

April 28- HRTC Meeting

Micah Weinberg:

In service of incorporating voices, we are adding a public comment section to these convenings every other Friday or whenever we end up having them.

Kenny Williams:

In California, \$6 billion will be spent between now and 2026. If we don't have true digital equity and also provide jobs that are going to provide folks with a path to the middle class instead of the sub-contractors to the subcontractors from out of state who are doing unsafe and subpar work. What we're doing at the state, local and the federal level is trying to put labor language in here and to try to be ensure that in the communities where it's needed folks, and also that folks in underserved neighborhood get a chance to get these not just jobs, but to get careers.

Micah Weinberg:

We are in essentially the data phase of this process. We're really making sure that we have a shared knowledge set, a shared understanding of the main factors impacting the economy, the environment, equity in Orange County.

Su Jin Jez:

I'm going to talk about the role of higher education, workforce development, the importance of alignment and advancing Orange County's economy. Governor Newsman has set a goal of a 70% postsecondary attainment rate, and that includes long term credentials. Right now, about 52% of Californians are sort of at that level of attainment. And in Orange County, it's about 58% said.

The community colleges have a goal of increasing their completion by 20%. At the California State University, they have a goal to increase four year graduation rates to 40% by 2025. The University of California has increasing four-year graduation rates to 76% and two year graduation rate for transfer students to 70% by 2030

The takeaway here is we need a lot more people to go to and complete college. And what we've identified is a real opportunity are adult learners, because there are 6.8 million Californians between the age of 25 to 54 that have a high school diploma and no college degree.

Shared in the Chat: <https://p2p.californiacompetes.org/>

In Orange County, 43.8% of Orange County residents have a bachelor's degree or higher. 18.5% of Orange County residents who identify Latinx have a bachelor's degree or higher, but you can see dramatic differences based on national identity or sort of other ethnic identity.

Most Californians who do not have a degree have a dependent child. So I think as we think about opportunities via higher education, we just think about what makes it possible for someone with a dependent child to pursue further education.

Micah Weinberg:

I wanted to bring up for consideration adding Dennis ARP from the Citizens Climate Lobby.

Citizens Climate Lobby was accepted to join the High Road Transition Collaborative.

Neil Sahota:

PwC estimates that AI and robotics will contribute about 15 trillion to the global GDP by the end of this decade. The World Economic Forum 85 million jobs will be supplanted by automated machines. As of last year, 30% of all worker tasks were actually done by machines. This is estimated to be at 50% by 2025.

The future of work will create about 97 million new jobs worldwide, driven by AI and robotics. If we just look at the next three years out, we look at about 120,000,000 global workers will need retraining based on AI's impact.

Automation is now migrating into white collar work. H&R Block built an AI system where it can do about 70% of the tax returns for their clients, and it takes minutes rather than hours.

The truth is the specific jobs don't matter at all. We know what the skills are going to be for most jobs. Critical thinking, the essential skills like communication, collaboration, facilitation, negotiation, creative thinking, understanding the capabilities of these technological tools.

It's not human versus machine, it's us as people augmenting our own capabilities with those of AI or machine capabilities. So that's where you're seeing the workforce train towards, is the marriage between these two things.

Surprisingly, with the acceleration of AI, we're finding dearth or a severe lack of people skilled in philosophy and arts to meet this need.

Micah Weinberg:

With a group like this one that is focused on making sure that these technologies, the productivity returns, are going to workers, what do we do about the fact that AI is being trained on a discriminatory system and therefore potentially reinforcing that?

Neil Sahota:

That's the common challenge. The explicit bias we can deal with because we know it the implicit bias that's really the problem. We need the diversity of perspective, the diversity of experience, diversity of thought that we have to bring forward to capture those types of things.

Matt Horton:

The Milken Institute does this famous ranking of best performing cities each year. Orange County is the highest ranked region in the Southern California Region.

Orange county at the same time lost more people than it gained in the previous four years. We need to think about what are some of the things that we can look at there from a sector concentration standpoint that can provide more upward mobility? How can we drive some of

those investments in sector growth and development that can lead to better paying jobs as an extension, more equitable economic development and the employment growth?

Orange County's economic framework is largely composed of a higher tech or higher wage job development growth, which I think the trend lines are still at least in our favor. This paints a little bit more of that picture in terms of we're losing ground in terms of low wage employment and I think a little bit more concerning in that middle wage area. Like the middle class is losing pace in Orange County, it seems, while high wage job growth and the gap between the low wages is growing larger.

