

NEA ESP Data Book:

A Work Force Profile of
Education Support Professionals

December 2025

Prepared for

NEA Research
NEA ESP Quality
by Decision Demographics, LLC

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Contents

	Executive Summary.....	i
K-12 ESP	Chapter 1. 2024–2025 Earnings of the Full-Time K-12 ESP Work Force.....	1
	Chapter 2. The 2023 K-12 ESP Work Force.....	6
	Chapter 3. Demographics of the 2023 K-12 ESP Work Force.....	18
	Chapter 4. Demographics of the 2023 K-12 ESP Work Force, by Career Family.....	48
Higher Ed ESP	Chapter 5. 2024–2025 Earnings of the Full-Time Higher Ed ESP Work Force	57
	Chapter 6. The 2023 Higher Ed ESP Work Force	62
	Chapter 7. Demographics of the 2023 Higher Ed ESP Work Force.....	74
	Chapter 8. Demographics of the 2023 Higher Ed ESP Work Force, by Career Family.....	104
Total ESP	Chapter 9. 2024–2025 Earnings of the Full-Time ESP Work Force	113
	Chapter 10. The 2023 ESP Work Force.....	118
	Chapter 11. Demographics of the 2023 ESP Work Force.....	133
	Chapter 12. Demographics of the 2023 ESP Work Force, by Career Family.....	163

Executive Summary

This Data Book provides a detailed state-by-state look at the Education Support Professionals (ESP) in our nation's public schools and colleges. The chapters to follow, taken together, present a complete state and national level picture of the current ESP work force, in size, characteristics, and geographic distribution.

Key Findings, Total ESP

- Over 3.0 million ESP work in the nation's public schools and colleges, with 75 percent employed at the K-12 level.
- Paraeducators (37%) and clerical service ESP (21%) are the largest career families.
- California, Texas, and New York lead in numbers of total ESP.
- The average ESP is 45 years old.
- Sixty-eight percent of all ESP are female.
- Non-white workers make up 42 percent of ESP, with Hispanics at 19 percent, Blacks at 14 percent, Asians at 5 percent, Native Americans at 1 percent, and Native Hawaiians/Pacific Islanders at one tenth of a percent of the nation's ESP. Three percent of the total ESP work force reports more than one race.
- Eighty-four percent of the nation's ESP live in households earning at least \$45,000 per year.

Full-Time ESP

- Nearly 2.4 million ESP, 78 percent of the total, work full time.
- California, Texas, New York, and Florida lead in numbers of full-time ESP.

K-12 ESP

- Just over 2.3 million K-12 ESP work in the nation's public schools.
- Paraeducators, clerical services, and custodial services are the largest K-12 ESP career families.
- More than half, 55 percent, of K-12 ESP work at least 40 hours per week.

Higher Ed ESP

- Over 769,000 ESP work in higher education.
- Thirty-six percent of Higher Ed ESP are in clerical services.
- In general, Higher Ed ESP are younger, have a higher share working at least 40 hours, and have higher educational attainment than K-12 ESP.

Earnings in 2024–2025

- The 2024–2025 average earnings for the full-time ESP work force are \$38,494.
- Full-time K-12 ESP have average earnings of \$36,360 in 2024–2025.
- The average earnings for full-time higher education ESP are \$47,029.
- Rhode Island, New Jersey, the District of Columbia, California, Hawaii, Delaware, and New York lead in average ESP full-time earnings.

Suggested Uses

These data can be helpful for those interested in the most current view of the ESP work force, at both the national and individual state level.

- How many are employed as ESP?
- How do the career families differ in size?
- How does the size of the work force differ between the K-12 and higher education levels?
- Who are ESP?
- Are they predominantly young or old?
- Male or female?
- How many minorities are there?
- What kind of income do ESP and the households in which they reside earn?
- How many hours do they work?

These and many other questions can be answered with the information in these chapters.

- Chapter 1 presents the 2024–2025 average earnings estimates for full-time K-12 ESP.
- Chapter 2 examines the 2023 K-12 ESP work force in detail, at the state level.
- Chapter 3 is a detailed state-by-state profile of the 2023 K-12 ESP population, based on demographic, socioeconomic, and labor force characteristics.
- Chapter 4 gives demographic details on 2023 K-12 ESP, broken down by career family.
- Chapters 5 through 8 present corresponding information for Higher Ed ESP.
- Chapters 9 through 12 present corresponding information for all ESP.

Data Sources

The profiles in this Data Book are based on the U.S. Census Bureau's American Community Survey (ACS). The ACS is a large, continuously-collected, nationwide sample survey, designed to replace the long form questionnaire of the decennial census. Begun in 2005, the ACS now samples three million households per year. From these households, individual level data for about 1.3 million households is available each year to analysts for tabulations such as presented in this Data Book.

By combining public educator extracts from data years 2021 through 2023, a sample large enough to accurately measure ESP on a state basis was created. A sample of about one out of every 50 people in the country is included in the Public Use files for those years, resulting in about 90,000 ESP data records for the 2021–2023 period. Tabulations of that sample in this Data Book are inflated to represent the total ESP population of the country. Estimates of 500 or fewer ESP shown in a table could represent an underlying sample of fewer than 10 people. Thus, basing any decision or interpretation on estimates of under 2,500 people is not recommended.

In Chapters 1, 5, and 9, counts and percentages of full-time ESP earnings within dollar categories are tabulated from 2021–2023 ACS. Earnings *averages* are tabulated using *five* years of ACS data (2019–2023), to mirror the methodology used to create the annual report *NEA Estimates and Projections of Average Earnings and Size of the National Full-Time ESP Work Force*, published by NEA. All earnings data have been adjusted to 2024 dollars, and are termed 2024–2025 to reflect the academic calendar.

2024–2025 Earnings of the Full-Time K-12 ESP Work Force

Earnings are shown for **K-12 ESP who work full time**, defined by NEA Research as 30 or more hours per week. Earnings of full-time ESP are used in the annual updates of ESP earnings published by NEA. Full-time earnings are also used as a standard to compare occupations, since this restriction allows for direct comparisons across career families. For example, many more food service ESP are part-time than are technical services ESP. Earnings are expressed in 2024 dollars.

Full-Time K-12 ESP Earnings

Figure 1-1 and *Table 1-1* show the 2024–2025 average earnings for the full-time K-12 ESP work force, ranked by state.

- Average earnings for the national K-12 ESP full-time work force are \$36,360.
- Full-time K-12 ESP in 20 states and the District of Columbia have earnings above the national average, and those in 30 states below.
- Full-time K-12 ESP in Rhode Island lead in average earnings at \$44,301, followed by the District of Columbia at \$43,775, New Jersey at \$43,660, Delaware at \$42,928, Hawaii at \$42,660, and California at \$42,555. Following California is New York's full time K-12 ESP average of \$41,973.
- Full-time K-12 ESP in Mississippi, Oklahoma, Kentucky, Idaho, and Kansas have the lowest average earnings, at under \$30,000.

Tables *1-2a* and *1-2b* show the distributions of earnings for full-time K-12 ESP by state, represented by counts and percentages.

- Forty-five percent of full-time K-12 ESP have average earnings of \$35,000 or more.
- Ten percent of full-time K-12 ESP have average earnings below \$15,000.

Figure 1-1
Earnings Rankings for Full-Time Workers
K-12 ESP Work Force by State, 2024–2025

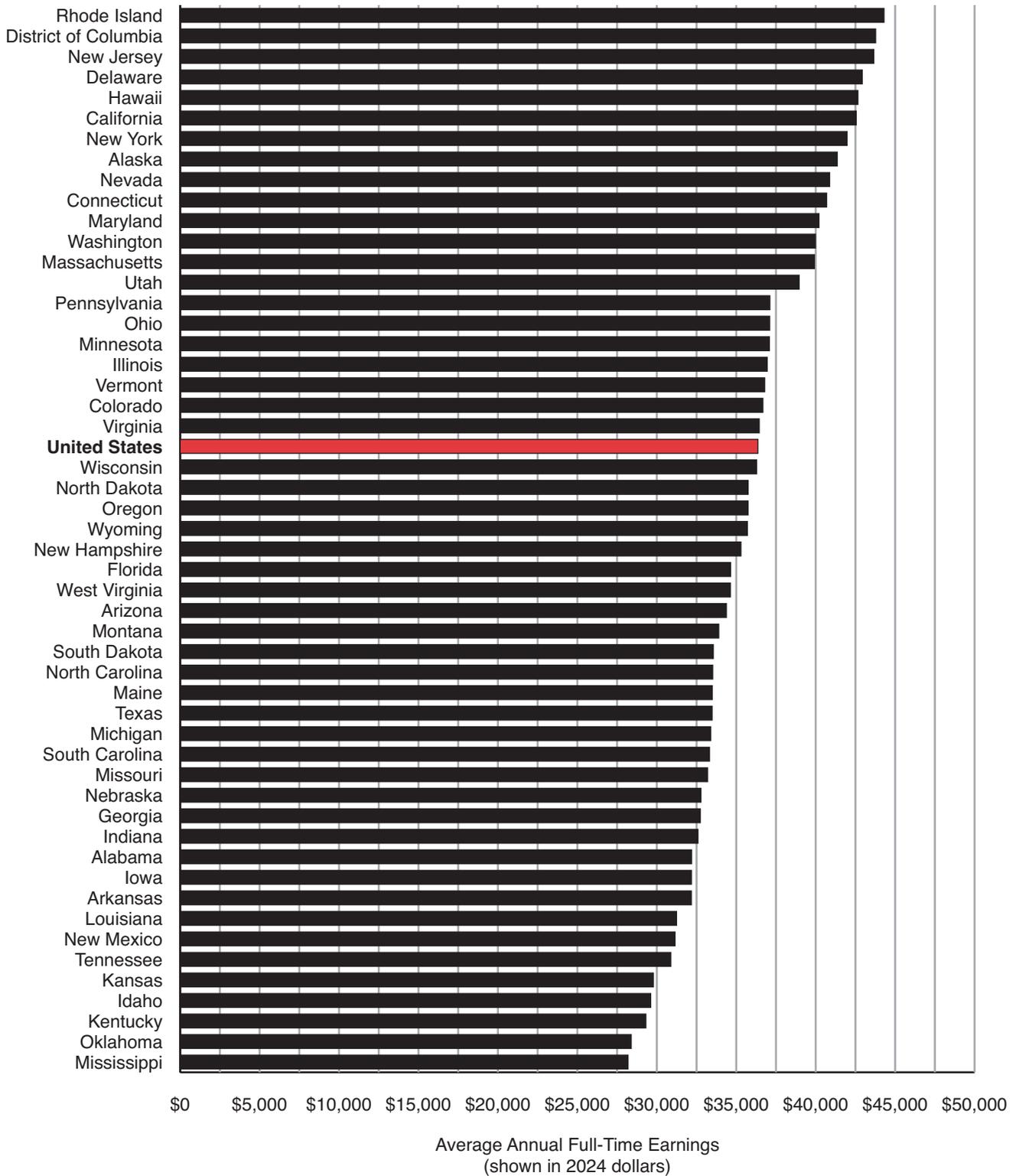


Table 1-1
Earnings Averages for Full-Time Workers
K-12 ESP Work Force by State, 2024–2025

	K-12	Rank
United States	\$36,360	—
Alabama	32,189	41
Alaska	41,359	8
Arizona	34,382	29
Arkansas	32,178	43
California	42,555	6
Colorado	36,679	20
Connecticut	40,691	10
Delaware	42,928	4
District of Columbia	43,775	2
Florida	34,645	27
Georgia	32,740	39
Hawaii	42,660	5
Idaho	29,618	48
Illinois	36,952	18
Indiana	32,593	40
Iowa	32,182	42
Kansas	29,786	47
Kentucky	29,312	49
Louisiana	31,245	44
Maine	33,488	33
Maryland	40,208	11
Massachusetts	39,921	13
Michigan	33,390	35
Minnesota	37,085	17
Mississippi	28,191	51
Missouri	33,194	37
Montana	33,902	30
Nebraska	32,777	38
Nevada	40,880	9
New Hampshire	35,296	26
New Jersey	43,660	3
New Mexico	31,149	45
New York	41,973	7
North Carolina	33,521	32
North Dakota	35,746	23
Ohio	37,108	16
Oklahoma	28,391	50
Oregon	35,742	24
Pennsylvania	37,118	15
Rhode Island	44,301	1
South Carolina	33,319	36
South Dakota	33,559	31
Tennessee	30,884	46
Texas	33,481	34
Utah	38,961	14
Vermont	36,789	19
Virginia	36,448	21
Washington	39,987	12
West Virginia	34,631	28
Wisconsin	36,286	22
Wyoming	35,705	25

Table 1-2a (Counts)
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2024–2025

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	1,871,652	184,300	388,088	450,383	272,167	576,714
Alabama	26,421	3,285	8,363	6,316	2,947	5,510
Alaska	6,311	582	326	1,628	960	2,815
Arizona	38,959	4,378	7,939	10,363	5,729	10,550
Arkansas	17,263	1,142	5,169	4,706	2,279	3,967
California	203,816	13,943	24,023	42,418	32,633	90,799
Colorado	31,882	2,634	6,470	7,509	5,403	9,866
Connecticut	22,173	1,418	4,640	4,006	2,568	9,541
Delaware	5,193	235	536	1,073	944	2,405
District of Columbia	3,343	207	145	848	468	1,675
Florida	93,839	8,345	22,389	24,534	14,453	24,118
Georgia	69,616	10,477	18,153	16,587	8,446	15,953
Hawaii	8,011	560	695	1,601	2,098	3,057
Idaho	10,531	1,812	3,619	2,318	1,331	1,451
Illinois	67,897	5,798	13,979	17,304	10,531	20,285
Indiana	33,338	5,431	8,178	7,640	5,109	6,980
Iowa	22,773	2,884	7,687	4,195	2,939	5,068
Kansas	24,269	4,979	7,095	5,151	2,409	4,635
Kentucky	30,631	6,100	8,959	6,785	3,771	5,016
Louisiana	26,909	4,250	7,716	6,786	3,264	4,893
Maine	6,709	587	1,272	2,175	1,017	1,658
Maryland	36,008	2,062	5,294	8,478	5,573	14,601
Massachusetts	36,815	3,089	5,528	8,940	5,384	13,874
Michigan	38,436	5,024	8,598	11,337	4,973	8,504
Minnesota	37,780	2,618	7,974	9,239	5,856	12,093
Mississippi	18,064	3,706	5,746	3,618	1,982	3,012
Missouri	31,025	3,937	6,624	8,592	4,912	6,960
Montana	6,272	817	1,110	1,737	1,279	1,329
Nebraska	13,852	3,041	3,157	2,672	1,494	3,488
Nevada	15,742	666	2,298	3,965	2,073	6,740
New Hampshire	6,683	468	1,574	1,497	1,352	1,792
New Jersey	57,614	3,571	6,458	10,072	9,862	27,651
New Mexico	14,466	2,236	4,188	3,288	1,571	3,183
New York	141,527	8,840	18,804	29,419	25,134	59,330
North Carolina	51,881	4,308	10,119	17,659	9,438	10,357
North Dakota	4,871	491	1,002	1,057	919	1,402
Ohio	56,873	3,754	12,532	13,456	9,534	17,597
Oklahoma	24,249	3,709	9,235	5,496	1,907	3,902
Oregon	23,383	1,971	4,361	7,089	3,816	6,146
Pennsylvania	55,711	6,074	11,428	12,700	8,164	17,345
Rhode Island	3,452	163	386	761	388	1,754
South Carolina	33,136	3,904	8,029	9,063	4,005	8,135
South Dakota	5,871	655	1,939	1,101	654	1,522
Tennessee	35,908	5,022	10,284	8,510	4,691	7,401
Texas	203,830	22,137	51,648	55,900	23,763	50,382
Utah	16,334	1,226	2,982	3,078	2,790	6,258
Vermont	4,837	174	1,161	1,052	824	1,626
Virginia	56,904	5,008	12,972	12,717	7,032	19,175
Washington	44,643	2,617	5,899	11,395	6,903	17,829
West Virginia	11,171	891	1,859	4,003	1,811	2,607
Wisconsin	28,816	2,514	6,281	7,306	3,785	8,930
Wyoming	5,614	560	1,265	1,243	999	1,547

Table 1-2b (Percentages)
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2024–2025

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0%	9.8%	20.7%	24.1%	14.5%	30.8%
Alabama	100.0	12.4	31.7	23.9	11.2	20.9
Alaska	100.0	9.2	5.2	25.8	15.2	44.6
Arizona	100.0	11.2	20.4	26.6	14.7	27.1
Arkansas	100.0	6.6	29.9	27.3	13.2	23.0
California	100.0	6.8	11.8	20.8	16.0	44.5
Colorado	100.0	8.3	20.3	23.6	16.9	30.9
Connecticut	100.0	6.4	20.9	18.1	11.6	43.0
Delaware	100.0	4.5	10.3	20.7	18.2	46.3
District of Columbia	100.0	6.2	4.3	25.4	14.0	50.1
Florida	100.0	8.9	23.9	26.1	15.4	25.7
Georgia	100.0	15.0	26.1	23.8	12.1	22.9
Hawaii	100.0	7.0	8.7	20.0	26.2	38.2
Idaho	100.0	17.2	34.4	22.0	12.6	13.8
Illinois	100.0	8.5	20.6	25.5	15.5	29.9
Indiana	100.0	16.3	24.5	22.9	15.3	20.9
Iowa	100.0	12.7	33.8	18.4	12.9	22.3
Kansas	100.0	20.5	29.2	21.2	9.9	19.1
Kentucky	100.0	19.9	29.2	22.2	12.3	16.4
Louisiana	100.0	15.8	28.7	25.2	12.1	18.2
Maine	100.0	8.7	19.0	32.4	15.2	24.7
Maryland	100.0	5.7	14.7	23.5	15.5	40.5
Massachusetts	100.0	8.4	15.0	24.3	14.6	37.7
Michigan	100.0	13.1	22.4	29.5	12.9	22.1
Minnesota	100.0	6.9	21.1	24.5	15.5	32.0
Mississippi	100.0	20.5	31.8	20.0	11.0	16.7
Missouri	100.0	12.7	21.4	27.7	15.8	22.4
Montana	100.0	13.0	17.7	27.7	20.4	21.2
Nebraska	100.0	22.0	22.8	19.3	10.8	25.2
Nevada	100.0	4.2	14.6	25.2	13.2	42.8
New Hampshire	100.0	7.0	23.6	22.4	20.2	26.8
New Jersey	100.0	6.2	11.2	17.5	17.1	48.0
New Mexico	100.0	15.5	29.0	22.7	10.9	22.0
New York	100.0	6.2	13.3	20.8	17.8	41.9
North Carolina	100.0	8.3	19.5	34.0	18.2	20.0
North Dakota	100.0	10.1	20.6	21.7	18.9	28.8
Ohio	100.0	6.6	22.0	23.7	16.8	30.9
Oklahoma	100.0	15.3	38.1	22.7	7.9	16.1
Oregon	100.0	8.4	18.7	30.3	16.3	26.3
Pennsylvania	100.0	10.9	20.5	22.8	14.7	31.1
Rhode Island	100.0	4.7	11.2	22.0	11.2	50.8
South Carolina	100.0	11.8	24.2	27.4	12.1	24.6
South Dakota	100.0	11.2	33.0	18.8	11.1	25.9
Tennessee	100.0	14.0	28.6	23.7	13.1	20.6
Texas	100.0	10.9	25.3	27.4	11.7	24.7
Utah	100.0	7.5	18.3	18.8	17.1	38.3
Vermont	100.0	3.6	24.0	21.7	17.0	33.6
Virginia	100.0	8.8	22.8	22.3	12.4	33.7
Washington	100.0	5.9	13.2	25.5	15.5	39.9
West Virginia	100.0	8.0	16.6	35.8	16.2	23.3
Wisconsin	100.0	8.7	21.8	25.4	13.1	31.0
Wyoming	100.0	10.0	22.5	22.1	17.8	27.6

The 2023 K-12 ESP Work Force

In this chapter, data are shown for two different groups of K-12 ESP: all K-12 ESP regardless of hours worked, and full-time K-12 ESP who work at least 30 hours per week. Full-time and part-time status is based on the usual hours worked per week in the previous 12 months.

All K-12 ESP

Figures 2-1 and 2-2 show the size and relative percentages of the entire K-12 ESP work force, by state.

- California leads the country in numbers of K-12 ESP, with 12 percent of the national K-12 ESP work force. Texas contributes 10 percent and New York eight percent of the total.
- The top nine states constitute 50 percent of the national K-12 ESP work force: California, Texas, New York, Florida, Illinois, Georgia, New Jersey, Ohio, and Virginia.

All K-12 ESP, by Career Family

Table 2-1a gives the size of the K-12 ESP career families nationally and in each state.

- Nearly 2.3 million K-12 ESP work in the nation's public schools.
- Paraeducators are the largest career family, at 954,718.
- Clerical personnel are next with 380,190.
- Custodial services account for 341,484.
- Food services employ 236,389.
- California or Texas lead in numbers for nearly every career family, generally followed by New York and Florida.

Nationally, the top two career families account for over half of K-12 ESP, as shown in *Table 2-1b*.

- Paraeducators have 41 percent of the total.
- Clerical personnel make up 17 percent.
- Custodial services add 15 percent.
- Food services are another 10 percent.
- Transportation ESP account for eight percent.
- Technical, trades, security, and health and student services together make up the remaining nine percent.
- This same general pattern is found at the state level, with the highest percentages of K-12 ESP in the paraeducator, clerical, and custodial career families.

Full-Time K-12 ESP

Figure 2-3 and Tables 2-2*a* and 2-2*b* give the counts and percentages of full-time K-12 ESP by state.

- Eighty-one percent of the nation's K-12 ESP work at least 30 hours per week.
- In 15 states and the District of Columbia, 85 percent or more of K-12 ESP are full-time workers.
- South Carolina, Texas, Mississippi, and Oklahoma have the highest percentages of full-time K-12 ESP, at or above 89 percent, after the District of Columbia at 90 percent.
- Utah has the lowest percentage of full-time K-12 ESP, at 51 percent.
- Texas leads with 203,830 full-time K-12 ESP.
- More than half of the nation's full-time K-12 ESP work force is concentrated in nine states: Texas, California, New York, Florida, Georgia, Illinois, New Jersey, Virginia, and Ohio.

**Hours Worked,
All K-12 ESP**

Figure 2-4 shows the average hours worked by all K-12 ESP, by state.

- The national K-12 ESP work force averages 35 hours of work per week.
- K-12 ESP in the District of Columbia lead in average hours worked per week, at 39 hours, followed by Arkansas, Texas, West Virginia, South Carolina, and Mississippi at 38 hours.
- Overall, K-12 ESP in twelve states and the District of Columbia average 37 or more hours per week.
- K-12 ESP in Utah work the fewest hours per week, 29 hours on average.

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

- Nationally, 55 percent of K-12 ESP work at least 40 hours per week.
- Twenty-six percent work between 30 and 39 hours per week.
- Nineteen percent work fewer than 30 hours per week.
- After the District of Columbia at 14 percent, ten percent or more of K-12 ESP in seven states led by South Dakota, Arkansas and South Carolina work 45 or more hours per week.
- Forty-nine percent of K-12 ESP in Utah work fewer than 30 hours per week, the highest part-time share across all states.

Figure 2-1
Work Force Counts
K-12 ESP by State, 2023

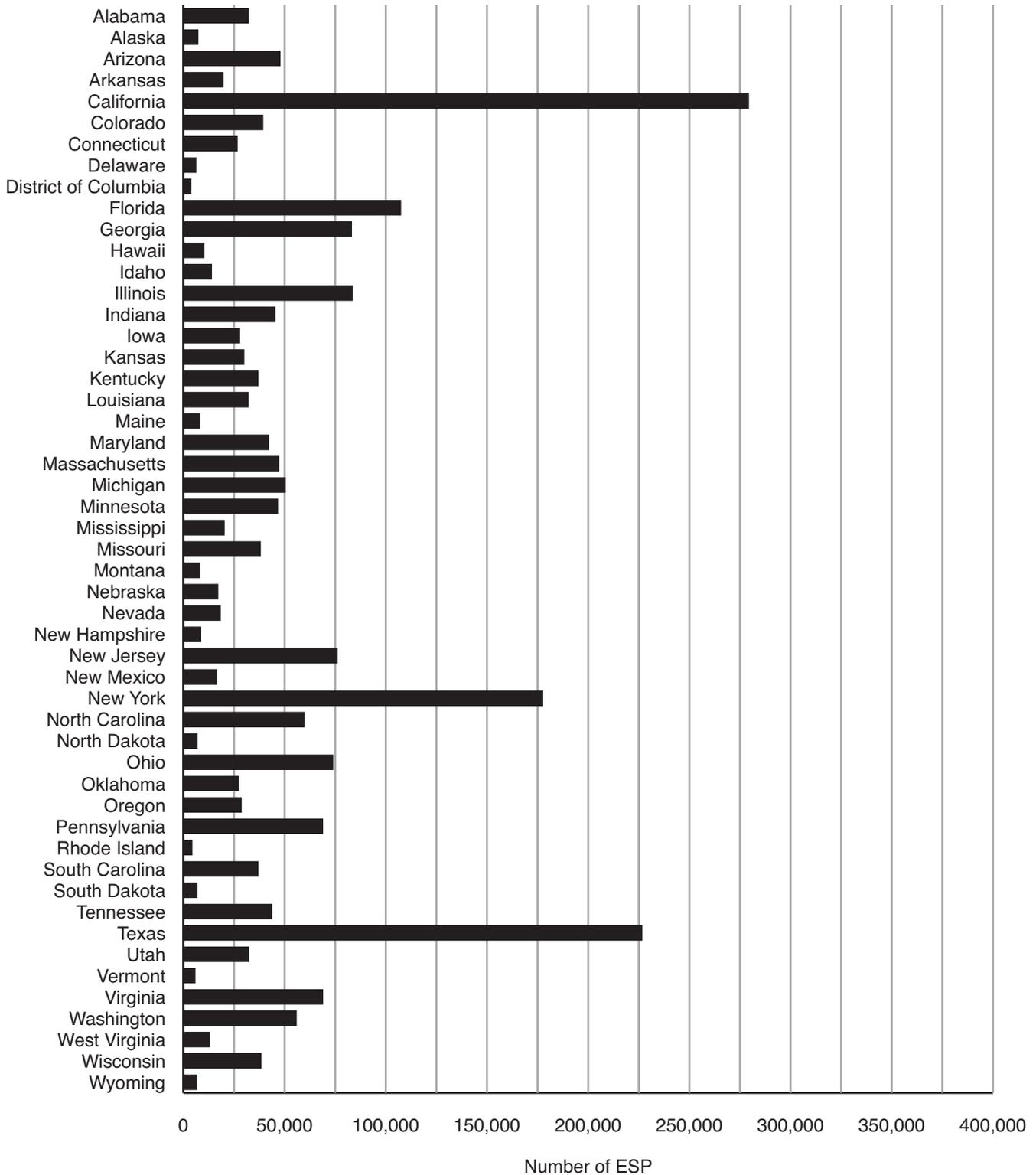


Figure 2-2
Work Force Percentage of National Total
K-12 ESP by State, 2023

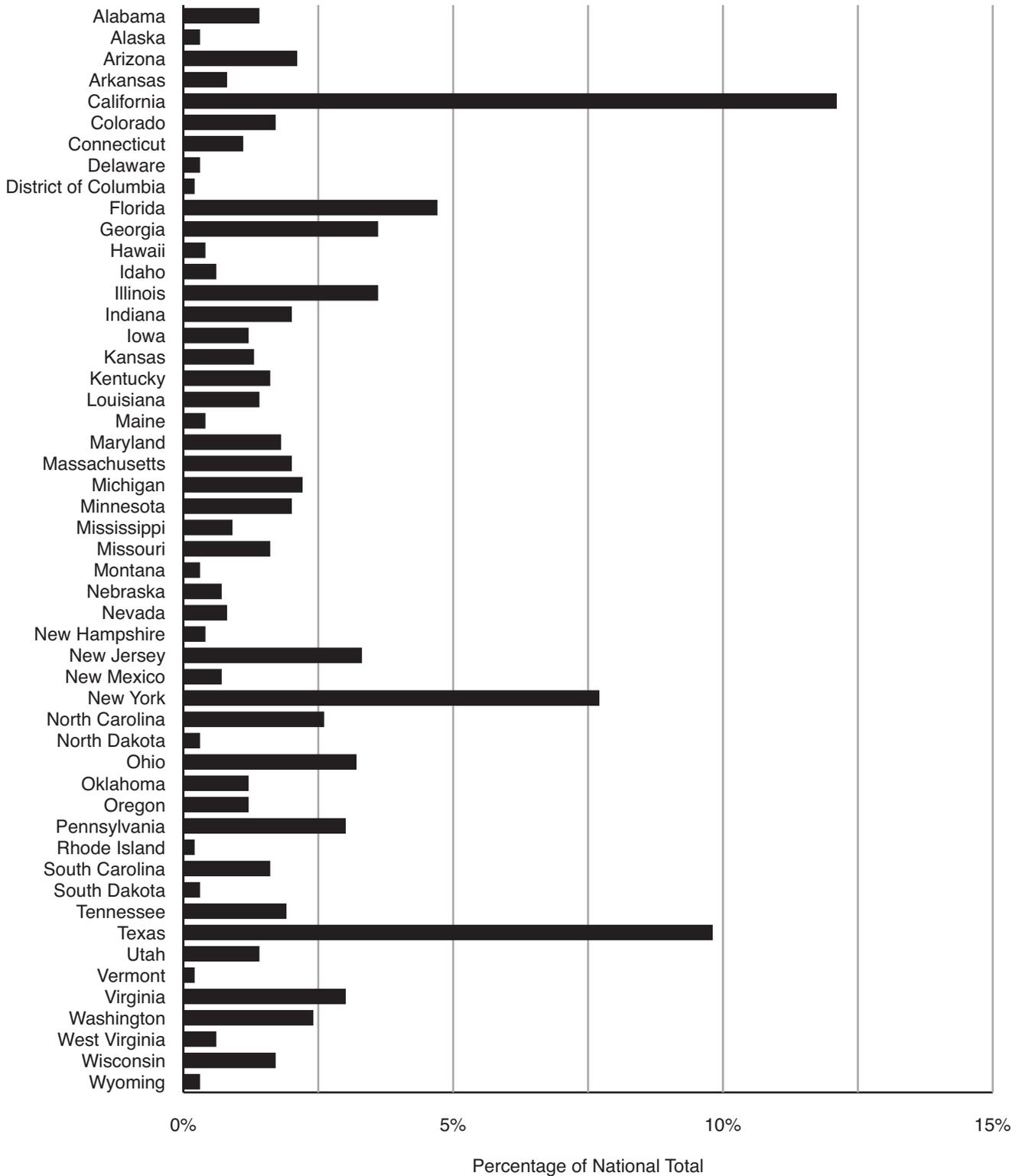


Figure 2-3
Percentage Full-Time
K-12 ESP Work Force by State, 2023

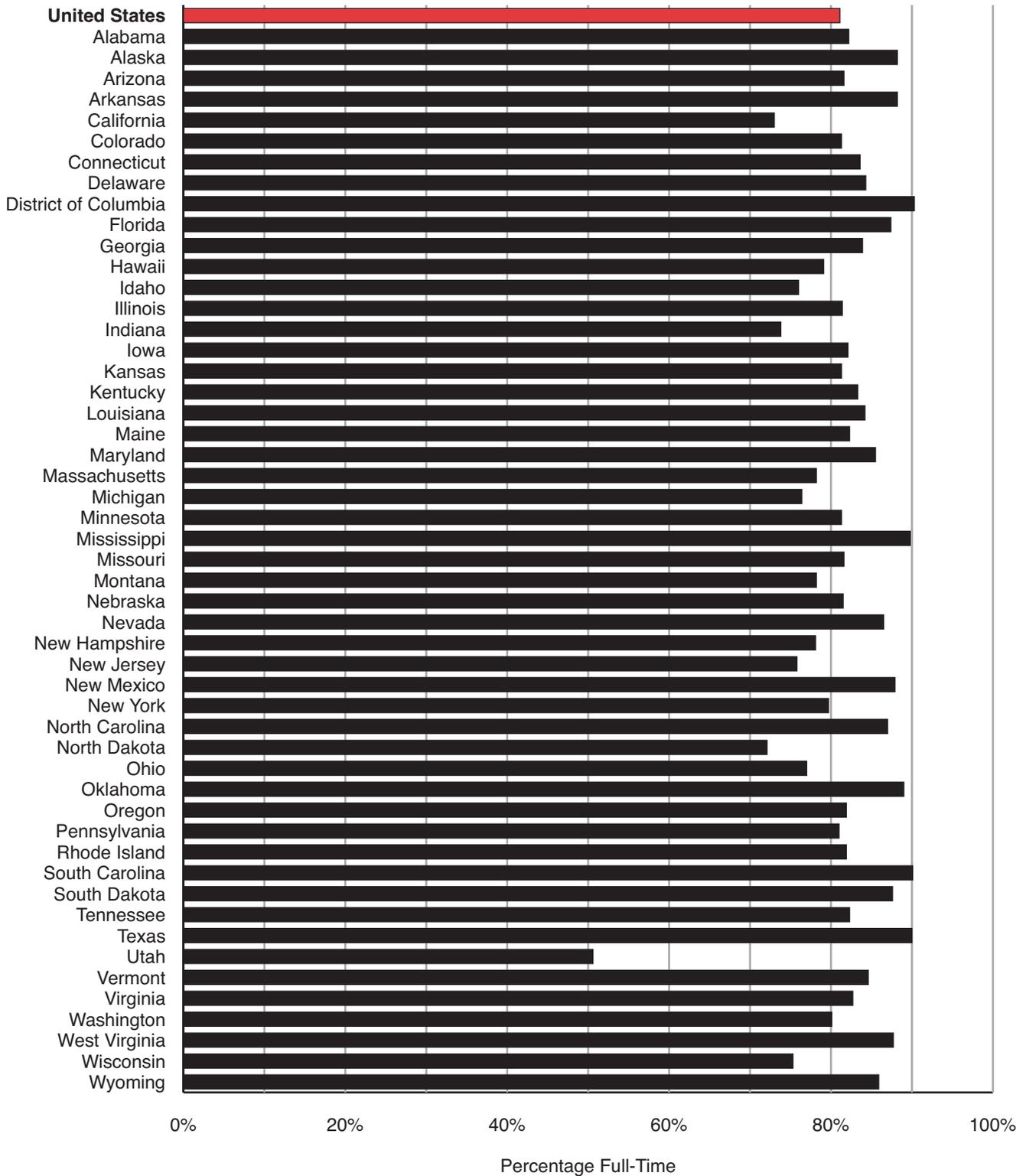


Figure 2-4
Average Hours Worked
K-12 ESP Work Force by State, 2023

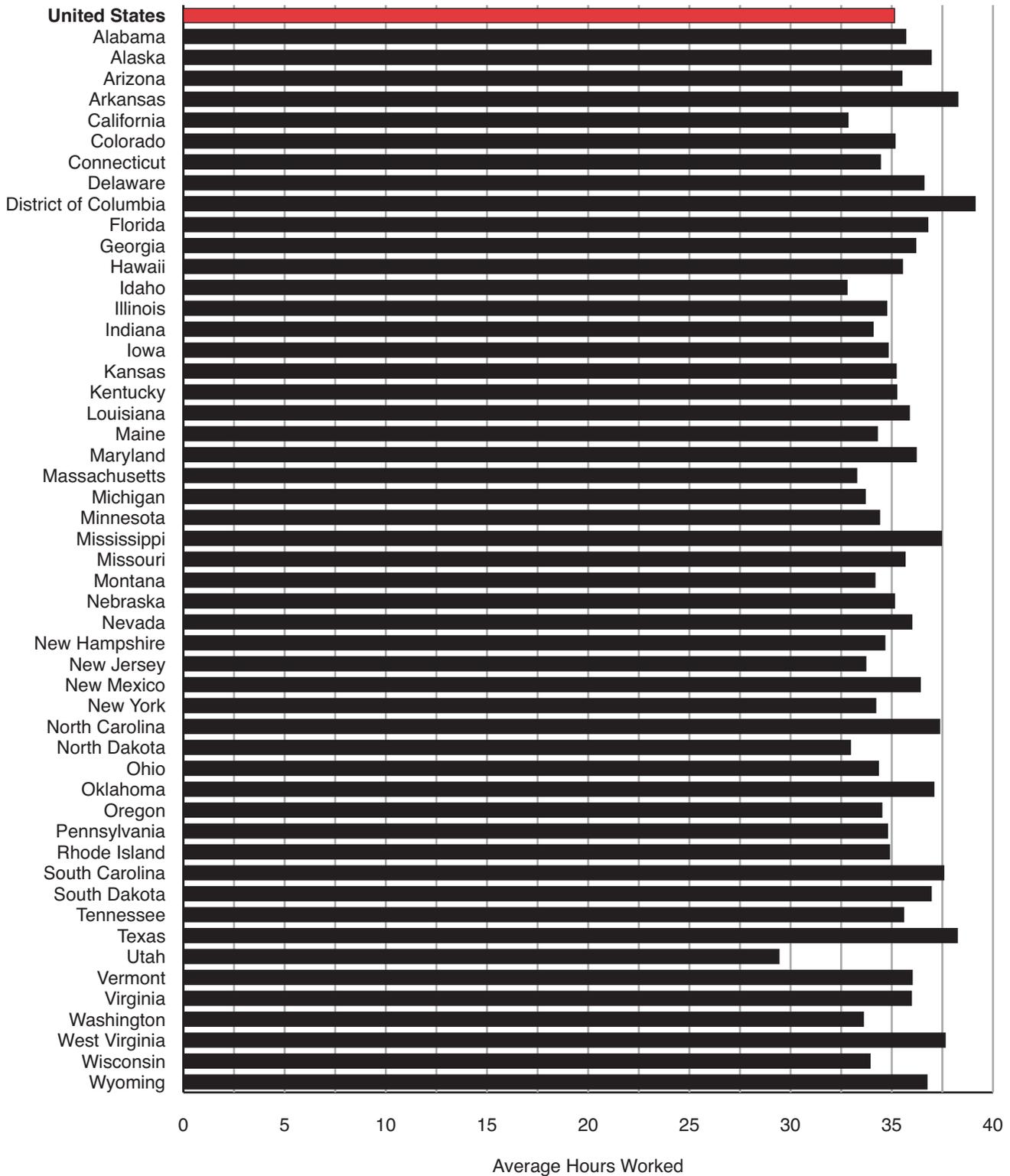


Table 2-1a (Counts)

Career Families

K-12 ESP Work Force by State, 2023

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	2,307,260	341,484	40,013	236,389	40,491	954,718	380,190	90,704	40,071	183,200
Alabama	32,126	5,175	286	4,778	599	9,862	5,035	892	477	5,022
Alaska	7,152	1,473	150	578	23	3,344	832	484	206	62
Arizona	47,730	6,833	1,144	3,763	1,310	18,944	8,177	2,033	751	4,775
Arkansas	19,566	3,335	212	2,094	235	6,460	3,669	1,146	408	2,007
California	279,203	36,094	5,444	25,146	8,831	126,243	51,030	10,750	4,676	10,989
Colorado	39,203	5,501	679	4,478	1,398	14,382	6,931	1,764	866	3,204
Connecticut	26,521	3,754	1,323	2,327	438	13,150	4,205	987	148	189
Delaware	6,157	1,134	386	1,037	133	2,078	691	202	95	401
District of Columbia	3,704	712	66	318	65	1,602	515	186	67	173
Florida	107,319	16,066	2,746	13,588	1,705	31,568	21,812	6,319	4,358	9,157
Georgia	83,019	10,936	727	11,946	974	31,317	12,507	3,313	1,510	9,789
Hawaii	10,133	1,614	323	1,207	518	4,302	1,774	274	0	121
Idaho	13,855	1,953	57	1,800	155	6,762	1,522	467	86	1,053
Illinois	83,376	11,306	1,796	6,716	1,464	39,771	13,372	2,994	928	5,029
Indiana	45,193	6,490	507	6,727	267	17,441	5,858	1,961	511	5,431
Iowa	27,729	3,694	21	3,328	369	13,133	3,273	691	431	2,789
Kansas	29,843	4,129	251	2,351	267	14,816	4,454	913	420	2,242
Kentucky	36,785	5,305	564	5,481	547	12,303	6,599	1,173	466	4,347
Louisiana	31,958	4,838	263	4,275	181	12,235	5,181	1,055	567	3,363
Maine	8,151	1,555	8	1,350	513	2,144	1,251	292	0	1,038
Maryland	42,117	6,570	619	4,657	541	17,117	6,357	1,893	1,386	2,977
Massachusetts	47,079	5,491	693	4,429	1,217	25,467	6,713	1,663	138	1,268
Michigan	50,307	7,018	670	5,688	584	20,830	9,481	1,764	372	3,900
Minnesota	46,492	5,583	43	3,640	794	24,596	6,842	2,141	927	1,926
Mississippi	20,115	3,003	574	2,961	323	6,925	3,510	474	471	1,874
Missouri	37,999	7,457	560	3,729	404	13,384	6,672	1,540	256	3,997
Montana	8,024	2,310	0	512	20	3,032	1,180	284	149	537
Nebraska	16,994	2,014	216	1,744	62	8,770	2,209	365	346	1,268
Nevada	18,196	2,953	355	1,971	608	5,378	4,132	518	488	1,793
New Hampshire	8,552	1,151	0	908	100	5,082	821	313	0	177
New Jersey	75,965	12,188	2,863	3,675	356	36,693	12,645	2,253	935	4,357
New Mexico	16,461	1,599	123	1,744	376	7,454	2,905	646	98	1,516
New York	177,517	24,482	4,060	12,183	1,208	89,469	25,610	6,103	1,823	12,579
North Carolina	59,622	8,337	254	7,344	339	22,804	8,870	2,222	1,319	8,133
North Dakota	6,756	871	188	882	150	3,275	648	246	0	496
Ohio	73,816	12,394	1,127	8,610	1,230	25,542	11,189	2,289	539	10,896
Oklahoma	27,237	4,229	243	3,959	506	11,638	3,949	804	435	1,474
Oregon	28,561	3,044	179	2,245	742	14,202	4,796	1,173	656	1,524
Pennsylvania	68,757	16,406	2,500	4,510	1,317	25,537	10,679	2,564	1,716	3,528
Rhode Island	4,217	880	96	73	93	2,026	851	198	0	0
South Carolina	36,770	5,867	413	3,659	402	12,904	7,590	1,513	940	3,482
South Dakota	6,703	1,092	216	610	0	2,994	899	139	111	642
Tennessee	43,648	5,412	259	6,519	456	17,938	7,753	1,310	552	3,449
Texas	226,537	35,384	3,938	25,266	4,520	80,731	41,928	10,451	5,211	19,108
Utah	32,312	6,454	94	3,854	780	12,694	4,936	1,231	632	1,637
Vermont	5,720	625	82	518	102	2,452	1,343	364	95	139
Virginia	68,790	8,806	1,469	7,410	930	25,263	8,933	4,304	1,379	10,296
Washington	55,743	7,688	542	4,177	1,566	24,718	8,689	2,408	928	5,027
West Virginia	12,742	2,361	55	1,720	234	3,608	1,854	302	252	2,356
Wisconsin	38,254	6,695	605	3,772	423	17,195	6,600	1,175	894	895
Wyoming	6,534	1,223	24	132	116	3,143	918	158	52	768

Table 2-1b (Percentages)

Career Families

K-12 ESP Work Force by State, 2023

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0%	14.8%	1.7%	10.2%	1.8%	41.4%	16.5%	3.9%	1.7%	7.9%
Alabama	100.0	16.1	0.9	14.9	1.9	30.7	15.7	2.8	1.5	15.6
Alaska	100.0	20.6	2.1	8.1	0.3	46.8	11.6	6.8	2.9	0.9
Arizona	100.0	14.3	2.4	7.9	2.7	39.7	17.1	4.3	1.6	10.0
Arkansas	100.0	17.0	1.1	10.7	1.2	33.0	18.8	5.9	2.1	10.3
California	100.0	12.9	1.9	9.0	3.2	45.2	18.3	3.9	1.7	3.9
Colorado	100.0	14.0	1.7	11.4	3.6	36.7	17.7	4.5	2.2	8.2
Connecticut	100.0	14.2	5.0	8.8	1.7	49.6	15.9	3.7	0.6	0.7
Delaware	100.0	18.4	6.3	16.8	2.2	33.8	11.2	3.3	1.5	6.5
District of Columbia	100.0	19.2	1.8	8.6	1.8	43.3	13.9	5.0	1.8	4.7
Florida	100.0	15.0	2.6	12.7	1.6	29.4	20.3	5.9	4.1	8.5
Georgia	100.0	13.2	0.9	14.4	1.2	37.7	15.1	4.0	1.8	11.8
Hawaii	100.0	15.9	3.2	11.9	5.1	42.5	17.5	2.7	0.0	1.2
Idaho	100.0	14.1	0.4	13.0	1.1	48.8	11.0	3.4	0.6	7.6
Illinois	100.0	13.6	2.2	8.1	1.8	47.7	16.0	3.6	1.1	6.0
Indiana	100.0	14.4	1.1	14.9	0.6	38.6	13.0	4.3	1.1	12.0
Iowa	100.0	13.3	0.1	12.0	1.3	47.4	11.8	2.5	1.6	10.1
Kansas	100.0	13.8	0.8	7.9	0.9	49.6	14.9	3.1	1.4	7.5
Kentucky	100.0	14.4	1.5	14.9	1.5	33.4	17.9	3.2	1.3	11.8
Louisiana	100.0	15.1	0.8	13.4	0.6	38.3	16.2	3.3	1.8	10.5
Maine	100.0	19.1	0.1	16.6	6.3	26.3	15.3	3.6	0.0	12.7
Maryland	100.0	15.6	1.5	11.1	1.3	40.6	15.1	4.5	3.3	7.1
Massachusetts	100.0	11.7	1.5	9.4	2.6	54.1	14.3	3.5	0.3	2.7
Michigan	100.0	14.0	1.3	11.3	1.2	41.4	18.8	3.5	0.7	7.8
Minnesota	100.0	12.0	0.1	7.8	1.7	52.9	14.7	4.6	2.0	4.1
Mississippi	100.0	14.9	2.9	14.7	1.6	34.4	17.4	2.4	2.3	9.3
Missouri	100.0	19.6	1.5	9.8	1.1	35.2	17.6	4.1	0.7	10.5
Montana	100.0	28.8	0.0	6.4	0.2	37.8	14.7	3.5	1.9	6.7
Nebraska	100.0	11.9	1.3	10.3	0.4	51.6	13.0	2.1	2.0	7.5
Nevada	100.0	16.2	2.0	10.8	3.3	29.6	22.7	2.8	2.7	9.9
New Hampshire	100.0	13.5	0.0	10.6	1.2	59.4	9.6	3.7	0.0	2.1
New Jersey	100.0	16.0	3.8	4.8	0.5	48.3	16.6	3.0	1.2	5.7
New Mexico	100.0	9.7	0.7	10.6	2.3	45.3	17.6	3.9	0.6	9.2
New York	100.0	13.8	2.3	6.9	0.7	50.4	14.4	3.4	1.0	7.1
North Carolina	100.0	14.0	0.4	12.3	0.6	38.2	14.9	3.7	2.2	13.6
North Dakota	100.0	12.9	2.8	13.1	2.2	48.5	9.6	3.6	0.0	7.3
Ohio	100.0	16.8	1.5	11.7	1.7	34.6	15.2	3.1	0.7	14.8
Oklahoma	100.0	15.5	0.9	14.5	1.9	42.7	14.5	3.0	1.6	5.4
Oregon	100.0	10.7	0.6	7.9	2.6	49.7	16.8	4.1	2.3	5.3
Pennsylvania	100.0	23.9	3.6	6.6	1.9	37.1	15.5	3.7	2.5	5.1
Rhode Island	100.0	20.9	2.3	1.7	2.2	48.0	20.2	4.7	0.0	0.0
South Carolina	100.0	16.0	1.1	10.0	1.1	35.1	20.6	4.1	2.6	9.5
South Dakota	100.0	16.3	3.2	9.1	0.0	44.7	13.4	2.1	1.7	9.6
Tennessee	100.0	12.4	0.6	14.9	1.0	41.1	17.8	3.0	1.3	7.9
Texas	100.0	15.6	1.7	11.2	2.0	35.6	18.5	4.6	2.3	8.4
Utah	100.0	20.0	0.3	11.9	2.4	39.3	15.3	3.8	2.0	5.1
Vermont	100.0	10.9	1.4	9.1	1.8	42.9	23.5	6.4	1.7	2.4
Virginia	100.0	12.8	2.1	10.8	1.4	36.7	13.0	6.3	2.0	15.0
Washington	100.0	13.8	1.0	7.5	2.8	44.3	15.6	4.3	1.7	9.0
West Virginia	100.0	18.5	0.4	13.5	1.8	28.3	14.6	2.4	2.0	18.5
Wisconsin	100.0	17.5	1.6	9.9	1.1	44.9	17.3	3.1	2.3	2.3
Wyoming	100.0	18.7	0.4	2.0	1.8	48.1	14.0	2.4	0.8	11.8

Table 2-2a (Counts)
Full-Time vs. Part-Time
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Full-Time	Part-Time
United States	2,307,260	1,871,652	435,608
Alabama	32,126	26,421	5,705
Alaska	7,152	6,311	841
Arizona	47,730	38,959	8,771
Arkansas	19,566	17,263	2,303
California	279,203	203,816	75,387
Colorado	39,203	31,882	7,321
Connecticut	26,521	22,173	4,348
Delaware	6,157	5,193	964
District of Columbia	3,704	3,343	361
Florida	107,319	93,839	13,480
Georgia	83,019	69,616	13,403
Hawaii	10,133	8,011	2,122
Idaho	13,855	10,531	3,324
Illinois	83,376	67,897	15,479
Indiana	45,193	33,338	11,855
Iowa	27,729	22,773	4,956
Kansas	29,843	24,269	5,574
Kentucky	36,785	30,631	6,154
Louisiana	31,958	26,909	5,049
Maine	8,151	6,709	1,442
Maryland	42,117	36,008	6,109
Massachusetts	47,079	36,815	10,264
Michigan	50,307	38,436	11,871
Minnesota	46,492	37,780	8,712
Mississippi	20,115	18,064	2,051
Missouri	37,999	31,025	6,974
Montana	8,024	6,272	1,752
Nebraska	16,994	13,852	3,142
Nevada	18,196	15,742	2,454
New Hampshire	8,552	6,683	1,869
New Jersey	75,965	57,614	18,351
New Mexico	16,461	14,466	1,995
New York	177,517	141,527	35,990
North Carolina	59,622	51,881	7,741
North Dakota	6,756	4,871	1,885
Ohio	73,816	56,873	16,943
Oklahoma	27,237	24,249	2,988
Oregon	28,561	23,383	5,178
Pennsylvania	68,757	55,711	13,046
Rhode Island	4,217	3,452	765
South Carolina	36,770	33,136	3,634
South Dakota	6,703	5,871	832
Tennessee	43,648	35,908	7,740
Texas	226,537	203,830	22,707
Utah	32,312	16,334	15,978
Vermont	5,720	4,837	883
Virginia	68,790	56,904	11,886
Washington	55,743	44,643	11,100
West Virginia	12,742	11,171	1,571
Wisconsin	38,254	28,816	9,438
Wyoming	6,534	5,614	920

Table 2-2b (Percentages)
Full-Time vs. Part-Time
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Full-Time	Part-Time
United States	100.0%	81.1%	18.9%
Alabama	100.0	82.2	17.8
Alaska	100.0	88.2	11.8
Arizona	100.0	81.6	18.4
Arkansas	100.0	88.2	11.8
California	100.0	73.0	27.0
Colorado	100.0	81.3	18.7
Connecticut	100.0	83.6	16.4
Delaware	100.0	84.3	15.7
District of Columbia	100.0	90.3	9.7
Florida	100.0	87.4	12.6
Georgia	100.0	83.9	16.1
Hawaii	100.0	79.1	20.9
Idaho	100.0	76.0	24.0
Illinois	100.0	81.4	18.6
Indiana	100.0	73.8	26.2
Iowa	100.0	82.1	17.9
Kansas	100.0	81.3	18.7
Kentucky	100.0	83.3	16.7
Louisiana	100.0	84.2	15.8
Maine	100.0	82.3	17.7
Maryland	100.0	85.5	14.5
Massachusetts	100.0	78.2	21.8
Michigan	100.0	76.4	23.6
Minnesota	100.0	81.3	18.7
Mississippi	100.0	89.8	10.2
Missouri	100.0	81.6	18.4
Montana	100.0	78.2	21.8
Nebraska	100.0	81.5	18.5
Nevada	100.0	86.5	13.5
New Hampshire	100.0	78.1	21.9
New Jersey	100.0	75.8	24.2
New Mexico	100.0	87.9	12.1
New York	100.0	79.7	20.3
North Carolina	100.0	87.0	13.0
North Dakota	100.0	72.1	27.9
Ohio	100.0	77.0	23.0
Oklahoma	100.0	89.0	11.0
Oregon	100.0	81.9	18.1
Pennsylvania	100.0	81.0	19.0
Rhode Island	100.0	81.9	18.1
South Carolina	100.0	90.1	9.9
South Dakota	100.0	87.6	12.4
Tennessee	100.0	82.3	17.7
Texas	100.0	90.0	10.0
Utah	100.0	50.6	49.4
Vermont	100.0	84.6	15.4
Virginia	100.0	82.7	17.3
Washington	100.0	80.1	19.9
West Virginia	100.0	87.7	12.3
Wisconsin	100.0	75.3	24.7
Wyoming	100.0	85.9	14.1

Table 2-3a (Counts)
Usual Hours Worked
K-12 ESP Work Force by State, 2023

	All K-12 ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	2,307,260	435,608	252,059	350,574	1,113,857	155,162	35.1
Alabama	32,126	5,705	2,114	4,179	17,556	2,572	35.7
Alaska	7,152	841	628	1,516	3,754	413	36.9
Arizona	47,730	8,771	5,909	5,748	24,206	3,096	35.5
Arkansas	19,566	2,303	919	2,272	11,807	2,265	38.3
California	279,203	75,387	46,612	20,790	122,993	13,421	32.8
Colorado	39,203	7,321	4,481	4,928	20,147	2,326	35.2
Connecticut	26,521	4,348	4,475	6,730	9,644	1,324	34.4
Delaware	6,157	964	361	1,238	3,243	351	36.6
District of Columbia	3,704	361	242	232	2,344	525	39.1
Florida	107,319	13,480	9,586	18,587	57,884	7,782	36.8
Georgia	83,019	13,403	7,061	6,839	49,685	6,031	36.2
Hawaii	10,133	2,122	481	499	6,342	689	35.5
Idaho	13,855	3,324	2,783	2,324	4,915	509	32.8
Illinois	83,376	15,479	7,829	16,338	39,107	4,623	34.7
Indiana	45,193	11,855	5,635	6,630	18,164	2,909	34.1
Iowa	27,729	4,956	3,247	6,640	10,530	2,356	34.8
Kansas	29,843	5,574	2,445	6,989	12,278	2,557	35.2
Kentucky	36,785	6,154	4,089	9,143	14,396	3,003	35.3
Louisiana	31,958	5,049	2,031	5,447	17,678	1,753	35.9
Maine	8,151	1,442	1,059	1,796	3,305	549	34.3
Maryland	42,117	6,109	4,018	8,604	20,338	3,048	36.2
Massachusetts	47,079	10,264	8,127	9,443	16,498	2,747	33.3
Michigan	50,307	11,871	6,133	9,371	20,019	2,913	33.7
Minnesota	46,492	8,712	7,672	7,838	19,244	3,026	34.4
Mississippi	20,115	2,051	1,257	1,696	13,836	1,275	37.5
Missouri	37,999	6,974	2,774	6,019	19,201	3,031	35.7
Montana	8,024	1,752	1,128	1,030	3,620	494	34.2
Nebraska	16,994	3,142	2,238	3,178	6,939	1,497	35.1
Nevada	18,196	2,454	2,304	2,505	9,775	1,158	36.0
New Hampshire	8,552	1,869	1,287	1,692	3,038	666	34.7
New Jersey	75,965	18,351	8,941	14,508	29,629	4,536	33.7
New Mexico	16,461	1,995	1,497	3,188	8,734	1,047	36.4
New York	177,517	35,990	22,790	38,058	70,664	10,015	34.2
North Carolina	59,622	7,741	4,968	7,623	34,038	5,252	37.4
North Dakota	6,756	1,885	439	1,151	2,971	310	33.0
Ohio	73,816	16,943	8,540	11,800	31,857	4,676	34.3
Oklahoma	27,237	2,988	2,597	4,043	14,966	2,643	37.1
Oregon	28,561	5,178	3,739	6,213	11,798	1,633	34.5
Pennsylvania	68,757	13,046	8,342	13,833	30,437	3,099	34.8
Rhode Island	4,217	765	408	704	1,913	427	34.9
South Carolina	36,770	3,634	2,349	7,030	19,967	3,790	37.6
South Dakota	6,703	832	814	1,038	3,226	793	36.9
Tennessee	43,648	7,740	3,342	8,639	20,673	3,254	35.6
Texas	226,537	22,707	10,216	20,208	151,281	22,125	38.2
Utah	32,312	15,978	3,115	1,579	10,191	1,449	29.4
Vermont	5,720	883	613	992	2,690	542	36.0
Virginia	68,790	11,886	5,674	13,224	32,827	5,179	36.0
Washington	55,743	11,100	10,590	7,346	24,797	1,910	33.6
West Virginia	12,742	1,571	431	1,499	8,328	913	37.6
Wisconsin	38,254	9,438	3,323	6,411	16,848	2,234	33.9
Wyoming	6,534	920	406	1,246	3,536	426	36.7

Table 2-3b (Percentages)

Usual Hours Worked

K-12 ESP Work Force by State, 2023

	All K-12 ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%	18.9%	10.9%	15.2%	48.3%	6.7%
Alabama	100.0	17.8	6.6	13.0	54.6	8.0
Alaska	100.0	11.8	8.8	21.2	52.5	5.8
Arizona	100.0	18.4	12.4	12.0	50.7	6.5
Arkansas	100.0	11.8	4.7	11.6	60.3	11.6
California	100.0	27.0	16.7	7.4	44.1	4.8
Colorado	100.0	18.7	11.4	12.6	51.4	5.9
Connecticut	100.0	16.4	16.9	25.4	36.4	5.0
Delaware	100.0	15.7	5.9	20.1	52.7	5.7
District of Columbia	100.0	9.7	6.5	6.3	63.3	14.2
Florida	100.0	12.6	8.9	17.3	53.9	7.3
Georgia	100.0	16.1	8.5	8.2	59.8	7.3
Hawaii	100.0	20.9	4.7	4.9	62.6	6.8
Idaho	100.0	24.0	20.1	16.8	35.5	3.7
Illinois	100.0	18.6	9.4	19.6	46.9	5.5
Indiana	100.0	26.2	12.5	14.7	40.2	6.4
Iowa	100.0	17.9	11.7	23.9	38.0	8.5
Kansas	100.0	18.7	8.2	23.4	41.1	8.6
Kentucky	100.0	16.7	11.1	24.9	39.1	8.2
Louisiana	100.0	15.8	6.4	17.0	55.3	5.5
Maine	100.0	17.7	13.0	22.0	40.5	6.7
Maryland	100.0	14.5	9.5	20.4	48.3	7.2
Massachusetts	100.0	21.8	17.3	20.1	35.0	5.8
Michigan	100.0	23.6	12.2	18.6	39.8	5.8
Minnesota	100.0	18.7	16.5	16.9	41.4	6.5
Mississippi	100.0	10.2	6.2	8.4	68.8	6.3
Missouri	100.0	18.4	7.3	15.8	50.5	8.0
Montana	100.0	21.8	14.1	12.8	45.1	6.2
Nebraska	100.0	18.5	13.2	18.7	40.8	8.8
Nevada	100.0	13.5	12.7	13.8	53.7	6.4
New Hampshire	100.0	21.9	15.0	19.8	35.5	7.8
New Jersey	100.0	24.2	11.8	19.1	39.0	6.0
New Mexico	100.0	12.1	9.1	19.4	53.1	6.4
New York	100.0	20.3	12.8	21.4	39.8	5.6
North Carolina	100.0	13.0	8.3	12.8	57.1	8.8
North Dakota	100.0	27.9	6.5	17.0	44.0	4.6
Ohio	100.0	23.0	11.6	16.0	43.2	6.3
Oklahoma	100.0	11.0	9.5	14.8	54.9	9.7
Oregon	100.0	18.1	13.1	21.8	41.3	5.7
Pennsylvania	100.0	19.0	12.1	20.1	44.3	4.5
Rhode Island	100.0	18.1	9.7	16.7	45.4	10.1
South Carolina	100.0	9.9	6.4	19.1	54.3	10.3
South Dakota	100.0	12.4	12.1	15.5	48.1	11.8
Tennessee	100.0	17.7	7.7	19.8	47.4	7.5
Texas	100.0	10.0	4.5	8.9	66.8	9.8
Utah	100.0	49.4	9.6	4.9	31.5	4.5
Vermont	100.0	15.4	10.7	17.3	47.0	9.5
Virginia	100.0	17.3	8.2	19.2	47.7	7.5
Washington	100.0	19.9	19.0	13.2	44.5	3.4
West Virginia	100.0	12.3	3.4	11.8	65.4	7.2
Wisconsin	100.0	24.7	8.7	16.8	44.0	5.8
Wyoming	100.0	14.1	6.2	19.1	54.1	6.5

Demographics of the 2023 K-12 ESP Work Force

Age

Figure 3-1 and Tables *3-1a* and *3-1b* show the average and distribution of ages of the total K-12 ESP work force, by state.

- The national K-12 ESP work force averages 48 years old.
- Forty-two percent of K-12 ESP are between age 35 to 54.
- Eight percent are under 25.
- Ten percent of K-12 ESP are 65 years of age or older.
- Seven states, led by Rhode Island, Maine, and Ohio have K-12 ESP work forces with average ages of at least 50 years old.
- K-12 ESP in Utah, Alaska, and Vermont average less than 45 years of age.

Gender

Figure 3-2 and Tables *3-2*, *3-3a*, and *3-3b* present gender and age data for the total K-12 ESP work force, by state.

- Seventy-three percent of the total K-12 ESP work force is female.
- At least 78 percent of K-12 ESP in Michigan, Tennessee, Louisiana, and Idaho are female; at least 75 percent of K-12 ESP in 11 other states and the District of Columbia are female.
- Alaska, South Dakota, and Rhode Island, have the highest percentages of male K-12 ESP at more than 35 percent; at least 30 percent of K-12 ESP in 12 other states are male.
- In general, male K-12 ESP are younger than female K-12 ESP. Twenty-six percent of males are under 35 years old, versus 19 percent of females.
- The gender by age distribution of K-12 ESP in individual states generally mirrors the national pattern.

Race/Ethnicity

Figure 3-3 and Tables *3-4a* and *3-4b* show the racial-ethnic composition of the K-12 ESP work force, by state.

- Non-white workers make up 43 percent of the nation's K-12 ESP work force.
- Hispanics comprise the largest proportion, at 21 percent.
- Blacks account for 14 percent.
- Asians comprise three percent of the total K-12 ESP work force.
- Native Americans make up one percent of the nation's K-12 ESP.
- Native Hawaiians and Pacific Islanders comprise one tenth of one percent of all K-12 ESP.

- Three percent of the K-12 ESP work force report more than one race. (Respondents to the ACS can self-identify with any number of races, but the vast majority report a single race. Those who choose more than one usually specify only two races.)
- The largest percentages of non-white K-12 ESP are found in Hawaii, the District of Columbia, and New Mexico.
- The lowest proportions of non-white K-12 ESP are found in Vermont, West Virginia, Maine, and New Hampshire.
- Seventy-six percent of K-12 ESP in the District of Columbia and 51 percent in Mississippi are Black.
- In New Mexico, Hispanic K-12 ESP make up 62 percent of the K-12 ESP work force; California and Texas follow at 52 and 51 percent.
- In Hawaii, 44 percent of K-12 ESP are Asian, 11 percent are Native Hawaiian or Pacific Islander, and 27 percent report two or more races. Fourteen percent of K-12 ESP in Alaska are Asian.
- Twenty-nine percent of K-12 ESP in Alaska, 12 percent in South Dakota and New Mexico are Native American.

Tables 3-5a and 3-5b detail the racial-ethnic composition of the K-12 ESP work force by gender, across the 50 states and the District of Columbia.

- The distribution by race of female K-12 ESP is generally similar to that of the national K-12 ESP work force though larger shares of Blacks and Hispanics are found in the South and West.
- There is a slightly larger percentage of non-white workers among male K-12 ESP than in the national K-12 ESP work force.

Figure 3-4 and Tables 3-6a and 3-6b illustrate the educational attainment of the K-12 ESP work force, by state.

- Ninety-three percent of the total K-12 ESP work force has completed high school.
- Thirty-four percent have an associate or college degree.
- At least 46 percent of K-12 ESP in Minnesota and Massachusetts hold a associate or college degrees. New Hampshire, Connecticut, and Vermont follow, at around 43 percent.
- Montana and Louisiana have the lowest percentages of K-12 ESP with associate or college degrees, less than 23 percent.
- Texas has the highest percentage of K-12 ESP that have not finished high school.

Educational Attainment

Household Income

Tables 3-7a and 3-7b show household total income for the K-12 ESP work force, by state. Factors such as household size and the number and gender of the earners in the household are additional sources of variability.

- Eighty-five percent of the nation's K-12 ESP live in households earning at least \$45,000 per year.
- Sixty-seven percent of K-12 ESP live in households earning at least \$75,000 per year.
- Five percent of K-12 ESP live in households with an income of less than \$25,000.
- In six states at least 91 percent of K-12 ESP have household incomes of at least \$45,000—Hawaii, Washington, Alaska, New Jersey, Utah, and Vermont.
- The highest percentage of K-12 ESP living in households with an income of less than \$15,000 is seen in Mississippi, at four percent and the District of Columbia at seven percent.
- K-12 ESP in Hawaii have the highest average household income, at over \$168,000 per year, followed by New Jersey and Massachusetts, at over \$154,000. In Mississippi, K-12 ESP household income averages \$85,000 per year.

Poverty Status

Figure 3-5 and Tables 3-8a and 3-8b detail the poverty status of all K-12 ESP, by state. Most K-12 ESP households earn sufficient income to keep them above the official U.S. government poverty threshold. Table 3-8a includes a “not ascertained” column, representing people for whom poverty status could not be determined.

- Seventy-eight percent of all K-12 ESP live in households with incomes at least twice the poverty threshold, and 41 percent have household incomes at least four times the threshold.
- In every state and the District of Columbia, at least 59 percent of K-12 ESP have household incomes at least twice the poverty level.
- In 23 states and the District of Columbia, at least 40 percent of K-12 ESP have household incomes four times the poverty level or higher.
- Six percent of all K-12 ESP, over 146,000, fall below the poverty line.
- Thirteen percent of K-12 ESP in Mississippi and 11 percent in Louisiana live below the poverty threshold, as do at least nine percent in New Mexico, Nebraska, Kentucky, and Oklahoma.

Marital Status

Tables 3-9a and 3-9b show the marital status of all K-12 ESP, by state.

- Fifty-nine percent of all K-12 ESP are married.
- Seventeen percent are widowed, divorced, or separated.
- Twenty-four percent of all K-12 ESP have never married.
- In the District of Columbia, 49 percent of K-12 ESP are single. Other states with higher shares of single K-12 ESP are Hawaii, California, and Massachusetts.
- In six states and the District of Columbia 21 percent or more of K-12 ESP are widowed, divorced, or separated.

Household Relationship

Tables 3-10a and 3-10b show the household relationships of all K-12 ESP, by state.

- Fifty percent of the K-12 ESP work force are household heads.
- Thirty percent are spouses of the household head.
- Twenty percent are children or other household members.
- K-12 ESP in Rhode Island and West Virginia lead in percentage of household heads, at around 59 percent.
- Wyoming, Missouri, Maine, Wisconsin, Ohio, and Kansas lead in K-12 ESP who identify themselves as spouses of household heads, at 35 percent or more.
- Ranging from 29 to 44 percent, Hawaii, California, Arizona, Nevada, and the District of Columbia have the highest percentages of K-12 ESP who describe their household relationship as “child or other household member,” such as living with parents, siblings, or non-relative roommates.

