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Stewardship | Collaboration | Excellence

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Business
Review

ECONOMY

Employers Aren't Just Whining – the “Skills Gap” Is Real

THE HUFFINGTON POST

Dealing With The Skills Gap

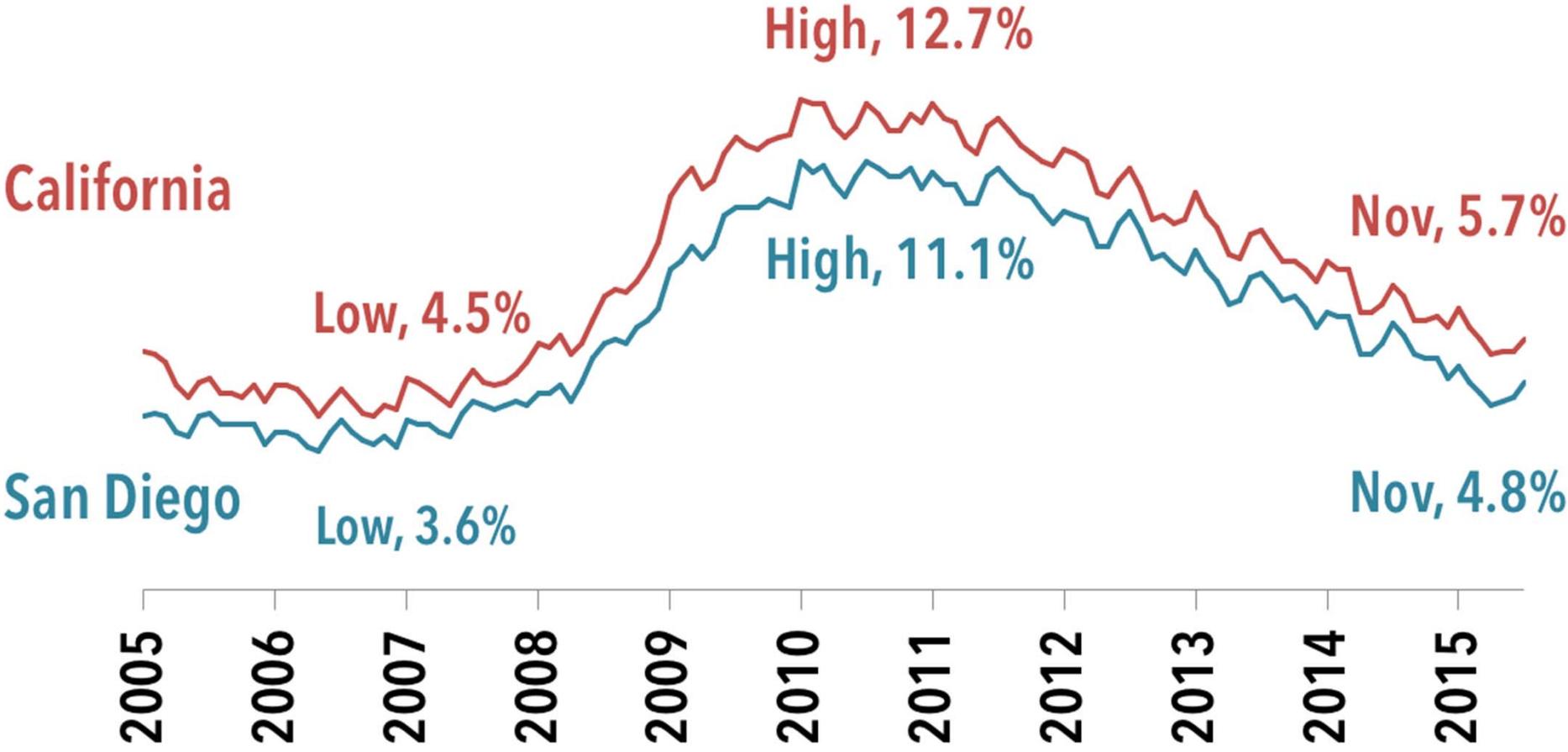
Inc.

Is There Really a Skills Gap?

