



RESEARCH REPORT

# The Latino Community Stepping Up for America



AND HOW THEY WILL DRIVE AMERICA'S RECOVERY

MAY 2021

Lead Research: **Jie Zong**



## ABOUT THE LATINO DONOR COLLABORATIVE

At the LDC, we are proud to be an objective and analytical entity that defines the opportunities and actionable steps to be taken by resource allocators in America as Latinos become the driving force of the New Mainstream Economy. Our data helps decision-makers make market-based decisions, increase the economic pie, and set up the current and next generations for success as demographics and digitalization continue to evolve our economy.

Our focus on economic growth is why our partners and supporters work with us: Latinos are a force of nature developing our economy, and that's the REAL, fact-based narrative of who Latinos are in America. Latinos are a cohort 100% consistent with our nation's core philosophies and values.

As a fiercely independent and self-funded non-profit, we prioritize two LDC pillars: a) fact-based economic data about the Latino cohort in America, and b) partnerships with American CEOs and other resource allocators who utilize our data as a strategic tool to create results and grow their success. Our job is not only to create reports but also to communicate the data to key influencers. That is why we are so proud of our research's media coverage: from major news organizations, such as *WSJ*, *Forbes*, *Bloomberg*, *Fortune*, and *CNBC*, to local media in small to large cities across America. People are learning more and more about the economic power of the Latino community and its benefits for all Americans.

To learn more, go to:

**[LatinoDonorCollaborative.org](https://LatinoDonorCollaborative.org)**

Twitter: [@LDCLatino](https://twitter.com/LDCLatino)

Facebook: [@LatinoCollaborative](https://facebook.com/LatinoCollaborative)

Instagram: [@LatinoDonorCollaborative](https://instagram.com/LatinoDonorCollaborative)

# Table of Contents

<b>Letter From LDC' Board Chair, Sol Trujillo, &amp; LDC' Board Member, José Luis Prado</b>	<b>1</b>
<b>Letter from LDC' Executive President</b>	<b>2</b>
<b>Executive Summary</b>	<b>3</b>
<b>PART 1 / Demographic Profile of Latino and Non-Latino Essential Workers</b>	<b>8</b>
<b>PART 2 / The Outsized Role of Latino Essential Workforce in the Essential Industries during the Pandemic</b>	<b>10</b>
Overview	10
The Immigrant Effect	10
Healthcare & Social Assistance	11
Commercial Cleaning Services	13
Food Processing	14
Agriculture	16
Construction	17
Transportation & Logistics	18
Retail or Wholesale	19
Entrepreneurship	19
<b>PART 3 / The COVID-19 Pandemic-induced Recession and the Latino Recovery that can Drive Growth</b>	<b>21</b>
Background	21
Systemic Issues Create Wealth Inequality	22
Vital Issue: Latino Youth Imperative	23
Latinos Bounce Back and Empower their Communities	23
Resilient but not Inmune: Recommendations	24
<b>PART 4 / Latino Recession Rebound Trends</b>	<b>26</b>
Demographics	26
Labor Force Participation rates	26
Entrepreneurship & Job Creation	28
Upward Mobility	29
<b>PART 5 / State-level Analysis</b>	<b>30</b>
Overview	30
Healthcare & Social Assistance	31
Commercial Cleaning Services	32
Food Processing	33
Agriculture	34
Construction	35
Transportation & Logistics	36
Retail or Wholesale	37
<b>Conclusion</b>	<b>38</b>
<b>Methodology</b>	<b>39</b>
<b>Appendix</b>	<b>40</b>
<b>Endnotes</b>	<b>48</b>



## Letter From LDC' Board Chair, Sol Trujillo, & LDC' Board Member, José Luis Prado

For over 10 years, the LDC has sought to fill the knowledge gap about the economic contributions of Latinos in America among America's top political, media, and corporate leaders. We have proudly invested and funded this mission ourselves. Although Latinos have resided in the territory that is now the U.S. long before the Mayflower arrived, there was surprisingly sparse research available about this group at our onset.

Now, we are proud to be the go-to source for Latino economic research.

As our role has evolved with increasingly important contributions to the national dialogue on economic growth, we highlight today the humble, individual actors that have collectively created what would be the eighth largest economy in the world if they constituted a country by themselves, a \$2.6 trillion added annually to the American GDP; a cohort which contributions grow 72 percent faster than non-Latino GDP every year<sup>1</sup>.

It should be needless to say that Latino economic coping mechanisms merit close attention. That there is a fact-based story that needs to be told widely: Latinos are heroes who are keeping the economy, and our lives, in motion.

Well said by 19th-century American writer, James Lane Allen, "Adversity does not build character, it reveals it." The COVID-19 pandemic presents an opportunity to gain insights into the growth possibilities that the Latino cohort represents and its return on investment if we chose to better support and catalyze it.

Sincerely,

Sol Trujillo  
CHAIR  
**LATINO DONOR COLLABORATIVE**

José Luis Prado  
DIRECTOR  
**LATINO DONOR COLLABORATIVE**

---

<sup>1</sup> Dan Hamilton, Matthew Fienup, David Hayes-Bautista and Paul Hsu, "2020 LDC U.S. Latino GDP Report," Latino Donor Collaborative, September 24, 2020, <https://www.latinodonorcollaborative.org/original-research/2020-ldc-u-s-latino-gdp-report>



## LETTER FROM LDC' EXECUTIVE PRESIDENT

The COVID-19 pandemic has shaken America to its core, and only a massive, unified effort will uplift the economy. One foreseeable roadblock to recovery is a historical oversight of one of America's greatest strengths—the U.S. Latino cohort. Latinos demonstrate a unique pattern of resilience somewhat underutilized by decision-makers who could galvanize this community to create even more economic growth for all. This opportunity loss arises from a lack of understanding of Latinos' tremendous contributions to the economy and many other fundamental aspects of American life.

This is the reason for this report: to create awareness of the treasure that the Latino community is for America, during and after this pandemic crisis, as it has been in all other economic crises in modern times.

Latinos have stepped up for America during this Pandemic. They have served on the frontlines as essential workers—from the fields in the Central Valley to the corridors of our hospitals in LA and they have stepped up for all Americans. In fact, [two in three undocumented workers](#) who file taxes with an Individual Taxpayer Number (ITIN) work in an industry deemed essential.

This is not the first time Latinos have driven the recovery from a recession. From the 1948/49 recession to the current pandemic-induced crisis, Latinos have consistently participated in the U.S. labor force at the highest rate among all race and ethnicity groups.<sup>i</sup>

Over the past year, we have all been forced to take stock of our lives and recognize what is truly important —family, food, health care, shelter. This report shows that although Latinos can't always secure these basics for themselves, they play an instrumental role in securing the necessities for all Americans—even if that means sacrificing their lives in the process.

Last but not least, a big GRACIAS to LDC Board Member Jose Luis Prado, who had the vision to predict what would happen, and invested in this report which tells the story of how Latinos stepped up and saved the day from the beginning of the pandemic, and how they will move us out of it too.

Sincerely,

Ana Valdez  
EXECUTIVE PRESIDENT  
**LATINO DONOR COLLABORATIVE**

# Executive Summary

The COVID-19 pandemic and efforts to slow down the spread of the virus through social distancing, lockdowns, and other measures have curbed global migration, changed the way people live, and taken a significant health and economic toll on people around the world, including in the United States.

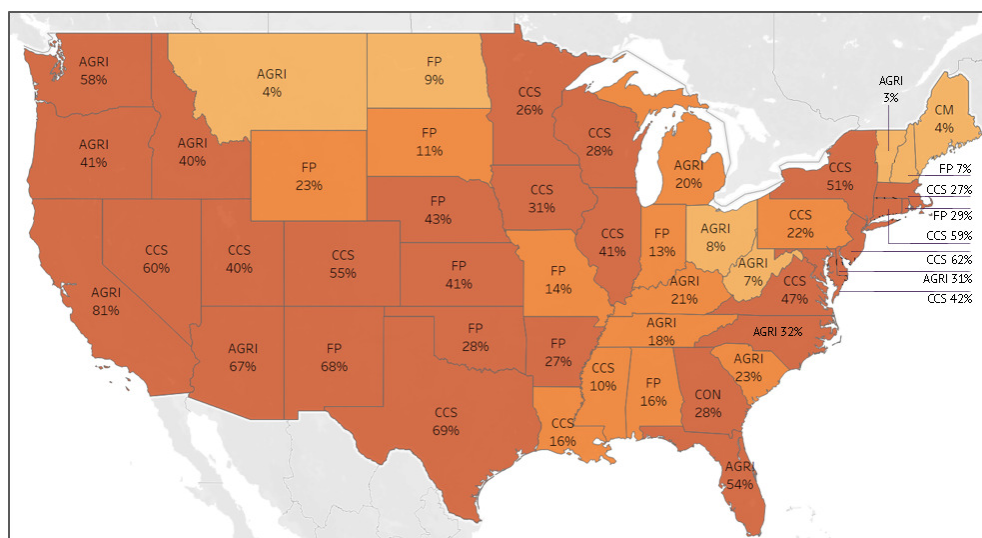
The pandemic has also created a special job class – frontline essential workers who must carry out their job functions to keep essential services online. Essential workers are most vulnerable to health risks, and many of these workers earn lower wages and are less likely to have health insurance than non-essential office workers.

Using the Census Bureau's data from the 2018 American Community Survey (ACS), **this report quantifies workers employed in the essential industries and highlights the crucial role that Latino workers have played during the pandemic, and the vital contributions that Latino workers will continue to make during the country's recovery.**

This report provides demographic profiles for Latino and non-Latino essential workers. Key findings include:

- 1/ **Almost half (48%) of all essential workers are immigrants.**
- 2/ **In some industries, the majority of Latino essential workers are immigrants.** Some examples: immigrants represent 76%, 73%, and 67% of all Latino workers in agriculture, commercial cleaning services, and construction, respectively.
- 3/ Latinos account for a lion's share of certain essential industry in not only the traditional border and Southwest states but also 'driver' states such as **Kansas, Nebraska, Idaho, Oklahoma, Iowa, Minnesota, Wisconsin, Massachusetts, and North Carolina.**

**Figure 1. Essential Industry with the highest Latino Shares by State, 2014–18**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. “AGRI” refers to Agriculture, “FP” refers to Food Processing, “CON” refers to Construction, “CCS” refers to Commercial Cleaning Services, and “CM” refers to Critical Manufacturing.

Source: Tabulation of the U.S. Census Bureau's pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.



- 4 / **Latinos are three times as likely as whites to become infected with COVID-19 and nearly twice as likely to die from it.**<sup>ii</sup>
- 5 / Latino essential workers are **more than three times as likely than non-Latino essential workers to be uninsured** (25% versus 8%) — a fact that is especially devastating during the pandemic, when aggressive testing, early quarantining, and rigorous contact tracing is essential in containing COVID-19.
- 6 / Additionally, **Latino workers were hit hard by the economic recession.** Because of the nature of Latino essential workers' jobs, the extensive exposure to contamination, the need to continue working due to economic necessity, common multigenerational housing, and a lack of access to any government help for families with undocumented members, **Latino parents and children have endured enormous pressures during the pandemic.** Children have suffered academically and mentally due to issues ranging from food insecurity, isolation, increased responsibility to watch over siblings, lack of parental supervision in participating in remote learning, and limited access to laptops and the internet. Because of these factors, the **Latino participation rates in virtual learning are between 10 and 20 percentage points lower** than their white and Asian peers.
- 7 / Latino essential workers have also had to confront: limited ability to work from home, workplace overcrowding, inadequate workplace protections, reliance on public transportation to get to work, lack of paid sick leave, and crowded living conditions
- 8 / **Latino-owned businesses had less cash on hand** during the pandemic, and **when applying for funds from the Payroll Protection Program, Latinos had their loan applications approved at half the rate of white business owners.**

Here is where this sad Latino story changes, to become a bright story of hope:

- 9 / Despite the economic and emotional hit, the level of **Latino employment recovered at a remarkable rate.** In particular, the unemployment rate for Latino immigrant men dropped to the same level as their white American peers. In fact, the remittances to several Latin American countries with large diaspora populations in the United States rebounded quickly after a sharp decline in April 2020.
- 10 / A large number of Latinos who lost their jobs due to COVID-19 **shifted to essential industries to make up for their loss of income** and to continue working.<sup>iii</sup> Their lack of access to unemployment benefits and other government help compelled them to find other ways to support their families — showing their strong resiliency, work-ethic, and drive.

Nestor Chipana is the owner of Chipana Auto Sales in Athens, Georgia. He is an immigrant from Peru who has provided much support to his Athens community with fundraisers for the sick, giveaways for those in need, and grassroots efforts to get more resources for the underserved.

Of his community work, and ramped-up efforts during the COVID-19 pandemic, Nestor says: "Several times, many friends have asked why I dedicate myself so much to helping the community and not focus 100% on my business. I can't stop helping either. I feel total satisfaction when both my business and community are taken care of. At the moment when I am organizing, it is a little stressful of course but when the activity ends when everything and everything goes well, it's like a joy."

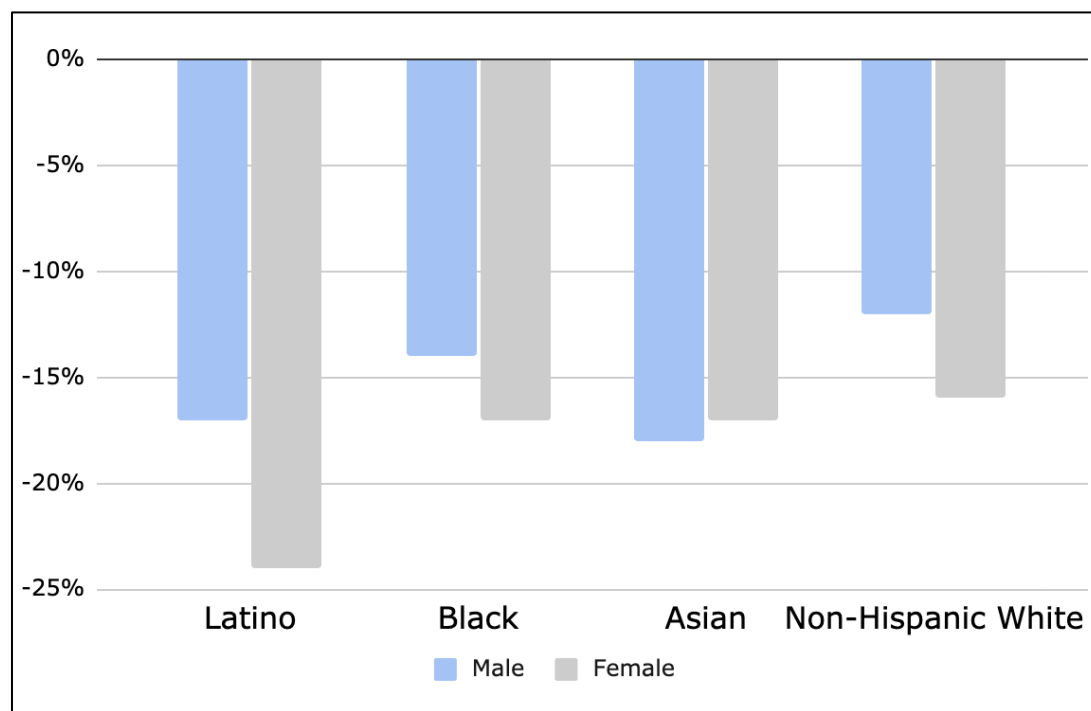
The flyer below is an example of his giveaway events for "those who don't qualify for help with the government, lost their jobs, have disabilities, are single moms, etc."



11/ **We saw the same phenomenon for Latino-owned businesses.** With fewer resources on hand, the pandemic's impact on Latino-owned businesses has been largely negative. But, **Latino business owners remain optimistic about the future.** Finding themselves with less cash on hand and getting their PPP loan applications approved at half the rate of white-owned businesses (3% versus 7%<sup>iv</sup>), Latinos emphasized community ties and giving to others even when they were also experiencing other challenges. Some have also taken advantage of the pandemic to improve operating efficiency and pivot to digital spaces.<sup>v</sup>

12/ The author's tabulation of the 2020-2021 Current Population Survey (CPS) finds that Latinas suffered the biggest loss of jobs compared to any other cohort during the pandemic, with a decrease in employment of 24%. But, as of March 2020 that 24% was reduced to 7.5%.<sup>vi</sup>

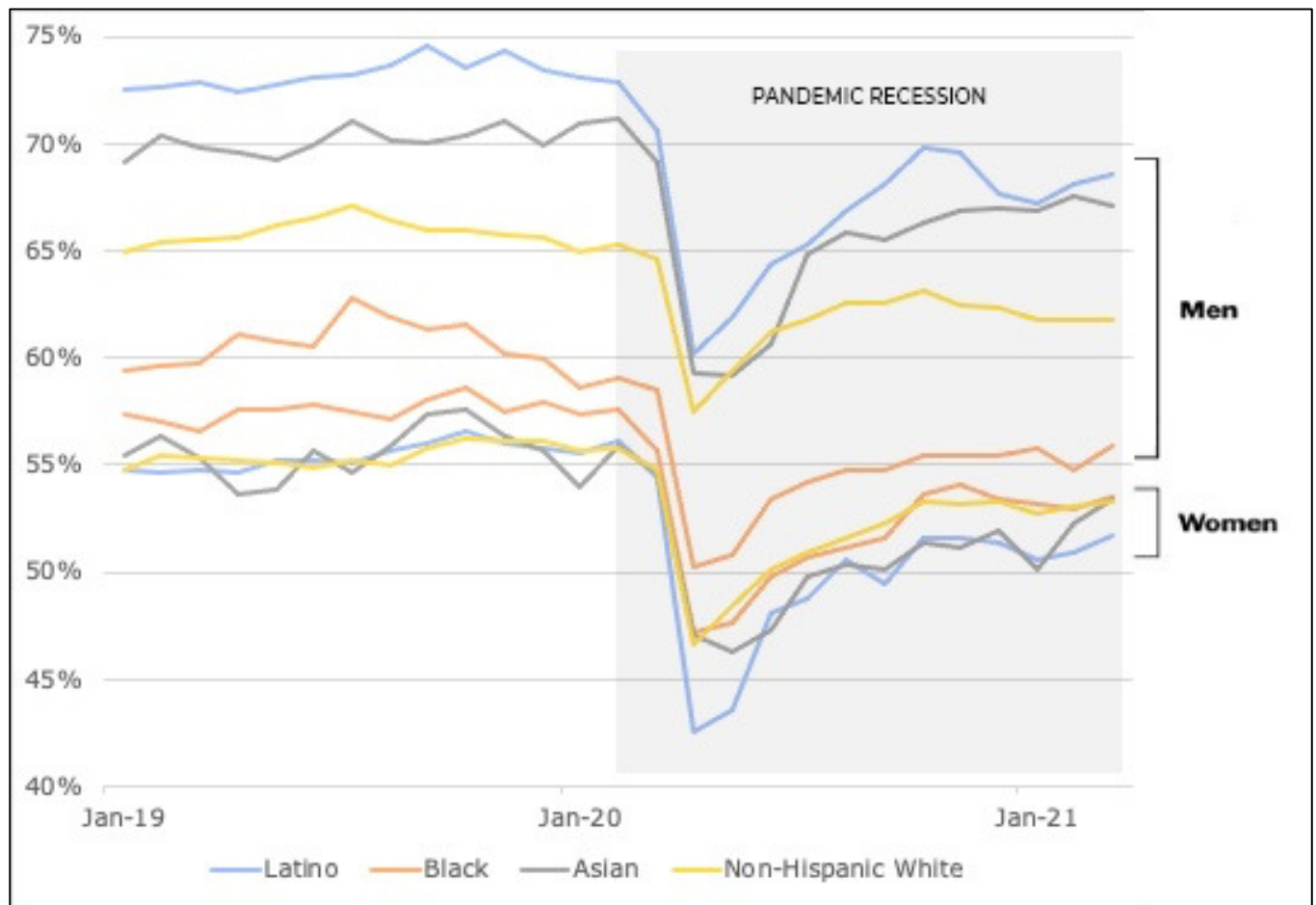
**Figure 2. Percent decrease in employment from before the pandemic**



13/ The author's tabulation of the 2019-2021 Current Population Survey (CPS) finds that as of March 2020, Hispanic males presented the largest share of the working-age population who are employed.<sup>vii</sup>

**Figure 3. Share of the working age population who are employed**





14/ Latino Homeownership grew at a record pace last year. Fueled by younger buyers, homeownership in the Latino cohort rose by more than 700,000 to nearly 9 million in 2020 total.<sup>viii</sup>

15/ The Urban Institute projects that between 2020 and 2040, 70% of the net new homeowner households will be Hispanic.<sup>ix</sup>

16/ Why do we present this information? Our partner at UCLA, Dr. David Hayes Bautista, said it well:

**“Anyone interested in restoring the United States’ Gross Domestic Product growth rate to healthy levels should care deeply about the threat that the coronavirus poses to the fastest-growing segment of the nation’s GDP: the U.S. Latino Gross Domestic Product.”**

Latinos’ wellbeing and successful recovery from this pandemic have great implications for a strong American economy. Latinos account for a substantial share of the working age population. Paired with higher fertility rates and younger ages, they are the driver of future population growth. Their outcomes will determine the success of the future American workforce. Latinos’ wellbeing and success are important not just for Latinos, but for all Americans.

Policies and interventions, if applied smartly, can boost a strong recovery for Latino workers and business owners. The following measures are recommended.

- 1/ Advocate for strict enforcement of health regulations and protection of frontline workers. Invest in safer workplaces.
- 2/ Prioritize access to vaccines for essential workers.

- 3/ Invest in the Latino community's access to healthcare.
- 4/ Ensure equal access to government programs for Latino workers.
- 5/ Include Latino small businesses and homeowners in government programs to build equity in the Latino community.
- 6/ Provide access to quality K-12 education and prioritize safely re-opening schools for in-person instruction. Remediate learning loss among low-income and minority students, and offer mental health services for all students.
- 7/ Support digital literacy education, especially in areas including job seeking, e-commerce, and social media, as more and more economic activities are taking place online.
- 8/ Guarantee all other federal workforce development programs are sufficiently funded.

Today, Latinos comprise America's largest immigrant group, and they carry the torch of the American Dream with the same fervor that Europeans demonstrated in previous waves of large-scale immigration. In fact, some Hispanic groups have demonstrated higher intergenerational mobility rates than European immigrants of the past — a surprising feat considering that today's immigrants come from poorer regions.

Our relatively young nation has had meteoric success on the global stage because of its unique ability to integrate and elevate immigrant groups. To retain our competitive advantage, policymakers need to ensure that the new wave of American immigrants have the same access to economic opportunities that European immigrants benefited from over a century ago.<sup>x</sup>

To the resource allocators and decision makers with the heavy task of leading our country out of one of its most trying times, we ask that you look:

- To the past and recognize how Latinos have made outsized contributions to this economic recovery;
- Around you and see the Latino essential workers who make it possible for our families to quarantine safely; and
- To the future and imagine what the Latino cohort can do for America with proper investment.

To the Latino frontline workers who have sacrificed it all: we will not let our country forget the price you paid for us, and we will continue to work to create equal access to the American dream for your children.

## PART I / Demographic Profile of Latino and Non-Latino Essential Workers

Due to the substantial number of Latino essential workers, as well as the outsize impact of COVID-19 on this community in health and economic outcomes, it's important to understand the socio-economic characteristics of Latino essential workers.

