



CENTER FOR A  
COMPETITIVE WORKFORCE

# OCCUPATIONS THROUGH THE LENS OF RACE & ETHNICITY IN THE LOS ANGELES BASIN

POWERED BY



California  
Community  
Colleges



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CENTERS OF EXCELLENCE  
FOR LABOR MARKET RESEARCH



LOS ANGELES COUNTY  
ECONOMIC DEVELOPMENT CORPORATION

*Collaboratively Advancing Growth and Prosperity for All*

**OCCUPATIONS THROUGH THE  
LENS OF RACE AND ETHNICITY**

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# STEPHEN CHEUNG

**CHIEF OPERATING OFFICER AND EVP, LAEDC  
PRESIDENT, WORLD TRADE CENTER LOS ANGELES**



CCW REPORT RELEASE WEBINAR

**OCCUPATIONS THROUGH THE  
LENS OF RACE AND ETHNICITY**

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**RICHARD VERCHES**

**EXECUTIVE DIRECTOR  
CENTER FOR A COMPETITIVE WORKFORCE**



# THE CENTER FOR A COMPETITIVE WORKFORCE

## Leading industry-education partnerships to collaboratively strengthen our region's talent development ecosystem

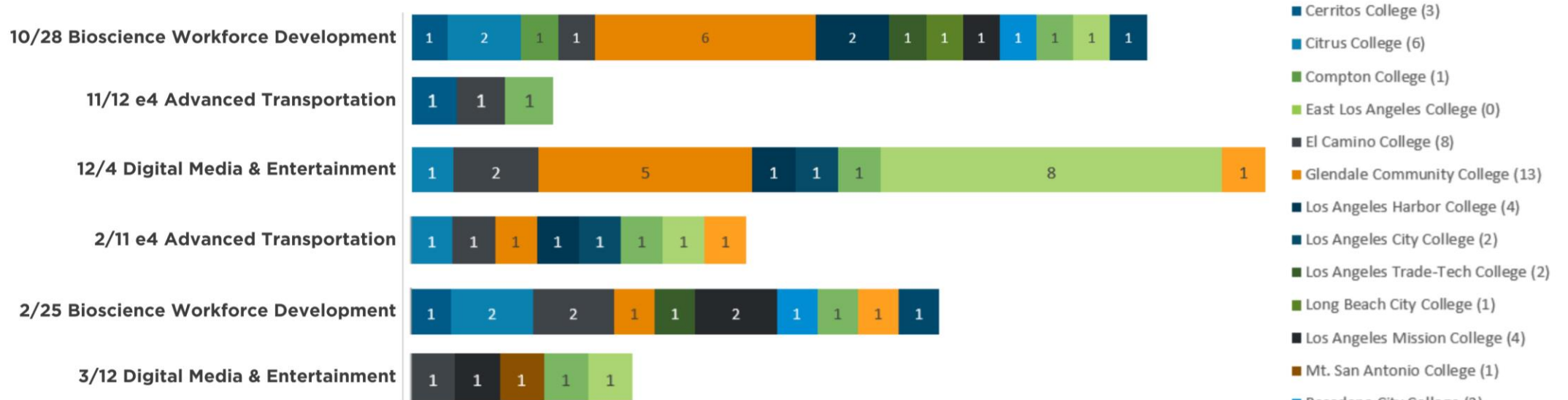


Funded by the California Community Colleges Chancellor's Office under the Strong Workforce Program (SWP) as a Los Angeles Regional Project



# THE CENTER FOR A COMPETITIVE WORKFORCE

## 2020-2021 CCW Industry Councils 69 Faculty from 16 LA Community Colleges Participated



DEANHOUSTON+



TRITIUM GRIFOLS

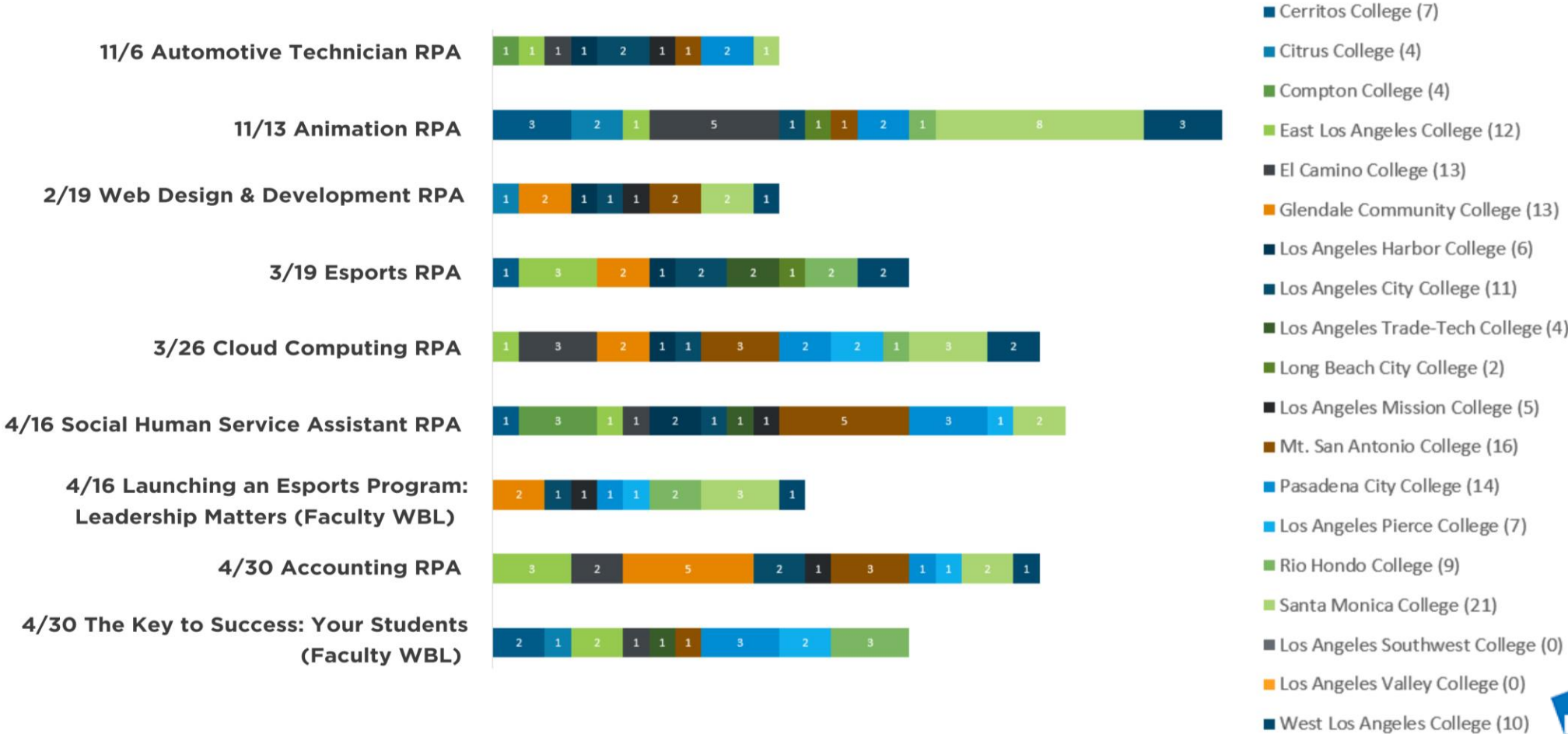


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# THE CENTER FOR A COMPETITIVE WORKFORCE

## 2020-2021 CCW Regional Program Advisories (RPAs) 158 Faculty from 17 LA Community Colleges Participated

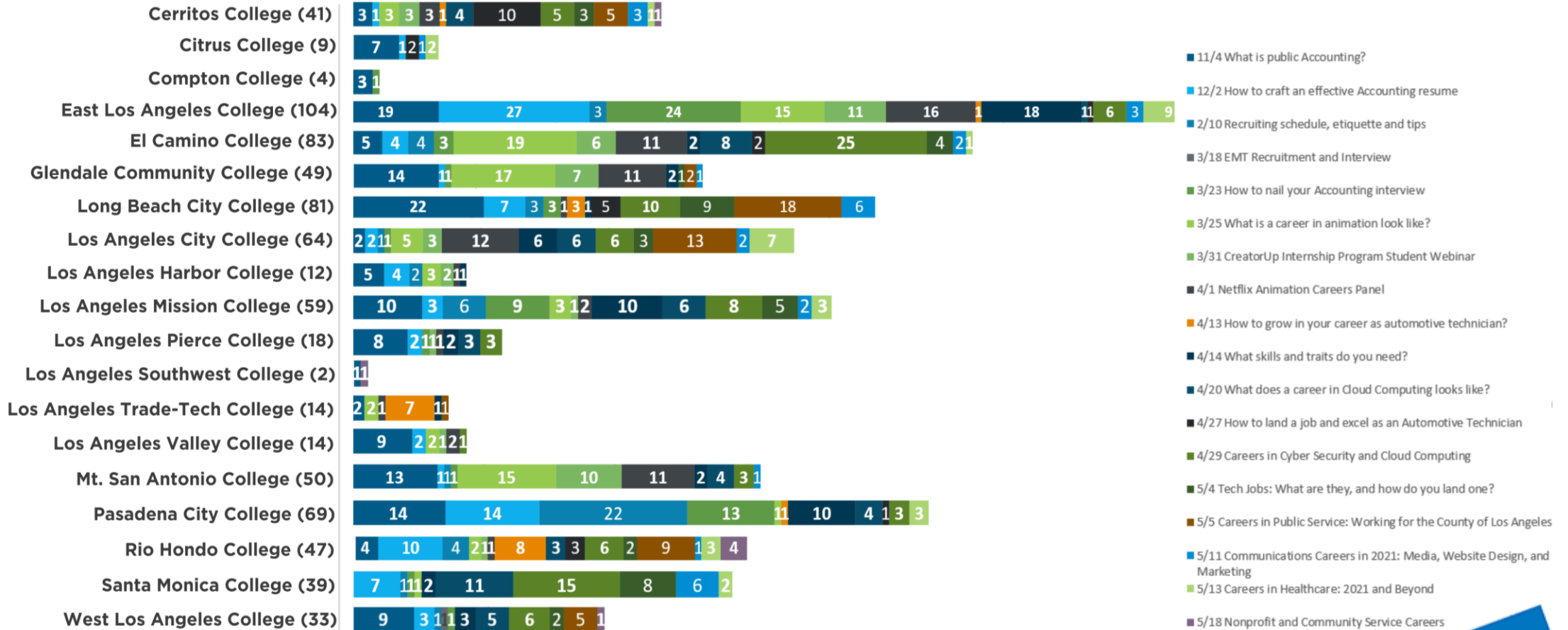


# **CLAIRE ANDERSON**

**WORKFORCE DEVELOPMENT  
PROGRAM MANAGER  
LAEDC**

# THE CENTER FOR A COMPETITIVE WORKFORCE

## 2020-2021 CCW Work-Based Learning (WBL) 1,015 Students from 19 LA Community Colleges Participated





# THE CENTER FOR A COMPETITIVE WORKFORCE

## 2020-2021 CCW Employer Engagement



Thank you to the 47 employers who engaged directly with LA Community College faculty and students through CCW this academic year!





