



The Council
of State
Governments

Representation in State Government Employees: Colorado, Idaho, Mississippi, New Hampshire and New York

DEMOGRAPHIC DATA ANALYSIS

CSG STATE EXCHANGE ON PUBLIC SERVANT
RECRUITMENT AND RETENTION

By: Nicholas Relich, Pameal Azpeitia and Dakota Thomas, Ph.D.
The Council of State Governments

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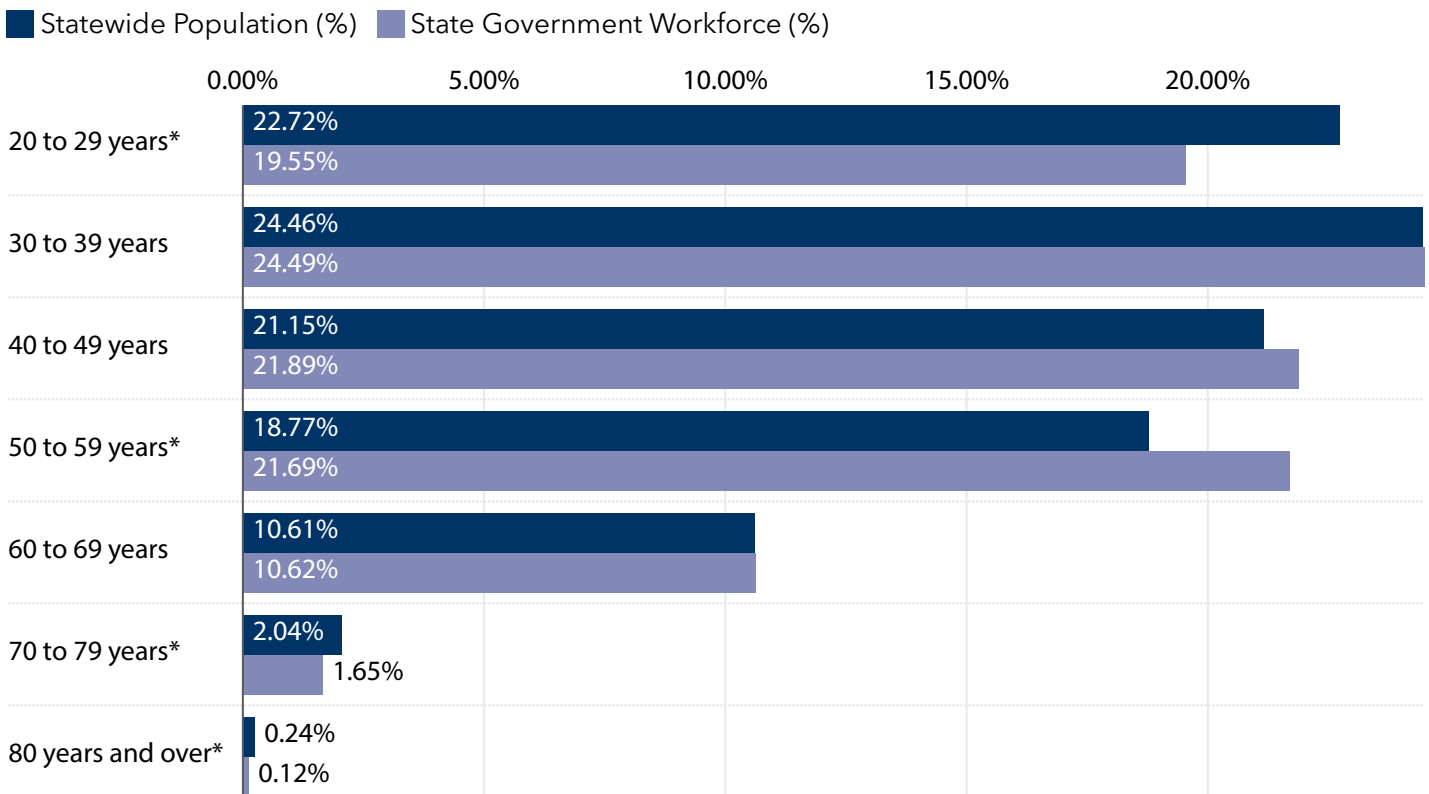
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AGE

Colorado's state government workforce roughly matches the general population in terms of age, though it trends slightly older. There are fewer employees aged 20-29 and more employees aged 50-59 compared to the general population. Though the substantive differences are much smaller, older citizens (those 70-79, and 80+) are less represented in the state government workforce.

Figure 1: Age

Sample including individuals in the labor force and age 20 and older



*Asterisk Indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



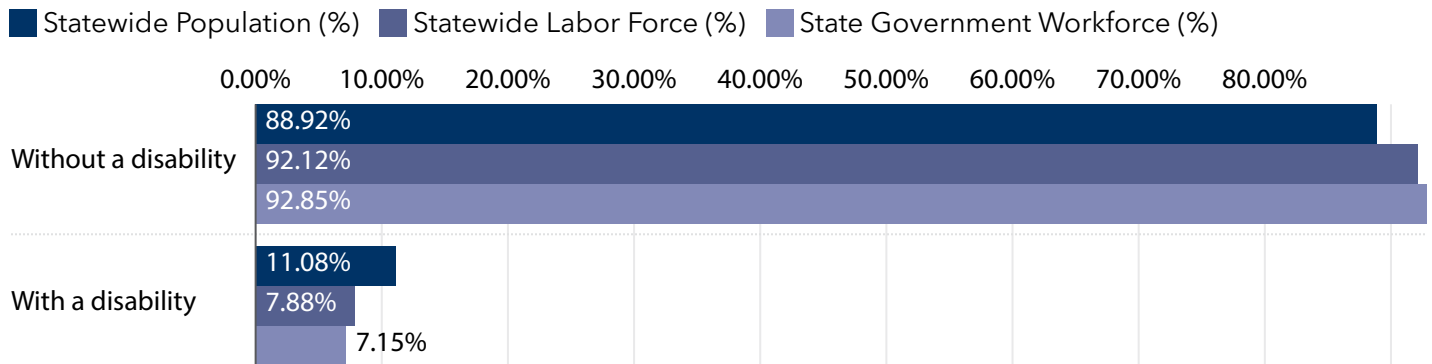
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DISABILITY STATUS

People with disabilities are slightly less common (-3.93%) in the state workforce than the general population. However, this pattern appears to be similar to the Colorado workforce as a whole (7.88% vs. 7.15% in the state government workforce), and there is no statistically significant difference between those groups. This suggests that people with disabilities face barriers to any type of employment, not just in working for the state government specifically, and may mean that more general supports and policies are best for increasing the representation of people with disabilities, though more research is needed.

Figure 2: Disability Status

Differences between overall state population, statewide labor force, and state government workforce



Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



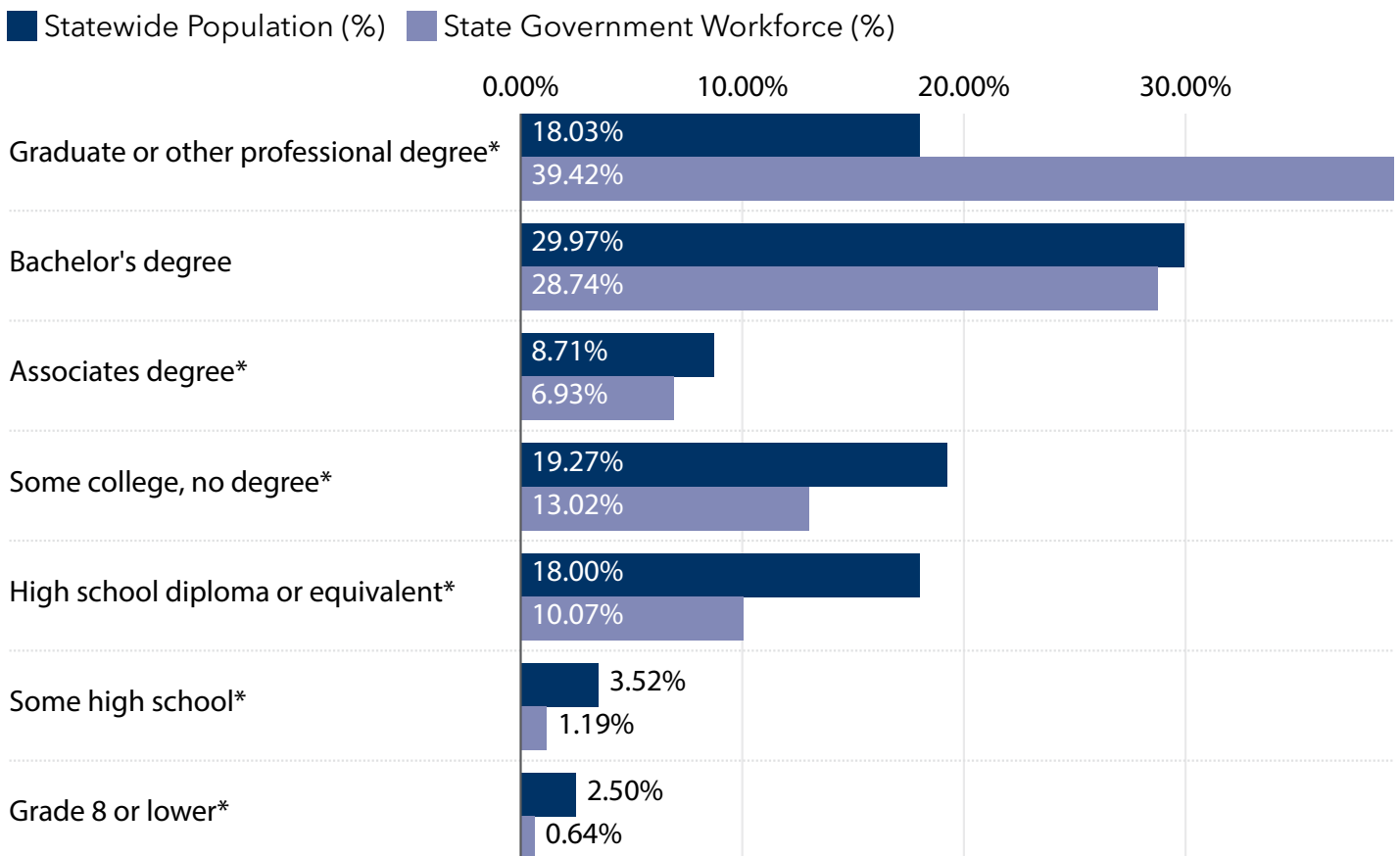
To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/8GXld/2/>

EDUCATION

The state government workforce is more educated than the general population. State employees are about 2.2 times more likely to have a graduate or professional degree compared to the general population. The percentages of people with a bachelor's degree are statistically equivalent between the two groups.

Figure 3: Education

For civilian employed workers above age 25



*Asterisk Indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample

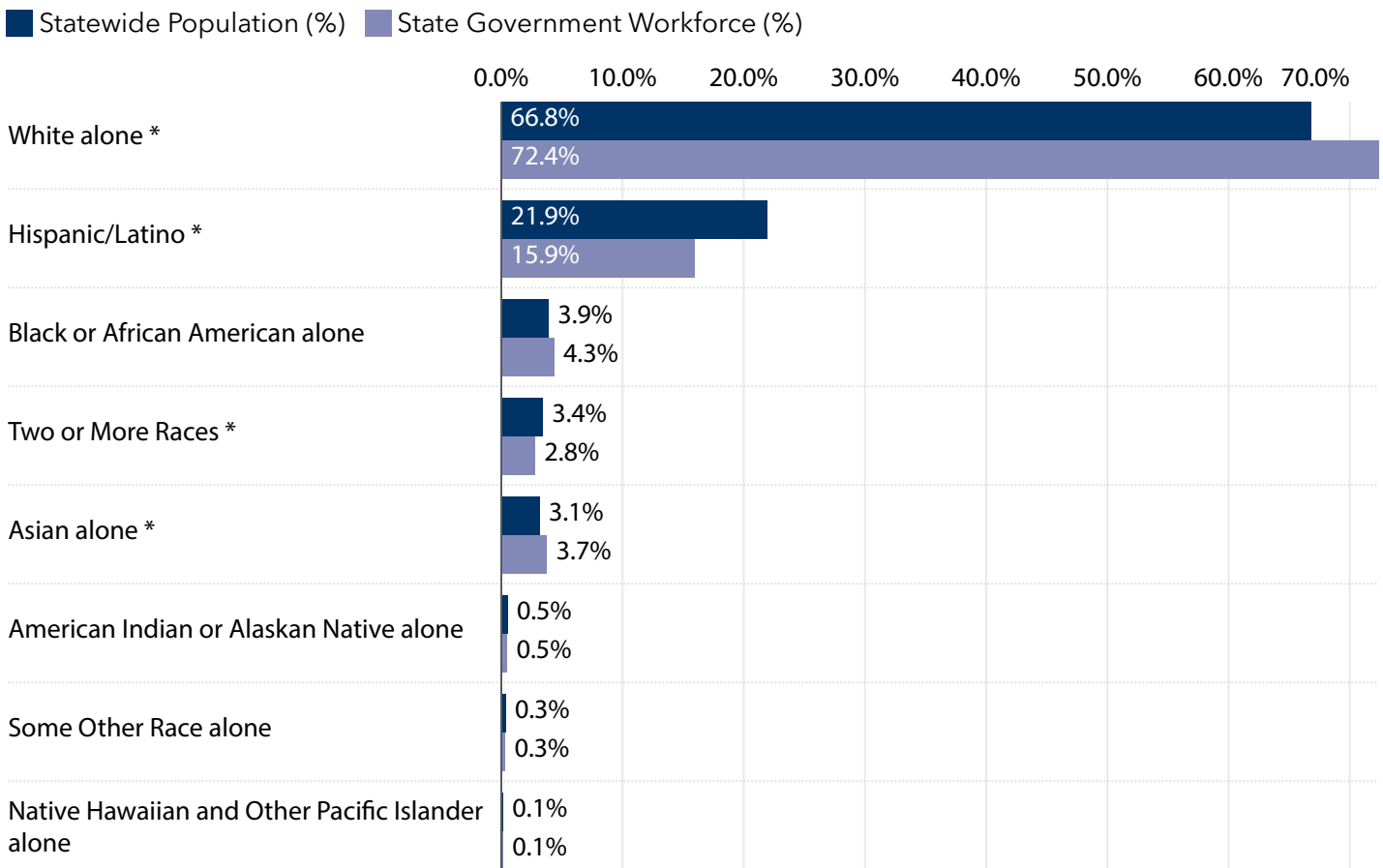


To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/8wCN8/1/>

RACE AND ETHNICITY

The state government workforce is statistically more likely to be white or Asian compared to the general population and less likely to be Hispanic/Latino or multiracial. There are not statistically significant differences between Black, American Indian/Alaska native, or Native Hawaiian/Pacific Islander employees as compared to the general population.

