

Today's Workforce Trends



What is
workforce
development?

Why does is
need to
change?

Educators

**Community
Organizations**

**Government
Agencies**

**Economic
Developers**



Talent Pipeline

Workers

Employers

**Policy
Makers**





Business Perspective

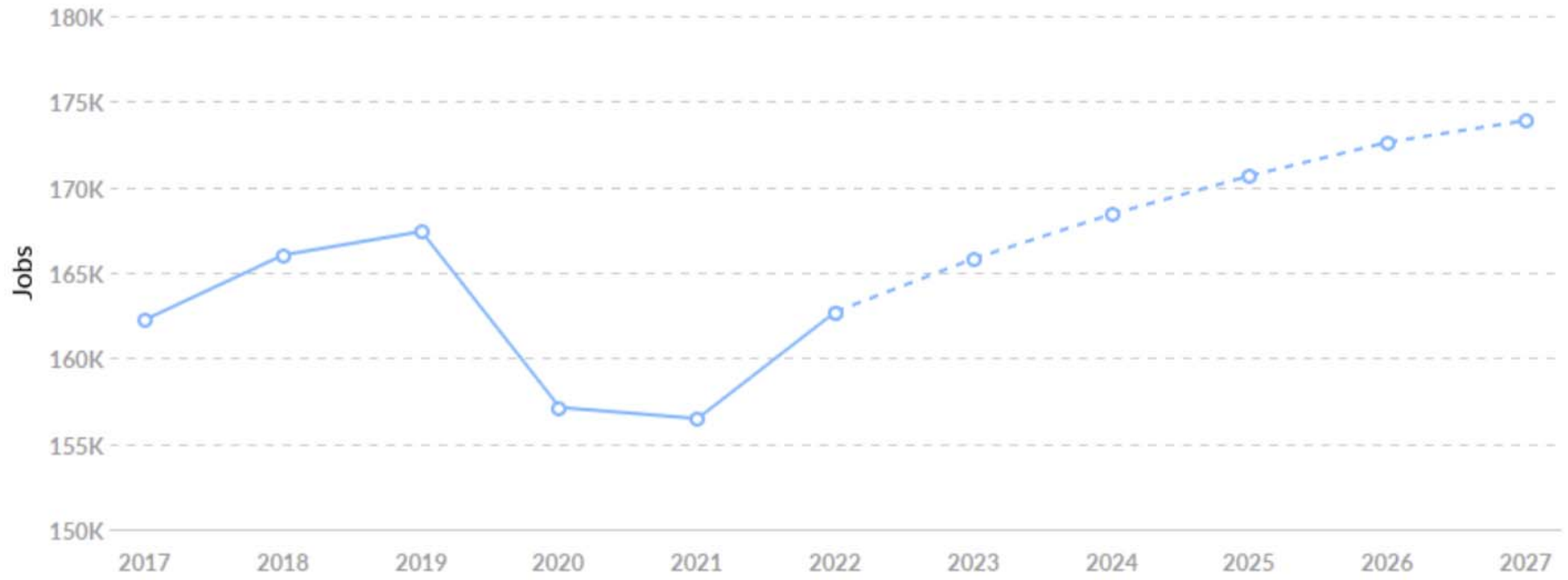
Hiring Shortages
Retention Issues
Skills Mismatch



