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## AMERICA'S YOUNG ADULTS AT 23: SCHOOL ENROLLMENT, TRAINING, AND EMPLOYMENT TRANSITIONS BETWEEN AGES 22 AND 23

At age 23, there is a clear gender gap in educational attainment. While nearly 1 in 4 women had earned a bachelor's degree by the October when they were age 23, only 1 in 7 men had done so, the U.S. Bureau of Labor Statistics reported today. Additionally, the same percentage of men and women, 16 percent, were enrolled in college at age 23, so it is unlikely the gap in educational attainment will close in the next few years.

These findings are from the first 12 annual rounds of the National Longitudinal Survey of Youth 1997, which is a nationally representative survey of about 9,000 young men and women who were born during the years 1980 to 1984. These respondents were ages 12 to 17 when first interviewed in 1997 and ages 23 to 29 when interviewed for the 12th time in the 2008-09 survey round. The survey provides information on work and nonwork experiences, training, schooling, income, assets, and other characteristics. The information provided by respondents is representative of all men and women born in the early 1980s and living in the United States when the survey began in 1997.

This release examines the school enrollment and employment experiences of these individuals when they were ages 22 and 23, with a focus on their characteristics during October. Respondents were age 22 in October during the years 2002 to 2007 and age 23 in October from 2003 to 2008. Highlights from the longitudinal survey include:

- During the October when they were 23 years old, 23 percent of women had earned a bachelor's degree, compared with 14 percent of men. (See table 1.)
- Among those who were enrolled in college when they were 22 years old, almost a third had earned a bachelor's degree by age 23, while 23 percent were no longer enrolled in college. Non-Hispanic blacks and Hispanics or Latinos were less likely than non-Hispanic whites to have earned a bachelor's degree between ages 22 and 23. (See table 2.)
- Eight percent of male high school graduates who had never enrolled in college were in the Armed Forces during the October when they were age 23, as were 6 percent of the 23-year-old men who had attended college but had not earned a bachelor's degree and were no longer enrolled. Two percent of 23-year-old men with a bachelor's degree were serving in the Armed Forces. (See table 3.)

- Individuals born from 1980 to 1984 held an average of 4.9 jobs from age 18 to age 23. Those with more education held more jobs than those with less education. (See table 4.)
- High school graduates who had never enrolled in college were employed an average of 74 percent of the weeks from age 18 to age 23. By comparison, those who had dropped out of high school were employed 54 percent of those weeks. (See table 4.)
- Six percent of individuals who had not earned a high school diploma or General Educational Development (GED) credential before their 24th birthday had never held a job since the time they left high school. (See table 5.)

### **Educational Attainment at Age 23**

Nineteen percent of individuals had earned a bachelor's degree by the October when they were age 23, up from 10 percent at age 22. The percent of individuals enrolled in college fell from 27 percent at age 22 to 16 percent at age 23. Forty-seven percent of 23-year-olds had graduated from high school and were not enrolled in college, and 8 percent had earned a GED credential and were not enrolled in college. Eleven percent of individuals were high school dropouts during the October when they were age 23. (See table 1.)

Women were 1.6 times as likely as men to have earned a bachelor's degree by the October when they were age 23 and were equally likely to be enrolled in college. Twenty-three percent of women had earned a bachelor's degree, compared with 14 percent of men. Women were less likely than men at age 23 to be high school dropouts or high school graduates not enrolled in college.

There remains a large gap in educational attainment among racial and ethnic groups. At age 23, non-Hispanic whites were more than twice as likely as non-Hispanic blacks and Hispanics or Latinos to have earned a bachelor's degree. Twenty-two percent of non-Hispanic whites had earned a bachelor's degree, compared with 9 percent of non-Hispanic blacks and 8 percent of Hispanics or Latinos. Non-Hispanic blacks and Hispanics or Latinos were twice as likely as non-Hispanic whites to be high school dropouts in the October when they were age 23.

### **Schooling and Training between Ages 22 and 23**

Some people delay their college enrollment for a year or more after high school, and others enroll in college and then leave before earning a degree. Seven percent of high school graduates who were not enrolled in college during the October when they were age 22 were enrolled in college the following October. Twenty-three percent of those enrolled in college during the October when age 22 were not enrolled the following October and had not earned a bachelor's degree. Forty-five percent of individuals attending college during the October when they were age 22 were still attending college the following October, and 32 percent had earned a bachelor's degree. Among those enrolled in college during the October when they were age 22, women were more likely than men to have earned a bachelor's degree by the October when they were 23 years of age (36 percent of women compared with 29 percent of men). Six percent of both women and men enrolled in college during the October when they were age 22 were enrolled in a graduate or professional degree program the following October. (See table 2.)