**LOS ANGELES COUNTY**  
ECONOMIC DEVELOPMENT CORPORATION

# Occupations Through the Lens of Race and Ethnicity

In the Los Angeles Basin

Shannon M Sedgwick

LAEDC Institute for Applied Economics

June 10, 2021



# Key Findings

## Disparities by Demographics

- The workforce of the Los Angeles Basin has clear divisions in earnings, educational attainment and the types of occupations worked when comparing between demographic groups.

## Impact of COVID-19

- The impact of the COVID-19 pandemic was not felt equally, and certain demographics have struggled more than others due to the industries and occupations that were affected - making an equitable recovery process all the more critical.

## Growth in Professional and Business Services

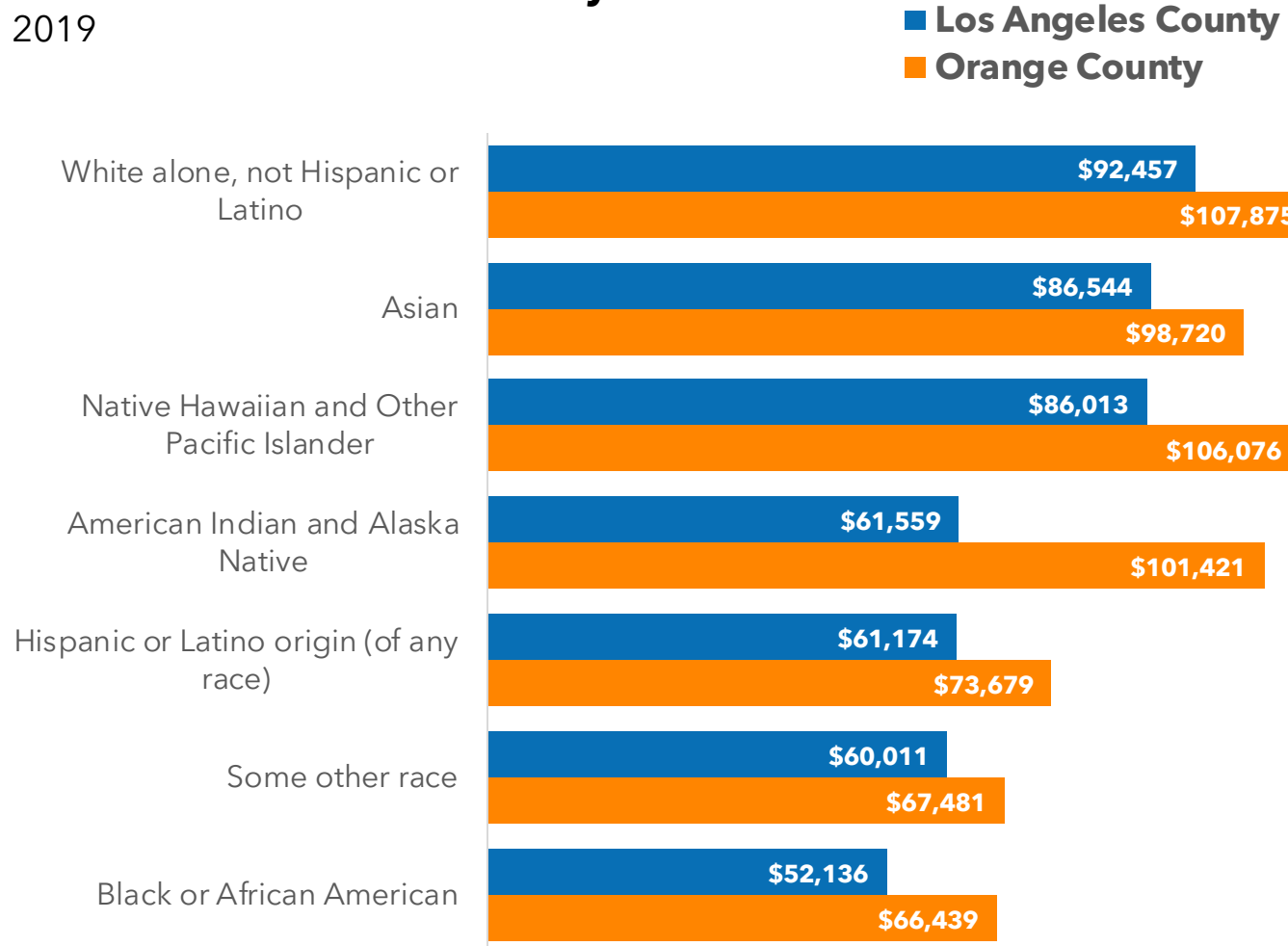
- The Los Angeles Basin is a hub for business and investment, and as a result strong growth is forecasted in professional and business services, a sector where there are high numbers of attractive middle-skill opportunities for minority workers to target.

# The Demographic Divide

Occupational Skill Classifications for Workers in the Los Angeles Basin, 2019				
	Hispanic	White	Asian	Black
Below Middle-Skill	<b>53.3%</b>	<b>24.1%</b>	<b>25.5%</b>	<b>38.4%</b>
Middle-Skill	<b>36.8%</b>	<b>42.3%</b>	<b>45.6%</b>	<b>46.6%</b>
Above Middle-Skill	<b>9.9%</b>	<b>33.6%</b>	<b>28.9%</b>	<b>15.1%</b>
Total, All Occupations	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
			Source: PUMS, LAEDC	

# The Demographic Divide

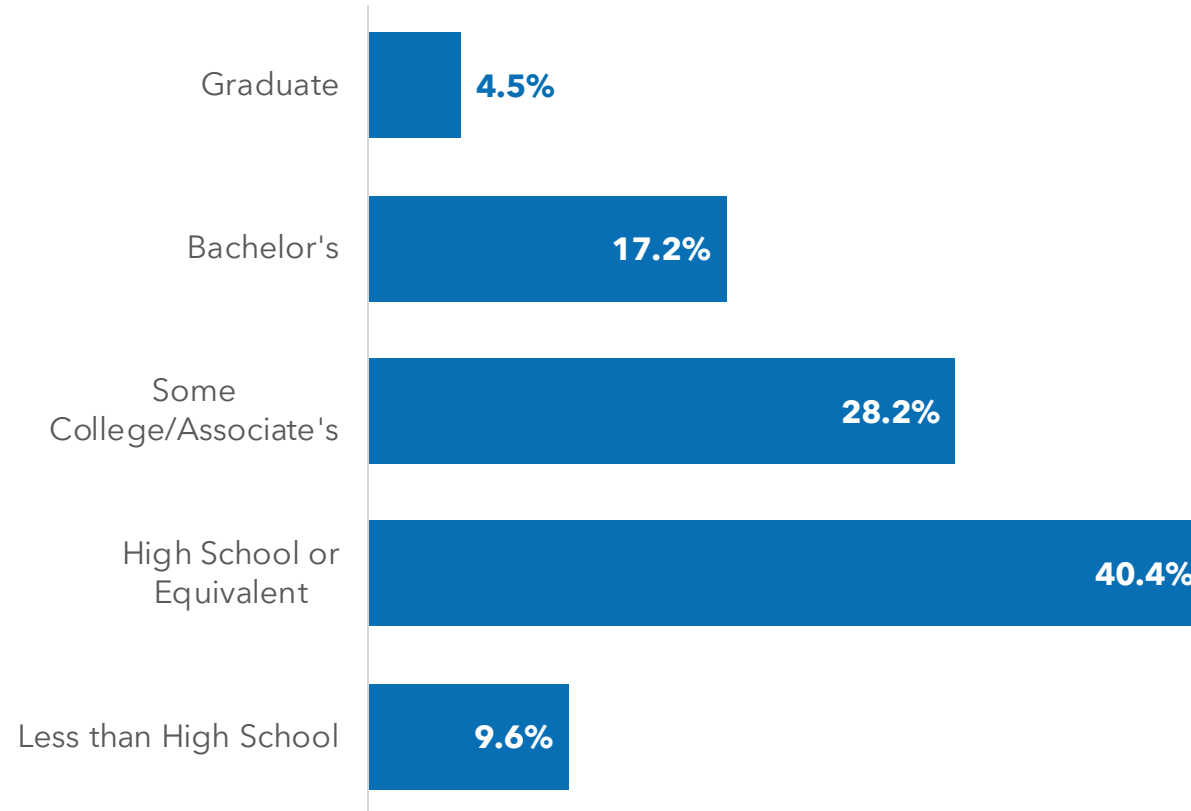
**Median Household Income by Race**  
2019



