

NEA ESP Data Book:

A Work Force Profile of
Education Support Professionals

December 2023

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

- Nearly 3.1 million ESP work in the nation's public schools and colleges, with 75 percent employed at the K-12 level.
- Paraeducators (36%) 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. Three percent of the total ESP work force reports more than one race.
- Eighty-three percent of the nation's ESP live in households earning at least \$45,000 per year.

Full-Time ESP

- Over 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

- Nearly 2.3 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

- Nearly 790,000 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 2022–2023

- The 2022–2023 average earnings for the full-time ESP work force are \$35,995.
- Full-time K-12 ESP have average earnings of \$33,756 in 2022–2023.
- The average earnings for full-time higher education ESP are \$44,898.
- The District of Columbia, Delaware, New Jersey, Alaska, Connecticut, and California 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 2022–2023 average earnings estimates for full-time K-12 ESP.
- Chapter 2 examines the 2021 K-12 ESP work force in detail, at the state level.
- Chapter 3 is a detailed state-by-state profile of the 2021 K-12 ESP population, based on demographic, socioeconomic, and labor force characteristics.
- Chapter 4 gives demographic details on 2021 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 2019 through 2021, 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 2019–2021 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 2019–2021 ACS. Earnings *averages* are tabulated using *five* years of ACS data (2017–2021), 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 2022 dollars, and are termed 2022–2023 to reflect the academic calendar.

2022–2023 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 2022 dollars.

Full-Time K-12 ESP Earnings

Figure 1-1 and *Table 1-1* show the 2022–2023 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 \$33,756.
- Full-time K-12 ESP in 20 states and the District of Columbia have earnings above the national average, and those in 30 states below.
- Full-time K-12 ESP in Delaware lead in average earnings at \$44,237, followed by the District of Columbia at \$44,098, Alaska at \$42,118, New Jersey at \$41,338, and Connecticut at \$40,285. Full time K-12 ESP average nearly \$40,000 in California and New York.
- Full-time K-12 ESP in Oklahoma, Idaho, and Mississippi have the lowest average earnings, at under \$27,000.

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-nine 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, 2022–2023

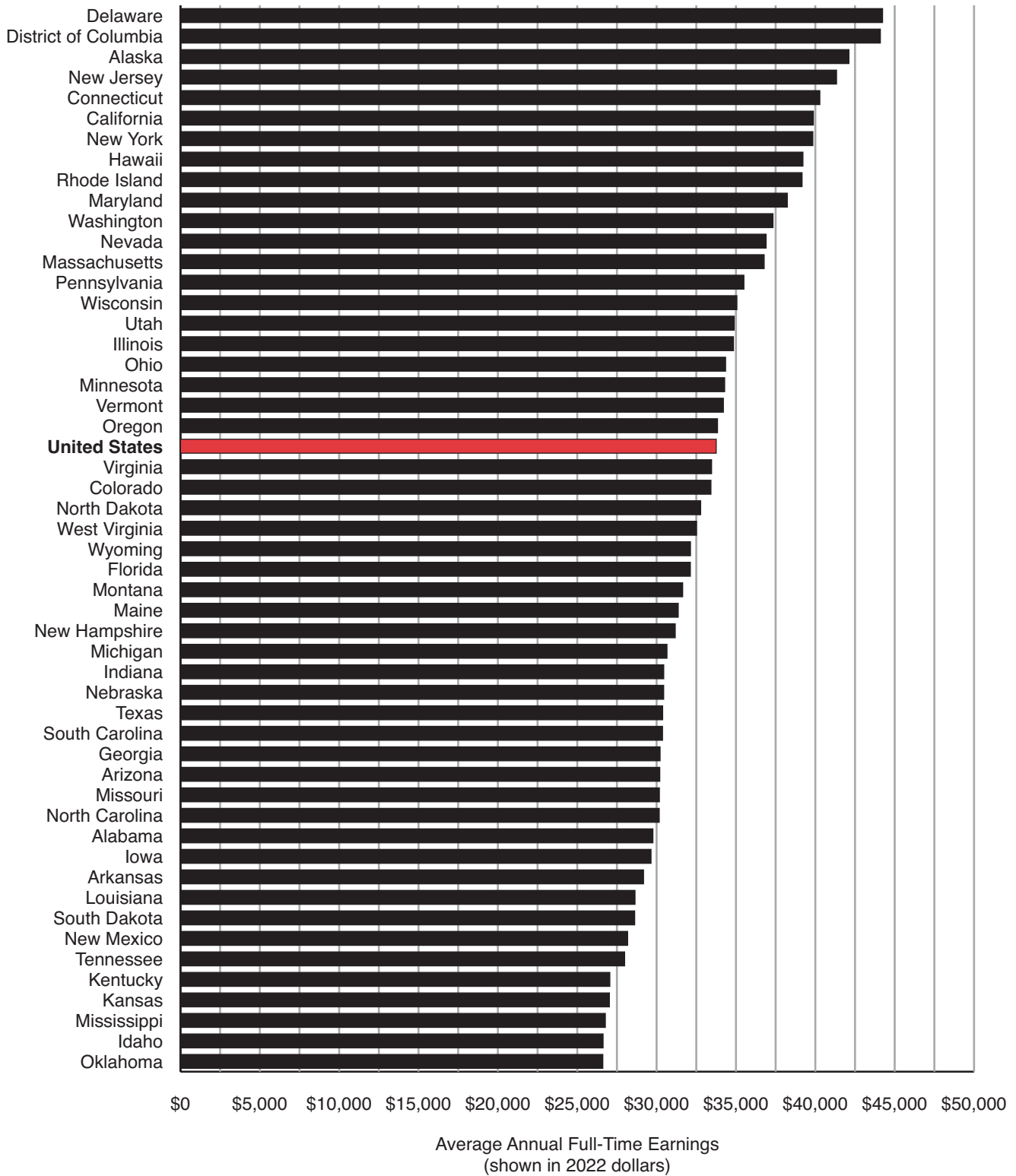


Table 1-1
Earnings Averages for Full-Time Workers
K-12 ESP Work Force by State, 2022–2023

	K-12	Rank
United States	33,756	—
Alabama	29,768	40
Alaska	42,118	3
Arizona	30,199	37
Arkansas	29,177	42
California	39,877	6
Colorado	33,424	23
Connecticut	40,285	5
Delaware	44,237	1
District of Columbia	44,098	2
Florida	32,127	27
Georgia	30,219	36
Hawaii	39,221	8
Idaho	26,628	50
Illinois	34,844	17
Indiana	30,450	32
Iowa	29,649	41
Kansas	27,024	48
Kentucky	27,053	47
Louisiana	28,640	43
Maine	31,363	29
Maryland	38,235	10
Massachusetts	36,778	13
Michigan	30,654	31
Minnesota	34,289	19
Mississippi	26,770	49
Missouri	30,176	38
Montana	31,642	28
Nebraska	30,446	33
Nevada	36,900	12
New Hampshire	31,175	30
New Jersey	41,338	4
New Mexico	28,175	45
New York	39,845	7
North Carolina	30,167	39
North Dakota	32,776	24
Ohio	34,346	18
Oklahoma	26,612	51
Oregon	33,838	21
Pennsylvania	35,500	14
Rhode Island	39,165	9
South Carolina	30,372	35
South Dakota	28,619	44
Tennessee	27,986	46
Texas	30,382	34
Utah	34,893	16
Vermont	34,208	20
Virginia	33,464	22
Washington	37,334	11
West Virginia	32,515	25
Wisconsin	35,059	15
Wyoming	32,134	26

Table 1-2a (Counts)
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2022–2023

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	1,835,424	229,743	467,710	414,189	281,500	442,282
Alabama	26,243	4,085	9,284	5,518	2,586	4,770
Alaska	6,020	823	741	1,416	1,324	1,716
Arizona	40,742	6,358	10,965	11,658	5,600	6,161
Arkansas	18,702	2,981	6,526	4,100	2,120	2,975
California	194,757	15,766	30,269	40,256	34,252	74,214
Colorado	31,094	3,863	7,187	7,457	5,291	7,296
Connecticut	18,301	1,276	3,386	3,972	3,023	6,644
Delaware	5,840	351	507	969	1,422	2,591
District of Columbia	4,523	480	463	715	524	2,341
Florida	94,404	13,335	28,662	19,367	14,226	18,814
Georgia	65,525	11,538	19,898	13,486	8,458	12,145
Hawaii	8,322	590	680	2,004	2,332	2,716
Idaho	10,039	2,395	3,338	2,098	1,533	675
Illinois	64,697	7,754	15,485	14,528	10,309	16,621
Indiana	30,337	6,068	8,986	5,589	4,244	5,450
Iowa	21,245	4,298	6,510	3,835	3,027	3,575
Kansas	24,415	7,468	6,864	4,868	2,565	2,650
Kentucky	29,935	7,175	10,658	5,982	2,647	3,473
Louisiana	26,723	5,672	9,547	5,054	2,762	3,688
Maine	7,489	1,147	1,955	2,118	1,297	972
Maryland	35,371	3,181	4,832	9,282	6,945	11,131
Massachusetts	37,331	2,948	8,616	8,826	5,736	11,205
Michigan	35,654	5,356	10,488	8,855	4,834	6,121
Minnesota	34,504	3,218	8,650	7,692	6,566	8,378
Mississippi	19,740	4,567	7,500	3,547	2,180	1,946
Missouri	32,495	4,459	9,262	9,277	4,901	4,596
Montana	6,613	924	1,239	1,974	1,322	1,154
Nebraska	13,931	3,496	3,515	2,431	1,837	2,652
Nevada	15,801	1,485	2,468	3,542	3,414	4,892
New Hampshire	7,907	1,069	2,036	1,948	1,274	1,580
New Jersey	54,341	3,683	8,086	9,821	9,933	22,818
New Mexico	15,988	3,025	6,305	2,926	1,363	2,369
New York	142,345	9,708	22,544	30,137	26,019	53,937
North Carolina	48,312	5,086	14,524	15,615	6,875	6,212
North Dakota	4,516	641	911	1,081	1,276	607
Ohio	55,741	5,144	14,880	12,551	9,793	13,373
Oklahoma	26,466	5,622	10,519	5,260	2,643	2,422
Oregon	22,599	2,082	5,441	6,051	4,586	4,439
Pennsylvania	51,585	6,407	10,482	11,810	9,796	13,090
Rhode Island	4,173	163	788	760	1,094	1,368
South Carolina	31,147	4,245	9,646	7,374	5,104	4,778
South Dakota	6,776	925	2,183	1,459	1,260	949
Tennessee	35,162	6,564	11,703	7,674	4,821	4,400
Texas	203,644	26,951	69,198	48,206	22,739	36,550
Utah	13,657	1,880	2,629	3,115	2,559	3,474
Vermont	4,257	298	1,529	976	690	764
Virginia	53,326	5,910	14,616	12,299	7,648	12,853
Washington	45,571	2,671	9,339	11,441	7,468	14,652
West Virginia	12,328	1,020	2,443	5,243	1,889	1,733
Wisconsin	28,551	2,653	7,953	6,430	4,232	7,283
Wyoming	6,239	939	1,474	1,596	1,161	1,069

Table 1-2b (Percentages)
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2022–2023

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0%	12.5%	25.5%	22.6%	15.3%	24.1%
Alabama	100.0	15.6	35.4	21.0	9.9	18.2
Alaska	100.0	13.7	12.3	23.5	22.0	28.5
Arizona	100.0	15.6	26.9	28.6	13.7	15.1
Arkansas	100.0	15.9	34.9	21.9	11.3	15.9
California	100.0	8.1	15.5	20.7	17.6	38.1
Colorado	100.0	12.4	23.1	24.0	17.0	23.5
Connecticut	100.0	7.0	18.5	21.7	16.5	36.3
Delaware	100.0	6.0	8.7	16.6	24.3	44.4
District of Columbia	100.0	10.6	10.2	15.8	11.6	51.8
Florida	100.0	14.1	30.4	20.5	15.1	19.9
Georgia	100.0	17.6	30.4	20.6	12.9	18.5
Hawaii	100.0	7.1	8.2	24.1	28.0	32.6
Idaho	100.0	23.9	33.3	20.9	15.3	6.7
Illinois	100.0	12.0	23.9	22.5	15.9	25.7
Indiana	100.0	20.0	29.6	18.4	14.0	18.0
Iowa	100.0	20.2	30.6	18.1	14.2	16.8
Kansas	100.0	30.6	28.1	19.9	10.5	10.9
Kentucky	100.0	24.0	35.6	20.0	8.8	11.6
Louisiana	100.0	21.2	35.7	18.9	10.3	13.8
Maine	100.0	15.3	26.1	28.3	17.3	13.0
Maryland	100.0	9.0	13.7	26.2	19.6	31.5
Massachusetts	100.0	7.9	23.1	23.6	15.4	30.0
Michigan	100.0	15.0	29.4	24.8	13.6	17.2
Minnesota	100.0	9.3	25.1	22.3	19.0	24.3
Mississippi	100.0	23.1	38.0	18.0	11.0	9.9
Missouri	100.0	13.7	28.5	28.5	15.1	14.1
Montana	100.0	14.0	18.7	29.9	20.0	17.5
Nebraska	100.0	25.1	25.2	17.5	13.2	19.0
Nevada	100.0	9.4	15.6	22.4	21.6	31.0
New Hampshire	100.0	13.5	25.7	24.6	16.1	20.0
New Jersey	100.0	6.8	14.9	18.1	18.3	42.0
New Mexico	100.0	18.9	39.4	18.3	8.5	14.8
New York	100.0	6.8	15.8	21.2	18.3	37.9
North Carolina	100.0	10.5	30.1	32.3	14.2	12.9
North Dakota	100.0	14.2	20.2	23.9	28.3	13.4
Ohio	100.0	9.2	26.7	22.5	17.6	24.0
Oklahoma	100.0	21.2	39.7	19.9	10.0	9.2
Oregon	100.0	9.2	24.1	26.8	20.3	19.6
Pennsylvania	100.0	12.4	20.3	22.9	19.0	25.4
Rhode Island	100.0	3.9	18.9	18.2	26.2	32.8
South Carolina	100.0	13.6	31.0	23.7	16.4	15.3
South Dakota	100.0	13.7	32.2	21.5	18.6	14.0
Tennessee	100.0	18.7	33.3	21.8	13.7	12.5
Texas	100.0	13.2	34.0	23.7	11.2	17.9
Utah	100.0	13.8	19.3	22.8	18.7	25.4
Vermont	100.0	7.0	35.9	22.9	16.2	17.9
Virginia	100.0	11.1	27.4	23.1	14.3	24.1
Washington	100.0	5.9	20.5	25.1	16.4	32.2
West Virginia	100.0	8.3	19.8	42.5	15.3	14.1
Wisconsin	100.0	9.3	27.9	22.5	14.8	25.5
Wyoming	100.0	15.1	23.6	25.6	18.6	17.1

The 2021 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 10 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 Pennsylvania.

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.

- Nearly 2.3 million K-12 ESP work in the nation's public schools.
- Paraeducators are the largest career family, at 938,714.
- Clerical personnel are next with 370,182.
- Custodial services account for 350,190.
- Food services employ 251,846.
- 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 41 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 2-2a* and *2-2b* 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 11 states and the District of Columbia, 85 percent or more of K-12 ESP are full-time workers.
- South Carolina, Oklahoma, and Texas have the highest percentages of full-time K-12 ESP, at or above 89 percent, after the District of Columbia at 93 percent.
- Utah has the lowest percentage of full-time K-12 ESP, at 47 percent.
- Texas leads with 203,644 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.
- K-12 ESP in Texas, Mississippi, and the District of Columbia lead in average hours worked per week, at 38 hours.
- Overall, K-12 ESP in nine states and the District of Columbia average 37 or more hours per week.
- K-12 ESP in Utah work the fewest hours per week, 28 hours on average.

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

- Nationally, 54 percent of K-12 ESP work at least 40 hours per week.
- Twenty-six percent work between 30 and 39 hours per week.
- Twenty percent work fewer than 30 hours per week.
- After the District of Columbia at 10 percent, nine percent of K-12 ESP in six states led by Kansas and South Carolina work 45 or more hours per week.
- Fifty-three 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, 2021

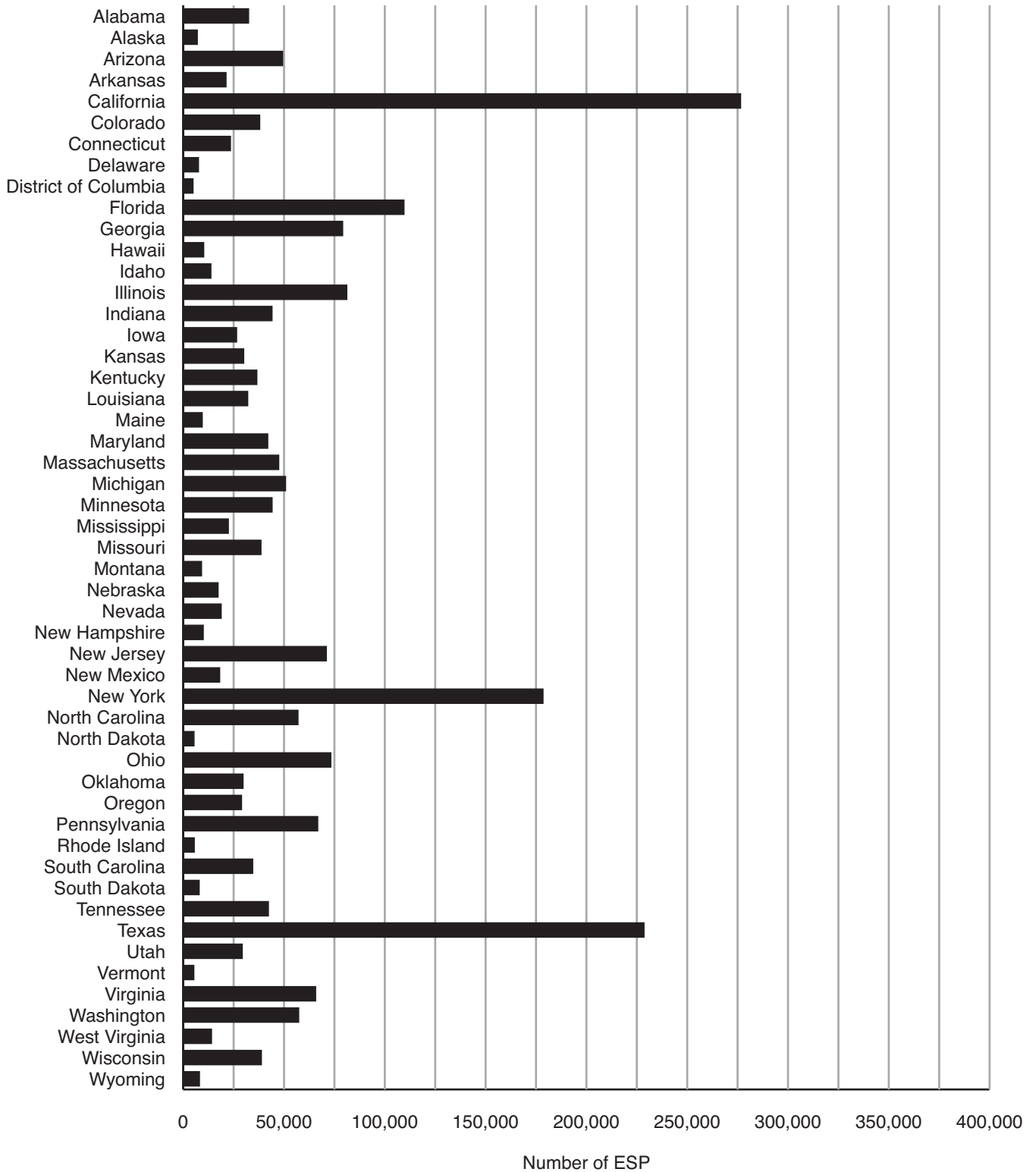


Figure 2-2
Work Force Percentage of National Total
K-12 ESP by State, 2021

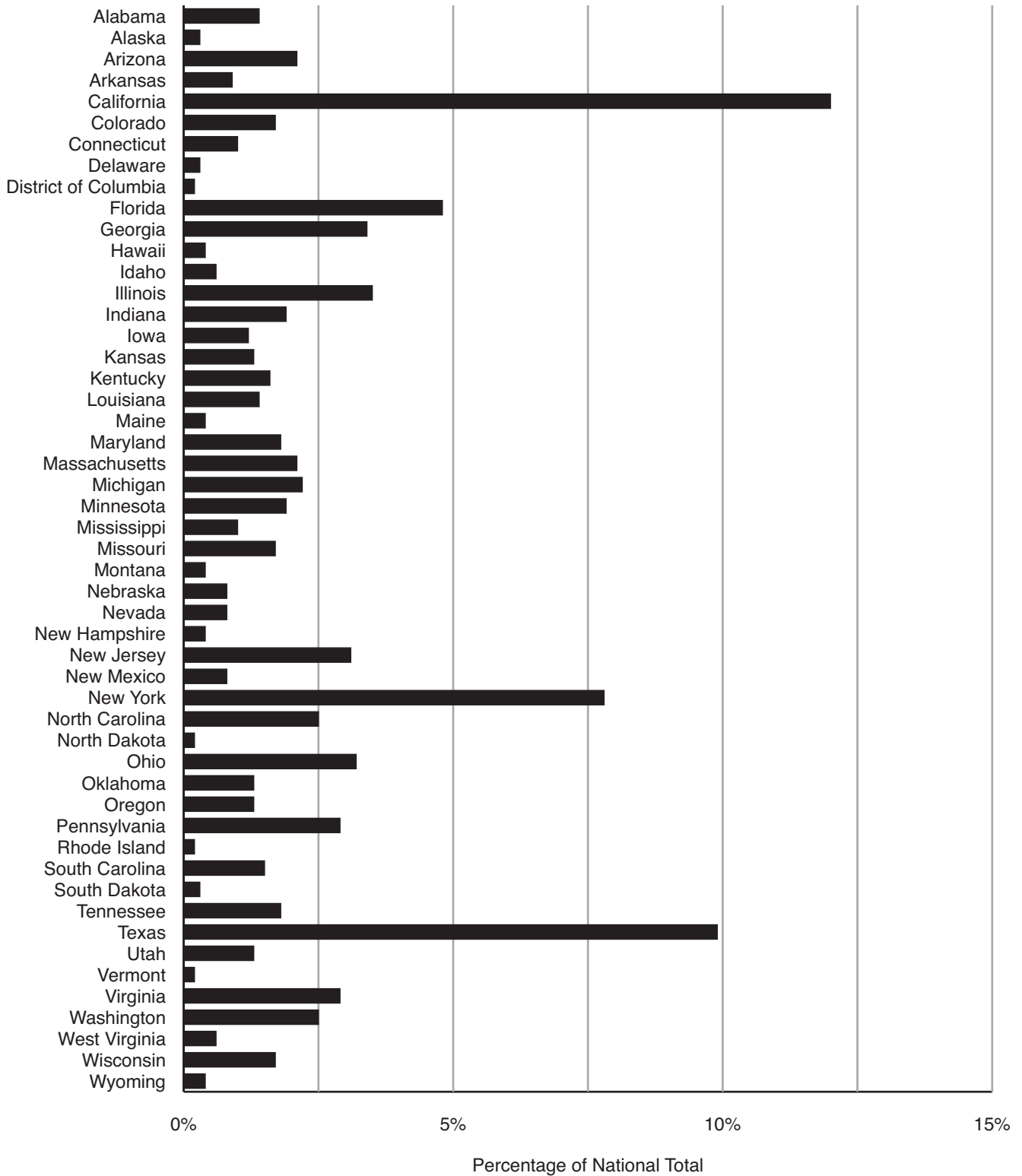


Figure 2-3
Percentage Full-Time
K-12 ESP Work Force by State, 2021

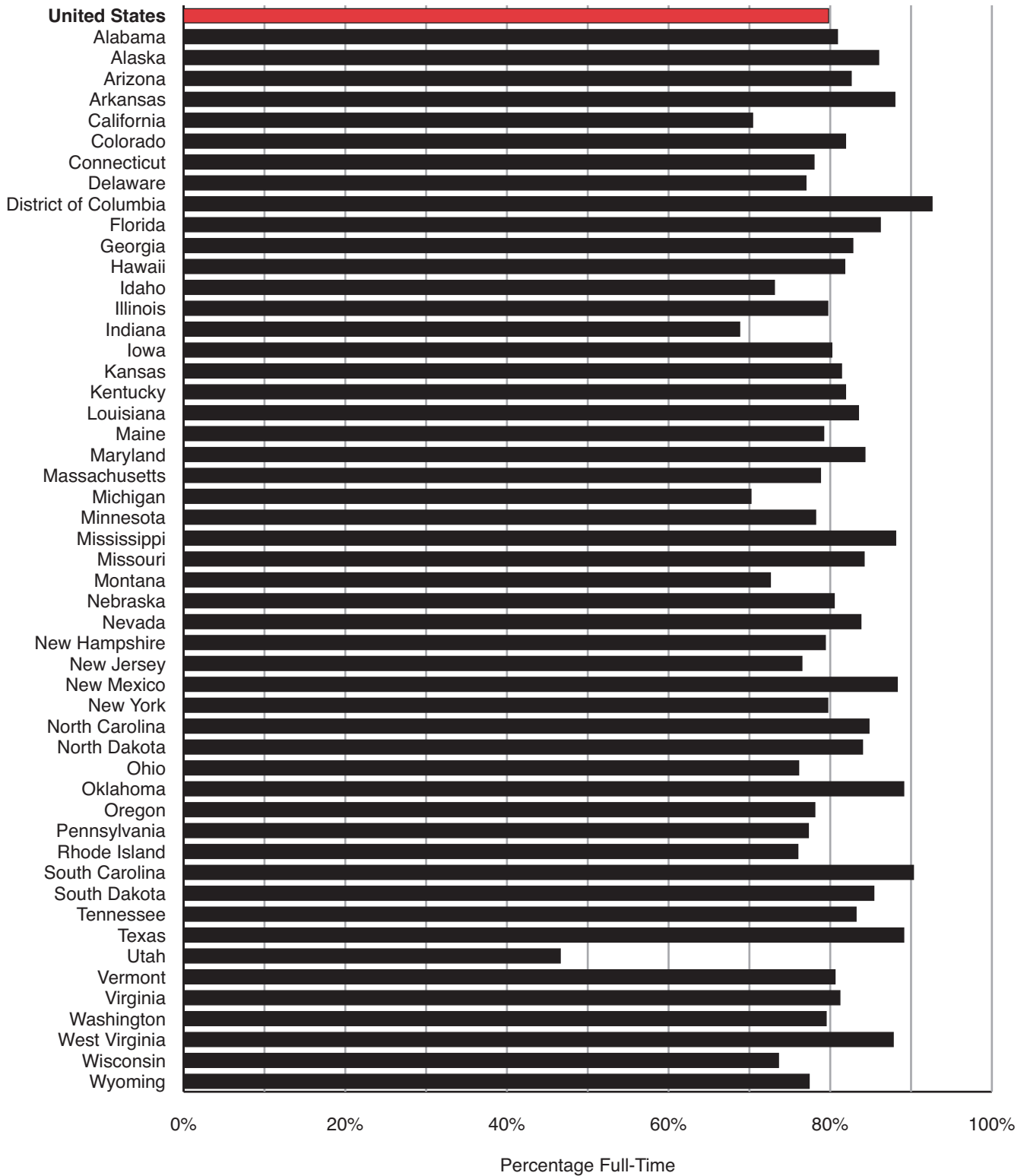


Figure 2-4
Average Hours Worked
K-12 ESP Work Force by State, 2021

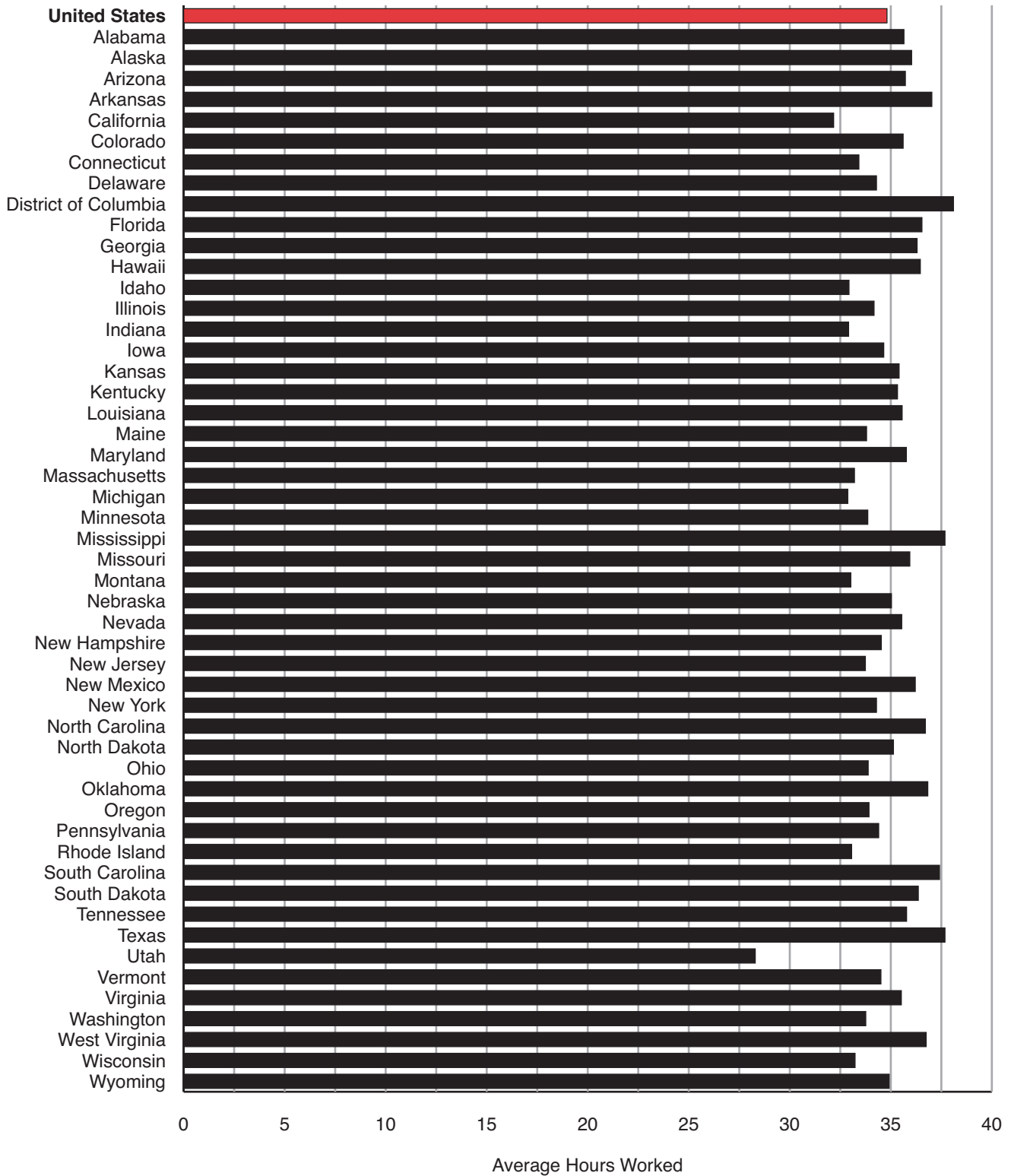


Table 2-1a (Counts)

Career Families

K-12 ESP Work Force by State, 2021

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	2,298,937	350,190	34,711	251,846	34,692	938,714	370,182	81,851	39,171	197,580
Alabama	32,445	4,698	98	5,920	610	8,576	5,356	946	633	5,608
Alaska	7,001	1,450	105	467	0	3,571	877	102	228	201
Arizona	49,313	7,282	1,030	2,939	1,254	20,412	7,936	1,377	1,118	5,965
Arkansas	21,249	4,331	145	3,169	87	6,308	3,847	1,043	312	2,007
California	276,505	36,884	3,816	26,885	6,770	124,542	49,834	10,972	5,461	11,341
Colorado	37,960	4,704	691	4,624	1,161	14,041	6,087	2,050	953	3,649
Connecticut	23,451	3,656	1,098	1,552	511	12,235	3,207	681	138	373
Delaware	7,589	1,117	311	1,523	72	2,395	1,250	461	287	173
District of Columbia	4,886	742	140	73	50	2,374	774	194	414	125
Florida	109,534	17,215	4,187	14,349	1,716	34,527	18,532	5,361	4,020	9,627
Georgia	79,106	10,788	685	10,030	920	29,549	12,092	2,478	1,395	11,169
Hawaii	10,176	1,705	312	1,223	259	4,374	1,975	314	0	14
Idaho	13,742	2,011	28	2,083	216	6,225	1,872	270	101	936
Illinois	81,170	12,151	1,715	7,841	1,353	34,345	14,252	2,924	741	5,848
Indiana	44,072	6,526	148	7,066	207	16,119	5,669	1,695	483	6,159
Iowa	26,499	5,039	382	2,723	429	11,337	2,951	1,001	224	2,413
Kansas	30,012	4,612	138	2,469	217	15,323	3,949	656	222	2,426
Kentucky	36,541	5,086	300	6,250	452	12,864	5,043	979	226	5,341
Louisiana	32,011	5,837	61	4,533	235	11,580	4,686	623	399	4,057
Maine	9,458	1,378	20	2,074	53	2,930	1,050	195	24	1,734
Maryland	41,948	7,683	508	4,097	412	17,319	5,863	1,535	1,177	3,354
Massachusetts	47,393	5,743	337	5,706	762	25,394	6,386	1,707	305	1,053
Michigan	50,787	5,501	285	5,634	443	22,383	10,050	1,432	272	4,787
Minnesota	44,106	5,684	118	4,591	525	21,832	7,053	1,371	580	2,352
Mississippi	22,396	3,335	467	3,955	69	7,780	3,990	541	175	2,084
Missouri	38,581	7,913	50	4,071	516	14,324	6,332	1,096	379	3,900
Montana	9,106	2,822	91	821	32	2,821	1,251	478	99	691
Nebraska	17,308	2,585	178	2,132	302	7,800	2,364	533	254	1,160
Nevada	18,850	2,693	549	1,177	546	7,313	3,426	870	282	1,994
New Hampshire	9,959	1,247	54	958	196	5,530	1,307	249	117	301
New Jersey	71,009	11,008	2,574	2,638	298	35,209	11,949	2,293	548	4,492
New Mexico	18,100	2,530	378	2,605	72	7,704	2,094	1,106	218	1,393
New York	178,491	25,378	4,209	12,218	1,525	89,702	26,235	4,962	2,223	12,039
North Carolina	56,951	7,548	332	8,022	1,105	19,470	8,399	1,428	1,392	9,255
North Dakota	5,376	1,224	0	661	26	2,106	450	281	0	628
Ohio	73,239	12,413	1,400	7,876	773	26,485	11,038	2,014	556	10,684
Oklahoma	29,698	4,313	280	4,647	325	12,292	5,025	532	330	1,954
Oregon	28,941	2,924	429	3,302	321	13,297	5,265	1,412	183	1,808
Pennsylvania	66,739	15,101	1,778	6,188	982	23,841	10,790	2,207	1,482	4,370
Rhode Island	5,492	997	26	79	113	2,989	751	329	151	57
South Carolina	34,476	6,587	320	4,194	455	11,133	6,445	1,375	457	3,510
South Dakota	7,933	1,580	130	941	151	3,550	757	67	39	718
Tennessee	42,270	5,020	487	6,358	350	16,995	7,849	1,073	619	3,519
Texas	228,589	38,879	2,794	29,435	4,079	79,519	41,423	9,101	5,630	17,729
Utah	29,309	5,996	75	3,095	794	11,086	4,171	1,508	414	2,170
Vermont	5,282	671	72	330	58	2,560	900	421	9	261
Virginia	65,692	8,870	637	7,586	907	24,362	8,019	3,822	1,038	10,451
Washington	57,295	6,745	526	3,794	986	26,036	9,575	2,116	1,094	6,423
West Virginia	14,045	2,283	9	2,208	214	3,947	1,647	329	763	2,645
Wisconsin	38,793	6,178	159	4,249	783	16,525	7,130	1,110	969	1,690
Wyoming	8,063	1,527	49	485	0	3,783	1,009	231	37	942

Table 2-1b (Percentages)

Career Families

K-12 ESP Work Force by State, 2021

	All K-12 ESP	Custodial	Security	Food Service	Health/Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0%	15.2%	1.5%	11.0%	1.5%	40.8%	16.1%	3.6%	1.7%	8.6%
Alabama	100.0	14.5	0.3	18.2	1.9	26.4	16.5	2.9	2.0	17.3
Alaska	100.0	20.7	1.5	6.7	0.0	51.0	12.5	1.5	3.3	2.9
Arizona	100.0	14.8	2.1	6.0	2.5	41.4	16.1	2.8	2.3	12.1
Arkansas	100.0	20.4	0.7	14.9	0.4	29.7	18.1	4.9	1.5	9.4
California	100.0	13.3	1.4	9.7	2.4	45.0	18.0	4.0	2.0	4.1
Colorado	100.0	12.4	1.8	12.2	3.1	37.0	16.0	5.4	2.5	9.6
Connecticut	100.0	15.6	4.7	6.6	2.2	52.2	13.7	2.9	0.6	1.6
Delaware	100.0	14.7	4.1	20.1	0.9	31.6	16.5	6.1	3.8	2.3
District of Columbia	100.0	15.2	2.9	1.5	1.0	48.6	15.8	4.0	8.5	2.6
Florida	100.0	15.7	3.8	13.1	1.6	31.5	16.9	4.9	3.7	8.8
Georgia	100.0	13.6	0.9	12.7	1.2	37.4	15.3	3.1	1.8	14.1
Hawaii	100.0	16.8	3.1	12.0	2.5	43.0	19.4	3.1	0.0	0.1
Idaho	100.0	14.6	0.2	15.2	1.6	45.3	13.6	2.0	0.7	6.8
Illinois	100.0	15.0	2.1	9.7	1.7	42.3	17.6	3.6	0.9	7.2
Indiana	100.0	14.8	0.3	16.0	0.5	36.6	12.9	3.8	1.1	14.0
Iowa	100.0	19.0	1.4	10.3	1.6	42.8	11.1	3.8	0.8	9.1
Kansas	100.0	15.4	0.5	8.2	0.7	51.1	13.2	2.2	0.7	8.1
Kentucky	100.0	13.9	0.8	17.1	1.2	35.2	13.8	2.7	0.6	14.6
Louisiana	100.0	18.2	0.2	14.2	0.7	36.2	14.6	1.9	1.2	12.7
Maine	100.0	14.6	0.2	21.9	0.6	31.0	11.1	2.1	0.3	18.3
Maryland	100.0	18.3	1.2	9.8	1.0	41.3	14.0	3.7	2.8	8.0
Massachusetts	100.0	12.1	0.7	12.0	1.6	53.6	13.5	3.6	0.6	2.2
Michigan	100.0	10.8	0.6	11.1	0.9	44.1	19.8	2.8	0.5	9.4
Minnesota	100.0	12.9	0.3	10.4	1.2	49.5	16.0	3.1	1.3	5.3
Mississippi	100.0	14.9	2.1	17.7	0.3	34.7	17.8	2.4	0.8	9.3
Missouri	100.0	20.5	0.1	10.6	1.3	37.1	16.4	2.8	1.0	10.1
Montana	100.0	31.0	1.0	9.0	0.4	31.0	13.7	5.2	1.1	7.6
Nebraska	100.0	14.9	1.0	12.3	1.7	45.1	13.7	3.1	1.5	6.7
Nevada	100.0	14.3	2.9	6.2	2.9	38.8	18.2	4.6	1.5	10.6
New Hampshire	100.0	12.5	0.5	9.6	2.0	55.5	13.1	2.5	1.2	3.0
New Jersey	100.0	15.5	3.6	3.7	0.4	49.6	16.8	3.2	0.8	6.3
New Mexico	100.0	14.0	2.1	14.4	0.4	42.6	11.6	6.1	1.2	7.7
New York	100.0	14.2	2.4	6.8	0.9	50.3	14.7	2.8	1.2	6.7
North Carolina	100.0	13.3	0.6	14.1	1.9	34.2	14.7	2.5	2.4	16.3
North Dakota	100.0	22.8	0.0	12.3	0.5	39.2	8.4	5.2	0.0	11.7
Ohio	100.0	16.9	1.9	10.8	1.1	36.2	15.1	2.7	0.8	14.6
Oklahoma	100.0	14.5	0.9	15.6	1.1	41.4	16.9	1.8	1.1	6.6
Oregon	100.0	10.1	1.5	11.4	1.1	45.9	18.2	4.9	0.6	6.2
Pennsylvania	100.0	22.6	2.7	9.3	1.5	35.7	16.2	3.3	2.2	6.5
Rhode Island	100.0	18.2	0.5	1.4	2.1	54.4	13.7	6.0	2.7	1.0
South Carolina	100.0	19.1	0.9	12.2	1.3	32.3	18.7	4.0	1.3	10.2
South Dakota	100.0	19.9	1.6	11.9	1.9	44.7	9.5	0.8	0.5	9.1
Tennessee	100.0	11.9	1.2	15.0	0.8	40.2	18.6	2.5	1.5	8.3
Texas	100.0	17.0	1.2	12.9	1.8	34.8	18.1	4.0	2.5	7.8
Utah	100.0	20.5	0.3	10.6	2.7	37.8	14.2	5.1	1.4	7.4
Vermont	100.0	12.7	1.4	6.2	1.1	48.5	17.0	8.0	0.2	4.9
Virginia	100.0	13.5	1.0	11.5	1.4	37.1	12.2	5.8	1.6	15.9
Washington	100.0	11.8	0.9	6.6	1.7	45.4	16.7	3.7	1.9	11.2
West Virginia	100.0	16.3	0.1	15.7	1.5	28.1	11.7	2.3	5.4	18.8
Wisconsin	100.0	15.9	0.4	11.0	2.0	42.6	18.4	2.9	2.5	4.4
Wyoming	100.0	18.9	0.6	6.0	0.0	46.9	12.5	2.9	0.5	11.7

Table 2-2a (Counts)
Full-Time vs. Part-Time
K-12 ESP Work Force by State, 2021

	All K-12 ESP	Full-Time	Part-Time
United States	2,298,937	1,835,424	463,513
Alabama	32,445	26,243	6,202
Alaska	7,001	6,020	981
Arizona	49,313	40,742	8,571
Arkansas	21,249	18,702	2,547
California	276,505	194,757	81,748
Colorado	37,960	31,094	6,866
Connecticut	23,451	18,301	5,150
Delaware	7,589	5,840	1,749
District of Columbia	4,886	4,523	363
Florida	109,534	94,404	15,130
Georgia	79,106	65,525	13,581
Hawaii	10,176	8,322	1,854
Idaho	13,742	10,039	3,703
Illinois	81,170	64,697	16,473
Indiana	44,072	30,337	13,735
Iowa	26,499	21,245	5,254
Kansas	30,012	24,415	5,597
Kentucky	36,541	29,935	6,606
Louisiana	32,011	26,723	5,288
Maine	9,458	7,489	1,969
Maryland	41,948	35,371	6,577
Massachusetts	47,393	37,331	10,062
Michigan	50,787	35,654	15,133
Minnesota	44,106	34,504	9,602
Mississippi	22,396	19,740	2,656
Missouri	38,581	32,495	6,086
Montana	9,106	6,613	2,493
Nebraska	17,308	13,931	3,377
Nevada	18,850	15,801	3,049
New Hampshire	9,959	7,907	2,052
New Jersey	71,009	54,341	16,668
New Mexico	18,100	15,988	2,112
New York	178,491	142,345	36,146
North Carolina	56,951	48,312	8,639
North Dakota	5,376	4,516	860
Ohio	73,239	55,741	17,498
Oklahoma	29,698	26,466	3,232
Oregon	28,941	22,599	6,342
Pennsylvania	66,739	51,585	15,154
Rhode Island	5,492	4,173	1,319
South Carolina	34,476	31,147	3,329
South Dakota	7,933	6,776	1,157
Tennessee	42,270	35,162	7,108
Texas	228,589	203,644	24,945
Utah	29,309	13,657	15,652
Vermont	5,282	4,257	1,025
Virginia	65,692	53,326	12,366
Washington	57,295	45,571	11,724
West Virginia	14,045	12,328	1,717
Wisconsin	38,793	28,551	10,242
Wyoming	8,063	6,239	1,824

Table 2-2b (Percentages)
Full-Time vs. Part-Time
K-12 ESP Work Force by State, 2021

	All K-12 ESP	Full-Time	Part-Time
United States	100.0%	79.8%	20.2%
Alabama	100.0	80.9	19.1
Alaska	100.0	86.0	14.0
Arizona	100.0	82.6	17.4
Arkansas	100.0	88.0	12.0
California	100.0	70.4	29.6
Colorado	100.0	81.9	18.1
Connecticut	100.0	78.0	22.0
Delaware	100.0	77.0	23.0
District of Columbia	100.0	92.6	7.4
Florida	100.0	86.2	13.8
Georgia	100.0	82.8	17.2
Hawaii	100.0	81.8	18.2
Idaho	100.0	73.1	26.9
Illinois	100.0	79.7	20.3
Indiana	100.0	68.8	31.2
Iowa	100.0	80.2	19.8
Kansas	100.0	81.4	18.6
Kentucky	100.0	81.9	18.1
Louisiana	100.0	83.5	16.5
Maine	100.0	79.2	20.8
Maryland	100.0	84.3	15.7
Massachusetts	100.0	78.8	21.2
Michigan	100.0	70.2	29.8
Minnesota	100.0	78.2	21.8
Mississippi	100.0	88.1	11.9
Missouri	100.0	84.2	15.8
Montana	100.0	72.6	27.4
Nebraska	100.0	80.5	19.5
Nevada	100.0	83.8	16.2
New Hampshire	100.0	79.4	20.6
New Jersey	100.0	76.5	23.5
New Mexico	100.0	88.3	11.7
New York	100.0	79.7	20.3
North Carolina	100.0	84.8	15.2
North Dakota	100.0	84.0	16.0
Ohio	100.0	76.1	23.9
Oklahoma	100.0	89.1	10.9
Oregon	100.0	78.1	21.9
Pennsylvania	100.0	77.3	22.7
Rhode Island	100.0	76.0	24.0
South Carolina	100.0	90.3	9.7
South Dakota	100.0	85.4	14.6
Tennessee	100.0	83.2	16.8
Texas	100.0	89.1	10.9
Utah	100.0	46.6	53.4
Vermont	100.0	80.6	19.4
Virginia	100.0	81.2	18.8
Washington	100.0	79.5	20.5
West Virginia	100.0	87.8	12.2
Wisconsin	100.0	73.6	26.4
Wyoming	100.0	77.4	22.6

Table 2-3a (Counts)
Usual Hours Worked
K-12 ESP Work Force by State, 2021

	All K-12 ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	2,298,937	463,513	258,676	346,298	1,083,698	146,752	34.8
Alabama	32,445	6,202	2,267	4,442	16,727	2,807	35.7
Alaska	7,001	981	669	1,410	3,571	370	36.0
Arizona	49,313	8,571	5,976	6,023	25,889	2,854	35.7
Arkansas	21,249	2,547	1,357	2,551	13,073	1,721	37.0
California	276,505	81,748	46,509	19,425	117,460	11,363	32.2
Colorado	37,960	6,866	4,419	5,179	18,459	3,037	35.6
Connecticut	23,451	5,150	3,975	5,278	7,684	1,364	33.4
Delaware	7,589	1,749	388	1,277	3,824	351	34.3
District of Columbia	4,886	363	383	256	3,414	470	38.1
Florida	109,534	15,130	9,259	20,195	56,141	8,809	36.5
Georgia	79,106	13,581	6,182	6,806	46,657	5,880	36.3
Hawaii	10,176	1,854	662	204	6,518	938	36.5
Idaho	13,742	3,703	2,266	1,997	5,261	515	32.9
Illinois	81,170	16,473	8,773	14,690	36,791	4,443	34.2
Indiana	44,072	13,735	6,643	5,047	16,608	2,039	32.9
Iowa	26,499	5,254	3,570	5,442	10,255	1,978	34.6
Kansas	30,012	5,597	2,872	6,058	12,697	2,788	35.4
Kentucky	36,541	6,606	4,699	8,380	14,088	2,768	35.3
Louisiana	32,011	5,288	2,504	5,381	17,106	1,732	35.6
Maine	9,458	1,969	1,916	1,716	3,361	496	33.8
Maryland	41,948	6,577	4,097	7,400	21,498	2,376	35.8
Massachusetts	47,393	10,062	9,568	8,617	16,040	3,106	33.2
Michigan	50,787	15,133	6,430	9,125	17,164	2,935	32.9
Minnesota	44,106	9,602	7,375	6,387	17,703	3,039	33.9
Mississippi	22,396	2,656	730	2,470	14,947	1,593	37.7
Missouri	38,581	6,086	2,886	6,993	19,759	2,857	35.9
Montana	9,106	2,493	687	1,066	4,440	420	33.0
Nebraska	17,308	3,377	1,944	2,833	7,635	1,519	35.0
Nevada	18,850	3,049	2,312	3,131	8,798	1,560	35.5
New Hampshire	9,959	2,052	2,366	1,904	3,047	590	34.5
New Jersey	71,009	16,668	7,833	14,278	28,017	4,213	33.7
New Mexico	18,100	2,112	2,058	3,259	10,041	630	36.2
New York	178,491	36,146	22,328	40,450	68,912	10,655	34.3
North Carolina	56,951	8,639	5,262	6,522	31,775	4,753	36.7
North Dakota	5,376	860	688	893	2,642	293	35.1
Ohio	73,239	17,498	9,235	12,649	29,128	4,729	33.9
Oklahoma	29,698	3,232	3,433	4,533	15,886	2,614	36.8
Oregon	28,941	6,342	4,469	4,542	12,065	1,523	33.9
Pennsylvania	66,739	15,154	6,820	12,012	28,614	4,139	34.4
Rhode Island	5,492	1,319	453	1,146	2,335	239	33.1
South Carolina	34,476	3,329	2,578	6,136	19,272	3,161	37.4
South Dakota	7,933	1,157	683	1,440	4,254	399	36.4
Tennessee	42,270	7,108	2,830	10,256	19,341	2,735	35.8
Texas	228,589	24,945	10,390	23,594	150,963	18,697	37.7
Utah	29,309	15,652	3,086	1,643	8,121	807	28.3
Vermont	5,282	1,025	569	1,214	2,064	410	34.5
Virginia	65,692	12,366	5,427	12,224	31,515	4,160	35.5
Washington	57,295	11,724	11,063	8,150	23,766	2,592	33.8
West Virginia	14,045	1,717	835	2,265	8,430	798	36.7
Wisconsin	38,793	10,242	4,222	5,995	16,419	1,915	33.2
Wyoming	8,063	1,824	730	1,414	3,523	572	34.9

Table 2-3b (Percentages)
Usual Hours Worked
K-12 ESP Work Force by State, 2021

	All K-12 ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%.	20.2%	11.3%	15.1%	47.1%	6.4%
Alabama	100.0	19.1	7.0	13.7	51.6	8.7
Alaska	100.0	14.0	9.6	20.1	51.0	5.3
Arizona	100.0	17.4	12.1	12.2	52.5	5.8
Arkansas	100.0	12.0	6.4	12.0	61.5	8.1
California	100.0	29.6	16.8	7.0	42.5	4.1
Colorado	100.0	18.1	11.6	13.6	48.6	8.0
Connecticut	100.0	22.0	17.0	22.5	32.8	5.8
Delaware	100.0	23.0	5.1	16.8	50.4	4.6
District of Columbia	100.0	7.4	7.8	5.2	69.9	9.6
Florida	100.0	13.8	8.5	18.4	51.3	8.0
Georgia	100.0	17.2	7.8	8.6	59.0	7.4
Hawaii	100.0	18.2	6.5	2.0	64.1	9.2
Idaho	100.0	26.9	16.5	14.5	38.3	3.7
Illinois	100.0	20.3	10.8	18.1	45.3	5.5
Indiana	100.0	31.2	15.1	11.5	37.7	4.6
Iowa	100.0	19.8	13.5	20.5	38.7	7.5
Kansas	100.0	18.6	9.6	20.2	42.3	9.3
Kentucky	100.0	18.1	12.9	22.9	38.6	7.6
Louisiana	100.0	16.5	7.8	16.8	53.4	5.4
Maine	100.0	20.8	20.3	18.1	35.5	5.2
Maryland	100.0	15.7	9.8	17.6	51.2	5.7
Massachusetts	100.0	21.2	20.2	18.2	33.8	6.6
Michigan	100.0	29.8	12.7	18.0	33.8	5.8
Minnesota	100.0	21.8	16.7	14.5	40.1	6.9
Mississippi	100.0	11.9	3.3	11.0	66.7	7.1
Missouri	100.0	15.8	7.5	18.1	51.2	7.4
Montana	100.0	27.4	7.5	11.7	48.8	4.6
Nebraska	100.0	19.5	11.2	16.4	44.1	8.8
Nevada	100.0	16.2	12.3	16.6	46.7	8.3
New Hampshire	100.0	20.6	23.8	19.1	30.6	5.9
New Jersey	100.0	23.5	11.0	20.1	39.5	5.9
New Mexico	100.0	11.7	11.4	18.0	55.5	3.5
New York	100.0	20.3	12.5	22.7	38.6	6.0
North Carolina	100.0	15.2	9.2	11.5	55.8	8.3
North Dakota	100.0	16.0	12.8	16.6	49.1	5.5
Ohio	100.0	23.9	12.6	17.3	39.8	6.5
Oklahoma	100.0	10.9	11.6	15.3	53.5	8.8
Oregon	100.0	21.9	15.4	15.7	41.7	5.3
Pennsylvania	100.0	22.7	10.2	18.0	42.9	6.2
Rhode Island	100.0	24.0	8.2	20.9	42.5	4.4
South Carolina	100.0	9.7	7.5	17.8	55.9	9.2
South Dakota	100.0	14.6	8.6	18.2	53.6	5.0
Tennessee	100.0	16.8	6.7	24.3	45.8	6.5
Texas	100.0	10.9	4.5	10.3	66.0	8.2
Utah	100.0	53.4	10.5	5.6	27.7	2.8
Vermont	100.0	19.4	10.8	23.0	39.1	7.8
Virginia	100.0	18.8	8.3	18.6	48.0	6.3
Washington	100.0	20.5	19.3	14.2	41.5	4.5
West Virginia	100.0	12.2	5.9	16.1	60.0	5.7
Wisconsin	100.0	26.4	10.9	15.5	42.3	4.9
Wyoming	100.0	22.6	9.1	17.5	43.7	7.1

Demographics of the 2021 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.
- Eight states, led by Virginia, Pennsylvania, and New Jersey, have K-12 ESP work forces with average ages of at least 50 years old.
- K-12 ESP in Utah, Alaska, and the District of Columbia average less than 44 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 78 percent of K-12 ESP in Tennessee, Michigan, Louisiana, and Kansas are female; at least 75 percent of K-12 ESP in 13 other states are female.
- Montana, Alaska, and Maine have the highest percentages of male K-12 ESP at more than 35 percent; at least 30 percent of K-12 ESP in eight other states are male.
- In general, male K-12 ESP are younger than female K-12 ESP. Twenty-five 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 42 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.

- Three 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 the District of Columbia, Hawaii, and New Mexico.
- The lowest proportions of minority K-12 ESP are found in Maine, West Virginia, and Vermont.
- Seventy-two 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 62 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, 17 percent are Native Hawaiian or Pacific Islander, and 22 percent report two or more races. Eleven percent of K-12 ESP in Alaska and eight percent in California are Asian.
- Twenty-three percent of K-12 ESP in Alaska, 13 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-three percent have a college degree.
- At least 45 percent of K-12 ESP in New Hampshire and Massachusetts hold a college degree. Connecticut and Vermont follow, at around 42 percent.
- Louisiana and West Virginia 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-four percent of the nation's K-12 ESP live in households earning at least \$45,000 per year.
- Sixty-four percent of K-12 ESP live in households earning at least \$75,000 per year.
- Six 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 90 percent of K-12 ESP have household incomes of at least \$45,000—New Jersey, New Hampshire, Rhode Island, Connecticut, Washington, and Alaska.
- The highest percentage of K-12 ESP living in households with an income of less than \$15,000 is seen in North Dakota, at five percent.
- K-12 ESP in Hawaii have the highest average household income, at over \$150,000 per year, followed by Massachusetts, New Jersey, and Connecticut, at over \$140,000. In Mississippi, K-12 ESP household income averages less than \$77,000 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 58 percent of K-12 ESP have household incomes at least twice the poverty level.
- In 28 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 131,000, fall below the poverty line.
- Fifteen percent of K-12 ESP in Mississippi and 13 percent in Louisiana live below the poverty threshold, as do at least nine percent in North Dakota, Arkansas, and Georgia.

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, 62 percent of K-12 ESP are single. Other states with higher shares of single K-12 ESP are Hawaii, Rhode Island, California, and Alaska.
- In Montana, Nevada, and Louisiana, around 23 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 percent are spouses of the household head.
- Twenty percent are children or other household members.
- K-12 ESP in West Virginia, Arkansas, and Maine lead in percentage of household heads, at around 59 percent.
- Ohio leads in K-12 ESP who identify themselves as spouses of household heads, at 38 percent.
- Ranging from 33 to 40 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 30 percent.

Figure 3-1
Average Age
K-12 ESP Work Force by State, 2021

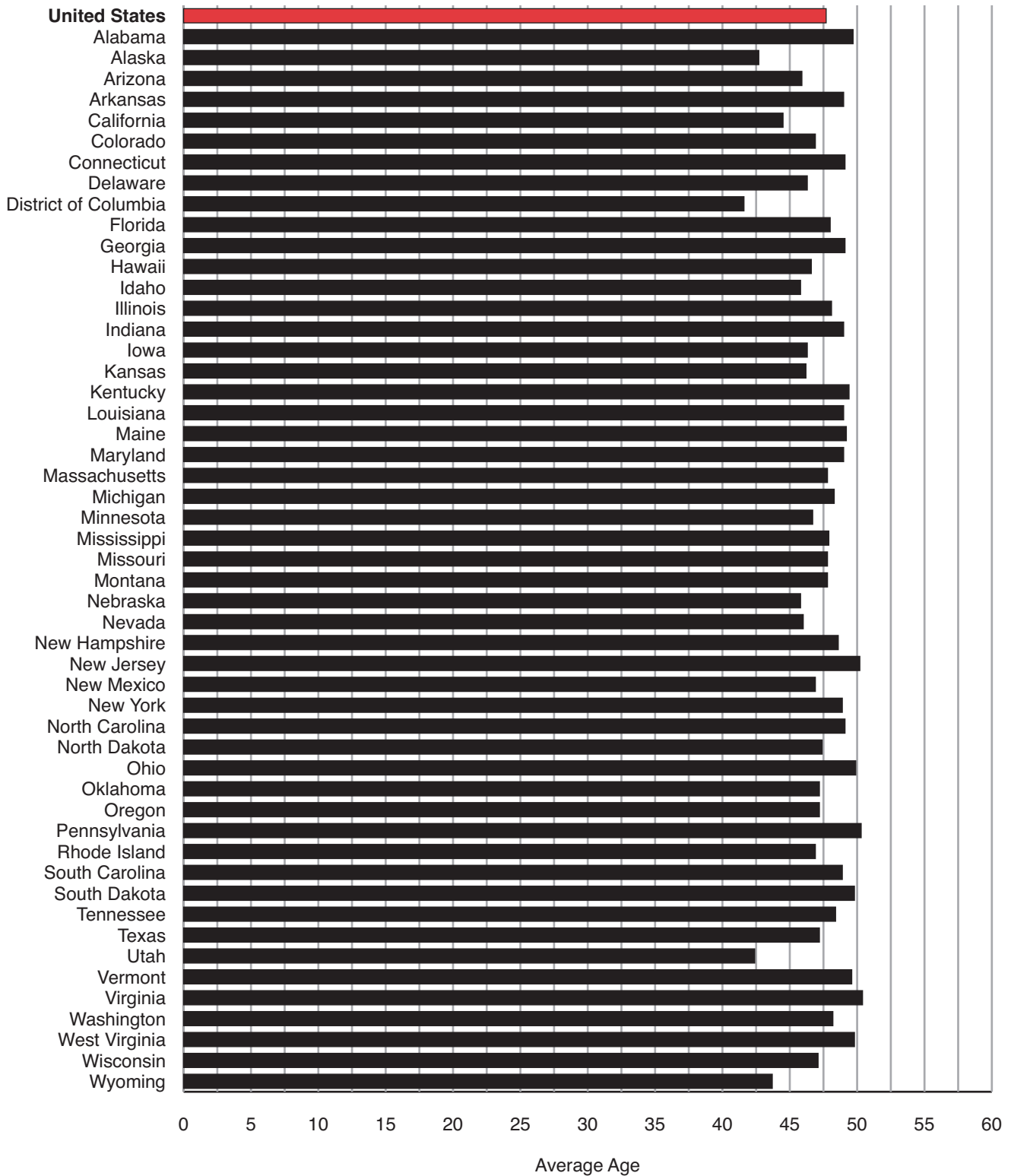


Figure 3-2
Gender: Percentage Female
K-12 ESP Work Force by State, 2021

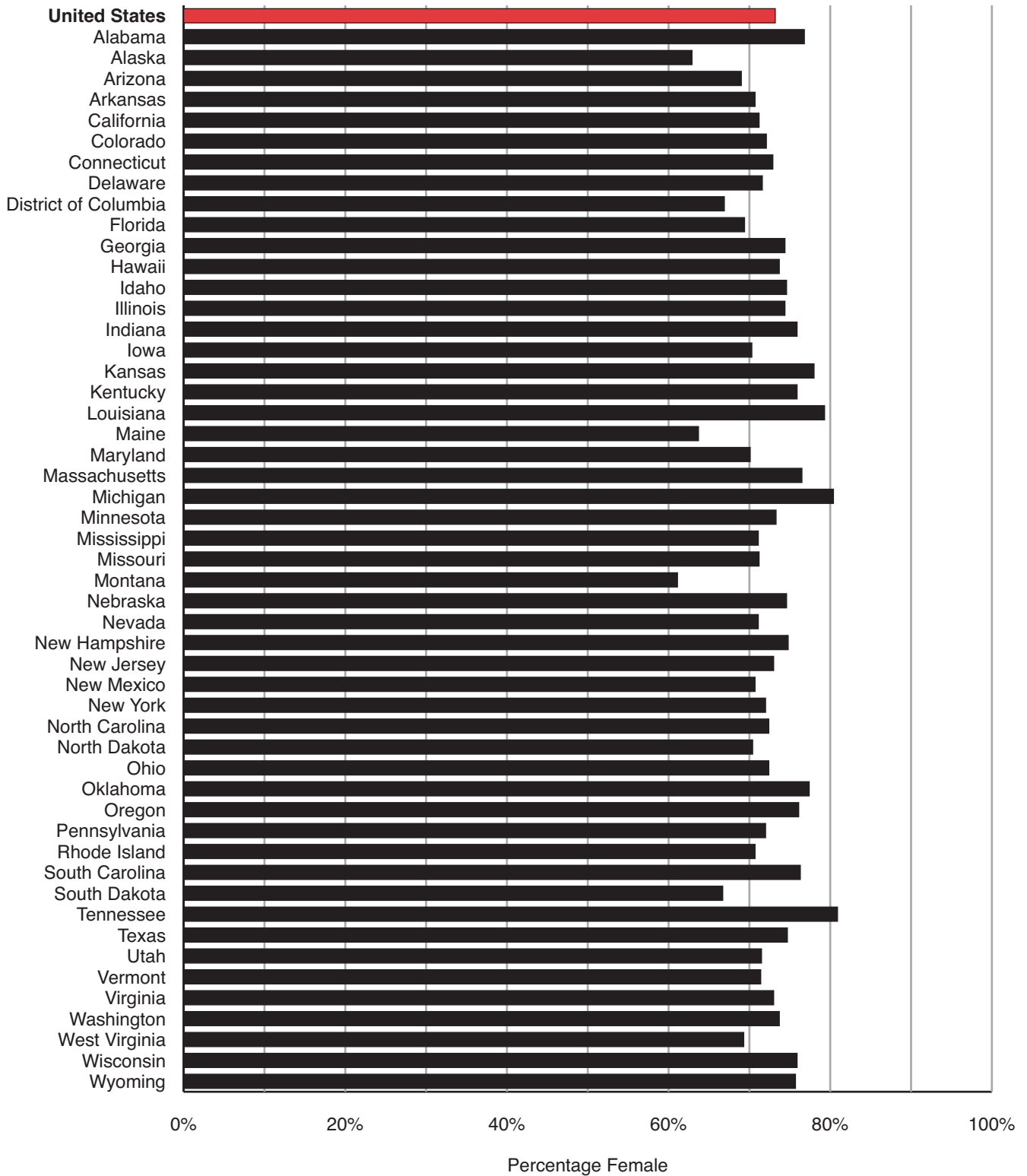


Figure 3-3
Race/Ethnicity
K-12 ESP Work Force by State, 2021

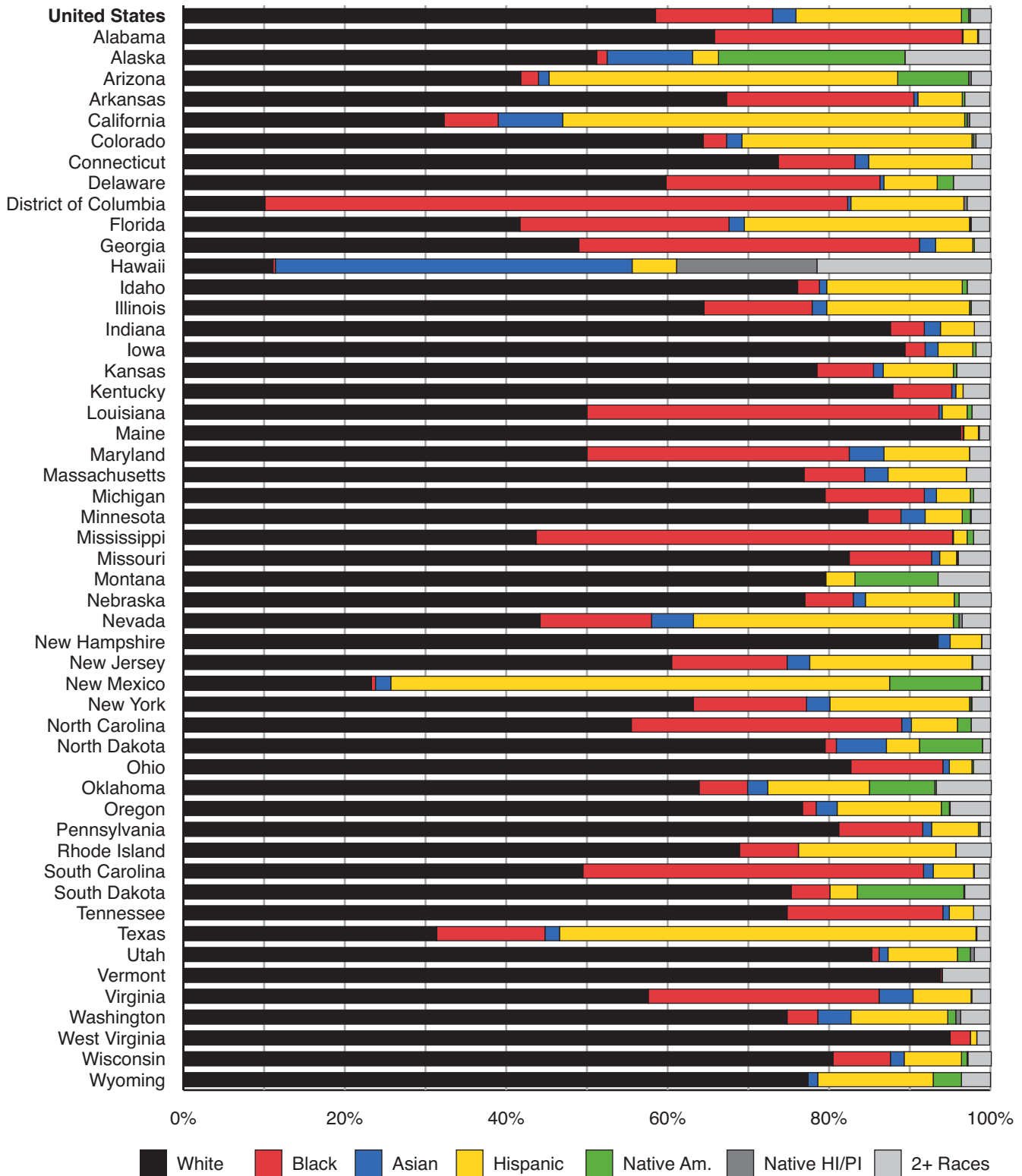


Figure 3-4
Education: Percent with Associate or Bachelor’s Degree or More
K-12 ESP Work Force by State, 2021

