SJCOG Speaker Series: Good Jobs / Green Jobs / Highroad Jobs in the NSJV

November 28, 2023

UNIVERSITY OF THE PACIFIC
Center for Business and Policy Research

Taylor Williams
Program Manager
Workforce & Green Economy
Edge Collaborative

Edward Flores
Associate Professor
UC Merced

Amanda Hughes
Executive Director
Stanislaus 2030

Agenda:

Introduction SJCOG Speaker Series

Isaiah Anderson, Associate Regional Planner, SJCOG

What do we mean when we talk about the nature of work?

Thomas Pogue, Executive Director, CBPR

Good jobs – defining good and promising jobs in Stanislaus 2030

Amanda Hughes, Executive Director, Stanislaus 2030

Green jobs – defining green jobs in Stockton and San Joaquin County

Taylor Williams, Program Manager Workforce & Green Economy, Edge Collaborative

Highroad jobs – defining highroad jobs in the Central Valley

Edward Flores, Associate Professor & Faculty Director, UC Merced Community and Labor Center

Questions?

Open to all

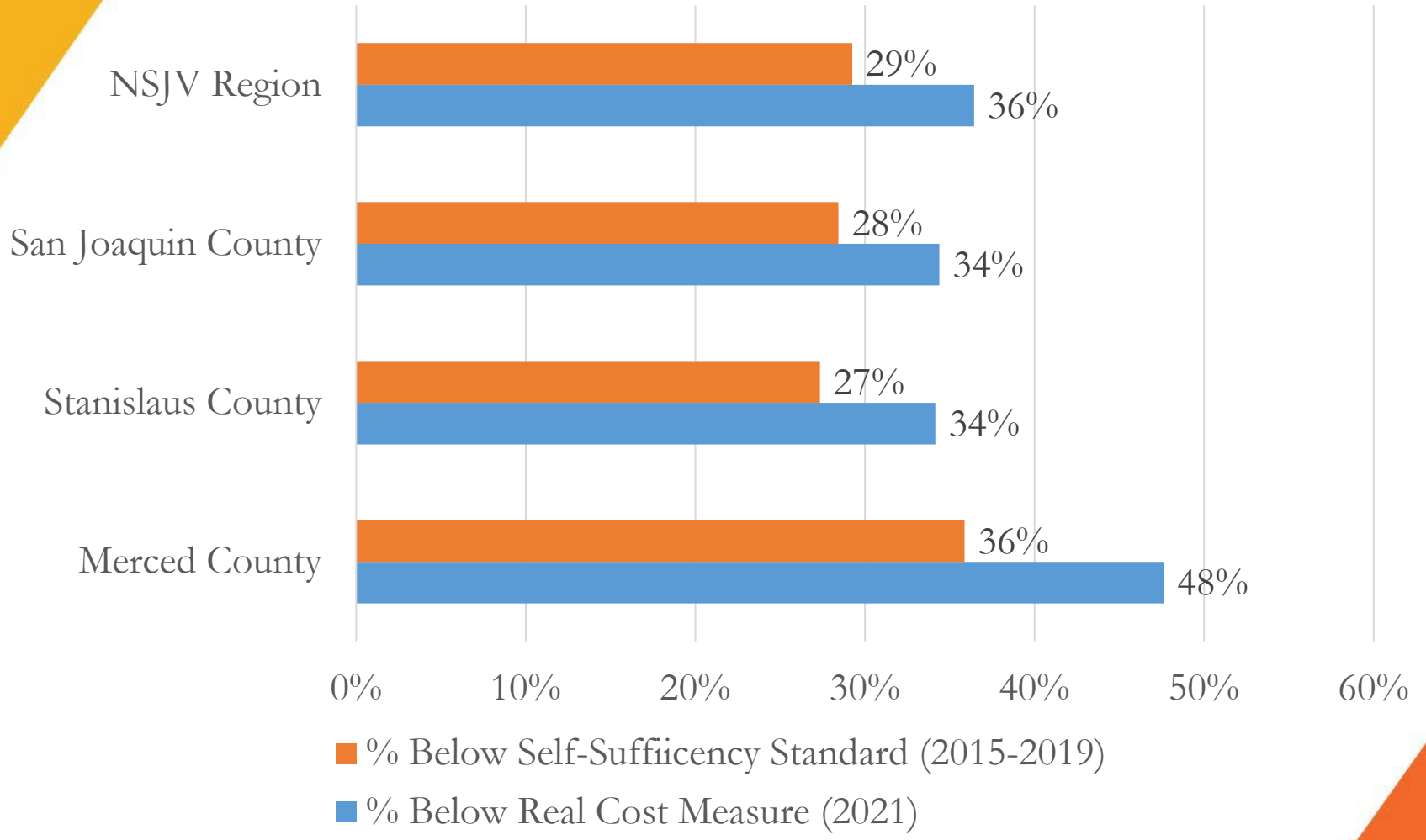
Cost of Self-Sufficiency in the NSJV

2015 – 2019 Self Sufficiency Standard Costs per Month

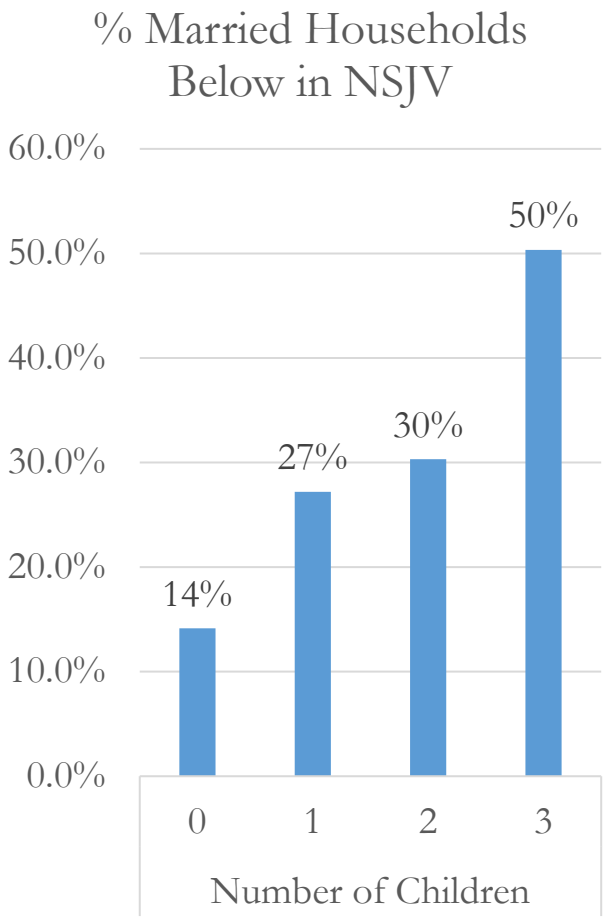
Household Composition	Housing	Childcare	Food	Transportation	Health Care	Miscellaneous	Taxes	Emergency Saving	Total
1 Working Adult, no children	$959	$0	$280	$333	$181	$175	$334	$69	$2,330
1 Working Adult, 1 child	$1,220	$505	$495	$338	$663	$322	$587	$147	$4,277
1 Working Adult, 2 children	$1,214	$1,181	$691	$340	$695	$412	$793	$251	$5,576
2 Working Adults, no children	$959	$0	$533	$645	$692	$283	$456	$55	$3,623
2 Working Adults, 1 child	$1,222	$613	$725	$650	$718	$393	$706	$82	$5,109
2 Working Adults, 2 children	$1,223	$1,357	$894	$653	$736	$486	$919	$107	$6,375

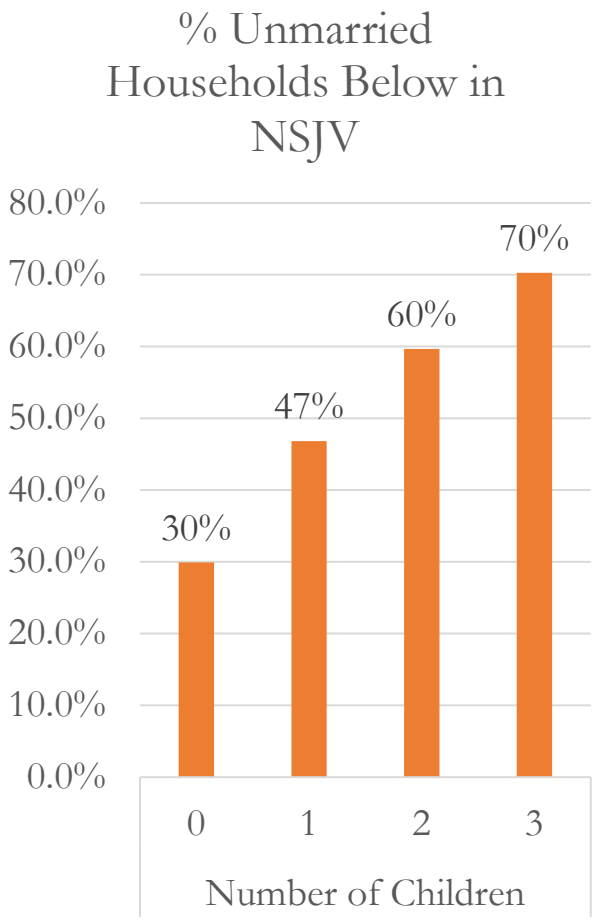
Source: Center for Women's Welfare, University of Washington
http://depts.washington.edu/selfsuff/drupal/