## Unemployment Claims by Educational Attainment, LA Basin

Jan 2020 - May 2021

# The Demographic Divide



# Equitable Recovery Target Sectors Defined

## Equitable Recovery Sectors

### Construction

Construction of Buildings

Heavy and Civil Engineering Construction

Specialty Trade Contractors

### Health Care

Ambulatory Health Care Services

Hospitals

Nursing and Residential Care Facilities

### Professional and Business Services

Professional, Scientific and Technical Services

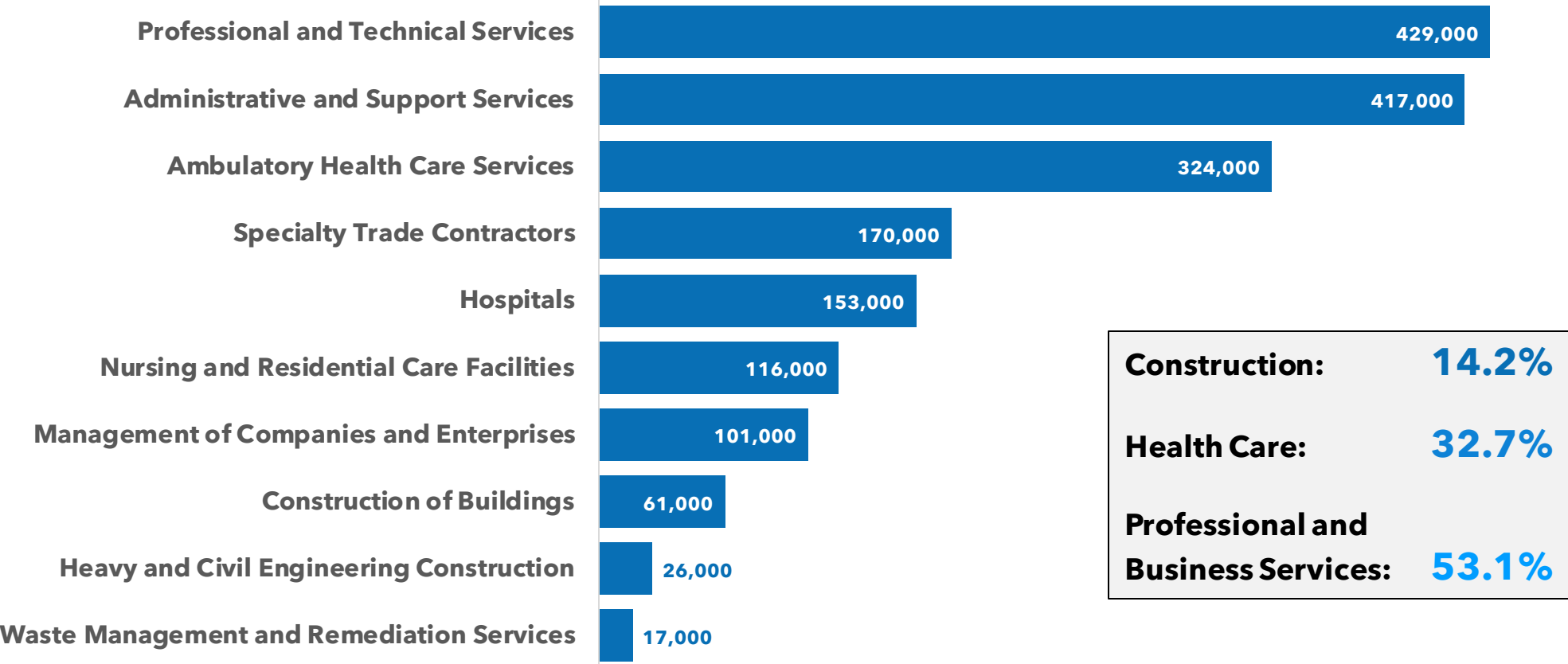
Management of Companies and Enterprises

Administrative and Support Services

Waste Management and Remediation Services

# Equitable Recovery Target Sectors Defined

- These sectors employ an estimated 1,812,600 private payroll workers in the Los Angeles Basin, accounting for one third of regional employment.

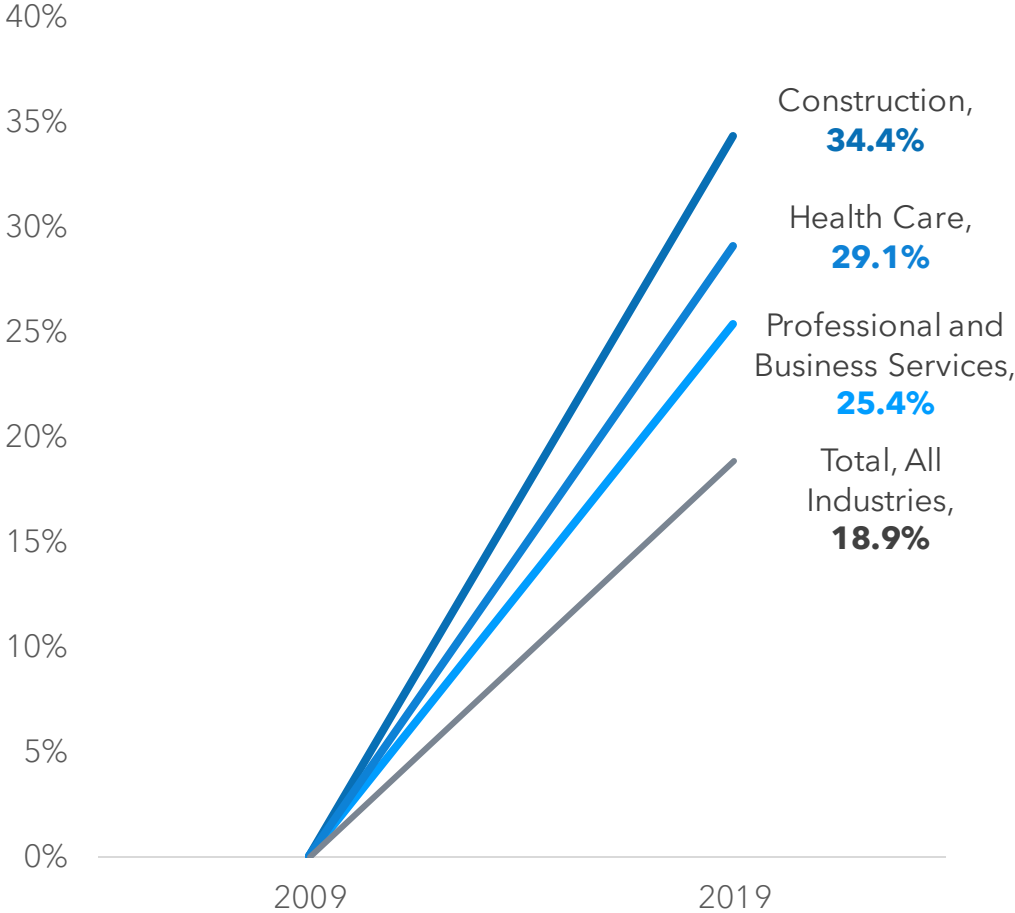




# Sector Growth in the LA Basin

- Professional and Business Services added **over 195,000 jobs** between 2009 and 2019.
- Overall, the three equitable recovery target sectors gained **about 394,000 new workers** across this ten-year period.

**Change in Payroll Employment**



# Sector Wages

## Target Sectors:

- Workers in professional and business services and construction **earn more**, on average, than workers across all industries. Real wages in both these sectors have grown by 11% in the past decade.
- In health care, real wages have **grown by just 1.4%** over the last decade, and the average wage is slightly below the regional workforce average.

## Average Sector Wages, 2019



**Professional and Business Services:**  
**\$107,517**



**Construction:**  
**\$72,983**



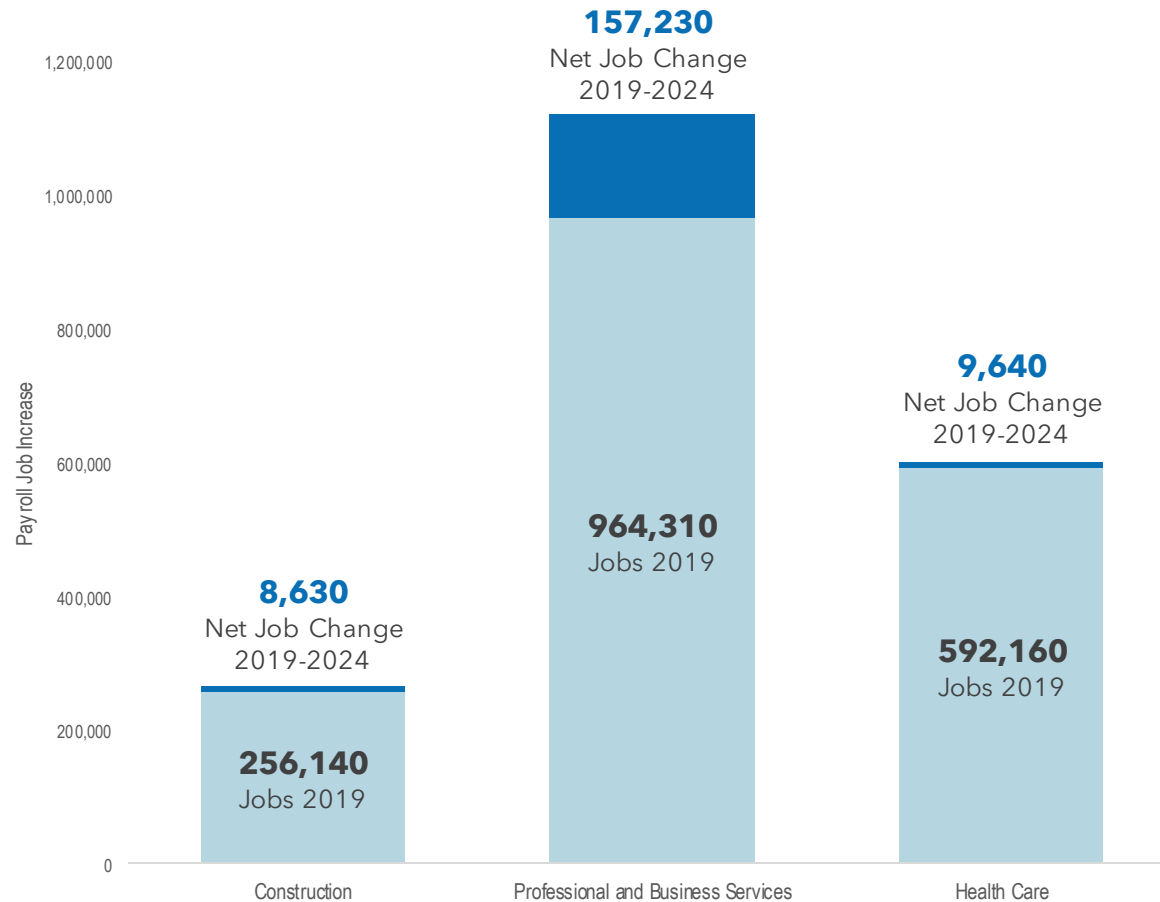
**Total, All Industries:**  
**\$66,063**



