	29,189	6,155
Connecticut	23,610	18,208	5,402
Delaware	8,309	6,174	2,135
District of Columbia	4,998	4,618	380
Florida	110,322	95,623	14,699
Georgia	74,765	62,085	12,680
Hawaii	10,179	8,296	1,883
Idaho	11,955	8,222	3,733
Illinois	77,379	61,763	15,616
Indiana	41,697	28,291	13,406
Iowa	25,774	20,656	5,118
Kansas	28,271	23,406	4,865
Kentucky	36,290	29,657	6,633
Louisiana	31,735	26,695	5,040
Maine	8,931	6,946	1,985
Maryland	41,166	34,810	6,356
Massachusetts	46,249	35,983	10,266
Michigan	49,026	33,574	15,452
Minnesota	41,520	31,942	9,578
Mississippi	23,714	20,345	3,369
Missouri	36,085	30,296	5,789
Montana	8,848	6,696	2,152
Nebraska	14,404	11,537	2,867
Nevada	18,189	15,093	3,096
New Hampshire	10,031	8,340	1,691
New Jersey	69,461	53,266	16,195
New Mexico	19,352	16,878	2,474
New York	173,125	140,348	32,777
North Carolina	58,008	49,213	8,795
North Dakota	5,648	4,864	784
Ohio	69,703	53,300	16,403
Oklahoma	29,867	26,421	3,446
Oregon	30,387	23,084	7,303
Pennsylvania	62,475	46,620	15,855
Rhode Island	5,826	4,502	1,324
South Carolina	33,550	30,322	3,228
South Dakota	8,543	7,140	1,403
Tennessee	43,042	34,636	8,406
Texas	224,311	198,652	25,659
Utah	26,119	11,794	14,325
Vermont	5,242	3,871	1,371
Virginia	64,899	52,072	12,827
Washington	56,694	46,120	10,574
West Virginia	14,268	12,788	1,480
Wisconsin	35,048	25,483	9,565
Wyoming	8,093	6,405	1,688

Table 2-2b (Percentages)
Full-Time vs. Part-Time
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Full-Time	Part-Time
United States	100.0%	79.6%	20.4%
Alabama	100.0	78.6	21.4
Alaska	100.0	86.2	13.8
Arizona	100.0	80.3	19.7
Arkansas	100.0	87.2	12.8
California	100.0	69.7	30.3
Colorado	100.0	82.6	17.4
Connecticut	100.0	77.1	22.9
Delaware	100.0	74.3	25.7
District of Columbia	100.0	92.4	7.6
Florida	100.0	86.7	13.3
Georgia	100.0	83.0	17.0
Hawaii	100.0	81.5	18.5
Idaho	100.0	68.8	31.2
Illinois	100.0	79.8	20.2
Indiana	100.0	67.8	32.2
Iowa	100.0	80.1	19.9
Kansas	100.0	82.8	17.2
Kentucky	100.0	81.7	18.3
Louisiana	100.0	84.1	15.9
Maine	100.0	77.8	22.2
Maryland	100.0	84.6	15.4
Massachusetts	100.0	77.8	22.2
Michigan	100.0	68.5	31.5
Minnesota	100.0	76.9	23.1
Mississippi	100.0	85.8	14.2
Missouri	100.0	84.0	16.0
Montana	100.0	75.7	24.3
Nebraska	100.0	80.1	19.9
Nevada	100.0	83.0	17.0
New Hampshire	100.0	83.1	16.9
New Jersey	100.0	76.7	23.3
New Mexico	100.0	87.2	12.8
New York	100.0	81.1	18.9
North Carolina	100.0	84.8	15.2
North Dakota	100.0	86.1	13.9
Ohio	100.0	76.5	23.5
Oklahoma	100.0	88.5	11.5
Oregon	100.0	76.0	24.0
Pennsylvania	100.0	74.6	25.4
Rhode Island	100.0	77.3	22.7
South Carolina	100.0	90.4	9.6
South Dakota	100.0	83.6	16.4
Tennessee	100.0	80.5	19.5
Texas	100.0	88.6	11.4
Utah	100.0	45.2	54.8
Vermont	100.0	73.8	26.2
Virginia	100.0	80.2	19.8
Washington	100.0	81.3	18.7
West Virginia	100.0	89.6	10.4
Wisconsin	100.0	72.7	27.3
Wyoming	100.0	79.1	20.9

Table 2-3a (Counts)
Usual Hours Worked
K-12 ESP Work Force by State, 2020

	All K-12 ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	2,243,749	458,719	249,433	345,237	1,043,669	146,691	34.8
Alabama	31,080	6,643	2,196	4,520	15,541	2,180	34.9
Alaska	7,443	1,030	564	1,884	3,425	540	36.4
Arizona	49,879	9,804	5,306	5,577	26,221	2,971	35.4
Arkansas	21,135	2,707	1,672	2,798	12,660	1,298	36.3
California	271,760	82,307	45,072	18,183	114,854	11,344	32.0
Colorado	35,344	6,155	3,694	5,052	17,293	3,150	36.1
Connecticut	23,610	5,402	4,165	5,084	7,544	1,415	33.3
Delaware	8,309	2,135	521	1,388	3,777	488	34.0
District of Columbia	4,998	380	244	428	3,438	508	38.6
Florida	110,322	14,699	8,161	22,331	56,805	8,326	36.7
Georgia	74,765	12,680	5,926	6,779	43,447	5,933	36.4
Hawaii	10,179	1,883	780	163	6,373	980	36.1
Idaho	11,955	3,733	1,324	1,743	4,563	592	32.6
Illinois	77,379	15,616	8,424	13,652	35,975	3,712	34.2
Indiana	41,697	13,406	5,904	5,207	15,088	2,092	32.8
Iowa	25,774	5,118	3,592	4,968	9,563	2,533	35.3
Kansas	28,271	4,865	3,193	5,447	12,147	2,619	35.6
Kentucky	36,290	6,633	5,035	7,510	14,561	2,551	35.2
Louisiana	31,735	5,040	2,644	4,551	17,685	1,815	35.8
Maine	8,931	1,985	2,055	1,431	3,126	334	33.1
Maryland	41,166	6,356	4,594	8,115	20,018	2,083	35.7
Massachusetts	46,249	10,266	9,136	8,770	14,735	3,342	33.0
Michigan	49,026	15,452	6,467	8,375	16,167	2,565	32.4
Minnesota	41,520	9,578	6,701	7,322	15,351	2,568	33.6
Mississippi	23,714	3,369	936	2,680	15,176	1,553	37.3
Missouri	36,085	5,789	2,606	6,354	18,556	2,780	35.9
Montana	8,848	2,152	729	1,052	4,463	452	33.7
Nebraska	14,404	2,867	1,465	2,411	6,212	1,449	34.9
Nevada	18,189	3,096	2,112	2,869	8,501	1,611	35.6
New Hampshire	10,031	1,691	2,653	1,793	3,336	558	34.6
New Jersey	69,461	16,195	7,606	14,077	27,364	4,219	33.8
New Mexico	19,352	2,474	1,874	2,807	11,597	600	36.3
New York	173,125	32,777	19,502	42,790	67,462	10,594	34.6
North Carolina	58,008	8,795	6,261	7,157	30,405	5,390	36.5
North Dakota	5,648	784	728	1,165	2,647	324	36.0
Ohio	69,703	16,403	8,892	12,797	26,546	5,065	34.1
Oklahoma	29,867	3,446	3,102	4,750	16,172	2,397	36.9
Oregon	30,387	7,303	4,295	4,459	12,526	1,804	33.6
Pennsylvania	62,475	15,855	4,976	11,562	25,561	4,521	34.2
Rhode Island	5,826	1,324	459	1,355	2,403	285	33.6
South Carolina	33,550	3,228	2,614	6,402	18,402	2,904	37.4
South Dakota	8,543	1,403	595	1,074	4,834	637	36.5
Tennessee	43,042	8,406	3,421	10,344	18,197	2,674	35.2
Texas	224,311	25,659	10,842	23,740	145,849	18,221	37.5
Utah	26,119	14,325	2,498	1,600	7,015	681	28.3
Vermont	5,242	1,371	618	1,149	1,727	377	33.4
Virginia	64,899	12,827	5,948	11,457	30,109	4,558	35.2
Washington	56,694	10,574	10,841	8,550	23,428	3,301	34.3
West Virginia	14,268	1,480	957	2,369	8,502	960	37.0
Wisconsin	35,048	9,565	4,800	5,513	12,961	2,209	33.1
Wyoming	8,093	1,688	733	1,683	3,361	628	34.9

Table 2-3b (Percentages)
Usual Hours Worked
K-12 ESP Work Force by State, 2020

	All K-12 ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%	20.4%	11.1%	15.4%	46.5%	6.5%
Alabama	100.0	21.4	7.1	14.5	50.0	7.0
Alaska	100.0	13.8	7.6	25.3	46.0	7.3
Arizona	100.0	19.7	10.6	11.2	52.6	6.0
Arkansas	100.0	12.8	7.9	13.2	59.9	6.1
California	100.0	30.3	16.6	6.7	42.3	4.2
Colorado	100.0	17.4	10.5	14.3	48.9	8.9
Connecticut	100.0	22.9	17.6	21.5	32.0	6.0
Delaware	100.0	25.7	6.3	16.7	45.5	5.9
District of Columbia	100.0	7.6	4.9	8.6	68.8	10.2
Florida	100.0	13.3	7.4	20.2	51.5	7.5
Georgia	100.0	17.0	7.9	9.1	58.1	7.9
Hawaii	100.0	18.5	7.7	1.6	62.6	9.6
Idaho	100.0	31.2	11.1	14.6	38.2	5.0
Illinois	100.0	20.2	10.9	17.6	46.5	4.8
Indiana	100.0	32.2	14.2	12.5	36.2	5.0
Iowa	100.0	19.9	13.9	19.3	37.1	9.8
Kansas	100.0	17.2	11.3	19.3	43.0	9.3
Kentucky	100.0	18.3	13.9	20.7	40.1	7.0
Louisiana	100.0	15.9	8.3	14.3	55.7	5.7
Maine	100.0	22.2	23.0	16.0	35.0	3.7
Maryland	100.0	15.4	11.2	19.7	48.6	5.1
Massachusetts	100.0	22.2	19.8	19.0	31.9	7.2
Michigan	100.0	31.5	13.2	17.1	33.0	5.2
Minnesota	100.0	23.1	16.1	17.6	37.0	6.2
Mississippi	100.0	14.2	3.9	11.3	64.0	6.5
Missouri	100.0	16.0	7.2	17.6	51.4	7.7
Montana	100.0	24.3	8.2	11.9	50.4	5.1
Nebraska	100.0	19.9	10.2	16.7	43.1	10.1
Nevada	100.0	17.0	11.6	15.8	46.7	8.9
New Hampshire	100.0	16.9	26.4	17.9	33.3	5.6
New Jersey	100.0	23.3	11.0	20.3	39.4	6.1
New Mexico	100.0	12.8	9.7	14.5	59.9	3.1
New York	100.0	18.9	11.3	24.7	39.0	6.1
North Carolina	100.0	15.2	10.8	12.3	52.4	9.3
North Dakota	100.0	13.9	12.9	20.6	46.9	5.7
Ohio	100.0	23.5	12.8	18.4	38.1	7.3
Oklahoma	100.0	11.5	10.4	15.9	54.1	8.0
Oregon	100.0	24.0	14.1	14.7	41.2	5.9
Pennsylvania	100.0	25.4	8.0	18.5	40.9	7.2
Rhode Island	100.0	22.7	7.9	23.3	41.2	4.9
South Carolina	100.0	9.6	7.8	19.1	54.8	8.7
South Dakota	100.0	16.4	7.0	12.6	56.6	7.5
Tennessee	100.0	19.5	7.9	24.0	42.3	6.2
Texas	100.0	11.4	4.8	10.6	65.0	8.1
Utah	100.0	54.8	9.6	6.1	26.9	2.6
Vermont	100.0	26.2	11.8	21.9	32.9	7.2
Virginia	100.0	19.8	9.2	17.7	46.4	7.0
Washington	100.0	18.7	19.1	15.1	41.3	5.8
West Virginia	100.0	10.4	6.7	16.6	59.6	6.7
Wisconsin	100.0	27.3	13.7	15.7	37.0	6.3
Wyoming	100.0	20.9	9.1	20.8	41.5	7.8

Demographics of the 2020 K-12 ESP Work Force

Age

Figure 3-1 and Tables *3-1a* and *3-1b* show the average and distribution of ages of the total K-12 ESP work force, by state.

- The national K-12 ESP work force averages 48 years old.
- Forty-four percent of K-12 ESP are between age 35 to 54.
- Seven percent are under 25.
- Nine percent of K-12 ESP are 65 years of age or older.
- Nine states, led by South Dakota and Virginia, have K-12 ESP work forces with average ages of at least 50 years old.
- K-12 ESP in Alaska and Utah average less than 43 years of age.

Gender

Figure 3-2 and Tables *3-2*, *3-3a*, and *3-3b* present gender and age data for the total K-12 ESP work force, by state.

- Seventy-three percent of the total K-12 ESP work force is female.
- At least 79 percent of K-12 ESP in Tennessee, Louisiana, Michigan, and Kansas are female; at least 75 percent of K-12 ESP in 11 other states are female.
- Montana, Alaska, and Delaware have the highest percentages of male K-12 ESP at more than 34 percent; at least 30 percent of K-12 ESP in nine other states are male.
- In general, male K-12 ESP are younger than female K-12 ESP. Twenty-six percent of males are under 35 years old, versus 18 percent of females.
- The gender by age distribution of K-12 ESP in individual states generally mirrors the national pattern.

Race/Ethnicity

Figure 3-3 and Tables *3-4a* and *3-4b* show the racial-ethnic composition of the K-12 ESP work force, by state.

- Minority workers make up 41 percent of the nation's K-12 ESP work force.
- Hispanics comprise the largest proportion, at 21 percent.
- Blacks account for 15 percent.
- Asians comprise three percent of the total K-12 ESP work force.
- Native Americans make up one percent of the nation's K-12 ESP.
- Native Hawaiians and Pacific Islanders comprise two tenths of one percent of all K-12 ESP.

- Two percent of the K-12 ESP work force report more than one race. (Respondents to the ACS can self-identify with any number of races, but the vast majority report a single race. Those who choose more than one usually specify only two races.)
- The largest percentages of minority K-12 ESP are found in Hawaii, the District of Columbia, and New Mexico.
- The lowest proportions of minority K-12 ESP are found in Maine, Vermont, and West Virginia.
- Seventy percent of K-12 ESP in the District of Columbia and 52 percent in Mississippi are Black.
- In New Mexico, Hispanic K-12 ESP make up 58 percent of the K-12 ESP work force; the corresponding share in Texas is 52 percent.
- In Hawaii, 44 percent of K-12 ESP are Asian, 20 percent are Native Hawaiian or Pacific Islander, and 20 percent report two or more races. Eight percent of K-12 ESP in Alaska and California are Asian.
- Twenty percent of K-12 ESP in Alaska, 17 percent in South Dakota, and 11 percent in New Mexico are Native American.

Tables 3-5a and 3-5b detail the racial-ethnic composition of the K-12 ESP work force by gender, across the 50 states and the District of Columbia.

- The distribution by race of female K-12 ESP is similar to that of the national K-12 ESP work force.
- There is a slightly larger percentage of minority workers among male K-12 ESP than in the national K-12 ESP work force.

Educational Attainment

Figure 3-4 and Tables 3-6a and 3-6b illustrate the educational attainment of the K-12 ESP work force, by state.

- Ninety-three percent of the total K-12 ESP work force has completed high school.
- Thirty-two percent have a college degree.
- At least 45 percent of K-12 ESP in Vermont and New Hampshire hold a college degree. Massachusetts and Connecticut follow, each at 43 percent.
- Louisiana and Alaska have the lowest percentages of K-12 ESP with college degrees.
- Texas has the highest percentage of K-12 ESP that have not finished high school.

Household Income

Tables 3-7a and 3-7b show household total income for the K-12 ESP work force, by state. Factors such as household size and the number and gender of the earners in the household are additional sources of variability.

- Eighty-one percent of the nation's K-12 ESP live in households earning at least \$45,000 per year.
- Fifty-nine percent of K-12 ESP live in households earning at least \$75,000 per year.
- Seven percent of K-12 ESP live in households with an income of less than \$25,000.
- In six states and the District of Columbia, at least 88 percent of K-12 ESP have household incomes of at least \$45,000—New Hampshire, Connecticut, Rhode Island, New Jersey, Alaska, and Washington.
- The highest percentages of K-12 ESP living in households with an income of less than \$15,000 are seen in Idaho and Arkansas, at five to six percent.
- K-12 ESP in Hawaii have the highest average household income, at over \$135,000 per year, followed by Connecticut, New Jersey, and Massachusetts, at over \$132,000. In Mississippi, K-12 ESP household income averages less than \$75,000 per year.

Poverty Status

Figure 3-5 and Tables 3-8a and 3-8b detail the poverty status of all K-12 ESP, by state. Most K-12 ESP households earn sufficient income to keep them above the official U.S. government poverty threshold. Table 3-8a includes a “not ascertained” column, representing people for whom poverty status could not be determined.

- Seventy-nine percent of all K-12 ESP live in households with incomes at least twice the poverty threshold, and 42 percent have household incomes at least four times the threshold.
- In every state and the District of Columbia, at least 61 percent of K-12 ESP have household incomes at least twice the poverty level.
- In 27 states and the District of Columbia, at least 40 percent of K-12 ESP have household incomes four times the poverty level or higher.
- Six percent of all K-12 ESP, over 126,000, fall below the poverty line.
- Fourteen percent of K-12 ESP in Mississippi and 12 percent in Louisiana live below the poverty threshold, as do nine percent in Arkansas and North Dakota.

Marital Status

Tables 3-9a and 3-9b show the marital status of all K-12 ESP, by state.

- Sixty percent of all K-12 ESP are married.
- Eighteen percent are widowed, divorced, or separated.
- Twenty-two percent of all K-12 ESP have never married.
- In the District of Columbia, 56 percent of K-12 ESP are single. Other states with higher shares of single K-12 ESP are Alaska, Rhode Island, Hawaii, and California.
- In Nevada, Louisiana, and Montana, around 25 percent of K-12 ESP are widowed, divorced, or separated.

Household Relationship

Tables 3-10a and 3-10b show the household relationships of all K-12 ESP, by state.

- Forty-nine percent of the K-12 ESP work force are household heads.
- Thirty-one percent are spouses of the household head.
- Twenty-one percent are children or other household members.
- K-12 ESP in Vermont, Arkansas, West Virginia, and Maine lead in percentage of household heads, at around 56 percent.
- Nebraska and New Hampshire lead in K-12 ESP who identify themselves as spouses of household heads, at more than 37 percent.
- Ranging from 35 to 39 percent, Hawaii, Alaska, and the District of Columbia have the highest percentages of K-12 ESP who describe their household relationship as “child or other household member,” such as living with parents, siblings, or non-relative roommates. K-12 ESP in California follow, at 31 percent.

Figure 3-1
Average Age
K-12 ESP Work Force by State, 2020

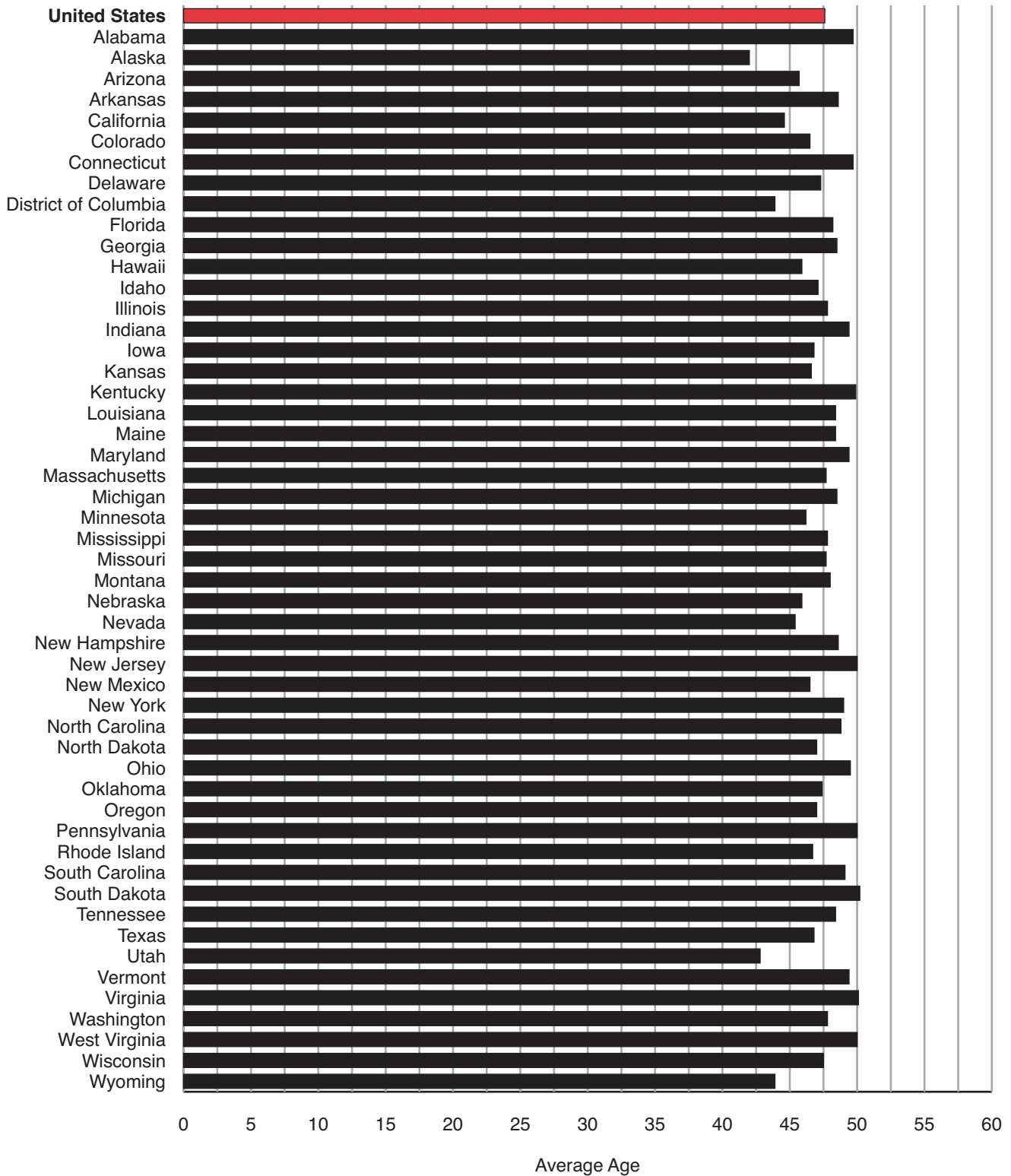


Figure 3-2
Gender: Percentage Female
K-12 ESP Work Force by State, 2020

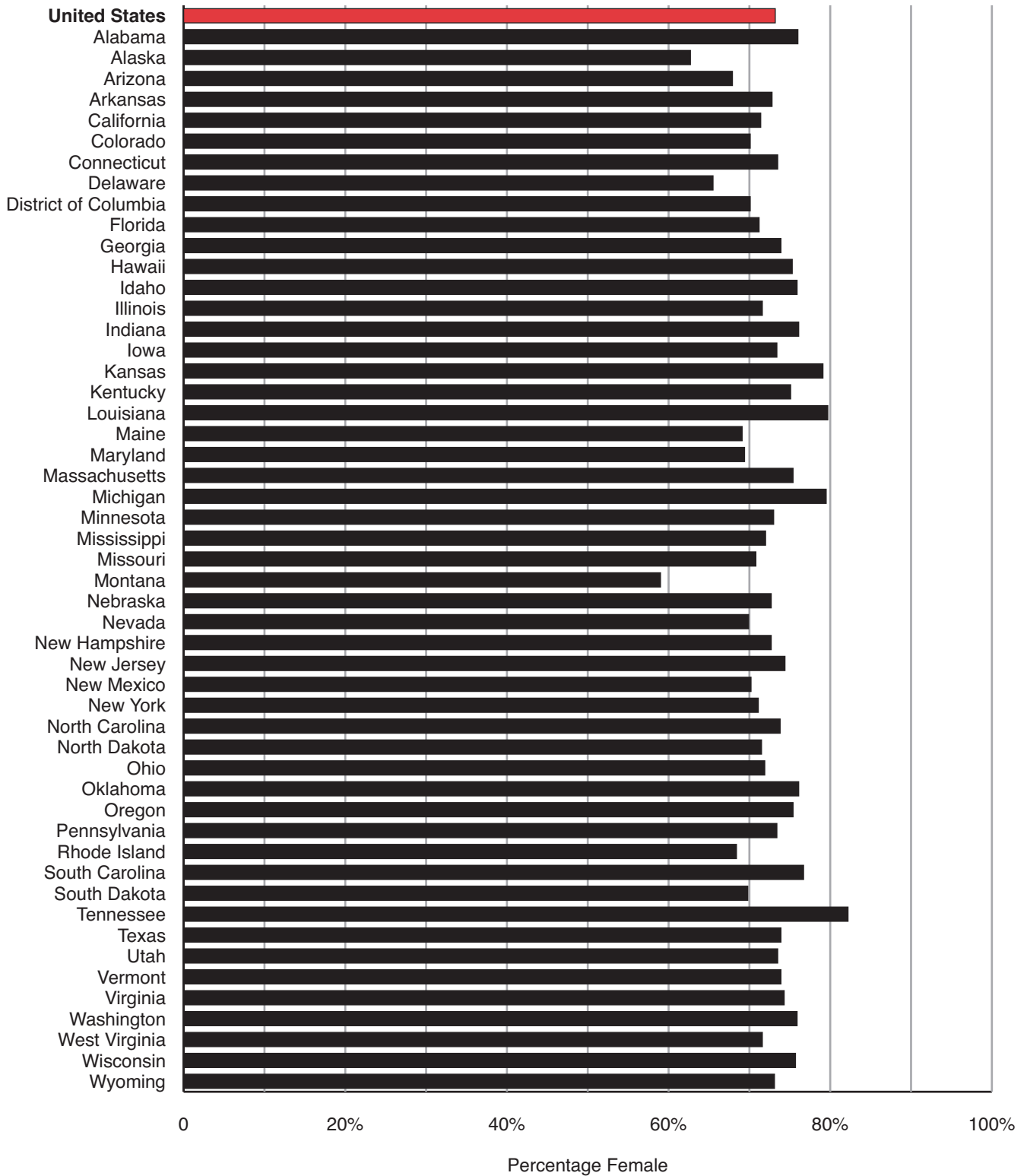


Figure 3-3
Race/Ethnicity
K-12 ESP Work Force by State, 2020

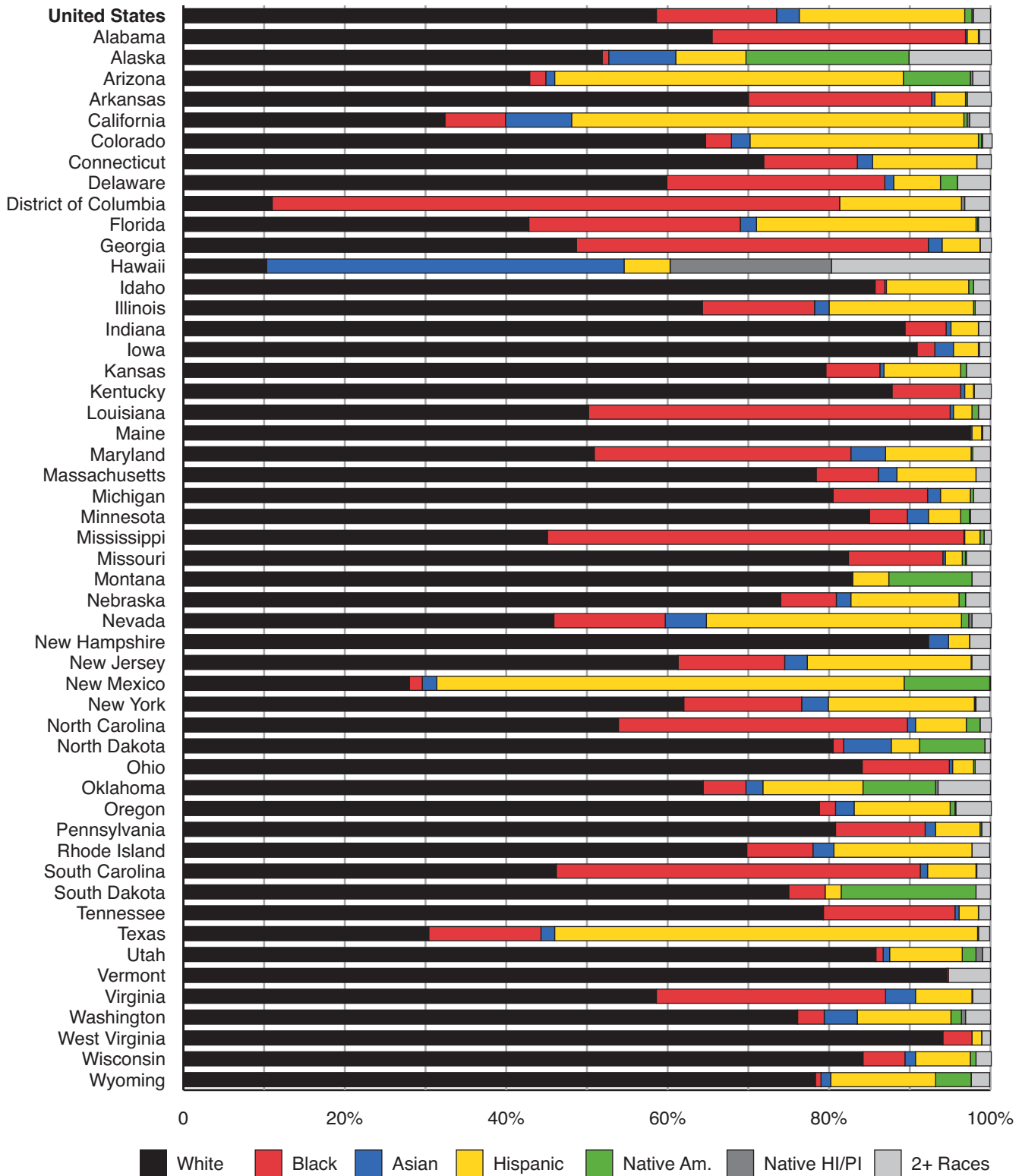


Figure 3-4
Education: Percent with Associate or Bachelor’s Degree or More
K-12 ESP Work Force by State, 2020

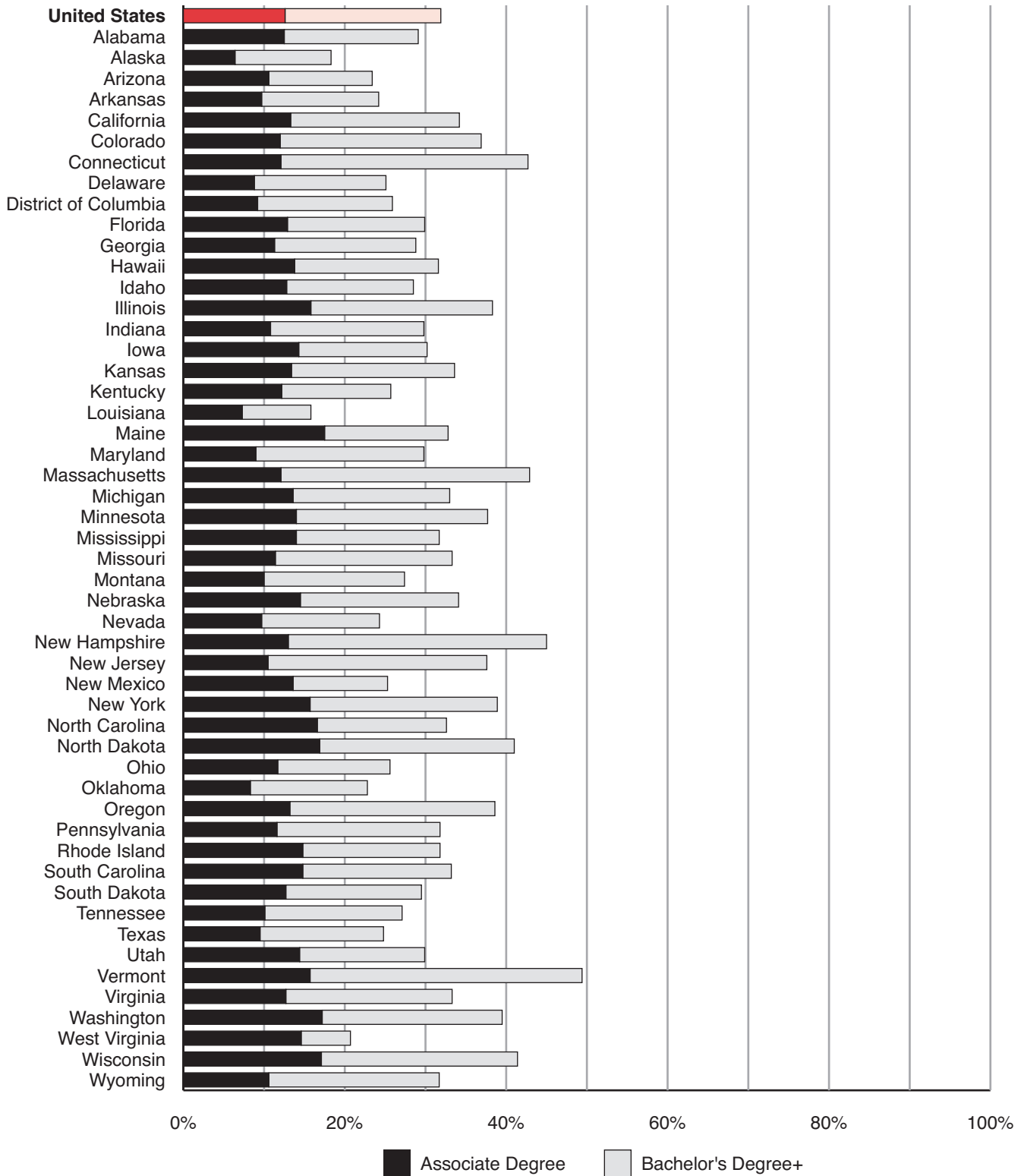


Figure 3-5
Poverty Rate
K-12 ESP Work Force by State, 2020

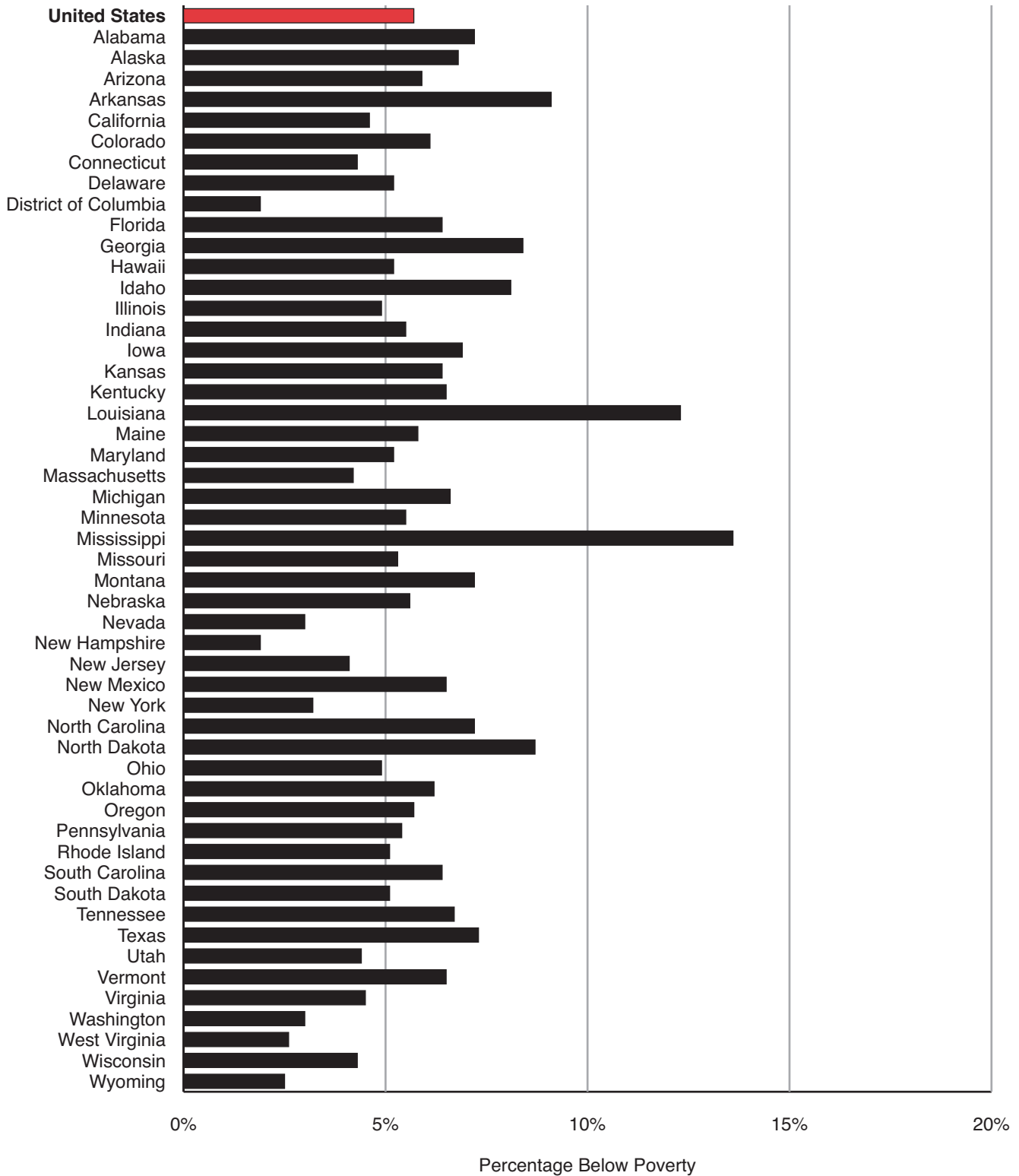


Table 3-1a (Counts)
Age Groups
K-12 ESP Work Force by State, 2020

	All K-12 ESP	15-24	25-34	35-44	45-54	55-64	65+	Average Age
United States	2,243,749	147,054	298,101	412,932	579,027	611,866	194,769	47.6
Alabama	31,080	1,745	2,474	5,155	9,461	8,986	3,259	49.7
Alaska	7,443	733	1,953	1,619	1,431	1,455	252	42.0
Arizona	49,879	5,476	6,608	10,228	10,827	13,064	3,676	45.7
Arkansas	21,135	1,160	2,068	4,425	5,355	6,002	2,125	48.6
California	271,760	24,992	51,868	50,845	67,638	59,186	17,231	44.6
Colorado	35,344	1,917	5,725	7,279	9,714	8,085	2,624	46.5
Connecticut	23,610	1,544	2,405	3,135	6,711	7,104	2,711	49.7
Delaware	8,309	390	1,020	1,963	2,173	2,289	474	47.3
District of Columbia	4,998	769	990	723	726	1,476	314	43.9
Florida	110,322	7,229	13,083	17,941	30,892	32,999	8,178	48.2
Georgia	74,765	3,289	8,823	14,565	20,438	20,497	7,153	48.5
Hawaii	10,179	769	1,638	2,205	2,613	2,296	658	45.9
Idaho	11,955	787	1,012	3,264	3,195	2,904	793	47.1
Illinois	77,379	4,694	10,654	13,858	19,426	22,417	6,330	47.8
Indiana	41,697	2,371	4,580	7,636	9,912	12,600	4,598	49.4
Iowa	25,774	2,288	3,631	4,992	5,912	6,761	2,190	46.8
Kansas	28,271	2,144	3,922	5,827	6,764	7,294	2,320	46.6
Kentucky	36,290	1,184	3,978	6,739	9,279	10,904	4,206	49.9
Louisiana	31,735	1,952	3,755	5,846	8,403	8,394	3,385	48.4
Maine	8,931	849	629	1,746	2,203	2,968	536	48.4
Maryland	41,166	2,121	4,765	6,606	10,954	12,403	4,317	49.4
Massachusetts	46,249	3,368	6,011	8,086	11,599	12,580	4,605	47.7
Michigan	49,026	2,688	6,428	8,054	12,240	15,126	4,490	48.5
Minnesota	41,520	4,451	5,497	7,521	9,434	11,517	3,100	46.2
Mississippi	23,714	1,200	2,991	5,556	5,442	6,426	2,099	47.8
Missouri	36,085	2,405	4,627	5,695	10,516	10,292	2,550	47.7
Montana	8,848	593	1,093	1,395	2,295	2,775	697	48.0
Nebraska	14,404	1,387	1,852	3,349	2,984	3,602	1,230	45.9
Nevada	18,189	1,370	3,174	3,726	4,698	4,021	1,200	45.4
New Hampshire	10,031	434	1,874	1,496	2,011	2,963	1,253	48.6
New Jersey	69,461	3,907	7,914	9,587	18,588	21,009	8,456	50.0
New Mexico	19,352	878	2,861	4,790	5,044	4,190	1,589	46.5
New York	173,125	9,729	22,054	26,928	44,192	53,037	17,185	49.0
North Carolina	58,008	1,975	7,053	10,179	17,720	15,923	5,158	48.8
North Dakota	5,648	641	581	1,029	1,135	1,721	541	47.0
Ohio	69,703	3,963	6,213	12,795	17,893	22,611	6,228	49.5
Oklahoma	29,867	2,297	3,748	5,296	8,788	6,541	3,197	47.4
Oregon	30,387	2,105	3,506	6,884	8,151	7,916	1,825	47.0
Pennsylvania	62,475	2,525	6,664	11,057	15,749	20,135	6,345	50.0
Rhode Island	5,826	531	558	1,225	1,425	1,746	341	46.7
South Carolina	33,550	1,078	3,657	6,485	9,901	8,796	3,633	49.1
South Dakota	8,543	483	1,043	934	2,095	2,995	993	50.2
Tennessee	43,042	1,648	6,205	8,143	11,518	11,321	4,207	48.4
Texas	224,311	13,389	32,470	45,809	60,576	55,840	16,227	46.8
Utah	26,119	4,733	3,145	5,729	5,752	4,702	2,058	42.8
Vermont	5,242	372	371	1,252	1,033	1,386	828	49.4
Virginia	64,899	2,900	6,198	11,471	16,574	20,590	7,166	50.1
Washington	56,694	3,522	8,323	10,414	12,395	17,017	5,023	47.8
West Virginia	14,268	411	1,245	2,598	4,504	3,960	1,550	50.0
Wisconsin	35,048	2,839	3,553	6,968	9,291	9,381	3,016	47.5
Wyoming	8,093	829	1,611	1,884	1,457	1,663	649	43.9

Table 3-1b (Percentages)

Age Groups

K-12 ESP Work Force by State, 2020

	All K-12 ESP	15-24	25-34	35-44	45-54	55-64	65+
United States	100.0%	6.6%	13.3%	18.4%	25.8%	27.3%	8.7%
Alabama	100.0	5.6	8.0	16.6	30.4	28.9	10.5
Alaska	100.0	9.8	26.2	21.8	19.2	19.5	3.4
Arizona	100.0	11.0	13.2	20.5	21.7	26.2	7.4
Arkansas	100.0	5.5	9.8	20.9	25.3	28.4	10.1
California	100.0	9.2	19.1	18.7	24.9	21.8	6.3
Colorado	100.0	5.4	16.2	20.6	27.5	22.9	7.4
Connecticut	100.0	6.5	10.2	13.3	28.4	30.1	11.5
Delaware	100.0	4.7	12.3	23.6	26.2	27.5	5.7
District of Columbia	100.0	15.4	19.8	14.5	14.5	29.5	6.3
Florida	100.0	6.6	11.9	16.3	28.0	29.9	7.4
Georgia	100.0	4.4	11.8	19.5	27.3	27.4	9.6
Hawaii	100.0	7.6	16.1	21.7	25.7	22.6	6.5
Idaho	100.0	6.6	8.5	27.3	26.7	24.3	6.6
Illinois	100.0	6.1	13.8	17.9	25.1	29.0	8.2
Indiana	100.0	5.7	11.0	18.3	23.8	30.2	11.0
Iowa	100.0	8.9	14.1	19.4	22.9	26.2	8.5
Kansas	100.0	7.6	13.9	20.6	23.9	25.8	8.2
Kentucky	100.0	3.3	11.0	18.6	25.6	30.0	11.6
Louisiana	100.0	6.2	11.8	18.4	26.5	26.5	10.7
Maine	100.0	9.5	7.0	19.5	24.7	33.2	6.0
Maryland	100.0	5.2	11.6	16.0	26.6	30.1	10.5
Massachusetts	100.0	7.3	13.0	17.5	25.1	27.2	10.0
Michigan	100.0	5.5	13.1	16.4	25.0	30.9	9.2
Minnesota	100.0	10.7	13.2	18.1	22.7	27.7	7.5
Mississippi	100.0	5.1	12.6	23.4	22.9	27.1	8.9
Missouri	100.0	6.7	12.8	15.8	29.1	28.5	7.1
Montana	100.0	6.7	12.4	15.8	25.9	31.4	7.9
Nebraska	100.0	9.6	12.9	23.3	20.7	25.0	8.5
Nevada	100.0	7.5	17.5	20.5	25.8	22.1	6.6
New Hampshire	100.0	4.3	18.7	14.9	20.0	29.5	12.5
New Jersey	100.0	5.6	11.4	13.8	26.8	30.2	12.2
New Mexico	100.0	4.5	14.8	24.8	26.1	21.7	8.2
New York	100.0	5.6	12.7	15.6	25.5	30.6	9.9
North Carolina	100.0	3.4	12.2	17.5	30.5	27.4	8.9
North Dakota	100.0	11.3	10.3	18.2	20.1	30.5	9.6
Ohio	100.0	5.7	8.9	18.4	25.7	32.4	8.9
Oklahoma	100.0	7.7	12.5	17.7	29.4	21.9	10.7
Oregon	100.0	6.9	11.5	22.7	26.8	26.1	6.0
Pennsylvania	100.0	4.0	10.7	17.7	25.2	32.2	10.2
Rhode Island	100.0	9.1	9.6	21.0	24.5	30.0	5.9
South Carolina	100.0	3.2	10.9	19.3	29.5	26.2	10.8
South Dakota	100.0	5.7	12.2	10.9	24.5	35.1	11.6
Tennessee	100.0	3.8	14.4	18.9	26.8	26.3	9.8
Texas	100.0	6.0	14.5	20.4	27.0	24.9	7.2
Utah	100.0	18.1	12.0	21.9	22.0	18.0	7.9
Vermont	100.0	7.1	7.1	23.9	19.7	26.4	15.8
Virginia	100.0	4.5	9.6	17.7	25.5	31.7	11.0
Washington	100.0	6.2	14.7	18.4	21.9	30.0	8.9
West Virginia	100.0	2.9	8.7	18.2	31.6	27.8	10.9
Wisconsin	100.0	8.1	10.1	19.9	26.5	26.8	8.6
Wyoming	100.0	10.2	19.9	23.3	18.0	20.5	8.0

Table 3-2

Gender

K-12 ESP Work Force by State, 2020

	All K-12 ESP	Male	Female	All K-12 ESP	Male	Female
United States	2,243,749	601,788	1,641,961	100.0%	26.8%	73.2%
Alabama	31,080	7,471	23,609	100.0	24.0	76.0
Alaska	7,443	2,774	4,669	100.0	37.3	62.7
Arizona	49,879	16,021	33,858	100.0	32.1	67.9
Arkansas	21,135	5,749	15,386	100.0	27.2	72.8
California	271,760	77,775	193,985	100.0	28.6	71.4
Colorado	35,344	10,577	24,767	100.0	29.9	70.1
Connecticut	23,610	6,260	17,350	100.0	26.5	73.5
Delaware	8,309	2,866	5,443	100.0	34.5	65.5
District of Columbia	4,998	1,493	3,505	100.0	29.9	70.1
Florida	110,322	31,767	78,555	100.0	28.8	71.2
Georgia	74,765	19,543	55,222	100.0	26.1	73.9
Hawaii	10,179	2,518	7,661	100.0	24.7	75.3
Idaho	11,955	2,879	9,076	100.0	24.1	75.9
Illinois	77,379	21,967	55,412	100.0	28.4	71.6
Indiana	41,697	9,957	31,740	100.0	23.9	76.1
Iowa	25,774	6,863	18,911	100.0	26.6	73.4
Kansas	28,271	5,919	22,352	100.0	20.9	79.1
Kentucky	36,290	9,042	27,248	100.0	24.9	75.1
Louisiana	31,735	6,452	25,283	100.0	20.3	79.7
Maine	8,931	2,757	6,174	100.0	30.9	69.1
Maryland	41,166	12,594	28,572	100.0	30.6	69.4
Massachusetts	46,249	11,378	34,871	100.0	24.6	75.4
Michigan	49,026	10,039	38,987	100.0	20.5	79.5
Minnesota	41,520	11,195	30,325	100.0	27.0	73.0
Mississippi	23,714	6,651	17,063	100.0	28.0	72.0
Missouri	36,085	10,531	25,554	100.0	29.2	70.8
Montana	8,848	3,626	5,222	100.0	41.0	59.0
Nebraska	14,404	3,927	10,477	100.0	27.3	72.7
Nevada	18,189	5,483	12,706	100.0	30.1	69.9
New Hampshire	10,031	2,736	7,295	100.0	27.3	72.7
New Jersey	69,461	17,782	51,679	100.0	25.6	74.4
New Mexico	19,352	5,761	13,591	100.0	29.8	70.2
New York	173,125	49,949	123,176	100.0	28.9	71.1
North Carolina	58,008	15,188	42,820	100.0	26.2	73.8
North Dakota	5,648	1,611	4,037	100.0	28.5	71.5
Ohio	69,703	19,619	50,084	100.0	28.1	71.9
Oklahoma	29,867	7,128	22,739	100.0	23.9	76.1
Oregon	30,387	7,481	22,906	100.0	24.6	75.4
Pennsylvania	62,475	16,602	45,873	100.0	26.6	73.4
Rhode Island	5,826	1,842	3,984	100.0	31.6	68.4
South Carolina	33,550	7,803	25,747	100.0	23.3	76.7
South Dakota	8,543	2,579	5,964	100.0	30.2	69.8
Tennessee	43,042	7,653	35,389	100.0	17.8	82.2
Texas	224,311	58,622	165,689	100.0	26.1	73.9
Utah	26,119	6,922	19,197	100.0	26.5	73.5
Vermont	5,242	1,370	3,872	100.0	26.1	73.9
Virginia	64,899	16,661	48,238	100.0	25.7	74.3
Washington	56,694	13,656	43,038	100.0	24.1	75.9
West Virginia	14,268	4,045	10,223	100.0	28.4	71.6
Wisconsin	35,048	8,528	26,520	100.0	24.3	75.7
Wyoming	8,093	2,176	5,917	100.0	26.9	73.1

Table 3-3a (Counts)
Gender by Age Group
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	2,243,749	601,788	153,870	224,060	223,858	1,641,961	291,285	767,899	582,777
Alabama	31,080	7,471	663	2,808	4,000	23,609	3,556	11,808	8,245
Alaska	7,443	2,774	1,027	1,060	687	4,669	1,659	1,990	1,020
Arizona	49,879	16,021	3,946	5,528	6,547	33,858	8,138	15,527	10,193
Arkansas	21,135	5,749	778	2,444	2,527	15,386	2,450	7,336	5,600
California	271,760	77,775	27,936	30,227	19,612	193,985	48,924	88,256	56,805
Colorado	35,344	10,577	2,725	4,433	3,419	24,767	4,917	12,560	7,290
Connecticut	23,610	6,260	1,375	2,722	2,163	17,350	2,574	7,124	7,652
Delaware	8,309	2,866	749	1,213	904	5,443	661	2,923	1,859
District of Columbia	4,998	1,493	378	533	582	3,505	1,381	916	1,208
Florida	110,322	31,767	6,281	13,266	12,220	78,555	14,031	35,567	28,957
Georgia	74,765	19,543	3,700	8,488	7,355	55,222	8,412	26,515	20,295
Hawaii	10,179	2,518	686	1,176	656	7,661	1,721	3,642	2,298
Idaho	11,955	2,879	722	1,014	1,143	9,076	1,077	5,445	2,554
Illinois	77,379	21,967	6,434	7,409	8,124	55,412	8,914	25,875	20,623
Indiana	41,697	9,957	2,673	2,742	4,542	31,740	4,278	14,806	12,656
Iowa	25,774	6,863	1,669	1,688	3,506	18,911	4,250	9,216	5,445
Kansas	28,271	5,919	1,496	1,818	2,605	22,352	4,570	10,773	7,009
Kentucky	36,290	9,042	1,594	3,466	3,982	27,248	3,568	12,552	11,128
Louisiana	31,735	6,452	1,556	2,325	2,571	25,283	4,151	11,924	9,208
Maine	8,931	2,757	406	700	1,651	6,174	1,072	3,249	1,853
Maryland	41,166	12,594	2,764	4,617	5,213	28,572	4,122	12,943	11,507
Massachusetts	46,249	11,378	3,684	3,624	4,070	34,871	5,695	16,061	13,115
Michigan	49,026	10,039	2,747	3,218	4,074	38,987	6,369	17,076	15,542
Minnesota	41,520	11,195	3,450	3,441	4,304	30,325	6,498	13,514	10,313
Mississippi	23,714	6,651	1,137	2,437	3,077	17,063	3,054	8,561	5,448
Missouri	36,085	10,531	2,671	3,556	4,304	25,554	4,361	12,655	8,538
Montana	8,848	3,626	1,168	1,352	1,106	5,222	518	2,338	2,366
Nebraska	14,404	3,927	906	1,231	1,790	10,477	2,333	5,102	3,042
Nevada	18,189	5,483	1,370	2,525	1,588	12,706	3,174	5,899	3,633
New Hampshire	10,031	2,736	831	753	1,152	7,295	1,477	2,754	3,064
New Jersey	69,461	17,782	3,851	6,611	7,320	51,679	7,970	21,564	22,145
New Mexico	19,352	5,761	1,066	2,859	1,836	13,591	2,673	6,975	3,943
New York	173,125	49,949	12,994	18,021	18,934	123,176	18,789	53,099	51,288
North Carolina	58,008	15,188	2,824	6,142	6,222	42,820	6,204	21,757	14,859
North Dakota	5,648	1,611	439	624	548	4,037	783	1,540	1,714
Ohio	69,703	19,619	4,100	7,822	7,697	50,084	6,076	22,866	21,142
Oklahoma	29,867	7,128	1,752	2,874	2,502	22,739	4,293	11,210	7,236
Oregon	30,387	7,481	1,618	2,983	2,880	22,906	3,993	12,052	6,861
Pennsylvania	62,475	16,602	3,536	6,181	6,885	45,873	5,653	20,625	19,595
Rhode Island	5,826	1,842	478	837	527	3,984	611	1,813	1,560
South Carolina	33,550	7,803	1,315	3,455	3,033	25,747	3,420	12,931	9,396
South Dakota	8,543	2,579	432	600	1,547	5,964	1,094	2,429	2,441
Tennessee	43,042	7,653	1,695	2,613	3,345	35,389	6,158	17,048	12,183
Texas	224,311	58,622	15,486	22,258	20,878	165,689	30,373	84,127	51,189
Utah	26,119	6,922	3,435	1,848	1,639	19,197	4,443	9,633	5,121
Vermont	5,242	1,370	272	468	630	3,872	471	1,817	1,584
Virginia	64,899	16,661	3,556	5,740	7,365	48,238	5,542	22,305	20,391
Washington	56,694	13,656	3,752	4,627	5,277	43,038	8,093	18,182	16,763
West Virginia	14,268	4,045	691	1,869	1,485	10,223	965	5,233	4,025
Wisconsin	35,048	8,528	2,224	3,142	3,162	26,520	4,168	13,117	9,235
Wyoming	8,093	2,176	832	672	672	5,917	1,608	2,669	1,640

Table 3-3b (Percentages)

Gender by Age Group

K-12 ESP Work Force by State, 2020

	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	100.0%	25.6%	37.2%	37.2%	100.0%	17.7%	46.8%	35.5%
Alabama	100.0	8.9	37.6	53.5	100.0	15.1	50.0	34.9
Alaska	100.0	37.0	38.2	24.8	100.0	35.5	42.6	21.8
Arizona	100.0	24.6	34.5	40.9	100.0	24.0	45.9	30.1
Arkansas	100.0	13.5	42.5	44.0	100.0	15.9	47.7	36.4
California	100.0	35.9	38.9	25.2	100.0	25.2	45.5	29.3
Colorado	100.0	25.8	41.9	32.3	100.0	19.9	50.7	29.4
Connecticut	100.0	22.0	43.5	34.6	100.0	14.8	41.1	44.1
Delaware	100.0	26.1	42.3	31.5	100.0	12.1	53.7	34.2
District of Columbia	100.0	25.3	35.7	39.0	100.0	39.4	26.1	34.5
Florida	100.0	19.8	41.8	38.5	100.0	17.9	45.3	36.9
Georgia	100.0	18.9	43.4	37.6	100.0	15.2	48.0	36.8
Hawaii	100.0	27.2	46.7	26.1	100.0	22.5	47.5	30.0
Idaho	100.0	25.1	35.2	39.7	100.0	11.9	60.0	28.1
Illinois	100.0	29.3	33.7	37.0	100.0	16.1	46.7	37.2
Indiana	100.0	26.8	27.5	45.6	100.0	13.5	46.6	39.9
Iowa	100.0	24.3	24.6	51.1	100.0	22.5	48.7	28.8
Kansas	100.0	25.3	30.7	44.0	100.0	20.4	48.2	31.4
Kentucky	100.0	17.6	38.3	44.0	100.0	13.1	46.1	40.8
Louisiana	100.0	24.1	36.0	39.8	100.0	16.4	47.2	36.4
Maine	100.0	14.7	25.4	59.9	100.0	17.4	52.6	30.0
Maryland	100.0	21.9	36.7	41.4	100.0	14.4	45.3	40.3
Massachusetts	100.0	32.4	31.9	35.8	100.0	16.3	46.1	37.6
Michigan	100.0	27.4	32.1	40.6	100.0	16.3	43.8	39.9
Minnesota	100.0	30.8	30.7	38.4	100.0	21.4	44.6	34.0
Mississippi	100.0	17.1	36.6	46.3	100.0	17.9	50.2	31.9
Missouri	100.0	25.4	33.8	40.9	100.0	17.1	49.5	33.4
Montana	100.0	32.2	37.3	30.5	100.0	9.9	44.8	45.3
Nebraska	100.0	23.1	31.3	45.6	100.0	22.3	48.7	29.0
Nevada	100.0	25.0	46.1	29.0	100.0	25.0	46.4	28.6
New Hampshire	100.0	30.4	27.5	42.1	100.0	20.2	37.8	42.0
New Jersey	100.0	21.7	37.2	41.2	100.0	15.4	41.7	42.9
New Mexico	100.0	18.5	49.6	31.9	100.0	19.7	51.3	29.0
New York	100.0	26.0	36.1	37.9	100.0	15.3	43.1	41.6
North Carolina	100.0	18.6	40.4	41.0	100.0	14.5	50.8	34.7
North Dakota	100.0	27.3	38.7	34.0	100.0	19.4	38.1	42.5
Ohio	100.0	20.9	39.9	39.2	100.0	12.1	45.7	42.2
Oklahoma	100.0	24.6	40.3	35.1	100.0	18.9	49.3	31.8
Oregon	100.0	21.6	39.9	38.5	100.0	17.4	52.6	30.0
Pennsylvania	100.0	21.3	37.2	41.5	100.0	12.3	45.0	42.7
Rhode Island	100.0	26.0	45.4	28.6	100.0	15.3	45.5	39.2
South Carolina	100.0	16.9	44.3	38.9	100.0	13.3	50.2	36.5
South Dakota	100.0	16.8	23.3	60.0	100.0	18.3	40.7	40.9
Tennessee	100.0	22.1	34.1	43.7	100.0	17.4	48.2	34.4
Texas	100.0	26.4	38.0	35.6	100.0	18.3	50.8	30.9
Utah	100.0	49.6	26.7	23.7	100.0	23.1	50.2	26.7
Vermont	100.0	19.9	34.2	46.0	100.0	12.2	46.9	40.9
Virginia	100.0	21.3	34.5	44.2	100.0	11.5	46.2	42.3
Washington	100.0	27.5	33.9	38.6	100.0	18.8	42.2	38.9
West Virginia	100.0	17.1	46.2	36.7	100.0	9.4	51.2	39.4
Wisconsin	100.0	26.1	36.8	37.1	100.0	15.7	49.5	34.8
Wyoming	100	38.2	30.9	30.9	100.0	27.2	45.1	27.7

Table 3-4a (Counts)

Race/Ethnicity

K-12 ESP Work Force by State, 2020

	All K-12 ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	2,243,749	1,315,858	333,557	63,229	458,996	20,785	4,273	47,051
Alabama	31,080	20,368	9,760	48	420	36	0	448
Alaska	7,443	3,860	60	620	645	1,502	0	756
Arizona	49,879	21,421	1,000	552	21,528	4,152	166	1,060
Arkansas	21,135	14,786	4,805	75	793	37	0	639
California	271,760	88,118	20,318	22,335	132,179	1,007	879	6,924
Colorado	35,344	22,856	1,115	802	9,995	138	29	409
Connecticut	23,610	16,980	2,735	439	3,039	0	0	417
Delaware	8,309	4,980	2,240	90	483	173	0	343
District of Columbia	4,998	550	3,515	0	757	0	19	157
Florida	110,322	47,269	28,911	2,175	30,014	219	89	1,645
Georgia	74,765	36,405	32,564	1,301	3,480	0	0	1,015
Hawaii	10,179	1,050	0	4,508	583	0	2,039	1,999
Idaho	11,955	10,251	139	26	1,220	76	0	243
Illinois	77,379	49,743	10,767	1,424	13,814	170	17	1,444
Indiana	41,697	37,263	2,129	257	1,407	14	0	627
Iowa	25,774	23,431	573	582	804	29	0	355
Kansas	28,271	22,509	1,890	139	2,687	210	0	836
Kentucky	36,290	31,853	3,070	167	401	49	0	750
Louisiana	31,735	15,923	14,223	138	734	256	0	461
Maine	8,931	8,698	10	14	107	11	0	91
Maryland	41,166	20,936	13,094	1,787	4,353	91	0	905
Massachusetts	46,249	36,276	3,545	1,046	4,544	0	0	838
Michigan	49,026	39,455	5,752	774	1,827	201	0	1,017
Minnesota	41,520	35,290	1,956	1,081	1,673	442	23	1,055
Mississippi	23,714	10,692	12,233	28	440	114	0	207
Missouri	36,085	29,728	4,220	103	765	157	21	1,091
Montana	8,848	7,336	0	0	398	908	0	206
Nebraska	14,404	10,658	998	255	1,934	122	0	437
Nevada	18,189	8,342	2,511	919	5,751	156	70	440
New Hampshire	10,031	9,260	0	251	258	0	0	262
New Jersey	69,461	42,594	9,148	1,955	14,131	30	69	1,534
New Mexico	19,352	5,410	312	349	11,201	2,058	0	22
New York	173,125	107,341	25,341	5,764	31,397	246	98	2,938
North Carolina	58,008	31,290	20,767	553	3,633	979	0	786
North Dakota	5,648	4,549	74	332	195	456	0	42
Ohio	69,703	58,636	7,527	262	1,818	156	0	1,304
Oklahoma	29,867	19,233	1,580	642	3,698	2,702	85	1,927
Oregon	30,387	23,957	594	684	3,624	170	18	1,340
Pennsylvania	62,475	50,453	6,965	808	3,430	136	0	683
Rhode Island	5,826	4,067	478	154	999	0	0	128
South Carolina	33,550	15,496	15,126	298	2,016	6	42	566
South Dakota	8,543	6,408	384	0	173	1,424	0	154
Tennessee	43,042	34,118	6,997	223	1,052	0	0	652
Texas	224,311	68,187	31,239	3,810	117,543	318	59	3,155
Utah	26,119	22,410	227	211	2,349	455	197	270
Vermont	5,242	4,959	12	0	0	0	0	271
Virginia	64,899	38,051	18,410	2,380	4,521	20	61	1,456
Washington	56,694	43,153	1,867	2,317	6,570	748	292	1,747
West Virginia	14,268	13,428	515	0	172	0	0	153
Wisconsin	35,048	29,493	1,808	451	2,385	251	0	660
Wyoming	8,093	6,338	53	100	1,056	360	0	186

Table 3-4b (Percentages)

Race/Ethnicity

K-12 ESP Work Force by State, 2020

	All K-12 ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	58.6%	14.9%	2.8%	20.5%	0.9%	0.2%	2.1%
Alabama	100.0	65.5	31.4	0.2	1.4	0.1	0.0	1.4
Alaska	100.0	51.9	0.8	8.3	8.7	20.2	0.0	10.2
Arizona	100.0	42.9	2.0	1.1	43.2	8.3	0.3	2.1
Arkansas	100.0	70.0	22.7	0.4	3.8	0.2	0.0	3.0
California	100.0	32.4	7.5	8.2	48.6	0.4	0.3	2.5
Colorado	100.0	64.7	3.2	2.3	28.3	0.4	0.1	1.2
Connecticut	100.0	71.9	11.6	1.9	12.9	0.0	0.0	1.8
Delaware	100.0	59.9	27.0	1.1	5.8	2.1	0.0	4.1
District of Columbia	100.0	11.0	70.3	0.0	15.1	0.0	0.4	3.1
Florida	100.0	42.8	26.2	2.0	27.2	0.2	0.1	1.5
Georgia	100.0	48.7	43.6	1.7	4.7	0.0	0.0	1.4
Hawaii	100.0	10.3	0.0	44.3	5.7	0.0	20.0	19.6
Idaho	100.0	85.7	1.2	0.2	10.2	0.6	0.0	2.0
Illinois	100.0	64.3	13.9	1.8	17.9	0.2	0.0	1.9
Indiana	100.0	89.4	5.1	0.6	3.4	0.0	0.0	1.5
Iowa	100.0	90.9	2.2	2.3	3.1	0.1	0.0	1.4
Kansas	100.0	79.6	6.7	0.5	9.5	0.7	0.0	3.0
Kentucky	100.0	87.8	8.5	0.5	1.1	0.1	0.0	2.1
Louisiana	100.0	50.2	44.8	0.4	2.3	0.8	0.0	1.5
Maine	100.0	97.4	0.1	0.2	1.2	0.1	0.0	1.0
Maryland	100.0	50.9	31.8	4.3	10.6	0.2	0.0	2.2
Massachusetts	100.0	78.4	7.7	2.3	9.8	0.0	0.0	1.8
Michigan	100.0	80.5	11.7	1.6	3.7	0.4	0.0	2.1
Minnesota	100.0	85.0	4.7	2.6	4.0	1.1	0.1	2.5
Mississippi	100.0	45.1	51.6	0.1	1.9	0.5	0.0	0.9
Missouri	100.0	82.4	11.7	0.3	2.1	0.4	0.1	3.0
Montana	100.0	82.9	0.0	0.0	4.5	10.3	0.0	2.3
Nebraska	100.0	74.0	6.9	1.8	13.4	0.8	0.0	3.0
Nevada	100.0	45.9	13.8	5.1	31.6	0.9	0.4	2.4
New Hampshire	100.0	92.3	0.0	2.5	2.6	0.0	0.0	2.6
New Jersey	100.0	61.3	13.2	2.8	20.3	0.0	0.1	2.2
New Mexico	100.0	28.0	1.6	1.8	57.9	10.6	0.0	0.1
New York	100.0	62.0	14.6	3.3	18.1	0.1	0.1	1.7
North Carolina	100.0	53.9	35.8	1.0	6.3	1.7	0.0	1.4
North Dakota	100.0	80.5	1.3	5.9	3.5	8.1	0.0	0.7
Ohio	100.0	84.1	10.8	0.4	2.6	0.2	0.0	1.9
Oklahoma	100.0	64.4	5.3	2.1	12.4	9.0	0.3	6.5
Oregon	100.0	78.8	2.0	2.3	11.9	0.6	0.1	4.4
Pennsylvania	100.0	80.8	11.1	1.3	5.5	0.2	0.0	1.1
Rhode Island	100.0	69.8	8.2	2.6	17.1	0.0	0.0	2.2
South Carolina	100.0	46.2	45.1	0.9	6.0	0.0	0.1	1.7
South Dakota	100.0	75.0	4.5	0.0	2.0	16.7	0.0	1.8
Tennessee	100.0	79.3	16.3	0.5	2.4	0.0	0.0	1.5
Texas	100.0	30.4	13.9	1.7	52.4	0.1	0.0	1.4
Utah	100.0	85.8	0.9	0.8	9.0	1.7	0.8	1.0
Vermont	100.0	94.6	0.2	0.0	0.0	0.0	0.0	5.2
Virginia	100.0	58.6	28.4	3.7	7.0	0.0	0.1	2.2
Washington	100.0	76.1	3.3	4.1	11.6	1.3	0.5	3.1
West Virginia	100.0	94.1	3.6	0.0	1.2	0.0	0.0	1.1
Wisconsin	100.0	84.2	5.2	1.3	6.8	0.7	0.0	1.9
Wyoming	100.0	78.3	0.7	1.2	13.0	4.4	0.0	2.3

Table 3-5a (Counts)
Race/Ethnicity by Gender: Males
K-12 ESP Work Force by State, 2020

