



# The Changing Face of U.S. Jobs

Composition of Occupations by Gender, Race,  
and Age from 2001-2014

Since 2001, the United States labor market has had no shortage of peaks and valleys: two recessions followed by drawn-out recoveries, a housing boom and bust, the emergence of the mobile-centric tech sector, and the persistent growth of health care jobs. Through it all, the workforce has grown more diverse, in lock-step with the country's changing demographics.

But how are these changes reflected in specific occupations?

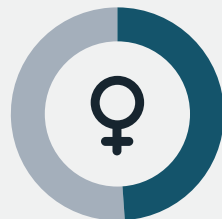
Analyzing data from labor market software firm Economic Modeling Specialists Intl., CareerBuilder tracks the changing composition of 785 occupations by gender, age and race, concluding that the workforce does in fact look different in 2014, and not entirely in ways one might assume.

The following findings highlight the shifts with the greatest implications for workforce planners, HR executives, college administrators and job seekers.

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Gender

**There are more women in the workforce today than at any point in U.S. history.** In 2014, 49% of jobs were held by women, compared to 48% in 2001. That amounts to 4.9 million more female workers since 2001 compared to just 2.2 million additional male workers.



2014

*49% of jobs held by women =  
4.9 million more female workers since 2001*

It may be surprising to learn, however, that it's men who are entering a wider variety of occupations.

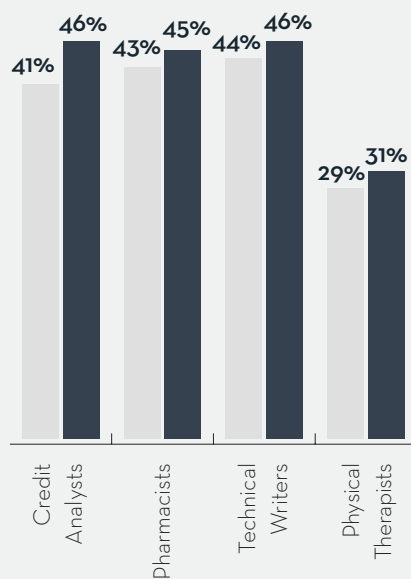
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## Since 2001 . . .

Men gained a greater share of jobs in 72% of all occupations.

37% of these jobs are in female-majority occupations, including:

### % of Jobs Held by Men



Avg. Median Earnings\*

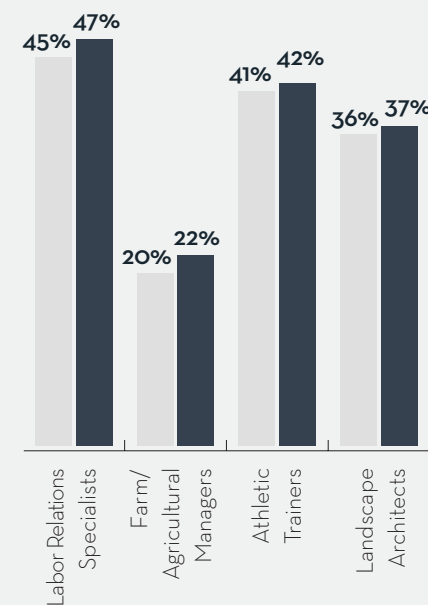
\$25.51/hour

\$20.19/hour

Women gained a greater share of jobs in just 21% of occupations.

73% of these are in male-majority occupations, including:

### % of Jobs Held by Women



Not only are most occupations becoming more male, a major pay disparity exists.



Men are gaining in higher-paying jobs, on average.



