

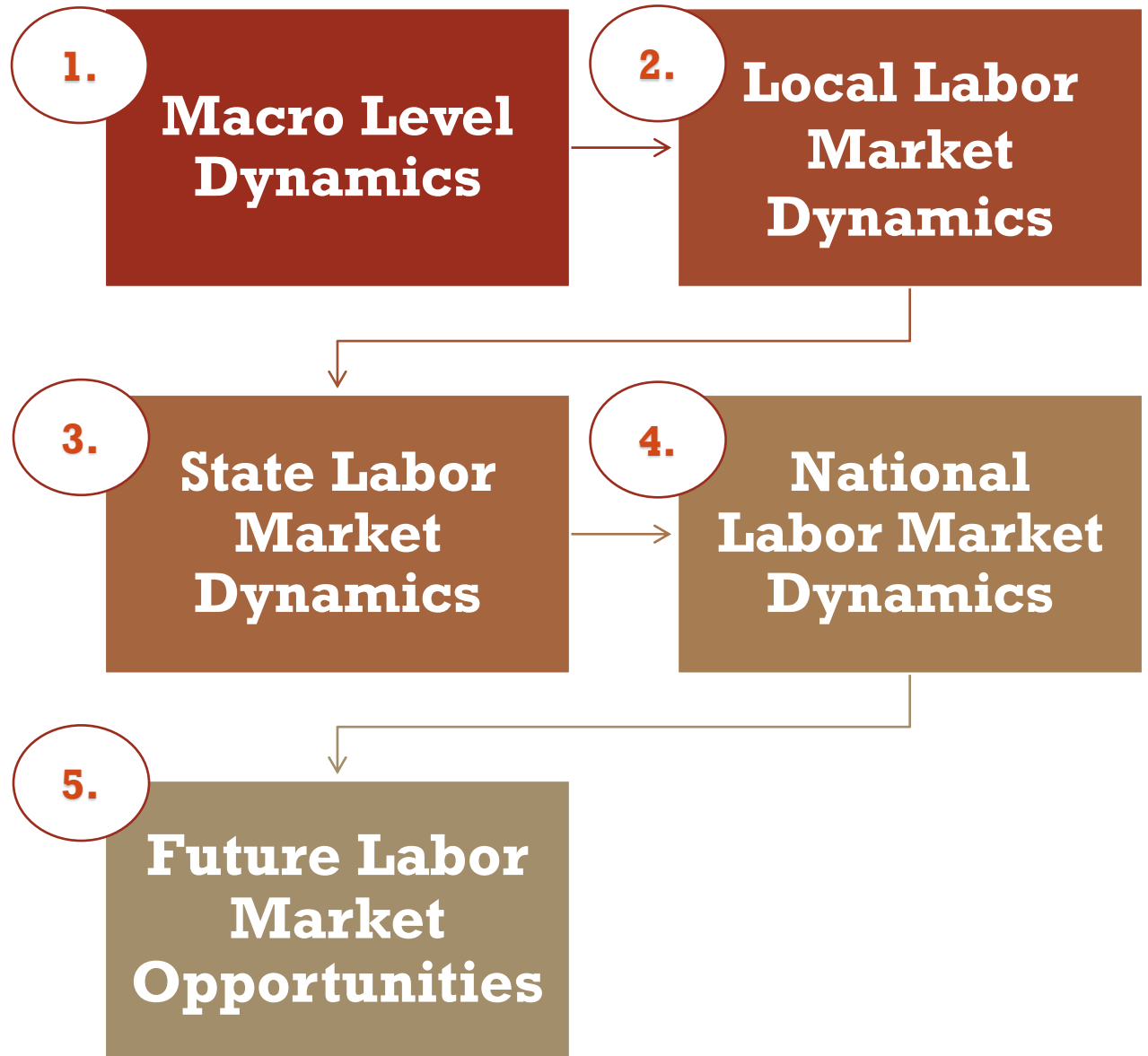


LABOR MARKET DYNAMICS AND OPPORTUNITIES: *LOCAL, STATE, AND NATIONAL*

**Presentation to the Greater Bay Area Rapid Response
Roundtable**

July 13, 2021





PRESENTATION OVERVIEW



MACRO-LEVEL DYNAMICS

COVID-19 has been more disruptive for lower wage workers, workers of color, and women

Wage gaps are more prominent for workers of color, including women of color

There is projected growth in low-wage work (Home Care and Food Service)

