Growth in the Foreign-Born Workforce and Employment of the Native Born

Rakesh Kochhar
Associate Director for Research, Pew Hispanic Center

Rapid increases in the foreign-born population at the state level are not associated with negative effects on the employment of native-born workers, according to a study by the Pew Hispanic Center that examined data from both the boom years of the 1990s and the period of recession and gradual recovery after 2000. An analysis of the relationship between growth in the foreign-born population and employment outcomes of native-born workers revealed wide variations and no consistent pattern across the 50 states and the District of Columbia. Nearly 25% of native-born workers lived in states where rapid growth in the foreign-born population between 1990 and 2000 was associated with favorable outcomes for the native born in 2000. Only 15% of native-born workers resided in states where rapid growth in the foreign-born population was associated with negative outcomes for the native born. The remaining 60% of native-born workers lived in states where the growth in the foreign-born population was below average, but those native workers did not consistently experience favorable employment outcomes. Similar results emerged from the analysis for the 2000 to 2004 time period. The size of the foreign-born workforce is also unrelated to the employment prospects for native workers. The relative youth and low levels of education among foreign workers appear to have no bearing on the employment outcomes of native workers of similar schooling and age.

Executive Summary

Rapid increases in the foreign-born population at the state level are not associated with negative effects on the employment of native-born workers, according to a study by the Pew Hispanic Center that examines data during the boom years of the 1990s and the downturn and recovery since 2000.

An analysis of the relationship between growth in the foreign-born population and the employment outcomes of native-born workers revealed wide variations across the 50 states and the District of Columbia. No consistent pattern emerges to show that native-born workers suffered or benefited from increased numbers of foreign-born workers.

In 2000, nearly 25% of native-born workers lived in states where rapid growth in the foreign-born population between 1990 and 2000 was associated with favorable outcomes for the native born. Meanwhile, only 15% of native-born workers resided in states where rapid growth in the foreign-born population was associated with negative outcomes for the native born. The remaining 60% of native-born workers lived in states where the growth in the foreign-born population was below average, but those native workers did not consistently experience favorable employment outcomes. The same results emerged from the analysis of data for 2000 to 2004.

When ranked by the growth in the foreign-born population between 1990 and 2000, the top 10 states showed significant variation in employment outcomes for native-born workers in 2000. Native workers in five states had employment outcomes that were better than average and native workers in the other five states had employment outcomes that were worse than average. The pattern also held for the 2000 to 2004 time period.

The size of the foreign-born workforce is also unrelated to the employment prospects for native-born workers. The relative youth and low levels of education among foreign workers also appear to have no bearing on the employment outcomes of native-born workers of similar schooling and age.

The study uses Census Bureau data at the state level to examine the growth of the foreign-born population and the employment outcomes for the native born during two time periods, 1990 to 2000 and 2000 to 2004. The question it addresses is whether above-average growth in the foreign-born population was associated with worse-than-average employment outcomes for the native-born population.

The analysis maps the growth of the foreign-born population in a state over a given time period against three measures for native-born workers—employment rate, labor force participation rate and unemployment rate—at the end of the time period. That establishes the relationship between the pace of immigration and outcomes for the native born. The analysis also explores the relationship between the share of foreign-born workers in the workforce of a given area and the employment rate for native-born workers. That establishes the relationship between the size of the foreign-born presence in a state's workforce and a key outcome for the native born.

Among the major findings:

- Eight states had *above-average* growth in the foreign-born population from 1990-2000 and *below-average* employment rates for native-born workers in 2000. Those states, where immigration may have had a negative impact, include North Carolina, Tennessee and Arizona and accounted for 15% of all native-born workers.

- Fourteen states with *above-average* growth in the foreign-born population and *above-average* employment rates for native-born workers in 2000. Those states, where rapid immigration appears to have not harmed native-born workers, included Texas, Nevada and Georgia and accounted for 24% of all native-born workers.

- The growth in the foreign-born population from 1990-2000 was *below average* in 16 states with *above-average* employment rates for native-born workers in 2000. Those states, in which the native born may have benefited from the slow pace of growth in the foreign-born workforce, include Illinois, Michigan and Virginia and represented 23% of the native-born workforce.

- The growth in the foreign-born population was *below average* in 12 states and the District of Columbia with *below-average* employment rates for native workers in 2000. Those states, in which the slow growth in the foreign-born workforce may not have benefited native workers, include California, New York, New Jersey and Florida and represented 38% of the native-born workforce.

- Between 2000 and 2004, there was a positive correlation between the increase in the foreign-born population and the employment of native-born workers in 27 states and the District of Columbia. Together, they accounted for 67% of all native-born workers and include all the major destination states for immigrants. In the remaining 23 states there was a negative correlation between the growth of the foreign-born population

and the employment of native-born workers. Those states accounted for 33% of the native born workforce in 2004.

- The share of foreign-born workers in the workforce of a state is not related to the employment rate for native-born workers in either 2000 or 2004.

- Many immigrant workers lack a college education and are relatively young, but the analysis found no evidence that they had an impact on the employment outcomes of those native-born workers who also have low levels of education and are ages 25-34.

About the Author

Rakesh Kochhar has over 15 years of research experience in the areas of labor economics and price and wage measurement and analysis. Prior to joining the Pew Hispanic Center, he was senior economist at Joel Popkin and Co., where he served as a consultant to government agencies, private firms, international agencies, and labor unions. He is a past president of the Society of Government Economists. His doctoral thesis at Brown University focused on the theory of labor migration.

Acknowledgements

Roberto Suro, director of the Pew Hispanic Center; Richard Fry, senior research associate; Sonya Tafoya, research associate; and Dulce C. Benavides, project specialist, contributed to this report. Gabriel Escobar, associate director for publications, edited the report and contributed to the analysis.

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Introduction

In 2000, the foreign-born population ages 16 years and older stood at 28 million, a 61% increase since 1990 and clear evidence of the surge in immigration during the previous decade. The most significant gains, in percentage terms, took place in states that had comparatively small foreign-born populations in 1990 and drew new flows of immigrants over the course of the decade.

The fastest growth occurred in North Carolina, where the foreign-born population in that age group increase 278% by 2000. Georgia and Nevada each also grew by more than 200% (Table 1). In all, in 18 states the foreign-born population 16 and older grew by at least 100% between 1990 and 2000.

States that for decades have been home to significant number of immigrants also experienced an increase in the foreign-born population 16 and older by 2000. But even though the number of foreign born added to the population was large, the percentage increase was comparatively smaller. For example, in California, the state with the largest foreign-born population, the number of immigrants 16 and older increased by 2.5 million people. While that was the most of any state, it produced a growth of 44% because the population was already quite large at the start of the 1990s. Other traditional destination states for immigrants include Florida, where the foreign-born population 16 and older grew 63%, Illinois (62%), New Jersey (54%) and New York (39%).

Maine had the smallest change (-1%) in the foreign-born population 16 and older. In all others, the change was 21% or higher between 1990 and 2000. The simple average of growth across all states and the District of Columbia was 90%.[1]

Between 2000 and 2004, a period that included a recession, an extended economic slowdown and the start of a recovery, the increases in the foreign-born population 16 and older generally followed the geographic pattern set in the expansion years of 1990s, with some variations. The 10 states with the fastest growth between 2000 and 2004 had all experienced increases of 100% or more in the foreign-born population 16 and older in the 1990s. For example, in Tennessee, where the

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[1] The simple average of the growth across the 51 areas assigns equal weight to each area. Thus, Rhode Island, with far fewer residents, gets the same weight as California. The simple average is used because the relevant unit of analysis is the individual state and the issue is how variations across states in one dimension (the foreign-born population) are related with variations across states in a second dimension (e.g. the employment rate). A weighted average across states shows that the foreign-born population (age 16+) in the U.S. increased by 61% between 1990 and 2000.

foreign-born population 16 and older increased 174% between 1990 and 2000, that population grew by an additional 43% by 2004 (Table 1). States with significant concentrations of foreign-born workers experienced comparatively more modest growth. The simple average of growth across all states and the District of Columbia was 17% between 2000 and 2004, when the total foreign-born population 16 and older reached almost 32 million.

Table 1
Growth in the Foreign-Born Population 16 and Older, 1990-2000 and 2000-2004
Top Ten States

	1990 to 2000				
	Population 16 and older: 2000 (in thousands)		Change in population: 1990-2000		Native-Born Employment Rate, 2000
	Total	Foreign Born	Total	Foreign Born	
United States	208,783	28,142	14%	61%	64.5%
North Carolina	5,995	377	22%	278%	65.0%
Georgia	5,985	513	27%	245%	66.9%
Nevada	1,499	287	67%	207%	66.4%
Arkansas	1,999	64	15%	193%	59.0%
Tennessee	4,285	140	18%	174%	62.7%
Utah	1,556	137	39%	169%	69.1%
Nebraska	1,256	63	11%	168%	70.8%
Colorado	3,200	323	33%	157%	70.5%
Kentucky	3,034	65	12%	147%	61.4%
South Carolina	2,967	104	18%	147%	62.7%
Simple average across 50 states and DC			15%	90%	65.3%
	2000 to 2004				
	Population 16 and older: 2004 (in thousands)		Change in population: 2000-2004		Native-Born Employment Rate, 2004
	Total	Foreign Born	Total	Foreign Born	
United States	220,101	31,895	5%	13%	62.2%
Tennessee	4,496	200	5%	43%	59.4%
South Carolina	3,139	146	6%	41%	60.3%
Delaware	630	56	8%	38%	63.3%
Arkansas	2,067	87	3%	37%	58.8%
Nevada	1,752	392	17%	36%	63.3%
Kentucky	3,150	89	4%	36%	58.2%
Georgia	6,481	671	8%	31%	63.1%
Minnesota	3,865	275	6%	30%	71.3%
Idaho	1,027	72	10%	30%	64.3%
North Carolina	6,325	483	6%	28%	61.8%
Simple average across 50 states and DC			5%	17%	63.3%

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the 2004 American Community Survey

Rapid Growth in the Foreign-Born Population and Employment Outcomes

Is above-average growth in the foreign-born population associated with worse-than-average employment outcomes for the native-born population? As a prelude to the more formal analysis in the remainder of the report, Table 1 shows the employment rates in the 10 states with the fastest growth in the foreign-born workforce. It is clear that the employment outcomes for native-born workers in these states were significantly different.

For example, employment rates for native-born workers were below average in several of the states with the highest growth in the foreign-born population between 1990 and 2000. Those states included Kentucky, whose employment rate for native-born workers in 2000 was 61.4%, and South Carolina, where it was 62.7%. Both are well below the across-state average employment rate of 65.3%. On the other hand, the employment rates for native-born workers in 2000 were better than average in other states, including Georgia (66.9%) and Nevada (66.4%).

Those different outcomes for native-born workers also occurred between 2000-2004. The rapid growth in the foreign-born population was associated with below average employment rates in Arkansas, Kentucky and South Carolina. On the other hand, several states with fast-growing foreign-born populations, such as Minnesota and Idaho, had above average employment rates for native-born workers.

Table 1 shows that high rates of growth in the foreign-born population are not necessarily associated with worse employment outcomes for native-born workers.

High Employment Rates and Growth in the Foreign-Born Population

Another way of addressing the question is to examine whether better employment outcomes for native-born workers are linked with relatively slow rates of growth in the foreign-born population. Table 2 shows the 10 states that had the highest employment rates in 2000 and 2004. It is clear that these states had significant differences when it came to rates of growth in the foreign-born population.

For example, between 1990 and 2000 the growth in the foreign-born population exceeded 100% in several states with high employment rates for native-born workers. Those include Minnesota, with an employment rate of 73.1% in 2000, Nebraska (70.8%), Colorado (70.5%) and Utah (69.1%). On the other hand, New Hampshire, Wisconsin, North Dakota and Wyoming are among the states where high employment rates for the native born were associated with relatively slow growth in the foreign-born population between 1990 and 2000.

These differences in the growth of the foreign-born population are also evident between 2000 and 2004. During these years, the change in the foreign-born

workforce was relatively high in Minnesota, North Dakota and Wyoming, but it was relatively low in Kansas, South Dakota and Vermont. Yet, all of these states are ranked in the top 10 with respect to growth in the foreign-born population from 2000 to 2004.

Table 2					
Change in the Foreign-Born Workforce and Native-Born Employment Rates:					
States with the Top 10 Employment Rates in 2000 and 2004					
State	NB Employment Rate, 2000 (%)	Change in FB Workforce, 1990-2000 (%)	State	NB Employment Rate, 2004 (%)	Change in FB Workforce, 2000-2004 (%)
Minnesota	73.1	120.3	Nebraska	71.8	16.4
New Hampshire	71.5	25.1	Minnesota	71.3	29.5
South Dakota	71.1	85.9	South Dakota	70.8	-3.2
Nebraska	70.8	168.3	North Dakota	70.0	26.2
Colorado	70.5	156.7	Colorado	69.6	21.1
Wisconsin	69.9	64.0	Wyoming	69.3	23.4
Iowa	69.3	94.8	New Hampshire	68.5	21.6
North Dakota	69.2	24.4	Vermont	68.4	8.7
Wyoming	69.2	42.2	Wisconsin	68.1	19.6
Utah	69.1	168.7	Kansas	67.6	-2.8

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2000 and 2004

Overall, the weight of the evidence presented in Tables 1 and 2 shows that there is no consistent relationship between the growth in the foreign-born population and employment outcomes for native-born workers. As a result, it is not possible to state with certainty whether the inflow of foreign-born workers has hurt or helped the employment outlook for native-born workers.

The remainder of the study presents a more detailed analysis of the relationship between the growth of the foreign-born population and employment outcomes for the native born during 1990 to 2000 and 2000 to 2004. The analysis charts the growth of the foreign-born workforce in a state over a given time period against three measures for native-born workers—employment rate, labor force participation rate and unemployment rate—at the end of the time period. That establishes the relationship between the pace of immigration and employment outcomes for the native born.

The analysis also explores the relationship between the share of foreign-born workers in the workforce of a given area and the employment rate for native-born workers. That establishes the relationship between the size of the foreign-born presence in a state's workforce and a key outcome for the native born. Finally, the report presents evidence on the impact on native-born workers ages 25-44 or with

low levels of education. Those traits were shared by the majority of foreign-born workers entering the U.S. during the periods of analyses.

Impact of the Foreign-Born Workforce

This analysis exploits the wide variations in the growth of the foreign-born population and the employment outcomes for native-born workers across states. For example, the changes in the foreign-born population between 1990 and 2000 ranged from an increase of 278% North Carolina to a decrease of 1.1% in Maine. Similarly, in 2000, the employment rate for the native born ranged from 73.1% in Minnesota to 53.9% in West Virginia.

The question is whether there is a consistent pattern in the relationship between the growth in the foreign-born workforce and employment outcomes for the native-born population. If there was a negative relationship between an increase in the number of foreign-born workers and the employment of native-born workers, one would expect a pattern to emerge. More specifically, above-average growth in the foreign-born population 16 and older would be associated with below-average employment rates or labor force participation rates or higher-than-average unemployment rates for the native born. Conversely, less-than-average growth in the foreign-born population would be associated with better-than-average employment outcomes for the native-born in those areas.

Employment Rate: Percent of population 16 and older that is employed

Labor Force Participation Rate: Percent of population 16 and older that is employed or actively looking for work

Unemployment Rate: Percent of labor force that is without work and actively looking for work

This analysis does not find a clear, consistent pattern which would suggest a direct relationship between the growth in the foreign-born workforce and employment outcomes for native-born workers.

Assessing the Impact

To assess whether the growth in the foreign-born population is related to the employment outcome of native-born workers, Census Bureau data were used to group states according to whether their foreign-born population growth was above or below average and whether the native-born employment rate was above or below average. That produces the four groupings of states shown in Table 3.

Table 3	
States Fall Into Four Groups Based on Growth in the Foreign-Born Population and Employment Outcomes for Native-Born Workers Relative to the Average	
FB −, NB + Below-average growth in the foreign population (FB ─) Above-average outcome for native-born workers (NB +)	**FB +, NB +** Above-average growth in the foreign population (FB +) Above-average outcome for native-born workers (NB +)
FB −, NB − Below-average growth in the foreign population (FB ─) Below-average outcome for native-born workers (NB ─)	**FB +, NB −** Above-average growth in the foreign population (FB +) Below-average outcome for native-born workers (NB ─)

Two of the four groups could be described as arising from a positive relationship (or correlation) between the growth of the foreign-born population and the employment rate of native-born workers. In the states in those two groups, high rates of growth in the foreign-born population are associated with high employment outcomes for the native-born (FB +, NB +) and low rates of growth are associated with low employment rates (FB ─, NB ─). States clustered in these two groups would indicate that employment outcomes for native-born workers may not be harmed by changes in the foreign-born population.

The other two groups in Table 3 could be described as arising from a negative relationship. In these states, high rates of growth in the foreign-born population are associated with low employment rates for the native-born (FB +, NB ─) and low rates of growth are associated with high employment rates (FB ─, NB +). States clustered in these two groups would indicate that employment outcomes for native-born workers may be harmed by changes in the foreign-born population.

Finally, if states are scattered across the four groups, that would indicate there is no relationship between changes in the foreign-born population and employment outcomes for native-born workers.

The method described above was also used to determine the relationship between the growth in the foreign-born population and two other measures of native-born employment—the labor force participation rate and the unemployment rate.

The assignment of states into the four groups is done twice, once for 1990-2000 and again for 2000-2004. States may fall into different groups in the two time periods depending on how they fared. For example, a state in which the foreign-born population grew faster than average between 1990 and 2000 may have experienced slower-than-average growth between 2000 and 2004. A complete listing of the states that fall into each group in the two time periods is in Tables A1 and A2 in Appendix A. The following sections show the results of applying this grouping methodology to data for 1990-2000 and 2000-2004.

Charting Native-Born Employment: 1990-2000

The record-setting economic expansion of the 1990s improved the employment prospects of all workers. The period also experienced a surge in the foreign-born workforce, especially between 1995 and 2000. Against that backdrop, the analysis of the relationship between growth in the foreign-born population between 1990 and 2000 and the employment outcomes of native-born workers in 2000 revealed no consistent pattern across the 50 states and the District of Columbia.

