

Workforce Trends and Policy Implications for Economic Competitiveness

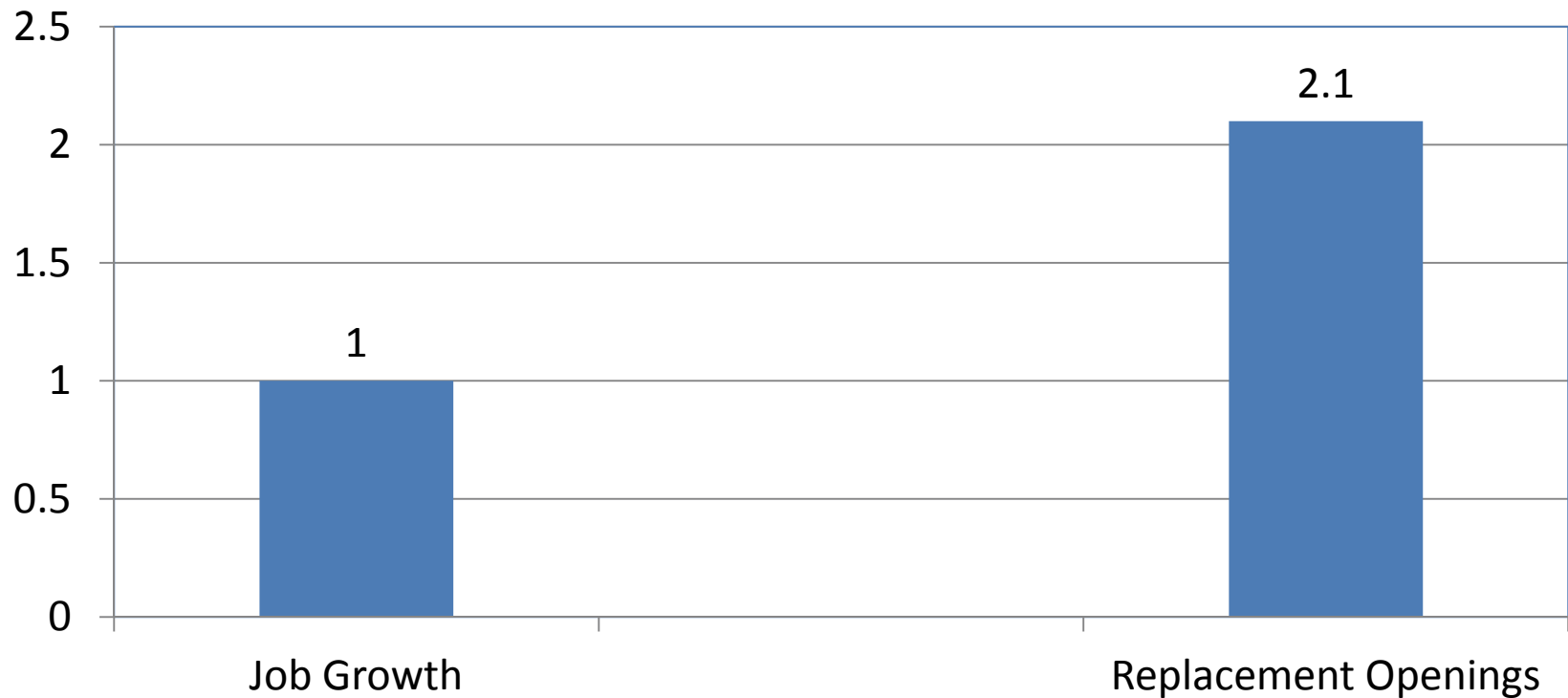
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Two Key Findings

- Access to a skilled workforce is the premier attraction for locating in California for many companies, particularly in key economic base sectors. Skill requirements are increasing in most occupations. Skill shortages appear even in today's economy and may increase over time.
- Seven in ten new job openings will come from replacing existing workers. This ratio is higher in many sectors where little or no job growth is expected such as production jobs.

2.1 Job Openings from Replacing Existing Workers for Every Opening from Growth

California Job Openings 2008-2018



Implications

- Economic Competitiveness
- Immigration
- Education
- Workforce Policies for Existing Workers

Implications for Economic Competitiveness

- If California competes for businesses by successfully attracting talented workers, this suggests a policy focus on what talented workers and their families need to make living (and working) in California attractive.
- They will want good schools (to send your kids to), great university access and world-class infrastructure and communities. These qualities rank with (or higher) than taxes and regulation in maintaining a competitive CA economy.

If Talent is the Key Competitive Advantage

Then competing for entrepreneurs includes competing for workers and their families

The SVLG CEO Survey reported “a deteriorating state infrastructure in areas ranging from public education to public transportation has added to the difficulties of recruiting the best workforce, finding them housing and educating their children to be tomorrow’s world-class workforce”



Investing in People, Infrastructure & Communities



The need to invest comes at a time when public budgets in California are struggling to maintain even basic public services . There are no magic bullets to finance these investments. Yet to postpone investing goes against one of the founding principles of success for Silicon Valley companies “**invest or die**”. What is right for our companies is right for our public sector as well.

