



Workforce Trends

- Job openings now top pre-pandemic levels and aren't far from the record high of 7.57 million in November 2018. Many companies are looking to hire more workers in anticipation of the economy strengthening as most of the American populace gets vaccinated.¹
- 70 percent of all future jobs will require more education than a high school diploma²
- Prior to the COVID-19 pandemic, California was predicted to be facing a middle-skills job gap of up to 1.5 million workers by 2025³. Not surprisingly, this challenge has worsened due to the COVID-19 pandemic.⁴
- Middle-skill jobs, which require education beyond high school but not a four-year degree, make up the largest part of the labor market in the United States⁵
- Middle-skill jobs account for 52 percent of the US labor market, but only 43 percent of workers are trained to the middle-skill level⁶
- In California, a plurality of jobs (47%) require skills training beyond high school, but not a four-year degree. But just 39% of California's workers have had access to the skills training necessary to fill these in-demand careers⁷
- Nationally, employment in many "career education"-related fields like residential construction, package delivery and warehousing now exceeds pre-pandemic levels. Manufacturers have steadily added back jobs after slashing payrolls last spring, though employment remains down about 5% from February 2020, according to Labor Department data. As reported in the Wall Street Journal, job openings in many blue-collar occupations broke above pre-virus levels last summer and remain significantly elevated according to Indeed.⁸
- Demand is rapidly increasing for IT and cybersecurity-related occupations: "The cybersecurity industry is projected to triple year-over-year through 2022, yet the workforce shortage still stands at millions worldwide. With a 273 percent increase in large-scale data breaches in the first quarter of 2020 alone, employing more cybersecurity professionals is a pressing challenge for both companies looking to hire in-house and cybersecurity agencies alike.⁹
- Employment in healthcare occupations is projected to grow 15 percent from 2019 to 2029, much faster than the average for all occupations, adding about 2.4 million new jobs. Healthcare occupations are projected to add more jobs than any of the other occupational groups, according to the U.S. Department of Labor.¹⁰

- According to a 2021 report from IE's COE, all the Inland Empire's priority industry sectors will have "in-demand" occupations, meaning these occupations are projected to have more than 100 job openings a year for the next five years. For a list of these occupations, visit: <https://secureservercdn.net/198.71.233.150/wxw.b35.myftpupload.com/wp-content/uploads/2021/01/COE-InlandEmpire-Top-Critical-Workforce-Final-Jan-2021.pdf?time=1614303951>

Regional Facts

- Numerically, the Inland Empire is one of the largest and most rapidly growing economies in the nation, similar to metro areas such as Houston and Washington DC.¹¹
- Based on overall population and the size of the resident labor force, Riverside and San Bernardino Counties combine to be the 13th largest Metropolitan Statistical Area (MSA) in the United States. In 1980 the Inland Empire was ranked 23rd, making it one of the fastest growing economies as well, second only to Phoenix, AZ.¹²
- While hundreds of thousands of Inland Empire residents commute west and south on a daily basis for work, the two counties are also the location of employment for over 1.1 million payroll workers, making it the 19th largest employment center in the nation, just behind St. Louis, Denver, and Baltimore, and larger than Tampa, San Francisco, Pittsburgh, and San Jose.¹³
- The Inland Empire's labor market has continued to steadily recover from the COVID-19 pandemic, adding 93,100 jobs since April's lows. Despite the ongoing labor market recovery, year-over-year employment fell 7.1% (-110,600 jobs), one of the largest annual declines on record. Even so, employment growth in the Inland Empire is outpacing that of the state (-7.8%).¹⁴
- The Inland Empire's unemployment rate has also improved from the highs of early this year. At 9.2%, it's still a far cry from the 4.0% rate one year ago, but is now below California's rate of 9.3%.¹⁵
- In an October 2020 labor market report on critical workforce occupations, the IEDRC Center of Excellence projects these annual, middle-skill job openings for 2021 in the following priority sectors:¹⁶
 - Advanced Manufacturing: Non-critical: 5,850; Critical: 4,636
 - Advanced Transportation & Logistics: Non-critical: 1,587; Critical: 5,992
 - Business and Entrepreneurship: Non-critical: 17,433; Critical: 18,598
 - Energy, Construction, and Utilities: Non-critical: 863; Critical: 10,136
 - Health: Non-critical: 10,749; Critical: 26,920
 - Information & Communication Technologies/Digital Media: Non-critical: 416; Critical: 1,385

