What are the Ages of the Oldest and Youngest Employees?: An Analysis of Age by Occupation[1]

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Abstract

Although occupations of older workers have been studied in the past, research on occupations did not consider age composition. This research will look at the age distribution of the occupations of employed United States residents aged 16 and over by age group, exploring how the age distribution varies by sex and by part-time and full-time status. This analysis used 3-year American Community Survey (ACS) data. We identify 41 occupation groups, and examine the 10th and 90th age percentiles according to sex and part-time, full-time status. While occupation patterns are influenced by shifts in the global economy, variations in the age distribution may be affected by characteristics of each occupation, education requirements, and pay.

A wide range of occupations have an older workforce including those with higher or lower pay, more or less education requirements, and those that have more or less prestige. Women have an older age distribution in occupations primarily filled by women, such as office and administrative support workers. Finally, the age distribution is wider for part-time employees for most occupations, which may indicate that older employees are likely to remain or transition from full-time to part-time employment in their later years.

[1] Disclaimer: This report is released to inform interested parties of research and to encourage discussion. The views expressed on statistical issues are those of the author and not necessarily those of the U.S. Census Bureau.

BACKGROUND

The association between age and labor force patterns is well documented. Overall, labor force participation for older men and women has increased between 2000 and 2010 (West, Cole, Goodkind, and He., 2014). Among factors associated with increased labor force participation is higher educational attainment (Shattuck, 2010; Munnell, 2011; Johnson and Mommaerts, 2010). There is also research that supports the theory that many older people who remain in the labor force have transitioned to part-time work. West and colleagues found that the share of people working part-time increases with rising age (West et al., 2014). Before officially retiring, a large proportion of older people transition into part-time and/or part-year "bridge jobs," which are often in a different industry or occupation (Macunovich, 2009; Johnson, Kawachi, and Lewis, 2009). Some reasons older people choose to switch careers include poor health, an inability to find a job in their prior field, and out of a yearning to try something new (Johnson, Kawachi, and Lewis, 2009). Some employers offer phased retirement, including an option to work part time, in order to retain older workers (Eyster, Johnson, and Toder, 2008).

Researchers have studied the relationship between occupation and some demographic characteristics. For instance, research on occupation for women and men is well documented. Certain types of work are considered "women's work," especially those that are centered on caring for others, with nursing being a very "female" type of job (Hull, 1997; Gamarnikow, 2013). Jobs identified as being "women's work" center on childcare, caring for the old and sick, and teaching (Hull, 1997). During World War II, women's employment expanded, but mainly in areas such as nursing, teaching, cleaning and catering, clerical work, and social work (Beechey, 2013). Among women who were planning on re-entering the labor market after a career break to raise children, most planned to pursue careers in fields other than where they worked previously, with many planning to enter female dominated professions (Lovejoy and Stone, 2012). Reasons for this career change include negative experience in family inflexible occupations and having to adapt to increased involvement in their community and as a mother.

Research on occupation and age is fairly sparse, with much of prior research focusing on a particular age group. Given the wide variation in labor force participation among the older population and variations in physical and educational requirements of different occupations, the age distribution within each occupation is also likely to vary. Researchers found that people

working in manufacturing and construction industries tended to retire earlier (Juhn and McCue, 2012). While they argue that these trends "lend[] credence to the theory that physically demanding jobs may contribute to earlier retirement," there is a wide variety of work tasks that people do in each industry, where some jobs are less physically demanding than others (e.g., a secretary versus the tasks of operating a jackhammer). The only way to examine whether older people work in less physically demanding jobs is to analyze the type of work they do, as proxied by occupation. While there have been a few studies on occupation and older age, these have focused on the types of work among an older sample. One study, using 2011 Current Population Survey annual averages, found that among the 29 million employees aged 55 and over, 42 percent work in management or professional jobs, 24 percent work in sales and office jobs; while 14 percent work in service jobs, including healthcare support, protective service, and food preparation (Hayutin, Beals, and Borges, 2013). Another study, using 2010 American Community Survey data, identified the 10 occupations with the highest concentrations of older workers aged 55 and over (Fogg and Harrington, 2012). These occupations span the skill and ability spectrum including cab driver, chauffer, chief executive, and dentist.

