

2014 Demographic Analysis on the Ownership of Construction Firms in San Diego County

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I. Introduction

This report is prepared for the San Diego Unified School District (SDUSD), Facilities Planning and Construction (FPC) Department, for its Business Outreach Program, in support of its goals to increase participation of Emerging Business Enterprises (EBEs), especially Woman-owned and African-American-owned firms, in SDUSD's construction projects. For 2014, SDUSD encourages 37 percent EBE participation on all construction projects.¹

SDUSD uses the umbrella term, EBEs, to include Woman-owned, Minority-owned, Disabled Veteran-owned, and Small Business Enterprises. This "Demographic Analysis on the Ownership of Construction Firms in San Diego County" provides an independent demographic assessment of the race, ethnicity, and gender of construction firm owners in San Diego County.

Appreciation is expressed to Karen A. Linehan, Outreach Program Manager, for initiating the development of this report, in support of SDUSD's continuing commitment to increase opportunities for EBE participation in SDUSD projects.

¹ Source: SDUSD Facilities Planning & Construction 2014 Outreach and Engagement Plan Update

II. Executive Summary

About the Data Sources

To generate a comprehensive picture of the ownership of construction firms in San Diego County, it was necessary to extract data from four different sources, which are summarized on the next page, in FIGURE 1, “Data Sources Used in the Report.” Although sample size and methodologies vary substantially among these data sources, these data represent the best available and most current information on business ownership, with estimates of numbers by race, ethnicity, and gender for San Diego County.

A fifth data source was also used to assess local construction industry employment because, typically, a natural prerequisite for owning a construction firm is to have had some work experience in construction services.

It is important to note that because each data source and data set uses a variety of different methods and timeframes to collect, analyze, and generate reports, each table and chart in this report “stands alone.” Also, numbers within some data sets are not precisely additive because the U.S. Census Bureau will suppress some data, and use various statistical techniques to protect the identity of individuals and firms. Since the U.S. Census Bureau’s more detailed data, regarding race, ethnicity, and gender of owners, is derived from survey samples and estimates of each population, rather than a census, there are margins of error and non-sampling errors as well. More detail about the methodologies used to generate each of these data sets can be found in the “Survey Methodology” links provided in the Bibliography for this report.

Only publicly available data is used in this report. Most of this data is extracted from data sets provided at the website of the U.S. Census Bureau. This includes: 1) the 2012 San Diego County Business Patterns report, 2) the 2012 San Diego County Nonemployer Statistics report (which incorporates data provided by the Internal Revenue Service), 3) the 2007 Survey of Small Business Owners (part of the U.S. Census Bureau’s five year Economic Survey), and 4) a new Equal Employment Opportunity Tabulation published in December, 2012.

The numbers and types of certified Disadvantaged Business Enterprises is drawn from the California Department of Transportation (CALTRANS) website which is updated continuously. All data sources used in this report are summarized in FIGURE 1, “Data Sources Used in the Report.”

Each of these data sources represents the most currently available data release. The most recently derived data source used in this report is the 2012 San Diego County Business Patterns, and the 2012 San Diego County Nonemployer Statistics reports, both of which were released in May, 2014.

The Survey of Business Owners (SBO), conducted in 2007, but just published in 2012, is the first-ever and only publication by the U.S. Census Bureau to offer a detailed breakdown of business ownership at the county level, by race, ethnicity, and gender, and by industry NAICS codes. The delay in releasing this dataset was due to the enormous complexity of developing, for the first time, “Public Use

Microdata Sets” for all levels of geography, down to and including the county level. The Survey of Business Owners is conducted every five years. In late 2015, the U.S. Census Bureau will publish results of the 2012 Survey of Business Owners.

FIGURE 1

Data Sources Used in This Report	
1. Data Source:	U.S. Census Bureau, Table: CB1200A13 - 2012 County Business Patterns: Geography Area Series: San Diego County Business Patterns by Employment Size Class
Relevance:	The County Business Patterns (CBP) report is the Census Bureau's most complete, current, and consistent data for business establishments with paid employees. Each establishment represents a single business location. The CBP report summarizes the number of businesses by NAICS code subsector and by size, as classified by number of employees. The CBP shows that the great majority of construction firms in San Diego County are very small, 65% have fewer than 4 employees.
Publication Schedule:	Published annually, 18 months after the reference year. Most recent publication: May 26, 2014. Next release: May 30, 2015.
2. Data Source:	U.S. Census Bureau, Data Set: Economic Planning and Coordination Division, TABLE: 2012 Nonemployer Statistics (NS): San Diego County
Relevance:	This report completes the profile of construction firms located in San Diego County, using data from the Internal Revenue Service to describe the number and type (by NAICS code subsector) of construction firms that do not have paid employees.
Publication Schedule:	Published annually. Most recent publication: May 30, 2013. Next release: May 30, 2015.
3. Data Source:	U.S. Census Bureau Data Set: 2007 Survey of Business Owners (SBO), Table: SB0700CSA01. Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places: 2007
Relevance:	The Survey of Business Owners (SBO) is part of the Census Bureau's Economic Census, and the 2007 SBO is the first-ever report published by the U.S. Census that provides detailed information at the county level on race, ethnicity, and gender of the 51% ownership of firms by NAICS. It includes firms with and without paid employees, that earned a minimum of \$1,000 in gross revenues in 2007. The data is presented as "estimates" rather than a "census" because it includes results of a survey mailed to a random sample of firms, in addition to data collected by the Census Bureau.
Publication Schedule:	Data is collected every five years for years ending in "2" and "7". Most recent publication: May 30, 2013. Next release: in phases, June - December 2015.
4. Data Source:	CALTRANS Office of Business and Economic Opportunity, Certification Unit
Relevance:	The CALTRANS database provides a listing of Disadvantaged Business Enterprises that have been certified as financially and socially disadvantaged, and therefore eligible to be counted toward CALTRAN's contracting goal of 13.25% for DBEs. For this program, African American, Asian, Pacific Islander, Native American, Hispanic and Women-owned firms are presumed to be socially disadvantaged.
Publication Schedule:	Updated continuously
5. Data Source:	U.S. Census Bureau, American Community Equal Employment Opportunity Special Tabulation 2006-2010 (5-year ACS data) San Diego County
Relevance:	This data shows the participation by race and ethnicity, of paid employees working for construction firms in San Diego County. This data is a custom data tabulation designed to measure the effects of and compliance with Equal Employment Opportunity laws. The growth in the number of firms owned by women and minorities will be somewhat tied to workforce participation, because prior experience as an employee is an important success factor in launching a new company.
Publication Schedule:	This report was published for the first time on December 12, 2012, and there are no plans at this time, for this custom tabulation to be repeated.