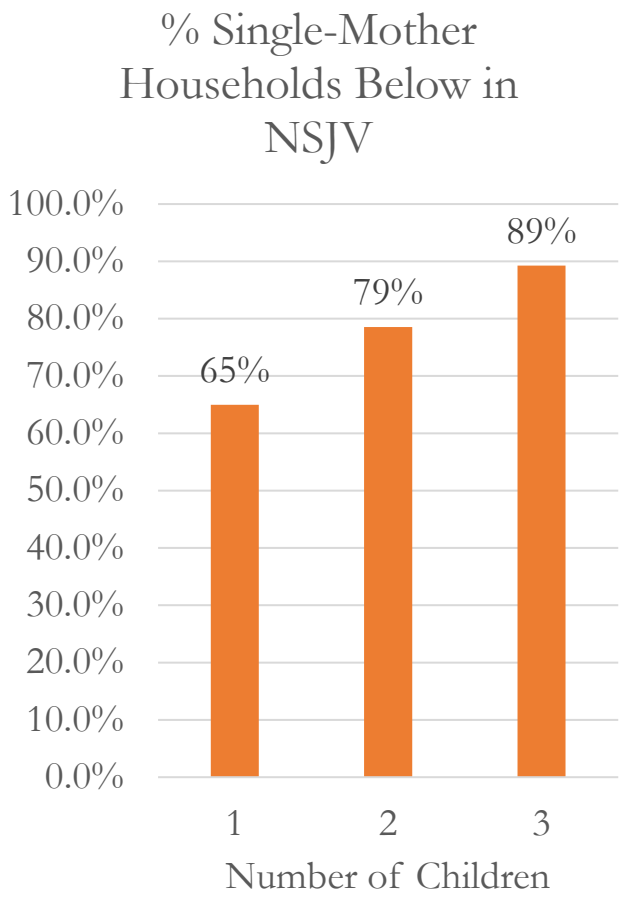
% of Households Not Meeting Basic Needs

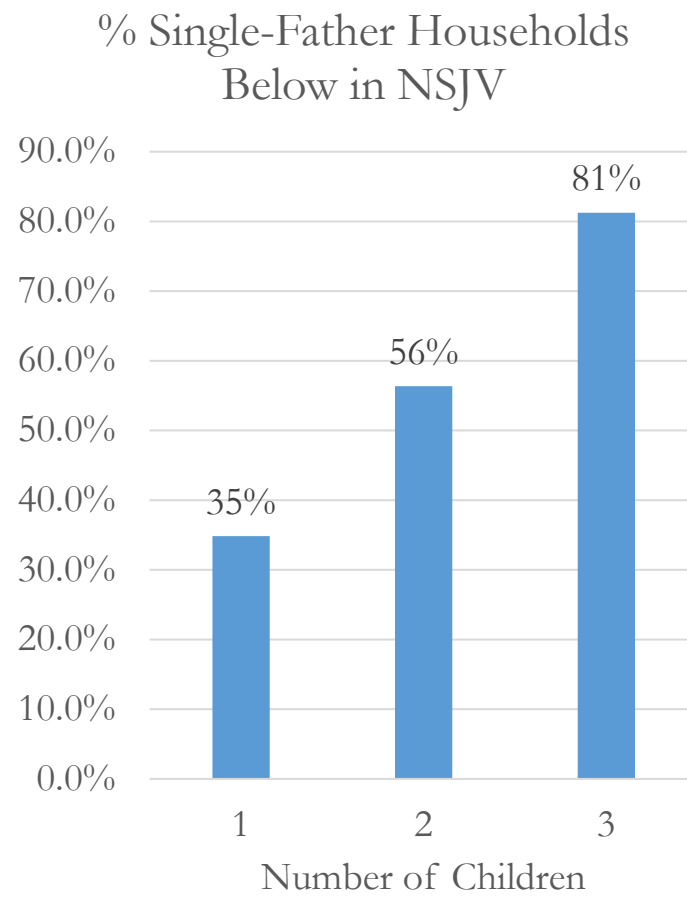


Households below self-sufficiency by family structure and number of children

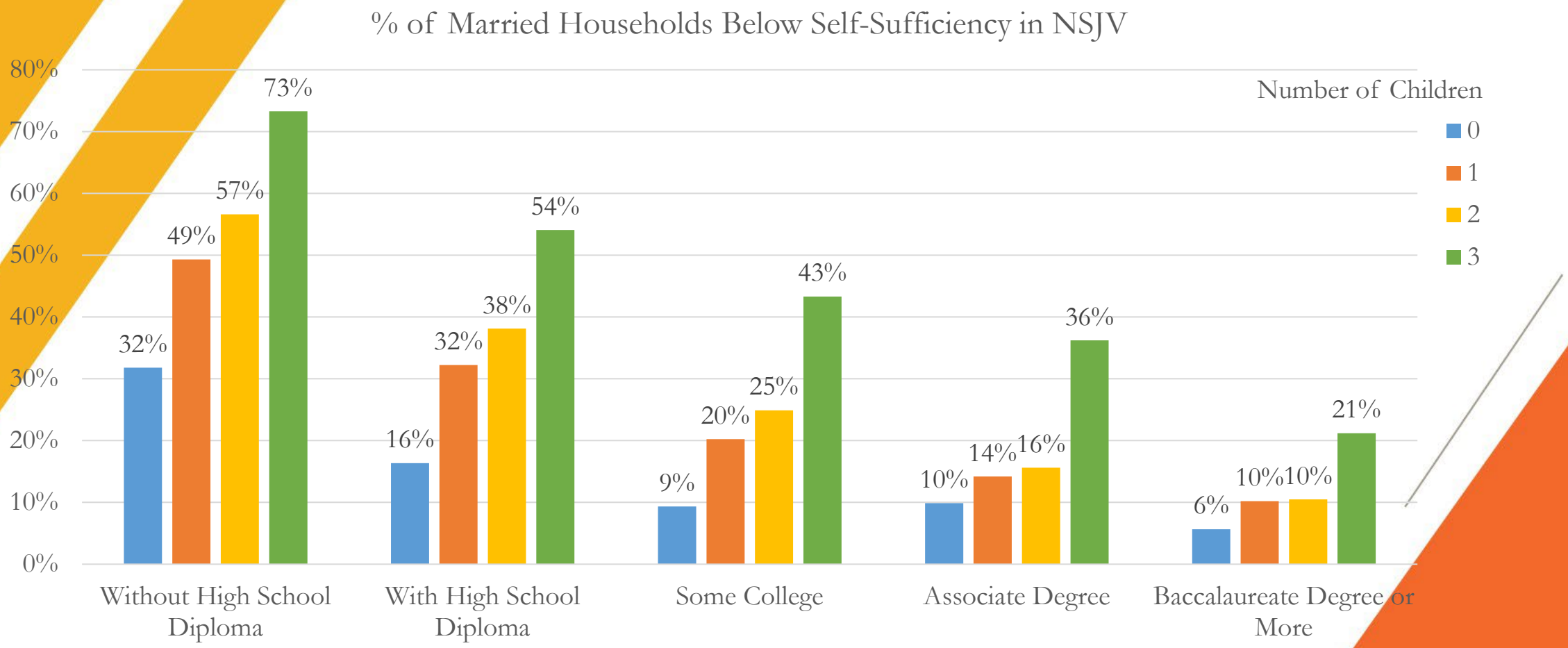








Married households below self-sufficiency by educational attainment and number of children



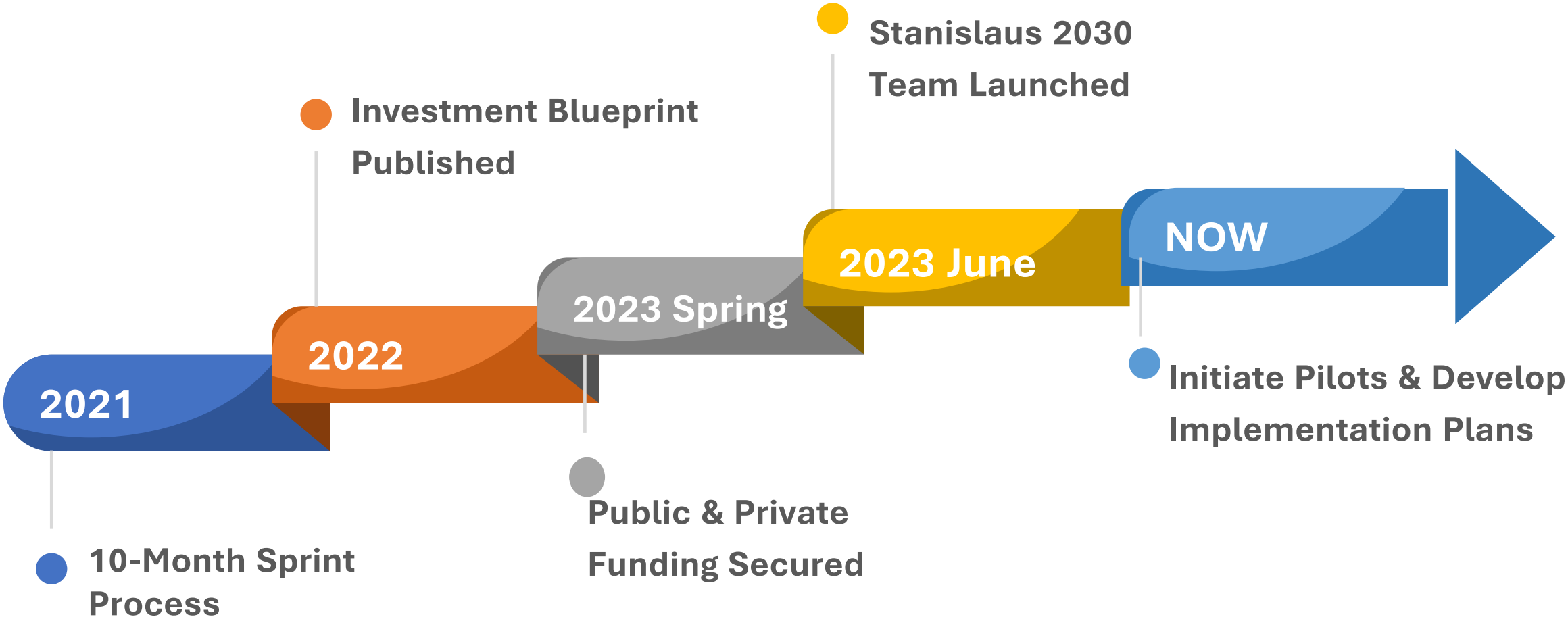
Moving to more holistic definitions of employment and labor:

- **Skills and Learning**: In a world of rapidly evolving technology continuous learning and skill development are crucial. Even when a position may not be highly exposed to these technological forces there is increasing recognition of the complex pathways that a position may facilitate acquisition of new skills and opportunities to pursue better career opportunities.
- **Diversity and Inclusion**: Increasingly the value of diverse perspectives and backgrounds is recognized as driving innovation and success.
- **Work-Life Balance**: Achieving a healthy work-life balance is a priority for many modern workers. Employers are encouraged to support this balance by offering flexible work arrangements, paid time off, and promoting employee well-being. A better balance can lead to increased job satisfaction and productivity.
- **Flexibility**: Considers where, when, and how work is performed. This includes remote work arrangements, flexible hours, and the gig economy.
- **Workplace Culture**: Modern work environments place a strong emphasis on organizational culture. Companies aim to create inclusive, collaborative, and innovative cultures that attract and retain top talent.
- **Environmental Sustainability**: Sustainability is becoming increasingly important in modern work. Sustainability initiatives are often integrated into business strategies.
- **Ethical Considerations**: Ethical considerations in work are gaining importance. Issues such as fair wages, ethical supply chains, and responsible business practices are key aspects of modern work.
- **Health and Well-being**: The physical and mental health of employees is a key dimension of modern work.

STANISLAUS 2030

A public-private partnership that advances a shared vision for economic prosperity for all.

OUR ORIGIN STORY



BROOKINGS METRO MONITOR: REDEFINING ECONOMIC SUCCESS

GROWTH

More jobs created and expanded output that increases labor demand and wages, plus young firms that generate greater wealth, employment, and earnings.

METRICS
Jobs
Gross Metropolitan Product
Entrepreneurship *(Jobs at Young Firms)*

PROSPERITY

More productive firms to grow the economy from within and generate higher-paying jobs, so the region competes on quality versus low wages.

METRICS
Productivity *(GMP per Job)*
Standard of Living *(GMP per capita)*
Average Annual Wage

INCLUSION

Access to opportunities that raise employment and income, enabling residents across all community segments to participate to the fullest of their ability.

METRICS
Employment Rate
Median Wage
Relative Poverty
**differences by Race and Geography*

Source: Brookings Metro Monitor

JOB QUALITY DEFINITIONS

Good jobs meet three criteria:

- Pay a sufficient annual wage that provides most families with enough income to "make ends meet" based on a localized set of basic living expenses and savings, and to be ineligible for public "safety net" benefits in California (e.g. SNAP, TANF, Medicaid).
- Provide employer-sponsored health insurance, which serves as a proxy for availability of other employment benefits like paid leave and retirement.
- Afford durability in retaining or leading to another good job in the future.

Promising jobs do not meet all good job criteria, but provide career pathways leading most workers to a good job within 10 years.

Other Jobs do not qualify as good or promising.

Within each category, jobs can be segmented by accessibility based on educational attainment: **high-skill** (at least a four-year degree), **middle-skill** (high school degree to four-year degree); or **low-skill** (less than high school).

CONSIDERATIONS

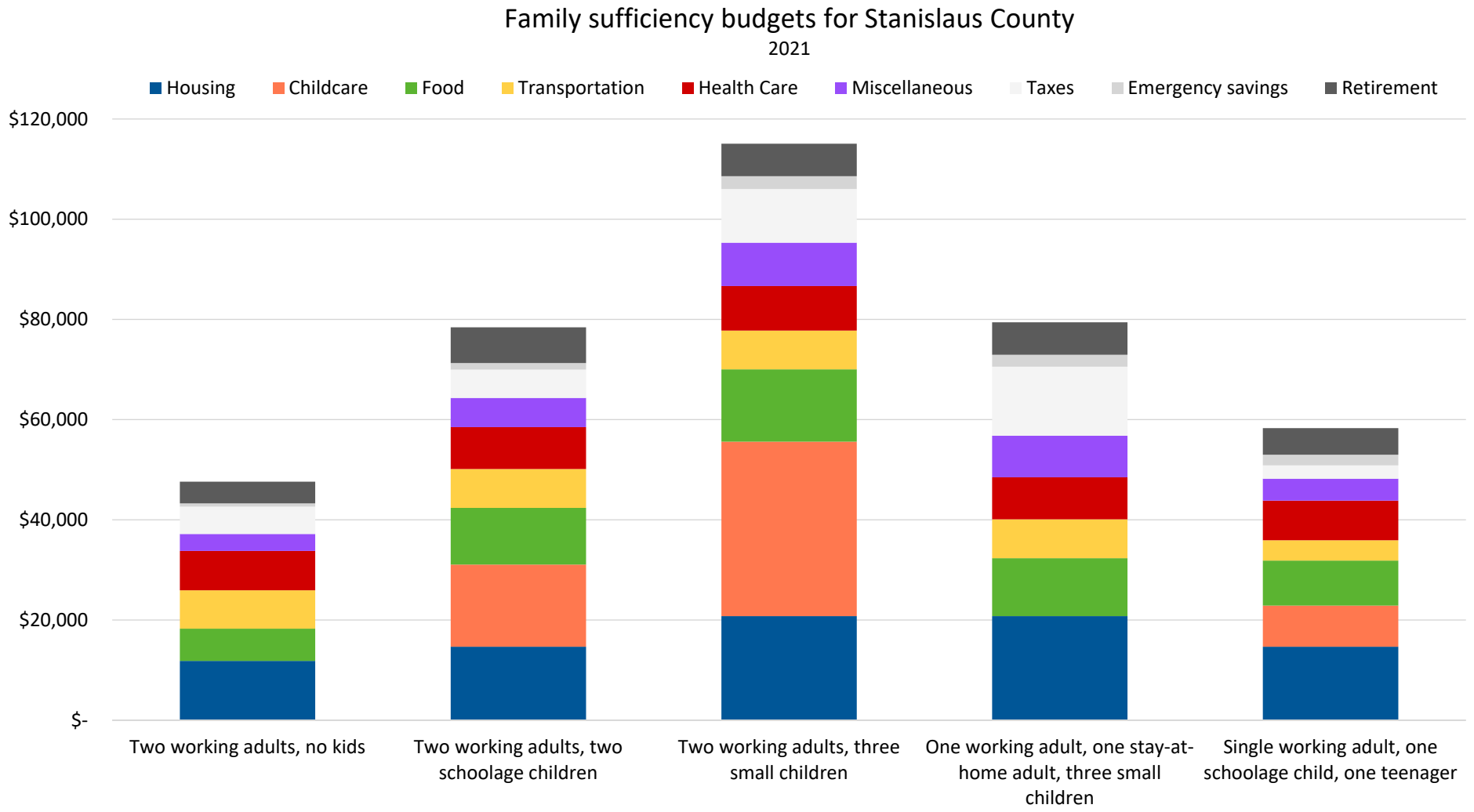
- The “good job” objective requires a wage that enables working families to be self-sufficient, but it is unrealistic to set a standard where every worker would have a good job.

- Therefore, setting the wage threshold is a policy choice based upon how much you want to reduce the proportion of working families that are struggling. This must be weighed against what is a reasonable wage target, given current status and actual economic and market conditions. It is a balance between aspiration and realism.

- A typical starting point to set a “good job” goal has been gauging the impact on children, with a default aim to cut the current share of *children* in struggling working families by 50%.

- There is no absolutely right choice to setting a “good job” wage threshold in a region. There are some frequently used practices, researcher preferences, and outside expert or advocate views. But the final decision should be tailored to reflect local civics and circumstances.