- Certain regional industries are showing a rapid increase in demand as the economy begins recovering from the pandemic. As of June 8, 2021, Cyberseek.org showed 1,308 job openings in the Riverside/San Bernardino metro area with a very low supply of cybersecurity workers. Top job titles include Cyber Security Consultant, Cyber Security Specialist/Technician and Cyber Security Analyst.¹⁷
- The largest job losses due to COVID have been concentrated in the region's Leisure and Hospitality sector which lost 27,600, a 27.6% decline. Other significant job losses have occurred in Government, Manufacturing, Retail Trade, Other Services (a sector that includes hair and nail salons), and Administrative Support.¹⁸
- Although job losses have been widespread, the surge in e-commerce has helped keep the region's Transportation and Warehousing resilient over the last several months where payrolls expanded by 100 employees over the last year, compared with a 3.3% decline in the state overall over the period. The Management sector has also expanded its payrolls over the last year, adding 200 employees. During this time, employment in Utilities has remained flat.¹⁹



Statewide Community College Facts

- Nearly half of students earning a bachelor's degree from a University of California campus in science, technology, engineering and mathematics transferred from a California community college.
- Twenty-nine percent of University of California graduates and 51% of California State University graduates started at a community college.
- The California Community Colleges is the largest provider of workforce training in the nation.
- California taxpayers receive \$4.50 for every \$1 invested in students who graduate from a California community college.
- Students earning a degree or certificate from a California community college nearly double their earnings within three years.
- Attending or graduating from a California Community College nearly doubles your chance of finding a job compared to those who failed to complete high school.
- Occupations that typically require workers to have an associate degree for entry have an average annual wage of almost \$53,000, compared to an average annual wage of \$36,100 for workers in high school-level occupations, according to the U.S. Bureau of Labor Statistics.
- Employment in associate and postsecondary nondegree-level occupations is projected to grow 11% in the 10-year period ending in 2026, faster than the 7% average projected for all occupations, according to the U.S. Bureau of Labor Statistics.



Regional Industry Sector Information

- Detailed information about labor market needs can be found at: <https://desertcolleges.org/dsn/>
- Additional occupational and labor market data, and college-specific workforce demand assessments can be found here: <http://www.coeccc.net/region/InlandEmpire.aspx>
- For a list of the most in-demand middle-skill jobs with self-sustainable wages, see <https://secureservercdn.net/198.71.233.150/wxw.b35.myftpupload.com/wp-content/uploads/2021/01/COE-InlandEmpire-Top-Critical-Workforce-Final-Jan-2021.pdf?time=1614303951>

¹ <https://www.marketwatch.com/story/u-s-job-openings-climb-to-7-37-million-and-top-pre-pandemic-levels-as-economy-speeds-up-and-more-people-hired-11617718171>

² <https://www.chronicle.com/newsletter/the-edge/2020-01-22#:~:text=For%202027%2C%20the%20center%20will,%20economy%2C%E2%80%9D%20Smith%20said>

³ <https://www.ppic.org/publication/californias-need-for-skilled-workers/>

⁴ <https://www.edsurge.com/news/2021-02-01-covid-19-has-widened-the-skills-gap-but-it-also-presents-an-opportunity-to-close-it>

⁵ <https://www.nationalskillscoalition.org/wp-content/uploads/2020/12/CA-Skills-Mismatch-Fact-Sheet-2020.pdf>

⁶ Ibid

⁷ <https://www.nationalskillscoalition.org/wp-content/uploads/2020/12/CA-Skills-Mismatch-Fact-Sheet-2020.pdf>

⁸ <https://www.wsj.com/articles/blue-collar-jobs-boom-as-covid-19-boosts-housing-e-commerce-demand-11613903402>

⁹ <https://thecyberwire.com/stories/0e1b915f738448e181cc72ab3fa42f37/understanding-the-cybersecurity-skills-gap-and-how-education-can-solve-it>

¹⁰ <https://www.bls.gov/ooh/healthcare/home.htm#:~:text=Employment%20in%20healthcare%20occupations%20is,of%20the%20other%20occupational%20groups>

¹¹ <https://www.iechamber.org/about-region>

¹² Ibid.

¹³ Ibid.

¹⁴ https://ucreeconomicforecast.org/index.php/services-for-business/publications/los-angeles-regional-intelligence-report/?opanda_confirm=1&opanda_lead=635&opanda_code=3dd7e7312454ab3af69a2afaeb08688a

¹⁵ Ibid.

¹⁶ <http://www.coeccc.net/Search.aspx?id=3535>

¹⁷ <https://www.cyberseek.org/heatmap.html>

¹⁸ https://ucreeconomicforecast.org/index.php/services-for-business/publications/los-angeles-regional-intelligence-report/?opanda_confirm=1&opanda_lead=635&opanda_code=3dd7e7312454ab3af69a2afaeb08688a#employment

¹⁹ Ibid.