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Today's Agenda

- **Welcome Remarks**

- CSI Director, Dr. Karthick Ramakrishnan

- **Presentation & Findings**

- Lead Researcher, Professor Michael Bates
- Dr. Beth Tamayose, CSI Research Director

- **Panel Discussion**

- Rob Moran, Riverside County Office of Economic Development
- Mike Chavez, Inland Empire Labor Institute
- Toni Symonds, Senior Policy Advisor with the CA State Legislature
- Lowell King, Goodwill Southern California, San Bernardino Workforce Development Board
- Jessica Kaczmarek, The James Irvine Foundation

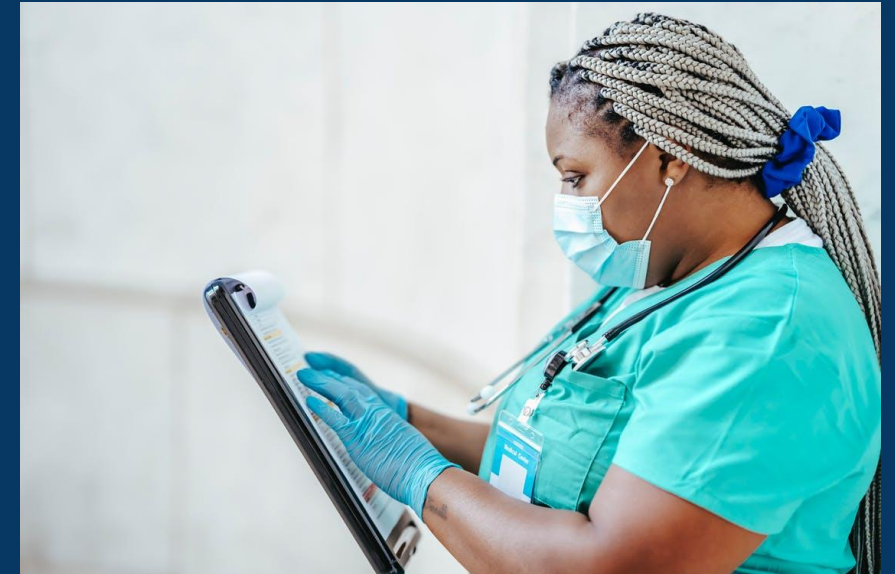
- **Closing & Next Steps**

- CSI Research Manager, Gary Rettberg

Good Jobs in the Inland Empire: Economic Recovery & Resilience

Key Findings in the Report

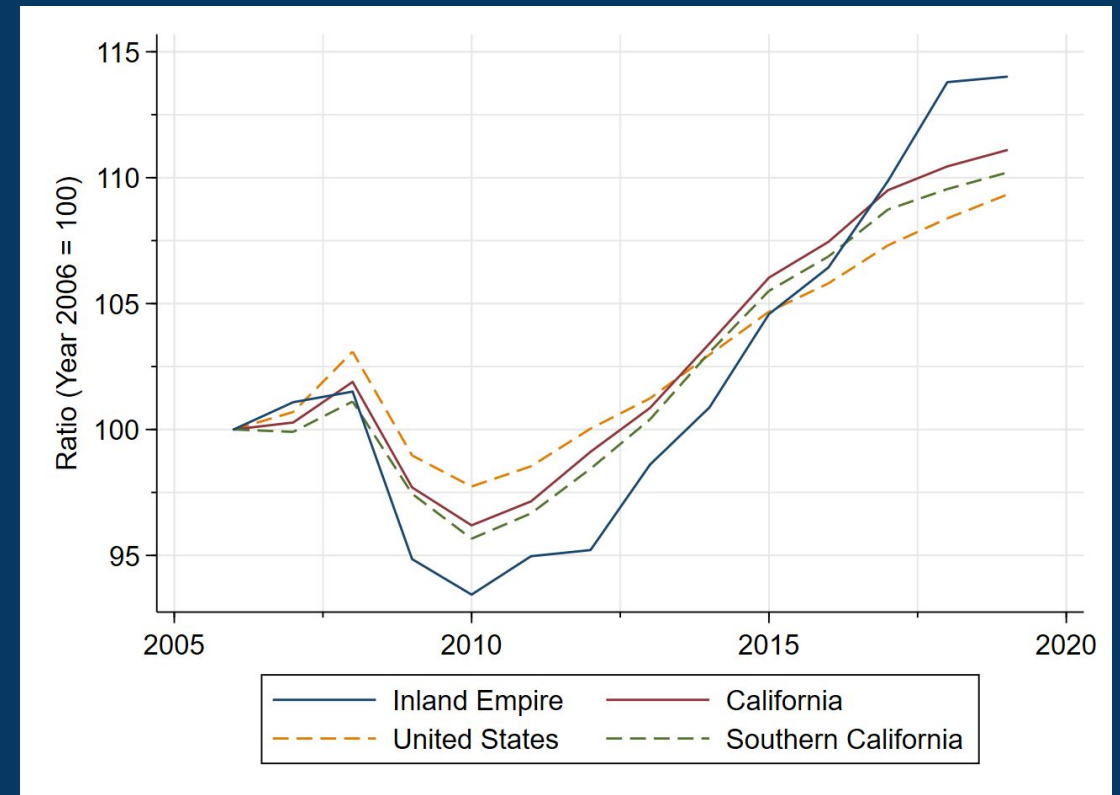
- Substantial pre-pandemic job growth in the IE, particularly in good BA jobs
- **Still IE lags behind in prevalence of good jobs**
- Racial and gender disparities in representation in good jobs in the IE and throughout CA
- **Swift and severe drop in employment with the spread of COVID-19 particularly in the IE with sub-BA employment hit hardest**
- Recovery is happening, though halting and uneven



