



# Strengthening San Diego's Workforce in 2018

Sarah Burns

Director of Research & Evaluation

Twitter: @s\_burns11

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**EMPLOYERS**



**JOB SEEKERS**



**5,436**

laid-off workers  
supported

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**7,342**

completed training /  
"upskilled"

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**\$1.5M**

in reimbursed  
wages



SAN DIEGO COUNTY LABOR MARKET ANALYSIS  
**ADVANCED MANUFACTURING**  
An Update on Labor Force and Training Needs



SAN DIEGO COUNTY LABOR MARKET ANALYSIS  
**LIFE SCIENCES**  
An Update on Labor Force and Training Needs



SAN DIEGO COUNTY LABOR MARKET ANALYSIS  
**CLEAN ENERGY**  
An Update on Labor Force and Training Needs



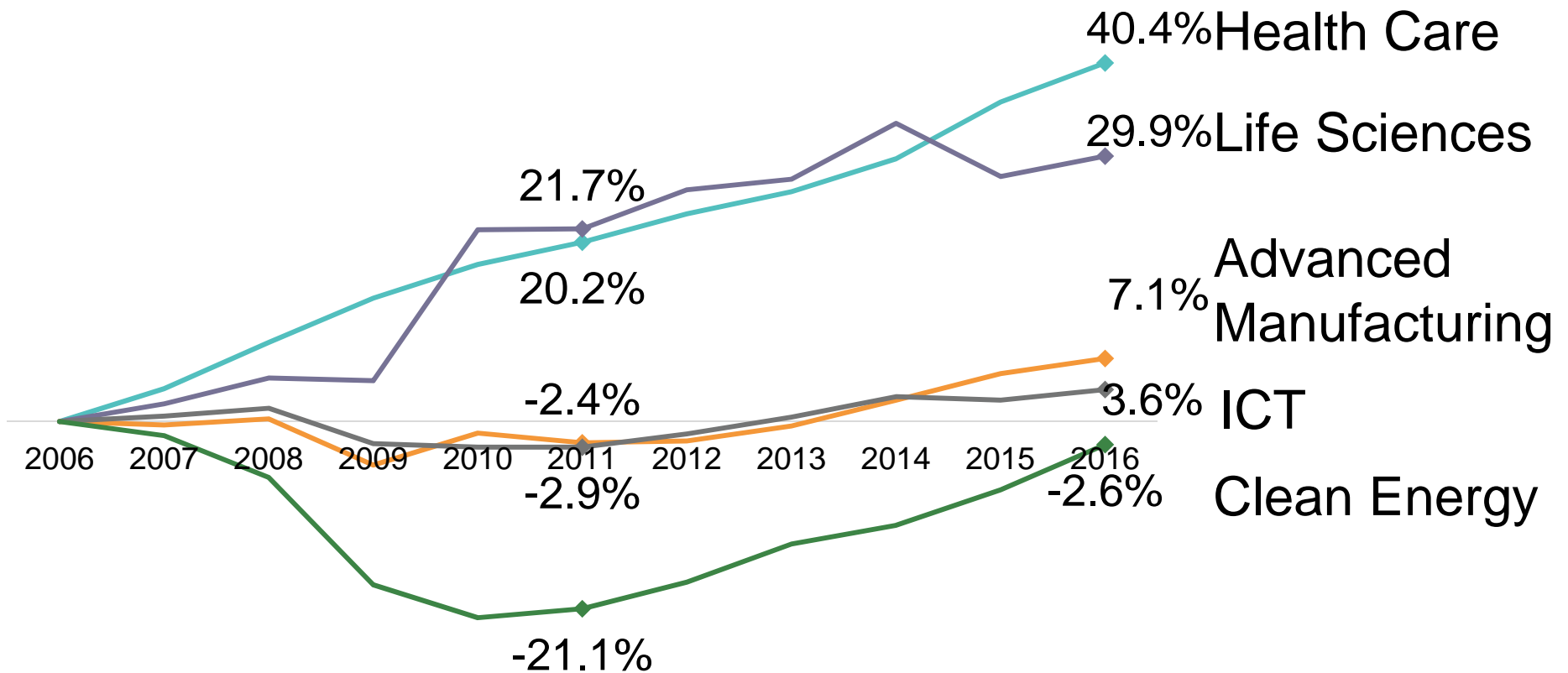
SAN DIEGO COUNTY LABOR MARKET ANALYSIS  
**INFORMATION & COMMUNICATION TECHNOLOGIES**  
An Update on Labor Force and Training Needs