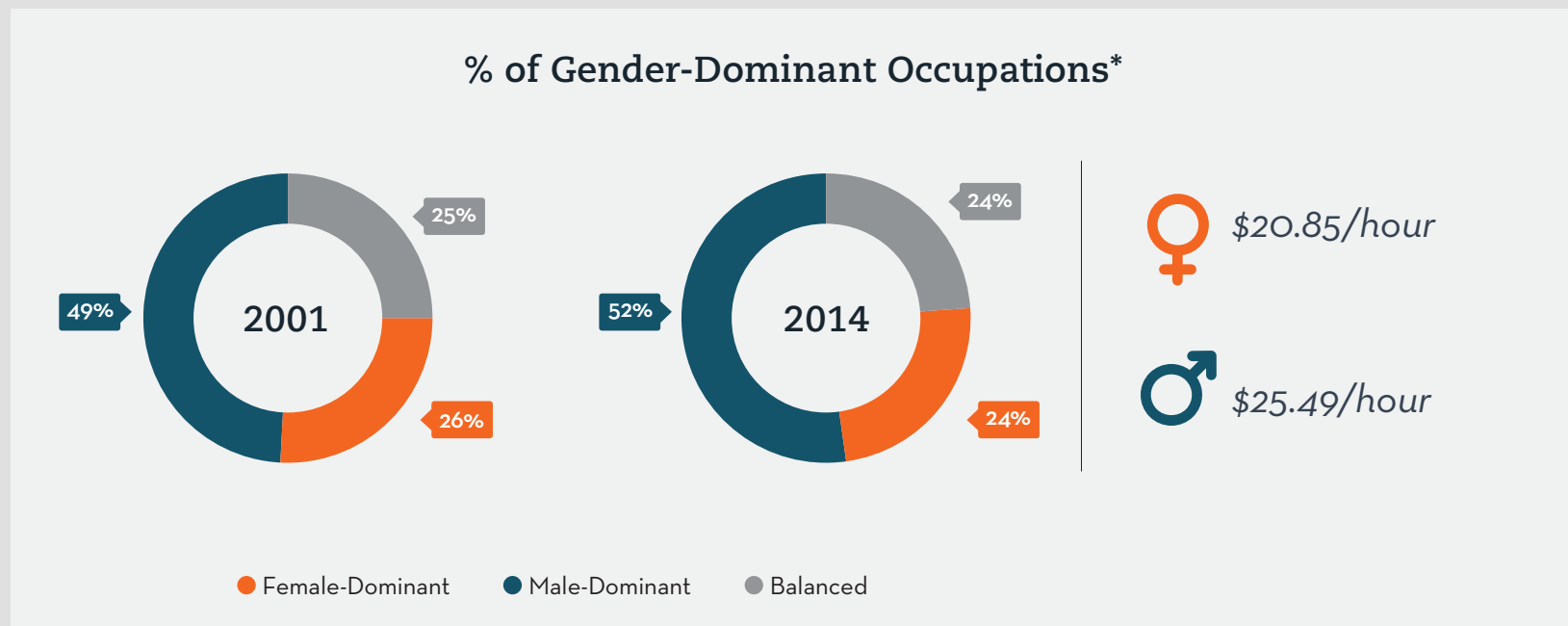
Women are mostly gaining in low-paying, male-majority jobs.

● 2011 ● 2014

\*Median Hourly Earnings represent earnings for all workers in the occupation

Occupational segregation refers to disciplines heavily represented by one group. Historically, men have been the dominant job holders in more occupations – particularly in vocational trades, construction, and energy – while women tend to cluster in a smaller list of very large occupations – e.g. nursing, elementary education. In 2014, even more occupations are male-dominant.

Male-dominant jobs tend to pay higher than female-dominant jobs. Depending on the source, occupational segregation may contribute between 25% and 50% of the gender wage gap.



\*Occupations with 25% higher representation than average workforce representation

Since 2001, women lost ground in **48 out of the 50 highest paying** occupations.



### In Health Care . . .

% OF JOBS HELD BY WOMEN

	2001	2014
Surgeons	35%	33%
Pediatricians	35%	33%
Orthodontists	36%	31%
Psychiatrists	36%	35%

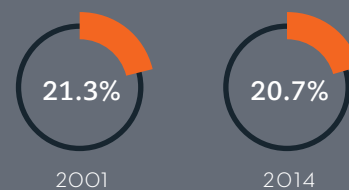
Much is made about progress in the C-Suite at many prestigious companies, and rightly so.

### Female-led Fortune 500 Companies:

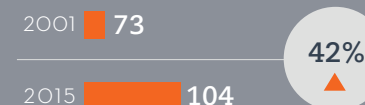


But that trend was not matched across all establishments, large and small:

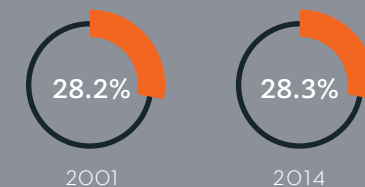
### % of Female Chief Executives



And while there's a record number of women in U.S. Congress . . .



