

Dr. Virginia Parks:

This is employment change in Orange County, through the pandemic. We saw a contraction in the Orange County labor market of about 4%. It's clearly the impact of COVID and 2021 data which is the most recent publicly available data at the worker level. This data will be updated this coming fall and that will provide us with another snapshot of what I believe will be the economic trajectory of Orange County.

This is employment change by gender. Looking at pre COVID and post we see that the pandemic had a disproportionate impact on women. They had a job loss rate of a little over 4% and men at about 3% and that tracks with national trends and many experts attribute this to the fact that women were the ones who were staying home who particularly if they had children and they were schooling remotely. We see that white workers, their share of the labor market decreased about 8%. Latinx workers about 5% and the rest of the group increased to some degree. We don't really know what drives this, so we need to be mindful that there can be different reasons that drive these trends.

We broke down Orange County by every major occupational group, and what I did is the orange identifies the industries where we saw the greatest number of job losses and then green is industries where we saw actually some job gains. The occupations that lost the greatest number of jobs are not surprising food preparation, construction and personal care and service. Those are your nail salons, hair salons, occupations like that. Occupations that grew are your more technical occupations like computer and mathematical, 13%.

We calculated the median wage. A dot in the middle of each of these lines is that median wage. The occupations that have the highest median wage down to occupations with the lowest median wage, but I also want to point out what we're visualizing with this chart is the spread of wages. So longer lines, there's a lot more variation in wages. You can see among those top earning occupations, there's a lot of spread. There are many people who are making far below that median wage. Your middle earnings, occupations, you see construction, education, protective services are all in these middle ranges. And then we drop down to lower paying jobs. What's interesting here is this is what labor economists called wage compression. There's a lot less variability, so folks in those occupations all tend to earn similar wages. And what we did here is ranked highest to lowest in median wage, but what's important about this slide is to look at the percent of the labor market that each of these occupations makes up.

Now we do the same thing by industry. We target industries because the industry also operates along a supply chain. They tend to be organized in a way that's easy for policy to identify and to leverage in some sort of way. Your top industry here is management of companies and enterprises, but that's not all management jobs. This is actually a very small industry. Next, you get a much bigger industry, professional, scientific, and technical services, and that does map very closely to that same occupation that I was talking about before. Your higher wage jobs are your scientists, utilities, finance, and insurance information. Then you have your middle tier industries, but these are many of the middle-class supporting jobs, such as manufacturing, education, construction, and this is a huge industry in Orange County, health care and assistance. Then you see your lower wage industries, transportation and warehousing, retail trade, arts, entertainment, and recreation, your tourism jobs, and accommodation and food services. Here you can see the size of each industry, and when I just want to point out that healthcare and social assistance in Orange County as a single industry is a very large industry, e

educational services as well. That's going to be all of your K through 12, UCI, Chapman, other, you know, educational, your community colleges, all of those, jobs fall into, that industry category.

Youjin B. Kim:

We sought to identify workers who have good jobs, which we define as those who are earning a living wage according to the MIT living wage calculator. Secondly, receive having health insurance through their employer, and third, having a full time and full-year appointment which we define as 30 HR week according to the Obamacare definition and full year appointment is considered 50 weeks or more of work in a year.

For Orange County, MIT Living Wage was calculated as \$23.66 an hour for a single adult with no children. And for a household with 2 adults and one child, both adults would need to earn at least \$25.57 to be considered earning a living wage. And the MIT folks define living wages as the wage, hourly wage needed to cover basic family expenditures plus all relevant taxes. So basic family expenses include food costs, Childcare, housing, transportation, other necessities, broadband and what they call civic engagement which includes education and entertainment. We have estimated that at least 830,000 workers in Orange County have good jobs according to the definition, which is about 42% of all workers in Orange County. And in terms of gender, men are more likely than women to hold the jobs. We estimated 47% so almost half of men have good jobs compared to 38% of women. In terms of households with 2 adults and one child, over 770,000 workers in Orange County hold good jobs or 39.2% of all workers in Orange County, do this is about 60,000 workers less than the definition of good jobs using the living wage for a single adult with no children. And, in terms of gender disparities men are still more likely to hold good jobs under the definition, 43.5% of men compared to 34.6% of women. As you can see from this table white workers are most likely to have good jobs.

This chart represents the percentage of workers in each occupation who have good jobs. Top management workers who hold management occupations are 64.5%. The other occupations that had high median hourly wages, are business and financial operations, computer and mathematical architecture and engineering, life, physical, and social sciences. At the other end, we have personal care and service, food preparation and serving related workers who are only 3.5% or 1.6% of whom have good jobs. And then in terms of good jobs by industry, the industry of management and companies and enterprises are most likely to have good jobs around, and workers in the utility sector also have a high rate of good jobs. On the other end, we have only 5.5% of workers in the accommodation and food services sector have good jobs, and 14% of workers in the arts entertainment and recreation industry have good jobs.

Dr. Virginia Parks:

We wanted to look at unionization. In 2019, 15% of all workers were members of a union or covered by a union contract. We see that decrease in 2021 and that's the result of COVID and a lot of job loss in sectors that were represented by unions.

Here you can see what the union wage differential is the difference between a worker who is covered by a union contract and workers who are not. We can see in 2019 that union wages were 30% higher than non-union wages in Orange County. In 2021 union wages were 55% higher than non-union wages. The greatest differences in transportation and warehousing, then construction, so union wages are 45% higher in construction, in education, union wages are 21% higher and in retail trade they are 20%

to about 23% higher. Licensed vocational nurses, and we then calculated the median hourly wage union wage at \$41 per hour, all workers who are licensed vocational nurses in Orange County and that median wage is \$27. So, then we looked at hotel housekeepers, and so we have, \$23.50 at a starting rates and that compares to an Orange County median hourly wage for hotel housekeepers at \$15.60 an hour. For entry level wage for cashiers. Union rates are \$16.25 an hour and for entry level and top-level wages at \$25.50, and that compares to an overall \$15.19 cents an hour.