Substantial Pre-pandemic Job Growth in the Inland Empire

- The Inland Empire out performed the nation, state, and region in job growth from pre-Great Recession to pre-COVID-19.
- We also saw growth in mean (but not median) real earnings and inequality rise during the same period.
- These facts lead us to ask **“What kind of job growth are we seeing?”**

Total Employed Persons by Region



Source: UCR analysis of American Community Survey 2006-19

Composition of Jobs in the Inland Empire

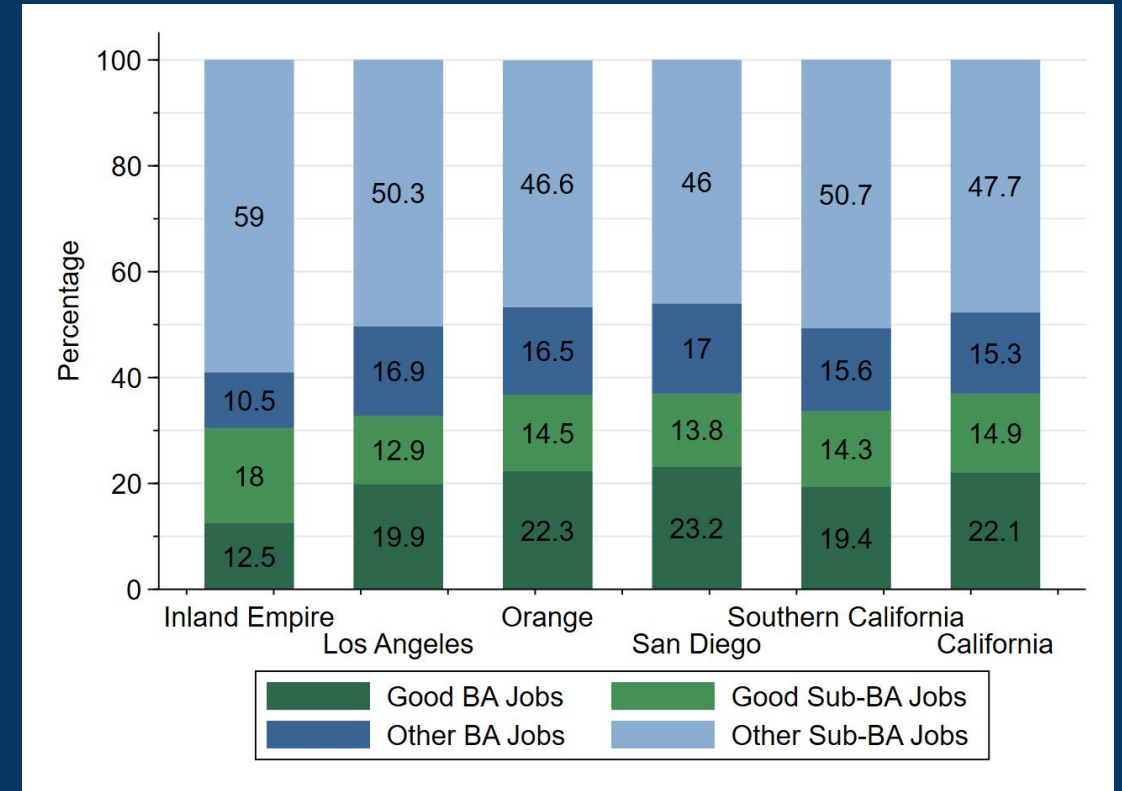
- We define good jobs as:
 - above national median earning adjusted for local price level. In 2019,
 - \$42,920 in the IE
 - \$47,520 in LA and OC counties
 - \$47,160 in SD county
 - offering benefits,
 - full-time, full-year,
- We split these job types by workers' level of education for a more complete picture

Good BA Jobs		Good Sub-BA Jobs	
Occupation Title	Good BA Job Concentration	Occupation Title	Good Sub-BA Job Concentration
Social Scientists and Related Workers	74.92%	Rail Transportation Workers	91.50%
Lawyers, Judges, and Related Workers	74.12%	Plant and System Operators	81.43%
Life Scientists	59.60%	Fire Fighting and Prevention Workers	63.47%
Engineers	59.45%	Funeral Service Workers	50.47%
Physical Scientists	56.09%	Supervisors of Personal Care and Service Workers	48.93%