Non-Hispanic blacks and Hispanics or Latinos who were enrolled in college at age 22 were more likely than non-Hispanic whites to have left college by the following October without having earned a bachelor's degree. Among those enrolled in college during the October when they were age 22, non-

Hispanic blacks and Hispanics or Latinos were less likely than non-Hispanic whites to have earned a bachelor's degree by the following October, but non-Hispanic blacks and Hispanics or Latinos were more likely than non-Hispanic whites to have remained enrolled in college.

Instead of attending school, some young adults enroll in training to further their skills. Five percent of high school graduates who were not enrolled in college at age 22 were in a training program during the October when age 23, while 1 percent of those previously enrolled in college at age 22 were enrolled in a training program at age 23.

### **Employment Status of Young Adults Not Enrolled in School at Age 23**

At age 23, labor force status differed substantially by educational attainment. Those with more education were more likely to be employed in civilian jobs and less likely to be unemployed or out of the labor force. Sixty percent of high school dropouts were employed in civilian jobs in the October when they were age 23. At the same age, 75 percent of high school graduates who had never enrolled in college were employed in civilian jobs, and another 5 percent were serving in the Armed Forces. Among 23-year-old high school graduates who had some college experience but had not earned a bachelor's degree and were no longer enrolled in college, 81 percent were employed in civilian jobs, and 4 percent were serving in the Armed Forces. Eighty-nine percent of 23-year-olds who had earned a bachelor's degree and were no longer enrolled were employed in civilian jobs, while 2 percent were serving in the Armed Forces. (See table 3.)

Men and women who were college graduates at age 23 were equally likely to be employed. At lower levels of educational attainment, men were more likely than women to be employed. Sixty-eight percent of male high school dropouts were employed during the October when they were age 23, compared with 50 percent of female dropouts. Among high school graduates who had never enrolled in college, 77 percent of men and 73 percent of women were employed in civilian jobs, and 8 percent of men and 1 percent of women were serving in the military. Eighty-three percent of men and 79 percent of women who had attended some college but had not earned a bachelor's degree and were no longer enrolled were employed in civilian jobs in the October when they were age 23; 6 percent of men in this educational-attainment group were serving in the military, compared with 2 percent of women. Among those who had earned a bachelor's degree and were no longer enrolled, 90 percent of both men and women were employed in civilian jobs or serving in the military during the October when they were age 23.

### **Employment Attachment of Young Adults**

Individuals held an average of 4.9 jobs from the ages of 18 to 23 in 1998-2008. On average, men held 4.7 jobs and women held 5.1 jobs. (See table 4.) In this release, a job is defined as an uninterrupted period of work with a particular employer. (See the Technical Note for additional information on the definition of a job.)

On average, young adults represented by the survey sample were employed during 72 percent of all the weeks occurring from age 18 to age 23. They were unemployed—that is, without jobs but seeking work—6 percent of the weeks. They were not in the labor force—that is, neither working nor seeking work—22 percent of the weeks.

The amount of time employed differs substantially between educational-attainment groups, especially among non-Hispanic blacks and Hispanics or Latinos. Non-Hispanic blacks with less than a high school diploma spent 40 percent of weeks employed and 44 percent of weeks out of the labor force from age 18

to age 23. By comparison, non-Hispanic black high school graduates who had never enrolled in college spent 61 percent of weeks employed and 26 percent of weeks out of the labor force. Non-Hispanic blacks with a bachelor's degree or more education were employed 66 percent of weeks from age 18 to age 23. Hispanic or Latino high school dropouts spent 60 percent of weeks employed, compared with 73 percent of weeks for Hispanic or Latino high school graduates or those with a bachelor's degree.

The amount of time spent in the labor force also differs by sex. Men with less than a high school diploma spent 61 percent of weeks employed from age 18 to age 23. These men also spent 13 percent of weeks unemployed. By comparison, women with less than a high school diploma spent 45 percent of weeks employed and 9 percent of weeks unemployed from age 18 to age 23. Women without a high school diploma spent as much time out of the labor force as they spent employed. Women with a bachelor's degree or more education spent a larger proportion of weeks employed than did men (74 versus 65 percent).

