21st Century Workforce Strategy Area Overview
Valley Vision

We are a civic leadership organization with offices in Sacramento and Stockton. Our strategy areas:

1. 21st Century Workforce
2. Clean Economy
3. Food and Ag Economy
4. Healthy Communities
5. Innovation and Entrepreneurship
6. Leadership and Civic Engagement
Capital Region Workforce Action Plan

Promising ‘Industry Clusters’

- Advanced Manufacturing
- Clean Energy Technology
- Construction
- Education & Knowledge Creation
- Food & Agriculture
- Hospitality Tourism & Recreation*
- Information & Comm. Technologies
- Life Sciences & Health Services

*New Cluster Research In Progress
Valley Vision’s Role

Regional System Planning
- Education and workforce partners

Strong Workforce Program
- Regional advisory committees

Future of work
- Impacts of technology on the workforce

SVMI
- Regional industry leadership group

- Life Sciences & Health Services
- Education & Knowledge Creation
- Clean Technology
- Hospitality & Tourism*
- Manufacturing
- Food and Ag
- Building & Construction*
- Information and Communications Technology
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Regional Project Goals

Assess the current industry sector advisory system and increase the level and effectiveness of employer engagement.

Recommend strategies to align existing efforts and investments towards an efficient regional sector advisory system.

Inform education and workforce development programs to prepare students for in-demand jobs.

Facilitate partnerships to grow the regional talent pipeline, preparing the workforce for jobs of the future.
Project Activities

• Sector convenings/employer input
• Inventory/analysis of regional industry sector advisory groups and CE programs
• Interviews with Community College representatives and industry advisory members
• Survey of regional Chamber small business members about knowledge & perception of & access to advisory committees
• Identification of best practices/models
• Collaboration with education, workforce, economic development, civic partners
Community College Advisory Committees: by Sector (7 colleges)

114 Committees
More than 2,200 members

- Ag/Natural Resources – 7
- Arts, Media, Entertainment – 16
- Business & Finance – 15
- Building/Construction – 5
- Education, Childcare, Family Services – 9
- Health & Life Sciences – 27
- ICT – 8
- Manufacturing – 8
- Public Safety – 8
- Transportation - 11
Example of System Analysis: Health Profile

• 129 unique entities, 363 members
  – Sutter Health (40) by far most represented, others are UC Davis Health System (25), Kaiser and American River College (18 each), Sierra College (13), RDA (12), Sac City College (11),

• 5 colleges
  – American River: 150
  – Sac City: 112
  – Cosumnes: 48
  – Sierra: 34
  – Yuba: 19

• Connectors: 27: by far the most connected sector with connections across all colleges
Health Cluster: Companies and Institutions
ICT Profile

• 66 unique entities, 95 members
  – SMUD, San Joaquin High School, and American River College have the most reps (3-8 each)

• 4 colleges
  – American River: 52
  – Sierra: 24
  – Sac City: 17
  – Folsom: 2

• Connectors: 7, mostly between Sierra and American River; 2 between Sierra and Sac City
ICT: Companies and Institutions

- California Technology Agency
- Sac State
- Cosumnes
- Woodland College
- Yuba
Research and Convening Findings

- Fragmented system
- Challenges with employer engagement
- Each sector has different culture, process
- More organized sectors have better engagement
- Shared regional approach is needed
- Local approaches still needed
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Strong Workforce

- Partnership with three community college districts (7 colleges) in the North region

- Overall goal is to improve the regional advisory process for career technical education programs and investments
Strong Workforce Program

• Convene 10 sector advisory meetings (ag & natural resources; arts, media & entertainment; building and construction; business and finance; education and family services; health and life services; ICT; manufacturing; public safety; & transportation)

• Plan meetings with faculty; collaborate with partners

• Update labor market and occupational data, programs (Center of Excellence)
Building and Construction Advisory Groups: Companies and Institutions
Construction: Cluster and Workforce Needs Assessment

Sacramento Capital Region

January 9, 2017
Projected Annual Workforce Gap
Demand – Supply (2016-2021)

Carpenters: 1,937
Construction Managers: 864
Electricians: 640
Real Estate Professionals: 607
Heavy Equipment... Engineers: 524
Plumbers & Pipefitters: 500
Masonry, Tile, Floor,... Painters: 427
HVAC & Sheet Metal: 397
Drywall Installers: 322
Architects: 308
Ironworkers & Welders: 196
Roofers: 173
Building Inspectors: 103
Surveyors: 68
Glaziers: 58
PV Installers: 57
Interior Designers: 45
Drafters: 32
Insulation Workers: -3

