

# **2017 Demographic Analysis on the Ownership of Construction Firms in San Diego County**

**Prepared for  
Business Outreach Program  
San Diego Unified School District  
Facilities Planning & Construction  
4860 Ruffner Street, Annex Room 9  
San Diego, CA 92111-1522**



**Prepared by  
San Diego Contracting Opportunities Center  
880 National City Boulevard, Suite 7100, National City, CA 91950  
[www.ptac-sandiego.org](http://www.ptac-sandiego.org)**

# Table of Contents

<b>I.</b>	<b>Introduction</b> .....	3
<b>II.</b>	<b>Executive Summary</b> .....	4
	About the Data Sources.....	4
	FIGURE 1. Data Sources Used in This Report.....	5
	Key Findings .....	6
	FIGURE 2: Summary of Estimates of Construction Industry Capacity in San Diego County.....	7
<b>III.</b>	<b>Owners of Construction Firms Located in San Diego County</b> .....	8
1.	DATA SOURCE: U.S. Census Bureau, Table: CB1500A11County Business Patterns: Geography Area Series: County Business Patterns by Employment Size Class.....	8
	FIGURE 3. Number of Construction Industry Establishments with Paid Employees, By Size, Located In San Diego County .....	9
2.	DATA SOURCES: U.S. Census Bureau, Data Set: Economic Planning and Coordination Division, TABLE: 2015 Nonemployer Statistics (NS): San Diego County.....	10
	FIGURE 4. Comparison of Construction Entities With and Without Paid Employees, by NAICS Subsector in 2015.....	10
	FIGURE 5. Construction Entities by NAICS Subsector, With and Without Paid Employees in 2015.....	11
3.	DATA SOURCE: U.S. Census Bureau Data Set: 2012 Survey of Business Owners (SBO), Table: SBO1200CSA01. Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places: 2012 .....	12
	FIGURE 6. Owners of Construction Firms in San Diego County, by Race, Ethnicity, and Gender .....	12
4.	DATA SOURCE: CALTRANS Office of Business and Economic Opportunity, Certification Unit.....	14
	FIGURE 7. Disadvantaged Business Enterprises Located in San Diego County and Providing Construction Services .....	14

FIGURE 8. Pie Chart of Caltrans Certified DBEs by Race and Ethnicity .....	15
<b>IV. Construction Employees In San Diego County .....</b>	<b>16</b>
5. DATA SOURCE: U.S. Census Bureau, American Community Equal Employment Opportunity Special Tabulation 2006-2010 (5-year ACS data) San Diego County.....	16
FIGURE 9. Pie Chart of EEO Tabulation of Employees by Race and Ethnicity for Construction Industry, American Community Survey, Five Year Average 2006 - 2010 .....	17
FIGURE 10. EEO Tabulation of Employees by Race and Ethnicity for Construction Industry, American Community Survey, Five Year Average 2006 - 2010 .....	17
FIGURE 11. EEO Tabulation of Employees by Race, Ethnicity, and Gender for Construction Industry, American Community Survey, Five Year Average 2006 – 2010 .....	18
<b>V. Bibliography .....</b>	<b>20</b>

## 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 2017, SDUSD encourages 48 percent EBE participation on all construction projects.

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.

## 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 datasets provided at the website of the U.S. Census Bureau. This includes: 1) the 2015 San Diego County Business Patterns report, 2) the 2015 San Diego County Nonemployer Statistics report that incorporates data provided by the Internal Revenue Service, 3) the 2012 Survey of Small Business Owners (part of the U.S. Census Bureau’s five year Economic Survey), and 4) an Equal Employment Opportunity Tabulation created just once, and 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 sources used in this report are the 2015 San Diego County Business Patterns, released in April of 2017, and the 2015 San Diego County Nonemployer Statistics reports, released in May, 2017.

The Survey of Business Owners (SBO), conducted in 2012, and published in December 2015 by the U.S. Census Bureau, provides a detailed breakdown of business ownership at the county level, by race, ethnicity, and gender, and by industry NAICS codes. The Survey of Business Owners is conducted every five years.

