

# ISSUE BRIEF

APRIL 2013

## **FURTHER TO GO: JOB CREATION IN AFRICAN AMERICAN COMMUNITIES**

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*This Issue Brief, one of a series on African American employment that the Joint Center will publish in the coming months, is also Part 1 of a larger Joint Center report entitled, "Building a Healthy Economy: Creating Employment Opportunity and Equity." This brief examines and analyzes data from the 25 states with substantial African American populations. Subsequent briefs will focus on data from the 18 cities with African American mayors and African American populations over 100,000 and on industries and occupations with significant employment opportunities for African Americans. Additional elements of the report will include components on emerging health sector employment opportunities as a result of the Affordable Care Act, green jobs related to energy efficiency, and the Internet's impact on job search.*



## INTRODUCTION

Even in the best of economic times, unemployment among African Americans tends to be substantially higher than the jobless rate for the country as a whole. With this in mind, the Joint Center for Political and Economic Studies took a closer look at what happened to this disparity during the Great Recession and the early years of the economic recovery. What we found was that across most age, gender, educational and geographic categories, the recession severely aggravated black unemployment, leaving sharply widened gaps between African Americans and the general population that were persisting two years after the start of the recovery.

## METHODOLOGY

Using American Community Survey (ACS)<sup>1</sup> data, we collected and analyzed employment data nationally and from the 25 states with significant African American populations, as well as from the 18 cities with African American populations exceeding 100,000 that have African American mayors. This initial brief focusing on the 25 states with significant African American populations<sup>2</sup> examines changes in the African American unemployment rates from pre-recession 2006 to post-recession 2011, breaking down the data by gender, age and educational attainment. The ACS is currently the largest household survey in the United States and, because of its large sample size (3 million vs. 60 thousand for the monthly Current Population Survey conducted by the Census Bureau and the Bureau of Labor Statistics) it produces the most reliable unemployment data for African Americans. Because it is released annually and reflects averages for the year, 2011 is the most recent year for which data is available. We will present analysis of 2012 data when it becomes available later this year. In the meantime, we will publish additional briefs analyzing employment trends in the 18 targeted cities, as well as data reflecting the most promising sectors for future African American employment.

## KEY FINDINGS

- The Great Recession had a serious and enduring impact on African American employment. In 2011, two years after the economic recovery began, the jobless rate for African Americans remained more than five points above its pre-recession levels, at 17.6%.
- The recession dealt an especially major blow to the prospects of young African American workers, with nearly half (46.8%) of those age 16-19 out of work in 2011. Seven of the 25 states in the study were above 50% unemployment for this group, whereas in 2006 no states were above that level. And the jobless rate in the targeted states for African Americans age 20-24 years was 29.5%, eight points higher than when the recession began.
- In the targeted 25 states, unemployment for African Americans with less than a ninth grade education, 11.2% in 2006, was nearly double that rate in 2011, at 21.1%.
- The recession aggravated the gap in unemployment between African American males and females, with the male jobless rate having risen from 13.5% to 19.4% by 2011, while the rate among African American females went from 11.6% to 16.0%.

<sup>1</sup> This study used the 2006 and 2011 American Community Survey (ACS) Public Use Microdata Sample (PUMS) files available in the DataFerrett system.

<sup>2</sup> The Joint Center identified 24 states where the African American population exceeded 8% of the state's total population in 2011. We added California to the list because, although only 6% of its population in 2011 was African American, the total number of African Americans living in the state, 2.25 million, was so large. Thus, the states included in this study are, in alphabetical order, Alabama, Arkansas, California, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Kentucky, Louisiana, Maryland, Michigan, Mississippi, Missouri, Nevada, New Jersey, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Texas, and Virginia. We should note that there is more recent unemployment data available monthly through the Bureau of Labor Statistics. However, the American Community Survey, because of its large sample size, is by far the most reliable data. The most recent data available from the American Community Survey is from 2011. The 2012 data will be available later this year.

## FIGURES FROM THE 25 STATE STUDY

### Overall Unemployment Among African Americans

In 2006, prior to the recession, the unemployment rate in the black community was already at recession levels in every one of the 25 states we studied, from 8.3% in Virginia to 19.2% in Michigan, and in 20 of the 25 states the unemployment rate for African Americans was above 10%. In 2011, more than two years after the economic recovery began, unemployment rates for African Americans across most age, gender and education categories remained significantly higher than their pre-recession rates.

