

### 3) Hispanic

Table 5.3 ranks all industries in terms of their overall grade on Hispanic employment opportunity. For each industry we also display their grades for the four dimensions of employment opportunity. In addition, we provide contextual information for each industry in terms of total number of employees and percentage of federal contractor establishment from EEO data and mean hourly wage (2011 constant dollar) from ACS data. In general, industries with high grades on one dimension had high grades on the others. The reliability of the overall grade, based on the four components of employment opportunity is 0.73.

No industry receives high grades across all dimensions. Only 4 industries (4.4%) receive overall B range while no industry is in the A range. These better performing industries are in a variety of sectors, although service sectors are particularly common. These tend to be low wage industries, many relying on tips from customers as part of the pay package.

Many more industries are struggling to provide employment opportunities for Hispanics commensurate with the supply of qualified Hispanics in their local labor market (overall and management representation) or among their employees (segregation).

In the C range, we see industries with a mix of high and low grades. These are probably the industries which could make the most progress if their managers committed themselves to actively managing for equal opportunity.

13.0% of industries receive overall near failing (D) grades. In these industries, on average, wage gaps tend to be over 11.5%, segregation above 0.33, managerial representation below -3%, and overall representation below -2%.

While no industry receives failing grades, the relatively poor performing industries in terms of Hispanics' employment opportunities tend to be clustered in Manufacturing, Postal Service, Real Estate, and Forestry workplaces.

**Table 5.3. Industry Employment Opportunity Grades, 2012: Hispanics**

Final Grade	Name	Overall Representation Grade	Management Representation Grade	White-Hispanic Segregation Grade	White-Hispanic Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
B	Food Services and Drinking Places	B	C	B	A	1,889,044	12.2	60.9
B	Clothing and Clothing Accessories Stores	A	B	C	B	390,865	16.1	48.0
B	General Merchandise Stores	C	C	B	A	2,865,912	14.2	27.6
B	Food and Beverage Stores	C	C	B	A	2,068,077	14.3	61.0
B-	Broadcasting (except Internet)	C	C	B	B	307,367	29.8	76.0
B-	Repair and Maintenance	B	C	C	B	139,333	18.6	40.3
B-	Health and Personal Care Stores	C	C	C	A	105,739	23.0	68.9
B-	Building Material and Garden Equipment and Supplies Dealers	C	C	B	B	676,756	18.1	49.2
B-	Accommodation	B	C	C	B	950,835	15.8	64.6
B-	Sporting Goods, Hobby, Book, and Music Stores	C	D	B	A	157,579	15.7	29.3
C	Transit and Ground Passenger Transportation	D	D	C	A	226,915	19.7	54.6
C	Gasoline Stations	D	D	B	B	66,606	13.6	18.4
C	Ambulatory Health Care Services	C	D	C	B	1,733,832	28.2	42.6
C	Amusement, Gambling, and Recreation Industries	D	D	B	B	618,884	16.3	46.3
C	Management of Companies and Enterprises	C	D	B	C	547,831	48.0	64.1
C	Pipeline Transportation	D	F	B	A	26,074	33.8	64.4
C	Credit Intermediation and Related Activities	C	D	B	C	1,296,269	30.1	52.4
C	Miscellaneous Store Retailers	C	D	C	B	235,539	17.9	36.7
C	Educational Services	C	D	D	A	419,932	23.5	24.2
C	Crop Production	A	A	Z	D	137,932	15.6	33.5
C	Support Activities for Agriculture and Forestry	A	A	Z	D	65,098	16.8	39.7
C	Nonstore Retailers	C	D	C	B	148,557	22.8	31.2
C	Rental and Leasing Services	C	D	C	B	134,555	18.4	50.8
C	Monetary Authorities - Central	C	D	C	B	60,626	37.0	22.2

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	Bank							
C	Religious, Grantmaking, Civic, Professional, and Similar Organizations	D	D	C	A	402,325	22.0	16.1
C	Motor Vehicle and Parts Dealers	C	D	C	B	424,963	20.6	52.3
C	Hospitals	C	D	B	C	5,017,446	29.0	41.5
C	Waste Management and Remediation Services	C	C	F	B	121,405	21.3	65.2
C	Plastics and Rubber Products Manufacturing	C	C	F	B	488,057	21.7	44.9
C	Transportation Equipment Manufacturing	D	D	B	C	1,298,238	29.2	60.2
C	Beverage and Tobacco Product Manufacturing	F	D	C	A	230,043	26.5	75.1
C	Truck Transportation	D	D	C	B	581,376	20.6	48.5
C	Mining (except Oil and Gas)	D	D	D	A	138,065	26.1	69.2
C	Primary Metal Manufacturing	C	C	D	C	329,361	24.3	43.8
C	Support Activities for Mining	D	D	B	C	245,887	31.7	43.3
C	Other Information Services	D	F	B	B	173,403	23.8	37.7
C	Internet Service Providers, Web Search Portals, and Data Processing Services	D	F	B	B	107,187	31.7	64.4
C	Professional, Scientific, and Technical Services	C	F	C	B	3,306,410	37.5	42.2
C	Nonmetallic Mineral Product Manufacturing	C	C	F	B	168,394	22.7	63.0
C	Wholesale Electronic Markets and Agents and Brokers	F	F	A	B	48,137	31.9	28.9
C	Utilities	D	D	B	C	476,408	32.0	45.5
C	Oil and Gas Extraction	D	F	B	B	126,188	37.5	42.8
C	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	D	F	B	B	367,225	37.0	34.9