**FIGURE 1**

<b>Data Sources Used in This Report</b>	
<b>1. Data Source:</b>	U.S. Census Bureau, Table: CB1500A13 - 2015 County Business Patterns: Geography Area Series: San Diego County Business Patterns by Employment Size Class
<b>Relevance:</b>	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, 64% have 4 or fewer employees.
<b>Publication Schedule:</b>	Published annually, 18 months after the reference year. Most recent publication: April 2017. Next release: April 2018.
<b>2. Data Source:</b>	U.S. Census Bureau, Data Set: Economic Planning and Coordination Division, TABLE: 2015 Nonemployer Statistics (NS): San Diego County
<b>Relevance:</b>	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.
<b>Publication Schedule:</b>	Published annually. Most recent publication: May 2017. Next release: May 2018.
<b>3. Data Source:</b>	U.S. Census Bureau Data Set: 2012 Survey of Business Owners (SBO), Table: SB1200CSA01. Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places: 2012
<b>Relevance:</b>	The Survey of Business Owners (SBO) is part of the U.S. Census Bureau's Economic Census. It provides detailed information at the county level on race, ethnicity, and gender of the 51% ownership of firms by NAICS and includes firms with and without paid employees that earned a minimum of \$1,000 in gross revenues in 2012. 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.
<b>Publication Schedule:</b>	Data is collected every five years for years ending in "2" and "7". Most recent publication: December 15, 2015. The 2017 SBO report will be released in December 2020.
<b>4. Data Source:</b>	CALTRANS Office of Business and Economic Opportunity, Certification Unit
<b>Relevance:</b>	The CALTRANS database provides a listing of Disadvantaged Business Enterprises that have been certified as financially and socially disadvantaged. African American, Asian, Pacific Islander, Asian Subcontinent, Native American, Hispanic and Women-owned firms are presumed to be socially disadvantaged.
<b>Publication Schedule:</b>	Updated continuously
<b>5. Data Source:</b>	U.S. Census Bureau, American Community Equal Employment Opportunity Special Tabulation 2006-2010 (5-year ACS data) San Diego County
<b>Relevance:</b>	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.
<b>Publication Schedule:</b>	This report was published for the first time on December 12, 2012, and the next planned release will be Fall 2020/Spring 2021 which will use data being collected from 2014 – 2018.

## 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 2015 County Business Patterns report, which includes only establishments with paid employees, there was a total of 6,586 establishments located within, and providing construction services within San Diego County. Of this group, 89% (5,862) had 19 or fewer paid employees and 64% (4,222) 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 2012 Survey of Business Owners (SBO), which includes businesses with and without paid employees, found 22,944 construction firms located in San Diego, of which a large majority, 73% (16,689), 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 2012 SBO found that 36% (8,203) were minority-owned (by race and/or Hispanic ethnicity), 30% (6,867) were Hispanic, 4% (883) Asian or Asian Pacific Islander, 1% (262) African-American-owned, and 13% (2,935) of some other race. By gender, 8% (1,819) of all firms were 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.

As of November 2017, there were 115 DBEs listed in the CALTRANS database as being located in and providing construction services within San Diego County. Of these 115 companies, 12% (14) are Black-owned, and 24% (28), 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, and 2% (1,960) 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**

