In 2005, foreign-born workers (legally admitted and undocumented immigrants, refugees, and temporary residents) represented about 15% of the labor force, up from about 11% in 1996. They differ from native-born workers in ethnic background, labor force participation, unemployment rates, and occupations.

The ethnic composition of foreign-born and native-born workers differs dramatically, primarily because of immigration from Asia and from Central and South America. Whereas about 80% of native-born workers are non-Hispanic or non-Latino whites, nearly half of foreign-born workers are Hispanic or Latino. Over one-fifth of immigrant workers are Asian, compared to a mere 1% of the native born. Total labor force participation is similar among foreign-born and native-born workers; however, the labor force participation rate of foreign-born men (81%) is nearly 10 percentage points above that of native-born men. Native-born workers’ 5.2% unemployment rate exceeds the 4.6% rate among foreign-born workers, reflecting relatively higher unemployment rates among native-born men.

In 2005, foreign-born workers tended to have less education than the native born: About 95% of native-born workers (older than 25) were at least high school graduates, compared to about 72% of the foreign born. Foreign-born workers were more likely to work in construction and maintenance; production, transportation, and material moving; and service industries. In contrast, native-born workers were more likely to be in sales and office; and management and professional occupations.