The **Progressive**

The 'Skills Gap' Myth

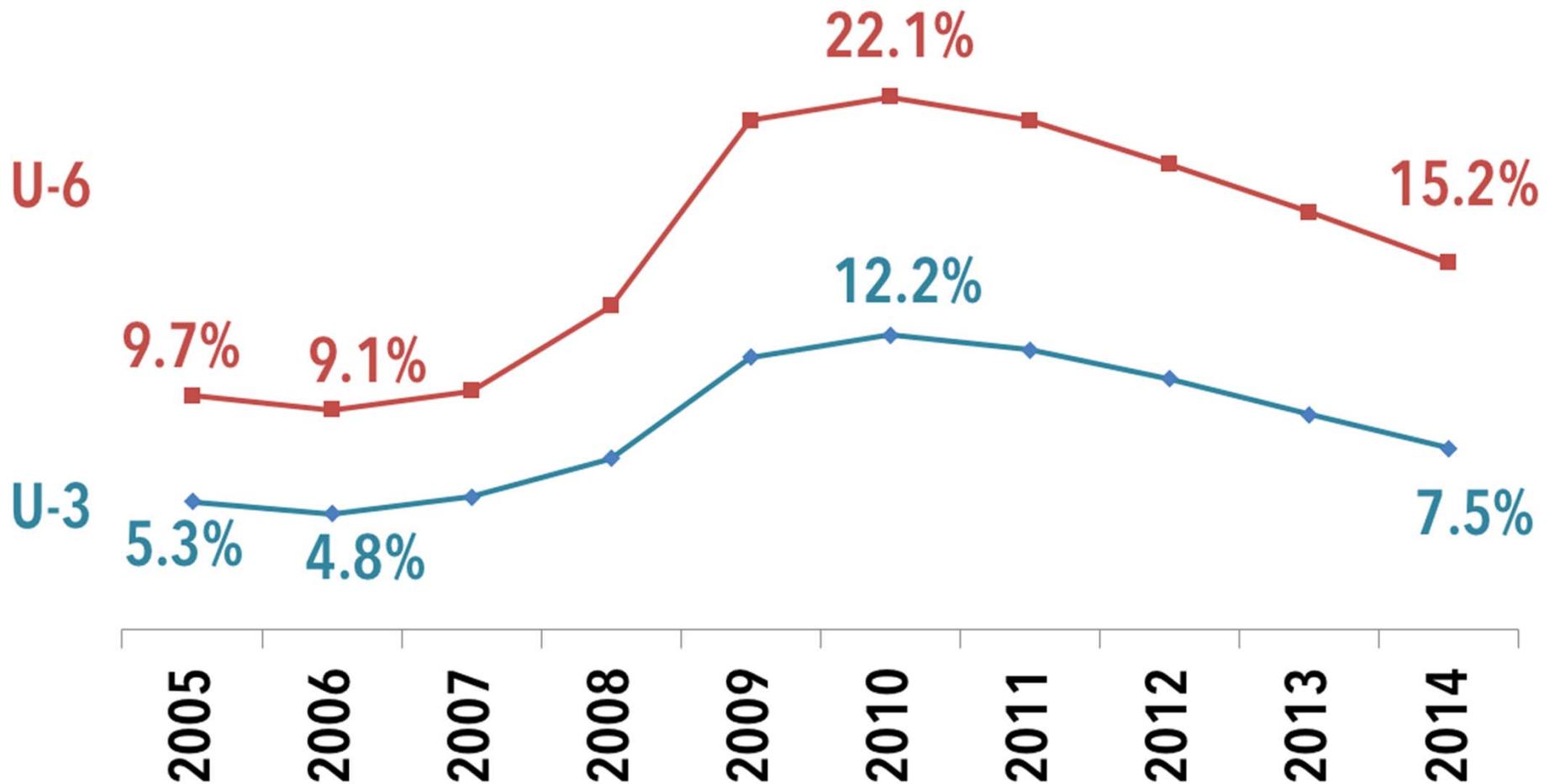
Unemployment Rate (U-3) San Diego and California



Source: Employment Development Department (EDD); Graph: San Diego Workforce Partnership