Key Findings

First, a caveat, applicable to every socio-economic category of Emerging Business Enterprise (EBE), is that many do not have the financial and bonding capacity, past performance record, and/or the desire to pursue work with public agencies such as the San Diego Unified School District. It appears, nonetheless, that SDUSD has strong rationale for seeking to increase the participation of EBEs, including African-American and Woman-owned firms, in SDUSD projects.

The vast majority of construction companies are small firms. According to the U.S. Census Bureau's 2012 County Business Patterns report, which includes only establishments with paid employees, there was a total of 6,199 establishments located within, and providing construction services within San Diego County. Of this group, 90% (5,577) had 19 or fewer paid employees and 65% (4,056) had four or fewer paid employees. Although many such firms may not be interested, or if interested, may not yet be ready to pursue public projects, this represents a large pool from which to attract and develop new EBE contractors for SDUSD projects.

Another source, the U.S. Census Bureau's 2007 Survey of Business Owners (SBO), which includes businesses with and without paid employees, found 24,110 construction firms located in San Diego, of which a large majority, 67% (16,266), had no paid employees. That a firm has no paid employees is not necessarily a disqualifier for performing on projects. Many successful construction firms, large and small, operate with a fluctuating workforce of independent contractors and subcontractors. For firms with and without paid employees, the 2007 SBO found that 24% (5,798) were minority-owned (by race and/or Hispanic ethnicity), 1.5% (360) were African-American-owned, and 7.4% (1,777), woman-owned.

CALTRANS maintains a database of certified Disadvantaged Business Enterprises (DBEs). Eligibility for this certification requires that 51% of a firm is owned and controlled by one of more socially disadvantaged individuals, defined as minority (by race or Hispanic ethnicity) and/or female.

Only 129 DBEs are listed in the CALTRANS database as currently located and providing construction services within San Diego County. Of these 129 companies, 14% (18) are African-American-owned, and 26% (34), female-owned. Although the number of firms is small, relative to the population of firms that could be certified, DBE certified firms may be regarded as highly interested and motivated to seek government contracts, given that the application for certification involves a considerable amount of preparation, documentation and time. Many qualified and eligible firms do not pursue the DBE certification because, in addition to extensive paperwork, CALTRANS requires a site visit and in depth interview with every applicant.

The demographic composition of the construction industry workforce is also of interest, because a natural prerequisite for owning a construction firm is to have had some work experience in construction services. The U.S. Census Bureau's "Equal Employment Opportunity Tabulation of Employees by Race and Ethnicity for Construction Industry" drawn from five years' of American Community Survey data for San Diego County (2006 – 2010), analyzed data for a total of 99,945 construction industry employees, and found nearly half, 48% (48,415) of these employees to be of

Hispanic ethnicity, or of a Minority race, of which 2% (1,960) were Black or African-American. For the total of all construction industry employees, 11% (10,910) were female.

FIGURE 2, "Summary of Estimates of Construction Industry Capacity in San Diego County," summarizes the best available, most current information on business ownership and workforce, with estimates of numbers and percentages, by race, ethnicity, and gender.

FIGURE 2

SUMMARY OF ESTIMATES OF CONSTRUCTION INDUSTRY CAPACITY IN SAN DIEGO COUNTY							
Data Source	Estimated Capacity, Number of Entities					Number of Employees	
	Estimated Capacity	% of Data Set	African-American	% of Data Set	Female	% of Data Set	Employed in Construction Industry
1. County Business Patterns, Construction Services Establishments with Paid Employees, 2012							
Total Construction Services Establishments	6,199	100%					
1 - 4 paid employees	4,056	65%					
1 - 19 paid employees (includes 1 - 4 paid employees above)	5,577	90%					
Specialty Trade Contractors	3,891	63%					
2. Nonemployer Statistics 2012							
Nonemployer Construction Firms	17,236	100%					
Specialty Trade Contractors	11,845	69%					
3. Survey of Business Owners, 2007							
Total Number of Business Owners	24,110	100%					
With paid employees	7,844	33%					
Without paid employees	16,266	67%					
Total Sample Classifiable by race, ethnicity and gender	23,525	98%					
Minority (by race and/or ethnicity)	5,798	24%					
Hispanic of any race	4,543	19%					
African-American			360	1.5%			
Female					1,777	7.4%	
4. CALTRANS Disadvantaged Business Enterprises, October 2014							
Minority and/or Female-owned Firms	129	100%					
African-American			18	14%			
Female					34	26%	
5. EEO Special Tabulation of Employees by Race, Ethnicity, and Gender, 2006 - 2010							
Total employees tabulated							99,945 100%
Minority Race and/or Hispanic							48,415 48%
Black or African-American, Not Hispanic							1,960 2%
Female							10,910 11%

III. Owners of Construction Firms Located in San Diego County

This section provides more detail on each of the data sources and findings relating to the characteristics of the ownership of construction firms, as summarized in FIGURE 2, "Summary of Estimates of Construction Industry Capacity in San Diego County."