Implications for Immigration

- California has succeeded by being a “welcoming community” whether the criterion is religious practice, sexual orientation, how you dress or where you were born.
- Welcoming immigration policies are an important complement to education and training for CA economic competitiveness.

Job Openings and Skills Shortages/Mismatches

- Not many job openings or shortages today.
- Preparing for the future
 - Need more STEM trained workers
 - Need to replace college trained retiring boomers
 - High school dropout rates not compatible with future skill needs
 - Need focus on skill needs not requiring a four year degree

Middle Skill Jobs—Some with Growth, All Have Replacement Needs

- From America's Edge and the National Skills Coalition—some examples
 - carpenters and plumbers
 - dental hygienists and medical lab techs
 - police officers, firefighters and EMTs
 - machinists and aircraft mechanics
 - heating and AC installers, people to repair our increasingly tech homes, offices and cars
 - delivery/truck drivers

Implications for Education

- Reduce high school dropout rates
- Improve access (space and affordability) for college attendance
- Find ways to increase STEM preparation and interest
- Bring a concrete message of hope to students that if they work hard jobs with good wages will be available—enlist businesses to show that skills lead to jobs

Implications for Workforce Policies

- Employers are asking for more than technical skills
- The world of job search is changing
- Keeping busy when there are no jobs
- Building collaborations with businesses
- State policy support, regional labor market analysis, local partnership solutions

One Stops and Job Seekers Working for a Prosperous Future

- Learning the new trends in job search and resume preparation. Matching workers and jobs in the world of LinkedIn, craigslist and online job applications.
- Finding ways to help job seekers “show, not tell”
- Keeping busy in a time of unemployment—matching workers with nonprofits

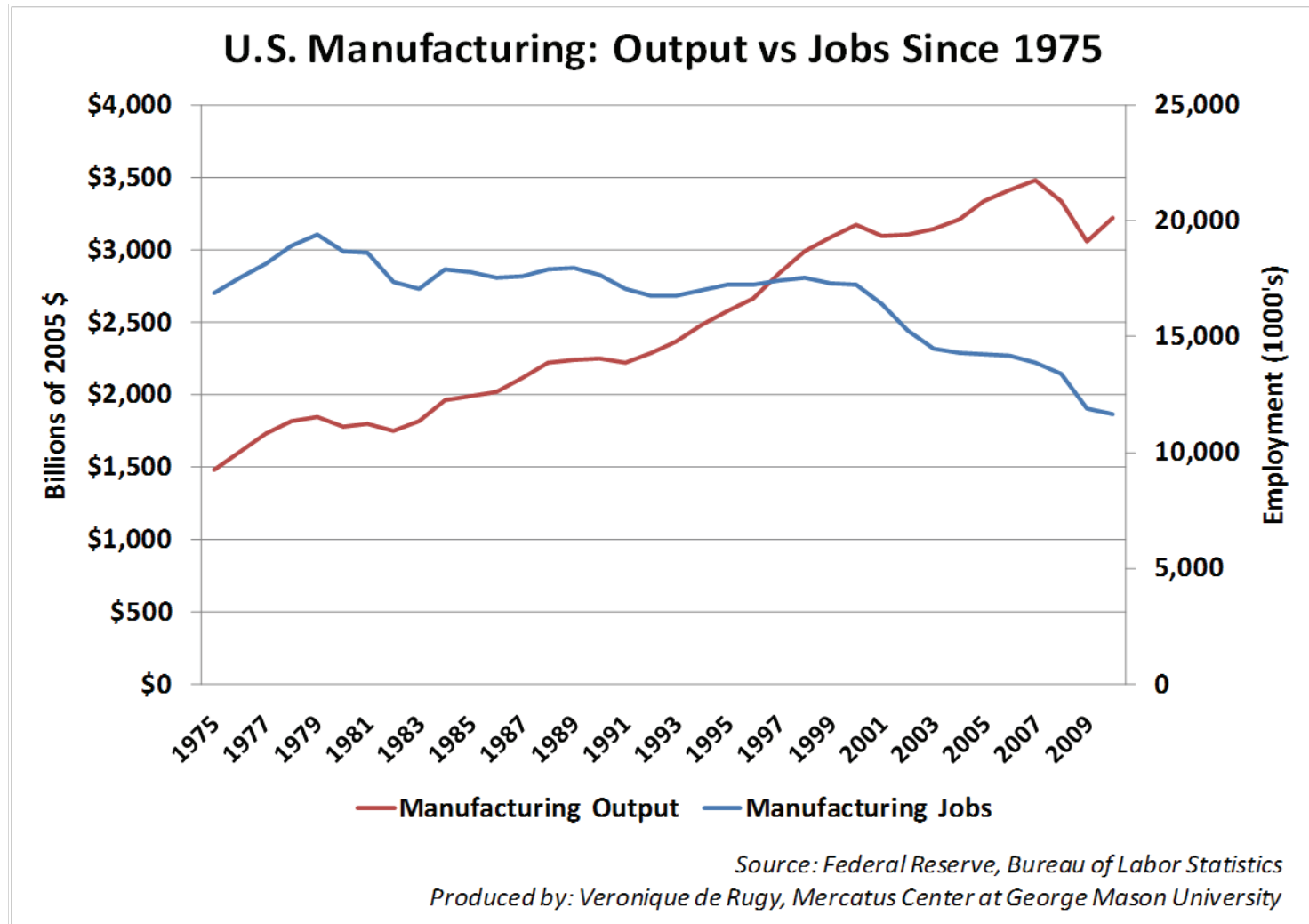
Workforce Boards and Business Collaborating to Compete

