

WORKFORCE DEVELOPMENT BOARD GENERAL BOARD MEETING

Workforce Development Department Administration Office
Large Conference Room
290 North D Street, Suite 600, San Bernardino, CA 92415

WEDNESDAY, NOVEMBER 8, 2023 12:30 PM – 2:30 PM

This agenda contains a brief description of each item of business to be considered at today's meeting. In accordance with the Brown Act, this meeting agenda are posted at least 72 hours prior to the regularly scheduled meeting on the Workforce Development Board website and on the official Workforce Development Board Bulletin Board outside of the Workforce Development Department Administration Office at 290 North D Street, 6th Floor, San Bernardino, CA 92415. The agenda, its supporting documents and all writings received by the Board related to these items are public records and available for review on the website or **by emailing the Executive Secretary to the Board at Devra.Bell@wdd.sbcounty.gov prior to, or after, the meetings.**

The agenda and its supporting documents can be viewed online at www.sbcounty.gov/workforce. However, the online agenda may not include all available supporting documents nor the most current version of documents. Items listed on the Consent Calendar are expected to be routine and non-controversial and, unless the Board directs that an item be held for further discussion, the entire Consent Calendar will be acted upon as the first item of business on the Discussion Calendar. Members of the public may address the Board on any item on the agenda and on any matter that is within the Committee's jurisdiction.

To address the Board regarding an item that is on the agenda, complete and submit the purple form entitled "Public Comment". These requests must be submitted to the Executive Secretary to the Board prior to the time the item is called for consideration or prior to the public comments section on the agenda. The Chair will call speakers forward to present their comments at the appropriate time.

Conflict of Interest Advisement

WDB members please be advised: If an item on the Agenda relates to the provision of services by you, your immediate family, the entity you represent, or any person who has made \$250 in campaign contributions to you during the last twelve months, or if approval or disapproval of an Agenda item would have a foreseeable material effect on an economic interest of you, your immediate family, or the entity you represent, **then please follow these procedures:** *"When the Agenda item is first introduced, please immediately announce that you are recusing yourself from participating in the agenda item, and then refrain from discussing, voting on, or otherwise influencing the Committee's consideration of the Agenda item."*

AGENDA

12:30 PM CONVENE MEETING OF THE WORKFORCE DEVELOPMENT GENERAL BOARD

OPENING

- 1) Call Meeting to Order
- 2) Pledge of Allegiance
- 3) Introductions
- 4) Success Stories

PUBLIC COMMENT

- 5) Comments from the General Public in Attendance

CONSENT AGENDA

- 6) Approval of Minutes from August 9, 2023 General Board Meeting

DISCUSSION:

- 7) Approval of Workforce Development Board Policy #9, Transitional Jobs
- 8) Election of Workforce Development Board Officers: Chair, Vice Chair and Treasurer

PRESENTATION

- 9) Legislative Update - *Presented by: Kyle Marinelli, National Association of Workforce Boards*
- 10) Economist Presentation - *Presented by: Jade Rohloff, Economic Consultant, Lightcast*

REPORTS AND INFORMATION

11) Committee Updates

- *Finance: Shannon Shannon*
- *EDBR: Cinnamon Alvarez*
- *Youth: Shannon Shannon*
- *Special Populations: Jonathan Weldy*

12) County Report

13) Chair Report

ADJOURNMENT

In conformity with Government Code section 54957.5, any writing that is a public record, that relates to an item listed on the Agenda, and that will be distributed to all or a majority of the Board less than 72-hours prior to this meeting (or is distributed at this meeting), will be available for public inspection at the time the writing is distributed. This inspection may be made at the office of the Workforce Development Department, 290 North D Street, 6th Floor, San Bernardino, California 92415, or during this meeting.

The Workforce Development Board meeting is accessible to persons with disabilities. If assistive listening devices or other auxiliary aids or services are needed in order to participate in the public meeting, requests should be made through the Board Secretary at least three (3) business days prior to the Board meeting. The Board Secretary's telephone number is (909) 387-9862. California Relay Service 711.

This WIOA Title –I financially assisted program or activity is an equal opportunity employer/program. Auxiliary aides and services are available upon request to individuals with disabilities.

**San Bernardino County
Workforce Development Board
Agenda Item**

MEETING DATE: November 8, 2023

ITEM: (6)

SUBJECT: Minutes from August 9, 2023 Workforce Development Board
General Meeting

PRESENTED BY: Brad Gates, Director
Workforce Development Department (WDD)

CONSENT X **DISCUSSION** _____ **INFORMATION** _____

RECOMMENDATION: Approve Minutes from August 9, 2023 Workforce Development Board
General Meeting

BACKGROUND: See attached minutes

SAN BERNARDINO COUNTY WORKFORCE DEVELOPMENT BOARD
General Board Meeting
WDD Administrative Office
290 North D Street, Suite 600, San Bernardino, CA 92415

WEDNESDAY, AUGUST 9, 2023

MEETING MINUTES

ATTENDANCE:

Members				Staff to WDB	
	Present		Present		Present
Will Sterling <i>(Chair)</i>	X	Scott Kuethen	X	Devra Bell	X
Orlando Acevedo		Robert Loemun	X	Brad Gates	X
Cinnamon Alvarez	X	Louie Lopez		Sophie Curtis	X
Mauricio Arellano	X	Dale Marsden	X		
Bill Blankenship	X	Lina Montes			
Ricardo Cisneros		Tawnya Rhoades-Hensley	X	WDD Staff	
Phil Cothran		Henry Shannon		Fred Burks	X
Cheri Greenlee	X	Shannon Shannon	X	Curtis Compton	X
Lowell King		Jonathan Weldy	X	Mariann Johnson	X

OPENING

- 1) **Call Meeting to Order:** The Chair called the meeting to order at 8:34 AM
- 2) **Pledge of Allegiance:** Jonathan Weldy led the Pledge of Allegiance.
- 3) **Introductions:** The Chair introduced two new members to the General Board: Mauricio Arellano and Bill Blankenship, who each provided their background and experience.
- 4) **Success Stories:**
 - a) **AJCC Client:** Jennifer Sowards, Manager of the High Desert AJCC office, presented the success story of Brion Morris, who was unable to attend the meeting.
 - b) **Business Services:** Sal Monica, Business Services Representative, introduced Susan Baker from 5e Advanced Materials, Inc.
 - c) **Youth:** Russell Degnan from Operation New Hope provided an overview of their organization and introduced Rhonda, who is the Case Manager of Emiliania Lerma, the Youth success story.

PUBLIC COMMENT

5) Comments from the General Public in Attendance

There were no public comment cards presented at the meeting.

CONSENT AGENDA

6) Approval of Minutes from the May 10, 2023 Workforce Development Board General Meeting

The Chair requested a motion to approve the consent agenda. Dale Marsden motioned; Cinnamon Alvarez seconded the motion. All in favor, none opposed. Motion passed.

DISCUSSION

7) Ratify Approval of Program Support for State of the County Event in the amount of \$15,000

Brad Gates provided an overview of the item. The Chair requested a motion to approve. Cinnamon Alvarez motioned; Bill Blankenship seconded the motion. All in favor, none opposed. Motion carried.

8) Approve contract amendments with the Chino Valley Chamber of Commerce, Fontana Chamber of Commerce, Greater High Desert Chamber of Commerce, Redlands Chamber of Commerce and Black Chamber of Commerce - Inland Empire to increase the contract term by nine months and increase the contract amount by \$75,000 per vendor.

Brad Gates provided an overview of the item and discussed the outcomes of the pilot project. He noted the purpose of the item was to extend the current contracts to complete a full 2-year period. At the conclusion of the 2 years, a decision will be made to determine if this project will continue. The Chair requested a motion to approve. Cinnamon Alvarez motioned; Scott Kuethen seconded the motion. Shannon Shannon recused. All in favor, none opposed. Motion carried.

9) Approve contract with Transfr for a contract term of one-year and a not-to-exceed contract amount up of to \$20,000 to acquire Transfr VR headsets and obtain a one-year subscription to enable WIOA youth participants to kinesthetically engage in career exploration through virtual reality technology.

Brad Gates provided an overview of the item. A discussion ensued regarding the equipment and whether we own the headsets, which we would not. The headsets would be provided to each of the Youth providers and once the pilot ends, an evaluation would be done to determine the outcomes. The Chair requested a motion to approve. Scott Kuethen motioned; Tawnya Rhoades-Hensley seconded the motion. All in favor, none opposed. Motion carried.

REPORTS AND INFORMATION

10) Committee Updates

- **Finance:** Shannon Shannon noted the reports were reviewed during the Finance Committee meeting in July. Brad Gates reviewed the reports for the General Board members.
- **EDBR:** Cinnamon Alvarez introduced two new members of the EDBR Committee: Ryan Rainbolt, Chief Executive Officer of Enchanged Education, LLC; and JD Wang, Chief Executive Officer and President of eRubber, LLC. In addition, she reported on the Economic Recovery Business Services Outreach Support Project; EDBR Goals, Hiring Events and the Business Services' Dashboard.

- **Youth:** Shannon Shannon reported on a presentation by Carol Tsushima from San Bernardino County Superintendent of Schools; our current Youth Goals; the addition of two new Youth to the committee; Youth Provider stats; updates on Roadtrip Nation; and resource updates for Youth receiving Medi-Cal.
- **Special Populations:** Jonathan Weldy reported on the Department of Labor's Disability Navigator Grant, along with a presentation from Michi Story, Workforce Development Specialist, who is the new Disability Navigator. He also discussed the Special Populations' Goals; updates on the Prison to Employment program with Riverside County; and provided updates on the Regional Equity and Recovery Partnerships grant.

11) Legislative Updates

Meghan Kidwell, Legislative Analyst, provided updates. She noted more people are retiring than we can get those jobs filled and the workforce is not supporting some of the current bills. She noted the government funding will be running out in 50-60 days unless a continuing resolution is approved. WIOA reauthorization is coming soon and she encouraged input of needs/wishes prior to that time. Lastly, she noted there is a budget deficit at the State level and a special session will be scheduled for December to address the deficit and any potential funding cuts.

12) County Report

Brad Gates updated the members on the State of the County event, which will take place on September 27th. He reported the San Bernardino County Workforce Development Board was designated as a High Performing Board by the California Workforce Development Board. Lastly, he reminded everyone that Board reappointment letters will be issued on or around October 1st from the Clerk of the Board.