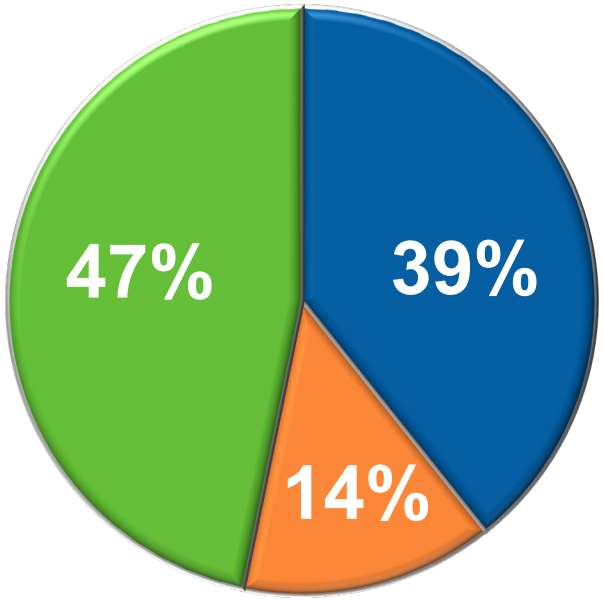
RAISING A FAMILY IN STANISLAUS COUNTY REQUIRES A SIZABLE INCOME



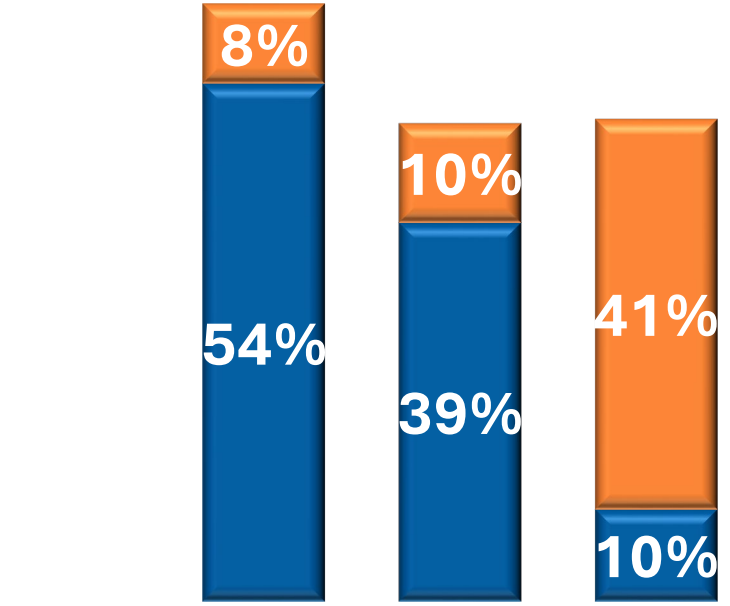
Source: Brookings and Cities GPS analysis of University of Washington estimates.

Over Half The County's Population Struggles To Make Ends Meet

Stanislaus County population that belongs to a struggling family - 2019



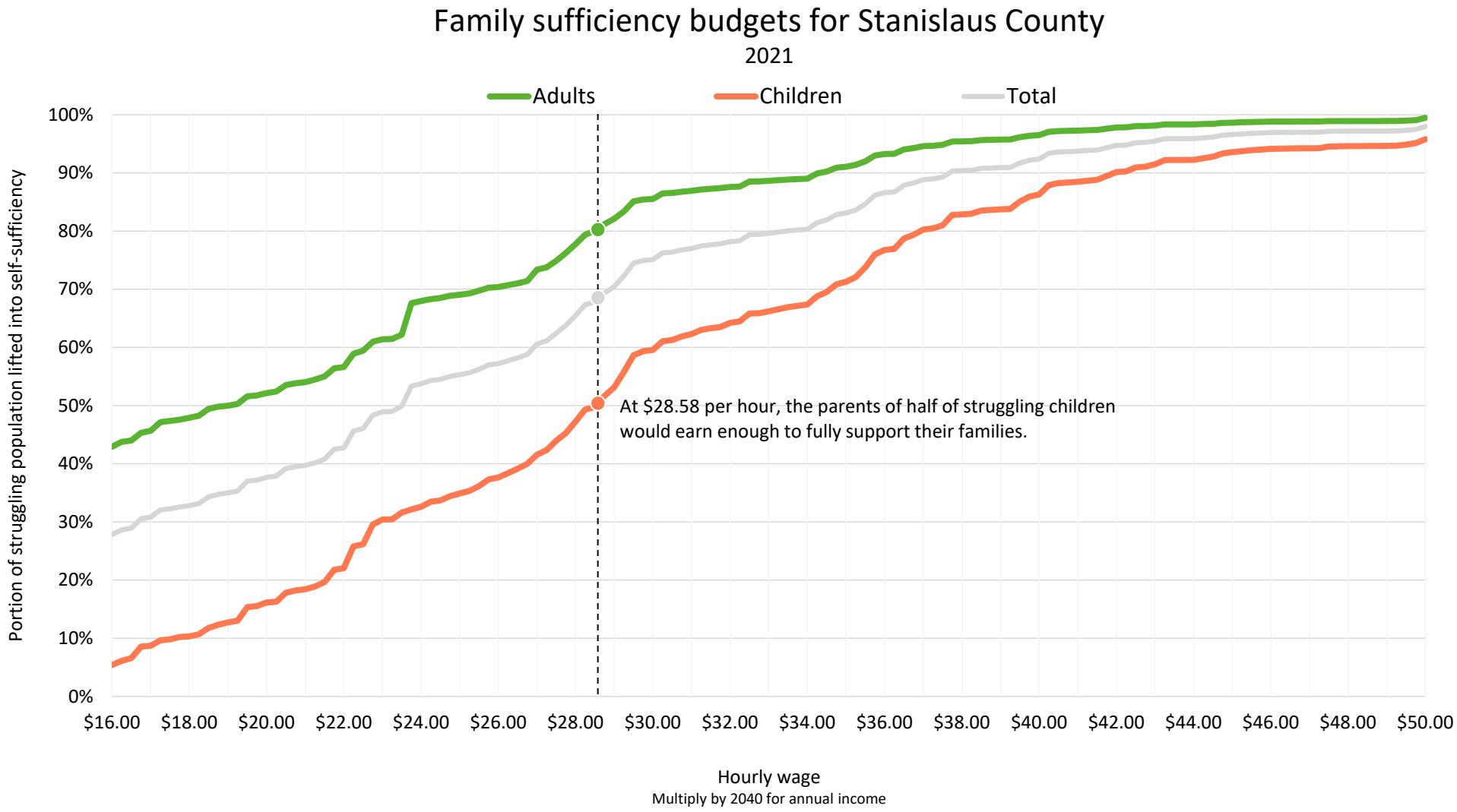
- Self-sufficient families – 255,179
- Struggling in working families – 214,260
- Struggling in non-working families – 75,922



- Struggling in working families – 214,260
- Struggling in non-working families – 75,922

Note: "Children" refers to individuals aged fewer than 18 years or those under 25-years-old who are full-time students. "Adults" refers to working-age adults aged 18 to 64. "Seniors" refers to adults aged 65 years or more.
Source: Brookings and Cities GPS analysis of American Community Survey public-use microdata and University of Washington estimates.

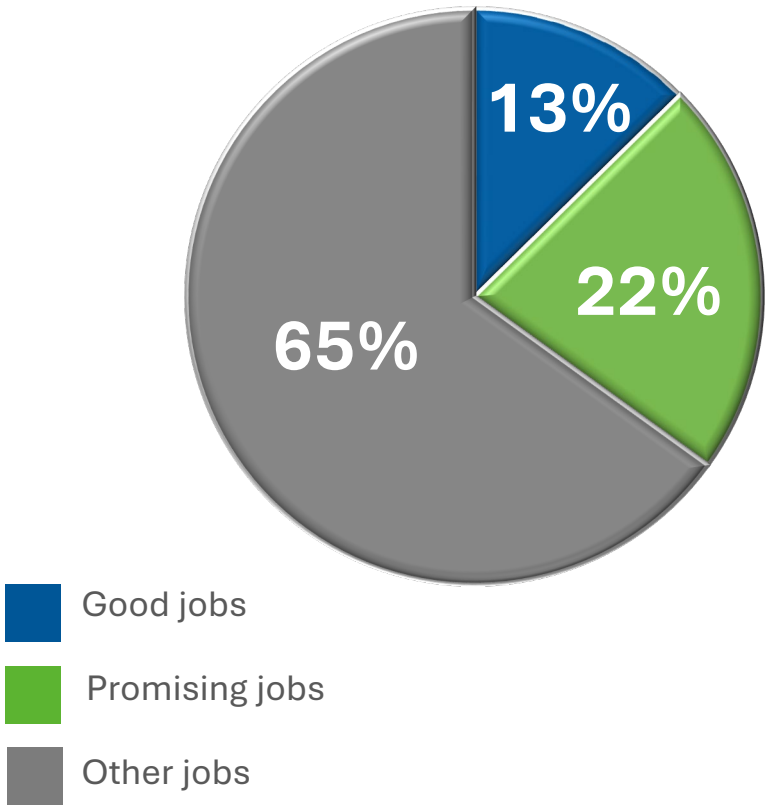
EARNINGS MUST RISE TO MAKE MORE WORKING FAMILIES SELF-SUFFICIENT



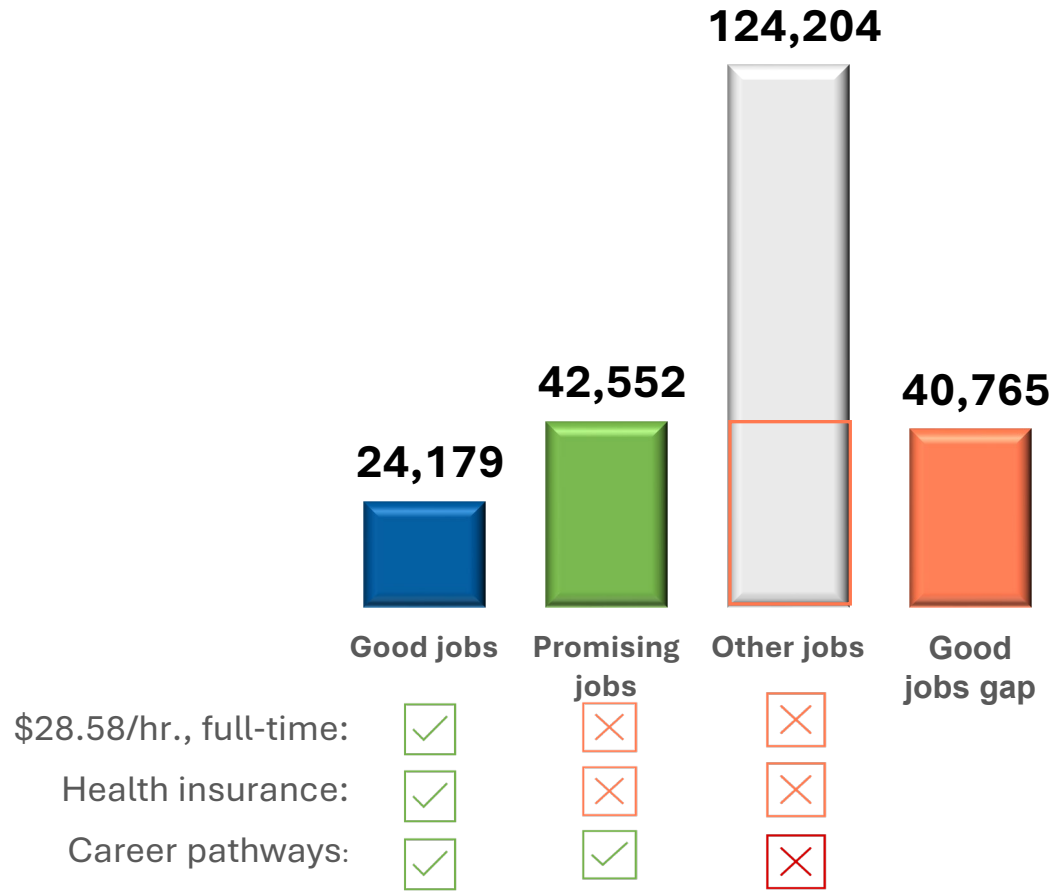
Source: Brookings and Cities GPS analysis of American Community Survey public-use microdata and University of Washington estimates.