Native-born workers did well in some states where the foreign-born population growth was above average and well in others where the foreign-born population growth was below average. They did not do well in some states where the growth in the foreign-born population was above average and also not well in others where the growth was below average. This irregular pattern is summarized in Table 4, which shows employment rates and changes in the foreign-born population in four groups of states (see Figure 1 below and Table A1 in Appendix A for data on individual states).

Table 4	
Characteristics of States Grouped by Growth in the Foreign-Born Population and Employment Rates for Native-Born Workers, 2000	
FB —, NB +	**FB +, NB +**
Number of states = 16	Number of states = 14
Percent of all native-born workers = 23%	Percent of all native-born workers = 24%
Growth in FB population = 48%	Growth in FB population = 137%
Employment rate of NB workers = 68%	Employment rate of NB workers = 68%
FB —, NB —	**FB +, NB —**
Number of states = 12 (plus D.C.)	Number of states = 8
Percent of all native-born workers = 38%	Percent of all native-born workers = 15%
Growth in FB population = 46%	Growth in FB population = 162%
Employment rate of NB workers = 61%	Employment rate of NB workers = 62%

Note: FB refers to foreign born and NB to native born. The data represent simple averages of changes in the foreign-born workforce and native-born employment rates across areas.

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

A Negative Correlation with the Foreign-Born Workforce

Between 1990 and 2000, there were 24 states in which the increase of foreign-born workers possibly had a negative impact on the employment of native-born workers. This means that above-average growth in the foreign-born population was associated with below-average employment rates for native-born workers or, conversely, below-average growth in the foreign population was associated with above-average employment rates for native-born workers. In Table 4, those states are grouped in the lower-right (FB +, NB ─) and upper-left (FB ─, NB +) quadrants. Together, the states represented 38% of the population of native-born workers.

In eight of those states, the average growth of the foreign-born population was 162%, well above the average of 90% for the 50 states and the District of Columbia. The employment rate for native-born workers in 2000 was 62%, below the national average of 65%. Notably, this was the smallest of the four groups and together these states represented about 15% of the native-born workforce 16 and older in 2000.

There were 16 other states whose experiences between 1990 and 2000 were consistent with a negative correlation. In those states, the average growth of the foreign-born population was below the overall average (48%) and the employment rate for native-born workers was above average (68%).

A Positive Correlation with the Foreign-Born Workforce

There was a possible positive correlation between the growth of the foreign-born population and the employment rate of native-born workers in 26 states and in the District of Columbia between 1990 and 2000. That suggests that changes in the foreign-born population may not have had a harmful impact on outcomes for native-born workers. Above-average growth in the foreign-born population was associated with above-average employment rates for native-born workers or, conversely, below-average growth in the foreign population was associated with below-average employment rates for native-born workers. In Table 4, these states are grouped in the upper-right (FB +, NB +) and lower-left (FB ─, NB ─) quadrants. Together, they represented 62% of the population of native-born workers.

In 14 of those states, the growth of the foreign-born population was above average (137%) and the employment rate for native-born workers was also above average (68%). In 12 states and the District of Columbia, the growth of the foreign-born population was below average (46%) and the employment rate for native-born workers was also below average (61%).
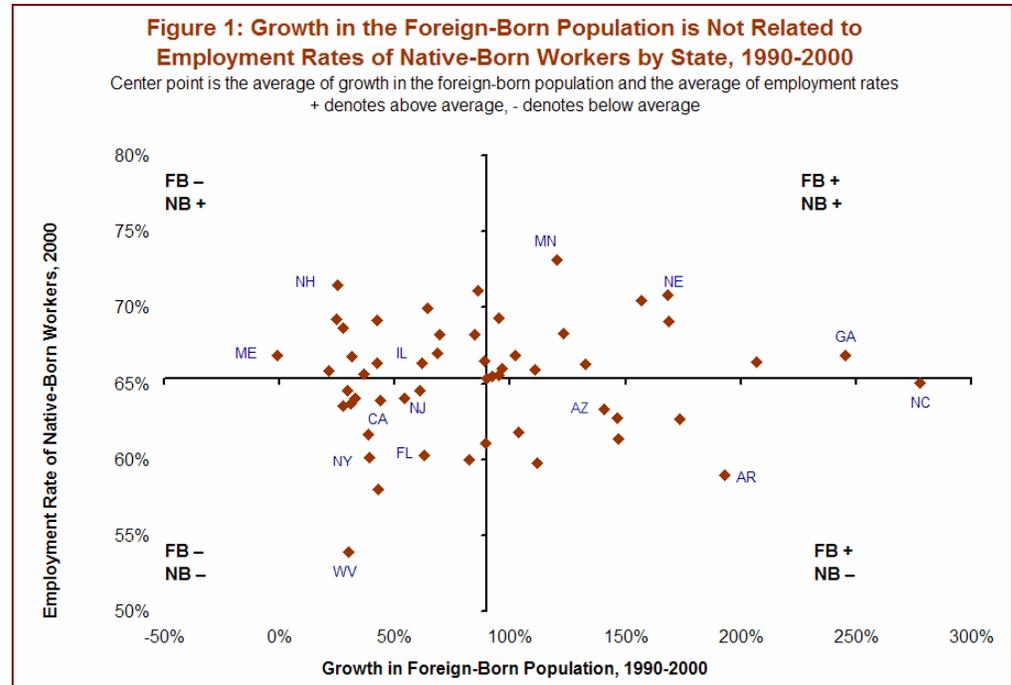
Charting Individual States, 1990-2000

The lack of a relationship between the growth in the foreign-born population and outcomes for native-born workers comes into sharper focus when individual states are plotted on a chart that maps the change in the foreign-born population from 1990 to 2000 and the native-born employment rate in each state in 2000 (Figure 1). This mapping produces four distinct quadrants that correspond with the four groups of states presented in Tables 3 and 4 above.

The distribution of the 50 states and the District of Columbia in Figure 1 reveals a wide dispersion across the four quadrants. The absence of a discernible pattern clearly shows that foreign-born population growth, whether above or below average, was not related to lower- or higher-than-average employment rates for native-born workers.

The center point of the chart in Figure 1 is the intersection of two key indicators: the simple average of the growth in the foreign-born population between 1990 and 2000 in the 50 states and the District of Columbia (90%) and the simple average of the employment rate for native-born workers in 2000 (65.3%). Eight states in 2000 had above-average growth in the foreign-born population (FB +) and below-average employment rates for native-born workers (NB ─). Those states, located in the lower-right quadrant, include North Carolina, Arizona and Arkansas. North Carolina and Arizona had the highest employment rate in this grouping (65% and 63.3%, respectively) and Arkansas the lowest (59%).

In North Carolina, the foreign-born population increased by 278% between 1990 and 2000, the highest among all states and more than three times the average across all states (90%). In Arizona, the foreign-born population increased by 141% between 1990 and 2000. In Arkansas, the foreign-born population increased by 193%. The other states in this group are South Carolina, Tennessee, Oklahoma, Kentucky and Alabama.

The upper-left quadrant of Figure 1 includes 16 states that had below-average growth in the foreign-born population (FB ─) between 1990 and 2000 and above-average employment rates for native-born workers in 2000 (NB +). In this group, the highest employment rate for native-born workers was in New Hampshire, where the foreign-born population increased by only 25%. Other states in this quadrant are South Dakota, Wisconsin, North Dakota, Wyoming, Vermont, Alaska, Missouri, Maryland, Maine, Connecticut, Virginia, Illinois, Michigan, Montana and Massachusetts. The growth of the foreign-born population between 1990 and 2000 ranged from -1 % in Maine to 89% in Virginia.

**Figure 1: Growth in the Foreign-Born Population is Not Related to
Employment Rates of Native-Born Workers by State, 1990-2000**
Center point is the average of growth in the foreign-born population and the average of employment rates
+ denotes above average, - denotes below average

Note: See Table A1 in Appendix A for the underlying data.

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses
(IPUMS) and the Current Population Survey for 2000

The experiences of the 24 states in the lower-right (FB +, NB ─) and upper-left
(FB ─, NB+) quadrants indicate that the growth in the foreign-born workforce
may have had a harmful impact on native-born workers. However, the opposite is
true for the remaining 26 states and the District of Columbia.

The upper-right quadrant of Figure 1 represents states with above-average growth
in the foreign-born population (FB +) and above-average employment rates for
native-born workers (NB +). Those states include Minnesota and Nebraska, which
had the highest employment rates for native-born workers in 2000 (73.1% and
70.8% respectively). The growth in the foreign-born population in these two
states between 1990 and 2000 was 120% and 168%, respectively. The other states
in this group include Colorado, Iowa, Utah, Kansas, Georgia, Delaware, Nevada,
Idaho, Indiana, Oregon, Texas and Washington. The growth of the foreign-born
population in these states ranged from a low of 92% in Washington to a high of
245% in Georgia.

The lower-left quadrant in Figure 1 captures states with below-average growth in
the foreign-born population (FB ─) and below-average employment rates for
native-born workers (NB ─). That group of 12 states and the District of Columbia
includes several traditional migrant settlement states such as California, New
York, New Jersey and Florida. The employment rate for native-born workers

ranged from 64.5% in Rhode Island, which matched the average across all states, to 53.9% in West Virginia, which ranked last among all states and the District of Columbia. Also in this category are Ohio, Hawaii, Pennsylvania, New Mexico, Mississippi and Louisiana. The growth of the foreign-born population among these states ranged from a low of 30% in West Virginia to a high of 89% in New Mexico.

In conclusion, the scattering of the 50 states and the District of Columbia across the four quadrants in Figure 1 shows that there was no relationship between the growth of the foreign-born population between 1990 and 2000 and the employment rates for native-born workers 16 and older in 2000 (see Table A1 in Appendix A for data on all states). The same can be said about the labor force participation rate and the unemployment rate for the native born in 2000 (see Figures A1 and A2 in Appendix A).

Charting Native-Born Employment: 2000-2004

Labor market trends from 2000 to 2004, a period encompassing a recession, an extended economic slowdown and the start of a recovery, also revealed no consistent relationship across all states between changes in the foreign-born workforce and employment outcomes for native-born workers.

The average native-born employment rate across the 50 states and the District of Columbia was 63.3% in 2004, two percentage points below the average for 2000. It ranged from 71.8% in Nebraska to 51.3% in West Virginia. The overall decline in employment rates since 2000 is not surprising in view of the recession and economic slowdown that prevailed for most of 2000 to 2004. The average growth in the foreign-born workforce from 2000 to 2004 across the 51 areas was 17%, with the largest increase in Tennessee (43%) and the lowest in West Virginia (-23%). Table A2 in Appendix A presents data on all the states.

Again, as was the case in 2000, there was no relationship between the growth of the foreign-born population between 2000 and 2004 and the employment rate for native-born workers in 2004. Evidence on the lack of a relationship is summarized in Table 5, which shows employment rates and changes in the foreign-born population in four groups of states.

Table 5	
Characteristics of States Grouped by the Growth in the Foreign-Born Population and Employment Rates for Native-Born Workers, 2004	
FB —, NB + Number of states = 12 Percent of all native-born workers = 11% Growth in FB population = 7% Employment rate of NB workers = 66%	**FB +, NB +** Number of states = 13 Percent of all native-born workers = 17% Growth in FB population = 26% Employment rate of NB workers = 66%
FB —, NB — Number of states = 14 (plus. D.C.) Percent of all native-born workers = 50% Growth in FB population = 7% Employment rate of NB workers = 60%	**FB +, NB —** Number of states = 11 Percent of all native-born workers = 22% Growth in FB population = 29% Employment rate of NB workers = 60%

Note: FB refers to foreign born and NB to native born. The data represent simple averages of changes in the foreign-born workforce and native-born employment rates across areas.

Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Census (IPUMS), the 2004 American Community Survey and the 2004 Current Population Survey.

The lack of a relationship between the growth in the foreign-born population and outcomes for native-born workers emerges more clearly when individual states are plotted on a chart that maps the change in the foreign-born population from 2000 to 2004 and the native-born employment rate in each state in 2004 (Figure 2). The central point in Figure 2 is the simple averages of changes in the foreign-born workforce (17%) between 2000 and 2004 and employment rates (63.3%) in 2004.

The four quadrants in Figure 2 correspond with the four groups of states presented in Tables 5 above. Two of these quadrants—(FB +, NB ─) and (FB ─, NB +)— represent groups of states where changes in the foreign-born workforce may have had a negative impact on employment outcome for native-born workers. States that lie in the other two quadrants—(FB +, NB +) and (FB ─, NB ─)—had experiences that were consistent with a positive relationship between growth in the foreign-born workforce and employment outcomes for the native born.
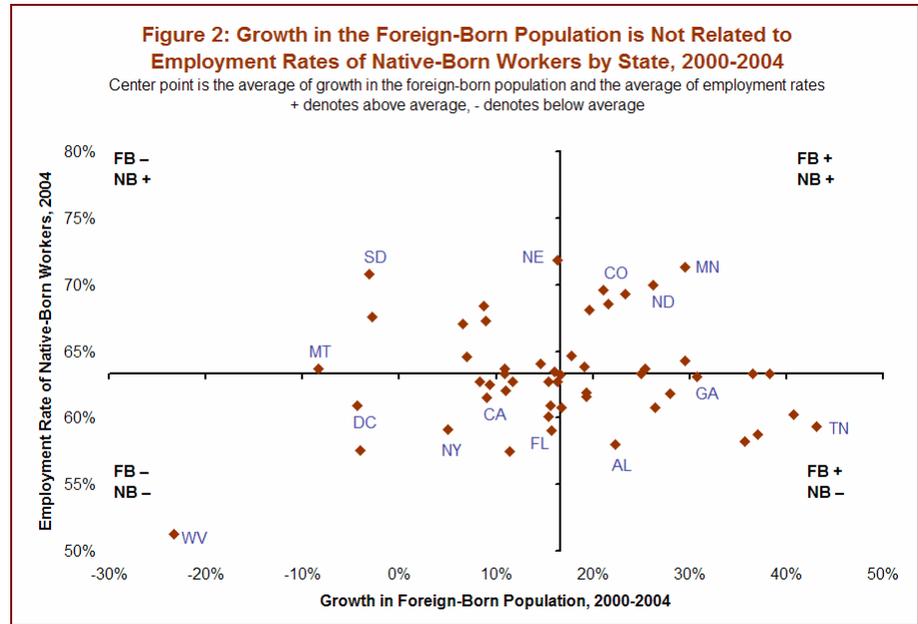
The 50 states and the District of Columbia are spread evenly across the four quadrants in Figure 2, evidence that there was no consistent relationship between the growth of the foreign-born population between 2000 and 2004 and the employment rates for native-born workers in 2004. The same can be said about the labor force participation rate and the unemployment rate for the native born in 2004 (see Table A2 and Figures A3 and A4 in Appendix A).

A Negative Correlation with the Foreign-Born Workforce

There were 23 states where changes in the foreign-born population had a negative relationship with the employment rate of native-born workers (Table 5 and Figure 2). Those states accounted for 33% of the native-born workforce in 2004.

The lower-right quadrant of Figure 2 represents states with above-average growth in the foreign-born population (FB +) and below-average employment rates for native-born workers (NB ─). The upper-left quadrant represents states with below-average growth in the foreign-born population (FB ─) and above-average employment rates for the native-born (NB +).

There were 11 states in 2004—three more than in the comparable category in 2000—in which the growth in the foreign-born population was above average and the employment rate for the native-born population was below average. Georgia, which had an employment rate for native-born workers of 63.1%, was at the top of the list and Alabama, with an employment rate of 58%, was at the bottom.

Figure 2: Growth in the Foreign-Born Population is Not Related to Employment Rates of Native-Born Workers by State, 2000-2004

Center point is the average of growth in the foreign-born population and the average of employment rates
+ denotes above average, - denotes below average

Note: See Table A2 in Appendix A for the underlying data.

Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey and the Current Population Survey for 2004

Other states in the lower-right quadrant are Michigan, North Carolina, Oklahoma, New Mexico, Arizona, South Carolina, Tennessee, Arkansas and Kentucky. The growth of the foreign-born population ranged from 17% in New Mexico to 43% in Tennessee, which was two and a half times the 17% average across all 50 states and the District of Columbia.

There were 12 states in which the growth of the foreign-born workforce was less than average and the employment rate for native-born workers was above average (the upper-left quadrant in Figure 2). That is four fewer states than in the comparable category in 2000. Nebraska, with an employment rate of 71.8% in 2004, was at the top of the list and Connecticut, with an employment rate of 63.3%, was at the bottom.

Other states in this group are South Dakota, Vermont, Kansas, Utah, Iowa, Alaska, Massachusetts, Montana, Maine and Washington. The growth in the foreign-born population ranged from -8% in Montana to 16% in Nebraska and Washington.

The experiences of the 23 states in the lower-right (FB +, NB ─) and upper-left (FB ─, NB+) quadrants indicate that the growth in the foreign-born workforce may have had a harmful impact on native-born workers. However, the opposite is true for the remaining 27 states and the District of Columbia.

A Positive Correlation with the Foreign-Born Workforce

In 27 states and the District of Columbia, changes in the foreign-born population between 2000 and 2004 had a positive relationship with the employment rate of native-born workers in 2004. Those states accounted for 67% of the native-born workforce.

The upper-right quadrant in Figure 2 represents states with above-average foreign population growth (FB +) and above-average employment rates for native-born workers (NB +). The lower-left quadrant represents states with below-average foreign population growth (FB ─) and below-average employment rates for native-born workers (NB ─).

There were 13 states in 2004—one more than in 2000—in which both the growth of the foreign-born workforce and native-born employment rates were above average. Together, the states in the upper-right quadrant in Figure 2 represented 17% of the native-born workforce in 2004. Six of those states also appeared on the comparable group in 2000.

Minnesota again was at the top of the list, followed by North Dakota, Colorado, Wyoming, New Hampshire, Wisconsin, Maryland, Idaho, Missouri, Indiana, Virginia, Nevada and Delaware. The growth of the foreign-born population in that grouping ranged from 18% in Maryland to 38% in Delaware, which was more than double the average across all states (17%).

In 14 other states and in the District of Columbia, both the change in the foreign-born workforce between 2000 and 2004 and the employment rate for native-born workers in 2004 were below average. Those states and the District of Columbia accounted for 50% of the nation's native-born workforce and include the traditional migrant states of California, New York, New Jersey, Illinois, Texas and Florida. Rhode Island, which led the states in this category both in 2000 and 2004, had a native-born employment rate of 62.8% in 2004. As was the case in 2000, West Virginia again had the lowest employment rate for native-born workers (51.3%).