13) Chair Report

Will Sterling noted a Nomination Ad Hoc Committee would be created soon and he will assign a Chair to oversee that process. If anyone is interested in being part of that Ad Hoc committee, they were encouraged to reach out to the Chair. He also reiterated the importance of maintaining high attendance levels for these meetings to ensure quorums are met. He encouraged the new members to participate in at least one committee.

ADJOURNMENT

The Chair requested a motion to adjourn the meeting. Jonathan Weldy motioned; Bill Blankenship seconded the motion.

The meeting adjourned at 10:26 AM

The next Workforce Development Board General Meeting is scheduled for Wednesday, November 8, 2023, at 12:30 pm, located at the WDD Administrative Office, 290 North D Street, 6th Floor, San Bernardino, CA 92415.

Devra Bell, WDB Secretary

**San Bernardino County
Workforce Development Board
Agenda Item**

MEETING DATE: November 8, 2023

ITEM: (7)

SUBJECT: Approval of Workforce Development Board (WDB) Policy #9 Transitional Jobs

PRESENTED BY: Brad Gates, Director
Workforce Development Department

CONSENT _____ **DISCUSSION** X **INFORMATION** _____

RECOMMENDATION: Approve Workforce Development Board (WDB) Policy #9 Transitional Jobs to be in compliance with Workforce Innovation and Opportunity Act (WIOA) regulations.

BACKGROUND: Under WIOA, the WDB has jurisdiction over any function or activity carried out using Federal Department of Labor (DOL) funds. The WDB has policy oversight for programs within its jurisdictional area for San Bernardino County. WIOA requires local workforce areas to establish policies to determine which participants are eligible for transitional jobs services. California State guidance establishes that the local boards shall institute a policy framework that describes the criteria to be used in determining wage-paid work experiences for transitional jobs services.

The EDBR Committee reviewed and approved the WDB policy on October 11, 2023. With approval from the General Board, this policy will be published to the WDB website.



COUNTY OF SAN BERNARDINO
Workforce Development Board
POLICY MANUAL

No. **WDB 9**

PAGE 1 OF 1

EFFECTIVE DATE

POLICY: TRANSITIONAL JOBS

APPROVED

WILLIAM STERLING
Chair, Workforce Development Board

INTRODUCTION (POLICY STATEMENT AND PURPOSE)

The Workforce Innovation & Opportunity Act (WIOA) requires local workforce areas to establish policies to determine which participants are eligible for transitional jobs services. California State guidance establishes that the local boards shall institute a policy framework that describes the criteria to be used in determining wage-paid work experiences for transitional jobs services.

BACKGROUND

Transitional jobs are a type of work-experience Local Workforce Development Boards (WDBs) may provide under WIOA and are considered an individualized career service. Transitional jobs are in the public, private, or nonprofit sectors and are only available for individuals with barriers to employment who are chronically unemployed or have an inconsistent work history. Transitional jobs provide an individual with work experience that takes place within the context of an employee-employer relationship, in which the program provider generally acts as the employer, that results in an opportunity to develop important workplace skills.

This service must be combined with individualized career and supportive services. Transitional jobs must be designed to establish a work history for the individual, demonstrate success in the workplace, and develop the skills that lead to entry into and retention in unsubsidized employment. There is no requirement that the employer retains the individual upon completion of the transitional job; however, retention, where appropriate, is preferred for the benefit of the worker and employer.

DEFINITIONS

The state defines Chronically Unemployed or Inconsistent Work History: individuals as those who meet one or more of the following criteria:

- Has never held a full-time job (30+ hours per week) for more than 13 consecutive weeks
- Has held more than three jobs in the 52 weeks prior to application
- Has been unemployed for the 13 consecutive weeks or longer prior to application
- Has been unemployed 27 weeks or more prior to application

REFERENCES

- Title 20 Code of Federal Regulations Part 680.190 and 680.195
- WIOA Sections 134(d)(5)
- Fair Labor Standards Act, 29 U.S.C. § 203 *et seq.*

POLICY

Local criteria to participate in the work-experience transitional job services for San Bernardino County adult and dislocated worker programs, are:

- Needs to meet the eligibility criteria for an Adult or Dislocated Worker, depending on funding source
- Must meet the definition for Chronically Unemployed or have Inconsistent Work History as defined above
- The transitional job must be in one of the WDB Identified Priority Sectors
- Up to 10% of adult or dislocated worker funds may be used, as determined annually during the budget process
- Participants will be paid minimum wage
- Allowable work experience is up to 320 hours, either full or part time
- The employer of record will be WDD or a procured designee
- Any exceptions to the wages or hours must be approved by the WDD Director

WIOA Reauthorization

House Republican Priorities

1. Training Floor: 50% to 70% of Title I \$
2. Employer Engagement: ETPL, Sector Partnerships
3. Short-Term Pell
4. Reentry
5. One-stop Infrastructure and Cost Sharing
6. Data Quality and Accessibility

House Democrat Priorities

1. Mandatory ITAs: 21st Century SKILLS Act
2. Supportive Services
3. Opportunity Youth
4. Job Quality
5. One-stop Infrastructure and Cost Sharing
6. Data Quality and Accessibility

NAWB Priorities

1. Increase LWDB Decision Making Authority
2. Define Training Costs Broadley
3. Broaden Data Quality and Accessibility
4. Expand Opportunities for High-Quality Training
5. Promote Lifelong Learning: ETPL, ITAs, IWT, OJT
6. Drive Operational Efficiencies: IFAs, Virtual

