

LOS ANGELES COUNTY ECONOMIC DEVELOPMENT CORPORATION

BUILDING A COMPETITIVE WORKFORCE FOR THE FUTURE

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LOS ANGELES COUNTY
ECONOMIC DEVELOPMENT CORPORATION

Collectively Advancing Opportunity and Prosperity for All



**CENTER FOR A
COMPETITIVE WORKFORCE**

ECONOMIC & LABOR TRANSITIONS

ECONOMY

Transitioning from labor being the primary factor of production to an information age, digital economy, where intellectual property, capital and knowledge are increasingly the primary factors

CAREER PARADIGMS

Transitioning from traditional career paradigms to new work models such as part-time work and self-employment in the so-called “gig economy”

DOING BUSINESS

Transitioning from traditional ways of doing business to a new technology-oriented workplace requiring vastly different skill sets and types of thinking



AUTOMATION & ROBOTICS



SKILLED TASKS

Becoming increasingly more skilled and thus more highly rewarded.



LOWER SKILLED

More routine activities of a job becoming automated

BETWEEN 20-25% OF ALL
WORKERS COULD BE
DISLOCATED BY 2030; THAT'S

**1.2-1.6 million
workers in LAC**

AND 30-40 MILLION WORKERS
NATIONWIDE ACCORDING TO MCKINSEY
GLOBAL INSTITUTE AND BAIN CAPITAL

E-COMMERCE & MOBILE APP DISRUPTION



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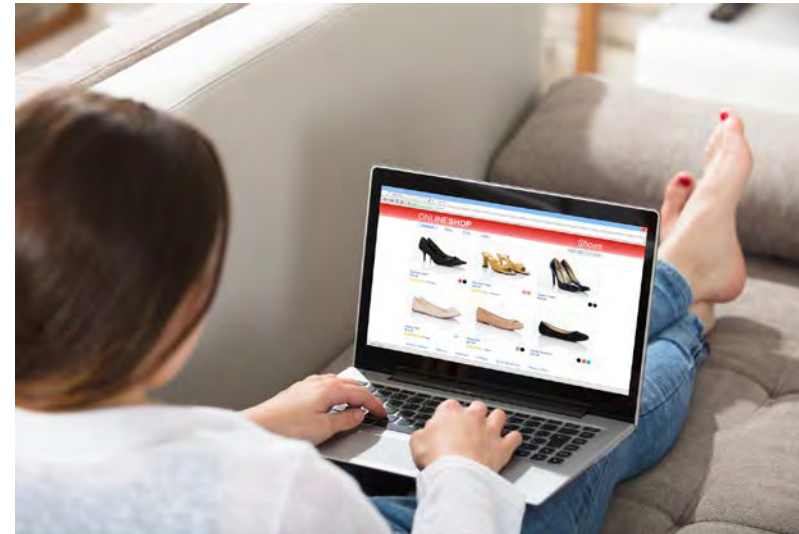


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UBER
LYFT



+



=

SCALE
SPEED
SURVIVAL

GLOBAL INTERCONNECTIVITY

INDUSTRIES

FIRMS

WORKERS

STUDENTS

GOVERNMENTS

LABOR UNIONS

EDUCATION

TRAINING



Must quickly adapt their traditional ways of doing business to be more connected, future-forward, flexible, quickly scalable, and globally focused in order to survive – and thrive – in the 21st century economy

A silhouette of the Los Angeles skyline and palm trees against a sunset sky. The sun is low on the horizon, creating a warm orange and yellow glow. The buildings and palm trees are dark against the bright sky.