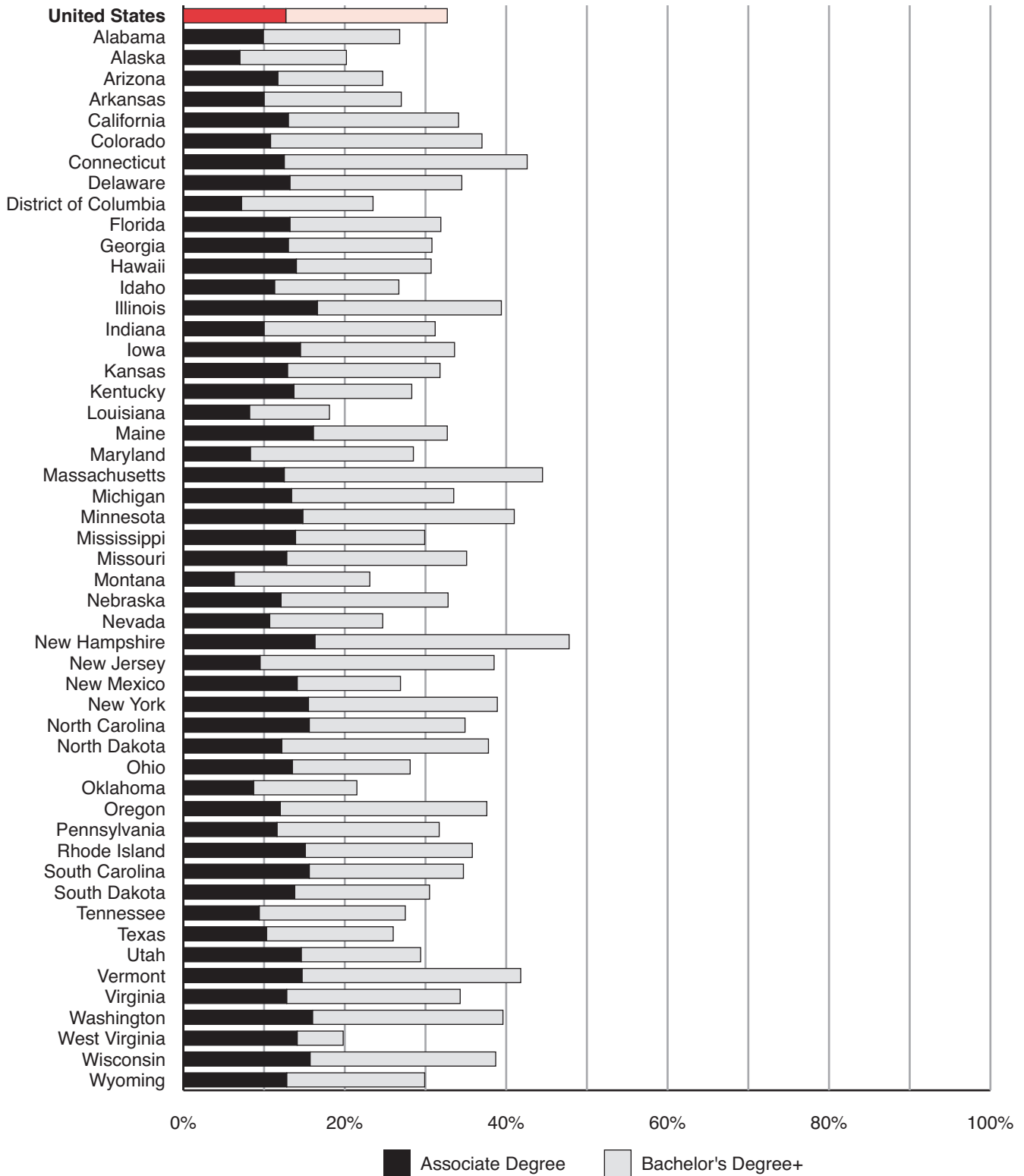


Figure 3-5
Poverty Rate
K-12 ESP Work Force by State, 2021

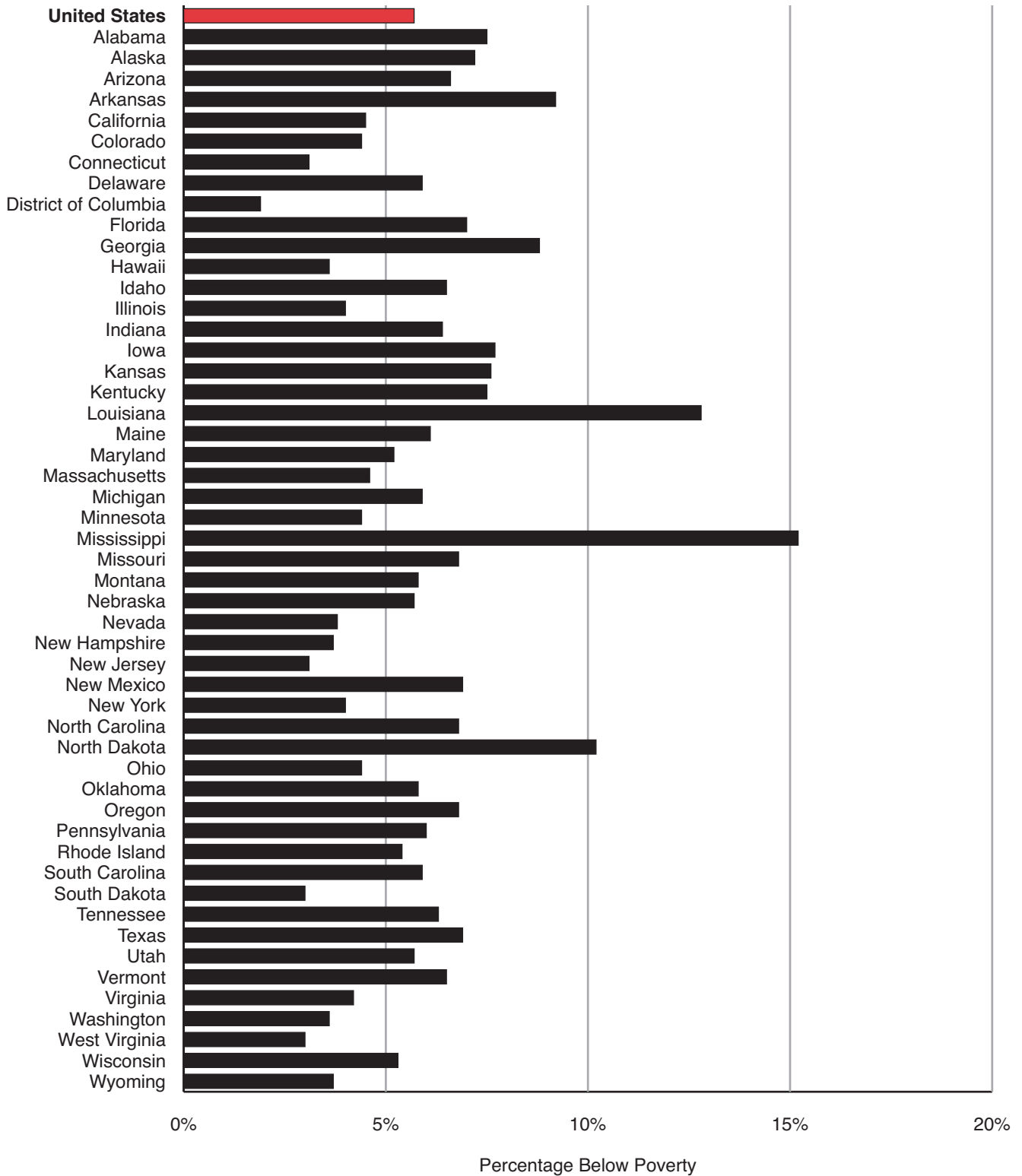


Table 3-1a (Counts)

Age Groups

K-12 ESP Work Force by State, 2021

	All K-12 ESP	15-24	25-34	35-44	45-54	55-64	65+	Average Age
United States	2,298,937	150,455	306,373	423,848	580,921	626,421	210,919	47.7
Alabama	32,445	1,747	2,703	5,761	9,644	9,239	3,351	49.7
Alaska	7,001	598	1,772	1,429	1,758	1,167	277	42.7
Arizona	49,313	4,961	7,068	9,782	10,568	13,119	3,815	45.9
Arkansas	21,249	1,015	2,065	4,521	5,238	6,186	2,224	49.0
California	276,505	24,959	53,134	54,242	66,930	59,655	17,585	44.5
Colorado	37,960	2,476	5,395	7,752	9,943	9,663	2,731	46.9
Connecticut	23,451	1,759	2,343	3,943	6,197	6,532	2,677	49.1
Delaware	7,589	269	1,061	2,138	1,877	1,913	331	46.3
District of Columbia	4,886	851	1,184	719	525	1,431	176	41.6
Florida	109,534	7,396	13,526	17,172	30,359	32,707	8,374	48.0
Georgia	79,106	3,715	9,146	14,004	21,022	22,929	8,290	49.1
Hawaii	10,176	512	1,763	2,194	2,446	2,667	594	46.6
Idaho	13,742	1,812	1,162	3,229	3,090	3,216	1,233	45.8
Illinois	81,170	4,874	10,843	14,779	19,665	23,415	7,594	48.1
Indiana	44,072	2,273	5,438	8,213	10,605	12,785	4,758	49.0
Iowa	26,499	2,455	4,112	4,950	5,790	6,844	2,348	46.3
Kansas	30,012	2,499	4,835	5,920	6,367	7,517	2,874	46.2
Kentucky	36,541	1,199	4,074	7,076	9,240	10,990	3,962	49.4
Louisiana	32,011	1,686	3,701	6,079	7,946	9,107	3,492	49.0
Maine	9,458	906	342	2,036	2,076	3,511	587	49.2
Maryland	41,948	1,987	6,229	6,579	10,134	12,509	4,510	49.0
Massachusetts	47,393	3,548	6,162	8,340	11,990	12,865	4,488	47.8
Michigan	50,787	2,595	6,574	8,868	13,330	14,648	4,772	48.3
Minnesota	44,106	4,340	5,549	8,159	10,251	12,533	3,274	46.7
Mississippi	22,396	1,143	2,610	5,519	5,138	6,144	1,842	47.9
Missouri	38,581	2,705	4,520	6,648	11,104	10,535	3,069	47.8
Montana	9,106	504	1,244	1,735	2,076	2,723	824	47.8
Nebraska	17,308	1,602	2,342	4,315	3,215	4,133	1,701	45.8
Nevada	18,850	1,528	3,322	3,315	4,809	4,173	1,703	46.0
New Hampshire	9,959	607	1,635	1,556	1,820	3,159	1,182	48.6
New Jersey	71,009	3,421	8,001	9,829	19,180	21,426	9,152	50.2
New Mexico	18,100	890	2,721	3,929	4,663	4,086	1,811	46.9
New York	178,491	10,943	21,989	27,446	45,730	54,085	18,298	48.9
North Carolina	56,951	2,418	6,115	9,820	17,145	15,856	5,597	49.1
North Dakota	5,376	518	499	1,161	1,112	1,609	477	47.4
Ohio	73,239	3,320	7,199	14,005	17,924	23,003	7,788	49.9
Oklahoma	29,698	2,567	3,550	6,080	7,368	6,810	3,323	47.2
Oregon	28,941	1,897	3,488	6,503	7,141	7,865	2,047	47.2
Pennsylvania	66,739	2,424	7,263	11,000	17,508	21,038	7,506	50.3
Rhode Island	5,492	495	515	1,016	1,551	1,588	327	46.9
South Carolina	34,476	1,332	3,906	6,009	10,694	8,956	3,579	48.9
South Dakota	7,933	478	986	1,095	1,521	3,047	806	49.8
Tennessee	42,270	1,456	5,983	8,165	11,174	11,280	4,212	48.4
Texas	228,589	13,301	32,753	45,213	60,833	57,549	18,940	47.2
Utah	29,309	5,683	3,739	5,480	6,696	5,371	2,340	42.4
Vermont	5,282	533	269	890	1,208	1,521	861	49.6
Virginia	65,692	3,234	6,132	10,905	16,649	20,492	8,280	50.4
Washington	57,295	2,881	7,900	11,314	12,825	16,954	5,421	48.2
West Virginia	14,045	270	1,500	2,664	4,283	3,865	1,463	49.8
Wisconsin	38,793	3,045	4,406	8,370	9,472	9,864	3,636	47.1
Wyoming	8,063	828	1,605	1,981	1,091	2,141	417	43.7

Table 3-1b (Percentages)

Age Groups

K-12 ESP Work Force by State, 2021

	All K-12 ESP	15-24	25-34	35-44	45-54	55-64	65+
United States	100.0%	6.5%	13.3%	18.4%	25.3%	27.2%	9.2%
Alabama	100.0	5.4	8.3	17.8	29.7	28.5	10.3
Alaska	100.0	8.5	25.3	20.4	25.1	16.7	4.0
Arizona	100.0	10.1	14.3	19.8	21.4	26.6	7.7
Arkansas	100.0	4.8	9.7	21.3	24.7	29.1	10.5
California	100.0	9.0	19.2	19.6	24.2	21.6	6.4
Colorado	100.0	6.5	14.2	20.4	26.2	25.5	7.2
Connecticut	100.0	7.5	10.0	16.8	26.4	27.9	11.4
Delaware	100.0	3.5	14.0	28.2	24.7	25.2	4.4
District of Columbia	100.0	17.4	24.2	14.7	10.7	29.3	3.6
Florida	100.0	6.8	12.3	15.7	27.7	29.9	7.6
Georgia	100.0	4.7	11.6	17.7	26.6	29.0	10.5
Hawaii	100.0	5.0	17.3	21.6	24.0	26.2	5.8
Idaho	100.0	13.2	8.5	23.5	22.5	23.4	9.0
Illinois	100.0	6.0	13.4	18.2	24.2	28.8	9.4
Indiana	100.0	5.2	12.3	18.6	24.1	29.0	10.8
Iowa	100.0	9.3	15.5	18.7	21.8	25.8	8.9
Kansas	100.0	8.3	16.1	19.7	21.2	25.0	9.6
Kentucky	100.0	3.3	11.1	19.4	25.3	30.1	10.8
Louisiana	100.0	5.3	11.6	19.0	24.8	28.4	10.9
Maine	100.0	9.6	3.6	21.5	21.9	37.1	6.2
Maryland	100.0	4.7	14.8	15.7	24.2	29.8	10.8
Massachusetts	100.0	7.5	13.0	17.6	25.3	27.1	9.5
Michigan	100.0	5.1	12.9	17.5	26.2	28.8	9.4
Minnesota	100.0	9.8	12.6	18.5	23.2	28.4	7.4
Mississippi	100.0	5.1	11.7	24.6	22.9	27.4	8.2
Missouri	100.0	7.0	11.7	17.2	28.8	27.3	8.0
Montana	100.0	5.5	13.7	19.1	22.8	29.9	9.0
Nebraska	100.0	9.3	13.5	24.9	18.6	23.9	9.8
Nevada	100.0	8.1	17.6	17.6	25.5	22.1	9.0
New Hampshire	100.0	6.1	16.4	15.6	18.3	31.7	11.9
New Jersey	100.0	4.8	11.3	13.8	27.0	30.2	12.9
New Mexico	100.0	4.9	15.0	21.7	25.8	22.6	10.0
New York	100.0	6.1	12.3	15.4	25.6	30.3	10.3
North Carolina	100.0	4.2	10.7	17.2	30.1	27.8	9.8
North Dakota	100.0	9.6	9.3	21.6	20.7	29.9	8.9
Ohio	100.0	4.5	9.8	19.1	24.5	31.4	10.6
Oklahoma	100.0	8.6	12.0	20.5	24.8	22.9	11.2
Oregon	100.0	6.6	12.1	22.5	24.7	27.2	7.1
Pennsylvania	100.0	3.6	10.9	16.5	26.2	31.5	11.2
Rhode Island	100.0	9.0	9.4	18.5	28.2	28.9	6.0
South Carolina	100.0	3.9	11.3	17.4	31.0	26.0	10.4
South Dakota	100.0	6.0	12.4	13.8	19.2	38.4	10.2
Tennessee	100.0	3.4	14.2	19.3	26.4	26.7	10.0
Texas	100.0	5.8	14.3	19.8	26.6	25.2	8.3
Utah	100.0	19.4	12.8	18.7	22.8	18.3	8.0
Vermont	100.0	10.1	5.1	16.8	22.9	28.8	16.3
Virginia	100.0	4.9	9.3	16.6	25.3	31.2	12.6
Washington	100.0	5.0	13.8	19.7	22.4	29.6	9.5
West Virginia	100.0	1.9	10.7	19.0	30.5	27.5	10.4
Wisconsin	100.0	7.8	11.4	21.6	24.4	25.4	9.4
Wyoming	100.0	10.3	19.9	24.6	13.5	26.6	5.2

Table 3-2

Gender

K-12 ESP Work Force by State, 2021

	All K-12 ESP	Male	Female	All K-12 ESP	Male	Female
United States	2,298,937	616,604	1,682,333	100.0%	26.8%	73.2%
Alabama	32,445	7,524	24,921	100.0	23.2	76.8
Alaska	7,001	2,600	4,401	100.0	37.1	62.9
Arizona	49,313	15,308	34,005	100.0	31.0	69.0
Arkansas	21,249	6,227	15,022	100.0	29.3	70.7
California	276,505	79,768	196,737	100.0	28.8	71.2
Colorado	37,960	10,587	27,373	100.0	27.9	72.1
Connecticut	23,451	6,352	17,099	100.0	27.1	72.9
Delaware	7,589	2,154	5,435	100.0	28.4	71.6
District of Columbia	4,886	1,618	3,268	100.0	33.1	66.9
Florida	109,534	33,470	76,064	100.0	30.6	69.4
Georgia	79,106	20,245	58,861	100.0	25.6	74.4
Hawaii	10,176	2,678	7,498	100.0	26.3	73.7
Idaho	13,742	3,497	10,245	100.0	25.4	74.6
Illinois	81,170	20,797	60,373	100.0	25.6	74.4
Indiana	44,072	10,611	33,461	100.0	24.1	75.9
Iowa	26,499	7,878	18,621	100.0	29.7	70.3
Kansas	30,012	6,616	23,396	100.0	22.0	78.0
Kentucky	36,541	8,809	27,732	100.0	24.1	75.9
Louisiana	32,011	6,625	25,386	100.0	20.7	79.3
Maine	9,458	3,432	6,026	100.0	36.3	63.7
Maryland	41,948	12,547	29,401	100.0	29.9	70.1
Massachusetts	47,393	11,145	36,248	100.0	23.5	76.5
Michigan	50,787	9,974	40,813	100.0	19.6	80.4
Minnesota	44,106	11,785	32,321	100.0	26.7	73.3
Mississippi	22,396	6,476	15,920	100.0	28.9	71.1
Missouri	38,581	11,104	27,477	100.0	28.8	71.2
Montana	9,106	3,545	5,561	100.0	38.9	61.1
Nebraska	17,308	4,397	12,911	100.0	25.4	74.6
Nevada	18,850	5,450	13,400	100.0	28.9	71.1
New Hampshire	9,959	2,506	7,453	100.0	25.2	74.8
New Jersey	71,009	19,142	51,867	100.0	27.0	73.0
New Mexico	18,100	5,308	12,792	100.0	29.3	70.7
New York	178,491	50,013	128,478	100.0	28.0	72.0
North Carolina	56,951	15,714	41,237	100.0	27.6	72.4
North Dakota	5,376	1,591	3,785	100.0	29.6	70.4
Ohio	73,239	20,225	53,014	100.0	27.6	72.4
Oklahoma	29,698	6,715	22,983	100.0	22.6	77.4
Oregon	28,941	6,912	22,029	100.0	23.9	76.1
Pennsylvania	66,739	18,719	48,020	100.0	28.0	72.0
Rhode Island	5,492	1,608	3,884	100.0	29.3	70.7
South Carolina	34,476	8,163	26,313	100.0	23.7	76.3
South Dakota	7,933	2,639	5,294	100.0	33.3	66.7
Tennessee	42,270	8,078	34,192	100.0	19.1	80.9
Texas	228,589	57,741	170,848	100.0	25.3	74.7
Utah	29,309	8,366	20,943	100.0	28.5	71.5
Vermont	5,282	1,510	3,772	100.0	28.6	71.4
Virginia	65,692	17,734	47,958	100.0	27.0	73.0
Washington	57,295	15,093	42,202	100.0	26.3	73.7
West Virginia	14,045	4,310	9,735	100.0	30.7	69.3
Wisconsin	38,793	9,341	29,452	100.0	24.1	75.9
Wyoming	8,063	1,957	6,106	100.0	24.3	75.7

Table 3-3a (Counts)
Gender by Age Group
K-12 ESP Work Force by State, 2021

	All K-12 ESP	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	2,298,937	616,604	155,395	227,700	233,509	1,682,333	301,433	777,069	603,831
Alabama	32,445	7,524	772	3,027	3,725	24,921	3,678	12,378	8,865
Alaska	7,001	2,600	810	1,216	574	4,401	1,560	1,971	870
Arizona	49,313	15,308	3,953	4,986	6,369	34,005	8,076	15,364	10,565
Arkansas	21,249	6,227	841	2,547	2,839	15,022	2,239	7,212	5,571
California	276,505	79,768	27,950	31,500	20,318	196,737	50,143	89,672	56,922
Colorado	37,960	10,587	2,443	4,246	3,898	27,373	5,428	13,449	8,496
Connecticut	23,451	6,352	1,449	2,487	2,416	17,099	2,653	7,653	6,793
Delaware	7,589	2,154	565	1,179	410	5,435	765	2,836	1,834
District of Columbia	4,886	1,618	430	553	635	3,268	1,605	691	972
Florida	109,534	33,470	6,671	13,704	13,095	76,064	14,251	33,827	27,986
Georgia	79,106	20,245	3,439	8,407	8,399	58,861	9,422	26,619	22,820
Hawaii	10,176	2,678	710	1,337	631	7,498	1,565	3,303	2,630
Idaho	13,742	3,497	1,050	803	1,644	10,245	1,924	5,516	2,805
Illinois	81,170	20,797	5,159	7,612	8,026	60,373	10,558	26,832	22,983
Indiana	44,072	10,611	2,694	2,871	5,046	33,461	5,017	15,947	12,497
Iowa	26,499	7,878	2,339	2,188	3,351	18,621	4,228	8,552	5,841
Kansas	30,012	6,616	1,832	2,085	2,699	23,396	5,502	10,202	7,692
Kentucky	36,541	8,809	1,669	3,455	3,685	27,732	3,604	12,861	11,267
Louisiana	32,011	6,625	1,383	2,186	3,056	25,386	4,004	11,839	9,543
Maine	9,458	3,432	469	1,057	1,906	6,026	779	3,055	2,192
Maryland	41,948	12,547	2,910	4,532	5,105	29,401	5,306	12,181	11,914
Massachusetts	47,393	11,145	3,493	3,538	4,114	36,248	6,217	16,792	13,239
Michigan	50,787	9,974	2,575	3,395	4,004	40,813	6,594	18,803	15,416
Minnesota	44,106	11,785	3,419	3,824	4,542	32,321	6,470	14,586	11,265
Mississippi	22,396	6,476	1,100	2,884	2,492	15,920	2,653	7,773	5,494
Missouri	38,581	11,104	2,565	4,308	4,231	27,477	4,660	13,444	9,373
Montana	9,106	3,545	948	1,343	1,254	5,561	800	2,468	2,293
Nebraska	17,308	4,397	959	1,219	2,219	12,911	2,985	6,311	3,615
Nevada	18,850	5,450	1,439	2,337	1,674	13,400	3,411	5,787	4,202
New Hampshire	9,959	2,506	815	669	1,022	7,453	1,427	2,707	3,319
New Jersey	71,009	19,142	3,712	7,545	7,885	51,867	7,710	21,464	22,693
New Mexico	18,100	5,308	1,046	2,479	1,783	12,792	2,565	6,113	4,114
New York	178,491	50,013	12,785	17,822	19,406	128,478	20,147	55,354	52,977
North Carolina	56,951	15,714	3,290	6,279	6,145	41,237	5,243	20,686	15,308
North Dakota	5,376	1,591	360	670	561	3,785	657	1,603	1,525
Ohio	73,239	20,225	4,029	7,614	8,582	53,014	6,490	24,315	22,209
Oklahoma	29,698	6,715	1,739	2,646	2,330	22,983	4,378	10,802	7,803
Oregon	28,941	6,912	1,978	2,380	2,554	22,029	3,407	11,264	7,358
Pennsylvania	66,739	18,719	4,359	6,385	7,975	48,020	5,328	22,123	20,569
Rhode Island	5,492	1,608	352	791	465	3,884	658	1,776	1,450
South Carolina	34,476	8,163	1,966	2,986	3,211	26,313	3,272	13,717	9,324
South Dakota	7,933	2,639	460	630	1,549	5,294	1,004	1,986	2,304
Tennessee	42,270	8,078	1,632	2,807	3,639	34,192	5,807	16,532	11,853
Texas	228,589	57,741	14,895	20,808	22,038	170,848	31,159	85,238	54,451
Utah	29,309	8,366	4,282	1,908	2,176	20,943	5,140	10,268	5,535
Vermont	5,282	1,510	278	476	756	3,772	524	1,622	1,626
Virginia	65,692	17,734	3,462	5,795	8,477	47,958	5,904	21,759	20,295
Washington	57,295	15,093	4,019	5,807	5,267	42,202	6,762	18,332	17,108
West Virginia	14,045	4,310	430	2,365	1,515	9,735	1,340	4,582	3,813
Wisconsin	38,793	9,341	2,460	3,585	3,296	29,452	4,991	14,257	10,204
Wyoming	8,063	1,957	1,010	427	520	6,106	1,423	2,645	2,038

Table 3-3b (Percentages)
Gender by Age Group
K-12 ESP Work Force by State, 2021

	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	100.0%	25.2%	36.9%	37.9%	100.0%	17.9%	46.2%	35.9%
Alabama	100.0	10.3	40.2	49.5	100.0	14.8	49.7	35.6
Alaska	100.0	31.2	46.8	22.1	100.0	35.4	44.8	19.8
Arizona	100.0	25.8	32.6	41.6	100.0	23.7	45.2	31.1
Arkansas	100.0	13.5	40.9	45.6	100.0	14.9	48.0	37.1
California	100.0	35.0	39.5	25.5	100.0	25.5	45.6	28.9
Colorado	100.0	23.1	40.1	36.8	100.0	19.8	49.1	31.0
Connecticut	100.0	22.8	39.2	38.0	100.0	15.5	44.8	39.7
Delaware	100.0	26.2	54.7	19.0	100.0	14.1	52.2	33.7
District of Columbia	100.0	26.6	34.2	39.2	100.0	49.1	21.1	29.7
Florida	100.0	19.9	40.9	39.1	100.0	18.7	44.5	36.8
Georgia	100.0	17.0	41.5	41.5	100.0	16.0	45.2	38.8
Hawaii	100.0	26.5	49.9	23.6	100.0	20.9	44.1	35.1
Idaho	100.0	30.0	23.0	47.0	100.0	18.8	53.8	27.4
Illinois	100.0	24.8	36.6	38.6	100.0	17.5	44.4	38.1
Indiana	100.0	25.4	27.1	47.6	100.0	15.0	47.7	37.3
Iowa	100.0	29.7	27.8	42.5	100.0	22.7	45.9	31.4
Kansas	100.0	27.7	31.5	40.8	100.0	23.5	43.6	32.9
Kentucky	100.0	18.9	39.2	41.8	100.0	13.0	46.4	40.6
Louisiana	100.0	20.9	33.0	46.1	100.0	15.8	46.6	37.6
Maine	100.0	13.7	30.8	55.5	100.0	12.9	50.7	36.4
Maryland	100.0	23.2	36.1	40.7	100.0	18.0	41.4	40.5
Massachusetts	100.0	31.3	31.7	36.9	100.0	17.2	46.3	36.5
Michigan	100.0	25.8	34.0	40.1	100.0	16.2	46.1	37.8
Minnesota	100.0	29.0	32.4	38.5	100.0	20.0	45.1	34.9
Mississippi	100.0	17.0	44.5	38.5	100.0	16.7	48.8	34.5
Missouri	100.0	23.1	38.8	38.1	100.0	17.0	48.9	34.1
Montana	100.0	26.7	37.9	35.4	100.0	14.4	44.4	41.2
Nebraska	100.0	21.8	27.7	50.5	100.0	23.1	48.9	28.0
Nevada	100.0	26.4	42.9	30.7	100.0	25.5	43.2	31.4
New Hampshire	100.0	32.5	26.7	40.8	100.0	19.1	36.3	44.5
New Jersey	100.0	19.4	39.4	41.2	100.0	14.9	41.4	43.8
New Mexico	100.0	19.7	46.7	33.6	100.0	20.1	47.8	32.2
New York	100.0	25.6	35.6	38.8	100.0	15.7	43.1	41.2
North Carolina	100.0	20.9	40.0	39.1	100.0	12.7	50.2	37.1
North Dakota	100.0	22.6	42.1	35.3	100.0	17.4	42.4	40.3
Ohio	100.0	19.9	37.6	42.4	100.0	12.2	45.9	41.9
Oklahoma	100.0	25.9	39.4	34.7	100.0	19.0	47.0	34.0
Oregon	100.0	28.6	34.4	37.0	100.0	15.5	51.1	33.4
Pennsylvania	100.0	23.3	34.1	42.6	100.0	11.1	46.1	42.8
Rhode Island	100.0	21.9	49.2	28.9	100.0	16.9	45.7	37.3
South Carolina	100.0	24.1	36.6	39.3	100.0	12.4	52.1	35.4
South Dakota	100.0	17.4	23.9	58.7	100.0	19.0	37.5	43.5
Tennessee	100.0	20.2	34.7	45.0	100.0	17.0	48.4	34.7
Texas	100.0	25.8	36.0	38.2	100.0	18.2	49.9	31.9
Utah	100.0	51.2	22.8	26.0	100.0	24.5	49.0	26.4
Vermont	100.0	18.4	31.5	50.1	100.0	13.9	43.0	43.1
Virginia	100.0	19.5	32.7	47.8	100.0	12.3	45.4	42.3
Washington	100.0	26.6	38.5	34.9	100.0	16.0	43.4	40.5
West Virginia	100.0	10.0	54.9	35.2	100.0	13.8	47.1	39.2
Wisconsin	100.0	26.3	38.4	35.3	100.0	16.9	48.4	34.6
Wyoming	100.0	51.6	21.8	26.6	100.0	23.3	43.3	33.4

Table 3-4a (Counts)
Race/Ethnicity
K-12 ESP Work Force by State, 2021

	All K-12 ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	2,298,937	1,345,789	332,808	66,340	471,140	19,771	3,988	59,101
Alabama	32,445	21,361	9,947	48	578	26	0	485
Alaska	7,001	3,582	92	745	225	1,616	0	741
Arizona	49,313	20,599	1,071	648	21,306	4,330	138	1,221
Arkansas	21,249	14,309	4,935	116	1,162	69	0	658
California	276,505	89,210	18,619	22,203	137,692	777	757	7,247
Colorado	37,960	24,433	1,102	737	10,802	66	113	707
Connecticut	23,451	17,287	2,231	409	2,994	0	0	530
Delaware	7,589	4,538	2,010	36	504	154	0	347
District of Columbia	4,886	495	3,527	20	683	0	19	142
Florida	109,534	45,723	28,423	2,106	30,573	79	89	2,541
Georgia	79,106	38,794	33,362	1,611	3,656	126	0	1,557
Hawaii	10,176	1,131	31	4,494	556	0	1,771	2,193
Idaho	13,742	10,455	370	129	2,311	83	0	394
Illinois	81,170	52,384	10,897	1,447	14,385	175	17	1,865
Indiana	44,072	38,609	1,856	880	1,860	0	0	867
Iowa	26,499	23,679	662	429	1,127	111	0	491
Kansas	30,012	23,556	2,104	346	2,625	121	0	1,260
Kentucky	36,541	32,130	2,668	192	337	14	0	1,200
Louisiana	32,011	16,007	13,943	125	1,007	208	0	721
Maine	9,458	9,109	29	14	169	11	0	126
Maryland	41,948	20,985	13,630	1,816	4,430	0	0	1,087
Massachusetts	47,393	36,453	3,543	1,357	4,620	20	0	1,400
Michigan	50,787	40,370	6,262	769	2,117	198	0	1,071
Minnesota	44,106	37,419	1,807	1,343	2,014	450	23	1,050
Mississippi	22,396	9,798	11,558	22	370	190	0	458
Missouri	38,581	31,821	3,946	369	829	35	21	1,560
Montana	9,106	7,242	0	10	330	941	0	583
Nebraska	17,308	13,322	1,039	252	1,896	107	0	692
Nevada	18,850	8,331	2,606	986	6,070	129	70	658
New Hampshire	9,959	9,309	0	154	388	0	0	108
New Jersey	71,009	42,964	10,150	1,985	14,264	0	69	1,577
New Mexico	18,100	4,223	98	352	11,192	2,061	10	164
New York	178,491	112,733	25,017	5,250	30,880	340	118	4,153
North Carolina	56,951	31,592	19,095	685	3,240	995	0	1,344
North Dakota	5,376	4,276	74	335	218	418	0	55
Ohio	73,239	60,573	8,326	588	2,075	113	0	1,564
Oklahoma	29,698	18,971	1,774	757	3,728	2,397	54	2,017
Oregon	28,941	22,193	493	755	3,732	302	19	1,447
Pennsylvania	66,739	54,189	6,914	763	3,850	140	0	883
Rhode Island	5,492	3,782	400	0	1,069	0	0	241
South Carolina	34,476	17,067	14,559	428	1,720	0	42	660
South Dakota	7,933	5,976	384	0	273	1,051	4	245
Tennessee	42,270	31,625	8,161	330	1,247	0	0	907
Texas	228,589	71,728	30,721	4,127	117,904	306	46	3,757
Utah	29,309	25,015	272	313	2,518	457	143	591
Vermont	5,282	4,957	12	0	0	0	0	313
Virginia	65,692	37,824	18,793	2,736	4,716	22	73	1,528
Washington	57,295	42,861	2,185	2,375	6,873	581	368	2,052
West Virginia	14,045	13,349	358	0	115	0	0	223
Wisconsin	38,793	31,211	2,752	648	2,757	268	24	1,133
Wyoming	8,063	6,239	0	100	1,153	284	0	287

Table 3-4b (Percentages)

Race/Ethnicity

K-12 ESP Work Force by State, 2021

	All K-12 ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	58.5%	14.5%	2.9%	20.5%	0.9%	0.2%	2.6%
Alabama	100.0	65.8	30.7	0.1	1.8	0.1	0.0	1.5
Alaska	100.0	51.2	1.3	10.6	3.2	23.1	0.0	10.6
Arizona	100.0	41.8	2.2	1.3	43.2	8.8	0.3	2.5
Arkansas	100.0	67.3	23.2	0.5	5.5	0.3	0.0	3.1
California	100.0	32.3	6.7	8.0	49.8	0.3	0.3	2.6
Colorado	100.0	64.4	2.9	1.9	28.5	0.2	0.3	1.9
Connecticut	100.0	73.7	9.5	1.7	12.8	0.0	0.0	2.3
Delaware	100.0	59.8	26.5	0.5	6.6	2.0	0.0	4.6
District of Columbia	100.0	10.1	72.2	0.4	14.0	0.0	0.4	2.9
Florida	100.0	41.7	25.9	1.9	27.9	0.1	0.1	2.3
Georgia	100.0	49.0	42.2	2.0	4.6	0.2	0.0	2.0
Hawaii	100.0	11.1	0.3	44.2	5.5	0.0	17.4	21.6
Idaho	100.0	76.1	2.7	0.9	16.8	0.6	0.0	2.9
Illinois	100.0	64.5	13.4	1.8	17.7	0.2	0.0	2.3
Indiana	100.0	87.6	4.2	2.0	4.2	0.0	0.0	2.0
Iowa	100.0	89.4	2.5	1.6	4.3	0.4	0.0	1.9
Kansas	100.0	78.5	7.0	1.2	8.7	0.4	0.0	4.2
Kentucky	100.0	87.9	7.3	0.5	0.9	0.0	0.0	3.3
Louisiana	100.0	50.0	43.6	0.4	3.1	0.6	0.0	2.3
Maine	100.0	96.3	0.3	0.1	1.8	0.1	0.0	1.3
Maryland	100.0	50.0	32.5	4.3	10.6	0.0	0.0	2.6
Massachusetts	100.0	76.9	7.5	2.9	9.7	0.0	0.0	3.0
Michigan	100.0	79.5	12.3	1.5	4.2	0.4	0.0	2.1
Minnesota	100.0	84.8	4.1	3.0	4.6	1.0	0.1	2.4
Mississippi	100.0	43.7	51.6	0.1	1.7	0.8	0.0	2.0
Missouri	100.0	82.5	10.2	1.0	2.1	0.1	0.1	4.0
Montana	100.0	79.5	0.0	0.1	3.6	10.3	0.0	6.4
Nebraska	100.0	77.0	6.0	1.5	11.0	0.6	0.0	4.0
Nevada	100.0	44.2	13.8	5.2	32.2	0.7	0.4	3.5
New Hampshire	100.0	93.5	0.0	1.5	3.9	0.0	0.0	1.1
New Jersey	100.0	60.5	14.3	2.8	20.1	0.0	0.1	2.2
New Mexico	100.0	23.3	0.5	1.9	61.8	11.4	0.1	0.9
New York	100.0	63.2	14.0	2.9	17.3	0.2	0.1	2.3
North Carolina	100.0	55.5	33.5	1.2	5.7	1.7	0.0	2.4
North Dakota	100.0	79.5	1.4	6.2	4.1	7.8	0.0	1.0
Ohio	100.0	82.7	11.4	0.8	2.8	0.2	0.0	2.1
Oklahoma	100.0	63.9	6.0	2.5	12.6	8.1	0.2	6.8
Oregon	100.0	76.7	1.7	2.6	12.9	1.0	0.1	5.0
Pennsylvania	100.0	81.2	10.4	1.1	5.8	0.2	0.0	1.3
Rhode Island	100.0	68.9	7.3	0.0	19.5	0.0	0.0	4.4
South Carolina	100.0	49.5	42.2	1.2	5.0	0.0	0.1	1.9
South Dakota	100.0	75.3	4.8	0.0	3.4	13.2	0.1	3.1
Tennessee	100.0	74.8	19.3	0.8	3.0	0.0	0.0	2.1
Texas	100.0	31.4	13.4	1.8	51.6	0.1	0.0	1.6
Utah	100.0	85.3	0.9	1.1	8.6	1.6	0.5	2.0
Vermont	100.0	93.8	0.2	0.0	0.0	0.0	0.0	5.9
Virginia	100.0	57.6	28.6	4.2	7.2	0.0	0.1	2.3
Washington	100.0	74.8	3.8	4.1	12.0	1.0	0.6	3.6
West Virginia	100.0	95.0	2.5	0.0	0.8	0.0	0.0	1.6
Wisconsin	100.0	80.5	7.1	1.7	7.1	0.7	0.1	2.9
Wyoming	100.0	77.4	0.0	1.2	14.3	3.5	0.0	3.6

Table 3-5a (Counts)
Race/Ethnicity by Gender: Males
K-12 ESP Work Force by State, 2021

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	616,604	346,005	101,003	18,354	126,381	5,628	1,074	18,159
Alabama	7,524	4,746	2,483	0	174	26	0	95
Alaska	2,600	1,127	53	406	158	527	0	329
Arizona	15,308	6,514	281	188	6,538	1,528	0	259
Arkansas	6,227	4,167	1,232	14	660	22	0	132
California	79,768	22,888	7,046	6,456	40,480	141	197	2,560
Colorado	10,587	7,189	421	179	2,613	20	56	109
Connecticut	6,352	4,353	599	120	1,075	0	0	205
Delaware	2,154	1,050	804	0	288	0	0	12
District of Columbia	1,618	60	1,254	20	256	0	0	28
Florida	33,470	14,530	9,152	420	8,305	26	0	1,037
Georgia	20,245	8,815	10,056	363	525	0	0	486
Hawaii	2,678	249	0	1,224	158	0	411	636
Idaho	3,497	2,647	313	21	414	58	0	44
Illinois	20,797	14,397	2,232	373	3,130	0	0	665
Indiana	10,611	9,543	352	242	197	0	0	277
Iowa	7,878	6,836	116	255	472	0	0	199
Kansas	6,616	4,974	703	16	317	68	0	538
Kentucky	8,809	7,418	1,049	88	167	0	0	87
Louisiana	6,625	2,978	3,550	0	13	26	0	58
Maine	3,432	3,340	10	0	82	0	0	0
Maryland	12,547	5,713	4,696	504	1,298	0	0	336
Massachusetts	11,145	8,394	1,124	270	1,036	20	0	301
Michigan	9,974	7,916	860	312	550	12	0	324
Minnesota	11,785	9,795	639	436	615	91	0	209
Mississippi	6,476	2,154	3,992	11	27	0	0	292
Missouri	11,104	8,978	1,422	170	208	11	7	308
Montana	3,545	2,759	0	0	11	561	0	214
Nebraska	4,397	3,387	276	0	360	8	0	366
Nevada	5,450	2,683	689	370	1,465	59	0	184
New Hampshire	2,506	2,250	0	74	159	0	0	23
New Jersey	19,142	10,442	3,638	422	4,270	0	0	370
New Mexico	5,308	1,544	84	209	2,965	496	10	0
New York	50,013	29,984	8,392	1,593	8,944	130	47	923
North Carolina	15,714	7,830	6,347	200	670	315	0	352
North Dakota	1,591	1,157	0	251	0	170	0	13
Ohio	20,225	15,621	2,968	210	744	13	0	669
Oklahoma	6,715	4,455	316	147	781	480	0	536
Oregon	6,912	5,069	200	191	1,072	88	0	292
Pennsylvania	18,719	15,555	1,685	185	886	25	0	383
Rhode Island	1,608	1,176	286	0	77	0	0	69
South Carolina	8,163	3,309	4,327	73	231	0	0	223
South Dakota	2,639	1,660	384	0	59	291	0	245
Tennessee	8,078	5,480	2,032	21	259	0	0	286
Texas	57,741	18,933	7,501	967	29,255	62	0	1,023
Utah	8,366	7,368	24	95	484	67	123	205
Vermont	1,510	1,260	0	0	0	0	0	250
Virginia	17,734	9,245	5,814	638	1,257	0	0	780
Washington	15,093	10,756	834	485	2,160	94	223	541
West Virginia	4,310	4,022	93	0	0	0	0	195
Wisconsin	9,341	7,761	674	135	240	101	0	430
Wyoming	1,957	1,528	0	0	276	92	0	61

Table 3-5a (Counts) continued
Race/Ethnicity by Gender: Females
K-12 ESP Work Force by State, 2021

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	1,682,333	999,784	231,805	47,986	344,759	14,143	2,914	40,942
Alabama	24,921	16,615	7,464	48	404	0	0	390
Alaska	4,401	2,455	39	339	67	1,089	0	412
Arizona	34,005	14,085	790	460	14,768	2,802	138	962
Arkansas	15,022	10,142	3,703	102	502	47	0	526
California	196,737	66,322	11,573	15,747	97,212	636	560	4,687
Colorado	27,373	17,244	681	558	8,189	46	57	598
Connecticut	17,099	12,934	1,632	289	1,919	0	0	325
Delaware	5,435	3,488	1,206	36	216	154	0	335
District of Columbia	3,268	435	2,273	0	427	0	19	114
Florida	76,064	31,193	19,271	1,686	22,268	53	89	1,504
Georgia	58,861	29,979	23,306	1,248	3,131	126	0	1,071
Hawaii	7,498	882	31	3,270	398	0	1,360	1,557
Idaho	10,245	7,808	57	108	1,897	25	0	350
Illinois	60,373	37,987	8,665	1,074	11,255	175	17	1,200
Indiana	33,461	29,066	1,504	638	1,663	0	0	590
Iowa	18,621	16,843	546	174	655	111	0	292
Kansas	23,396	18,582	1,401	330	2,308	53	0	722
Kentucky	27,732	24,712	1,619	104	170	14	0	1,113
Louisiana	25,386	13,029	10,393	125	994	182	0	663
Maine	6,026	5,769	19	14	87	11	0	126
Maryland	29,401	15,272	8,934	1,312	3,132	0	0	751
Massachusetts	36,248	28,059	2,419	1,087	3,584	0	0	1,099
Michigan	40,813	32,454	5,402	457	1,567	186	0	747
Minnesota	32,321	27,624	1,168	907	1,399	359	23	841
Mississippi	15,920	7,644	7,566	11	343	190	0	166
Missouri	27,477	22,843	2,524	199	621	24	14	1,252
Montana	5,561	4,483	0	10	319	380	0	369
Nebraska	12,911	9,935	763	252	1,536	99	0	326
Nevada	13,400	5,648	1,917	616	4,605	70	70	474
New Hampshire	7,453	7,059	0	80	229	0	0	85
New Jersey	51,867	32,522	6,512	1,563	9,994	0	69	1,207
New Mexico	12,792	2,679	14	143	8,227	1,565	0	164
New York	128,478	82,749	16,625	3,657	21,936	210	71	3,230
North Carolina	41,237	23,762	12,748	485	2,570	680	0	992
North Dakota	3,785	3,119	74	84	218	248	0	42
Ohio	53,014	44,952	5,358	378	1,331	100	0	895
Oklahoma	22,983	14,516	1,458	610	2,947	1,917	54	1,481
Oregon	22,029	17,124	293	564	2,660	214	19	1,155
Pennsylvania	48,020	38,634	5,229	578	2,964	115	0	500
Rhode Island	3,884	2,606	114	0	992	0	0	172
South Carolina	26,313	13,758	10,232	355	1,489	0	42	437
South Dakota	5,294	4,316	0	0	214	760	4	0
Tennessee	34,192	26,145	6,129	309	988	0	0	621
Texas	170,848	52,795	23,220	3,160	88,649	244	46	2,734
Utah	20,943	17,647	248	218	2,034	390	20	386
Vermont	3,772	3,697	12	0	0	0	0	63
Virginia	47,958	28,579	12,979	2,098	3,459	22	73	748
Washington	42,202	32,105	1,351	1,890	4,713	487	145	1,511
West Virginia	9,735	9,327	265	0	115	0	0	28
Wisconsin	29,452	23,450	2,078	513	2,517	167	24	703
Wyoming	6,106	4,711	0	100	877	192	0	226

Table 3-5b (Percentages)
Race/Ethnicity by Gender: Males
K-12 ESP Work Force by State, 2021

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	56.1%	16.4%	3.0%	20.5%	0.9%	0.2%	2.9%
Alabama	100.0	63.1	33.0	0.0	2.3	0.3	0.0	1.3
Alaska	100.0	43.3	2.0	15.6	6.1	20.3	0.0	12.7
Arizona	100.0	42.6	1.8	1.2	42.7	10.0	0.0	1.7
Arkansas	100.0	66.9	19.8	0.2	10.6	0.4	0.0	2.1
California	100.0	28.7	8.8	8.1	50.7	0.2	0.2	3.2
Colorado	100.0	67.9	4.0	1.7	24.7	0.2	0.5	1.0
Connecticut	100.0	68.5	9.4	1.9	16.9	0.0	0.0	3.2
Delaware	100.0	48.7	37.3	0.0	13.4	0.0	0.0	0.6
District of Columbia	100.0	3.7	77.5	1.2	15.8	0.0	0.0	1.7
Florida	100.0	43.4	27.3	1.3	24.8	0.1	0.0	3.1
Georgia	100.0	43.5	49.7	1.8	2.6	0.0	0.0	2.4
Hawaii	100.0	9.3	0.0	45.7	5.9	0.0	15.3	23.7
Idaho	100.0	75.7	9.0	0.6	11.8	1.7	0.0	1.3
Illinois	100.0	69.2	10.7	1.8	15.1	0.0	0.0	3.2
Indiana	100.0	89.9	3.3	2.3	1.9	0.0	0.0	2.6
Iowa	100.0	86.8	1.5	3.2	6.0	0.0	0.0	2.5
Kansas	100.0	75.2	10.6	0.2	4.8	1.0	0.0	8.1
Kentucky	100.0	84.2	11.9	1.0	1.9	0.0	0.0	1.0
Louisiana	100.0	45.0	53.6	0.0	0.2	0.4	0.0	0.9
Maine	100.0	97.3	0.3	0.0	2.4	0.0	0.0	0.0
Maryland	100.0	45.5	37.4	4.0	10.3	0.0	0.0	2.7
Massachusetts	100.0	75.3	10.1	2.4	9.3	0.2	0.0	2.7
Michigan	100.0	79.4	8.6	3.1	5.5	0.1	0.0	3.2
Minnesota	100.0	83.1	5.4	3.7	5.2	0.8	0.0	1.8
Mississippi	100.0	33.3	61.6	0.2	0.4	0.0	0.0	4.5
Missouri	100.0	80.9	12.8	1.5	1.9	0.1	0.1	2.8
Montana	100.0	77.8	0.0	0.0	0.3	15.8	0.0	6.0
Nebraska	100.0	77.0	6.3	0.0	8.2	0.2	0.0	8.3
Nevada	100.0	49.2	12.6	6.8	26.9	1.1	0.0	3.4
New Hampshire	100.0	89.8	0.0	3.0	6.3	0.0	0.0	0.9
New Jersey	100.0	54.6	19.0	2.2	22.3	0.0	0.0	1.9
New Mexico	100.0	29.1	1.6	3.9	55.9	9.3	0.2	0.0
New York	100.0	60.0	16.8	3.2	17.9	0.3	0.1	1.8
North Carolina	100.0	49.8	40.4	1.3	4.3	2.0	0.0	2.2
North Dakota	100.0	72.7	0.0	15.8	0.0	10.7	0.0	0.8
Ohio	100.0	77.2	14.7	1.0	3.7	0.1	0.0	3.3
Oklahoma	100.0	66.3	4.7	2.2	11.6	7.1	0.0	8.0
Oregon	100.0	73.3	2.9	2.8	15.5	1.3	0.0	4.2
Pennsylvania	100.0	83.1	9.0	1.0	4.7	0.1	0.0	2.0
Rhode Island	100.0	73.1	17.8	0.0	4.8	0.0	0.0	4.3
South Carolina	100.0	40.5	53.0	0.9	2.8	0.0	0.0	2.7
South Dakota	100.0	62.9	14.6	0.0	2.2	11.0	0.0	9.3
Tennessee	100.0	67.8	25.2	0.3	3.2	0.0	0.0	3.5
Texas	100.0	32.8	13.0	1.7	50.7	0.1	0.0	1.8
Utah	100.0	88.1	0.3	1.1	5.8	0.8	1.5	2.5
Vermont	100.0	83.4	0.0	0.0	0.0	0.0	0.0	16.6
Virginia	100.0	52.1	32.8	3.6	7.1	0.0	0.0	4.4
Washington	100.0	71.3	5.5	3.2	14.3	0.6	1.5	3.6
West Virginia	100.0	93.3	2.2	0.0	0.0	0.0	0.0	4.5
Wisconsin	100.0	83.1	7.2	1.4	2.6	1.1	0.0	4.6
Wyoming	100.0	78.1	0.0	0.0	14.1	4.7	0.0	3.1

Table 3-5b (Percentages) continued
Race/Ethnicity by Gender: Females
K-12 ESP Work Force by State, 2021

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	59.4%	13.8%	2.9%	20.5%	0.8%	0.2%	2.4%
Alabama	100.0	66.7	30.0	0.2	1.6	0.0	0.0	1.6
Alaska	100.0	55.8	0.9	7.7	1.5	24.7	0.0	9.4
Arizona	100.0	41.4	2.3	1.4	43.4	8.2	0.4	2.8
Arkansas	100.0	67.5	24.7	0.7	3.3	0.3	0.0	3.5
California	100.0	33.7	5.9	8.0	49.4	0.3	0.3	2.4
Colorado	100.0	63.0	2.5	2.0	29.9	0.2	0.2	2.2
Connecticut	100.0	75.6	9.5	1.7	11.2	0.0	0.0	1.9
Delaware	100.0	64.2	22.2	0.7	4.0	2.8	0.0	6.2
District of Columbia	100.0	13.3	69.6	0.0	13.1	0.0	0.6	3.5
Florida	100.0	41.0	25.3	2.2	29.3	0.1	0.1	2.0
Georgia	100.0	50.9	39.6	2.1	5.3	0.2	0.0	1.8
Hawaii	100.0	11.8	0.4	43.6	5.3	0.0	18.1	20.8
Idaho	100.0	76.2	0.6	1.1	18.5	0.2	0.0	3.4
Illinois	100.0	62.9	14.4	1.8	18.6	0.3	0.0	2.0
Indiana	100.0	86.9	4.5	1.9	5.0	0.0	0.0	1.8
Iowa	100.0	90.5	2.9	0.9	3.5	0.6	0.0	1.6
Kansas	100.0	79.4	6.0	1.4	9.9	0.2	0.0	3.1
Kentucky	100.0	89.1	5.8	0.4	0.6	0.1	0.0	4.0
Louisiana	100.0	51.3	40.9	0.5	3.9	0.7	0.0	2.6
Maine	100.0	95.7	0.3	0.2	1.4	0.2	0.0	2.1
Maryland	100.0	51.9	30.4	4.5	10.7	0.0	0.0	2.6
Massachusetts	100.0	77.4	6.7	3.0	9.9	0.0	0.0	3.0
Michigan	100.0	79.5	13.2	1.1	3.8	0.5	0.0	1.8
Minnesota	100.0	85.5	3.6	2.8	4.3	1.1	0.1	2.6
Mississippi	100.0	48.0	47.5	0.1	2.2	1.2	0.0	1.0
Missouri	100.0	83.1	9.2	0.7	2.3	0.1	0.1	4.6
Montana	100.0	80.6	0.0	0.2	5.7	6.8	0.0	6.6
Nebraska	100.0	76.9	5.9	2.0	11.9	0.8	0.0	2.5
Nevada	100.0	42.1	14.3	4.6	34.4	0.5	0.5	3.5
New Hampshire	100.0	94.7	0.0	1.1	3.1	0.0	0.0	1.1
New Jersey	100.0	62.7	12.6	3.0	19.3	0.0	0.1	2.3
New Mexico	100.0	20.9	0.1	1.1	64.3	12.2	0.0	1.3
New York	100.0	64.4	12.9	2.8	17.1	0.2	0.1	2.5
North Carolina	100.0	57.6	30.9	1.2	6.2	1.6	0.0	2.4
North Dakota	100.0	82.4	2.0	2.2	5.8	6.6	0.0	1.1
Ohio	100.0	84.8	10.1	0.7	2.5	0.2	0.0	1.7
Oklahoma	100.0	63.2	6.3	2.7	12.8	8.3	0.2	6.4
Oregon	100.0	77.7	1.3	2.6	12.1	1.0	0.1	5.2
Pennsylvania	100.0	80.5	10.9	1.2	6.2	0.2	0.0	1.0
Rhode Island	100.0	67.1	2.9	0.0	25.5	0.0	0.0	4.4
South Carolina	100.0	52.3	38.9	1.3	5.7	0.0	0.2	1.7
South Dakota	100.0	81.5	0.0	0.0	4.0	14.4	0.1	0.0
Tennessee	100.0	76.5	17.9	0.9	2.9	0.0	0.0	1.8
Texas	100.0	30.9	13.6	1.8	51.9	0.1	0.0	1.6
Utah	100.0	84.3	1.2	1.0	9.7	1.9	0.1	1.8
Vermont	100.0	98.0	0.3	0.0	0.0	0.0	0.0	1.7
Virginia	100.0	59.6	27.1	4.4	7.2	0.0	0.2	1.6
Washington	100.0	76.1	3.2	4.5	11.2	1.2	0.3	3.6
West Virginia	100.0	95.8	2.7	0.0	1.2	0.0	0.0	0.3
Wisconsin	100.0	79.6	7.1	1.7	8.5	0.6	0.1	2.4
Wyoming	100.0	77.2	0.0	1.6	14.4	3.1	0.0	3.7

Table 3-6a (Counts)
Educational Attainment
K-12 ESP Work Force by State, 2021

	All K-12 ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	2,298,937	160,253	778,898	608,008	292,287	459,491
Alabama	32,445	2,264	14,547	6,935	3,214	5,485
Alaska	7,001	476	2,506	2,601	493	925
Arizona	49,313	5,681	16,379	15,070	5,763	6,420
Arkansas	21,249	2,130	7,917	5,462	2,118	3,622
California	276,505	17,972	74,525	89,636	35,973	58,399
Colorado	37,960	1,983	11,051	10,885	4,081	9,960
Connecticut	23,451	1,152	7,797	4,503	2,932	7,067
Delaware	7,589	429	2,871	1,674	998	1,617
District of Columbia	4,886	475	1,244	2,021	352	794
Florida	109,534	6,249	41,951	26,411	14,473	20,450
Georgia	79,106	5,957	28,956	19,863	10,265	14,065
Hawaii	10,176	831	3,193	3,025	1,427	1,700
Idaho	13,742	769	4,674	4,617	1,559	2,123
Illinois	81,170	4,744	22,309	22,185	13,449	18,483
Indiana	44,072	2,275	17,174	10,866	4,393	9,364
Iowa	26,499	1,293	9,155	7,145	3,835	5,071
Kansas	30,012	2,435	8,267	9,739	3,886	5,685
Kentucky	36,541	909	16,415	8,874	5,004	5,339
Louisiana	32,011	3,563	14,050	8,602	2,626	3,170
Maine	9,458	357	3,918	2,089	1,522	1,572
Maryland	41,948	2,515	17,530	9,940	3,491	8,472
Massachusetts	47,393	2,873	13,626	9,792	5,920	15,182
Michigan	50,787	2,283	14,655	16,804	6,825	10,220
Minnesota	44,106	1,284	12,580	12,147	6,529	11,566
Mississippi	22,396	1,765	7,719	6,203	3,117	3,592
Missouri	38,581	2,330	13,793	8,883	4,955	8,620
Montana	9,106	433	3,843	2,725	571	1,534
Nebraska	17,308	1,105	5,540	4,977	2,101	3,585
Nevada	18,850	1,436	6,971	5,792	2,017	2,634
New Hampshire	9,959	203	2,929	2,058	1,628	3,141
New Jersey	71,009	4,322	24,270	15,023	6,779	20,615
New Mexico	18,100	2,018	5,885	5,318	2,561	2,318
New York	178,491	12,974	56,081	39,889	27,693	41,854
North Carolina	56,951	3,825	17,855	15,378	8,910	10,983
North Dakota	5,376	348	1,604	1,392	658	1,374
Ohio	73,239	3,370	31,562	17,705	9,883	10,719
Oklahoma	29,698	2,697	12,754	7,875	2,576	3,796
Oregon	28,941	1,140	6,807	10,087	3,487	7,420
Pennsylvania	66,739	2,946	30,247	12,402	7,721	13,423
Rhode Island	5,492	389	1,847	1,285	832	1,139
South Carolina	34,476	1,947	12,052	8,494	5,387	6,596
South Dakota	7,933	304	2,966	2,248	1,092	1,323
Tennessee	42,270	1,942	17,815	10,899	3,975	7,639
Texas	228,589	30,553	80,191	58,492	23,471	35,882
Utah	29,309	2,768	8,175	9,750	4,270	4,346
Vermont	5,282	71	2,080	927	775	1,429
Virginia	65,692	5,896	21,421	15,816	8,432	14,127
Washington	57,295	1,711	16,193	16,703	9,155	13,533
West Virginia	14,045	505	6,765	3,995	1,974	806
Wisconsin	38,793	1,766	11,323	10,658	6,109	8,937
Wyoming	8,063	590	2,920	2,148	1,030	1,375

Table 3-6b (Percentages)
Educational Attainment
K-12 ESP Work Force by State, 2021

	All K-12 ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	100.0%	7.0%	33.9%	26.4%	12.7%	20.0%
Alabama	100.0	7.0	44.8	21.4	9.9	16.9
Alaska	100.0	6.8	35.8	37.2	7.0	13.2
Arizona	100.0	11.5	33.2	30.6	11.7	13.0
Arkansas	100.0	10.0	37.3	25.7	10.0	17.0
California	100.0	6.5	27.0	32.4	13.0	21.1
Colorado	100.0	5.2	29.1	28.7	10.8	26.2
Connecticut	100.0	4.9	33.2	19.2	12.5	30.1
Delaware	100.0	5.7	37.8	22.1	13.2	21.3
District of Columbia	100.0	9.7	25.5	41.4	7.2	16.3
Florida	100.0	5.7	38.3	24.1	13.2	18.7
Georgia	100.0	7.5	36.6	25.1	13.0	17.8
Hawaii	100.0	8.2	31.4	29.7	14.0	16.7
Idaho	100.0	5.6	34.0	33.6	11.3	15.4
Illinois	100.0	5.8	27.5	27.3	16.6	22.8
Indiana	100.0	5.2	39.0	24.7	10.0	21.2
Iowa	100.0	4.9	34.5	27.0	14.5	19.1
Kansas	100.0	8.1	27.5	32.5	12.9	18.9
Kentucky	100.0	2.5	44.9	24.3	13.7	14.6
Louisiana	100.0	11.1	43.9	26.9	8.2	9.9
Maine	100.0	3.8	41.4	22.1	16.1	16.6
Maryland	100.0	6.0	41.8	23.7	8.3	20.2
Massachusetts	100.0	6.1	28.8	20.7	12.5	32.0
Michigan	100.0	4.5	28.9	33.1	13.4	20.1
Minnesota	100.0	2.9	28.5	27.5	14.8	26.2
Mississippi	100.0	7.9	34.5	27.7	13.9	16.0
Missouri	100.0	6.0	35.8	23.0	12.8	22.3
Montana	100.0	4.8	42.2	29.9	6.3	16.8
Nebraska	100.0	6.4	32.0	28.8	12.1	20.7
Nevada	100.0	7.6	37.0	30.7	10.7	14.0
New Hampshire	100.0	2.0	29.4	20.7	16.3	31.5
New Jersey	100.0	6.1	34.2	21.2	9.5	29.0
New Mexico	100.0	11.1	32.5	29.4	14.1	12.8
New York	100.0	7.3	31.4	22.3	15.5	23.4
North Carolina	100.0	6.7	31.4	27.0	15.6	19.3
North Dakota	100.0	6.5	29.8	25.9	12.2	25.6
Ohio	100.0	4.6	43.1	24.2	13.5	14.6
Oklahoma	100.0	9.1	42.9	26.5	8.7	12.8
Oregon	100.0	3.9	23.5	34.9	12.0	25.6
Pennsylvania	100.0	4.4	45.3	18.6	11.6	20.1
Rhode Island	100.0	7.1	33.6	23.4	15.1	20.7
South Carolina	100.0	5.6	35.0	24.6	15.6	19.1
South Dakota	100.0	3.8	37.4	28.3	13.8	16.7
Tennessee	100.0	4.6	42.1	25.8	9.4	18.1
Texas	100.0	13.4	35.1	25.6	10.3	15.7
Utah	100.0	9.4	27.9	33.3	14.6	14.8
Vermont	100.0	1.3	39.4	17.6	14.7	27.1
Virginia	100.0	9.0	32.6	24.1	12.8	21.5
Washington	100.0	3.0	28.3	29.2	16.0	23.6
West Virginia	100.0	3.6	48.2	28.4	14.1	5.7
Wisconsin	100.0	4.6	29.2	27.5	15.7	23.0
Wyoming	100.0	7.3	36.2	26.6	12.8	17.1

Table 3-7a (Counts)

Household Total Income

K-12 ESP Work Force by State, 2021

	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	2,298,937	40,120	87,083	114,381	131,744	153,113	303,043	1,464,795	4,658	\$114,579
Alabama	32,445	576	2,096	2,387	2,275	2,481	4,258	18,278	94	92,647
Alaska	7,001	79	226	186	230	309	1,270	4,701	0	133,003
Arizona	49,313	1,085	1,906	2,567	2,633	3,528	7,791	29,803	0	104,621
Arkansas	21,249	848	1,732	945	1,684	1,792	3,826	10,422	0	91,429
California	276,505	2,822	6,706	9,011	11,219	13,672	33,290	199,113	672	132,871
Colorado	37,960	424	1,023	1,637	2,232	2,798	4,077	25,740	29	123,866
Connecticut	23,451	284	475	614	840	1,199	2,555	17,400	84	140,164
Delaware	7,589	50	553	65	315	373	890	5,343	0	118,581
District of Columbia	4,886	20	184	79	51	211	884	3,282	175	131,410
Florida	109,534	2,143	4,957	7,134	8,323	8,950	15,299	62,724	4	97,207
Georgia	79,106	2,928	4,133	6,495	5,133	6,439	12,715	40,759	504	96,918
Hawaii	10,176	39	115	458	493	518	1,189	7,320	44	150,278
Idaho	13,742	378	523	531	1,041	1,013	2,044	8,048	164	104,023
Illinois	81,170	991	2,512	4,259	5,252	4,899	9,146	54,098	13	118,973
Indiana	44,072	866	1,786	1,886	2,582	2,508	6,482	27,833	129	107,465
Iowa	26,499	434	933	1,393	1,589	2,099	3,927	16,124	0	99,276
Kansas	30,012	797	1,233	1,461	2,101	2,773	4,577	16,929	141	95,403
Kentucky	36,541	1,260	1,780	2,695	2,355	2,391	6,167	19,819	74	91,390
Louisiana	32,011	1,159	2,938	2,241	3,235	2,164	5,330	14,944	0	83,303
Maine	9,458	284	1,130	205	738	566	1,011	5,455	69	96,714
Maryland	41,948	972	512	1,902	1,996	2,334	4,851	29,248	133	133,322
Massachusetts	47,393	791	883	1,764	1,559	2,325	4,078	35,343	650	147,707
Michigan	50,787	1,131	2,228	2,486	3,011	3,042	6,583	32,260	46	113,226
Minnesota	44,106	172	1,125	1,994	2,515	2,420	4,180	31,594	106	123,008
Mississippi	22,396	633	2,812	2,087	2,710	1,890	3,275	8,989	0	76,306
Missouri	38,581	827	1,407	3,183	2,835	3,382	4,493	22,454	0	95,206
Montana	9,106	56	123	789	390	987	1,675	5,086	0	97,766
Nebraska	17,308	306	627	1,001	1,060	1,006	2,611	10,479	218	105,793
Nevada	18,850	163	316	746	1,246	1,167	2,505	12,707	0	113,392
New Hampshire	9,959	0	223	299	363	419	1,249	7,396	10	135,887
New Jersey	71,009	566	1,273	1,865	2,679	2,862	6,658	55,067	39	146,367
New Mexico	18,100	292	1,899	1,157	950	2,030	2,550	9,222	0	87,496
New York	178,491	2,886	4,104	5,575	8,037	11,621	19,722	126,350	196	137,660
North Carolina	56,951	1,792	2,088	5,168	4,183	5,946	8,157	29,568	49	93,977
North Dakota	5,376	274	152	175	540	201	484	3,523	27	137,349
Ohio	73,239	568	2,925	2,895	5,195	4,493	10,258	46,905	0	107,074
Oklahoma	29,698	311	1,670	2,062	2,402	2,417	5,466	15,370	0	91,954
Oregon	28,941	357	959	1,696	1,528	1,984	2,898	19,510	9	119,437
Pennsylvania	66,739	1,766	1,858	2,916	3,807	4,794	8,480	43,036	82	109,739
Rhode Island	5,492	116	126	125	80	315	738	3,992	0	122,057
South Carolina	34,476	877	1,730	1,989	2,870	3,285	5,518	18,142	65	96,216
South Dakota	7,933	7	388	419	411	907	1,664	4,126	11	91,569
Tennessee	42,270	904	1,636	2,665	2,665	2,930	6,663	24,670	137	98,675
Texas	228,589	3,974	11,243	13,692	14,949	17,424	31,666	135,360	281	103,054
Utah	29,309	542	1,050	722	1,004	1,379	3,346	21,209	57	126,232
Vermont	5,282	224	164	85	588	396	809	3,016	0	98,492
Virginia	65,692	923	2,808	4,733	2,865	3,787	8,341	42,209	26	121,665
Washington	57,295	401	1,500	1,503	2,102	2,839	8,245	40,663	42	131,367
West Virginia	14,045	126	371	656	965	1,370	2,387	8,170	0	98,143
Wisconsin	38,793	630	1,514	1,666	1,524	1,881	5,318	25,982	278	111,010
Wyoming	8,063	66	428	117	394	597	1,447	5,014	0	101,928

* Not Ascertained. Not included in the percentage calculations.

Table 3-7b (Percentages)
Household Total Income
K-12 ESP Work Force by State, 2021

	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%	1.7%	3.8%	5.0%	5.7%	6.7%	13.2%	63.8%
Alabama	100.0	1.8	6.5	7.4	7.0	7.7	13.2	56.5
Alaska	100.0	1.1	3.2	2.7	3.3	4.4	18.1	67.1
Arizona	100.0	2.2	3.9	5.2	5.3	7.2	15.8	60.4
Arkansas	100.0	4.0	8.2	4.4	7.9	8.4	18.0	49.0
California	100.0	1.0	2.4	3.3	4.1	5.0	12.1	72.2
Colorado	100.0	1.1	2.7	4.3	5.9	7.4	10.7	67.9
Connecticut	100.0	1.2	2.0	2.6	3.6	5.1	10.9	74.5
Delaware	100.0	0.7	7.3	0.9	4.2	4.9	11.7	70.4
District of Columbia	100.0	0.4	3.9	1.7	1.1	4.5	18.8	69.7
Florida	100.0	2.0	4.5	6.5	7.6	8.2	14.0	57.3
Georgia	100.0	3.7	5.3	8.3	6.5	8.2	16.2	51.9
Hawaii	100.0	0.4	1.1	4.5	4.9	5.1	11.7	72.2
Idaho	100.0	2.8	3.9	3.9	7.7	7.5	15.1	59.3
Illinois	100.0	1.2	3.1	5.2	6.5	6.0	11.3	66.7
Indiana	100.0	2.0	4.1	4.3	5.9	5.7	14.8	63.3
Iowa	100.0	1.6	3.5	5.3	6.0	7.9	14.8	60.8
Kansas	100.0	2.7	4.1	4.9	7.0	9.3	15.3	56.7
Kentucky	100.0	3.5	4.9	7.4	6.5	6.6	16.9	54.3
Louisiana	100.0	3.6	9.2	7.0	10.1	6.8	16.7	46.7
Maine	100.0	3.0	12.0	2.2	7.9	6.0	10.8	58.1
Maryland	100.0	2.3	1.2	4.5	4.8	5.6	11.6	69.9
Massachusetts	100.0	1.7	1.9	3.8	3.3	5.0	8.7	75.6
Michigan	100.0	2.2	4.4	4.9	5.9	6.0	13.0	63.6
Minnesota	100.0	0.4	2.6	4.5	5.7	5.5	9.5	71.8
Mississippi	100.0	2.8	12.6	9.3	12.1	8.4	14.6	40.1
Missouri	100.0	2.1	3.6	8.3	7.3	8.8	11.6	58.2
Montana	100.0	0.6	1.4	8.7	4.3	10.8	18.4	55.9
Nebraska	100.0	1.8	3.7	5.9	6.2	5.9	15.3	61.3
Nevada	100.0	0.9	1.7	4.0	6.6	6.2	13.3	67.4
New Hampshire	100.0	0.0	2.2	3.0	3.6	4.2	12.6	74.3
New Jersey	100.0	0.8	1.8	2.6	3.8	4.0	9.4	77.6
New Mexico	100.0	1.6	10.5	6.4	5.2	11.2	14.1	51.0
New York	100.0	1.6	2.3	3.1	4.5	6.5	11.1	70.9
North Carolina	100.0	3.1	3.7	9.1	7.4	10.4	14.3	52.0
North Dakota	100.0	5.1	2.8	3.3	10.1	3.8	9.0	65.9
Ohio	100.0	0.8	4.0	4.0	7.1	6.1	14.0	64.0
Oklahoma	100.0	1.0	5.6	6.9	8.1	8.1	18.4	51.8
Oregon	100.0	1.2	3.3	5.9	5.3	6.9	10.0	67.4
Pennsylvania	100.0	2.6	2.8	4.4	5.7	7.2	12.7	64.6
Rhode Island	100.0	2.1	2.3	2.3	1.5	5.7	13.4	72.7
South Carolina	100.0	2.5	5.0	5.8	8.3	9.5	16.0	52.7
South Dakota	100.0	0.1	4.9	5.3	5.2	11.4	21.0	52.1
Tennessee	100.0	2.1	3.9	6.3	6.3	7.0	15.8	58.6
Texas	100.0	1.7	4.9	6.0	6.5	7.6	13.9	59.3
Utah	100.0	1.9	3.6	2.5	3.4	4.7	11.4	72.5
Vermont	100.0	4.2	3.1	1.6	11.1	7.5	15.3	57.1
Virginia	100.0	1.4	4.3	7.2	4.4	5.8	12.7	64.3
Washington	100.0	0.7	2.6	2.6	3.7	5.0	14.4	71.0
West Virginia	100.0	0.9	2.6	4.7	6.9	9.8	17.0	58.2
Wisconsin	100.0	1.6	3.9	4.3	4.0	4.9	13.8	67.5
Wyoming	100.0	0.8	5.3	1.5	4.9	7.4	17.9	62.2

Table 3-8a (Counts)
Poverty Status
K-12 ESP Work Force by State, 2021

	All K-12 ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+	N.A.*
United States	2,298,937	131,277	162,641	193,946	429,644	406,276	971,204	3,949
Alabama	32,445	2,414	2,650	2,910	6,784	6,096	11,532	59
Alaska	7,001	505	330	873	1,632	813	2,848	0
Arizona	49,313	3,265	5,029	5,410	10,477	8,917	16,215	0
Arkansas	21,249	1,946	2,275	2,345	4,531	3,287	6,865	0
California	276,505	12,302	17,577	21,424	50,272	51,039	123,413	478
Colorado	37,960	1,674	2,174	3,101	7,212	6,840	16,930	29
Connecticut	23,451	718	772	1,271	3,178	3,187	14,298	27
Delaware	7,589	448	573	470	1,451	1,273	3,374	0
District of Columbia	4,886	91	194	163	531	1,096	2,636	175
Florida	109,534	7,659	11,604	10,159	25,038	20,013	35,057	4
Georgia	79,106	6,887	6,017	7,654	18,192	13,160	26,692	504
Hawaii	10,176	366	616	428	1,888	1,614	5,220	44
Idaho	13,742	880	1,859	1,555	3,099	1,984	4,201	164
Illinois	81,170	3,286	5,545	6,086	14,585	13,847	37,808	13
Indiana	44,072	2,836	2,869	2,637	7,596	8,117	20,017	0
Iowa	26,499	2,032	1,981	2,077	5,307	5,223	9,879	0
Kansas	30,012	2,264	2,249	3,244	6,367	5,871	9,876	141
Kentucky	36,541	2,720	3,637	3,524	8,013	7,632	10,941	74
Louisiana	32,011	4,089	2,793	4,447	5,692	6,528	8,462	0
Maine	9,458	574	1,376	696	1,876	1,934	2,933	69
Maryland	41,948	2,184	1,749	2,927	6,478	6,241	22,247	122
Massachusetts	47,393	2,149	1,879	2,376	6,126	7,526	26,687	650
Michigan	50,787	2,986	3,568	3,619	9,472	8,900	22,230	12
Minnesota	44,106	1,955	2,362	3,399	6,858	7,291	22,175	66
Mississippi	22,396	3,401	2,762	3,250	4,552	3,162	5,269	0
Missouri	38,581	2,634	2,524	4,179	8,410	7,961	12,873	0
Montana	9,106	531	585	740	2,184	1,794	3,272	0
Nebraska	17,308	974	1,679	1,068	2,747	3,362	7,266	212
Nevada	18,850	721	1,302	1,451	3,551	4,173	7,652	0
New Hampshire	9,959	368	332	470	1,926	1,668	5,185	10
New Jersey	71,009	2,179	2,451	3,018	9,082	9,997	44,243	39
New Mexico	18,100	1,240	3,026	1,909	3,494	3,246	5,185	0
New York	178,491	7,068	7,981	11,435	28,045	29,248	94,518	196
North Carolina	56,951	3,891	4,604	6,220	12,543	10,520	19,124	49
North Dakota	5,376	546	148	381	1,050	947	2,277	27
Ohio	73,239	3,243	4,199	5,124	13,959	13,623	33,091	0
Oklahoma	29,698	1,734	3,318	3,100	7,174	5,407	8,965	0
Oregon	28,941	1,973	1,164	3,071	4,987	4,362	13,384	0
Pennsylvania	66,739	3,984	3,442	4,871	10,946	12,872	30,545	79
Rhode Island	5,492	299	207	219	755	1,067	2,945	0
South Carolina	34,476	2,027	2,659	4,110	7,581	6,356	11,678	65
South Dakota	7,933	235	681	1,323	1,603	1,545	2,535	11
Tennessee	42,270	2,654	2,861	4,320	9,078	7,472	15,748	137
Texas	228,589	15,757	22,885	23,821	46,167	39,120	80,613	226
Utah	29,309	1,664	1,627	2,600	4,784	5,369	13,208	57
Vermont	5,282	341	189	391	983	1,166	2,212	0
Virginia	65,692	2,762	4,321	5,753	10,966	11,311	30,553	26
Washington	57,295	2,045	2,614	3,949	8,286	10,228	30,173	0
West Virginia	14,045	425	770	1,089	3,724	3,155	4,882	0
Wisconsin	38,793	2,051	2,045	2,502	6,806	7,281	17,924	184
Wyoming	8,063	300	587	787	1,606	1,435	3,348	0

* Not Ascertained. Not included in the percentage calculations.