Table 1 provides a snapshot of the demographic profile of Latino essential workers in relation to non-Latino essential workers, in factors ranging from education and school enrollment, English proficiency, health insurance coverage, poverty rates, public benefit reciprocity, living arrangements, and access to the internet.

	Latino Essential Workers		Non-Latino Essential Workers	
	Number	Percent	Number	Percent
<b>Total</b>	<b>13,022,000</b>	<b>100%</b>	<b>55,452,000</b>	<b>100%</b>
<b>School Enrollment</b>				
Population Ages 16 to 17	53,000	100%	317,000	100%
Enrolled in school	45,000	84%	297,000	94%
Population Ages 18 to 24	1,602,000	100%	4,986,000	100%
Enrolled in school	459,000	29%	1,800,000	36%
<b>Educational Attainment</b>				
Population Ages 25 and older	11,367,000	100%	50,150,000	100%
Less than high school diploma	3,003,000	26%	2,373,000	5%
High school diploma or GED	3,915,000	34%	15,254,000	30%
Some college or associate's degree	2,499,000	22%	13,742,000	27%
Bachelor's degree	1,358,000	12%	11,952,000	24%
Graduate or professional degree	592,000	5%	6,829,000	14%
<b>English Proficiency</b>				
Speak only English	3,052,000	23%	49,065,000	88%
Speak English "very well"	5,444,000	42%	4,426,000	8%
Speak English less than "very well" (LEP)	4,526,000	35%	1,961,000	4%
<b>Health Insurance</b>				
Any public insurance	1,899,000	15%	5,378,000	10%
Private insurance only	7,859,000	60%	45,634,000	82%
Uninsured	3,264,000	25%	4,440,000	8%
<b>Poverty</b>				
Less than 100% of Federal Poverty Level (FPL)	1,161,000	9%	2,683,000	5%
100-199% of FPL	2,909,000	22%	6,082,000	11%
200% of FPL or over	8,952,000	69%	46,687,000	84%
<b>Crowded Housing</b>				
Yes	2,031,000	16%	2,156,000	4%
<b>Multigeneration Household</b>				
Total population	12,985,000	100%	55,221,000	100%
1 generation	3,324,000	26%	22,274,000	40%
2 generations	8,022,000	62%	29,306,000	53%
3+ generations	1,639,000	13%	3,641,000	7%
<b>Internet Access</b>				
Yes, with a subscription to an Internet Service	11,407,000	88%	51,497,000	93%
Yes, without a subscription to an Internet Service	347,000	3%	1,128,000	2%
No Internet access at this house, apartment, or mobile home	1,231,000	9%	2,595,000	5%

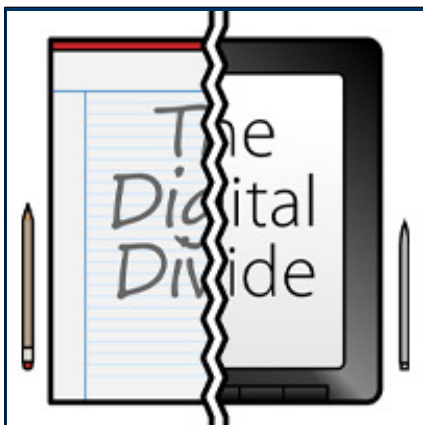
**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Multigenerational Homes**—Latino essential workers are four times as likely than their non-Latino peers to reside in homes with more than one person per room – and almost twice as likely to reside in households with three or more generations. These living conditions make it hard for

Latino essential workers to quarantine effectively after being exposed, and they are more likely to pass on the virus to the older, more vulnerable members in their households.

**Online Access**— Roughly 1 out of 10 Latino essential workers reside in households with no internet access, compared to 1 out of 20 non-Latino essential workers. This is a significant hurdle for Latino essential workers, as more jobs and resources are moving online. This lack of internet access presented steep challenges when schools switched to remote learning during the shutdown. These obstacles are still present for Latino essential workers and their children, as most school districts in the country are still struggling to return to full in-person learning.



*"This pandemic has put great strain on my family's financial situation. We have allowed families to come live with us as they cannot afford rent. My aunt, her husband, and their 3 kids now live with us, totaling 11 people (with my 4 siblings and me) in one apartment. This has impacted my learning because there are a lot of distractions going on and it is very hard to concentrate (too many people in the background- talking/cooking/other noises). I'm in my senior year of high school and I am concerned that this will affect my siblings, and I because I'm afraid we will miss part of lectures/notes and also not have enough time to do homework since the internet is unstable with so many people trying to connect at once. I try going to public places that have WiFi. Sometimes, if I have the money, I just buy something small so I can use the internet there."*

—ANONYMOUS HIGH SCHOOL STUDENT IN LOS ANGELES, CA

**Blue-Collar jobs**— Latino essential workers are almost twice as likely as non-Latino essential workers to be low income.

**Uninsured**— Latino essential workers are more than three times as likely to be uninsured (25% versus 8%) — a fact that is especially devastating during the pandemic, when aggressive testing, early quarantining, and rigorous contact tracing is essential to containing the virus.

## PART 2 /


# The Outsized Role of Latino Essential Workforce in the Essential Industries during the Pandemic

### OVERVIEW

Latino workers account for 18 percent of the 148 million civilian employed workers aged 16 to 64 in the United States, but they are over-represented in most industries deemed essential during the COVID-19 pandemic. **For instance, Latinos make up 42 percent of all workers in the commercial cleaning services industry;** many are responsible for cleaning and disinfecting hospitals, nursing homes, public transportation facilities, and office buildings. They also play an integral role in supporting the smooth operation of the U.S. **food supply chain, representing 35 percent of workers in the agriculture industry,** 27 percent of those in the food processing industry, and 19 percent of those in the essential retail or wholesale industry (including grocery stores). In total, the authors identified 13 million Latino workers in industries essential during the COVID-19 pandemic.

### THE IMMIGRANT EFFECT

Furthermore, among these Latino essential workers, **close to half (48 percent) are immigrants** (non-citizens or naturalized U.S. citizens). The immigrant share varies widely by industry. For instance, more than three quarters (76 percent) of Latino workers in agriculture are immigrants, as well as 73 percent of Latino workers in commercial cleaning services and two-thirds of Latinos in construction. The sections below explore the primary occupations within some industries and the Latino contribution in filling them.<sup>2</sup>

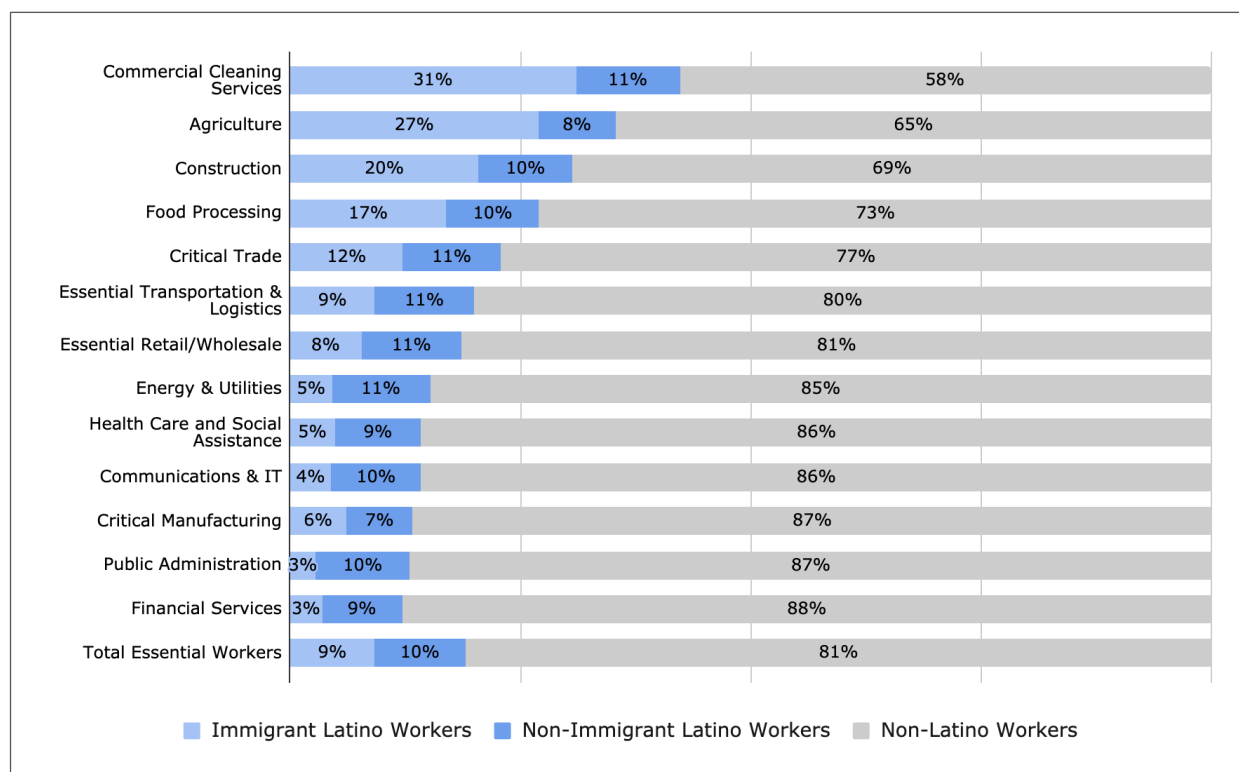
A photograph showing a person climbing a tall palm tree. The person is wearing a harness and is positioned high up on the trunk of the tree. The background is a clear blue sky with some green foliage visible on the left side.

*"...if we don't work there won't be an entry of money. I have to pay this house and feed my family.... If we take care of ourselves by not going outside, then there will be no entry of money for our home. My wife and I will go crazy then we both get sick just thinking about what will happen. That's why with or without a pandemic we need to work."*

—RICARDO ESQUIVIAS, GARDENER AND BORDER RESCUE VOLUNTEER

<sup>2</sup> The primary occupations of other industries not covered in the main body of the report will be included in the appendix.

**Figure 2. Latino Share of Pandemic Essential Workforce**



Source: Tabulation of the U.S. Census Bureau's 2018 American Community Survey (ACS), accessed May 30, 2020, through Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek, "IPUMS USA: Version 10.0 [dataset]."

## HEALTHCARE & SOCIAL ASSISTANCE

Fourteen percent of all workers in the health care and social assistance industries are Latino. However, some occupations have higher shares of Latino workers than others. For example, **31 percent of medical assistants, 24 percent of home health aides, 23 percent of receptionists, and 20 percent of personal care aides are Latino**. These workers have little flexibility to work remotely, being either at the front-line caring for patients in a health care setting or have to travel to patients' homes to provide care, risking their own health in the process.

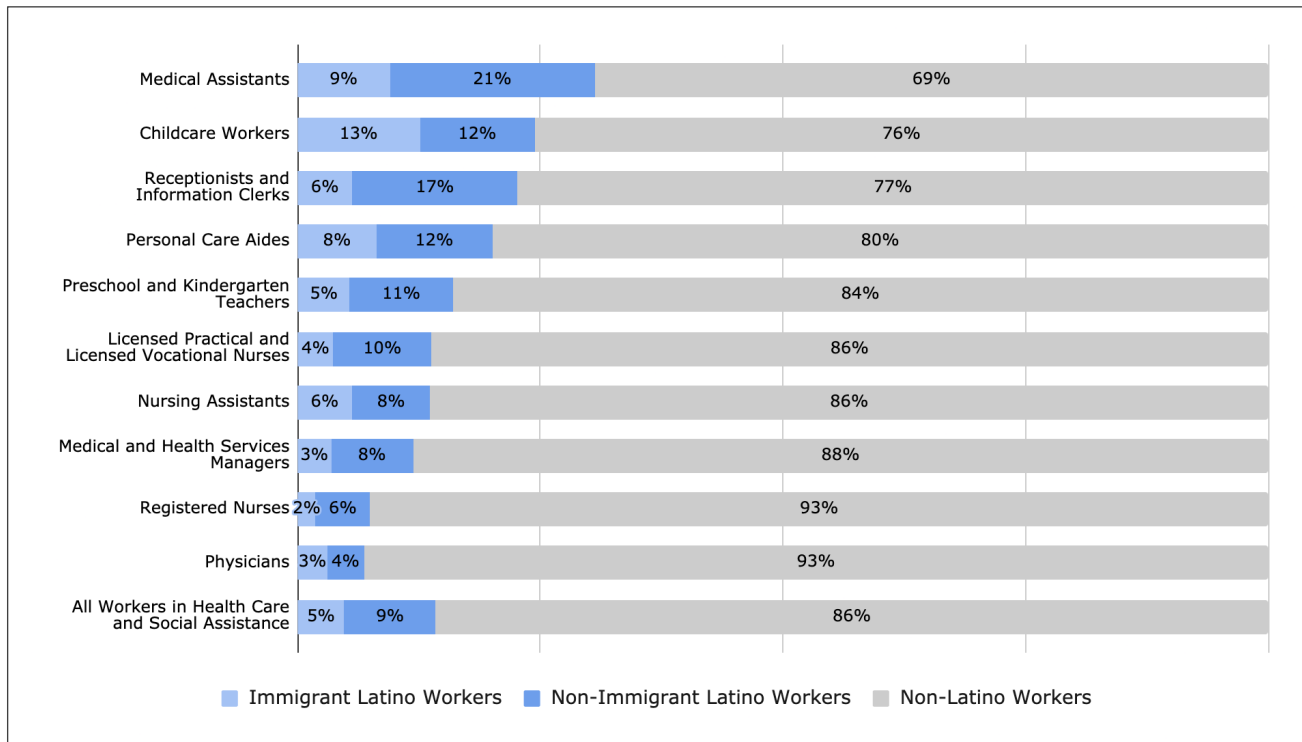
As of December 24th, 2020, the CDC reported more than 322,000 confirmed COVID-19 health care personnel cases and 1,121 deaths.<sup>xi</sup>

Latinos also represent **24 percent of childcare workers**. Many childcare workers provided much-needed care for children of other essential workers while the stay-at-home orders were in effect, and they are the first to return to in-person care in the education field.

Even though immigrants only represent roughly a third of all Latino health care workers, they account for over half of child care workers, 46 percent of physicians, 41 percent of nursing assistants, and 40 percent of personal care aides.



**Figure 3. Latino Share of Essential Health Care and Social Assistance Workforce**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

### Deferred Action for Childhood Arrivals (DACA)

DACA was created in 2012 to offer two-year renewable protection from deportation and work authorization to unauthorized immigrants who arrived in the U.S. as children. The Trump administration's move to end DACA in 2017 was blocked for more than two years by federal judges and the Supreme Court ruled against the administration in 2020. Despite a federal judge's order that the administration must immediately begin accepting new applications for the program, the Department of Homeland Security (DHS) announced tighter restrictions—first-time applications will be rejected and for those already have protection, renewal will only be valid for one year.

Even though researchers estimate there are 1.2 million DACA-eligible individuals in the United States,<sup>1</sup> as of March 31, 2020, only close to 690,000 individuals have DACA, with approximately 96 percent born in Latin America.<sup>2</sup> Studies have shown DACA provides significant educational and economic benefits for DACA holders. However, barriers including cost, awareness of the policy, and a fear of providing information to the government all impact participation in the program.

**The DACA recipient population plays a vital role in the fight against the current pandemic with more than 112,400 essential workers in industries like health care, education, and construction.<sup>3</sup>**

Within the health care industry, 40,700 workers are active DACA holders. Additionally, 41,300 DACA recipients work in the construction industry.

## COMMERCIAL CLEANING SERVICES

The commercial cleaning services industry sees the highest Latino presence of all essential industries with **42 percent of workers being Latino**. Cleaning workers are the **unsung heroes in the sanitation and safety of facilities like hospitals, public transportation, grocery stores, restaurants, and office spaces** as some workers start to return to the office. Latinos account for almost half (45 percent) of all janitors and building cleaners and 34 percent of supervisors of housekeeping and janitorial workers.



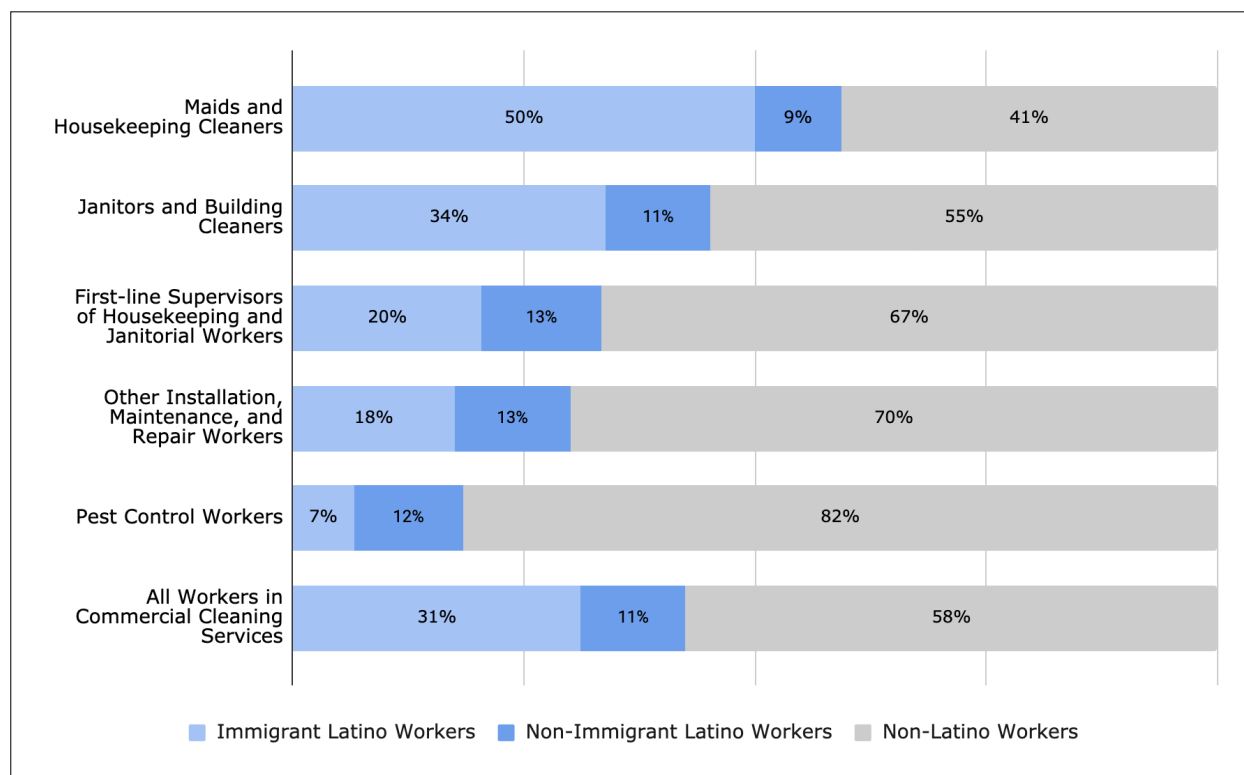
*"I've been working as a housekeeper since I arrived here nearly 40 years ago. In El Salvador, we would work ourselves to death, and there still wouldn't be enough food to go around. That's why I worked so hard when I got here, I never wanted to feel vulnerable like that again.*

*At the start of the pandemic, I had a job as a janitor in an office building that my daughter begged me to quit because my 92-year-old mom and I are in a dangerous age group for COVID-19. I resisted for a long time because the idea of giving up steady income felt crazy.*

*Finally, one day, my daughter wrote my resignation letter and took over our household finances. I felt bad because I tried so hard to protect her from that kind of heavy responsibility, that I also carried at a very young age. But now that I see how many workers just like me have died during the pandemic, I know it was the right choice."*

— MARIA PEREZ SAN DIEGO, CALIFORNIA

**Figure 4. Latino Share of Essential Commercial Cleaning Workforce**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. The other top 10 largest occupations in the titled industry had too few sample sizes to generate statistically reliable estimates. See the Appendix for full list and raw data.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

An overwhelming majority of Latino workers in commercial cleaning services are immigrants. Their presence is even more dominant in some occupations. For instance, immigrants represent 84 percent of maids and housekeeping cleaners, 75 percent of janitors and building cleaners, and 60 percent of other installation, maintenance, and repair workers.

## FOOD PROCESSING

The food processing industry has been working diligently to feed the country throughout the pandemic.<sup>xii</sup> Per an executive order signed by former President Trump, meat processing plants are designated as essential infrastructure and must continue operations to avoid disruption in the food supply chain.<sup>xiii</sup>

**Latino workers represent 27 percent of all the food processing workforce.** Their presence in certain occupations in the industry is significantly higher. For instance, close to half **(45 percent) of meatpacking workers are Latino.** Latino food processing workers are also predominately foreign-born. Immigrants represent 78 percent of packers, 73 percent of packaging and filling machine operators and tenders, 72 percent of butchers, and 71 percent of bakers and all other food processing workers.



*"I tried to protect myself as much as possible at my job distributing tortillas. I would use masks, hand sanitizer, everything, but I still contracted COVID-19. I started to have trouble breathing and was admitted to the ICU and intubated for 4 days because I was also diagnosed with pneumonia. The moment I left the ICU, my wife entered it with COVID-19.*

*We didn't have extra space at home to keep a safe distance so I had to rent a hotel close to home to be able to help my daughter, who was the only one left who could take care of her little brother.*

*Before this, I worked full-time but as an independent contractor, so I was only paid for the 3 weeks that I was ill. My employer no longer paid me after that time and recommended I apply for unemployment or disability but since I am undocumented I do not qualify for those programs. This is frustrating because I've been paying taxes in the U.S. for over 30 years.*

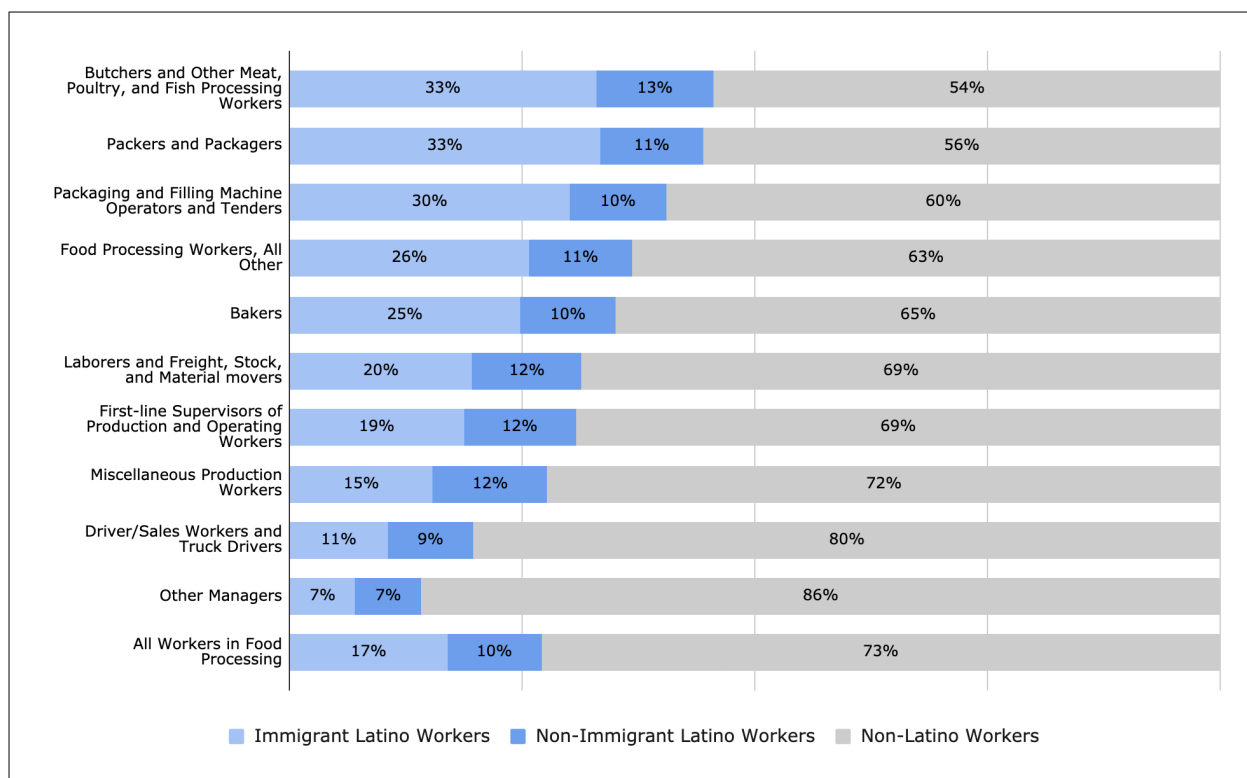
*It's been almost a month that I am no longer earning, so I've been paying off the necessities with my savings and doing what we can to make the money last. My boss told me that when I was well I could have my position back because they have always looked at me as an indispensable employee, there is no other person that does my job the way I do.*

*I am ready to go back to work but at the same time, I feel affected physically, mentally, and emotionally by my illness. I'm scared to go back to work right now when things are worse than ever with COVID-19 but will have to make that decision soon to continue providing for my family."*

—ANONYMOUS TORTILLA DISTRIBUTOR IN LOS ANGELES, CA

However, multiple reports<sup>xiv</sup> and investigations<sup>xv</sup> highlight the **health risk meatpacking facilities, salad factories, and other food production plants place on workers due to close quarters in their working environment.** Food production workers are also more likely to be low-income, uninsured, and more likely to be living in non-metro areas with limited health care access, making them more vulnerable to the virus than other workers.<sup>xvi</sup>

**Figure 5. Latino Share of Essential Food Processing Workforce**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

### H-2A Visa

The H-2A Temporary Agricultural Program provides a legal pathway to bring in foreign-born workers to perform seasonal farm labor on a temporary basis, for a period of up to 10 months. Crop farmers can use this program to meet their seasonal labor needs, but most livestock producers, except for producers of livestock on the range, are not legally allowed to use the program to meet year-round labor needs.