. . . women have only marginally increased their representation in legislatures at all levels of government:



But if women now make up a greater share of the workforce, how is it they're losing share in most occupations? One explanation has to do with the types of jobs that have grown and declined since 2001.

**117 occupations lost 10,000 jobs or more**  
**76% are male-majority**

OCCUPATION	JOB LOST (2001-2014)	% OF JOBS HELD BY MEN
Production Supervisors	-149,401	82%
Electricians	-111,954	98%
Military Jobs	-64,585	85%
Telecomm Line Installers	-45,021	95%
Industrial Engineers	-42,786	82%

As jobs went away in these fields, male workers had to find work in a broader array of occupations. This led to further concentration in male-majority jobs or gains in female-majority jobs.

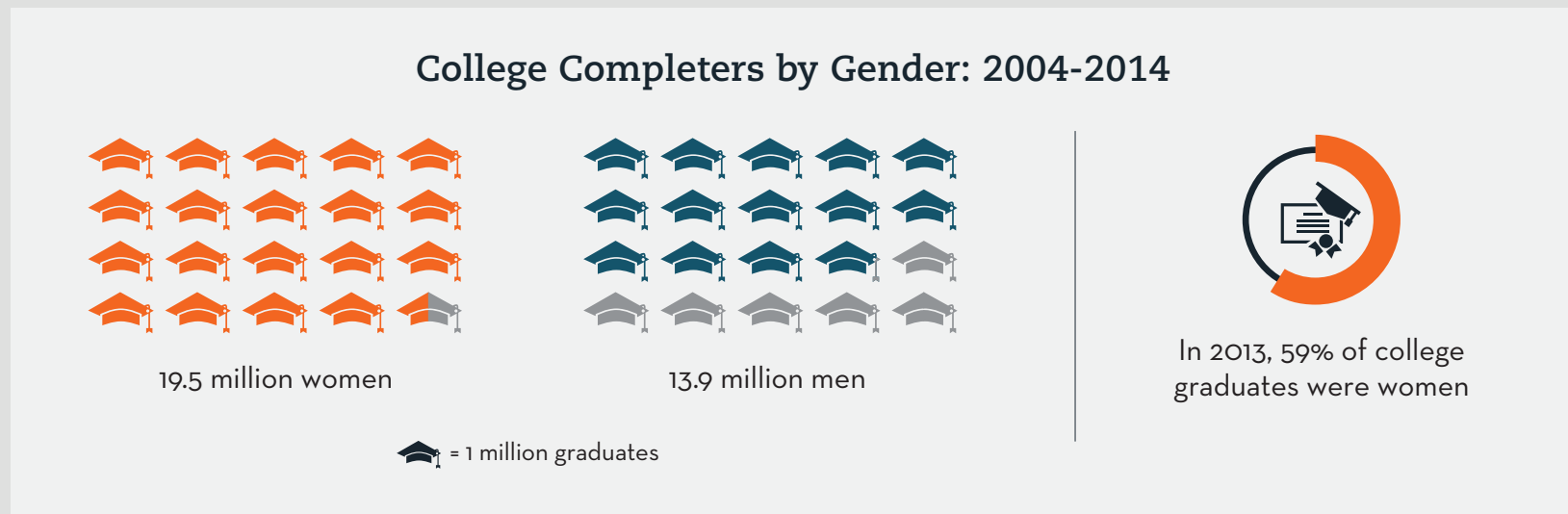
**32 occupations gained 75,000 jobs or more**  
**69% are female-majority**

OCCUPATION	JOBS GAINED (2001-2014)	% OF JOBS HELD BY WOMEN
Personal Care Aids	731,172	84%
Registered Nurses	492,493	91%
Secretaries/Admin. Assistants	204,925	95%
Cashiers	104,306	72%
Bookkeeping, Account Clerks	75,555	88%

The largest gains in the workforce for women occurred in a small number of sizable occupations, most of which were already female-majority.



The second explanation lies in education data. Looking at overall college graduation rates, the slide of female workers in high-paying occupations seems counterintuitive. Since 2004, 5.6 million more women than men attained college degrees – either at the associate, bachelor's or post-graduate levels.