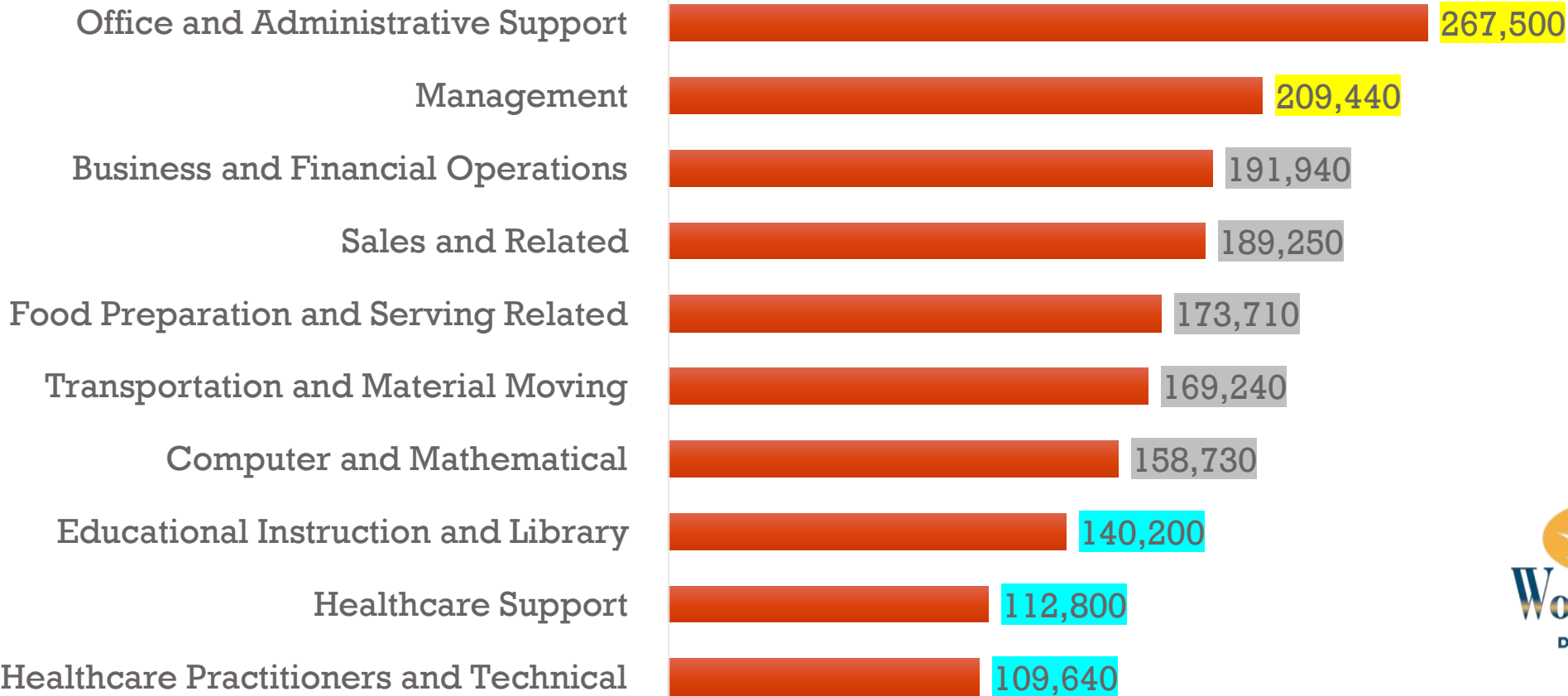
There is projected growth in high-wage work (Software Developers, Analysts, Engineers)

