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COMPETITIVE WORKFORCE

# ESSENTIAL WORKERS IN CRITICAL INFRASTRUCTURE INDUSTRIES AT THE TIME OF COVID-19

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FOR LABOR MARKET RESEARCH



LOS ANGELES COUNTY  
ECONOMIC DEVELOPMENT CORPORATION

*Collaboratively Advancing Growth and Prosperity for All*

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**EXECUTIVE DIRECTOR  
CENTER FOR A COMPETITIVE WORKFORCE**

# CCW REPORT RELEASE WEBINAR

## ESSENTIAL WORKERS

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# CCW

**is leading industry-education partnerships to collaboratively strengthen our region's talent development ecosystem**

- 1. Data-driven research on the supply and demand for talent**
- 2. Industry Councils and Regional Program Advisories**
- 3. Developing work-based learning opportunities**
- 4. Workforce & Education Portal**

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



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# Essential Workers in Critical Infrastructure Industries at the time of COVID-19

*In the Los Angeles Basin*



**LOS ANGELES COUNTY**  
ECONOMIC DEVELOPMENT CORPORATION

*Advancing Opportunity and Prosperity for All*



**Shannon M. Sedgwick**  
**Director, Institute for Applied Economics**

**December 3, 2020**

# Presentation Outline

Key Findings

Frontline Industries

Essential Workforce

Essential Worker Pathways

Final Thoughts





# Key Report Findings

## Job Security is Quantified

- In frontline industries employment dropped only 6.3% vs the 14% LA Basin for all industries

## Average Wages for Most Jobs

- Low and middle skill occupations primarily pay below \$25/hour, often below \$20/hour

## Older Workforce

- In 40% of essential industries, more than 1/2 of workers are over the age of 55

## Importance of Upskilling

- Our analysis shows that upskilling through community college or professional programs will provide workers with higher job security.





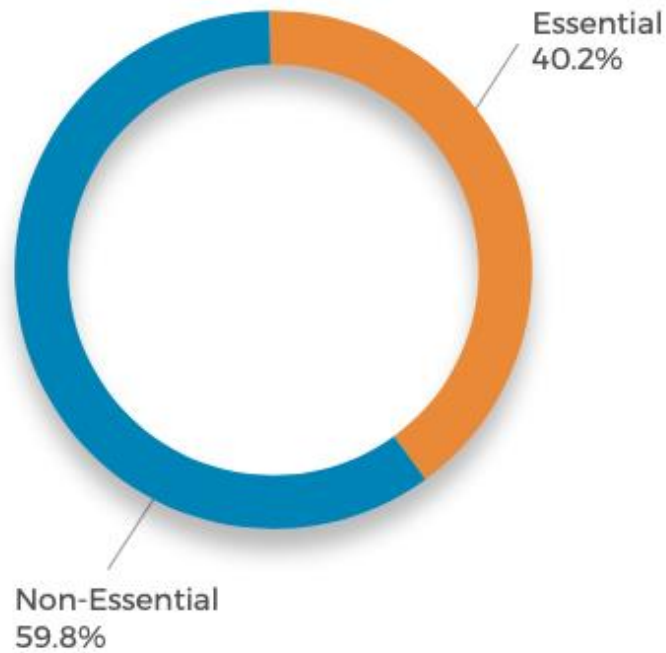
Frontline  
Industries

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# Los Angeles Basin Frontline Industries Breakdown

WORKERS IN ESSENTIAL INDUSTRIES IN THE LA BASIN



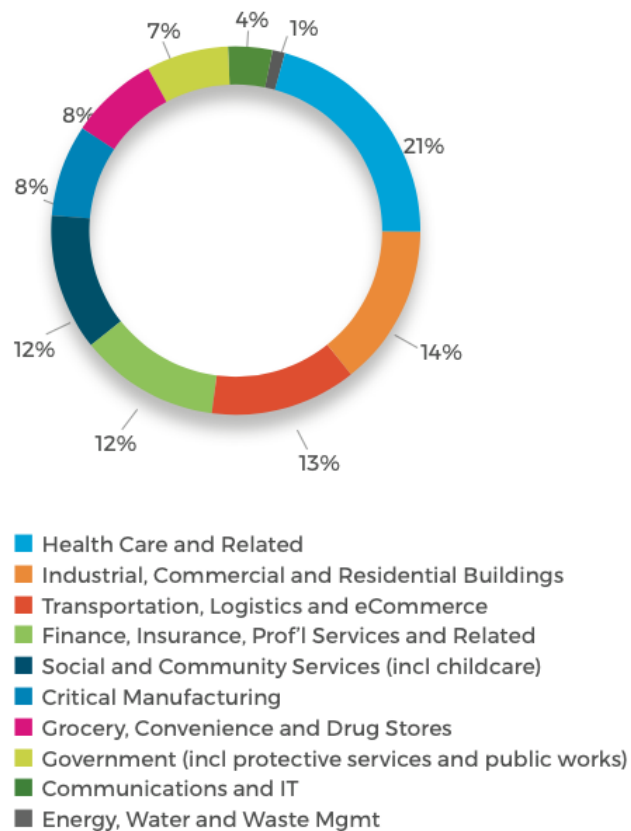
## Frontline Industry Groups:

- Health Care and Related
- Transportation, Logistics, and eCommerce
- Grocery, Convenience and Drug Stores
- Social and Community Services
- Energy, Water and Waste Management
- Communications and IT
- Industrial, Commercial and Residential Buildings
- Critical Manufacturing
- Finance, Insurance, Professional Services, and Related
- Government



# Los Angeles Basin Frontline Industries Employment

EMPLOYMENT DISTRIBUTION OF FRONTLINE INDUSTRIES



- Frontline industries have exhibited more job stability compared to non-essential industries



- The *Health Care and Related* employs the largest share of essential workers (21%)



- *Industrial, Commercial and Residential Buildings* followed (14%)



- *Transportation, Logistics, and eCommerce* ranked 3rd (13%)