Composition of jobs in the Inland Empire

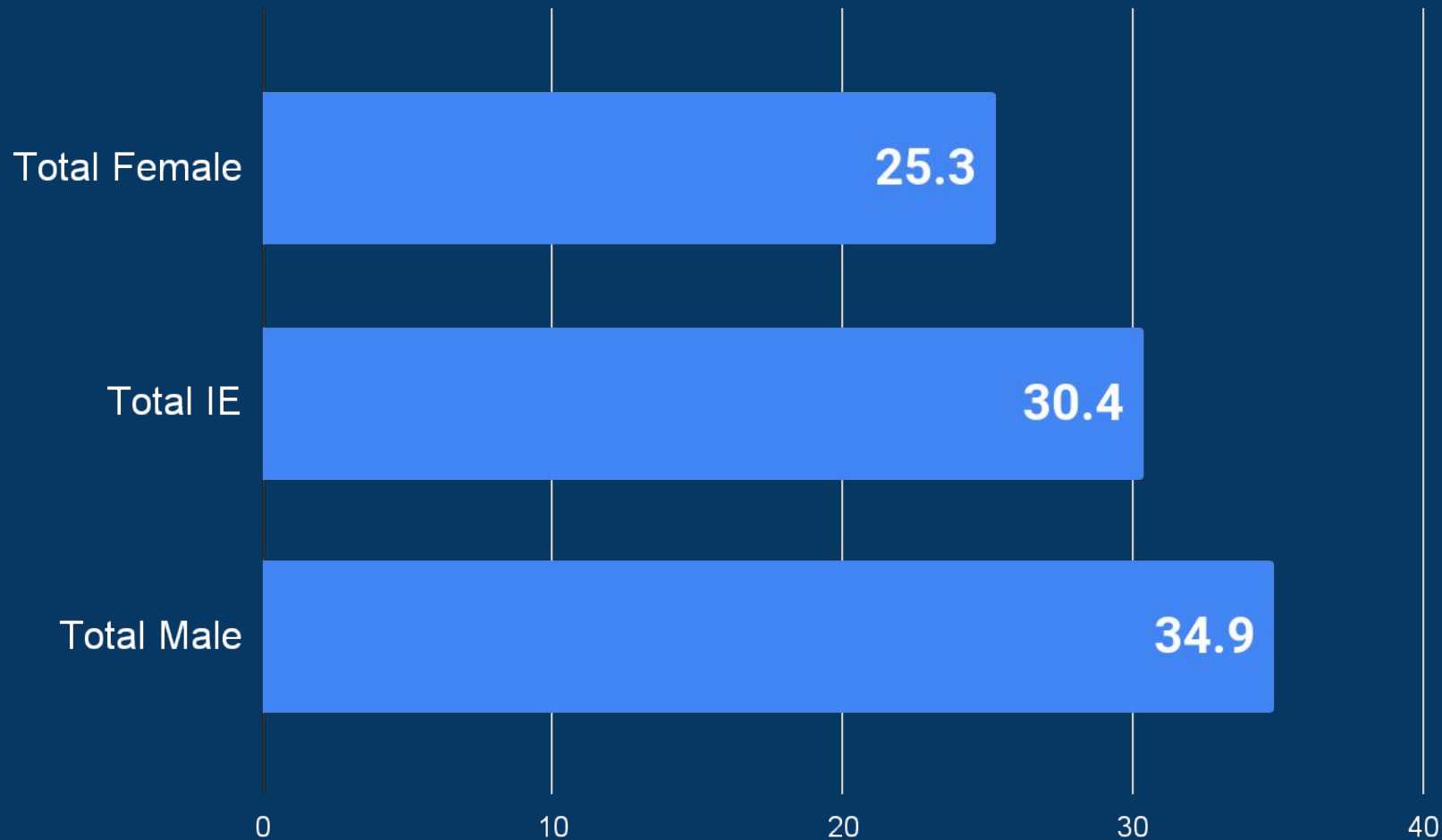
- The Inland Empire lags behind coastal areas in its share of good jobs, particularly good jobs requiring a BA
- The IE leads in the share of other sub-BA jobs