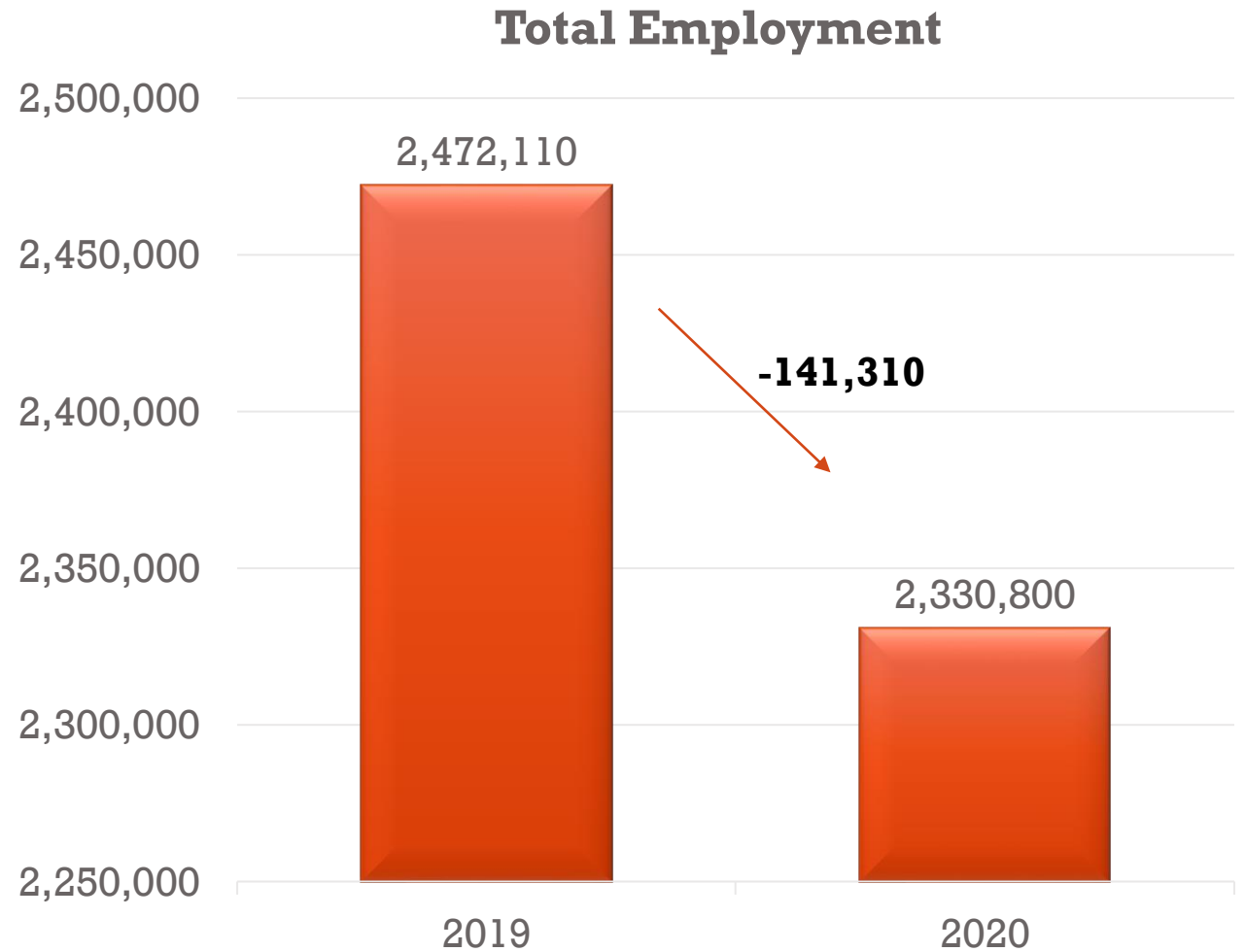
Automation and artificial intelligence will continue to lead to worker displacements