### **Duration of Employment Relationships**

By their 24th birthday, nearly all young adults had held at least one job since leaving high school, although high school dropouts, especially female and non-Hispanic black dropouts, were less likely ever to have held a job than were young adults with more education. Most jobs held through age 23 were of relatively short duration. Of the jobs held by 18- to 23-year-old workers, 56 percent ended in 1 year or less, and another 13 percent ended in less than 2 years; nine percent of jobs lasted 2 years or more. Another 22 percent of jobs were ongoing at the time of the 2008-09 survey, and their ultimate duration is therefore not yet known. Jobs held by high school dropouts were more likely to end in 1 year or less than were jobs held by workers with more education. (See table 5.)

# Technical Note

The estimates in this release were obtained using data from the first 12 rounds of the National Longitudinal Survey of Youth 1997 (NLSY97). The NLSY97 collects extensive information on labor market behavior and educational experiences. Information about respondents' families and communities also is obtained in the survey.

This survey is conducted by the National Opinion Research Center at the University of Chicago and the Center for Human Resource Research at The Ohio State University, under the direction and sponsorship of the Bureau of Labor Statistics of the U.S. Department of Labor. Partial funding support for the survey has been provided by the Office of Juvenile Justice and Delinquency Prevention of the U.S. Department of Justice, the Office of Vocational and Adult Education of the U.S. Department of Education, the U.S. Department of Defense, the National Institute of Child Health and Human Development of the U.S. Department of Health and Human Services, and the National Science Foundation.

## Sample

The National Longitudinal Survey of Youth 1997 is a nationally representative sample of 8,984 young men and women who were ages 12 to 16 on December 31, 1996. This sample is composed of the following groups:

- A cross-sectional sample designed to represent the noninstitutionalized, civilian segment of young people living in the U.S. in 1997 and born between January 1, 1980, and December 31, 1984.
- Supplemental samples of Hispanic or Latino and black youths living in the U.S. in 1997 and born between January 1, 1980, and December 31, 1984.

The twelfth round of annual interviews took place between October 2008 and May 2009. This release examines the period from respondents' 18<sup>th</sup> birthday until the month before respondents were age 24. All results except the first two age categories of table 1 are weighted using the survey weights from the round in which the respondents were age 23. The estimates of school enrollment status at ages 21 and 22 use the survey weights from the round in which the respondents were those ages. The survey weights correct for oversampling of some demographic groups and nonresponse. When weighted, the data represent all people who were born in the years 1980 to 1984 and living in the U.S. in 1997. Not represented by the survey are U.S. immigrants who were born from 1980 to 1984 and moved to the U.S. after 1997. NLSY97 sample members remain eligible to be interviewed during military service or if they become incarcerated or institutionalized.

## Work history data

The total number of jobs that people hold during their work life is an easy concept to understand but a difficult one to measure. Reliable estimates require a survey that interviews the same people over the course of their entire work life and also keeps track of all the jobs they ever held. The NLSY97 tracks the number of jobs that people have held, but the respondents in this survey are still young, and have many years of schooling and work life ahead of them. As the cohort continues to age, however, more complete information will become available.

A unique feature of the NLSY97 is that it collects the beginning and ending dates of all jobs held by a respondent so that a longitudinal history can be constructed of each respondent's work experiences. The NLSY97 work history data provide a week-by-week work record of each respondent from January 1, 1994, through the most recent survey date. These data contain information on the respondent's labor force status each week, the usual hours worked per week at all jobs, and earnings for all jobs. If a respondent worked at more than one job in any week, hours and earnings are obtained for additional jobs. When a respondent who missed one or more consecutive survey rounds is interviewed again, he or she is asked to provide information about all time since the last interview.

## Interaction between time and age in a longitudinal survey

Because the NLSY97 is a longitudinal survey, meaning the same people are surveyed over time, the ages of the respondents change with each survey round. It is important to keep in mind this inherent link between the calendar years and the ages of the respondents. The youngest respondents in the sample (birth year 1984) turned 22 during calendar year 2006, whereas the oldest respondents (birth year 1980) turned 22 during calendar year 2002. Some respondents may not be used in all tables if information about their work history is incomplete.