Figure 3-1
Average Age
K-12 ESP Work Force by State, 2023

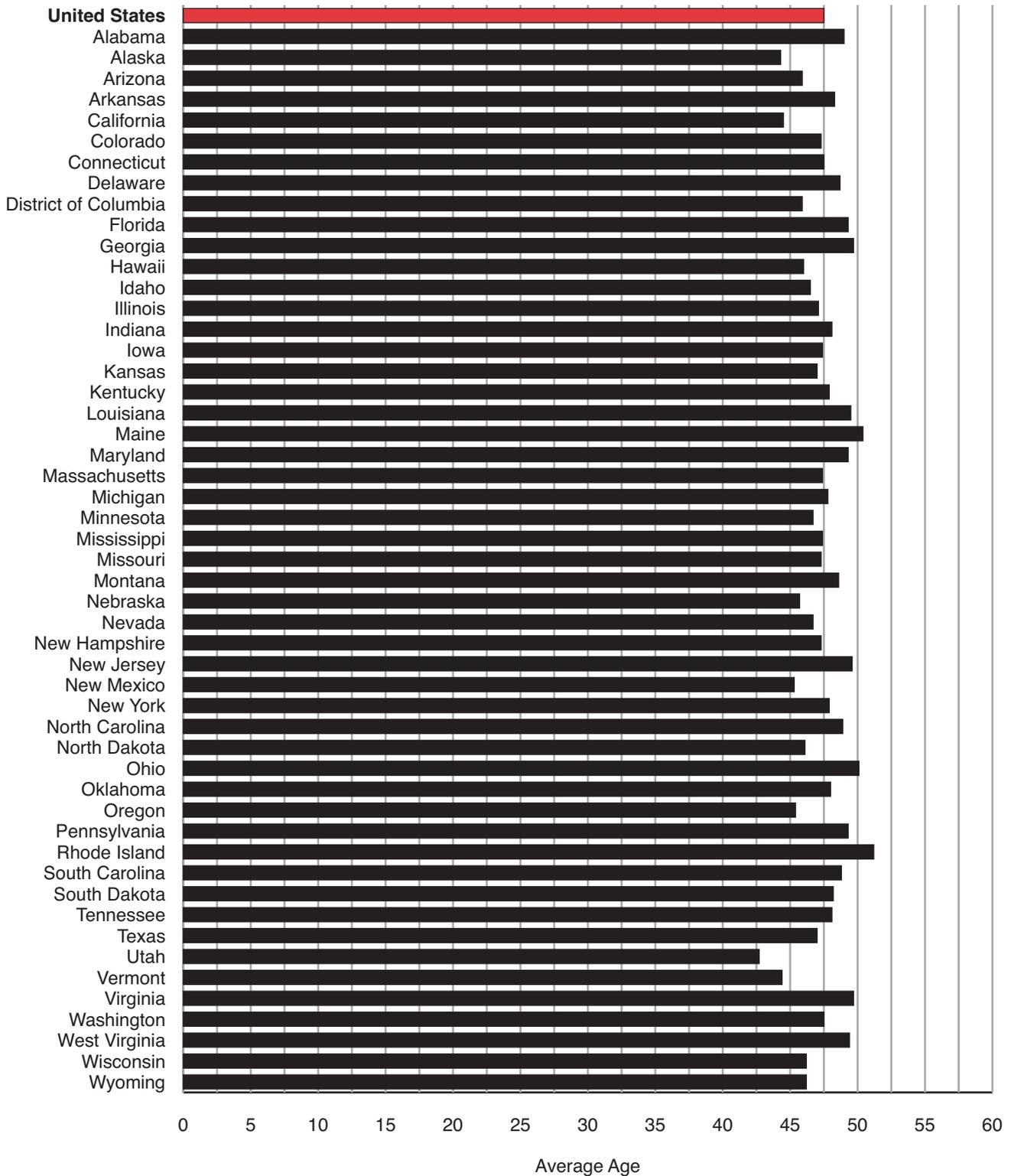


Figure 3-2
Gender: Percentage Female
K-12 ESP Work Force by State, 2023

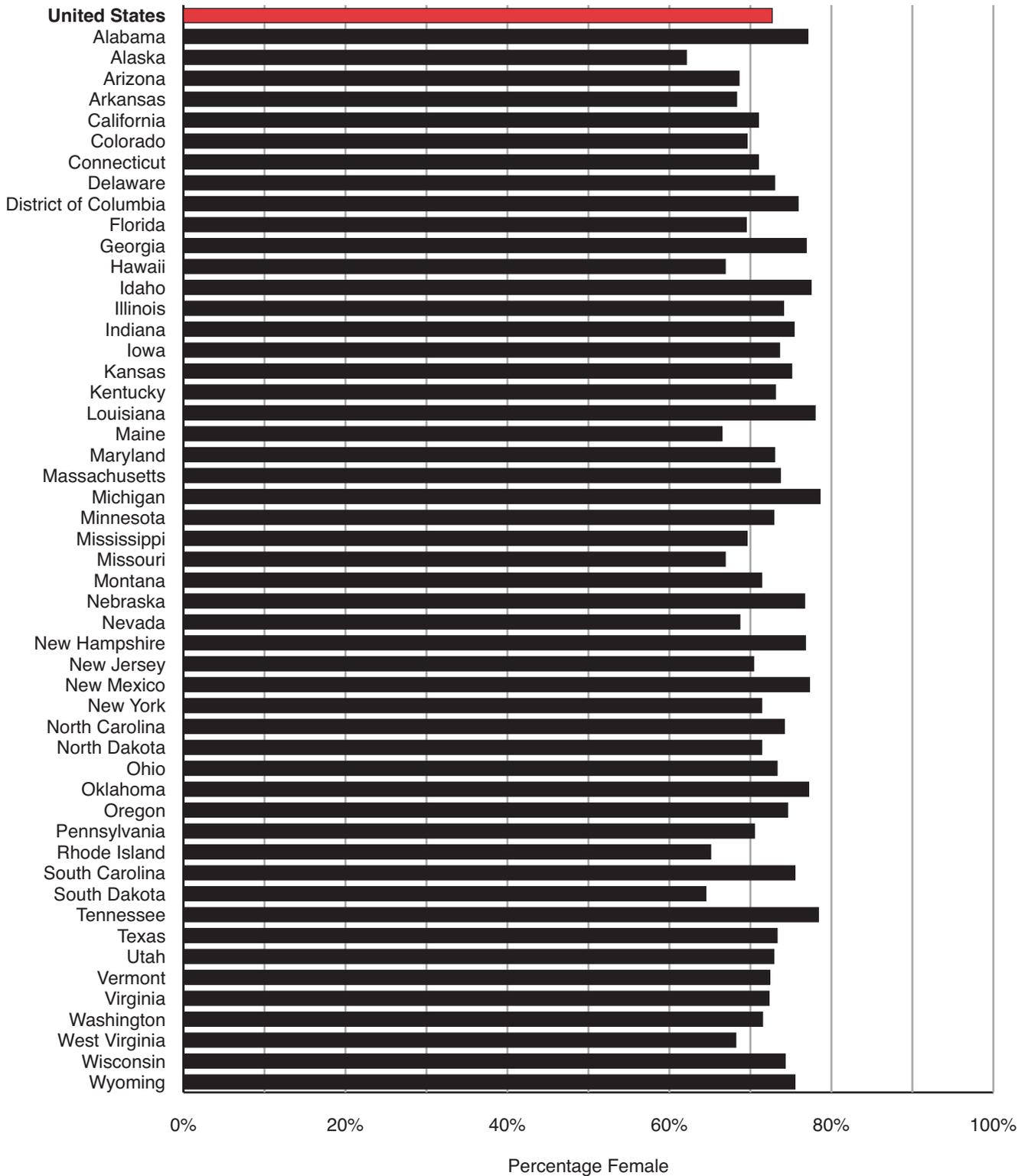


Figure 3-3
Race/Ethnicity
K-12 ESP Work Force by State, 2023

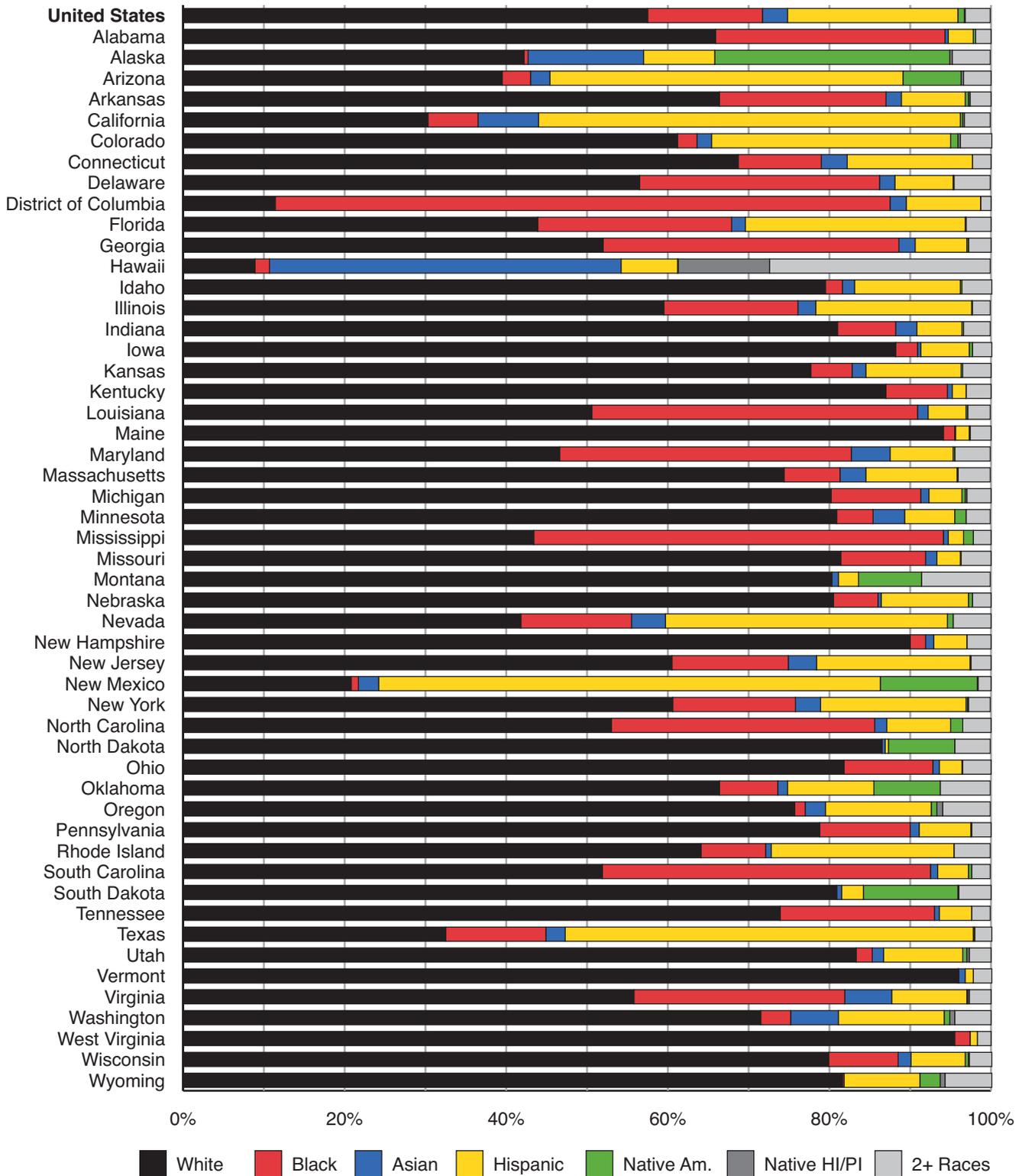


Figure 3-4
Education: Percent with Associate or Bachelor’s Degree or More
K-12 ESP Work Force by State, 2023

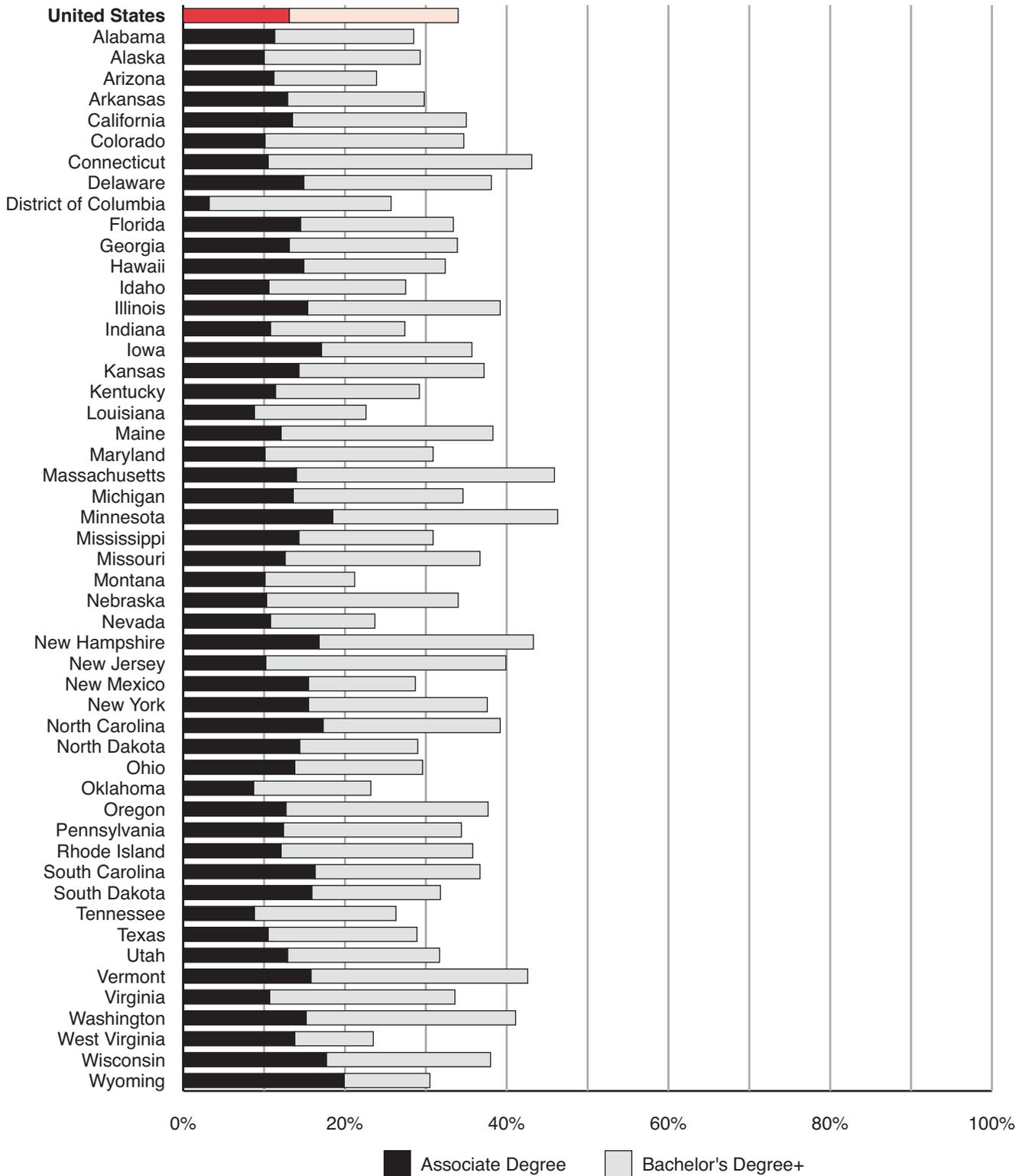


Figure 3-5
Poverty Rate
K-12 ESP Work Force by State, 2023

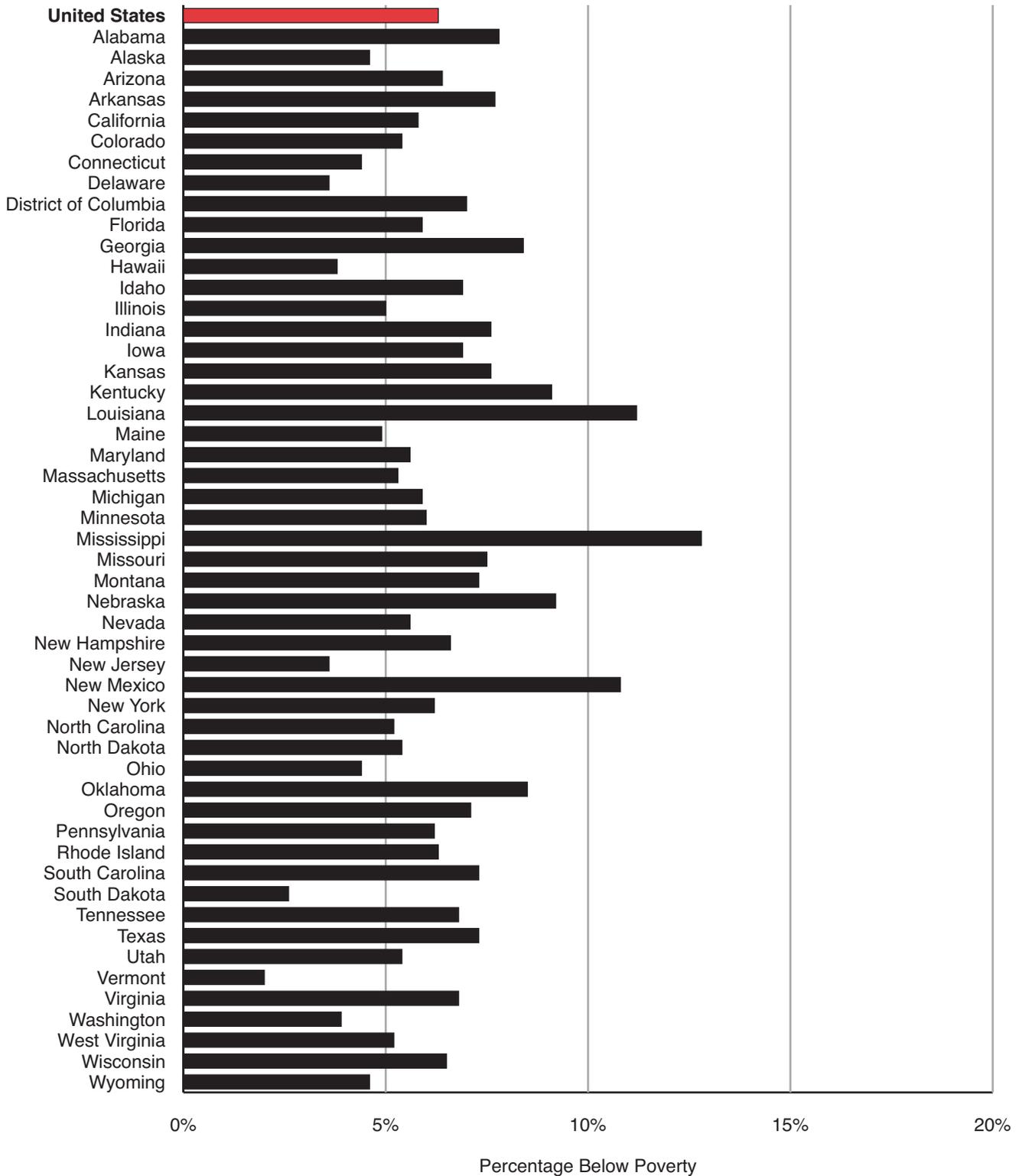


Table 3-1a (Counts)

Age Groups

K-12 ESP Work Force by State, 2023

	All K-12 ESP	15-24	25-34	35-44	45-54	55-64	65+	Average Age
United States	2,307,260	175,489	310,745	428,547	546,755	619,364	226,360	47.5
Alabama	32,126	2,028	3,547	5,661	7,794	9,453	3,643	49.0
Alaska	7,152	591	1,139	2,029	1,465	1,564	364	44.3
Arizona	47,730	5,390	6,721	8,774	10,542	12,240	4,063	45.9
Arkansas	19,566	1,300	2,674	3,554	4,701	5,263	2,074	48.3
California	279,203	26,330	51,682	55,633	67,266	59,919	18,373	44.5
Colorado	39,203	3,081	4,675	8,651	8,505	10,754	3,537	47.3
Connecticut	26,521	2,122	3,424	5,058	6,092	7,507	2,318	47.5
Delaware	6,157	321	757	1,193	1,385	1,826	675	48.7
District of Columbia	3,704	128	1,095	599	402	876	604	45.9
Florida	107,319	5,327	12,585	18,463	26,959	32,880	11,105	49.3
Georgia	83,019	4,530	8,281	14,124	22,001	24,470	9,613	49.7
Hawaii	10,133	1,023	1,510	1,903	2,104	2,747	846	46.0
Idaho	13,855	2,096	1,015	3,151	2,190	3,726	1,677	46.5
Illinois	83,376	6,085	11,717	16,843	18,987	22,001	7,743	47.1
Indiana	45,193	3,605	5,713	8,733	9,137	12,084	5,921	48.1
Iowa	27,729	2,039	4,580	4,514	5,766	7,739	3,091	47.4
Kansas	29,843	2,946	4,385	4,956	6,134	8,353	3,069	47.0
Kentucky	36,785	3,095	4,409	6,621	8,013	11,010	3,637	47.9
Louisiana	31,958	1,690	3,371	5,680	8,468	8,919	3,830	49.5
Maine	8,151	487	847	1,412	1,439	2,827	1,139	50.4
Maryland	42,117	1,473	6,780	6,604	9,629	12,445	5,186	49.3
Massachusetts	47,079	4,138	7,000	7,458	11,251	12,430	4,802	47.4
Michigan	50,307	3,622	5,729	9,700	12,886	13,786	4,584	47.8
Minnesota	46,492	5,235	5,383	8,155	10,774	13,281	3,664	46.7
Mississippi	20,115	1,142	2,822	4,426	5,343	4,785	1,597	47.4
Missouri	37,999	3,088	4,522	7,408	9,615	10,319	3,047	47.3
Montana	8,024	850	695	1,388	1,781	2,404	906	48.6
Nebraska	16,994	2,041	2,438	3,344	3,386	4,189	1,596	45.7
Nevada	18,196	1,575	3,153	2,916	4,001	4,590	1,961	46.7
New Hampshire	8,552	821	1,277	1,588	1,372	2,533	961	47.3
New Jersey	75,965	4,389	7,718	12,511	19,021	23,171	9,155	49.6
New Mexico	16,461	1,290	2,783	3,759	3,527	3,812	1,290	45.3
New York	177,517	14,359	23,622	28,148	42,350	52,460	16,578	47.9
North Carolina	59,622	3,141	6,807	11,874	14,177	17,396	6,227	48.9
North Dakota	6,756	1,056	805	1,331	1,123	1,465	976	46.1
Ohio	73,816	3,168	8,060	13,040	17,601	21,928	10,019	50.1
Oklahoma	27,237	1,960	3,471	6,621	4,287	7,105	3,793	48.0
Oregon	28,561	3,200	4,528	5,280	5,848	7,493	2,212	45.4
Pennsylvania	68,757	3,545	7,191	13,227	16,368	21,145	7,281	49.3
Rhode Island	4,217	186	413	504	1,226	1,224	664	51.2
South Carolina	36,770	1,982	4,340	6,638	9,668	10,706	3,436	48.8
South Dakota	6,703	388	908	1,737	1,112	1,472	1,086	48.2
Tennessee	43,648	2,625	5,673	8,894	9,790	11,819	4,847	48.1
Texas	226,537	15,365	35,000	42,704	59,523	52,193	21,752	47.0
Utah	32,312	6,533	3,589	6,068	7,090	6,768	2,264	42.7
Vermont	5,720	1,345	410	925	1,087	1,333	620	44.4
Virginia	68,790	3,913	7,586	10,409	17,688	20,716	8,478	49.7
Washington	55,743	4,095	7,082	11,202	12,527	15,876	4,961	47.5
West Virginia	12,742	438	1,172	2,990	3,695	3,047	1,400	49.4
Wisconsin	38,254	3,621	4,682	8,844	8,652	9,317	3,138	46.2
Wyoming	6,534	691	979	1,302	1,007	1,998	557	46.2

Table 3-1b (Percentages)

Age Groups

K-12 ESP Work Force by State, 2023

	All K-12 ESP	15-24	25-34	35-44	45-54	55-64	65+
United States	100.0%	7.6%	13.5%	18.6%	23.7%	26.8%	9.8%
Alabama	100.0	6.3	11.0	17.6	24.3	29.4	11.3
Alaska	100.0	8.3	15.9	28.4	20.5	21.9	5.1
Arizona	100.0	11.3	14.1	18.4	22.1	25.6	8.5
Arkansas	100.0	6.6	13.7	18.2	24.0	26.9	10.6
California	100.0	9.4	18.5	19.9	24.1	21.5	6.6
Colorado	100.0	7.9	11.9	22.1	21.7	27.4	9.0
Connecticut	100.0	8.0	12.9	19.1	23.0	28.3	8.7
Delaware	100.0	5.2	12.3	19.4	22.5	29.7	11.0
District of Columbia	100.0	3.5	29.6	16.2	10.9	23.7	16.3
Florida	100.0	5.0	11.7	17.2	25.1	30.6	10.3
Georgia	100.0	5.5	10.0	17.0	26.5	29.5	11.6
Hawaii	100.0	10.1	14.9	18.8	20.8	27.1	8.3
Idaho	100.0	15.1	7.3	22.7	15.8	26.9	12.1
Illinois	100.0	7.3	14.1	20.2	22.8	26.4	9.3
Indiana	100.0	8.0	12.6	19.3	20.2	26.7	13.1
Iowa	100.0	7.4	16.5	16.3	20.8	27.9	11.1
Kansas	100.0	9.9	14.7	16.6	20.6	28.0	10.3
Kentucky	100.0	8.4	12.0	18.0	21.8	29.9	9.9
Louisiana	100.0	5.3	10.5	17.8	26.5	27.9	12.0
Maine	100.0	6.0	10.4	17.3	17.7	34.7	14.0
Maryland	100.0	3.5	16.1	15.7	22.9	29.5	12.3
Massachusetts	100.0	8.8	14.9	15.8	23.9	26.4	10.2
Michigan	100.0	7.2	11.4	19.3	25.6	27.4	9.1
Minnesota	100.0	11.3	11.6	17.5	23.2	28.6	7.9
Mississippi	100.0	5.7	14.0	22.0	26.6	23.8	7.9
Missouri	100.0	8.1	11.9	19.5	25.3	27.2	8.0
Montana	100.0	10.6	8.7	17.3	22.2	30.0	11.3
Nebraska	100.0	12.0	14.3	19.7	19.9	24.6	9.4
Nevada	100.0	8.7	17.3	16.0	22.0	25.2	10.8
New Hampshire	100.0	9.6	14.9	18.6	16.0	29.6	11.2
New Jersey	100.0	5.8	10.2	16.5	25.0	30.5	12.1
New Mexico	100.0	7.8	16.9	22.8	21.4	23.2	7.8
New York	100.0	8.1	13.3	15.9	23.9	29.6	9.3
North Carolina	100.0	5.3	11.4	19.9	23.8	29.2	10.4
North Dakota	100.0	15.6	11.9	19.7	16.6	21.7	14.4
Ohio	100.0	4.3	10.9	17.7	23.8	29.7	13.6
Oklahoma	100.0	7.2	12.7	24.3	15.7	26.1	13.9
Oregon	100.0	11.2	15.9	18.5	20.5	26.2	7.7
Pennsylvania	100.0	5.2	10.5	19.2	23.8	30.8	10.6
Rhode Island	100.0	4.4	9.8	12.0	29.1	29.0	15.7
South Carolina	100.0	5.4	11.8	18.1	26.3	29.1	9.3
South Dakota	100.0	5.8	13.5	25.9	16.6	22.0	16.2
Tennessee	100.0	6.0	13.0	20.4	22.4	27.1	11.1
Texas	100.0	6.8	15.5	18.9	26.3	23.0	9.6
Utah	100.0	20.2	11.1	18.8	21.9	20.9	7.0
Vermont	100.0	23.5	7.2	16.2	19.0	23.3	10.8
Virginia	100.0	5.7	11.0	15.1	25.7	30.1	12.3
Washington	100.0	7.3	12.7	20.1	22.5	28.5	8.9
West Virginia	100.0	3.4	9.2	23.5	29.0	23.9	11.0
Wisconsin	100.0	9.5	12.2	23.1	22.6	24.4	8.2
Wyoming	100.0	10.6	15.0	19.9	15.4	30.6	8.5

Table 3-2

Gender

K-12 ESP Work Force by State, 2023

	All K-12 ESP	Male	Female	All K-12 ESP	Male	Female
United States	2,307,260	630,962	1,676,298	100.0%	27.3%	72.7%
Alabama	32,126	7,362	24,764	100.0	22.9	77.1
Alaska	7,152	2,709	4,443	100.0	37.9	62.1
Arizona	47,730	15,006	32,724	100.0	31.4	68.6
Arkansas	19,566	6,205	13,361	100.0	31.7	68.3
California	279,203	80,913	198,290	100.0	29.0	71.0
Colorado	39,203	11,924	27,279	100.0	30.4	69.6
Connecticut	26,521	7,682	18,839	100.0	29.0	71.0
Delaware	6,157	1,665	4,492	100.0	27.0	73.0
District of Columbia	3,704	893	2,811	100.0	24.1	75.9
Florida	107,319	32,696	74,623	100.0	30.5	69.5
Georgia	83,019	19,198	63,821	100.0	23.1	76.9
Hawaii	10,133	3,350	6,783	100.0	33.1	66.9
Idaho	13,855	3,122	10,733	100.0	22.5	77.5
Illinois	83,376	21,617	61,759	100.0	25.9	74.1
Indiana	45,193	11,139	34,054	100.0	24.6	75.4
Iowa	27,729	7,333	20,396	100.0	26.4	73.6
Kansas	29,843	7,428	22,415	100.0	24.9	75.1
Kentucky	36,785	9,881	26,904	100.0	26.9	73.1
Louisiana	31,958	7,036	24,922	100.0	22.0	78.0
Maine	8,151	2,727	5,424	100.0	33.5	66.5
Maryland	42,117	11,362	30,755	100.0	27.0	73.0
Massachusetts	47,079	12,392	34,687	100.0	26.3	73.7
Michigan	50,307	10,764	39,543	100.0	21.4	78.6
Minnesota	46,492	12,596	33,896	100.0	27.1	72.9
Mississippi	20,115	6,107	14,008	100.0	30.4	69.6
Missouri	37,999	12,573	25,426	100.0	33.1	66.9
Montana	8,024	2,297	5,727	100.0	28.6	71.4
Nebraska	16,994	3,961	13,033	100.0	23.3	76.7
Nevada	18,196	5,691	12,505	100.0	31.3	68.7
New Hampshire	8,552	1,986	6,566	100.0	23.2	76.8
New Jersey	75,965	22,514	53,451	100.0	29.6	70.4
New Mexico	16,461	3,735	12,726	100.0	22.7	77.3
New York	177,517	50,833	126,684	100.0	28.6	71.4
North Carolina	59,622	15,365	44,257	100.0	25.8	74.2
North Dakota	6,756	1,935	4,821	100.0	28.6	71.4
Ohio	73,816	19,705	54,111	100.0	26.7	73.3
Oklahoma	27,237	6,203	21,034	100.0	22.8	77.2
Oregon	28,561	7,254	21,307	100.0	25.4	74.6
Pennsylvania	68,757	20,307	48,450	100.0	29.5	70.5
Rhode Island	4,217	1,470	2,747	100.0	34.9	65.1
South Carolina	36,770	9,016	27,754	100.0	24.5	75.5
South Dakota	6,703	2,377	4,326	100.0	35.5	64.5
Tennessee	43,648	9,409	34,239	100.0	21.6	78.4
Texas	226,537	60,450	166,087	100.0	26.7	73.3
Utah	32,312	8,747	23,565	100.0	27.1	72.9
Vermont	5,720	1,579	4,141	100.0	27.6	72.4
Virginia	68,790	19,081	49,709	100.0	27.7	72.3
Washington	55,743	15,905	39,838	100.0	28.5	71.5
West Virginia	12,742	4,046	8,696	100.0	31.8	68.2
Wisconsin	38,254	9,813	28,441	100.0	25.7	74.3
Wyoming	6,534	1,603	4,931	100.0	24.5	75.5

Table 3-3a (Counts)
Gender by Age Group
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	2,307,260	630,962	161,301	229,705	239,956	1,676,298	324,933	745,597	605,768
Alabama	32,126	7,362	1,298	2,649	3,415	24,764	4,277	10,806	9,681
Alaska	7,152	2,709	712	1,200	797	4,443	1,018	2,294	1,131
Arizona	47,730	15,006	4,386	5,438	5,182	32,724	7,725	13,878	11,121
Arkansas	19,566	6,205	1,150	2,606	2,449	13,361	2,824	5,649	4,888
California	279,203	80,913	27,617	31,481	21,815	198,290	50,395	91,418	56,477
Colorado	39,203	11,924	2,468	4,838	4,618	27,279	5,288	12,318	9,673
Connecticut	26,521	7,682	1,920	2,546	3,216	18,839	3,626	8,604	6,609
Delaware	6,157	1,665	378	818	469	4,492	700	1,760	2,032
District of Columbia	3,704	893	306	251	336	2,811	917	750	1,144
Florida	107,319	32,696	5,269	12,531	14,896	74,623	12,643	32,891	29,089
Georgia	83,019	19,198	2,610	7,110	9,478	63,821	10,201	29,015	24,605
Hawaii	10,133	3,350	1,072	1,501	777	6,783	1,461	2,506	2,816
Idaho	13,855	3,122	991	552	1,579	10,733	2,120	4,789	3,824
Illinois	83,376	21,617	5,308	7,760	8,549	61,759	12,494	28,070	21,195
Indiana	45,193	11,139	2,291	3,185	5,663	34,054	7,027	14,685	12,342
Iowa	27,729	7,333	2,278	1,880	3,175	20,396	4,341	8,400	7,655
Kansas	29,843	7,428	1,933	1,879	3,616	22,415	5,398	9,211	7,806
Kentucky	36,785	9,881	3,016	3,150	3,715	26,904	4,488	11,484	10,932
Louisiana	31,958	7,036	1,343	2,767	2,926	24,922	3,718	11,381	9,823
Maine	8,151	2,727	582	901	1,244	5,424	752	1,950	2,722
Maryland	42,117	11,362	2,734	4,765	3,863	30,755	5,519	11,468	13,768
Massachusetts	47,079	12,392	4,399	4,023	3,970	34,687	6,739	14,686	13,262
Michigan	50,307	10,764	2,598	3,604	4,562	39,543	6,753	18,982	13,808
Minnesota	46,492	12,596	3,439	4,515	4,642	33,896	7,179	14,414	12,303
Mississippi	20,115	6,107	923	3,206	1,978	14,008	3,041	6,563	4,404
Missouri	37,999	12,573	3,147	4,759	4,667	25,426	4,463	12,264	8,699
Montana	8,024	2,297	462	665	1,170	5,727	1,083	2,504	2,140
Nebraska	16,994	3,961	719	1,357	1,885	13,033	3,760	5,373	3,900
Nevada	18,196	5,691	1,964	2,116	1,611	12,505	2,764	4,801	4,940
New Hampshire	8,552	1,986	549	529	908	6,566	1,549	2,431	2,586
New Jersey	75,965	22,514	4,737	9,404	8,373	53,451	7,370	22,128	23,953
New Mexico	16,461	3,735	817	1,645	1,273	12,726	3,256	5,641	3,829
New York	177,517	50,833	14,215	18,811	17,807	126,684	23,766	51,687	51,231
North Carolina	59,622	15,365	3,143	5,789	6,433	44,257	6,805	20,262	17,190
North Dakota	6,756	1,935	387	783	765	4,821	1,474	1,671	1,676
Ohio	73,816	19,705	4,032	6,446	9,227	54,111	7,196	24,195	22,720
Oklahoma	27,237	6,203	1,298	1,886	3,019	21,034	4,133	9,022	7,879
Oregon	28,561	7,254	2,541	2,475	2,238	21,307	5,187	8,653	7,467
Pennsylvania	68,757	20,307	4,816	6,961	8,530	48,450	5,920	22,634	19,896
Rhode Island	4,217	1,470	255	681	534	2,747	344	1,049	1,354
South Carolina	36,770	9,016	2,420	2,878	3,718	27,754	3,902	13,428	10,424
South Dakota	6,703	2,377	429	752	1,196	4,326	867	2,097	1,362
Tennessee	43,648	9,409	1,874	3,239	4,296	34,239	6,424	15,445	12,370
Texas	226,537	60,450	16,002	22,080	22,368	166,087	34,363	80,147	51,577
Utah	32,312	8,747	3,931	2,238	2,578	23,565	6,191	10,920	6,454
Vermont	5,720	1,579	567	488	524	4,141	1,188	1,524	1,429
Virginia	68,790	19,081	3,723	6,284	9,074	49,709	7,776	21,813	20,120
Washington	55,743	15,905	4,550	5,920	5,435	39,838	6,627	17,809	15,402
West Virginia	12,742	4,046	217	2,238	1,591	8,696	1,393	4,447	2,856
Wisconsin	38,254	9,813	2,776	3,755	3,282	28,441	5,527	13,741	9,173
Wyoming	6,534	1,603	709	370	524	4,931	961	1,939	2,031

Table 3-3b (Percentages)

Gender by Age Group

K-12 ESP Work Force by State, 2023

	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	100.0%	25.6%	36.4%	38.0%	100.0%	19.4%	44.5%	36.1%
Alabama	100.0	17.6	36.0	46.4	100.0	17.3	43.6	39.1
Alaska	100.0	26.3	44.3	29.4	100.0	22.9	51.6	25.5
Arizona	100.0	29.2	36.2	34.5	100.0	23.6	42.4	34.0
Arkansas	100.0	18.5	42.0	39.5	100.0	21.1	42.3	36.6
California	100.0	34.1	38.9	27.0	100.0	25.4	46.1	28.5
Colorado	100.0	20.7	40.6	38.7	100.0	19.4	45.2	35.5
Connecticut	100.0	25.0	33.1	41.9	100.0	19.2	45.7	35.1
Delaware	100.0	22.7	49.1	28.2	100.0	15.6	39.2	45.2
District of Columbia	100.0	34.3	28.1	37.6	100.0	32.6	26.7	40.7
Florida	100.0	16.1	38.3	45.6	100.0	16.9	44.1	39.0
Georgia	100.0	13.6	37.0	49.4	100.0	16.0	45.5	38.6
Hawaii	100.0	32.0	44.8	23.2	100.0	21.5	36.9	41.5
Idaho	100.0	31.7	17.7	50.6	100.0	19.8	44.6	35.6
Illinois	100.0	24.6	35.9	39.5	100.0	20.2	45.5	34.3
Indiana	100.0	20.6	28.6	50.8	100.0	20.6	43.1	36.2
Iowa	100.0	31.1	25.6	43.3	100.0	21.3	41.2	37.5
Kansas	100.0	26.0	25.3	48.7	100.0	24.1	41.1	34.8
Kentucky	100.0	30.5	31.9	37.6	100.0	16.7	42.7	40.6
Louisiana	100.0	19.1	39.3	41.6	100.0	14.9	45.7	39.4
Maine	100.0	21.3	33.0	45.6	100.0	13.9	36.0	50.2
Maryland	100.0	24.1	41.9	34.0	100.0	17.9	37.3	44.8
Massachusetts	100.0	35.5	32.5	32.0	100.0	19.4	42.3	38.2
Michigan	100.0	24.1	33.5	42.4	100.0	17.1	48.0	34.9
Minnesota	100.0	27.3	35.8	36.9	100.0	21.2	42.5	36.3
Mississippi	100.0	15.1	52.5	32.4	100.0	21.7	46.9	31.4
Missouri	100.0	25.0	37.9	37.1	100.0	17.6	48.2	34.2
Montana	100.0	20.1	29.0	50.9	100.0	18.9	43.7	37.4
Nebraska	100.0	18.2	34.3	47.6	100.0	28.8	41.2	29.9
Nevada	100.0	34.5	37.2	28.3	100.0	22.1	38.4	39.5
New Hampshire	100.0	27.6	26.6	45.7	100.0	23.6	37.0	39.4
New Jersey	100.0	21.0	41.8	37.2	100.0	13.8	41.4	44.8
New Mexico	100.0	21.9	44.0	34.1	100.0	25.6	44.3	30.1
New York	100.0	28.0	37.0	35.0	100.0	18.8	40.8	40.4
North Carolina	100.0	20.5	37.7	41.9	100.0	15.4	45.8	38.8
North Dakota	100.0	20.0	40.5	39.5	100.0	30.6	34.7	34.8
Ohio	100.0	20.5	32.7	46.8	100.0	13.3	44.7	42.0
Oklahoma	100.0	20.9	30.4	48.7	100.0	19.6	42.9	37.5
Oregon	100.0	35.0	34.1	30.9	100.0	24.3	40.6	35.0
Pennsylvania	100.0	23.7	34.3	42.0	100.0	12.2	46.7	41.1
Rhode Island	100.0	17.3	46.3	36.3	100.0	12.5	38.2	49.3
South Carolina	100.0	26.8	31.9	41.2	100.0	14.1	48.4	37.6
South Dakota	100.0	18.0	31.6	50.3	100.0	20.0	48.5	31.5
Tennessee	100.0	19.9	34.4	45.7	100.0	18.8	45.1	36.1
Texas	100.0	26.5	36.5	37.0	100.0	20.7	48.3	31.1
Utah	100.0	44.9	25.6	29.5	100.0	26.3	46.3	27.4
Vermont	100.0	35.9	30.9	33.2	100.0	28.7	36.8	34.5
Virginia	100.0	19.5	32.9	47.6	100.0	15.6	43.9	40.5
Washington	100.0	28.6	37.2	34.2	100.0	16.6	44.7	38.7
West Virginia	100.0	5.4	55.3	39.3	100.0	16.0	51.1	32.8
Wisconsin	100.0	28.3	38.3	33.4	100.0	19.4	48.3	32.3
Wyoming	100.0	44.2	23.1	32.7	100.0	19.5	39.3	41.2

Table 3-4a (Counts)

Race/Ethnicity

K-12 ESP Work Force by State, 2023

	All K-12 ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	2,307,260	1,326,897	327,854	71,619	486,782	18,325	3,337	72,446
Alabama	32,126	21,156	9,139	126	998	85	0	622
Alaska	7,152	3,020	39	1,026	628	2,079	24	336
Arizona	47,730	18,849	1,676	1,145	20,869	3,447	124	1,620
Arkansas	19,566	12,992	4,031	371	1,550	73	35	514
California	279,203	84,618	17,300	20,966	145,834	940	603	8,942
Colorado	39,203	23,973	941	705	11,585	349	106	1,544
Connecticut	26,521	18,209	2,722	857	4,119	0	0	614
Delaware	6,157	3,480	1,827	120	445	6	0	279
District of Columbia	3,704	422	2,820	73	339	0	0	50
Florida	107,319	47,139	25,781	1,825	29,171	113	0	3,290
Georgia	83,019	43,139	30,351	1,692	5,319	155	0	2,363
Hawaii	10,133	902	184	4,404	713	12	1,148	2,770
Idaho	13,855	11,021	286	201	1,810	25	0	512
Illinois	83,376	49,612	13,855	1,841	16,118	92	0	1,858
Indiana	45,193	36,625	3,265	1,181	2,536	80	0	1,506
Iowa	27,729	24,457	750	101	1,661	108	0	652
Kansas	29,843	23,195	1,534	516	3,507	45	0	1,046
Kentucky	36,785	31,990	2,798	211	633	14	12	1,127
Louisiana	31,958	16,181	12,894	411	1,497	69	0	906
Maine	8,151	7,667	118	11	136	8	0	211
Maryland	42,117	19,631	15,223	2,037	3,302	73	0	1,851
Massachusetts	47,079	35,019	3,267	1,488	5,339	68	0	1,898
Michigan	50,307	40,371	5,575	513	2,063	200	93	1,492
Minnesota	46,492	37,622	2,113	1,824	2,905	637	0	1,391
Mississippi	20,115	8,727	10,201	119	392	243	0	433
Missouri	37,999	30,928	3,986	539	1,101	31	0	1,414
Montana	8,024	6,445	0	67	204	628	0	680
Nebraska	16,994	13,682	941	64	1,839	85	0	383
Nevada	18,196	7,601	2,488	770	6,352	124	2	859
New Hampshire	8,552	7,696	162	84	350	0	0	260
New Jersey	75,965	45,976	10,930	2,671	14,441	40	0	1,907
New Mexico	16,461	3,432	149	407	10,230	1,969	10	264
New York	177,517	107,626	27,031	5,478	31,980	383	180	4,839
North Carolina	59,622	31,581	19,415	878	4,720	915	0	2,113
North Dakota	6,756	5,843	0	29	29	557	0	298
Ohio	73,816	60,407	8,091	609	2,039	73	22	2,575
Oklahoma	27,237	18,081	1,973	327	2,924	2,230	0	1,702
Oregon	28,561	21,632	380	727	3,747	196	196	1,683
Pennsylvania	68,757	54,202	7,670	784	4,418	45	9	1,629
Rhode Island	4,217	2,702	339	30	955	0	0	191
South Carolina	36,770	19,097	14,947	315	1,405	144	0	862
South Dakota	6,703	5,424	0	39	183	785	4	268
Tennessee	43,648	32,270	8,322	260	1,767	15	0	1,014
Texas	226,537	73,537	28,135	5,382	114,410	260	158	4,655
Utah	32,312	26,931	644	437	3,162	172	107	859
Vermont	5,720	5,485	5	45	55	0	0	130
Virginia	68,790	38,371	17,951	4,006	6,417	65	115	1,865
Washington	55,743	39,871	2,084	3,297	7,294	371	329	2,497
West Virginia	12,742	12,166	238	0	117	0	0	221
Wisconsin	38,254	30,560	3,273	610	2,558	155	24	1,074
Wyoming	6,534	5,334	10	0	616	161	36	377

Table 3-4b (Percentages)

Race/Ethnicity

K-12 ESP Work Force by State, 2023

	All K-12 ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	57.5%	14.2%	3.1%	21.1%	0.8%	0.1%	3.1%
Alabama	100.0	65.9	28.4	0.4	3.1	0.3	0.0	1.9
Alaska	100.0	42.2	0.5	14.3	8.8	29.1	0.3	4.7
Arizona	100.0	39.5	3.5	2.4	43.7	7.2	0.3	3.4
Arkansas	100.0	66.4	20.6	1.9	7.9	0.4	0.2	2.6
California	100.0	30.3	6.2	7.5	52.2	0.3	0.2	3.2
Colorado	100.0	61.2	2.4	1.8	29.6	0.9	0.3	3.9
Connecticut	100.0	68.7	10.3	3.2	15.5	0.0	0.0	2.3
Delaware	100.0	56.5	29.7	1.9	7.2	0.1	0.0	4.5
District of Columbia	100.0	11.4	76.1	2.0	9.2	0.0	0.0	1.3
Florida	100.0	43.9	24.0	1.7	27.2	0.1	0.0	3.1
Georgia	100.0	52.0	36.6	2.0	6.4	0.2	0.0	2.8
Hawaii	100.0	8.9	1.8	43.5	7.0	0.1	11.3	27.3
Idaho	100.0	79.5	2.1	1.5	13.1	0.2	0.0	3.7
Illinois	100.0	59.5	16.6	2.2	19.3	0.1	0.0	2.2
Indiana	100.0	81.0	7.2	2.6	5.6	0.2	0.0	3.3
Iowa	100.0	88.2	2.7	0.4	6.0	0.4	0.0	2.4
Kansas	100.0	77.7	5.1	1.7	11.8	0.2	0.0	3.5
Kentucky	100.0	87.0	7.6	0.6	1.7	0.0	0.0	3.1
Louisiana	100.0	50.6	40.3	1.3	4.7	0.2	0.0	2.8
Maine	100.0	94.1	1.4	0.1	1.7	0.1	0.0	2.6
Maryland	100.0	46.6	36.1	4.8	7.8	0.2	0.0	4.4
Massachusetts	100.0	74.4	6.9	3.2	11.3	0.1	0.0	4.0
Michigan	100.0	80.2	11.1	1.0	4.1	0.4	0.2	3.0
Minnesota	100.0	80.9	4.5	3.9	6.2	1.4	0.0	3.0
Mississippi	100.0	43.4	50.7	0.6	1.9	1.2	0.0	2.2
Missouri	100.0	81.4	10.5	1.4	2.9	0.1	0.0	3.7
Montana	100.0	80.3	0.0	0.8	2.5	7.8	0.0	8.5
Nebraska	100.0	80.5	5.5	0.4	10.8	0.5	0.0	2.3
Nevada	100.0	41.8	13.7	4.2	34.9	0.7	0.0	4.7
New Hampshire	100.0	90.0	1.9	1.0	4.1	0.0	0.0	3.0
New Jersey	100.0	60.5	14.4	3.5	19.0	0.1	0.0	2.5
New Mexico	100.0	20.8	0.9	2.5	62.1	12.0	0.1	1.6
New York	100.0	60.6	15.2	3.1	18.0	0.2	0.1	2.7
North Carolina	100.0	53.0	32.6	1.5	7.9	1.5	0.0	3.5
North Dakota	100.0	86.5	0.0	0.4	0.4	8.2	0.0	4.4
Ohio	100.0	81.8	11.0	0.8	2.8	0.1	0.0	3.5
Oklahoma	100.0	66.4	7.2	1.2	10.7	8.2	0.0	6.2
Oregon	100.0	75.7	1.3	2.5	13.1	0.7	0.7	5.9
Pennsylvania	100.0	78.8	11.2	1.1	6.4	0.1	0.0	2.4
Rhode Island	100.0	64.1	8.0	0.7	22.6	0.0	0.0	4.5
South Carolina	100.0	51.9	40.6	0.9	3.8	0.4	0.0	2.3
South Dakota	100.0	80.9	0.0	0.6	2.7	11.7	0.1	4.0
Tennessee	100.0	73.9	19.1	0.6	4.0	0.0	0.0	2.3
Texas	100.0	32.5	12.4	2.4	50.5	0.1	0.1	2.1
Utah	100.0	83.3	2.0	1.4	9.8	0.5	0.3	2.7
Vermont	100.0	95.9	0.1	0.8	1.0	0.0	0.0	2.3
Virginia	100.0	55.8	26.1	5.8	9.3	0.1	0.2	2.7
Washington	100.0	71.5	3.7	5.9	13.1	0.7	0.6	4.5
West Virginia	100.0	95.5	1.9	0.0	0.9	0.0	0.0	1.7
Wisconsin	100.0	79.9	8.6	1.6	6.7	0.4	0.1	2.8
Wyoming	100.0	81.6	0.2	0.0	9.4	2.5	0.6	5.8

Table 3-5a (Counts)
Race/Ethnicity by Gender: Males
K-12 ESP Work Force by State, 2023

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	630,962	349,533	101,561	19,112	131,249	5,713	1,156	22,638
Alabama	7,362	5,075	1,826	21	224	13	0	203
Alaska	2,709	1,137	0	470	171	685	0	246
Arizona	15,006	5,286	826	279	6,415	1,592	64	544
Arkansas	6,205	3,891	1,523	83	567	9	0	132
California	80,913	22,150	7,126	6,401	41,510	223	275	3,228
Colorado	11,924	7,128	588	163	3,290	208	56	491
Connecticut	7,682	5,495	988	85	1,028	0	0	86
Delaware	1,665	914	654	5	0	0	0	92
District of Columbia	893	113	659	53	44	0	0	24
Florida	32,696	14,469	8,810	422	7,949	10	0	1,036
Georgia	19,198	8,847	8,797	229	855	0	0	470
Hawaii	3,350	144	130	1,605	349	0	246	876
Idaho	3,122	2,360	286	20	342	9	0	105
Illinois	21,617	12,328	3,994	346	4,426	87	0	436
Indiana	11,139	9,155	645	155	547	0	0	637
Iowa	7,333	6,396	250	0	409	16	0	262
Kansas	7,428	5,718	428	44	794	11	0	433
Kentucky	9,881	8,527	970	0	157	0	12	215
Louisiana	7,036	3,452	2,946	125	343	18	0	152
Maine	2,727	2,652	0	0	18	0	0	57
Maryland	11,362	5,025	4,389	709	563	0	0	676
Massachusetts	12,392	8,998	1,275	315	1,327	61	0	416
Michigan	10,764	8,918	922	48	511	14	0	351
Minnesota	12,596	9,741	929	552	871	205	0	298
Mississippi	6,107	2,163	3,573	0	27	68	0	276
Missouri	12,573	10,147	1,606	208	116	3	0	493
Montana	2,297	1,763	0	0	30	359	0	145
Nebraska	3,961	3,126	373	0	334	9	0	119
Nevada	5,691	1,783	1,147	242	2,136	38	0	345
New Hampshire	1,986	1,673	80	44	146	0	0	43
New Jersey	22,514	12,637	4,674	479	4,196	0	0	528
New Mexico	3,735	933	0	120	2,271	380	10	21
New York	50,833	29,295	9,462	1,483	9,035	81	73	1,404
North Carolina	15,365	7,892	5,011	236	1,321	214	0	691
North Dakota	1,935	1,788	0	0	0	120	0	27
Ohio	19,705	15,624	2,314	283	436	13	0	1,035
Oklahoma	6,203	4,160	514	65	719	453	0	292
Oregon	7,254	5,297	242	80	1,028	0	94	513
Pennsylvania	20,307	16,005	1,980	120	1,511	29	0	662
Rhode Island	1,470	880	60	0	471	0	0	59
South Carolina	9,016	4,484	3,862	156	145	19	0	350
South Dakota	2,377	1,857	0	0	0	307	0	213
Tennessee	9,409	6,645	2,083	0	373	0	0	308
Texas	60,450	20,773	7,169	1,503	29,657	63	48	1,237
Utah	8,747	7,146	214	52	955	76	32	272
Vermont	1,579	1,579	0	0	0	0	0	0
Virginia	19,081	10,468	6,136	578	1,132	11	0	756
Washington	15,905	10,884	699	1,116	2,121	173	246	666
West Virginia	4,046	3,765	183	0	6	0	0	92
Wisconsin	9,813	7,420	1,208	217	341	73	0	554
Wyoming	1,603	1,427	10	0	32	63	0	71

Table 3-5a (Counts) continued
Race/Ethnicity by Gender: Females
K-12 ESP Work Force by State, 2023

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	1,676,298	977,364	226,293	52,507	355,533	12,612	2,181	49,808
Alabama	24,764	16,081	7,313	105	774	72	0	419
Alaska	4,443	1,883	39	556	457	1,394	24	90
Arizona	32,724	13,563	850	866	14,454	1,855	60	1,076
Arkansas	13,361	9,101	2,508	288	983	64	35	382
California	198,290	62,468	10,174	14,565	104,324	717	328	5,714
Colorado	27,279	16,845	353	542	8,295	141	50	1,053
Connecticut	18,839	12,714	1,734	772	3,091	0	0	528
Delaware	4,492	2,566	1,173	115	445	6	0	187
District of Columbia	2,811	309	2,161	20	295	0	0	26
Florida	74,623	32,670	16,971	1,403	21,222	103	0	2,254
Georgia	63,821	34,292	21,554	1,463	4,464	155	0	1,893
Hawaii	6,783	758	54	2,799	364	12	902	1,894
Idaho	10,733	8,661	0	181	1,468	16	0	407
Illinois	61,759	37,284	9,861	1,495	11,692	5	0	1,422
Indiana	34,054	27,470	2,620	1,026	1,989	80	0	869
Iowa	20,396	18,061	500	101	1,252	92	0	390
Kansas	22,415	17,477	1,106	472	2,713	34	0	613
Kentucky	26,904	23,463	1,828	211	476	14	0	912
Louisiana	24,922	12,729	9,948	286	1,154	51	0	754
Maine	5,424	5,015	118	11	118	8	0	154
Maryland	30,755	14,606	10,834	1,328	2,739	73	0	1,175
Massachusetts	34,687	26,021	1,992	1,173	4,012	7	0	1,482
Michigan	39,543	31,453	4,653	465	1,552	186	93	1,141
Minnesota	33,896	27,881	1,184	1,272	2,034	432	0	1,093
Mississippi	14,008	6,564	6,628	119	365	175	0	157
Missouri	25,426	20,781	2,380	331	985	28	0	921
Montana	5,727	4,682	0	67	174	269	0	535
Nebraska	13,033	10,556	568	64	1,505	76	0	264
Nevada	12,505	5,818	1,341	528	4,216	86	2	514
New Hampshire	6,566	6,023	82	40	204	0	0	217
New Jersey	53,451	33,339	6,256	2,192	10,245	40	0	1,379
New Mexico	12,726	2,499	149	287	7,959	1,589	0	243
New York	126,684	78,331	17,569	3,995	22,945	302	107	3,435
North Carolina	44,257	23,689	14,404	642	3,399	701	0	1,422
North Dakota	4,821	4,055	0	29	29	437	0	271
Ohio	54,111	44,783	5,777	326	1,603	60	22	1,540
Oklahoma	21,034	13,921	1,459	262	2,205	1,777	0	1,410
Oregon	21,307	16,335	138	647	2,719	196	102	1,170
Pennsylvania	48,450	38,197	5,690	664	2,907	16	9	967
Rhode Island	2,747	1,822	279	30	484	0	0	132
South Carolina	27,754	14,613	11,085	159	1,260	125	0	512
South Dakota	4,326	3,567	0	39	183	478	4	55
Tennessee	34,239	25,625	6,239	260	1,394	15	0	706
Texas	166,087	52,764	20,966	3,879	84,753	197	110	3,418
Utah	23,565	19,785	430	385	2,207	96	75	587
Vermont	4,141	3,906	5	45	55	0	0	130
Virginia	49,709	27,903	11,815	3,428	5,285	54	115	1,109
Washington	39,838	28,987	1,385	2,181	5,173	198	83	1,831
West Virginia	8,696	8,401	55	0	111	0	0	129
Wisconsin	28,441	23,140	2,065	393	2,217	82	24	520
Wyoming	4,931	3,907	0	0	584	98	36	306

Table 3-5b (Percentages)
Race/Ethnicity by Gender: Males
K-12 ESP Work Force by State, 2023

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	55.4%	16.1%	3.0%	20.8%	0.9%	0.2%	3.6%
Alabama	100.0	68.9	24.8	0.3	3.0	0.2	0.0	2.8
Alaska	100.0	42.0	0.0	17.3	6.3	25.3	0.0	9.1
Arizona	100.0	35.2	5.5	1.9	42.7	10.6	0.4	3.6
Arkansas	100.0	62.7	24.5	1.3	9.1	0.1	0.0	2.1
California	100.0	27.4	8.8	7.9	51.3	0.3	0.3	4.0
Colorado	100.0	59.8	4.9	1.4	27.6	1.7	0.5	4.1
Connecticut	100.0	71.5	12.9	1.1	13.4	0.0	0.0	1.1
Delaware	100.0	54.9	39.3	0.3	0.0	0.0	0.0	5.5
District of Columbia	100.0	12.7	73.8	5.9	4.9	0.0	0.0	2.7
Florida	100.0	44.3	26.9	1.3	24.3	0.0	0.0	3.2
Georgia	100.0	46.1	45.8	1.2	4.5	0.0	0.0	2.4
Hawaii	100.0	4.3	3.9	47.9	10.4	0.0	7.3	26.1
Idaho	100.0	75.6	9.2	0.6	11.0	0.3	0.0	3.4
Illinois	100.0	57.0	18.5	1.6	20.5	0.4	0.0	2.0
Indiana	100.0	82.2	5.8	1.4	4.9	0.0	0.0	5.7
Iowa	100.0	87.2	3.4	0.0	5.6	0.2	0.0	3.6
Kansas	100.0	77.0	5.8	0.6	10.7	0.1	0.0	5.8
Kentucky	100.0	86.3	9.8	0.0	1.6	0.0	0.1	2.2
Louisiana	100.0	49.1	41.9	1.8	4.9	0.3	0.0	2.2
Maine	100.0	97.2	0.0	0.0	0.7	0.0	0.0	2.1
Maryland	100.0	44.2	38.6	6.2	5.0	0.0	0.0	5.9
Massachusetts	100.0	72.6	10.3	2.5	10.7	0.5	0.0	3.4
Michigan	100.0	82.9	8.6	0.4	4.7	0.1	0.0	3.3
Minnesota	100.0	77.3	7.4	4.4	6.9	1.6	0.0	2.4
Mississippi	100.0	35.4	58.5	0.0	0.4	1.1	0.0	4.5
Missouri	100.0	80.7	12.8	1.7	0.9	0.0	0.0	3.9
Montana	100.0	76.8	0.0	0.0	1.3	15.6	0.0	6.3
Nebraska	100.0	78.9	9.4	0.0	8.4	0.2	0.0	3.0
Nevada	100.0	31.3	20.2	4.3	37.5	0.7	0.0	6.1
New Hampshire	100.0	84.2	4.0	2.2	7.4	0.0	0.0	2.2
New Jersey	100.0	56.1	20.8	2.1	18.6	0.0	0.0	2.3
New Mexico	100.0	25.0	0.0	3.2	60.8	10.2	0.3	0.6
New York	100.0	57.6	18.6	2.9	17.8	0.2	0.1	2.8
North Carolina	100.0	51.4	32.6	1.5	8.6	1.4	0.0	4.5
North Dakota	100.0	92.4	0.0	0.0	0.0	6.2	0.0	1.4
Ohio	100.0	79.3	11.7	1.4	2.2	0.1	0.0	5.3
Oklahoma	100.0	67.1	8.3	1.0	11.6	7.3	0.0	4.7
Oregon	100.0	73.0	3.3	1.1	14.2	0.0	1.3	7.1
Pennsylvania	100.0	78.8	9.8	0.6	7.4	0.1	0.0	3.3
Rhode Island	100.0	59.9	4.1	0.0	32.0	0.0	0.0	4.0
South Carolina	100.0	49.7	42.8	1.7	1.6	0.2	0.0	3.9
South Dakota	100.0	78.1	0.0	0.0	0.0	12.9	0.0	9.0
Tennessee	100.0	70.6	22.1	0.0	4.0	0.0	0.0	3.3
Texas	100.0	34.4	11.9	2.5	49.1	0.1	0.1	2.0
Utah	100.0	81.7	2.4	0.6	10.9	0.9	0.4	3.1
Vermont	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Virginia	100.0	54.9	32.2	3.0	5.9	0.1	0.0	4.0
Washington	100.0	68.4	4.4	7.0	13.3	1.1	1.5	4.2
West Virginia	100.0	93.1	4.5	0.0	0.1	0.0	0.0	2.3
Wisconsin	100.0	75.6	12.3	2.2	3.5	0.7	0.0	5.6
Wyoming	100.0	89.0	0.6	0.0	2.0	3.9	0.0	4.4

Table 3-5b (Percentages) continued
Race/Ethnicity by Gender: Females
K-12 ESP Work Force by State, 2023

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	58.3%	13.5%	3.1%	21.2%	0.8%	0.1%	3.0%
Alabama	100.0	64.9	29.5	0.4	3.1	0.3	0.0	1.7
Alaska	100.0	42.4	0.9	12.5	10.3	31.4	0.5	2.0
Arizona	100.0	41.4	2.6	2.6	44.2	5.7	0.2	3.3
Arkansas	100.0	68.1	18.8	2.2	7.4	0.5	0.3	2.9
California	100.0	31.5	5.1	7.3	52.6	0.4	0.2	2.9
Colorado	100.0	61.8	1.3	2.0	30.4	0.5	0.2	3.9
Connecticut	100.0	67.5	9.2	4.1	16.4	0.0	0.0	2.8
Delaware	100.0	57.1	26.1	2.6	9.9	0.1	0.0	4.2
District of Columbia	100.0	11.0	76.9	0.7	10.5	0.0	0.0	0.9
Florida	100.0	43.8	22.7	1.9	28.4	0.1	0.0	3.0
Georgia	100.0	53.7	33.8	2.3	7.0	0.2	0.0	3.0
Hawaii	100.0	11.2	0.8	41.3	5.4	0.2	13.3	27.9
Idaho	100.0	80.7	0.0	1.7	13.7	0.1	0.0	3.8
Illinois	100.0	60.4	16.0	2.4	18.9	0.0	0.0	2.3
Indiana	100.0	80.7	7.7	3.0	5.8	0.2	0.0	2.6
Iowa	100.0	88.6	2.5	0.5	6.1	0.5	0.0	1.9
Kansas	100.0	78.0	4.9	2.1	12.1	0.2	0.0	2.7
Kentucky	100.0	87.2	6.8	0.8	1.8	0.1	0.0	3.4
Louisiana	100.0	51.1	39.9	1.1	4.6	0.2	0.0	3.0
Maine	100.0	92.5	2.2	0.2	2.2	0.1	0.0	2.8
Maryland	100.0	47.5	35.2	4.3	8.9	0.2	0.0	3.8
Massachusetts	100.0	75.0	5.7	3.4	11.6	0.0	0.0	4.3
Michigan	100.0	79.5	11.8	1.2	3.9	0.5	0.2	2.9
Minnesota	100.0	82.3	3.5	3.8	6.0	1.3	0.0	3.2
Mississippi	100.0	46.9	47.3	0.8	2.6	1.2	0.0	1.1
Missouri	100.0	81.7	9.4	1.3	3.9	0.1	0.0	3.6
Montana	100.0	81.8	0.0	1.2	3.0	4.7	0.0	9.3
Nebraska	100.0	81.0	4.4	0.5	11.5	0.6	0.0	2.0
Nevada	100.0	46.5	10.7	4.2	33.7	0.7	0.0	4.1
New Hampshire	100.0	91.7	1.2	0.6	3.1	0.0	0.0	3.3
New Jersey	100.0	62.4	11.7	4.1	19.2	0.1	0.0	2.6
New Mexico	100.0	19.6	1.2	2.3	62.5	12.5	0.0	1.9
New York	100.0	61.8	13.9	3.2	18.1	0.2	0.1	2.7
North Carolina	100.0	53.5	32.5	1.5	7.7	1.6	0.0	3.2
North Dakota	100.0	84.1	0.0	0.6	0.6	9.1	0.0	5.6
Ohio	100.0	82.8	10.7	0.6	3.0	0.1	0.0	2.8
Oklahoma	100.0	66.2	6.9	1.2	10.5	8.4	0.0	6.7
Oregon	100.0	76.7	0.6	3.0	12.8	0.9	0.5	5.5
Pennsylvania	100.0	78.8	11.7	1.4	6.0	0.0	0.0	2.0
Rhode Island	100.0	66.3	10.2	1.1	17.6	0.0	0.0	4.8
South Carolina	100.0	52.7	39.9	0.6	4.5	0.5	0.0	1.8
South Dakota	100.0	82.5	0.0	0.9	4.2	11.0	0.1	1.3
Tennessee	100.0	74.8	18.2	0.8	4.1	0.0	0.0	2.1
Texas	100.0	31.8	12.6	2.3	51.0	0.1	0.1	2.1
Utah	100.0	84.0	1.8	1.6	9.4	0.4	0.3	2.5
Vermont	100.0	94.3	0.1	1.1	1.3	0.0	0.0	3.1
Virginia	100.0	56.1	23.8	6.9	10.6	0.1	0.2	2.2
Washington	100.0	72.8	3.5	5.5	13.0	0.5	0.2	4.6
West Virginia	100.0	96.6	0.6	0.0	1.3	0.0	0.0	1.5
Wisconsin	100.0	81.4	7.3	1.4	7.8	0.3	0.1	1.8
Wyoming	100.0	79.2	0.0	0.0	11.8	2.0	0.7	6.2

Table 3-6a (Counts)
Educational Attainment
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	2,307,260	161,836	773,789	587,655	301,434	482,546
Alabama	32,126	2,156	13,677	7,147	3,623	5,523
Alaska	7,152	591	2,695	1,768	716	1,382
Arizona	47,730	5,943	16,086	14,283	5,339	6,079
Arkansas	19,566	1,677	7,673	4,401	2,518	3,297
California	279,203	18,436	73,775	89,233	37,670	60,089
Colorado	39,203	2,353	12,222	11,016	3,964	9,648
Connecticut	26,521	1,147	8,969	4,962	2,792	8,651
Delaware	6,157	579	1,664	1,572	915	1,427
District of Columbia	3,704	419	1,498	835	117	835
Florida	107,319	7,655	38,624	25,180	15,559	20,301
Georgia	83,019	5,930	29,802	19,146	10,880	17,261
Hawaii	10,133	406	3,854	2,586	1,513	1,774
Idaho	13,855	771	4,340	4,930	1,474	2,340
Illinois	83,376	4,618	23,778	22,272	12,854	19,854
Indiana	45,193	2,789	18,814	11,247	4,862	7,481
Iowa	27,729	1,422	8,951	7,471	4,728	5,157
Kansas	29,843	2,028	8,520	8,195	4,259	6,841
Kentucky	36,785	1,323	14,657	10,061	4,211	6,533
Louisiana	31,958	4,028	13,128	7,589	2,816	4,397
Maine	8,151	203	3,357	1,472	984	2,135
Maryland	42,117	2,291	16,855	9,953	4,252	8,766
Massachusetts	47,079	2,484	13,806	9,155	6,611	15,023
Michigan	50,307	2,342	16,228	14,372	6,822	10,543
Minnesota	46,492	2,281	12,161	10,519	8,598	12,933
Mississippi	20,115	2,058	7,253	4,575	2,885	3,344
Missouri	37,999	1,896	13,428	8,720	4,805	9,150
Montana	8,024	654	3,029	2,646	808	887
Nebraska	16,994	926	4,693	5,603	1,752	4,020
Nevada	18,196	1,715	6,909	5,258	1,958	2,356
New Hampshire	8,552	283	2,795	1,776	1,434	2,264
New Jersey	75,965	5,235	24,870	15,486	7,786	22,588
New Mexico	16,461	1,400	6,212	4,119	2,553	2,177
New York	177,517	11,425	58,487	40,923	27,466	39,216
North Carolina	59,622	3,359	17,626	15,269	10,296	13,072
North Dakota	6,756	348	1,915	2,532	975	986
Ohio	73,816	2,540	30,673	18,760	10,193	11,650
Oklahoma	27,237	3,018	10,790	7,134	2,357	3,938
Oregon	28,561	1,666	7,257	8,858	3,628	7,152
Pennsylvania	68,757	2,538	30,861	11,685	8,541	15,132
Rhode Island	4,217	367	1,583	757	510	1,000
South Carolina	36,770	2,427	12,962	7,864	6,009	7,508
South Dakota	6,703	630	2,241	1,697	1,069	1,066
Tennessee	43,648	2,847	18,892	10,407	3,843	7,659
Texas	226,537	29,122	76,672	55,429	23,731	41,583
Utah	32,312	2,968	9,722	9,395	4,155	6,072
Vermont	5,720	116	2,263	903	905	1,533
Virginia	68,790	6,222	23,216	16,202	7,379	15,771
Washington	55,743	2,007	14,885	15,925	8,470	14,456
West Virginia	12,742	491	5,959	3,295	1,759	1,238
Wisconsin	38,254	1,538	11,274	10,887	6,787	7,768
Wyoming	6,534	168	2,188	2,185	1,303	690

Table 3-6b (Percentages)
Educational Attainment
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	100.0%	7.0%	33.5%	25.5%	13.1%	20.9%
Alabama	100.0	6.7	42.6	22.2	11.3	17.2
Alaska	100.0	8.3	37.7	24.7	10.0	19.3
Arizona	100.0	12.5	33.7	29.9	11.2	12.7
Arkansas	100.0	8.6	39.2	22.5	12.9	16.9
California	100.0	6.6	26.4	32.0	13.5	21.5
Colorado	100.0	6.0	31.2	28.1	10.1	24.6
Connecticut	100.0	4.3	33.8	18.7	10.5	32.6
Delaware	100.0	9.4	27.0	25.5	14.9	23.2
District of Columbia	100.0	11.3	40.4	22.5	3.2	22.5
Florida	100.0	7.1	36.0	23.5	14.5	18.9
Georgia	100.0	7.1	35.9	23.1	13.1	20.8
Hawaii	100.0	4.0	38.0	25.5	14.9	17.5
Idaho	100.0	5.6	31.3	35.6	10.6	16.9
Illinois	100.0	5.5	28.5	26.7	15.4	23.8
Indiana	100.0	6.2	41.6	24.9	10.8	16.6
Iowa	100.0	5.1	32.3	26.9	17.1	18.6
Kansas	100.0	6.8	28.5	27.5	14.3	22.9
Kentucky	100.0	3.6	39.8	27.4	11.4	17.8
Louisiana	100.0	12.6	41.1	23.7	8.8	13.8
Maine	100.0	2.5	41.2	18.1	12.1	26.2
Maryland	100.0	5.4	40.0	23.6	10.1	20.8
Massachusetts	100.0	5.3	29.3	19.4	14.0	31.9
Michigan	100.0	4.7	32.3	28.6	13.6	21.0
Minnesota	100.0	4.9	26.2	22.6	18.5	27.8
Mississippi	100.0	10.2	36.1	22.7	14.3	16.6
Missouri	100.0	5.0	35.3	22.9	12.6	24.1
Montana	100.0	8.2	37.7	33.0	10.1	11.1
Nebraska	100.0	5.4	27.6	33.0	10.3	23.7
Nevada	100.0	9.4	38.0	28.9	10.8	12.9
New Hampshire	100.0	3.3	32.7	20.8	16.8	26.5
New Jersey	100.0	6.9	32.7	20.4	10.2	29.7
New Mexico	100.0	8.5	37.7	25.0	15.5	13.2
New York	100.0	6.4	32.9	23.1	15.5	22.1
North Carolina	100.0	5.6	29.6	25.6	17.3	21.9
North Dakota	100.0	5.2	28.3	37.5	14.4	14.6
Ohio	100.0	3.4	41.6	25.4	13.8	15.8
Oklahoma	100.0	11.1	39.6	26.2	8.7	14.5
Oregon	100.0	5.8	25.4	31.0	12.7	25.0
Pennsylvania	100.0	3.7	44.9	17.0	12.4	22.0
Rhode Island	100.0	8.7	37.5	18.0	12.1	23.7
South Carolina	100.0	6.6	35.3	21.4	16.3	20.4
South Dakota	100.0	9.4	33.4	25.3	15.9	15.9
Tennessee	100.0	6.5	43.3	23.8	8.8	17.5
Texas	100.0	12.9	33.8	24.5	10.5	18.4
Utah	100.0	9.2	30.1	29.1	12.9	18.8
Vermont	100.0	2.0	39.6	15.8	15.8	26.8
Virginia	100.0	9.0	33.7	23.6	10.7	22.9
Washington	100.0	3.6	26.7	28.6	15.2	25.9
West Virginia	100.0	3.9	46.8	25.9	13.8	9.7
Wisconsin	100.0	4.0	29.5	28.5	17.7	20.3
Wyoming	100.0	2.6	33.5	33.4	19.9	10.6

Table 3-7a (Counts)
Household Total Income
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+	N.A.*	Av. HH Income
United States	2,307,260	42,146	76,145	109,735	127,434	132,700	282,164	1,532,073	4,863	\$122,307
Alabama	32,126	564	1,995	1,818	2,127	2,099	4,723	18,741	59	101,981
Alaska	7,152	69	103	243	199	394	938	5,206	0	126,006
Arizona	47,730	625	1,581	2,180	2,746	2,679	5,362	32,439	118	117,650
Arkansas	19,566	519	956	1,335	1,226	2,027	3,256	10,247	0	102,111
California	279,203	5,116	5,212	8,925	10,722	12,313	27,923	208,273	719	141,451
Colorado	39,203	455	1,233	1,665	2,188	2,560	4,499	26,579	24	129,138
Connecticut	26,521	395	657	919	747	1,051	2,631	20,032	89	142,489
Delaware	6,157	0	236	102	751	186	492	4,333	57	124,974
District of Columbia	3,704	248	71	73	342	93	350	2,527	0	132,246
Florida	107,319	1,676	4,328	6,782	6,504	8,853	14,579	64,456	141	102,881
Georgia	83,019	2,197	4,148	5,361	5,046	5,042	10,830	50,025	370	109,634
Hawaii	10,133	18	42	127	300	185	1,438	7,906	117	168,208
Idaho	13,855	215	520	503	792	949	2,109	8,767	0	112,631
Illinois	83,376	1,016	2,714	4,163	4,651	3,954	8,922	57,944	12	123,751
Indiana	45,193	894	1,550	2,554	2,739	3,191	6,310	27,882	73	103,829
Iowa	27,729	460	1,292	1,264	1,676	1,609	4,062	17,117	249	104,744
Kansas	29,843	430	1,622	1,999	1,707	1,955	4,106	17,837	187	107,231
Kentucky	36,785	1,195	1,915	2,532	2,377	1,872	5,832	20,956	106	97,517
Louisiana	31,958	1,193	2,115	2,746	2,858	2,901	5,386	14,759	0	86,650
Maine	8,151	119	225	370	683	555	1,028	5,171	0	110,281
Maryland	42,117	863	1,690	1,549	2,029	2,240	3,516	30,117	113	137,937
Massachusetts	47,079	725	607	2,081	2,667	2,248	3,566	34,970	215	154,470
Michigan	50,307	771	2,070	2,815	2,997	3,113	6,334	32,157	50	117,350
Minnesota	46,492	210	1,087	2,072	2,459	2,535	4,911	33,187	31	133,548
Mississippi	20,115	849	1,594	1,366	1,504	1,679	3,619	9,450	54	85,358
Missouri	37,999	718	1,593	2,534	2,687	2,048	5,258	23,140	21	105,647
Montana	8,024	183	295	339	571	383	988	5,265	0	104,444
Nebraska	16,994	584	943	660	664	1,154	2,184	10,618	187	107,704
Nevada	18,196	252	90	1,291	634	1,125	1,740	13,064	0	129,298
New Hampshire	8,552	61	270	427	282	291	844	6,349	28	139,570
New Jersey	75,965	685	1,220	1,772	2,969	2,506	6,383	60,401	29	155,546
New Mexico	16,461	245	1,264	1,190	1,468	1,259	2,904	8,119	12	91,109
New York	177,517	3,886	4,597	6,017	9,534	8,342	19,451	125,388	302	141,407
North Carolina	59,622	673	2,384	4,528	5,478	4,560	9,941	31,932	126	97,739
North Dakota	6,756	197	195	143	545	293	880	4,488	15	128,198
Ohio	73,816	702	2,157	2,654	4,079	4,869	10,052	49,227	76	115,998
Oklahoma	27,237	598	1,449	1,495	2,166	1,949	4,252	15,328	0	99,855
Oregon	28,561	633	698	1,585	1,316	1,655	2,498	20,176	0	126,486
Pennsylvania	68,757	1,318	2,132	2,377	4,012	4,283	9,826	44,692	117	117,443
Rhode Island	4,217	127	106	109	175	193	766	2,741	0	124,138
South Carolina	36,770	790	1,291	3,130	2,653	2,864	5,076	20,960	6	102,344
South Dakota	6,703	73	107	394	176	387	1,454	4,088	24	122,930
Tennessee	43,648	1,147	1,814	2,205	2,700	2,763	5,940	27,038	41	110,460
Texas	226,537	5,114	8,184	12,691	14,903	14,274	29,280	141,604	487	110,957
Utah	32,312	461	513	1,105	815	1,386	3,215	24,574	243	135,099
Vermont	5,720	0	27	110	384	472	353	4,294	80	122,172
Virginia	68,790	1,526	2,632	3,282	3,310	4,574	8,037	45,362	67	127,268
Washington	55,743	337	1,531	1,257	1,652	1,930	6,219	42,817	0	147,938
West Virginia	12,742	201	214	711	455	889	1,952	8,320	0	109,255
Wisconsin	38,254	689	740	1,931	1,268	1,576	4,713	27,119	218	119,318
Wyoming	6,534	124	136	254	501	392	1,236	3,891	0	110,699

* Not Ascertained. Not included in the percentage calculations.