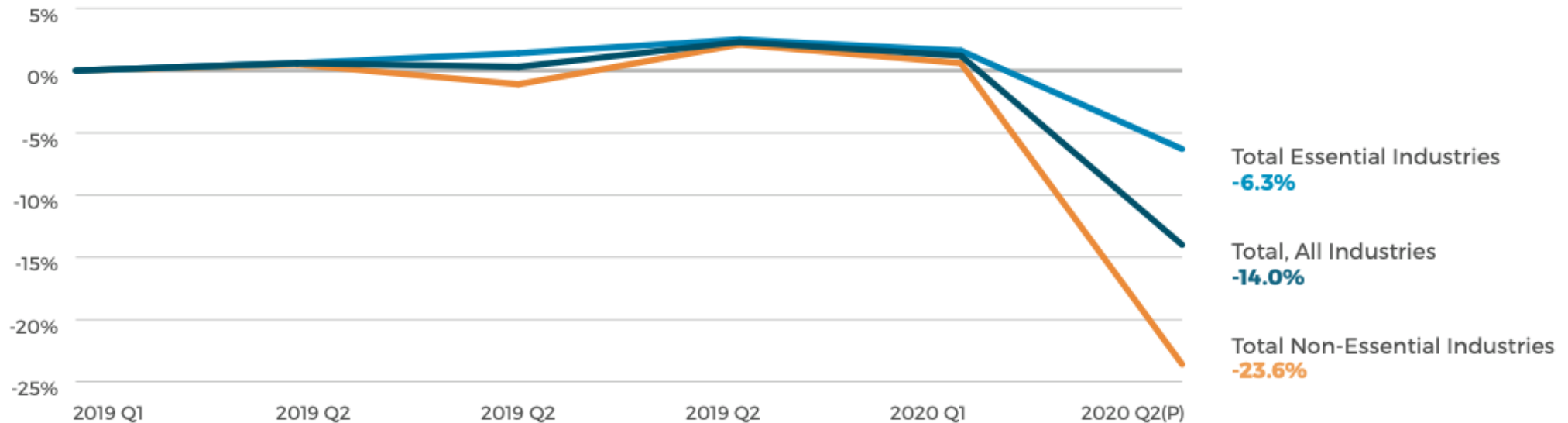


- The *Finance, Insurance, and Professional Business Services* as well as the *Social and Community Services* both employed 12% of essential workers



# Los Angeles Basin Frontline Industries Stability

LOS ANGELES BASIN QUARTERLY EMPLOYMENT GROWTH  
(2019 Q1 - 2020 Q2)

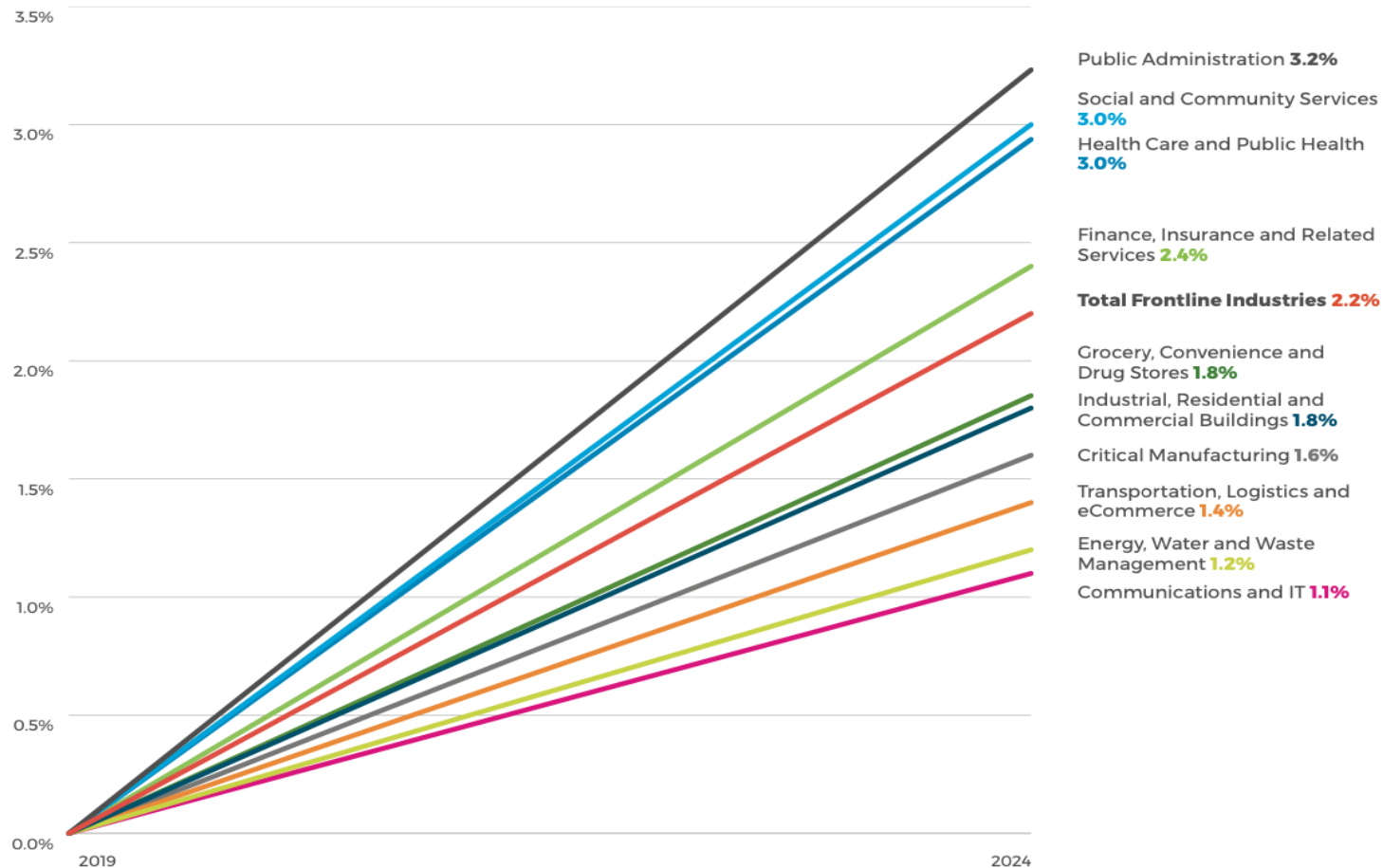


*“Frontline industries have exhibited more job stability compared to non-essential industries, as their continued operations have insulated them from the layoffs and downsizing that non-essential workers have experienced.”*