Future occupations will be more complex and require more technical skills

LOCAL LABOR MARKET DYNAMICS

PROMINENT BAY AREA OCCUPATIONAL GROUPS





OCCUPATIONAL GAINS

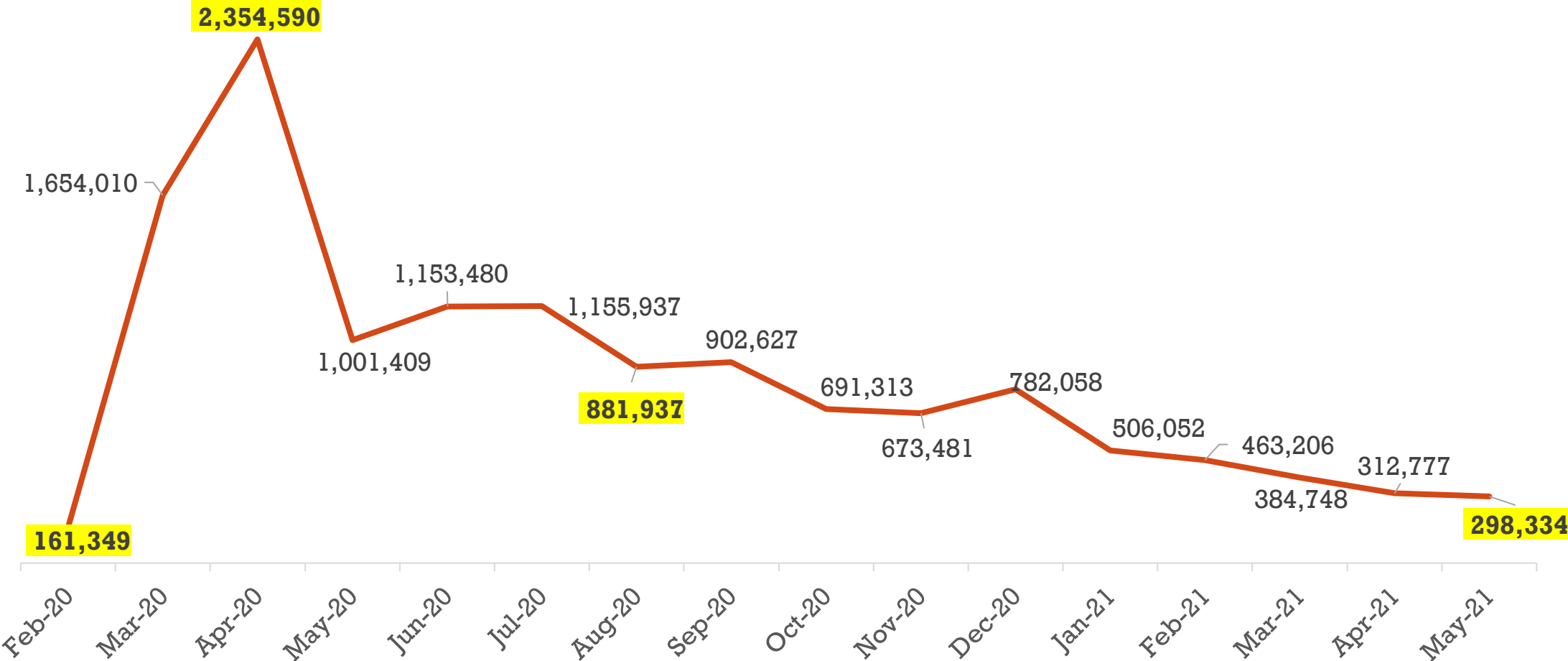
Occupations	May 2019	May 2020	Annual Change
Educational Instruction and Library Occupations	134,130	140,200	6,070
Community and Social Service Occupations	36,320	38,900	2,580
Registered Nurses	38,580	40,600	2,020
Computer and Information Systems Managers	21,980	23,830	1,850
Project Management Specialists and Business Operations Specialists, All Other	39,570	40,940	1,370
Legal Occupations	25,540	26,020	480

OCCUPATIONAL LOSSES

Occupations	May 2019	May 2020	Annual Change
Food Preparation and Serving Related	221,270	173,710	(47,560)
Sales and Related Occupations	215,620	189,250	(26,370)
Office and Administrative Support Occupations	284,830	267,500	(17,330)
Personal Care and Service Occupations	56,180	44,160	(12,020)
Retail Salespersons	47,760	36,530	(11,230)
Transportation and Material Moving Occupations	178,230	169,240	(8,990)
Arts, Design, Entertainment, Sports, and Media Occupations	53,790	45,070	(8,720)
Production Occupations	91,610	85,360	(6,250)
Construction and Extraction Occupations	100,140	94,320	(5,820)

STATE LABOR MARKET DYNAMICS

STATE UNEMPLOYMENT INSURANCE CLAIMS



INDUSTRY GROWTH (MAY 2021)

**Arts, Entertainment,
and Recreation**



+56.5%

218,600 workers

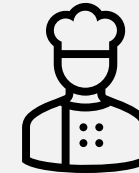
**Leisure and
Hospitality**



+37.5%

1,540,700 workers

**Accommodation and
Food**



+34.8%

1,322,100 workers



INDUSTRY GROWTH

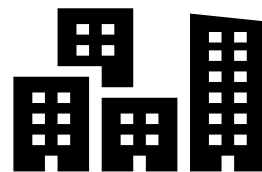
Retail



+17%

1,571,000 workers

Admin. Support and Waste Mgmt. Svcs.



