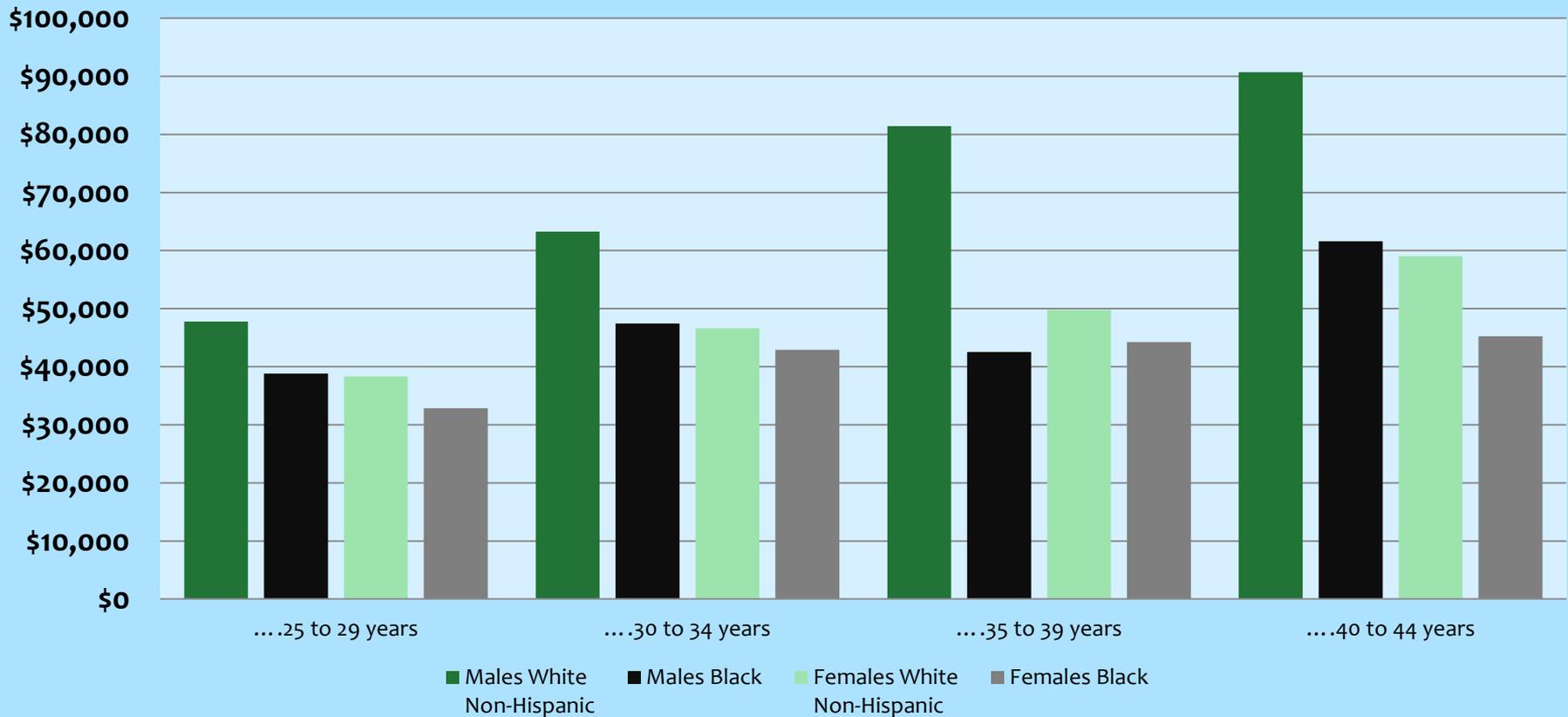# The earnings gap between