

# Preliminary Geographic Equitable Access Analysis

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## Background

The purpose of this analysis is to provide a preliminary examination of geographic areas, in this case counties, that are both a) high in employer demand for positions relevant for WGU students and b) high in diversity for the purposes of promoting equitable access to resources for under-served communities.

## Ranking counties by employment opportunities

For this portion of analyses, I use data from the United States Bureau of Economic Analysis (BEA) on the number of openings by NAICS Industry Code. I segment these codes into 4 buckets relevant to each WGU College: Education (Teacher's College). Health Care and Social Assistance (College of Health Professionals), Management (College of Business), and Information (College of IT).

## Top 20 counties for Education-related occupation openings

County
LOS ANGELES, CA
NEW YORK, NY
COOK, IL
PHILADELPHIA, PA
HARRIS, TX
SUFFOLK, MA
MARICOPA, AZ
SANTA CLARA, CA
ALLEGHENY, PA
DISTRICT OF COLUMBIA, DC
ORANGE, CA
SAN DIEGO, CA
KINGS, NY
NEW HAVEN, CT
KING, WA
DALLAS, TX
MONROE, NY
DURHAM, NC
SALT LAKE, UT
ALAMEDA, CA

**Top 20 counties for Health-related occupation openings**

County
LOS ANGELES, CA
COOK, IL
MARICOPA, AZ
HARRIS, TX
KINGS, NY
NEW YORK, NY
ORANGE, CA
SAN DIEGO, CA
DALLAS, TX
PHILADELPHIA, PA
QUEENS, NY
KING, WA
NASSAU, NY
SUFFOLK, MA
HENNEPIN, MN
ALLEGHENY, PA
SANTA CLARA, CA
CUYAHOGA, OH
BEXAR, TX
SAN BERNARDINO, CA

**Top 20 counties for Management-related occupation openings**

County
LOS ANGELES, CA
NEW YORK, NY
HENNEPIN, MN
HARRIS, TX
DALLAS, TX
ORANGE, CA
COOK, IL
MARICOPA, AZ
KING, WA
MECKLENBURG, NC
SAN DIEGO, CA
ALLEGHENY, PA
FRANKLIN, OH
WAYNE, MI
HAMILTON, OH
CUYAHOGA, OH
CLARK, NV
OAKLAND, MI
DUPAGE, IL
SALT LAKE, UT

**Top 20 counties for IT-related occupation openings**

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County
LOS ANGELES, CA
NEW YORK, NY
KING, WA
SANTA CLARA, CA
COOK, IL
SAN FRANCISCO, CA
SAN MATEO, CA
DALLAS, TX
MARICOPA, AZ
TRAVIS, TX
HARRIS, TX
ORANGE, CA
SAN DIEGO, CA
WAKE, NC
ALAMEDA, CA
SUFFOLK, MA
BROWARD, FL
KINGS, NY
MECKLENBURG, NC
HENNEPIN, MN

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## Ranking counties by diversity

For this portion of analyses, I use Diversity Index data from the National Equity Atlas to compute the diversity of counties in the US. The Diversity Index is “a summary score that provides a snapshot of how well a given place is performing on racial equity compared to its peers. . . the Racial Equity Index is based on two components: an inclusion score that indicates the extent of racial gaps in outcomes for a series of nine equity indicators, and a prosperity score that indicates how well the population is doing overall on those same indicators.” (see [this link](#) for more information on how this value is computed).

### Top 20 most diverse counties

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County
QUEENS, NY
SOLANO, CA
ALAMEDA, CA
FORT BEND, TX
GWINNETT, GA
MONTGOMERY, MD
SACRAMENTO, CA
KINGS, NY
CONTRA COSTA, CA
HAWAII, HI
CLARK, NV
SUFFOLK, MA
MIDDLESEX, NJ
SAN JOAQUIN, CA
ANCHORAGE, AK
HUDSON, NJ

County
WYANDOTTE, KS
UNION, NJ
ESSEX, NJ
COOK, IL

## Aggregating rankings

To combine these rankings into a single ranking of both diversity and available employment opportunities, I average their rankings on these two categories and re-rank them based on this new value.