The other states in the lower-left quadrant in 2004 are Hawaii, Ohio, Pennsylvania, Oregon, Mississippi and Louisiana. Eleven of the states and the District of Columbia also appeared on the comparable list in 2000, which had the District of Columbia and 12 states, including New Mexico. The growth of the foreign-born population in 2004 ranged from -23% in West Virginia to 16% in Texas, Pennsylvania and Florida, which was one percentage point shy of the average across all states.

In conclusion, the evidence in Table 5 and Figure 2 shows that there was no relationship between the growth of the foreign-born population between 2000 and

2004 and the employment rates for native-born workers 16 and older in 2004. The same conclusion emerges with respect to the labor force participation rate and the unemployment rate for the native born in 2004 (see Figures A3 and A4 in Appendix A). Thus, two very different sets of economic circumstances—the record expansion of the 1990s and the recessionary period since 2000—produce no clear evidence of an association between the growth in the foreign-born population and employment prospects for native-born workers.

The Share of Foreign-Born Workers

The foreign-born workforce tends to grow at the slowest rate in places where there is already the greatest number of foreign-born workers. If a population is already large, then even substantial increases in the numbers will produce a small rate of growth. The previous sections focused on growth rates. This section focuses on states with already large immigrant populations that experienced large increases in the numbers of foreign-born workers. It explores whether the analysis underemphasizes the role of the existing stock of foreign-born workers in affecting the employment rate of native-born workers.
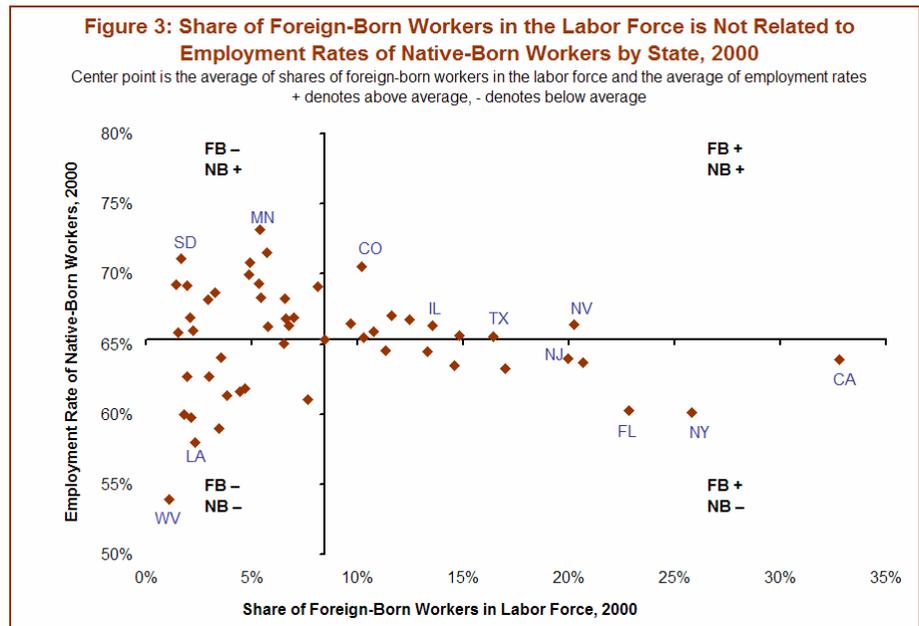
Consider a traditional immigrant settlement state such as California. In both 2000 and 2004, the employment rates for native-born workers in California were below average. This outcome could not be attributed to the rate of growth in the foreign-born population 16 and older because the rate in California was well below average from 1990 to 2000 and from 2000 to 2004.

But in California, foreign-born workers make up more than 30% of the labor force, well above the average of 9.7%. Having such a large stock of foreign-born workers raises the possibility that their sheer numbers contributed to relatively worse outcomes for native-born workers. Does this hold true across all other areas?

Figures 3 and 4 show the relationship between the share of foreign-born workers in the labor force and the employment rate for native-born workers in 2000 and 2004 respectively (also, see Tables A1 and A2 in Appendix A). Again, there is no meaningful relationship between the stock of foreign-born workers in a state and the employment outcomes for native-born workers. Indeed, the distribution of states across the four quadrants in Figures 3 and 4 resembles the spreads in Figures 1 and 2 and indicates that the share of foreign-born workers in a state is not associated with the employment rate for native-born workers.

In addition to California, Florida and New York have among the highest shares of foreign-born workers in their labor forces. In 2004, the employment rate for native-born workers was 59.1% in both New York and Florida, well below the across-state average of 63.3%. The two states appear in the lower-right quadrant in Figures 3 and 4, indicating that the low employment rates for native-born workers in these states may be related to high shares of foreign-born workers in the labor force.

But each state also represents extenuating circumstances. The lower-than-average employment rates in Florida and New York are more likely a consequence of

Figure 3: Share of Foreign-Born Workers in the Labor Force is Not Related to Employment Rates of Native-Born Workers by State, 2000
Center point is the average of shares of foreign-born workers in the labor force and the average of employment rates
+ denotes above average, - denotes below average

Note: See Table A1 in Appendix A for the underlying data.

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Figure 4: Share of Foreign-Born Workers in the Labor Force is Not Related to Employment Rates of Native-Born Workers by State, 2004
Center point is the average of shares of foreign-born workers in the labor force and the average of employment rates
+ denotes above average, - denotes below average
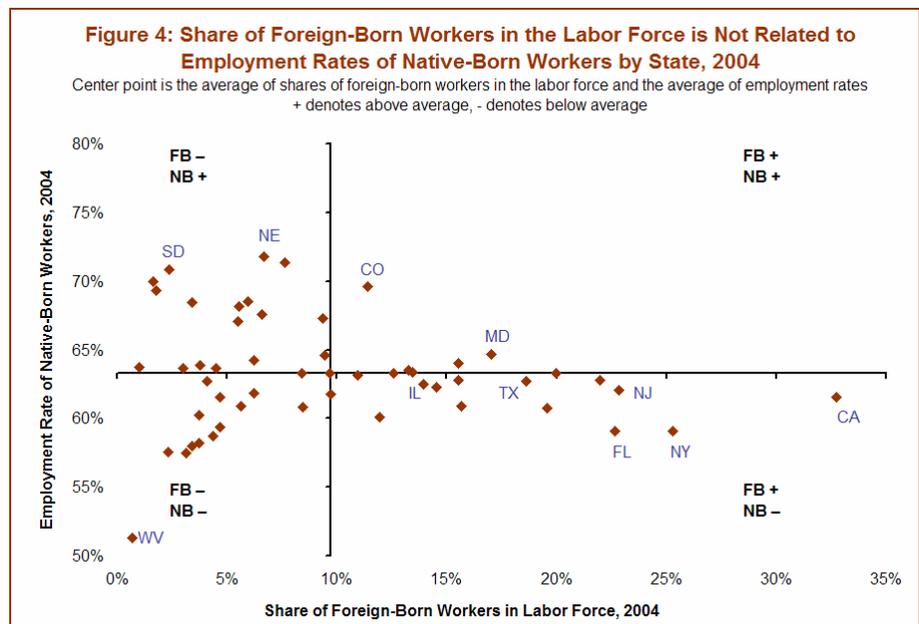
Note: See Table A2 in Appendix A for the underlying data.

Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey and the Current Population Survey for 2004

demographic and economic factors unrelated to the presence of foreign-born workers. Florida has a much higher-than-average share of residents 65 and older (21% of the working-age population compared with 16% for the country, according to American Community Survey data for 2004). This demographic reality naturally lowers the labor force participation rate and the employment rate in Florida.

Economic growth in New York lagged behind the national average in both the expansion of the 1990s and the more unsettled economic period between 2000 and 2004. Annual growth in per capita personal income averaged 4.4% from 1990 to 2000 and 3.2% from 2000 to 2004 in all states and the District of Columbia. In comparison, the growth rate in New York was 4% from 1990 to 2000 and 2.4% from 2000 to 2004. Research also indicates that economic restructuring in New York was more severe than in the rest of the country (Groshen, Potter and Sela, 2004).

Education and Age as Factors

The immigrant workforce is characterized by its relative youth and its low levels of education. Most foreign-born workers fall between the ages of 25 and 44 and a smaller share has a college education compared to the native born. Does it follow, then, that the concentration of such workers would have a more pronounced effect on the employment rate of native-born workers who also have low levels of education and are of similar age? As was the case for all workers, there was no relationship between the inflow of foreign-born workers with less education and relative youth and the employment outcome of native-born workers with less education and similar ages.
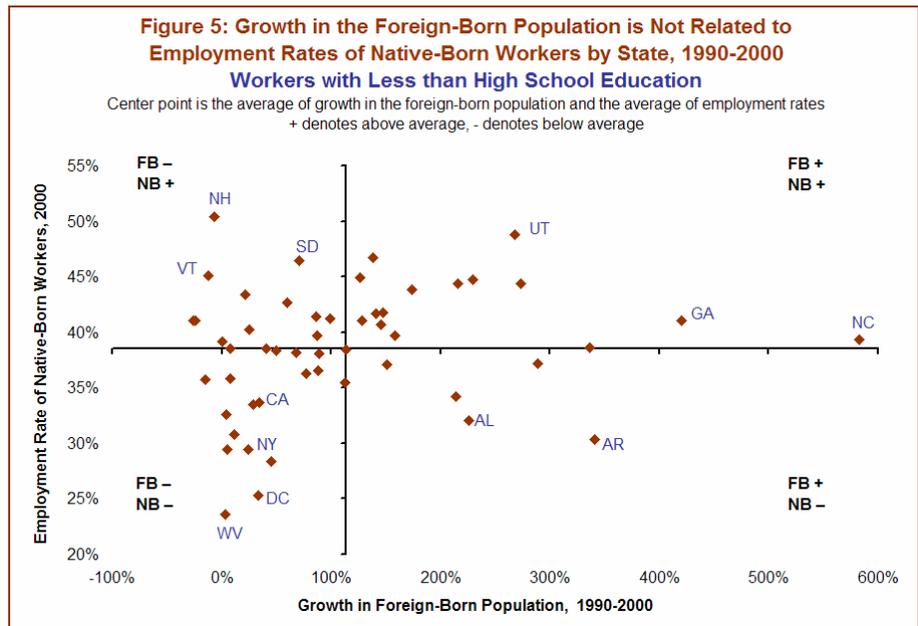
Education

The foreign-born population with less than a high school education grew very rapidly between 1990 and 2000. The largest increase—583%—was in North Carolina. Other states that witnessed large increases include Georgia (420%), Arkansas (341%) and Utah (268%). The simple average of the increase in the population of foreign workers across all states and the District of Columbia who had less than a high school education was 114%. Of foreign-born workers with at least a high school education, states with the largest increases were North Carolina at 232%, Georgia (198%) and Nevada (189%). The average increase was 81%.

Figures 5 and 6 chart the changes in the foreign-born population between 1990 and 2000 and the employment rates for native-born workers in 2000 for those with less than a high school education and those with a high school degree (see Figures A5 and A6 in Appendix A for the analysis of 2000-2004 data and Tables A3 to A6 for data on all states). The four quadrants in Figures 5 and 6 have the same meaning as in the preceding analyses.

The rapid growth in the less educated foreign-born population does not appear to have harmed the employment prospects of less educated native-born workers. Following the same line of reasoning as in the earlier analyses, it is clear from Figures 5 and 6 that there was no apparent relationship between the growth of foreign workers with less education and the employment outcome of native workers with the same low level of education.

For example, the population of foreign-born workers with less than a high school education increased 583% in North Carolina between 1990 and 2000 (Figure 5). However, the employment rate for comparable native-born workers in North Carolina was 39.4% in 2000, higher than the across-state average of 38.5%.

Figure 5: Growth in the Foreign-Born Population is Not Related to Employment Rates of Native-Born Workers by State, 1990-2000
Workers with Less than High School Education
Center point is the average of growth in the foreign-born population and the average of employment rates
+ denotes above average, - denotes below average

Note: See Table A3 in Appendix A for the underlying data.

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Figure 6: Growth in the Foreign-Born Population is Not Related to Employment Rates of Native-Born Workers by State, 1990-2000
Workers with High School Education
Center point is the average of growth in the foreign-born population and the average of employment rates
+ denotes above average, - denotes below average
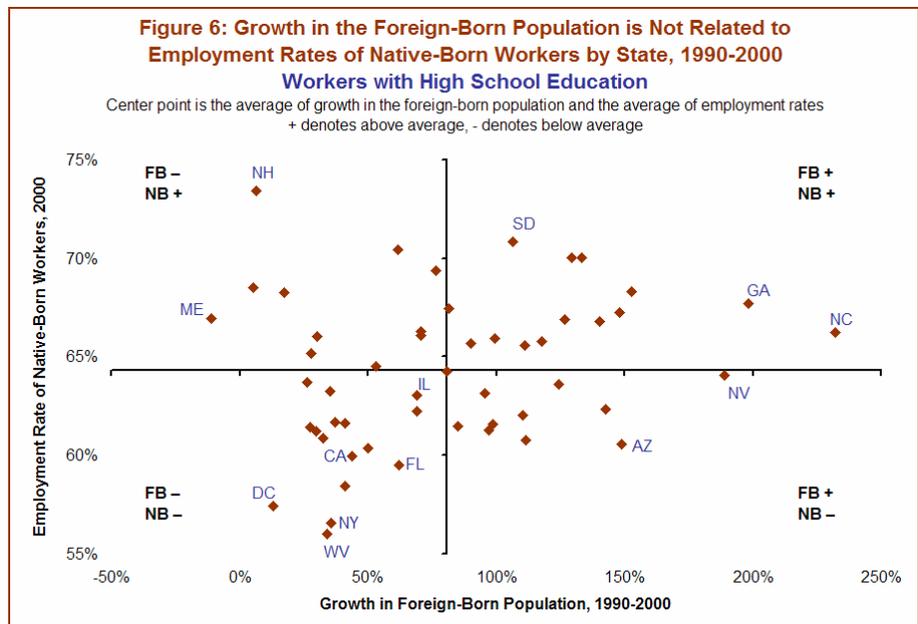
Note: See Table A4 in Appendix A for the underlying data.

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Georgia and Utah are examples of two other states, among a total of 15, where above-average increases in the least-educated foreign-born population were associated with above-average employment rates for native-born workers (FB +, NB +). In those 15 states there appears to have been no negative impact from the rapid influx of foreign-born workers without a high school education.

The growth in the foreign-born population with less than a high school education was also above average in five other states. But in those states, employment rates for native-born workers proved to be worse than average, indicating possible harm from the inflow of less educated foreign-born workers (FB +, NB ─). Those states include Alabama and Arkansas.

The growth in the foreign-born population with less than a high school education was below average in 30 other states and the District of Columbia (Figure 5). In 14 of these states, employment rates for native-born workers proved to be higher than average, indicating that the native born may have benefited from the relatively slow growth in the less educated foreign-born population (FB ─, NB +). These states included New Hampshire, Vermont, South Dakota and Texas.

Most areas—16 states and the District—witnessed both below-average employment rates for native-born workers and below-average growth in the foreign-born population with less than a high school education (FB ─, NB ─). This too shows that there may not have been a negative impact from the inflow of less educated immigrants. Those states include West Virginia, New Jersey, New York, Illinois and California as well as the District of Columbia.

Figure 6 confirms the lack of an association between the growth in the foreign-born population and the employment rates for native-born workers with a high school education. The 50 states and the District of Columbia are scattered across the four quadrants indicating that employment prospects for native-born high school graduates may not have been directly affected by the growth in the foreign-born workforce with a high school diploma. The same conclusions emerge for the 2000-2004 time period (see Figures A5 and A6 in Appendix A).
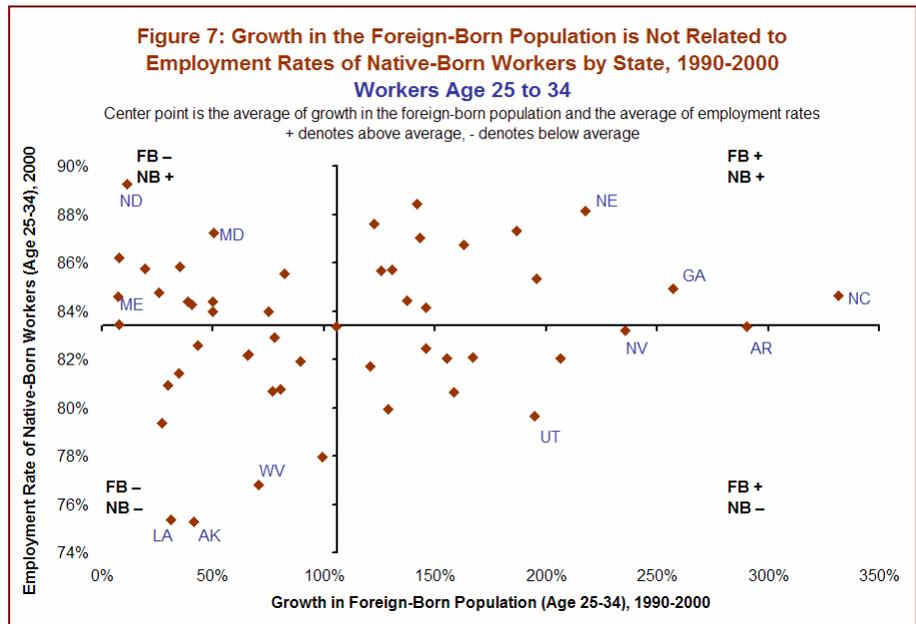
Age

Like education, age is not a factor when considering how the inflow of foreign-born workers has affected native-born workers. In Figures 7 and 8, the analysis is extended to two groups: those between 25 and 34 and those between 35 and 44 (see Figures A7 and A8 in Appendix A for the analysis of 2000-2004 data and Tables A7 to A10 for data on all states), Once again, there is no relationship between growth in the foreign-born population in those age groups and the employment rate of native-born workers in the same age groups.