white males and others grows
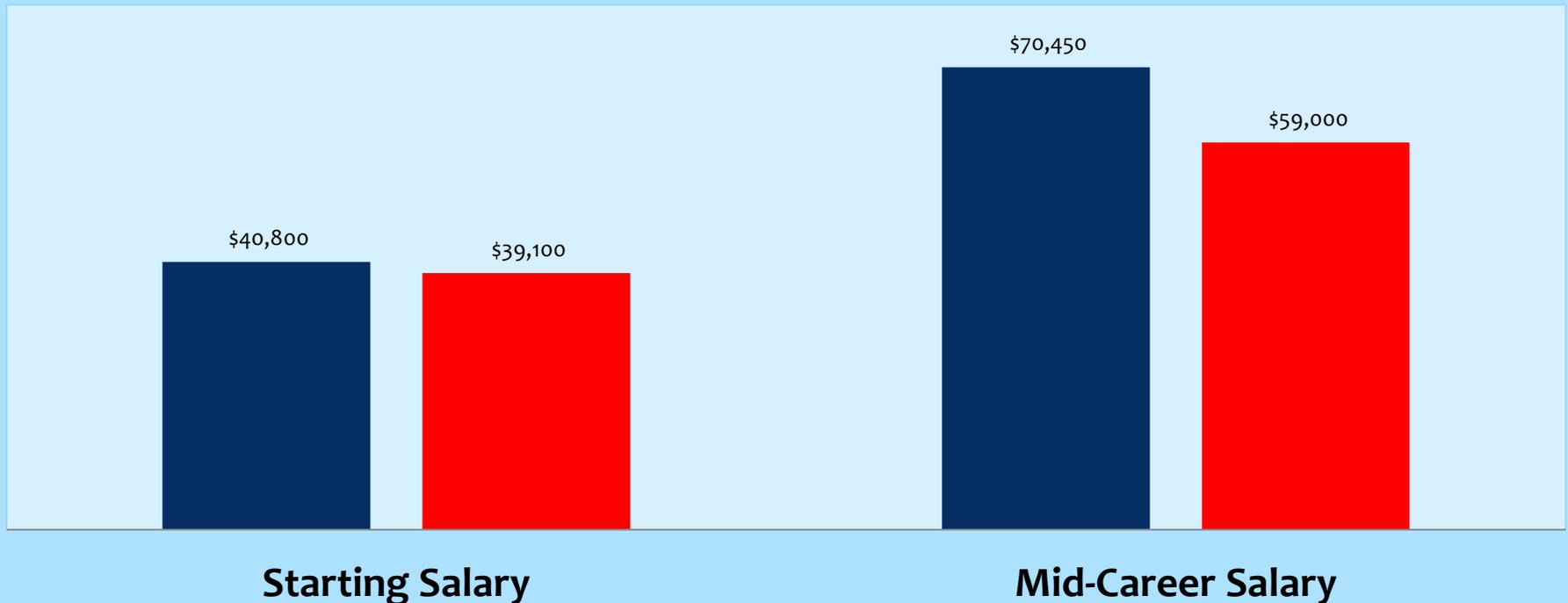

