

Labor Market Research for the Strong Workforce Program

Overview and Purpose

This research will analyze the region's existing, transitioning and emerging occupations (Phase I) and assess how San Diego/Imperial Counties community colleges could prepare programs for the labor market (Phase II).

Project Timeline

	Due Date	Desired Outcome(s)
Scope of work validated by sponsors	Nov 8, 2017	Finalize SOW
Meeting with external stakeholders to review preliminary research	Dec 8, 2017	Review preliminary data based on four subregions
First draft due to Data/Research Committee	Jan 3, 2018	Share external feedback & receive internal input
Presentation of first draft to Data/Research Committee	Jan 10, 2018	Present first draft and receive feedback
Presentation of first draft to WDC	Jan 12, 2018	Present first draft and receive feedback
Second draft due to Data/Research Committee and WDC	Feb 17, 2018	Receive additional feedback on report
Presentation of second draft at WDC retreat	Feb 23, 2018	Present revisions and receive feedback
Final draft after multiple edits	Aug 30, 2018	Complete report (may be completed earlier)
Final presentations	Sep 30, 2018	Complete contract

Stakeholders

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

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

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Phase I: What does the labor market look like?

Existing Occupations

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

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

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 retiring labor force (50%+ of ages 55+)?

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

Emerging Occupations

What new technologies are emerging in the selected 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

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

What training programs are currently available for these existing, transitioning and emerging occupations?

- Within SDIC community college programs that train for these occupations, how well do they perform in terms of Strong Workforce Program metrics?
- Do new training programs need to be developed?
- Do existing programs need new/updated curricula?
- Are there programs that train for outdated occupations or occupations with labor surpluses?

Is there capacity at the community colleges to create new programs?

Is there a market for new community college training programs (e.g., upskill current workers affected by new technologies, upskill current workers to replace retiring workforce)?

Are there opportunities for apprenticeship programs?