In the Fiscal Year (FY) 2019, nearly 258,000 H-2A workers were hired for an average duration of 5.3 months. Of them, 91 percent were from Mexico, followed by South African (2 percent), Jamaican (2 percent), and Guatemalan (1 percent).<sup>2</sup>

During the pandemic, the Trump administration has prioritized maintaining the inflow of foreign farm workers, waiving interview requirements for some guest workers when consular offices shut down and exempting them from a temporary immigration ban.<sup>3</sup> However, the administration has not mandated safety rules to protect workers, leaving it to employers' discretion whether to enact any safety measures at all.

## AGRICULTURE

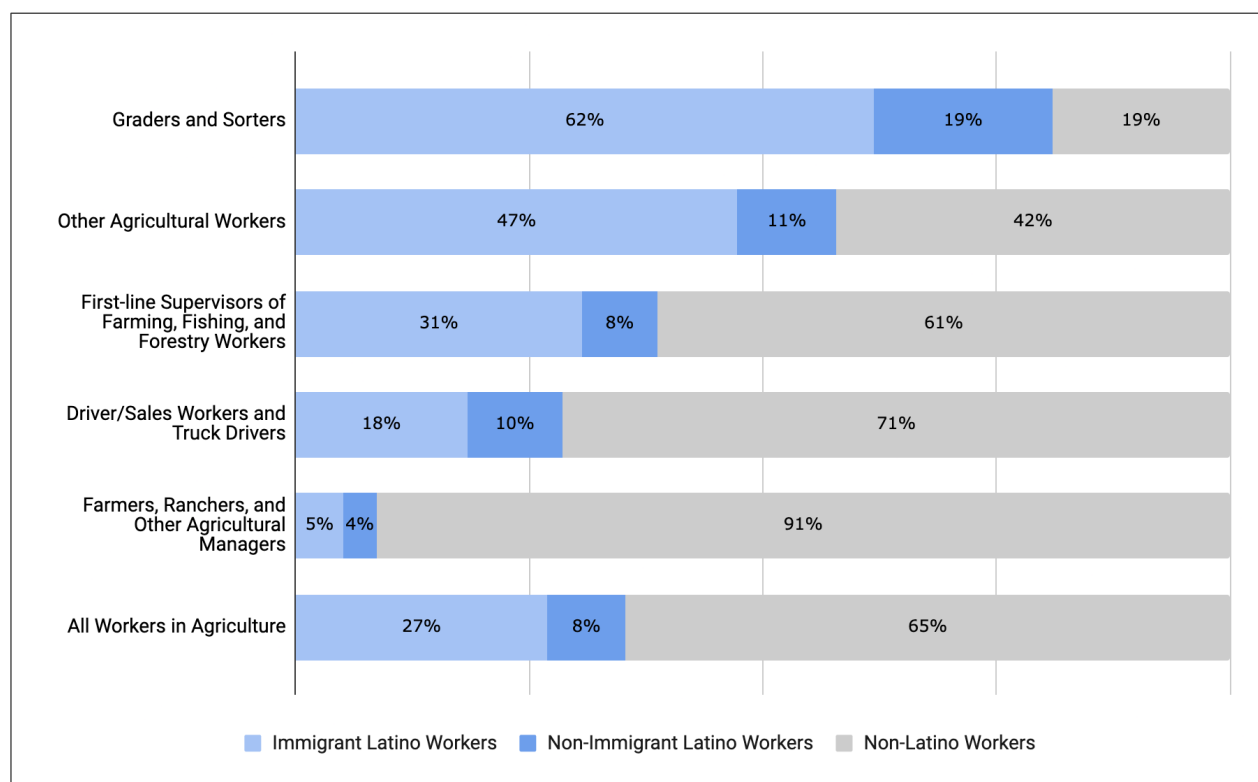
Latinos, particularly **Mexican laborers, have been the mainstay of the U.S. agriculture industry since early in the twentieth century.** One out of three of the 1.8 million agriculture workers is Latino. For some occupations, however, the shares are much higher. **Eighty-seven percent of hand packers<sup>3</sup> and 78 percent of graders and sorters<sup>4</sup> are Latino, as well as 58 percent of other agricultural workers.**



*"There is a huge issue where farmworkers and other essential workers are not being provided with the PPE that they need. Folks are not able to have access to timely testing and results."*

— CAMILA CHAVEZ,  
EXECUTIVE DIRECTOR DOLORES HUERTA FOUNDATION

**Figure 6. Latino Share of Essential Agriculture Workforce**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. The other top 10 largest occupations in the titled industry had too few sample sizes to generate statistically reliable estimates. See the Appendix for the full list and raw data.  
Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

<sup>3</sup> Hand packers pack produce for storage or shipment.

<sup>4</sup> Graders and sorters are individuals who grade, sort, and classify unprocessed foods and agriculture products according to size, weight, color, or condition.

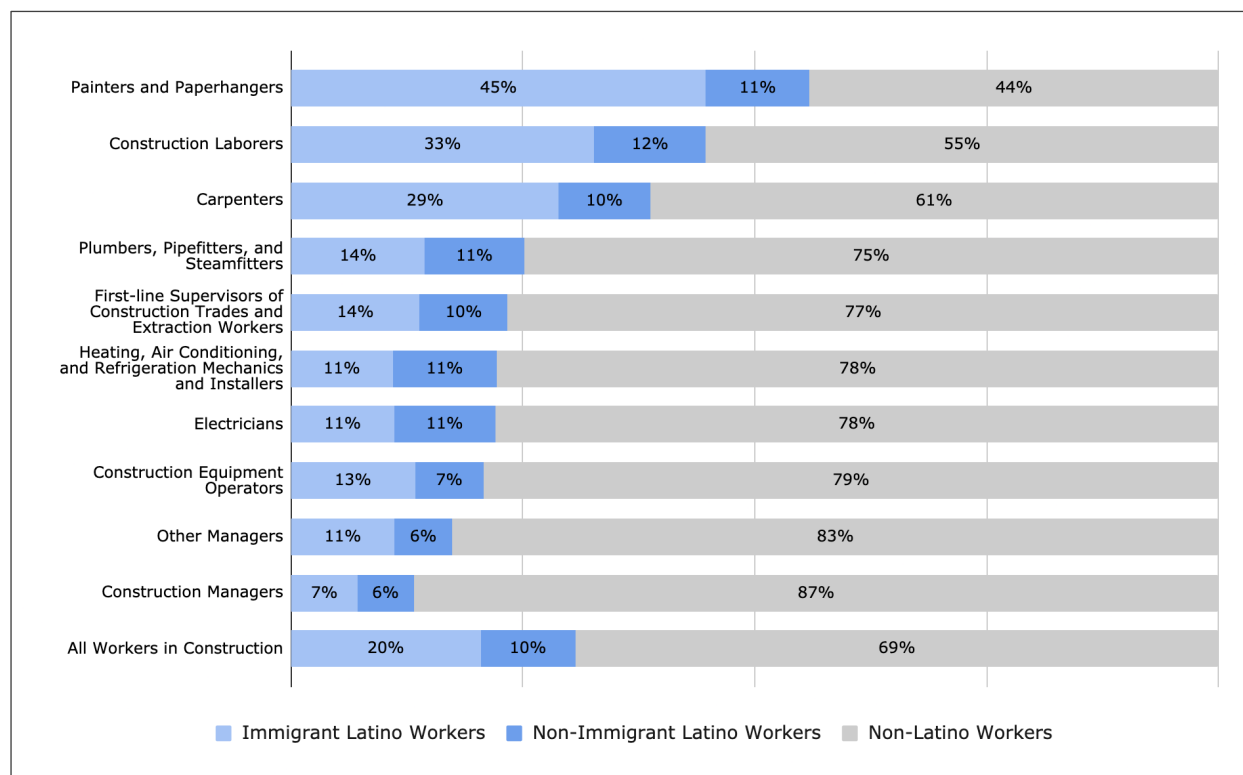
The lion's share (76 percent) of Latino agricultural workers are immigrants. Specifically, this is true of 82 percent of other agricultural workers, 81 percent of first-line supervisors and 76 percent of graders and sorters.

Research on farmworkers also shows they earn markedly **low wages, they lack health insurance coverage, work in remote areas with crowded living arrangements**, do not speak English well, and many are here either temporarily or without legal status.<sup>xvii</sup> As the harvest season starts, outbreaks of COVID-19 have been reported in farms in North Carolina, Tennessee, Washington, and New Jersey, marking the risk agricultural workers are exposed to,<sup>xviii</sup> as well as California's Monterey County, which is one of the nation's top agricultural regions.<sup>xix</sup> Farm workers' pattern of traveling across the nation following harvests could further complicate the spread of coronavirus.<sup>xx</sup>

## CONSTRUCTION

Construction workers are considered essential in many states during the stay-at-home order<sup>xxi</sup> although some other states are more specific about the kinds of construction worker deemed essential, focusing on electricians, plumbers, and HVAC workers.<sup>xxii</sup> **Latino workers account for 31 percent of total construction workers. They are over-represented in occupations including painters (56 percent), construction laborers (45 percent), and carpenters (39 percent). Between one fifth and one-quarter of electricians, HVAC workers, and plumbers are also Latino.** Two-thirds of Latino construction workers are foreign-born.

**Figure 7. Latino Share of Essential Construction Workforce**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.



## TRANSPORTATION & LOGISTICS

**One out of five workers in the essential transportation and logistics industries are Latino.**

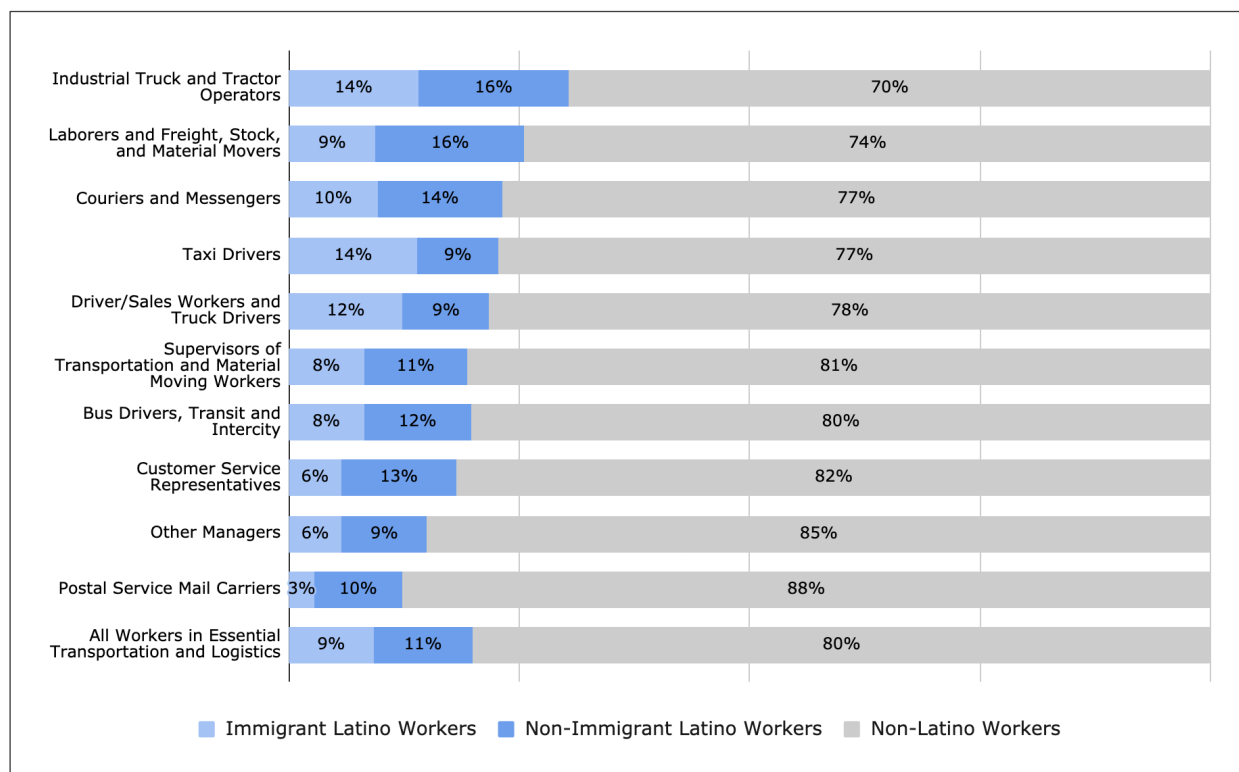
Amid the pandemic, the logistics industry has never been more important due to the shift to more purchasing online, the disruptions in the supply chain for food and other goods, and the urgent need to transport essential medical supplies to providers. More than **20 percent of truck drivers, couriers, and industrial track operators are Latino.**

Furthermore, despite the trend toward remote working, public transportation offers lower-income essential workers the only commuting option, especially in big cities like New York, Philadelphia, Washington, DC, and Chicago.<sup>xxiii</sup> **Latinos account for 19 percent of bus drivers and 23 percent of taxi drivers.**

Immigrants represent less than half of all Latino transportation and logistics workers. They are more prevalent among Latino taxi drivers (61 percent) and driver/sales workers and truck drivers (57 percent) than postal service mail carriers (22 percent).

Furthermore, Latino workers are big players in the gig economy, providing services ranging from **ridesharing, grocery delivery, to food delivery.** Data in California shows that 33 percent of independent contractors (unincorporated self-employed) are Latino, compared to 50 percent of white non-Latino and 13 percent of Asians.<sup>xxiv</sup> The pandemic brought a decline in ridesharing and personal services alongside a growth in food and grocery delivery, especially among high-risk people, essential workers, and working parents.<sup>xxv</sup> However, these workers, despite being exposed to the virus, also do not have access to sick pay, health care, and proper protective equipment due to the ambiguous employment relationship they have with the platforms.<sup>xxvi</sup>

**Figure 8. Latino Share of Essential Transportation and Logistics Workforce**



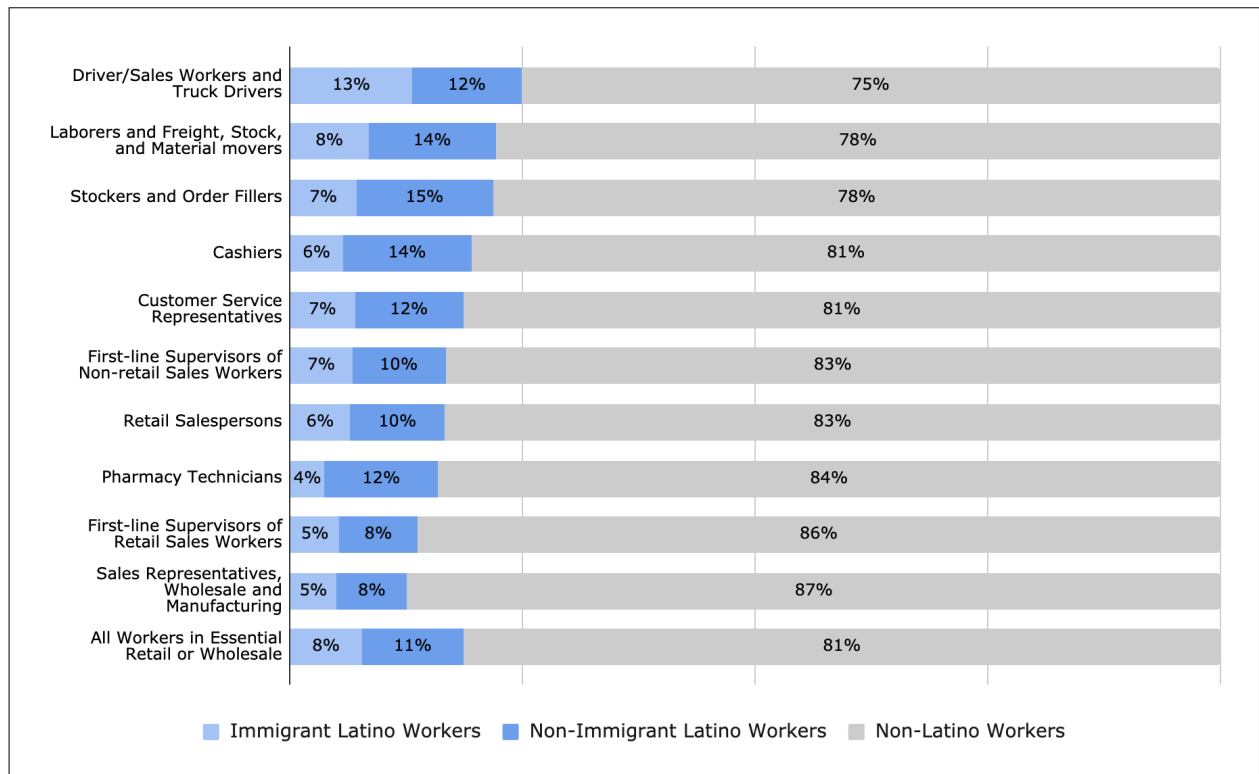
**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Essential transportation and logistics industries exclude scenic and sightseeing transportation.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

## RETAIL OR WHOLESALE

Latinos represent a significant share of workers keeping essential retail establishments including grocery stores, pharmacies, gas stations, and hardware stores open during the pandemic. Such workers often have **long and stressful shifts when most Americans stocked up food and medicine for much of March and April**. They also come into close proximity with large numbers of customers, elevating the risk of being infected with COVID-19. **Twenty-two percent of stockers, 25 percent of truck drivers, and 16 percent of pharmacy technicians are Latino**. Latino workers also play an overwhelming role in the food wholesale industry, representing **62 percent of agriculture products graders and sorters, 48 percent of hand packers and packagers**, and 39 percent of other agriculture workers.

**Figure 9. Latino Share of Essential Retail and Wholesale Workforce**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Essential retail or wholesale industries include grocery stores, pharmacies, gas stations, convenience stores, and other food, liquor, drug, hardware, household appliance retailers or wholesalers.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

Immigrants account for 41 percent of Latino workers in the essential retail or wholesale industries. They represent over half of driver/sales workers and truck drivers (53 percent) compared to 22 percent of pharmacy technicians.

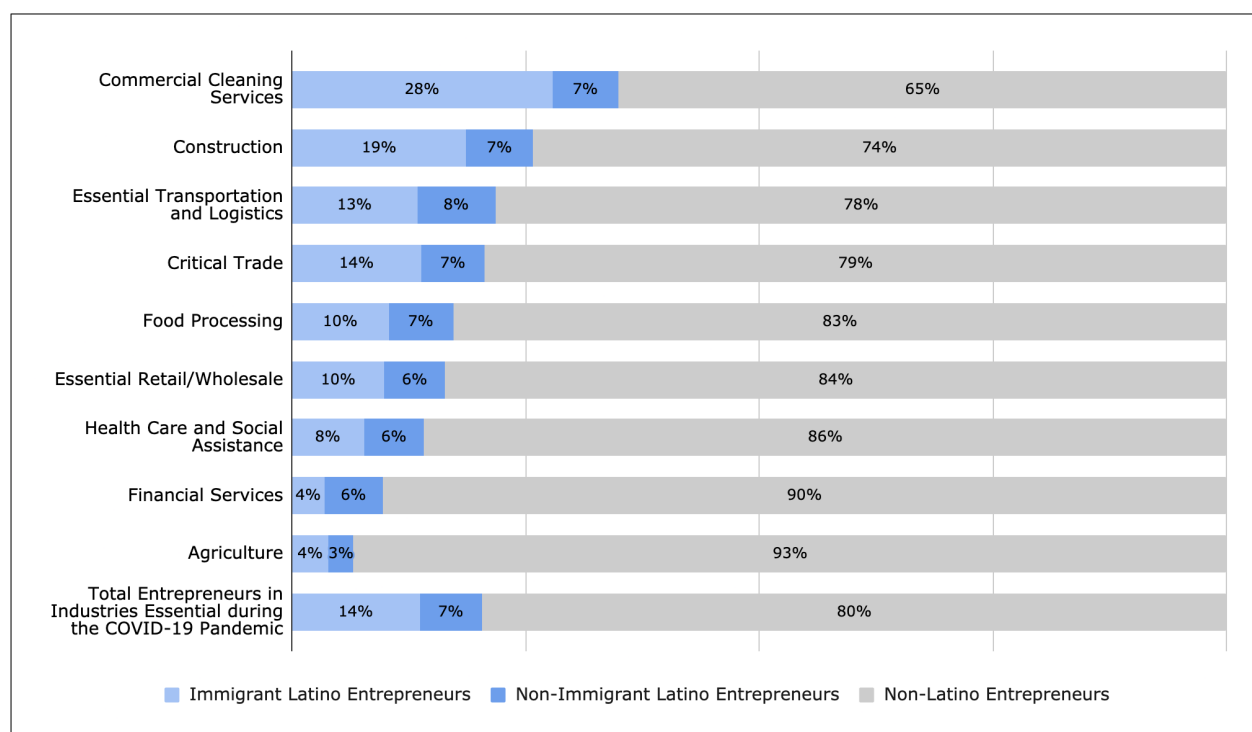
## ENTREPRENEURSHIP

**The past two decades witnessed the rise of Latino entrepreneurs:** the number of Latino entrepreneurs tripled and in 2012, one in ten Latinos were engaged in entrepreneurship.<sup>xxvii</sup> Latinos are the most likely, among other minority groups, to own their businesses<sup>xxviii</sup> and have the highest rate of producing new entrepreneurs.<sup>xxix</sup> According to the Stanford Latino Entrepreneurship Initiative, Latinos accounted for 83% of all new businesses created from 2010 to 2017.

