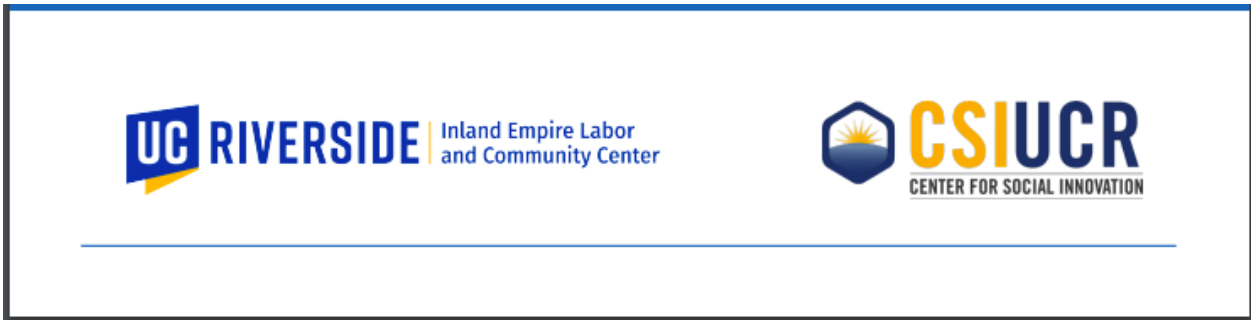
Labor Market Analysis

Report Prepared by:

Michael Bates, Marissa Brookes, Sara Bruene, John Burnett, Eric Calderon, Aranzazu Carbajal, Elvira De La Torre, Jingyan Guo, Gregory B. Hutchins, Manisha Kapoor, Ketia Mukenge, Fatima Nelson, Zhuoyu Qiu, Sonia Rana, Ellen Reese, Gary Rettberg, Idiana Salam, and Beth Tamayose



Executive Summary

The "Inland Empire Labor Market Analysis Report" paints a vivid picture of labor market dynamics in Riverside and San Bernardino counties. It details key employment sectors, juxtaposing higher-paying areas like healthcare and education against lower-paying fields such as retail and food services. This analysis is enriched by the voices of real workers from the region, gathered through scores of in-depth interviews and inclusive of voices not normally heard in the policy-making process, such as those of unhoused workers, unemployed individuals, tribal communities, Black workers, Latinx workers, and youth. These narratives underscore variations in employment opportunities, earnings, and job quality, highlighting the struggle that many face in securing well-paying jobs.

A deeper dive into the data reveals significant findings. A large number of those in the Inland Empire (IE) earn significantly less than workers elsewhere in Southern California and the state as a whole yet still face high, sometimes unmeetable, costs of living as well as numerous other challenges that inhibit economic mobility. Employment in the IE also frequently fails to meet the CERF standard for high-road jobs, a concept that captures more than just pay. The absence of a robust presence of high-road industries in the IE exacerbates economic inequalities in this region. Moreover, inequality is compounded by racial and gender disparities in jobs and training opportunities that have persisted for decades.

This report, however, is not only about challenges; it also shines a light on positive developments in the Inland Empire. For instance, growth in the healthcare and education sectors, along with the development of “quality” and “promising” jobs, indicates a move towards creating more high-road job opportunities. The growth of high-road apprenticeship programs and other new training opportunities are another positive development, especially as they begin to address longstanding disparities in access to good jobs. These improvements, resonating with the aspirations and experiences of the individuals interviewed, are pivotal in charting pathways to good jobs and invigorating the local economy. The report also lays out key recommendations to address these disparities and foster high-road growth. It sheds light on the need for strengthening sectors that offer higher wages and devising comprehensive strategies for sustainable economic development. Emphasizing the enhancement of residents' quality of life through policy interventions and support for “good jobs,” the report underscores the importance of targeted efforts to improve job quality across various demographic groups and industries. The inclusion of real worker experiences brings an authentic perspective to these recommendations, underscoring the need for systemic changes to ensure fair wages, benefits, and working conditions. Overall, we hope the findings presented here help to inform and guide leaders and other decision makers in the region to deepen their commitments to fostering a more equitable and prosperous future for the Inland Empire.