Table 3-8b (Percentages)

Poverty Status

K-12 ESP Work Force by State, 2021

	All K-12 ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+
United States	100.0%	5.7%	7.1%	8.5%	18.7%	17.7%	42.3%
Alabama	100.0	7.5	8.2	9.0	20.9	18.8	35.6
Alaska	100.0	7.2	4.7	12.5	23.3	11.6	40.7
Arizona	100.0	6.6	10.2	11.0	21.2	18.1	32.9
Arkansas	100.0	9.2	10.7	11.0	21.3	15.5	32.3
California	100.0	4.5	6.4	7.8	18.2	18.5	44.7
Colorado	100.0	4.4	5.7	8.2	19.0	18.0	44.6
Connecticut	100.0	3.1	3.3	5.4	13.6	13.6	61.0
Delaware	100.0	5.9	7.6	6.2	19.1	16.8	44.5
District of Columbia	100.0	1.9	4.1	3.5	11.3	23.3	56.0
Florida	100.0	7.0	10.6	9.3	22.9	18.3	32.0
Georgia	100.0	8.8	7.7	9.7	23.1	16.7	34.0
Hawaii	100.0	3.6	6.1	4.2	18.6	15.9	51.5
Idaho	100.0	6.5	13.7	11.5	22.8	14.6	30.9
Illinois	100.0	4.0	6.8	7.5	18.0	17.1	46.6
Indiana	100.0	6.4	6.5	6.0	17.2	18.4	45.4
Iowa	100.0	7.7	7.5	7.8	20.0	19.7	37.3
Kansas	100.0	7.6	7.5	10.9	21.3	19.7	33.1
Kentucky	100.0	7.5	10.0	9.7	22.0	20.9	30.0
Louisiana	100.0	12.8	8.7	13.9	17.8	20.4	26.4
Maine	100.0	6.1	14.7	7.4	20.0	20.6	31.2
Maryland	100.0	5.2	4.2	7.0	15.5	14.9	53.2
Massachusetts	100.0	4.6	4.0	5.1	13.1	16.1	57.1
Michigan	100.0	5.9	7.0	7.1	18.7	17.5	43.8
Minnesota	100.0	4.4	5.4	7.7	15.6	16.6	50.4
Mississippi	100.0	15.2	12.3	14.5	20.3	14.1	23.5
Missouri	100.0	6.8	6.5	10.8	21.8	20.6	33.4
Montana	100.0	5.8	6.4	8.1	24.0	19.7	35.9
Nebraska	100.0	5.7	9.8	6.2	16.1	19.7	42.5
Nevada	100.0	3.8	6.9	7.7	18.8	22.1	40.6
New Hampshire	100.0	3.7	3.3	4.7	19.4	16.8	52.1
New Jersey	100.0	3.1	3.5	4.3	12.8	14.1	62.3
New Mexico	100.0	6.9	16.7	10.5	19.3	17.9	28.6
New York	100.0	4.0	4.5	6.4	15.7	16.4	53.0
North Carolina	100.0	6.8	8.1	10.9	22.0	18.5	33.6
North Dakota	100.0	10.2	2.8	7.1	19.6	17.7	42.6
Ohio	100.0	4.4	5.7	7.0	19.1	18.6	45.2
Oklahoma	100.0	5.8	11.2	10.4	24.2	18.2	30.2
Oregon	100.0	6.8	4.0	10.6	17.2	15.1	46.2
Pennsylvania	100.0	6.0	5.2	7.3	16.4	19.3	45.8
Rhode Island	100.0	5.4	3.8	4.0	13.7	19.4	53.6
South Carolina	100.0	5.9	7.7	11.9	22.0	18.5	33.9
South Dakota	100.0	3.0	8.6	16.7	20.2	19.5	32.0
Tennessee	100.0	6.3	6.8	10.3	21.5	17.7	37.4
Texas	100.0	6.9	10.0	10.4	20.2	17.1	35.3
Utah	100.0	5.7	5.6	8.9	16.4	18.4	45.2
Vermont	100.0	6.5	3.6	7.4	18.6	22.1	41.9
Virginia	100.0	4.2	6.6	8.8	16.7	17.2	46.5
Washington	100.0	3.6	4.6	6.9	14.5	17.9	52.7
West Virginia	100.0	3.0	5.5	7.8	26.5	22.5	34.8
Wisconsin	100.0	5.3	5.3	6.5	17.6	18.9	46.4
Wyoming	100.0	3.7	7.3	9.8	19.9	17.8	41.5

Table 3-9a (Counts)

Marital Status

K-12 ESP Work Force by State, 2021

	All K-12 ESP	Married	Widowed, Divorced, Separated	Single
United States	2,298,937	1,380,473	407,027	511,437
Alabama	32,445	21,430	5,619	5,396
Alaska	7,001	4,155	716	2,130
Arizona	49,313	27,230	8,434	13,649
Arkansas	21,249	13,524	4,603	3,122
California	276,505	148,144	43,042	85,319
Colorado	37,960	23,013	7,300	7,647
Connecticut	23,451	13,803	4,021	5,627
Delaware	7,589	4,542	1,215	1,832
District of Columbia	4,886	1,191	666	3,029
Florida	109,534	61,728	24,103	23,703
Georgia	79,106	44,708	16,307	18,091
Hawaii	10,176	5,482	1,539	3,155
Idaho	13,742	8,855	2,249	2,638
Illinois	81,170	49,782	13,215	18,173
Indiana	44,072	30,377	7,539	6,156
Iowa	26,499	16,287	3,965	6,247
Kansas	30,012	19,060	4,397	6,555
Kentucky	36,541	25,613	6,109	4,819
Louisiana	32,011	17,879	7,215	6,917
Maine	9,458	5,276	1,810	2,372
Maryland	41,948	22,804	7,973	11,171
Massachusetts	47,393	28,318	7,280	11,795
Michigan	50,787	32,383	8,749	9,655
Minnesota	44,106	28,109	5,210	10,787
Mississippi	22,396	11,691	5,022	5,683
Missouri	38,581	24,324	6,957	7,300
Montana	9,106	5,032	2,217	1,857
Nebraska	17,308	12,021	2,007	3,280
Nevada	18,850	9,977	4,361	4,512
New Hampshire	9,959	6,711	1,751	1,497
New Jersey	71,009	44,308	11,473	15,228
New Mexico	18,100	10,377	3,372	4,351
New York	178,491	102,425	31,196	44,870
North Carolina	56,951	32,420	12,650	11,881
North Dakota	5,376	3,497	716	1,163
Ohio	73,239	49,548	11,880	11,811
Oklahoma	29,698	18,711	6,182	4,805
Oregon	28,941	18,452	5,489	5,000
Pennsylvania	66,739	41,521	12,084	13,134
Rhode Island	5,492	3,042	750	1,700
South Carolina	34,476	20,890	6,369	7,217
South Dakota	7,933	4,841	1,351	1,741
Tennessee	42,270	26,863	7,526	7,881
Texas	228,589	138,187	45,737	44,665
Utah	29,309	18,387	3,373	7,549
Vermont	5,282	3,301	939	1,042
Virginia	65,692	39,339	12,611	13,742
Washington	57,295	38,302	9,275	9,718
West Virginia	14,045	9,910	2,754	1,381
Wisconsin	38,793	27,578	4,193	7,022
Wyoming	8,063	5,125	1,516	1,422

Table 3-9b (Percentages)

Marital Status

K-12 ESP Work Force by State, 2021

	All K-12 ESP	Married	Widowed, Divorced, Separated	Single
United States	100.0%	60.0%	17.7%	22.2%
Alabama	100.0	66.1	17.3	16.6
Alaska	100.0	59.3	10.2	30.4
Arizona	100.0	55.2	17.1	27.7
Arkansas	100.0	63.6	21.7	14.7
California	100.0	53.6	15.6	30.9
Colorado	100.0	60.6	19.2	20.1
Connecticut	100.0	58.9	17.1	24.0
Delaware	100.0	59.8	16.0	24.1
District of Columbia	100.0	24.4	13.6	62.0
Florida	100.0	56.4	22.0	21.6
Georgia	100.0	56.5	20.6	22.9
Hawaii	100.0	53.9	15.1	31.0
Idaho	100.0	64.4	16.4	19.2
Illinois	100.0	61.3	16.3	22.4
Indiana	100.0	68.9	17.1	14.0
Iowa	100.0	61.5	15.0	23.6
Kansas	100.0	63.5	14.7	21.8
Kentucky	100.0	70.1	16.7	13.2
Louisiana	100.0	55.9	22.5	21.6
Maine	100.0	55.8	19.1	25.1
Maryland	100.0	54.4	19.0	26.6
Massachusetts	100.0	59.8	15.4	24.9
Michigan	100.0	63.8	17.2	19.0
Minnesota	100.0	63.7	11.8	24.5
Mississippi	100.0	52.2	22.4	25.4
Missouri	100.0	63.0	18.0	18.9
Montana	100.0	55.3	24.3	20.4
Nebraska	100.0	69.5	11.6	19.0
Nevada	100.0	52.9	23.1	23.9
New Hampshire	100.0	67.4	17.6	15.0
New Jersey	100.0	62.4	16.2	21.4
New Mexico	100.0	57.3	18.6	24.0
New York	100.0	57.4	17.5	25.1
North Carolina	100.0	56.9	22.2	20.9
North Dakota	100.0	65.0	13.3	21.6
Ohio	100.0	67.7	16.2	16.1
Oklahoma	100.0	63.0	20.8	16.2
Oregon	100.0	63.8	19.0	17.3
Pennsylvania	100.0	62.2	18.1	19.7
Rhode Island	100.0	55.4	13.7	31.0
South Carolina	100.0	60.6	18.5	20.9
South Dakota	100.0	61.0	17.0	21.9
Tennessee	100.0	63.6	17.8	18.6
Texas	100.0	60.5	20.0	19.5
Utah	100.0	62.7	11.5	25.8
Vermont	100.0	62.5	17.8	19.7
Virginia	100.0	59.9	19.2	20.9
Washington	100.0	66.9	16.2	17.0
West Virginia	100.0	70.6	19.6	9.8
Wisconsin	100.0	71.1	10.8	18.1
Wyoming	100.0	63.6	18.8	17.6

Table 3-10a (Counts)
Household Relationship
K-12 ESP Work Force by State, 2021

	All K-12 ESP	Head	Spouse	Child/Other*
United States	2,298,937	1,136,653	692,375	469,909
Alabama	32,445	17,106	10,374	4,965
Alaska	7,001	3,119	1,607	2,275
Arizona	49,313	23,415	11,701	14,197
Arkansas	21,249	12,347	6,122	2,780
California	276,505	123,046	69,529	83,930
Colorado	37,960	18,959	10,490	8,511
Connecticut	23,451	11,479	7,046	4,926
Delaware	7,589	4,060	2,459	1,070
District of Columbia	4,886	2,424	522	1,940
Florida	109,534	54,463	28,566	26,505
Georgia	79,106	41,813	22,896	14,397
Hawaii	10,176	3,981	2,430	3,765
Idaho	13,742	6,167	4,329	3,246
Illinois	81,170	39,591	26,681	14,898
Indiana	44,072	22,164	16,139	5,769
Iowa	26,499	13,431	8,974	4,094
Kansas	30,012	14,192	10,759	5,061
Kentucky	36,541	19,413	12,018	5,110
Louisiana	32,011	16,993	8,628	6,390
Maine	9,458	5,577	2,139	1,742
Maryland	41,948	20,272	11,937	9,739
Massachusetts	47,393	21,771	14,646	10,976
Michigan	50,787	26,906	16,791	7,090
Minnesota	44,106	21,398	14,546	8,162
Mississippi	22,396	11,736	6,020	4,640
Missouri	38,581	19,148	13,470	5,963
Montana	9,106	4,338	2,713	2,055
Nebraska	17,308	8,599	6,434	2,275
Nevada	18,850	8,979	4,802	5,069
New Hampshire	9,959	4,405	3,651	1,903
New Jersey	71,009	35,057	22,837	13,115
New Mexico	18,100	9,074	5,616	3,410
New York	178,491	88,381	51,102	39,008
North Carolina	56,951	30,687	16,359	9,905
North Dakota	5,376	2,723	1,872	781
Ohio	73,239	36,702	27,479	9,058
Oklahoma	29,698	14,276	9,964	5,458
Oregon	28,941	15,877	8,712	4,352
Pennsylvania	66,739	34,797	21,782	10,160
Rhode Island	5,492	2,482	1,557	1,453
South Carolina	34,476	18,667	10,472	5,337
South Dakota	7,933	4,324	2,686	923
Tennessee	42,270	22,242	12,896	7,132
Texas	228,589	111,159	69,697	47,733
Utah	29,309	10,849	9,781	8,679
Vermont	5,282	2,796	1,604	882
Virginia	65,692	33,661	20,570	11,461
Washington	57,295	30,154	18,143	8,998
West Virginia	14,045	8,295	4,049	1,701
Wisconsin	38,793	19,409	13,814	5,570
Wyoming	8,063	3,749	2,964	1,350

*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, 2021

	All K-12 ESP	Head	Spouse	Child/Other*
United States	100.0%	49.4%	30.1%	20.4%
Alabama	100.0	52.7	32.0	15.3
Alaska	100.0	44.6	23.0	32.5
Arizona	100.0	47.5	23.7	28.8
Arkansas	100.0	58.1	28.8	13.1
California	100.0	44.5	25.1	30.4
Colorado	100.0	49.9	27.6	22.4
Connecticut	100.0	48.9	30.0	21.0
Delaware	100.0	53.5	32.4	14.1
District of Columbia	100.0	49.6	10.7	39.7
Florida	100.0	49.7	26.1	24.2
Georgia	100.0	52.9	28.9	18.2
Hawaii	100.0	39.1	23.9	37.0
Idaho	100.0	44.9	31.5	23.6
Illinois	100.0	48.8	32.9	18.4
Indiana	100.0	50.3	36.6	13.1
Iowa	100.0	50.7	33.9	15.4
Kansas	100.0	47.3	35.8	16.9
Kentucky	100.0	53.1	32.9	14.0
Louisiana	100.0	53.1	27.0	20.0
Maine	100.0	59.0	22.6	18.4
Maryland	100.0	48.3	28.5	23.2
Massachusetts	100.0	45.9	30.9	23.2
Michigan	100.0	53.0	33.1	14.0
Minnesota	100.0	48.5	33.0	18.5
Mississippi	100.0	52.4	26.9	20.7
Missouri	100.0	49.6	34.9	15.5
Montana	100.0	47.6	29.8	22.6
Nebraska	100.0	49.7	37.2	13.1
Nevada	100.0	47.6	25.5	26.9
New Hampshire	100.0	44.2	36.7	19.1
New Jersey	100.0	49.4	32.2	18.5
New Mexico	100.0	50.1	31.0	18.8
New York	100.0	49.5	28.6	21.9
North Carolina	100.0	53.9	28.7	17.4
North Dakota	100.0	50.7	34.8	14.5
Ohio	100.0	50.1	37.5	12.4
Oklahoma	100.0	48.1	33.6	18.4
Oregon	100.0	54.9	30.1	15.0
Pennsylvania	100.0	52.1	32.6	15.2
Rhode Island	100.0	45.2	28.4	26.5
South Carolina	100.0	54.1	30.4	15.5
South Dakota	100.0	54.5	33.9	11.6
Tennessee	100.0	52.6	30.5	16.9
Texas	100.0	48.6	30.5	20.9
Utah	100.0	37.0	33.4	29.6
Vermont	100.0	52.9	30.4	16.7
Virginia	100.0	51.2	31.3	17.4
Washington	100.0	52.6	31.7	15.7
West Virginia	100.0	59.1	28.8	12.1
Wisconsin	100.0	50.0	35.6	14.4
Wyoming	100.0	46.5	36.8	16.7

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

**Demographics by
Career Family
K-12 ESP****Demographics of the 2021 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, 25 percent or less of any career family is under 35 years old, and at least 39 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.
- Ninety-six percent of technical services and skilled trades and 92 percent of clerical services K-12 ESP have household incomes of \$45,000 or higher, compared to 73 percent of food services K-12 ESP.
- In every career family at least 66 percent of K-12 ESP have household incomes twice the poverty level or higher; however, 11 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 17 percent; the lowest shares are among technical services, at five 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 69 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 28 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 83 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: 2021

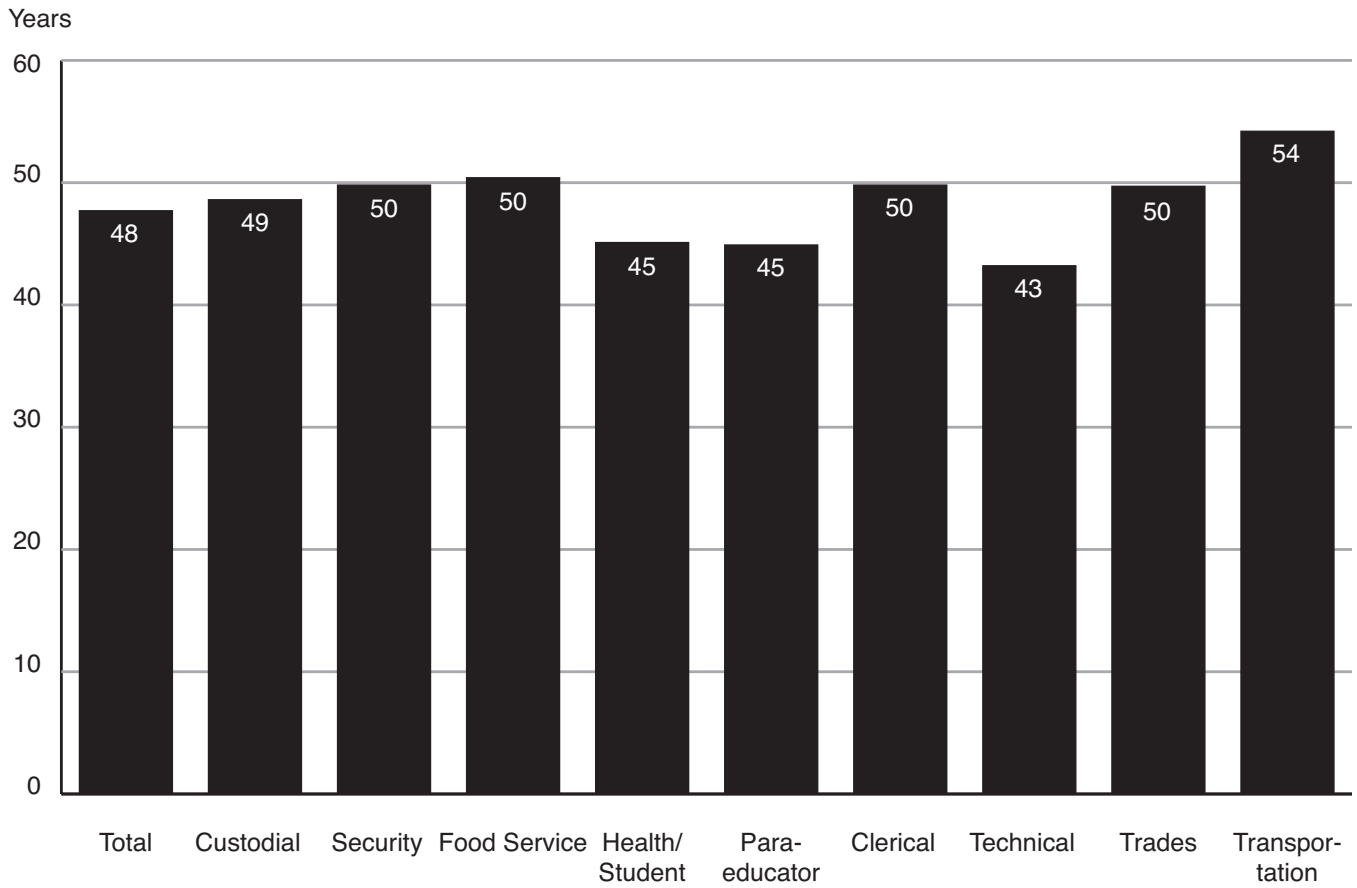


Figure 4-2
Distribution of the Career Families of the K-12 ESP Work Force,
by Sex: 2021

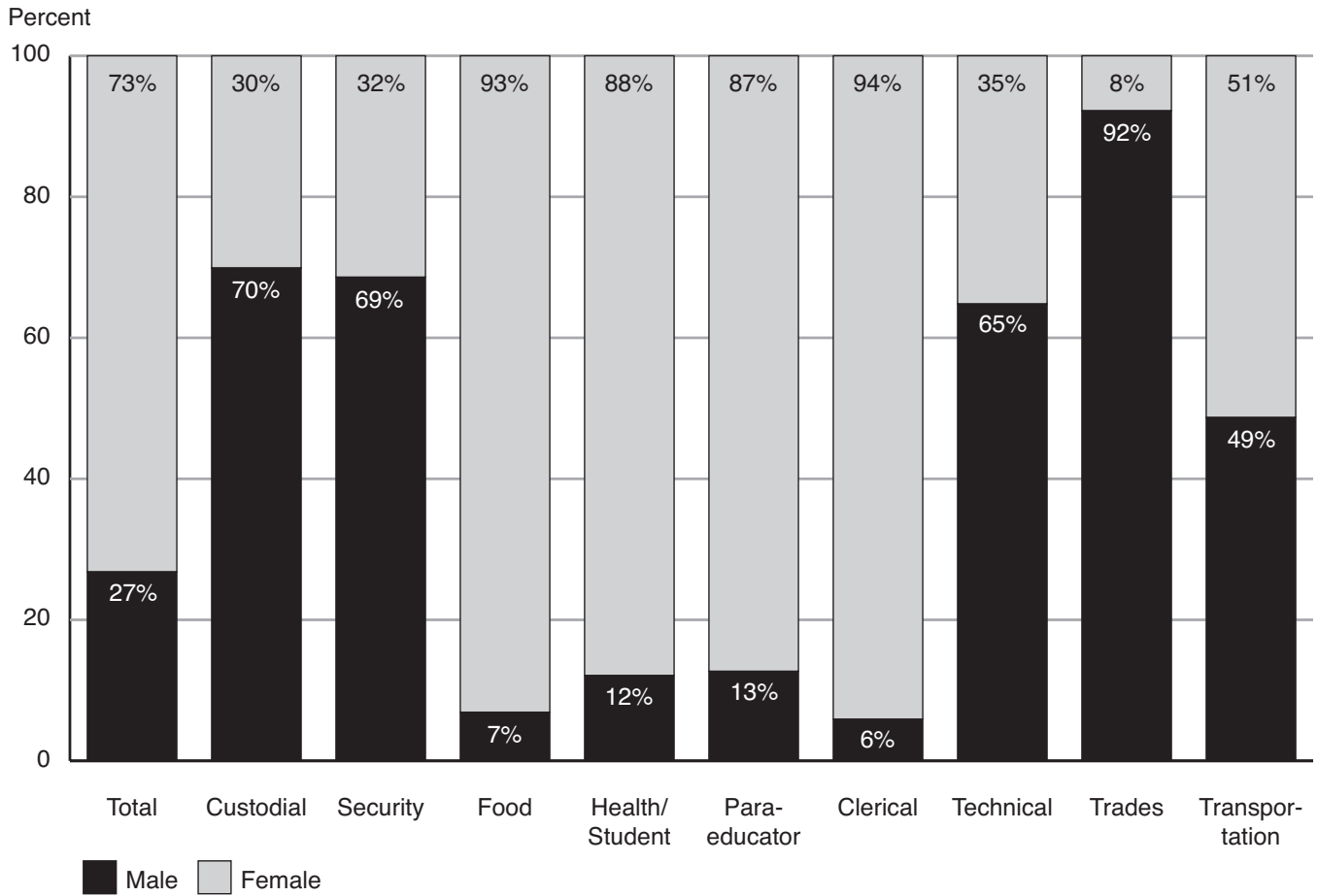


Figure 4-3
Educational Attainment of the K-12 ESP Work Force,
by Career Family: 2021

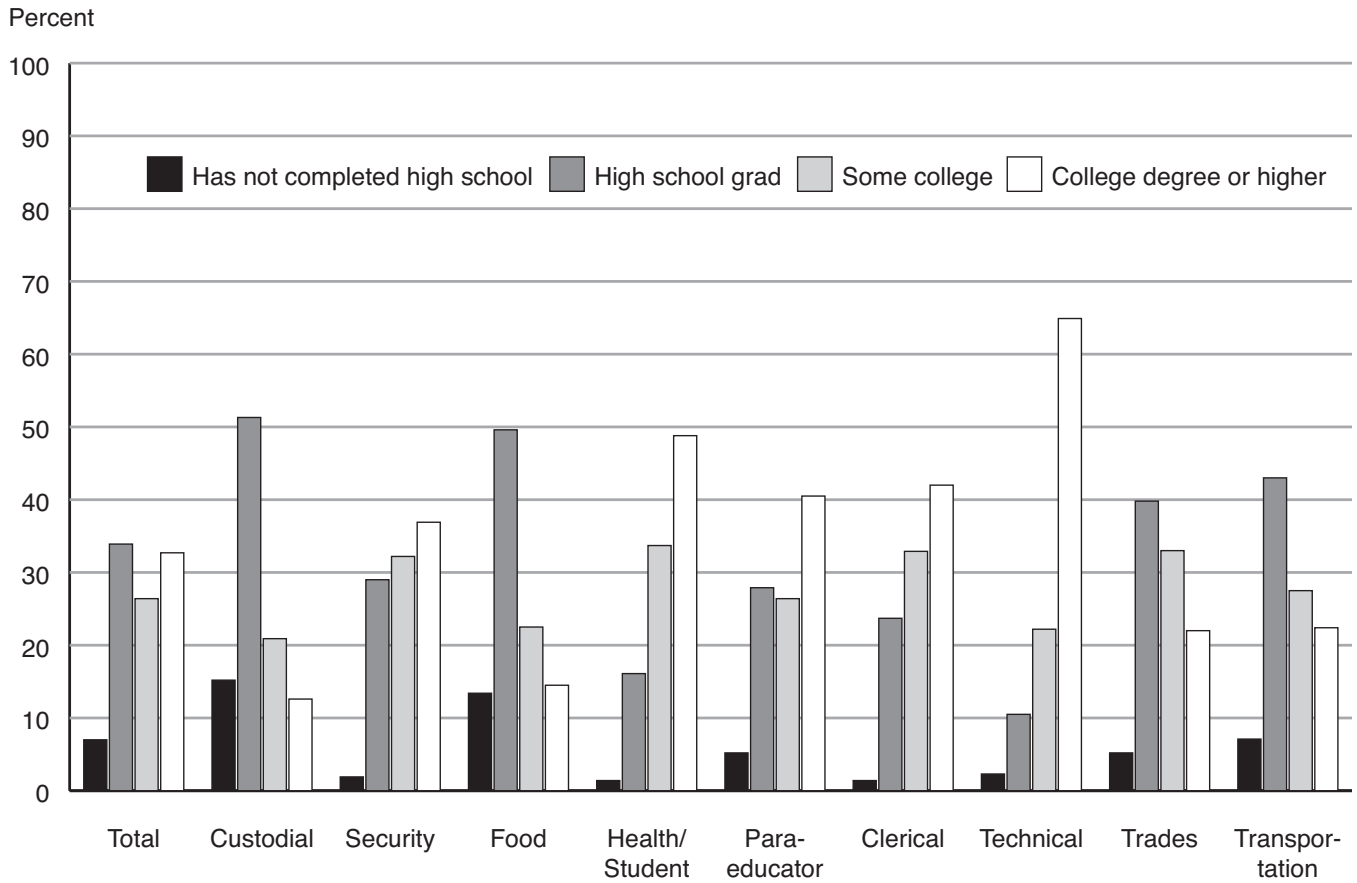


Figure 4-4
Hours Worked per Week for the K-12 ESP Work Force,
by Career Family: 2021

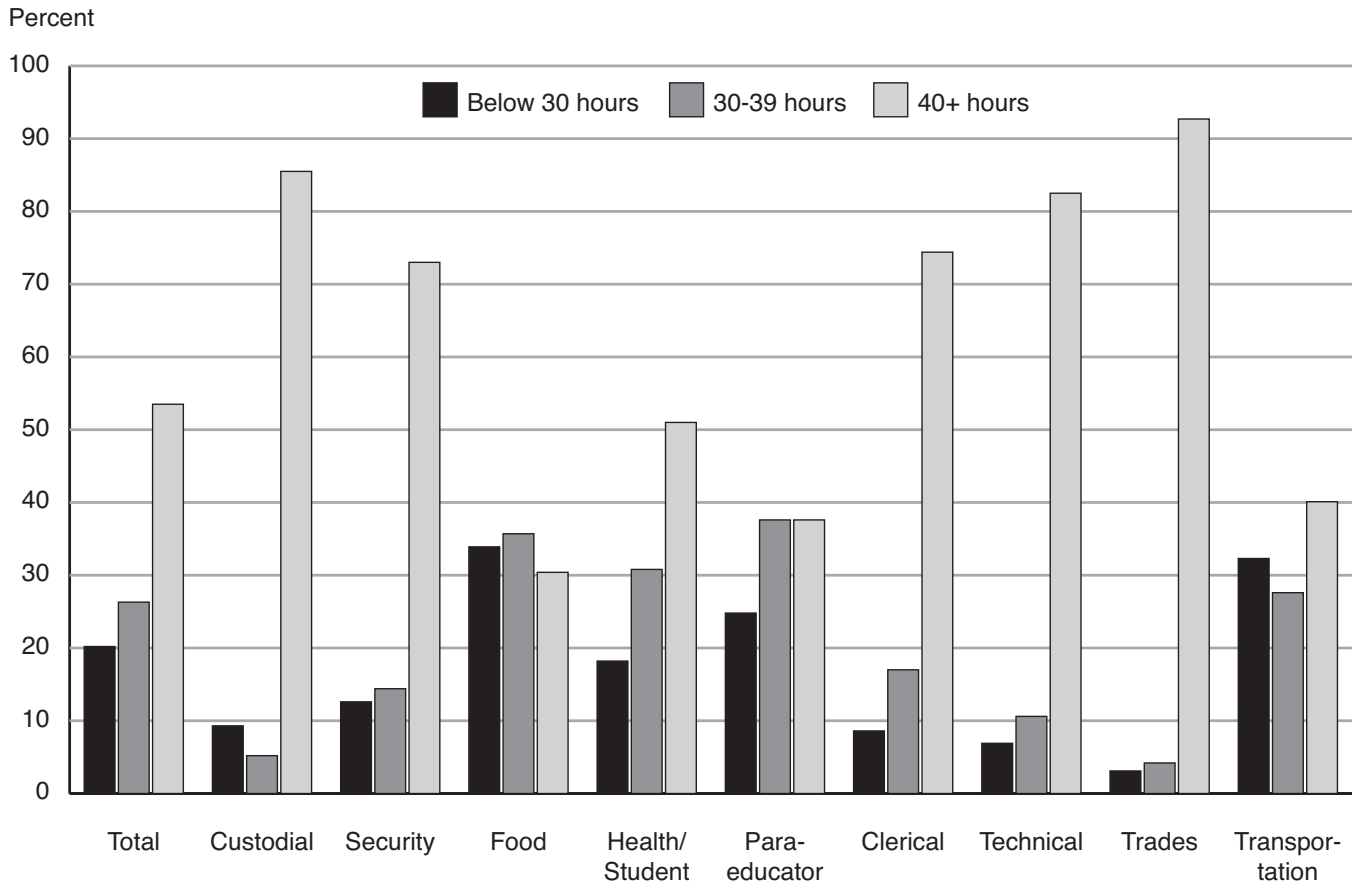


Table 4-1a (Counts)
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	2,298,937	350,190	34,711	251,846	34,692	938,714	370,182	81,851	39,171	197,580
Age										
15-24	150,455	24,420	540	6,121	1,550	99,044	8,962	5,634	873	3,311
25-34	306,373	42,435	5,283	21,636	6,409	157,878	35,989	17,709	3,890	15,144
35-44	423,848	51,143	5,518	47,217	8,978	187,876	70,602	20,640	6,825	25,049
45-54	580,921	87,899	9,294	71,751	8,284	217,117	110,392	19,791	11,281	45,112
55-64	626,421	113,830	10,092	78,705	7,578	205,813	113,443	15,339	14,008	67,613
65+	210,919	30,463	3,984	26,416	1,893	70,986	30,794	2,738	2,294	41,351
Average	47.7	48.6	49.8	50.4	45.1	44.9	49.8	43.2	49.7	54.2
Sex										
Male	616,604	244,790	23,825	17,423	4,194	119,429	21,671	53,004	36,123	96,145
Female	1,682,333	105,400	10,886	234,423	30,498	819,285	348,511	28,847	3,048	101,435
Male										
15-34	155,395	52,019	3,800	5,614	1,729	54,762	5,350	19,056	3,999	9,066
35-54	227,700	93,726	10,007	6,903	1,825	36,893	9,795	25,035	16,904	26,612
55+	233,509	99,045	10,018	4,906	640	27,774	6,526	8,913	15,220	60,467
Female										
15-34	301,433	14,836	2,023	22,143	6,230	202,160	39,601	4,287	764	9,389
35-54	777,069	45,316	4,805	112,065	15,437	368,100	171,199	15,396	1,202	43,549
55+	603,831	45,248	4,058	100,215	8,831	249,025	137,711	9,164	1,082	48,497
Race										
White	1,345,789	185,323	12,810	136,163	19,213	549,001	238,490	52,915	25,795	126,079
Black	332,808	59,159	10,765	43,271	4,832	126,835	38,195	7,829	3,875	38,047
Asian	66,340	7,902	386	10,369	1,078	31,332	8,031	4,118	648	2,476
Hispanic	471,140	84,503	9,138	54,167	8,061	195,873	73,841	14,115	7,521	23,921
Nat Amer	19,771	2,929	440	2,226	256	8,370	2,982	383	259	1,926
Nat HI/PI	3,988	940	227	330	22	1,305	832	22	0	310
2+ races	59,101	9,434	945	5,320	1,230	25,998	7,811	2,469	1,073	4,821
Male										
Total	616,604	244,790	23,825	17,423	4,194	119,429	21,671	53,004	36,123	96,145
White	346,005	138,043	9,779	7,052	2,274	57,316	10,448	34,634	24,143	62,316
Black	101,003	38,288	6,462	5,266	820	22,932	3,797	4,294	3,389	15,755
Asian	18,354	5,809	309	901	158	5,649	621	2,503	549	1,855
Hispanic	126,381	52,490	5,998	3,538	876	28,433	5,705	9,705	6,798	12,838
Nat Amer	5,628	2,309	365	337	33	982	180	203	219	1,000
Nat HI/PI	1,074	549	162	10	0	140	169	0	0	44
2+ races	18,159	7,302	750	319	33	3,977	751	1,665	1,025	2,337
Female										
Total	1,682,333	105,400	10,886	234,423	30,498	819,285	348,511	28,847	3,048	101,435
White	999,784	47,280	3,031	129,111	16,939	491,685	228,042	18,281	1,652	63,763
Black	231,805	20,871	4,303	38,005	4,012	103,903	34,398	3,535	486	22,292
Asian	47,986	2,093	77	9,468	920	25,683	7,410	1,615	99	621
Hispanic	344,759	32,013	3,140	50,629	7,185	167,440	68,136	4,410	723	11,083
Nat Amer	14,143	620	75	1,889	223	7,388	2,802	180	40	926
Nat HI/PI	2,914	391	65	320	22	1,165	663	22	0	266
2+ races	40,942	2,132	195	5,001	1,197	22,021	7,060	804	48	2,484

Table 4-1a (Counts) continued
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transportation
Total	2,298,937	350,190	34,711	251,846	34,692	938,714	370,182	81,851	39,171	197,580
HHL Total Income										
N.A.*	4,658	868	0	328	50	2,897	301	205	0	9
< \$15,000	40,120	4,394	334	9,901	546	17,347	2,541	417	186	4,454
\$15,000-\$24,999	87,083	10,761	791	18,331	936	40,384	6,028	526	178	9,148
\$25,000-\$34,999	114,381	18,595	1,260	19,870	2,001	49,376	8,600	714	613	13,352
\$35,000-\$44,999	131,744	25,752	1,736	19,557	1,222	52,671	14,608	2,007	758	13,433
\$45,000-\$54,999	153,113	29,928	2,001	20,013	1,889	57,250	19,441	3,726	1,603	17,262
\$55,000-\$74,999	303,043	55,427	3,436	39,041	3,478	118,863	38,075	7,765	5,241	31,717
\$75,000 +	1,464,795	204,465	25,153	124,805	24,570	599,926	280,588	66,491	30,592	108,205
Average	\$114,579	\$103,008	\$126,977	\$91,172	\$128,590	\$118,465	\$132,257	\$140,783	\$126,837	\$95,443
Poverty Level										
N.A.*	3,949	631	0	191	50	2,595	277	205	0	0
Below Pov Lvl	131,277	14,581	1,231	28,277	1,427	64,318	8,414	1,069	531	11,429
100-149%	162,641	23,532	1,313	28,075	2,109	76,243	13,378	1,716	594	15,681
150-199%	193,946	37,115	1,846	29,134	1,983	83,573	17,181	2,866	960	19,288
200+%	1,807,124	274,331	30,321	166,169	29,123	711,985	330,932	75,995	37,086	151,182
SNAP Benefits**										
Receives SNAP	246,263	37,277	3,062	42,172	3,284	108,548	23,260	4,172	2,397	22,091
Education										
0-11 Years	160,253	53,259	659	33,727	489	49,060	5,032	1,891	2,055	14,081
HS Grad	778,898	179,672	10,066	124,824	5,581	261,911	87,737	8,607	15,588	84,912
Some College	608,008	73,199	11,172	56,739	11,698	248,009	121,816	18,193	12,918	54,264
Assoc Degree	292,287	24,030	4,850	20,245	6,198	133,663	60,491	15,528	5,195	22,087
College Grad +	459,491	20,030	7,964	16,311	10,726	246,071	95,106	37,632	3,415	22,236
Marital Status										
Married	1,380,473	194,850	20,567	154,183	22,009	534,527	252,296	49,257	27,145	125,639
Widowed, Divorced, Separated	407,027	63,708	6,769	55,291	6,044	146,476	69,239	9,738	5,742	44,020
Single	511,437	91,632	7,375	42,372	6,639	257,711	48,647	22,856	6,284	27,921
Relationship										
Householder	1,136,653	167,277	19,672	129,012	19,154	406,971	206,534	47,266	21,470	119,297
Spouse	692,375	95,673	8,310	85,068	10,371	285,626	122,044	19,264	12,638	53,381
Child, Other***	469,909	87,240	6,729	37,766	5,167	246,117	41,604	15,321	5,063	24,902
Usual Hrs										
1-29	463,513	32,526	4,358	85,477	6,302	232,360	31,818	5,617	1,222	63,833
30-34	258,676	8,543	1,172	45,457	3,923	155,118	11,534	1,791	548	30,590
35-39	346,298	9,800	3,828	44,434	6,764	198,094	51,430	6,879	1,101	23,968
40-44	1,083,698	275,154	21,274	69,854	14,395	298,795	249,899	57,748	32,515	64,064
45+	146,752	24,167	4,079	6,624	3,308	54,347	25,501	9,816	3,785	15,125
Average	34.8	38.4	38.4	30.7	35.8	33.0	38.1	39.2	40.0	32.5

* 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: 2021

	All K-12 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	6.5	7.0	1.6	2.4	4.5	10.6	2.4	6.9	2.2	1.7
25-34	13.3	12.1	15.2	8.6	18.5	16.8	9.7	21.6	9.9	7.7
35-44	18.4	14.6	15.9	18.7	25.9	20.0	19.1	25.2	17.4	12.7
45-54	25.3	25.1	26.8	28.5	23.9	23.1	29.8	24.2	28.8	22.8
55-64	27.2	32.5	29.1	31.3	21.8	21.9	30.6	18.7	35.8	34.2
65+	9.2	8.7	11.5	10.5	5.5	7.6	8.3	3.3	5.9	20.9
Sex										
Male	26.8	69.9	68.6	6.9	12.1	12.7	5.9	64.8	92.2	48.7
Female	73.2	30.1	31.4	93.1	87.9	87.3	94.1	35.2	7.8	51.3
Male										
15-34	25.2	21.3	15.9	32.2	41.2	45.9	24.7	36.0	11.1	9.4
35-54	36.9	38.3	42.0	39.6	43.5	30.9	45.2	47.2	46.8	27.7
55+	37.9	40.5	42.0	28.2	15.3	23.3	30.1	16.8	42.1	62.9
Female										
15-34	17.9	14.1	18.6	9.4	20.4	24.7	11.4	14.9	25.1	9.3
35-54	46.2	43.0	44.1	47.8	50.6	44.9	49.1	53.4	39.4	42.9
55+	35.9	42.9	37.3	42.7	29.0	30.4	39.5	31.8	35.5	47.8
Race										
White	58.5	52.9	36.9	54.1	55.4	58.5	64.4	64.6	65.9	63.8
Black	14.5	16.9	31.0	17.2	13.9	13.5	10.3	9.6	9.9	19.3
Asian	2.9	2.3	1.1	4.1	3.1	3.3	2.2	5.0	1.7	1.3
Hispanic	20.5	24.1	26.3	21.5	23.2	20.9	19.9	17.2	19.2	12.1
Nat Amer	0.9	0.8	1.3	0.9	0.7	0.9	0.8	0.5	0.7	1.0
Nat HI/PI	0.2	0.3	0.7	0.1	0.1	0.1	0.2	0.0	0.0	0.2
2+ Races	2.6	2.7	2.7	2.1	3.5	2.8	2.1	3.0	2.7	2.4
Male										
White	56.1	56.4	41.0	40.5	54.2	48.0	48.2	65.3	66.8	64.8
Black	16.4	15.6	27.1	30.2	19.6	19.2	17.5	8.1	9.4	16.4
Asian	3.0	2.4	1.3	5.2	3.8	4.7	2.9	4.7	1.5	1.9
Hispanic	20.5	21.4	25.2	20.3	20.9	23.8	26.3	18.3	18.8	13.4
Nat Amer	0.9	0.9	1.5	1.9	0.8	0.8	0.8	0.4	0.6	1.0
Nat HI/PI	0.2	0.2	0.7	0.1	0.0	0.1	0.8	0.0	0.0	0.0
2+ Races	2.9	3.0	3.1	1.8	0.8	3.3	3.5	3.1	2.8	2.4
Female										
White	59.4	44.9	27.8	55.1	55.5	60.0	65.4	63.4	54.2	62.9
Black	13.8	19.8	39.5	16.2	13.2	12.7	9.9	12.3	15.9	22.0
Asian	2.9	2.0	0.7	4.0	3.0	3.1	2.1	5.6	3.2	0.6
Hispanic	20.5	30.4	28.8	21.6	23.6	20.4	19.6	15.3	23.7	10.9
Nat Amer	0.8	0.6	0.7	0.8	0.7	0.9	0.8	0.6	1.3	0.9
Nat HI/PI	0.2	0.4	0.6	0.1	0.1	0.1	0.2	0.1	0.0	0.3
2+ Races	2.4	2.0	1.8	2.1	3.9	2.7	2.0	2.8	1.6	2.4

Table 4-1b (Percentages) continued
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	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	1.7	1.3	1.0	3.9	1.6	1.9	0.7	0.5	0.5	2.3
\$15,000-\$24,999	3.8	3.1	2.3	7.3	2.7	4.3	1.6	0.6	0.5	4.6
\$25,000-\$34,999	5.0	5.3	3.6	7.9	5.8	5.3	2.3	0.9	1.6	6.8
\$35,000-\$44,999	5.7	7.4	5.0	7.8	3.5	5.6	3.9	2.5	1.9	6.8
\$45,000-\$54,999	6.7	8.6	5.8	8.0	5.5	6.1	5.3	4.6	4.1	8.7
\$55,000-\$74,999	13.2	15.9	9.9	15.5	10.0	12.7	10.3	9.5	13.4	16.1
\$75,000 +	63.8	58.5	72.5	49.6	70.9	64.1	75.9	81.4	78.1	54.8
Poverty Level										
Below Pov Lvl	5.7	4.2	3.5	11.2	4.1	6.9	2.3	1.3	1.4	5.8
100-149%	7.1	6.7	3.8	11.2	6.1	8.1	3.6	2.1	1.5	7.9
150-199%	8.5	10.6	5.3	11.6	5.7	8.9	4.6	3.5	2.5	9.8
200+%	78.7	78.5	87.4	66.0	84.1	76.1	89.5	93.1	94.7	76.5
SNAP Benefits*										
Receives SNAP	10.7	10.6	8.8	16.7	9.5	11.6	6.3	5.1	6.1	11.2
Education										
0-11 Years	7.0	15.2	1.9	13.4	1.4	5.2	1.4	2.3	5.2	7.1
HS Grad	33.9	51.3	29.0	49.6	16.1	27.9	23.7	10.5	39.8	43.0
Some College	26.4	20.9	32.2	22.5	33.7	26.4	32.9	22.2	33.0	27.5
Assoc Degree	12.7	6.9	14.0	8.0	17.9	14.2	16.3	19.0	13.3	11.2
College Grad +	20.0	5.7	22.9	6.5	30.9	26.2	25.7	46.0	8.7	11.3
Marital Status										
Married	60.0	55.6	59.3	61.2	63.4	56.9	68.2	60.2	69.3	63.6
Widowed, Divorced, Separated	17.7	18.2	19.5	22.0	17.4	15.6	18.7	11.9	14.7	22.3
Single	22.2	26.2	21.2	16.8	19.1	27.5	13.1	27.9	16.0	14.1
Relationship										
Householder	49.4	47.8	56.7	51.2	55.2	43.4	55.8	57.7	54.8	60.4
Spouse	30.1	27.3	23.9	33.8	29.9	30.4	33.0	23.5	32.3	27.0
Child, Other **	20.4	24.9	19.4	15.0	14.9	26.2	11.2	18.7	12.9	12.6
Usual Hrs										
1-29	20.2	9.3	12.6	33.9	18.2	24.8	8.6	6.9	3.1	32.3
30-34	11.3	2.4	3.4	18.0	11.3	16.5	3.1	2.2	1.4	15.5
35-39	15.1	2.8	11.0	17.6	19.5	21.1	13.9	8.4	2.8	12.1
40-44	47.1	78.6	61.3	27.7	41.5	31.8	67.5	70.6	83.0	32.4
45+	6.4	6.9	11.8	2.6	9.5	5.8	6.9	12.0	9.7	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****2022–2023 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 2022 dollars.

Figure 5-1 and *Table 5-1* show the 2022–2023 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 \$44,898.
- 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.
- Connecticut leads in full-time Higher Ed ESP average earnings at \$53,022, followed by New Jersey at \$52,119 and California at \$50,858.
- Higher Ed ESP in Mississippi and South Dakota have the lowest average earnings, below \$37,000.

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-nine percent of Higher Ed ESP have average earnings of at least \$35,000; fifty percent average \$45,000 or more.
- Six percent have average earnings below \$15,000.

Figure 5-1
Earnings Rankings for Full-Time Workers
Higher Ed ESP Work Force by State, 2022–2023

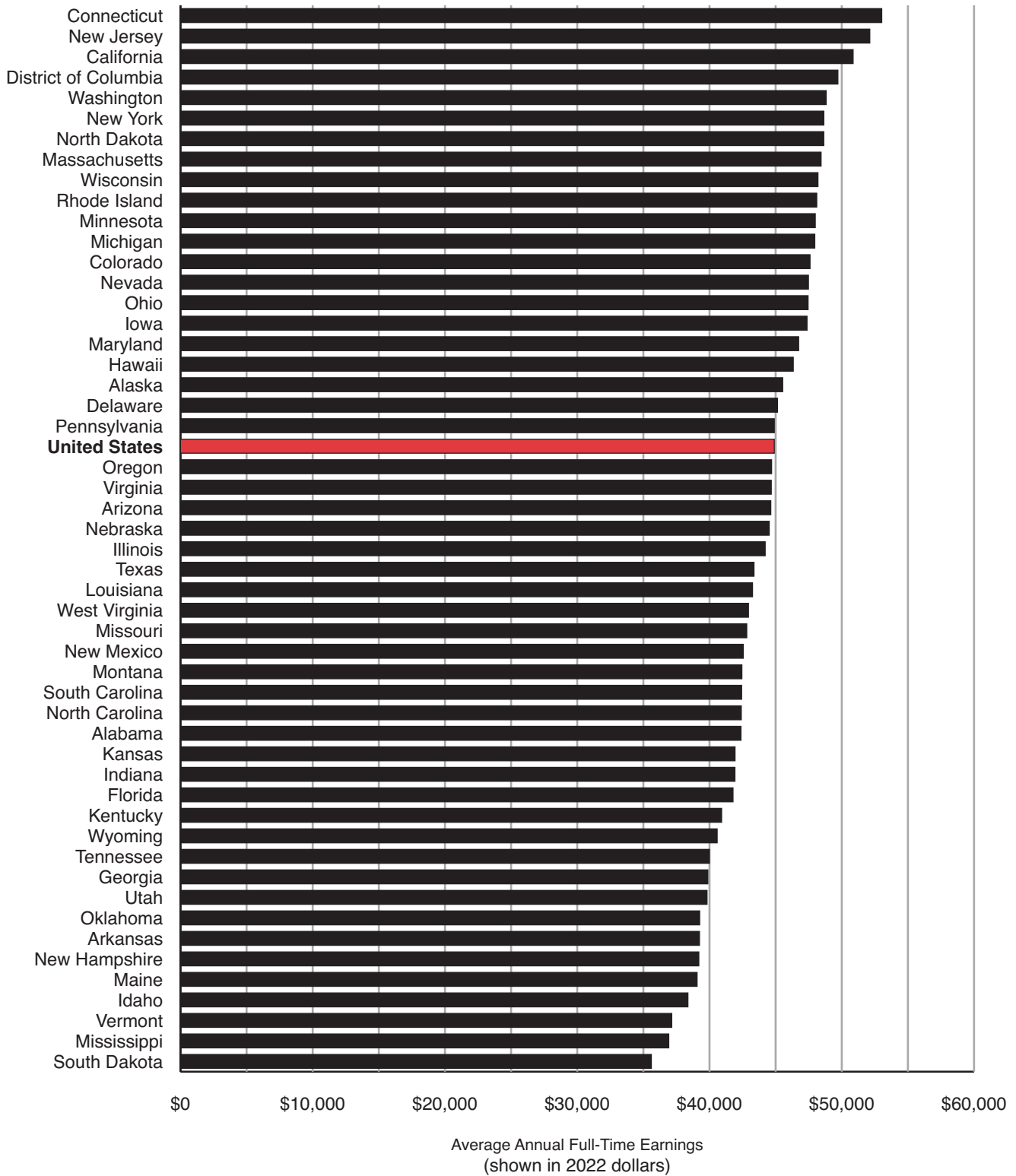


Table 5-1
Earnings Averages for Full-Time Workers
Higher Ed ESP Work Force by State, 2022–2023

	Higher Ed	Rank
United States	44,898	—
Alabama	42,380	35
Alaska	45,534	19
Arizona	44,634	24
Arkansas	39,243	45
California	50,858	3
Colorado	47,601	13
Connecticut	53,022	1
Delaware	45,139	20
District of Columbia	49,708	4
Florida	41,778	38
Georgia	39,878	42
Hawaii	46,333	18
Idaho	38,370	48
Illinois	44,209	26
Indiana	41,923	37
Iowa	47,374	16
Kansas	41,931	36
Kentucky	40,917	39
Louisiana	43,253	28
Maine	39,061	47
Maryland	46,741	17
Massachusetts	48,436	8
Michigan	47,960	12
Minnesota	47,996	11
Mississippi	36,921	50
Missouri	42,818	30
Montana	42,448	32
Nebraska	44,516	25
Nevada	47,480	14
New Hampshire	39,193	46
New Jersey	52,119	2
New Mexico	42,552	31
New York	48,643	6
North Carolina	42,404	34
North Dakota	48,640	7
Ohio	47,453	15
Oklahoma	39,257	44
Oregon	44,694	22
Pennsylvania	44,900	21
Rhode Island	48,109	10
South Carolina	42,429	33
South Dakota	35,603	51
Tennessee	39,997	41
Texas	43,364	27
Utah	39,815	43
Vermont	37,147	49
Virginia	44,669	23
Washington	48,821	5
West Virginia	42,945	29
Wisconsin	48,200	9
Wyoming	40,580	40

Table 5-2a (Counts)
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2022–2023

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	520,539	33,230	39,436	88,930	97,675	261,268
Alabama	9,716	603	765	2,324	1,670	4,354
Alaska	1,192	173	149	369	66	435
Arizona	11,351	402	1,032	2,193	2,267	5,457
Arkansas	4,423	300	485	1,234	784	1,620
California	58,196	2,871	3,445	5,077	7,108	39,695
Colorado	9,881	405	784	1,365	1,375	5,952
Connecticut	4,779	184	104	771	602	3,118
Delaware	1,214	28	79	343	346	418
District of Columbia	718	0	29	70	180	439
Florida	26,197	1,225	2,844	5,885	6,293	9,950
Georgia	19,471	1,405	2,281	5,655	3,015	7,115
Hawaii	2,154	44	28	480	531	1,071
Idaho	3,707	201	359	1,462	878	807
Illinois	20,402	852	1,857	3,798	4,057	9,838
Indiana	10,644	792	654	2,075	2,235	4,888
Iowa	8,967	798	380	1,309	1,411	5,069
Kansas	5,828	451	395	1,317	813	2,852
Kentucky	7,546	575	688	1,594	1,548	3,141
Louisiana	6,262	603	573	1,067	1,510	2,509
Maine	1,072	44	72	475	102	379
Maryland	13,418	717	571	2,006	3,032	7,092
Massachusetts	11,306	912	594	1,098	1,662	7,040
Michigan	14,929	1,453	397	1,816	2,887	8,376
Minnesota	8,300	639	308	736	1,144	5,473
Mississippi	6,328	471	1,127	1,714	1,238	1,778
Missouri	7,768	791	690	1,181	1,309	3,797
Montana	1,698	224	88	233	426	727
Nebraska	4,593	428	330	924	713	2,198
Nevada	3,433	275	146	392	478	2,142
New Hampshire	1,630	242	47	256	255	830
New Jersey	11,914	576	767	939	1,516	8,116
New Mexico	4,519	338	500	867	797	2,017
New York	25,932	1,254	1,348	2,959	4,857	15,514
North Carolina	21,667	1,565	1,439	4,436	5,400	8,827
North Dakota	2,266	137	134	368	680	947
Ohio	15,333	852	1,074	2,595	2,495	8,317
Oklahoma	7,101	489	1,133	2,063	1,162	2,254
Oregon	7,669	385	696	924	1,851	3,813
Pennsylvania	14,644	866	482	2,306	4,198	6,792
Rhode Island	2,371	206	94	193	504	1,374
South Carolina	8,595	632	947	1,746	1,777	3,493
South Dakota	1,722	381	349	269	297	426
Tennessee	9,968	575	1,302	2,527	2,128	3,436
Texas	49,052	2,787	4,424	9,639	10,158	22,044
Utah	8,999	976	958	1,965	2,219	2,881
Vermont	746	156	42	237	240	71
Virginia	14,539	774	1,146	2,704	2,171	7,744
Washington	12,784	832	474	1,410	2,899	7,169
West Virginia	3,380	477	181	554	427	1,741
Wisconsin	8,939	808	502	813	1,628	5,188
Wyoming	1,276	56	143	197	336	544

Table 5-2b (Percentages)
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2022–2023

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0%	6.4%	7.6%	17.1%	18.8%	50.2%
Alabama	100.0	6.2	7.9	23.9	17.2	44.8
Alaska	100.0	14.5	12.5	31.0	5.5	36.5
Arizona	100.0	3.5	9.1	19.3	20.0	48.1
Arkansas	100.0	6.8	11.0	27.9	17.7	36.6
California	100.0	4.9	5.9	8.7	12.2	68.2
Colorado	100.0	4.1	7.9	13.8	13.9	60.2
Connecticut	100.0	3.9	2.2	16.1	12.6	65.2
Delaware	100.0	2.3	6.5	28.3	28.5	34.4
District of Columbia	100.0	0.0	4.0	9.7	25.1	61.1
Florida	100.0	4.7	10.9	22.5	24.0	38.0
Georgia	100.0	7.2	11.7	29.0	15.5	36.5
Hawaii	100.0	2.0	1.3	22.3	24.7	49.7
Idaho	100.0	5.4	9.7	39.4	23.7	21.8
Illinois	100.0	4.2	9.1	18.6	19.9	48.2
Indiana	100.0	7.4	6.1	19.5	21.0	45.9
Iowa	100.0	8.9	4.2	14.6	15.7	56.5
Kansas	100.0	7.7	6.8	22.6	13.9	48.9
Kentucky	100.0	7.6	9.1	21.1	20.5	41.6
Louisiana	100.0	9.6	9.2	17.0	24.1	40.1
Maine	100.0	4.1	6.7	44.3	9.5	35.4
Maryland	100.0	5.3	4.3	15.0	22.6	52.9
Massachusetts	100.0	8.1	5.3	9.7	14.7	62.3
Michigan	100.0	9.7	2.7	12.2	19.3	56.1
Minnesota	100.0	7.7	3.7	8.9	13.8	65.9
Mississippi	100.0	7.4	17.8	27.1	19.6	28.1
Missouri	100.0	10.2	8.9	15.2	16.9	48.9
Montana	100.0	13.2	5.2	13.7	25.1	42.8
Nebraska	100.0	9.3	7.2	20.1	15.5	47.9
Nevada	100.0	8.0	4.3	11.4	13.9	62.4
New Hampshire	100.0	14.8	2.9	15.7	15.6	50.9
New Jersey	100.0	4.8	6.4	7.9	12.7	68.1
New Mexico	100.0	7.5	11.1	19.2	17.6	44.6
New York	100.0	4.8	5.2	11.4	18.7	59.8
North Carolina	100.0	7.2	6.6	20.5	24.9	40.7
North Dakota	100.0	6.0	5.9	16.2	30.0	41.8
Ohio	100.0	5.6	7.0	16.9	16.3	54.2
Oklahoma	100.0	6.9	16.0	29.1	16.4	31.7
Oregon	100.0	5.0	9.1	12.0	24.1	49.7
Pennsylvania	100.0	5.9	3.3	15.7	28.7	46.4
Rhode Island	100.0	8.7	4.0	8.1	21.3	58.0
South Carolina	100.0	7.4	11.0	20.3	20.7	40.6
South Dakota	100.0	22.1	20.3	15.6	17.2	24.7
Tennessee	100.0	5.8	13.1	25.4	21.3	34.5
Texas	100.0	5.7	9.0	19.7	20.7	44.9
Utah	100.0	10.8	10.6	21.8	24.7	32.0
Vermont	100.0	20.9	5.6	31.8	32.2	9.5
Virginia	100.0	5.3	7.9	18.6	14.9	53.3
Washington	100.0	6.5	3.7	11.0	22.7	56.1
West Virginia	100.0	14.1	5.4	16.4	12.6	51.5
Wisconsin	100.0	9.0	5.6	9.1	18.2	58.0
Wyoming	100.0	4.4	11.2	15.4	26.3	42.6

The 2021 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 11 percent of the national Higher Ed ESP work force. Texas contributes nine 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, Michigan, Ohio, 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 790,000 ESP work in higher education.
- Clerical services are the largest career family by far, at 298,836.
- Paraeducators are next with 158,029.
- Technical services account for 118,148.
- 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 20 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-six percent of the nation's Higher Ed ESP work at least 30 hours per week.
- In 13 states and the District of Columbia 70 percent or more of Higher Ed ESP are full-time workers.
- New Jersey, Alaska, North Dakota, and the District of Columbia have the highest percentages of full-time Higher Ed ESP, at 75 percent or higher.
- Hawaii and Maine have the lowest percentages of full-time Higher Ed ESP, at less than 50 percent.
- California leads with 58,196 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, Michigan, and Pennsylvania.

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, Tennessee, and Alaska work an average of 35 to 36 hours per week.
- Higher Ed ESP in 11 states average 34 hours per week.
- Higher Ed ESP in Vermont work the fewest hours per week, at 27 hours.

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

- Nationally, 57 percent of Higher Ed ESP work at least 40 hours per week.
- Nine percent work between 30 and 39 hours per week.
- Thirty-four percent work fewer than 30 hours per week.
- At least 12 percent of Higher Ed ESP in Idaho, West Virginia, Vermont, and Wyoming work 45 or more hours per week.
- At least 50 percent of Higher Ed ESP in Hawaii, Maine, Vermont, Wyoming, and South Dakota work fewer than 30 hours per week.

