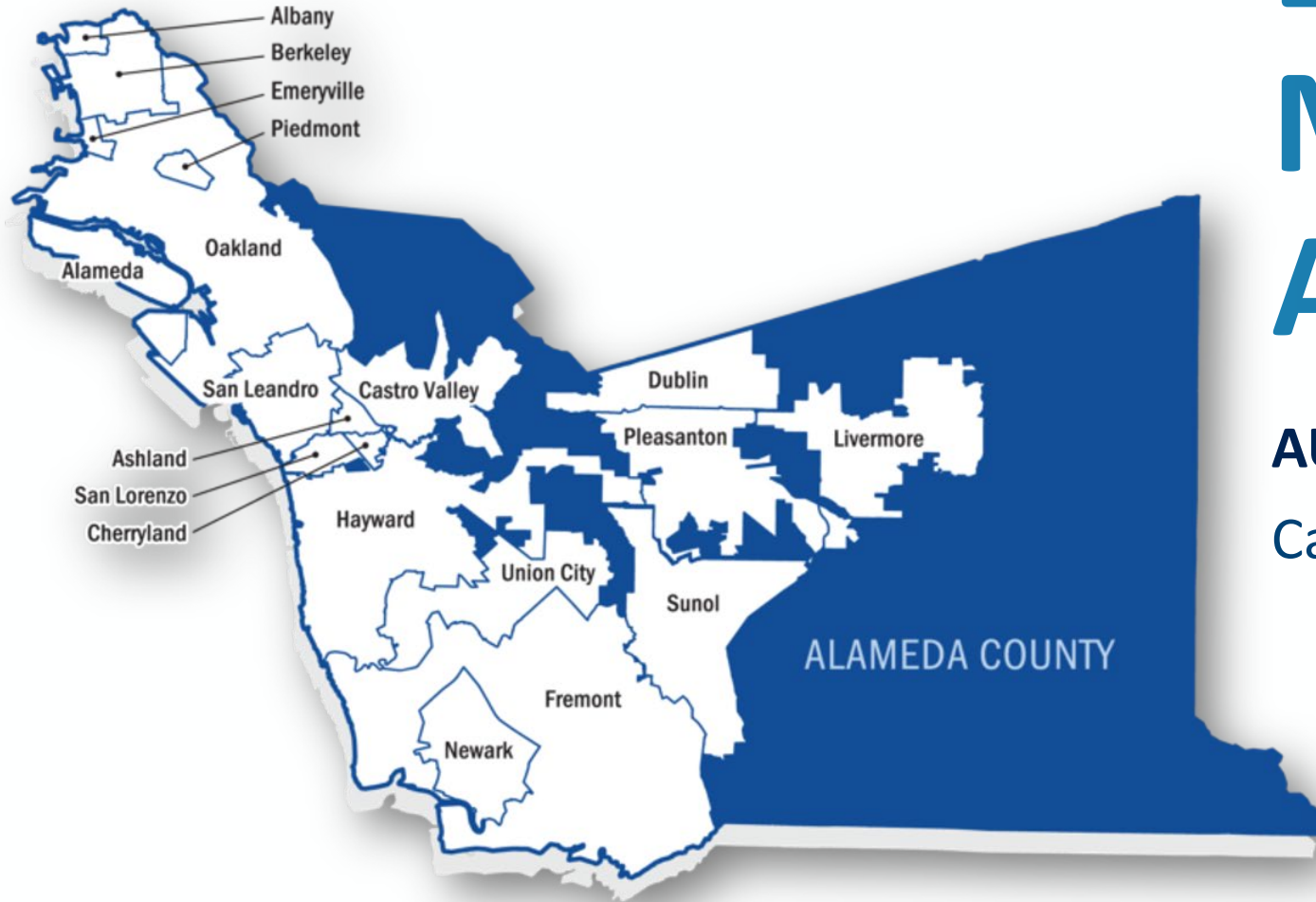
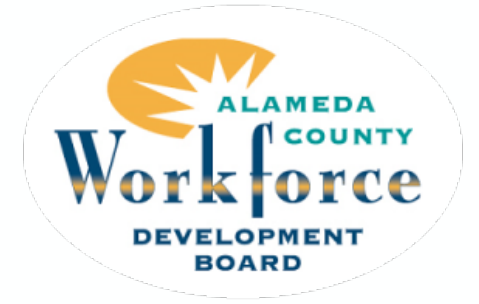




