Latina Engineers Georgetown 2021

Dear Friends and Colleagues:

Having a career in engineering means you've made it, at least financially. Engineering occupations are some of the highest paying and most prestigious in the US labor market—but they're also some of the least diverse. A new report that we published in partnership with the Association of Public and Land-grant Universities (APLU), *Mission Not Accomplished: Unequal Opportunities and Outcomes for Black and Latinx Engineers*, finds that there is still far from equitable representation in the engineering profession. Of the nearly 1.7 million prime-age engineering workers in the United States in 2019, 81 percent were either White or Asian, and 84 percent were men. In the same year, merely 3 percent of engineers working in the field were either Black/African American or Latinx women.

Black/African American and Latinx students are making gains as part of the pipeline: between 1990 and 2019, the total number of Black/African American and Latinx students who graduated with a bachelor's degree in engineering increased nearly fourfold. The Latinx share of bachelor's degrees in engineering increased from 3 percent to 13 percent, while the Black/African American share held steady at 4 percent. Yet, at the current pace, achieving racial equity in engineering on par with population share could take 76 years for Latinx and Black/African American workers as a group and up to 256 years for Black/African American workers alone. Clearly, we need to do better at recruiting women, Black/African American students, and Latinx students to engineering majors, and we need to give them the support they need to finish their degrees and flourish in this vital occupation.

To view the full report and executive summary, visit cew.georgetown.edu/engineering.

We also need to address pay disparities in the engineering labor force. Engineering pays well, but Black/African American and Latinx engineers earn less than the average. White and Asian workers with a bachelor's degree in engineering earn 61 percent and 71 percent more, respectively, than the average for all bachelor's degree holders, while Black/African American and Latinx engineering majors earn just 15 percent and 18 percent more, respectively.

Key Findings

A person with an engineering bachelor's degree (and no graduate degree) earns 25 percent more on average than the typical bachelor's degree holder in the first job after graduation.

Women's representation in engineering occupations has barely improved: 10 years ago, 15 percent of engineers were women, compared to 16 percent today.

On average, a White worker with a bachelor's degree in engineering earns $90,000 per year, while a Black/African American worker and a Latinx worker must complete a graduate degree in engineering to earn $87,000 and $92,000 per year, respectively.

White engineers between ages 50 and 75 are the highest-earning group ($117,000/year) in engineering occupations, and Asian engineers under age 29 are the lowest-earning group ($65,000/year).