Community Perspective

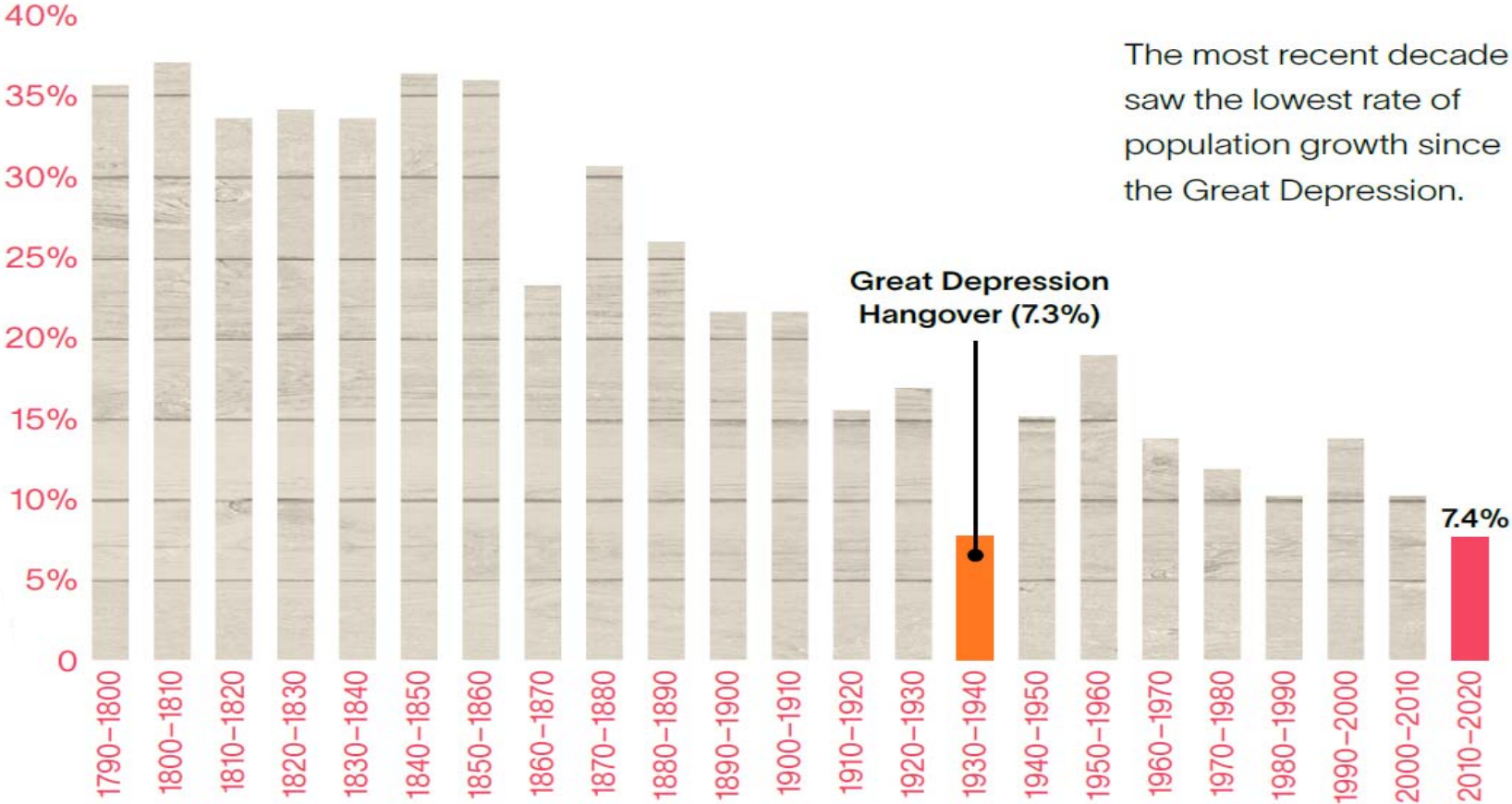
Wages Don't Pay Bills
Basic Needs Challenges
Equitable Access