Rebecca Alvarez:

Our goal in this presentation is to share an overview of what is included in the stakeholder mapping data that we've gathered to date and how it can be used in the CERF process to support the CERF goals. The challenge with stakeholder mapping then is to really define what organizations are or could be involved in this work, so one of the ways that we do that is really think about what are the organizations that could be involved in the CERF processes looking at the guidelines that you see there on the slide.

Are you or is it an organization that could connect to communities, connect to people and residents with an access under with an emphasis on disinvestment communities.

Is it an organization that helps to prepare for and get access to good jobs.

Is it an organization that helps to strengthen the economy and the environment?

And is it an organization that provides these good jobs and sustainable industries.

So these are the guidelines that help us understand who are or could be involved in the CERF planning and implementation.

The stakeholder mapping effort specifically the purpose of this is meant to develop a list of organizations and entities and their potential role in developing a plan and engaging in implementation, and it's also used to help clarify opportunities for collaboration and partnership. The value of the stakeholder mapping really lies in this spreadsheet because there are many things that we can do with the data. I think the real value is looking at asking what questions you have about stakeholders that could be involved, questions that could inform partnerships and then we can utilize this data to answer those questions. We want it to be able to be utilized by all of you by the HRTC to really inform partnership opportunities and strengthen partnerships.

The two categories that we see a lot of cross section in are community based-organization and disinvested communities. From a geographic standpoint, over 60% of the stakeholders in our survey reported that their services are countywide. As you can see, we have a pretty good cross section of organizations across Orange County. If we think back to connecting stakeholder mapping to CERF we have a whole set of organizations whose role is about connecting to people and communities and working with different communities to provide access to preparation to jobs, engagement in economic development and so forth. As you can see there are different types of organizations, primarily Native Tribes, community-based organizations, and environmental organizations, whose role as they define it in reporting on that is about connecting people in communities. Then we have organizations whose role is around economic development and public policy. This is mostly those organizations who either identified as an economic development organization or are government agencies, cities, and so forth.

We have organizations whose role is really around preparing people for and providing access to jobs and careers. And then we have organizations whose role is in those sustainable, good paying jobs. Employers and business associations, our chambers of commerce are in this category.

How do we use the stakeholder mapping data? One way to think about that is what questions do you have about organizations that are out there in Orange County and how you might work with them or how they might work together.

Some questions for thought that we wanted to put out to all of you to be thinking about, is what questions would you like to answer with this data? What questions do you have about the stakeholders in orange county and those different roles that I mentioned that you'd like to better understand and how you might see these findings in the database that we've developed around stakeholder mapping supporting new or strengthening existing partnerships?

Matt Phillips:

I'm here to talk a little bit about the catalyst program. Which is a proposal to reallocate funds for CERF into what we're calling a sort of a pre-development fund. One of the things we learned from the economic development pilots application process was that there are these communities across the state that don't have projects which could be funded and then immediately implemented. The pre-development is sort of a way to try to move projects along such that that communities across California all have ready to go projects that can then maximize additional federal funding streams. We need to build up a pipeline of projects in disinvested communities that can then maximize those funding streams and apply for additional funds. The idea of the catalyst program is really to bridge the gap between the planning phase and the implementation phase. We're also doing this to alleviate some timeline constraints. We have a deadline of 2026. Which only leaves about 2 years for the implementation phase for the projects to be applied for, evaluated, contracted, and then, to actually be constructive, and so 2 years is really not enough time for a lot of those projects, especially if they're projects that are in the exploratory phase or just in development during the planning phase.

Just to give a breakdown of what we're proposing. What we're proposing is allocating 26.5 million dollars to each region from the implementation phase. \$1.5 million of that would be to continue the HRTC maintenance to continue the HRTC process. The other \$25 million would go into would be divided among various buckets. We'd have \$3 million to develop industry collaborators which would basically take the investments that are being and the industries that are being prioritized in the planning phase and turn them into sort of let's start turning those into projects. There would also be \$5 million reserved for a revolving loan fund for regions, especially for regions that don't have one. Anchor institutions, which is funding to identify you know fit businesses or community infrastructure or institutions that are at risk of failure or risk of leaving the region.

The biggest bucket would be for project investment which is moving these projects from exploratory to what we're calling last mile. If Orange County has a revolving loan fund that's already been successful for the region, you can repurpose that \$5 million and put that into the project investment.

The regional plans are due at the end of August. What we would do here is then release the catalyst program solicitation. It'll be an application that asks the region to talk about how it plans to spend the money and to provide some guidelines in a budget. The funds would then become available in May to provide overlap between the end of the planning phase and the beginning of the catalyst.

Out of the planning phase you will identify what regions, what industries and what investments would you like to make in the region. Those will then shape the development of projects through the catalyst fund. Out of the catalyst program would come these developed projects and those would either be eligible for the implementation phase, or they would be available for additional funding streams. One of our goals here is to maximize funding streams that are coming from additional state investments and also from the federal government. There is still American Rescue Plan Act funding, there is funding coming down from the Infrastructure Investments and Jobs act, there's also funding coming from the Inflation Reduction Act. Those funds are expected to peak around 2025 and so we hope that this catalyst phase can allow communities across California to be much more competitive for receiving those types of funds. The other thing that comes out of the planning phase are these ready to go projects that are immediately implementable as soon as they have an executed contract. They would come directly out of the planning phase and they could be funded through implementation and the implementation phase. For the \$26.5 million, that funding would be guaranteed to the region provided that it submits a successful application.