While prior research on occupation and age focused on the type of employment among an older sample, there is a lack of research on the age composition of people working in different occupations. Instead of looking at where older people work and isolating my research sample to the older population, this research considers the full age composition for different occupations. Instead of reporting only the median age, as some researchers have, this research focuses on the 90th and 10th percentiles, and thus gives us a better idea of the oldest and youngest workers in a particular occupation. This descriptive approach will add to the literature and provide a greater understanding of the relationship between age and occupation, and how that varies by sex and work hours.

Research Questions

1. What is the relationship between age and different types of work?
2. How does the relationship between age and occupation differ for men and women?
3. How is the relationship between age and occupation mitigated by full-time or part-time status?

Data and Methods

This research uses the full microdata file from the 3-year 2010-2012 American Community Survey sample. This ACS 3-year file provides detailed demographic, social, economic, and housing data obtained from 6.7 million un-weighted and 140.9 million weighted civilian workers aged 16 and over obtained over a 3-year period (2010-2012). This universe was selected to include everyone who was currently employed at the time of survey, excluding those in active duty military service. The larger sample size of the ACS multiyear file is ideal for this research, as it makes it possible to test statistical differences in the 41 detailed and aggregated occupation categories included in this research. Occupations were chosen to explore differences at a more detailed occupation level. These occupations were chosen as they may have some distinct work characteristics (e.g., physical intensity, locale, etc.), while still retaining a large enough sample size within each occupation.

This is a descriptive study, examining age patterns by occupation. Specifically, this research explores the basic age patterns in occupations, how these age distributions differ for men and women, and how age distributions differ for part-time and full-time work status. For this research, I measure the 90th and 10th percentiles of age, in years, of workers by occupation. I use these values to compare occupations' age composition at the extremes- the ages of the oldest 10 percent of workers and of the youngest 10 percent of workers. This research will also examine how wide or narrow the age distribution is for different occupations. For example, for engineers, the 90th percentile is 60 and the 10th percentile is 27, so an occupation with a 10th percentile that is less than age 27 and a 90th percentile over age 60 may reflect a wider age distribution. A narrower age distribution would have a 10th percentile greater than 27 and a 90th percentile less than age 60.

There are limitations in this methodology, including the inability to look at causation or to draw conclusions about how long older people worked in an occupation. Despite these limitations, this methodology does allow us to get a basic understanding of the age distribution by occupation.

This research includes three characteristics. The first is "type of work" and includes 41 occupations, which collectively span every civilian occupation type (e.g., management occupations, physicians and surgeons, bus drivers, and construction and extraction occupations,

etc.). Occupation is used as a proxy for the specific kinds of work activities an individual may perform on the job. See Table 1 for detailed descriptions of each occupation category included in this research. Given the well-known differences in work patterns by sex (Landivar, 2013; Fronczek and Johnson, 2003), I also compare the age composition of occupations for men and women. Finally, I examine differences by work hours in two categories, part time, if a person usually worked fewer than 35 hours per week in the past 12 months, and full time, if a person worked 35 or more hours per week in the past 12 months. The sample includes people who worked anytime during the previous year.

Results

Age by Occupation:

While among the civilian employed population, 10 percent were over age 60.5 and 10 percent were under age 23.6, ages at the 90th and 10th percentile differ according to the type of work that people do. The ages of the oldest 10 percent of employees were *older* in some occupations than for the overall workforce, such as judges, magistrates and other judicial workers, physicians and surgeons, social scientists, post-secondary teachers, and bus drivers (Figure 1). In contrast, the oldest 10 percent of employees were *younger* in some occupations than for the overall workforce. Some examples include food preparation and serving related occupations, healthcare support except nursing, psychiatric, and home health aides, material moving occupations, and construction and extraction workers.