Figure 6-1
Work Force Counts
Higher Ed ESP by State, 2021

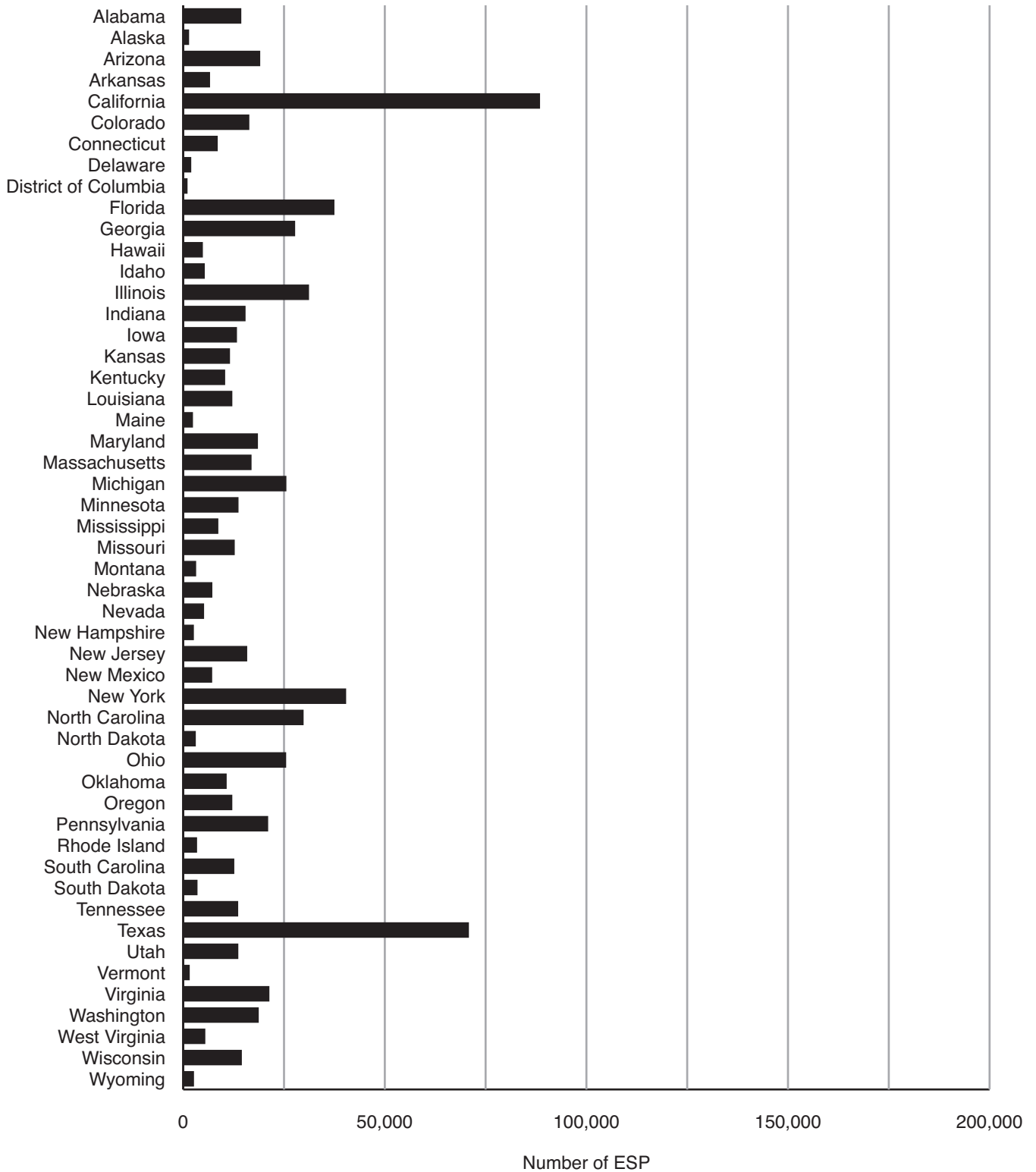


Figure 6-2
Work Force Percentage of National Total
Higher Ed ESP by State, 2021

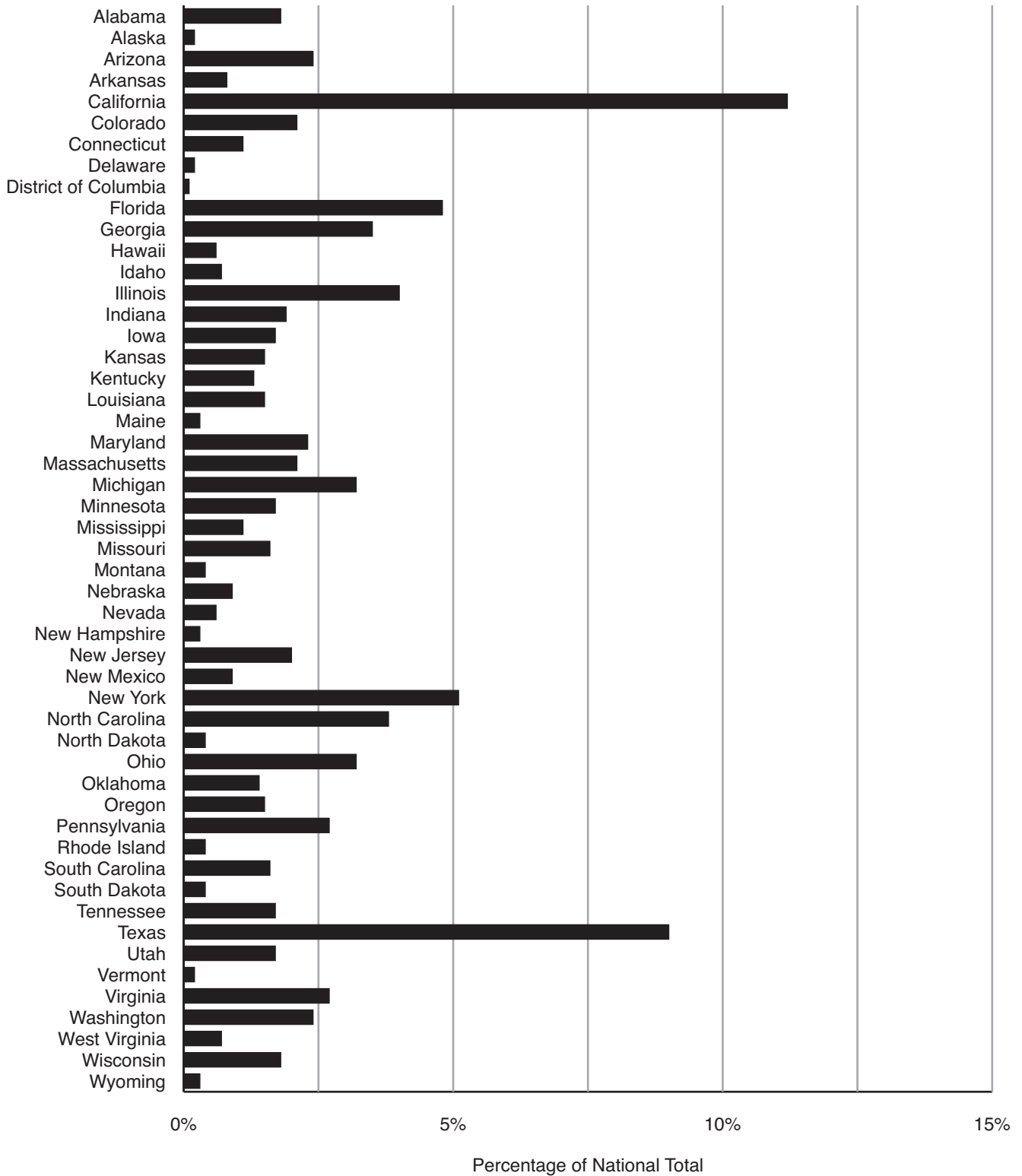


Figure 6-3
Percentage Full-Time
Higher Ed ESP Work Force by State, 2021

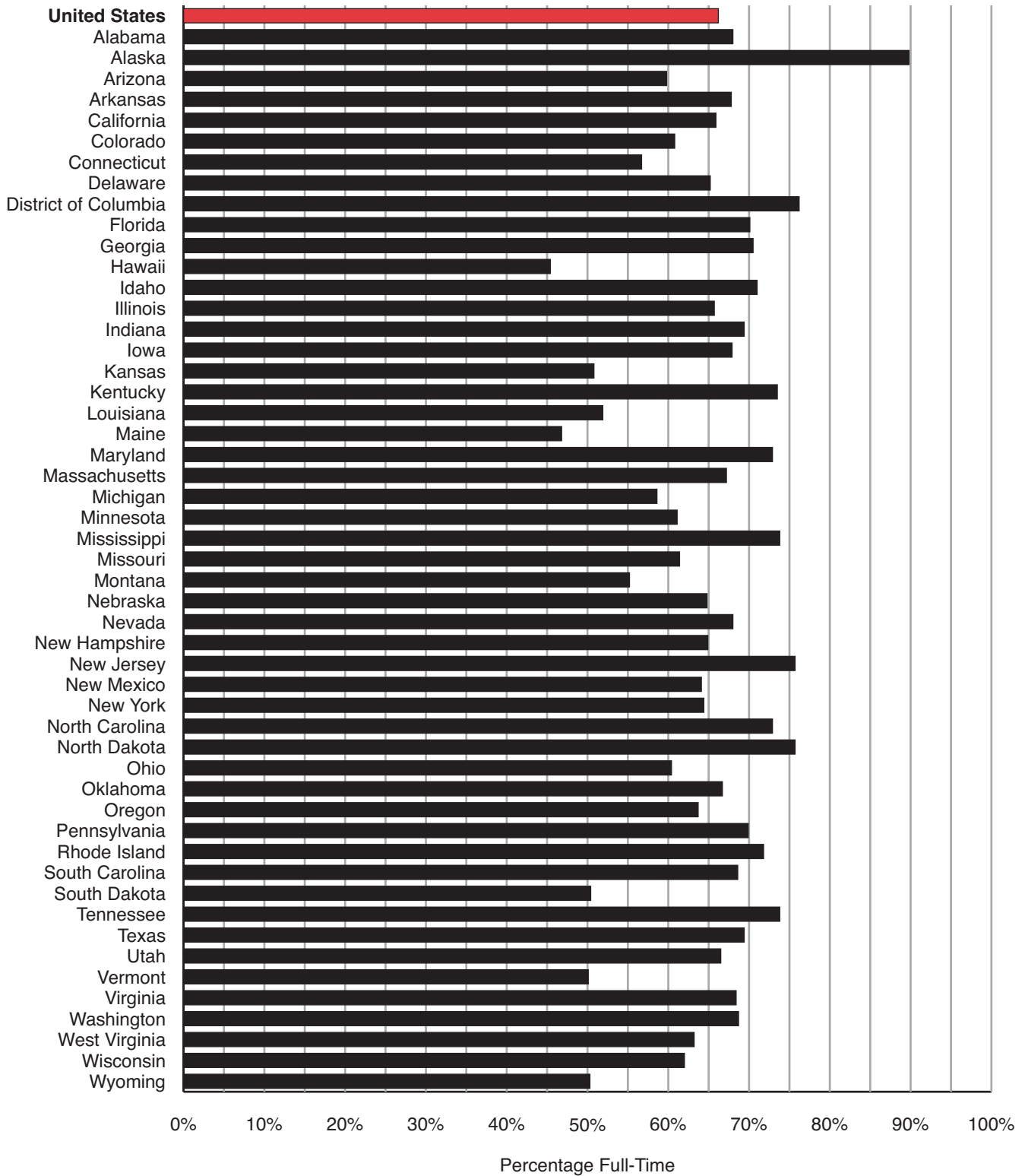


Figure 6-4
Average Hours Worked
Higher Ed ESP Work Force by State, 2021

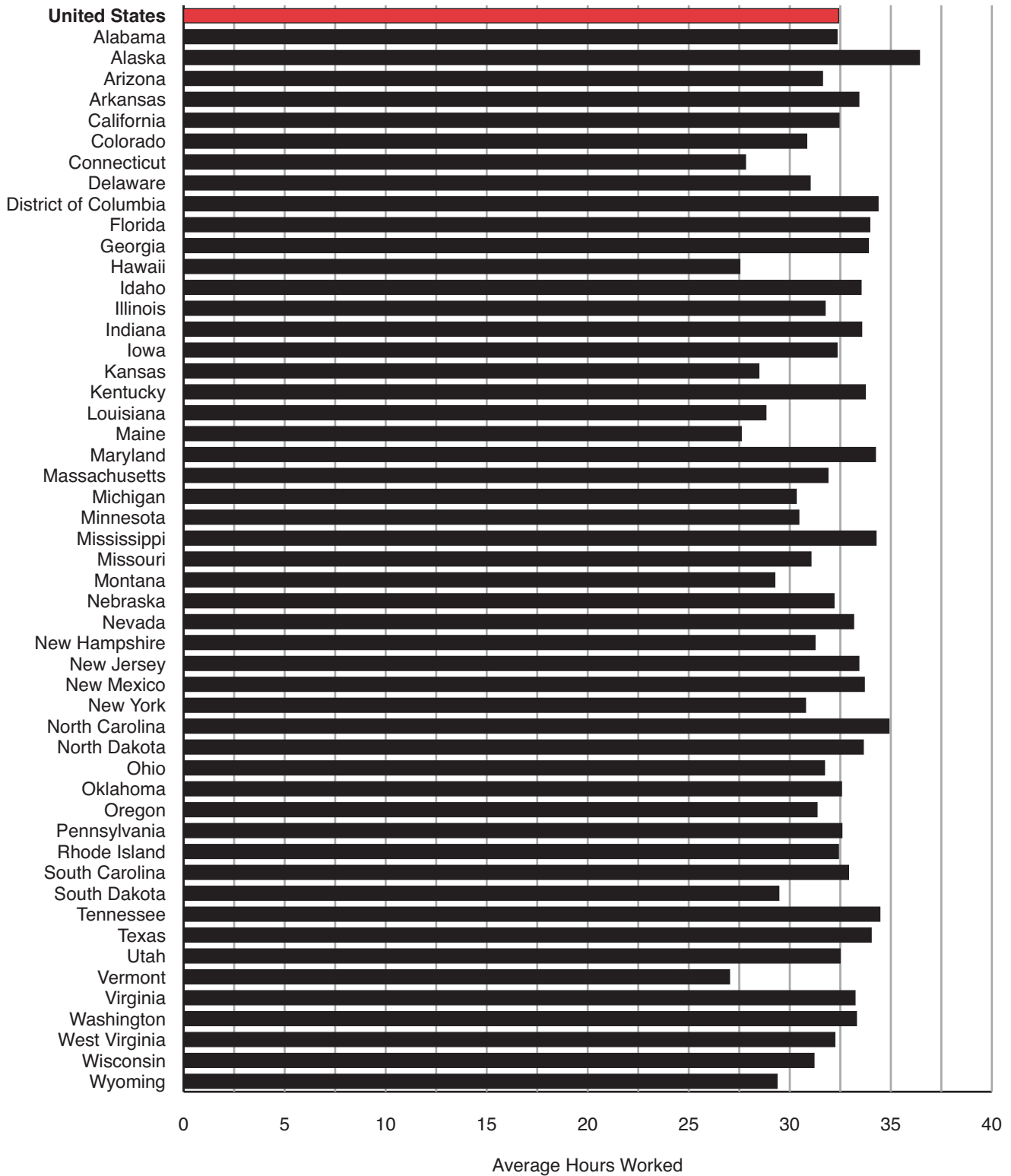


Table 6-1a (Counts)
Career Families
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
United States	786,366	93,407	25,337	26,116	28,598	158,029	298,836	118,148	30,087	7,808
Alabama	14,278	1,362	822	132	415	2,817	6,072	2,128	496	34
Alaska	1,327	0	0	167	105	176	655	203	0	21
Arizona	18,970	1,756	264	253	433	3,681	7,301	4,139	1,124	19
Arkansas	6,523	534	166	28	254	1,656	2,558	1,040	256	31
California	88,374	10,319	2,833	3,406	3,999	15,080	35,148	14,073	2,965	551
Colorado	16,265	1,847	549	817	535	3,890	5,794	2,270	377	186
Connecticut	8,432	1,585	160	408	142	1,496	3,701	840	72	28
Delaware	1,863	171	64	22	118	653	603	121	111	0
District of Columbia	942	167	12	25	0	228	175	307	0	28
Florida	37,372	4,468	809	364	792	7,805	15,528	6,147	1,221	238
Georgia	27,633	2,983	1,367	1,441	817	6,324	10,198	3,501	728	274
Hawaii	4,746	525	181	36	70	1,677	1,602	587	53	15
Idaho	5,219	838	99	104	132	1,043	2,223	484	238	58
Illinois	31,076	4,014	1,074	1,453	1,031	5,171	12,146	4,226	1,708	253
Indiana	15,331	1,968	239	314	622	2,502	5,931	2,954	644	157
Iowa	13,203	1,671	182	833	580	2,657	4,351	1,950	492	487
Kansas	11,473	1,105	197	410	145	2,769	4,714	1,491	550	92
Kentucky	10,271	978	499	20	839	1,854	4,317	1,440	255	69
Louisiana	12,054	755	296	57	793	2,712	5,781	1,365	260	35
Maine	2,290	173	14	256	0	443	1,147	155	102	0
Maryland	18,405	2,275	776	311	442	3,342	7,059	2,613	1,346	241
Massachusetts	16,820	1,735	592	1,504	445	3,279	6,687	1,933	553	92
Michigan	25,462	2,828	943	1,305	1,013	5,796	9,135	3,423	745	274
Minnesota	13,586	2,000	299	409	359	2,644	4,757	2,234	740	144
Mississippi	8,575	1,184	458	607	264	1,046	3,394	1,011	557	54
Missouri	12,652	1,443	255	115	567	2,936	4,865	1,641	810	20
Montana	3,077	301	53	351	16	852	932	537	35	0
Nebraska	7,093	1,333	85	184	200	1,768	2,672	647	204	0
Nevada	5,047	723	131	229	394	1,063	1,782	557	132	36
New Hampshire	2,513	342	0	239	0	651	718	382	0	181
New Jersey	15,739	2,374	968	384	788	1,863	6,363	2,537	414	48
New Mexico	7,050	575	398	50	305	1,802	2,432	1,161	313	14
New York	40,282	5,147	2,185	765	1,084	7,342	16,503	5,882	1,215	159
North Carolina	29,730	4,284	738	996	1,012	5,149	11,050	4,820	1,451	230
North Dakota	2,992	743	19	230	278	394	839	422	67	0
Ohio	25,404	2,271	1,003	1,713	1,486	5,721	8,589	2,900	1,051	670
Oklahoma	10,646	1,096	282	297	102	3,086	3,814	1,534	366	69
Oregon	12,047	1,341	297	617	393	2,561	4,044	2,439	153	202
Pennsylvania	20,941	3,735	442	449	299	4,139	7,822	2,988	963	104
Rhode Island	3,302	556	132	269	229	613	1,130	271	77	25
South Carolina	12,535	1,578	333	329	323	2,012	5,520	1,925	422	93
South Dakota	3,414	340	51	9	47	1,210	1,338	356	47	16
Tennessee	13,505	2,143	571	125	359	2,941	4,749	1,988	484	145
Texas	70,731	6,135	3,175	1,720	2,324	15,409	25,631	12,737	2,626	974
Utah	13,539	1,906	216	293	1,081	2,500	4,585	2,034	486	438
Vermont	1,488	327	18	86	16	285	528	108	120	0
Virginia	21,246	1,694	360	308	1,306	4,611	8,254	3,381	1,095	237
Washington	18,604	2,752	464	720	756	3,291	6,478	3,121	659	363
West Virginia	5,351	1,015	64	262	172	1,460	1,743	513	102	20
Wisconsin	14,409	1,739	202	610	512	2,762	4,962	2,157	1,180	285
Wyoming	2,539	273	0	84	204	867	516	475	22	98

Table 6-1b (Percentages)

Career Families

Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
United States	100.0%	11.9%	3.2%	3.3%	3.6%	20.1%	38.0%	15.0%	3.8%	1.0%
Alabama	100.0	9.5	5.8	0.9	2.9	19.7	42.5	14.9	3.5	0.2
Alaska	100.0	0.0	0.0	12.6	7.9	13.3	49.4	15.3	0.0	1.6
Arizona	100.0	9.3	1.4	1.3	2.3	19.4	38.5	21.8	5.9	0.1
Arkansas	100.0	8.2	2.5	0.4	3.9	25.4	39.2	15.9	3.9	0.5
California	100.0	11.7	3.2	3.9	4.5	17.1	39.8	15.9	3.4	0.6
Colorado	100.0	11.4	3.4	5.0	3.3	23.9	35.6	14.0	2.3	1.1
Connecticut	100.0	18.8	1.9	4.8	1.7	17.7	43.9	10.0	0.9	0.3
Delaware	100.0	9.2	3.4	1.2	6.3	35.1	32.4	6.5	6.0	0.0
District of Columbia	100.0	17.7	1.3	2.7	0.0	24.2	18.6	32.6	0.0	3.0
Florida	100.0	12.0	2.2	1.0	2.1	20.9	41.5	16.4	3.3	0.6
Georgia	100.0	10.8	4.9	5.2	3.0	22.9	36.9	12.7	2.6	1.0
Hawaii	100.0	11.1	3.8	0.8	1.5	35.3	33.8	12.4	1.1	0.3
Idaho	100.0	16.1	1.9	2.0	2.5	20.0	42.6	9.3	4.6	1.1
Illinois	100.0	12.9	3.5	4.7	3.3	16.6	39.1	13.6	5.5	0.8
Indiana	100.0	12.8	1.6	2.0	4.1	16.3	38.7	19.3	4.2	1.0
Iowa	100.0	12.7	1.4	6.3	4.4	20.1	33.0	14.8	3.7	3.7
Kansas	100.0	9.6	1.7	3.6	1.3	24.1	41.1	13.0	4.8	0.8
Kentucky	100.0	9.5	4.9	0.2	8.2	18.1	42.0	14.0	2.5	0.7
Louisiana	100.0	6.3	2.5	0.5	6.6	22.5	48.0	11.3	2.2	0.3
Maine	100.0	7.6	0.6	11.2	0.0	19.3	50.1	6.8	4.5	0.0
Maryland	100.0	12.4	4.2	1.7	2.4	18.2	38.4	14.2	7.3	1.3
Massachusetts	100.0	10.3	3.5	8.9	2.6	19.5	39.8	11.5	3.3	0.5
Michigan	100.0	11.1	3.7	5.1	4.0	22.8	35.9	13.4	2.9	1.1
Minnesota	100.0	14.7	2.2	3.0	2.6	19.5	35.0	16.4	5.4	1.1
Mississippi	100.0	13.8	5.3	7.1	3.1	12.2	39.6	11.8	6.5	0.6
Missouri	100.0	11.4	2.0	0.9	4.5	23.2	38.5	13.0	6.4	0.2
Montana	100.0	9.8	1.7	11.4	0.5	27.7	30.3	17.5	1.1	0.0
Nebraska	100.0	18.8	1.2	2.6	2.8	24.9	37.7	9.1	2.9	0.0
Nevada	100.0	14.3	2.6	4.5	7.8	21.1	35.3	11.0	2.6	0.7
New Hampshire	100.0	13.6	0.0	9.5	0.0	25.9	28.6	15.2	0.0	7.2
New Jersey	100.0	15.1	6.2	2.4	5.0	11.8	40.4	16.1	2.6	0.3
New Mexico	100.0	8.2	5.6	0.7	4.3	25.6	34.5	16.5	4.4	0.2
New York	100.0	12.8	5.4	1.9	2.7	18.2	41.0	14.6	3.0	0.4
North Carolina	100.0	14.4	2.5	3.4	3.4	17.3	37.2	16.2	4.9	0.8
North Dakota	100.0	24.8	0.6	7.7	9.3	13.2	28.0	14.1	2.2	0.0
Ohio	100.0	8.9	3.9	6.7	5.8	22.5	33.8	11.4	4.1	2.6
Oklahoma	100.0	10.3	2.6	2.8	1.0	29.0	35.8	14.4	3.4	0.6
Oregon	100.0	11.1	2.5	5.1	3.3	21.3	33.6	20.2	1.3	1.7
Pennsylvania	100.0	17.8	2.1	2.1	1.4	19.8	37.4	14.3	4.6	0.5
Rhode Island	100.0	16.8	4.0	8.1	6.9	18.6	34.2	8.2	2.3	0.8
South Carolina	100.0	12.6	2.7	2.6	2.6	16.1	44.0	15.4	3.4	0.7
South Dakota	100.0	10.0	1.5	0.3	1.4	35.4	39.2	10.4	1.4	0.5
Tennessee	100.0	15.9	4.2	0.9	2.7	21.8	35.2	14.7	3.6	1.1
Texas	100.0	8.7	4.5	2.4	3.3	21.8	36.2	18.0	3.7	1.4
Utah	100.0	14.1	1.6	2.2	8.0	18.5	33.9	15.0	3.6	3.2
Vermont	100.0	22.0	1.2	5.8	1.1	19.2	35.5	7.3	8.1	0.0
Virginia	100.0	8.0	1.7	1.4	6.1	21.7	38.8	15.9	5.2	1.1
Washington	100.0	14.8	2.5	3.9	4.1	17.7	34.8	16.8	3.5	2.0
West Virginia	100.0	19.0	1.2	4.9	3.2	27.3	32.6	9.6	1.9	0.4
Wisconsin	100.0	12.1	1.4	4.2	3.6	19.2	34.4	15.0	8.2	2.0
Wyoming	100.0	10.8	0.0	3.3	8.0	34.1	20.3	18.7	0.9	3.9

Table 6-2a (Counts)
Full-Time vs. Part-Time
Higher Ed ESP Work Force by State, 2021

	All HIEd ESP	Full-Time	Part-Time
United States	786,366	520,539	265,827
Alabama	14,278	9,716	4,562
Alaska	1,327	1,192	135
Arizona	18,970	11,351	7,619
Arkansas	6,523	4,423	2,100
California	88,374	58,196	30,178
Colorado	16,265	9,881	6,384
Connecticut	8,432	4,779	3,653
Delaware	1,863	1,214	649
District of Columbia	942	718	224
Florida	37,372	26,197	11,175
Georgia	27,633	19,471	8,162
Hawaii	4,746	2,154	2,592
Idaho	5,219	3,707	1,512
Illinois	31,076	20,402	10,674
Indiana	15,331	10,644	4,687
Iowa	13,203	8,967	4,236
Kansas	11,473	5,828	5,645
Kentucky	10,271	7,546	2,725
Louisiana	12,054	6,262	5,792
Maine	2,290	1,072	1,218
Maryland	18,405	13,418	4,987
Massachusetts	16,820	11,306	5,514
Michigan	25,462	14,929	10,533
Minnesota	13,586	8,300	5,286
Mississippi	8,575	6,328	2,247
Missouri	12,652	7,768	4,884
Montana	3,077	1,698	1,379
Nebraska	7,093	4,593	2,500
Nevada	5,047	3,433	1,614
New Hampshire	2,513	1,630	883
New Jersey	15,739	11,914	3,825
New Mexico	7,050	4,519	2,531
New York	40,282	25,932	14,350
North Carolina	29,730	21,667	8,063
North Dakota	2,992	2,266	726
Ohio	25,404	15,333	10,071
Oklahoma	10,646	7,101	3,545
Oregon	12,047	7,669	4,378
Pennsylvania	20,941	14,644	6,297
Rhode Island	3,302	2,371	931
South Carolina	12,535	8,595	3,940
South Dakota	3,414	1,722	1,692
Tennessee	13,505	9,968	3,537
Texas	70,731	49,052	21,679
Utah	13,539	8,999	4,540
Vermont	1,488	746	742
Virginia	21,246	14,539	6,707
Washington	18,604	12,784	5,820
West Virginia	5,351	3,380	1,971
Wisconsin	14,409	8,939	5,470
Wyoming	2,539	1,276	1,263

Table 6-2b (Percentages)
Full-Time vs. Part-Time
Higher Ed ESP Work Force by State, 2021

	All HIEd ESP	Full-Time	Part-Time
United States	100.0%	66.2%	33.8%
Alabama	100.0	68.0	32.0
Alaska	100.0	89.8	10.2
Arizona	100.0	59.8	40.2
Arkansas	100.0	67.8	32.2
California	100.0	65.9	34.1
Colorado	100.0	60.8	39.2
Connecticut	100.0	56.7	43.3
Delaware	100.0	65.2	34.8
District of Columbia	100.0	76.2	23.8
Florida	100.0	70.1	29.9
Georgia	100.0	70.5	29.5
Hawaii	100.0	45.4	54.6
Idaho	100.0	71.0	29.0
Illinois	100.0	65.7	34.3
Indiana	100.0	69.4	30.6
Iowa	100.0	67.9	32.1
Kansas	100.0	50.8	49.2
Kentucky	100.0	73.5	26.5
Louisiana	100.0	51.9	48.1
Maine	100.0	46.8	53.2
Maryland	100.0	72.9	27.1
Massachusetts	100.0	67.2	32.8
Michigan	100.0	58.6	41.4
Minnesota	100.0	61.1	38.9
Mississippi	100.0	73.8	26.2
Missouri	100.0	61.4	38.6
Montana	100.0	55.2	44.8
Nebraska	100.0	64.8	35.2
Nevada	100.0	68.0	32.0
New Hampshire	100.0	64.9	35.1
New Jersey	100.0	75.7	24.3
New Mexico	100.0	64.1	35.9
New York	100.0	64.4	35.6
North Carolina	100.0	72.9	27.1
North Dakota	100.0	75.7	24.3
Ohio	100.0	60.4	39.6
Oklahoma	100.0	66.7	33.3
Oregon	100.0	63.7	36.3
Pennsylvania	100.0	69.9	30.1
Rhode Island	100.0	71.8	28.2
South Carolina	100.0	68.6	31.4
South Dakota	100.0	50.4	49.6
Tennessee	100.0	73.8	26.2
Texas	100.0	69.4	30.6
Utah	100.0	66.5	33.5
Vermont	100.0	50.1	49.9
Virginia	100.0	68.4	31.6
Washington	100.0	68.7	31.3
West Virginia	100.0	63.2	36.8
Wisconsin	100.0	62.0	38.0
Wyoming	100.0	50.3	49.7

Table 6-3a (Counts)
Usual Hours Worked
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	786,366	265,827	26,522	47,263	384,398	62,356	32.4
Alabama	14,278	4,562	309	342	8,037	1,028	32.3
Alaska	1,327	135	305	0	748	139	36.4
Arizona	18,970	7,619	407	282	8,699	1,963	31.6
Arkansas	6,523	2,100	17	95	3,776	535	33.4
California	88,374	30,178	3,322	1,538	45,854	7,482	32.4
Colorado	16,265	6,384	647	141	7,986	1,107	30.8
Connecticut	8,432	3,653	357	1,855	2,055	512	27.8
Delaware	1,863	649	39	367	705	103	31.0
District of Columbia	942	224	0	8	667	43	34.4
Florida	37,372	11,175	1,121	1,418	21,101	2,557	34.0
Georgia	27,633	8,162	621	238	15,941	2,671	33.9
Hawaii	4,746	2,592	44	67	1,901	142	27.5
Idaho	5,219	1,512	225	289	2,442	751	33.5
Illinois	31,076	10,674	649	5,145	12,844	1,764	31.7
Indiana	15,331	4,687	362	504	8,426	1,352	33.6
Iowa	13,203	4,236	625	588	6,425	1,329	32.3
Kansas	11,473	5,645	346	108	4,603	771	28.5
Kentucky	10,271	2,725	566	2,391	3,642	947	33.7
Louisiana	12,054	5,792	244	224	5,443	351	28.8
Maine	2,290	1,218	46	0	858	168	27.6
Maryland	18,405	4,987	371	610	10,810	1,627	34.2
Massachusetts	16,820	5,514	730	2,784	6,493	1,299	31.9
Michigan	25,462	10,533	1,213	700	11,055	1,961	30.3
Minnesota	13,586	5,286	453	354	6,873	620	30.4
Mississippi	8,575	2,247	431	316	4,755	826	34.3
Missouri	12,652	4,884	619	402	5,979	768	31.1
Montana	3,077	1,379	194	68	1,205	231	29.3
Nebraska	7,093	2,500	319	0	3,619	655	32.2
Nevada	5,047	1,614	272	32	2,804	325	33.2
New Hampshire	2,513	883	53	114	1,302	161	31.3
New Jersey	15,739	3,825	132	4,500	6,199	1,083	33.4
New Mexico	7,050	2,531	344	57	3,458	660	33.7
New York	40,282	14,350	1,305	8,049	14,311	2,267	30.8
North Carolina	29,730	8,063	773	508	17,958	2,428	34.9
North Dakota	2,992	726	344	0	1,714	208	33.6
Ohio	25,404	10,071	861	536	11,269	2,667	31.7
Oklahoma	10,646	3,545	485	189	5,448	979	32.6
Oregon	12,047	4,378	794	135	5,960	780	31.4
Pennsylvania	20,941	6,297	537	2,939	9,667	1,501	32.6
Rhode Island	3,302	931	49	849	1,330	143	32.4
South Carolina	12,535	3,940	489	2,185	5,110	811	32.9
South Dakota	3,414	1,692	95	107	1,207	313	29.5
Tennessee	13,505	3,537	419	2,186	6,154	1,209	34.5
Texas	70,731	21,679	1,893	1,113	39,357	6,689	34.0
Utah	13,539	4,540	559	531	7,116	793	32.5
Vermont	1,488	742	103	104	351	188	27.0
Virginia	21,246	6,707	752	397	11,439	1,951	33.2
Washington	18,604	5,820	526	246	10,347	1,665	33.3
West Virginia	5,351	1,971	312	1,208	1,215	645	32.2
Wisconsin	14,409	5,470	835	444	6,792	868	31.2
Wyoming	2,539	1,263	8	0	948	320	29.4

Table 6-3b (Percentages)

Usual Hours Worked

Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%	33.8%	3.4%	6.0%	48.9%	7.9%
Alabama	100.0	32.0	2.2	2.4	56.3	7.2
Alaska	100.0	10.2	23.0	0.0	56.4	10.5
Arizona	100.0	40.2	2.1	1.5	45.9	10.3
Arkansas	100.0	32.2	0.3	1.5	57.9	8.2
California	100.0	34.1	3.8	1.7	51.9	8.5
Colorado	100.0	39.2	4.0	0.9	49.1	6.8
Connecticut	100.0	43.3	4.2	22.0	24.4	6.1
Delaware	100.0	34.8	2.1	19.7	37.8	5.5
District of Columbia	100.0	23.8	0.0	0.8	70.8	4.6
Florida	100.0	29.9	3.0	3.8	56.5	6.8
Georgia	100.0	29.5	2.2	0.9	57.7	9.7
Hawaii	100.0	54.6	0.9	1.4	40.1	3.0
Idaho	100.0	29.0	4.3	5.5	46.8	14.4
Illinois	100.0	34.3	2.1	16.6	41.3	5.7
Indiana	100.0	30.6	2.4	3.3	55.0	8.8
Iowa	100.0	32.1	4.7	4.5	48.7	10.1
Kansas	100.0	49.2	3.0	0.9	40.1	6.7
Kentucky	100.0	26.5	5.5	23.3	35.5	9.2
Louisiana	100.0	48.1	2.0	1.9	45.2	2.9
Maine	100.0	53.2	2.0	0.0	37.5	7.3
Maryland	100.0	27.1	2.0	3.3	58.7	8.8
Massachusetts	100.0	32.8	4.3	16.6	38.6	7.7
Michigan	100.0	41.4	4.8	2.7	43.4	7.7
Minnesota	100.0	38.9	3.3	2.6	50.6	4.6
Mississippi	100.0	26.2	5.0	3.7	55.5	9.6
Missouri	100.0	38.6	4.9	3.2	47.3	6.1
Montana	100.0	44.8	6.3	2.2	39.2	7.5
Nebraska	100.0	35.2	4.5	0.0	51.0	9.2
Nevada	100.0	32.0	5.4	0.6	55.6	6.4
New Hampshire	100.0	35.1	2.1	4.5	51.8	6.4
New Jersey	100.0	24.3	0.8	28.6	39.4	6.9
New Mexico	100.0	35.9	4.9	0.8	49.0	9.4
New York	100.0	35.6	3.2	20.0	35.5	5.6
North Carolina	100.0	27.1	2.6	1.7	60.4	8.2
North Dakota	100.0	24.3	11.5	0.0	57.3	7.0
Ohio	100.0	39.6	3.4	2.1	44.4	10.5
Oklahoma	100.0	33.3	4.6	1.8	51.2	9.2
Oregon	100.0	36.3	6.6	1.1	49.5	6.5
Pennsylvania	100.0	30.1	2.6	14.0	46.2	7.2
Rhode Island	100.0	28.2	1.5	25.7	40.3	4.3
South Carolina	100.0	31.4	3.9	17.4	40.8	6.5
South Dakota	100.0	49.6	2.8	3.1	35.4	9.2
Tennessee	100.0	26.2	3.1	16.2	45.6	9.0
Texas	100.0	30.6	2.7	1.6	55.6	9.5
Utah	100.0	33.5	4.1	3.9	52.6	5.9
Vermont	100.0	49.9	6.9	7.0	23.6	12.6
Virginia	100.0	31.6	3.5	1.9	53.8	9.2
Washington	100.0	31.3	2.8	1.3	55.6	8.9
West Virginia	100.0	36.8	5.8	22.6	22.7	12.1
Wisconsin	100.0	38.0	5.8	3.1	47.1	6.0
Wyoming	100.0	49.7	0.3	0.0	37.3	12.6

Demographics of the 2021 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 38 years old, 10 years younger than K-12 ESP.
- Thirty percent of Higher Ed ESP are under 25.
- Thirty 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, Delaware, Rhode Island, and Maryland have the highest average age, at 41.
- Higher Ed ESP in Vermont have the lowest average age, at 27. Their counterparts in South Dakota and Wyoming average 31 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.
- Seventy-four percent of the Rhode Island Higher Ed ESP work force and around 69 percent in Maine, New Hampshire, and Alaska are female. In another six states at least 60 percent of Higher Ed ESP are female.
- Fifty percent of West Virginia and Indiana Higher Ed ESP are male, along with 66 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 41 percent of the nation's Higher Ed ESP work force.
- Hispanics comprise the largest proportion, at 15 percent.
- Thirteen percent of Higher Ed ESP are Black.
- Asians comprise nine percent of the total Higher Ed ESP work force.
- Native Americans make up 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.
- Four 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, Delaware, and Texas.
- The lowest proportions of minority Higher Ed ESP are found in Montana, West Virginia, and New Hampshire, all at less than 12 percent.
- Forty-one percent of Higher Ed ESP in Mississippi are Black.
- In New Mexico, Hispanic Higher Ed ESP make up 53 percent of the Higher Ed ESP work force.
- In Hawaii, 49 percent of Higher Ed ESP are Asian, nine percent are Native Hawaiian or Pacific Islander, and 15 percent report two or more races. Twenty-three percent of Higher Ed ESP in Alaska and 20 percent in California are Asian.
- Twenty-two percent of Higher Ed ESP in Alaska, six percent in Delaware, and five percent in Oklahoma 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.
- Fifty-one percent of Higher Ed ESP have a college degree.
- At least 60 percent of Higher Ed ESP in North Dakota, Alaska, and Idaho hold college degrees, as do at least 55 percent in 12 other states.
- Vermont, Maine, and Montana have the lowest percentages of Higher Ed ESP with college degrees, at less than 35 percent.
- The highest percentages of Higher Ed ESP that have not finished high school are in the District of Columbia, Montana, and Rhode Island.

Household Income

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.

- Eighty-one percent of the nation's Higher Ed ESP live in households earning at least \$45,000 per year.
- Sixty-three percent of Higher Ed ESP live in households earning at least \$75,000 per year.
- Eight percent of Higher Ed ESP live in households with an income of less than \$25,000.
- New Jersey, Alaska, and Delaware lead in Higher Ed ESP with household incomes of at least \$45,000, each at 94 percent or higher.
- South Dakota at 15 percent and North Dakota at nine percent have the highest percentages of Higher Ed ESP living in households with an income of less than \$15,000.
- Higher Ed ESP in New Jersey, Hawaii, and the District of Columbia have the highest average household incomes, at more than \$150,000 per year. In six other states, Higher Ed ESP average more than \$136,000 in household income.
- In Vermont, Higher Ed ESP household incomes average below \$70,000 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-seven percent of all Higher Ed ESP live in households with incomes at least twice the poverty threshold; forty-five percent have household incomes at least four times the threshold.
- In every state and the District of Columbia, at least 52 percent of Higher Ed ESP have household incomes at least twice the poverty level.
- Eleven percent of all Higher Ed ESP, over 75,000, fall below the poverty line.
- At least 24 percent of Higher Ed ESP in Wyoming, Vermont, and South Dakota 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-nine percent of all Higher Ed ESP are married.
- Eleven percent are widowed, divorced, or separated.
- Fifty percent of all Higher Ed ESP have never married.
- In Vermont and Maine, at least 70 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-six percent of the Higher Ed ESP work force are household heads.
- Sixteen percent are spouses of the household head.
- Thirty-eight percent describe their household relationship as “child or other household member,” such as living with parents, siblings, or non-relative roommates.
- North Dakota and Alaska lead in percentage of household heads, at 62 percent or higher.
- Alaska, Pennsylvania, Iowa, and the District of Columbia lead in Higher Ed ESP who identify themselves as spouses of household heads, at 20 percent or more.
- At around 68 percent, Vermont and Hawaii 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 New Hampshire, Maine, and Montana are at least 56 percent.

Figure 7-1
Average Age
Higher Ed ESP Work Force by State, 2021

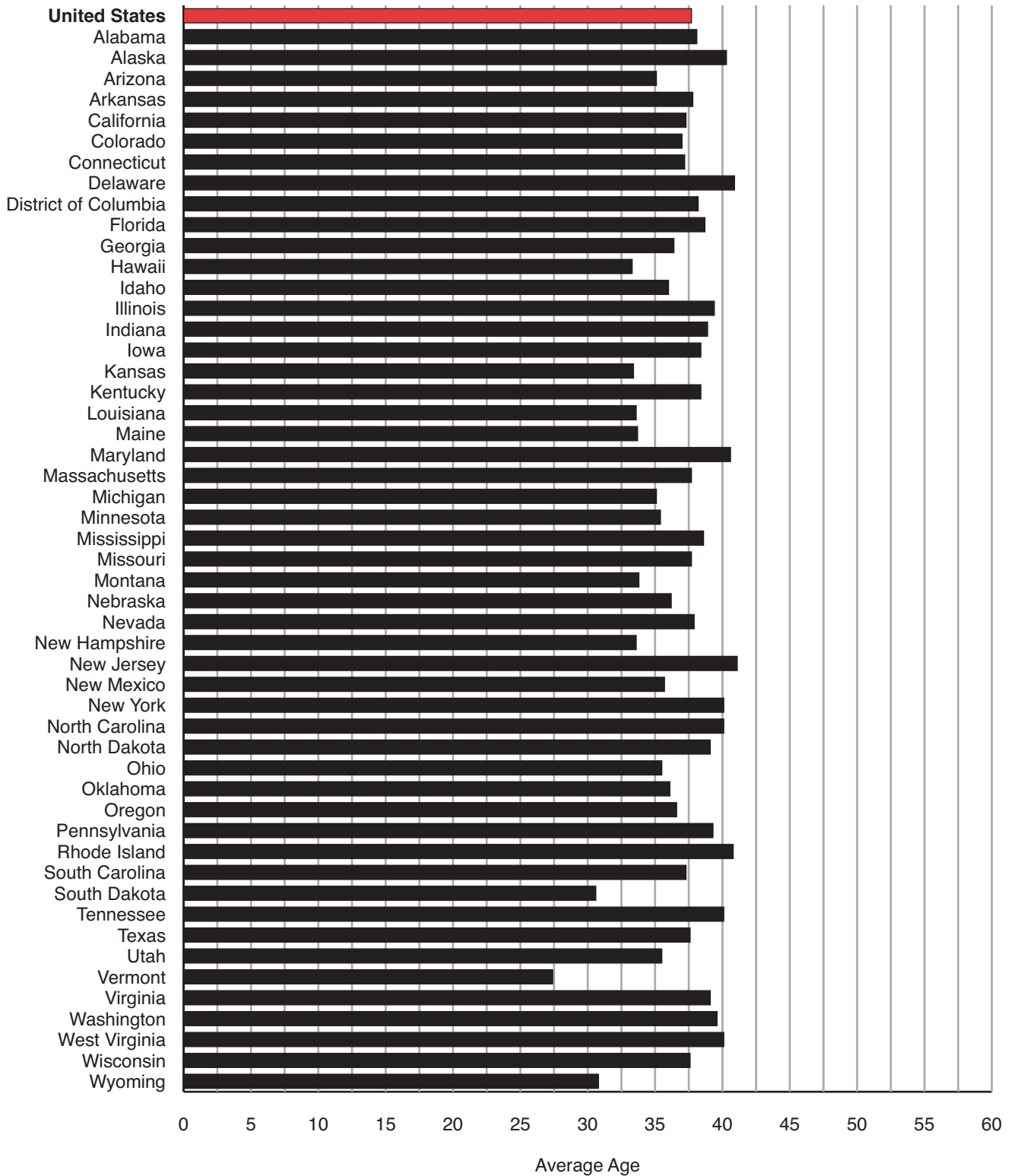


Figure 7-2
Gender: Percentage Female
Higher Ed ESP Work Force by State, 2021

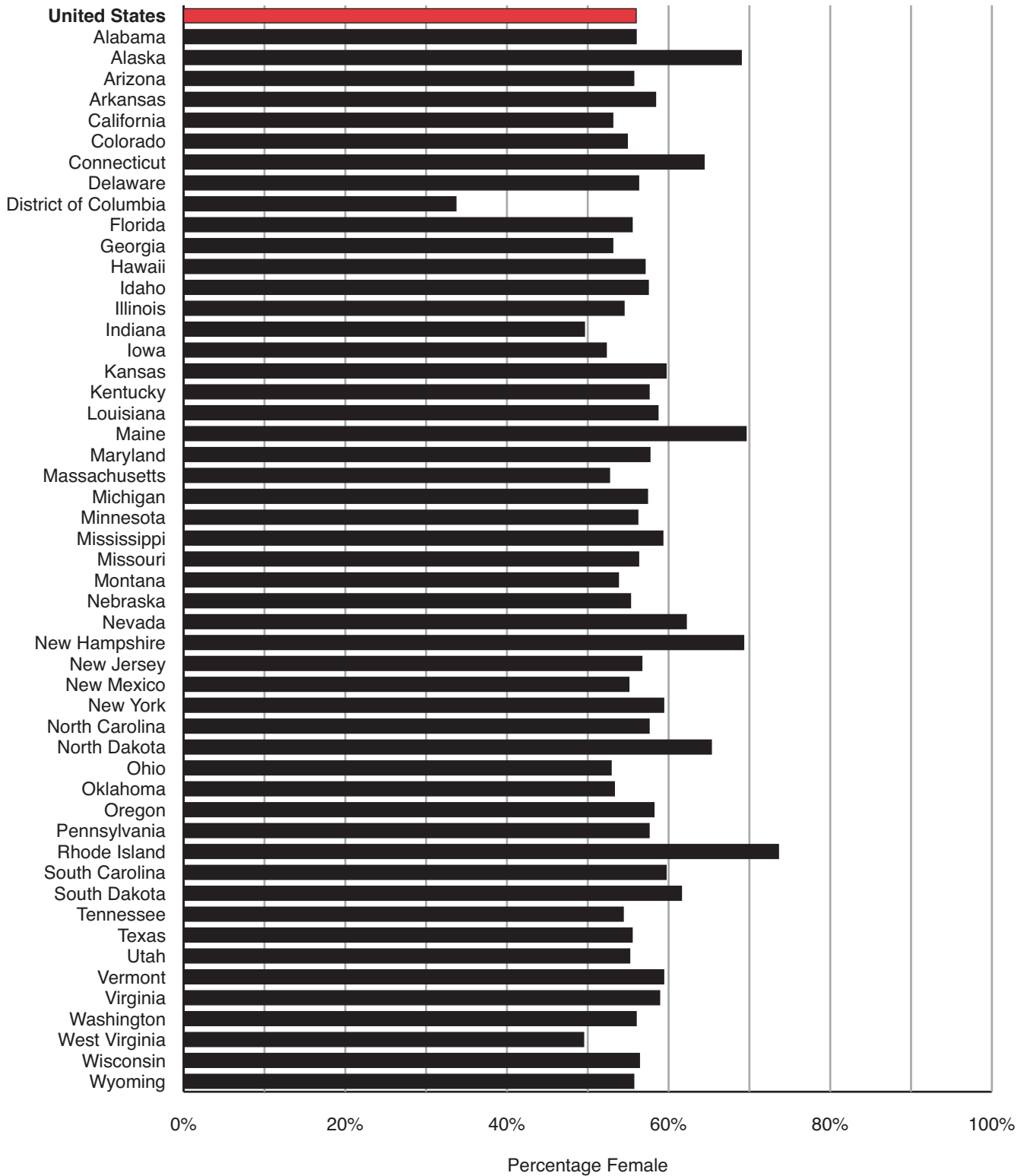


Figure 7-3
Race/Ethnicity
Higher Ed ESP Work Force by State, 2021

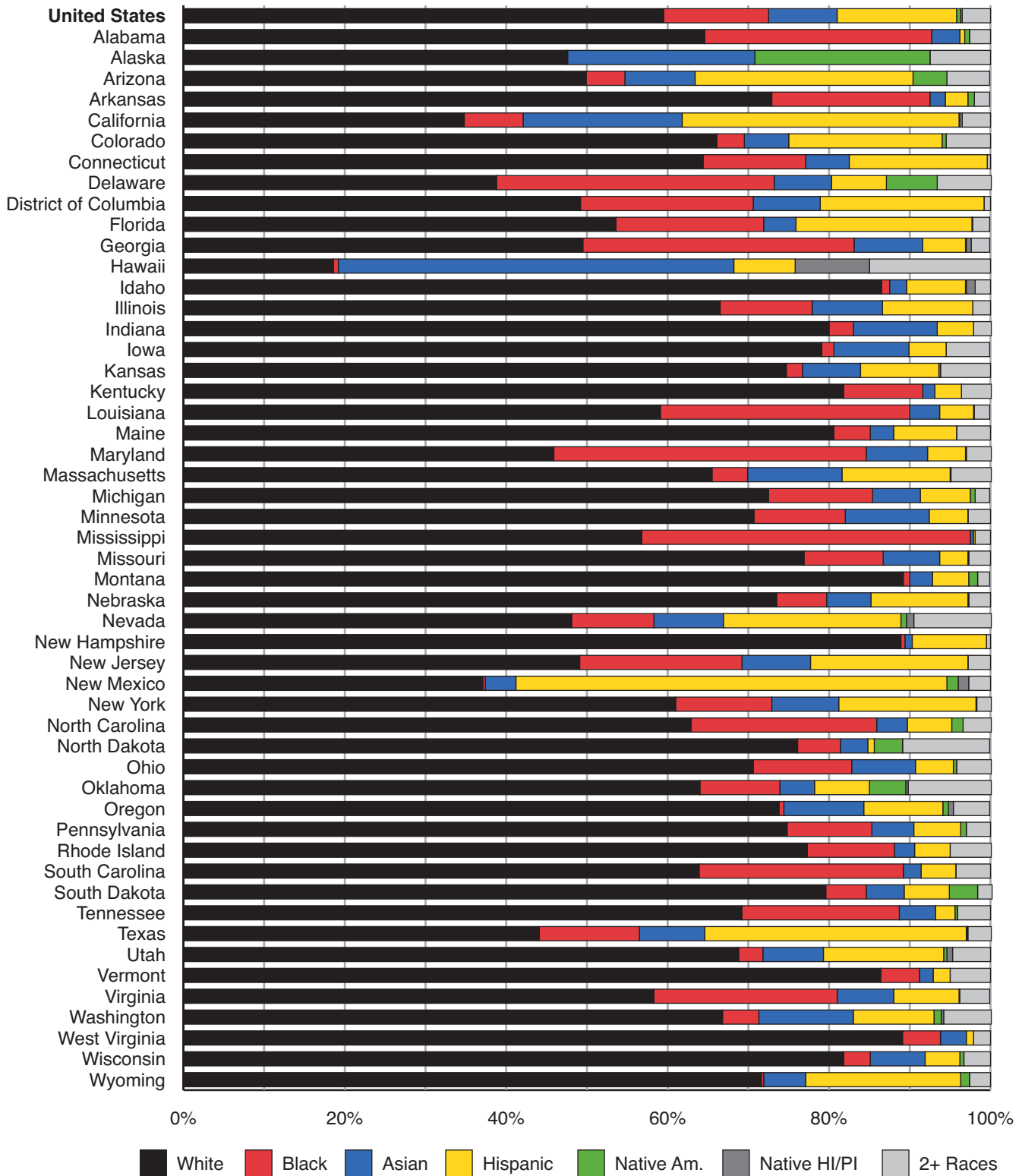


Figure 7-4
Education: Percent with Associate or Bachelor’s Degree or More
Higher Ed ESP Work Force by State, 2021

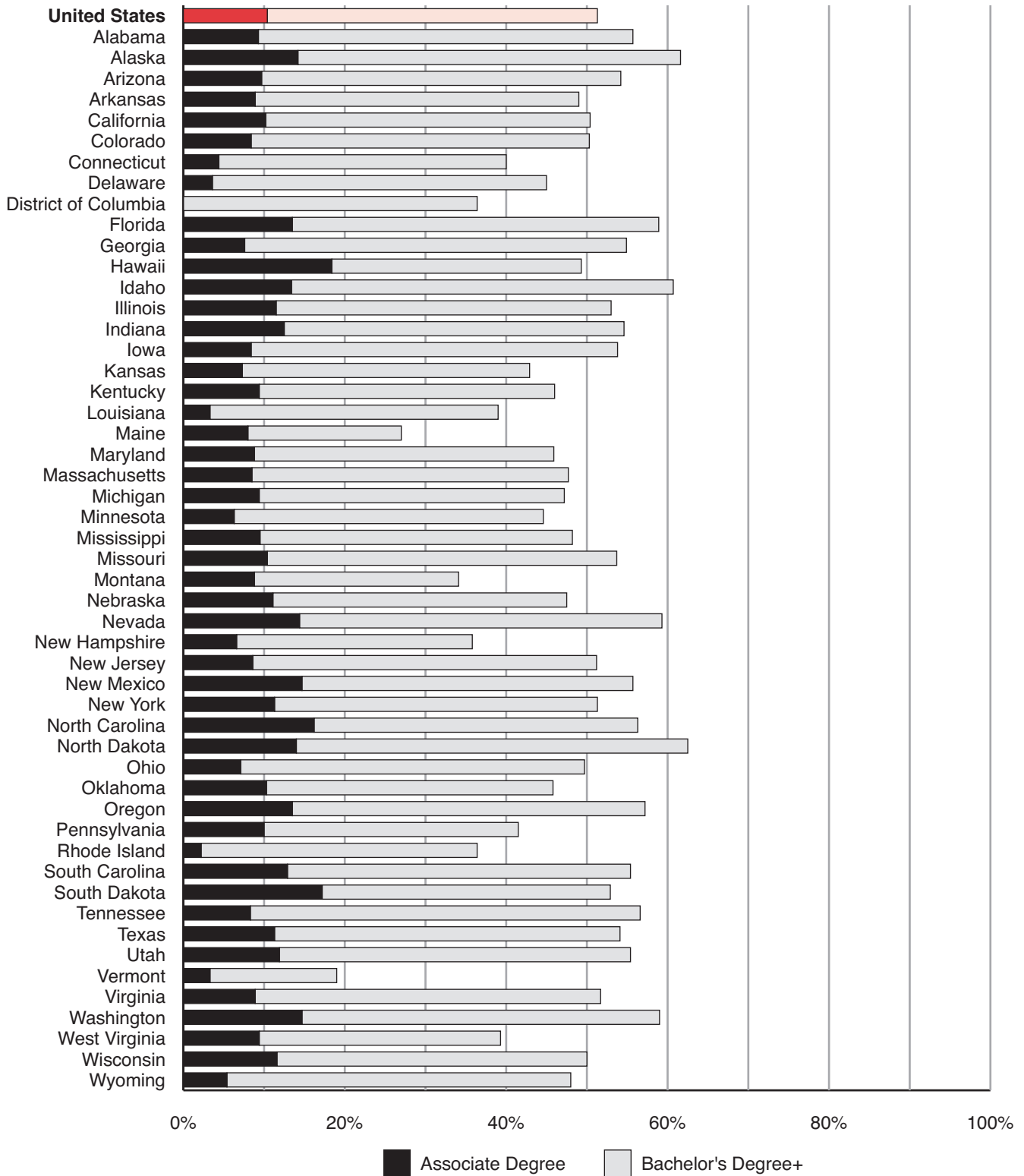


Figure 7-5
Poverty Rate
Higher Ed ESP Work Force by State, 2021

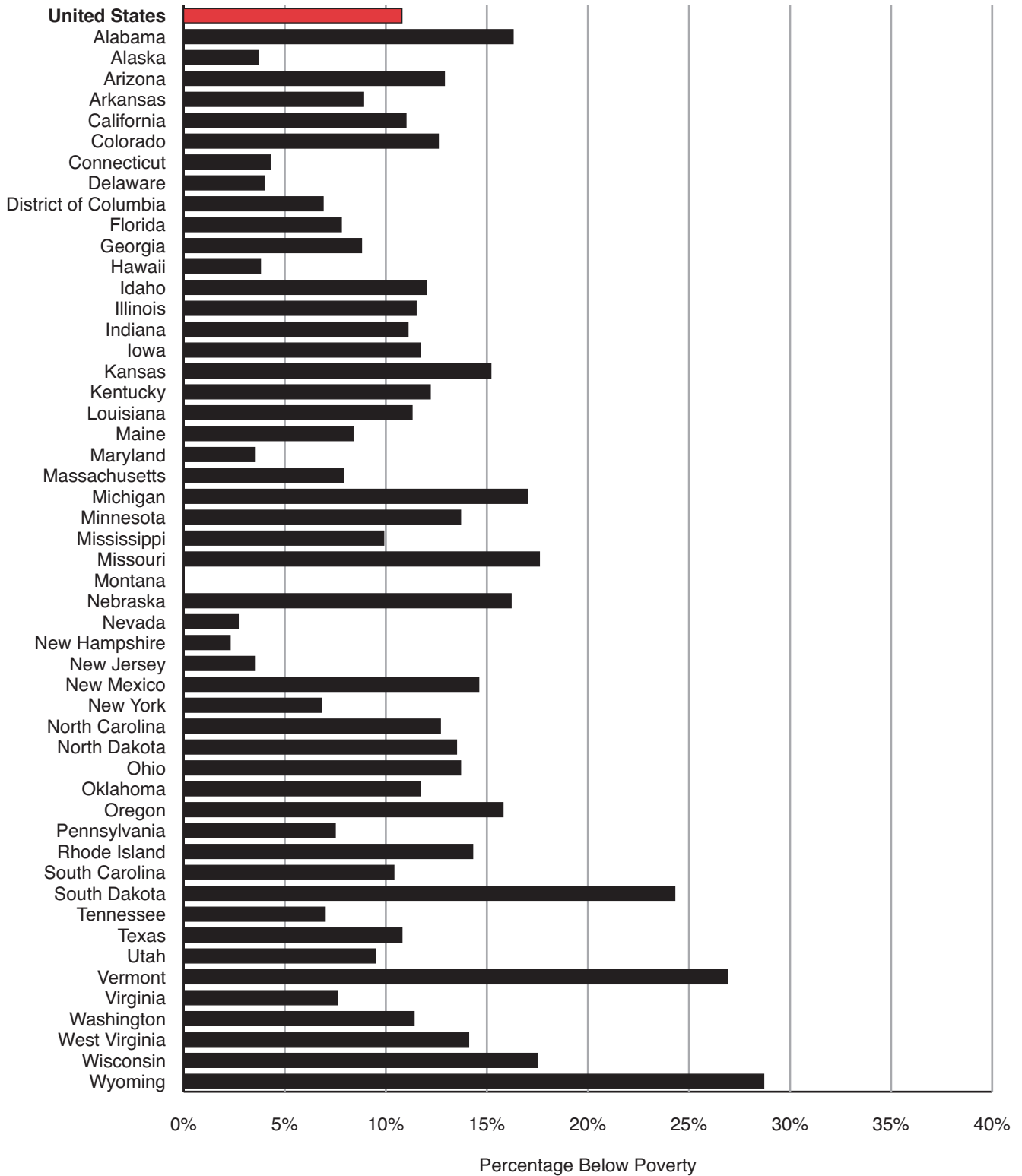


Table 7-1a (Counts)
Age Groups
Higher Ed ESP Work Force by State, 2021

	All HIEd ESP	15-24	25-34	35-44	45-54	55-64	65+	Average Age
United States	786,366	237,933	156,882	112,183	121,247	126,135	31,986	37.7
Alabama	14,278	4,123	2,764	1,578	3,148	2,432	233	38.1
Alaska	1,327	172	403	212	352	188	0	40.3
Arizona	18,970	6,800	3,629	3,680	2,446	2,062	353	35.1
Arkansas	6,523	1,756	1,559	951	888	1,212	157	37.8
California	88,374	25,275	19,535	13,352	14,570	12,881	2,761	37.3
Colorado	16,265	5,061	3,891	1,383	2,692	2,508	730	37.0
Connecticut	8,432	3,318	901	1,032	1,297	1,714	170	37.2
Delaware	1,863	432	398	285	243	176	329	40.9
District of Columbia	942	288	165	146	127	124	92	38.2
Florida	37,372	8,098	10,453	5,177	5,771	6,337	1,536	38.7
Georgia	27,633	7,573	7,693	3,962	3,821	3,410	1,174	36.4
Hawaii	4,746	2,194	946	470	341	640	155	33.3
Idaho	5,219	1,470	1,524	760	434	822	209	36.0
Illinois	31,076	8,611	4,615	5,213	6,373	4,622	1,642	39.4
Indiana	15,331	4,195	3,056	2,254	2,333	2,897	596	38.9
Iowa	13,203	3,648	2,829	1,723	2,016	2,470	517	38.4
Kansas	11,473	5,414	1,727	1,252	869	1,945	266	33.4
Kentucky	10,271	2,937	1,678	1,891	1,927	1,411	427	38.4
Louisiana	12,054	5,714	1,599	1,414	1,282	1,738	307	33.6
Maine	2,290	1,253	241	74	269	336	117	33.7
Maryland	18,405	4,673	3,081	2,559	3,306	3,875	911	40.6
Massachusetts	16,820	5,089	2,762	3,142	2,172	3,108	547	37.7
Michigan	25,462	10,452	3,995	3,419	3,300	3,275	1,021	35.1
Minnesota	13,586	5,960	1,865	1,326	1,759	2,297	379	35.4
Mississippi	8,575	2,128	1,652	1,720	1,532	1,305	238	38.6
Missouri	12,652	4,038	2,180	2,159	1,679	2,072	524	37.7
Montana	3,077	1,415	437	318	334	470	103	33.8
Nebraska	7,093	2,596	1,248	991	844	1,118	296	36.2
Nevada	5,047	1,186	1,251	797	944	671	198	37.9
New Hampshire	2,513	1,179	366	181	356	345	86	33.6
New Jersey	15,739	3,749	2,347	2,907	2,587	3,301	848	41.1
New Mexico	7,050	2,387	1,585	842	1,379	730	127	35.7
New York	40,282	11,360	6,032	5,878	6,682	7,470	2,860	40.1
North Carolina	29,730	6,412	6,690	4,898	4,445	5,517	1,768	40.1
North Dakota	2,992	751	726	447	436	491	141	39.1
Ohio	25,404	9,525	4,635	2,870	4,136	3,615	623	35.5
Oklahoma	10,646	3,594	2,513	1,241	1,403	1,701	194	36.1
Oregon	12,047	3,496	3,237	1,400	1,788	1,766	360	36.6
Pennsylvania	20,941	5,957	2,727	3,871	3,357	4,020	1,009	39.3
Rhode Island	3,302	943	524	225	750	754	106	40.8
South Carolina	12,535	3,612	3,044	1,556	1,852	1,927	544	37.3
South Dakota	3,414	1,790	475	398	524	183	44	30.6
Tennessee	13,505	3,186	2,767	1,817	2,420	2,611	704	40.1
Texas	70,731	19,851	16,647	9,803	10,634	10,876	2,920	37.6
Utah	13,539	3,984	3,706	2,060	1,911	1,510	368	35.5
Vermont	1,488	942	302	62	65	117	0	27.4
Virginia	21,246	6,051	3,840	3,202	3,177	3,999	977	39.1
Washington	18,604	4,985	3,684	2,540	2,855	3,520	1,020	39.6
West Virginia	5,351	1,759	712	659	743	794	684	40.1
Wisconsin	14,409	5,319	1,647	1,889	2,446	2,493	615	37.6
Wyoming	2,539	1,232	599	197	232	279	0	30.8

Table 7-1b (Percentages)

Age Groups

Higher Ed ESP Work Force by State, 2021

	All Hied ESP	15-24	25-34	35-44	45-54	55-64	65+
United States	100.0%	30.3%	20.0%	14.3%	15.4%	16.0%	4.1%
Alabama	100.0	28.9	19.4	11.1	22.0	17.0	1.6
Alaska	100.0	13.0	30.4	16.0	26.5	14.2	0.0
Arizona	100.0	35.8	19.1	19.4	12.9	10.9	1.9
Arkansas	100.0	26.9	23.9	14.6	13.6	18.6	2.4
California	100.0	28.6	22.1	15.1	16.5	14.6	3.1
Colorado	100.0	31.1	23.9	8.5	16.6	15.4	4.5
Connecticut	100.0	39.4	10.7	12.2	15.4	20.3	2.0
Delaware	100.0	23.2	21.4	15.3	13.0	9.4	17.7
District of Columbia	100.0	30.6	17.5	15.5	13.5	13.2	9.8
Florida	100.0	21.7	28.0	13.9	15.4	17.0	4.1
Georgia	100.0	27.4	27.8	14.3	13.8	12.3	4.2
Hawaii	100.0	46.2	19.9	9.9	7.2	13.5	3.3
Idaho	100.0	28.2	29.2	14.6	8.3	15.8	4.0
Illinois	100.0	27.7	14.9	16.8	20.5	14.9	5.3
Indiana	100.0	27.4	19.9	14.7	15.2	18.9	3.9
Iowa	100.0	27.6	21.4	13.1	15.3	18.7	3.9
Kansas	100.0	47.2	15.1	10.9	7.6	17.0	2.3
Kentucky	100.0	28.6	16.3	18.4	18.8	13.7	4.2
Louisiana	100.0	47.4	13.3	11.7	10.6	14.4	2.5
Maine	100.0	54.7	10.5	3.2	11.7	14.7	5.1
Maryland	100.0	25.4	16.7	13.9	18.0	21.1	4.9
Massachusetts	100.0	30.3	16.4	18.7	12.9	18.5	3.3
Michigan	100.0	41.0	15.7	13.4	13.0	12.9	4.0
Minnesota	100.0	43.9	13.7	9.8	12.9	16.9	2.8
Mississippi	100.0	24.8	19.3	20.1	17.9	15.2	2.8
Missouri	100.0	31.9	17.2	17.1	13.3	16.4	4.1
Montana	100.0	46.0	14.2	10.3	10.9	15.3	3.3
Nebraska	100.0	36.6	17.6	14.0	11.9	15.8	4.2
Nevada	100.0	23.5	24.8	15.8	18.7	13.3	3.9
New Hampshire	100.0	46.9	14.6	7.2	14.2	13.7	3.4
New Jersey	100.0	23.8	14.9	18.5	16.4	21.0	5.4
New Mexico	100.0	33.9	22.5	11.9	19.6	10.4	1.8
New York	100.0	28.2	15.0	14.6	16.6	18.5	7.1
North Carolina	100.0	21.6	22.5	16.5	15.0	18.6	5.9
North Dakota	100.0	25.1	24.3	14.9	14.6	16.4	4.7
Ohio	100.0	37.5	18.2	11.3	16.3	14.2	2.5
Oklahoma	100.0	33.8	23.6	11.7	13.2	16.0	1.8
Oregon	100.0	29.0	26.9	11.6	14.8	14.7	3.0
Pennsylvania	100.0	28.4	13.0	18.5	16.0	19.2	4.8
Rhode Island	100.0	28.6	15.9	6.8	22.7	22.8	3.2
South Carolina	100.0	28.8	24.3	12.4	14.8	15.4	4.3
South Dakota	100.0	52.4	13.9	11.7	15.3	5.4	1.3
Tennessee	100.0	23.6	20.5	13.5	17.9	19.3	5.2
Texas	100.0	28.1	23.5	13.9	15.0	15.4	4.1
Utah	100.0	29.4	27.4	15.2	14.1	11.2	2.7
Vermont	100.0	63.3	20.3	4.2	4.4	7.9	0.0
Virginia	100.0	28.5	18.1	15.1	15.0	18.8	4.6
Washington	100.0	26.8	19.8	13.7	15.3	18.9	5.5
West Virginia	100.0	32.9	13.3	12.3	13.9	14.8	12.8
Wisconsin	100.0	36.9	11.4	13.1	17.0	17.3	4.3
Wyoming	100.0	48.5	23.6	7.8	9.1	11.0	0.0

Table 7-2
Gender
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	Male	Female	All HiEd ESP	Male	Female
United States	786,366	345,857	440,509	100.0%	44.0%	56.0%
Alabama	14,278	6,288	7,990	100.0	44.0	56.0
Alaska	1,327	412	915	100.0	31.0	69.0
Arizona	18,970	8,410	10,560	100.0	44.3	55.7
Arkansas	6,523	2,715	3,808	100.0	41.6	58.4
California	88,374	41,440	46,934	100.0	46.9	53.1
Colorado	16,265	7,335	8,930	100.0	45.1	54.9
Connecticut	8,432	2,998	5,434	100.0	35.6	64.4
Delaware	1,863	814	1,049	100.0	43.7	56.3
District of Columbia	942	625	317	100.0	66.3	33.7
Florida	37,372	16,642	20,730	100.0	44.5	55.5
Georgia	27,633	12,947	14,686	100.0	46.9	53.1
Hawaii	4,746	2,037	2,709	100.0	42.9	57.1
Idaho	5,219	2,218	3,001	100.0	42.5	57.5
Illinois	31,076	14,126	16,950	100.0	45.5	54.5
Indiana	15,331	7,724	7,607	100.0	50.4	49.6
Iowa	13,203	6,300	6,903	100.0	47.7	52.3
Kansas	11,473	4,627	6,846	100.0	40.3	59.7
Kentucky	10,271	4,356	5,915	100.0	42.4	57.6
Louisiana	12,054	4,979	7,075	100.0	41.3	58.7
Maine	2,290	697	1,593	100.0	30.4	69.6
Maryland	18,405	7,782	10,623	100.0	42.3	57.7
Massachusetts	16,820	7,952	8,868	100.0	47.3	52.7
Michigan	25,462	10,839	14,623	100.0	42.6	57.4
Minnesota	13,586	5,956	7,630	100.0	43.8	56.2
Mississippi	8,575	3,487	5,088	100.0	40.7	59.3
Missouri	12,652	5,526	7,126	100.0	43.7	56.3
Montana	3,077	1,421	1,656	100.0	46.2	53.8
Nebraska	7,093	3,169	3,924	100.0	44.7	55.3
Nevada	5,047	1,907	3,140	100.0	37.8	62.2
New Hampshire	2,513	771	1,742	100.0	30.7	69.3
New Jersey	15,739	6,813	8,926	100.0	43.3	56.7
New Mexico	7,050	3,166	3,884	100.0	44.9	55.1
New York	40,282	16,351	23,931	100.0	40.6	59.4
North Carolina	29,730	12,592	17,138	100.0	42.4	57.6
North Dakota	2,992	1,039	1,953	100.0	34.7	65.3
Ohio	25,404	11,955	13,449	100.0	47.1	52.9
Oklahoma	10,646	4,976	5,670	100.0	46.7	53.3
Oregon	12,047	5,032	7,015	100.0	41.8	58.2
Pennsylvania	20,941	8,877	12,064	100.0	42.4	57.6
Rhode Island	3,302	871	2,431	100.0	26.4	73.6
South Carolina	12,535	5,053	7,482	100.0	40.3	59.7
South Dakota	3,414	1,312	2,102	100.0	38.4	61.6
Tennessee	13,505	6,163	7,342	100.0	45.6	54.4
Texas	70,731	31,489	39,242	100.0	44.5	55.5
Utah	13,539	6,059	7,480	100.0	44.8	55.2
Vermont	1,488	604	884	100.0	40.6	59.4
Virginia	21,246	8,723	12,523	100.0	41.1	58.9
Washington	18,604	8,180	10,424	100.0	44.0	56.0
West Virginia	5,351	2,702	2,649	100.0	50.5	49.5
Wisconsin	14,409	6,276	8,133	100.0	43.6	56.4
Wyoming	2,539	1,124	1,415	100.0	44.3	55.7

Table 7-3a (Counts)
Gender by Age Group
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	786,366	345,857	174,560	109,616	61,681	440,509	220,255	123,814	96,440
Alabama	14,278	6,288	3,429	2,002	857	7,990	3,458	2,724	1,808
Alaska	1,327	412	235	177	0	915	340	387	188
Arizona	18,970	8,410	4,711	2,854	845	10,560	5,718	3,272	1,570
Arkansas	6,523	2,715	866	1,231	618	3,808	2,449	608	751
California	88,374	41,440	19,121	15,116	7,203	46,934	25,689	12,806	8,439
Colorado	16,265	7,335	4,095	2,216	1,024	8,930	4,857	1,859	2,214
Connecticut	8,432	2,998	1,453	991	554	5,434	2,766	1,338	1,330
Delaware	1,863	814	421	203	190	1,049	409	325	315
District of Columbia	942	625	350	166	109	317	103	107	107
Florida	37,372	16,642	7,965	5,456	3,221	20,730	10,586	5,492	4,652
Georgia	27,633	12,947	8,048	3,453	1,446	14,686	7,218	4,330	3,138
Hawaii	4,746	2,037	1,262	387	388	2,709	1,878	424	407
Idaho	5,219	2,218	1,225	548	445	3,001	1,769	646	586
Illinois	31,076	14,126	6,101	5,284	2,741	16,950	7,125	6,302	3,523
Indiana	15,331	7,724	4,299	2,400	1,025	7,607	2,952	2,187	2,468
Iowa	13,203	6,300	2,900	1,945	1,455	6,903	3,577	1,794	1,532
Kansas	11,473	4,627	2,676	1,134	817	6,846	4,465	987	1,394
Kentucky	10,271	4,356	2,009	1,689	658	5,915	2,606	2,129	1,180
Louisiana	12,054	4,979	3,274	1,186	519	7,075	4,039	1,510	1,526
Maine	2,290	697	245	218	234	1,593	1,249	125	219
Maryland	18,405	7,782	3,455	2,465	1,862	10,623	4,299	3,400	2,924
Massachusetts	16,820	7,952	3,601	2,798	1,553	8,868	4,250	2,516	2,102
Michigan	25,462	10,839	5,912	3,322	1,605	14,623	8,535	3,397	2,691
Minnesota	13,586	5,956	3,487	1,437	1,032	7,630	4,338	1,648	1,644
Mississippi	8,575	3,487	1,709	1,175	603	5,088	2,071	2,077	940
Missouri	12,652	5,526	2,802	1,831	893	7,126	3,416	2,007	1,703
Montana	3,077	1,421	812	437	172	1,656	1,040	215	401
Nebraska	7,093	3,169	1,735	839	595	3,924	2,109	996	819
Nevada	5,047	1,907	1,017	525	365	3,140	1,420	1,216	504
New Hampshire	2,513	771	473	167	131	1,742	1,072	370	300
New Jersey	15,739	6,813	3,232	1,857	1,724	8,926	2,864	3,637	2,425
New Mexico	7,050	3,166	1,590	1,022	554	3,884	2,382	1,199	303
New York	40,282	16,351	7,227	5,635	3,489	23,931	10,165	6,925	6,841
North Carolina	29,730	12,592	5,802	4,348	2,442	17,138	7,300	4,995	4,843
North Dakota	2,992	1,039	335	375	329	1,953	1,142	508	303
Ohio	25,404	11,955	6,872	3,162	1,921	13,449	7,288	3,844	2,317
Oklahoma	10,646	4,976	3,142	1,072	762	5,670	2,965	1,572	1,133
Oregon	12,047	5,032	2,680	1,455	897	7,015	4,053	1,733	1,229
Pennsylvania	20,941	8,877	3,517	3,270	2,090	12,064	5,167	3,958	2,939
Rhode Island	3,302	871	418	278	175	2,431	1,049	697	685
South Carolina	12,535	5,053	2,584	1,486	983	7,482	4,072	1,922	1,488
South Dakota	3,414	1,312	866	400	46	2,102	1,399	522	181
Tennessee	13,505	6,163	3,113	1,886	1,164	7,342	2,840	2,351	2,151
Texas	70,731	31,489	16,652	9,313	5,524	39,242	19,846	11,124	8,272
Utah	13,539	6,059	3,796	1,374	889	7,480	3,894	2,597	989
Vermont	1,488	604	523	67	14	884	721	60	103
Virginia	21,246	8,723	3,432	3,063	2,228	12,523	6,459	3,316	2,748
Washington	18,604	8,180	3,966	2,623	1,591	10,424	4,703	2,772	2,949
West Virginia	5,351	2,702	1,305	797	600	2,649	1,166	605	878
Wisconsin	14,409	6,276	2,904	2,273	1,099	8,133	4,062	2,062	2,009
Wyoming	2,539	1,124	916	208	0	1,415	915	221	279

Table 7-3b (Percentages)
Gender by Age Group
Higher Ed ESP Work Force by State, 2021

	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	100.0%	50.5%	31.7%	17.8%	100.0%	50.0%	28.1%	21.9%
Alabama	100.0	54.5	31.8	13.6	100.0	43.3	34.1	22.6
Alaska	100.0	57.0	43.0	0.0	100.0	37.2	42.3	20.5
Arizona	100.0	56.0	33.9	10.0	100.0	54.1	31.0	14.9
Arkansas	100.0	31.9	45.3	22.8	100.0	64.3	16.0	19.7
California	100.0	46.1	36.5	17.4	100.0	54.7	27.3	18.0
Colorado	100.0	55.8	30.2	14.0	100.0	54.4	20.8	24.8
Connecticut	100.0	48.5	33.1	18.5	100.0	50.9	24.6	24.5
Delaware	100.0	51.7	24.9	23.3	100.0	39.0	31.0	30.0
District of Columbia	100.0	56.0	26.6	17.4	100.0	32.5	33.8	33.8
Florida	100.0	47.9	32.8	19.4	100.0	51.1	26.5	22.4
Georgia	100.0	62.2	26.7	11.2	100.0	49.1	29.5	21.4
Hawaii	100.0	62.0	19.0	19.0	100.0	69.3	15.7	15.0
Idaho	100.0	55.2	24.7	20.1	100.0	58.9	21.5	19.5
Illinois	100.0	43.2	37.4	19.4	100.0	42.0	37.2	20.8
Indiana	100.0	55.7	31.1	13.3	100.0	38.8	28.7	32.4
Iowa	100.0	46.0	30.9	23.1	100.0	51.8	26.0	22.2
Kansas	100.0	57.8	24.5	17.7	100.0	65.2	14.4	20.4
Kentucky	100.0	46.1	38.8	15.1	100.0	44.1	36.0	19.9
Louisiana	100.0	65.8	23.8	10.4	100.0	57.1	21.3	21.6
Maine	100.0	35.2	31.3	33.6	100.0	78.4	7.8	13.7
Maryland	100.0	44.4	31.7	23.9	100.0	40.5	32.0	27.5
Massachusetts	100.0	45.3	35.2	19.5	100.0	47.9	28.4	23.7
Michigan	100.0	54.5	30.6	14.8	100.0	58.4	23.2	18.4
Minnesota	100.0	58.5	24.1	17.3	100.0	56.9	21.6	21.5
Mississippi	100.0	49.0	33.7	17.3	100.0	40.7	40.8	18.5
Missouri	100.0	50.7	33.1	16.2	100.0	47.9	28.2	23.9
Montana	100.0	57.1	30.8	12.1	100.0	62.8	13.0	24.2
Nebraska	100.0	54.7	26.5	18.8	100.0	53.7	25.4	20.9
Nevada	100.0	53.3	27.5	19.1	100.0	45.2	38.7	16.1
New Hampshire	100.0	61.3	21.7	17.0	100.0	61.5	21.2	17.2
New Jersey	100.0	47.4	27.3	25.3	100.0	32.1	40.7	27.2
New Mexico	100.0	50.2	32.3	17.5	100.0	61.3	30.9	7.8
New York	100.0	44.2	34.5	21.3	100.0	42.5	28.9	28.6
North Carolina	100.0	46.1	34.5	19.4	100.0	42.6	29.1	28.3
North Dakota	100.0	32.2	36.1	31.7	100.0	58.5	26.0	15.5
Ohio	100.0	57.5	26.4	16.1	100.0	54.2	28.6	17.2
Oklahoma	100.0	63.1	21.5	15.3	100.0	52.3	27.7	20.0
Oregon	100.0	53.3	28.9	17.8	100.0	57.8	24.7	17.5
Pennsylvania	100.0	39.6	36.8	23.5	100.0	42.8	32.8	24.4
Rhode Island	100.0	48.0	31.9	20.1	100.0	43.2	28.7	28.2
South Carolina	100.0	51.1	29.4	19.5	100.0	54.4	25.7	19.9
South Dakota	100.0	66.0	30.5	3.5	100.0	66.6	24.8	8.6
Tennessee	100.0	50.5	30.6	18.9	100.0	38.7	32.0	29.3
Texas	100.0	52.9	29.6	17.5	100.0	50.6	28.3	21.1
Utah	100.0	62.7	22.7	14.7	100.0	52.1	34.7	13.2
Vermont	100.0	86.6	11.1	2.3	100.0	81.6	6.8	11.7
Virginia	100.0	39.3	35.1	25.5	100.0	51.6	26.5	21.9
Washington	100.0	48.5	32.1	19.4	100.0	45.1	26.6	28.3
West Virginia	100.0	48.3	29.5	22.2	100.0	44.0	22.8	33.1
Wisconsin	100.0	46.3	36.2	17.5	100.0	49.9	25.4	24.7
Wyoming	100.0	81.5	18.5	0.0	100.0	64.7	15.6	19.7