1. DATA SOURCE: U.S. Census Bureau, Table: CB1200A13 - 2012 County Business Patterns: Geography Area Series: County Business Patterns by Employment Size Class

The U.S. Census Bureau's 2012 County Business Patterns (CBP) report is the most complete, current, and consistent data source for business establishments with paid employees. An establishment is defined as a single physical location where business transactions take place and for which payroll and employment records are kept. Groups of one or more establishments under common ownership or control are defined as firms. A single-unit firm owns or operates only one establishment. The CBP report includes only those establishments with paid employees.

The County Business Patterns report summarizes the number of establishments by size, as classified by number of employees, and by each of three NAICS code subsectors for construction:

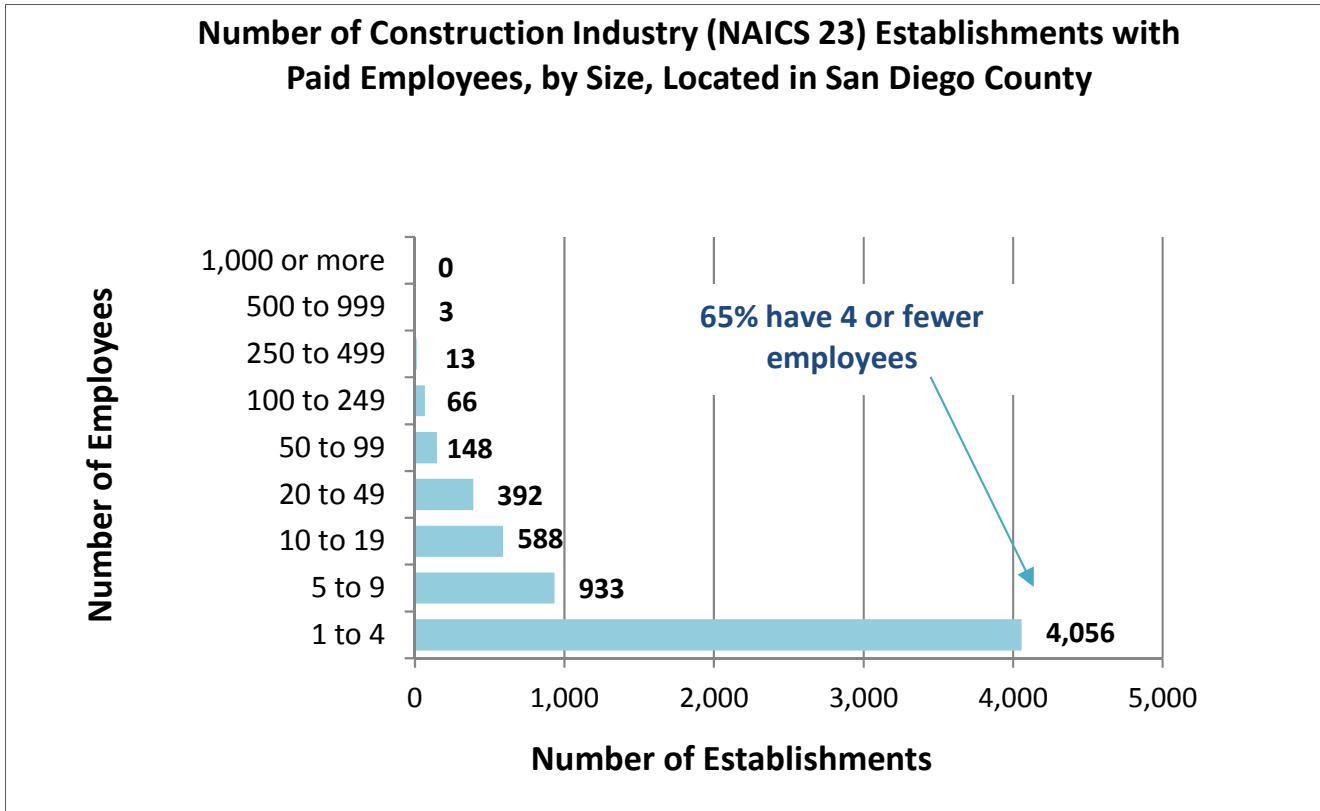
- 236 - Construction of Buildings
- 237 - Heavy and Civil Engineering Construction
- 238 - Specialty Trade Contractors

According to the U.S. Census Bureau's 2012 County Business Patterns report for San Diego County, there was a total of 6,199 establishments with paid employees, located and providing construction services within San Diego County. Of this group, 90% (5,577) had 19 or fewer paid employees and 65% (4,056) had four or fewer paid employees. Specialty trade contractors represented 63% (3,891) of total firms.

These numbers represent a potentially large pool from which to attract and develop EBE contractors for SDUSD projects; however, many of these firms are small and may not be ready to work on public works projects.

FIGURE 3 presents the distribution by employment class size, of all construction industry establishments with paid employees, as reported by the U.S. Census Bureau's 2012 County Business Patterns, for San Diego County.

FIGURE 3



NOTES: FIGURE 3

- Data set includes paid employees for pay period including March 12, 2012.
- The U.S. Census Bureau’s County Business Patterns data includes only those businesses with paid employees; it excludes businesses operating without an Employer Identification Number (EIN), and businesses with an EIN but without employees.
- The U.S. Census Bureau defines an “establishment” as a single physical location where business transactions take place and for which payroll and employment records are kept. Groups of one or more establishments under common ownership or control are firms. A single-unit firm owns or operates only one establishment.