When comparing age distributions of employees across different types of occupations, we find interesting patterns. In health-related occupations the ages at the 90th and 10th percentiles for physicians and surgeons are 64.4 and 31.2, which are older than for other health related occupations including nursing, psychiatric, and home health aides (90th=59.9; 10th=22.9) and healthcare support occupations except nursing psychiatric, and home health aides (90th=56.8; 10th=23.1) (Figure 1). In legal occupations, the age distribution of judges, magistrates, and other judicial workers (90th=67.3; 10th =34.1) and lawyers and judicial law clerks (90th=64.3; 10th=30.5) is older at the 90th and 10th percentile than legal support workers (90th=60.4; 10th=26.0). The age distribution is older for bus drivers at the 90th and 10th percentile (90th=67.5; 10th =34.7) than for other transportation occupations (90th=62.0; 10th=26.7). In the final comparison, sales and related occupations have a wider age distribution (90th=61.1; 10th=20.9)

than construction and extraction workers (90th=57.9; 10th=25.3), and installation, maintenance and repair occupations (90th=59.2; 10th=25.4). The oldest 10 percent of workers are older in several occupations that have a relatively high education requirement and that may have less physically demanding work responsibilities (http://www.onetonline.org; Johnson et al., 2009).

Age by Occupation and Sex

Despite only minor differences between men and women in age distribution for the full U.S. employed population for several occupations there is a meaningful difference. Among office and administrative support occupations, the oldest women workers are older than the oldest men, with a 90th percentile of 61.5 years and 59.9 years, respectively (Figure 2). The oldest 10 percent of women are also older than men for librarians, curators, and archivists (90th=64.1 versus 62.8), and cooks (90th=60.4 versus 50.8). While the age at the 90th percentile is older for women than men for nursing, psychiatric, and home health aides, differences are small (90th=60.0 versus 59.0). In other occupations, the oldest 10 percent of male employees are older than female workers, such as lawyers and judicial law clerks (90th= 66.1 versus 58.4), engineers (90th= 60.9 versus 54.9), and bus drivers (90th= 69.8 versus 63.0).

Higher proportions of women in an occupation is not related to the age composition of the employees at the 90th percentile (Figure 2 and Figure 3). For example, despite an occupation composition where over 80 percent are women, age differences at the 90th percentile for childcare workers and healthcare support occupations are not statistically different between women and men (Figure 2; 90th=60.2 versus 60.4; 90th=56.8 versus 56.6). The percentage of women working in construction and extraction makes up only 2.6 percent of the occupation, yet age differences at the 90th percentile are not statistically different (58.1 versus 57.9).

Age by Occupation and Part-time or Full-time Status:

Part-time workers are older than full-time workers, for the overall workforce at the 90th percentile (64.3 compared with 59.7), and for the majority of occupations (Figure 4). For example, among protective service occupations, the oldest part-time workers are older than the oldest full-time workers, with a 90th percentile of 68.3 years and 57.8 years, respectively (Figure 4). We see the same pattern among social scientists (90th = 71.3 versus 62.7) and bus drivers (90th = 70.5 versus 63.9), as well as many other occupations. The two exceptions to the pattern

are for life, physical, and social science technicians and for food preparation and serving related occupations, where full-time employees are older than part-time workers (90th = 58.4 versus 55.4; 90th = 54.5 versus 51.2).

At the lower end, age at the 10th percentile is younger for part-time workers as compared with those working full-time, with a 10th percentile of 19.6 versus 26.2, and similar patterns among many occupations. For several occupations, part-time employees have a wider age distribution than full-time employees (Figure 4). For example, part-time protective service occupations have an older 90th percentile and younger 10th percentile than full-time protective service workers (90th=68.3; 10th=18.4 versus 90th=57.8; 10th =26.2). This same pattern is true for religious workers (90th=74.6; 10th=25.2 versus 90th=65.6; 10th =30.7) and office and administrative support (90th=65.0; 10th=19.9 versus 90th=60.2; 10th =25.7). Among bus drivers, the youngest part-time and full-time employees are older than for other transportation workers, with a 90th percentile of 34.8 versus 28.3 for full-time employees and 34.6 versus 21.2 for part-time employees. Full-time bus drivers are older at the 90th percentile than are other transportation employees (63.9 versus 60.4). While child care workers and other personal care and service employees have similar ages at the 90th percentile among full-time employees (59.8 versus 59.7)[2], among part-time employees, the age at the 90th percentile is younger for childcare workers (60.8 versus 64.7). For the overall workforce and for many occupations, the age distribution is wider for part-time employees than for full-time employees.

Discussion

Looking only at the ages of people in the workforce does not tell the whole story. Rather, the age composition varies greatly among different occupations. While men and women have a similar age distribution in the overall workforce, there are clear differences according to occupation. As consistent with prior research, this study found that the ages of the oldest workers are generally older for part-time employees than full-time employees.