## Definitions

*School enrollment status.* If a respondent was enrolled in college at any point during the month of October, he or she is counted as enrolled. If a respondent had not earned a high school diploma or General Educational Development (GED) credential, he or she is counted as a high school dropout.

*Training.* The NLSY97 obtains information on formal training experiences outside of regular schooling. The training questions explore what kinds of training respondents obtain, where and when they are trained, how the training is paid for, and what skills are acquired. Training programs include: Business or secretarial training; vocational, tech-

nical, or trade training; vocational rehabilitation centers; licensed practical nursing or registered nursing programs; apprenticeship programs; adult basic education and GED programs; correspondence courses; formal company training or seminars; and government training.

*Employed.* The NLSY97 collects employment histories for civilian jobs and military service. Respondents are classified as employed if they did any work during the specified time period as paid employees, as self-employed proprietors of their own businesses, as unpaid workers in a business owned by a member of their family, or if they were serving in the Armed Forces.

*Unemployed.* Respondents are classified as unemployed if they did not work during the specified time period but reported that they looked for work or were on layoff from a job. No probing for intensity of job search is done.

*Not in the labor force.* Respondents are classified as not in the labor force if they did not work or look for work during the specified time period.

*Job.* A job is defined as an uninterrupted period of work with a particular employer. Jobs are therefore

employer-based, not position-based. If a respondent indicates that he or she left a job but in a subsequent survey returned to the same job, it would be counted as a new job. For example, if an individual worked in a retail establishment, quit, and then resumed working for the same employer at a later date, this sequence would count as two jobs, rather than one. For self-employed workers, each “new” job is defined by the individuals themselves.

*Race and ethnic groups.* In this release, the findings are reported for non-Hispanic whites, non-Hispanic blacks, and Hispanics or Latinos. These groups are mutually exclusive but not exhaustive. Other groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates. In other BLS publications, estimates usually are published for whites, blacks, and Hispanics or Latinos, but these groups are not mutually exclusive. “Hispanic or Latino” is considered to be an ethnic group, and people in that group can be of any race. Most other BLS publications include estimates for Hispanics or Latinos in the white and black race groups in addition to the Hispanic or Latino ethnic group.

Information in this release will be made available to sensory-impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

**Table 1. Educational attainment of young adults during the October when ages 21 to 23 in 2001-2008 by sex, race, and Hispanic or Latino ethnicity**

(Percent distribution)

Characteristic	Educational attainment					
	Total	High school dropouts	High school graduates, not enrolled in college	General Educational Development (GED) recipients, not enrolled in college	Enrolled in college	Bachelor's degree or more <sup>1</sup>
Total, October when age 21 .....	100.0	12.2	42.6	6.5	37.2	1.0
Men .....	100.0	13.5	45.4	7.7	32.3	0.7
Women .....	100.0	10.8	39.7	5.2	42.6	1.3
White, non-Hispanic .....	100.0	9.7	41.5	6.4	41.2	1.0
Black, non-Hispanic .....	100.0	19.1	44.7	8.5	25.8	0.9
Hispanic or Latino .....	100.0	18.2	48.8	5.4	25.9	0.7
Total, October when age 22 .....	100.0	11.4	44.3	7.3	27.1	9.6
Men .....	100.0	12.4	46.6	8.5	25.2	6.8
Women .....	100.0	10.2	41.9	6.0	29.1	12.7
White, non-Hispanic .....	100.0	9.0	43.2	7.0	29.0	11.5
Black, non-Hispanic .....	100.0	17.4	47.3	10.4	20.2	4.3
Hispanic or Latino .....	100.0	17.3	49.6	5.9	22.8	3.6
Total, October when age 23 .....	100.0	10.6	46.5	8.0	16.0	18.7
Men .....	100.0	11.8	48.7	9.3	15.8	14.3
Women .....	100.0	9.5	44.1	6.6	16.2	23.4
White, non-Hispanic .....	100.0	8.4	45.5	7.6	15.8	22.4
Black, non-Hispanic .....	100.0	16.5	48.4	11.4	14.7	8.7
Hispanic or Latino .....	100.0	16.6	52.7	6.8	15.5	8.1

<sup>1</sup> Includes persons with bachelor's, master's, or doctoral degrees or professional degrees such as law or medical degrees. Also includes persons enrolled in graduate programs.

NOTE: The National Longitudinal Survey of Youth 1997 consists of young men and women who were ages 12 to 16 on December 31, 1996. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates.