- In 2011, the jobless rate for African Americans remained more than five points above its pre-recession levels, at 17.6%.
- In 2011, the black unemployment rate in Delaware was the lowest, at 11.9%, and Michigan was the highest, at 26.0%. In addition to Michigan, the African American unemployment rate was at or above 20% in Illinois, Missouri, Ohio and South Carolina.
- From the standpoint of African American unemployment, the state hardest hit by the recession was Florida, with a nearly 10% jump from 9.1% in 2006 to 19.0% in 2011. Other hard hit states included California (+7.8%), Kentucky (+7.5%), and Nevada (+7.4%). At the other end of the spectrum, Louisiana's African American unemployment rate increased only 0.6% from 2006 to 2011. Increases in Texas (+1.2%), Indiana (+1.7%), and Mississippi (+1.9%) also were relatively modest.

TABLE 1<sup>3</sup>

Unemployment Rates for Black Population 16 Years of Age and Over in 2006 and 2011

	2006	2011	Difference
Alabama	12.5	17.4	4.9
Arkansas	14.0	17.1	3.1
California	11.6	19.4	7.8
Connecticut	10.9	17.6	6.7
Delaware	8.5	11.9	3.3
Florida	9.1	19.0	10.0
Georgia	11.4	17.4	6.0
Illinois	16.3	21.6	5.3
Indiana	15.0	16.7	1.7
Kentucky	11.9	19.4	7.5
Louisiana	14.5	15.1	0.5
Maryland	9.1	12.9	3.8
Michigan	19.2	26.0	6.8
Mississippi	15.0	16.9	2.0
Missouri	13.8	20.4	6.6
Nevada	9.2	16.6	7.4
New Jersey	11.5	17.2	5.6
New York	11.4	15.3	3.9
North Carolina	11.9	18.3	6.4
Ohio	15.2	21.7	6.5
Pennsylvania	14.5	19.0	4.5
South Carolina	13.2	20.0	6.8
Tennessee	14.1	16.1	2.0
Texas	13.3	14.5	1.1
Virginia	8.3	13.5	5.2

<sup>3</sup> For all tables in this brief, only the 25 states with a significant black population were included in the ranking. All estimates were calculated first, and then rounded to the nearest tenth. Source: U.S. Census Bureau, American Community Survey 2006 and 2011 via DataFerrett. Complete tables for all 25 states with African American employment/unemployment data broken down by gender, age, and educational attainment can be found on the Joint Center web site, [www.jointcenter.org](http://www.jointcenter.org).

**TABLE 2**

States with the Highest and Lowest Unemployment Rates for Black Population 16 Years of Age and Over in 2006 and 2011

Rank	2006		2011		
Lowest	1	Virginia	8.3	Delaware	11.9
	2	Delaware	8.5	Maryland	12.9
	3	Florida	9.1	Virginia	13.5
	4	Maryland	9.1	Texas	14.5
	5	Nevada	9.2	Louisiana	15.1
Highest	5	Mississippi	15.0	South Carolina	20.0
	4	Indiana	15.0	Missouri	20.4
	3	Ohio	15.2	Illinois	21.6
	2	Illinois	16.3	Ohio	21.7
	1	Michigan	19.2	Michigan	26.0

**TABLE 3**

States with the Largest and Smallest Percentage Change of Unemployment Rates for Black Population 16 Years of Age and Over between 2006 and 2011

Rank	State	2006	2011	Difference	
Largest	1	Florida	9.1	19.0	10.0
	2	California	11.6	19.4	7.8
	3	Kentucky	11.9	19.4	7.5
	4	Nevada	9.2	16.6	7.4
	5	Michigan	19.2	26.0	6.8
Smallest	5	Mississippi	15.0	16.9	2.0
	4	Tennessee	14.1	16.1	2.0
	3	Indiana	15.0	16.7	1.7
	2	Texas	13.3	14.5	1.1
	1	Louisiana	14.5	15.1	0.5

## Unemployment Among Young African Americans

The recession of 2007-2009 substantially exacerbated already woeful unemployment rates among young African American workers, with post-recession joblessness among those age 16-19 above 50% in seven states. Prior to the recession there were no states with African American youth unemployment above that level. During the same time, the number of states with unemployment rates between 40% and 50% for African American youth grew by eight to a total of 17.