<b>SUMMARY OF ESTIMATES OF CONSTRUCTION INDUSTRY CAPACITY IN SAN DIEGO COUNTY</b>								
<b>Data Source</b>	<b>Estimated Capacity, Number of Entities</b>						<b>Number of Employees</b>	
	<b>Estimated Capacity</b>	<b>% of Data Set</b>	<b>African-American</b>	<b>% of Data Set</b>	<b>Female</b>	<b>% of Data Set</b>	<b>Employed in Construction Industry</b>	<b>% of Data Set</b>
<b>1. County Business Patterns, Construction Services Establishments with Paid Employees, 2015</b>								
Total Construction Services Establishments with:	<b>6,586</b>	<b>100%</b>						
1 - 4 paid employees	4,222	64%						
1 - 19 paid employees (includes 1 - 4 paid employees above)	5,862	89%						
Specialty Trade Contractors	4,122	63%						
<b>2. County Business Patterns, Nonemployer Statistics 2015</b>								
Nonemployer Construction Firms	18,064	100%						
Specialty Trade Contractors	12,307	68%						
<b>3. Survey of Business Owners, 2012</b>								
Total Number of Business Owners	<b>22,944</b>	<b>100%</b>						
With paid employees	6,255	27%						
Without paid employees	16,689	73%						
Total sample classifiable by race, ethnicity and gender	22,801	99%						
Minority (by race and/or ethnicity)	8,203	36%						
Hispanic of any race	6,867	30%						
Black or African-American			262	1.1%				
Asian & Pacific Islander	883	4%						
Some other race	2,935	13%						
Female					1,819	7.9%		
<b>4. CALTRANS Disadvantaged Business Enterprises, November 2017</b>								
Minority and/or Female-owned Firms	<b>115</b>	<b>100%</b>						
Black			14	12%				
Female					28	24%		
<b>5. EEO Special Tabulation of Employees by Race, Ethnicity, and Gender, 2006 - 2010</b>								
Total employees tabulated							<b>99,945</b>	<b>100%</b>
Minority Race and/or Hispanic							48,415	48%
Hispanic of any race							41,655	42%
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: CB1500A11 - 2015 County Business Patterns: Geography Area Series: County Business Patterns by Employment Size Class

The U.S. Census Bureau’s 2015 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

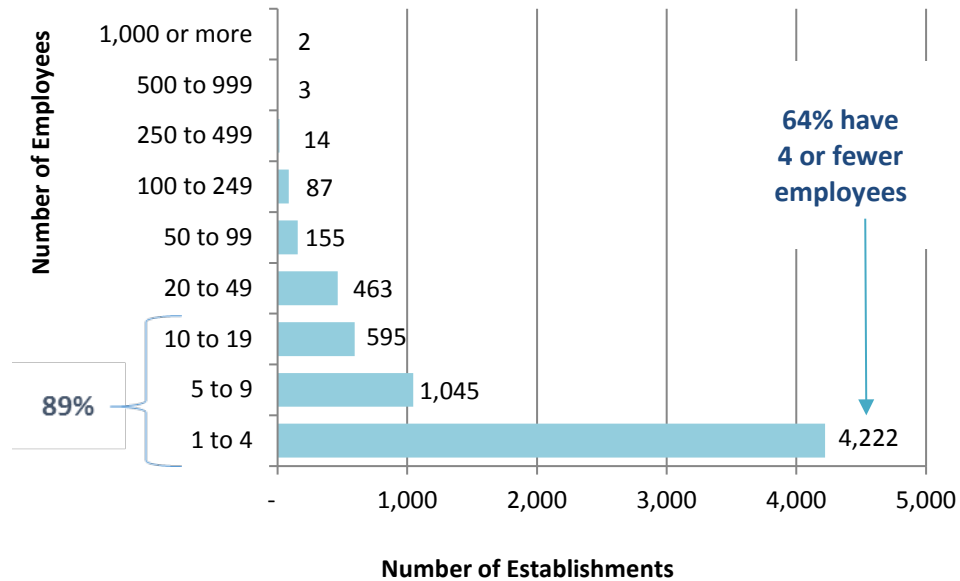
According to the U.S. Census Bureau’s 2015 County Business Patterns report for San Diego County, there was a total of 6,586 establishments with paid employees, located and providing construction services within San Diego County. Of this group, 89% (5,862) had 19 or fewer paid employees and 64% (4,222) had four or fewer paid employees. Specialty trade contractors represented 63% (4,122) 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 2015 County Business Patterns, for San Diego County.