**Table 2. School or training enrollment status during the October when age 23 in 2003-2008 by school enrollment status during the October when age 22, sex, race, and Hispanic or Latino ethnicity**

(Percent distribution)

School enrollment status during the October when age 22	Total	School enrollment status during the October when age 23			Earned Bachelor's Degree	
		Not enrolled in school or training program	Enrolled in College <sup>2</sup>	Enrolled in training program <sup>3</sup>	Not enrolled in graduate or professional program	Enrolled in graduate or professional program
High school graduates, not enrolled in college <sup>1</sup> .....	100.0	87.7	6.9	5.1	0.4	0.1
Men .....	100.0	88.1	6.2	5.5	0.1	0.1
Women .....	100.0	87.2	7.7	4.5	0.6	( <sup>4</sup> )
White, non-Hispanic .....	100.0	87.7	6.8	5.0	0.5	0.1
Men .....	100.0	87.7	6.6	5.4	0.2	0.1
Women .....	100.0	87.7	7.0	4.4	0.9	0.0
Black, non-Hispanic .....	100.0	88.9	6.6	4.4	0.1	( <sup>4</sup> )
Men .....	100.0	91.4	4.3	4.1	0.1	( <sup>4</sup> )
Women .....	100.0	85.9	9.3	4.7	0.1	( <sup>4</sup> )
Hispanic or Latino .....	100.0	87.6	6.0	6.3	( <sup>4</sup> )	0.1
Men .....	100.0	86.8	5.7	7.4	( <sup>4</sup> )	( <sup>4</sup> )
Women .....	100.0	88.4	6.4	4.9	( <sup>4</sup> )	0.3
Enrolled in college .....	100.0	21.5	45.3	1.0	26.1	6.1
Men .....	100.0	22.3	48.4	0.8	22.7	5.9
Women .....	100.0	20.8	42.5	1.1	29.2	6.4
White, non-Hispanic .....	100.0	20.2	42.4	1.0	29.8	6.6
Men .....	100.0	20.5	45.8	0.7	26.6	6.3
Women .....	100.0	19.9	39.2	1.3	32.8	6.8
Black, non-Hispanic .....	100.0	24.8	53.3	0.6	17.0	4.3
Men .....	100.0	23.1	58.6	0.5	13.5	4.3
Women .....	100.0	26.0	49.5	0.6	19.6	4.3
Hispanic or Latino .....	100.0	27.6	52.7	0.8	14.9	3.9
Men .....	100.0	33.7	51.3	0.4	11.7	2.9
Women .....	100.0	21.1	54.2	1.2	18.4	5.1

<sup>1</sup> Respondents who have received a General Educational Development (GED) credential are counted as high school graduates.

<sup>2</sup> A small percent of respondents were enrolled in both college and training. They are counted in the college category only

<sup>3</sup> Training includes any courses, training programs, or apprenticeships designed to help people find a job, improve their job skills, or learn a new job.

<sup>4</sup> Less than .05 percent

NOTE: This table excludes individuals who had earned a bachelor's degree by the October when age 22.

The National Longitudinal Survey of Youth 1997 consists of young men and women who were ages 12 to 16 on December 31, 1996. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates.

**Table 3. Employment status of young adults not enrolled in school during the October when age 23 in 2003-2008 by educational attainment, sex, race, and Hispanic or Latino ethnicity**

(Percent distribution)