4.6 0%



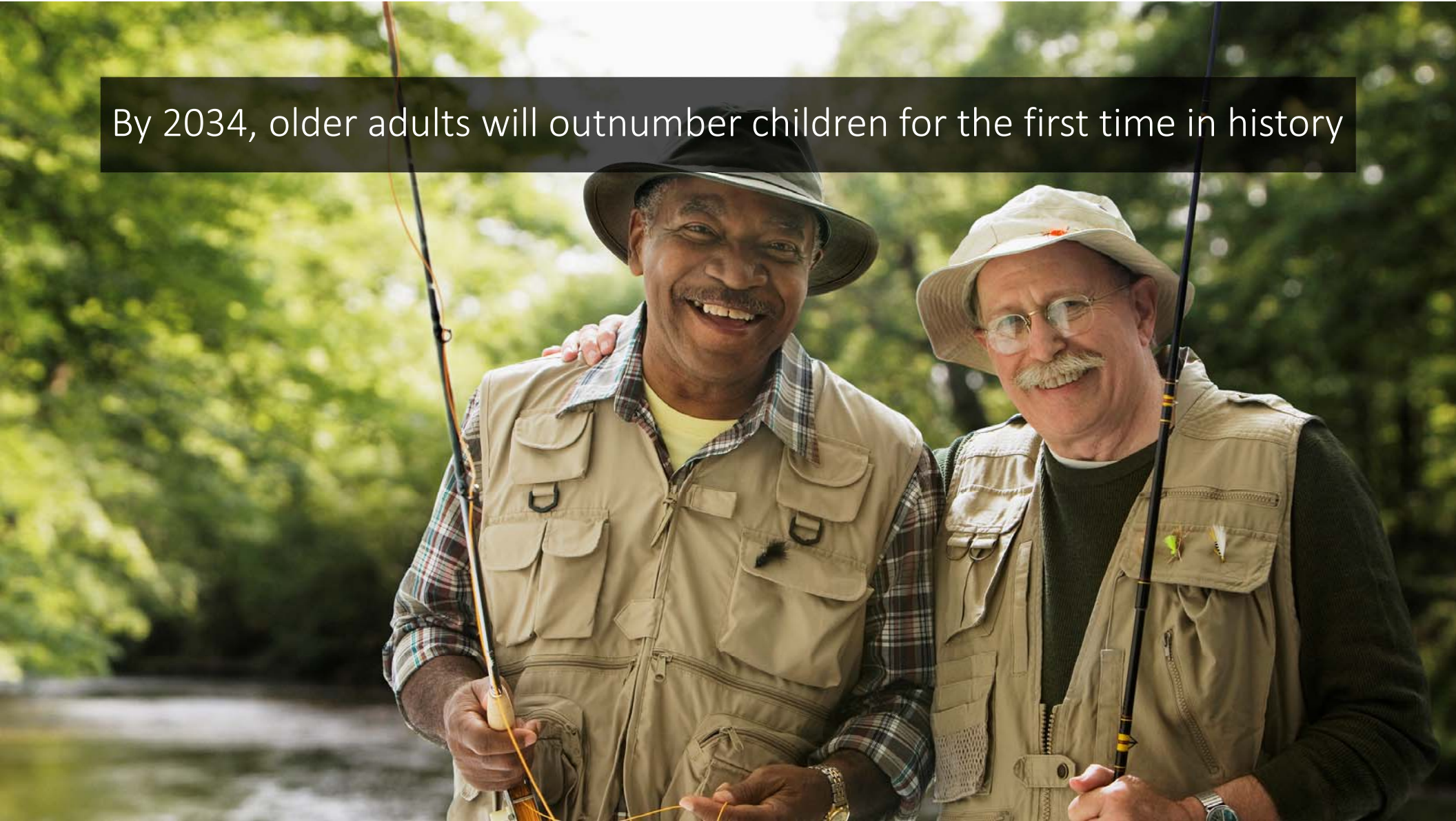
Solano Jobs Projection

US Population Growth by Decade



Source: US Census Bureau

By 2034, older adults will outnumber children for the first time in history