Introduction

The Inland Empire, encompassing Riverside and San Bernardino counties, presents a diverse and complex economic landscape. According to a recent report released by the Center for Social Innovation and the Inland Empire Labor and Community Center, the region accounts for over 1.5 million jobs, with average monthly earnings of approximately $4,907 and median annual personal income of $36,747. This monthly wage trails behind the averages in other Southern California areas and the state overall, indicating a gap in wage levels: The broader Southern California region, excluding the Inland Empire, shows notably higher average monthly earnings of $6,326, while Californians as a whole earn an average of $7,161 per month. According to the IE Thrive Economic Development team, approximately 26.1% of IE workers are employed in a "quality job", with an additional 17.3% employed in "promising jobs".[1] The team opted to break the idea of a "good" job into "quality" and "promising" in order to be able to identify multiple pathways to a "good" job. A quality job is defined as one that pays a living wage and comes with employer-sponsored health insurance, and is likely to continue to provide pathways to both of these qualities. A promising job is defined as one that does not pay a living wage or does not provide benefits *but* does provide clear pathways to a good job within the next 10 years. It should be noted that the idea of a "good" job can be quantified in multiple ways. As defined in recently updated State of Work in the IE, the Inland Empire lags behind the rest of California in terms of job quality as well, with only 29.3 percent of individuals in the IE employed in good jobs (defined below), compared to 32.8 of individuals in Southern California and 36 percent of individuals in the state of California as a whole (CSI UCR & IELCC, 2023).[2] These figures underscore significant variations in both employment opportunities and earnings across different regions and industries within Southern California and the state as a whole.

One of the most significant factors affecting earnings in the Inland Empire (IE) is the nature of employment, specifically the industries in which the majority of IE residents are employed. The key sectors dominating employment in the IE are: Health Care and Social Assistance, Transportation and Warehousing, Retail Trade, Accommodation and Food Services, and Educational Services (CSI UCR & IELCC, 2023). These industries collectively account for 57

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1 https://www.canva.com/design/DAFvfPyrmmc/47i9FSTd2keXXuY4lpBBKg/view?utm_content=DAFvfPyrmmc#19

2 Our definition of a "good job" emphasizes the quality of wages and benefits, similar to those offered by other researchers (Shearer, Shah, and Gootman 2019). Yet, it includes additional criteria designed to capture workers' access to a stable job with enough (full-time) work hours to achieve economic security and earn a decent income (CSI 2021: 5). In 2020, the national median annual wage was $44,607.84 (in 2020 dollars). Adjusting for the local price level, the annual wage threshold for a "good job" in the IE is $46,633.93 (in 2020 dollars). According to the MIT Living Wage Calculator, this amount is more than the estimated annual income needed to cover the basic living costs for a single person in the IE ($39,237). In this respect, it is a "good" or "decent" income, though not likely sufficient to be fully "family supporting" (i.e., enough to cover the basic living costs of raising children or caring for other dependents). The associated Figure 12 notes that: Figure 12 shows inequalities among IE workers based on citizenship using the 2021 American Community Survey 5-Year File from IPUMS. The variable used here for the median personal real wage income is "incwage," which reports each respondent's total pre-tax wage and salary income - that is, money received as an employee - for the previous year. (For further details see: https://usa.ipums.org/usa-action/variables/INCWAGE#description_section). The data for calculating the median personal real wage income are limited to those who are employed and the age range is from 16 to 64.

percent of the total number of employed workers (or jobs) in the Inland Empire. Health care and social assistance represents 14.92 percent of employment, with workers earning an average of $4,832 per month. Following closely is the transportation and warehousing industry, constituting 13.01 percent of employment, with an average monthly earning of $4,379. Retail trade is also a substantial contributor, making up 10.78 percent of employment, with an average earning of $4,059. Meanwhile, the accommodation and food services sector comprises 9.88 percent of the Inland Empire's employment, though with comparatively lower average monthly earnings of $2,766. Educational services round out the top industries, representing 8.40 percent of employment, with workers in this sector earning an average of $5,518 per month (CSI UCR & IELCC, 2023).

Overall, we find that many of the industries that employ the largest number of workers offer relatively low average earnings while higher paying industries tend to have much smaller workforces (see also CSI UCR and IELCC, 2023). The top 4-digit industries by average monthly earnings in the Inland Empire are in sectors such as Securities and Commodity Contracts Intermediation and Brokerage, Electric Power Generation, and Pipeline Transportation of Natural Gas, though they employ relatively few workers. Industries like Individual and Family Services, Book Retailers, and Performing Arts Companies fall on the low end of average earnings, highlighting wage disparities across different industries (see Appendix 1, Tables 2 and 3). While low earnings in the region are generally of concern, the low wages of Individual and Family Services is of particular notable, given that this large industry offers more than 32,000 jobs and is ranked fourth overall in terms of the size of employment in the IE among 4-digit industries (see Table 1 in Appendix 1).