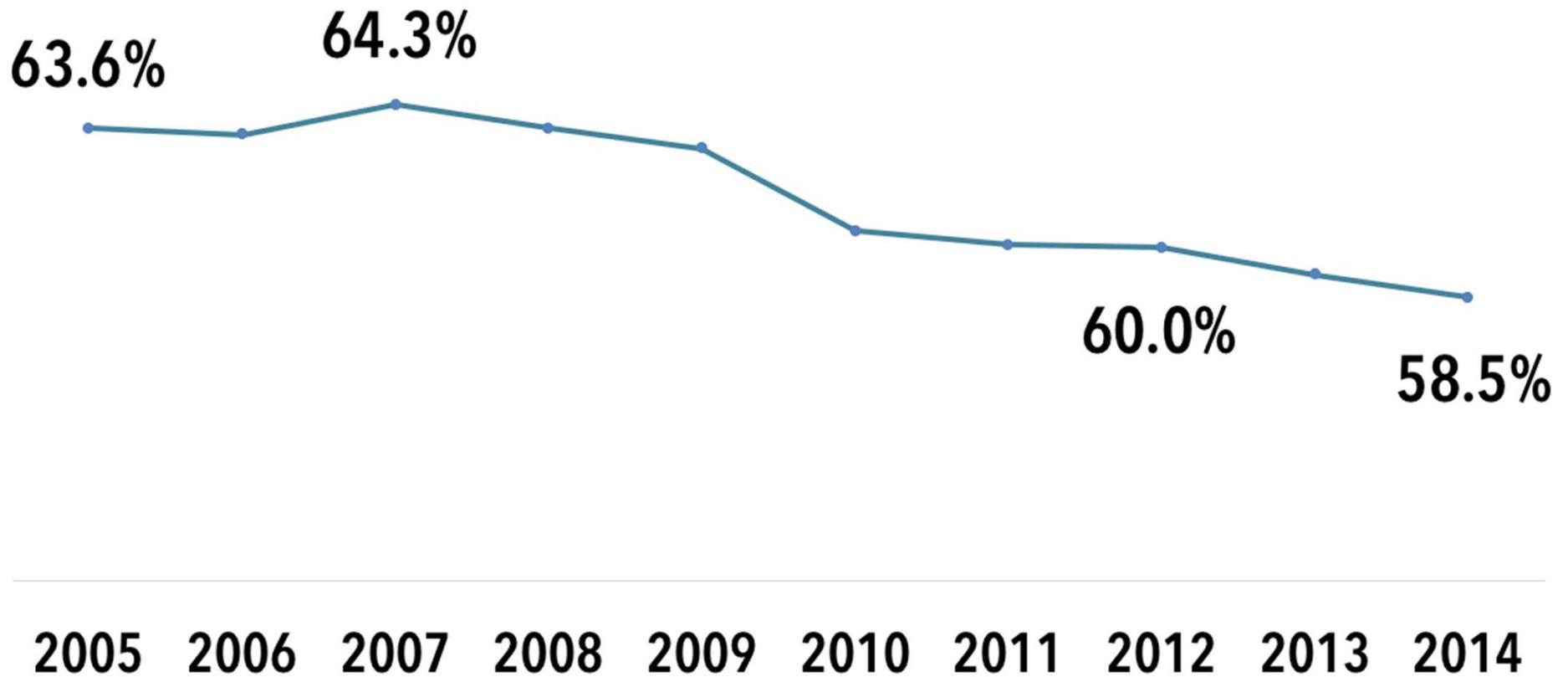
U-6 vs. U-3

Annual Averages, California



Source: U.S. Bureau of Labor Statistics, Graph: San Diego Workforce Partnership

Labor Force Participation Out of Total Working-Age Population San Diego County



Source: Employment Development Department, Economic Modeling Specialists, Int'l (EMSI); Graph: San Diego Workforce Partnership

698,900

Workforce Development Board

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Education and
Training Providers