The average growth in the foreign-born population of ages 25 to 34 was 106% between 1990 and 2000. There were 23 states in which the growth of the foreign-born population exceeded the average. Among these states, 13 had above-average employment rates for native-born workers of ages 25-34 (FB +, NB +). That group includes Georgia, North Carolina and Nebraska (Figure 7). In 10 other states, including Arkansas, Utah and Nevada, above-average growth in the foreign-born population ages 25-34 was associated with below-average employment rates for native workers (FB +, NB ─). The rapid growth of foreign-born workers did not have a consistent impact on native-born workers who were of the same age.
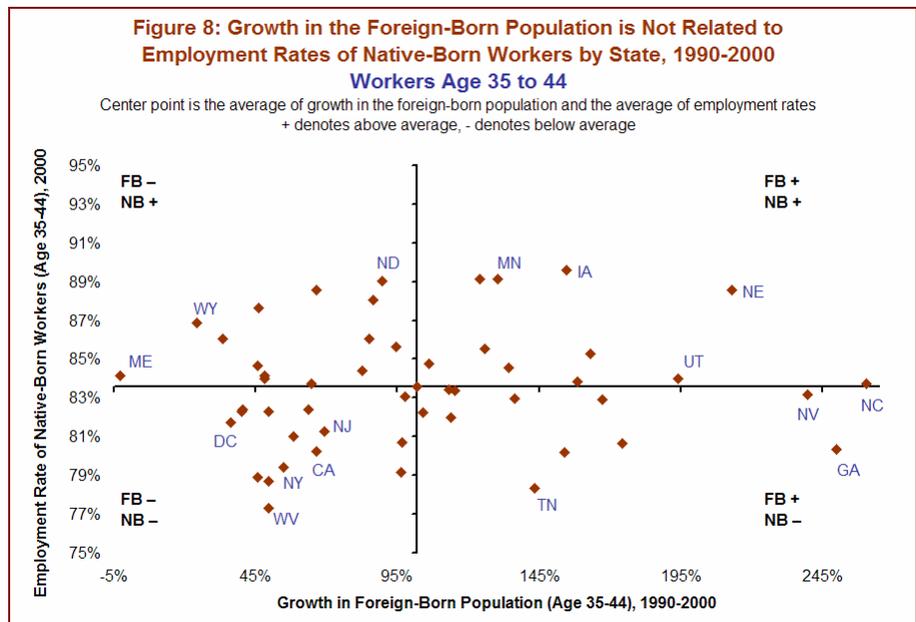
In 27 states and in the District of Columbia, the growth in the foreign-born population of ages 25-34 was below average. Those areas were equally divided with respect to the outcomes for native-born workers, again indicating a lack of association between immigration and employment outcomes for native-born workers (Figure 7). In 13 states and the District of Columbia, employment rates for native-born workers ages 25-34 were above average (FB ─, NB +). That was the case in North Dakota, Maine, Maryland, New Jersey, Illinois and Florida, among others. However, in 14 other states employment rates for native-born workers of the same age were below average (FB ─, NB ─). This group includes West Virginia, Alaska, Louisiana, California, New York and Texas.

In sum, even though the majority of foreign-born workers are relatively young, their entry was not directly related to the employment prospects of similarly aged native-born workers. What was true for ages 25-34 was also true for workers of ages 35-44 (Figure 8). The 2000-2004 time period had similar results (Figures A7 and A8 in Appendix A).

Figure 7: Growth in the Foreign-Born Population is Not Related to
Employment Rates of Native-Born Workers by State, 1990-2000
Workers Age 25 to 34

Center point is the average of growth in the foreign-born population and the average of employment rates
+ denotes above average, - denotes below average

Note: See Table A7 in Appendix A for the underlying data.

*Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses
(IPUMS) and the Current Population Survey for 2000*

Figure 8: Growth in the Foreign-Born Population is Not Related to
Employment Rates of Native-Born Workers by State, 1990-2000
Workers Age 35 to 44

Center point is the average of growth in the foreign-born population and the average of employment rates
+ denotes above average, - denotes below average

Note: See Table A8 in Appendix A for the underlying data.

*Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses
(IPUMS) and the Current Population Survey for 2000*

Conclusions

The analysis shows that the employment prospects for native-born workers do not appear to be related to the growth of the foreign-born population. The assessment, based on Census data for 1990 and 2000 and 2000 to 2004, did not produce a distinct outcome for the 50 states and the District of Columbia. Instead, those areas fell into one of two contrasting groups. In the first, the growth in the foreign-born population was negatively correlated with employment prospects for native-born workers. In the second, the growth of the foreign-born population was positively correlated with employment prospects for native-born workers.

These results emerged for both the 1990 to 2000 time period, a decade marked by a record economic expansion, and the 2000 to 2004 period, which was marked by a recession and slow recovery. Employment outcomes for native-born workers were assessed using three indicators—the employment rate, the labor force participation rate, and the unemployment rate. Regardless of the indicator used, when the employment outcome of the native-born population was measured against the percent change of the foreign-born population in each state, no constant pattern emerged. When ranked by employment rate, for example, there were significant differences in the growth of the foreign-born population among the top 15 states.

The relationship between the inflow of foreign-born workers and employment outcomes for native-born workers was also tested using other indicators. However, the same conclusion emerges when the share of foreign-born workers in a state's workforce is correlated with employment outcomes of native-born workers. The size of the foreign-born workforce in a state appears to have no relationship to the employment prospects for native-born workers.

The analysis also focused on two particular segments of the workforce that are entry points for a majority of foreign-born workers: workers with a high school education or less and workers ages 25 to 44. Despite the relative concentration of foreign-born workers in these segments, it appears to have had no discernible impact on the employment of less-educated and relatively young native-born workers.

Appendix A: Tables and Figures

Table A1 (a)
Foreign-Born Population Growth and Native-Born Employment Indicators, 1990 to 2000
States in Which Foreign-Born Population Growth and Native-Born Employment Rates Have a Negative Correlation

	Population (Age 16+): 2000			Change in Population, 1990-2000			Native-Born Employment Indicators, 2000			Share of Foreign Born in Labor Force: 2000
	Total	Native Born	Foreign Born	Total	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate	
United States	208,782,718	180,640,988	28,141,730	14%	9%	61%	64.5%	67.2%	4.0%	13.3%
States with above-average foreign-born workforce growth and below-average native-born employment rate (FB +, NB –)										
North Carolina	5,994,746	5,617,580	377,166	22%	17%	278%	65.0%	67.5%	3.6%	6.5%
Arizona	3,789,904	3,212,018	577,886	42%	32%	141%	63.3%	65.6%	3.6%	17.0%
South Carolina	2,967,226	2,863,190	104,036	18%	16%	147%	62.7%	65.2%	3.9%	1.9%
Tennessee	4,285,414	4,145,888	139,526	18%	15%	174%	62.7%	65.3%	4.0%	3.0%
Oklahoma	2,541,446	2,427,121	114,325	12%	9%	104%	61.8%	63.8%	3.1%	4.7%
Kentucky	3,033,743	2,968,399	65,344	12%	11%	147%	61.4%	64.1%	4.3%	3.8%
Alabama	3,321,257	3,242,695	78,562	11%	10%	112%	59.7%	62.8%	4.8%	2.1%
Arkansas	1,999,152	1,935,626	63,526	15%	13%	193%	59.0%	61.7%	4.4%	3.4%
States with below-average foreign-born workforce growth and above-average native-born employment rate (FB –, NB +)										
New Hampshire	924,297	877,744	46,553	13%	12%	25%	71.5%	73.4%	2.6%	5.7%
South Dakota	544,128	532,514	11,614	12%	11%	86%	71.1%	72.7%	2.3%	1.6%
Wisconsin	3,994,511	3,828,995	165,516	11%	10%	64%	69.9%	72.5%	3.6%	4.8%
North Dakota	473,962	463,646	10,316	6%	5%	24%	69.2%	71.5%	3.1%	1.4%
Wyoming	366,197	355,652	10,545	15%	14%	42%	69.2%	71.9%	3.8%	1.9%
Vermont	456,377	436,620	19,757	11%	11%	28%	68.7%	70.7%	2.8%	3.3%
Alaska	426,507	393,644	32,863	19%	17%	69%	68.2%	73.3%	6.9%	6.6%
Missouri	4,166,599	4,031,853	134,746	10%	9%	85%	68.2%	70.6%	3.4%	2.9%
Maryland	3,934,738	3,464,514	470,224	10%	5%	68%	67.0%	69.7%	3.8%	11.6%
Maine	972,660	939,625	33,035	7%	8%	-1%	66.9%	69.3%	3.5%	2.1%
Connecticut	2,541,938	2,208,719	333,219	2%	-2%	31%	66.7%	68.2%	2.2%	12.5%
Virginia	5,205,526	4,695,042	510,484	15%	10%	89%	66.5%	68.0%	2.2%	9.7%
Illinois	9,193,178	7,802,659	1,390,519	9%	3%	62%	66.4%	69.5%	4.5%	13.5%
Michigan	7,382,738	6,921,098	461,640	7%	6%	42%	66.3%	68.7%	3.5%	6.7%
Montana	672,158	657,689	14,469	18%	18%	21%	65.8%	69.3%	5.1%	1.5%
Massachusetts	4,788,971	4,089,804	699,167	4%	0%	36%	65.6%	67.5%	2.8%	14.8%
Average across 50 states and D.C.				15%	11%	90%	65.3%	68.0%	4.0%	8.4%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Table A1 (b)
Foreign-Born Population Growth and Native-Born Employment Indicators, 1990 to 2000
States in Which Foreign-Born Population Growth and Native-Born Employment Rates Have a Positive Correlation

	Population (Age 16+): 2000			Change in Population, 1990-2000			Native-Born Employment Indicators, 2000			Share of Foreign Born in Labor Force: 2000
	Total	Native Born	Foreign Born	Total	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate	
United States	208,782,718	180,640,988	28,141,730	14%	9%	61%	64.5%	67.2%	4.0%	13.3%
States with above-average foreign-born workforce growth and above-average native-born employment rate (FB +, NB +)										
Minnesota	3,638,840	3,426,338	212,502	14%	10%	120%	73.1%	75.4%	3.0%	5.4%
Nebraska	1,255,702	1,192,324	63,378	11%	8%	168%	70.8%	72.9%	2.9%	4.9%
Colorado	3,200,485	2,877,058	323,427	33%	26%	157%	70.5%	72.6%	2.9%	10.2%
Iowa	2,175,503	2,100,447	75,056	8%	6%	95%	69.3%	71.3%	2.8%	5.3%
Utah	1,555,828	1,418,425	137,403	39%	33%	169%	69.1%	71.4%	3.2%	8.1%
Kansas	1,967,083	1,849,206	117,877	10%	7%	123%	68.3%	71.0%	3.8%	5.4%
Georgia	5,984,760	5,471,458	513,302	27%	20%	245%	66.9%	69.5%	3.8%	7.0%
Delaware	580,941	540,341	40,600	18%	14%	102%	66.9%	69.6%	4.0%	6.6%
Nevada	1,499,147	1,211,739	287,408	67%	51%	207%	66.4%	69.5%	4.4%	20.2%
Idaho	935,146	879,642	55,504	34%	30%	132%	66.2%	69.5%	4.7%	5.8%
Indiana	4,511,557	4,342,734	168,823	11%	9%	97%	66.0%	68.1%	3.2%	2.2%
Oregon	2,598,315	2,344,080	254,235	23%	17%	111%	65.9%	69.1%	4.7%	10.8%
Texas	15,005,105	12,410,175	2,594,930	23%	15%	95%	65.5%	68.6%	4.4%	16.4%
Washington	4,387,467	3,843,410	544,057	23%	17%	92%	65.5%	69.0%	5.0%	10.3%
States with below-average foreign-born workforce growth and below-average native-born employment rate (FB –, NB –)										
Rhode Island	787,661	680,097	107,564	4%	1%	29%	64.5%	67.1%	3.8%	11.3%
Ohio	8,484,972	8,174,315	310,657	5%	4%	33%	64.0%	66.7%	4.1%	3.5%
New Jersey	6,347,681	4,997,954	1,349,727	7%	-1%	54%	64.0%	66.5%	3.8%	20.0%
California	24,724,226	16,620,307	8,103,919	13%	2%	44%	63.9%	67.3%	5.0%	32.8%
Hawaii	889,825	695,441	194,384	14%	10%	31%	63.6%	66.8%	4.7%	20.7%
D.C.	431,243	363,660	67,583	-7%	-11%	28%	63.5%	67.6%	6.0%	14.6%
Pennsylvania	9,261,412	8,807,190	454,222	3%	1%	39%	61.6%	64.3%	4.1%	4.4%
New Mexico	1,321,690	1,190,813	130,877	24%	19%	89%	61.0%	64.2%	4.9%	7.6%
Florida	12,316,440	9,866,018	2,450,422	23%	16%	63%	60.3%	62.4%	3.4%	22.8%
New York	14,235,945	10,677,251	3,558,694	5%	-3%	39%	60.2%	63.0%	4.5%	25.8%
Mississippi	2,051,348	2,018,098	33,250	13%	12%	82%	60.0%	63.5%	5.6%	1.8%
Louisiana	3,247,751	3,139,587	108,164	9%	8%	43%	58.0%	61.5%	5.7%	2.3%
West Virginia	1,409,272	1,390,545	18,727	4%	3%	30%	53.9%	57.0%	5.4%	1.1%
Average across 50 states and D.C.				15%	11%	90%	65.3%	68.0%	4.0%	8.4%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Table A2 (a)
Foreign-Born Population Growth and Native-Born Employment Indicators, 2000 to 2004
States in Which Foreign-Born Population Growth and Native-Born Employment Rates Have a Negative Correlation

	Population (Age 16+): 2004			Change in Population, 2000-2004			Native-Born Employment Indicators, 2004			Share of Foreign Born in Labor Force: 2004
	Total	Native Born	Foreign Born	Total	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate	
United States	220,101,175	188,206,454	31,894,721	5%	4%	13%	62.2%	65.9%	5.5%	14.5%
States with above-average foreign-born workforce growth and below-average native-born employment rate (FB +, NB −)										
Georgia	6,480,571	5,809,634	670,937	8%	6%	31%	63.1%	66.2%	4.6%	10.9%
Michigan	7,623,220	7,072,543	550,677	3%	2%	19%	61.9%	66.5%	7.0%	6.2%
North Carolina	6,325,315	5,842,659	482,656	6%	4%	28%	61.8%	65.5%	5.6%	9.7%
Oklahoma	2,627,398	2,490,949	136,449	3%	3%	19%	61.6%	64.8%	5.0%	4.7%
New Mexico	1,419,816	1,266,973	152,843	7%	6%	17%	60.8%	64.5%	5.7%	8.5%
Arizona	4,241,798	3,511,499	730,299	12%	9%	26%	60.7%	64.1%	5.2%	19.5%
South Carolina	3,139,381	2,992,949	146,432	6%	5%	41%	60.3%	64.9%	7.2%	3.7%
Tennessee	4,495,515	4,295,913	199,602	5%	4%	43%	59.4%	62.7%	5.4%	4.7%
Arkansas	2,067,311	1,980,257	87,054	3%	2%	37%	58.8%	62.5%	6.0%	4.3%
Kentucky	3,150,155	3,061,506	88,649	4%	3%	36%	58.2%	61.5%	5.3%	3.7%
Alabama	3,431,120	3,335,034	96,086	3%	3%	22%	58.0%	61.7%	6.0%	3.4%
States with below-average foreign-born workforce growth and above-average native-born employment rate (FB −, NB +)										
Nebraska	1,312,316	1,238,565	73,751	5%	4%	16%	71.8%	74.6%	3.7%	6.7%
South Dakota	572,332	561,087	11,245	5%	5%	-3%	70.8%	73.5%	3.6%	2.4%
Vermont	482,761	461,291	21,470	6%	6%	9%	68.4%	71.1%	3.8%	3.4%
Kansas	2,041,103	1,926,509	114,594	4%	4%	-3%	67.6%	71.5%	5.5%	6.6%
Utah	1,684,126	1,534,503	149,623	8%	8%	9%	67.3%	71.0%	5.2%	9.4%
Iowa	2,249,656	2,169,716	79,940	3%	3%	7%	67.1%	70.2%	4.5%	5.5%
Alaska	462,594	427,435	35,159	8%	9%	7%	64.6%	70.2%	8.0%	9.4%
Massachusetts	4,893,075	4,092,110	800,965	2%	0%	15%	64.1%	67.4%	4.9%	15.5%
Montana	717,866	704,603	13,263	7%	7%	-8%	63.7%	67.0%	4.9%	1.0%
Maine	1,026,829	990,211	36,618	6%	5%	11%	63.7%	66.7%	4.6%	3.0%
Washington	4,723,480	4,092,276	631,204	8%	6%	16%	63.5%	67.9%	6.5%	13.2%
Connecticut	2,645,074	2,275,771	369,303	4%	3%	11%	63.3%	66.7%	5.1%	13.4%
Average across 50 states and D.C.				5%	4%	17%	63.3%	66.8%	5.3%	9.7%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Table A2 (b)
Foreign-Born Population Growth and Native-Born Employment Indicators, 2000 to 2004
States in Which Foreign-Born Population Growth and Native-Born Employment Rates Have a Positive Correlation