Consistent with prior research, occupations composed of older workers have varying levels of required skills and education, work activities, and pay, from bus drivers to librarians, physicians,

[2] Differences are not statistically significant.

and judges. Prior research has found that people who changed jobs later in life tended to switch to jobs with less social standing and that paid less (Johnson et al., 2009). Our findings suggest that some of the older occupations may be those with higher pay and higher social standing (e.g., judges, physicians). Johnson and colleagues research also found there might be a preference for less physically demanding work later in life (2009). Similarly, among older occupations are those whose work responsibilities may be less physically demanding, such as office and administrative support occupations. In comparison, occupations that may be more physically demanding have a comparably younger workforce, such as construction and extraction occupations or material moving. People working in more physically intensive jobs may retire earlier or transition to less physically demanding work (Juhn and McCue, 2012; Johnson et al., 2009).

While prior research identified occupations that employ a high share of people aged 55 and over, these occupations were not among those with the oldest age composition. For example, while Hayutin, Beals and Borges found that management, sales, office and administrative support, healthcare support, and protective services are common occupations among those aged 55 and over, these occupations had a younger age at the 90th percentile than several other occupations in this study (2013). Food preparation and serving related occupations had the youngest age composition of all the occupations.

Age composition at the 90th percentile is not due to the share of women and men in a particular occupation, but is due to factors that are unique to each occupation. One factor that may contribute to differences is whether women have traditionally filled the jobs in an occupation. Since the older American workforce is likely composed of the Baby Boom and some Silent Generations, we would expect sex patterns at the 90th percentile to represent the workforce patterns of that generation.[3] If one considers work that was historically done by women, one might expect an older age distribution for women compared with men, while for occupations more historically filled by men, there would be an older age distribution among men. There appears to be some support for an age gap for men in occupations that appear to be traditionally "men's work," but the age gap for women in occupations that are traditionally viewed as

[3] The Silent Generation was born before and during World War II, in the mid-1920's through 1945. The Baby Boomers include people born from 1946 to 1964.

"women's work" is much less clear. While men have a large age gap among several occupations such as judges and physicians, there was a very small age gap among men and women for office and administrative support and nursing, occupations that have traditionally been considered "women's work" (Beechey, 2013; Gamarnikow, 2013).

In the overall workforce and in many occupations, part-time workers are older than full-time workers, possibly due to many transitioning from full-time to part-time employment in their later years. Similarly, as part-time workers are often younger than full-time workers, teenagers and people in their early 20s may be more likely to work part-time in their first job, before some choose to transition to full-time work.

By analyzing the age distribution of occupations, I found considerable variation. These patterns have implications for understanding which occupations may provide more viable work options for older workers.

Future Research

Having completed research on age composition of occupations has revealed where additional research is needed on the topic. While this research was able to make conjectures about the physical intensity of occupations, we cannot say decisively that there is a younger age distribution for people who do more physically intensive work. As of now it is not conclusive which occupations have more work tasks that require more physical labor and which occupations have fewer of these tasks. One could argue that some types of work are more physically intensive, such as construction work where one frequently uses a jackhammer, while others may argue that sales jobs where people must stand all day are also physically intensive. Others could argue that childcare workers have the most physically demanding occupation. Given the wide differences in what is colloquially considered "physically intensive," it would be very informative to rank the physical intensity of occupations, using a common standard or definition of what is considered physically straining. Along the same line of reasoning, we can make conjectures about how much income people receive who work in different occupations, however, within each occupation, the pay scale does vary. Pay can vary according to many characteristics, such as the specific position they were hired for, how long the employee has been working, work tasks in that occupation, and possibly by gender. By comparing the age

composition according to where employees fall on the pay scale, it would add useful information on the role that income plays in the decisions that older people make about whether to remain in a job or to retire. Currently, we can only guess at the relationship between physical intensity of occupation and age. Having a clear metric on the physical intensity of occupations would provide researchers with an ability to truly test how physical intensity impacts the work and retirement patterns of older workers. Similarly, understanding how pay scale varies within an occupation could help us better understand the role that money has when controlling better for the type of work people do.