Timeline (House)

- There will not be another examination hearing
- NAWB expects a draft to be released and marked up by the end of the year
- Senate R's preparing members to support WIOA once a bill comes out of the House whereas Senate D's are focused on NAA

NAWB expects most recommendations to be included as we continue to work hand and hand with both Republicans and Democrats, drawing upon our members' on the ground insights and expertise

Fiscal Year 2024 Appropriations (See Attached)

- House WIOA Title I proposal allocates \$3.39B or 60% less than FY23, eliminating Adult and Youth Programs as well as Job Corps
- Senate maintains funding at roughly FY23 levels
- New Speaker, Rep. Mike Johnson (R-LA), will bypass a full House Appropriations Committee markup and send the FY24 LHHS funding bill to the floor for a full House vote during the week of Nov. 13
- House and Senate continue to move forward with their respective proposals, which are vastly different
- House proposal will not pass the Senate and would be vetoed by the President
- Government funding runs out on Nov. 17, potentially leading to a government shutdown
- Legislators expect that there will have to be another Continuing Resolution (CR) extending FY23 funding

Other Policy Activities

- Lifelong Learning Act, which removes IWT Cap, increases Transitional Job Cap from 10% to 30%, and allows LWDBs to be one-stop operators will be introduced by Sen. Peters (MI) and Sen. Collins (ME)
- Partnered with Data Quality Campaign to introduce legislation bolstering WDQI and data accessibility
- Drafting legislation to allow WP Employment Services to be administered by local merit staff

Campaign to Invest in America's Workforce

- CIAW is a NAWB managed coalition of 50 national organizations focused on improving and investing in the nation's public workforce system
- CIAW acts as the collective voice of the workforce development system, aligning membership advocacy efforts to foster expertise and influence
- Key Hill staff and members of Congress address CIAW each month

FY24 Proposed WIOA Appropriations

Program	FY23	President FY24 Proposed	House FY24 Proposed	Senate FY24 Proposed
Title I (in thousands)				
WIOA Adult ETA	\$ 885,649	\$ 899,987	\$ 173,649	\$ 885,649
WIOA Youth Activities	\$ 948,130	\$ 963,837	\$ -	\$ 948,130
WIOA Dislocated Worker ETA	\$ 1,095,553	\$ 1,155,278	\$1,095,553	\$ 1,095,553
WIOA DW National Activities	\$ 325,859	\$ 364,386	\$ 360,859	\$ 305,859
Native Americans	\$ 60,000	\$ 63,800	\$ 60,000	\$ 60,000
Migrant & Seasonal Farm	\$ 97,396	\$ 97,396	\$ 97,396	\$ 97,396
Youthbuild	\$ 105,000	\$ 145,000	\$ 105,000	\$ 105,000
Ex-offender / Reentry	\$ 115,000	\$ 170,000	\$ 115,000	\$ 115,000
Workforce Data Quality Initiative	\$ 6,000	\$ 11,000	\$ 6,000	\$ 6,000
NAA Expansion	\$ 285,000	\$ 335,000	\$ 285,000	\$ 290,000
Job Corps	\$ 1,760,155	\$ 1,835,467	\$ -	\$ 1,760,155
SECTOR Program	\$ -	\$ 200,000	\$ -	\$ -
Climate Corps	\$ -	\$ 15,000	\$ -	\$ -
National Youth Employment Program	\$ -	\$ -	\$ -	\$ -
Veterans Climate Training Program	\$ -	\$ -	\$ -	\$ -
Youth Climate Corps	\$ -	\$ -	\$ -	\$ -
Title I Total	\$ 5,683,742	\$ 6,256,151	\$2,298,457	\$ 5,668,742
Title II (in thousands)				
Adult Education State Grants	\$ 715,455	\$ 715,455	\$ 715,455	\$ 715,455
Title III (in thousands)				
Wagner Peyser Labor Exchange	\$ 680,052	\$ 698,862	\$ 680,052	\$ 675,052
Title IV (in thousands)				
Vocational Rehabilitation	\$ 4,092,906	\$ 4,253,800	\$4,397,033	\$ 4,397,033
WIOA Total	\$11,172,155	\$11,924,268	\$8,090,997	\$11,456,282

****Figures are subject to change****

San Bernardino County Target Sector Intelligence



Created For:
San Bernardino County Workforce Development Board

About Lightcast

Who We Are:

- A global leader in labor market analytics, with data and solutions in:
 - Education
 - Enterprise & Staffing
 - Economic Development
 - Workforce Development

OUR MISSION

To unlock new possibilities in the labor market.

Project Background



Previously: Year 1

- Evaluated opportunities in San Bernardino County.
- Focus on finding target sectors.



Now: Year 2

- Focus shifted to sector performance, occupational opportunities, and skills in demand.



Demographic Baseline



San Bernardino County, California, and
the United States

Demographic Baseline Overview

Key Observations

- Hispanic population share increased 55.4% → 56.5%.
- County population dispersion by race is roughly comparable to the U.S. and California average:
- County population is younger than California and the United States: larger population under the age of 25.
 - Positive Indicator for future labor force prospects against the State and National Average



Target Sector Intelligence



Growth, Concentration, & Job Postings

Target Sectors Overview

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Key Observations

- Transportation and Warehousing leads the region.
- Mining: small and rapidly growing.
- Healthcare and Social Assistance: strong projected growth.