Table 7-4a (Counts)
Race/Ethnicity
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	786,366	468,128	102,260	66,680	116,588	3,939	1,425	27,346
Alabama	14,278	9,217	4,012	503	86	92	0	368
Alaska	1,327	632	0	308	0	288	0	99
Arizona	18,970	9,465	912	1,652	5,127	801	0	1,013
Arkansas	6,523	4,756	1,281	127	182	53	0	124
California	88,374	30,719	6,412	17,392	30,343	113	297	3,098
Colorado	16,265	10,757	551	887	3,094	85	0	891
Connecticut	8,432	5,427	1,074	454	1,444	0	0	33
Delaware	1,863	722	640	132	127	118	0	124
District of Columbia	942	463	202	78	191	0	0	8
Florida	37,372	20,045	6,823	1,498	8,154	56	12	784
Georgia	27,633	13,674	9,285	2,358	1,476	22	172	646
Hawaii	4,746	883	30	2,327	359	0	437	710
Idaho	5,219	4,517	51	107	383	7	57	97
Illinois	31,076	20,652	3,549	2,696	3,490	0	0	689
Indiana	15,331	12,260	454	1,595	686	0	0	336
Iowa	13,203	10,449	204	1,225	610	0	0	715
Kansas	11,473	8,573	227	822	1,114	28	0	709
Kentucky	10,271	8,399	1,002	157	337	0	0	376
Louisiana	12,054	7,129	3,725	443	509	0	18	230
Maine	2,290	1,845	103	67	178	0	0	97
Maryland	18,405	8,439	7,121	1,398	864	14	0	569
Massachusetts	16,820	11,016	738	1,963	2,256	14	0	833
Michigan	25,462	18,451	3,296	1,513	1,580	151	0	471
Minnesota	13,586	9,605	1,536	1,416	648	0	0	381
Mississippi	8,575	4,874	3,486	36	15	0	0	164
Missouri	12,652	9,730	1,240	884	449	7	0	342
Montana	3,077	2,746	26	87	138	33	0	47
Nebraska	7,093	5,216	443	388	854	4	0	188
Nevada	5,047	2,426	514	434	1,112	34	43	484
New Hampshire	2,513	2,233	13	23	231	0	0	13
New Jersey	15,739	7,725	3,167	1,342	3,066	0	0	439
New Mexico	7,050	2,616	18	269	3,766	98	91	192
New York	40,282	24,568	4,777	3,341	6,831	23	4	738
North Carolina	29,730	18,694	6,829	1,116	1,628	430	0	1,033
North Dakota	2,992	2,278	158	103	24	105	0	324
Ohio	25,404	17,936	3,101	1,995	1,200	92	0	1,080
Oklahoma	10,646	6,809	1,049	455	726	480	29	1,098
Oregon	12,047	8,895	70	1,198	1,177	82	78	547
Pennsylvania	20,941	15,662	2,195	1,090	1,212	146	0	636
Rhode Island	3,302	2,551	358	81	144	0	0	168
South Carolina	12,535	8,006	3,173	275	544	0	0	537
South Dakota	3,414	2,716	169	159	191	119	0	60
Tennessee	13,505	9,348	2,637	609	322	34	0	555
Texas	70,731	31,215	8,736	5,695	22,923	76	44	2,042
Utah	13,539	9,313	409	1,015	2,020	54	93	635
Vermont	1,488	1,285	72	26	31	0	0	74
Virginia	21,246	12,387	4,830	1,488	1,731	15	0	795
Washington	18,604	12,430	833	2,175	1,855	165	50	1,096
West Virginia	5,351	4,768	251	170	48	0	0	114
Wisconsin	14,409	11,787	471	977	624	73	0	477
Wyoming	2,539	1,819	7	131	488	27	0	67

Table 7-4b (Percentages)
Race/Ethnicity
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	59.5%	13.0%	8.5%	14.8%	0.5%	0.2%	3.5%
Alabama	100.0	64.6	28.1	3.5	0.6	0.6	0.0	2.6
Alaska	100.0	47.6	0.0	23.2	0.0	21.7	0.0	7.5
Arizona	100.0	49.9	4.8	8.7	27.0	4.2	0.0	5.3
Arkansas	100.0	72.9	19.6	1.9	2.8	0.8	0.0	1.9
California	100.0	34.8	7.3	19.7	34.3	0.1	0.3	3.5
Colorado	100.0	66.1	3.4	5.5	19.0	0.5	0.0	5.5
Connecticut	100.0	64.4	12.7	5.4	17.1	0.0	0.0	0.4
Delaware	100.0	38.8	34.4	7.1	6.8	6.3	0.0	6.7
District of Columbia	100.0	49.2	21.4	8.3	20.3	0.0	0.0	0.8
Florida	100.0	53.6	18.3	4.0	21.8	0.1	0.0	2.1
Georgia	100.0	49.5	33.6	8.5	5.3	0.1	0.6	2.3
Hawaii	100.0	18.6	0.6	49.0	7.6	0.0	9.2	15.0
Idaho	100.0	86.5	1.0	2.1	7.3	0.1	1.1	1.9
Illinois	100.0	66.5	11.4	8.7	11.2	0.0	0.0	2.2
Indiana	100.0	80.0	3.0	10.4	4.5	0.0	0.0	2.2
Iowa	100.0	79.1	1.5	9.3	4.6	0.0	0.0	5.4
Kansas	100.0	74.7	2.0	7.2	9.7	0.2	0.0	6.2
Kentucky	100.0	81.8	9.8	1.5	3.3	0.0	0.0	3.7
Louisiana	100.0	59.1	30.9	3.7	4.2	0.0	0.1	1.9
Maine	100.0	80.6	4.5	2.9	7.8	0.0	0.0	4.2
Maryland	100.0	45.9	38.7	7.6	4.7	0.1	0.0	3.1
Massachusetts	100.0	65.5	4.4	11.7	13.4	0.1	0.0	5.0
Michigan	100.0	72.5	12.9	5.9	6.2	0.6	0.0	1.8
Minnesota	100.0	70.7	11.3	10.4	4.8	0.0	0.0	2.8
Mississippi	100.0	56.8	40.7	0.4	0.2	0.0	0.0	1.9
Missouri	100.0	76.9	9.8	7.0	3.5	0.1	0.0	2.7
Montana	100.0	89.2	0.8	2.8	4.5	1.1	0.0	1.5
Nebraska	100.0	73.5	6.2	5.5	12.0	0.1	0.0	2.7
Nevada	100.0	48.1	10.2	8.6	22.0	0.7	0.9	9.6
New Hampshire	100.0	88.9	0.5	0.9	9.2	0.0	0.0	0.5
New Jersey	100.0	49.1	20.1	8.5	19.5	0.0	0.0	2.8
New Mexico	100.0	37.1	0.3	3.8	53.4	1.4	1.3	2.7
New York	100.0	61.0	11.9	8.3	17.0	0.1	0.0	1.8
North Carolina	100.0	62.9	23.0	3.8	5.5	1.4	0.0	3.5
North Dakota	100.0	76.1	5.3	3.4	0.8	3.5	0.0	10.8
Ohio	100.0	70.6	12.2	7.9	4.7	0.4	0.0	4.3
Oklahoma	100.0	64.0	9.9	4.3	6.8	4.5	0.3	10.3
Oregon	100.0	73.8	0.6	9.9	9.8	0.7	0.6	4.5
Pennsylvania	100.0	74.8	10.5	5.2	5.8	0.7	0.0	3.0
Rhode Island	100.0	77.3	10.8	2.5	4.4	0.0	0.0	5.1
South Carolina	100.0	63.9	25.3	2.2	4.3	0.0	0.0	4.3
South Dakota	100.0	79.6	5.0	4.7	5.6	3.5	0.0	1.8
Tennessee	100.0	69.2	19.5	4.5	2.4	0.3	0.0	4.1
Texas	100.0	44.1	12.4	8.1	32.4	0.1	0.1	2.9
Utah	100.0	68.8	3.0	7.5	14.9	0.4	0.7	4.7
Vermont	100.0	86.4	4.8	1.7	2.1	0.0	0.0	5.0
Virginia	100.0	58.3	22.7	7.0	8.1	0.1	0.0	3.7
Washington	100.0	66.8	4.5	11.7	10.0	0.9	0.3	5.9
West Virginia	100.0	89.1	4.7	3.2	0.9	0.0	0.0	2.1
Wisconsin	100.0	81.8	3.3	6.8	4.3	0.5	0.0	3.3
Wyoming	100.0	71.6	0.3	5.2	19.2	1.1	0.0	2.6

Table 7-5a (Counts)
Race/Ethnicity by Gender: Males
Higher Ed ESP Work Force by State, 2021

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	345,857	210,839	39,991	31,532	50,156	1,623	855	10,861
Alabama	6,288	4,404	1,315	305	19	62	0	183
Alaska	412	226	0	36	0	150	0	0
Arizona	8,410	4,737	649	630	1,905	169	0	320
Arkansas	2,715	2,148	370	81	42	0	0	74
California	41,440	15,153	2,699	8,542	13,794	46	85	1,121
Colorado	7,335	5,206	270	367	947	41	0	504
Connecticut	2,998	2,381	171	55	391	0	0	0
Delaware	814	321	256	76	0	74	0	87
District of Columbia	625	348	119	59	91	0	0	8
Florida	16,642	9,069	2,719	824	3,558	0	0	472
Georgia	12,947	6,558	4,111	1,324	501	0	172	281
Hawaii	2,037	494	0	936	30	0	181	396
Idaho	2,218	1,854	51	25	231	0	57	0
Illinois	14,126	9,315	1,046	1,613	1,924	0	0	228
Indiana	7,724	6,216	181	977	243	0	0	107
Iowa	6,300	4,597	153	569	346	0	0	635
Kansas	4,627	3,782	43	205	352	0	0	245
Kentucky	4,356	3,640	296	104	268	0	0	48
Louisiana	4,979	3,310	997	190	317	0	0	165
Maine	697	690	7	0	0	0	0	0
Maryland	7,782	3,443	3,114	542	501	14	0	168
Massachusetts	7,952	4,711	450	891	1,267	14	0	619
Michigan	10,839	7,894	1,249	708	656	79	0	253
Minnesota	5,956	3,859	1,183	527	237	0	0	150
Mississippi	3,487	2,441	850	33	15	0	0	148
Missouri	5,526	4,361	389	382	232	7	0	155
Montana	1,421	1,308	26	20	40	27	0	0
Nebraska	3,169	2,329	3	206	613	0	0	18
Nevada	1,907	1,019	88	146	544	30	30	50
New Hampshire	771	620	0	23	128	0	0	0
New Jersey	6,813	3,460	1,301	555	1,315	0	0	182
New Mexico	3,166	1,406	16	148	1,324	41	91	140
New York	16,351	9,948	2,290	1,613	2,328	0	0	172
North Carolina	12,592	8,066	2,517	453	1,009	99	0	448
North Dakota	1,039	739	100	55	24	24	0	97
Ohio	11,955	8,356	1,397	1,273	474	92	0	363
Oklahoma	4,976	3,290	757	276	151	159	18	325
Oregon	5,032	3,903	44	271	546	82	78	108
Pennsylvania	8,877	6,773	1,111	366	435	0	0	192
Rhode Island	871	516	125	0	103	0	0	127
South Carolina	5,053	3,453	931	114	415	0	0	140
South Dakota	1,312	901	169	136	28	78	0	0
Tennessee	6,163	4,372	1,092	354	153	22	0	170
Texas	31,489	15,754	2,285	2,806	10,005	37	0	602
Utah	6,059	4,154	255	459	751	51	93	296
Vermont	604	458	72	0	0	0	0	74
Virginia	8,723	4,767	2,023	853	699	15	0	366
Washington	8,180	5,759	219	902	727	165	50	358
West Virginia	2,702	2,491	126	38	0	0	0	47
Wisconsin	6,276	5,027	349	361	312	45	0	182
Wyoming	1,124	812	7	103	165	0	0	37

Table 7-5a (Counts) continued
Race/Ethnicity by Gender: Females
Higher Ed ESP Work Force by State, 2021

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	440,509	257,289	62,269	35,148	66,432	2,316	570	16,485
Alabama	7,990	4,813	2,697	198	67	30	0	185
Alaska	915	406	0	272	0	138	0	99
Arizona	10,560	4,728	263	1,022	3,222	632	0	693
Arkansas	3,808	2,608	911	46	140	53	0	50
California	46,934	15,566	3,713	8,850	16,549	67	212	1,977
Colorado	8,930	5,551	281	520	2,147	44	0	387
Connecticut	5,434	3,046	903	399	1,053	0	0	33
Delaware	1,049	401	384	56	127	44	0	37
District of Columbia	317	115	83	19	100	0	0	0
Florida	20,730	10,976	4,104	674	4,596	56	12	312
Georgia	14,686	7,116	5,174	1,034	975	22	0	365
Hawaii	2,709	389	30	1,391	329	0	256	314
Idaho	3,001	2,663	0	82	152	7	0	97
Illinois	16,950	11,337	2,503	1,083	1,566	0	0	461
Indiana	7,607	6,044	273	618	443	0	0	229
Iowa	6,903	5,852	51	656	264	0	0	80
Kansas	6,846	4,791	184	617	762	28	0	464
Kentucky	5,915	4,759	706	53	69	0	0	328
Louisiana	7,075	3,819	2,728	253	192	0	18	65
Maine	1,593	1,155	96	67	178	0	0	97
Maryland	10,623	4,996	4,007	856	363	0	0	401
Massachusetts	8,868	6,305	288	1,072	989	0	0	214
Michigan	14,623	10,557	2,047	805	924	72	0	218
Minnesota	7,630	5,746	353	889	411	0	0	231
Mississippi	5,088	2,433	2,636	3	0	0	0	16
Missouri	7,126	5,369	851	502	217	0	0	187
Montana	1,656	1,438	0	67	98	6	0	47
Nebraska	3,924	2,887	440	182	241	4	0	170
Nevada	3,140	1,407	426	288	568	4	13	434
New Hampshire	1,742	1,613	13	0	103	0	0	13
New Jersey	8,926	4,265	1,866	787	1,751	0	0	257
New Mexico	3,884	1,210	2	121	2,442	57	0	52
New York	23,931	14,620	2,487	1,728	4,503	23	4	566
North Carolina	17,138	10,628	4,312	663	619	331	0	585
North Dakota	1,953	1,539	58	48	0	81	0	227
Ohio	13,449	9,580	1,704	722	726	0	0	717
Oklahoma	5,670	3,519	292	179	575	321	11	773
Oregon	7,015	4,992	26	927	631	0	0	439
Pennsylvania	12,064	8,889	1,084	724	777	146	0	444
Rhode Island	2,431	2,035	233	81	41	0	0	41
South Carolina	7,482	4,553	2,242	161	129	0	0	397
South Dakota	2,102	1,815	0	23	163	41	0	60
Tennessee	7,342	4,976	1,545	255	169	12	0	385
Texas	39,242	15,461	6,451	2,889	12,918	39	44	1,440
Utah	7,480	5,159	154	556	1,269	3	0	339
Vermont	884	827	0	26	31	0	0	0
Virginia	12,523	7,620	2,807	635	1,032	0	0	429
Washington	10,424	6,671	614	1,273	1,128	0	0	738
West Virginia	2,649	2,277	125	132	48	0	0	67
Wisconsin	8,133	6,760	122	616	312	28	0	295
Wyoming	1,415	1,007	0	28	323	27	0	30

Table 7-5b (Percentages)
Race/Ethnicity by Gender: Males
Higher Ed ESP Work Force by State, 2021

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	61.0%	11.6%	9.1%	14.5%	0.5%	0.2%	3.1%
Alabama	100.0	70.0	20.9	4.9	0.3	1.0	0.0	2.9
Alaska	100.0	54.9	0.0	8.7	0.0	36.4	0.0	0.0
Arizona	100.0	56.3	7.7	7.5	22.7	2.0	0.0	3.8
Arkansas	100.0	79.1	13.6	3.0	1.5	0.0	0.0	2.7
California	100.0	36.6	6.5	20.6	33.3	0.1	0.2	2.7
Colorado	100.0	71.0	3.7	5.0	12.9	0.6	0.0	6.9
Connecticut	100.0	79.4	5.7	1.8	13.0	0.0	0.0	0.0
Delaware	100.0	39.4	31.4	9.3	0.0	9.1	0.0	10.7
District of Columbia	100.0	55.7	19.0	9.4	14.6	0.0	0.0	1.3
Florida	100.0	54.5	16.3	5.0	21.4	0.0	0.0	2.8
Georgia	100.0	50.7	31.8	10.2	3.9	0.0	1.3	2.2
Hawaii	100.0	24.3	0.0	45.9	1.5	0.0	8.9	19.4
Idaho	100.0	83.6	2.3	1.1	10.4	0.0	2.6	0.0
Illinois	100.0	65.9	7.4	11.4	13.6	0.0	0.0	1.6
Indiana	100.0	80.5	2.3	12.6	3.1	0.0	0.0	1.4
Iowa	100.0	73.0	2.4	9.0	5.5	0.0	0.0	10.1
Kansas	100.0	81.7	0.9	4.4	7.6	0.0	0.0	5.3
Kentucky	100.0	83.6	6.8	2.4	6.2	0.0	0.0	1.1
Louisiana	100.0	66.5	20.0	3.8	6.4	0.0	0.0	3.3
Maine	100.0	99.0	1.0	0.0	0.0	0.0	0.0	0.0
Maryland	100.0	44.2	40.0	7.0	6.4	0.2	0.0	2.2
Massachusetts	100.0	59.2	5.7	11.2	15.9	0.2	0.0	7.8
Michigan	100.0	72.8	11.5	6.5	6.1	0.7	0.0	2.3
Minnesota	100.0	64.8	19.9	8.8	4.0	0.0	0.0	2.5
Mississippi	100.0	70.0	24.4	0.9	0.4	0.0	0.0	4.2
Missouri	100.0	78.9	7.0	6.9	4.2	0.1	0.0	2.8
Montana	100.0	92.0	1.8	1.4	2.8	1.9	0.0	0.0
Nebraska	100.0	73.5	0.1	6.5	19.3	0.0	0.0	0.6
Nevada	100.0	53.4	4.6	7.7	28.5	1.6	1.6	2.6
New Hampshire	100.0	80.4	0.0	3.0	16.6	0.0	0.0	0.0
New Jersey	100.0	50.8	19.1	8.1	19.3	0.0	0.0	2.7
New Mexico	100.0	44.4	0.5	4.7	41.8	1.3	2.9	4.4
New York	100.0	60.8	14.0	9.9	14.2	0.0	0.0	1.1
North Carolina	100.0	64.1	20.0	3.6	8.0	0.8	0.0	3.6
North Dakota	100.0	71.1	9.6	5.3	2.3	2.3	0.0	9.3
Ohio	100.0	69.9	11.7	10.6	4.0	0.8	0.0	3.0
Oklahoma	100.0	66.1	15.2	5.5	3.0	3.2	0.4	6.5
Oregon	100.0	77.6	0.9	5.4	10.9	1.6	1.6	2.1
Pennsylvania	100.0	76.3	12.5	4.1	4.9	0.0	0.0	2.2
Rhode Island	100.0	59.2	14.4	0.0	11.8	0.0	0.0	14.6
South Carolina	100.0	68.3	18.4	2.3	8.2	0.0	0.0	2.8
South Dakota	100.0	68.7	12.9	10.4	2.1	5.9	0.0	0.0
Tennessee	100.0	70.9	17.7	5.7	2.5	0.4	0.0	2.8
Texas	100.0	50.0	7.3	8.9	31.8	0.1	0.0	1.9
Utah	100.0	68.6	4.2	7.6	12.4	0.8	1.5	4.9
Vermont	100.0	75.8	11.9	0.0	0.0	0.0	0.0	12.3
Virginia	100.0	54.6	23.2	9.8	8.0	0.2	0.0	4.2
Washington	100.0	70.4	2.7	11.0	8.9	2.0	0.6	4.4
West Virginia	100.0	92.2	4.7	1.4	0.0	0.0	0.0	1.7
Wisconsin	100.0	80.1	5.6	5.8	5.0	0.7	0.0	2.9
Wyoming	100.0	72.2	0.6	9.2	14.7	0.0	0.0	3.3

Table 7-5b (Percentages) continued
Race/Ethnicity by Gender: Females
Higher Ed ESP Work Force by State, 2021

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	58.4%	14.1%	8.0%	15.1%	0.5%	0.1%	3.7%
Alabama	100.0	60.2	33.8	2.5	0.8	0.4	0.0	2.3
Alaska	100.0	44.4	0.0	29.7	0.0	15.1	0.0	10.8
Arizona	100.0	44.8	2.5	9.7	30.5	6.0	0.0	6.6
Arkansas	100.0	68.5	23.9	1.2	3.7	1.4	0.0	1.3
California	100.0	33.2	7.9	18.9	35.3	0.1	0.5	4.2
Colorado	100.0	62.2	3.1	5.8	24.0	0.5	0.0	4.3
Connecticut	100.0	56.1	16.6	7.3	19.4	0.0	0.0	0.6
Delaware	100.0	38.2	36.6	5.3	12.1	4.2	0.0	3.5
District of Columbia	100.0	36.3	26.2	6.0	31.5	0.0	0.0	0.0
Florida	100.0	52.9	19.8	3.3	22.2	0.3	0.1	1.5
Georgia	100.0	48.5	35.2	7.0	6.6	0.1	0.0	2.5
Hawaii	100.0	14.4	1.1	51.3	12.1	0.0	9.4	11.6
Idaho	100.0	88.7	0.0	2.7	5.1	0.2	0.0	3.2
Illinois	100.0	66.9	14.8	6.4	9.2	0.0	0.0	2.7
Indiana	100.0	79.5	3.6	8.1	5.8	0.0	0.0	3.0
Iowa	100.0	84.8	0.7	9.5	3.8	0.0	0.0	1.2
Kansas	100.0	70.0	2.7	9.0	11.1	0.4	0.0	6.8
Kentucky	100.0	80.5	11.9	0.9	1.2	0.0	0.0	5.5
Louisiana	100.0	54.0	38.6	3.6	2.7	0.0	0.3	0.9
Maine	100.0	72.5	6.0	4.2	11.2	0.0	0.0	6.1
Maryland	100.0	47.0	37.7	8.1	3.4	0.0	0.0	3.8
Massachusetts	100.0	71.1	3.2	12.1	11.2	0.0	0.0	2.4
Michigan	100.0	72.2	14.0	5.5	6.3	0.5	0.0	1.5
Minnesota	100.0	75.3	4.6	11.7	5.4	0.0	0.0	3.0
Mississippi	100.0	47.8	51.8	0.1	0.0	0.0	0.0	0.3
Missouri	100.0	75.3	11.9	7.0	3.0	0.0	0.0	2.6
Montana	100.0	86.8	0.0	4.0	5.9	0.4	0.0	2.8
Nebraska	100.0	73.6	11.2	4.6	6.1	0.1	0.0	4.3
Nevada	100.0	44.8	13.6	9.2	18.1	0.1	0.4	13.8
New Hampshire	100.0	92.6	0.7	0.0	5.9	0.0	0.0	0.7
New Jersey	100.0	47.8	20.9	8.8	19.6	0.0	0.0	2.9
New Mexico	100.0	31.2	0.1	3.1	62.9	1.5	0.0	1.3
New York	100.0	61.1	10.4	7.2	18.8	0.1	0.0	2.4
North Carolina	100.0	62.0	25.2	3.9	3.6	1.9	0.0	3.4
North Dakota	100.0	78.8	3.0	2.5	0.0	4.1	0.0	11.6
Ohio	100.0	71.2	12.7	5.4	5.4	0.0	0.0	5.3
Oklahoma	100.0	62.1	5.1	3.2	10.1	5.7	0.2	13.6
Oregon	100.0	71.2	0.4	13.2	9.0	0.0	0.0	6.3
Pennsylvania	100.0	73.7	9.0	6.0	6.4	1.2	0.0	3.7
Rhode Island	100.0	83.7	9.6	3.3	1.7	0.0	0.0	1.7
South Carolina	100.0	60.9	30.0	2.2	1.7	0.0	0.0	5.3
South Dakota	100.0	86.3	0.0	1.1	7.8	2.0	0.0	2.9
Tennessee	100.0	67.8	21.0	3.5	2.3	0.2	0.0	5.2
Texas	100.0	39.4	16.4	7.4	32.9	0.1	0.1	3.7
Utah	100.0	69.0	2.1	7.4	17.0	0.0	0.0	4.5
Vermont	100.0	93.6	0.0	2.9	3.5	0.0	0.0	0.0
Virginia	100.0	60.8	22.4	5.1	8.2	0.0	0.0	3.4
Washington	100.0	64.0	5.9	12.2	10.8	0.0	0.0	7.1
West Virginia	100.0	86.0	4.7	5.0	1.8	0.0	0.0	2.5
Wisconsin	100.0	83.1	1.5	7.6	3.8	0.3	0.0	3.6
Wyoming	100.0	71.2	0.0	2.0	22.8	1.9	0.0	2.1

Table 7-6a (Counts)
Educational Attainment
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	786,366	20,875	115,387	246,663	81,620	321,821
Alabama	14,278	275	1,947	4,106	1,331	6,619
Alaska	1,327	63	23	423	189	629
Arizona	18,970	692	1,771	6,217	1,849	8,441
Arkansas	6,523	106	1,067	2,154	582	2,614
California	88,374	3,082	11,205	29,482	9,042	35,563
Colorado	16,265	314	1,932	5,845	1,365	6,809
Connecticut	8,432	234	1,602	3,228	368	3,000
Delaware	1,863	29	385	611	67	771
District of Columbia	942	75	313	211	0	343
Florida	37,372	1,467	5,776	8,123	5,027	16,979
Georgia	27,633	494	4,237	7,725	2,105	13,072
Hawaii	4,746	98	775	1,533	874	1,466
Idaho	5,219	150	342	1,555	701	2,471
Illinois	31,076	251	4,539	9,827	3,561	12,898
Indiana	15,331	145	2,288	4,534	1,909	6,455
Iowa	13,203	153	2,288	3,659	1,115	5,988
Kansas	11,473	31	1,503	5,014	835	4,090
Kentucky	10,271	162	1,420	3,964	963	3,762
Louisiana	12,054	251	1,785	5,316	393	4,309
Maine	2,290	79	432	1,161	184	434
Maryland	18,405	734	3,563	5,651	1,627	6,830
Massachusetts	16,820	675	2,314	5,806	1,435	6,590
Michigan	25,462	178	3,153	10,106	2,389	9,636
Minnesota	13,586	237	2,289	5,011	851	5,198
Mississippi	8,575	198	1,667	2,580	815	3,315
Missouri	12,652	180	2,004	3,682	1,313	5,473
Montana	3,077	210	466	1,352	270	779
Nebraska	7,093	336	864	2,523	785	2,585
Nevada	5,047	169	522	1,365	726	2,265
New Hampshire	2,513	102	338	1,175	165	733
New Jersey	15,739	440	3,324	3,928	1,348	6,699
New Mexico	7,050	95	583	2,448	1,034	2,890
New York	40,282	563	6,222	12,812	4,570	16,115
North Carolina	29,730	1,046	4,142	7,797	4,825	11,920
North Dakota	2,992	71	218	831	420	1,452
Ohio	25,404	339	4,616	7,804	1,814	10,831
Oklahoma	10,646	219	1,796	3,753	1,100	3,778
Oregon	12,047	107	1,714	3,336	1,621	5,269
Pennsylvania	20,941	448	5,922	5,882	2,086	6,603
Rhode Island	3,302	217	989	893	73	1,130
South Carolina	12,535	334	1,960	3,295	1,613	5,333
South Dakota	3,414	57	466	1,084	588	1,219
Tennessee	13,505	315	2,126	3,415	1,124	6,525
Texas	70,731	2,636	8,510	21,353	7,982	30,250
Utah	13,539	657	1,530	3,849	1,607	5,896
Vermont	1,488	0	541	665	49	233
Virginia	21,246	717	2,942	6,603	1,881	9,103
Washington	18,604	764	1,960	4,911	2,730	8,239
West Virginia	5,351	283	873	2,092	505	1,598
Wisconsin	14,409	301	1,928	4,963	1,677	5,540
Wyoming	2,539	96	215	1,010	137	1,081

Table 7-6b (Percentages)
Educational Attainment
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	100.0%	2.7%	14.7%	31.4%	10.4%	40.9%
Alabama	100.0	1.9	13.6	28.8	9.3	46.4
Alaska	100.0	4.7	1.7	31.9	14.2	47.4
Arizona	100.0	3.6	9.3	32.8	9.7	44.5
Arkansas	100.0	1.6	16.4	33.0	8.9	40.1
California	100.0	3.5	12.7	33.4	10.2	40.2
Colorado	100.0	1.9	11.9	35.9	8.4	41.9
Connecticut	100.0	2.8	19.0	38.3	4.4	35.6
Delaware	100.0	1.6	20.7	32.8	3.6	41.4
District of Columbia	100.0	8.0	33.2	22.4	0.0	36.4
Florida	100.0	3.9	15.5	21.7	13.5	45.4
Georgia	100.0	1.8	15.3	28.0	7.6	47.3
Hawaii	100.0	2.1	16.3	32.3	18.4	30.9
Idaho	100.0	2.9	6.6	29.8	13.4	47.3
Illinois	100.0	0.8	14.6	31.6	11.5	41.5
Indiana	100.0	0.9	14.9	29.6	12.5	42.1
Iowa	100.0	1.2	17.3	27.7	8.4	45.4
Kansas	100.0	0.3	13.1	43.7	7.3	35.6
Kentucky	100.0	1.6	13.8	38.6	9.4	36.6
Louisiana	100.0	2.1	14.8	44.1	3.3	35.7
Maine	100.0	3.4	18.9	50.7	8.0	19.0
Maryland	100.0	4.0	19.4	30.7	8.8	37.1
Massachusetts	100.0	4.0	13.8	34.5	8.5	39.2
Michigan	100.0	0.7	12.4	39.7	9.4	37.8
Minnesota	100.0	1.7	16.8	36.9	6.3	38.3
Mississippi	100.0	2.3	19.4	30.1	9.5	38.7
Missouri	100.0	1.4	15.8	29.1	10.4	43.3
Montana	100.0	6.8	15.1	43.9	8.8	25.3
Nebraska	100.0	4.7	12.2	35.6	11.1	36.4
Nevada	100.0	3.3	10.3	27.0	14.4	44.9
New Hampshire	100.0	4.1	13.5	46.8	6.6	29.2
New Jersey	100.0	2.8	21.1	25.0	8.6	42.6
New Mexico	100.0	1.3	8.3	34.7	14.7	41.0
New York	100.0	1.4	15.4	31.8	11.3	40.0
North Carolina	100.0	3.5	13.9	26.2	16.2	40.1
North Dakota	100.0	2.4	7.3	27.8	14.0	48.5
Ohio	100.0	1.3	18.2	30.7	7.1	42.6
Oklahoma	100.0	2.1	16.9	35.3	10.3	35.5
Oregon	100.0	0.9	14.2	27.7	13.5	43.7
Pennsylvania	100.0	2.1	28.3	28.1	10.0	31.5
Rhode Island	100.0	6.6	30.0	27.0	2.2	34.2
South Carolina	100.0	2.7	15.6	26.3	12.9	42.5
South Dakota	100.0	1.7	13.6	31.8	17.2	35.7
Tennessee	100.0	2.3	15.7	25.3	8.3	48.3
Texas	100.0	3.7	12.0	30.2	11.3	42.8
Utah	100.0	4.9	11.3	28.4	11.9	43.5
Vermont	100.0	0.0	36.4	44.7	3.3	15.7
Virginia	100.0	3.4	13.8	31.1	8.9	42.8
Washington	100.0	4.1	10.5	26.4	14.7	44.3
West Virginia	100.0	5.3	16.3	39.1	9.4	29.9
Wisconsin	100.0	2.1	13.4	34.4	11.6	38.4
Wyoming	100.0	3.8	8.5	39.8	5.4	42.6

Table 7-7a (Counts)
Household Total Income
Higher Ed ESP Work Force by State, 2021

	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	786,366	27,702	24,283	34,270	43,166	42,759	85,952	434,945	93,289	\$115,392
Alabama	14,278	903	931	628	1,581	822	1,617	6,707	1,089	94,454
Alaska	1,327	24	0	17	16	36	37	1,042	155	137,334
Arizona	18,970	1,242	1,120	943	807	1,521	1,984	10,055	1,298	98,489
Arkansas	6,523	158	431	462	420	225	717	3,369	741	101,519
California	88,374	2,640	1,713	2,051	3,114	2,918	8,486	59,474	7,978	145,423
Colorado	16,265	526	396	625	584	878	1,850	9,543	1,863	117,562
Connecticut	8,432	55	267	234	351	243	850	4,353	2,079	136,195
Delaware	1,863	0	0	15	64	172	63	1,190	359	134,082
District of Columbia	942	0	40	12	36	0	15	656	183	160,474
Florida	37,372	928	730	1,755	2,971	3,015	3,996	21,319	2,658	103,016
Georgia	27,633	720	1,201	1,724	1,232	1,527	3,980	14,292	2,957	107,467
Hawaii	4,746	33	33	93	304	91	329	2,809	1,054	179,333
Idaho	5,219	165	195	718	216	461	432	2,555	477	99,083
Illinois	31,076	1,670	657	1,968	1,384	1,764	3,167	17,727	2,739	108,424
Indiana	15,331	520	807	800	1,356	788	1,456	8,381	1,223	106,056
Iowa	13,203	393	768	349	760	540	1,344	6,980	2,069	100,663
Kansas	11,473	640	552	821	955	694	781	4,313	2,717	94,580
Kentucky	10,271	381	306	411	702	448	1,847	4,582	1,594	99,138
Louisiana	12,054	704	208	309	715	752	1,680	5,419	2,267	102,685
Maine	2,290	25	48	0	53	65	267	1,086	746	104,108
Maryland	18,405	106	106	644	846	574	1,890	11,935	2,304	149,626
Massachusetts	16,820	238	365	262	265	1,035	1,548	9,618	3,489	138,304
Michigan	25,462	1,141	651	1,619	1,164	923	2,435	13,159	4,370	113,149
Minnesota	13,586	283	532	485	243	251	1,817	7,455	2,520	119,440
Mississippi	8,575	330	388	441	987	651	1,725	3,279	774	83,064
Missouri	12,652	840	298	554	796	728	1,848	5,954	1,634	93,722
Montana	3,077	0	38	70	283	119	406	924	1,237	105,282
Nebraska	7,093	244	92	442	490	1,021	1,012	2,754	1,038	88,967
Nevada	5,047	69	131	101	297	267	768	3,254	160	126,315
New Hampshire	2,513	0	10	41	81	119	358	814	1,090	109,649
New Jersey	15,739	105	184	83	512	636	1,734	11,509	976	150,821
New Mexico	7,050	508	342	342	508	254	800	3,480	816	98,232
New York	40,282	862	1,184	1,053	1,399	1,643	3,518	23,292	7,331	127,350
North Carolina	29,730	1,731	600	1,126	2,911	3,193	3,247	14,687	2,235	96,936
North Dakota	2,992	239	100	57	155	95	429	1,538	379	101,067
Ohio	25,404	1,093	643	1,718	1,145	980	2,436	13,406	3,983	109,522
Oklahoma	10,646	513	844	535	900	822	1,099	4,633	1,300	85,408
Oregon	12,047	420	675	778	509	576	1,357	6,767	965	103,534
Pennsylvania	20,941	323	448	997	603	1,082	2,515	12,054	2,919	116,320
Rhode Island	3,302	144	63	237	146	108	215	1,935	454	120,408
South Carolina	12,535	233	510	787	1,149	776	1,551	6,554	975	101,114
South Dakota	3,414	385	75	300	164	239	372	1,025	854	80,961
Tennessee	13,505	400	683	627	766	1,095	1,691	6,867	1,376	103,763
Texas	70,731	2,914	2,679	3,700	5,444	4,962	7,603	37,988	5,441	104,654
Utah	13,539	185	449	1,154	651	404	1,877	8,313	506	122,534
Vermont	1,488	26	0	162	173	16	171	345	595	69,031
Virginia	21,246	593	782	547	1,048	1,124	1,931	12,615	2,606	136,225
Washington	18,604	837	305	344	578	884	2,151	12,068	1,437	132,006
West Virginia	5,351	258	185	447	162	133	684	2,616	866	110,594
Wisconsin	14,409	842	434	600	867	773	1,585	7,261	2,047	105,172
Wyoming	2,539	113	84	82	303	316	281	994	366	89,363

* Not Ascertained. Not included in the percentage calculations.

Table 7-7b (Percentages)
Household Total Income
Higher Ed ESP Work Force by State, 2021

	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%	4.0%	3.5%	4.9%	6.2%	6.2%	12.4%	62.8%
Alabama	100.0	6.8	7.1	4.8	12.0	6.2	12.3	50.9
Alaska	100.0	2.0	0.0	1.5	1.4	3.1	3.2	88.9
Arizona	100.0	7.0	6.3	5.3	4.6	8.6	11.2	56.9
Arkansas	100.0	2.7	7.5	8.0	7.3	3.9	12.4	58.3
California	100.0	3.3	2.1	2.6	3.9	3.6	10.6	74.0
Colorado	100.0	3.7	2.7	4.3	4.1	6.1	12.8	66.3
Connecticut	100.0	0.9	4.2	3.7	5.5	3.8	13.4	68.5
Delaware	100.0	0.0	0.0	1.0	4.3	11.4	4.2	79.1
District of Columbia	100.0	0.0	5.3	1.6	4.7	0.0	2.0	86.4
Florida	100.0	2.7	2.1	5.1	8.6	8.7	11.5	61.4
Georgia	100.0	2.9	4.9	7.0	5.0	6.2	16.1	57.9
Hawaii	100.0	0.9	0.9	2.5	8.2	2.5	8.9	76.1
Idaho	100.0	3.5	4.1	15.1	4.6	9.7	9.1	53.9
Illinois	100.0	5.9	2.3	6.9	4.9	6.2	11.2	62.6
Indiana	100.0	3.7	5.7	5.7	9.6	5.6	10.3	59.4
Iowa	100.0	3.5	6.9	3.1	6.8	4.9	12.1	62.7
Kansas	100.0	7.3	6.3	9.4	10.9	7.9	8.9	49.3
Kentucky	100.0	4.4	3.5	4.7	8.1	5.2	21.3	52.8
Louisiana	100.0	7.2	2.1	3.2	7.3	7.7	17.2	55.4
Maine	100.0	1.6	3.1	0.0	3.4	4.2	17.3	70.3
Maryland	100.0	0.7	0.7	4.0	5.3	3.6	11.7	74.1
Massachusetts	100.0	1.8	2.7	2.0	2.0	7.8	11.6	72.1
Michigan	100.0	5.4	3.1	7.7	5.5	4.4	11.5	62.4
Minnesota	100.0	2.6	4.8	4.4	2.2	2.3	16.4	67.4
Mississippi	100.0	4.2	5.0	5.7	12.7	8.3	22.1	42.0
Missouri	100.0	7.6	2.7	5.0	7.2	6.6	16.8	54.0
Montana	100.0	0.0	2.1	3.8	15.4	6.5	22.1	50.2
Nebraska	100.0	4.0	1.5	7.3	8.1	16.9	16.7	45.5
Nevada	100.0	1.4	2.7	2.1	6.1	5.5	15.7	66.6
New Hampshire	100.0	0.0	0.7	2.9	5.7	8.4	25.2	57.2
New Jersey	100.0	0.7	1.2	0.6	3.5	4.3	11.7	78.0
New Mexico	100.0	8.1	5.5	5.5	8.1	4.1	12.8	55.8
New York	100.0	2.6	3.6	3.2	4.2	5.0	10.7	70.7
North Carolina	100.0	6.3	2.2	4.1	10.6	11.6	11.8	53.4
North Dakota	100.0	9.1	3.8	2.2	5.9	3.6	16.4	58.9
Ohio	100.0	5.1	3.0	8.0	5.3	4.6	11.4	62.6
Oklahoma	100.0	5.5	9.0	5.7	9.6	8.8	11.8	49.6
Oregon	100.0	3.8	6.1	7.0	4.6	5.2	12.2	61.1
Pennsylvania	100.0	1.8	2.5	5.5	3.3	6.0	14.0	66.9
Rhode Island	100.0	5.1	2.2	8.3	5.1	3.8	7.5	67.9
South Carolina	100.0	2.0	4.4	6.8	9.9	6.7	13.4	56.7
South Dakota	100.0	15.0	2.9	11.7	6.4	9.3	14.5	40.0
Tennessee	100.0	3.3	5.6	5.2	6.3	9.0	13.9	56.6
Texas	100.0	4.5	4.1	5.7	8.3	7.6	11.6	58.2
Utah	100.0	1.4	3.4	8.9	5.0	3.1	14.4	63.8
Vermont	100.0	2.9	0.0	18.1	19.4	1.8	19.1	38.6
Virginia	100.0	3.2	4.2	2.9	5.6	6.0	10.4	67.7
Washington	100.0	4.9	1.8	2.0	3.4	5.1	12.5	70.3
West Virginia	100.0	5.8	4.1	10.0	3.6	3.0	15.3	58.3
Wisconsin	100.0	6.8	3.5	4.9	7.0	6.3	12.8	58.7
Wyoming	100.0	5.2	3.9	3.8	13.9	14.5	12.9	45.7

Table 7-8a (Counts)

Poverty Status

Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+	N.A.*
United States	786,366	75,029	36,060	48,108	113,839	108,044	312,306	92,980
Alabama	14,278	2,153	672	989	2,140	1,900	5,335	1,089
Alaska	1,327	43	0	63	222	256	588	155
Arizona	18,970	2,280	1,692	1,191	2,741	3,249	6,519	1,298
Arkansas	6,523	514	283	527	1,243	1,200	2,015	741
California	88,374	8,881	4,197	3,399	9,430	12,413	42,239	7,815
Colorado	16,265	1,811	257	1,016	2,271	2,599	6,448	1,863
Connecticut	8,432	276	297	915	617	534	3,714	2,079
Delaware	1,863	60	15	64	301	128	936	359
District of Columbia	942	52	0	0	94	96	517	183
Florida	37,372	2,714	1,942	3,005	6,923	6,580	13,550	2,658
Georgia	27,633	2,162	1,575	1,847	4,757	4,553	9,782	2,957
Hawaii	4,746	140	245	325	474	308	2,200	1,054
Idaho	5,219	570	405	531	806	961	1,469	477
Illinois	31,076	3,268	1,185	2,281	4,144	4,054	13,481	2,663
Indiana	15,331	1,570	761	1,155	2,314	2,089	6,219	1,223
Iowa	13,203	1,298	851	689	1,063	1,908	5,325	2,069
Kansas	11,473	1,330	837	996	1,153	1,223	3,217	2,717
Kentucky	10,271	1,062	389	646	1,505	1,409	3,666	1,594
Louisiana	12,054	1,102	653	463	2,326	1,864	3,379	2,267
Maine	2,290	130	54	62	272	276	750	746
Maryland	18,405	558	234	791	2,767	1,838	9,940	2,277
Massachusetts	16,820	1,049	439	652	1,533	2,029	7,629	3,489
Michigan	25,462	3,582	1,057	1,057	2,849	3,376	9,171	4,370
Minnesota	13,586	1,519	370	683	1,660	1,330	5,504	2,520
Mississippi	8,575	770	938	468	2,113	1,375	2,137	774
Missouri	12,652	1,941	588	855	1,804	1,467	4,363	1,634
Montana	3,077	0	70	275	664	119	712	1,237
Nebraska	7,093	980	428	568	956	1,517	1,606	1,038
Nevada	5,047	131	401	389	1,012	616	2,338	160
New Hampshire	2,513	33	10	53	531	131	665	1,090
New Jersey	15,739	510	218	297	2,386	2,647	8,705	976
New Mexico	7,050	908	483	486	838	721	2,798	816
New York	40,282	2,240	1,949	1,648	4,460	4,519	18,135	7,331
North Carolina	29,730	3,490	1,275	1,976	6,755	3,537	10,462	2,235
North Dakota	2,992	353	133	89	434	389	1,215	379
Ohio	25,404	2,945	941	1,994	2,602	3,100	9,839	3,983
Oklahoma	10,646	1,098	667	1,436	1,848	1,464	2,833	1,300
Oregon	12,047	1,755	407	909	2,030	1,243	4,738	965
Pennsylvania	20,941	1,348	687	702	3,265	3,146	8,874	2,919
Rhode Island	3,302	407	82	126	197	478	1,558	454
South Carolina	12,535	1,200	1,216	811	1,760	1,868	4,705	975
South Dakota	3,414	622	152	455	382	136	813	854
Tennessee	13,505	850	690	915	2,579	2,434	4,661	1,376
Texas	70,731	7,060	3,187	6,508	12,483	10,164	25,931	5,398
Utah	13,539	1,236	879	1,341	3,090	2,077	4,410	506
Vermont	1,488	240	59	45	181	201	167	595
Virginia	21,246	1,409	841	1,155	2,445	3,067	9,723	2,606
Washington	18,604	1,962	633	433	2,865	2,648	8,626	1,437
West Virginia	5,351	634	195	167	612	762	2,115	866
Wisconsin	14,409	2,160	372	509	1,674	1,728	5,919	2,047
Wyoming	2,539	623	149	151	268	317	665	366

* Not Ascertained. Not included in the percentage calculations.

Table 7-8b (Percentages)

Poverty Status

Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+
United States	100.0%	10.8%	5.2%	6.9%	16.4%	15.6%	45.05%
Alabama	100.0	16.3	5.1	7.5	16.2	14.4	40.5
Alaska	100.0	3.7	0.0	5.4	18.9	21.8	50.2
Arizona	100.0	12.9	9.6	6.7	15.5	18.4	36.9
Arkansas	100.0	8.9	4.9	9.1	21.5	20.8	34.8
California	100.0	11.0	5.2	4.2	11.7	15.4	52.4
Colorado	100.0	12.6	1.8	7.1	15.8	18.0	44.8
Connecticut	100.0	4.3	4.7	14.4	9.7	8.4	58.5
Delaware	100.0	4.0	1.0	4.3	20.0	8.5	62.2
District of Columbia	100.0	6.9	0.0	0.0	12.4	12.6	68.1
Florida	100.0	7.8	5.6	8.7	19.9	19.0	39.0
Georgia	100.0	8.8	6.4	7.5	19.3	18.5	39.6
Hawaii	100.0	3.8	6.6	8.8	12.8	8.3	59.6
Idaho	100.0	12.0	8.5	11.2	17.0	20.3	31.0
Illinois	100.0	11.5	4.2	8.0	14.6	14.3	47.4
Indiana	100.0	11.1	5.4	8.2	16.4	14.8	44.1
Iowa	100.0	11.7	7.6	6.2	9.5	17.1	47.8
Kansas	100.0	15.2	9.6	11.4	13.2	14.0	36.7
Kentucky	100.0	12.2	4.5	7.4	17.3	16.2	42.2
Louisiana	100.0	11.3	6.7	4.7	23.8	19.0	34.5
Maine	100.0	8.4	3.5	4.0	17.6	17.9	48.6
Maryland	100.0	3.5	1.5	4.9	17.2	11.4	61.6
Massachusetts	100.0	7.9	3.3	4.9	11.5	15.2	57.2
Michigan	100.0	17.0	5.0	5.0	13.5	16.0	43.5
Minnesota	100.0	13.7	3.3	6.2	15.0	12.0	49.7
Mississippi	100.0	9.9	12.0	6.0	27.1	17.6	27.4
Missouri	100.0	17.6	5.3	7.8	16.4	13.3	39.6
Montana	100.0	0.0	3.8	14.9	36.1	6.5	38.7
Nebraska	100.0	16.2	7.1	9.4	15.8	25.1	26.5
Nevada	100.0	2.7	8.2	8.0	20.7	12.6	47.8
New Hampshire	100.0	2.3	0.7	3.7	37.3	9.2	46.7
New Jersey	100.0	3.5	1.5	2.0	16.2	17.9	59.0
New Mexico	100.0	14.6	7.7	7.8	13.4	11.6	44.9
New York	100.0	6.8	5.9	5.0	13.5	13.7	55.0
North Carolina	100.0	12.7	4.6	7.2	24.6	12.9	38.1
North Dakota	100.0	13.5	5.1	3.4	16.6	14.9	46.5
Ohio	100.0	13.7	4.4	9.3	12.1	14.5	45.9
Oklahoma	100.0	11.7	7.1	15.4	19.8	15.7	30.3
Oregon	100.0	15.8	3.7	8.2	18.3	11.2	42.8
Pennsylvania	100.0	7.5	3.8	3.9	18.1	17.5	49.2
Rhode Island	100.0	14.3	2.9	4.4	6.9	16.8	54.7
South Carolina	100.0	10.4	10.5	7.0	15.2	16.2	40.7
South Dakota	100.0	24.3	5.9	17.8	14.9	5.3	31.8
Tennessee	100.0	7.0	5.7	7.5	21.3	20.1	38.4
Texas	100.0	10.8	4.9	10.0	19.1	15.6	39.7
Utah	100.0	9.5	6.7	10.3	23.7	15.9	33.8
Vermont	100.0	26.9	6.6	5.0	20.3	22.5	18.7
Virginia	100.0	7.6	4.5	6.2	13.1	16.5	52.2
Washington	100.0	11.4	3.7	2.5	16.7	15.4	50.2
West Virginia	100.0	14.1	4.3	3.7	13.6	17.0	47.2
Wisconsin	100.0	17.5	3.0	4.1	13.5	14.0	47.9
Wyoming	100.0	28.7	6.9	6.9	12.3	14.6	30.6

Table 7-9a (Counts)

Marital Status

Higher Ed ESP Work Force by State, 2021

	All HIEd ESP	Married	Widowed, Divorced, Separated	Single
United States	786,366	303,919	87,474	394,973
Alabama	14,278	5,746	1,912	6,620
Alaska	1,327	576	309	442
Arizona	18,970	6,632	1,750	10,588
Arkansas	6,523	2,856	602	3,065
California	88,374	33,531	8,445	46,398
Colorado	16,265	6,580	1,485	8,200
Connecticut	8,432	2,768	1,000	4,664
Delaware	1,863	591	230	1,042
District of Columbia	942	441	26	475
Florida	37,372	13,543	5,308	18,521
Georgia	27,633	9,702	2,877	15,054
Hawaii	4,746	1,362	273	3,111
Idaho	5,219	2,077	475	2,667
Illinois	31,076	13,432	3,531	14,113
Indiana	15,331	6,286	1,615	7,430
Iowa	13,203	5,699	1,018	6,486
Kansas	11,473	3,834	960	6,679
Kentucky	10,271	3,969	1,663	4,639
Louisiana	12,054	3,124	1,238	7,692
Maine	2,290	515	154	1,621
Maryland	18,405	7,526	2,092	8,787
Massachusetts	16,820	5,929	2,295	8,596
Michigan	25,462	9,574	2,056	13,832
Minnesota	13,586	4,905	1,448	7,233
Mississippi	8,575	3,674	1,004	3,897
Missouri	12,652	5,641	1,248	5,763
Montana	3,077	774	318	1,985
Nebraska	7,093	2,836	478	3,779
Nevada	5,047	1,706	858	2,483
New Hampshire	2,513	502	324	1,687
New Jersey	15,739	6,801	2,084	6,854
New Mexico	7,050	2,322	794	3,934
New York	40,282	15,734	5,131	19,417
North Carolina	29,730	11,898	3,717	14,115
North Dakota	2,992	1,437	412	1,143
Ohio	25,404	9,452	2,350	13,602
Oklahoma	10,646	4,039	1,313	5,294
Oregon	12,047	4,537	1,428	6,082
Pennsylvania	20,941	9,303	2,491	9,147
Rhode Island	3,302	934	549	1,819
South Carolina	12,535	4,934	1,278	6,323
South Dakota	3,414	724	395	2,295
Tennessee	13,505	6,027	1,279	6,199
Texas	70,731	28,614	8,070	34,047
Utah	13,539	6,017	1,422	6,100
Vermont	1,488	361	34	1,093
Virginia	21,246	8,324	2,325	10,597
Washington	18,604	7,368	2,820	8,416
West Virginia	5,351	2,403	709	2,239
Wisconsin	14,409	5,464	1,781	7,164
Wyoming	2,539	895	100	1,544

Table 7-9b (Percentages)

Marital Status

Higher Ed ESP Work Force by State, 2021

	All HIEd ESP	Married	Widowed, Divorced, Separated	Single
United States	100.0%	38.6%	11.1%	50.2%
Alabama	100.0	40.2	13.4	46.4
Alaska	100.0	43.4	23.3	33.3
Arizona	100.0	35.0	9.2	55.8
Arkansas	100.0	43.8	9.2	47.0
California	100.0	37.9	9.6	52.5
Colorado	100.0	40.5	9.1	50.4
Connecticut	100.0	32.8	11.9	55.3
Delaware	100.0	31.7	12.3	55.9
District of Columbia	100.0	46.8	2.8	50.4
Florida	100.0	36.2	14.2	49.6
Georgia	100.0	35.1	10.4	54.5
Hawaii	100.0	28.7	5.8	65.5
Idaho	100.0	39.8	9.1	51.1
Illinois	100.0	43.2	11.4	45.4
Indiana	100.0	41.0	10.5	48.5
Iowa	100.0	43.2	7.7	49.1
Kansas	100.0	33.4	8.4	58.2
Kentucky	100.0	38.6	16.2	45.2
Louisiana	100.0	25.9	10.3	63.8
Maine	100.0	22.5	6.7	70.8
Maryland	100.0	40.9	11.4	47.7
Massachusetts	100.0	35.2	13.6	51.1
Michigan	100.0	37.6	8.1	54.3
Minnesota	100.0	36.1	10.7	53.2
Mississippi	100.0	42.8	11.7	45.4
Missouri	100.0	44.6	9.9	45.6
Montana	100.0	25.2	10.3	64.5
Nebraska	100.0	40.0	6.7	53.3
Nevada	100.0	33.8	17.0	49.2
New Hampshire	100.0	20.0	12.9	67.1
New Jersey	100.0	43.2	13.2	43.5
New Mexico	100.0	32.9	11.3	55.8
New York	100.0	39.1	12.7	48.2
North Carolina	100.0	40.0	12.5	47.5
North Dakota	100.0	48.0	13.8	38.2
Ohio	100.0	37.2	9.3	53.5
Oklahoma	100.0	37.9	12.3	49.7
Oregon	100.0	37.7	11.9	50.5
Pennsylvania	100.0	44.4	11.9	43.7
Rhode Island	100.0	28.3	16.6	55.1
South Carolina	100.0	39.4	10.2	50.4
South Dakota	100.0	21.2	11.6	67.2
Tennessee	100.0	44.6	9.5	45.9
Texas	100.0	40.5	11.4	48.1
Utah	100.0	44.4	10.5	45.1
Vermont	100.0	24.3	2.3	73.5
Virginia	100.0	39.2	10.9	49.9
Washington	100.0	39.6	15.2	45.2
West Virginia	100.0	44.9	13.2	41.8
Wisconsin	100.0	37.9	12.4	49.7
Wyoming	100.0	35.3	3.9	60.8

Table 7-10a (Counts)
Household Relationship
Higher Ed ESP Work Force by State, 2021

	All HIEd ESP	Head	Spouse	Child/Other*
United States	786,366	363,449	127,537	295,380
Alabama	14,278	7,301	2,672	4,305
Alaska	1,327	823	280	224
Arizona	18,970	9,065	2,785	7,120
Arkansas	6,523	3,115	1,029	2,379
California	88,374	37,029	12,301	39,044
Colorado	16,265	7,505	2,784	5,976
Connecticut	8,432	3,386	1,302	3,744
Delaware	1,863	910	298	655
District of Columbia	942	359	211	372
Florida	37,372	18,226	5,341	13,805
Georgia	27,633	11,782	4,424	11,427
Hawaii	4,746	1,183	354	3,209
Idaho	5,219	2,275	1,001	1,943
Illinois	31,076	15,400	5,964	9,712
Indiana	15,331	7,560	2,944	4,827
Iowa	13,203	6,685	2,630	3,888
Kansas	11,473	5,046	1,681	4,746
Kentucky	10,271	4,988	1,768	3,515
Louisiana	12,054	4,410	1,246	6,398
Maine	2,290	671	305	1,314
Maryland	18,405	8,070	3,361	6,974
Massachusetts	16,820	7,108	2,118	7,594
Michigan	25,462	10,438	4,303	10,721
Minnesota	13,586	6,001	1,928	5,657
Mississippi	8,575	4,580	1,556	2,439
Missouri	12,652	5,954	2,431	4,267
Montana	3,077	956	387	1,734
Nebraska	7,093	3,565	1,336	2,192
Nevada	5,047	2,440	836	1,771
New Hampshire	2,513	887	170	1,456
New Jersey	15,739	8,127	2,193	5,419
New Mexico	7,050	3,524	779	2,747
New York	40,282	18,411	5,767	16,104
North Carolina	29,730	15,700	5,550	8,480
North Dakota	2,992	2,077	296	619
Ohio	25,404	10,868	4,031	10,505
Oklahoma	10,646	4,893	1,882	3,871
Oregon	12,047	5,510	2,247	4,290
Pennsylvania	20,941	9,582	4,263	7,096
Rhode Island	3,302	1,715	322	1,265
South Carolina	12,535	5,905	2,365	4,265
South Dakota	3,414	1,646	166	1,602
Tennessee	13,505	6,877	2,574	4,054
Texas	70,731	35,203	11,373	24,155
Utah	13,539	6,049	2,457	5,033
Vermont	1,488	325	149	1,014
Virginia	21,246	10,010	3,745	7,491
Washington	18,604	9,436	3,459	5,709
West Virginia	5,351	2,284	1,038	2,029
Wisconsin	14,409	6,476	2,668	5,265
Wyoming	2,539	1,113	467	959

*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, 2021

	All HIEd ESP	Head	Spouse	Child/Other*
United States	100.0%	46.2%	16.2%	37.6%
Alabama	100.0	51.1	18.7	30.2
Alaska	100.0	62.0	21.1	16.9
Arizona	100.0	47.8	14.7	37.5
Arkansas	100.0	47.8	15.8	36.5
California	100.0	41.9	13.9	44.2
Colorado	100.0	46.1	17.1	36.7
Connecticut	100.0	40.2	15.4	44.4
Delaware	100.0	48.8	16.0	35.2
District of Columbia	100.0	38.1	22.4	39.5
Florida	100.0	48.8	14.3	36.9
Georgia	100.0	42.6	16.0	41.4
Hawaii	100.0	24.9	7.5	67.6
Idaho	100.0	43.6	19.2	37.2
Illinois	100.0	49.6	19.2	31.3
Indiana	100.0	49.3	19.2	31.5
Iowa	100.0	50.6	19.9	29.4
Kansas	100.0	44.0	14.7	41.4
Kentucky	100.0	48.6	17.2	34.2
Louisiana	100.0	36.6	10.3	53.1
Maine	100.0	29.3	13.3	57.4
Maryland	100.0	43.8	18.3	37.9
Massachusetts	100.0	42.3	12.6	45.1
Michigan	100.0	41.0	16.9	42.1
Minnesota	100.0	44.2	14.2	41.6
Mississippi	100.0	53.4	18.1	28.4
Missouri	100.0	47.1	19.2	33.7
Montana	100.0	31.1	12.6	56.4
Nebraska	100.0	50.3	18.8	30.9
Nevada	100.0	48.3	16.6	35.1
New Hampshire	100.0	35.3	6.8	57.9
New Jersey	100.0	51.6	13.9	34.4
New Mexico	100.0	50.0	11.0	39.0
New York	100.0	45.7	14.3	40.0
North Carolina	100.0	52.8	18.7	28.5
North Dakota	100.0	69.4	9.9	20.7
Ohio	100.0	42.8	15.9	41.4
Oklahoma	100.0	46.0	17.7	36.4
Oregon	100.0	45.7	18.7	35.6
Pennsylvania	100.0	45.8	20.4	33.9
Rhode Island	100.0	51.9	9.8	38.3
South Carolina	100.0	47.1	18.9	34.0
South Dakota	100.0	48.2	4.9	46.9
Tennessee	100.0	50.9	19.1	30.0
Texas	100.0	49.8	16.1	34.2
Utah	100.0	44.7	18.1	37.2
Vermont	100.0	21.8	10.0	68.1
Virginia	100.0	47.1	17.6	35.3
Washington	100.0	50.7	18.6	30.7
West Virginia	100.0	42.7	19.4	37.9
Wisconsin	100.0	44.9	18.5	36.5
Wyoming	100.0	43.8	18.4	37.8

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

**Demographics by
Career Family
Higher Ed ESP****Demographics of the 2021 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, and food services Higher Ed ESP, while the trades, transportation, security services, custodial, and technical services career families are disproportionately male. The distribution by sex among paraeducator Higher Ed ESP is more equal; see *Figure 8-2*.
- In four career families, 50 percent or more of male Higher Ed ESP are under 35 years of age; this is true for female Higher Ed ESP in five career families.
- The largest shares of minority Higher Ed ESP are found in the food services, custodial, and security career families; the lowest proportion is in skilled trades.
- At least 90 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 63 percent of paraeducators.
- In six career families at least 76 percent of Higher Ed ESP have household incomes twice the poverty level or higher; however, 23 percent of paraeducators and 16 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 are among the food services and custodial services career families, at 11 percent or higher; four Higher Ed ESP career families are 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 47 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 76 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: 2021

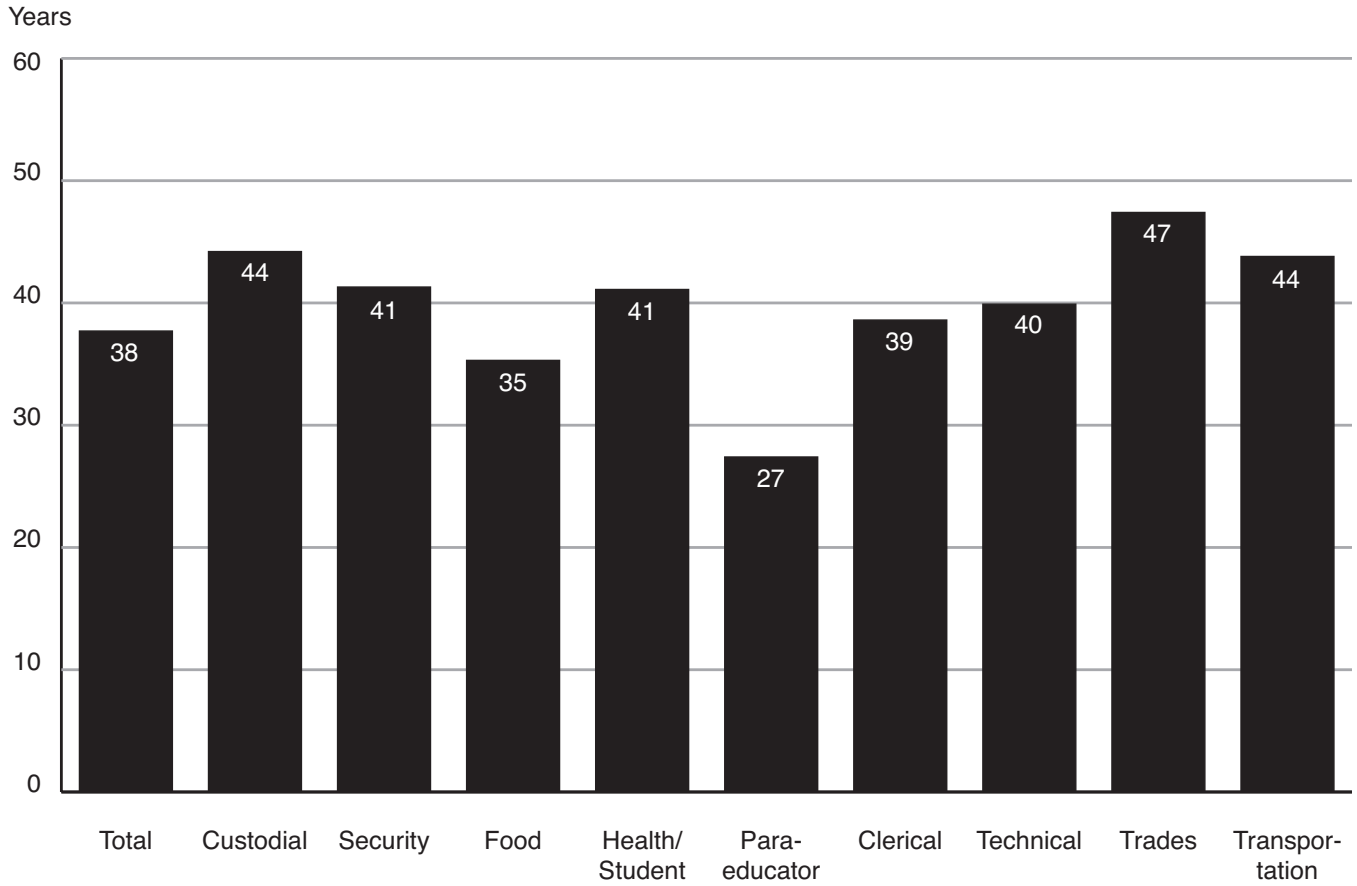


Figure 8-2
Distribution of the Career Families of the Higher Ed ESP Work Force,
by Sex: 2021

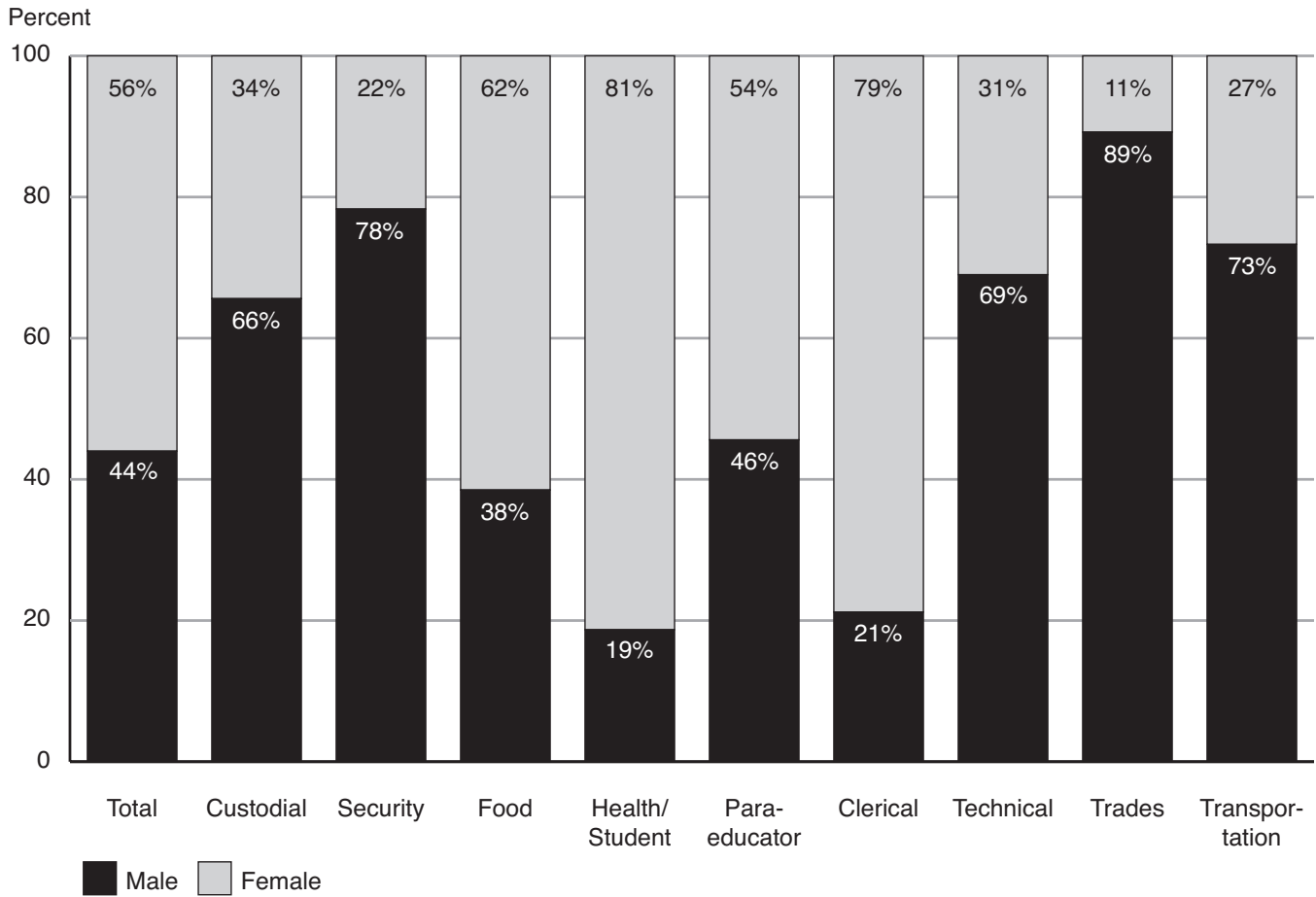


Figure 8-3
Educational Attainment of the Higher Ed ESP Work Force,
by Career Family: 2021

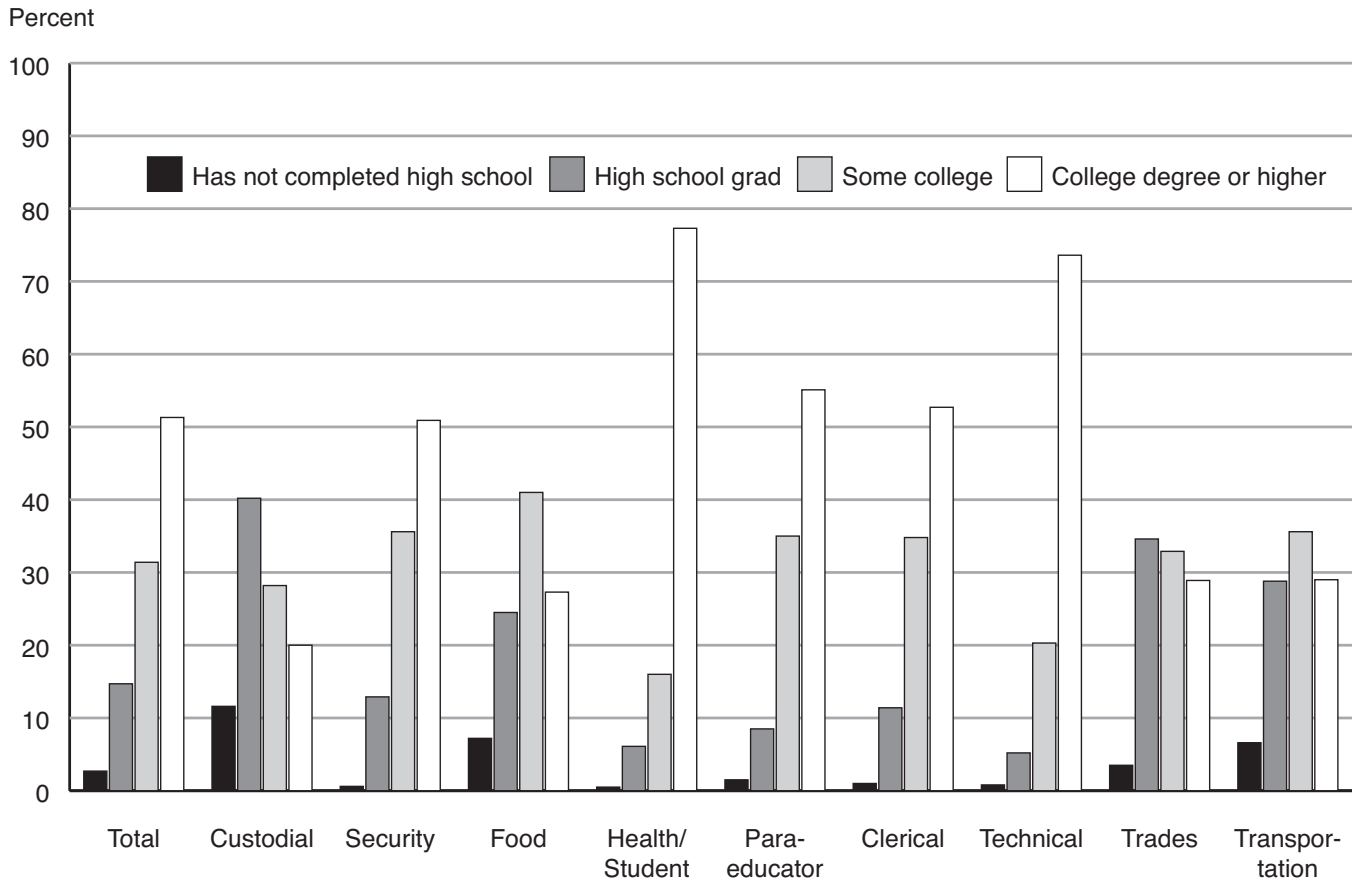


Figure 8-4
Hours Worked per Week for the Higher Ed ESP Work Force,
by Career Family: 2021