- For African American workers age 16-19 in the 25 states we studied, unemployment was 46.8% in 2011, more than nine points above pre-recession levels.

- For those age 20-24 years, the jobless rate in the targeted states was 29.5% in 2011, eight points higher than when the recession began.
- In 2011, Illinois was the worst state for African American youth unemployment, with a rate of 58.8%. Other states with rates over 50% included California (50.8%), Florida (51.5%), Georgia (53.4%), Michigan (51.5%), Ohio (55.2%), and South Carolina (53.4%).
- From 2006 to 2011, the biggest increases in African American youth unemployment occurred in Nevada (+24.2%), Florida (+22.3%), and California (+18.8%).
- Five states experienced decreases from 2006 to 2011 in the unemployment rate for 16-19 year old African Americans, ranging from a decrease in Louisiana of 1.7% to a decrease in Arkansas of 14.2%.

**TABLE 4**

States with the Highest and Lowest Unemployment Rates for Black Population 16-19 Years of Age in 2006 and 2011

Rank	2006		2011		
Lowest	1	Virginia	23.1	Kentucky	27.2
	2	Nevada	24.9	Delaware	29.0
	3	Florida	29.2	Arkansas	29.9
	4	Maryland	29.2	Pennsylvania	35.5
	5	Connecticut	31.4	Louisiana	36.6
Highest	5	Arkansas	44.1	Florida	51.5
	4	Mississippi	45.7	South Carolina	53.4
	3	Ohio	47.4	Georgia	53.4
	2	Illinois	48.0	Ohio	55.2
	1	Michigan	49.0	Illinois	58.8

**TABLE 5**

States with the Largest Increase and Decrease of Unemployment Rates for Black Population 16-19 Years of Age between 2006 and 2011

Rank	State	2006	2011	Difference
Increase	1 Nevada	24.9	49.1	24.1
	2 Florida	29.2	51.5	22.4
	3 California	32.0	50.8	18.8
	4 South Carolina	36.5	53.4	16.8
	5 Virginia	23.1	39.2	16.0
Decrease	5 Louisiana	38.3	36.6	-1.7
	4 Kentucky	32.5	27.2	-5.3
	3 Pennsylvania	41.2	35.5	-5.7
	2 Delaware	34.9	29.0	-5.9
	1 Arkansas	44.1	29.9	-14.2

**TABLE 6**

States with the Highest and Lowest Unemployment Rates for Black Population 20-24 Years of Age in 2006 and 2011

Rank	2006		2011		
Lowest	1	Delaware	8.7	Texas	22.2
	2	Virginia	13.5	Arkansas	24.0
	3	Missouri	14.2	Tennessee	24.1
	4	Florida	16.6	Virginia	24.8
	5	North Carolina	17.7	Maryland	24.9
Highest	5	South Carolina	24.9	Mississippi	33.9
	4	Pennsylvania	26.3	North Carolina	34.5
	3	Mississippi	27.7	Missouri	34.6
	2	Illinois	30.7	Illinois	35.0
	1	Michigan	31.6	Michigan	38.3

**TABLE 7**

States with the Largest Increase and Decrease of Unemployment Rates for Black Population 20-24 Years of Age between 2006 and 2011

Rank	State	2006	2011	Difference	
Increase	1	Missouri	14.2	34.6	20.4
	2	Delaware	8.7	26.5	17.8
	3	North Carolina	17.7	34.5	16.8
	4	Florida	16.6	30.5	13.9
	5	California	20.4	33.4	13.0
Decrease	1	Texas	24.3	22.2	-2.1

Among African Americans between the ages of 20 and 24, the highest unemployment rate in 2011 was in Michigan, with a rate of 38.3%, and the biggest change for this cohort between 2006 and 2011 occurred in Missouri (+20.4%). Texas was the only state in which the unemployment rate for this cohort decreased during this five year period, from 24.3% to 22.2%.