This earnings gap across industries, and relative lack of higher paying industries, matters substantially for quality of life, as the Inland Empire also grapples with significant poverty and housing affordability challenges. Particularly notable is the relatively high poverty rate in San Bernardino County compared to the state and nation. Although median nominal household income rose between 2016 and 2021, it did not keep pace with the rising median cost of rent. The growing mismatch between earnings and rent in recent years leads many households in the region to experience overcrowded housing and other housing problems; these problems are more common in the IE than the state and nation (CSI UCR & IELCC, 2023).

Understanding the dynamics of inequality in employment opportunities, wage levels, and socio-economic challenges in the IE will be crucial for developing comprehensive strategies that foster sustainable economic growth and improve the quality of life for all residents in the region. Jobs are key. The state of California's recent legislative priorities reflect policymakers' intentions to create and sustain high-quality employment by enhancing worker benefits and protections, strengthen collective bargaining and union rights, enforce labor law compliance, and improve employment conditions. Nevertheless, the creation of "good jobs," "quality jobs," and "opportunity jobs" is neither a simple task nor a straightforward path to reducing inequality and enhancing the economic mobility of equity-seeking groups in the Inland Empire. Three things have to happen before these goals can be reached: First, it is helpful to define what a good job is and

what high-road employment might look like within specific industries, particularly those most prominent in the Inland Empire. Second, a deeper understanding of the barriers currently preventing IE residents from accessing and maintaining high-road employment will be crucial for the design of policy interventions meant to remedy these labor market inequities. Third, a thorough analysis of existing apprenticeship and training programs in the region, including lessons learned from their various successes and failures, should also inform new interventions. This report aims to address these three tasks and, in doing so, include as much as input and insight as possible from those who have been historically excluded from the policymaking process.

Our seven-person interview team collected 75 interviews, in person and via Zoom, from October through December 2023, with a mix of workers currently employed in the Inland Empire; representatives from community-based organizations, nonprofit organizations, and chambers of commerce; entrepreneurs and small business owners; and public officials at the municipal, county, and tribal levels. Our sample included workers, staff, and officials involved in the industries employing the most workers in the Inland Empire (health care, education, transportation, retail, and food services) and encompassed diversity in terms of the age, gender, race, and economic position of interviewees. Interview participants also represented geographic diversity, as we reached not only metro areas such as the cities of Riverside, San Bernardino, Ontario, and Fontana but also suburbs (including Beaumont, Calimesa, and San Jacinto), rural areas (including Indio, Coachella Valley, and the San Bernardino High Desert), and the Torres Martinez Desert Cahuilla Indians tribal reservation.

I. What is a “good job”? What does “high-road” look like?

The Community Economic Resilience Fund’s (CERF’s) definition of a "high-road" employer encompasses a range of standards. These include the provision of family-sustaining wages, well-defined pathways for career advancement leading to higher-wage positions, and the offering of benefits such as paid sick days and vacation time. Other essential components involve providing adequate working hours with predictable schedules, ensuring access to training, maintaining occupational health and safety standards, recognizing worker representation, and respecting the right to organize. Additionally, a high-road employer is expected to have a clean record free from wage theft, ongoing labor disputes, health and safety violations, or any other breaches of labor laws.

Despite these well-defined standards, an even more inclusive definition of job quality is possible. In addition to the prevalent focus on wages, benefits, and workplace conditions, a more expansive definition could account for variability in wages over time, pay-for-performance systems, and irregular pay structures such as tips, bonuses, and overtime (Batia, Congdon, Shakespeare 2022). Additionally, variability in working hours and differences in employer-provided compensation packages (i.e., the mix of health insurance, retirement plans, life insurance, sick pay, paid leave, and so on offered to the worker) can also contribute to a more comprehensive evaluation of job quality. While it may be difficult to measure some of these benefits, it could be

helpful to understand the cost of health plans and investment options for retirement (Batia et al. 2022). Less tangible aspects of job quality, such as equity and inclusion, a supportive work environment, and worker voice, have also been proposed to be part of the definition of a good job (Aspen Institute 2020).