Figure 4: Race and Ethnicity



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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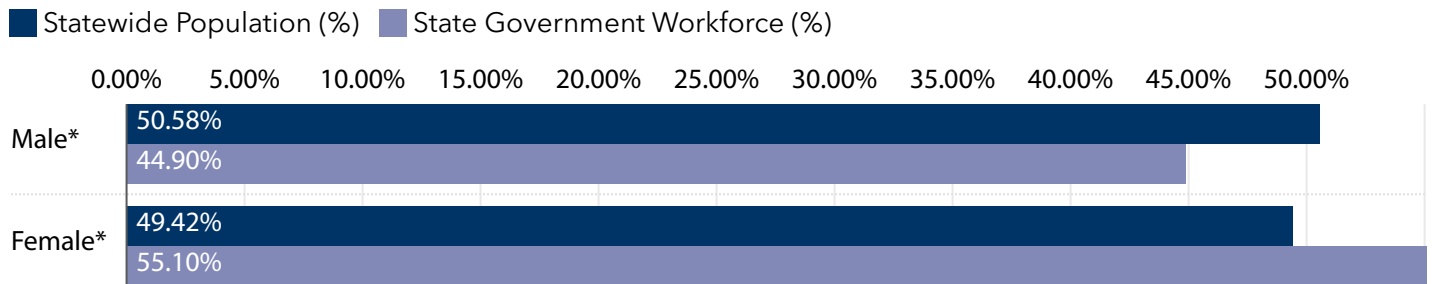
SEX

The state workforce is statistically more likely to be female compared to the general population (+5.68%).

Note: The data used contains no information about gender identity.

Figure 5: Sex

Differences between overall statewide population and state government workforce



**Asterisk Indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



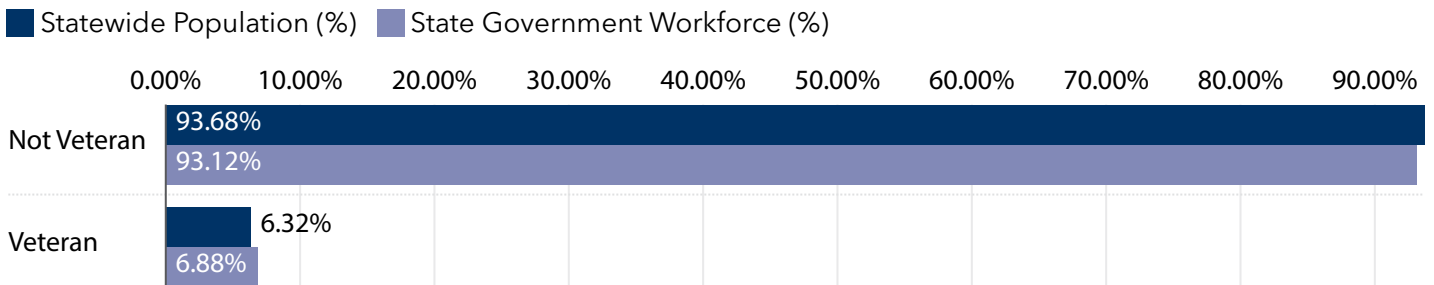
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VETERAN STATUS

There is no statistically significant difference between the state government workforce and the general population of Colorado in regards to veteran status.

Figure 6: Veteran Status

Differences between overall statewide population and state government workforce



**Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



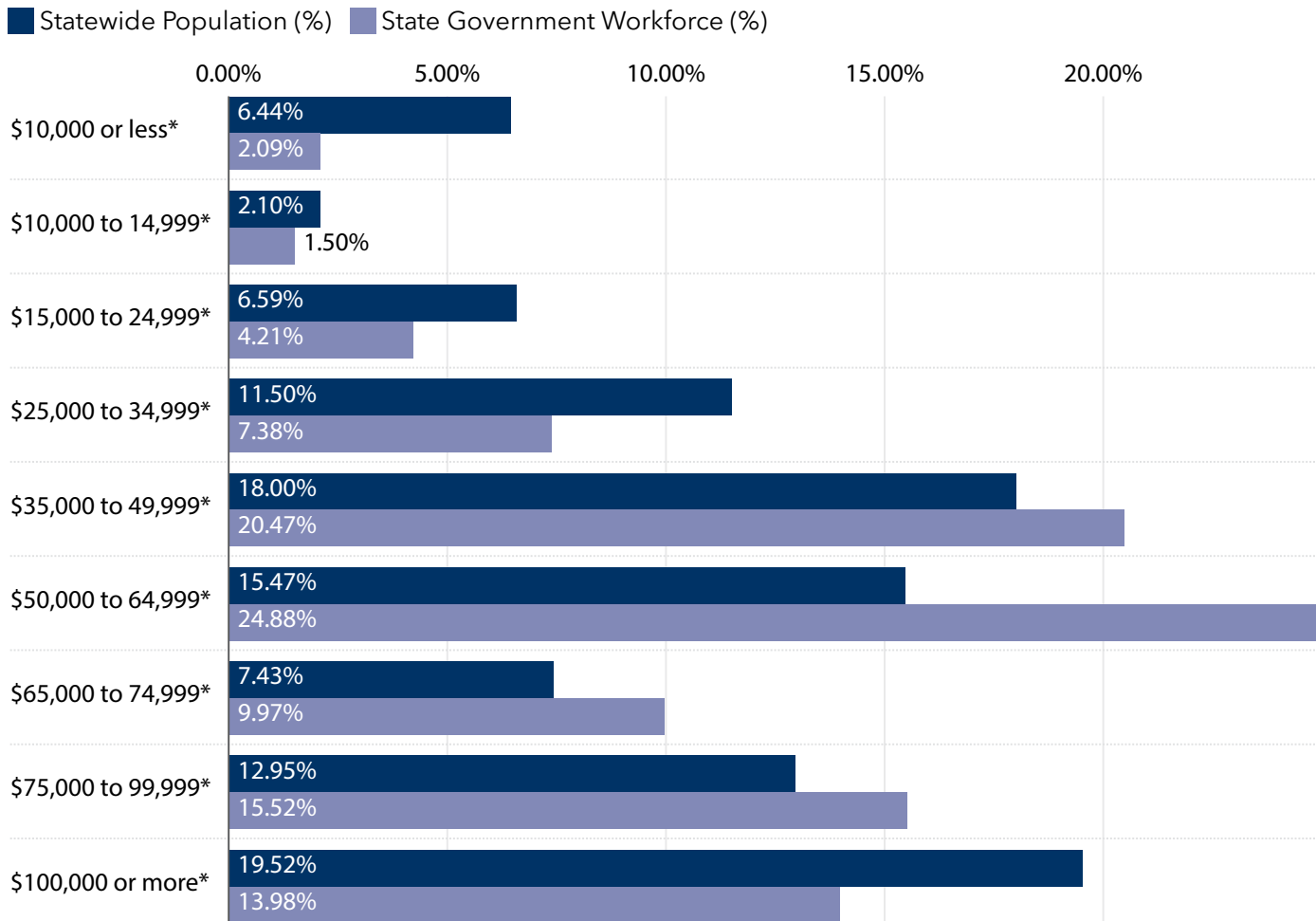
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WAGE BRACKETS

Compared to the general population, state government employees tend to make higher wages. More state employees make \$35,000 to \$99,999 per year, while fewer make less than \$34,999. However, at the very highest level (those making more than \$100,000 per year), the trend reverses. This suggests that state government employment generally pays well, but that the very highest paying jobs in the state are in the private sector.

Figure 7: Wage Brackets

For civilian employed, full time workers



*Asterisk Indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



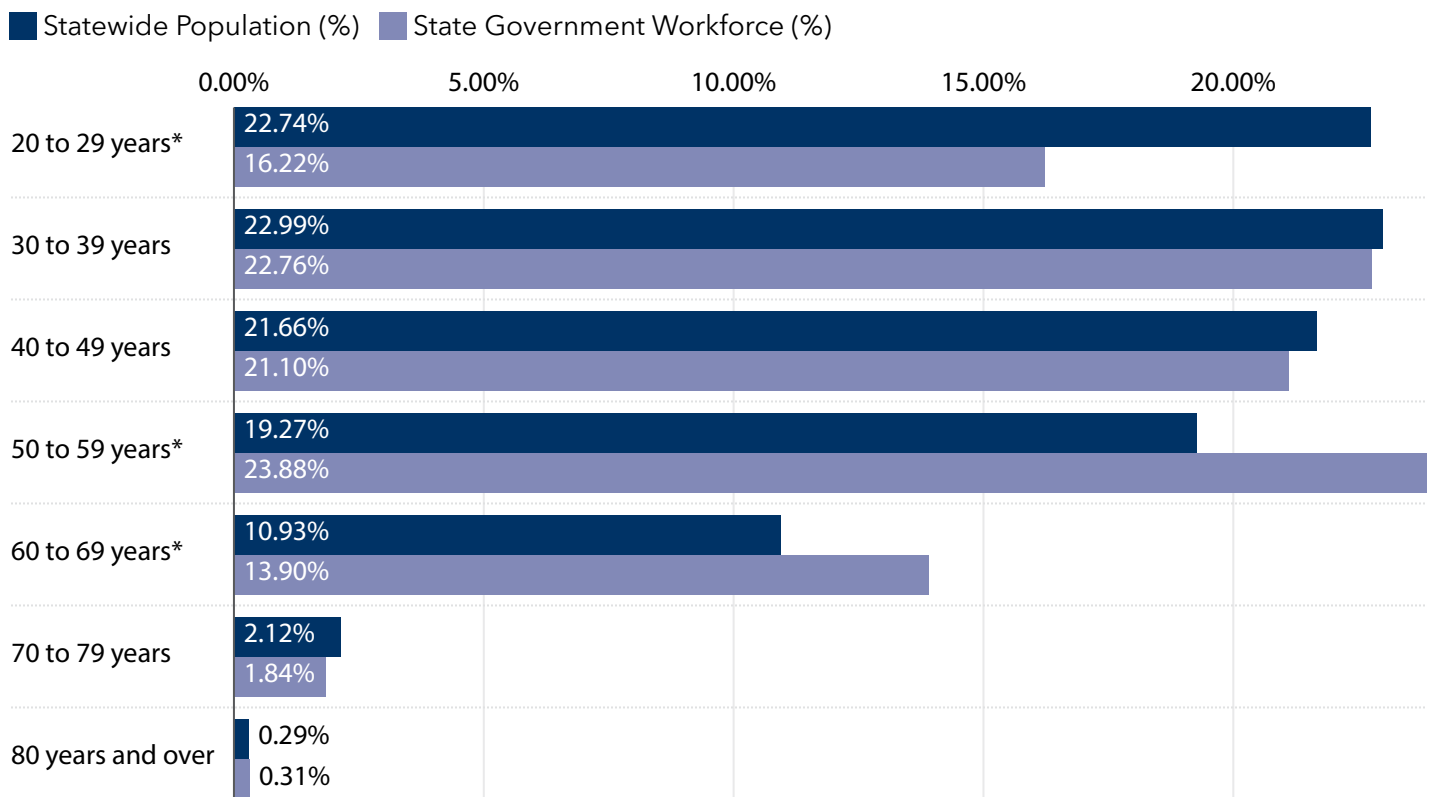
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AGE

Idaho’s government workforce trends older than the general population of the state. State employees are statistically more likely to be 50-69 years old, and less likely to be 20-29 years old.