**FIGURE 3**

**Number of Construction Industry (NAICS 23)  
Establishments with Paid Employees, by Employment  
Size, Located in San Diego County**



**NOTES: FIGURE 3**

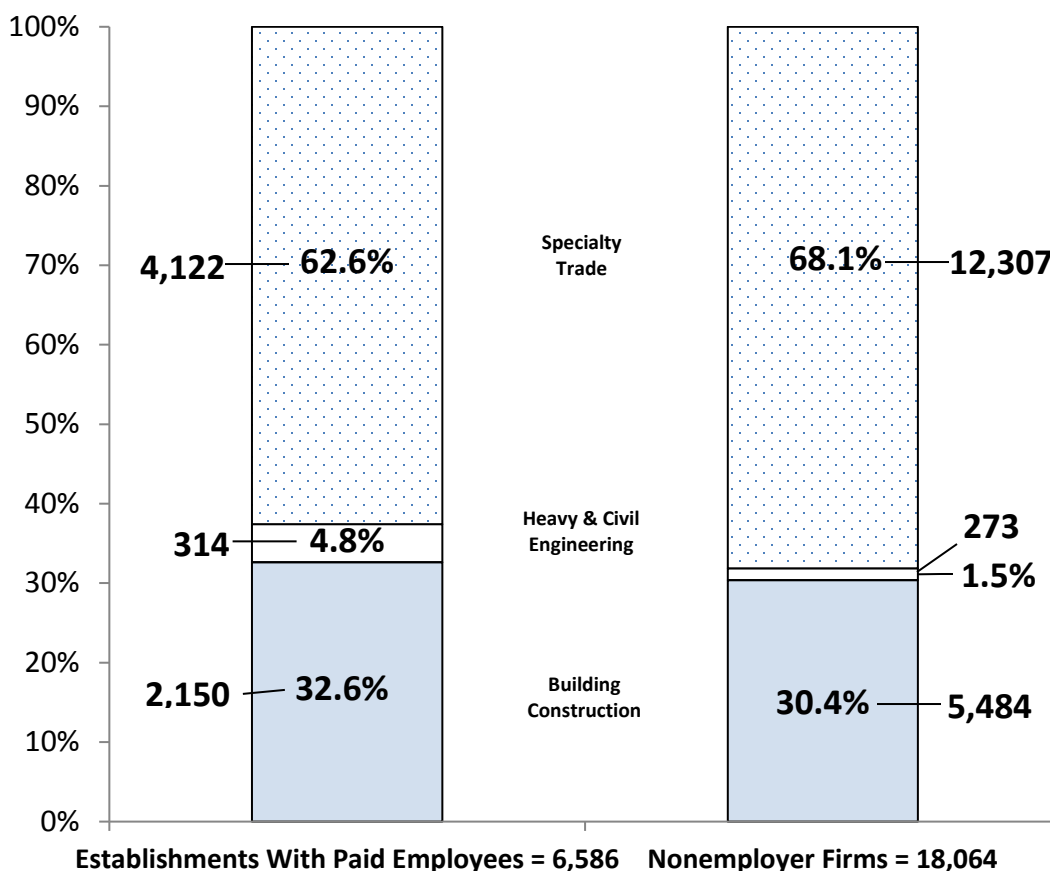
- Data set includes paid employees for pay period including March 12, 2015.
- The U.S. Census Bureau’s County Business Patterns data includes only those businesses with paid employees; it excludes businesses operating without an Employer Identification Number (EIN), and businesses with an EIN but without 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, 2015 Nonemployer Statistics (NS): San Diego County, and 2015 County Business Patterns (CBP)**

FIGURES 4 and 5 present data from two independent data sources: (1) U.S. Census Bureau, Table: U.S: CB1500A11 - 2015 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: 2015 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), 4.8% of those that have paid employees and 1.5% of those with no paid employees.