+10.2%

1,082,300 workers

Health Care and Social Assistance



+7.0%

2,441,400 workers



INDUSTRY GROWTH

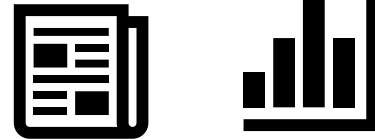
Construction



+6.7%

882,500 workers

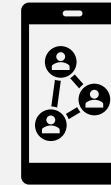
Information



+6.0%

538,500 workers

Professional, Scientific, Technical Services



+4.6%

1,344,800 workers



NATIONAL LABOR MARKET DYNAMICS

EMPLOYMENT SITUATION – JUNE 2021

- **850,000** jobs added
 - **5.9 percent** unemployment rate
 - **61.6 percent** labor force participation
 - **164,000 more job leavers** bringing total to 942,000
- **233,000** more long-term unemployed workers (27+ weeks) in June 2021, bringing the number up to 4 million
 - **Unemployment rates:**
 - Black and Latinx job seekers (9.2 percent and 7.4 percent respectively)
 - Asian and White job seekers (5.8 and 5.2 percent respectively)

JOB GAINS – JUNE 2021



FUTURE LABOR MARKET OPPORTUNITIES

THE FUTURE – FEDERAL (PROPOSED) INVESTMENTS

Proposed American Jobs Plan

- **Infrastructure projects** – roads, bridges, and possibly non-traditional projects
- **Climate mitigation** – clean energy, electric cars and buses
- **Investments in Manufacturing** – American made products, supply chains, and goods movement
- **Investments in Research and Development** – American ingenuity in science and technology to keep at pace or exceed competitive forces

THE FUTURE – IN CONCEPT

Centering Equity – A California for All where California's prosperity is shared through job creation, equity-based programs, incentives, quality jobs, and high road training partnerships, and more.

Worker Transitions – will be necessary to combat worker displacements due to automation and artificial intelligence. Workers will need transferable skills. Employer engagement strategies should also be equity-centered.

Quality Jobs – provide a living wage, stable and predictable pay, stable scheduling, access to benefits, opportunities for training and career advancement, and a safe and dignified work environment.

High-Road Training Partnerships – California is moving to a high-road training partnership system that places industry, training partners, and labor at the table as a mechanism to provide quality jobs.

THE FUTURE – STATE (PROPOSED) INVESTMENTS

Climate Careers - 1 million jobs in line with California's climate goals by accelerating the deployment of relatively mature clean energy technologies, including utility-scale wind and solar, residential solar, Electric Vehicles, batteries, and electric appliances.

Earn-and-Learn - Expand programs that offer the opportunity for workers to earn income while they build skills, including apprenticeship programs applied to more occupations and designed to engage more low-income workers and people who are unemployed or underemployed.

Entrepreneurship - Double the number of undergraduates in California's educational and training institutions who are prepared to create new jobs through entrepreneurship. Expand opportunities for entrepreneurship by leveraging public and private sector investment in small businesses through procurement.

Research and Development (R&D) Investments - Prioritize R&D that will inform efforts to fight poverty, improve job quality, expand access to health care, protect our climate, improve cybersecurity, and enhance social science application to solving the many challenges we face now and in the future.

THE FUTURE - SKILLS

21st Century Workplace skills

Critical Thinking, Emotional Intelligence, Collaboration, Digital Literacy,
Communication, Problem Solving, Verbal and Written Skills

STEM

- Software Development (Applications, Cloud Computing, Car Technologies, etc.)
- Cyber Security
- Big Data and Data Science
- Engineers (Mechanical, Civil, Environmental)

Health Care and Social Assistance

- Registered Nurses
- Public Health Nurses
- Home Health Care Aides
- Medical Assistants
- Early Childhood Careers

Green Jobs

- Electric Vehicles/Batteries Manufacturing
- Environmental Engineering
- Green Construction (Net-Zero)
- Clean Energy and Water Specialists

Business

- Managerial
- Analysts
- Human Resources
- Project Managers
- Finance

DATA AND INFORMATION SOURCES

- **Bureau of Labor Statistics**
 - **Occupational Employment and Wages Statistics** – May 2019 and 2020 data for the following Bay Area counties: Alameda County, Contra Costa County, Marin County, San Francisco County, and San Mateo County or the San Francisco-Oakland-Hayward, CA Metropolitan Statistical Area
 - **Employment Situation** (June 2021 Jobs Report)
- **Employment Development Department: Labor Market Information Division** – May 2021 –California data
- **White House Briefing** - American Jobs Plan Fact Sheet
- **Future of Work in California – A New Social Compact for Work and Workers**





QUESTIONS?

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