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# Black Male Millennial Unemployment and Mental Health

The Black population in the United States has a disproportionate likelihood of unemployment. Black millennials experience this inequity at even higher rates, leading to a multitude of adverse consequences. Unemployment, in conjunction with other social barriers faced by Black Americans, has detrimental effects on mental health. Research shows a relationship between job insecurity and mental health conditions, such as depression and anxiety, all of which are exacerbated in males.

The millennial generation is comprised of young people born between the years 1981 and 1996. Millennials are noted for their unique relationship with technology, globalized perspective, high levels of education, and changing of widely-held social norms.



*Millennials make  
up almost 25% of  
the U.S. population.*



# KEY FINDINGS

## Unemployment Rates for Minority Males

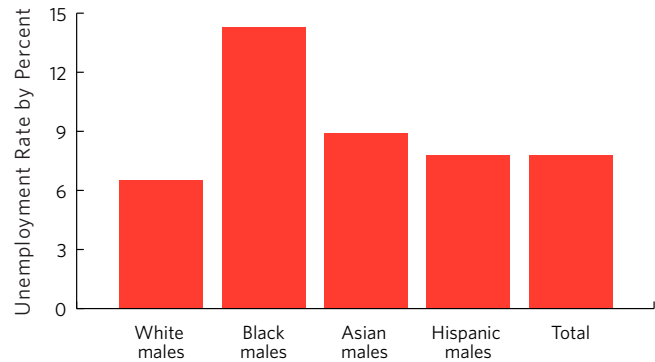
According to a recent APA report, minority men applying for low-wage jobs are less likely to be called for interviews, less likely to receive employment, and less likely to be offered a front-of-house job involving customer service. **Amongst these low-wage earners, job security, job stability, and non-wage compensation that provide for an improved quality of life have all declined precipitously.**



## Unemployment Rates for Males Between the Ages of 20 and 24

(from the Bureau of Labor Statistics)

This data highlights the disproportionate unemployment of Black males in comparison to males of different backgrounds. This disparity is particularly pronounced in the 20- to 24-year age range, the time when most young adults enter the workforce.



## Unemployment and Health Outcomes

Increased risk of...

- mental health conditions
- depression
- suicide
- long-term illness
- alcohol abuse
- smoking behavior
- all specific causes of mortality

## Unemployment and Males

- Due to socialized gender norms, unemployed males face stigma, which leads to decreased self esteem.
- Unemployment and economic disadvantage have been linked to greater alcohol abuse among males.
- Associations between unemployment and psychological problems, such as suicide, are stronger among males.

## STRESSORS

**Minority men face a greater number of psychosocial obstacles,** all of which predispose them to mental health conditions.

During their transition to adulthood, Black males become **increasingly aware of their restricted opportunities,** generating higher levels of stress.

The prejudice and discrimination faced by Black men **limits their ability to accumulate social, personal, educational, and material capital.**



# RECOMMENDATIONS

## Recommendations

- **Prioritize a broad educational opportunity** agenda through investments in job training, vocational education and higher education.
- **Increase the number of apprenticeship, mentorship, and college advising options** to create employment pathways.
- **Improve summer job initiatives** to teach valuable skills and provide structure.
- **Advance public policies** to address discrimination and implicit bias in both educational settings and the workplace.
- **Support legislation** that increases the upward social mobility of black families and ensures equal protection under the law.



## References

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*Readers' Note: This fact sheet was broadly based upon a recent APA report entitled "Health Disparities in Racial/Ethnic and Sexual Minority Boys and Men." To learn more, an electronic version of the report is available at [on.apa.org/2KXLpRe](https://on.apa.org/2KXLpRe)*

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