Annual Earners of Baccalaureate Holder's 2011
by Age, Gender and Race

Legend:
- Males White Non-Hispanic (dark green)
- Males Black (black)
- Females White Non-Hispanic (light green)
- Females Black (gray)

Gaps in Starting Salaries are small, Gaps in Mid-Career are large for HBCU Grads

Starting Salary and Mid-Career Salary* of College Graduates, Median of Average Salary Reported by Alums Payscale.com 2012-2013 Survey for BA only

■ All Colleges ■ HBCUs

$40,800

$39,100

$70,450

$59,000

Starting Salary

Mid-Career Salary

*Mid-career means at least 10 years experience, median is 42 years old with 15 years experience

Source: http://www.payscale.com/college-salary-report-2013/full-list-of-schools (acc: 14 January 2013)

# HBCU Grads are far more likely to have jobs that "Make the World a Better Place"

Percent of Graduates Reporting Holding a Job with "High Meaning"*
Median of Percentage of Alums Reporting
Payscale.com 2012-2103 Survey, BA Only

■ % with Job with High Meaning

55%

66%

All Colleges
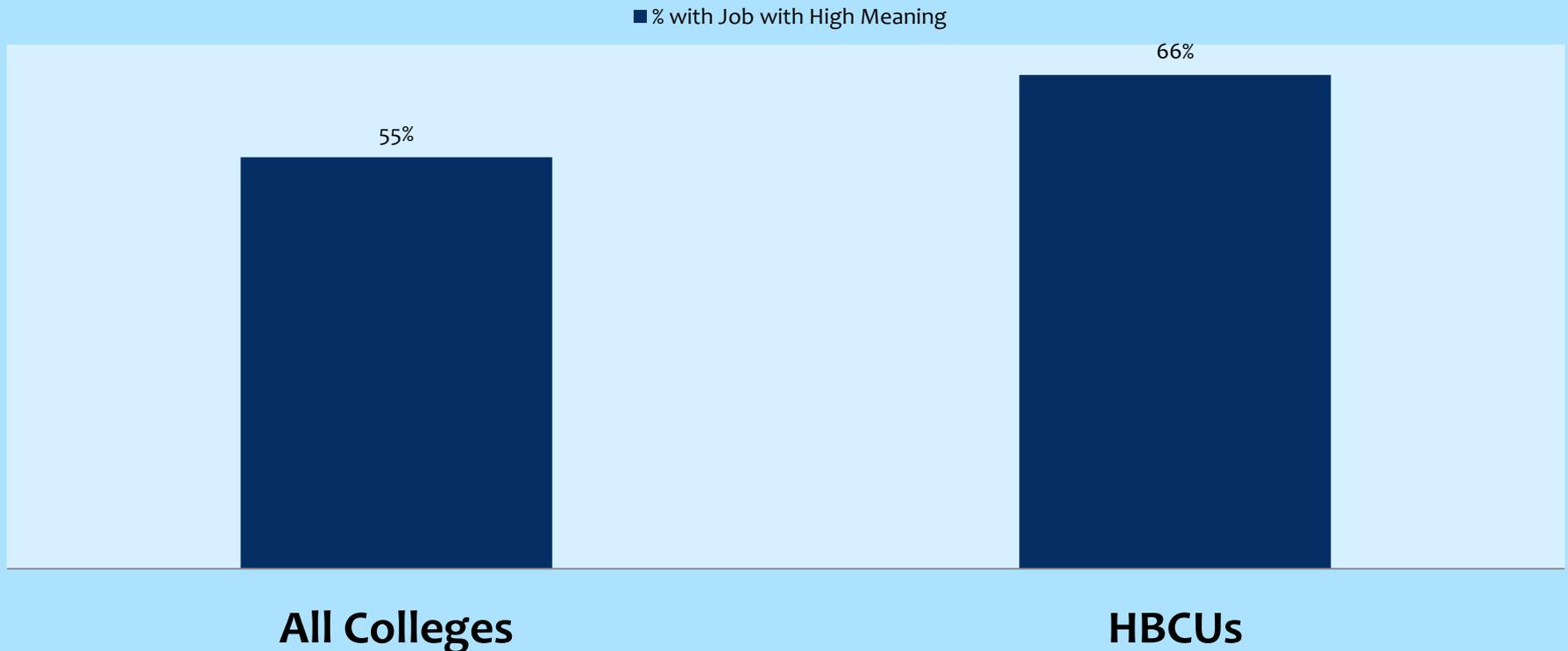
HBCUs

*Percent of graduates answering "Very Much So," or "Yes" to the question: "Does your work make the world a better place?"

Source: http://www.payscale.com/college-salary-report-2013/full-list-of-schools (acc: 14 January 2013)

HBCU Share of Black graduates declining, but still have higher share of science and engineering grads

HBCU Share of US Black Baccalaureates and by Science and Engineering Majors 2001-2010