### Top 20 most diverse counties for Education-related occupation openings

County	Average Ranking	Employment Ranking	Diversity Ranking
SUFFOLK, MA	1	6	11
KINGS, NY	2	13	8
COOK, IL	3	3	18
ALAMEDA, CA	4	20	3
NEW YORK, NY	5	2	22
PHILADELPHIA, PA	6	4	23
HARRIS, TX	7	5	26
SANTA CLARA, CA	8	8	25
LOS ANGELES, CA	9	1	32
QUEENS, NY	10	35	1
DALLAS, TX	11	16	21
BROWARD, FL	12	21	24
SAN FRANCISCO, CA	13	27	19
MONTGOMERY, MD	14	43	6
SAN DIEGO, CA	15	12	38
DURHAM, NC	16	18	36
ORANGE, CA	17	11	44
ORANGE, FL	18	36	20
DISTRICT OF COLUMBIA, DC	19	10	50
MERCER, NJ	20	32	30

### Top 20 most diverse counties for Health-related occupation openings

County	Average Ranking	Employment Ranking	Diversity Ranking
QUEENS, NY	1	11	1
KINGS, NY	2	5	8
COOK, IL	3	2	18
ALAMEDA, CA	4	22	3
SUFFOLK, MA	5	14	11
NEW YORK, NY	6	6	22
DALLAS, TX	7	9	21
HARRIS, TX	8	4	26
PHILADELPHIA, PA	9	10	23
LOS ANGELES, CA	10	1	32

County	Average Ranking	Employment Ranking	Diversity Ranking
SACRAMENTO, CA	11	27	7
CLARK, NV	12	31	10
SANTA CLARA, CA	13	17	25
SAN DIEGO, CA	14	8	38
BROWARD, FL	15	26	24
ORANGE, CA	16	7	44
MONTGOMERY, MD	17	49	6
ORANGE, FL	18	37	19
TARRANT, TX	19	24	35
SAN FRANCISCO, CA	20	42	20

**Top 20 most diverse counties for Management-related occupation openings**

County	Average Ranking	Employment Ranking	Diversity Ranking
NEW YORK, NY	1	2	22
COOK, IL	2	7	18
DALLAS, TX	3	5	21
CLARK, NV	4	17	10
HARRIS, TX	5	4	26
ALAMEDA, CA	6	28	3
LOS ANGELES, CA	7	1	32
SAN FRANCISCO, CA	8	22	19
ORANGE, FL	9	24	20
MECKLENBURG, NC	10	10	37
SAN DIEGO, CA	11	11	38
ORANGE, CA	12	6	44
SANTA CLARA, CA	13	30	25
KING, WA	14	9	51
GWINNETT, GA	15	57	5
SACRAMENTO, CA	16	55	7
MILWAUKEE, WI	17	23	43
BROWARD, FL	18	43	24
SUFFOLK, MA	19	61	11
PHILADELPHIA, PA	20	49	23

**Top 20 most diverse counties for IT-related occupation openings**

County	Average Ranking	Employment Ranking	Diversity Ranking
ALAMEDA, CA	1	15	3
COOK, IL	2	5	18
NEW YORK, NY	3	2	22
KINGS, NY	4	18	7
SAN FRANCISCO, CA	5	6	19
SUFFOLK, MA	6	16	11
DALLAS, TX	7	8	21
SANTA CLARA, CA	8	4	25
LOS ANGELES, CA	9	1	32
SAN MATEO, CA	10	7	27

County	Average Ranking	Employment Ranking	Diversity Ranking
HARRIS, TX	11	11	26
BROWARD, FL	12	17	24
MONTGOMERY, MD	13	38	6
QUEENS, NY	14	44	1
ORANGE, FL	15	25	20
CLARK, NV	16	36	10
GWINNETT, GA	17	46	5
SAN DIEGO, CA	18	13	38
PHILADELPHIA, PA	19	29	23
KING, WA	20	3	51