**Health Care:**  
**\$63,296**

# Sector Forecast 2019-2024

## Industry Outlook

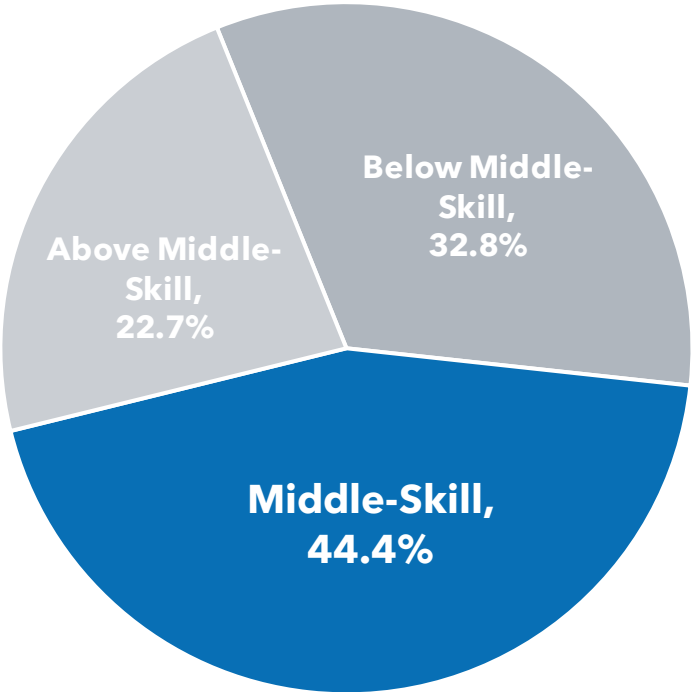


- The equitable recovery target sectors are projected to add **175,490 new jobs** between 2019 and 2024.
- With a high replacement rate in these sectors, an estimated **634,230** job openings will be available within these targets in the Los Angeles Basin between 2019 and 2024.

# Occupational Demand

## Skills Classification for Job Openings, 2019-2024

Equitable Recovery Target Sectors



## Middle-Skill Occupations with Highest Demand, 2019

Equitable Recovery Target Sectors



**Registered Nurses:**  
19,700 Job Postings



**Sales Representatives, Wholesale and Manufacturing:**  
19,100 Job Postings



**Customer Service Representatives:**  
16,900 Job Postings



**Computer Systems Engineers/Architects:**  
5,800 Job Postings



**Web Developers:**  
5,700 Job Postings

# Target Occupations for Community College Graduates



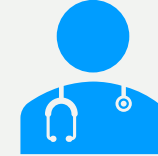
## Construction

Electricians  
Construction Managers  
Construction & Building Inspectors  
Solar Photovoltaic Installers



## Professional & Business Services

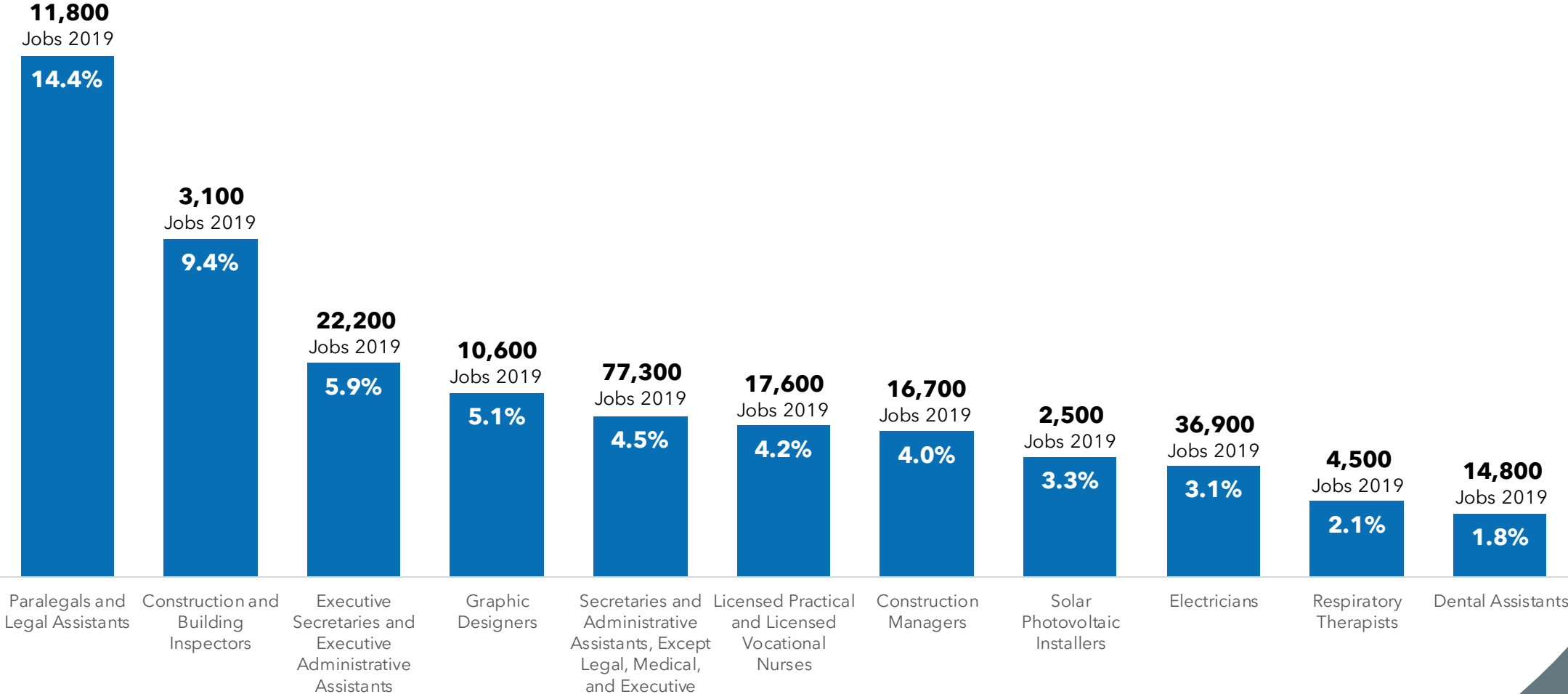
Secretaries & Administrative Assistants  
Executive Secretaries & Executive Administrative Assistants  
Paralegals & Legal Assistants  
Graphic Designers



## Health Care

Licensed Practical & Licensed Vocational Nurses  
Dental Assistants  
Respiratory Therapists

# Growth in Highlighted Occupations Through 2024



# Technology Trends

## Construction

### Safety and Efficiency

- Wearables
- Computerized Design Programs
- Drones and Robots

## Professional and Business Services

### Providing Deeper Insight

- Artificial Intelligence
- Machine Learning

## Health Care

### New Medical Advances

- Telehealth
- Predictive Analytics
- Nanotechnology
- Augmented/Virtual Reality

# Key Recommendations

**Increased Engagement, Guidance and Mentorship Targeting Our Three Highlighted Sectors and Eleven Occupations**

**Investments in Pathways and Partnerships with Employers that Promote Diversity**

**Improved Tracking of Student Employment Outcomes**

**Join with CCW to Advance Progress**



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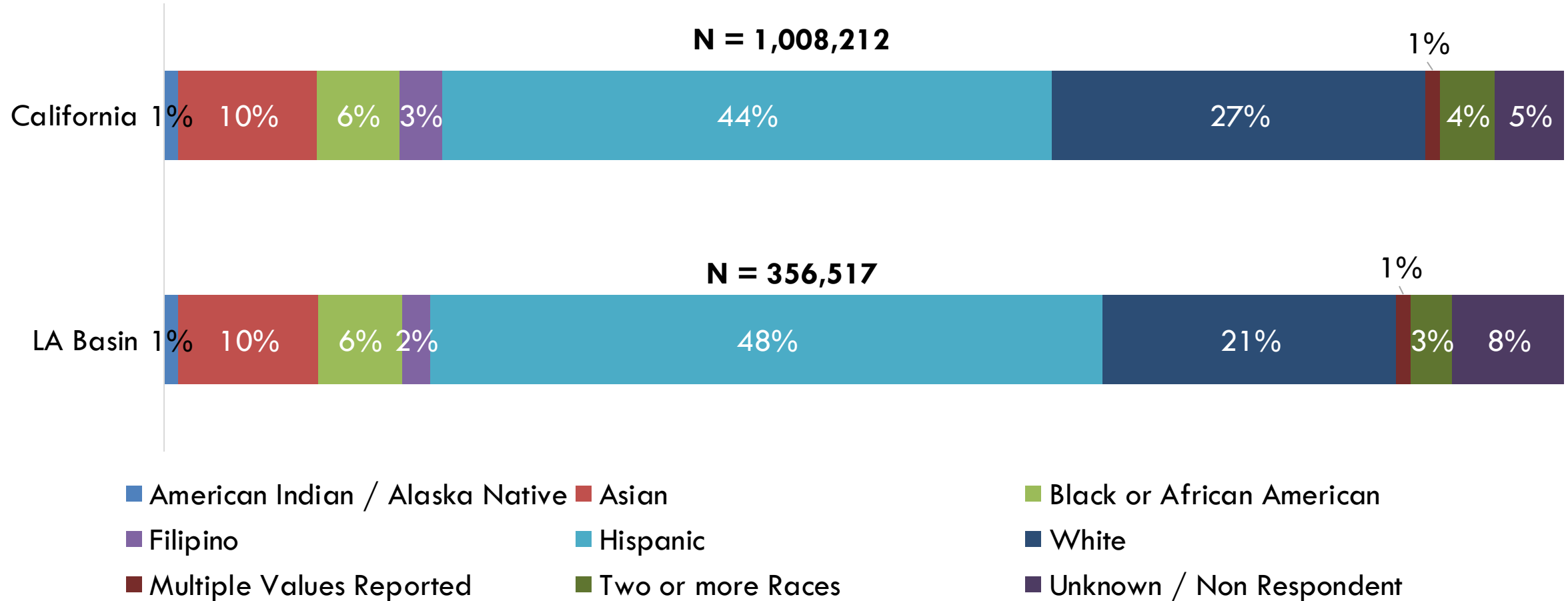
**LUKE MEYER**