Composition of Jobs by Region, 2018-19

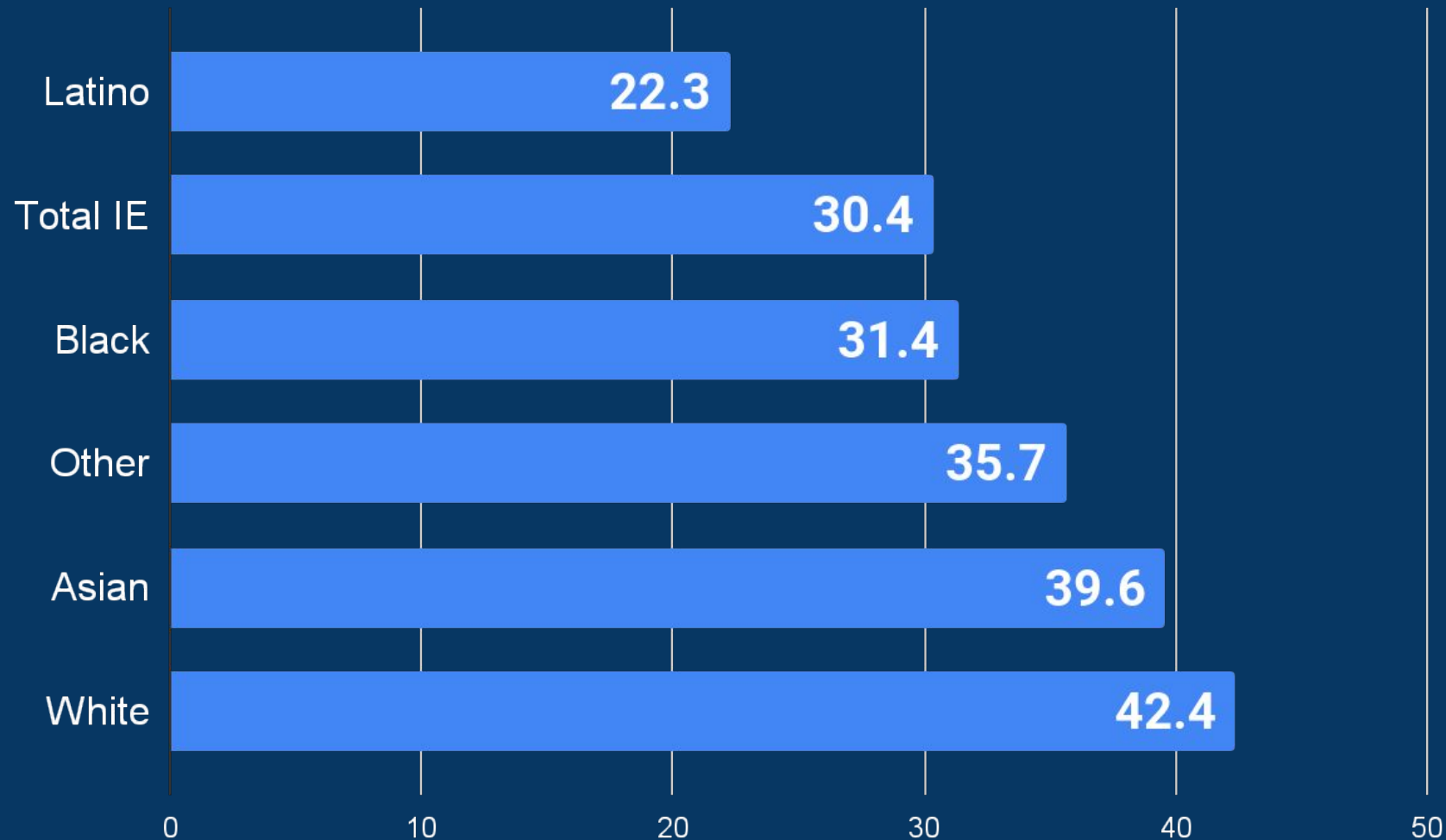


Source: UCR analysis of American Community Survey 2018-19

Gender Representation in Good Jobs in the Inland Empire, 2018-2019



Racial Representation in Good Jobs in the Inland Empire, 2018-2019



Racial Representation in Good Jobs by Region, 2018-2019

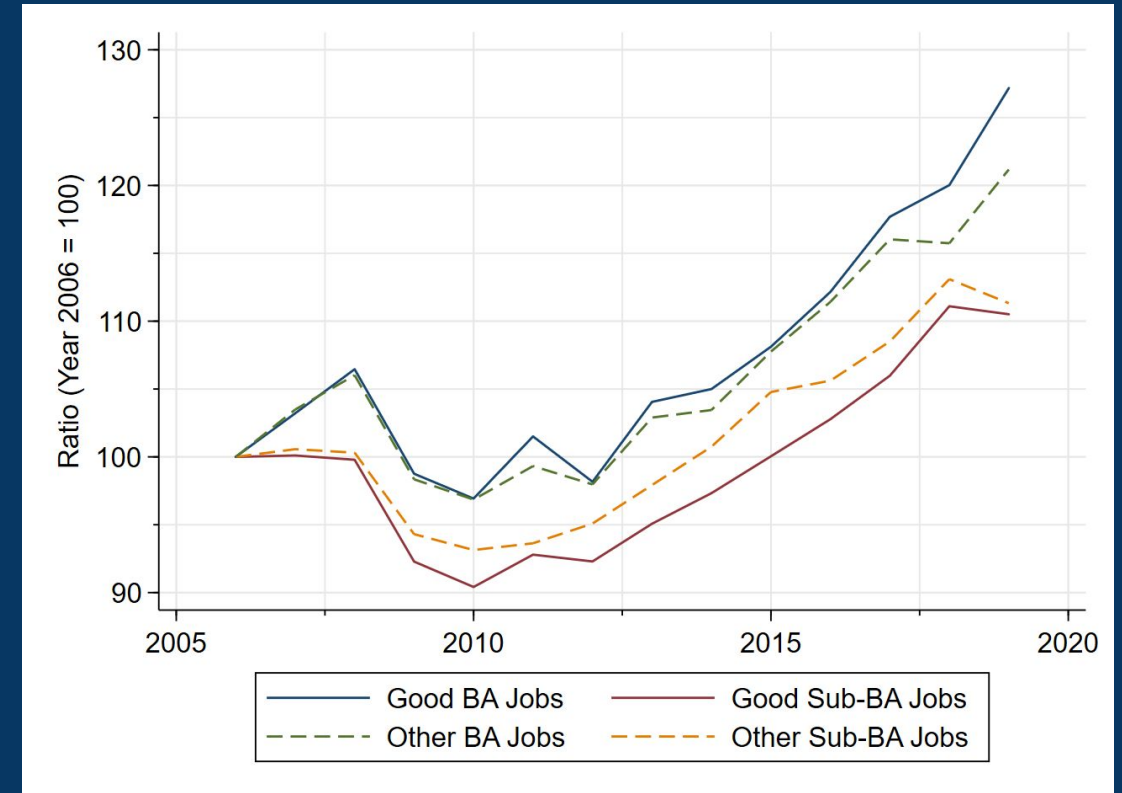
Race	Inland Empire	LA County	Orange County	San Diego County	Southern CA	California (State)
Asian	39.6%	41.5%	43%	42.7%	42%	45.8%
Black	31.4%	34.2%	36.8%	25.6%	32.9%	34%
Latino	22.3%	20.3%	22%	23.1%	21.3%	22.6%
Other	35.7%	39.4%	39.6%	35.3%	37.6%	39.5%
White	42.4%	48.2%	49%	46.9%	47%	48.9%
Total	30.4%	32.8%	36.8%	36.9%	33.7%	37%