Educational attainment during the October when age 23	Employment status during the October when age 23				
	Total	Employed civilian	Serving in Armed Forces	Unemployed	Not in the labor force
Total .....	100.0	75.8	3.0	4.2	17.0
Men .....	100.0	76.5	4.6	4.4	14.5
Women .....	100.0	75.1	1.3	3.9	19.7
White, non-Hispanic .....	100.0	78.4	2.9	3.6	15.0
Black, non-Hispanic .....	100.0	66.1	3.0	7.3	23.6
Hispanic or Latino .....	100.0	75.2	3.2	3.8	17.8
High school dropouts .....	100.0	60.1	0.1	7.8	31.9
Men .....	100.0	68.1	0.2	9.2	22.5
Women .....	100.0	49.6	( <sup>1</sup> )	6.0	44.4
White, non-Hispanic .....	100.0	64.6	( <sup>1</sup> )	7.9	27.6
Black, non-Hispanic .....	100.0	43.7	0.6	11.7	44.1
Hispanic or Latino .....	100.0	68.4	( <sup>1</sup> )	4.8	26.9
High school graduates, never enrolled in college <sup>2</sup> .....	100.0	75.1	5.0	5.4	14.4
Men .....	100.0	76.6	7.9	5.5	10.0
Women .....	100.0	73.0	0.9	5.4	20.7
White, non-Hispanic .....	100.0	78.1	4.8	4.6	12.5
Black, non-Hispanic .....	100.0	67.1	4.9	8.6	19.4
Hispanic or Latino .....	100.0	70.9	6.3	5.5	17.3
Some college, no longer enrolled .....	100.0	80.6	4.1	3.2	12.0
Men .....	100.0	82.6	5.9	2.9	8.6
Women .....	100.0	78.6	2.4	3.5	15.5
White, non-Hispanic .....	100.0	82.3	4.5	2.7	10.5
Black, non-Hispanic .....	100.0	72.9	3.5	5.7	17.9
Hispanic or Latino .....	100.0	82.1	3.8	3.4	10.7
Bachelor's degree or more, no longer enrolled <sup>3</sup> .....	100.0	88.5	1.5	3.1	6.9
Men .....	100.0	88.4	1.7	3.3	6.6
Women .....	100.0	88.6	1.3	3.0	7.1
White, non-Hispanic .....	100.0	88.5	1.4	3.2	6.9
Black, non-Hispanic .....	100.0	91.0	0.6	2.2	6.3
Hispanic or Latino .....	100.0	84.9	1.6	0.7	12.8

<sup>1</sup> Less than .05 percent.

<sup>2</sup> Respondents who have received a General Educational Development (GED) credential are counted as high school graduates.

<sup>3</sup> Includes persons with bachelor's, master's, or doctoral degrees or professional degrees such as law or medical degrees.

NOTE: The National Longitudinal Survey of Youth 1997 consists of young men and women who were ages 12 to 16 on December 31, 1996. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates.

**Table 4. Percent of weeks individuals were employed, unemployed, or not in the labor force from age 18 through age 23 in 1998-2008 by educational attainment, sex, race, and Hispanic or Latino ethnicity**

Characteristic	Average Number of Jobs	Percent of total weeks while ages 18 to 23 in 1998-2008		
		Employed	Unemployed	Not in labor force
Total, ages 18 to 23 in 1998-2008.....	4.9	72.2	5.7	21.8
Less than a high school diploma .....	4.6	54.2	11.2	33.9
High school graduates, never enrolled in college <sup>1</sup> .....	4.6	73.8	7.5	18.4
Some college or associate degree .....	5.0	77.0	4.6	18.1
Bachelor's degree or more <sup>2</sup> .....	5.4	69.8	3.0	26.9
Men .....	4.7	73.7	6.2	19.8
Less than a high school diploma .....	4.9	61.4	12.7	25.4
High school graduates, never enrolled in college <sup>1</sup> .....	4.6	78.2	7.7	13.8
Some college or associate degree .....	4.7	77.8	4.6	17.3
Bachelors degree or more <sup>2</sup> .....	4.9	64.5	3.2	32.0
Women .....	5.1	70.7	5.1	23.8
Less than a high school diploma .....	4.3	45.1	9.3	44.8
High school graduates, never enrolled in college <sup>1</sup> .....	4.5	67.4	7.2	25.1
Some college or associate degree .....	5.2	76.1	4.6	19.0
Bachelor's degree or more <sup>2</sup> .....	5.8	73.7	2.9	23.2
White, non-Hispanic .....	5.2	74.9	4.6	20.1
Less than a high school diploma .....	5.6	58.0	10.5	30.7
High school graduates, never enrolled in college <sup>1</sup> .....	4.8	77.5	6.1	16.0
Some college or associate degree .....	5.1	79.5	3.6	16.5
Bachelor's degree or more <sup>2</sup> .....	5.5	70.8	2.9	26.0
Black, non-Hispanic .....	4.5	61.9	10.2	27.6
Less than a high school diploma .....	3.3	40.3	15.7	43.5
High school graduates, never enrolled in college <sup>1</sup> .....	4.2	61.4	12.3	25.9
Some college or associate degree .....	4.9	69.0	8.2	22.5
Bachelor's degree or more <sup>2</sup> .....	5.5	66.4	4.3	29.1
Hispanic or Latino .....	4.3	72.3	6.2	21.2
Less than a high school diploma .....	3.9	59.9	8.4	31.2
High school graduates, never enrolled in college <sup>1</sup> .....	4.1	72.9	7.3	19.4
Some college or associate degree .....	4.5	76.0	5.2	18.5
Bachelor's degree or more <sup>2</sup> .....	4.8	73.0	3.2	23.6

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, or doctoral degrees or professional degrees, such as law or medical degrees.