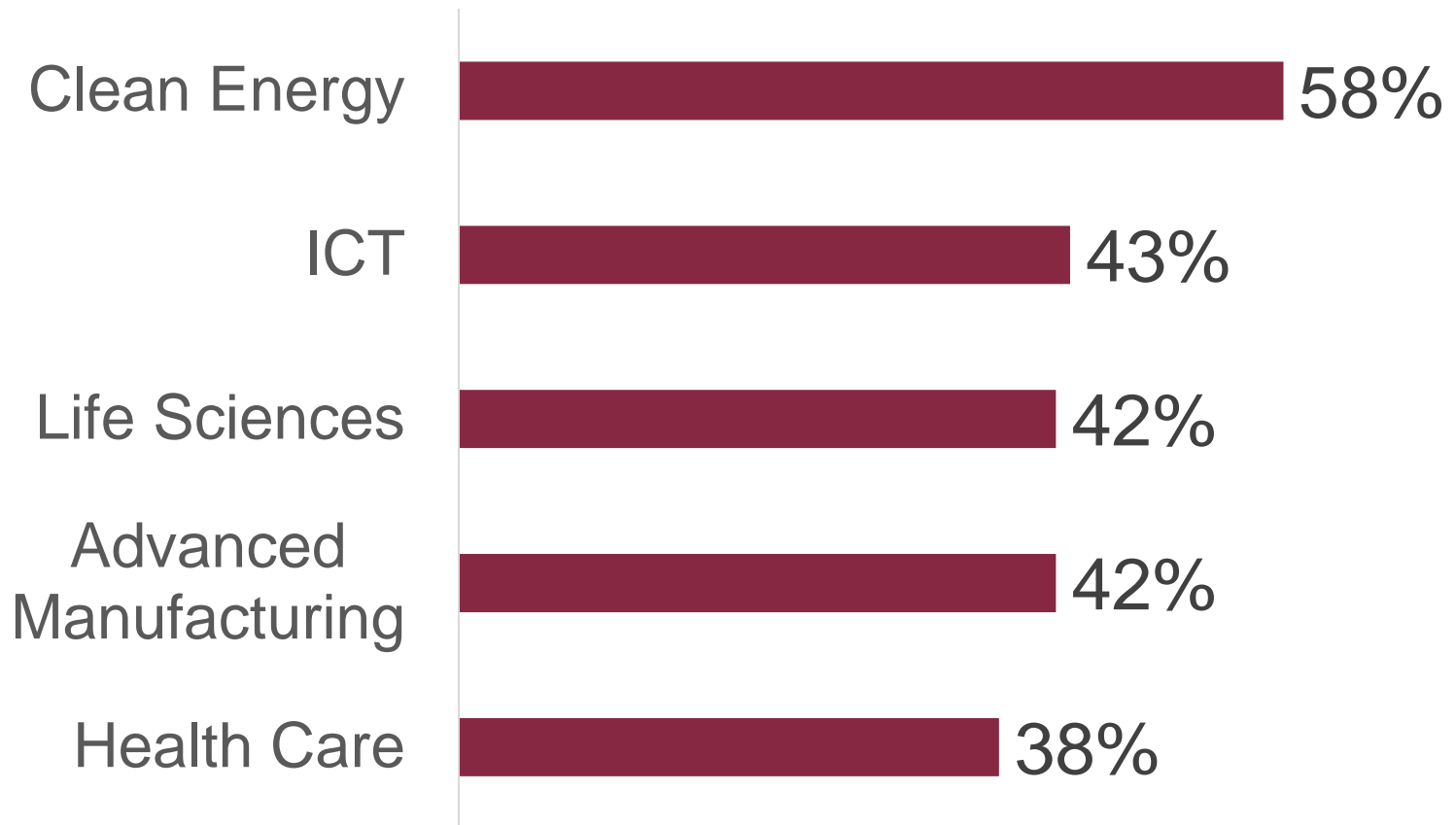
SAN DIEGO COUNTY LABOR MARKET ANALYSIS  
**HEALTH CARE**  
An Update on Labor Force and Training Needs