Source: ACS 2018 - 2019

Substantial pre-pandemic job growth in the Inland Empire

- Lead by growth in jobs requiring a BA (health care and professional and technical services)
- Least growth in good jobs for those without a BA (transportation workers, construction workers, management in low-wage industries)

Total Jobs in the Inland Empire

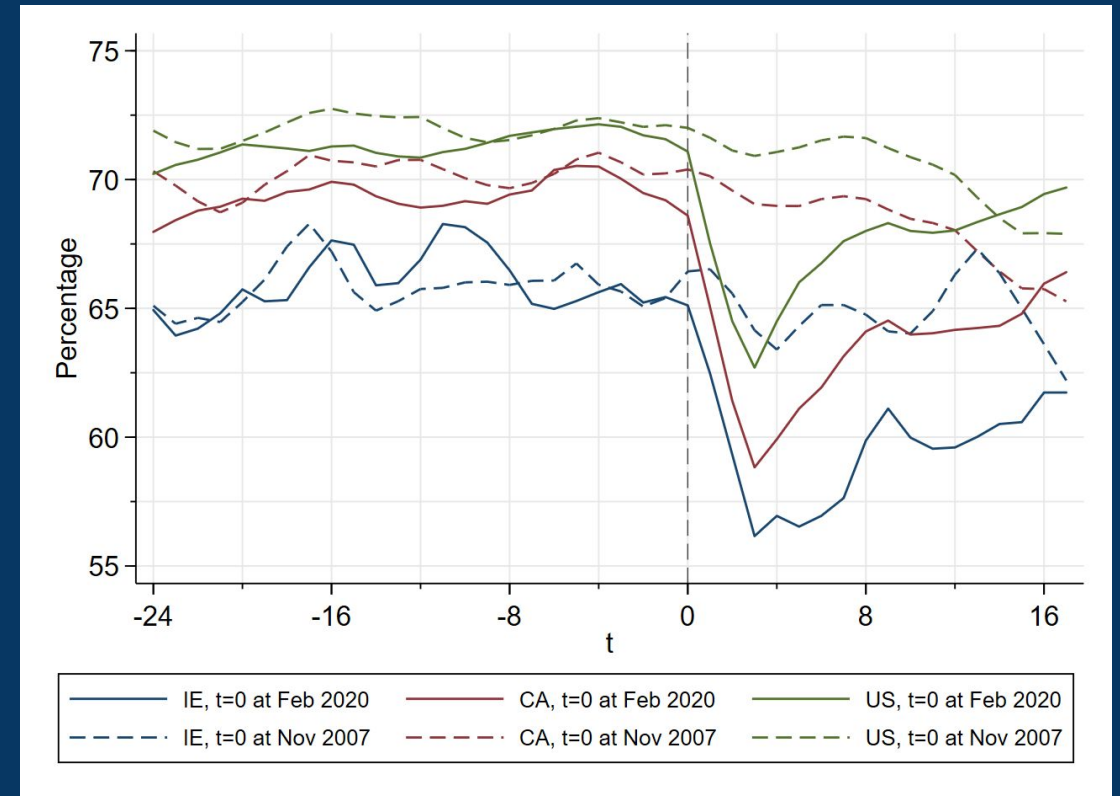


Source: UCR analysis of American Community Survey 2006-19

Employment to Population Ratio

- Compared to the Great Recession, the drop in employment with the start of the COVID-19 pandemic was swift and severe
- The IE was hit particularly hard

Employment to Population Ratio at the Great Recession and the COVID-19 Pandemic



Source: UCR analysis of Current Population Survey (CPS)

Pandemic job loss in the SCAG region

- All categories of jobs have seen large declines
- Good jobs fared relatively better
- Workers without college degrees have been hit hardest