Table 3-7b (Percentages)
Household Total Income
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+
United States	100.0%	1.8%	3.3%	4.8%	5.5%	5.8%	12.3%	66.5%
Alabama	100.0	1.8	6.2	5.7	6.6	6.5	14.7	58.4
Alaska	100.0	1.0	1.4	3.4	2.8	5.5	13.1	72.8
Arizona	100.0	1.3	3.3	4.6	5.8	5.6	11.3	68.1
Arkansas	100.0	2.7	4.9	6.8	6.3	10.4	16.6	52.4
California	100.0	1.8	1.9	3.2	3.9	4.4	10.0	74.8
Colorado	100.0	1.2	3.1	4.2	5.6	6.5	11.5	67.8
Connecticut	100.0	1.5	2.5	3.5	2.8	4.0	10.0	75.8
Delaware	100.0	0.0	3.9	1.7	12.3	3.0	8.1	71.0
District of Columbia	100.0	6.7	1.9	2.0	9.2	2.5	9.4	68.2
Florida	100.0	1.6	4.0	6.3	6.1	8.3	13.6	60.1
Georgia	100.0	2.7	5.0	6.5	6.1	6.1	13.1	60.5
Hawaii	100.0	0.2	0.4	1.3	3.0	1.8	14.4	78.9
Idaho	100.0	1.6	3.8	3.6	5.7	6.8	15.2	63.3
Illinois	100.0	1.2	3.3	5.0	5.6	4.7	10.7	69.5
Indiana	100.0	2.0	3.4	5.7	6.1	7.1	14.0	61.8
Iowa	100.0	1.7	4.7	4.6	6.1	5.9	14.8	62.3
Kansas	100.0	1.4	5.5	6.7	5.8	6.6	13.8	60.1
Kentucky	100.0	3.3	5.2	6.9	6.5	5.1	15.9	57.1
Louisiana	100.0	3.7	6.6	8.6	8.9	9.1	16.9	46.2
Maine	100.0	1.5	2.8	4.5	8.4	6.8	12.6	63.4
Maryland	100.0	2.1	4.0	3.7	4.8	5.3	8.4	71.7
Massachusetts	100.0	1.5	1.3	4.4	5.7	4.8	7.6	74.6
Michigan	100.0	1.5	4.1	5.6	6.0	6.2	12.6	64.0
Minnesota	100.0	0.5	2.3	4.5	5.3	5.5	10.6	71.4
Mississippi	100.0	4.2	7.9	6.8	7.5	8.4	18.0	47.1
Missouri	100.0	1.9	4.2	6.7	7.1	5.4	13.8	60.9
Montana	100.0	2.3	3.7	4.2	7.1	4.8	12.3	65.6
Nebraska	100.0	3.5	5.6	3.9	4.0	6.9	13.0	63.2
Nevada	100.0	1.4	0.5	7.1	3.5	6.2	9.6	71.8
New Hampshire	100.0	0.7	3.2	5.0	3.3	3.4	9.9	74.5
New Jersey	100.0	0.9	1.6	2.3	3.9	3.3	8.4	79.5
New Mexico	100.0	1.5	7.7	7.2	8.9	7.7	17.7	49.4
New York	100.0	2.2	2.6	3.4	5.4	4.7	11.0	70.8
North Carolina	100.0	1.1	4.0	7.6	9.2	7.7	16.7	53.7
North Dakota	100.0	2.9	2.9	2.1	8.1	4.3	13.1	66.6
Ohio	100.0	1.0	2.9	3.6	5.5	6.6	13.6	66.8
Oklahoma	100.0	2.2	5.3	5.5	8.0	7.2	15.6	56.3
Oregon	100.0	2.2	2.4	5.5	4.6	5.8	8.7	70.6
Pennsylvania	100.0	1.9	3.1	3.5	5.8	6.2	14.3	65.1
Rhode Island	100.0	3.0	2.5	2.6	4.1	4.6	18.2	65.0
South Carolina	100.0	2.1	3.5	8.5	7.2	7.8	13.8	57.0
South Dakota	100.0	1.1	1.6	5.9	2.6	5.8	21.8	61.2
Tennessee	100.0	2.6	4.2	5.1	6.2	6.3	13.6	62.0
Texas	100.0	2.3	3.6	5.6	6.6	6.3	13.0	62.6
Utah	100.0	1.4	1.6	3.4	2.5	4.3	10.0	76.6
Vermont	100.0	0.0	0.5	2.0	6.8	8.4	6.3	76.1
Virginia	100.0	2.2	3.8	4.8	4.8	6.7	11.7	66.0
Washington	100.0	0.6	2.7	2.3	3.0	3.5	11.2	76.8
West Virginia	100.0	1.6	1.7	5.6	3.6	7.0	15.3	65.3
Wisconsin	100.0	1.8	1.9	5.1	3.3	4.1	12.4	71.3
Wyoming	100.0	1.9	2.1	3.9	7.7	6.0	18.9	59.6

Table 3-8a (Counts)

Poverty Status

K-12 ESP Work Force by State, 2023

	All K-12 ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+	N.A.*
United States	2,307,260	146,168	168,346	202,020	441,317	409,947	935,603	3,859
Alabama	32,126	2,495	2,906	2,571	7,622	5,664	10,809	59
Alaska	7,152	326	346	616	1,828	1,117	2,919	0
Arizona	47,730	3,056	3,773	4,456	10,865	9,064	16,473	43
Arkansas	19,566	1,515	2,217	2,623	4,100	3,044	6,067	0
California	279,203	16,177	17,218	22,043	52,041	51,844	119,413	467
Colorado	39,203	2,113	2,535	3,618	8,298	6,550	16,065	24
Connecticut	26,521	1,167	1,023	1,434	3,729	4,787	14,337	44
Delaware	6,157	221	477	363	1,333	806	2,900	57
District of Columbia	3,704	260	253	280	657	753	1,501	0
Florida	107,319	6,291	10,469	11,206	22,969	20,985	35,264	135
Georgia	83,019	6,977	6,812	7,250	17,434	13,827	30,501	218
Hawaii	10,133	381	363	581	1,569	2,081	5,071	87
Idaho	13,855	956	1,355	1,388	3,058	2,461	4,637	0
Illinois	83,376	4,208	5,605	7,366	14,606	15,559	36,020	12
Indiana	45,193	3,450	4,473	3,443	8,590	8,965	16,199	73
Iowa	27,729	1,903	1,880	2,470	6,820	5,156	9,251	249
Kansas	29,843	2,248	2,409	2,921	6,563	5,642	9,873	187
Kentucky	36,785	3,335	3,950	3,031	7,282	7,426	11,655	106
Louisiana	31,958	3,588	3,510	3,892	7,562	5,583	7,823	0
Maine	8,151	400	859	414	1,852	1,614	3,012	0
Maryland	42,117	2,332	2,916	3,235	5,613	7,327	20,581	113
Massachusetts	47,079	2,470	2,582	3,270	7,054	6,071	25,417	215
Michigan	50,307	2,958	3,861	4,391	10,394	9,037	19,650	16
Minnesota	46,492	2,796	2,828	3,561	7,903	8,616	20,757	31
Mississippi	20,115	2,571	2,681	2,397	3,998	3,437	4,977	54
Missouri	37,999	2,839	2,095	4,520	8,065	7,526	12,954	0
Montana	8,024	582	469	832	2,528	884	2,729	0
Nebraska	16,994	1,553	1,871	1,001	2,993	3,406	5,983	187
Nevada	18,196	1,015	998	1,295	3,372	3,918	7,598	0
New Hampshire	8,552	565	422	539	1,323	1,474	4,201	28
New Jersey	75,965	2,703	2,447	4,418	10,859	11,755	43,754	29
New Mexico	16,461	1,770	2,785	2,197	3,147	2,236	4,314	12
New York	177,517	11,055	10,847	11,381	28,162	29,735	86,125	212
North Carolina	59,622	3,094	5,637	8,629	14,087	9,469	18,668	38
North Dakota	6,756	363	251	568	1,750	1,150	2,659	15
Ohio	73,816	3,211	3,899	5,614	14,575	13,633	32,808	76
Oklahoma	27,237	2,304	3,219	3,019	5,724	4,427	8,544	0
Oregon	28,561	2,037	1,848	2,374	4,984	5,352	11,966	0
Pennsylvania	68,757	4,282	3,856	6,560	12,016	12,208	29,718	117
Rhode Island	4,217	264	276	126	914	508	2,129	0
South Carolina	36,770	2,675	2,993	4,474	8,300	5,743	12,579	6
South Dakota	6,703	175	473	1,012	1,424	1,098	2,497	24
Tennessee	43,648	2,947	3,628	3,560	9,233	7,128	17,111	41
Texas	226,537	16,465	20,914	24,214	45,447	39,001	80,120	376
Utah	32,312	1,720	1,339	2,574	6,975	6,970	12,495	239
Vermont	5,720	113	295	428	1,047	1,025	2,734	78
Virginia	68,790	4,658	5,267	5,613	11,333	11,739	30,113	67
Washington	55,743	2,153	2,522	3,293	8,322	9,882	29,571	0
West Virginia	12,742	660	818	1,084	2,926	2,862	4,392	0
Wisconsin	38,254	2,473	1,546	3,329	6,695	8,199	15,888	124
Wyoming	6,534	298	330	546	1,376	1,203	2,781	0

* Not Ascertained. Not included in the percentage calculations.

Table 3-8b (Percentages)

Poverty Status

K-12 ESP Work Force by State, 2023

	All K-12 ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+
United States	100.0%	6.3%	7.3%	8.8%	19.2%	17.8%	40.6%
Alabama	100.0	7.8	9.1	8.0	23.8	17.7	33.7
Alaska	100.0	4.6	4.8	8.6	25.6	15.6	40.8
Arizona	100.0	6.4	7.9	9.3	22.8	19.0	34.5
Arkansas	100.0	7.7	11.3	13.4	21.0	15.6	31.0
California	100.0	5.8	6.2	7.9	18.7	18.6	42.8
Colorado	100.0	5.4	6.5	9.2	21.2	16.7	41.0
Connecticut	100.0	4.4	3.9	5.4	14.1	18.1	54.1
Delaware	100.0	3.6	7.8	6.0	21.9	13.2	47.5
District of Columbia	100.0	7.0	6.8	7.6	17.7	20.3	40.5
Florida	100.0	5.9	9.8	10.5	21.4	19.6	32.9
Georgia	100.0	8.4	8.2	8.8	21.1	16.7	36.8
Hawaii	100.0	3.8	3.6	5.8	15.6	20.7	50.5
Idaho	100.0	6.9	9.8	10.0	22.1	17.8	33.5
Illinois	100.0	5.0	6.7	8.8	17.5	18.7	43.2
Indiana	100.0	7.6	9.9	7.6	19.0	19.9	35.9
Iowa	100.0	6.9	6.8	9.0	24.8	18.8	33.7
Kansas	100.0	7.6	8.1	9.8	22.1	19.0	33.3
Kentucky	100.0	9.1	10.8	8.3	19.9	20.2	31.8
Louisiana	100.0	11.2	11.0	12.2	23.7	17.5	24.5
Maine	100.0	4.9	10.5	5.1	22.7	19.8	37.0
Maryland	100.0	5.6	6.9	7.7	13.4	17.4	49.0
Massachusetts	100.0	5.3	5.5	7.0	15.1	13.0	54.2
Michigan	100.0	5.9	7.7	8.7	20.7	18.0	39.1
Minnesota	100.0	6.0	6.1	7.7	17.0	18.5	44.7
Mississippi	100.0	12.8	13.4	11.9	19.9	17.1	24.8
Missouri	100.0	7.5	5.5	11.9	21.2	19.8	34.1
Montana	100.0	7.3	5.8	10.4	31.5	11.0	34.0
Nebraska	100.0	9.2	11.1	6.0	17.8	20.3	35.6
Nevada	100.0	5.6	5.5	7.1	18.5	21.5	41.8
New Hampshire	100.0	6.6	5.0	6.3	15.5	17.3	49.3
New Jersey	100.0	3.6	3.2	5.8	14.3	15.5	57.6
New Mexico	100.0	10.8	16.9	13.4	19.1	13.6	26.2
New York	100.0	6.2	6.1	6.4	15.9	16.8	48.6
North Carolina	100.0	5.2	9.5	14.5	23.6	15.9	31.3
North Dakota	100.0	5.4	3.7	8.4	26.0	17.1	39.4
Ohio	100.0	4.4	5.3	7.6	19.8	18.5	44.5
Oklahoma	100.0	8.5	11.8	11.1	21.0	16.3	31.4
Oregon	100.0	7.1	6.5	8.3	17.5	18.7	41.9
Pennsylvania	100.0	6.2	5.6	9.6	17.5	17.8	43.3
Rhode Island	100.0	6.3	6.5	3.0	21.7	12.0	50.5
South Carolina	100.0	7.3	8.1	12.2	22.6	15.6	34.2
South Dakota	100.0	2.6	7.1	15.2	21.3	16.4	37.4
Tennessee	100.0	6.8	8.3	8.2	21.2	16.3	39.2
Texas	100.0	7.3	9.2	10.7	20.1	17.2	35.4
Utah	100.0	5.4	4.2	8.0	21.7	21.7	39.0
Vermont	100.0	2.0	5.2	7.6	18.6	18.2	48.5
Virginia	100.0	6.8	7.7	8.2	16.5	17.1	43.8
Washington	100.0	3.9	4.5	5.9	14.9	17.7	53.0
West Virginia	100.0	5.2	6.4	8.5	23.0	22.5	34.5
Wisconsin	100.0	6.5	4.1	8.7	17.6	21.5	41.7
Wyoming	100.0	4.6	5.1	8.4	21.1	18.4	42.6

Table 3-9a (Counts)

Marital Status

K-12 ESP Work Force by State, 2023

	All K-12 ESP	Married	Widowed, Divorced, Separated	Single
United States	2,307,260	1,368,034	396,388	542,838
Alabama	32,126	19,773	6,498	5,855
Alaska	7,152	4,657	809	1,686
Arizona	47,730	25,755	8,448	13,527
Arkansas	19,566	12,220	3,584	3,762
California	279,203	152,237	40,749	86,217
Colorado	39,203	22,881	7,496	8,826
Connecticut	26,521	15,784	3,354	7,383
Delaware	6,157	3,203	1,436	1,518
District of Columbia	3,704	1,087	812	1,805
Florida	107,319	59,966	24,269	23,084
Georgia	83,019	48,951	17,435	16,633
Hawaii	10,133	4,956	1,529	3,648
Idaho	13,855	9,119	1,754	2,982
Illinois	83,376	49,058	12,896	21,422
Indiana	45,193	29,200	8,698	7,295
Iowa	27,729	17,378	4,379	5,972
Kansas	29,843	18,606	4,636	6,601
Kentucky	36,785	24,037	6,307	6,441
Louisiana	31,958	16,938	7,262	7,758
Maine	8,151	5,378	1,382	1,391
Maryland	42,117	22,256	8,140	11,721
Massachusetts	47,079	25,857	6,978	14,244
Michigan	50,307	31,964	8,363	9,980
Minnesota	46,492	28,660	5,699	12,133
Mississippi	20,115	11,569	3,260	5,286
Missouri	37,999	23,232	6,802	7,965
Montana	8,024	4,549	1,621	1,854
Nebraska	16,994	11,030	2,272	3,692
Nevada	18,196	9,813	3,297	5,086
New Hampshire	8,552	5,130	1,623	1,799
New Jersey	75,965	48,145	10,469	17,351
New Mexico	16,461	8,733	3,011	4,717
New York	177,517	96,378	29,267	51,872
North Carolina	59,622	34,424	12,156	13,042
North Dakota	6,756	4,222	854	1,680
Ohio	73,816	50,072	11,985	11,759
Oklahoma	27,237	16,995	5,328	4,914
Oregon	28,561	16,808	5,471	6,282
Pennsylvania	68,757	40,695	13,207	14,855
Rhode Island	4,217	2,362	881	974
South Carolina	36,770	20,564	7,933	8,273
South Dakota	6,703	4,049	1,238	1,416
Tennessee	43,648	27,883	7,516	8,249
Texas	226,537	139,801	41,984	44,752
Utah	32,312	20,709	3,197	8,406
Vermont	5,720	3,571	563	1,586
Virginia	68,790	42,102	12,408	14,280
Washington	55,743	36,100	9,028	10,615
West Virginia	12,742	8,697	2,546	1,499
Wisconsin	38,254	25,934	4,509	7,811
Wyoming	6,534	4,546	1,049	939

Table 3-9b (Percentages)

Marital Status

K-12 ESP Work Force by State, 2023

	All K-12 ESP	Married	Widowed, Divorced, Separated	Single
United States	100.0%	59.3%	17.2%	23.5%
Alabama	100.0	61.5	20.2	18.2
Alaska	100.0	65.1	11.3	23.6
Arizona	100.0	54.0	17.7	28.3
Arkansas	100.0	62.5	18.3	19.2
California	100.0	54.5	14.6	30.9
Colorado	100.0	58.4	19.1	22.5
Connecticut	100.0	59.5	12.6	27.8
Delaware	100.0	52.0	23.3	24.7
District of Columbia	100.0	29.3	21.9	48.7
Florida	100.0	55.9	22.6	21.5
Georgia	100.0	59.0	21.0	20.0
Hawaii	100.0	48.9	15.1	36.0
Idaho	100.0	65.8	12.7	21.5
Illinois	100.0	58.8	15.5	25.7
Indiana	100.0	64.6	19.2	16.1
Iowa	100.0	62.7	15.8	21.5
Kansas	100.0	62.3	15.5	22.1
Kentucky	100.0	65.3	17.1	17.5
Louisiana	100.0	53.0	22.7	24.3
Maine	100.0	66.0	17.0	17.1
Maryland	100.0	52.8	19.3	27.8
Massachusetts	100.0	54.9	14.8	30.3
Michigan	100.0	63.5	16.6	19.8
Minnesota	100.0	61.6	12.3	26.1
Mississippi	100.0	57.5	16.2	26.3
Missouri	100.0	61.1	17.9	21.0
Montana	100.0	56.7	20.2	23.1
Nebraska	100.0	64.9	13.4	21.7
Nevada	100.0	53.9	18.1	28.0
New Hampshire	100.0	60.0	19.0	21.0
New Jersey	100.0	63.4	13.8	22.8
New Mexico	100.0	53.1	18.3	28.7
New York	100.0	54.3	16.5	29.2
North Carolina	100.0	57.7	20.4	21.9
North Dakota	100.0	62.5	12.6	24.9
Ohio	100.0	67.8	16.2	15.9
Oklahoma	100.0	62.4	19.6	18.0
Oregon	100.0	58.8	19.2	22.0
Pennsylvania	100.0	59.2	19.2	21.6
Rhode Island	100.0	56.0	20.9	23.1
South Carolina	100.0	55.9	21.6	22.5
South Dakota	100.0	60.4	18.5	21.1
Tennessee	100.0	63.9	17.2	18.9
Texas	100.0	61.7	18.5	19.8
Utah	100.0	64.1	9.9	26.0
Vermont	100.0	62.4	9.8	27.7
Virginia	100.0	61.2	18.0	20.8
Washington	100.0	64.8	16.2	19.0
West Virginia	100.0	68.3	20.0	11.8
Wisconsin	100.0	67.8	11.8	20.4
Wyoming	100.0	69.6	16.1	14.4

Table 3-10a (Counts)
Household Relationship
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Head	Spouse	Child/Other*
United States	2,307,260	1,155,400	688,213	463,647
Alabama	32,126	17,695	9,724	4,707
Alaska	7,152	3,549	2,035	1,568
Arizona	47,730	20,869	13,157	13,704
Arkansas	19,566	11,227	5,967	2,372
California	279,203	126,302	72,068	80,833
Colorado	39,203	20,441	10,963	7,799
Connecticut	26,521	12,893	8,464	5,164
Delaware	6,157	3,538	1,493	1,126
District of Columbia	3,704	1,965	542	1,197
Florida	107,319	56,637	28,674	22,008
Georgia	83,019	41,057	27,313	14,649
Hawaii	10,133	3,663	2,018	4,452
Idaho	13,855	6,385	4,486	2,984
Illinois	83,376	41,886	26,102	15,388
Indiana	45,193	23,671	15,481	6,041
Iowa	27,729	14,610	9,335	3,784
Kansas	29,843	14,248	10,414	5,181
Kentucky	36,785	19,578	11,465	5,742
Louisiana	31,958	18,243	8,196	5,519
Maine	8,151	4,119	2,901	1,131
Maryland	42,117	21,479	10,977	9,661
Massachusetts	47,079	23,120	13,043	10,916
Michigan	50,307	26,178	16,954	7,175
Minnesota	46,492	21,726	15,874	8,892
Mississippi	20,115	10,629	5,885	3,601
Missouri	37,999	18,173	13,671	6,155
Montana	8,024	3,751	2,508	1,765
Nebraska	16,994	8,373	5,822	2,799
Nevada	18,196	8,065	4,937	5,194
New Hampshire	8,552	3,754	2,810	1,988
New Jersey	75,965	35,874	25,262	14,829
New Mexico	16,461	8,401	4,315	3,745
New York	177,517	88,695	46,825	41,997
North Carolina	59,622	33,476	16,948	9,198
North Dakota	6,756	3,681	1,859	1,216
Ohio	73,816	39,894	25,771	8,151
Oklahoma	27,237	14,701	8,208	4,328
Oregon	28,561	14,544	7,577	6,440
Pennsylvania	68,757	36,603	21,406	10,748
Rhode Island	4,217	2,587	1,043	587
South Carolina	36,770	20,159	9,799	6,812
South Dakota	6,703	3,398	1,870	1,435
Tennessee	43,648	22,939	13,287	7,422
Texas	226,537	112,770	70,625	43,142
Utah	32,312	13,570	10,107	8,635
Vermont	5,720	2,699	1,782	1,239
Virginia	68,790	35,567	20,595	12,628
Washington	55,743	28,085	17,782	9,876
West Virginia	12,742	7,532	3,953	1,257
Wisconsin	38,254	19,042	13,396	5,816
Wyoming	6,534	3,359	2,524	651

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

Table 3-10b (Percentages)
Household Relationship
K-12 ESP Work Force by State, 2023

	All K-12 ESP	Head	Spouse	Child/Other*
United States	100.0%	50.1%	29.8%	20.1%
Alabama	100.0	55.1	30.3	14.7
Alaska	100.0	49.6	28.5	21.9
Arizona	100.0	43.7	27.6	28.7
Arkansas	100.0	57.4	30.5	12.1
California	100.0	45.2	25.8	29.0
Colorado	100.0	52.1	28.0	19.9
Connecticut	100.0	48.6	31.9	19.5
Delaware	100.0	57.5	24.2	18.3
District of Columbia	100.0	53.1	14.6	32.3
Florida	100.0	52.8	26.7	20.5
Georgia	100.0	49.5	32.9	17.6
Hawaii	100.0	36.1	19.9	43.9
Idaho	100.0	46.1	32.4	21.5
Illinois	100.0	50.2	31.3	18.5
Indiana	100.0	52.4	34.3	13.4
Iowa	100.0	52.7	33.7	13.6
Kansas	100.0	47.7	34.9	17.4
Kentucky	100.0	53.2	31.2	15.6
Louisiana	100.0	57.1	25.6	17.3
Maine	100.0	50.5	35.6	13.9
Maryland	100.0	51.0	26.1	22.9
Massachusetts	100.0	49.1	27.7	23.2
Michigan	100.0	52.0	33.7	14.3
Minnesota	100.0	46.7	34.1	19.1
Mississippi	100.0	52.8	29.3	17.9
Missouri	100.0	47.8	36.0	16.2
Montana	100.0	46.7	31.3	22.0
Nebraska	100.0	49.3	34.3	16.5
Nevada	100.0	44.3	27.1	28.5
New Hampshire	100.0	43.9	32.9	23.2
New Jersey	100.0	47.2	33.3	19.5
New Mexico	100.0	51.0	26.2	22.8
New York	100.0	50.0	26.4	23.7
North Carolina	100.0	56.1	28.4	15.4
North Dakota	100.0	54.5	27.5	18.0
Ohio	100.0	54.0	34.9	11.0
Oklahoma	100.0	54.0	30.1	15.9
Oregon	100.0	50.9	26.5	22.5
Pennsylvania	100.0	53.2	31.1	15.6
Rhode Island	100.0	61.3	24.7	13.9
South Carolina	100.0	54.8	26.6	18.5
South Dakota	100.0	50.7	27.9	21.4
Tennessee	100.0	52.6	30.4	17.0
Texas	100.0	49.8	31.2	19.0
Utah	100.0	42.0	31.3	26.7
Vermont	100.0	47.2	31.2	21.7
Virginia	100.0	51.7	29.9	18.4
Washington	100.0	50.4	31.9	17.7
West Virginia	100.0	59.1	31.0	9.9
Wisconsin	100.0	49.8	35.0	15.2
Wyoming	100.0	51.4	38.6	10.0

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

**Demographics by
Career Family
K-12 ESP****Demographics of the 2023 K-12 ESP Work Force, by Career Family**

Tables 4-1a and 4-1b present distributions of descriptive variables for the national K-12 ESP work force, by career family.

- Transportation has the highest average age among K-12 ESP and technical services the lowest; see *Figure 4-1*.
- Female ESP predominate among clerical services, food services, paraeducator, and health and student services K-12 ESP, while the trades, security services, custodial, and technical services career families are disproportionately male. The distribution by sex among transportation services K-12 ESP is nearly equal; see *Figure 4-2*.
- In four career families, at least 30 percent of male K-12 ESP are under 35 years of age. Among female K-12 ESP, 27 percent or less of each career family is under 35 years old, and at least 40 percent of all nine career families are between the ages of 35 and 54.
- The largest shares of non-white K-12 ESP are found in the security, and health and student services career families; the lowest proportions are in transportation, and clerical services.
- Ninety-five percent of technical services and skilled trades and 92 percent of clerical services K-12 ESP have household incomes of \$45,000 or higher, compared to 74 percent of food services K-12 ESP.
- In every career family at least 66 percent of K-12 ESP have household incomes twice the poverty level or higher; however, 11 percent of food services K-12 ESP live in poverty.
- The highest proportion of K-12 ESP participating in SNAP (the *Supplemental Nutrition Assistance Program*, formerly known as Food Stamps) is among the food services career family, at 18 percent; the lowest shares are among technical services, at six percent.
- Among K-12 ESP, technical, health and student services, clerical services, paraeducators, and security services lead in shares with college degrees. Custodial and food services K-12 ESP have the highest proportions that have not completed high school; see *Figure 4-3*.
- Around 67 percent of skilled trades and clerical services K-12 ESP are married; technical services, with the youngest average age, has the highest proportion of single people at 31 percent.
- Food services K-12 ESP have the fewest hours, with 33 percent working fewer than 30 hours per week; 94 percent of trades, 85 percent of custodial services, and 82 percent of technical services K-12 ESP work 40 or more hours per week; see *Figure 4-4*.

Figure 4-1
Average Age of the K-12 ESP Work Force,
by Career Family: 2023

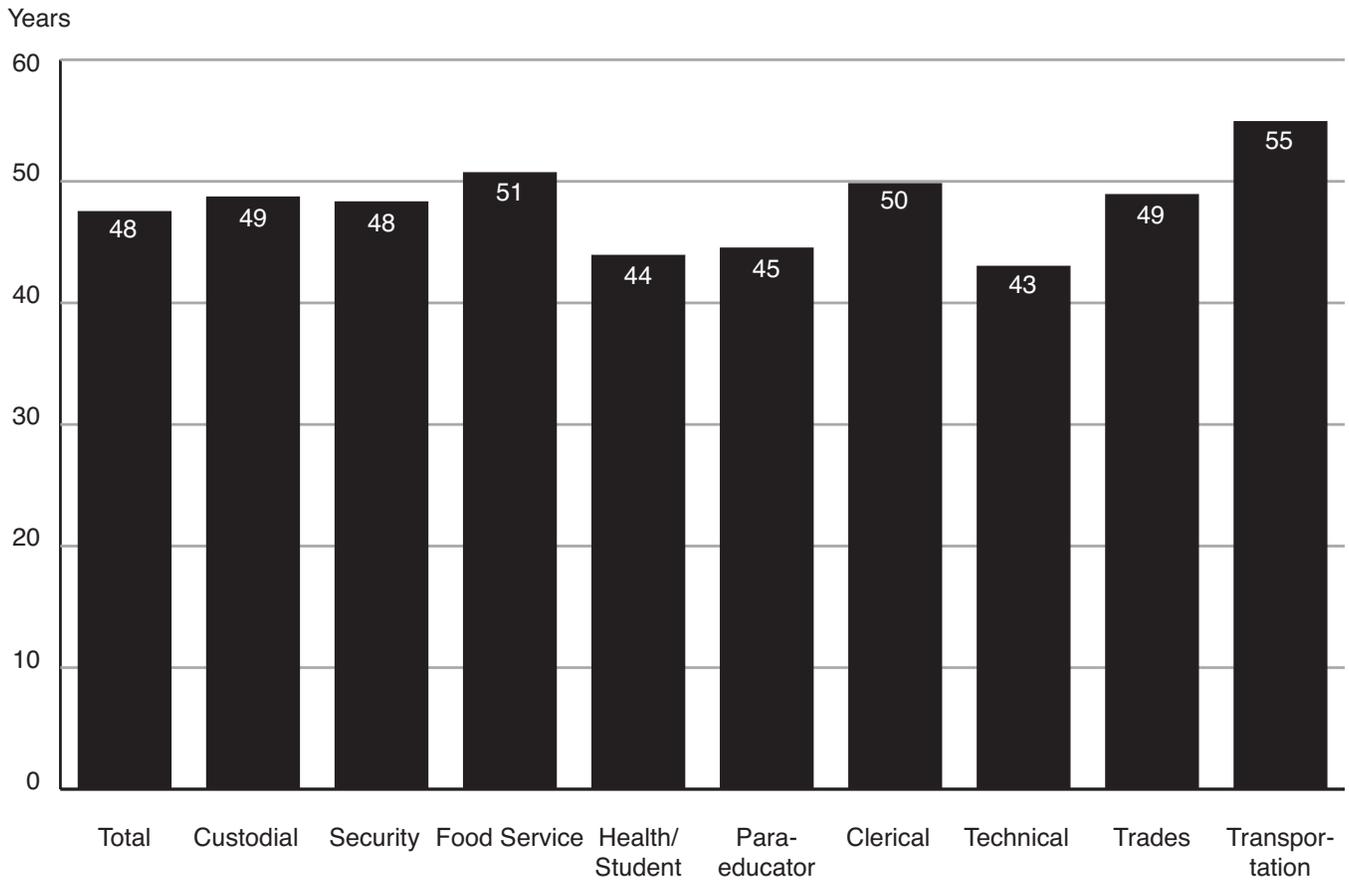


Figure 4-2
Distribution of the Career Families of the K-12 ESP Work Force,
by Sex: 2023

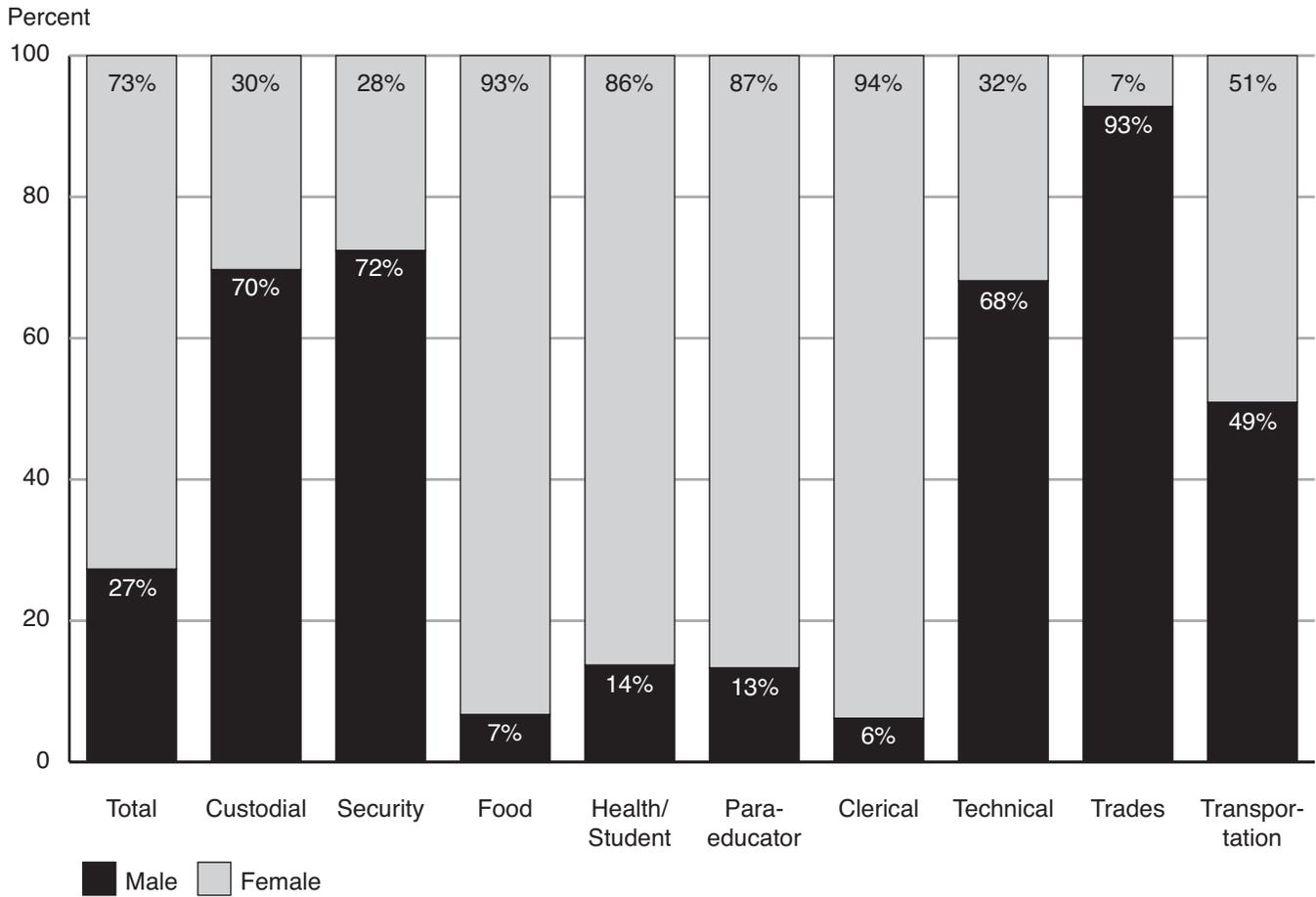


Figure 4-3
Educational Attainment of the K-12 ESP Work Force,
by Career Family: 2023

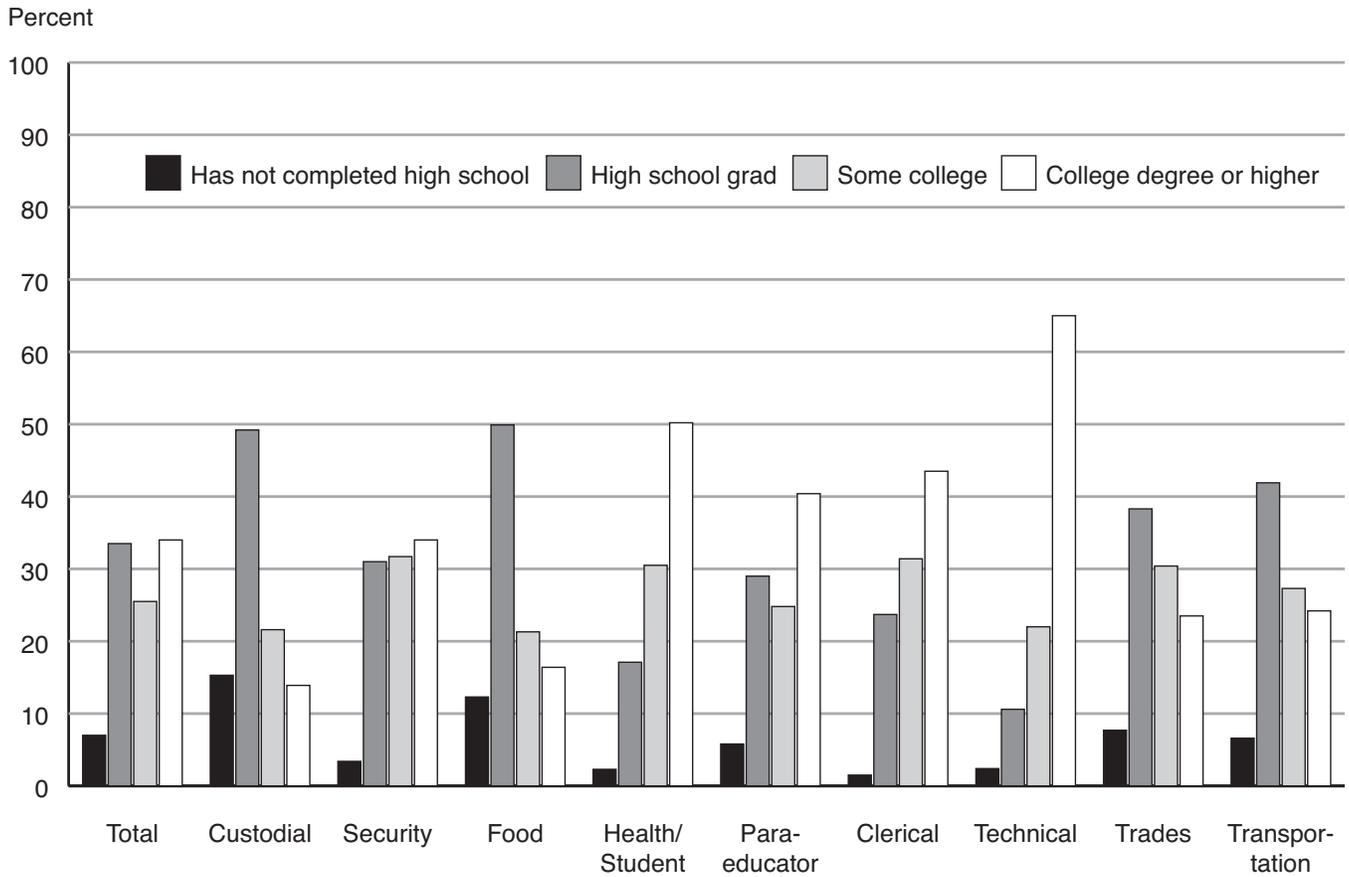


Figure 4-4
Hours Worked per Week for the K-12 ESP Work Force,
by Career Family: 2023

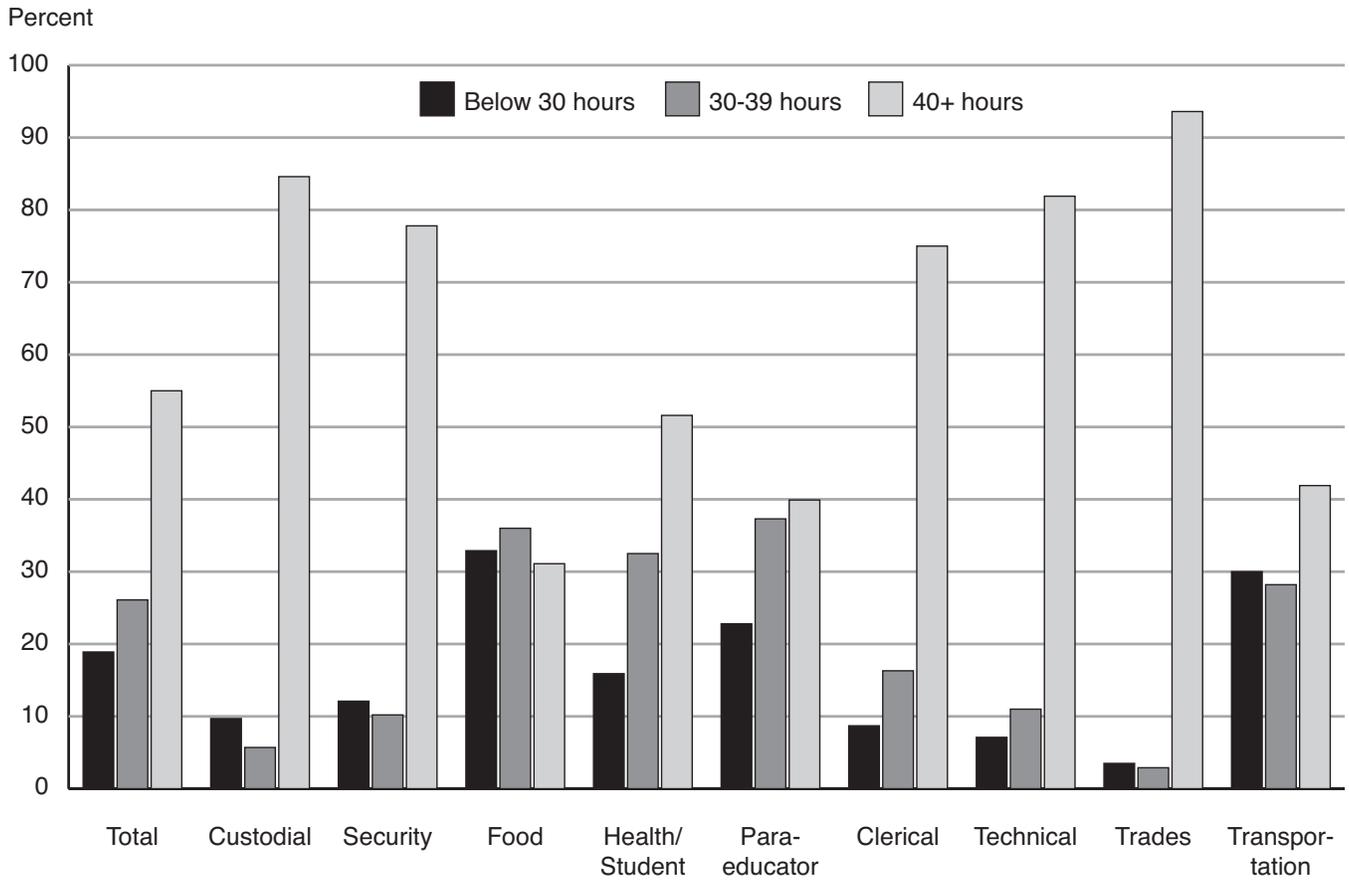


Table 4-1a (Counts)
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	All K-12 ESP	Custodial	Security	Food Service	Health/Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	2,307,260	341,484	40,013	236,389	40,491	954,718	380,190	90,704	40,071	183,200
Age										
15-24	175,489	26,030	912	5,576	2,213	118,812	9,150	8,265	1,513	3,018
25-34	310,745	41,562	6,045	21,775	9,052	159,367	38,474	17,476	4,389	12,605
35-44	428,547	50,100	7,988	45,276	9,803	189,847	71,955	22,248	8,038	23,292
45-54	546,755	79,226	10,825	62,118	9,646	202,453	109,979	23,280	10,333	38,895
55-64	619,364	111,501	10,230	73,110	7,757	207,857	116,776	16,360	13,039	62,734
65+	226,360	33,065	4,013	28,534	2,020	76,382	33,856	3,075	2,759	42,656
Average	47.5	48.7	48.3	50.7	43.9	44.5	49.8	43.0	48.9	54.9
Sex										
Male	630,962	237,846	28,956	15,810	5,546	127,019	23,638	61,746	37,204	93,197
Female	1,676,298	103,638	11,057	220,579	34,945	827,699	356,552	28,958	2,867	90,003
Male										
15-34	161,301	50,626	5,243	5,354	1,834	58,018	6,343	20,237	5,203	8,443
35-54	229,705	87,989	12,699	5,599	2,649	37,338	10,231	31,138	17,181	24,881
55+	239,956	99,231	11,014	4,857	1,063	31,663	7,064	10,371	14,820	59,873
Female										
15-34	324,933	16,966	1,714	21,997	9,431	220,161	41,281	5,504	699	7,180
35-54	745,597	41,337	6,114	101,795	16,800	354,962	171,703	14,390	1,190	37,306
55+	605,768	45,335	3,229	96,787	8,714	252,576	143,568	9,064	978	45,517
Race										
White	1,326,897	182,261	15,378	124,149	21,026	549,308	239,477	56,209	23,595	115,494
Black	327,854	54,596	13,358	39,746	4,484	128,042	39,969	8,831	5,216	33,612
Asian	71,619	7,961	237	11,969	1,289	35,215	7,677	4,161	709	2,401
Hispanic	486,782	82,170	9,020	52,848	11,351	201,799	79,165	17,331	8,586	24,512
Nat Amer	18,325	3,079	466	1,684	522	7,731	2,850	270	133	1,590
Nat HI/PI	3,337	477	197	215	118	1,639	395	29	0	267
2+ races	72,446	10,940	1,357	5,778	1,701	30,984	10,657	3,873	1,832	5,324
Male										
Total	630,962	237,846	28,956	15,810	5,546	127,019	23,638	61,746	37,204	93,197
White	349,533	135,989	12,452	6,145	3,077	60,572	11,190	38,147	22,218	59,743
Black	101,561	35,486	8,738	3,624	510	25,662	3,788	4,801	4,804	14,148
Asian	19,112	5,781	160	1,439	268	4,882	1,319	2,879	550	1,834
Hispanic	131,249	50,159	5,970	3,863	1,403	29,284	6,214	12,995	7,772	13,589
Nat Amer	5,713	2,179	382	219	111	1,221	363	128	93	1,017
Nat HI/PI	1,156	369	174	10	0	474	0	0	0	129
2+ races	22,638	7,883	1,080	510	177	4,924	764	2,796	1,767	2,737
Female										
Total	1,676,298	103,638	11,057	220,579	34,945	827,699	356,552	28,958	2,867	90,003
White	977,364	46,272	2,926	118,004	17,949	488,736	228,287	18,062	1,377	55,751
Black	226,293	19,110	4,620	36,122	3,974	102,380	36,181	4,030	412	19,464
Asian	52,507	2,180	77	10,530	1,021	30,333	6,358	1,282	159	567
Hispanic	355,533	32,011	3,050	48,985	9,948	172,515	72,951	4,336	814	10,923
Nat Amer	12,612	900	84	1,465	411	6,510	2,487	142	40	573
Nat HI/PI	2,181	108	23	205	118	1,165	395	29	0	138
2+ races	49,808	3,057	277	5,268	1,524	26,060	9,893	1,077	65	2,587

Table 4-1a (Counts) continued
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	2,307,260	341,484	40,013	236,389	40,491	954,718	380,190	90,704	40,071	183,200
HHL Total Income										
N.A.*	4,863	369	0	191	50	3,565	207	359	56	66
< \$15,000	42,146	5,027	310	7,806	704	19,557	3,247	697	288	4,510
\$15,000-\$24,999	76,145	8,983	734	15,432	749	39,099	4,408	691	236	5,813
\$25,000-\$34,999	109,735	17,509	1,235	18,826	1,835	49,730	9,737	358	384	10,121
\$35,000-\$44,999	127,434	23,615	2,004	18,418	1,496	52,018	13,566	2,403	1,197	12,717
\$45,000-\$54,999	132,700	23,678	2,270	16,493	1,931	51,136	19,143	3,303	1,957	12,789
\$55,000-\$74,999	282,164	51,425	3,106	32,076	4,070	111,249	38,376	9,141	6,095	26,626
\$75,000 +	1,532,073	210,878	30,354	127,147	29,656	628,364	291,506	73,752	29,858	110,558
Average	\$122,307	\$110,316	\$141,132	\$98,340	\$134,112	\$124,492	\$140,780	\$148,954	\$131,372	\$104,024
Poverty Level										
N.A.*	3,859	272	0	55	50	2,871	186	359	0	66
Below Pov Lvl	146,168	15,733	1,310	26,841	2,099	75,297	10,463	1,782	776	11,867
100-149%	168,346	24,338	1,846	26,995	2,929	82,675	14,541	1,388	881	12,753
150-199%	202,020	37,039	3,359	27,455	2,440	87,935	20,480	3,602	2,400	17,310
200+%	1,786,867	264,102	33,498	155,043	32,973	705,940	334,520	83,573	36,014	141,204
SNAP Benefits**										
Receives SNAP	286,175	44,317	4,272	43,253	5,079	130,421	28,142	5,287	2,769	22,635
Education										
0-11 Years	161,836	52,342	1,350	29,157	930	55,138	5,545	2,146	3,105	12,123
HS Grad	773,789	168,153	12,398	117,934	6,916	276,778	89,931	9,647	15,344	76,688
Some College	587,655	73,729	12,673	50,444	12,356	236,684	119,553	19,935	12,184	50,097
Assoc Degree	301,434	25,121	4,991	20,104	6,258	138,794	62,569	16,946	5,666	20,985
College Grad +	482,546	22,139	8,601	18,750	14,031	247,324	102,592	42,030	3,772	23,307
Marital Status										
Married	1,368,034	188,922	23,430	142,573	24,818	534,153	257,113	51,924	26,495	118,606
Widowed, Divorced, Separated	396,388	60,097	6,209	52,439	6,422	143,789	71,219	10,695	6,041	39,477
Single	542,838	92,465	10,374	41,377	9,251	276,776	51,858	28,085	7,535	25,117
Relationship										
Householder	1,155,400	165,529	19,878	124,213	22,553	423,687	216,230	50,168	23,032	110,110
Spouse	688,213	94,455	11,785	78,022	11,485	284,748	121,781	21,458	12,302	52,177
Child, Other***	463,647	81,500	8,350	34,154	6,453	246,283	42,179	19,078	4,737	20,913
Usual Hrs										
1-29	435,608	33,113	4,823	77,724	6,451	217,594	33,067	6,427	1,391	55,018
30-34	252,059	9,648	1,989	45,539	5,266	147,389	11,723	2,019	488	27,998
35-39	350,574	9,986	2,070	39,491	7,903	208,606	50,278	7,989	692	23,559
40-44	1,113,857	261,929	26,093	64,636	17,070	326,548	258,903	65,234	33,809	59,635
45+	155,162	26,808	5,038	8,999	3,801	54,581	26,219	9,035	3,691	16,990
Average	35.1	38.5	38.6	31.1	36.4	33.4	38.0	38.8	40.0	33.0

* Not Ascertained: not included in the percentage calculations.

** Supplemental Nutrition Assistance Program, formerly known as Food Stamps

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

Table 4-1b (Percentages)
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	All K-12 ESP	Custodial	Security	Food Service	Health/Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Age										
15-24	7.6	7.6	2.3	2.4	5.5	12.4	2.4	9.1	3.8	1.6
25-34	13.5	12.2	15.1	9.2	22.4	16.7	10.1	19.3	11.0	6.9
35-44	18.6	14.7	20.0	19.2	24.2	19.9	18.9	24.5	20.1	12.7
45-54	23.7	23.2	27.1	26.3	23.8	21.2	28.9	25.7	25.8	21.2
55-64	26.8	32.7	25.6	30.9	19.2	21.8	30.7	18.0	32.5	34.2
65+	9.8	9.7	10.0	12.1	5.0	8.0	8.9	3.4	6.9	23.3
Sex										
Male	27.3	69.7	72.4	6.7	13.7	13.3	6.2	68.1	92.8	50.9
Female	72.7	30.3	27.6	93.3	86.3	86.7	93.8	31.9	7.2	49.1
Male										
15-34	25.6	21.3	18.1	33.9	33.1	45.7	26.8	32.8	14.0	9.1
35-54	36.4	37.0	43.9	35.4	47.8	29.4	43.3	50.4	46.2	26.7
55+	38.0	41.7	38.0	30.7	19.2	24.9	29.9	16.8	39.8	64.2
Female										
15-34	19.4	16.4	15.5	10.0	27.0	26.6	11.6	19.0	24.4	8.0
35-54	44.5	39.9	55.3	46.1	48.1	42.9	48.2	49.7	41.5	41.4
55+	36.1	43.7	29.2	43.9	24.9	30.5	40.3	31.3	34.1	50.6
Race										
White	57.5	53.4	38.4	52.5	51.9	57.5	63.0	62.0	58.9	63.0
Black	14.2	16.0	33.4	16.8	11.1	13.4	10.5	9.7	13.0	18.3
Asian	3.1	2.3	0.6	5.1	3.2	3.7	2.0	4.6	1.8	1.3
Hispanic	21.1	24.1	22.5	22.4	28.0	21.1	20.8	19.1	21.4	13.4
Nat Amer	0.8	0.9	1.2	0.7	1.3	0.8	0.7	0.3	0.3	0.9
Nat HI/PI	0.1	0.1	0.5	0.1	0.3	0.2	0.1	0.0	0.0	0.1
2+ Races	3.1	3.2	3.4	2.4	4.2	3.2	2.8	4.3	4.6	2.9
Male										
White	55.4	57.2	43.0	38.9	55.5	47.7	47.3	61.8	59.7	64.1
Black	16.1	14.9	30.2	22.9	9.2	20.2	16.0	7.8	12.9	15.2
Asian	3.0	2.4	0.6	9.1	4.8	3.8	5.6	4.7	1.5	2.0
Hispanic	20.8	21.1	20.6	24.4	25.3	23.1	26.3	21.0	20.9	14.6
Nat Amer	0.9	0.9	1.3	1.4	2.0	1.0	1.5	0.2	0.2	1.1
Nat HI/PI	0.2	0.2	0.6	0.1	0.0	0.4	0.0	0.0	0.0	0.1
2+ Races	3.6	3.3	3.7	3.2	3.2	3.9	3.2	4.5	4.7	2.9
Female										
White	58.3	44.6	26.5	53.5	51.4	59.0	64.0	62.4	48.0	61.9
Black	13.5	18.4	41.8	16.4	11.4	12.4	10.1	13.9	14.4	21.6
Asian	3.1	2.1	0.7	4.8	2.9	3.7	1.8	4.4	5.5	0.6
Hispanic	21.2	30.9	27.6	22.2	28.5	20.8	20.5	15.0	28.4	12.1
Nat Amer	0.8	0.9	0.8	0.7	1.2	0.8	0.7	0.5	1.4	0.6
Nat HI/PI	0.1	0.1	0.2	0.1	0.3	0.1	0.1	0.1	0.0	0.2
2+ Races	3.0	2.9	2.5	2.4	4.4	3.1	2.8	3.7	2.3	2.9

Table 4-1b (Percentages) continued
K-12 ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	All K-12 ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HHLI Total Income										
< \$15,000	1.8	1.5	0.8	3.3	1.7	2.1	0.9	0.8	0.7	2.5
\$15,000-\$24,999	3.3	2.6	1.8	6.5	1.9	4.1	1.2	0.8	0.6	3.2
\$25,000-\$34,999	4.8	5.1	3.1	8.0	4.5	5.2	2.6	0.4	1.0	5.5
\$35,000-\$44,999	5.5	6.9	5.0	7.8	3.7	5.5	3.6	2.7	3.0	6.9
\$45,000-\$54,999	5.8	6.9	5.7	7.0	4.8	5.4	5.0	3.7	4.9	7.0
\$55,000-\$74,999	12.3	15.1	7.8	13.6	10.1	11.7	10.1	10.1	15.2	14.5
\$75,000 +	66.5	61.8	75.9	53.8	73.3	66.1	76.7	81.6	74.6	60.4
Poverty Level										
Below Pov Lvl	6.3	4.6	3.3	11.4	5.2	7.9	2.8	2.0	1.9	6.5
100-149%	7.3	7.1	4.6	11.4	7.2	8.7	3.8	1.5	2.2	7.0
150-199%	8.8	10.9	8.4	11.6	6.0	9.2	5.4	4.0	6.0	9.5
200+%	77.6	77.4	83.7	65.6	81.5	74.2	88.0	92.5	89.9	77.1
SNAP Benefits*										
Receives SNAP	12.4	13.0	10.7	18.3	12.5	13.7	7.4	5.8	6.9	12.4
Education										
0-11 Years	7.0	15.3	3.4	12.3	2.3	5.8	1.5	2.4	7.7	6.6
HS Grad	33.5	49.2	31.0	49.9	17.1	29.0	23.7	10.6	38.3	41.9
Some College	25.5	21.6	31.7	21.3	30.5	24.8	31.4	22.0	30.4	27.3
Assoc Degree	13.1	7.4	12.5	8.5	15.5	14.5	16.5	18.7	14.1	11.5
College Grad +	20.9	6.5	21.5	7.9	34.7	25.9	27.0	46.3	9.4	12.7
Marital Status										
Married	59.3	55.3	58.6	60.3	61.3	55.9	67.6	57.2	66.1	64.7
Widowed, Divorced, Separated	17.2	17.6	15.5	22.2	15.9	15.1	18.7	11.8	15.1	21.5
Single	23.5	27.1	25.9	17.5	22.8	29.0	13.6	31.0	18.8	13.7
Relationship										
Householder	50.1	48.5	49.7	52.5	55.7	44.4	56.9	55.3	57.5	60.1
Spouse	29.8	27.7	29.5	33.0	28.4	29.8	32.0	23.7	30.7	28.5
Child, Other **	20.1	23.9	20.9	14.4	15.9	25.8	11.1	21.0	11.8	11.4
Usual Hrs										
1-29	18.9	9.7	12.1	32.9	15.9	22.8	8.7	7.1	3.5	30.0
30-34	10.9	2.8	5.0	19.3	13.0	15.4	3.1	2.2	1.2	15.3
35-39	15.2	2.9	5.2	16.7	19.5	21.9	13.2	8.8	1.7	12.9
40-44	48.3	76.7	65.2	27.3	42.2	34.2	68.1	71.9	84.4	32.6
45+	6.7	7.9	12.6	3.8	9.4	5.7	6.9	10.0	9.2	9.3

* Supplemental Nutrition Assistance Program, formerly known as Food Stamps

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

**Full-Time Higher Ed
ESP Earnings****2024–2025 Earnings of the Full-Time Higher Ed ESP Work Force**

Earnings of **full-time higher education ESP** are shown in this chapter. Earnings are expressed in 2024 dollars.

Figure 5-1 and *Table 5-1* show the 2024–2025 average earnings for the full-time Higher Ed ESP work force, ranked by state.

- Average earnings for the national Higher Ed ESP full-time work force are \$47,029.
- Full-time Higher Ed ESP in 22 states and the District of Columbia have earnings above the national average, and those in 28 states below.
- Connecticut leads in full-time Higher Ed ESP average earnings at \$55,105, followed by New Jersey at \$53,282, and California at \$52,580.
- Higher Ed ESP in Mississippi, Oklahoma, South Dakota, Tennessee, and Idaho have the lowest average earnings, below \$41,000.

Tables *5-2a* and *5-2b* show the distributions of earnings for full-time Higher Ed ESP by state, represented by counts and percentages.

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

Figure 5-1
Earnings Rankings for Full-Time Workers
Higher Ed ESP Work Force by State, 2024–2025

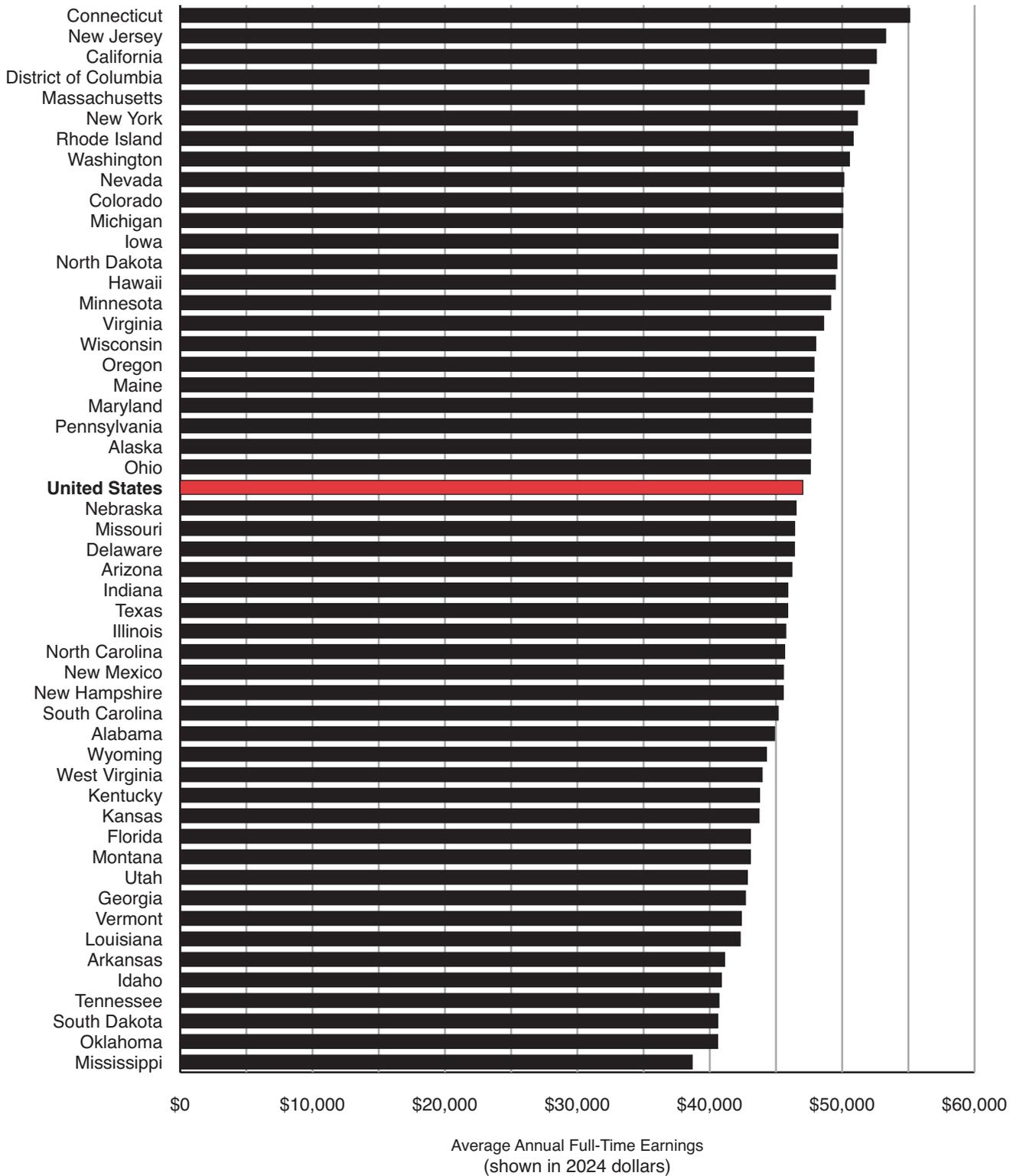


Table 5-1
Earnings Averages for Full-Time Workers
Higher Ed ESP Work Force by State, 2024–2025

	Higher Ed	Rank
United States	\$47,029	—
Alabama	44,893	35
Alaska	47,631	22
Arizona	46,206	27
Arkansas	41,125	46
California	52,580	3
Colorado	50,054	10
Connecticut	55,105	1
Delaware	46,394	26
District of Columbia	52,016	4
Florida	43,070	40
Georgia	42,694	43
Hawaii	49,482	14
Idaho	40,873	47
Illinois	45,744	30
Indiana	45,895	28
Iowa	49,686	12
Kansas	43,724	39
Kentucky	43,757	38
Louisiana	42,299	45
Maine	47,852	19
Maryland	47,761	20
Massachusetts	51,672	5
Michigan	50,043	11
Minnesota	49,134	15
Mississippi	38,674	51
Missouri	46,410	25
Montana	43,066	41
Nebraska	46,521	24
Nevada	50,123	9
New Hampshire	45,555	33
New Jersey	53,282	2
New Mexico	45,566	32
New York	51,150	6
North Carolina	45,653	31
North Dakota	49,603	13
Ohio	47,597	23
Oklahoma	40,591	50
Oregon	47,877	18
Pennsylvania	47,632	21
Rhode Island	50,827	7
South Carolina	45,168	34
South Dakota	40,607	49
Tennessee	40,694	48
Texas	45,885	29
Utah	42,837	42
Vermont	42,389	44
Virginia	48,601	16
Washington	50,550	8
West Virginia	43,954	37
Wisconsin	48,004	17
Wyoming	44,280	36

Table 5-2a (Counts)
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2024–2025

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	517,046	32,537	31,154	63,734	89,064	300,557
Alabama	11,516	486	1,046	1,962	2,247	5,775
Alaska	879	118	0	0	167	594
Arizona	10,892	860	658	1,023	1,732	6,619
Arkansas	4,802	621	367	968	1,314	1,532
California	54,719	2,699	1,477	4,279	6,115	40,149
Colorado	11,439	358	278	823	1,623	8,357
Connecticut	4,225	288	71	466	307	3,093
Delaware	1,750	229	136	174	198	1,013
District of Columbia	467	29	15	35	75	313
Florida	24,483	1,434	1,606	3,881	5,128	12,434
Georgia	19,920	1,566	1,905	2,844	4,414	9,191
Hawaii	2,306	44	102	88	178	1,894
Idaho	3,872	204	166	1,129	1,098	1,275
Illinois	19,739	754	1,342	2,757	2,991	11,895
Indiana	9,896	340	547	1,419	2,378	5,212
Iowa	8,074	760	445	710	1,153	5,006
Kansas	5,810	121	495	1,269	993	2,932
Kentucky	8,590	274	759	1,589	1,642	4,326
Louisiana	7,043	855	1,310	1,048	1,106	2,724
Maine	1,302	15	36	98	227	926
Maryland	12,261	365	700	1,219	2,415	7,562
Massachusetts	11,692	980	637	999	1,023	8,053
Michigan	14,561	1,382	437	1,182	2,435	9,125
Minnesota	9,223	1,235	502	827	915	5,744
Mississippi	6,494	603	683	1,711	1,287	2,210
Missouri	7,623	322	759	1,255	1,489	3,798
Montana	1,925	90	194	429	285	927
Nebraska	4,330	123	222	627	870	2,488
Nevada	3,525	364	95	299	486	2,281
New Hampshire	1,007	23	18	70	0	896
New Jersey	11,569	444	452	696	1,495	8,482
New Mexico	5,629	504	384	829	1,018	2,894
New York	26,543	1,910	1,163	2,028	4,427	17,015
North Carolina	21,063	662	891	3,230	4,794	11,486
North Dakota	2,351	0	159	215	700	1,277
Ohio	16,006	841	1,167	2,159	3,038	8,801
Oklahoma	6,113	88	649	1,566	1,708	2,102
Oregon	7,086	600	393	545	1,168	4,380
Pennsylvania	13,643	863	467	1,579	3,385	7,349
Rhode Island	1,438	0	89	147	140	1,062
South Carolina	9,193	796	686	1,801	1,858	4,052
South Dakota	1,826	326	316	265	372	547
Tennessee	10,608	733	1,132	1,638	2,374	4,731
Texas	46,021	3,121	3,307	5,486	8,184	25,923
Utah	9,212	992	809	1,402	1,882	4,127
Vermont	412	93	42	9	84	184
Virginia	15,276	613	841	2,055	2,168	9,599
Washington	13,184	751	409	942	1,618	9,464
West Virginia	3,422	322	238	942	478	1,442
Wisconsin	10,677	1,134	422	806	1,613	6,702
Wyoming	1,409	202	130	214	269	594

Table 5-2b (Percentages)
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2024–2025

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0%	6.3%	6.0%	12.3%	17.2%	58.1%
Alabama	100.0	4.2	9.1	17.0	19.5	50.1
Alaska	100.0	13.4	0.0	0.0	19.0	67.6
Arizona	100.0	7.9	6.0	9.4	15.9	60.8
Arkansas	100.0	12.9	7.6	20.2	27.4	31.9
California	100.0	4.9	2.7	7.8	11.2	73.4
Colorado	100.0	3.1	2.4	7.2	14.2	73.1
Connecticut	100.0	6.8	1.7	11.0	7.3	73.2
Delaware	100.0	13.1	7.8	9.9	11.3	57.9
District of Columbia	100.0	6.2	3.2	7.5	16.1	67.0
Florida	100.0	5.9	6.6	15.9	20.9	50.8
Georgia	100.0	7.9	9.6	14.3	22.2	46.1
Hawaii	100.0	1.9	4.4	3.8	7.7	82.1
Idaho	100.0	5.3	4.3	29.2	28.4	32.9
Illinois	100.0	3.8	6.8	14.0	15.2	60.3
Indiana	100.0	3.4	5.5	14.3	24.0	52.7
Iowa	100.0	9.4	5.5	8.8	14.3	62.0
Kansas	100.0	2.1	8.5	21.8	17.1	50.5
Kentucky	100.0	3.2	8.8	18.5	19.1	50.4
Louisiana	100.0	12.1	18.6	14.9	15.7	38.7
Maine	100.0	1.2	2.8	7.5	17.4	71.1
Maryland	100.0	3.0	5.7	9.9	19.7	61.7
Massachusetts	100.0	8.4	5.4	8.5	8.7	68.9
Michigan	100.0	9.5	3.0	8.1	16.7	62.7
Minnesota	100.0	13.4	5.4	9.0	9.9	62.3
Mississippi	100.0	9.3	10.5	26.3	19.8	34.0
Missouri	100.0	4.2	10.0	16.5	19.5	49.8
Montana	100.0	4.7	10.1	22.3	14.8	48.2
Nebraska	100.0	2.8	5.1	14.5	20.1	57.5
Nevada	100.0	10.3	2.7	8.5	13.8	64.7
New Hampshire	100.0	2.3	1.8	7.0	0.0	89.0
New Jersey	100.0	3.8	3.9	6.0	12.9	73.3
New Mexico	100.0	9.0	6.8	14.7	18.1	51.4
New York	100.0	7.2	4.4	7.6	16.7	64.1
North Carolina	100.0	3.1	4.2	15.3	22.8	54.5
North Dakota	100.0	0.0	6.8	9.1	29.8	54.3
Ohio	100.0	5.3	7.3	13.5	19.0	55.0
Oklahoma	100.0	1.4	10.6	25.6	27.9	34.4
Oregon	100.0	8.5	5.5	7.7	16.5	61.8
Pennsylvania	100.0	6.3	3.4	11.6	24.8	53.9
Rhode Island	100.0	0.0	6.2	10.2	9.7	73.9
South Carolina	100.0	8.7	7.5	19.6	20.2	44.1
South Dakota	100.0	17.9	17.3	14.5	20.4	30.0
Tennessee	100.0	6.9	10.7	15.4	22.4	44.6
Texas	100.0	6.8	7.2	11.9	17.8	56.3
Utah	100.0	10.8	8.8	15.2	20.4	44.8
Vermont	100.0	22.6	10.2	2.2	20.4	44.7
Virginia	100.0	4.0	5.5	13.5	14.2	62.8
Washington	100.0	5.7	3.1	7.1	12.3	71.8
West Virginia	100.0	9.4	7.0	27.5	14.0	42.1
Wisconsin	100.0	10.6	4.0	7.5	15.1	62.8
Wyoming	100.0	14.3	9.2	15.2	19.1	42.2

The 2023 Higher Ed ESP Work Force

In this chapter, data are shown for two different groups of Higher Ed ESP: all Higher Ed ESP regardless of hours worked, and full-time Higher Ed ESP who work at least 30 hours per week. Full-time and part-time status is based on the usual hours worked per week in the previous 12 months.

All Higher Ed ESP

Figures 6-1 and 6-2 show the size and relative percentages of the entire Higher Ed ESP work force, by state.

- California leads the country in numbers of Higher Ed ESP, with 11 percent of the national Higher Ed ESP work force. Texas contributes eight percent and New York and Florida each have five percent of the total.
- The top 10 states constitute nearly 50 percent of the national Higher Ed ESP work force: California, Texas, New York, Florida, Illinois, North Carolina, Georgia, Michigan, Ohio, and Virginia.

All Higher Ed ESP, by Career Family

Table 6-1a gives the size of the Higher Ed ESP career families nationally and in each state.

- Over 769,000 ESP work in higher education.
- Clerical services are the largest career family by far, at 275,686.
- Paraeducators are next with 168,387.
- Technical services account for 115,974.
- California leads in seven of the nine career families. Other top states are Texas, New York, and Florida.

Nationally, the top three career families account for nearly three-quarters of Higher Ed ESP, as shown in *Table 6-1b*.

- Clerical services make up 36 percent of the total.
- Paraeducators add 22 percent.
- Technical services personnel make up 15 percent and custodial services ESP 12 percent of the Higher Ed ESP workforce.
- Trades, health and student services, security, food services, and transportation together make up the remaining 15 percent share.
- This same general pattern is found at the state level, with the highest shares of Higher Ed ESP in the clerical, paraeducator, technical, and custodial career families.

Full-Time Higher Ed ESP

Figure 6-3 and *Tables 6-2a* and *6-2b* give the counts and percentages of full-time Higher Ed ESP by state.

- Sixty-seven percent of the nation's Higher Ed ESP work at least 30 hours per week.
- In 13 states 70 percent or more of Higher Ed ESP are full-time workers.
- Kentucky, New Jersey, West Virginia, Alaska, and Arkansas have the highest percentages of full-time Higher Ed ESP, at 76 percent or higher.
- Vermont, District of Columbia, and Maine have the lowest percentages of full-time Higher Ed ESP, at less than 50 percent.
- California leads with 54,719 full-time Higher Ed ESP.
- More than half of the nation's full-time Higher Ed ESP work force is concentrated in 10 states: California, Texas, New York, Florida, North Carolina, Georgia, Illinois, Ohio, Virginia, and Michigan .

Hours Worked, All Higher Ed ESP

Figure 6-4 shows the average hours worked by all Higher Ed ESP, by state.

- The national Higher Ed ESP work force averages 32 hours of work per week.
- Higher Ed ESP in Alaska, Kentucky, Texas, and Arkansas work an average of 35 to 36 hours per week.
- Higher Ed ESP in eight states average 34 hours per week.
- Higher Ed ESP in Vermont work only an average of 21 hours per week; the District of Columbia had the next lowest average at 24 hours per week.

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

- Nationally, 58 percent of Higher Ed ESP work at least 40 hours per week.
- Nearly ten percent work between 30 and 39 hours per week.
- Thirty-three percent work fewer than 30 hours per week.
- At least 11 percent of Higher Ed ESP in Alaska, Kentucky, Idaho, and South Dakota work 45 or more hours per week.
- At least 50 percent of Higher Ed ESP in Vermont, the District of Columbia, and Maine work fewer than 30 hours per week.