Figure 1: Age

Sample including individuals in the labor force and age 20 and older



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



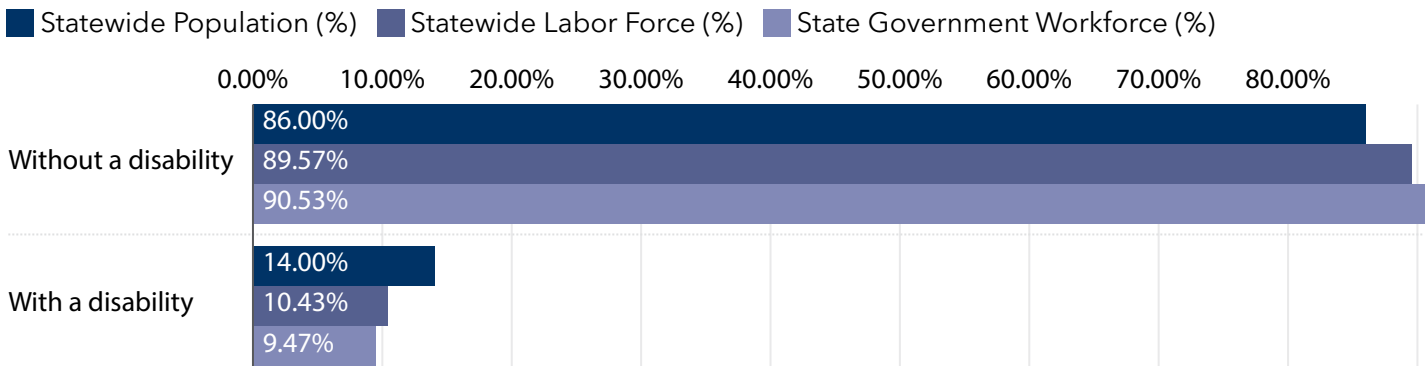
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DISABILITY STATUS

While the state workforce has about 4.53% fewer employees with disabilities compared to the general population, this difference is not statistically significant.

Figure 2: Disability Status

Differences between overall state population, statewide labor force, and state government workforce



**Note that there is not a statistically significant difference between differences between the state labor force and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



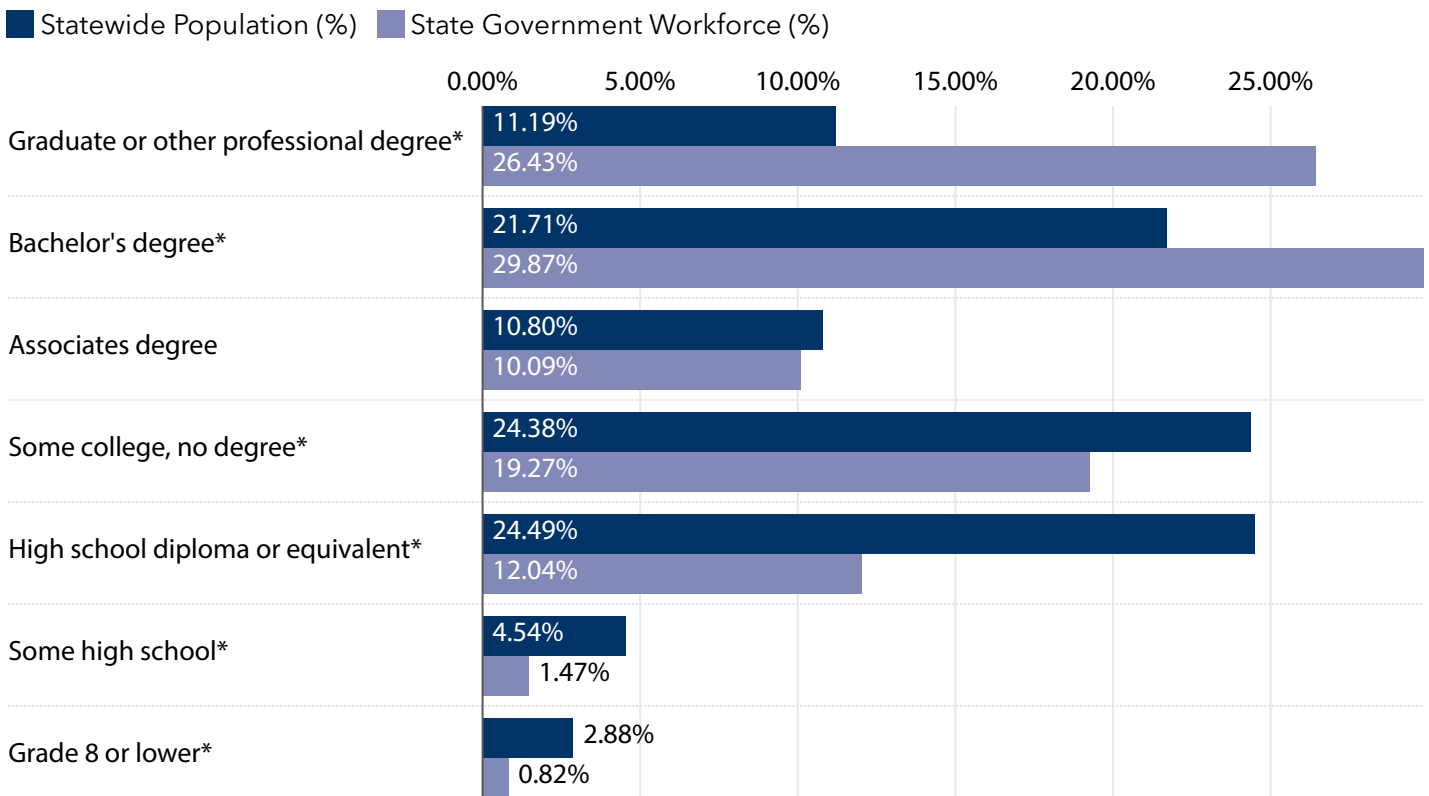
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EDUCATION

The state government workforce is more educated, on average, than the state population as a whole. State employees are more than twice as likely to have a graduate or professional degree (+15.24%), and 8.16% more state employees have a bachelor's degree than the general population.

Figure 3: Education

For civilian employed workers above age 25



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample

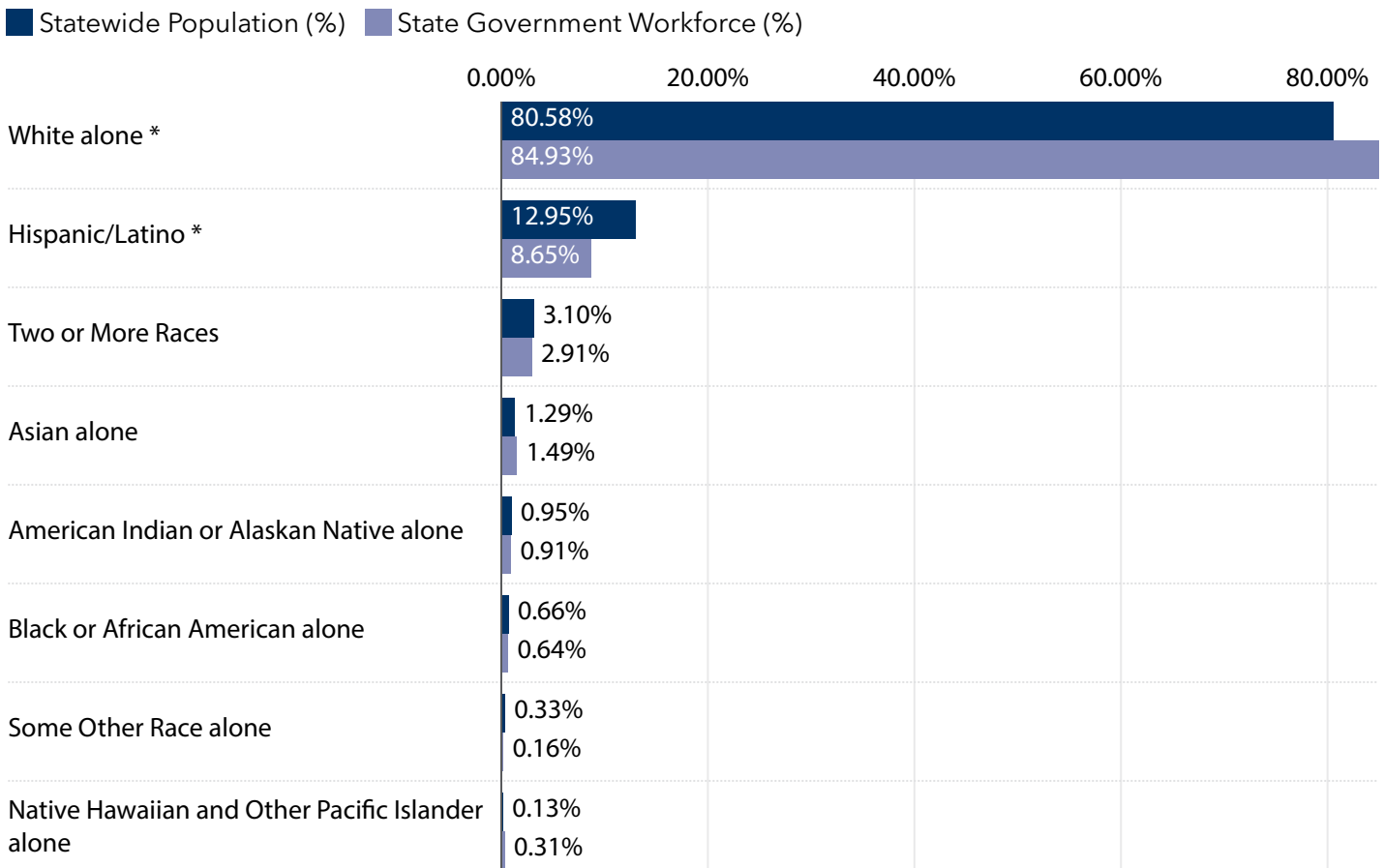


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RACE AND ETHNICITY

Idaho’s state employees are slightly more likely to be white (+4.35%) and slightly less likely to be Hispanic/Latino (-4.3%) compared to the population as a whole. There are no statistically significant differences in representation among any other racial/ethnic groups.

Figure 4: Race and Ethnicity



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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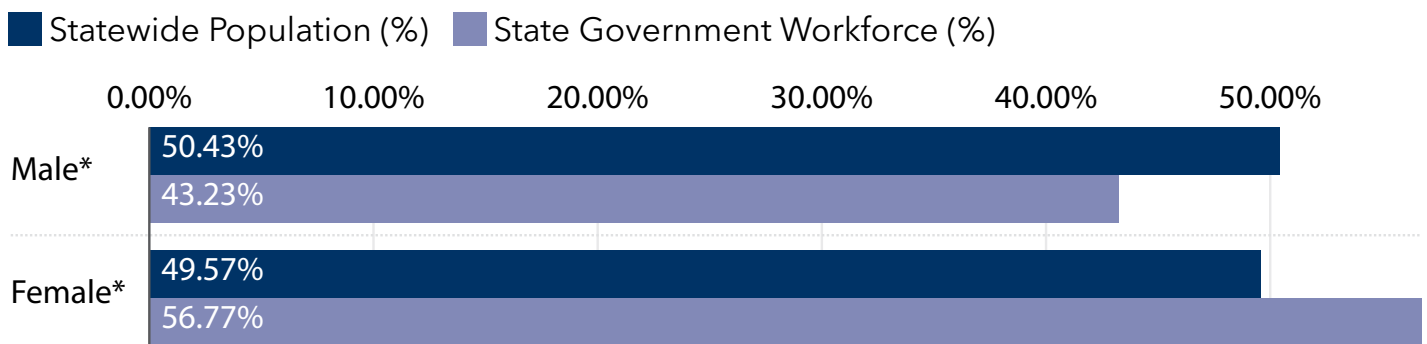
SEX

Idaho's state workforce is more likely to be female than the general population (+7.2%)

Note: The data used contains no information about gender identity.

Figure 5: Sex

Differences between overall statewide population and state government workforce



**Asterisk Indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



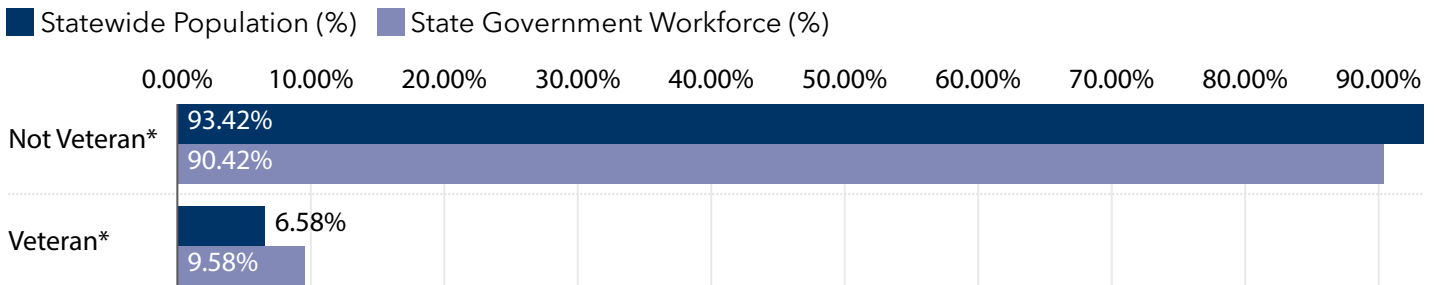
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VETERAN STATUS

State employees are statistically more likely to be veterans than the general population (+3%).