	Population (Age 16+): 2004			Change in Population, 2000-2004			Native-Born Employment Indicators, 2004			Share of Foreign Born in Labor Force: 2004
	Total	Native Born	Foreign Born	Total	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate	
United States	220,101,175	188,206,454	31,894,721	5%	4%	13%	62.2%	65.9%	5.5%	14.5%
States with above-average foreign-born workforce growth and above-average native-born employment rate (FB +, NB +)										
Minnesota	3,864,610	3,589,323	275,287	6%	5%	30%	71.3%	74.7%	4.5%	7.6%
North Dakota	487,296	474,273	13,023	3%	2%	26%	70.0%	72.6%	3.6%	1.6%
Colorado	3,437,563	3,045,847	391,716	7%	6%	21%	69.6%	73.6%	5.4%	11.4%
Wyoming	389,097	376,087	13,010	6%	6%	23%	69.3%	72.0%	3.7%	1.8%
New Hampshire	996,934	940,320	56,614	8%	7%	22%	68.5%	71.2%	3.7%	5.9%
Wisconsin	4,206,031	4,008,032	197,999	5%	5%	20%	68.1%	71.7%	5.0%	5.5%
Maryland	4,171,951	3,618,352	553,599	6%	4%	18%	64.7%	67.6%	4.3%	17.0%
Idaho	1,026,988	955,088	71,900	10%	9%	30%	64.3%	67.7%	5.2%	6.2%
Missouri	4,348,622	4,188,073	160,549	4%	4%	19%	63.8%	67.9%	6.0%	3.8%
Indiana	4,624,196	4,412,440	211,756	2%	2%	25%	63.7%	67.2%	5.2%	4.5%
Virginia	5,559,820	4,921,805	638,015	7%	5%	25%	63.3%	65.9%	3.9%	12.6%
Nevada	1,751,906	1,359,676	392,230	17%	12%	36%	63.3%	66.2%	4.4%	20.0%
Delaware	630,220	574,102	56,118	8%	6%	38%	63.3%	65.9%	4.0%	8.4%
States with below-average foreign-born workforce growth and below-average native-born employment rate (FB –, NB –)										
Rhode Island	822,340	702,185	120,155	4%	3%	12%	62.8%	66.2%	5.3%	15.5%
Hawaii	942,858	732,326	210,532	6%	5%	8%	62.8%	65.2%	3.8%	22.0%
Texas	16,262,576	13,244,841	3,017,735	8%	7%	16%	62.7%	66.8%	6.1%	18.6%
Ohio	8,699,249	8,340,714	358,535	3%	2%	15%	62.7%	67.0%	6.4%	4.1%
Illinois	9,488,376	7,968,095	1,520,281	3%	2%	9%	62.5%	66.7%	6.3%	14.0%
New Jersey	6,589,603	5,092,204	1,497,399	4%	2%	11%	62.1%	65.1%	4.7%	22.8%
California	26,406,727	17,568,833	8,837,894	7%	6%	9%	61.6%	65.6%	6.1%	32.7%
Pennsylvania	9,467,507	8,942,590	524,917	2%	2%	16%	60.9%	64.5%	5.5%	5.6%
D.C.	417,048	352,411	64,637	-3%	-3%	-4%	60.9%	66.6%	8.5%	15.7%
Oregon	2,759,369	2,465,979	293,390	6%	5%	15%	60.1%	65.0%	7.6%	11.9%
New York	14,600,586	10,865,261	3,735,325	3%	2%	5%	59.1%	62.7%	5.7%	25.3%
Florida	13,424,936	10,588,411	2,836,525	9%	7%	16%	59.1%	61.8%	4.4%	22.7%
Mississippi	2,134,259	2,102,344	31,915	4%	4%	-4%	57.6%	61.5%	6.3%	2.3%
Louisiana	3,341,548	3,221,071	120,477	3%	3%	11%	57.5%	61.4%	6.3%	3.1%
West Virginia	1,436,147	1,421,778	14,369	2%	2%	-23%	51.3%	54.2%	5.4%	0.7%
Average across 50 states and D.C.				5%	4%	17%	63.3%	66.8%	5.3%	9.7%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Table A3
Foreign-Born Population Growth and Native-Born Employment Indicators, 1990 to 2000
Population (age 16+) with Less than a High School Education

	Population: 2000		Change in Population: 1990-2000		Native-Born Employment Indicators, 2000		
	Native Born	Foreign Born	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate
United States	36,370,258	11,310,429	-13.9%	51%	37.4%	41.9%	10.8%
Alabama	881,775	26,046	-14.8%	225%	32.1%	36.8%	12.8%
Alaska	65,110	8,669	9.8%	68%	38.2%	47.4%	19.4%
Arizona	578,524	295,784	6.7%	141%	41.6%	46.3%	10.1%
Arkansas	500,587	31,718	-16.4%	341%	30.3%	33.8%	10.3%
California	2,896,473	3,684,423	-9.2%	34%	33.7%	39.9%	15.6%
Colorado	415,854	143,614	1.4%	215%	44.3%	49.0%	9.5%
Connecticut	377,501	101,835	-20.0%	8%	38.5%	40.9%	5.7%
District of Columbia	78,630	22,891	-31.8%	33%	25.3%	33.3%	24.1%
Delaware	105,154	11,906	-9.2%	158%	39.7%	45.1%	11.9%
Florida	1,958,446	865,906	-8.8%	41%	38.5%	42.5%	9.5%
Georgia	1,299,329	200,939	-10.1%	420%	41.1%	44.7%	8.0%
Hawaii	107,177	57,956	-12.3%	5%	29.4%	33.6%	12.5%
Idaho	154,646	29,827	1.9%	147%	41.8%	47.2%	11.6%
Illinois	1,434,829	552,375	-20.9%	50%	38.4%	44.1%	13.0%
Indiana	910,335	61,377	-14.8%	128%	41.0%	45.2%	9.2%
Iowa	347,458	30,062	-19.2%	126%	44.9%	48.7%	7.9%
Kansas	298,740	56,076	-17.6%	173%	43.8%	49.4%	11.3%
Kentucky	838,679	18,447	-14.2%	214%	34.2%	37.4%	8.5%
Louisiana	872,049	33,013	-10.9%	45%	28.4%	33.4%	14.9%
Maine	167,038	9,272	-17.8%	-26%	41.0%	45.1%	9.1%
Maryland	640,117	116,165	-17.8%	77%	36.3%	41.0%	11.4%
Massachusetts	635,173	225,820	-19.7%	7%	35.9%	38.6%	7.0%
Michigan	1,340,636	143,191	-18.3%	25%	40.3%	44.7%	9.9%
Minnesota	511,257	72,899	-15.0%	138%	46.8%	50.6%	7.6%
Mississippi	601,113	11,211	-12.0%	112%	35.4%	40.5%	12.4%
Missouri	869,035	38,986	-15.7%	87%	39.7%	43.6%	8.9%
Montana	109,941	3,261	-5.9%	-24%	41.1%	46.5%	11.6%
Nebraska	185,065	31,952	-18.4%	273%	44.4%	48.7%	9.0%
Nevada	218,878	136,718	24.1%	229%	44.7%	50.2%	11.0%
New Hampshire	142,093	11,788	-9.2%	-7%	50.4%	54.8%	8.1%
New Jersey	908,105	408,847	-22.3%	29%	33.5%	38.2%	12.4%
New Mexico	260,299	73,554	-1.1%	88%	36.5%	41.6%	12.1%
New York	2,066,463	1,238,099	-20.7%	24%	29.5%	34.2%	13.9%
North Carolina	1,323,361	167,804	-13.7%	583%	39.4%	43.2%	8.9%
North Dakota	88,008	2,461	-19.0%	-15%	35.8%	38.8%	8.0%
Ohio	1,656,433	75,318	-19.6%	1%	39.1%	43.5%	10.0%
Oklahoma	542,770	49,132	-11.7%	151%	37.1%	40.5%	8.4%
Oregon	387,348	104,838	-6.4%	145%	40.7%	45.8%	11.2%
Pennsylvania	1,778,798	123,778	-22.0%	4%	32.6%	36.6%	10.9%
Rhode Island	143,183	49,975	-17.5%	11%	30.8%	34.3%	10.1%
South Carolina	752,325	36,000	-11.4%	289%	37.1%	41.5%	10.6%
South Dakota	101,458	4,190	-15.7%	70%	46.5%	49.0%	5.2%
Tennessee	1,085,170	47,953	-12.4%	336%	38.6%	41.9%	7.7%
Texas	2,759,557	1,445,866	-7.5%	86%	41.4%	46.8%	11.4%
Utah	225,229	53,452	9.6%	268%	48.8%	54.1%	9.8%
Vermont	73,364	4,367	-12.8%	-13%	45.1%	48.4%	6.9%
Virginia	982,762	140,321	-15.3%	99%	41.3%	43.6%	5.5%
Washington	584,782	179,903	-3.8%	89%	38.1%	45.7%	16.5%
West Virginia	371,816	4,100	-21.9%	3%	23.6%	27.4%	13.9%
Wisconsin	679,096	62,445	-14.8%	59%	42.7%	47.3%	9.9%
Wyoming	58,289	3,899	-7.8%	22%	43.4%	48.7%	10.8%
Simple Average			-11.8%	114%	38.5%	43.0%	10.7%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Table A4
Foreign-Born Population Growth and Native-Born Employment Indicators, 1990 to 2000
Population (age 16+) with a High School Education

	Population: 2000		Change in Population: 1990-2000		Native-Born Employment Indicators, 2000		
	Native Born	Foreign Born	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate
United States	52,519,642	5,484,391	3.9%	58%	63.2%	66.1%	4.4%
Alabama	964,859	15,112	13.4%	96%	63.2%	66.4%	4.9%
Alaska	110,109	9,430	9.6%	77%	69.4%	76.2%	9.0%
Arizona	796,148	108,212	23.1%	149%	60.6%	62.7%	3.4%
Arkansas	656,720	11,936	18.6%	110%	62.0%	65.3%	5.0%
California	3,621,010	1,338,859	-7.6%	44%	59.9%	63.8%	6.1%
Colorado	675,338	59,414	12.2%	133%	70.0%	72.2%	3.0%
Connecticut	622,192	82,092	-6.8%	35%	63.2%	64.4%	1.8%
District of Columbia	79,494	9,750	-12.3%	13%	57.4%	62.5%	8.2%
Delaware	167,355	7,487	7.5%	71%	66.1%	68.9%	4.1%
Florida	2,888,038	563,549	10.5%	62%	59.5%	61.4%	3.1%
Georgia	1,564,425	100,829	15.9%	198%	67.7%	70.9%	4.6%
Hawaii	205,237	49,363	5.1%	41%	58.5%	62.7%	6.8%
Idaho	253,816	9,560	23.4%	140%	66.8%	69.8%	4.3%
Illinois	2,183,684	292,800	-4.7%	69%	63.0%	66.6%	5.4%
Indiana	1,565,014	35,305	6.0%	100%	65.9%	67.9%	2.9%
Iowa	729,468	14,122	-1.5%	118%	65.8%	68.2%	3.5%
Kansas	541,319	22,318	-1.9%	148%	67.3%	70.3%	4.3%
Kentucky	975,384	15,075	14.8%	124%	63.6%	67.2%	5.3%
Louisiana	991,884	22,451	9.8%	30%	61.2%	65.0%	5.8%
Maine	332,463	8,170	3.0%	-11%	67.0%	69.3%	3.4%
Maryland	947,563	85,086	-0.6%	53%	64.5%	67.6%	4.6%
Massachusetts	1,114,796	150,203	-9.0%	33%	60.9%	62.9%	3.2%
Michigan	2,110,119	88,667	1.6%	26%	63.7%	66.2%	3.7%
Minnesota	957,358	41,602	-3.3%	129%	70.0%	72.7%	3.7%
Mississippi	576,756	6,615	18.9%	69%	62.2%	66.6%	6.5%
Missouri	1,279,978	26,951	5.5%	82%	67.4%	70.0%	3.7%
Montana	199,905	3,708	9.8%	28%	65.2%	69.4%	6.0%
Nebraska	360,363	11,972	-4.2%	127%	66.9%	69.0%	3.0%
Nevada	364,520	64,428	40.3%	189%	64.1%	67.4%	4.9%
New Hampshire	259,887	9,213	3.9%	6%	73.4%	74.9%	2.0%
New Jersey	1,489,122	304,658	-7.6%	50%	60.4%	63.3%	4.6%
New Mexico	321,623	23,182	10.1%	97%	61.3%	65.2%	6.0%
New York	2,997,045	828,074	-9.6%	36%	56.6%	59.6%	5.1%
North Carolina	1,607,576	69,829	15.8%	232%	66.2%	69.0%	4.0%
North Dakota	125,427	2,120	3.3%	17%	68.2%	71.1%	4.1%
Ohio	2,870,238	65,320	2.7%	27%	61.4%	64.4%	4.6%
Oklahoma	753,176	22,210	13.2%	99%	61.6%	64.2%	4.1%
Oregon	625,080	49,095	8.8%	112%	60.7%	65.3%	7.0%
Pennsylvania	3,266,197	104,323	-1.6%	37%	61.7%	64.4%	4.2%
Rhode Island	188,893	24,373	-6.6%	41%	61.6%	64.3%	4.2%
South Carolina	844,598	21,555	16.5%	90%	65.7%	68.4%	4.0%
South Dakota	168,186	2,803	5.1%	107%	70.8%	72.8%	2.7%
Tennessee	1,302,370	27,539	20.3%	143%	62.3%	65.7%	5.1%
Texas	3,258,395	401,575	13.8%	111%	65.6%	68.9%	4.8%
Utah	343,645	28,727	24.7%	153%	68.3%	70.9%	3.7%
Vermont	140,609	3,680	4.4%	5%	68.5%	71.0%	3.5%
Virginia	1,237,030	93,903	8.9%	70%	66.3%	68.0%	2.5%
Washington	959,988	108,681	5.1%	85%	61.5%	65.2%	5.7%
West Virginia	533,575	3,723	10.7%	34%	56.0%	59.2%	5.4%
Wisconsin	1,282,809	32,688	1.2%	62%	70.4%	73.1%	3.6%
Wyoming	108,858	2,054	7.6%	30%	66.1%	69.3%	4.7%
Simple Average			6.8%	81%	64.3%	67.3%	4.5%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Table A5
Foreign-Born Population Growth and Native-Born Employment Indicators, 2000 to 2004
Population (age 16+) with Less than a High School Education

	Population: 2004		Change in Population: 2000-2004		Native-Born Employment Indicators, 2004		
	Native Born	Foreign Born	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate
United States	32,059,646	10,791,055	-11.9%	-4.6%	33.8%	39.3%	14.1%
Alabama	787,501	31,498	-10.7%	20.9%	32.5%	36.9%	12.1%
Alaska	59,662	7,741	-8.4%	-10.7%	35.1%	44.7%	21.5%
Arizona	542,124	317,659	-6.3%	7.4%	34.2%	40.0%	14.5%
Arkansas	426,231	32,285	-14.9%	1.8%	30.2%	35.8%	15.7%
California	2,519,195	3,431,778	-13.0%	-6.9%	29.4%	35.5%	17.1%
Colorado	406,949	156,744	-2.1%	9.1%	39.7%	48.1%	17.6%
Connecticut	306,478	80,972	-18.8%	-20.5%	33.1%	39.9%	17.0%
District of Columbia	58,734	13,980	-25.3%	-38.9%	25.9%	33.8%	23.5%
Delaware	95,232	16,200	-9.4%	36.1%	40.7%	44.5%	8.5%
Florida	1,766,589	756,839	-9.8%	-12.6%	36.1%	40.0%	9.9%
Georgia	1,236,227	249,349	-4.9%	24.1%	35.6%	39.5%	10.1%
Hawaii	90,065	55,987	-16.0%	-3.4%	22.9%	25.1%	8.9%
Idaho	134,443	33,191	-13.1%	11.3%	36.3%	43.4%	16.4%
Illinois	1,261,589	475,127	-12.1%	-14.0%	32.1%	39.2%	18.1%
Indiana	863,184	68,123	-5.2%	11.0%	38.8%	43.6%	10.9%
Iowa	295,759	21,251	-14.9%	-29.3%	39.0%	45.2%	13.6%
Kansas	263,246	36,115	-11.9%	-35.6%	41.0%	48.5%	15.5%
Kentucky	756,050	25,119	-9.9%	36.2%	29.8%	34.2%	12.7%
Louisiana	753,871	27,503	-13.6%	-16.7%	30.8%	36.0%	14.5%
Maine	143,447	8,119	-14.1%	-12.4%	33.4%	38.8%	13.9%
Maryland	567,914	115,485	-11.3%	-0.6%	32.0%	37.1%	13.7%
Massachusetts	529,655	199,153	-16.6%	-11.8%	31.0%	36.2%	14.3%
Michigan	1,164,192	128,653	-13.2%	-10.2%	31.8%	39.3%	19.1%
Minnesota	443,731	68,914	-13.2%	-5.5%	40.8%	45.5%	10.4%
Mississippi	540,338	10,364	-10.1%	-7.6%	32.7%	37.5%	12.7%
Missouri	715,280	30,939	-17.7%	-20.6%	36.4%	42.6%	14.5%
Montana	100,257	1,898	-8.8%	-41.8%	35.2%	39.6%	11.1%
Nebraska	152,929	32,997	-17.4%	3.3%	46.0%	51.4%	10.5%
Nevada	201,084	167,700	-8.1%	22.7%	39.5%	44.1%	10.4%
New Hampshire	144,196	11,823	1.5%	0.3%	42.0%	46.6%	9.9%
New Jersey	774,409	351,040	-14.7%	-14.1%	31.5%	35.6%	11.6%
New Mexico	248,254	85,105	-4.6%	15.7%	33.8%	39.6%	14.7%
New York	1,783,958	1,043,767	-13.7%	-15.7%	28.2%	33.5%	15.7%
North Carolina	1,178,922	216,105	-10.9%	28.8%	34.4%	40.2%	14.2%
North Dakota	73,699	2,596	-16.3%	5.5%	38.0%	42.2%	9.9%
Ohio	1,395,661	78,567	-15.7%	4.3%	35.9%	42.8%	16.1%
Oklahoma	456,106	59,733	-16.0%	21.6%	35.8%	39.6%	9.4%
Oregon	332,056	112,564	-14.3%	7.4%	32.2%	40.9%	21.2%
Pennsylvania	1,538,543	116,735	-13.5%	-5.7%	32.5%	37.5%	13.3%
Rhode Island	121,894	42,596	-14.9%	-14.8%	31.8%	37.0%	14.0%
South Carolina	642,808	48,099	-14.6%	33.6%	33.4%	41.0%	18.5%
South Dakota	81,297	3,751	-19.9%	-10.5%	42.4%	46.9%	9.5%
Tennessee	919,113	67,978	-15.3%	41.8%	33.8%	38.0%	11.0%
Texas	2,509,819	1,484,964	-9.0%	2.7%	35.7%	41.3%	13.4%
Utah	207,555	55,980	-7.8%	4.7%	42.6%	52.6%	18.9%
Vermont	65,547	3,680	-10.7%	-15.7%	38.5%	43.7%	12.0%
Virginia	881,844	147,841	-10.3%	5.4%	38.2%	41.8%	8.6%
Washington	512,459	186,343	-12.4%	3.6%	33.2%	41.0%	18.9%
West Virginia	321,525	2,632	-13.5%	-35.8%	23.4%	26.8%	12.9%
Wisconsin	638,871	62,028	-5.9%	-0.7%	40.8%	47.1%	13.3%
Wyoming	49,154	5,445	-15.7%	39.7%	44.5%	49.0%	9.2%
Simple Average			-12.1%	-0.3%	35.0%	40.6%	13.8%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Table A6
Foreign-Born Population Growth and Native-Born Employment Indicators, 2000 to 2004
Population (age 16+) with a High School Education