**DIRECTOR**

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

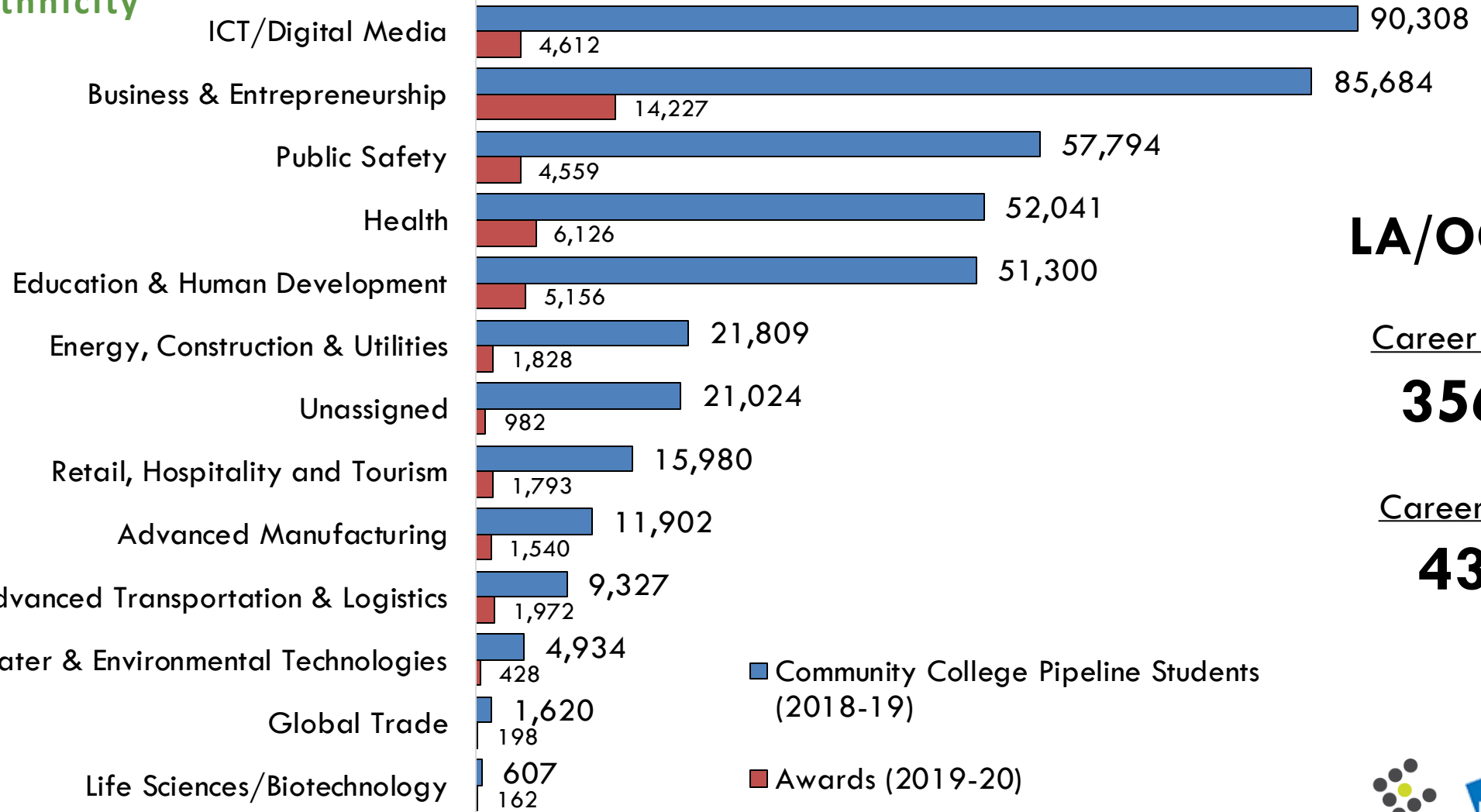
CCW REPORT RELEASE WEBINAR  
 Middle-Skill Occupations and Related Career  
 Education Programs Through the Lens of  
 Race and Ethnicity

Career Education  
 Student Race & Ethnicity (2018-19)



**CCW REPORT RELEASE WEBINAR**  
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**Education Programs Through the Lens of**  
**Race and Ethnicity**

**Students & Awards by Sector**



**LA/OC Totals:**

Career Ed Students

**356,517**

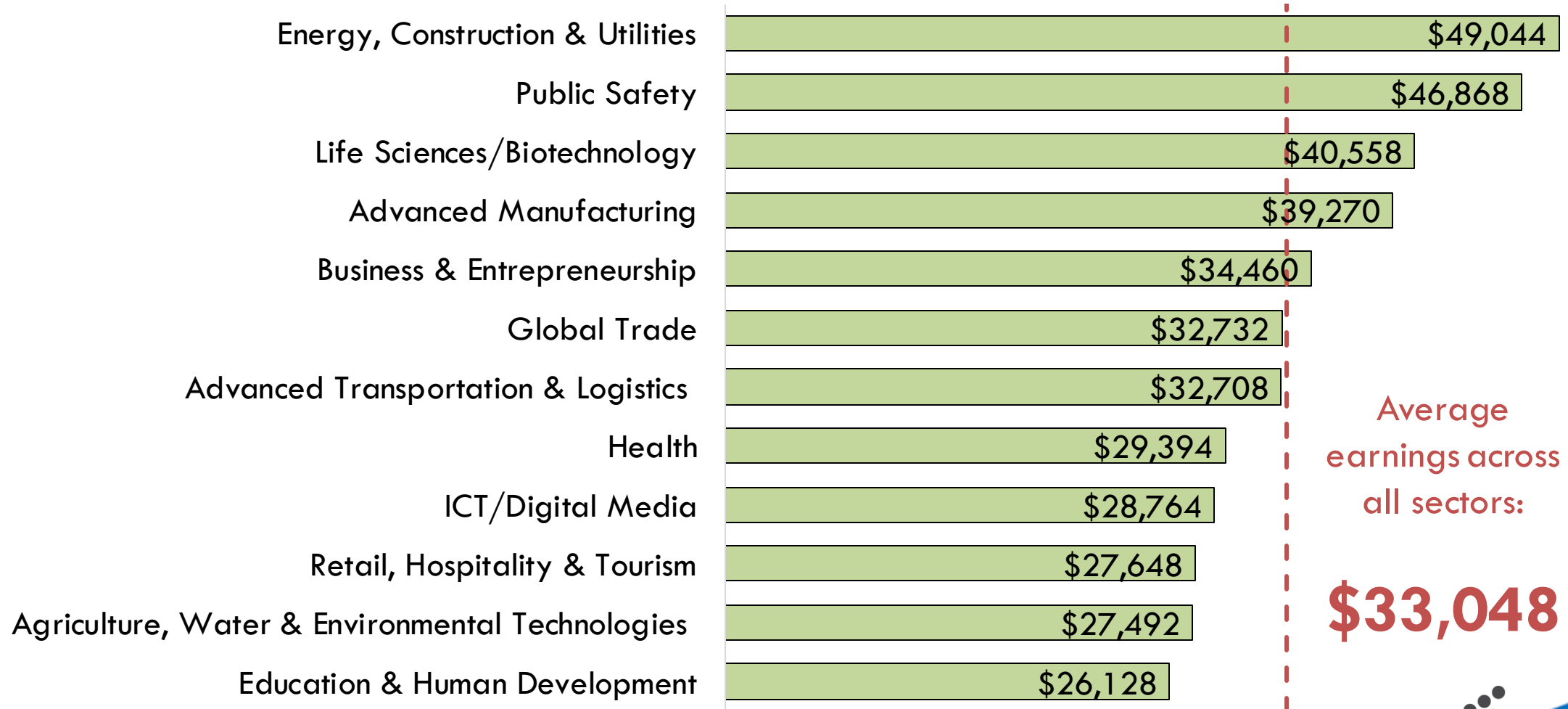
Career Ed Awards

**43,583**



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Middle-Skill Occupations and Related Career  
Education Programs Through the Lens of  
Race and Ethnicity

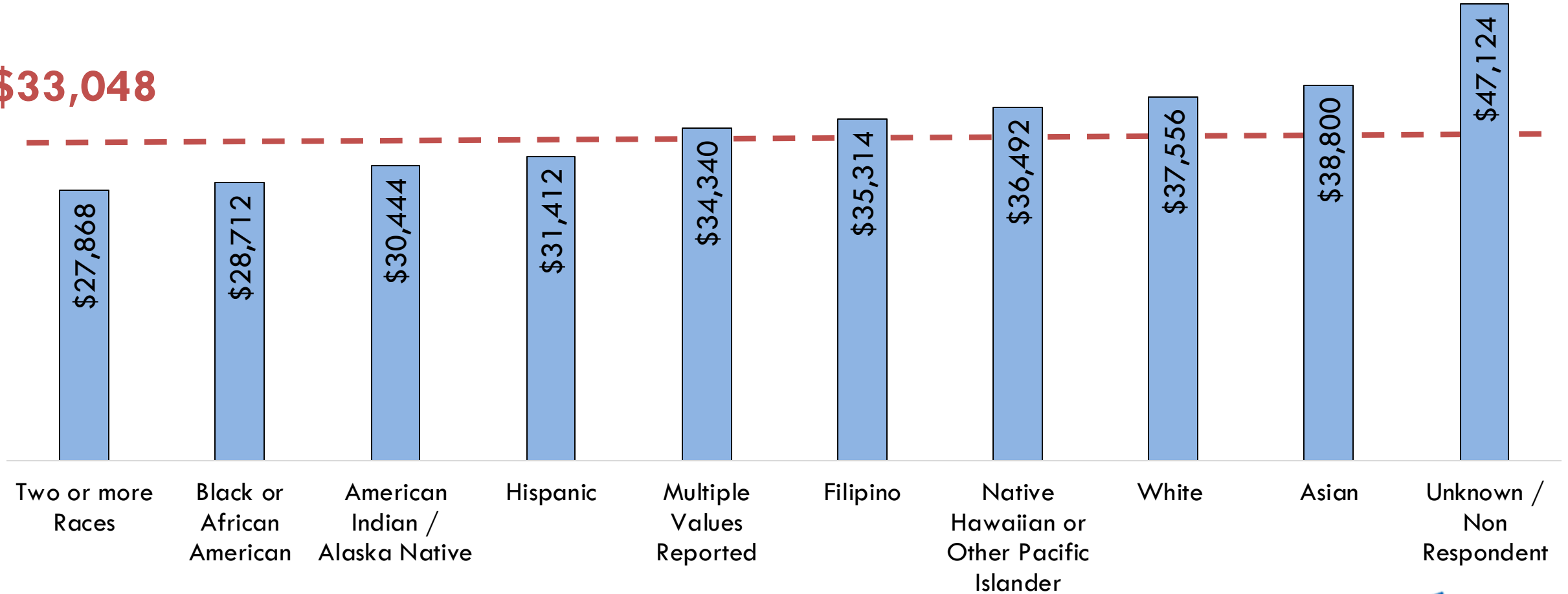
Median Annual Earnings by Sector  
(2017-18)