Latino business owners are concentrated in essential industries like commercial cleaning services, construction, and essential transportation and logistics. Latino business owners in some industries are more likely to be foreign-born than others. For instance, immigrants represent 79 percent of those in commercial cleaning services, followed by 73 percent in construction, and 67 percent in critical trade. In contrast, only 30 percent of those in energy and utilities and 38 percent of those in financial services are immigrants.

However, progress made over the years is at risk when the pandemic hits. **Latino business owners are struggling to get pandemic assistance under the Coronavirus Aid, Relief, and Economic Security (CARES) Act** and many say they are on the brink of closing permanently.<sup>xxx</sup> The inspector general of the Small Business Administration (SBA) also reported the misalignment between the SBA's rule for implementing the Paycheck Protection Program (PPP) and the law's provision to prioritize underserved and rural markets.<sup>xxxi</sup>

**Figure 10. Latino Share of Entrepreneurs in Essential Industries**



**Note:** The universe of analysis includes self-employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

## PART 3 /

# The COVID-19 Pandemic-induced Recession and the Latino Recovery that can Drive Growth

### BACKGROUND

The COVID-19 pandemic drove the U.S. economy into a deep recession. Before the pandemic, unemployment reached a historical low (3.6 percent in January 2020). **By April 2020, the unemployment rate rose to 14.7 percent, while total nonfarm payroll employment fell by 20.5 million.**<sup>xxxii</sup> As states gradually started to reopen their economies in June, unemployment dropped to 11.1 percent.<sup>xxxiii</sup> However, the recent surge in coronavirus cases across the country during the holiday season slowed the recovery of the economy as some states began to implement more lockdown measures and the number of workers seeking unemployment benefits climbed sharply to 853,000 in early December.<sup>xxxiv</sup> Policymakers hope with mass vaccination, the pandemic can be contained and the economy will rebound as life goes back to some level of normalcy. However, employment improvement has been lukewarm<sup>xxxv</sup> and new COVID mutations from South Africa and the United Kingdom bring uncertainty to recovery as these variants might be resistant to the available vaccines.

The impact of the recession varies between different sectors, and even essential industry workers do not have guaranteed work. When U.S. unemployment hit a record high in early 2020, unemployment rates were considerably lower in hospitals, utilities, and telecommunications, but were higher in industries such as transportation and warehousing. **Tourism-related industries, including travel, accommodation, restaurants, and entertainment, have high shares of Latino workers and are among the hardest hit. Other popular industries among Latinos like retail trade, cleaning services, educational services (e.g. childcare centers), and construction also suffered significant job losses. Even the health care industry experienced some decline due to the cancellation of elective procedures in many states during the stay-at-home order.**<sup>xxxvi</sup>

Pandemic-related budget cuts will likely lead to additional layoffs among government workers. Workers will lose their jobs or quit, given the long hours and safety hazards. Women, especially those from immigrant background, experienced higher job loss due to parenting responsibilities as many schools are operating remotely.

**Since the beginning of the pandemic, Latinos have suffered financial hardship at greater rates than average American workers.** A Washington Post–Ipsos poll found that by early May, Latinos (20 percent) were nearly twice as likely as whites (11 percent) to have lost their jobs because of the COVID-19 shutdowns.<sup>xxxvii</sup> Many Latinos were also small business owners who are at great risk for income loss. The Pew Research Center found that by late March, around half (49%) of Latinos say they or someone in their household has taken a pay cut or lost a job—or both—because of the COVID-19 outbreak, compared with 33 percent of all U.S. adults.<sup>xxxviii</sup>

Health challenges rapidly increased as well. According to the most comprehensive race and ethnicity data on COVID cases compiled by the CDC, by late May 2020, **Latinos were three times as likely as whites to become infected with COVID and nearly twice as likely to die from it.**<sup>xxxix</sup> The CDC data also showed that Latinos between 40 and 59 were infected at five times the rate of white people in the same age group. The differences were even starker when it comes to deaths: Of Latinos who died, more than a quarter were younger than 60 as compared to only 6 percent among the white population in that age group.<sup>xl</sup>

**In California**, where one in four Latinos live, Latinos are still over-represented in both confirmed cases and death in every age group. **By December 22<sup>nd</sup>, 2020, among the adult population, Latinos account for 55 percent of the confirmed cases, 48 percent of deaths, and this despite only making up 36 percent of the state population.**<sup>xli</sup>

**Excess mortality rates are higher among essential workers.** Mortality among Latino food or agriculture workers increased by 59 percent, followed by 44 percent of Latino manufacturing workers, 42 percent of government or community workers, 40 percent of transportation or logistics or retail workers.<sup>xlii</sup>

The wide health outcome disparity can partially be explained **by a lack of health insurance coverage and a higher prevalence of some underlying health conditions such as diabetes.** However, the socioeconomic status of the Latino community exposes them to greater danger of infection and death due to various additional factors:

- limited flexibility to work from home
- workplace overcrowding
- inadequate workplace protection
- reliance on public transportation to get to work
- lack of paid sick leave policy
- crowded living conditions.

Furthermore, with 7.6 million Latinos (roughly 10 percent of the Latino population) in the country undocumented, and thus, **ineligible for unemployment benefit, Medicaid, and other public assistance programs, including the stimulus payment under the CARES Act, they and their family members have no choice but to keep working.**<sup>5</sup> The public charge rule went into effect on February 24, 2020 has also produced a widespread chilling effect among eligible immigrant families even before the rule took effect,<sup>xliii</sup> further exacerbating their living situation during the pandemic.

### **SYSTEMIC ISSUES CREATE WEALTH INEQUALITY**

Despite the progress Latinos have made since the Great Recession, wealth inequality has widened along racial and ethnic lines. Federal programs aiming to stabilize the housing market were not tailored to the needs of minority neighborhoods; as a result, Latino and other communities of color suffered record rates of foreclosure.<sup>xliv</sup> From 2010 to 2013, even though employment had returned to pre-recession levels, the median net worth of non-Hispanic white households increased from \$138,600 to \$141,900, while the median wealth among Hispanic households decreased from \$16,000 to \$13,700, a sharp decrease from pre-recession levels.<sup>xlv</sup>

Several factors including the bigger drop in median income among minority households than white households; the larger reduction in asset ownership such as homes, stocks, and business equity among minority groups; and the relatively quick rebound in financial markets disproportionately benefited white households who are much more likely than minority

---

<sup>5</sup> The second stimulus bill passed the House and Senate retroactively made them eligible.

households to own stocks directly or indirectly.<sup>xlvi</sup> Any future government aid to revive the economy must also be deliberate in ensuring equal access to prevent the loss of equity in the Latino community.

### VITAL ISSUE: LATINO YOUTH IMPERATIVE

**A very important byproduct of the pandemic is a year of remote learning for all K-12 students.**

Los Angeles Unified School District, the second-largest school district in the country, reported a wide disparity in participation in online learning: Latino and Black students demonstrated **participation rates between 10 and 20 percentage points lower than their white and Asian peers.**<sup>xlvii</sup> Many Latino students have limited access to a laptop and the internet, lack parental supervision in participating in remote learning, and some have to watch over younger siblings or take on extra work to supplement household income.



*Dr. Guadalupe Mireles-Toumayan is a teacher at Santa Monica High School. Although her school is in one of the most wealthy and famous neighborhoods in the country, many Latino students are overlooked and struggle with access to basic learning resources. Dr. Guadalupe is known as a trusted resource for these students and their parents and regularly hosts events to inspire her students to pursue higher education.*

*The pandemic and distance learning has posed sometimes insurmountable challenges for low-income families, as explained by the parents of one of her students, "My priorities are to eat food and pay the rent. I want my children to complete their education but right now we're trying to survive."*

These variations are estimated to cause a **learning loss of 9.2 months for Latino students**, exacerbating the current achievement gap between Latino and white students.<sup>xlviii</sup> In addition to learning loss, COVID-19 school closure is also likely to **increase high school drop-out rates** due to disruptions in academic engagement, strong relationships with caring adults, and supportive home environments.<sup>xlix</sup>

On top of the academic setback, **Latino students also suffer mentally**, due to issues ranging from food insecurity, isolation, fear of the virus, and the inability to protect themselves from infection since their parents are more likely to be essential workers and they reside in overcrowded housing conditions.<sup>i</sup> The ramifications could be long-lasting.

### LATINOS BOUNCE BACK AND EMPOWER THEIR COMMUNITIES

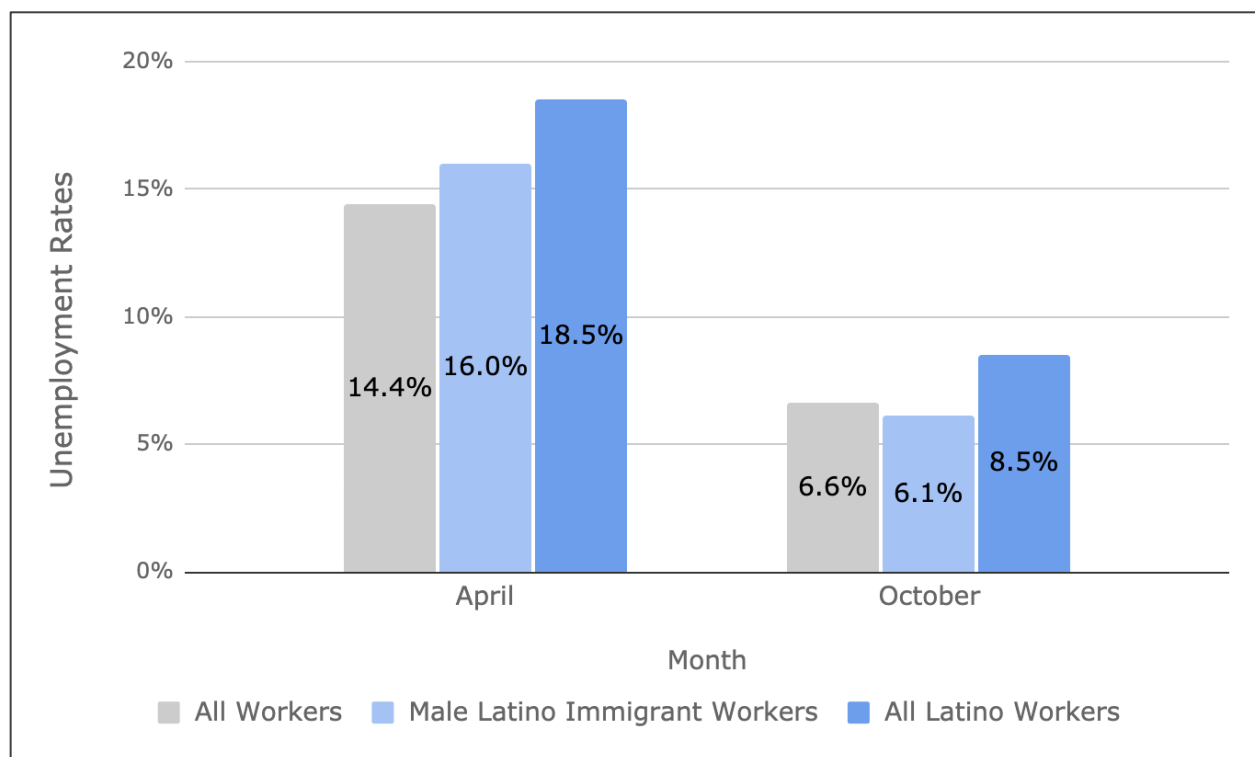
However, nearly one year into the pandemic, Latino employment, especially that of immigrant Latino males, improved significantly. **Unemployment for all Latinos decreased from 18.5 percent in April 2020 to 8.5 percent in October 2020**, compared to 14.4 percent to 6.6 percent among all workers. Notably, the unemployment rate for Latino immigrant men decreased from over 16 percent in April 2020 to 6.1 percent in October 2020, on a par with 5.9 percent of their white peers.<sup>ii</sup>

One visible result of this immigrants' recovery was the remittances sent to several Latin American nations with large diaspora populations in the United States rebounded quickly to record levels after a sharp decline in April 2020.<sup>iii</sup>



Another result of Latinos' resilience, as demonstrated in the sections below, were the large number of Latinos who lost their jobs due to COVID-19 and **shifted to essential industries to make up for income loss.**<sup>liii</sup> Their strong work ethic and their lack of access to unemployment and other government help compelled them to find other ways to support their families.

**Figure 11. 2020 Unemployment Rates**



**Note:** The universe of analysis includes self-employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

On the side of Latino-owned businesses, Latinos also found other ways to approach this crisis. Finding themselves with less cash on hand, and when they got their PPP loan application approved at half the rate of white-owned businesses (3 percent versus 7 percent.<sup>liv</sup>), **Latinos emphasize community ties and giving to others even when they were also experiencing other challenges. Some have also taken the challenges to improve operational efficiency and pivot to digital spaces.**<sup>lv</sup>

### RESILIENT BUT NOT IMMUNE: RECOMMENDATIONS

Latinos have made tremendous strides in building up community equity and achieving upward mobility through the ups and downs of the economy. They are an integral part of the U.S. labor market and have been essential in keeping the country going during the pandemic. To develop policies and interventions to support Latino workers and business owners and ensure a smooth recovery from this downturn, the authors recommend the following measures.

- 1/ Advocate for strict enforcement of health orders in workplace settings and protection of frontline workers. Prioritize access to vaccines for essential workers. Invest in the community's access to health care and mandate better workplace protection for essential workers.

- 2/ Ensure equal access to government programs aiming to help small businesses or homeowners to protect Latino-owned businesses and the equity built up in the community.
- 3/ Provide resources to K-12 education and prioritize safely re-opening schools to continue in-person instruction, remediate learning loss among low-income and minority students, and offer mental health services.
- 4/ Support digital literacy education especially in areas including job seeking, e-commerce, and social media, when more economic activities are taking place online. In the meantime, guarantee all other federal workforce development programs are sufficiently funded.

## PART 4 / Latino Recession Rebound Trends

### DEMOGRAPHICS

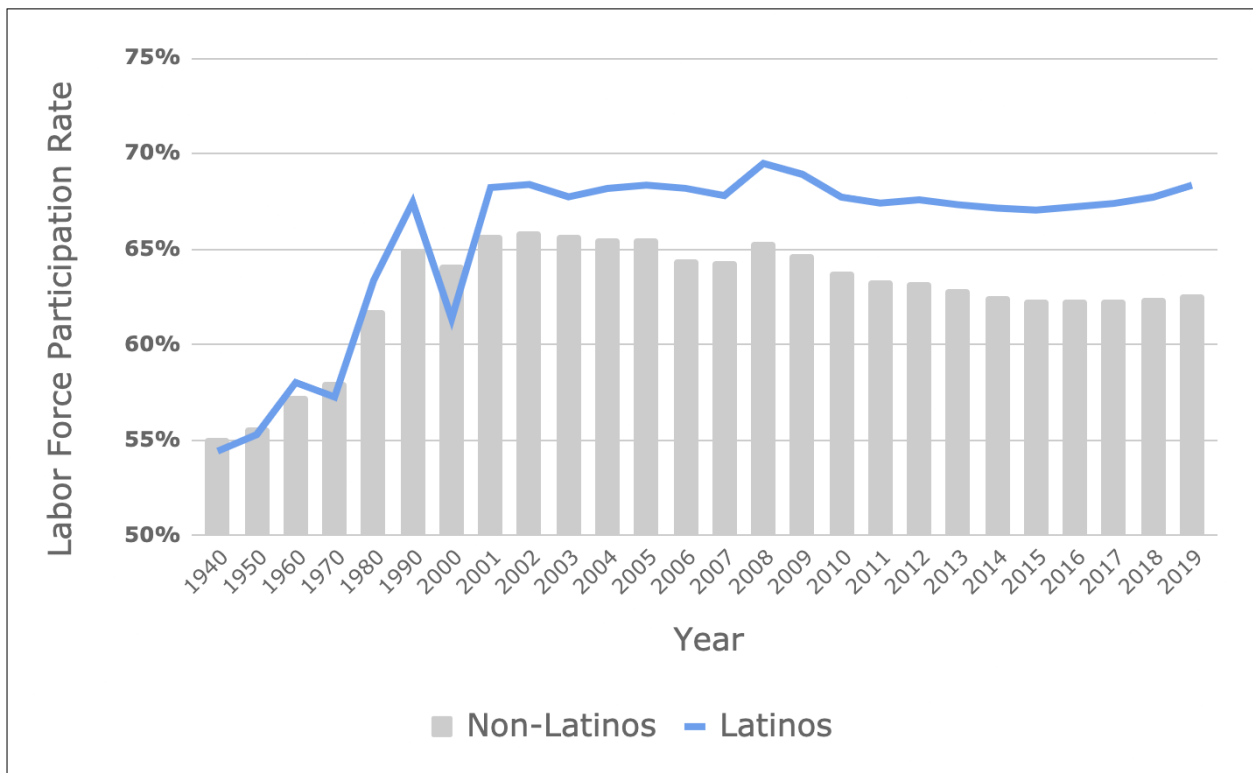
Latinos' economic wellbeing and successful recovery from recessions have great implications for the future of America as they represent a higher share of the younger generation. They comprise 25 percent of gen Z (0-21 years) and 21 percent of millennials (22-37 years).<sup>lvi</sup> This signals a significant demographic shift, as more than half of all Americans are millennials or younger, a fact that must be recognized by decision-makers.<sup>lvii</sup> As economic downturns overwhelmingly hurt young people, it is crucial to invest in their education and job training. Their outcomes determine the competitiveness of the future U.S. workforce.

Furthermore, higher fertility rates combined with young age make Latinos the growth engine of the U.S. population. Latinos account for more than half of the U.S. population growth since 2010.<sup>lviii</sup> The size of the Latino population more than quadrupled since 1980 (from 14.8 to 60 million) and their share of the total U.S. population almost tripled (from 6.5 to 18.3 percent) since then.

### LABOR FORCE PARTICIPATION RATES

Latinos are a persistent and growing force in the U.S. labor market, as evidenced through many recessions. From the recession in 1948/49 to the pandemic recession in 2020, Latinos consistently participated in the U.S. labor force at the highest rate among all race and ethnicity groups.<sup>lix</sup>

Figure 12. U.S. Force Participation by Year

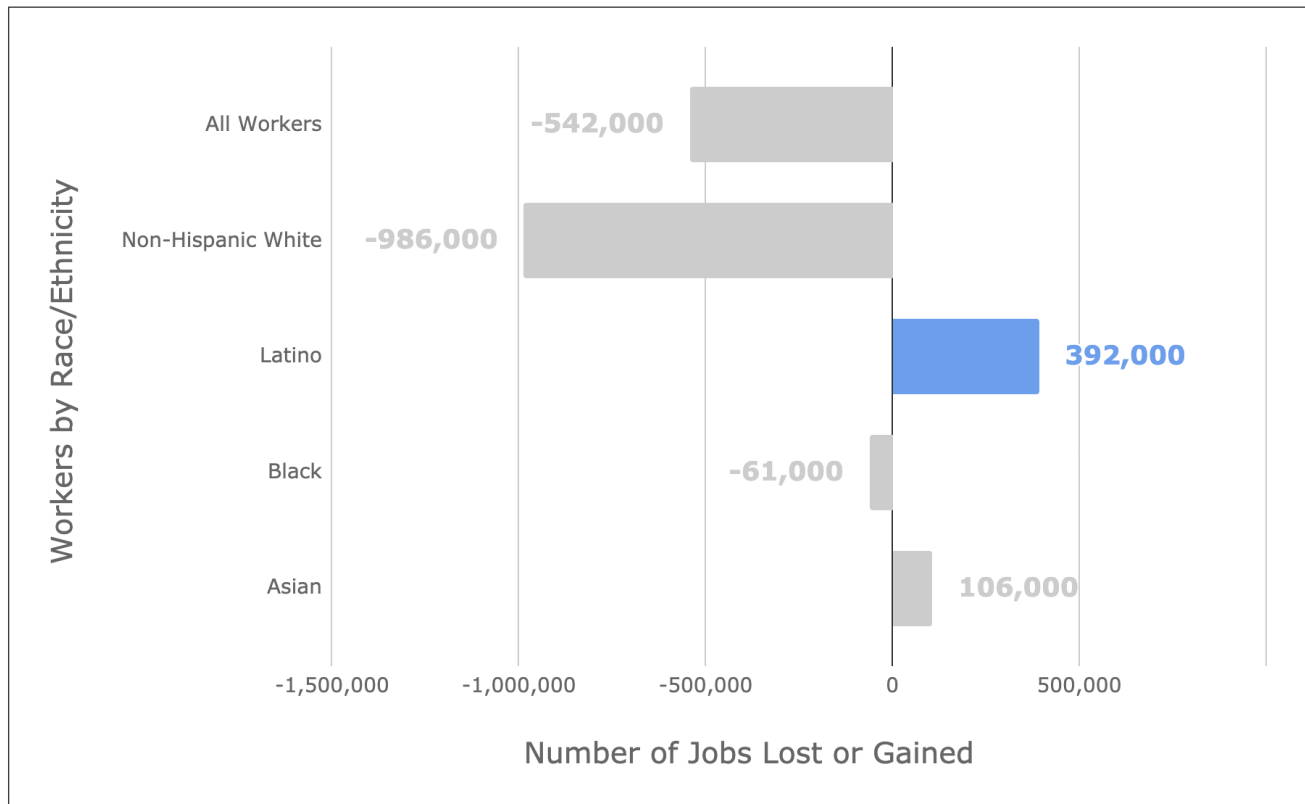


Source: The author's tabulation of the Census Bureau's Decennial Census from 1940 to 2000 and American Community Survey from 2001 to 2019.

Furthermore, Latino labor force participation since the 2007–09 recession has risen, while more non-Latinos have dropped out of the labor force altogether.<sup>lx</sup> Census data also show that Latino employment, especially those from immigrant backgrounds, recovered faster than any other demographic group.