	Population: 2004		Change in Population: 2000-2004		Native-Born Employment Indicators, 2004		
	Native Born	Foreign Born	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate
United States	56,747,527	7,383,735	8.1%	35%	60.3%	64.3%	6.3%
Alabama	987,409	22,261	2.3%	47%	56.8%	61.0%	6.8%
Alaska	125,305	9,896	13.8%	5%	59.6%	67.5%	11.6%
Arizona	950,999	175,671	19.5%	62%	58.7%	62.7%	6.2%
Arkansas	697,277	25,267	6.2%	112%	60.1%	64.5%	6.9%
California	4,123,724	1,784,108	13.9%	33%	57.6%	62.4%	7.8%
Colorado	745,822	102,551	10.4%	73%	66.3%	70.5%	6.1%
Connecticut	659,390	111,987	6.0%	36%	62.1%	64.9%	4.3%
District of Columbia	75,876	10,237	-4.6%	5%	50.5%	58.4%	13.5%
Delaware	183,179	12,227	9.5%	63%	62.8%	66.4%	5.4%
Florida	3,238,768	798,864	12.1%	42%	55.1%	57.9%	4.7%
Georgia	1,781,012	143,199	13.8%	42%	63.6%	67.6%	5.9%
Hawaii	223,299	62,371	8.8%	26%	59.4%	63.1%	5.9%
Idaho	276,709	16,970	9.0%	78%	65.0%	68.4%	4.9%
Illinois	2,258,080	376,655	3.4%	29%	58.8%	63.3%	7.2%
Indiana	1,546,106	55,790	-1.2%	58%	63.5%	67.1%	5.4%
Iowa	743,113	25,761	1.9%	82%	64.0%	67.2%	4.8%
Kansas	568,293	23,235	5.0%	4%	63.0%	67.2%	6.4%
Kentucky	1,052,949	21,687	8.0%	44%	58.5%	61.6%	4.9%
Louisiana	1,074,068	29,454	8.3%	31%	58.8%	62.9%	6.6%
Maine	353,462	9,455	6.3%	16%	62.5%	65.7%	4.9%
Maryland	1,038,429	112,459	9.6%	32%	61.7%	65.0%	5.0%
Massachusetts	1,135,066	203,759	1.8%	36%	58.9%	62.2%	5.3%
Michigan	2,207,208	116,400	4.6%	31%	57.8%	63.2%	8.5%
Minnesota	1,032,756	59,670	7.9%	43%	68.0%	71.8%	5.3%
Mississippi	638,848	7,701	10.8%	16%	58.7%	63.3%	7.2%
Missouri	1,372,517	36,002	7.2%	34%	61.5%	66.6%	7.5%
Montana	223,194	3,537	11.7%	-5%	60.8%	64.5%	5.7%
Nebraska	388,930	13,993	7.9%	17%	68.0%	70.8%	4.0%
Nevada	451,694	100,393	23.9%	56%	62.4%	65.1%	4.1%
New Hampshire	274,822	14,249	5.7%	55%	67.5%	70.2%	3.9%
New Jersey	1,586,296	381,998	6.5%	25%	58.7%	61.8%	5.0%
New Mexico	361,208	23,648	12.3%	2%	60.5%	65.1%	7.0%
New York	3,198,854	1,043,611	6.7%	26%	55.6%	59.6%	6.6%
North Carolina	1,737,730	86,029	8.1%	23%	61.9%	65.8%	5.9%
North Dakota	134,181	3,892	7.0%	84%	67.4%	70.3%	4.1%
Ohio	3,052,673	78,280	6.4%	20%	60.9%	65.5%	7.0%
Oklahoma	796,366	24,681	5.7%	11%	59.6%	63.0%	5.4%
Oregon	695,415	54,531	11.3%	11%	57.1%	62.1%	8.1%
Pennsylvania	3,412,761	130,092	4.5%	25%	59.0%	62.9%	6.1%
Rhode Island	202,844	31,428	7.4%	29%	59.7%	63.6%	6.1%
South Carolina	905,681	33,565	7.2%	56%	62.4%	67.5%	7.6%
South Dakota	187,900	2,414	11.7%	-14%	69.0%	72.1%	4.3%
Tennessee	1,421,180	45,648	9.1%	66%	61.6%	65.4%	5.9%
Texas	3,690,416	606,253	13.3%	51%	63.8%	68.6%	7.0%
Utah	400,543	35,095	16.6%	22%	66.8%	70.6%	5.5%
Vermont	150,374	5,061	6.9%	38%	67.5%	70.3%	4.1%
Virginia	1,342,672	131,356	8.5%	40%	62.8%	65.6%	4.2%
Washington	1,051,046	129,644	9.5%	19%	59.6%	64.9%	8.3%
West Virginia	568,593	3,036	6.6%	-18%	52.0%	55.2%	5.9%
Wisconsin	1,303,799	45,042	1.6%	38%	66.7%	70.8%	5.7%
Wyoming	118,691	2,622	9.0%	28%	67.8%	70.5%	3.8%
Simple Average			8.2%	35%	61.4%	65.4%	6.1%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Table A7
Foreign-Born Population Growth and Native-Born Employment Indicators, 1990 to 2000
Population Age 25 to 34

	Population: 2000		Change in Population: 1990-2000		Native-Born Employment Indicators, 2000		
	Native Born	Foreign Born	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate
United States	31,313,492	6,880,793	-16.6%	57%	83.0%	86.2%	3.7%
Alabama	565,106	22,483	-8.9%	129%	79.9%	83.3%	4.1%
Alaska	72,849	7,214	-22.6%	41%	75.3%	81.5%	7.7%
Arizona	557,006	155,102	0.7%	155%	82.1%	85.2%	3.7%
Arkansas	317,672	19,059	-7.3%	290%	83.4%	86.9%	4.1%
California	2,916,643	2,071,181	-25.2%	30%	80.9%	85.2%	5.1%
Colorado	541,819	95,974	-3.6%	196%	85.4%	87.6%	2.5%
Connecticut	368,521	66,898	-29.3%	39%	84.4%	86.3%	2.2%
District of Columbia	77,271	20,201	-22.8%	26%	84.8%	88.6%	4.3%
Delaware	92,376	11,197	-13.8%	137%	84.4%	88.3%	4.3%
Florida	1,513,393	463,631	-12.7%	50%	84.4%	86.8%	2.7%
Georgia	1,076,369	157,351	-0.3%	257%	84.9%	87.8%	3.3%
Hawaii	112,651	35,663	-21.6%	8%	83.5%	86.9%	3.9%
Idaho	145,365	15,722	5.0%	158%	80.6%	84.4%	4.5%
Illinois	1,389,112	364,217	-20.4%	75%	84.0%	87.8%	4.4%
Indiana	757,485	44,567	-14.4%	146%	84.2%	86.5%	2.7%
Iowa	331,472	22,443	-20.0%	142%	88.4%	90.5%	2.3%
Kansas	294,974	35,759	-23.8%	131%	85.7%	88.4%	3.1%
Kentucky	518,299	17,839	-11.4%	167%	82.1%	85.1%	3.5%
Louisiana	537,957	23,019	-18.3%	31%	75.4%	80.0%	5.8%
Maine	142,884	5,132	-27.1%	7%	84.6%	87.2%	3.0%
Maryland	610,585	106,822	-23.6%	50%	87.2%	90.1%	3.2%
Massachusetts	741,102	163,165	-22.6%	35%	85.9%	87.7%	2.1%
Michigan	1,215,836	105,974	-18.7%	89%	81.9%	84.7%	3.3%
Minnesota	596,176	60,980	-20.6%	163%	86.7%	89.6%	3.2%
Mississippi	351,549	8,711	-8.2%	99%	78.0%	82.5%	5.5%
Missouri	688,040	34,932	-15.6%	122%	87.6%	90.1%	2.7%
Montana	96,806	2,287	-15.6%	34%	81.4%	86.8%	6.2%
Nebraska	194,289	20,175	-22.4%	217%	88.2%	90.4%	2.5%
Nevada	217,651	79,304	14.8%	236%	83.2%	86.4%	3.7%
New Hampshire	146,626	8,358	-24.8%	20%	85.7%	87.6%	2.1%
New Jersey	841,602	297,604	-25.4%	50%	84.0%	87.0%	3.5%
New Mexico	190,326	32,441	-17.2%	81%	80.8%	83.8%	3.6%
New York	1,906,800	746,140	-22.6%	27%	79.4%	83.2%	4.6%
North Carolina	1,037,722	119,740	-2.8%	331%	84.6%	87.1%	2.8%
North Dakota	69,451	1,970	-27.5%	11%	89.3%	92.4%	3.3%
Ohio	1,410,378	65,488	-18.3%	65%	82.2%	85.6%	4.0%
Oklahoma	395,263	31,186	-16.7%	77%	80.7%	83.6%	3.5%
Oregon	382,157	71,050	-7.6%	146%	82.5%	86.4%	4.6%
Pennsylvania	1,419,427	92,295	-21.9%	66%	82.2%	85.6%	4.0%
Rhode Island	112,405	22,084	-25.0%	8%	86.2%	88.6%	2.7%
South Carolina	503,662	28,061	-8.1%	186%	87.3%	90.3%	3.3%
South Dakota	83,482	2,793	-19.0%	143%	87.0%	88.8%	2.0%
Tennessee	745,307	40,054	-4.2%	206%	82.0%	85.4%	4.0%
Texas	2,272,449	718,241	-13.1%	77%	82.9%	85.9%	3.5%
Utah	275,916	40,251	6.5%	195%	79.7%	82.7%	3.6%
Vermont	67,326	2,770	-27.1%	40%	84.3%	87.0%	3.2%
Virginia	824,588	135,562	-16.5%	82%	85.5%	87.7%	2.4%
Washington	667,879	139,680	-12.1%	121%	81.7%	85.8%	4.8%
West Virginia	217,187	3,343	-15.4%	70%	76.8%	80.8%	5.0%
Wisconsin	646,222	42,118	-18.2%	125%	85.7%	88.5%	3.3%
Wyoming	56,059	2,562	-19.8%	43%	82.6%	85.9%	3.9%
Simple Average			-15.4%	106%	83.4%	86.5%	3.7%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Table A8
Foreign-Born Population Growth and Native-Born Employment Indicators, 1990 to 2000
Population Age 35 to 44

	Population: 2000		Change in Population: 1990-2000		Native-Born Employment Indicators, 2000		
	Native Born	Foreign Born	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate
United States	38,116,264	6,633,806	15.3%	80%	82.7%	85.2%	2.9%
Alabama	653,831	16,018	16.9%	96%	79.1%	82.0%	3.4%
Alaska	99,123	8,164	8.0%	49%	78.7%	83.5%	5.7%
Arizona	633,076	132,599	36.0%	174%	80.7%	83.3%	3.2%
Arkansas	379,236	14,404	20.3%	167%	82.9%	85.6%	3.1%
California	3,500,042	1,993,189	5.0%	66%	80.2%	83.0%	3.4%
Colorado	653,991	72,764	23.2%	163%	85.3%	86.8%	1.8%
Connecticut	498,408	76,830	11.0%	48%	84.1%	85.6%	1.8%
District of Columbia	70,641	14,604	-11.1%	36%	81.8%	86.2%	5.2%
Delaware	118,975	8,347	24.7%	106%	84.8%	87.6%	3.2%
Florida	1,914,352	554,939	30.1%	98%	83.1%	84.9%	2.1%
Georgia	1,216,269	119,715	27.1%	250%	80.4%	82.5%	2.6%
Hawaii	143,131	43,631	6.2%	40%	82.4%	85.7%	3.9%
Idaho	176,622	12,781	23.7%	158%	83.8%	87.1%	3.7%
Illinois	1,668,189	312,235	12.1%	64%	82.4%	85.2%	3.2%
Indiana	923,765	35,278	17.0%	82%	84.4%	86.8%	2.8%
Iowa	424,102	16,822	10.5%	155%	89.6%	91.6%	2.1%
Kansas	386,074	24,757	13.4%	126%	85.5%	88.6%	3.5%
Kentucky	619,400	15,099	17.3%	154%	80.2%	82.5%	2.8%
Louisiana	656,111	26,907	14.5%	46%	78.9%	81.7%	3.4%
Maine	207,447	6,228	14.6%	-3%	84.2%	86.5%	2.7%
Maryland	783,261	121,009	13.0%	86%	88.0%	90.6%	2.8%
Massachusetts	889,662	162,968	10.4%	64%	83.7%	85.6%	2.1%
Michigan	1,490,233	92,905	12.5%	50%	82.3%	84.4%	2.5%
Minnesota	771,582	44,273	20.9%	130%	89.1%	91.3%	2.3%
Mississippi	409,775	8,048	20.1%	114%	82.0%	85.0%	3.5%
Missouri	839,113	29,584	19.3%	85%	86.0%	88.3%	2.6%
Montana	137,211	2,546	10.3%	46%	84.7%	87.8%	3.5%
Nebraska	251,094	12,503	15.3%	213%	88.6%	90.5%	2.1%
Nevada	250,122	66,778	51.9%	240%	83.2%	86.3%	3.7%
New Hampshire	209,791	11,166	19.9%	46%	87.7%	89.7%	2.3%
New Jersey	1,096,166	337,918	12.0%	69%	81.3%	83.8%	3.1%
New Mexico	243,964	32,867	17.9%	104%	82.2%	85.7%	4.0%
New York	2,230,827	832,090	5.5%	55%	79.4%	82.2%	3.4%
North Carolina	1,183,972	79,686	23.5%	260%	83.7%	86.2%	2.9%
North Dakota	95,106	2,074	7.2%	89%	89.0%	91.2%	2.3%
Ohio	1,716,569	63,651	10.8%	40%	82.3%	85.2%	3.4%
Oklahoma	486,699	25,443	14.3%	97%	80.7%	83.0%	2.8%
Oregon	465,919	55,342	4.7%	136%	83.0%	85.9%	3.4%
Pennsylvania	1,827,812	95,994	11.2%	58%	81.0%	83.9%	3.4%
Rhode Island	144,939	24,957	14.6%	48%	84.0%	87.0%	3.5%
South Carolina	603,070	21,840	21.5%	134%	84.6%	87.3%	3.1%
South Dakota	113,569	3,152	24.3%	124%	89.1%	90.7%	1.7%
Tennessee	864,882	30,998	21.3%	143%	78.3%	80.4%	2.5%
Texas	2,651,100	647,229	21.6%	113%	83.4%	86.0%	3.0%
Utah	272,190	29,161	28.4%	194%	84.0%	85.8%	2.0%
Vermont	98,898	4,207	14.9%	33%	86.0%	87.9%	2.1%
Virginia	1,028,095	128,213	16.3%	94%	85.6%	86.8%	1.3%
Washington	843,368	123,695	15.9%	115%	83.4%	85.9%	3.0%
West Virginia	267,552	4,044	0.9%	49%	77.3%	81.2%	4.8%
Wisconsin	833,978	31,968	19.6%	66%	88.6%	91.7%	3.4%
Wyoming	72,960	2,186	0.9%	24%	86.9%	89.2%	2.7%
Simple Average			16.1%	102%	83.6%	86.1%	3.0%

Note: LFPR is the labor force participation rate.
Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Table A9
Foreign-Born Population Growth and Native-Born Employment Indicators, 2000 to 2004
Population Age 25 to 34