Progress in the classroom should seemingly have led to more gains in high-skill occupations for women, but men are still the dominant degree earners in many high-paying fields, including most areas of STEM – science, technology, engineering and math. In some majors, men are increasing their share. Women, however, have a large lead in total post-graduate degrees conferred.

### Degree Attainment in Popular Majors: 2004-2013

PROGRAM*	% MALE GRADS ('04)	% MALE GRADS ('13)	CHANGE
Computer Science	78%	83%	+5
Engineering	80%	79%	-1
Law - Post Grad	51%	54%	+3
Masters/Doctors in Business	58%	54%	-4
Business Mgmt./Marketing	50%	52%	+2
Medicine/Doctors	54%	52%	-2
All Masters/Doctors	43%	42%	-1
Journalism & Communications	35%	35%	0
English	31%	32%	+1
Education	23%	22%	-1

● Female-Dominant Degree Programs

\*Includes associates, bachelor's & post-grad degrees unless otherwise specified

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We need to move beyond the simplistic, antiquated notions of pink-collar, blue-collar and white-collar jobs and focus on bringing the best people, regardless of gender, into the roles required of a healthy economy.

Men are contributing in a wider variety of occupations than at the turn of the century, and as women continue to make up a larger share of the workforce, we must ensure they have the same access and opportunity for success in all professions.

Together, business leaders, policymakers and educators can reduce occupational segregation at the high end of the wage ladder by encouraging women to enter STEM fields and other fast-growing knowledge jobs. This has to begin at a young age and continue throughout an individual's career development. Employers, meanwhile, must continue their efforts to weed out any system of discrimination that may exist, and create programs that support and seek out women who desire leadership roles.

**ROSEMARY HAEFNER** *Chief Human Resources Officer, CareerBuilder*

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Age

The most dramatic demographic shift in workforce composition is age.

