

# Appendix X:

## Detailed Findings

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**Age:** In the City of San Mateo, the vast majority of workers (39,741) are 24-64 years old. There are very few (362) workers age 16-17, relatively few (4,779) workers age 18-24, and few workers over 65 years old (1,782). In the county overall, nearly three quarters of low-wage workers are 25-64 years old, and one fifth are 18-24 years old.

**Sex:** The City of San Mateo's workforce is split approximately evenly by sex. At a county level, women are more likely to be low-wage workers than men (27 vs 23%).

**Race/Ethnicity:** Most low-wage workers in the county are Latino (35%), Asian (29%) and White (27%). Latino workers are three times more likely to be low-wage workers than Whites.

**Educational Attainment:** The City of San Mateo's workforce is highly educated, with approximately half possessing a Bachelor's degree or higher. Reflecting the high number of well-educated workers in the county overall, more than half of county low-wage workers have had at least some college education, and one-fifth have a Bachelor's degree or higher. That said, those with lower educational attainment are far more likely to earn low wages.

**Poverty:** One-third of low-wage workers in the county live in households that earn below 200% of the Federal Poverty Level, a self-sufficiency standard often used to reflect Bay Area's high cost of living. 80% of workers living below this standard earn low wages.

**Industry:** Approximately half of the City of San Mateo's workers are employed in its top four industries—Professional, Scientific, and Technical Services; Retail Trade; Health Care and Social Assistance; and Accommodation and Food Services. At a county level, these same industries—with the addition of Arts, Entertainment and Recreation—encompass the vast majority (88%) of low-wage workers. Low-wage workers are also concentrated in Other Services, a sector in which a significant number (2,489) of people work in the City.

**Family Type and Persons in Family:** In San Mateo County, many low-wage workers (43%) are married couples in which both adults work, although a significant number (14%) are headed by single working women. Nearly half (43%) have children.

**Citizenship Status:** 72% of low-wage workers in the county are US citizens.