I think we'll have to address where do we make those kind of upstream investments in terms of talent growth, talent development skills..

The sectors in terms of manufacturing, healthcare and other types of professional services tend to be more highly concentrated in Orange County. Especially in life sciences.

And one thing, I think, a trend throughout the state that we'll need to put a pin for further conversation is what does a continuing vacancy look like for our real estate?

We have to acknowledge that this is a big moment of federal spending opportunity for the region to harness the billions and billions of dollars.

Cesar Covarrubias:

I would also encourage us to look at the lack of affordable housing, lack of supports for those low income families in the communities, and how that impacts in our data and our studies.

Gloria Alvarado:

Yes. Hi. Good morning. So one of the other things that I was looking at and thinking specifically of the automation, right. Is the ability for those who are interested in transitioning or reinventing their career life. How are we helping them? Are there pre apprentice training that can give them the basics? And if not, how do we get involved in that?

Ely Flores:

I'm just hoping that when we design the equity plan that we include the segment of the that are just not included in any particular pathway to post-secondary education. We find a lot of those students who are neither working nor school.

Su Jin Jez:

I'm also going to share we did a study that looks at demand for higher ed amongst adults, and I think that perhaps could be useful and sort of get to what you're thinking about. What are folks interested in returning to higher what's the demand and then what kind of training do people say they want?

<https://californiacompetes.org/resources/get-ready/>

Candice Mays:

This equity and inclusiveness in Orange County map is a continuation of the work we've been doing, getting a spatialized overview of the communities in Orange County and how they're faring, the challenges they face, where they're excelling and not excelling.

(<https://storymaps.arcgis.com/stories/bbc1ad85e3bb4be8bb8938e6860d9b70>)

Alex Reed:

Income inequality in the region is generally low when compared on the national stage and then also when comparing Orange County to other areas in the other areas in California, it's generally somewhere in the middle. One in ten Orange County residents resides below the poverty line or in a household that reports income below the poverty line.

In some tracks, with one in five residents having incomes that are below the federal poverty line. High concentrations of poverty in high minority areas. The average household size is around three people, but in some of the worst areas it can be nearing six people in one household.

Home value in the region is highly dependent on where you live. Most minority areas are likely to see home values around \$600,000, which is fairly below the countywide average, which is around \$780,000.

Question from the Chat:

Thank you so much for the presentation. Getting down to very concrete level. But there's another level which is really the experience of the individuals living in these communities and that's a big part of what we're going to be doing during outreach and engagement.

Candace Mays:

The data is a foundational understanding of a community, but it's also really important to get to know residents and speak to residents about their issues are and then look at trends across residents.

These maps can point to what the problem areas are or where challenges are. They don't necessarily explain what some of those trials the individual faces. We can say this is a need based upon the data, but what do you need as a resident to address this is where then you really begin to look at formulating an actual project to propose.

Toni Symonds:

When we start to have our discussions with people that have chosen to join the Native American. Group what would be helpful to know if we are seeing disparities or at least differences between all people in Orange County, people of color in Orange County, and how that compares to the state. And so it would be really helpful to be able to pull that out.

Okay, well, if there aren't any more questions, we promised that we would wrap up with a little bit more information on one of the main tools that powers the current economy, and that is broadband. So we're going to pass it back over to you, Kenny, for the balance of our time and then we'll sign off at ten.

Kenny Williams:

Digital equity and broadband policy is what we're going to talk about. The last mile is where the digital redlining and the digital equity issues are created. Imagine that if you have a 20-inch pipe going into a community with one-inch pipes going to every home, and you increase that to a 200 inch pipe, but you still only have a one inch pipe going into each home, you have the same service that you had before.

The state will invest \$2 billion for unserved and underserved, but Pebble beach golf course is considered unserved. Santa Ana is considered served. We must put the service where it's needed.

Other Resources Share:

Median Income by race and education:

<https://p2p.californiacompetes.org/p2p/regions?region=orange-region#medincome-142545>

Household income: <https://p2p.californiacompetes.org/p2p/regions?region=orange-region#medhouseincome-142546>

Living Wage: <https://p2p.californiacompetes.org/p2p/regions?region=orange-region#pctliving-142549>

Transit and Community College Access: <https://www.civicmaps.org/california-community-technical-college-transit-map>