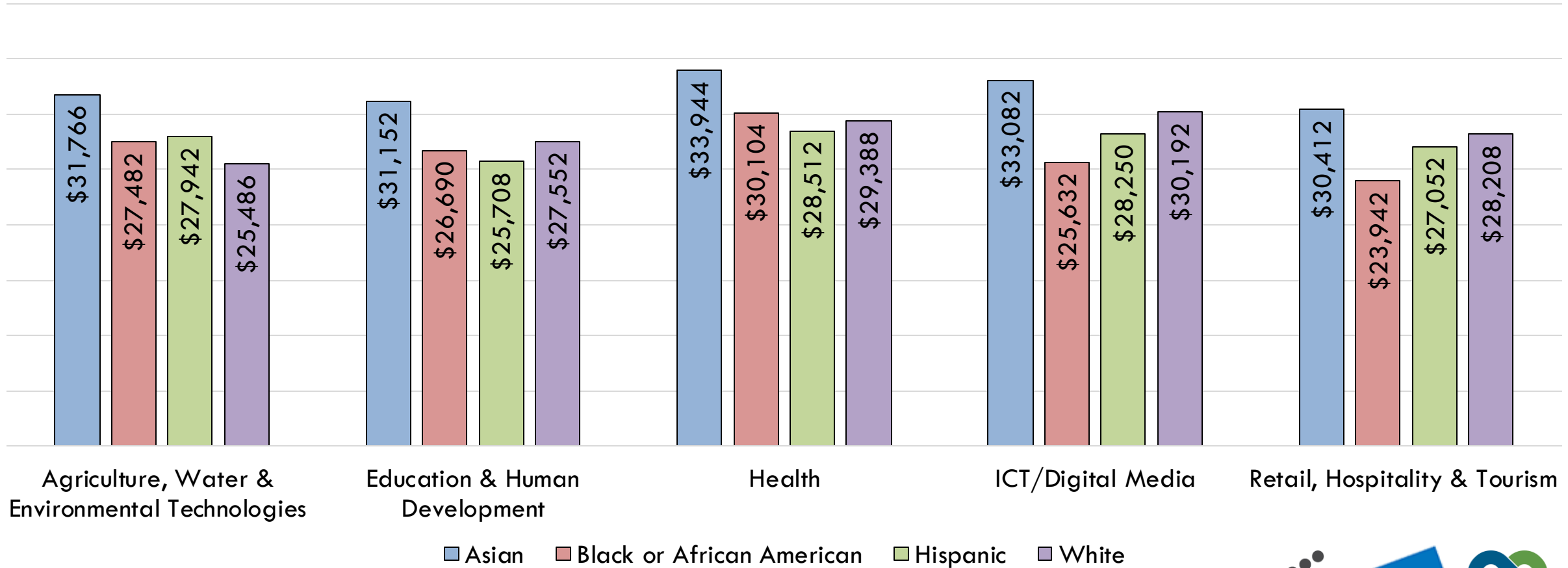
CCW REPORT RELEASE WEBINAR  
Middle-Skill Occupations and Related Career  
Education Programs Through the Lens of  
Race and Ethnicity