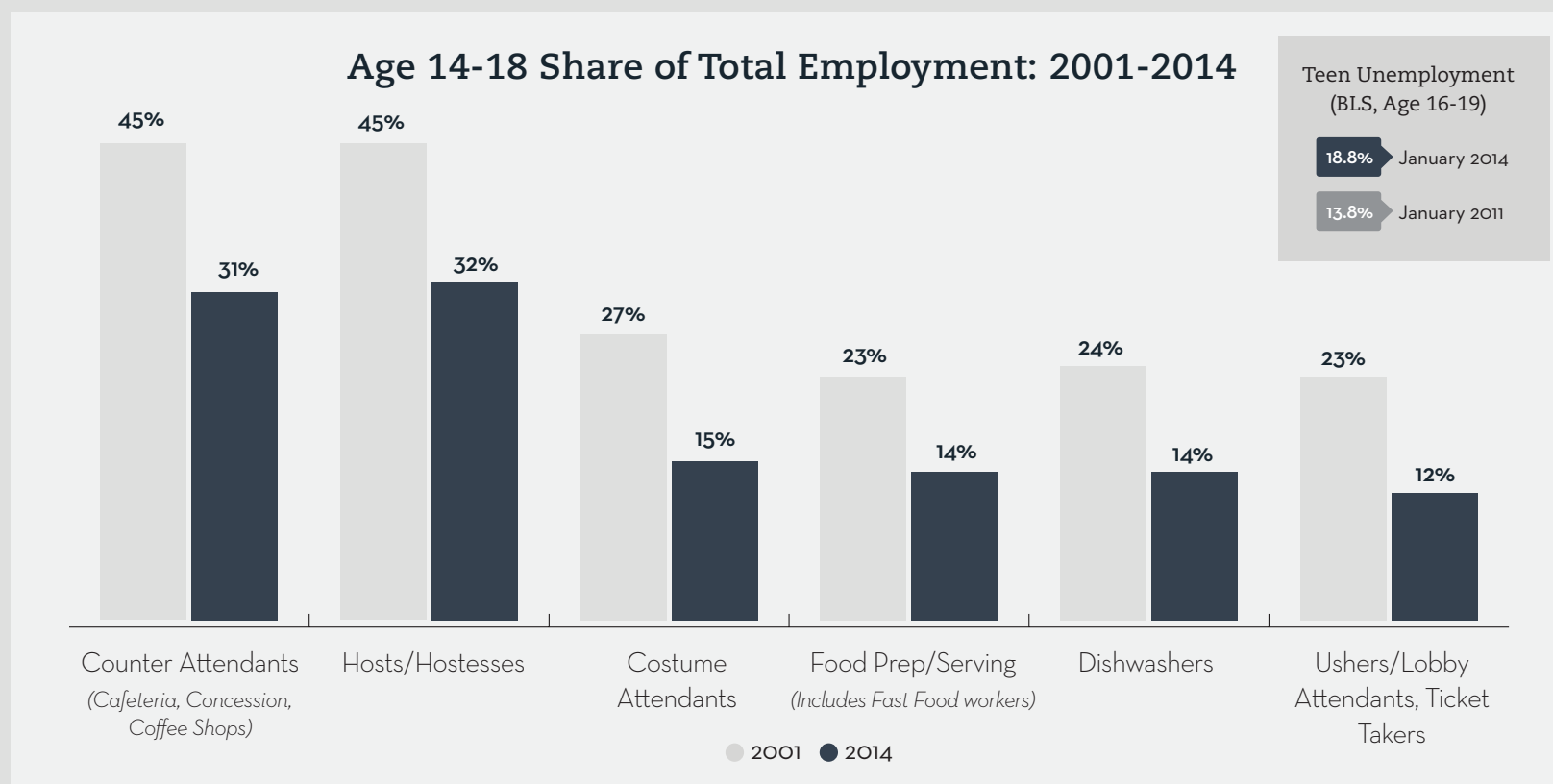
### The Aging U.S. Workforce

AGE GROUP	JOBS 2001 (IN MILLIONS)	%SHARE	JOBS 2014 (IN MILLIONS)	%SHARE	WORKFORCE GROWTH
14-18	5.2	4%	3.5	2%	-33%
19-21	8.0	6%	7.9	6%	0%
22-34	39.2	29%	40.8	29%	4%
35-54	62.7	46%	61.9	43%	-1%
55+	20.6	15%	28.9	20%	40%

\*Occupations with 25% higher representation than average workforce representation

The number of jobs held by teenagers (14-18) is down by 1.7 million – a 33% decline. Slower population growth and a weak economic climate are the primary culprits.

Teens lost share of total employment in 75% of occupations, including many staples of after-school and summertime work. They gained in zero occupations.



Faced with a challenging job market, millennials (defined here as 22-34 year olds) are taking on an increasing share of the jobs formerly held by teenage workers. The data echoes past CareerBuilder surveys that found 51% of employed class of '14 college grads are in jobs that don't require a college degree and 3 in 10 employers are hiring more college-educated workers for roles primarily held by high school grads. Gains in oil & gas extraction and mining jobs provided one of the few bright spots for this age group.

### Millennials' Share of Total Employment: 2001-2014

\$19.82 avg. median  
earnings/hr.

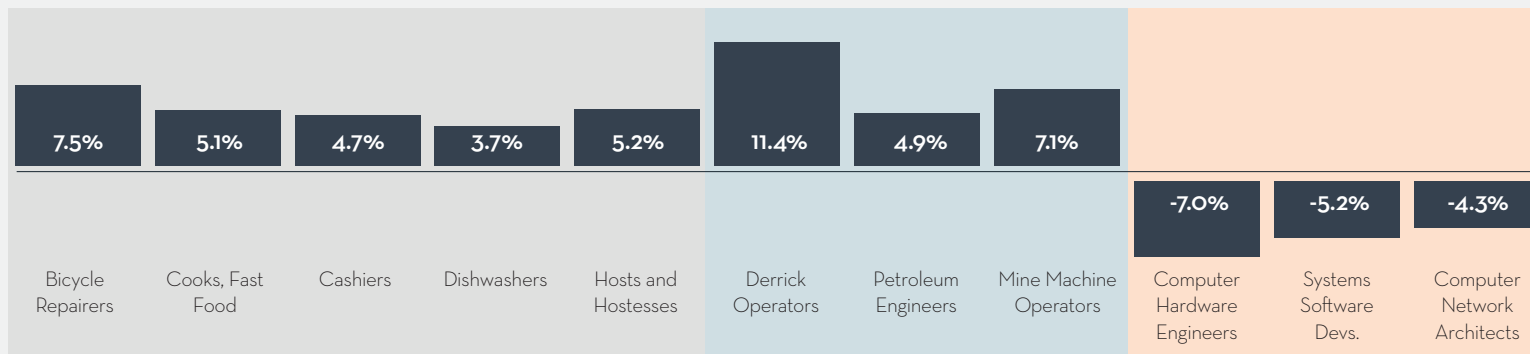
Gaining in:  
29%  
of Occupations

Losing in:  
69%  
of Occupations

\$25.85 avg. median  
earnings/hr.