Adult and Youth
Providers

**Workforce
Development
System**

Community-Based
Organizations

Employers and
Industry Experts

Economic Development
Organizations

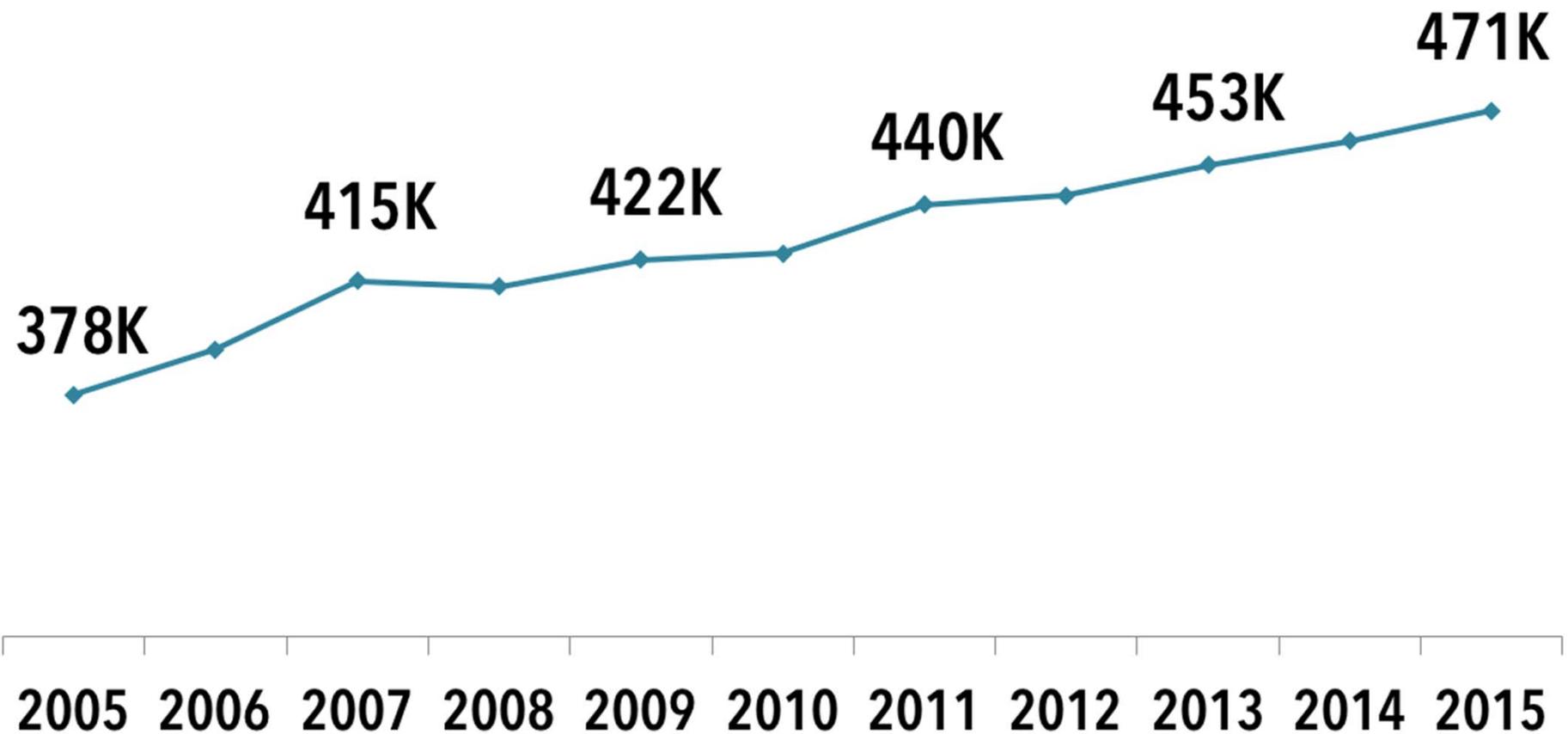
Platform to Employment[®]

»» *A WorkPlace Opportunity.*

- **Helps those unemployed 27+ weeks return to work**
- **Job seekers participate in a five-week boot camp**
- **Employers hire & evaluate candidates for 8-weeks at no risk**
- **2013 pilot program:**
 - **24 participants enrolled**
 - **92% successfully completed training**
 - **82% placed in subsidized employment**
 - **100% of these 82% hired were full-time**