LABOR MARKET ANALYSIS

AUGUST 2026

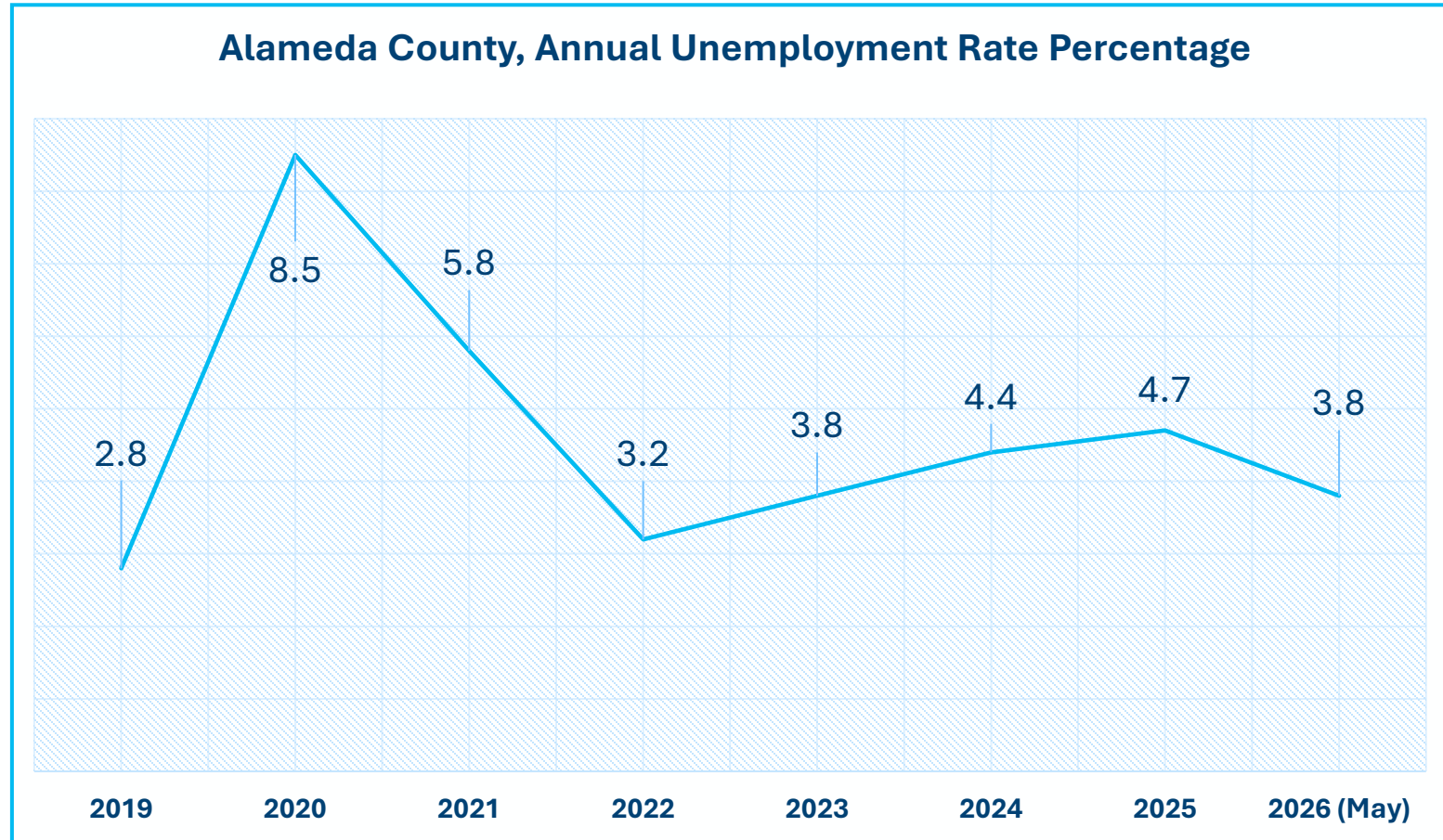
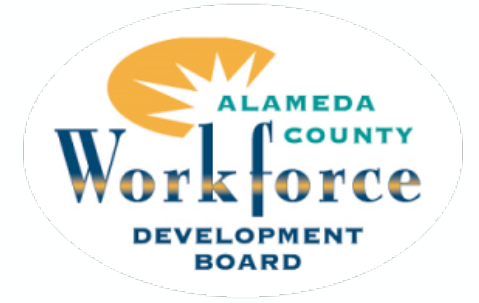
Carl Pascual | Management Analyst



AGENDA

- Growth Sectors, In-Demand Skills
- Impact of Artificial Intelligence
- Training Investments
- Industry Sector and Occupation Framework (ISOF)

UNEMPLOYMENT TREND



Alameda County's unemployment rate has declined since the 2020 peak during COVID-19 pandemic.