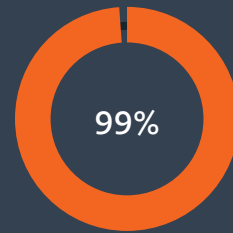
### Change in % Share: 2001-2014

● Service/Hospitality ● Oil and Gas ● Information Technology



With boomers entering the back third of their careers, the workforce is dramatically aging. While many are aware of this trend, occupation composition numbers emphatically illustrate the shift and foreshadow the labor market's outlook 10-20 years from now.

The 55+ workforce grew by 40% – **8.3 million** – since 2001. That's nearly equivalent to the population of New York City.



The group increased its share of employment in **99% of occupations.**

210 occupations are made up of at least **25% 55+ workers** compared to just 86 occupations in 2001.

210

86

● 2001 ● 2014



### Occupations with High % of Workers 55 and Older

OCCUPATION	% 55+ ('14)	MED. HRLY. EARNINGS*
Clergy	46.5	\$21.26
Librarians	44.4	\$27.10
Patternmakers, Metal and Plastic	41.5	\$20.12
Chief Executives	38.7	\$81.76
Construction and Building Inspectors	38	\$26.80
Agricultural Inspectors	36.6	\$20.99
Education Administrators, Elementary and Secondary School	35.3	\$43.28
Emergency Management Directors	35.3	\$30.59
Tool and Die Makers	35.1	\$23.39
Psychologists, All Other	34.9	\$43.82
Physicists	33.8	\$52.20
Transportation Inspectors	33.3	\$31.61
Judges, Magistrate Judges, and Magistrates	30.8	\$49.92
Bridge and Lock Tenders	30.6	\$21.31
Real Estate Sales Agents	30.6	\$20.32
Oral and Maxillofacial Surgeons	30.4	\$92.24
Bookkeeping, Accounting, and Auditing Clerks	30.3	\$17.32
Dentists, General	29.7	\$72.40
Purchasing Managers	28.8	\$49.62
Nuclear Power Reactor Operators	27.3	\$37.59
Architectural and Engineering Managers	27	\$62.31
Machinists	25.7	\$19.07

\*Median Hourly Earnings represent earnings for all workers in the occupation



The implications of the aging workforce boil down to a simple question: As workers retire, will there be enough qualified candidates to fill the vacated jobs?

When employment growth projections and replacement needs are taken into account, millions of high and middle-skill occupations will be available. This will require workforce planners and talent acquisition executives to evaluate succession plans and candidate supply chains. With the right labor market data in hand, however, it's a manageable task.

The demographic shift, combined with an improving economy, also presents opportunities for job seekers and workers considering a new occupation, regardless of career stage. Employees in the prime of their careers will have a chance to step into elevated roles. Younger workers can seize the opportunity to take on high-demand occupations, many of which are in trade or vocational roles that require just an associate degree. Finally, as prospects for millennials improve, employment opportunities for teenage workers will return in greater numbers.

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**MATT FERGUSON** *Chief Executive Officer, CareerBuilder*



Race/Ethnicity

The U.S. population is more racially and ethnically diverse now than at the turn of the century, and so is the workforce.

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**Workforce & Population Shifts by Race/Ethnicity: 2001-2014**

RACE OR ETHNICITY	POP. GROWTH	JOB GROWTH	% SHARE OF JOBS '01	% SHARE OF JOBS '14
White	+1%	+1%	71%	69%
Black or African American	+13%	+6%	12%	12%
Hispanic or Latino	+50%	+23%	11%	13%
Asian	+51%	+24%	4%	5%
Two or More Races	+77%	+24%	1%	1%
Other	+15%	+11%	1%	1%

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The two major racial/ethnic groups with the fastest job growth in the U.S. since 2001 are Asians and Hispanics/Latinos. Each group gained share of employment in virtually all occupations – 96% for Hispanic/Latino workers; 90% for Asian workers.