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Mining, Quarrying, and Oil and Gas Extraction	1,122	93%	30%	\$115,884
Construction	54,129	12%	6%	\$68,689
Manufacturing	56,993	(2%)	1%	\$66,877
Transportation and Warehousing	139,608	75%	20%	\$54,736
Professional, Scientific, and Technical Services	32,417	22%	13%	\$79,337
Health Care and Social Assistance	126,152	13%	16%	\$58,261
Government	144,960	2%	7%	\$71,874



Mining, Quarrying, and Oil and Gas Extraction

Past 5-Year Growth, Concentration and Employment in San Bernardino County

- Strong growth is projected for nearly all subsectors
- Strong Subsectors:
 - **Nonmetallic Mineral Mining and Quarrying.**
 - Crushed and Broken Stone.
 - Construction Sand and Gravel Mining.

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Construction Sand and Gravel Mining	353	21%	15%	\$95,275
Crushed and Broken Limestone Mining and Quarrying	91	9%	(11%)	\$82,355
Drilling Oil and Gas Wells	57	68%	79%	\$60,040
Iron Ore Mining	17	(32%)	31%	\$89,244
Other Crushed and Broken Stone Mining and Quarrying	89	45%	23%	\$84,863
Other Nonmetallic Mineral Mining and Quarrying	384	976%	38%	\$180,574
Support Activities for Nonmetallic Minerals (except Fuels) Mining	53	0%	35%	\$52,395
Support Activities for Oil and Gas Operations	72	0%	78%	\$50,757





Construction

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Residential Building Construction	8,183	21%	8%	\$50,346
Nonresidential Building Construction	3,255	4%	3%	\$80,207
Utility System Construction	2,932	16%	8%	\$109,754
Land Subdivision	117	(83%)	(61%)	\$132,053
Highway, Street, and Bridge Construction	1,145	22%	5%	\$98,431
Other Heavy and Civil Engineering Construction	707	20%	10%	\$101,834
Foundation, Structure, and Building Exterior Contractors	9,903	13%	3%	\$62,909
Building Equipment Contractors	14,399	27%	14%	\$78,939
Building Finishing Contractors	7,822	(0%)	0%	\$54,521
Other Specialty Trade Contractors	5,666	(3%)	0%	\$59,471

- Building Equipment Contractors lead the sector..
- Almost all subsectors positive in past and projected growth.

Growth Values at or above 5% 
 Growth Values at or below (5%) 





Manufacturing – Food, Beverage & Textiles

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Animal Food Manufacturing	303	(32%)	(13%)	\$73,847
Grain and Oilseed Milling	810	37%	11%	\$63,375
Sugar and Confectionery Product Manufacturing	327	166%	26%	\$58,458
Fruit and Vegetable Preserving and Specialty Food Manufacturing	314	(0%)	(8%)	\$66,331
Dairy Product Manufacturing	583	11%	20%	\$65,529
Animal Slaughtering and Processing	530	(28%)	(0%)	\$55,101
Bakeries and Tortilla Manufacturing	2,714	4%	(1%)	\$47,272
Other Food Manufacturing	3,164	62%	24%	\$54,927
Beverage Manufacturing	1,692	5%	13%	\$63,374
Textile Furnishings Mills	146	(24%)	(23%)	\$33,516
Other Textile Product Mills	257	(6%)	(12%)	\$35,973
Cut and Sew Apparel Manufacturing	237	(29%)	(15%)	\$33,642

- Bakeries, Tortilla, and Other Food Manufacturing.
- Core sectors of growth and employment.
- All others: non-positive outlook.

Growth Values at or above 5% 
 Growth Values at or below (5%) 





Manufacturing – Wood & Chemical

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Wood Product Manufacturing	2,470	22%	3%	\$55,946
Paper Manufacturing	1,976	11%	6%	\$80,681
Printing and Related Support Activities	1,438	(7%)	(11%)	\$48,478
Petroleum and Coal Products Manufacturing	117	(5%)	9%	\$90,545
Chemical Manufacturing	3,275	24%	10%	\$87,028
Plastics and Rubber Products Manufacturing	5,623	(4%)	(3%)	\$60,023
Nonmetallic Mineral Product Manufacturing	3,596	(13%)	(2%)	\$79,660

- Chemical, plastics, and nonmetallic lead employment.
- Growth positive in chemical, paper, and wood manufacturing.

Growth Values at or above 5% 
 Growth Values at or below (5%) 





Manufacturing – Metal, Furniture, Electrical, & Equipment Manufacturing

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Primary Metal Manufacturing	2,881	(13%)	(12%)	\$102,841
Fabricated Metal Product Manufacturing	7,863	(2%)	(1%)	\$65,616
Machinery Manufacturing	3,632	(3%)	(6%)	\$67,699
Computer and Electronic Product Manufacturing	1,721	2%	3%	\$69,991
Electrical Equipment, Appliance, and Component Manufacturing	1,861	(18%)	(9%)	\$59,565
Transportation Equipment Manufacturing	4,197	(11%)	10%	\$71,389
Furniture and Related Product Manufacturing	2,698	(22%)	(16%)	\$51,467
Miscellaneous Manufacturing	2,401	(14%)	(2%)	\$73,943

- Bright spot: Computer and Electronic Product Manufacturing.
- Future bright spot can be Transportation Equipment Manufacturing.