*See Appendices 1 and 2 for tables listing unemployment rates in 2006 and 2011 for black population ages 16-19 and ages 20-24 in all 25 states. See Appendices 3 and 4 for tables listing unemployment rates in 2006 and 2011 for black population ages 25 and over with an educational attainment less than 9th grade and for black population ages 25 and over with a bachelor's degree for all 25 states.*

## Educational Attainment

In 2011, unemployment among African Americans with an associate's degree or less was in double digits in nearly two-thirds of the 25 states we studied. For the least educated, those with less than a ninth grade education, the situation was most dire in Michigan, where unemployment for this group nearly doubled, from 25.1% in 2006 to 49.6% in 2011.

- In seven states – California, Florida, Illinois, Kentucky, Michigan, Nevada and South Carolina – the unemployment rate for African Americans with a bachelor's degree was in double digits. Among this cohort, Illinois had the highest unemployment rate in 2011, 13.4%, and Kentucky had the greatest increase, from 1.9% in 2006 to 11.2% in 2011.
- During this time frame, two states – Missouri (from 9.3% to 7.2%) and Tennessee (from 7.1% to 4.5%) – experienced declines in unemployment rates among African Americans with a bachelor's degree.

**TABLE 8**

States with the Highest and Lowest Unemployment Rates for Black Population 25 Years of Age and Over with an Educational Attainment Less than 9th Grade in 2006 and 2011\*

Rank	2006		2011		
Lowest	1	Arkansas	3.2	Indiana	7.0
	2	Maryland	4.6	Louisiana	7.6
	3	Kentucky	6.9	Arkansas	12.1
	4	Florida	7.3	Texas	13.3
	5	South Carolina	8.1	California	14.2
Highest	5	Tennessee	18.8	Illinois	33.4
	4	Ohio	19.3	Ohio	36.5
	3	Michigan	25.1	Kentucky	37.3
	2	Nevada	26.4	Nevada	39.9
	1	Illinois	27.4	Michigan	49.6

\*Delaware was excluded from this ranking due to its small sample size

**TABLE 9**

States with the Largest Increase and Decrease of Unemployment Rates for Black Population 25 Years of Age and Over with an Educational Attainment Less than 9th Grade between 2006 and 2011\*

Rank	State	2006	2011	Difference	
Increase	1	Kentucky	6.9	37.3	30.4
	2	Michigan	25.1	49.6	24.4
	3	Georgia	11.2	30.0	18.7
	4	Ohio	19.3	36.5	17.2
	5	North Carolina	11.1	27.3	16.2
Decrease	4	Missouri	16.6	15.7	-0.9
	3	Louisiana	9.7	7.6	-2.1
	2	Texas	15.5	13.3	-2.2
	1	Indiana	10.5	7.0	-3.4

\*Delaware was excluded from this ranking due to its small sample size

**TABLE 10**

States with the Highest and Lowest Unemployment Rates for Black Population  
25 Years of Age and Over with a Bachelor's Degree in 2006 and 2011

Rank		2006		2011	
Lowest	1	Kentucky	1.9	Arkansas	3.3
	2	Delaware	2.1	Tennessee	4.5
	3	Nevada	2.5	Mississippi	5.5
	4	Connecticut	2.6	North Carolina	5.6
	5	Arkansas	3.1	Texas	5.7
Highest	5	Louisiana	6.0	Michigan	11.3
	4	Georgia	6.6	California	11.5
	3	Michigan	6.9	Nevada	11.8
	2	Tennessee	7.1	South Carolina	12.8
	1	Missouri	9.3	Illinois	13.4

**TABLE 11**

States with the Largest Increase and Decrease of Unemployment Rates for Black  
Population 25 Years of Age and Over with a Bachelor's Degree between 2006 and 2011

Rank		State	2006	2011	Difference
Increase	1	Nevada	2.5	11.8	9.3
	2	Kentucky	1.9	11.2	9.2
	3	Illinois	5.6	13.4	7.7
	4	South Carolina	6.0	12.8	6.8
	5	California	4.8	11.5	6.7
Decrease	2	Missouri	9.3	7.2	-2.1
	1	Tennessee	7.1	4.5	-2.6



## Gender

- African American men were disproportionately affected by the recession. In every state studied but Mississippi, the 2011 unemployment rate for African American men was higher than the rate for African American women, in some cases significantly higher. In 2006 the male-female disparity was not nearly as dramatic. The largest gaps were in Nevada (5.6%), Missouri (5.0%) and Pennsylvania (5.0%), and four states (Georgia, Indiana, Kentucky, Mississippi) had marginally higher (under 1.0%) unemployment rates for African American women than for African American men. By 2011, the widest gaps were in Michigan (10.1%), Arkansas (7.9%) and Ohio (7.8%). The biggest increases in African American male unemployment from 2006 to 2011 were in Florida (11.6%), Kentucky (10.7%), and Michigan (10.4%). For African American females, the biggest unemployment jumps were in Nevada (9.2%), Florida (8.7%), and Missouri (8.1%).
- Interestingly, while no state experienced a decline in African American male unemployment from 2006 to 2011, two states, Arkansas and Louisiana, each experienced a half % decline in African American female unemployment from 2006 to 2011.