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	601,788	340,689	101,042	16,434	122,793	5,831	1,021	13,978
Alabama	7,471	4,761	2,548	0	71	13	0	78
Alaska	2,774	1,276	60	313	395	473	0	257
Arizona	16,021	6,973	450	116	6,830	1,310	28	314
Arkansas	5,749	4,290	954	0	360	13	0	132
California	77,775	24,158	8,047	6,079	37,109	157	196	2,029
Colorado	10,577	7,020	443	92	2,938	55	0	29
Connecticut	6,260	4,002	805	35	1,171	0	0	247
Delaware	2,866	1,612	928	0	288	14	0	24
District of Columbia	1,493	125	1,109	0	231	0	0	28
Florida	31,767	14,198	8,837	347	7,778	59	0	548
Georgia	19,543	8,494	9,724	347	574	0	0	404
Hawaii	2,518	249	0	973	158	0	451	687
Idaho	2,879	2,578	27	21	180	58	0	15
Illinois	21,967	14,992	2,584	325	3,499	0	0	567
Indiana	9,957	8,999	479	115	263	0	0	101
Iowa	6,863	6,131	116	255	273	0	0	88
Kansas	5,919	4,633	536	16	311	87	0	336
Kentucky	9,042	7,570	1,110	88	242	0	0	32
Louisiana	6,452	2,510	3,837	24	40	19	0	22
Maine	2,757	2,665	10	0	82	0	0	0
Maryland	12,594	5,601	4,911	433	1,490	0	0	159
Massachusetts	11,378	8,582	1,390	341	886	0	0	179
Michigan	10,039	7,820	1,224	352	318	12	0	313
Minnesota	11,195	9,156	753	468	441	168	0	209
Mississippi	6,651	2,513	3,957	11	104	0	0	66
Missouri	10,531	8,488	1,563	0	254	11	7	208
Montana	3,626	2,959	0	0	79	449	0	139
Nebraska	3,927	3,054	224	0	324	58	0	267
Nevada	5,483	2,846	759	367	1,293	77	0	141
New Hampshire	2,736	2,315	0	91	122	0	0	208
New Jersey	17,782	9,855	3,006	443	4,048	0	0	430
New Mexico	5,761	1,469	237	209	3,186	660	0	0
New York	49,949	29,478	9,166	1,660	8,875	106	47	617
North Carolina	15,188	8,243	5,746	88	724	247	0	140
North Dakota	1,611	1,032	0	251	0	328	0	0
Ohio	19,619	15,708	2,523	100	695	13	0	580
Oklahoma	7,128	4,484	531	131	755	602	0	625
Oregon	7,481	5,678	243	143	1,093	88	0	236
Pennsylvania	16,602	13,757	1,684	122	717	25	0	297
Rhode Island	1,842	1,239	287	24	234	0	0	58
South Carolina	7,803	3,045	3,915	0	759	0	0	84
South Dakota	2,579	1,708	384	0	59	352	0	76
Tennessee	7,653	6,007	1,424	21	111	0	0	90
Texas	58,622	19,480	7,969	663	29,298	59	0	1,153
Utah	6,922	6,137	45	95	356	67	123	99
Vermont	1,370	1,120	0	0	0	0	0	250
Virginia	16,661	9,071	5,088	540	1,254	2	0	706
Washington	13,656	10,101	681	600	1,668	70	169	367
West Virginia	4,045	3,854	53	0	0	0	0	138
Wisconsin	8,528	6,977	622	135	556	67	0	171
Wyoming	2,176	1,676	53	0	301	112	0	34

Table 3-5a (Counts) continued
Race/Ethnicity by Gender: Females
K-12 ESP Work Force by State, 2020

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	1,641,961	975,169	232,515	46,795	336,203	14,954	3,252	33,073
Alabama	23,609	15,607	7,212	48	349	23	0	370
Alaska	4,669	2,584	0	307	250	1,029	0	499
Arizona	33,858	14,448	550	436	14,698	2,842	138	746
Arkansas	15,386	10,496	3,851	75	433	24	0	507
California	193,985	63,960	12,271	16,256	95,070	850	683	4,895
Colorado	24,767	15,836	672	710	7,057	83	29	380
Connecticut	17,350	12,978	1,930	404	1,868	0	0	170
Delaware	5,443	3,368	1,312	90	195	159	0	319
District of Columbia	3,505	425	2,406	0	526	0	19	129
Florida	78,555	33,071	20,074	1,828	22,236	160	89	1,097
Georgia	55,222	27,911	22,840	954	2,906	0	0	611
Hawaii	7,661	801	0	3,535	425	0	1,588	1,312
Idaho	9,076	7,673	112	5	1,040	18	0	228
Illinois	55,412	34,751	8,183	1,099	10,315	170	17	877
Indiana	31,740	28,264	1,650	142	1,144	14	0	526
Iowa	18,911	17,300	457	327	531	29	0	267
Kansas	22,352	17,876	1,354	123	2,376	123	0	500
Kentucky	27,248	24,283	1,960	79	159	49	0	718
Louisiana	25,283	13,413	10,386	114	694	237	0	439
Maine	6,174	6,033	0	14	25	11	0	91
Maryland	28,572	15,335	8,183	1,354	2,863	91	0	746
Massachusetts	34,871	27,694	2,155	705	3,658	0	0	659
Michigan	38,987	31,635	4,528	422	1,509	189	0	704
Minnesota	30,325	26,134	1,203	613	1,232	274	23	846
Mississippi	17,063	8,179	8,276	17	336	114	0	141
Missouri	25,554	21,240	2,657	103	511	146	14	883
Montana	5,222	4,377	0	0	319	459	0	67
Nebraska	10,477	7,604	774	255	1,610	64	0	170
Nevada	12,706	5,496	1,752	552	4,458	79	70	299
New Hampshire	7,295	6,945	0	160	136	0	0	54
New Jersey	51,679	32,739	6,142	1,512	10,083	30	69	1,104
New Mexico	13,591	3,941	75	140	8,015	1,398	0	22
New York	123,176	77,863	16,175	4,104	22,522	140	51	2,321
North Carolina	42,820	23,047	15,021	465	2,909	732	0	646
North Dakota	4,037	3,517	74	81	195	128	0	42
Ohio	50,084	42,928	5,004	162	1,123	143	0	724
Oklahoma	22,739	14,749	1,049	511	2,943	2,100	85	1,302
Oregon	22,906	18,279	351	541	2,531	82	18	1,104
Pennsylvania	45,873	36,696	5,281	686	2,713	111	0	386
Rhode Island	3,984	2,828	191	130	765	0	0	70
South Carolina	25,747	12,451	11,211	298	1,257	6	42	482
South Dakota	5,964	4,700	0	0	114	1,072	0	78
Tennessee	35,389	28,111	5,573	202	941	0	0	562
Texas	165,689	48,707	23,270	3,147	88,245	259	59	2,002
Utah	19,197	16,273	182	116	1,993	388	74	171
Vermont	3,872	3,839	12	0	0	0	0	21
Virginia	48,238	28,980	13,322	1,840	3,267	18	61	750
Washington	43,038	33,052	1,186	1,717	4,902	678	123	1,380
West Virginia	10,223	9,574	462	0	172	0	0	15
Wisconsin	26,520	22,516	1,186	316	1,829	184	0	489
Wyoming	5,917	4,662	0	100	755	248	0	152

Table 3-5b (Percentages)
Race/Ethnicity by Gender: Males
K-12 ESP Work Force by State, 2020

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	56.6%	16.8%	2.7%	20.4%	1.0%	0.2%	2.3%
Alabama	100.0	63.7	34.1	0.0	1.0	0.2	0.0	1.0
Alaska	100.0	46.0	2.2	11.3	14.2	17.1	0.0	9.3
Arizona	100.0	43.5	2.8	0.7	42.6	8.2	0.2	2.0
Arkansas	100.0	74.6	16.6	0.0	6.3	0.2	0.0	2.3
California	100.0	31.1	10.3	7.8	47.7	0.2	0.3	2.6
Colorado	100.0	66.4	4.2	0.9	27.8	0.5	0.0	0.3
Connecticut	100.0	63.9	12.9	0.6	18.7	0.0	0.0	3.9
Delaware	100.0	56.2	32.4	0.0	10.0	0.5	0.0	0.8
District of Columbia	100.0	8.4	74.3	0.0	15.5	0.0	0.0	1.9
Florida	100.0	44.7	27.8	1.1	24.5	0.2	0.0	1.7
Georgia	100.0	43.5	49.8	1.8	2.9	0.0	0.0	2.1
Hawaii	100.0	9.9	0.0	38.6	6.3	0.0	17.9	27.3
Idaho	100.0	89.5	0.9	0.7	6.3	2.0	0.0	0.5
Illinois	100.0	68.2	11.8	1.5	15.9	0.0	0.0	2.6
Indiana	100.0	90.4	4.8	1.2	2.6	0.0	0.0	1.0
Iowa	100.0	89.3	1.7	3.7	4.0	0.0	0.0	1.3
Kansas	100.0	78.3	9.1	0.3	5.3	1.5	0.0	5.7
Kentucky	100.0	83.7	12.3	1.0	2.7	0.0	0.0	0.4
Louisiana	100.0	38.9	59.5	0.4	0.6	0.3	0.0	0.3
Maine	100.0	96.7	0.4	0.0	3.0	0.0	0.0	0.0
Maryland	100.0	44.5	39.0	3.4	11.8	0.0	0.0	1.3
Massachusetts	100.0	75.4	12.2	3.0	7.8	0.0	0.0	1.6
Michigan	100.0	77.9	12.2	3.5	3.2	0.1	0.0	3.1
Minnesota	100.0	81.8	6.7	4.2	3.9	1.5	0.0	1.9
Mississippi	100.0	37.8	59.5	0.2	1.6	0.0	0.0	1.0
Missouri	100.0	80.6	14.8	0.0	2.4	0.1	0.1	2.0
Montana	100.0	81.6	0.0	0.0	2.2	12.4	0.0	3.8
Nebraska	100.0	77.8	5.7	0.0	8.3	1.5	0.0	6.8
Nevada	100.0	51.9	13.8	6.7	23.6	1.4	0.0	2.6
New Hampshire	100.0	84.6	0.0	3.3	4.5	0.0	0.0	7.6
New Jersey	100.0	55.4	16.9	2.5	22.8	0.0	0.0	2.4
New Mexico	100.0	25.5	4.1	3.6	55.3	11.5	0.0	0.0
New York	100.0	59.0	18.4	3.3	17.8	0.2	0.1	1.2
North Carolina	100.0	54.3	37.8	0.6	4.8	1.6	0.0	0.9
North Dakota	100.0	64.1	0.0	15.6	0.0	20.4	0.0	0.0
Ohio	100.0	80.1	12.9	0.5	3.5	0.1	0.0	3.0
Oklahoma	100.0	62.9	7.4	1.8	10.6	8.4	0.0	8.8
Oregon	100.0	75.9	3.2	1.9	14.6	1.2	0.0	3.2
Pennsylvania	100.0	82.9	10.1	0.7	4.3	0.2	0.0	1.8
Rhode Island	100.0	67.3	15.6	1.3	12.7	0.0	0.0	3.1
South Carolina	100.0	39.0	50.2	0.0	9.7	0.0	0.0	1.1
South Dakota	100.0	66.2	14.9	0.0	2.3	13.6	0.0	2.9
Tennessee	100.0	78.5	18.6	0.3	1.5	0.0	0.0	1.2
Texas	100.0	33.2	13.6	1.1	50.0	0.1	0.0	2.0
Utah	100.0	88.7	0.7	1.4	5.1	1.0	1.8	1.4
Vermont	100.0	81.8	0.0	0.0	0.0	0.0	0.0	18.2
Virginia	100.0	54.4	30.5	3.2	7.5	0.0	0.0	4.2
Washington	100.0	74.0	5.0	4.4	12.2	0.5	1.2	2.7
West Virginia	100.0	95.3	1.3	0.0	0.0	0.0	0.0	3.4
Wisconsin	100.0	81.8	7.3	1.6	6.5	0.8	0.0	2.0
Wyoming	100.0	77.0	2.4	0.0	13.8	5.1	0.0	1.6

Table 3-5b (Percentages) continued
Race/Ethnicity by Gender: Females
K-12 ESP Work Force by State, 2020

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	59.4%	14.2%	2.8%	20.5%	0.9%	0.2%	2.0%
Alabama	100.0	66.1	30.5	0.2	1.5	0.1	0.0	1.6
Alaska	100.0	55.3	0.0	6.6	5.4	22.0	0.0	10.7
Arizona	100.0	42.7	1.6	1.3	43.4	8.4	0.4	2.2
Arkansas	100.0	68.2	25.0	0.5	2.8	0.2	0.0	3.3
California	100.0	33.0	6.3	8.4	49.0	0.4	0.4	2.5
Colorado	100.0	63.9	2.7	2.9	28.5	0.3	0.1	1.5
Connecticut	100.0	74.8	11.1	2.3	10.8	0.0	0.0	1.0
Delaware	100.0	61.9	24.1	1.7	3.6	2.9	0.0	5.9
District of Columbia	100.0	12.1	68.6	0.0	15.0	0.0	0.5	3.7
Florida	100.0	42.1	25.6	2.3	28.3	0.2	0.1	1.4
Georgia	100.0	50.5	41.4	1.7	5.3	0.0	0.0	1.1
Hawaii	100.0	10.5	0.0	46.1	5.5	0.0	20.7	17.1
Idaho	100.0	84.5	1.2	0.1	11.5	0.2	0.0	2.5
Illinois	100.0	62.7	14.8	2.0	18.6	0.3	0.0	1.6
Indiana	100.0	89.0	5.2	0.4	3.6	0.0	0.0	1.7
Iowa	100.0	91.5	2.4	1.7	2.8	0.2	0.0	1.4
Kansas	100.0	80.0	6.1	0.6	10.6	0.6	0.0	2.2
Kentucky	100.0	89.1	7.2	0.3	0.6	0.2	0.0	2.6
Louisiana	100.0	53.1	41.1	0.5	2.7	0.9	0.0	1.7
Maine	100.0	97.7	0.0	0.2	0.4	0.2	0.0	1.5
Maryland	100.0	53.7	28.6	4.7	10.0	0.3	0.0	2.6
Massachusetts	100.0	79.4	6.2	2.0	10.5	0.0	0.0	1.9
Michigan	100.0	81.1	11.6	1.1	3.9	0.5	0.0	1.8
Minnesota	100.0	86.2	4.0	2.0	4.1	0.9	0.1	2.8
Mississippi	100.0	47.9	48.5	0.1	2.0	0.7	0.0	0.8
Missouri	100.0	83.1	10.4	0.4	2.0	0.6	0.1	3.5
Montana	100.0	83.8	0.0	0.0	6.1	8.8	0.0	1.3
Nebraska	100.0	72.6	7.4	2.4	15.4	0.6	0.0	1.6
Nevada	100.0	43.3	13.8	4.3	35.1	0.6	0.6	2.4
New Hampshire	100.0	95.2	0.0	2.2	1.9	0.0	0.0	0.7
New Jersey	100.0	63.4	11.9	2.9	19.5	0.1	0.1	2.1
New Mexico	100.0	29.0	0.6	1.0	59.0	10.3	0.0	0.2
New York	100.0	63.2	13.1	3.3	18.3	0.1	0.0	1.9
North Carolina	100.0	53.8	35.1	1.1	6.8	1.7	0.0	1.5
North Dakota	100.0	87.1	1.8	2.0	4.8	3.2	0.0	1.0
Ohio	100.0	85.7	10.0	0.3	2.2	0.3	0.0	1.4
Oklahoma	100.0	64.9	4.6	2.2	12.9	9.2	0.4	5.7
Oregon	100.0	79.8	1.5	2.4	11.0	0.4	0.1	4.8
Pennsylvania	100.0	80.0	11.5	1.5	5.9	0.2	0.0	0.8
Rhode Island	100.0	71.0	4.8	3.3	19.2	0.0	0.0	1.8
South Carolina	100.0	48.4	43.5	1.2	4.9	0.0	0.2	1.9
South Dakota	100.0	78.8	0.0	0.0	1.9	18.0	0.0	1.3
Tennessee	100.0	79.4	15.7	0.6	2.7	0.0	0.0	1.6
Texas	100.0	29.4	14.0	1.9	53.3	0.2	0.0	1.2
Utah	100.0	84.8	0.9	0.6	10.4	2.0	0.4	0.9
Vermont	100.0	99.1	0.3	0.0	0.0	0.0	0.0	0.5
Virginia	100.0	60.1	27.6	3.8	6.8	0.0	0.1	1.6
Washington	100.0	76.8	2.8	4.0	11.4	1.6	0.3	3.2
West Virginia	100.0	93.7	4.5	0.0	1.7	0.0	0.0	0.1
Wisconsin	100.0	84.9	4.5	1.2	6.9	0.7	0.0	1.8
Wyoming	100.0	78.8	0.0	1.7	12.8	4.2	0.0	2.6

Table 3-6a (Counts)
Educational Attainment
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	2,243,749	162,914	764,308	599,246	283,422	433,859
Alabama	31,080	2,229	12,691	7,124	3,884	5,152
Alaska	7,443	501	2,692	2,889	474	887
Arizona	49,879	6,423	16,610	15,136	5,301	6,409
Arkansas	21,135	2,025	8,373	5,623	2,053	3,061
California	271,760	18,574	72,677	87,466	36,261	56,782
Colorado	35,344	2,312	10,256	9,754	4,230	8,792
Connecticut	23,610	1,130	7,621	4,783	2,850	7,226
Delaware	8,309	526	4,216	1,482	731	1,354
District of Columbia	4,998	459	1,216	2,030	460	833
Florida	110,322	7,124	42,987	27,209	14,270	18,732
Georgia	74,765	5,956	28,926	18,285	8,480	13,118
Hawaii	10,179	689	3,259	3,019	1,400	1,812
Idaho	11,955	591	3,901	4,053	1,535	1,875
Illinois	77,379	5,111	21,956	20,629	12,255	17,428
Indiana	41,697	1,810	16,632	10,842	4,494	7,919
Iowa	25,774	1,174	9,590	7,218	3,686	4,106
Kansas	28,271	2,358	7,751	8,667	3,797	5,698
Kentucky	36,290	947	17,146	8,887	4,416	4,894
Louisiana	31,735	3,406	14,397	8,914	2,310	2,708
Maine	8,931	241	3,663	2,093	1,564	1,370
Maryland	41,166	2,789	15,979	10,141	3,694	8,563
Massachusetts	46,249	3,505	12,577	10,317	5,583	14,267
Michigan	49,026	2,283	15,070	15,505	6,672	9,496
Minnesota	41,520	1,730	12,654	11,470	5,833	9,833
Mississippi	23,714	1,595	8,586	6,023	3,314	4,196
Missouri	36,085	2,934	12,147	9,015	4,103	7,886
Montana	8,848	405	3,705	2,312	889	1,537
Nebraska	14,404	829	5,068	3,605	2,082	2,820
Nevada	18,189	1,513	6,639	5,626	1,762	2,649
New Hampshire	10,031	192	3,034	2,292	1,301	3,212
New Jersey	69,461	3,787	23,523	15,994	7,314	18,843
New Mexico	19,352	1,837	6,389	6,235	2,634	2,257
New York	173,125	12,059	54,470	39,313	27,185	40,098
North Carolina	58,008	4,057	19,020	15,992	9,642	9,297
North Dakota	5,648	244	1,797	1,288	956	1,363
Ohio	69,703	3,218	30,236	18,427	8,168	9,654
Oklahoma	29,867	2,873	12,224	7,968	2,478	4,324
Oregon	30,387	1,332	6,941	10,375	4,018	7,721
Pennsylvania	62,475	2,588	27,775	12,279	7,240	12,593
Rhode Island	5,826	428	1,819	1,727	860	992
South Carolina	33,550	2,547	11,537	8,332	4,975	6,159
South Dakota	8,543	307	3,417	2,299	1,086	1,434
Tennessee	43,042	1,858	18,379	11,128	4,345	7,332
Texas	224,311	31,526	79,559	57,565	21,329	34,332
Utah	26,119	2,329	7,166	8,837	3,750	4,037
Vermont	5,242	115	1,759	781	821	1,766
Virginia	64,899	5,886	21,303	16,134	8,237	13,339
Washington	56,694	1,723	15,621	16,944	9,777	12,629
West Virginia	14,268	407	5,968	4,942	2,087	864
Wisconsin	35,048	1,732	10,349	8,479	5,982	8,506
Wyoming	8,093	700	3,037	1,798	854	1,704

Table 3-6b (Percentages)
Educational Attainment
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	100.0%	7.3%	34.1%	26.7%	12.6%	19.3%
Alabama	100.0	7.2	40.8	22.9	12.5	16.6
Alaska	100.0	6.7	36.2	38.8	6.4	11.9
Arizona	100.0	12.9	33.3	30.3	10.6	12.8
Arkansas	100.0	9.6	39.6	26.6	9.7	14.5
California	100.0	6.8	26.7	32.2	13.3	20.9
Colorado	100.0	6.5	29.0	27.6	12.0	24.9
Connecticut	100.0	4.8	32.3	20.3	12.1	30.6
Delaware	100.0	6.3	50.7	17.8	8.8	16.3
District of Columbia	100.0	9.2	24.3	40.6	9.2	16.7
Florida	100.0	6.5	39.0	24.7	12.9	17.0
Georgia	100.0	8.0	38.7	24.5	11.3	17.5
Hawaii	100.0	6.8	32.0	29.7	13.8	17.8
Idaho	100.0	4.9	32.6	33.9	12.8	15.7
Illinois	100.0	6.6	28.4	26.7	15.8	22.5
Indiana	100.0	4.3	39.9	26.0	10.8	19.0
Iowa	100.0	4.6	37.2	28.0	14.3	15.9
Kansas	100.0	8.3	27.4	30.7	13.4	20.2
Kentucky	100.0	2.6	47.2	24.5	12.2	13.5
Louisiana	100.0	10.7	45.4	28.1	7.3	8.5
Maine	100.0	2.7	41.0	23.4	17.5	15.3
Maryland	100.0	6.8	38.8	24.6	9.0	20.8
Massachusetts	100.0	7.6	27.2	22.3	12.1	30.8
Michigan	100.0	4.7	30.7	31.6	13.6	19.4
Minnesota	100.0	4.2	30.5	27.6	14.0	23.7
Mississippi	100.0	6.7	36.2	25.4	14.0	17.7
Missouri	100.0	8.1	33.7	25.0	11.4	21.9
Montana	100.0	4.6	41.9	26.1	10.0	17.4
Nebraska	100.0	5.8	35.2	25.0	14.5	19.6
Nevada	100.0	8.3	36.5	30.9	9.7	14.6
New Hampshire	100.0	1.9	30.2	22.8	13.0	32.0
New Jersey	100.0	5.5	33.9	23.0	10.5	27.1
New Mexico	100.0	9.5	33.0	32.2	13.6	11.7
New York	100.0	7.0	31.5	22.7	15.7	23.2
North Carolina	100.0	7.0	32.8	27.6	16.6	16.0
North Dakota	100.0	4.3	31.8	22.8	16.9	24.1
Ohio	100.0	4.6	43.4	26.4	11.7	13.9
Oklahoma	100.0	9.6	40.9	26.7	8.3	14.5
Oregon	100.0	4.4	22.8	34.1	13.2	25.4
Pennsylvania	100.0	4.1	44.5	19.7	11.6	20.2
Rhode Island	100.0	7.3	31.2	29.6	14.8	17.0
South Carolina	100.0	7.6	34.4	24.8	14.8	18.4
South Dakota	100.0	3.6	40.0	26.9	12.7	16.8
Tennessee	100.0	4.3	42.7	25.9	10.1	17.0
Texas	100.0	14.1	35.5	25.7	9.5	15.3
Utah	100.0	8.9	27.4	33.8	14.4	15.5
Vermont	100.0	2.2	33.6	14.9	15.7	33.7
Virginia	100.0	9.1	32.8	24.9	12.7	20.6
Washington	100.0	3.0	27.6	29.9	17.2	22.3
West Virginia	100.0	2.9	41.8	34.6	14.6	6.1
Wisconsin	100.0	4.9	29.5	24.2	17.1	24.3
Wyoming	100.0	8.6	37.5	22.2	10.6	21.1

Table 3-7a (Counts)
Household Total Income
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+	N.A.*	Av. HH Income
United States	2,243,749	47,665	100,540	132,252	141,832	166,571	330,761	1,318,875	5,253	\$104,123
Alabama	31,080	476	2,635	2,740	2,503	2,853	4,140	15,698	35	82,622
Alaska	7,443	146	199	245	302	295	1,579	4,677	0	119,955
Arizona	49,879	1,118	1,965	2,633	3,196	3,925	8,939	28,103	0	96,677
Arkansas	21,135	1,079	2,069	1,225	1,645	1,959	4,278	8,876	4	79,815
California	271,760	3,386	7,439	11,073	13,216	16,462	36,420	183,227	537	120,573
Colorado	35,344	708	1,309	2,110	2,034	2,211	4,322	22,621	29	111,978
Connecticut	23,610	524	448	605	1,024	1,572	2,658	16,722	57	134,120
Delaware	8,309	193	443	145	270	512	1,286	5,460	0	111,924
District of Columbia	4,998	20	261	149	137	198	1,214	2,844	175	117,530
Florida	110,322	2,481	5,604	8,660	8,507	10,047	18,261	56,758	4	90,066
Georgia	74,765	3,040	4,065	6,784	6,117	6,331	11,945	36,165	318	87,864
Hawaii	10,179	169	215	505	525	547	1,228	6,860	130	135,314
Idaho	11,955	675	439	623	789	781	2,409	6,075	164	90,907
Illinois	77,379	1,449	3,443	4,402	4,922	4,943	9,993	47,994	233	109,602
Indiana	41,697	1,077	1,583	2,414	2,939	3,159	5,995	24,401	129	102,596
Iowa	25,774	277	1,490	1,296	1,042	2,140	4,406	15,069	54	97,223
Kansas	28,271	716	1,299	1,832	1,885	2,741	6,013	13,702	83	88,009
Kentucky	36,290	1,119	2,072	3,013	3,004	3,889	6,445	16,704	44	83,913
Louisiana	31,735	1,092	3,812	3,372	2,101	2,438	5,865	12,966	89	76,760
Maine	8,931	362	920	474	804	590	1,083	4,628	70	87,330
Maryland	41,166	831	910	1,898	2,434	2,327	5,720	26,913	133	120,570
Massachusetts	46,249	918	1,151	2,022	1,810	2,244	4,496	32,981	627	132,837
Michigan	49,026	1,549	2,377	3,044	2,986	3,908	7,242	27,886	34	101,482
Minnesota	41,520	177	1,831	2,229	2,576	2,848	4,297	27,395	167	110,112
Mississippi	23,714	985	2,806	2,843	2,755	1,461	3,466	9,398	0	74,428
Missouri	36,085	781	1,557	2,826	3,186	4,036	5,794	17,905	0	86,280
Montana	8,848	140	354	701	376	1,163	1,922	4,192	0	84,967
Nebraska	14,404	204	965	716	987	1,003	2,259	8,151	119	96,730
Nevada	18,189	92	626	911	1,500	1,313	2,511	11,236	0	99,937
New Hampshire	10,031	54	263	371	266	517	1,533	7,017	10	125,491
New Jersey	69,461	1,349	1,626	2,209	2,608	3,711	6,775	51,144	39	133,458
New Mexico	19,352	290	1,723	1,547	1,720	1,636	3,228	9,208	0	82,609
New York	173,125	2,321	4,701	7,151	9,902	10,992	22,212	115,404	442	123,714
North Carolina	58,008	2,095	3,137	4,574	4,420	6,016	9,218	28,499	49	88,088
North Dakota	5,648	189	167	302	361	370	672	3,439	148	124,175
Ohio	69,703	1,164	2,820	4,365	4,119	4,667	10,630	41,737	201	98,873
Oklahoma	29,867	550	1,493	2,234	2,612	2,931	5,821	14,226	0	83,119
Oregon	30,387	463	1,202	1,381	1,833	2,291	3,534	19,659	24	110,229
Pennsylvania	62,475	1,731	2,105	3,275	3,571	4,431	9,566	37,616	180	103,543
Rhode Island	5,826	116	138	282	109	250	656	4,275	0	111,726
South Carolina	33,550	1,227	1,740	2,868	3,034	3,200	5,785	15,631	65	84,282
South Dakota	8,543	76	413	511	1,159	698	2,070	3,603	13	81,969
Tennessee	43,042	1,173	2,599	2,854	3,058	3,227	8,011	21,966	154	85,130
Texas	224,311	5,910	13,730	16,074	14,706	19,937	35,087	118,710	157	92,379
Utah	26,119	514	827	806	1,161	1,513	3,363	17,869	66	111,308
Vermont	5,242	224	184	411	561	469	1,084	2,309	0	83,240
Virginia	64,899	1,065	3,533	4,849	4,049	4,122	8,483	38,785	13	108,143
Washington	56,694	498	1,511	2,201	2,852	3,602	8,104	37,703	223	117,917
West Virginia	14,268	158	545	774	1,738	1,194	2,648	7,211	0	86,977
Wisconsin	35,048	678	1,266	1,516	1,911	2,359	4,757	22,327	234	103,039
Wyoming	8,093	36	530	207	510	542	1,338	4,930	0	97,284

* Not Ascertained. Not included in the percentage calculations.

Table 3-7b (Percentages)
Household Total Income
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+
United States	100.0%	2.1%	4.5%	5.9%	6.3%	7.4%	14.8%	58.9%
Alabama	100.0	1.5	8.5	8.8	8.1	9.2	13.3	50.6
Alaska	100.0	2.0	2.7	3.3	4.1	4.0	21.2	62.8
Arizona	100.0	2.2	3.9	5.3	6.4	7.9	17.9	56.3
Arkansas	100.0	5.1	9.8	5.8	7.8	9.3	20.2	42.0
California	100.0	1.2	2.7	4.1	4.9	6.1	13.4	67.6
Colorado	100.0	2.0	3.7	6.0	5.8	6.3	12.2	64.1
Connecticut	100.0	2.2	1.9	2.6	4.3	6.7	11.3	71.0
Delaware	100.0	2.3	5.3	1.7	3.2	6.2	15.5	65.7
District of Columbia	100.0	0.4	5.4	3.1	2.8	4.1	25.2	59.0
Florida	100.0	2.2	5.1	7.9	7.7	9.1	16.6	51.4
Georgia	100.0	4.1	5.5	9.1	8.2	8.5	16.0	48.6
Hawaii	100.0	1.7	2.1	5.0	5.2	5.4	12.2	68.3
Idaho	100.0	5.7	3.7	5.3	6.7	6.6	20.4	51.5
Illinois	100.0	1.9	4.5	5.7	6.4	6.4	13.0	62.2
Indiana	100.0	2.6	3.8	5.8	7.1	7.6	14.4	58.7
Iowa	100.0	1.1	5.8	5.0	4.1	8.3	17.1	58.6
Kansas	100.0	2.5	4.6	6.5	6.7	9.7	21.3	48.6
Kentucky	100.0	3.1	5.7	8.3	8.3	10.7	17.8	46.1
Louisiana	100.0	3.5	12.0	10.7	6.6	7.7	18.5	41.0
Maine	100.0	4.1	10.4	5.3	9.1	6.7	12.2	52.2
Maryland	100.0	2.0	2.2	4.6	5.9	5.7	13.9	65.6
Massachusetts	100.0	2.0	2.5	4.4	4.0	4.9	9.9	72.3
Michigan	100.0	3.2	4.9	6.2	6.1	8.0	14.8	56.9
Minnesota	100.0	0.4	4.4	5.4	6.2	6.9	10.4	66.2
Mississippi	100.0	4.2	11.8	12.0	11.6	6.2	14.6	39.6
Missouri	100.0	2.2	4.3	7.8	8.8	11.2	16.1	49.6
Montana	100.0	1.6	4.0	7.9	4.2	13.1	21.7	47.4
Nebraska	100.0	1.4	6.8	5.0	6.9	7.0	15.8	57.1
Nevada	100.0	0.5	3.4	5.0	8.2	7.2	13.8	61.8
New Hampshire	100.0	0.5	2.6	3.7	2.7	5.2	15.3	70.0
New Jersey	100.0	1.9	2.3	3.2	3.8	5.3	9.8	73.7
New Mexico	100.0	1.5	8.9	8.0	8.9	8.5	16.7	47.6
New York	100.0	1.3	2.7	4.1	5.7	6.4	12.9	66.8
North Carolina	100.0	3.6	5.4	7.9	7.6	10.4	15.9	49.2
North Dakota	100.0	3.4	3.0	5.5	6.6	6.7	12.2	62.5
Ohio	100.0	1.7	4.1	6.3	5.9	6.7	15.3	60.1
Oklahoma	100.0	1.8	5.0	7.5	8.7	9.8	19.5	47.6
Oregon	100.0	1.5	4.0	4.5	6.0	7.5	11.6	64.7
Pennsylvania	100.0	2.8	3.4	5.3	5.7	7.1	15.4	60.4
Rhode Island	100.0	2.0	2.4	4.8	1.9	4.3	11.3	73.4
South Carolina	100.0	3.7	5.2	8.6	9.1	9.6	17.3	46.7
South Dakota	100.0	0.9	4.8	6.0	13.6	8.2	24.3	42.2
Tennessee	100.0	2.7	6.1	6.7	7.1	7.5	18.7	51.2
Texas	100.0	2.6	6.1	7.2	6.6	8.9	15.7	53.0
Utah	100.0	2.0	3.2	3.1	4.5	5.8	12.9	68.6
Vermont	100.0	4.3	3.5	7.8	10.7	8.9	20.7	44.0
Virginia	100.0	1.6	5.4	7.5	6.2	6.4	13.1	59.8
Washington	100.0	0.9	2.7	3.9	5.1	6.4	14.4	66.8
West Virginia	100.0	1.1	3.8	5.4	12.2	8.4	18.6	50.5
Wisconsin	100.0	1.9	3.6	4.4	5.5	6.8	13.7	64.1
Wyoming	100.0	0.4	6.5	2.6	6.3	6.7	16.5	60.9

Table 3-8a (Counts)
Poverty Status
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+	N.A.*
United States	2,243,749	126,719	158,014	195,557	428,014	396,786	934,294	4,365
Alabama	31,080	2,251	2,881	2,911	6,340	5,999	10,698	0
Alaska	7,443	504	479	805	1,360	1,111	3,184	0
Arizona	49,879	2,921	4,605	6,143	11,240	8,510	16,460	0
Arkansas	21,135	1,922	2,185	2,188	4,872	3,424	6,540	4
California	271,760	12,542	17,531	21,041	50,723	50,253	119,327	343
Colorado	35,344	2,155	1,969	2,786	6,369	6,200	15,836	29
Connecticut	23,610	1,014	825	1,131	3,245	2,849	14,546	0
Delaware	8,309	434	494	374	1,367	1,747	3,893	0
District of Columbia	4,998	91	152	201	664	1,073	2,642	175
Florida	110,322	7,047	11,224	11,480	24,255	21,539	34,773	4
Georgia	74,765	6,222	5,286	7,860	17,833	12,514	24,732	318
Hawaii	10,179	520	595	382	2,056	1,739	4,757	130
Idaho	11,955	957	1,146	1,323	2,785	1,914	3,666	164
Illinois	77,379	3,811	5,082	5,883	13,235	13,393	35,742	233
Indiana	41,697	2,304	2,944	3,014	7,621	7,364	18,450	0
Iowa	25,774	1,762	2,188	1,481	4,828	5,266	10,195	54
Kansas	28,271	1,809	2,053	2,987	6,709	5,413	9,217	83
Kentucky	36,290	2,353	3,742	3,615	8,291	7,082	11,207	0
Louisiana	31,735	3,892	2,942	4,606	5,216	6,137	8,853	89
Maine	8,931	512	1,169	1,019	1,687	1,540	2,934	70
Maryland	41,166	2,142	1,917	2,624	6,695	5,972	21,694	122
Massachusetts	46,249	1,909	1,917	2,050	5,839	7,516	26,391	627
Michigan	49,026	3,237	3,365	3,742	8,281	9,150	21,217	34
Minnesota	41,520	2,265	2,559	2,991	6,038	7,154	20,386	127
Mississippi	23,714	3,232	2,520	3,537	4,829	3,516	6,080	0
Missouri	36,085	1,919	2,504	4,070	8,525	6,667	12,400	0
Montana	8,848	638	642	628	1,884	1,946	3,110	0
Nebraska	14,404	796	1,252	1,190	2,648	2,474	5,931	113
Nevada	18,189	550	1,405	1,471	3,652	4,085	7,026	0
New Hampshire	10,031	191	337	847	1,986	1,395	5,265	10
New Jersey	69,461	2,844	2,598	2,709	9,491	9,055	42,725	39
New Mexico	19,352	1,252	2,840	1,971	3,846	3,918	5,525	0
New York	173,125	5,499	7,750	12,357	26,344	28,714	92,158	303
North Carolina	58,008	4,163	4,721	5,731	12,929	10,980	19,435	49
North Dakota	5,648	479	308	186	1,035	945	2,581	114
Ohio	69,703	3,423	4,202	4,953	12,735	12,799	31,390	201
Oklahoma	29,867	1,862	2,596	3,258	7,630	5,709	8,812	0
Oregon	30,387	1,742	1,499	2,719	5,442	5,034	13,936	15
Pennsylvania	62,475	3,373	2,970	4,339	11,557	11,675	28,384	177
Rhode Island	5,826	299	112	275	760	1,439	2,941	0
South Carolina	33,550	2,131	2,629	4,033	8,210	5,953	10,529	65
South Dakota	8,543	432	801	1,166	2,081	1,405	2,645	13
Tennessee	43,042	2,877	2,612	5,022	9,535	8,134	14,708	154
Texas	224,311	16,286	22,758	24,620	48,189	38,821	73,480	157
Utah	26,119	1,157	1,483	2,295	5,093	4,785	11,240	66
Vermont	5,242	343	389	435	1,005	1,379	1,691	0
Virginia	64,899	2,922	3,739	5,869	11,340	10,471	30,545	13
Washington	56,694	1,675	2,806	4,744	8,673	9,537	29,223	36
West Virginia	14,268	373	790	1,359	3,570	3,133	5,043	0
Wisconsin	35,048	1,485	2,023	2,113	6,021	6,442	16,730	234
Wyoming	8,093	200	478	1,023	1,455	1,516	3,421	0

* Not Ascertained. Not included in the percentage calculations.

Table 3-8b (Percentages)

Poverty Status

K-12 ESP Work Force by State, 2020

	All K-12 ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+
United States	100.0%	5.7%	7.1%	8.7%	19.1%	17.7%	41.7%
Alabama	100.0	7.2	9.3	9.4	20.4	19.3	34.4
Alaska	100.0	6.8	6.4	10.8	18.3	14.9	42.8
Arizona	100.0	5.9	9.2	12.3	22.5	17.1	33.0
Arkansas	100.0	9.1	10.3	10.4	23.1	16.2	30.9
California	100.0	4.6	6.5	7.8	18.7	18.5	44.0
Colorado	100.0	6.1	5.6	7.9	18.0	17.6	44.8
Connecticut	100.0	4.3	3.5	4.8	13.7	12.1	61.6
Delaware	100.0	5.2	5.9	4.5	16.5	21.0	46.9
District of Columbia	100.0	1.9	3.2	4.2	13.8	22.2	54.8
Florida	100.0	6.4	10.2	10.4	22.0	19.5	31.5
Georgia	100.0	8.4	7.1	10.6	24.0	16.8	33.2
Hawaii	100.0	5.2	5.9	3.8	20.5	17.3	47.3
Idaho	100.0	8.1	9.7	11.2	23.6	16.2	31.1
Illinois	100.0	4.9	6.6	7.6	17.2	17.4	46.3
Indiana	100.0	5.5	7.1	7.2	18.3	17.7	44.2
Iowa	100.0	6.9	8.5	5.8	18.8	20.5	39.6
Kansas	100.0	6.4	7.3	10.6	23.8	19.2	32.7
Kentucky	100.0	6.5	10.3	10.0	22.8	19.5	30.9
Louisiana	100.0	12.3	9.3	14.6	16.5	19.4	28.0
Maine	100.0	5.8	13.2	11.5	19.0	17.4	33.1
Maryland	100.0	5.2	4.7	6.4	16.3	14.6	52.9
Massachusetts	100.0	4.2	4.2	4.5	12.8	16.5	57.8
Michigan	100.0	6.6	6.9	7.6	16.9	18.7	43.3
Minnesota	100.0	5.5	6.2	7.2	14.6	17.3	49.2
Mississippi	100.0	13.6	10.6	14.9	20.4	14.8	25.6
Missouri	100.0	5.3	6.9	11.3	23.6	18.5	34.4
Montana	100.0	7.2	7.3	7.1	21.3	22.0	35.1
Nebraska	100.0	5.6	8.8	8.3	18.5	17.3	41.5
Nevada	100.0	3.0	7.7	8.1	20.1	22.5	38.6
New Hampshire	100.0	1.9	3.4	8.5	19.8	13.9	52.5
New Jersey	100.0	4.1	3.7	3.9	13.7	13.0	61.5
New Mexico	100.0	6.5	14.7	10.2	19.9	20.2	28.6
New York	100.0	3.2	4.5	7.2	15.2	16.6	53.3
North Carolina	100.0	7.2	8.1	9.9	22.3	18.9	33.5
North Dakota	100.0	8.7	5.6	3.4	18.7	17.1	46.6
Ohio	100.0	4.9	6.0	7.1	18.3	18.4	45.2
Oklahoma	100.0	6.2	8.7	10.9	25.5	19.1	29.5
Oregon	100.0	5.7	4.9	9.0	17.9	16.6	45.9
Pennsylvania	100.0	5.4	4.8	7.0	18.6	18.7	45.6
Rhode Island	100.0	5.1	1.9	4.7	13.0	24.7	50.5
South Carolina	100.0	6.4	7.9	12.0	24.5	17.8	31.4
South Dakota	100.0	5.1	9.4	13.7	24.4	16.5	31.0
Tennessee	100.0	6.7	6.1	11.7	22.2	19.0	34.3
Texas	100.0	7.3	10.2	11.0	21.5	17.3	32.8
Utah	100.0	4.4	5.7	8.8	19.5	18.4	43.1
Vermont	100.0	6.5	7.4	8.3	19.2	26.3	32.3
Virginia	100.0	4.5	5.8	9.0	17.5	16.1	47.1
Washington	100.0	3.0	5.0	8.4	15.3	16.8	51.6
West Virginia	100.0	2.6	5.5	9.5	25.0	22.0	35.3
Wisconsin	100.0	4.3	5.8	6.1	17.3	18.5	48.1
Wyoming	100.0	2.5	5.9	12.6	18.0	18.7	42.3

Table 3-9a (Counts)

Marital Status

K-12 ESP Work Force by State, 2020

	All K-12 ESP	Married	Widowed, Divorced, Separated	Single
United States	2,243,749	1,354,306	403,769	485,674
Alabama	31,080	21,125	5,246	4,709
Alaska	7,443	4,154	854	2,435
Arizona	49,879	28,639	7,944	13,296
Arkansas	21,135	12,638	4,794	3,703
California	271,760	147,177	42,657	81,926
Colorado	35,344	21,566	6,863	6,915
Connecticut	23,610	14,361	4,368	4,881
Delaware	8,309	4,899	1,628	1,782
District of Columbia	4,998	1,368	855	2,775
Florida	110,322	61,119	25,147	24,056
Georgia	74,765	42,794	15,212	16,759
Hawaii	10,179	5,574	1,471	3,134
Idaho	11,955	8,214	2,271	1,470
Illinois	77,379	47,898	12,708	16,773
Indiana	41,697	28,313	7,230	6,154
Iowa	25,774	16,552	4,111	5,111
Kansas	28,271	17,759	4,982	5,530
Kentucky	36,290	25,885	5,962	4,443
Louisiana	31,735	17,199	7,606	6,930
Maine	8,931	4,990	1,788	2,153
Maryland	41,166	23,291	7,418	10,457
Massachusetts	46,249	27,631	7,023	11,595
Michigan	49,026	30,975	8,481	9,570
Minnesota	41,520	25,962	5,802	9,756
Mississippi	23,714	12,526	5,251	5,937
Missouri	36,085	23,294	6,002	6,789
Montana	8,848	5,183	2,080	1,585
Nebraska	14,404	10,243	1,638	2,523
Nevada	18,189	9,326	4,518	4,345
New Hampshire	10,031	6,954	1,398	1,679
New Jersey	69,461	42,328	12,552	14,581
New Mexico	19,352	10,907	3,644	4,801
New York	173,125	101,866	29,665	41,594
North Carolina	58,008	33,939	12,405	11,664
North Dakota	5,648	3,783	736	1,129
Ohio	69,703	46,635	11,613	11,455
Oklahoma	29,867	18,769	6,451	4,647
Oregon	30,387	19,917	5,056	5,414
Pennsylvania	62,475	38,974	11,233	12,268
Rhode Island	5,826	3,161	828	1,837
South Carolina	33,550	20,554	6,530	6,466
South Dakota	8,543	5,181	1,315	2,047
Tennessee	43,042	28,766	7,539	6,737
Texas	224,311	134,406	46,334	43,571
Utah	26,119	17,342	2,937	5,840
Vermont	5,242	3,215	1,064	963
Virginia	64,899	39,688	12,656	12,555
Washington	56,694	37,634	9,354	9,706
West Virginia	14,268	10,108	2,664	1,496
Wisconsin	35,048	24,564	4,375	6,109
Wyoming	8,093	4,960	1,510	1,623

Table 3-9b (Percentages)

Marital Status

K-12 ESP Work Force by State, 2020

	All K-12 ESP	Married	Widowed, Divorced, Separated	Single
United States	100.0%	60.4%	18.0%	21.6%
Alabama	100.0	68.0	16.9	15.2
Alaska	100.0	55.8	11.5	32.7
Arizona	100.0	57.4	15.9	26.7
Arkansas	100.0	59.8	22.7	17.5
California	100.0	54.2	15.7	30.1
Colorado	100.0	61.0	19.4	19.6
Connecticut	100.0	60.8	18.5	20.7
Delaware	100.0	59.0	19.6	21.4
District of Columbia	100.0	27.4	17.1	55.5
Florida	100.0	55.4	22.8	21.8
Georgia	100.0	57.2	20.3	22.4
Hawaii	100.0	54.8	14.5	30.8
Idaho	100.0	68.7	19.0	12.3
Illinois	100.0	61.9	16.4	21.7
Indiana	100.0	67.9	17.3	14.8
Iowa	100.0	64.2	16.0	19.8
Kansas	100.0	62.8	17.6	19.6
Kentucky	100.0	71.3	16.4	12.2
Louisiana	100.0	54.2	24.0	21.8
Maine	100.0	55.9	20.0	24.1
Maryland	100.0	56.6	18.0	25.4
Massachusetts	100.0	59.7	15.2	25.1
Michigan	100.0	63.2	17.3	19.5
Minnesota	100.0	62.5	14.0	23.5
Mississippi	100.0	52.8	22.1	25.0
Missouri	100.0	64.6	16.6	18.8
Montana	100.0	58.6	23.5	17.9
Nebraska	100.0	71.1	11.4	17.5
Nevada	100.0	51.3	24.8	23.9
New Hampshire	100.0	69.3	13.9	16.7
New Jersey	100.0	60.9	18.1	21.0
New Mexico	100.0	56.4	18.8	24.8
New York	100.0	58.8	17.1	24.0
North Carolina	100.0	58.5	21.4	20.1
North Dakota	100.0	67.0	13.0	20.0
Ohio	100.0	66.9	16.7	16.4
Oklahoma	100.0	62.8	21.6	15.6
Oregon	100.0	65.5	16.6	17.8
Pennsylvania	100.0	62.4	18.0	19.6
Rhode Island	100.0	54.3	14.2	31.5
South Carolina	100.0	61.3	19.5	19.3
South Dakota	100.0	60.6	15.4	24.0
Tennessee	100.0	66.8	17.5	15.7
Texas	100.0	59.9	20.7	19.4
Utah	100.0	66.4	11.2	22.4
Vermont	100.0	61.3	20.3	18.4
Virginia	100.0	61.2	19.5	19.3
Washington	100.0	66.4	16.5	17.1
West Virginia	100.0	70.8	18.7	10.5
Wisconsin	100.0	70.1	12.5	17.4
Wyoming	100.0	61.3	18.7	20.1

Table 3-10a (Counts)
Household Relationship
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Head	Spouse	Child/Other*
United States	2,243,749	1,091,370	685,564	466,815
Alabama	31,080	15,632	10,546	4,902
Alaska	7,443	2,936	1,924	2,583
Arizona	49,879	23,790	12,039	14,050
Arkansas	21,135	11,817	6,078	3,240
California	271,760	117,624	69,141	84,995
Colorado	35,344	17,036	10,416	7,892
Connecticut	23,610	11,281	7,512	4,817
Delaware	8,309	4,168	2,778	1,363
District of Columbia	4,998	2,523	527	1,948
Florida	110,322	52,743	29,542	28,037
Georgia	74,765	39,391	21,023	14,351
Hawaii	10,179	3,647	2,682	3,850
Idaho	11,955	5,844	4,001	2,110
Illinois	77,379	37,824	25,398	14,157
Indiana	41,697	20,623	15,179	5,895
Iowa	25,774	12,433	9,065	4,276
Kansas	28,271	14,185	9,474	4,612
Kentucky	36,290	18,772	12,976	4,542
Louisiana	31,735	16,389	8,903	6,443
Maine	8,931	4,880	2,263	1,788
Maryland	41,166	19,893	11,836	9,437
Massachusetts	46,249	20,446	14,333	11,470
Michigan	49,026	26,162	15,706	7,158
Minnesota	41,520	20,679	13,014	7,827
Mississippi	23,714	12,566	6,344	4,804
Missouri	36,085	18,293	12,103	5,689
Montana	8,848	4,167	2,792	1,889
Nebraska	14,404	7,148	5,576	1,680
Nevada	18,189	8,345	4,612	5,232
New Hampshire	10,031	4,479	3,745	1,807
New Jersey	69,461	33,298	22,866	13,297
New Mexico	19,352	9,765	5,705	3,882
New York	173,125	85,841	50,742	36,542
North Carolina	58,008	29,746	18,042	10,220
North Dakota	5,648	2,677	2,061	910
Ohio	69,703	34,467	25,774	9,462
Oklahoma	29,867	14,565	9,981	5,321
Oregon	30,387	15,815	9,826	4,746
Pennsylvania	62,475	31,826	20,724	9,925
Rhode Island	5,826	2,360	1,830	1,636
South Carolina	33,550	18,053	9,961	5,536
South Dakota	8,543	4,422	3,026	1,095
Tennessee	43,042	21,838	14,642	6,562
Texas	224,311	107,769	67,422	49,120
Utah	26,119	9,874	9,335	6,910
Vermont	5,242	2,954	1,599	689
Virginia	64,899	32,771	21,441	10,687
Washington	56,694	28,948	18,645	9,101
West Virginia	14,268	7,933	4,539	1,796
Wisconsin	35,048	17,026	12,979	5,043
Wyoming	8,093	3,706	2,896	1,491

*Other household member, for example living with parents, siblings, or non-relative roommates.

Table 3-10b (Percentages)
Household Relationship
K-12 ESP Work Force by State, 2020

	All K-12 ESP	Head	Spouse	Child/Other*
United States	100.0%	48.6%	30.6%	20.8%
Alabama	100.0	50.3	33.9	15.8
Alaska	100.0	39.4	25.8	34.7
Arizona	100.0	47.7	24.1	28.2
Arkansas	100.0	55.9	28.8	15.3
California	100.0	43.3	25.4	31.3
Colorado	100.0	48.2	29.5	22.3
Connecticut	100.0	47.8	31.8	20.4
Delaware	100.0	50.2	33.4	16.4
District of Columbia	100.0	50.5	10.5	39.0
Florida	100.0	47.8	26.8	25.4
Georgia	100.0	52.7	28.1	19.2
Hawaii	100.0	35.8	26.3	37.8
Idaho	100.0	48.9	33.5	17.6
Illinois	100.0	48.9	32.8	18.3
Indiana	100.0	49.5	36.4	14.1
Iowa	100.0	48.2	35.2	16.6
Kansas	100.0	50.2	33.5	16.3
Kentucky	100.0	51.7	35.8	12.5
Louisiana	100.0	51.6	28.1	20.3
Maine	100.0	54.6	25.3	20.0
Maryland	100.0	48.3	28.8	22.9
Massachusetts	100.0	44.2	31.0	24.8
Michigan	100.0	53.4	32.0	14.6
Minnesota	100.0	49.8	31.3	18.9
Mississippi	100.0	53.0	26.8	20.3
Missouri	100.0	50.7	33.5	15.8
Montana	100.0	47.1	31.6	21.3
Nebraska	100.0	49.6	38.7	11.7
Nevada	100.0	45.9	25.4	28.8
New Hampshire	100.0	44.7	37.3	18.0
New Jersey	100.0	47.9	32.9	19.1
New Mexico	100.0	50.5	29.5	20.1
New York	100.0	49.6	29.3	21.1
North Carolina	100.0	51.3	31.1	17.6
North Dakota	100.0	47.4	36.5	16.1
Ohio	100.0	49.4	37.0	13.6
Oklahoma	100.0	48.8	33.4	17.8
Oregon	100.0	52.0	32.3	15.6
Pennsylvania	100.0	50.9	33.2	15.9
Rhode Island	100.0	40.5	31.4	28.1
South Carolina	100.0	53.8	29.7	16.5
South Dakota	100.0	51.8	35.4	12.8
Tennessee	100.0	50.7	34.0	15.2
Texas	100.0	48.0	30.1	21.9
Utah	100.0	37.8	35.7	26.5
Vermont	100.0	56.4	30.5	13.1
Virginia	100.0	50.5	33.0	16.5
Washington	100.0	51.1	32.9	16.1
West Virginia	100.0	55.6	31.8	12.6
Wisconsin	100.0	48.6	37.0	14.4
Wyoming	100.0	45.8	35.8	18.4

*Other household member, for example living with parents, siblings, or non-relative roommates.

**Demographics by
Career Family
K-12 ESP****Demographics of the 2020 K-12 ESP Work Force, by Career Family**

Tables 4-1a and 4-1b present distributions of descriptive variables for the national K-12 ESP work force, by career family.

- Transportation has the highest average age among K-12 ESP and technical services the lowest; see *Figure 4-1*.
- Female ESP predominate among clerical services, food services, health and student services, and paraeducator K-12 ESP, while the trades, security services, custodial, and technical services career families are disproportionately male. The distribution by sex among transportation services K-12 ESP is nearly equal; see *Figure 4-2*.
- In four career families, at least 30 percent of male K-12 ESP are under 35 years of age. Among female K-12 ESP, less than 25 percent of any career family is under 35 years old, and at least 44 percent of all nine career families are between the ages of 35 and 54.
- The largest shares of minority K-12 ESP are found in the security, custodial, and food services career families; the lowest proportion is in skilled trades.
- Around 93 percent of technical services and skilled trades and 89 percent of clerical services K-12 ESP have household incomes of \$45,000 or higher, compared to 71 percent of food services K-12 ESP.
- In every career family at least 65 percent of K-12 ESP have household incomes twice the poverty level; however, 12 percent of food services K-12 ESP live in poverty.
- The highest proportion of K-12 ESP participating in SNAP (the *Supplemental Nutrition Assistance Program*, formerly known as Food Stamps) is among the food services career family, at 16 percent; the lowest shares are among technical services and skilled trades, at four percent.
- Among K-12 ESP, technical, health and student services, clerical services, paraeducators, and security services lead in shares with college degrees. Custodial and food services K-12 ESP have the highest proportions that have not completed high school; see *Figure 4-3*.
- Around 70 percent of skilled trades and clerical services K-12 ESP are married; technical services and paraeducators, with the youngest average ages, have the highest proportion of single people at 27 percent.
- Food services K-12 ESP have the fewest hours, with 34 percent working fewer than 30 hours per week; 93 percent of trades, 86 percent of custodial services, and 82 percent of technical services K-12 ESP work 40 or more hours per week; see *Figure 4-4*.

Figure 4-1
Average Age of the K-12 ESP Work Force,
by Career Family: 2020

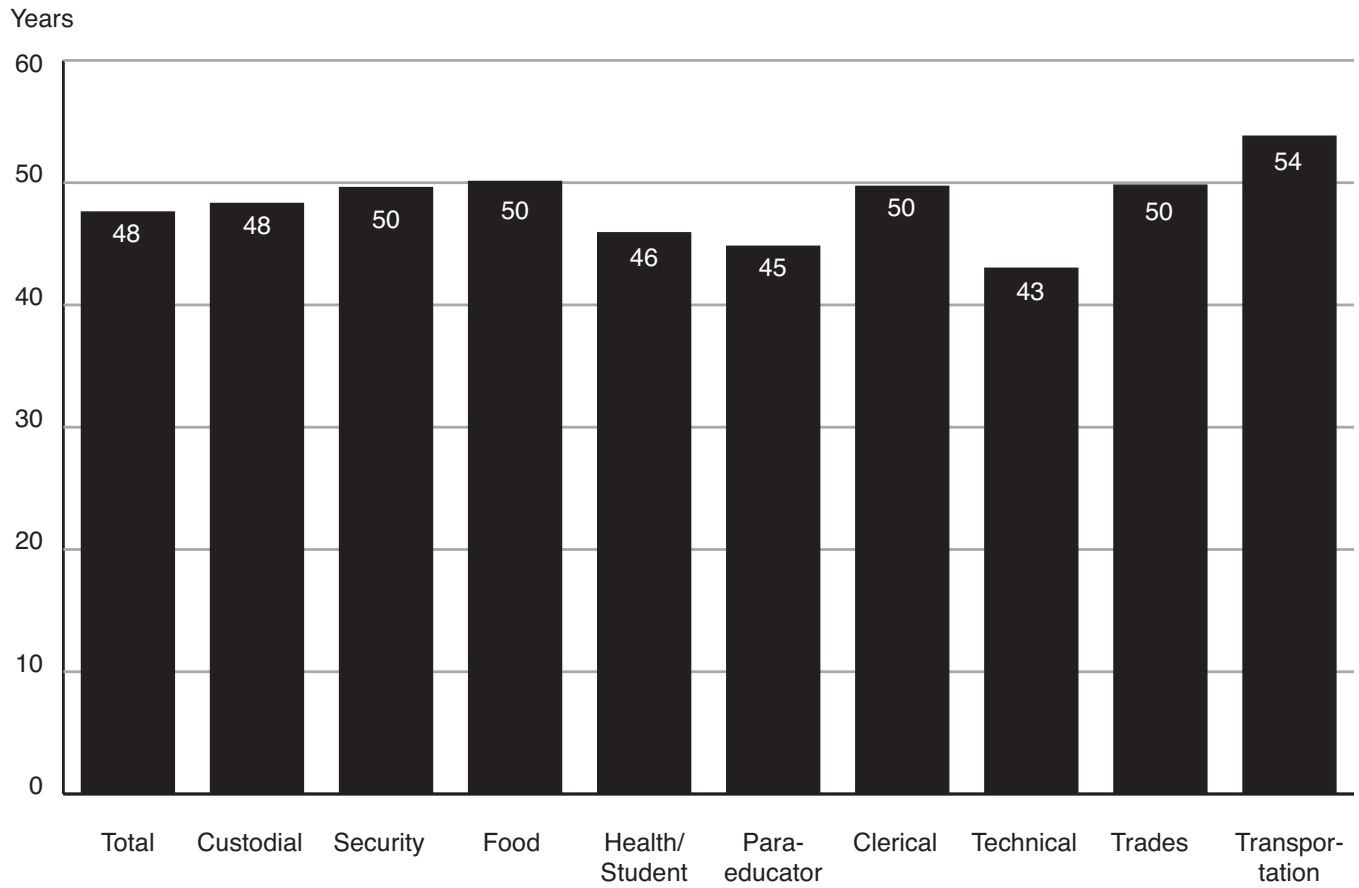


Figure 4-2
Distribution of the Career Families of the K-12 ESP Work Force,
by Sex: 2020

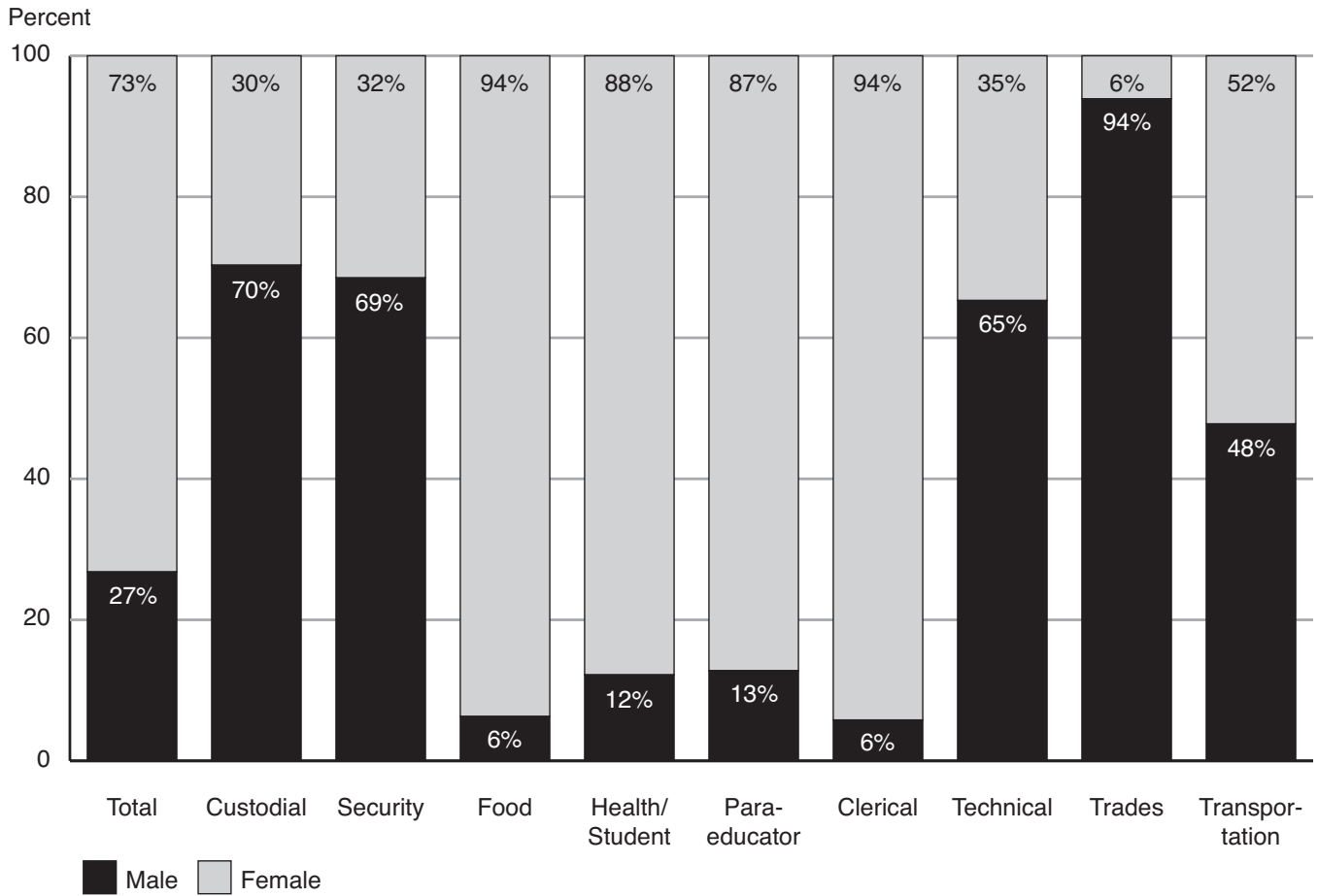


Figure 4-3
Educational Attainment of the K-12 ESP Work Force,
by Career Family: 2020

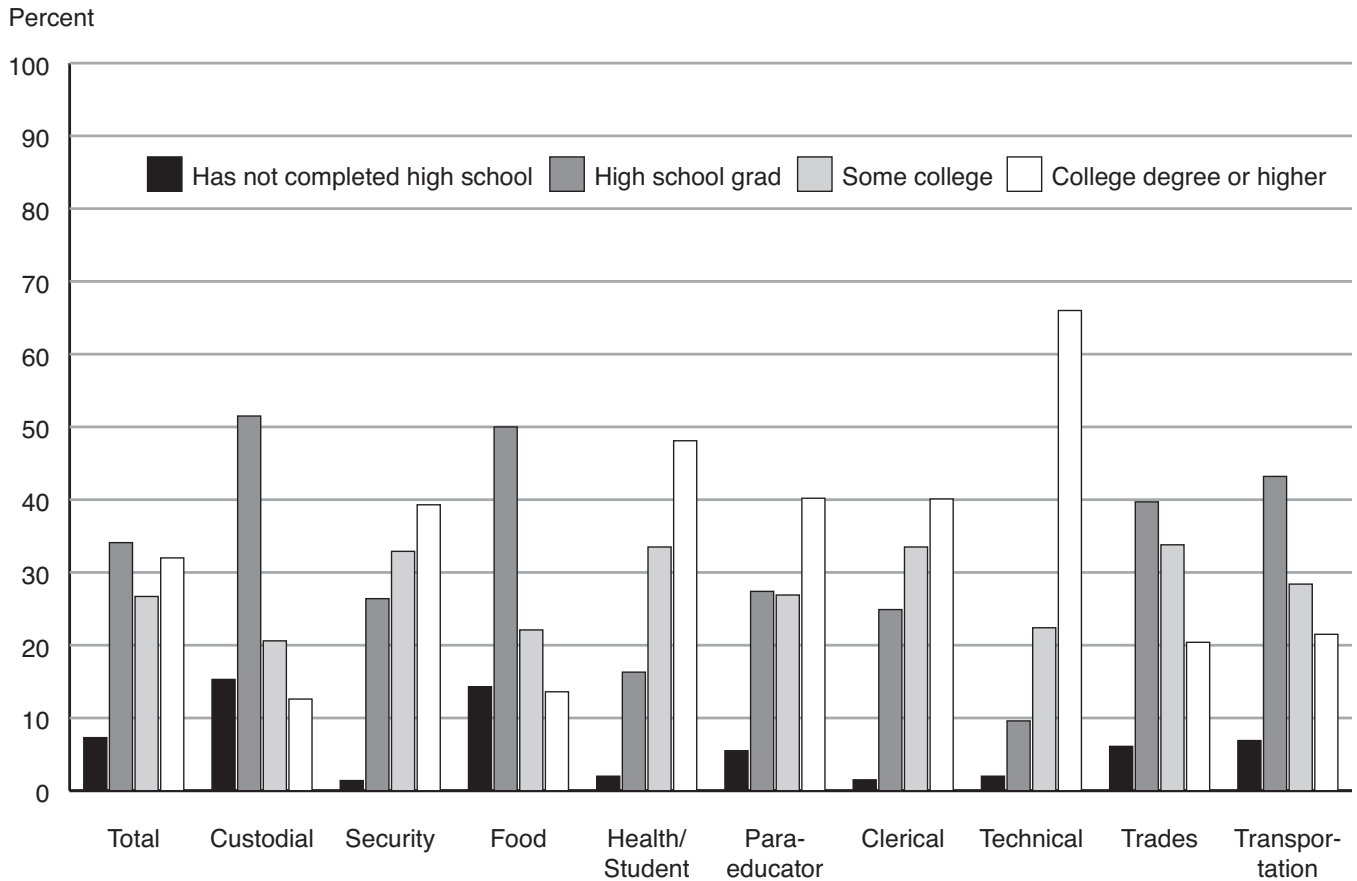


Figure 4-4
Hours Worked per Week for the K-12 ESP Work Force,
by Career Family: 2020

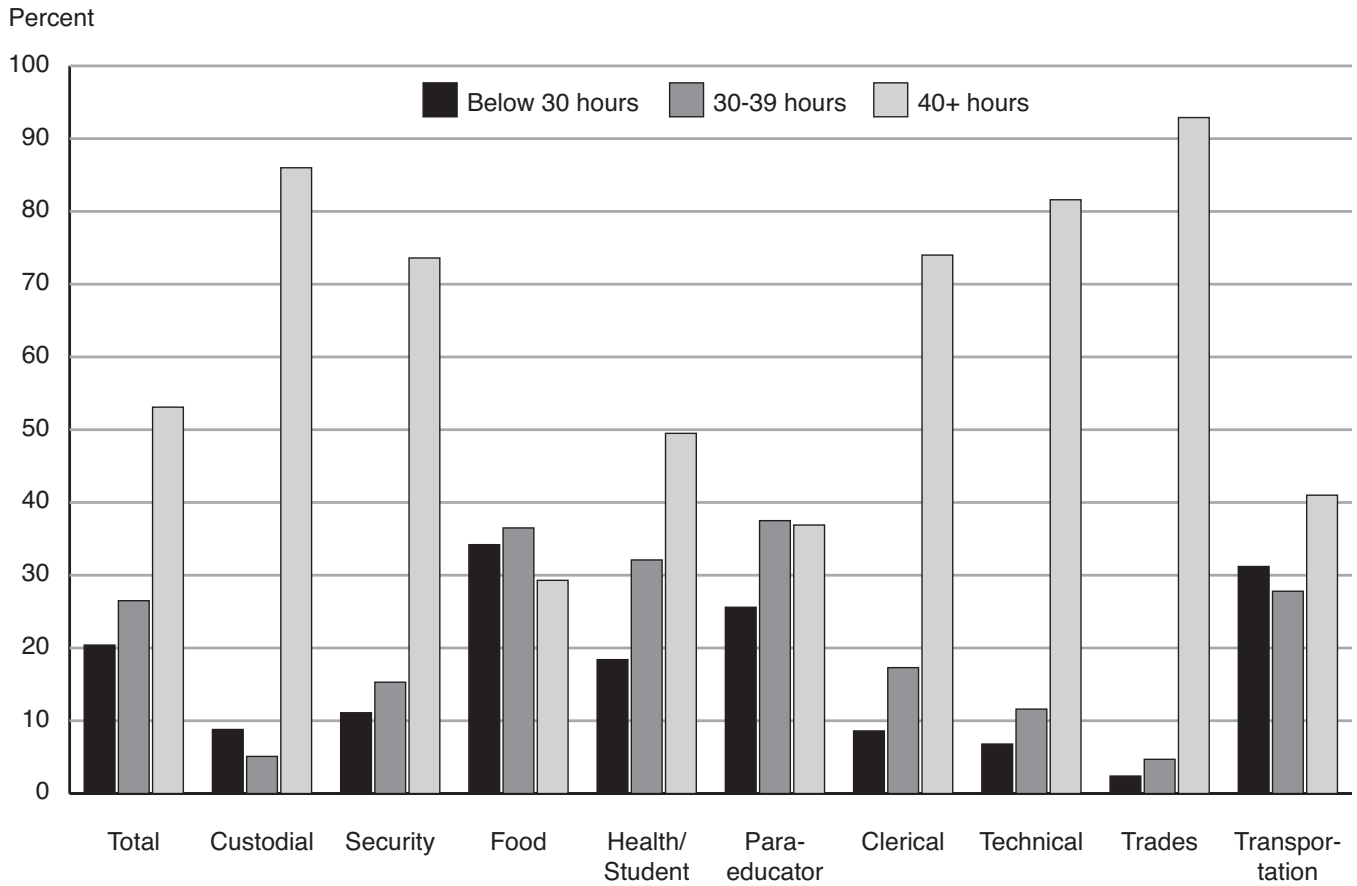


Table 4-1a (Counts)
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	2,243,749	343,782	32,537	254,804	32,713	905,318	359,041	78,462	35,939	201,153
Age										
15-24	147,054	23,613	621	7,173	1,216	95,324	10,312	5,591	699	2,505
25-34	298,101	41,632	5,065	22,396	5,479	153,174	33,903	16,624	3,252	16,576
35-44	412,932	51,806	4,762	48,709	7,935	179,145	67,331	20,633	6,674	25,937
45-54	579,027	88,592	8,981	74,002	8,582	214,536	107,127	18,116	10,130	48,961
55-64	611,866	112,040	9,652	77,606	7,575	196,855	112,072	14,987	13,510	67,569
65+	194,769	26,099	3,456	24,918	1,926	66,284	28,296	2,511	1,674	39,605
Average	47.6	48.3	49.6	50.1	45.9	44.8	49.7	43.0	49.8	53.8
Sex										
Male	601,788	241,751	22,286	15,944	4,006	115,758	20,849	51,273	33,742	96,179
Female	1,641,961	102,031	10,251	238,860	28,707	789,560	338,192	27,189	2,197	104,974
Male										
15-34	153,870	52,169	3,630	5,333	1,502	54,290	5,128	18,883	3,503	9,432
35-54	224,060	94,196	9,252	6,193	2,074	35,399	9,819	23,618	15,824	27,685
55+	223,858	95,386	9,404	4,418	430	26,069	5,902	8,772	14,415	59,062
Female										
15-34	291,285	13,076	2,056	24,236	5,193	194,208	39,087	3,332	448	9,649
35-54	767,899	46,202	4,491	116,518	14,443	358,282	164,639	15,131	980	47,213
55+	582,777	42,753	3,704	98,106	9,071	237,070	134,466	8,726	769	48,112
Race										
White	1,315,858	179,110	12,822	137,119	18,278	528,931	233,166	52,178	24,113	130,141
Black	333,557	59,258	9,685	43,508	4,933	127,631	36,484	7,927	3,686	40,445
Asian	63,229	7,187	461	9,290	989	31,386	7,550	3,889	564	1,913
Hispanic	458,996	87,154	8,271	57,367	7,458	185,989	71,434	11,957	6,671	22,695
Nat Amer	20,785	3,010	555	2,932	259	8,010	3,061	522	359	2,077
Nat HI/PI	4,273	871	120	312	0	1,592	1,059	23	28	268
2+ races	47,051	7,192	623	4,276	796	21,779	6,287	1,966	518	3,614
Male										
Total	601,788	241,751	22,286	15,944	4,006	115,758	20,849	51,273	33,742	96,179
White	340,689	135,481	9,596	7,111	2,437	54,202	10,883	34,821	22,817	63,341
Black	101,042	39,453	6,135	4,314	590	22,527	3,566	4,789	3,518	16,150
Asian	16,434	5,073	445	749	180	5,216	615	2,199	564	1,393
Hispanic	122,793	53,260	5,094	3,239	727	29,034	4,802	7,778	5,938	12,921
Nat Amer	5,831	2,308	412	348	46	816	93	336	359	1,113
Nat HI/PI	1,021	522	71	0	0	196	169	23	28	12
2+ races	13,978	5,654	533	183	26	3,767	721	1,327	518	1,249
Female										
Total	1,641,961	102,031	10,251	238,860	28,707	789,560	338,192	27,189	2,197	104,974
White	975,169	43,629	3,226	130,008	15,841	474,729	222,283	17,357	1,296	66,800
Black	232,515	19,805	3,550	39,194	4,343	105,104	32,918	3,138	168	24,295
Asian	46,795	2,114	16	8,541	809	26,170	6,935	1,690	0	520
Hispanic	336,203	33,894	3,177	54,128	6,731	156,955	66,632	4,179	733	9,774
Nat Amer	14,954	702	143	2,584	213	7,194	2,968	186	0	964
Nat HI/PI	3,252	349	49	312	0	1,396	890	0	0	256
2+ races	33,073	1,538	90	4,093	770	18,012	5,566	639	0	2,365

Table 4-1a (Counts) continued
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	2,243,749	343,782	32,537	254,804	32,713	905,318	359,041	78,462	35,939	201,153
HHL Total Income										
N.A.*	5,253	1,092	0	353	0	2,761	524	514	0	9
< \$15,000	47,665	4,537	417	12,809	512	21,707	2,853	276	87	4,467
\$15,000-\$24,999	100,540	14,186	862	19,891	1,250	45,433	6,011	371	474	12,062
\$25,000-\$34,999	132,252	24,969	1,368	22,075	2,352	51,576	12,274	1,979	639	15,020
\$35,000-\$44,999	141,832	26,930	1,939	20,291	1,573	52,470	18,037	2,686	1,131	16,775
\$45,000-\$54,999	166,571	29,294	2,455	23,826	2,072	62,943	21,222	3,696	1,467	19,596
\$55,000-\$74,999	330,761	60,165	3,700	41,422	3,537	131,256	42,526	7,645	5,564	34,946
\$75,000 +	1,318,875	182,609	21,796	114,137	21,417	537,172	255,594	61,295	26,577	98,278
Average	\$104,123	\$93,395	\$112,327	\$83,703	\$117,377	\$107,684	\$120,818	\$130,164	\$114,177	\$87,128
Poverty Level										
N.A.*	4,365	884	0	153	0	2,293	521	514	0	0
Below Pov Lvl	126,719	13,749	1,043	30,384	1,323	61,049	7,729	755	352	10,335
100-149%	158,014	23,533	1,346	28,025	1,935	71,193	12,466	1,792	650	17,074
150-199%	195,557	38,365	1,789	30,150	2,212	81,398	18,201	2,310	1,057	20,075
200+%	1,759,094	267,251	28,359	166,092	27,243	689,385	320,124	73,091	33,880	153,669
SNAP Benefits**										
Receives SNAP	227,366	35,043	2,779	40,427	2,476	99,366	20,690	3,357	1,459	21,769
Education										
0-11 Years	162,914	52,455	444	36,386	670	49,930	5,309	1,592	2,180	13,948
HS Grad	764,308	176,911	8,590	127,432	5,346	247,818	89,455	7,534	14,264	86,958
Some College	599,246	70,948	10,710	56,435	10,954	243,221	120,178	17,557	12,165	57,078
Assoc Degree	283,422	22,893	4,916	18,758	6,334	131,465	56,583	15,696	4,534	22,243
College Grad +	433,859	20,575	7,877	15,793	9,409	232,884	87,516	36,083	2,796	20,926
Marital Status										
Married	1,354,306	193,254	19,576	158,995	20,497	517,151	246,668	47,677	25,322	125,166
Widowed, Divorced, Separated	403,769	62,701	6,604	53,996	6,255	145,918	65,536	9,256	5,535	47,968
Single	485,674	87,827	6,357	41,813	5,961	242,249	46,837	21,529	5,082	28,019
Relationship										
Householder	1,091,370	165,453	18,520	125,085	17,980	387,632	192,811	44,631	19,396	119,862
Spouse	685,564	92,012	7,792	90,236	9,637	277,338	124,002	18,997	11,895	53,655
Child, Other***	466,815	86,317	6,225	39,483	5,096	240,348	42,228	14,834	4,648	27,636
Usual Hrs										
1-29	458,719	30,303	3,602	87,238	6,024	231,694	30,966	5,353	867	62,672
30-34	249,433	7,522	1,035	46,819	3,619	146,116	11,584	1,553	720	30,465
35-39	345,237	10,137	3,938	46,066	6,893	193,561	50,624	7,541	955	25,522
40-44	1,043,669	272,371	19,789	67,733	12,690	279,760	239,444	54,691	30,172	67,019
45+	146,691	23,449	4,173	6,948	3,487	54,187	26,423	9,324	3,225	15,475
Average	34.8	38.6	38.9	30.6	36.0	32.9	38.1	39.1	40.2	32.8

* Not Ascertained: not included in the percentage calculations.