Figure 6-1
Work Force Counts
Higher Ed ESP by State, 2023

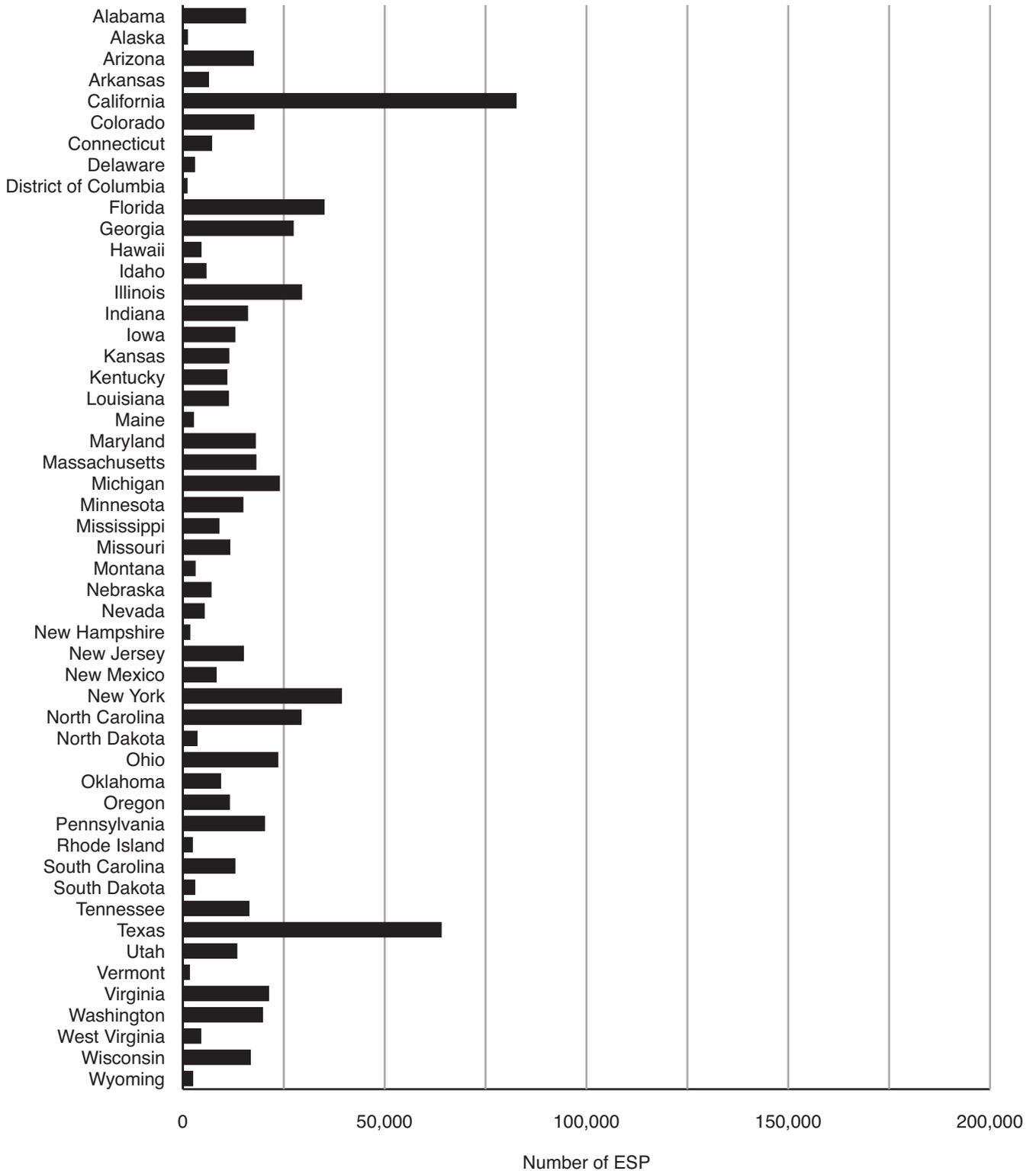


Figure 6-2
Work Force Percentage of National Total
Higher Ed ESP by State, 2023

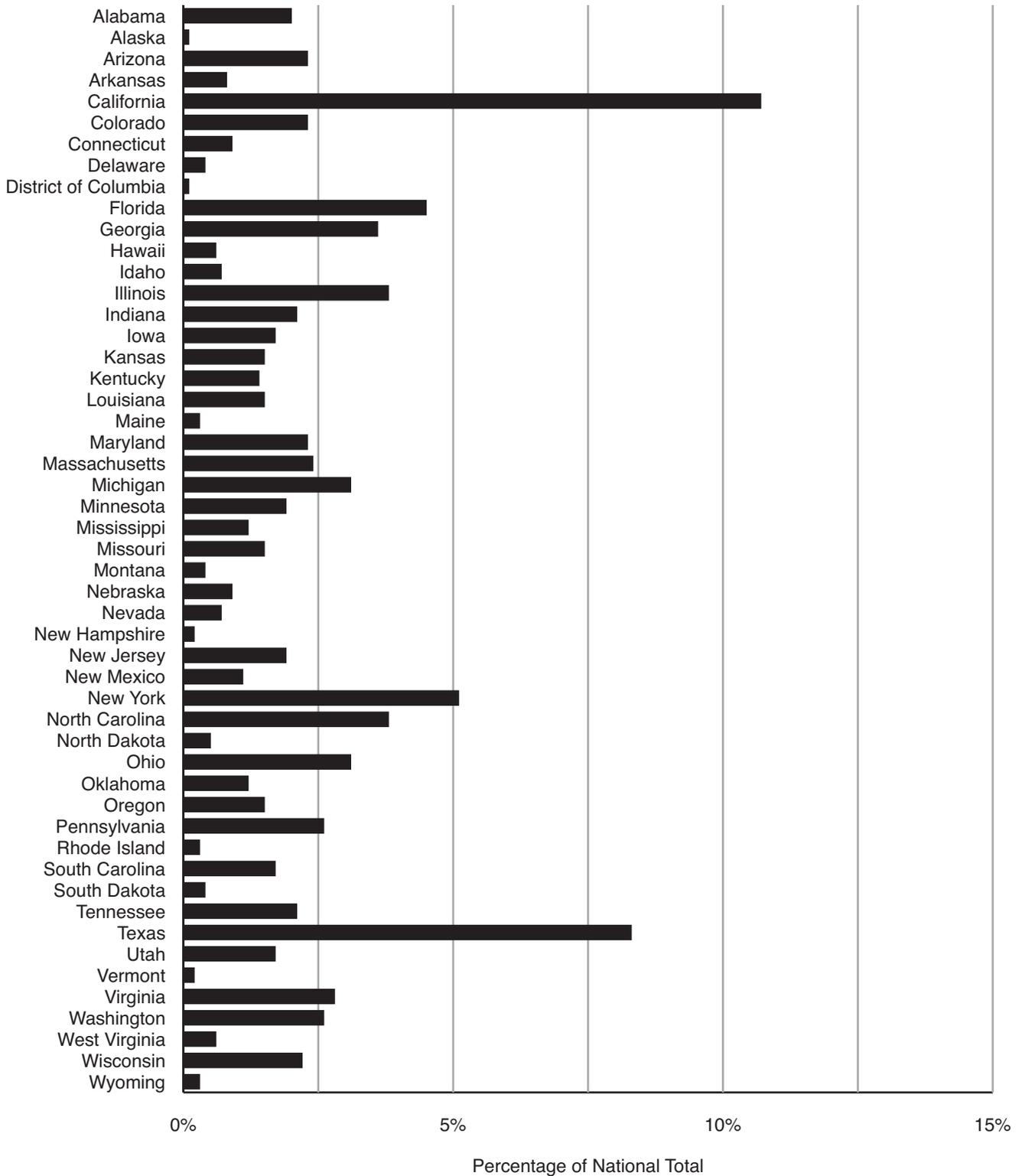


Figure 6-3
Percentage Full-Time
Higher Ed ESP Work Force by State, 2023

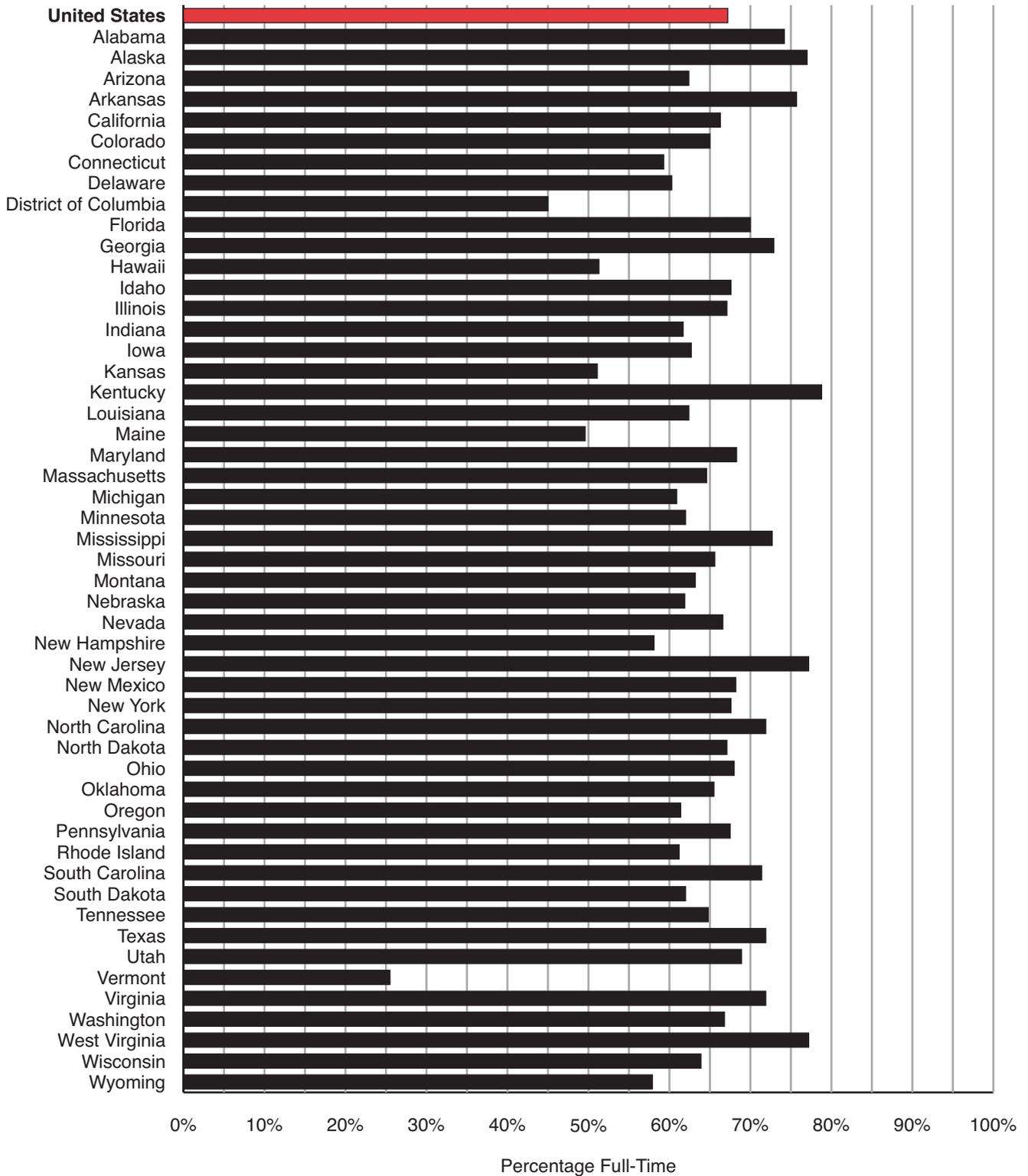


Figure 6-4
Average Hours Worked
Higher Ed ESP Work Force by State, 2023

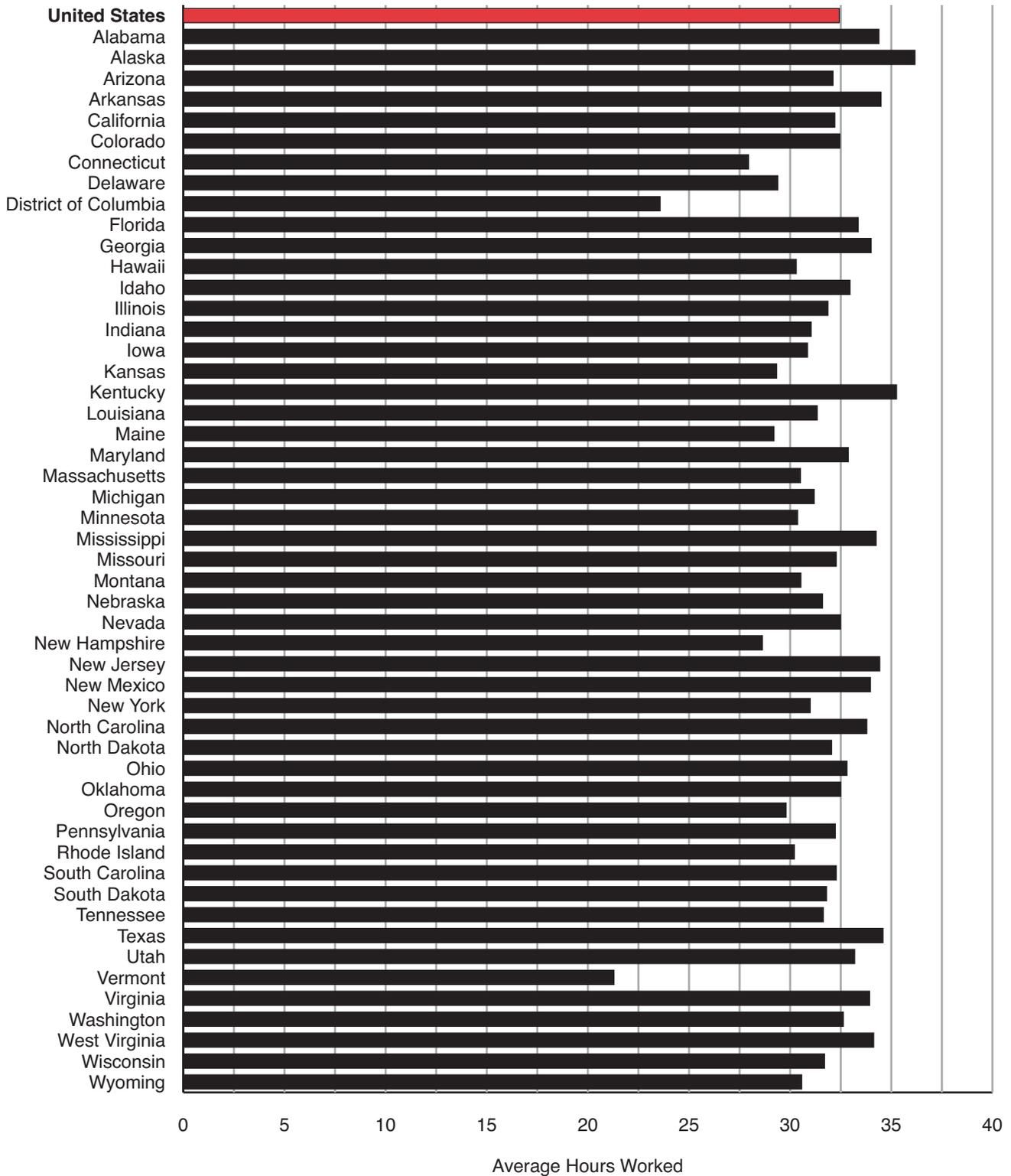


Table 6-1a (Counts)

Career Families

Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
United States	769,257	90,806	23,984	25,148	31,843	168,387	275,686	115,974	29,324	8,105
Alabama	15,510	2,260	663	203	482	2,450	6,392	2,197	809	54
Alaska	1,142	0	0	167	0	355	370	229	0	21
Arizona	17,461	1,429	633	281	890	2,337	6,635	4,151	1,069	36
Arkansas	6,347	893	215	57	349	1,349	2,074	1,196	145	69
California	82,569	9,020	2,127	2,634	4,093	16,391	31,683	13,307	2,456	858
Colorado	17,589	1,969	233	1,193	520	3,797	6,132	3,077	616	52
Connecticut	7,121	1,123	89	124	168	956	3,289	1,149	116	107
Delaware	2,902	169	54	93	181	994	695	370	316	30
District of Columbia	1,037	36	29	165	0	300	417	62	0	28
Florida	34,988	3,799	741	115	1,214	7,341	14,785	5,236	1,274	483
Georgia	27,336	2,822	1,580	1,212	845	6,241	9,272	4,545	693	126
Hawaii	4,498	567	278	0	167	1,390	1,516	564	16	0
Idaho	5,731	1,065	87	112	155	897	2,616	538	180	81
Illinois	29,420	3,873	715	670	848	5,664	11,007	4,899	1,633	111
Indiana	16,027	2,131	336	364	665	4,614	4,920	2,367	324	306
Iowa	12,875	1,930	83	689	586	3,577	2,858	2,294	467	391
Kansas	11,374	874	107	482	516	3,279	4,136	1,460	433	87
Kentucky	10,898	1,294	154	223	953	1,699	4,204	1,688	594	89
Louisiana	11,289	1,036	499	313	560	3,081	4,085	1,484	170	61
Maine	2,627	135	14	319	35	598	1,104	397	25	0
Maryland	17,950	1,788	684	520	919	4,257	6,384	2,047	1,252	99
Massachusetts	18,098	2,040	749	924	257	4,851	6,664	1,760	644	209
Michigan	23,910	2,486	621	1,422	887	6,015	7,774	4,123	551	31
Minnesota	14,875	1,999	343	834	406	3,997	4,196	2,522	541	37
Mississippi	8,932	1,559	363	378	353	1,240	3,529	890	551	69
Missouri	11,622	1,623	193	149	493	2,616	3,957	2,136	373	82
Montana	3,048	210	35	100	255	733	996	524	195	0
Nebraska	6,991	979	64	370	112	1,544	2,444	1,000	336	142
Nevada	5,296	591	75	254	94	1,275	2,268	564	175	0
New Hampshire	1,733	208	0	23	0	354	622	301	53	172
New Jersey	14,988	2,288	832	474	1,110	2,398	5,156	2,100	484	146
New Mexico	8,252	755	341	130	181	1,929	3,165	1,125	626	0
New York	39,291	5,925	2,343	1,305	1,185	7,113	15,618	4,360	1,234	208
North Carolina	29,293	3,929	580	664	937	6,861	10,023	4,245	1,445	609
North Dakota	3,502	498	21	207	178	865	1,089	436	61	147
Ohio	23,523	3,016	502	983	1,665	4,606	8,506	3,148	699	398
Oklahoma	9,336	808	311	336	139	2,551	3,881	864	291	155
Oregon	11,532	1,070	0	1,064	760	2,815	3,710	1,477	174	462
Pennsylvania	20,221	2,772	690	938	495	4,818	6,555	2,408	1,415	130
Rhode Island	2,350	322	162	159	110	387	869	326	0	15
South Carolina	12,884	2,064	358	434	283	3,022	4,605	1,381	663	74
South Dakota	2,947	418	56	128	68	1,136	928	191	22	0
Tennessee	16,373	1,511	1,127	268	625	5,143	5,688	1,255	638	118
Texas	64,004	5,208	3,694	1,042	2,733	14,061	22,241	11,429	2,835	761
Utah	13,371	1,802	249	406	1,250	2,180	4,471	2,378	358	277
Vermont	1,618	30	11	86	0	641	732	83	35	0
Virginia	21,252	2,947	232	357	1,174	4,493	6,961	4,156	779	153
Washington	19,745	2,554	202	568	1,137	3,817	6,644	3,853	763	207
West Virginia	4,432	617	233	299	133	1,172	1,216	690	47	25
Wisconsin	16,714	1,806	276	842	450	3,773	6,118	2,410	748	291
Wyoming	2,433	558	0	68	227	414	486	582	0	98

Table 6-1b (Percentages)

Career Families

Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
United States	100.0%	11.8%	3.1%	3.3%	4.1%	21.9%	35.8%	15.1%	3.8%	1.1%
Alabama	100.0	14.6	4.3	1.3	3.1	15.8	41.2	14.2	5.2	0.3
Alaska	100.0	0.0	0.0	14.6	0.0	31.1	32.4	20.1	0.0	1.8
Arizona	100.0	8.2	3.6	1.6	5.1	13.4	38.0	23.8	6.1	0.2
Arkansas	100.0	14.1	3.4	0.9	5.5	21.3	32.7	18.8	2.3	1.1
California	100.0	10.9	2.6	3.2	5.0	19.9	38.4	16.1	3.0	1.0
Colorado	100.0	11.2	1.3	6.8	3.0	21.6	34.9	17.5	3.5	0.3
Connecticut	100.0	15.8	1.2	1.7	2.4	13.4	46.2	16.1	1.6	1.5
Delaware	100.0	5.8	1.9	3.2	6.2	34.3	23.9	12.7	10.9	1.0
District of Columbia	100.0	3.5	2.8	15.9	0.0	28.9	40.2	6.0	0.0	2.7
Florida	100.0	10.9	2.1	0.3	3.5	21.0	42.3	15.0	3.6	1.4
Georgia	100.0	10.3	5.8	4.4	3.1	22.8	33.9	16.6	2.5	0.5
Hawaii	100.0	12.6	6.2	0.0	3.7	30.9	33.7	12.5	0.4	0.0
Idaho	100.0	18.6	1.5	2.0	2.7	15.7	45.6	9.4	3.1	1.4
Illinois	100.0	13.2	2.4	2.3	2.9	19.3	37.4	16.7	5.6	0.4
Indiana	100.0	13.3	2.1	2.3	4.1	28.8	30.7	14.8	2.0	1.9
Iowa	100.0	15.0	0.6	5.4	4.6	27.8	22.2	17.8	3.6	3.0
Kansas	100.0	7.7	0.9	4.2	4.5	28.8	36.4	12.8	3.8	0.8
Kentucky	100.0	11.9	1.4	2.0	8.7	15.6	38.6	15.5	5.5	0.8
Louisiana	100.0	9.2	4.4	2.8	5.0	27.3	36.2	13.1	1.5	0.5
Maine	100.0	5.1	0.5	12.1	1.3	22.8	42.0	15.1	1.0	0.0
Maryland	100.0	10.0	3.8	2.9	5.1	23.7	35.6	11.4	7.0	0.6
Massachusetts	100.0	11.3	4.1	5.1	1.4	26.8	36.8	9.7	3.6	1.2
Michigan	100.0	10.4	2.6	5.9	3.7	25.2	32.5	17.2	2.3	0.1
Minnesota	100.0	13.4	2.3	5.6	2.7	26.9	28.2	17.0	3.6	0.2
Mississippi	100.0	17.5	4.1	4.2	4.0	13.9	39.5	10.0	6.2	0.8
Missouri	100.0	14.0	1.7	1.3	4.2	22.5	34.0	18.4	3.2	0.7
Montana	100.0	6.9	1.1	3.3	8.4	24.0	32.7	17.2	6.4	0.0
Nebraska	100.0	14.0	0.9	5.3	1.6	22.1	35.0	14.3	4.8	2.0
Nevada	100.0	11.2	1.4	4.8	1.8	24.1	42.8	10.6	3.3	0.0
New Hampshire	100.0	12.0	0.0	1.3	0.0	20.4	35.9	17.4	3.1	9.9
New Jersey	100.0	15.3	5.6	3.2	7.4	16.0	34.4	14.0	3.2	1.0
New Mexico	100.0	9.1	4.1	1.6	2.2	23.4	38.4	13.6	7.6	0.0
New York	100.0	15.1	6.0	3.3	3.0	18.1	39.7	11.1	3.1	0.5
North Carolina	100.0	13.4	2.0	2.3	3.2	23.4	34.2	14.5	4.9	2.1
North Dakota	100.0	14.2	0.6	5.9	5.1	24.7	31.1	12.5	1.7	4.2
Ohio	100.0	12.8	2.1	4.2	7.1	19.6	36.2	13.4	3.0	1.7
Oklahoma	100.0	8.7	3.3	3.6	1.5	27.3	41.6	9.3	3.1	1.7
Oregon	100.0	9.3	0.0	9.2	6.6	24.4	32.2	12.8	1.5	4.0
Pennsylvania	100.0	13.7	3.4	4.6	2.4	23.8	32.4	11.9	7.0	0.6
Rhode Island	100.0	13.7	6.9	6.8	4.7	16.5	37.0	13.9	0.0	0.6
South Carolina	100.0	16.0	2.8	3.4	2.2	23.5	35.7	10.7	5.1	0.6
South Dakota	100.0	14.2	1.9	4.3	2.3	38.5	31.5	6.5	0.7	0.0
Tennessee	100.0	9.2	6.9	1.6	3.8	31.4	34.7	7.7	3.9	0.7
Texas	100.0	8.1	5.8	1.6	4.3	22.0	34.7	17.9	4.4	1.2
Utah	100.0	13.5	1.9	3.0	9.3	16.3	33.4	17.8	2.7	2.1
Vermont	100.0	1.9	0.7	5.3	0.0	39.6	45.2	5.1	2.2	0.0
Virginia	100.0	13.9	1.1	1.7	5.5	21.1	32.8	19.6	3.7	0.7
Washington	100.0	12.9	1.0	2.9	5.8	19.3	33.6	19.5	3.9	1.0
West Virginia	100.0	13.9	5.3	6.7	3.0	26.4	27.4	15.6	1.1	0.6
Wisconsin	100.0	10.8	1.7	5.0	2.7	22.6	36.6	14.4	4.5	1.7
Wyoming	100.0	22.9	0.0	2.8	9.3	17.0	20.0	23.9	0.0	4.0

Table 6-2a (Counts)
Full-Time vs. Part-Time
Higher Ed ESP Work Force by State, 2023

	All HIEd ESP	Full-Time	Part-Time
United States	769,257	517,046	252,211
Alabama	15,510	11,516	3,994
Alaska	1,142	879	263
Arizona	17,461	10,892	6,569
Arkansas	6,347	4,802	1,545
California	82,569	54,719	27,850
Colorado	17,589	11,439	6,150
Connecticut	7,121	4,225	2,896
Delaware	2,902	1,750	1,152
District of Columbia	1,037	467	570
Florida	34,988	24,483	10,505
Georgia	27,336	19,920	7,416
Hawaii	4,498	2,306	2,192
Idaho	5,731	3,872	1,859
Illinois	29,420	19,739	9,681
Indiana	16,027	9,896	6,131
Iowa	12,875	8,074	4,801
Kansas	11,374	5,810	5,564
Kentucky	10,898	8,590	2,308
Louisiana	11,289	7,043	4,246
Maine	2,627	1,302	1,325
Maryland	17,950	12,261	5,689
Massachusetts	18,098	11,692	6,406
Michigan	23,910	14,561	9,349
Minnesota	14,875	9,223	5,652
Mississippi	8,932	6,494	2,438
Missouri	11,622	7,623	3,999
Montana	3,048	1,925	1,123
Nebraska	6,991	4,330	2,661
Nevada	5,296	3,525	1,771
New Hampshire	1,733	1,007	726
New Jersey	14,988	11,569	3,419
New Mexico	8,252	5,629	2,623
New York	39,291	26,543	12,748
North Carolina	29,293	21,063	8,230
North Dakota	3,502	2,351	1,151
Ohio	23,523	16,006	7,517
Oklahoma	9,336	6,113	3,223
Oregon	11,532	7,086	4,446
Pennsylvania	20,221	13,643	6,578
Rhode Island	2,350	1,438	912
South Carolina	12,884	9,193	3,691
South Dakota	2,947	1,826	1,121
Tennessee	16,373	10,608	5,765
Texas	64,004	46,021	17,983
Utah	13,371	9,212	4,159
Vermont	1,618	412	1,206
Virginia	21,252	15,276	5,976
Washington	19,745	13,184	6,561
West Virginia	4,432	3,422	1,010
Wisconsin	16,714	10,677	6,037
Wyoming	2,433	1,409	1,024

Table 6-2b (Percentages)
Full-Time vs. Part-Time
Higher Ed ESP Work Force by State, 2023

	All HIEd ESP	Full-Time	Part-Time
United States	100.0%	67.2%	32.8%
Alabama	100.0	74.2	25.8
Alaska	100.0	77.0	23.0
Arizona	100.0	62.4	37.6
Arkansas	100.0	75.7	24.3
California	100.0	66.3	33.7
Colorado	100.0	65.0	35.0
Connecticut	100.0	59.3	40.7
Delaware	100.0	60.3	39.7
District of Columbia	100.0	45.0	55.0
Florida	100.0	70.0	30.0
Georgia	100.0	72.9	27.1
Hawaii	100.0	51.3	48.7
Idaho	100.0	67.6	32.4
Illinois	100.0	67.1	32.9
Indiana	100.0	61.7	38.3
Iowa	100.0	62.7	37.3
Kansas	100.0	51.1	48.9
Kentucky	100.0	78.8	21.2
Louisiana	100.0	62.4	37.6
Maine	100.0	49.6	50.4
Maryland	100.0	68.3	31.7
Massachusetts	100.0	64.6	35.4
Michigan	100.0	60.9	39.1
Minnesota	100.0	62.0	38.0
Mississippi	100.0	72.7	27.3
Missouri	100.0	65.6	34.4
Montana	100.0	63.2	36.8
Nebraska	100.0	61.9	38.1
Nevada	100.0	66.6	33.4
New Hampshire	100.0	58.1	41.9
New Jersey	100.0	77.2	22.8
New Mexico	100.0	68.2	31.8
New York	100.0	67.6	32.4
North Carolina	100.0	71.9	28.1
North Dakota	100.0	67.1	32.9
Ohio	100.0	68.0	32.0
Oklahoma	100.0	65.5	34.5
Oregon	100.0	61.4	38.6
Pennsylvania	100.0	67.5	32.5
Rhode Island	100.0	61.2	38.8
South Carolina	100.0	71.4	28.6
South Dakota	100.0	62.0	38.0
Tennessee	100.0	64.8	35.2
Texas	100.0	71.9	28.1
Utah	100.0	68.9	31.1
Vermont	100.0	25.5	74.5
Virginia	100.0	71.9	28.1
Washington	100.0	66.8	33.2
West Virginia	100.0	77.2	22.8
Wisconsin	100.0	63.9	36.1
Wyoming	100.0	57.9	42.1

Table 6-3a (Counts)
Usual Hours Worked
Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	769,257	252,211	26,043	46,796	388,206	56,001	32.4
Alabama	15,510	3,994	301	567	9,322	1,326	34.4
Alaska	1,142	263	118	37	528	196	36.2
Arizona	17,461	6,569	452	243	8,865	1,332	32.1
Arkansas	6,347	1,545	214	223	3,979	386	34.5
California	82,569	27,850	2,871	2,215	44,157	5,476	32.2
Colorado	17,589	6,150	394	164	9,211	1,670	32.5
Connecticut	7,121	2,896	345	1,885	1,693	302	27.9
Delaware	2,902	1,152	312	307	859	272	29.4
District of Columbia	1,037	570	0	23	415	29	23.6
Florida	34,988	10,505	922	1,554	19,973	2,034	33.4
Georgia	27,336	7,416	843	724	16,307	2,046	34.0
Hawaii	4,498	2,192	44	0	1,883	379	30.3
Idaho	5,731	1,859	178	143	2,883	668	33.0
Illinois	29,420	9,681	752	4,694	12,805	1,488	31.9
Indiana	16,027	6,131	482	547	7,562	1,305	31.0
Iowa	12,875	4,801	312	372	6,128	1,262	30.9
Kansas	11,374	5,564	345	64	4,753	648	29.3
Kentucky	10,898	2,308	534	2,352	4,197	1,507	35.3
Louisiana	11,289	4,246	765	169	5,617	492	31.3
Maine	2,627	1,325	36	0	1,048	218	29.2
Maryland	17,950	5,689	443	550	10,312	956	32.9
Massachusetts	18,098	6,406	584	3,412	6,411	1,285	30.5
Michigan	23,910	9,349	879	762	10,971	1,949	31.2
Minnesota	14,875	5,652	1,244	415	6,648	916	30.4
Mississippi	8,932	2,438	256	152	5,310	776	34.2
Missouri	11,622	3,999	203	503	6,119	798	32.3
Montana	3,048	1,123	66	105	1,631	123	30.5
Nebraska	6,991	2,661	117	36	3,564	613	31.6
Nevada	5,296	1,771	288	167	2,588	482	32.5
New Hampshire	1,733	726	54	139	665	149	28.6
New Jersey	14,988	3,419	462	3,084	6,832	1,191	34.4
New Mexico	8,252	2,623	421	57	4,485	666	34.0
New York	39,291	12,748	1,655	8,373	14,763	1,752	31.0
North Carolina	29,293	8,230	804	698	17,744	1,817	33.8
North Dakota	3,502	1,151	200	0	1,987	164	32.0
Ohio	23,523	7,517	715	700	12,976	1,615	32.8
Oklahoma	9,336	3,223	144	187	5,018	764	32.5
Oregon	11,532	4,446	750	450	5,396	490	29.8
Pennsylvania	20,221	6,578	545	2,217	9,517	1,364	32.2
Rhode Island	2,350	912	0	400	959	79	30.2
South Carolina	12,884	3,691	727	2,154	5,816	496	32.3
South Dakota	2,947	1,121	148	73	1,274	331	31.8
Tennessee	16,373	5,765	817	1,677	6,895	1,219	31.6
Texas	64,004	17,983	1,343	1,198	37,285	6,195	34.6
Utah	13,371	4,159	662	379	7,455	716	33.2
Vermont	1,618	1,206	58	168	67	119	21.3
Virginia	21,252	5,976	509	332	12,255	2,180	33.9
Washington	19,745	6,561	598	290	10,436	1,860	32.6
West Virginia	4,432	1,010	277	1,293	1,579	273	34.1
Wisconsin	16,714	6,037	729	528	8,042	1,378	31.7
Wyoming	2,433	1,024	125	14	1,021	249	30.6

Table 6-3b (Percentages)

Usual Hours Worked

Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%	32.8%	3.4%	6.1%	50.5%	7.3%
Alabama	100.0	25.8	1.9	3.7	60.1	8.5
Alaska	100.0	23.0	10.3	3.2	46.2	17.2
Arizona	100.0	37.6	2.6	1.4	50.8	7.6
Arkansas	100.0	24.3	3.4	3.5	62.7	6.1
California	100.0	33.7	3.5	2.7	53.5	6.6
Colorado	100.0	35.0	2.2	0.9	52.4	9.5
Connecticut	100.0	40.7	4.8	26.5	23.8	4.2
Delaware	100.0	39.7	10.8	10.6	29.6	9.4
District of Columbia	100.0	55.0	0.0	2.2	40.0	2.8
Florida	100.0	30.0	2.6	4.4	57.1	5.8
Georgia	100.0	27.1	3.1	2.6	59.7	7.5
Hawaii	100.0	48.7	1.0	0.0	41.9	8.4
Idaho	100.0	32.4	3.1	2.5	50.3	11.7
Illinois	100.0	32.9	2.6	16.0	43.5	5.1
Indiana	100.0	38.3	3.0	3.4	47.2	8.1
Iowa	100.0	37.3	2.4	2.9	47.6	9.8
Kansas	100.0	48.9	3.0	0.6	41.8	5.7
Kentucky	100.0	21.2	4.9	21.6	38.5	13.8
Louisiana	100.0	37.6	6.8	1.5	49.8	4.4
Maine	100.0	50.4	1.4	0.0	39.9	8.3
Maryland	100.0	31.7	2.5	3.1	57.4	5.3
Massachusetts	100.0	35.4	3.2	18.9	35.4	7.1
Michigan	100.0	39.1	3.7	3.2	45.9	8.2
Minnesota	100.0	38.0	8.4	2.8	44.7	6.2
Mississippi	100.0	27.3	2.9	1.7	59.4	8.7
Missouri	100.0	34.4	1.7	4.3	52.7	6.9
Montana	100.0	36.8	2.2	3.4	53.5	4.0
Nebraska	100.0	38.1	1.7	0.5	51.0	8.8
Nevada	100.0	33.4	5.4	3.2	48.9	9.1
New Hampshire	100.0	41.9	3.1	8.0	38.4	8.6
New Jersey	100.0	22.8	3.1	20.6	45.6	7.9
New Mexico	100.0	31.8	5.1	0.7	54.4	8.1
New York	100.0	32.4	4.2	21.3	37.6	4.5
North Carolina	100.0	28.1	2.7	2.4	60.6	6.2
North Dakota	100.0	32.9	5.7	0.0	56.7	4.7
Ohio	100.0	32.0	3.0	3.0	55.2	6.9
Oklahoma	100.0	34.5	1.5	2.0	53.7	8.2
Oregon	100.0	38.6	6.5	3.9	46.8	4.2
Pennsylvania	100.0	32.5	2.7	11.0	47.1	6.7
Rhode Island	100.0	38.8	0.0	17.0	40.8	3.4
South Carolina	100.0	28.6	5.6	16.7	45.1	3.8
South Dakota	100.0	38.0	5.0	2.5	43.2	11.2
Tennessee	100.0	35.2	5.0	10.2	42.1	7.4
Texas	100.0	28.1	2.1	1.9	58.3	9.7
Utah	100.0	31.1	5.0	2.8	55.8	5.4
Vermont	100.0	74.5	3.6	10.4	4.1	7.4
Virginia	100.0	28.1	2.4	1.6	57.7	10.3
Washington	100.0	33.2	3.0	1.5	52.9	9.4
West Virginia	100.0	22.8	6.3	29.2	35.6	6.2
Wisconsin	100.0	36.1	4.4	3.2	48.1	8.2
Wyoming	100.0	42.1	5.1	0.6	42.0	10.2

Demographics of the 2023 Higher Ed ESP Work Force

Age

Figure 7-1 and Tables 7-1*a* and 7-1*b* show the average and distribution of ages of the total Higher Ed ESP work force, by state.

- The national Higher Ed ESP work force averages 38 years old, 10 years younger than K-12 ESP.
- Thirty percent of Higher Ed ESP are under 25.
- Thirty percent are between age 35 to 54.
- Twenty percent of Higher Ed ESP are 55 years of age or older.
- The average age of the Higher Ed ESP work force is 41 or older in five states. New Jersey has the oldest average age at 42.
- Higher Ed ESP in Vermont have the lowest average age, at 24. Wyoming and Montana average age is 32 years or younger.

Gender

Figure 7-2 and Tables 7-2, 7-3*a*, and 7-3*b* present gender and age data for the total Higher Ed ESP work force, by state.

- Fifty-five percent of the total Higher Ed ESP work force is female.
- Seventy-six percent of the District of Columbia Higher Ed ESP work force and around 69 percent in South Dakota are female. In another eleven states at least 60 percent of Higher Ed ESP are female.
- Fifty-eight percent of West Virginia Higher Ed ESP are male, the share of male Higher Ed ESP is at or exceeds 48 percent in another 11 states.
- In general, male Higher Ed ESP are slightly younger than female Higher Ed ESP.
- The gender by age distribution of Higher Ed ESP in most states mirrors the national pattern, but the ratios of the gender/age groups vary in some states.

Race/Ethnicity

Figure 7-3 and Tables 7-4*a* and 7-4*b* show the racial-ethnic composition of the Higher Ed ESP work force, by state.

- Non-white workers make up 41 percent of the nation's Higher Ed ESP work force.
- Hispanics comprise the largest proportion, at 14 percent.
- Thirteen percent of Higher Ed ESP are Black.
- Asians comprise nine percent of the total Higher Ed ESP work force.
- Native Americans make up five tenths of a percent of the nation's Higher Ed ESP.

- Native Hawaiians and Pacific Islanders comprise two tenths of a percent of all Higher Ed ESP.
- Four percent of the Higher Ed ESP work force report more than one race.
- The largest percentage of non-white Higher Ed ESP is found in Hawaii, New Mexico, California, and also the District of Columbia.
- The lowest proportions of non-white Higher Ed ESP are found in West Virginia and Vermont, at less than 11 percent.
- Forty-one percent of Higher Ed ESP in Mississippi are Black.
- In New Mexico, Hispanic Higher Ed ESP make up 53 percent of the Higher Ed ESP work force.
- In Hawaii, 44 percent of Higher Ed ESP are Asian, five percent are Native Hawaiian or Pacific Islander, and 21 percent report two or more races. Twenty percent of Higher Ed ESP in California are Asian.
- Fifteen percent of Higher Ed ESP in Alaska, nine percent in Montana, six percent in Oklahoma are Native American.

Tables 7-5a and 7-5b detail the racial-ethnic composition of the Higher Ed ESP work force by gender, across the 50 states and the District of Columbia.

- The gender-specific distribution of Higher Ed ESP by race closely mirrors the national Higher Ed ESP work force.
- There is much variation in Higher Ed ESP racial/ethnic and gender distribution at the state level with higher shares of Blacks in the South and Hispanics in the South and West.

Figure 7-4 and Tables 7-6a and 7-6b illustrate the educational attainment of the Higher Ed ESP work force, by state.

- Ninety-seven percent of the total Higher Ed ESP work force has completed high school.
- Fifty-four percent of Higher Ed ESP have an associate/college degree.
- At least 60 percent of Higher Ed ESP in Alaska, North Dakota, Hawaii, Arizona, and Washington hold associate/college degrees, as do at least 55 percent in 16 other states.
- Vermont and Louisiana have the lowest percentages of Higher Ed ESP with associate/college degrees, at 42 percent or less.
- The highest percentages of Higher Ed ESP that have not finished high school are in the District of Columbia and Nebraska.

Educational Attainment

Household Income

Tables 7-7a and 7-7b show household total income for the Higher Ed ESP work force, by state. Factors such as household size and the number and gender of the earners in the household are additional sources of variability.

- Eighty-three percent of the nation's Higher Ed ESP live in households earning at least \$45,000 per year.
- Sixty-six percent of Higher Ed ESP live in households earning at least \$75,000 per year.
- Seven percent of Higher Ed ESP live in households with an income of less than \$25,000.
- Alaska, New Hampshire, New Jersey, Hawaii, and Massachusetts lead in Higher Ed ESP with household incomes of at least \$45,000, each at 92 percent or higher.
- Wyoming at 14 percent and Michigan at nine percent have the highest percentages of Higher Ed ESP living in households with an income of less than \$15,000.
- Higher Ed ESP in Hawaii and the District of Columbia have the highest average household incomes, at more than \$172,000 per year. In five other states, Higher Ed ESP average more than \$152,000 in household income.
- In Vermont, Higher Ed ESP household incomes average is below \$79,000 per year.

Poverty Status

Figure 7-5 and Tables 7-8a and 7-8b detail the poverty status of all Higher Ed ESP, by state. Most Higher Ed ESP households earn sufficient income to keep them above the official U.S. government poverty threshold. Table 7-8a includes a “not ascertained” column, representing people for whom poverty status could not be determined.

- Seventy-six percent of all Higher Ed ESP live in households with incomes at least twice the poverty threshold; forty-five percent have household incomes at least four times the threshold.
- In every state and the District of Columbia, at least 49 percent of Higher Ed ESP have household incomes at least twice the poverty level.
- Eleven percent of all Higher Ed ESP, over 75,000, fall below the poverty line.
- At least 24 percent of Higher Ed ESP in Vermont, Wyoming, and South Dakota live below the poverty threshold.

Marital Status

Tables 7-9a and 7-9b show the marital status of all Higher Ed ESP, by state.

- Thirty-nine percent of all Higher Ed ESP are married.
- Eleven percent are widowed, divorced, or separated.
- Fifty percent of all Higher Ed ESP have never married.
- In Vermont and Montana, at least 64 percent of Higher Ed ESP are single.

Household Relationship

Tables 7-10a and 7-10b show the household relationships of all Higher Ed ESP, by state.

- Forty-seven percent of the Higher Ed ESP work force are household heads.
- Seventeen percent are spouses of the household head.
- Thirty-six percent describe their household relationship as “child or other household member,” such as living with parents, siblings, or non-relative roommates.
- North Dakota, Washington, South Dakota, and Wyoming lead in percentage of household heads, at 54 percent or higher.
- Alabama, Alaska, Idaho, and the District of Columbia lead in Higher Ed ESP who identify themselves as spouses of household heads, at 25 percent or more.
- At 79 percent Vermont has the highest percentages of Higher Ed ESP who describe their household relationship as “child or other household member.” Following Vermont is Hawaii at 61 percent. The corresponding shares for Higher Ed ESP in Louisiana, Maine, and Massachusetts are at least 48 percent.

Figure 7-1
Average Age
Higher Ed ESP Work Force by State, 2023

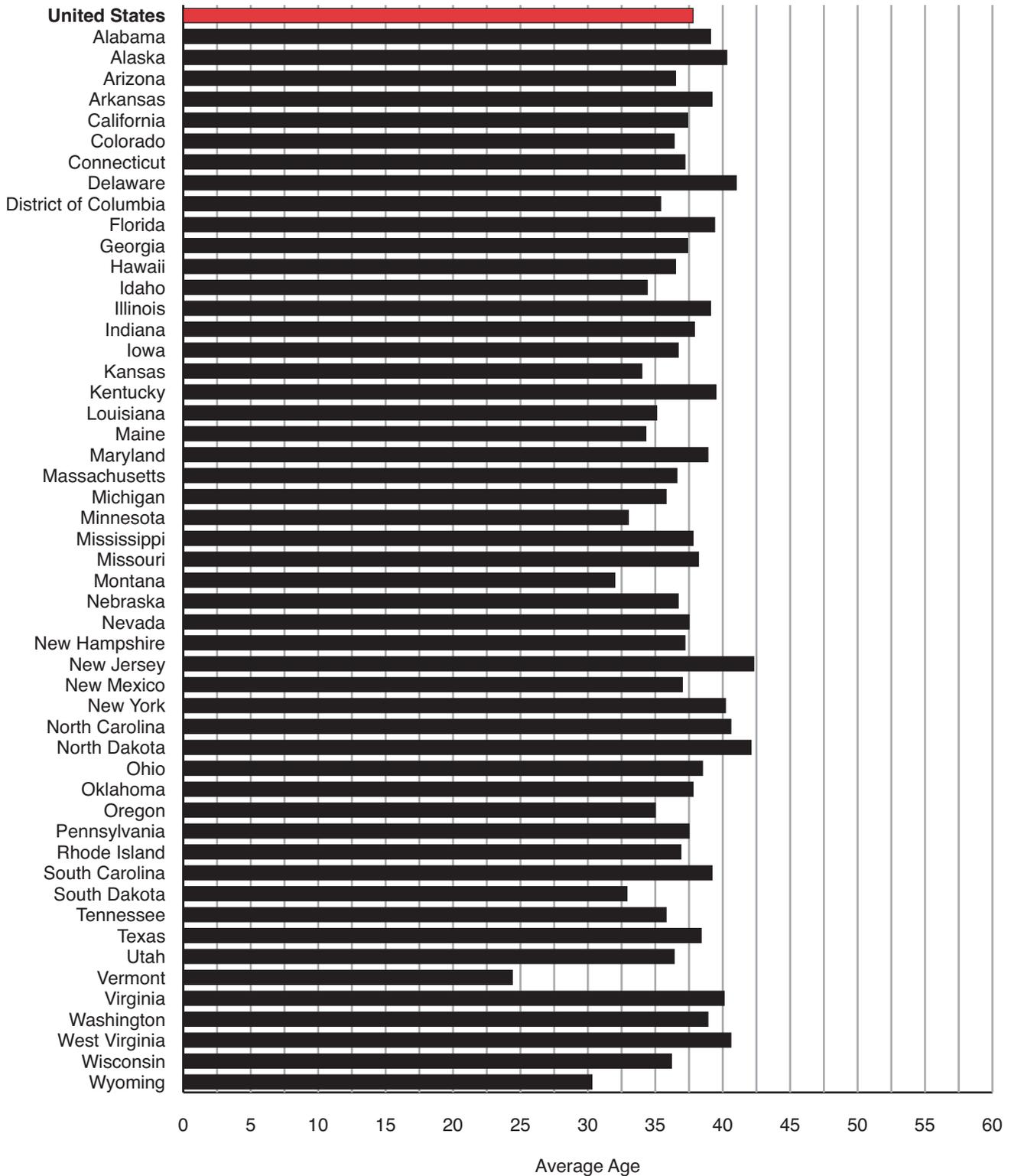


Figure 7-2
Gender: Percentage Female
Higher Ed ESP Work Force by State, 2023

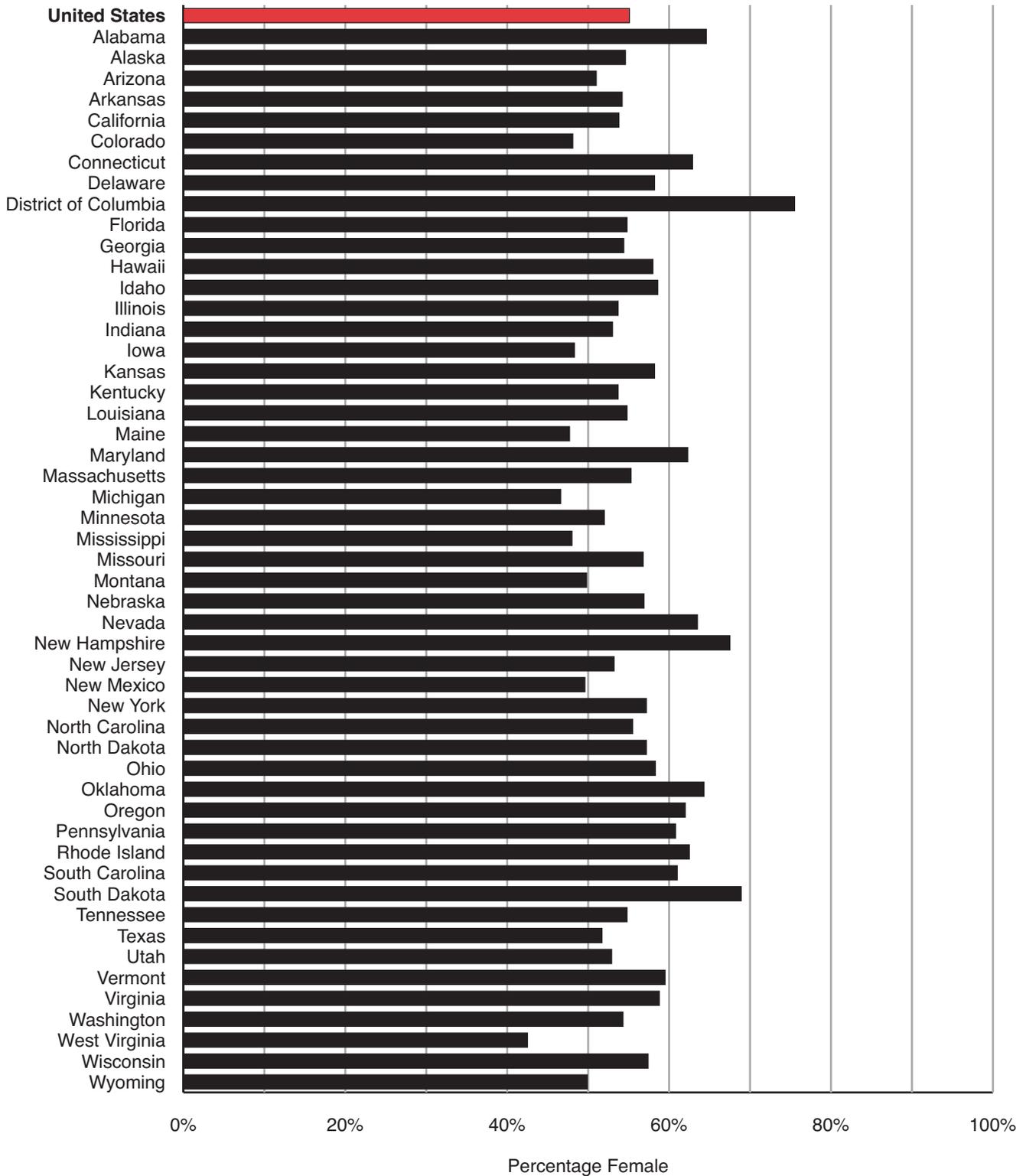


Figure 7-3
Race/Ethnicity
Higher Ed ESP Work Force by State, 2023

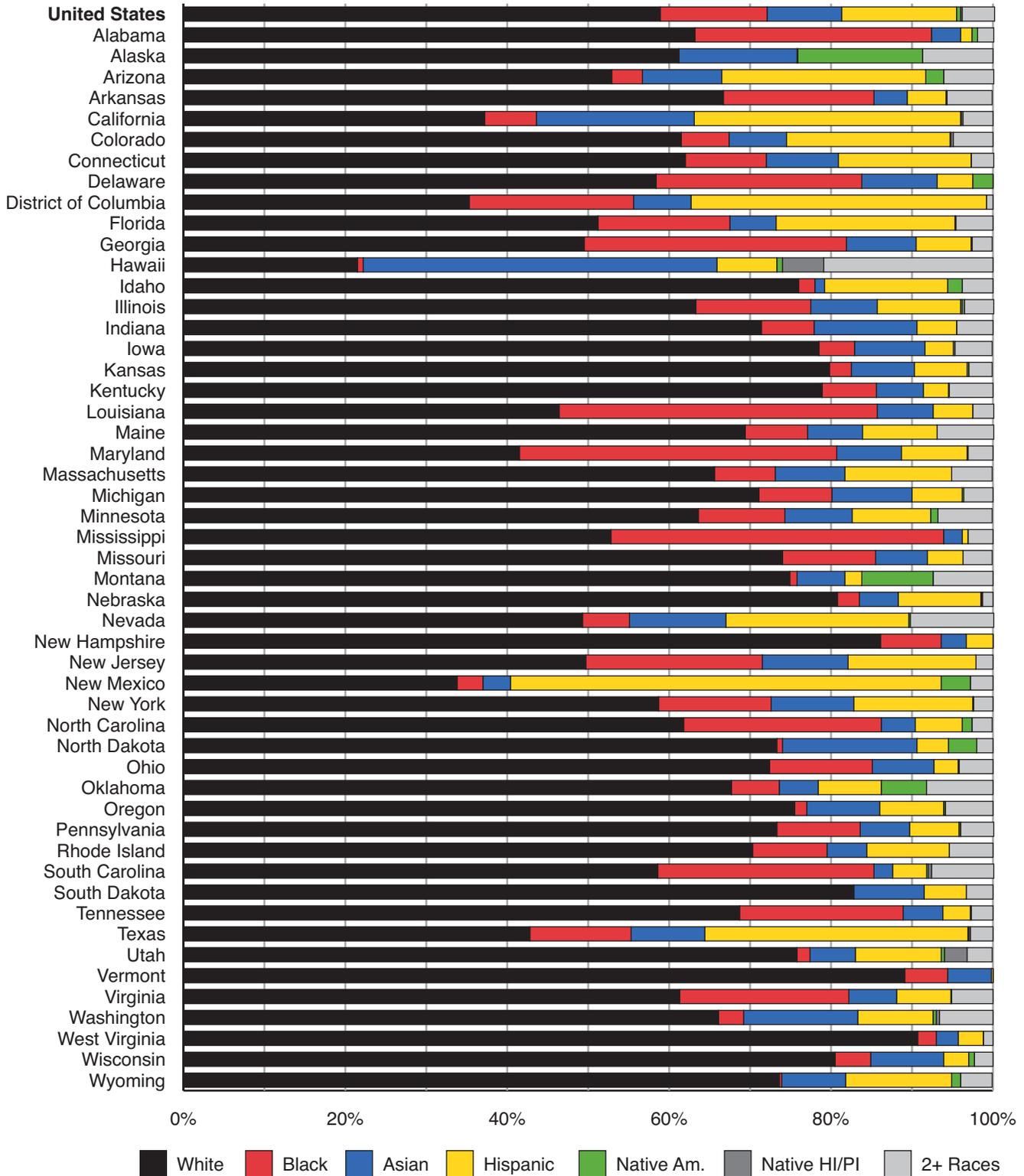


Figure 7-4
Education: Percent with Associate or Bachelor’s Degree or More
Higher Ed ESP Work Force by State, 2023

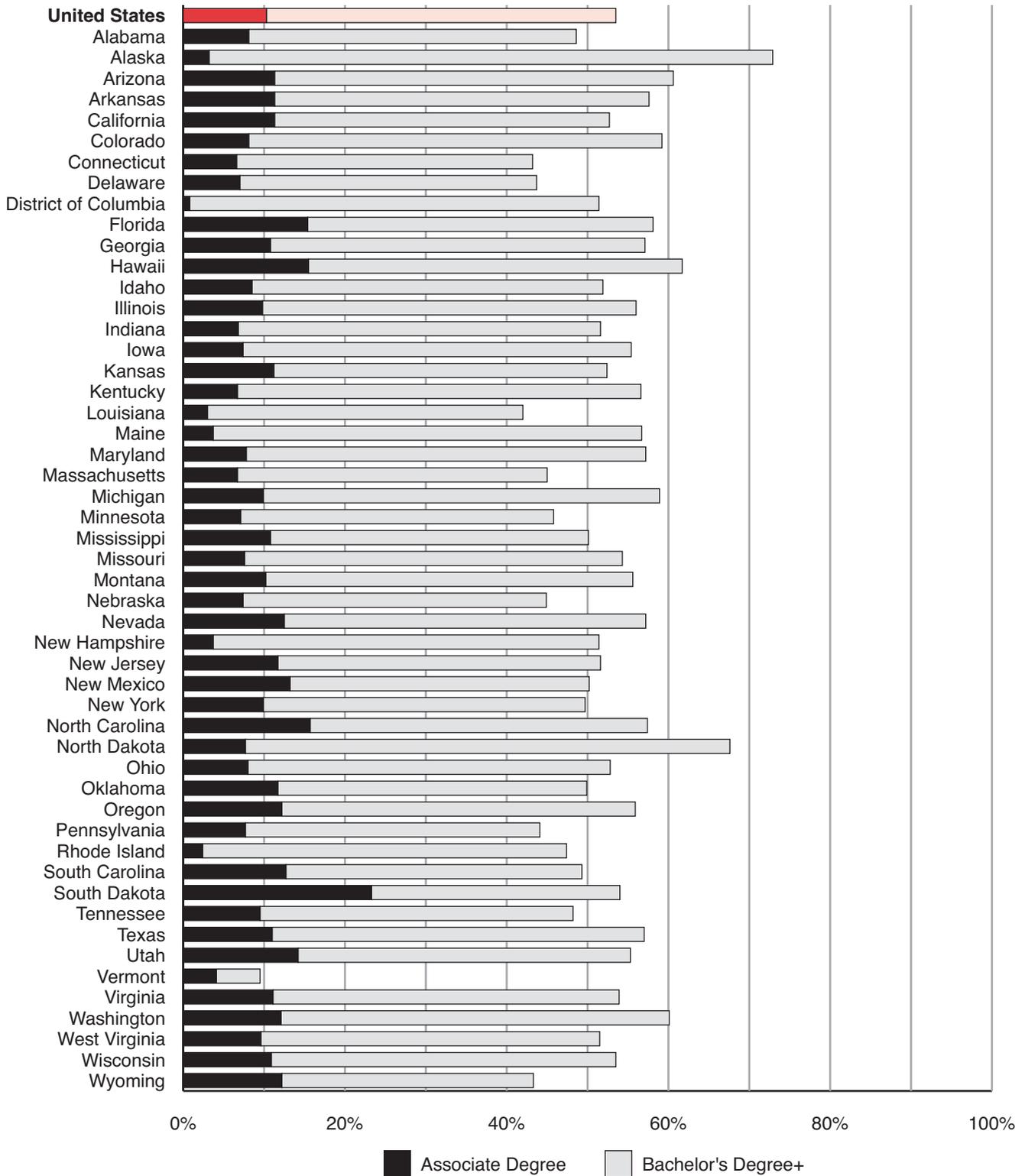


Figure 7-5
Poverty Rate
Higher Ed ESP Work Force by State, 2023

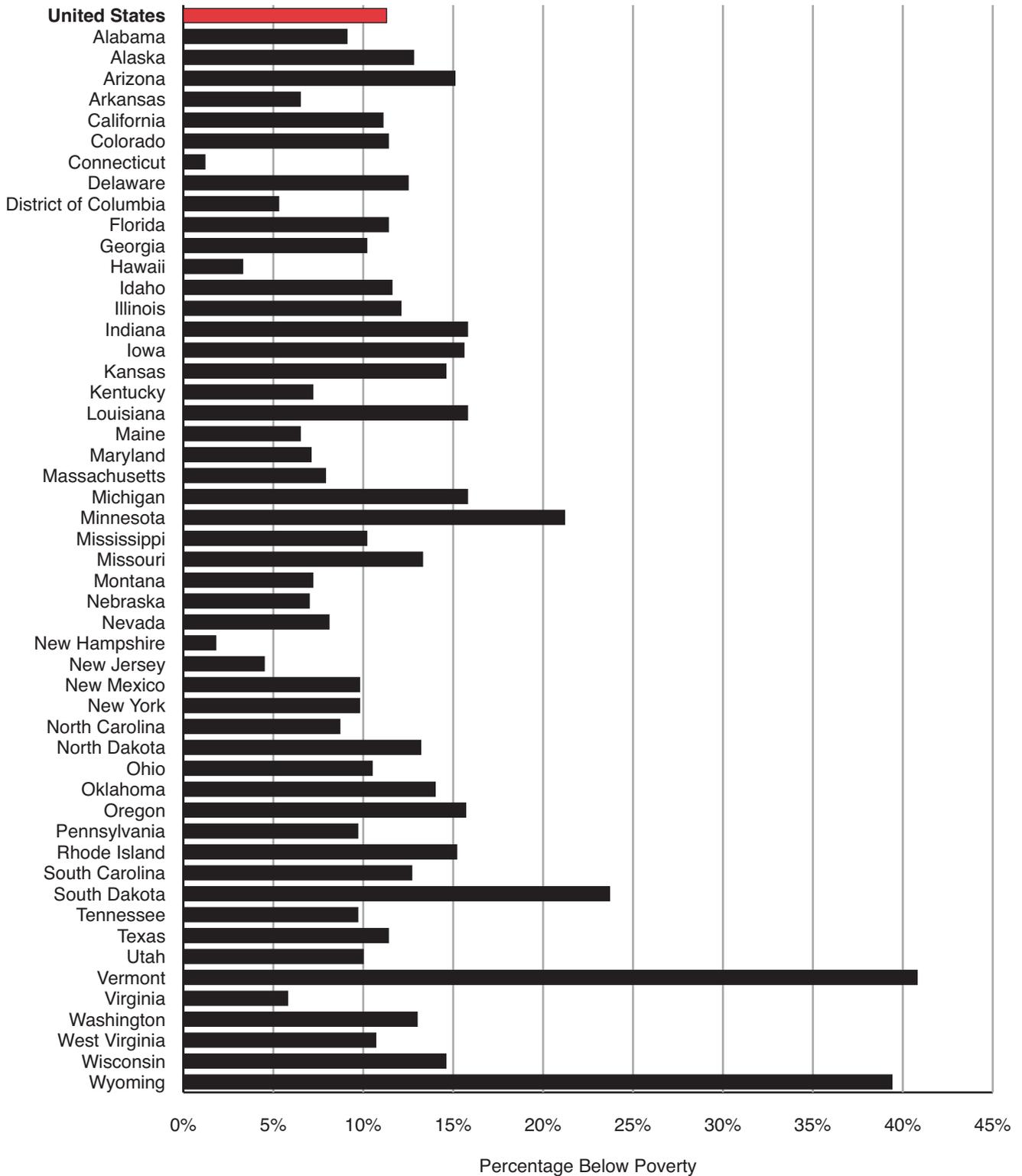


Table 7-1a (Counts)

Age Groups

Higher Ed ESP Work Force by State, 2023

	All HIEd ESP	15-24	25-34	35-44	45-54	55-64	65+	Average Age
United States	769,257	230,468	152,600	115,788	113,361	120,743	36,297	37.8
Alabama	15,510	4,219	2,506	2,678	2,993	2,535	579	39.1
Alaska	1,142	230	341	128	297	59	87	40.3
Arizona	17,461	5,795	3,681	2,734	2,252	2,141	858	36.5
Arkansas	6,347	1,633	1,397	996	706	1,218	397	39.2
California	82,569	24,918	16,972	13,128	12,191	12,224	3,136	37.4
Colorado	17,589	5,317	4,525	2,022	2,814	2,248	663	36.4
Connecticut	7,121	2,776	593	1,180	1,073	1,279	220	37.2
Delaware	2,902	957	333	305	239	636	432	41.0
District of Columbia	1,037	410	233	66	178	105	45	35.4
Florida	34,988	10,158	5,805	5,531	4,737	6,824	1,933	39.4
Georgia	27,336	7,100	7,152	4,297	3,544	4,036	1,207	37.4
Hawaii	4,498	1,494	1,135	592	476	553	248	36.5
Idaho	5,731	1,979	1,348	935	621	726	122	34.4
Illinois	29,420	7,595	5,653	4,790	5,301	4,716	1,365	39.1
Indiana	16,027	5,405	3,009	1,705	2,109	2,831	968	37.9
Iowa	12,875	3,959	3,165	1,544	1,431	2,402	374	36.7
Kansas	11,374	4,962	1,839	1,448	1,158	1,686	281	34.0
Kentucky	10,898	2,141	2,467	2,402	1,773	1,629	486	39.5
Louisiana	11,289	4,099	2,194	1,950	1,041	1,591	414	35.1
Maine	2,627	1,076	413	458	274	364	42	34.3
Maryland	17,950	4,824	3,789	2,844	2,547	2,824	1,122	38.9
Massachusetts	18,098	6,830	2,551	2,596	2,244	2,977	900	36.6
Michigan	23,910	8,842	4,281	3,445	3,301	3,329	712	35.8
Minnesota	14,875	6,057	3,386	2,058	1,833	1,236	305	33.0
Mississippi	8,932	2,745	1,552	1,633	1,281	1,310	411	37.8
Missouri	11,622	3,289	2,101	2,153	1,876	1,712	491	38.2
Montana	3,048	1,179	737	572	301	201	58	32.0
Nebraska	6,991	2,687	1,028	915	876	1,054	431	36.7
Nevada	5,296	1,271	1,189	1,161	883	603	189	37.5
New Hampshire	1,733	679	263	83	359	200	149	37.2
New Jersey	14,988	3,090	2,503	1,874	3,439	3,167	915	42.3
New Mexico	8,252	2,390	1,952	1,061	1,583	1,009	257	37.0
New York	39,291	10,297	6,576	6,756	5,762	6,996	2,904	40.2
North Carolina	29,293	7,397	5,069	4,429	4,683	5,530	2,185	40.6
North Dakota	3,502	703	628	637	474	708	352	42.1
Ohio	23,523	6,733	4,692	2,955	3,710	4,673	760	38.5
Oklahoma	9,336	2,598	1,976	1,696	1,324	1,009	733	37.8
Oregon	11,532	3,567	3,380	1,267	1,938	1,045	335	35.0
Pennsylvania	20,221	7,299	2,863	2,627	2,878	3,649	905	37.5
Rhode Island	2,350	929	439	148	299	433	102	36.9
South Carolina	12,884	3,833	2,364	1,769	1,674	2,400	844	39.2
South Dakota	2,947	1,399	343	518	444	143	100	32.9
Tennessee	16,373	5,991	3,605	1,601	2,022	2,398	756	35.8
Texas	64,004	15,959	14,600	10,306	9,959	10,680	2,500	38.4
Utah	13,371	3,686	3,502	2,436	1,689	1,269	789	36.4
Vermont	1,618	1,341	95	52	11	82	37	24.4
Virginia	21,252	5,531	3,727	3,036	4,041	3,800	1,117	40.1
Washington	19,745	5,253	4,209	2,934	2,862	3,244	1,243	38.9
West Virginia	4,432	966	890	700	723	820	333	40.6
Wisconsin	16,714	5,579	3,270	2,242	2,897	2,246	480	36.2
Wyoming	2,433	1,301	279	395	240	193	25	30.3

Table 7-1b (Percentages)

Age Groups

Higher Ed ESP Work Force by State, 2023

	All Hied ESP	15-24	25-34	35-44	45-54	55-64	65+
United States	100.0%	30.0%	19.8%	15.1%	14.7%	15.7%	4.7%
Alabama	100.0	27.2	16.2	17.3	19.3	16.3	3.7
Alaska	100.0	20.1	29.9	11.2	26.0	5.2	7.6
Arizona	100.0	33.2	21.1	15.7	12.9	12.3	4.9
Arkansas	100.0	25.7	22.0	15.7	11.1	19.2	6.3
California	100.0	30.2	20.6	15.9	14.8	14.8	3.8
Colorado	100.0	30.2	25.7	11.5	16.0	12.8	3.8
Connecticut	100.0	39.0	8.3	16.6	15.1	18.0	3.1
Delaware	100.0	33.0	11.5	10.5	8.2	21.9	14.9
District of Columbia	100.0	39.5	22.5	6.4	17.2	10.1	4.3
Florida	100.0	29.0	16.6	15.8	13.5	19.5	5.5
Georgia	100.0	26.0	26.2	15.7	13.0	14.8	4.4
Hawaii	100.0	33.2	25.2	13.2	10.6	12.3	5.5
Idaho	100.0	34.5	23.5	16.3	10.8	12.7	2.1
Illinois	100.0	25.8	19.2	16.3	18.0	16.0	4.6
Indiana	100.0	33.7	18.8	10.6	13.2	17.7	6.0
Iowa	100.0	30.7	24.6	12.0	11.1	18.7	2.9
Kansas	100.0	43.6	16.2	12.7	10.2	14.8	2.5
Kentucky	100.0	19.6	22.6	22.0	16.3	14.9	4.5
Louisiana	100.0	36.3	19.4	17.3	9.2	14.1	3.7
Maine	100.0	41.0	15.7	17.4	10.4	13.9	1.6
Maryland	100.0	26.9	21.1	15.8	14.2	15.7	6.3
Massachusetts	100.0	37.7	14.1	14.3	12.4	16.4	5.0
Michigan	100.0	37.0	17.9	14.4	13.8	13.9	3.0
Minnesota	100.0	40.7	22.8	13.8	12.3	8.3	2.1
Mississippi	100.0	30.7	17.4	18.3	14.3	14.7	4.6
Missouri	100.0	28.3	18.1	18.5	16.1	14.7	4.2
Montana	100.0	38.7	24.2	18.8	9.9	6.6	1.9
Nebraska	100.0	38.4	14.7	13.1	12.5	15.1	6.2
Nevada	100.0	24.0	22.5	21.9	16.7	11.4	3.6
New Hampshire	100.0	39.2	15.2	4.8	20.7	11.5	8.6
New Jersey	100.0	20.6	16.7	12.5	22.9	21.1	6.1
New Mexico	100.0	29.0	23.7	12.9	19.2	12.2	3.1
New York	100.0	26.2	16.7	17.2	14.7	17.8	7.4
North Carolina	100.0	25.3	17.3	15.1	16.0	18.9	7.5
North Dakota	100.0	20.1	17.9	18.2	13.5	20.2	10.1
Ohio	100.0	28.6	19.9	12.6	15.8	19.9	3.2
Oklahoma	100.0	27.8	21.2	18.2	14.2	10.8	7.9
Oregon	100.0	30.9	29.3	11.0	16.8	9.1	2.9
Pennsylvania	100.0	36.1	14.2	13.0	14.2	18.0	4.5
Rhode Island	100.0	39.5	18.7	6.3	12.7	18.4	4.3
South Carolina	100.0	29.8	18.3	13.7	13.0	18.6	6.6
South Dakota	100.0	47.5	11.6	17.6	15.1	4.9	3.4
Tennessee	100.0	36.6	22.0	9.8	12.3	14.6	4.6
Texas	100.0	24.9	22.8	16.1	15.6	16.7	3.9
Utah	100.0	27.6	26.2	18.2	12.6	9.5	5.9
Vermont	100.0	82.9	5.9	3.2	0.7	5.1	2.3
Virginia	100.0	26.0	17.5	14.3	19.0	17.9	5.3
Washington	100.0	26.6	21.3	14.9	14.5	16.4	6.3
West Virginia	100.0	21.8	20.1	15.8	16.3	18.5	7.5
Wisconsin	100.0	33.4	19.6	13.4	17.3	13.4	2.9
Wyoming	100.0	53.5	11.5	16.2	9.9	7.9	1.0

Table 7-2

Gender

Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Male	Female	All HiEd ESP	Male	Female
United States	769,257	345,742	423,515	100.0%	44.9%	55.1%
Alabama	15,510	5,493	10,017	100.0	35.4	64.6
Alaska	1,142	518	624	100.0	45.4	54.6
Arizona	17,461	8,562	8,899	100.0	49.0	51.0
Arkansas	6,347	2,905	3,442	100.0	45.8	54.2
California	82,569	38,176	44,393	100.0	46.2	53.8
Colorado	17,589	9,130	8,459	100.0	51.9	48.1
Connecticut	7,121	2,641	4,480	100.0	37.1	62.9
Delaware	2,902	1,214	1,688	100.0	41.8	58.2
District of Columbia	1,037	254	783	100.0	24.5	75.5
Florida	34,988	15,802	19,186	100.0	45.2	54.8
Georgia	27,336	12,466	14,870	100.0	45.6	54.4
Hawaii	4,498	1,889	2,609	100.0	42.0	58.0
Idaho	5,731	2,375	3,356	100.0	41.4	58.6
Illinois	29,420	13,633	15,787	100.0	46.3	53.7
Indiana	16,027	7,538	8,489	100.0	47.0	53.0
Iowa	12,875	6,655	6,220	100.0	51.7	48.3
Kansas	11,374	4,756	6,618	100.0	41.8	58.2
Kentucky	10,898	5,050	5,848	100.0	46.3	53.7
Louisiana	11,289	5,099	6,190	100.0	45.2	54.8
Maine	2,627	1,374	1,253	100.0	52.3	47.7
Maryland	17,950	6,772	11,178	100.0	37.7	62.3
Massachusetts	18,098	8,081	10,017	100.0	44.7	55.3
Michigan	23,910	12,757	11,153	100.0	53.4	46.6
Minnesota	14,875	7,136	7,739	100.0	48.0	52.0
Mississippi	8,932	4,646	4,286	100.0	52.0	48.0
Missouri	11,622	5,024	6,598	100.0	43.2	56.8
Montana	3,048	1,531	1,517	100.0	50.2	49.8
Nebraska	6,991	3,010	3,981	100.0	43.1	56.9
Nevada	5,296	1,933	3,363	100.0	36.5	63.5
New Hampshire	1,733	564	1,169	100.0	32.5	67.5
New Jersey	14,988	7,016	7,972	100.0	46.8	53.2
New Mexico	8,252	4,159	4,093	100.0	50.4	49.6
New York	39,291	16,814	22,477	100.0	42.8	57.2
North Carolina	29,293	13,046	16,247	100.0	44.5	55.5
North Dakota	3,502	1,500	2,002	100.0	42.8	57.2
Ohio	23,523	9,816	13,707	100.0	41.7	58.3
Oklahoma	9,336	3,331	6,005	100.0	35.7	64.3
Oregon	11,532	4,387	7,145	100.0	38.0	62.0
Pennsylvania	20,221	7,918	12,303	100.0	39.2	60.8
Rhode Island	2,350	881	1,469	100.0	37.5	62.5
South Carolina	12,884	5,021	7,863	100.0	39.0	61.0
South Dakota	2,947	917	2,030	100.0	31.1	68.9
Tennessee	16,373	7,397	8,976	100.0	45.2	54.8
Texas	64,004	30,936	33,068	100.0	48.3	51.7
Utah	13,371	6,297	7,074	100.0	47.1	52.9
Vermont	1,618	656	962	100.0	40.5	59.5
Virginia	21,252	8,764	12,488	100.0	41.2	58.8
Washington	19,745	9,016	10,729	100.0	45.7	54.3
West Virginia	4,432	2,547	1,885	100.0	57.5	42.5
Wisconsin	16,714	7,120	9,594	100.0	42.6	57.4
Wyoming	2,433	1,219	1,214	100.0	50.1	49.9

Table 7-3a (Counts)
Gender by Age Group
Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	769,257	345,742	172,108	108,395	65,239	423,515	210,960	120,754	91,801
Alabama	15,510	5,493	2,167	2,240	1,086	10,017	4,558	3,431	2,028
Alaska	1,142	518	338	93	87	624	233	332	59
Arizona	17,461	8,562	4,756	2,409	1,397	8,899	4,720	2,577	1,602
Arkansas	6,347	2,905	1,455	933	517	3,442	1,575	769	1,098
California	82,569	38,176	17,776	12,908	7,492	44,393	24,114	12,411	7,868
Colorado	17,589	9,130	4,607	3,061	1,462	8,459	5,235	1,775	1,449
Connecticut	7,121	2,641	1,010	1,011	620	4,480	2,359	1,242	879
Delaware	2,902	1,214	464	256	494	1,688	826	288	574
District of Columbia	1,037	254	138	76	40	783	505	168	110
Florida	34,988	15,802	6,934	5,103	3,765	19,186	9,029	5,165	4,992
Georgia	27,336	12,466	7,523	3,342	1,601	14,870	6,729	4,499	3,642
Hawaii	4,498	1,889	1,103	491	295	2,609	1,526	577	506
Idaho	5,731	2,375	1,178	750	447	3,356	2,149	806	401
Illinois	29,420	13,633	6,549	4,632	2,452	15,787	6,699	5,459	3,629
Indiana	16,027	7,538	3,814	1,652	2,072	8,489	4,600	2,162	1,727
Iowa	12,875	6,655	3,880	1,540	1,235	6,220	3,244	1,435	1,541
Kansas	11,374	4,756	2,698	1,137	921	6,618	4,103	1,469	1,046
Kentucky	10,898	5,050	1,922	2,545	583	5,848	2,686	1,630	1,532
Louisiana	11,289	5,099	2,731	1,449	919	6,190	3,562	1,542	1,086
Maine	2,627	1,374	705	488	181	1,253	784	244	225
Maryland	17,950	6,772	3,257	2,058	1,457	11,178	5,356	3,333	2,489
Massachusetts	18,098	8,081	3,930	2,620	1,531	10,017	5,451	2,220	2,346
Michigan	23,910	12,757	7,953	3,123	1,681	11,153	5,170	3,623	2,360
Minnesota	14,875	7,136	4,608	1,869	659	7,739	4,835	2,022	882
Mississippi	8,932	4,646	2,426	1,649	571	4,286	1,871	1,265	1,150
Missouri	11,622	5,024	2,303	1,838	883	6,598	3,087	2,191	1,320
Montana	3,048	1,531	908	524	99	1,517	1,008	349	160
Nebraska	6,991	3,010	1,697	720	593	3,981	2,018	1,071	892
Nevada	5,296	1,933	707	901	325	3,363	1,753	1,143	467
New Hampshire	1,733	564	286	226	52	1,169	656	216	297
New Jersey	14,988	7,016	2,976	2,228	1,812	7,972	2,617	3,085	2,270
New Mexico	8,252	4,159	1,926	1,791	442	4,093	2,416	853	824
New York	39,291	16,814	6,840	6,057	3,917	22,477	10,033	6,461	5,983
North Carolina	29,293	13,046	5,869	3,791	3,386	16,247	6,597	5,321	4,329
North Dakota	3,502	1,500	746	319	435	2,002	585	792	625
Ohio	23,523	9,816	4,798	2,924	2,094	13,707	6,627	3,741	3,339
Oklahoma	9,336	3,331	1,685	1,120	526	6,005	2,889	1,900	1,216
Oregon	11,532	4,387	2,802	977	608	7,145	4,145	2,228	772
Pennsylvania	20,221	7,918	3,474	2,462	1,982	12,303	6,688	3,043	2,572
Rhode Island	2,350	881	451	128	302	1,469	917	319	233
South Carolina	12,884	5,021	2,094	1,495	1,432	7,863	4,103	1,948	1,812
South Dakota	2,947	917	705	171	41	2,030	1,037	791	202
Tennessee	16,373	7,397	4,506	1,840	1,051	8,976	5,090	1,783	2,103
Texas	64,004	30,936	15,980	9,377	5,579	33,068	14,579	10,888	7,601
Utah	13,371	6,297	3,334	1,725	1,238	7,074	3,854	2,400	820
Vermont	1,618	656	610	46	0	962	826	17	119
Virginia	21,252	8,764	3,510	3,582	1,672	12,488	5,748	3,495	3,245
Washington	19,745	9,016	4,499	2,845	1,672	10,729	4,963	2,951	2,815
West Virginia	4,432	2,547	1,043	861	643	1,885	813	562	510
Wisconsin	16,714	7,120	3,656	2,664	800	9,594	5,193	2,475	1,926
Wyoming	2,433	1,219	781	348	90	1,214	799	287	128

Table 7-3b (Percentages)
Gender by Age Group
Higher Ed ESP Work Force by State, 2023