**TABLE 12**

Differences between Male and Female Unemployment Rates for Black Population 16 Years of Age and Over in 2006 and 2011

	2006	2011
Alabama	0.2	0.4
Arkansas	0.1	7.9
California	1.0	1.6
Connecticut	3.8	5.7
Delaware	4.8	6.5
Florida	0.7	3.6
Georgia	-0.8	0.8
Illinois	4.5	5.5
Indiana	-0.4	2.8
Kentucky	-0.3	5.8
Louisiana	2.0	4.4
Maryland	1.1	3.0
Michigan	3.8	10.1
Mississippi	-0.3	-0.3
Missouri	5.0	1.5
Nevada	5.6	2.1
New Jersey	3.1	3.1
New York	3.3	3.4
North Carolina	1.5	4.1
Ohio	4.0	7.8
Pennsylvania	5.0	2.3
South Carolina	0.4	3.0
Tennessee	2.0	3.9
Texas	2.3	3.8
Virginia	0.6	3.8

**TABLE 13**

States with the Highest and Lowest Male Unemployment Rates for Black Population 16 Years of Age and Over in 2006 and 2011\*

Rank	2006		2011		
Lowest	1	Virginia	8.6	Maryland	14.6
	2	Florida	9.4	Delaware	15.5
	3	Maryland	9.7	Virginia	15.5
	4	Georgia	11.0	Texas	16.5
	5	Delaware	11.1	Mississippi	16.8
Highest	5	Missouri	16.6	South Carolina	21.6
	4	Pennsylvania	17.2	Kentucky	22.5
	3	Ohio	17.3	Illinois	24.7
	2	Illinois	18.8	Ohio	25.8
	1	Michigan	21.3	Michigan	31.7

**TABLE 14**

States with the Largest and Smallest Percentage Changes of the Male Unemployment Rates for Black Population 16 Years of Age and Over between 2006 and 2011

Rank	State	2006	2011	Difference	
Largest	1	Florida	9.4	21.0	11.6
	2	Kentucky	11.8	22.5	10.7
	3	Michigan	21.3	31.7	10.3
	4	Ohio	17.3	25.8	8.4
	5	South Carolina	13.4	21.6	8.1
Smallest	5	Pennsylvania	17.2	20.2	3.0
	4	Tennessee	15.2	18.2	3.0
	3	Mississippi	14.8	16.8	2.0
	2	Louisiana	15.6	17.5	1.9
	1	Texas	14.6	16.5	1.9

**TABLE 15**

States with the Highest and Lowest Female Unemployment Rates for Black Population 16 Years of Age and Over in 2006 and 2011

Rank	2006		2011		
Lowest	1	Delaware	6.3	Delaware	9.0
	2	Nevada	6.3	Maryland	11.6
	3	Virginia	8.0	Virginia	11.7
	4	Maryland	8.6	Texas	12.7
	5	Florida	8.7	Louisiana	13.1
Highest	5	Arkansas	14.0	California	18.6
	4	Illinois	14.3	South Carolina	18.6
	3	Mississippi	15.1	Illinois	19.2
	2	Indiana	15.2	Missouri	19.7
	1	Michigan	17.5	Michigan	21.6

**TABLE 16**

States with the Largest and Smallest Percentage Changes of the Female Unemployment Rates for Black Population 16 Years of Age and Over between 2006 and 2011

Rank	State	2006	2011	Difference	
Largest	1	Nevada	6.3	15.5	9.2
	2	Florida	8.7	17.4	8.7
	3	Missouri	11.6	19.7	8.2
	4	California	11.1	18.6	7.5
	5	Connecticut	9.2	15.0	5.8
Smallest	5	Tennessee	13.2	14.3	1.2
	4	Arkansas	14.0	13.5	-0.5
	3	Louisiana	13.6	13.1	-0.5
	2	Texas	12.3	12.7	0.4
	1	Indiana	15.2	15.4	0.2

## CONCLUSION

While our findings of persistent high unemployment in African American communities will likely not come as a surprise to anyone, the extent of the problem – particularly among young African Americans – may be greater than many would have thought. Even when the American economy was humming along in the pre-recession days with low unemployment levels across the general population, African American unemployment rates were at recession levels. And two years after the onset of recovery from the Great Recession, African American unemployment rates across several categories remained well in excess of pre-recession levels.

