

**November 15, 2023**  
**Arthur Turner Community Library (West Sacramento)**  
**CA Jobs First (CERF) - Sacramento Yolo Subregion**  
**Subregional Committee Meeting #2**

**KEY LINKS:**

[Slides 11/15/23](#)

**Breakouts:**

[Jamboard 1](#)

[Jamboard 2](#)

**PRESENTATION**

- Regional Economic Analysis: Initial Findings
  - Role of Research: Help us to determine our region's opportunity landscape to optimize assets in our region that will lead towards decision-making
  - As we look at the trajectory of our economy, there's decent performance on a macro-level. When looking at the Sacramento/Yolo region, we have fared well on economic outputs.
  - Economic sectors - as we develop strategies and where to optimize opportunities, where do we have the most sector employment growth (*top three sectors below*):
    - 1) Local Serving Industries - local service economy
    - 2) Tradable Sectors - responsive to the global market. Important to our economy where we can grow our jobs
    - 3) Health Care
  - Nearly 40% in Sacramento/Yolo counties belong to those families whose income does not cover basic costs.
  - Children make up the largest proportion of individuals in Sacramento/Yolo counties who are struggling. They are the most impacted group in our subregion. Half of the children in Sacramento/Yolo belong to struggling families.
    - Disparities: Youth, People of Color, Gender (not as much difference), Education (even those with Bachelor degrees or higher education) reflects that there are still disparities experienced.
  - Self-sufficiency wage:
    - Looked at a wide range of expenses that make up people's lives (housing, food, taxes, other living costs).
    - In Sacramento/Yolo - the "self-sufficiency" wage would require a wage of \$30.70 per hour or \$62,628 per year on average.
    - This is a relatively high wage when we think about pathways/access to higher quality jobs. By creating high-quality jobs, that will lift up half of Sacramento/Yolo families out of poverty.
    - Identifying "Quality Jobs" in the Capital Region
      - Quality jobs is the gold standard

- Promising jobs do not meet all quality job criteria, but provide career pathways leading to more job quality within 10 years.
      - 1 of 3 jobs in the Capital region are considered good jobs.
  - What are 3-5 sectors/industries that we want to focus on and have the opportunities for growth?

## BREAKOUT DISCUSSIONS

### Prompt 1: Understanding Community Needs

- Does the research presented reflect what is happening in your community? (be specific about why or why not)
- What do you believe are the most pressing issues or needs in our community?

#### Key themes:

- **Data Accuracy** - we need nuanced data representation, particularly when reflecting the impact of small businesses. The data seems consistent with salaries and job types. Noticing that there is a higher density of quality jobs that fall within industries such as hospitality, construction, etc. and are heavily unionized. Partners would also like to see the data broken down by county where possible and are curious what local-serving industries that provide the most jobs have an opportunity to turn more of those jobs into higher quality jobs.
- **Social and Economic Issues are Intersectional** - Basic needs such as childcare, mental health, housing insecurity, transportation, food insecurity, livable wages, education and training opportunities are all community needs that were identified that impact people in the region's ability to access quality employment.
- **Childcare and Care Economy** - the impact of the care economy, particularly childcare and elder care, on the workforce was highlighted as a significant concern. Addressing these issues was recognized as essential for ensuring a productive and supported workforce.
- **Quality Jobs and Workforce Development** - quality jobs go beyond employment and touch on considerations around fair wages, workers rights, well-being, and fulfillment in work. Pathways to jobs that do not require a traditional college education are very needed. We need investments in vocational training, and to support sectors like sustainability, trades, and the creative economy. A question was posed about whether local community college career and training programs are being matched with high quality jobs that do not require a four-year degree? We also need workforce development that is specifically for youth training and exposure.

### Prompt 2: Expectations and Goals:

- What outcomes or goals would you like to see achieved through this process ?
- What would make this initiative a success for you personally or for your organization?

#### Key themes:

- **Empowerment and Advocacy** - empowerment through education about rights, gender gaps, worker rights, and the role of unions is important for advocating for better policies

that shape employment. In particular, advocacy for higher wages, better employment conditions, and employers understanding minimal employment standards were focal points.

- **Alignment in the Vision** - we need a clear regional vision, with projects that are aligned with the broader goals of the community. We should draw upon regional priorities and focus our collaborative efforts in drawing down and implementing grants. One outcome identified through this process is the creation of more jobs in quality and high paying sectors. We want to see stronger linkages between existing efforts and resources, and work together to achieve impact at scale. We would like to see a workforce pipeline that will provide sustainable and high quality jobs. Set up our region to take advantage of future state/federal funding opportunities and programs. We would like to see 2-3 projects that would good to grow jobs in both Sacramento and Yolo counties.
- **Community Collaboration and Partnerships** - the importance of collaboration and partnerships among various stakeholders, including businesses, government, nonprofits, labor, and educational institutions, emerged as a crucial factor in addressing community needs effectively. Include and center historically underrepresented and marginalized communities in education and training discussions and decisions. Collaboration was seen as essential for accessing funding, enhancing job opportunities, and addressing societal challenges. Do not reinvent the wheel. Partners feel that there are not enough collaborative or centralized spaces (both virtual and physical), or exciting projects that focus on unifying and providing a vehicle for collaboration and coordination of efforts.
- **Best Practices for Successful Initiatives** - cultivate authentic and useful collaborative efforts and relationships between participants. Effectively communicate the results of this process and outcomes to local/state electeds for near-future investment and prioritization. Provide more comprehensive grant-writing support and capacity building in the region similar to services provided to local governments by the Institute for Local Government (ILG). Provide clear actionable timelines with defined deliverables paired with ownership over those deliverables and action items. Have honest and open conversations centered around solutions. Establish general consensus on priority focus areas for the region to increase impact and results.