2. DATA SOURCES: U.S. Census Bureau, 2012 Nonemployer Statistics (NS): San Diego County, and 2012 County Business Patterns (CBP)

FIGURES 4 and 5 present data from two independent data sources: (1) U.S. Census Bureau, Table: U.S: CB1200A13 - 2012 County Business Patterns: Geography Area Series: San Diego County Business Patterns by Employment Size Class (CBP): and (2) U.S. Census Bureau, Data Set: Economic Planning and Coordination Division, TABLE: 2012 Nonemployer Statistics (NS): San Diego County. For more information about County Business Patterns (CBP) data, please see NOTES: FIGURE 3.

Overall, the distribution by NAICS code subsector, for entities with and without paid employees, is very similar; the majority are specialty trade contractors (NAICS subsector 238), and nearly one-third, general contractors (NAICS subsector 236). A very small percentage of all construction establishments perform heavy and civil engineering construction (NAICS subsector 237), 5.2% of those that have paid employees and 1.6% of those with no paid employees.

**FIGURE 4
 Comparison of Types of Construction Entities with and without Paid Employees**

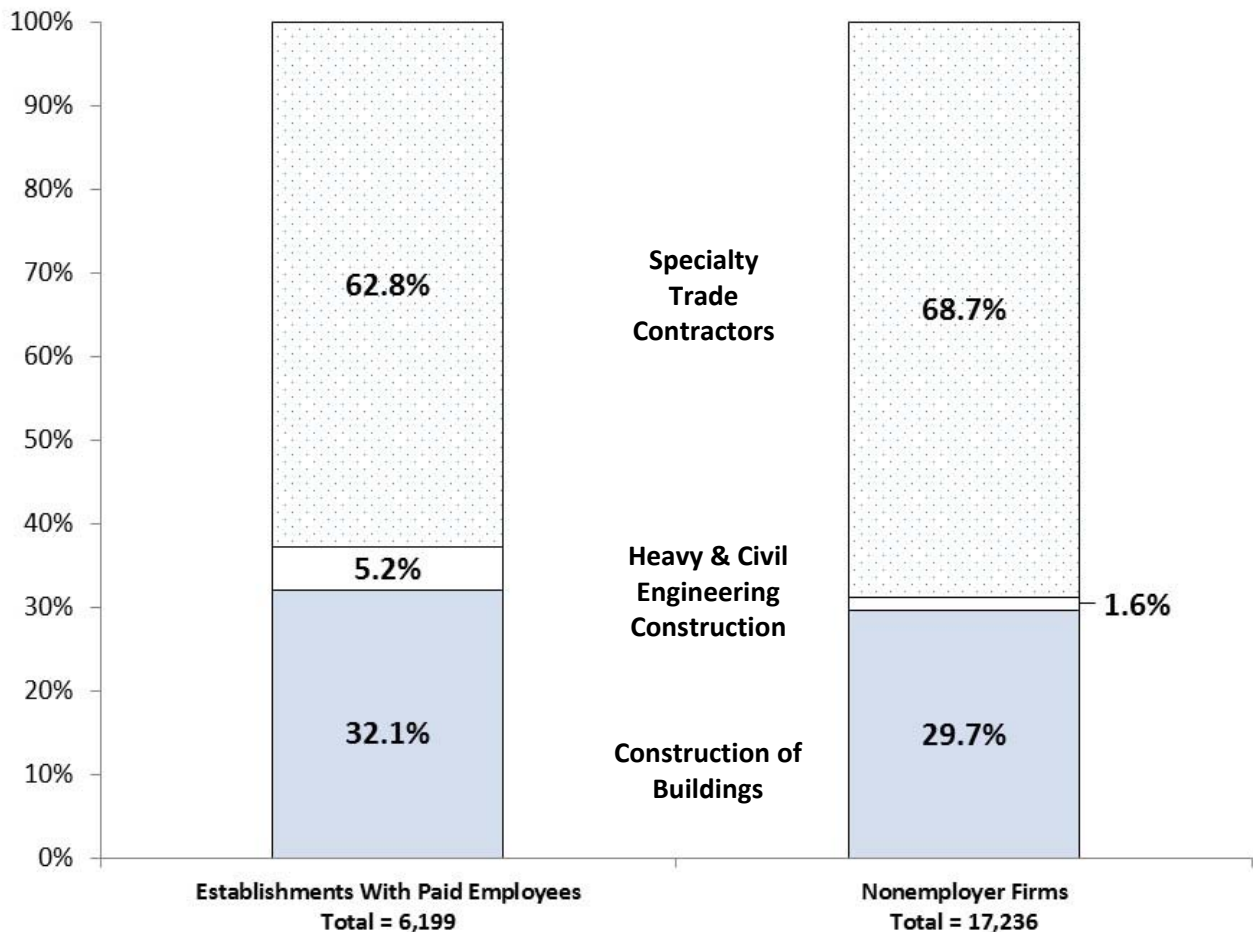


FIGURE 5

Construction Entities by NAICS Subsector, With and Without Paid Employees in 2012						
2012 NAICS Code 23 - Construction	Total Entitiess With and Without Paid Employees	% of Total	Number of Establishments with Paid Employees ⁽¹⁾	% of Total Entities	Number of Nonemployer Firms ⁽²⁾	% of Total Entities
Total	23,435	100%	6,199	26%	17,236	74%
236 - Construction of buildings	7,101	30.3%	1,988	8.48%	5,113	21.8%
237 - Heavy and civil engineering construction	598	2.6%	320	1.37%	278	1.2%
238 - Specialty trade contractors	15,736	67.1%	3,891	16.60%	11,845	50.5%
Data sources: (1) County Business Patterns, (2) Nonemployer Statistics						