** Supplemental Nutrition Assistance Program, formerly known as Food Stamps

*** Other household member, for example living with parents, siblings, or non-relative roommates.

Table 4-1b (Percentages)
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Age										
15-24	6.6	6.9	1.9	2.8	3.7	10.5	2.9	7.1	1.9	1.2
25-34	13.3	12.1	15.6	8.8	16.7	16.9	9.4	21.2	9.0	8.2
35-44	18.4	15.1	14.6	19.1	24.3	19.8	18.8	26.3	18.6	12.9
45-54	25.8	25.8	27.6	29.0	26.2	23.7	29.8	23.1	28.2	24.3
55-64	27.3	32.6	29.7	30.5	23.2	21.7	31.2	19.1	37.6	33.6
65+	8.7	7.6	10.6	9.8	5.9	7.3	7.9	3.2	4.7	19.7
Sex										
Male	26.8	70.3	68.5	6.3	12.2	12.8	5.8	65.3	93.9	47.8
Female	73.2	29.7	31.5	93.7	87.8	87.2	94.2	34.7	6.1	52.2
Male										
15-34	25.6	21.6	16.3	33.4	37.5	46.9	24.6	36.8	10.4	9.8
35-54	37.2	39.0	41.5	38.8	51.8	30.6	47.1	46.1	46.9	28.8
55+	37.2	39.5	42.2	27.7	10.7	22.5	28.3	17.1	42.7	61.4
Female										
15-34	17.7	12.8	20.1	10.1	18.1	24.6	11.6	12.3	20.4	9.2
35-54	46.8	45.3	43.8	48.8	50.3	45.4	48.7	55.7	44.6	45.0
55+	35.5	41.9	36.1	41.1	31.6	30.0	39.8	32.1	35.0	45.8
Race										
White	58.6	52.1	39.4	53.8	55.9	58.4	64.9	66.5	67.1	64.7
Black	14.9	17.2	29.8	17.1	15.1	14.1	10.2	10.1	10.3	20.1
Asian	2.8	2.1	1.4	3.6	3.0	3.5	2.1	5.0	1.6	1.0
Hispanic	20.5	25.4	25.4	22.5	22.8	20.5	19.9	15.2	18.6	11.3
Nat Amer	0.9	0.9	1.7	1.2	0.8	0.9	0.9	0.7	1.0	1.0
Nat HI/PI	0.2	0.3	0.4	0.1	0.0	0.2	0.3	0.0	0.1	0.1
2+ Races	2.1	2.1	1.9	1.7	2.4	2.4	1.8	2.5	1.4	1.8
Male										
White	56.6	56.0	43.1	44.6	60.8	46.8	52.2	67.9	67.6	65.9
Black	16.8	16.3	27.5	27.1	14.7	19.5	17.1	9.3	10.4	16.8
Asian	2.7	2.1	2.0	4.7	4.5	4.5	2.9	4.3	1.7	1.4
Hispanic	20.4	22.0	22.9	20.3	18.1	25.1	23.0	15.2	17.6	13.4
Nat Amer	1.0	1.0	1.8	2.2	1.1	0.7	0.4	0.7	1.1	1.2
Nat HI/PI	0.2	0.2	0.3	0.0	0.0	0.2	0.8	0.0	0.1	0.0
2+ Races	2.3	2.3	2.4	1.1	0.6	3.3	3.5	2.6	1.5	1.3
Female										
White	59.4	42.8	31.5	54.4	55.2	60.1	65.7	63.8	59.0	63.6
Black	14.2	19.4	34.6	16.4	15.1	13.3	9.7	11.5	7.6	23.1
Asian	2.8	2.1	0.2	3.6	2.8	3.3	2.1	6.2	0.0	0.5
Hispanic	20.5	33.2	31.0	22.7	23.4	19.9	19.7	15.4	33.4	9.3
Nat Amer	0.9	0.7	1.4	1.1	0.7	0.9	0.9	0.7	0.0	0.9
Nat HI/PI	0.2	0.3	0.5	0.1	0.0	0.2	0.3	0.0	0.0	0.2
2+ Races	2.0	1.5	0.9	1.7	2.7	2.3	1.6	2.4	0.0	2.3

Table 4-1b (Percentages) continued
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HHLI Total Income										
< \$15,000	2.1	1.3	1.3	5.0	1.6	2.4	0.8	0.4	0.2	2.2
\$15,000-\$24,999	4.5	4.1	2.6	7.8	3.8	5.0	1.7	0.5	1.3	6.0
\$25,000-\$34,999	5.9	7.3	4.2	8.7	7.2	5.7	3.4	2.5	1.8	7.5
\$35,000-\$44,999	6.3	7.9	6.0	8.0	4.8	5.8	5.0	3.4	3.1	8.3
\$45,000-\$54,999	7.4	8.5	7.5	9.4	6.3	7.0	5.9	4.7	4.1	9.7
\$55,000-\$74,999	14.8	17.6	11.4	16.3	10.8	14.5	11.9	9.8	15.5	17.4
\$75,000 +	58.9	53.3	67.0	44.9	65.5	59.5	71.3	78.6	74.0	48.9
Poverty Level										
Below Pov Lvl	5.7	4.0	3.2	11.9	4.0	6.8	2.2	1.0	1.0	5.1
100-149%	7.1	6.9	4.1	11.0	5.9	7.9	3.5	2.3	1.8	8.5
150-199%	8.7	11.2	5.5	11.8	6.8	9.0	5.1	3.0	2.9	10.0
200+%	78.6	77.9	87.2	65.2	83.3	76.3	89.3	93.8	94.3	76.4
SNAP Benefits*										
Receives SNAP	10.1	10.2	8.5	15.9	7.6	11.0	5.8	4.3	4.1	10.8
Education										
0-11 Years	7.3	15.3	1.4	14.3	2.0	5.5	1.5	2.0	6.1	6.9
HS Grad	34.1	51.5	26.4	50.0	16.3	27.4	24.9	9.6	39.7	43.2
Some College	26.7	20.6	32.9	22.1	33.5	26.9	33.5	22.4	33.8	28.4
Assoc Degree	12.6	6.7	15.1	7.4	19.4	14.5	15.8	20.0	12.6	11.1
College Grad +	19.3	6.0	24.2	6.2	28.8	25.7	24.4	46.0	7.8	10.4
Marital Status										
Married	60.4	56.2	60.2	62.4	62.7	57.1	68.7	60.8	70.5	62.2
Widowed, Divorced, Separated	18.0	18.2	20.3	21.2	19.1	16.1	18.3	11.8	15.4	23.8
Single	21.6	25.5	19.5	16.4	18.2	26.8	13.0	27.4	14.1	13.9
Relationship										
Householder	48.6	48.1	56.9	49.1	55.0	42.8	53.7	56.9	54.0	59.6
Spouse	30.6	26.8	23.9	35.4	29.5	30.6	34.5	24.2	33.1	26.7
Child, Other **	20.8	25.1	19.1	15.5	15.6	26.5	11.8	18.9	12.9	13.7
Usual Hrs										
1-29	20.4	8.8	11.1	34.2	18.4	25.6	8.6	6.8	2.4	31.2
30-34	11.1	2.2	3.2	18.4	11.1	16.1	3.2	2.0	2.0	15.1
35-39	15.4	2.9	12.1	18.1	21.1	21.4	14.1	9.6	2.7	12.7
40-44	46.5	79.2	60.8	26.6	38.8	30.9	66.7	69.7	84.0	33.3
45+	6.5	6.8	12.8	2.7	10.7	6.0	7.4	11.9	9.0	7.7

* Supplemental Nutrition Assistance Program, formerly known as Food Stamps

** Other household member, for example living with parents, siblings, or non-relative roommates.

**Full-Time Higher Ed
ESP Earnings****2021–2022 Earnings of the Full-Time Higher Ed ESP Work Force**

Earnings of **full-time higher education ESP** are shown in this chapter. Earnings are expressed in 2021 dollars.

Figure 5-1 and *Table 5-1* show the 2021–2022 average earnings for the full-time Higher Ed ESP work force, ranked by state.

- Average earnings for the national Higher Ed ESP full-time work force are \$44,292.
- Full-time Higher Ed ESP in 20 states and the District of Columbia have earnings above the national average, and those in 30 states below.
- New Jersey leads in full-time Higher Ed ESP average earnings at \$53,200, followed by Connecticut at \$52,327 and California at \$51,089.
- Higher Ed ESP in Mississippi and Idaho have the lowest average earnings, below \$36,000.

Tables *5-2a* and *5-2b* show the distributions of earnings for full-time Higher Ed ESP by state, represented by counts and percentages.

- Sixty-five percent of Higher Ed ESP have average earnings of at least \$35,000; forty-seven percent average \$45,000 or more.
- Seven percent have average earnings below \$15,000.

Figure 5-1
Earnings Rankings for Full-Time Workers
Higher Ed ESP Work Force by State, 2021–2022

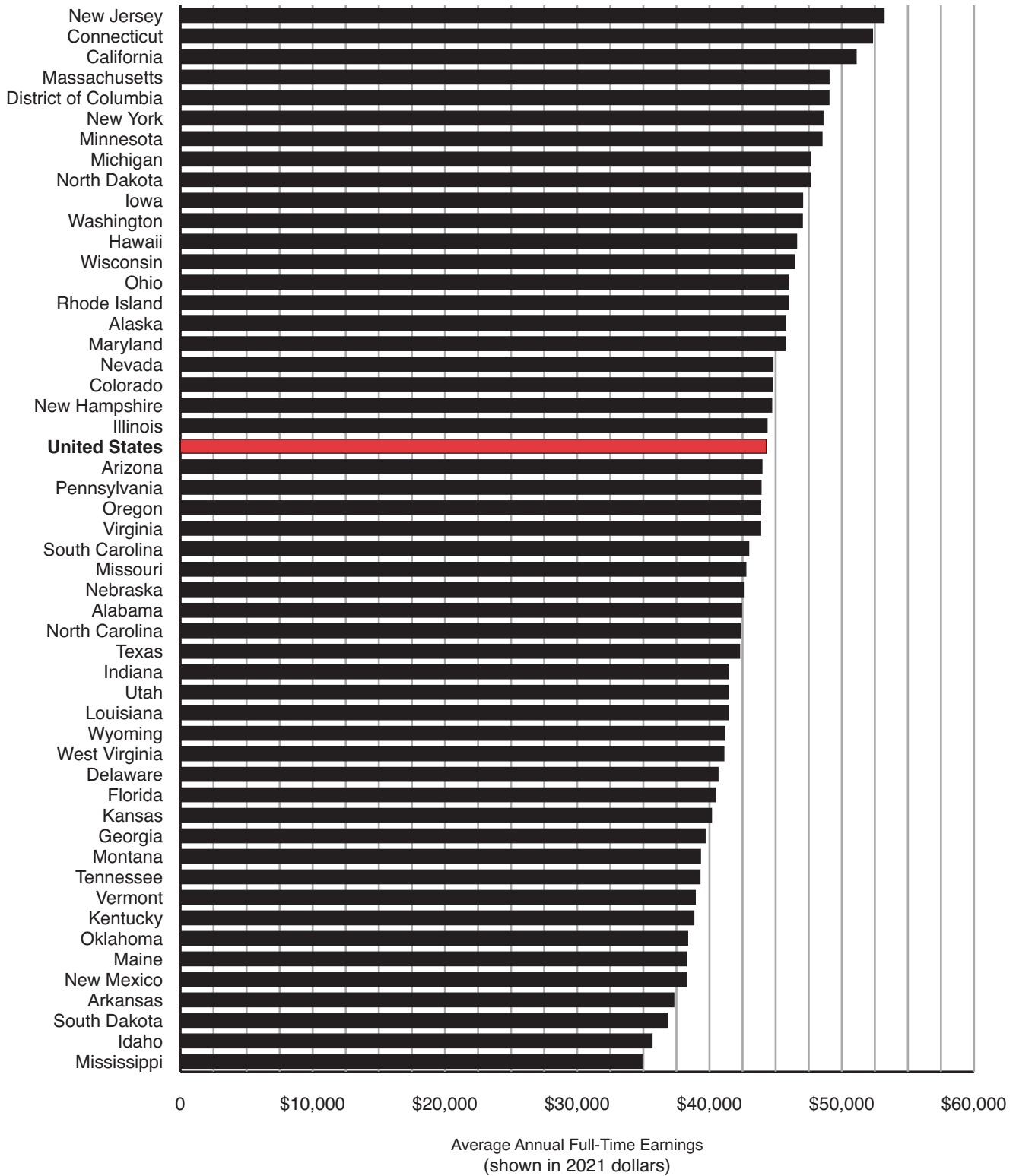


Table 5-1
Earnings Averages for Full-Time Workers
Higher Ed ESP Work Force by State, 2021–2022

	Higher Ed	Rank
United States	\$44,292	—
Alabama	42,427	29
Alaska	45,754	16
Arizona	43,969	22
Arkansas	37,306	48
California	51,089	3
Colorado	44,753	19
Connecticut	52,327	2
Delaware	40,645	37
District of Columbia	49,035	5
Florida	40,459	38
Georgia	39,672	40
Hawaii	46,590	12
Idaho	35,658	50
Illinois	44,356	21
Indiana	41,444	32
Iowa	47,043	10
Kansas	40,152	39
Kentucky	38,821	44
Louisiana	41,407	34
Maine	38,279	46
Maryland	45,719	17
Massachusetts	49,041	4
Michigan	47,666	8
Minnesota	48,510	7
Mississippi	34,898	51
Missouri	42,751	27
Montana	39,318	41
Nebraska	42,560	28
Nevada	44,800	18
New Hampshire	44,705	20
New Jersey	53,200	1
New Mexico	38,258	47
New York	48,582	6
North Carolina	42,338	30
North Dakota	47,627	9
Ohio	46,001	14
Oklahoma	38,351	45
Oregon	43,869	24
Pennsylvania	43,899	23
Rhode Island	45,944	15
South Carolina	42,968	26
South Dakota	36,805	49
Tennessee	39,283	42
Texas	42,282	31
Utah	41,413	33
Vermont	38,927	43
Virginia	43,867	25
Washington	47,022	11
West Virginia	41,090	36
Wisconsin	46,448	13
Wyoming	41,154	35

Table 5-2a (Counts)
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2021–2022

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	487,617	33,597	46,270	90,166	90,281	227,303
Alabama	8,055	433	919	1,790	1,216	3,697
Alaska	729	55	168	202	66	238
Arizona	10,757	544	1,039	2,513	1,831	4,830
Arkansas	3,916	222	673	1,099	610	1,312
California	56,748	2,782	4,235	5,196	7,289	37,246
Colorado	9,337	583	899	1,455	1,585	4,815
Connecticut	3,908	184	153	760	312	2,499
Delaware	981	9	127	296	386	163
District of Columbia	705	0	76	127	105	397
Florida	25,901	1,400	3,582	6,308	5,924	8,687
Georgia	18,860	1,489	2,353	5,586	3,224	6,208
Hawaii	2,541	66	126	587	631	1,131
Idaho	2,630	196	321	802	517	794
Illinois	20,401	1,046	2,208	3,918	3,990	9,239
Indiana	9,590	716	665	2,287	1,899	4,023
Iowa	7,695	692	641	1,483	1,338	3,541
Kansas	5,951	616	701	1,663	793	2,178
Kentucky	6,982	738	845	1,970	1,291	2,138
Louisiana	5,934	687	653	1,147	1,359	2,088
Maine	990	53	192	373	87	285
Maryland	12,117	784	748	2,150	2,504	5,931
Massachusetts	8,780	806	455	894	1,716	4,909
Michigan	13,473	1,177	428	2,156	2,912	6,800
Minnesota	8,816	934	457	786	1,631	5,008
Mississippi	5,800	336	1,420	1,501	893	1,650
Missouri	7,639	891	750	1,271	1,173	3,554
Montana	1,992	240	217	532	219	784
Nebraska	4,078	440	427	738	1,089	1,384
Nevada	2,560	181	91	406	719	1,163
New Hampshire	1,658	390	58	464	178	568
New Jersey	10,528	384	778	713	1,335	7,318
New Mexico	4,458	188	865	952	676	1,777
New York	25,604	1,933	1,086	3,384	5,139	14,062
North Carolina	21,824	1,655	1,793	5,064	5,366	7,946
North Dakota	1,954	147	108	409	480	810
Ohio	15,389	851	1,173	2,634	2,480	8,251
Oklahoma	7,004	487	1,224	2,060	1,088	2,145
Oregon	7,102	361	682	700	1,907	3,452
Pennsylvania	13,202	773	812	2,200	3,845	5,572
Rhode Island	2,011	259	52	191	489	1,020
South Carolina	7,097	494	988	881	1,127	3,607
South Dakota	1,263	104	345	373	125	316
Tennessee	8,907	655	1,857	1,905	1,995	2,495
Texas	42,022	2,632	5,089	9,228	7,296	17,777
Utah	7,949	542	844	1,680	1,797	3,086
Vermont	612	133	0	237	188	54
Virginia	14,614	940	1,454	2,555	2,216	7,449
Washington	12,138	736	569	1,493	2,931	6,409
West Virginia	3,639	380	235	1,130	471	1,423
Wisconsin	9,166	1,205	407	1,463	1,445	4,646
Wyoming	1,610	48	282	454	398	428

Table 5-2b (Percentages)
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2021–2022

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0%	6.9%	9.5%	18.5%	18.5%	46.6%
Alabama	100.0	5.4	11.4	22.2	15.1	45.9
Alaska	100.0	7.5	23.0	27.7	9.1	32.6
Arizona	100.0	5.1	9.7	23.4	17.0	44.9
Arkansas	100.0	5.7	17.2	28.1	15.6	33.5
California	100.0	4.9	7.5	9.2	12.8	65.6
Colorado	100.0	6.2	9.6	15.6	17.0	51.6
Connecticut	100.0	4.7	3.9	19.4	8.0	63.9
Delaware	100.0	0.9	12.9	30.2	39.3	16.6
District of Columbia	100.0	0.0	10.8	18.0	14.9	56.3
Florida	100.0	5.4	13.8	24.4	22.9	33.5
Georgia	100.0	7.9	12.5	29.6	17.1	32.9
Hawaii	100.0	2.6	5.0	23.1	24.8	44.5
Idaho	100.0	7.5	12.2	30.5	19.7	30.2
Illinois	100.0	5.1	10.8	19.2	19.6	45.3
Indiana	100.0	7.5	6.9	23.8	19.8	41.9
Iowa	100.0	9.0	8.3	19.3	17.4	46.0
Kansas	100.0	10.4	11.8	27.9	13.3	36.6
Kentucky	100.0	10.6	12.1	28.2	18.5	30.6
Louisiana	100.0	11.6	11.0	19.3	22.9	35.2
Maine	100.0	5.4	19.4	37.7	8.8	28.8
Maryland	100.0	6.5	6.2	17.7	20.7	48.9
Massachusetts	100.0	9.2	5.2	10.2	19.5	55.9
Michigan	100.0	8.7	3.2	16.0	21.6	50.5
Minnesota	100.0	10.6	5.2	8.9	18.5	56.8
Mississippi	100.0	5.8	24.5	25.9	15.4	28.4
Missouri	100.0	11.7	9.8	16.6	15.4	46.5
Montana	100.0	12.0	10.9	26.7	11.0	39.4
Nebraska	100.0	10.8	10.5	18.1	26.7	33.9
Nevada	100.0	7.1	3.6	15.9	28.1	45.4
New Hampshire	100.0	23.5	3.5	28.0	10.7	34.3
New Jersey	100.0	3.6	7.4	6.8	12.7	69.5
New Mexico	100.0	4.2	19.4	21.4	15.2	39.9
New York	100.0	7.5	4.2	13.2	20.1	54.9
North Carolina	100.0	7.6	8.2	23.2	24.6	36.4
North Dakota	100.0	7.5	5.5	20.9	24.6	41.5
Ohio	100.0	5.5	7.6	17.1	16.1	53.6
Oklahoma	100.0	7.0	17.5	29.4	15.5	30.6
Oregon	100.0	5.1	9.6	9.9	26.9	48.6
Pennsylvania	100.0	5.9	6.2	16.7	29.1	42.2
Rhode Island	100.0	12.9	2.6	9.5	24.3	50.7
South Carolina	100.0	7.0	13.9	12.4	15.9	50.8
South Dakota	100.0	8.2	27.3	29.5	9.9	25.0
Tennessee	100.0	7.4	20.8	21.4	22.4	28.0
Texas	100.0	6.3	12.1	22.0	17.4	42.3
Utah	100.0	6.8	10.6	21.1	22.6	38.8
Vermont	100.0	21.7	0.0	38.7	30.7	8.8
Virginia	100.0	6.4	9.9	17.5	15.2	51.0
Washington	100.0	6.1	4.7	12.3	24.1	52.8
West Virginia	100.0	10.4	6.5	31.1	12.9	39.1
Wisconsin	100.0	13.1	4.4	16.0	15.8	50.7
Wyoming	100.0	3.0	17.5	28.2	24.7	26.6

The 2020 Higher Ed ESP Work Force

In this chapter, data are shown for two different groups of Higher Ed ESP: all Higher Ed ESP regardless of hours worked, and full-time Higher Ed ESP who work at least 30 hours per week. Full-time and part-time status is based on the usual hours worked per week in the previous 12 months.

All Higher Ed ESP

Figures 6-1 and 6-2 show the size and relative percentages of the entire Higher Ed ESP work force, by state.

- California leads the country in numbers of Higher Ed ESP, with 12 percent of the national Higher Ed ESP work force. Texas contributes eight percent and New York and Florida each have five percent of the total.
- The top 10 states constitute over 50 percent of the national Higher Ed ESP work force: California, Texas, New York, Florida, Illinois, North Carolina, Georgia, Ohio, Michigan, and Virginia.

All Higher Ed ESP, by Career Family

Table 6-1a gives the size of the Higher Ed ESP career families nationally and in each state.

- Nearly 760,000 ESP work in higher education.
- Clerical services are the largest career family by far, at 287,743.
- Paraeducators are next with 146,288.
- Technical services account for 114,105.
- California leads in nearly every career family. Other top states are Texas, New York, and Florida.

Nationally, the top three career families account for nearly three-quarters of Higher Ed ESP, as shown in *Table 6-1b*.

- Clerical services make up 38 percent of the total.
- Paraeducators add 19 percent.
- Technical services personnel make up 15 percent and custodial services ESP 12 percent of the Higher Ed ESP workforce.
- Trades, food services, health and student services, security, and transportation together make up the remaining 15 percent share.
- This same general pattern is found at the state level, with the highest shares of Higher Ed ESP in the clerical, paraeducator, technical, and custodial career families.

Full-Time Higher Ed ESP

Figure 6-3 and *Tables 6-2a* and *6-2b* give the counts and percentages of full-time Higher Ed ESP by state.

- Sixty-four percent of the nation's Higher Ed ESP work at least 30 hours per week.
- In eight states and the District of Columbia 70 percent or more of Higher Ed ESP are full-time workers.
- New Jersey, Alaska, and the District of Columbia have the highest percentages of full-time Higher Ed ESP, at 75 percent or higher.
- South Dakota has the lowest percentage of full-time Higher Ed ESP, at 48 percent.
- California leads with 56,748 full-time Higher Ed ESP.
- More than half of the nation's full-time Higher Ed ESP work force is concentrated in 10 states: California, Texas, Florida, New York, North Carolina, Illinois, Georgia, Ohio, Virginia, and Michigan.

Hours Worked, All Higher Ed ESP

Figure 6-4 shows the average hours worked by all Higher Ed ESP, by state.

- The national Higher Ed ESP work force averages 32 hours of work per week.
- Higher Ed ESP in North Carolina, Alaska, and the District of Columbia work an average of 35 to 36 hours per week.
- Higher Ed ESP in 14 states average 33 to 34 hours per week.
- Higher Ed ESP in Vermont work the fewest hours per week, at 26 hours.

Tables 6-3a and *6-3b* give the distribution of Higher Ed ESP and hours worked in counts and percentages, by state.

- Nationally, 55 percent of Higher Ed ESP work at least 40 hours per week.
- Nine percent work between 30 and 39 hours per week.
- Thirty-six percent work fewer than 30 hours per week.
- At least 12 percent of Higher Ed ESP in Nebraska, West Virginia, and the District of Columbia work 45 or more hours per week.
- Fifty-two percent of Higher Ed ESP in South Dakota and 50 percent in Connecticut and Louisiana work fewer than 30 hours per week.

Figure 6-1
Work Force Counts
Higher Ed ESP by State, 2020

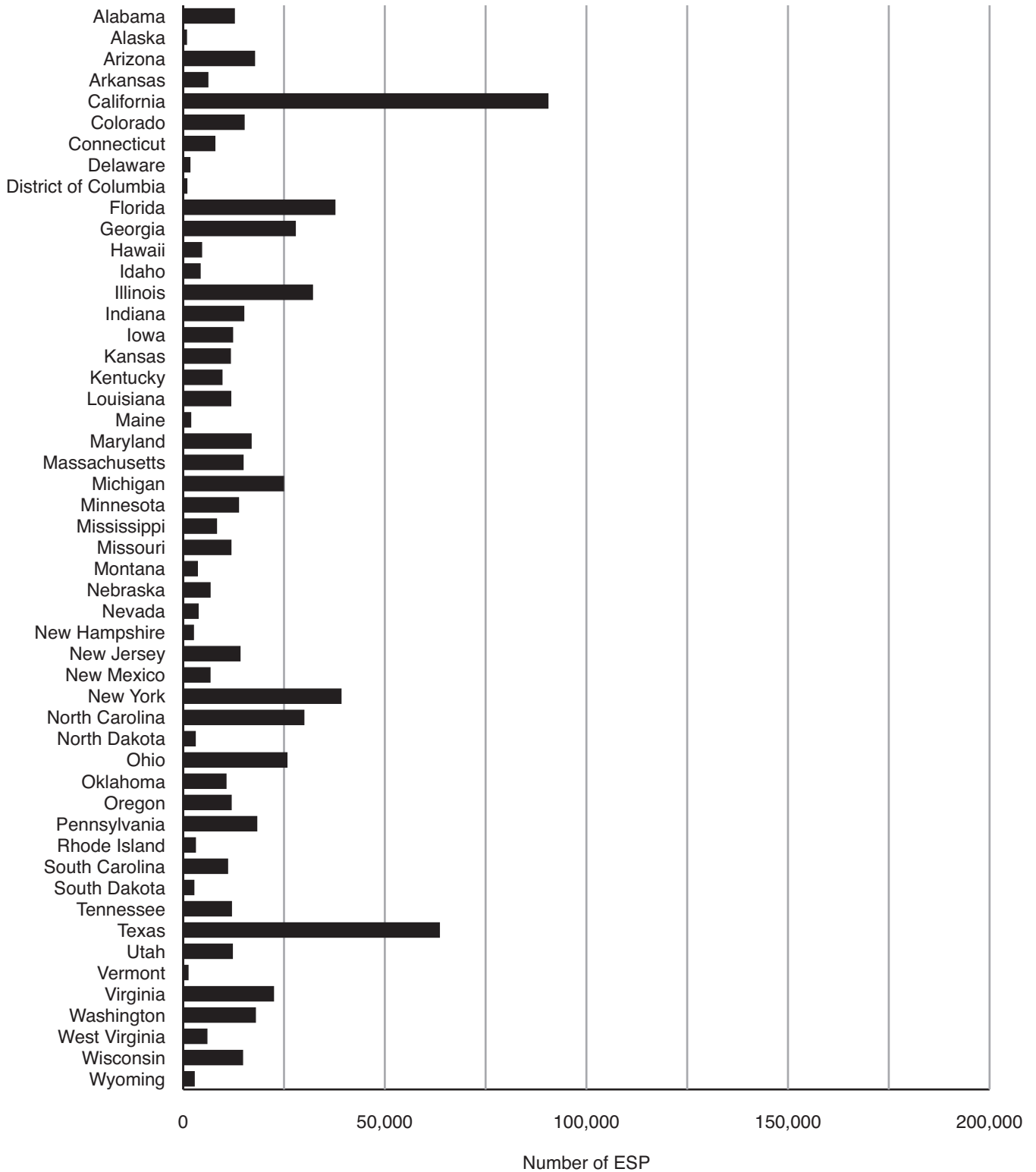


Figure 6-2
Work Force Percentage of National Total
Higher Ed ESP by State, 2020

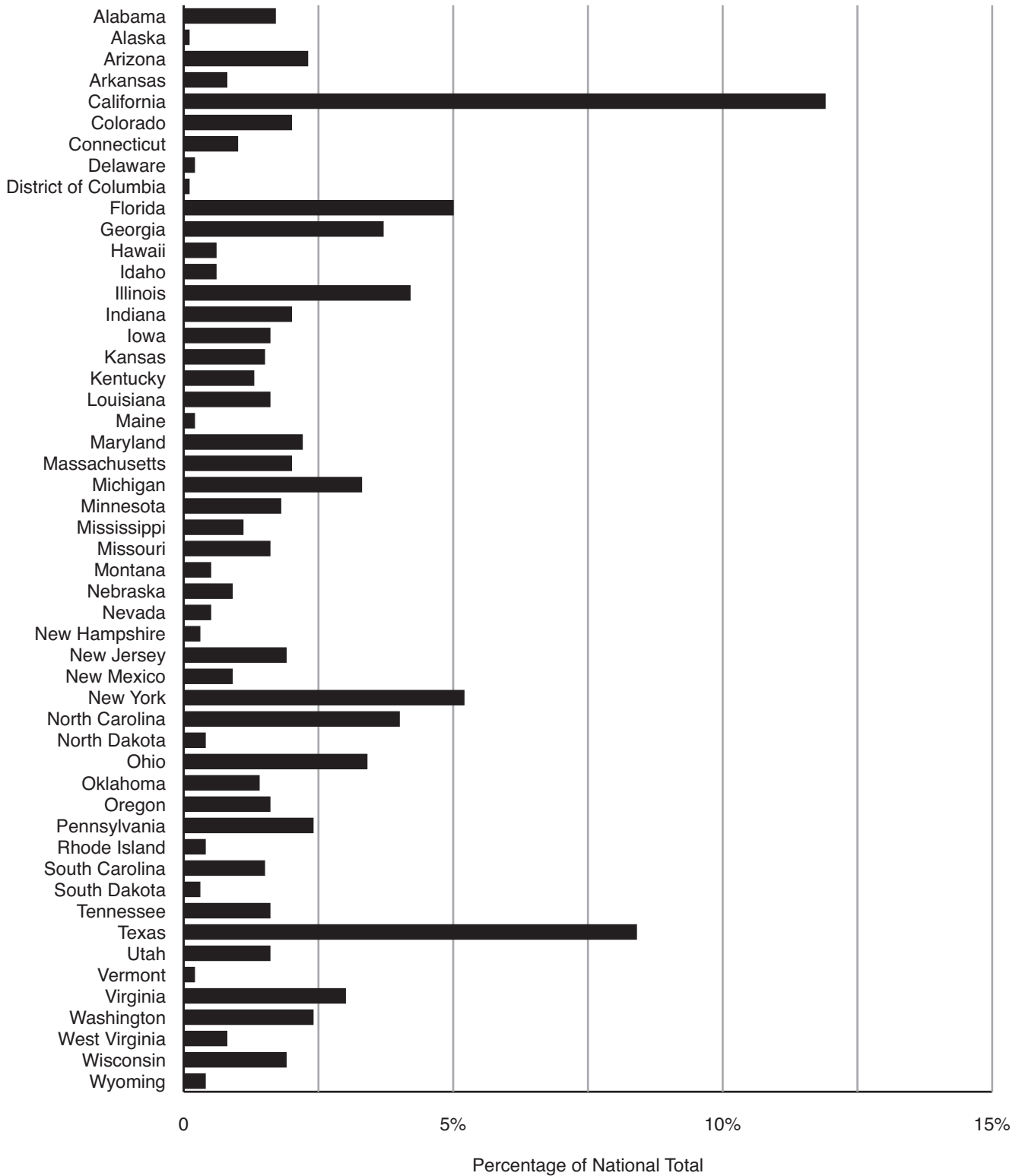


Figure 6-3
Percentage Full-Time
Higher Ed ESP Work Force by State, 2020

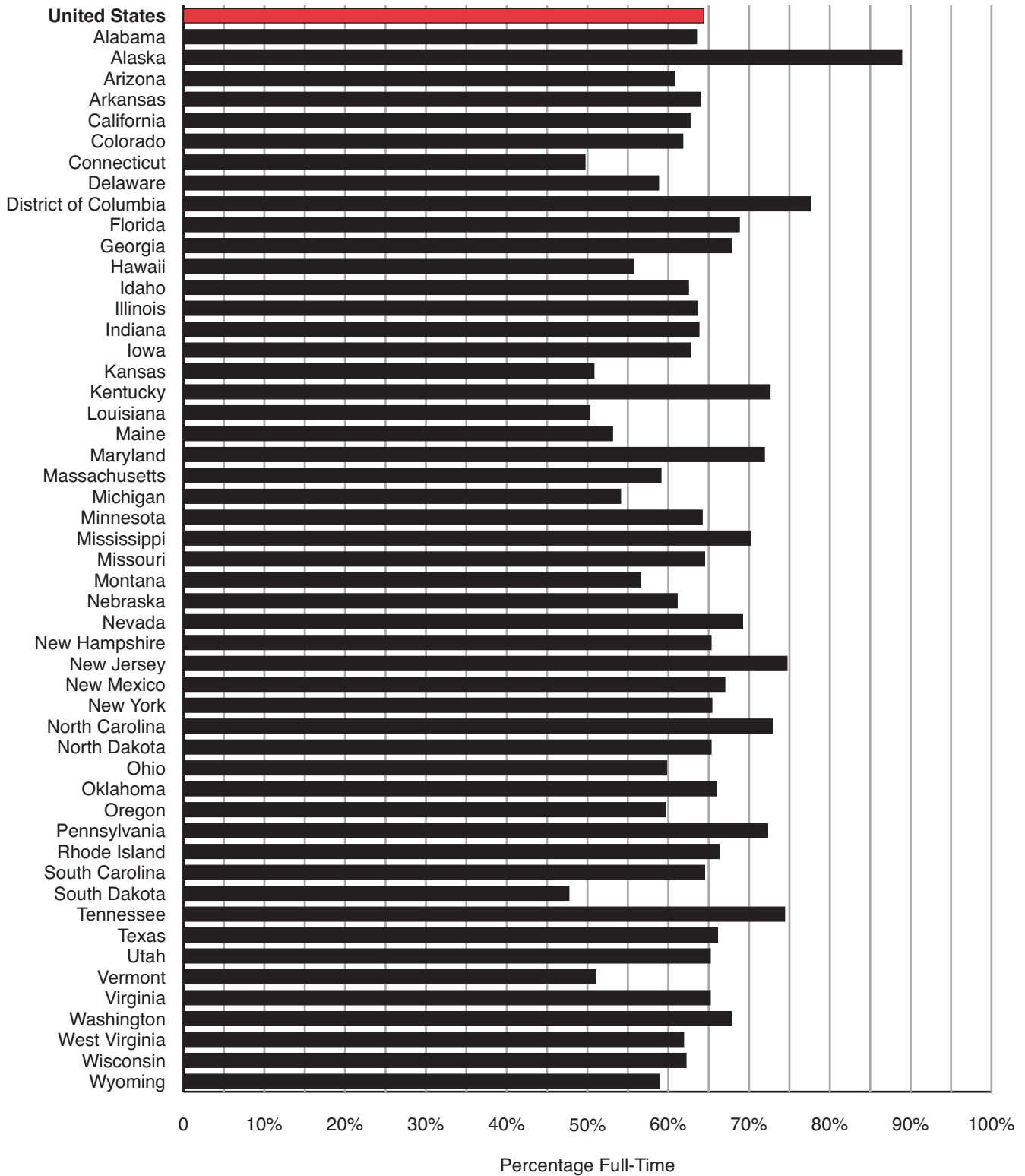


Figure 6-4
Average Hours Worked
Higher Ed ESP Work Force by State, 2020

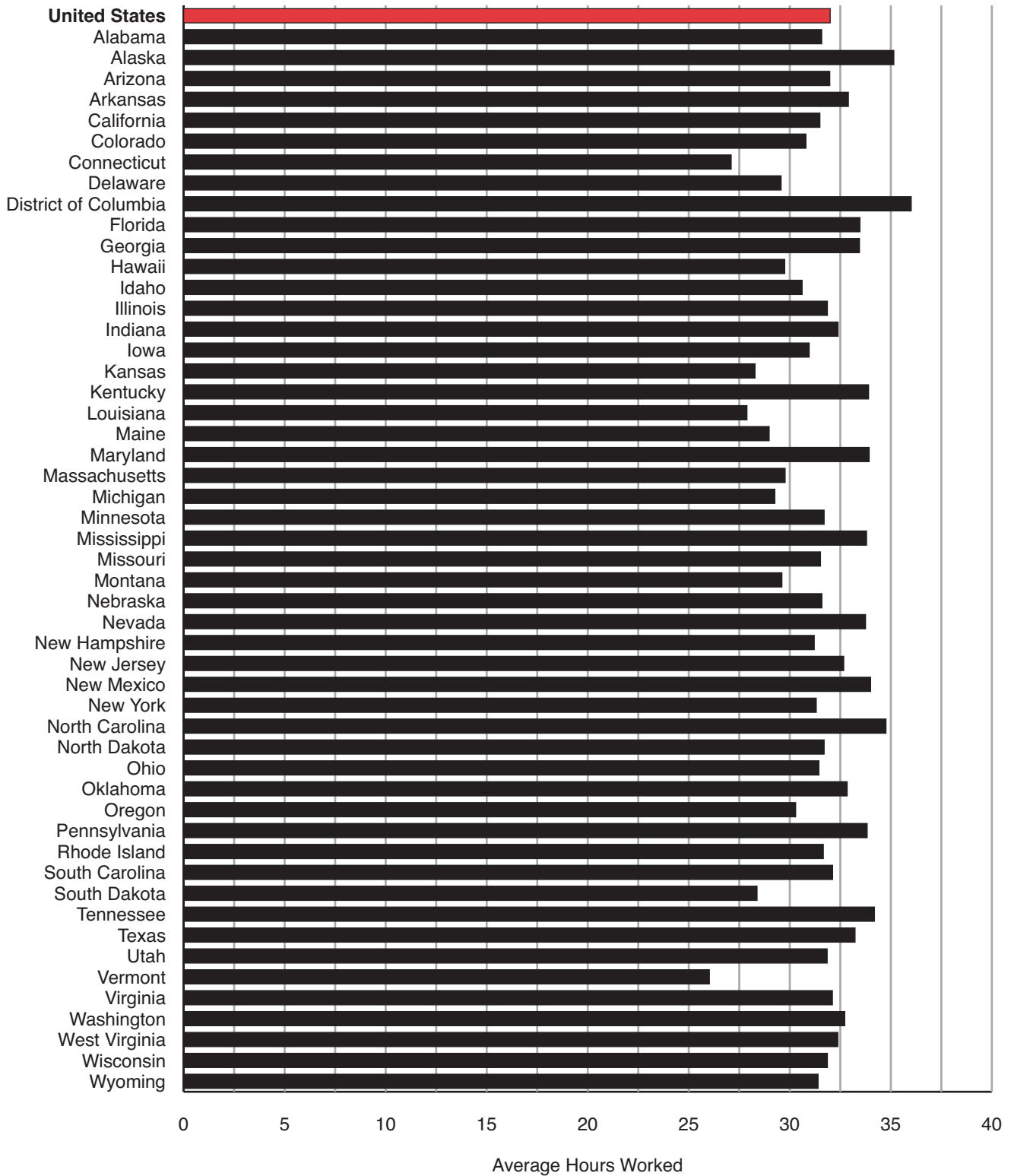


Table 6-1a (Counts)

Career Families

Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
United States	757,304	93,153	24,208	30,621	25,803	146,288	287,743	114,105	27,532	7,851
Alabama	12,688	993	591	73	501	2,918	5,241	1,779	562	30
Alaska	820	0	0	0	105	21	426	268	0	0
Arizona	17,702	1,982	274	528	505	3,603	7,067	3,044	657	42
Arkansas	6,116	539	139	41	63	1,474	2,872	745	212	31
California	90,468	10,117	2,687	4,461	3,446	15,445	35,524	14,540	3,318	930
Colorado	15,115	2,029	436	1,021	280	3,117	5,894	1,672	358	308
Connecticut	7,857	1,336	145	435	115	1,714	3,057	980	75	0
Delaware	1,667	126	71	0	48	443	772	76	92	39
District of Columbia	909	131	0	25	0	223	124	388	18	0
Florida	37,631	4,525	1,119	579	809	7,225	15,295	6,798	1,015	266
Georgia	27,809	3,195	1,193	1,455	748	6,615	10,021	3,324	965	293
Hawaii	4,566	675	302	155	40	1,044	1,694	581	60	15
Idaho	4,207	522	199	10	135	953	1,659	472	238	19
Illinois	32,067	4,160	1,587	1,892	1,036	5,271	11,804	4,395	1,577	345
Indiana	15,028	1,786	288	579	215	2,836	5,744	2,803	619	158
Iowa	12,257	1,923	204	1,054	752	2,099	4,020	1,569	419	217
Kansas	11,706	1,276	222	421	178	2,555	4,955	1,551	456	92
Kentucky	9,622	1,106	470	20	524	1,786	4,272	1,102	274	68
Louisiana	11,794	794	234	40	509	2,566	6,029	1,327	295	0
Maine	1,864	247	0	145	0	284	1,010	101	77	0
Maryland	16,846	2,100	841	756	244	3,301	5,795	2,654	968	187
Massachusetts	14,854	1,461	576	1,483	655	2,577	5,693	1,640	538	231
Michigan	24,892	2,761	914	1,386	972	5,646	8,875	3,070	797	471
Minnesota	13,724	1,999	313	176	507	2,893	4,734	2,295	700	107
Mississippi	8,265	933	386	766	190	1,187	3,424	1,101	210	68
Missouri	11,841	1,149	250	97	612	2,383	5,028	1,513	791	18
Montana	3,518	490	116	425	49	767	1,078	593	0	0
Nebraska	6,669	1,297	83	468	152	1,329	2,619	644	67	10
Nevada	3,702	473	155	94	460	729	1,066	546	143	36
New Hampshire	2,539	408	0	293	0	812	736	246	35	9
New Jersey	14,095	2,121	996	376	455	1,391	5,658	2,683	372	43
New Mexico	6,656	817	223	0	272	1,482	2,297	1,340	211	14
New York	39,140	5,825	1,739	1,057	1,013	6,546	15,141	6,154	1,444	221
North Carolina	29,932	4,202	939	1,198	1,044	5,253	11,583	4,537	943	233
North Dakota	2,992	689	19	180	176	460	906	489	52	21
Ohio	25,736	2,062	1,046	1,734	1,771	5,222	8,720	3,414	1,000	767
Oklahoma	10,618	1,665	211	441	103	2,333	3,865	1,535	389	76
Oregon	11,902	1,188	342	663	307	2,453	3,969	2,781	145	54
Pennsylvania	18,248	3,591	486	612	265	2,987	7,087	2,292	774	154
Rhode Island	3,031	580	104	321	161	769	907	74	105	10
South Carolina	11,008	1,491	284	169	374	1,441	4,966	1,606	483	194
South Dakota	2,646	264	0	24	47	701	1,251	296	47	16
Tennessee	11,965	2,003	406	171	364	2,561	4,290	1,671	374	125
Texas	63,544	5,659	1,841	2,297	2,142	14,019	23,029	11,560	2,225	772
Utah	12,195	1,629	178	272	1,113	1,920	4,411	1,784	514	374
Vermont	1,201	297	18	0	16	204	512	69	85	0
Virginia	22,399	2,431	396	575	839	4,274	8,720	3,750	1,179	235
Washington	17,907	2,400	636	805	874	2,758	6,585	2,923	568	358
West Virginia	5,883	1,015	398	288	172	1,293	2,103	356	213	45
Wisconsin	14,728	2,472	151	488	445	2,939	4,809	2,436	851	137
Wyoming	2,735	219	0	72	0	1,466	406	538	22	12

Table 6-1b (Percentages)

Career Families

Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
United States	100.0%	12.3%	3.2%	4.0%	3.4%	19.3%	38.0%	15.1%	3.6%	1.0%
Alabama	100.0	7.8	4.7	0.6	3.9	23.0	41.3	14.0	4.4	0.2
Alaska	100.0	0.0	0.0	0.0	12.8	2.6	52.0	32.7	0.0	0.0
Arizona	100.0	11.2	1.5	3.0	2.9	20.4	39.9	17.2	3.7	0.2
Arkansas	100.0	8.8	2.3	0.7	1.0	24.1	47.0	12.2	3.5	0.5
California	100.0	11.2	3.0	4.9	3.8	17.1	39.3	16.1	3.7	1.0
Colorado	100.0	13.4	2.9	6.8	1.9	20.6	39.0	11.1	2.4	2.0
Connecticut	100.0	17.0	1.8	5.5	1.5	21.8	38.9	12.5	1.0	0.0
Delaware	100.0	7.6	4.3	0.0	2.9	26.6	46.3	4.6	5.5	2.3
District of Columbia	100.0	14.4	0.0	2.8	0.0	24.5	13.6	42.7	2.0	0.0
Florida	100.0	12.0	3.0	1.5	2.1	19.2	40.6	18.1	2.7	0.7
Georgia	100.0	11.5	4.3	5.2	2.7	23.8	36.0	12.0	3.5	1.1
Hawaii	100.0	14.8	6.6	3.4	0.9	22.9	37.1	12.7	1.3	0.3
Idaho	100.0	12.4	4.7	0.2	3.2	22.7	39.4	11.2	5.7	0.5
Illinois	100.0	13.0	4.9	5.9	3.2	16.4	36.8	13.7	4.9	1.1
Indiana	100.0	11.9	1.9	3.9	1.4	18.9	38.2	18.7	4.1	1.1
Iowa	100.0	15.7	1.7	8.6	6.1	17.1	32.8	12.8	3.4	1.8
Kansas	100.0	10.9	1.9	3.6	1.5	21.8	42.3	13.2	3.9	0.8
Kentucky	100.0	11.5	4.9	0.2	5.4	18.6	44.4	11.5	2.8	0.7
Louisiana	100.0	6.7	2.0	0.3	4.3	21.8	51.1	11.3	2.5	0.0
Maine	100.0	13.3	0.0	7.8	0.0	15.2	54.2	5.4	4.1	0.0
Maryland	100.0	12.5	5.0	4.5	1.4	19.6	34.4	15.8	5.7	1.1
Massachusetts	100.0	9.8	3.9	10.0	4.4	17.3	38.3	11.0	3.6	1.6
Michigan	100.0	11.1	3.7	5.6	3.9	22.7	35.7	12.3	3.2	1.9
Minnesota	100.0	14.6	2.3	1.3	3.7	21.1	34.5	16.7	5.1	0.8
Mississippi	100.0	11.3	4.7	9.3	2.3	14.4	41.4	13.3	2.5	0.8
Missouri	100.0	9.7	2.1	0.8	5.2	20.1	42.5	12.8	6.7	0.2
Montana	100.0	13.9	3.3	12.1	1.4	21.8	30.6	16.9	0.0	0.0
Nebraska	100.0	19.4	1.2	7.0	2.3	19.9	39.3	9.7	1.0	0.1
Nevada	100.0	12.8	4.2	2.5	12.4	19.7	28.8	14.7	3.9	1.0
New Hampshire	100.0	16.1	0.0	11.5	0.0	32.0	29.0	9.7	1.4	0.4
New Jersey	100.0	15.0	7.1	2.7	3.2	9.9	40.1	19.0	2.6	0.3
New Mexico	100.0	12.3	3.4	0.0	4.1	22.3	34.5	20.1	3.2	0.2
New York	100.0	14.9	4.4	2.7	2.6	16.7	38.7	15.7	3.7	0.6
North Carolina	100.0	14.0	3.1	4.0	3.5	17.5	38.7	15.2	3.2	0.8
North Dakota	100.0	23.0	0.6	6.0	5.9	15.4	30.3	16.3	1.7	0.7
Ohio	100.0	8.0	4.1	6.7	6.9	20.3	33.9	13.3	3.9	3.0
Oklahoma	100.0	15.7	2.0	4.2	1.0	22.0	36.4	14.5	3.7	0.7
Oregon	100.0	10.0	2.9	5.6	2.6	20.6	33.3	23.4	1.2	0.5
Pennsylvania	100.0	19.7	2.7	3.4	1.5	16.4	38.8	12.6	4.2	0.8
Rhode Island	100.0	19.1	3.4	10.6	5.3	25.4	29.9	2.4	3.5	0.3
South Carolina	100.0	13.5	2.6	1.5	3.4	13.1	45.1	14.6	4.4	1.8
South Dakota	100.0	10.0	0.0	0.9	1.8	26.5	47.3	11.2	1.8	0.6
Tennessee	100.0	16.7	3.4	1.4	3.0	21.4	35.9	14.0	3.1	1.0
Texas	100.0	8.9	2.9	3.6	3.4	22.1	36.2	18.2	3.5	1.2
Utah	100.0	13.4	1.5	2.2	9.1	15.7	36.2	14.6	4.2	3.1
Vermont	100.0	24.7	1.5	0.0	1.3	17.0	42.6	5.7	7.1	0.0
Virginia	100.0	10.9	1.8	2.6	3.7	19.1	38.9	16.7	5.3	1.0
Washington	100.0	13.4	3.6	4.5	4.9	15.4	36.8	16.3	3.2	2.0
West Virginia	100.0	17.3	6.8	4.9	2.9	22.0	35.7	6.1	3.6	0.8
Wisconsin	100.0	16.8	1.0	3.3	3.0	20.0	32.7	16.5	5.8	0.9
Wyoming	100.0	8.0	0.0	2.6	0.0	53.6	14.8	19.7	0.8	0.4

Table 6-2a (Counts)
Full-Time vs. Part-Time
Higher Ed ESP Work Force by State, 2020

	All HIEd ESP	Full-Time	Part-Time
United States	757,304	487,617	269,687
Alabama	12,688	8,055	4,633
Alaska	820	729	91
Arizona	17,702	10,757	6,945
Arkansas	6,116	3,916	2,200
California	90,468	56,748	33,720
Colorado	15,115	9,337	5,778
Connecticut	7,857	3,908	3,949
Delaware	1,667	981	686
District of Columbia	909	705	204
Florida	37,631	25,901	11,730
Georgia	27,809	18,860	8,949
Hawaii	4,566	2,541	2,025
Idaho	4,207	2,630	1,577
Illinois	32,067	20,401	11,666
Indiana	15,028	9,590	5,438
Iowa	12,257	7,695	4,562
Kansas	11,706	5,951	5,755
Kentucky	9,622	6,982	2,640
Louisiana	11,794	5,934	5,860
Maine	1,864	990	874
Maryland	16,846	12,117	4,729
Massachusetts	14,854	8,780	6,074
Michigan	24,892	13,473	11,419
Minnesota	13,724	8,816	4,908
Mississippi	8,265	5,800	2,465
Missouri	11,841	7,639	4,202
Montana	3,518	1,992	1,526
Nebraska	6,669	4,078	2,591
Nevada	3,702	2,560	1,142
New Hampshire	2,539	1,658	881
New Jersey	14,095	10,528	3,567
New Mexico	6,656	4,458	2,198
New York	39,140	25,604	13,536
North Carolina	29,932	21,824	8,108
North Dakota	2,992	1,954	1,038
Ohio	25,736	15,389	10,347
Oklahoma	10,618	7,004	3,614
Oregon	11,902	7,102	4,800
Pennsylvania	18,248	13,202	5,046
Rhode Island	3,031	2,011	1,020
South Carolina	11,008	7,097	3,911
South Dakota	2,646	1,263	1,383
Tennessee	11,965	8,907	3,058
Texas	63,544	42,022	21,522
Utah	12,195	7,949	4,246
Vermont	1,201	612	589
Virginia	22,399	14,614	7,785
Washington	17,907	12,138	5,769
West Virginia	5,883	3,639	2,244
Wisconsin	14,728	9,166	5,562
Wyoming	2,735	1,610	1,125

Table 6-2b (Percentages)
Full-Time vs. Part-Time
Higher Ed ESP Work Force by State, 2020

	All HIEd ESP	Full-Time	Part-Time
United States	100.0%	64.4%	35.6%
Alabama	100.0	63.5	36.5
Alaska	100.0	88.9	11.1
Arizona	100.0	60.8	39.2
Arkansas	100.0	64.0	36.0
California	100.0	62.7	37.3
Colorado	100.0	61.8	38.2
Connecticut	100.0	49.7	50.3
Delaware	100.0	58.8	41.2
District of Columbia	100.0	77.6	22.4
Florida	100.0	68.8	31.2
Georgia	100.0	67.8	32.2
Hawaii	100.0	55.7	44.3
Idaho	100.0	62.5	37.5
Illinois	100.0	63.6	36.4
Indiana	100.0	63.8	36.2
Iowa	100.0	62.8	37.2
Kansas	100.0	50.8	49.2
Kentucky	100.0	72.6	27.4
Louisiana	100.0	50.3	49.7
Maine	100.0	53.1	46.9
Maryland	100.0	71.9	28.1
Massachusetts	100.0	59.1	40.9
Michigan	100.0	54.1	45.9
Minnesota	100.0	64.2	35.8
Mississippi	100.0	70.2	29.8
Missouri	100.0	64.5	35.5
Montana	100.0	56.6	43.4
Nebraska	100.0	61.1	38.9
Nevada	100.0	69.2	30.8
New Hampshire	100.0	65.3	34.7
New Jersey	100.0	74.7	25.3
New Mexico	100.0	67.0	33.0
New York	100.0	65.4	34.6
North Carolina	100.0	72.9	27.1
North Dakota	100.0	65.3	34.7
Ohio	100.0	59.8	40.2
Oklahoma	100.0	66.0	34.0
Oregon	100.0	59.7	40.3
Pennsylvania	100.0	72.3	27.7
Rhode Island	100.0	66.3	33.7
South Carolina	100.0	64.5	35.5
South Dakota	100.0	47.7	52.3
Tennessee	100.0	74.4	25.6
Texas	100.0	66.1	33.9
Utah	100.0	65.2	34.8
Vermont	100.0	51.0	49.0
Virginia	100.0	65.2	34.8
Washington	100.0	67.8	32.2
West Virginia	100.0	61.9	38.1
Wisconsin	100.0	62.2	37.8
Wyoming	100.0	58.9	41.1

Table 6-3a (Counts)
Usual Hours Worked
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	757,304	269,687	25,731	43,701	356,112	62,073	32.0
Alabama	12,688	4,633	193	379	6,507	976	31.6
Alaska	820	91	187	19	493	30	35.2
Arizona	17,702	6,945	357	338	8,184	1,878	32.0
Arkansas	6,116	2,200	51	31	3,297	537	32.9
California	90,468	33,720	3,756	1,368	44,486	7,138	31.5
Colorado	15,115	5,778	763	233	7,175	1,166	30.8
Connecticut	7,857	3,949	153	1,274	1,930	551	27.1
Delaware	1,667	686	9	301	532	139	29.6
District of Columbia	909	204	0	0	581	124	36.0
Florida	37,631	11,730	1,410	1,503	20,355	2,633	33.5
Georgia	27,809	8,949	581	96	15,257	2,926	33.4
Hawaii	4,566	2,025	66	186	1,962	327	29.8
Idaho	4,207	1,577	154	287	1,860	329	30.6
Illinois	32,067	11,666	802	5,512	11,668	2,419	31.9
Indiana	15,028	5,438	376	560	7,229	1,425	32.4
Iowa	12,257	4,562	741	618	5,194	1,142	31.0
Kansas	11,706	5,755	402	156	4,487	906	28.3
Kentucky	9,622	2,640	260	2,162	3,706	854	33.9
Louisiana	11,794	5,860	271	227	5,152	284	27.9
Maine	1,864	874	46	0	776	168	29.0
Maryland	16,846	4,729	410	728	9,439	1,540	33.9
Massachusetts	14,854	6,074	540	2,044	5,232	964	29.8
Michigan	24,892	11,419	931	720	9,705	2,117	29.3
Minnesota	13,724	4,908	506	477	7,123	710	31.7
Mississippi	8,265	2,465	323	353	4,522	602	33.8
Missouri	11,841	4,202	572	262	6,064	741	31.5
Montana	3,518	1,526	194	103	1,380	315	29.6
Nebraska	6,669	2,591	329	42	2,810	897	31.6
Nevada	3,702	1,142	96	0	2,165	299	33.7
New Hampshire	2,539	881	235	57	1,172	194	31.2
New Jersey	14,095	3,567	111	4,178	5,342	897	32.7
New Mexico	6,656	2,198	287	0	3,587	584	34.0
New York	39,140	13,536	1,073	7,602	14,153	2,776	31.3
North Carolina	29,932	8,108	801	483	17,718	2,822	34.8
North Dakota	2,992	1,038	250	0	1,486	218	31.7
Ohio	25,736	10,347	956	649	10,923	2,861	31.4
Oklahoma	10,618	3,614	427	132	5,552	893	32.8
Oregon	11,902	4,800	697	149	5,287	969	30.3
Pennsylvania	18,248	5,046	446	2,425	8,854	1,477	33.8
Rhode Island	3,031	1,020	72	647	1,121	171	31.7
South Carolina	11,008	3,911	358	1,529	4,373	837	32.1
South Dakota	2,646	1,383	15	34	995	219	28.4
Tennessee	11,965	3,058	372	1,918	5,699	918	34.2
Texas	63,544	21,522	1,905	989	33,473	5,655	33.2
Utah	12,195	4,246	727	404	6,238	580	31.9
Vermont	1,201	589	103	71	336	102	26.0
Virginia	22,399	7,785	931	380	11,500	1,803	32.1
Washington	17,907	5,769	513	411	9,689	1,525	32.7
West Virginia	5,883	2,244	244	1,215	1,472	708	32.4
Wisconsin	14,728	5,562	685	449	6,615	1,417	31.9
Wyoming	2,735	1,125	44	0	1,256	310	31.4

Table 6-3b (Percentages)

Usual Hours Worked

Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%	35.6%	3.4%	5.8%	47.0%	8.2%
Alabama	100.0	36.5	1.5	3.0	51.3	7.7
Alaska	100.0	11.1	22.8	2.3	60.1	3.7
Arizona	100.0	39.2	2.0	1.9	46.2	10.6
Arkansas	100.0	36.0	0.8	0.5	53.9	8.8
California	100.0	37.3	4.2	1.5	49.2	7.9
Colorado	100.0	38.2	5.0	1.5	47.5	7.7
Connecticut	100.0	50.3	1.9	16.2	24.6	7.0
Delaware	100.0	41.2	0.5	18.1	31.9	8.3
District of Columbia	100.0	22.4	0.0	0.0	63.9	13.6
Florida	100.0	31.2	3.7	4.0	54.1	7.0
Georgia	100.0	32.2	2.1	0.3	54.9	10.5
Hawaii	100.0	44.3	1.4	4.1	43.0	7.2
Idaho	100.0	37.5	3.7	6.8	44.2	7.8
Illinois	100.0	36.4	2.5	17.2	36.4	7.5
Indiana	100.0	36.2	2.5	3.7	48.1	9.5
Iowa	100.0	37.2	6.0	5.0	42.4	9.3
Kansas	100.0	49.2	3.4	1.3	38.3	7.7
Kentucky	100.0	27.4	2.7	22.5	38.5	8.9
Louisiana	100.0	49.7	2.3	1.9	43.7	2.4
Maine	100.0	46.9	2.5	0.0	41.6	9.0
Maryland	100.0	28.1	2.4	4.3	56.0	9.1
Massachusetts	100.0	40.9	3.6	13.8	35.2	6.5
Michigan	100.0	45.9	3.7	2.9	39.0	8.5
Minnesota	100.0	35.8	3.7	3.5	51.9	5.2
Mississippi	100.0	29.8	3.9	4.3	54.7	7.3
Missouri	100.0	35.5	4.8	2.2	51.2	6.3
Montana	100.0	43.4	5.5	2.9	39.2	9.0
Nebraska	100.0	38.9	4.9	0.6	42.1	13.5
Nevada	100.0	30.8	2.6	0.0	58.5	8.1
New Hampshire	100.0	34.7	9.3	2.2	46.2	7.6
New Jersey	100.0	25.3	0.8	29.6	37.9	6.4
New Mexico	100.0	33.0	4.3	0.0	53.9	8.8
New York	100.0	34.6	2.7	19.4	36.2	7.1
North Carolina	100.0	27.1	2.7	1.6	59.2	9.4
North Dakota	100.0	34.7	8.4	0.0	49.7	7.3
Ohio	100.0	40.2	3.7	2.5	42.4	11.1
Oklahoma	100.0	34.0	4.0	1.2	52.3	8.4
Oregon	100.0	40.3	5.9	1.3	44.4	8.1
Pennsylvania	100.0	27.7	2.4	13.3	48.5	8.1
Rhode Island	100.0	33.7	2.4	21.3	37.0	5.6
South Carolina	100.0	35.5	3.3	13.9	39.7	7.6
South Dakota	100.0	52.3	0.6	1.3	37.6	8.3
Tennessee	100.0	25.6	3.1	16.0	47.6	7.7
Texas	100.0	33.9	3.0	1.6	52.7	8.9
Utah	100.0	34.8	6.0	3.3	51.2	4.8
Vermont	100.0	49.0	8.6	5.9	28.0	8.5
Virginia	100.0	34.8	4.2	1.7	51.3	8.0
Washington	100.0	32.2	2.9	2.3	54.1	8.5
West Virginia	100.0	38.1	4.1	20.7	25.0	12.0
Wisconsin	100.0	37.8	4.7	3.0	44.9	9.6
Wyoming	100.0	41.1	1.6	0.0	45.9	11.3

Demographics of the 2020 Higher Ed ESP Work Force

Age

Figure 7-1 and Tables *7-1a* and *7-1b* show the average and distribution of ages of the total Higher Ed ESP work force, by state.