## LARGE GROUP DEBRIEF

- **Group 1 (Room):**
  - The research generally reflects life & the issues, but is not groundbreaking with what we already see in the community.
  - The most pressing issues identified in the community include - childcare, mental health (insurance may not provide mental health coverage), housing insecurity, transportation, food insecurity, livable wages. All of those issues bleed into the other - intersectionality.
  - Childcare is almost as expensive as a mortgage. Even so, the providers and workers make less than a living wage.

- Nonprofit professionals also make less than a living wage, despite filling the social gap between government and private industry.
  - It was a big deal for the state to approve a project of this size and scope, and where we are today is the result of many long discussions. We will need consensus for which projects to put forward and that will also be a long discussion process.
  - Having uniform support for a particular project is ideal. We should have a clear vision for the region and project alignment.
  - Success for this group would mean labor standards across the board, small business supply chain, the ability to start creating the workforce for things like electrification, and build companies around the sustainable economy.
- **Group 2 (Room):**
    - Housing prices are higher than research shows.
    - Small businesses are less reflected in data.
    - Happiness & well-being in employment is also important for job sustainability.
    - Discussed trades and lower barriers of entry to some sectors.
    - Needs for young people to have career focus - knowing what options are out there and building pathways for jobs that don't require university or college, school internships.
    - Funding for hands-on learning.
    - Sustainability of jobs - solar, electrifying, waste reduction, and reuse economy.
    - Ideal goals would be for worker life experience to be improved. It is not just about having a job, but about feeling fulfilled (that also creates job retention).
    - Do independent contractors or self employment count as quality jobs?
    - The Sacramento County Strategic Plan is being updated currently through the Economic Development Department. There may be ways to leverage those efforts/initiatives with these goals for the Sacramento subregion.
    - Specifically in the agricultural sector, many improvements are needed - higher wages, housing, better jobs, safer employment. The reality is that transitioning out of ag is often the pathway to higher quality employment, but we need ag workers.
    - Empowerment for fighting for higher wages among workers
    - Understanding rights, worker rights, and gender gaps can lead to fighting for better policies that support higher wages.
    - Companies also need to understand minimal employment standards and have oversight.
    - Intersectionality - connecting social issues to economic development. More racial and gender equality support jobs.
    - Do something different than how traditional economic development has been approached.
    - For the creative sector/economy - what is it? How do we get people into it?
    - Spaces to learn about trades and opportunities, such as pre-training, education, soft skills, certification programs and apprenticeships.

- Share and look at models for vocational training (Australia and Israel were included as working models). Another specific example shared was the Met High School approach for vocational training.
  - Main takeaway: we need a more nuanced understanding of what a quality job is.
- **Group 1 (Online):**
    - There is a high need for nuance in some of the data, make sure small business is reflected in the data.
    - Pressing issues in the community: neglecting how much the care economy squeezes us. But workers tend to be devastated by a care crisis when it happens without warning. Access to childcare or elder care, also impacts ability to work.
    - Organizing tends to happen in high density union sectors, but unions also tend to organize for these intersectional needs like home care, childcare, etc.
    - We need to be clear about an actual timeline, and make sure that stakeholders are at the table.
    - Shovel ready projects will also have to have workers in the spaces, they will need to be a part of the workforce development process.
    - Must be sensitive to the needs of workers in this space.
    - Must ensure that manufacturing is part of the discussion
    - Focus on recruiting from disadvantaged communities and training workers
    - Important to note: Child care and Home Health Care, workers can not take high paying jobs when lacking accessibility and resources to child care and home health care for elderly.
    - We need more child care providers and the need for more educators
    - Do not forget Union workers
    - Employers need to invest in California and create good/better jobs
    - Do not forget main street business centers and small businesses
    - Distinguish between entry, start ups, versus mid/large sized businesses as they all have different needs (labor laws, hiring practices, training programs, recruitment, rural access)
    - Discern the data that is being collected!!! Businesses have different needs!
    - Define deliverables and goals because they mean different things for different stakeholders.
  - **Group 2 (Online):**
    - Shared that it is not okay that 50% of children are in struggling families.
    - Where is industry at the table? We need commitment to the workforce by employers, and need cross-sector partnerships.
    - Need more jobs that could become higher quality jobs - such as full-time jobs in higher education.
    - Collaboration in the region - there is a scarcity mindset around partners applying for funds results in less effectiveness going after state/fed funds. Missing funding that other regions are getting. But we must have existing collaboration before the opps arrive. Avoid reactivity