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?**

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

<table>
<thead>
<tr>
<th>Good BA Jobs</th>
<th>Good BA Job Concentration</th>
<th>Good Sub-BA Jobs</th>
<th>Good Sub-BA Job Concentration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Scientists and Related Workers</td>
<td>74.92%</td>
<td>Rail Transportation Workers</td>
<td>91.50%</td>
</tr>
<tr>
<td>Lawyers, Judges, and Related Workers</td>
<td>74.12%</td>
<td>Plant and System Operators</td>
<td>81.43%</td>
</tr>
<tr>
<td>Life Scientists</td>
<td>59.60%</td>
<td>Fire Fighting and Prevention Workers</td>
<td>63.47%</td>
</tr>
<tr>
<td>Engineers</td>
<td>59.45%</td>
<td>Funeral Service Workers</td>
<td>50.47%</td>
</tr>
<tr>
<td>Physical Scientists</td>
<td>56.09%</td>
<td>Supervisors of Personal Care and Service Workers</td>
<td>48.93%</td>
</tr>
</tbody>
</table>
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

- Total Female: 25.3
- Total IE: 30.4
- Total Male: 34.9
Racial Representation in Good Jobs in the Inland Empire, 2018-2019

- Latino: 22.3
- Total IE: 30.4
- Black: 31.4
- Other: 35.7
- Asian: 39.6
- White: 42.4
## Racial Representation in Good Jobs by Region, 2018-2019

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

*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)

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.

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

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

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.

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

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.

Source: UCR analysis of CPS data
Policy Options

- Public Health/Vaccines/Healthcare
  - Vaccine Equity Task Force
- Workforce Development
  - High Road Training Partnerships (HRTP)
  - 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 (HRTP)
- 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
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