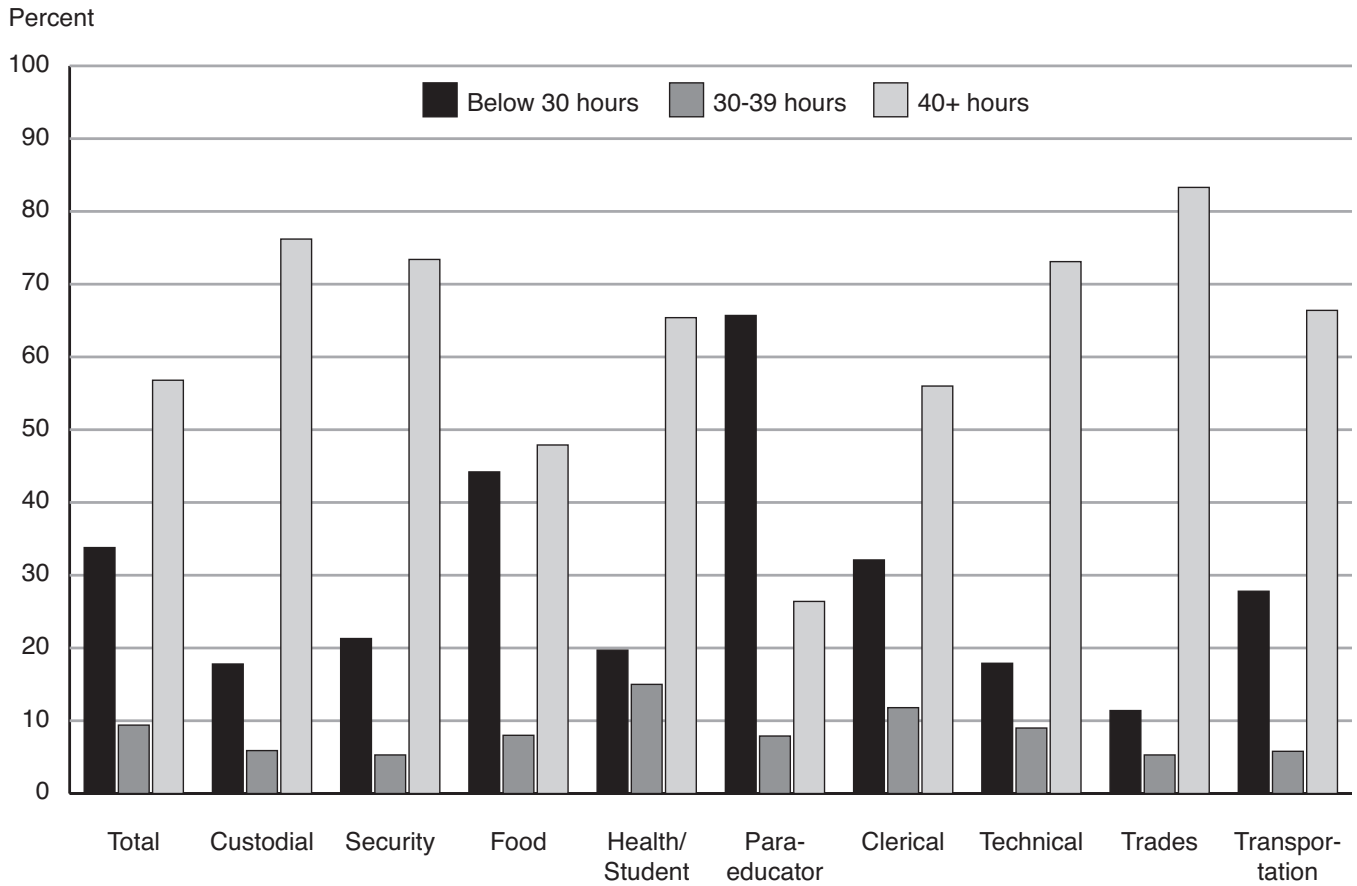


Table 8-1a (Counts)
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	786,366	93,407	25,337	26,116	28,598	158,029	298,836	118,148	30,087	7,808
Age										
15-24	237,933	15,730	4,917	10,568	3,532	88,607	88,934	20,796	2,785	2,064
25-34	156,882	11,638	5,041	4,264	7,292	45,838	52,846	25,927	3,314	722
35-44	112,183	15,344	3,841	3,052	6,828	9,987	41,593	25,979	5,044	515
45-54	121,247	21,356	5,411	3,844	4,962	5,295	47,309	23,540	7,623	1,907
55-64	126,135	24,095	4,621	3,105	4,704	5,573	54,505	18,318	9,367	1,847
65+	31,986	5,244	1,506	1,283	1,280	2,729	13,649	3,588	1,954	753
Average	37.7	44.2	41.3	35.3	41.1	27.4	38.6	39.9	47.4	43.8
Sex										
Male	345,857	61,317	19,830	10,045	5,346	72,001	63,264	81,503	26,828	5,723
Female	440,509	32,090	5,507	16,071	23,252	86,028	235,572	36,645	3,259	2,085
Male										
15-34	174,560	18,226	6,861	5,902	2,749	63,875	39,174	31,771	4,402	1,600
35-54	109,616	24,072	7,842	3,139	1,774	6,244	16,496	36,122	11,972	1,955
55+	61,681	19,019	5,127	1,004	823	1,882	7,594	13,610	10,454	2,168
Female										
15-34	220,255	9,142	3,097	8,930	8,075	70,570	102,606	14,952	1,697	1,186
35-54	123,814	12,628	1,410	3,757	10,016	9,038	72,406	13,397	695	467
55+	96,440	10,320	1,000	3,384	5,161	6,420	60,560	8,296	867	432
Race										
White	468,128	50,607	13,607	13,003	17,734	88,521	179,675	77,550	22,454	4,977
Black	102,260	16,368	6,220	5,142	3,147	14,819	42,075	11,168	2,331	990
Asian	66,680	4,100	918	2,273	2,490	25,408	18,723	11,829	447	492
Hispanic	116,588	18,992	3,837	4,418	4,022	19,977	46,935	13,320	4,015	1,072
Nat Amer	3,939	418	190	191	182	1,268	1,187	251	213	39
Nat HI/PI	1,425	107	103	109	50	662	248	146	0	0
2+ Races	27,346	2,815	462	980	973	7,374	9,993	3,884	627	238
Male										
Total	345,857	61,317	19,830	10,045	5,346	72,001	63,264	81,503	26,828	5,723
White	210,839	37,280	10,895	4,924	2,958	41,464	34,738	54,275	20,350	3,955
Black	39,991	9,058	4,465	1,989	250	5,061	9,581	7,252	1,837	498
Asian	31,532	2,378	818	900	741	13,580	4,683	7,878	358	196
Hispanic	50,156	10,333	3,192	1,658	1,109	8,430	11,711	9,330	3,561	832
Nat Amer	1,623	327	131	131	63	563	52	109	208	39
Nat HI/PI	855	103	103	36	0	431	36	146	0	0
2+ Races	10,861	1,838	226	407	225	2,472	2,463	2,513	514	203
Female										
Total	440,509	32,090	5,507	16,071	23,252	86,028	235,572	36,645	3,259	2,085
White	257,289	13,327	2,712	8,079	14,776	47,057	144,937	23,275	2,104	1,022
Black	62,269	7,310	1,755	3,153	2,897	9,758	32,494	3,916	494	492
Asian	35,148	1,722	100	1,373	1,749	11,828	14,040	3,951	89	296
Hispanic	66,432	8,659	645	2,760	2,913	11,547	35,224	3,990	454	240
Nat Amer	2,316	91	59	60	119	705	1,135	142	5	0
Nat HI/PI	570	4	0	73	50	231	212	0	0	0
2+ Races	16,485	977	236	573	748	4,902	7,530	1,371	113	35

Table 8-1a (Counts) continued
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	786,366	93,407	25,337	26,116	28,598	158,029	298,836	118,148	30,087	7,808
HHL Total Income										
N.A.*	93,289	5,215	2,279	5,375	1,163	41,880	31,833	4,219	723	602
< \$15,000	27,702	2,440	165	1,148	331	10,813	10,269	2,149	308	79
\$15,000-\$24,999	24,283	3,289	194	1,274	341	8,368	7,482	2,554	571	210
\$25,000-\$34,999	34,270	5,419	532	2,060	367	13,447	9,722	1,815	509	399
\$35,000-\$44,999	43,166	7,817	1,387	1,584	963	9,959	16,277	3,438	1,133	608
\$45,000-\$54,999	42,759	7,351	1,304	1,753	921	8,002	17,365	4,059	1,539	465
\$55,000-\$74,999	85,952	13,689	2,731	2,378	1,984	13,432	33,851	12,750	3,620	1,517
\$75,000 +	434,945	48,187	16,745	10,544	22,528	52,128	172,037	87,164	21,684	3,928
Average	\$115,392	\$98,463	\$132,019	\$94,235	\$156,209	\$91,302	\$116,778	\$138,702	\$124,417	\$106,514
Poverty Level										
N.A.*	92,980	5,152	2,279	5,305	1,163	41,704	31,833	4,219	723	602
Below Pov Lvl	75,029	7,087	863	3,365	1,058	27,162	26,654	7,045	1,065	730
100-149%	36,060	6,830	629	1,974	775	12,440	10,169	2,224	660	359
150-199%	48,108	7,660	1,088	2,488	911	16,927	13,349	3,528	1,248	909
200+%	534,189	66,678	20,478	12,984	24,691	59,796	216,831	101,132	26,391	5,208
SNAP Benefits**										
Receives SNAP	53,229	10,086	1,976	3,346	1,206	8,664	21,323	4,980	1,326	322
Education										
0-11 Years	20,875	10,841	141	1,874	153	2,357	3,003	948	1,046	512
HS Grad	115,387	37,532	3,270	6,386	1,755	13,392	34,202	6,178	10,423	2,249
Some College	246,663	26,346	9,017	10,720	4,578	55,250	104,037	24,028	9,908	2,779
Assoc Degree	81,620	7,536	3,040	2,643	4,739	8,502	37,210	12,330	4,649	971
College Grad +	321,821	11,152	9,869	4,493	17,373	78,528	120,384	74,664	4,061	1,297
Marital Status										
Married	303,919	43,917	12,192	7,549	16,421	27,056	115,221	58,303	19,377	3,883
Widowed, Divorced, Separated	87,474	15,779	3,109	2,841	3,340	6,074	38,905	11,691	4,862	873
Single	394,973	33,711	10,036	15,726	8,837	124,899	144,710	48,154	5,848	3,052
Relationship										
Householder	363,449	44,922	13,061	8,860	14,548	55,192	137,914	69,012	15,963	3,977
Spouse	127,537	20,930	4,705	3,493	7,960	10,069	48,940	20,910	9,128	1,402
Child, Other ***	295,380	27,555	7,571	13,763	6,090	92,768	111,982	28,226	4,996	2,429
Usual Hrs										
1-29	265,827	16,657	5,393	11,531	5,624	103,823	96,010	21,176	3,439	2,174
30-34	26,522	1,725	635	924	1,467	8,566	9,957	2,453	456	339
35-39	47,263	3,832	710	1,153	2,810	3,928	25,450	8,125	1,143	112
40-44	384,398	65,997	15,096	10,326	15,056	29,815	148,411	73,415	22,088	4,194
45+	62,356	5,196	3,503	2,182	3,641	11,897	19,008	12,979	2,961	989
Average	32.4	36.2	36.6	30.4	36.3	24.9	32.4	36.6	38.2	34.3

* 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: 2021

	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	30.3	16.8	19.4	40.5	12.4	56.1	29.8	17.6	9.3	26.4
25-34	20.0	12.5	19.9	16.3	25.5	29.0	17.7	21.9	11.0	9.2
35-44	14.3	16.4	15.2	11.7	23.9	6.3	13.9	22.0	16.8	6.6
45-54	15.4	22.9	21.4	14.7	17.4	3.4	15.8	19.9	25.3	24.4
55-64	16.0	25.8	18.2	11.9	16.4	3.5	18.2	15.5	31.1	23.7
65+	4.1	5.6	5.9	4.9	4.5	1.7	4.6	3.0	6.5	9.6
Sex										
Male	44.0	65.6	78.3	38.5	18.7	45.6	21.2	69.0	89.2	73.3
Female	56.0	34.4	21.7	61.5	81.3	54.4	78.8	31.0	10.8	26.7
Male										
15-34	50.5	29.7	34.6	58.8	51.4	88.7	61.9	39.0	16.4	28.0
35-54	31.7	39.3	39.5	31.2	33.2	8.7	26.1	44.3	44.6	34.2
55+	17.8	31.0	25.9	10.0	15.4	2.6	12.0	16.7	39.0	37.9
Female										
15-34	50.0	28.5	56.2	55.6	34.7	82.0	43.6	40.8	52.1	56.9
35-54	28.1	39.4	25.6	23.4	43.1	10.5	30.7	36.6	21.3	22.4
55+	21.9	32.2	18.2	21.1	22.2	7.5	25.7	22.6	26.6	20.7
Race										
White	59.5	54.2	53.7	49.8	62.0	56.0	60.1	65.6	74.6	63.7
Black	13.0	17.5	24.5	19.7	11.0	9.4	14.1	9.5	7.7	12.7
Asian	8.5	4.4	3.6	8.7	8.7	16.1	6.3	10.0	1.5	6.3
Hispanic	14.8	20.3	15.1	16.9	14.1	12.6	15.7	11.3	13.3	13.7
Nat Amer	0.5	0.4	0.7	0.7	0.6	0.8	0.4	0.2	0.7	0.5
Nat HI/PI	0.2	0.1	0.4	0.4	0.2	0.4	0.1	0.1	0.0	0.0
2+ Races	3.5	3.0	1.8	3.8	3.4	4.7	3.3	3.3	2.1	3.0
Male										
White	61.0	60.8	54.9	49.0	55.3	57.6	54.9	66.6	75.9	69.1
Black	11.6	14.8	22.5	19.8	4.7	7.0	15.1	8.9	6.8	8.7
Asian	9.1	3.9	4.1	9.0	13.9	18.9	7.4	9.7	1.3	3.4
Hispanic	14.5	16.9	16.1	16.5	20.7	11.7	18.5	11.4	13.3	14.5
Nat Amer	0.5	0.5	0.7	1.3	1.2	0.8	0.1	0.1	0.8	0.7
Nat HI/PI	0.2	0.2	0.5	0.4	0.0	0.6	0.1	0.2	0.0	0.0
2+ Races	3.1	3.0	1.1	4.1	4.2	3.4	3.9	3.1	1.9	3.5
Female										
White	58.4	41.5	49.2	50.3	63.5	54.7	61.5	63.5	64.6	49.0
Black	14.1	22.8	31.9	19.6	12.5	11.3	13.8	10.7	15.2	23.6
Asian	8.0	5.4	1.8	8.5	7.5	13.7	6.0	10.8	2.7	14.2
Hispanic	15.1	27.0	11.7	17.2	12.5	13.4	15.0	10.9	13.9	11.5
Nat Amer	0.5	0.3	1.1	0.4	0.5	0.8	0.5	0.4	0.2	0.0
Nat HI/PI	0.1	0.0	0.0	0.5	0.2	0.3	0.1	0.0	0.0	0.0
2+ Races	3.7	3.0	4.3	3.6	3.2	5.7	3.2	3.7	3.5	1.7

Table 8-1b (Percentages) continued
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	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	4.0	2.8	0.7	5.5	1.2	9.3	3.8	1.9	1.0	1.1
\$15,000-\$24,999	3.5	3.7	0.8	6.1	1.2	7.2	2.8	2.2	1.9	2.9
\$25,000-\$34,999	4.9	6.1	2.3	9.9	1.3	11.6	3.6	1.6	1.7	5.5
\$35,000-\$44,999	6.2	8.9	6.0	7.6	3.5	8.6	6.1	3.0	3.9	8.4
\$45,000-\$54,999	6.2	8.3	5.7	8.5	3.4	6.9	6.5	3.6	5.2	6.5
\$55,000-\$74,999	12.4	15.5	11.8	11.5	7.2	11.6	12.7	11.2	12.3	21.1
\$75,000 +	62.8	54.6	72.6	50.8	82.1	44.9	64.4	76.5	73.8	54.5
Poverty Level										
Below Pov Lvl	10.8	8.0	3.7	16.2	3.9	23.4	10.0	6.2	3.6	10.1
100-149%	5.2	7.7	2.7	9.5	2.8	10.7	3.8	2.0	2.2	5.0
150-199%	6.9	8.7	4.7	12.0	3.3	14.6	5.0	3.1	4.3	12.6
200+%	77.0	75.6	88.8	62.4	90.0	51.4	81.2	88.8	89.9	72.3
SNAP Benefits*										
Receives SNAP	6.8	10.8	7.8	12.8	4.2	5.5	7.1	4.2	4.4	4.1
Education										
0-11 Years	2.7	11.6	0.6	7.2	0.5	1.5	1.0	0.8	3.5	6.6
HS Grad	14.7	40.2	12.9	24.5	6.1	8.5	11.4	5.2	34.6	28.8
Some College	31.4	28.2	35.6	41.0	16.0	35.0	34.8	20.3	32.9	35.6
Assoc Degree	10.4	8.1	12.0	10.1	16.6	5.4	12.5	10.4	15.5	12.4
College Grad +	40.9	11.9	39.0	17.2	60.7	49.7	40.3	63.2	13.5	16.6
Marital Status										
Married	38.6	47.0	48.1	28.9	57.4	17.1	38.6	49.3	64.4	49.7
Widowed, Divorced, Separated	11.1	16.9	12.3	10.9	11.7	3.8	13.0	9.9	16.2	11.2
Single	50.2	36.1	39.6	60.2	30.9	79.0	48.4	40.8	19.4	39.1
Relationship										
Householder	46.2	48.1	51.5	33.9	50.9	34.9	46.2	58.4	53.1	50.9
Spouse	16.2	22.4	18.6	13.4	27.8	6.4	16.4	17.7	30.3	18.0
Child, Other**	37.6	29.5	29.9	52.7	21.3	58.7	37.5	23.9	16.6	31.1
Usual Hrs										
1-29	33.8	17.8	21.3	44.2	19.7	65.7	32.1	17.9	11.4	27.8
30-34	3.4	1.8	2.5	3.5	5.1	5.4	3.3	2.1	1.5	4.3
35-39	6.0	4.1	2.8	4.4	9.8	2.5	8.5	6.9	3.8	1.4
40-44	48.9	70.7	59.6	39.5	52.6	18.9	49.7	62.1	73.4	53.7
45+	7.9	5.6	13.8	8.4	12.7	7.5	6.4	11.0	9.8	12.7

* Supplemental Nutrition Assistance Program, formerly known as Food Stamps

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

2022–2023 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 2022 dollars.

Figure 9-1 shows the 2022–2023 average earnings for the full-time ESP work force, ranked by state.

- The District of Columbia leads in ESP average earnings, followed by Delaware, New Jersey, Alaska, Connecticut, and California.
- ESP in Oklahoma, Mississippi, and Kentucky 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 \$35,995.
- Full-time ESP in 21 states and the District of Columbia have earnings above the national average, and those in 29 states below.
- ESP average earnings across the nation range from \$29,364 in Mississippi to \$44,710 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 142 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-six percent of full-time ESP have average earnings of \$35,000 and over.
- Eleven 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, 2022–2023

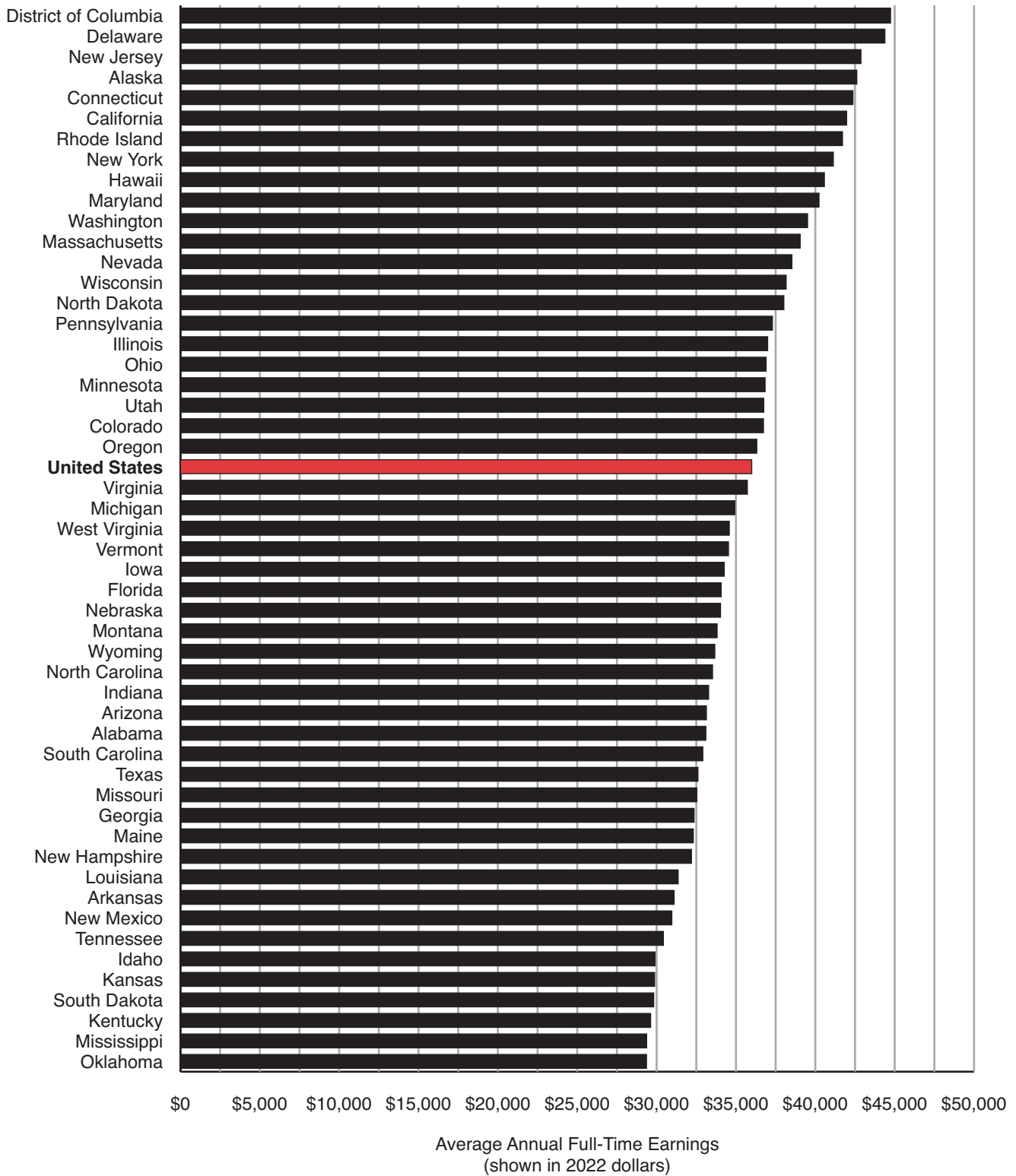


Table 9-1
Earnings Averages for Full-Time Workers
Total, K-12, and Higher Ed ESP Work Force by State, 2022–2023

	Total	Rank	K-12	Rank	Higher Ed	Rank
United States	35,995	—	33,756	—	44,898	—
Alabama	33,103	35	29,768	40	42,380	35
Alaska	42,615	4	42,118	3	45,534	19
Arizona	33,139	34	30,199	37	44,634	24
Arkansas	31,104	43	29,177	42	39,243	45
California	41,973	6	39,877	6	50,858	3
Colorado	36,735	21	33,424	23	47,601	13
Connecticut	42,369	5	40,285	5	53,022	1
Delaware	44,384	2	44,237	1	45,139	20
District of Columbia	44,710	1	44,098	2	49,708	4
Florida	34,068	28	32,127	27	41,778	38
Georgia	32,362	39	30,219	36	39,878	42
Hawaii	40,572	9	39,221	8	46,333	18
Idaho	29,899	46	26,628	50	38,370	48
Illinois	36,998	17	34,844	17	44,209	26
Indiana	33,278	33	30,450	32	41,923	37
Iowa	34,262	27	29,649	41	47,374	16
Kansas	29,875	47	27,024	48	41,931	36
Kentucky	29,624	49	27,053	47	40,917	39
Louisiana	31,360	42	28,640	43	43,253	28
Maine	32,314	40	31,363	29	39,061	47
Maryland	40,234	10	38,235	10	46,741	17
Massachusetts	39,046	12	36,778	13	48,436	8
Michigan	34,928	24	30,654	31	47,960	12
Minnesota	36,838	19	34,289	19	47,996	11
Mississippi	29,374	50	26,770	49	36,921	50
Missouri	32,534	38	30,176	38	42,818	30
Montana	33,814	30	31,642	28	42,448	32
Nebraska	34,030	29	30,446	33	44,516	25
Nevada	38,526	13	36,900	12	47,480	14
New Hampshire	32,197	41	31,175	30	39,193	46
New Jersey	42,875	3	41,338	4	52,119	2
New Mexico	30,960	44	28,175	45	42,552	31
New York	41,137	8	39,845	7	48,643	6
North Carolina	33,525	32	30,167	39	42,404	34
North Dakota	38,019	15	32,776	24	48,640	7
Ohio	36,901	18	34,346	18	47,453	15
Oklahoma	29,364	51	26,612	51	39,257	44
Oregon	36,312	22	33,838	21	44,694	22
Pennsylvania	37,299	16	35,500	14	44,900	21
Rhode Island	41,713	7	39,165	9	48,109	10
South Carolina	32,913	36	30,372	35	42,429	33
South Dakota	29,820	48	28,619	44	35,603	51
Tennessee	30,430	45	27,986	46	39,997	41
Texas	32,607	37	30,382	34	43,364	27
Utah	36,752	20	34,893	16	39,815	43
Vermont	34,530	26	34,208	20	37,147	49
Virginia	35,718	23	33,464	22	44,669	23
Washington	39,514	11	37,334	11	48,821	5
West Virginia	34,582	25	32,515	25	42,945	29
Wisconsin	38,165	14	35,059	15	48,200	9
Wyoming	33,668	31	32,134	26	40,580	40

Table 9-2a (Counts)
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2022–2023

	Total ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	2,355,963	262,973	507,146	503,119	379,175	703,550
Alabama	35,959	4,688	10,049	7,842	4,256	9,124
Alaska	7,212	996	890	1,785	1,390	2,151
Arizona	52,093	6,760	11,997	13,851	7,867	11,618
Arkansas	23,125	3,281	7,011	5,334	2,904	4,595
California	252,953	18,637	33,714	45,333	41,360	113,909
Colorado	40,975	4,268	7,971	8,822	6,666	13,248
Connecticut	23,080	1,460	3,490	4,743	3,625	9,762
Delaware	7,054	379	586	1,312	1,768	3,009
District of Columbia	5,241	480	492	785	704	2,780
Florida	120,601	14,560	31,506	25,252	20,519	28,764
Georgia	84,996	12,943	22,179	19,141	11,473	19,260
Hawaii	10,476	634	708	2,484	2,863	3,787
Idaho	13,746	2,596	3,697	3,560	2,411	1,482
Illinois	85,099	8,606	17,342	18,326	14,366	26,459
Indiana	40,981	6,860	9,640	7,664	6,479	10,338
Iowa	30,212	5,096	6,890	5,144	4,438	8,644
Kansas	30,243	7,919	7,259	6,185	3,378	5,502
Kentucky	37,481	7,750	11,346	7,576	4,195	6,614
Louisiana	32,985	6,275	10,120	6,121	4,272	6,197
Maine	8,561	1,191	2,027	2,593	1,399	1,351
Maryland	48,789	3,898	5,403	11,288	9,977	18,223
Massachusetts	48,637	3,860	9,210	9,924	7,398	18,245
Michigan	50,583	6,809	10,885	10,671	7,721	14,497
Minnesota	42,804	3,857	8,958	8,428	7,710	13,851
Mississippi	26,068	5,038	8,627	5,261	3,418	3,724
Missouri	40,263	5,250	9,952	10,458	6,210	8,393
Montana	8,311	1,148	1,327	2,207	1,748	1,881
Nebraska	18,524	3,924	3,845	3,355	2,550	4,850
Nevada	19,234	1,760	2,614	3,934	3,892	7,034
New Hampshire	9,537	1,311	2,083	2,204	1,529	2,410
New Jersey	66,255	4,259	8,853	10,760	11,449	30,934
New Mexico	20,507	3,363	6,805	3,793	2,160	4,386
New York	168,277	10,962	23,892	33,096	30,876	69,451
North Carolina	69,979	6,651	15,963	20,051	12,275	15,039
North Dakota	6,782	778	1,045	1,449	1,956	1,554
Ohio	71,074	5,996	15,954	15,146	12,288	21,690
Oklahoma	33,567	6,111	11,652	7,323	3,805	4,676
Oregon	30,268	2,467	6,137	6,975	6,437	8,252
Pennsylvania	66,229	7,273	10,964	14,116	13,994	19,882
Rhode Island	6,544	369	882	953	1,598	2,742
South Carolina	39,742	4,877	10,593	9,120	6,881	8,271
South Dakota	8,498	1,306	2,532	1,728	1,557	1,375
Tennessee	45,130	7,139	13,005	10,201	6,949	7,836
Texas	252,696	29,738	73,622	57,845	32,897	58,594
Utah	22,656	2,856	3,587	5,080	4,778	6,355
Vermont	5,003	454	1,571	1,213	930	835
Virginia	67,865	6,684	15,762	15,003	9,819	20,597
Washington	58,355	3,503	9,813	12,851	10,367	21,821
West Virginia	15,708	1,497	2,624	5,797	2,316	3,474
Wisconsin	37,490	3,461	8,455	7,243	5,860	12,471
Wyoming	7,515	995	1,617	1,793	1,497	1,613

Table 9-2b (Percentages)
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2022–2023

	Total ESP	Under \$15,000	\$15-24,999	\$25-34,999	\$35-44,999	\$45,000+
United States	100.0%	11.2%	21.5%	21.4%	16.1%	29.9%
Alabama	100.0	13.0	27.9	21.8	11.8	25.4
Alaska	100.0	13.8	12.3	24.8	19.3	29.8
Arizona	100.0	13.0	23.0	26.6	15.1	22.3
Arkansas	100.0	14.2	30.3	23.1	12.6	19.9
California	100.0	7.4	13.3	17.9	16.4	45.0
Colorado	100.0	10.4	19.5	21.5	16.3	32.3
Connecticut	100.0	6.3	15.1	20.6	15.7	42.3
Delaware	100.0	5.4	8.3	18.6	25.1	42.7
District of Columbia	100.0	9.2	9.4	15.0	13.4	53.0
Florida	100.0	12.1	26.1	20.9	17.0	23.9
Georgia	100.0	15.2	26.1	22.5	13.5	22.7
Hawaii	100.0	6.1	6.8	23.7	27.3	36.1
Idaho	100.0	18.9	26.9	25.9	17.5	10.8
Illinois	100.0	10.1	20.4	21.5	16.9	31.1
Indiana	100.0	16.7	23.5	18.7	15.8	25.2
Iowa	100.0	16.9	22.8	17.0	14.7	28.6
Kansas	100.0	26.2	24.0	20.5	11.2	18.2
Kentucky	100.0	20.7	30.3	20.2	11.2	17.6
Louisiana	100.0	19.0	30.7	18.6	13.0	18.8
Maine	100.0	13.9	23.7	30.3	16.3	15.8
Maryland	100.0	8.0	11.1	23.1	20.4	37.4
Massachusetts	100.0	7.9	18.9	20.4	15.2	37.5
Michigan	100.0	13.5	21.5	21.1	15.3	28.7
Minnesota	100.0	9.0	20.9	19.7	18.0	32.4
Mississippi	100.0	19.3	33.1	20.2	13.1	14.3
Missouri	100.0	13.0	24.7	26.0	15.4	20.8
Montana	100.0	13.8	16.0	26.6	21.0	22.6
Nebraska	100.0	21.2	20.8	18.1	13.8	26.2
Nevada	100.0	9.2	13.6	20.5	20.2	36.6
New Hampshire	100.0	13.7	21.8	23.1	16.0	25.3
New Jersey	100.0	6.4	13.4	16.2	17.3	46.7
New Mexico	100.0	16.4	33.2	18.5	10.5	21.4
New York	100.0	6.5	14.2	19.7	18.3	41.3
North Carolina	100.0	9.5	22.8	28.7	17.5	21.5
North Dakota	100.0	11.5	15.4	21.4	28.8	22.9
Ohio	100.0	8.4	22.4	21.3	17.3	30.5
Oklahoma	100.0	18.2	34.7	21.8	11.3	13.9
Oregon	100.0	8.2	20.3	23.0	21.3	27.3
Pennsylvania	100.0	11.0	16.6	21.3	21.1	30.0
Rhode Island	100.0	5.6	13.5	14.6	24.4	41.9
South Carolina	100.0	12.3	26.7	22.9	17.3	20.8
South Dakota	100.0	15.4	29.8	20.3	18.3	16.2
Tennessee	100.0	15.8	28.8	22.6	15.4	17.4
Texas	100.0	11.8	29.1	22.9	13.0	23.2
Utah	100.0	12.6	15.8	22.4	21.1	28.0
Vermont	100.0	9.1	31.4	24.2	18.6	16.7
Virginia	100.0	9.8	23.2	22.1	14.5	30.3
Washington	100.0	6.0	16.8	22.0	17.8	37.4
West Virginia	100.0	9.5	16.7	36.9	14.7	22.1
Wisconsin	100.0	9.2	22.6	19.3	15.6	33.3
Wyoming	100.0	13.2	21.5	23.9	19.9	21.5

The 2021 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 10 states constitute over 50 percent of the national ESP work force: California, Texas, New York, Florida, Illinois, Georgia, Ohio, Pennsylvania, Virginia, 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.

- Nearly 3.1 million ESP work in the nation's public schools and colleges.
- Nearly 2.3 million work at the K-12 level.
- Nearly 790,000 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 1,096,743.
- Clerical personnel are next with 669,018.
- Custodial services account for 443,597.
- Food services employ 277,962.
- California, Texas, or New York lead in nearly 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 36 percent of the total.
- Clerical personnel make up 22 percent.
- Custodial services add 14 percent.

Full-Time ESP

- Food services are another nine percent.
- Transportation and technical services ESP each account for seven percent.
- Skilled trades, security, and health and student services ESP together make up the remaining six 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 16 states and the District of Columbia are full-time workers.
- Texas, South Carolina, Mississippi, 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.
- Utah has the lowest percentages of full-time ESP, at 53 percent.
- California and Texas have the highest counts of full-time ESP, each at over 252,600.
- While California leads in numbers of full-time ESP it has the fifth smallest share, at 69 percent.
- Half of the nation's full-time ESP work force is concentrated in nine states, led 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 10 states average around 36 hours per week.
- ESP in Utah work the fewest hours per week, 30 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.
- Nine percent of ESP in Nebraska, Oklahoma, Kansas, Texas, Vermont, and the District of Columbia work 45 or more hours per week.
- Forty-seven percent of ESP in Utah and 34 percent in Michigan work fewer than 30 hours per week.

Figure 10-1
Work Force Counts
Total ESP by State, 2021

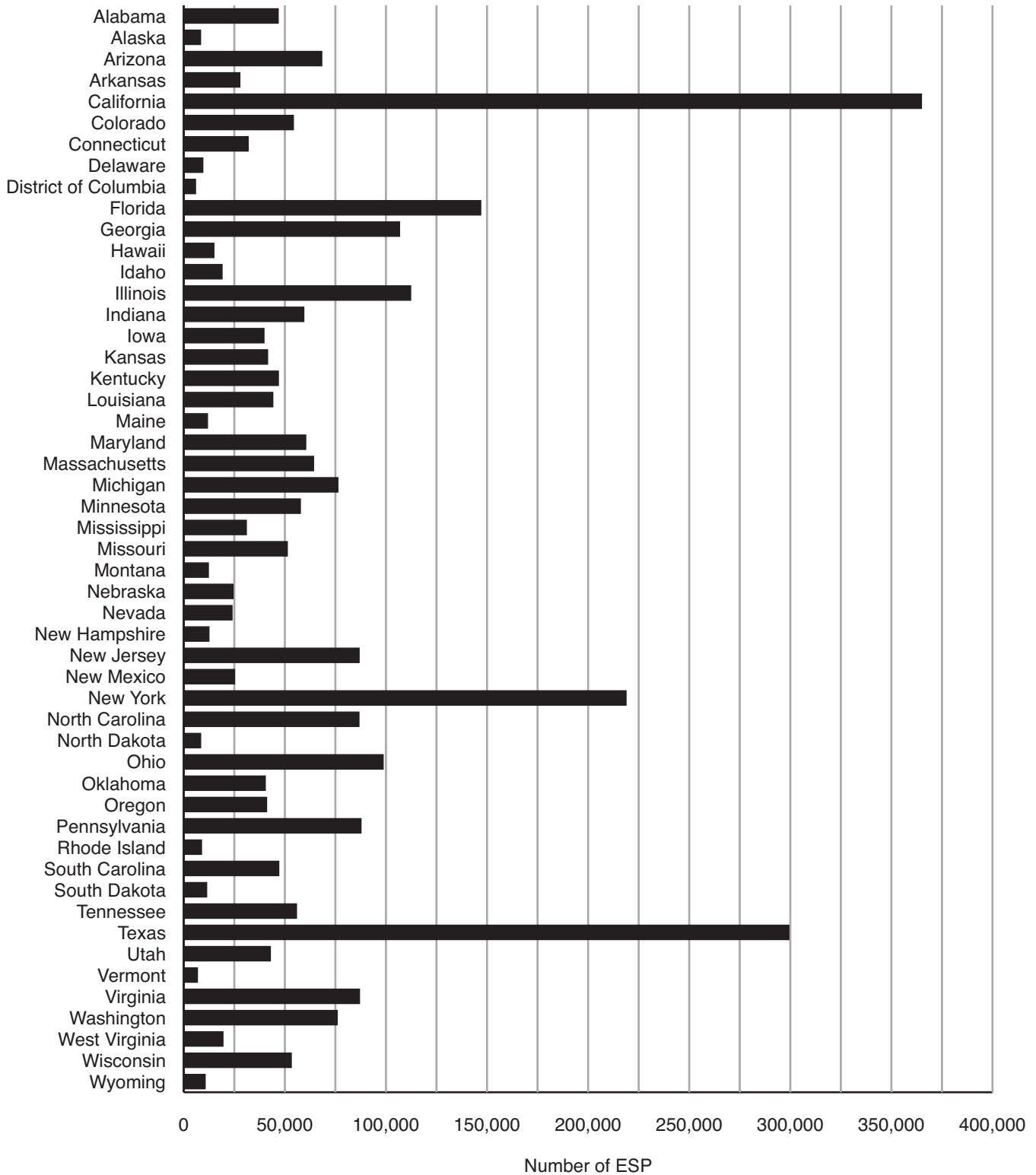


Figure 10-2
Work Force Percentage of National Total
Total ESP by State, 2021

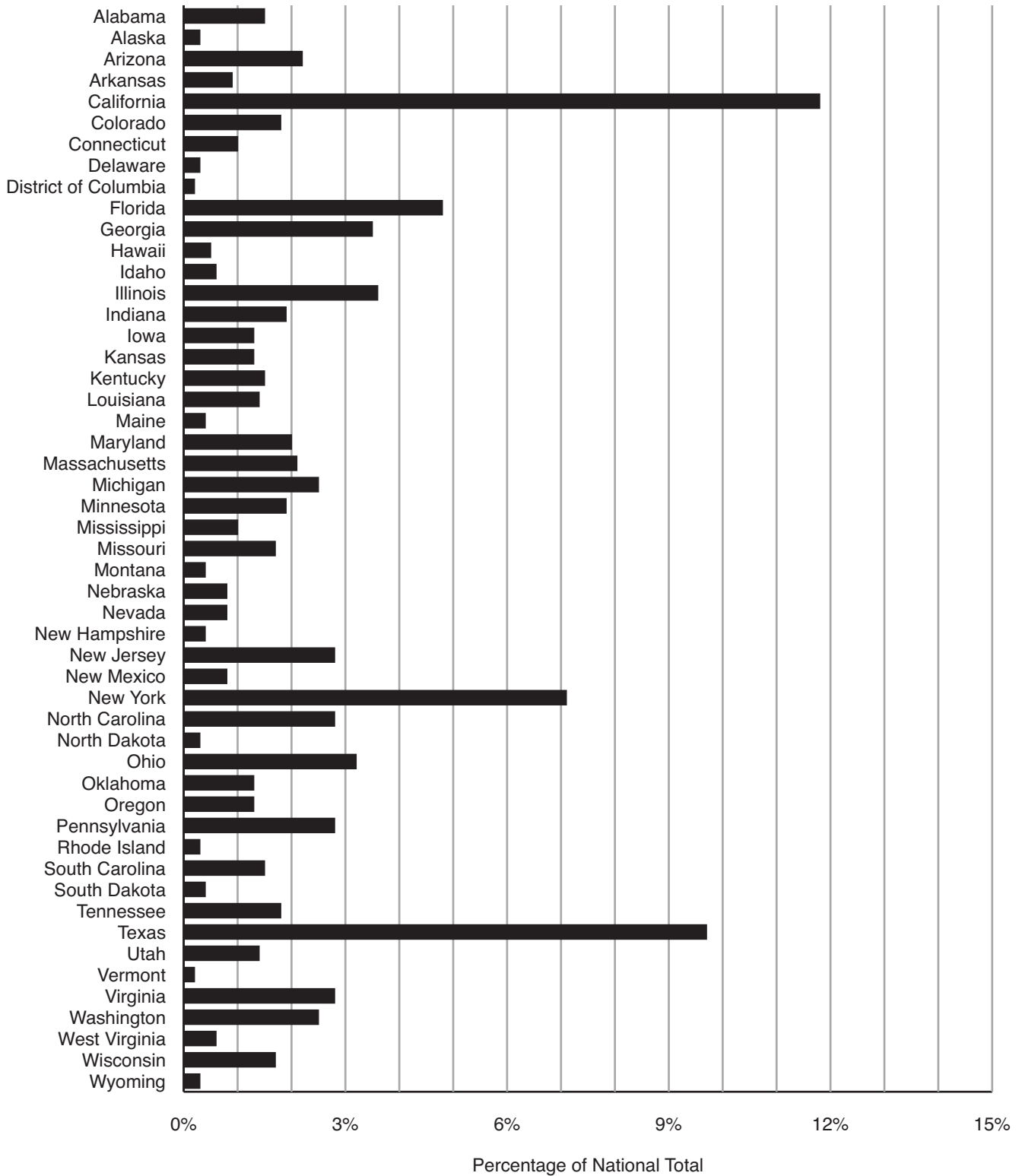


Figure 10-3
Percentage Full-Time
Total ESP Work Force by State, 2021

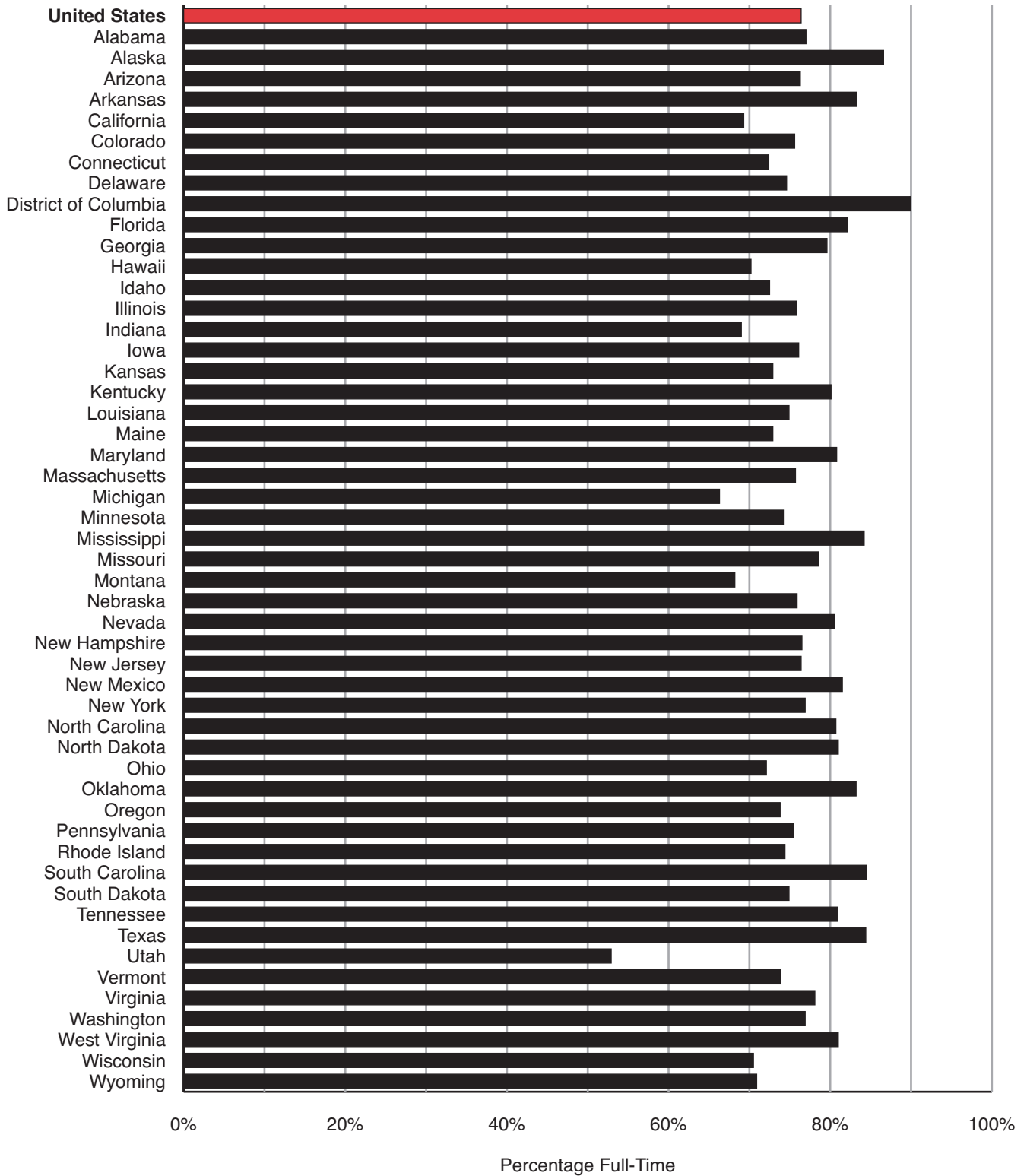


Figure 10-4
Average Hours Worked
Total ESP Work Force by State, 2021

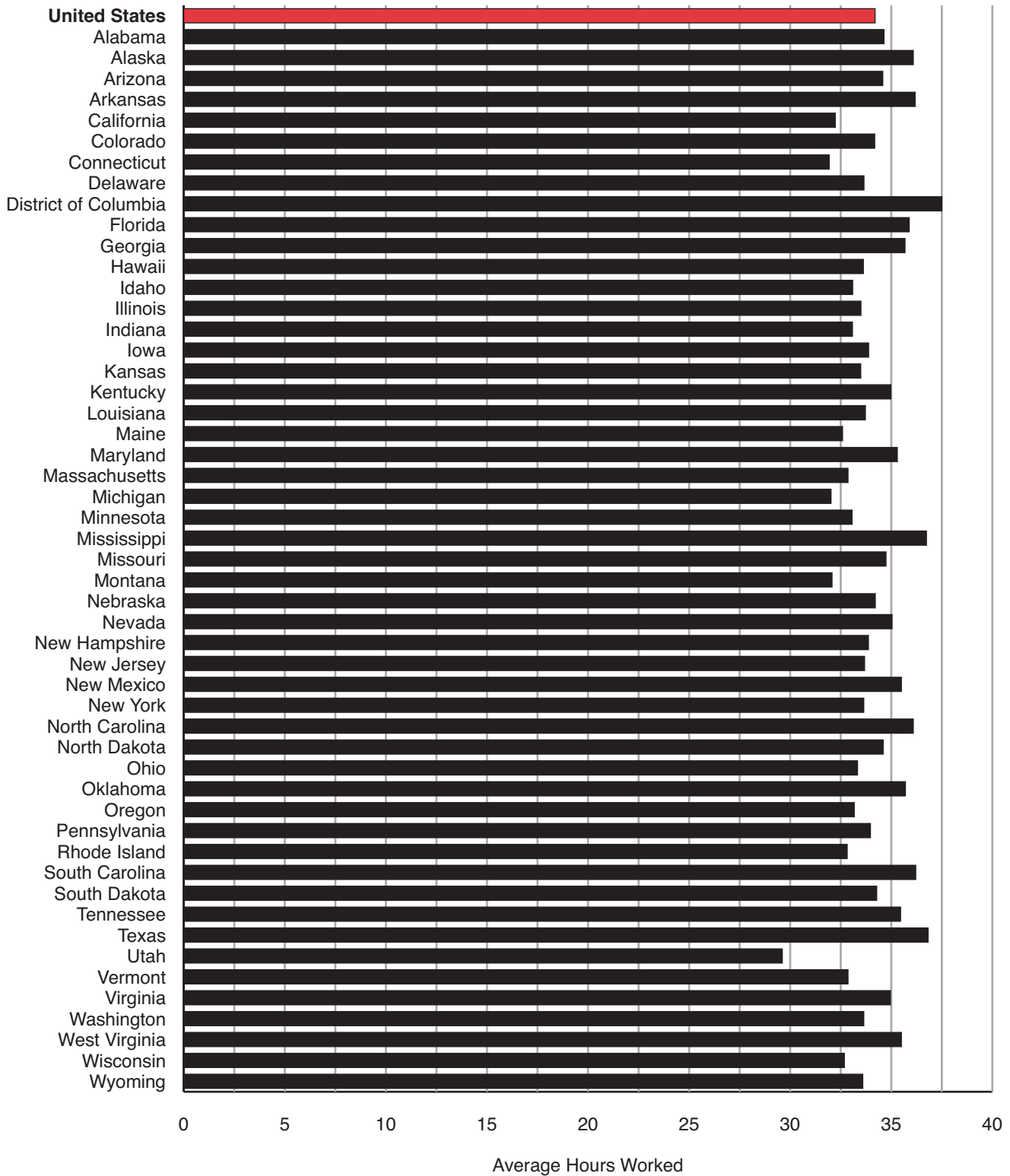


Table 10-1a (Counts)**Work Force by Level****Total, K-12, and Higher Ed ESP by State, 2021**

	Total	K-12	Higher Ed
United States	3,085,303	2,298,937	786,366
Alabama	46,723	32,445	14,278
Alaska	8,328	7,001	1,327
Arizona	68,283	49,313	18,970
Arkansas	27,772	21,249	6,523
California	364,879	276,505	88,374
Colorado	54,225	37,960	16,265
Connecticut	31,883	23,451	8,432
Delaware	9,452	7,589	1,863
District of Columbia	5,828	4,886	942
Florida	146,906	109,534	37,372
Georgia	106,739	79,106	27,633
Hawaii	14,922	10,176	4,746
Idaho	18,961	13,742	5,219
Illinois	112,246	81,170	31,076
Indiana	59,403	44,072	15,331
Iowa	39,702	26,499	13,203
Kansas	41,485	30,012	11,473
Kentucky	46,812	36,541	10,271
Louisiana	44,065	32,011	12,054
Maine	11,748	9,458	2,290
Maryland	60,353	41,948	18,405
Massachusetts	64,213	47,393	16,820
Michigan	76,249	50,787	25,462
Minnesota	57,692	44,106	13,586
Mississippi	30,971	22,396	8,575
Missouri	51,233	38,581	12,652
Montana	12,183	9,106	3,077
Nebraska	24,401	17,308	7,093
Nevada	23,897	18,850	5,047
New Hampshire	12,472	9,959	2,513
New Jersey	86,748	71,009	15,739
New Mexico	25,150	18,100	7,050
New York	218,773	178,491	40,282
North Carolina	86,681	56,951	29,730
North Dakota	8,368	5,376	2,992
Ohio	98,643	73,239	25,404
Oklahoma	40,344	29,698	10,646
Oregon	40,988	28,941	12,047
Pennsylvania	87,680	66,739	20,941
Rhode Island	8,794	5,492	3,302
South Carolina	47,011	34,476	12,535
South Dakota	11,347	7,933	3,414
Tennessee	55,775	42,270	13,505
Texas	299,320	228,589	70,731
Utah	42,848	29,309	13,539
Vermont	6,770	5,282	1,488
Virginia	86,938	65,692	21,246
Washington	75,899	57,295	18,604
West Virginia	19,396	14,045	5,351
Wisconsin	53,202	38,793	14,409
Wyoming	10,602	8,063	2,539

Table 10-1b (Percentages)**Work Force by Level****Total, K-12, and Higher Ed ESP by State, 2021**

	Total	K-12	Higher Ed
United States	100.0%	100.0%	100.0%
Alabama	1.5	1.4	1.8
Alaska	0.3	0.3	0.2
Arizona	2.2	2.1	2.4
Arkansas	0.9	0.9	0.8
California	11.8	12.0	11.2
Colorado	1.8	1.7	2.1
Connecticut	1.0	1.0	1.1
Delaware	0.3	0.3	0.2
District of Columbia	0.2	0.2	0.1
Florida	4.8	4.8	4.8
Georgia	3.5	3.4	3.5
Hawaii	0.5	0.4	0.6
Idaho	0.6	0.6	0.7
Illinois	3.6	3.5	4.0
Indiana	1.9	1.9	1.9
Iowa	1.3	1.2	1.7
Kansas	1.3	1.3	1.5
Kentucky	1.5	1.6	1.3
Louisiana	1.4	1.4	1.5
Maine	0.4	0.4	0.3
Maryland	2.0	1.8	2.3
Massachusetts	2.1	2.1	2.1
Michigan	2.5	2.2	3.2
Minnesota	1.9	1.9	1.7
Mississippi	1.0	1.0	1.1
Missouri	1.7	1.7	1.6
Montana	0.4	0.4	0.4
Nebraska	0.8	0.8	0.9
Nevada	0.8	0.8	0.6
New Hampshire	0.4	0.4	0.3
New Jersey	2.8	3.1	2.0
New Mexico	0.8	0.8	0.9
New York	7.1	7.8	5.1
North Carolina	2.8	2.5	3.8
North Dakota	0.3	0.2	0.4
Ohio	3.2	3.2	3.2
Oklahoma	1.3	1.3	1.4
Oregon	1.3	1.3	1.5
Pennsylvania	2.8	2.9	2.7
Rhode Island	0.3	0.2	0.4
South Carolina	1.5	1.5	1.6
South Dakota	0.4	0.3	0.4
Tennessee	1.8	1.8	1.7
Texas	9.7	9.9	9.0
Utah	1.4	1.3	1.7
Vermont	0.2	0.2	0.2
Virginia	2.8	2.9	2.7
Washington	2.5	2.5	2.4
West Virginia	0.6	0.6	0.7
Wisconsin	1.7	1.7	1.8
Wyoming	0.3	0.4	0.3

Table 10-2a (Counts)

Career Families

Total ESP Work Force by State, 2021

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
United States	3,085,303	443,597	60,048	277,962	63,290	1,096,743	669,018	199,999	69,258	205,388
Alabama	46,723	6,060	920	6,052	1,025	11,393	11,428	3,074	1,129	5,642
Alaska	8,328	1,450	105	634	105	3,747	1,532	305	228	222
Arizona	68,283	9,038	1,294	3,192	1,687	24,093	15,237	5,516	2,242	5,984
Arkansas	27,772	4,865	311	3,197	341	7,964	6,405	2,083	568	2,038
California	364,879	47,203	6,649	30,291	10,769	139,622	84,982	25,045	8,426	11,892
Colorado	54,225	6,551	1,240	5,441	1,696	17,931	11,881	4,320	1,330	3,835
Connecticut	31,883	5,241	1,258	1,960	653	13,731	6,908	1,521	210	401
Delaware	9,452	1,288	375	1,545	190	3,048	1,853	582	398	173
District of Columbia	5,828	909	152	98	50	2,602	949	501	414	153
Florida	146,906	21,683	4,996	14,713	2,508	42,332	34,060	11,508	5,241	9,865
Georgia	106,739	13,771	2,052	11,471	1,737	35,873	22,290	5,979	2,123	11,443
Hawaii	14,922	2,230	493	1,259	329	6,051	3,577	901	53	29
Idaho	18,961	2,849	127	2,187	348	7,268	4,095	754	339	994
Illinois	112,246	16,165	2,789	9,294	2,384	39,516	26,398	7,150	2,449	6,101
Indiana	59,403	8,494	387	7,380	829	18,621	11,600	4,649	1,127	6,316
Iowa	39,702	6,710	564	3,556	1,009	13,994	7,302	2,951	716	2,900
Kansas	41,485	5,717	335	2,879	362	18,092	8,663	2,147	772	2,518
Kentucky	46,812	6,064	799	6,270	1,291	14,718	9,360	2,419	481	5,410
Louisiana	44,065	6,592	357	4,590	1,028	14,292	10,467	1,988	659	4,092
Maine	11,748	1,551	34	2,330	53	3,373	2,197	350	126	1,734
Maryland	60,353	9,958	1,284	4,408	854	20,661	12,922	4,148	2,523	3,595
Massachusetts	64,213	7,478	929	7,210	1,207	28,673	13,073	3,640	858	1,145
Michigan	76,249	8,329	1,228	6,939	1,456	28,179	19,185	4,855	1,017	5,061
Minnesota	57,692	7,684	417	5,000	884	24,476	11,810	3,605	1,320	2,496
Mississippi	30,971	4,519	925	4,562	333	8,826	7,384	1,552	732	2,138
Missouri	51,233	9,356	305	4,186	1,083	17,260	11,197	2,737	1,189	3,920
Montana	12,183	3,123	144	1,172	48	3,673	2,183	1,015	134	691
Nebraska	24,401	3,918	263	2,316	502	9,568	5,036	1,180	458	1,160
Nevada	23,897	3,416	680	1,406	940	8,376	5,208	1,427	414	2,030
New Hampshire	12,472	1,589	54	1,197	196	6,181	2,025	631	117	482
New Jersey	86,748	13,382	3,542	3,022	1,086	37,072	18,312	4,830	962	4,540
New Mexico	25,150	3,105	776	2,655	377	9,506	4,526	2,267	531	1,407
New York	218,773	30,525	6,394	12,983	2,609	97,044	42,738	10,844	3,438	12,198
North Carolina	86,681	11,832	1,070	9,018	2,117	24,619	19,449	6,248	2,843	9,485
North Dakota	8,368	1,967	19	891	304	2,500	1,289	703	67	628
Ohio	98,643	14,684	2,403	9,589	2,259	32,206	19,627	4,914	1,607	11,354
Oklahoma	40,344	5,409	562	4,944	427	15,378	8,839	2,066	696	2,023
Oregon	40,988	4,265	726	3,919	714	15,858	9,309	3,851	336	2,010
Pennsylvania	87,680	18,836	2,220	6,637	1,281	27,980	18,612	5,195	2,445	4,474
Rhode Island	8,794	1,553	158	348	342	3,602	1,881	600	228	82
South Carolina	47,011	8,165	653	4,523	778	13,145	11,965	3,300	879	3,603
South Dakota	11,347	1,920	181	950	198	4,760	2,095	423	86	734
Tennessee	55,775	7,163	1,058	6,483	709	19,936	12,598	3,061	1,103	3,664
Texas	299,320	45,014	5,969	31,155	6,403	94,928	67,054	21,838	8,256	18,703
Utah	42,848	7,902	291	3,388	1,875	13,586	8,756	3,542	900	2,608
Vermont	6,770	998	90	416	74	2,845	1,428	529	129	261
Virginia	86,938	10,564	997	7,894	2,213	28,973	16,273	7,203	2,133	10,688
Washington	75,899	9,497	990	4,514	1,742	29,327	16,053	5,237	1,753	6,786
West Virginia	19,396	3,298	73	2,470	386	5,407	3,390	842	865	2,665
Wisconsin	53,202	7,917	361	4,859	1,295	19,287	12,092	3,267	2,149	1,975
Wyoming	10,602	1,800	49	569	204	4,650	1,525	706	59	1,040

Table 10-2b (Percentages)

Career Families

Total ESP Work Force by State, 2021

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0%	14.4%	1.9%	9.0%	2.1%	35.5%	21.7%	6.5%	2.2%	6.7%
Alabama	100.0	13.0	2.0	13.0	2.2	24.4	24.5	6.6	2.4	12.1
Alaska	100.0	17.4	1.3	7.6	1.3	45.0	18.4	3.7	2.7	2.7
Arizona	100.0	13.2	1.9	4.7	2.5	35.3	22.3	8.1	3.3	8.8
Arkansas	100.0	17.5	1.1	11.5	1.2	28.7	23.1	7.5	2.0	7.3
California	100.0	12.9	1.8	8.3	3.0	38.3	23.3	6.9	2.3	3.3
Colorado	100.0	12.1	2.3	10.0	3.1	33.1	21.9	8.0	2.5	7.1
Connecticut	100.0	16.4	3.9	6.1	2.0	43.1	21.7	4.8	0.7	1.3
Delaware	100.0	13.6	4.0	16.3	2.0	32.2	19.6	6.2	4.2	1.8
District of Columbia	100.0	15.6	2.6	1.7	0.9	44.6	16.3	8.6	7.1	2.6
Florida	100.0	14.8	3.4	10.0	1.7	28.8	23.2	7.8	3.6	6.7
Georgia	100.0	12.9	1.9	10.7	1.6	33.6	20.9	5.6	2.0	10.7
Hawaii	100.0	14.9	3.3	8.4	2.2	40.6	24.0	6.0	0.4	0.2
Idaho	100.0	15.0	0.7	11.5	1.8	38.3	21.6	4.0	1.8	5.2
Illinois	100.0	14.4	2.5	8.3	2.1	35.2	23.5	6.4	2.2	5.4
Indiana	100.0	14.3	0.7	12.4	1.4	31.3	19.5	7.8	1.9	10.6
Iowa	100.0	16.9	1.4	9.0	2.5	35.2	18.4	7.4	1.8	7.3
Kansas	100.0	13.8	0.8	6.9	0.9	43.6	20.9	5.2	1.9	6.1
Kentucky	100.0	13.0	1.7	13.4	2.8	31.4	20.0	5.2	1.0	11.6
Louisiana	100.0	15.0	0.8	10.4	2.3	32.4	23.8	4.5	1.5	9.3
Maine	100.0	13.2	0.3	19.8	0.5	28.7	18.7	3.0	1.1	14.8
Maryland	100.0	16.5	2.1	7.3	1.4	34.2	21.4	6.9	4.2	6.0
Massachusetts	100.0	11.6	1.4	11.2	1.9	44.7	20.4	5.7	1.3	1.8
Michigan	100.0	10.9	1.6	9.1	1.9	37.0	25.2	6.4	1.3	6.6
Minnesota	100.0	13.3	0.7	8.7	1.5	42.4	20.5	6.2	2.3	4.3
Mississippi	100.0	14.6	3.0	14.7	1.1	28.5	23.8	5.0	2.4	6.9
Missouri	100.0	18.3	0.6	8.2	2.1	33.7	21.9	5.3	2.3	7.7
Montana	100.0	25.6	1.2	9.6	0.4	30.1	17.9	8.3	1.1	5.7
Nebraska	100.0	16.1	1.1	9.5	2.1	39.2	20.6	4.8	1.9	4.8
Nevada	100.0	14.3	2.8	5.9	3.9	35.1	21.8	6.0	1.7	8.5
New Hampshire	100.0	12.7	0.4	9.6	1.6	49.6	16.2	5.1	0.9	3.9
New Jersey	100.0	15.4	4.1	3.5	1.3	42.7	21.1	5.6	1.1	5.2
New Mexico	100.0	12.3	3.1	10.6	1.5	37.8	18.0	9.0	2.1	5.6
New York	100.0	14.0	2.9	5.9	1.2	44.4	19.5	5.0	1.6	5.6
North Carolina	100.0	13.7	1.2	10.4	2.4	28.4	22.4	7.2	3.3	10.9
North Dakota	100.0	23.5	0.2	10.6	3.6	29.9	15.4	8.4	0.8	7.5
Ohio	100.0	14.9	2.4	9.7	2.3	32.6	19.9	5.0	1.6	11.5
Oklahoma	100.0	13.4	1.4	12.3	1.1	38.1	21.9	5.1	1.7	5.0
Oregon	100.0	10.4	1.8	9.6	1.7	38.7	22.7	9.4	0.8	4.9
Pennsylvania	100.0	21.5	2.5	7.6	1.5	31.9	21.2	5.9	2.8	5.1
Rhode Island	100.0	17.7	1.8	4.0	3.9	41.0	21.4	6.8	2.6	0.9
South Carolina	100.0	17.4	1.4	9.6	1.7	28.0	25.5	7.0	1.9	7.7
South Dakota	100.0	16.9	1.6	8.4	1.7	41.9	18.5	3.7	0.8	6.5
Tennessee	100.0	12.8	1.9	11.6	1.3	35.7	22.6	5.5	2.0	6.6
Texas	100.0	15.0	2.0	10.4	2.1	31.7	22.4	7.3	2.8	6.2
Utah	100.0	18.4	0.7	7.9	4.4	31.7	20.4	8.3	2.1	6.1
Vermont	100.0	14.7	1.3	6.1	1.1	42.0	21.1	7.8	1.9	3.9
Virginia	100.0	12.2	1.1	9.1	2.5	33.3	18.7	8.3	2.5	12.3
Washington	100.0	12.5	1.3	5.9	2.3	38.6	21.2	6.9	2.3	8.9
West Virginia	100.0	17.0	0.4	12.7	2.0	27.9	17.5	4.3	4.5	13.7
Wisconsin	100.0	14.9	0.7	9.1	2.4	36.3	22.7	6.1	4.0	3.7
Wyoming	100.0	17.0	0.5	5.4	1.9	43.9	14.4	6.7	0.6	9.8

Table 10-3a (Counts)
Full-Time vs. Part-Time
Total ESP Work Force by State, 2021

	Total	Full-Time	Part-Time
United States	3,085,303	2,355,963	729,340
Alabama	46,723	35,959	10,764
Alaska	8,328	7,212	1,116
Arizona	68,283	52,093	16,190
Arkansas	27,772	23,125	4,647
California	364,879	252,953	111,926
Colorado	54,225	40,975	13,250
Connecticut	31,883	23,080	8,803
Delaware	9,452	7,054	2,398
District of Columbia	5,828	5,241	587
Florida	146,906	120,601	26,305
Georgia	106,739	84,996	21,743
Hawaii	14,922	10,476	4,446
Idaho	18,961	13,746	5,215
Illinois	112,246	85,099	27,147
Indiana	59,403	40,981	18,422
Iowa	39,702	30,212	9,490
Kansas	41,485	30,243	11,242
Kentucky	46,812	37,481	9,331
Louisiana	44,065	32,985	11,080
Maine	11,748	8,561	3,187
Maryland	60,353	48,789	11,564
Massachusetts	64,213	48,637	15,576
Michigan	76,249	50,583	25,666
Minnesota	57,692	42,804	14,888
Mississippi	30,971	26,068	4,903
Missouri	51,233	40,263	10,970
Montana	12,183	8,311	3,872
Nebraska	24,401	18,524	5,877
Nevada	23,897	19,234	4,663
New Hampshire	12,472	9,537	2,935
New Jersey	86,748	66,255	20,493
New Mexico	25,150	20,507	4,643
New York	218,773	168,277	50,496
North Carolina	86,681	69,979	16,702
North Dakota	8,368	6,782	1,586
Ohio	98,643	71,074	27,569
Oklahoma	40,344	33,567	6,777
Oregon	40,988	30,268	10,720
Pennsylvania	87,680	66,229	21,451
Rhode Island	8,794	6,544	2,250
South Carolina	47,011	39,742	7,269
South Dakota	11,347	8,498	2,849
Tennessee	55,775	45,130	10,645
Texas	299,320	252,696	46,624
Utah	42,848	22,656	20,192
Vermont	6,770	5,003	1,767
Virginia	86,938	67,865	19,073
Washington	75,899	58,355	17,544
West Virginia	19,396	15,708	3,688
Wisconsin	53,202	37,490	15,712
Wyoming	10,602	7,515	3,087

Table 10-3b (Percentages)
Full-Time vs. Part-Time
Total ESP Work Force by State, 2021

	Total	Full-Time	Part-Time
United States	100.0%	76.4%	23.6%
Alabama	100.0	77.0	23.0
Alaska	100.0	86.6	13.4
Arizona	100.0	76.3	23.7
Arkansas	100.0	83.3	16.7
California	100.0	69.3	30.7
Colorado	100.0	75.6	24.4
Connecticut	100.0	72.4	27.6
Delaware	100.0	74.6	25.4
District of Columbia	100.0	89.9	10.1
Florida	100.0	82.1	17.9
Georgia	100.0	79.6	20.4
Hawaii	100.0	70.2	29.8
Idaho	100.0	72.5	27.5
Illinois	100.0	75.8	24.2
Indiana	100.0	69.0	31.0
Iowa	100.0	76.1	23.9
Kansas	100.0	72.9	27.1
Kentucky	100.0	80.1	19.9
Louisiana	100.0	74.9	25.1
Maine	100.0	72.9	27.1
Maryland	100.0	80.8	19.2
Massachusetts	100.0	75.7	24.3
Michigan	100.0	66.3	33.7
Minnesota	100.0	74.2	25.8
Mississippi	100.0	84.2	15.8
Missouri	100.0	78.6	21.4
Montana	100.0	68.2	31.8
Nebraska	100.0	75.9	24.1
Nevada	100.0	80.5	19.5
New Hampshire	100.0	76.5	23.5
New Jersey	100.0	76.4	23.6
New Mexico	100.0	81.5	18.5
New York	100.0	76.9	23.1
North Carolina	100.0	80.7	19.3
North Dakota	100.0	81.0	19.0
Ohio	100.0	72.1	27.9
Oklahoma	100.0	83.2	16.8
Oregon	100.0	73.8	26.2
Pennsylvania	100.0	75.5	24.5
Rhode Island	100.0	74.4	25.6
South Carolina	100.0	84.5	15.5
South Dakota	100.0	74.9	25.1
Tennessee	100.0	80.9	19.1
Texas	100.0	84.4	15.6
Utah	100.0	52.9	47.1
Vermont	100.0	73.9	26.1
Virginia	100.0	78.1	21.9
Washington	100.0	76.9	23.1
West Virginia	100.0	81.0	19.0
Wisconsin	100.0	70.5	29.5
Wyoming	100.0	70.9	29.1

Table 10-4a (Counts)
Usual Hours Worked
Total ESP Work Force by State, 2021

	Total ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	3,085,303	729,340	285,198	393,561	1,468,096	209,108	34.2
Alabama	46,723	10,764	2,576	4,784	24,764	3,835	34.6
Alaska	8,328	1,116	974	1,410	4,319	509	36.1
Arizona	68,283	16,190	6,383	6,305	34,588	4,817	34.6
Arkansas	27,772	4,647	1,374	2,646	16,849	2,256	36.2
California	364,879	111,926	49,831	20,963	163,314	18,845	32.2
Colorado	54,225	13,250	5,066	5,320	26,445	4,144	34.2
Connecticut	31,883	8,803	4,332	7,133	9,739	1,876	31.9
Delaware	9,452	2,398	427	1,644	4,529	454	33.6
District of Columbia	5,828	587	383	264	4,081	513	37.5
Florida	146,906	26,305	10,380	21,613	77,242	11,366	35.9
Georgia	106,739	21,743	6,803	7,044	62,598	8,551	35.7
Hawaii	14,922	4,446	706	271	8,419	1,080	33.6
Idaho	18,961	5,215	2,491	2,286	7,703	1,266	33.1
Illinois	112,246	27,147	9,422	19,835	49,635	6,207	33.5
Indiana	59,403	18,422	7,005	5,551	25,034	3,391	33.1
Iowa	39,702	9,490	4,195	6,030	16,680	3,307	33.9
Kansas	41,485	11,242	3,218	6,166	17,300	3,559	33.5
Kentucky	46,812	9,331	5,265	10,771	17,730	3,715	35.0
Louisiana	44,065	11,080	2,748	5,605	22,549	2,083	33.7
Maine	11,748	3,187	1,962	1,716	4,219	664	32.6
Maryland	60,353	11,564	4,468	8,010	32,308	4,003	35.3
Massachusetts	64,213	15,576	10,298	11,401	22,533	4,405	32.9
Michigan	76,249	25,666	7,643	9,825	28,219	4,896	32.0
Minnesota	57,692	14,888	7,828	6,741	24,576	3,659	33.1
Mississippi	30,971	4,903	1,161	2,786	19,702	2,419	36.7
Missouri	51,233	10,970	3,505	7,395	25,738	3,625	34.7
Montana	12,183	3,872	881	1,134	5,645	651	32.1
Nebraska	24,401	5,877	2,263	2,833	11,254	2,174	34.2
Nevada	23,897	4,663	2,584	3,163	11,602	1,885	35.0
New Hampshire	12,472	2,935	2,419	2,018	4,349	751	33.9
New Jersey	86,748	20,493	7,965	18,778	34,216	5,296	33.7
New Mexico	25,150	4,643	2,402	3,316	13,499	1,290	35.5
New York	218,773	50,496	23,633	48,499	83,223	12,922	33.6
North Carolina	86,681	16,702	6,035	7,030	49,733	7,181	36.1
North Dakota	8,368	1,586	1,032	893	4,356	501	34.6
Ohio	98,643	27,569	10,096	13,185	40,397	7,396	33.3
Oklahoma	40,344	6,777	3,918	4,722	21,334	3,593	35.7
Oregon	40,988	10,720	5,263	4,677	18,025	2,303	33.2
Pennsylvania	87,680	21,451	7,357	14,951	38,281	5,640	34.0
Rhode Island	8,794	2,250	502	1,995	3,665	382	32.8
South Carolina	47,011	7,269	3,067	8,321	24,382	3,972	36.2
South Dakota	11,347	2,849	778	1,547	5,461	712	34.3
Tennessee	55,775	10,645	3,249	12,442	25,495	3,944	35.5
Texas	299,320	46,624	12,283	24,707	190,320	25,386	36.8
Utah	42,848	20,192	3,645	2,174	15,237	1,600	29.6
Vermont	6,770	1,767	672	1,318	2,415	598	32.9
Virginia	86,938	19,073	6,179	12,621	42,954	6,111	35.0
Washington	75,899	17,544	11,589	8,396	34,113	4,257	33.6
West Virginia	19,396	3,688	1,147	3,473	9,645	1,443	35.5
Wisconsin	53,202	15,712	5,057	6,439	23,211	2,783	32.7
Wyoming	10,602	3,087	738	1,414	4,471	892	33.6

Table 10-4b (Percentages)

Usual Hours Worked

Total ESP Work Force by State, 2021

	Total ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%	23.6%	9.2%	12.8%	47.6%	6.8%
Alabama	100.0	23.0	5.5	10.2	53.0	8.2
Alaska	100.0	13.4	11.7	16.9	51.9	6.1
Arizona	100.0	23.7	9.3	9.2	50.7	7.1
Arkansas	100.0	16.7	4.9	9.5	60.7	8.1
California	100.0	30.7	13.7	5.7	44.8	5.2
Colorado	100.0	24.4	9.3	9.8	48.8	7.6
Connecticut	100.0	27.6	13.6	22.4	30.5	5.9
Delaware	100.0	25.4	4.5	17.4	47.9	4.8
District of Columbia	100.0	10.1	6.6	4.5	70.0	8.8
Florida	100.0	17.9	7.1	14.7	52.6	7.7
Georgia	100.0	20.4	6.4	6.6	58.6	8.0
Hawaii	100.0	29.8	4.7	1.8	56.4	7.2
Idaho	100.0	27.5	13.1	12.1	40.6	6.7
Illinois	100.0	24.2	8.4	17.7	44.2	5.5
Indiana	100.0	31.0	11.8	9.3	42.1	5.7
Iowa	100.0	23.9	10.6	15.2	42.0	8.3
Kansas	100.0	27.1	7.8	14.9	41.7	8.6
Kentucky	100.0	19.9	11.2	23.0	37.9	7.9
Louisiana	100.0	25.1	6.2	12.7	51.2	4.7
Maine	100.0	27.1	16.7	14.6	35.9	5.7
Maryland	100.0	19.2	7.4	13.3	53.5	6.6
Massachusetts	100.0	24.3	16.0	17.8	35.1	6.9
Michigan	100.0	33.7	10.0	12.9	37.0	6.4
Minnesota	100.0	25.8	13.6	11.7	42.6	6.3
Mississippi	100.0	15.8	3.7	9.0	63.6	7.8
Missouri	100.0	21.4	6.8	14.4	50.2	7.1
Montana	100.0	31.8	7.2	9.3	46.3	5.3
Nebraska	100.0	24.1	9.3	11.6	46.1	8.9
Nevada	100.0	19.5	10.8	13.2	48.6	7.9
New Hampshire	100.0	23.5	19.4	16.2	34.9	6.0
New Jersey	100.0	23.6	9.2	21.6	39.4	6.1
New Mexico	100.0	18.5	9.6	13.2	53.7	5.1
New York	100.0	23.1	10.8	22.2	38.0	5.9
North Carolina	100.0	19.3	7.0	8.1	57.4	8.3
North Dakota	100.0	19.0	12.3	10.7	52.1	6.0
Ohio	100.0	27.9	10.2	13.4	41.0	7.5
Oklahoma	100.0	16.8	9.7	11.7	52.9	8.9
Oregon	100.0	26.2	12.8	11.4	44.0	5.6
Pennsylvania	100.0	24.5	8.4	17.1	43.7	6.4
Rhode Island	100.0	25.6	5.7	22.7	41.7	4.3
South Carolina	100.0	15.5	6.5	17.7	51.9	8.4
South Dakota	100.0	25.1	6.9	13.6	48.1	6.3
Tennessee	100.0	19.1	5.8	22.3	45.7	7.1
Texas	100.0	15.6	4.1	8.3	63.6	8.5
Utah	100.0	47.1	8.5	5.1	35.6	3.7
Vermont	100.0	26.1	9.9	19.5	35.7	8.8
Virginia	100.0	21.9	7.1	14.5	49.4	7.0
Washington	100.0	23.1	15.3	11.1	44.9	5.6
West Virginia	100.0	19.0	5.9	17.9	49.7	7.4
Wisconsin	100.0	29.5	9.5	12.1	43.6	5.2
Wyoming	100.0	29.1	7.0	13.3	42.2	8.4

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 Virginia ESP work forces have the highest average ages, at around 48 years old.
- ESP in Utah and Wyoming average around 40 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 New Hampshire ESP work forces are female.
- Montana, West Virginia, Alaska, and the District of Columbia have the highest percentages of male ESP, from 36 to 41 percent.
- In general, male ESP are younger than female ESP. Thirty-four 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.
- Three 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, California, and Texas.

