

Trends Impacting Latinos in the Workplace

In 10 Minutes or Less!

Thursday, December 6, 2007

Illinois Legislative Latino Caucus Foundation



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

**Neutral Third Party
Research & Consulting Firm
Specializing on Latino Issues,
The ITIN Mortgage Market,
Workforce Trends
& Other Content Areas**



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

**With Our Limited Time,
Let's Have a Fun
Pop Quiz!**

**Shout Out True or False
for These Questions!**



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

True or False?

1. The Latino population is large and growing in Illinois. Major urban hubs such as Chicago are where Latinos are concentrated; workforce efforts should be primarily focused there.



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

Business Week

March 15, 2004

“Belief that the 39 million Hispanic immigrants will drive growth in the U.S. population and workforce”

“Latinos – the nation's largest minority”



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

Title: Latinos by the Numbers

Author: Alexia Elejalde-Ruiz, RedEye

Date: October 23, 2007

“With the third largest Latino population in the country, the Chicago area is no stranger to the Hispanic forces that have reshaped the nation”



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

- **High Growth throughout Illinois**
 - **Major growth in suburbs**
- **Towns and rural areas also seeing high growth rates**
- **Generally a young population with large families**



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

- But NOT necessarily in Chicago, cities or other traditional ports of entry



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

True or False?

**2. Latino population is homogeneous;
group faces similar issues in the
workplace**



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

- **NOT necessarily homogenous**

- **Time in US**

- **Citizenship and place of birth**

- **Education and income levels**

- **Culture**

- **Type of employment and wage level**



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

Latino immigrants have moved from low-wage jobs into middle-income employment over the past decade, according to a study released in 2007 by the Pew Hispanic Center, which attributed a portion of the shift to the boom in the construction industry – a source of employment for millions of foreign-born workers.



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

**There were 42% percent of foreign-born
Latino workers earning less than \$8.50 in
1995**

Compared to...

**36% percent of foreign-born Latino workers
earning less than \$8.50 in
2005**



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

True or False?

3. Education is a workforce issue for the entire population. While it is certainly an issue for Latinos, it is not that much more of an issue for them than it is for everyone.



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

True or False?

Many Latinos are indeed doing very, very well, but with the influx of new immigrant workers, 7 out of 10 overall have a high school degree or below.



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

True or False?

4. Health insurance is a dire issue for many, many people in this country.

While it is certainly an issue for Latinos, it is not that much more of an issue for them than it is for everyone.



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

- **57% of Latinos do not have employer-provided insurance**
- **Not as aware of publicly supported programs, such as All Kids**
- **Less likely to know or push for benefits**
- **More likely to have workplace safety issues**



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

True or False?

5. Because of long-time active lobbying and organizing among Latinos, government-funded jobs reflect pretty close to a fair share of the presence of Latinos in Illinois today



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

Chicago Sun-Times

Title: Minority hiring under Blagojevich short of goals – Hispanics comprise 3% of state workers but 12% of population

Date: April 12, 2004



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

“A 24-year-old regulation says state employees should reflect Illinois’ racial make-up. But to reach that goal, agencies under Blagojevich would need four times as many Hispanics on their payrolls. Hispanics, the fastest-growing ethnic group in Illinois, make up 12 percent of the population.”



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

Chicago Tribune

Title: Zoo, garden lack diverse staff...Blacks, Hispanics make up tiny part of full-time workers

January 6, 2006



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

"I think that those numbers are pathetic," Commissioner Roberto Maldonado (D-Chicago) said. "A quarter of their budget is paid for by the taxpayers of the county, so therefore we have the right to demand from them ... [a] fair chance to Hispanics and African-Americans to work in those institutions."



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

True or False?

6. We have high growth in service sector jobs but they are not high paying, so we should concentrate instead on advances for Latinos and other good paying manufacturing jobs



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

**Service sector jobs are a reality we
need to respond to.**



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

What can be done?

-Education

-Training

-Employer assisted housing

Employer-based services (such as the Center for Economic Progress Chicago Supports Workers project)

-More alliances with other minority groups

-Pressure to meet diversity goals with friendly and practical assistance to help make that happen



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com

Trends Impacting Latinos in the Workplace

In 10 Minutes or Less!

Thursday, December 6, 2007

Illinois Legislative Latino Caucus Foundation



MARI GALLAGHER

RESEARCH & CONSULTING GROUP

312-339-0640

mari@marigallagher.com