Ensuring that economic recovery and employment opportunity reach every community is not – and should not be – an exclusively African American concern. With the country’s demographics heading toward a majority non-white population by mid century, widening racial disparities in employment, education and workforce readiness would affect all Americans in that these gaps would hamper efforts to maintain national competitiveness, economic prosperity and global leadership.

The good news is that we know what it will take to address the employment gap between African Americans and the public at large. According to analyses by virtually every reputable economist, the stimulus program enacted early in President Obama’s first term kept the problem from getting even worse, and the investments he is now proposing in infrastructure maintenance and development, early childhood education, “green” jobs and health care, if implemented, will undoubtedly have a strong positive impact on job growth for African Americans and greater economic health for the nation as a whole.

Accordingly, it is essential for the nation to immediately increase our public investments, both at the national and state levels, in:

- The maintenance and development of our physical infrastructure, including roads, bridges and tunnels, as well as in the technological, environmental and energy infrastructure of the future.
- Incentives for cleaning up our environment by increasing energy efficiency and reducing pollution through the creation of green jobs.
- Education, especially early childhood education, so that all of our young people can be well-prepared for their entrance into the work force.
- Job training programs, especially those targeted to growth industries of the future – health, education, office and administrative services, and the wide range of jobs associated with increased construction. We will say more about this in our next report and discuss the importance of reviving public sector jobs that have been lost in the past five years.
- Additional research to help us more clearly understand the ramifications and implications for our nation of long-term unemployment, the widening wealth gap between white and non-white households, the sufficiency of job training programs and lessons learned from past successes and failures of such programs, future growth industries and occupations, and the value of public employment programs.

The findings of this study reinforce the urgency of re-ordering our budget priorities to boost employment in African American communities and thereby more rapidly narrow the employment/unemployment gaps between African Americans and the nation at large. Doing so will increase our economic strength and stability and the long-term outlook for the American economy and for all the citizens of our nation.

## **ABOUT THE JOINT CENTER FOR POLITICAL AND ECONOMIC STUDIES AND ITS CIVIC ENGAGEMENT AND GOVERNANCE INSTITUTE**

The Joint Center for Political and Economic Studies conducts research and policy analysis on topics of concern to African Americans and other people of color. Initially founded to encourage African American political participation and to support newly-elected black public officials in the wake of the passage of the Voting Rights Act of 1965, the Joint Center continues to promote civic and political engagement – and support black leadership – as the primary route to greater equality and opportunity.

Recognizing that complex issues require the engagement, understanding and commitment of society at large, the Joint Center aims to provide a forum where disparate interests can seek common ground and move forward toward policy solutions that will ensure that equality of opportunity will be accessible to future generations.

Building on its heritage of promoting African American engagement within the democratic system, the Joint Center’s Civic Engagement and Governance Institute (CEGI) delivers information, research and policy analysis on issues related to the economic security and political empowerment of African Americans and other people of color.

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## APPENDIX 1

Unemployment Rates for Black Population  
16-19 Years of Age in 2006 and 2011

	2006	2011	Difference
Alabama	39.7	44.2	4.5
Arkansas	44.1	29.9	-14.2
California	32.0	50.8	18.8
Connecticut	31.4	39.2	7.8
Delaware	34.9	29.0	-5.9
Florida	29.2	51.5	22.4
Georgia	40.6	53.4	12.8
Illinois	48.0	58.8	10.8
Indiana	33.4	47.1	13.7
Kentucky	32.5	27.2	-5.3
Louisiana	38.3	36.6	-1.7
Maryland	29.2	39.4	10.2
Michigan	49.0	51.5	2.5
Mississippi	45.7	47.6	2.0
Missouri	40.7	43.8	3.1
Nevada	24.9	49.1	24.1
New Jersey	35.1	42.7	7.6
New York	39.7	49.6	9.9
North Carolina	40.1	46.3	6.2
Ohio	47.4	55.2	7.7
Pennsylvania	41.2	35.5	-5.7
South Carolina	36.5	53.4	16.8
Tennessee	37.3	40.5	3.2
Texas	37.1	48.2	11.1
Virginia	23.1	39.2	16.0