THE LOS ANGELES TALENT ADVANTAGE & CHALLENGE

ADVANTAGES

COMPETITIVE ADVANTAGES

Have supplier specializations and labor market pooling in a diverse set of world-class , export-oriented industry clusters, which provide jobs and upward mobility for residents across the skills and education scale

EMERGING GROWTH INDUSTRIES

Potential to dramatically change the region's economy in fields such as advanced transportation, digital media and big data analytics

TRADED INDUSTRY CLUSTERS

Fuels future job growth due to the spillover or multiplier effects, and are projected to create large numbers of high-skill, high-paying jobs with significant opportunities for career advancement



TALENT POOL & EDUCATIONAL INSTITUTIONS

110+

COLLEGES & UNIVERSITIES

21

COMMUNITY COLLEGES

1.4 M

BACHELOR'S DEGREES

740,000

GRADUATE OR
PROFESSIONAL DEGREES

A REGION'S AVAILABLE SUPPLY OF SKILLED TALENT IS ONE OF THE FOREMOST DETERMINANTS OF WHETHER A BUSINESS COMES TO AND ULTIMATELY REMAINS IN THE MARKET

VULNERABILITIES

DEMOGRAPHICS

The region's median age increased from 33 in 2000 to 37 in 2016, with residents aged 55 and older making up more than a quarter of the region's population.

AGING IN PLACE

The working-age population is shrinking. The region currently has two working-age adults for every dependent resident, this ratio will fall to 1:1 by 2040.

SKILLS GAP

There is a mismatch between the skills employers need and those possessed by candidates. This can affect the conditions for innovation and limit the growth of emerging industries.



VULNERABILITIES

MANY NEW JOBS ARE LOW-WAGE, LOW-SKILL

Fastest growing occupations in the region include: waiters and waitresses; retail salespeople; home and health care workers; cashiers; and food preparation and other food service sector jobs. Few of these provides pathways out of poverty into the middle class

IRREGULAR WORKFORCE

In many industries - notably IT, education, retail and hospitality - there is a shift from full-time to part-time employment making it harder to make ends meet. The "gig economy" also plays a key role in a major job market shift from full-time employment to self-employment, part-time and freelance work.

AFFORDABLE HOUSING



THE ECONOMIC & EDUCATION OPPORTUNITY

The L.A. Basin's region education, workforce development and training stakeholders have the resources and ability to address these problems, but will have to work together more closely than ever before with industry on potential strategies.

WE KNOW THE OPPORTUNITIES

STACKABLE CERTIFICATIONS
INTERNSHIPS AND HANDS-ON LEARNING
INCLUDE DISADVANTAGED COMMUNITIES
ALIGN PROGRAMS WITH LABOR MARKET
REINVENT THE SYSTEM AND SPUR INNOVATION
EXPAND PROGRAMS FOR NON-AUTOMATABLE SKILLS
FOCUS ON EMPLOYERS IN HIGH-GROWTH INDUSTRIES
CLOSE SKILLS GAPS = IN-DEMAND SKILLS & KNOWLEDGE
TECHNOLOGICAL ADVANCES AND NEW OCCUPATIONS



CENTER FOR A COMPETITIVE WORKFORCE

Funded by the California Community Colleges, Chancellor's Office under the Strong Workforce Program (SWP) Los Angeles Regional Project.



CENTER FOR A COMPETITIVE WORKFORCE (CCW)

GOAL

Collaborate to train, educate and upskill a more competitive workforce in LA County for the knowledge-intensive industries that will come to dominate our economic future