Apply today: workforce.org/platform-employment

Self-Employed & Extended Proprietors San Diego, "Gig Economy"



Source: Economic Modeling Specialists, Int'l; Graph: San Diego Workforce Partnership

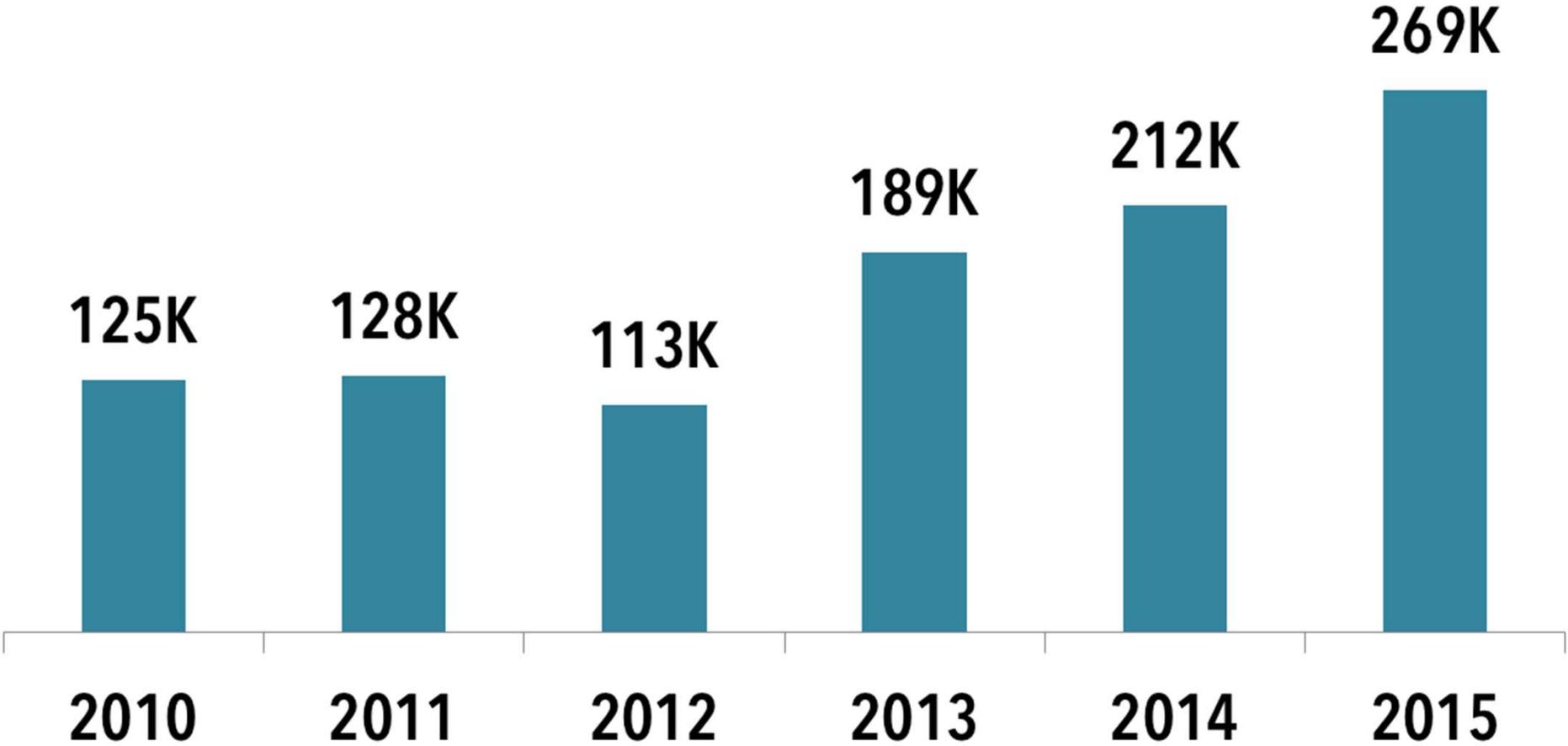


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& WELDERS**

San Diego Online Job Postings



Source: Burning Glass Technologies, Labor Insight Jobs; Graph: San Diego Workforce Partnership