Total Jobs in the SCAG Region

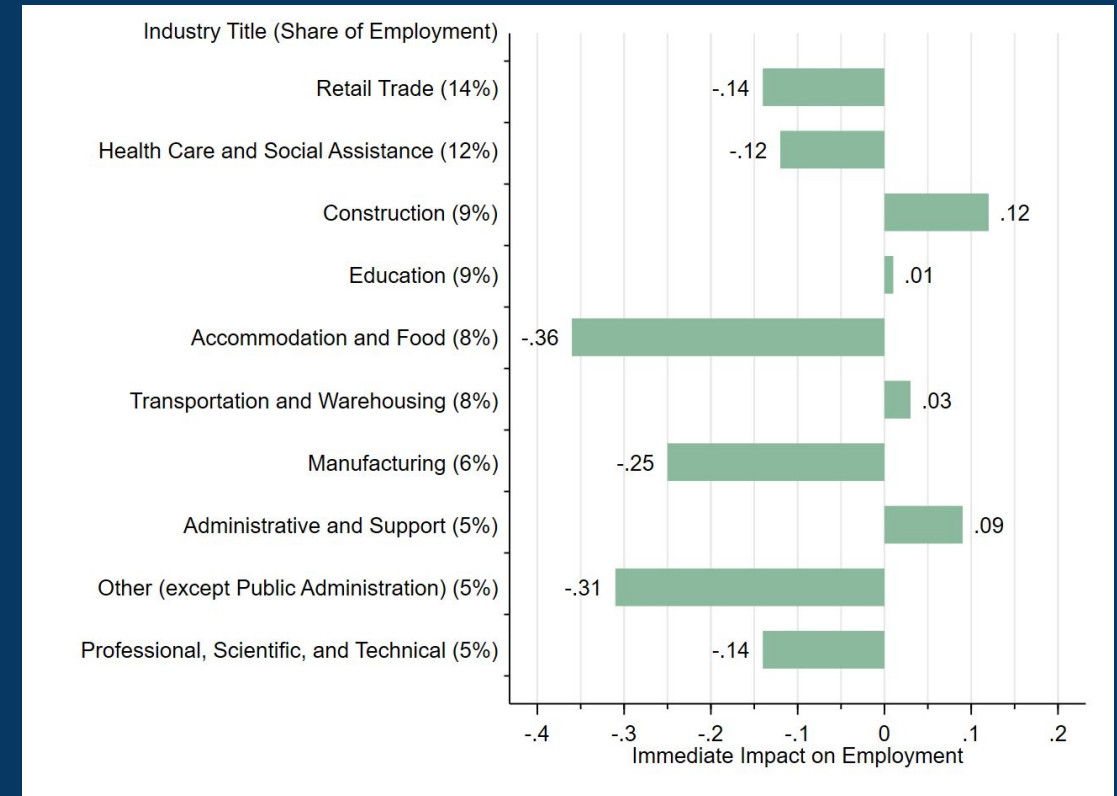


Source: UCR analysis of CPS data

How were industries affected by Covid-19 in the IE?

- Significant declines almost across the board with largest employment declines in Hospitality and Other Services
- Employment growth in Construction Administrative Support, and Transportation and Warehousing