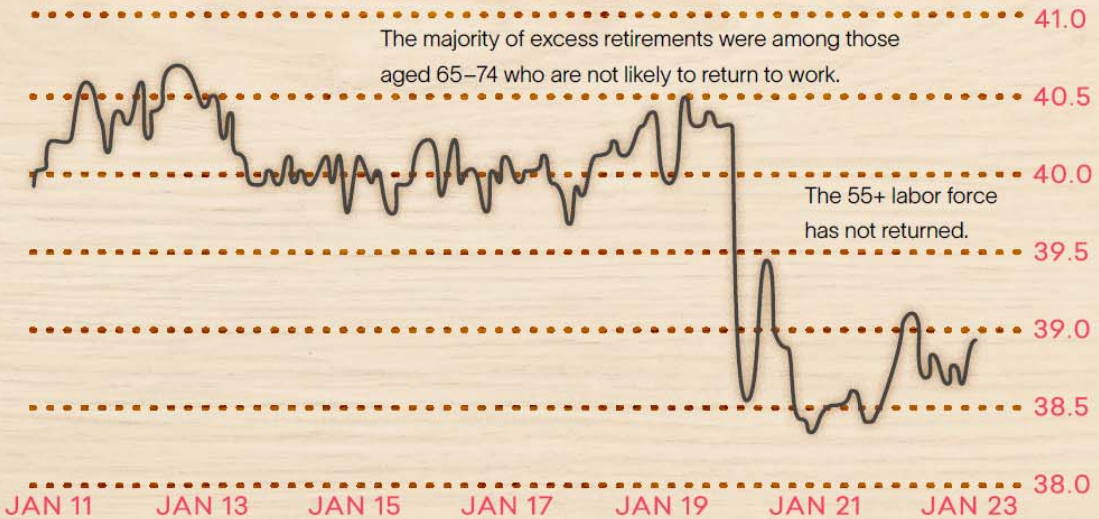
Labor Force Participation Rate

Labor Force Participation Rate, 2018-23



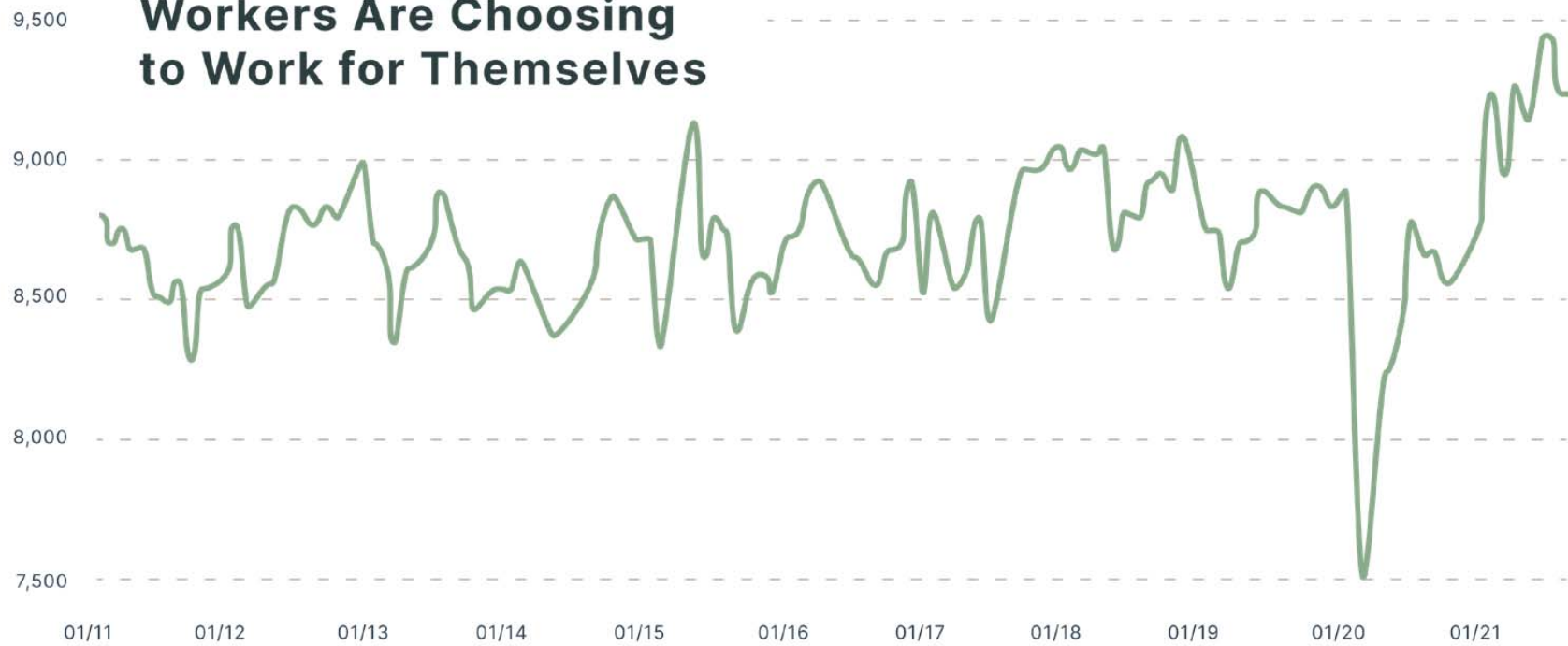
Source: BLS