In terms of qualitative data, we interviewed real workers from the Inland Empire who provided diverse perspectives on what constitutes a "good job" to them. Several common themes emerged from their definitions, reflecting a balance between subjective satisfaction and objective measures of job quality.

Sustainable Wages and Benefits: There is a strong consensus that a good job must offer financial stability. Destiny Grace,[3] a cultural community liaison at an organization in the IE, defines a good job as one providing a decent wage to sustain a household, coupled with essential benefits like health insurance. In addition to her own definition of a good job, Destiny stated that the community residents she works with also seek to have "a job that pays a decent enough wage where they can afford a decent home and a decent community." Furthermore, the biggest complaint she receives from community residents is the lack of access to healthcare. Kurt Augsburger, the Director of Workforce Development at San Bernardino Community College District, echoes this, emphasizing living wages and benefits as critical elements, along with job security and pathways to employment.

Opportunities for Advancement: The potential for growth within a job is another theme. Cynthia Guzman,[4] an economic development specialist in Menifee, speaks to the importance of training and promotional pathways, indicating that opportunities for upward mobility contribute significantly to job quality. As Cynthia reflected upon her own career pathway, indicating she received the ability to train within her previous part-time job to grow within her city job, she expressed, "what makes good jobs is when there's those growth opportunities." This is reflected in the experiences of Marco Perez, a facility attendant at a Target distribution center, who values job security and the specialized nature of his role, which came with opportunities for advancement and professional growth. Marco attributed his career advancement to networking with management to learn about future opportunities: "He kind of helped me get my foot in the door, helped me cross-train." Likewise, Ede Gomez explained how an entry-level position allowed him to build the skills necessary to advance into a high-road job: "I started my career in banking, working as a part-time teller, that was a great job. And I got promoted to full time got promoted to different positions within banking. And that proved to be an excellent job and a great point to jump off to what I'm doing now. All those skills I learned and everything just really helped me out." Similarly, Mary Diaz, a program manager for a government organization, felt that younger people especially put a high value on being able to get personal and professional fulfillment out of a job, and if they don't see it helping them grow professionally, will quit.

Work-Life Balance and Commute: The interviewees also mention the impact of a job on one's personal life. Destiny Grace stresses the importance of a job being community-centric,

[3] pseudonym
[4] pseudonym

reducing the need for long commutes and allowing more time for family and personal enjoyment. In addition to jobs being local, participants also stressed the importance of their jobs providing the flexibility to work from home to facilitate their work-life balance. The concept of work-life balance is implicit in many responses, indicating that a good job should not encroach excessively on personal time and well-being. Kyle Preston, who runs a small logistics business with his wife, explained how work-life balance has become a more salient characteristic of a "good job." Reflecting on this, he said, "You're starting to count down the number of years and summers you have left with your kids. So maybe money doesn't matter as much. Flexibility and time are the ultimate commodity."

Residents of the Inland Empire often find themselves commuting long distances into Los Angeles, Orange, and San Diego Counties. Interview participants emphasized the connection their commute has to their work-life balance. Emily Crothers[5], a health professional, discussed the negative outcomes she experienced from her long commute. "At first, it wasn't a bad commute. But then we moved away and I stuck with it for, I don't remember maybe two years or something, trying to do the commute. And I hated it so much that I got a job where I live, even though the hospital wasn't as good. And working, I took a little pay cut. But the commute is a big enough deal for me to stay, even though the job isn't as good as the one I gave up."

Economic Development Director Sean Smith understands the benefits of a shorter commute and aims to bring more high-road jobs to the IE. He explained, "Now what we can do is zone and consider projects that we know are going to create higher paying jobs. . . . So if you live closer to where you're working, as opposed to having to drive 20 miles a day or more sometimes in this valley to get to some of those jobs, I think that's something that we do take into consideration because we're trying to look out for the betterment of our community."

Job Security and Skills Utilization: Job security emerges as a vital factor in defining a good job, as mentioned by Marco Perez, who appreciates the stability and skill utilization in his current role. Monica Margal's[6] experience of being laid off in her first "big girl job," which was salary-based employment in technology, led her to seek a career that provided an ability to strengthen her skills. As she expressed frustration with her inability to find employment for over a year, Monica stressed the importance of finding "somewhere I can grow, [where] there's opportunities for me to be creative, to really lean into my strengths." This aspect is often intertwined with the notion of a job being in-demand and offering a sense of continuity and predictability.