Figure 6: Veteran Status

Differences between overall statewide population and state government workforce



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



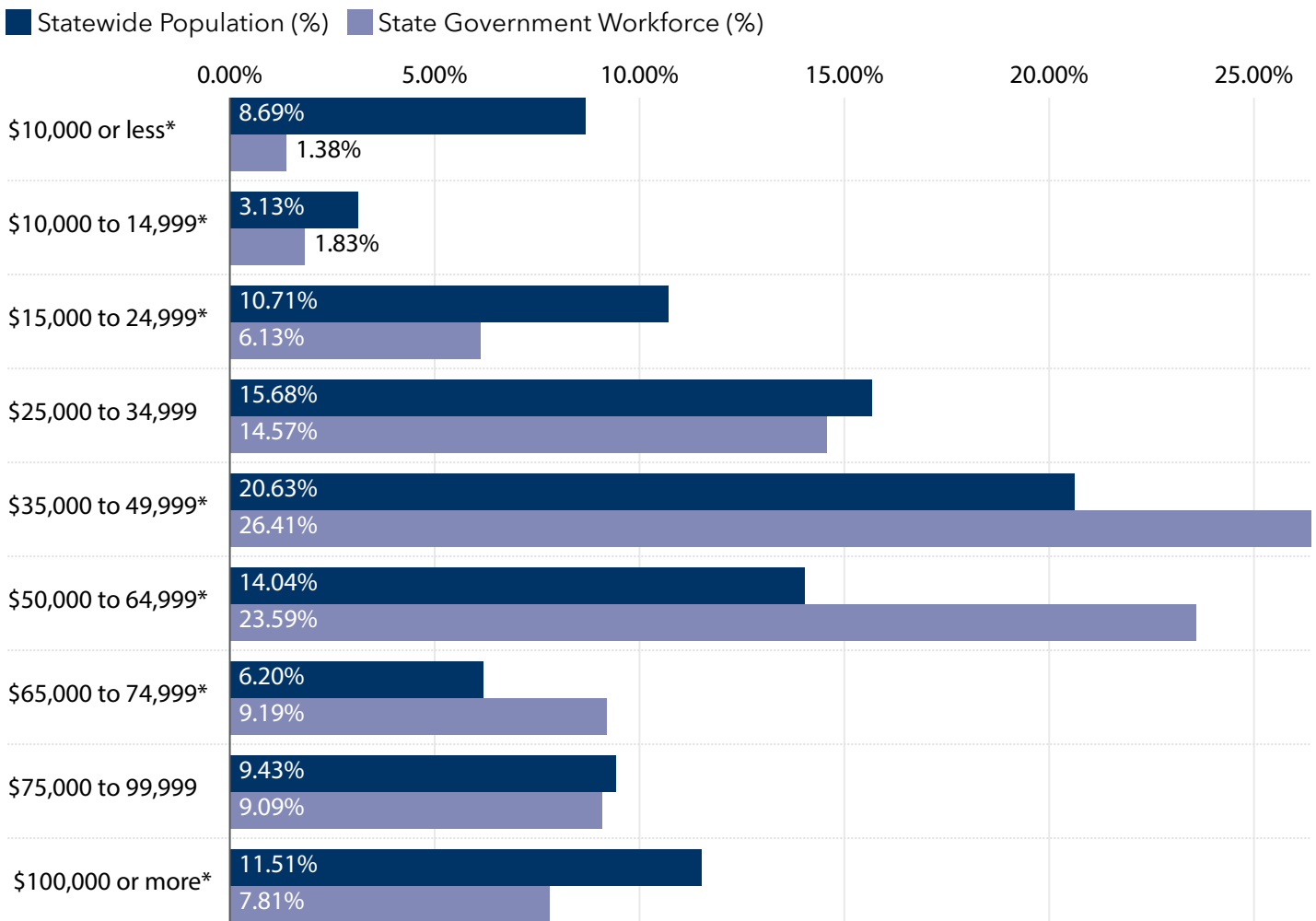
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WAGE BRACKETS

State employees tend to get paid more on average and are statistically more likely to make \$25,000 to \$75,999 per year and less likely to be making under \$24,999 compared to the general population. However, as the Colorado data showed, there are more people making \$100,000+ in the general population than in the government workforce.

Figure 7: Wage Brackets

For civilian employed, full time workers



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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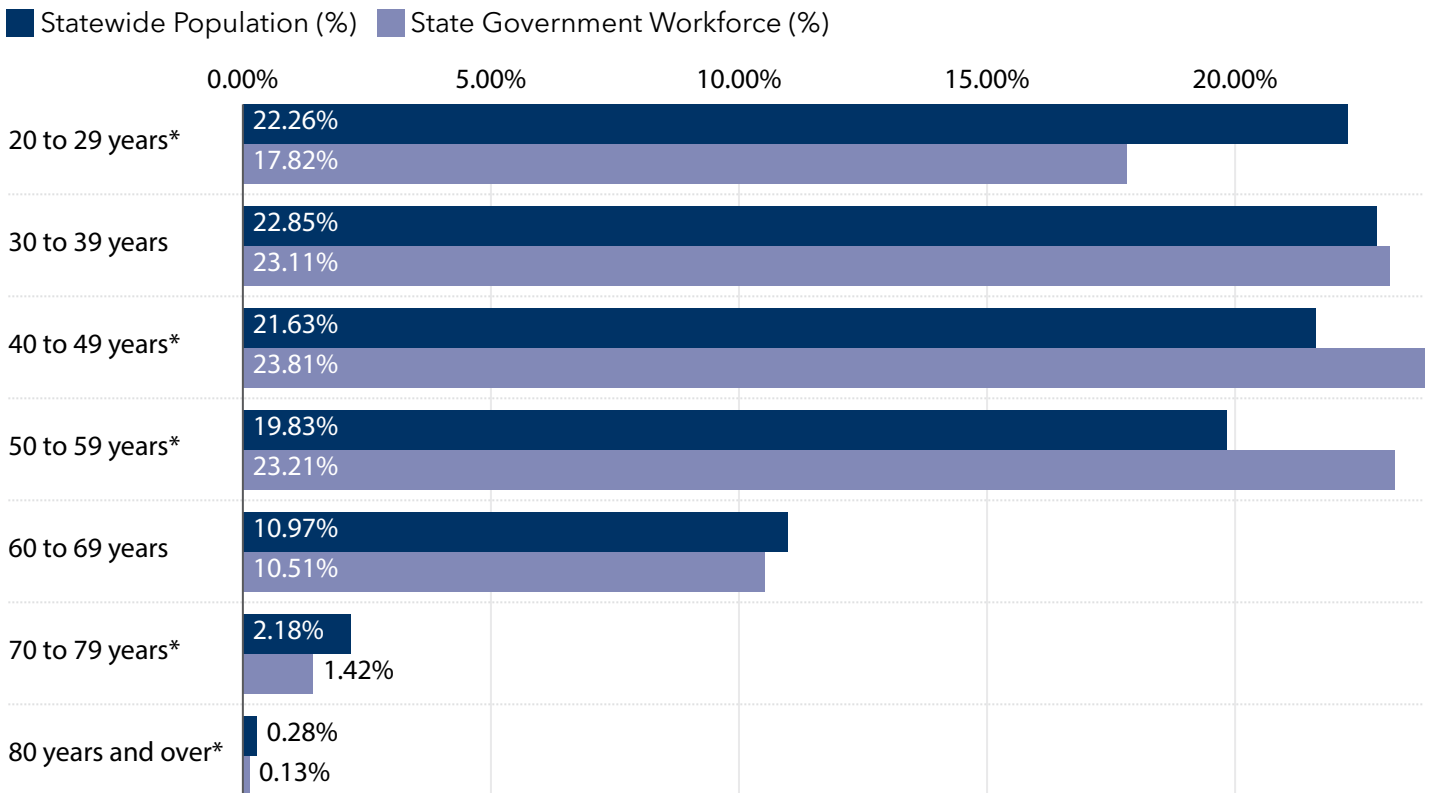
Mississippi

AGE

Mississippi's state government workforce is a little older than the state's general population, being statistically more likely to be 40-59 years old and less likely to be 20-29 years old. However, this general trend reverses for 70- to 79-year-olds and those 80+, making government employees less representative of both the very young and the very old.

Figure 1: Age

Sample including individuals in the labor force and age 20 and older



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



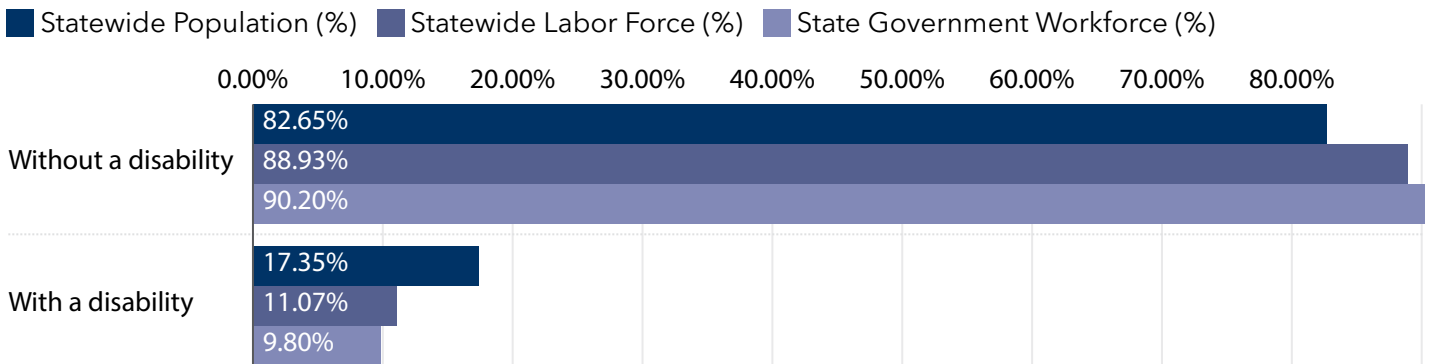
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DISABILITY STATUS

Mississippi's state government workforce is not statistically different in terms of the inclusion of people with disabilities from the state's overall population or overall labor force, despite being lower overall. This means we cannot say for certain whether people with disabilities are underrepresented in the state government workforce.

Figure 2: Disability Status

Differences between overall state population, statewide labor force, and state government workforce



Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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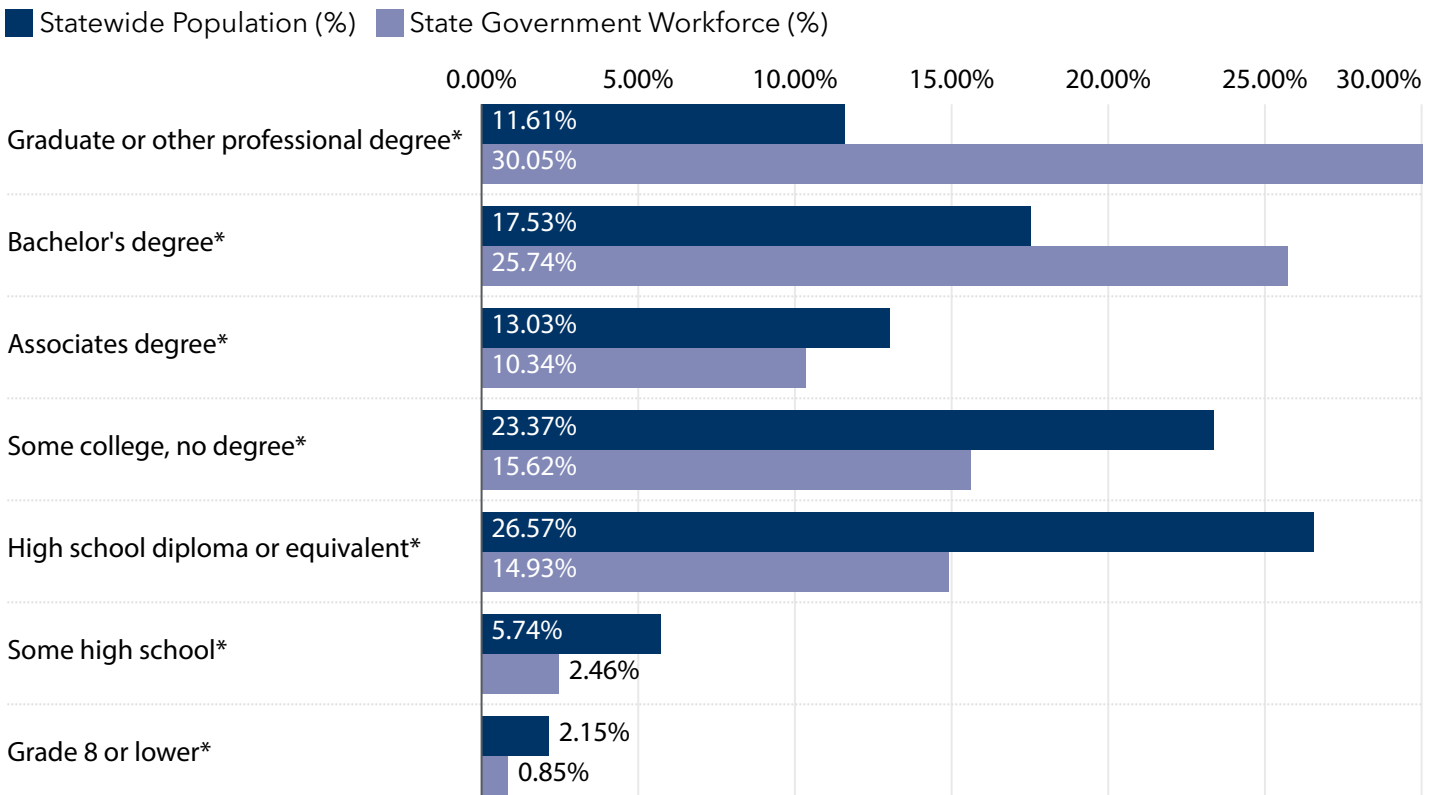
Mississippi

EDUCATION

As we saw in both Colorado and Idaho, Mississippi's state government employees are more educated than the general population. State employees are more than twice (2.59 times) as likely to have a graduate or professional degree and 1.5 times more likely to have a bachelor's degree compared to the overall population. The state's employees are less likely to have an associate's degree or high school diploma.