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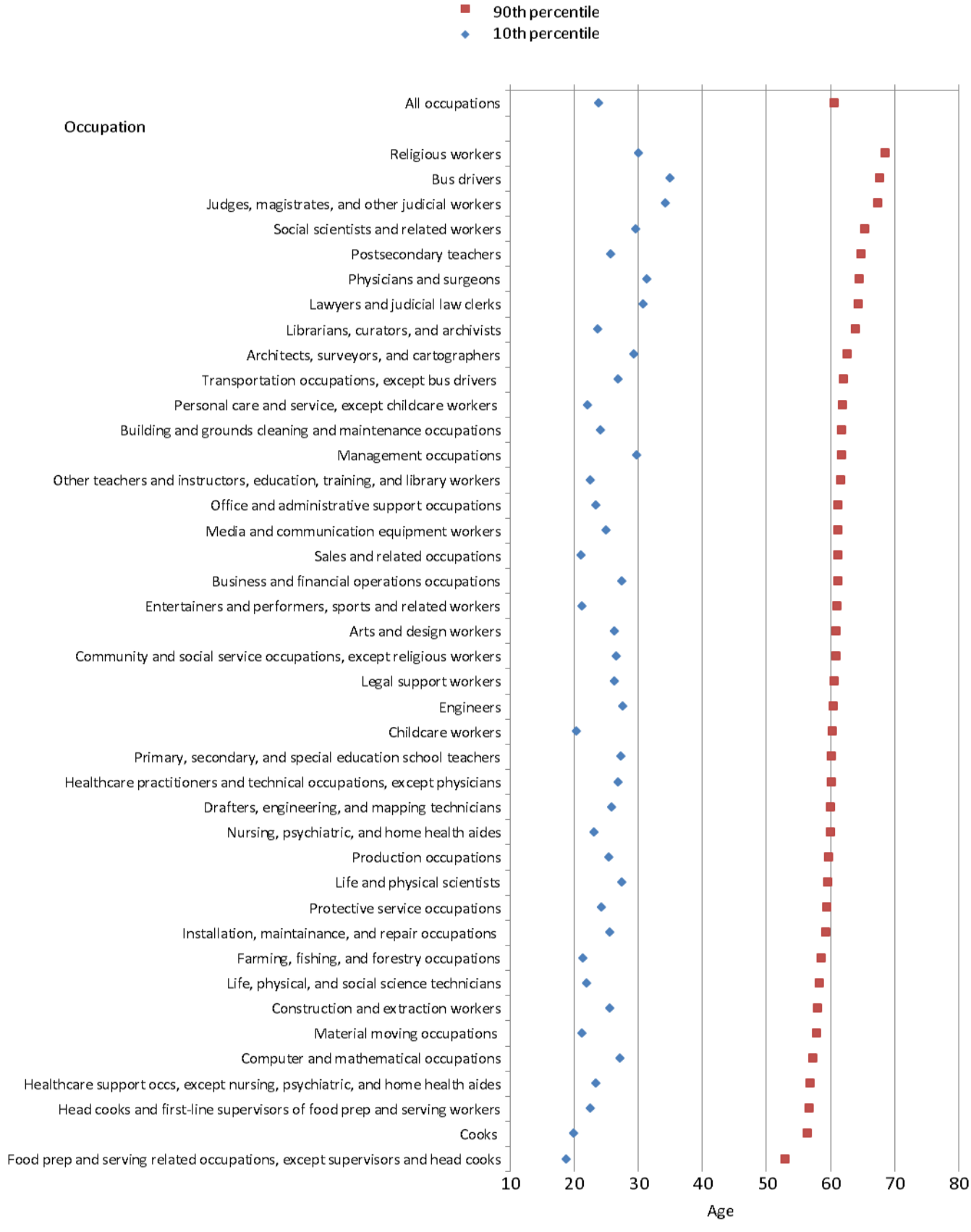
Table 1