- The lowest proportions of minority ESP are found in West Virginia, Maine, New Hampshire, and Vermont.
- In New Mexico, Hispanic ESP make up 60 percent of the ESP workforce; the corresponding shares in Texas and California are 47 and 46 percent, respectively.
- Sixty-four percent of ESP in the District of Columbia and 49 percent in Mississippi are Black.
- In Hawaii, 46 percent of ESP are Asian, 15 percent are Native Hawaiian or Pacific Islander, and 20 percent identify themselves as belonging to two or more races. Thirteen percent of the Alaska and 11 percent of the California ESP work forces are Asian.
- Twenty-three percent of ESP in Alaska, 10 percent in South Dakota, and nine percent in New Mexico 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-seven percent of ESP have a college degree.
- Forty-seven percent of ESP in North Dakota and at least 42 percent in nine other states have completed a college degree.
- Louisiana and West Virginia have the lowest percentages of ESP with college degrees, at less than 26 percent.
- The highest percentage of ESP that have not finished high school is in Texas, at 11 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-three percent of the nation's ESP live in households earning at least \$45,000 per year.
- Sixty-four percent of ESP live in households earning at least \$75,000 per year.
- Six percent of ESP live in households with an income of less than \$25,000.
- Around 90 percent of ESP in New Jersey, New Hampshire, Alaska, Washington, Massachusetts, Connecticut, and the District of Columbia have household incomes of at least \$45,000. In 12 other states, at least 85 percent of ESP live in households with incomes at least \$45,000.
- North Dakota, Louisiana, North Carolina, and Vermont have the highest shares of ESP living in households with an income of less than \$15,000, from four to six percent.
- ESP in Hawaii, New Jersey, and Massachusetts have the highest average household incomes, at over \$145,000 per year. In Mississippi, ESP household incomes average less than \$79,000 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 43 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, over 206,000, fall below the poverty line.
- In Mississippi, fourteen percent of ESP live below the poverty threshold; this figure is between 10 and 13 percent in Louisiana, North Dakota, and Alabama.

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, Hawaii, and Rhode Island have the highest shares of ESP who are single, at 40 percent or higher.

Household Relationship

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

- Forty-nine 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.
- North Dakota and Arkansas lead in percentage of household heads, at around 56 percent.
- Thirty-two percent of ESP in Wyoming, Indiana, Ohio, and Nebraska identify themselves as spouses of household heads.
- At 47 percent, Hawaii has the highest percentage of ESP who describe their household relationship as “child or other household member.” ESP in California and the District of Columbia have a corresponding share of 34 percent or more.

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

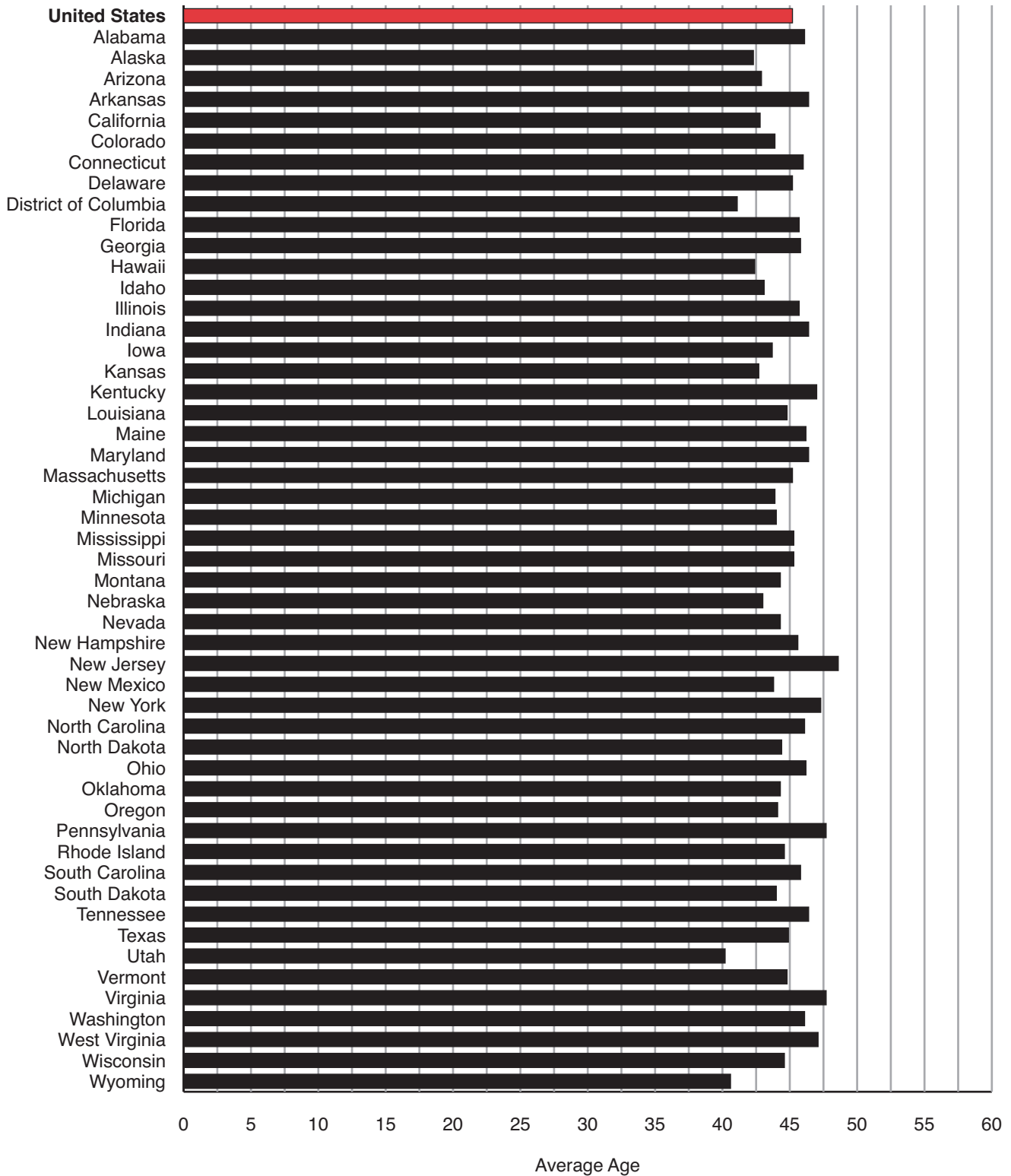


Figure 11-2
Gender: Percentage Female
Total ESP Work Force by State, 2020

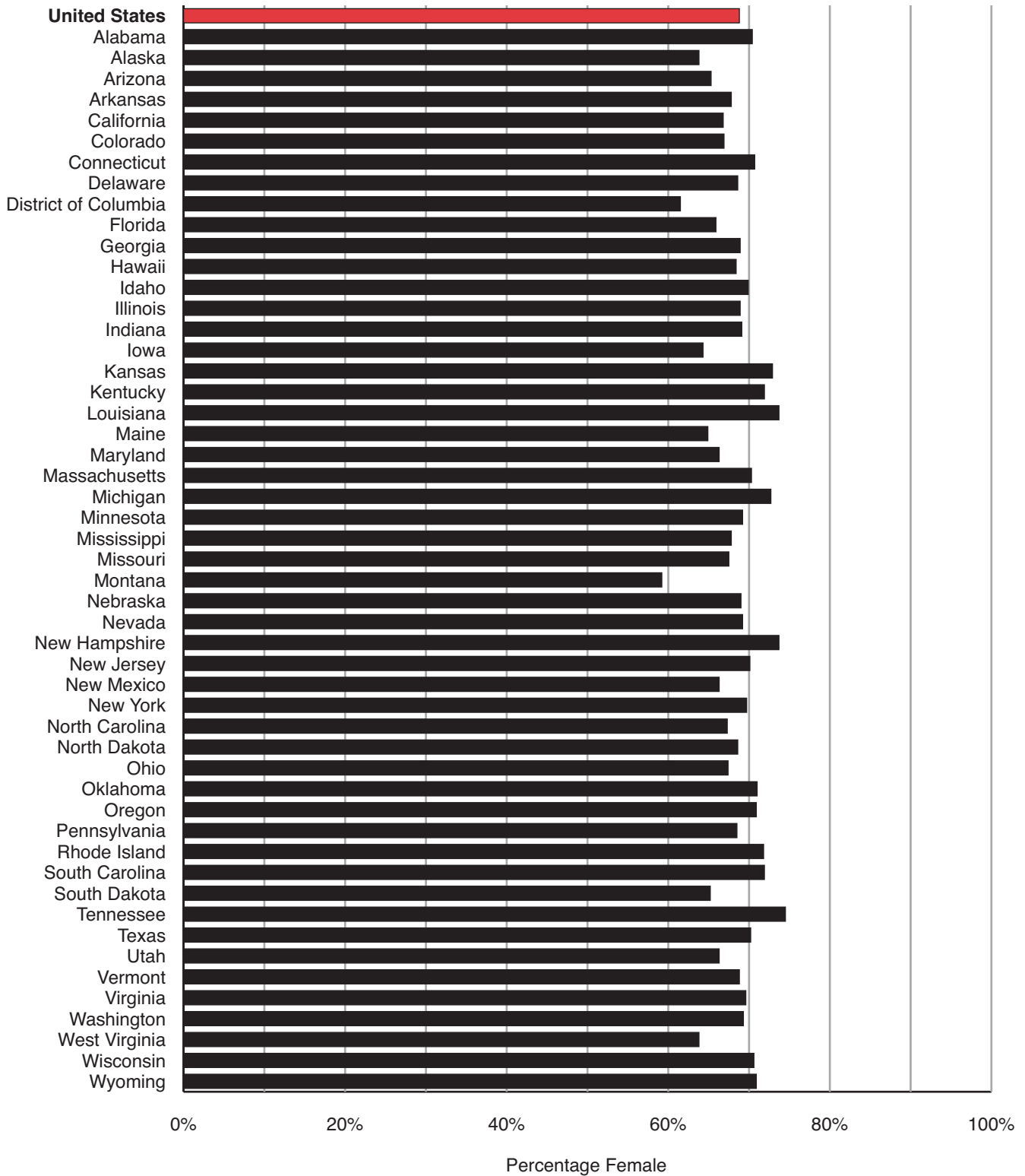


Figure 11-3
Race/Ethnicity
Total ESP Work Force by State, 2020

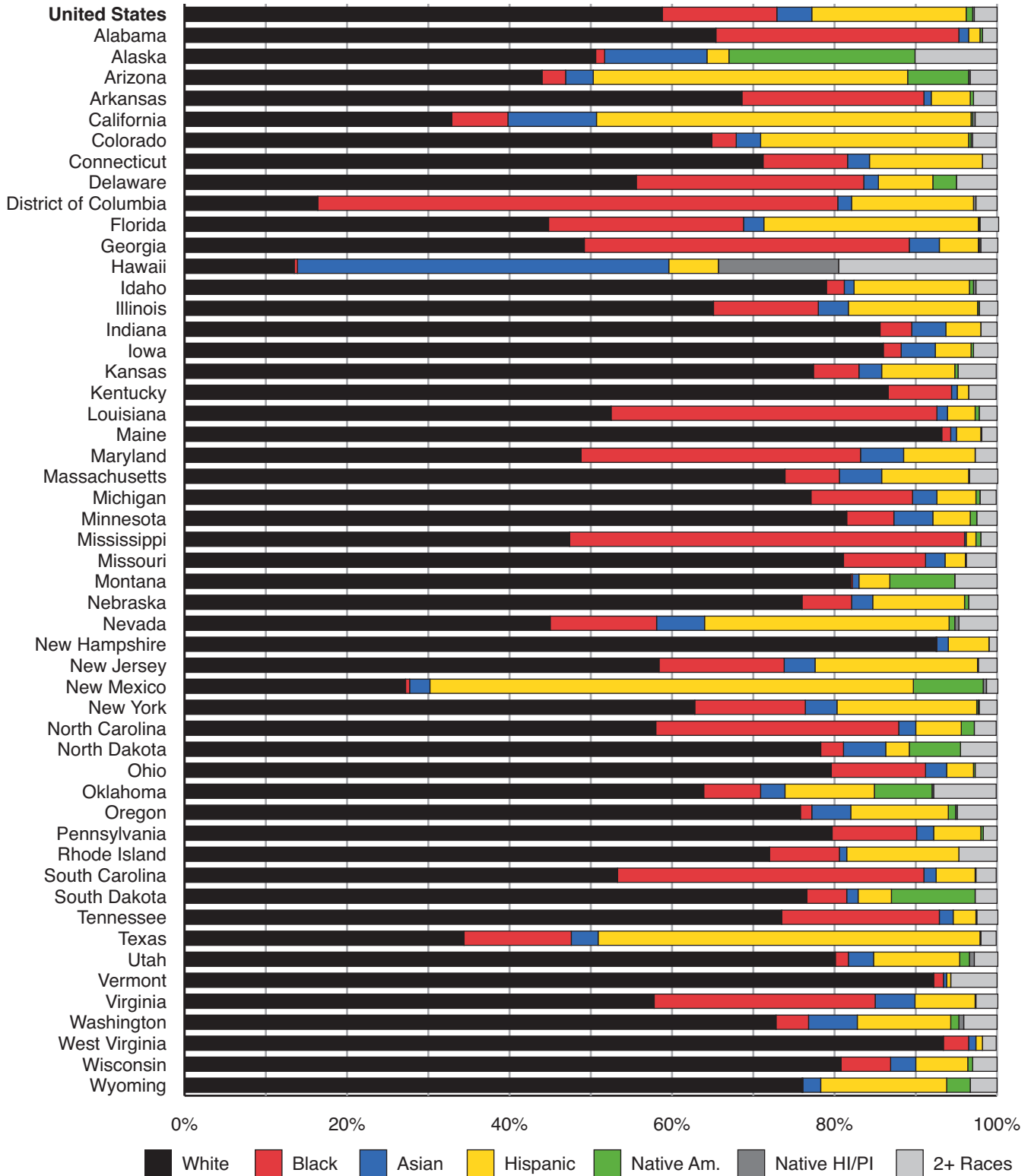


Figure 11-4
Education: Percent with Associate or Bachelor's Degree or More
Total ESP Work Force by State, 2020

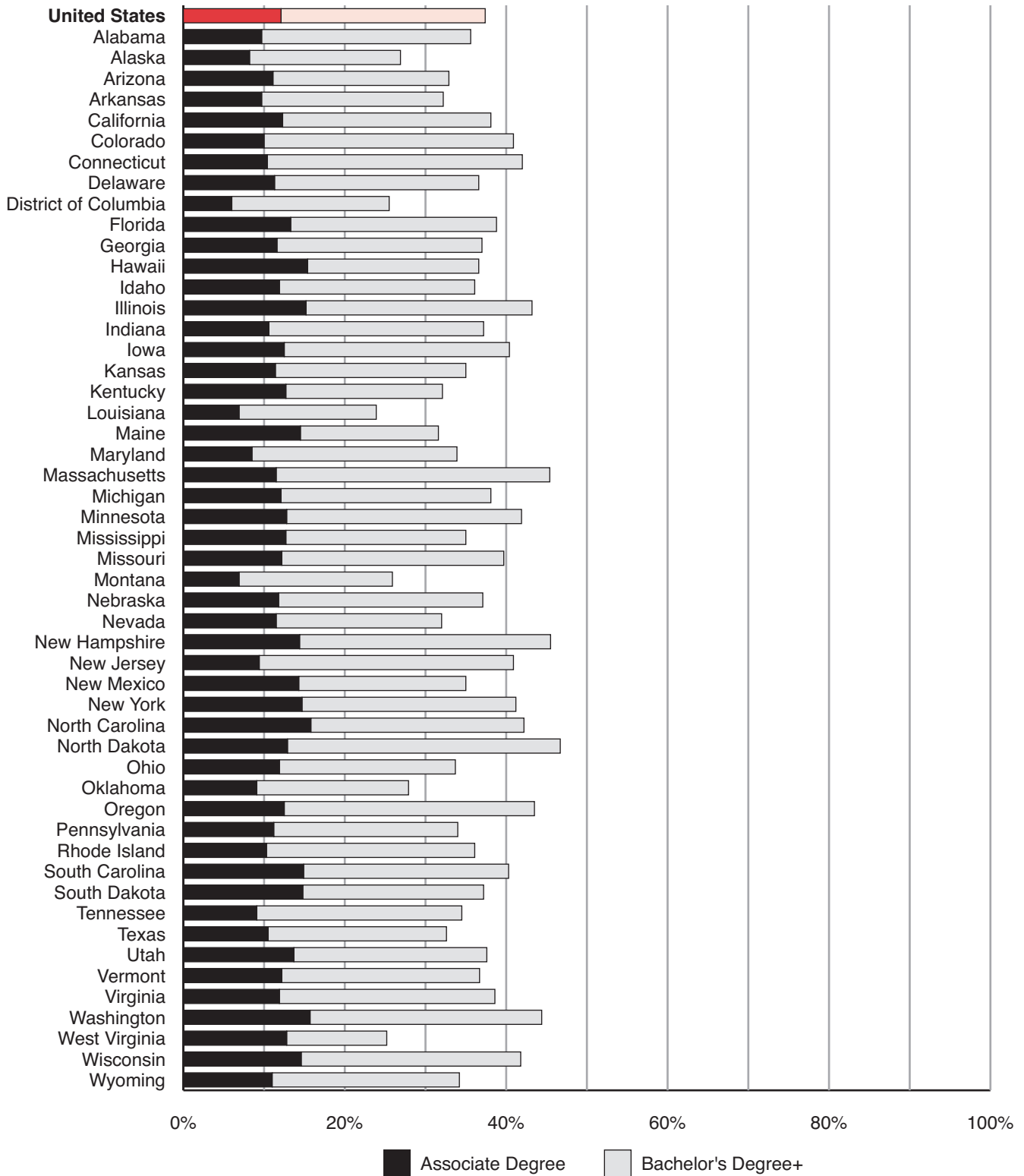


Figure 11-5
Poverty Rate
Total ESP Work Force by State, 2020

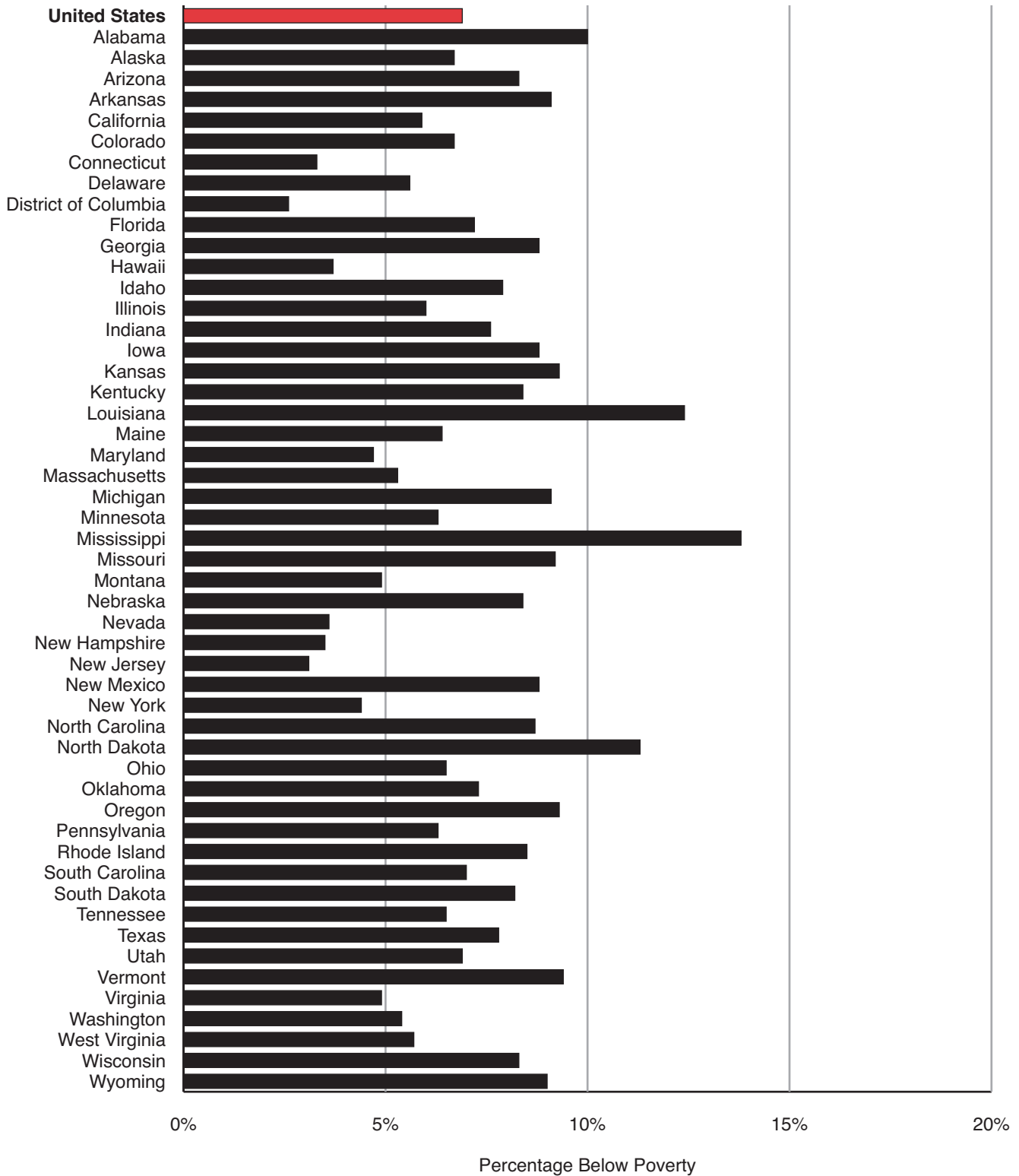


Table 11-1a (Counts)

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	3,085,303	388,388	463,255	536,031	702,168	752,556	242,905	45.2
Alabama	46,723	5,870	5,467	7,339	12,792	11,671	3,584	46.1
Alaska	8,328	770	2,175	1,641	2,110	1,355	277	42.3
Arizona	68,283	11,761	10,697	13,462	13,014	15,181	4,168	42.9
Arkansas	27,772	2,771	3,624	5,472	6,126	7,398	2,381	46.4
California	364,879	50,234	72,669	67,594	81,500	72,536	20,346	42.8
Colorado	54,225	7,537	9,286	9,135	12,635	12,171	3,461	43.9
Connecticut	31,883	5,077	3,244	4,975	7,494	8,246	2,847	46.0
Delaware	9,452	701	1,459	2,423	2,120	2,089	660	45.2
District of Columbia	5,828	1,139	1,349	865	652	1,555	268	41.1
Florida	146,906	15,494	23,979	22,349	36,130	39,044	9,910	45.7
Georgia	106,739	11,288	16,839	17,966	24,843	26,339	9,464	45.8
Hawaii	14,922	2,706	2,709	2,664	2,787	3,307	749	42.4
Idaho	18,961	3,282	2,686	3,989	3,524	4,038	1,442	43.1
Illinois	112,246	13,485	15,458	19,992	26,038	28,037	9,236	45.7
Indiana	59,403	6,468	8,494	10,467	12,938	15,682	5,354	46.4
Iowa	39,702	6,103	6,941	6,673	7,806	9,314	2,865	43.7
Kansas	41,485	7,913	6,562	7,172	7,236	9,462	3,140	42.7
Kentucky	46,812	4,136	5,752	8,967	11,167	12,401	4,389	47.0
Louisiana	44,065	7,400	5,300	7,493	9,228	10,845	3,799	44.8
Maine	11,748	2,159	583	2,110	2,345	3,847	704	46.2
Maryland	60,353	6,660	9,310	9,138	13,440	16,384	5,421	46.4
Massachusetts	64,213	8,637	8,924	11,482	14,162	15,973	5,035	45.2
Michigan	76,249	13,047	10,569	12,287	16,630	17,923	5,793	43.9
Minnesota	57,692	10,300	7,414	9,485	12,010	14,830	3,653	44.0
Mississippi	30,971	3,271	4,262	7,239	6,670	7,449	2,080	45.3
Missouri	51,233	6,743	6,700	8,807	12,783	12,607	3,593	45.3
Montana	12,183	1,919	1,681	2,053	2,410	3,193	927	44.3
Nebraska	24,401	4,198	3,590	5,306	4,059	5,251	1,997	43.0
Nevada	23,897	2,714	4,573	4,112	5,753	4,844	1,901	44.3
New Hampshire	12,472	1,786	2,001	1,737	2,176	3,504	1,268	45.6
New Jersey	86,748	7,170	10,348	12,736	21,767	24,727	10,000	48.6
New Mexico	25,150	3,277	4,306	4,771	6,042	4,816	1,938	43.8
New York	218,773	22,303	28,021	33,324	52,412	61,555	21,158	47.3
North Carolina	86,681	8,830	12,805	14,718	21,590	21,373	7,365	46.1
North Dakota	8,368	1,269	1,225	1,608	1,548	2,100	618	44.4
Ohio	98,643	12,845	11,834	16,875	22,060	26,618	8,411	46.2
Oklahoma	40,344	6,161	6,063	7,321	8,771	8,511	3,517	44.3
Oregon	40,988	5,393	6,725	7,903	8,929	9,631	2,407	44.1
Pennsylvania	87,680	8,381	9,990	14,871	20,865	25,058	8,515	47.7
Rhode Island	8,794	1,438	1,039	1,241	2,301	2,342	433	44.6
South Carolina	47,011	4,944	6,950	7,565	12,546	10,883	4,123	45.8
South Dakota	11,347	2,268	1,461	1,493	2,045	3,230	850	44.0
Tennessee	55,775	4,642	8,750	9,982	13,594	13,891	4,916	46.4
Texas	299,320	33,152	49,400	55,016	71,467	68,425	21,860	44.9
Utah	42,848	9,667	7,445	7,540	8,607	6,881	2,708	40.2
Vermont	6,770	1,475	571	952	1,273	1,638	861	44.8
Virginia	86,938	9,285	9,972	14,107	19,826	24,491	9,257	47.7
Washington	75,899	7,866	11,584	13,854	15,680	20,474	6,441	46.1
West Virginia	19,396	2,029	2,212	3,323	5,026	4,659	2,147	47.1
Wisconsin	53,202	8,364	6,053	10,259	11,918	12,357	4,251	44.6
Wyoming	10,602	2,060	2,204	2,178	1,323	2,420	417	40.6

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%	12.6%	15.0%	17.4%	22.8%	24.4%	7.9%
Alabama	100.0	12.6	11.7	15.7	27.4	25.0	7.7
Alaska	100.0	9.2	26.1	19.7	25.3	16.3	3.3
Arizona	100.0	17.2	15.7	19.7	19.1	22.2	6.1
Arkansas	100.0	10.0	13.0	19.7	22.1	26.6	8.6
California	100.0	13.8	19.9	18.5	22.3	19.9	5.6
Colorado	100.0	13.9	17.1	16.8	23.3	22.4	6.4
Connecticut	100.0	15.9	10.2	15.6	23.5	25.9	8.9
Delaware	100.0	7.4	15.4	25.6	22.4	22.1	7.0
District of Columbia	100.0	19.5	23.1	14.8	11.2	26.7	4.6
Florida	100.0	10.5	16.3	15.2	24.6	26.6	6.7
Georgia	100.0	10.6	15.8	16.8	23.3	24.7	8.9
Hawaii	100.0	18.1	18.2	17.9	18.7	22.2	5.0
Idaho	100.0	17.3	14.2	21.0	18.6	21.3	7.6
Illinois	100.0	12.0	13.8	17.8	23.2	25.0	8.2
Indiana	100.0	10.9	14.3	17.6	21.8	26.4	9.0
Iowa	100.0	15.4	17.5	16.8	19.7	23.5	7.2
Kansas	100.0	19.1	15.8	17.3	17.4	22.8	7.6
Kentucky	100.0	8.8	12.3	19.2	23.9	26.5	9.4
Louisiana	100.0	16.8	12.0	17.0	20.9	24.6	8.6
Maine	100.0	18.4	5.0	18.0	20.0	32.7	6.0
Maryland	100.0	11.0	15.4	15.1	22.3	27.1	9.0
Massachusetts	100.0	13.5	13.9	17.9	22.1	24.9	7.8
Michigan	100.0	17.1	13.9	16.1	21.8	23.5	7.6
Minnesota	100.0	17.9	12.9	16.4	20.8	25.7	6.3
Mississippi	100.0	10.6	13.8	23.4	21.5	24.1	6.7
Missouri	100.0	13.2	13.1	17.2	25.0	24.6	7.0
Montana	100.0	15.8	13.8	16.9	19.8	26.2	7.6
Nebraska	100.0	17.2	14.7	21.7	16.6	21.5	8.2
Nevada	100.0	11.4	19.1	17.2	24.1	20.3	8.0
New Hampshire	100.0	14.3	16.0	13.9	17.4	28.1	10.2
New Jersey	100.0	8.3	11.9	14.7	25.1	28.5	11.5
New Mexico	100.0	13.0	17.1	19.0	24.0	19.1	7.7
New York	100.0	10.2	12.8	15.2	24.0	28.1	9.7
North Carolina	100.0	10.2	14.8	17.0	24.9	24.7	8.5
North Dakota	100.0	15.2	14.6	19.2	18.5	25.1	7.4
Ohio	100.0	13.0	12.0	17.1	22.4	27.0	8.5
Oklahoma	100.0	15.3	15.0	18.1	21.7	21.1	8.7
Oregon	100.0	13.2	16.4	19.3	21.8	23.5	5.9
Pennsylvania	100.0	9.6	11.4	17.0	23.8	28.6	9.7
Rhode Island	100.0	16.4	11.8	14.1	26.2	26.6	4.9
South Carolina	100.0	10.5	14.8	16.1	26.7	23.1	8.8
South Dakota	100.0	20.0	12.9	13.2	18.0	28.5	7.5
Tennessee	100.0	8.3	15.7	17.9	24.4	24.9	8.8
Texas	100.0	11.1	16.5	18.4	23.9	22.9	7.3
Utah	100.0	22.6	17.4	17.6	20.1	16.1	6.3
Vermont	100.0	21.8	8.4	14.1	18.8	24.2	12.7
Virginia	100.0	10.7	11.5	16.2	22.8	28.2	10.6
Washington	100.0	10.4	15.3	18.3	20.7	27.0	8.5
West Virginia	100.0	10.5	11.4	17.1	25.9	24.0	11.1
Wisconsin	100.0	15.7	11.4	19.3	22.4	23.2	8.0
Wyoming	100.0	19.4	20.8	20.5	12.5	22.8	3.9

Table 11-2

Gender

Total ESP Work Force by State, 2020

	Total ESP	Male	Female	Total ESP	Male	Female
United States	3,085,303	962,461	2,122,842	100.0%	31.2%	68.8%
Alabama	46,723	13,812	32,911	100.0	29.6	70.4
Alaska	8,328	3,012	5,316	100.0	36.2	63.8
Arizona	68,283	23,718	44,565	100.0	34.7	65.3
Arkansas	27,772	8,942	18,830	100.0	32.2	67.8
California	364,879	121,208	243,671	100.0	33.2	66.8
Colorado	54,225	17,922	36,303	100.0	33.1	66.9
Connecticut	31,883	9,350	22,533	100.0	29.3	70.7
Delaware	9,452	2,968	6,484	100.0	31.4	68.6
District of Columbia	5,828	2,243	3,585	100.0	38.5	61.5
Florida	146,906	50,112	96,794	100.0	34.1	65.9
Georgia	106,739	33,192	73,547	100.0	31.1	68.9
Hawaii	14,922	4,715	10,207	100.0	31.6	68.4
Idaho	18,961	5,715	13,246	100.0	30.1	69.9
Illinois	112,246	34,923	77,323	100.0	31.1	68.9
Indiana	59,403	18,335	41,068	100.0	30.9	69.1
Iowa	39,702	14,178	25,524	100.0	35.7	64.3
Kansas	41,485	11,243	30,242	100.0	27.1	72.9
Kentucky	46,812	13,165	33,647	100.0	28.1	71.9
Louisiana	44,065	11,604	32,461	100.0	26.3	73.7
Maine	11,748	4,129	7,619	100.0	35.1	64.9
Maryland	60,353	20,329	40,024	100.0	33.7	66.3
Massachusetts	64,213	19,097	45,116	100.0	29.7	70.3
Michigan	76,249	20,813	55,436	100.0	27.3	72.7
Minnesota	57,692	17,741	39,951	100.0	30.8	69.2
Mississippi	30,971	9,963	21,008	100.0	32.2	67.8
Missouri	51,233	16,630	34,603	100.0	32.5	67.5
Montana	12,183	4,966	7,217	100.0	40.8	59.2
Nebraska	24,401	7,566	16,835	100.0	31.0	69.0
Nevada	23,897	7,357	16,540	100.0	30.8	69.2
New Hampshire	12,472	3,277	9,195	100.0	26.3	73.7
New Jersey	86,748	25,955	60,793	100.0	29.9	70.1
New Mexico	25,150	8,474	16,676	100.0	33.7	66.3
New York	218,773	66,364	152,409	100.0	30.3	69.7
North Carolina	86,681	28,306	58,375	100.0	32.7	67.3
North Dakota	8,368	2,630	5,738	100.0	31.4	68.6
Ohio	98,643	32,180	66,463	100.0	32.6	67.4
Oklahoma	40,344	11,691	28,653	100.0	29.0	71.0
Oregon	40,988	11,944	29,044	100.0	29.1	70.9
Pennsylvania	87,680	27,596	60,084	100.0	31.5	68.5
Rhode Island	8,794	2,479	6,315	100.0	28.2	71.8
South Carolina	47,011	13,216	33,795	100.0	28.1	71.9
South Dakota	11,347	3,951	7,396	100.0	34.8	65.2
Tennessee	55,775	14,241	41,534	100.0	25.5	74.5
Texas	299,320	89,230	210,090	100.0	29.8	70.2
Utah	42,848	14,425	28,423	100.0	33.7	66.3
Vermont	6,770	2,114	4,656	100.0	31.2	68.8
Virginia	86,938	26,457	60,481	100.0	30.4	69.6
Washington	75,899	23,273	52,626	100.0	30.7	69.3
West Virginia	19,396	7,012	12,384	100.0	36.2	63.8
Wisconsin	53,202	15,617	37,585	100.0	29.4	70.6
Wyoming	10,602	3,081	7,521	100.0	29.1	70.9

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	3,085,303	962,461	329,955	337,316	295,190	2,122,842	521,688	900,883	700,271
Alabama	46,723	13,812	4,201	5,029	4,582	32,911	7,136	15,102	10,673
Alaska	8,328	3,012	1,045	1,393	574	5,316	1,900	2,358	1,058
Arizona	68,283	23,718	8,664	7,840	7,214	44,565	13,794	18,636	12,135
Arkansas	27,772	8,942	1,707	3,778	3,457	18,830	4,688	7,820	6,322
California	364,879	121,208	47,071	46,616	27,521	243,671	75,832	102,478	65,361
Colorado	54,225	17,922	6,538	6,462	4,922	36,303	10,285	15,308	10,710
Connecticut	31,883	9,350	2,902	3,478	2,970	22,533	5,419	8,991	8,123
Delaware	9,452	2,968	986	1,382	600	6,484	1,174	3,161	2,149
District of Columbia	5,828	2,243	780	719	744	3,585	1,708	798	1,079
Florida	146,906	50,112	14,636	19,160	16,316	96,794	24,837	39,319	32,638
Georgia	106,739	33,192	11,487	11,860	9,845	73,547	16,640	30,949	25,958
Hawaii	14,922	4,715	1,972	1,724	1,019	10,207	3,443	3,727	3,037
Idaho	18,961	5,715	2,275	1,351	2,089	13,246	3,693	6,162	3,391
Illinois	112,246	34,923	11,260	12,896	10,767	77,323	17,683	33,134	26,506
Indiana	59,403	18,335	6,993	5,271	6,071	41,068	7,969	18,134	14,965
Iowa	39,702	14,178	5,239	4,133	4,806	25,524	7,805	10,346	7,373
Kansas	41,485	11,243	4,508	3,219	3,516	30,242	9,967	11,189	9,086
Kentucky	46,812	13,165	3,678	5,144	4,343	33,647	6,210	14,990	12,447
Louisiana	44,065	11,604	4,657	3,372	3,575	32,461	8,043	13,349	11,069
Maine	11,748	4,129	714	1,275	2,140	7,619	2,028	3,180	2,411
Maryland	60,353	20,329	6,365	6,997	6,967	40,024	9,605	15,581	14,838
Massachusetts	64,213	19,097	7,094	6,336	5,667	45,116	10,467	19,308	15,341
Michigan	76,249	20,813	8,487	6,717	5,609	55,436	15,129	22,200	18,107
Minnesota	57,692	17,741	6,906	5,261	5,574	39,951	10,808	16,234	12,909
Mississippi	30,971	9,963	2,809	4,059	3,095	21,008	4,724	9,850	6,434
Missouri	51,233	16,630	5,367	6,139	5,124	34,603	8,076	15,451	11,076
Montana	12,183	4,966	1,760	1,780	1,426	7,217	1,840	2,683	2,694
Nebraska	24,401	7,566	2,694	2,058	2,814	16,835	5,094	7,307	4,434
Nevada	23,897	7,357	2,456	2,862	2,039	16,540	4,831	7,003	4,706
New Hampshire	12,472	3,277	1,288	836	1,153	9,195	2,499	3,077	3,619
New Jersey	86,748	25,955	6,944	9,402	9,609	60,793	10,574	25,101	25,118
New Mexico	25,150	8,474	2,636	3,501	2,337	16,676	4,947	7,312	4,417
New York	218,773	66,364	20,012	23,457	22,895	152,409	30,312	62,279	59,818
North Carolina	86,681	28,306	9,092	10,627	8,587	58,375	12,543	25,681	20,151
North Dakota	8,368	2,630	695	1,045	890	5,738	1,799	2,111	1,828
Ohio	98,643	32,180	10,901	10,776	10,503	66,463	13,778	28,159	24,526
Oklahoma	40,344	11,691	4,881	3,718	3,092	28,653	7,343	12,374	8,936
Oregon	40,988	11,944	4,658	3,835	3,451	29,044	7,460	12,997	8,587
Pennsylvania	87,680	27,596	7,876	9,655	10,065	60,084	10,495	26,081	23,508
Rhode Island	8,794	2,479	770	1,069	640	6,315	1,707	2,473	2,135
South Carolina	47,011	13,216	4,550	4,472	4,194	33,795	7,344	15,639	10,812
South Dakota	11,347	3,951	1,326	1,030	1,595	7,396	2,403	2,508	2,485
Tennessee	55,775	14,241	4,745	4,693	4,803	41,534	8,647	18,883	14,004
Texas	299,320	89,230	31,547	30,121	27,562	210,090	51,005	96,362	62,723
Utah	42,848	14,425	8,078	3,282	3,065	28,423	9,034	12,865	6,524
Vermont	6,770	2,114	801	543	770	4,656	1,245	1,682	1,729
Virginia	86,938	26,457	6,894	8,858	10,705	60,481	12,363	25,075	23,043
Washington	75,899	23,273	7,985	8,430	6,858	52,626	11,465	21,104	20,057
West Virginia	19,396	7,012	1,735	3,162	2,115	12,384	2,506	5,187	4,691
Wisconsin	53,202	15,617	5,364	5,858	4,395	37,585	9,053	16,319	12,213
Wyoming	10,602	3,081	1,926	635	520	7,521	2,338	2,866	2,317

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%	34.3%	35.0%	30.7%	100.0%	24.6%	42.4%	33.0%
Alabama	100.0	30.4	36.4	33.2	100.0	21.7	45.9	32.4
Alaska	100.0	34.7	46.2	19.1	100.0	35.7	44.4	19.9
Arizona	100.0	36.5	33.1	30.4	100.0	31.0	41.8	27.2
Arkansas	100.0	19.1	42.3	38.7	100.0	24.9	41.5	33.6
California	100.0	38.8	38.5	22.7	100.0	31.1	42.1	26.8
Colorado	100.0	36.5	36.1	27.5	100.0	28.3	42.2	29.5
Connecticut	100.0	31.0	37.2	31.8	100.0	24.0	39.9	36.0
Delaware	100.0	33.2	46.6	20.2	100.0	18.1	48.8	33.1
District of Columbia	100.0	34.8	32.1	33.2	100.0	47.6	22.3	30.1
Florida	100.0	29.2	38.2	32.6	100.0	25.7	40.6	33.7
Georgia	100.0	34.6	35.7	29.7	100.0	22.6	42.1	35.3
Hawaii	100.0	41.8	36.6	21.6	100.0	33.7	36.5	29.8
Idaho	100.0	39.8	23.6	36.6	100.0	27.9	46.5	25.6
Illinois	100.0	32.2	36.9	30.8	100.0	22.9	42.9	34.3
Indiana	100.0	38.1	28.7	33.1	100.0	19.4	44.2	36.4
Iowa	100.0	37.0	29.2	33.9	100.0	30.6	40.5	28.9
Kansas	100.0	40.1	28.6	31.3	100.0	33.0	37.0	30.0
Kentucky	100.0	27.9	39.1	33.0	100.0	18.5	44.6	37.0
Louisiana	100.0	40.1	29.1	30.8	100.0	24.8	41.1	34.1
Maine	100.0	17.3	30.9	51.8	100.0	26.6	41.7	31.6
Maryland	100.0	31.3	34.4	34.3	100.0	24.0	38.9	37.1
Massachusetts	100.0	37.1	33.2	29.7	100.0	23.2	42.8	34.0
Michigan	100.0	40.8	32.3	26.9	100.0	27.3	40.0	32.7
Minnesota	100.0	38.9	29.7	31.4	100.0	27.1	40.6	32.3
Mississippi	100.0	28.2	40.7	31.1	100.0	22.5	46.9	30.6
Missouri	100.0	32.3	36.9	30.8	100.0	23.3	44.7	32.0
Montana	100.0	35.4	35.8	28.7	100.0	25.5	37.2	37.3
Nebraska	100.0	35.6	27.2	37.2	100.0	30.3	43.4	26.3
Nevada	100.0	33.4	38.9	27.7	100.0	29.2	42.3	28.5
New Hampshire	100.0	39.3	25.5	35.2	100.0	27.2	33.5	39.4
New Jersey	100.0	26.8	36.2	37.0	100.0	17.4	41.3	41.3
New Mexico	100.0	31.1	41.3	27.6	100.0	29.7	43.8	26.5
New York	100.0	30.2	35.3	34.5	100.0	19.9	40.9	39.2
North Carolina	100.0	32.1	37.5	30.3	100.0	21.5	44.0	34.5
North Dakota	100.0	26.4	39.7	33.8	100.0	31.4	36.8	31.9
Ohio	100.0	33.9	33.5	32.6	100.0	20.7	42.4	36.9
Oklahoma	100.0	41.8	31.8	26.4	100.0	25.6	43.2	31.2
Oregon	100.0	39.0	32.1	28.9	100.0	25.7	44.7	29.6
Pennsylvania	100.0	28.5	35.0	36.5	100.0	17.5	43.4	39.1
Rhode Island	100.0	31.1	43.1	25.8	100.0	27.0	39.2	33.8
South Carolina	100.0	34.4	33.8	31.7	100.0	21.7	46.3	32.0
South Dakota	100.0	33.6	26.1	40.4	100.0	32.5	33.9	33.6
Tennessee	100.0	33.3	33.0	33.7	100.0	20.8	45.5	33.7
Texas	100.0	35.4	33.8	30.9	100.0	24.3	45.9	29.9
Utah	100.0	56.0	22.8	21.2	100.0	31.8	45.3	23.0
Vermont	100.0	37.9	25.7	36.4	100.0	26.7	36.1	37.1
Virginia	100.0	26.1	33.5	40.5	100.0	20.4	41.5	38.1
Washington	100.0	34.3	36.2	29.5	100.0	21.8	40.1	38.1
West Virginia	100.0	24.7	45.1	30.2	100.0	20.2	41.9	37.9
Wisconsin	100.0	34.3	37.5	28.1	100.0	24.1	43.4	32.5
Wyoming	100.0	62.5	20.6	16.9	100.0	31.1	38.1	30.8

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	3,085,303	1,813,917	435,068	133,020	587,728	23,710	5,413	86,447
Alabama	46,723	30,578	13,959	551	664	118	0	853
Alaska	8,328	4,214	92	1,053	225	1,904	0	840
Arizona	68,283	30,064	1,983	2,300	26,433	5,131	138	2,234
Arkansas	27,772	19,065	6,216	243	1,344	122	0	782
California	364,879	119,929	25,031	39,595	168,035	890	1,054	10,345
Colorado	54,225	35,190	1,653	1,624	13,896	151	113	1,598
Connecticut	31,883	22,714	3,305	863	4,438	0	0	563
Delaware	9,452	5,260	2,650	168	631	272	0	471
District of Columbia	5,828	958	3,729	98	874	0	19	150
Florida	146,906	65,768	35,246	3,604	38,727	135	101	3,325
Georgia	106,739	52,468	42,647	3,969	5,132	148	172	2,203
Hawaii	14,922	2,014	61	6,821	915	0	2,208	2,903
Idaho	18,961	14,972	421	236	2,694	90	57	491
Illinois	112,246	73,036	14,446	4,143	17,875	175	17	2,554
Indiana	59,403	50,869	2,310	2,475	2,546	0	0	1,203
Iowa	39,702	34,128	866	1,654	1,737	111	0	1,206
Kansas	41,485	32,129	2,331	1,168	3,739	149	0	1,969
Kentucky	46,812	40,529	3,670	349	674	14	0	1,576
Louisiana	44,065	23,136	17,668	568	1,516	208	18	951
Maine	11,748	10,954	132	81	347	11	0	223
Maryland	60,353	29,424	20,751	3,214	5,294	14	0	1,656
Massachusetts	64,213	47,469	4,281	3,320	6,876	34	0	2,233
Michigan	76,249	58,821	9,558	2,282	3,697	349	0	1,542
Minnesota	57,692	47,024	3,343	2,759	2,662	450	23	1,431
Mississippi	30,971	14,672	15,044	58	385	190	0	622
Missouri	51,233	41,551	5,186	1,253	1,278	42	21	1,902
Montana	12,183	9,988	26	97	468	974	0	630
Nebraska	24,401	18,538	1,482	640	2,750	111	0	880
Nevada	23,897	10,757	3,120	1,420	7,182	163	113	1,142
New Hampshire	12,472	11,542	13	177	619	0	0	121
New Jersey	86,748	50,689	13,317	3,327	17,330	0	69	2,016
New Mexico	25,150	6,839	116	621	14,958	2,159	101	356
New York	218,773	137,301	29,794	8,591	37,711	363	122	4,891
North Carolina	86,681	50,286	25,924	1,801	4,868	1,425	0	2,377
North Dakota	8,368	6,554	232	438	242	523	0	379
Ohio	98,643	78,509	11,427	2,583	3,275	205	0	2,644
Oklahoma	40,344	25,780	2,823	1,212	4,454	2,877	83	3,115
Oregon	40,988	31,088	563	1,953	4,909	384	97	1,994
Pennsylvania	87,680	69,851	9,109	1,853	5,062	286	0	1,519
Rhode Island	8,794	6,333	758	81	1,213	0	0	409
South Carolina	47,011	25,073	17,732	703	2,264	0	42	1,197
South Dakota	11,347	8,692	553	159	464	1,170	4	305
Tennessee	55,775	40,973	10,798	939	1,569	34	0	1,462
Texas	299,320	102,943	39,457	9,822	140,827	382	90	5,799
Utah	42,848	34,328	681	1,328	4,538	511	236	1,226
Vermont	6,770	6,242	84	26	31	0	0	387
Virginia	86,938	50,211	23,623	4,224	6,447	37	73	2,323
Washington	75,899	55,291	3,018	4,550	8,728	746	418	3,148
West Virginia	19,396	18,117	609	170	163	0	0	337
Wisconsin	53,202	42,998	3,223	1,625	3,381	341	24	1,610
Wyoming	10,602	8,058	7	231	1,641	311	0	354

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%	58.8%	14.1%	4.3%	19.0%	0.8%	0.2%	2.8%
Alabama	100.0	65.4	29.9	1.2	1.4	0.3	0.0	1.8
Alaska	100.0	50.6	1.1	12.6	2.7	22.9	0.0	10.1
Arizona	100.0	44.0	2.9	3.4	38.7	7.5	0.2	3.3
Arkansas	100.0	68.6	22.4	0.9	4.8	0.4	0.0	2.8
California	100.0	32.9	6.9	10.9	46.1	0.2	0.3	2.8
Colorado	100.0	64.9	3.0	3.0	25.6	0.3	0.2	2.9
Connecticut	100.0	71.2	10.4	2.7	13.9	0.0	0.0	1.8
Delaware	100.0	55.6	28.0	1.8	6.7	2.9	0.0	5.0
District of Columbia	100.0	16.4	64.0	1.7	15.0	0.0	0.3	2.6
Florida	100.0	44.8	24.0	2.5	26.4	0.1	0.1	2.3
Georgia	100.0	49.2	40.0	3.7	4.8	0.1	0.2	2.1
Hawaii	100.0	13.5	0.4	45.7	6.1	0.0	14.8	19.5
Idaho	100.0	79.0	2.2	1.2	14.2	0.5	0.3	2.6
Illinois	100.0	65.1	12.9	3.7	15.9	0.2	0.0	2.3
Indiana	100.0	85.6	3.9	4.2	4.3	0.0	0.0	2.0
Iowa	100.0	86.0	2.2	4.2	4.4	0.3	0.0	3.0
Kansas	100.0	77.4	5.6	2.8	9.0	0.4	0.0	4.7
Kentucky	100.0	86.6	7.8	0.7	1.4	0.0	0.0	3.4
Louisiana	100.0	52.5	40.1	1.3	3.4	0.5	0.0	2.2
Maine	100.0	93.2	1.1	0.7	3.0	0.1	0.0	1.9
Maryland	100.0	48.8	34.4	5.3	8.8	0.0	0.0	2.7
Massachusetts	100.0	73.9	6.7	5.2	10.7	0.1	0.0	3.5
Michigan	100.0	77.1	12.5	3.0	4.8	0.5	0.0	2.0
Minnesota	100.0	81.5	5.8	4.8	4.6	0.8	0.0	2.5
Mississippi	100.0	47.4	48.6	0.2	1.2	0.6	0.0	2.0
Missouri	100.0	81.1	10.1	2.4	2.5	0.1	0.0	3.7
Montana	100.0	82.0	0.2	0.8	3.8	8.0	0.0	5.2
Nebraska	100.0	76.0	6.1	2.6	11.3	0.5	0.0	3.6
Nevada	100.0	45.0	13.1	5.9	30.1	0.7	0.5	4.8
New Hampshire	100.0	92.5	0.1	1.4	5.0	0.0	0.0	1.0
New Jersey	100.0	58.4	15.4	3.8	20.0	0.0	0.1	2.3
New Mexico	100.0	27.2	0.5	2.5	59.5	8.6	0.4	1.4
New York	100.0	62.8	13.6	3.9	17.2	0.2	0.1	2.2
North Carolina	100.0	58.0	29.9	2.1	5.6	1.6	0.0	2.7
North Dakota	100.0	78.3	2.8	5.2	2.9	6.3	0.0	4.5
Ohio	100.0	79.6	11.6	2.6	3.3	0.2	0.0	2.7
Oklahoma	100.0	63.9	7.0	3.0	11.0	7.1	0.2	7.7
Oregon	100.0	75.8	1.4	4.8	12.0	0.9	0.2	4.9
Pennsylvania	100.0	79.7	10.4	2.1	5.8	0.3	0.0	1.7
Rhode Island	100.0	72.0	8.6	0.9	13.8	0.0	0.0	4.7
South Carolina	100.0	53.3	37.7	1.5	4.8	0.0	0.1	2.5
South Dakota	100.0	76.6	4.9	1.4	4.1	10.3	0.0	2.7
Tennessee	100.0	73.5	19.4	1.7	2.8	0.1	0.0	2.6
Texas	100.0	34.4	13.2	3.3	47.0	0.1	0.0	1.9
Utah	100.0	80.1	1.6	3.1	10.6	1.2	0.6	2.9
Vermont	100.0	92.2	1.2	0.4	0.5	0.0	0.0	5.7
Virginia	100.0	57.8	27.2	4.9	7.4	0.0	0.1	2.7
Washington	100.0	72.8	4.0	6.0	11.5	1.0	0.6	4.1
West Virginia	100.0	93.4	3.1	0.9	0.8	0.0	0.0	1.7
Wisconsin	100.0	80.8	6.1	3.1	6.4	0.6	0.0	3.0
Wyoming	100.0	76.0	0.1	2.2	15.5	2.9	0.0	3.3

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	962,461	556,844	140,994	49,886	176,537	7,251	1,929	29,020
Alabama	13,812	9,150	3,798	305	193	88	0	278
Alaska	3,012	1,353	53	442	158	677	0	329
Arizona	23,718	11,251	930	818	8,443	1,697	0	579
Arkansas	8,942	6,315	1,602	95	702	22	0	206
California	121,208	38,041	9,745	14,998	54,274	187	282	3,681
Colorado	17,922	12,395	691	546	3,560	61	56	613
Connecticut	9,350	6,734	770	175	1,466	0	0	205
Delaware	2,968	1,371	1,060	76	288	74	0	99
District of Columbia	2,243	408	1,373	79	347	0	0	36
Florida	50,112	23,599	11,871	1,244	11,863	26	0	1,509
Georgia	33,192	15,373	14,167	1,687	1,026	0	172	767
Hawaii	4,715	743	0	2,160	188	0	592	1,032
Idaho	5,715	4,501	364	46	645	58	57	44
Illinois	34,923	23,712	3,278	1,986	5,054	0	0	893
Indiana	18,335	15,759	533	1,219	440	0	0	384
Iowa	14,178	11,433	269	824	818	0	0	834
Kansas	11,243	8,756	746	221	669	68	0	783
Kentucky	13,165	11,058	1,345	192	435	0	0	135
Louisiana	11,604	6,288	4,547	190	330	26	0	223
Maine	4,129	4,030	17	0	82	0	0	0
Maryland	20,329	9,156	7,810	1,046	1,799	14	0	504
Massachusetts	19,097	13,105	1,574	1,161	2,303	34	0	920
Michigan	20,813	15,810	2,109	1,020	1,206	91	0	577
Minnesota	17,741	13,654	1,822	963	852	91	0	359
Mississippi	9,963	4,595	4,842	44	42	0	0	440
Missouri	16,630	13,339	1,811	552	440	18	7	463
Montana	4,966	4,067	26	20	51	588	0	214
Nebraska	7,566	5,716	279	206	973	8	0	384
Nevada	7,357	3,702	777	516	2,009	89	30	234
New Hampshire	3,277	2,870	0	97	287	0	0	23
New Jersey	25,955	13,902	4,939	977	5,585	0	0	552
New Mexico	8,474	2,950	100	357	4,289	537	101	140
New York	66,364	39,932	10,682	3,206	11,272	130	47	1,095
North Carolina	28,306	15,896	8,864	653	1,679	414	0	800
North Dakota	2,630	1,896	100	306	24	194	0	110
Ohio	32,180	23,977	4,365	1,483	1,218	105	0	1,032
Oklahoma	11,691	7,745	1,073	423	932	639	18	861
Oregon	11,944	8,972	244	462	1,618	170	78	400
Pennsylvania	27,596	22,328	2,796	551	1,321	25	0	575
Rhode Island	2,479	1,692	411	0	180	0	0	196
South Carolina	13,216	6,762	5,258	187	646	0	0	363
South Dakota	3,951	2,561	553	136	87	369	0	245
Tennessee	14,241	9,852	3,124	375	412	22	0	456
Texas	89,230	34,687	9,786	3,773	39,260	99	0	1,625
Utah	14,425	11,522	279	554	1,235	118	216	501
Vermont	2,114	1,718	72	0	0	0	0	324
Virginia	26,457	14,012	7,837	1,491	1,956	15	0	1,146
Washington	23,273	16,515	1,053	1,387	2,887	259	273	899
West Virginia	7,012	6,513	219	38	0	0	0	242
Wisconsin	15,617	12,788	1,023	496	552	146	0	612
Wyoming	3,081	2,340	7	103	441	92	0	98

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	2,122,842	1,257,073	294,074	83,134	411,191	16,459	3,484	57,427
Alabama	32,911	21,428	10,161	246	471	30	0	575
Alaska	5,316	2,861	39	611	67	1,227	0	511
Arizona	44,565	18,813	1,053	1,482	17,990	3,434	138	1,655
Arkansas	18,830	12,750	4,614	148	642	100	0	576
California	243,671	81,888	15,286	24,597	113,761	703	772	6,664
Colorado	36,303	22,795	962	1,078	10,336	90	57	985
Connecticut	22,533	15,980	2,535	688	2,972	0	0	358
Delaware	6,484	3,889	1,590	92	343	198	0	372
District of Columbia	3,585	550	2,356	19	527	0	19	114
Florida	96,794	42,169	23,375	2,360	26,864	109	101	1,816
Georgia	73,547	37,095	28,480	2,282	4,106	148	0	1,436
Hawaii	10,207	1,271	61	4,661	727	0	1,616	1,871
Idaho	13,246	10,471	57	190	2,049	32	0	447
Illinois	77,323	49,324	11,168	2,157	12,821	175	17	1,661
Indiana	41,068	35,110	1,777	1,256	2,106	0	0	819
Iowa	25,524	22,695	597	830	919	111	0	372
Kansas	30,242	23,373	1,585	947	3,070	81	0	1,186
Kentucky	33,647	29,471	2,325	157	239	14	0	1,441
Louisiana	32,461	16,848	13,121	378	1,186	182	18	728
Maine	7,619	6,924	115	81	265	11	0	223
Maryland	40,024	20,268	12,941	2,168	3,495	0	0	1,152
Massachusetts	45,116	34,364	2,707	2,159	4,573	0	0	1,313
Michigan	55,436	43,011	7,449	1,262	2,491	258	0	965
Minnesota	39,951	33,370	1,521	1,796	1,810	359	23	1,072
Mississippi	21,008	10,077	10,202	14	343	190	0	182
Missouri	34,603	28,212	3,375	701	838	24	14	1,439
Montana	7,217	5,921	0	77	417	386	0	416
Nebraska	16,835	12,822	1,203	434	1,777	103	0	496
Nevada	16,540	7,055	2,343	904	5,173	74	83	908
New Hampshire	9,195	8,672	13	80	332	0	0	98
New Jersey	60,793	36,787	8,378	2,350	11,745	0	69	1,464
New Mexico	16,676	3,889	16	264	10,669	1,622	0	216
New York	152,409	97,369	19,112	5,385	26,439	233	75	3,796
North Carolina	58,375	34,390	17,060	1,148	3,189	1,011	0	1,577
North Dakota	5,738	4,658	132	132	218	329	0	269
Ohio	66,463	54,532	7,062	1,100	2,057	100	0	1,612
Oklahoma	28,653	18,035	1,750	789	3,522	2,238	65	2,254
Oregon	29,044	22,116	319	1,491	3,291	214	19	1,594
Pennsylvania	60,084	47,523	6,313	1,302	3,741	261	0	944
Rhode Island	6,315	4,641	347	81	1,033	0	0	213
South Carolina	33,795	18,311	12,474	516	1,618	0	42	834
South Dakota	7,396	6,131	0	23	377	801	4	60
Tennessee	41,534	31,121	7,674	564	1,157	12	0	1,006
Texas	210,090	68,256	29,671	6,049	101,567	283	90	4,174
Utah	28,423	22,806	402	774	3,303	393	20	725
Vermont	4,656	4,524	12	26	31	0	0	63
Virginia	60,481	36,199	15,786	2,733	4,491	22	73	1,177
Washington	52,626	38,776	1,965	3,163	5,841	487	145	2,249
West Virginia	12,384	11,604	390	132	163	0	0	95
Wisconsin	37,585	30,210	2,200	1,129	2,829	195	24	998
Wyoming	7,521	5,718	0	128	1,200	219	0	256

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%	57.9%	14.6%	5.2%	18.3%	0.8%	0.2%	3.0%
Alabama	100.0	66.2	27.5	2.2	1.4	0.6	0.0	2.0
Alaska	100.0	44.9	1.8	14.7	5.2	22.5	0.0	10.9
Arizona	100.0	47.4	3.9	3.4	35.6	7.2	0.0	2.4
Arkansas	100.0	70.6	17.9	1.1	7.9	0.2	0.0	2.3
California	100.0	31.4	8.0	12.4	44.8	0.2	0.2	3.0
Colorado	100.0	69.2	3.9	3.0	19.9	0.3	0.3	3.4
Connecticut	100.0	72.0	8.2	1.9	15.7	0.0	0.0	2.2
Delaware	100.0	46.2	35.7	2.6	9.7	2.5	0.0	3.3
District of Columbia	100.0	18.2	61.2	3.5	15.5	0.0	0.0	1.6
Florida	100.0	47.1	23.7	2.5	23.7	0.1	0.0	3.0
Georgia	100.0	46.3	42.7	5.1	3.1	0.0	0.5	2.3
Hawaii	100.0	15.8	0.0	45.8	4.0	0.0	12.6	21.9
Idaho	100.0	78.8	6.4	0.8	11.3	1.0	1.0	0.8
Illinois	100.0	67.9	9.4	5.7	14.5	0.0	0.0	2.6
Indiana	100.0	86.0	2.9	6.6	2.4	0.0	0.0	2.1
Iowa	100.0	80.6	1.9	5.8	5.8	0.0	0.0	5.9
Kansas	100.0	77.9	6.6	2.0	6.0	0.6	0.0	7.0
Kentucky	100.0	84.0	10.2	1.5	3.3	0.0	0.0	1.0
Louisiana	100.0	54.2	39.2	1.6	2.8	0.2	0.0	1.9
Maine	100.0	97.6	0.4	0.0	2.0	0.0	0.0	0.0
Maryland	100.0	45.0	38.4	5.1	8.8	0.1	0.0	2.5
Massachusetts	100.0	68.6	8.2	6.1	12.1	0.2	0.0	4.8
Michigan	100.0	76.0	10.1	4.9	5.8	0.4	0.0	2.8
Minnesota	100.0	77.0	10.3	5.4	4.8	0.5	0.0	2.0
Mississippi	100.0	46.1	48.6	0.4	0.4	0.0	0.0	4.4
Missouri	100.0	80.2	10.9	3.3	2.6	0.1	0.0	2.8
Montana	100.0	81.9	0.5	0.4	1.0	11.8	0.0	4.3
Nebraska	100.0	75.5	3.7	2.7	12.9	0.1	0.0	5.1
Nevada	100.0	50.3	10.6	7.0	27.3	1.2	0.4	3.2
New Hampshire	100.0	87.6	0.0	3.0	8.8	0.0	0.0	0.7
New Jersey	100.0	53.6	19.0	3.8	21.5	0.0	0.0	2.1
New Mexico	100.0	34.8	1.2	4.2	50.6	6.3	1.2	1.7
New York	100.0	60.2	16.1	4.8	17.0	0.2	0.1	1.6
North Carolina	100.0	56.2	31.3	2.3	5.9	1.5	0.0	2.8
North Dakota	100.0	72.1	3.8	11.6	0.9	7.4	0.0	4.2
Ohio	100.0	74.5	13.6	4.6	3.8	0.3	0.0	3.2
Oklahoma	100.0	66.2	9.2	3.6	8.0	5.5	0.2	7.4
Oregon	100.0	75.1	2.0	3.9	13.5	1.4	0.7	3.3
Pennsylvania	100.0	80.9	10.1	2.0	4.8	0.1	0.0	2.1
Rhode Island	100.0	68.3	16.6	0.0	7.3	0.0	0.0	7.9
South Carolina	100.0	51.2	39.8	1.4	4.9	0.0	0.0	2.7
South Dakota	100.0	64.8	14.0	3.4	2.2	9.3	0.0	6.2
Tennessee	100.0	69.2	21.9	2.6	2.9	0.2	0.0	3.2
Texas	100.0	38.9	11.0	4.2	44.0	0.1	0.0	1.8
Utah	100.0	79.9	1.9	3.8	8.6	0.8	1.5	3.5
Vermont	100.0	81.3	3.4	0.0	0.0	0.0	0.0	15.3
Virginia	100.0	53.0	29.6	5.6	7.4	0.1	0.0	4.3
Washington	100.0	71.0	4.5	6.0	12.4	1.1	1.2	3.9
West Virginia	100.0	92.9	3.1	0.5	0.0	0.0	0.0	3.5
Wisconsin	100.0	81.9	6.6	3.2	3.5	0.9	0.0	3.9
Wyoming	100.0	75.9	0.2	3.3	14.3	3.0	0.0	3.2