Legend: All Fields — Science — Engineering
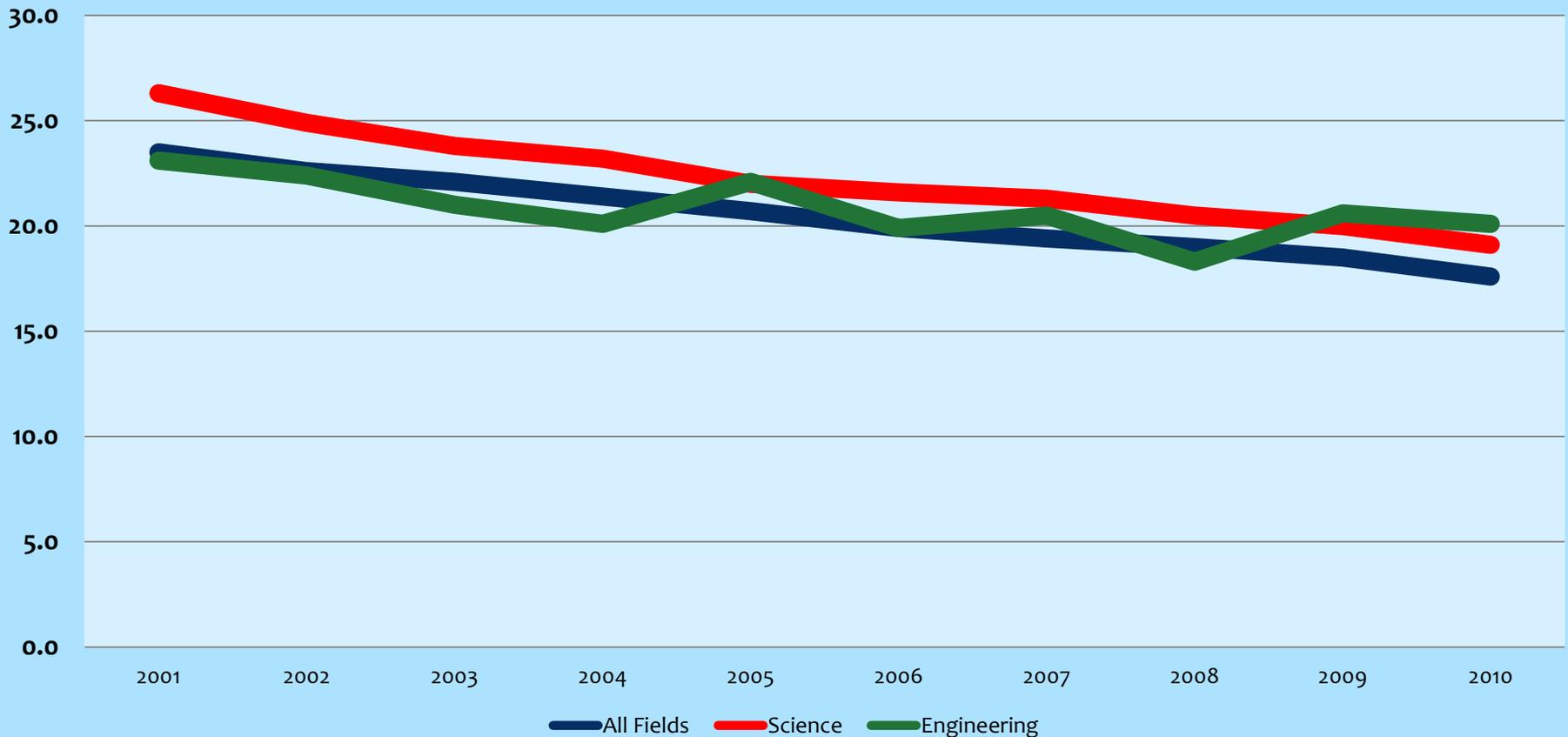
HBCUs are leading producers of Black Baccalaureates in Science and Engineering

Black Baccalaureate Degrees in Science and Engineering All institutions 2006-2010	207,022
Top 20 institutions	29,977
Georgia State University	2,148
University of South FL, Main Campus	1,937
University of Maryland, College Park	1,885
Howard University	1,881
North Carolina A&T State University	1,863
Florida A&M University	1,806
Spelman College	1,559
University of Florida	1,487
Florida State University	1,479
University of Phoenix, Online	1,412
Southern University and A&M College	1,391
Morgan State University	1,355

HBCUs are the leading baccalaureate institutions of those Blacks who earn doctorates in Science and Engineering