One year after the official end of the Great Recession in June 2009, Latino employment reported the largest increase among all race and ethnicity groups.<sup>lxi</sup>

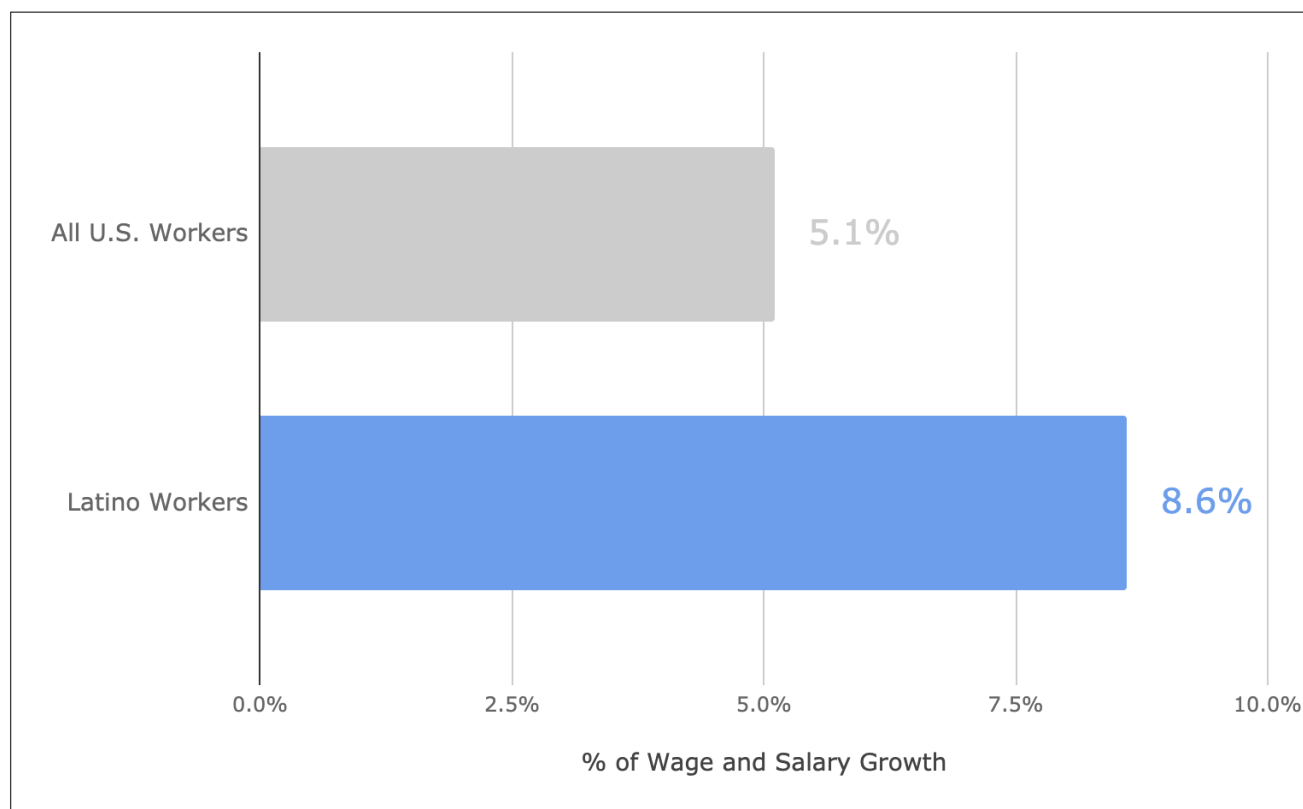
**Figure 13. Job Gains and Losses One Year After Great Recession by Race/Ethnicity**



Source: Rakesh Kochhar, C. Soledad Espinoza and Rebecca Hinze-Pifer, “After the Great Recession: Foreign Born Gain Jobs; Native Born Lose Jobs,” Pew Research Center, October 29, 2010.

Notably, all employment gains among Latino workers are attributable to immigrant Latinos.<sup>lxii</sup> Furthermore, of the 2.3 million jobs added in 2011, 60 percent were won by Latinos, despite only making up one-seventh of the general population.<sup>lxiii</sup> Today, Latinos experience faster wage and salary income growth than their non-Latino peers. Over the past five years, U.S. workers have seen wage and salary growth of about 5.1 percent, while Latino workers have seen an average increase of 8.6 percent.<sup>lxiv</sup>


**Figure 14. Wage and Salary Growth Among U.S. Workers (2013- 2018)**



Source: Dan Hamilton, Matthew Fienup, David Hayes-Bautista and Paul Hsu, "2020 LDC U.S. Latino GDP Report," Latino Donor Collaborative, September 2020.

### ENTREPRENEURSHIP & JOB CREATION

Latinos' strong recovery in employment and income lead to a rise in entrepreneurship. A growing number of Latinos are starting their own business and reported a faster revenue increase than the overall U.S. economy. Over the past 10 years, the number of Latino business owners grew by 34



*"...as in 2008 and again in the pandemic, Latinos are going to be the leading force that drives us out of this hole because we have the numbers, work ethic, labor workforce performance that is just leading the country. It's incredibly important that we all support each other and Latino business owners so they may continue to operate and see through this crisis. It is incredibly important for the benefit of the whole country."*

— PATTY JUAREZ  
NATIONAL DIVERSE SEGMENTS DIRECTOR, WELLS FARGO

percent, versus 1 percent for all business owners in the United States.<sup>lxv</sup> From 2018 to 2019, Latino-owned business reported an average revenue growth of 14 percent, outpacing the growth of the overall U.S. economy.<sup>lxvi</sup> If the United States wishes to remain economically competitive on the international stage and compete with rapidly growing economies such as China and India, it must

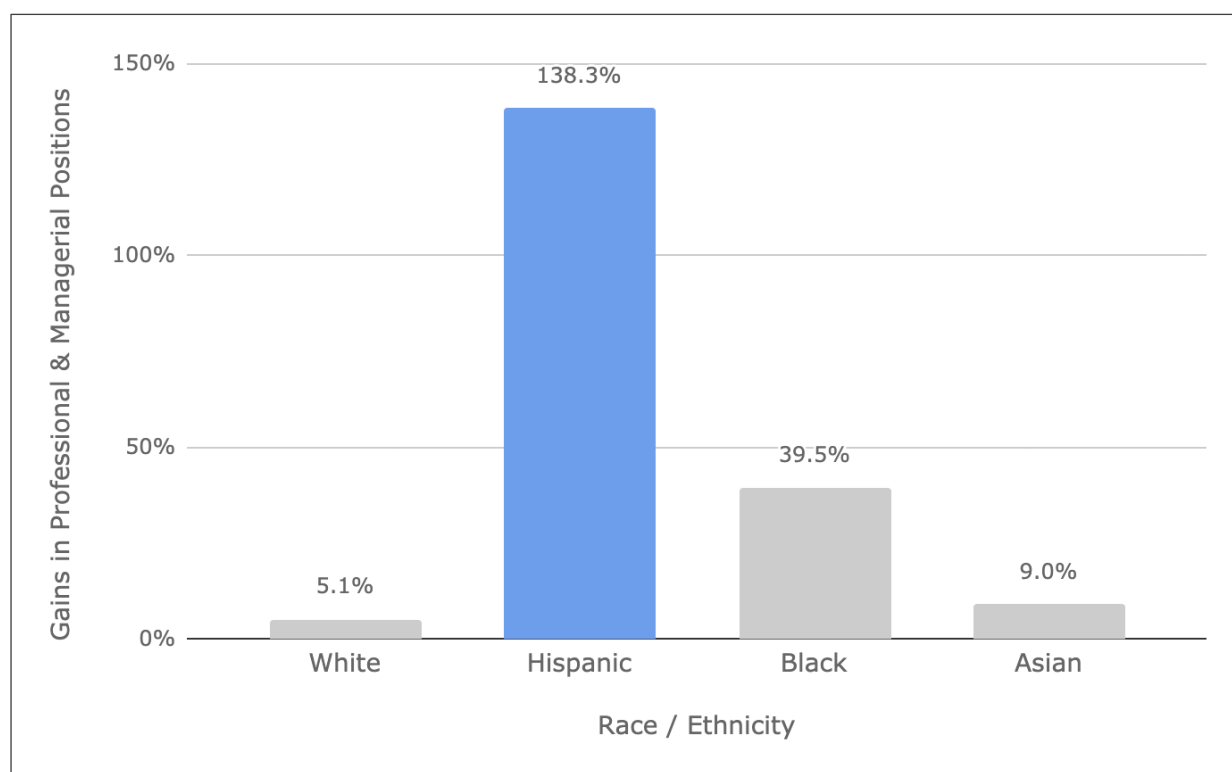
tap into domestic Latino growth, without which the U.S. would lose a large source of innovation and revenue growth.

### UPWARD MOBILITY

Latinos have relatively high rates of intergenerational mobility compared to Black people and American Indians.<sup>lxvii</sup> Their educational attainment is also improving over time. From 2010 to 2018, growth in the number of people with a bachelor's degree or higher was 2.6 times as rapid for Latinos versus non-Latinos.<sup>lxviii</sup>

As illustrated in the graph below, Latinos lead with the most intergenerational professional and managerial occupation gains among all race and ethnicity groups:

**Figure 15. Rate of Change in Professional & Managerial Positions**  
Between First & Second Generation Immigrant Males



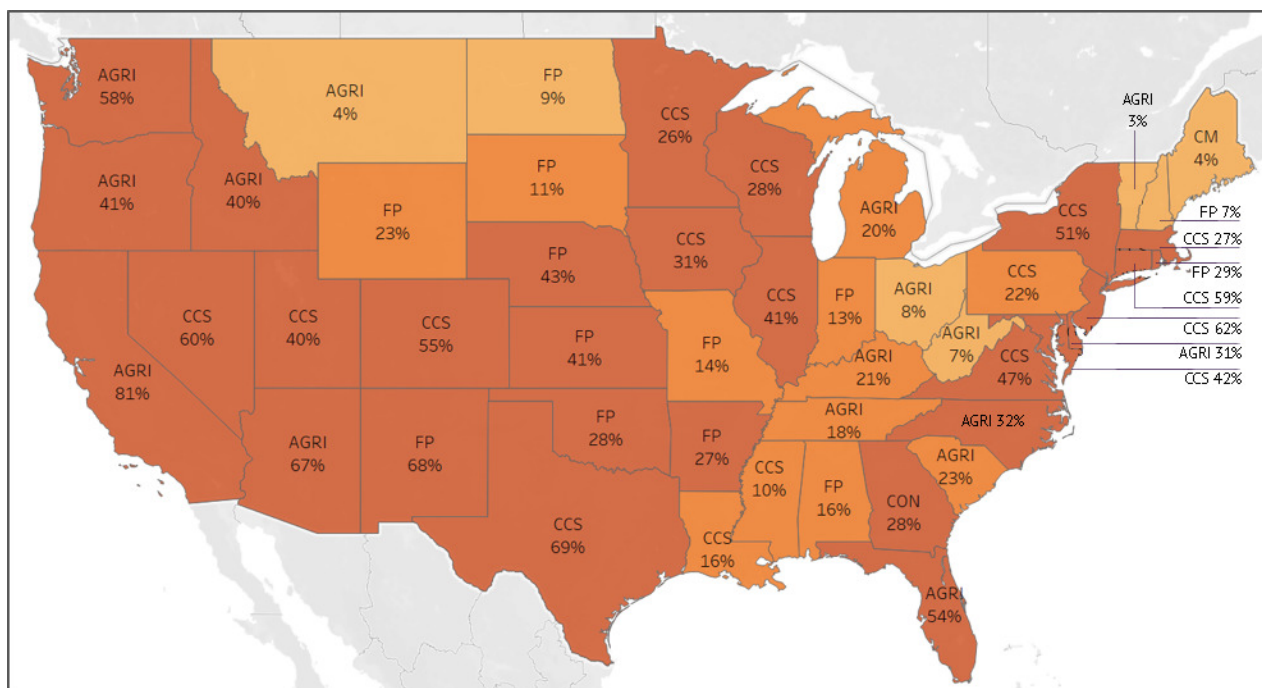
Source: Data from 2003-2013 Current Population Survey outgoing rotation group data.  
VIA [The Integration of Immigrants into American Society](#), page 282

## PART 5 / State-level Analysis

### OVERVIEW

Latino workers' role in the economy varies greatly by state and industry. As expected, states in the West, Southwest, and some parts of the Northeast with higher shares of Latinos among their total resident populations are more dependent on Latino workers than states in the Midwest and the South. In addition, Latino workers are concentrated in different industries by state depending on the demographics, industry composition, and skill levels of workers. Figure 15 shows the essential industry with the highest Latino share in each state and the District of Columbia. Commercial cleaning services have the highest Latino shares in 18 states, followed by agriculture in 16 states, food processing in 14 states, construction in Georgia and the District of Columbia, and critical manufacturing in Maine.

**Figure 16. Essential Industry with the highest Latino Shares by State, 2014–18**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. “AGRI” refers to Agriculture, “FP” refers to Food Processing, “CON” refers to Construction, “CCS” refers to Commercial Cleaning Services, and “CM” refers to Critical Manufacturing.

Source: Tabulation of the U.S. Census Bureau’s pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.



## HEALTHCARE & SOCIAL ASSISTANCE

Even though Latino workers' shares in the health care and social assistance industry in many (36) states and the District of Columbia are less than 10 percent, their presence in some southwest states are much greater. Close to half (48 percent) of health care workers in New Mexico are

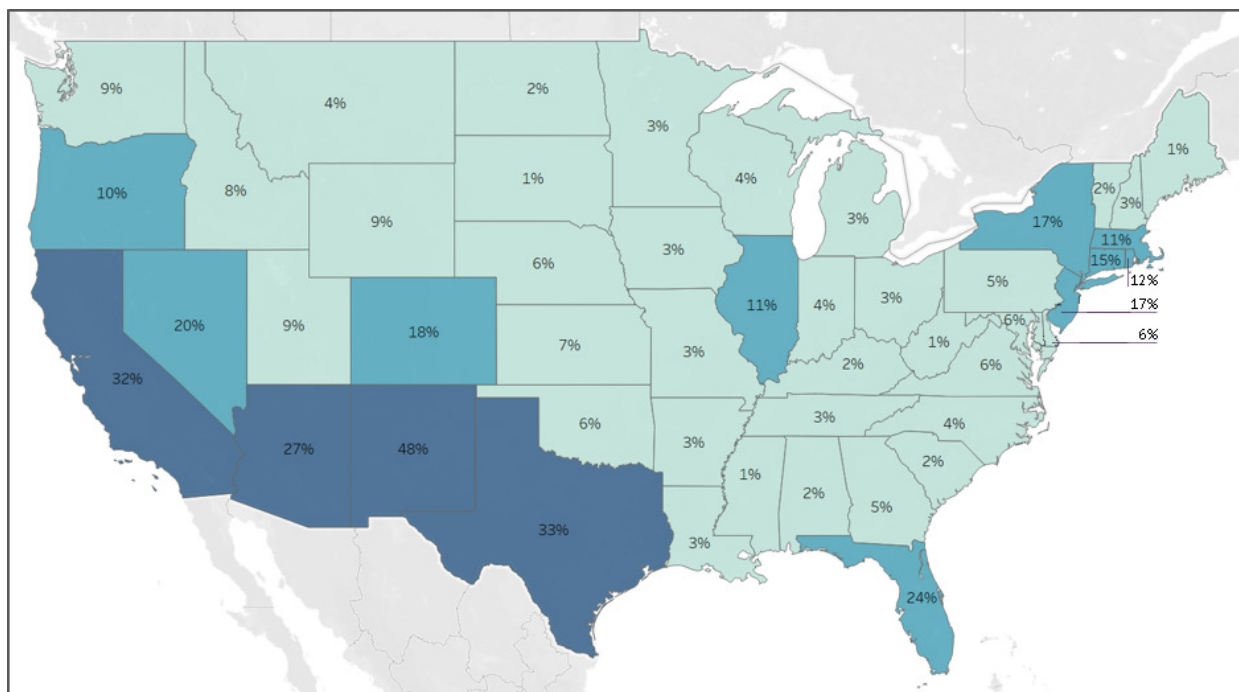


*"It's been really sad to see people who... feel by themselves, they feel that they don't have someone who's kind of giving them the emotional and psychological support.... It's frequently nurses or nursing assistants who are taking care of people so many hours of the day that they end up bonding with that person and that can really help them physiologically overcome their illness. More and more nurses in the area are Latinas that are taking care of patients, and certainly, historically, there were a lot of nursing assistants that are doing day-to-day care and feeding, taking them to the bathroom, just helping them get comfortable, get into bed. But those things make a difference, especially if somebody is caring and loving, they feel that that person is important to them."*

—DR. ROGELIO PEREZ, MD  
YALE NEW HAVEN HOSPITAL

Latino, compared to roughly a third of those in California and Texas and more than a quarter (27 percent) of those in Arizona.

**Figure 17. Percent Latino in the Health Care and Social Assistance Industries by State, 2014–18**



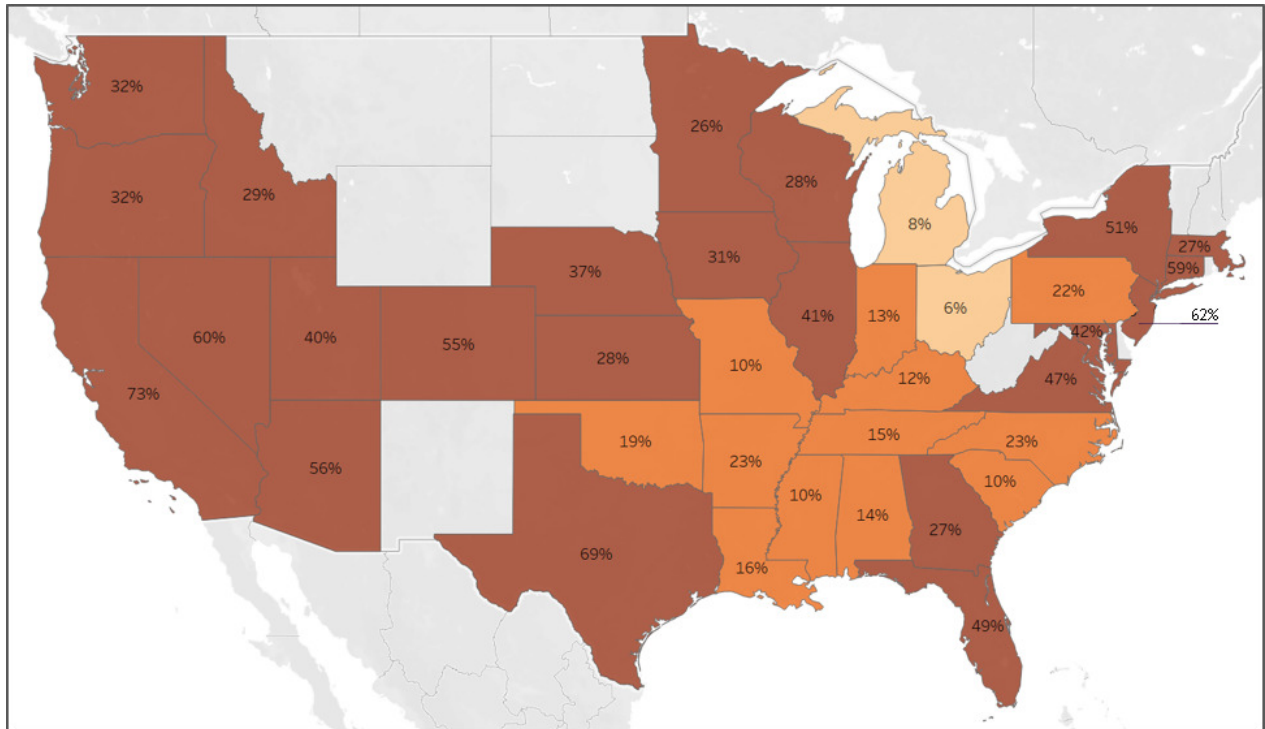
**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.

## COMMERCIAL CLEANING SERVICES

Latinos are indispensable in the commercial cleaning services industry in most states. Of all 38 states with estimates available, Latino workers account for between 10 and 24 percent of the workforce in 13 states, and at least 25 percent in 23 states. Close to three-quarters (73 percent) of cleaning industry workers in California are Latino, versus 69 percent in Texas, 62 percent in New Jersey, and 60 percent in Nevada. Only in Ohio and Michigan, less than 10 percent of the commercial cleaning workers are Latino.

**Figure 18. Percent Latino in the Commercial Cleaning Services Industry by State, 2014–18**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. States that are blank lack sufficient sample sizes to generate statistical reliable estimates.

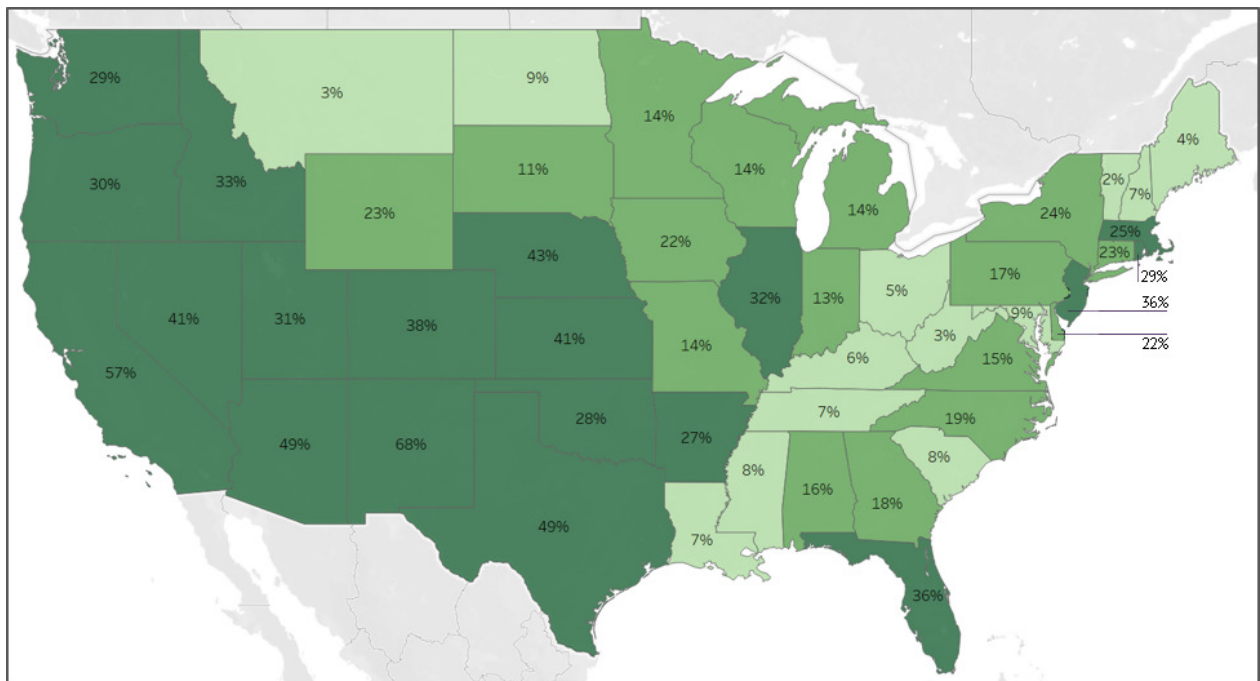
Source: Tabulation of the U.S. Census Bureau's pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.

## FOOD PROCESSING

The food processing industry is dependent on Latino workers in most states. In 19 states, Latino workers account for at least 25 percent of all food processing workers, followed by 17 states with Latino workers representing between 10 and 24 percent of all workers. Sixty-eight percent of food processing workers in New Mexico are Latino, followed by 57 percent in California, and 49 percent each in Texas and Arizona.

According to the Food and Environment Reporting Network (FERN), Nebraska, Iowa, and Kansas have the most COVID-19 cases in meatpacking plants as of June 22, 2020, and Colorado, Washington, and Wisconsin lead in cases in food processing plants.<sup>lxix</sup> All except Wisconsin have more than 20 percent Latino workers.

**Figure 19. Percentage of Latinos in the Food Processing Industry by State, 2014–18**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.