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



**FIGURE 5**

<b>Construction Entities by NAICS Subsector, With and Without Paid Employees in 2015</b>						
2017 NAICS Code 23 – Construction	Total Entities With and Without Paid Employees	% of Total	Number of Estab- lishments with Paid Employees <sup>(1)</sup>	% of Total Entities	Number of Nonemployer Firms <sup>(2)</sup>	% of Total Entities
<b>Total</b>	<b>24,650</b>	<b>100%</b>	<b>6,586</b>	<b>27%</b>	<b>18,064</b>	<b>73%</b>
236 - Construc- tion of buildings	7,634	31.0%	2,150	8.7%	5,484	22.2%
237 - Heavy and civil engineering construction	587	2.4%	314	1.3%	273	1.1%
238 - Specialty trade contractors	16,429	66.6%	4,122	16.7%	12,307	49.9%

Data sources: (1) 2015 County Business Patterns, and (2) 2015 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: 2012 Survey of Business Owners (SBO), Table: SBO201200CSA01. Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places: 2012**

The 2012 Survey of Business Owners (SBO) was published in December 2015. It provides a detailed breakdown of business ownership at the county level, by race, ethnicity, gender, and NAICS code.

The 2012 SBO includes businesses with and without paid employees. As shown in FIGURE 6 below, of the total of 22,944 construction firms located in San Diego, the majority, 73% (16,689), 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 2012 SBO found that for all types of firms (with and without employees), 35.75% (8,203) were minority-owned (by race and/or Hispanic ethnicity), 29.93% (6,867) were Hispanic, 3.85% (883) Asian or Asian Pacific Islander, and 1.14% (262) Black or African-American-owned. By gender, 7.93% (1,819) were female-owned, and 7.27% (1,668), equally male-/female-owned.

**FIGURE 6**

<b>Owners of Construction Firms in San Diego County, by Race, Ethnicity and Gender</b>						
<b>Demographic Category</b>	<b>All Firms</b>		<b>Firms with Paid Employees</b>		<b>without Paid Employees</b>	
	<b>Count</b>	<b>%</b>	<b>Count</b>	<b>%</b>	<b>Count</b>	<b>%</b>
<b>All Firms</b>	<b>22,944</b>	<b>100.00%</b>	<b>6,255</b>	<b>27.26%</b>	<b>16,689</b>	<b>72.74%</b>
All firms classifiable by gender, ethnicity, & race	22,801	99.38%	6,118	97.81%	16,683	99.96%
Not classifiable	143	0.62%	137	2.19%	6	0.04%
<b>Ownership By Race</b>						
White	18,936	82.53%	5,745	91.85%	13,191	79.04%
Black or African American	262	1.14%	20	0.32%	242	1.45%
American Indian & Alaska	350	1.53%	101	1.61%	248	1.49%
Asian & Pacific Islander	883	3.85%	128	2.05%	755	4.52%
Some other race	2,935	12.79%	238	3.80%	2,697	16.16%
<b>Ownership By Minority Status</b>						
Minority	8,203	35.75%	1,210	19.34%	6,994	41.91%
Equally minority/ nonminority	236	1.03%	95	1.52%	141	0.84%
Nonminority	14,362	62.60%	4,813	76.95%	9,549	57.22%
<b>Ownership By Ethnicity</b>						
Hispanic	6,867	29.93%	975	15.59%	5,892	35.30%
Equally Hispanic /non-	188	0.82%	53	0.85%	135	0.26%
Non-Hispanic	15,746	68.63%	5,090	81.37%	10,657	0.07%
<b>Ownership By Gender</b>						
Female-owned	1,819	7.93%	453	7.24%	1,366	8.19%
Male-owned	19,315	84.18%	4,851	77.55%	14,463	86.66%
Equally male-/female-owned	1,668	7.27%	814	13.01%	854	5.12%

**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.
- 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 if a majority owner, is included in each race selected.
- Detail may add to more or less than total due to some data being suppressed to maintain confidentiality of the identity of every business.
- 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 \$23,980,00 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.