Figure 3: Education

For civilian employed workers above age 25



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



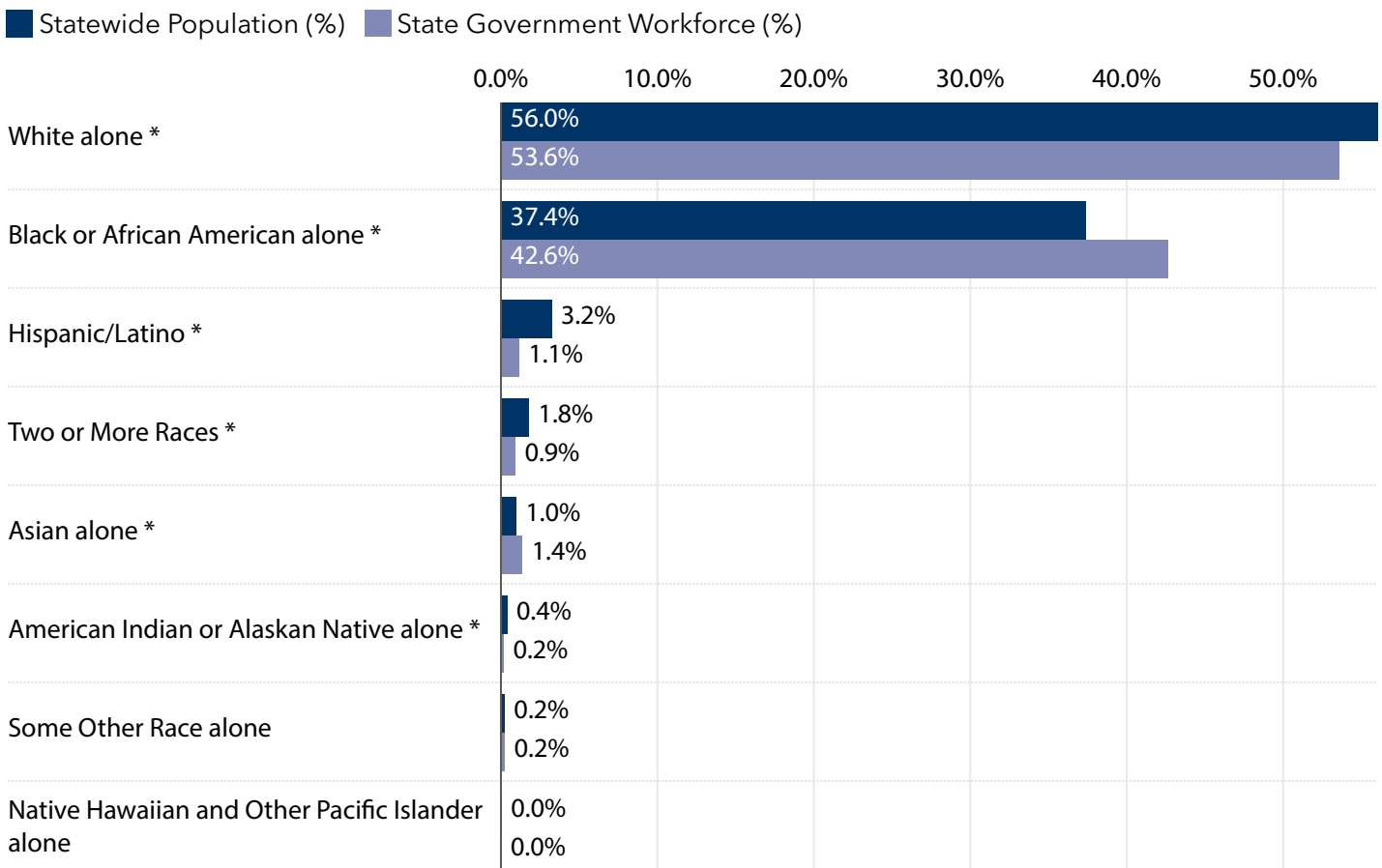
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Mississippi

RACE AND ETHNICITY

Mississippi's government employees are more likely to be Black/African-American or Asian and less likely to be white, Hispanic/Latino, American Indian or Alaskan Native, or multiracial compared to the general population of the state.

Figure 4: Race and Ethnicity



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/lwL4u/1/>

Mississippi

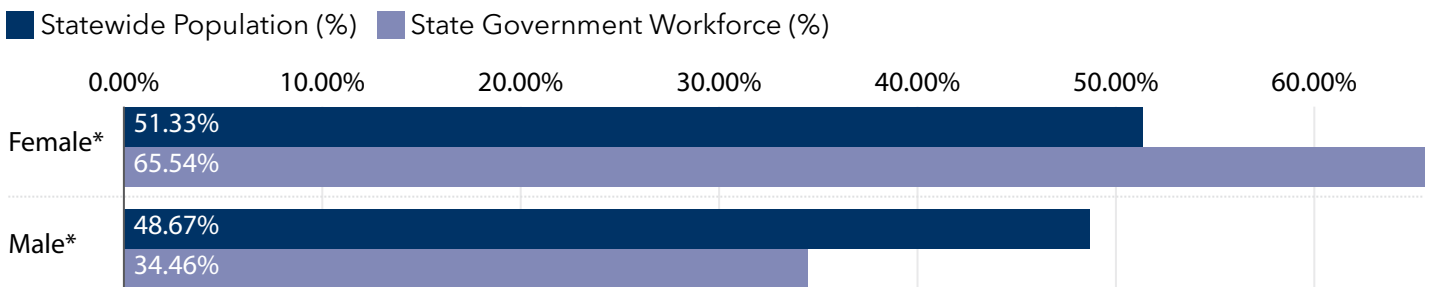
SEX

Mississippi's state government workforce is much more female than the general population, with 1.28 times more women than the state.

Note: The data used contains no information about gender identity.

Figure 5: Sex

Differences between overall statewide population and state government workforce



**Asterisk Indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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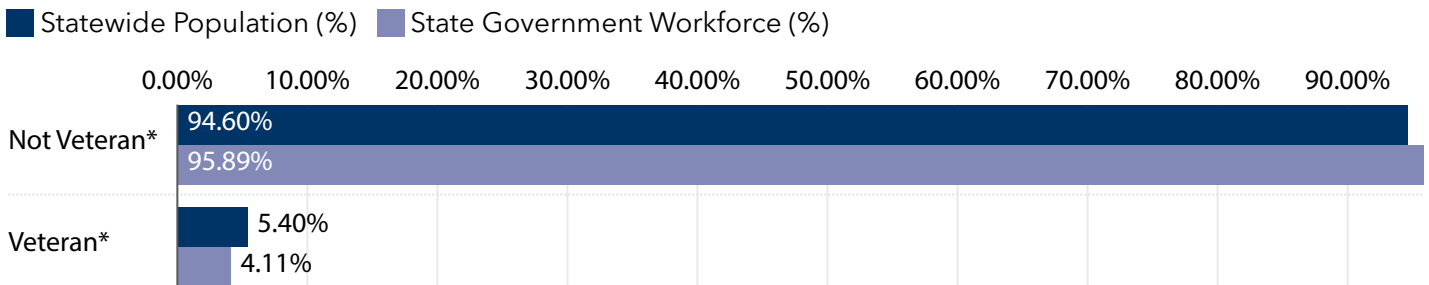
Mississippi

VETERAN STATUS

Veterans appear to be slightly underrepresented in the state government workforce, at 4.11% vs. the 5.4% seen in the general population.

Figure 6: Veteran Status

Differences between overall statewide population and state government workforce



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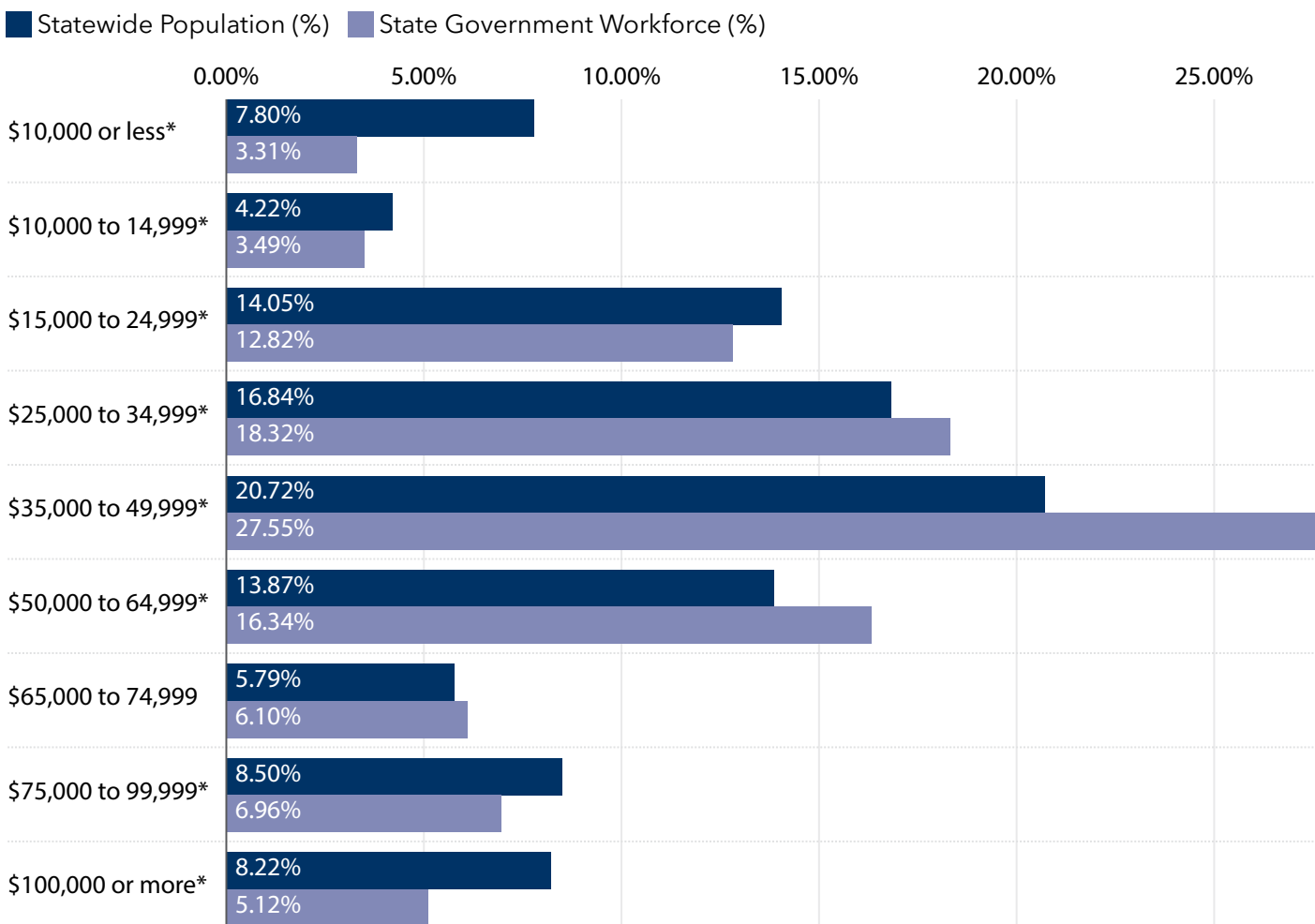
Mississippi

WAGE BRACKETS

As we saw in Colorado and Idaho, Mississippi's state employees are generally higher paid than the average citizen of the state. However, once again, this trend reverses in the higher wage brackets, with the general population having more people earning \$75,000+ than the state government's workforce.

Figure 7: Wage Brackets

For civilian employed, full time workers



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Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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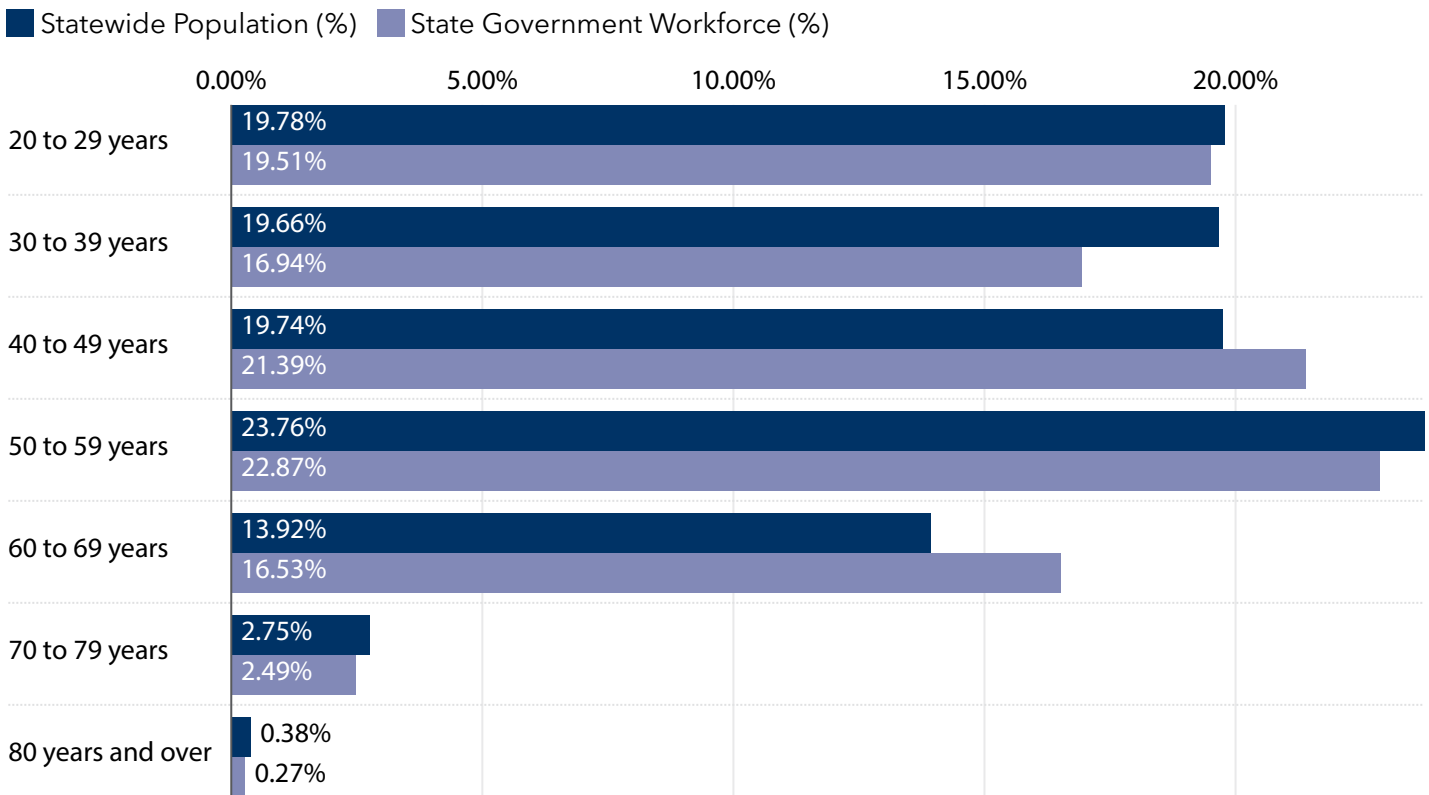
New Hampshire

AGE

New Hampshire's state employees are statistically the same age as the general population, for all age ranges.