- The national Higher Ed ESP work force averages 37 years old, 11 years younger than K-12 ESP.
- Thirty-two percent of Higher Ed ESP are under 25.
- Twenty-nine percent are between age 35 to 54.
- Twenty percent of Higher Ed ESP are 55 years of age or older.
- The Higher Ed ESP work forces in New Jersey, Alaska, Pennsylvania, Rhode Island, and the District of Columbia have the highest average age, at 41.
- Higher Ed ESP in Vermont have the lowest average age, at 29; their counterparts in New Hampshire and Wyoming average 32 years old.

Gender

Figure 7-2 and Tables *7-2*, *7-3a*, and *7-3b* present gender and age data for the total Higher Ed ESP work force, by state.

- Fifty-six percent of the total Higher Ed ESP work force is female.
- Around seventy-four percent of the Maine and Rhode Island Higher Ed ESP work force and around 66 percent in Alaska and New Hampshire are female. In another eight states at least 60 percent of Higher Ed ESP are female.
- Sixty percent of Wyoming Higher Ed ESP is male, along with 69 percent in the District of Columbia.
- In general, male Higher Ed ESP are slightly younger than female Higher Ed ESP.
- The gender by age distribution of Higher Ed ESP in most states mirrors the national pattern, but the ratios of the gender/age groups vary in some states.

Race/Ethnicity

Figure 7-3 and Tables *7-4a* and *7-4b* show the racial-ethnic composition of the Higher Ed ESP work force, by state.

- Minority workers make up 40 percent of the nation's Higher Ed ESP work force.
- Blacks and Hispanics comprise the largest proportions, each at around 14 percent.
- Asians comprise eight percent of the total Higher Ed ESP work force.

- Native Americans make up less than one percent of the nation's Higher Ed ESP.
- Native Hawaiians and Pacific Islanders comprise two tenths of a percent of all Higher Ed ESP.
- Three percent of the Higher Ed ESP work force report more than one race.
- The largest percentage of minority Higher Ed ESP is found in Hawaii, followed by California, New Mexico, and Texas.
- The lowest proportions of minority Higher Ed ESP are found in Maine, West Virginia, Idaho, and Montana, all at less than 10 percent.
- Thirty-nine percent of Higher Ed ESP in Mississippi are Black.
- In New Mexico, Hispanic Higher Ed ESP make up 47 percent of the Higher Ed ESP work force.
- In Hawaii, 48 percent of Higher Ed ESP are Asian, 12 percent are Native Hawaiian or Pacific Islander, and 20 percent report two or more races. Twenty percent of Higher Ed ESP in California are Asian.
- Twenty-one percent of Higher Ed ESP in Alaska and five percent in Arizona and South Dakota are Native American.

Tables 7-5a and 7-5b detail the racial-ethnic composition of the Higher Ed ESP work force by gender, across the 50 states and the District of Columbia.

- The gender-specific distribution of Higher Ed ESP by race closely mirrors the national Higher Ed ESP work force.
- There is much variation in Higher Ed ESP racial/ethnic and gender distribution at the state level.

Educational Attainment

Figure 7-4 and Tables 7-6a and 7-6b illustrate the educational attainment of the Higher Ed ESP work force, by state.

- Ninety-seven percent of the total Higher Ed ESP work force has completed high school.
- Forty-nine percent of Higher Ed ESP have a college degree.
- At least 58 percent of Higher Ed ESP in Wyoming, North Dakota, Nevada, and Washington hold college degrees, as do at least 55 percent in four other states.
- Vermont, Montana, and Rhode Island have the lowest percentages of Higher Ed ESP with college degrees, at less than 33 percent.

Household Income

- The highest percentages of Higher Ed ESP that have not finished high school are in Maine and Rhode Island.

Tables 7-7a and 7-7b show household total income for the Higher Ed ESP work force, by state. Factors such as household size and the number and gender of the earners in the household are additional sources of variability.

- Seventy-eight percent of the nation's Higher Ed ESP live in households earning at least \$45,000 per year.
- Fifty-eight percent of Higher Ed ESP live in households earning at least \$75,000 per year.
- Nine percent of Higher Ed ESP live in households with an income of less than \$25,000.
- Maine, Delaware, and New Jersey lead in Higher Ed ESP with household incomes of at least \$45,000, each at 93 percent or higher.
- North Dakota and New Mexico have the highest percentage of Higher Ed ESP living in households with an income of less than \$15,000, above 10 percent.
- Higher Ed ESP in Delaware, Hawaii, and the District of Columbia have the highest average household incomes, at more than \$147,000 per year. In six other states, Higher Ed ESP average more than \$122,000 in household income.
- In Mississippi, Higher Ed ESP household incomes average below \$72,000 per year.

Poverty Status

Figure 7-5 and Tables 7-8a and 7-8b detail the poverty status of all Higher Ed ESP, by state. Most Higher Ed ESP households earn sufficient income to keep them above the official U.S. government poverty threshold. Table 7-8a includes a “not ascertained” column, representing people for whom poverty status could not be determined.

- Seventy-six percent of all Higher Ed ESP live in households with incomes at least twice the poverty threshold; forty-four percent have household incomes at least four times the threshold.
- Twelve percent of all Higher Ed ESP, over 79,000, fall below the poverty line.
- In every state and the District of Columbia, more than 63 percent of Higher Ed ESP have household incomes at least twice the poverty level.
- At least 20 percent of Higher Ed ESP in North Dakota, New Mexico, Wisconsin, and Michigan live below the poverty threshold.

Marital Status

Tables 7-9a and 7-9b show the marital status of all Higher Ed ESP, by state.

- Thirty-eight percent of all Higher Ed ESP are married.
- Eleven percent are widowed, divorced, or separated.
- Fifty-one percent of all Higher Ed ESP have never married.
- In Vermont, New Hampshire, and Louisiana, at least 66 percent of Higher Ed ESP are single.

Household Relationship

Tables 7-10a and 7-10b show the household relationships of all Higher Ed ESP, by state.

- Forty-five percent of the Higher Ed ESP work force are household heads.
- Sixteen percent are spouses of the household head.
- Thirty-nine percent describe their household relationship as “child or other household member,” such as living with parents, siblings, or non-relative roommates.
- Alaska, North Dakota, and Alabama lead in percentage of household heads, at 55 percent or higher.
- Delaware, Alaska, and Iowa lead in Higher Ed ESP who identify themselves as spouses of household heads, at 21 percent or more.
- At around 62 percent, Vermont and New Hampshire have the highest percentages of Higher Ed ESP who describe their household relationship as “child or other household member.” The corresponding shares for Higher Ed ESP in South Dakota, Louisiana, and Hawaii are at least 57 percent.

Figure 7-1
Average Age
Higher Ed ESP Work Force by State, 2020

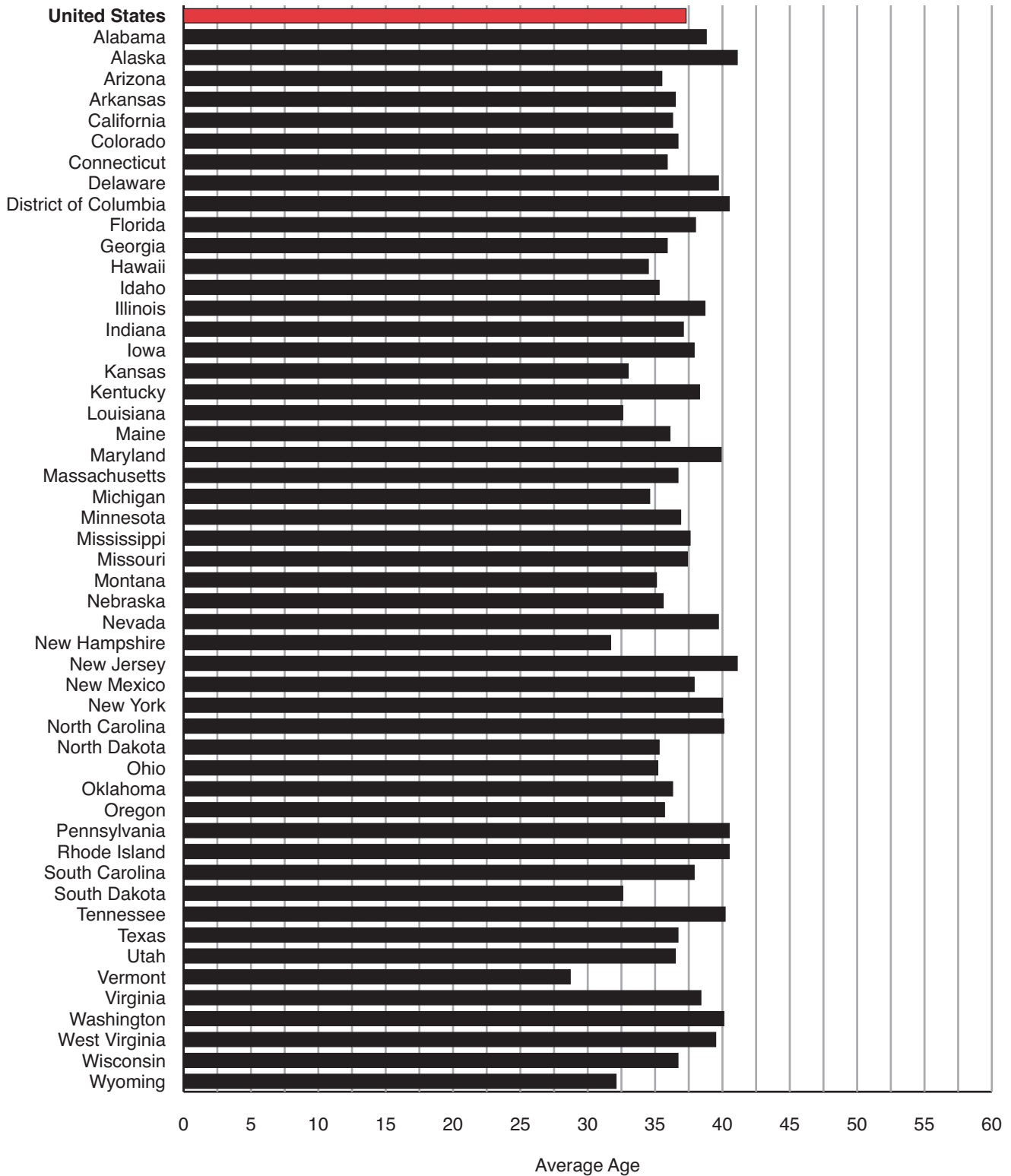


Figure 7-2
Gender: Percentage Female
Higher Ed ESP Work Force by State, 2020

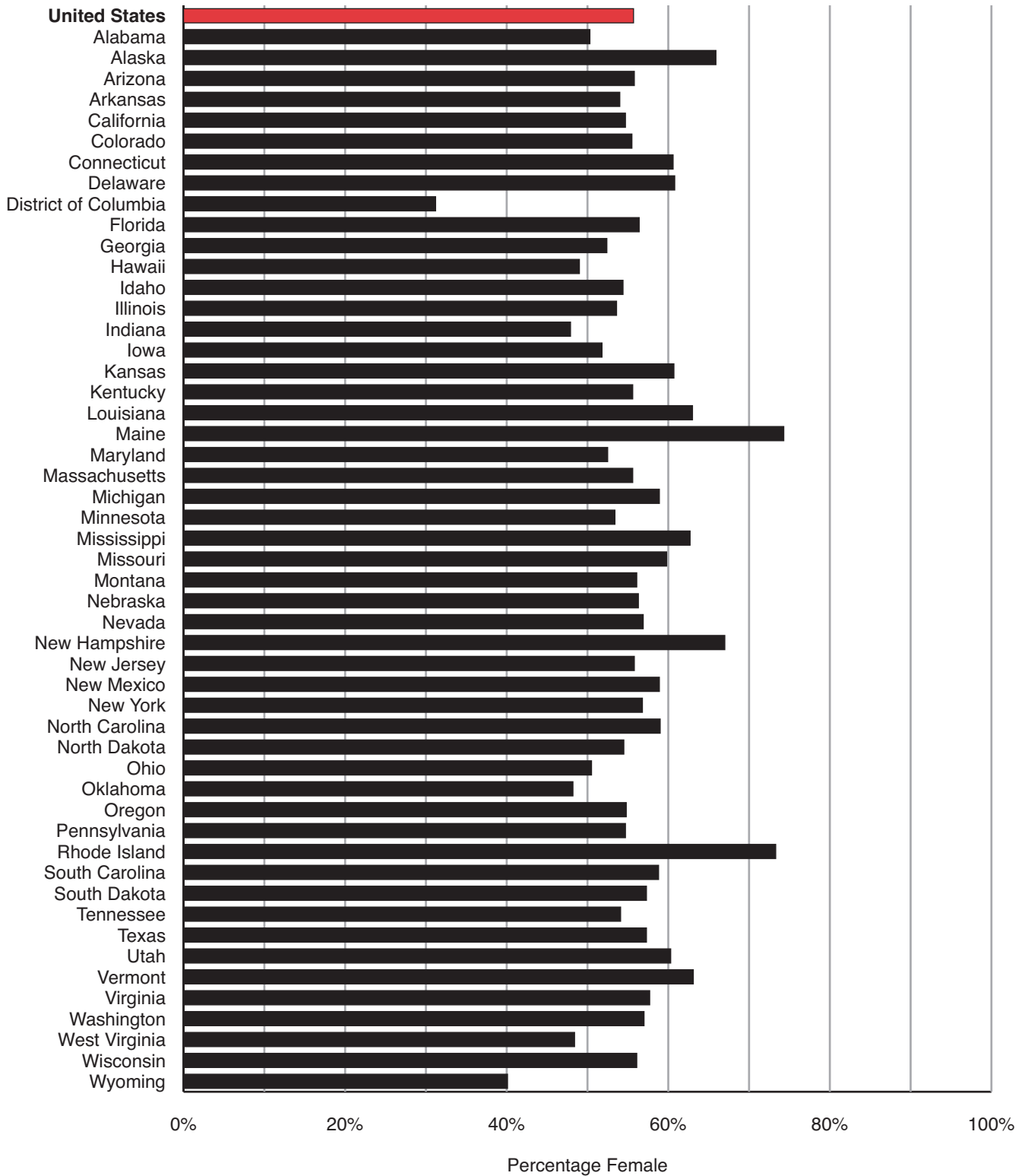


Figure 7-3
Race/Ethnicity
Higher Ed ESP Work Force by State, 2020

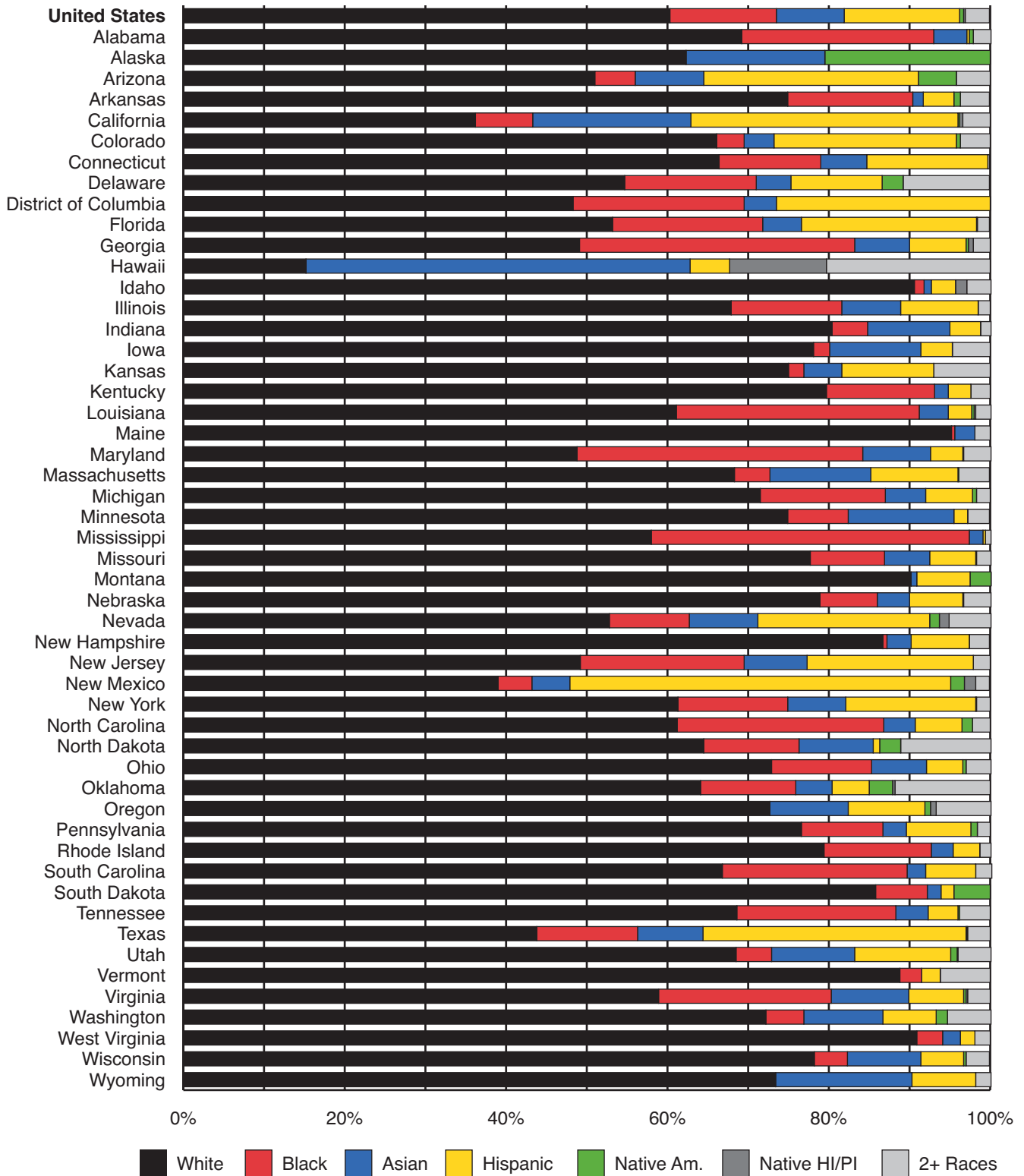


Figure 7-4
Education: Percent with Associate or Bachelor’s Degree or More
Higher Ed ESP Work Force by State, 2020

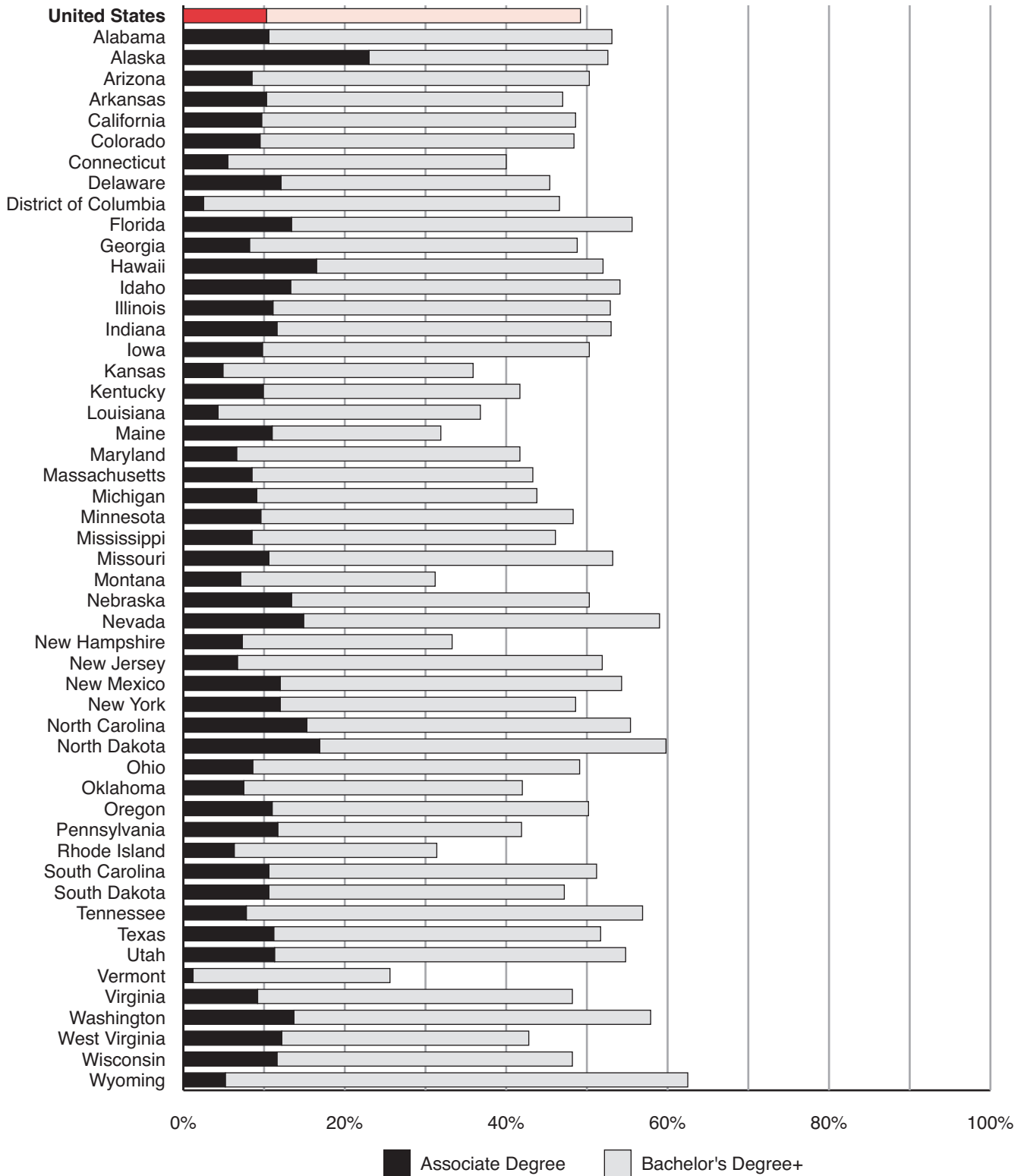


Figure 7-5
Poverty Rate
Higher Ed ESP Work Force by State, 2020

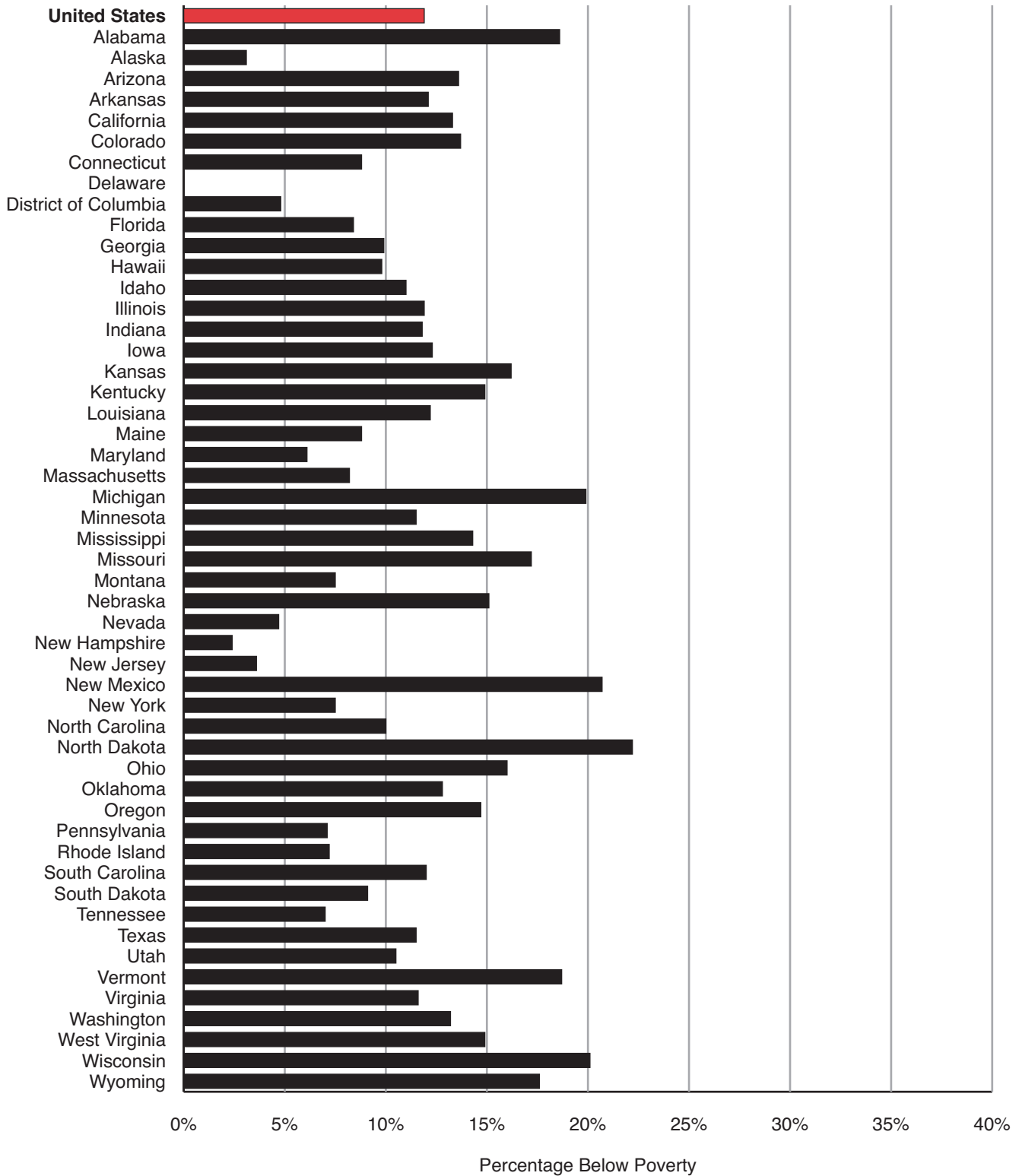


Table 7-1a (Counts)

Age Groups

Higher Ed ESP Work Force by State, 2020

	All HIEd ESP	15-24	25-34	35-44	45-54	55-64	65+	Average Age
United States	757,304	240,506	148,047	104,284	114,890	117,969	31,608	37.3
Alabama	12,688	3,365	2,589	1,437	2,876	2,021	400	38.8
Alaska	820	73	324	84	173	166	0	41.1
Arizona	17,702	6,458	2,919	3,441	2,229	2,317	338	35.5
Arkansas	6,116	1,856	1,450	843	817	1,074	76	36.5
California	90,468	28,612	19,128	14,097	14,039	11,892	2,700	36.3
Colorado	15,115	4,766	3,495	1,481	2,699	2,060	614	36.7
Connecticut	7,857	3,174	1,121	842	1,216	1,340	164	35.9
Delaware	1,667	380	495	190	169	134	299	39.7
District of Columbia	909	242	92	131	230	141	73	40.5
Florida	37,631	8,942	10,517	5,243	5,113	5,938	1,878	38.0
Georgia	27,809	8,868	6,621	3,569	4,137	3,732	882	35.9
Hawaii	4,566	1,661	1,059	725	340	648	133	34.5
Idaho	4,207	1,535	928	683	340	585	136	35.3
Illinois	32,067	9,664	5,133	4,845	5,574	4,796	2,055	38.7
Indiana	15,028	4,730	3,227	1,924	2,229	2,346	572	37.1
Iowa	12,257	3,720	2,556	1,409	1,852	2,288	432	37.9
Kansas	11,706	5,870	1,832	996	997	1,633	378	33.0
Kentucky	9,622	3,092	1,525	1,280	1,820	1,444	461	38.3
Louisiana	11,794	6,050	1,743	723	1,347	1,616	315	32.6
Maine	1,864	919	241	21	116	432	135	36.1
Maryland	16,846	4,485	3,028	2,120	2,766	3,700	747	39.9
Massachusetts	14,854	5,301	2,457	2,307	1,630	2,571	588	36.7
Michigan	24,892	11,193	3,468	2,948	3,372	2,655	1,256	34.6
Minnesota	13,724	5,190	2,174	1,247	1,938	2,619	556	36.9
Mississippi	8,265	2,412	1,494	1,589	1,340	1,255	175	37.6
Missouri	11,841	3,937	1,988	1,813	1,728	1,897	478	37.4
Montana	3,518	1,667	359	324	346	660	162	35.1
Nebraska	6,669	2,604	1,043	889	1,053	795	285	35.6
Nevada	3,702	841	847	490	713	599	212	39.7
New Hampshire	2,539	1,280	495	114	214	432	4	31.7
New Jersey	14,095	3,492	1,892	2,789	2,004	3,048	870	41.1
New Mexico	6,656	1,734	1,509	923	1,262	1,108	120	37.9
New York	39,140	11,032	6,019	5,422	6,739	7,462	2,466	40.0
North Carolina	29,932	6,698	6,336	4,803	4,801	5,787	1,507	40.1
North Dakota	2,992	842	888	371	597	251	43	35.3
Ohio	25,736	10,027	4,398	3,187	4,185	3,138	801	35.2
Oklahoma	10,618	3,831	2,177	1,145	1,349	1,842	274	36.3
Oregon	11,902	4,103	2,570	1,451	1,945	1,523	310	35.7
Pennsylvania	18,248	4,469	2,502	3,354	3,298	3,814	811	40.5
Rhode Island	3,031	1,009	384	174	540	708	216	40.5
South Carolina	11,008	3,279	2,547	1,183	1,424	1,964	611	37.9
South Dakota	2,646	1,371	241	294	377	301	62	32.6
Tennessee	11,965	3,029	1,982	1,831	2,085	2,519	519	40.2
Texas	63,544	19,443	14,770	9,094	8,720	8,581	2,936	36.7
Utah	12,195	3,533	2,994	1,757	1,830	1,767	314	36.5
Vermont	1,201	703	272	10	86	130	0	28.7
Virginia	22,399	6,483	4,342	3,204	3,834	3,502	1,034	38.4
Washington	17,907	4,122	3,892	2,595	2,964	3,356	978	40.1
West Virginia	5,883	1,739	1,099	748	735	897	665	39.5
Wisconsin	14,728	5,755	1,882	1,808	2,457	2,259	567	36.7
Wyoming	2,735	925	1,003	336	245	226	0	32.1

Table 7-1b (Percentages)

Age Groups

Higher Ed ESP Work Force by State, 2020

	All HIEd ESP	15-24	25-34	35-44	45-54	55-64	65+
United States	100.0%	31.8%	19.5%	13.8%	15.2%	15.6%	4.2%
Alabama	100.0	26.5	20.4	11.3	22.7	15.9	3.2
Alaska	100.0	8.9	39.5	10.2	21.1	20.2	0.0
Arizona	100.0	36.5	16.5	19.4	12.6	13.1	1.9
Arkansas	100.0	30.3	23.7	13.8	13.4	17.6	1.2
California	100.0	31.6	21.1	15.6	15.5	13.1	3.0
Colorado	100.0	31.5	23.1	9.8	17.9	13.6	4.1
Connecticut	100.0	40.4	14.3	10.7	15.5	17.1	2.1
Delaware	100.0	22.8	29.7	11.4	10.1	8.0	17.9
District of Columbia	100.0	26.6	10.1	14.4	25.3	15.5	8.0
Florida	100.0	23.8	27.9	13.9	13.6	15.8	5.0
Georgia	100.0	31.9	23.8	12.8	14.9	13.4	3.2
Hawaii	100.0	36.4	23.2	15.9	7.4	14.2	2.9
Idaho	100.0	36.5	22.1	16.2	8.1	13.9	3.2
Illinois	100.0	30.1	16.0	15.1	17.4	15.0	6.4
Indiana	100.0	31.5	21.5	12.8	14.8	15.6	3.8
Iowa	100.0	30.4	20.9	11.5	15.1	18.7	3.5
Kansas	100.0	50.1	15.7	8.5	8.5	14.0	3.2
Kentucky	100.0	32.1	15.8	13.3	18.9	15.0	4.8
Louisiana	100.0	51.3	14.8	6.1	11.4	13.7	2.7
Maine	100.0	49.3	12.9	1.1	6.2	23.2	7.2
Maryland	100.0	26.6	18.0	12.6	16.4	22.0	4.4
Massachusetts	100.0	35.7	16.5	15.5	11.0	17.3	4.0
Michigan	100.0	45.0	13.9	11.8	13.5	10.7	5.0
Minnesota	100.0	37.8	15.8	9.1	14.1	19.1	4.1
Mississippi	100.0	29.2	18.1	19.2	16.2	15.2	2.1
Missouri	100.0	33.2	16.8	15.3	14.6	16.0	4.0
Montana	100.0	47.4	10.2	9.2	9.8	18.8	4.6
Nebraska	100.0	39.0	15.6	13.3	15.8	11.9	4.3
Nevada	100.0	22.7	22.9	13.2	19.3	16.2	5.7
New Hampshire	100.0	50.4	19.5	4.5	8.4	17.0	0.2
New Jersey	100.0	24.8	13.4	19.8	14.2	21.6	6.2
New Mexico	100.0	26.1	22.7	13.9	19.0	16.6	1.8
New York	100.0	28.2	15.4	13.9	17.2	19.1	6.3
North Carolina	100.0	22.4	21.2	16.0	16.0	19.3	5.0
North Dakota	100.0	28.1	29.7	12.4	20.0	8.4	1.4
Ohio	100.0	39.0	17.1	12.4	16.3	12.2	3.1
Oklahoma	100.0	36.1	20.5	10.8	12.7	17.3	2.6
Oregon	100.0	34.5	21.6	12.2	16.3	12.8	2.6
Pennsylvania	100.0	24.5	13.7	18.4	18.1	20.9	4.4
Rhode Island	100.0	33.3	12.7	5.7	17.8	23.4	7.1
South Carolina	100.0	29.8	23.1	10.7	12.9	17.8	5.6
South Dakota	100.0	51.8	9.1	11.1	14.2	11.4	2.3
Tennessee	100.0	25.3	16.6	15.3	17.4	21.1	4.3
Texas	100.0	30.6	23.2	14.3	13.7	13.5	4.6
Utah	100.0	29.0	24.6	14.4	15.0	14.5	2.6
Vermont	100.0	58.5	22.6	0.8	7.2	10.8	0.0
Virginia	100.0	28.9	19.4	14.3	17.1	15.6	4.6
Washington	100.0	23.0	21.7	14.5	16.6	18.7	5.5
West Virginia	100.0	29.6	18.7	12.7	12.5	15.2	11.3
Wisconsin	100.0	39.1	12.8	12.3	16.7	15.3	3.8
Wyoming	100.0	33.8	36.7	12.3	9.0	8.3	0.0

Table 7-2
Gender
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Male	Female	All HiEd ESP	Male	Female
United States	757,304	335,596	421,708	100.0%	44.3%	55.7%
Alabama	12,688	6,304	6,384	100.0	49.7	50.3
Alaska	820	280	540	100.0	34.1	65.9
Arizona	17,702	7,820	9,882	100.0	44.2	55.8
Arkansas	6,116	2,814	3,302	100.0	46.0	54.0
California	90,468	41,022	49,446	100.0	45.3	54.7
Colorado	15,115	6,725	8,390	100.0	44.5	55.5
Connecticut	7,857	3,096	4,761	100.0	39.4	60.6
Delaware	1,667	653	1,014	100.0	39.2	60.8
District of Columbia	909	625	284	100.0	68.8	31.2
Florida	37,631	16,412	21,219	100.0	43.6	56.4
Georgia	27,809	13,250	14,559	100.0	47.6	52.4
Hawaii	4,566	2,327	2,239	100.0	51.0	49.0
Idaho	4,207	1,917	2,290	100.0	45.6	54.4
Illinois	32,067	14,864	17,203	100.0	46.4	53.6
Indiana	15,028	7,832	7,196	100.0	52.1	47.9
Iowa	12,257	5,904	6,353	100.0	48.2	51.8
Kansas	11,706	4,599	7,107	100.0	39.3	60.7
Kentucky	9,622	4,276	5,346	100.0	44.4	55.6
Louisiana	11,794	4,364	7,430	100.0	37.0	63.0
Maine	1,864	479	1,385	100.0	25.7	74.3
Maryland	16,846	8,007	8,839	100.0	47.5	52.5
Massachusetts	14,854	6,597	8,257	100.0	44.4	55.6
Michigan	24,892	10,225	14,667	100.0	41.1	58.9
Minnesota	13,724	6,390	7,334	100.0	46.6	53.4
Mississippi	8,265	3,081	5,184	100.0	37.3	62.7
Missouri	11,841	4,757	7,084	100.0	40.2	59.8
Montana	3,518	1,543	1,975	100.0	43.9	56.1
Nebraska	6,669	2,917	3,752	100.0	43.7	56.3
Nevada	3,702	1,597	2,105	100.0	43.1	56.9
New Hampshire	2,539	839	1,700	100.0	33.0	67.0
New Jersey	14,095	6,226	7,869	100.0	44.2	55.8
New Mexico	6,656	2,735	3,921	100.0	41.1	58.9
New York	39,140	16,926	22,214	100.0	43.2	56.8
North Carolina	29,932	12,265	17,667	100.0	41.0	59.0
North Dakota	2,992	1,360	1,632	100.0	45.5	54.5
Ohio	25,736	12,740	12,996	100.0	49.5	50.5
Oklahoma	10,618	5,495	5,123	100.0	51.8	48.2
Oregon	11,902	5,380	6,522	100.0	45.2	54.8
Pennsylvania	18,248	8,264	9,984	100.0	45.3	54.7
Rhode Island	3,031	808	2,223	100.0	26.7	73.3
South Carolina	11,008	4,532	6,476	100.0	41.2	58.8
South Dakota	2,646	1,129	1,517	100.0	42.7	57.3
Tennessee	11,965	5,490	6,475	100.0	45.9	54.1
Texas	63,544	27,137	36,407	100.0	42.7	57.3
Utah	12,195	4,843	7,352	100.0	39.7	60.3
Vermont	1,201	443	758	100.0	36.9	63.1
Virginia	22,399	9,472	12,927	100.0	42.3	57.7
Washington	17,907	7,700	10,207	100.0	43.0	57.0
West Virginia	5,883	3,035	2,848	100.0	51.6	48.4
Wisconsin	14,728	6,463	8,265	100.0	43.9	56.1
Wyoming	2,735	1,637	1,098	100.0	59.9	40.1

Table 7-3a (Counts)
Gender by Age Group
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	757,304	335,596	173,299	104,470	57,827	421,708	215,254	114,704	91,750
Alabama	12,688	6,304	3,244	2,270	790	6,384	2,710	2,043	1,631
Alaska	820	280	78	202	0	540	319	55	166
Arizona	17,702	7,820	3,735	2,806	1,279	9,882	5,642	2,864	1,376
Arkansas	6,116	2,814	1,321	987	506	3,302	1,985	673	644
California	90,468	41,022	19,599	14,944	6,479	49,446	28,141	13,192	8,113
Colorado	15,115	6,725	3,898	1,951	876	8,390	4,363	2,229	1,798
Connecticut	7,857	3,096	1,760	933	403	4,761	2,535	1,125	1,101
Delaware	1,667	653	404	108	141	1,014	471	251	292
District of Columbia	909	625	306	250	69	284	28	111	145
Florida	37,631	16,412	8,767	4,989	2,656	21,219	10,692	5,367	5,160
Georgia	27,809	13,250	8,004	3,462	1,784	14,559	7,485	4,244	2,830
Hawaii	4,566	2,327	1,286	629	412	2,239	1,434	436	369
Idaho	4,207	1,917	1,214	488	215	2,290	1,249	535	506
Illinois	32,067	14,864	6,452	5,273	3,139	17,203	8,345	5,146	3,712
Indiana	15,028	7,832	4,826	2,185	821	7,196	3,131	1,968	2,097
Iowa	12,257	5,904	3,182	1,419	1,303	6,353	3,094	1,842	1,417
Kansas	11,706	4,599	2,860	971	768	7,107	4,842	1,022	1,243
Kentucky	9,622	4,276	2,114	1,421	741	5,346	2,503	1,679	1,164
Louisiana	11,794	4,364	3,277	607	480	7,430	4,516	1,463	1,451
Maine	1,864	479	202	68	209	1,385	958	69	358
Maryland	16,846	8,007	3,783	2,322	1,902	8,839	3,730	2,564	2,545
Massachusetts	14,854	6,597	3,356	1,798	1,443	8,257	4,402	2,139	1,716
Michigan	24,892	10,225	5,679	3,308	1,238	14,667	8,982	3,012	2,673
Minnesota	13,724	6,390	3,580	1,593	1,217	7,334	3,784	1,592	1,958
Mississippi	8,265	3,081	1,896	674	511	5,184	2,010	2,255	919
Missouri	11,841	4,757	2,507	1,473	777	7,084	3,418	2,068	1,598
Montana	3,518	1,543	841	372	330	1,975	1,185	298	492
Nebraska	6,669	2,917	1,726	812	379	3,752	1,921	1,130	701
Nevada	3,702	1,597	944	358	295	2,105	744	845	516
New Hampshire	2,539	839	594	129	116	1,700	1,181	199	320
New Jersey	14,095	6,226	2,641	1,872	1,713	7,869	2,743	2,921	2,205
New Mexico	6,656	2,735	1,367	870	498	3,921	1,876	1,315	730
New York	39,140	16,926	7,608	5,691	3,627	22,214	9,443	6,470	6,301
North Carolina	29,932	12,265	5,361	4,620	2,284	17,667	7,673	4,984	5,010
North Dakota	2,992	1,360	692	508	160	1,632	1,038	460	134
Ohio	25,736	12,740	7,605	3,509	1,626	12,996	6,820	3,863	2,313
Oklahoma	10,618	5,495	3,521	996	978	5,123	2,487	1,498	1,138
Oregon	11,902	5,380	2,933	1,760	687	6,522	3,740	1,636	1,146
Pennsylvania	18,248	8,264	3,461	2,811	1,992	9,984	3,510	3,841	2,633
Rhode Island	3,031	808	367	205	236	2,223	1,026	509	688
South Carolina	11,008	4,532	2,245	1,262	1,025	6,476	3,581	1,345	1,550
South Dakota	2,646	1,129	566	486	77	1,517	1,046	185	286
Tennessee	11,965	5,490	2,700	1,640	1,150	6,475	2,311	2,276	1,888
Texas	63,544	27,137	14,546	8,033	4,558	36,407	19,667	9,781	6,959
Utah	12,195	4,843	2,672	1,271	900	7,352	3,855	2,316	1,181
Vermont	1,201	443	397	32	14	758	578	64	116
Virginia	22,399	9,472	3,859	3,509	2,104	12,927	6,966	3,529	2,432
Washington	17,907	7,700	3,493	2,909	1,298	10,207	4,521	2,650	3,036
West Virginia	5,883	3,035	1,571	892	572	2,848	1,267	591	990
Wisconsin	14,728	6,463	2,975	2,439	1,049	8,265	4,662	1,826	1,777
Wyoming	2,735	1,637	1,284	353	0	1,098	644	228	226

Table 7-3b (Percentages)
Gender by Age Group
Higher Ed ESP Work Force by State, 2020

	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	100.0%	51.6%	31.1%	17.2%	100.0%	51.0%	27.2%	21.8%
Alabama	100.0	51.5	36.0	12.5	100.0	42.4	32.0	25.5
Alaska	100.0	27.9	72.1	0.0	100.0	59.1	10.2	30.7
Arizona	100.0	47.8	35.9	16.4	100.0	57.1	29.0	13.9
Arkansas	100.0	46.9	35.1	18.0	100.0	60.1	20.4	19.5
California	100.0	47.8	36.4	15.8	100.0	56.9	26.7	16.4
Colorado	100.0	58.0	29.0	13.0	100.0	52.0	26.6	21.4
Connecticut	100.0	56.8	30.1	13.0	100.0	53.2	23.6	23.1
Delaware	100.0	61.9	16.5	21.6	100.0	46.4	24.8	28.8
District of Columbia	100.0	49.0	40.0	11.0	100.0	9.9	39.1	51.1
Florida	100.0	53.4	30.4	16.2	100.0	50.4	25.3	24.3
Georgia	100.0	60.4	26.1	13.5	100.0	51.4	29.2	19.4
Hawaii	100.0	55.3	27.0	17.7	100.0	64.0	19.5	16.5
Idaho	100.0	63.3	25.5	11.2	100.0	54.5	23.4	22.1
Illinois	100.0	43.4	35.5	21.1	100.0	48.5	29.9	21.6
Indiana	100.0	61.6	27.9	10.5	100.0	43.5	27.3	29.1
Iowa	100.0	53.9	24.0	22.1	100.0	48.7	29.0	22.3
Kansas	100.0	62.2	21.1	16.7	100.0	68.1	14.4	17.5
Kentucky	100.0	49.4	33.2	17.3	100.0	46.8	31.4	21.8
Louisiana	100.0	75.1	13.9	11.0	100.0	60.8	19.7	19.5
Maine	100.0	42.2	14.2	43.6	100.0	69.2	5.0	25.8
Maryland	100.0	47.2	29.0	23.8	100.0	42.2	29.0	28.8
Massachusetts	100.0	50.9	27.3	21.9	100.0	53.3	25.9	20.8
Michigan	100.0	55.5	32.4	12.1	100.0	61.2	20.5	18.2
Minnesota	100.0	56.0	24.9	19.0	100.0	51.6	21.7	26.7
Mississippi	100.0	61.5	21.9	16.6	100.0	38.8	43.5	17.7
Missouri	100.0	52.7	31.0	16.3	100.0	48.2	29.2	22.6
Montana	100.0	54.5	24.1	21.4	100.0	60.0	15.1	24.9
Nebraska	100.0	59.2	27.8	13.0	100.0	51.2	30.1	18.7
Nevada	100.0	59.1	22.4	18.5	100.0	35.3	40.1	24.5
New Hampshire	100.0	70.8	15.4	13.8	100.0	69.5	11.7	18.8
New Jersey	100.0	42.4	30.1	27.5	100.0	34.9	37.1	28.0
New Mexico	100.0	50.0	31.8	18.2	100.0	47.8	33.5	18.6
New York	100.0	44.9	33.6	21.4	100.0	42.5	29.1	28.4
North Carolina	100.0	43.7	37.7	18.6	100.0	43.4	28.2	28.4
North Dakota	100.0	50.9	37.4	11.8	100.0	63.6	28.2	8.2
Ohio	100.0	59.7	27.5	12.8	100.0	52.5	29.7	17.8
Oklahoma	100.0	64.1	18.1	17.8	100.0	48.5	29.2	22.2
Oregon	100.0	54.5	32.7	12.8	100.0	57.3	25.1	17.6
Pennsylvania	100.0	41.9	34.0	24.1	100.0	35.2	38.5	26.4
Rhode Island	100.0	45.4	25.4	29.2	100.0	46.2	22.9	30.9
South Carolina	100.0	49.5	27.8	22.6	100.0	55.3	20.8	23.9
South Dakota	100.0	50.1	43.0	6.8	100.0	69.0	12.2	18.9
Tennessee	100.0	49.2	29.9	20.9	100.0	35.7	35.2	29.2
Texas	100.0	53.6	29.6	16.8	100.0	54.0	26.9	19.1
Utah	100.0	55.2	26.2	18.6	100.0	52.4	31.5	16.1
Vermont	100.0	89.6	7.2	3.2	100.0	76.3	8.4	15.3
Virginia	100.0	40.7	37.0	22.2	100.0	53.9	27.3	18.8
Washington	100.0	45.4	37.8	16.9	100.0	44.3	26.0	29.7
West Virginia	100.0	51.8	29.4	18.8	100.0	44.5	20.8	34.8
Wisconsin	100.0	46.0	37.7	16.2	100.0	56.4	22.1	21.5
Wyoming	100.0	78.4	21.6	0.0	100.0	58.7	20.8	20.6

Table 7-4a (Counts)
Race/Ethnicity
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	757,304	456,764	99,968	63,897	108,360	3,749	1,571	22,995
Alabama	12,688	8,781	3,014	516	36	58	0	283
Alaska	820	511	0	141	0	168	0	0
Arizona	17,702	9,026	888	1,503	4,701	832	0	752
Arkansas	6,116	4,582	949	81	232	50	0	222
California	90,468	32,776	6,432	17,725	29,951	146	407	3,031
Colorado	15,115	9,988	515	553	3,416	79	0	564
Connecticut	7,857	5,219	993	446	1,182	0	0	17
Delaware	1,667	912	271	72	189	44	0	179
District of Columbia	909	439	193	36	241	0	0	0
Florida	37,631	20,029	7,004	1,825	8,166	35	12	560
Georgia	27,809	13,661	9,481	1,888	1,955	77	176	571
Hawaii	4,566	693	0	2,174	224	0	548	927
Idaho	4,207	3,812	49	37	126	0	57	126
Illinois	32,067	21,780	4,393	2,326	3,081	0	0	487
Indiana	15,028	12,079	657	1,537	564	0	0	191
Iowa	12,257	9,574	241	1,383	481	0	0	578
Kansas	11,706	8,777	221	552	1,339	0	0	817
Kentucky	9,622	7,667	1,291	162	268	0	0	234
Louisiana	11,794	7,201	3,550	421	342	34	18	228
Maine	1,864	1,775	7	47	0	0	0	35
Maryland	16,846	8,227	5,957	1,408	666	14	0	574
Massachusetts	14,854	10,145	655	1,858	1,611	14	0	571
Michigan	24,892	17,798	3,863	1,243	1,451	118	0	419
Minnesota	13,724	10,280	1,031	1,802	238	0	0	373
Mississippi	8,265	4,795	3,253	139	21	0	0	57
Missouri	11,841	9,195	1,085	665	673	7	0	216
Montana	3,518	3,173	0	24	231	90	0	0
Nebraska	6,669	5,260	471	267	437	4	0	230
Nevada	3,702	1,953	365	316	790	43	43	192
New Hampshire	2,539	2,202	13	77	184	0	0	63
New Jersey	14,095	6,934	2,868	1,099	2,904	0	0	290
New Mexico	6,656	2,599	280	311	3,144	116	91	115
New York	39,140	23,981	5,314	2,835	6,291	53	4	662
North Carolina	29,932	18,315	7,654	1,164	1,746	382	0	671
North Dakota	2,992	1,929	353	274	24	78	0	334
Ohio	25,736	18,755	3,180	1,759	1,149	92	0	801
Oklahoma	10,618	6,808	1,254	473	492	308	29	1,254
Oregon	11,902	8,647	0	1,151	1,126	82	87	809
Pennsylvania	18,248	13,983	1,847	530	1,459	142	0	287
Rhode Island	3,031	2,408	402	81	99	0	0	41
South Carolina	11,008	7,348	2,516	248	677	3	0	216
South Dakota	2,646	2,269	169	46	43	119	0	0
Tennessee	11,965	8,210	2,363	477	441	22	0	452
Texas	63,544	27,848	7,943	5,137	20,686	87	42	1,801
Utah	12,195	8,353	534	1,250	1,452	98	7	501
Vermont	1,201	1,067	32	0	28	0	0	74
Virginia	22,399	13,200	4,786	2,144	1,527	59	50	633
Washington	17,907	12,924	842	1,757	1,173	250	0	961
West Virginia	5,883	5,345	187	132	105	0	0	114
Wisconsin	14,728	11,524	602	1,344	782	45	0	431
Wyoming	2,735	2,007	0	461	216	0	0	51

Table 7-4b (Percentages)

Race/Ethnicity

Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	60.3%	13.2%	8.4%	14.3%	0.5%	0.2%	3.0%
Alabama	100.0	69.2	23.8	4.1	0.3	0.5	0.0	2.2
Alaska	100.0	62.3	0.0	17.2	0.0	20.5	0.0	0.0
Arizona	100.0	51.0	5.0	8.5	26.6	4.7	0.0	4.2
Arkansas	100.0	74.9	15.5	1.3	3.8	0.8	0.0	3.6
California	100.0	36.2	7.1	19.6	33.1	0.2	0.4	3.4
Colorado	100.0	66.1	3.4	3.7	22.6	0.5	0.0	3.7
Connecticut	100.0	66.4	12.6	5.7	15.0	0.0	0.0	0.2
Delaware	100.0	54.7	16.3	4.3	11.3	2.6	0.0	10.7
District of Columbia	100.0	48.3	21.2	4.0	26.5	0.0	0.0	0.0
Florida	100.0	53.2	18.6	4.8	21.7	0.1	0.0	1.5
Georgia	100.0	49.1	34.1	6.8	7.0	0.3	0.6	2.1
Hawaii	100.0	15.2	0.0	47.6	4.9	0.0	12.0	20.3
Idaho	100.0	90.6	1.2	0.9	3.0	0.0	1.4	3.0
Illinois	100.0	67.9	13.7	7.3	9.6	0.0	0.0	1.5
Indiana	100.0	80.4	4.4	10.2	3.8	0.0	0.0	1.3
Iowa	100.0	78.1	2.0	11.3	3.9	0.0	0.0	4.7
Kansas	100.0	75.0	1.9	4.7	11.4	0.0	0.0	7.0
Kentucky	100.0	79.7	13.4	1.7	2.8	0.0	0.0	2.4
Louisiana	100.0	61.1	30.1	3.6	2.9	0.3	0.2	1.9
Maine	100.0	95.2	0.4	2.5	0.0	0.0	0.0	1.9
Maryland	100.0	48.8	35.4	8.4	4.0	0.1	0.0	3.4
Massachusetts	100.0	68.3	4.4	12.5	10.8	0.1	0.0	3.8
Michigan	100.0	71.5	15.5	5.0	5.8	0.5	0.0	1.7
Minnesota	100.0	74.9	7.5	13.1	1.7	0.0	0.0	2.7
Mississippi	100.0	58.0	39.4	1.7	0.3	0.0	0.0	0.7
Missouri	100.0	77.7	9.2	5.6	5.7	0.1	0.0	1.8
Montana	100.0	90.2	0.0	0.7	6.6	2.6	0.0	0.0
Nebraska	100.0	78.9	7.1	4.0	6.6	0.1	0.0	3.4
Nevada	100.0	52.8	9.9	8.5	21.3	1.2	1.2	5.2
New Hampshire	100.0	86.7	0.5	3.0	7.2	0.0	0.0	2.5
New Jersey	100.0	49.2	20.3	7.8	20.6	0.0	0.0	2.1
New Mexico	100.0	39.0	4.2	4.7	47.2	1.7	1.4	1.7
New York	100.0	61.3	13.6	7.2	16.1	0.1	0.0	1.7
North Carolina	100.0	61.2	25.6	3.9	5.8	1.3	0.0	2.2
North Dakota	100.0	64.5	11.8	9.2	0.8	2.6	0.0	11.2
Ohio	100.0	72.9	12.4	6.8	4.5	0.4	0.0	3.1
Oklahoma	100.0	64.1	11.8	4.5	4.6	2.9	0.3	11.8
Oregon	100.0	72.7	0.0	9.7	9.5	0.7	0.7	6.8
Pennsylvania	100.0	76.6	10.1	2.9	8.0	0.8	0.0	1.6
Rhode Island	100.0	79.4	13.3	2.7	3.3	0.0	0.0	1.4
South Carolina	100.0	66.8	22.9	2.3	6.2	0.0	0.0	2.0
South Dakota	100.0	85.8	6.4	1.7	1.6	4.5	0.0	0.0
Tennessee	100.0	68.6	19.7	4.0	3.7	0.2	0.0	3.8
Texas	100.0	43.8	12.5	8.1	32.6	0.1	0.1	2.8
Utah	100.0	68.5	4.4	10.3	11.9	0.8	0.1	4.1
Vermont	100.0	88.8	2.7	0.0	2.3	0.0	0.0	6.2
Virginia	100.0	58.9	21.4	9.6	6.8	0.3	0.2	2.8
Washington	100.0	72.2	4.7	9.8	6.6	1.4	0.0	5.4
West Virginia	100.0	90.9	3.2	2.2	1.8	0.0	0.0	1.9
Wisconsin	100.0	78.2	4.1	9.1	5.3	0.3	0.0	2.9
Wyoming	100.0	73.4	0.0	16.9	7.9	0.0	0.0	1.9

Table 7-5a (Counts)
Race/Ethnicity by Gender: Males
Higher Ed ESP Work Force by State, 2020

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	335,596	206,208	41,229	30,546	45,151	1,642	989	9,831
Alabama	6,304	4,253	1,474	375	19	28	0	155
Alaska	280	233	0	36	0	11	0	0
Arizona	7,820	4,769	592	560	1,513	145	0	241
Arkansas	2,814	2,080	358	81	119	3	0	173
California	41,022	14,946	2,943	7,884	13,908	79	74	1,188
Colorado	6,725	4,669	261	246	1,252	41	0	256
Connecticut	3,096	2,536	90	215	255	0	0	0
Delaware	653	432	63	16	0	0	0	142
District of Columbia	625	374	58	36	157	0	0	0
Florida	16,412	8,901	2,344	1,024	3,783	0	0	360
Georgia	13,250	7,044	4,068	981	697	55	172	233
Hawaii	2,327	425	0	976	66	0	371	489
Idaho	1,917	1,712	49	0	29	0	57	70
Illinois	14,864	9,965	1,740	1,459	1,422	0	0	278
Indiana	7,832	6,160	333	967	319	0	0	53
Iowa	5,904	4,123	150	863	270	0	0	498
Kansas	4,599	3,540	134	103	569	0	0	253
Kentucky	4,276	3,490	407	140	211	0	0	28
Louisiana	4,364	2,594	1,243	165	220	0	0	142
Maine	479	472	7	0	0	0	0	0
Maryland	8,007	3,654	3,017	618	415	14	0	289
Massachusetts	6,597	4,188	343	953	707	14	0	392
Michigan	10,225	7,495	1,212	703	445	69	0	301
Minnesota	6,390	4,254	709	1,170	111	0	0	146
Mississippi	3,081	2,129	758	136	17	0	0	41
Missouri	4,757	3,814	261	185	383	7	0	107
Montana	1,543	1,414	0	20	41	68	0	0
Nebraska	2,917	2,474	3	158	282	0	0	0
Nevada	1,597	841	41	192	463	30	30	0
New Hampshire	839	698	0	13	128	0	0	0
New Jersey	6,226	3,084	1,253	474	1,310	0	0	105
New Mexico	2,735	1,347	32	123	1,001	59	91	82
New York	16,926	10,892	2,528	1,352	1,938	37	0	179
North Carolina	12,265	7,744	2,948	374	773	123	0	303
North Dakota	1,360	694	295	226	24	24	0	97
Ohio	12,740	9,210	1,482	1,091	463	92	0	402
Oklahoma	5,495	3,581	879	186	116	99	18	616
Oregon	5,380	3,944	0	334	509	82	87	424
Pennsylvania	8,264	6,434	1,081	132	429	35	0	153
Rhode Island	808	652	57	0	99	0	0	0
South Carolina	4,532	3,040	880	186	328	0	0	98
South Dakota	1,129	831	169	23	28	78	0	0
Tennessee	5,490	3,955	983	270	170	22	0	90
Texas	27,137	13,342	2,927	2,268	8,141	18	32	409
Utah	4,843	3,419	267	292	535	98	7	225
Vermont	443	337	32	0	0	0	0	74
Virginia	9,472	5,426	1,904	1,312	627	59	50	94
Washington	7,700	5,776	222	812	283	235	0	372
West Virginia	3,035	2,891	97	0	0	0	0	47
Wisconsin	6,463	4,952	535	371	399	17	0	189
Wyoming	1,637	978	0	445	177	0	0	37

Table 7-5a (Counts) continued
Race/Ethnicity by Gender: Females
Higher Ed ESP Work Force by State, 2020

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	421,708	250,556	58,739	33,351	63,209	2,107	582	13,164
Alabama	6,384	4,528	1,540	141	17	30	0	128
Alaska	540	278	0	105	0	157	0	0
Arizona	9,882	4,257	296	943	3,188	687	0	511
Arkansas	3,302	2,502	591	0	113	47	0	49
California	49,446	17,830	3,489	9,841	16,043	67	333	1,843
Colorado	8,390	5,319	254	307	2,164	38	0	308
Connecticut	4,761	2,683	903	231	927	0	0	17
Delaware	1,014	480	208	56	189	44	0	37
District of Columbia	284	65	135	0	84	0	0	0
Florida	21,219	11,128	4,660	801	4,383	35	12	200
Georgia	14,559	6,617	5,413	907	1,258	22	4	338
Hawaii	2,239	268	0	1,198	158	0	177	438
Idaho	2,290	2,100	0	37	97	0	0	56
Illinois	17,203	11,815	2,653	867	1,659	0	0	209
Indiana	7,196	5,919	324	570	245	0	0	138
Iowa	6,353	5,451	91	520	211	0	0	80
Kansas	7,107	5,237	87	449	770	0	0	564
Kentucky	5,346	4,177	884	22	57	0	0	206
Louisiana	7,430	4,607	2,307	256	122	34	18	86
Maine	1,385	1,303	0	47	0	0	0	35
Maryland	8,839	4,573	2,940	790	251	0	0	285
Massachusetts	8,257	5,957	312	905	904	0	0	179
Michigan	14,667	10,303	2,651	540	1,006	49	0	118
Minnesota	7,334	6,026	322	632	127	0	0	227
Mississippi	5,184	2,666	2,495	3	4	0	0	16
Missouri	7,084	5,381	824	480	290	0	0	109
Montana	1,975	1,759	0	4	190	22	0	0
Nebraska	3,752	2,786	468	109	155	4	0	230
Nevada	2,105	1,112	324	124	327	13	13	192
New Hampshire	1,700	1,504	13	64	56	0	0	63
New Jersey	7,869	3,850	1,615	625	1,594	0	0	185
New Mexico	3,921	1,252	248	188	2,143	57	0	33
New York	22,214	13,089	2,786	1,483	4,353	16	4	483
North Carolina	17,667	10,571	4,706	790	973	259	0	368
North Dakota	1,632	1,235	58	48	0	54	0	237
Ohio	12,996	9,545	1,698	668	686	0	0	399
Oklahoma	5,123	3,227	375	287	376	209	11	638
Oregon	6,522	4,703	0	817	617	0	0	385
Pennsylvania	9,984	7,549	766	398	1,030	107	0	134
Rhode Island	2,223	1,756	345	81	0	0	0	41
South Carolina	6,476	4,308	1,636	62	349	3	0	118
South Dakota	1,517	1,438	0	23	15	41	0	0
Tennessee	6,475	4,255	1,380	207	271	0	0	362
Texas	36,407	14,506	5,016	2,869	12,545	69	10	1,392
Utah	7,352	4,934	267	958	917	0	0	276
Vermont	758	730	0	0	28	0	0	0
Virginia	12,927	7,774	2,882	832	900	0	0	539
Washington	10,207	7,148	620	945	890	15	0	589
West Virginia	2,848	2,454	90	132	105	0	0	67
Wisconsin	8,265	6,572	67	973	383	28	0	242
Wyoming	1,098	1,029	0	16	39	0	0	14

Table 7-5b (Percentages)
Race/Ethnicity by Gender: Males
Higher Ed ESP Work Force by State, 2020

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	61.4%	12.3%	9.1%	13.5%	0.5%	0.3%	2.9%
Alabama	100.0	67.5	23.4	5.9	0.3	0.4	0.0	2.5
Alaska	100.0	83.2	0.0	12.9	0.0	3.9	0.0	0.0
Arizona	100.0	61.0	7.6	7.2	19.3	1.9	0.0	3.1
Arkansas	100.0	73.9	12.7	2.9	4.2	0.1	0.0	6.1
California	100.0	36.4	7.2	19.2	33.9	0.2	0.2	2.9
Colorado	100.0	69.4	3.9	3.7	18.6	0.6	0.0	3.8
Connecticut	100.0	81.9	2.9	6.9	8.2	0.0	0.0	0.0
Delaware	100.0	66.2	9.6	2.5	0.0	0.0	0.0	21.7
District of Columbia	100.0	59.8	9.3	5.8	25.1	0.0	0.0	0.0
Florida	100.0	54.2	14.3	6.2	23.1	0.0	0.0	2.2
Georgia	100.0	53.2	30.7	7.4	5.3	0.4	1.3	1.8
Hawaii	100.0	18.3	0.0	41.9	2.8	0.0	15.9	21.0
Idaho	100.0	89.3	2.6	0.0	1.5	0.0	3.0	3.7
Illinois	100.0	67.0	11.7	9.8	9.6	0.0	0.0	1.9
Indiana	100.0	78.7	4.3	12.3	4.1	0.0	0.0	0.7
Iowa	100.0	69.8	2.5	14.6	4.6	0.0	0.0	8.4
Kansas	100.0	77.0	2.9	2.2	12.4	0.0	0.0	5.5
Kentucky	100.0	81.6	9.5	3.3	4.9	0.0	0.0	0.7
Louisiana	100.0	59.4	28.5	3.8	5.0	0.0	0.0	3.3
Maine	100.0	98.5	1.5	0.0	0.0	0.0	0.0	0.0
Maryland	100.0	45.6	37.7	7.7	5.2	0.2	0.0	3.6
Massachusetts	100.0	63.5	5.2	14.4	10.7	0.2	0.0	5.9
Michigan	100.0	73.3	11.9	6.9	4.4	0.7	0.0	2.9
Minnesota	100.0	66.6	11.1	18.3	1.7	0.0	0.0	2.3
Mississippi	100.0	69.1	24.6	4.4	0.6	0.0	0.0	1.3
Missouri	100.0	80.2	5.5	3.9	8.1	0.1	0.0	2.2
Montana	100.0	91.6	0.0	1.3	2.7	4.4	0.0	0.0
Nebraska	100.0	84.8	0.1	5.4	9.7	0.0	0.0	0.0
Nevada	100.0	52.7	2.6	12.0	29.0	1.9	1.9	0.0
New Hampshire	100.0	83.2	0.0	1.5	15.3	0.0	0.0	0.0
New Jersey	100.0	49.5	20.1	7.6	21.0	0.0	0.0	1.7
New Mexico	100.0	49.3	1.2	4.5	36.6	2.2	3.3	3.0
New York	100.0	64.4	14.9	8.0	11.4	0.2	0.0	1.1
North Carolina	100.0	63.1	24.0	3.0	6.3	1.0	0.0	2.5
North Dakota	100.0	51.0	21.7	16.6	1.8	1.8	0.0	7.1
Ohio	100.0	72.3	11.6	8.6	3.6	0.7	0.0	3.2
Oklahoma	100.0	65.2	16.0	3.4	2.1	1.8	0.3	11.2
Oregon	100.0	73.3	0.0	6.2	9.5	1.5	1.6	7.9
Pennsylvania	100.0	77.9	13.1	1.6	5.2	0.4	0.0	1.9
Rhode Island	100.0	80.7	7.1	0.0	12.3	0.0	0.0	0.0
South Carolina	100.0	67.1	19.4	4.1	7.2	0.0	0.0	2.2
South Dakota	100.0	73.6	15.0	2.0	2.5	6.9	0.0	0.0
Tennessee	100.0	72.0	17.9	4.9	3.1	0.4	0.0	1.6
Texas	100.0	49.2	10.8	8.4	30.0	0.1	0.1	1.5
Utah	100.0	70.6	5.5	6.0	11.0	2.0	0.1	4.6
Vermont	100.0	76.1	7.2	0.0	0.0	0.0	0.0	16.7
Virginia	100.0	57.3	20.1	13.9	6.6	0.6	0.5	1.0
Washington	100.0	75.0	2.9	10.5	3.7	3.1	0.0	4.8
West Virginia	100.0	95.3	3.2	0.0	0.0	0.0	0.0	1.5
Wisconsin	100.0	76.6	8.3	5.7	6.2	0.3	0.0	2.9
Wyoming	100.0	59.7	0.0	27.2	10.8	0.0	0.0	2.3

Table 7-5b (Percentages) continued
Race/Ethnicity by Gender: Females
Higher Ed ESP Work Force by State, 2020