NOTES: FIGURES 4 and 5

- Regarding the Nonemployer Statistics (NS) Data: The universe of nonemployer firms is created annually in conjunction with identifying the U.S. Census Bureau’s employer business universe. The source of this data is primarily from the annual or quarterly business income tax returns filed with the Internal Revenue Service and maintained in the U.S. Census Bureau’s Business Register.
- Most NS geography codes are derived from the business owner’s mailing address identified from administrative records. Because the owner's mailing address may not be the same as the physical location of the business, the resulting geography codes do not always represent where business is actually conducted, but this represents the best information available regarding the location of the business.
- Currently, the U.S. Census Bureau does not have a reliable method to identify the universe of firms that lease all of their employees. The Nonemployer Statistics report uses detailed processing and editing of the data to eliminate likely employers based on the size of receipts for a given industry.
- For the County Business Patterns data, the U.S. Census Bureau defines an “establishment” as a single physical location where business transactions take place and for which payroll and employment records are kept. Groups of one or more establishments under common ownership or control are firms. A single-unit firm owns or operates only one establishment.

3. DATA SOURCE U.S. Census Bureau Data Set: 2007 Survey of Business Owners (SBO), Table: SB0700CSA01. Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places: 2007

The 2007 Survey of Business Owners (SBO), conducted in 2007, and published in 2012, is the first-ever and only publication by the U.S. Census Bureau to offer a detailed breakdown of business ownership at the county level, by race, ethnicity, and gender, and by industry NAICS codes. The delay in releasing this dataset was due to the enormous complexity of developing, for the first time, “Public Use Microdata Sets” for all levels of geography down to and including the county level.

The U.S. Census Bureau’s 2007 Survey of Business Owners includes businesses with and without paid employees. As shown in FIGURE 6 on the next page, of the total of 24,110 construction firms located in San Diego, the majority, 67% (16,266), had no employees. That a firm has no paid employees is not necessarily a disqualifier for performing on public projects. Many successful construction firms, large and small, operate with independent contractors and subcontractors.

In this data set, ethnicity is defined as either Hispanic or Non-Hispanic, and the category “Minority” encompasses minority races and/or Hispanic ethnicity. The U.S. Census Bureau’s 2007 SBO found that for all types of firms (with and without employees), 24% (5,798) were minority-owned (by race and/or Hispanic ethnicity), 1.5% (360) were African-American-owned, 7.4% (1,777) female-owned, and 18.3% (4,412), equally male-/female-owned.

FIGURE 6

Owners of Construction Firms in San Diego County, by Race, Ethnicity and Gender						
Demographic Category	All Firms		Firms with Paid Employees		Firms without Paid Employees	
	%	%	%	%	%	%
All Firms	24,110	100%	7,844	32.53%	16,266	67%
All firms classifiable by gender, ethnicity, & race	23,525	97.57%	7,306	93.14%	16,219	99.71%
Not classifiable	585	2.43%	539	6.87%	S	S
Ownership By Race						
White	21,623	89.68%	6,983	89.02%	14,640	90.00%
Black or African American	360	1.49%	27*	0.34%	333	2.05%
American Indian & Alaska Native	448	1.86%	8	0.10%	439	2.70%
Some other race	1,094*	4.54%*	288*	3.67%*	807*	4.96%*
Ownership By Minority Status						
Minority	5,798	24.05%	1,169	14.90%	4,630	28.46%
Equally minority/ nonminority	810	3.36%	310	3.95%	501	3.08%
Nonminority	16,916	70.16%	5,828	74.30%	11,088	68.17%
Ownership By Ethnicity						
Hispanic	4,543	18.84%	966	12.32%	3,577	21.99%
Equally Hispanic /non-Hispanic	558	2.31%	203	2.59%	355	0.26%
Non-Hispanic	18,424	76.42%	6136	78.23%	12,288	0.07%
Ownership By Gender						
Female-owned	1,777	7.37%	637	8.12%	1,140	7.01%
Male-owned	17,336	71.90%	5,039	64.24%	12,297	75.60%
Equally male-/female-owned	4,412	18.30%	1630	20.78%	2,782	17.10%

NOTES: FIGURE 6

- Race, ethnicity, and gender designations refer to the characteristics of owner/s possessing at least a 51% or more share of the total business ownership
- “Ownership” always refers to individual/s holding at least 51% of ownership shares.
- S = Data withheld because estimate did not meet publication standards.
- Numbers in this format: **boldface***, with an asterisk, represent data that were withheld by the U.S. Census Bureaus, but were derived via subtraction from the total, for purposes of this report.
- Detail may not add to total due to rounding or because a Hispanic firm may be of any race. Moreover, each owner had the option of selecting more than one race and therefore is included in each race selected. Firms with more than one domestic establishment are counted in each geographic area and industry in which they operate, but only once in the U.S. and state totals for all sectors.