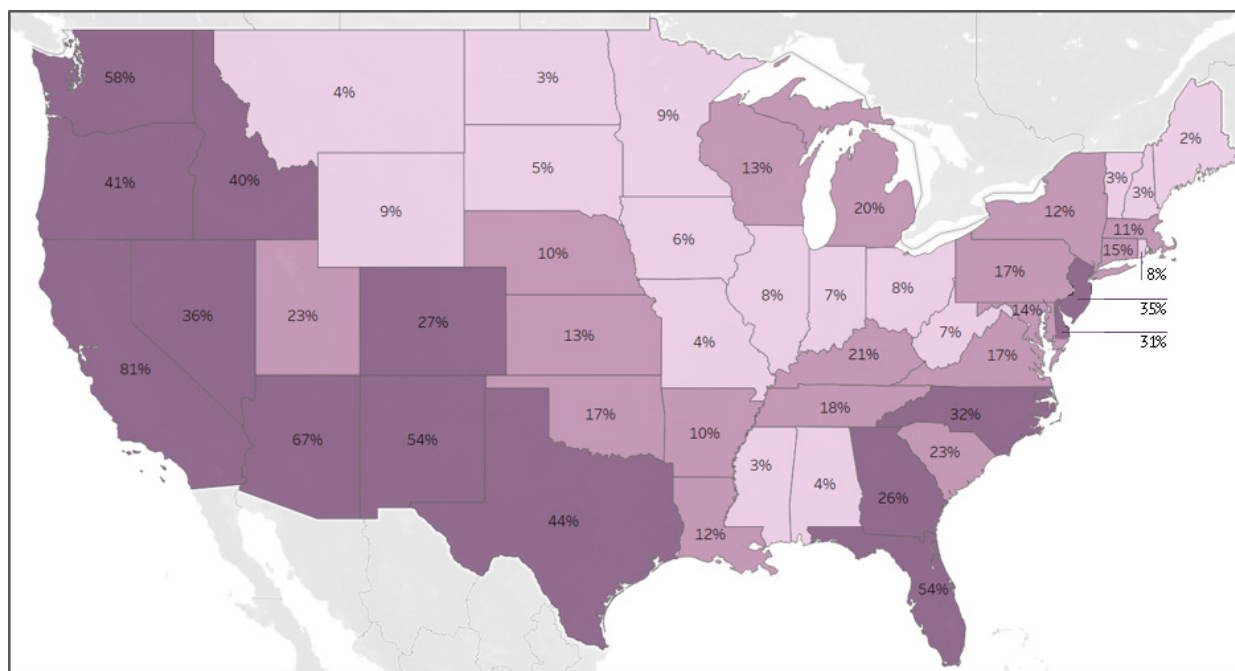
## AGRICULTURE

America's agriculture industry is diverse in commodities and varies significantly by geography. For instance, states like California, Florida, Washington predominantly grow vegetables and fruit, while states like Texas, Iowa, and Nebraska either raise cattle and calves or grow vegetables that are easily harvested by machine.<sup>lxx</sup> The difference in commodities determines the differing labor demand by state.

An overwhelming majority (81 percent) of agricultural workers in California (where the primary produce is grapes) are Latino, followed by 67 percent in Arizona (lettuce), 58 percent in Washington (apples), and 54 percent in Florida (oranges and floriculture). In comparison, Latino workers only represent 6 percent of agricultural workers in Iowa (where the primary commodities are corn and hogs), 9 percent in Minnesota (corn and soybeans), 13 percent in Wisconsin (cattle and corn), and 17 percent in Pennsylvania (chicken eggs).

Based on the tally of FERN, so far, Washington, New Jersey, Tennessee, and California lead in cumulative total of COVID-19 cases among agricultural workers as of June 22, 2020.<sup>lxxi</sup>

**Figure 20. Percentage of Latinos in the Agriculture Industry by State, 2014–18**



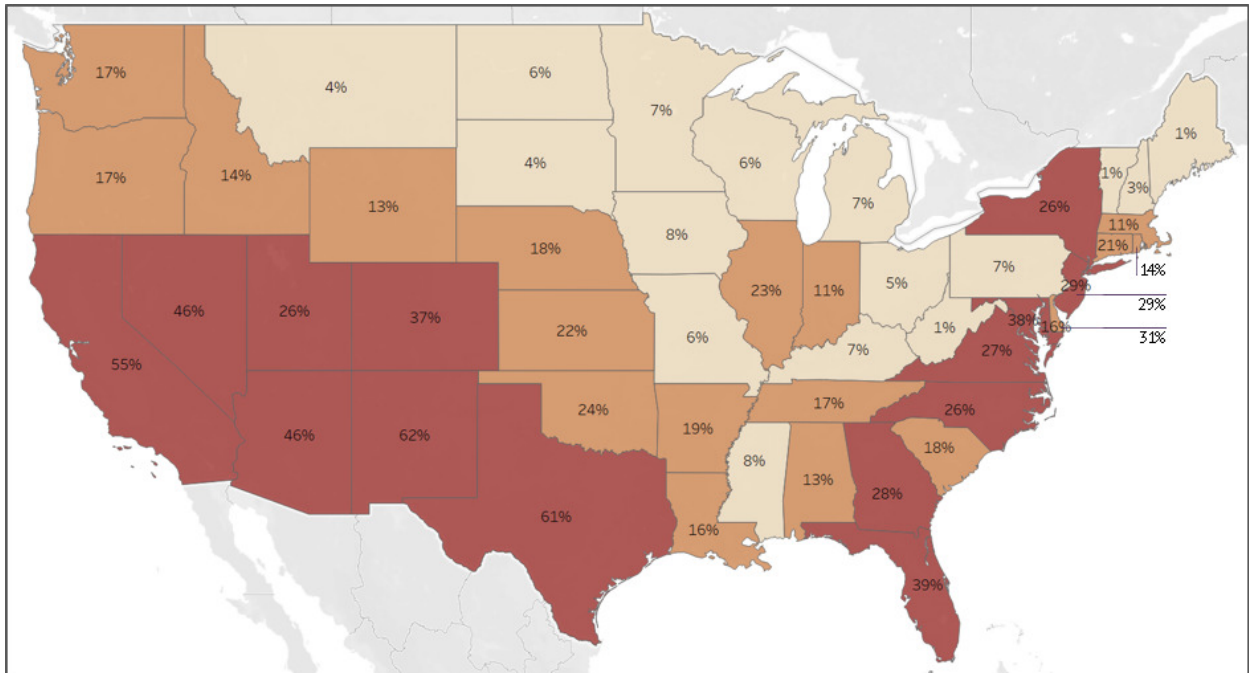
**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.

## CONSTRUCTION

Latino construction workers are over-represented in states in the Southwest and along the east coast. In 14 states and the District of Columbia, Latino workers account for at least 25 percent of all construction workers, followed by 19 states with Latino workers representing between 10 and 24 percent of all workers. Sixty-two percent of construction workers in New Mexico are Latino, followed by 61 percent in Texas, 55 percent in California, and 49 percent each in Arizona and Nevada.

**Figure 21. Percentage of Latinos in the Construction Industry by State, 2014–18**



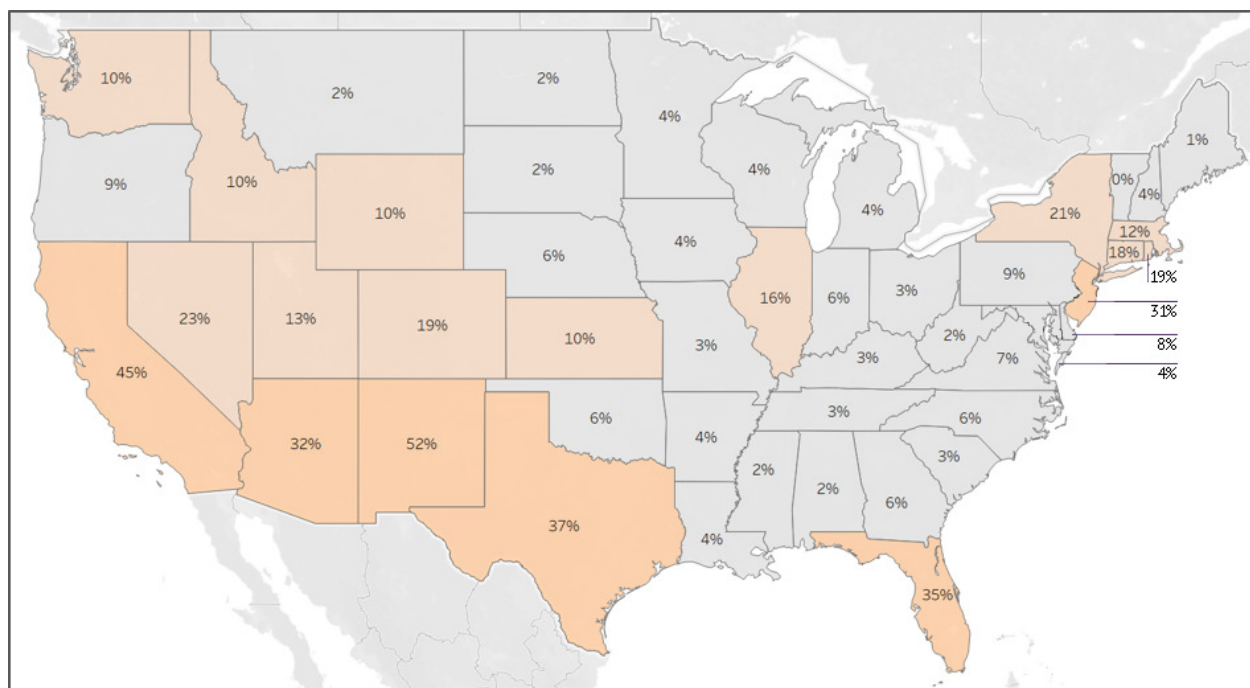
**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.

## TRANSPORTATION & LOGISTICS

Latinos' role in the essential transportation and logistics industry roughly tracks the distribution of Latinos by state despite some fluctuations. For instance, in New Jersey, 20 percent of all workers are Latino, versus 31 percent of essential transportation and logistics workers. Latinos account for 11 percent of all workers in the District of Columbia, but only represent 4 percent of all essential transportation and logistics workers.

**Figure 22. Percentage of Latinos in the Essential Transportation and Logistics Industries by State, 2014–18**



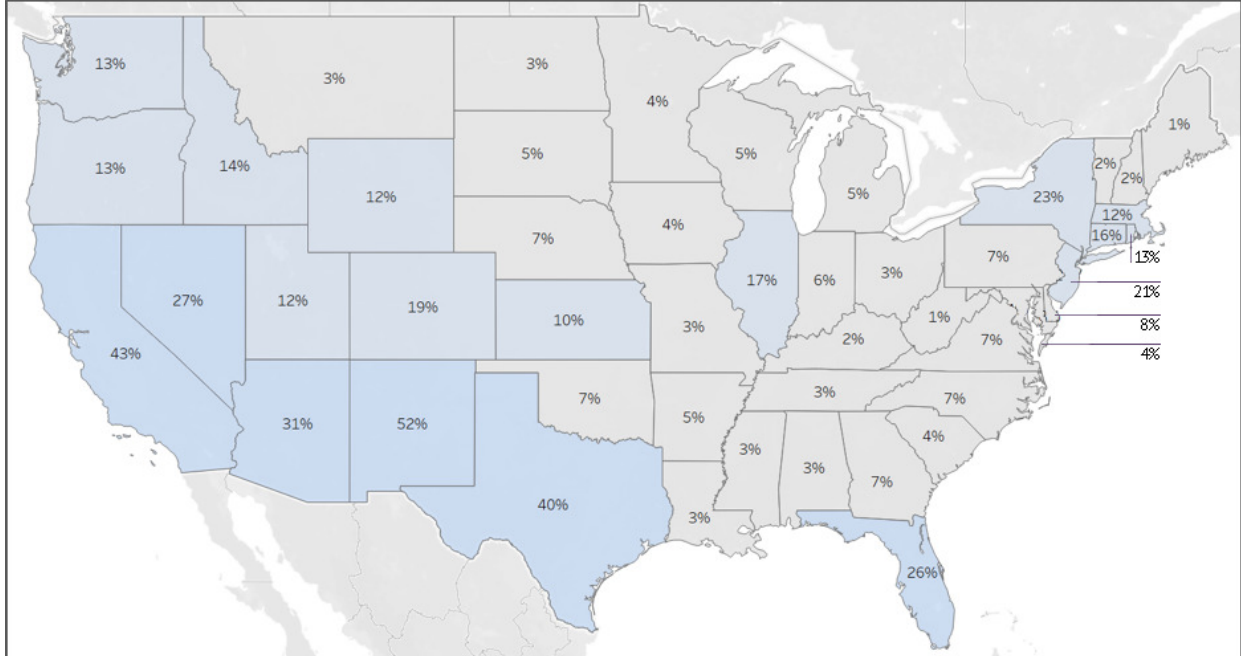
**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Essential transportation and logistics industries exclude scenic and sightseeing transportation.

Source: Tabulation of the U.S. Census Bureau's pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.

## RETAIL OR WHOLESALE

Latinos' employment in the essential retail or wholesale industry also closely tracks the shares of Latinos among all workers in each state. However, there are some variations in the trend. For example, Latinos account for 18 percent of all workers in New York, but 23 percent of all essential retail workers. In the District of Columbia, 11 percent of all workers are Latino, versus 4 percent of essential retail workers.

**Figure 23. Percent Latino in the Essential Retail or Wholesale Industries by State, 2014–18**



**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Essential retail or wholesale industries include grocery stores, pharmacies, gas stations, convenience stores, and other food, liquor, drug, hardware, household appliance retailers or wholesalers.

Source: Tabulation of the U.S. Census Bureau's pooled 2014–18 ACS, accessed May 30, 2020 through IPUMS.



## Conclusion

Latino workers are vital to the core functions of society during the COVID-19 pandemic. Their contributions are particularly significant in industries like agriculture, food processing, commercial cleaning services, health care, and construction. In states where Latinos account for higher shares of the population, for instance, California, New Mexico, Arizona, Florida, Nevada, and Texas, their presence is more prominent.

Early data on unemployment rates since the pandemic indicate they will be the driving force of economic recovery. Case studies of Latino entrepreneurs also demonstrate the flexibility to pivot and innovate faced with unprecedented challenges, a deep commitment to their community, and optimism about the future despite having fewer resources at hand and receiving fewer government-backed loans.

The high number of Latinos employed as essential workers and the strong employment rebound, along with other socio-economic characteristics, contribute to the high rate of COVID-19 infection and significant death toll among Latinos. Society needs to recognize their remarkable work ethic and sacrifice during these difficult times, in the meantime, ensure equal access to government programs supporting workers and business owners, and continue to invest in health care access in the Latino community.

# Methodology

Defining and quantifying workers in essential industries in the United States during the pandemic is a very difficult but important task.

Federally, the Department of Homeland Security (DHS), in response to President Trump's Coronavirus Guidance for America on March 16<sup>th</sup>, 2020, designated a list of essential infrastructure workers "who protect their communities, while ensuring continuity of functions critical to public health and safety, as well as economic and national security." The advisory list includes industries ranging from medical and health care, telecommunications, information technology systems, defense, food and agriculture, transportation and logistics, energy, water and wastewater, law enforcement, to public works.<sup>6</sup> Using this definition, researchers identified 90 million workers in DHS-designated industries in 2018 (assuming every occupation under these industries is essential) and 50 million of them are frontline workers.<sup>7</sup> However, this list is not a federal directive, and state and local governments ultimately make their own decisions. Inter-state or sometimes even intra-state variations in designations for the same industry are commonplace.<sup>8</sup> Furthermore, there is no guarantee that all DHS-designated essential industries will stay open and maintain all workers.<sup>9</sup>

Other studies have been done to estimate the size of the essential industries. New York City<sup>10</sup> narrowed down to six specific industries and estimated 1 million frontline workers total in these industries. The Center for Economic and Policy Research used the same approach and identified 32 million workers in the frontline industries.<sup>11</sup> The Migration Policy Institute estimated 33 million essential workers in eight industries nationwide.<sup>12</sup>

This study combined both approaches after reviewing the DHS advisory and specific designations in states including California<sup>13</sup> and New York<sup>14</sup>. The authors identified 13 essential industries with 68 million employed workers as of 2018.

---

<sup>6</sup> Christopher C. Krebs, "Advisory Memorandum on Identification of Essential Critical Infrastructure Workers During COVID-19 Response," U.S. Department of Homeland Security, May 19, 2020, [https://www.cisa.gov/sites/default/files/publications/Version\\_3.1\\_CISA\\_Guidance\\_on\\_Essential\\_Critical\\_Infrastructure\\_Workers\\_0.pdf](https://www.cisa.gov/sites/default/files/publications/Version_3.1_CISA_Guidance_on_Essential_Critical_Infrastructure_Workers_0.pdf).

<sup>7</sup> Adie Tomer and Joseph W. Kane, "To protect frontline workers during and after COVID-19, we must define who they are," Brookings Institution, June 2020, <https://www.brookings.edu/research/to-protect-frontline-workers-during-and-after-covid-19-we-must-define-who-they-are/>.

<sup>8</sup> Adriene Bailey and Oliver Wyman, "Lack of US logistics standard for 'essential' service imperils cargo flow," Journal of Commerce, April 2020, [https://www.joc.com/regulation-policy/lack-us-logistics-standard-%E2%80%98essential%E2%80%99-service-imperils-cargo-flow\\_20200408.html](https://www.joc.com/regulation-policy/lack-us-logistics-standard-%E2%80%98essential%E2%80%99-service-imperils-cargo-flow_20200408.html).

<sup>9</sup> Rene Rodriguez, "Coronavirus hits Miami's construction industry: Projects halted, site contaminated," Miami Herald, Last modified March 26, 2020, <https://www.miamiherald.com/news/coronavirus/article241529376.htm>.

<sup>10</sup> The Comptroller's Office of New York City, "New York City's Frontline Workers," March 26, 2020, <https://comptroller.nyc.gov/reports/new-york-citys-frontline-workers/>.

<sup>11</sup> Hye Jin Rho, Hayley Brown and Shawn Fremstad, "A Basic Demographic Profile of Workers in Frontline Industries," Center for Economic and Policy Research, April 2020, <https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>.

<sup>12</sup> Julia Gelatt, "Immigrant Workers: Vital to the U.S. COVID-19 Response, Disproportionately Vulnerable," Migration Policy Institute, March 2020, <https://www.migrationpolicy.org/research/immigrant-workers-us-covid-19-response>.

<sup>13</sup> California Department of Health, "Essential Workforce," last modified December 3, 2020, <https://covid19.ca.gov/essential-workforce/>.

<sup>14</sup> The New York Governor's Office, "Governor Cuomo Issues Guidance on Essential Services Under The 'New York State on PAUSE' Executive Order," March 20, 2020, <https://www.governor.ny.gov/news/governor-cuomo-issues-guidance-essential-services-under-new-york-state-pause-executive-order>.

## Appendix

**Table 1. Workers Aged 16 to 64 Employed in Industries Essential during the COVID-19 Pandemic, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Commercial Cleaning Services	1,437,000	610,000	42%	448,000	73%
Agriculture	1,777,000	627,000	35%	479,000	76%
Construction	10,047,000	3,079,000	31%	2,052,000	67%
Food Processing	1,972,000	533,000	27%	334,000	63%
Critical Trade	1,566,000	357,000	23%	192,000	54%
Essential Transportation and Logistics	6,945,000	1,384,000	20%	638,000	46%
Essential Retail/Wholesale	6,613,000	1,231,000	19%	510,000	41%
Energy and Utilities	1,945,000	295,000	15%	88,000	30%
Health Care and Social Assistance	20,414,000	2,903,000	14%	982,000	34%
Communications and Information Technology	832,000	118,000	14%	37,000	32%
Critical Manufacturing	1,254,000	167,000	13%	76,000	45%
Public Administration	6,860,000	893,000	13%	188,000	21%
Financial Services	6,810,000	826,000	12%	235,000	29%
<b>Total Workers in Industries Essential during the COVID-19 Pandemic</b>	<b>68,474,000</b>	<b>13,022,000</b>	<b>19%</b>	<b>6,259,000</b>	<b>48%</b>
<b>Total Civilian Workforce</b>	<b>147,725,000</b>	<b>26,658,000</b>	<b>18%</b>	<b>12,157,000</b>	<b>46%</b>

Source: Tabulation of the U.S. Census Bureau's 2018 American Community Survey (ACS), accessed May 30, 2020, through Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek, "IPUMS USA: Version 10.0 [dataset]."

**Table 2. The Ten Largest Occupations in the Health Care and Social Assistance Industries, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Medical Assistants	516,000	158,000	31%	49,000	31%
Childcare Workers	724,000	177,000	24%	91,000	52%
Receptionists and Information Clerks	463,000	105,000	23%	26,000	25%
Personal Care Aides	1,062,000	213,000	20%	86,000	40%
Preschool and Kindergarten Teachers	464,000	74,000	16%	25,000	34%
Licensed Practical and Licensed Vocational Nurses	785,000	108,000	14%	29,000	26%
Nursing Assistants	1,325,000	181,000	14%	74,000	41%
Medical and Health Services Managers	640,000	76,000	12%	22,000	29%
Registered Nurses	2,865,000	214,000	7%	53,000	25%
Physicians	720,000	49,000	7%	22,000	46%
<b>All Workers in Health Care and Social Assistance</b>	<b>20,414,000</b>	<b>2,903,000</b>	<b>14%</b>	<b>982,000</b>	<b>34%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 3. The Ten Largest Occupations in the Commercial Cleaning Services Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Maids and Housekeeping Cleaners	302,000	179,000	59%	151,000	84%
Laborers and Freight, Stock, and Material Movers	11,000	-	53%	-	-
Janitors and Building Cleaners	677,000	306,000	45%	229,000	75%
First-line Supervisors of Housekeeping and Janitorial Workers	132,000	44,000	34%	27,000	60%
Other Installation, Maintenance, and Repair Workers	40,000	12,000	30%	7,000	54%
Other Managers	12,000	-	23%	-	-
Laundry and Dry-cleaning Workers	10,000	-	20%	-	-
Pest Control Workers	76,000	14,000	18%	5,000	40%
Sales Representatives of Services	12,000	-	18%	-	-
Secretaries and Administrative Assistants	14,000	-	14%	-	-
<b>All Workers in Commercial Cleaning Services</b>	<b>1,437,000</b>	<b>610,000</b>	<b>42%</b>	<b>448,000</b>	<b>73%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Cells with "-" have too few sample sizes to generate statistically reliable estimates.