Top 10 Baccalaureate Institutions of Black Science & Engineering Doctorates	Doctorate recipients
All institutions 2006-2010	5,804
Foreign or unknown	1,747
Top 52 U.S. institutions	1,713
Howard University	112
Spelman College	80
Florida A&M University	73
Xavier University of Louisiana	66
Hampton University	64
Morehouse College	61
Morgan State University	61
North Carolina A&T State University	49
Southern University and A&M College	46
University of Maryland, Baltimore County	46

Blacks are more likely to major in Computer Science than whites

Share of Baccalaureates earned in Computer Science by Race 2001-2010

Legend: ▬ Blacks ▬ Whites
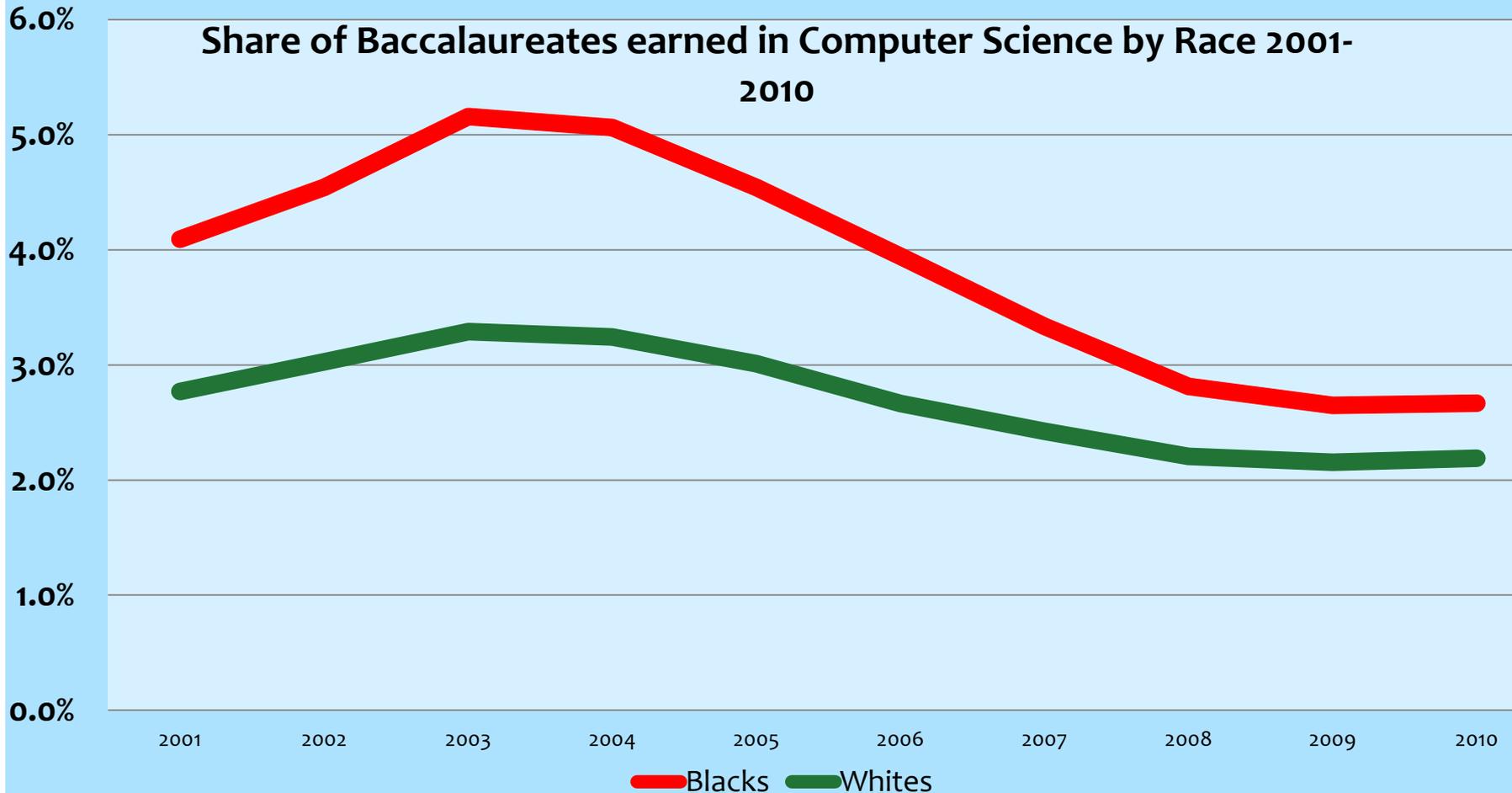
Hot skills alone don't close employment gaps