Personal Fulfillment and Subjective Value: One additional recurring theme is the subjective nature of job satisfaction. Justin Guzman articulates this by suggesting that a good job aligns with an individual's current goals and financial needs. As a worker within the economic development department in the City of Indio, Justin finds helping small businesses thrive to be a fulfilling component of his career. He states, "I find more fulfillment doing what I do now because I get to work with small business owners…I get to help guide them…trying to navigate and educate

[5] pseudonym
[6] pseudonym

them on the direction that they should go and just sharing resources." This personal aspect is further highlighted by Sean Smith, the Economic Development Director of Desert Hot Springs, who emphasized satisfaction in one's role over the pay associated with it. He also identified how the definition of a good job changes during different stages of life. He said, "I think it changes because everybody has different goals. And they have different thresholds for defining what may be a good job, you know. A good job for a high schooler might be working at a fast food restaurant, whereas a good job for somebody who's in their 20s, or 30s, is really one that puts them on more of a career path, and something that they want to grow in. So I think it just depends on where you're at, and each person has a different perspective, given where they're at given age and other circumstances that would come into play . . . I think a job is something you do and you get paid for. And like, I still feel that you should be comfortable and happy doing that job. But a career is, I think, one a different definition that takes into consideration the jobs that you're doing are leading to longevity and a certain field." Issac, a 45 year old male, also emphasized the importance of liking what you do: "Yeah, because sometimes, like when we talk to people, it's funny what we think we're gonna hear is like, well, it pays this amount or something like that, or it gives you like health insurance and benefits. . . .But, like, there's other stuff too. . . . it's something you want to do. Yes, you can have a job right that has real good pay and even has benefits but you're miserable." Similarly, Amanda Hernandez associates a good job with the opportunity for professional development and alignment with personal values and community service. Josefina,[7] who has a background in early childhood education and childcare, felt that being able to pass along knowledge and give back to the community was an important consideration.

While the definition of a good job is multifaceted and subjective, interviewees from the Inland Empire consistently highlight a combination of personal satisfaction, sustainable wages with benefits, opportunities for advancement, work-life balance, and job security. Cultural Community Liaison Destiny Grace explained that a good job was a combination of these ideas: "I would define a good job pretty much as something that will sustain a household because people have jobs, but they, especially here in California, can barely make ends meet. So a good job for me is a decent enough wage where a person can provide for their family with benefits, such as health insurance. When I say benefits, you know, your medical, dental, your life insurance policies, and something where it's in the community, so to speak, and when I say in the community, [I mean] not having to commute two or three hours away, to get to it. And even within that, a good job is hopefully something that fulfills that person. Again, it's one thing to have a job, and you're doing just because you have to do it, you know, because it's about survival, as opposed to something that you enjoy going to, and you're going to put your all into it, to make it better for the company and for the people that they're serving in that community. So to me, it's all of those things. It's more than just I have a job and I make money. I think a good job is something that you enjoy going to, and it pays a decent wage, and it has decent benefits. And the commute isn't such that it takes you away from your family to the point where when you come home, you're exhausted and you can't enjoy your family or your community." These themes suggest that a good job is not merely a

[7] pseudonym

means to an end but an integral part of an individual's life that supports both their personal and financial well-being.

Which Inland Empire industries have a concentration of good jobs that, at minimum, align with the CERF definition? There are several ways to identify good jobs in line with the CERF definition. According to the IE Thrive Economic Development team, utilities, mining, headquarters, professional, and government are among the top 5 industries in terms of share of quality and promising job share.[8] Using another definition, CSI UCR & IELCC (2023) suggest that a "good job" should provide a decent personal income, access to benefits, and stable employment (CSI UCR & IELCC, 2023). Although the income level used by these researchers was not "family sustaining" and arguably too low, the use of this measure can help to reveal inequalities in the quality of employment found in the IE. Based on this measure, we find that the majority of good jobs in the IE require a bachelor's degree or higher and that most of these jobs are found in the following areas: educational services; health care and social assistance; professional, scientific, and technical services; public administration; and manufacturing. Workers who have good jobs that do not require a bachelor's degree include rail transportation occupations, plant and system operators, and mechanics and repairers. Other good jobs not requiring a bachelor's degree can be found in construction, manufacturing, health care and social assistance, and, to some extent, transportation and warehousing (see Appendix 2 for details). These findings align with broader studies demonstrating that the highest quality jobs in the US are often found within professional and business services, manufacturing and finance, and insurance and real estate, while low-quality jobs tend to be in retail and accommodations and food services but also healthcare and social assistance (Fee 2022)