# Change in Employment Across Priority Sectors, 2006-2016



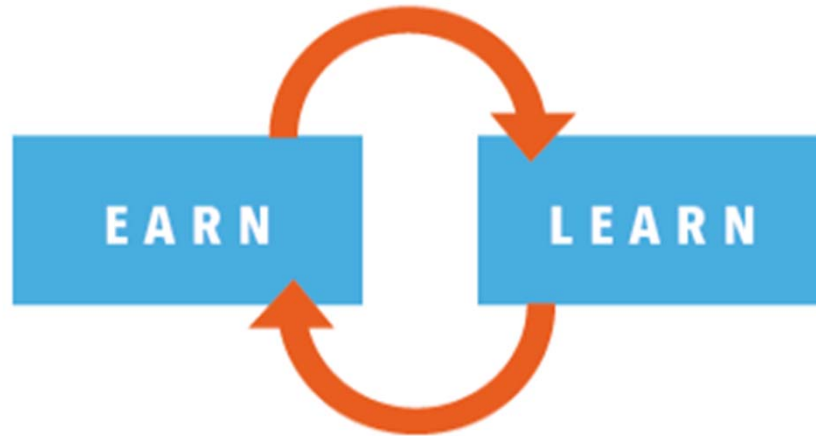
# % of Employers Expecting to Add New Jobs in next 12 months



# Workforce Development Trends

1. Companies becoming more involved in developing the talent pipeline
2. Schools investing more in career education

# Apprenticeships



- For every dollar spent on apprenticeship, employers get an average of \$1.47 back in increased productivity (U.S. Department of Labor).





# Who is doing this well?

- The Swiss
  - In Switzerland, 70% of students choose apprenticeships; 30% remain with company or return after college
  - Recruitment & career fairs start in 7th grade
  - All have civics and business classes
- CareerWise Colorado
  - 1<sup>st</sup> cohort in 2016
  - Led by industry associations
  - Students gain industry-recognized certifications and college credit

# Career Awareness in Schools

- Make employees accessible and flexible
- Sponsor career awareness initiatives
- Participate in advisory councils
- Work with colleges to create or revamp programs of study







# HEALTH CARE

## INDUSTRY OVERVIEW

Health Care combines technology and empathy to help the public stay healthy or get well. It is one of the largest sectors in San Diego County; an estimated one in every eight jobs in the region is health services-related. This sector is also known to be "recession-proof" and stable as jobs grew during 2007–2009 when all other jobs in the region declined.

Sub-sectors:

- Hospitals
- Ambulatory Health Care Services
- Nursing and Long-Term Care

## FAST FACTS



Source: EMSI February 2014, Non-OCER, OCER, self-employed and extended proprietor employment data.

## Top Five Occupations by Educational Attainment and Median Hourly Wages

### HIGH SCHOOL DIPLOMA

- Home Health Aides **\$12.38**
- Receptionists and Information Clerks **\$14.88**
- Medical Secretaries **\$17.60**
- Billing Clerks **\$17.79**
- Office Supervisors **\$25.61**

### ASSOCIATE DEGREE

- Nursing Assistants **\$13.90**
- Physical Therapist Assistants **\$31.70**
- Radiologic Technologists **\$34.03**
- Respiratory Therapists **\$35.18**
- Dental Hygienists **\$42.84**

### BACHELOR'S DEGREE OR ABOVE

- Dental Assistants **\$19.48**
- Health Care Social Workers **\$33.57**
- Laboratory Technologists **\$37.10**
- Registered Nurses **\$40.67**
- Physician Assistants **\$50.90**

### KNOWLEDGE

- Medicine and Dentistry
- Education and Training
- Customer and Personal Service
- Public Safety and Security
- Therapy and Counseling

### SKILLS

- Social Perceptiveness
- Active Listening
- Service Orientation
- Critical Thinking
- Monitoring
- Coordination

### ABILITIES

- Deductive Reasoning
- Inductive Reasoning
- Problem-Solving
- Oral Expression
- Written Comprehension
- Speech Clarity

Learn more about Knowledge, Skills and Abilities at [ONETonline.org/search](http://ONETonline.org/search)



3910 University Ave., 4th floor, San Diego, CA 92105 | Phone: (619) 228-2900 | TDD: (619) 228-2983 | [workforce.org](http://workforce.org)  
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## Sample of Local Employers

COMPANY NAME	DESCRIPTION	NUMBER OF EMPLOYEES
UC San Diego Health System Est. 1966	Only academic health system in region; includes several facilities with focuses on cancer treatment, cardiovascular treatment, etc.	10,000+
Rady Children's Hospital Est. 1954	Nonprofit hospital providing comprehensive pediatric medical services; only hospital dedicated exclusively to pediatric health care and pediatric trauma	1,001 - 5,000
Kaiser Permanente Est. 1945	For profit integrated health care association with an emphasis on preventative care	10,000+
Sharp Health System Est. 1946	Nonprofit, integrated, regional health care system with both acute-care and specialty hospitals	10,000+
Scripps Health System Est. 1890	Nonprofit health care system with hospitals and outpatient facilities; also includes clinical research and medical education programs	10,000+

Source: LinkedIn May 2017.