One-Third Of The County's Jobs Provide Pathways To Prosperity

Share of Stanislaus County's jobs by quality - 2020



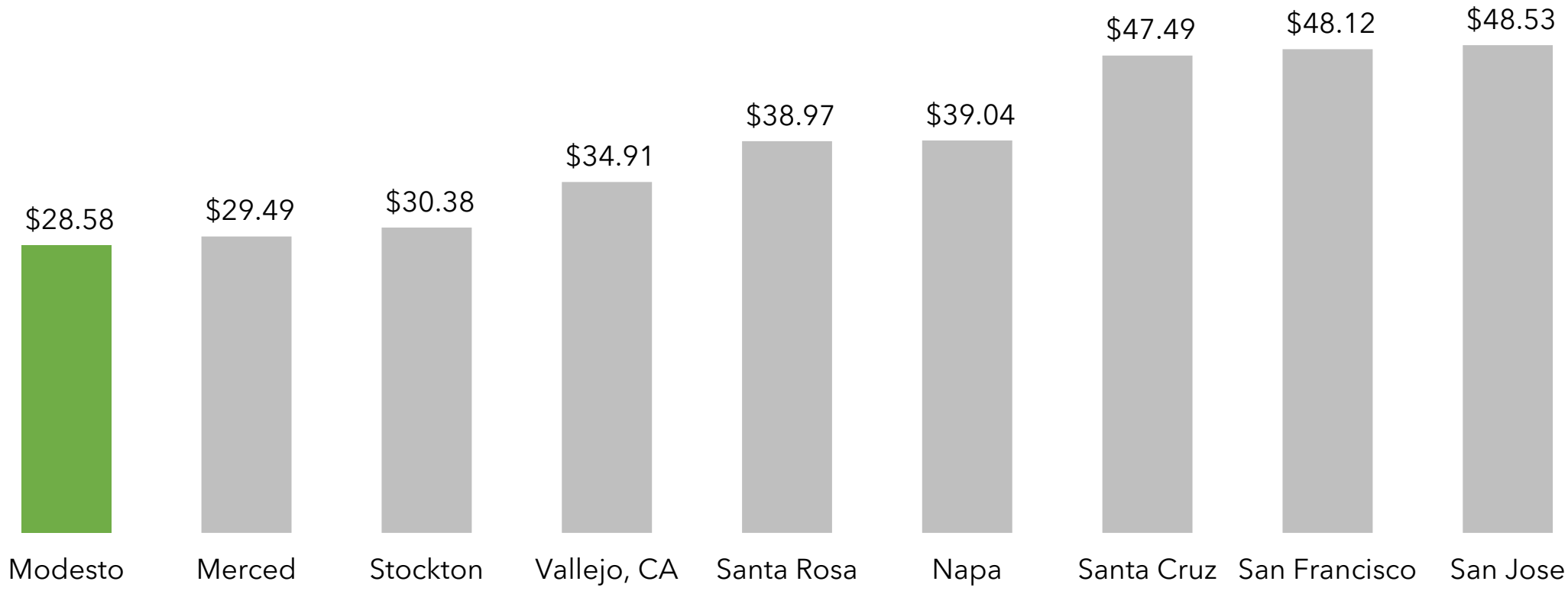
Stanislaus County's job quality numbers - 2020



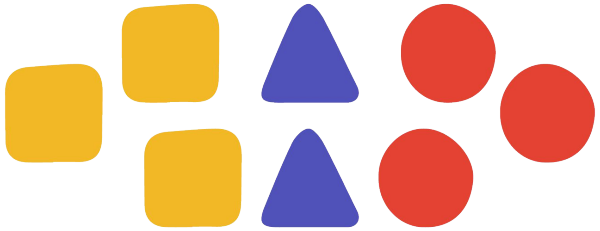
Source: Brookings and Cities GPS analysis of Emsi estimates, Moody's analytics employment projections, Current Population Statistics microdata, and American Community Survey public-use microdata.

COMPARISON OF METRO WAGE THRESHOLDS

Wage needed to reduce children in struggling working families by 50%



ABOUT



edge

COLLABORATIVE

Edge's vision

Driving economic resilience locally – animated by inequality and climate

Pillar	From	To
Workforce & Jobs	Low-wage workers lack access to delineated career pathways	**Middle- and high-skill** and wage workforce with upward trajectory
	A small cadre of informal small businesses requiring the necessary resources to grow	A dynamic cadre of small- and medium-sized businesses that have access to **capital, training,** and other **resources** to create jobs
	A fragmented workforce ecosystem that lacks alignment between employers and workforce orgs	Workforce programs that provide **sufficient incentives** to train for in-demand occupations
Green Economy & Climate	An economy dependent on few industries (e.g. healthcare, government and logistics/transport)	A **diversified economy** with an ecosystem of **green industries & businesses**
	Historical disinvestment in the city and surrounding region, compounded by disproportionately poor environmental / health indicators (asthma, etc)	New **federal and state funding flows** to the region and strong **community engagement** and significant momentum to take advantage of these opportunities
Community Wealth	Traditional economic development practices across the city have undermined community priorities, exacerbated by a lack of access to flexible capital	The creation of a new institution, such as a **CDC or CDFI**, that will **invest** in human capital & economic development opportunities & enable community to **deploy capital**

Preparing a local ecosystem for federal investments into jobs

We are incubating and investing into community-led projects across our three portfolios: climate, workforce & jobs, and community wealth

Local examples in Stockton and San Joaquin County representing the near term of green jobs:

1. Urban ecological redevelopment and restoration
2. Heavy-, medium-, light-duty EV infrastructure
3. Sustainable agriculture
4. Urban greening / maintenance (tree planting infrastructure)

Public investment & job creation

Defining green jobs in Stockton & San Joaquin County

edge COLLABORATIVE

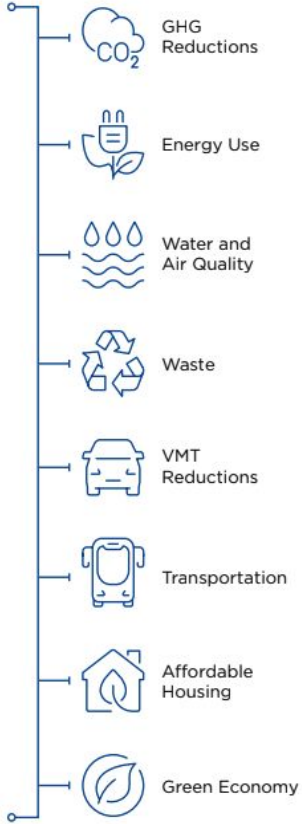
CAP Alignment

The Climate Action Plan (CAP) outlines a framework to feasibly reduce community GHG emissions in a manner that is supportive of AB 32 and is consistent with the Settlement Agreement and 2035 General Plan policy. AB 32, also known as the Global Warming Solutions Act of 2006, established a statewide reduction goal to reduce greenhouse gas (GHG) emissions levels back to 1990 levels by the year 2020. As a condition for approval of the 2035 General Plan, the City entered into a Settlement Agreement with the Sierra Club and the California Attorney General's Office in October 2008, part of which called for the creation of the CAP.

SNP Alignment

In January 2018, the City of Stockton was awarded a $170,000 Transformative Climate Communities (TCC) Planning Grant by the California Strategic Growth Council to support planning activities in the Downtown and South Stockton region. To mobilize this grant, Mayor Tubbs' Office, community partners, and neighborhood residents created Rise Stockton to carry out this work. This Sustainable Neighborhood Plan (SNP) is a framework for sustainable development in Stockton. It translates community concerns and recommendations into shovel-ready projects and policy proposals.

In the SNP, Rise Stockton recommended that the City take advantage of green economy opportunities as they pertain to the well-being of the public, especially disadvantaged groups, and the City's objectives for economic development.



Full report at:
bit.ly/GreenEconomyBenchmark

Defining green jobs in 2020 in a *Green Economy Benchmark*

Defining green jobs through two lenses

The Bureau of Labor Statistics (BLS) started defining and measuring green jobs in 2010, across two categories:

1. **Jobs in which workers' duties** involve making their establishment's production processes more environmentally friendly or use fewer natural resources.

2. **Jobs in businesses** that produce goods or provide services that benefit the environment or conserve natural resources.

Defining green jobs based on worker duties

Jobs in this category are what we might immediately understand as “green jobs” – classified by matching two data sources:

1. Publicly recognized job data from BLS
2. Occupational Information Network’s (ONet) database of green jobs

SOC (BLS data)	ONet Code
Managers, all other	Brownfields redevelopment specialists
Industrial production managers	Geothermal production managers
Construction and related workers, all other	Weatherization technicians

Defining green jobs based on industry

These jobs tend to be harder to define...

- Label of “green job” depends on the industry they are working in rather than the duties of their work
- Example: a roofer living and working in East Stockton, for a
  - A commercial construction contractor
  - A energy efficiency & weatherization company
  - Union, whose union accepted a bid on a weatherization project

Applying a public investment lens

Anticipating historic federal investments' job creation

	BIL	IRA	CHIPS	Totals
Total Job Creation	1.8 million	849,000	279,000	2.9 million
Services	808,000	369,000	157,000	1.3 million
Construction	305,000	133,000	29,000	467,000
Manufacturing	140,000	160,000	36,000	336,000
Transport/Warehousing	199,000	44,000	14,000	257,000
Wholesale/Retail	180,000	80,000	27,000	287,000
Utilities	12,000	3,000	400	15,400
Combined job creation in 6 major sectors	1.6 million	789,000	263,000	2.7 million

Data from UMass Amherst's Political Economy Research Institute (PERI)

Applying a public investment lens

Anticipating historic federal investments' job creation

Justice40 delivers "at least 40 percent of the overall benefits from certain federal investments to disadvantaged communities."

Of the Inflation Reduction Act funding alone, our team calculated that roughly:

- 98% going to electricity, manufacturing, buildings, transportation, lands, agriculture
- <2% is going toward environmental justice & resilience projects

We aim to seed community-led projects, to prepare them for larger pots of public funding

References

1. BLS: Measuring Green Jobs
2. City Systems: Green Economy Benchmark
3. ONet: Green Occupations
4. UMass Amherst's Political Economy Research Institute (PERI): Employment Impacts of New U.S. Clean Energy, Manufacturing, and Infrastructure Laws
5. Sierra Club: How to Build Back Better
6. Workrise: Green Energy Jobs Are Growing and Could Unlock Opportunity for Workers

Appendix: 2021-23 and beyond

Leveraging public funding for collaborative projects

Broad coalition building

Built shared language across orgs that typically don't work together

Developed community-driven thesis to guide collective work

Engaged in design thinking exercises, focused on workforce case studies

Investing in org capacity & project planning

Built partnerships across various community partners and institutions

Lead community design process, to invest in:

- Org capacity
- Project planning

Positioning projects for public investment

Provide technical assistance for public investment and employer partnerships

Expand regranting to workforce organizations for project planning

ADVANCING THE HIGH ROAD IN THE VALLEY

Edward Flores, Faculty Director

UC Merced Community and Labor Center

November 28, 2023

OUTLINE

Objective: To better understand the intent of CERF, the need for a high road in the valley, and how to advance towards the high road.

Agenda

CERF Planning Phase Guidelines

The Case for the High Road in the Valley

Kern HRTP Findings (on Warehousing and related industries)

Regional Implications

CERF PLANNING PHASE GUIDELINES: A REVIEW

HIGH ROAD TO CERF

On September 23, 2021, Governor Gavin Newsom signed Senate Bill (SB) 162, which established the Community Economic Resilience Fund (CERF).

The following text is drawn directly from the CERF *Planning Phase Guidelines*.

HIGH ROAD TO CERF

CERF goal: “To build an **equitable and sustainable economy** across California's diverse regions and foster long-term **economic resilience** in the overall transition to a **carbon-neutral economy**.”

HIGH ROAD TO CERF

CERF framework "[A] **high-road** approach to economic development to support the creation of quality jobs and equal access to those jobs. A high-road economy favors **businesses that invest in their workforces, pay living wages, and engage in environmentally sustainable business practices.**"

HIGH ROAD TO CERF

"Community- and worker-centered inclusive economic planning has **never been attempted at this scale**... although this process will be new and challenging, including voices that have been traditionally left out of economic planning is an important means to achieve equitable outcomes."

HIGH ROAD TO CERF

Why is CERF needed?

- The State of California identified low-road economic development as the greatest obstacle to advancing on the State's ambitious climate goals
- Nowhere is this more true than in the San Joaquin Valley region

THE CASE FOR THE HIGH ROAD IN THE VALLEY

INTRODUCTION

This presentation will utilize the largest data sets in the nation on American social and economic life. Findings suggest:

Dynamic changes in the region, including population growth in the region; a shift in the demographics of the population; and high growth of low-wage jobs.

Need for equitable economic development initiatives to engage diverse populations (most notably the majority Latino population of the region) and organizations that represent low-wage workers.

DATA AND METHODS

This presentation utilizes two sources of data from the US Census Bureau: Decennial Census data from 1980, 1990 and 2000, and American Community Survey data from 2009 and 2019.

The data are drawn from a random, representative sample of 1 in 20 households from 1980-2000, and 1 in 100 households in 2009 and 2019.

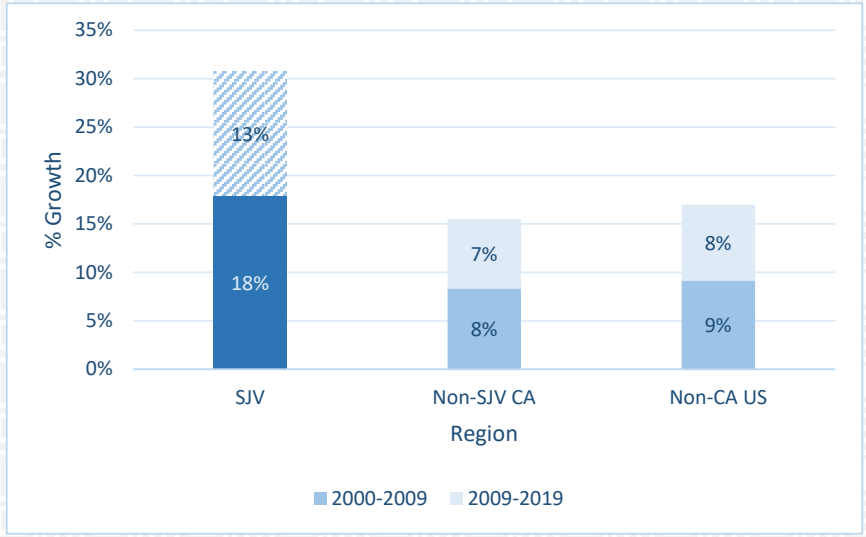
POPULATION

Population growth has been high in the San Joaquin Valley region.

Between 2000 and 2019, the San Joaquin Valley's population grew 31%.

This was more than the rest of the State of California, and the rest of the US.