	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	100.0%	49.8%	31.4%	18.9%	100.0%	49.8%	28.5%	21.7%
Alabama	100.0	39.5	40.8	19.8	100.0	45.5	34.3	20.2
Alaska	100.0	65.3	18.0	16.8	100.0	37.3	53.2	9.5
Arizona	100.0	55.5	28.1	16.3	100.0	53.0	29.0	18.0
Arkansas	100.0	50.1	32.1	17.8	100.0	45.8	22.3	31.9
California	100.0	46.6	33.8	19.6	100.0	54.3	28.0	17.7
Colorado	100.0	50.5	33.5	16.0	100.0	61.9	21.0	17.1
Connecticut	100.0	38.2	38.3	23.5	100.0	52.7	27.7	19.6
Delaware	100.0	38.2	21.1	40.7	100.0	48.9	17.1	34.0
District of Columbia	100.0	54.3	29.9	15.7	100.0	64.5	21.5	14.0
Florida	100.0	43.9	32.3	23.8	100.0	47.1	26.9	26.0
Georgia	100.0	60.3	26.8	12.8	100.0	45.3	30.3	24.5
Hawaii	100.0	58.4	26.0	15.6	100.0	58.5	22.1	19.4
Idaho	100.0	49.6	31.6	18.8	100.0	64.0	24.0	11.9
Illinois	100.0	48.0	34.0	18.0	100.0	42.4	34.6	23.0
Indiana	100.0	50.6	21.9	27.5	100.0	54.2	25.5	20.3
Iowa	100.0	58.3	23.1	18.6	100.0	52.2	23.1	24.8
Kansas	100.0	56.7	23.9	19.4	100.0	62.0	22.2	15.8
Kentucky	100.0	38.1	50.4	11.5	100.0	45.9	27.9	26.2
Louisiana	100.0	53.6	28.4	18.0	100.0	57.5	24.9	17.5
Maine	100.0	51.3	35.5	13.2	100.0	62.6	19.5	18.0
Maryland	100.0	48.1	30.4	21.5	100.0	47.9	29.8	22.3
Massachusetts	100.0	48.6	32.4	18.9	100.0	54.4	22.2	23.4
Michigan	100.0	62.3	24.5	13.2	100.0	46.4	32.5	21.2
Minnesota	100.0	64.6	26.2	9.2	100.0	62.5	26.1	11.4
Mississippi	100.0	52.2	35.5	12.3	100.0	43.7	29.5	26.8
Missouri	100.0	45.8	36.6	17.6	100.0	46.8	33.2	20.0
Montana	100.0	59.3	34.2	6.5	100.0	66.4	23.0	10.5
Nebraska	100.0	56.4	23.9	19.7	100.0	50.7	26.9	22.4
Nevada	100.0	36.6	46.6	16.8	100.0	52.1	34.0	13.9
New Hampshire	100.0	50.7	40.1	9.2	100.0	56.1	18.5	25.4
New Jersey	100.0	42.4	31.8	25.8	100.0	32.8	38.7	28.5
New Mexico	100.0	46.3	43.1	10.6	100.0	59.0	20.8	20.1
New York	100.0	40.7	36.0	23.3	100.0	44.6	28.7	26.6
North Carolina	100.0	45.0	29.1	26.0	100.0	40.6	32.8	26.6
North Dakota	100.0	49.7	21.3	29.0	100.0	29.2	39.6	31.2
Ohio	100.0	48.9	29.8	21.3	100.0	48.3	27.3	24.4
Oklahoma	100.0	50.6	33.6	15.8	100.0	48.1	31.6	20.2
Oregon	100.0	63.9	22.3	13.9	100.0	58.0	31.2	10.8
Pennsylvania	100.0	43.9	31.1	25.0	100.0	54.4	24.7	20.9
Rhode Island	100.0	51.2	14.5	34.3	100.0	62.4	21.7	15.9
South Carolina	100.0	41.7	29.8	28.5	100.0	52.2	24.8	23.0
South Dakota	100.0	76.9	18.6	4.5	100.0	51.1	39.0	10.0
Tennessee	100.0	60.9	24.9	14.2	100.0	56.7	19.9	23.4
Texas	100.0	51.7	30.3	18.0	100.0	44.1	32.9	23.0
Utah	100.0	52.9	27.4	19.7	100.0	54.5	33.9	11.6
Vermont	100.0	93.0	7.0	0.0	100.0	85.9	1.8	12.4
Virginia	100.0	40.1	40.9	19.1	100.0	46.0	28.0	26.0
Washington	100.0	49.9	31.6	18.5	100.0	46.3	27.5	26.2
West Virginia	100.0	41.0	33.8	25.2	100.0	43.1	29.8	27.1
Wisconsin	100.0	51.3	37.4	11.2	100.0	54.1	25.8	20.1
Wyoming	100.0	64.1	28.5	7.4	100.0	65.8	23.6	10.5

Table 7-4a (Counts)
Race/Ethnicity
Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	769,257	452,842	101,429	70,414	109,529	3,475	1,176	30,392
Alabama	15,510	9,797	4,523	560	215	108	0	307
Alaska	1,142	699	0	167	1	176	0	99
Arizona	17,461	9,233	662	1,709	4,395	380	0	1,082
Arkansas	6,347	4,236	1,183	259	307	6	0	356
California	82,569	30,687	5,305	16,141	27,131	115	152	3,038
Colorado	17,589	10,825	1,043	1,244	3,548	13	52	864
Connecticut	7,121	4,417	710	631	1,165	0	0	198
Delaware	2,902	1,694	737	269	128	74	0	0
District of Columbia	1,037	366	211	74	378	0	0	8
Florida	34,988	17,916	5,691	2,007	7,728	34	0	1,612
Georgia	27,336	13,534	8,847	2,360	1,872	26	0	697
Hawaii	4,498	969	30	1,965	331	31	230	942
Idaho	5,731	4,356	113	70	871	105	0	216
Illinois	29,420	18,626	4,177	2,399	3,025	46	93	1,054
Indiana	16,027	11,441	1,046	2,031	780	4	0	725
Iowa	12,875	10,103	566	1,124	450	5	32	595
Kansas	11,374	9,074	311	891	741	28	0	329
Kentucky	10,898	8,600	731	629	343	7	0	588
Louisiana	11,289	5,237	4,436	774	549	0	0	293
Maine	2,627	1,822	202	178	241	0	0	184
Maryland	17,950	7,441	7,045	1,442	1,451	22	0	549
Massachusetts	18,098	11,879	1,356	1,560	2,390	0	0	913
Michigan	23,910	16,994	2,155	2,363	1,491	45	0	862
Minnesota	14,875	9,467	1,585	1,242	1,449	138	0	994
Mississippi	8,932	4,718	3,667	204	64	0	0	279
Missouri	11,622	8,603	1,338	742	515	0	0	424
Montana	3,048	2,284	26	179	64	269	0	226
Nebraska	6,991	5,647	187	338	713	8	10	88
Nevada	5,296	2,610	306	628	1,198	11	0	543
New Hampshire	1,733	1,492	130	53	58	0	0	0
New Jersey	14,988	7,445	3,273	1,591	2,365	0	0	314
New Mexico	8,252	2,786	262	283	4,387	301	0	233
New York	39,291	23,075	5,467	3,993	5,790	30	0	936
North Carolina	29,293	18,117	7,146	1,220	1,712	366	0	732
North Dakota	3,502	2,566	26	582	135	123	0	70
Ohio	23,523	17,022	2,979	1,799	703	21	0	999
Oklahoma	9,336	6,323	550	444	730	525	0	764
Oregon	11,532	8,705	174	1,039	910	22	0	682
Pennsylvania	20,221	14,824	2,073	1,226	1,229	39	0	830
Rhode Island	2,350	1,653	216	115	239	0	0	127
South Carolina	12,884	7,544	3,439	294	547	23	47	990
South Dakota	2,947	2,440	0	256	153	0	0	98
Tennessee	16,373	11,251	3,311	801	557	12	0	441
Texas	64,004	27,397	8,008	5,837	20,823	59	106	1,774
Utah	13,371	10,129	217	748	1,424	60	378	415
Vermont	1,618	1,441	86	88	3	0	0	0
Virginia	21,252	13,032	4,436	1,257	1,417	21	0	1,089
Washington	19,745	13,053	605	2,785	1,842	83	76	1,301
West Virginia	4,432	4,019	103	119	137	0	0	54
Wisconsin	16,714	13,462	732	1,511	515	112	0	382
Wyoming	2,433	1,791	7	193	319	27	0	96

Table 7-4b (Percentages)

Race/Ethnicity

Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	58.9%	13.2%	9.2%	14.2%	0.5%	0.2%	4.0%
Alabama	100.0	63.2	29.2	3.6	1.4	0.7	0.0	2.0
Alaska	100.0	61.2	0.0	14.6	0.1	15.4	0.0	8.7
Arizona	100.0	52.9	3.8	9.8	25.2	2.2	0.0	6.2
Arkansas	100.0	66.7	18.6	4.1	4.8	0.1	0.0	5.6
California	100.0	37.2	6.4	19.5	32.9	0.1	0.2	3.7
Colorado	100.0	61.5	5.9	7.1	20.2	0.1	0.3	4.9
Connecticut	100.0	62.0	10.0	8.9	16.4	0.0	0.0	2.8
Delaware	100.0	58.4	25.4	9.3	4.4	2.5	0.0	0.0
District of Columbia	100.0	35.3	20.3	7.1	36.5	0.0	0.0	0.8
Florida	100.0	51.2	16.3	5.7	22.1	0.1	0.0	4.6
Georgia	100.0	49.5	32.4	8.6	6.8	0.1	0.0	2.5
Hawaii	100.0	21.5	0.7	43.7	7.4	0.7	5.1	20.9
Idaho	100.0	76.0	2.0	1.2	15.2	1.8	0.0	3.8
Illinois	100.0	63.3	14.2	8.2	10.3	0.2	0.3	3.6
Indiana	100.0	71.4	6.5	12.7	4.9	0.0	0.0	4.5
Iowa	100.0	78.5	4.4	8.7	3.5	0.0	0.2	4.6
Kansas	100.0	79.8	2.7	7.8	6.5	0.2	0.0	2.9
Kentucky	100.0	78.9	6.7	5.8	3.1	0.1	0.0	5.4
Louisiana	100.0	46.4	39.3	6.9	4.9	0.0	0.0	2.6
Maine	100.0	69.4	7.7	6.8	9.2	0.0	0.0	7.0
Maryland	100.0	41.5	39.2	8.0	8.1	0.1	0.0	3.1
Massachusetts	100.0	65.6	7.5	8.6	13.2	0.0	0.0	5.0
Michigan	100.0	71.1	9.0	9.9	6.2	0.2	0.0	3.6
Minnesota	100.0	63.6	10.7	8.3	9.7	0.9	0.0	6.7
Mississippi	100.0	52.8	41.1	2.3	0.7	0.0	0.0	3.1
Missouri	100.0	74.0	11.5	6.4	4.4	0.0	0.0	3.6
Montana	100.0	74.9	0.9	5.9	2.1	8.8	0.0	7.4
Nebraska	100.0	80.8	2.7	4.8	10.2	0.1	0.1	1.3
Nevada	100.0	49.3	5.8	11.9	22.6	0.2	0.0	10.3
New Hampshire	100.0	86.1	7.5	3.1	3.3	0.0	0.0	0.0
New Jersey	100.0	49.7	21.8	10.6	15.8	0.0	0.0	2.1
New Mexico	100.0	33.8	3.2	3.4	53.2	3.6	0.0	2.8
New York	100.0	58.7	13.9	10.2	14.7	0.1	0.0	2.4
North Carolina	100.0	61.8	24.4	4.2	5.8	1.2	0.0	2.5
North Dakota	100.0	73.3	0.7	16.6	3.9	3.5	0.0	2.0
Ohio	100.0	72.4	12.7	7.6	3.0	0.1	0.0	4.2
Oklahoma	100.0	67.7	5.9	4.8	7.8	5.6	0.0	8.2
Oregon	100.0	75.5	1.5	9.0	7.9	0.2	0.0	5.9
Pennsylvania	100.0	73.3	10.3	6.1	6.1	0.2	0.0	4.1
Rhode Island	100.0	70.3	9.2	4.9	10.2	0.0	0.0	5.4
South Carolina	100.0	58.6	26.7	2.3	4.2	0.2	0.4	7.7
South Dakota	100.0	82.8	0.0	8.7	5.2	0.0	0.0	3.3
Tennessee	100.0	68.7	20.2	4.9	3.4	0.1	0.0	2.7
Texas	100.0	42.8	12.5	9.1	32.5	0.1	0.2	2.8
Utah	100.0	75.8	1.6	5.6	10.6	0.4	2.8	3.1
Vermont	100.0	89.1	5.3	5.4	0.2	0.0	0.0	0.0
Virginia	100.0	61.3	20.9	5.9	6.7	0.1	0.0	5.1
Washington	100.0	66.1	3.1	14.1	9.3	0.4	0.4	6.6
West Virginia	100.0	90.7	2.3	2.7	3.1	0.0	0.0	1.2
Wisconsin	100.0	80.5	4.4	9.0	3.1	0.7	0.0	2.3
Wyoming	100.0	73.6	0.3	7.9	13.1	1.1	0.0	3.9

Table 7-5a (Counts)
Race/Ethnicity by Gender: Males
Higher Ed ESP Work Force by State, 2023

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	345,742	204,968	39,311	36,524	49,445	1,329	384	13,781
Alabama	5,493	3,821	974	291	106	62	0	239
Alaska	518	379	0	0	0	139	0	0
Arizona	8,562	4,427	454	965	2,080	124	0	512
Arkansas	2,905	2,014	324	104	221	0	0	242
California	38,176	15,187	2,035	7,884	11,764	91	78	1,137
Colorado	9,130	5,727	669	569	1,716	7	14	428
Connecticut	2,641	1,770	249	198	388	0	0	36
Delaware	1,214	762	203	79	96	74	0	0
District of Columbia	254	123	61	47	15	0	0	8
Florida	15,802	8,632	2,467	1,030	3,098	13	0	562
Georgia	12,466	6,271	3,770	1,368	698	26	0	333
Hawaii	1,889	415	0	904	0	31	80	459
Idaho	2,375	1,808	29	25	338	59	0	116
Illinois	13,633	8,390	1,808	1,253	1,697	46	0	439
Indiana	7,538	5,545	440	854	244	4	0	451
Iowa	6,655	5,030	389	632	155	5	0	444
Kansas	4,756	3,973	104	385	111	0	0	183
Kentucky	5,050	4,149	140	389	196	0	0	176
Louisiana	5,099	2,568	1,552	512	368	0	0	99
Maine	1,374	1,192	71	111	0	0	0	0
Maryland	6,772	2,946	2,219	571	722	0	0	314
Massachusetts	8,081	5,188	490	607	1,215	0	0	581
Michigan	12,757	8,732	1,026	1,267	1,156	10	0	566
Minnesota	7,136	4,402	722	624	621	47	0	720
Mississippi	4,646	2,552	1,698	178	57	0	0	161
Missouri	5,024	3,753	342	668	159	0	0	102
Montana	1,531	1,219	26	116	64	0	0	106
Nebraska	3,010	2,142	96	235	441	8	0	88
Nevada	1,933	977	143	262	364	0	0	187
New Hampshire	564	528	6	28	2	0	0	0
New Jersey	7,016	3,926	1,376	840	694	0	0	180
New Mexico	4,159	1,404	140	121	2,251	98	0	145
New York	16,814	8,947	2,429	1,892	3,238	23	0	285
North Carolina	13,046	8,441	2,750	555	963	62	0	275
North Dakota	1,500	949	26	429	23	73	0	0
Ohio	9,816	7,311	847	1,132	191	0	0	335
Oklahoma	3,331	2,299	117	230	279	140	0	266
Oregon	4,387	3,279	44	509	304	0	0	251
Pennsylvania	7,918	5,509	1,160	459	556	0	0	234
Rhode Island	881	518	139	15	82	0	0	127
South Carolina	5,021	3,361	996	93	259	0	47	265
South Dakota	917	713	0	187	5	0	0	12
Tennessee	7,397	4,932	1,629	334	265	0	0	237
Texas	30,936	13,681	2,845	3,876	9,735	29	12	758
Utah	6,297	4,706	175	557	477	14	103	265
Vermont	656	607	40	9	0	0	0	0
Virginia	8,764	5,384	1,575	695	472	2	0	636
Washington	9,016	5,719	132	1,334	1,099	65	50	617
West Virginia	2,547	2,235	68	119	125	0	0	0
Wisconsin	7,120	5,357	309	862	335	77	0	180
Wyoming	1,219	1,068	7	120	0	0	0	24

Table 7-5a (Counts) continued
Race/Ethnicity by Gender: Females
Higher Ed ESP Work Force by State, 2023

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	423,515	247,874	62,118	33,890	60,084	2,146	792	16,611
Alabama	10,017	5,976	3,549	269	109	46	0	68
Alaska	624	320	0	167	1	37	0	99
Arizona	8,899	4,806	208	744	2,315	256	0	570
Arkansas	3,442	2,222	859	155	86	6	0	114
California	44,393	15,500	3,270	8,257	15,367	24	74	1,901
Colorado	8,459	5,098	374	675	1,832	6	38	436
Connecticut	4,480	2,647	461	433	777	0	0	162
Delaware	1,688	932	534	190	32	0	0	0
District of Columbia	783	243	150	27	363	0	0	0
Florida	19,186	9,284	3,224	977	4,630	21	0	1,050
Georgia	14,870	7,263	5,077	992	1,174	0	0	364
Hawaii	2,609	554	30	1,061	331	0	150	483
Idaho	3,356	2,548	84	45	533	46	0	100
Illinois	15,787	10,236	2,369	1,146	1,328	0	93	615
Indiana	8,489	5,896	606	1,177	536	0	0	274
Iowa	6,220	5,073	177	492	295	0	32	151
Kansas	6,618	5,101	207	506	630	28	0	146
Kentucky	5,848	4,451	591	240	147	7	0	412
Louisiana	6,190	2,669	2,884	262	181	0	0	194
Maine	1,253	630	131	67	241	0	0	184
Maryland	11,178	4,495	4,826	871	729	22	0	235
Massachusetts	10,017	6,691	866	953	1,175	0	0	332
Michigan	11,153	8,262	1,129	1,096	335	35	0	296
Minnesota	7,739	5,065	863	618	828	91	0	274
Mississippi	4,286	2,166	1,969	26	7	0	0	118
Missouri	6,598	4,850	996	74	356	0	0	322
Montana	1,517	1,065	0	63	0	269	0	120
Nebraska	3,981	3,505	91	103	272	0	10	0
Nevada	3,363	1,633	163	366	834	11	0	356
New Hampshire	1,169	964	124	25	56	0	0	0
New Jersey	7,972	3,519	1,897	751	1,671	0	0	134
New Mexico	4,093	1,382	122	162	2,136	203	0	88
New York	22,477	14,128	3,038	2,101	2,552	7	0	651
North Carolina	16,247	9,676	4,396	665	749	304	0	457
North Dakota	2,002	1,617	0	153	112	50	0	70
Ohio	13,707	9,711	2,132	667	512	21	0	664
Oklahoma	6,005	4,024	433	214	451	385	0	498
Oregon	7,145	5,426	130	530	606	22	0	431
Pennsylvania	12,303	9,315	913	767	673	39	0	596
Rhode Island	1,469	1,135	77	100	157	0	0	0
South Carolina	7,863	4,183	2,443	201	288	23	0	725
South Dakota	2,030	1,727	0	69	148	0	0	86
Tennessee	8,976	6,319	1,682	467	292	12	0	204
Texas	33,068	13,716	5,163	1,961	11,088	30	94	1,016
Utah	7,074	5,423	42	191	947	46	275	150
Vermont	962	834	46	79	3	0	0	0
Virginia	12,488	7,648	2,861	562	945	19	0	453
Washington	10,729	7,334	473	1,451	743	18	26	684
West Virginia	1,885	1,784	35	0	12	0	0	54
Wisconsin	9,594	8,105	423	649	180	35	0	202
Wyoming	1,214	723	0	73	319	27	0	72

Table 7-5b (Percentages)
Race/Ethnicity by Gender: Males
Higher Ed ESP Work Force by State, 2023

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	59.3%	11.4%	10.6%	14.3%	0.4%	0.1%	4.0%
Alabama	100.0	69.6	17.7	5.3	1.9	1.1	0.0	4.4
Alaska	100.0	73.2	0.0	0.0	0.0	26.8	0.0	0.0
Arizona	100.0	51.7	5.3	11.3	24.3	1.4	0.0	6.0
Arkansas	100.0	69.3	11.2	3.6	7.6	0.0	0.0	8.3
California	100.0	39.8	5.3	20.7	30.8	0.2	0.2	3.0
Colorado	100.0	62.7	7.3	6.2	18.8	0.1	0.2	4.7
Connecticut	100.0	67.0	9.4	7.5	14.7	0.0	0.0	1.4
Delaware	100.0	62.8	16.7	6.5	7.9	6.1	0.0	0.0
District of Columbia	100.0	48.4	24.0	18.5	5.9	0.0	0.0	3.1
Florida	100.0	54.6	15.6	6.5	19.6	0.1	0.0	3.6
Georgia	100.0	50.3	30.2	11.0	5.6	0.2	0.0	2.7
Hawaii	100.0	22.0	0.0	47.9	0.0	1.6	4.2	24.3
Idaho	100.0	76.1	1.2	1.1	14.2	2.5	0.0	4.9
Illinois	100.0	61.5	13.3	9.2	12.4	0.3	0.0	3.2
Indiana	100.0	73.6	5.8	11.3	3.2	0.1	0.0	6.0
Iowa	100.0	75.6	5.8	9.5	2.3	0.1	0.0	6.7
Kansas	100.0	83.5	2.2	8.1	2.3	0.0	0.0	3.8
Kentucky	100.0	82.2	2.8	7.7	3.9	0.0	0.0	3.5
Louisiana	100.0	50.4	30.4	10.0	7.2	0.0	0.0	1.9
Maine	100.0	86.8	5.2	8.1	0.0	0.0	0.0	0.0
Maryland	100.0	43.5	32.8	8.4	10.7	0.0	0.0	4.6
Massachusetts	100.0	64.2	6.1	7.5	15.0	0.0	0.0	7.2
Michigan	100.0	68.4	8.0	9.9	9.1	0.1	0.0	4.4
Minnesota	100.0	61.7	10.1	8.7	8.7	0.7	0.0	10.1
Mississippi	100.0	54.9	36.5	3.8	1.2	0.0	0.0	3.5
Missouri	100.0	74.7	6.8	13.3	3.2	0.0	0.0	2.0
Montana	100.0	79.6	1.7	7.6	4.2	0.0	0.0	6.9
Nebraska	100.0	71.2	3.2	7.8	14.7	0.3	0.0	2.9
Nevada	100.0	50.5	7.4	13.6	18.8	0.0	0.0	9.7
New Hampshire	100.0	93.6	1.1	5.0	0.4	0.0	0.0	0.0
New Jersey	100.0	56.0	19.6	12.0	9.9	0.0	0.0	2.6
New Mexico	100.0	33.8	3.4	2.9	54.1	2.4	0.0	3.5
New York	100.0	53.2	14.4	11.3	19.3	0.1	0.0	1.7
North Carolina	100.0	64.7	21.1	4.3	7.4	0.5	0.0	2.1
North Dakota	100.0	63.3	1.7	28.6	1.5	4.9	0.0	0.0
Ohio	100.0	74.5	8.6	11.5	1.9	0.0	0.0	3.4
Oklahoma	100.0	69.0	3.5	6.9	8.4	4.2	0.0	8.0
Oregon	100.0	74.7	1.0	11.6	6.9	0.0	0.0	5.7
Pennsylvania	100.0	69.6	14.7	5.8	7.0	0.0	0.0	3.0
Rhode Island	100.0	58.8	15.8	1.7	9.3	0.0	0.0	14.4
South Carolina	100.0	66.9	19.8	1.9	5.2	0.0	0.9	5.3
South Dakota	100.0	77.8	0.0	20.4	0.5	0.0	0.0	1.3
Tennessee	100.0	66.7	22.0	4.5	3.6	0.0	0.0	3.2
Texas	100.0	44.2	9.2	12.5	31.5	0.1	0.0	2.5
Utah	100.0	74.7	2.8	8.8	7.6	0.2	1.6	4.2
Vermont	100.0	92.5	6.1	1.4	0.0	0.0	0.0	0.0
Virginia	100.0	61.4	18.0	7.9	5.4	0.0	0.0	7.3
Washington	100.0	63.4	1.5	14.8	12.2	0.7	0.6	6.8
West Virginia	100.0	87.8	2.7	4.7	4.9	0.0	0.0	0.0
Wisconsin	100.0	75.2	4.3	12.1	4.7	1.1	0.0	2.5
Wyoming	100.0	87.6	0.6	9.8	0.0	0.0	0.0	2.0

Table 7-5b (Percentages) continued
Race/Ethnicity by Gender: Females
Higher Ed ESP Work Force by State, 2023

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	58.5%	14.7%	8.0%	14.2%	0.5%	0.2%	3.9%
Alabama	100.0	59.7	35.4	2.7	1.1	0.5	0.0	0.7
Alaska	100.0	51.3	0.0	26.8	0.2	5.9	0.0	15.9
Arizona	100.0	54.0	2.3	8.4	26.0	2.9	0.0	6.4
Arkansas	100.0	64.6	25.0	4.5	2.5	0.2	0.0	3.3
California	100.0	34.9	7.4	18.6	34.6	0.1	0.2	4.3
Colorado	100.0	60.3	4.4	8.0	21.7	0.1	0.4	5.2
Connecticut	100.0	59.1	10.3	9.7	17.3	0.0	0.0	3.6
Delaware	100.0	55.2	31.6	11.3	1.9	0.0	0.0	0.0
District of Columbia	100.0	31.0	19.2	3.4	46.4	0.0	0.0	0.0
Florida	100.0	48.4	16.8	5.1	24.1	0.1	0.0	5.5
Georgia	100.0	48.8	34.1	6.7	7.9	0.0	0.0	2.4
Hawaii	100.0	21.2	1.1	40.7	12.7	0.0	5.7	18.5
Idaho	100.0	75.9	2.5	1.3	15.9	1.4	0.0	3.0
Illinois	100.0	64.8	15.0	7.3	8.4	0.0	0.6	3.9
Indiana	100.0	69.5	7.1	13.9	6.3	0.0	0.0	3.2
Iowa	100.0	81.6	2.8	7.9	4.7	0.0	0.5	2.4
Kansas	100.0	77.1	3.1	7.6	9.5	0.4	0.0	2.2
Kentucky	100.0	76.1	10.1	4.1	2.5	0.1	0.0	7.0
Louisiana	100.0	43.1	46.6	4.2	2.9	0.0	0.0	3.1
Maine	100.0	50.3	10.5	5.3	19.2	0.0	0.0	14.7
Maryland	100.0	40.2	43.2	7.8	6.5	0.2	0.0	2.1
Massachusetts	100.0	66.8	8.6	9.5	11.7	0.0	0.0	3.3
Michigan	100.0	74.1	10.1	9.8	3.0	0.3	0.0	2.7
Minnesota	100.0	65.4	11.2	8.0	10.7	1.2	0.0	3.5
Mississippi	100.0	50.5	45.9	0.6	0.2	0.0	0.0	2.8
Missouri	100.0	73.5	15.1	1.1	5.4	0.0	0.0	4.9
Montana	100.0	70.2	0.0	4.2	0.0	17.7	0.0	7.9
Nebraska	100.0	88.0	2.3	2.6	6.8	0.0	0.3	0.0
Nevada	100.0	48.6	4.8	10.9	24.8	0.3	0.0	10.6
New Hampshire	100.0	82.5	10.6	2.1	4.8	0.0	0.0	0.0
New Jersey	100.0	44.1	23.8	9.4	21.0	0.0	0.0	1.7
New Mexico	100.0	33.8	3.0	4.0	52.2	5.0	0.0	2.2
New York	100.0	62.9	13.5	9.3	11.4	0.0	0.0	2.9
North Carolina	100.0	59.6	27.1	4.1	4.6	1.9	0.0	2.8
North Dakota	100.0	80.8	0.0	7.6	5.6	2.5	0.0	3.5
Ohio	100.0	70.8	15.6	4.9	3.7	0.2	0.0	4.8
Oklahoma	100.0	67.0	7.2	3.6	7.5	6.4	0.0	8.3
Oregon	100.0	75.9	1.8	7.4	8.5	0.3	0.0	6.0
Pennsylvania	100.0	75.7	7.4	6.2	5.5	0.3	0.0	4.8
Rhode Island	100.0	77.3	5.2	6.8	10.7	0.0	0.0	0.0
South Carolina	100.0	53.2	31.1	2.6	3.7	0.3	0.0	9.2
South Dakota	100.0	85.1	0.0	3.4	7.3	0.0	0.0	4.2
Tennessee	100.0	70.4	18.7	5.2	3.3	0.1	0.0	2.3
Texas	100.0	41.5	15.6	5.9	33.5	0.1	0.3	3.1
Utah	100.0	76.7	0.6	2.7	13.4	0.7	3.9	2.1
Vermont	100.0	86.7	4.8	8.2	0.3	0.0	0.0	0.0
Virginia	100.0	61.2	22.9	4.5	7.6	0.2	0.0	3.6
Washington	100.0	68.4	4.4	13.5	6.9	0.2	0.2	6.4
West Virginia	100.0	94.6	1.9	0.0	0.6	0.0	0.0	2.9
Wisconsin	100.0	84.5	4.4	6.8	1.9	0.4	0.0	2.1
Wyoming	100.0	59.6	0.0	6.0	26.3	2.2	0.0	5.9

Table 7-6a (Counts)
Educational Attainment
Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	769,257	21,804	112,549	223,125	79,511	332,268
Alabama	15,510	553	2,562	4,872	1,249	6,274
Alaska	1,142	39	22	248	37	796
Arizona	17,461	528	1,661	4,690	1,974	8,608
Arkansas	6,347	279	1,012	1,399	720	2,937
California	82,569	2,929	11,118	25,010	9,320	34,192
Colorado	17,589	656	1,402	5,113	1,427	8,991
Connecticut	7,121	261	1,396	2,385	472	2,607
Delaware	2,902	35	737	862	202	1,066
District of Columbia	1,037	163	119	222	8	525
Florida	34,988	677	5,162	8,814	5,393	14,942
Georgia	27,336	982	3,400	7,345	2,951	12,658
Hawaii	4,498	205	460	1,058	695	2,080
Idaho	5,731	161	587	2,010	488	2,485
Illinois	29,420	446	3,979	8,511	2,895	13,589
Indiana	16,027	304	3,117	4,339	1,086	7,181
Iowa	12,875	159	2,802	2,787	949	6,178
Kansas	11,374	118	1,475	3,818	1,274	4,689
Kentucky	10,898	320	1,799	2,606	730	5,443
Louisiana	11,289	215	2,107	4,222	339	4,406
Maine	2,627	33	207	898	98	1,391
Maryland	17,950	424	2,828	4,428	1,398	8,872
Massachusetts	18,098	482	2,631	6,838	1,220	6,927
Michigan	23,910	39	2,685	7,104	2,367	11,715
Minnesota	14,875	533	2,513	5,015	1,051	5,763
Mississippi	8,932	233	1,717	2,508	967	3,507
Missouri	11,622	211	2,085	3,019	881	5,426
Montana	3,048	113	234	1,006	311	1,384
Nebraska	6,991	395	740	2,715	517	2,624
Nevada	5,296	222	623	1,420	662	2,369
New Hampshire	1,733	0	207	635	64	827
New Jersey	14,988	438	3,270	3,544	1,752	5,984
New Mexico	8,252	108	1,257	2,738	1,093	3,056
New York	39,291	1,515	6,886	11,373	3,882	15,635
North Carolina	29,293	708	3,920	7,846	4,609	12,210
North Dakota	3,502	19	320	796	269	2,098
Ohio	23,523	659	4,226	6,219	1,880	10,539
Oklahoma	9,336	261	1,553	2,868	1,092	3,562
Oregon	11,532	47	1,416	3,629	1,405	5,035
Pennsylvania	20,221	680	4,545	6,083	1,550	7,363
Rhode Island	2,350	55	572	609	56	1,058
South Carolina	12,884	645	1,608	4,277	1,639	4,715
South Dakota	2,947	89	339	928	686	905
Tennessee	16,373	545	2,257	5,683	1,552	6,336
Texas	64,004	2,268	7,542	17,727	7,034	29,433
Utah	13,371	422	1,661	3,890	1,903	5,495
Vermont	1,618	0	224	1,239	67	88
Virginia	21,252	639	3,538	5,618	2,367	9,090
Washington	19,745	500	2,441	4,932	2,391	9,481
West Virginia	4,432	0	902	1,247	424	1,859
Wisconsin	16,714	422	2,253	5,104	1,817	7,118
Wyoming	2,433	69	432	878	298	756

Table 7-6b (Percentages)
Educational Attainment
Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	100.0%	2.8%	14.6%	29.0%	10.3%	43.2%
Alabama	100.0	3.6	16.5	31.4	8.1	40.5
Alaska	100.0	3.4	1.9	21.7	3.2	69.7
Arizona	100.0	3.0	9.5	26.9	11.3	49.3
Arkansas	100.0	4.4	15.9	22.0	11.3	46.3
California	100.0	3.5	13.5	30.3	11.3	41.4
Colorado	100.0	3.7	8.0	29.1	8.1	51.1
Connecticut	100.0	3.7	19.6	33.5	6.6	36.6
Delaware	100.0	1.2	25.4	29.7	7.0	36.7
District of Columbia	100.0	15.7	11.5	21.4	0.8	50.6
Florida	100.0	1.9	14.8	25.2	15.4	42.7
Georgia	100.0	3.6	12.4	26.9	10.8	46.3
Hawaii	100.0	4.6	10.2	23.5	15.5	46.2
Idaho	100.0	2.8	10.2	35.1	8.5	43.4
Illinois	100.0	1.5	13.5	28.9	9.8	46.2
Indiana	100.0	1.9	19.4	27.1	6.8	44.8
Iowa	100.0	1.2	21.8	21.6	7.4	48.0
Kansas	100.0	1.0	13.0	33.6	11.2	41.2
Kentucky	100.0	2.9	16.5	23.9	6.7	49.9
Louisiana	100.0	1.9	18.7	37.4	3.0	39.0
Maine	100.0	1.3	7.9	34.2	3.7	53.0
Maryland	100.0	2.4	15.8	24.7	7.8	49.4
Massachusetts	100.0	2.7	14.5	37.8	6.7	38.3
Michigan	100.0	0.2	11.2	29.7	9.9	49.0
Minnesota	100.0	3.6	16.9	33.7	7.1	38.7
Mississippi	100.0	2.6	19.2	28.1	10.8	39.3
Missouri	100.0	1.8	17.9	26.0	7.6	46.7
Montana	100.0	3.7	7.7	33.0	10.2	45.4
Nebraska	100.0	5.7	10.6	38.8	7.4	37.5
Nevada	100.0	4.2	11.8	26.8	12.5	44.7
New Hampshire	100.0	0.0	11.9	36.6	3.7	47.7
New Jersey	100.0	2.9	21.8	23.6	11.7	39.9
New Mexico	100.0	1.3	15.2	33.2	13.2	37.0
New York	100.0	3.9	17.5	28.9	9.9	39.8
North Carolina	100.0	2.4	13.4	26.8	15.7	41.7
North Dakota	100.0	0.5	9.1	22.7	7.7	59.9
Ohio	100.0	2.8	18.0	26.4	8.0	44.8
Oklahoma	100.0	2.8	16.6	30.7	11.7	38.2
Oregon	100.0	0.4	12.3	31.5	12.2	43.7
Pennsylvania	100.0	3.4	22.5	30.1	7.7	36.4
Rhode Island	100.0	2.3	24.3	25.9	2.4	45.0
South Carolina	100.0	5.0	12.5	33.2	12.7	36.6
South Dakota	100.0	3.0	11.5	31.5	23.3	30.7
Tennessee	100.0	3.3	13.8	34.7	9.5	38.7
Texas	100.0	3.5	11.8	27.7	11.0	46.0
Utah	100.0	3.2	12.4	29.1	14.2	41.1
Vermont	100.0	0.0	13.8	76.6	4.1	5.4
Virginia	100.0	3.0	16.6	26.4	11.1	42.8
Washington	100.0	2.5	12.4	25.0	12.1	48.0
West Virginia	100.0	0.0	20.4	28.1	9.6	41.9
Wisconsin	100.0	2.5	13.5	30.5	10.9	42.6
Wyoming	100.0	2.8	17.8	36.1	12.2	31.1

Table 7-7a (Counts)
Household Total Income
Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+	N.A.*	Av. HH Income
United States	769,257	26,237	21,488	28,681	35,082	42,435	75,043	442,467	97,824	\$124,759
Alabama	15,510	507	555	719	678	882	2,340	8,103	1,726	121,123
Alaska	1,142	0	0	0	16	50	21	937	118	157,826
Arizona	17,461	626	586	616	939	1,109	1,663	10,747	1,175	118,173
Arkansas	6,347	210	173	357	287	274	636	3,751	659	109,848
California	82,569	1,939	1,873	2,177	2,418	2,288	7,045	56,151	8,678	159,324
Colorado	17,589	362	562	426	428	880	1,678	10,749	2,504	132,999
Connecticut	7,121	25	149	109	324	368	462	3,894	1,790	147,612
Delaware	2,902	0	39	190	93	206	190	1,704	480	132,993
District of Columbia	1,037	27	16	0	35	0	83	648	228	171,882
Florida	34,988	1,263	1,223	1,234	1,500	2,522	4,123	19,542	3,581	110,859
Georgia	27,336	745	998	1,311	1,600	1,310	2,474	15,076	3,822	114,673
Hawaii	4,498	27	95	53	102	87	233	3,011	890	177,575
Idaho	5,731	108	216	137	488	527	480	2,898	877	96,135
Illinois	29,420	2,177	407	1,588	1,261	2,253	2,064	16,819	2,851	114,702
Indiana	16,027	1,066	711	998	854	1,297	1,902	7,284	1,915	92,791
Iowa	12,875	678	724	379	719	754	1,390	6,200	2,031	105,712
Kansas	11,374	351	455	818	1,067	651	1,302	4,428	2,302	97,583
Kentucky	10,898	270	152	367	758	910	1,130	6,126	1,185	124,067
Louisiana	11,289	356	777	255	1,070	1,227	746	4,696	2,162	95,622
Maine	2,627	49	15	66	106	57	543	1,167	624	114,516
Maryland	17,950	166	309	369	884	1,039	931	12,185	2,067	153,934
Massachusetts	18,098	211	235	330	313	579	1,698	10,518	4,214	152,051
Michigan	23,910	1,755	949	686	1,476	981	1,912	12,577	3,574	117,132
Minnesota	14,875	492	365	657	386	446	2,276	8,637	1,616	133,244
Mississippi	8,932	458	368	499	386	611	1,099	4,457	1,054	94,707
Missouri	11,622	601	362	415	516	969	1,824	5,998	937	99,407
Montana	3,048	0	159	58	132	157	292	1,458	792	115,026
Nebraska	6,991	114	127	321	322	518	1,223	2,806	1,560	100,006
Nevada	5,296	134	173	111	97	338	493	3,637	313	135,748
New Hampshire	1,733	0	0	32	0	15	178	854	654	138,707
New Jersey	14,988	94	387	48	255	520	860	11,761	1,063	162,383
New Mexico	8,252	318	442	234	452	542	448	4,661	1,155	117,540
New York	39,291	1,345	829	676	1,784	2,034	3,805	22,156	6,662	128,627
North Carolina	29,293	1,013	595	1,002	2,098	2,074	3,146	15,953	3,412	113,427
North Dakota	3,502	229	80	262	135	336	324	1,819	317	102,685
Ohio	23,523	868	448	1,416	1,005	1,324	2,447	13,219	2,796	116,871
Oklahoma	9,336	594	463	865	567	563	1,369	4,191	724	89,801
Oregon	11,532	377	375	319	454	724	1,470	6,509	1,304	121,638
Pennsylvania	20,221	418	198	777	589	971	1,472	11,372	4,424	125,287
Rhode Island	2,350	141	0	170	37	63	60	1,574	305	140,954
South Carolina	12,884	680	104	753	698	812	2,106	5,873	1,858	97,242
South Dakota	2,947	0	403	113	142	280	302	1,078	629	89,169
Tennessee	16,373	622	730	640	1,092	566	2,017	7,117	3,589	104,497
Texas	64,004	1,916	1,892	2,661	3,166	4,292	6,110	39,044	4,923	117,272
Utah	13,371	204	166	925	454	807	1,081	9,137	597	134,890
Vermont	1,618	0	26	59	95	116	50	206	1,066	78,188
Virginia	21,252	258	341	715	956	994	1,562	14,215	2,211	148,686
Washington	19,745	1,242	634	615	807	759	1,687	12,676	1,325	133,361
West Virginia	4,432	121	184	270	193	537	578	2,113	436	105,328
Wisconsin	16,714	807	418	705	788	431	1,655	9,688	2,222	121,731
Wyoming	2,433	273	0	178	60	385	63	1,047	427	95,885

* Not Ascertained. Not included in the percentage calculations.

Table 7-7b (Percentages)
Household Total Income
Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+
United States	100.0%	3.9%	3.2%	4.3%	5.2%	6.3%	11.2%	65.9%
Alabama	100.0	3.7	4.0	5.2	4.9	6.4	17.0	58.8
Alaska	100.0	0.0	0.0	0.0	1.6	4.9	2.1	91.5
Arizona	100.0	3.8	3.6	3.8	5.8	6.8	10.2	66.0
Arkansas	100.0	3.7	3.0	6.3	5.0	4.8	11.2	65.9
California	100.0	2.6	2.5	2.9	3.3	3.1	9.5	76.0
Colorado	100.0	2.4	3.7	2.8	2.8	5.8	11.1	71.3
Connecticut	100.0	0.5	2.8	2.0	6.1	6.9	8.7	73.0
Delaware	100.0	0.0	1.6	7.8	3.8	8.5	7.8	70.4
District of Columbia	100.0	3.3	2.0	0.0	4.3	0.0	10.3	80.1
Florida	100.0	4.0	3.9	3.9	4.8	8.0	13.1	62.2
Georgia	100.0	3.2	4.2	5.6	6.8	5.6	10.5	64.1
Hawaii	100.0	0.7	2.6	1.5	2.8	2.4	6.5	83.5
Idaho	100.0	2.2	4.4	2.8	10.1	10.9	9.9	59.7
Illinois	100.0	8.2	1.5	6.0	4.7	8.5	7.8	63.3
Indiana	100.0	7.6	5.0	7.1	6.1	9.2	13.5	51.6
Iowa	100.0	6.3	6.7	3.5	6.6	7.0	12.8	57.2
Kansas	100.0	3.9	5.0	9.0	11.8	7.2	14.4	48.8
Kentucky	100.0	2.8	1.6	3.8	7.8	9.4	11.6	63.1
Louisiana	100.0	3.9	8.5	2.8	11.7	13.4	8.2	51.5
Maine	100.0	2.4	0.7	3.3	5.3	2.8	27.1	58.3
Maryland	100.0	1.0	1.9	2.3	5.6	6.5	5.9	76.7
Massachusetts	100.0	1.5	1.7	2.4	2.3	4.2	12.2	75.8
Michigan	100.0	8.6	4.7	3.4	7.3	4.8	9.4	61.8
Minnesota	100.0	3.7	2.8	5.0	2.9	3.4	17.2	65.1
Mississippi	100.0	5.8	4.7	6.3	4.9	7.8	14.0	56.6
Missouri	100.0	5.6	3.4	3.9	4.8	9.1	17.1	56.1
Montana	100.0	0.0	7.0	2.6	5.9	7.0	12.9	64.6
Nebraska	100.0	2.1	2.3	5.9	5.9	9.5	22.5	51.7
Nevada	100.0	2.7	3.5	2.2	1.9	6.8	9.9	73.0
New Hampshire	100.0	0.0	0.0	3.0	0.0	1.4	16.5	79.1
New Jersey	100.0	0.7	2.8	0.3	1.8	3.7	6.2	84.5
New Mexico	100.0	4.5	6.2	3.3	6.4	7.6	6.3	65.7
New York	100.0	4.1	2.5	2.1	5.5	6.2	11.7	67.9
North Carolina	100.0	3.9	2.3	3.9	8.1	8.0	12.2	61.6
North Dakota	100.0	7.2	2.5	8.2	4.2	10.5	10.2	57.1
Ohio	100.0	4.2	2.2	6.8	4.8	6.4	11.8	63.8
Oklahoma	100.0	6.9	5.4	10.0	6.6	6.5	15.9	48.7
Oregon	100.0	3.7	3.7	3.1	4.4	7.1	14.4	63.6
Pennsylvania	100.0	2.6	1.3	4.9	3.7	6.1	9.3	72.0
Rhode Island	100.0	6.9	0.0	8.3	1.8	3.1	2.9	77.0
South Carolina	100.0	6.2	0.9	6.8	6.3	7.4	19.1	53.3
South Dakota	100.0	0.0	17.4	4.9	6.1	12.1	13.0	46.5
Tennessee	100.0	4.9	5.7	5.0	8.5	4.4	15.8	55.7
Texas	100.0	3.2	3.2	4.5	5.4	7.3	10.3	66.1
Utah	100.0	1.6	1.3	7.2	3.6	6.3	8.5	71.5
Vermont	100.0	0.0	4.7	10.7	17.2	21.0	9.1	37.3
Virginia	100.0	1.4	1.8	3.8	5.0	5.2	8.2	74.7
Washington	100.0	6.7	3.4	3.3	4.4	4.1	9.2	68.8
West Virginia	100.0	3.0	4.6	6.8	4.8	13.4	14.5	52.9
Wisconsin	100.0	5.6	2.9	4.9	5.4	3.0	11.4	66.9
Wyoming	100.0	13.6	0.0	8.9	3.0	19.2	3.1	52.2

Table 7-8a (Counts)

Poverty Status

Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+	N.A.*
United States	769,257	75,665	38,003	48,102	109,135	102,260	298,869	97,223
Alabama	15,510	1,252	857	924	2,852	2,168	5,731	1,726
Alaska	1,142	131	0	16	22	210	645	118
Arizona	17,461	2,468	785	973	2,136	3,350	6,650	1,099
Arkansas	6,347	371	470	571	1,086	1,199	1,991	659
California	82,569	8,210	3,467	2,800	10,889	11,057	37,810	8,336
Colorado	17,589	1,718	376	780	2,865	2,045	7,301	2,504
Connecticut	7,121	66	225	865	442	566	3,178	1,779
Delaware	2,902	303	140	156	182	197	1,444	480
District of Columbia	1,037	43	0	51	52	248	415	228
Florida	34,988	3,587	2,158	2,596	4,913	5,712	12,441	3,581
Georgia	27,336	2,407	1,392	1,863	4,110	4,225	9,517	3,822
Hawaii	4,498	118	252	163	272	407	2,396	890
Idaho	5,731	561	388	465	828	1,504	1,108	877
Illinois	29,420	3,223	1,268	2,221	4,439	3,756	11,662	2,851
Indiana	16,027	2,226	1,291	1,393	2,732	1,913	4,557	1,915
Iowa	12,875	1,690	1,110	842	1,143	1,676	4,401	2,013
Kansas	11,374	1,320	730	1,548	1,625	1,027	2,822	2,302
Kentucky	10,898	695	464	821	2,200	1,254	4,279	1,185
Louisiana	11,289	1,439	867	839	1,456	1,475	3,051	2,162
Maine	2,627	130	40	244	216	326	1,047	624
Maryland	17,950	1,127	681	1,478	2,112	1,963	8,522	2,067
Massachusetts	18,098	1,093	478	622	1,978	1,906	7,807	4,214
Michigan	23,910	3,223	916	1,161	3,538	2,616	8,892	3,564
Minnesota	14,875	2,812	489	965	2,364	1,748	4,881	1,616
Mississippi	8,932	803	897	460	1,810	1,302	2,606	1,054
Missouri	11,622	1,418	788	802	1,911	1,765	4,001	937
Montana	3,048	162	224	132	699	311	728	792
Nebraska	6,991	382	415	501	1,145	931	2,057	1,560
Nevada	5,296	412	343	292	979	895	2,159	216
New Hampshire	1,733	19	25	66	88	193	688	654
New Jersey	14,988	623	246	584	2,017	2,119	8,336	1,063
New Mexico	8,252	697	711	398	1,011	680	3,600	1,155
New York	39,291	3,210	1,997	1,713	5,216	4,978	15,515	6,662
North Carolina	29,293	2,239	978	2,018	5,563	3,974	11,109	3,412
North Dakota	3,502	422	164	268	490	381	1,460	317
Ohio	23,523	2,169	763	2,108	3,302	3,332	9,053	2,796
Oklahoma	9,336	1,204	1,035	733	1,627	1,270	2,743	724
Oregon	11,532	1,601	640	614	1,281	1,296	4,796	1,304
Pennsylvania	20,221	1,526	439	931	2,596	2,354	7,951	4,424
Rhode Island	2,350	311	13	48	148	137	1,388	305
South Carolina	12,884	1,399	765	936	2,007	1,679	4,240	1,858
South Dakota	2,947	550	161	265	400	95	847	629
Tennessee	16,373	1,242	1,222	1,349	1,949	2,007	5,022	3,582
Texas	64,004	6,714	3,278	4,644	10,518	9,585	24,342	4,923
Utah	13,371	1,278	1,011	1,285	2,340	1,922	4,938	597
Vermont	1,618	225	59	0	64	84	120	1,066
Virginia	21,252	1,099	896	1,369	2,655	2,732	10,290	2,211
Washington	19,745	2,400	1,000	730	2,117	2,666	9,507	1,325
West Virginia	4,432	429	318	528	835	503	1,383	436
Wisconsin	16,714	2,127	668	933	1,741	2,194	6,869	2,182
Wyoming	2,433	791	103	38	174	327	573	427

* Not Ascertained. Not included in the percentage calculations.

Table 7-8b (Percentages)

Poverty Status

Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+
United States	100.0%	11.3%	5.7%	7.2%	16.2%	15.2%	44.5%
Alabama	100.0	9.1	6.2	6.7	20.7	15.7	41.6
Alaska	100.0	12.8	0.0	1.6	2.1	20.5	63.0
Arizona	100.0	15.1	4.8	5.9	13.1	20.5	40.6
Arkansas	100.0	6.5	8.3	10.0	19.1	21.1	35.0
California	100.0	11.1	4.7	3.8	14.7	14.9	50.9
Colorado	100.0	11.4	2.5	5.2	19.0	13.6	48.4
Connecticut	100.0	1.2	4.2	16.2	8.3	10.6	59.5
Delaware	100.0	12.5	5.8	6.4	7.5	8.1	59.6
District of Columbia	100.0	5.3	0.0	6.3	6.4	30.7	51.3
Florida	100.0	11.4	6.9	8.3	15.6	18.2	39.6
Georgia	100.0	10.2	5.9	7.9	17.5	18.0	40.5
Hawaii	100.0	3.3	7.0	4.5	7.5	11.3	66.4
Idaho	100.0	11.6	8.0	9.6	17.1	31.0	22.8
Illinois	100.0	12.1	4.8	8.4	16.7	14.1	43.9
Indiana	100.0	15.8	9.1	9.9	19.4	13.6	32.3
Iowa	100.0	15.6	10.2	7.8	10.5	15.4	40.5
Kansas	100.0	14.6	8.0	17.1	17.9	11.3	31.1
Kentucky	100.0	7.2	4.8	8.5	22.7	12.9	44.1
Louisiana	100.0	15.8	9.5	9.2	16.0	16.2	33.4
Maine	100.0	6.5	2.0	12.2	10.8	16.3	52.3
Maryland	100.0	7.1	4.3	9.3	13.3	12.4	53.7
Massachusetts	100.0	7.9	3.4	4.5	14.2	13.7	56.2
Michigan	100.0	15.8	4.5	5.7	17.4	12.9	43.7
Minnesota	100.0	21.2	3.7	7.3	17.8	13.2	36.8
Mississippi	100.0	10.2	11.4	5.8	23.0	16.5	33.1
Missouri	100.0	13.3	7.4	7.5	17.9	16.5	37.4
Montana	100.0	7.2	9.9	5.9	31.0	13.8	32.3
Nebraska	100.0	7.0	7.6	9.2	21.1	17.1	37.9
Nevada	100.0	8.1	6.8	5.7	19.3	17.6	42.5
New Hampshire	100.0	1.8	2.3	6.1	8.2	17.9	63.8
New Jersey	100.0	4.5	1.8	4.2	14.5	15.2	59.9
New Mexico	100.0	9.8	10.0	5.6	14.2	9.6	50.7
New York	100.0	9.8	6.1	5.2	16.0	15.3	47.5
North Carolina	100.0	8.7	3.8	7.8	21.5	15.4	42.9
North Dakota	100.0	13.2	5.1	8.4	15.4	12.0	45.8
Ohio	100.0	10.5	3.7	10.2	15.9	16.1	43.7
Oklahoma	100.0	14.0	12.0	8.5	18.9	14.7	31.9
Oregon	100.0	15.7	6.3	6.0	12.5	12.7	46.9
Pennsylvania	100.0	9.7	2.8	5.9	16.4	14.9	50.3
Rhode Island	100.0	15.2	0.6	2.3	7.2	6.7	67.9
South Carolina	100.0	12.7	6.9	8.5	18.2	15.2	38.5
South Dakota	100.0	23.7	6.9	11.4	17.3	4.1	36.5
Tennessee	100.0	9.7	9.6	10.5	15.2	15.7	39.3
Texas	100.0	11.4	5.5	7.9	17.8	16.2	41.2
Utah	100.0	10.0	7.9	10.1	18.3	15.0	38.7
Vermont	100.0	40.8	10.7	0.0	11.6	15.2	21.7
Virginia	100.0	5.8	4.7	7.2	13.9	14.3	54.0
Washington	100.0	13.0	5.4	4.0	11.5	14.5	51.6
West Virginia	100.0	10.7	8.0	13.2	20.9	12.6	34.6
Wisconsin	100.0	14.6	4.6	6.4	12.0	15.1	47.3
Wyoming	100.0	39.4	5.1	1.9	8.7	16.3	28.6

Table 7-9a (Counts)

Marital Status

Higher Ed ESP Work Force by State, 2023

	All HIEd ESP	Married	Widowed, Divorced, Separated	Single
United States	769,257	300,838	82,056	386,363
Alabama	15,510	7,066	1,570	6,874
Alaska	1,142	452	215	475
Arizona	17,461	5,780	2,189	9,492
Arkansas	6,347	2,711	817	2,819
California	82,569	30,146	7,770	44,653
Colorado	17,589	7,129	1,334	9,126
Connecticut	7,121	2,309	697	4,115
Delaware	2,902	1,050	321	1,531
District of Columbia	1,037	405	0	632
Florida	34,988	13,499	4,382	17,107
Georgia	27,336	10,052	3,312	13,972
Hawaii	4,498	1,574	392	2,532
Idaho	5,731	2,340	312	3,079
Illinois	29,420	12,974	3,185	13,261
Indiana	16,027	5,940	1,744	8,343
Iowa	12,875	4,597	1,337	6,941
Kansas	11,374	3,606	733	7,035
Kentucky	10,898	4,629	1,880	4,389
Louisiana	11,289	3,404	918	6,967
Maine	2,627	711	348	1,568
Maryland	17,950	6,971	2,015	8,964
Massachusetts	18,098	5,979	1,925	10,194
Michigan	23,910	8,590	1,997	13,323
Minnesota	14,875	5,104	766	9,005
Mississippi	8,932	3,651	983	4,298
Missouri	11,622	5,026	1,390	5,206
Montana	3,048	1,010	76	1,962
Nebraska	6,991	2,734	695	3,562
Nevada	5,296	1,707	733	2,856
New Hampshire	1,733	490	258	985
New Jersey	14,988	6,714	1,797	6,477
New Mexico	8,252	2,845	909	4,498
New York	39,291	14,834	4,635	19,822
North Carolina	29,293	12,631	3,920	12,742
North Dakota	3,502	1,777	397	1,328
Ohio	23,523	9,541	2,332	11,650
Oklahoma	9,336	3,528	1,646	4,162
Oregon	11,532	4,275	1,197	6,060
Pennsylvania	20,221	8,680	1,356	10,185
Rhode Island	2,350	999	159	1,192
South Carolina	12,884	4,958	1,883	6,043
South Dakota	2,947	885	346	1,716
Tennessee	16,373	6,179	1,417	8,777
Texas	64,004	27,968	6,882	29,154
Utah	13,371	6,798	1,184	5,389
Vermont	1,618	187	17	1,414
Virginia	21,252	8,845	2,665	9,742
Washington	19,745	8,262	2,100	9,383
West Virginia	4,432	2,088	887	1,457
Wisconsin	16,714	6,525	1,799	8,390
Wyoming	2,433	683	234	1,516

Table 7-9b (Percentages)

Marital Status

Higher Ed ESP Work Force by State, 2023

	All HIEd ESP	Married	Widowed, Divorced, Separated	Single
United States	100.0%	39.1%	10.7%	50.2%
Alabama	100.0	45.6	10.1	44.3
Alaska	100.0	39.6	18.8	41.6
Arizona	100.0	33.1	12.5	54.4
Arkansas	100.0	42.7	12.9	44.4
California	100.0	36.5	9.4	54.1
Colorado	100.0	40.5	7.6	51.9
Connecticut	100.0	32.4	9.8	57.8
Delaware	100.0	36.2	11.1	52.8
District of Columbia	100.0	39.1	0.0	60.9
Florida	100.0	38.6	12.5	48.9
Georgia	100.0	36.8	12.1	51.1
Hawaii	100.0	35.0	8.7	56.3
Idaho	100.0	40.8	5.4	53.7
Illinois	100.0	44.1	10.8	45.1
Indiana	100.0	37.1	10.9	52.1
Iowa	100.0	35.7	10.4	53.9
Kansas	100.0	31.7	6.4	61.9
Kentucky	100.0	42.5	17.3	40.3
Louisiana	100.0	30.2	8.1	61.7
Maine	100.0	27.1	13.2	59.7
Maryland	100.0	38.8	11.2	49.9
Massachusetts	100.0	33.0	10.6	56.3
Michigan	100.0	35.9	8.4	55.7
Minnesota	100.0	34.3	5.1	60.5
Mississippi	100.0	40.9	11.0	48.1
Missouri	100.0	43.2	12.0	44.8
Montana	100.0	33.1	2.5	64.4
Nebraska	100.0	39.1	9.9	51.0
Nevada	100.0	32.2	13.8	53.9
New Hampshire	100.0	28.3	14.9	56.8
New Jersey	100.0	44.8	12.0	43.2
New Mexico	100.0	34.5	11.0	54.5
New York	100.0	37.8	11.8	50.4
North Carolina	100.0	43.1	13.4	43.5
North Dakota	100.0	50.7	11.3	37.9
Ohio	100.0	40.6	9.9	49.5
Oklahoma	100.0	37.8	17.6	44.6
Oregon	100.0	37.1	10.4	52.5
Pennsylvania	100.0	42.9	6.7	50.4
Rhode Island	100.0	42.5	6.8	50.7
South Carolina	100.0	38.5	14.6	46.9
South Dakota	100.0	30.0	11.7	58.2
Tennessee	100.0	37.7	8.7	53.6
Texas	100.0	43.7	10.8	45.6
Utah	100.0	50.8	8.9	40.3
Vermont	100.0	11.6	1.1	87.4
Virginia	100.0	41.6	12.5	45.8
Washington	100.0	41.8	10.6	47.5
West Virginia	100.0	47.1	20.0	32.9
Wisconsin	100.0	39.0	10.8	50.2
Wyoming	100.0	28.1	9.6	62.3

Table 7-10a (Counts)
Household Relationship
Higher Ed ESP Work Force by State, 2023

	All HiEd ESP	Head	Spouse	Child/Other*
United States	769,257	358,730	130,521	280,006
Alabama	15,510	6,710	4,111	4,689
Alaska	1,142	609	295	238
Arizona	17,461	7,762	2,665	7,034
Arkansas	6,347	2,966	1,119	2,262
California	82,569	37,158	11,007	34,404
Colorado	17,589	9,237	2,334	6,018
Connecticut	7,121	2,919	1,054	3,148
Delaware	2,902	1,311	497	1,094
District of Columbia	1,037	361	285	391
Florida	34,988	16,802	5,848	12,338
Georgia	27,336	12,282	4,894	10,160
Hawaii	4,498	1,275	468	2,755
Idaho	5,731	1,989	1,441	2,301
Illinois	29,420	14,034	6,181	9,205
Indiana	16,027	8,430	2,487	5,110
Iowa	12,875	5,577	2,338	4,960
Kansas	11,374	5,047	1,640	4,687
Kentucky	10,898	5,253	2,148	3,497
Louisiana	11,289	4,402	1,323	5,564
Maine	2,627	1,073	260	1,294
Maryland	17,950	8,122	2,964	6,864
Massachusetts	18,098	6,524	2,830	8,744
Michigan	23,910	11,990	3,458	8,462
Minnesota	14,875	6,485	1,758	6,632
Mississippi	8,932	4,066	1,866	3,000
Missouri	11,622	5,904	2,174	3,544
Montana	3,048	1,144	505	1,399
Nebraska	6,991	2,954	1,634	2,403
Nevada	5,296	2,079	826	2,391
New Hampshire	1,733	743	264	726
New Jersey	14,988	7,507	2,344	5,137
New Mexico	8,252	3,793	1,342	3,117
New York	39,291	17,979	6,832	14,480
North Carolina	29,293	15,575	5,237	8,481
North Dakota	3,502	2,085	757	660
Ohio	23,523	11,621	3,751	8,151
Oklahoma	9,336	4,920	1,518	2,898
Oregon	11,532	4,980	2,161	4,391
Pennsylvania	20,221	7,986	4,406	7,829
Rhode Island	2,350	1,197	308	845
South Carolina	12,884	6,417	2,282	4,185
South Dakota	2,947	1,602	462	883
Tennessee	16,373	7,798	2,800	5,775
Texas	64,004	32,436	11,284	20,284
Utah	13,371	5,680	3,151	4,540
Vermont	1,618	260	73	1,285
Virginia	21,252	9,866	3,858	7,528
Washington	19,745	10,837	3,409	5,499
West Virginia	4,432	2,043	834	1,555
Wisconsin	16,714	7,629	2,850	6,235
Wyoming	2,433	1,311	188	934

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

Table 7-10b (Percentages)
Household Relationship
Higher Ed ESP Work Force by State, 2023

	All HIEd ESP	Head	Spouse	Child/Other*
United States	100.0%	46.6%	17.0%	36.4%
Alabama	100.0	43.3	26.5	30.2
Alaska	100.0	53.3	25.8	20.8
Arizona	100.0	44.5	15.3	40.3
Arkansas	100.0	46.7	17.6	35.6
California	100.0	45.0	13.3	41.7
Colorado	100.0	52.5	13.3	34.2
Connecticut	100.0	41.0	14.8	44.2
Delaware	100.0	45.2	17.1	37.7
District of Columbia	100.0	34.8	27.5	37.7
Florida	100.0	48.0	16.7	35.3
Georgia	100.0	44.9	17.9	37.2
Hawaii	100.0	28.3	10.4	61.2
Idaho	100.0	34.7	25.1	40.2
Illinois	100.0	47.7	21.0	31.3
Indiana	100.0	52.6	15.5	31.9
Iowa	100.0	43.3	18.2	38.5
Kansas	100.0	44.4	14.4	41.2
Kentucky	100.0	48.2	19.7	32.1
Louisiana	100.0	39.0	11.7	49.3
Maine	100.0	40.8	9.9	49.3
Maryland	100.0	45.2	16.5	38.2
Massachusetts	100.0	36.0	15.6	48.3
Michigan	100.0	50.1	14.5	35.4
Minnesota	100.0	43.6	11.8	44.6
Mississippi	100.0	45.5	20.9	33.6
Missouri	100.0	50.8	18.7	30.5
Montana	100.0	37.5	16.6	45.9
Nebraska	100.0	42.3	23.4	34.4
Nevada	100.0	39.3	15.6	45.1
New Hampshire	100.0	42.9	15.2	41.9
New Jersey	100.0	50.1	15.6	34.3
New Mexico	100.0	46.0	16.3	37.8
New York	100.0	45.8	17.4	36.9
North Carolina	100.0	53.2	17.9	29.0
North Dakota	100.0	59.5	21.6	18.8
Ohio	100.0	49.4	15.9	34.7
Oklahoma	100.0	52.7	16.3	31.0
Oregon	100.0	43.2	18.7	38.1
Pennsylvania	100.0	39.5	21.8	38.7
Rhode Island	100.0	50.9	13.1	36.0
South Carolina	100.0	49.8	17.7	32.5
South Dakota	100.0	54.4	15.7	30.0
Tennessee	100.0	47.6	17.1	35.3
Texas	100.0	50.7	17.6	31.7
Utah	100.0	42.5	23.6	34.0
Vermont	100.0	16.1	4.5	79.4
Virginia	100.0	46.4	18.2	35.4
Washington	100.0	54.9	17.3	27.9
West Virginia	100.0	46.1	18.8	35.1
Wisconsin	100.0	45.6	17.1	37.3
Wyoming	100.0	53.9	7.7	38.4

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

**Demographics by
Career Family
Higher Ed ESP****Demographics of the 2023 Higher Ed ESP Work Force,
by Career Family**

Tables 8-1a and 8-1b present distributions of descriptive variables of the national Higher Ed ESP work force, by career family.

- Skilled trades, custodial services, and transportation services have the highest average ages among Higher Ed ESP, and paraeducators the lowest; see *Figure 8-1*.
- Female ESP predominate among health and student services, clerical services, and food services Higher Ed ESP, while the trades, transportation, security services, technical services, and custodial services career families are disproportionately male. The distribution by sex among paraeducator Higher Ed ESP is nearly equal; see *Figure 8-2*.
- In three career families, nearly 60 percent or more of male Higher Ed ESP are under 35 years of age; among Higher Ed ESP females more than 50 percent are under age 35 years of age in three career families.
- The largest shares of non-white Higher Ed ESP are found in the food services, and security career families; the lowest proportion is in skilled trades.
- At least 90 percent of skilled trades, technical services, health and student services, and security Higher Ed ESP have household incomes of \$45,000 or higher, compared to 66 percent of paraeducators.
- In six career families at least 77 percent of Higher Ed ESP have household incomes twice the poverty level or higher; however, 25 percent of paraeducators and 20 percent of food services Higher Ed ESP live in poverty. These shares are likely due to the concentration of students in these jobs, a population known to report much higher rates of poverty than non-student ESP.
- The highest proportions of Higher Ed ESP participating in SNAP are among the food services and custodial services career families, at 11 percent or higher; five other Higher Ed ESP career families are at six percent or less.
- Among Higher Ed ESP, health and student services and technical services lead in shares with college degrees. Custodial services and food services Higher Ed ESP have the highest proportions that have not completed high school; see *Figure 8-3*.
- In five career families, at least 48 percent of Higher Ed ESP are married; paraeducators and food services, with the youngest average ages, have the highest proportions of single people.
- Paraeducator Higher Ed ESP have the fewest hours, with 64 percent working fewer than 30 hours per week; 83 percent of trades and 78 percent of custodial services Higher Ed ESP work 40 or more hours per week; see *Figure 8-4*.