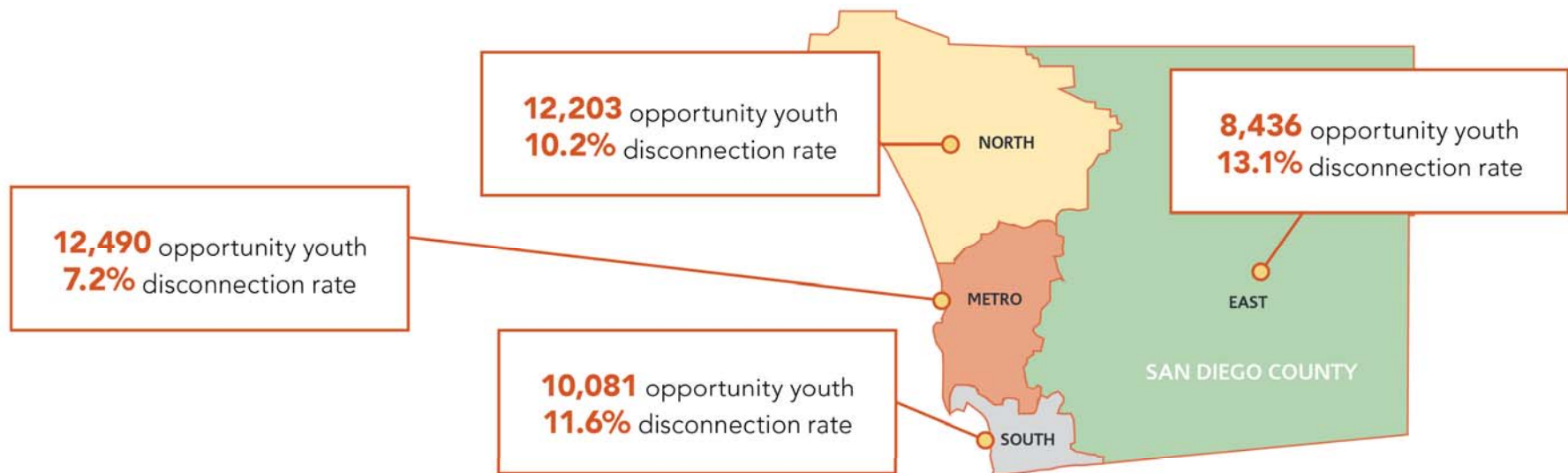
## How do I start my career in Health Care?

- **Volunteer to gain experience** — UCSD Health ([health.ucsd.edu/about/volunteer/Pages/opportunities.aspx](http://health.ucsd.edu/about/volunteer/Pages/opportunities.aspx)), Alvarado Hospital Medical Center ([alvaradohospital.com/About-Us/Volunteer-Opportunities.aspx](http://alvaradohospital.com/About-Us/Volunteer-Opportunities.aspx))
- **Find an internship** — Rady Children's Hospital San Diego ([jobs.rchsd.org/internships](http://jobs.rchsd.org/internships)), Family Health Centers of San Diego ([fhcsd.org/volunteer-with-us](http://fhcsd.org/volunteer-with-us)), Sharp Healthcare ([sharp.com/interns-fellows](http://sharp.com/interns-fellows)), CONNECT2Careers (C2CSD.org)
- **Further your education** — San Diego Continuing Education ([sdce.edu/job-training/health-career-training](http://sdce.edu/job-training/health-career-training)), Healthcare Academy California ([healthcareacademycalifornia.com](http://healthcareacademycalifornia.com)), SDSU ([ces.sdsu.edu/healthcare](http://ces.sdsu.edu/healthcare)), UCSD ([healthsciences.ucsd.edu/careers](http://healthsciences.ucsd.edu/careers)), Mesa College ([sdmesa.edu/academics/academic-programs/medical-assisting.shtml](http://sdmesa.edu/academics/academic-programs/medical-assisting.shtml)), Miramar College ([sdmiramar.edu/academics/pgms/BIOH](http://sdmiramar.edu/academics/pgms/BIOH))

Learn more at [workforce.org/mycareer](http://workforce.org/mycareer)

# 43,210 opportunity youth

## means 9.7% of San Diegans age 16-24 are disconnected from both work and school





Thank You

Sarah Burns  
Director of Research & Evaluation  
SarahBurns@workforce.org  
[workforce.org/research](http://workforce.org/research)