Summary of Occupations Classified for this Study

Occupation Categories	Description (2010 Census codes)
Management occupations	All management occupations (e.g., food service managers, sales managers, and financial managers) (0010-0430)
Business and financial operations occupations	All business and financial occupations (e.g., cost estimators, retail buyers, fundraisers) (0500-0950)
Computer and mathematical occupations	All computer and mathematical occupations (1000-1240)
Architects, surveyors, and cartographers	Architects (except naval); surveyors, cartographers, and photogrammetrists (1300 and 1310)
Engineers	All engineers (1320-1530)
Drafters, engineering and mapping technicians	Drafters, engineering technicians, and surveying and mapping technicians (1540-1560)
Life and physical scientists	Life and physical science occupations (e.g., medical scientists, astronomers, chemists) (1600-1760)
Social scientists and related workers	Social scientists and related occupations (e.g., economists, urban and regional planners, survey researchers)(1800-1860)
Life, physical, and social science technicians	All life, physical, and social science technicians (e.g., biological technicians, nuclear technicians)(1900-1965)
Community and social service occupations, except religious workers	All community and social service occupations, except religious workers (e.g., social workers, counselors, community health workers) (2000-2025)
Religious workers	Religious workers (2040-2060)
Lawyers and judicial law clerks	Lawyers and judicial law clerks (2100 and 2105)
Judges, magistrates, and other judicial workers	Judges, magistrates, and other judicial workers (2110)
Legal support workers	Paralegals, legal assistants, and miscellaneous legal support workers (2145 and 2160)
Postsecondary teachers	Postsecondary teachers (2200)
Primary, secondary, and special education school teachers	Preschool, kindergarten, elementary, middle, secondary, and special education teachers (2300-2330)
Librarians, curators, and archivists	Archivists, curators, museum technicians, librarians, and librarian technicians (2400-2440)
Other teachers and instructors, education, training, and library workers	Teacher assistants, other teachers and instructors, and other education, training and library workers (2340, 2540, and 2550)
Arts and design workers	Artists and related workers and designers (2600 and 2630)
Entertainers and performers, sports and related workers	Actors, producers and directors, athletes, coaches, umpires, dancers and choreographers, musicians, singers, and entertainers and performers, sports and related workers (2700-2760)
Media and communication equipment workers	Media and communication, and communication equipment workers (e.g., reporters, public relation specialists, editors, writers, radio operators, photographers, editors) (2800-2960)
Physicians and surgeons	Physician and surgeons (3060)
Healthcare practitioners and technical occupations, except physicians	Healthcare practitioners and technical occupations, except physicians and surgeons (3000-3050 and 3110-3540)
Nursing, psychiatric, and home health aides	Nursing, psychiatric, and home health aides (3600)
Healthcare support occupations, except nursing, psychiatric, and home health aides	Healthcare support occupations, except nursing, psychiatric, and home health aides (e.g., massage therapists, pharmacy aides, phlebotomists) (3610-3655)
Protective service occupations	All protective service occupations (e.g., firefighters, crossing guards, lifeguards)(3700-3955)
Head cooks and first-line supervisors of food preparation and serving workers	Chefs and head cooks and first-line supervisors of food preparation and serving workers (4000 and 4010)
Cooks	Cooks (4020)

Food preparation and serving related occupations, except supervisors and head cooks	Food preparation and serving related occupations, except first-line supervisors, chefs and head cooks (e.g., waiters and waitresses, dishwashers, host) (4030-4160)
Building and grounds cleaning and maintenance occupations	Building and grounds cleaning and maintenance occupations (e.g., janitors, housekeeping cleaners, pest control workers) (4200-4250)
Personal care and service occupations, except childcare workers	Personal care and service occupations, except childcare workers (e.g. barbers, travel guides, personal care aides)(4300-4540; 4610-4650)
Childcare workers	Childcare workers (4600)
Sales and related occupations	All sales and related occupations (e.g., cashiers, retail salespersons, telemarketers) (4700-4965)
Office and administrative support occupations	All office and administrative support occupations (e.g., tellers, file clerks, meter readers) (5000-5940)
Farming, fishing, and forestry occupations	All natural resources occupations (e.g., agricultural inspectors, hunters and trappers, logging workers) (6005-6130)
Construction and extraction workers	All construction and extraction workers (e.g., paving equipment operators, pipe layers, roofers) (6200-6940)
Installation, maintenance, and repair occupations	All installation, maintenance, and repair occupations (e.g., small engine mechanics, riggers, refrigeration mechanics) (7000-7630)
Production occupations	All production occupations (e.g., tool and die makers, printing press operators, tailors) (7700-8965)
Transportation occupations, except bus drivers	All transportation occupations, except bus drivers (e.g., taxi drivers, ship engineers, flight attendants) (9000-9110; 9130-9420)
Bus drivers	Bus drivers (9120)
Material moving occupations	All material moving occupations (e.g., ship loaders, crane operators, refuse and recyclable material collectors) (9500-9750)