Figure 1.1 Household population growth, by area, between 2000-2019



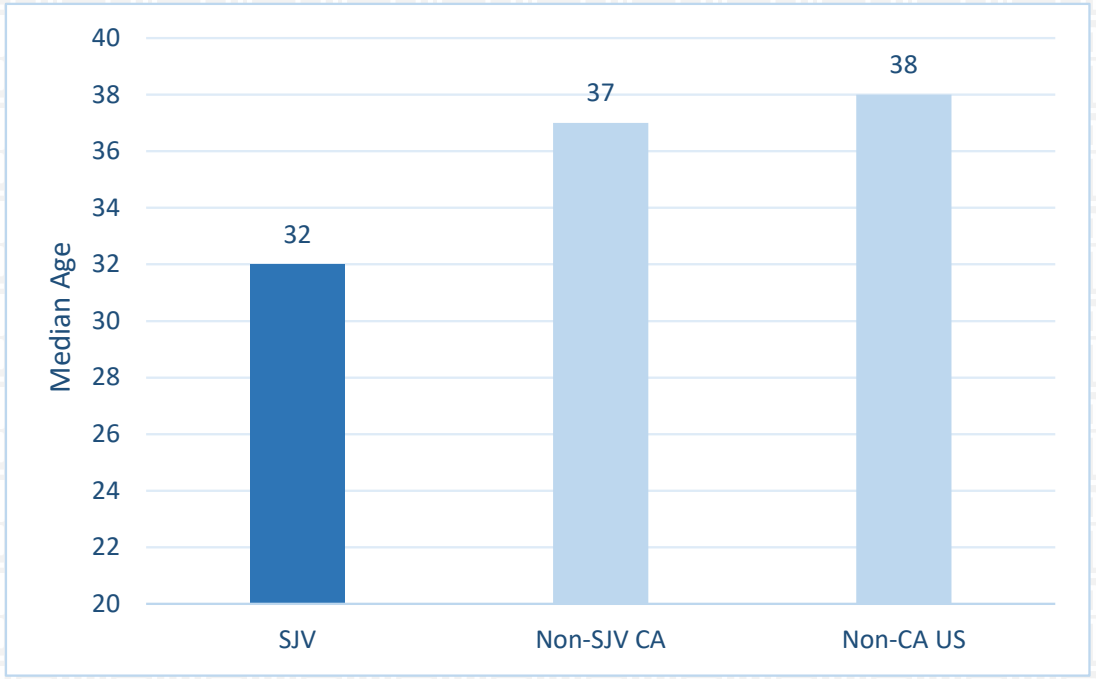
Source: UC Merced Community and Labor Center analysis of IPUMS-USA US Census Decennial 2000 5% file; IPUMS-USA American Community Survey, 2009 and 2019, 1-year Public Use Microdata Series

POPULATION

The San Joaquin Valley's median age is 32.

This is a younger median age than the rest of the state and nation.

Figure 1.2 Median age of population, by area, 2019



Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2019, 1-year Public Use Microdata Series

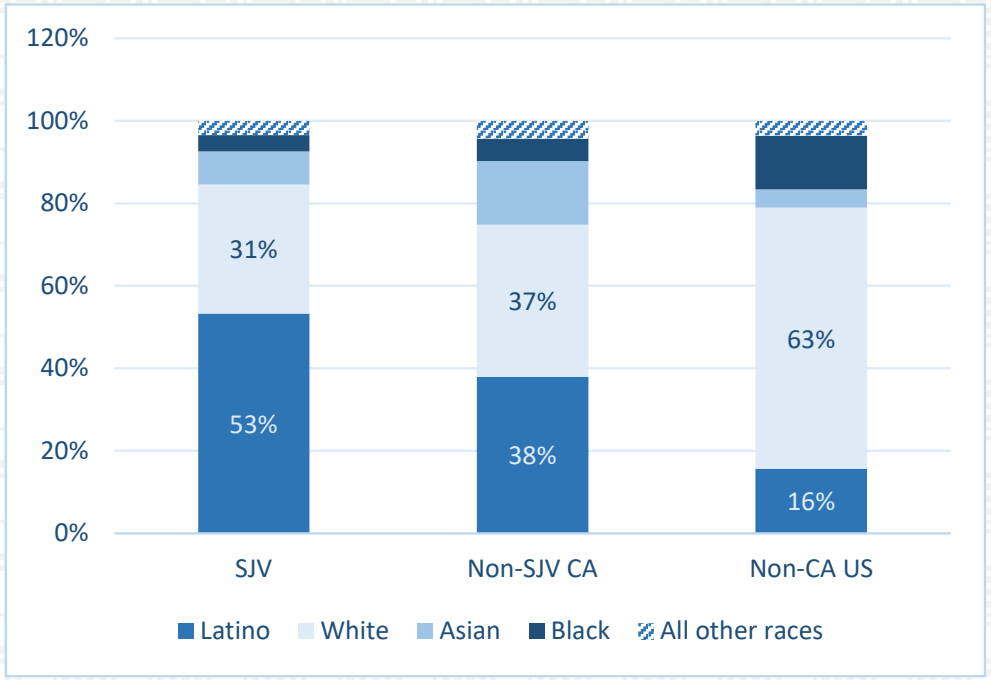
POPULATION

The San Joaquin Valley's population is majority Latino.

Seven of eight counties in the region are majority Latino.

In the rest of the state, only three counties are majority Latino.

Figure 2.2 Race distribution, by area, 2019

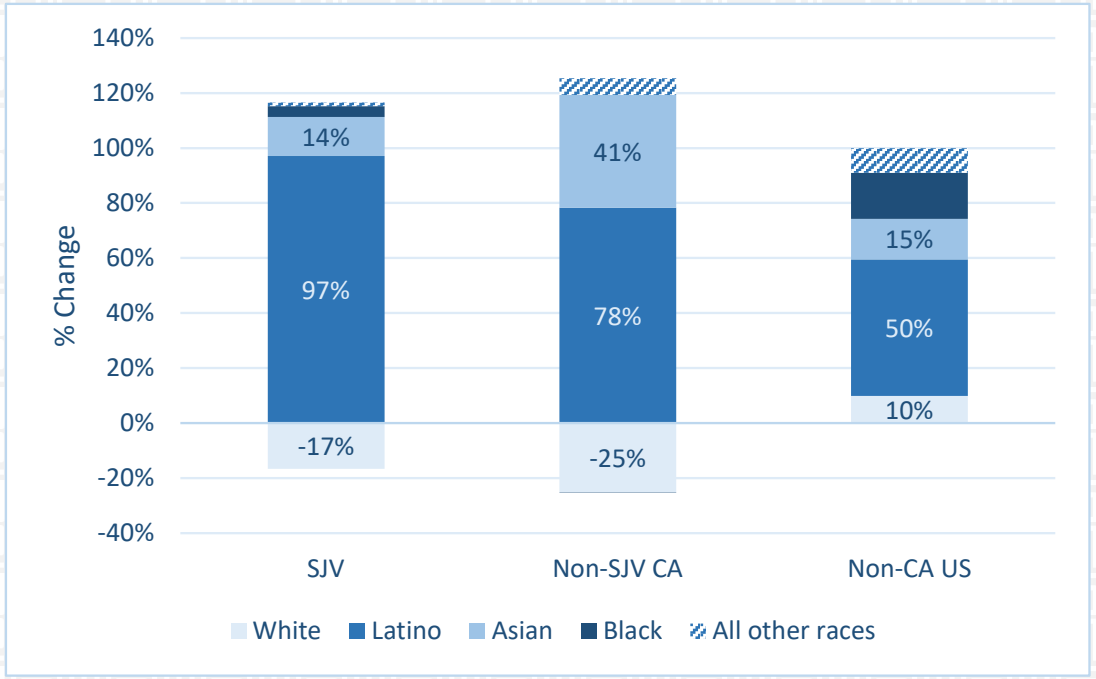


Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2019, 1-year Public Use Microdata Series

POPULATION

Virtually all (97%) of the San Joaquin Valley's population growth in the past twenty years can be attributed to Latinos.

Figure 2.3 Race groups as share of population growth, by area, 2009-2019



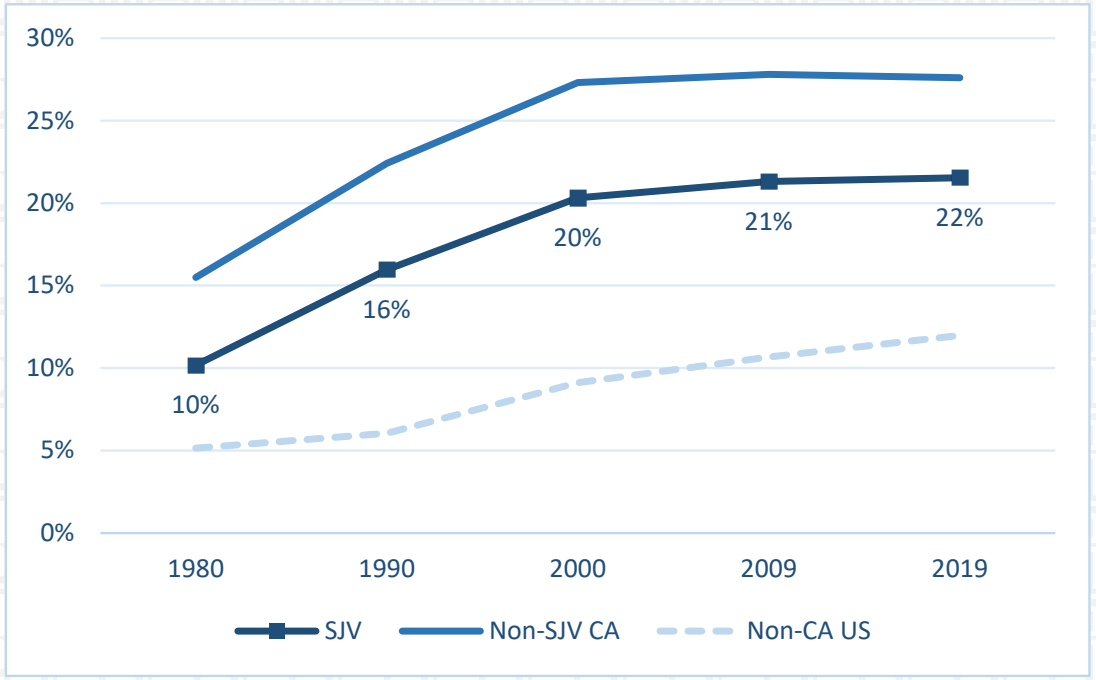
Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2009 and 2019, 1-year Public Use Microdata Series

POPULATION

However, immigrants' share of the population in the San Joaquin Valley has only increased from 20% to 22% from 2000 to 2019.

The majority of the valley's population growth has been due to births.

Figure 3.1 Immigrants as percent of population, by area, 1980-2019



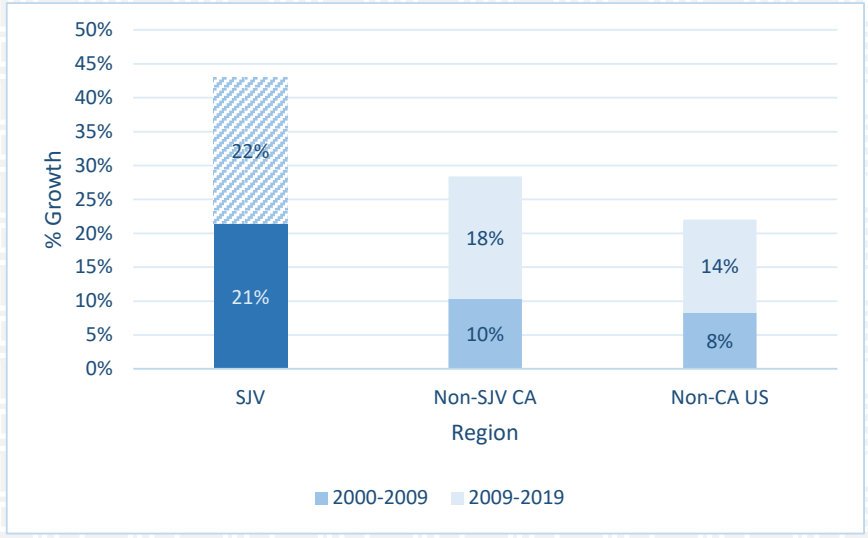
Source: UC Merced Community and Labor Center analysis of IPUMS-USA US Census Decennial 1980-2000 5% files; IPUMS-USA American Community Survey, 2009 and 2019, 1-year Public Use Microdata Series

LABOR MARKET

In the next few slides we will examine some data related workers in the San Joaquin Valley.

The San Joaquin Valley's worker population has grown 43% between 2000 and 2019—more than the rest of the state and nation.