4. DATA SOURCE: CALTRANS Office of Business and Economic Opportunity, Certification Unit

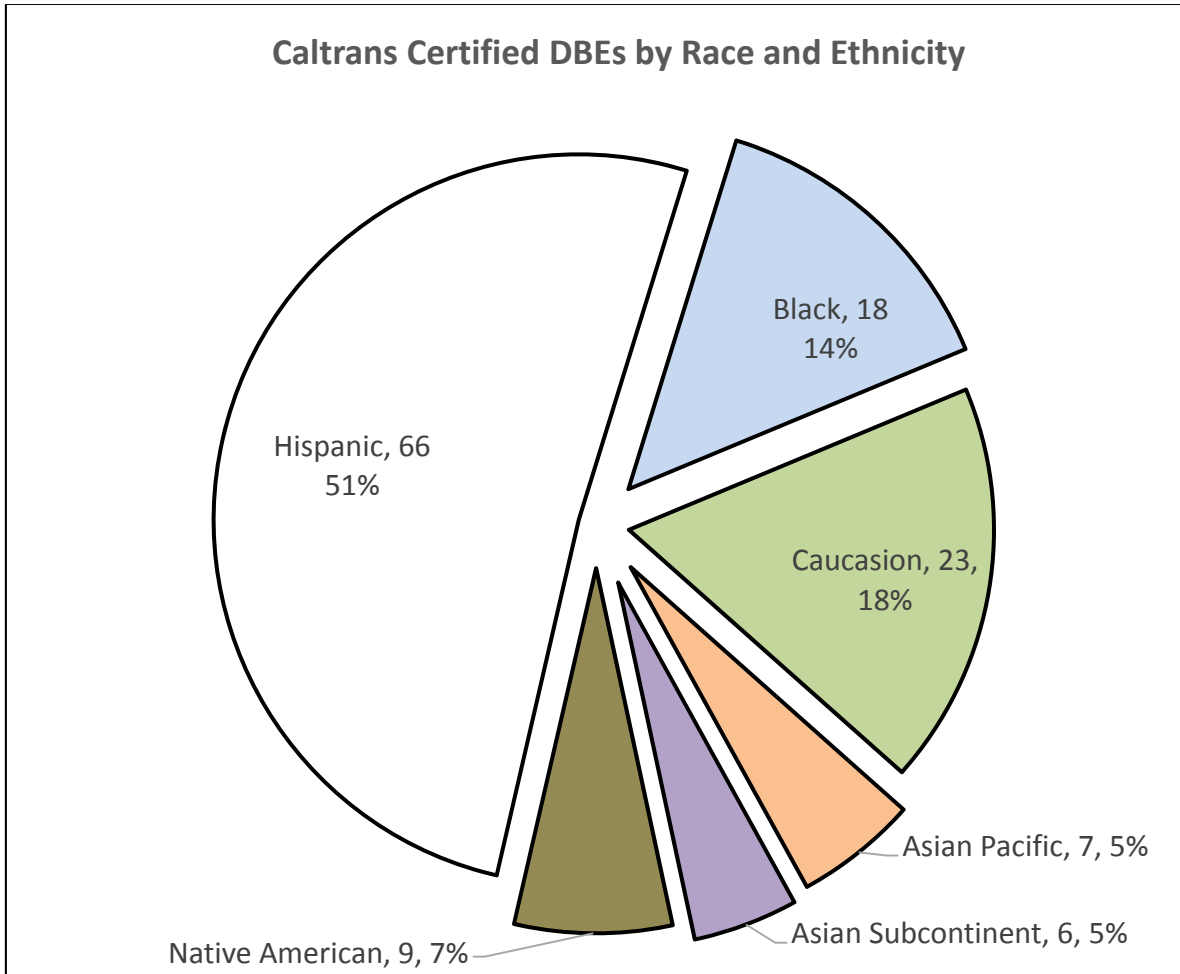
CALTRANS maintains a database of certified Disadvantaged Business Enterprises (DBEs). Eligibility for this certification requires that 51% of a firm is owned and controlled by one of more socially disadvantaged individuals, defined as minority (by race or Hispanic ethnicity) and/or female. These business owners must not have a personal net worth of more than \$1.32 million (excluding equity in home, business and most typical types of retirement accounts) and company revenues exceeding \$22.41 million (as a three year average). Although the number of firms is small, relative to the population of firms that could be certified, DBE certified firms may be regarded as highly interested and motivated to seek government contracts, given that the application for certification involves a considerable amount of preparation and documentation. CALTRANS conducts a rigorous review prior to certification, including a site visit and personal interview with every applicant.

As shown in FIGURES 7 and 8 below, a search of this database finds that there are only 129 DBEs listed as currently located and providing construction services within San Diego County. FIGURE 7 below, “Disadvantaged Business Enterprises Located in San Diego County and Providing Construction Services,” shows that of the total of 129 DBEs located in and providing construction services in San Diego, 14% (18) qualify as Black-owned, 26% (34), female-owned, and more than half (66) Hispanic-owned. The 34 female-owned firms include 23 that are Caucasian, 6 that are Hispanic, 3 Black, and 2 Native American.

FIGURE 7

Disadvantaged Business Enterprises Located in San Diego County and Providing Construction Services				
Demographic Category	Total	Race or Ethnicity	Gender	% of Total
Total DBEs by Gender	129			100.00%
Female owned			34	26.36%
Male owned			95	73.64%
Total DBEs by Race or Ethnicity	129			100.00%
Black		18		13.95%
Asian Pacific Islander		7		5.43%
Asian Subcontinent		6		4.65%
Native American		9		6.98%
Caucasian		23		17.83%
Hispanic		66		51.16%

FIGURE 8



NOTES: FIGURES 7 and 8

- CALTRANS requires that DBEs select a primary category of race or ethnicity (Hispanic), a DBE owner cannot choose both.
- Data was accessed on October 10, 2014 at: http://www.dot.ca.gov/hq/bep/find_certified.htm

IV. Construction Employees in San Diego County

5. DATA SOURCE: U.S. Census Bureau, American Community Equal Employment Opportunity Special Tabulation 2006-2010 (5-year ACS data) San Diego County

The U.S. Census Bureau's "Equal Employment Opportunity (EEO) Tabulation" (EEO Tabulation) is a custom data set designed to measure the effects of and compliance with EEO laws. The EEO Tabulation is sponsored by four federal agencies consisting of the EEO Commission, the Employment Litigation Section of the Civil Rights Division at the Department of Justice, the Office of Federal Contract Compliance Programs at the Department of Labor, and the Office of Personnel Management. This data is the only Census product that offers detailed break-downs at the County level, for employees by industry, and by ethnicity, race and sex.