Figure 1: Age

Sample including individuals in the labor force and age 20 and older



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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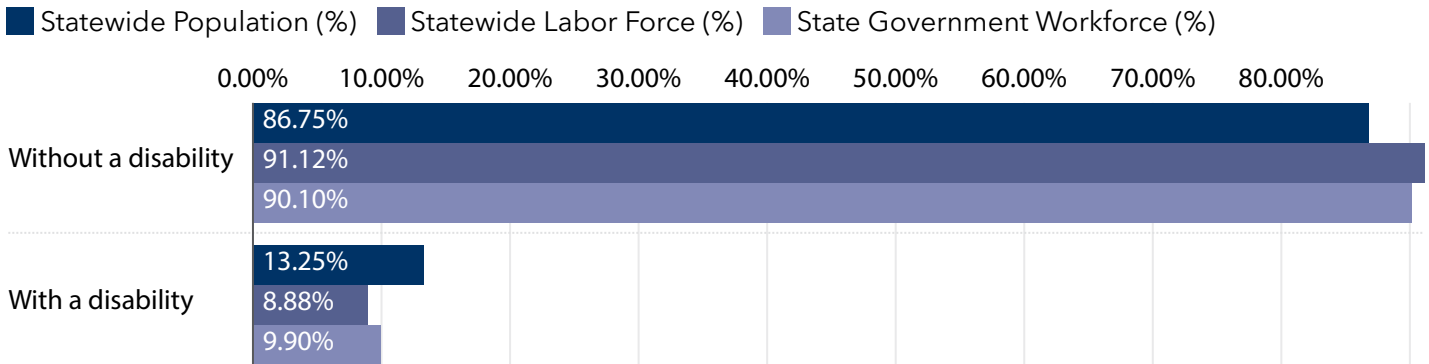
New Hampshire

DISABILITY STATUS

People with disabilities are represented in the state workforce about the same as they are in the general population.

Figure 2: Disability Status

Differences between overall state population, statewide labor force, and state government workforce



**Note that there is not a statistically significant difference between differences between the state labor force and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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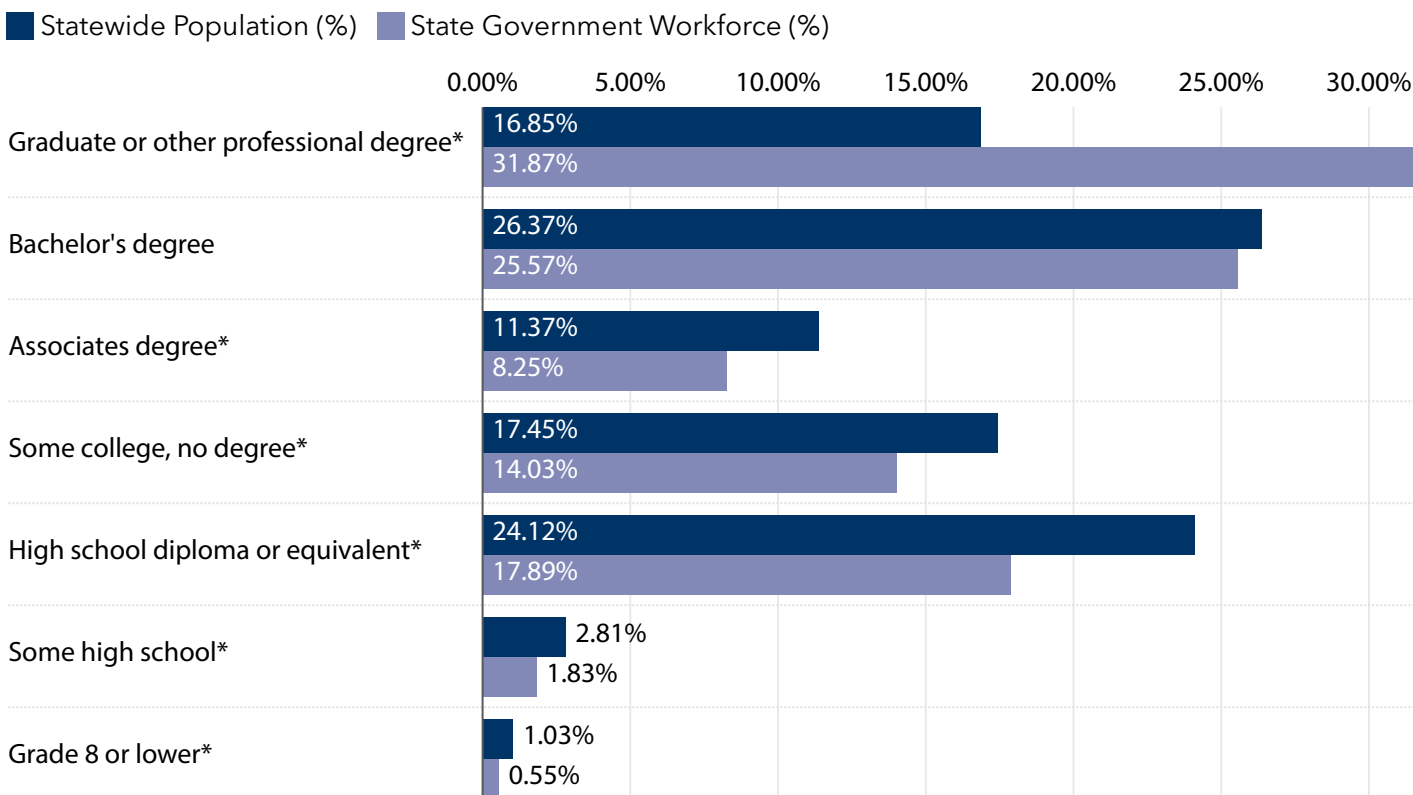
New Hampshire

EDUCATION

As we saw in the other states, New Hampshire's state employees are much more likely to have a graduate or professional degree than the general population of the state (1.9 times more likely). Those with bachelor's degrees are represented similarly in both groups, while state employees are less likely to have only a high school diploma or associate's degree.

Figure 3: Education

For civilian employed workers above age 25



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



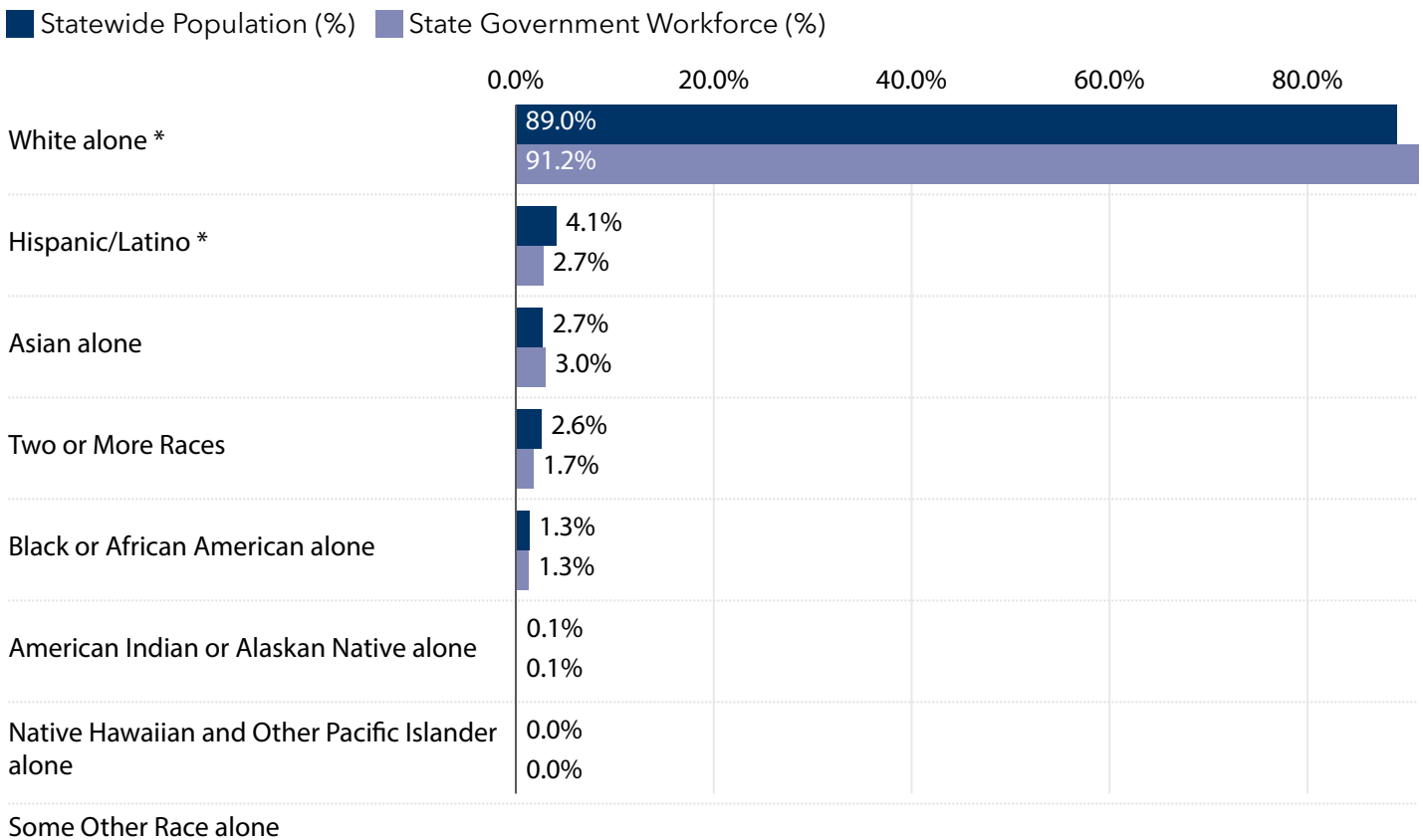
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New Hampshire

RACE AND ETHNICITY

State employees are more likely to be white and less likely to be Hispanic/Latino than the general population.

Figure 4: Race and Ethnicity



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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New Hampshire

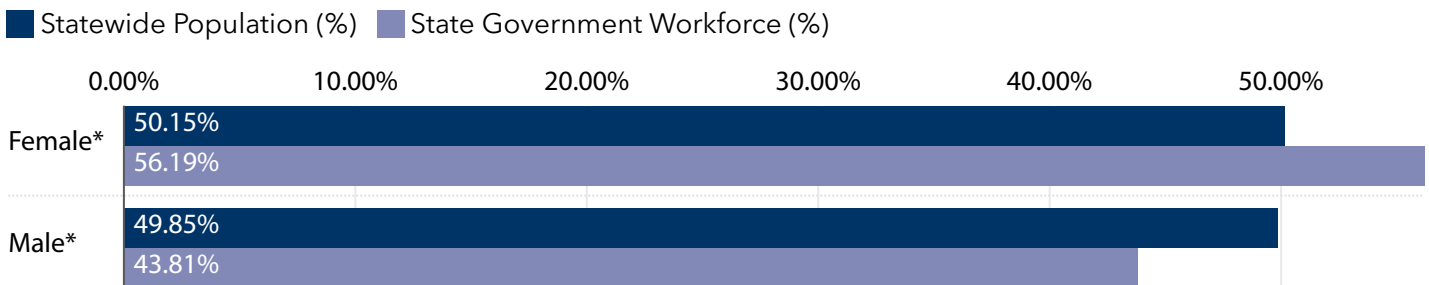
SEX

As we have seen in the other states, state employees are more likely to be female than the general population (+6.04%).

Note: The data used contains no information about gender identity.