**Table 4. The Ten Largest Occupations in the Food Processing Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Butchers and Other Meat, Poultry, and Fish Processing Workers	79,000	36,000	45%	26,000	72%
Packers and Packagers	63,000	28,000	43%	21,000	78%
Packaging and Filling Machine Operators and Tenders	163,000	66,000	41%	49,000	74%
Food Processing Workers, All Other	136,000	50,000	36%	35,000	71%
Bakers	97,000	34,000	35%	24,000	71%
Laborers and Freight, Stock, and Material movers	102,000	32,000	32%	20,000	61%
First-line Supervisors of Production and Operating Workers	91,000	28,000	31%	17,000	61%
Miscellaneous Production Workers	65,000	18,000	28%	10,000	58%
Driver/Sales Workers and Truck Drivers	76,000	15,000	20%	8,000	51%
Other Managers	85,000	12,000	14%	6,000	53%
<b>All Workers in Food Processing</b>	<b>1,972,000</b>	<b>533,000</b>	<b>27%</b>	<b>334,000</b>	<b>63%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 5. The Ten Largest Occupations in the Agriculture Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Graders and Sorters	21,000	17,000	78%	13,000	76%
Other Agricultural Workers	721,000	417,000	58%	341,000	82%
First-line Supervisors of Farming, Fishing, and Forestry Workers	62,000	24,000	39%	19,000	81%
Miscellaneous Production Workers	16,000	-	30%	-	-
Driver/Sales Workers and Truck Drivers	49,000	14,000	29%	9,000	63%
Secretaries and Administrative Assistants	16,000	-	20%	-	-
Animal Caretakers	21,000	-	18%	-	-
Fishing and Hunting Workers	29,000	-	10%	-	-
Farmers, Ranchers, and Other Agricultural Managers	451,000	39,000	9%	23,000	58%
Logging Workers	39,000	-	6%	-	-
<b>All Workers in Agriculture</b>	<b>1,777,000</b>	<b>627,000</b>	<b>35%</b>	<b>479,000</b>	<b>76%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Cells with "-" have too few sample sizes to generate statistically reliable estimates.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 6. The Ten Largest Occupations in the Construction Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Painters and Paperhangers	501,000	280,000	56%	224,000	80%
Construction Laborers	1,867,000	835,000	45%	610,000	73%
Carpenters	1,042,000	403,000	39%	301,000	75%
Plumbers, Pipefitters, and Steamfitters	430,000	108,000	25%	62,000	57%
First-line Supervisors of Construction Trades and Extraction Workers	693,000	162,000	23%	96,000	59%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	320,000	71,000	22%	35,000	50%
Electricians	568,000	125,000	22%	63,000	51%
Construction Equipment Operators	270,000	56,000	21%	36,000	65%
Other Managers	449,000	78,000	17%	50,000	65%
Construction Managers	644,000	85,000	13%	46,000	54%
<b>All Workers in Construction</b>	<b>10,047,000</b>	<b>3,079,000</b>	<b>31%</b>	<b>2,052,000</b>	<b>67%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 7. The Ten Largest Occupations in the Essential Transportation and Logistics Industries, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Industrial Truck and Tractor Operators	135,000	41,000	30%	19,000	47%
Laborers and Freight, Stock, and Material Movers	520,000	133,000	25%	49,000	37%
Couriers and Messengers	177,000	41,000	23%	17,000	41%
Taxi Drivers	401,000	91,000	23%	56,000	61%
Driver/Sales Workers and Truck Drivers	1,707,000	371,000	22%	211,000	57%
Supervisors of Transportation and Material Moving Workers	160,000	31,000	20%	13,000	42%
Bus Drivers, Transit and Intercity	172,000	34,000	19%	14,000	42%
Customer Service Representatives	159,000	29,000	18%	9,000	29%
Other Managers	227,000	34,000	15%	13,000	39%
Postal Service Mail Carriers	326,000	40,000	12%	9,000	22%
<b>All Workers in Essential Transportation and Logistics</b>	<b>6,945,000</b>	<b>1,384,000</b>	<b>20%</b>	<b>638,000</b>	<b>46%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Essential transportation and logistics industries exclude scenic and sightseeing transportation.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 8. The Ten Largest Occupations in the Essential Retail or Wholesale Industries, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Driver/Sales Workers and Truck Drivers	274,000	68,000	25%	36,000	53%
Laborers and Freight, Stock, and Material movers	403,000	89,000	22%	34,000	38%
Stockers and Order Fillers	450,000	98,000	22%	32,000	33%
Cashiers	1,185,000	231,000	19%	67,000	29%
Customer Service Representatives	274,000	51,000	19%	19,000	38%
First-line Supervisors of Non-retail Sales Workers	180,000	30,000	17%	43,000	39%
Retail Salespersons	295,000	49,000	16%	19,000	39%
Pharmacy Technicians	271,000	43,000	16%	10,000	22%
First-line Supervisors of Retail Sales Workers	814,000	111,000	14%	43,000	39%
Sales Representatives, Wholesale and Manufacturing	302,000	38,000	13%	15,000	38%
<b>All Workers in Essential Retail or Wholesale</b>	<b>6,613,000</b>	<b>1,231,000</b>	<b>19%</b>	<b>510,000</b>	<b>41%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Essential retail or wholesale industries include grocery stores, pharmacies, gas stations, convenience stores, and other food, liquor, drug, hardware, household appliance retailers or wholesalers.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 9. Entrepreneurs Aged 16 to 64 in Industries Essential during the COVID-19 Pandemic, 2018**

	Total Entrepreneurs	Latino Entrepreneurs	Latino Share	Immigrant Latino Entrepreneurs	Immigrant Share among Latino Entrepreneurs
Commercial Cleaning Services	395,000	138,000	35%	110,000	79%
Construction	2,169,000	558,000	26%	405,000	73%
Essential Transportation and Logistics	762,000	166,000	22%	102,000	62%
Critical Trade	369,000	76,000	21%	51,000	67%
Food Processing	58,000	10,000	17%	6,000	61%
Essential Retail/Wholesale	232,000	38,000	17%	23,000	59%
Health Care and Social Assistance	1,040,000	147,000	14%	80,000	55%
Communications and Information Technology	25,000	3,000	11%	-	46%
Energy and Utilities	41,000	4,000	10%	-	30%
Financial Services	341,000	33,000	10%	12,000	38%
Critical Manufacturing	24,000	2,000	8%	-	42%
Agriculture	484,000	32,000	7%	19,000	60%
<b>Total Entrepreneurs in Industries Essential during the COVID-19 Pandemic</b>	<b>5,939,000</b>	<b>1,208,000</b>	<b>20%</b>	<b>812,000</b>	<b>67%</b>
<b>Total Entrepreneurs</b>	<b>12,980,000</b>	<b>2,314,000</b>	<b>18%</b>	<b>1,462,000</b>	<b>63%</b>

**Note:** The universe of analysis includes self-employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 10. The Ten Largest Occupations in the Public Administration Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Office Clerks, General	196,000	33,000	17%	7,000	21%
Police Officers	728,000	119,000	16%	21,000	18%
Correctional Officers and Jailers	370,000	58,000	16%	9,000	15%
Social Workers	141,000	21,000	15%	6,000	30%
First-line Supervisors of Office and Administrative Support Workers	218,000	29,000	14%	6,000	19%
Firefighters	288,000	33,000	12%	4,000	13%
Secretaries and Administrative Assistants	190,000	21,000	11%	4,000	18%
Accountants and Auditors	139,000	15,000	11%	4,000	26%
Other Managers	402,000	37,000	9%	9,000	25%
Lawyers, and Judges, Magistrates, and Other Judicial Workers	178,000	13,000	7%	1,000	9%
<b>All Workers in Public Administration</b>	<b>6,860,000</b>	<b>893,000</b>	<b>13%</b>	<b>188,000</b>	<b>21%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 11. The Ten Largest Occupations in the Financial Services Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Tellers	289,000	68,000	24%	15,000	22%
Customer Service Representatives	368,000	64,000	17%	16,000	25%
Insurance Sales Agents	475,000	69,000	15%	24,000	34%
Financial Managers	727,000	95,000	13%	28,000	29%
Credit Counselors and Loan Officers	274,000	31,000	11%	7,000	24%
Securities, Commodities, and Financial Services Sales Agents	222,000	24,000	11%	7,000	27%
Claims Adjusters, Appraisers, Examiners, and Investigators	274,000	29,000	10%	6,000	21%
First-line Supervisors of Non-retail Sales Workers	279,000	27,000	10%	7,000	26%
Accountants and Auditors	227,000	20,000	9%	8,000	42%
Personal Financial Advisors	300,000	23,000	8%	7,000	28%
<b>All Workers in Financial Services</b>	<b>6,810,000</b>	<b>826,000</b>	<b>12%</b>	<b>235,000</b>	<b>29%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 12. The Ten Largest Occupations in the Energy and Utilities Industries, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Other Extraction Workers	80,000	23,000	29%	9,000	39%
Driver/Sales Workers and Truck Drivers	49,000	13,000	27%	4,000	29%
First-line Supervisors of Construction Trades and Extraction Workers	67,000	15,000	23%	4,000	26%
Electricians	51,000	-	21%	-	-
Underground Mining Machine Operators	45,000	-	15%	-	-
Other Engineers	46,000	-	12%	-	-
First-line Supervisors of Production and Operating Workers	64,000	-	10%	-	-
Other Managers	106,000	-	8%	-	-
Electrical Power-line Installers and Repairers	86,000	-	7%	-	-
Water and Wastewater Treatment Plant and System Operators	70,000	-	6%	-	-
<b>All Workers in Energy and Utilities</b>	<b>1,945,000</b>	<b>295,000</b>	<b>15%</b>	<b>88,000</b>	<b>30%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. Energy and utilities industries include oil and gas extraction, coal mining, electric power generation, transmission, and distribution, natural gas distribution, and water systems, etc. Cells with "-" have too few sample sizes to generate statistically reliable estimates.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.



**Table 13. The Ten Largest Occupations in the Critical Trade Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Painting Workers	46,000	19,000	41%	12,000	65%
Automotive Body and Related Repairers	106,000	30,000	28%	18,000	58%
Automotive Service Technicians and Mechanics	491,000	130,000	26%	79,000	61%
Bus and Truck Mechanics and Diesel Engine Specialists	79,000	15,000	19%	7,000	47%
First-line Supervisors of Non-retail Sales Workers	138,000	25,000	18%	11,000	46%
Computer, Automated Teller, and Office Machine Repairers	30,000	-	17%	-	-
Transportation Service Attendants	27,000	-	15%	-	-
Other Managers	27,000	-	14%	-	-
Secretaries and Administrative Assistants	39,000	5,000	13%	-	44%
Morticians, Undertakers, and Funeral arrangers	31,000	-	9%	-	-
<b>All Workers in Critical Trade</b>	<b>1,566,000</b>	<b>357,000</b>	<b>23%</b>	<b>192,000</b>	<b>54%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. The critical trade industry includes automatic repair and maintenance, electronic and precision equipment repair and maintenance, personal and household goods repair and maintenance, funeral homes, and cemeteries and crematories. Cells with “-” have too few sample sizes to generate statistically reliable estimates.

Source: Tabulation of the U.S. Census Bureau’s 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 14. The Ten Largest Occupations in the Critical Manufacturing Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Laborers and Freight, Stock, and Material Movers	23,000	-	27%	-	-
Miscellaneous Production Workers, including Equipment Operators and Tenders	74,000	19,000	26%	10,000	52%
Other Assemblers and Fabricators	58,000	14,000	24%	8,000	55%
Dental and Ophthalmic Laboratory Technicians and Medical Appliance Technicians	29,000	-	21%	-	-
Inspectors, Testers, Sorters, Samplers, and Weighers	41,000	-	21%	-	-
First-line Supervisors of Production and Operating Workers	40,000	-	17%	-	-
Other Managers	87,000	-	9%	-	-
Sales Representatives, Wholesale and Manufacturing	76,000	-	7%	-	-
Chemists and Materials Scientists	26,000	-	5%	-	-
Physical Scientists	23,000	-	4%	-	-
<b>All Workers in Critical Manufacturing</b>	<b>1,254,000</b>	<b>167,000</b>	<b>13%</b>	<b>76,000</b>	<b>45%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. The critical manufacturing industry includes pharmaceutical and medicine manufacturing, soap, cleaning compound, and cosmetics manufacturing, and medical equipment and supplies manufacturing. Cells with “-” have too few sample sizes to generate statistically reliable estimates.

Source: Tabulation of the U.S. Census Bureau’s 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 15. The Ten Largest Occupations in the Communications and Information Technology Industry, 2018**

	Total Workers	Latino Workers	Latino Share among Total Workers	Immigrant Latino Workers	Immigrant Share among Latino Workers
Sales Representatives of Services	65,000	17,000	27%	5,000	29%
Other Engineering Technologists and Technicians	19,000	-	19%	-	-
Customer Service Representatives	72,000	13,000	18%	3,000	25%
Telecommunications Line Installers and Repairers	66,000	-	18%	-	-
First-line Supervisors of Non-retail Sales Workers	42,000	-	17%	-	-
Radio and Telecommunications Equipment Installers and Repairers	81,000	13,000	16%	5,000	38%
Other Managers	21,000	-	12%	-	-
Project Management Specialists	20,000	-	11%	-	-
Computer Support Specialists	35,000	-	9%	-	-
Software Developers	26,000	-	3%	-	-
<b>All Workers in Communications and Information Technology</b>	<b>832,000</b>	<b>118,000</b>	<b>14%</b>	<b>37,000</b>	<b>32%</b>

**Note:** The universe of analysis includes employed civilian workers ages 16 to 64. The communications and information technology industry includes wired telecommunications carriers and telecommunications. Cells with “-” have too few sample sizes to generate statistically reliable estimates.

Source: Tabulation of the U.S. Census Bureau’s 2018 ACS, accessed May 30, 2020 through IPUMS.



**Table 16. Entrepreneurs Aged 16 to 64 in Industries Essential during the COVID-19 Pandemic, 2018**

	Total Entrepreneurs	Latino Entrepreneurs	Latino Share	Immigrant Latino Entrepreneurs	Immigrant Share among Latino Entrepreneurs
Commercial Cleaning Services	395,000	138,000	35%	110,000	79%
Construction	2,169,000	558,000	26%	405,000	73%
Essential Transportation and Logistics	762,000	166,000	22%	102,000	62%
Critical Trade	369,000	76,000	21%	51,000	67%
Food Processing	58,000	10,000	17%	6,000	61%
Essential Retail/Wholesale	232,000	38,000	17%	23,000	59%
Health Care and Social Assistance	1,040,000	147,000	14%	80,000	55%
Communications and Information Technology	25,000	3,000	11%	-	46%
Energy and Utilities	41,000	4,000	10%	-	30%
Financial Services	341,000	33,000	10%	12,000	38%
Critical Manufacturing	24,000	2,000	8%	-	42%
Agriculture	484,000	32,000	7%	19,000	60%
<b>Total Entrepreneurs in Industries Essential during the COVID-19 Pandemic</b>	<b>5,939,000</b>	<b>1,208,000</b>	<b>20%</b>	<b>812,000</b>	<b>67%</b>
<b>Total Entrepreneurs</b>	<b>12,980,000</b>	<b>2,314,000</b>	<b>18%</b>	<b>1,462,000</b>	<b>63%</b>

**Note:** The universe of analysis includes self-employed civilian workers aged 16 to 64.

*Source:* Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

**Table 17. Latino Worker Share by Essential Industry and States, 2018**

	Kansas	Kentucky	Louisiana	Maine	Maryland	Massachusetts	Michigan	Minnesota	Mississippi	Missouri	Montana	Nebraska	Nevada	New Hampsh	New Jersey	New Mexico
<b>Total Workers in...</b>																
Health Care and Social Assistance	188,000	262,000	279,000	106,000	400,000	548,000	647,000	452,000	176,000	408,000	68,000	137,000	121,000	101,000	568,000	118,000
<i>Percent Latino</i>	7%	2%	3%	1%	6%	11%	3%	3%	1%	3%	4%	6%	20%	3%	17%	48%
Construction	87,000	110,000	157,000	41,000	200,000	193,000	231,000	165,000	78,000	176,000	41,000	67,000	90,000	48,000	246,000	59,000
<i>Percent Latino</i>	22%	7%	16%	1%	29%	11%	7%	7%	8%	6%	4%	18%	46%	3%	29%	62%
Essential Transportation and Logistics	53,000	97,000	83,000	19,000	117,000	106,000	152,000	108,000	57,000	122,000	19,000	44,000	63,000	20,000	219,000	26,000
<i>Percent Latino</i>	10%	3%	4%	1%	7%	12%	4%	4%	2%	3%	2%	6%	23%	4%	31%	52%
Public Administration	62,000	78,000	103,000	26,000	314,000	128,000	146,000	97,000	62,000	117,000	30,000	39,000	54,000	25,000	172,000	64,000
<i>Percent Latino</i>	6%	2%	3%	2%	5%	8%	4%	3%	1%	3%	3%	5%	15%	3%	14%	45%
Financial Services	63,000	79,000	62,000	30,000	113,000	191,000	169,000	159,000	39,000	144,000	18,000	60,000	38,000	33,000	272,000	25,000
<i>Percent Latino</i>	6%	1%	3%	1%	6%	6%	3%	2%	1%	3%	3%	5%	21%	2%	10%	55%
Essential Retail/Wholesale	66,000	92,000	89,000	36,000	112,000	165,000	185,000	136,000	54,000	131,000	23,000	51,000	51,000	37,000	206,000	33,000
<i>Percent Latino</i>	10%	2%	3%	1%	8%	12%	5%	4%	3%	3%	3%	7%	27%	2%	21%	52%
Food Processing	31,000	34,000	16,000	7,000	20,000	27,000	45,000	56,000	21,000	54,000	4,000	34,000	8,000	4,000	41,000	7,000
<i>Percent Latino</i>	41%	6%	7%	4%	9%	25%	14%	14%	8%	14%	3%	43%	41%	7%	36%	68%
Agriculture	31,000	27,000	19,000	15,000	12,000	12,000	43,000	51,000	19,000	38,000	23,000	35,000	6,000	5,000	11,000	14,000
<i>Percent Latino</i>	13%	21%	12%	2%	14%	11%	20%	9%	3%	4%	4%	10%	36%	3%	35%	54%
Energy and Utilities	22,000	32,000	78,000	5,000	20,000	23,000	42,000	25,000	25,000	30,000	13,000	12,000	24,000	6,000	33,000	29,000
<i>Percent Latino</i>	10%	1%	3%	1%	4%	4%	3%	2%	1%	2%	2%	3%	19%	2%	10%	44%
Critical Trade	14,000	20,000	20,000	8,000	29,000	26,000	49,000	26,000	15,000	29,000	7,000	9,000	12,000	7,000	38,000	11,000
<i>Percent Latino</i>	8%	3%	6%	1%	13%	12%	5%	4%	2%	4%	4%	6%	38%	2%	27%	59%
Commercial Cleaning Services	8,000	13,000	18,000	-	32,000	27,000	41,000	18,000	8,000	18,000	-	6,000	16,000	-	41,000	-
<i>Percent Latino</i>	28%	12%	16%	-	42%	27%	8%	26%	10%	10%	-	37%	60%	-	62%	-
Critical Manufacturing	8,000	9,000	4,000	4,000	14,000	62,000	29,000	49,000	5,000	20,000	2,000	8,000	3,000	9,000	87,000	2,000
<i>Percent Latino</i>	7%	5%	5%	4%	2%	10%	4%	3%	4%	3%	4%	10%	28%	6%	14%	38%
Communications and Information Technology	11,000	9,000	12,000	3,000	19,000	17,000	18,000	13,000	6,000	22,000	3,000	6,000	7,000	4,000	40,000	5,000
<i>Percent Latino</i>	10%	3%	3%	2%	7%	6%	5%	2%	1%	3%	1%	7%	24%	5%	13%	56%
<b>All Essential Industries</b>	<b>645,000</b>	<b>859,000</b>	<b>939,000</b>	<b>304,000</b>	<b>1,403,000</b>	<b>1,526,000</b>	<b>1,796,000</b>	<b>1,355,000</b>	<b>562,000</b>	<b>1,311,000</b>	<b>252,000</b>	<b>507,000</b>	<b>493,000</b>	<b>305,000</b>	<b>1,973,000</b>	<b>399,000</b>
<i>Percent Latino</i>	12%	4%	6%	1%	11%	11%	5%	4%	3%	4%	3%	10%	28%	3%	20%	52%
<b>All Industries</b>	<b>1,339,000</b>	<b>1,853,000</b>	<b>1,914,000</b>	<b>614,000</b>	<b>2,867,000</b>	<b>3,337,000</b>	<b>4,361,000</b>	<b>2,780,000</b>	<b>1,158,000</b>	<b>2,729,000</b>	<b>473,000</b>	<b>930,000</b>	<b>1,295,000</b>	<b>676,000</b>	<b>4,124,000</b>	<b>828,000</b>
<i>Percent Latino</i>	11%	4%	5%	2%	10%	10%	5%	5%	3%	4%	4%	9%	29%	3%	20%	48%

	New York	North Carolina	North Dakota	Ohio	Oklahoma	Oregon	Pennsylvania	Rhode Islanc	South Carolina	South Dakota	Tennessee	Texas	Utah	Vermont	Virginia	Washington
<b>Total Workers in...</b>																
Health Care and Social Assistance	1,465,000	616,000	59,000	821,000	216,000	263,000	952,000	81,000	271,000	65,000	409,000	1,486,000	158,000	47,000	477,000	435,000
<i>Percent Latino</i>	17%	4%	2%	3%	6%	10%	5%	12%	2%	1%	3%	33%	9%	2%	6%	9%
Construction	513,000	304,000	30,000	282,000	121,000	116,000	343,000	28,000	140,000	30,000	184,000	1,058,000	99,000	22,000	264,000	226,000
<i>Percent Latino</i>	26%	26%	6%	5%	24%	17%	7%	14%	18%	4%	17%	61%	26%	1%	27%	17%
Essential Transportation and Logistics	430,000	162,000	16,000	224,000	66,000	64,000	263,000	16,000	79,000	13,000	159,000	597,000	56,000	8,000	139,000	152,000
<i>Percent Latino</i>	21%	6%	2%	3%	6%	9%	9%	19%	3%	2%	3%	37%	13%	0%	7%	10%
Public Administration	408,000	189,000	19,000	196,000	102,000	83,000	230,000	20,000	95,000	19,000	120,000	497,000	65,000	13,000	350,000	169,000
<i>Percent Latino</i>	13%	5%	3%	3%	6%	8%	5%	8%	4%	5%	2%	31%	7%	1%	7%	8%
Financial Services	512,000	206,000	18,000	258,000	63,000	66,000	287,000	26,000	83,000	26,000	116,000	568,000	70,000	10,000	168,000	109,000
<i>Percent Latino</i>	11%	4%	2%	2%	6%	8%	3%	8%	4%	2%	3%	28%	11%	1%	6%	6%
Essential Retail/Wholesale	406,000	208,000	22,000	245,000	72,000	96,000	299,000	27,000	101,000	24,000	134,000	563,000	61,000	19,000	153,000	155,000
<i>Percent Latino</i>	23%	7%	3%	3%	7%	13%	7%	13%	4%	5%	3%	40%	12%	2%	7%	13%
Food Processing	72,000	66,000	5,000	68,000	21,000	31,000	86,000	4,000	21,000	10,000	39,000	120,000	21,000	8,000	37,000	44,000
<i>Percent Latino</i>	24%	19%	9%	5%	28%	30%	17%	29%	8%	11%	7%	49%	31%	2%	15%	29%
Agriculture	44,000	52,000	21,000	37,000	23,000	56,000	52,000	2,000	18,000	23,000	23,000	95,000	11,000	7,000	26,000	82,000
<i>Percent Latino</i>	12%	32%	3%	8%	17%	41%	17%	8%	23%	5%	18%	44%	23%	3%	17%	58%
Energy and Utilities	63,000	41,000	19,000	57,000	74,000	16,000	82,000	3,000	27,000	7,000	36,000	399,000	23,000	2,000	38,000	28,000
<i>Percent Latino</i>	10%	4%	4%	2%	8%	6%	3%	4%	3%	1%	2%	33%	6%	2%	4%	5%
Critical Trade	79,000	53,000	4,000	53,000	20,000	18,000	64,000	5,000	25,000	5,000	32,000	159,000	16,000	3,000	40,000	32,000
<i>Percent Latino</i>	22%	11%	1%	3%	11%	14%	6%	14%	4%	2%	7%	48%	15%	0%	9%	12%
Commercial Cleaning Services	83,000	46,000	-	46,000	12,000	15,000	50,000	-	24,000	-	32,000	125,000	12,000	-	36,000	30,000
<i>Percent Latino</i>	51%	23%	-	6%	19%	32%	22%	-	10%	-	15%	69%	40%	-	47%	32%
Critical Manufacturing	67,000	52,000	-	46,000	4,000	9,000	88,000	5,000	13,000	2,000	20,000	53,000	23,000	2,000	15,000	15,000
<i>Percent Latino</i>	16%	5%	-	4%	1%	11%	6%	20%	3%	0%	3%	26%	26%	1%	3%	9%
Communications and Information Technology	49,000	32,000	2,000	23,000	12,000	6,000	26,000	3,000	15,000	2,000	15,000	89,000	9,000	1,000	26,000	23,000
<i>Percent Latino</i>	14%	3%	5%	2%	6%	6%	4%	8%	6%	1%	2%	26%	12%	0%	6%	8%
<b>All Essential Industries</b>	<b>4,190,000</b>	<b>2,024,000</b>	<b>217,000</b>	<b>2,352,000</b>	<b>806,000</b>	<b>838,000</b>	<b>2,818,000</b>	<b>225,000</b>	<b>910,000</b>	<b>229,000</b>	<b>1,316,000</b>	<b>5,807,000</b>	<b>623,000</b>	<b>145,000</b>	<b>1,771,000</b>	<b>1,499,000</b>
<i>Percent Latino</i>	19%	10%	3%	3%	10%	14%	6%	13%	6%	3%	5%	40%	15%	2%	11%	14%
<b>All Industries</b>	<b>8,894,000</b>	<b>4,415,000</b>	<b>377,000</b>	<b>5,243,000</b>	<b>1,656,000</b>	<b>1,830,000</b>	<b>5,758,000</b>	<b>495,000</b>	<b>2,096,000</b>	<b>412,000</b>	<b>2,874,000</b>	<b>12,352,000</b>	<b>1,390,000</b>	<b>303,000</b>	<b>3,882,000</b>	<b>3,336,000</b>
<i>Percent Latino</i>	18%	9%	3%	3%	10%	13%	6%	14%	6%	3%	5%	38%	14%	2%	10%	12%

	West Virginia	Wisconsin	Wyoming
<b>Total Workers in...</b>			
Health Care and Social Assistance	122,000	419,000	33,000
<i>Percent Latino</i>	1%	4%	9%
Construction	44,000	162,000	22,000
<i>Percent Latino</i>	1%	6%	13%
Essential Transportation and Logistics	28,000	102,000	12,000
<i>Percent Latino</i>	2%	4%	10%
Public Administration	49,000	96,000	18,000
<i>Percent Latino</i>	1%	4%	8%
Financial Services	20,000	140,000	6,000
<i>Percent Latino</i>	0%	3%	5%
Essential Retail/Wholesale	36,000	139,000	12,000
<i>Percent Latino</i>	1%	5%	12%
Food Processing	5,000	80,000	1,000
<i>Percent Latino</i>	3%	14%	23%
Agriculture	5,000	60,000	7,000
<i>Percent Latino</i>	7%	13%	9%
Energy and Utilities	37,000	25,000	27,000
<i>Percent Latino</i>	1%	2%	6%
Critical Trade	8,000	28,000	4,000
<i>Percent Latino</i>	1%	5%	5%
Commercial Cleaning Services	-	18,000	-
<i>Percent Latino</i>	-	28%	-
Critical Manufacturing	5,000	25,000	-
<i>Percent Latino</i>	0%	6%	-
Communications and Information Technology	3,000	12,000	1,000
<i>Percent Latino</i>	1%	4%	5%
<b>All Essential Industries</b>	<b>365,000</b>	<b>1,309,000</b>	<b>146,000</b>
<i>Percent Latino</i>	1%	6%	9%
<b>All Industries</b>	<b>698,000</b>	<b>2,817,000</b>	<b>272,000</b>
<i>Percent Latino</i>	2%	6%	9%

**Note:** The universe of analysis includes self-employed civilian workers aged 16 to 64.

Source: Tabulation of the U.S. Census Bureau's 2018 ACS, accessed May 30, 2020 through IPUMS.