Figure 4.1 Number of wage earners, by area, 2000-2019



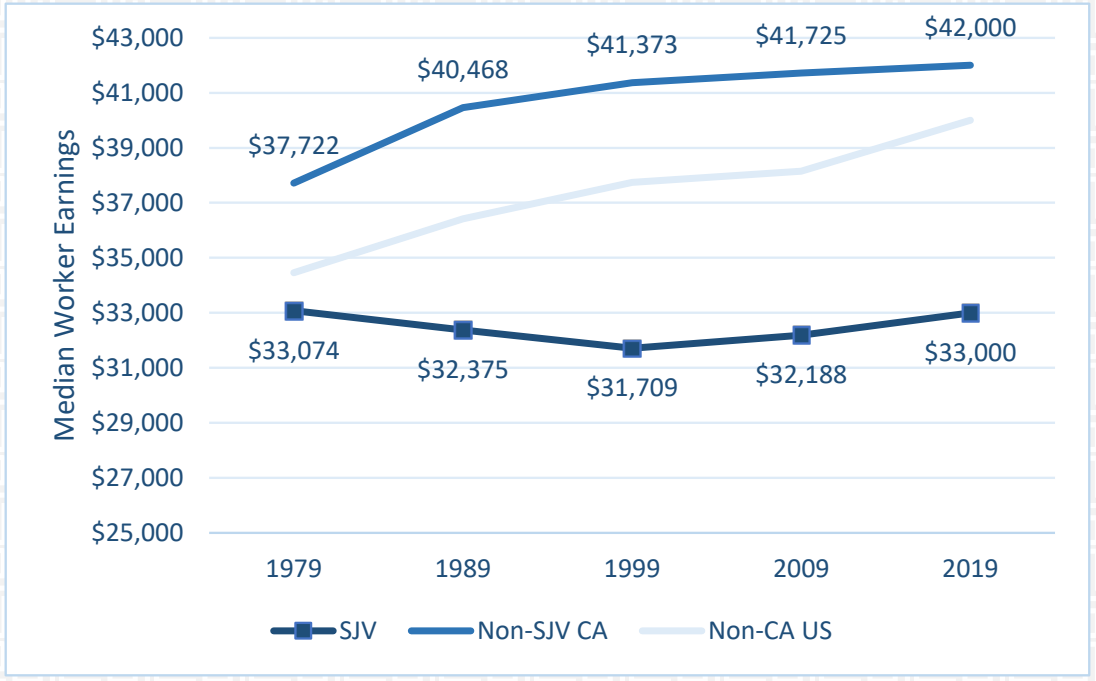
Source: UC Merced Community and Labor Center analysis of IPUMS-USA US Census Decennial 1980-2000 5% files; IPUMS-USA American Community Survey, 2009 and 2019, 1-year Public Use Microdata Series

LABOR MARKET

The San Joaquin Valley's median wage and salary income has not risen since 1979, adjusted for inflation.

Worker wages have since gone up in the rest of the state and nation.

Figure 4.2 Median wage and salary income (in 2019 dollars), by area, 1979-2019



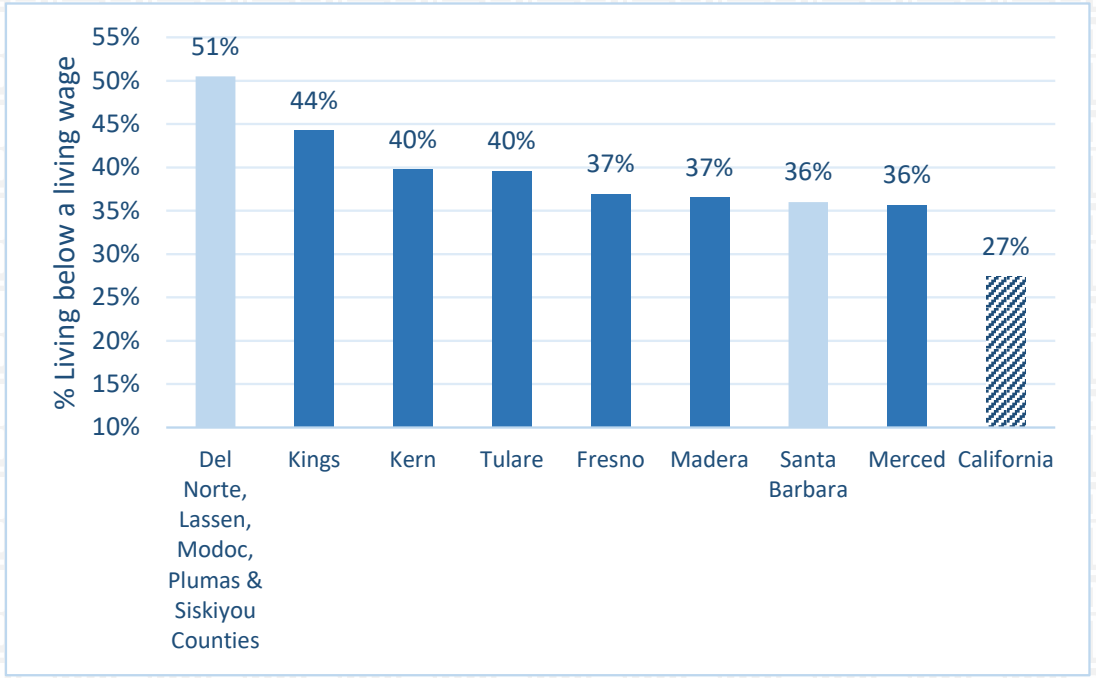
Source: UC Merced Community and Labor Center analysis of IPUMS-USA US Census Decennial 1980-2000 5% files; IPUMS-USA American Community Survey, 2009 and 2019, 1-year Public Use Microdata Series

LABOR MARKET

While the valley has a reputation of being an affordable place to live, the reverse is the true.

More than one in three San Joaquin Valley workers live below a “living wage”—the amount needed to avoid chronic and severe housing and food insecurity.

Figure 4.3 Percent of wage earners living under a living wage, by county, 2019



Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2019, 1-year Public Use Microdata Series

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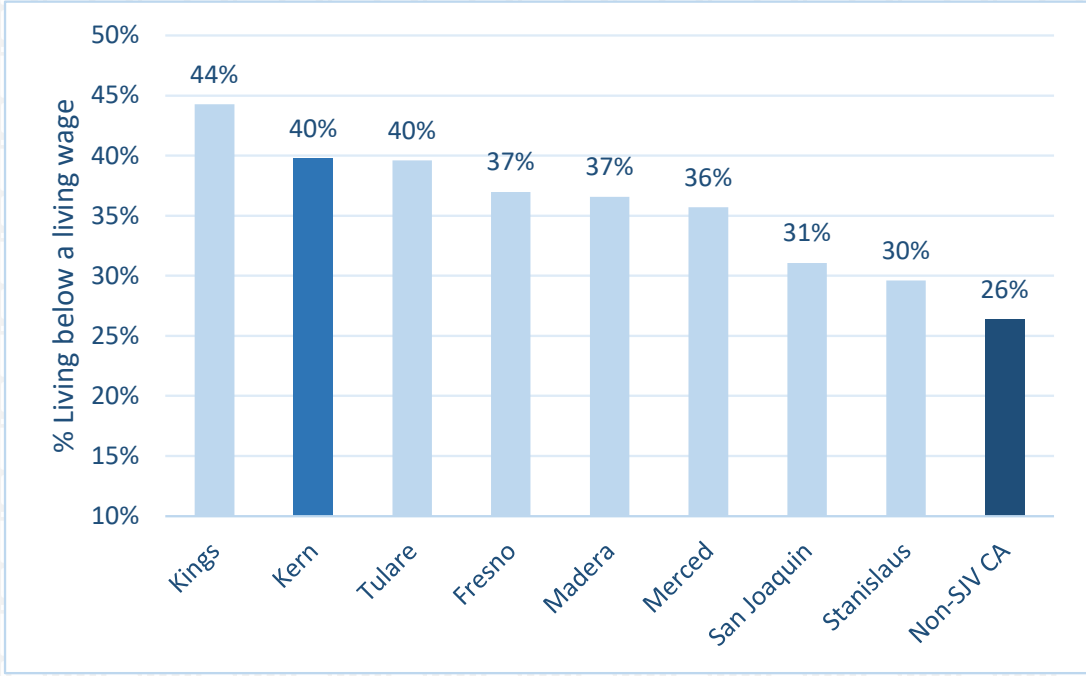


Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2019, 1-year Public Use Microdata Series

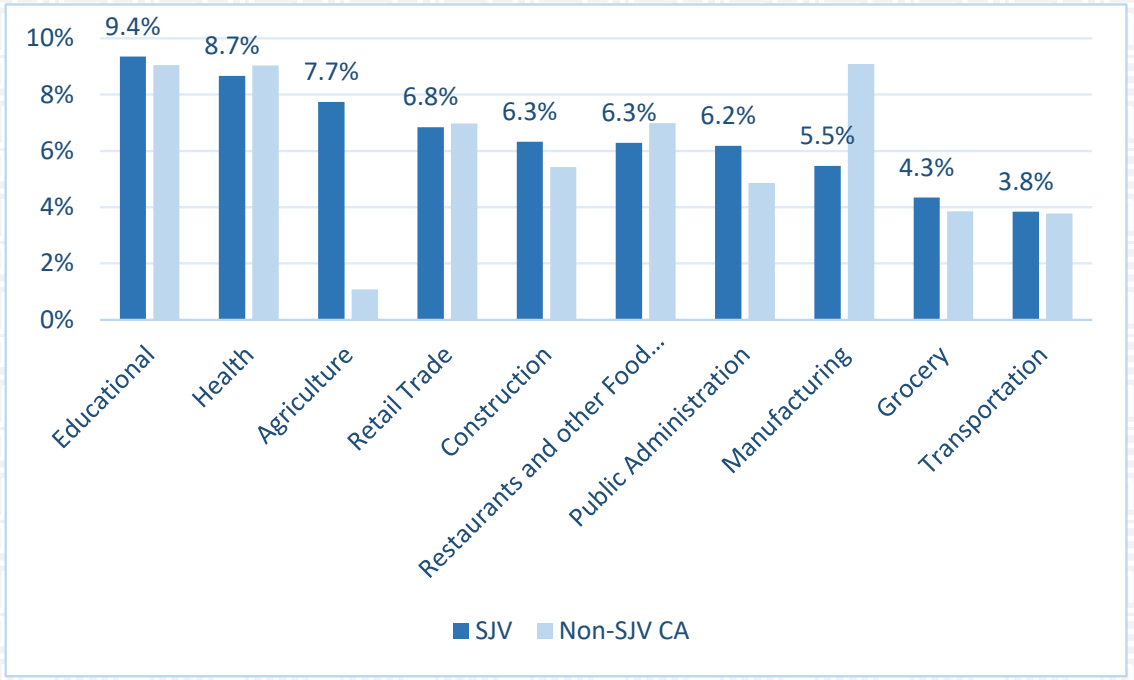
LABOR MARKET

The San Joaquin Valley's top-ten industries of employment accounted for roughly two out of every three (65.1%) jobs.

For the most part, these top-ten industries don't look very different from the rest of the state, in terms of the share of the labor market that they have.

The **exceptions** are **agriculture,** which has a labor market share seven times greater in the valley (7.7% vs 1.1%); and **manufacturing,** in which the labor market share is about half (5.5% vs 9.1%).

Figure 4.4 Top Ten Industries of Employment, San Joaquin Valley 2019



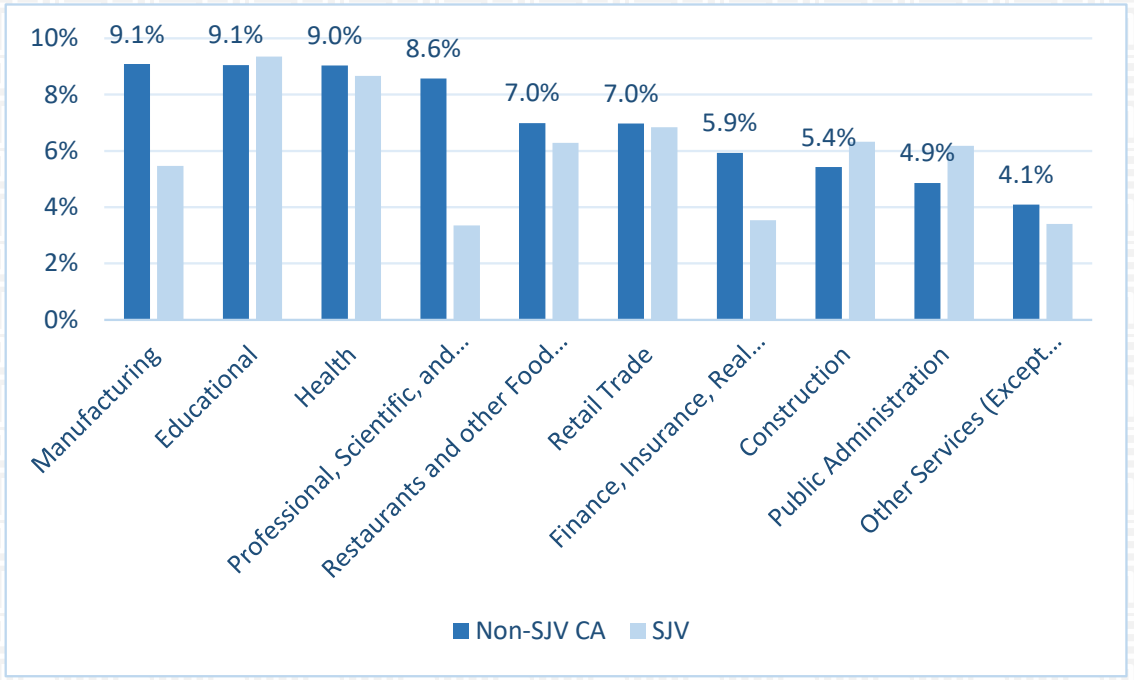
Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2019, 1-year Public Use Microdata Series

LABOR MARKET

In the rest of the state of California, professional, scientific and management jobs are 8.6% of all jobs, whereas they are only 3.4% of all jobs in the valley.

Finance, insurance and real estate are also a larger share of the labor market in California. In the valley, this industry employs 3.5% of all workers, though in the rest of the state it employs 5.9% of workers.