Workforce Development System Responses to Skills Mismatch

Earn-and-Learn Models:

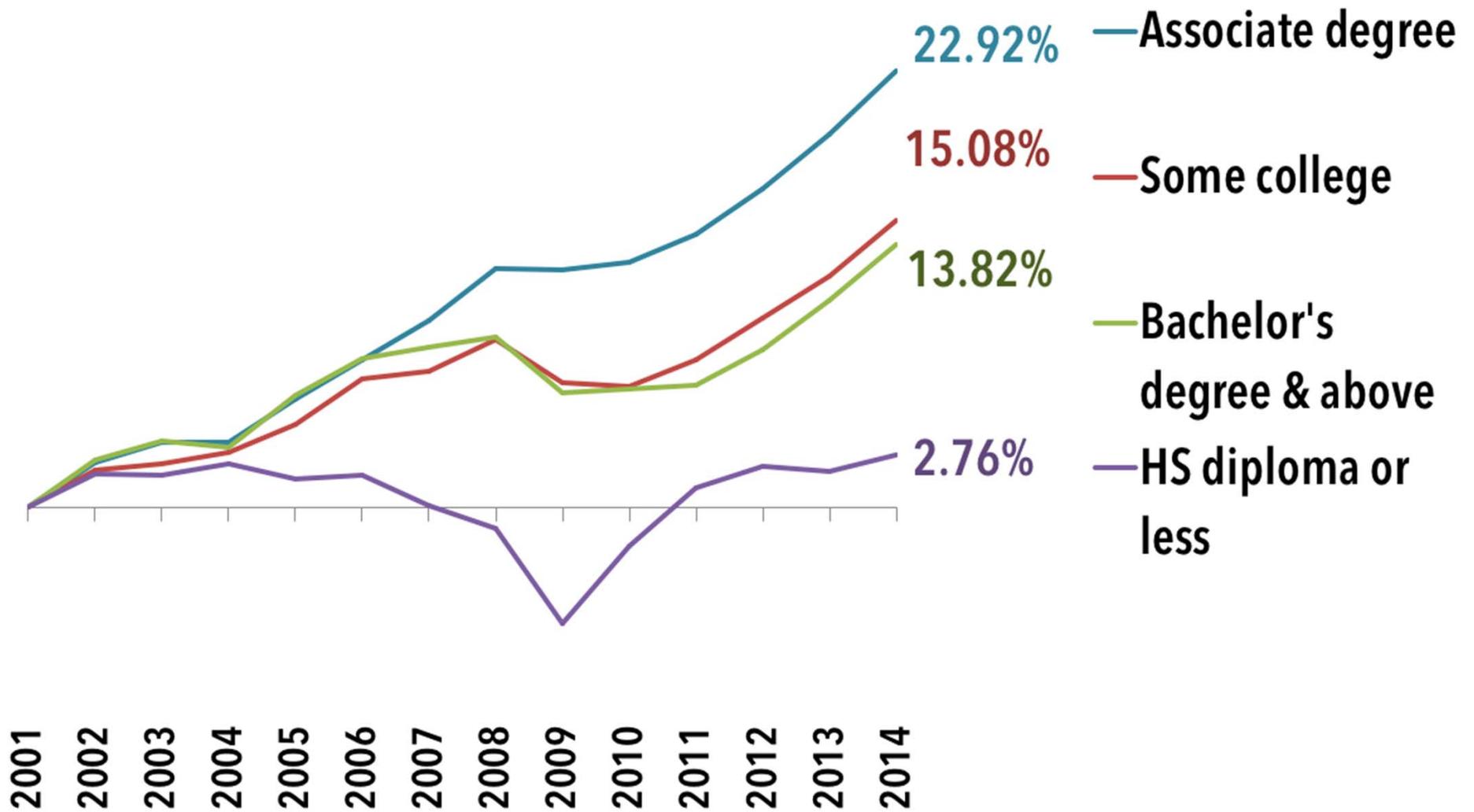
- Externships
- Internships
- Apprenticeships
- Customized Training
- On-the-Job Training



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Percent Change in Jobs by Educational Attainment San Diego County