The demographic composition of the construction industry workforce is of interest because a natural prerequisite for owning a construction firm is to have some work experience in construction services. Data for FIGURES 9 and 10 have been extracted from the EEO Tabulation, which provides information about 99,945 employees working in construction in San Diego County.

In the EEO Tabulation, each and every individual is categorized three ways: by gender, by ethnicity (Hispanic or Not Hispanic), and by race. The race categories used in the EEO Tabulation are: White, Black or African-American, American Indian and Alaska Native, Native Hawaiian or Other Pacific Islander, Asian, and "other" races. In addition, the EEO program allows individuals to choose a single race, or two or more races.

As shown in FIGURES 9 and 10 on the following page, 52% (51,530) were reported to be Not Hispanic and White alone (Caucasian); and 42% (41,655) were Hispanic and White alone, or Hispanic and one or more other races. Non-Hispanic Black or African-Americans accounted for 2% (1,960) of San Diego County's total construction workforce, and all other races (other than White alone), Not Hispanic, nearly 5% (4,800). Combining all Hispanics and all other races, excluding White alone, yields a total of 48,415 Minority employees or 48% of total employees.

FIGURE 9

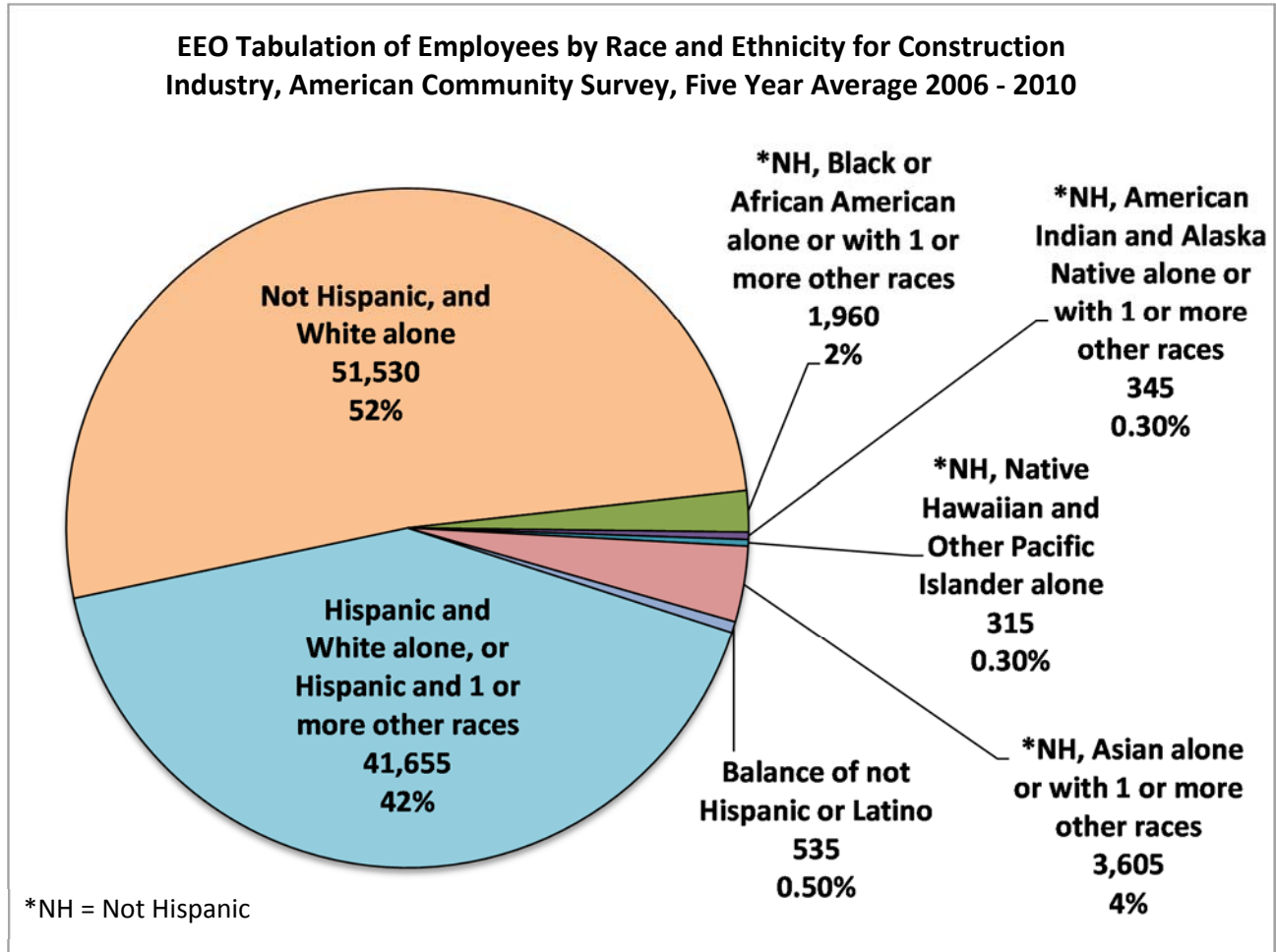


FIGURE 10

EEO Tabulation of Employees by Race and Ethnicity for Construction Industry, American Community Survey, Five Year Average 2006 - 2010								
	TOTAL, all ehtnicities and races	HISPANIC and white alone, or HISPANIC and 1 or more other races	NOT HISPANIC					
			White alone	Black or African American alone or with 1 or more other races	American Indian and Alaska Native alone or with 1 or more other races	Native Hawaiian and Other Pacific Islander alone	Asian alone or with 1 or more other races	Balance of not Hispanic or Latino
Total	99,945	41,655	51,530	1,960	345	315	3,605	535
Percent	99.98%	41.68%	51.60%	2.00%	0.30%	0.30%	3.60%	0.50%

NOTES: FIGURES 9 and 10

- In the EEO Tabulation, each and every individual is categorized three ways: by gender, by ethnicity (Hispanic or Not Hispanic), and by race. The race categories used in the EEO tabulation are: White, Black or African-American, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, Asian, and “other” races. In addition, for the race category, the EEO program allows individuals to choose a single race, or two or more races.