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	59.4%	13.9%	7.9%	15.0%	0.5%	0.1%	3.1%
Alabama	100.0	70.9	24.1	2.2	0.3	0.5	0.0	2.0
Alaska	100.0	51.5	0.0	19.4	0.0	29.1	0.0	0.0
Arizona	100.0	43.1	3.0	9.5	32.3	7.0	0.0	5.2
Arkansas	100.0	75.8	17.9	0.0	3.4	1.4	0.0	1.5
California	100.0	36.1	7.1	19.9	32.4	0.1	0.7	3.7
Colorado	100.0	63.4	3.0	3.7	25.8	0.5	0.0	3.7
Connecticut	100.0	56.4	19.0	4.9	19.5	0.0	0.0	0.4
Delaware	100.0	47.3	20.5	5.5	18.6	4.3	0.0	3.6
District of Columbia	100.0	22.9	47.5	0.0	29.6	0.0	0.0	0.0
Florida	100.0	52.4	22.0	3.8	20.7	0.2	0.1	0.9
Georgia	100.0	45.4	37.2	6.2	8.6	0.2	0.0	2.3
Hawaii	100.0	12.0	0.0	53.5	7.1	0.0	7.9	19.6
Idaho	100.0	91.7	0.0	1.6	4.2	0.0	0.0	2.4
Illinois	100.0	68.7	15.4	5.0	9.6	0.0	0.0	1.2
Indiana	100.0	82.3	4.5	7.9	3.4	0.0	0.0	1.9
Iowa	100.0	85.8	1.4	8.2	3.3	0.0	0.0	1.3
Kansas	100.0	73.7	1.2	6.3	10.8	0.0	0.0	7.9
Kentucky	100.0	78.1	16.5	0.4	1.1	0.0	0.0	3.9
Louisiana	100.0	62.0	31.0	3.4	1.6	0.5	0.2	1.2
Maine	100.0	94.1	0.0	3.4	0.0	0.0	0.0	2.5
Maryland	100.0	51.7	33.3	8.9	2.8	0.0	0.0	3.2
Massachusetts	100.0	72.1	3.8	11.0	10.9	0.0	0.0	2.2
Michigan	100.0	70.2	18.1	3.7	6.9	0.3	0.0	0.8
Minnesota	100.0	82.2	4.4	8.6	1.7	0.0	0.0	3.1
Mississippi	100.0	51.4	48.1	0.1	0.1	0.0	0.0	0.3
Missouri	100.0	76.0	11.6	6.8	4.1	0.0	0.0	1.5
Montana	100.0	89.1	0.0	0.2	9.6	1.1	0.0	0.0
Nebraska	100.0	74.3	12.5	2.9	4.1	0.1	0.0	6.1
Nevada	100.0	52.8	15.4	5.9	15.5	0.6	0.6	9.1
New Hampshire	100.0	88.5	0.8	3.8	3.3	0.0	0.0	3.7
New Jersey	100.0	48.9	20.5	7.9	20.3	0.0	0.0	2.4
New Mexico	100.0	31.9	6.3	4.8	54.7	1.5	0.0	0.8
New York	100.0	58.9	12.5	6.7	19.6	0.1	0.0	2.2
North Carolina	100.0	59.8	26.6	4.5	5.5	1.5	0.0	2.1
North Dakota	100.0	75.7	3.6	2.9	0.0	3.3	0.0	14.5
Ohio	100.0	73.4	13.1	5.1	5.3	0.0	0.0	3.1
Oklahoma	100.0	63.0	7.3	5.6	7.3	4.1	0.2	12.5
Oregon	100.0	72.1	0.0	12.5	9.5	0.0	0.0	5.9
Pennsylvania	100.0	75.6	7.7	4.0	10.3	1.1	0.0	1.3
Rhode Island	100.0	79.0	15.5	3.6	0.0	0.0	0.0	1.8
South Carolina	100.0	66.5	25.3	1.0	5.4	0.0	0.0	1.8
South Dakota	100.0	94.8	0.0	1.5	1.0	2.7	0.0	0.0
Tennessee	100.0	65.7	21.3	3.2	4.2	0.0	0.0	5.6
Texas	100.0	39.8	13.8	7.9	34.5	0.2	0.0	3.8
Utah	100.0	67.1	3.6	13.0	12.5	0.0	0.0	3.8
Vermont	100.0	96.3	0.0	0.0	3.7	0.0	0.0	0.0
Virginia	100.0	60.1	22.3	6.4	7.0	0.0	0.0	4.2
Washington	100.0	70.0	6.1	9.3	8.7	0.1	0.0	5.8
West Virginia	100.0	86.2	3.2	4.6	3.7	0.0	0.0	2.4
Wisconsin	100.0	79.5	0.8	11.8	4.6	0.3	0.0	2.9
Wyoming	100.0	93.7	0.0	1.5	3.6	0.0	0.0	1.3

Table 7-6a (Counts)
Educational Attainment
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	757,304	21,201	111,095	252,443	77,872	294,693
Alabama	12,688	180	1,871	3,903	1,339	5,395
Alaska	820	24	2	362	189	243
Arizona	17,702	731	2,221	5,852	1,496	7,402
Arkansas	6,116	66	965	2,209	631	2,245
California	90,468	3,963	10,963	31,539	8,797	35,206
Colorado	15,115	496	1,898	5,408	1,439	5,874
Connecticut	7,857	215	1,663	2,842	429	2,708
Delaware	1,667	29	278	603	202	555
District of Columbia	909	47	262	176	23	401
Florida	37,631	1,728	5,509	9,458	5,039	15,897
Georgia	27,809	402	4,726	9,110	2,269	11,302
Hawaii	4,566	188	786	1,218	754	1,620
Idaho	4,207	51	447	1,432	561	1,716
Illinois	32,067	344	4,200	10,591	3,544	13,388
Indiana	15,028	193	1,981	4,888	1,741	6,225
Iowa	12,257	142	1,523	4,428	1,202	4,962
Kansas	11,706	99	1,652	5,758	571	3,626
Kentucky	9,622	109	1,379	4,125	952	3,057
Louisiana	11,794	257	1,467	5,725	507	3,838
Maine	1,864	200	367	703	205	389
Maryland	16,846	717	3,534	5,567	1,115	5,913
Massachusetts	14,854	489	2,669	5,266	1,257	5,173
Michigan	24,892	178	2,610	11,209	2,257	8,638
Minnesota	13,724	117	1,993	4,995	1,313	5,306
Mississippi	8,265	189	1,578	2,688	702	3,108
Missouri	11,841	152	1,442	3,948	1,258	5,041
Montana	3,518	160	555	1,706	250	847
Nebraska	6,669	132	746	2,436	893	2,462
Nevada	3,702	147	409	960	552	1,634
New Hampshire	2,539	102	218	1,373	186	660
New Jersey	14,095	688	2,552	3,535	950	6,370
New Mexico	6,656	304	397	2,339	802	2,814
New York	39,140	763	6,737	12,601	4,713	14,326
North Carolina	29,932	866	4,135	8,360	4,581	11,990
North Dakota	2,992	123	256	822	507	1,284
Ohio	25,736	304	4,273	8,520	2,225	10,414
Oklahoma	10,618	161	1,839	4,155	798	3,665
Oregon	11,902	102	1,534	4,292	1,311	4,663
Pennsylvania	18,248	555	5,136	4,927	2,128	5,502
Rhode Island	3,031	217	967	895	190	762
South Carolina	11,008	242	1,942	3,191	1,167	4,466
South Dakota	2,646	62	380	956	280	968
Tennessee	11,965	159	2,165	2,824	938	5,879
Texas	63,544	2,656	8,299	19,700	7,136	25,753
Utah	12,195	430	1,248	3,843	1,372	5,302
Vermont	1,201	0	397	497	14	293
Virginia	22,399	483	3,286	7,824	2,062	8,744
Washington	17,907	568	2,093	4,881	2,454	7,911
West Virginia	5,883	304	1,026	2,034	717	1,802
Wisconsin	14,728	340	2,213	5,075	1,713	5,387
Wyoming	2,735	27	306	694	141	1,567

Table 7-6b (Percentages)
Educational Attainment
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	100.0%	2.8%	14.7%	33.3%	10.3%	38.9%
Alabama	100.0	1.4	14.7	30.8	10.6	42.5
Alaska	100.0	2.9	0.2	44.1	23.0	29.6
Arizona	100.0	4.1	12.5	33.1	8.5	41.8
Arkansas	100.0	1.1	15.8	36.1	10.3	36.7
California	100.0	4.4	12.1	34.9	9.7	38.9
Colorado	100.0	3.3	12.6	35.8	9.5	38.9
Connecticut	100.0	2.7	21.2	36.2	5.5	34.5
Delaware	100.0	1.7	16.7	36.2	12.1	33.3
District of Columbia	100.0	5.2	28.8	19.4	2.5	44.1
Florida	100.0	4.6	14.6	25.1	13.4	42.2
Georgia	100.0	1.4	17.0	32.8	8.2	40.6
Hawaii	100.0	4.1	17.2	26.7	16.5	35.5
Idaho	100.0	1.2	10.6	34.0	13.3	40.8
Illinois	100.0	1.1	13.1	33.0	11.1	41.8
Indiana	100.0	1.3	13.2	32.5	11.6	41.4
Iowa	100.0	1.2	12.4	36.1	9.8	40.5
Kansas	100.0	0.8	14.1	49.2	4.9	31.0
Kentucky	100.0	1.1	14.3	42.9	9.9	31.8
Louisiana	100.0	2.2	12.4	48.5	4.3	32.5
Maine	100.0	10.7	19.7	37.7	11.0	20.9
Maryland	100.0	4.3	21.0	33.0	6.6	35.1
Massachusetts	100.0	3.3	18.0	35.5	8.5	34.8
Michigan	100.0	0.7	10.5	45.0	9.1	34.7
Minnesota	100.0	0.9	14.5	36.4	9.6	38.7
Mississippi	100.0	2.3	19.1	32.5	8.5	37.6
Missouri	100.0	1.3	12.2	33.3	10.6	42.6
Montana	100.0	4.5	15.8	48.5	7.1	24.1
Nebraska	100.0	2.0	11.2	36.5	13.4	36.9
Nevada	100.0	4.0	11.0	25.9	14.9	44.1
New Hampshire	100.0	4.0	8.6	54.1	7.3	26.0
New Jersey	100.0	4.9	18.1	25.1	6.7	45.2
New Mexico	100.0	4.6	6.0	35.1	12.0	42.3
New York	100.0	1.9	17.2	32.2	12.0	36.6
North Carolina	100.0	2.9	13.8	27.9	15.3	40.1
North Dakota	100.0	4.1	8.6	27.5	16.9	42.9
Ohio	100.0	1.2	16.6	33.1	8.6	40.5
Oklahoma	100.0	1.5	17.3	39.1	7.5	34.5
Oregon	100.0	0.9	12.9	36.1	11.0	39.2
Pennsylvania	100.0	3.0	28.1	27.0	11.7	30.2
Rhode Island	100.0	7.2	31.9	29.5	6.3	25.1
South Carolina	100.0	2.2	17.6	29.0	10.6	40.6
South Dakota	100.0	2.3	14.4	36.1	10.6	36.6
Tennessee	100.0	1.3	18.1	23.6	7.8	49.1
Texas	100.0	4.2	13.1	31.0	11.2	40.5
Utah	100.0	3.5	10.2	31.5	11.3	43.5
Vermont	100.0	0.0	33.1	41.4	1.2	24.4
Virginia	100.0	2.2	14.7	34.9	9.2	39.0
Washington	100.0	3.2	11.7	27.3	13.7	44.2
West Virginia	100.0	5.2	17.4	34.6	12.2	30.6
Wisconsin	100.0	2.3	15.0	34.5	11.6	36.6
Wyoming	100.0	1.0	11.2	25.4	5.2	57.3

Table 7-7a (Counts)
Household Total Income
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+	N.A.*	Av. HH Income
United States	757,304	30,794	30,858	42,381	42,922	43,699	89,802	382,655	94,193	\$104,349
Alabama	12,688	1,011	1,017	1,224	952	380	1,829	5,360	915	82,993
Alaska	820	24	17	19	19	46	118	540	37	94,958
Arizona	17,702	1,340	1,019	1,240	1,017	937	1,981	8,548	1,620	87,716
Arkansas	6,116	251	469	545	518	288	681	2,637	727	91,962
California	90,468	3,404	3,225	2,620	3,408	2,777	10,068	56,644	8,322	129,210
Colorado	15,115	583	535	574	847	1,059	2,127	7,536	1,854	99,980
Connecticut	7,857	273	188	212	36	236	652	4,152	2,108	137,418
Delaware	1,667	0	0	31	64	33	41	1,227	271	189,395
District of Columbia	909	0	24	12	36	0	74	610	153	147,499
Florida	37,631	756	1,179	2,409	3,288	2,605	5,138	19,236	3,020	95,338
Georgia	27,809	1,127	1,346	1,591	1,455	1,843	4,195	12,812	3,440	95,845
Hawaii	4,566	33	119	113	208	277	338	2,958	520	159,856
Idaho	4,207	79	206	703	334	194	678	1,467	546	93,070
Illinois	32,067	2,059	1,484	1,969	1,649	1,473	4,459	16,483	2,491	98,186
Indiana	15,028	663	1,223	1,087	1,016	923	1,487	7,275	1,354	93,338
Iowa	12,257	563	754	501	613	982	1,315	5,511	2,018	93,450
Kansas	11,706	567	695	875	551	430	1,287	4,019	3,282	84,014
Kentucky	9,622	413	524	385	821	818	1,504	3,800	1,357	82,270
Louisiana	11,794	691	324	361	763	662	1,060	5,350	2,583	96,672
Maine	1,864	73	0	0	0	146	123	1,142	380	101,128
Maryland	16,846	301	249	1,200	644	843	1,933	9,631	2,045	125,375
Massachusetts	14,854	132	446	187	395	935	1,065	7,855	3,839	126,100
Michigan	24,892	1,227	1,300	1,234	983	1,148	2,616	11,487	4,897	105,044
Minnesota	13,724	335	533	854	497	503	1,566	7,190	2,246	101,354
Mississippi	8,265	556	469	1,044	751	975	1,033	2,736	701	71,189
Missouri	11,841	576	427	761	764	681	1,368	5,427	1,837	87,613
Montana	3,518	0	45	248	248	300	481	931	1,265	92,744
Nebraska	6,669	171	88	576	590	416	969	2,715	1,144	88,646
Nevada	3,702	108	64	95	284	295	670	2,043	143	122,740
New Hampshire	2,539	10	0	116	70	230	259	713	1,141	97,157
New Jersey	14,095	131	111	246	445	1,124	1,742	9,327	969	130,995
New Mexico	6,656	643	295	532	597	587	838	2,696	468	79,620
New York	39,140	1,079	970	1,445	1,615	1,833	3,915	21,273	7,010	117,711
North Carolina	29,932	1,575	439	2,037	2,667	2,867	3,739	13,543	3,065	88,820
North Dakota	2,992	324	68	344	150	300	421	949	436	84,657
Ohio	25,736	1,196	898	1,730	1,313	1,617	2,595	12,289	4,098	98,783
Oklahoma	10,618	579	870	1,062	444	610	1,106	4,568	1,379	84,669
Oregon	11,902	639	669	525	722	820	1,500	6,128	899	93,484
Pennsylvania	18,248	442	445	948	873	1,114	2,438	10,111	1,877	106,912
Rhode Island	3,031	85	92	126	102	85	277	1,692	572	104,263
South Carolina	11,008	316	757	461	768	773	1,313	5,891	729	100,241
South Dakota	2,646	131	38	144	53	131	375	949	825	96,330
Tennessee	11,965	300	631	650	949	1,004	1,598	5,561	1,272	94,565
Texas	63,544	2,963	2,918	5,543	4,676	3,886	8,004	29,474	6,080	95,603
Utah	12,195	254	367	794	1,009	781	1,425	6,985	580	104,949
Vermont	1,201	0	0	118	79	30	249	225	500	95,576
Virginia	22,399	877	1,474	1,038	756	1,265	2,043	12,157	2,789	117,955
Washington	17,907	880	667	609	647	977	2,618	10,386	1,123	118,051
West Virginia	5,883	295	212	545	144	533	886	2,644	624	96,676
Wisconsin	14,728	689	871	470	1,365	838	1,392	6,751	2,352	98,194
Wyoming	2,735	70	97	228	727	89	213	1,021	290	74,428

* Not Ascertained. Not included in the percentage calculations.

Table 7-7b (Percentages)
Household Total Income
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+
United States	100.0%	4.6%	4.7%	6.4%	6.5%	6.6%	13.5%	57.7%
Alabama	100.0	8.6	8.6	10.4	8.1	3.2	15.5	45.5
Alaska	100.0	3.1	2.2	2.4	2.4	5.9	15.1	69.0
Arizona	100.0	8.3	6.3	7.7	6.3	5.8	12.3	53.2
Arkansas	100.0	4.7	8.7	10.1	9.6	5.3	12.6	48.9
California	100.0	4.1	3.9	3.2	4.1	3.4	12.3	69.0
Colorado	100.0	4.4	4.0	4.3	6.4	8.0	16.0	56.8
Connecticut	100.0	4.7	3.3	3.7	0.6	4.1	11.3	72.2
Delaware	100.0	0.0	0.0	2.2	4.6	2.4	2.9	87.9
District of Columbia	100.0	0.0	3.2	1.6	4.8	0.0	9.8	80.7
Florida	100.0	2.2	3.4	7.0	9.5	7.5	14.8	55.6
Georgia	100.0	4.6	5.5	6.5	6.0	7.6	17.2	52.6
Hawaii	100.0	0.8	2.9	2.8	5.1	6.8	8.4	73.1
Idaho	100.0	2.2	5.6	19.2	9.1	5.3	18.5	40.1
Illinois	100.0	7.0	5.0	6.7	5.6	5.0	15.1	55.7
Indiana	100.0	4.8	8.9	7.9	7.4	6.8	10.9	53.2
Iowa	100.0	5.5	7.4	4.9	6.0	9.6	12.8	53.8
Kansas	100.0	6.7	8.3	10.4	6.5	5.1	15.3	47.7
Kentucky	100.0	5.0	6.3	4.7	9.9	9.9	18.2	46.0
Louisiana	100.0	7.5	3.5	3.9	8.3	7.2	11.5	58.1
Maine	100.0	4.9	0.0	0.0	0.0	9.8	8.3	77.0
Maryland	100.0	2.0	1.7	8.1	4.4	5.7	13.1	65.1
Massachusetts	100.0	1.2	4.0	1.7	3.6	8.5	9.7	71.3
Michigan	100.0	6.1	6.5	6.2	4.9	5.7	13.1	57.4
Minnesota	100.0	2.9	4.6	7.4	4.3	4.4	13.6	62.6
Mississippi	100.0	7.4	6.2	13.8	9.9	12.9	13.7	36.2
Missouri	100.0	5.8	4.3	7.6	7.6	6.8	13.7	54.2
Montana	100.0	0.0	2.0	11.0	11.0	13.3	21.3	41.3
Nebraska	100.0	3.1	1.6	10.4	10.7	7.5	17.5	49.1
Nevada	100.0	3.0	1.8	2.7	8.0	8.3	18.8	57.4
New Hampshire	100.0	0.7	0.0	8.3	5.0	16.5	18.5	51.0
New Jersey	100.0	1.0	0.8	1.9	3.4	8.6	13.3	71.1
New Mexico	100.0	10.4	4.8	8.6	9.6	9.5	13.5	43.6
New York	100.0	3.4	3.0	4.5	5.0	5.7	12.2	66.2
North Carolina	100.0	5.9	1.6	7.6	9.9	10.7	13.9	50.4
North Dakota	100.0	12.7	2.7	13.5	5.9	11.7	16.5	37.1
Ohio	100.0	5.5	4.2	8.0	6.1	7.5	12.0	56.8
Oklahoma	100.0	6.3	9.4	11.5	4.8	6.6	12.0	49.4
Oregon	100.0	5.8	6.1	4.8	6.6	7.5	13.6	55.7
Pennsylvania	100.0	2.7	2.7	5.8	5.3	6.8	14.9	61.8
Rhode Island	100.0	3.5	3.7	5.1	4.1	3.5	11.3	68.8
South Carolina	100.0	3.1	7.4	4.5	7.5	7.5	12.8	57.3
South Dakota	100.0	7.2	2.1	7.9	2.9	7.2	20.6	52.1
Tennessee	100.0	2.8	5.9	6.1	8.9	9.4	14.9	52.0
Texas	100.0	5.2	5.1	9.6	8.1	6.8	13.9	51.3
Utah	100.0	2.2	3.2	6.8	8.7	6.7	12.3	60.1
Vermont	100.0	0.0	0.0	16.8	11.3	4.3	35.5	32.1
Virginia	100.0	4.5	7.5	5.3	3.9	6.5	10.4	62.0
Washington	100.0	5.2	4.0	3.6	3.9	5.8	15.6	61.9
West Virginia	100.0	5.6	4.0	10.4	2.7	10.1	16.8	50.3
Wisconsin	100.0	5.6	7.0	3.8	11.0	6.8	11.2	54.5
Wyoming	100.0	2.9	4.0	9.3	29.7	3.6	8.7	41.8

Table 7-8a (Counts)

Poverty Status

Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+	N.A.*
United States	757,304	79,139	34,110	47,435	108,675	103,827	290,429	93,689
Alabama	12,688	2,185	739	791	1,459	1,922	4,677	915
Alaska	820	24	19	66	200	164	310	37
Arizona	17,702	2,194	1,546	897	2,818	2,880	5,747	1,620
Arkansas	6,116	654	286	472	1,197	1,019	1,761	727
California	90,468	10,921	4,103	3,930	9,001	13,040	41,314	8,159
Colorado	15,115	1,823	371	839	2,547	2,287	5,415	1,833
Connecticut	7,857	506	203	409	591	550	3,490	2,108
Delaware	1,667	0	0	95	251	137	913	271
District of Columbia	909	36	0	0	65	96	559	153
Florida	37,631	2,923	1,701	3,246	6,829	6,779	13,133	3,020
Georgia	27,809	2,413	1,815	1,706	5,256	4,625	8,554	3,440
Hawaii	4,566	397	142	319	445	450	2,293	520
Idaho	4,207	403	415	413	671	519	1,240	546
Illinois	32,067	3,532	1,323	2,685	4,858	3,993	13,261	2,415
Indiana	15,028	1,620	1,009	1,115	2,539	1,910	5,481	1,354
Iowa	12,257	1,262	541	1,287	994	1,289	4,866	2,018
Kansas	11,706	1,368	680	685	1,181	1,523	2,987	3,282
Kentucky	9,622	1,235	244	580	1,834	1,454	2,918	1,357
Louisiana	11,794	1,120	502	327	2,159	1,872	3,231	2,583
Maine	1,864	130	54	0	193	204	903	380
Maryland	16,846	902	529	1,077	2,463	1,508	8,349	2,018
Massachusetts	14,854	900	386	480	1,425	1,330	6,494	3,839
Michigan	24,892	3,979	1,103	902	2,390	2,897	8,724	4,897
Minnesota	13,724	1,318	368	1,179	980	1,602	6,031	2,246
Mississippi	8,265	1,081	853	490	1,856	1,247	2,037	701
Missouri	11,841	1,718	494	660	1,589	1,552	3,991	1,837
Montana	3,518	170	77	398	643	178	787	1,265
Nebraska	6,669	835	361	465	476	1,347	2,041	1,144
Nevada	3,702	166	196	276	761	490	1,670	143
New Hampshire	2,539	33	10	69	522	122	642	1,141
New Jersey	14,095	474	258	293	1,976	2,648	7,517	929
New Mexico	6,656	1,281	295	491	1,167	848	2,106	468
New York	39,140	2,399	1,546	1,849	4,728	4,325	17,283	7,010
North Carolina	29,932	2,700	1,447	2,171	6,477	4,086	10,099	2,952
North Dakota	2,992	567	176	98	496	418	801	436
Ohio	25,736	3,455	1,006	1,579	2,947	3,178	9,473	4,098
Oklahoma	10,618	1,179	650	1,540	1,323	1,623	2,924	1,379
Oregon	11,902	1,619	545	800	2,258	1,352	4,429	899
Pennsylvania	18,248	1,155	604	721	2,859	3,038	7,994	1,877
Rhode Island	3,031	178	134	126	352	511	1,158	572
South Carolina	11,008	1,238	858	606	1,519	1,476	4,582	729
South Dakota	2,646	165	80	304	180	256	836	825
Tennessee	11,965	753	577	669	2,752	1,988	3,975	1,251
Texas	63,544	6,597	3,002	6,817	10,355	8,720	22,016	6,037
Utah	12,195	1,219	583	849	2,624	1,658	4,682	580
Vermont	1,201	131	0	45	151	202	172	500
Virginia	22,399	2,265	970	1,053	2,481	3,010	9,831	2,789
Washington	17,907	2,210	496	572	2,626	2,842	8,038	1,123
West Virginia	5,883	782	143	263	922	849	2,300	624
Wisconsin	14,728	2,493	485	479	1,667	1,541	5,711	2,352
Wyoming	2,735	431	185	252	622	272	683	290

* Not Ascertained. Not included in the percentage calculations.

Table 7-8b (Percentages)

Poverty Status

Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+
United States	100.0%	11.9%	5.1%	7.1%	16.4%	15.6%	43.8%
Alabama	100.0	18.6	6.3	6.7	12.4	16.3	39.7
Alaska	100.0	3.1	2.4	8.4	25.5	20.9	39.6
Arizona	100.0	13.6	9.6	5.6	17.5	17.9	35.7
Arkansas	100.0	12.1	5.3	8.8	22.2	18.9	32.7
California	100.0	13.3	5.0	4.8	10.9	15.8	50.2
Colorado	100.0	13.7	2.8	6.3	19.2	17.2	40.8
Connecticut	100.0	8.8	3.5	7.1	10.3	9.6	60.7
Delaware	100.0	0.0	0.0	6.8	18.0	9.8	65.4
District of Columbia	100.0	4.8	0.0	0.0	8.6	12.7	73.9
Florida	100.0	8.4	4.9	9.4	19.7	19.6	37.9
Georgia	100.0	9.9	7.4	7.0	21.6	19.0	35.1
Hawaii	100.0	9.8	3.5	7.9	11.0	11.1	56.7
Idaho	100.0	11.0	11.3	11.3	18.3	14.2	33.9
Illinois	100.0	11.9	4.5	9.1	16.4	13.5	44.7
Indiana	100.0	11.8	7.4	8.2	18.6	14.0	40.1
Iowa	100.0	12.3	5.3	12.6	9.7	12.6	47.5
Kansas	100.0	16.2	8.1	8.1	14.0	18.1	35.5
Kentucky	100.0	14.9	3.0	7.0	22.2	17.6	35.3
Louisiana	100.0	12.2	5.5	3.6	23.4	20.3	35.1
Maine	100.0	8.8	3.6	0.0	13.0	13.7	60.8
Maryland	100.0	6.1	3.6	7.3	16.6	10.2	56.3
Massachusetts	100.0	8.2	3.5	4.4	12.9	12.1	59.0
Michigan	100.0	19.9	5.5	4.5	12.0	14.5	43.6
Minnesota	100.0	11.5	3.2	10.3	8.5	14.0	52.5
Mississippi	100.0	14.3	11.3	6.5	24.5	16.5	26.9
Missouri	100.0	17.2	4.9	6.6	15.9	15.5	39.9
Montana	100.0	7.5	3.4	17.7	28.5	7.9	34.9
Nebraska	100.0	15.1	6.5	8.4	8.6	24.4	36.9
Nevada	100.0	4.7	5.5	7.8	21.4	13.8	46.9
New Hampshire	100.0	2.4	0.7	4.9	37.3	8.7	45.9
New Jersey	100.0	3.6	2.0	2.2	15.0	20.1	57.1
New Mexico	100.0	20.7	4.8	7.9	18.9	13.7	34.0
New York	100.0	7.5	4.8	5.8	14.7	13.5	53.8
North Carolina	100.0	10.0	5.4	8.0	24.0	15.1	37.4
North Dakota	100.0	22.2	6.9	3.8	19.4	16.4	31.3
Ohio	100.0	16.0	4.6	7.3	13.6	14.7	43.8
Oklahoma	100.0	12.8	7.0	16.7	14.3	17.6	31.6
Oregon	100.0	14.7	5.0	7.3	20.5	12.3	40.3
Pennsylvania	100.0	7.1	3.7	4.4	17.5	18.6	48.8
Rhode Island	100.0	7.2	5.4	5.1	14.3	20.8	47.1
South Carolina	100.0	12.0	8.3	5.9	14.8	14.4	44.6
South Dakota	100.0	9.1	4.4	16.7	9.9	14.1	45.9
Tennessee	100.0	7.0	5.4	6.2	25.7	18.6	37.1
Texas	100.0	11.5	5.2	11.9	18.0	15.2	38.3
Utah	100.0	10.5	5.0	7.3	22.6	14.3	40.3
Vermont	100.0	18.7	0.0	6.4	21.5	28.8	24.5
Virginia	100.0	11.6	4.9	5.4	12.7	15.3	50.1
Washington	100.0	13.2	3.0	3.4	15.6	16.9	47.9
West Virginia	100.0	14.9	2.7	5.0	17.5	16.1	43.7
Wisconsin	100.0	20.1	3.9	3.9	13.5	12.5	46.1
Wyoming	100.0	17.6	7.6	10.3	25.4	11.1	27.9

Table 7-9a (Counts)

Marital Status

Higher Ed ESP Work Force by State, 2020

	All HIEd ESP	Married	Widowed, Divorced, Separated	Single
United States	757,304	285,608	84,720	386,976
Alabama	12,688	5,270	2,093	5,325
Alaska	820	540	94	186
Arizona	17,702	6,415	1,645	9,642
Arkansas	6,116	2,358	622	3,136
California	90,468	32,431	8,336	49,701
Colorado	15,115	5,637	1,719	7,759
Connecticut	7,857	2,605	740	4,512
Delaware	1,667	589	155	923
District of Columbia	909	447	99	363
Florida	37,631	13,256	5,585	18,790
Georgia	27,809	9,239	2,892	15,678
Hawaii	4,566	1,468	265	2,833
Idaho	4,207	1,626	479	2,102
Illinois	32,067	13,023	3,679	15,365
Indiana	15,028	5,851	1,511	7,666
Iowa	12,257	5,483	896	5,878
Kansas	11,706	3,731	1,144	6,831
Kentucky	9,622	3,715	1,574	4,333
Louisiana	11,794	2,727	1,290	7,777
Maine	1,864	548	144	1,172
Maryland	16,846	6,575	1,757	8,514
Massachusetts	14,854	4,823	1,911	8,120
Michigan	24,892	8,273	2,221	14,398
Minnesota	13,724	4,873	1,516	7,335
Mississippi	8,265	3,017	1,021	4,227
Missouri	11,841	5,298	1,293	5,250
Montana	3,518	864	381	2,273
Nebraska	6,669	2,576	446	3,647
Nevada	3,702	1,289	784	1,629
New Hampshire	2,539	591	238	1,710
New Jersey	14,095	5,710	2,082	6,303
New Mexico	6,656	2,204	875	3,577
New York	39,140	15,955	4,901	18,284
North Carolina	29,932	12,512	3,456	13,964
North Dakota	2,992	1,270	280	1,442
Ohio	25,736	9,207	2,481	14,048
Oklahoma	10,618	4,002	1,223	5,393
Oregon	11,902	4,493	1,114	6,295
Pennsylvania	18,248	8,241	2,515	7,492
Rhode Island	3,031	637	552	1,842
South Carolina	11,008	4,467	966	5,575
South Dakota	2,646	813	251	1,582
Tennessee	11,965	5,214	1,203	5,548
Texas	63,544	24,304	7,398	31,842
Utah	12,195	5,296	1,570	5,329
Vermont	1,201	360	17	824
Virginia	22,399	9,238	1,929	11,232
Washington	17,907	7,411	2,965	7,531
West Virginia	5,883	2,379	690	2,814
Wisconsin	14,728	5,746	1,546	7,436
Wyoming	2,735	1,011	176	1,548

Table 7-9b (Percentages)

Marital Status

Higher Ed ESP Work Force by State, 2020

	All HIEd ESP	Married	Widowed, Divorced, Separated	Single
United States	100.0%	37.7%	11.2%	51.1%
Alabama	100.0	41.5	16.5	42.0
Alaska	100.0	65.9	11.5	22.7
Arizona	100.0	36.2	9.3	54.5
Arkansas	100.0	38.6	10.2	51.3
California	100.0	35.8	9.2	54.9
Colorado	100.0	37.3	11.4	51.3
Connecticut	100.0	33.2	9.4	57.4
Delaware	100.0	35.3	9.3	55.4
District of Columbia	100.0	49.2	10.9	39.9
Florida	100.0	35.2	14.8	49.9
Georgia	100.0	33.2	10.4	56.4
Hawaii	100.0	32.2	5.8	62.0
Idaho	100.0	38.6	11.4	50.0
Illinois	100.0	40.6	11.5	47.9
Indiana	100.0	38.9	10.1	51.0
Iowa	100.0	44.7	7.3	48.0
Kansas	100.0	31.9	9.8	58.4
Kentucky	100.0	38.6	16.4	45.0
Louisiana	100.0	23.1	10.9	65.9
Maine	100.0	29.4	7.7	62.9
Maryland	100.0	39.0	10.4	50.5
Massachusetts	100.0	32.5	12.9	54.7
Michigan	100.0	33.2	8.9	57.8
Minnesota	100.0	35.5	11.0	53.4
Mississippi	100.0	36.5	12.4	51.1
Missouri	100.0	44.7	10.9	44.3
Montana	100.0	24.6	10.8	64.6
Nebraska	100.0	38.6	6.7	54.7
Nevada	100.0	34.8	21.2	44.0
New Hampshire	100.0	23.3	9.4	67.3
New Jersey	100.0	40.5	14.8	44.7
New Mexico	100.0	33.1	13.1	53.7
New York	100.0	40.8	12.5	46.7
North Carolina	100.0	41.8	11.5	46.7
North Dakota	100.0	42.4	9.4	48.2
Ohio	100.0	35.8	9.6	54.6
Oklahoma	100.0	37.7	11.5	50.8
Oregon	100.0	37.7	9.4	52.9
Pennsylvania	100.0	45.2	13.8	41.1
Rhode Island	100.0	21.0	18.2	60.8
South Carolina	100.0	40.6	8.8	50.6
South Dakota	100.0	30.7	9.5	59.8
Tennessee	100.0	43.6	10.1	46.4
Texas	100.0	38.2	11.6	50.1
Utah	100.0	43.4	12.9	43.7
Vermont	100.0	30.0	1.4	68.6
Virginia	100.0	41.2	8.6	50.1
Washington	100.0	41.4	16.6	42.1
West Virginia	100.0	40.4	11.7	47.8
Wisconsin	100.0	39.0	10.5	50.5
Wyoming	100.0	37.0	6.4	56.6

Table 7-10a (Counts)
Household Relationship
Higher Ed ESP Work Force by State, 2020

	All HiEd ESP	Head	Spouse	Child/Other*
United States	757,304	340,695	121,165	295,444
Alabama	12,688	6,995	1,789	3,904
Alaska	820	593	179	48
Arizona	17,702	7,784	2,794	7,124
Arkansas	6,116	2,770	880	2,466
California	90,468	35,892	13,305	41,271
Colorado	15,115	6,742	2,657	5,716
Connecticut	7,857	2,855	1,122	3,880
Delaware	1,667	526	373	768
District of Columbia	909	453	167	289
Florida	37,631	17,825	5,336	14,470
Georgia	27,809	11,334	4,336	12,139
Hawaii	4,566	1,325	623	2,618
Idaho	4,207	1,968	645	1,594
Illinois	32,067	16,429	5,231	10,407
Indiana	15,028	7,404	2,891	4,733
Iowa	12,257	5,933	2,608	3,716
Kansas	11,706	4,783	1,619	5,304
Kentucky	9,622	4,767	1,629	3,226
Louisiana	11,794	3,626	1,369	6,799
Maine	1,864	692	265	907
Maryland	16,846	7,614	2,733	6,499
Massachusetts	14,854	5,797	1,694	7,363
Michigan	24,892	9,085	4,140	11,667
Minnesota	13,724	5,656	2,280	5,788
Mississippi	8,265	3,943	1,283	3,039
Missouri	11,841	5,818	2,022	4,001
Montana	3,518	1,306	388	1,824
Nebraska	6,669	3,344	829	2,496
Nevada	3,702	1,914	633	1,155
New Hampshire	2,539	706	267	1,566
New Jersey	14,095	7,242	1,877	4,976
New Mexico	6,656	3,502	943	2,211
New York	39,140	18,056	5,508	15,576
North Carolina	29,932	15,463	5,986	8,483
North Dakota	2,992	1,882	325	785
Ohio	25,736	11,086	3,851	10,799
Oklahoma	10,618	4,581	1,954	4,083
Oregon	11,902	5,466	2,017	4,419
Pennsylvania	18,248	8,636	3,637	5,975
Rhode Island	3,031	1,342	250	1,439
South Carolina	11,008	4,945	2,100	3,963
South Dakota	2,646	764	286	1,596
Tennessee	11,965	5,829	2,298	3,838
Texas	63,544	30,370	9,841	23,333
Utah	12,195	5,485	2,351	4,359
Vermont	1,201	313	130	758
Virginia	22,399	9,935	4,292	8,172
Washington	17,907	9,576	3,054	5,277
West Virginia	5,883	2,341	1,194	2,348
Wisconsin	14,728	6,623	2,751	5,354
Wyoming	2,735	1,379	433	923

*Other household member, for example living with parents, siblings, or non-relative roommates.

Table 7-10b (Percentages)
Household Relationship
Higher Ed ESP Work Force by State, 2020

	All HIEd ESP	Head	Spouse	Child/Other*
United States	100.0%	45.0%	16.0%	39.0%
Alabama	100.0	55.1	14.1	30.8
Alaska	100.0	72.3	21.8	5.9
Arizona	100.0	44.0	15.8	40.2
Arkansas	100.0	45.3	14.4	40.3
California	100.0	39.7	14.7	45.6
Colorado	100.0	44.6	17.6	37.8
Connecticut	100.0	36.3	14.3	49.4
Delaware	100.0	31.6	22.4	46.1
District of Columbia	100.0	49.8	18.4	31.8
Florida	100.0	47.4	14.2	38.5
Georgia	100.0	40.8	15.6	43.7
Hawaii	100.0	29.0	13.6	57.3
Idaho	100.0	46.8	15.3	37.9
Illinois	100.0	51.2	16.3	32.5
Indiana	100.0	49.3	19.2	31.5
Iowa	100.0	48.4	21.3	30.3
Kansas	100.0	40.9	13.8	45.3
Kentucky	100.0	49.5	16.9	33.5
Louisiana	100.0	30.7	11.6	57.6
Maine	100.0	37.1	14.2	48.7
Maryland	100.0	45.2	16.2	38.6
Massachusetts	100.0	39.0	11.4	49.6
Michigan	100.0	36.5	16.6	46.9
Minnesota	100.0	41.2	16.6	42.2
Mississippi	100.0	47.7	15.5	36.8
Missouri	100.0	49.1	17.1	33.8
Montana	100.0	37.1	11.0	51.8
Nebraska	100.0	50.1	12.4	37.4
Nevada	100.0	51.7	17.1	31.2
New Hampshire	100.0	27.8	10.5	61.7
New Jersey	100.0	51.4	13.3	35.3
New Mexico	100.0	52.6	14.2	33.2
New York	100.0	46.1	14.1	39.8
North Carolina	100.0	51.7	20.0	28.3
North Dakota	100.0	62.9	10.9	26.2
Ohio	100.0	43.1	15.0	42.0
Oklahoma	100.0	43.1	18.4	38.5
Oregon	100.0	45.9	16.9	37.1
Pennsylvania	100.0	47.3	19.9	32.7
Rhode Island	100.0	44.3	8.2	47.5
South Carolina	100.0	44.9	19.1	36.0
South Dakota	100.0	28.9	10.8	60.3
Tennessee	100.0	48.7	19.2	32.1
Texas	100.0	47.8	15.5	36.7
Utah	100.0	45.0	19.3	35.7
Vermont	100.0	26.1	10.8	63.1
Virginia	100.0	44.4	19.2	36.5
Washington	100.0	53.5	17.1	29.5
West Virginia	100.0	39.8	20.3	39.9
Wisconsin	100.0	45.0	18.7	36.4
Wyoming	100.0	50.4	15.8	33.7

*Other household member, for example living with parents, siblings, or non-relative roommates.

**Demographics by
Career Family
Higher Ed ESP****Demographics of the 2020 Higher Ed ESP Work Force,
by Career Family**

Tables 8-1a and 8-1b present distributions of descriptive variables of the national Higher Ed ESP work force, by career family.

- Skilled trades, custodial services, and transportation services have the highest average ages among Higher Ed ESP, and paraeducators the lowest; see *Figure 8-1*.
- Female ESP predominate among health and student services, clerical services, food services, and paraeducator Higher Ed ESP, while the trades, transportation, security services, custodial, and technical services career families are disproportionately male; see *Figure 8-2*.
- In four career families, 50 percent or more of male Higher Ed ESP are under 35 years of age; the same is true for female Higher Ed ESP in four career families.
- The largest shares of minority Higher Ed ESP are found in the food services, custodial, and security career families; the lowest proportions are in skilled trades.
- At least 86 percent of health and student services, technical services, skilled trades, and security Higher Ed ESP have household incomes of \$45,000 or higher, compared to 60 percent of paraeducators.
- In six career families at least 75 percent of Higher Ed ESP have household incomes twice the poverty level; however, 24 percent of paraeducators and 18 percent of food services Higher Ed ESP live in poverty. These shares are likely due to the concentration of students in these jobs, a population known to report much higher rates of poverty than non-student ESP.
- The highest proportions of Higher Ed ESP participating in SNAP (the *Supplemental Nutrition Assistance Program*, formerly known as Food Stamps) are among the food services and custodial services career families, at 10 percent or higher; the lowest are among technical services and health and student services Higher Ed ESP, at four percent.
- Among Higher Ed ESP, health and student services and technical services lead in shares with college degrees. Custodial services Higher Ed ESP have the highest proportions that have not completed high school; see *Figure 8-3*.
- In six career families, at least 45 percent of Higher Ed ESP are married; paraeducators and food services, with the youngest average ages, have the highest proportions of single people.
- Paraeducator Higher Ed ESP have the fewest hours, with 66 percent working fewer than 30 hours per week; 83 percent of trades and 75 percent of custodial services Higher Ed ESP work 40 or more hours per week; see *Figure 8-4*.

Figure 8-1
Average Age of the Higher Ed ESP Work Force,
by Career Family: 2020

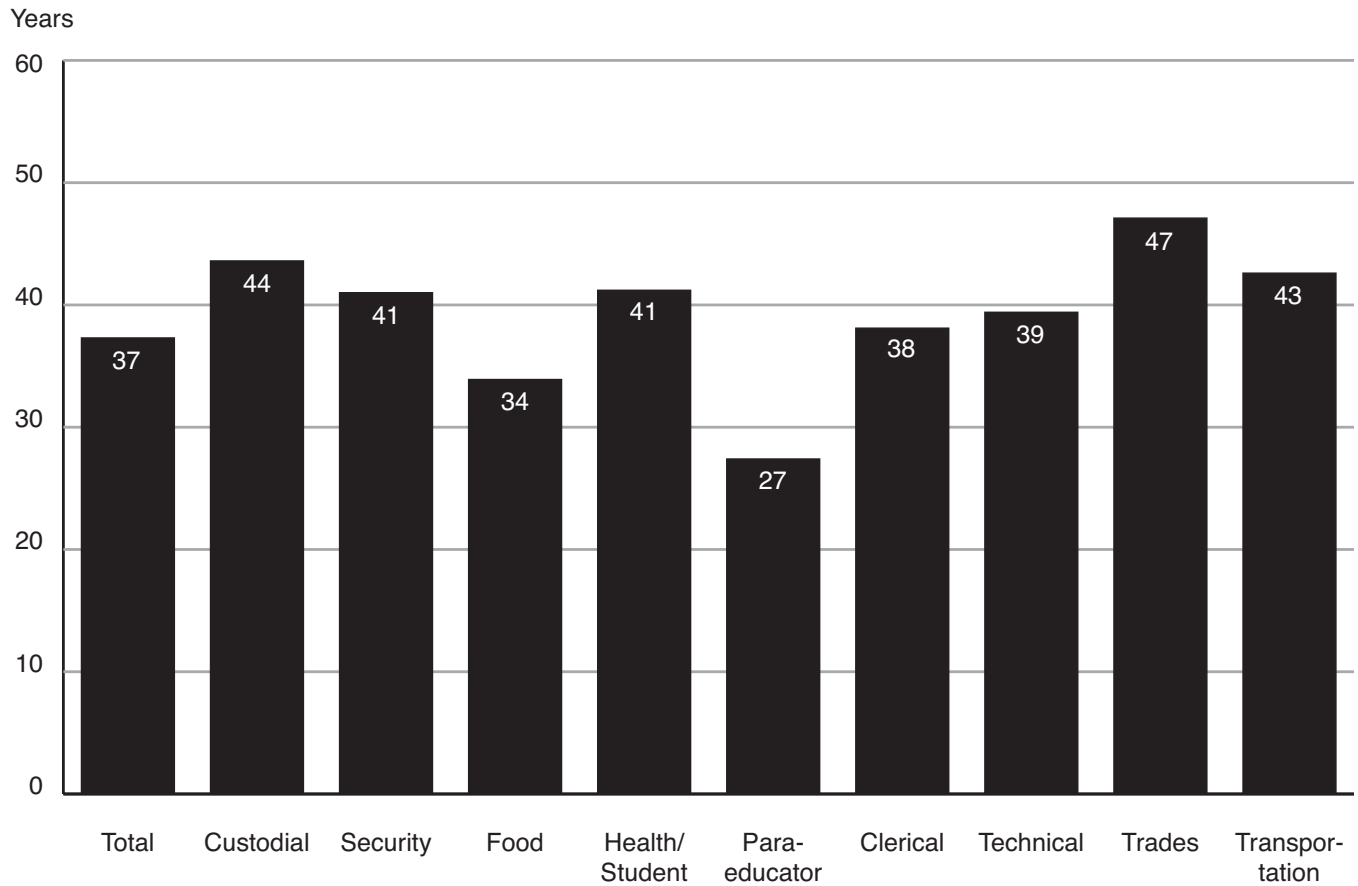


Figure 8-2
Distribution of the Career Families of the Higher Ed ESP Work Force,
by Sex: 2020

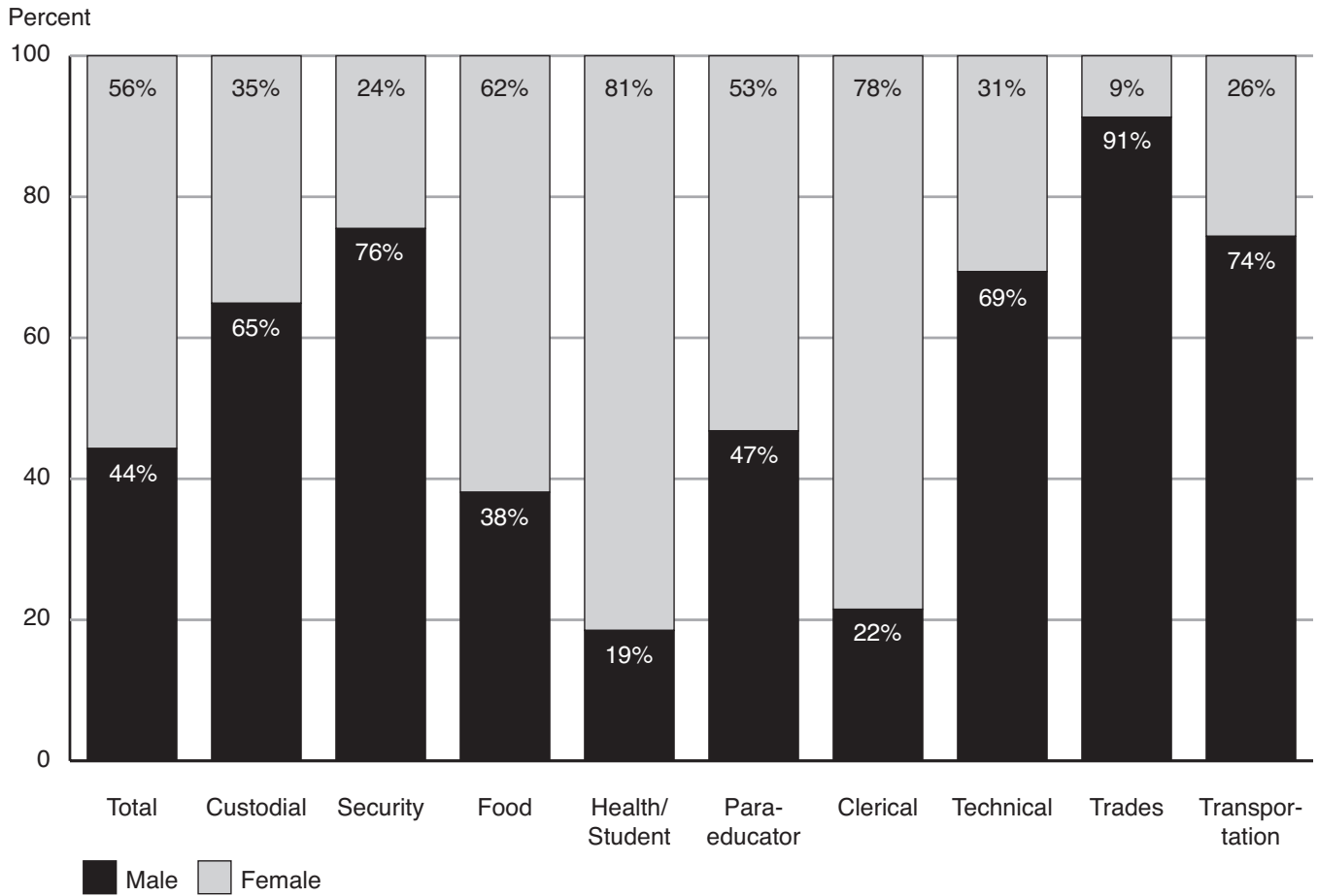


Figure 8-3
Educational Attainment of the Higher Ed ESP Work Force,
by Career Family: 2020

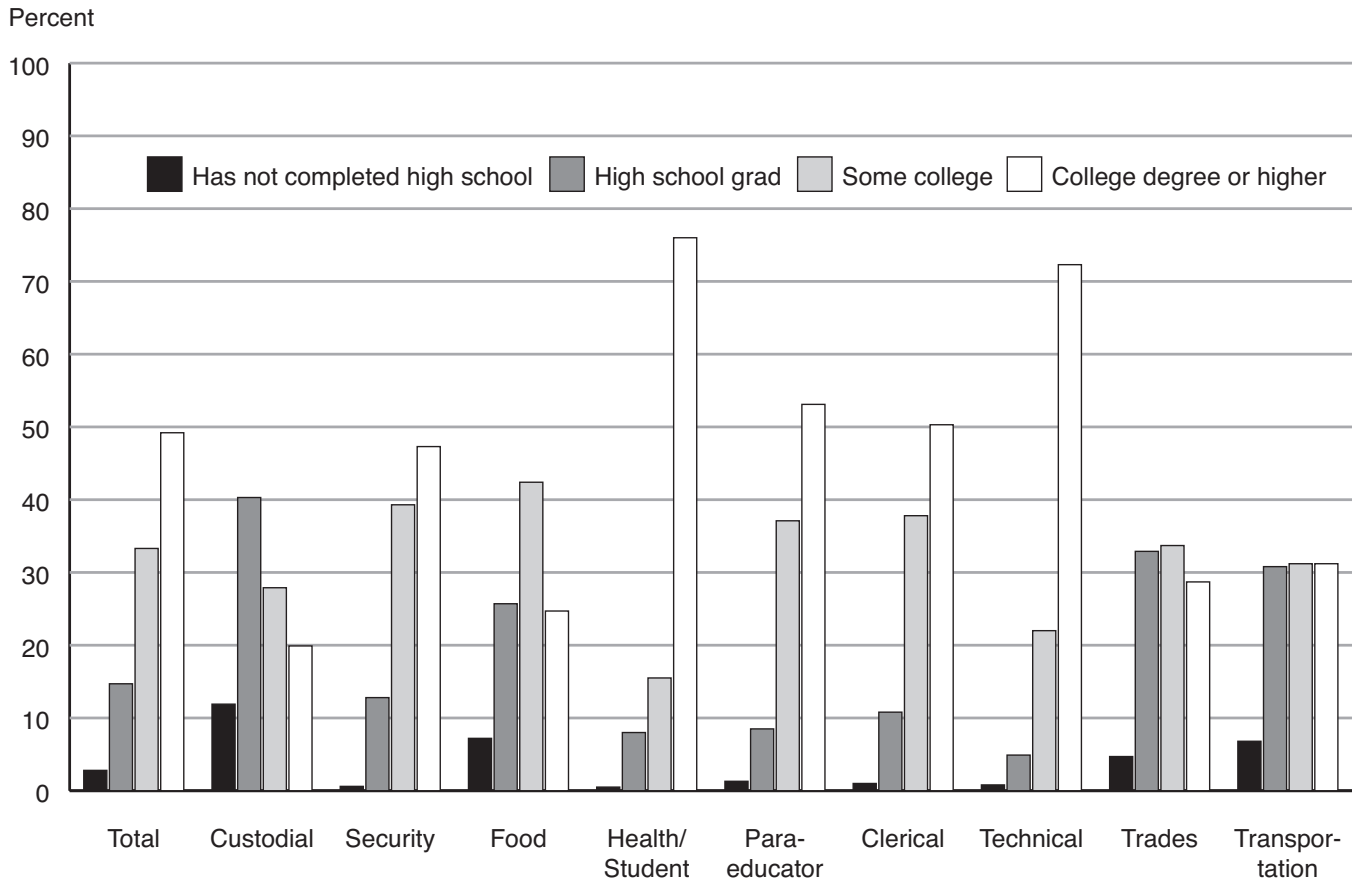


Figure 8-4
Hours Worked per Week for the Higher Ed ESP Work Force,
by Career Family: 2020

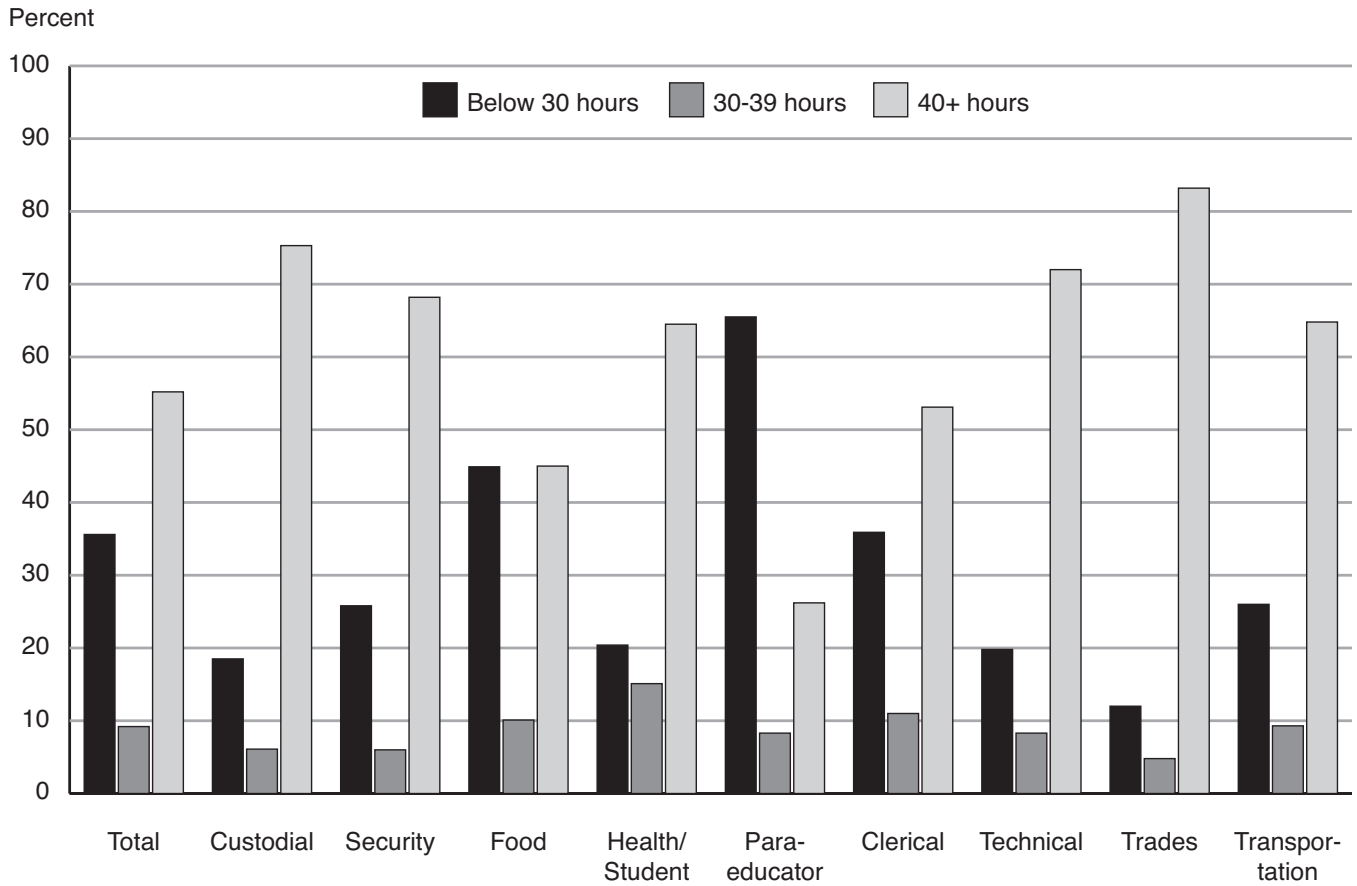


Table 8-1a (Counts)
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	757,304	93,153	24,208	30,621	25,803	146,288	287,743	114,105	27,532	7,851
Age										
15-24	240,506	16,708	5,495	13,706	3,298	81,523	94,388	20,716	2,454	2,218
25-34	148,047	12,136	4,196	4,994	6,667	42,413	47,797	26,085	3,164	595
35-44	104,284	14,768	3,874	3,355	5,773	9,088	36,836	24,858	4,859	873
45-54	114,890	21,730	4,177	3,729	4,238	5,429	44,673	22,397	6,617	1,900
55-64	117,969	22,462	4,963	3,405	4,410	5,550	49,741	16,823	9,023	1,592
65+	31,608	5,349	1,503	1,432	1,417	2,285	14,308	3,226	1,415	673
Average	37.3	43.6	41.0	33.9	41.2	27.4	38.1	39.4	47.1	42.6
Sex										
Male	335,596	60,454	18,289	11,677	4,783	68,434	61,843	79,136	25,137	5,843
Female	421,708	32,699	5,919	18,944	21,020	77,854	225,900	34,969	2,395	2,008
Male										
15-34	173,299	18,680	6,122	7,730	2,545	60,257	39,937	31,807	4,575	1,646
35-54	104,470	24,038	6,781	3,129	1,530	6,041	14,999	34,660	11,010	2,282
55+	57,827	17,736	5,386	818	708	2,136	6,907	12,669	9,552	1,915
Female										
15-34	215,254	10,164	3,569	10,970	7,420	63,679	102,248	14,994	1,043	1,167
35-54	114,704	12,460	1,270	3,955	8,481	8,476	66,510	12,595	466	491
55+	91,750	10,075	1,080	4,019	5,119	5,699	57,142	7,380	886	350
Race										
White	456,764	50,361	13,111	15,534	16,572	83,286	176,532	76,091	20,889	4,388
Black	99,968	16,499	6,045	6,070	2,450	14,396	39,552	11,478	2,194	1,284
Asian	63,897	4,523	1,072	2,677	2,669	22,866	18,402	10,735	461	492
Hispanic	108,360	18,482	3,286	5,029	3,294	19,006	42,469	12,030	3,331	1,433
Nat Amer	3,749	628	141	158	127	866	1,451	261	101	16
Nat HI/PI	1,571	105	195	200	40	459	370	195	7	0
2+ Races	22,995	2,555	358	953	651	5,409	8,967	3,315	549	238
Male										
Total	335,596	60,454	18,289	11,677	4,783	68,434	61,843	79,136	25,137	5,843
White	206,208	36,371	10,120	5,631	2,702	39,329	35,448	53,882	19,172	3,553
Black	41,229	9,607	4,177	2,478	203	5,635	8,738	7,738	1,874	779
Asian	30,546	2,638	912	1,140	790	12,583	4,553	7,278	425	227
Hispanic	45,151	9,454	2,634	1,721	861	8,132	10,490	7,682	3,112	1,065
Nat Amer	1,642	543	82	106	127	458	73	136	101	16
Nat HI/PI	989	101	195	127	0	395	36	128	7	0
2+ Races	9,831	1,740	169	474	100	1,902	2,505	2,292	446	203
Female										
Total	421,708	32,699	5,919	18,944	21,020	77,854	225,900	34,969	2,395	2,008
White	250,556	13,990	2,991	9,903	13,870	43,957	141,084	22,209	1,717	835
Black	58,739	6,892	1,868	3,592	2,247	8,761	30,814	3,740	320	505
Asian	33,351	1,885	160	1,537	1,879	10,283	13,849	3,457	36	265
Hispanic	63,209	9,028	652	3,308	2,433	10,874	31,979	4,348	219	368
Nat Amer	2,107	85	59	52	0	408	1,378	125	0	0
Nat HI/PI	582	4	0	73	40	64	334	67	0	0
2+ Races	13,164	815	189	479	551	3,507	6,462	1,023	103	35

Table 8-1a (Counts) continued
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	757,304	93,153	24,208	30,621	25,803	146,288	287,743	114,105	27,532	7,851
HHLI Total Income										
N.A.*	94,193	5,517	2,744	6,834	1,249	38,676	33,303	4,816	634	420
< \$15,000	30,794	2,502	335	1,775	343	9,869	12,640	2,716	438	176
\$15,000-\$24,999	30,858	3,907	396	2,433	477	10,752	9,398	2,605	539	351
\$25,000-\$34,999	42,381	7,877	989	2,573	557	13,135	13,596	2,347	640	667
\$35,000-\$44,999	42,922	7,715	1,199	1,917	724	8,889	17,445	3,333	1,283	417
\$45,000-\$54,999	43,699	7,134	1,846	1,876	464	7,437	17,775	5,337	1,237	593
\$55,000-\$74,999	89,802	13,936	3,214	3,685	2,769	13,971	33,287	13,766	3,828	1,346
\$75,000 +	382,655	44,565	13,485	9,528	19,220	43,559	150,299	79,185	18,933	3,881
Average	\$104,349	\$89,806	\$114,803	\$77,674	\$143,909	\$83,293	\$105,191	\$127,766	\$113,672	\$98,304
Poverty Level										
N.A.*	93,689	5,341	2,744	6,764	1,249	38,500	33,282	4,816	594	399
Below Pov Lvl	79,139	7,284	1,043	4,223	1,004	25,334	30,490	7,628	1,396	737
100-149%	34,110	6,074	682	2,516	549	11,350	9,714	2,467	424	334
150-199%	47,435	7,778	1,462	3,207	701	15,955	12,895	3,237	1,199	1,001
200+%	502,931	66,676	18,277	13,911	22,300	55,149	201,362	95,957	23,919	5,380
SNAP Benefits**										
Receives SNAP	49,044	9,498	2,195	3,672	1,062	7,934	17,832	4,824	1,613	414
Education										
0-11 Years	21,201	11,072	154	2,196	130	1,884	2,991	936	1,305	533
HS Grad	111,095	37,520	3,099	7,876	2,061	12,452	31,045	5,576	9,046	2,420
Some College	252,443	26,002	9,502	12,986	4,008	54,227	108,907	25,092	9,270	2,449
Assoc Degree	77,872	8,090	2,804	2,954	3,769	7,343	36,385	11,790	3,869	868
College Grad +	294,693	10,469	8,649	4,609	15,835	70,382	108,415	70,711	4,042	1,581
Marital Status										
Married	285,608	42,742	11,037	7,602	15,527	24,987	107,113	55,278	17,430	3,892
Widowed, Divorced, Separated	84,720	15,722	3,036	3,030	3,113	5,837	37,906	10,960	4,574	542
Single	386,976	34,689	10,135	19,989	7,163	115,464	142,724	47,867	5,528	3,417
Relationship										
Householder	340,695	43,714	12,852	10,450	13,031	49,742	127,418	64,725	14,825	3,938
Spouse	121,165	19,752	4,142	3,632	7,718	9,429	47,224	19,825	8,095	1,348
Child, Other ***	295,444	29,687	7,214	16,539	5,054	87,117	113,101	29,555	4,612	2,565
Usual Hrs										
1-29	269,687	17,275	6,249	13,741	5,269	95,854	103,389	22,563	3,309	2,038
30-34	25,731	1,794	557	1,680	1,383	8,309	9,029	2,263	223	493
35-39	43,701	3,934	896	1,428	2,514	3,765	22,663	7,163	1,103	235
40-44	356,112	64,306	13,225	11,201	13,501	27,056	134,555	68,332	20,177	3,759
45+	62,073	5,844	3,281	2,571	3,136	11,304	18,107	13,784	2,720	1,326
Average	32.0	36.1	35.6	29.7	36.1	24.9	31.5	36.3	38.0	34.9

* Not Ascertained: not included in the percentage calculations.

** Supplemental Nutrition Assistance Program, formerly known as Food Stamps

*** Other household member, for example living with parents, siblings, or non-relative roommates.

Table 8-1b (Percentages)
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Age										
15-24	31.8	17.9	22.7	44.8	12.8	55.7	32.8	18.2	8.9	28.3
25-34	19.5	13.0	17.3	16.3	25.8	29.0	16.6	22.9	11.5	7.6
35-44	13.8	15.9	16.0	11.0	22.4	6.2	12.8	21.8	17.6	11.1
45-54	15.2	23.3	17.3	12.2	16.4	3.7	15.5	19.6	24.0	24.2
55-64	15.6	24.1	20.5	11.1	17.1	3.8	17.3	14.7	32.8	20.3
65+	4.2	5.7	6.2	4.7	5.5	1.6	5.0	2.8	5.1	8.6
Sex										
Male	44.3	64.9	75.5	38.1	18.5	46.8	21.5	69.4	91.3	74.4
Female	55.7	35.1	24.5	61.9	81.5	53.2	78.5	30.6	8.7	25.6
Male										
15-34	51.6	30.9	33.5	66.2	53.2	88.1	64.6	40.2	18.2	28.2
35-54	31.1	39.8	37.1	26.8	32.0	8.8	24.3	43.8	43.8	39.1
55+	17.2	29.3	29.4	7.0	14.8	3.1	11.2	16.0	38.0	32.8
Female										
15-34	51.0	31.1	60.3	57.9	35.3	81.8	45.3	42.9	43.5	58.1
35-54	27.2	38.1	21.5	20.9	40.3	10.9	29.4	36.0	19.5	24.5
55+	21.8	30.8	18.2	21.2	24.4	7.3	25.3	21.1	37.0	17.4
Race										
White	60.3	54.1	54.2	50.7	64.2	56.9	61.4	66.7	75.9	55.9
Black	13.2	17.7	25.0	19.8	9.5	9.8	13.7	10.1	8.0	16.4
Asian	8.4	4.9	4.4	8.7	10.3	15.6	6.4	9.4	1.7	6.3
Hispanic	14.3	19.8	13.6	16.4	12.8	13.0	14.8	10.5	12.1	18.3
Nat Amer	0.5	0.7	0.6	0.5	0.5	0.6	0.5	0.2	0.4	0.2
Nat HI/PI	0.2	0.1	0.8	0.7	0.2	0.3	0.1	0.2	0.0	0.0
2+ Races	3.0	2.7	1.5	3.1	2.5	3.7	3.1	2.9	2.0	3.0
Male										
White	61.4	60.2	55.3	48.2	56.5	57.5	57.3	68.1	76.3	60.8
Black	12.3	15.9	22.8	21.2	4.2	8.2	14.1	9.8	7.5	13.3
Asian	9.1	4.4	5.0	9.8	16.5	18.4	7.4	9.2	1.7	3.9
Hispanic	13.5	15.6	14.4	14.7	18.0	11.9	17.0	9.7	12.4	18.2
Nat Amer	0.5	0.9	0.4	0.9	2.7	0.7	0.1	0.2	0.4	0.3
Nat HI/PI	0.3	0.2	1.1	1.1	0.0	0.6	0.1	0.2	0.0	0.0
2+ Races	2.9	2.9	0.9	4.1	2.1	2.8	4.1	2.9	1.8	3.5
Female										
White	59.4	42.8	50.5	52.3	66.0	56.5	62.5	63.5	71.7	41.6
Black	13.9	21.1	31.6	19.0	10.7	11.3	13.6	10.7	13.4	25.1
Asian	7.9	5.8	2.7	8.1	8.9	13.2	6.1	9.9	1.5	13.2
Hispanic	15.0	27.6	11.0	17.5	11.6	14.0	14.2	12.4	9.1	18.3
Nat Amer	0.5	0.3	1.0	0.3	0.0	0.5	0.6	0.4	0.0	0.0
Nat HI/PI	0.1	0.0	0.0	0.4	0.2	0.1	0.1	0.2	0.0	0.0
2+ Races	3.1	2.5	3.2	2.5	2.6	4.5	2.9	2.9	4.3	1.7

Table 8-1b (Percentages) continued
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HHLI Total Income										
< \$15,000	4.6	2.9	1.6	7.5	1.4	9.2	5.0	2.5	1.6	2.4
\$15,000-\$24,999	4.7	4.5	1.8	10.2	1.9	10.0	3.7	2.4	2.0	4.7
\$25,000-\$34,999	6.4	9.0	4.6	10.8	2.3	12.2	5.3	2.1	2.4	9.0
\$35,000-\$44,999	6.5	8.8	5.6	8.1	2.9	8.3	6.9	3.0	4.8	5.6
\$45,000-\$54,999	6.6	8.1	8.6	7.9	1.9	6.9	7.0	4.9	4.6	8.0
\$55,000-\$74,999	13.5	15.9	15.0	15.5	11.3	13.0	13.1	12.6	14.2	18.1
\$75,000 +	57.7	50.9	62.8	40.1	78.3	40.5	59.1	72.5	70.4	52.2
Poverty Level										
Below Pov Lvl	11.9	8.3	4.9	17.7	4.1	23.5	12.0	7.0	5.2	9.9
100-149%	5.1	6.9	3.2	10.5	2.2	10.5	3.8	2.3	1.6	4.5
150-199%	7.1	8.9	6.8	13.4	2.9	14.8	5.1	3.0	4.5	13.4
200+%	75.8	75.9	85.2	58.3	90.8	51.2	79.1	87.8	88.8	72.2
SNAP Benefits*										
Receives SNAP	6.5	10.2	9.1	12.0	4.1	5.4	6.2	4.2	5.9	5.3
Education										
0-11 Years	2.8	11.9	0.6	7.2	0.5	1.3	1.0	0.8	4.7	6.8
HS Grad	14.7	40.3	12.8	25.7	8.0	8.5	10.8	4.9	32.9	30.8
Some College	33.3	27.9	39.3	42.4	15.5	37.1	37.8	22.0	33.7	31.2
Assoc Degree	10.3	8.7	11.6	9.6	14.6	5.0	12.6	10.3	14.1	11.1
College Grad +	38.9	11.2	35.7	15.1	61.4	48.1	37.7	62.0	14.7	20.1
Marital Status										
Married	37.7	45.9	45.6	24.8	60.2	17.1	37.2	48.4	63.3	49.6
Widowed, Divorced, Separated	11.2	16.9	12.5	9.9	12.1	4.0	13.2	9.6	16.6	6.9
Single	51.1	37.2	41.9	65.3	27.8	78.9	49.6	41.9	20.1	43.5
Relationship										
Householder	45.0	46.9	53.1	34.1	50.5	34.0	44.3	56.7	53.8	50.2
Spouse	16.0	21.2	17.1	11.9	29.9	6.4	16.4	17.4	29.4	17.2
Child, Other**	39.0	31.9	29.8	54.0	19.6	59.6	39.3	25.9	16.8	32.7
Usual Hrs										
1-29	35.6	18.5	25.8	44.9	20.4	65.5	35.9	19.8	12.0	26.0
30-34	3.4	1.9	2.3	5.5	5.4	5.7	3.1	2.0	0.8	6.3
35-39	5.8	4.2	3.7	4.7	9.7	2.6	7.9	6.3	4.0	3.0
40-44	47.0	69.0	54.6	36.6	52.3	18.5	46.8	59.9	73.3	47.9
45+	8.2	6.3	13.6	8.4	12.2	7.7	6.3	12.1	9.9	16.9

* Supplemental Nutrition Assistance Program, formerly known as Food Stamps

** Other household member, for example living with parents, siblings, or non-relative roommates.

2021–2022 Earnings of the Full-Time ESP Work Force

Full-Time ESP Earnings

Earnings of **all ESP who work full time** are shown in this chapter. Earnings are expressed in 2021 dollars.