# Los Angeles Basin Frontline Industries Growth

LOS ANGELES BASIN QUARTERLY EMPLOYMENT GROWTH  
(2019 - 2024)



- Employment growth expected among all frontline industries
- Public Administration, Social and Community Services, and Health Care all expected to see 3% or greater employment growth from 2019 to 2024
- Average total growth for frontline industries is expected 2.2%





# Essential Workforce

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# LA Basin Essential Workforce

# Age and Educational Attainment

## AGE OF WORKERS IN LA BASIN

### Essential Workers



### Total, All Workers



## EDUCATIONAL ATTAINMENT OF WORKERS IN LA BASIN

### Essential Workers



### Total, All Workers

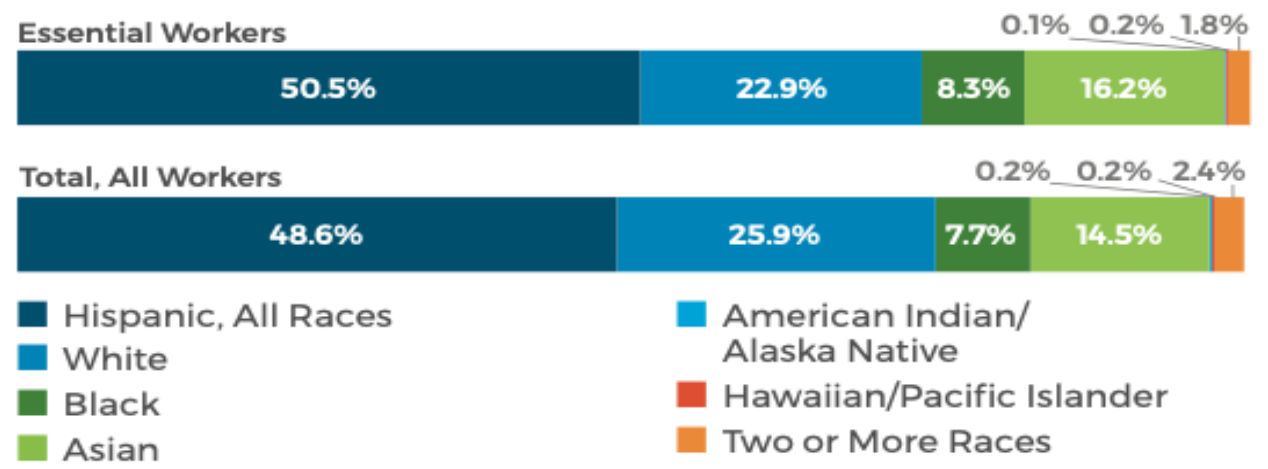




# LA Basin Essential Workforce

## Gender and Racial/Ethnic

### RACE/ETHNICITY OF WORKERS IN LA BASIN



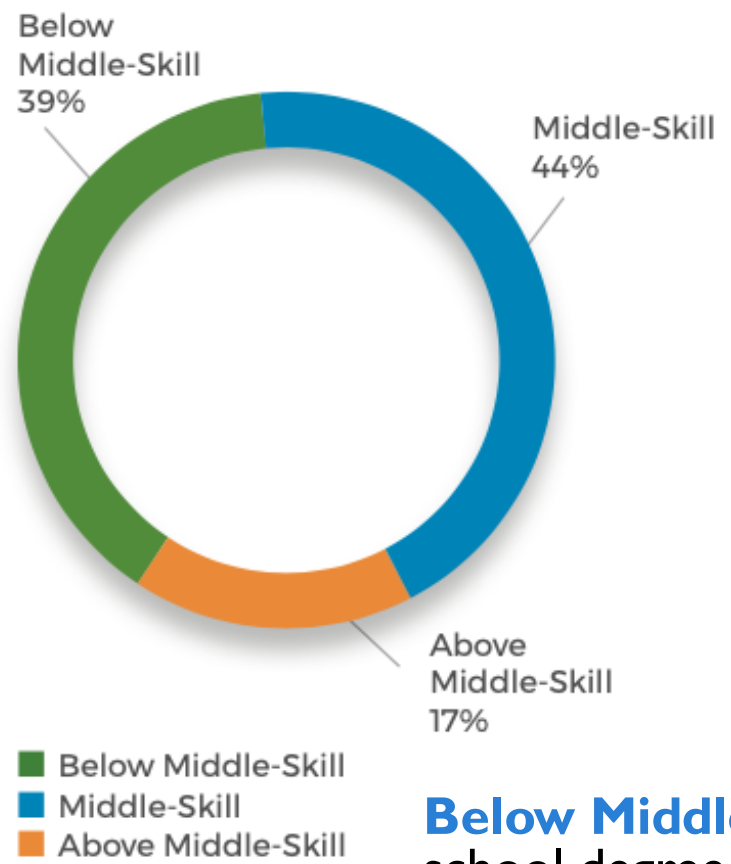
### GENDER OF WORKERS IN LA BASIN



# LA Basin Essential Workforce

## Skills Distribution

SKILLS DISTRIBUTION OF ESSENTIAL WORKERS



**Below Middle-Skill:** Jobs that require a high school degree or less education

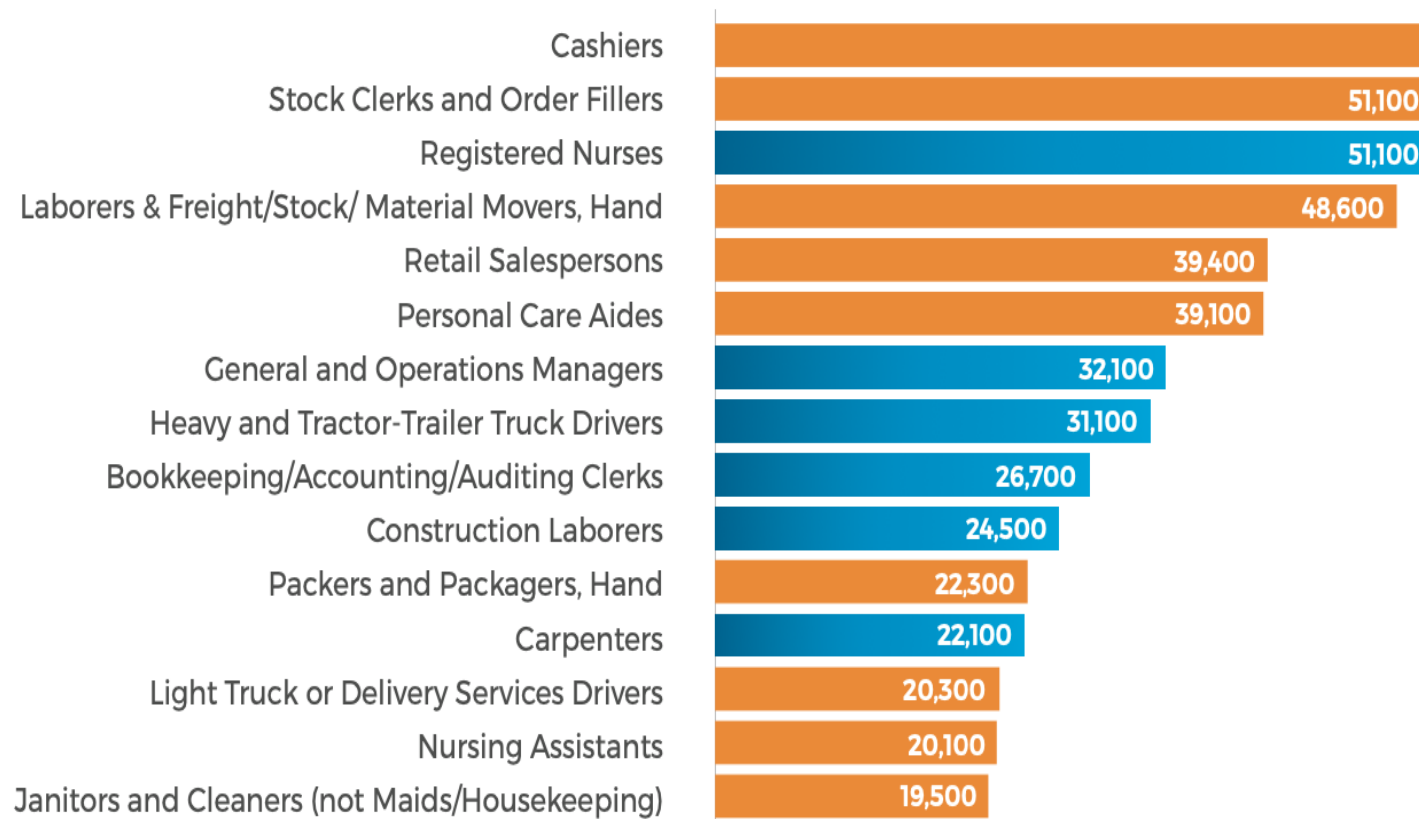
**Middle-Skill:** Jobs that require more than a high school degree, but less than a bachelors

**Above Middle-Skill:** Jobs that require a bachelors degree or more education



# Los Angeles Basin Frontline Industries Occupations

TOP 15 OCCUPATIONS IN FRONTLINE INDUSTRIES BY EMPLOYMENT IN THE LOS ANGELES BASIN  
All skill levels (orange indicates lower wages than median)



## Common Occupations

### Below Middle Skill:

- Cashiers
- Store Clerks
- Freight/Stock/Material Movers


### Middle Skill:

- Registered Nurses
- Heavy and Tractor-Trailer Truck Drivers
- Bookkeeping, Accounting, and Auditing Clerks

### Above Middle Skill:

- General and Operations Managers
- Management Analysts
- Accountants and Auditors