1

ALIGN

Better align supply and demand data with labor market information

2

SUPPORT

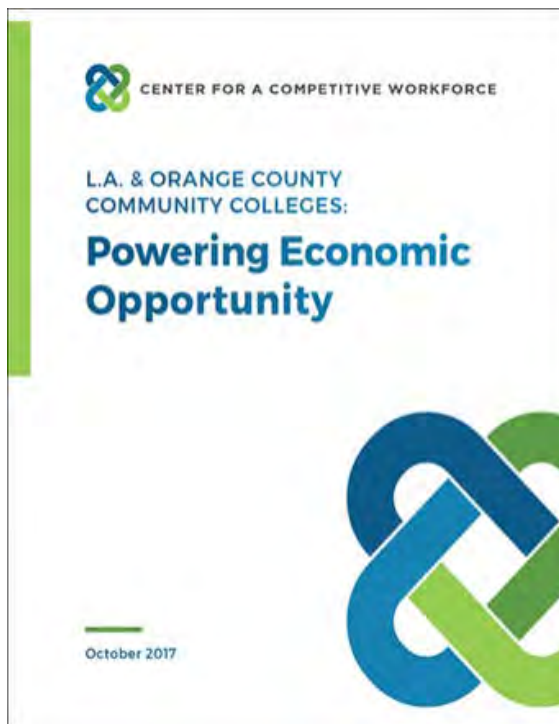
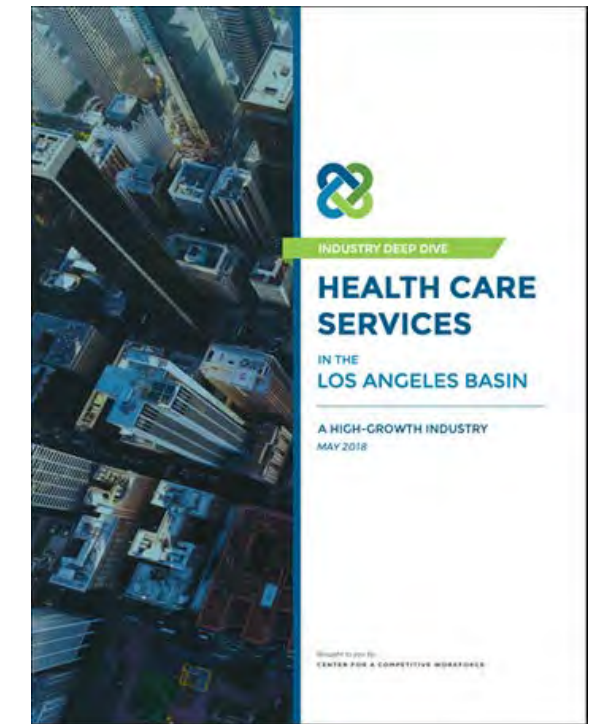
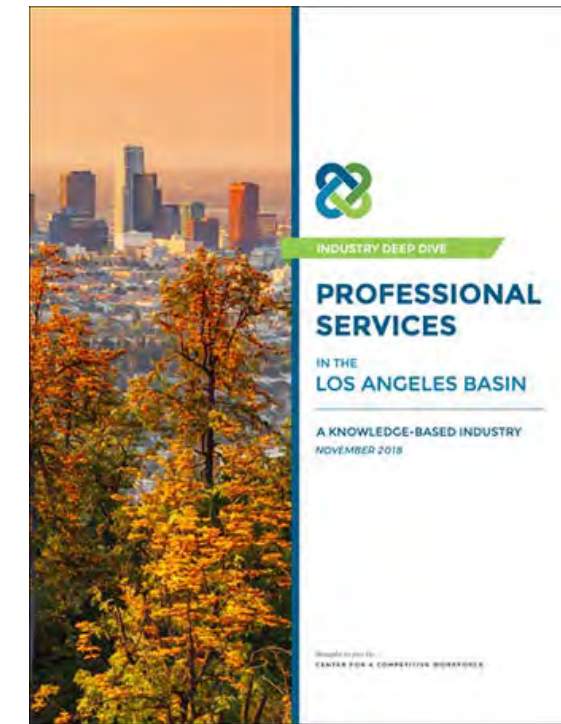
Support industry driven career education & workforce development programs

3

STRENGTHEN

Strengthen industry engagement across our region's talent development systems

MIDDLE SKILL TALENT DEMAND & SUPPLY ANALYSIS



2020 Reports: Manufacturing, Information & Communications Technology, Construction, Protective Services



2017-2022 INDUSTRY EMPLOYMENT FORECAST

GROWTH IN THE LA BASIN

There is a projected 2.4 million total job openings (new and replacement) in the LA Basin between 2017-2022; nearly 1/3 of these openings are expected to be in middle-skill occupations