Source: California EDD

GROWTH SECTORS

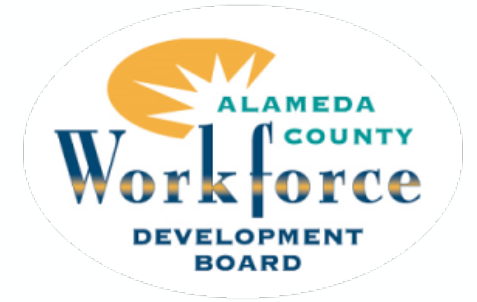


Since 2020, Healthcare, Government, Manufacturing and Hospitality jobs have increased the most in Alameda County.

Industry	2025 Jobs ▼	2025 Average Earnings Per Worker	2025 LQ (Industry Concentration)	2020-2025 % Change in Jobs
Health Care and Social Assistance	137,917	\$90,771	1.14	20.78%
Government	122,558	\$145,909	0.96	6.05%
Manufacturing	87,789	\$148,796	1.36	3.03%
Professional, Scientific, and Technical Services	82,951	\$177,611	1.37	-3.16%
Retail Trade	64,288	\$67,972	0.8	-1.48%
Accommodation and Food Services	59,718	\$43,663	0.82	24.45%
Construction	52,965	\$120,471	1.04	-2.45%

Source: Lightcast

IN-DEMAND SKILLS

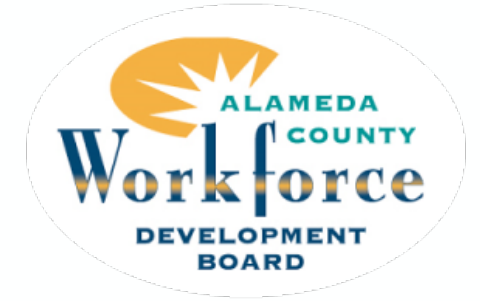


Artificial Intelligence is the fastest growing in-demand skill in job postings between May and July 2026 in Alameda County.

Skill	Latest 90 Days Unique Postings	Latest 90 Days Unique Postings % Change
Workflow Management	9,564	36.3%
Project Management	9,158	17.1%
Artificial Intelligence	7,534	92.5%
Lifting Ability	6,522	7.4%
Auditing	5,940	19%
Marketing	5,939	25.5%
Finance	5,765	22.3%
Continuous Improvement Process	5,511	29.9%
Scalability	5,232	49.2%
Automation	4,670	35.2%

Source: Lightcast

ARTIFICIAL INTELLIGENCE IMPACT



Jobs with a large share of their skillset exposed to AI are at higher risk of displacement.

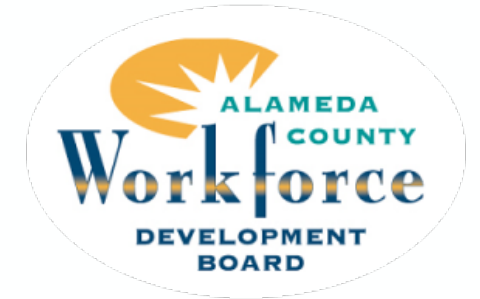
Share of Top 50 Skills that Are Highly Exposed to AI, by Occupation

Occupation (Lightcast Occ. Taxonomy)	AI Exposure
MOST AI-EXPOSED	
Executive Assistant	78%
Editor	74%
Interpreter	74%
Office/Admin	74%
Proofreader	72%
Data Entry Clerk	72%
Court Reporter	70%
Legal Secretary	70%
Underwriter	70%
Receptionist	70%

Administrative and office workers are at the highest risk of being displaced by Artificial Intelligence in the future.

Source: Lightcast, Fault Lines, 2026

ARTIFICIAL INTELLIGENCE IMPACT

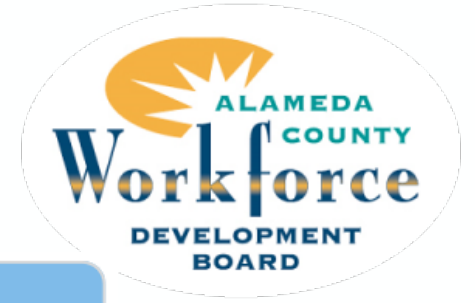


**Skilled
healthcare jobs
are at the lowest
risk of being
displaced by
Artificial
Intelligence in
the future.**

LEAST AI-EXPOSED		
Nurse Anesthetist	14%	
Physician	12%	
Driller / Drill Operator	12%	
Emergency Medical Technician	10%	
Firefighter	8%	
Paramedic	8%	
Art Therapist	8%	
Cardiovascular Technician / Technologist	8%	
Respiratory Therapist	8%	
Dialysis Technician	6%	