Figure 4.5 Top Ten Industries of Employment, non-SJV California 2019



Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2019, 1-year Public Use Microdata Series

LABOR MARKET

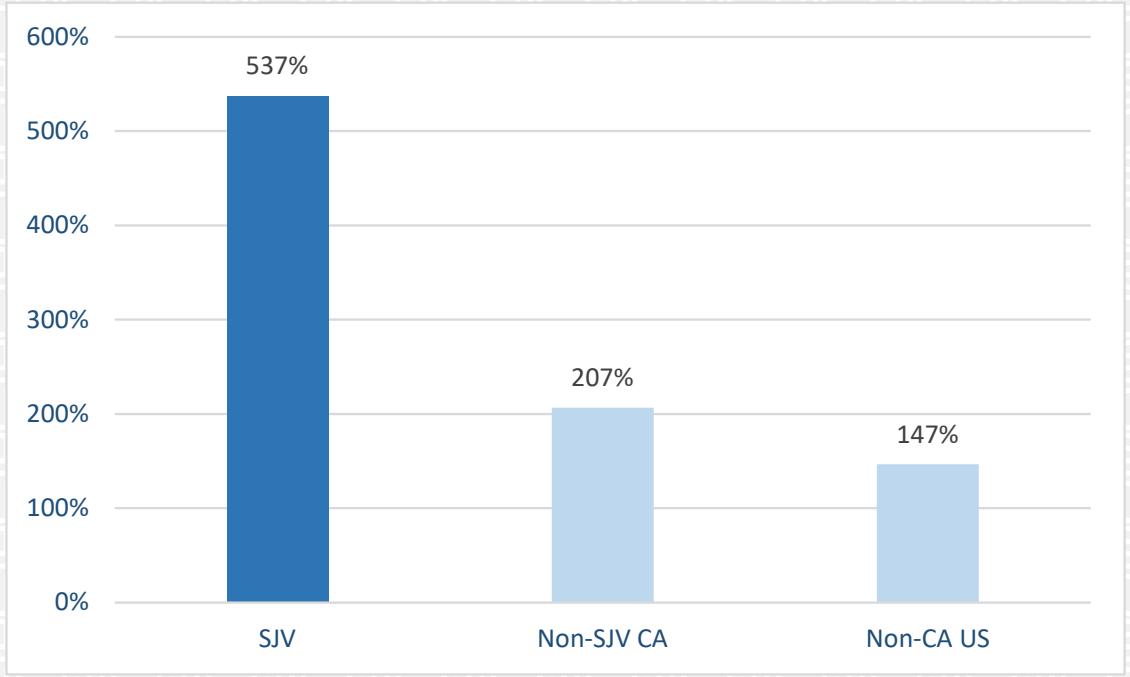
Despite similarities between the region and the state, there is tremendous change happening.

Some industries are growing at an extremely fast rate—online retailing and warehousing serve as one example.

The warehouse industry has experienced the most rapid growth of any industry in the region in the past ten years.

Warehouse industry employment grew 537% from 2009 to 2019.

Figure 5.3 Warehouse industry employment growth, 2009-2019



Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2009 and 2019, 1-year Public Use Microdata Series

CONCLUSION

In summary, the San Joaquin Valley has experienced **dynamic changes** in the past four decades, including immigration, population growth, and a **shift** from a majority white and immigrant population, towards a **majority native-born Latino population**.

CONCLUSION

There has also been extremely **high growth** in the number of **wage workers** in the region. However, most of those jobs have been in **low-wage work**.

There is a need for an approach to economic development that will create jobs and **raise job standards** and **engage communities of color** (especially Latinos).

KERN HRTP FINDINGS

An Analysis of Warehousing and Related Industries

HIGH ROAD ECONOMIC DEVELOPMENT

CA Workforce Development Board
High Road Training Partnership (HRTP)

- Blueprint for state's ambitious climate goals

Kern HRTP

- Developing strategic regional workforce plan
- Landscape analysis released in 2022

CALIFORNIA Workforce Development Board

CALIFORNIA CLIMATE INVESTMENTS
Cap and Trade Dollars at Work

HIGH ROAD TRAINING PARTNERSHIP

UNIVERSITY OF CALIFORNIA
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COMMUNITY AND LABOR CENTER
UC MERCED

MAY 2022

The Future of the State: Kern County's Young, Growing, Diverse Population and Dynamic Economy

SUMMARY

Kern County occupies a unique position—at the center of the state, at the forefront of its population growth, and in one of the nation's largest agricultural and energy producing regions. In recent years, reports have noted that Kern County has fostered an "open-for-business" (Hamilton et al. 2015, 2) climate. But what exactly does "open-for-business" mean for Kern County workers?

In this report, we examine several features of Kern's distinctive population and economy. In per capita terms, Kern County's economy grew faster between 2000 and 2009 than any other county in the state—but then shrank more than all but two California counties. We also find that workers have experienced extreme inequality in Kern, and that Kern worker disadvantage has only grown over time.

The findings have implications for California's new approach to economic development—the high road model. How local stakeholders engage with these findings for regional economic development will have consequences for shared prosperity between business and workers.

KEY FINDINGS

1. Kern County is the tenth most populous California county, with 873,334 residents. Between 2000 and 2019, **Kern's population grew by 41%, and its workforce grew by 51%, both third-highest** in the state.

2. Kern is one of the **youngest counties** in California. It has the state's third-youngest median age (31), and fourth-highest rate of residents under the age of five (7.8%).

3. Kern's population is **diverse**. Kern has the fifth most Latino population in the state (55%), and immigrants are one in five (20%) residents.

4. Kern's workforce will **quickly change**, from many migrants to many native-born workers. Nearly one in three (31%) of workers aged 55-64 are migrants, yet of those aged 15-24 and entering the workforce only 8% are migrants.

5. Kern's **per capita GDP growth has been highly volatile**; it grew more than any other California county between 2000 and 2009, at 34.9%. Yet, since 2009, Kern's per capita GDP shrank by 4.4%—third-worst in the state.

6. Since 2009, **22 of 30 industries in Kern experienced job growth**. Among the highest were: warehousing (552%); animal production (220%); non-oil and gas mining (215%); forestry, fishing and hunting (193%); building services (90%), and utilities (72%).

7. Kern **workers' earnings decline** have been singularly worst among all California counties. In 1979, Kern workers earned a median wage of $34,451 (in 2019 dollars), identical to US workers outside of California. Yet since 1979 Kern workers' median wages have declined 13%.

KERN HRTP

Today's presentation will focus on three sets of findings related to warehouse work:

- Kern Environmental Concerns
- Kern Jobs and Job Growth
- Worker Health and Safety

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KERN HRTP

The data are drawn from three sources:

- Kern Community Needs Assessment 2022
- American Community Survey 2009, 2019
- Bureau of Labor Statistics 2021

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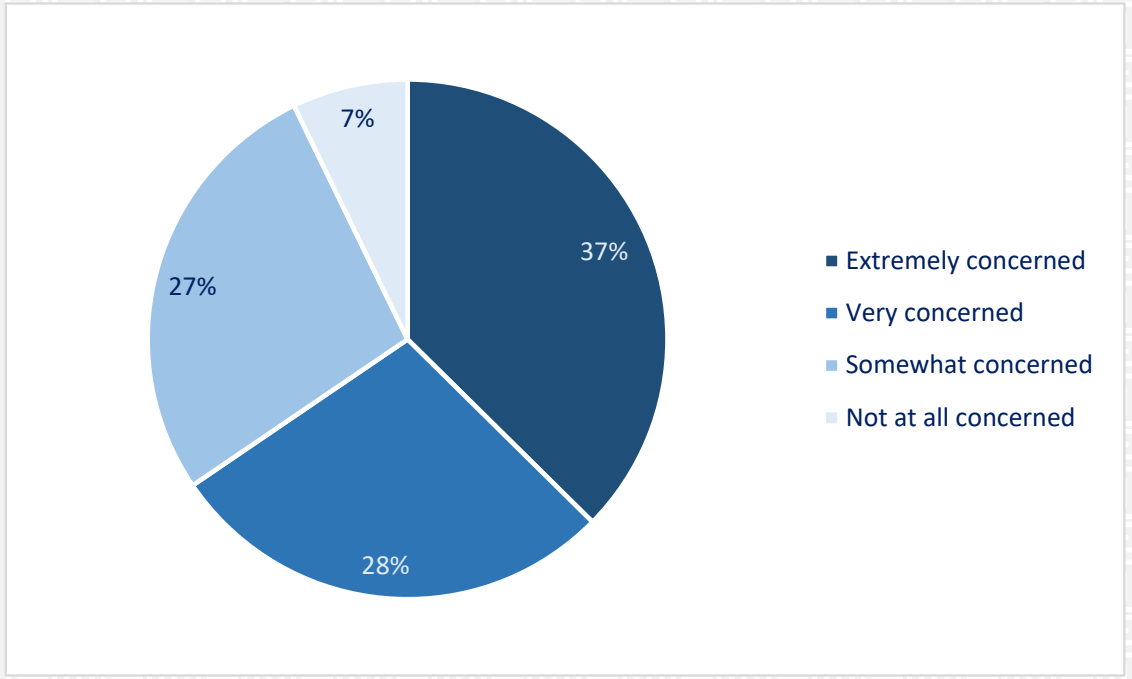
KERN COMMUNITY ENVIRONMENTAL CONCERNS

ENVIRONMENTAL CONCERNS

Most Kern County residents are **concerned** with the **environment.**

Nearly two-thirds express being "extremely concerned" (37%) or "very concerned" (28%) with the environment.

Figure 4.1 Level of Concern with the Environment, Kern County



Source: UC Merced Community and Labor Center analysis of Kern HRTP Community Needs Assessment Survey 2022

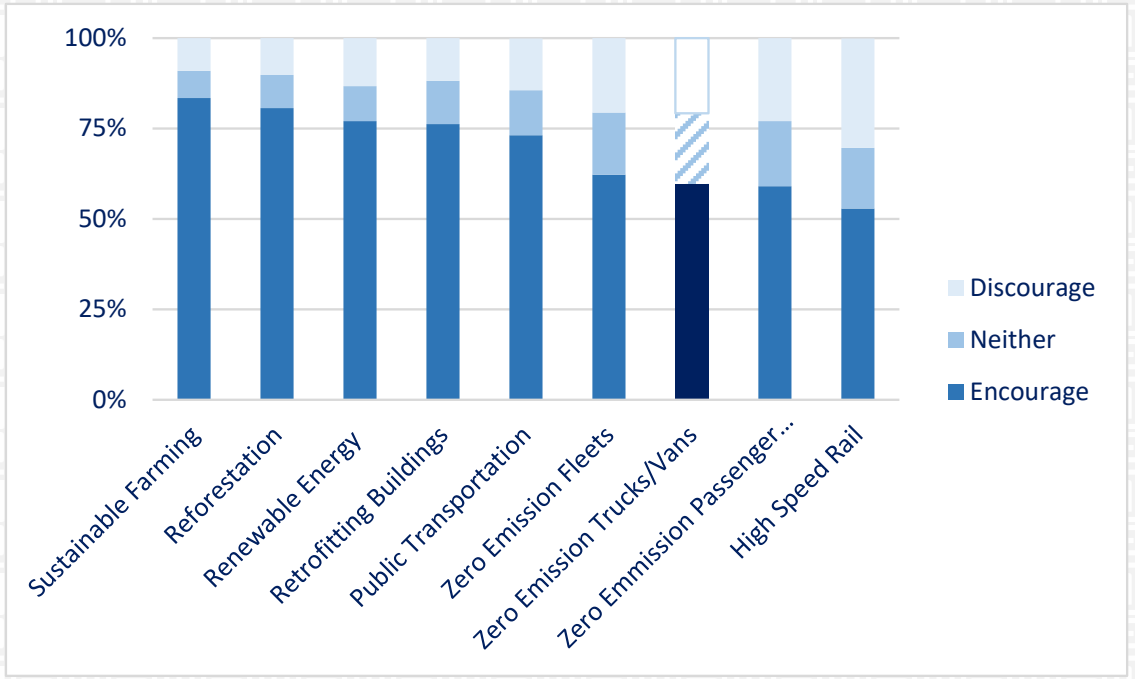
ENVIRONMENTAL CONCERNS

Kern residents are also broadly in favor of **government investment** to improve the **environment** and **create quality jobs.**

Kern residents were supportive of each of nine initiatives they were asked about.

This included zero-emission trucks (which can make warehouse expansion projects more sustainable).

