



Bay Area Jobs First Collaborative Stakeholder Meeting

California Jobs First

**BAY AREA
JOBS FIRST**
COLLABORATIVE

Agenda

- **Welcome (5 minutes)**
- Regional Summary Report Part 1 (25 minutes)
 - What it is
 - Key takeaways
 - What's next
 - Q & A
- Regional Summary Report Part 2 (10 minutes)
- Next meeting (2 minutes)

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Regional Summary Report Part 1 | What It Is

- This report provides a **snapshot of the socio-economic conditions in the region** through:
 - stakeholder mapping;
 - regional summary;
 - labor market analysis;
 - industry cluster analysis;
 - and a SWOT (strength, weaknesses, opportunities, and threats) analysis.
- Research **partners**: UC Berkeley Center for Labor Research and Education (Labor Center), Bay Area Council Economic Institute, The UC Berkeley Center for Law, Energy, and the Environment (CLEE), Human Impact Partners (HIP) and Chris Benner, Ph.D., and Justin Scoggins, M.S.

Regional Summary Report Part 1 | Community Engagement

The Collaborative and the Research team offered multiple opportunities for stakeholders and community groups to inform the development of the report including but not limited to:

- **Presentations** at monthly Stakeholder meetings and Sub-Regional Table convenings;
- **Bi-weekly updates** to the Collaborative's Steering Committee as well as **office hours** for Steering Committee members and co-conveners to ask questions, and provide input;
- **Engaging** Steering Committee members and Sub-Regional Tables in the development of the SWOT analysis;
- Opportunities for the Steering Committee and co-conveners to **review and comment** on “Key Themes” and overall draft report.

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Economy and Economic Development: Key Findings



The Bay Area is facing a **declining population** and an **aging population**. Also, the Bay Area is **more diverse** today than five years ago.



The Bay Area has largely recovered the employment losses suffered during the COVID-19 pandemic, but **not all workers in the region are benefiting** from the recovery.



Although the Bay Area has a robust labor force, it suffers from **inequities** in wages, human capital, and employment and career opportunities.



The **fastest-growing occupations** in the Bay Area over the next 10 years are projected to be **primarily low-wage** occupations that currently do not pay a living wage.

Priority ZIP codes are **diverse but segregated**, with significant overrepresentation of minority groups, indicating exposure to **inequitable social conditions**.



All priority ZIP codes have **high poverty rates** and low income and employment levels. The disparity between living and minimum wages in these areas, especially in the Bay Area, raises **concerns about economic security**.



Issues like **high diesel particulate matter**, impervious surface cover, heat, and sea level rise inundation are **prevalent in these ZIP codes**; none of the priority ZIP codes have ozone percentile levels below the 50th percentile; and a few of the priority ZIP codes have concerning water quality.



Low homeownership rates, high housing costs, **overcrowded living conditions**, and deficits in education, voting, and census participation are common in priority areas.



Health indicators such as insurance rates, life expectancy, and outcomes for chronic conditions are **generally below the 50th percentile**, highlighting the impact of social determinants on health.



Public Health: Key Findings

Climate and Environmental Impact | Key Findings



The Bay Area's economy is **at risk from climate change impacts** on natural resources, built environments, and its workforce. **Climate change will impact all sectors**, affecting natural systems and critical infrastructure, including transportation, water, and energy.



Worker health and productivity in various industries **will suffer** due to rising temperatures, wildfires, and unpredictable precipitation.



Industries like **agriculture, manufacturing, and trade** are vital to the region's economy and all **face significant climate risks**. **Climate change** also influences **land use and growth decisions**, with sea level rise, droughts, and wildfires determining where housing and business infrastructures expand.



Climate **impacts and mitigation** efforts are **not evenly distributed**, but disproportionately affect marginalized communities.

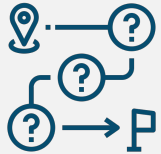


Health risks from temperature changes, precipitation variations, and wildfires **present both direct and indirect threats**.



Not all climate vulnerabilities are location-specific. Some communities will face **compounded climate and health vulnerabilities** that are **challenging to quantify** using place-based indicators.

Labor Market Analysis | Key Findings



Approximately **55% of workers** are in jobs lacking a living wage, health insurance, and full-time, full-year employment. **Substantial challenges and disparities remain**, particularly for women, Black, and Hispanic workers who are disproportionately in precarious jobs.



In the Bay Area, households earning **80% of the median income face housing costs above the 30% affordability threshold**. Issues like **long commuting hours, childcare affordability, and geographical mismatches hinder access** to high-quality jobs.



Formal education and skill training are positively correlated with high-quality employment in the Bay Area, but there are **significant disparities** in the educational and skill training opportunities available to workers, especially women, immigrants, and workers of color.

Industry Cluster Analysis | Key Findings

Compared to other parts of California, the industries that lead in the Bay Area require a **highly skilled workforce**.



The **region's largest sectors** include Professional and Business Services, Education and Health Services, and Trade, Transportation, and Utilities. Relatedly, **Professional and Business Services**, which has occupations in administration, management, legal services, scientific research, and computer systems design, **accounts for more than one fifth of all jobs** in the region.



Since 2017, the most **substantial job growth** has occurred in **technology-related fields**, specifically Information and Professional and Business Services, which have seen growth rates of 21% and 7% respectively, adding more than 110,000 jobs.



Industries with lower average wages have seen a **significant decline in employment** in the Bay Area, particularly due to the COVID-19 pandemic and the shift to remote work.

SWOT Analysis

Strengths

- ★ Natural resources
- ★ Infrastructure
- ★ Education
- ★ Economic and research innovation
- ★ Community and culture
- ★ Workforce

Weaknesses

- Socio-economic disparities
- Lack of representative data
- Social determinants of work
- Environmental justice
- Systems alignment and coordination

Opportunities

- ❖ Funding
- ❖ Infrastructure
- ❖ Regional marketing trends
- ❖ Policies
- ❖ Public support

Threats

- Education
- Housing
- Disparities
- Climate
- Regional trends
- Perception

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Regional Summary Report Part 1 | What's Next

- Additional work will be completed in early 2024 and presented as addendums to this report:
 - Power map analysis of the Bay Area,
 - Focus groups with some vulnerable populations, including
 - Housing insecure workers
 - Agricultural workers
- This report will
 - Help inform the Regional Plan Part 2
 - Support Sub-Regional Table Co-Conveners in their planning
 - Contribute towards the identification of gaps on data that is missing but it's still very much needed to address the issues discussed in the report
- Please feel free to share how your organization(s) and/or communities are planning on using this information to benefit your constituents

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Regional Summary Report Part 2

Collaboratives throughout the State are required to establish a **forward-looking economic development** and **transition roadmap** using the information obtained in Part 1.

The Bay Area Collaborative will develop a holistic economic development and transition roadmap with **strategies that prioritize the creation of high-quality jobs, equitable access to jobs and resources, and emphasizes developing sustainable and resilient economies and industries.**

This roadmap will include:

1. Vision and goals
2. Strategies for the growth of targeted industries
3. Strategies for increasing economic diversification
4. Strategies for responding effectively to economic shocks
5. Strategies for increasing economic equity
6. Strategies for increasing health and environmental equity
7. Strategies for aligning with State strategies including strategic investments and projects

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**Make sure
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Join us at next month's Stakeholder meeting on:

- **Tuesday, February 13 at 2pm**

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