#### Employment Gains for Hispanics/Latino Workers

	2014 % SHARE OF JOBS	% POINT CHANGE SINCE '01	MED. HRLY. EARNINGS*
Service Unit Operators, Extraction	26.6%	7.8	\$20.56
Plasterers and Stucco Masons	52%	6.6	\$18.93
Dental Assistants	18.3%	5.3	\$16.85
New Accounts Clerks	15.8%	4.6	\$15.98
Loan Officers	11.7%	2.7	\$29.75

#### Employment Gains for Asian Workers

	2014 % SHARE OF JOBS	% POINT CHANGE SINCE '01	MED. HRLY. EARNINGS*
Skincare Specialists	34.1%	9.3	\$13.75
Prosthodontists	13.5%	5	\$45.51
Software Developers, Applications	31%	4.7	\$44.95
Family and General Practitioners	18.3%	3.3	\$83.80
Pharmacists	15.8%	3.3	\$57.54

\*Median Hourly Earnings represent earnings for all workers in the occupation

Black/African American workers maintained a 12% share of all jobs since 2001. The group gained share in just 22% of occupations, but most were in jobs that pay above the national median wage (\$20.31/hr.).

Black/African American workers gained share in **44% of the 50** highest paying jobs.

**Including:**  
Internists, Airline Pilots,  
Lawyers, Purchasing  
Mangers, Surgeons

Average median earnings for  
all occupations with higher  
share of employment:  
**\$27.99/hr.**

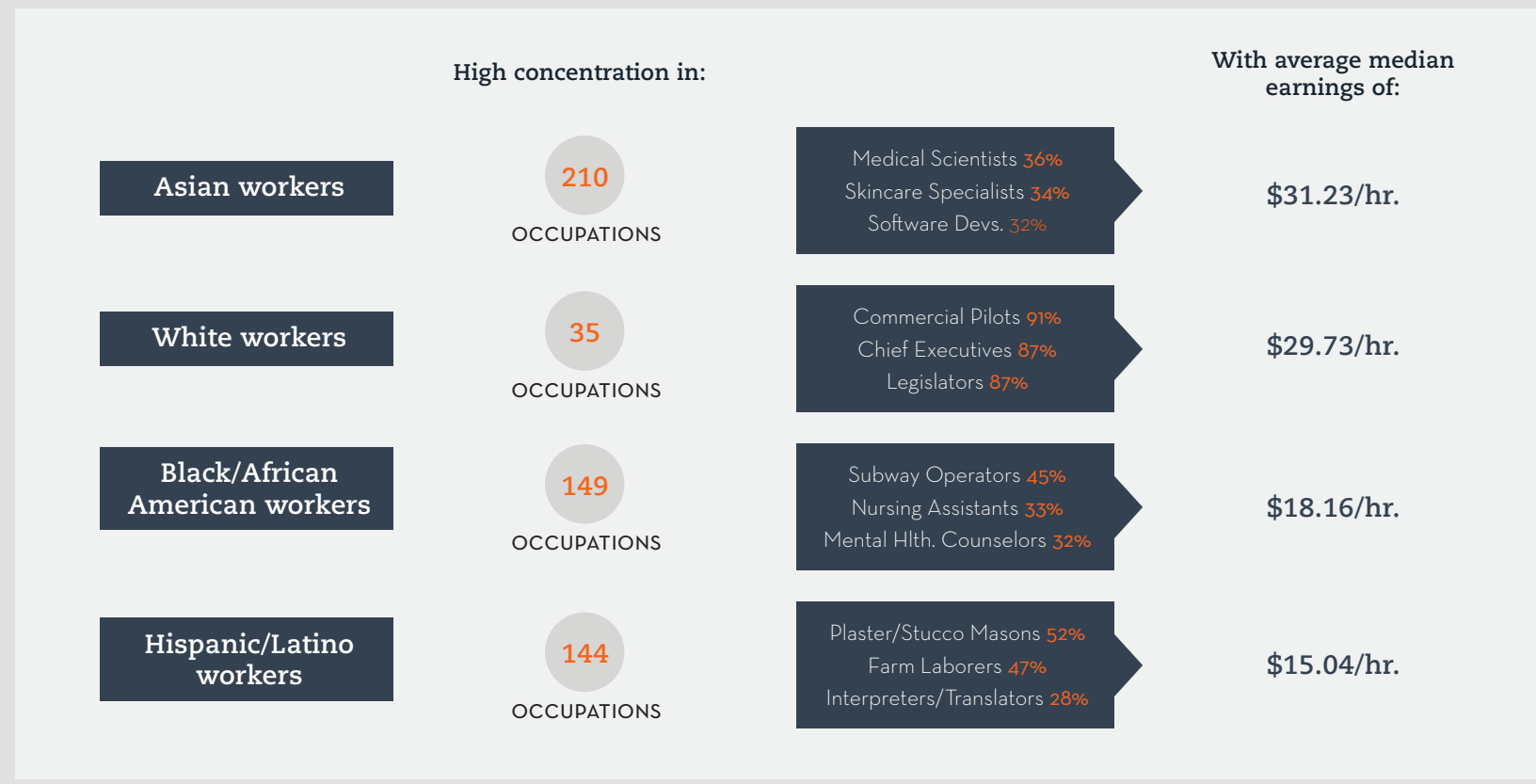
White workers lost share of total employment in 94% of occupations; this is the only major racial group in the U.S to lose share of the total workforce. The reason is almost entirely due to slower population growth since 2001 (1%).