# Essential Worker Career Pathways

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# Construction Pathways

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## Pathway Occupations:

- Helpers — Carpenters
- Construction Laborers

## Career Occupations:

- Carpenters
- First-Line Supervisors of Construction Trades & Extraction Workers
- Construction Managers

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# Construction Skills and Knowledge Basis

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## Required Knowledge:

- Building and Construction
- Public Safety and Security
- Mechanical/Mathematical

## Required Skills:

- Coordination
- Operational/Machinery
- Resource Management

## Tools Used:

- Power Tools/Heavy Machinery
- Personal Computers



# Nursing Pathways

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## Pathway Occupations:

- Personal Care Aides
- Home Health Aides
- Nursing Assistants

## Career Occupations:

- Licensed Practical & Vocational Nurses
- Registered Nurses
- Nurse Practitioners



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# Nursing Skills and Knowledge Basis

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## Required Knowledge:

- Medicine
- Customer and Personal Service
- Therapy and Counseling

## Required Skills:

- Active Listening
- Social Perceptiveness
- Critical Thinking/Problem Solving

## Tools Used:

- Patient Care Beds and Other Medical Equipment





# Accounting Pathways

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## **Pathway Occupations:**

- Billing and Posting Clerks
- Bookkeeping, Accounting, and Auditing Clerks

## **Career Occupations:**

- Accountants
- Auditors





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# Accounting Skills and Knowledge Basis

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## Required Knowledge:

- Mathematics
- Business and Economics
- Accounting Laws and Regulations

## Required Skills:

- Clerical Skills
- Critical Thinking/Problem Solving
- Reading Comprehension

## Tools Used:

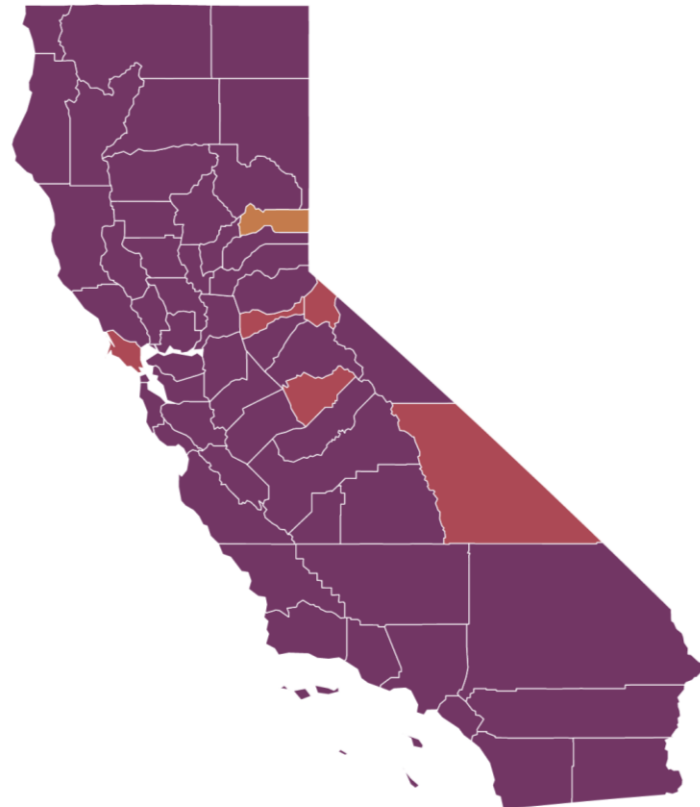
- Desktop Computers
- Accounting Software



# Los Angeles Basin Essential Industries Growth

## Current tier assignments as of December 1, 2020

Tier assignments may occur any day of the week and may occur more than once a week.



Statewide metrics

**30.2** New COVID-19 positive cases per day per 100K

**6.4%** Positivity rate

	Counties	Population	% CA Population
Widespread	52	39,789,349	99.2%
Substantial	5	336,696	0.8%
Moderate	1	3,115	0.0%

*99.2% of California's total population live in counties assigned to Tier 1*

- Tier 1 Criteria
  - More than 7.0 Daily new cases (per 100k)
    - *CA has 30.2 new cases per 100k*
  - More than 8.0% Positive tests
    - *CA has 6.4% positivity rate*





# Final Thoughts

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- Essential industries see stability during COVID-19
  - Most frontline industries interact with the public and thus risk personal safety
- Growth in essential industries in the upcoming years
  - Public Administration and Healthcare likely to see the most growth
- Different occupational pathways can allow for personal and career development
  - Essential industries core to societal operation



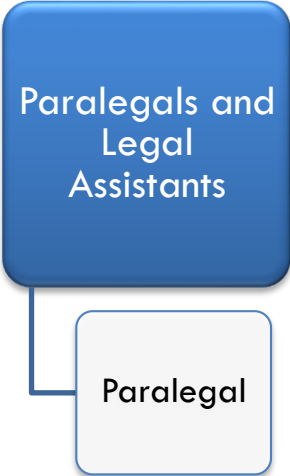
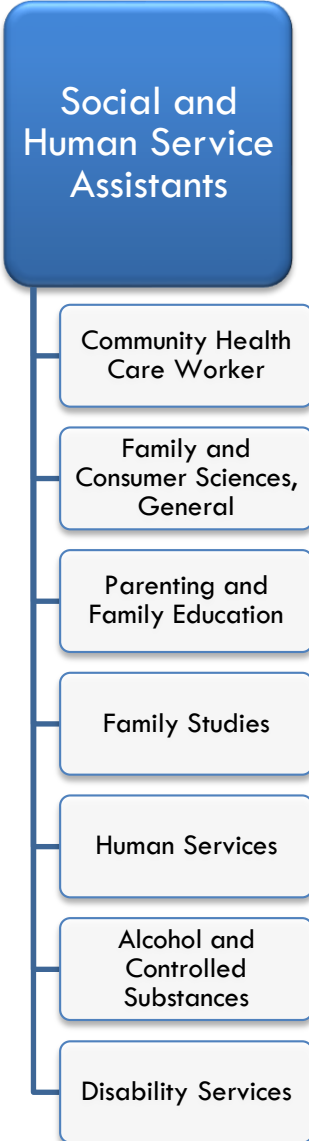
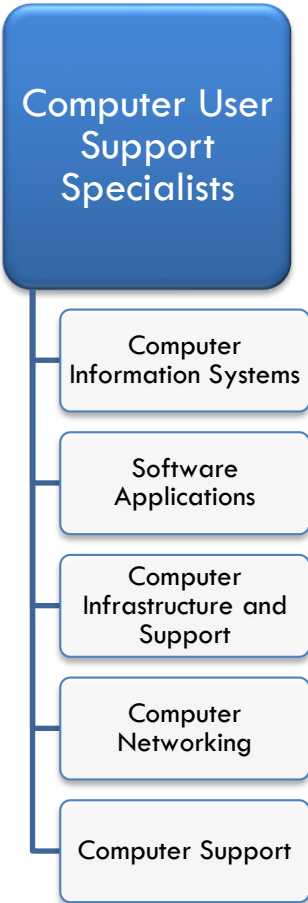
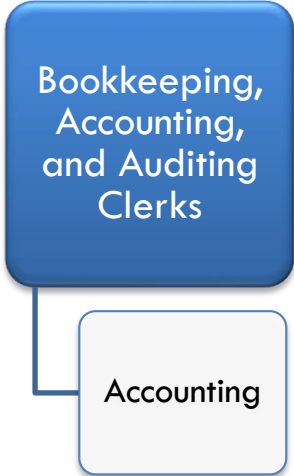
# **LUKE MEYER**

**DIRECTOR  
LA/OC CENTER OF EXCELLENCE FOR  
LABOR MARKET RESEARCH  
AT MT. SAN ANTONIO COLLEGE**

# Occupation to Program Crosswalk

Occupation

Program(s)