Figure 9-1 shows the 2021–2022 average earnings for the full-time ESP work force, ranked by state.

- The District of Columbia leads in ESP average earnings, followed by Delaware, Alaska, New Jersey, and California.
- ESP in Kentucky, Oklahoma, and Mississippi have the lowest average earnings.

The state ranks of average earnings for full-time ESP are shown for K-12 ESP and their higher education counterparts in *Table 9-1*.

- Average earnings for the national ESP full-time work force are \$35,401.
- Full-time ESP in 19 states and the District of Columbia have earnings above the national average, and those in 31 states below.
- ESP average earnings across the nation range from \$28,011 in Mississippi to \$44,440 in the District of Columbia.
- Average earnings in the District of Columbia may be among the leaders in results because of several factors. First there are the unique qualities of the District as a city, versus the mix of urban and rural natures of states. Also, the sample size for DC is small, with just 130 full-time ESP, so single respondents with high earnings may have large effects on averages.

Tables *9-2a* and *9-2b* show the distributions of earnings for full-time ESP by state, represented by counts and percentages.

- Forty-three percent of full-time ESP have average earnings of \$35,000 and over.
- Twelve percent of full-time ESP have average earnings below \$15,000.

Figure 9-1
Earnings Rankings for Full-Time Workers
Total ESP Work Force by State, 2021–2022

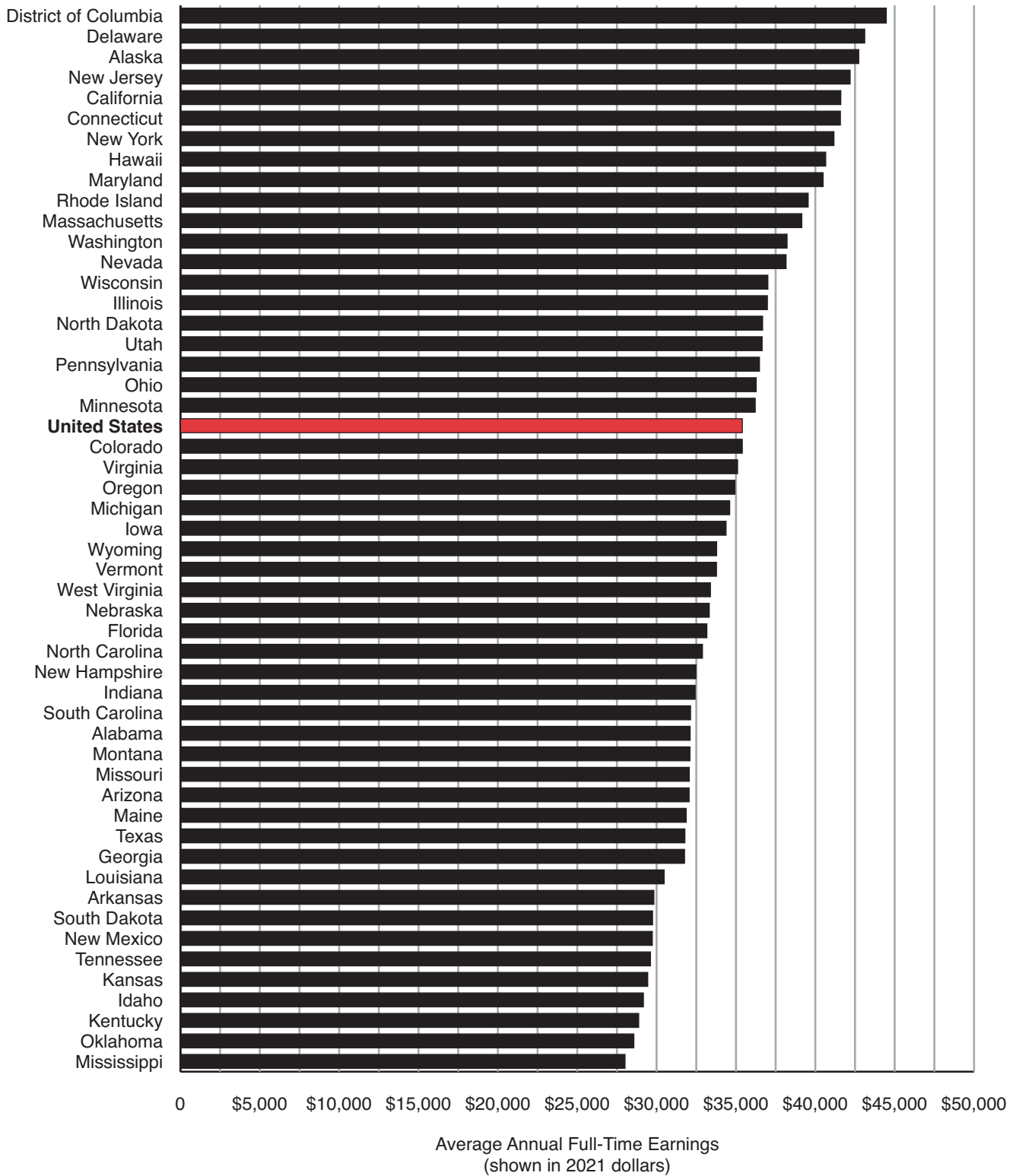


Table 9-1
Earnings Averages for Full-Time Workers
Total, K-12, and Higher Ed ESP Work Force by State, 2021–2022

	Total	Rank	K-12	Rank	Higher Ed	Rank
United States	\$35,401	—	\$33,177	—	\$44,292	—
Alabama	32,114	35	28,708	41	42,427	29
Alaska	42,737	3	42,241	3	45,754	16
Arizona	32,050	38	29,079	40	43,969	22
Arkansas	29,829	43	28,050	44	37,306	48
California	41,606	5	39,321	7	51,089	3
Colorado	35,399	21	32,574	22	44,753	19
Connecticut	41,581	6	39,502	6	52,327	2
Delaware	43,113	2	43,543	2	40,645	37
District of Columbia	44,440	1	43,811	1	49,035	5
Florida	33,167	30	31,286	27	40,459	38
Georgia	31,761	41	29,616	35	39,672	40
Hawaii	40,655	8	38,984	8	46,590	12
Idaho	29,169	48	26,681	49	35,658	50
Illinois	36,981	15	34,814	14	44,356	21
Indiana	32,432	33	29,574	37	41,444	32
Iowa	34,376	25	29,928	32	47,043	10
Kansas	29,441	47	26,705	47	40,152	39
Kentucky	28,872	49	26,686	48	38,821	44
Louisiana	30,476	42	28,156	43	41,407	34
Maine	31,866	39	30,856	28	38,279	46
Maryland	40,490	9	38,755	9	45,719	17
Massachusetts	39,149	11	37,080	12	49,041	4
Michigan	34,606	24	30,303	31	47,666	8
Minnesota	36,215	20	33,155	19	48,510	7
Mississippi	28,011	51	25,826	51	34,898	51
Missouri	32,059	37	29,507	38	42,751	27
Montana	32,101	36	29,756	33	39,318	41
Nebraska	33,319	29	30,358	30	42,560	28
Nevada	38,157	13	37,210	10	44,800	18
New Hampshire	32,477	32	30,547	29	44,705	20
New Jersey	42,194	4	40,346	4	53,200	1
New Mexico	29,732	45	27,602	45	38,258	47
New York	41,173	7	39,922	5	48,582	6
North Carolina	32,890	31	29,349	39	42,338	30
North Dakota	36,679	16	32,029	24	47,627	9
Ohio	36,273	19	33,717	18	46,001	14
Oklahoma	28,566	50	25,881	50	38,351	45
Oregon	34,935	23	32,342	23	43,869	24
Pennsylvania	36,483	18	34,716	15	43,899	23
Rhode Island	39,550	10	37,114	11	45,944	15
South Carolina	32,139	34	29,579	36	42,968	26
South Dakota	29,745	44	28,317	42	36,805	49
Tennessee	29,614	46	27,080	46	39,283	42
Texas	31,782	40	29,677	34	42,282	31
Utah	36,650	17	33,846	17	41,413	33
Vermont	33,773	27	33,092	20	38,927	43
Virginia	35,103	22	32,835	21	43,867	25
Washington	38,221	12	36,150	13	47,022	11
West Virginia	33,391	28	31,329	26	41,090	36
Wisconsin	37,012	14	33,883	16	46,448	13
Wyoming	33,783	26	31,963	25	41,154	35

Table 9-2a (Counts)
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2021–2022

	Total ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	2,272,647	266,024	520,792	503,334	354,031	628,466
Alabama	32,492	3,998	10,851	6,664	3,418	7,561
Alaska	7,142	993	827	1,881	1,419	2,022
Arizona	50,832	7,399	12,095	13,728	7,523	10,087
Arkansas	22,344	3,804	7,383	5,102	2,470	3,585
California	246,201	18,289	34,345	47,899	41,131	104,537
Colorado	38,526	4,270	8,549	8,579	6,069	11,059
Connecticut	22,116	1,210	3,496	4,975	3,244	9,191
Delaware	7,155	467	675	1,266	1,993	2,754
District of Columbia	5,323	595	669	878	911	2,270
Florida	121,524	14,580	32,887	27,999	18,466	27,592
Georgia	80,945	11,757	21,710	20,151	11,024	16,303
Hawaii	10,837	626	1,010	2,780	2,699	3,722
Idaho	10,852	2,167	2,894	2,789	1,424	1,578
Illinois	82,164	9,215	17,244	17,310	13,835	24,560
Indiana	37,881	5,627	10,264	7,816	5,665	8,509
Iowa	28,351	4,911	7,018	5,803	3,961	6,658
Kansas	29,357	7,587	7,742	6,304	3,333	4,391
Kentucky	36,639	7,867	11,573	8,272	3,553	5,374
Louisiana	32,629	5,821	10,720	6,047	3,899	6,142
Maine	7,936	1,294	2,008	2,317	1,284	1,033
Maryland	46,927	4,648	5,770	11,647	8,629	16,233
Massachusetts	44,763	3,327	8,688	10,015	7,136	15,597
Michigan	47,047	6,350	11,139	10,538	7,231	11,789
Minnesota	40,758	4,311	9,332	8,289	7,074	11,752
Mississippi	26,145	5,195	9,196	5,497	2,594	3,663
Missouri	37,935	5,581	9,961	9,621	5,299	7,473
Montana	8,688	1,474	1,809	2,246	1,303	1,856
Nebraska	15,615	2,909	3,804	2,816	2,379	3,707
Nevada	17,653	1,363	2,262	4,129	4,147	5,752
New Hampshire	9,998	1,376	2,353	3,207	995	2,067
New Jersey	63,794	3,878	9,973	11,989	9,765	28,189
New Mexico	21,336	3,430	7,488	4,853	1,635	3,930
New York	165,952	11,819	23,040	33,981	32,804	64,308
North Carolina	71,037	7,485	17,640	20,414	11,988	13,510
North Dakota	6,818	861	1,424	1,488	1,554	1,491
Ohio	68,689	5,957	16,351	14,544	11,065	20,772
Oklahoma	33,425	6,783	10,732	7,128	3,608	5,174
Oregon	30,186	2,233	6,653	7,309	6,268	7,723
Pennsylvania	59,822	5,695	10,918	12,114	13,340	17,755
Rhode Island	6,513	440	747	1,245	1,593	2,488
South Carolina	37,419	5,403	10,457	8,189	5,662	7,708
South Dakota	8,403	1,820	2,102	2,050	1,257	1,174
Tennessee	43,543	8,425	14,089	9,400	5,430	6,199
Texas	240,674	33,016	75,560	52,759	29,472	49,867
Utah	19,743	2,333	2,988	4,612	3,946	5,864
Vermont	4,483	479	1,242	1,333	630	799
Virginia	66,686	7,168	16,256	14,928	9,229	19,105
Washington	58,258	3,812	11,309	12,848	10,959	19,330
West Virginia	16,427	1,337	3,322	6,926	2,033	2,809
Wisconsin	34,649	3,647	8,256	6,458	6,141	10,147
Wyoming	8,015	992	1,971	2,201	1,544	1,307

Table 9-2b (Percentages)
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2021–2022

	Total ESP	Under \$15,000	\$15-24,999	\$25-34,999	\$35-44,999	\$45,000+
United States	100.0%	11.7%	22.9%	22.1%	15.6%	27.7%
Alabama	100.0	12.3	33.4	20.5	10.5	23.3
Alaska	100.0	13.9	11.6	26.3	19.9	28.3
Arizona	100.0	14.6	23.8	27.0	14.8	19.8
Arkansas	100.0	17.0	33.0	22.8	11.1	16.0
California	100.0	7.4	13.9	19.5	16.7	42.5
Colorado	100.0	11.1	22.2	22.3	15.8	28.7
Connecticut	100.0	5.5	15.8	22.5	14.7	41.6
Delaware	100.0	6.5	9.4	17.7	27.9	38.5
District of Columbia	100.0	11.2	12.6	16.5	17.1	42.6
Florida	100.0	12.0	27.1	23.0	15.2	22.7
Georgia	100.0	14.5	26.8	24.9	13.6	20.1
Hawaii	100.0	5.8	9.3	25.7	24.9	34.3
Idaho	100.0	20.0	26.7	25.7	13.1	14.5
Illinois	100.0	11.2	21.0	21.1	16.8	29.9
Indiana	100.0	14.9	27.1	20.6	15.0	22.5
Iowa	100.0	17.3	24.8	20.5	14.0	23.5
Kansas	100.0	25.8	26.4	21.5	11.4	15.0
Kentucky	100.0	21.5	31.6	22.6	9.7	14.7
Louisiana	100.0	17.8	32.9	18.5	11.9	18.8
Maine	100.0	16.3	25.3	29.2	16.2	13.0
Maryland	100.0	9.9	12.3	24.8	18.4	34.6
Massachusetts	100.0	7.4	19.4	22.4	15.9	34.8
Michigan	100.0	13.5	23.7	22.4	15.4	25.1
Minnesota	100.0	10.6	22.9	20.3	17.4	28.8
Mississippi	100.0	19.9	35.2	21.0	9.9	14.0
Missouri	100.0	14.7	26.3	25.4	14.0	19.7
Montana	100.0	17.0	20.8	25.9	15.0	21.4
Nebraska	100.0	18.6	24.4	18.0	15.2	23.7
Nevada	100.0	7.7	12.8	23.4	23.5	32.6
New Hampshire	100.0	13.8	23.5	32.1	10.0	20.7
New Jersey	100.0	6.1	15.6	18.8	15.3	44.2
New Mexico	100.0	16.1	35.1	22.7	7.7	18.4
New York	100.0	7.1	13.9	20.5	19.8	38.8
North Carolina	100.0	10.5	24.8	28.7	16.9	19.0
North Dakota	100.0	12.6	20.9	21.8	22.8	21.9
Ohio	100.0	8.7	23.8	21.2	16.1	30.2
Oklahoma	100.0	20.3	32.1	21.3	10.8	15.5
Oregon	100.0	7.4	22.0	24.2	20.8	25.6
Pennsylvania	100.0	9.5	18.3	20.3	22.3	29.7
Rhode Island	100.0	6.8	11.5	19.1	24.5	38.2
South Carolina	100.0	14.4	27.9	21.9	15.1	20.6
South Dakota	100.0	21.7	25.0	24.4	15.0	14.0
Tennessee	100.0	19.3	32.4	21.6	12.5	14.2
Texas	100.0	13.7	31.4	21.9	12.2	20.7
Utah	100.0	11.8	15.1	23.4	20.0	29.7
Vermont	100.0	10.7	27.7	29.7	14.1	17.8
Virginia	100.0	10.7	24.4	22.4	13.8	28.6
Washington	100.0	6.5	19.4	22.1	18.8	33.2
West Virginia	100.0	8.1	20.2	42.2	12.4	17.1
Wisconsin	100.0	10.5	23.8	18.6	17.7	29.3
Wyoming	100.0	12.4	24.6	27.5	19.3	16.3

The 2020 ESP Work Force

In this chapter, data are shown for two different groups of ESP: all ESP regardless of hours worked, and full-time ESP who work at least 30 hours per week. Full-time and part-time status is based on the usual hours worked per week in the previous 12 months.

All ESP

Figures 10-1 and 10-2 show the size and relative percentages of the entire ESP work force, by state.

- California, Texas, and New York lead the country in share of ESP, with 12 percent, 10 percent, and seven percent respectively, of the national ESP work force.
- The top ten states constitute over 50 percent of the national ESP work force: California, Texas, New York, Florida, Illinois, Georgia, Ohio, Virginia, North Carolina, and New Jersey.

All ESP, by Level

Tables 10-1a and 10-1b show the distribution of all ESP by level for the nation and individual states.

- More than 3.0 million ESP work in the nation's public schools and colleges.
- Over 2.2 million work at the K-12 level.
- Nearly 760,000 ESP work in higher education.
- The percentage contribution to national totals from each state is similar for K-12 and higher education ESP.

All ESP, by Career Family

Table 10-2a gives the size of the ESP career families nationally and in each state.

- Paraeducators are the largest career family, at 1,051,606.
- Clerical personnel are next with 646,784.
- Custodial services account for 436,935.
- Food services employ 285,425.
- California, Texas, or New York lead in every career family. Florida and Illinois also rank highly.

Nationally, the top two career families account for over half of ESP, as shown in Table 10-2b.

- Paraeducators have 35 percent of the total.
- Clerical personnel make up 22 percent.
- Custodial services add 15 percent.

Full-Time ESP

- Food services are another ten percent.
- Transportation ESP account for seven percent.
- Technical, trades, security, and health and student services ESP together make up the remaining 12 percent share.
- This same general pattern is found at the state level, with the highest numbers of ESP in the paraeducator, clerical, and custodial career families.

Figure 10-3 and Tables *10-3a* and *10-3b* give the counts and percentages of full-time ESP by state.

- Seventy-six percent of the nation's ESP work at least 30 hours per week.
- At least 80 percent of ESP in 14 states and the District of Columbia are full-time workers.
- Utah has the lowest percentages of full-time ESP, at 52 percent.
- California has the highest count of full-time ESP, numbering 246,201. South Carolina, Texas, and Alaska have the highest shares of full-time ESP at 84 percent or more of their ESP work forces, after the District of Columbia at 90 percent.
- While California leads in numbers of full-time ESP it has the fifth smallest share, at 68 percent.
- Half of the nation's full-time ESP work force is concentrated in nine states, lead by California, Texas, New York, and Florida.

**Hours Worked,
All ESP**

Figure 10-4 shows the average hours worked by all ESP, by state.

- The national ESP work force averages 34 hours of work per week.
- ESP in Texas, Mississippi, and the District of Columbia work the most hours, averaging around 37 hours per week.
- ESP in nine states average around 36 hours per week.
- ESP in Utah work the fewest hours per week, 29 hours on average.

Tables *10-4a* and *10-4b* give the distribution of ESP and hours worked in counts and percentages, by state.

- Nationally, 54 percent of ESP work at least 40 hours per week.
- Twenty-two percent work between 30 and 39 hours per week.
- Twenty-four percent work fewer than 30 hours per week.

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- At least 10 percent of ESP in Nebraska, Iowa, and the District of Columbia work 45 or more hours per week.
- Forty-nine percent of ESP in Utah and 36 percent in Michigan work fewer than 30 hours per week.

Figure 10-1
Work Force Counts
Total ESP by State, 2020

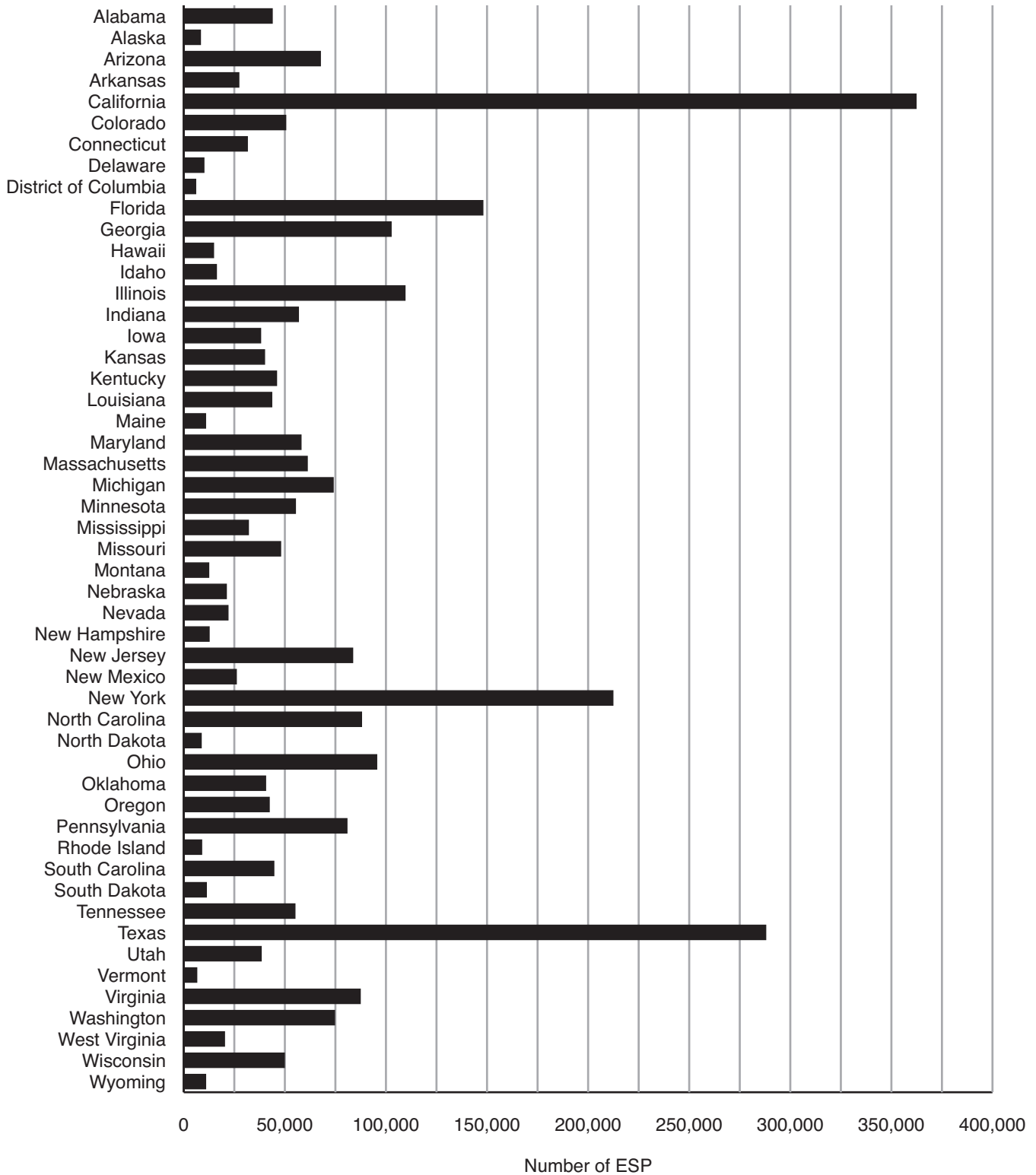


Figure 10-2
Work Force Percentage of National Total
Total ESP by State, 2020

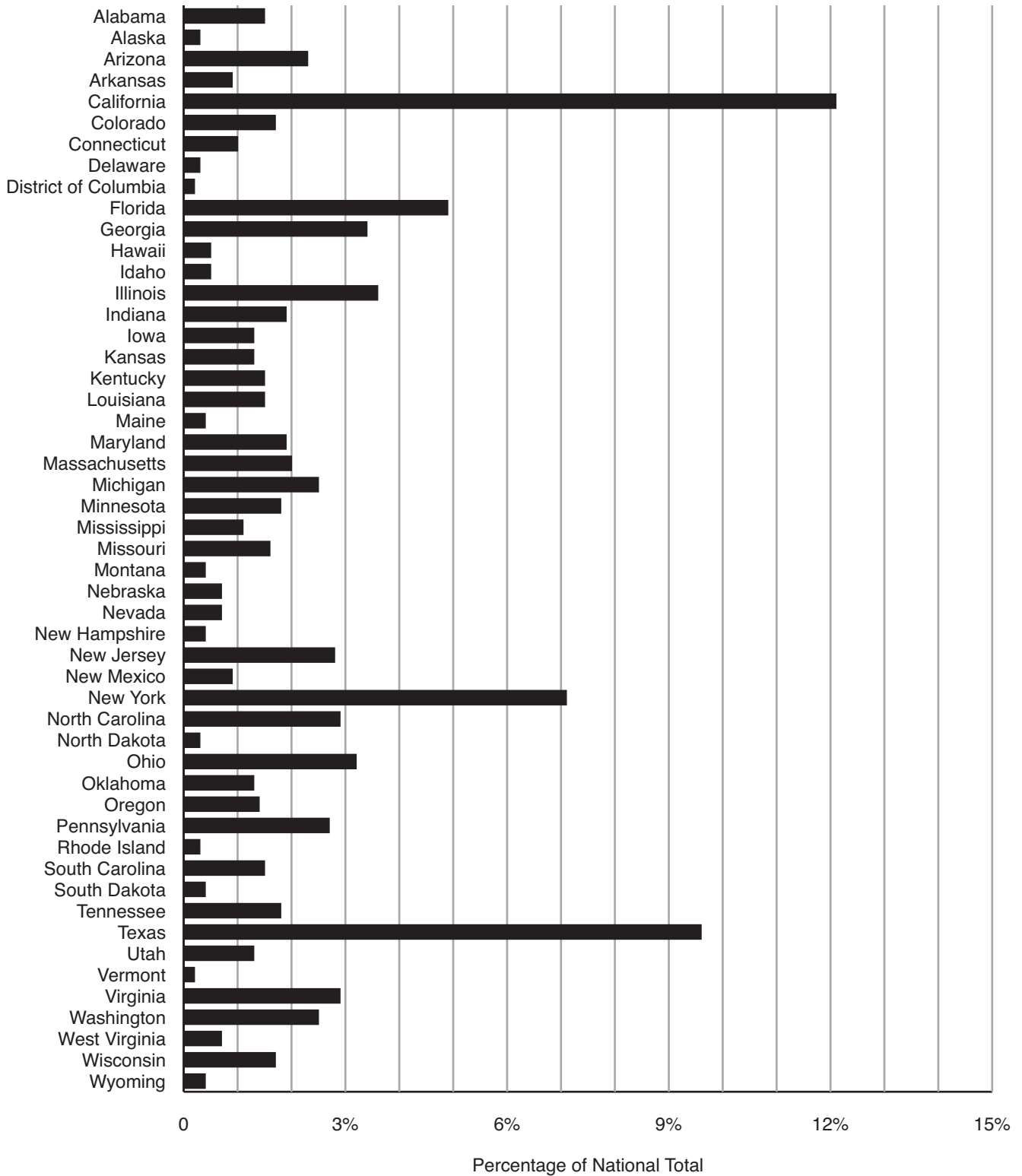


Figure 10-3
Percentage Full-Time
Total ESP Work Force by State, 2020

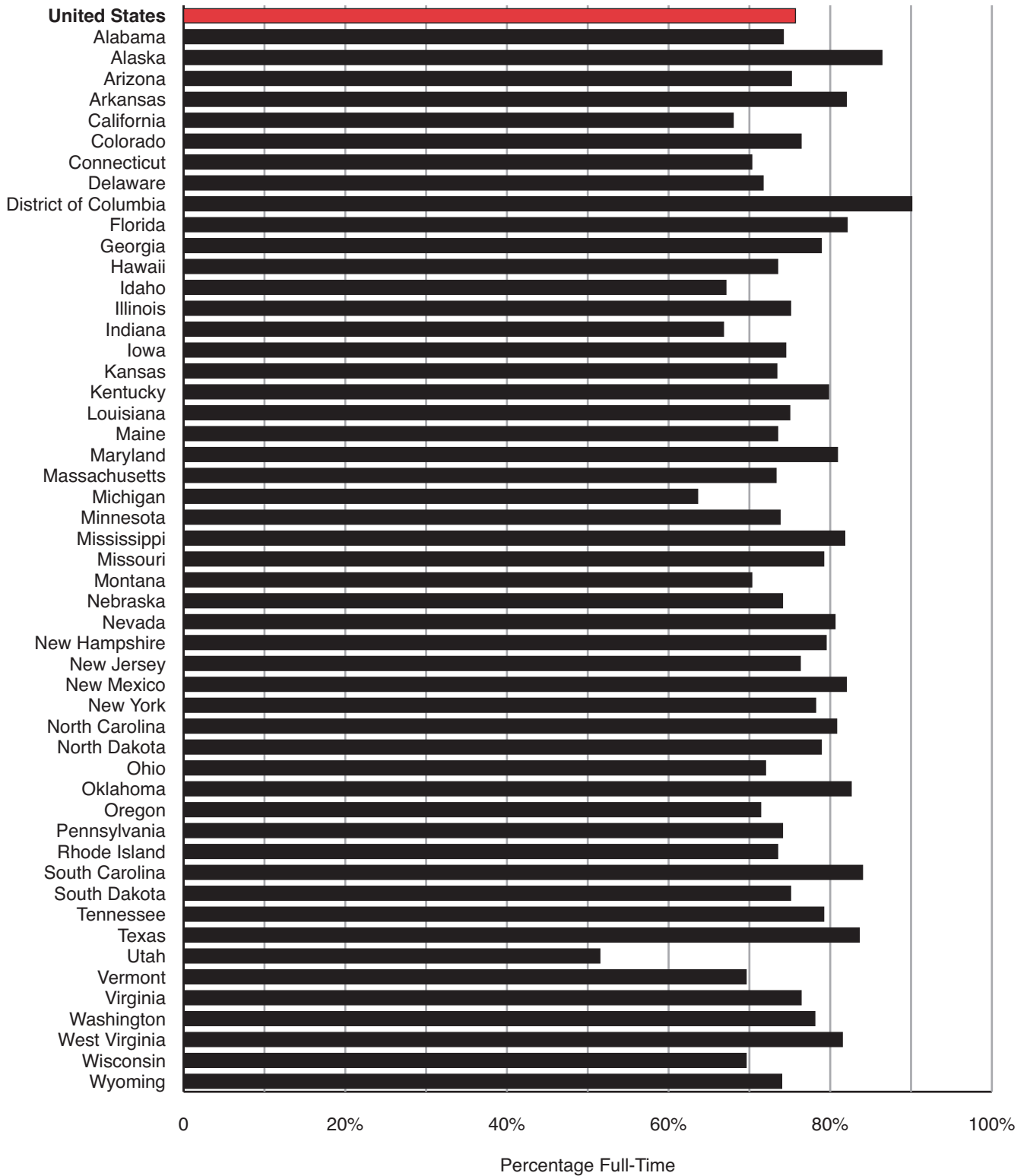


Figure 10-4
Average Hours Worked
Total ESP Work Force by State, 2020

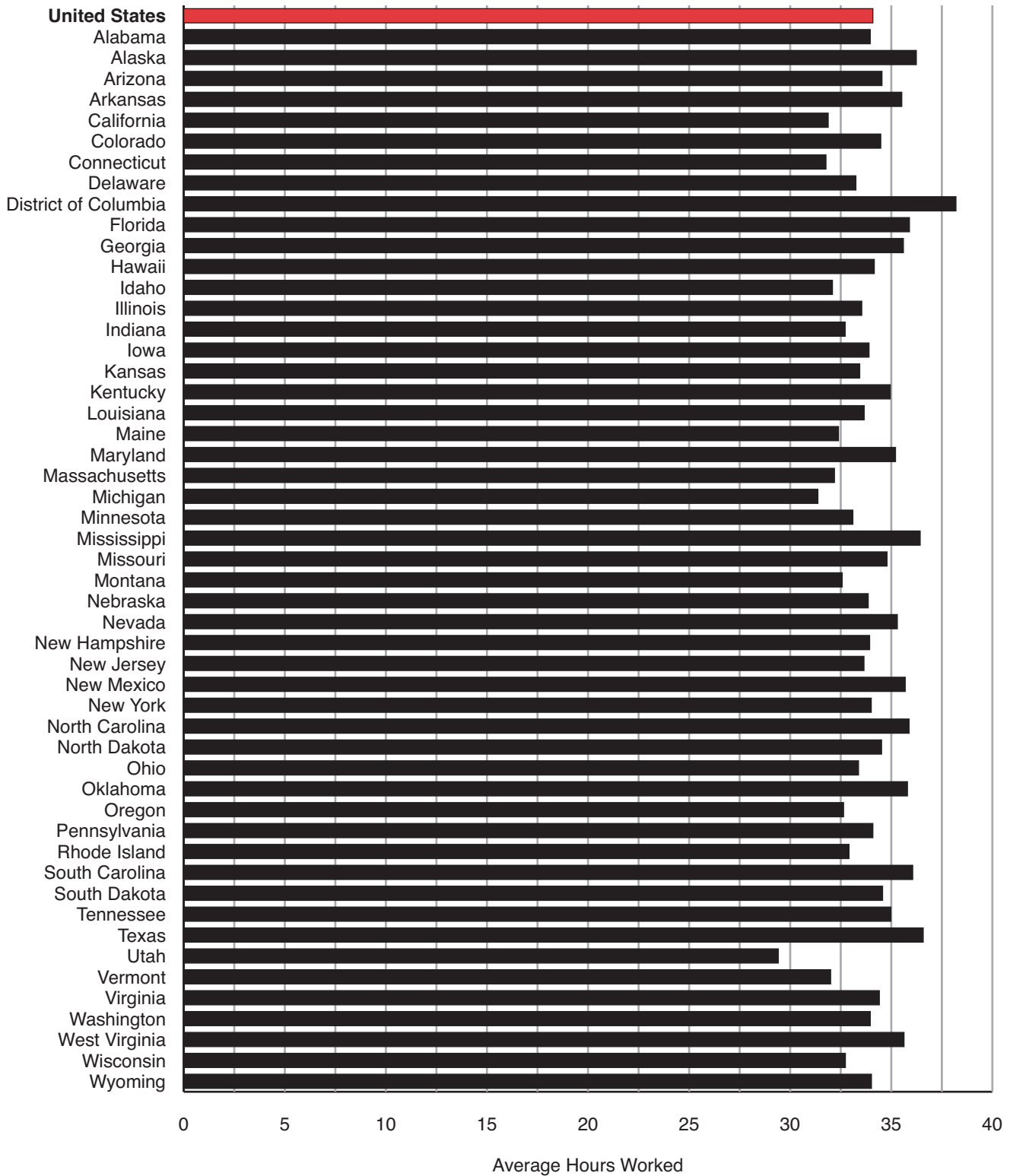


Table 10-1a (Counts)**Work Force by Level****Total, K-12, and Higher Ed ESP by State, 2020**

	Total	K-12	Higher Ed
United States	3,001,053	2,243,749	757,304
Alabama	43,768	31,080	12,688
Alaska	8,263	7,443	820
Arizona	67,581	49,879	17,702
Arkansas	27,251	21,135	6,116
California	362,228	271,760	90,468
Colorado	50,459	35,344	15,115
Connecticut	31,467	23,610	7,857
Delaware	9,976	8,309	1,667
District of Columbia	5,907	4,998	909
Florida	147,953	110,322	37,631
Georgia	102,574	74,765	27,809
Hawaii	14,745	10,179	4,566
Idaho	16,162	11,955	4,207
Illinois	109,446	77,379	32,067
Indiana	56,725	41,697	15,028
Iowa	38,031	25,774	12,257
Kansas	39,977	28,271	11,706
Kentucky	45,912	36,290	9,622
Louisiana	43,529	31,735	11,794
Maine	10,795	8,931	1,864
Maryland	58,012	41,166	16,846
Massachusetts	61,103	46,249	14,854
Michigan	73,918	49,026	24,892
Minnesota	55,244	41,520	13,724
Mississippi	31,979	23,714	8,265
Missouri	47,926	36,085	11,841
Montana	12,366	8,848	3,518
Nebraska	21,073	14,404	6,669
Nevada	21,891	18,189	3,702
New Hampshire	12,570	10,031	2,539
New Jersey	83,556	69,461	14,095
New Mexico	26,008	19,352	6,656
New York	212,265	173,125	39,140
North Carolina	87,940	58,008	29,932
North Dakota	8,640	5,648	2,992
Ohio	95,439	69,703	25,736
Oklahoma	40,485	29,867	10,618
Oregon	42,289	30,387	11,902
Pennsylvania	80,723	62,475	18,248
Rhode Island	8,857	5,826	3,031
South Carolina	44,558	33,550	11,008
South Dakota	11,189	8,543	2,646
Tennessee	55,007	43,042	11,965
Texas	287,855	224,311	63,544
Utah	38,314	26,119	12,195
Vermont	6,443	5,242	1,201
Virginia	87,298	64,899	22,399
Washington	74,601	56,694	17,907
West Virginia	20,151	14,268	5,883
Wisconsin	49,776	35,048	14,728
Wyoming	10,828	8,093	2,735

Table 10-1b (Percentages)

Work Force by Level

Total, K-12, and Higher Ed ESP by State, 2020

	Total	K-12	Higher Ed
United States	100.0%	100.0%	100.0%
Alabama	1.5	1.4	1.7
Alaska	0.3	0.3	0.1
Arizona	2.3	2.2	2.3
Arkansas	0.9	0.9	0.8
California	12.1	12.1	11.9
Colorado	1.7	1.6	2.0
Connecticut	1.0	1.1	1.0
Delaware	0.3	0.4	0.2
District of Columbia	0.2	0.2	0.1
Florida	4.9	4.9	5.0
Georgia	3.4	3.3	3.7
Hawaii	0.5	0.5	0.6
Idaho	0.5	0.5	0.6
Illinois	3.6	3.4	4.2
Indiana	1.9	1.9	2.0
Iowa	1.3	1.1	1.6
Kansas	1.3	1.3	1.5
Kentucky	1.5	1.6	1.3
Louisiana	1.5	1.4	1.6
Maine	0.4	0.4	0.2
Maryland	1.9	1.8	2.2
Massachusetts	2.0	2.1	2.0
Michigan	2.5	2.2	3.3
Minnesota	1.8	1.9	1.8
Mississippi	1.1	1.1	1.1
Missouri	1.6	1.6	1.6
Montana	0.4	0.4	0.5
Nebraska	0.7	0.6	0.9
Nevada	0.7	0.8	0.5
New Hampshire	0.4	0.4	0.3
New Jersey	2.8	3.1	1.9
New Mexico	0.9	0.9	0.9
New York	7.1	7.7	5.2
North Carolina	2.9	2.6	4.0
North Dakota	0.3	0.3	0.4
Ohio	3.2	3.1	3.4
Oklahoma	1.3	1.3	1.4
Oregon	1.4	1.4	1.6
Pennsylvania	2.7	2.8	2.4
Rhode Island	0.3	0.3	0.4
South Carolina	1.5	1.5	1.5
South Dakota	0.4	0.4	0.3
Tennessee	1.8	1.9	1.6
Texas	9.6	10.0	8.4
Utah	1.3	1.2	1.6
Vermont	0.2	0.2	0.2
Virginia	2.9	2.9	3.0
Washington	2.5	2.5	2.4
West Virginia	0.7	0.6	0.8
Wisconsin	1.7	1.6	1.9
Wyoming	0.4	0.4	0.4

Table 10-2a (Counts)

Career Families

Total ESP Work Force by State, 2020

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
United States	3,001,053	436,935	56,745	285,425	58,516	1,051,606	646,784	192,567	63,471	209,004
Alabama	43,768	4,877	772	6,075	1,186	11,076	9,927	2,525	987	6,343
Alaska	8,263	1,557	105	474	118	3,513	1,623	399	30	444
Arizona	67,581	10,357	1,483	3,657	1,586	23,488	15,062	4,425	1,896	5,627
Arkansas	27,251	4,566	264	3,628	204	8,197	6,523	1,582	280	2,007
California	362,228	46,440	6,659	32,615	9,970	137,852	82,910	24,851	8,554	12,377
Colorado	50,459	7,037	843	5,113	899	15,916	11,584	3,648	1,211	4,208
Connecticut	31,467	4,904	1,140	2,045	687	13,546	6,712	1,773	264	396
Delaware	9,976	1,838	138	1,347	48	3,348	1,928	438	329	562
District of Columbia	5,907	762	94	223	25	2,795	875	529	388	216
Florida	147,953	21,643	4,936	14,658	2,264	43,346	33,425	13,046	4,097	10,538
Georgia	102,574	13,238	1,926	10,809	1,475	32,898	22,719	5,573	2,210	11,726
Hawaii	14,745	2,394	465	1,089	347	5,959	3,610	798	64	19
Idaho	16,162	2,307	227	1,597	417	5,989	3,574	754	365	932
Illinois	109,446	17,838	3,646	8,493	2,139	37,487	24,364	7,170	2,269	6,040
Indiana	56,725	9,116	411	7,002	431	17,659	10,893	4,431	829	5,953
Iowa	38,031	6,025	586	3,503	971	13,846	7,752	2,304	535	2,509
Kansas	39,977	5,562	439	3,310	425	16,348	8,861	2,256	693	2,083
Kentucky	45,912	5,626	677	6,493	829	14,728	9,378	1,750	502	5,929
Louisiana	43,529	6,733	306	4,725	691	13,625	10,410	1,879	531	4,629
Maine	10,795	1,230	20	1,675	15	3,013	2,647	302	108	1,785
Maryland	58,012	9,721	1,269	5,201	637	19,588	11,438	3,862	2,301	3,995
Massachusetts	61,103	7,342	671	7,390	1,515	27,137	11,507	3,087	892	1,562
Michigan	73,918	8,107	1,166	6,213	1,453	27,714	18,006	4,393	1,029	5,837
Minnesota	55,244	7,229	431	4,810	1,032	24,374	10,430	3,141	1,251	2,546
Mississippi	31,979	4,836	690	5,070	309	9,018	7,344	1,867	386	2,459
Missouri	47,926	8,441	300	4,227	1,308	16,091	10,117	2,520	1,283	3,639
Montana	12,366	3,255	207	1,579	93	3,292	2,325	998	67	550
Nebraska	21,073	3,308	245	2,421	432	7,394	4,689	1,167	433	984
Nevada	21,891	2,890	766	1,475	941	7,237	4,224	1,611	431	2,316
New Hampshire	12,570	2,121	54	935	196	6,083	2,033	578	197	373
New Jersey	83,556	13,161	3,020	3,228	782	36,679	17,292	4,671	891	3,832
New Mexico	26,008	3,903	630	3,165	527	8,904	4,739	2,176	559	1,405
New York	212,265	31,477	6,394	13,030	2,640	90,374	41,549	11,056	3,669	12,076
North Carolina	87,940	11,626	1,345	10,457	2,275	25,053	19,911	6,122	2,434	8,717
North Dakota	8,640	1,784	19	1,008	202	2,740	1,419	828	52	588
Ohio	95,439	14,422	2,041	9,827	2,423	30,902	18,651	5,062	1,587	10,524
Oklahoma	40,485	5,689	633	5,413	377	13,883	9,104	2,362	677	2,347
Oregon	42,289	4,610	750	3,502	653	16,344	9,938	4,078	206	2,208
Pennsylvania	80,723	15,518	1,626	7,683	1,318	25,221	18,122	4,296	2,368	4,571
Rhode Island	8,857	1,460	104	381	244	4,082	1,896	352	256	82
South Carolina	44,558	8,188	359	3,843	1,002	13,133	10,581	2,847	934	3,671
South Dakota	11,189	1,761	117	1,317	204	4,211	2,275	333	64	907
Tennessee	55,007	6,595	796	6,982	755	20,795	11,487	2,584	1,042	3,971
Texas	287,855	46,130	4,859	34,042	5,627	87,668	62,460	21,030	7,326	18,713
Utah	38,314	6,523	228	2,474	1,896	12,386	8,195	3,012	841	2,759
Vermont	6,443	1,029	18	380	111	2,708	1,338	479	94	286
Virginia	87,298	10,922	1,008	8,704	1,662	26,510	17,594	7,428	2,018	11,452
Washington	74,601	8,336	1,165	4,452	1,611	29,319	16,510	5,076	1,505	6,627
West Virginia	20,151	3,075	407	2,609	393	5,362	4,103	683	931	2,588
Wisconsin	49,776	7,481	241	4,540	1,171	17,833	11,355	3,624	1,462	2,069
Wyoming	10,828	1,945	49	536	0	4,942	1,375	811	143	1,027

Table 10-2b (Percentages)

Career Families

Total ESP Work Force by State, 2020

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0%	14.6%	1.9%	9.5%	1.9%	35.0%	21.6%	6.4%	2.1%	7.0%
Alabama	100.0	11.1	1.8	13.9	2.7	25.3	22.7	5.8	2.3	14.5
Alaska	100.0	18.8	1.3	5.7	1.4	42.5	19.6	4.8	0.4	5.4
Arizona	100.0	15.3	2.2	5.4	2.3	34.8	22.3	6.5	2.8	8.3
Arkansas	100.0	16.8	1.0	13.3	0.7	30.1	23.9	5.8	1.0	7.4
California	100.0	12.8	1.8	9.0	2.8	38.1	22.9	6.9	2.4	3.4
Colorado	100.0	13.9	1.7	10.1	1.8	31.5	23.0	7.2	2.4	8.3
Connecticut	100.0	15.6	3.6	6.5	2.2	43.0	21.3	5.6	0.8	1.3
Delaware	100.0	18.4	1.4	13.5	0.5	33.6	19.3	4.4	3.3	5.6
District of Columbia	100.0	12.9	1.6	3.8	0.4	47.3	14.8	9.0	6.6	3.7
Florida	100.0	14.6	3.3	9.9	1.5	29.3	22.6	8.8	2.8	7.1
Georgia	100.0	12.9	1.9	10.5	1.4	32.1	22.1	5.4	2.2	11.4
Hawaii	100.0	16.2	3.2	7.4	2.4	40.4	24.5	5.4	0.4	0.1
Idaho	100.0	14.3	1.4	9.9	2.6	37.1	22.1	4.7	2.3	5.8
Illinois	100.0	16.3	3.3	7.8	2.0	34.3	22.3	6.6	2.1	5.5
Indiana	100.0	16.1	0.7	12.3	0.8	31.1	19.2	7.8	1.5	10.5
Iowa	100.0	15.8	1.5	9.2	2.6	36.4	20.4	6.1	1.4	6.6
Kansas	100.0	13.9	1.1	8.3	1.1	40.9	22.2	5.6	1.7	5.2
Kentucky	100.0	12.3	1.5	14.1	1.8	32.1	20.4	3.8	1.1	12.9
Louisiana	100.0	15.5	0.7	10.9	1.6	31.3	23.9	4.3	1.2	10.6
Maine	100.0	11.4	0.2	15.5	0.1	27.9	24.5	2.8	1.0	16.5
Maryland	100.0	16.8	2.2	9.0	1.1	33.8	19.7	6.7	4.0	6.9
Massachusetts	100.0	12.0	1.1	12.1	2.5	44.4	18.8	5.1	1.5	2.6
Michigan	100.0	11.0	1.6	8.4	2.0	37.5	24.4	5.9	1.4	7.9
Minnesota	100.0	13.1	0.8	8.7	1.9	44.1	18.9	5.7	2.3	4.6
Mississippi	100.0	15.1	2.2	15.9	1.0	28.2	23.0	5.8	1.2	7.7
Missouri	100.0	17.6	0.6	8.8	2.7	33.6	21.1	5.3	2.7	7.6
Montana	100.0	26.3	1.7	12.8	0.8	26.6	18.8	8.1	0.5	4.4
Nebraska	100.0	15.7	1.2	11.5	2.1	35.1	22.3	5.5	2.1	4.7
Nevada	100.0	13.2	3.5	6.7	4.3	33.1	19.3	7.4	2.0	10.6
New Hampshire	100.0	16.9	0.4	7.4	1.6	48.4	16.2	4.6	1.6	3.0
New Jersey	100.0	15.8	3.6	3.9	0.9	43.9	20.7	5.6	1.1	4.6
New Mexico	100.0	15.0	2.4	12.2	2.0	34.2	18.2	8.4	2.1	5.4
New York	100.0	14.8	3.0	6.1	1.2	42.6	19.6	5.2	1.7	5.7
North Carolina	100.0	13.2	1.5	11.9	2.6	28.5	22.6	7.0	2.8	9.9
North Dakota	100.0	20.6	0.2	11.7	2.3	31.7	16.4	9.6	0.6	6.8
Ohio	100.0	15.1	2.1	10.3	2.5	32.4	19.5	5.3	1.7	11.0
Oklahoma	100.0	14.1	1.6	13.4	0.9	34.3	22.5	5.8	1.7	5.8
Oregon	100.0	10.9	1.8	8.3	1.5	38.6	23.5	9.6	0.5	5.2
Pennsylvania	100.0	19.2	2.0	9.5	1.6	31.2	22.4	5.3	2.9	5.7
Rhode Island	100.0	16.5	1.2	4.3	2.8	46.1	21.4	4.0	2.9	0.9
South Carolina	100.0	18.4	0.8	8.6	2.2	29.5	23.7	6.4	2.1	8.2
South Dakota	100.0	15.7	1.0	11.8	1.8	37.6	20.3	3.0	0.6	8.1
Tennessee	100.0	12.0	1.4	12.7	1.4	37.8	20.9	4.7	1.9	7.2
Texas	100.0	16.0	1.7	11.8	2.0	30.5	21.7	7.3	2.5	6.5
Utah	100.0	17.0	0.6	6.5	4.9	32.3	21.4	7.9	2.2	7.2
Vermont	100.0	16.0	0.3	5.9	1.7	42.0	20.8	7.4	1.5	4.4
Virginia	100.0	12.5	1.2	10.0	1.9	30.4	20.2	8.5	2.3	13.1
Washington	100.0	11.2	1.6	6.0	2.2	39.3	22.1	6.8	2.0	8.9
West Virginia	100.0	15.3	2.0	12.9	2.0	26.6	20.4	3.4	4.6	12.8
Wisconsin	100.0	15.0	0.5	9.1	2.4	35.8	22.8	7.3	2.9	4.2
Wyoming	100.0	18.0	0.5	5.0	0.0	45.6	12.7	7.5	1.3	9.5

Table 10-3a (Counts)
Full-Time vs. Part-Time
Total ESP Work Force by State, 2020

	Total	Full-Time	Part-Time
United States	3,001,053	2,272,647	728,406
Alabama	43,768	32,492	11,276
Alaska	8,263	7,142	1,121
Arizona	67,581	50,832	16,749
Arkansas	27,251	22,344	4,907
California	362,228	246,201	116,027
Colorado	50,459	38,526	11,933
Connecticut	31,467	22,116	9,351
Delaware	9,976	7,155	2,821
District of Columbia	5,907	5,323	584
Florida	147,953	121,524	26,429
Georgia	102,574	80,945	21,629
Hawaii	14,745	10,837	3,908
Idaho	16,162	10,852	5,310
Illinois	109,446	82,164	27,282
Indiana	56,725	37,881	18,844
Iowa	38,031	28,351	9,680
Kansas	39,977	29,357	10,620
Kentucky	45,912	36,639	9,273
Louisiana	43,529	32,629	10,900
Maine	10,795	7,936	2,859
Maryland	58,012	46,927	11,085
Massachusetts	61,103	44,763	16,340
Michigan	73,918	47,047	26,871
Minnesota	55,244	40,758	14,486
Mississippi	31,979	26,145	5,834
Missouri	47,926	37,935	9,991
Montana	12,366	8,688	3,678
Nebraska	21,073	15,615	5,458
Nevada	21,891	17,653	4,238
New Hampshire	12,570	9,998	2,572
New Jersey	83,556	63,794	19,762
New Mexico	26,008	21,336	4,672
New York	212,265	165,952	46,313
North Carolina	87,940	71,037	16,903
North Dakota	8,640	6,818	1,822
Ohio	95,439	68,689	26,750
Oklahoma	40,485	33,425	7,060
Oregon	42,289	30,186	12,103
Pennsylvania	80,723	59,822	20,901
Rhode Island	8,857	6,513	2,344
South Carolina	44,558	37,419	7,139
South Dakota	11,189	8,403	2,786
Tennessee	55,007	43,543	11,464
Texas	287,855	240,674	47,181
Utah	38,314	19,743	18,571
Vermont	6,443	4,483	1,960
Virginia	87,298	66,686	20,612
Washington	74,601	58,258	16,343
West Virginia	20,151	16,427	3,724
Wisconsin	49,776	34,649	15,127
Wyoming	10,828	8,015	2,813

Table 10-3b (Percentages)
Full-Time vs. Part-Time
Total ESP Work Force by State, 2020

	Total	Full-Time	Part-Time
United States	100.0%	75.7%	24.3%
Alabama	100.0	74.2	25.8
Alaska	100.0	86.4	13.6
Arizona	100.0	75.2	24.8
Arkansas	100.0	82.0	18.0
California	100.0	68.0	32.0
Colorado	100.0	76.4	23.6
Connecticut	100.0	70.3	29.7
Delaware	100.0	71.7	28.3
District of Columbia	100.0	90.1	9.9
Florida	100.0	82.1	17.9
Georgia	100.0	78.9	21.1
Hawaii	100.0	73.5	26.5
Idaho	100.0	67.1	32.9
Illinois	100.0	75.1	24.9
Indiana	100.0	66.8	33.2
Iowa	100.0	74.5	25.5
Kansas	100.0	73.4	26.6
Kentucky	100.0	79.8	20.2
Louisiana	100.0	75.0	25.0
Maine	100.0	73.5	26.5
Maryland	100.0	80.9	19.1
Massachusetts	100.0	73.3	26.7
Michigan	100.0	63.6	36.4
Minnesota	100.0	73.8	26.2
Mississippi	100.0	81.8	18.2
Missouri	100.0	79.2	20.8
Montana	100.0	70.3	29.7
Nebraska	100.0	74.1	25.9
Nevada	100.0	80.6	19.4
New Hampshire	100.0	79.5	20.5
New Jersey	100.0	76.3	23.7
New Mexico	100.0	82.0	18.0
New York	100.0	78.2	21.8
North Carolina	100.0	80.8	19.2
North Dakota	100.0	78.9	21.1
Ohio	100.0	72.0	28.0
Oklahoma	100.0	82.6	17.4
Oregon	100.0	71.4	28.6
Pennsylvania	100.0	74.1	25.9
Rhode Island	100.0	73.5	26.5
South Carolina	100.0	84.0	16.0
South Dakota	100.0	75.1	24.9
Tennessee	100.0	79.2	20.8
Texas	100.0	83.6	16.4
Utah	100.0	51.5	48.5
Vermont	100.0	69.6	30.4
Virginia	100.0	76.4	23.6
Washington	100.0	78.1	21.9
West Virginia	100.0	81.5	18.5
Wisconsin	100.0	69.6	30.4
Wyoming	100.0	74.0	26.0

Table 10-4a (Counts)
Usual Hours Worked
Total ESP Work Force by State, 2020

	Total ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	3,001,053	728,406	275,164	388,938	1,399,781	208,764	34.1
Alabama	43,768	11,276	2,389	4,899	22,048	3,156	34.0
Alaska	8,263	1,121	751	1,903	3,918	570	36.2
Arizona	67,581	16,749	5,663	5,915	34,405	4,849	34.5
Arkansas	27,251	4,907	1,723	2,829	15,957	1,835	35.5
California	362,228	116,027	48,828	19,551	159,340	18,482	31.9
Colorado	50,459	11,933	4,457	5,285	24,468	4,316	34.5
Connecticut	31,467	9,351	4,318	6,358	9,474	1,966	31.8
Delaware	9,976	2,821	530	1,689	4,309	627	33.3
District of Columbia	5,907	584	244	428	4,019	632	38.2
Florida	147,953	26,429	9,571	23,834	77,160	10,959	35.9
Georgia	102,574	21,629	6,507	6,875	58,704	8,859	35.6
Hawaii	14,745	3,908	846	349	8,335	1,307	34.2
Idaho	16,162	5,310	1,478	2,030	6,423	921	32.1
Illinois	109,446	27,282	9,226	19,164	47,643	6,131	33.5
Indiana	56,725	18,844	6,280	5,767	22,317	3,517	32.7
Iowa	38,031	9,680	4,333	5,586	14,757	3,675	33.9
Kansas	39,977	10,620	3,595	5,603	16,634	3,525	33.4
Kentucky	45,912	9,273	5,295	9,672	18,267	3,405	35.0
Louisiana	43,529	10,900	2,915	4,778	22,837	2,099	33.7
Maine	10,795	2,859	2,101	1,431	3,902	502	32.4
Maryland	58,012	11,085	5,004	8,843	29,457	3,623	35.2
Massachusetts	61,103	16,340	9,676	10,814	19,967	4,306	32.2
Michigan	73,918	26,871	7,398	9,095	25,872	4,682	31.4
Minnesota	55,244	14,486	7,207	7,799	22,474	3,278	33.1
Mississippi	31,979	5,834	1,259	3,033	19,698	2,155	36.4
Missouri	47,926	9,991	3,178	6,616	24,620	3,521	34.8
Montana	12,366	3,678	923	1,155	5,843	767	32.6
Nebraska	21,073	5,458	1,794	2,453	9,022	2,346	33.9
Nevada	21,891	4,238	2,208	2,869	10,666	1,910	35.3
New Hampshire	12,570	2,572	2,888	1,850	4,508	752	33.9
New Jersey	83,556	19,762	7,717	18,255	32,706	5,116	33.6
New Mexico	26,008	4,672	2,161	2,807	15,184	1,184	35.7
New York	212,265	46,313	20,575	50,392	81,615	13,370	34.0
North Carolina	87,940	16,903	7,062	7,640	48,123	8,212	35.9
North Dakota	8,640	1,822	978	1,165	4,133	542	34.5
Ohio	95,439	26,750	9,848	13,446	37,469	7,926	33.4
Oklahoma	40,485	7,060	3,529	4,882	21,724	3,290	35.8
Oregon	42,289	12,103	4,992	4,608	17,813	2,773	32.6
Pennsylvania	80,723	20,901	5,422	13,987	34,415	5,998	34.1
Rhode Island	8,857	2,344	531	2,002	3,524	456	32.9
South Carolina	44,558	7,139	2,972	7,931	22,775	3,741	36.1
South Dakota	11,189	2,786	610	1,108	5,829	856	34.6
Tennessee	55,007	11,464	3,793	12,262	23,896	3,592	35.0
Texas	287,855	47,181	12,747	24,729	179,322	23,876	36.6
Utah	38,314	18,571	3,225	2,004	13,253	1,261	29.4
Vermont	6,443	1,960	721	1,220	2,063	479	32.0
Virginia	87,298	20,612	6,879	11,837	41,609	6,361	34.4
Washington	74,601	16,343	11,354	8,961	33,117	4,826	34.0
West Virginia	20,151	3,724	1,201	3,584	9,974	1,668	35.6
Wisconsin	49,776	15,127	5,485	5,962	19,576	3,626	32.7
Wyoming	10,828	2,813	777	1,683	4,617	938	34.0

Table 10-4b (Percentages)
Usual Hours Worked
Total ESP Work Force by State, 2020

	Total ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%	24.3%	9.2%	13.0%	46.6%	7.0%
Alabama	100.0	25.8	5.5	11.2	50.4	7.2
Alaska	100.0	13.6	9.1	23.0	47.4	6.9
Arizona	100.0	24.8	8.4	8.8	50.9	7.2
Arkansas	100.0	18.0	6.3	10.4	58.6	6.7
California	100.0	32.0	13.5	5.4	44.0	5.1
Colorado	100.0	23.6	8.8	10.5	48.5	8.6
Connecticut	100.0	29.7	13.7	20.2	30.1	6.2
Delaware	100.0	28.3	5.3	16.9	43.2	6.3
District of Columbia	100.0	9.9	4.1	7.2	68.0	10.7
Florida	100.0	17.9	6.5	16.1	52.2	7.4
Georgia	100.0	21.1	6.3	6.7	57.2	8.6
Hawaii	100.0	26.5	5.7	2.4	56.5	8.9
Idaho	100.0	32.9	9.1	12.6	39.7	5.7
Illinois	100.0	24.9	8.4	17.5	43.5	5.6
Indiana	100.0	33.2	11.1	10.2	39.3	6.2
Iowa	100.0	25.5	11.4	14.7	38.8	9.7
Kansas	100.0	26.6	9.0	14.0	41.6	8.8
Kentucky	100.0	20.2	11.5	21.1	39.8	7.4
Louisiana	100.0	25.0	6.7	11.0	52.5	4.8
Maine	100.0	26.5	19.5	13.3	36.1	4.7
Maryland	100.0	19.1	8.6	15.2	50.8	6.2
Massachusetts	100.0	26.7	15.8	17.7	32.7	7.0
Michigan	100.0	36.4	10.0	12.3	35.0	6.3
Minnesota	100.0	26.2	13.0	14.1	40.7	5.9
Mississippi	100.0	18.2	3.9	9.5	61.6	6.7
Missouri	100.0	20.8	6.6	13.8	51.4	7.3
Montana	100.0	29.7	7.5	9.3	47.3	6.2
Nebraska	100.0	25.9	8.5	11.6	42.8	11.1
Nevada	100.0	19.4	10.1	13.1	48.7	8.7
New Hampshire	100.0	20.5	23.0	14.7	35.9	6.0
New Jersey	100.0	23.7	9.2	21.8	39.1	6.1
New Mexico	100.0	18.0	8.3	10.8	58.4	4.6
New York	100.0	21.8	9.7	23.7	38.4	6.3
North Carolina	100.0	19.2	8.0	8.7	54.7	9.3
North Dakota	100.0	21.1	11.3	13.5	47.8	6.3
Ohio	100.0	28.0	10.3	14.1	39.3	8.3
Oklahoma	100.0	17.4	8.7	12.1	53.7	8.1
Oregon	100.0	28.6	11.8	10.9	42.1	6.6
Pennsylvania	100.0	25.9	6.7	17.3	42.6	7.4
Rhode Island	100.0	26.5	6.0	22.6	39.8	5.1
South Carolina	100.0	16.0	6.7	17.8	51.1	8.4
South Dakota	100.0	24.9	5.5	9.9	52.1	7.7
Tennessee	100.0	20.8	6.9	22.3	43.4	6.5
Texas	100.0	16.4	4.4	8.6	62.3	8.3
Utah	100.0	48.5	8.4	5.2	34.6	3.3
Vermont	100.0	30.4	11.2	18.9	32.0	7.4
Virginia	100.0	23.6	7.9	13.6	47.7	7.3
Washington	100.0	21.9	15.2	12.0	44.4	6.5
West Virginia	100.0	18.5	6.0	17.8	49.5	8.3
Wisconsin	100.0	30.4	11.0	12.0	39.3	7.3
Wyoming	100.0	26.0	7.2	15.5	42.6	8.7

Demographics of the 2020 ESP Work Force

Age

Figure 11-1 and Tables *11-1a* and *11-1b* show the average and distribution of ages of the total ESP work force, by state.

- The national ESP work force averages 45 years old.
- Forty percent of ESP are between age 35 to 54.
- Thirteen percent are under 25.
- Eight percent of ESP are 65 years of age or older.
- The New Jersey, Pennsylvania, and Kentucky ESP work forces have the highest average ages, at around 48 years old.
- ESP in Utah and Wyoming average 41 years of age.

Gender

Figure 11-2 and Tables *11-2*, *11-3a*, and *11-3b* present gender and age data for the total ESP work force, by state.

- Sixty-nine percent of the total ESP work force is female.
- At least 74 percent of the Tennessee, Louisiana, and Kansas ESP work forces are female.
- Montana, Alaska, the District of Columbia, and Maryland have the highest percentages of male ESP, from 36 to 42 percent.
- In general, male ESP are younger than female ESP. Thirty-five percent of males are under 35 years old, versus 25 percent of females.
- The gender by age distribution of ESP in individual states generally mirrors the national pattern.

Race/Ethnicity

Figure 11-3 and Tables *11-4a* and *11-4b* show the racial-ethnic composition of the ESP work force, by state.

- Minority workers make up 41 percent of the nation's ESP work force.
- Hispanics comprise an 19 percent and Blacks a 14 percent share of total ESP.
- Four percent of the national ESP work force is Asian.
- Native Americans make up one percent of the nation's ESP.
- Native Hawaiians and Pacific Islanders comprise two tenths of a percent of all ESP.
- Two percent of the total ESP work force report more than one race.
- The largest percentages of minority ESP are found in Hawaii, the District of Columbia, New Mexico, Texas, and California.

- The lowest proportions of minority ESP are found in Maine, West Virginia, and Vermont.
- In New Mexico, Hispanic ESP make up 55 percent of the ESP workforce; the corresponding shares in Texas and California are 48 and 45 percent, respectively.
- Sixty-three percent of ESP in the District of Columbia and 48 percent in Mississippi are Black.
- In Hawaii, 45 percent of ESP are Asian, 18 percent are Native Hawaiian or Pacific Islander, and 20 percent identify themselves as belonging to two or more races. Eleven percent of the California and nine percent of the Alaska ESP work forces are Asian.
- Twenty percent of ESP in Alaska, 14 percent in South Dakota, and eight percent in New Mexico and Montana are Native American.

Tables *11-5a* and *11-5b* detail the racial-ethnic composition of the ESP workforce by gender, across the 50 states and the District of Columbia.

- The gender-specific distribution of ESP by race closely mirrors the national ESP workforce.
- There is much variation in ESP racial/ethnic and gender distribution at the state level.

Educational Attainment

Figure 11-4 and Tables *11-6a* and *11-6b* illustrate the educational attainment of the ESP workforce, by state.

- Ninety-four percent of the total ESP workforce has completed high school.
- Thirty-six percent of ESP have a college degree.
- Forty-eight percent of ESP in North Dakota and at least 42 percent in eight other states have completed a college degree.
- Louisiana and Alaska have the lowest percentages of ESP with college degrees, at 22 percent.
- The highest percentage of ESP that have not finished high school is in Texas, at 12 percent.

Household Income

Tables 11-7a and 11-7b show household total income for the ESP work force, by state. Factors such as household size and the number and gender of the earners in the household are additional sources of variability.

- Eighty percent of the nation's ESP live in households earning at least \$45,000 per year.
- Fifty-nine percent of ESP live in households earning at least \$75,000 per year.
- Seven percent of ESP live in households with an income of less than \$25,000.
- Around 90 percent of ESP in New Hampshire, New Jersey, Connecticut, and the District of Columbia have household incomes of at least \$45,000. In ten other states, at least 85 percent of ESP live in households with incomes at least \$45,000.
- North Dakota, Arkansas, Idaho, and Mississippi have the highest shares of ESP living in households with an income of less than \$15,000, at around five percent.
- ESP in Hawaii, Connecticut, and New Jersey have the highest average household incomes, at over \$133,000 per year; household incomes among ESP in Massachusetts average over \$131,000. In Mississippi, ESP household incomes average less than \$74,000 per year.

Poverty Status

Figure 11-5 and Tables 11-8a and 11-8b detail the poverty status of all ESP, by state. Most ESP households earn sufficient income to keep them above the official U.S. government poverty threshold. Table 11-8a includes a “not ascertained” column, representing people for whom poverty status could not be determined.

- Seventy-eight percent of all ESP live in households with incomes at least twice the poverty threshold, and 42 percent have household incomes at least four times the threshold.
- In every state and the District of Columbia, at least 62 percent of ESP have household incomes at least twice the poverty level.
- Seven percent of all ESP, nearly 206,000, fall below the poverty line.
- In Mississippi and North Dakota, around 13 percent of ESP live below the poverty threshold; this figure is between 10 and 13 percent in Louisiana, Michigan, Alabama, New Mexico, and Arkansas.

Marital Status

Tables *11-9a* and *11-9b* show the marital status of all ESP, by state.

- Fifty-five percent of all ESP are married.
- Sixteen percent are widowed, divorced, or separated.
- Twenty-nine percent of all ESP have never married.
- The District of Columbia, Rhode Island, and Hawaii have the highest shares of ESP who are single, at 41 percent or higher.

