

Labor Market Research for the Strong Workforce Program

November 2017

Overview and Purpose

This research will analyze the region's existing, transitioning and emerging labor market (Phase I) and assess how the community colleges could prepare programs for occupational growth or decline (Phase II).

Project Timeline

| | Start Date | End Date | Desired Outcome(s) |
|---|--------------|--------------|---|
| Scope of work validated by sponsors | Sep 1, 2017 | Nov 8, 2017 | Finalize SOW |
| Meeting with external stakeholders | Nov 9, 2017 | Dec 8, 2017 | Review preliminary data based on four subregions |
| Meeting with internal stakeholders to review preliminary research | Dec 9, 2017 | Jan 10, 2018 | Share external feedback & receive internal input |
| First draft of Phase I due | Nov 1, 2017 | Jan 10, 2018 | Receive additional feedback on findings/first draft |
| Second draft of Phase I due | Jan 11, 2018 | Mar 14, 2018 | Present revisions to committee/WDC and receive feedback |
| First draft of Phase II due | Mar 14, 2018 | Jun 30, 2018 | Present preliminary research and receive feedback |
| Second draft of Phase II due | Jul 1, 2018 | Jul 31, 2018 | Present revisions and receive feedback |
| Final draft(s) due | Aug 1, 2018 | Aug 30, 2018 | Complete report |
| Final Presentations to Data & Research Committee and WDC | Sep 1, 2018 | Sep 30, 2018 | Complete contract |

Stakeholders

Internal stakeholders include Data & Research Committee, institutional researchers from community colleges, DSNs and other experts:

- Phase I: Zip codes and cities for each district; input on existing, transitioning and emerging occupations; access to CE advisory groups
- Phase II: Validation of programs (TOP codes) provided by each college

External stakeholders include the San Diego Regional EDC, East County EDC, South County EDC, North County EDC, San Diego Workforce Partnership:

- Phase I: Input on existing, transitioning and emerging occupations

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Phase I: What does the labor market look like?

Existing Occupations

Within the region's priority and emergent sectors, what occupations have the greatest labor gaps?

What occupations do employers have difficulty filling?

What occupations remain unfilled for extended periods of time?

Resources: EMSI; COE's SD and Imperial Labor Market Analyses; EDC's CEDS; SDWP reports

What labor gaps are the best opportunities for community colleges?

Transitioning Occupations

Is there an oversupply of workers in certain fields?

Are there occupations where supply gaps no longer exist?

What occupations will be affected by automation or be at risk of declining?

What occupations have a labor force of 50%+ of ages 55+?

Resources: EMSI; Burning Glass; DSNs; EDCs; industry experts/associations; CE advisors

What programs are currently training workers for occupations with surpluses?

Emerging Occupations

What new technologies are emerging in the priority and emergent sectors?

How will existing occupations be affected by changes in technology?

Will there be a growth "new" occupations that did not exist before?

Will occupations be "repurposed" with new skills (e.g., PV installers vs. roofers)?

Resources: Burning Glass; DSNs; EDCs; industry experts/associations; CE advisors

Is there a market for the community colleges to upskill current workers affected by these technologies?

Phase II: How could the community colleges prepare for the labor market?

Do new training programs need to be developed?

Do existing programs need new/updated curriculum?

Do programs that train for occupations with 50%+ of ages 55+ also have students that reflect this age/demographic?

Is there capacity at the community colleges to create new programs? How many students training for these occupations per program?

Are there opportunities for apprenticeship programs?