Figure 5: Sex

Differences between overall statewide population and state government workforce



**Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



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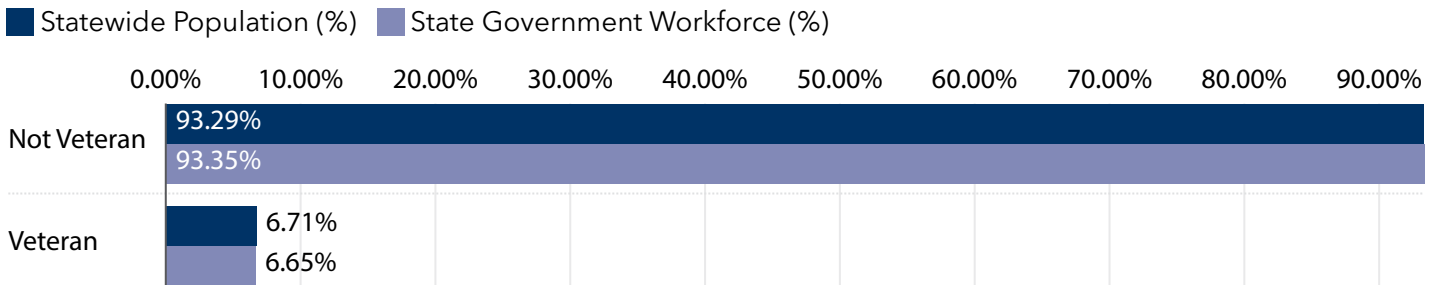
New Hampshire

VETERAN STATUS

Veterans are represented similarly in the state government workforce as they are in the state's population.

Figure 6: Veteran Status

Differences between overall statewide population and state government workforce



**Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.*

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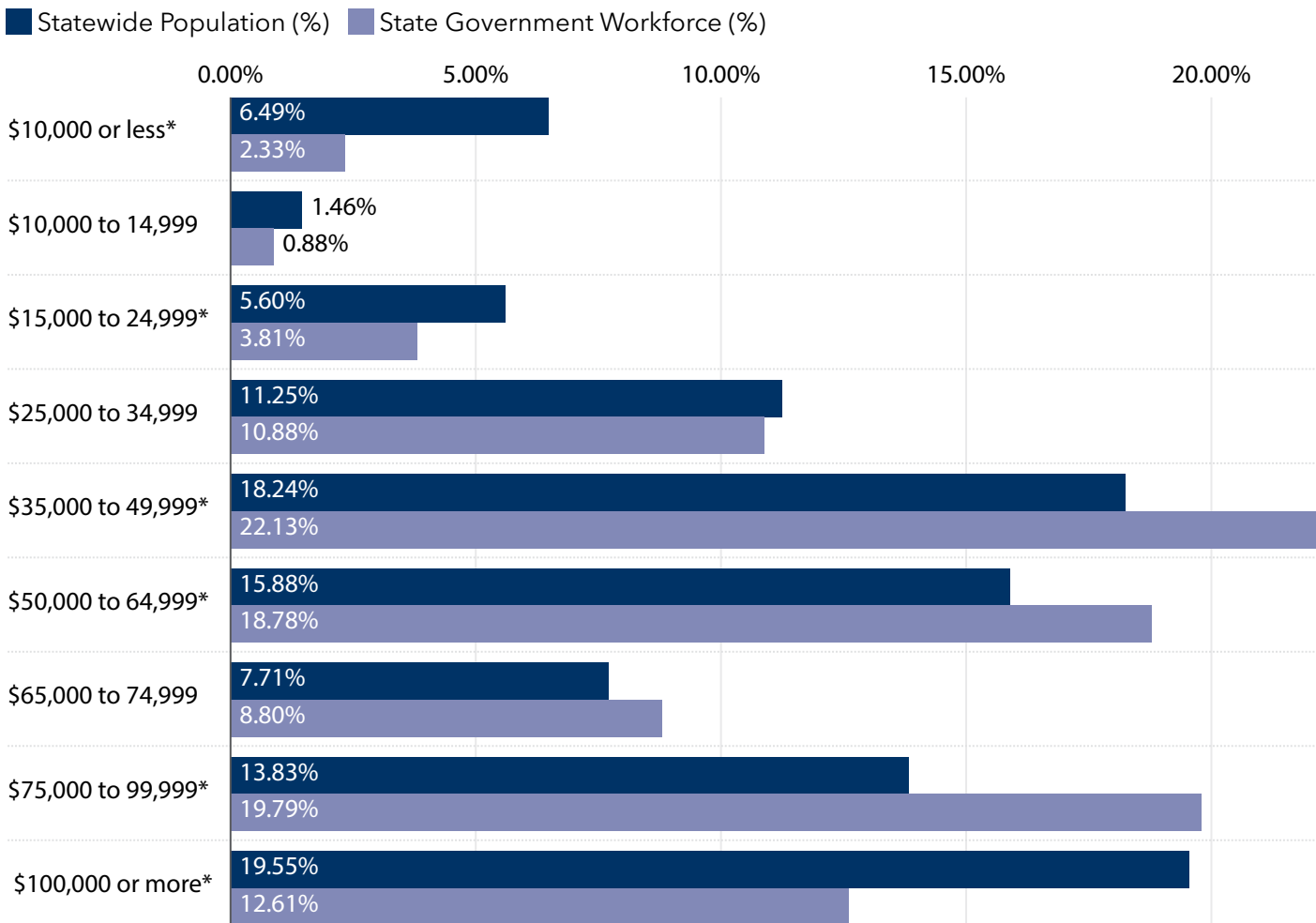
New Hampshire

WAGE BRACKETS

As we saw in the other states, New Hampshire's state employees tend to be paid more than the average citizen of the state. But once more, this trend reverses at higher wage brackets, with state employees being statistically less likely to earn over \$100,000 per year compared to the general population.

Figure 7: Wage Brackets

For civilian employed, full time workers



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



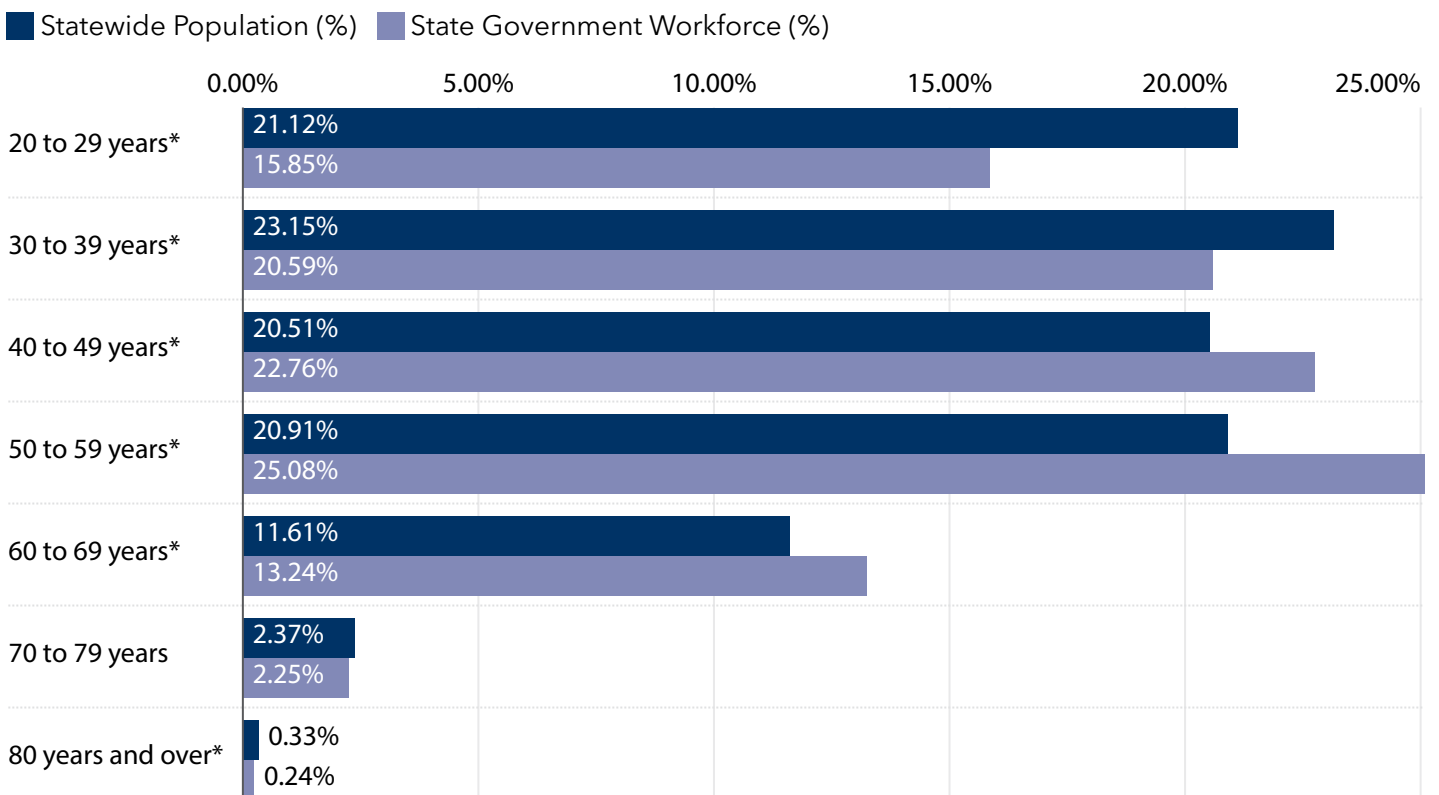
To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/xUKru/1/>

AGE

New York's state employees tend to be older than the general population, being statistically more likely to be 40-69 years old, and less likely to be 20-39 years old.

Figure 1: Age

Sample including individuals in the labor force and age 20 and older



*Asterisk Indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



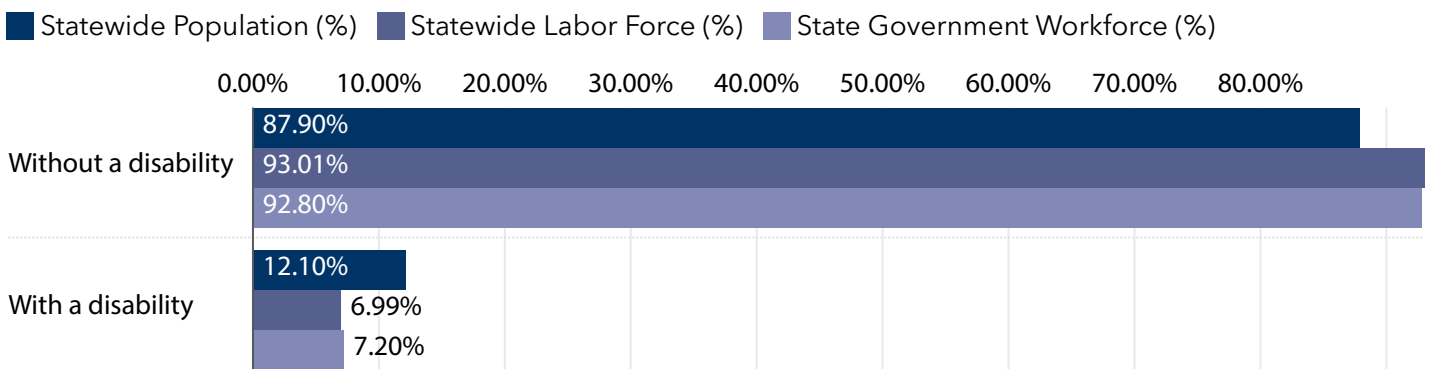
To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/1kw3H/1/>

DISABILITY STATUS

People with disabilities are represented similarly in the state government workforce vs. the general population of the state.

Figure 2: Disability Status

Differences between overall state population, statewide labor force, and state government workforce



**Note that there is not a statistically significant difference between differences between the state labor force and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



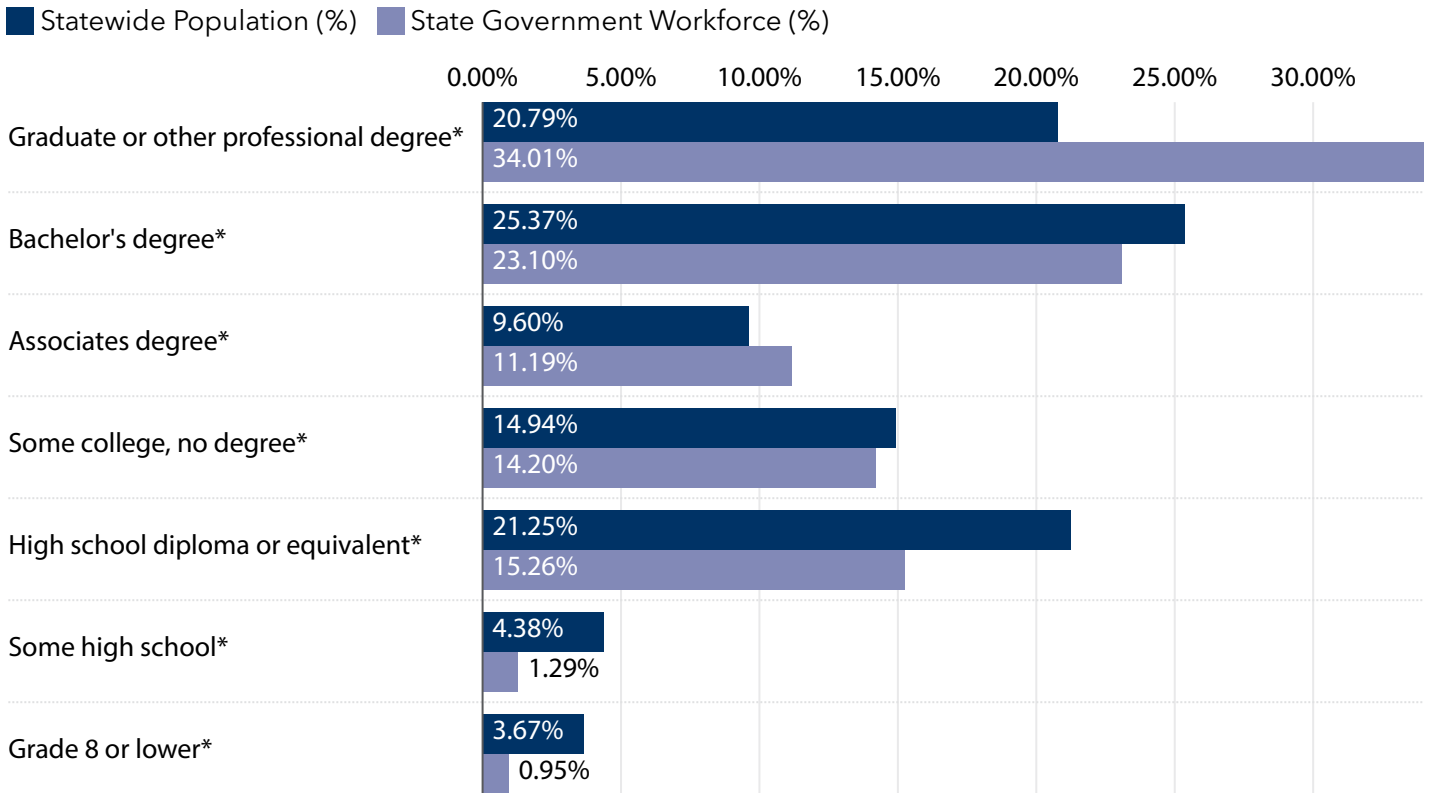
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EDUCATION

At the highest level, New York’s state workforce is more educated, about 1.64 times more likely to have a graduate or professional degree than the general population. However, unlike the other states so far, New York’s general population has more people with a bachelor’s degree than the state government workforce.