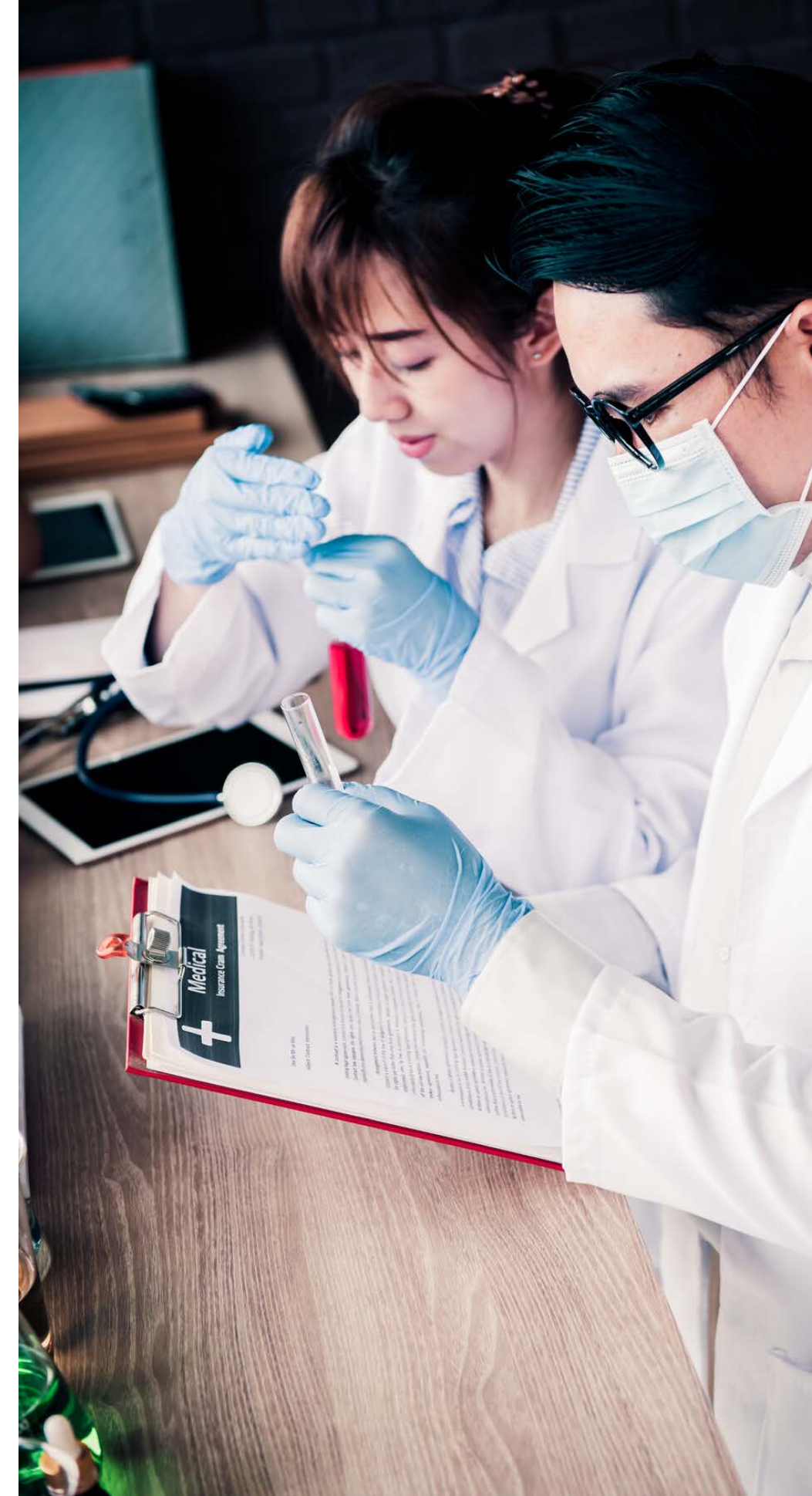


2017-2022 INDUSTRY EMPLOYMENT FORECAST

PROMINENT GROWTH INDUSTRIES

Healthy growth over the last decade and projected to significantly expand

	2017 JOBS	2017-22 FORECAST
Health Care Services	915,600	5.2%
Hospitality	600,100	5.9%
Professional Services	406,900	4.3%
Transportation	225,200	4.1%