Labor Force Participation Rate, Age 55+



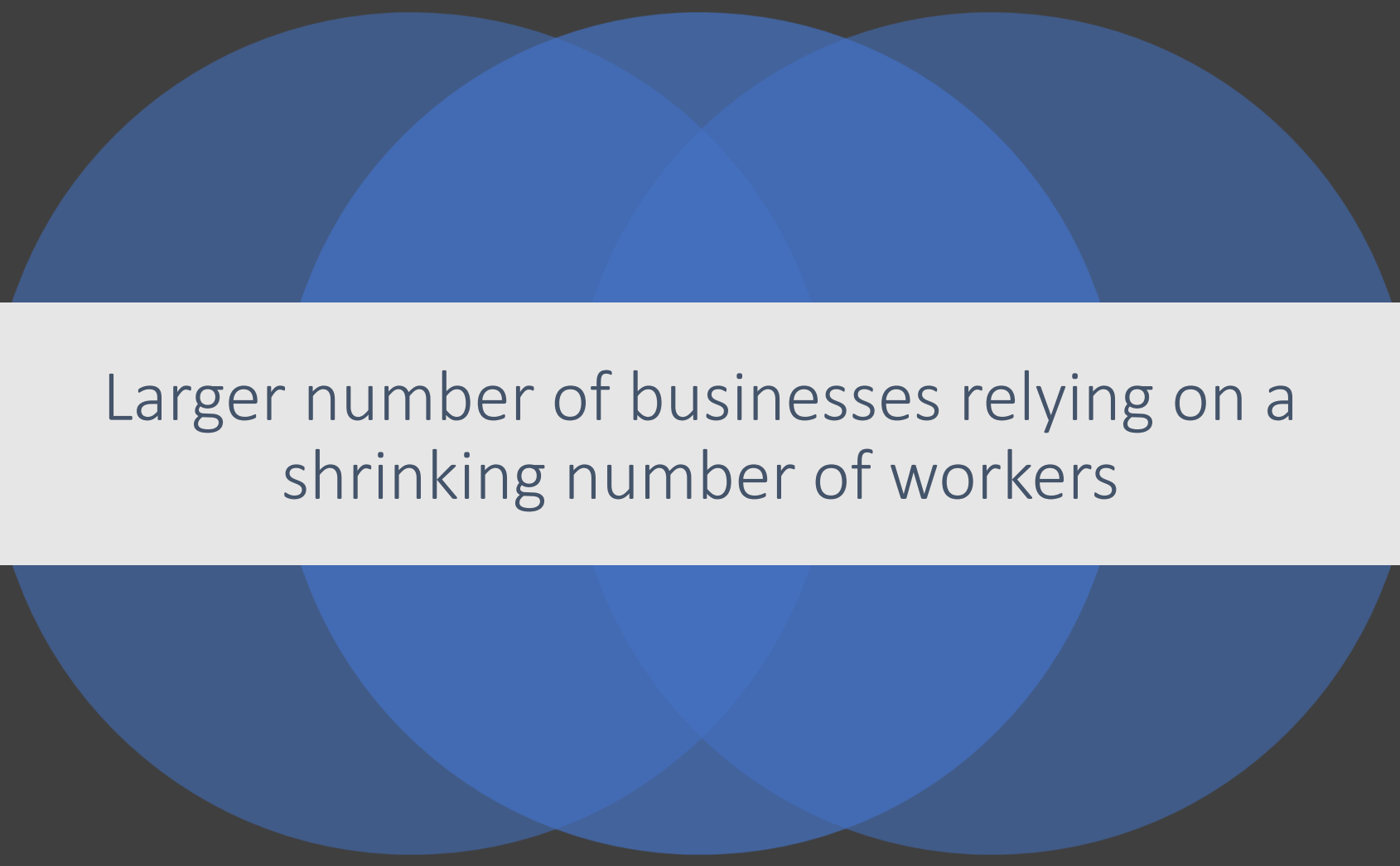
Source: BLS

Workers Are Choosing to Work for Themselves



Self-incorporated employment (in k's)