FIGURE 11, “EEO Tabulation of Employees by Race, Ethnicity, and Gender for Construction Industry, 5-year American Community Survey Data, 2006 – 2010,” expands upon FIGURE 10, by showing workforce participation by gender as well as ethnicity and race. Female employees were 11% (10,910) of the total construction workforce.

FIGURE 11

EEO Tabulation of Employees by Race, Ethnicity, and Gender for Construction Industry, American Community Survey, Five Year Average 2006 - 2010								
	TOTAL, all ethnicities and races	HISPANIC and white alone, or HISPANIC and 1 or more other races	NOT HISPANIC					Balance of not Hispanic or Latino
			White alone	Black or African American or with 1 or more other races	Indian and Alaska Native with 1 or more other races	Native Hawaiian and Other Pacific Islander alone	Asian alone or with 1 or more other races	
Total	99,945	41,655	51,530	1,960	345	315	3,605	535
Percent	99.98%	41.68%	51.60%	2.00%	0.30%	0.30%	3.60%	0.50%
Male	89,045	39,495	44,035	1,820	275	295	2,660	465
% of Total	89.20%	39.50%	44.10%	1.80%	0.30%	0.30%	2.70%	0.50%
Female	10,910	2,160	7,490	140	75	25	950	70
% of Total	11.00%	2.20%	7.50%	0.10%	0.10%	0.00%	1.00%	0.10%

NOTES: FIGURES 10 and 11

- Data is derived from U.S. Census Bureau, American Community Survey, EEO Special Tabulation 2006-2010 (5-year ACS data) San Diego County U.S. Census Bureau, American Community Survey, Table: 10w: A. Detailed Census Occupation by Industry (Construction 23), Sex, and Race/Ethnicity for Worksite Geography
- Subtotals do not add to 100% due to rounding and techniques such as data suppression and data swapping, that are used to avoid disclosing information about individual respondents. Data in this special tabulation are estimates provided by the U.S. Census Bureau, based on the Annual Community Survey, which includes 60 months of sample data from a questionnaire similar to and replacing what was formerly known as the Population Census “Long Form.”

- The U.S. Census recognizes two categories of ethnicity: Hispanic or Latino, and Not Hispanic or Latino. Respondents to U.S. Census Bureau surveys also are required to report a race or combination of races in addition to ethnicity.
- The EEO Special Tabulation does not use the term “Minority,” but the U.S. Census Bureau does use this term in other data sets, to encompass individuals of races other than Caucasian, and Hispanic or Latino of any race, including Caucasian.

V. Bibliography

1. DATA SOURCE: U.S. Census Bureau, Table: CB1200A13 - 2012 County Business Patterns: Geography Area Series: County Business Patterns by Employment Size Class

For a complete listing of NAICS codes by industry, see the U.S. Small Business Administration's Table of Small Business Size Standards Matched to North American Industry Classification System Codes: http://www.sba.gov/sites/default/files/files/size_table_07222013.pdf

For explanation of the U.S. Census Bureau's definition of establishments vs. firms, see: <http://www.healthypeople.gov/2020/data/datasource.aspx?id=36>

For information on confidentiality protection, Noise infusion, data perturbation, sampling error, nonsampling error, and definitions, see Survey Methodology: <http://www.census.gov/econ/cbp/methodology.htm>

Release of data for the 2012 County Business Patterns was completed May 26, 2014. The report for FIGURE 3 was accessed Oct 6, 2014 at: <http://www.census.gov/econ/cbp/index.html>

2. DATA SOURCE: U.S. Census Bureau, Data Set: Economic Planning and Coordination Division, TABLE: 2012 Nonemployer Statistics (NS): San Diego County

For information on confidentiality protection, sampling error, nonsampling error, and definitions, see Survey Methodology: <http://www.census.gov/econ/nonemployer/methodology.htm>

Nonemployer Statistics data were released May 30, 2013, and accessed October 7, 2014 at: <http://www.census.gov/econ/nonemployer/index.html>

3. DATA SOURCE: U.S. Census Bureau Data Set: 2007 Survey of Business Owners (SBO), Table: SB0700CSA01. Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places: 2007

For information on confidentiality protection, sampling error, nonsampling error, and definitions, see Survey Methodology: <http://www.census.gov/econ/sbo/methodology.html>

Release of data for the U.S. Census Bureau's 2007 Survey of Business Owners (SBO) was completed in December of 2012. Data for this report was accessed May 30, 2013 at: <http://www.census.gov/econ/sbo/index.html>.

Release of data for the 2012 SBO is tentatively scheduled to occur in phases from June –December of 2015.

4. DATA SOURCE: CALTRANS Office of Business and Economic Opportunity, Certification Unit

DBE data is updated continuously. Data for this report was accessed October 10, 2014 at http://www.dot.ca.gov/hq/bep/find_certified.htm

5. DATA SOURCE: U.S. Census Bureau, American Community Equal Employment Opportunity Special Tabulation 2006-2010 (5-year ACS data) San Diego County

For information about Survey Methodology, please see: www.census.gov/people/eeotabulation/about/faq5_year.html#17, and <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>

This data was fully released as of December 13, 2012. Currently, there are no plans to repeat this EEO Special Tabulation.

Data was accessed May 23, 2013 at: <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>