Unemployment rates of scientists and engineers: 2006
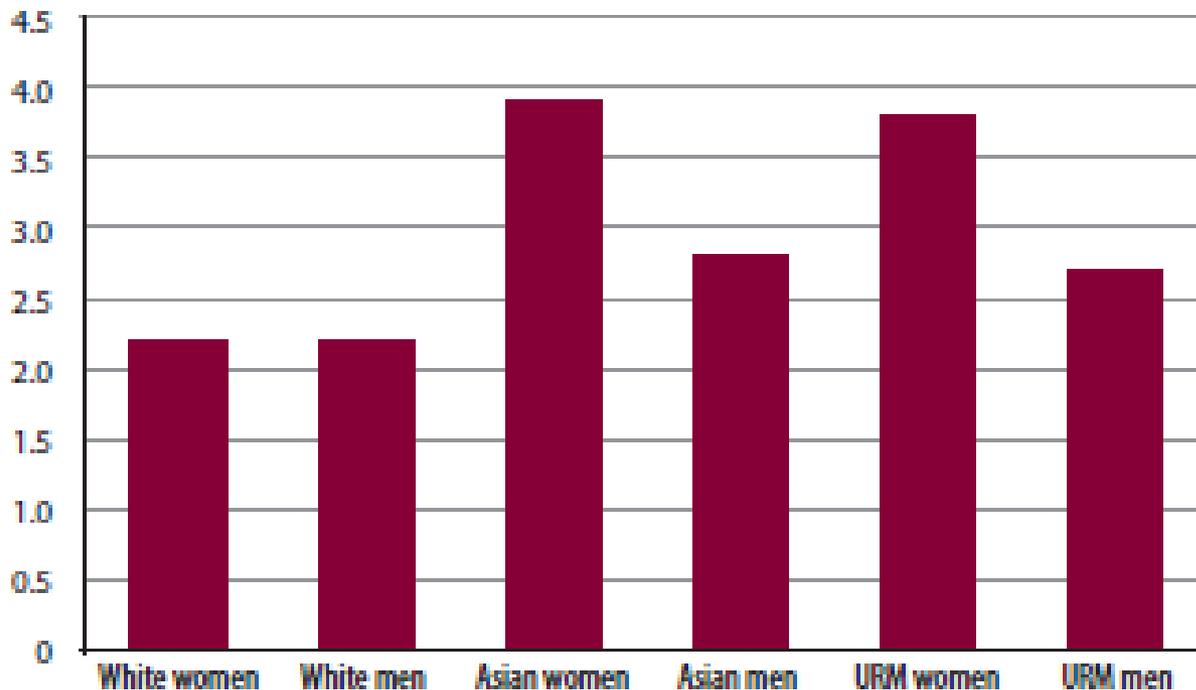
URM = underrepresented minority.
SOURCE: Women, Minorities, and Persons with Disabilities in Science and Engineering: www.nsf.gov/statistics/wmpd/.

Top 9 Job Titles for 2012 H-1B Visa Sponsorships

Job Title	Number of Application
Programmer analyst	35,935
Software Engineer	14,771
Computer Programmer	12,306
Systems Analyst	12,016
Computer Systems Analyst	8,355
Programmer Analyst	7,699
Business Analyst	5,851
Software Developer	4,707
Physical Therapist	4,700

Source: http://www.visasquare.com/top-h1b-visa-sponsors-2012/job-titles (acc: 15 January 2013)

Funding of H1-B Projects Through the U.S. Department of Labor

* http://webapps.dol.gov/DOLGrantData/KeywordSearch.aspx?parameter=SGA-DFA-PY-10-13B
* Three winning grants from the last round went to partnerships that included HBCUs, totaling almost $15 million

Clark Atlanta University

Abstract

Project Name: Urban League of Greater Atlanta H-1B Grant

Lead Applicant: The Urban League of Metro Atlanta

Lead Applicant's Federal Tax ID number: 58-0593386

Partners on the Project: The Urban League of Metro Atlanta, Clark Atlanta University, BPM Specialists, Inc.