Source: Center of Excellence TOP-SOC Crosswalk



Program	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	Latest 3-Year Average
Accounting	1,277	1,492	1,872	1,547
Alcohol and Controlled Substances	382	308	337	342
Banking and Finance	49	48	60	52
Community Health Care Worker	2	0	0	1
Computer Information Systems	123	133	113	123
Computer Infrastructure and Support	91	96	91	93
Computer Networking	232	231	364	276
Computer Programming	252	239	319	270
Computer Software Development	20	14	26	20
Computer Support	20	25	46	30
Disability Services	0	0	13	4
E-Commerce (Technology emphasis)	0	0	7	2
Electronic Game Design	1	1	3	2
Family and Consumer Sciences, General	2	0	0	1
Family Studies	1	0	2	1
Human Services	203	166	177	182
Licensed Vocational Nursing	139	208	230	192
Marketing and Distribution	114	272	261	216
Paralegal	486	416	479	460
Parenting and Family Education	6	12	3	7
Software Applications	78	54	81	71
<b>Total</b>	<b>3,478</b>	<b>3,715</b>	<b>4,484</b>	<b>3,892</b>

# LA Basin Programs

**3-Yr  
Growth in  
Awards**

**↑ 29%**

Source: CCCCO Management Information Systems (MIS) Data Mart



College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	Latest 3 Year Average
Cerritos	99	125	141	122
Citrus	90	146	143	126
Compton	13	3	5	7
East LA	409	460	713	527
El Camino	63	73	83	73
Glendale	85	76	99	87
LA City	179	124	93	132
LA Harbor	10	5	9	8
LA Mission	47	67	60	58
LA Pierce	110	86	137	111
LA Swest	59	37	32	43
LA Trade	69	63	34	55
LA Valley	157	105	108	123
Long Beach	188	218	256	221
Mt San Antonio	310	294	453	352
Pasadena	122	130	135	129
Rio Hondo	53	99	88	80
Santa Monica	99	241	160	167
West LA	121	93	150	121
<b>Total</b>	<b>2,283</b>	<b>2,445</b>	<b>2,899</b>	<b>2,542</b>