	Population: 2004		Change in Population: 2000-2004		Native-Born Employment Indicators, 2004		
	Native Born	Foreign Born	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate
United States	30,832,048	7,555,501	-1.5%	10%	77.5%	83.6%	7.3%
Alabama	542,019	36,141	-4.1%	61%	77.9%	83.9%	7.2%
Alaska	68,658	5,236	-5.8%	-27%	76.2%	84.2%	9.5%
Arizona	585,938	200,466	5.2%	29%	77.6%	83.1%	6.7%
Arkansas	322,984	29,343	1.7%	54%	74.8%	81.5%	8.1%
California	2,940,650	2,090,478	0.8%	1%	76.6%	82.8%	7.5%
Colorado	558,062	121,531	3.0%	27%	78.5%	84.5%	7.1%
Connecticut	304,577	89,681	-17.4%	34%	81.8%	86.9%	5.8%
District of Columbia	83,225	21,051	7.7%	4%	78.8%	85.5%	7.9%
Delaware	92,954	13,058	0.6%	17%	81.2%	86.4%	6.0%
Florida	1,517,582	511,024	0.3%	10%	79.4%	84.7%	6.2%
Georgia	1,068,446	226,810	-0.7%	44%	78.8%	84.8%	7.1%
Hawaii	119,501	30,376	6.1%	-15%	79.6%	84.3%	5.6%
Idaho	159,437	15,532	9.7%	-1%	72.9%	77.7%	6.2%
Illinois	1,330,389	411,255	-4.2%	13%	76.5%	83.8%	8.6%
Indiana	744,122	61,519	-1.8%	38%	77.2%	83.3%	7.3%
Iowa	334,120	23,402	0.8%	4%	82.3%	88.2%	6.7%
Kansas	314,502	32,711	6.6%	-9%	81.2%	86.1%	5.7%
Kentucky	524,804	20,598	1.3%	15%	72.6%	78.4%	7.4%
Louisiana	534,780	23,674	-0.6%	3%	72.3%	79.3%	8.8%
Maine	132,136	5,611	-7.5%	9%	78.2%	82.4%	5.1%
Maryland	551,460	123,249	-9.7%	15%	79.7%	85.9%	7.2%
Massachusetts	676,983	174,824	-8.7%	7%	81.1%	85.7%	5.4%
Michigan	1,139,277	120,410	-6.3%	14%	75.9%	83.6%	9.2%
Minnesota	580,331	82,704	-2.7%	36%	83.2%	88.0%	5.5%
Mississippi	361,884	9,624	2.9%	10%	72.0%	80.2%	10.2%
Missouri	664,517	47,199	-3.4%	35%	80.2%	85.0%	5.7%
Montana	100,530	1,596	3.8%	-30%	80.4%	85.4%	5.9%
Nebraska	198,593	26,026	2.2%	29%	83.3%	87.3%	4.6%
Nevada	245,911	99,161	13.0%	25%	78.9%	82.2%	4.0%
New Hampshire	134,965	10,669	-8.0%	28%	83.0%	85.5%	2.9%
New Jersey	739,117	299,793	-12.2%	1%	78.0%	84.9%	8.1%
New Mexico	197,844	33,419	4.0%	3%	80.1%	86.0%	6.9%
New York	1,785,542	759,621	-6.4%	2%	76.4%	83.4%	8.5%
North Carolina	1,022,864	162,938	-1.4%	36%	78.5%	84.4%	7.0%
North Dakota	74,493	3,349	7.3%	70%	83.5%	87.2%	4.2%
Ohio	1,358,533	76,458	-3.7%	17%	77.3%	84.5%	8.4%
Oklahoma	412,252	34,258	4.3%	10%	71.7%	78.7%	8.9%
Oregon	409,610	78,364	7.2%	10%	76.9%	83.5%	7.8%
Pennsylvania	1,317,721	97,820	-7.2%	6%	76.8%	82.5%	6.9%
Rhode Island	110,682	24,541	-1.5%	11%	81.5%	85.9%	5.1%
South Carolina	495,033	37,477	-1.7%	34%	78.3%	84.0%	6.7%
South Dakota	87,703	2,870	5.1%	3%	85.4%	88.2%	3.2%
Tennessee	730,370	65,568	-2.0%	64%	76.4%	82.0%	6.8%
Texas	2,400,932	788,092	5.7%	10%	75.8%	82.8%	8.5%
Utah	346,203	42,022	25.5%	4%	75.5%	79.3%	4.8%
Vermont	64,791	2,756	-3.8%	-1%	82.6%	86.9%	4.9%
Virginia	784,344	166,753	-4.9%	23%	79.4%	83.8%	5.2%
Washington	663,076	152,396	-0.7%	9%	74.8%	81.4%	8.1%
West Virginia	211,640	4,572	-2.6%	37%	73.7%	78.9%	6.7%
Wisconsin	630,550	55,100	-2.4%	31%	80.9%	87.3%	7.3%
Wyoming	55,411	2,375	-1.2%	-7%	78.4%	83.2%	5.7%
Simple Average			-0.2%	17%	78.3%	83.9%	6.7%

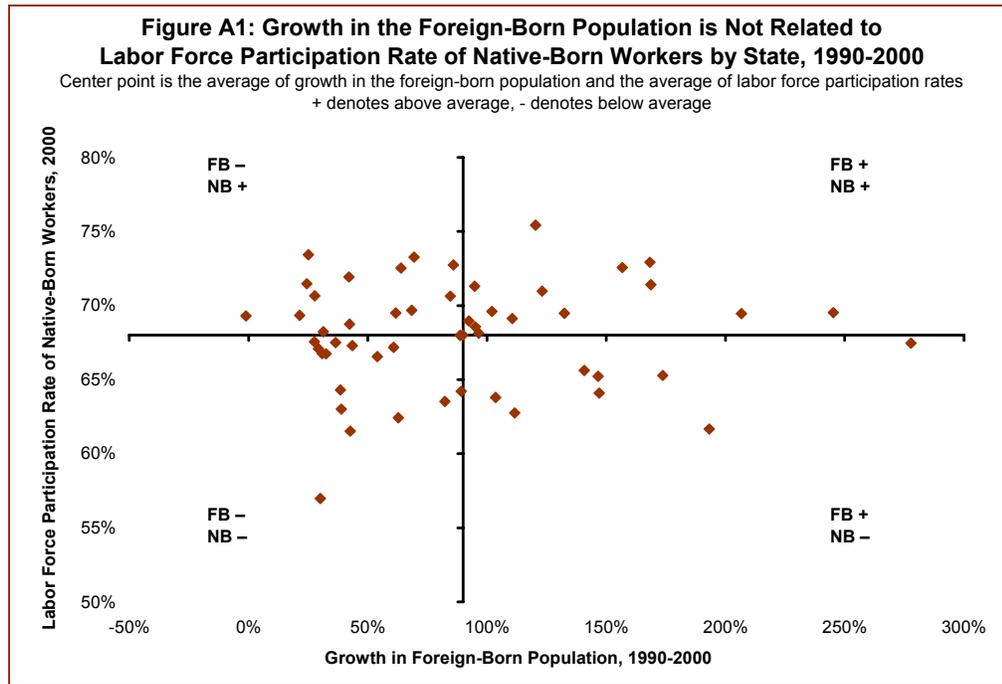*Note: LFPR is the labor force participation rate.*
Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Table A10
Foreign-Born Population Growth and Native-Born Employment Indicators, 2000 to 2004
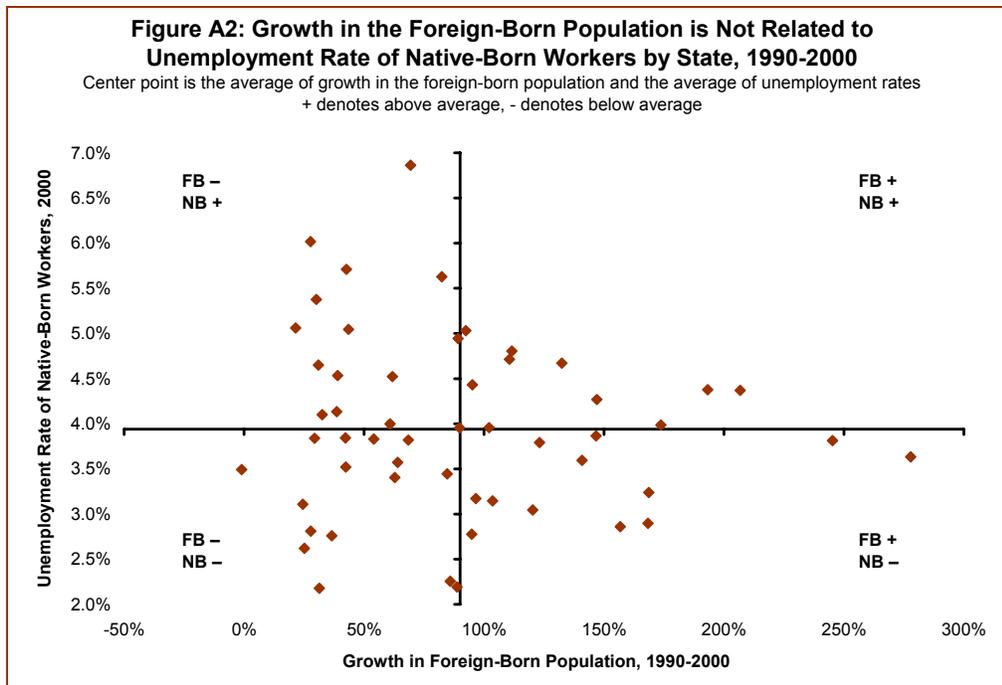**Population Age 35 to 44**

	Population: 2004		Change in Population: 2000-2004		Native-Born Employment Indicators, 2004		
	Native Born	Foreign Born	Native Born	Foreign Born	Employment Rate	LFPR	Unemployment Rate
United States	35,706,941	7,675,576	-6.3%	16%	78.3%	82.8%	5.5%
Alabama	622,259	16,234	-4.8%	1%	76.1%	80.6%	5.5%
Alaska	87,547	9,168	-11.7%	12%	78.5%	85.1%	7.8%
Arizona	614,314	165,836	-3.0%	25%	76.5%	80.5%	5.0%
Arkansas	355,842	21,017	-6.2%	46%	78.0%	82.6%	5.7%
California	3,270,754	2,158,816	-6.6%	8%	77.1%	81.9%	5.8%
Colorado	603,820	98,239	-7.7%	35%	79.8%	85.3%	6.4%
Connecticut	475,238	88,722	-4.6%	15%	80.3%	84.3%	4.8%
District of Columbia	64,501	14,632	-8.7%	0%	76.4%	82.5%	7.4%
Delaware	111,440	13,415	-6.3%	61%	79.9%	84.8%	5.8%
Florida	1,852,973	633,270	-3.2%	14%	79.6%	84.1%	5.3%
Georgia	1,189,747	172,138	-2.2%	44%	78.1%	82.6%	5.5%
Hawaii	122,226	49,045	-14.6%	12%	79.2%	82.8%	4.4%
Idaho	171,420	14,737	-2.9%	15%	79.6%	82.0%	2.9%
Illinois	1,515,527	357,658	-9.2%	15%	77.4%	82.6%	6.3%
Indiana	837,180	51,333	-9.4%	46%	78.9%	83.3%	5.3%
Iowa	392,146	19,201	-7.5%	14%	81.8%	86.4%	5.2%
Kansas	353,052	32,221	-8.6%	30%	83.6%	86.9%	3.8%
Kentucky	587,398	21,013	-5.2%	39%	74.4%	78.2%	4.9%
Louisiana	598,449	29,213	-8.8%	9%	76.4%	80.7%	5.3%
Maine	195,280	7,053	-5.9%	13%	83.4%	86.4%	3.5%
Maryland	721,288	151,392	-7.9%	25%	81.8%	85.3%	4.0%
Massachusetts	838,708	186,608	-5.7%	15%	79.9%	83.2%	3.9%
Michigan	1,360,892	129,660	-8.7%	40%	76.6%	83.0%	7.8%
Minnesota	718,776	69,379	-6.8%	57%	84.2%	87.4%	3.7%
Mississippi	386,885	7,344	-5.6%	-9%	73.2%	79.2%	7.6%
Missouri	800,676	31,844	-4.6%	8%	79.7%	83.8%	4.9%
Montana	120,435	3,192	-12.2%	25%	81.6%	85.6%	4.7%
Nebraska	232,870	17,180	-7.3%	37%	84.5%	88.6%	4.7%
Nevada	249,494	102,141	-0.3%	53%	76.1%	81.3%	6.5%
New Hampshire	200,838	11,410	-4.3%	2%	82.4%	84.7%	2.8%
New Jersey	1,037,697	375,200	-5.3%	11%	76.9%	81.3%	5.3%
New Mexico	223,315	41,000	-8.5%	25%	77.6%	81.7%	5.0%
New York	2,108,386	880,117	-5.5%	6%	76.4%	81.3%	6.0%
North Carolina	1,143,001	125,198	-3.5%	57%	77.7%	82.5%	5.8%
North Dakota	80,184	2,502	-15.7%	21%	83.8%	86.6%	3.2%
Ohio	1,576,082	80,048	-8.2%	26%	79.2%	84.4%	6.2%
Oklahoma	433,861	38,573	-10.9%	52%	76.7%	80.4%	4.6%
Oregon	428,347	71,929	-8.1%	30%	76.0%	81.9%	7.2%
Pennsylvania	1,673,371	125,772	-8.4%	31%	77.6%	81.8%	5.2%
Rhode Island	135,566	29,178	-6.5%	17%	79.1%	84.5%	6.5%
South Carolina	564,103	34,675	-6.5%	59%	77.9%	82.5%	5.6%
South Dakota	100,383	2,394	-11.6%	-24%	85.4%	88.7%	3.7%
Tennessee	833,337	41,379	-3.6%	33%	77.3%	81.9%	5.7%
Texas	2,521,246	741,608	-4.9%	15%	78.2%	82.8%	5.7%
Utah	252,344	35,987	-7.3%	23%	78.3%	82.5%	5.1%
Vermont	89,387	5,355	-9.6%	27%	82.3%	85.1%	3.3%
Virginia	968,463	163,882	-5.8%	28%	79.2%	82.5%	4.0%
Washington	781,239	156,619	-7.4%	27%	76.7%	82.3%	6.8%
West Virginia	248,893	3,088	-7.0%	-24%	70.6%	75.1%	6.1%
Wisconsin	791,832	36,003	-5.1%	13%	82.3%	87.3%	5.6%
Wyoming	63,929	1,958	-12.4%	-10%	86.5%	88.5%	2.3%
Simple Average			-7.1%	23%	79.0%	83.4%	5.2%

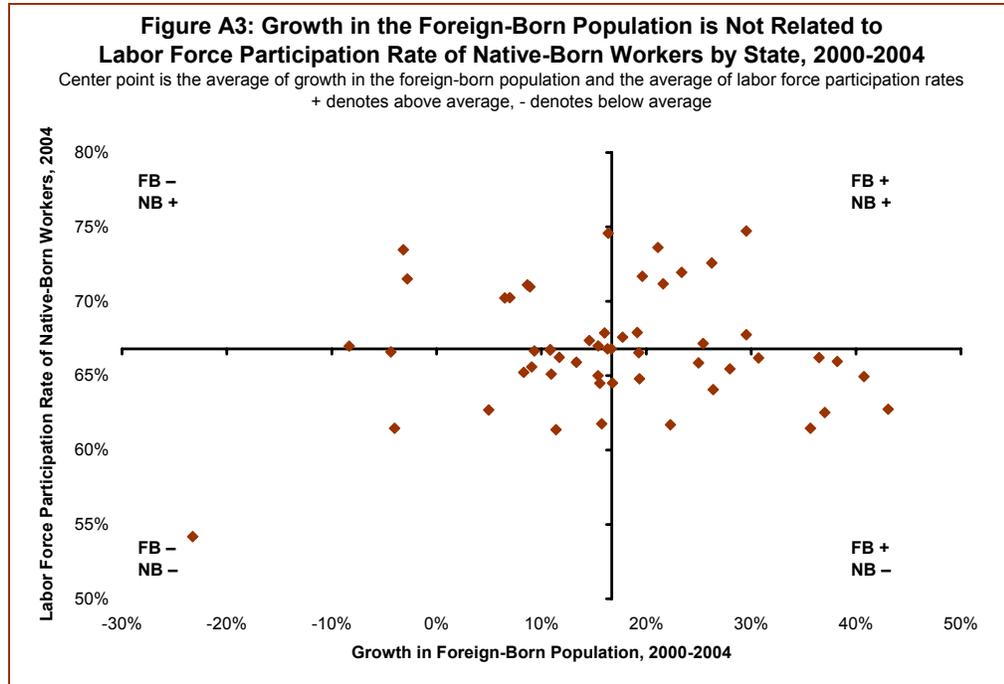*Note: LFPR is the labor force participation rate.*
Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Figure A1: Growth in the Foreign-Born Population is Not Related to Labor Force Participation Rate of Native-Born Workers by State, 1990-2000
Center point is the average of growth in the foreign-born population and the average of labor force participation rates
+ denotes above average, - denotes below average

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Figure A2: Growth in the Foreign-Born Population is Not Related to Unemployment Rate of Native-Born Workers by State, 1990-2000
Center point is the average of growth in the foreign-born population and the average of unemployment rates
+ denotes above average, - denotes below average

Source: Pew Hispanic Center tabulations of data from the 1990 and 2000 Decennial Censuses (IPUMS) and the Current Population Survey for 2000

Figure A3: Growth in the Foreign-Born Population is Not Related to Labor Force Participation Rate of Native-Born Workers by State, 2000-2004

Center point is the average of growth in the foreign-born population and the average of labor force participation rates
+ denotes above average, - denotes below average

Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004
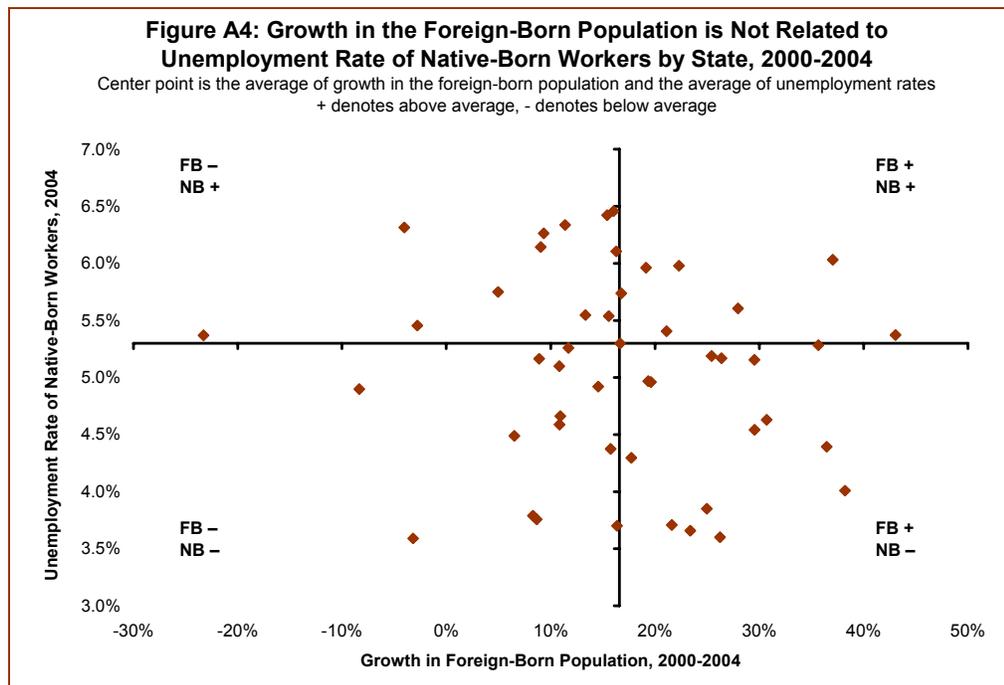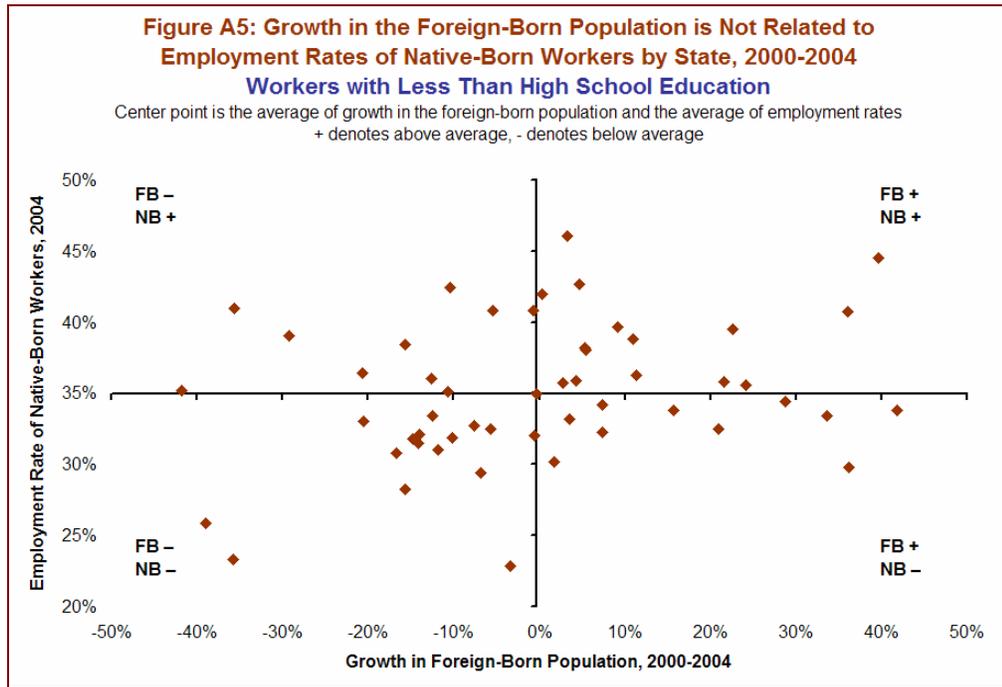
Figure A4: Growth in the Foreign-Born Population is Not Related to Unemployment Rate of Native-Born Workers by State, 2000-2004