City/State: Atlanta, GA

High Growth Industries: Information (NAICS-51) focusing on SOC Codes:

Requested Funding Level: $4,596,787

OJT Status: This project is purely OJT. There will be no incumbent workers participating

Target of Training: Unemployed for more than 27 weeks, Underemployed for more than 27 weeks, focusing on minorities, the underserved and disadvantaged people

Contact Information: Nancy Flake Johnson, President and CEO of Urban League of Greater Atlanta

Project Summary:

The Urban League of Greater Atlanta, Clark Atlanta University and BPM Specialists, Inc. have formed a partnership to provide business/ industry education and technical training to unemployed and underemployed people who are eager to move forward on a career pathway that is stable, full of employment opportunities and well paying. Specific to this endeavor, the partnership is proposing an eight month long training program that teaches people with a four year college education to become expert in a specific technology called Pegasystems.

Howard University

Appendix B: Project Abstract/Summary

The Catholic University of America
DC Health Information Technology (DC HIT^4)
DOL Application for H-1B Technical Skills Training Grant
Funding Opportunity: SGA/DFA PY-10-13

Project Name: D.C. Health Information Technology (HIT^4): Building Capacity & Providing Access in Our Nation's Capital

Lead Applicant: The Catholic University of America
Federal Tax ID Number: 53-0196583

Partners: Center for Urban Progress, Howard University
D.C. Department of Employment Services
D.C. Workforce Investment Council
Holy Cross Hospital
Providence Hospital
Children's National Medical Center
Sibley Memorial Hospital

Applicant's City/State: Washington, D.C.

Target Industry: Health Care and Social Assistance (NAICS: 62)
(H-1B Visa List)

Target Occupations: 11-9111 Medical and Health Services Managers
(H-1B Visa List) 29-1111 Registered Nurses
29-1062 Family and General Practitioners
29-1065 Pediatricians, General

Target Industry: Information (NAICS: 51)
(H-1B Visa List)

Target Occupations: 11-3021 Computer and Information Systems Managers
(H-1B Visa List) 15-1051 Computer Systems Analysts
15-1099 Computer Specialists
15-1041 Computer Support Specialists

Funding Request: $4,175,500
(Match - $2,087,750)

Hampton University and Norfolk State University

Hampton Roads Healthcare Workforce Partnership

ABSTRACT

1) **Project Name:**   Hampton Roads Healthcare Workforce Partnership (HR-HWP)

2) **Lead Applicant:**   Greater Peninsula Workforce Development Consortium (VA LWIA 14)

    Lead Applicant Federal Tax Identification Number: 54-6022059

    Required Partners: *Education/Training Providers* – Tidewater Community College, Thomas Nelson Community College, Paul D. Camp Community College, Eastern Virginia Medical School, Hampton University, Norfolk State University and Old Dominion University

    Workforce Investment System – Greater Peninsula Workforce Investment Board (LWIA 14) and Hampton Roads Workforce Development Board (Opportunity Inc. of Hampton Roads / LWIA 16)

    Employer(s) – Bon Secours Health System, Chesapeake Regional Medical Center, Riverside Health System and Sentara Health Systems

3) **Applicant City/State:** Newport News, Virginia

4) **Targeted High-Growth Industry:** Healthcare Industry

    Related Occupations from the H-1B visa list: Medical and Health Services Managers, Medical Scientists, Physical Therapists, Medical and Clinical Laboratory Technologists, Registered Nurses, Health Diagnosing and Treating Practitioners, All Other, Healthcare Practitioners & Technical Workers, All Other, Speech-Language Pathologists. Additional occupations identified as high demand by the U.S. Department of Labor in the H-1B grant solicitation will be targeted.

5) **Funding Level Requested:** $5,000,000