Source: Lightcast, Fault Lines, 2026

TRAINING INVESTMENTS



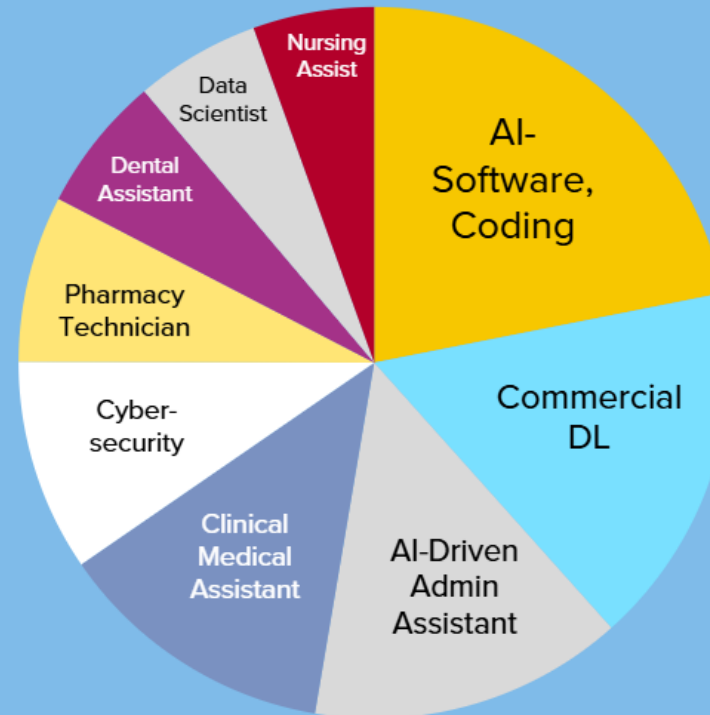
Enrolled participants are choosing AI- and Healthcare-related training and certifications.

July 1, 2025 through June 30, 2026

Occupational Training Investments

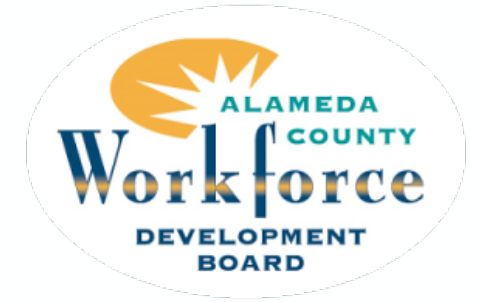
\$1,047,844

Top Training Investments by Occupation



Priority based on projected sector growth and in-demand, high wage potential occupations

RAPID RESPONSE

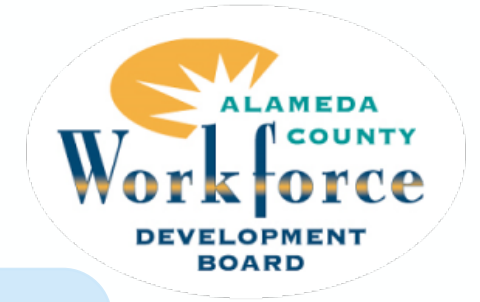


ACWDB Annual Rapid Response Report July 1, 2025 – June 30, 2026

In Alameda County, the Manufacturing, Technology, and Healthcare sectors reported the most layoffs over the past 12 months.

Industry	Affected Workers
Finance/Professional Services	1
Construction	7
Social Assistance	9
Scientific Teletechnical Services	62
Commercial Printing	70
Biotechnology	93
Food Services (Restaurant) /Hospitality/Entertainment	112
Retail	163
Educational Services	223
Wholesale Trade	330
Healthcare	401
Technology	544
Manufacturing/Transportation/Warehouse	1,045
Grand Total	3,060

INDUSTRY SECTOR AND OCCUPATIONAL FRAMEWORK (ISOF)



Tier I. Prioritized Industries with High Road Employers

- Health Care and Social Assistance
- Professional, Scientific and Technical Services
- Construction
- Advanced Manufacturing
- Transportation, Warehousing, Distribution, and Logistics
- **Local Government**
- **Green Sector**

Tier II. Prioritized Occupations

- Wage exceeds \$19.20/hour
- Demonstrate growth in local area

Tier III. Participant Choice

Chosen by job seekers but still meet the
ISOF growth and wage criteria

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