Center point is the average of growth in the foreign-born population and the average of unemployment rates
+ denotes above average, - denotes below average

Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004
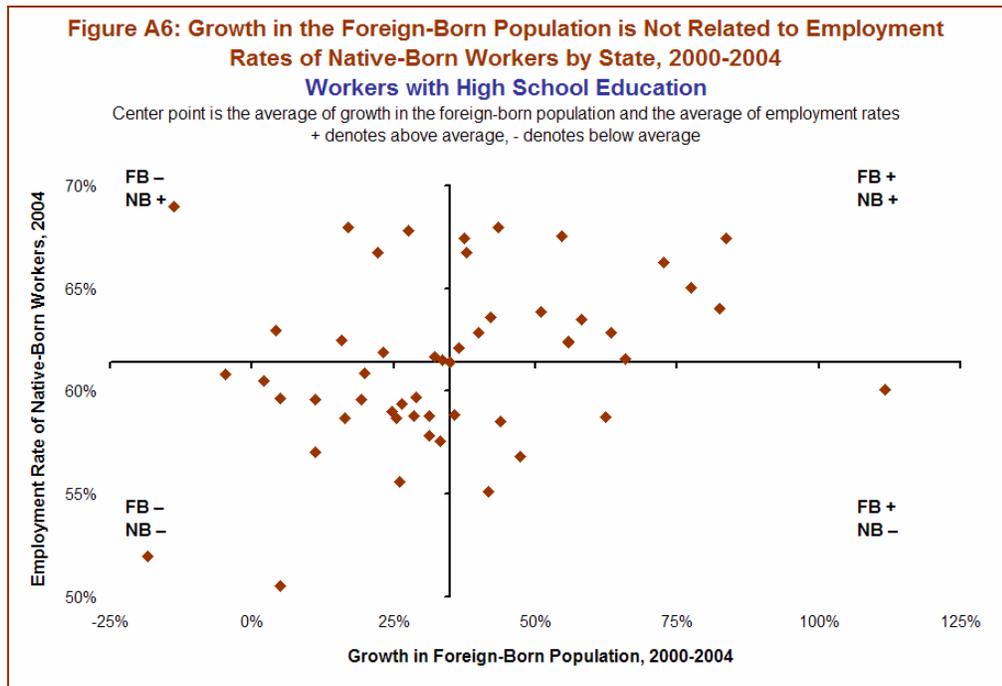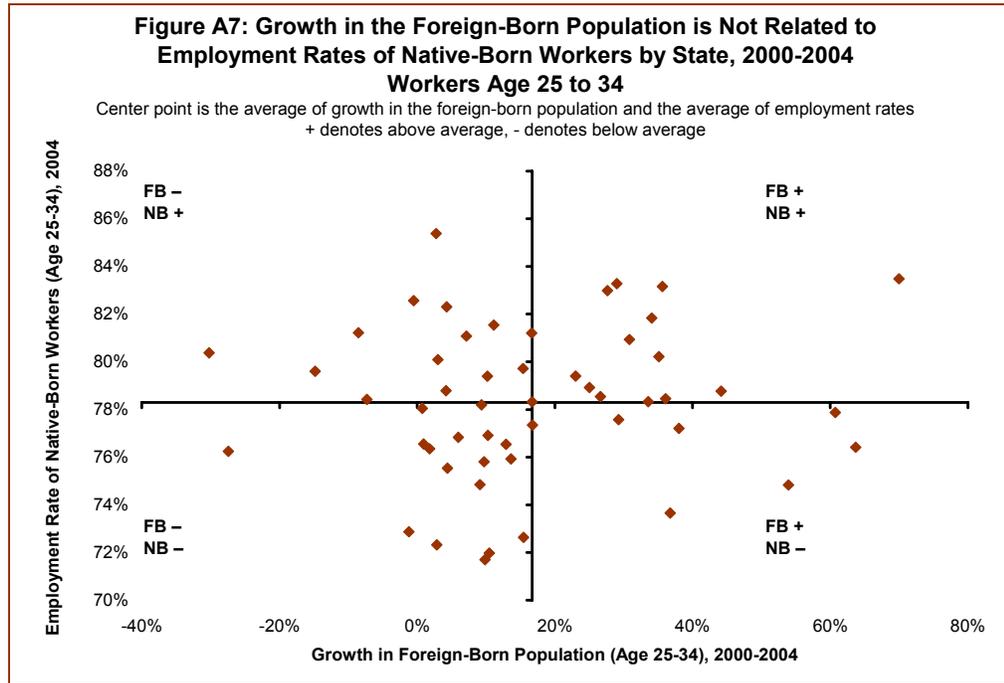
Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Figure A7: Growth in the Foreign-Born Population is Not Related to Employment Rates of Native-Born Workers by State, 2000-2004
Workers Age 25 to 34
Center point is the average of growth in the foreign-born population and the average of employment rates
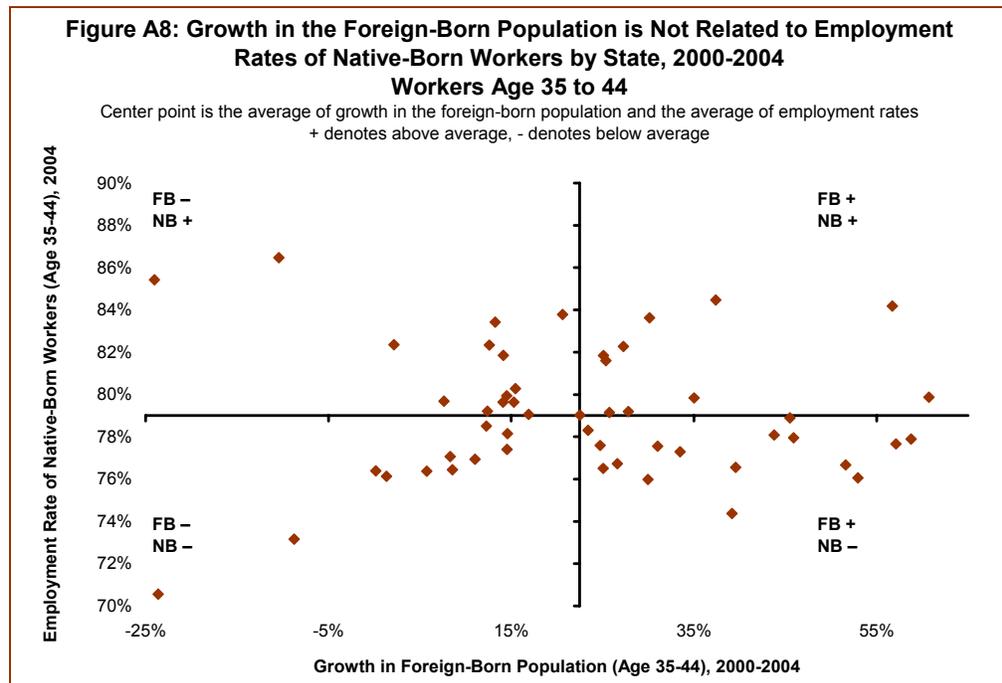+ denotes above average, - denotes below average

Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Figure A8: Growth in the Foreign-Born Population is Not Related to Employment Rates of Native-Born Workers by State, 2000-2004
Workers Age 35 to 44
Center point is the average of growth in the foreign-born population and the average of employment rates
+ denotes above average, - denotes below average

Source: Pew Hispanic Center tabulations of data from the 2000 Decennial Censuses (IPUMS), the 2004 American Community Survey, and the Current Population Survey for 2004

Appendix B: Literature Review

Do foreign-born workers displace native-born workers and cause them to leave an area? A brief survey of the literature reveals considerable disagreement among researchers on this issue. Important in itself, the answer to this question is also critical for those attempting to measure the effect of immigration on the wages of native-born workers.

Generally speaking, the research strategy used by economists to estimate the impact of immigration on the wages of native-born workers depends on whether foreign-born workers are found to displace native-born workers from an area. However, the empirical evidence on the displacement of native-born workers is unclear. This has led economists to use a variety of models to estimate the impact of immigration on the wages of native-born workers. Not surprisingly, they have reached different conclusions.

To understand this better, suppose that the arrival of foreign-born workers is found to cause the same number of similarly skilled native-born workers to migrate away from an area. Except for a change in nativity of workers, there is no transformation of the labor market and wages are unaffected in the immediate area. Under these circumstances, a researcher looking only at local labor markets may conclude that immigration has no effect on wages. What the researcher would have missed is the potential effect of immigration on wages outside of the local area because of the out-migration of native-born workers. The proper research strategy in this case would be to search for the effect of immigration on wages not at the local but at the national level.

Alternatively, after evaluating the evidence, a researcher may conclude that native-born workers do not relocate because of immigration. If that is the case, the arrival of foreign-born workers increases the size of the local labor force and that in turn could affect wages. In other words, the effects of immigration are confined to the local area. Assessing the impact on wages can be done by comparing areas that have experienced different levels of immigration. For example, if the wages of low-skill, native-born workers are relatively the same regardless of the levels of low-skill immigration one can conclude that the arrival of foreign-born workers had no effect.

In recent years, some of the more prominent evidence in favor of the hypothesis that immigrants displace natives has been put forth by William Frey. In a 1996 article, Frey used the phrase "demographic balkanization" to describe internal migration patterns between 1990 and 1995. He argued that areas that had high numbers of immigrants also experienced "accentuated outmigration of low-income, less-skilled domestic migrants." Frey said this pattern was most prominent in high immigration metropolitan areas such New York, Los Angeles, San Francisco and Chicago, where large, absolute increases in the immigrant population are associated with outflows of local residents. After considering different explanations for this pattern, Frey concluded that immigration exerts a "push effect" on the residential decision of local residents.

Subsequent publications by Frey (2002, 2003) incorporated data from the 2000 Census. In his 2003 study, Frey analyzed migration flows into and out of metropolitan areas between 1995 and 2000. He reiterated his earlier findings, noting that the arrival of less educated foreign workers and the out-migration of native-born workers suggested "that competition at the lower-skill end of the labor market may have contributed to domestic out-migration in the late 1990s." However, Frey was more cautious in this study about cause and effect. In particular, he noted that "further research will be needed to determine whether these patterns are directly linked, or whether other factors played a more important role."

Studies by George Borjas, Richard Freeman and Lawrence Katz (1997) and Borjas (2006) considered alternative statistical models to test the link between immigration and internal migration. In addition to changes in the populations of the native born and the foreign born, the study also considered the relationship between immigration and changes in the proportions of different skill groups. An important hurdle in this statistical exercise was determining what the native population growth and the skill distribution of the workforce would have been in the absence of immigration. Different assumptions with respect to this counterfactual led to different conclusions on the impact of immigration. As noted by Borjas, Freeman and Katz, "…the sign of the impact of immigration on the growth of the native population depends critically on the counterfactual implicit or explicit in a particular regression model." Ultimately, Borjas, Freeman and Katz selected a statistical model that suggested a linkage between the arrival of foreign-born workers and the out-migration of native-born workers.

The findings of Frey and Borjas, Freeman and Katz have been challenged by several other researchers. Richard Wright, Mark Ellis and Michael Reibel (1997) argued that the out-migration of native-born workers from large cities that have traditionally served as magnets for immigrants, such as New York, Los Angeles, San Francisco, Miami and Chicago, was because of factors other than immigration. Instead, they hypothesize that the nature of economic restructuring within these large cities—and not immigration— may be the cause of native out-migration. They tested this hypothesis with a variety of statistical models applied to Census data from 1980 and 1990. Like Borjas, Freeman and Katz, they found that the answer depended on the statistical model used. Favoring the one that yielded the most stable results, Wright, Ellis and Reibel concluded that "…the net migration of native-born workers from large metropolitan areas is more likely the result of industrial restructuring than of competition with immigrants."

David Card is another prominent researcher who has challenged the notion that immigration leads to outflows of native-born workers. In three recent publications (2000, 2001, 2005), one jointly with John DiNardo, Card examined the question of whether immigration reduced opportunities for less-skilled native-born workers. The central aspect of his research was the placement of immigrants and natives into different skill groups. That is a model-based assignment utilizing data on the occupation, wage, gender, nativity, education, race, experience and other pertinent characteristics of workers. Once workers were placed in a skill group, Card developed models designed to test whether

immigration had an effect on the skill composition of the workforce in local labor markets. He found that "…each new immigrant in the lowest skill group adds about 1 to the net supply of low skilled workers in a city." In other words, Card's research does not find that native-born workers are displaced by the arrival of foreign-born workers.

In summary, there is no consensus in the literature on whether immigrant workers displace native-born workers. The answer depends upon a number of factors including, but not limited to, the period of analysis, the choice of skill groups, the geographic scope of a local labor market (state, metropolitan area or city), and the model specification. Most researchers who have experimented with different assumptions and models have reached different conclusions themselves. It is unlikely that a resolution to this issue will be forthcoming soon, but the availability of full-scale American Community Survey data on an annual basis beginning with 2005 should spur more research on this important topic.

Appendix C: Notes on Data Sources and Methodology

This report uses data from the Decennial Censuses of 1990 and 2000 (Integrated Public Use Microdata Series or IPUMs files) and the American Community Survey (ACS) of 2004 to measure population at the state level. Estimates of employment and unemployment at the state level in 2000 and 2004 are derived from the Current Population Survey (CPS). The Census and the ACS are the premier data sources for measuring the population but the CPS is considered the better source for estimates of employment (Palumbo and Siegel, 2004 and Clark, Iceland, Palumbo, Posey and Weismantle, 2003).

One issue with the use of different data sources is that the population covered in each is somewhat different from the other. The Decennial Census is a complete count of the U.S. population whereas the ACS and the CPS focus on the civilian household population. An additional difference is that the ACS excludes persons living in group quarters, whether institutional (such as correctional facilities and nursing homes) or non-institutional (such as college dormitories and shelters), whereas the CPS retains the non-institutional population in its sample. Therefore, the data from the different sources were adjusted to represent comparable populations. This adjustment consists of restricting the Decennial Census data to the civilian population and excluding the group quarters population from the Decennial Census and the CPS.

The CPS is a monthly survey of approximately 60,000 households and the 12 surveys conducted in 2000 and 12 others completed in 2004 were combined to create annual files for those two years. This procedure yields a large number of observations for each time period with which reliable estimates can be generated for employment at the state level. The CPS data for both 2000 and 2004 include population weights based on the 2000 Decennial Census. For the 2000 CPS those weights were retroactively added to the files by the Census Bureau in 2003.

The unit of observation in this report is the state. That presents a disadvantage if the impact of an inflow of foreign-born workers is felt more keenly at the metropolitan level and dissipates beyond those boundaries. However, metropolitan level analysis with the 2004 ACS is currently not possible. Not only is the metropolitan area coverage in the 2004 ACS incomplete, the public use files for the 2004 ACS do not include codes for identifying individual metropolitan areas. An additional complication is that definitions of metropolitan areas differ across the Decennial Censuses of 1990 and 2000 and the 2004 ACS.

One concern that may be expressed regarding the analysis in this report arises from the possibility that native-born workers depart an area in response to the arrival of foreign-born workers (see the preceding appendix for a fuller discussion of this possibility). The reason this matters is that the outflow of native-born workers may distort the relationship we observe between the inflow of foreign-born workers and employment outcomes for native-born workers.

For example, suppose that native-born workers tend to leave states with above-average inflows of foreign-born workers. Suppose also that the native-born workers leaving a given state were marginal workers, i.e. they had lower-than-average employment and labor force participation rates and a higher-than-average unemployment rate for that state. The departure of those workers would cause these measures of employment outcomes for that state to actually improve in tandem with the inflow of foreign-born workers. As a result one might mistakenly conclude that foreign-born workers had no effect on the employment of native-born workers in that state.

It is important to note that this possibility of a bias depends on two key suppositions. The most important is that native-born workers depart in response to the arrival of foreign-born workers in an area. As discussed in the preceding appendix, this supposition is still the subject of debate in the literature and whether or not it is true is very much an open question.

The second supposition is that the workers who leave an area have lower-than-average employment and labor force participation rates and a higher-than-average unemployment rate for that area. Even if this is true, as an empirical matter it leads to a significant distortion only if either the outflow of native-born workers is very large or the employment metrics for those who departed were below average by large margins. Otherwise the outflow of native-born workers will not have a noticeable impact on overall employment outcomes. It is also not clear why only marginal workers whose employment outcomes are worse than average would leave an area. The most direct counterparts to foreign-born workers are men in their prime working years. If there is an exit of native-born workers it is likely that it includes at least some those workers. On balance, therefore, it appears unlikely that there is much distortion in the observed relationship between the growth in the foreign-born population and employment outcomes for native-born workers.

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