Figure 8-1
Average Age of the Higher Ed ESP Work Force,
by Career Family: 2023

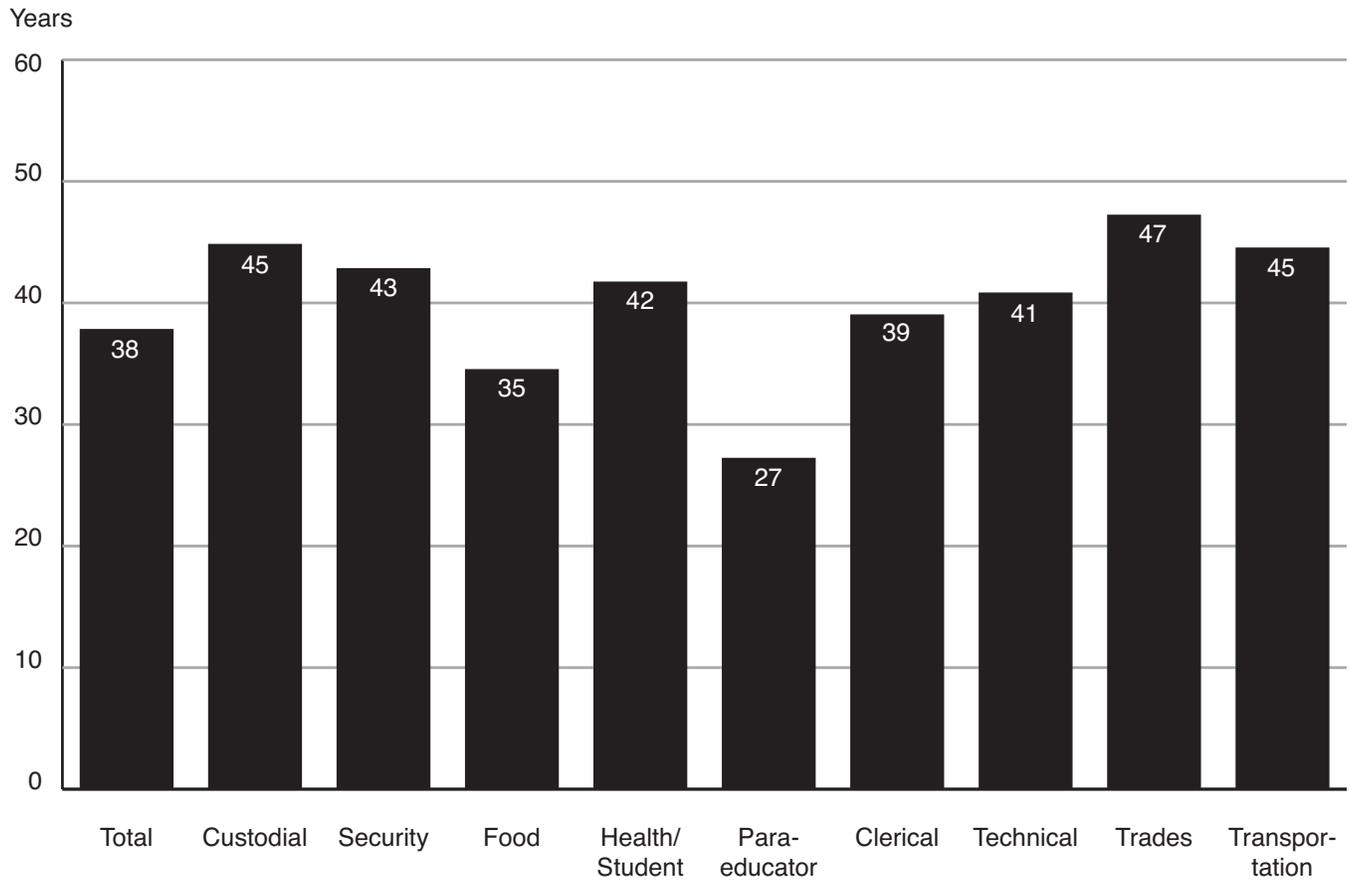


Figure 8-2
Distribution of the Career Families of the Higher Ed ESP Work Force,
by Sex: 2023

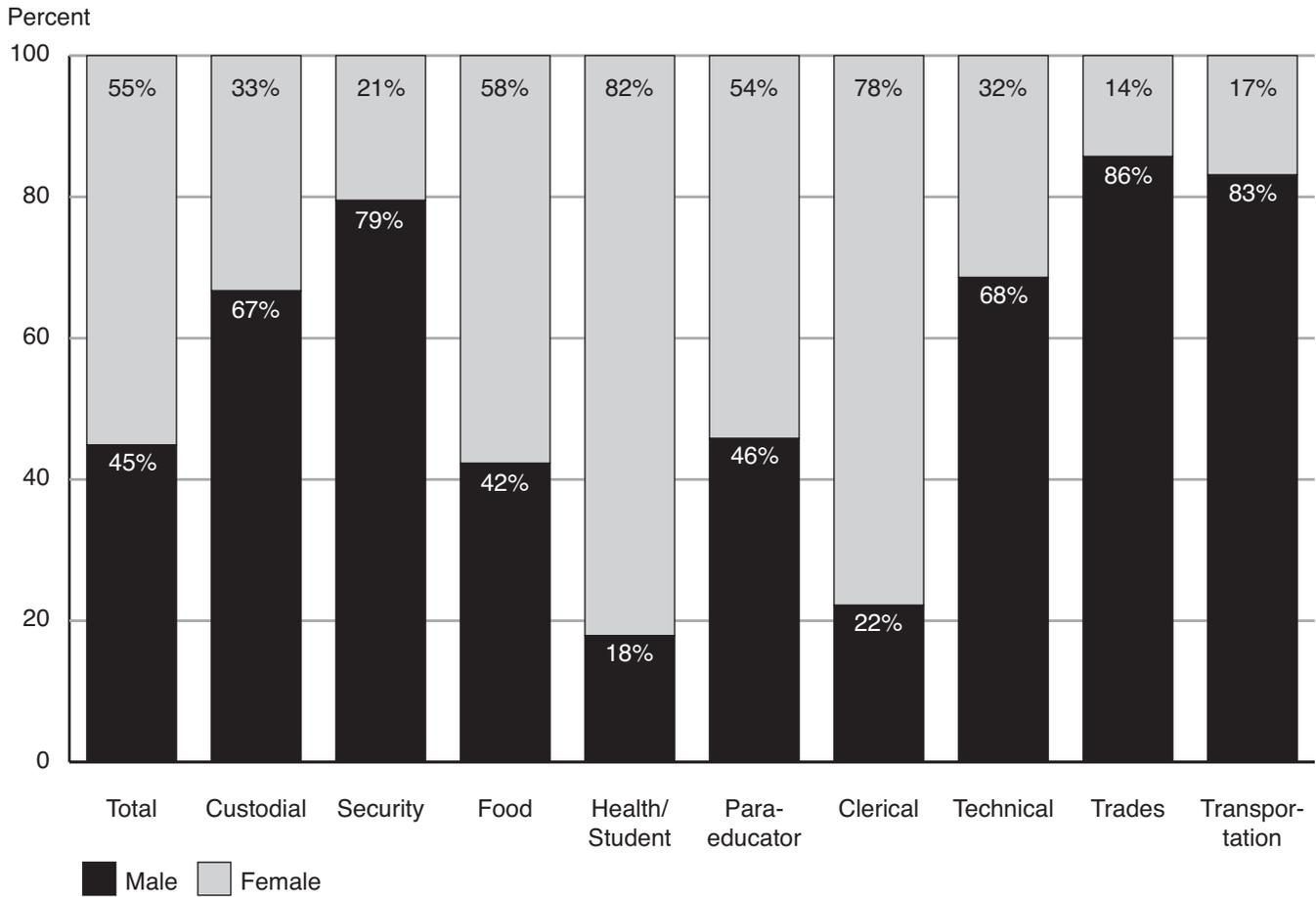


Figure 8-3
Educational Attainment of the Higher Ed ESP Work Force,
by Career Family: 2023

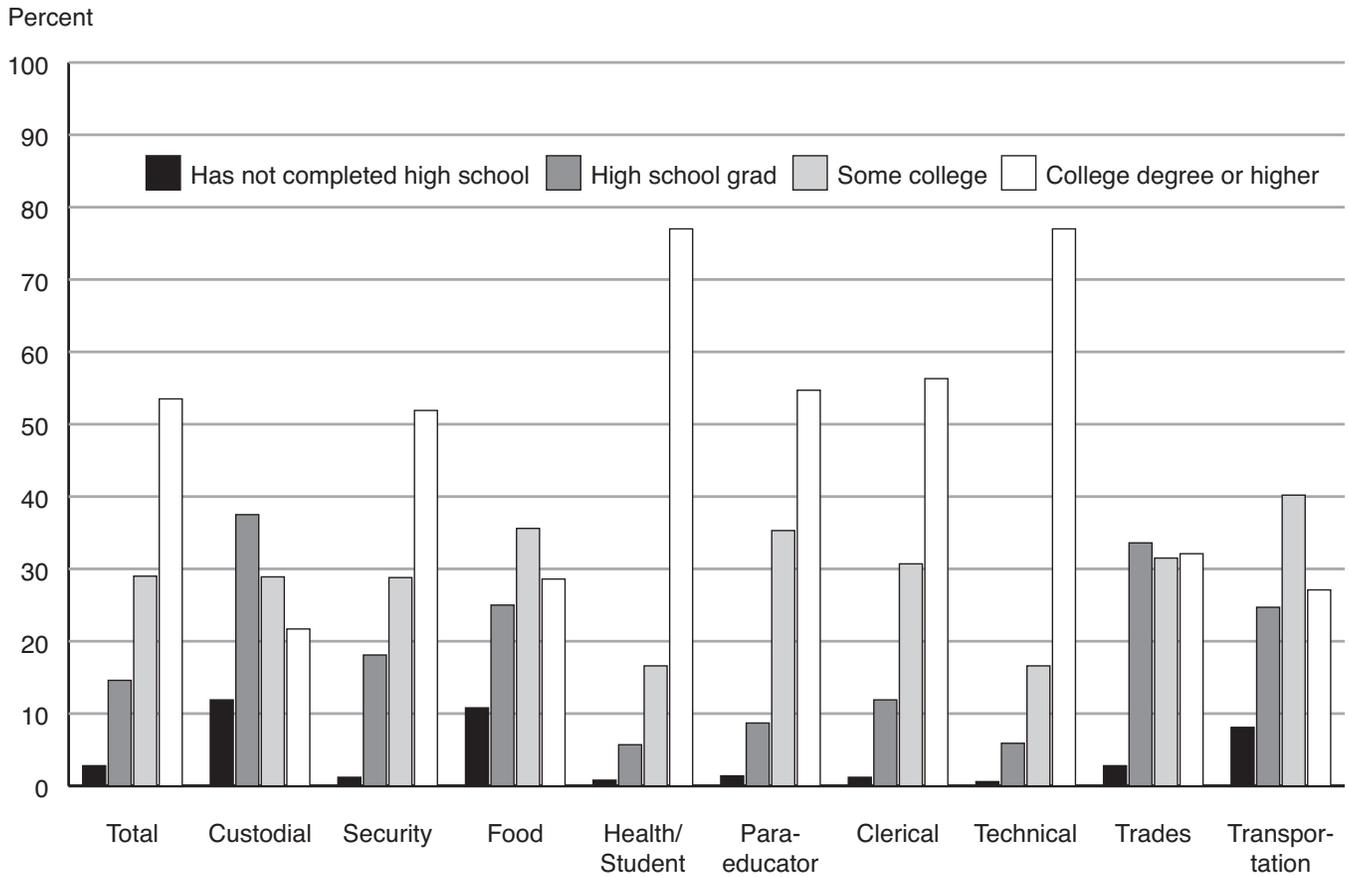


Figure 8-4
Hours Worked per Week for the Higher Ed ESP Work Force,
by Career Family: 2023

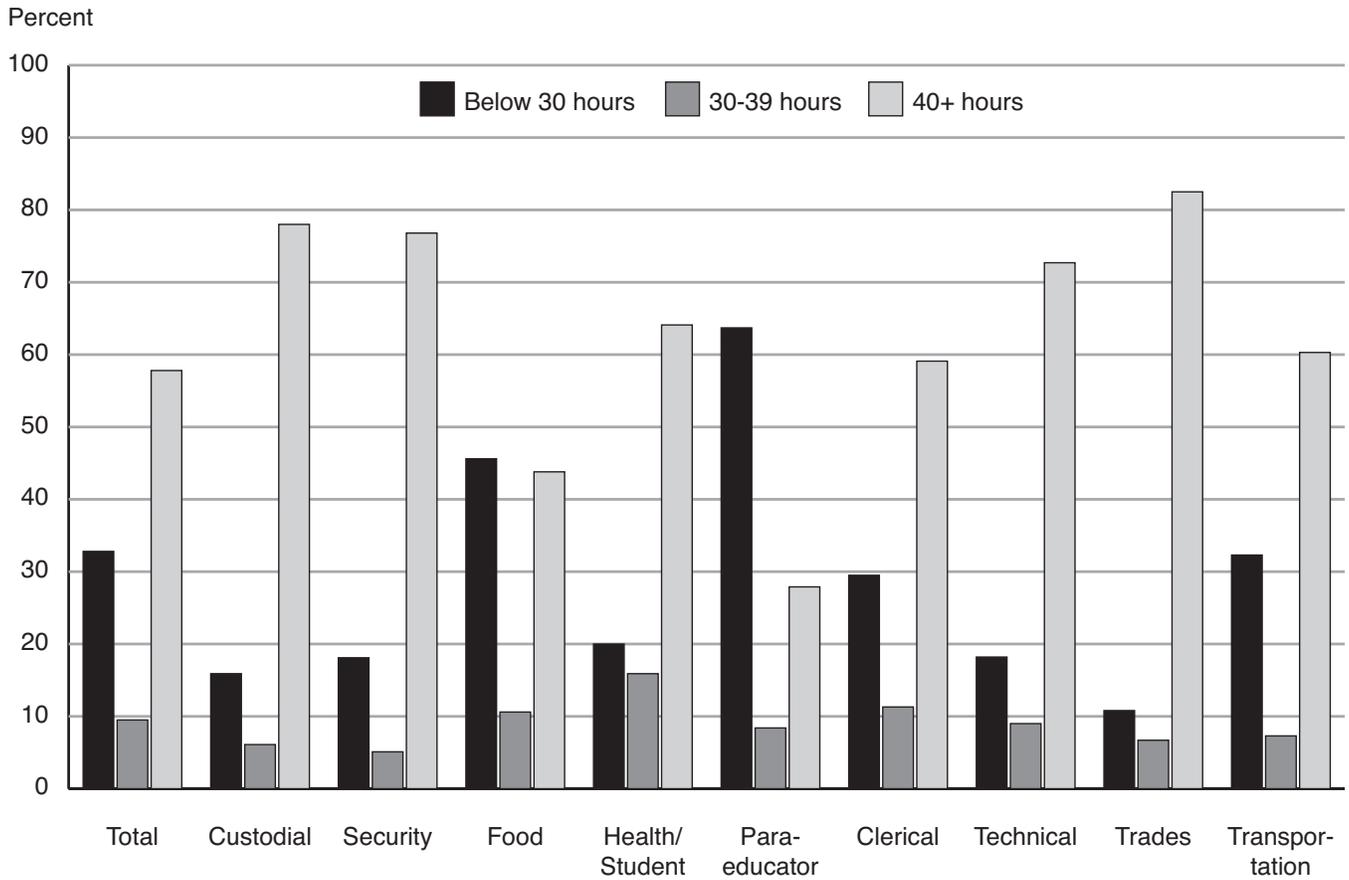


Table 8-1a (Counts)
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	769,257	90,806	23,984	25,148	31,843	168,387	275,686	115,974	29,324	8,105
Age										
15-24	230,468	14,929	4,046	10,501	4,410	95,082	76,243	20,580	2,749	1,928
25-34	152,600	11,093	4,456	3,888	7,240	49,849	48,683	22,807	3,538	1,046
35-44	115,788	14,573	3,705	3,260	7,380	10,433	44,884	25,739	5,025	789
45-54	113,361	17,926	5,287	4,477	5,413	5,028	43,700	22,701	7,513	1,316
55-64	120,743	26,978	4,969	2,230	5,404	5,106	47,451	18,740	8,031	1,834
65+	36,297	5,307	1,521	792	1,996	2,889	14,725	5,407	2,468	1,192
Average	37.8	44.8	42.8	34.5	41.7	27.2	39.0	40.8	47.2	44.5
Sex										
Male	345,742	60,547	19,056	10,627	5,712	77,123	61,199	79,607	25,136	6,735
Female	423,515	30,259	4,928	14,521	26,131	91,264	214,487	36,367	4,188	1,370
Male										
15-34	172,108	16,730	6,330	6,589	2,206	68,820	36,094	28,882	4,047	2,410
35-54	108,395	22,349	7,501	3,045	2,447	6,418	18,245	35,438	11,245	1,707
55+	65,239	21,468	5,225	993	1,059	1,885	6,860	15,287	9,844	2,618
Female										
15-34	210,960	9,292	2,172	7,800	9,444	76,111	88,832	14,505	2,240	564
35-54	120,754	10,150	1,491	4,692	10,346	9,043	70,339	13,002	1,293	398
55+	91,801	10,817	1,265	2,029	6,341	6,110	55,316	8,860	655	408
Race										
White	452,842	50,027	11,794	12,039	19,731	91,245	165,415	76,687	20,587	5,317
Black	101,429	15,577	6,144	4,879	4,317	19,403	39,793	7,782	2,641	893
Asian	70,414	4,701	639	2,540	2,622	28,451	16,463	13,819	831	348
Hispanic	109,529	16,843	4,633	4,331	3,811	20,030	41,742	12,399	4,436	1,304
Nat Amer	3,475	321	118	246	131	896	1,231	306	133	93
Nat HI/PI	1,176	93	74	0	10	321	526	88	64	0
2+ Races	30,392	3,244	582	1,113	1,221	8,041	10,516	4,893	632	150
Male										
Total	345,742	60,547	19,056	10,627	5,712	77,123	61,199	79,607	25,136	6,735
White	204,968	36,447	9,538	5,661	3,023	40,540	34,131	53,230	18,062	4,336
Black	39,311	9,021	4,571	1,344	680	7,495	9,735	4,119	1,680	666
Asian	36,524	2,621	540	978	771	16,842	4,673	9,086	696	317
Hispanic	49,445	9,988	3,768	2,020	1,040	8,213	10,036	9,210	3,967	1,203
Nat Amer	1,329	181	118	113	0	343	130	223	128	93
Nat HI/PI	384	93	74	0	0	97	6	50	64	0
2+ Races	13,781	2,196	447	511	198	3,593	2,488	3,689	539	120
Female										
Total	423,515	30,259	4,928	14,521	26,131	91,264	214,487	36,367	4,188	1,370
White	247,874	13,580	2,256	6,378	16,708	50,705	131,284	23,457	2,525	981
Black	62,118	6,556	1,573	3,535	3,637	11,908	30,058	3,663	961	227
Asian	33,890	2,080	99	1,562	1,851	11,609	11,790	4,733	135	31
Hispanic	60,084	6,855	865	2,311	2,771	11,817	31,706	3,189	469	101
Nat Amer	2,146	140	0	133	131	553	1,101	83	5	0
Nat HI/PI	792	0	0	0	10	224	520	38	0	0
2+ Races	16,611	1,048	135	602	1,023	4,448	8,028	1,204	93	30

Table 8-1a (Counts) continued
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	769,257	90,806	23,984	25,148	31,843	168,387	275,686	115,974	29,324	8,105
HHLI Total Income										
N.A.*	97,824	4,831	1,222	4,744	1,928	48,304	31,477	3,571	870	877
< \$15,000	26,237	1,935	532	1,698	349	10,697	7,711	3,003	120	192
\$15,000-\$24,999	21,488	2,703	290	999	510	9,496	4,912	2,002	434	142
\$25,000-\$34,999	28,681	5,216	454	1,738	419	11,701	6,740	1,494	591	328
\$35,000-\$44,999	35,082	6,220	925	1,792	1,168	9,408	11,627	2,400	1,050	492
\$45,000-\$54,999	42,435	6,904	1,080	1,202	1,463	9,422	15,846	4,189	1,666	663
\$55,000-\$74,999	75,043	11,862	1,846	1,968	1,813	14,284	29,144	9,759	3,195	1,172
\$75,000 +	442,467	51,135	17,635	11,007	24,193	55,075	168,229	89,556	21,398	4,239
Average	\$124,759	\$108,335	\$141,932	\$100,908	\$162,874	\$96,603	\$128,301	\$150,241	\$131,851	\$99,499
Poverty Level										
N.A.*	97,223	4,824	1,222	4,716	1,928	47,977	31,398	3,476	870	812
Below Pov Lvl	75,665	7,331	1,405	4,036	880	30,114	22,151	7,735	1,234	779
100-149%	38,003	7,012	792	2,255	1,246	14,385	9,179	1,619	1,057	458
150-199%	48,102	8,189	894	2,098	1,202	17,535	13,182	3,286	1,296	420
200+%	510,264	63,450	19,671	12,043	26,587	58,376	199,776	99,858	24,867	5,636
SNAP Benefits**										
Receives SNAP	57,233	9,756	1,725	4,334	1,581	10,971	21,959	4,880	1,590	437
Education										
0-11 Years	21,804	10,788	276	2,721	247	2,406	3,194	697	819	656
HS Grad	112,549	34,084	4,330	6,289	1,828	14,589	32,786	6,800	9,843	2,000
Some College	223,125	26,275	6,913	8,962	5,273	59,408	84,599	19,212	9,228	3,255
Assoc Degree	79,511	7,775	3,340	3,012	5,398	8,353	33,847	11,824	5,112	850
College Grad +	332,268	11,884	9,125	4,164	19,097	83,631	121,260	77,441	4,322	1,344
Marital Status										
Married	300,838	43,426	12,149	6,661	16,127	28,307	111,484	60,236	18,949	3,499
Widowed, Divorced, Separated	82,056	15,103	2,919	2,033	4,381	5,190	35,967	11,274	3,769	1,420
Single	386,363	32,277	8,916	16,454	11,335	134,890	128,235	44,464	6,606	3,186
Relationship										
Householder	358,730	43,262	11,946	8,632	16,751	59,961	132,362	66,851	14,995	3,970
Spouse	130,521	22,122	4,816	3,457	7,891	10,468	48,518	22,707	9,283	1,259
Child, Other ***	280,006	25,422	7,222	13,059	7,201	97,958	94,806	26,416	5,046	2,876
Usual Hrs										
1-29	252,211	14,473	4,350	11,478	6,360	107,253	81,399	21,124	3,155	2,619
30-34	26,043	2,171	552	1,013	1,472	9,256	7,944	2,722	512	401
35-39	46,796	3,329	665	1,656	3,604	4,951	23,181	7,757	1,456	197
40-44	388,206	66,291	14,674	9,704	16,560	34,975	146,485	73,199	21,854	4,464
45+	56,001	4,542	3,743	1,297	3,847	11,952	16,677	11,172	2,347	424
Average	32.4	36.4	37.8	28.7	35.9	25.0	33.0	36.3	38.0	32.5

* Not Ascertained: not included in the percentage calculations.

** Supplemental Nutrition Assistance Program, formerly known as Food Stamps

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

Table 8-1b (Percentages)
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Age										
15-24	30.0	16.4	16.9	41.8	13.8	56.5	27.7	17.7	9.4	23.8
25-34	19.8	12.2	18.6	15.5	22.7	29.6	17.7	19.7	12.1	12.9
35-44	15.1	16.0	15.4	13.0	23.2	6.2	16.3	22.2	17.1	9.7
45-54	14.7	19.7	22.0	17.8	17.0	3.0	15.9	19.6	25.6	16.2
55-64	15.7	29.7	20.7	8.9	17.0	3.0	17.2	16.2	27.4	22.6
65+	4.7	5.8	6.3	3.1	6.3	1.7	5.3	4.7	8.4	14.7
Sex										
Male	44.9	66.7	79.5	42.3	17.9	45.8	22.2	68.6	85.7	83.1
Female	55.1	33.3	20.5	57.7	82.1	54.2	77.8	31.4	14.3	16.9
Male										
15-34	49.8	27.6	33.2	62.0	38.6	89.2	59.0	36.3	16.1	35.8
35-54	31.4	36.9	39.4	28.7	42.8	8.3	29.8	44.5	44.7	25.3
55+	18.9	35.5	27.4	9.3	18.5	2.4	11.2	19.2	39.2	38.9
Female										
15-34	49.8	30.7	44.1	53.7	36.1	83.4	41.4	39.9	53.5	41.2
35-54	28.5	33.5	30.3	32.3	39.6	9.9	32.8	35.8	30.9	29.1
55+	21.7	35.7	25.7	14.0	24.3	6.7	25.8	24.4	15.6	29.8
Race										
White	58.9	55.1	49.2	47.9	62.0	54.2	60.0	66.1	70.2	65.6
Black	13.2	17.2	25.6	19.4	13.6	11.5	14.4	6.7	9.0	11.0
Asian	9.2	5.2	2.7	10.1	8.2	16.9	6.0	11.9	2.8	4.3
Hispanic	14.2	18.5	19.3	17.2	12.0	11.9	15.1	10.7	15.1	16.1
Nat Amer	0.5	0.4	0.5	1.0	0.4	0.5	0.4	0.3	0.5	1.1
Nat HI/PI	0.2	0.1	0.3	0.0	0.0	0.2	0.2	0.1	0.2	0.0
2+ Races	4.0	3.6	2.4	4.4	3.8	4.8	3.8	4.2	2.2	1.9
Male										
White	59.3	60.2	50.1	53.3	52.9	52.6	55.8	66.9	71.9	64.4
Black	11.4	14.9	24.0	12.6	11.9	9.7	15.9	5.2	6.7	9.9
Asian	10.6	4.3	2.8	9.2	13.5	21.8	7.6	11.4	2.8	4.7
Hispanic	14.3	16.5	19.8	19.0	18.2	10.6	16.4	11.6	15.8	17.9
Nat Amer	0.4	0.3	0.6	1.1	0.0	0.4	0.2	0.3	0.5	1.4
Nat HI/PI	0.1	0.2	0.4	0.0	0.0	0.1	0.0	0.1	0.3	0.0
2+ Races	4.0	3.6	2.3	4.8	3.5	4.7	4.1	4.6	2.1	1.8
Female										
White	58.5	44.9	45.8	43.9	63.9	55.6	61.2	64.5	60.3	71.6
Black	14.7	21.7	31.9	24.3	13.9	13.0	14.0	10.1	22.9	16.6
Asian	8.0	6.9	2.0	10.8	7.1	12.7	5.5	13.0	3.2	2.3
Hispanic	14.2	22.7	17.6	15.9	10.6	12.9	14.8	8.8	11.2	7.4
Nat Amer	0.5	0.5	0.0	0.9	0.5	0.6	0.5	0.2	0.1	0.0
Nat HI/PI	0.2	0.0	0.0	0.0	0.0	0.2	0.2	0.1	0.0	0.0
2+ Races	3.9	3.5	2.7	4.1	3.9	4.9	3.7	3.3	2.2	2.2

Table 8-1b (Percentages) continued
Higher Ed ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	All HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HHLI Total Income										
< \$15,000	3.9	2.3	2.3	8.3	1.2	8.9	3.2	2.7	0.4	2.7
\$15,000-\$24,999	3.2	3.1	1.3	4.9	1.7	7.9	2.0	1.8	1.5	2.0
\$25,000-\$34,999	4.3	6.1	2.0	8.5	1.4	9.7	2.8	1.3	2.1	4.5
\$35,000-\$44,999	5.2	7.2	4.1	8.8	3.9	7.8	4.8	2.1	3.7	6.8
\$45,000-\$54,999	6.3	8.0	4.7	5.9	4.9	7.8	6.5	3.7	5.9	9.2
\$55,000-\$74,999	11.2	13.8	8.1	9.6	6.1	11.9	11.9	8.7	11.2	16.2
\$75,000 +	65.9	59.5	77.5	53.9	80.9	45.9	68.9	79.7	75.2	58.6
Poverty Level										
Below Pov Lvl	11.3	8.5	6.2	19.8	2.9	25.0	9.1	6.9	4.3	10.7
100-149%	5.7	8.2	3.5	11.0	4.2	11.9	3.8	1.4	3.7	6.3
150-199%	7.2	9.5	3.9	10.3	4.0	14.6	5.4	2.9	4.6	5.8
200+%	75.9	73.8	86.4	58.9	88.9	48.5	81.8	88.8	87.4	77.3
SNAP Benefits*										
Receives SNAP	7.4	10.7	7.2	17.2	5.0	6.5	8.0	4.2	5.4	5.4
Education										
0-11 Years	2.8	11.9	1.2	10.8	0.8	1.4	1.2	0.6	2.8	8.1
HS Grad	14.6	37.5	18.1	25.0	5.7	8.7	11.9	5.9	33.6	24.7
Some College	29.0	28.9	28.8	35.6	16.6	35.3	30.7	16.6	31.5	40.2
Assoc Degree	10.3	8.6	13.9	12.0	17.0	5.0	12.3	10.2	17.4	10.5
College Grad +	43.2	13.1	38.0	16.6	60.0	49.7	44.0	66.8	14.7	16.6
Marital Status										
Married	39.1	47.8	50.7	26.5	50.6	16.8	40.4	51.9	64.6	43.2
Widowed, Divorced, Separated	10.7	16.6	12.2	8.1	13.8	3.1	13.0	9.7	12.9	17.5
Single	50.2	35.5	37.2	65.4	35.6	80.1	46.5	38.3	22.5	39.3
Relationship										
Householder	46.6	47.6	49.8	34.3	52.6	35.6	48.0	57.6	51.1	49.0
Spouse	17.0	24.4	20.1	13.7	24.8	6.2	17.6	19.6	31.7	15.5
Child, Other**	36.4	28.0	30.1	51.9	22.6	58.2	34.4	22.8	17.2	35.5
Usual Hrs										
1-29	32.8	15.9	18.1	45.6	20.0	63.7	29.5	18.2	10.8	32.3
30-34	3.4	2.4	2.3	4.0	4.6	5.5	2.9	2.3	1.7	4.9
35-39	6.1	3.7	2.8	6.6	11.3	2.9	8.4	6.7	5.0	2.4
40-44	50.5	73.0	61.2	38.6	52.0	20.8	53.1	63.1	74.5	55.1
45+	7.3	5.0	15.6	5.2	12.1	7.1	6.0	9.6	8.0	5.2

* Supplemental Nutrition Assistance Program, formerly known as Food Stamps

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

2024–2025 Earnings of the Full-Time ESP Work Force

Full-Time ESP Earnings

Earnings of **all ESP who work full time** are shown in this chapter. Earnings are expressed in 2024 dollars.

Figure 9-1 shows the 2024–2025 average earnings for the full-time ESP work force, ranked by state.

- Rhode Island leads in ESP average earnings, followed by New Jersey, the District of Columbia, California, Hawaii, Delaware, and New York.
- ESP in Mississippi, Oklahoma, and Kentucky have the lowest average earnings.

The state ranks of average earnings for full-time ESP are shown for K-12 ESP and their higher education counterparts in *Table 9-1*.

- Average earnings for the national ESP full-time work force are \$38,494.
- Full-time ESP in 21 states and the District of Columbia have earnings above the national average, and those in 29 states below.
- ESP average earnings across the nation range from \$30,776 in Mississippi to \$46,249 in Rhode Island.

Tables *9-2a* and *9-2b* show the distributions of earnings for full-time ESP by state, represented by counts and percentages.

- Fifty-two percent of full-time ESP have average earnings of \$35,000 and over.
- Nine percent of full-time ESP have average earnings below \$15,000.

Figure 9-1
Earnings Rankings for Full-Time Workers
Total ESP Work Force by State, 2024–2025

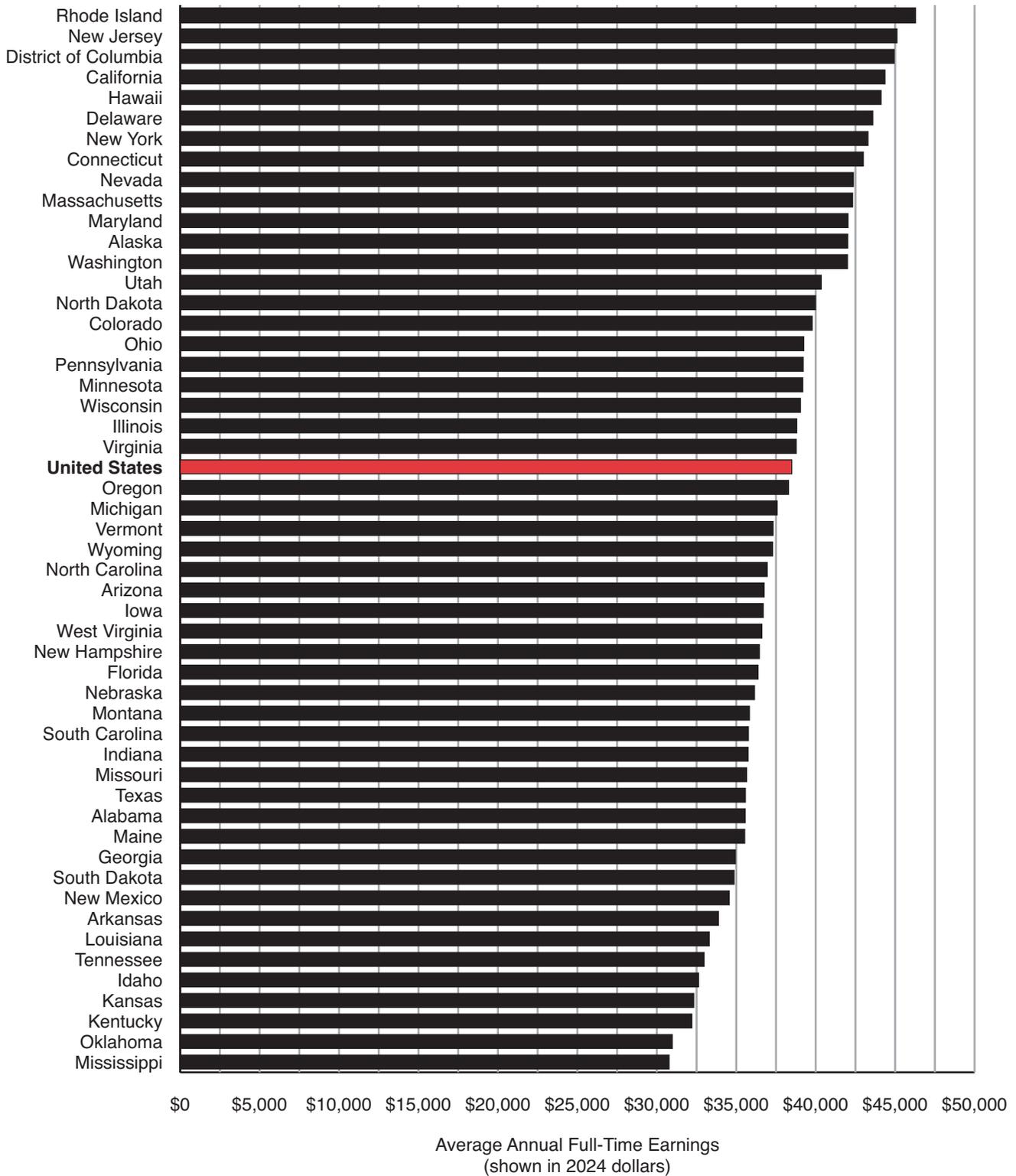


Table 9-1
Earnings Averages for Full-Time Workers
Total, K-12, and Higher Ed ESP Work Force by State, 2024–2025

	Total	Rank	K-12	Rank	Higher Ed	Rank
United States	\$38,494	—	\$36,360	—	\$47,029	—
Alabama	35,564	39	32,189	41	44,893	35
Alaska	42,014	12	41,359	8	47,631	22
Arizona	36,754	28	34,382	29	46,206	27
Arkansas	33,878	44	32,178	43	41,125	46
California	44,358	4	42,555	6	52,580	3
Colorado	39,782	16	36,679	20	50,054	10
Connecticut	42,998	8	40,691	10	55,105	1
Delaware	43,591	6	42,928	4	46,394	26
District of Columbia	44,937	3	43,775	2	52,016	4
Florida	36,369	32	34,645	27	43,070	40
Georgia	34,947	41	32,740	39	42,694	43
Hawaii	44,114	5	42,660	5	49,482	14
Idaho	32,626	47	29,618	48	40,873	47
Illinois	38,807	21	36,952	18	45,744	30
Indiana	35,742	36	32,593	40	45,895	28
Iowa	36,697	29	32,182	42	49,686	12
Kansas	32,326	48	29,786	47	43,724	39
Kentucky	32,207	49	29,312	49	43,757	38
Louisiana	33,298	45	31,245	44	42,299	45
Maine	35,533	40	33,488	33	47,852	19
Maryland	42,035	11	40,208	11	47,761	20
Massachusetts	42,325	10	39,921	13	51,672	5
Michigan	37,576	24	33,390	35	50,043	11
Minnesota	39,187	19	37,085	17	49,134	15
Mississippi	30,776	51	28,191	51	38,674	51
Missouri	35,651	37	33,194	37	46,410	25
Montana	35,828	34	33,902	30	43,066	41
Nebraska	36,150	33	32,777	38	46,521	24
Nevada	42,372	9	40,880	9	50,123	9
New Hampshire	36,454	31	35,296	26	45,555	33
New Jersey	45,117	2	43,660	3	53,282	2
New Mexico	34,560	43	31,149	45	45,566	32
New York	43,293	7	41,973	7	51,150	6
North Carolina	36,953	27	33,521	32	45,653	31
North Dakota	39,989	15	35,746	23	49,603	13
Ohio	39,251	17	37,108	16	47,597	23
Oklahoma	30,976	50	28,391	50	40,591	50
Oregon	38,291	23	35,742	24	47,877	18
Pennsylvania	39,218	18	37,118	15	47,632	21
Rhode Island	46,249	1	44,301	1	50,827	7
South Carolina	35,765	35	33,319	36	45,168	34
South Dakota	34,864	42	33,559	31	40,607	49
Tennessee	32,977	46	30,884	46	40,694	48
Texas	35,575	38	33,481	34	45,885	29
Utah	40,349	14	38,961	14	42,837	42
Vermont	37,318	25	36,789	19	42,389	44
Virginia	38,777	22	36,448	21	48,601	16
Washington	42,002	13	39,987	12	50,550	8
West Virginia	36,610	30	34,631	28	43,954	37
Wisconsin	39,040	20	36,286	22	48,004	17
Wyoming	37,291	26	35,705	25	44,280	36

Table 9-2a (Counts)
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2024–2025

	Total ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	2,388,698	216,837	419,242	514,117	361,231	877,271
Alabama	37,937	3,771	9,409	8,278	5,194	11,285
Alaska	7,190	700	326	1,628	1,127	3,409
Arizona	49,851	5,238	8,597	11,386	7,461	17,169
Arkansas	22,065	1,763	5,536	5,674	3,593	5,499
California	258,535	16,642	25,500	46,697	38,748	130,948
Colorado	43,321	2,992	6,748	8,332	7,026	18,223
Connecticut	26,398	1,706	4,711	4,472	2,875	12,634
Delaware	6,943	464	672	1,247	1,142	3,418
District of Columbia	3,810	236	160	883	543	1,988
Florida	118,322	9,779	23,995	28,415	19,581	36,552
Georgia	89,536	12,043	20,058	19,431	12,860	25,144
Hawaii	10,317	604	797	1,689	2,276	4,951
Idaho	14,403	2,016	3,785	3,447	2,429	2,726
Illinois	87,636	6,552	15,321	20,061	13,522	32,180
Indiana	43,234	5,771	8,725	9,059	7,487	12,192
Iowa	30,847	3,644	8,132	4,905	4,092	10,074
Kansas	30,079	5,100	7,590	6,420	3,402	7,567
Kentucky	39,221	6,374	9,718	8,374	5,413	9,342
Louisiana	33,952	5,105	9,026	7,834	4,370	7,617
Maine	8,011	602	1,308	2,273	1,244	2,584
Maryland	48,269	2,427	5,994	9,697	7,988	22,163
Massachusetts	48,507	4,069	6,165	9,939	6,407	21,927
Michigan	52,997	6,406	9,035	12,519	7,408	17,629
Minnesota	47,003	3,853	8,476	10,066	6,771	17,837
Mississippi	24,558	4,309	6,429	5,329	3,269	5,222
Missouri	38,648	4,259	7,383	9,847	6,401	10,758
Montana	8,197	907	1,304	2,166	1,564	2,256
Nebraska	18,182	3,164	3,379	3,299	2,364	5,976
Nevada	19,267	1,030	2,393	4,264	2,559	9,021
New Hampshire	7,690	491	1,592	1,567	1,352	2,688
New Jersey	69,183	4,015	6,910	10,768	11,357	36,133
New Mexico	20,095	2,740	4,572	4,117	2,589	6,077
New York	168,070	10,750	19,967	31,447	29,561	76,345
North Carolina	72,944	4,970	11,010	20,889	14,232	21,843
North Dakota	7,222	491	1,161	1,272	1,619	2,679
Ohio	72,879	4,595	13,699	15,615	12,572	26,398
Oklahoma	30,362	3,797	9,884	7,062	3,615	6,004
Oregon	30,469	2,571	4,754	7,634	4,984	10,526
Pennsylvania	69,354	6,937	11,895	14,279	11,549	24,694
Rhode Island	4,890	163	475	908	528	2,816
South Carolina	42,329	4,700	8,715	10,864	5,863	12,187
South Dakota	7,697	981	2,255	1,366	1,026	2,069
Tennessee	46,516	5,755	11,416	10,148	7,065	12,132
Texas	249,851	25,258	54,955	61,386	31,947	76,305
Utah	25,546	2,218	3,791	4,480	4,672	10,385
Vermont	5,249	267	1,203	1,061	908	1,810
Virginia	72,180	5,621	13,813	14,772	9,200	28,774
Washington	57,827	3,368	6,308	12,337	8,521	27,293
West Virginia	14,593	1,213	2,097	4,945	2,289	4,049
Wisconsin	39,493	3,648	6,703	8,112	5,398	15,632
Wyoming	7,023	762	1,395	1,457	1,268	2,141

Table 9-2b (Percentages)
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2024–2025

	Total ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0%	9.1%	17.6%	21.5%	15.1%	36.7%
Alabama	100.0	9.9	24.8	21.8	13.7	29.7
Alaska	100.0	9.7	4.5	22.6	15.7	47.4
Arizona	100.0	10.5	17.2	22.8	15.0	34.4
Arkansas	100.0	8.0	25.1	25.7	16.3	24.9
California	100.0	6.4	9.9	18.1	15.0	50.7
Colorado	100.0	6.9	15.6	19.2	16.2	42.1
Connecticut	100.0	6.5	17.8	16.9	10.9	47.9
Delaware	100.0	6.7	9.7	18.0	16.4	49.2
District of Columbia	100.0	6.2	4.2	23.2	14.3	52.2
Florida	100.0	8.3	20.3	24.0	16.5	30.9
Georgia	100.0	13.5	22.4	21.7	14.4	28.1
Hawaii	100.0	5.9	7.7	16.4	22.1	48.0
Idaho	100.0	14.0	26.3	23.9	16.9	18.9
Illinois	100.0	7.5	17.5	22.9	15.4	36.7
Indiana	100.0	13.3	20.2	21.0	17.3	28.2
Iowa	100.0	11.8	26.4	15.9	13.3	32.7
Kansas	100.0	17.0	25.2	21.3	11.3	25.2
Kentucky	100.0	16.3	24.8	21.4	13.8	23.8
Louisiana	100.0	15.0	26.6	23.1	12.9	22.4
Maine	100.0	7.5	16.3	28.4	15.5	32.3
Maryland	100.0	5.0	12.4	20.1	16.5	45.9
Massachusetts	100.0	8.4	12.7	20.5	13.2	45.2
Michigan	100.0	12.1	17.0	23.6	14.0	33.3
Minnesota	100.0	8.2	18.0	21.4	14.4	37.9
Mississippi	100.0	17.5	26.2	21.7	13.3	21.3
Missouri	100.0	11.0	19.1	25.5	16.6	27.8
Montana	100.0	11.1	15.9	26.4	19.1	27.5
Nebraska	100.0	17.4	18.6	18.1	13.0	32.9
Nevada	100.0	5.3	12.4	22.1	13.3	46.8
New Hampshire	100.0	6.4	20.7	20.4	17.6	35.0
New Jersey	100.0	5.8	10.0	15.6	16.4	52.2
New Mexico	100.0	13.6	22.8	20.5	12.9	30.2
New York	100.0	6.4	11.9	18.7	17.6	45.4
North Carolina	100.0	6.8	15.1	28.6	19.5	29.9
North Dakota	100.0	6.8	16.1	17.6	22.4	37.1
Ohio	100.0	6.3	18.8	21.4	17.3	36.2
Oklahoma	100.0	12.5	32.6	23.3	11.9	19.8
Oregon	100.0	8.4	15.6	25.1	16.4	34.5
Pennsylvania	100.0	10.0	17.2	20.6	16.7	35.6
Rhode Island	100.0	3.3	9.7	18.6	10.8	57.6
South Carolina	100.0	11.1	20.6	25.7	13.9	28.8
South Dakota	100.0	12.7	29.3	17.7	13.3	26.9
Tennessee	100.0	12.4	24.5	21.8	15.2	26.1
Texas	100.0	10.1	22.0	24.6	12.8	30.5
Utah	100.0	8.7	14.8	17.5	18.3	40.7
Vermont	100.0	5.1	22.9	20.2	17.3	34.5
Virginia	100.0	7.8	19.1	20.5	12.7	39.9
Washington	100.0	5.8	10.9	21.3	14.7	47.2
West Virginia	100.0	8.3	14.4	33.9	15.7	27.7
Wisconsin	100.0	9.2	17.0	20.5	13.7	39.6
Wyoming	100.0	10.9	19.9	20.7	18.1	30.5

The 2023 ESP Work Force

In this chapter, data are shown for two different groups of ESP: all ESP regardless of hours worked, and full-time ESP who work at least 30 hours per week. Full-time and part-time status is based on the usual hours worked per week in the previous 12 months.

All ESP

Figures *10-1* and *10-2* show the size and relative percentages of the entire ESP work force, by state.

- California, Texas, and New York lead the country in share of ESP, with 12 percent, nine percent, and seven percent respectively, of the national ESP work force.
- The top 10 states constitute over 50 percent of the national ESP work force: California, Texas, New York, Florida, Illinois, Georgia, Ohio, New Jersey, Virginia, and Pennsylvania .

All ESP, by Level

Tables *10-1a* and *10-1b* show the distribution of all ESP by level for the nation and individual states.

- Over 3.0 million ESP work in the nation's public schools and colleges.
- Just over 2.3 million work at the K-12 level.
- Over 769,000 ESP work in higher education.
- The percentage contribution to national totals from each state is similar for K-12 and higher education ESP.

All ESP, by Career Family

Table 10-2a gives the size of the ESP career families nationally and in each state.

- Paraeducators are the largest career family, at 1,123,105.
- Clerical personnel are next with 655,876.
- Custodial services account for 432,290.
- Food services employ 261,537.
- California or Texas lead in every career family. New York, Florida and Illinois also rank highly.

Nationally, the top two career families account for over half of ESP, as shown in *Table 10-2b*.

- Paraeducators have 36 percent of the total.
- Clerical personnel make up 21 percent.
- Custodial services add 14 percent.

Full-Time ESP

- Food services are another nine percent.
- Technical services ESP account for seven percent followed by transportation at six percent.
- Skilled trades, security, and health and student services ESP together make up the remaining seven percent share.
- This same general pattern is found at the state level, with the highest numbers of ESP in the paraeducator, clerical, and custodial career families.

Figure 10-3 and Tables *10-3a* and *10-3b* give the counts and percentages of full-time ESP by state.

- Seventy-eight percent of the nation's ESP work at least 30 hours per week.
- At least 80 percent of ESP in 17 states and the District of Columbia are full-time workers.
- Alaska, Texas, Arkansas, South Carolina, West Virginia, and Mississippi have the highest shares of full-time ESP at 85 percent or more of their ESP work forces.
- Utah has the lowest percentages of full-time ESP, at 56 percent.
- California and Texas have the highest counts of full-time ESP, each at or over 250,000.
- While California leads in numbers of full-time ESP it has the sixth smallest share, at 72 percent.
- Half of the nation's full-time ESP work force is concentrated in nine states, led by California, Texas, New York, and Florida.

**Hours Worked,
All ESP**

Figure 10-4 shows the average hours worked by all ESP, by state.

- The national ESP work force averages 35 hours of work per week.
- ESP in Texas, Arkansas, Alaska, West Virginia, and Mississippi work the most hours, averaging around 37 hours per week.
- ESP in eight states average around 36 hours per week.
- ESP in Utah work the fewest hours per week, 31 hours on average.

Tables *10-4a* and *10-4b* give the distribution of ESP and hours worked in counts and percentages, by state.

- Nationally, 56 percent of ESP work at least 40 hours per week.

- Twenty-two percent work between 30 and 39 hours per week.
- Twenty-two percent work fewer than 30 hours per week.
- Ten percent or more of ESP in the District of Columbia, South Dakota, Arkansas, Texas, and Kentucky work 45 or more hours per week.
- Forty-four percent of ESP in Utah and 30 percent in North Dakota, and Hawaii work fewer than 30 hours per week.

Figure 10-1
Work Force Counts
Total ESP by State, 2023

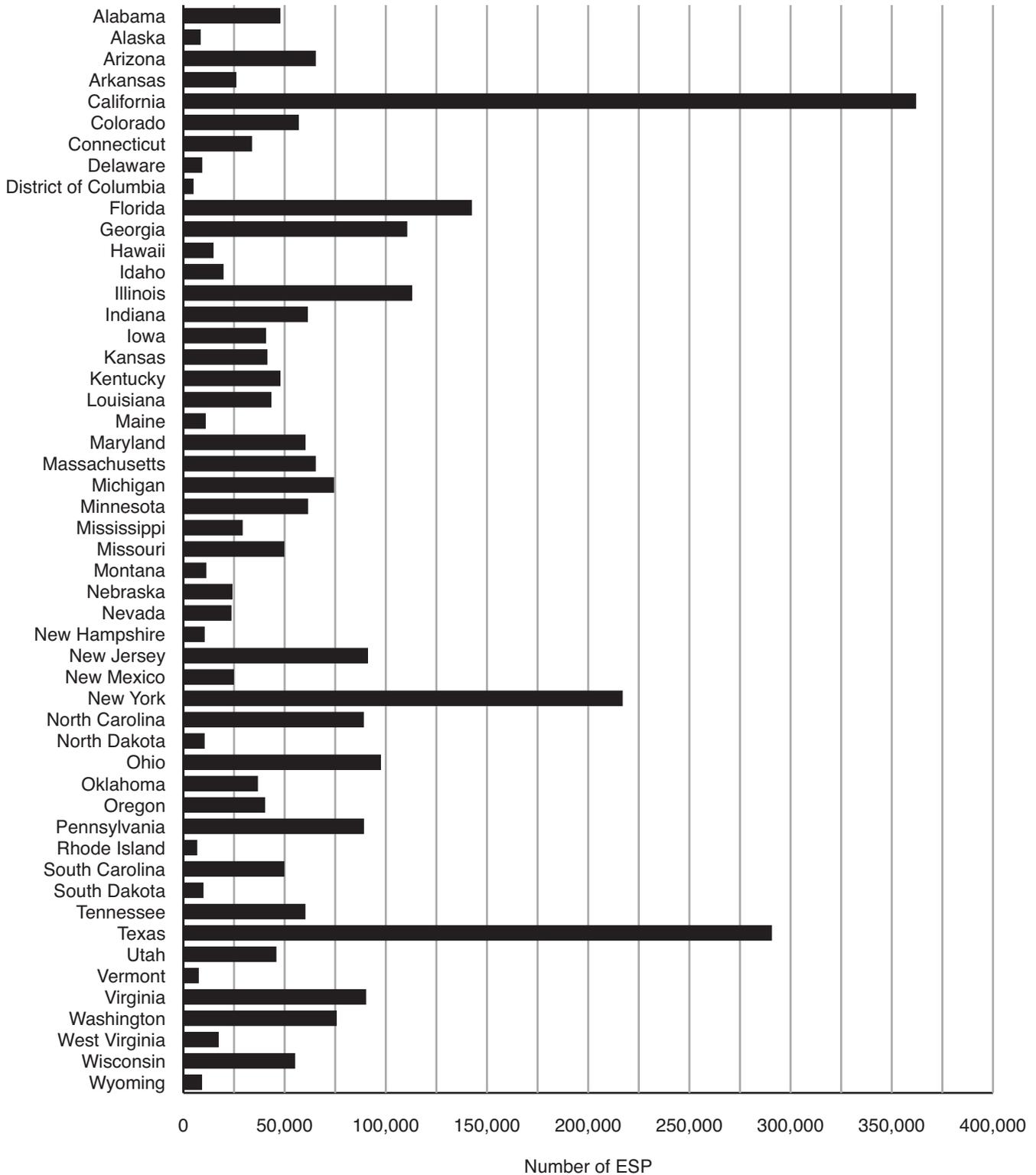


Figure 10-2
Work Force Percentage of National Total
Total ESP by State, 2023

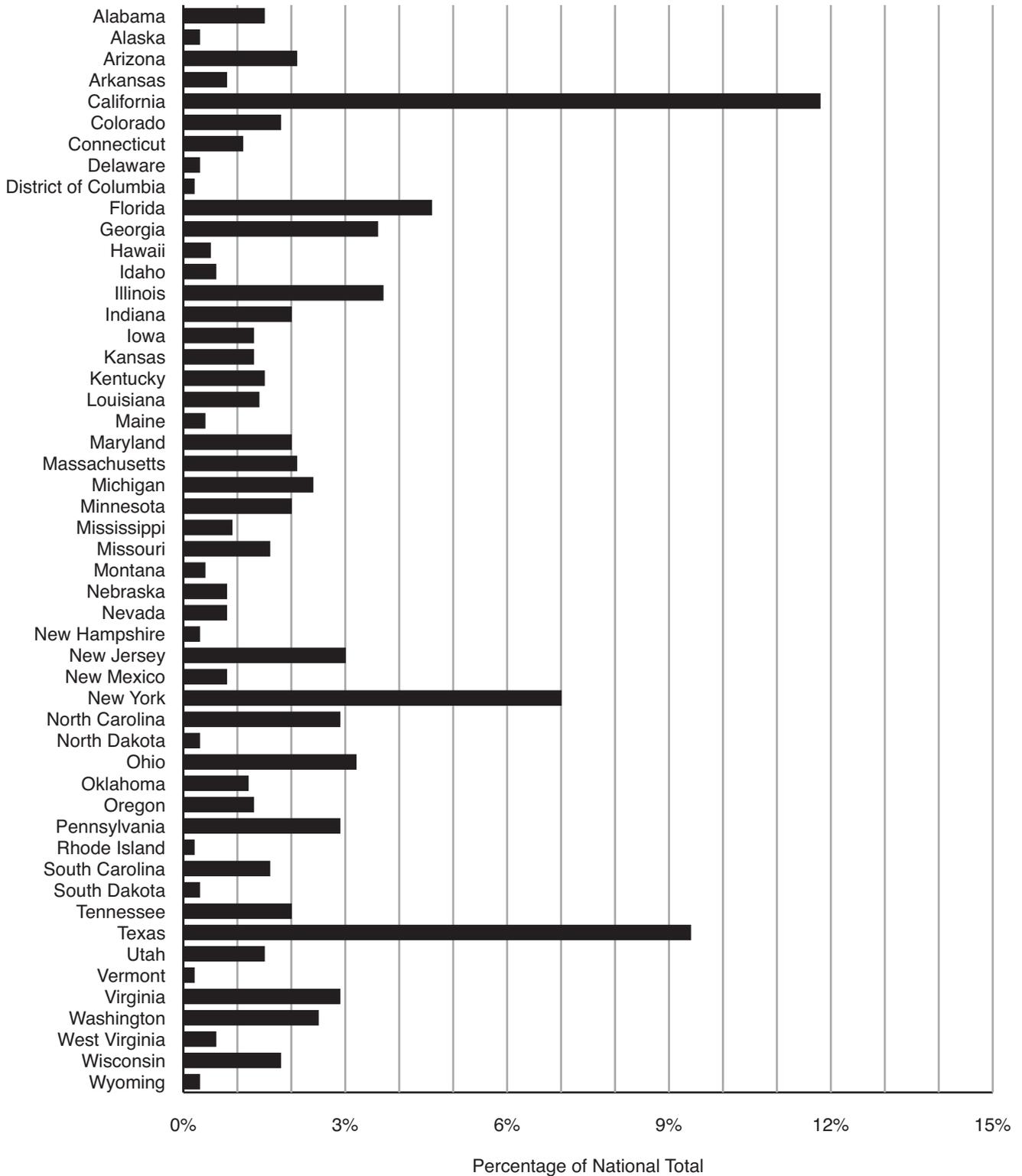


Figure 10-3
Percentage Full-Time
Total ESP Work Force by State, 2023

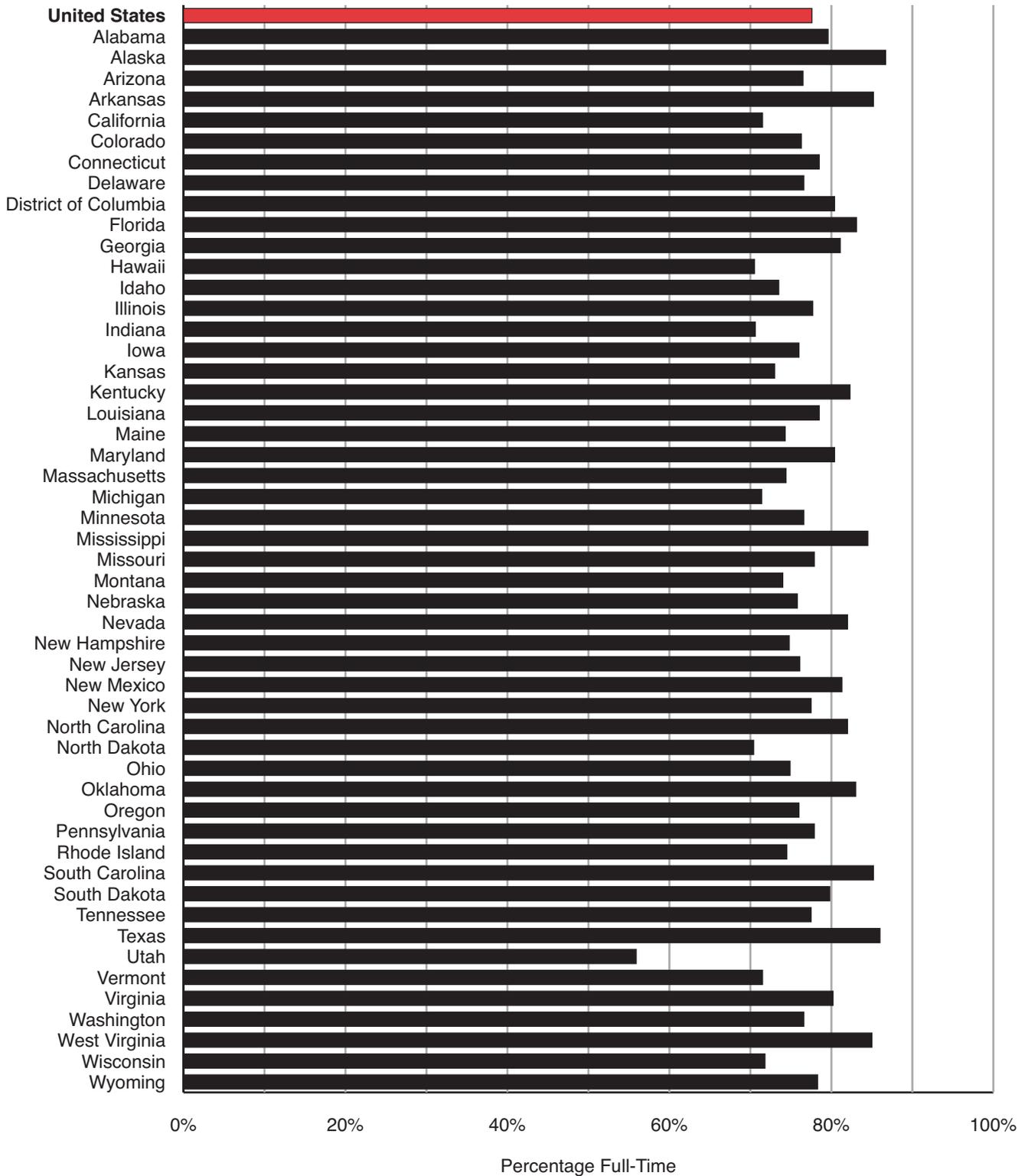


Figure 10-4
Average Hours Worked
Total ESP Work Force by State, 2023

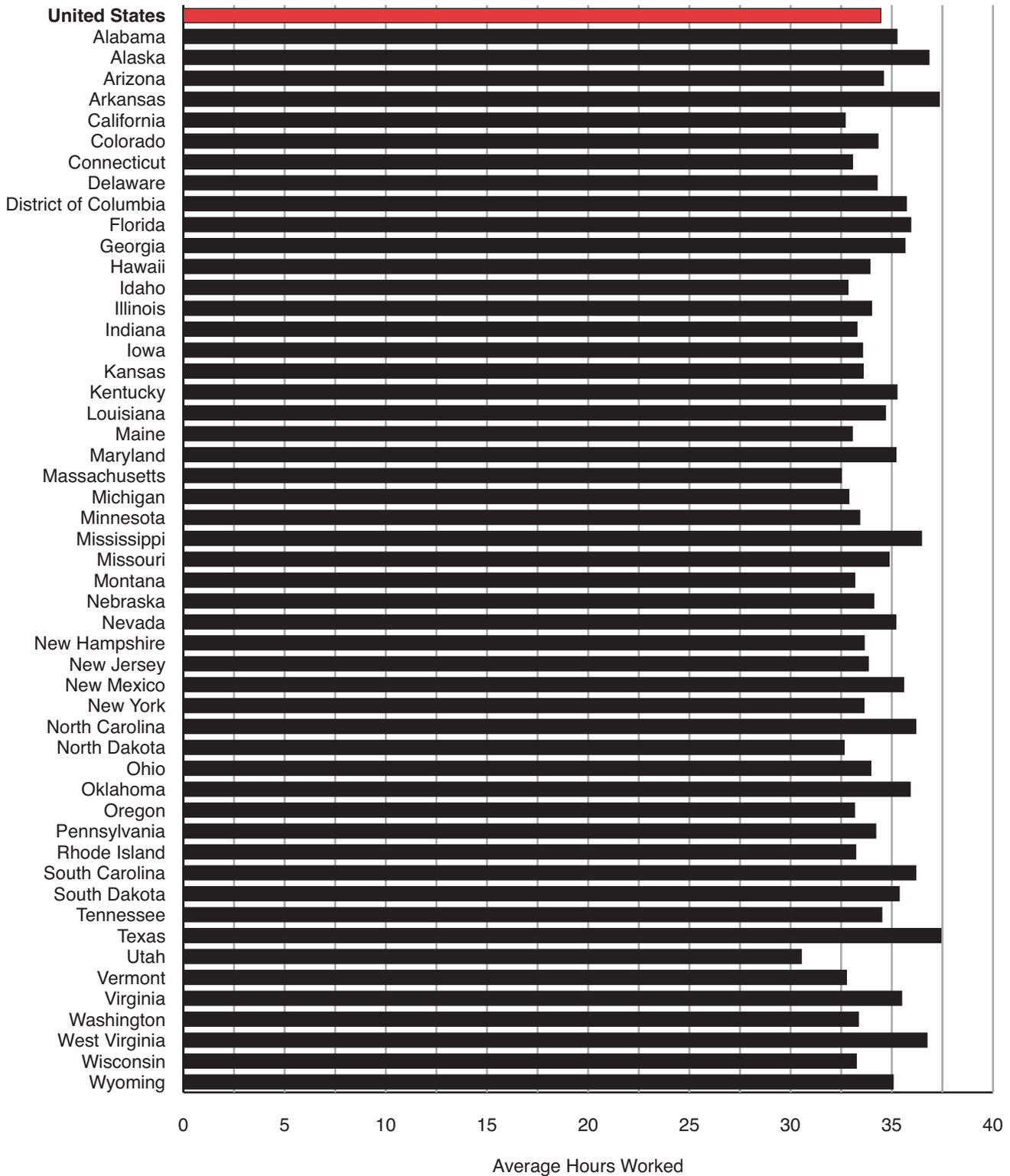


Table 10-1a (Counts)**Work Force by Level****Total, K-12, and Higher Ed ESP by State, 2023**

	Total	K-12	Higher Ed
United States	3,076,517	2,307,260	769,257
Alabama	47,636	32,126	15,510
Alaska	8,294	7,152	1,142
Arizona	65,191	47,730	17,461
Arkansas	25,913	19,566	6,347
California	361,772	279,203	82,569
Colorado	56,792	39,203	17,589
Connecticut	33,642	26,521	7,121
Delaware	9,059	6,157	2,902
District of Columbia	4,741	3,704	1,037
Florida	142,307	107,319	34,988
Georgia	110,355	83,019	27,336
Hawaii	14,631	10,133	4,498
Idaho	19,586	13,855	5,731
Illinois	112,796	83,376	29,420
Indiana	61,220	45,193	16,027
Iowa	40,604	27,729	12,875
Kansas	41,217	29,843	11,374
Kentucky	47,683	36,785	10,898
Louisiana	43,247	31,958	11,289
Maine	10,778	8,151	2,627
Maryland	60,067	42,117	17,950
Massachusetts	65,177	47,079	18,098
Michigan	74,217	50,307	23,910
Minnesota	61,367	46,492	14,875
Mississippi	29,047	20,115	8,932
Missouri	49,621	37,999	11,622
Montana	11,072	8,024	3,048
Nebraska	23,985	16,994	6,991
Nevada	23,492	18,196	5,296
New Hampshire	10,285	8,552	1,733
New Jersey	90,953	75,965	14,988
New Mexico	24,713	16,461	8,252
New York	216,808	177,517	39,291
North Carolina	88,915	59,622	29,293
North Dakota	10,258	6,756	3,502
Ohio	97,339	73,816	23,523
Oklahoma	36,573	27,237	9,336
Oregon	40,093	28,561	11,532
Pennsylvania	88,978	68,757	20,221
Rhode Island	6,567	4,217	2,350
South Carolina	49,654	36,770	12,884
South Dakota	9,650	6,703	2,947
Tennessee	60,021	43,648	16,373
Texas	290,541	226,537	64,004
Utah	45,683	32,312	13,371
Vermont	7,338	5,720	1,618
Virginia	90,042	68,790	21,252
Washington	75,488	55,743	19,745
West Virginia	17,174	12,742	4,432
Wisconsin	54,968	38,254	16,714
Wyoming	8,967	6,534	2,433

Table 10-1b (Percentages)**Work Force by Level****Total, K-12, and Higher Ed ESP by State, 2023**

	Total	K-12	Higher Ed
United States	100.0%	100.0%	100.0%
Alabama	1.5	1.4	2.0
Alaska	0.3	0.3	0.1
Arizona	2.1	2.1	2.3
Arkansas	0.8	0.8	0.8
California	11.8	12.1	10.7
Colorado	1.8	1.7	2.3
Connecticut	1.1	1.1	0.9
Delaware	0.3	0.3	0.4
District of Columbia	0.2	0.2	0.1
Florida	4.6	4.7	4.5
Georgia	3.6	3.6	3.6
Hawaii	0.5	0.4	0.6
Idaho	0.6	0.6	0.7
Illinois	3.7	3.6	3.8
Indiana	2.0	2.0	2.1
Iowa	1.3	1.2	1.7
Kansas	1.3	1.3	1.5
Kentucky	1.5	1.6	1.4
Louisiana	1.4	1.4	1.5
Maine	0.4	0.4	0.3
Maryland	2.0	1.8	2.3
Massachusetts	2.1	2.0	2.4
Michigan	2.4	2.2	3.1
Minnesota	2.0	2.0	1.9
Mississippi	0.9	0.9	1.2
Missouri	1.6	1.6	1.5
Montana	0.4	0.3	0.4
Nebraska	0.8	0.7	0.9
Nevada	0.8	0.8	0.7
New Hampshire	0.3	0.4	0.2
New Jersey	3.0	3.3	1.9
New Mexico	0.8	0.7	1.1
New York	7.0	7.7	5.1
North Carolina	2.9	2.6	3.8
North Dakota	0.3	0.3	0.5
Ohio	3.2	3.2	3.1
Oklahoma	1.2	1.2	1.2
Oregon	1.3	1.2	1.5
Pennsylvania	2.9	3.0	2.6
Rhode Island	0.2	0.2	0.3
South Carolina	1.6	1.6	1.7
South Dakota	0.3	0.3	0.4
Tennessee	2.0	1.9	2.1
Texas	9.4	9.8	8.3
Utah	1.5	1.4	1.7
Vermont	0.2	0.2	0.2
Virginia	2.9	3.0	2.8
Washington	2.5	2.4	2.6
West Virginia	0.6	0.6	0.6
Wisconsin	1.8	1.7	2.2
Wyoming	0.3	0.3	0.3

Table 10-2a (Counts)

Career Families

Total ESP Work Force by State, 2023

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	3,076,517	432,290	63,997	261,537	72,334	1,123,105	655,876	206,678	69,395	191,305
Alabama	47,636	7,435	949	4,981	1,081	12,312	11,427	3,089	1,286	5,076
Alaska	8,294	1,473	150	745	23	3,699	1,202	713	206	83
Arizona	65,191	8,262	1,777	4,044	2,200	21,281	14,812	6,184	1,820	4,811
Arkansas	25,913	4,228	427	2,151	584	7,809	5,743	2,342	553	2,076
California	361,772	45,114	7,571	27,780	12,924	142,634	82,713	24,057	7,132	11,847
Colorado	56,792	7,470	912	5,671	1,918	18,179	13,063	4,841	1,482	3,256
Connecticut	33,642	4,877	1,412	2,451	606	14,106	7,494	2,136	264	296
Delaware	9,059	1,303	440	1,130	314	3,072	1,386	572	411	431
District of Columbia	4,741	748	95	483	65	1,902	932	248	67	201
Florida	142,307	19,865	3,487	13,703	2,919	38,909	36,597	11,555	5,632	9,640
Georgia	110,355	13,758	2,307	13,158	1,819	37,558	21,779	7,858	2,203	9,915
Hawaii	14,631	2,181	601	1,207	685	5,692	3,290	838	16	121
Idaho	19,586	3,018	144	1,912	310	7,659	4,138	1,005	266	1,134
Illinois	112,796	15,179	2,511	7,386	2,312	45,435	24,379	7,893	2,561	5,140
Indiana	61,220	8,621	843	7,091	932	22,055	10,778	4,328	835	5,737
Iowa	40,604	5,624	104	4,017	955	16,710	6,131	2,985	898	3,180
Kansas	41,217	5,003	358	2,833	783	18,095	8,590	2,373	853	2,329
Kentucky	47,683	6,599	718	5,704	1,500	14,002	10,803	2,861	1,060	4,436
Louisiana	43,247	5,874	762	4,588	741	15,316	9,266	2,539	737	3,424
Maine	10,778	1,690	22	1,669	548	2,742	2,355	689	25	1,038
Maryland	60,067	8,358	1,303	5,177	1,460	21,374	12,741	3,940	2,638	3,076
Massachusetts	65,177	7,531	1,442	5,353	1,474	30,318	13,377	3,423	782	1,477
Michigan	74,217	9,504	1,291	7,110	1,471	26,845	17,255	5,887	923	3,931
Minnesota	61,367	7,582	386	4,474	1,200	28,593	11,038	4,663	1,468	1,963
Mississippi	29,047	4,562	937	3,339	676	8,165	7,039	1,364	1,022	1,943
Missouri	49,621	9,080	753	3,878	897	16,000	10,629	3,676	629	4,079
Montana	11,072	2,520	35	612	275	3,765	2,176	808	344	537
Nebraska	23,985	2,993	280	2,114	174	10,314	4,653	1,365	682	1,410
Nevada	23,492	3,544	430	2,225	702	6,653	6,400	1,082	663	1,793
New Hampshire	10,285	1,359	0	931	100	5,436	1,443	614	53	349
New Jersey	90,953	14,476	3,695	4,149	1,466	39,091	17,801	4,353	1,419	4,503
New Mexico	24,713	2,354	464	1,874	557	9,383	6,070	1,771	724	1,516
New York	216,808	30,407	6,403	13,488	2,393	96,582	41,228	10,463	3,057	12,787
North Carolina	88,915	12,266	834	8,008	1,276	29,665	18,893	6,467	2,764	8,742
North Dakota	10,258	1,369	209	1,089	328	4,140	1,737	682	61	643
Ohio	97,339	15,410	1,629	9,593	2,895	30,148	19,695	5,437	1,238	11,294
Oklahoma	36,573	5,037	554	4,295	645	14,189	7,830	1,668	726	1,629
Oregon	40,093	4,114	179	3,309	1,502	17,017	8,506	2,650	830	1,986
Pennsylvania	88,978	19,178	3,190	5,448	1,812	30,355	17,234	4,972	3,131	3,658
Rhode Island	6,567	1,202	258	232	203	2,413	1,720	524	0	15
South Carolina	49,654	7,931	771	4,093	685	15,926	12,195	2,894	1,603	3,556
South Dakota	9,650	1,510	272	738	68	4,130	1,827	330	133	642
Tennessee	60,021	6,923	1,386	6,787	1,081	23,081	13,441	2,565	1,190	3,567
Texas	290,541	40,592	7,632	26,308	7,253	94,792	64,169	21,880	8,046	19,869
Utah	45,683	8,256	343	4,260	2,030	14,874	9,407	3,609	990	1,914
Vermont	7,338	655	93	604	102	3,093	2,075	447	130	139
Virginia	90,042	11,753	1,701	7,767	2,104	29,756	15,894	8,460	2,158	10,449
Washington	75,488	10,242	744	4,745	2,703	28,535	15,333	6,261	1,691	5,234
West Virginia	17,174	2,978	288	2,019	367	4,780	3,070	992	299	2,381
Wisconsin	54,968	8,501	881	4,614	873	20,968	12,718	3,585	1,642	1,186
Wyoming	8,967	1,781	24	200	343	3,557	1,404	740	52	866

Table 10-2b (Percentages)

Career Families

Total ESP Work Force by State, 2023

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0%	14.1%	2.1%	8.5%	2.4%	36.5%	21.3%	6.7%	2.3%	6.2%
Alabama	100.0	15.6	2.0	10.5	2.3	25.8	24.0	6.5	2.7	10.7
Alaska	100.0	17.8	1.8	9.0	0.3	44.6	14.5	8.6	2.5	1.0
Arizona	100.0	12.7	2.7	6.2	3.4	32.6	22.7	9.5	2.8	7.4
Arkansas	100.0	16.3	1.6	8.3	2.3	30.1	22.2	9.0	2.1	8.0
California	100.0	12.5	2.1	7.7	3.6	39.4	22.9	6.6	2.0	3.3
Colorado	100.0	13.2	1.6	10.0	3.4	32.0	23.0	8.5	2.6	5.7
Connecticut	100.0	14.5	4.2	7.3	1.8	41.9	22.3	6.3	0.8	0.9
Delaware	100.0	14.4	4.9	12.5	3.5	33.9	15.3	6.3	4.5	4.8
District of Columbia	100.0	15.8	2.0	10.2	1.4	40.1	19.7	5.2	1.4	4.2
Florida	100.0	14.0	2.5	9.6	2.1	27.3	25.7	8.1	4.0	6.8
Georgia	100.0	12.5	2.1	11.9	1.6	34.0	19.7	7.1	2.0	9.0
Hawaii	100.0	14.9	4.1	8.2	4.7	38.9	22.5	5.7	0.1	0.8
Idaho	100.0	15.4	0.7	9.8	1.6	39.1	21.1	5.1	1.4	5.8
Illinois	100.0	13.5	2.2	6.5	2.0	40.3	21.6	7.0	2.3	4.6
Indiana	100.0	14.1	1.4	11.6	1.5	36.0	17.6	7.1	1.4	9.4
Iowa	100.0	13.9	0.3	9.9	2.4	41.2	15.1	7.4	2.2	7.8
Kansas	100.0	12.1	0.9	6.9	1.9	43.9	20.8	5.8	2.1	5.7
Kentucky	100.0	13.8	1.5	12.0	3.1	29.4	22.7	6.0	2.2	9.3
Louisiana	100.0	13.6	1.8	10.6	1.7	35.4	21.4	5.9	1.7	7.9
Maine	100.0	15.7	0.2	15.5	5.1	25.4	21.9	6.4	0.2	9.6
Maryland	100.0	13.9	2.2	8.6	2.4	35.6	21.2	6.6	4.4	5.1
Massachusetts	100.0	11.6	2.2	8.2	2.3	46.5	20.5	5.3	1.2	2.3
Michigan	100.0	12.8	1.7	9.6	2.0	36.2	23.2	7.9	1.2	5.3
Minnesota	100.0	12.4	0.6	7.3	2.0	46.6	18.0	7.6	2.4	3.2
Mississippi	100.0	15.7	3.2	11.5	2.3	28.1	24.2	4.7	3.5	6.7
Missouri	100.0	18.3	1.5	7.8	1.8	32.2	21.4	7.4	1.3	8.2
Montana	100.0	22.8	0.3	5.5	2.5	34.0	19.7	7.3	3.1	4.9
Nebraska	100.0	12.5	1.2	8.8	0.7	43.0	19.4	5.7	2.8	5.9
Nevada	100.0	15.1	1.8	9.5	3.0	28.3	27.2	4.6	2.8	7.6
New Hampshire	100.0	13.2	0.0	9.1	1.0	52.9	14.0	6.0	0.5	3.4
New Jersey	100.0	15.9	4.1	4.6	1.6	43.0	19.6	4.8	1.6	5.0
New Mexico	100.0	9.5	1.9	7.6	2.3	38.0	24.6	7.2	2.9	6.1
New York	100.0	14.0	3.0	6.2	1.1	44.5	19.0	4.8	1.4	5.9
North Carolina	100.0	13.8	0.9	9.0	1.4	33.4	21.2	7.3	3.1	9.8
North Dakota	100.0	13.3	2.0	10.6	3.2	40.4	16.9	6.6	0.6	6.3
Ohio	100.0	15.8	1.7	9.9	3.0	31.0	20.2	5.6	1.3	11.6
Oklahoma	100.0	13.8	1.5	11.7	1.8	38.8	21.4	4.6	2.0	4.5
Oregon	100.0	10.3	0.4	8.3	3.7	42.4	21.2	6.6	2.1	5.0
Pennsylvania	100.0	21.6	3.6	6.1	2.0	34.1	19.4	5.6	3.5	4.1
Rhode Island	100.0	18.3	3.9	3.5	3.1	36.7	26.2	8.0	0.0	0.2
South Carolina	100.0	16.0	1.6	8.2	1.4	32.1	24.6	5.8	3.2	7.2
South Dakota	100.0	15.6	2.8	7.6	0.7	42.8	18.9	3.4	1.4	6.7
Tennessee	100.0	11.5	2.3	11.3	1.8	38.5	22.4	4.3	2.0	5.9
Texas	100.0	14.0	2.6	9.1	2.5	32.6	22.1	7.5	2.8	6.8
Utah	100.0	18.1	0.8	9.3	4.4	32.6	20.6	7.9	2.2	4.2
Vermont	100.0	8.9	1.3	8.2	1.4	42.2	28.3	6.1	1.8	1.9
Virginia	100.0	13.1	1.9	8.6	2.3	33.0	17.7	9.4	2.4	11.6
Washington	100.0	13.6	1.0	6.3	3.6	37.8	20.3	8.3	2.2	6.9
West Virginia	100.0	17.3	1.7	11.8	2.1	27.8	17.9	5.8	1.7	13.9
Wisconsin	100.0	15.5	1.6	8.4	1.6	38.1	23.1	6.5	3.0	2.2
Wyoming	100.0	19.9	0.3	2.2	3.8	39.7	15.7	8.3	0.6	9.7

Table 10-3a (Counts)
Full-Time vs. Part-Time
Total ESP Work Force by State, 2023

	Total	Full-Time	Part-Time
United States	3,076,517	2,388,698	687,819
Alabama	47,636	37,937	9,699
Alaska	8,294	7,190	1,104
Arizona	65,191	49,851	15,340
Arkansas	25,913	22,065	3,848
California	361,772	258,535	103,237
Colorado	56,792	43,321	13,471
Connecticut	33,642	26,398	7,244
Delaware	9,059	6,943	2,116
District of Columbia	4,741	3,810	931
Florida	142,307	118,322	23,985
Georgia	110,355	89,536	20,819
Hawaii	14,631	10,317	4,314
Idaho	19,586	14,403	5,183
Illinois	112,796	87,636	25,160
Indiana	61,220	43,234	17,986
Iowa	40,604	30,847	9,757
Kansas	41,217	30,079	11,138
Kentucky	47,683	39,221	8,462
Louisiana	43,247	33,952	9,295
Maine	10,778	8,011	2,767
Maryland	60,067	48,269	11,798
Massachusetts	65,177	48,507	16,670
Michigan	74,217	52,997	21,220
Minnesota	61,367	47,003	14,364
Mississippi	29,047	24,558	4,489
Missouri	49,621	38,648	10,973
Montana	11,072	8,197	2,875
Nebraska	23,985	18,182	5,803
Nevada	23,492	19,267	4,225
New Hampshire	10,285	7,690	2,595
New Jersey	90,953	69,183	21,770
New Mexico	24,713	20,095	4,618
New York	216,808	168,070	48,738
North Carolina	88,915	72,944	15,971
North Dakota	10,258	7,222	3,036
Ohio	97,339	72,879	24,460
Oklahoma	36,573	30,362	6,211
Oregon	40,093	30,469	9,624
Pennsylvania	88,978	69,354	19,624
Rhode Island	6,567	4,890	1,677
South Carolina	49,654	42,329	7,325
South Dakota	9,650	7,697	1,953
Tennessee	60,021	46,516	13,505
Texas	290,541	249,851	40,690
Utah	45,683	25,546	20,137
Vermont	7,338	5,249	2,089
Virginia	90,042	72,180	17,862
Washington	75,488	57,827	17,661
West Virginia	17,174	14,593	2,581
Wisconsin	54,968	39,493	15,475
Wyoming	8,967	7,023	1,944

Table 10-3b (Percentages)
Full-Time vs. Part-Time
Total ESP Work Force by State, 2023

	Total	Full-Time	Part-Time
United States	100.0%	77.6%	22.4%
Alabama	100.0	79.6	20.4
Alaska	100.0	86.7	13.3
Arizona	100.0	76.5	23.5
Arkansas	100.0	85.2	14.8
California	100.0	71.5	28.5
Colorado	100.0	76.3	23.7
Connecticut	100.0	78.5	21.5
Delaware	100.0	76.6	23.4
District of Columbia	100.0	80.4	19.6
Florida	100.0	83.1	16.9
Georgia	100.0	81.1	18.9
Hawaii	100.0	70.5	29.5
Idaho	100.0	73.5	26.5
Illinois	100.0	77.7	22.3
Indiana	100.0	70.6	29.4
Iowa	100.0	76.0	24.0
Kansas	100.0	73.0	27.0
Kentucky	100.0	82.3	17.7
Louisiana	100.0	78.5	21.5
Maine	100.0	74.3	25.7
Maryland	100.0	80.4	19.6
Massachusetts	100.0	74.4	25.6
Michigan	100.0	71.4	28.6
Minnesota	100.0	76.6	23.4
Mississippi	100.0	84.5	15.5
Missouri	100.0	77.9	22.1
Montana	100.0	74.0	26.0
Nebraska	100.0	75.8	24.2
Nevada	100.0	82.0	18.0
New Hampshire	100.0	74.8	25.2
New Jersey	100.0	76.1	23.9
New Mexico	100.0	81.3	18.7
New York	100.0	77.5	22.5
North Carolina	100.0	82.0	18.0
North Dakota	100.0	70.4	29.6
Ohio	100.0	74.9	25.1
Oklahoma	100.0	83.0	17.0
Oregon	100.0	76.0	24.0
Pennsylvania	100.0	77.9	22.1
Rhode Island	100.0	74.5	25.5
South Carolina	100.0	85.2	14.8
South Dakota	100.0	79.8	20.2
Tennessee	100.0	77.5	22.5
Texas	100.0	86.0	14.0
Utah	100.0	55.9	44.1
Vermont	100.0	71.5	28.5
Virginia	100.0	80.2	19.8
Washington	100.0	76.6	23.4
West Virginia	100.0	85.0	15.0
Wisconsin	100.0	71.8	28.2
Wyoming	100.0	78.3	21.7

Table 10-4a (Counts)
Usual Hours Worked
Total ESP Work Force by State, 2023

	Total ESP	1-29	30-34	35-39	40-44	45+	Average Hrs.
United States	3,076,517	687,819	278,102	397,370	1,502,063	211,163	34.5
Alabama	47,636	9,699	2,415	4,746	26,878	3,898	35.3
Alaska	8,294	1,104	746	1,553	4,282	609	36.8
Arizona	65,191	15,340	6,361	5,991	33,071	4,428	34.6
Arkansas	25,913	3,848	1,133	2,495	15,786	2,651	37.3
California	361,772	103,237	49,483	23,005	167,150	18,897	32.7
Colorado	56,792	13,471	4,875	5,092	29,358	3,996	34.3
Connecticut	33,642	7,244	4,820	8,615	11,337	1,626	33.1
Delaware	9,059	2,116	673	1,545	4,102	623	34.3
District of Columbia	4,741	931	242	255	2,759	554	35.7
Florida	142,307	23,985	10,508	20,141	77,857	9,816	35.9
Georgia	110,355	20,819	7,904	7,563	65,992	8,077	35.7
Hawaii	14,631	4,314	525	499	8,225	1,068	33.9
Idaho	19,586	5,183	2,961	2,467	7,798	1,177	32.8
Illinois	112,796	25,160	8,581	21,032	51,912	6,111	34.0
Indiana	61,220	17,986	6,117	7,177	25,726	4,214	33.3
Iowa	40,604	9,757	3,559	7,012	16,658	3,618	33.6
Kansas	41,217	11,138	2,790	7,053	17,031	3,205	33.6
Kentucky	47,683	8,462	4,623	11,495	18,593	4,510	35.3
Louisiana	43,247	9,295	2,796	5,616	23,295	2,245	34.7
Maine	10,778	2,767	1,095	1,796	4,353	767	33.0
Maryland	60,067	11,798	4,461	9,154	30,650	4,004	35.2
Massachusetts	65,177	16,670	8,711	12,855	22,909	4,032	32.5
Michigan	74,217	21,220	7,012	10,133	30,990	4,862	32.9
Minnesota	61,367	14,364	8,916	8,253	25,892	3,942	33.4
Mississippi	29,047	4,489	1,513	1,848	19,146	2,051	36.5
Missouri	49,621	10,973	2,977	6,522	25,320	3,829	34.9
Montana	11,072	2,875	1,194	1,135	5,251	617	33.2
Nebraska	23,985	5,803	2,355	3,214	10,503	2,110	34.1
Nevada	23,492	4,225	2,592	2,672	12,363	1,640	35.2
New Hampshire	10,285	2,595	1,341	1,831	3,703	815	33.6
New Jersey	90,953	21,770	9,403	17,592	36,461	5,727	33.8
New Mexico	24,713	4,618	1,918	3,245	13,219	1,713	35.6
New York	216,808	48,738	24,445	46,431	85,427	11,767	33.6
North Carolina	88,915	15,971	5,772	8,321	51,782	7,069	36.2
North Dakota	10,258	3,036	639	1,151	4,958	474	32.7
Ohio	97,339	24,460	9,255	12,500	44,833	6,291	34.0
Oklahoma	36,573	6,211	2,741	4,230	19,984	3,407	35.9
Oregon	40,093	9,624	4,489	6,663	17,194	2,123	33.2
Pennsylvania	88,978	19,624	8,887	16,050	39,954	4,463	34.2
Rhode Island	6,567	1,677	408	1,104	2,872	506	33.2
South Carolina	49,654	7,325	3,076	9,184	25,783	4,286	36.2
South Dakota	9,650	1,953	962	1,111	4,500	1,124	35.4
Tennessee	60,021	13,505	4,159	10,316	27,568	4,473	34.5
Texas	290,541	40,690	11,559	21,406	188,566	28,320	37.4
Utah	45,683	20,137	3,777	1,958	17,646	2,165	30.5
Vermont	7,338	2,089	671	1,160	2,757	661	32.8
Virginia	90,042	17,862	6,183	13,556	45,082	7,359	35.5
Washington	75,488	17,661	11,188	7,636	35,233	3,770	33.3
West Virginia	17,174	2,581	708	2,792	9,907	1,186	36.7
Wisconsin	54,968	15,475	4,052	6,939	24,890	3,612	33.3
Wyoming	8,967	1,944	531	1,260	4,557	675	35.1

Table 10-4b (Percentages)

Usual Hours Worked

Total ESP Work Force by State, 2023

	Total ESP	1-29	30-34	35-39	40-44	45+
United States	100.0%	22.4%	9.0%	12.9%	48.8%	6.9%
Alabama	100.0	20.4	5.1	10.0	56.4	8.2
Alaska	100.0	13.3	9.0	18.7	51.6	7.3
Arizona	100.0	23.5	9.8	9.2	50.7	6.8
Arkansas	100.0	14.8	4.4	9.6	60.9	10.2
California	100.0	28.5	13.7	6.4	46.2	5.2
Colorado	100.0	23.7	8.6	9.0	51.7	7.0
Connecticut	100.0	21.5	14.3	25.6	33.7	4.8
Delaware	100.0	23.4	7.4	17.1	45.3	6.9
District of Columbia	100.0	19.6	5.1	5.4	58.2	11.7
Florida	100.0	16.9	7.4	14.2	54.7	6.9
Georgia	100.0	18.9	7.2	6.9	59.8	7.3
Hawaii	100.0	29.5	3.6	3.4	56.2	7.3
Idaho	100.0	26.5	15.1	12.6	39.8	6.0
Illinois	100.0	22.3	7.6	18.6	46.0	5.4
Indiana	100.0	29.4	10.0	11.7	42.0	6.9
Iowa	100.0	24.0	8.8	17.3	41.0	8.9
Kansas	100.0	27.0	6.8	17.1	41.3	7.8
Kentucky	100.0	17.7	9.7	24.1	39.0	9.5
Louisiana	100.0	21.5	6.5	13.0	53.9	5.2
Maine	100.0	25.7	10.2	16.7	40.4	7.1
Maryland	100.0	19.6	7.4	15.2	51.0	6.7
Massachusetts	100.0	25.6	13.4	19.7	35.1	6.2
Michigan	100.0	28.6	9.4	13.7	41.8	6.6
Minnesota	100.0	23.4	14.5	13.4	42.2	6.4
Mississippi	100.0	15.5	5.2	6.4	65.9	7.1
Missouri	100.0	22.1	6.0	13.1	51.0	7.7
Montana	100.0	26.0	10.8	10.3	47.4	5.6
Nebraska	100.0	24.2	9.8	13.4	43.8	8.8
Nevada	100.0	18.0	11.0	11.4	52.6	7.0
New Hampshire	100.0	25.2	13.0	17.8	36.0	7.9
New Jersey	100.0	23.9	10.3	19.3	40.1	6.3
New Mexico	100.0	18.7	7.8	13.1	53.5	6.9
New York	100.0	22.5	11.3	21.4	39.4	5.4
North Carolina	100.0	18.0	6.5	9.4	58.2	8.0
North Dakota	100.0	29.6	6.2	11.2	48.3	4.6
Ohio	100.0	25.1	9.5	12.8	46.1	6.5
Oklahoma	100.0	17.0	7.5	11.6	54.6	9.3
Oregon	100.0	24.0	11.2	16.6	42.9	5.3
Pennsylvania	100.0	22.1	10.0	18.0	44.9	5.0
Rhode Island	100.0	25.5	6.2	16.8	43.7	7.7
South Carolina	100.0	14.8	6.2	18.5	51.9	8.6
South Dakota	100.0	20.2	10.0	11.5	46.6	11.6
Tennessee	100.0	22.5	6.9	17.2	45.9	7.5
Texas	100.0	14.0	4.0	7.4	64.9	9.7
Utah	100.0	44.1	8.3	4.3	38.6	4.7
Vermont	100.0	28.5	9.1	15.8	37.6	9.0
Virginia	100.0	19.8	6.9	15.1	50.1	8.2
Washington	100.0	23.4	14.8	10.1	46.7	5.0
West Virginia	100.0	15.0	4.1	16.3	57.7	6.9
Wisconsin	100.0	28.2	7.4	12.6	45.3	6.6
Wyoming	100.0	21.7	5.9	14.1	50.8	7.5

Demographics of the 2023 ESP Work Force

Age

Figure 11-1 and Tables *11-1a* and *11-1b* show the average and distribution of ages of the total ESP work force, by state.