Source: Bureau of Labor Statistics



Larger number of businesses relying on a
shrinking number of workers



Engage Hidden Workers





“Hidden Workers”

1. Missing Hours
2. Missing From Work
3. Missing From the Workforce



Who are Hidden workers?

- Young workers
- Caregivers
- Veterans
- Refugees
- Immigrants
- Low-Income Households
- People with Disabilities
- People with History of Substance/Alcohol Abuse
- Relocating Partners
- People with Health Problems
- People without Degrees
- Long-term Unemployed

A man with dark hair, wearing a white lab coat over a black turtleneck, is focused on painting a colorful abstract artwork on a canvas. He is using a red-handled brush to apply paint. The studio is filled with various art supplies, including paint palettes, brushes, and other canvases. In the background, there are more artworks, including one with a blue and yellow pattern. A large, semi-transparent white circle is overlaid on the left side of the image, containing the text "Target Populations".

Target Populations

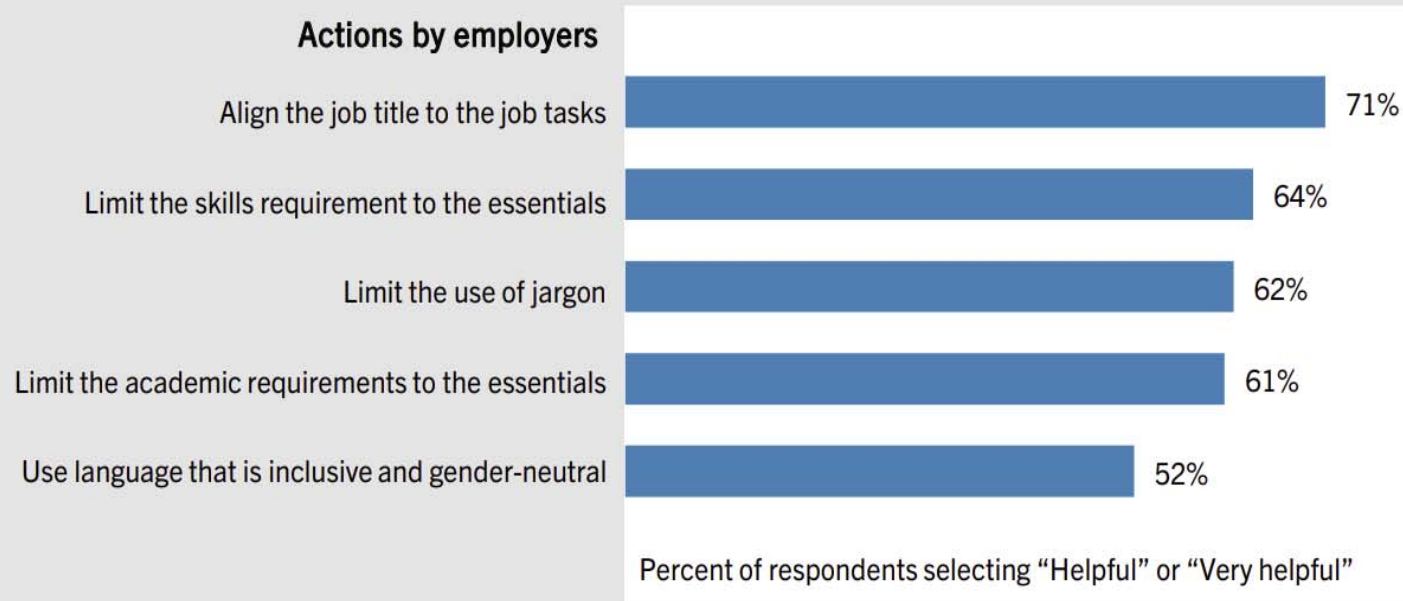
Apprenticeships



Reform Approach to Talent Acquisition

Figure 9: Employer actions that hidden workers cite as helpful in finding work

When creating job descriptions, which of the following actions by employers do you think would help you find a job?