Growth Values at or above 5% 
 Growth Values at or below 5% 





Transportation and Logistics

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Air Transportation	752	75%	25%	\$97,167
Rail Transportation	2,639	(9%)	2%	\$99,615
Truck Transportation	29,270	32%	15%	\$66,985
Transit and Ground Passenger Transportation	2,813	(14%)	6%	\$36,145
Pipeline Transportation	236	21%	8%	\$128,143
Support Activities for Transportation	9,507	50%	17%	\$53,034
Couriers and Messengers	17,713	62%	18%	\$50,422
Warehousing and Storage	76,591	130%	24%	\$49,752

- Warehousing and Storage leads the sector.
- Strong growth in largest subsectors.
- Projected growth across the sector.

Growth Values at or above 5% 
 Growth Values at or below (5%) 



Professional, Scientific, and Technical Services

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Legal Services	3,421	6%	8%	\$94,170
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	3,892	(1%)	1%	\$63,450
Architectural, Engineering, and Related Services	6,638	42%	17%	\$90,691
Specialized Design Services	1,277	20%	14%	\$52,107
Computer Systems Design and Related Services	5,126	19%	11%	\$107,622
Management, Scientific, and Technical Consulting Services	7,479	37%	17%	\$69,789
Scientific Research and Development Services	300	(16%)	(1%)	\$101,374
Advertising, Public Relations, and Related Services	894	(8%)	7%	\$62,800
Other Professional, Scientific, and Technical Services	3,390	28%	20%	\$51,340

- Third-fastest growing target sector.
- Almost all subsectors are participating in that growth.
- Concentration is small in all subsectors: room to grow.
- Projected Growth for nearly all subsectors.

Growth Values at or above 5%
Growth Values at or below (5%)



Health Care – Offices of Practitioners & Health Services

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Offices of Physicians	13,492	13%	7%	\$100,126
Offices of Dentists	6,348	10%	12%	\$57,135
Offices of Other Health Practitioners	5,091	44%	20%	\$48,675
Outpatient Care Centers	12,357	17%	19%	\$98,922
Medical and Diagnostic Laboratories	915	5%	13%	\$75,843
Home Health Care Services	6,209	25%	16%	\$44,175
Other Ambulatory Health Care Services	2,002	(9%)	(3%)	\$63,793

- Nearly all subsectors here grew and projected to continue.
- Offices of Physicians and Outpatient Care Centers lead employment.

Growth Values at or above 5%

Growth Values at or below (5%)





Health Care – Hospital & Other Services

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
General Medical and Surgical Hospitals	22,102	3%	7%	\$86,910
Specialty (except Psychiatric and Substance Abuse) Hospitals	1,298	87%	44%	\$65,547
Nursing Care Facilities (Skilled Nursing Facilities)	6,473	(7%)	10%	\$50,532
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	2,898	52%	14%	\$42,053
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	3,010	2%	18%	\$37,568
Other Residential Care Facilities	689	(20%)	(23%)	\$46,294
Individual and Family Services	36,325	28%	29%	\$24,032
Community Food and Housing, and Emergency and Other Relief Services	524	17%	10%	\$47,515
Vocational Rehabilitation Services	1,355	(35%)	(9%)	\$30,936
Child Day Care Services	5,054	(9%)	(4%)	\$30,449

- Individual Family Services Lead Employment
- High growth: specialty hospitals and other specialized centers.
- Child Day Care Services: area of concern.

Growth Values at or above 5% 
 Growth Values at or below (5%) 





Public Administration

Past 5-Year Growth, Concentration and Employment in San Bernardino County

Industry	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
US Postal Service	2,684	(4%)	(0%)	\$66,329
Federal Government, Civilian, Excluding Postal Service	10,959	1%	(1%)	\$88,704
Federal Government, Military	16,368	(3%)	(2%)	\$60,354
Education (State Government)	3,608	(6%)	11%	\$56,084
Hospitals (State Government)	2,868	12%	3%	\$66,978
State Government, Excluding Education and Hospitals	7,766	9%	9%	\$76,370
Education (Local Government)	56,375	(1%)	6%	\$65,191
Hospitals (Local Government)	6,065	12%	7%	\$71,888
Local Government, Excluding Education and Hospitals	38,265	10%	12%	\$83,156

- Education and Local Government leads employment.
- Local administration to increase, while federal decreases.
- Education and Hospitals projected to grow.

Growth Values at or above 5% 
 Growth Values at or below (5%) 



Staffing Sectors



Growth, Wages, and Demand in Occupations & Skills

Scoring Top Occupations



Methodology

- Occupations staffing each sector were ranked based on employment, growth, and wages to provide the key occupations in each sector.



Ranking by Education

- Top rankings occupations were split along education lines to show the top Sub-Bachelor's and Bachelor's+ Occupations in each sector.