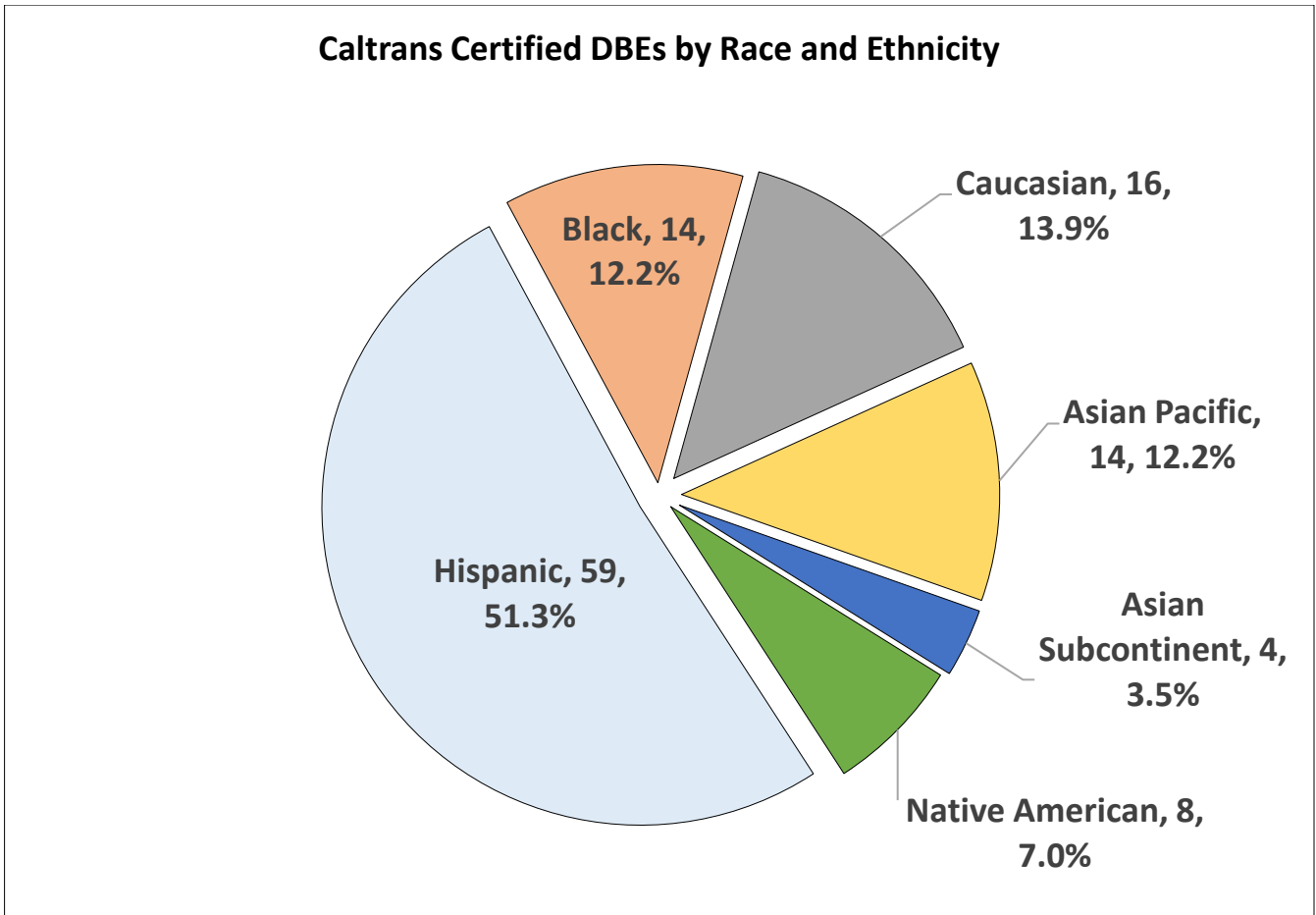
As shown in FIGURES 7 and 8 below, a search of this database finds that there are only 115 DBEs listed as currently located and providing construction services within San Diego County. FIGURE 7 below, “Disadvantaged Business Enterprises Located in San Diego County and Providing Construction Services,” shows that of the total of 115 DBEs located in and providing construction services in San Diego, 12% (14) qualify as Black-owned, 24% (28), female-owned, and more than half, 51% (59) Hispanic-owned.