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C	Publishing Industries (except Internet)	D	F	B	B	494,007	29.6	49.8
C	Museums, Historical Sites, and Similar Institutions	D	F	C	A	62,848	19.1	10.8
C	Rail Transportation	F	D	B	B	178,212	28.4	72.4
C	Motion Picture and Sound Recording Industries	D	D	B	C	86,442	28.2	17.4
C-	Leather and Allied Product Manufacturing	B	C	D	F	20,200	31.3	35.0
C-	Fishing, Hunting and Trapping	B	B	Z	D	6,585	24.3	25.6
C-	Specialty Trade Contractors	C	D	D	C	595,919	23.8	36.5
C-	Miscellaneous Manufacturing	C	D	D	C	686,572	25.1	49.4
C-	Private Households	F	D	C	B	4,483	13.9	37.5
C-	Petroleum and Coal Products Manufacturing	F	F	B	B	106,450	36.8	57.8
C-	Printing and Related Support Activities	C	D	D	C	189,674	23.0	50.3
C-	Chemical Manufacturing	D	D	C	C	802,157	33.5	51.9
C-	Heavy and Civil Engineering Construction	C	D	D	C	366,875	23.8	41.2
C-	Computer and Electronic Product Manufacturing	D	F	B	C	1,044,013	36.4	48.5
C-	Construction of Buildings	C	D	D	C	308,473	23.8	31.4
C-	Machinery Manufacturing	D	D	C	C	720,558	25.9	56.1
C-	Performing Arts, Spectator Sports, and Related Industries	D	D	C	C	209,224	29.4	53.4
C+	Furniture and Home Furnishings Stores	C	C	C	B	91,927	19.9	60.6
C+	Public Administration	C	D	C	A	33,845	28.1	32.3
C+	Textile Product Mills	B	C	F	A	77,955	17.6	47.4
C+	Social Assistance	C	C	D	A	719,889	15.9	24.9
C+	Administrative and Support Services	C	B	C	C	2,594,878	18.7	50.6

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Final Grade	Name	Overall Representation Grade	Management Representation Grade	White-Hispanic Segregation Grade	White-Hispanic Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C+	Electronics and Appliance Stores	C	D	B	B	151,591	24.8	5.6
C+	Couriers and Messengers	F	C	B	A	376,880	22.6	59.9
C+	Personal and Laundry Services	B	B	F	B	216,178	15.4	49.9
C+	Telecommunications	C	D	B	B	513,564	32.1	63.9
C+	Scenic and Sightseeing Transportation	C	D	C	A	10,203	20.3	52.2
C+	Support Activities for Transportation	C	C	C	B	253,990	24.3	53.5
C+	Warehousing and Storage	B	C	D	B	286,392	17.2	50.9
C+	Food Manufacturing	A	B	Z	B	1,181,641	19.0	51.7
C+	Animal Production	A	B	Z	B	65,885	17.4	49.8
C+	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	C	F	A	B	2,134	28.1	41.7
C+	Furniture and Related Product Manufacturing	A	C	D	C	183,192	18.9	38.5
C+	Water Transportation	C	C	B	C	44,655	29.3	60.1
C+	Air Transportation	D	D	A	B	421,854	30.1	44.8
C+	Funds, Trusts, and Other Financial Vehicles	C	D	B	B	48,989	37.0	36.7
C+	Insurance Carriers and Related Activities	C	D	B	B	1,371,870	31.6	48.0
D	Wood Product Manufacturing	C	D	F	D	166,370	18.9	47.9
D	Nursing and Residential Care Facilities	D	D	Z	B	2,158,126	17.0	60.9
D	Paper Manufacturing	D	D	F	C	301,505	25.5	48.7
D	Textile Mills	D	D	Z	C	64,729	18.9	38.9
D+	Apparel Manufacturing	A	C	Z	F	69,483	18.3	35.1
D+	Fabricated Metal Product Manufacturing	C	D	F	C	702,165	22.6	46.8
D+	Electrical Equipment, Appliance, and Component Manufacturing	C	D	D	D	319,252	25.6	55.0
D+	Merchant Wholesalers, Nondurable Goods	D	D	D	C	693,417	25.1	50.6

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D+	Forestry and Logging	F	F	D	A	3,560	20.5	17.9
D+	Postal Service	F	D	F	A	734	25.6	42.9
D+	Real Estate	D	F	C	C	232,445	28.8	50.5
D+	Merchant Wholesalers, Durable Goods	D	D	D	C	674,872	27.3	46.7