Top Scoring Occupations Summary

Mining Sector: Employment, Growth & Wages

Occupation	Employment 2022	Total Growth 2017-2022	% Growth 2017-2022	Median Hourly Earnings
Sub – Bachelor's				
Heavy and Tractor-Trailer Truck Drivers	179	111	162%	\$23.19
Excavating and Loading Machine and Dragline Operators, Surface Mining	118	102	635%	\$29.01
Continuous Mining Machine Operators	109	33	44%	\$32.92
Operating Engineers and Other Construction Equipment Operators	80	25	45%	\$35.85
First-Line Supervisors of Construction Trades and Extraction Workers	61	39	177%	\$35.79
Bachelor's & Above				
General and Operations Managers	40	17	76%	\$46.18



Mining, Quarrying, and Oil and Gas Extraction

Key Observations

- Job postings demand amongst top occupations has risen significantly since January 2023, but have fallen off recently.
- Highest demand postings: Motor Vehicle Operation, Clerks, and Material Movers
- Top Skills in demand involve delivery vehicle operation, as well as medical assistance.



Top Scoring Occupations Summary

Construction Sector: Employment, Growth & Wages

Occupation	Employment 2022	Total Growth 2017-2022	% Growth 2017-2022	Median Hourly Earnings
Sub – Bachelor's				
Carpenters	7,460	245	3%	\$28.53
Electricians	3,717	812	28%	\$31.43
First-Line Supervisors of Construction Trades and Extraction Workers	2,862	513	22%	\$37.93
Construction Laborers	6,138	(258)	(4%)	\$21.16
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,687	609	56%	\$24.96
Bachelor's & Above				
Business Operations Specialists, All Other	146	127	651%	\$29.80
Project Management Specialists	740	618	507%	\$45.33
Accountants and Auditors	216	78	57%	\$37.38
Construction Managers	2,591	610	31%	\$40.90
Chief Executives	125	26	27%	\$76.45



Construction

Key Observations

- Outside of supervisor roles, Installers and repairers lead the top growing and paying occupations.
- Job posting demand for top occupations has slowed down since 2022: consistent with the overall sector.
- Skill consistent with construction are in highest demand, plus warehousing and accounting skills.
- Credential demand within the sector focuses on heavy vehicle operation, safety and medical support skills.



Top Scoring Occupations Summary

Manufacturing Sector: Employment, Growth & Wages

Occupation	Employment 2022	Total Growth 2017-2022	% Growth 2017-2022	Median Hourly Earnings
Sub – Bachelor's				
Miscellaneous Assemblers and Fabricators	8,414	798	10%	\$16.86
Industrial Truck and Tractor Operators	3,949	1,757	80%	\$18.75
Inspectors, Testers, Sorters, Samplers, and Weighers	3,131	586	23%	\$17.94
First-Line Supervisors of Production and Operating Workers	3,359	297	10%	\$28.84
Laborers and Freight, Stock, and Material Movers, Hand	3,929	182	5%	\$17.65
Bachelor's & Above				
Industrial Production Managers	1,208	121	11%	\$46.95
General and Operations Managers	1,690	(123)	(7%)	\$46.18
Architectural and Engineering Managers	460	26	6%	\$72.93
Chief Executives	168	(47)	(22%)	\$75.68
Financial Managers	367	26	8%	\$60.46



Manufacturing

Key Observations

- Manufacturing is a diverse sector of occupations, skills, and credentials required.
- Job posting demand has remained steady in 2023, and lower than in 2021 and 2022.



Top Scoring Occupations Summary

Transportation and Logistics Sector: Employment, Growth & Wages

Occupation	Employment 2022	Total Growth 2017-2022	% Growth 2017-2022	Median Hourly Earnings
Sub – Bachelor's				
Laborers and Freight, Stock, and Material Movers, Hand	29,852	12,831	75%	\$19.27
Heavy and Tractor-Trailer Truck Drivers	22,886	6,678	41%	\$24.62
Stockers and Order Fillers	14,701	11,643	381%	\$18.80
Industrial Truck and Tractor Operators	16,565	8,998	119%	\$21.70
Light Truck Drivers	7,018	2,495	55%	\$21.35
Bachelor's & Above				
Airline Pilots, Copilots, and Flight Engineers	364	86	31%	\$143.83
Computer and Information Systems Managers	105	73	227%	\$76.83
Chief Executives	100	34	51%	\$76.45
Financial Managers	128	61	91%	\$63.16
General and Operations Managers	1,307	534	69%	\$48.80



Transportation and Logistics

Key Observations

- Top growing occupations for both education levels is extremely high: $\geq 200\%$.
- Job postings demand across top occupations and skills peaked in late 2021.
- Top Credentials demanded involve specialization in material handling.



Top Scoring Occupations Summary

Professional Services Sector: Employment, Growth & Wages

Occupation	Employment 2022	Total Growth 2017-2022	% Growth 2017-2022	Median Hourly Earnings
Sub – Bachelor's				
Bookkeeping, Accounting, and Auditing Clerks	952	54	6%	\$22.93
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	602	135	29%	\$27.59
Tax Preparers	581	145	33%	\$23.01
Veterinary Assistants and Laboratory Animal Caretakers	557	146	36%	\$16.99
Photographers	604	66	12%	\$22.70
Bachelor's & Above				
Management Analysts	1,822	434	31%	\$39.72
Lawyers	1,587	172	12%	\$66.34
Software Developers	990	379	62%	\$60.89
Project Management Specialists	632	446	239%	\$45.33
Accountants and Auditors	1,523	(54)	(3%)	\$37.38