Household Relationship

Tables *11-10a* and *11-10b* show the household relationships of all ESP, by state.

- Forty-eight percent of the ESP work force are household heads.
- Twenty-seven percent are spouses of the household head.
- Twenty-five percent are children or other household members, such as persons living with parents, siblings, or non-relative roommates.
- Arkansas and North Dakota lead in percentage of household heads, at around 53 percent.
- Thirty-two percent of ESP in Indiana, New Hampshire, Kentucky, Wisconsin, and Delaware identify themselves as spouses of household heads.
- At 44 percent, Hawaii has the highest percentage of ESP who describe their household relationship as “child or other household member.” ESP in California, Rhode Island, and the District of Columbia have a corresponding share of 35 percent or more.

Figure 11-1
Average Age
Total ESP Work Force by State, 2020

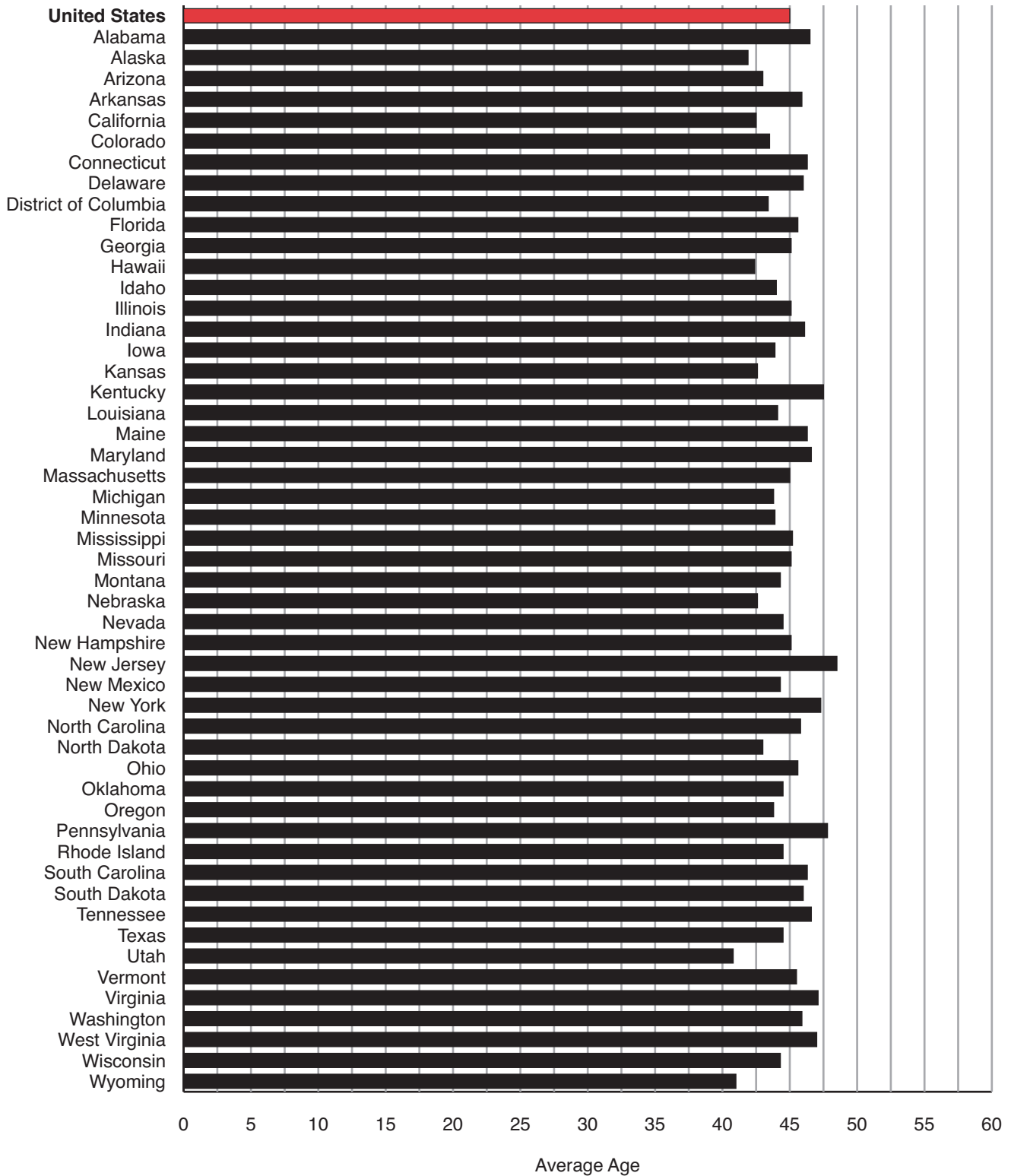


Figure 11-2
Gender: Percentage Female
Total ESP Work Force by State, 2020

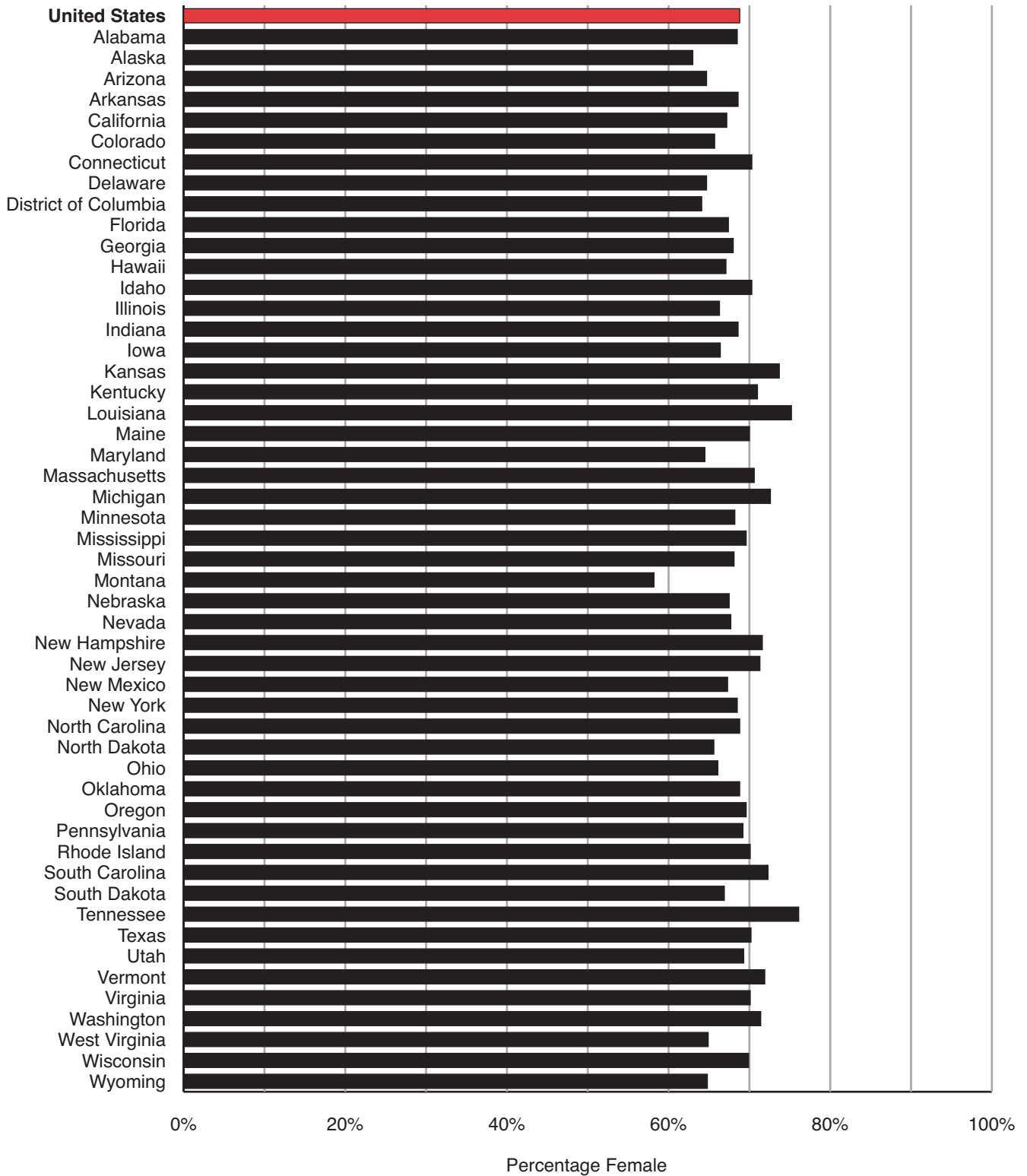


Figure 11-3
Race/Ethnicity
Total ESP Work Force by State, 2020

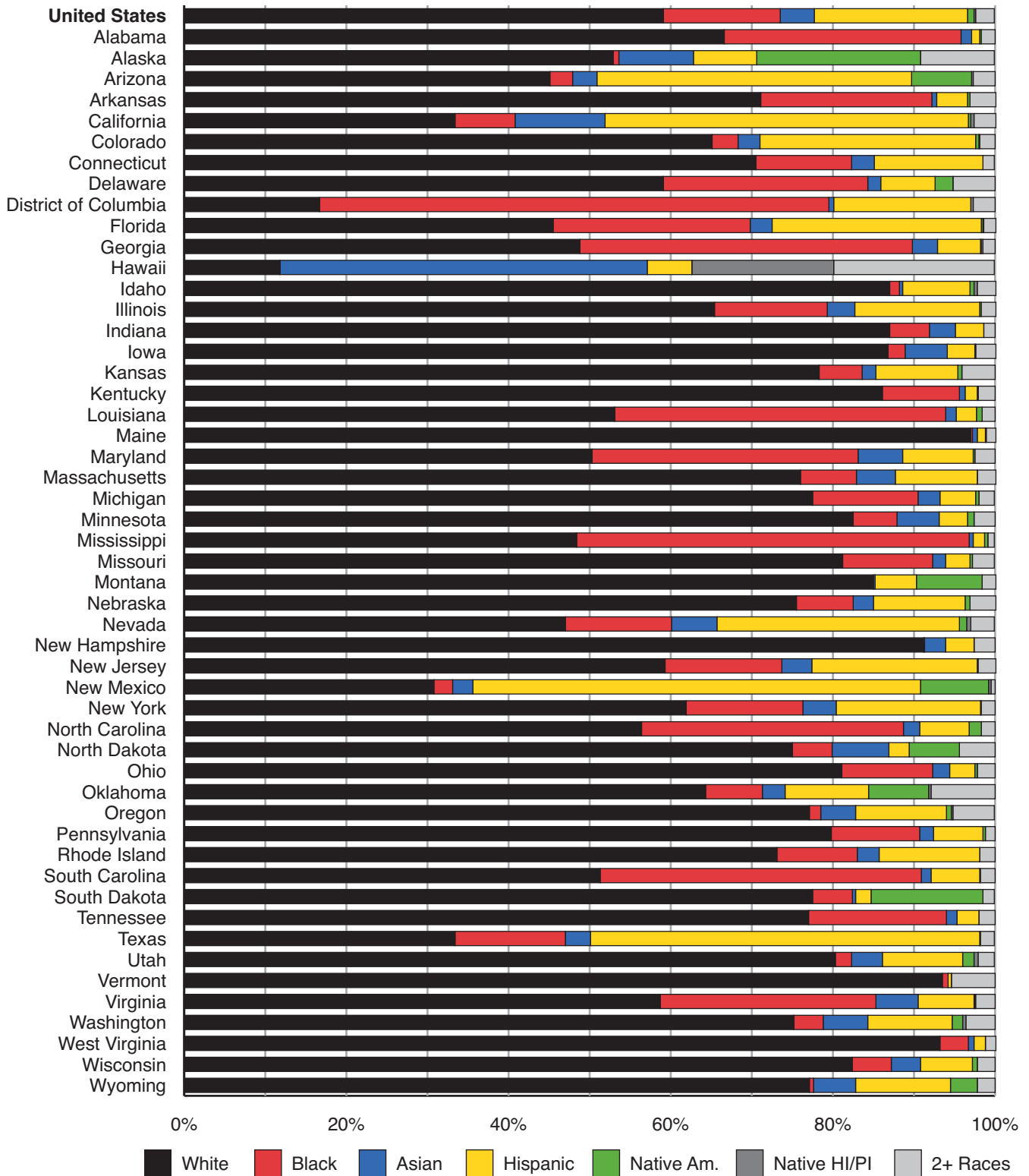


Figure 11-4
Education: Percent with Associate or Bachelor’s Degree or More
Total ESP Work Force by State, 2020

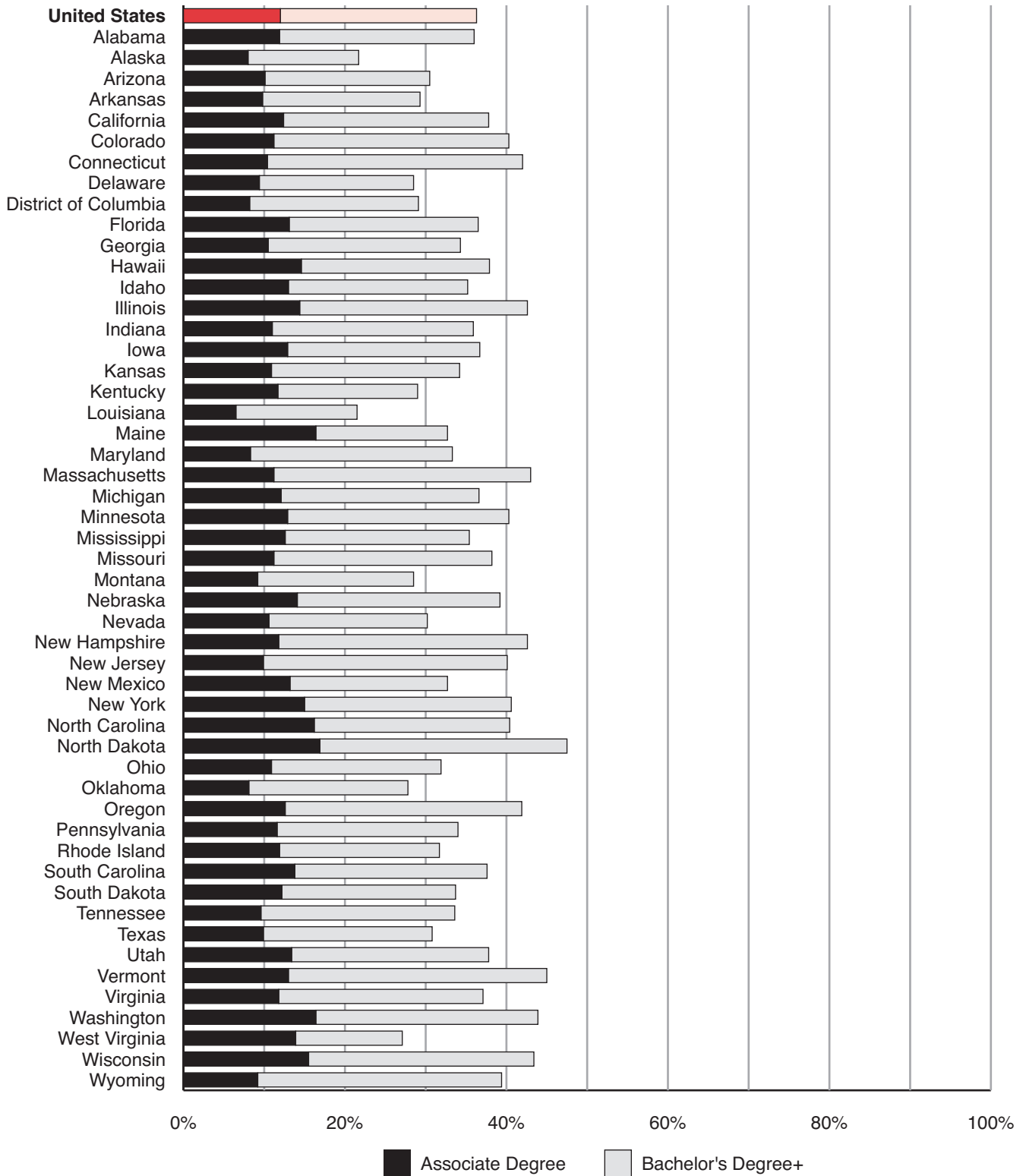


Figure 11-5
Poverty Rate
Total ESP Work Force by State, 2020

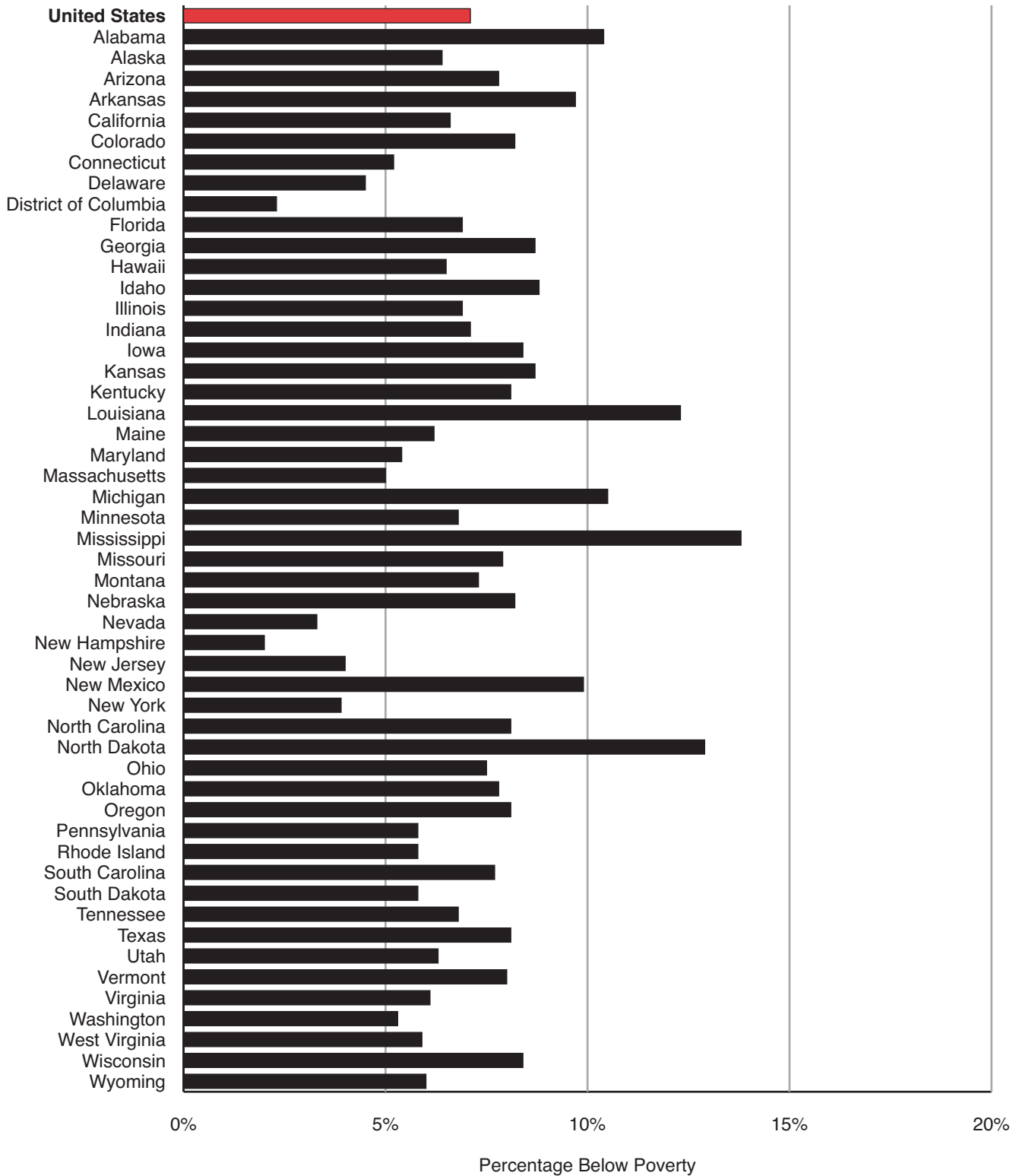


Table 11-1a (Counts)

Age Groups

Total ESP Work Force by State, 2020

	Total ESP	15-24	25-34	35-44	45-54	55-64	65+	Average Age
United States	3,001,053	387,560	446,148	517,216	693,917	729,835	226,377	45.0
Alabama	43,768	5,110	5,063	6,592	12,337	11,007	3,659	46.5
Alaska	8,263	806	2,277	1,703	1,604	1,621	252	41.9
Arizona	67,581	11,934	9,527	13,669	13,056	15,381	4,014	43.0
Arkansas	27,251	3,016	3,518	5,268	6,172	7,076	2,201	45.9
California	362,228	53,604	70,996	64,942	81,677	71,078	19,931	42.5
Colorado	50,459	6,683	9,220	8,760	12,413	10,145	3,238	43.5
Connecticut	31,467	4,718	3,526	3,977	7,927	8,444	2,875	46.3
Delaware	9,976	770	1,515	2,153	2,342	2,423	773	46.0
District of Columbia	5,907	1,011	1,082	854	956	1,617	387	43.4
Florida	147,953	16,171	23,600	23,184	36,005	38,937	10,056	45.6
Georgia	102,574	12,157	15,444	18,134	24,575	24,229	8,035	45.1
Hawaii	14,745	2,430	2,697	2,930	2,953	2,944	791	42.4
Idaho	16,162	2,322	1,940	3,947	3,535	3,489	929	44.0
Illinois	109,446	14,358	15,787	18,703	25,000	27,213	8,385	45.1
Indiana	56,725	7,101	7,807	9,560	12,141	14,946	5,170	46.1
Iowa	38,031	6,008	6,187	6,401	7,764	9,049	2,622	43.9
Kansas	39,977	8,014	5,754	6,823	7,761	8,927	2,698	42.6
Kentucky	45,912	4,276	5,503	8,019	11,099	12,348	4,667	47.5
Louisiana	43,529	8,002	5,498	6,569	9,750	10,010	3,700	44.1
Maine	10,795	1,768	870	1,767	2,319	3,400	671	46.3
Maryland	58,012	6,606	7,793	8,726	13,720	16,103	5,064	46.6
Massachusetts	61,103	8,669	8,468	10,393	13,229	15,151	5,193	45.0
Michigan	73,918	13,881	9,896	11,002	15,612	17,781	5,746	43.8
Minnesota	55,244	9,641	7,671	8,768	11,372	14,136	3,656	43.9
Mississippi	31,979	3,612	4,485	7,145	6,782	7,681	2,274	45.2
Missouri	47,926	6,342	6,615	7,508	12,244	12,189	3,028	45.1
Montana	12,366	2,260	1,452	1,719	2,641	3,435	859	44.3
Nebraska	21,073	3,991	2,895	4,238	4,037	4,397	1,515	42.6
Nevada	21,891	2,211	4,021	4,216	5,411	4,620	1,412	44.5
New Hampshire	12,570	1,714	2,369	1,610	2,225	3,395	1,257	45.1
New Jersey	83,556	7,399	9,806	12,376	20,592	24,057	9,326	48.5
New Mexico	26,008	2,612	4,370	5,713	6,306	5,298	1,709	44.3
New York	212,265	20,761	28,073	32,350	50,931	60,499	19,651	47.3
North Carolina	87,940	8,673	13,389	14,982	22,521	21,710	6,665	45.8
North Dakota	8,640	1,483	1,469	1,400	1,732	1,972	584	43.0
Ohio	95,439	13,990	10,611	15,982	22,078	25,749	7,029	45.6
Oklahoma	40,485	6,128	5,925	6,441	10,137	8,383	3,471	44.5
Oregon	42,289	6,208	6,076	8,335	10,096	9,439	2,135	43.8
Pennsylvania	80,723	6,994	9,166	14,411	19,047	23,949	7,156	47.8
Rhode Island	8,857	1,540	942	1,399	1,965	2,454	557	44.5
South Carolina	44,558	4,357	6,204	7,668	11,325	10,760	4,244	46.3
South Dakota	11,189	1,854	1,284	1,228	2,472	3,296	1,055	46.0
Tennessee	55,007	4,677	8,187	9,974	13,603	13,840	4,726	46.6
Texas	287,855	32,832	47,240	54,903	69,296	64,421	19,163	44.5
Utah	38,314	8,266	6,139	7,486	7,582	6,469	2,372	40.8
Vermont	6,443	1,075	643	1,262	1,119	1,516	828	45.5
Virginia	87,298	9,383	10,540	14,675	20,408	24,092	8,200	47.1
Washington	74,601	7,644	12,215	13,009	15,359	20,373	6,001	45.9
West Virginia	20,151	2,150	2,344	3,346	5,239	4,857	2,215	47.0
Wisconsin	49,776	8,594	5,435	8,776	11,748	11,640	3,583	44.3
Wyoming	10,828	1,754	2,614	2,220	1,702	1,889	649	41.0

Table 11-1b (Percentages)

Age Groups

Total ESP Work Force by State, 2020

	Total ESP	15-24	25-34	35-44	45-54	55-64	65+
United States	100.0%	12.9%	14.9%	17.2%	23.1%	24.3%	7.5%
Alabama	100.0	11.7	11.6	15.1	28.2	25.1	8.4
Alaska	100.0	9.8	27.6	20.6	19.4	19.6	3.0
Arizona	100.0	17.7	14.1	20.2	19.3	22.8	5.9
Arkansas	100.0	11.1	12.9	19.3	22.6	26.0	8.1
California	100.0	14.8	19.6	17.9	22.5	19.6	5.5
Colorado	100.0	13.2	18.3	17.4	24.6	20.1	6.4
Connecticut	100.0	15.0	11.2	12.6	25.2	26.8	9.1
Delaware	100.0	7.7	15.2	21.6	23.5	24.3	7.7
District of Columbia	100.0	17.1	18.3	14.5	16.2	27.4	6.6
Florida	100.0	10.9	16.0	15.7	24.3	26.3	6.8
Georgia	100.0	11.9	15.1	17.7	24.0	23.6	7.8
Hawaii	100.0	16.5	18.3	19.9	20.0	20.0	5.4
Idaho	100.0	14.4	12.0	24.4	21.9	21.6	5.7
Illinois	100.0	13.1	14.4	17.1	22.8	24.9	7.7
Indiana	100.0	12.5	13.8	16.9	21.4	26.3	9.1
Iowa	100.0	15.8	16.3	16.8	20.4	23.8	6.9
Kansas	100.0	20.0	14.4	17.1	19.4	22.3	6.7
Kentucky	100.0	9.3	12.0	17.5	24.2	26.9	10.2
Louisiana	100.0	18.4	12.6	15.1	22.4	23.0	8.5
Maine	100.0	16.4	8.1	16.4	21.5	31.5	6.2
Maryland	100.0	11.4	13.4	15.0	23.7	27.8	8.7
Massachusetts	100.0	14.2	13.9	17.0	21.7	24.8	8.5
Michigan	100.0	18.8	13.4	14.9	21.1	24.1	7.8
Minnesota	100.0	17.5	13.9	15.9	20.6	25.6	6.6
Mississippi	100.0	11.3	14.0	22.3	21.2	24.0	7.1
Missouri	100.0	13.2	13.8	15.7	25.5	25.4	6.3
Montana	100.0	18.3	11.7	13.9	21.4	27.8	6.9
Nebraska	100.0	18.9	13.7	20.1	19.2	20.9	7.2
Nevada	100.0	10.1	18.4	19.3	24.7	21.1	6.5
New Hampshire	100.0	13.6	18.8	12.8	17.7	27.0	10.0
New Jersey	100.0	8.9	11.7	14.8	24.6	28.8	11.2
New Mexico	100.0	10.0	16.8	22.0	24.2	20.4	6.6
New York	100.0	9.8	13.2	15.2	24.0	28.5	9.3
North Carolina	100.0	9.9	15.2	17.0	25.6	24.7	7.6
North Dakota	100.0	17.2	17.0	16.2	20.0	22.8	6.8
Ohio	100.0	14.7	11.1	16.7	23.1	27.0	7.4
Oklahoma	100.0	15.1	14.6	15.9	25.0	20.7	8.6
Oregon	100.0	14.7	14.4	19.7	23.9	22.3	5.0
Pennsylvania	100.0	8.7	11.4	17.9	23.6	29.7	8.9
Rhode Island	100.0	17.4	10.6	15.8	22.2	27.7	6.3
South Carolina	100.0	9.8	13.9	17.2	25.4	24.1	9.5
South Dakota	100.0	16.6	11.5	11.0	22.1	29.5	9.4
Tennessee	100.0	8.5	14.9	18.1	24.7	25.2	8.6
Texas	100.0	11.4	16.4	19.1	24.1	22.4	6.7
Utah	100.0	21.6	16.0	19.5	19.8	16.9	6.2
Vermont	100.0	16.7	10.0	19.6	17.4	23.5	12.9
Virginia	100.0	10.7	12.1	16.8	23.4	27.6	9.4
Washington	100.0	10.2	16.4	17.4	20.6	27.3	8.0
West Virginia	100.0	10.7	11.6	16.6	26.0	24.1	11.0
Wisconsin	100.0	17.3	10.9	17.6	23.6	23.4	7.2
Wyoming	100.0	16.2	24.1	20.5	15.7	17.4	6.0

Table 11-2

Gender

Total ESP Work Force by State, 2020

	Total ESP	Male	Female	Total ESP	Male	Female
United States	3,001,053	937,384	2,063,669	100.0%	31.2%	68.8%
Alabama	43,768	13,775	29,993	100.0	31.5	68.5
Alaska	8,263	3,054	5,209	100.0	37.0	63.0
Arizona	67,581	23,841	43,740	100.0	35.3	64.7
Arkansas	27,251	8,563	18,688	100.0	31.4	68.6
California	362,228	118,797	243,431	100.0	32.8	67.2
Colorado	50,459	17,302	33,157	100.0	34.3	65.7
Connecticut	31,467	9,356	22,111	100.0	29.7	70.3
Delaware	9,976	3,519	6,457	100.0	35.3	64.7
District of Columbia	5,907	2,118	3,789	100.0	35.9	64.1
Florida	147,953	48,179	99,774	100.0	32.6	67.4
Georgia	102,574	32,793	69,781	100.0	32.0	68.0
Hawaii	14,745	4,845	9,900	100.0	32.9	67.1
Idaho	16,162	4,796	11,366	100.0	29.7	70.3
Illinois	109,446	36,831	72,615	100.0	33.7	66.3
Indiana	56,725	17,789	38,936	100.0	31.4	68.6
Iowa	38,031	12,767	25,264	100.0	33.6	66.4
Kansas	39,977	10,518	29,459	100.0	26.3	73.7
Kentucky	45,912	13,318	32,594	100.0	29.0	71.0
Louisiana	43,529	10,816	32,713	100.0	24.8	75.2
Maine	10,795	3,236	7,559	100.0	30.0	70.0
Maryland	58,012	20,601	37,411	100.0	35.5	64.5
Massachusetts	61,103	17,975	43,128	100.0	29.4	70.6
Michigan	73,918	20,264	53,654	100.0	27.4	72.6
Minnesota	55,244	17,585	37,659	100.0	31.8	68.2
Mississippi	31,979	9,732	22,247	100.0	30.4	69.6
Missouri	47,926	15,288	32,638	100.0	31.9	68.1
Montana	12,366	5,169	7,197	100.0	41.8	58.2
Nebraska	21,073	6,844	14,229	100.0	32.5	67.5
Nevada	21,891	7,080	14,811	100.0	32.3	67.7
New Hampshire	12,570	3,575	8,995	100.0	28.4	71.6
New Jersey	83,556	24,008	59,548	100.0	28.7	71.3
New Mexico	26,008	8,496	17,512	100.0	32.7	67.3
New York	212,265	66,875	145,390	100.0	31.5	68.5
North Carolina	87,940	27,453	60,487	100.0	31.2	68.8
North Dakota	8,640	2,971	5,669	100.0	34.4	65.6
Ohio	95,439	32,359	63,080	100.0	33.9	66.1
Oklahoma	40,485	12,623	27,862	100.0	31.2	68.8
Oregon	42,289	12,861	29,428	100.0	30.4	69.6
Pennsylvania	80,723	24,866	55,857	100.0	30.8	69.2
Rhode Island	8,857	2,650	6,207	100.0	29.9	70.1
South Carolina	44,558	12,335	32,223	100.0	27.7	72.3
South Dakota	11,189	3,708	7,481	100.0	33.1	66.9
Tennessee	55,007	13,143	41,864	100.0	23.9	76.1
Texas	287,855	85,759	202,096	100.0	29.8	70.2
Utah	38,314	11,765	26,549	100.0	30.7	69.3
Vermont	6,443	1,813	4,630	100.0	28.1	71.9
Virginia	87,298	26,133	61,165	100.0	29.9	70.1
Washington	74,601	21,356	53,245	100.0	28.6	71.4
West Virginia	20,151	7,080	13,071	100.0	35.1	64.9
Wisconsin	49,776	14,991	34,785	100.0	30.1	69.9
Wyoming	10,828	3,813	7,015	100.0	35.2	64.8

Table 11-3a (Counts)

Gender by Age Group

Total ESP Work Force by State, 2020

	Total ESP	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	3,001,053	937,384	327,169	328,530	281,685	2,063,669	506,539	882,603	674,527
Alabama	43,768	13,775	3,907	5,078	4,790	29,993	6,266	13,851	9,876
Alaska	8,263	3,054	1,105	1,262	687	5,209	1,978	2,045	1,186
Arizona	67,581	23,841	7,681	8,334	7,826	43,740	13,780	18,391	11,569
Arkansas	27,251	8,563	2,099	3,431	3,033	18,688	4,435	8,009	6,244
California	362,228	118,797	47,535	45,171	26,091	243,431	77,065	101,448	64,918
Colorado	50,459	17,302	6,623	6,384	4,295	33,157	9,280	14,789	9,088
Connecticut	31,467	9,356	3,135	3,655	2,566	22,111	5,109	8,249	8,753
Delaware	9,976	3,519	1,153	1,321	1,045	6,457	1,132	3,174	2,151
District of Columbia	5,907	2,118	684	783	651	3,789	1,409	1,027	1,353
Florida	147,953	48,179	15,048	18,255	14,876	99,774	24,723	40,934	34,117
Georgia	102,574	32,793	11,704	11,950	9,139	69,781	15,897	30,759	23,125
Hawaii	14,745	4,845	1,972	1,805	1,068	9,900	3,155	4,078	2,667
Idaho	16,162	4,796	1,936	1,502	1,358	11,366	2,326	5,980	3,060
Illinois	109,446	36,831	12,886	12,682	11,263	72,615	17,259	31,021	24,335
Indiana	56,725	17,789	7,499	4,927	5,363	38,936	7,409	16,774	14,753
Iowa	38,031	12,767	4,851	3,107	4,809	25,264	7,344	11,058	6,862
Kansas	39,977	10,518	4,356	2,789	3,373	29,459	9,412	11,795	8,252
Kentucky	45,912	13,318	3,708	4,887	4,723	32,594	6,071	14,231	12,292
Louisiana	43,529	10,816	4,833	2,932	3,051	32,713	8,667	13,387	10,659
Maine	10,795	3,236	608	768	1,860	7,559	2,030	3,318	2,211
Maryland	58,012	20,601	6,547	6,939	7,115	37,411	7,852	15,507	14,052
Massachusetts	61,103	17,975	7,040	5,422	5,513	43,128	10,097	18,200	14,831
Michigan	73,918	20,264	8,426	6,526	5,312	53,654	15,351	20,088	18,215
Minnesota	55,244	17,585	7,030	5,034	5,521	37,659	10,282	15,106	12,271
Mississippi	31,979	9,732	3,033	3,111	3,588	22,247	5,064	10,816	6,367
Missouri	47,926	15,288	5,178	5,029	5,081	32,638	7,779	14,723	10,136
Montana	12,366	5,169	2,009	1,724	1,436	7,197	1,703	2,636	2,858
Nebraska	21,073	6,844	2,632	2,043	2,169	14,229	4,254	6,232	3,743
Nevada	21,891	7,080	2,314	2,883	1,883	14,811	3,918	6,744	4,149
New Hampshire	12,570	3,575	1,425	882	1,268	8,995	2,658	2,953	3,384
New Jersey	83,556	24,008	6,492	8,483	9,033	59,548	10,713	24,485	24,350
New Mexico	26,008	8,496	2,433	3,729	2,334	17,512	4,549	8,290	4,673
New York	212,265	66,875	20,602	23,712	22,561	145,390	28,232	59,569	57,589
North Carolina	87,940	27,453	8,185	10,762	8,506	60,487	13,877	26,741	19,869
North Dakota	8,640	2,971	1,131	1,132	708	5,669	1,821	2,000	1,848
Ohio	95,439	32,359	11,705	11,331	9,323	63,080	12,896	26,729	23,455
Oklahoma	40,485	12,623	5,273	3,870	3,480	27,862	6,780	12,708	8,374
Oregon	42,289	12,861	4,551	4,743	3,567	29,428	7,733	13,688	8,007
Pennsylvania	80,723	24,866	6,997	8,992	8,877	55,857	9,163	24,466	22,228
Rhode Island	8,857	2,650	845	1,042	763	6,207	1,637	2,322	2,248
South Carolina	44,558	12,335	3,560	4,717	4,058	32,223	7,001	14,276	10,946
South Dakota	11,189	3,708	998	1,086	1,624	7,481	2,140	2,614	2,727
Tennessee	55,007	13,143	4,395	4,253	4,495	41,864	8,469	19,324	14,071
Texas	287,855	85,759	30,032	30,291	25,436	202,096	50,040	93,908	58,148
Utah	38,314	11,765	6,107	3,119	2,539	26,549	8,298	11,949	6,302
Vermont	6,443	1,813	669	500	644	4,630	1,049	1,881	1,700
Virginia	87,298	26,133	7,415	9,249	9,469	61,165	12,508	25,834	22,823
Washington	74,601	21,356	7,245	7,536	6,575	53,245	12,614	20,832	19,799
West Virginia	20,151	7,080	2,262	2,761	2,057	13,071	2,232	5,824	5,015
Wisconsin	49,776	14,991	5,199	5,581	4,211	34,785	8,830	14,943	11,012
Wyoming	10,828	3,813	2,116	1,025	672	7,015	2,252	2,897	1,866

Table 11-3b (Percentages)
Gender by Age Group
Total ESP Work Force by State, 2020

	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	100.0%	34.9%	35.0%	30.1%	100.0%	24.5%	42.8%	32.7%
Alabama	100.0	28.4	36.9	34.8	100.0	20.9	46.2	32.9
Alaska	100.0	36.2	41.3	22.5	100.0	38.0	39.3	22.8
Arizona	100.0	32.2	35.0	32.8	100.0	31.5	42.0	26.4
Arkansas	100.0	24.5	40.1	35.4	100.0	23.7	42.9	33.4
California	100.0	40.0	38.0	22.0	100.0	31.7	41.7	26.7
Colorado	100.0	38.3	36.9	24.8	100.0	28.0	44.6	27.4
Connecticut	100.0	33.5	39.1	27.4	100.0	23.1	37.3	39.6
Delaware	100.0	32.8	37.5	29.7	100.0	17.5	49.2	33.3
District of Columbia	100.0	32.3	37.0	30.7	100.0	37.2	27.1	35.7
Florida	100.0	31.2	37.9	30.9	100.0	24.8	41.0	34.2
Georgia	100.0	35.7	36.4	27.9	100.0	22.8	44.1	33.1
Hawaii	100.0	40.7	37.3	22.0	100.0	31.9	41.2	26.9
Idaho	100.0	40.4	31.3	28.3	100.0	20.5	52.6	26.9
Illinois	100.0	35.0	34.4	30.6	100.0	23.8	42.7	33.5
Indiana	100.0	42.2	27.7	30.1	100.0	19.0	43.1	37.9
Iowa	100.0	38.0	24.3	37.7	100.0	29.1	43.8	27.2
Kansas	100.0	41.4	26.5	32.1	100.0	31.9	40.0	28.0
Kentucky	100.0	27.8	36.7	35.5	100.0	18.6	43.7	37.7
Louisiana	100.0	44.7	27.1	28.2	100.0	26.5	40.9	32.6
Maine	100.0	18.8	23.7	57.5	100.0	26.9	43.9	29.2
Maryland	100.0	31.8	33.7	34.5	100.0	21.0	41.5	37.6
Massachusetts	100.0	39.2	30.2	30.7	100.0	23.4	42.2	34.4
Michigan	100.0	41.6	32.2	26.2	100.0	28.6	37.4	33.9
Minnesota	100.0	40.0	28.6	31.4	100.0	27.3	40.1	32.6
Mississippi	100.0	31.2	32.0	36.9	100.0	22.8	48.6	28.6
Missouri	100.0	33.9	32.9	33.2	100.0	23.8	45.1	31.1
Montana	100.0	38.9	33.4	27.8	100.0	23.7	36.6	39.7
Nebraska	100.0	38.5	29.9	31.7	100.0	29.9	43.8	26.3
Nevada	100.0	32.7	40.7	26.6	100.0	26.5	45.5	28.0
New Hampshire	100.0	39.9	24.7	35.5	100.0	29.5	32.8	37.6
New Jersey	100.0	27.0	35.3	37.6	100.0	18.0	41.1	40.9
New Mexico	100.0	28.6	43.9	27.5	100.0	26.0	47.3	26.7
New York	100.0	30.8	35.5	33.7	100.0	19.4	41.0	39.6
North Carolina	100.0	29.8	39.2	31.0	100.0	22.9	44.2	32.8
North Dakota	100.0	38.1	38.1	23.8	100.0	32.1	35.3	32.6
Ohio	100.0	36.2	35.0	28.8	100.0	20.4	42.4	37.2
Oklahoma	100.0	41.8	30.7	27.6	100.0	24.3	45.6	30.1
Oregon	100.0	35.4	36.9	27.7	100.0	26.3	46.5	27.2
Pennsylvania	100.0	28.1	36.2	35.7	100.0	16.4	43.8	39.8
Rhode Island	100.0	31.9	39.3	28.8	100.0	26.4	37.4	36.2
South Carolina	100.0	28.9	38.2	32.9	100.0	21.7	44.3	34.0
South Dakota	100.0	26.9	29.3	43.8	100.0	28.6	34.9	36.5
Tennessee	100.0	33.4	32.4	34.2	100.0	20.2	46.2	33.6
Texas	100.0	35.0	35.3	29.7	100.0	24.8	46.5	28.8
Utah	100.0	51.9	26.5	21.6	100.0	31.3	45.0	23.7
Vermont	100.0	36.9	27.6	35.5	100.0	22.7	40.6	36.7
Virginia	100.0	28.4	35.4	36.2	100.0	20.4	42.2	37.3
Washington	100.0	33.9	35.3	30.8	100.0	23.7	39.1	37.2
West Virginia	100.0	31.9	39.0	29.1	100.0	17.1	44.6	38.4
Wisconsin	100.0	34.7	37.2	28.1	100.0	25.4	43.0	31.7
Wyoming	100.0	55.5	26.9	17.6	100.0	32.1	41.3	26.6

Table 11-4a (Counts)**Race/Ethnicity****Total ESP Work Force by State, 2020**

	Total ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	3,001,053	1,772,622	433,525	127,126	567,356	24,534	5,844	70,046
Alabama	43,768	29,149	12,774	564	456	94	0	731
Alaska	8,263	4,371	60	761	645	1,670	0	756
Arizona	67,581	30,447	1,888	2,055	26,229	4,984	166	1,812
Arkansas	27,251	19,368	5,754	156	1,025	87	0	861
California	362,228	120,894	26,750	40,060	162,130	1,153	1,286	9,955
Colorado	50,459	32,844	1,630	1,355	13,411	217	29	973
Connecticut	31,467	22,199	3,728	885	4,221	0	0	434
Delaware	9,976	5,892	2,511	162	672	217	0	522
District of Columbia	5,907	989	3,708	36	998	0	19	157
Florida	147,953	67,298	35,915	4,000	38,180	254	101	2,205
Georgia	102,574	50,066	42,045	3,189	5,435	77	176	1,586
Hawaii	14,745	1,743	0	6,682	807	0	2,587	2,926
Idaho	16,162	14,063	188	63	1,346	76	57	369
Illinois	109,446	71,523	15,160	3,750	16,895	170	17	1,931
Indiana	56,725	49,342	2,786	1,794	1,971	14	0	818
Iowa	38,031	33,005	814	1,965	1,285	29	0	933
Kansas	39,977	31,286	2,111	691	4,026	210	0	1,653
Kentucky	45,912	39,520	4,361	329	669	49	0	984
Louisiana	43,529	23,124	17,773	559	1,076	290	18	689
Maine	10,795	10,473	17	61	107	11	0	126
Maryland	58,012	29,163	19,051	3,195	5,019	105	0	1,479
Massachusetts	61,103	46,421	4,200	2,904	6,155	14	0	1,409
Michigan	73,918	57,253	9,615	2,017	3,278	319	0	1,436
Minnesota	55,244	45,570	2,987	2,883	1,911	442	23	1,428
Mississippi	31,979	15,487	15,486	167	461	114	0	264
Missouri	47,926	38,923	5,305	768	1,438	164	21	1,307
Montana	12,366	10,509	0	24	629	998	0	206
Nebraska	21,073	15,918	1,469	522	2,371	126	0	667
Nevada	21,891	10,295	2,876	1,235	6,541	199	113	632
New Hampshire	12,570	11,462	13	328	442	0	0	325
New Jersey	83,556	49,528	12,016	3,054	17,035	30	69	1,824
New Mexico	26,008	8,009	592	660	14,345	2,174	91	137
New York	212,265	131,322	30,655	8,599	37,688	299	102	3,600
North Carolina	87,940	49,605	28,421	1,717	5,379	1,361	0	1,457
North Dakota	8,640	6,478	427	606	219	534	0	376
Ohio	95,439	77,391	10,707	2,021	2,967	248	0	2,105
Oklahoma	40,485	26,041	2,834	1,115	4,190	3,010	114	3,181
Oregon	42,289	32,604	594	1,835	4,750	252	105	2,149
Pennsylvania	80,723	64,436	8,812	1,338	4,889	278	0	970
Rhode Island	8,857	6,475	880	235	1,098	0	0	169
South Carolina	44,558	22,844	17,642	546	2,693	9	42	782
South Dakota	11,189	8,677	553	46	216	1,543	0	154
Tennessee	55,007	42,328	9,360	700	1,493	22	0	1,104
Texas	287,855	96,035	39,182	8,947	138,229	405	101	4,956
Utah	38,314	30,763	761	1,461	3,801	553	204	771
Vermont	6,443	6,026	44	0	28	0	0	345
Virginia	87,298	51,251	23,196	4,524	6,048	79	111	2,089
Washington	74,601	56,077	2,709	4,074	7,743	998	292	2,708
West Virginia	20,151	18,773	702	132	277	0	0	267
Wisconsin	49,776	41,017	2,410	1,795	3,167	296	0	1,091
Wyoming	10,828	8,345	53	561	1,272	360	0	237

Table 11-4b (Percentages)

Race/Ethnicity

Total ESP Work Force by State, 2020

	Total ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	59.1%	14.4%	4.2%	18.9%	0.8%	0.2%	2.3%
Alabama	100.0	66.6	29.2	1.3	1.0	0.2	0.0	1.7
Alaska	100.0	52.9	0.7	9.2	7.8	20.2	0.0	9.1
Arizona	100.0	45.1	2.8	3.0	38.8	7.4	0.2	2.7
Arkansas	100.0	71.1	21.1	0.6	3.8	0.3	0.0	3.2
California	100.0	33.4	7.4	11.1	44.8	0.3	0.4	2.7
Colorado	100.0	65.1	3.2	2.7	26.6	0.4	0.1	1.9
Connecticut	100.0	70.5	11.8	2.8	13.4	0.0	0.0	1.4
Delaware	100.0	59.1	25.2	1.6	6.7	2.2	0.0	5.2
District of Columbia	100.0	16.7	62.8	0.6	16.9	0.0	0.3	2.7
Florida	100.0	45.5	24.3	2.7	25.8	0.2	0.1	1.5
Georgia	100.0	48.8	41.0	3.1	5.3	0.1	0.2	1.5
Hawaii	100.0	11.8	0.0	45.3	5.5	0.0	17.5	19.8
Idaho	100.0	87.0	1.2	0.4	8.3	0.5	0.4	2.3
Illinois	100.0	65.4	13.9	3.4	15.4	0.2	0.0	1.8
Indiana	100.0	87.0	4.9	3.2	3.5	0.0	0.0	1.4
Iowa	100.0	86.8	2.1	5.2	3.4	0.1	0.0	2.5
Kansas	100.0	78.3	5.3	1.7	10.1	0.5	0.0	4.1
Kentucky	100.0	86.1	9.5	0.7	1.5	0.1	0.0	2.1
Louisiana	100.0	53.1	40.8	1.3	2.5	0.7	0.0	1.6
Maine	100.0	97.0	0.2	0.6	1.0	0.1	0.0	1.2
Maryland	100.0	50.3	32.8	5.5	8.7	0.2	0.0	2.5
Massachusetts	100.0	76.0	6.9	4.8	10.1	0.0	0.0	2.3
Michigan	100.0	77.5	13.0	2.7	4.4	0.4	0.0	1.9
Minnesota	100.0	82.5	5.4	5.2	3.5	0.8	0.0	2.6
Mississippi	100.0	48.4	48.4	0.5	1.4	0.4	0.0	0.8
Missouri	100.0	81.2	11.1	1.6	3.0	0.3	0.0	2.7
Montana	100.0	85.0	0.0	0.2	5.1	8.1	0.0	1.7
Nebraska	100.0	75.5	7.0	2.5	11.3	0.6	0.0	3.2
Nevada	100.0	47.0	13.1	5.6	29.9	0.9	0.5	2.9
New Hampshire	100.0	91.2	0.1	2.6	3.5	0.0	0.0	2.6
New Jersey	100.0	59.3	14.4	3.7	20.4	0.0	0.1	2.2
New Mexico	100.0	30.8	2.3	2.5	55.2	8.4	0.3	0.5
New York	100.0	61.9	14.4	4.1	17.8	0.1	0.0	1.7
North Carolina	100.0	56.4	32.3	2.0	6.1	1.5	0.0	1.7
North Dakota	100.0	75.0	4.9	7.0	2.5	6.2	0.0	4.4
Ohio	100.0	81.1	11.2	2.1	3.1	0.3	0.0	2.2
Oklahoma	100.0	64.3	7.0	2.8	10.3	7.4	0.3	7.9
Oregon	100.0	77.1	1.4	4.3	11.2	0.6	0.2	5.1
Pennsylvania	100.0	79.8	10.9	1.7	6.1	0.3	0.0	1.2
Rhode Island	100.0	73.1	9.9	2.7	12.4	0.0	0.0	1.9
South Carolina	100.0	51.3	39.6	1.2	6.0	0.0	0.1	1.8
South Dakota	100.0	77.5	4.9	0.4	1.9	13.8	0.0	1.4
Tennessee	100.0	77.0	17.0	1.3	2.7	0.0	0.0	2.0
Texas	100.0	33.4	13.6	3.1	48.0	0.1	0.0	1.7
Utah	100.0	80.3	2.0	3.8	9.9	1.4	0.5	2.0
Vermont	100.0	93.5	0.7	0.0	0.4	0.0	0.0	5.4
Virginia	100.0	58.7	26.6	5.2	6.9	0.1	0.1	2.4
Washington	100.0	75.2	3.6	5.5	10.4	1.3	0.4	3.6
West Virginia	100.0	93.2	3.5	0.7	1.4	0.0	0.0	1.3
Wisconsin	100.0	82.4	4.8	3.6	6.4	0.6	0.0	2.2
Wyoming	100.0	77.1	0.5	5.2	11.7	3.3	0.0	2.2

Table 11-5a (Counts)

Race/Ethnicity by Gender: Males

Total ESP Work Force by State, 2020

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	937,384	546,897	142,271	46,980	167,944	7,473	2,010	23,809
Alabama	13,775	9,014	4,022	375	90	41	0	233
Alaska	3,054	1,509	60	349	395	484	0	257
Arizona	23,841	11,742	1,042	676	8,343	1,455	28	555
Arkansas	8,563	6,370	1,312	81	479	16	0	305
California	118,797	39,104	10,990	13,963	51,017	236	270	3,217
Colorado	17,302	11,689	704	338	4,190	96	0	285
Connecticut	9,356	6,538	895	250	1,426	0	0	247
Delaware	3,519	2,044	991	16	288	14	0	166
District of Columbia	2,118	499	1,167	36	388	0	0	28
Florida	48,179	23,099	11,181	1,371	11,561	59	0	908
Georgia	32,793	15,538	13,792	1,328	1,271	55	172	637
Hawaii	4,845	674	0	1,949	224	0	822	1,176
Idaho	4,796	4,290	76	21	209	58	57	85
Illinois	36,831	24,957	4,324	1,784	4,921	0	0	845
Indiana	17,789	15,159	812	1,082	582	0	0	154
Iowa	12,767	10,254	266	1,118	543	0	0	586
Kansas	10,518	8,173	670	119	880	87	0	589
Kentucky	13,318	11,060	1,517	228	453	0	0	60
Louisiana	10,816	5,104	5,080	189	260	19	0	164
Maine	3,236	3,137	17	0	82	0	0	0
Maryland	20,601	9,255	7,928	1,051	1,905	14	0	448
Massachusetts	17,975	12,770	1,733	1,294	1,593	14	0	571
Michigan	20,264	15,315	2,436	1,055	763	81	0	614
Minnesota	17,585	13,410	1,462	1,638	552	168	0	355
Mississippi	9,732	4,642	4,715	147	121	0	0	107
Missouri	15,288	12,302	1,824	185	637	18	7	315
Montana	5,169	4,373	0	20	120	517	0	139
Nebraska	6,844	5,528	227	158	606	58	0	267
Nevada	7,080	3,687	800	559	1,756	107	30	141
New Hampshire	3,575	3,013	0	104	250	0	0	208
New Jersey	24,008	12,939	4,259	917	5,358	0	0	535
New Mexico	8,496	2,816	269	332	4,187	719	91	82
New York	66,875	40,370	11,694	3,012	10,813	143	47	796
North Carolina	27,453	15,987	8,694	462	1,497	370	0	443
North Dakota	2,971	1,726	295	477	24	352	0	97
Ohio	32,359	24,918	4,005	1,191	1,158	105	0	982
Oklahoma	12,623	8,065	1,410	317	871	701	18	1,241
Oregon	12,861	9,622	243	477	1,602	170	87	660
Pennsylvania	24,866	20,191	2,765	254	1,146	60	0	450
Rhode Island	2,650	1,891	344	24	333	0	0	58
South Carolina	12,335	6,085	4,795	186	1,087	0	0	182
South Dakota	3,708	2,539	553	23	87	430	0	76
Tennessee	13,143	9,962	2,407	291	281	22	0	180
Texas	85,759	32,822	10,896	2,931	37,439	77	32	1,562
Utah	11,765	9,556	312	387	891	165	130	324
Vermont	1,813	1,457	32	0	0	0	0	324
Virginia	26,133	14,497	6,992	1,852	1,881	61	50	800
Washington	21,356	15,877	903	1,412	1,951	305	169	739
West Virginia	7,080	6,745	150	0	0	0	0	185
Wisconsin	14,991	11,929	1,157	506	955	84	0	360
Wyoming	3,813	2,654	53	445	478	112	0	71

Table 11-5a (Counts) continued
Race/Ethnicity by Gender: Females
Total ESP Work Force by State, 2020

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	2,063,669	1,225,725	291,254	80,146	399,412	17,061	3,834	46,237
Alabama	29,993	20,135	8,752	189	366	53	0	498
Alaska	5,209	2,862	0	412	250	1,186	0	499
Arizona	43,740	18,705	846	1,379	17,886	3,529	138	1,257
Arkansas	18,688	12,998	4,442	75	546	71	0	556
California	243,431	81,790	15,760	26,097	111,113	917	1,016	6,738
Colorado	33,157	21,155	926	1,017	9,221	121	29	688
Connecticut	22,111	15,661	2,833	635	2,795	0	0	187
Delaware	6,457	3,848	1,520	146	384	203	0	356
District of Columbia	3,789	490	2,541	0	610	0	19	129
Florida	99,774	44,199	24,734	2,629	26,619	195	101	1,297
Georgia	69,781	34,528	28,253	1,861	4,164	22	4	949
Hawaii	9,900	1,069	0	4,733	583	0	1,765	1,750
Idaho	11,366	9,773	112	42	1,137	18	0	284
Illinois	72,615	46,566	10,836	1,966	11,974	170	17	1,086
Indiana	38,936	34,183	1,974	712	1,389	14	0	664
Iowa	25,264	22,751	548	847	742	29	0	347
Kansas	29,459	23,113	1,441	572	3,146	123	0	1,064
Kentucky	32,594	28,460	2,844	101	216	49	0	924
Louisiana	32,713	18,020	12,693	370	816	271	18	525
Maine	7,559	7,336	0	61	25	11	0	126
Maryland	37,411	19,908	11,123	2,144	3,114	91	0	1,031
Massachusetts	43,128	33,651	2,467	1,610	4,562	0	0	838
Michigan	53,654	41,938	7,179	962	2,515	238	0	822
Minnesota	37,659	32,160	1,525	1,245	1,359	274	23	1,073
Mississippi	22,247	10,845	10,771	20	340	114	0	157
Missouri	32,638	26,621	3,481	583	801	146	14	992
Montana	7,197	6,136	0	4	509	481	0	67
Nebraska	14,229	10,390	1,242	364	1,765	68	0	400
Nevada	14,811	6,608	2,076	676	4,785	92	83	491
New Hampshire	8,995	8,449	13	224	192	0	0	117
New Jersey	59,548	36,589	7,757	2,137	11,677	30	69	1,289
New Mexico	17,512	5,193	323	328	10,158	1,455	0	55
New York	145,390	90,952	18,961	5,587	26,875	156	55	2,804
North Carolina	60,487	33,618	19,727	1,255	3,882	991	0	1,014
North Dakota	5,669	4,752	132	129	195	182	0	279
Ohio	63,080	52,473	6,702	830	1,809	143	0	1,123
Oklahoma	27,862	17,976	1,424	798	3,319	2,309	96	1,940
Oregon	29,428	22,982	351	1,358	3,148	82	18	1,489
Pennsylvania	55,857	44,245	6,047	1,084	3,743	218	0	520
Rhode Island	6,207	4,584	536	211	765	0	0	111
South Carolina	32,223	16,759	12,847	360	1,606	9	42	600
South Dakota	7,481	6,138	0	23	129	1,113	0	78
Tennessee	41,864	32,366	6,953	409	1,212	0	0	924
Texas	202,096	63,213	28,286	6,016	100,790	328	69	3,394
Utah	26,549	21,207	449	1,074	2,910	388	74	447
Vermont	4,630	4,569	12	0	28	0	0	21
Virginia	61,165	36,754	16,204	2,672	4,167	18	61	1,289
Washington	53,245	40,200	1,806	2,662	5,792	693	123	1,969
West Virginia	13,071	12,028	552	132	277	0	0	82
Wisconsin	34,785	29,088	1,253	1,289	2,212	212	0	731
Wyoming	7,015	5,691	0	116	794	248	0	166

Table 11-5b (Percentages)
Race/Ethnicity by Gender: Males
Total ESP Work Force by State, 2020

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	58.3%	15.2%	5.0%	17.9%	0.8%	0.2%	2.5%
Alabama	100.0	65.4	29.2	2.7	0.7	0.3	0.0	1.7
Alaska	100.0	49.4	2.0	11.4	12.9	15.8	0.0	8.4
Arizona	100.0	49.3	4.4	2.8	35.0	6.1	0.1	2.3
Arkansas	100.0	74.4	15.3	0.9	5.6	0.2	0.0	3.6
California	100.0	32.9	9.3	11.8	42.9	0.2	0.2	2.7
Colorado	100.0	67.6	4.1	2.0	24.2	0.6	0.0	1.6
Connecticut	100.0	69.9	9.6	2.7	15.2	0.0	0.0	2.6
Delaware	100.0	58.1	28.2	0.5	8.2	0.4	0.0	4.7
District of Columbia	100.0	23.6	55.1	1.7	18.3	0.0	0.0	1.3
Florida	100.0	47.9	23.2	2.8	24.0	0.1	0.0	1.9
Georgia	100.0	47.4	42.1	4.0	3.9	0.2	0.5	1.9
Hawaii	100.0	13.9	0.0	40.2	4.6	0.0	17.0	24.3
Idaho	100.0	89.4	1.6	0.4	4.4	1.2	1.2	1.8
Illinois	100.0	67.8	11.7	4.8	13.4	0.0	0.0	2.3
Indiana	100.0	85.2	4.6	6.1	3.3	0.0	0.0	0.9
Iowa	100.0	80.3	2.1	8.8	4.3	0.0	0.0	4.6
Kansas	100.0	77.7	6.4	1.1	8.4	0.8	0.0	5.6
Kentucky	100.0	83.0	11.4	1.7	3.4	0.0	0.0	0.5
Louisiana	100.0	47.2	47.0	1.7	2.4	0.2	0.0	1.5
Maine	100.0	96.9	0.5	0.0	2.5	0.0	0.0	0.0
Maryland	100.0	44.9	38.5	5.1	9.2	0.1	0.0	2.2
Massachusetts	100.0	71.0	9.6	7.2	8.9	0.1	0.0	3.2
Michigan	100.0	75.6	12.0	5.2	3.8	0.4	0.0	3.0
Minnesota	100.0	76.3	8.3	9.3	3.1	1.0	0.0	2.0
Mississippi	100.0	47.7	48.4	1.5	1.2	0.0	0.0	1.1
Missouri	100.0	80.5	11.9	1.2	4.2	0.1	0.0	2.1
Montana	100.0	84.6	0.0	0.4	2.3	10.0	0.0	2.7
Nebraska	100.0	80.8	3.3	2.3	8.9	0.8	0.0	3.9
Nevada	100.0	52.1	11.3	7.9	24.8	1.5	0.4	2.0
New Hampshire	100.0	84.3	0.0	2.9	7.0	0.0	0.0	5.8
New Jersey	100.0	53.9	17.7	3.8	22.3	0.0	0.0	2.2
New Mexico	100.0	33.1	3.2	3.9	49.3	8.5	1.1	1.0
New York	100.0	60.4	17.5	4.5	16.2	0.2	0.1	1.2
North Carolina	100.0	58.2	31.7	1.7	5.5	1.3	0.0	1.6
North Dakota	100.0	58.1	9.9	16.1	0.8	11.8	0.0	3.3
Ohio	100.0	77.0	12.4	3.7	3.6	0.3	0.0	3.0
Oklahoma	100.0	63.9	11.2	2.5	6.9	5.6	0.1	9.8
Oregon	100.0	74.8	1.9	3.7	12.5	1.3	0.7	5.1
Pennsylvania	100.0	81.2	11.1	1.0	4.6	0.2	0.0	1.8
Rhode Island	100.0	71.4	13.0	0.9	12.6	0.0	0.0	2.2
South Carolina	100.0	49.3	38.9	1.5	8.8	0.0	0.0	1.5
South Dakota	100.0	68.5	14.9	0.6	2.3	11.6	0.0	2.0
Tennessee	100.0	75.8	18.3	2.2	2.1	0.2	0.0	1.4
Texas	100.0	38.3	12.7	3.4	43.7	0.1	0.0	1.8
Utah	100.0	81.2	2.7	3.3	7.6	1.4	1.1	2.8
Vermont	100.0	80.4	1.8	0.0	0.0	0.0	0.0	17.9
Virginia	100.0	55.5	26.8	7.1	7.2	0.2	0.2	3.1
Washington	100.0	74.3	4.2	6.6	9.1	1.4	0.8	3.5
West Virginia	100.0	95.3	2.1	0.0	0.0	0.0	0.0	2.6
Wisconsin	100.0	79.6	7.7	3.4	6.4	0.6	0.0	2.4
Wyoming	100.0	69.6	1.4	11.7	12.5	2.9	0.0	1.9

Table 11-5b (Percentages) continued
Race/Ethnicity by Gender: Females
Total ESP Work Force by State, 2020

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	59.4%	14.1%	3.9%	19.4%	0.8%	0.2%	2.2%
Alabama	100.0	67.1	29.2	0.6	1.2	0.2	0.0	1.7
Alaska	100.0	54.9	0.0	7.9	4.8	22.8	0.0	9.6
Arizona	100.0	42.8	1.9	3.2	40.9	8.1	0.3	2.9
Arkansas	100.0	69.6	23.8	0.4	2.9	0.4	0.0	3.0
California	100.0	33.6	6.5	10.7	45.6	0.4	0.4	2.8
Colorado	100.0	63.8	2.8	3.1	27.8	0.4	0.1	2.1
Connecticut	100.0	70.8	12.8	2.9	12.6	0.0	0.0	0.8
Delaware	100.0	59.6	23.5	2.3	5.9	3.1	0.0	5.5
District of Columbia	100.0	12.9	67.1	0.0	16.1	0.0	0.5	3.4
Florida	100.0	44.3	24.8	2.6	26.7	0.2	0.1	1.3
Georgia	100.0	49.5	40.5	2.7	6.0	0.0	0.0	1.4
Hawaii	100.0	10.8	0.0	47.8	5.9	0.0	17.8	17.7
Idaho	100.0	86.0	1.0	0.4	10.0	0.2	0.0	2.5
Illinois	100.0	64.1	14.9	2.7	16.5	0.2	0.0	1.5
Indiana	100.0	87.8	5.1	1.8	3.6	0.0	0.0	1.7
Iowa	100.0	90.1	2.2	3.4	2.9	0.1	0.0	1.4
Kansas	100.0	78.5	4.9	1.9	10.7	0.4	0.0	3.6
Kentucky	100.0	87.3	8.7	0.3	0.7	0.2	0.0	2.8
Louisiana	100.0	55.1	38.8	1.1	2.5	0.8	0.1	1.6
Maine	100.0	97.0	0.0	0.8	0.3	0.1	0.0	1.7
Maryland	100.0	53.2	29.7	5.7	8.3	0.2	0.0	2.8
Massachusetts	100.0	78.0	5.7	3.7	10.6	0.0	0.0	1.9
Michigan	100.0	78.2	13.4	1.8	4.7	0.4	0.0	1.5
Minnesota	100.0	85.4	4.0	3.3	3.6	0.7	0.1	2.8
Mississippi	100.0	48.7	48.4	0.1	1.5	0.5	0.0	0.7
Missouri	100.0	81.6	10.7	1.8	2.5	0.4	0.0	3.0
Montana	100.0	85.3	0.0	0.1	7.1	6.7	0.0	0.9
Nebraska	100.0	73.0	8.7	2.6	12.4	0.5	0.0	2.8
Nevada	100.0	44.6	14.0	4.6	32.3	0.6	0.6	3.3
New Hampshire	100.0	93.9	0.1	2.5	2.1	0.0	0.0	1.3
New Jersey	100.0	61.4	13.0	3.6	19.6	0.1	0.1	2.2
New Mexico	100.0	29.7	1.8	1.9	58.0	8.3	0.0	0.3
New York	100.0	62.6	13.0	3.8	18.5	0.1	0.0	1.9
North Carolina	100.0	55.6	32.6	2.1	6.4	1.6	0.0	1.7
North Dakota	100.0	83.8	2.3	2.3	3.4	3.2	0.0	4.9
Ohio	100.0	83.2	10.6	1.3	2.9	0.2	0.0	1.8
Oklahoma	100.0	64.5	5.1	2.9	11.9	8.3	0.3	7.0
Oregon	100.0	78.1	1.2	4.6	10.7	0.3	0.1	5.1
Pennsylvania	100.0	79.2	10.8	1.9	6.7	0.4	0.0	0.9
Rhode Island	100.0	73.9	8.6	3.4	12.3	0.0	0.0	1.8
South Carolina	100.0	52.0	39.9	1.1	5.0	0.0	0.1	1.9
South Dakota	100.0	82.0	0.0	0.3	1.7	14.9	0.0	1.0
Tennessee	100.0	77.3	16.6	1.0	2.9	0.0	0.0	2.2
Texas	100.0	31.3	14.0	3.0	49.9	0.2	0.0	1.7
Utah	100.0	79.9	1.7	4.0	11.0	1.5	0.3	1.7
Vermont	100.0	98.7	0.3	0.0	0.6	0.0	0.0	0.5
Virginia	100.0	60.1	26.5	4.4	6.8	0.0	0.1	2.1
Washington	100.0	75.5	3.4	5.0	10.9	1.3	0.2	3.7
West Virginia	100.0	92.0	4.2	1.0	2.1	0.0	0.0	0.6
Wisconsin	100.0	83.6	3.6	3.7	6.4	0.6	0.0	2.1
Wyoming	100.0	81.1	0.0	1.7	11.3	3.5	0.0	2.4