- The national ESP work force averages 45 years old.
- Thirty-nine percent of ESP are between age 35 to 54.
- Thirteen percent are under 25.
- Nine percent of ESP are 65 years of age or older.
- The New Jersey and Virginia ESP work forces have the highest average ages, at or nearly 48 years old.
- ESP in Vermont and Utah average around 41 years of age.

Gender

Figure 11-2 and Tables *11-2*, *11-3a*, and *11-3b* present gender and age data for the total ESP work force, by state.

- Sixty-eight percent of the total ESP work force is female.
- At least 74 percent of the New Hampshire, Oklahoma as well as the District of Columbia ESP work forces are female.
- Alaska, West Virginia, Maine, Colorado, and Mississippi have the highest percentages of male ESP, at or over 37 percent.
- In general, male ESP are younger than female ESP. Thirty-four percent of males are under 35 years old, versus 26 percent of females.
- The gender by age distribution of ESP in individual states generally mirrors the national pattern.

Race/Ethnicity

Figure 11-3 and Tables *11-4a* and *11-4b* show the racial-ethnic composition of the ESP work force, by state.

- Non-white workers make up 42 percent of the nation's ESP work force.
- Hispanics comprise a 19 percent and Blacks a 14 percent share of total ESP.
- Five percent of the national ESP work force is Asian.
- Native Americans make up one percent of the nation's ESP.
- Native Hawaiians and Pacific Islanders comprise one tenth of a percent of all ESP.
- Three percent of the total ESP work force report more than one race.
- The largest percentages of non-white ESP are found in Hawaii, the District of Columbia, New Mexico, California, and Texas.

- The lowest proportions of non-white ESP are found in Vermont, West Virginia, New Hampshire, and Maine .
- In New Mexico, Hispanic ESP make up 59 percent of the ESP workforce, followed by California and Texas at around 47 percent.
- Sixty-four percent of ESP in the District of Columbia and 48 percent in Mississippi are Black.
- In Hawaii, 44 percent of ESP are Asian, nine percent are Native Hawaiian or Pacific Islander, and 25 percent identify themselves as belonging to two or more races. Fourteen percent of the Alaska and 10 percent of the California ESP work forces are Asian.
- Twenty-seven percent of ESP in Alaska, nine percent in New Mexico, and eight percent in South Dakota, Montana, and Oklahoma are Native American.

Tables *11-5a* and *11-5b* detail the racial-ethnic composition of the ESP workforce by gender, across the 50 states and the District of Columbia.

- The gender-specific distribution of ESP by race closely mirrors the national ESP workforce.
- There is much variation in ESP racial/ethnic and gender distribution at the state level.

Educational Attainment

Figure 11-4 and Tables *11-6a* and *11-6b* illustrate the educational attainment of the ESP workforce, by state.

- Ninety-four percent of the total ESP workforce has completed high school.
- Thirty-nine percent of ESP have an associate or college degree.
- Forty-six percent of ESP in Minnesota, Washington, and Massachusetts have completed an associate or college degree.
- Louisiana and Oklahoma have the lowest percentages of ESP with an associate or college degree, at less than 30 percent.
- The highest percentage of ESP that have not finished high school is in Texas, at 11 percent as well as the District of Columbia at 12 percent.

Household Income

Tables 11-7a and 11-7b show household total income for the ESP work force, by state. Factors such as household size and the number and gender of the earners in the household are additional sources of variability.

- Eighty-four percent of the nation's ESP live in households earning at least \$45,000 per year.
- Sixty-six percent of ESP live in households earning at least \$75,000 per year.
- Six percent of ESP live in households with an income of less than \$25,000.
- Ninety percent or more of ESP in Hawaii, Alaska, New Jersey, Utah, and Connecticut have household incomes of at least \$45,000. In 18 other states, at least 85 percent of ESP live in households with incomes of at least \$45,000.
- Mississippi, Wyoming, North Dakota, Rhode Island, Louisiana, Michigan, and the District of Columbia have the highest shares of ESP living in households with an income of less than \$15,000, from four to five percent.
- ESP in Hawaii, New Jersey, and Massachusetts have the highest average household incomes, at or over \$154,000 per year. In Mississippi, ESP household incomes average less than \$88,000 per year.

Poverty Status

Figure 11-5 and Tables 11-8a and 11-8b detail the poverty status of all ESP, by state. Most ESP households earn sufficient income to keep them above the official U.S. government poverty threshold. Table 11-8a includes a “not ascertained” column, representing people for whom poverty status could not be determined.

- Seventy-seven percent of all ESP live in households with incomes at least twice the poverty threshold, and 42 percent have household incomes at least four times the threshold.
- In every state and the District of Columbia, at least 64 percent of ESP have household incomes at least twice the poverty level.
- Eight percent of all ESP, nearly 222,000, fall below the poverty line.
- In Wyoming, thirteen percent of ESP live below the poverty threshold; this figure is between 10 and 12 percent in Louisiana, Mississippi, New Mexico, Oklahoma, and Indiana.

Marital Status

Tables *11-9a* and *11-9b* show the marital status of all ESP, by state.

- Fifty-four percent of all ESP are married.
- Sixteen percent are widowed, divorced, or separated.
- Thirty percent of all ESP have never married.
- The District of Columbia and Hawaii have the highest shares of ESP who are single, at 42 percent or higher.

Household Relationship

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

- Forty-nine percent of the ESP work force are household heads.
- Twenty-seven percent are spouses of the household head.
- Twenty-four percent are children or other household members, such as persons living with parents, siblings, or non-relative roommates.
- Rhode Island leads in percentage of household heads, at 58 percent while North Dakota, West Virginia, North Carolina, Arkansas, Oklahoma, and Delaware follow at 54 to 56 percent.
- Thirty-two percent of ESP in Missouri and thirty-one percent in Nebraska identify themselves as spouses of household heads.
- At 49 percent, Hawaii has the highest percentage of ESP who describe their household relationship as “child or other household member.” ESP in the Vermont and the District of Columbia have a corresponding share of 34 percent followed by Nevada, California and Arizona at 32 percent.

Figure 11-1
Average Age
Total ESP Work Force by State, 2023

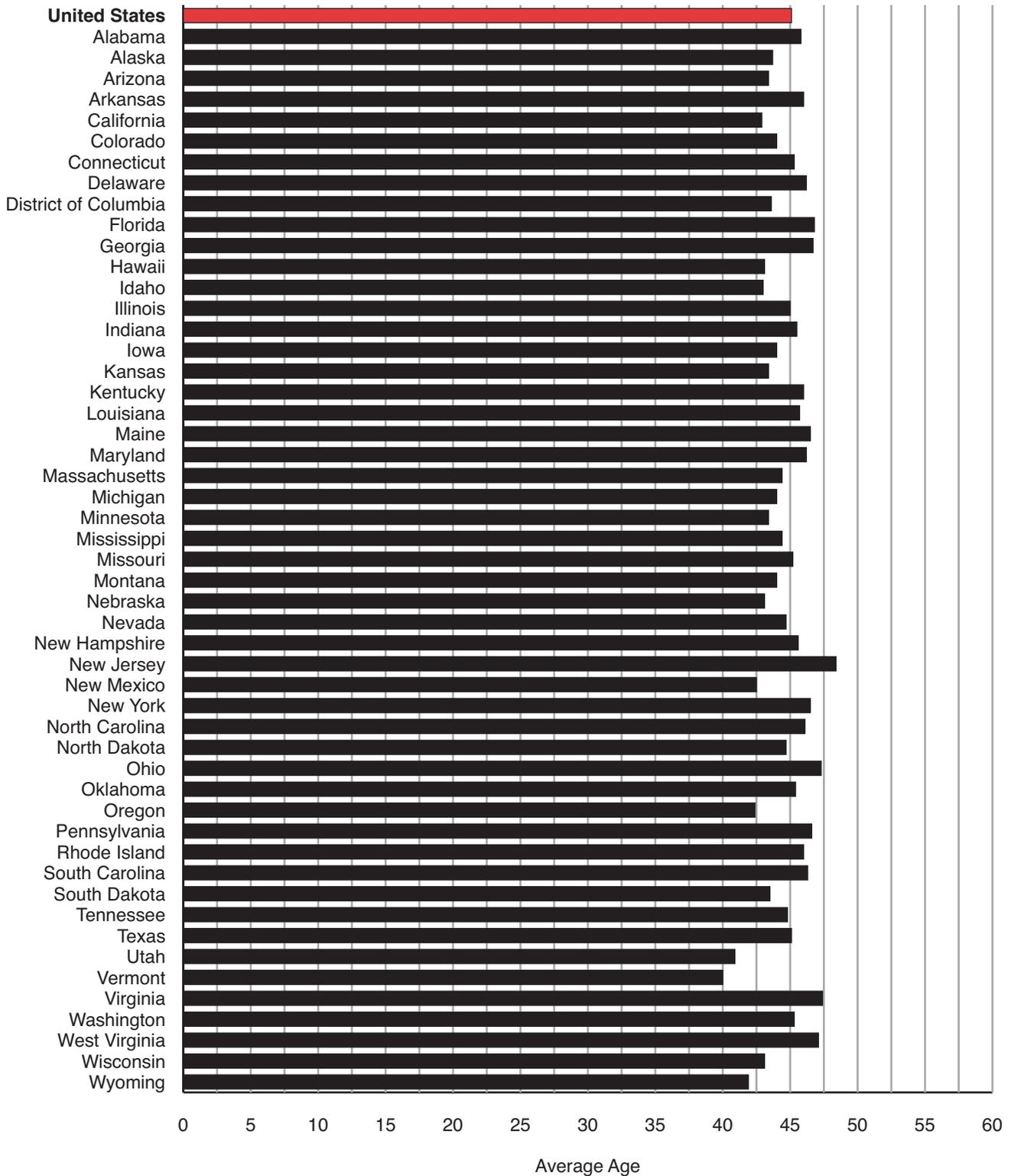


Figure 11-2
Gender: Percentage Female
Total ESP Work Force by State, 2023

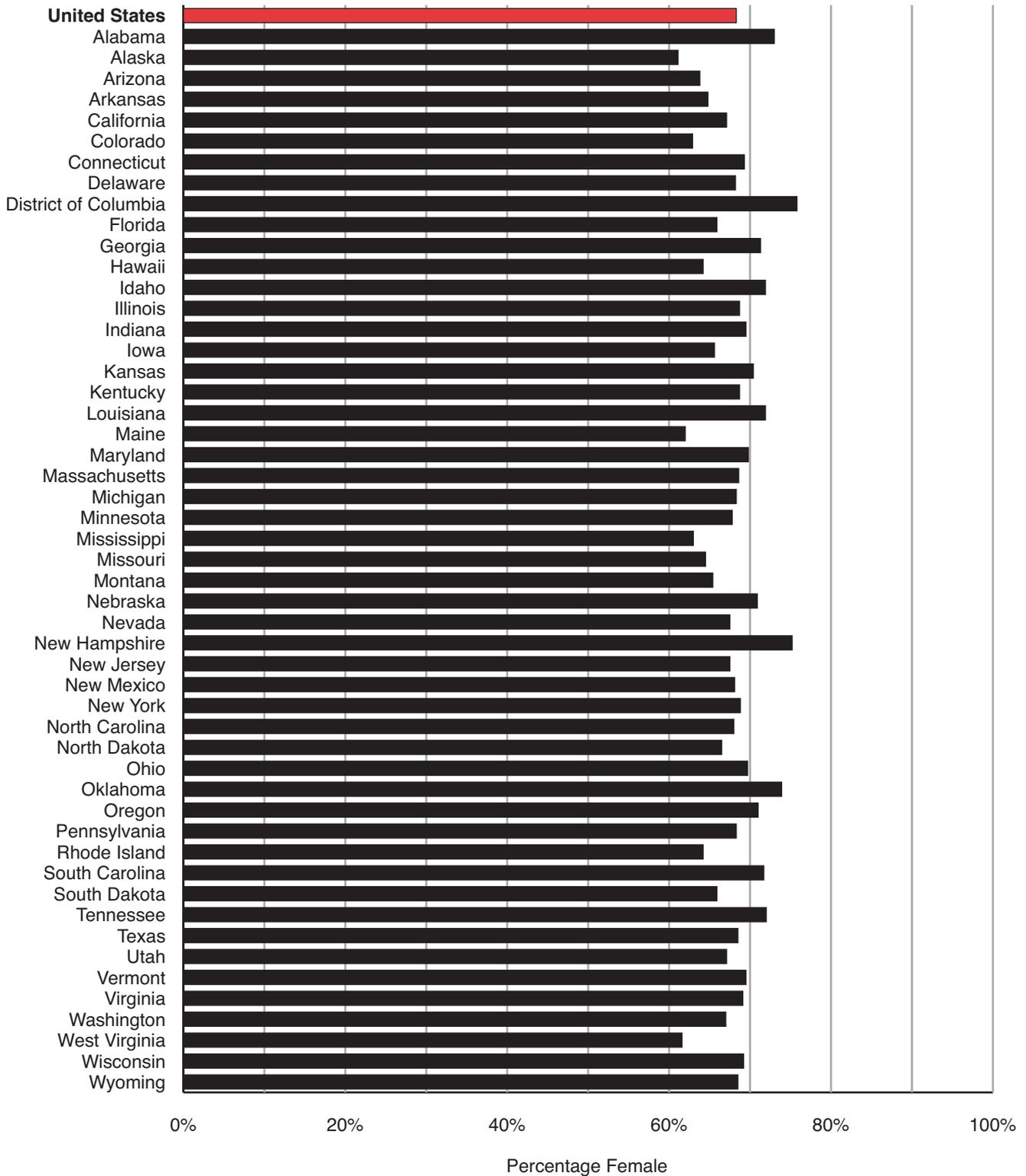


Figure 11-3
Race/Ethnicity
Total ESP Work Force by State, 2023

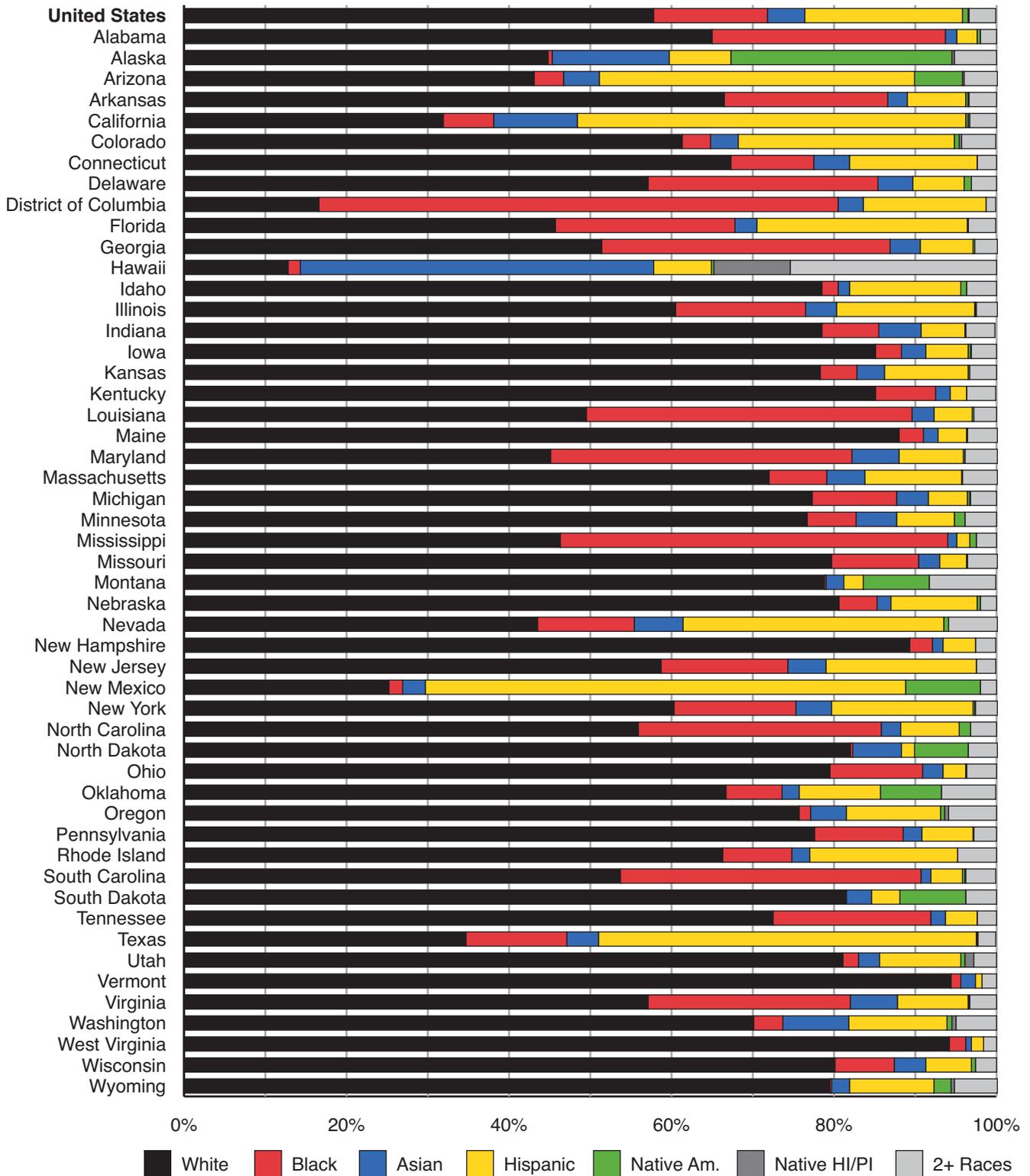


Figure 11-4
Education: Percent with Associate or Bachelor’s Degree or More
Total ESP Work Force by State, 2023

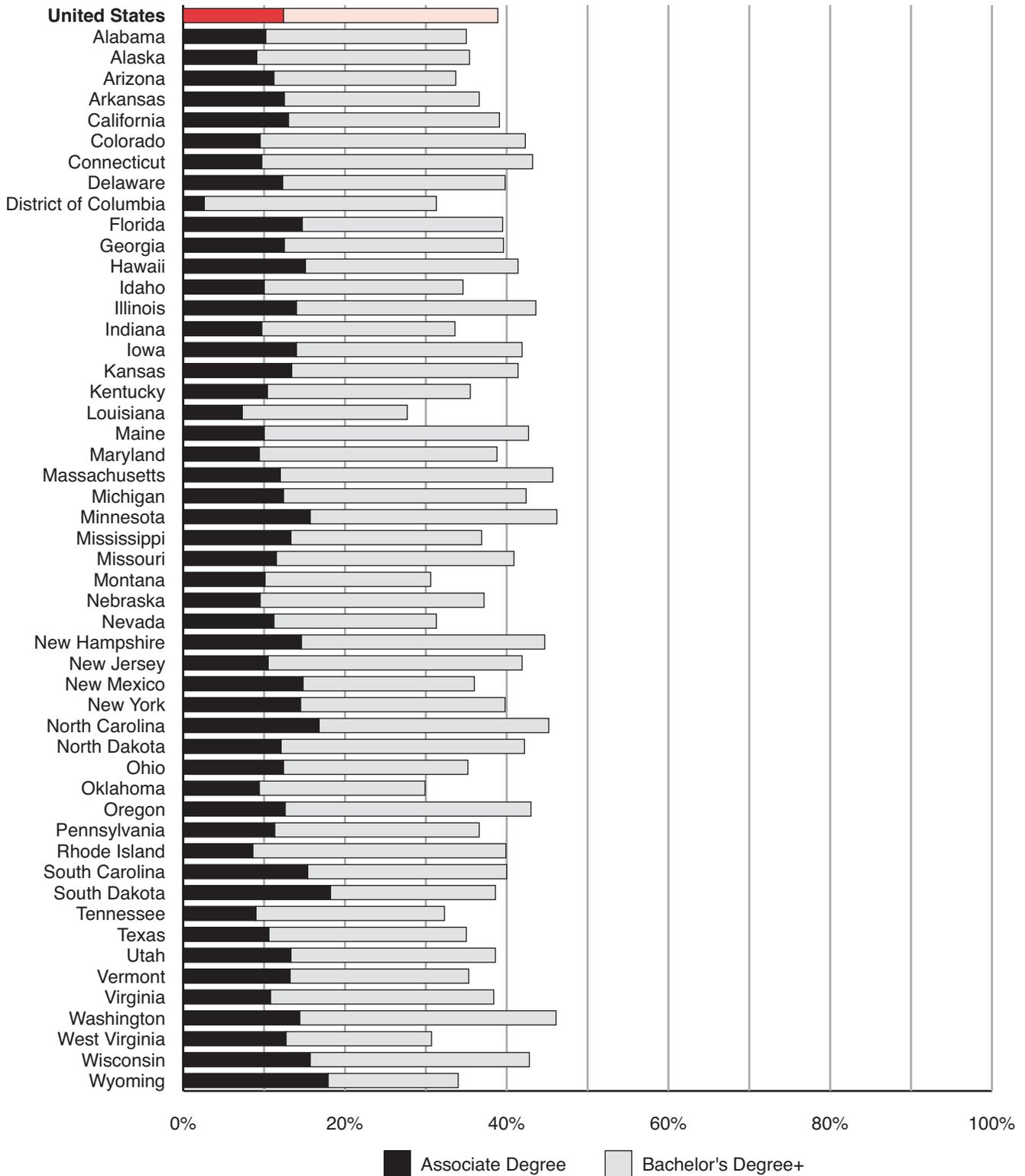


Figure 11-5
Poverty Rate
Total ESP Work Force by State, 2023

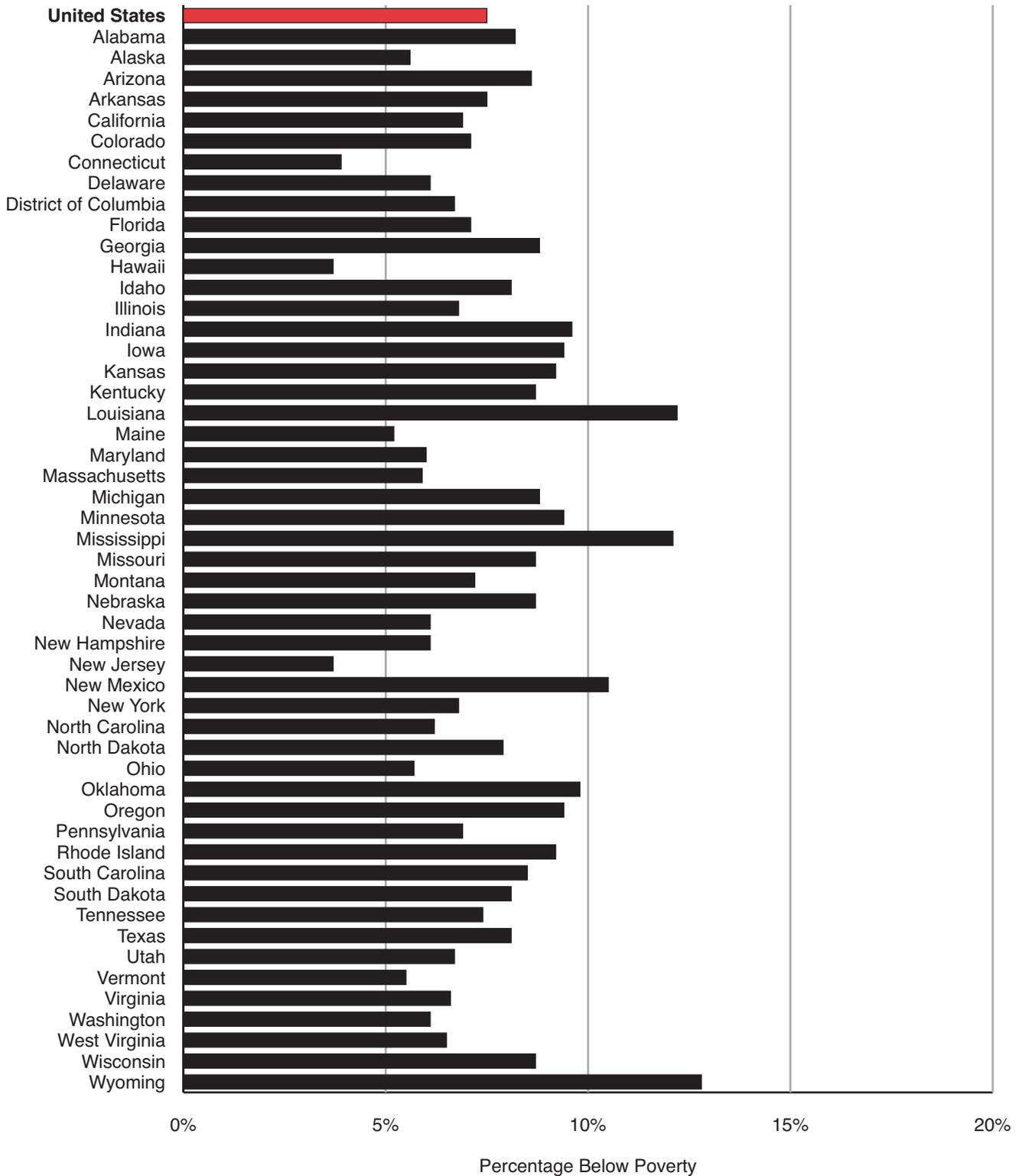


Table 11-1a (Counts)

Age Groups

Total ESP Work Force by State, 2023

	Total ESP	15-24	25-34	35-44	45-54	55-64	65+	Average Age
United States	3,076,517	405,957	463,345	544,335	660,116	740,107	262,657	45.1
Alabama	47,636	6,247	6,053	8,339	10,787	11,988	4,222	45.8
Alaska	8,294	821	1,480	2,157	1,762	1,623	451	43.7
Arizona	65,191	11,185	10,402	11,508	12,794	14,381	4,921	43.4
Arkansas	25,913	2,933	4,071	4,550	5,407	6,481	2,471	46.0
California	361,772	51,248	68,654	68,761	79,457	72,143	21,509	42.9
Colorado	56,792	8,398	9,200	10,673	11,319	13,002	4,200	44.0
Connecticut	33,642	4,898	4,017	6,238	7,165	8,786	2,538	45.3
Delaware	9,059	1,278	1,090	1,498	1,624	2,462	1,107	46.2
District of Columbia	4,741	538	1,328	665	580	981	649	43.6
Florida	142,307	15,485	18,390	23,994	31,696	39,704	13,038	46.8
Georgia	110,355	11,630	15,433	18,421	25,545	28,506	10,820	46.7
Hawaii	14,631	2,517	2,645	2,495	2,580	3,300	1,094	43.1
Idaho	19,586	4,075	2,363	4,086	2,811	4,452	1,799	43.0
Illinois	112,796	13,680	17,370	21,633	24,288	26,717	9,108	45.0
Indiana	61,220	9,010	8,722	10,438	11,246	14,915	6,889	45.5
Iowa	40,604	5,998	7,745	6,058	7,197	10,141	3,465	44.0
Kansas	41,217	7,908	6,224	6,404	7,292	10,039	3,350	43.4
Kentucky	47,683	5,236	6,876	9,023	9,786	12,639	4,123	46.0
Louisiana	43,247	5,789	5,565	7,630	9,509	10,510	4,244	45.7
Maine	10,778	1,563	1,260	1,870	1,713	3,191	1,181	46.5
Maryland	60,067	6,297	10,569	9,448	12,176	15,269	6,308	46.2
Massachusetts	65,177	10,968	9,551	10,054	13,495	15,407	5,702	44.4
Michigan	74,217	12,464	10,010	13,145	16,187	17,115	5,296	44.0
Minnesota	61,367	11,292	8,769	10,213	12,607	14,517	3,969	43.4
Mississippi	29,047	3,887	4,374	6,059	6,624	6,095	2,008	44.4
Missouri	49,621	6,377	6,623	9,561	11,491	12,031	3,538	45.2
Montana	11,072	2,029	1,432	1,960	2,082	2,605	964	44.0
Nebraska	23,985	4,728	3,466	4,259	4,262	5,243	2,027	43.1
Nevada	23,492	2,846	4,342	4,077	4,884	5,193	2,150	44.7
New Hampshire	10,285	1,500	1,540	1,671	1,731	2,733	1,110	45.6
New Jersey	90,953	7,479	10,221	14,385	22,460	26,338	10,070	48.4
New Mexico	24,713	3,680	4,735	4,820	5,110	4,821	1,547	42.5
New York	216,808	24,656	30,198	34,904	48,112	59,456	19,482	46.5
North Carolina	88,915	10,538	11,876	16,303	18,860	22,926	8,412	46.1
North Dakota	10,258	1,759	1,433	1,968	1,597	2,173	1,328	44.7
Ohio	97,339	9,901	12,752	15,995	21,311	26,601	10,779	47.3
Oklahoma	36,573	4,558	5,447	8,317	5,611	8,114	4,526	45.4
Oregon	40,093	6,767	7,908	6,547	7,786	8,538	2,547	42.4
Pennsylvania	88,978	10,844	10,054	15,854	19,246	24,794	8,186	46.6
Rhode Island	6,567	1,115	852	652	1,525	1,657	766	46.0
South Carolina	49,654	5,815	6,704	8,407	11,342	13,106	4,280	46.3
South Dakota	9,650	1,787	1,251	2,255	1,556	1,615	1,186	43.5
Tennessee	60,021	8,616	9,278	10,495	11,812	14,217	5,603	44.8
Texas	290,541	31,324	49,600	53,010	69,482	62,873	24,252	45.1
Utah	45,683	10,219	7,091	8,504	8,779	8,037	3,053	40.9
Vermont	7,338	2,686	505	977	1,098	1,415	657	40.0
Virginia	90,042	9,444	11,313	13,445	21,729	24,516	9,595	47.4
Washington	75,488	9,348	11,291	14,136	15,389	19,120	6,204	45.3
West Virginia	17,174	1,404	2,062	3,690	4,418	3,867	1,733	47.1
Wisconsin	54,968	9,200	7,952	11,086	11,549	11,563	3,618	43.1
Wyoming	8,967	1,992	1,258	1,697	1,247	2,191	582	41.9

Table 11-1b (Percentages)

Age Groups

Total ESP Work Force by State, 2023

	Total ESP	15-24	25-34	35-44	45-54	55-64	65+
United States	100.0%	13.2%	15.1%	17.7%	21.5%	24.1%	8.5%
Alabama	100.0	13.1	12.7	17.5	22.6	25.2	8.9
Alaska	100.0	9.9	17.8	26.0	21.2	19.6	5.4
Arizona	100.0	17.2	16.0	17.7	19.6	22.1	7.5
Arkansas	100.0	11.3	15.7	17.6	20.9	25.0	9.5
California	100.0	14.2	19.0	19.0	22.0	19.9	5.9
Colorado	100.0	14.8	16.2	18.8	19.9	22.9	7.4
Connecticut	100.0	14.6	11.9	18.5	21.3	26.1	7.5
Delaware	100.0	14.1	12.0	16.5	17.9	27.2	12.2
District of Columbia	100.0	11.3	28.0	14.0	12.2	20.7	13.7
Florida	100.0	10.9	12.9	16.9	22.3	27.9	9.2
Georgia	100.0	10.5	14.0	16.7	23.1	25.8	9.8
Hawaii	100.0	17.2	18.1	17.1	17.6	22.6	7.5
Idaho	100.0	20.8	12.1	20.9	14.4	22.7	9.2
Illinois	100.0	12.1	15.4	19.2	21.5	23.7	8.1
Indiana	100.0	14.7	14.2	17.0	18.4	24.4	11.3
Iowa	100.0	14.8	19.1	14.9	17.7	25.0	8.5
Kansas	100.0	19.2	15.1	15.5	17.7	24.4	8.1
Kentucky	100.0	11.0	14.4	18.9	20.5	26.5	8.6
Louisiana	100.0	13.4	12.9	17.6	22.0	24.3	9.8
Maine	100.0	14.5	11.7	17.4	15.9	29.6	11.0
Maryland	100.0	10.5	17.6	15.7	20.3	25.4	10.5
Massachusetts	100.0	16.8	14.7	15.4	20.7	23.6	8.7
Michigan	100.0	16.8	13.5	17.7	21.8	23.1	7.1
Minnesota	100.0	18.4	14.3	16.6	20.5	23.7	6.5
Mississippi	100.0	13.4	15.1	20.9	22.8	21.0	6.9
Missouri	100.0	12.9	13.3	19.3	23.2	24.2	7.1
Montana	100.0	18.3	12.9	17.7	18.8	23.5	8.7
Nebraska	100.0	19.7	14.5	17.8	17.8	21.9	8.5
Nevada	100.0	12.1	18.5	17.4	20.8	22.1	9.2
New Hampshire	100.0	14.6	15.0	16.2	16.8	26.6	10.8
New Jersey	100.0	8.2	11.2	15.8	24.7	29.0	11.1
New Mexico	100.0	14.9	19.2	19.5	20.7	19.5	6.3
New York	100.0	11.4	13.9	16.1	22.2	27.4	9.0
North Carolina	100.0	11.9	13.4	18.3	21.2	25.8	9.5
North Dakota	100.0	17.1	14.0	19.2	15.6	21.2	12.9
Ohio	100.0	10.2	13.1	16.4	21.9	27.3	11.1
Oklahoma	100.0	12.5	14.9	22.7	15.3	22.2	12.4
Oregon	100.0	16.9	19.7	16.3	19.4	21.3	6.4
Pennsylvania	100.0	12.2	11.3	17.8	21.6	27.9	9.2
Rhode Island	100.0	17.0	13.0	9.9	23.2	25.2	11.7
South Carolina	100.0	11.7	13.5	16.9	22.8	26.4	8.6
South Dakota	100.0	18.5	13.0	23.4	16.1	16.7	12.3
Tennessee	100.0	14.4	15.5	17.5	19.7	23.7	9.3
Texas	100.0	10.8	17.1	18.2	23.9	21.6	8.3
Utah	100.0	22.4	15.5	18.6	19.2	17.6	6.7
Vermont	100.0	36.6	6.9	13.3	15.0	19.3	9.0
Virginia	100.0	10.5	12.6	14.9	24.1	27.2	10.7
Washington	100.0	12.4	15.0	18.7	20.4	25.3	8.2
West Virginia	100.0	8.2	12.0	21.5	25.7	22.5	10.1
Wisconsin	100.0	16.7	14.5	20.2	21.0	21.0	6.6
Wyoming	100.0	22.2	14.0	18.9	13.9	24.4	6.5

Table 11-2

Gender

Total ESP Work Force by State, 2023

	Total ESP	Male	Female	Total ESP	Male	Female
United States	3,076,517	976,704	2,099,813	100.0%	31.7%	68.3%
Alabama	47,636	12,855	34,781	100.0	27.0	73.0
Alaska	8,294	3,227	5,067	100.0	38.9	61.1
Arizona	65,191	23,568	41,623	100.0	36.2	63.8
Arkansas	25,913	9,110	16,803	100.0	35.2	64.8
California	361,772	119,089	242,683	100.0	32.9	67.1
Colorado	56,792	21,054	35,738	100.0	37.1	62.9
Connecticut	33,642	10,323	23,319	100.0	30.7	69.3
Delaware	9,059	2,879	6,180	100.0	31.8	68.2
District of Columbia	4,741	1,147	3,594	100.0	24.2	75.8
Florida	142,307	48,498	93,809	100.0	34.1	65.9
Georgia	110,355	31,664	78,691	100.0	28.7	71.3
Hawaii	14,631	5,239	9,392	100.0	35.8	64.2
Idaho	19,586	5,497	14,089	100.0	28.1	71.9
Illinois	112,796	35,250	77,546	100.0	31.3	68.7
Indiana	61,220	18,677	42,543	100.0	30.5	69.5
Iowa	40,604	13,988	26,616	100.0	34.4	65.6
Kansas	41,217	12,184	29,033	100.0	29.6	70.4
Kentucky	47,683	14,931	32,752	100.0	31.3	68.7
Louisiana	43,247	12,135	31,112	100.0	28.1	71.9
Maine	10,778	4,101	6,677	100.0	38.0	62.0
Maryland	60,067	18,134	41,933	100.0	30.2	69.8
Massachusetts	65,177	20,473	44,704	100.0	31.4	68.6
Michigan	74,217	23,521	50,696	100.0	31.7	68.3
Minnesota	61,367	19,732	41,635	100.0	32.2	67.8
Mississippi	29,047	10,753	18,294	100.0	37.0	63.0
Missouri	49,621	17,597	32,024	100.0	35.5	64.5
Montana	11,072	3,828	7,244	100.0	34.6	65.4
Nebraska	23,985	6,971	17,014	100.0	29.1	70.9
Nevada	23,492	7,624	15,868	100.0	32.5	67.5
New Hampshire	10,285	2,550	7,735	100.0	24.8	75.2
New Jersey	90,953	29,530	61,423	100.0	32.5	67.5
New Mexico	24,713	7,894	16,819	100.0	31.9	68.1
New York	216,808	67,647	149,161	100.0	31.2	68.8
North Carolina	88,915	28,411	60,504	100.0	32.0	68.0
North Dakota	10,258	3,435	6,823	100.0	33.5	66.5
Ohio	97,339	29,521	67,818	100.0	30.3	69.7
Oklahoma	36,573	9,534	27,039	100.0	26.1	73.9
Oregon	40,093	11,641	28,452	100.0	29.0	71.0
Pennsylvania	88,978	28,225	60,753	100.0	31.7	68.3
Rhode Island	6,567	2,351	4,216	100.0	35.8	64.2
South Carolina	49,654	14,037	35,617	100.0	28.3	71.7
South Dakota	9,650	3,294	6,356	100.0	34.1	65.9
Tennessee	60,021	16,806	43,215	100.0	28.0	72.0
Texas	290,541	91,386	199,155	100.0	31.5	68.5
Utah	45,683	15,044	30,639	100.0	32.9	67.1
Vermont	7,338	2,235	5,103	100.0	30.5	69.5
Virginia	90,042	27,845	62,197	100.0	30.9	69.1
Washington	75,488	24,921	50,567	100.0	33.0	67.0
West Virginia	17,174	6,593	10,581	100.0	38.4	61.6
Wisconsin	54,968	16,933	38,035	100.0	30.8	69.2
Wyoming	8,967	2,822	6,145	100.0	31.5	68.5

Table 11-3a (Counts)

Gender by Age Group

Total ESP Work Force by State, 2023

	Total ESP	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	3,076,517	976,704	333,409	338,100	305,195	2,099,813	535,893	866,351	697,569
Alabama	47,636	12,855	3,465	4,889	4,501	34,781	8,835	14,237	11,709
Alaska	8,294	3,227	1,050	1,293	884	5,067	1,251	2,626	1,190
Arizona	65,191	23,568	9,142	7,847	6,579	41,623	12,445	16,455	12,723
Arkansas	25,913	9,110	2,605	3,539	2,966	16,803	4,399	6,418	5,986
California	361,772	119,089	45,393	44,389	29,307	242,683	74,509	103,829	64,345
Colorado	56,792	21,054	7,075	7,899	6,080	35,738	10,523	14,093	11,122
Connecticut	33,642	10,323	2,930	3,557	3,836	23,319	5,985	9,846	7,488
Delaware	9,059	2,879	842	1,074	963	6,180	1,526	2,048	2,606
District of Columbia	4,741	1,147	444	327	376	3,594	1,422	918	1,254
Florida	142,307	48,498	12,203	17,634	18,661	93,809	21,672	38,056	34,081
Georgia	110,355	31,664	10,133	10,452	11,079	78,691	16,930	33,514	28,247
Hawaii	14,631	5,239	2,175	1,992	1,072	9,392	2,987	3,083	3,322
Idaho	19,586	5,497	2,169	1,302	2,026	14,089	4,269	5,595	4,225
Illinois	112,796	35,250	11,857	12,392	11,001	77,546	19,193	33,529	24,824
Indiana	61,220	18,677	6,105	4,837	7,735	42,543	11,627	16,847	14,069
Iowa	40,604	13,988	6,158	3,420	4,410	26,616	7,585	9,835	9,196
Kansas	41,217	12,184	4,631	3,016	4,537	29,033	9,501	10,680	8,852
Kentucky	47,683	14,931	4,938	5,695	4,298	32,752	7,174	13,114	12,464
Louisiana	43,247	12,135	4,074	4,216	3,845	31,112	7,280	12,923	10,909
Maine	10,778	4,101	1,287	1,389	1,425	6,677	1,536	2,194	2,947
Maryland	60,067	18,134	5,991	6,823	5,320	41,933	10,875	14,801	16,257
Massachusetts	65,177	20,473	8,329	6,643	5,501	44,704	12,190	16,906	15,608
Michigan	74,217	23,521	10,551	6,727	6,243	50,696	11,923	22,605	16,168
Minnesota	61,367	19,732	8,047	6,384	5,301	41,635	12,014	16,436	13,185
Mississippi	29,047	10,753	3,349	4,855	2,549	18,294	4,912	7,828	5,554
Missouri	49,621	17,597	5,450	6,597	5,550	32,024	7,550	14,455	10,019
Montana	11,072	3,828	1,370	1,189	1,269	7,244	2,091	2,853	2,300
Nebraska	23,985	6,971	2,416	2,077	2,478	17,014	5,778	6,444	4,792
Nevada	23,492	7,624	2,671	3,017	1,936	15,868	4,517	5,944	5,407
New Hampshire	10,285	2,550	835	755	960	7,735	2,205	2,647	2,883
New Jersey	90,953	29,530	7,713	11,632	10,185	61,423	9,987	25,213	26,223
New Mexico	24,713	7,894	2,743	3,436	1,715	16,819	5,672	6,494	4,653
New York	216,808	67,647	21,055	24,868	21,724	149,161	33,799	58,148	57,214
North Carolina	88,915	28,411	9,012	9,580	9,819	60,504	13,402	25,583	21,519
North Dakota	10,258	3,435	1,133	1,102	1,200	6,823	2,059	2,463	2,301
Ohio	97,339	29,521	8,830	9,370	11,321	67,818	13,823	27,936	26,059
Oklahoma	36,573	9,534	2,983	3,006	3,545	27,039	7,022	10,922	9,095
Oregon	40,093	11,641	5,343	3,452	2,846	28,452	9,332	10,881	8,239
Pennsylvania	88,978	28,225	8,290	9,423	10,512	60,753	12,608	25,677	22,468
Rhode Island	6,567	2,351	706	809	836	4,216	1,261	1,368	1,587
South Carolina	49,654	14,037	4,514	4,373	5,150	35,617	8,005	15,376	12,236
South Dakota	9,650	3,294	1,134	923	1,237	6,356	1,904	2,888	1,564
Tennessee	60,021	16,806	6,380	5,079	5,347	43,215	11,514	17,228	14,473
Texas	290,541	91,386	31,982	31,457	27,947	199,155	48,942	91,035	59,178
Utah	45,683	15,044	7,265	3,963	3,816	30,639	10,045	13,320	7,274
Vermont	7,338	2,235	1,177	534	524	5,103	2,014	1,541	1,548
Virginia	90,042	27,845	7,233	9,866	10,746	62,197	13,524	25,308	23,365
Washington	75,488	24,921	9,049	8,765	7,107	50,567	11,590	20,760	18,217
West Virginia	17,174	6,593	1,260	3,099	2,234	10,581	2,206	5,009	3,366
Wisconsin	54,968	16,933	6,432	6,419	4,082	38,035	10,720	16,216	11,099
Wyoming	8,967	2,822	1,490	718	614	6,145	1,760	2,226	2,159

Table 11-3b (Percentages)
Gender by Age Group
Total ESP Work Force by State, 2023

	Male Total	15-34	35-54	55+	Female Total	15-34	35-54	55+
United States	100.0%	34.1%	34.6%	31.2%	100.0%	25.5%	41.3%	33.2%
Alabama	100.0	27.0	38.0	35.0	100.0	25.4	40.9	33.7
Alaska	100.0	32.5	40.1	27.4	100.0	24.7	51.8	23.5
Arizona	100.0	38.8	33.3	27.9	100.0	29.9	39.5	30.6
Arkansas	100.0	28.6	38.8	32.6	100.0	26.2	38.2	35.6
California	100.0	38.1	37.3	24.6	100.0	30.7	42.8	26.5
Colorado	100.0	33.6	37.5	28.9	100.0	29.4	39.4	31.1
Connecticut	100.0	28.4	34.5	37.2	100.0	25.7	42.2	32.1
Delaware	100.0	29.2	37.3	33.4	100.0	24.7	33.1	42.2
District of Columbia	100.0	38.7	28.5	32.8	100.0	39.6	25.5	34.9
Florida	100.0	25.2	36.4	38.5	100.0	23.1	40.6	36.3
Georgia	100.0	32.0	33.0	35.0	100.0	21.5	42.6	35.9
Hawaii	100.0	41.5	38.0	20.5	100.0	31.8	32.8	35.4
Idaho	100.0	39.5	23.7	36.9	100.0	30.3	39.7	30.0
Illinois	100.0	33.6	35.2	31.2	100.0	24.8	43.2	32.0
Indiana	100.0	32.7	25.9	41.4	100.0	27.3	39.6	33.1
Iowa	100.0	44.0	24.4	31.5	100.0	28.5	37.0	34.6
Kansas	100.0	38.0	24.8	37.2	100.0	32.7	36.8	30.5
Kentucky	100.0	33.1	38.1	28.8	100.0	21.9	40.0	38.1
Louisiana	100.0	33.6	34.7	31.7	100.0	23.4	41.5	35.1
Maine	100.0	31.4	33.9	34.7	100.0	23.0	32.9	44.1
Maryland	100.0	33.0	37.6	29.3	100.0	25.9	35.3	38.8
Massachusetts	100.0	40.7	32.4	26.9	100.0	27.3	37.8	34.9
Michigan	100.0	44.9	28.6	26.5	100.0	23.5	44.6	31.9
Minnesota	100.0	40.8	32.4	26.9	100.0	28.9	39.5	31.7
Mississippi	100.0	31.1	45.2	23.7	100.0	26.9	42.8	30.4
Missouri	100.0	31.0	37.5	31.5	100.0	23.6	45.1	31.3
Montana	100.0	35.8	31.1	33.2	100.0	28.9	39.4	31.8
Nebraska	100.0	34.7	29.8	35.5	100.0	34.0	37.9	28.2
Nevada	100.0	35.0	39.6	25.4	100.0	28.5	37.5	34.1
New Hampshire	100.0	32.7	29.6	37.6	100.0	28.5	34.2	37.3
New Jersey	100.0	26.1	39.4	34.5	100.0	16.3	41.0	42.7
New Mexico	100.0	34.7	43.5	21.7	100.0	33.7	38.6	27.7
New York	100.0	31.1	36.8	32.1	100.0	22.7	39.0	38.4
North Carolina	100.0	31.7	33.7	34.6	100.0	22.2	42.3	35.6
North Dakota	100.0	33.0	32.1	34.9	100.0	30.2	36.1	33.7
Ohio	100.0	29.9	31.7	38.3	100.0	20.4	41.2	38.4
Oklahoma	100.0	31.3	31.5	37.2	100.0	26.0	40.4	33.6
Oregon	100.0	45.9	29.7	24.4	100.0	32.8	38.2	29.0
Pennsylvania	100.0	29.4	33.4	37.2	100.0	20.8	42.3	37.0
Rhode Island	100.0	30.0	34.4	35.6	100.0	29.9	32.4	37.6
South Carolina	100.0	32.2	31.2	36.7	100.0	22.5	43.2	34.4
South Dakota	100.0	34.4	28.0	37.6	100.0	30.0	45.4	24.6
Tennessee	100.0	38.0	30.2	31.8	100.0	26.6	39.9	33.5
Texas	100.0	35.0	34.4	30.6	100.0	24.6	45.7	29.7
Utah	100.0	48.3	26.3	25.4	100.0	32.8	43.5	23.7
Vermont	100.0	52.7	23.9	23.4	100.0	39.5	30.2	30.3
Virginia	100.0	26.0	35.4	38.6	100.0	21.7	40.7	37.6
Washington	100.0	36.3	35.2	28.5	100.0	22.9	41.1	36.0
West Virginia	100.0	19.1	47.0	33.9	100.0	20.8	47.3	31.8
Wisconsin	100.0	38.0	37.9	24.1	100.0	28.2	42.6	29.2
Wyoming	100.0	52.8	25.4	21.8	100.0	28.6	36.2	35.1

Table 11-4a (Counts)

Race/Ethnicity

Total ESP Work Force by State, 2023

	Total ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	3,076,517	1,779,739	429,283	142,033	596,311	21,800	4,513	102,838
Alabama	47,636	30,953	13,662	686	1,213	193	0	929
Alaska	8,294	3,719	39	1,193	629	2,255	24	435
Arizona	65,191	28,082	2,338	2,854	25,264	3,827	124	2,702
Arkansas	25,913	17,228	5,214	630	1,857	79	35	870
California	361,772	115,305	22,605	37,107	172,965	1,055	755	11,980
Colorado	56,792	34,798	1,984	1,949	15,133	362	158	2,408
Connecticut	33,642	22,626	3,432	1,488	5,284	0	0	812
Delaware	9,059	5,174	2,564	389	573	80	0	279
District of Columbia	4,741	788	3,031	147	717	0	0	58
Florida	142,307	65,055	31,472	3,832	36,899	147	0	4,902
Georgia	110,355	56,673	39,198	4,052	7,191	181	0	3,060
Hawaii	14,631	1,871	214	6,369	1,044	43	1,378	3,712
Idaho	19,586	15,377	399	271	2,681	130	0	728
Illinois	112,796	68,238	18,032	4,240	19,143	138	93	2,912
Indiana	61,220	48,066	4,311	3,212	3,316	84	0	2,231
Iowa	40,604	34,560	1,316	1,225	2,111	113	32	1,247
Kansas	41,217	32,269	1,845	1,407	4,248	73	0	1,375
Kentucky	47,683	40,590	3,529	840	976	21	12	1,715
Louisiana	43,247	21,418	17,330	1,185	2,046	69	0	1,199
Maine	10,778	9,489	320	189	377	8	0	395
Maryland	60,067	27,072	22,268	3,479	4,753	95	0	2,400
Massachusetts	65,177	46,898	4,623	3,048	7,729	68	0	2,811
Michigan	74,217	57,365	7,730	2,876	3,554	245	93	2,354
Minnesota	61,367	47,089	3,698	3,066	4,354	775	0	2,385
Mississippi	29,047	13,445	13,868	323	456	243	0	712
Missouri	49,621	39,531	5,324	1,281	1,616	31	0	1,838
Montana	11,072	8,729	26	246	268	897	0	906
Nebraska	23,985	19,329	1,128	402	2,552	93	10	471
Nevada	23,492	10,211	2,794	1,398	7,550	135	2	1,402
New Hampshire	10,285	9,188	292	137	408	0	0	260
New Jersey	90,953	53,421	14,203	4,262	16,806	40	0	2,221
New Mexico	24,713	6,218	411	690	14,617	2,270	10	497
New York	216,808	130,701	32,498	9,471	37,770	413	180	5,775
North Carolina	88,915	49,698	26,561	2,098	6,432	1,281	0	2,845
North Dakota	10,258	8,409	26	611	164	680	0	368
Ohio	97,339	77,429	11,070	2,408	2,742	94	22	3,574
Oklahoma	36,573	24,404	2,523	771	3,654	2,755	0	2,466
Oregon	40,093	30,337	554	1,766	4,657	218	196	2,365
Pennsylvania	88,978	69,026	9,743	2,010	5,647	84	9	2,459
Rhode Island	6,567	4,355	555	145	1,194	0	0	318
South Carolina	49,654	26,641	18,386	609	1,952	167	47	1,852
South Dakota	9,650	7,864	0	295	336	785	4	366
Tennessee	60,021	43,521	11,633	1,061	2,324	27	0	1,455
Texas	290,541	100,934	36,143	11,219	135,233	319	264	6,429
Utah	45,683	37,060	861	1,185	4,586	232	485	1,274
Vermont	7,338	6,926	91	133	58	0	0	130
Virginia	90,042	51,403	22,387	5,263	7,834	86	115	2,954
Washington	75,488	52,924	2,689	6,082	9,136	454	405	3,798
West Virginia	17,174	16,185	341	119	254	0	0	275
Wisconsin	54,968	44,022	4,005	2,121	3,073	267	24	1,456
Wyoming	8,967	7,125	17	193	935	188	36	473

Table 11-4b (Percentages)

Race/Ethnicity

Total ESP Work Force by State, 2023

	Total ESP	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	57.8%	14.0%	4.6%	19.4%	0.7%	0.1%	3.3%
Alabama	100.0	65.0	28.7	1.4	2.5	0.4	0.0	2.0
Alaska	100.0	44.8	0.5	14.4	7.6	27.2	0.3	5.2
Arizona	100.0	43.1	3.6	4.4	38.8	5.9	0.2	4.1
Arkansas	100.0	66.5	20.1	2.4	7.2	0.3	0.1	3.4
California	100.0	31.9	6.2	10.3	47.8	0.3	0.2	3.3
Colorado	100.0	61.3	3.5	3.4	26.6	0.6	0.3	4.2
Connecticut	100.0	67.3	10.2	4.4	15.7	0.0	0.0	2.4
Delaware	100.0	57.1	28.3	4.3	6.3	0.9	0.0	3.1
District of Columbia	100.0	16.6	63.9	3.1	15.1	0.0	0.0	1.2
Florida	100.0	45.7	22.1	2.7	25.9	0.1	0.0	3.4
Georgia	100.0	51.4	35.5	3.7	6.5	0.2	0.0	2.8
Hawaii	100.0	12.8	1.5	43.5	7.1	0.3	9.4	25.4
Idaho	100.0	78.5	2.0	1.4	13.7	0.7	0.0	3.7
Illinois	100.0	60.5	16.0	3.8	17.0	0.1	0.1	2.6
Indiana	100.0	78.5	7.0	5.2	5.4	0.1	0.0	3.6
Iowa	100.0	85.1	3.2	3.0	5.2	0.3	0.1	3.1
Kansas	100.0	78.3	4.5	3.4	10.3	0.2	0.0	3.3
Kentucky	100.0	85.1	7.4	1.8	2.0	0.0	0.0	3.6
Louisiana	100.0	49.5	40.1	2.7	4.7	0.2	0.0	2.8
Maine	100.0	88.0	3.0	1.8	3.5	0.1	0.0	3.7
Maryland	100.0	45.1	37.1	5.8	7.9	0.2	0.0	4.0
Massachusetts	100.0	72.0	7.1	4.7	11.9	0.1	0.0	4.3
Michigan	100.0	77.3	10.4	3.9	4.8	0.3	0.1	3.2
Minnesota	100.0	76.7	6.0	5.0	7.1	1.3	0.0	3.9
Mississippi	100.0	46.3	47.7	1.1	1.6	0.8	0.0	2.5
Missouri	100.0	79.7	10.7	2.6	3.3	0.1	0.0	3.7
Montana	100.0	78.8	0.2	2.2	2.4	8.1	0.0	8.2
Nebraska	100.0	80.6	4.7	1.7	10.6	0.4	0.0	2.0
Nevada	100.0	43.5	11.9	6.0	32.1	0.6	0.0	6.0
New Hampshire	100.0	89.3	2.8	1.3	4.0	0.0	0.0	2.5
New Jersey	100.0	58.7	15.6	4.7	18.5	0.0	0.0	2.4
New Mexico	100.0	25.2	1.7	2.8	59.1	9.2	0.0	2.0
New York	100.0	60.3	15.0	4.4	17.4	0.2	0.1	2.7
North Carolina	100.0	55.9	29.9	2.4	7.2	1.4	0.0	3.2
North Dakota	100.0	82.0	0.3	6.0	1.6	6.6	0.0	3.6
Ohio	100.0	79.5	11.4	2.5	2.8	0.1	0.0	3.7
Oklahoma	100.0	66.7	6.9	2.1	10.0	7.5	0.0	6.7
Oregon	100.0	75.7	1.4	4.4	11.6	0.5	0.5	5.9
Pennsylvania	100.0	77.6	10.9	2.3	6.3	0.1	0.0	2.8
Rhode Island	100.0	66.3	8.5	2.2	18.2	0.0	0.0	4.8
South Carolina	100.0	53.7	37.0	1.2	3.9	0.3	0.1	3.7
South Dakota	100.0	81.5	0.0	3.1	3.5	8.1	0.0	3.8
Tennessee	100.0	72.5	19.4	1.8	3.9	0.0	0.0	2.4
Texas	100.0	34.7	12.4	3.9	46.5	0.1	0.1	2.2
Utah	100.0	81.1	1.9	2.6	10.0	0.5	1.1	2.8
Vermont	100.0	94.4	1.2	1.8	0.8	0.0	0.0	1.8
Virginia	100.0	57.1	24.9	5.8	8.7	0.1	0.1	3.3
Washington	100.0	70.1	3.6	8.1	12.1	0.6	0.5	5.0
West Virginia	100.0	94.2	2.0	0.7	1.5	0.0	0.0	1.6
Wisconsin	100.0	80.1	7.3	3.9	5.6	0.5	0.0	2.6
Wyoming	100.0	79.5	0.2	2.2	10.4	2.1	0.4	5.3

Table 11-5a (Counts)

Race/Ethnicity by Gender: Males

Total ESP Work Force by State, 2023

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	976,704	554,501	140,872	55,636	180,694	7,042	1,540	36,419
Alabama	12,855	8,896	2,800	312	330	75	0	442
Alaska	3,227	1,516	0	470	171	824	0	246
Arizona	23,568	9,713	1,280	1,244	8,495	1,716	64	1,056
Arkansas	9,110	5,905	1,847	187	788	9	0	374
California	119,089	37,337	9,161	14,285	53,274	314	353	4,365
Colorado	21,054	12,855	1,257	732	5,006	215	70	919
Connecticut	10,323	7,265	1,237	283	1,416	0	0	122
Delaware	2,879	1,676	857	84	96	74	0	92
District of Columbia	1,147	236	720	100	59	0	0	32
Florida	48,498	23,101	11,277	1,452	11,047	23	0	1,598
Georgia	31,664	15,118	12,567	1,597	1,553	26	0	803
Hawaii	5,239	559	130	2,509	349	31	326	1,335
Idaho	5,497	4,168	315	45	680	68	0	221
Illinois	35,250	20,718	5,802	1,599	6,123	133	0	875
Indiana	18,677	14,700	1,085	1,009	791	4	0	1,088
Iowa	13,988	11,426	639	632	564	21	0	706
Kansas	12,184	9,691	532	429	905	11	0	616
Kentucky	14,931	12,676	1,110	389	353	0	12	391
Louisiana	12,135	6,020	4,498	637	711	18	0	251
Maine	4,101	3,844	71	111	18	0	0	57
Maryland	18,134	7,971	6,608	1,280	1,285	0	0	990
Massachusetts	20,473	14,186	1,765	922	2,542	61	0	997
Michigan	23,521	17,650	1,948	1,315	1,667	24	0	917
Minnesota	19,732	14,143	1,651	1,176	1,492	252	0	1,018
Mississippi	10,753	4,715	5,271	178	84	68	0	437
Missouri	17,597	13,900	1,948	876	275	3	0	595
Montana	3,828	2,982	26	116	94	359	0	251
Nebraska	6,971	5,268	469	235	775	17	0	207
Nevada	7,624	2,760	1,290	504	2,500	38	0	532
New Hampshire	2,550	2,201	86	72	148	0	0	43
New Jersey	29,530	16,563	6,050	1,319	4,890	0	0	708
New Mexico	7,894	2,337	140	241	4,522	478	10	166
New York	67,647	38,242	11,891	3,375	12,273	104	73	1,689
North Carolina	28,411	16,333	7,761	791	2,284	276	0	966
North Dakota	3,435	2,737	26	429	23	193	0	27
Ohio	29,521	22,935	3,161	1,415	627	13	0	1,370
Oklahoma	9,534	6,459	631	295	998	593	0	558
Oregon	11,641	8,576	286	589	1,332	0	94	764
Pennsylvania	28,225	21,514	3,140	579	2,067	29	0	896
Rhode Island	2,351	1,398	199	15	553	0	0	186
South Carolina	14,037	7,845	4,858	249	404	19	47	615
South Dakota	3,294	2,570	0	187	5	307	0	225
Tennessee	16,806	11,577	3,712	334	638	0	0	545
Texas	91,386	34,454	10,014	5,379	39,392	92	60	1,995
Utah	15,044	11,852	389	609	1,432	90	135	537
Vermont	2,235	2,186	40	9	0	0	0	0
Virginia	27,845	15,852	7,711	1,273	1,604	13	0	1,392
Washington	24,921	16,603	831	2,450	3,220	238	296	1,283
West Virginia	6,593	6,000	251	119	131	0	0	92
Wisconsin	16,933	12,777	1,517	1,079	676	150	0	734
Wyoming	2,822	2,495	17	120	32	63	0	95

Table 11-5a (Counts) continued
Race/Ethnicity by Gender: Females
Total ESP Work Force by State, 2023

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	2,099,813	1,225,238	288,411	86,397	415,617	14,758	2,973	66,419
Alabama	34,781	22,057	10,862	374	883	118	0	487
Alaska	5,067	2,203	39	723	458	1,431	24	189
Arizona	41,623	18,369	1,058	1,610	16,769	2,111	60	1,646
Arkansas	16,803	11,323	3,367	443	1,069	70	35	496
California	242,683	77,968	13,444	22,822	119,691	741	402	7,615
Colorado	35,738	21,943	727	1,217	10,127	147	88	1,489
Connecticut	23,319	15,361	2,195	1,205	3,868	0	0	690
Delaware	6,180	3,498	1,707	305	477	6	0	187
District of Columbia	3,594	552	2,311	47	658	0	0	26
Florida	93,809	41,954	20,195	2,380	25,852	124	0	3,304
Georgia	78,691	41,555	26,631	2,455	5,638	155	0	2,257
Hawaii	9,392	1,312	84	3,860	695	12	1,052	2,377
Idaho	14,089	11,209	84	226	2,001	62	0	507
Illinois	77,546	47,520	12,230	2,641	13,020	5	93	2,037
Indiana	42,543	33,366	3,226	2,203	2,525	80	0	1,143
Iowa	26,616	23,134	677	593	1,547	92	32	541
Kansas	29,033	22,578	1,313	978	3,343	62	0	759
Kentucky	32,752	27,914	2,419	451	623	21	0	1,324
Louisiana	31,112	15,398	12,832	548	1,335	51	0	948
Maine	6,677	5,645	249	78	359	8	0	338
Maryland	41,933	19,101	15,660	2,199	3,468	95	0	1,410
Massachusetts	44,704	32,712	2,858	2,126	5,187	7	0	1,814
Michigan	50,696	39,715	5,782	1,561	1,887	221	93	1,437
Minnesota	41,635	32,946	2,047	1,890	2,862	523	0	1,367
Mississippi	18,294	8,730	8,597	145	372	175	0	275
Missouri	32,024	25,631	3,376	405	1,341	28	0	1,243
Montana	7,244	5,747	0	130	174	538	0	655
Nebraska	17,014	14,061	659	167	1,777	76	10	264
Nevada	15,868	7,451	1,504	894	5,050	97	2	870
New Hampshire	7,735	6,987	206	65	260	0	0	217
New Jersey	61,423	36,858	8,153	2,943	11,916	40	0	1,513
New Mexico	16,819	3,881	271	449	10,095	1,792	0	331
New York	149,161	92,459	20,607	6,096	25,497	309	107	4,086
North Carolina	60,504	33,365	18,800	1,307	4,148	1,005	0	1,879
North Dakota	6,823	5,672	0	182	141	487	0	341
Ohio	67,818	54,494	7,909	993	2,115	81	22	2,204
Oklahoma	27,039	17,945	1,892	476	2,656	2,162	0	1,908
Oregon	28,452	21,761	268	1,177	3,325	218	102	1,601
Pennsylvania	60,753	47,512	6,603	1,431	3,580	55	9	1,563
Rhode Island	4,216	2,957	356	130	641	0	0	132
South Carolina	35,617	18,796	13,528	360	1,548	148	0	1,237
South Dakota	6,356	5,294	0	108	331	478	4	141
Tennessee	43,215	31,944	7,921	727	1,686	27	0	910
Texas	199,155	66,480	26,129	5,840	95,841	227	204	4,434
Utah	30,639	25,208	472	576	3,154	142	350	737
Vermont	5,103	4,740	51	124	58	0	0	130
Virginia	62,197	35,551	14,676	3,990	6,230	73	115	1,562
Washington	50,567	36,321	1,858	3,632	5,916	216	109	2,515
West Virginia	10,581	10,185	90	0	123	0	0	183
Wisconsin	38,035	31,245	2,488	1,042	2,397	117	24	722
Wyoming	6,145	4,630	0	73	903	125	36	378

Table 11-5b (Percentages)
Race/Ethnicity by Gender: Males
Total ESP Work Force by State, 2023

	Male Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	56.8%	14.4%	5.7%	18.5%	0.7%	0.2%	3.7%
Alabama	100.0	69.2	21.8	2.4	2.6	0.6	0.0	3.4
Alaska	100.0	47.0	0.0	14.6	5.3	25.5	0.0	7.6
Arizona	100.0	41.2	5.4	5.3	36.0	7.3	0.3	4.5
Arkansas	100.0	64.8	20.3	2.1	8.6	0.1	0.0	4.1
California	100.0	31.4	7.7	12.0	44.7	0.3	0.3	3.7
Colorado	100.0	61.1	6.0	3.5	23.8	1.0	0.3	4.4
Connecticut	100.0	70.4	12.0	2.7	13.7	0.0	0.0	1.2
Delaware	100.0	58.2	29.8	2.9	3.3	2.6	0.0	3.2
District of Columbia	100.0	20.6	62.8	8.7	5.1	0.0	0.0	2.8
Florida	100.0	47.6	23.3	3.0	22.8	0.0	0.0	3.3
Georgia	100.0	47.7	39.7	5.0	4.9	0.1	0.0	2.5
Hawaii	100.0	10.7	2.5	47.9	6.7	0.6	6.2	25.5
Idaho	100.0	75.8	5.7	0.8	12.4	1.2	0.0	4.0
Illinois	100.0	58.8	16.5	4.5	17.4	0.4	0.0	2.5
Indiana	100.0	78.7	5.8	5.4	4.2	0.0	0.0	5.8
Iowa	100.0	81.7	4.6	4.5	4.0	0.2	0.0	5.0
Kansas	100.0	79.5	4.4	3.5	7.4	0.1	0.0	5.1
Kentucky	100.0	84.9	7.4	2.6	2.4	0.0	0.1	2.6
Louisiana	100.0	49.6	37.1	5.2	5.9	0.1	0.0	2.1
Maine	100.0	93.7	1.7	2.7	0.4	0.0	0.0	1.4
Maryland	100.0	44.0	36.4	7.1	7.1	0.0	0.0	5.5
Massachusetts	100.0	69.3	8.6	4.5	12.4	0.3	0.0	4.9
Michigan	100.0	75.0	8.3	5.6	7.1	0.1	0.0	3.9
Minnesota	100.0	71.7	8.4	6.0	7.6	1.3	0.0	5.2
Mississippi	100.0	43.8	49.0	1.7	0.8	0.6	0.0	4.1
Missouri	100.0	79.0	11.1	5.0	1.6	0.0	0.0	3.4
Montana	100.0	77.9	0.7	3.0	2.5	9.4	0.0	6.6
Nebraska	100.0	75.6	6.7	3.4	11.1	0.2	0.0	3.0
Nevada	100.0	36.2	16.9	6.6	32.8	0.5	0.0	7.0
New Hampshire	100.0	86.3	3.4	2.8	5.8	0.0	0.0	1.7
New Jersey	100.0	56.1	20.5	4.5	16.6	0.0	0.0	2.4
New Mexico	100.0	29.6	1.8	3.1	57.3	6.1	0.1	2.1
New York	100.0	56.5	17.6	5.0	18.1	0.2	0.1	2.5
North Carolina	100.0	57.5	27.3	2.8	8.0	1.0	0.0	3.4
North Dakota	100.0	79.7	0.8	12.5	0.7	5.6	0.0	0.8
Ohio	100.0	77.7	10.7	4.8	2.1	0.0	0.0	4.6
Oklahoma	100.0	67.7	6.6	3.1	10.5	6.2	0.0	5.9
Oregon	100.0	73.7	2.5	5.1	11.4	0.0	0.8	6.6
Pennsylvania	100.0	76.2	11.1	2.1	7.3	0.1	0.0	3.2
Rhode Island	100.0	59.5	8.5	0.6	23.5	0.0	0.0	7.9
South Carolina	100.0	55.9	34.6	1.8	2.9	0.1	0.3	4.4
South Dakota	100.0	78.0	0.0	5.7	0.2	9.3	0.0	6.8
Tennessee	100.0	68.9	22.1	2.0	3.8	0.0	0.0	3.2
Texas	100.0	37.7	11.0	5.9	43.1	0.1	0.1	2.2
Utah	100.0	78.8	2.6	4.0	9.5	0.6	0.9	3.6
Vermont	100.0	97.8	1.8	0.4	0.0	0.0	0.0	0.0
Virginia	100.0	56.9	27.7	4.6	5.8	0.0	0.0	5.0
Washington	100.0	66.6	3.3	9.8	12.9	1.0	1.2	5.1
West Virginia	100.0	91.0	3.8	1.8	2.0	0.0	0.0	1.4
Wisconsin	100.0	75.5	9.0	6.4	4.0	0.9	0.0	4.3
Wyoming	100.0	88.4	0.6	4.3	1.1	2.2	0.0	3.4