Source: "Hidden Worker – Worker Survey," Accenture and Harvard Business School's Project on Managing the Future of Work, May-June 2020.

Provide Easy Access



Building Economic Mobility



Economic Mobility Considerations

\$40,000

Household Income of Majority of Low-Wage Workers

Two-thirds of low-wage workers, even with multiple jobs, say their household income is less than \$40,000.

49.4%

Of Jobs in North Bay are Considered Low-Wage

Some industries rely on low-wage work: Retail, Manufacturing, Accommodation & Food Service.

3 of 5

Employers Rated Upward Mobility as High Impact

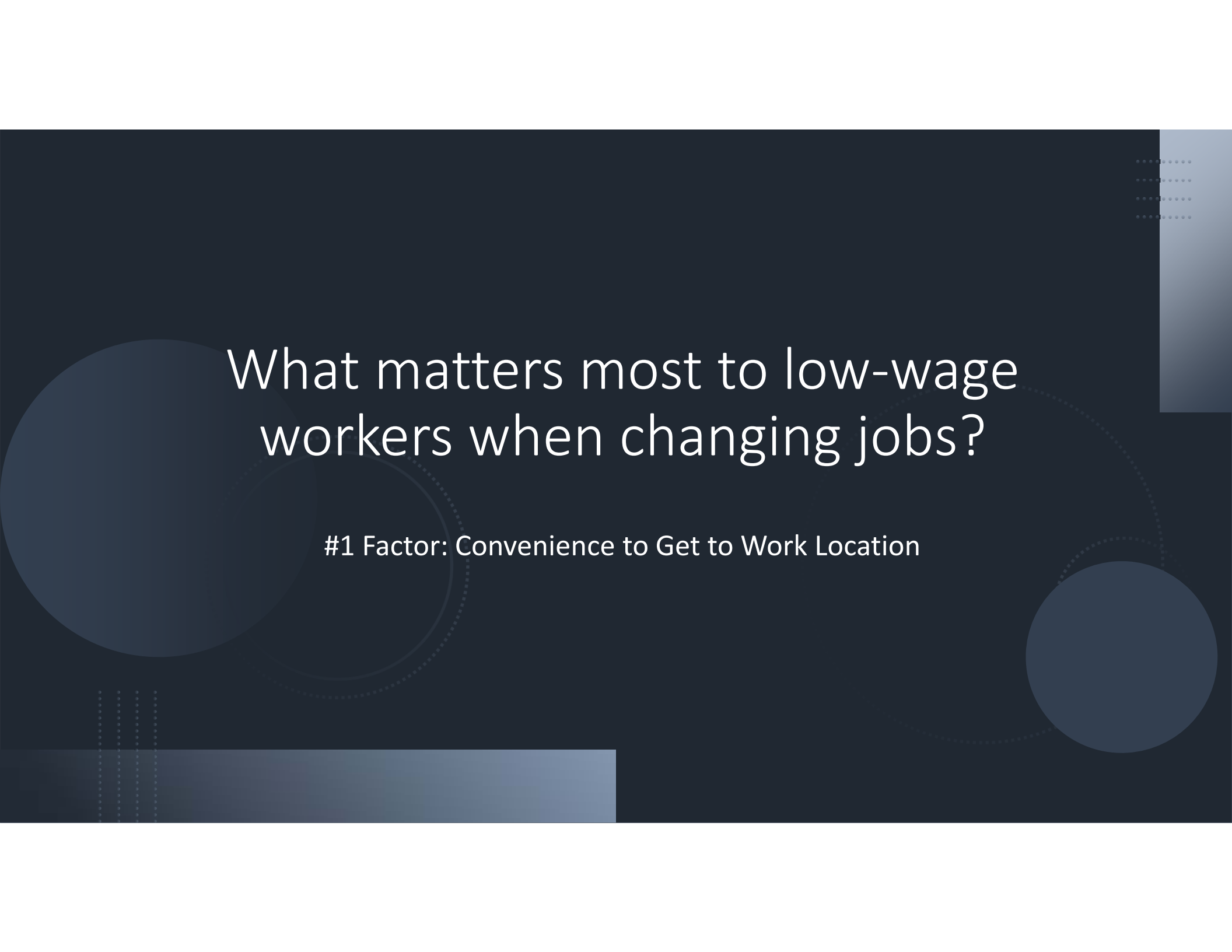
Of employers surveyed, at least 62% stated internal career advancement practices led to increased profitability, retention, morale, and productivity