The 28 female-owned firms include 16 that are Caucasian, 7 that are Hispanic, 2 Black, 2 Native American, and 1 Asian Pacific Islander.

**FIGURE 7**

<b>Disadvantaged Business Enterprises Located in San Diego County and Providing Construction Services</b>				
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>% of total</b>
<b>Total</b>	87	28	115	100.00%
	75.65%	24.35%	100.00%	
Asian Pacific Islander	13	1	14	12.17%
Asian Subcontinent	4	0	4	3.48%
Black	12	2	14	12.17%
Caucasian	0	16	16	13.91%
Hispanic	52	7	59	51.30%
Native American	6	2	8	6.96%

**FIGURE 8**



**NOTES: FIGURES 7 and 8**

- CALTRANS requires that DBEs select a primary category of a single race or ethnicity (Hispanic) for its minority status, a DBE owner cannot choose a race and an ethnicity.
- Data was accessed on November 18, 2017 at: [http://www.dot.ca.gov/hq/bep/find\\_certified.htm](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.

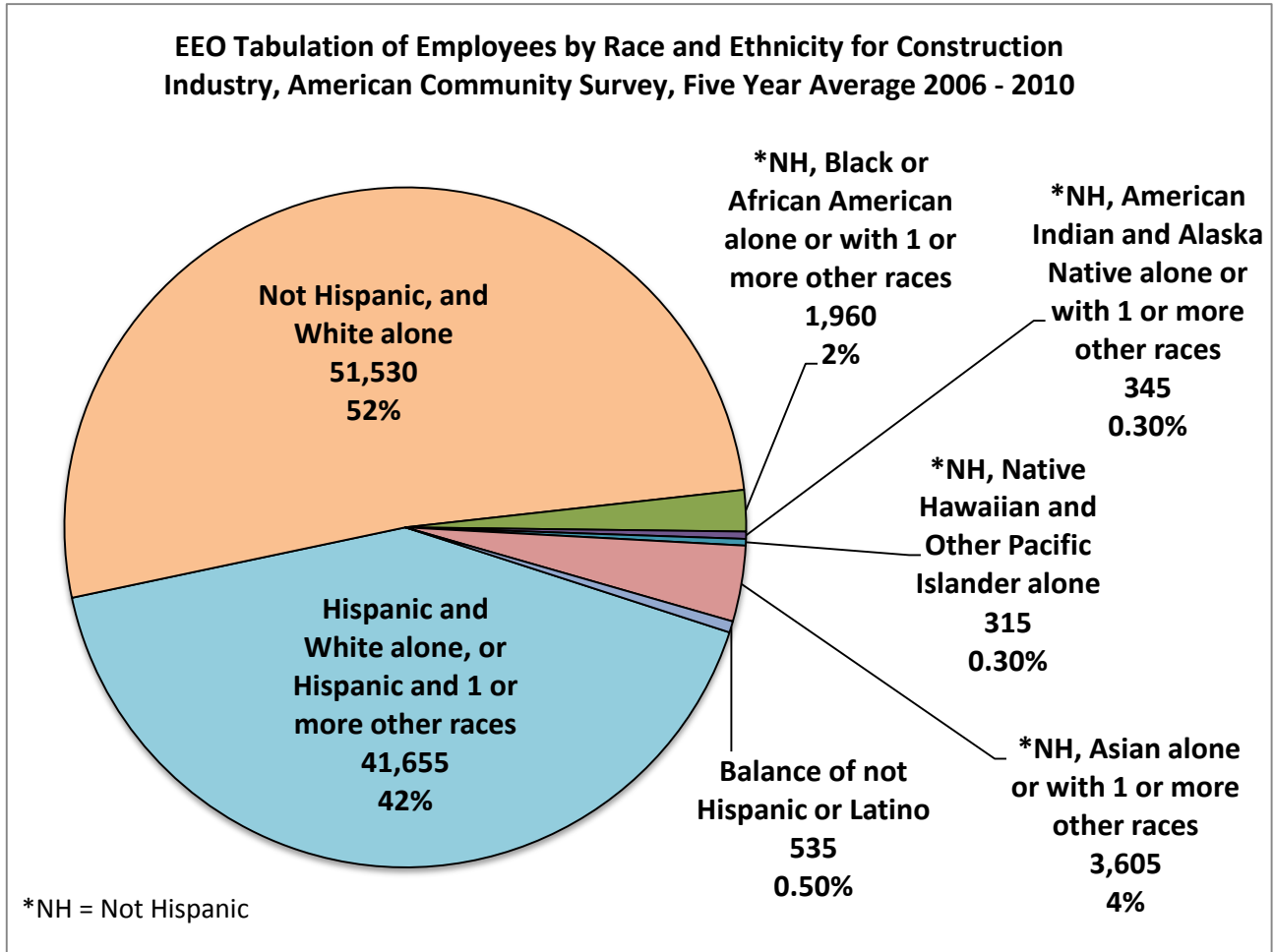
The demographic composition of the construction industry workforce is of interest because a natural prerequisite for owning a construction firm is to have some work experience in construction services. Data for FIGURES 9 and 10 have been extracted from the EEO Tabulation, which provides information about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