Average annual openings (demand) minus education and training (supply) =

TOTAL PROJECTED ANNUAL SHORTAGE:
7,250 workers across all categories
Construction Cluster Action Plan Priorities

- Career Awareness & Employee Recruitment
- Education / Industry Collaboration and Coordination
- Career Pathways and Work-Based Learning
- Workforce Needs / Requirements
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Profile of the Tech Forum Series

• Four forums across the region, one in each sub-region
• 200+ attendees in total
• Each forum consisted of presentation of research brief, employer panel, and interactive discussion
• Employer panels represented high demand sectors, such as:
  – Manufacturing, food and ag, building and construction, education, health care, financial services, government, and more
Purpose of the Tech Forum Series

To disseminate research and data about national-level trends in technology disruption in the workplace

To discuss the impacts of technology trends on regional workforce

To identify specific issues and prioritize actions to address regional workforce challenges

To advance well-vetted strategies, preparing the regional workforce for impacts of emerging technologies
## Workforce Trends

### Technology is enabling an on-demand workforce.
This is fostering the further development of a “gig” economy.

### Automation/digitalization is changing skill needs.
Machines may complement or replace human capabilities.

### Employers are Reinventing Talent Recruitment
Employers are experiencing a mounting challenge in finding the right talent with increasing technology-enabled workplaces.

### Varying Workplace Demographics Requires Different Strategies for Adoption.
The extent of expected change differs by generation and is highest among younger workers, millennials.
Digitalization is growing at each level

Close to three-quarters of occupations in the region now require high or medium levels of digital skills

Share of occupations by digital skill level, the Sacramento region

Source: ‘Digitalization and the American Workforce’, Brookings, 2017
Perspectives on the effects of technologies

....on # of jobs available

<table>
<thead>
<tr>
<th>JOBS DECREASE</th>
<th>VARIABLE IMPACT</th>
<th>NEW OPPORTUNITIES</th>
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<tbody>
<tr>
<td>Fewer jobs for “routine” tasks</td>
<td>Changes will differ significantly across skill levels, sectors and geographies.</td>
<td>Work is not finite and assuming that automation will result in less work ignores the issue of the economic response to automation.</td>
</tr>
<tr>
<td>Artificial Intelligence and automation may fundamentally change the nature of production and work and replace current skillsets.</td>
<td>Geographies and sectors with lower digitalization scores are more vulnerable to automation.</td>
<td>There will be positives and negatives to the changes.</td>
</tr>
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Major Themes in Education

• More **online learning** opportunities, digital literacy focus
• More **hands-on experiences**, internships and apprenticeships
• More **professional development** for teachers and paid externships
• More **flexible opportunities** for students, certifications, online, flexible schedule
• More **engaged with and responsive** to employers
• **Updated technology** classrooms
• More **standardization and consistency** across schools
Major Themes in Employer-led action

• Co-design curriculum with education
• Offer flexibility, including work schedules and telework
• Help keep employees adaptive through exchanges and volunteering
• Invest in workforce infrastructure, diverse communities, targeted skill needs, basics, and continuing education for employees
• Don’t ID tech platforms in job descriptions – describe skills/knowledge instead
Next Steps

• Circulate an online survey to help prioritize actions that have been identified
• Planning a forum to validate priorities and drive action in late summer
• Will integrate findings into sector advisory meetings to institutionalize continuous adaptation to technology advancements in the workplace
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Sacramento Valley Manufacturing Initiative

• Chartered in 2018 under Valley Vision
• Example of a regional advisory group
• Industry-led collaboration to build and sustain a robust manufacturing sector
• Informs and supports education and training providers
Sacramento Valley Manufacturing Initiative Activities

• Career awareness: Taking K-12 and community college educators to manufacturing sites
• Planning National Manufacturing Day events in October with partners and companies
• Working with educators to update curricula to meet industry standards
• Engaging more manufacturers across the region
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Overall Next Steps

• Continue to convene priority industry sectors to vet research and obtain better demand info

• Help organize the sectors and design a regional advisory process

• Collaborate with K-12, Align Capital Region, Adult Ed on pathways

• Collaborate with regional research partners, including on the new Prosperity Strategy
Contact

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Thank you!