Immediate Impact on Employment by Industry in the Inland Empire

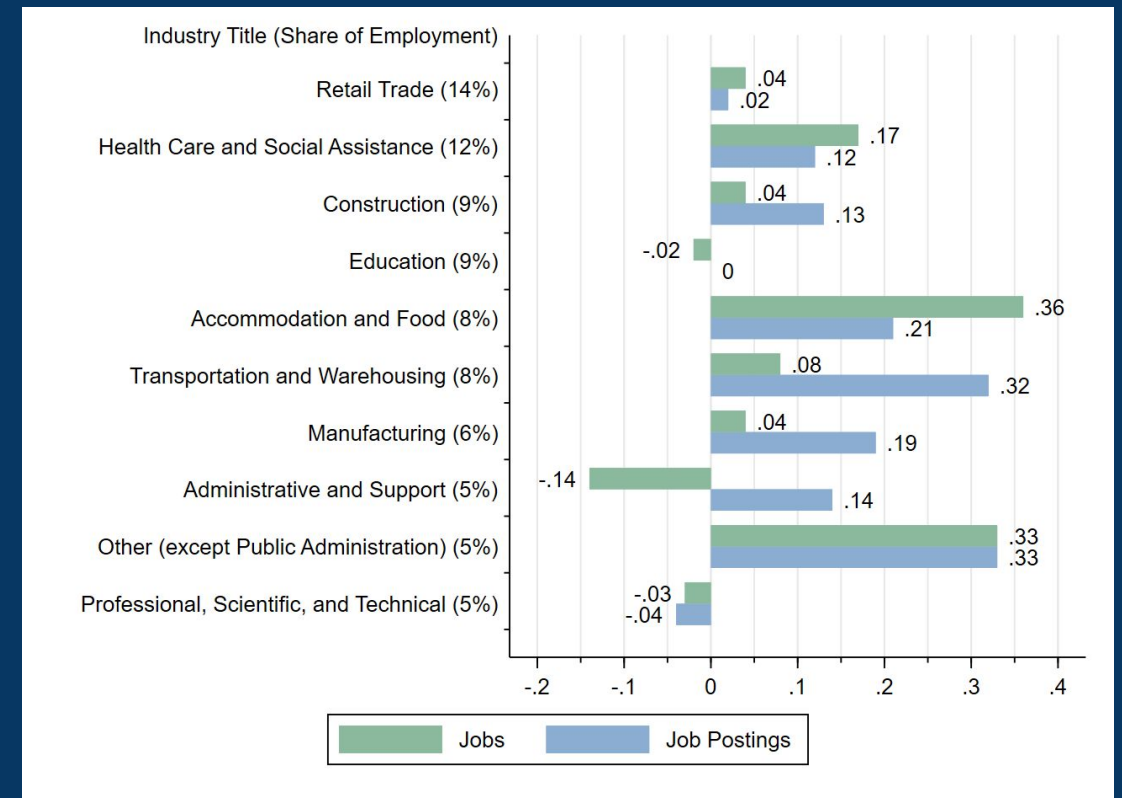


Source: UCR analysis of CPS data

Who is on the road to recovery?

- While there is still a long way to go, we see signs of early recovery in Healthcare, Hospitality, and Other Services since the employment trough of Summer of 2020
- We have yet to see strong signs of recovery in Administrative Support, Retail, and Professional, Scientific, and Technical industries

Recovery from Immediate Impact by Industry in the Inland Empire - Jobs and Job Postings

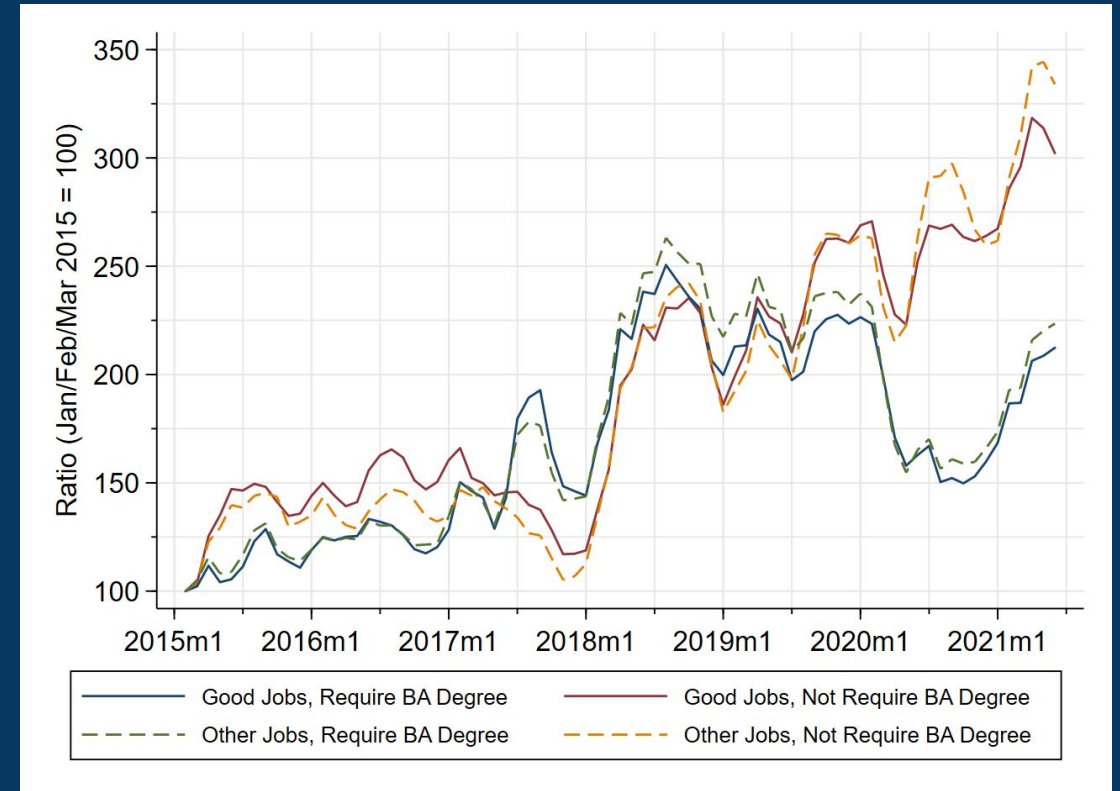


Source: UCR analysis of CPS and Burning Glass Technologies data

Road to Recovery

- Demand for workers is returning to the Inland Empire
- It is particularly high for workers without a college degree
- Expect job growth as infection rates decline and wages rise particularly among those without a college degree