Source: Economic Modeling Specialists, International; Graph: San Diego Workforce Partnership

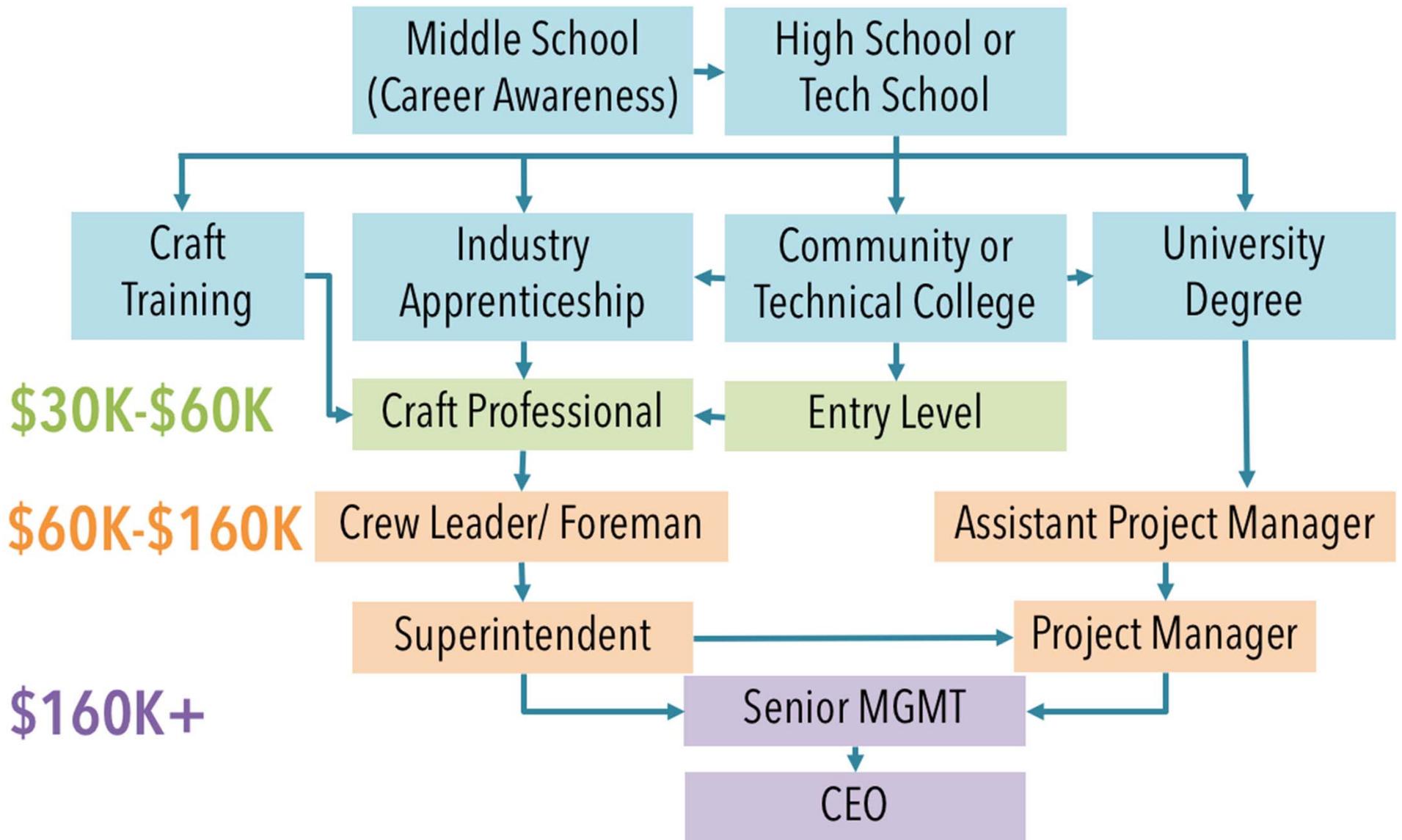
Priority Sector Research

Advanced Manufacturing Information & Communication Technologies (ICT) Clean Energy Life Sciences Health Care