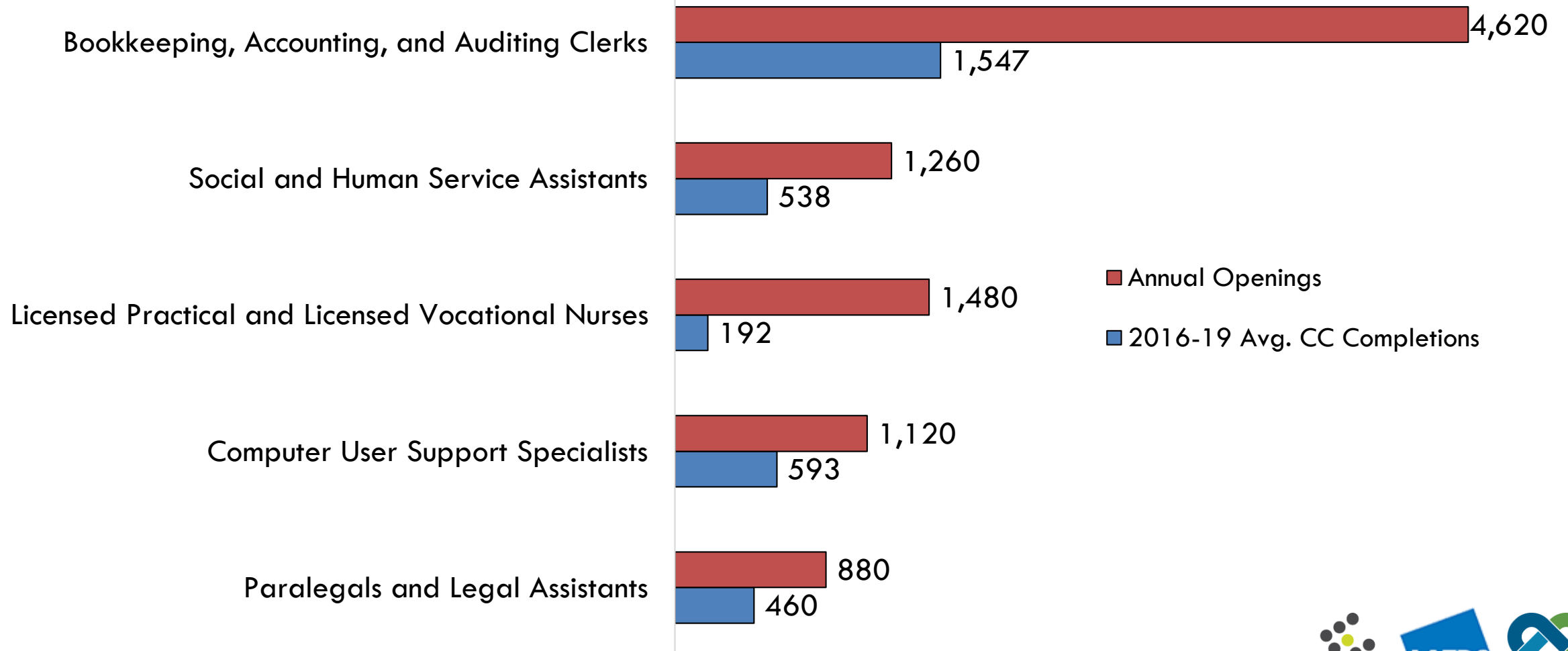
## LA Awards By College

**LA CCs  
accounted for  
65% of related  
awards**



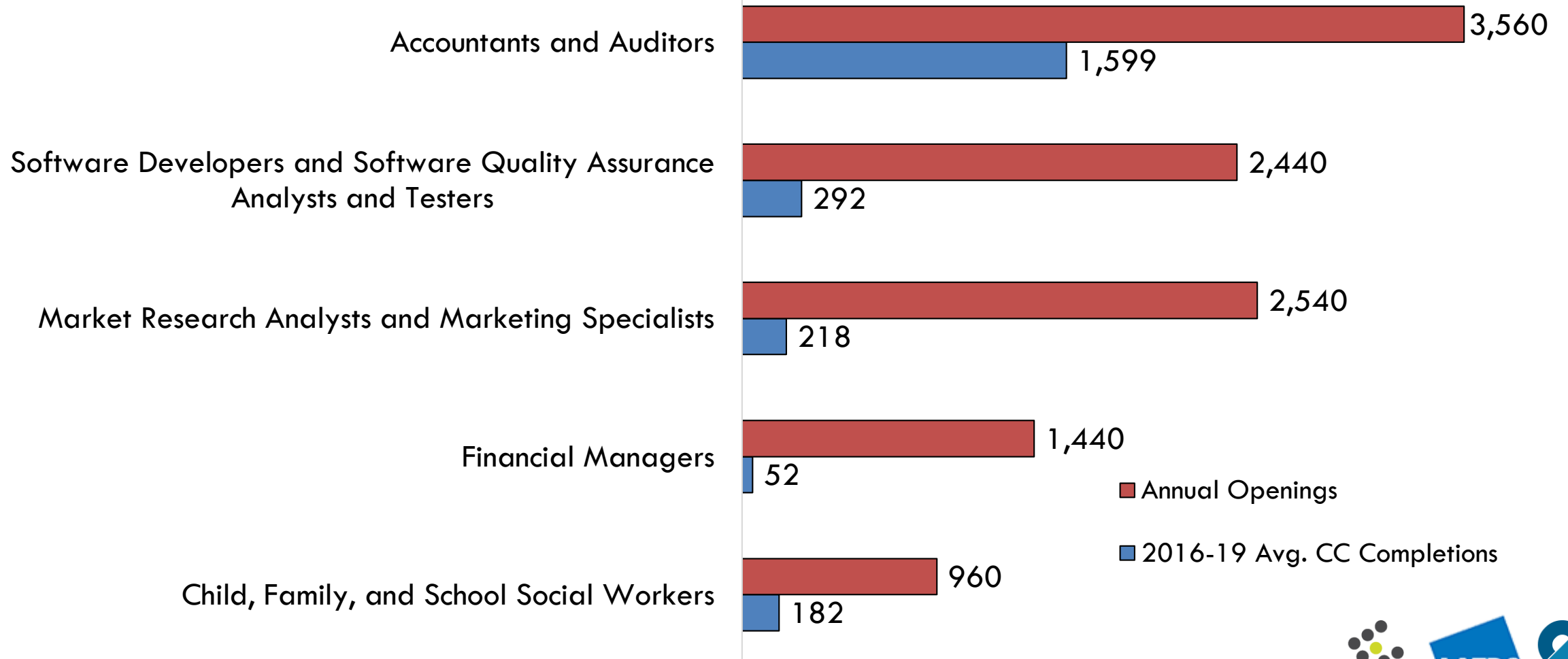
# Supply and Demand by Target Occupation