## APPENDIX 2

Unemployment Rates for Black Population  
20-24 Years of Age in 2006 and 2011

	2006	2011	Difference
Alabama	21.5	26.9	5.4
Arkansas	19.5	24.0	4.5
California	20.4	33.4	13.0
Connecticut	24.0	31.3	7.3
Delaware	8.7	26.5	17.8
Florida	16.6	30.5	13.9
Georgia	20.1	31.0	10.9
Illinois	30.7	35.0	4.3
Indiana	21.4	29.4	8.0
Kentucky	22.8	28.4	5.7
Louisiana	18.6	25.5	6.8
Maryland	18.0	24.9	6.9
Michigan	31.6	38.3	6.7
Mississippi	27.7	33.9	6.3
Missouri	14.2	34.6	20.4
Nevada	19.1	25.4	6.2
New Jersey	24.4	31.8	7.3
New York	21.4	26.2	4.8
North Carolina	17.7	34.5	16.8
Ohio	24.2	28.9	4.7
Pennsylvania	26.3	33.4	7.1
South Carolina	24.9	32.1	7.2
Tennessee	22.8	24.1	1.3
Texas	24.3	22.2	-2.1
Virginia	13.5	24.8	11.3

### APPENDIX 3

Unemployment Rates for Black Population 25 Years of Age and Over with an Educational Attainment Less than 9th Grade, 2006 and 2011\*

	2006	2011	Difference
Alabama	9.6	24.0	14.3
Arkansas	3.2	12.1	9.0
California	9.6	14.2	4.6
Connecticut	15.5	24.5	8.9
Delaware*	0.0	20.2	20.2
Florida	7.3	20.5	13.1
Georgia	11.2	30.0	18.7
Illinois	27.4	33.4	5.9
Indiana	10.5	7.0	-3.4
Kentucky	6.9	37.3	30.4
Louisiana	9.7	7.6	-2.1
Maryland	4.6	16.6	12.0
Michigan	25.1	49.6	24.4
Mississippi	17.5	18.4	1.0
Missouri	16.6	15.7	-0.9
Nevada	26.4	39.9	13.5
New Jersey	10.0	19.8	9.8
New York	8.1	19.0	10.9
North Carolina	11.1	27.3	16.2
Ohio	19.3	36.5	17.2
Pennsylvania	16.0	18.8	2.8
South Carolina	8.1	17.2	9.1
Tennessee	18.8	22.5	3.7
Texas	15.5	13.3	-2.2
Virginia	9.2	18.2	9.1

\*The sample size for Delaware was small, and thus its estimates should be interpreted with caution.

### APPENDIX 4

Unemployment Rates for Black Population 25 Years of Age and Over with a Bachelor's degree, 2006 and 2011

	2006	2011	Difference
Alabama	5.2	6.0	0.9
Arkansas	3.1	3.3	0.1
California	4.8	11.5	6.7
Connecticut	2.6	6.1	3.5
Delaware	2.1	7.3	5.2
Florida	3.7	10.0	6.3
Georgia	6.6	9.7	3.0
Illinois	5.6	13.4	7.7
Indiana	3.4	7.3	3.9
Kentucky	1.9	11.2	9.2
Louisiana	6.0	6.1	0.2
Maryland	3.8	6.1	2.3
Michigan	6.9	11.3	4.4
Mississippi	3.6	5.5	1.9
Missouri	9.3	7.2	-2.1
Nevada	2.5	11.8	9.3
New Jersey	4.3	5.8	1.6
New York	5.0	8.1	3.0
North Carolina	4.9	5.6	0.7
Ohio	4.2	9.2	5.1
Pennsylvania	4.3	7.8	3.5
South Carolina	6.0	12.8	6.8
Tennessee	7.1	4.5	-2.6
Texas	4.6	5.7	1.2
Virginia	3.4	7.9	4.5



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