Total Jobs Postings in the Inland Empire

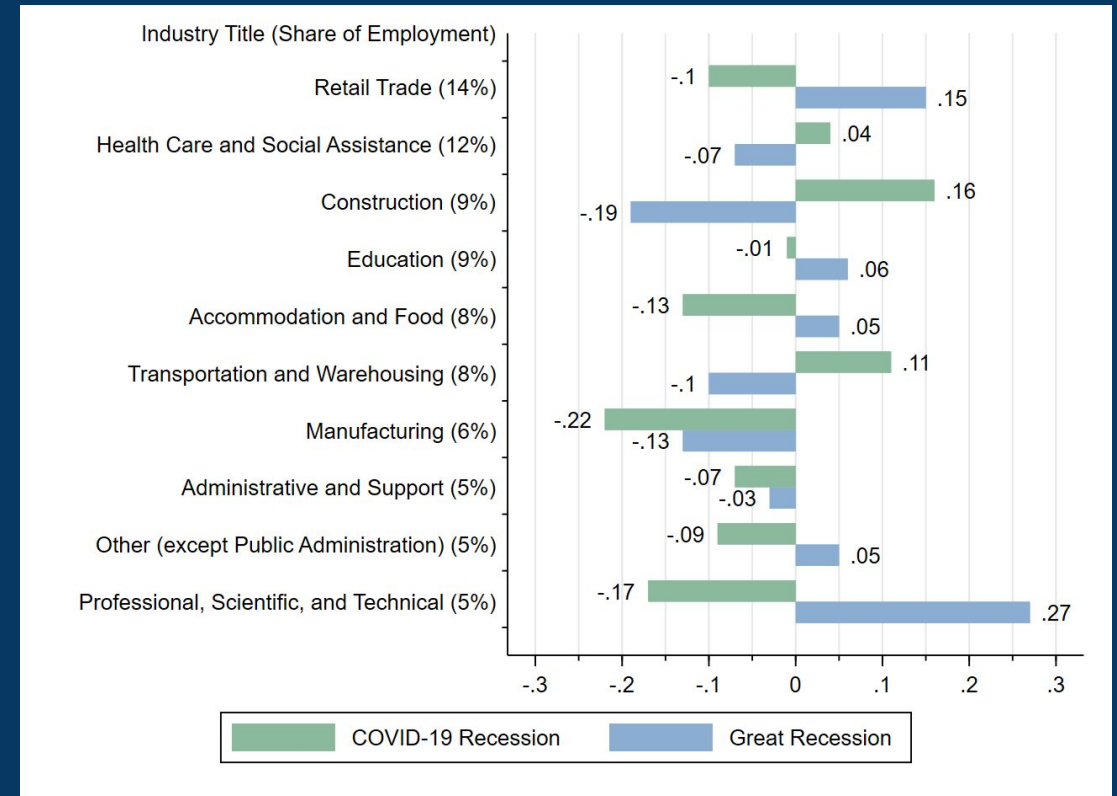


Source: UCR analysis of Burning Glass Technologies data

Where are we now?

- Employment growth in Construction and Transportation and Warehousing
- Employment declines in Retail, Hospitality, Manufacturing, Administrative Support, Services, and Professional, Scientific and Technical industries.

Short-Term Impact on Employment by Industry in the Inland Empire - 2020 vs. 2008



Source: UCR analysis of CPS data

Policy Options

- Public Health/Vaccines/Healthcare
 - Vaccine Equity Task Force
- Workforce Development
 - High Road Training Partnerships (H RTP)
 - LAUNCH Apprenticeship Network
 - Guided Pathways (GIA)
 - Generation Go/Vision2Succeed
- Support & Investment in Research and Development (R&D)
 - ExCITE
 - Cybersecurity Center
- Leveraging Regulations & Incentives
- Non-BA Pathways for skills acquisition
- Updating our Regional Narrative and Mindsets
 - IEGO
 - IE-Squared
 - RISE & Ready Framework

Examples of Promising Programs & Initiatives

- High Road Training Partnership (H RTP)
- LAUNCH Apprenticeship Network
- IEGO
- Guided Pathways (GIA)
- Generation Go/Vision2Succeed
- Job Driven SlingShot Initiative
- MARS Career Promise
- Riverside County Workforce Development efforts
- San Bernardino Workforce Development efforts
- CSUSB Cybersecurity Center
- ExCITE UCR

Related Legislation

- AB701 (CA): requires employers to disclose quota requirements to their employees and any potential impacts to employment if these quotas are not met
 - → currently active, just amended in CA Senate in early September 2021
 - → PASSED as of September 8, 2021
- Proposition 22 (CA): keeps workers classified as contractors and not employees
 - → voters passed in 2020, but California's Superior Court invalidated proposition in August 2021

Future Research/Limitations

- **Data limitations**
 - Online job posting data miss other forms of posting
 - Need for more data, especially current local data
- **Definition of good jobs**
 - Variation in job quality within “good jobs”
 - Other aspects: workplace safety and conditions, evaluation metrics, long term stability/tenure, opportunities for advancement
- **Future research**
 - Taking a more holistic view and definition of good jobs, beyond the quantitative analysis in the report
 - Opportunities to collect different types of data (e.g., injury rates, tenure)

Q&A Session

Panel Discussion

Next Steps/Closing

- Opportunity for a more equitable recovery
- Expand on and support the work that is already underway in the region
- Inland Empire Innovation Ecosystem (IESquared.org) - planning the next convening, building on our continued research and data