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%	59.2%	13.9%	3.9%	19.4%	0.8%	0.2%	2.7%
Alabama	100.0	65.1	30.9	0.7	1.4	0.1	0.0	1.7
Alaska	100.0	53.8	0.7	11.5	1.3	23.1	0.0	9.6
Arizona	100.0	42.2	2.4	3.3	40.4	7.7	0.3	3.7
Arkansas	100.0	67.7	24.5	0.8	3.4	0.5	0.0	3.1
California	100.0	33.6	6.3	10.1	46.7	0.3	0.3	2.7
Colorado	100.0	62.8	2.6	3.0	28.5	0.2	0.2	2.7
Connecticut	100.0	70.9	11.3	3.1	13.2	0.0	0.0	1.6
Delaware	100.0	60.0	24.5	1.4	5.3	3.1	0.0	5.7
District of Columbia	100.0	15.3	65.7	0.5	14.7	0.0	0.5	3.2
Florida	100.0	43.6	24.1	2.4	27.8	0.1	0.1	1.9
Georgia	100.0	50.4	38.7	3.1	5.6	0.2	0.0	2.0
Hawaii	100.0	12.5	0.6	45.7	7.1	0.0	15.8	18.3
Idaho	100.0	79.1	0.4	1.4	15.5	0.2	0.0	3.4
Illinois	100.0	63.8	14.4	2.8	16.6	0.2	0.0	2.1
Indiana	100.0	85.5	4.3	3.1	5.1	0.0	0.0	2.0
Iowa	100.0	88.9	2.3	3.3	3.6	0.4	0.0	1.5
Kansas	100.0	77.3	5.2	3.1	10.2	0.3	0.0	3.9
Kentucky	100.0	87.6	6.9	0.5	0.7	0.0	0.0	4.3
Louisiana	100.0	51.9	40.4	1.2	3.7	0.6	0.1	2.2
Maine	100.0	90.9	1.5	1.1	3.5	0.1	0.0	2.9
Maryland	100.0	50.6	32.3	5.4	8.7	0.0	0.0	2.9
Massachusetts	100.0	76.2	6.0	4.8	10.1	0.0	0.0	2.9
Michigan	100.0	77.6	13.4	2.3	4.5	0.5	0.0	1.7
Minnesota	100.0	83.5	3.8	4.5	4.5	0.9	0.1	2.7
Mississippi	100.0	48.0	48.6	0.1	1.6	0.9	0.0	0.9
Missouri	100.0	81.5	9.8	2.0	2.4	0.1	0.0	4.2
Montana	100.0	82.0	0.0	1.1	5.8	5.3	0.0	5.8
Nebraska	100.0	76.2	7.1	2.6	10.6	0.6	0.0	2.9
Nevada	100.0	42.7	14.2	5.5	31.3	0.4	0.5	5.5
New Hampshire	100.0	94.3	0.1	0.9	3.6	0.0	0.0	1.1
New Jersey	100.0	60.5	13.8	3.9	19.3	0.0	0.1	2.4
New Mexico	100.0	23.3	0.1	1.6	64.0	9.7	0.0	1.3
New York	100.0	63.9	12.5	3.5	17.3	0.2	0.0	2.5
North Carolina	100.0	58.9	29.2	2.0	5.5	1.7	0.0	2.7
North Dakota	100.0	81.2	2.3	2.3	3.8	5.7	0.0	4.7
Ohio	100.0	82.0	10.6	1.7	3.1	0.2	0.0	2.4
Oklahoma	100.0	62.9	6.1	2.8	12.3	7.8	0.2	7.9
Oregon	100.0	76.1	1.1	5.1	11.3	0.7	0.1	5.5
Pennsylvania	100.0	79.1	10.5	2.2	6.2	0.4	0.0	1.6
Rhode Island	100.0	73.5	5.5	1.3	16.4	0.0	0.0	3.4
South Carolina	100.0	54.2	36.9	1.5	4.8	0.0	0.1	2.5
South Dakota	100.0	82.9	0.0	0.3	5.1	10.8	0.1	0.8
Tennessee	100.0	74.9	18.5	1.4	2.8	0.0	0.0	2.4
Texas	100.0	32.5	14.1	2.9	48.3	0.1	0.0	2.0
Utah	100.0	80.2	1.4	2.7	11.6	1.4	0.1	2.6
Vermont	100.0	97.2	0.3	0.6	0.7	0.0	0.0	1.4
Virginia	100.0	59.9	26.1	4.5	7.4	0.0	0.1	1.9
Washington	100.0	73.7	3.7	6.0	11.1	0.9	0.3	4.3
West Virginia	100.0	93.7	3.1	1.1	1.3	0.0	0.0	0.8
Wisconsin	100.0	80.4	5.9	3.0	7.5	0.5	0.1	2.7
Wyoming	100.0	76.0	0.0	1.7	16.0	2.9	0.0	3.4

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	3,085,303	181,128	894,285	854,671	373,907	781,312
Alabama	46,723	2,539	16,494	11,041	4,545	12,104
Alaska	8,328	539	2,529	3,024	682	1,554
Arizona	68,283	6,373	18,150	21,287	7,612	14,861
Arkansas	27,772	2,236	8,984	7,616	2,700	6,236
California	364,879	21,054	85,730	119,118	45,015	93,962
Colorado	54,225	2,297	12,983	16,730	5,446	16,769
Connecticut	31,883	1,386	9,399	7,731	3,300	10,067
Delaware	9,452	458	3,256	2,285	1,065	2,388
District of Columbia	5,828	550	1,557	2,232	352	1,137
Florida	146,906	7,716	47,727	34,534	19,500	37,429
Georgia	106,739	6,451	33,193	27,588	12,370	27,137
Hawaii	14,922	929	3,968	4,558	2,301	3,166
Idaho	18,961	919	5,016	6,172	2,260	4,594
Illinois	112,246	4,995	26,848	32,012	17,010	31,381
Indiana	59,403	2,420	19,462	15,400	6,302	15,819
Iowa	39,702	1,446	11,443	10,804	4,950	11,059
Kansas	41,485	2,466	9,770	14,753	4,721	9,775
Kentucky	46,812	1,071	17,835	12,838	5,967	9,101
Louisiana	44,065	3,814	15,835	13,918	3,019	7,479
Maine	11,748	436	4,350	3,250	1,706	2,006
Maryland	60,353	3,249	21,093	15,591	5,118	15,302
Massachusetts	64,213	3,548	15,940	15,598	7,355	21,772
Michigan	76,249	2,461	17,808	26,910	9,214	19,856
Minnesota	57,692	1,521	14,869	17,158	7,380	16,764
Mississippi	30,971	1,963	9,386	8,783	3,932	6,907
Missouri	51,233	2,510	15,797	12,565	6,268	14,093
Montana	12,183	643	4,309	4,077	841	2,313
Nebraska	24,401	1,441	6,404	7,500	2,886	6,170
Nevada	23,897	1,605	7,493	7,157	2,743	4,899
New Hampshire	12,472	305	3,267	3,233	1,793	3,874
New Jersey	86,748	4,762	27,594	18,951	8,127	27,314
New Mexico	25,150	2,113	6,468	7,766	3,595	5,208
New York	218,773	13,537	62,303	52,701	32,263	57,969
North Carolina	86,681	4,871	21,997	23,175	13,735	22,903
North Dakota	8,368	419	1,822	2,223	1,078	2,826
Ohio	98,643	3,709	36,178	25,509	11,697	21,550
Oklahoma	40,344	2,916	14,550	11,628	3,676	7,574
Oregon	40,988	1,247	8,521	13,423	5,108	12,689
Pennsylvania	87,680	3,394	36,169	18,284	9,807	20,026
Rhode Island	8,794	606	2,836	2,178	905	2,269
South Carolina	47,011	2,281	14,012	11,789	7,000	11,929
South Dakota	11,347	361	3,432	3,332	1,680	2,542
Tennessee	55,775	2,257	19,941	14,314	5,099	14,164
Texas	299,320	33,189	88,701	79,845	31,453	66,132
Utah	42,848	3,425	9,705	13,599	5,877	10,242
Vermont	6,770	71	2,621	1,592	824	1,662
Virginia	86,938	6,613	24,363	22,419	10,313	23,230
Washington	75,899	2,475	18,153	21,614	11,885	21,772
West Virginia	19,396	788	7,638	6,087	2,479	2,404
Wisconsin	53,202	2,067	13,251	15,621	7,786	14,477
Wyoming	10,602	686	3,135	3,158	1,167	2,456

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%	5.9%	29.0%	27.7%	12.1%	25.3%
Alabama	100.0	5.4	35.3	23.6	9.7	25.9
Alaska	100.0	6.5	30.4	36.3	8.2	18.7
Arizona	100.0	9.3	26.6	31.2	11.1	21.8
Arkansas	100.0	8.1	32.3	27.4	9.7	22.5
California	100.0	5.8	23.5	32.6	12.3	25.8
Colorado	100.0	4.2	23.9	30.9	10.0	30.9
Connecticut	100.0	4.3	29.5	24.2	10.4	31.6
Delaware	100.0	4.8	34.4	24.2	11.3	25.3
District of Columbia	100.0	9.4	26.7	38.3	6.0	19.5
Florida	100.0	5.3	32.5	23.5	13.3	25.5
Georgia	100.0	6.0	31.1	25.8	11.6	25.4
Hawaii	100.0	6.2	26.6	30.5	15.4	21.2
Idaho	100.0	4.8	26.5	32.6	11.9	24.2
Illinois	100.0	4.5	23.9	28.5	15.2	28.0
Indiana	100.0	4.1	32.8	25.9	10.6	26.6
Iowa	100.0	3.6	28.8	27.2	12.5	27.9
Kansas	100.0	5.9	23.6	35.6	11.4	23.6
Kentucky	100.0	2.3	38.1	27.4	12.7	19.4
Louisiana	100.0	8.7	35.9	31.6	6.9	17.0
Maine	100.0	3.7	37.0	27.7	14.5	17.1
Maryland	100.0	5.4	34.9	25.8	8.5	25.4
Massachusetts	100.0	5.5	24.8	24.3	11.5	33.9
Michigan	100.0	3.2	23.4	35.3	12.1	26.0
Minnesota	100.0	2.6	25.8	29.7	12.8	29.1
Mississippi	100.0	6.3	30.3	28.4	12.7	22.3
Missouri	100.0	4.9	30.8	24.5	12.2	27.5
Montana	100.0	5.3	35.4	33.5	6.9	19.0
Nebraska	100.0	5.9	26.2	30.7	11.8	25.3
Nevada	100.0	6.7	31.4	29.9	11.5	20.5
New Hampshire	100.0	2.4	26.2	25.9	14.4	31.1
New Jersey	100.0	5.5	31.8	21.8	9.4	31.5
New Mexico	100.0	8.4	25.7	30.9	14.3	20.7
New York	100.0	6.2	28.5	24.1	14.7	26.5
North Carolina	100.0	5.6	25.4	26.7	15.8	26.4
North Dakota	100.0	5.0	21.8	26.6	12.9	33.8
Ohio	100.0	3.8	36.7	25.9	11.9	21.8
Oklahoma	100.0	7.2	36.1	28.8	9.1	18.8
Oregon	100.0	3.0	20.8	32.7	12.5	31.0
Pennsylvania	100.0	3.9	41.3	20.9	11.2	22.8
Rhode Island	100.0	6.9	32.2	24.8	10.3	25.8
South Carolina	100.0	4.9	29.8	25.1	14.9	25.4
South Dakota	100.0	3.2	30.2	29.4	14.8	22.4
Tennessee	100.0	4.0	35.8	25.7	9.1	25.4
Texas	100.0	11.1	29.6	26.7	10.5	22.1
Utah	100.0	8.0	22.6	31.7	13.7	23.9
Vermont	100.0	1.0	38.7	23.5	12.2	24.5
Virginia	100.0	7.6	28.0	25.8	11.9	26.7
Washington	100.0	3.3	23.9	28.5	15.7	28.7
West Virginia	100.0	4.1	39.4	31.4	12.8	12.4
Wisconsin	100.0	3.9	24.9	29.4	14.6	27.2
Wyoming	100.0	6.5	29.6	29.8	11.0	23.2

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	3,085,303	67,822	111,366	148,651	174,910	195,872	388,995	1,899,740	97,947	\$114,768
Alabama	46,723	1,479	3,027	3,015	3,856	3,303	5,875	24,985	1,183	93,170
Alaska	8,328	103	226	203	246	345	1,307	5,743	155	133,624
Arizona	68,283	2,327	3,026	3,510	3,440	5,049	9,775	39,858	1,298	103,003
Arkansas	27,772	1,006	2,163	1,407	2,104	2,017	4,543	13,791	741	93,588
California	364,879	5,462	8,419	11,062	14,333	16,590	41,776	258,587	8,650	135,704
Colorado	54,225	950	1,419	2,262	2,816	3,676	5,927	35,283	1,892	122,131
Connecticut	31,883	339	742	848	1,191	1,442	3,405	21,753	2,163	139,316
Delaware	9,452	50	553	80	379	545	953	6,533	359	121,145
District of Columbia	5,828	20	224	91	87	211	899	3,938	358	135,442
Florida	146,906	3,071	5,687	8,889	11,294	11,965	19,295	84,043	2,662	98,605
Georgia	106,739	3,648	5,334	8,219	6,365	7,966	16,695	55,051	3,461	99,438
Hawaii	14,922	72	148	551	797	609	1,518	10,129	1,098	158,038
Idaho	18,961	543	718	1,249	1,257	1,474	2,476	10,603	641	102,744
Illinois	112,246	2,661	3,169	6,227	6,636	6,663	12,313	71,825	2,752	116,243
Indiana	59,403	1,386	2,593	2,686	3,938	3,296	7,938	36,214	1,352	107,123
Iowa	39,702	827	1,701	1,742	2,349	2,639	5,271	23,104	2,069	99,687
Kansas	41,485	1,437	1,785	2,282	3,056	3,467	5,358	21,242	2,858	95,216
Kentucky	46,812	1,641	2,086	3,106	3,057	2,839	8,014	24,401	1,668	92,879
Louisiana	44,065	1,863	3,146	2,550	3,950	2,916	7,010	20,363	2,267	87,841
Maine	11,748	309	1,178	205	791	631	1,278	6,541	815	97,758
Maryland	60,353	1,078	618	2,546	2,842	2,908	6,741	41,183	2,437	137,854
Massachusetts	64,213	1,029	1,248	2,026	1,824	3,360	5,626	44,961	4,139	145,621
Michigan	76,249	2,272	2,879	4,105	4,175	3,965	9,018	45,419	4,416	113,204
Minnesota	57,692	455	1,657	2,479	2,758	2,671	5,997	39,049	2,626	122,291
Mississippi	30,971	963	3,200	2,528	3,697	2,541	5,000	12,268	774	78,052
Missouri	51,233	1,667	1,705	3,737	3,631	4,110	6,341	28,408	1,634	94,876
Montana	12,183	56	161	859	673	1,106	2,081	6,010	1,237	99,029
Nebraska	24,401	550	719	1,443	1,550	2,027	3,623	13,233	1,256	101,391
Nevada	23,897	232	447	847	1,543	1,434	3,273	15,961	160	116,053
New Hampshire	12,472	0	233	340	444	538	1,607	8,210	1,100	132,604
New Jersey	86,748	671	1,457	1,948	3,191	3,498	8,392	66,576	1,015	147,134
New Mexico	25,150	800	2,241	1,499	1,458	2,284	3,350	12,702	816	90,246
New York	218,773	3,748	5,288	6,628	9,436	13,264	23,240	149,642	7,527	136,051
North Carolina	86,681	3,523	2,688	6,294	7,094	9,139	11,404	44,255	2,284	94,941
North Dakota	8,368	513	252	232	695	296	913	5,061	406	125,442
Ohio	98,643	1,661	3,568	4,613	6,340	5,473	12,694	60,311	3,983	107,628
Oklahoma	40,344	824	2,514	2,597	3,302	3,239	6,565	20,003	1,300	90,387
Oregon	40,988	777	1,634	2,474	2,037	2,560	4,255	26,277	974	115,033
Pennsylvania	87,680	2,089	2,306	3,913	4,410	5,876	10,995	55,090	3,001	111,140
Rhode Island	8,794	260	189	362	226	423	953	5,927	454	121,494
South Carolina	47,011	1,110	2,240	2,776	4,019	4,061	7,069	24,696	1,040	97,447
South Dakota	11,347	392	463	719	575	1,146	2,036	5,151	865	88,978
Tennessee	55,775	1,304	2,319	3,292	3,431	4,025	8,354	31,537	1,513	99,812
Texas	299,320	6,888	13,922	17,392	20,393	22,386	39,269	173,348	5,722	103,410
Utah	42,848	727	1,499	1,876	1,655	1,783	5,223	29,522	563	125,092
Vermont	6,770	250	164	247	761	412	980	3,361	595	94,231
Virginia	86,938	1,516	3,590	5,280	3,913	4,911	10,272	54,824	2,632	124,885
Washington	75,899	1,238	1,805	1,847	2,680	3,723	10,396	52,731	1,479	131,514
West Virginia	19,396	384	556	1,103	1,127	1,503	3,071	10,786	866	101,157
Wisconsin	53,202	1,472	1,948	2,266	2,391	2,654	6,903	33,243	2,325	109,592
Wyoming	10,602	179	512	199	697	913	1,728	6,008	366	99,261

* 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%	2.3%	3.7%	5.0%	5.9%	6.6%	13.0%	63.6%
Alabama	100.0	3.2	6.6	6.6	8.5	7.3	12.9	54.9
Alaska	100.0	1.3	2.8	2.5	3.0	4.2	16.0	70.3
Arizona	100.0	3.5	4.5	5.2	5.1	7.5	14.6	59.5
Arkansas	100.0	3.7	8.0	5.2	7.8	7.5	16.8	51.0
California	100.0	1.5	2.4	3.1	4.0	4.7	11.7	72.6
Colorado	100.0	1.8	2.7	4.3	5.4	7.0	11.3	67.4
Connecticut	100.0	1.1	2.5	2.9	4.0	4.9	11.5	73.2
Delaware	100.0	0.5	6.1	0.9	4.2	6.0	10.5	71.8
District of Columbia	100.0	0.4	4.1	1.7	1.6	3.9	16.4	72.0
Florida	100.0	2.1	3.9	6.2	7.8	8.3	13.4	58.3
Georgia	100.0	3.5	5.2	8.0	6.2	7.7	16.2	53.3
Hawaii	100.0	0.5	1.1	4.0	5.8	4.4	11.0	73.3
Idaho	100.0	3.0	3.9	6.8	6.9	8.0	13.5	57.9
Illinois	100.0	2.4	2.9	5.7	6.1	6.1	11.2	65.6
Indiana	100.0	2.4	4.5	4.6	6.8	5.7	13.7	62.4
Iowa	100.0	2.2	4.5	4.6	6.2	7.0	14.0	61.4
Kansas	100.0	3.7	4.6	5.9	7.9	9.0	13.9	55.0
Kentucky	100.0	3.6	4.6	6.9	6.8	6.3	17.8	54.1
Louisiana	100.0	4.5	7.5	6.1	9.5	7.0	16.8	48.7
Maine	100.0	2.8	10.8	1.9	7.2	5.8	11.7	59.8
Maryland	100.0	1.9	1.1	4.4	4.9	5.0	11.6	71.1
Massachusetts	100.0	1.7	2.1	3.4	3.0	5.6	9.4	74.8
Michigan	100.0	3.2	4.0	5.7	5.8	5.5	12.6	63.2
Minnesota	100.0	0.8	3.0	4.5	5.0	4.9	10.9	70.9
Mississippi	100.0	3.2	10.6	8.4	12.2	8.4	16.6	40.6
Missouri	100.0	3.4	3.4	7.5	7.3	8.3	12.8	57.3
Montana	100.0	0.5	1.5	7.8	6.1	10.1	19.0	54.9
Nebraska	100.0	2.4	3.1	6.2	6.7	8.8	15.7	57.2
Nevada	100.0	1.0	1.9	3.6	6.5	6.0	13.8	67.2
New Hampshire	100.0	0.0	2.0	3.0	3.9	4.7	14.1	72.2
New Jersey	100.0	0.8	1.7	2.3	3.7	4.1	9.8	77.7
New Mexico	100.0	3.3	9.2	6.2	6.0	9.4	13.8	52.2
New York	100.0	1.8	2.5	3.1	4.5	6.3	11.0	70.8
North Carolina	100.0	4.2	3.2	7.5	8.4	10.8	13.5	52.4
North Dakota	100.0	6.4	3.2	2.9	8.7	3.7	11.5	63.6
Ohio	100.0	1.8	3.8	4.9	6.7	5.8	13.4	63.7
Oklahoma	100.0	2.1	6.4	6.7	8.5	8.3	16.8	51.2
Oregon	100.0	1.9	4.1	6.2	5.1	6.4	10.6	65.7
Pennsylvania	100.0	2.5	2.7	4.6	5.2	6.9	13.0	65.1
Rhode Island	100.0	3.1	2.3	4.3	2.7	5.1	11.4	71.1
South Carolina	100.0	2.4	4.9	6.0	8.7	8.8	15.4	53.7
South Dakota	100.0	3.7	4.4	6.9	5.5	10.9	19.4	49.1
Tennessee	100.0	2.4	4.3	6.1	6.3	7.4	15.4	58.1
Texas	100.0	2.3	4.7	5.9	6.9	7.6	13.4	59.0
Utah	100.0	1.7	3.5	4.4	3.9	4.2	12.4	69.8
Vermont	100.0	4.0	2.7	4.0	12.3	6.7	15.9	54.4
Virginia	100.0	1.8	4.3	6.3	4.6	5.8	12.2	65.0
Washington	100.0	1.7	2.4	2.5	3.6	5.0	14.0	70.9
West Virginia	100.0	2.1	3.0	6.0	6.1	8.1	16.6	58.2
Wisconsin	100.0	2.9	3.8	4.5	4.7	5.2	13.6	65.3
Wyoming	100.0	1.7	5.0	1.9	6.8	8.9	16.9	58.7

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	3,085,303	206,306	198,701	242,054	543,483	514,320	1,283,510	96,929
Alabama	46,723	4,567	3,322	3,899	8,924	7,996	16,867	1,148
Alaska	8,328	548	330	936	1,854	1,069	3,436	155
Arizona	68,283	5,545	6,721	6,601	13,218	12,166	22,734	1,298
Arkansas	27,772	2,460	2,558	2,872	5,774	4,487	8,880	741
California	364,879	21,183	21,774	24,823	59,702	63,452	165,652	8,293
Colorado	54,225	3,485	2,431	4,117	9,483	9,439	23,378	1,892
Connecticut	31,883	994	1,069	2,186	3,795	3,721	18,012	2,106
Delaware	9,452	508	588	534	1,752	1,401	4,310	359
District of Columbia	5,828	143	194	163	625	1,192	3,153	358
Florida	146,906	10,373	13,546	13,164	31,961	26,593	48,607	2,662
Georgia	106,739	9,049	7,592	9,501	22,949	17,713	36,474	3,461
Hawaii	14,922	506	861	753	2,362	1,922	7,420	1,098
Idaho	18,961	1,450	2,264	2,086	3,905	2,945	5,670	641
Illinois	112,246	6,554	6,730	8,367	18,729	17,901	51,289	2,676
Indiana	59,403	4,406	3,630	3,792	9,910	10,206	26,236	1,223
Iowa	39,702	3,330	2,832	2,766	6,370	7,131	15,204	2,069
Kansas	41,485	3,594	3,086	4,240	7,520	7,094	13,093	2,858
Kentucky	46,812	3,782	4,026	4,170	9,518	9,041	14,607	1,668
Louisiana	44,065	5,191	3,446	4,910	8,018	8,392	11,841	2,267
Maine	11,748	704	1,430	758	2,148	2,210	3,683	815
Maryland	60,353	2,742	1,983	3,718	9,245	8,079	32,187	2,399
Massachusetts	64,213	3,198	2,318	3,028	7,659	9,555	34,316	4,139
Michigan	76,249	6,568	4,625	4,676	12,321	12,276	31,401	4,382
Minnesota	57,692	3,474	2,732	4,082	8,518	8,621	27,679	2,586
Mississippi	30,971	4,171	3,700	3,718	6,665	4,537	7,406	774
Missouri	51,233	4,575	3,112	5,034	10,214	9,428	17,236	1,634
Montana	12,183	531	655	1,015	2,848	1,913	3,984	1,237
Nebraska	24,401	1,954	2,107	1,636	3,703	4,879	8,872	1,250
Nevada	23,897	852	1,703	1,840	4,563	4,789	9,990	160
New Hampshire	12,472	401	342	523	2,457	1,799	5,850	1,100
New Jersey	86,748	2,689	2,669	3,315	11,468	12,644	52,948	1,015
New Mexico	25,150	2,148	3,509	2,395	4,332	3,967	7,983	816
New York	218,773	9,308	9,930	13,083	32,505	33,767	112,653	7,527
North Carolina	86,681	7,381	5,879	8,196	19,298	14,057	29,586	2,284
North Dakota	8,368	899	281	470	1,484	1,336	3,492	406
Ohio	98,643	6,188	5,140	7,118	16,561	16,723	42,930	3,983
Oklahoma	40,344	2,832	3,985	4,536	9,022	6,871	11,798	1,300
Oregon	40,988	3,728	1,571	3,980	7,017	5,605	18,122	965
Pennsylvania	87,680	5,332	4,129	5,573	14,211	16,018	39,419	2,998
Rhode Island	8,794	706	289	345	952	1,545	4,503	454
South Carolina	47,011	3,227	3,875	4,921	9,341	8,224	16,383	1,040
South Dakota	11,347	857	833	1,778	1,985	1,681	3,348	865
Tennessee	55,775	3,504	3,551	5,235	11,657	9,906	20,409	1,513
Texas	299,320	22,817	26,072	30,329	58,650	49,284	106,544	5,624
Utah	42,848	2,900	2,506	3,941	7,874	7,446	17,618	563
Vermont	6,770	581	248	436	1,164	1,367	2,379	595
Virginia	86,938	4,171	5,162	6,908	13,411	14,378	40,276	2,632
Washington	75,899	4,007	3,247	4,382	11,151	12,876	38,799	1,437
West Virginia	19,396	1,059	965	1,256	4,336	3,917	6,997	866
Wisconsin	53,202	4,211	2,417	3,011	8,480	9,009	23,843	2,231
Wyoming	10,602	923	736	938	1,874	1,752	4,013	366

* 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%	6.9%	6.6%	8.1%	18.2%	17.2%	43.0%
Alabama	100.0	10.0	7.3	8.6	19.6	17.5	37.0
Alaska	100.0	6.7	4.0	11.5	22.7	13.1	42.0
Arizona	100.0	8.3	10.0	9.9	19.7	18.2	33.9
Arkansas	100.0	9.1	9.5	10.6	21.4	16.6	32.9
California	100.0	5.9	6.1	7.0	16.7	17.8	46.5
Colorado	100.0	6.7	4.6	7.9	18.1	18.0	44.7
Connecticut	100.0	3.3	3.6	7.3	12.7	12.5	60.5
Delaware	100.0	5.6	6.5	5.9	19.3	15.4	47.4
District of Columbia	100.0	2.6	3.5	3.0	11.4	21.8	57.6
Florida	100.0	7.2	9.4	9.1	22.2	18.4	33.7
Georgia	100.0	8.8	7.4	9.2	22.2	17.2	35.3
Hawaii	100.0	3.7	6.2	5.4	17.1	13.9	53.7
Idaho	100.0	7.9	12.4	11.4	21.3	16.1	30.9
Illinois	100.0	6.0	6.1	7.6	17.1	16.3	46.8
Indiana	100.0	7.6	6.2	6.5	17.0	17.5	45.1
Iowa	100.0	8.8	7.5	7.3	16.9	18.9	40.4
Kansas	100.0	9.3	8.0	11.0	19.5	18.4	33.9
Kentucky	100.0	8.4	8.9	9.2	21.1	20.0	32.4
Louisiana	100.0	12.4	8.2	11.7	19.2	20.1	28.3
Maine	100.0	6.4	13.1	6.9	19.6	20.2	33.7
Maryland	100.0	4.7	3.4	6.4	16.0	13.9	55.5
Massachusetts	100.0	5.3	3.9	5.0	12.7	15.9	57.1
Michigan	100.0	9.1	6.4	6.5	17.1	17.1	43.7
Minnesota	100.0	6.3	5.0	7.4	15.5	15.6	50.2
Mississippi	100.0	13.8	12.3	12.3	22.1	15.0	24.5
Missouri	100.0	9.2	6.3	10.1	20.6	19.0	34.8
Montana	100.0	4.9	6.0	9.3	26.0	17.5	36.4
Nebraska	100.0	8.4	9.1	7.1	16.0	21.1	38.3
Nevada	100.0	3.6	7.2	7.8	19.2	20.2	42.1
New Hampshire	100.0	3.5	3.0	4.6	21.6	15.8	51.4
New Jersey	100.0	3.1	3.1	3.9	13.4	14.7	61.8
New Mexico	100.0	8.8	14.4	9.8	17.8	16.3	32.8
New York	100.0	4.4	4.7	6.2	15.4	16.0	53.3
North Carolina	100.0	8.7	7.0	9.7	22.9	16.7	35.1
North Dakota	100.0	11.3	3.5	5.9	18.6	16.8	43.9
Ohio	100.0	6.5	5.4	7.5	17.5	17.7	45.4
Oklahoma	100.0	7.3	10.2	11.6	23.1	17.6	30.2
Oregon	100.0	9.3	3.9	9.9	17.5	14.0	45.3
Pennsylvania	100.0	6.3	4.9	6.6	16.8	18.9	46.5
Rhode Island	100.0	8.5	3.5	4.1	11.4	18.5	54.0
South Carolina	100.0	7.0	8.4	10.7	20.3	17.9	35.6
South Dakota	100.0	8.2	7.9	17.0	18.9	16.0	31.9
Tennessee	100.0	6.5	6.5	9.6	21.5	18.3	37.6
Texas	100.0	7.8	8.9	10.3	20.0	16.8	36.3
Utah	100.0	6.9	5.9	9.3	18.6	17.6	41.7
Vermont	100.0	9.4	4.0	7.1	18.9	22.1	38.5
Virginia	100.0	4.9	6.1	8.2	15.9	17.1	47.8
Washington	100.0	5.4	4.4	5.9	15.0	17.3	52.1
West Virginia	100.0	5.7	5.2	6.8	23.4	21.1	37.8
Wisconsin	100.0	8.3	4.7	5.9	16.6	17.7	46.8
Wyoming	100.0	9.0	7.2	9.2	18.3	17.1	39.2

Table 11-9a (Counts)

Marital Status

Total ESP Work Force by State, 2020

	Total ESP	Married	Widowed, Divorced, Separated	Single
United States	3,085,303	1,684,392	494,501	906,410
Alabama	46,723	27,176	7,531	12,016
Alaska	8,328	4,731	1,025	2,572
Arizona	68,283	33,862	10,184	24,237
Arkansas	27,772	16,380	5,205	6,187
California	364,879	181,675	51,487	131,717
Colorado	54,225	29,593	8,785	15,847
Connecticut	31,883	16,571	5,021	10,291
Delaware	9,452	5,133	1,445	2,874
District of Columbia	5,828	1,632	692	3,504
Florida	146,906	75,271	29,411	42,224
Georgia	106,739	54,410	19,184	33,145
Hawaii	14,922	6,844	1,812	6,266
Idaho	18,961	10,932	2,724	5,305
Illinois	112,246	63,214	16,746	32,286
Indiana	59,403	36,663	9,154	13,586
Iowa	39,702	21,986	4,983	12,733
Kansas	41,485	22,894	5,357	13,234
Kentucky	46,812	29,582	7,772	9,458
Louisiana	44,065	21,003	8,453	14,609
Maine	11,748	5,791	1,964	3,993
Maryland	60,353	30,330	10,065	19,958
Massachusetts	64,213	34,247	9,575	20,391
Michigan	76,249	41,957	10,805	23,487
Minnesota	57,692	33,014	6,658	18,020
Mississippi	30,971	15,365	6,026	9,580
Missouri	51,233	29,965	8,205	13,063
Montana	12,183	5,806	2,535	3,842
Nebraska	24,401	14,857	2,485	7,059
Nevada	23,897	11,683	5,219	6,995
New Hampshire	12,472	7,213	2,075	3,184
New Jersey	86,748	51,109	13,557	22,082
New Mexico	25,150	12,699	4,166	8,285
New York	218,773	118,159	36,327	64,287
North Carolina	86,681	44,318	16,367	25,996
North Dakota	8,368	4,934	1,128	2,306
Ohio	98,643	59,000	14,230	25,413
Oklahoma	40,344	22,750	7,495	10,099
Oregon	40,988	22,989	6,917	11,082
Pennsylvania	87,680	50,824	14,575	22,281
Rhode Island	8,794	3,976	1,299	3,519
South Carolina	47,011	25,824	7,647	13,540
South Dakota	11,347	5,565	1,746	4,036
Tennessee	55,775	32,890	8,805	14,080
Texas	299,320	166,801	53,807	78,712
Utah	42,848	24,404	4,795	13,649
Vermont	6,770	3,662	973	2,135
Virginia	86,938	47,663	14,936	24,339
Washington	75,899	45,670	12,095	18,134
West Virginia	19,396	12,313	3,463	3,620
Wisconsin	53,202	33,042	5,974	14,186
Wyoming	10,602	6,020	1,616	2,966

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%	16.0%	29.4%
Alabama	100.0	58.2	16.1	25.7
Alaska	100.0	56.8	12.3	30.9
Arizona	100.0	49.6	14.9	35.5
Arkansas	100.0	59.0	18.7	22.3
California	100.0	49.8	14.1	36.1
Colorado	100.0	54.6	16.2	29.2
Connecticut	100.0	52.0	15.7	32.3
Delaware	100.0	54.3	15.3	30.4
District of Columbia	100.0	28.0	11.9	60.1
Florida	100.0	51.2	20.0	28.7
Georgia	100.0	51.0	18.0	31.1
Hawaii	100.0	45.9	12.1	42.0
Idaho	100.0	57.7	14.4	28.0
Illinois	100.0	56.3	14.9	28.8
Indiana	100.0	61.7	15.4	22.9
Iowa	100.0	55.4	12.6	32.1
Kansas	100.0	55.2	12.9	31.9
Kentucky	100.0	63.2	16.6	20.2
Louisiana	100.0	47.7	19.2	33.2
Maine	100.0	49.3	16.7	34.0
Maryland	100.0	50.3	16.7	33.1
Massachusetts	100.0	53.3	14.9	31.8
Michigan	100.0	55.0	14.2	30.8
Minnesota	100.0	57.2	11.5	31.2
Mississippi	100.0	49.6	19.5	30.9
Missouri	100.0	58.5	16.0	25.5
Montana	100.0	47.7	20.8	31.5
Nebraska	100.0	60.9	10.2	28.9
Nevada	100.0	48.9	21.8	29.3
New Hampshire	100.0	57.8	16.6	25.5
New Jersey	100.0	58.9	15.6	25.5
New Mexico	100.0	50.5	16.6	32.9
New York	100.0	54.0	16.6	29.4
North Carolina	100.0	51.1	18.9	30.0
North Dakota	100.0	59.0	13.5	27.6
Ohio	100.0	59.8	14.4	25.8
Oklahoma	100.0	56.4	18.6	25.0
Oregon	100.0	56.1	16.9	27.0
Pennsylvania	100.0	58.0	16.6	25.4
Rhode Island	100.0	45.2	14.8	40.0
South Carolina	100.0	54.9	16.3	28.8
South Dakota	100.0	49.0	15.4	35.6
Tennessee	100.0	59.0	15.8	25.2
Texas	100.0	55.7	18.0	26.3
Utah	100.0	57.0	11.2	31.9
Vermont	100.0	54.1	14.4	31.5
Virginia	100.0	54.8	17.2	28.0
Washington	100.0	60.2	15.9	23.9
West Virginia	100.0	63.5	17.9	18.7
Wisconsin	100.0	62.1	11.2	26.7
Wyoming	100.0	56.8	15.2	28.0

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

	Total ESP	Head	Spouse	Child/Other*
United States	3,085,303	1,500,102	819,912	765,289
Alabama	46,723	24,407	13,046	9,270
Alaska	8,328	3,942	1,887	2,499
Arizona	68,283	32,480	14,486	21,317
Arkansas	27,772	15,462	7,151	5,159
California	364,879	160,075	81,830	122,974
Colorado	54,225	26,464	13,274	14,487
Connecticut	31,883	14,865	8,348	8,670
Delaware	9,452	4,970	2,757	1,725
District of Columbia	5,828	2,783	733	2,312
Florida	146,906	72,689	33,907	40,310
Georgia	106,739	53,595	27,320	25,824
Hawaii	14,922	5,164	2,784	6,974
Idaho	18,961	8,442	5,330	5,189
Illinois	112,246	54,991	32,645	24,610
Indiana	59,403	29,724	19,083	10,596
Iowa	39,702	20,116	11,604	7,982
Kansas	41,485	19,238	12,440	9,807
Kentucky	46,812	24,401	13,786	8,625
Louisiana	44,065	21,403	9,874	12,788
Maine	11,748	6,248	2,444	3,056
Maryland	60,353	28,342	15,298	16,713
Massachusetts	64,213	28,879	16,764	18,570
Michigan	76,249	37,344	21,094	17,811
Minnesota	57,692	27,399	16,474	13,819
Mississippi	30,971	16,316	7,576	7,079
Missouri	51,233	25,102	15,901	10,230
Montana	12,183	5,294	3,100	3,789
Nebraska	24,401	12,164	7,770	4,467
Nevada	23,897	11,419	5,638	6,840
New Hampshire	12,472	5,292	3,821	3,359
New Jersey	86,748	43,184	25,030	18,534
New Mexico	25,150	12,598	6,395	6,157
New York	218,773	106,792	56,869	55,112
North Carolina	86,681	46,387	21,909	18,385
North Dakota	8,368	4,800	2,168	1,400
Ohio	98,643	47,570	31,510	19,563
Oklahoma	40,344	19,169	11,846	9,329
Oregon	40,988	21,387	10,959	8,642
Pennsylvania	87,680	44,379	26,045	17,256
Rhode Island	8,794	4,197	1,879	2,718
South Carolina	47,011	24,572	12,837	9,602
South Dakota	11,347	5,970	2,852	2,525
Tennessee	55,775	29,119	15,470	11,186
Texas	299,320	146,362	81,070	71,888
Utah	42,848	16,898	12,238	13,712
Vermont	6,770	3,121	1,753	1,896
Virginia	86,938	43,671	24,315	18,952
Washington	75,899	39,590	21,602	14,707
West Virginia	19,396	10,579	5,087	3,730
Wisconsin	53,202	25,885	16,482	10,835
Wyoming	10,602	4,862	3,431	2,309

*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%	48.6%	26.6%	24.8%
Alabama	100.0	52.2	27.9	19.8
Alaska	100.0	47.3	22.7	30.0
Arizona	100.0	47.6	21.2	31.2
Arkansas	100.0	55.7	25.7	18.6
California	100.0	43.9	22.4	33.7
Colorado	100.0	48.8	24.5	26.7
Connecticut	100.0	46.6	26.2	27.2
Delaware	100.0	52.6	29.2	18.3
District of Columbia	100.0	47.8	12.6	39.7
Florida	100.0	49.5	23.1	27.4
Georgia	100.0	50.2	25.6	24.2
Hawaii	100.0	34.6	18.7	46.7
Idaho	100.0	44.5	28.1	27.4
Illinois	100.0	49.0	29.1	21.9
Indiana	100.0	50.0	32.1	17.8
Iowa	100.0	50.7	29.2	20.1
Kansas	100.0	46.4	30.0	23.6
Kentucky	100.0	52.1	29.4	18.4
Louisiana	100.0	48.6	22.4	29.0
Maine	100.0	53.2	20.8	26.0
Maryland	100.0	47.0	25.3	27.7
Massachusetts	100.0	45.0	26.1	28.9
Michigan	100.0	49.0	27.7	23.4
Minnesota	100.0	47.5	28.6	24.0
Mississippi	100.0	52.7	24.5	22.9
Missouri	100.0	49.0	31.0	20.0
Montana	100.0	43.5	25.4	31.1
Nebraska	100.0	49.9	31.8	18.3
Nevada	100.0	47.8	23.6	28.6
New Hampshire	100.0	42.4	30.6	26.9
New Jersey	100.0	49.8	28.9	21.4
New Mexico	100.0	50.1	25.4	24.5
New York	100.0	48.8	26.0	25.2
North Carolina	100.0	53.5	25.3	21.2
North Dakota	100.0	57.4	25.9	16.7
Ohio	100.0	48.2	31.9	19.8
Oklahoma	100.0	47.5	29.4	23.1
Oregon	100.0	52.2	26.7	21.1
Pennsylvania	100.0	50.6	29.7	19.7
Rhode Island	100.0	47.7	21.4	30.9
South Carolina	100.0	52.3	27.3	20.4
South Dakota	100.0	52.6	25.1	22.3
Tennessee	100.0	52.2	27.7	20.1
Texas	100.0	48.9	27.1	24.0
Utah	100.0	39.4	28.6	32.0
Vermont	100.0	46.1	25.9	28.0
Virginia	100.0	50.2	28.0	21.8
Washington	100.0	52.2	28.5	19.4
West Virginia	100.0	54.5	26.2	19.2
Wisconsin	100.0	48.7	31.0	20.4
Wyoming	100.0	45.9	32.4	21.8

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

Demographics of the 2021 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 equal; see *Figure 12-2*.
- In four career families, over 42 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 93 percent of technical services and trades ESP have household incomes of \$45,000 or higher, compared to 73 percent of food services ESP.
- In every career family at least 66 percent of ESP have household incomes twice the poverty level or higher; however, 12 percent of food services ESP live in poverty.
- The highest proportion of ESP participating in SNAP is among the food services career family, at 16 percent; the lowest shares are among skilled trades and technical services, at five 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, at least 50 percent 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: 2021

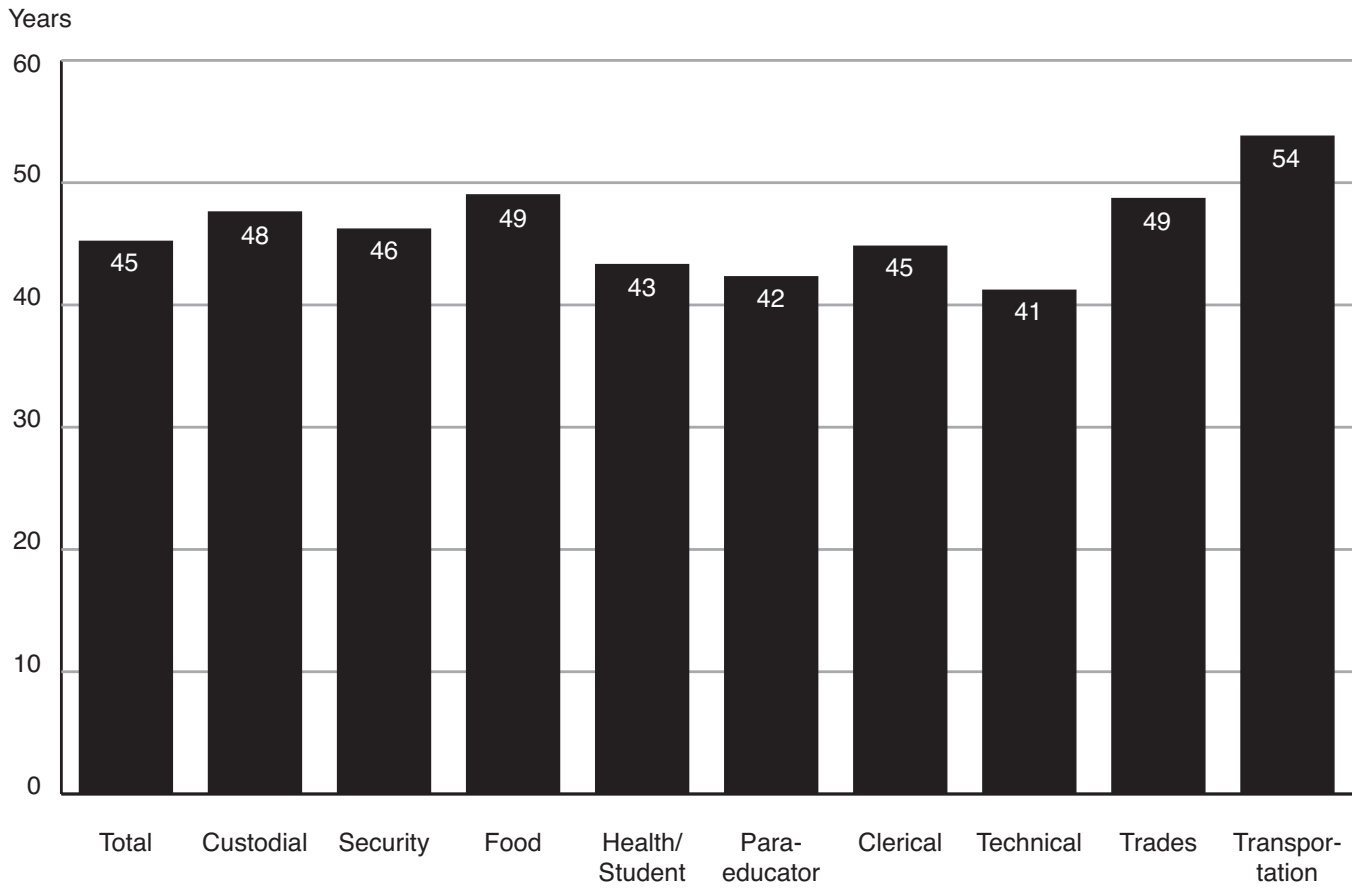


Figure 12-2
Distribution of the Career Families of the Total ESP Work Force,
by Sex: 2021

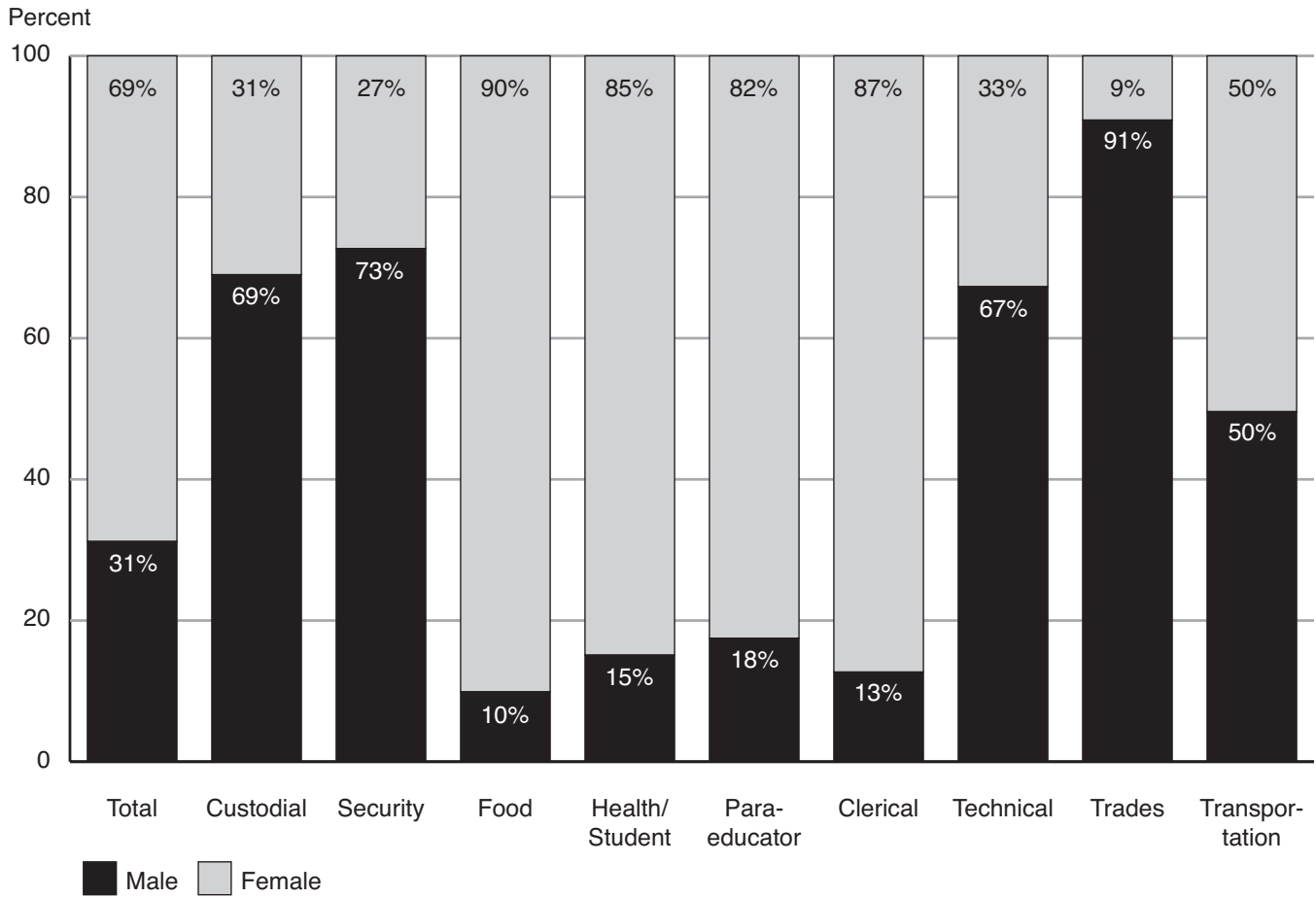


Figure 12-3
Educational Attainment of the Total ESP Work Force,
by Career Family: 2021

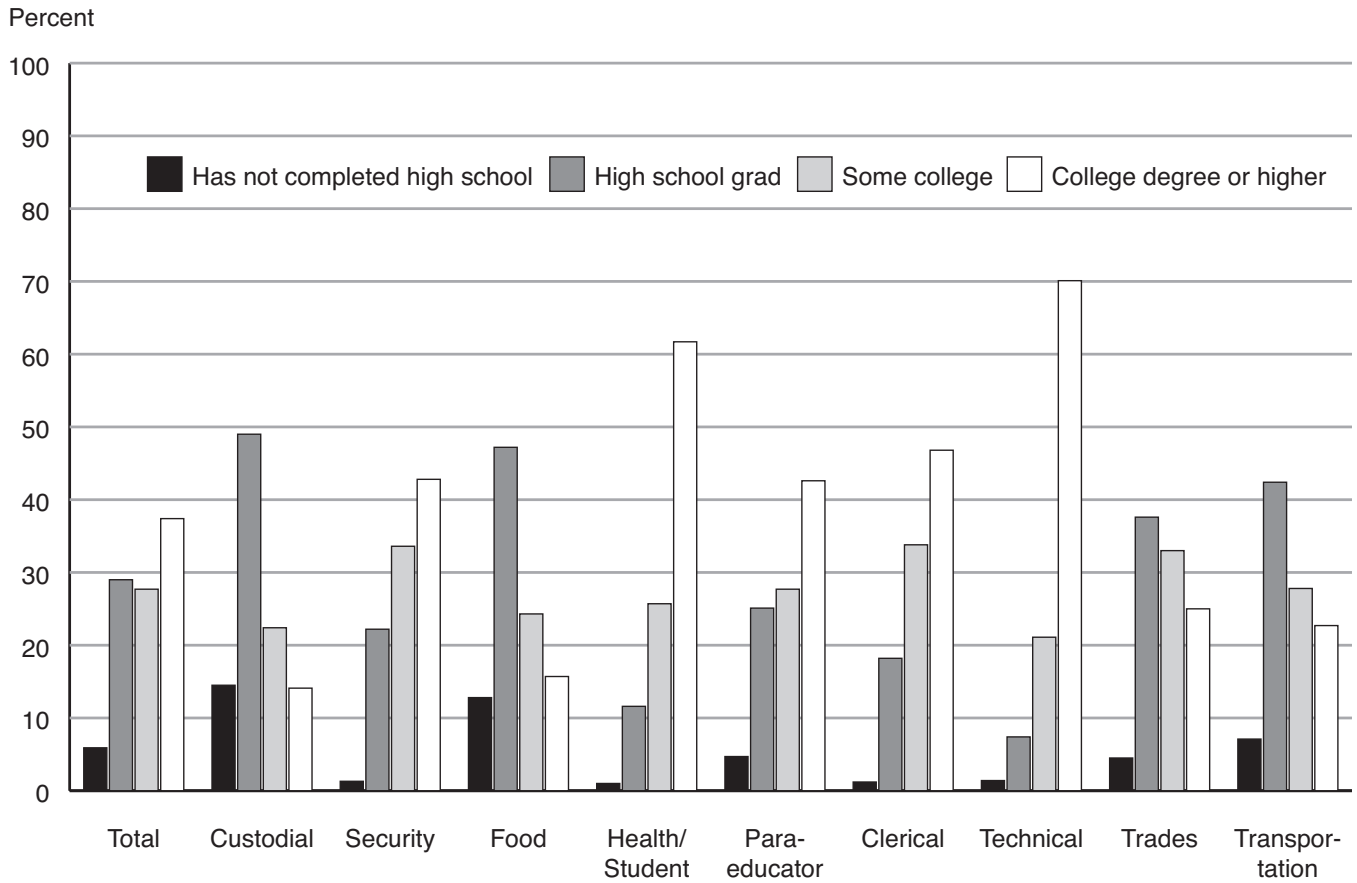


Figure 12-4
Hours Worked per Week for the Total ESP Work Force,
by Career Family: 2021

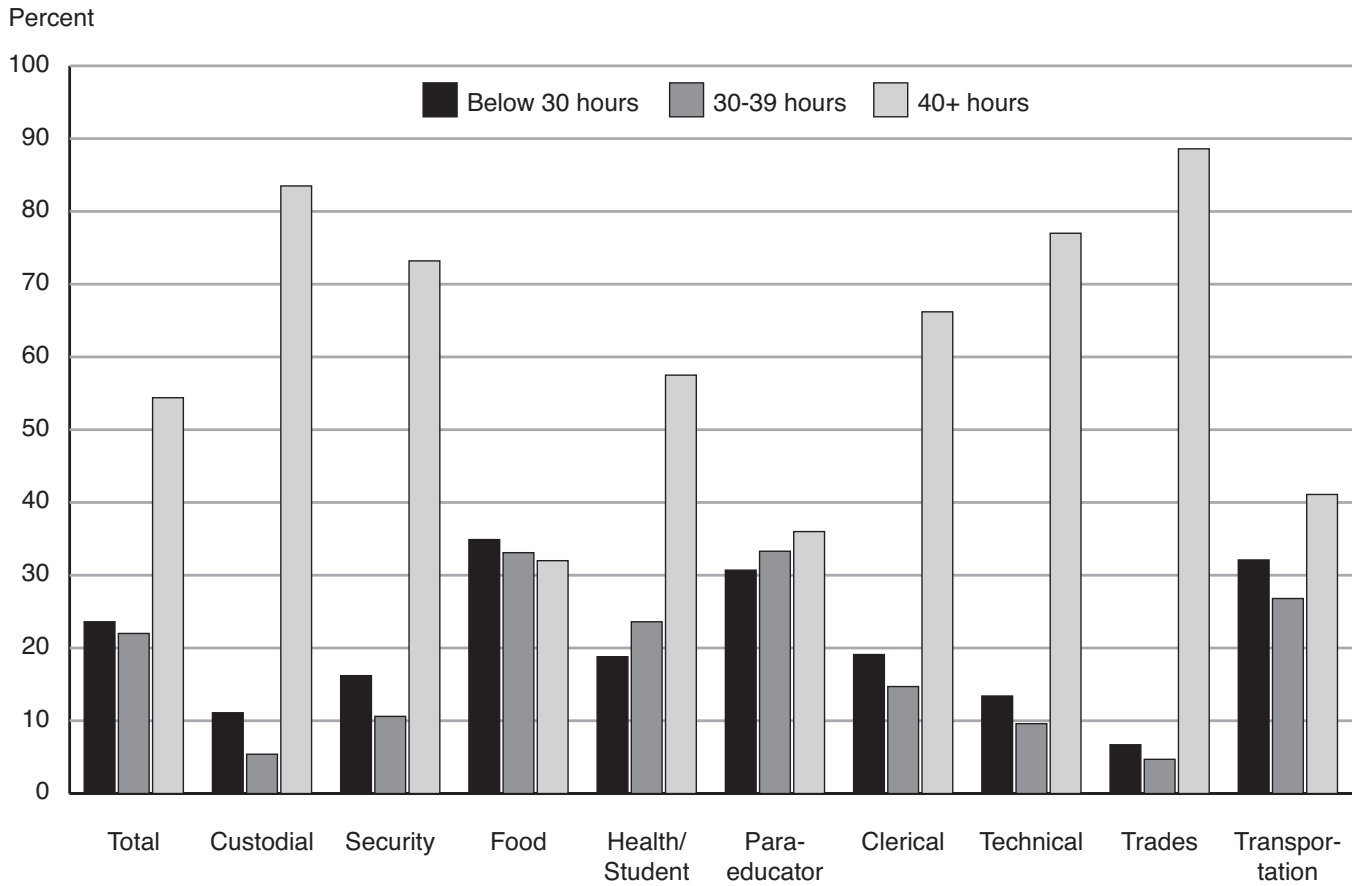


Table 12-1a (Counts)
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	3,085,303	443,597	60,048	277,962	63,290	1,096,743	669,018	199,999	69,258	205,388
Age										
15-24	388,388	40,150	5,457	16,689	5,082	187,651	97,896	26,430	3,658	5,375
25-34	463,255	54,073	10,324	25,900	13,701	203,716	88,835	43,636	7,204	15,866
35-44	536,031	66,487	9,359	50,269	15,806	197,863	112,195	46,619	11,869	25,564
45-54	702,168	109,255	14,705	75,595	13,246	222,412	157,701	43,331	18,904	47,019
55-64	752,556	137,925	14,713	81,810	12,282	211,386	167,948	33,657	23,375	69,460
65+	242,905	35,707	5,490	27,699	3,173	73,715	44,443	6,326	4,248	42,104
Average	45.2	47.6	46.2	49.0	43.3	42.3	44.8	41.2	48.7	53.8
Sex										
Male	962,461	306,107	43,655	27,468	9,540	191,430	84,935	134,507	62,951	101,868
Female	2,122,842	137,490	16,393	250,494	53,750	905,313	584,083	65,492	6,307	103,520
Male										
15-34	329,955	70,245	10,661	11,516	4,478	118,637	44,524	50,827	8,401	10,666
35-54	337,316	117,798	17,849	10,042	3,599	43,137	26,291	61,157	28,876	28,567
55+	295,190	118,064	15,145	5,910	1,463	29,656	14,120	22,523	25,674	62,635
Female										
15-34	521,688	23,978	5,120	31,073	14,305	272,730	142,207	19,239	2,461	10,575
35-54	900,883	57,944	6,215	115,822	25,453	377,138	243,605	28,793	1,897	44,016
55+	700,271	55,568	5,058	103,599	13,992	255,445	198,271	17,460	1,949	48,929
Race										
White	1,813,917	235,930	26,417	149,166	36,947	637,522	418,165	130,465	48,249	131,056
Black	435,068	75,527	16,985	48,413	7,979	141,654	80,270	18,997	6,206	39,037
Asian	133,020	12,002	1,304	12,642	3,568	56,740	26,754	15,947	1,095	2,968
Hispanic	587,728	103,495	12,975	58,585	12,083	215,850	120,776	27,435	11,536	24,993
Nat Amer	23,710	3,347	630	2,417	438	9,638	4,169	634	472	1,965
Nat HI/PI	5,413	1,047	330	439	72	1,967	1,080	168	0	310
2+ Races	86,447	12,249	1,407	6,300	2,203	33,372	17,804	6,353	1,700	5,059
Male										
Total	962,461	306,107	43,655	27,468	9,540	191,430	84,935	134,507	62,951	101,868
White	556,844	175,323	20,674	11,976	5,232	98,780	45,186	88,909	44,493	66,271
Black	140,994	47,346	10,927	7,255	1,070	27,993	13,378	11,546	5,226	16,253
Asian	49,886	8,187	1,127	1,801	899	19,229	5,304	10,381	907	2,051
Hispanic	176,537	62,823	9,190	5,196	1,985	36,863	17,416	19,035	10,359	13,670
Nat Amer	7,251	2,636	496	468	96	1,545	232	312	427	1,039
Nat HI/PI	1,929	652	265	46	0	571	205	146	0	44
2+ Races	29,020	9,140	976	726	258	6,449	3,214	4,178	1,539	2,540
Female										
Total	2,122,842	137,490	16,393	250,494	53,750	905,313	584,083	65,492	6,307	103,520
White	1,257,073	60,607	5,743	137,190	31,715	538,742	372,979	41,556	3,756	64,785
Black	294,074	28,181	6,058	41,158	6,909	113,661	66,892	7,451	980	22,784
Asian	83,134	3,815	177	10,841	2,669	37,511	21,450	5,566	188	917
Hispanic	411,191	40,672	3,785	53,389	10,098	178,987	103,360	8,400	1,177	11,323
Nat Amer	16,459	711	134	1,949	342	8,093	3,937	322	45	926
Nat HI/PI	3,484	395	65	393	72	1,396	875	22	0	266
2+ Races	57,427	3,109	431	5,574	1,945	26,923	14,590	2,175	161	2,519

Table 12-1a (Counts) continued
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	3,085,303	443,597	60,048	277,962	63,290	1,096,743	669,018	199,999	69,258	205,388
HHLI Total Income										
N.A.*	97,947	6,083	2,279	5,703	1,213	44,777	32,134	4,424	723	611
< \$15,000	67,822	6,834	499	11,049	877	28,160	12,810	2,566	494	4,533
\$15,000-\$24,999	111,366	14,050	985	19,605	1,277	48,752	13,510	3,080	749	9,358
\$25,000-\$34,999	148,651	24,014	1,792	21,930	2,368	62,823	18,322	2,529	1,122	13,751
\$35,000-\$44,999	174,910	33,569	3,123	21,141	2,185	62,630	30,885	5,445	1,891	14,041
\$45,000-\$54,999	195,872	37,279	3,305	21,766	2,810	65,252	36,806	7,785	3,142	17,727
\$55,000-\$74,999	388,995	69,116	6,167	41,419	5,462	132,295	71,926	20,515	8,861	33,234
\$75,000 +	1,899,740	252,652	41,898	135,349	47,098	652,054	452,625	153,655	52,276	112,133
Average	\$114,768	\$102,092	\$128,990	\$91,406	\$140,796	\$115,466	\$125,768	\$139,571	\$125,800	\$95,833
Poverty Level										
N.A.*	96,929	5,783	2,279	5,496	1,213	44,299	32,110	4,424	723	602
Below Pov Lvl	206,306	21,668	2,094	31,642	2,485	91,480	35,068	8,114	1,596	12,159
100-149%	198,701	30,362	1,942	30,049	2,884	88,683	23,547	3,940	1,254	16,040
150-199%	242,054	44,775	2,934	31,622	2,894	100,500	30,530	6,394	2,208	20,197
200+%	2,341,313	341,009	50,799	179,153	53,814	771,781	547,763	177,127	63,477	156,390
SNAP Benefits**										
Receives SNAP	299,492	47,363	5,038	45,518	4,490	117,212	44,583	9,152	3,723	22,413
Education										
0-11 Years	181,128	64,100	800	35,601	642	51,417	8,035	2,839	3,101	14,593
HS Grad	894,285	217,204	13,336	131,210	7,336	275,303	121,939	14,785	26,011	87,161
Some College	854,671	99,545	20,189	67,459	16,276	303,259	225,853	42,221	22,826	57,043
Assoc Degree	373,907	31,566	7,890	22,888	10,937	142,165	97,701	27,858	9,844	23,058
College Grad +	781,312	31,182	17,833	20,804	28,099	324,599	215,490	112,296	7,476	23,533
Marital Status										
Married	1,684,392	238,767	32,759	161,732	38,430	561,583	367,517	107,560	46,522	129,522
Widowed, Divorced, Separated	494,501	79,487	9,878	58,132	9,384	152,550	108,144	21,429	10,604	44,893
Single	906,410	125,343	17,411	58,098	15,476	382,610	193,357	71,010	12,132	30,973
Relationship										
Householder	1,500,102	212,199	32,733	137,872	33,702	462,163	344,448	116,278	37,433	123,274
Spouse	819,912	116,603	13,015	88,561	18,331	295,695	170,984	40,174	21,766	54,783
Child, Other***	765,289	114,795	14,300	51,529	11,257	338,885	153,586	43,547	10,059	27,331
Usual Hrs										
1-29	729,340	49,183	9,751	97,008	11,926	336,183	127,828	26,793	4,661	66,007
30-34	285,198	10,268	1,807	46,381	5,390	163,684	21,491	4,244	1,004	30,929
35-39	393,561	13,632	4,538	45,587	9,574	202,022	76,880	15,004	2,244	24,080
40-44	1,468,096	341,151	36,370	80,180	29,451	328,610	398,310	131,163	54,603	68,258
45+	209,108	29,363	7,582	8,806	6,949	66,244	44,509	22,795	6,746	16,114
Average	34.2	38.0	37.7	30.7	36.1	31.8	35.5	37.7	39.2	32.6

* 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: 2021

	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%
Age										
15-24	12.6	9.1	9.1	6.0	8.0	17.1	14.6	13.2	5.3	2.6
25-34	15.0	12.2	17.2	9.3	21.6	18.6	13.3	21.8	10.4	7.7
35-44	17.4	15.0	15.6	18.1	25.0	18.0	16.8	23.3	17.1	12.4
45-54	22.8	24.6	24.5	27.2	20.9	20.3	23.6	21.7	27.3	22.9
55-64	24.4	31.1	24.5	29.4	19.4	19.3	25.1	16.8	33.8	33.8
65+	7.9	8.0	9.1	10.0	5.0	6.7	6.6	3.2	6.1	20.5
Sex										
Male	31.2	69.0	72.7	9.9	15.1	17.5	12.7	67.3	90.9	49.6
Female	68.8	31.0	27.3	90.1	84.9	82.5	87.3	32.7	9.1	50.4
Male										
15-34	34.3	22.9	24.4	41.9	46.9	62.0	52.4	37.8	13.3	10.5
35-54	35.0	38.5	40.9	36.6	37.7	22.5	31.0	45.5	45.9	28.0
55+	30.7	38.6	34.7	21.5	15.3	15.5	16.6	16.7	40.8	61.5
Female										
15-34	24.6	17.4	31.2	12.4	26.6	30.1	24.3	29.4	39.0	10.2
35-54	42.4	42.1	37.9	46.2	47.4	41.7	41.7	44.0	30.1	42.5
55+	33.0	40.4	30.9	41.4	26.0	28.2	33.9	26.7	30.9	47.3
Race										
White	58.8	53.2	44.0	53.7	58.4	58.1	62.5	65.2	69.7	63.8
Black	14.1	17.0	28.3	17.4	12.6	12.9	12.0	9.5	9.0	19.0
Asian	4.3	2.7	2.2	4.5	5.6	5.2	4.0	8.0	1.6	1.4
Hispanic	19.0	23.3	21.6	21.1	19.1	19.7	18.1	13.7	16.7	12.2
Nat Amer	0.8	0.8	1.0	0.9	0.7	0.9	0.6	0.3	0.7	1.0
Nat HI/PI	0.2	0.2	0.5	0.2	0.1	0.2	0.2	0.1	0.0	0.2
2+ Races	2.8	2.8	2.3	2.3	3.5	3.0	2.7	3.2	2.5	2.5
Male										
White	57.9	57.3	47.4	43.6	54.8	51.6	53.2	66.1	70.7	65.1
Black	14.6	15.5	25.0	26.4	11.2	14.6	15.8	8.6	8.3	16.0
Asian	5.2	2.7	2.6	6.6	9.4	10.0	6.2	7.7	1.4	2.0
Hispanic	18.3	20.5	21.1	18.9	20.8	19.3	20.5	14.2	16.5	13.4
Nat Amer	0.8	0.9	1.1	1.7	1.0	0.8	0.3	0.2	0.7	1.0
Nat HI/PI	0.2	0.2	0.6	0.2	0.0	0.3	0.2	0.1	0.0	0.0
2+ Races	3.0	3.0	2.2	2.6	2.7	3.4	3.8	3.1	2.4	2.5
Female										
White	59.2	44.1	35.0	54.8	59.0	59.5	63.9	63.5	59.6	62.6
Black	13.9	20.5	37.0	16.4	12.9	12.6	11.5	11.4	15.5	22.0
Asian	3.9	2.8	1.1	4.3	5.0	4.1	3.7	8.5	3.0	0.9
Hispanic	19.4	29.6	23.1	21.3	18.8	19.8	17.7	12.8	18.7	10.9
Nat Amer	0.8	0.5	0.8	0.8	0.6	0.9	0.7	0.5	0.7	0.9
Nat HI/PI	0.2	0.3	0.4	0.2	0.1	0.2	0.1	0.0	0.0	0.3
2+ Races	2.7	2.3	2.6	2.2	3.6	3.0	2.5	3.3	2.6	2.4

Table 12-1b (Percentages) continued
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2021

	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	2.3	1.6	0.9	4.1	1.4	2.7	2.0	1.3	0.7	2.2
\$15,000-\$24,999	3.7	3.2	1.7	7.2	2.1	4.6	2.1	1.6	1.1	4.6
\$25,000-\$34,999	5.0	5.5	3.1	8.1	3.8	6.0	2.9	1.3	1.6	6.7
\$35,000-\$44,999	5.9	7.7	5.4	7.8	3.5	6.0	4.8	2.8	2.8	6.9
\$45,000-\$54,999	6.6	8.5	5.7	8.0	4.5	6.2	5.8	4.0	4.6	8.7
\$55,000-\$74,999	13.0	15.8	10.7	15.2	8.8	12.6	11.3	10.5	12.9	16.2
\$75,000 +	63.6	57.7	72.5	49.7	75.9	62.0	71.1	78.6	76.3	54.8
Poverty Level										
Below Pov Lvl	6.9	4.9	3.6	11.6	4.0	8.7	5.5	4.1	2.3	5.9
100-149%	6.6	6.9	3.4	11.0	4.6	8.4	3.7	2.0	1.8	7.8
150-199%	8.1	10.2	5.1	11.6	4.7	9.5	4.8	3.3	3.2	9.9
200+%	78.3	77.9	87.9	65.8	86.7	73.3	86.0	90.6	92.6	76.4
SNAP Benefits*										
Receives SNAP	9.7	10.7	8.4	16.4	7.1	10.7	6.7	4.6	5.4	10.9
Education										
0-11 Years	5.9	14.5	1.3	12.8	1.0	4.7	1.2	1.4	4.5	7.1
HS Grad	29.0	49.0	22.2	47.2	11.6	25.1	18.2	7.4	37.6	42.4
Some College	27.7	22.4	33.6	24.3	25.7	27.7	33.8	21.1	33.0	27.8
Assoc Degree	12.1	7.1	13.1	8.2	17.3	13.0	14.6	13.9	14.2	11.2
College Grad +	25.3	7.0	29.7	7.5	44.4	29.6	32.2	56.1	10.8	11.5
Marital Status										
Married	54.6	53.8	54.6	58.2	60.7	51.2	54.9	53.8	67.2	63.1
Widowed, Divorced, Separated	16.0	17.9	16.5	20.9	14.8	13.9	16.2	10.7	15.3	21.9
Single	29.4	28.3	29.0	20.9	24.5	34.9	28.9	35.5	17.5	15.1
Relationship										
Householder	48.6	47.8	54.5	49.6	53.3	42.1	51.5	58.1	54.0	60.0
Spouse	26.6	26.3	21.7	31.9	29.0	27.0	25.6	20.1	31.4	26.7
Child, Other**	24.8	25.9	23.8	18.5	17.8	30.9	23.0	21.8	14.5	13.3
Usual Hrs										
1-29	23.6	11.1	16.2	34.9	18.8	30.7	19.1	13.4	6.7	32.1
30-34	9.2	2.3	3.0	16.7	8.5	14.9	3.2	2.1	1.4	15.1
35-39	12.8	3.1	7.6	16.4	15.1	18.4	11.5	7.5	3.2	11.7
40-44	47.6	76.9	60.6	28.8	46.5	30.0	59.5	65.6	78.8	33.2
45+	6.8	6.6	12.6	3.2	11.0	6.0	6.7	11.4	9.7	7.8

* Supplemental Nutrition Assistance Program, formerly known as Food Stamps

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