Figure 1: Age by Occupation for the Civilian Employed Population 16 Years and Over: 2010-2012

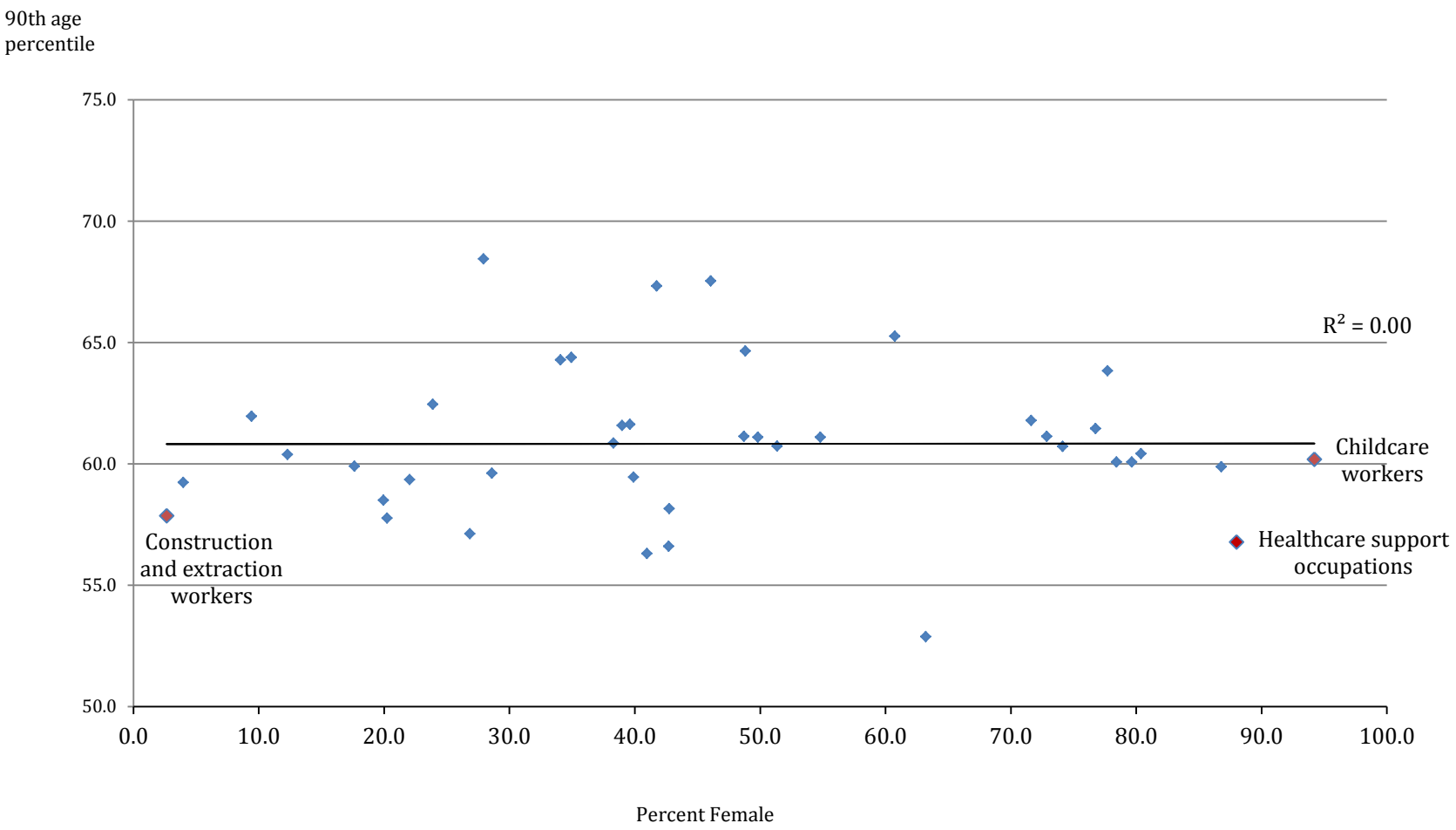


Source: U.S. Census Bureau, 2010-2012 American Community Survey

Figure 2: Age by Occupation and Sex for the Civilian Employed Population 16 Years and Over: 2010-2012