# Median Annual Earnings by Race/Ethnicity (2017-18)

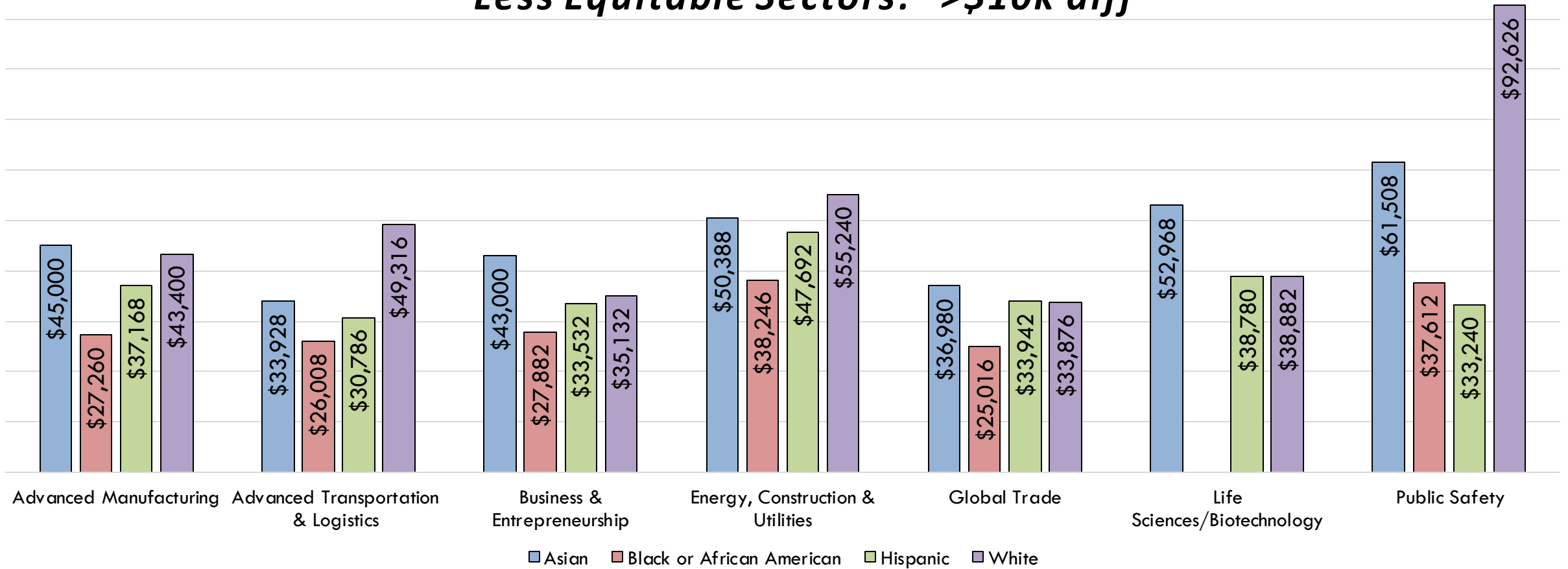
**\$33,048**



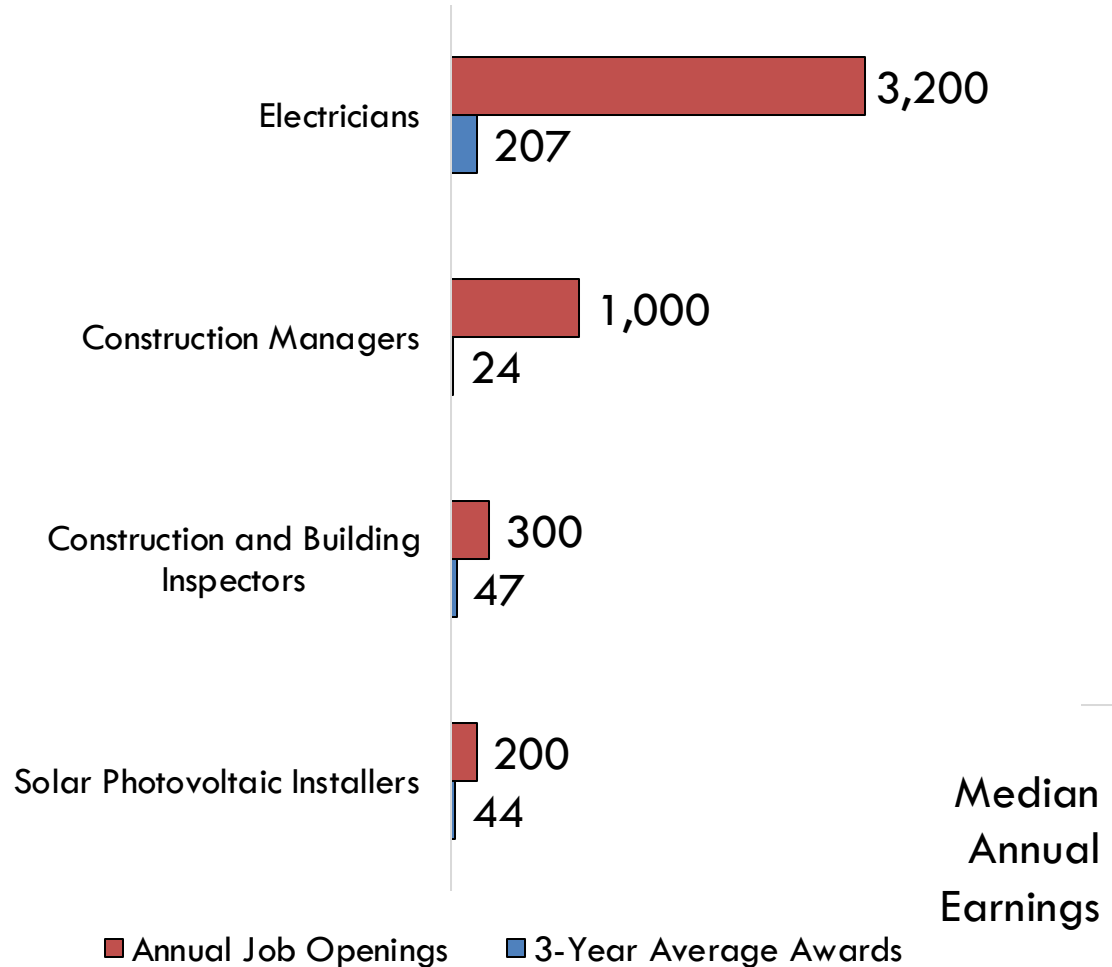
**More Equitable Sectors: <\$10k diff**



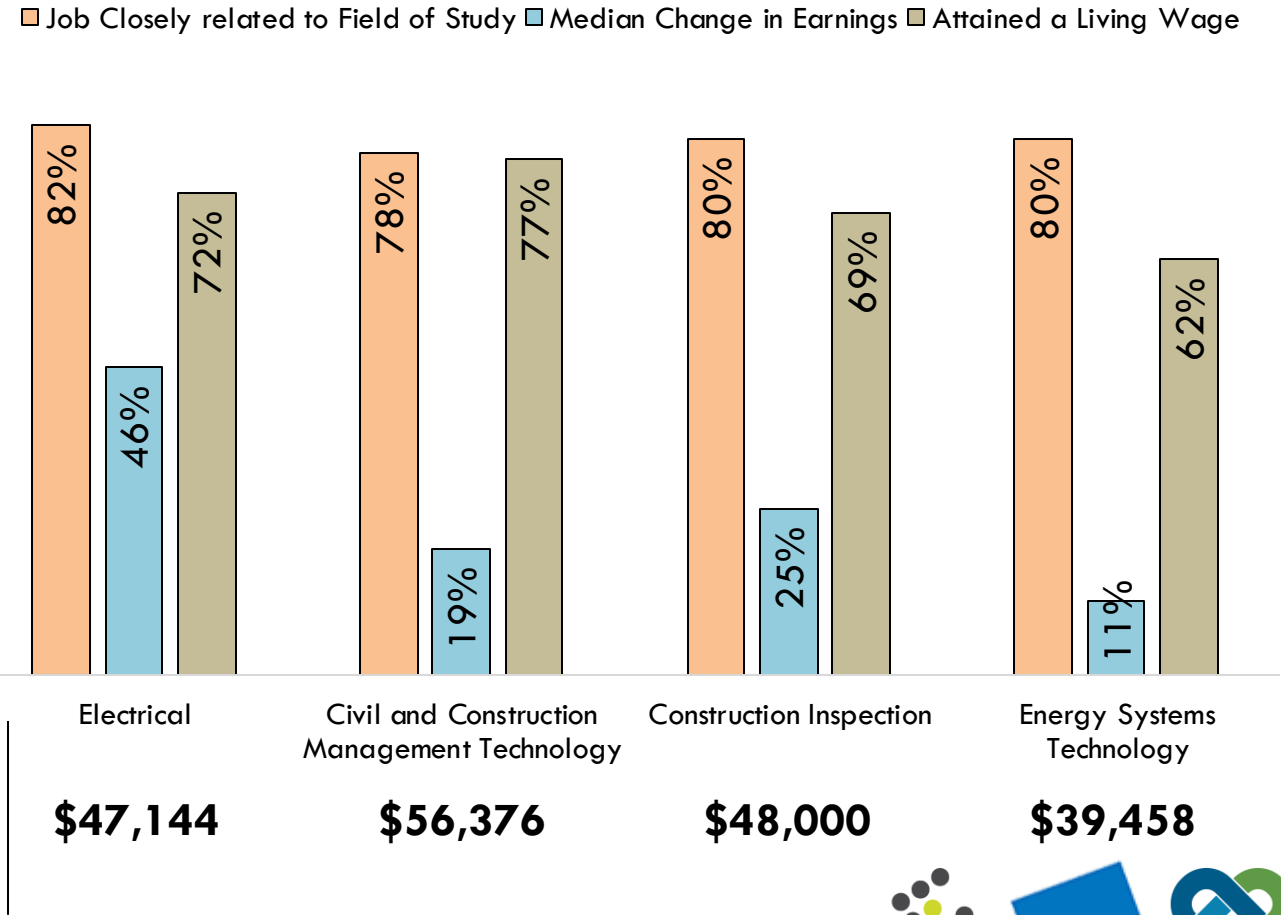
**Less Equitable Sectors: >\$10k diff**



## Supply/Demand Analysis



## Related Program Outcomes



Median Annual Earnings

**\$47,144**

**\$56,376**

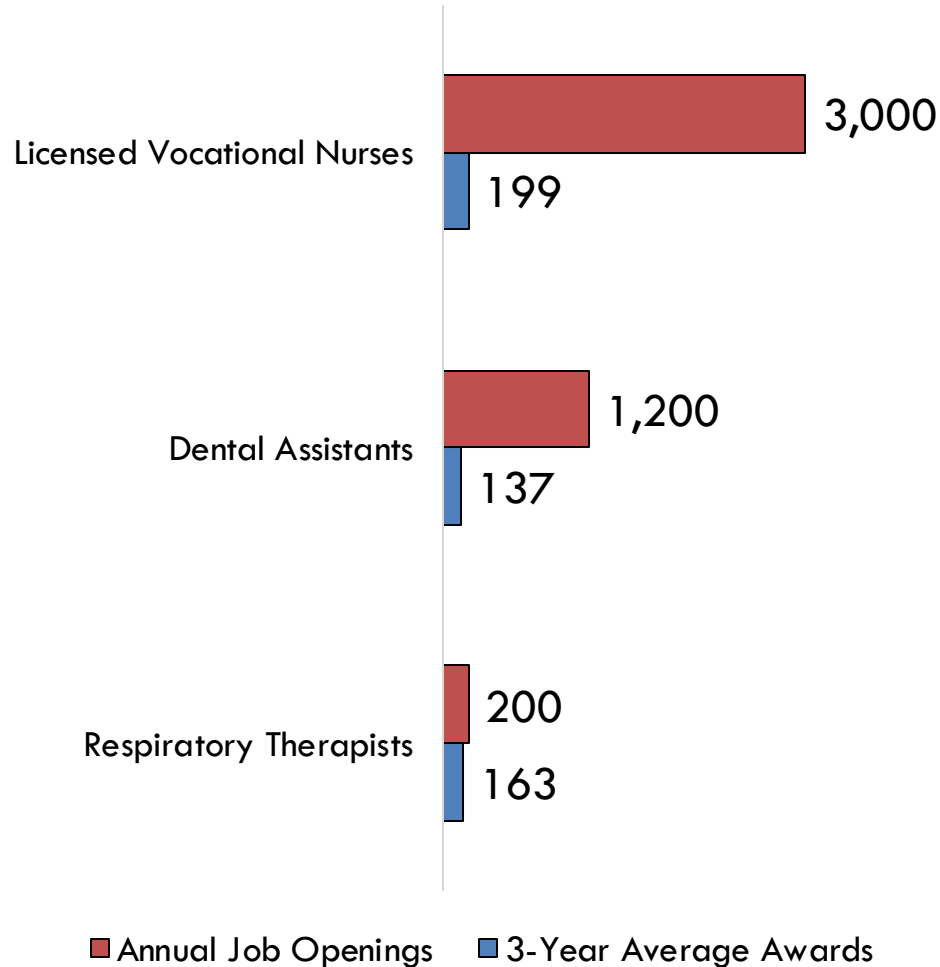
**\$48,000**

**\$39,458**

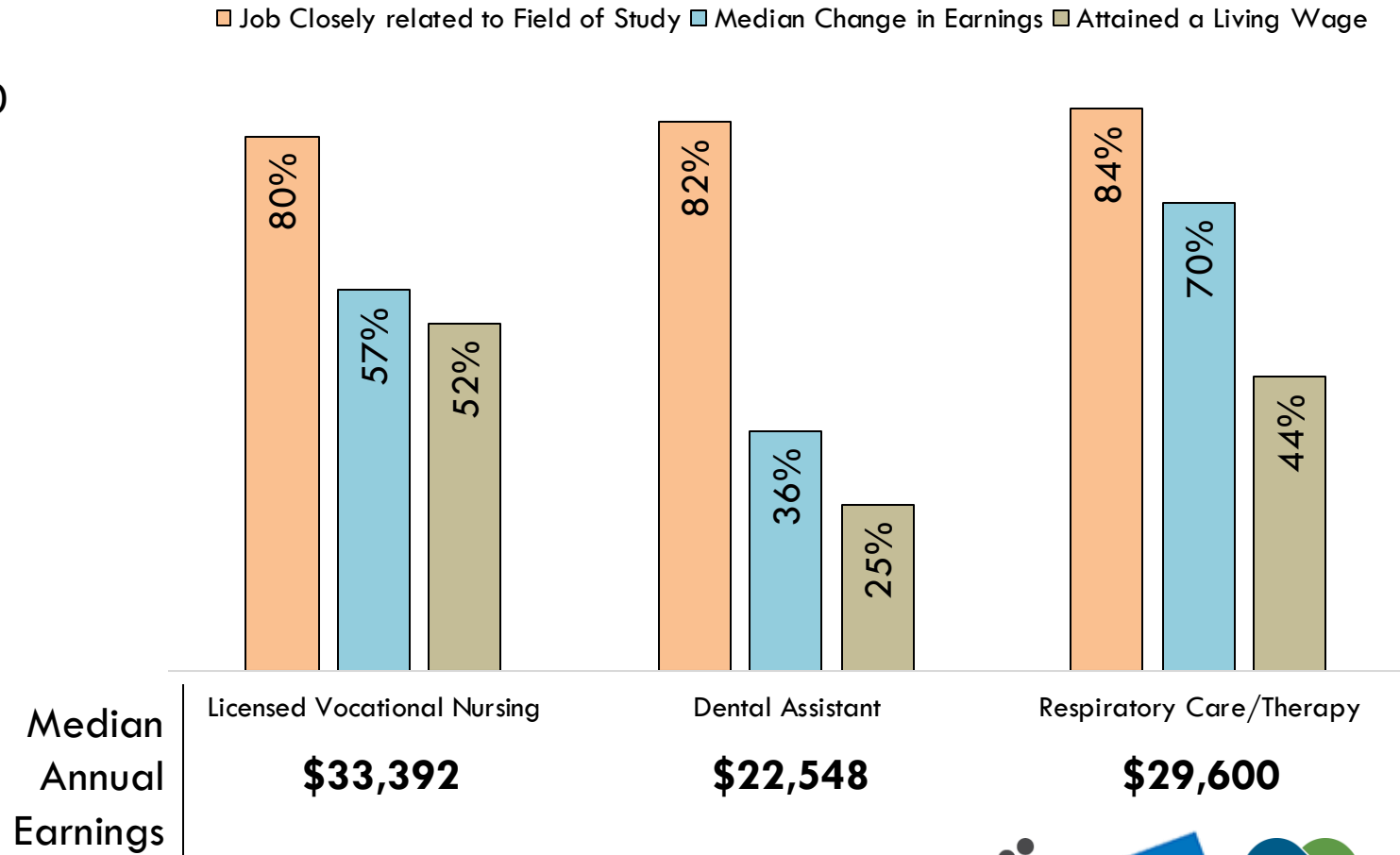




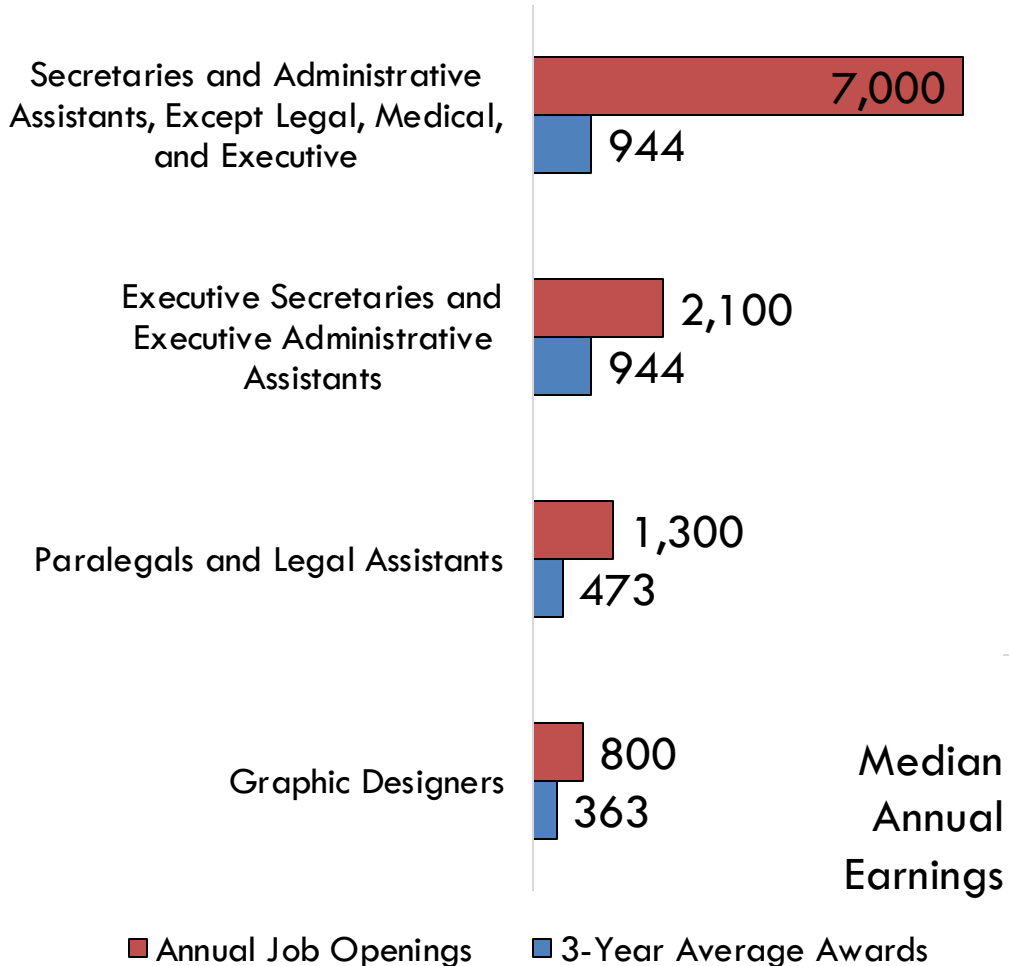
### Supply/Demand Analysis



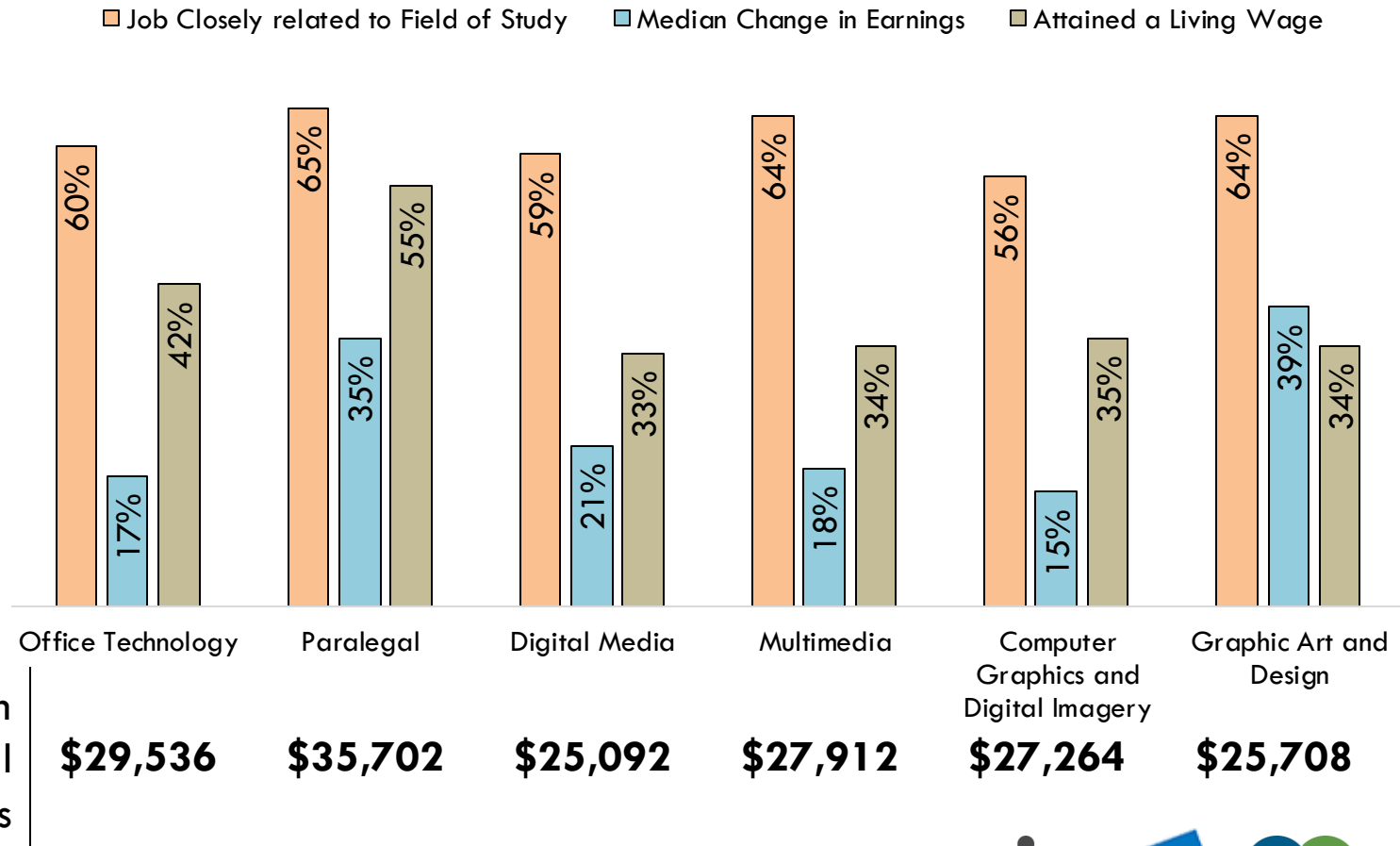
### Related Program Outcomes



## Supply/Demand Analysis



## Related Program Outcomes



1. Continue to **raise awareness about systemic inequities** in order to combat institutional racism and advance social justice.