White workers lost share  
in **each of the 50** highest  
paying jobs.

**Agriculture-related  
occupations** were  
the primary source of  
employment gains.

White workers are still the  
majority job holders in **95%  
of occupations.**

Like gender, racial and ethnic groups often cluster in specific occupations. Controlling for high-concentration jobs provides a look at the quality of work associated with each group's most frequently entered occupations. A high-concentration job is defined as an occupation with 25% higher representation than the group's average workforce share.



\*Median Hourly Earnings represent earnings for all workers in the occupation

Access to higher education will continue to be a priority for achieving higher salaries and better jobs for all U.S. workers. Since 2004, college graduates are becoming more diverse. The biggest attainment gains occurred for Hispanic & Latino students. Diverse students are also gaining ground in most high-demand degree fields.

### Degree Attainment Associate, Bachelor's, Post-Grad

% OF DEGREES	2004	2013
White	70%	63%
Black	10%	11%
Hispanic	7%	11%
Multiple or Unknown	7%	8%
Asian	6%	6%
American Indian	1%	1%
Total Diverse	30%	37%

### Attainment by Program\*

% OF DEGREES	WHITE		TOTAL DIVERSE	
	2004	2013	2004	2013
Engineering	69%	66%	31%	34%
Computer Science	60%	60.5%	40%	39.5%
Business, Management/ Marketing - Bachelor's Only	68%	62.5%	32%	37.5%
Masters/Doctors in Business	61.5%	56%	38.5%	44%
Biological/Biomedical Sciences	69%	61%	31%	39%
Law - Post-Grad	73.5%	68%	26.5%	32%
Medicine, Doctoral	64%	59%	36%	41%
All Masters/Doctors	69%	63.5%	31%	36.5%

\*Includes associate, bachelor's & post-grad degrees unless otherwise specified



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Like the population as a whole, the U.S. workplace is becoming more diverse. Businesses that embrace diversity have benefitted immensely from the different backgrounds, experiences and skill sets of their workforces. A diverse organization is more innovative, more inclusive, and better positioned to capitalize on an ever-changing consumer marketplace.

Any momentum achieved since 2001 must be sustained by increasing access to effective, affordable education so that young people, regardless of race or ethnicity, are exposed to the full spectrum of vocations and career paths.

**ALEX GREEN** *General Counsel, CareerBuilder*

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## About this Report

Data used to compile this report is based primarily on Economic Modeling Specialists International's extensive labor market data set. EMSI, a CareerBuilder company, gathers and integrates economic, labor market, demographic and education data from more than 90 government and private-sector sources, creating a comprehensive and current database that includes both published data and detailed estimates. The report uses EMSI's 2014.3 Class of Worker data set and does not include self-employed workers.



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