Source: U.S. Census Bureau, 2010-2012 American Community Survey
Note: The number after the occupation is the percent female

Figure 3: Scatter Plot of Occupation: 90th Age Percentile by Percent Female



Source: U.S. Census Bureau, 2010-2012 American Community Survey
Note: 90th age percentile is of the total civilian employed population 16 years and over

Figure 4: Age by Occupation and Work Status for the Civilian Employed Population 16 Years and Over: 2010-2012

Notes: Full time employees are defined as working 35 hours or more while part time employees are defined as working less than 35 hours a week. The 90th percentile of part time employees was less than that of full time employees for life, physical, and social science technicians and food preparation and servicing related occupations, except supervisors and head cooks.

Appendix Table 1: Age by Occupation for the Civilian Employed Population 16 Years and Over: 2010-2012

Occupation	10th percentile	Margin of error	90th percentile	Margin of error
All occupations	23.6	0.0	60.5	0.0
Religious workers	29.8	0.2	68.4	0.3
Bus drivers	34.7	0.4	67.5	0.2
Judges, magistrates, and other judicial workers	34.1	1.2	67.3	0.5
Social scientists and related workers	29.5	0.2	65.3	0.3
Postsecondary teachers	25.5	0.1	64.6	0.1
Physicians and surgeons	31.2	0.1	64.4	0.2
Lawyers and judicial law clerks	30.5	0.1	64.3	0.1
Librarians, curators, and archivists	23.5	0.4	63.8	0.2
Architects, surveyors, and cartographers	29.0	0.3	62.5	0.3
Transportation occupations, except bus drivers	26.7	0.1	62.0	0.1
Personal care and service, except childcare workers	21.8	0.1	61.8	0.1
Building and grounds cleaning and maintenance occupations	23.9	0.1	61.6	0.1
Management occupations	29.6	0.1	61.6	0.0
Other teachers and instructors, education, training, and library workers	22.3	0.1	61.5	0.1
Office and administrative support occupations	23.2	0.0	61.1	0.0
Media and communication equipment workers	24.8	0.1	61.1	0.2
Sales and related occupations	20.9	0.0	61.1	0.0
Business and financial operations occupations	27.2	0.1	61.1	0.1
Entertainers and performers, sports and related workers	21.0	0.1	60.9	0.2
Arts and design workers	26.1	0.1	60.7	0.1
Community and social service occupations, except religious workers	26.4	0.1	60.7	0.1
Legal support workers	26.0	0.1	60.4	0.2
Engineers	27.3	0.1	60.4	0.1
Childcare workers	20.1	0.1	60.2	0.2
Primary, secondary, and special education school teachers	27.0	0.1	60.1	0.1
Healthcare practitioners and technical occupations, except physicians	26.7	0.0	60.1	0.1

Drafters, engineering, and mapping technicians	25.7	0.2	59.9	0.2
Nursing, psychiatric, and home health aides	22.9	0.1	59.9	0.1
Production occupations	25.2	0.0	59.6	0.1
Life and physical scientists	27.2	0.2	59.5	0.2
Protective service occupations	24.1	0.1	59.4	0.1
Installation, maintenance, and repair occupations	25.4	0.1	59.2	0.1
Farming, fishing, and forestry occupations	21.2	0.1	58.5	0.2
Life, physical, and social science technicians	21.7	0.1	58.2	0.3
Construction and extraction workers	25.3	0.1	57.9	0.1
Material moving occupations	21.0	0.0	57.8	0.1
Computer and mathematical occupations	26.9	0.1	57.1	0.1
Healthcare support occupations, except nursing, psychiatric, and home health aides	23.1	0.1	56.8	0.1
Head cooks and first-line supervisors of food prep and serving workers	22.3	0.1	56.6	0.2
Cooks	19.7	0.0	56.3	0.1
Food prep and serving related occupations, except supervisors and head cooks	18.6	0.0	52.9	0.1

Source: U.S. Census Bureau, 2010-2012 American Community Survey