- Businesses are a great source of real time labor market information
- Businesses can participate in Linked Learning and other ways to show students the importance of education and math
- All hands on deck needed to support schools, community colleges and programs that help students and workers replace retiring boomers AND the new jobs of the future

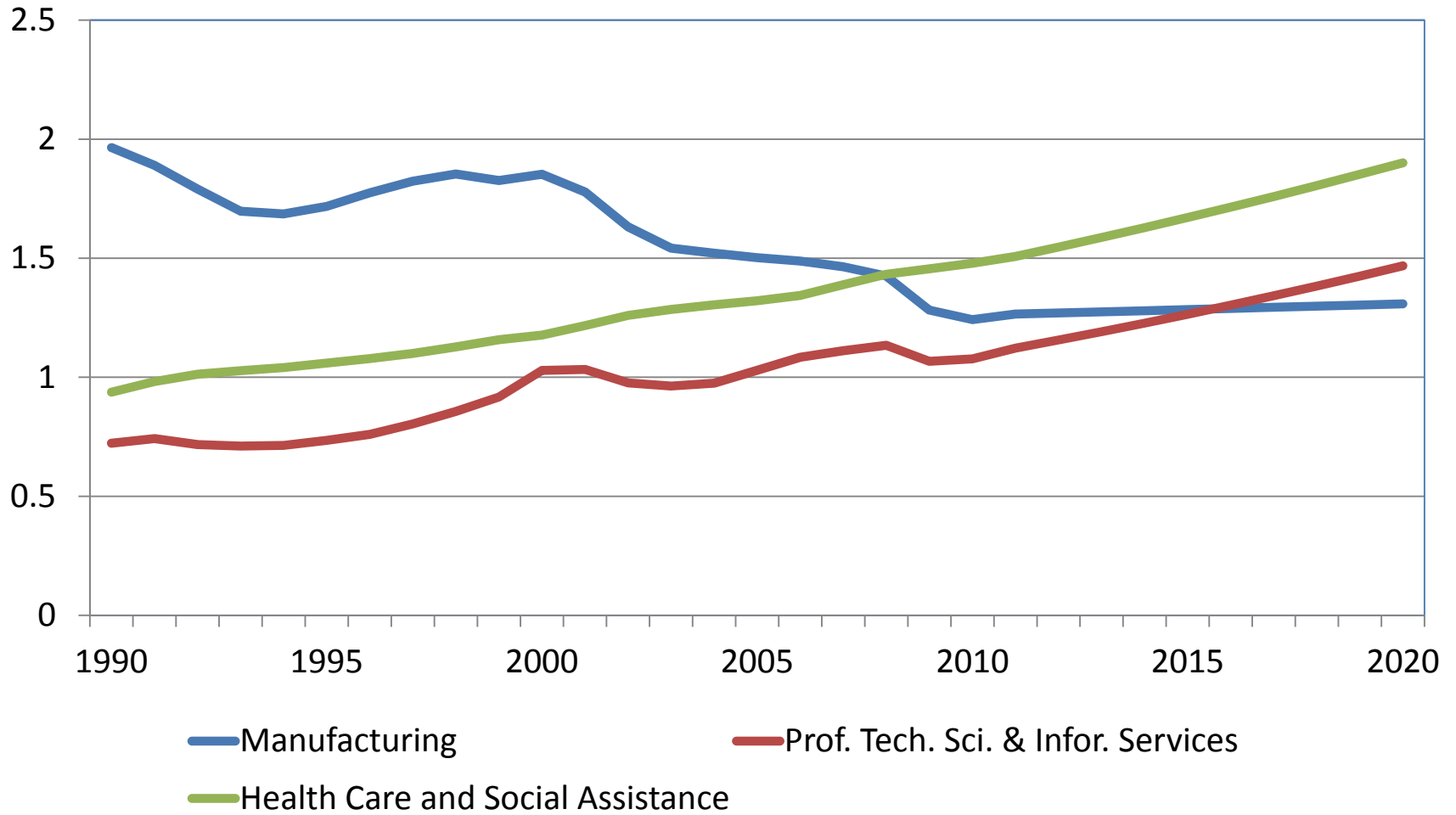
Job Growth, Manufacturing and High Wages

- High wage job growth is centered in professional, scientific, technical and information services and health care.
- Manufacturing can be healthy without job growth
- Manufacturing job losses are everywhere
- Manufacturing wages are under severe pressure in contrast to PSTIS wages

Manufacturing—Productivity Gains Outpace Sales, Jobs are Lost



Jobs in California (Millions)



Manufacturing Job Losses 2001-2010