Table 11-6a (Counts)
Educational Attainment
Total ESP Work Force by State, 2020

	Total ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	3,001,053	184,115	875,403	851,689	361,294	728,552
Alabama	43,768	2,409	14,562	11,027	5,223	10,547
Alaska	8,263	525	2,694	3,251	663	1,130
Arizona	67,581	7,154	18,831	20,988	6,797	13,811
Arkansas	27,251	2,091	9,338	7,832	2,684	5,306
California	362,228	22,537	83,640	119,005	45,058	91,988
Colorado	50,459	2,808	12,154	15,162	5,669	14,666
Connecticut	31,467	1,345	9,284	7,625	3,279	9,934
Delaware	9,976	555	4,494	2,085	933	1,909
District of Columbia	5,907	506	1,478	2,206	483	1,234
Florida	147,953	8,852	48,496	36,667	19,309	34,629
Georgia	102,574	6,358	33,652	27,395	10,749	24,420
Hawaii	14,745	877	4,045	4,237	2,154	3,432
Idaho	16,162	642	4,348	5,485	2,096	3,591
Illinois	109,446	5,455	26,156	31,220	15,799	30,816
Indiana	56,725	2,003	18,613	15,730	6,235	14,144
Iowa	38,031	1,316	11,113	11,646	4,888	9,068
Kansas	39,977	2,457	9,403	14,425	4,368	9,324
Kentucky	45,912	1,056	18,525	13,012	5,368	7,951
Louisiana	43,529	3,663	15,864	14,639	2,817	6,546
Maine	10,795	441	4,030	2,796	1,769	1,759
Maryland	58,012	3,506	19,513	15,708	4,809	14,476
Massachusetts	61,103	3,994	15,246	15,583	6,840	19,440
Michigan	73,918	2,461	17,680	26,714	8,929	18,134
Minnesota	55,244	1,847	14,647	16,465	7,146	15,139
Mississippi	31,979	1,784	10,164	8,711	4,016	7,304
Missouri	47,926	3,086	13,589	12,963	5,361	12,927
Montana	12,366	565	4,260	4,018	1,139	2,384
Nebraska	21,073	961	5,814	6,041	2,975	5,282
Nevada	21,891	1,660	7,048	6,586	2,314	4,283
New Hampshire	12,570	294	3,252	3,665	1,487	3,872
New Jersey	83,556	4,475	26,075	19,529	8,264	25,213
New Mexico	26,008	2,141	6,786	8,574	3,436	5,071
New York	212,265	12,822	61,207	51,914	31,898	54,424
North Carolina	87,940	4,923	23,155	24,352	14,223	21,287
North Dakota	8,640	367	2,053	2,110	1,463	2,647
Ohio	95,439	3,522	34,509	26,947	10,393	20,068
Oklahoma	40,485	3,034	14,063	12,123	3,276	7,989
Oregon	42,289	1,434	8,475	14,667	5,329	12,384
Pennsylvania	80,723	3,143	32,911	17,206	9,368	18,095
Rhode Island	8,857	645	2,786	2,622	1,050	1,754
South Carolina	44,558	2,789	13,479	11,523	6,142	10,625
South Dakota	11,189	369	3,797	3,255	1,366	2,402
Tennessee	55,007	2,017	20,544	13,952	5,283	13,211
Texas	287,855	34,182	87,858	77,265	28,465	60,085
Utah	38,314	2,759	8,414	12,680	5,122	9,339
Vermont	6,443	115	2,156	1,278	835	2,059
Virginia	87,298	6,369	24,589	23,958	10,299	22,083
Washington	74,601	2,291	17,714	21,825	12,231	20,540
West Virginia	20,151	711	6,994	6,976	2,804	2,666
Wisconsin	49,776	2,072	12,562	13,554	7,695	13,893
Wyoming	10,828	727	3,343	2,492	995	3,271

Table 11-6b (Percentages)
Educational Attainment
Total ESP Work Force by State, 2020

	Total ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	100.0%	6.1%	29.2%	28.4%	12.0%	24.3%
Alabama	100.0	5.5	33.3	25.2	11.9	24.1
Alaska	100.0	6.4	32.6	39.3	8.0	13.7
Arizona	100.0	10.6	27.9	31.1	10.1	20.4
Arkansas	100.0	7.7	34.3	28.7	9.8	19.5
California	100.0	6.2	23.1	32.9	12.4	25.4
Colorado	100.0	5.6	24.1	30.0	11.2	29.1
Connecticut	100.0	4.3	29.5	24.2	10.4	31.6
Delaware	100.0	5.6	45.0	20.9	9.4	19.1
District of Columbia	100.0	8.6	25.0	37.3	8.2	20.9
Florida	100.0	6.0	32.8	24.8	13.1	23.4
Georgia	100.0	6.2	32.8	26.7	10.5	23.8
Hawaii	100.0	5.9	27.4	28.7	14.6	23.3
Idaho	100.0	4.0	26.9	33.9	13.0	22.2
Illinois	100.0	5.0	23.9	28.5	14.4	28.2
Indiana	100.0	3.5	32.8	27.7	11.0	24.9
Iowa	100.0	3.5	29.2	30.6	12.9	23.8
Kansas	100.0	6.1	23.5	36.1	10.9	23.3
Kentucky	100.0	2.3	40.3	28.3	11.7	17.3
Louisiana	100.0	8.4	36.4	33.6	6.5	15.0
Maine	100.0	4.1	37.3	25.9	16.4	16.3
Maryland	100.0	6.0	33.6	27.1	8.3	25.0
Massachusetts	100.0	6.5	25.0	25.5	11.2	31.8
Michigan	100.0	3.3	23.9	36.1	12.1	24.5
Minnesota	100.0	3.3	26.5	29.8	12.9	27.4
Mississippi	100.0	5.6	31.8	27.2	12.6	22.8
Missouri	100.0	6.4	28.4	27.0	11.2	27.0
Montana	100.0	4.6	34.4	32.5	9.2	19.3
Nebraska	100.0	4.6	27.6	28.7	14.1	25.1
Nevada	100.0	7.6	32.2	30.1	10.6	19.6
New Hampshire	100.0	2.3	25.9	29.2	11.8	30.8
New Jersey	100.0	5.4	31.2	23.4	9.9	30.2
New Mexico	100.0	8.2	26.1	33.0	13.2	19.5
New York	100.0	6.0	28.8	24.5	15.0	25.6
North Carolina	100.0	5.6	26.3	27.7	16.2	24.2
North Dakota	100.0	4.2	23.8	24.4	16.9	30.6
Ohio	100.0	3.7	36.2	28.2	10.9	21.0
Oklahoma	100.0	7.5	34.7	29.9	8.1	19.7
Oregon	100.0	3.4	20.0	34.7	12.6	29.3
Pennsylvania	100.0	3.9	40.8	21.3	11.6	22.4
Rhode Island	100.0	7.3	31.5	29.6	11.9	19.8
South Carolina	100.0	6.3	30.3	25.9	13.8	23.8
South Dakota	100.0	3.3	33.9	29.1	12.2	21.5
Tennessee	100.0	3.7	37.3	25.4	9.6	24.0
Texas	100.0	11.9	30.5	26.8	9.9	20.9
Utah	100.0	7.2	22.0	33.1	13.4	24.4
Vermont	100.0	1.8	33.5	19.8	13.0	32.0
Virginia	100.0	7.3	28.2	27.4	11.8	25.3
Washington	100.0	3.1	23.7	29.3	16.4	27.5
West Virginia	100.0	3.5	34.7	34.6	13.9	13.2
Wisconsin	100.0	4.2	25.2	27.2	15.5	27.9
Wyoming	100.0	6.7	30.9	23.0	9.2	30.2

Table 11-7a (Counts)
Household Total Income
Total ESP Work Force by State, 2020

	Total ESP	Under \$15,000	\$15-24,999	\$25-34,999	\$35-44,999	\$45-54,999	\$55-74,999	\$75,000+	N.A.*	Av. HH Income
United States	3,001,053	78,459	131,398	174,633	184,754	210,270	420,563	1,701,530	99,446	\$104,175
Alabama	43,768	1,487	3,652	3,964	3,455	3,233	5,969	21,058	950	82,724
Alaska	8,263	170	216	264	321	341	1,697	5,217	37	117,576
Arizona	67,581	2,458	2,984	3,873	4,213	4,862	10,920	36,651	1,620	94,492
Arkansas	27,251	1,330	2,538	1,770	2,163	2,247	4,959	11,513	731	82,283
California	362,228	6,790	10,664	13,693	16,624	19,239	46,488	239,871	8,859	122,581
Colorado	50,459	1,291	1,844	2,684	2,881	3,270	6,449	30,157	1,883	108,703
Connecticut	31,467	797	636	817	1,060	1,808	3,310	20,874	2,165	134,767
Delaware	9,976	193	443	176	334	545	1,327	6,687	271	123,067
District of Columbia	5,907	20	285	161	173	198	1,288	3,454	328	121,591
Florida	147,953	3,237	6,783	11,069	11,795	12,652	23,399	75,994	3,024	91,325
Georgia	102,574	4,167	5,411	8,375	7,572	8,174	16,140	48,977	3,758	89,832
Hawaii	14,745	202	334	618	733	824	1,566	9,818	650	142,359
Idaho	16,162	754	645	1,326	1,123	975	3,087	7,542	710	91,420
Illinois	109,446	3,508	4,927	6,371	6,571	6,416	14,452	64,477	2,724	106,439
Indiana	56,725	1,740	2,806	3,501	3,955	4,082	7,482	31,676	1,483	100,304
Iowa	38,031	840	2,244	1,797	1,655	3,122	5,721	20,580	2,072	96,148
Kansas	39,977	1,283	1,994	2,707	2,436	3,171	7,300	17,721	3,365	87,089
Kentucky	45,912	1,532	2,596	3,398	3,825	4,707	7,949	20,504	1,401	83,608
Louisiana	43,529	1,783	4,136	3,733	2,864	3,100	6,925	18,316	2,672	81,249
Maine	10,795	435	920	474	804	736	1,206	5,770	450	89,310
Maryland	58,012	1,132	1,159	3,098	3,078	3,170	7,653	36,544	2,178	121,844
Massachusetts	61,103	1,050	1,597	2,209	2,205	3,179	5,561	40,836	4,466	131,527
Michigan	73,918	2,776	3,677	4,278	3,969	5,056	9,858	39,373	4,931	102,515
Minnesota	55,244	512	2,364	3,083	3,073	3,351	5,863	34,585	2,413	108,209
Mississippi	31,979	1,541	3,275	3,887	3,506	2,436	4,499	12,134	701	73,645
Missouri	47,926	1,357	1,984	3,587	3,950	4,717	7,162	23,332	1,837	86,570
Montana	12,366	140	399	949	624	1,463	2,403	5,123	1,265	86,545
Nebraska	21,073	375	1,053	1,292	1,577	1,419	3,228	10,866	1,263	94,475
Nevada	21,891	200	690	1,006	1,784	1,608	3,181	13,279	143	103,669
New Hampshire	12,570	64	263	487	336	747	1,792	7,730	1,151	122,022
New Jersey	83,556	1,480	1,737	2,455	3,053	4,835	8,517	60,471	1,008	133,066
New Mexico	26,008	933	2,018	2,079	2,317	2,223	4,066	11,904	468	81,885
New York	212,265	3,400	5,671	8,596	11,517	12,825	26,127	136,677	7,452	122,773
North Carolina	87,940	3,670	3,576	6,611	7,087	8,883	12,957	42,042	3,114	88,320
North Dakota	8,640	513	235	646	511	670	1,093	4,388	584	111,637
Ohio	95,439	2,360	3,718	6,095	5,432	6,284	13,225	54,026	4,299	98,852
Oklahoma	40,485	1,129	2,363	3,296	3,056	3,541	6,927	18,794	1,379	83,485
Oregon	42,289	1,102	1,871	1,906	2,555	3,111	5,034	25,787	923	105,775
Pennsylvania	80,723	2,173	2,550	4,223	4,444	5,545	12,004	47,727	2,057	104,244
Rhode Island	8,857	201	230	408	211	335	933	5,967	572	109,511
South Carolina	44,558	1,543	2,497	3,329	3,802	3,973	7,098	21,522	794	88,030
South Dakota	11,189	207	451	655	1,212	829	2,445	4,552	838	84,495
Tennessee	55,007	1,473	3,230	3,504	4,007	4,231	9,609	27,527	1,426	87,013
Texas	287,855	8,873	16,648	21,617	19,382	23,823	43,091	148,184	6,237	93,037
Utah	38,314	768	1,194	1,600	2,170	2,294	4,788	24,854	646	109,347
Vermont	6,443	224	184	529	640	499	1,333	2,534	500	84,695
Virginia	87,298	1,942	5,007	5,887	4,805	5,387	10,526	50,942	2,802	110,420
Washington	74,601	1,378	2,178	2,810	3,499	4,579	10,722	48,089	1,346	117,948
West Virginia	20,151	453	757	1,319	1,882	1,727	3,534	9,855	624	89,589
Wisconsin	49,776	1,367	2,137	1,986	3,276	3,197	6,149	29,078	2,586	101,768
Wyoming	10,828	106	627	435	1,237	631	1,551	5,951	290	91,981

* Not Ascertained. Not included in the percentage calculations.

Table 11-7b (Percentages)
Household Total Income
Total ESP Work Force by State, 2020

	Total ESP	Under \$15,000	\$15-24,999	\$25-34,999	\$35-44,999	\$45-54,999	\$55-74,999	\$75,000+
United States	100.0%	2.7%	4.5%	6.0%	6.4%	7.2%	14.5%	58.6%
Alabama	100.0	3.5	8.5	9.3	8.1	7.6	13.9	49.2
Alaska	100.0	2.1	2.6	3.2	3.9	4.1	20.6	63.4
Arizona	100.0	3.7	4.5	5.9	6.4	7.4	16.6	55.6
Arkansas	100.0	5.0	9.6	6.7	8.2	8.5	18.7	43.4
California	100.0	1.9	3.0	3.9	4.7	5.4	13.2	67.9
Colorado	100.0	2.7	3.8	5.5	5.9	6.7	13.3	62.1
Connecticut	100.0	2.7	2.2	2.8	3.6	6.2	11.3	71.2
Delaware	100.0	2.0	4.6	1.8	3.4	5.6	13.7	68.9
District of Columbia	100.0	0.4	5.1	2.9	3.1	3.5	23.1	61.9
Florida	100.0	2.2	4.7	7.6	8.1	8.7	16.1	52.4
Georgia	100.0	4.2	5.5	8.5	7.7	8.3	16.3	49.6
Hawaii	100.0	1.4	2.4	4.4	5.2	5.8	11.1	69.7
Idaho	100.0	4.9	4.2	8.6	7.3	6.3	20.0	48.8
Illinois	100.0	3.3	4.6	6.0	6.2	6.0	13.5	60.4
Indiana	100.0	3.1	5.1	6.3	7.2	7.4	13.5	57.3
Iowa	100.0	2.3	6.2	5.0	4.6	8.7	15.9	57.2
Kansas	100.0	3.5	5.4	7.4	6.7	8.7	19.9	48.4
Kentucky	100.0	3.4	5.8	7.6	8.6	10.6	17.9	46.1
Louisiana	100.0	4.4	10.1	9.1	7.0	7.6	16.9	44.8
Maine	100.0	4.2	8.9	4.6	7.8	7.1	11.7	55.8
Maryland	100.0	2.0	2.1	5.5	5.5	5.7	13.7	65.5
Massachusetts	100.0	1.9	2.8	3.9	3.9	5.6	9.8	72.1
Michigan	100.0	4.0	5.3	6.2	5.8	7.3	14.3	57.1
Minnesota	100.0	1.0	4.5	5.8	5.8	6.3	11.1	65.5
Mississippi	100.0	4.9	10.5	12.4	11.2	7.8	14.4	38.8
Missouri	100.0	2.9	4.3	7.8	8.6	10.2	15.5	50.6
Montana	100.0	1.3	3.6	8.5	5.6	13.2	21.6	46.1
Nebraska	100.0	1.9	5.3	6.5	8.0	7.2	16.3	54.9
Nevada	100.0	0.9	3.2	4.6	8.2	7.4	14.6	61.1
New Hampshire	100.0	0.6	2.3	4.3	2.9	6.5	15.7	67.7
New Jersey	100.0	1.8	2.1	3.0	3.7	5.9	10.3	73.3
New Mexico	100.0	3.7	7.9	8.1	9.1	8.7	15.9	46.6
New York	100.0	1.7	2.8	4.2	5.6	6.3	12.8	66.7
North Carolina	100.0	4.3	4.2	7.8	8.4	10.5	15.3	49.6
North Dakota	100.0	6.4	2.9	8.0	6.3	8.3	13.6	54.5
Ohio	100.0	2.6	4.1	6.7	6.0	6.9	14.5	59.3
Oklahoma	100.0	2.9	6.0	8.4	7.8	9.1	17.7	48.1
Oregon	100.0	2.7	4.5	4.6	6.2	7.5	12.2	62.3
Pennsylvania	100.0	2.8	3.2	5.4	5.6	7.0	15.3	60.7
Rhode Island	100.0	2.4	2.8	4.9	2.5	4.0	11.3	72.0
South Carolina	100.0	3.5	5.7	7.6	8.7	9.1	16.2	49.2
South Dakota	100.0	2.0	4.4	6.3	11.7	8.0	23.6	44.0
Tennessee	100.0	2.7	6.0	6.5	7.5	7.9	17.9	51.4
Texas	100.0	3.2	5.9	7.7	6.9	8.5	15.3	52.6
Utah	100.0	2.0	3.2	4.2	5.8	6.1	12.7	66.0
Vermont	100.0	3.8	3.1	8.9	10.8	8.4	22.4	42.6
Virginia	100.0	2.3	5.9	7.0	5.7	6.4	12.5	60.3
Washington	100.0	1.9	3.0	3.8	4.8	6.3	14.6	65.6
West Virginia	100.0	2.3	3.9	6.8	9.6	8.8	18.1	50.5
Wisconsin	100.0	2.9	4.5	4.2	6.9	6.8	13.0	61.6
Wyoming	100.0	1.0	5.9	4.1	11.7	6.0	14.7	56.5

Table 11-8a (Counts)

Poverty Status

Total ESP Work Force by State, 2020

	Total ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+	N.A.*
United States	3,001,053	205,858	192,124	242,992	536,689	500,613	1,224,723	98,054
Alabama	43,768	4,436	3,620	3,702	7,799	7,921	15,375	915
Alaska	8,263	528	498	871	1,560	1,275	3,494	37
Arizona	67,581	5,115	6,151	7,040	14,058	11,390	22,207	1,620
Arkansas	27,251	2,576	2,471	2,660	6,069	4,443	8,301	731
California	362,228	23,463	21,634	24,971	59,724	63,293	160,641	8,502
Colorado	50,459	3,978	2,340	3,625	8,916	8,487	21,251	1,862
Connecticut	31,467	1,520	1,028	1,540	3,836	3,399	18,036	2,108
Delaware	9,976	434	494	469	1,618	1,884	4,806	271
District of Columbia	5,907	127	152	201	729	1,169	3,201	328
Florida	147,953	9,970	12,925	14,726	31,084	28,318	47,906	3,024
Georgia	102,574	8,635	7,101	9,566	23,089	17,139	33,286	3,758
Hawaii	14,745	917	737	701	2,501	2,189	7,050	650
Idaho	16,162	1,360	1,561	1,736	3,456	2,433	4,906	710
Illinois	109,446	7,343	6,405	8,568	18,093	17,386	49,003	2,648
Indiana	56,725	3,924	3,953	4,129	10,160	9,274	23,931	1,354
Iowa	38,031	3,024	2,729	2,768	5,822	6,555	15,061	2,072
Kansas	39,977	3,177	2,733	3,672	7,890	6,936	12,204	3,365
Kentucky	45,912	3,588	3,986	4,195	10,125	8,536	14,125	1,357
Louisiana	43,529	5,012	3,444	4,933	7,375	8,009	12,084	2,672
Maine	10,795	642	1,223	1,019	1,880	1,744	3,837	450
Maryland	58,012	3,044	2,446	3,701	9,158	7,480	30,043	2,140
Massachusetts	61,103	2,809	2,303	2,530	7,264	8,846	32,885	4,466
Michigan	73,918	7,216	4,468	4,644	10,671	12,047	29,941	4,931
Minnesota	55,244	3,583	2,927	4,170	7,018	8,756	26,417	2,373
Mississippi	31,979	4,313	3,373	4,027	6,685	4,763	8,117	701
Missouri	47,926	3,637	2,998	4,730	10,114	8,219	16,391	1,837
Montana	12,366	808	719	1,026	2,527	2,124	3,897	1,265
Nebraska	21,073	1,631	1,613	1,655	3,124	3,821	7,972	1,257
Nevada	21,891	716	1,601	1,747	4,413	4,575	8,696	143
New Hampshire	12,570	224	347	916	2,508	1,517	5,907	1,151
New Jersey	83,556	3,318	2,856	3,002	11,467	11,703	50,242	968
New Mexico	26,008	2,533	3,135	2,462	5,013	4,766	7,631	468
New York	212,265	7,898	9,296	14,206	31,072	33,039	109,441	7,313
North Carolina	87,940	6,863	6,168	7,902	19,406	15,066	29,534	3,001
North Dakota	8,640	1,046	484	284	1,531	1,363	3,382	550
Ohio	95,439	6,878	5,208	6,532	15,682	15,977	40,863	4,299
Oklahoma	40,485	3,041	3,246	4,798	8,953	7,332	11,736	1,379
Oregon	42,289	3,361	2,044	3,519	7,700	6,386	18,365	914
Pennsylvania	80,723	4,528	3,574	5,060	14,416	14,713	36,378	2,054
Rhode Island	8,857	477	246	401	1,112	1,950	4,099	572
South Carolina	44,558	3,369	3,487	4,639	9,729	7,429	15,111	794
South Dakota	11,189	597	881	1,470	2,261	1,661	3,481	838
Tennessee	55,007	3,630	3,189	5,691	12,287	10,122	18,683	1,405
Texas	287,855	22,883	25,760	31,437	58,544	47,541	95,496	6,194
Utah	38,314	2,376	2,066	3,144	7,717	6,443	15,922	646
Vermont	6,443	474	389	480	1,156	1,581	1,863	500
Virginia	87,298	5,187	4,709	6,922	13,821	13,481	40,376	2,802
Washington	74,601	3,885	3,302	5,316	11,299	12,379	37,261	1,159
West Virginia	20,151	1,155	933	1,622	4,492	3,982	7,343	624
Wisconsin	49,776	3,978	2,508	2,592	7,688	7,983	22,441	2,586
Wyoming	10,828	631	663	1,275	2,077	1,788	4,104	290

* Not Ascertained. Not included in the percentage calculations.

Table 11-8b (Percentages)

Poverty Status

Total ESP Work Force by State, 2020

	Total ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+
United States	100.0%	7.1%	6.6%	8.4%	18.5%	17.2%	42.2%
Alabama	100.0	10.4	8.4	8.6	18.2	18.5	35.9
Alaska	100.0	6.4	6.1	10.6	19.0	15.5	42.5
Arizona	100.0	7.8	9.3	10.7	21.3	17.3	33.7
Arkansas	100.0	9.7	9.3	10.0	22.9	16.8	31.3
California	100.0	6.6	6.1	7.1	16.9	17.9	45.4
Colorado	100.0	8.2	4.8	7.5	18.3	17.5	43.7
Connecticut	100.0	5.2	3.5	5.2	13.1	11.6	61.4
Delaware	100.0	4.5	5.1	4.8	16.7	19.4	49.5
District of Columbia	100.0	2.3	2.7	3.6	13.1	21.0	57.4
Florida	100.0	6.9	8.9	10.2	21.4	19.5	33.1
Georgia	100.0	8.7	7.2	9.7	23.4	17.3	33.7
Hawaii	100.0	6.5	5.2	5.0	17.7	15.5	50.0
Idaho	100.0	8.8	10.1	11.2	22.4	15.7	31.7
Illinois	100.0	6.9	6.0	8.0	16.9	16.3	45.9
Indiana	100.0	7.1	7.1	7.5	18.3	16.7	43.2
Iowa	100.0	8.4	7.6	7.7	16.2	18.2	41.9
Kansas	100.0	8.7	7.5	10.0	21.6	18.9	33.3
Kentucky	100.0	8.1	8.9	9.4	22.7	19.2	31.7
Louisiana	100.0	12.3	8.4	12.1	18.1	19.6	29.6
Maine	100.0	6.2	11.8	9.9	18.2	16.9	37.1
Maryland	100.0	5.4	4.4	6.6	16.4	13.4	53.8
Massachusetts	100.0	5.0	4.1	4.5	12.8	15.6	58.1
Michigan	100.0	10.5	6.5	6.7	15.5	17.5	43.4
Minnesota	100.0	6.8	5.5	7.9	13.3	16.6	50.0
Mississippi	100.0	13.8	10.8	12.9	21.4	15.2	26.0
Missouri	100.0	7.9	6.5	10.3	21.9	17.8	35.6
Montana	100.0	7.3	6.5	9.2	22.8	19.1	35.1
Nebraska	100.0	8.2	8.1	8.4	15.8	19.3	40.2
Nevada	100.0	3.3	7.4	8.0	20.3	21.0	40.0
New Hampshire	100.0	2.0	3.0	8.0	22.0	13.3	51.7
New Jersey	100.0	4.0	3.5	3.6	13.9	14.2	60.8
New Mexico	100.0	9.9	12.3	9.6	19.6	18.7	29.9
New York	100.0	3.9	4.5	6.9	15.2	16.1	53.4
North Carolina	100.0	8.1	7.3	9.3	22.8	17.7	34.8
North Dakota	100.0	12.9	6.0	3.5	18.9	16.8	41.8
Ohio	100.0	7.5	5.7	7.2	17.2	17.5	44.8
Oklahoma	100.0	7.8	8.3	12.3	22.9	18.7	30.0
Oregon	100.0	8.1	4.9	8.5	18.6	15.4	44.4
Pennsylvania	100.0	5.8	4.5	6.4	18.3	18.7	46.2
Rhode Island	100.0	5.8	3.0	4.8	13.4	23.5	49.5
South Carolina	100.0	7.7	8.0	10.6	22.2	17.0	34.5
South Dakota	100.0	5.8	8.5	14.2	21.8	16.0	33.6
Tennessee	100.0	6.8	5.9	10.6	22.9	18.9	34.9
Texas	100.0	8.1	9.1	11.2	20.8	16.9	33.9
Utah	100.0	6.3	5.5	8.3	20.5	17.1	42.3
Vermont	100.0	8.0	6.5	8.1	19.5	26.6	31.3
Virginia	100.0	6.1	5.6	8.2	16.4	16.0	47.8
Washington	100.0	5.3	4.5	7.2	15.4	16.9	50.7
West Virginia	100.0	5.9	4.8	8.3	23.0	20.4	37.6
Wisconsin	100.0	8.4	5.3	5.5	16.3	16.9	47.6
Wyoming	100.0	6.0	6.3	12.1	19.7	17.0	38.9

Table 11-9a (Counts)

Marital Status

Total ESP Work Force by State, 2020

	Total ESP	Married	Widowed, Divorced, Separated	Single
United States	3,001,053	1,639,914	488,489	872,650
Alabama	43,768	26,395	7,339	10,034
Alaska	8,263	4,694	948	2,621
Arizona	67,581	35,054	9,589	22,938
Arkansas	27,251	14,996	5,416	6,839
California	362,228	179,608	50,993	131,627
Colorado	50,459	27,203	8,582	14,674
Connecticut	31,467	16,966	5,108	9,393
Delaware	9,976	5,488	1,783	2,705
District of Columbia	5,907	1,815	954	3,138
Florida	147,953	74,375	30,732	42,846
Georgia	102,574	52,033	18,104	32,437
Hawaii	14,745	7,042	1,736	5,967
Idaho	16,162	9,840	2,750	3,572
Illinois	109,446	60,921	16,387	32,138
Indiana	56,725	34,164	8,741	13,820
Iowa	38,031	22,035	5,007	10,989
Kansas	39,977	21,490	6,126	12,361
Kentucky	45,912	29,600	7,536	8,776
Louisiana	43,529	19,926	8,896	14,707
Maine	10,795	5,538	1,932	3,325
Maryland	58,012	29,866	9,175	18,971
Massachusetts	61,103	32,454	8,934	19,715
Michigan	73,918	39,248	10,702	23,968
Minnesota	55,244	30,835	7,318	17,091
Mississippi	31,979	15,543	6,272	10,164
Missouri	47,926	28,592	7,295	12,039
Montana	12,366	6,047	2,461	3,858
Nebraska	21,073	12,819	2,084	6,170
Nevada	21,891	10,615	5,302	5,974
New Hampshire	12,570	7,545	1,636	3,389
New Jersey	83,556	48,038	14,634	20,884
New Mexico	26,008	13,111	4,519	8,378
New York	212,265	117,821	34,566	59,878
North Carolina	87,940	46,451	15,861	25,628
North Dakota	8,640	5,053	1,016	2,571
Ohio	95,439	55,842	14,094	25,503
Oklahoma	40,485	22,771	7,674	10,040
Oregon	42,289	24,410	6,170	11,709
Pennsylvania	80,723	47,215	13,748	19,760
Rhode Island	8,857	3,798	1,380	3,679
South Carolina	44,558	25,021	7,496	12,041
South Dakota	11,189	5,994	1,566	3,629
Tennessee	55,007	33,980	8,742	12,285
Texas	287,855	158,710	53,732	75,413
Utah	38,314	22,638	4,507	11,169
Vermont	6,443	3,575	1,081	1,787
Virginia	87,298	48,926	14,585	23,787
Washington	74,601	45,045	12,319	17,237
West Virginia	20,151	12,487	3,354	4,310
Wisconsin	49,776	30,310	5,921	13,545
Wyoming	10,828	5,971	1,686	3,171

Table 11-9b (Percentages)

Marital Status

Total ESP Work Force by State, 2020

	Total ESP	Married	Widowed, Divorced, Separated	Single
United States	100.0%	54.6%	16.3%	29.1%
Alabama	100.0	60.3	16.8	22.9
Alaska	100.0	56.8	11.5	31.7
Arizona	100.0	51.9	14.2	33.9
Arkansas	100.0	55.0	19.9	25.1
California	100.0	49.6	14.1	36.3
Colorado	100.0	53.9	17.0	29.1
Connecticut	100.0	53.9	16.2	29.9
Delaware	100.0	55.0	17.9	27.1
District of Columbia	100.0	30.7	16.2	53.1
Florida	100.0	50.3	20.8	29.0
Georgia	100.0	50.7	17.6	31.6
Hawaii	100.0	47.8	11.8	40.5
Idaho	100.0	60.9	17.0	22.1
Illinois	100.0	55.7	15.0	29.4
Indiana	100.0	60.2	15.4	24.4
Iowa	100.0	57.9	13.2	28.9
Kansas	100.0	53.8	15.3	30.9
Kentucky	100.0	64.5	16.4	19.1
Louisiana	100.0	45.8	20.4	33.8
Maine	100.0	51.3	17.9	30.8
Maryland	100.0	51.5	15.8	32.7
Massachusetts	100.0	53.1	14.6	32.3
Michigan	100.0	53.1	14.5	32.4
Minnesota	100.0	55.8	13.2	30.9
Mississippi	100.0	48.6	19.6	31.8
Missouri	100.0	59.7	15.2	25.1
Montana	100.0	48.9	19.9	31.2
Nebraska	100.0	60.8	9.9	29.3
Nevada	100.0	48.5	24.2	27.3
New Hampshire	100.0	60.0	13.0	27.0
New Jersey	100.0	57.5	17.5	25.0
New Mexico	100.0	50.4	17.4	32.2
New York	100.0	55.5	16.3	28.2
North Carolina	100.0	52.8	18.0	29.1
North Dakota	100.0	58.5	11.8	29.8
Ohio	100.0	58.5	14.8	26.7
Oklahoma	100.0	56.2	19.0	24.8
Oregon	100.0	57.7	14.6	27.7
Pennsylvania	100.0	58.5	17.0	24.5
Rhode Island	100.0	42.9	15.6	41.5
South Carolina	100.0	56.2	16.8	27.0
South Dakota	100.0	53.6	14.0	32.4
Tennessee	100.0	61.8	15.9	22.3
Texas	100.0	55.1	18.7	26.2
Utah	100.0	59.1	11.8	29.2
Vermont	100.0	55.5	16.8	27.7
Virginia	100.0	56.0	16.7	27.2
Washington	100.0	60.4	16.5	23.1
West Virginia	100.0	62.0	16.6	21.4
Wisconsin	100.0	60.9	11.9	27.2
Wyoming	100.0	55.1	15.6	29.3

Table 11-10a (Counts)
Household Relationship
Total ESP Work Force by State, 2020

	Total ESP	Head	Spouse	Child/Other*
United States	3,001,053	1,432,065	806,729	762,259
Alabama	43,768	22,627	12,335	8,806
Alaska	8,263	3,529	2,103	2,631
Arizona	67,581	31,574	14,833	21,174
Arkansas	27,251	14,587	6,958	5,706
California	362,228	153,516	82,446	126,266
Colorado	50,459	23,778	13,073	13,608
Connecticut	31,467	14,136	8,634	8,697
Delaware	9,976	4,694	3,151	2,131
District of Columbia	5,907	2,976	694	2,237
Florida	147,953	70,568	34,878	42,507
Georgia	102,574	50,725	25,359	26,490
Hawaii	14,745	4,972	3,305	6,468
Idaho	16,162	7,812	4,646	3,704
Illinois	109,446	54,253	30,629	24,564
Indiana	56,725	28,027	18,070	10,628
Iowa	38,031	18,366	11,673	7,992
Kansas	39,977	18,968	11,093	9,916
Kentucky	45,912	23,539	14,605	7,768
Louisiana	43,529	20,015	10,272	13,242
Maine	10,795	5,572	2,528	2,695
Maryland	58,012	27,507	14,569	15,936
Massachusetts	61,103	26,243	16,027	18,833
Michigan	73,918	35,247	19,846	18,825
Minnesota	55,244	26,335	15,294	13,615
Mississippi	31,979	16,509	7,627	7,843
Missouri	47,926	24,111	14,125	9,690
Montana	12,366	5,473	3,180	3,713
Nebraska	21,073	10,492	6,405	4,176
Nevada	21,891	10,259	5,245	6,387
New Hampshire	12,570	5,185	4,012	3,373
New Jersey	83,556	40,540	24,743	18,273
New Mexico	26,008	13,267	6,648	6,093
New York	212,265	103,897	56,250	52,118
North Carolina	87,940	45,209	24,028	18,703
North Dakota	8,640	4,559	2,386	1,695
Ohio	95,439	45,553	29,625	20,261
Oklahoma	40,485	19,146	11,935	9,404
Oregon	42,289	21,281	11,843	9,165
Pennsylvania	80,723	40,462	24,361	15,900
Rhode Island	8,857	3,702	2,080	3,075
South Carolina	44,558	22,998	12,061	9,499
South Dakota	11,189	5,186	3,312	2,691
Tennessee	55,007	27,667	16,940	10,400
Texas	287,855	138,139	77,263	72,453
Utah	38,314	15,359	11,686	11,269
Vermont	6,443	3,267	1,729	1,447
Virginia	87,298	42,706	25,733	18,859
Washington	74,601	38,524	21,699	14,378
West Virginia	20,151	10,274	5,733	4,144
Wisconsin	49,776	23,649	15,730	10,397
Wyoming	10,828	5,085	3,329	2,414

*Other household member, for example living with parents, siblings, or non-relative roommates.

Table 11-10b (Percentages)
Household Relationship
Total ESP Work Force by State, 2020

	Total ESP	Head	Spouse	Child/Other*
United States	100.0%	47.7%	26.9%	25.4%
Alabama	100.0	51.7	28.2	20.1
Alaska	100.0	42.7	25.5	31.8
Arizona	100.0	46.7	21.9	31.3
Arkansas	100.0	53.5	25.5	20.9
California	100.0	42.4	22.8	34.9
Colorado	100.0	47.1	25.9	27.0
Connecticut	100.0	44.9	27.4	27.6
Delaware	100.0	47.1	31.6	21.4
District of Columbia	100.0	50.4	11.7	37.9
Florida	100.0	47.7	23.6	28.7
Georgia	100.0	49.5	24.7	25.8
Hawaii	100.0	33.7	22.4	43.9
Idaho	100.0	48.3	28.7	22.9
Illinois	100.0	49.6	28.0	22.4
Indiana	100.0	49.4	31.9	18.7
Iowa	100.0	48.3	30.7	21.0
Kansas	100.0	47.4	27.7	24.8
Kentucky	100.0	51.3	31.8	16.9
Louisiana	100.0	46.0	23.6	30.4
Maine	100.0	51.6	23.4	25.0
Maryland	100.0	47.4	25.1	27.5
Massachusetts	100.0	42.9	26.2	30.8
Michigan	100.0	47.7	26.8	25.5
Minnesota	100.0	47.7	27.7	24.6
Mississippi	100.0	51.6	23.9	24.5
Missouri	100.0	50.3	29.5	20.2
Montana	100.0	44.3	25.7	30.0
Nebraska	100.0	49.8	30.4	19.8
Nevada	100.0	46.9	24.0	29.2
New Hampshire	100.0	41.2	31.9	26.8
New Jersey	100.0	48.5	29.6	21.9
New Mexico	100.0	51.0	25.6	23.4
New York	100.0	48.9	26.5	24.6
North Carolina	100.0	51.4	27.3	21.3
North Dakota	100.0	52.8	27.6	19.6
Ohio	100.0	47.7	31.0	21.2
Oklahoma	100.0	47.3	29.5	23.2
Oregon	100.0	50.3	28.0	21.7
Pennsylvania	100.0	50.1	30.2	19.7
Rhode Island	100.0	41.8	23.5	34.7
South Carolina	100.0	51.6	27.1	21.3
South Dakota	100.0	46.3	29.6	24.1
Tennessee	100.0	50.3	30.8	18.9
Texas	100.0	48.0	26.8	25.2
Utah	100.0	40.1	30.5	29.4
Vermont	100.0	50.7	26.8	22.5
Virginia	100.0	48.9	29.5	21.6
Washington	100.0	51.6	29.1	19.3
West Virginia	100.0	51.0	28.5	20.6
Wisconsin	100.0	47.5	31.6	20.9
Wyoming	100.0	47.0	30.7	22.3

*Other household member, for example living with parents, siblings, or non-relative roommates.

Demographics of the 2020 ESP Work Force, by Career Family

Demographics by Career Family Total ESP

Tables 12-1a and 12-1b present distributions of descriptive variables of the national ESP work force, by career family.

- Transportation has the highest average age among the nation's ESP, and technical services the lowest; see *Figure 12-1*.
- Female ESP predominate among food services, clerical services, health and student services, and paraeducator ESP, while the trades, security services, custodial, and technical services career families are disproportionately male. The distribution by sex among transportation services ESP is nearly equal; see *Figure 12-2*.
- In four career families, over 45 percent of male ESP are under 35 years of age, while female ESP in eight career families are most likely to be between the ages of 35 and 54. This gender difference might reflect the concentration of older women in permanent positions, and the concentration of younger male students in temporary positions.
- The largest shares of minority ESP are found in the security, custodial, and food services career families; the lowest proportions are in technical services and skilled trades.
- Around 91 percent of technical services and trades ESP have household incomes of \$45,000 or higher, compared to 70 percent of food services ESP.
- In every career family at least 65 percent of ESP have household incomes twice the poverty level; however, 12 percent of food services ESP live in poverty.
- The highest proportion of ESP participating in SNAP (the *Supplemental Nutrition Assistance Program*, formerly known as Food Stamps) is among the food services career family, at 16 percent; the lowest shares are among skilled trades and technical services, at around four percent.
- Technical and health and student services ESP lead in shares with college degrees. Custodial and food services ESP have the highest proportions that have not completed high school; see *Figure 12-3*.
- In every career family, 52 percent or more of ESP are married; technical services and paraeducators, with the youngest average ages, have the highest proportions of single people.
- Food services ESP have the fewest hours, with 35 percent working fewer than 30 hours per week; 89 percent of skilled trades and 84 percent of custodial services ESP work 40 or more hours per week; see *Figure 12-4*.

Figure 12-1
Average Age of the Total ESP Work Force,
by Career Family: 2020

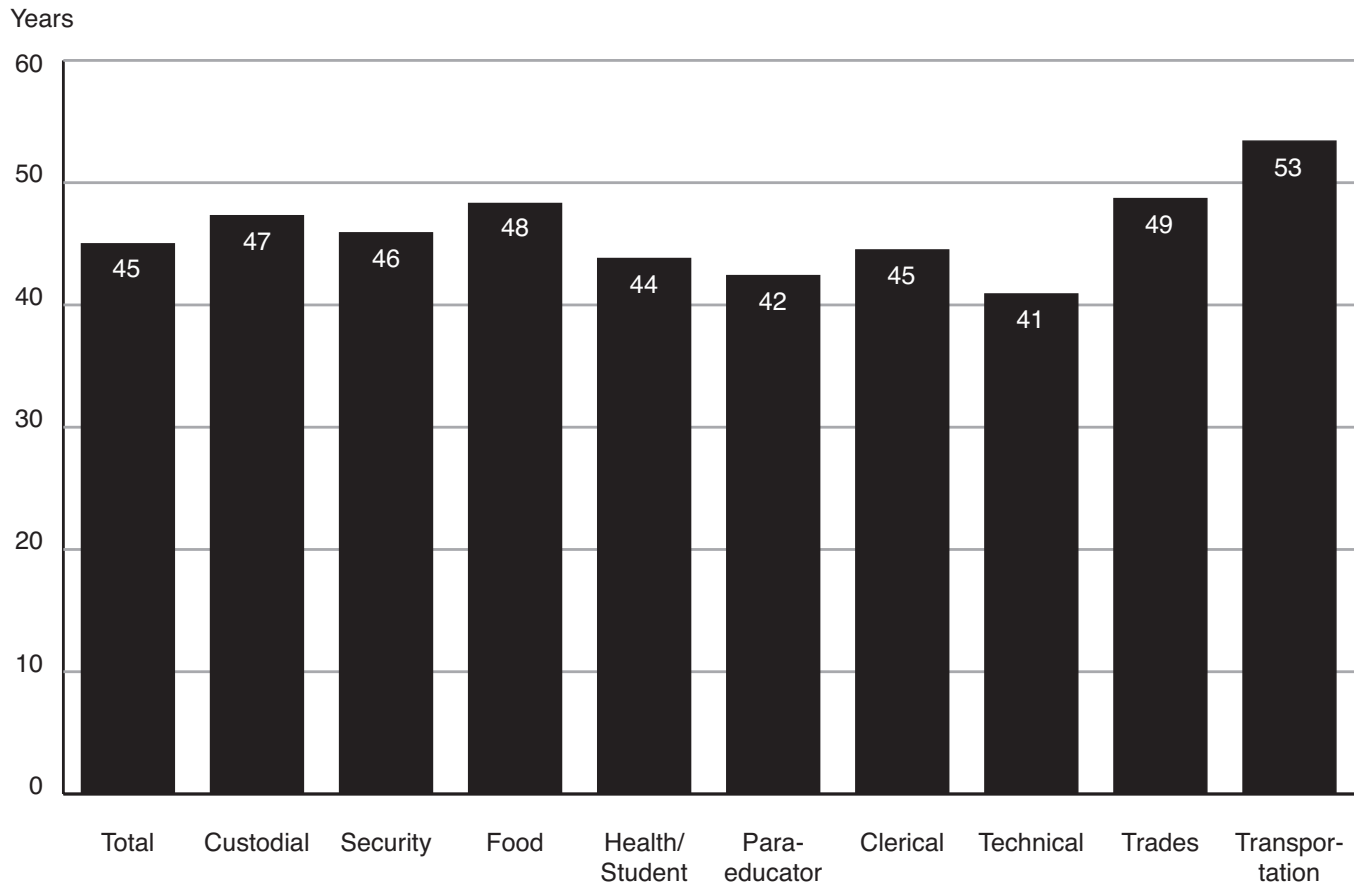


Figure 12-2
Distribution of the Career Families of the Total ESP Work Force,
by Sex: 2020

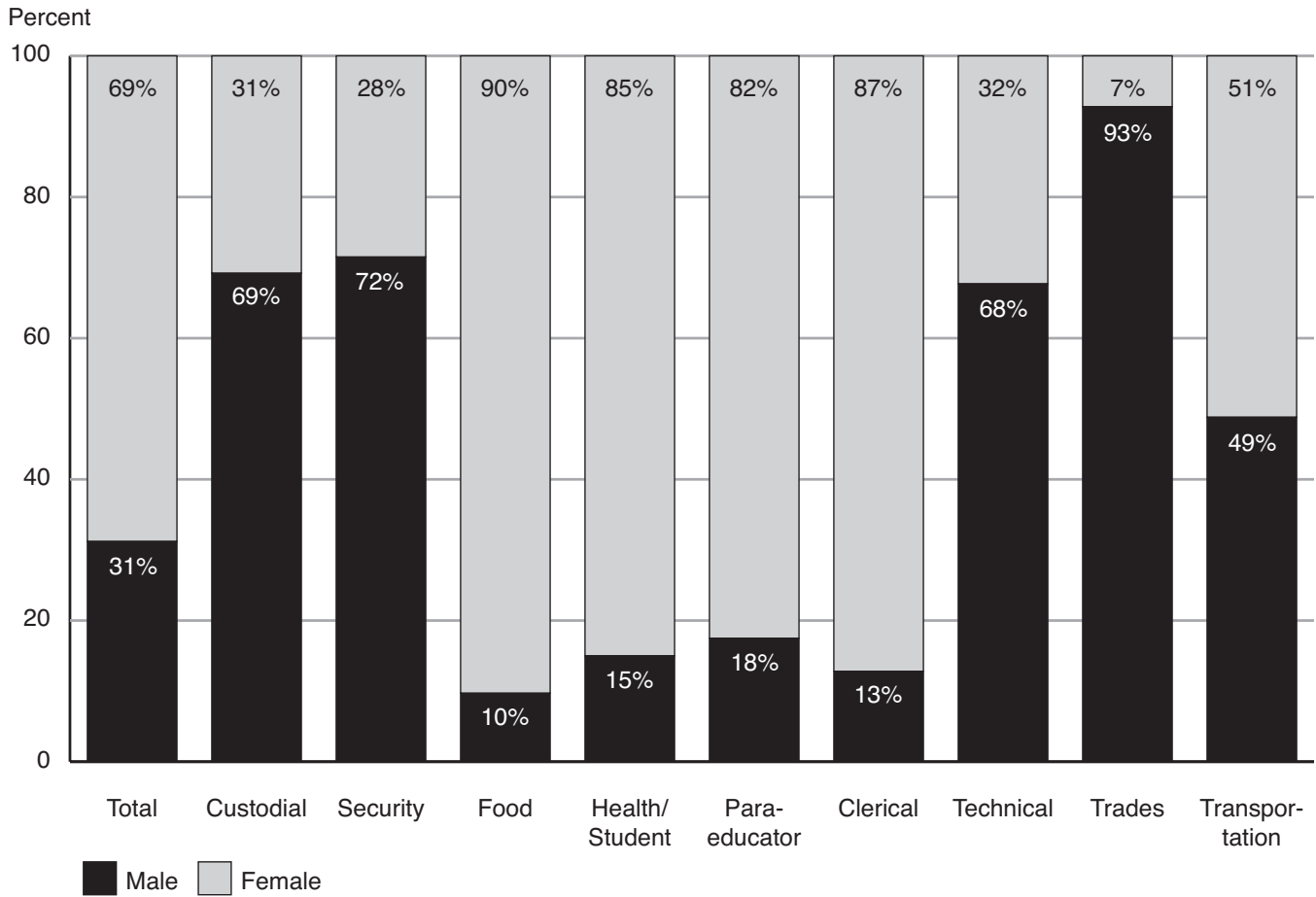


Figure 12-3
Educational Attainment of the Total ESP Work Force,
by Career Family: 2020

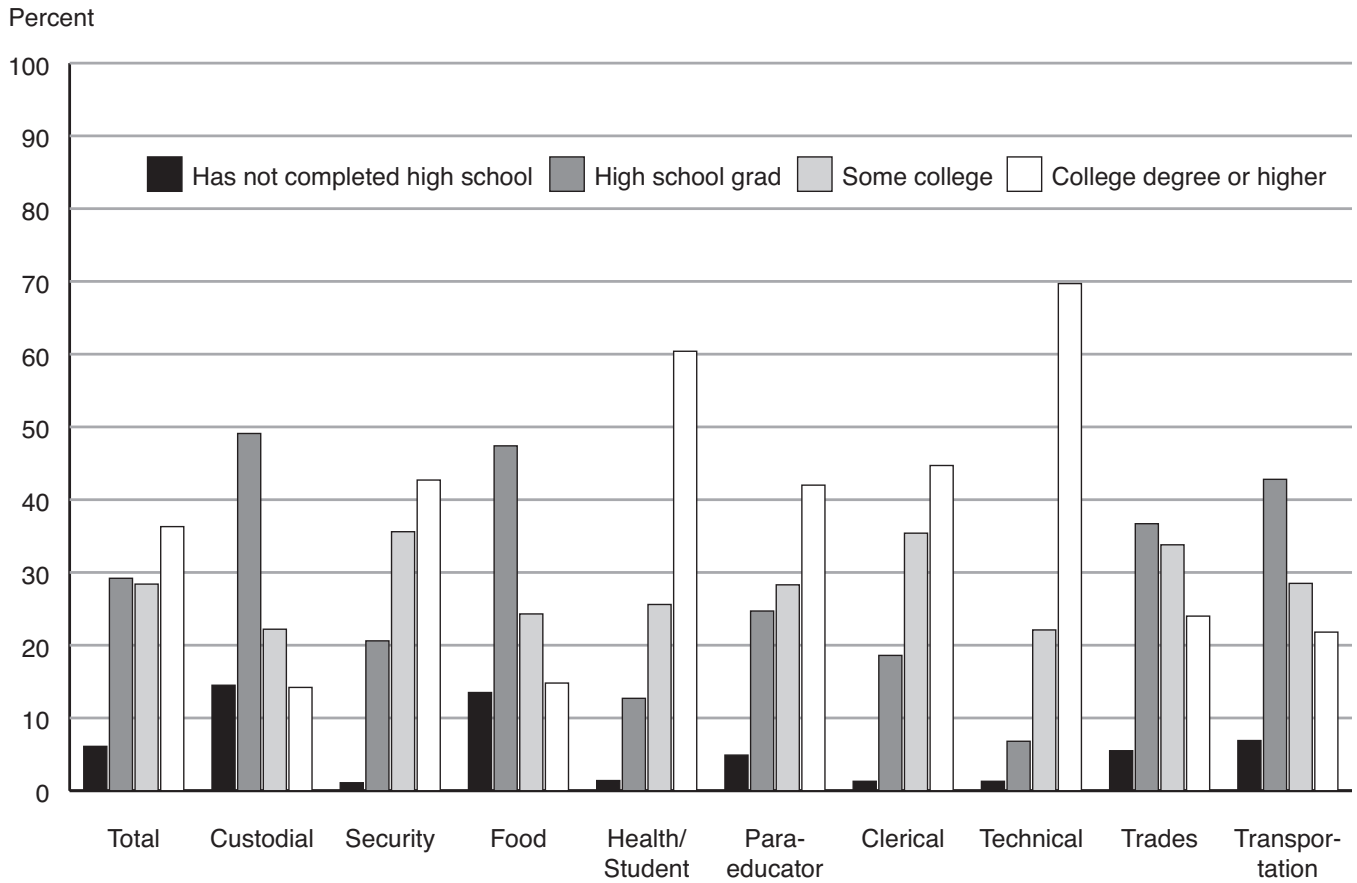


Figure 12-4
Hours Worked per Week for the Total ESP Work Force,
by Career Family: 2020

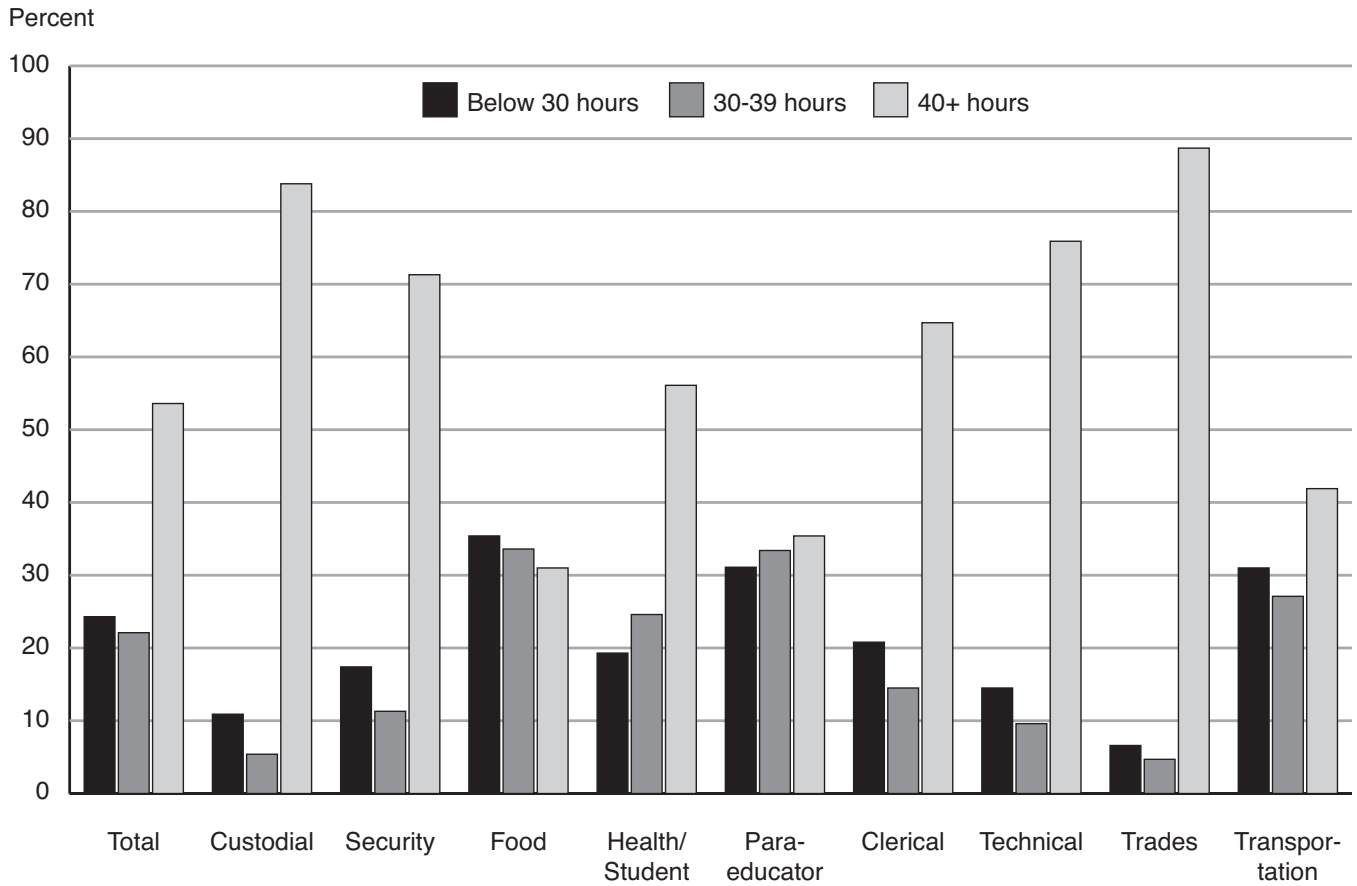


Table 12-1a (Counts)
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	3,001,053	436,935	56,745	285,425	58,516	1,051,606	646,784	192,567	63,471	209,004
Age										
15-24	387,560	40,321	6,116	20,879	4,514	176,847	104,700	26,307	3,153	4,723
25-34	446,148	53,768	9,261	27,390	12,146	195,587	81,700	42,709	6,416	17,171
35-44	517,216	66,574	8,636	52,064	13,708	188,233	104,167	45,491	11,533	26,810
45-54	693,917	110,322	13,158	77,731	12,820	219,965	151,800	40,513	16,747	50,861
55-64	729,835	134,502	14,615	81,011	11,985	202,405	161,813	31,810	22,533	69,161
65+	226,377	31,448	4,959	26,350	3,343	68,569	42,604	5,737	3,089	40,278
Average	45.0	47.3	45.9	48.3	43.8	42.4	44.5	40.9	48.7	53.4
Sex										
Male	937,384	302,205	40,575	27,621	8,789	184,192	82,692	130,409	58,879	102,022
Female	2,063,669	134,730	16,170	257,804	49,727	867,414	564,092	62,158	4,592	106,982
Male										
15-34	327,169	70,849	9,752	13,063	4,047	114,547	45,065	50,690	8,078	11,078
35-54	328,530	118,234	16,033	9,322	3,604	41,440	24,818	58,278	26,834	29,967
55+	281,685	113,122	14,790	5,236	1,138	28,205	12,809	21,441	23,967	60,977
Female										
15-34	506,539	23,240	5,625	35,206	12,613	257,887	141,335	18,326	1,491	10,816
35-54	882,603	58,662	5,761	120,473	22,924	366,758	231,149	27,726	1,446	47,704
55+	674,527	52,828	4,784	102,125	14,190	242,769	191,608	16,106	1,655	48,462
Race										
White	1,772,622	229,471	25,933	152,653	34,850	612,217	409,698	128,269	45,002	134,529
Black	433,525	75,757	15,730	49,578	7,383	142,027	76,036	19,405	5,880	41,729
Asian	127,126	11,710	1,533	11,967	3,658	54,252	25,952	14,624	1,025	2,405
Hispanic	567,356	105,636	11,557	62,396	10,752	204,995	113,903	23,987	10,002	24,128
Nat Amer	24,534	3,638	696	3,090	386	8,876	4,512	783	460	2,093
Nat HI/PI	5,844	976	315	512	40	2,051	1,429	218	35	268
2+ Races	70,046	9,747	981	5,229	1,447	27,188	15,254	5,281	1,067	3,852
Male										
Total	937,384	302,205	40,575	27,621	8,789	184,192	82,692	130,409	58,879	102,022
White	546,897	171,852	19,716	12,742	5,139	93,531	46,331	88,703	41,989	66,894
Black	142,271	49,060	10,312	6,792	793	28,162	12,304	12,527	5,392	16,929
Asian	46,980	7,711	1,357	1,889	970	17,799	5,168	9,477	989	1,620
Hispanic	167,944	62,714	7,728	4,960	1,588	37,166	15,292	15,460	9,050	13,986
Nat Amer	7,473	2,851	494	454	173	1,274	166	472	460	1,129
Nat HI/PI	2,010	623	266	127	0	591	205	151	35	12
2+ Races	23,809	7,394	702	657	126	5,669	3,226	3,619	964	1,452
Female										
Total	2,063,669	134,730	16,170	257,804	49,727	867,414	564,092	62,158	4,592	106,982
White	1,225,725	57,619	6,217	139,911	29,711	518,686	363,367	39,566	3,013	67,635
Black	291,254	26,697	5,418	42,786	6,590	113,865	63,732	6,878	488	24,800
Asian	80,146	3,999	176	10,078	2,688	36,453	20,784	5,147	36	785
Hispanic	399,412	42,922	3,829	57,436	9,164	167,829	98,611	8,527	952	10,142
Nat Amer	17,061	787	202	2,636	213	7,602	4,346	311	0	964
Nat HI/PI	3,834	353	49	385	40	1,460	1,224	67	0	256
2+ Races	46,237	2,353	279	4,572	1,321	21,519	12,028	1,662	103	2,400

Table 12-1a (Counts) continued
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	3,001,053	436,935	56,745	285,425	58,516	1,051,606	646,784	192,567	63,471	209,004
HHL Total Income										
N.A.*	99,446	6,609	2,744	7,187	1,249	41,437	33,827	5,330	634	429
< \$15,000	78,459	7,039	752	14,584	855	31,576	15,493	2,992	525	4,643
\$15,000-\$24,999	131,398	18,093	1,258	22,324	1,727	56,185	15,409	2,976	1,013	12,413
\$25,000-\$34,999	174,633	32,846	2,357	24,648	2,909	64,711	25,870	4,326	1,279	15,687
\$35,000-\$44,999	184,754	34,645	3,138	22,208	2,297	61,359	35,482	6,019	2,414	17,192
\$45,000-\$54,999	210,270	36,428	4,301	25,702	2,536	70,380	38,997	9,033	2,704	20,189
\$55,000-\$74,999	420,563	74,101	6,914	45,107	6,306	145,227	75,813	21,411	9,392	36,292
\$75,000 +	1,701,530	227,174	35,281	123,665	40,637	580,731	405,893	140,480	45,510	102,159
Average	\$104,175	\$92,664	\$113,311	\$83,187	\$128,753	\$105,085	\$114,331	\$128,764	\$113,961	\$87,527
Poverty Level										
N.A.*	98,054	6,225	2,744	6,917	1,249	40,793	33,803	5,330	594	399
Below Pov Lvl	205,858	21,033	2,086	34,607	2,327	86,383	38,219	8,383	1,748	11,072
100-149%	192,124	29,607	2,028	30,541	2,484	82,543	22,180	4,259	1,074	17,408
150-199%	242,992	46,143	3,251	33,357	2,913	97,353	31,096	5,547	2,256	21,076
200+%	2,262,025	333,927	46,636	180,003	49,543	744,534	521,486	169,048	57,799	159,049
SNAP Benefits**										
Receives SNAP	276,410	44,541	4,974	44,099	3,538	107,300	38,522	8,181	3,072	22,183
Education										
0-11 Years	184,115	63,527	598	38,582	800	51,814	8,300	2,528	3,485	14,481
HS Grad	875,403	214,431	11,689	135,308	7,407	260,270	120,500	13,110	23,310	89,378
Some College	851,689	96,950	20,212	69,421	14,962	297,448	229,085	42,649	21,435	59,527
Assoc Degree	361,294	30,983	7,720	21,712	10,103	138,808	92,968	27,486	8,403	23,111
College Grad +	728,552	31,044	16,526	20,402	25,244	303,266	195,931	106,794	6,838	22,507
Marital Status										
Married	1,639,914	235,996	30,613	166,597	36,024	542,138	353,781	102,955	42,752	129,058
Widowed, Divorced, Separated	488,489	78,423	9,640	57,026	9,368	151,755	103,442	20,216	10,109	48,510
Single	872,650	122,516	16,492	61,802	13,124	357,713	189,561	69,396	10,610	31,436
Relationship										
Householder	1,432,065	209,167	31,372	135,535	31,011	437,374	320,229	109,356	34,221	123,800
Spouse	806,729	111,764	11,934	93,868	17,355	286,767	171,226	38,822	19,990	55,003
Child, Other***	762,259	116,004	13,439	56,022	10,150	327,465	155,329	44,389	9,260	30,201
Usual Hrs										
1-29	728,406	47,578	9,851	100,979	11,293	327,548	134,355	27,916	4,176	64,710
30-34	275,164	9,316	1,592	48,499	5,002	154,425	20,613	3,816	943	30,958
35-39	388,938	14,071	4,834	47,494	9,407	197,326	73,287	14,704	2,058	25,757
40-44	1,399,781	336,677	33,014	78,934	26,191	306,816	373,999	123,023	50,349	70,778
45+	208,764	29,293	7,454	9,519	6,623	65,491	44,530	23,108	5,945	16,801
Average	34.1	38.1	37.5	30.5	36.1	31.7	35.2	37.5	39.3	32.9

* Not Ascertained: not included in the percentage calculations.

** Supplemental Nutrition Assistance Program, formerly known as Food Stamps

*** Other household member, for example living with parents, siblings, or non-relative roommates.

Table 12-1b (Percentages)
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	Total ESP	Custodial	Security	Food Service	Health/Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Age										
15-24	12.9	9.2	10.8	7.3	7.7	16.8	16.2	13.7	5.0	2.3
25-34	14.9	12.3	16.3	9.6	20.8	18.6	12.6	22.2	10.1	8.2
35-44	17.2	15.2	15.2	18.2	23.4	17.9	16.1	23.6	18.2	12.8
45-54	23.1	25.2	23.2	27.2	21.9	20.9	23.5	21.0	26.4	24.3
55-64	24.3	30.8	25.8	28.4	20.5	19.2	25.0	16.5	35.5	33.1
65+	7.5	7.2	8.7	9.2	5.7	6.5	6.6	3.0	4.9	19.3
Sex										
Male	31.2	69.2	71.5	9.7	15.0	17.5	12.8	67.7	92.8	48.8
Female	68.8	30.8	28.5	90.3	85.0	82.5	87.2	32.3	7.2	51.2
Male										
15-34	34.9	23.4	24.0	47.3	46.0	62.2	54.5	38.9	13.7	10.9
35-54	35.0	39.1	39.5	33.7	41.0	22.5	30.0	44.7	45.6	29.4
55+	30.1	37.4	36.5	19.0	12.9	15.3	15.5	16.4	40.7	59.8
Female										
15-34	24.5	17.2	34.8	13.7	25.4	29.7	25.1	29.5	32.5	10.1
35-54	42.8	43.5	35.6	46.7	46.1	42.3	41.0	44.6	31.5	44.6
55+	32.7	39.2	29.6	39.6	28.5	28.0	34.0	25.9	36.0	45.3
Race										
White	59.1	52.5	45.7	53.5	59.6	58.2	63.3	66.6	70.9	64.4
Black	14.4	17.3	27.7	17.4	12.6	13.5	11.8	10.1	9.3	20.0
Asian	4.2	2.7	2.7	4.2	6.3	5.2	4.0	7.6	1.6	1.2
Hispanic	18.9	24.2	20.4	21.9	18.4	19.5	17.6	12.5	15.8	11.5
Nat Amer	0.8	0.8	1.2	1.1	0.7	0.8	0.7	0.4	0.7	1.0
Nat HI/PI	0.2	0.2	0.6	0.2	0.1	0.2	0.2	0.1	0.1	0.1
2+ Races	2.3	2.2	1.7	1.8	2.5	2.6	2.4	2.7	1.7	1.8
Male										
White	58.3	56.9	48.6	46.1	58.5	50.8	56.0	68.0	71.3	65.6
Black	15.2	16.2	25.4	24.6	9.0	15.3	14.9	9.6	9.2	16.6
Asian	5.0	2.6	3.3	6.8	11.0	9.7	6.2	7.3	1.7	1.6
Hispanic	17.9	20.8	19.0	18.0	18.1	20.2	18.5	11.9	15.4	13.7
Nat Amer	0.8	0.9	1.2	1.6	2.0	0.7	0.2	0.4	0.8	1.1
Nat HI/PI	0.2	0.2	0.7	0.5	0.0	0.3	0.2	0.1	0.1	0.0
2+ Races	2.5	2.4	1.7	2.4	1.4	3.1	3.9	2.8	1.6	1.4
Female										
White	59.4	42.8	38.4	54.3	59.7	59.8	64.4	63.7	65.6	63.2
Black	14.1	19.8	33.5	16.6	13.3	13.1	11.3	11.1	10.6	23.2
Asian	3.9	3.0	1.1	3.9	5.4	4.2	3.7	8.3	0.8	0.7
Hispanic	19.4	31.9	23.7	22.3	18.4	19.3	17.5	13.7	20.7	9.5
Nat Amer	0.8	0.6	1.2	1.0	0.4	0.9	0.8	0.5	0.0	0.9
Nat HI/PI	0.2	0.3	0.3	0.1	0.1	0.2	0.2	0.1	0.0	0.2
2+ Races	2.2	1.7	1.7	1.8	2.7	2.5	2.1	2.7	2.2	2.2

Table 12-1b (Percentages) continued
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2020

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HHLI Total Income										
< \$15,000	2.7	1.6	1.4	5.2	1.5	3.1	2.5	1.6	0.8	2.2
\$15,000-\$24,999	4.5	4.2	2.3	8.0	3.0	5.6	2.5	1.6	1.6	6.0
\$25,000-\$34,999	6.0	7.6	4.4	8.9	5.1	6.4	4.2	2.3	2.0	7.5
\$35,000-\$44,999	6.4	8.1	5.8	8.0	4.0	6.1	5.8	3.2	3.8	8.2
\$45,000-\$54,999	7.2	8.5	8.0	9.2	4.4	7.0	6.4	4.8	4.3	9.7
\$55,000-\$74,999	14.5	17.2	12.8	16.2	11.0	14.4	12.4	11.4	14.9	17.4
\$75,000 +	58.6	52.8	65.3	44.4	71.0	57.5	66.2	75.0	72.4	49.0
Poverty Level										
Below Pov Lvl	7.1	4.9	3.9	12.4	4.1	8.5	6.2	4.5	2.8	5.3
100-149%	6.6	6.9	3.8	11.0	4.3	8.2	3.6	2.3	1.7	8.3
150-199%	8.4	10.7	6.0	12.0	5.1	9.6	5.1	3.0	3.6	10.1
200+%	77.9	77.5	86.4	64.6	86.5	73.7	85.1	90.3	91.9	76.2
SNAP Benefits*										
Receives SNAP	9.2	10.2	8.8	15.5	6.0	10.2	6.0	4.2	4.8	10.6
Education										
0-11 Years	6.1	14.5	1.1	13.5	1.4	4.9	1.3	1.3	5.5	6.9
HS Grad	29.2	49.1	20.6	47.4	12.7	24.7	18.6	6.8	36.7	42.8
Some College	28.4	22.2	35.6	24.3	25.6	28.3	35.4	22.1	33.8	28.5
Assoc Degree	12.0	7.1	13.6	7.6	17.3	13.2	14.4	14.3	13.2	11.1
College Grad +	24.3	7.1	29.1	7.1	43.1	28.8	30.3	55.5	10.8	10.8
Marital Status										
Married	54.6	54.0	53.9	58.4	61.6	51.6	54.7	53.5	67.4	61.7
Widowed, Divorced, Separated	16.3	17.9	17.0	20.0	16.0	14.4	16.0	10.5	15.9	23.2
Single	29.1	28.0	29.1	21.7	22.4	34.0	29.3	36.0	16.7	15.0
Relationship										
Householder	47.7	47.9	55.3	47.5	53.0	41.6	49.5	56.8	53.9	59.2
Spouse	26.9	25.6	21.0	32.9	29.7	27.3	26.5	20.2	31.5	26.3
Child, Other**	25.4	26.5	23.7	19.6	17.3	31.1	24.0	23.1	14.6	14.4
Usual Hrs										
1-29	24.3	10.9	17.4	35.4	19.3	31.1	20.8	14.5	6.6	31.0
30-34	9.2	2.1	2.8	17.0	8.5	14.7	3.2	2.0	1.5	14.8
35-39	13.0	3.2	8.5	16.6	16.1	18.8	11.3	7.6	3.2	12.3
40-44	46.6	77.1	58.2	27.7	44.8	29.2	57.8	63.9	79.3	33.9
45+	7.0	6.7	13.1	3.3	11.3	6.2	6.9	12.0	9.4	8.0

* Supplemental Nutrition Assistance Program, formerly known as Food Stamps

** Other household member, for example living with parents, siblings, or non-relative roommates.