Figure 3: Education

For civilian employed, full time workers, above age 25



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample

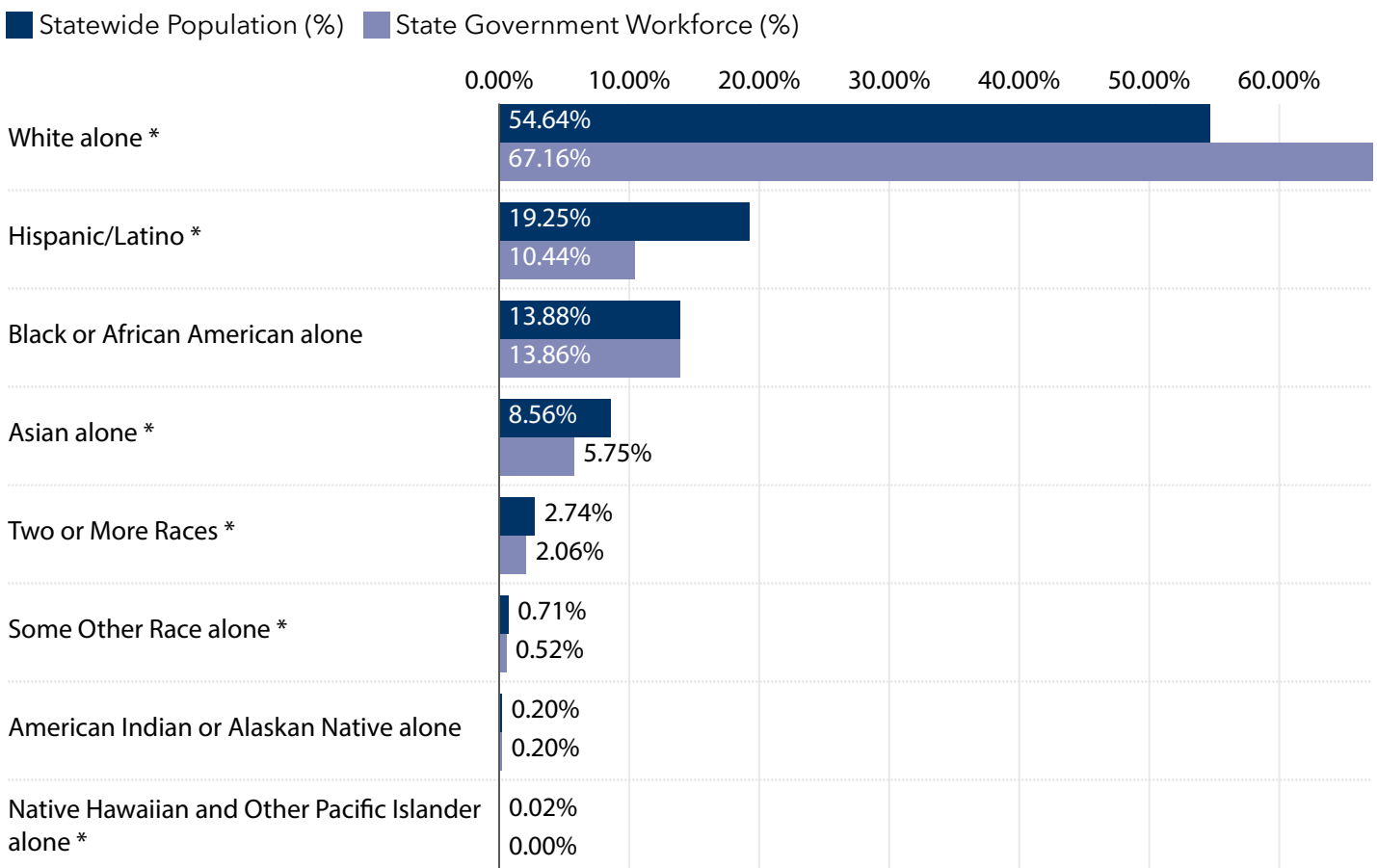


To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/leIF3/1/>

RACE AND ETHNICITY

New York's state employees are more likely to be white and less likely to be Hispanic/Latino, Asian, multiracial, or Native Hawaiian/Pacific Islander compared to the state's population.

Figure 4: Race and Ethnicity



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/U7Vrh/1/>

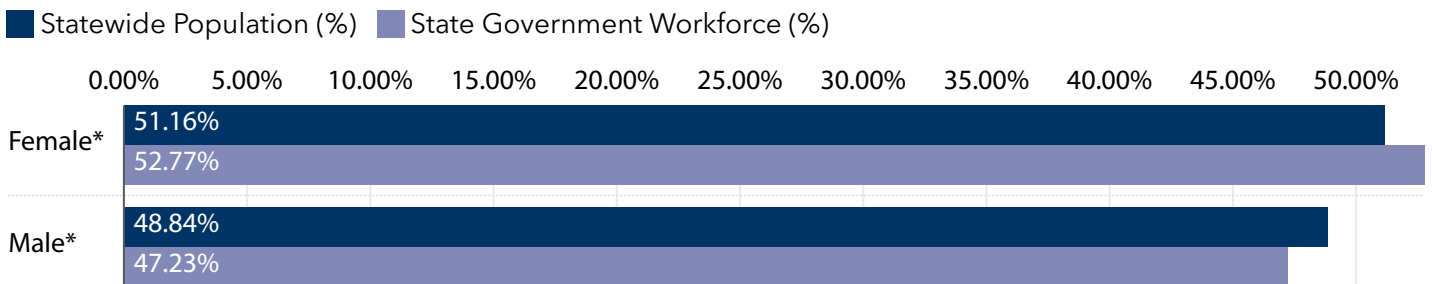
SEX

As with the other states we have seen so far, New York's state government workforce is more female than the general population, but the difference is much smaller here than in the other states (only +1.11%).

Note: The data used contains no information about gender identity.

Figure 5: Sex

Differences between overall statewide population and state government workforce



**Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.*

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



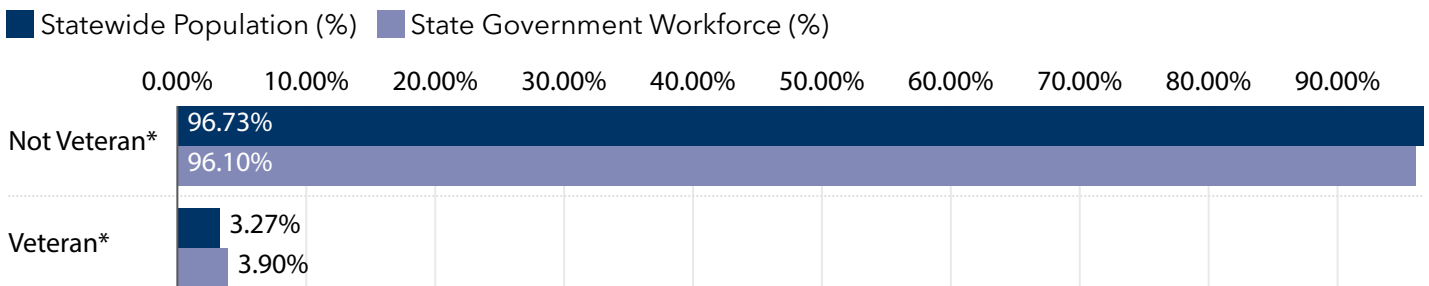
To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/DbB6j/1/>

VETERAN STATUS

Veterans are slightly more common among the state government workforce than they are in the general population of the state (+0.63%).

Figure 6: Veteran Status

Differences between overall statewide labor force and state government workforce



*Asterisk indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



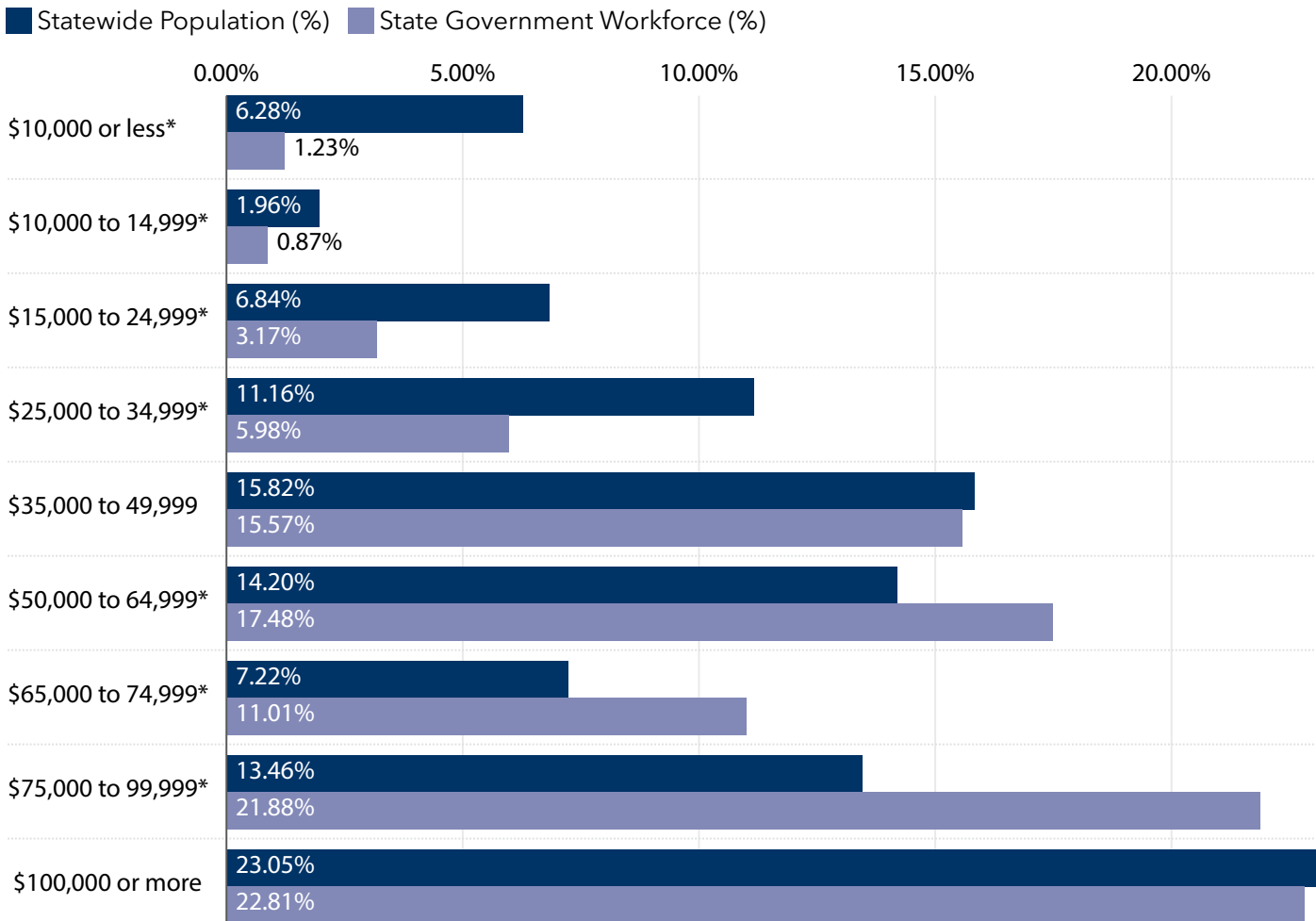
To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/jzBd9/1/>

WAGE BRACKETS

As in the other states, New York’s state government employees tend to be paid more than the average citizen, being more likely to make \$50,000 to \$99,999 per year. However, unlike in all other states, this trend does not reverse at the highest wage brackets, with New York employees being about as likely to make \$100,000+ as those in the general population.

Figure 7: Wage Brackets

For civilian employed, full time workers



*Asterisk Indicates statistically significant demographic differences between the overall state population and the state government workforce at the 90% confidence level.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Data | Public Use Microdata Sample



To view the interactive graphic, visit: <https://datawrapper.dwcdn.net/2FIPV/1/>