62%

Of Workers Would Prefer to Stay at Employer

Of low-wage workers surveyed, 62% would stay at current employer for prospect of upward mobility.





What matters most to low-wage workers when changing jobs?

#1 Factor: Convenience to Get to Work Location



What Can Employers Do?

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Mentorship and supervisory support

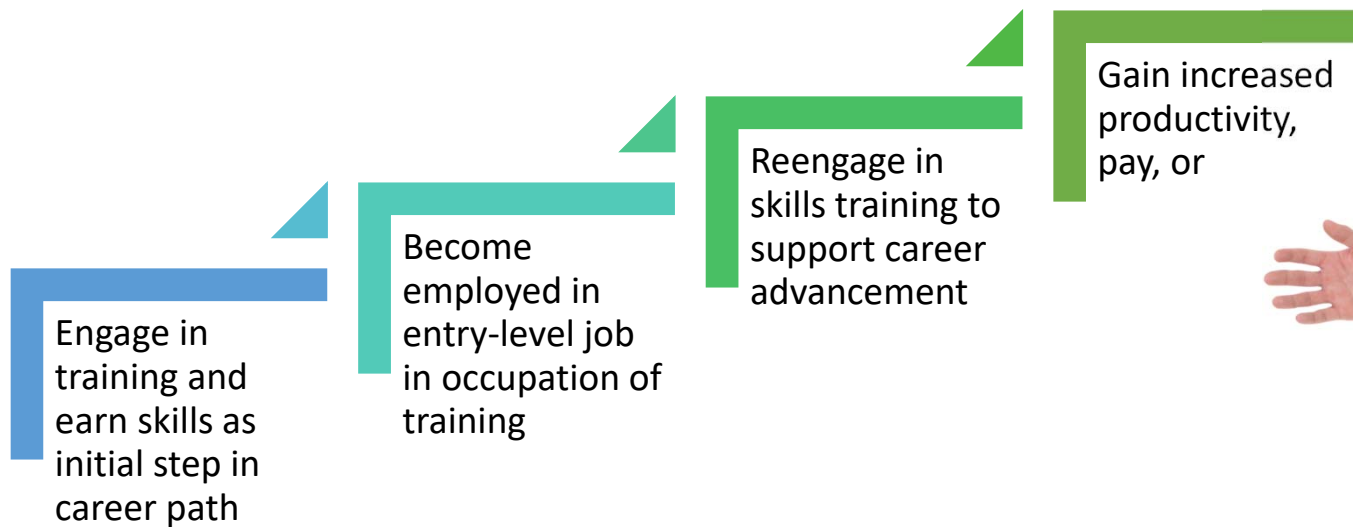
Share career advancement prospects

Guide on career pathways

Understand the barriers



Skills-Based Career Paths



Talent Pipeline Strategies



Immediate Recruitment Strategies

Apply new recruitment strategies, expand the talent pool to hidden workers



Just In Time Programs

Implement industry-based short-term skills training and job preparation programs



Talent Supply Chains

Prioritize skills for tomorrow, build long-term training options, explore apprenticeships



Build Retention Strategies

Define career progressions, strengthen culture and job quality, break down hurdles facing workers