

General Talking Points

- Overall, the civil engineering profession is experiencing increases in the percentage of women and URM entering the profession which is a consistent trend within the engineering workforce in general.
- Student members represent 28.6% of the ASCE membership; 29.5% of student members are female.
- The percentage of African American/Black civil engineers grew from 3.6% in 2016 to 6% in 2020; the largest growth trend compared to the overall engineering workforce
- Asian American civil engineers grew from 10% in 2016 to 12% in 2020.
- Women earning BSCE grew to 25% in 2019 from 21.6% in 2016
- The largest growth over the 4-year period was the percentage of Women earning MSCE degrees rising from 27.5% in 2016 to 36% in 2019.



Workforce Demographic: Gender & Race/Ethnicity

Gender & Race/Ethnicity	CE Workforce		ENGINEERING Workforce		US Workforce	
	2016 (425,000)	2020 (475,000)	2016 (3,106,000)	2020 (3,305,000)	2016 (151,436,000)	2020 (157,538,000)
Female	11%	14%	14%	16%	47%	47%
Male	89%	86%	86%	84%	53%	53%
African-American/Black	3.6%	6%	5.6%	6.8%	12%	12.3%
Hispanic/Latinx	10.4%	8.4%	8.8%	9.2%	16.7%	17.6%
Asian American	10.4%	12.2%	8.8%	13.3%	6%	6.5%
White	NA	82%	NA	78%	NA	78%

Source: [Bureau of Labor Statistics](#)



2020 Workforce Demographic Age

Age Groups	CE Workforce		ENGINEERING Workforce		US Workforce	
	2016 (425,000)	2020 (475,000)	2016 (3,106,000)	2020 (3,305,000)	2016 (151,436,000)	2020 (157,538,000)
20 – 24	7%	7.8%	6.4%	6.3%	9.4%	9%
25 – 34	27.7%	28.2%	24.3%	26.3%	22%	22.7%
35 – 44	17.7%	23%	21.5%	21.7%	21%	21%
45 – 54	24%	15.7%	24%	20%	22%	20.3%
55 – 64	15.5%	19%	18%	20%	16.8%	17%
65+	7.5%	6%	5%	5%	5.7%	6.6%

Source: [Bureau of Labor Statistics](#)



2019 College Demographic: Gender & Race/Ethnicity

	BSCE		MSCE		PHDCE	
	2016 (11,920)	2019 (10,949)	2016 (4,410)	2019 (4,616)	2016 (939)	2019 (858)
Female	21.6%	25%	27.5%	35.8%	27%	9%
African American/Black	4.6%	URM* 18.2%	3%	URM* 10.4%	2.5%	URM* 4%
Hispanic/Latinx	14%		7.7%		2.5%	
Asian American	7.5%		7.3%		4.4%	
Native American	.3%		.18%		.02%	
Foreign Nationals	6.8%	--	33.6%	--	56%	--
2 or More Races/Ethnicity	1.93%	--	1%	--	.8%	--
Other	64.4%	--	47%	--	33%	--

Source: ASEE Engineering & Engineering Technology by the Numbers

*ASEE 2019 reports collective percentage of Underrepresented Minority students which include students identifying as African American/Black, Hispanic, Asian American, American Indian, Native Hawaiian/Other Pacific Islander



2020 ASCE Members: Age & Student Demographic

ASCE Members (142,338)*			ASCE Student Members (40,730)	
Age Groups			Gender	
20 – 25	27%		Female	Male
26 – 35	17%		29.5%	70.5%
36 – 45	12%			
46 – 55	11%			
56 – 65	14%			
65+	18%			
Unknown/NA*	<i>Total of 2,068</i>			
Prefer Not to Disclose	2%			

*Source: Personify



2020 ASCE Members & Staff

	ASCE Members (142,338)*	ASCE Staff (234)
Female**	17%	68%
Male**	83%	32%
Unknown/NA*	5.7%	--
African-American/Black*	1.5%	12%
Hispanic/Latinx*	6%	5.6%
Asian American*	7%	6%
Native American or Native of Alaska*	1%	--
Native Hawaiian or Other Pacific Islander	NA	.4%
White*	84%	73%
Two or More Races	NA	2%
International*	18%	--
Domestic/National*	82%	--
Prefer Not to Disclose	2%	.9%

*Source 2020 Salary Survey which captures US members in dues paying grades excluding Students and Life Members.

**Source: Personify