2017-2022 INDUSTRY EMPLOYMENT FORECAST

NEW GROWTH INDUSTRIES

Flat growth rates over the last decade with new growth projected

	2017 JOBS	2017-22 FORECAST
Administrative Support	394,100	3.1%
Education	415,600	2.9%





2017-2022 INDUSTRY EMPLOYMENT FORECAST

REBOUND INDUSTRIES

Negative growth rates over the last decade but now projected to grow

	2017 JOBS	2017-22 FORECAST
Construction	240,600	5.4%
Wholesale Trade	304,000	2.7%





2017-2022 INDUSTRY EMPLOYMENT FORECAST

MODERATE GROWTH INDUSTRIES

Expected to grow moderate rates over the next five years

	2017 JOBS	2017-22 FORECAST
Arts & Entertainment	148,600	3.9%
Other Services	196,100	3.4%
Information	232,200	3.4%





2017-2022 INDUSTRY EMPLOYMENT FORECAST

SLOW GROWTH INDUSTRIES

Expected to maintain low but positive growth

	2017 JOBS	2017-22 FORECAST
Financial Activities	338,100	2.4%
Government	213,400	2.8%





2017-2022 INDUSTRY EMPLOYMENT FORECAST

CHALLENGED INDUSTRIES

Negative job growth projections

	2017 JOBS	2017-22 FORECAST
Retail Trade	574,700	-0.4%
Manufacturing	495,300	-2.6%

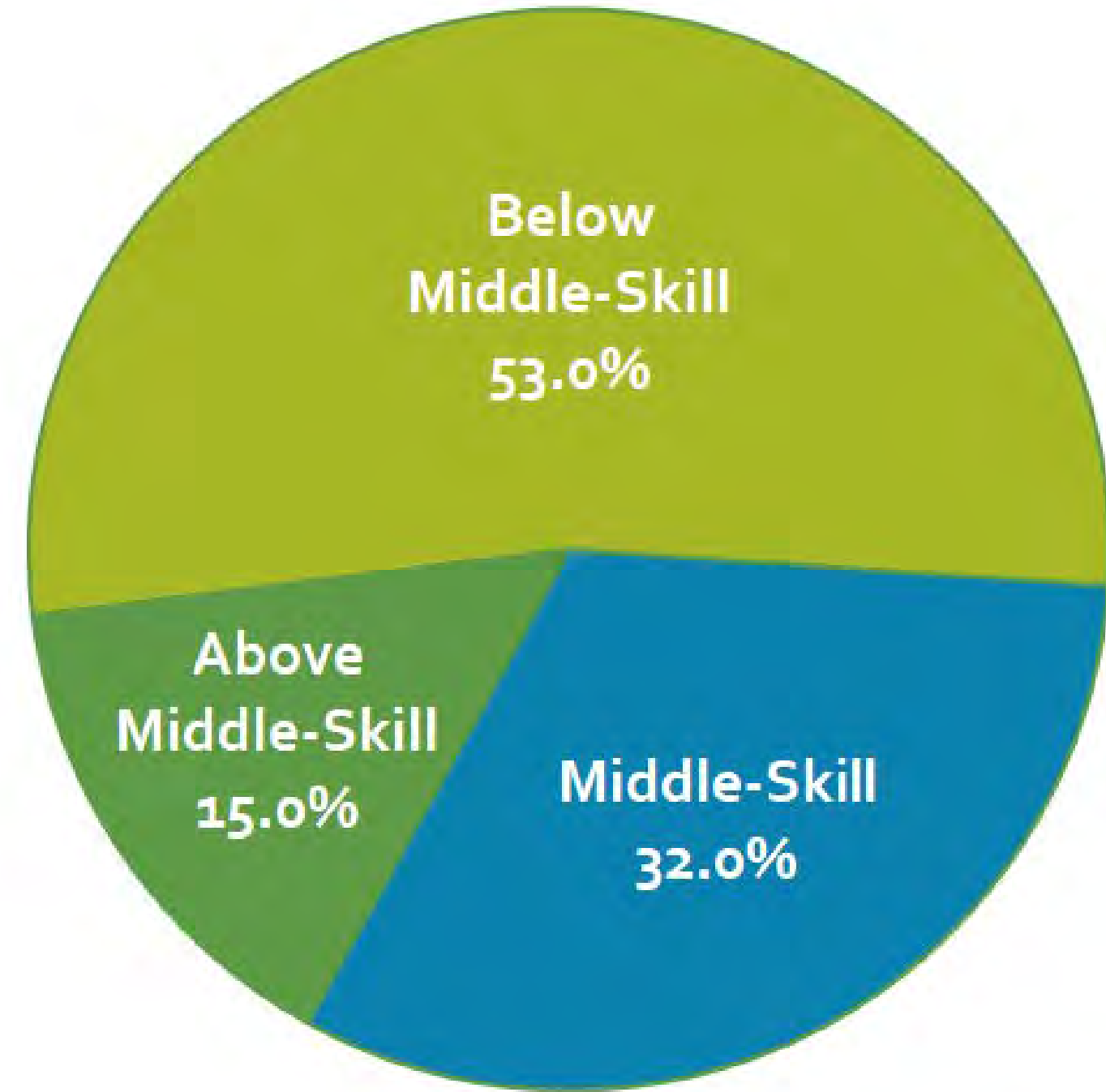




2017-2022 INDUSTRY EMPLOYMENT FORECAST

SKILLS DISTRIBUTION FOR 2017-22 JOB OPENINGS

Includes net new jobs and replacement jobs. Almost a third of all total openings between 2017-22 are middle skill.





2017-2022 INDUSTRY EMPLOYMENT FORECAST

TARGET MIDDLE-SKILL OCCUPATIONS

- Registered Nurses
- Teacher Assistants
- Carpenters
- Electricians
- Licensed Vocational Nurses
- Production/Planning/Expediting Clerks
- Auto Service Techs & Mechanics
- Dental Assistants
- Police & Sheriff Patrol Officers
- Computer User Support Specialists
- Plumbers, Pipefitters & Steamfitters
- Paralegals & Legal Assistants
- Pharmacy Technicians
- Web Developers



GATEWAY CITIES

LAEDC quick estimates:

	2000 Q2	2010 Q2	2019 Q2
Construction	19,169	16,189	21,415
Manufacturing	120,226	82,205	68,625
Retail Trade	57,891	57,609	64,470
Transportation and Warehousing	32,702	25,296	35,525
Information	4,405	4,055	3,113
Professional, Scientific, and Technical Services	13,997	13,520	12,460
Admin. & Support & Waste Mgmt & Remediation Ser.	40,877	29,649	38,291
Health Care and Social Assistance	52,640	62,334	81,595
Arts, Entertainment, and Recreation	7,973	9,052	8,931
Accommodation and Food Services	27,843	29,731	47,805
Other Services (except Public Administration)	8,679	11,798	14,220
Public Administration	19,976	14,545	13,753



CCW STRATEGIC EMPLOYER ENGAGEMENT

110+

COLLEGES & UNIVERSITIES

21

COMMUNITY COLLEGES

81

K-12 SCHOOL DISTRICTS

100+

ADULT EDUCATION

7

WORKFORCE DEV BOARDS

IN ADDITION:
UNIONS
FOR-PROFITS
COMMUNITY BASED
ORGANIZATIONS



CCW STRATEGIC EMPLOYER ENGAGEMENT

REGIONAL INDUSTRY COUNCILS FOCUSED ON WORKFORCE NEEDS

- Digital Media & Entertainment
- Biosciences
- Advanced Transportation
- Aerospace





CCW STRATEGIC EMPLOYER ENGAGEMENT

REGIONAL PROGRAM ADVISORY MEETINGS

- Supply Chain + Logistics
- Accounting
- Water Distribution & Treatment
- Associate Degree Nursing
- Info. & Communication Technology
- DME
- Phlebotomy





CCW WORKFORCE & EDUCATION PARTNER PORTAL

REGIONAL RELATIONAL INFRASTRUCTURE

To be more demand-driven, industry-responsive, future-forward
and adaptive we need to connect in REAL TIME

1

CONNECT
COMMUNITY
COLLEGES

2

CONNECT TO
AND WITH
EMPLOYERS

3

CONNECT
STUDENTS TO
INTERNSHIPS &
EMPLOYMENT

COLLABORATION

among stakeholders can foster an agile and nimble education and workforce training system that responds to the ever-changing labor market needs of industry in real time.



www.competitiveworkforce.la

www.laedc.org