## Middle-Skill Occupations



# Supply and Demand by Target Occupation

## Pathway Occupations



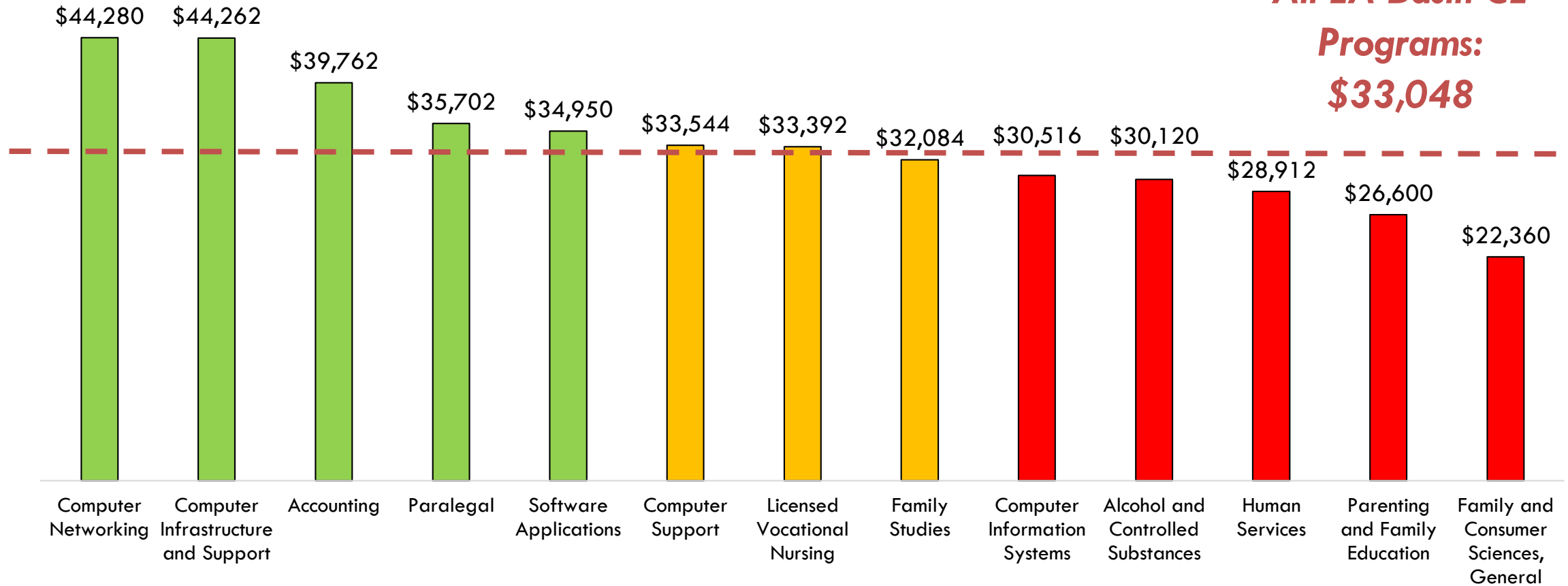
# Median Annual Earnings by Program

2017-18

All LA Basin CE

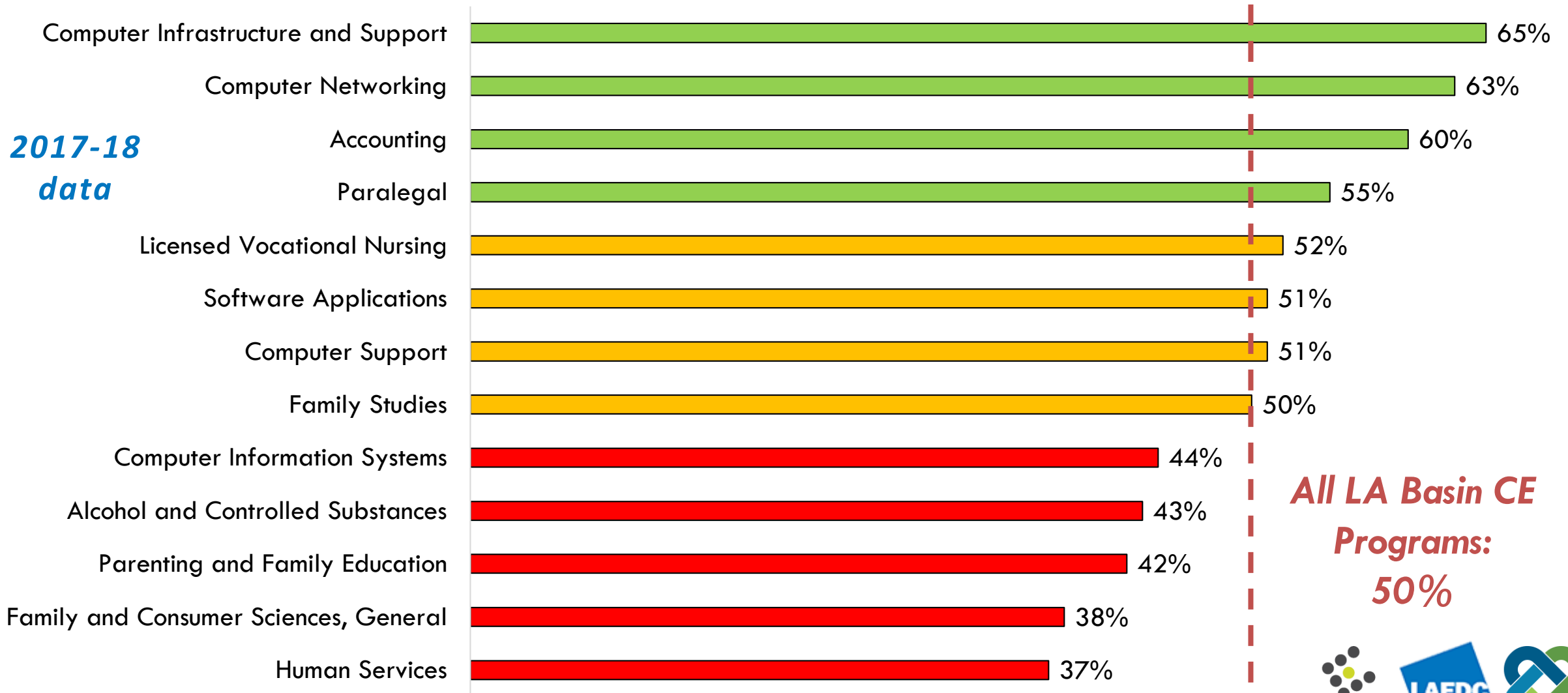
Programs:

**\$33,048**



# % Attaining Living Wage by Program

2017-18  
data



All LA Basin CE  
Programs:  
50%



## Community College Recommendations

1. Educate and inform prospective students about the selected career pathways within essential industries, and promote these to current students in related programs as a way to direct them to the most secure employment prospects.
2. Partner with regional employers to develop internships related to the target occupations.
3. Increase or maintain student enrollment in training programs related to frontline industries and especially the selected occupations. Employment in these jobs is less likely to be disrupted by the pandemic, they have the greatest number of annual job openings, and pay above the living wage at the entry-level.
4. Continue to improve the tracking of students employment outcomes in order to identify the top regional employers of community college students.

# CONTACT INFORMATION

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# Q & A

- **Submit your questions below**
- **Our team will respond to unaddressed questions via email following this webinar**

# CCW REPORT RELEASE WEBINAR

## ESSENTIAL WORKERS

[WWW.COMPETITIVEMWORKFORCE.LA/ESSENTIAL](http://WWW.COMPETITIVEMWORKFORCE.LA/ESSENTIAL)



### IN THIS REPORT, CCW:

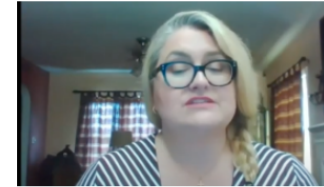
- Examines occupations in the L.A. region that are affected by the COVID pandemic because they are deemed to be in "essential industries" that must remain in operation
- Identifies the jobs that represent the best targets for community college students
- Compares regional supply of talent to demand
- Identifies career ladders related to these occupations

## Introduction

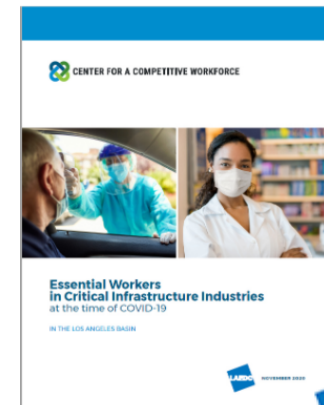
The Los Angeles Basin's competitive and rapidly changing economic landscape has given rise to a job market in which highly specialized knowledge and skills often mean the difference between success and failure. To help meet this challenge, the Center for a Competitive Workforce (CCW) set out to study the demand for middle-skill occupations in the essential occupations set forth by the California State Public Health Office, with the intention of calibrating the region's talent development system, and ultimately helping job seekers find well-paying careers in hiring industries.

This report, ***Essential Workers in Critical Infrastructure Industries at the time of COVID-19***, is the latest in a series of reports by the Center for a Competitive Workforce, the LA/OC Center of Excellence for Labor Market Research and the Los Angeles County Economic Development Corporation (LAEDC). It focuses on the occupations of essential workers in critical infrastructure, or frontline, industries in the Los Angeles Basin (Los Angeles and Orange counties).

The report authors offer key points in webinar  
[Register / Watch](#)



View slide deck from the webinar





# THANK YOU!

To learn more and get involved, email  
[claire.anderson@laedc.org](mailto:claire.anderson@laedc.org)

[WWW.COMPETITIVEMWORKFORCE.LA/ESSENTIAL](http://WWW.COMPETITIVEMWORKFORCE.LA/ESSENTIAL)