## Endnotes

- 
- <sup>i</sup> Dan Hamilton, Matthew Fienup, David Hayes-Bautista and Paul Hsu, “2020 LDC U.S. Latino GDP Report,” Latino Donor Collaborative, September 24, 2020, <https://www.latinodonorcollaborative.org/original-research/2020-ldc-u-s-latino-gdp-report>.
- <sup>ii</sup> “Health Disparities: Race and Hispanic Origin” Center for Disease Control, Page last reviewed: March 17, 2021 [https://www.cdc.gov/nchs/nvss/vsrr/covid19/health\\_disparities.htm](https://www.cdc.gov/nchs/nvss/vsrr/covid19/health_disparities.htm)
- <sup>iii</sup> Claudia Torrens, “Immigrants deliver food, ‘hope’ to workers hit by pandemic,” ABC News, April 30, 2020, <https://abcnews.go.com/US/wireStory/immigrants-deliver-food-hope-workers-hit-pandemic-70420055>.
- <sup>iv</sup> Marlen Orozco, Inara Sunan Tareque, Paul Oyer and Jerry I. Porras, “The Ongoing Impact of COVID-19 on Latino-Owned Businesses,” Stanford Graduate School of Business, August 2020, <https://www.gsb.stanford.edu/faculty-research/publications/ongoing-impact-covid-19-latino-owned-businesses#:~:text=In%20this%20research%20brief%2C%20Stanford,19%20on%20Latino%20Downed%20businesses&text=An%20even%20smaller%20proportion%20of,3%25%20compared%20to%207%25>.
- <sup>v</sup> Ibid.
- <sup>vi</sup> Ella Koeze, “A Year Later, Who Is Back to Work and Who Is Not?” The New York Times, March 9, 2021, <https://www.nytimes.com/interactive/2021/03/09/business/economy/covid-employment-demographics.html>
- <sup>vii</sup> Ibid.
- <sup>viii</sup> Noerena Limón, et al., “2020 State of Hispanic Homeownership Report” National Association of Hispanic Real Estate Professionals April 2021, <https://nahrep.org/downloads/2020-state-of-hispanic-homeownership-report.pdf>
- <sup>ix</sup> Laurie Goodman, Jun Zhu, “The Number of Hispanic Households Will Skyrocket by 2040. How Can the Housing Industry Support Their Needs?” Urban Institute, February 25, 2021, <https://www.urban.org/urban-wire/number-hispanic-households-will-skyrocket-2040-how-can-housing-industry-support-their-needs>
- <sup>x</sup> Ran Abramitzky, Leah Platt Boustán, Elisa Jácome, Santiago Pérez, “Intergenerational Mobility of Immigrants in the US Over Two Centuries,” National Bureau of Economic Research, October 2019, [https://www.nber.org/system/files/working\\_papers/w26408/w26408.pdf](https://www.nber.org/system/files/working_papers/w26408/w26408.pdf)
- <sup>xi</sup> “Cases & Deaths among Healthcare Personnel,” Center for Disease Control, Last modified December 24, 2020, [https://covid.cdc.gov/covid-data-tracker/?CDC\\_AA\\_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fcases-updates%2Fcases-in-us.html#health-care-personnel](https://covid.cdc.gov/covid-data-tracker/?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fcases-updates%2Fcases-in-us.html#health-care-personnel).
- <sup>xii</sup> “COVID-19: Essential Workers in the States,” National Conference of State Legislatures, May 21, 2020, <https://www.ncsl.org/research/labor-and-employment/covid-19-essential-workers-in-the-states.aspx>.
- <sup>xiii</sup> Donald J Trump, “Executive Order on Delegating Authority Under the DPA with Respect to Food Supply Chain Resources During the National Emergency Caused by the Outbreak of COVID-19,” The White House, April 28, 2020, <https://www.whitehouse.gov/presidential-actions/executive-order-delegating-authority-dpa-respect-food-supply-chain-resources-national-emergency-caused-outbreak-covid-19/>.
- <sup>xiv</sup> Nina Lakhani, “US coronavirus hotspots linked to meat processing plants,” The Guardian, May 15, 2020, <https://www.theguardian.com/world/2020/may/15/us-coronavirus-meat-packing-plants-food>; Taylor Telford, “Meat industry is trying get back normal workers are still getting sick shortages may get worse,” Washington Post, June 8, 2020, <https://www.washingtonpost.com/business/2020/05/25/meat-industry-is-trying-get-back-normal-workers-are-still-getting-sick-shortages-may-get-worse/>; Riley Newton, “Coronavirus: Over 100 Dole Springfield employees test positive, cases ‘still going up’,” Springfield News Sun, June 17, 2020, <https://www.springfieldnewssun.com/business/employment/coronavirus-over-100-dole-springfield-employees-test-positive-cases-still-going/aa7PmX2mnnchil1vC9BS8H/>.
- <sup>xv</sup> MMWR Early Release, “COVID-19 Among Workers in Meat and Poultry Processing Facilities — 19 States, April 2020,” Center for Disease Control, Released May 8, 2020, [https://www.cdc.gov/mmwr/volumes/69/wr/mm6918e3.htm#T1\\_down](https://www.cdc.gov/mmwr/volumes/69/wr/mm6918e3.htm#T1_down).
- <sup>xvi</sup> Samantha Artiga and Matthew Rae, “The COVID-19 Outbreak and Food Production Workers: Who is at Risk?,” Center For Disease Control, June 3, 2020 <https://www.kff.org/coronavirus-covid-19/issue-brief/the-covid-19-outbreak-and-food-production-workers-who-is-at-risk/>.

- 
- xvii Philip Martin, "Immigration and Farm Labor: From Unauthorized to H-2A for Some?," Migration Policy Institute, August 2017, <https://www.migrationpolicy.org/research/immigration-and-farm-labor-unauthorized-h-2a-some>.
- xviii Liz Crampton, "In absence of federal action, farm workers' coronavirus cases spike," Politico, June 9, 2020, <https://www.politico.com/news/2020/06/09/farm-workers-coronavirus-309897>; Mike Dorning and Jen Skeritt, "Every Single Worker Has Covid at One U.S. Farm on Eve of Harvest," Bloomberg News, May 29, 2020, <https://www.bloomberg.com/news/articles/2020-05-29/every-single-worker-has-covid-at-one-u-s-farm-on-eve-of-harvest?sref=kuywepN8>.
- xix Liza Gross, "As Covid-19 cases spike , an unprecedented alliance emerges to protect California farmworkers," Food & Environment Reporting Network, July 7, 2020, <https://thefern.org/2020/07/as-covid-19-cases-spike-an-unprecedented-alliance-emerges-to-protect-california-farmworkers/>.
- xx Laura Riley, "Migrant farmworkers, many coronavirus positive, move north from Florida to other states," Washington Post, June 11, 2020, <https://www.washingtonpost.com/business/2020/06/11/migrant-farmworkers-many-who-have-tested-positive-covid-19-move-north-florida-other-farm-states/>.
- xxi "Essential workforce," California State Government, Last Modified July 27, 2020, <https://covid19.ca.gov/essential-workforce/>.
- xxii "COVID-19: Essential Workers in the States," National Conference of State Legislatures, May 21, 2020, <https://www.ncsl.org/research/labor-and-employment/covid-19-essential-workers-in-the-states.aspx>.
- xxiii Shelly Tan, Alyssa Fowers, Dan Keating, and Lauren Tierney, "Amid the pandemic, public transit is highlighting inequalities in cities," Washington Post, May 15, 2020, <https://www.washingtonpost.com/nation/2020/05/15/amid-pandemic-public-transit-is-highlighting-inequalities-cities/?arc404=true>.
- xxiv Annette Berndhart and Sarah Thomason, "What do We Know About Gig Work in California?," University of California Berkeley Labor Center, June 2017, <https://laborcenter.berkeley.edu/pdf/2017/What-Do-We-Know-About-Gig-Work-in-California.pdf>.
- xxv Nicole Ngyuen, "A Guide to Grocery Delivery During the Coronavirus Pandemic—and After," Wall Street Journal, May 3, 2020, <https://www.wsj.com/articles/a-guide-to-grocery-delivery-during-the-coronavirus-pandemic-and-after-11588498201>.
- xxvi Alina Selyukh and Shannon Bond, "Amazon, Instacart Grocery Delivery Workers Demand Coronavirus Protection And Pay," National Public Radio, March 30, 2020, <https://www.npr.org/2020/03/30/823767492/amazon-instacart-grocery-delivery-workers-strike-for-coronavirus-protection-and->.
- xxvii Emily Fetsch, "Left Behind? The New Generation of Latino Entrepreneurs," Ewing Marion Kauffman Foundation, April 13, 2015, <https://www.kauffman.org/currents/the-new-generation-of-latino-entrepreneurs/>.
- xxviii Jules Litchenstein, "Demographic Characteristics of Business Owners," Small Business Association, January 16, 2014, <https://www.sba.gov/sites/default/files/Issue%20Brief%20%20Business%20Owner%20Demographics.pdf>.
- xxix Marlene Orozco, Inara Sunan Tareque, Paul Oyer and Jerry I. Porras, "2019 State of Latino Entrepreneurship," Stanford Graduate School of Business, January 2020, <https://www.gsb.stanford.edu/faculty-research/publications/state-latino-entrepreneurship-2019>.
- xxx Suzanne Gamboa, "Coronavirus package falls short for lenders to Latino, minority businesses," NBC News, April 14, 2020, <https://www.nbcnews.com/news/latino/coronavirus-package-falls-short-lenders-latino-minority-businesses-n1190511>.
- xxxi "Flash Report Small Business Association's Implementation of the Paycheck Protection Program Requirements," Small Business Association, May 2020, [https://www.oversight.gov/sites/default/files/oig-reports/SBA\\_OIG\\_Report\\_20-14\\_508.pdf](https://www.oversight.gov/sites/default/files/oig-reports/SBA_OIG_Report_20-14_508.pdf).
- xxxii Rena S. Miller and Marc Labonte, "COVID-19: U.S. Economic Effects," Congressional Research Service, May 2020, <https://crsreports.congress.gov/product/pdf/IN/IN11388>.
- xxxiii Sarah Chaney, "U.S. Unemployment Rate Fell to 11.1% in June," Wall Street Journal, July 2, 2020, <https://www.wsj.com/articles/june-jobs-report-coronavirus-2020-11593651420>.
- xxxiv Eric Morath, "U.S. Unemployment Claims Rise to Highest Level Since September," The Wall Street Journal, December 10, 2020, <https://www.wsj.com/articles/weekly-jobless-claims-coronavirus-12-10-2020-11607552060>.

- 
- xxxv Sarah Chaney Cambon, "U.S. Employers Added 49,000 Jobs in January," Wall Street Journal, February 5, 2021, [https://www.wsj.com/articles/january-jobs-report-unemployment-rate-2021-11612475063?mod=hp\\_lead\\_pos1](https://www.wsj.com/articles/january-jobs-report-unemployment-rate-2021-11612475063?mod=hp_lead_pos1).
- xxxvi Todd C. Frankel and Tony Room, "Historic financial decline hits doctors, dentists and hospitals – despite covid-19 – threatening overall economy," Washington Post, May 4, 2020, <https://www.washingtonpost.com/business/2020/05/04/financial-distress-among-doctors-hospitals-despite-covid-19-weighs-heavily-economy/>.
- xxxvii Tracy Jan and Scott Clement, "Hispanics are almost twice as likely as whites to have lost their jobs amid pandemic, poll finds," Washington Post, May 6, 2020, <https://www.washingtonpost.com/business/2020/05/06/layoffs-race-poll-coronavirus/>.
- xxxviii Jens Manuel Krogstad, Ana Gonzalez-Barrera and Luis Noe-Bustamante, "U.S. Latinos among hardest hit by pay cuts, job losses due to coronavirus," Pew Research Center, April 2020, <https://www.pewresearch.org/fact-tank/2020/04/03/u-s-latino-among-hardest-hit-by-pay-cuts-job-losses-due-to-coronavirus/>.
- xxxix Richard A. Oppel Jr., Robert Gebeloff, K.K. Rebecca Lai, Will Wright and Mitch Smith, "The Fullest Look Yet at the Racial Inequity of Coronavirus," New York Times, July 5, 2020, <https://www.nytimes.com/interactive/2020/07/05/us/coronavirus-latino-african-americans-cdc-data.html>.
- xl Ibid.
- xli "COVID-19 Race and Ethnicity Data," California Department of Public Health, Accessed December 22, 2020, <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Race-Ethnicity.aspx>.
- xlii Ibid.
- xliii Hamutal Bernstein, Dulce Gonzalez, Michael Karpman, and Stephen Zuckerman, "Amid Confusion over the Public Charge Rule, Immigrant Families Continued Avoiding Public Benefits in 2019," Urban Institute, May 2020, <https://www.urban.org/research/publication/amid-confusion-over-public-charge-rule-immigrant-families-continued-avoiding-public-benefits-2019>.
- xliv Janet Murguía, "Putting Our Communities on the Map: The Road to Economic Recovery for Latinos and Other Communities of Color," National Council of La Raza, September 23, 2009, <http://publications.unidosus.org/handle/123456789/1358>.
- xlv Rakesh Kochhar and Richard Fry, "Wealth inequality has widened along racial, ethnic lines since end of Great Recession," Pew Research Center, December 2014, <https://www.pewresearch.org/fact-tank/2014/12/12/racial-wealth-gaps-great-recession>.
- xlvi "2016 SCF Chartbook," Federal Reserve, October 2017, <http://www.federalreserve.gov/econresdata/scf/files/BulletinCharts.pdf>.
- xlvii <https://www.latimes.com/california/story/2020-07-16/latino-and-black-students-hard-hit-with-disparities-in-their-struggle-with-online-learning>.
- xlviii <https://www.mckinsey.com/industries/public-and-social-sector/our-insights/covid-19-and-student-learning-in-the-united-states-the-hurt-could-last-a-lifetime>.
- xlix Ibid.
- <sup>1</sup> <https://www.kold.com/2020/11/17/this-is-trauma-latino-children-face-mental-health-struggles-during-pandemic/>
- <sup>li</sup> "U.S. Unemployment Trends by Nativity, Gender, Industry, & More, Before and During Pandemic", Migration Policy Institute, accessed December 20, 2020, <https://www.migrationpolicy.org/programs/migration-data-hub/us-unemployment-trends-during-pandemic>.
- <sup>lii</sup> Luis Noe-Bustamante, "Amid COVID-19, remittances to some Latin American nations fell sharply in April, the rebounded," Pew Research Center, August 31, 2020, <https://www.pewresearch.org/fact-tank/2020/08/31/amid-covid-19-remittances-to-some-latin-american-nations-fell-sharply-in-april-then-rebounded/>.
- <sup>liii</sup> Claudia Torrens, "Immigrants deliver food, 'hope' to workers hit by pandemic," abcNews, April 30, 2020, <https://abcnews.go.com/US/wireStory/immigrants-deliver-food-hope-workers-hit-pandemic-70420055>.
- <sup>liv</sup> Marlen Orozco, Inara Sunan Tareque, Paul Oyer and Jerry I. Porras, "The Ongoing Impact of COVID-19 on Latino-Owned Businesses," Stanford Graduate School of Business, August 2020, <https://www.gsb.stanford.edu/faculty-research/publications/ongoing-impact-covid-19-latino-owned>.



---

[businesses#:~:text=In%20this%20research%20brief%2C%20Stanford,19%20on%20Latino%20Downed%20businesses.&text=An%20even%20smaller%20proportion%20of,3%25%20compared%20to%207%25.](#)

lv Ibid.

lvi Author's tabulation of Census Bureau's 2018 ACS.

lvii William H. Frey, "Now, more than half of Americans are millennials or younger," Brookings Institution, July 30, 2020, <https://www.brookings.edu/blog/the-avenue/2020/07/30/now-more-than-half-of-americans-are-millennials-or-younger/>.

lviii Jens Manuel Krogstad, "Hispanics have accounted for more than half of total U.S. population growth since 2010," Pew Research Center, July 10, 2020, <https://www.pewresearch.org/fact-tank/2020/07/10/hispanics-have-accounted-for-more-than-half-of-total-u-s-population-growth-since-2010/>.

lix Dan Hamilton, Matthew Fienup, David Hayes-Bautista and Paul Hsu, "2020 LDC U.S. Latino GDP Report," Latino Donor Collaborative, September 24, 2020, <https://www.latinodonorcollaborative.org/original-research/2020-ldc-u-s-latino-gdp-report>.

lx Ibid.

lxi Rakesh Kochhar, C. Soledad Espinoza and Rebecca Hinze-Pifer, "After the Great Recession: Foreign Born Gain Jobs; Native Born Lose Jobs," Pew Research Center, October 29, 2010, <https://www.pewresearch.org/hispanic/2010/10/29/after-the-great-recession-brforeign-born-gain-jobs-native-born-lose-jobs/>.

lxii Ibid.

lxiii Derek Thompson, "Why Latinos Have Been First to Make It Back to Pre-Recession Employment," The Atlantic, February 6, 2012, <https://www.theatlantic.com/business/archive/2012/02/why-latinos-have-been-first-to-make-it-back-to-pre-recession-employment/252633/>.

lxiv Dan Hamilton, Matthew Fienup, David Hayes-Bautista and Paul Hsu, "2020 LDC U.S. Latino GDP Report," Latino Donor Collaborative, September 2020, <https://www.latinodonorcollaborative.org/original-research/2020-ldc-u-s-latino-gdp-report>.

lxv Marlene Orozco, Inara Sunan Tareque, Paul Oyer and Jerry I. Porras, "2019 State of Latino Entrepreneurship," Stanford Graduate School of Business, January 2020, <https://www.gsb.stanford.edu/faculty-research/publications/state-latino-entrepreneurship-2019>.

lxvi Ibid.

lxvii Raj Chetty, Nathaniel Hendren, Maggie R. Jones and Sonya R. Porter, "Race and Economic Opportunity in the United States: An Intergenerational Perspective," National Bureau of Economic Research, December 2019, <https://www.nber.org/papers/w24441>.

lxviii Dan Hamilton, Matthew Fienup, David Hayes-Bautista and Paul Hsu, "2020 LDC U.S. Latino GDP Report," Latino Donor Collaborative, September 24, 2020, <https://www.latinodonorcollaborative.org/original-research/2020-ldc-u-s-latino-gdp-report>.

lix Leah Douglas, "Covid-19 shows no sign of slowing among food-system workers," Food and Environment Reporting Network, June 22, 2020, <https://thefern.org/2020/06/covid-19-shows-no-sign-of-slowing-among-food-system-workers/>.

lxx "Cash receipts by state, commodity ranking and share of U.S. total, 2018 Nominal (current dollars)," United States Department of Agriculture Economic Research Service, last modified February 5, 2020, [https://data.ers.usda.gov/reports.aspx?ID=17843#Pb3e558103262449292e94b48e765f421\\_12\\_17iT0R0x0](https://data.ers.usda.gov/reports.aspx?ID=17843#Pb3e558103262449292e94b48e765f421_12_17iT0R0x0).

lxxi Leah Douglas, "Covid-19 shows no sign of slowing among food-system workers," Food and Environment Reporting Network, June 22, 2020, <https://thefern.org/2020/06/covid-19-shows-no-sign-of-slowing-among-food-system-workers/>.



---

## More about the Latino Donor Collaborative

Founded in 2010, the Latino Donor Collaborative is a 501(c)(3) non-profit and self-funded organization dedicated to creating awareness on the economic importance of Latinos in America. Unlike any other peer body, the LDC partners with leading American research institutions to generate objective data to gain a quantitative understanding of the contributions American Latinos make to our country and of the growth opportunity this represents for all Americans. The LDC is directed by America's top Latino business leaders, which enables partnerships with influential corporate and media institutions that help spread our valuable findings with the public.

For questions regarding this report, please contact:

Ana Valdez  
Executive President,  
Latino Donor Collaborative

E: [info@latinocollaborative.org](mailto:info@latinocollaborative.org)

P: (310) 279-5187

[www.latinodonorcollaborative.org](http://www.latinodonorcollaborative.org)