Professional, Scientific, and Technical Services

Key Observations

- Diverse top occupations in demand.
- Occupational job posting demand declined since 2022.
- Skills demand has remained steady since 2021.
- Top credentials demanded include:
 - Nursing and healthcare support
 - Passenger vehicle operation
 - Engineering
 - Board certification/eligibility



Top Scoring Occupations Summary

Health Care & Social Assistance Sector: Employment, Growth & Wages

Occupation	Employment 2022	Total Growth 2017-2022	% Growth 2017-2022	Median Hourly Earnings
Sub – Bachelor's				
Home Health and Personal Care Aides	74,799	21,675	41%	\$14.28
Medical Secretaries and Administrative Assistants	8,191	2,004	32%	\$18.31
Medical Assistants	8,872	1,020	13%	\$17.81
Licensed Practical and Licensed Vocational Nurses	6,229	378	6%	\$28.51
Nursing Assistants	6,659	(425)	(6%)	\$17.28
Bachelor's & Above				
Registered Nurses	23,419	2,232	11%	\$48.48
Anesthesiologists	105	(183)	(64%)	\$177.13
Nurse Anesthetists	173	148	583%	\$137.65
Surgeons, All Other	180	(87)	(33%)	\$140.25
Psychiatrists	277	35	15%	\$136.94



Health Care and Social Assistance

Key Observations

- Technicians and assistants are in demand.
- Anesthesiologists lead Bachelor's + Occupations in wages and growth.
- Registered nurses are in highest demand.
- Home Health Aids were in high demand for the first half of 2022, regressed back to the mean in 2023.



Top Scoring Occupations Summary

Public Administration Sector: Employment, Growth & Wages

Occupation	Employment 2022	Total Growth 2017-2022	% Growth 2017-2022	Median Hourly Earnings
Sub – Bachelor's				
Teaching Assistants, Except Postsecondary	7,123	(204)	(3%)	\$18.25
Police and Sheriff's Patrol Officers	3,327	348	12%	\$50.94
Protective Service Workers, All Other	1,313	720	121%	\$17.87
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,428	(252)	(7%)	\$17.17
Eligibility Interviewers, Government Programs	1,723	275	19%	\$24.91
Bachelor's & Above				
Elementary School Teachers, Except Special Education	9,517	1,164	14%	\$45.91
Registered Nurses	3,970	646	19%	\$58.59
Postsecondary Teachers	4,317	442	11%	\$50.06
Secondary School Teachers, Except Special and Career/Technical Education	4,954	50	1%	\$49.82
Child, Family, and School Social Workers	1,462	829	131%	\$30.18



Public Administration

Key Observations

- Occupational demand in this sector has risen significantly since the beginning of 2022.
- Led by Police and Sheriff's Patrol Officers and Registered Nurses.
- Skills demand has also risen sharply since 2022.
- The top credentials demand were CDL Class C Licenses and Nursing Licenses/Certifications.



Cybersecurity Analysis



Key Observations

Cybersecurity

Key Observations



- Not highly concentrated but growing.
- Staffed primarily in Professional, Scientific and Technical Services and Public Sector.
- Occupations have grown fastest in the Warehousing and Storage Sector, then Administrative and Support Services.
- Top Occupation in Demand: Computer Systems Analysts and Administrators
- Top Skill in Demand: General Computer Science skills
- Top Credentials in Demand: Security Systems and Clearance



Cybersecurity Occupational Outlook

San Bernardino County Cybersecurity Occupations: Growth, Concentration, and Size

Occupation	2022 Jobs	2017-2022 Growth	2022-2027 Projected Growth	Wages, Salaries, & Proprietor Earnings
Computer Systems Analysts	2,490	37%	10%	\$45.76
Information Security Analysts	663	177%	17%	\$46.66
Computer Network Support Specialists	949	11%	10%	\$29.94
Computer Network Architects	770	26%	8%	\$48.01
Network and Computer Systems Administrators	1,406	(14%)	10%	\$40.23

Growth Values at or above 5% 
 Growth Values at or below (5%) 



Leading Cybersecurity Credentials

Top Credentials Demanded - All Education Levels

Credential	Unique Postings Jan 2020–Jul 2023	Median Advertised Salary
Certified Information Systems Security Professional	355	\$119,040
Cisco Certified Network Associate	288	\$83,200
CompTIA Security+	249	\$99,072
Secret Clearance	243	\$98,560
Security Clearance	207	\$109,824
Microsoft Certified Systems Engineer	160	\$80,128
GIAC Certifications	141	\$140,032
Cisco Certified Network Professional	138	\$83,200
IAT Level II Certification	127	\$109,824
Certified Information Security Manager	126	\$139,776



Employer Survey



Survey Methodology

Survey Collection

- Survey distributed and collected throughout August 2023.
- Seventy-nine responses were collected from employers of all target sectors.
- Survey Topics of Question:
 - Covered workforce composition
 - State of the current workforce
 - Strategies to improve workforce recruitment and retention



Employer Survey Summary



Workforce This Past Year

Overall employee recruitment and retention has improved, although not overwhelmingly



Workforce Strategies

Employers are upskilling, diversifying recruitment, and changing workplace environment in attempts to improve workforce attraction and retention, to mostly positive results.



Thank You



Created For:
San Bernardino County Workforce Development Board