2. Identify and invest in **pathways and partnerships with employers** that promote diversity and inclusion.
3. Ongoing **improvement of tracking student employment outcomes** – more timely reporting with more detail without compromising student privacy.

# CONTACT INFORMATION

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**Katherine Perez**  
Cities Leader  
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California at ARUP

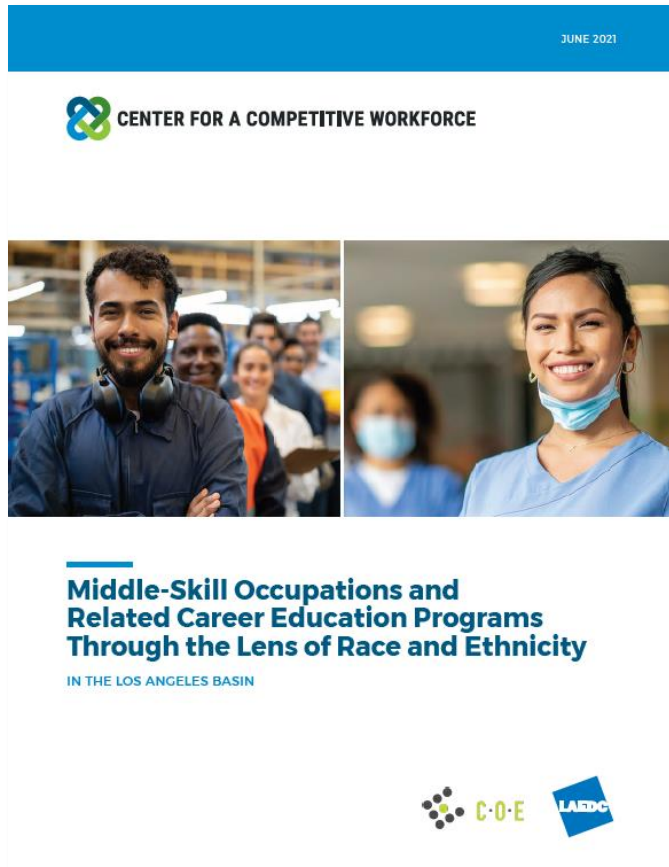


**La Mer Walker**  
Co-Founder & Chief  
Design Officer at  
Valence Enterprises



**Moderated by  
Jessica Ku Kim**  
VP of Economic & Workforce  
Development at LAEDC

# OCCUPATIONS THROUGH THE LENS OF RACE AND ETHNICITY



# THANK YOU!

To get involved, please  
complete today's poll

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