Table 11-5b (Percentages) continued

Race/Ethnicity by Gender: Females

Total ESP Work Force by State, 2023

	Female Total	White	Black	Asian	Hispanic	Native American	Native Hawaiian/ Pacific Islander	2+ Races
United States	100.0%	58.3%	13.7%	4.1%	19.8%	0.7%	0.1%	3.2%
Alabama	100.0	63.4	31.2	1.1	2.5	0.3	0.0	1.4
Alaska	100.0	43.5	0.8	14.3	9.0	28.2	0.5	3.7
Arizona	100.0	44.1	2.5	3.9	40.3	5.1	0.1	4.0
Arkansas	100.0	67.4	20.0	2.6	6.4	0.4	0.2	3.0
California	100.0	32.1	5.5	9.4	49.3	0.3	0.2	3.1
Colorado	100.0	61.4	2.0	3.4	28.3	0.4	0.2	4.2
Connecticut	100.0	65.9	9.4	5.2	16.6	0.0	0.0	3.0
Delaware	100.0	56.6	27.6	4.9	7.7	0.1	0.0	3.0
District of Columbia	100.0	15.4	64.3	1.3	18.3	0.0	0.0	0.7
Florida	100.0	44.7	21.5	2.5	27.6	0.1	0.0	3.5
Georgia	100.0	52.8	33.8	3.1	7.2	0.2	0.0	2.9
Hawaii	100.0	14.0	0.9	41.1	7.4	0.1	11.2	25.3
Idaho	100.0	79.6	0.6	1.6	14.2	0.4	0.0	3.6
Illinois	100.0	61.3	15.8	3.4	16.8	0.0	0.1	2.6
Indiana	100.0	78.4	7.6	5.2	5.9	0.2	0.0	2.7
Iowa	100.0	86.9	2.5	2.2	5.8	0.3	0.1	2.0
Kansas	100.0	77.8	4.5	3.4	11.5	0.2	0.0	2.6
Kentucky	100.0	85.2	7.4	1.4	1.9	0.1	0.0	4.0
Louisiana	100.0	49.5	41.2	1.8	4.3	0.2	0.0	3.0
Maine	100.0	84.5	3.7	1.2	5.4	0.1	0.0	5.1
Maryland	100.0	45.6	37.3	5.2	8.3	0.2	0.0	3.4
Massachusetts	100.0	73.2	6.4	4.8	11.6	0.0	0.0	4.1
Michigan	100.0	78.3	11.4	3.1	3.7	0.4	0.2	2.8
Minnesota	100.0	79.1	4.9	4.5	6.9	1.3	0.0	3.3
Mississippi	100.0	47.7	47.0	0.8	2.0	1.0	0.0	1.5
Missouri	100.0	80.0	10.5	1.3	4.2	0.1	0.0	3.9
Montana	100.0	79.3	0.0	1.8	2.4	7.4	0.0	9.0
Nebraska	100.0	82.6	3.9	1.0	10.4	0.4	0.1	1.6
Nevada	100.0	47.0	9.5	5.6	31.8	0.6	0.0	5.5
New Hampshire	100.0	90.3	2.7	0.8	3.4	0.0	0.0	2.8
New Jersey	100.0	60.0	13.3	4.8	19.4	0.1	0.0	2.5
New Mexico	100.0	23.1	1.6	2.7	60.0	10.7	0.0	2.0
New York	100.0	62.0	13.8	4.1	17.1	0.2	0.1	2.7
North Carolina	100.0	55.1	31.1	2.2	6.9	1.7	0.0	3.1
North Dakota	100.0	83.1	0.0	2.7	2.1	7.1	0.0	5.0
Ohio	100.0	80.4	11.7	1.5	3.1	0.1	0.0	3.2
Oklahoma	100.0	66.4	7.0	1.8	9.8	8.0	0.0	7.1
Oregon	100.0	76.5	0.9	4.1	11.7	0.8	0.4	5.6
Pennsylvania	100.0	78.2	10.9	2.4	5.9	0.1	0.0	2.6
Rhode Island	100.0	70.1	8.4	3.1	15.2	0.0	0.0	3.1
South Carolina	100.0	52.8	38.0	1.0	4.3	0.4	0.0	3.5
South Dakota	100.0	83.3	0.0	1.7	5.2	7.5	0.1	2.2
Tennessee	100.0	73.9	18.3	1.7	3.9	0.1	0.0	2.1
Texas	100.0	33.4	13.1	2.9	48.1	0.1	0.1	2.2
Utah	100.0	82.3	1.5	1.9	10.3	0.5	1.1	2.4
Vermont	100.0	92.9	1.0	2.4	1.1	0.0	0.0	2.5
Virginia	100.0	57.2	23.6	6.4	10.0	0.1	0.2	2.5
Washington	100.0	71.8	3.7	7.2	11.7	0.4	0.2	5.0
West Virginia	100.0	96.3	0.9	0.0	1.2	0.0	0.0	1.7
Wisconsin	100.0	82.1	6.5	2.7	6.3	0.3	0.1	1.9
Wyoming	100.0	75.3	0.0	1.2	14.7	2.0	0.6	6.2

Table 11-6a (Counts)
Educational Attainment
Total ESP Work Force by State, 2023

	Total ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	3,076,517	183,640	886,338	810,780	380,945	814,814
Alabama	47,636	2,709	16,239	12,019	4,872	11,797
Alaska	8,294	630	2,717	2,016	753	2,178
Arizona	65,191	6,471	17,747	18,973	7,313	14,687
Arkansas	25,913	1,956	8,685	5,800	3,238	6,234
California	361,772	21,365	84,893	114,243	46,990	94,281
Colorado	56,792	3,009	13,624	16,129	5,391	18,639
Connecticut	33,642	1,408	10,365	7,347	3,264	11,258
Delaware	9,059	614	2,401	2,434	1,117	2,493
District of Columbia	4,741	582	1,617	1,057	125	1,360
Florida	142,307	8,332	43,786	33,994	20,952	35,243
Georgia	110,355	6,912	33,202	26,491	13,831	29,919
Hawaii	14,631	611	4,314	3,644	2,208	3,854
Idaho	19,586	932	4,927	6,940	1,962	4,825
Illinois	112,796	5,064	27,757	30,783	15,749	33,443
Indiana	61,220	3,093	21,931	15,586	5,948	14,662
Iowa	40,604	1,581	11,753	10,258	5,677	11,335
Kansas	41,217	2,146	9,995	12,013	5,533	11,530
Kentucky	47,683	1,643	16,456	12,667	4,941	11,976
Louisiana	43,247	4,243	15,235	11,811	3,155	8,803
Maine	10,778	236	3,564	2,370	1,082	3,526
Maryland	60,067	2,715	19,683	14,381	5,650	17,638
Massachusetts	65,177	2,966	16,437	15,993	7,831	21,950
Michigan	74,217	2,381	18,913	21,476	9,189	22,258
Minnesota	61,367	2,814	14,674	15,534	9,649	18,696
Mississippi	29,047	2,291	8,970	7,083	3,852	6,851
Missouri	49,621	2,107	15,513	11,739	5,686	14,576
Montana	11,072	767	3,263	3,652	1,119	2,271
Nebraska	23,985	1,321	5,433	8,318	2,269	6,644
Nevada	23,492	1,937	7,532	6,678	2,620	4,725
New Hampshire	10,285	283	3,002	2,411	1,498	3,091
New Jersey	90,953	5,673	28,140	19,030	9,538	28,572
New Mexico	24,713	1,508	7,469	6,857	3,646	5,233
New York	216,808	12,940	65,373	52,296	31,348	54,851
North Carolina	88,915	4,067	21,546	23,115	14,905	25,282
North Dakota	10,258	367	2,235	3,328	1,244	3,084
Ohio	97,339	3,199	34,899	24,979	12,073	22,189
Oklahoma	36,573	3,279	12,343	10,002	3,449	7,500
Oregon	40,093	1,713	8,673	12,487	5,033	12,187
Pennsylvania	88,978	3,218	35,406	17,768	10,091	22,495
Rhode Island	6,567	422	2,155	1,366	566	2,058
South Carolina	49,654	3,072	14,570	12,141	7,648	12,223
South Dakota	9,650	719	2,580	2,625	1,755	1,971
Tennessee	60,021	3,392	21,149	16,090	5,395	13,995
Texas	290,541	31,390	84,214	73,156	30,765	71,016
Utah	45,683	3,390	11,383	13,285	6,058	11,567
Vermont	7,338	116	2,487	2,142	972	1,621
Virginia	90,042	6,861	26,754	21,820	9,746	24,861
Washington	75,488	2,507	17,326	20,857	10,861	23,937
West Virginia	17,174	491	6,861	4,542	2,183	3,097
Wisconsin	54,968	1,960	13,527	15,991	8,604	14,886
Wyoming	8,967	237	2,620	3,063	1,601	1,446

Table 11-6b (Percentages)
Educational Attainment
Total ESP Work Force by State, 2023

	Total ESP	Less than High School	High School Graduate	Some College	Associate Degree	Bachelor's Degree+
United States	100.0%	6.0%	28.8%	26.4%	12.4%	26.5%
Alabama	100.0	5.7	34.1	25.2	10.2	24.8
Alaska	100.0	7.6	32.8	24.3	9.1	26.3
Arizona	100.0	9.9	27.2	29.1	11.2	22.5
Arkansas	100.0	7.5	33.5	22.4	12.5	24.1
California	100.0	5.9	23.5	31.6	13.0	26.1
Colorado	100.0	5.3	24.0	28.4	9.5	32.8
Connecticut	100.0	4.2	30.8	21.8	9.7	33.5
Delaware	100.0	6.8	26.5	26.9	12.3	27.5
District of Columbia	100.0	12.3	34.1	22.3	2.6	28.7
Florida	100.0	5.9	30.8	23.9	14.7	24.8
Georgia	100.0	6.3	30.1	24.0	12.5	27.1
Hawaii	100.0	4.2	29.5	24.9	15.1	26.3
Idaho	100.0	4.8	25.2	35.4	10.0	24.6
Illinois	100.0	4.5	24.6	27.3	14.0	29.6
Indiana	100.0	5.1	35.8	25.5	9.7	23.9
Iowa	100.0	3.9	28.9	25.3	14.0	27.9
Kansas	100.0	5.2	24.2	29.1	13.4	28.0
Kentucky	100.0	3.4	34.5	26.6	10.4	25.1
Louisiana	100.0	9.8	35.2	27.3	7.3	20.4
Maine	100.0	2.2	33.1	22.0	10.0	32.7
Maryland	100.0	4.5	32.8	23.9	9.4	29.4
Massachusetts	100.0	4.6	25.2	24.5	12.0	33.7
Michigan	100.0	3.2	25.5	28.9	12.4	30.0
Minnesota	100.0	4.6	23.9	25.3	15.7	30.5
Mississippi	100.0	7.9	30.9	24.4	13.3	23.6
Missouri	100.0	4.2	31.3	23.7	11.5	29.4
Montana	100.0	6.9	29.5	33.0	10.1	20.5
Nebraska	100.0	5.5	22.7	34.7	9.5	27.7
Nevada	100.0	8.2	32.1	28.4	11.2	20.1
New Hampshire	100.0	2.8	29.2	23.4	14.6	30.1
New Jersey	100.0	6.2	30.9	20.9	10.5	31.4
New Mexico	100.0	6.1	30.2	27.7	14.8	21.2
New York	100.0	6.0	30.2	24.1	14.5	25.3
North Carolina	100.0	4.6	24.2	26.0	16.8	28.4
North Dakota	100.0	3.6	21.8	32.4	12.1	30.1
Ohio	100.0	3.3	35.9	25.7	12.4	22.8
Oklahoma	100.0	9.0	33.7	27.3	9.4	20.5
Oregon	100.0	4.3	21.6	31.1	12.6	30.4
Pennsylvania	100.0	3.6	39.8	20.0	11.3	25.3
Rhode Island	100.0	6.4	32.8	20.8	8.6	31.3
South Carolina	100.0	6.2	29.3	24.5	15.4	24.6
South Dakota	100.0	7.5	26.7	27.2	18.2	20.4
Tennessee	100.0	5.7	35.2	26.8	9.0	23.3
Texas	100.0	10.8	29.0	25.2	10.6	24.4
Utah	100.0	7.4	24.9	29.1	13.3	25.3
Vermont	100.0	1.6	33.9	29.2	13.2	22.1
Virginia	100.0	7.6	29.7	24.2	10.8	27.6
Washington	100.0	3.3	23.0	27.6	14.4	31.7
West Virginia	100.0	2.9	39.9	26.4	12.7	18.0
Wisconsin	100.0	3.6	24.6	29.1	15.7	27.1
Wyoming	100.0	2.6	29.2	34.2	17.9	16.1

Table 11-7a (Counts)

Household Total Income

Total ESP Work Force by State, 2023

	Total ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+	N.A.*	Av. HH Income
United States	3,076,517	68,383	97,633	138,416	162,516	175,135	357,207	1,974,540	102,687	\$122,860
Alabama	47,636	1,071	2,550	2,537	2,805	2,981	7,063	26,844	1,785	107,735
Alaska	8,294	69	103	243	215	444	959	6,143	118	129,991
Arizona	65,191	1,251	2,167	2,796	3,685	3,788	7,025	43,186	1,293	117,783
Arkansas	25,913	729	1,129	1,692	1,513	2,301	3,892	13,998	659	103,854
California	361,772	7,055	7,085	11,102	13,140	14,601	34,968	264,424	9,397	145,199
Colorado	56,792	817	1,795	2,091	2,616	3,440	6,177	37,328	2,528	130,211
Connecticut	33,642	420	806	1,028	1,071	1,419	3,093	23,926	1,879	143,349
Delaware	9,059	0	275	292	844	392	682	6,037	537	127,253
District of Columbia	4,741	275	87	73	377	93	433	3,175	228	139,351
Florida	142,307	2,939	5,551	8,016	8,004	11,375	18,702	83,998	3,722	104,689
Georgia	110,355	2,942	5,146	6,672	6,646	6,352	13,304	65,101	4,192	110,750
Hawaii	14,631	45	137	180	402	272	1,671	10,917	1,007	170,689
Idaho	19,586	323	736	640	1,280	1,476	2,589	11,665	877	108,351
Illinois	112,796	3,193	3,121	5,751	5,912	6,207	10,986	74,763	2,863	121,564
Indiana	61,220	1,960	2,261	3,552	3,593	4,488	8,212	35,166	1,988	101,199
Iowa	40,604	1,138	2,016	1,643	2,395	2,363	5,452	23,317	2,280	105,018
Kansas	41,217	781	2,077	2,817	2,774	2,606	5,408	22,265	2,489	104,971
Kentucky	47,683	1,465	2,067	2,899	3,135	2,782	6,962	27,082	1,291	103,076
Louisiana	43,247	1,549	2,892	3,001	3,928	4,128	6,132	19,455	2,162	88,643
Maine	10,778	168	240	436	789	612	1,571	6,338	624	111,117
Maryland	60,067	1,029	1,999	1,918	2,913	3,279	4,447	42,302	2,180	142,326
Massachusetts	65,177	936	842	2,411	2,980	2,827	5,264	45,488	4,429	153,917
Michigan	74,217	2,526	3,019	3,501	4,473	4,094	8,246	44,734	3,624	117,287
Minnesota	61,367	702	1,452	2,729	2,845	2,981	7,187	41,824	1,647	133,480
Mississippi	29,047	1,307	1,962	1,865	1,890	2,290	4,718	13,907	1,108	87,994
Missouri	49,621	1,319	1,955	2,949	3,203	3,017	7,082	29,138	958	104,277
Montana	11,072	183	454	397	703	540	1,280	6,723	792	106,767
Nebraska	23,985	698	1,070	981	986	1,672	3,407	13,424	1,747	105,824
Nevada	23,492	386	263	1,402	731	1,463	2,233	16,701	313	130,685
New Hampshire	10,285	61	270	459	282	306	1,022	7,203	682	139,473
New Jersey	90,953	779	1,607	1,820	3,224	3,026	7,243	72,162	1,092	156,605
New Mexico	24,713	563	1,706	1,424	1,920	1,801	3,352	12,780	1,167	99,076
New York	216,808	5,231	5,426	6,693	11,318	10,376	23,256	147,544	6,964	139,420
North Carolina	88,915	1,686	2,979	5,530	7,576	6,634	13,087	47,885	3,538	102,494
North Dakota	10,258	426	275	405	680	629	1,204	6,307	332	120,011
Ohio	97,339	1,570	2,605	4,070	5,084	6,193	12,499	62,446	2,872	116,189
Oklahoma	36,573	1,192	1,912	2,360	2,733	2,512	5,621	19,519	724	97,440
Oregon	40,093	1,010	1,073	1,904	1,770	2,379	3,968	26,685	1,304	125,208
Pennsylvania	88,978	1,736	2,330	3,154	4,601	5,254	11,298	56,064	4,541	118,911
Rhode Island	6,567	268	106	279	212	256	826	4,315	305	129,630
South Carolina	49,654	1,470	1,395	3,883	3,351	3,676	7,182	26,833	1,864	101,167
South Dakota	9,650	73	510	507	318	667	1,756	5,166	653	114,232
Tennessee	60,021	1,769	2,544	2,845	3,792	3,329	7,957	34,155	3,630	109,108
Texas	290,541	7,030	10,076	15,352	18,069	18,566	35,390	180,648	5,410	112,265
Utah	45,683	665	679	2,030	1,269	2,193	4,296	33,711	840	135,039
Vermont	7,338	0	53	169	479	588	403	4,500	1,146	118,251
Virginia	90,042	1,784	2,973	3,997	4,266	5,568	9,599	59,577	2,278	131,915
Washington	75,488	1,579	2,165	1,872	2,459	2,689	7,906	55,493	1,325	144,318
West Virginia	17,174	322	398	981	648	1,426	2,530	10,433	436	108,317
Wisconsin	54,968	1,496	1,158	2,636	2,056	2,007	6,368	36,807	2,440	119,984
Wyoming	8,967	397	136	432	561	777	1,299	4,938	427	107,219

* Not Ascertained. Not included in the percentage calculations.

Table 11-7b (Percentages)

Household Total Income

Total ESP Work Force by State, 2023

	Total ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45- 54,999	\$55- 74,999	\$75,000+
United States	100.0%	2.3%	3.3%	4.7%	5.5%	5.9%	12.0%	66.4%
Alabama	100.0	2.3	5.6	5.5	6.1	6.5	15.4	58.5
Alaska	100.0	0.8	1.3	3.0	2.6	5.4	11.7	75.1
Arizona	100.0	2.0	3.4	4.4	5.8	5.9	11.0	67.6
Arkansas	100.0	2.9	4.5	6.7	6.0	9.1	15.4	55.4
California	100.0	2.0	2.0	3.2	3.7	4.1	9.9	75.0
Colorado	100.0	1.5	3.3	3.9	4.8	6.3	11.4	68.8
Connecticut	100.0	1.3	2.5	3.2	3.4	4.5	9.7	75.3
Delaware	100.0	0.0	3.2	3.4	9.9	4.6	8.0	70.8
District of Columbia	100.0	6.1	1.9	1.6	8.4	2.1	9.6	70.4
Florida	100.0	2.1	4.0	5.8	5.8	8.2	13.5	60.6
Georgia	100.0	2.8	4.8	6.3	6.3	6.0	12.5	61.3
Hawaii	100.0	0.3	1.0	1.3	3.0	2.0	12.3	80.1
Idaho	100.0	1.7	3.9	3.4	6.8	7.9	13.8	62.3
Illinois	100.0	2.9	2.8	5.2	5.4	5.6	10.0	68.0
Indiana	100.0	3.3	3.8	6.0	6.1	7.6	13.9	59.4
Iowa	100.0	3.0	5.3	4.3	6.2	6.2	14.2	60.8
Kansas	100.0	2.0	5.4	7.3	7.2	6.7	14.0	57.5
Kentucky	100.0	3.2	4.5	6.2	6.8	6.0	15.0	58.4
Louisiana	100.0	3.8	7.0	7.3	9.6	10.0	14.9	47.4
Maine	100.0	1.7	2.4	4.3	7.8	6.0	15.5	62.4
Maryland	100.0	1.8	3.5	3.3	5.0	5.7	7.7	73.1
Massachusetts	100.0	1.5	1.4	4.0	4.9	4.7	8.7	74.9
Michigan	100.0	3.6	4.3	5.0	6.3	5.8	11.7	63.4
Minnesota	100.0	1.2	2.4	4.6	4.8	5.0	12.0	70.0
Mississippi	100.0	4.7	7.0	6.7	6.8	8.2	16.9	49.8
Missouri	100.0	2.7	4.0	6.1	6.6	6.2	14.6	59.9
Montana	100.0	1.8	4.4	3.9	6.8	5.3	12.5	65.4
Nebraska	100.0	3.1	4.8	4.4	4.4	7.5	15.3	60.4
Nevada	100.0	1.7	1.1	6.0	3.2	6.3	9.6	72.1
New Hampshire	100.0	0.6	2.8	4.8	2.9	3.2	10.6	75.0
New Jersey	100.0	0.9	1.8	2.0	3.6	3.4	8.1	80.3
New Mexico	100.0	2.4	7.2	6.0	8.2	7.6	14.2	54.3
New York	100.0	2.5	2.6	3.2	5.4	4.9	11.1	70.3
North Carolina	100.0	2.0	3.5	6.5	8.9	7.8	15.3	56.1
North Dakota	100.0	4.3	2.8	4.1	6.9	6.3	12.1	63.5
Ohio	100.0	1.7	2.8	4.3	5.4	6.6	13.2	66.1
Oklahoma	100.0	3.3	5.3	6.6	7.6	7.0	15.7	54.4
Oregon	100.0	2.6	2.8	4.9	4.6	6.1	10.2	68.8
Pennsylvania	100.0	2.1	2.8	3.7	5.4	6.2	13.4	66.4
Rhode Island	100.0	4.3	1.7	4.5	3.4	4.1	13.2	68.9
South Carolina	100.0	3.1	2.9	8.1	7.0	7.7	15.0	56.1
South Dakota	100.0	0.8	5.7	5.6	3.5	7.4	19.5	57.4
Tennessee	100.0	3.1	4.5	5.0	6.7	5.9	14.1	60.6
Texas	100.0	2.5	3.5	5.4	6.3	6.5	12.4	63.4
Utah	100.0	1.5	1.5	4.5	2.8	4.9	9.6	75.2
Vermont	100.0	0.0	0.9	2.7	7.7	9.5	6.5	72.7
Virginia	100.0	2.0	3.4	4.6	4.9	6.3	10.9	67.9
Washington	100.0	2.1	2.9	2.5	3.3	3.6	10.7	74.8
West Virginia	100.0	1.9	2.4	5.9	3.9	8.5	15.1	62.3
Wisconsin	100.0	2.8	2.2	5.0	3.9	3.8	12.1	70.1
Wyoming	100.0	4.6	1.6	5.1	6.6	9.1	15.2	57.8

Table 11-8a (Counts)

Poverty Status

Total ESP Work Force by State, 2023

	Total ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+	N.A.*
United States	3,076,517	221,833	206,349	250,122	550,452	512,207	1,234,472	101,082
Alabama	47,636	3,747	3,763	3,495	10,474	7,832	16,540	1,785
Alaska	8,294	457	346	632	1,850	1,327	3,564	118
Arizona	65,191	5,524	4,558	5,429	13,001	12,414	23,123	1,142
Arkansas	25,913	1,886	2,687	3,194	5,186	4,243	8,058	659
California	361,772	24,387	20,685	24,843	62,930	62,901	157,223	8,803
Colorado	56,792	3,831	2,911	4,398	11,163	8,595	23,366	2,528
Connecticut	33,642	1,233	1,248	2,299	4,171	5,353	17,515	1,823
Delaware	9,059	524	617	519	1,515	1,003	4,344	537
District of Columbia	4,741	303	253	331	709	1,001	1,916	228
Florida	142,307	9,878	12,627	13,802	27,882	26,697	47,705	3,716
Georgia	110,355	9,384	8,204	9,113	21,544	18,052	40,018	4,040
Hawaii	14,631	499	615	744	1,841	2,488	7,467	977
Idaho	19,586	1,517	1,743	1,853	3,886	3,965	5,745	877
Illinois	112,796	7,431	6,873	9,587	19,045	19,315	47,682	2,863
Indiana	61,220	5,676	5,764	4,836	11,322	10,878	20,756	1,988
Iowa	40,604	3,593	2,990	3,312	7,963	6,832	13,652	2,262
Kansas	41,217	3,568	3,139	4,469	8,188	6,669	12,695	2,489
Kentucky	47,683	4,030	4,414	3,852	9,482	8,680	15,934	1,291
Louisiana	43,247	5,027	4,377	4,731	9,018	7,058	10,874	2,162
Maine	10,778	530	899	658	2,068	1,940	4,059	624
Maryland	60,067	3,459	3,597	4,713	7,725	9,290	29,103	2,180
Massachusetts	65,177	3,563	3,060	3,892	9,032	7,977	33,224	4,429
Michigan	74,217	6,181	4,777	5,552	13,932	11,653	28,542	3,580
Minnesota	61,367	5,608	3,317	4,526	10,267	10,364	25,638	1,647
Mississippi	29,047	3,374	3,578	2,857	5,808	4,739	7,583	1,108
Missouri	49,621	4,257	2,883	5,322	9,976	9,291	16,955	937
Montana	11,072	744	693	964	3,227	1,195	3,457	792
Nebraska	23,985	1,935	2,286	1,502	4,138	4,337	8,040	1,747
Nevada	23,492	1,427	1,341	1,587	4,351	4,813	9,757	216
New Hampshire	10,285	584	447	605	1,411	1,667	4,889	682
New Jersey	90,953	3,326	2,693	5,002	12,876	13,874	52,090	1,092
New Mexico	24,713	2,467	3,496	2,595	4,158	2,916	7,914	1,167
New York	216,808	14,265	12,844	13,094	33,378	34,713	101,640	6,874
North Carolina	88,915	5,333	6,615	10,647	19,650	13,443	29,777	3,450
North Dakota	10,258	785	415	836	2,240	1,531	4,119	332
Ohio	97,339	5,380	4,662	7,722	17,877	16,965	41,861	2,872
Oklahoma	36,573	3,508	4,254	3,752	7,351	5,697	11,287	724
Oregon	40,093	3,638	2,488	2,988	6,265	6,648	16,762	1,304
Pennsylvania	88,978	5,808	4,295	7,491	14,612	14,562	37,669	4,541
Rhode Island	6,567	575	289	174	1,062	645	3,517	305
South Carolina	49,654	4,074	3,758	5,410	10,307	7,422	16,819	1,864
South Dakota	9,650	725	634	1,277	1,824	1,193	3,344	653
Tennessee	60,021	4,189	4,850	4,909	11,182	9,135	22,133	3,623
Texas	290,541	23,179	24,192	28,858	55,965	48,586	104,462	5,299
Utah	45,683	2,998	2,350	3,859	9,315	8,892	17,433	836
Vermont	7,338	338	354	428	1,111	1,109	2,854	1,144
Virginia	90,042	5,757	6,163	6,982	13,988	14,471	40,403	2,278
Washington	75,488	4,553	3,522	4,023	10,439	12,548	39,078	1,325
West Virginia	17,174	1,089	1,136	1,612	3,761	3,365	5,775	436
Wisconsin	54,968	4,600	2,214	4,262	8,436	10,393	22,757	2,306
Wyoming	8,967	1,089	433	584	1,550	1,530	3,354	427

* Not Ascertained. Not included in the percentage calculations.

Table 11-8b (Percentages)

Poverty Status

Total ESP Work Force by State, 2023

	Total ESP	Below Poverty	100-149%	150-199%	200-299%	300-399%	400%+
United States	100.0%	7.5%	6.9%	8.4%	18.5%	17.2%	41.5%
Alabama	100.0	8.2	8.2	7.6	22.8	17.1	36.1
Alaska	100.0	5.6	4.2	7.7	22.6	16.2	43.6
Arizona	100.0	8.6	7.1	8.5	20.3	19.4	36.1
Arkansas	100.0	7.5	10.6	12.6	20.5	16.8	31.9
California	100.0	6.9	5.9	7.0	17.8	17.8	44.5
Colorado	100.0	7.1	5.4	8.1	20.6	15.8	43.1
Connecticut	100.0	3.9	3.9	7.2	13.1	16.8	55.0
Delaware	100.0	6.1	7.2	6.1	17.8	11.8	51.0
District of Columbia	100.0	6.7	5.6	7.3	15.7	22.2	42.5
Florida	100.0	7.1	9.1	10.0	20.1	19.3	34.4
Georgia	100.0	8.8	7.7	8.6	20.3	17.0	37.6
Hawaii	100.0	3.7	4.5	5.4	13.5	18.2	54.7
Idaho	100.0	8.1	9.3	9.9	20.8	21.2	30.7
Illinois	100.0	6.8	6.3	8.7	17.3	17.6	43.4
Indiana	100.0	9.6	9.7	8.2	19.1	18.4	35.0
Iowa	100.0	9.4	7.8	8.6	20.8	17.8	35.6
Kansas	100.0	9.2	8.1	11.5	21.1	17.2	32.8
Kentucky	100.0	8.7	9.5	8.3	20.4	18.7	34.3
Louisiana	100.0	12.2	10.7	11.5	21.9	17.2	26.5
Maine	100.0	5.2	8.9	6.5	20.4	19.1	40.0
Maryland	100.0	6.0	6.2	8.1	13.3	16.0	50.3
Massachusetts	100.0	5.9	5.0	6.4	14.9	13.1	54.7
Michigan	100.0	8.8	6.8	7.9	19.7	16.5	40.4
Minnesota	100.0	9.4	5.6	7.6	17.2	17.4	42.9
Mississippi	100.0	12.1	12.8	10.2	20.8	17.0	27.1
Missouri	100.0	8.7	5.9	10.9	20.5	19.1	34.8
Montana	100.0	7.2	6.7	9.4	31.4	11.6	33.6
Nebraska	100.0	8.7	10.3	6.8	18.6	19.5	36.2
Nevada	100.0	6.1	5.8	6.8	18.7	20.7	41.9
New Hampshire	100.0	6.1	4.7	6.3	14.7	17.4	50.9
New Jersey	100.0	3.7	3.0	5.6	14.3	15.4	58.0
New Mexico	100.0	10.5	14.8	11.0	17.7	12.4	33.6
New York	100.0	6.8	6.1	6.2	15.9	16.5	48.4
North Carolina	100.0	6.2	7.7	12.5	23.0	15.7	34.8
North Dakota	100.0	7.9	4.2	8.4	22.6	15.4	41.5
Ohio	100.0	5.7	4.9	8.2	18.9	18.0	44.3
Oklahoma	100.0	9.8	11.9	10.5	20.5	15.9	31.5
Oregon	100.0	9.4	6.4	7.7	16.2	17.1	43.2
Pennsylvania	100.0	6.9	5.1	8.9	17.3	17.2	44.6
Rhode Island	100.0	9.2	4.6	2.8	17.0	10.3	56.2
South Carolina	100.0	8.5	7.9	11.3	21.6	15.5	35.2
South Dakota	100.0	8.1	7.0	14.2	20.3	13.3	37.2
Tennessee	100.0	7.4	8.6	8.7	19.8	16.2	39.2
Texas	100.0	8.1	8.5	10.1	19.6	17.0	36.6
Utah	100.0	6.7	5.2	8.6	20.8	19.8	38.9
Vermont	100.0	5.5	5.7	6.9	17.9	17.9	46.1
Virginia	100.0	6.6	7.0	8.0	15.9	16.5	46.0
Washington	100.0	6.1	4.7	5.4	14.1	16.9	52.7
West Virginia	100.0	6.5	6.8	9.6	22.5	20.1	34.5
Wisconsin	100.0	8.7	4.2	8.1	16.0	19.7	43.2
Wyoming	100.0	12.8	5.1	6.8	18.1	17.9	39.3

Table 11-9a (Counts)

Marital Status

Total ESP Work Force by State, 2023

	Total ESP	Married	Widowed, Divorced, Separated	Single
United States	3,076,517	1,668,872	478,444	929,201
Alabama	47,636	26,839	8,068	12,729
Alaska	8,294	5,109	1,024	2,161
Arizona	65,191	31,535	10,637	23,019
Arkansas	25,913	14,931	4,401	6,581
California	361,772	182,383	48,519	130,870
Colorado	56,792	30,010	8,830	17,952
Connecticut	33,642	18,093	4,051	11,498
Delaware	9,059	4,253	1,757	3,049
District of Columbia	4,741	1,492	812	2,437
Florida	142,307	73,465	28,651	40,191
Georgia	110,355	59,003	20,747	30,605
Hawaii	14,631	6,530	1,921	6,180
Idaho	19,586	11,459	2,066	6,061
Illinois	112,796	62,032	16,081	34,683
Indiana	61,220	35,140	10,442	15,638
Iowa	40,604	21,975	5,716	12,913
Kansas	41,217	22,212	5,369	13,636
Kentucky	47,683	28,666	8,187	10,830
Louisiana	43,247	20,342	8,180	14,725
Maine	10,778	6,089	1,730	2,959
Maryland	60,067	29,227	10,155	20,685
Massachusetts	65,177	31,836	8,903	24,438
Michigan	74,217	40,554	10,360	23,303
Minnesota	61,367	33,764	6,465	21,138
Mississippi	29,047	15,220	4,243	9,584
Missouri	49,621	28,258	8,192	13,171
Montana	11,072	5,559	1,697	3,816
Nebraska	23,985	13,764	2,967	7,254
Nevada	23,492	11,520	4,030	7,942
New Hampshire	10,285	5,620	1,881	2,784
New Jersey	90,953	54,859	12,266	23,828
New Mexico	24,713	11,578	3,920	9,215
New York	216,808	111,212	33,902	71,694
North Carolina	88,915	47,055	16,076	25,784
North Dakota	10,258	5,999	1,251	3,008
Ohio	97,339	59,613	14,317	23,409
Oklahoma	36,573	20,523	6,974	9,076
Oregon	40,093	21,083	6,668	12,342
Pennsylvania	88,978	49,375	14,563	25,040
Rhode Island	6,567	3,361	1,040	2,166
South Carolina	49,654	25,522	9,816	14,316
South Dakota	9,650	4,934	1,584	3,132
Tennessee	60,021	34,062	8,933	17,026
Texas	290,541	167,769	48,866	73,906
Utah	45,683	27,507	4,381	13,795
Vermont	7,338	3,758	580	3,000
Virginia	90,042	50,947	15,073	24,022
Washington	75,488	44,362	11,128	19,998
West Virginia	17,174	10,785	3,433	2,956
Wisconsin	54,968	32,459	6,308	16,201
Wyoming	8,967	5,229	1,283	2,455

Table 11-9b (Percentages)

Marital Status

Total ESP Work Force by State, 2023

	Total ESP	Married	Widowed, Divorced, Separated	Single
United States	100.0%	54.2%	15.6%	30.2%
Alabama	100.0	56.3	16.9	26.7
Alaska	100.0	61.6	12.3	26.1
Arizona	100.0	48.4	16.3	35.3
Arkansas	100.0	57.6	17.0	25.4
California	100.0	50.4	13.4	36.2
Colorado	100.0	52.8	15.5	31.6
Connecticut	100.0	53.8	12.0	34.2
Delaware	100.0	46.9	19.4	33.7
District of Columbia	100.0	31.5	17.1	51.4
Florida	100.0	51.6	20.1	28.2
Georgia	100.0	53.5	18.8	27.7
Hawaii	100.0	44.6	13.1	42.2
Idaho	100.0	58.5	10.5	30.9
Illinois	100.0	55.0	14.3	30.7
Indiana	100.0	57.4	17.1	25.5
Iowa	100.0	54.1	14.1	31.8
Kansas	100.0	53.9	13.0	33.1
Kentucky	100.0	60.1	17.2	22.7
Louisiana	100.0	47.0	18.9	34.0
Maine	100.0	56.5	16.1	27.5
Maryland	100.0	48.7	16.9	34.4
Massachusetts	100.0	48.8	13.7	37.5
Michigan	100.0	54.6	14.0	31.4
Minnesota	100.0	55.0	10.5	34.4
Mississippi	100.0	52.4	14.6	33.0
Missouri	100.0	56.9	16.5	26.5
Montana	100.0	50.2	15.3	34.5
Nebraska	100.0	57.4	12.4	30.2
Nevada	100.0	49.0	17.2	33.8
New Hampshire	100.0	54.6	18.3	27.1
New Jersey	100.0	60.3	13.5	26.2
New Mexico	100.0	46.8	15.9	37.3
New York	100.0	51.3	15.6	33.1
North Carolina	100.0	52.9	18.1	29.0
North Dakota	100.0	58.5	12.2	29.3
Ohio	100.0	61.2	14.7	24.0
Oklahoma	100.0	56.1	19.1	24.8
Oregon	100.0	52.6	16.6	30.8
Pennsylvania	100.0	55.5	16.4	28.1
Rhode Island	100.0	51.2	15.8	33.0
South Carolina	100.0	51.4	19.8	28.8
South Dakota	100.0	51.1	16.4	32.5
Tennessee	100.0	56.8	14.9	28.4
Texas	100.0	57.7	16.8	25.4
Utah	100.0	60.2	9.6	30.2
Vermont	100.0	51.2	7.9	40.9
Virginia	100.0	56.6	16.7	26.7
Washington	100.0	58.8	14.7	26.5
West Virginia	100.0	62.8	20.0	17.2
Wisconsin	100.0	59.1	11.5	29.5
Wyoming	100.0	58.3	14.3	27.4

Table 11-10a (Counts)
Household Relationship
Total ESP Work Force by State, 2023

	Total ESP	Head	Spouse	Child/Other*
United States	3,076,517	1,514,130	818,734	743,653
Alabama	47,636	24,405	13,835	9,396
Alaska	8,294	4,158	2,330	1,806
Arizona	65,191	28,631	15,822	20,738
Arkansas	25,913	14,193	7,086	4,634
California	361,772	163,460	83,075	115,237
Colorado	56,792	29,678	13,297	13,817
Connecticut	33,642	15,812	9,518	8,312
Delaware	9,059	4,849	1,990	2,220
District of Columbia	4,741	2,326	827	1,588
Florida	142,307	73,439	34,522	34,346
Georgia	110,355	53,339	32,207	24,809
Hawaii	14,631	4,938	2,486	7,207
Idaho	19,586	8,374	5,927	5,285
Illinois	112,796	55,920	32,283	24,593
Indiana	61,220	32,101	17,968	11,151
Iowa	40,604	20,187	11,673	8,744
Kansas	41,217	19,295	12,054	9,868
Kentucky	47,683	24,831	13,613	9,239
Louisiana	43,247	22,645	9,519	11,083
Maine	10,778	5,192	3,161	2,425
Maryland	60,067	29,601	13,941	16,525
Massachusetts	65,177	29,644	15,873	19,660
Michigan	74,217	38,168	20,412	15,637
Minnesota	61,367	28,211	17,632	15,524
Mississippi	29,047	14,695	7,751	6,601
Missouri	49,621	24,077	15,845	9,699
Montana	11,072	4,895	3,013	3,164
Nebraska	23,985	11,327	7,456	5,202
Nevada	23,492	10,144	5,763	7,585
New Hampshire	10,285	4,497	3,074	2,714
New Jersey	90,953	43,381	27,606	19,966
New Mexico	24,713	12,194	5,657	6,862
New York	216,808	106,674	53,657	56,477
North Carolina	88,915	49,051	22,185	17,679
North Dakota	10,258	5,766	2,616	1,876
Ohio	97,339	51,515	29,522	16,302
Oklahoma	36,573	19,621	9,726	7,226
Oregon	40,093	19,524	9,738	10,831
Pennsylvania	88,978	44,589	25,812	18,577
Rhode Island	6,567	3,784	1,351	1,432
South Carolina	49,654	26,576	12,081	10,997
South Dakota	9,650	5,000	2,332	2,318
Tennessee	60,021	30,737	16,087	13,197
Texas	290,541	145,206	81,909	63,426
Utah	45,683	19,250	13,258	13,175
Vermont	7,338	2,959	1,855	2,524
Virginia	90,042	45,433	24,453	20,156
Washington	75,488	38,922	21,191	15,375
West Virginia	17,174	9,575	4,787	2,812
Wisconsin	54,968	26,671	16,246	12,051
Wyoming	8,967	4,670	2,712	1,585

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

Table 11-10b (Percentages)
Household Relationship
Total ESP Work Force by State, 2023

	Total ESP	Head	Spouse	Child/Other*
United States	100.0%	49.2%	26.6%	24.2%
Alabama	100.0	51.2	29.0	19.7
Alaska	100.0	50.1	28.1	21.8
Arizona	100.0	43.9	24.3	31.8
Arkansas	100.0	54.8	27.3	17.9
California	100.0	45.2	23.0	31.9
Colorado	100.0	52.3	23.4	24.3
Connecticut	100.0	47.0	28.3	24.7
Delaware	100.0	53.5	22.0	24.5
District of Columbia	100.0	49.1	17.4	33.5
Florida	100.0	51.6	24.3	24.1
Georgia	100.0	48.3	29.2	22.5
Hawaii	100.0	33.8	17.0	49.3
Idaho	100.0	42.8	30.3	27.0
Illinois	100.0	49.6	28.6	21.8
Indiana	100.0	52.4	29.3	18.2
Iowa	100.0	49.7	28.7	21.5
Kansas	100.0	46.8	29.2	23.9
Kentucky	100.0	52.1	28.5	19.4
Louisiana	100.0	52.4	22.0	25.6
Maine	100.0	48.2	29.3	22.5
Maryland	100.0	49.3	23.2	27.5
Massachusetts	100.0	45.5	24.4	30.2
Michigan	100.0	51.4	27.5	21.1
Minnesota	100.0	46.0	28.7	25.3
Mississippi	100.0	50.6	26.7	22.7
Missouri	100.0	48.5	31.9	19.5
Montana	100.0	44.2	27.2	28.6
Nebraska	100.0	47.2	31.1	21.7
Nevada	100.0	43.2	24.5	32.3
New Hampshire	100.0	43.7	29.9	26.4
New Jersey	100.0	47.7	30.4	22.0
New Mexico	100.0	49.3	22.9	27.8
New York	100.0	49.2	24.7	26.0
North Carolina	100.0	55.2	25.0	19.9
North Dakota	100.0	56.2	25.5	18.3
Ohio	100.0	52.9	30.3	16.7
Oklahoma	100.0	53.6	26.6	19.8
Oregon	100.0	48.7	24.3	27.0
Pennsylvania	100.0	50.1	29.0	20.9
Rhode Island	100.0	57.6	20.6	21.8
South Carolina	100.0	53.5	24.3	22.1
South Dakota	100.0	51.8	24.2	24.0
Tennessee	100.0	51.2	26.8	22.0
Texas	100.0	50.0	28.2	21.8
Utah	100.0	42.1	29.0	28.8
Vermont	100.0	40.3	25.3	34.4
Virginia	100.0	50.5	27.2	22.4
Washington	100.0	51.6	28.1	20.4
West Virginia	100.0	55.8	27.9	16.4
Wisconsin	100.0	48.5	29.6	21.9
Wyoming	100.0	52.1	30.2	17.7

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

Demographics of the 2023 ESP Work Force, by Career Family

Demographics by Career Family Total ESP

Tables 12-1a and 12-1b present distributions of descriptive variables of the national ESP work force, by career family.

- Transportation has the highest average age among the nation's ESP, and technical services the lowest; see *Figure 12-1*.
- Female ESP predominate among food services, clerical services, health and student services, and paraeducator ESP, while the trades, security services, custodial, and technical services career families are disproportionately male. The distribution by sex among transportation services ESP is nearly equal; see *Figure 12-2*.
- In three career families, over 45 percent of male ESP are under 35 years of age, while female ESP in seven career families are most likely to be between the ages of 35 and 54. This gender difference might reflect the concentration of older women in permanent positions, and the concentration of younger male students in temporary positions.
- The largest shares of non-white ESP are found in the security, food services, and custodial career families; the lowest proportions are in technical services and skilled trades.
- Around 94 percent of skilled trades and technical services ESP have household incomes of \$45,000 or higher, compared to 74 percent of food services ESP.
- In every career family at least 65 percent of ESP have household incomes twice the poverty level or higher; however, 12 percent of food services ESP live in poverty.
- The highest proportion of ESP participating in SNAP is among the food services career family, at 18 percent; the lowest shares are among technical services, and skilled trades at under seven percent.
- Technical and health and student services ESP lead in shares with college degrees. Custodial and food services ESP have the highest proportions that have not completed high school; see *Figure 12-3*.
- In every career family, at least 50 percent of ESP are married; paraeducators and technical services, with the youngest average ages, have the highest proportions of single people.
- Food services ESP work the fewest hours, with 34 percent working fewer than 30 hours per week; 89 percent of skilled trades and 83 percent of custodial services ESP work 40 or more hours per week; see *Figure 12-4*.

Figure 12-1
Average Age of the Total ESP Work Force,
by Career Family: 2023

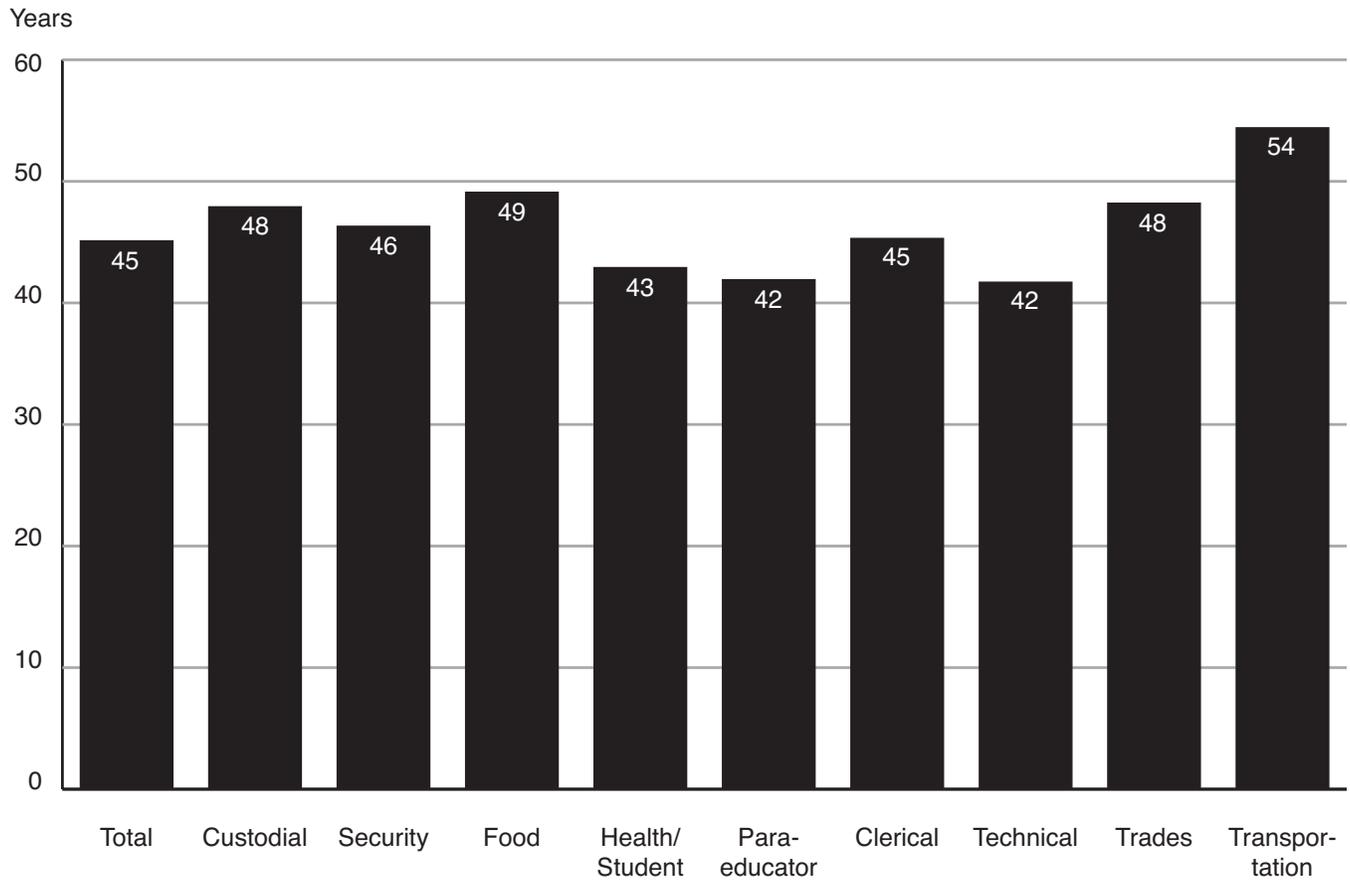


Figure 12-2
Distribution of the Career Families of the Total ESP Work Force,
by Sex: 2023

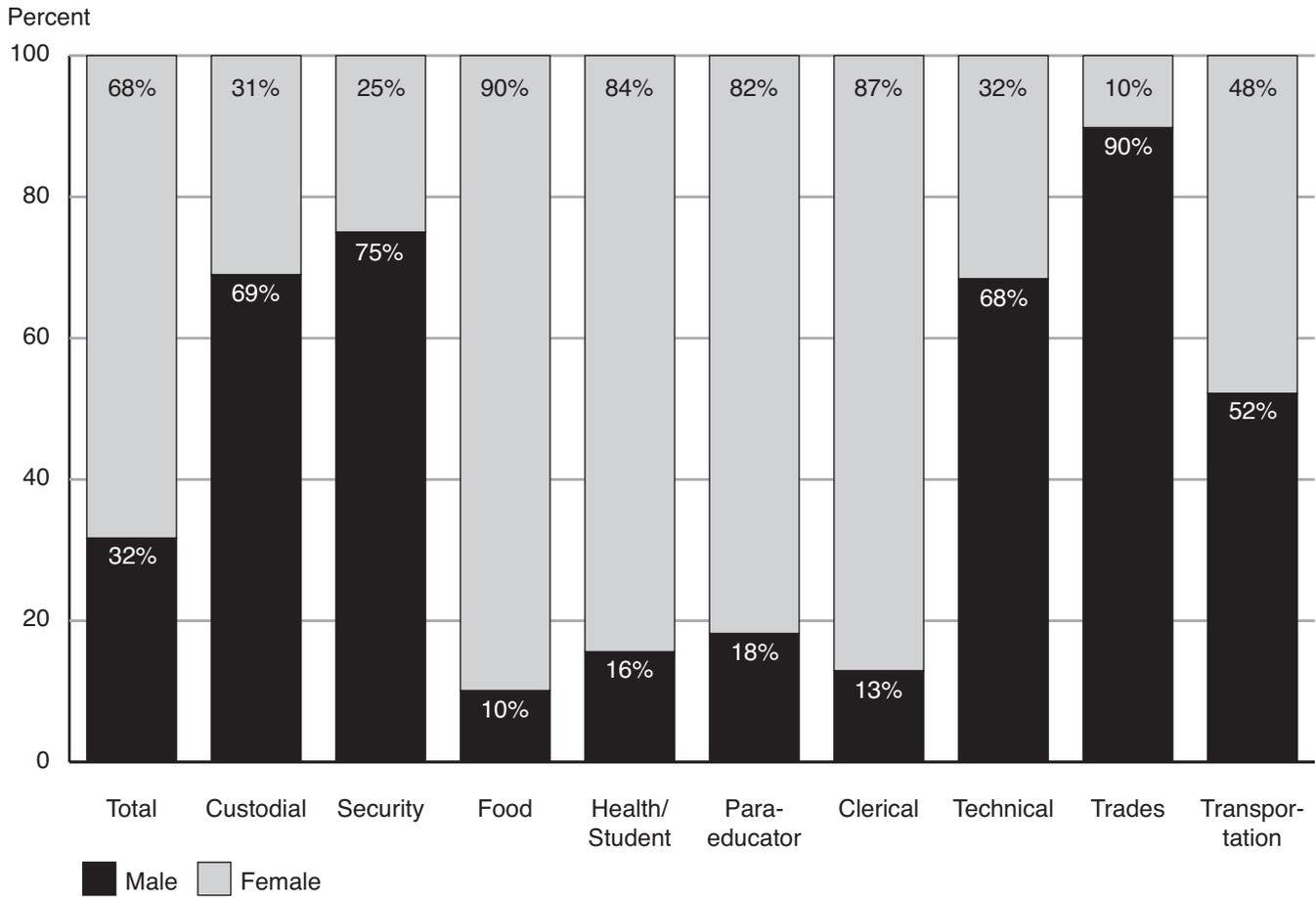


Figure 12-3
Educational Attainment of the Total ESP Work Force,
by Career Family: 2023

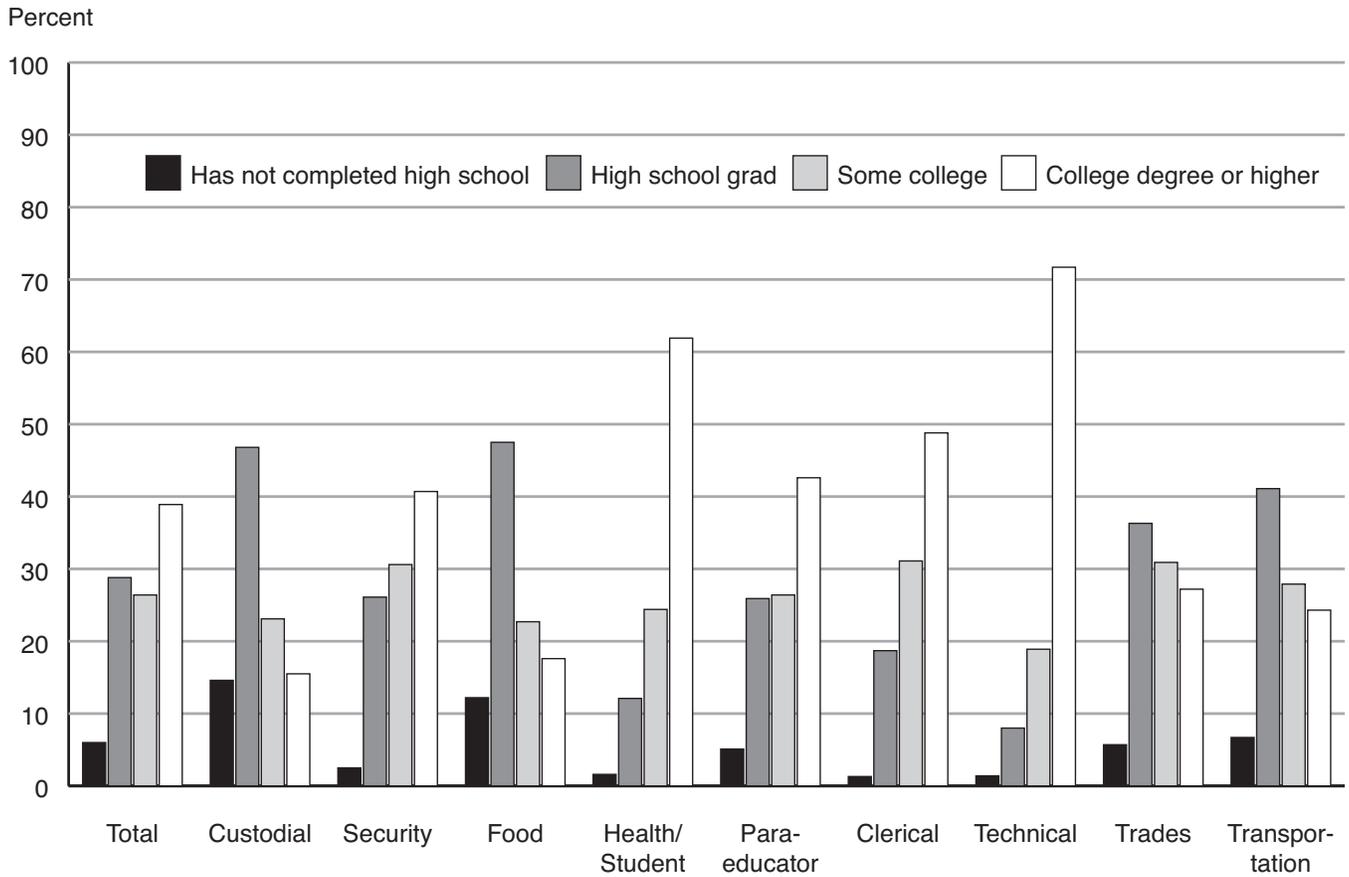


Figure 12-4
Hours Worked per Week for the Total ESP Work Force,
by Career Family: 2023

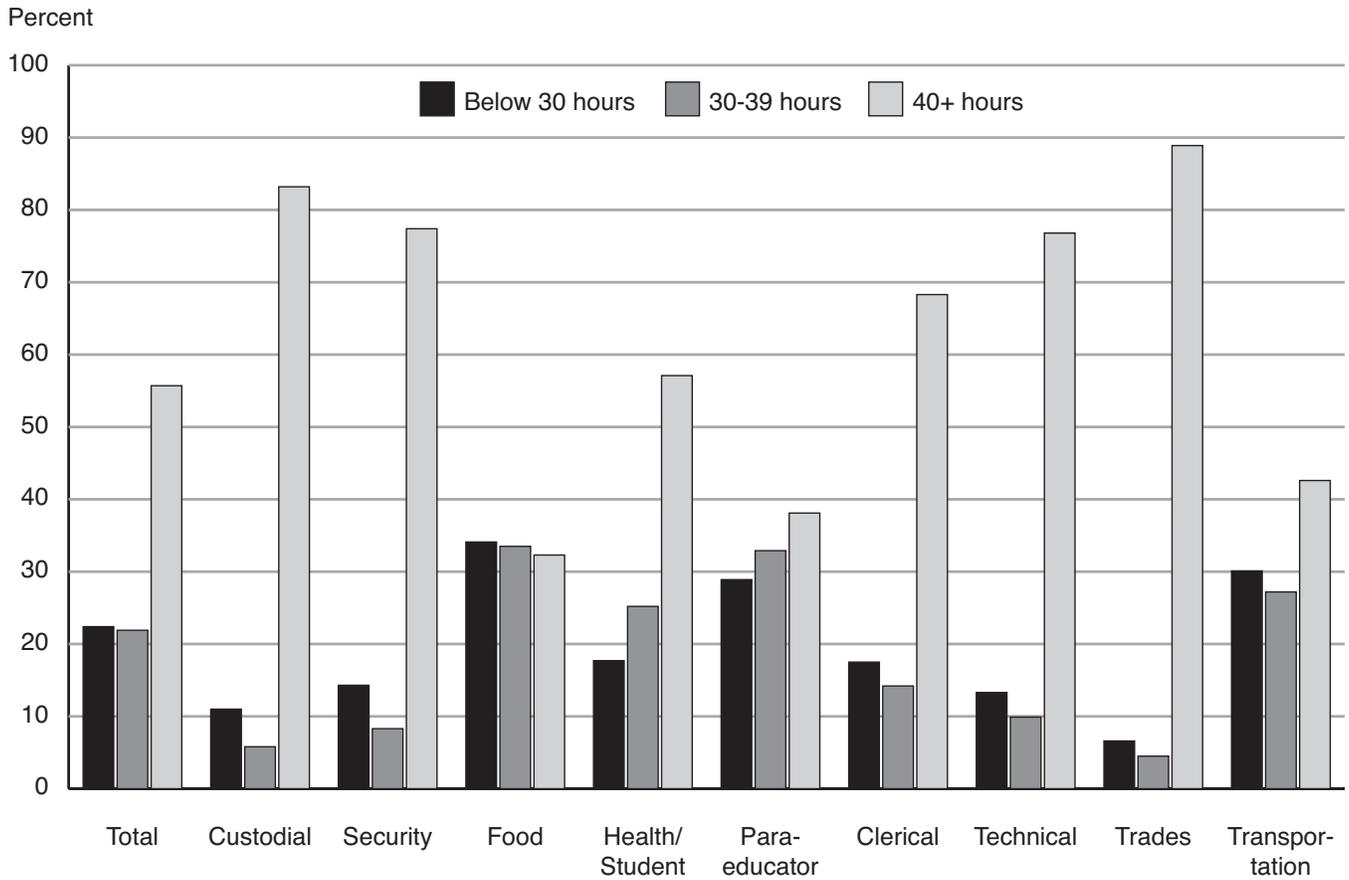


Table 12-1a (Counts)
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	3,076,517	432,290	63,997	261,537	72,334	1,123,105	655,876	206,678	69,395	191,305
Age										
15-24	405,957	40,959	4,958	16,077	6,623	213,894	85,393	28,845	4,262	4,946
25-34	463,345	52,655	10,501	25,663	16,292	209,216	87,157	40,283	7,927	13,651
35-44	544,335	64,673	11,693	48,536	17,183	200,280	116,839	47,987	13,063	24,081
45-54	660,116	97,152	16,112	66,595	15,059	207,481	153,679	45,981	17,846	40,211
55-64	740,107	138,479	15,199	75,340	13,161	212,963	164,227	35,100	21,070	64,568
65+	262,657	38,372	5,534	29,326	4,016	79,271	48,581	8,482	5,227	43,848
Average	45.1	47.9	46.3	49.1	42.9	41.9	45.3	41.7	48.2	54.4
Sex										
Male	976,704	298,393	48,012	26,437	11,258	204,142	84,837	141,353	62,340	99,932
Female	2,099,813	133,897	15,985	235,100	61,076	918,963	571,039	65,325	7,055	91,373
Male										
15-34	333,409	67,356	11,573	11,943	4,040	126,838	42,437	49,119	9,250	10,853
35-54	338,100	110,338	20,200	8,644	5,096	43,756	28,476	66,576	28,426	26,588
55+	305,195	120,699	16,239	5,850	2,122	33,548	13,924	25,658	24,664	62,491
Female										
15-34	535,893	26,258	3,886	29,797	18,875	296,272	130,113	20,009	2,939	7,744
35-54	866,351	51,487	7,605	106,487	27,146	364,005	242,042	27,392	2,483	37,704
55+	697,569	56,152	4,494	98,816	15,055	258,686	198,884	17,924	1,633	45,925
Race										
White	1,779,739	232,288	27,172	136,188	40,757	640,553	404,892	132,896	44,182	120,811
Black	429,283	70,173	19,502	44,625	8,801	147,445	79,762	16,613	7,857	34,505
Asian	142,033	12,662	876	14,509	3,911	63,666	24,140	17,980	1,540	2,749
Hispanic	596,311	99,013	13,653	57,179	15,162	221,829	120,907	29,730	13,022	25,816
Nat Amer	21,800	3,400	584	1,930	653	8,627	4,081	576	266	1,683
Nat HI/PI	4,513	570	271	215	128	1,960	921	117	64	267
2+ Races	102,838	14,184	1,939	6,891	2,922	39,025	21,173	8,766	2,464	5,474
Male										
Total	976,704	298,393	48,012	26,437	11,258	204,142	84,837	141,353	62,340	99,932
White	554,501	172,436	21,990	11,806	6,100	101,112	45,321	91,377	40,280	64,079
Black	140,872	44,507	13,309	4,968	1,190	33,157	13,523	8,920	6,484	14,814
Asian	55,636	8,402	700	2,417	1,039	21,724	5,992	11,965	1,246	2,151
Hispanic	180,694	60,147	9,738	5,883	2,443	37,497	16,250	22,205	11,739	14,792
Nat Amer	7,042	2,360	500	332	111	1,564	493	351	221	1,110
Nat HI/PI	1,540	462	248	10	0	571	6	50	64	129
2+ Races	36,419	10,079	1,527	1,021	375	8,517	3,252	6,485	2,306	2,857
Female										
Total	2,099,813	133,897	15,985	235,100	61,076	918,963	571,039	65,325	7,055	91,373
White	1,225,238	59,852	5,182	124,382	34,657	539,441	359,571	41,519	3,902	56,732
Black	288,411	25,666	6,193	39,657	7,611	114,288	66,239	7,693	1,373	19,691
Asian	86,397	4,260	176	12,092	2,872	41,942	18,148	6,015	294	598
Hispanic	415,617	38,866	3,915	51,296	12,719	184,332	104,657	7,525	1,283	11,024
Nat Amer	14,758	1,040	84	1,598	542	7,063	3,588	225	45	573
Nat HI/PI	2,973	108	23	205	128	1,389	915	67	0	138
2+ Races	66,419	4,105	412	5,870	2,547	30,508	17,921	2,281	158	2,617

Table 12-1a (Counts) continued
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	3,076,517	432,290	63,997	261,537	72,334	1,123,105	655,876	206,678	69,395	191,305
HHL Total Income										
N.A.*	102,687	5,200	1,222	4,935	1,978	51,869	31,684	3,930	926	943
< \$15,000	68,383	6,962	842	9,504	1,053	30,254	10,958	3,700	408	4,702
\$15,000-\$24,999	97,633	11,686	1,024	16,431	1,259	48,595	9,320	2,693	670	5,955
\$25,000-\$34,999	138,416	22,725	1,689	20,564	2,254	61,431	16,477	1,852	975	10,449
\$35,000-\$44,999	162,516	29,835	2,929	20,210	2,664	61,426	25,193	4,803	2,247	13,209
\$45,000-\$54,999	175,135	30,582	3,350	17,695	3,394	60,558	34,989	7,492	3,623	13,452
\$55,000-\$74,999	357,207	63,287	4,952	34,044	5,883	125,533	67,520	18,900	9,290	27,798
\$75,000 +	1,974,540	262,013	47,989	138,154	53,849	683,439	459,735	163,308	51,256	114,797
Average	\$122,860	\$109,918	\$141,422	\$98,544	\$146,341	\$121,366	\$135,898	\$149,668	\$131,571	\$103,852
Poverty Level										
N.A.*	101,082	5,096	1,222	4,771	1,978	50,848	31,584	3,835	870	878
Below Pov Lvl	221,833	23,064	2,715	30,877	2,979	105,411	32,614	9,517	2,010	12,646
100-149%	206,349	31,350	2,638	29,250	4,175	97,060	23,720	3,007	1,938	13,211
150-199%	250,122	45,228	4,253	29,553	3,642	105,470	33,662	6,888	3,696	17,730
200+%	2,297,131	327,552	53,169	167,086	59,560	764,316	534,296	183,431	60,881	146,840
SNAP Benefits**										
Receives SNAP	343,408	54,073	5,997	47,587	6,660	141,392	50,101	10,167	4,359	23,072
Education										
0-11 Years	183,640	63,130	1,626	31,878	1,177	57,544	8,739	2,843	3,924	12,779
HS Grad	886,338	202,237	16,728	124,223	8,744	291,367	122,717	16,447	25,187	78,688
Some College	810,780	100,004	19,586	59,406	17,629	296,092	204,152	39,147	21,412	53,352
Assoc Degree	380,945	32,896	8,331	23,116	11,656	147,147	96,416	28,770	10,778	21,835
College Grad +	814,814	34,023	17,726	22,914	33,128	330,955	223,852	119,471	8,094	24,651
Marital Status										
Married	1,668,872	232,348	35,579	149,234	40,945	562,460	368,597	112,160	45,444	122,105
Widowed, Divorced, Separated	478,444	75,200	9,128	54,472	10,803	148,979	107,186	21,969	9,810	40,897
Single	929,201	124,742	19,290	57,831	20,586	411,666	180,093	72,549	14,141	28,303
Relationship										
Householder	1,514,130	208,791	31,824	132,845	39,304	483,648	348,592	117,019	38,027	114,080
Spouse	818,734	116,577	16,601	81,479	19,376	295,216	170,299	44,165	21,585	53,436
Child, Other***	743,653	106,922	15,572	47,213	13,654	344,241	136,985	45,494	9,783	23,789
Usual Hrs										
1-29	687,819	47,586	9,173	89,202	12,811	324,847	114,466	27,551	4,546	57,637
30-34	278,102	11,819	2,541	46,552	6,738	156,645	19,667	4,741	1,000	28,399
35-39	397,370	13,315	2,735	41,147	11,507	213,557	73,459	15,746	2,148	23,756
40-44	1,502,063	328,220	40,767	74,340	33,630	361,523	405,388	138,433	55,663	64,099
45+	211,163	31,350	8,781	10,296	7,648	66,533	42,896	20,207	6,038	17,414
Average	34.5	38.1	38.3	30.9	36.1	32.2	35.9	37.4	39.2	33.0

* Not Ascertained: not included in the percentage calculations.

** Supplemental Nutrition Assistance Program, formerly known as Food Stamps

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

Table 12-1b (Percentages)
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Age										
15-24	13.2	9.5	7.7	6.1	9.2	19.0	13.0	14.0	6.1	2.6
25-34	15.1	12.2	16.4	9.8	22.5	18.6	13.3	19.5	11.4	7.1
35-44	17.7	15.0	18.3	18.6	23.8	17.8	17.8	23.2	18.8	12.6
45-54	21.5	22.5	25.2	25.5	20.8	18.5	23.4	22.2	25.7	21.0
55-64	24.1	32.0	23.7	28.8	18.2	19.0	25.0	17.0	30.4	33.8
65+	8.5	8.9	8.6	11.2	5.6	7.1	7.4	4.1	7.5	22.9
Sex										
Male	31.7	69.0	75.0	10.1	15.6	18.2	12.9	68.4	89.8	52.2
Female	68.3	31.0	25.0	89.9	84.4	81.8	87.1	31.6	10.2	47.8
Male										
15-34	34.1	22.6	24.1	45.2	35.9	62.1	50.0	34.7	14.8	10.9
35-54	34.6	37.0	42.1	32.7	45.3	21.4	33.6	47.1	45.6	26.6
55+	31.2	40.4	33.8	22.1	18.8	16.4	16.4	18.2	39.6	62.5
Female										
15-34	25.5	19.6	24.3	12.7	30.9	32.2	22.8	30.6	41.7	8.5
35-54	41.3	38.5	47.6	45.3	44.4	39.6	42.4	41.9	35.2	41.3
55+	33.2	41.9	28.1	42.0	24.6	28.1	34.8	27.4	23.1	50.3
Race										
White	57.8	53.7	42.5	52.1	56.3	57.0	61.7	64.3	63.7	63.2
Black	14.0	16.2	30.5	17.1	12.2	13.1	12.2	8.0	11.3	18.0
Asian	4.6	2.9	1.4	5.5	5.4	5.7	3.7	8.7	2.2	1.4
Hispanic	19.4	22.9	21.3	21.9	21.0	19.8	18.4	14.4	18.8	13.5
Nat Amer	0.7	0.8	0.9	0.7	0.9	0.8	0.6	0.3	0.4	0.9
Nat HI/PI	0.1	0.1	0.4	0.1	0.2	0.2	0.1	0.1	0.1	0.1
2+ Races	3.3	3.3	3.0	2.6	4.0	3.5	3.2	4.2	3.6	2.9
Male										
White	56.8	57.8	45.8	44.7	54.2	49.5	53.4	64.6	64.6	64.1
Black	14.4	14.9	27.7	18.8	10.6	16.2	15.9	6.3	10.4	14.8
Asian	5.7	2.8	1.5	9.1	9.2	10.6	7.1	8.5	2.0	2.2
Hispanic	18.5	20.2	20.3	22.3	21.7	18.4	19.2	15.7	18.8	14.8
Nat Amer	0.7	0.8	1.0	1.3	1.0	0.8	0.6	0.2	0.4	1.1
Nat HI/PI	0.2	0.2	0.5	0.0	0.0	0.3	0.0	0.0	0.1	0.1
2+ Races	3.7	3.4	3.2	3.9	3.3	4.2	3.8	4.6	3.7	2.9
Female										
White	58.3	44.7	32.4	52.9	56.7	58.7	63.0	63.6	55.3	62.1
Black	13.7	19.2	38.7	16.9	12.5	12.4	11.6	11.8	19.5	21.6
Asian	4.1	3.2	1.1	5.1	4.7	4.6	3.2	9.2	4.2	0.7
Hispanic	19.8	29.0	24.5	21.8	20.8	20.1	18.3	11.5	18.2	12.1
Nat Amer	0.7	0.8	0.5	0.7	0.9	0.8	0.6	0.3	0.6	0.6
Nat HI/PI	0.1	0.1	0.1	0.1	0.2	0.2	0.2	0.1	0.0	0.2
2+ Races	3.2	3.1	2.6	2.5	4.2	3.3	3.1	3.5	2.2	2.9

Table 12-1b (Percentages) continued
Total ESP Work Force by Career Family, by Demographic,
Socioeconomic, and Labor Force Characteristics: 2023

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para- educator	Clerical	Technical	Skilled Trades	Transpor- tation
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HHLI Total Income										
< \$15,000	2.3	1.6	1.3	3.7	1.5	2.8	1.8	1.8	0.6	2.5
\$15,000-\$24,999	3.3	2.7	1.6	6.4	1.8	4.5	1.5	1.3	1.0	3.1
\$25,000-\$34,999	4.7	5.3	2.7	8.0	3.2	5.7	2.6	0.9	1.4	5.5
\$35,000-\$44,999	5.5	7.0	4.7	7.9	3.8	5.7	4.0	2.4	3.3	6.9
\$45,000-\$54,999	5.9	7.2	5.3	6.9	4.8	5.7	5.6	3.7	5.3	7.1
\$55,000-\$74,999	12.0	14.8	7.9	13.3	8.4	11.7	10.8	9.3	13.6	14.6
\$75,000 +	66.4	61.3	76.4	53.8	76.5	63.8	73.7	80.5	74.9	60.3
Poverty Level										
Below Pov Lvl	7.5	5.4	4.3	12.0	4.2	9.8	5.2	4.7	2.9	6.6
100-149%	6.9	7.3	4.2	11.4	5.9	9.1	3.8	1.5	2.8	6.9
150-199%	8.4	10.6	6.8	11.5	5.2	9.8	5.4	3.4	5.4	9.3
200+%	77.2	76.7	84.7	65.1	84.7	71.3	85.6	90.4	88.8	77.1
SNAP Benefits*										
Receives SNAP	11.2	12.5	9.4	18.2	9.2	12.6	7.6	4.9	6.3	12.1
Education										
0-11 Years	6.0	14.6	2.5	12.2	1.6	5.1	1.3	1.4	5.7	6.7
HS Grad	28.8	46.8	26.1	47.5	12.1	25.9	18.7	8.0	36.3	41.1
Some College	26.4	23.1	30.6	22.7	24.4	26.4	31.1	18.9	30.9	27.9
Assoc Degree	12.4	7.6	13.0	8.8	16.1	13.1	14.7	13.9	15.5	11.4
College Grad +	26.5	7.9	27.7	8.8	45.8	29.5	34.1	57.8	11.7	12.9
Marital Status										
Married	54.2	53.7	55.6	57.1	56.6	50.1	56.2	54.3	65.5	63.8
Widowed, Divorced, Separated	15.6	17.4	14.3	20.8	14.9	13.3	16.3	10.6	14.1	21.4
Single	30.2	28.9	30.1	22.1	28.5	36.7	27.5	35.1	20.4	14.8
Relationship										
Householder	49.2	48.3	49.7	50.8	54.3	43.1	53.1	56.6	54.8	59.6
Spouse	26.6	27.0	25.9	31.2	26.8	26.3	26.0	21.4	31.1	27.9
Child, Other**	24.2	24.7	24.3	18.1	18.9	30.7	20.9	22.0	14.1	12.4
Usual Hrs										
1-29	22.4	11.0	14.3	34.1	17.7	28.9	17.5	13.3	6.6	30.1
30-34	9.0	2.7	4.0	17.8	9.3	13.9	3.0	2.3	1.4	14.8
35-39	12.9	3.1	4.3	15.7	15.9	19.0	11.2	7.6	3.1	12.4
40-44	48.8	75.9	63.7	28.4	46.5	32.2	61.8	67.0	80.2	33.5
45+	6.9	7.3	13.7	3.9	10.6	5.9	6.5	9.8	8.7	9.1

* Supplemental Nutrition Assistance Program, formerly known as Food Stamps

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