NOTE: This table excludes individuals who had not yet turned age 24 when interviewed in 2008-09.

Percentages do not sum to 100 percent due to a small number of respondents whose employment status cannot be determined for all weeks.

The National Longitudinal Survey of Youth 1997 consists of young men and women who were ages 12 to 16 on December 31, 1996. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates. Educational attainment is determined as of age 23.

**Table 5. Duration of employment relationship with a single employer for all jobs from the time a person left high school through age 23 by educational attainment, sex, race, and Hispanic or Latino ethnicity**

Characteristic	Percent ever held a job	Percent distribution of duration of employment relationships			
		1 year or less	More than 1 year but less than 2 years	2 years or more	Ongoing at the 2008 - 09 survey
Total, ages 18 to 23 in 1998-2008 .....	98.2	56.4	13.0	9.2	21.5
Less than a high school diploma .....	93.9	65.0	11.1	6.4	17.4
High school graduates, never enrolled in college <sup>1</sup> .....	97.8	56.4	12.8	8.5	22.2
Some college or associate degree .....	98.7	54.8	13.3	10.0	21.9
Bachelor's degree or more <sup>2</sup> .....	99.6	55.4	13.5	9.6	21.4
Men .....	98.0	55.6	12.8	8.5	23.1
Less than a high school diploma .....	95.4	61.7	11.9	5.7	20.7
High school graduates, never enrolled in college <sup>1</sup> .....	97.8	55.1	13.1	8.3	23.6
Some college or associate degree .....	98.2	54.0	13.1	9.4	23.5
Bachelor's degree or more <sup>2</sup> .....	99.2	56.3	12.4	8.7	22.6
Women .....	98.4	57.2	13.2	9.8	19.8
Less than a high school diploma .....	92.0	69.4	10.1	7.4	13.0
High school graduates, never enrolled in college <sup>1</sup> .....	97.6	58.5	12.4	8.8	20.3
Some college or associate degree .....	99.1	55.6	13.5	10.6	20.3
Bachelor's degree or more <sup>2</sup> .....	( <sup>3</sup> )	54.9	14.2	10.3	20.6
White, non-Hispanic .....	98.8	56.2	12.9	9.5	21.4
Less than a high school diploma .....	96.2	67.8	10.4	6.1	15.7
High school graduates, never enrolled in college <sup>1</sup> .....	98.3	55.5	12.7	9.0	22.8
Some college or associate degree .....	99.2	54.7	12.9	10.5	21.8
Bachelor's degree or more <sup>2</sup> .....	99.7	55.6	13.7	9.6	21.0
Black, non-Hispanic .....	95.6	61.0	12.2	6.8	20.0
Less than a high school diploma .....	87.9	68.9	10.7	3.9	16.6
High school graduates, never enrolled in college <sup>1</sup> .....	95.1	61.9	12.6	6.1	19.4
Some college or associate degree .....	97.7	59.0	12.5	7.2	21.3
Bachelor's degree or more <sup>2</sup> .....	( <sup>3</sup> )	56.7	11.5	10.4	21.4
Hispanic or Latino .....	98.1	52.7	13.6	9.8	23.8
Less than a high school diploma .....	94.7	56.7	13.1	9.2	21.0
High school graduates, never enrolled in college <sup>1</sup> .....	98.3	53.0	13.1	10.2	23.7
Some college or associate degree .....	98.8	52.1	14.1	9.5	24.3
Bachelor's degree or more <sup>2</sup> .....	( <sup>3</sup> )	48.9	14.0	11.0	26.0

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, or doctoral degrees or professional degrees such as law or medical degrees.

<sup>3</sup> Number rounds to 100 percent.

NOTE: This table excludes individuals who had not yet turned age 24 when interviewed in 2008-09. The National Longitudinal Survey of Youth 1997 consists of young men and women who were ages 12 to 16 on December 31, 1996. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates. Educational attainment is determined as of age 23.