**NOTE:** This tabulation data was published for the first time on December 12, 2012, and the next planned release will be Fall 2020/Spring 2021 which will use data being collected from 2014 – 2018.

**FIGURE 9**



**FIGURE 10**

**Detail of EEO Tabulation of Employees by Race and Ethnicity for Construction Industry, American Community Survey, Five Year Average 2006 - 2010**

	Total, all race and ethnicity	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
<b>Total</b>	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**

<b>EEO Tabulation of Employees by Race, Ethnicity and Gender for Construction Industry, American Community Survey, Five Year Average 2006 - 2010</b>								
	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	American Indian and Alaska Native alone or with 1 or more other	Native Hawaiian and Other Pacific Islander alone	Asian alone or with 1 or more other races	
<b>Total</b>	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%
<b>Male</b>	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%
<b>Female</b>	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: CB1500A11 - 2015 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: [https://www.sba.gov/sites/default/files/files/Size\\_Standards\\_Table.pdf](https://www.sba.gov/sites/default/files/files/Size_Standards_Table.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/programs-surveys/cbp/technical-documentation/methodology.html>

Release of data for the 2015 County Business Patterns was completed in April 2017. The report for FIGURE 3 was accessed November 8, 2017 at:

<http://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t>

### 2. DATA SOURCE: U.S. Census Bureau, Data Set: Economic Planning and Coordination Division, TABLE: 2015 Nonemployer Statistics (NS): San Diego County

For information on confidentiality protection, sampling error, nonsampling error, and definitions, see Survey Methodology: <https://www.census.gov/programs-surveys/nonemployer-statistics/technical-documentation/methodology.html>

Nonemployer Statistics data were released in May 2017, and accessed November 8, 2017 at:

<http://www.census.gov/econ/nonemployer/index.html>

### 3. DATA SOURCE: U.S. Census Bureau Data Set: 2012 Survey of Business Owners (SBO), Table: SB0201200CSA01. Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places: 2012

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

The U.S. Census Bureau's 2012 Survey of Business Owners (SBO) was released in December of 2015. Data for this report was accessed December 22, 2015 at:

<http://www.census.gov/econ/sbo/index.html>.

A copy of the survey questionnaire can be viewed at:

[http://www2.census.gov/econ/sbo/sample\\_forms/sbo2\\_2012.pdf](http://www2.census.gov/econ/sbo/sample_forms/sbo2_2012.pdf)

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

DBE data is updated continuously. Data for this report was accessed November 18, 2017 at [http://www.dot.ca.gov/hq/bep/find\\_certified.htm](http://www.dot.ca.gov/hq/bep/find_certified.htm)

A copy of the application form for DBE certification can be found at: [http://www.dot.ca.gov/hq/bep/business\\_forms.htm](http://www.dot.ca.gov/hq/bep/business_forms.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](http://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. The next planned release of this information is Fall 2020/Spring 2021:

<https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation/about/faq.html>

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