Figure 4.3 Support for Government Investment of Tax Dollars to Create Quality Jobs



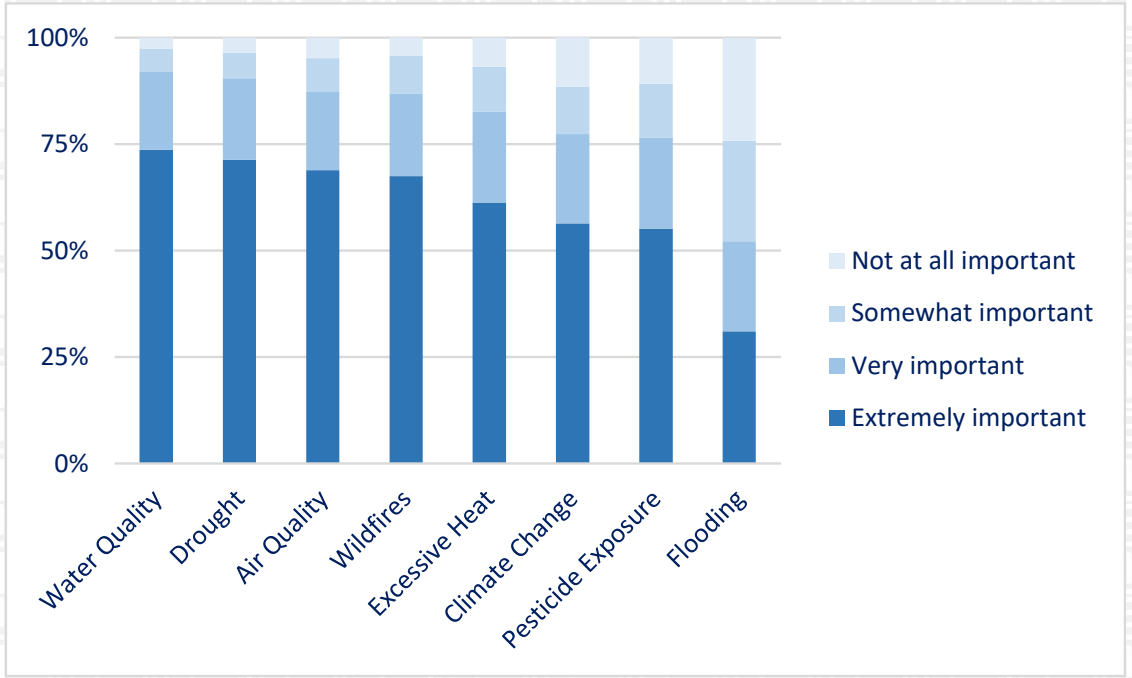
Source: UC Merced Community and Labor Center analysis of Kern HRTP Community Needs Assessment Survey 2022

ENVIRONMENTAL CONCERNS

Kern residents **overwhelmingly** expressed that it would be important, **in the next two years,** for to address each of eight **environmental issues**

Support was strongest for addressing **water quality and access** and **air quality**

Figure 4.4 How Important Will it Be for Government and/or Business to Address these Issues in the Next Two Years



Source: UC Merced Community and Labor Center analysis of Kern HRTP Community Needs Assessment Survey 2022

KERN JOB AND WAGE GROWTH

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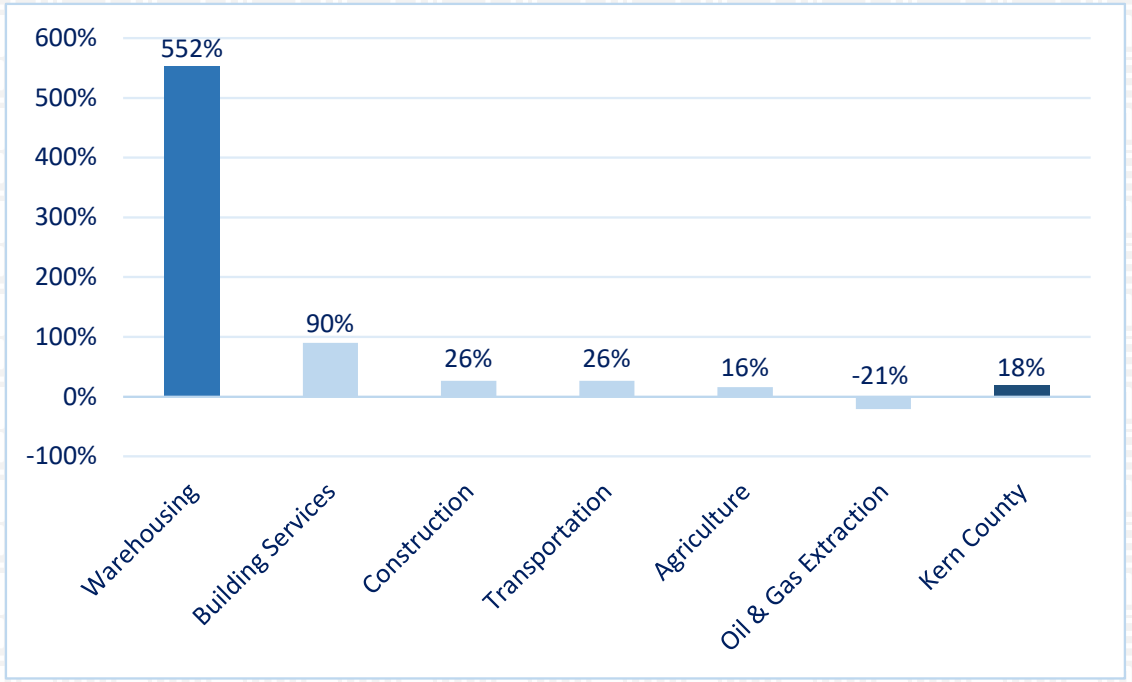
Between 2009 and 2019, Kern experienced job growth in warehousing (552%) and related industries, such as transportation (26%), construction (26%), and building services (90%).

Other notable industries in Kern experienced less growth or negative growth.

Figure 1.1 Kern County Job Growth, by Select Industries, 2009-2019



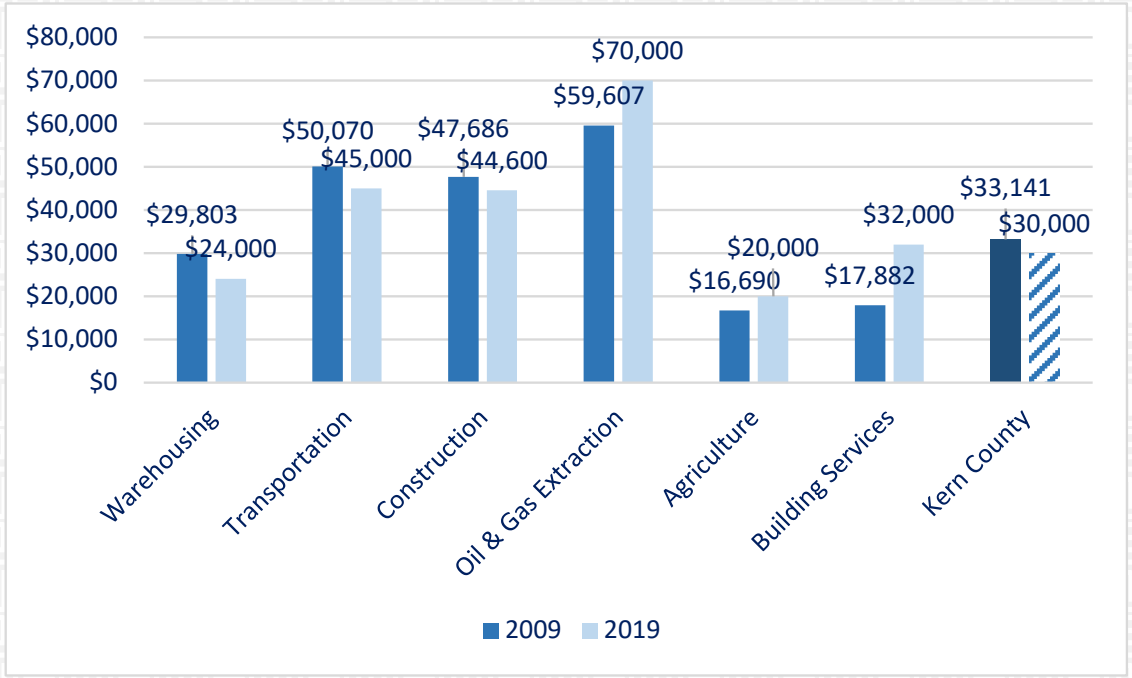
Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2009 and 2019, 1-year Public Use Microdata Series

JOB AND WAGE GROWTH

Between 2009 and 2019, Kern County wages actually decreased in Warehousing (-19%), Transportation (-10%), and Construction (-6%).

Wages increased in agriculture and building services, owing to the new state minimum wage law and new protections for agricultural workers.

Figure 1.2 Median Wage in Selected Industries, Kern 2009-2019



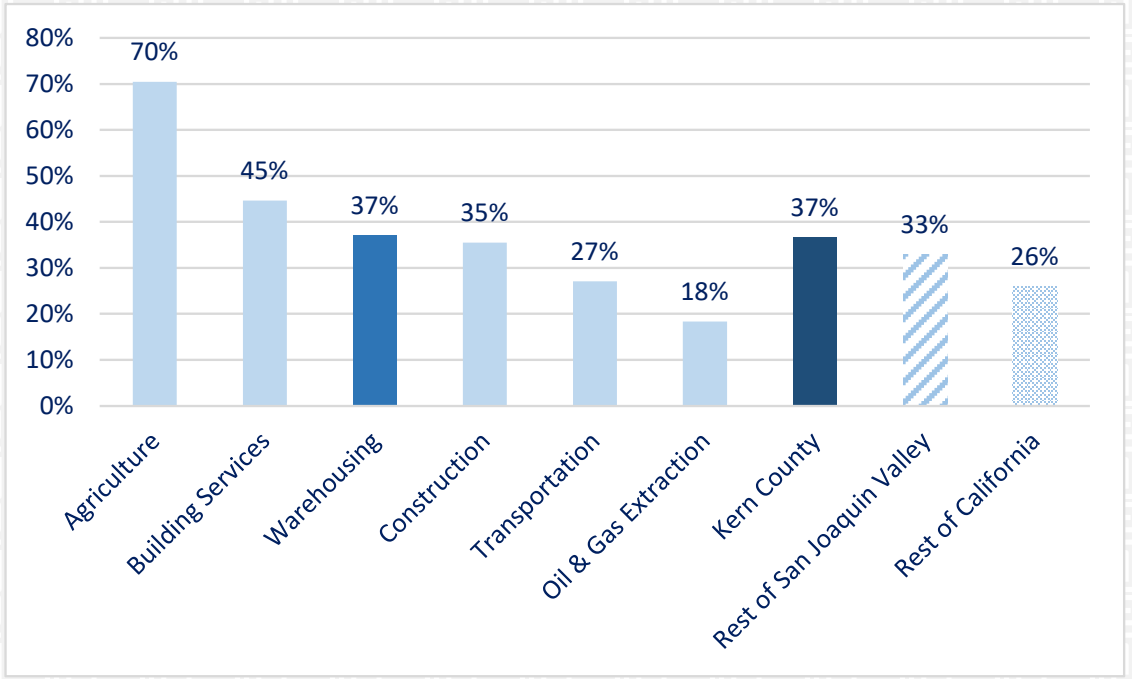
Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey, 2009 and 2019, 1-year Public Use Microdata Series

JOB AND WAGE GROWTH

Nearly four in ten (37%) Kern County workers are living under a "living wage"—the amount necessary to avoid chronic and severe housing and food insecurity.

Warehousing and related industries also had high rates of workers living below a living wage.

Figure 1.3 Percent of Workers Living Below a Living Wage, by Kern Industry and Region, 2019



Source: UC Merced Community and Labor Center analysis of IPUMS-USA American Community Survey 2019, 1-year Public Use Microdata Series

WORKER HEALTH AND SAFETY

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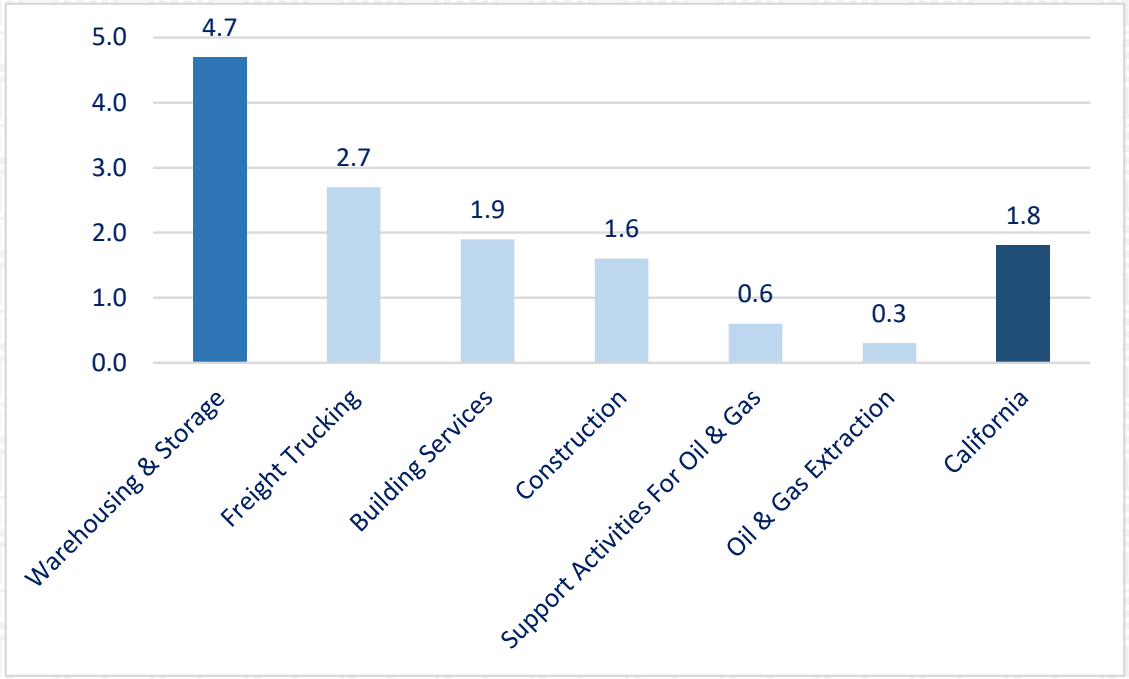
Warehousing & storage had one of the highest rates of non-fatal occupational injury and illness, across the US.

In 2021, nearly 5 (4.7) in 100 US warehousing workers experienced injury and illness causing them to be unable to perform regular work.

This was higher than in the meatpacking industry, and among the highest of all industries.

Some related industries (freight trucking, 2.7; building services, 1.9) also had rates above the state average (1.8).

Figure 2.1 Occupational injury and illness rates, by select US Industries, 2021



Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor 2021

CONCLUSION

In summary, the four major takeaways from this research are:

1. Kern County residents are extremely concerned with the environment, and are **supportive** of **public funding** to improve the **environment** and create quality **jobs**

2. Kern job **growth** has been highest in **warehousing** and related industries

3. Kern warehousing and related industries' **wages** have been in **decline** for a decade

4. Warehousing work has one of the highest rates of injury and illness in the US.

REGIONAL IMPLICATIONS

Advancing a high road in Kern and the Central Valley will require not simply investing in developments to create jobs, but:

1. Convenings with union leaders and workers

2. Providing public investments in developments that raise industry standards (wages, health and safety, etc.)