workforce.org/research
lmi.workforce.org

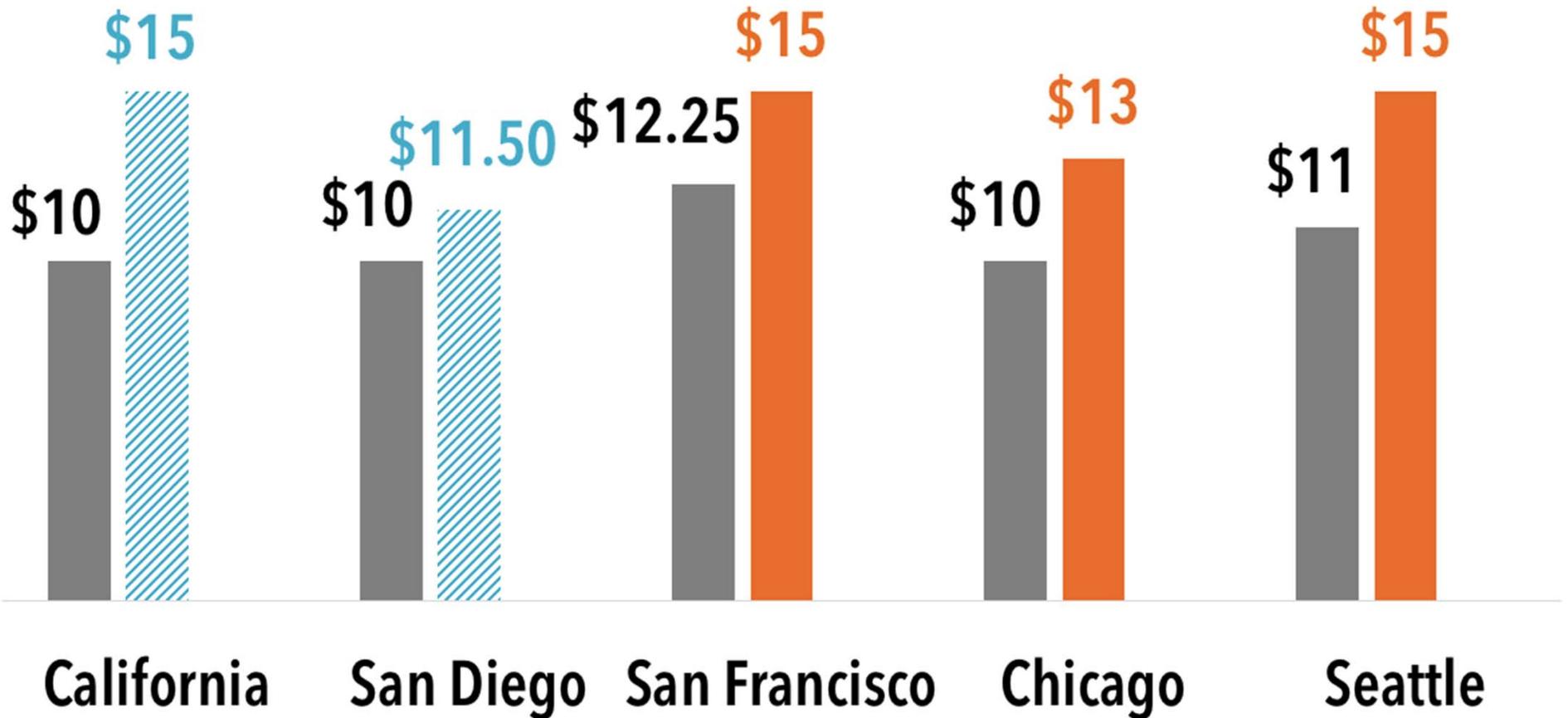
Apprenticeships



Source: BuildYourFuture.org, Associated Builders and Contractors; Graph: San Diego Workforce Partnership

Minimum Wage Changes

■ Current ■ Guaranteed Increase ▨ Proposed Increase



On-the-Job Training

- Wage reimbursement funds for employers
- Up to 50% of a new hire's hourly wages for a maximum of 1040 hours
- Must be regular, full-time positions—not temporary or seasonal
- Employers develop onboarding and training plan



workforce.org/employers

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