That said, the definition of a "good job" can be tailored to specific industries, each with its unique set of standards and challenges. **In health care and social assistance**, a good job might include not only fair compensation and opportunities for professional growth but also predictable shift schedules and adequate rest breaks. According to Cook (2017), ensuring a "good job" in health care and social assistance involves addressing three categories of need: compensation, opportunities, and support. Compensation refers to family-sustaining wages, family-supportive benefits, full-time hours, stable work schedules, and the option for caregivers to decline working overtime. Opportunities for professional growth are crucial, encompassing access to training for skills development, engagement in community and organizational discussions, and avenues for career advancement. Support mechanisms, including resources to overcome work-related barriers, encouragement to excel in job expectations, and leadership in quality improvement, further define the parameters of a quality job in health care and social assistance (Cook 2017). Recent state legislation is a step in this direction, but there is still a long way to go. For example, California Senate Bill 1014 had aimed to enhance patient care access and quality by providing increased funding and improved wages for healthcare providers; however, this bill was vetoed. On a different note, Senate Bill 1334 addresses the well-being of health care workers in the public sector by

[8] https://www.canva.com/design/DAFvfPyrmmc/47i9FSTd2keXXuY4lpBBKg/view

extending existing meal and rest period laws. The purpose is to allow these workers to rest and recuperate during extended shifts, ultimately contributing to their overall health and the quality of patient care.

Interviewees who are in healthcare expressed general satisfaction with their jobs. They did note, however, that opportunities varied depending on which qualifications an individual has. For instance, Emily Crothers, a registered nurse, explained that "The opportunities are different. If you want to go into more advanced nursing with, like, a higher acuity patient, someone who's more complicated and more sick than that level of nursing, they would only hire a bachelor's or someone with more advanced education. The associate degree nurses would potentially be hired to positions that have a little less complicated or less sick patients. For mine, they're switching actually now to take only bachelor educated nurses. And then, in ICU, you need a bachelor's as well some specialized education too. So the opportunities are what's different." Emily also mentioned that the hospital they work with has programs to support professional development, though they did not know of any offerings of support services like childcare. They also acknowledged that different hospitals have different levels of resources available and that major events like COVID underscored the impact liking one's job had on being able to continue working in the field.

The transportation and warehousing industry, significantly present in the Inland Empire, faces its own set of challenges. Research by Cummig and Zickuhr (2022) highlighted the need for higher wages, particularly as the average pay in this sector is four dollars below the national average and disproportionately affects Black and Latinx workers. Recommendations for improvement include wage increases, allowing workers to join unions without fear of retaliation, correct classification of workers as employees to ensure access to appropriate earnings and job security, policies to protect against retaliation, and the implementation of new state laws to address how technology is utilized to track productivity (Cumming and Zickuhr 2022; Tung and Lathrop 2023).

While jobs in the transportation and warehousing industry provide workers who lack credentials, lack an adequate educational background, and/or experience language barriers the ability to earn liveable wages, participants who worked in Economic Development departments are critical of the construction of warehouses in their regions. For instance, Gabriel Martin, the City Manager of Coachella, acknowledged that the majority of the community residents work in the service and agriculture industry, where they experience extreme temperatures and poor working conditions. While jobs in transportation and warehousing are not unionized, usually seasonal, and mostly part-time, Gabriel acknowledges workers sometimes have access to good jobs since these workplaces sometimes prevent workers from being exposed to heat illnesses, and they can earn wages above the minimum wage. Sean Smith, Director of Economic Development in Desert Hot Springs, also contributed to the ability for warehouse jobs to provide workers with access to good paying jobs. "We have an Amazon facility coming in and in comparison to some of the other jobs that are available in this area, that one would be more favorable for a number of reasons: higher pay, better benefits, and proximity to residents…so that gives them a better opportunity closer to home." Similarly, Justin Guzman acknowledges access to warehouse jobs as

a way for workers to remain within their communities rather than commuting to outside cities, noting, “if you don't have industrial, that's excluding some of your residents from some jobs that they can be working at locally, as opposed to driving to the next city or two cities, so it cuts down on the commute time.” Thus, in regions where there are few high quality jobs, transportation and warehousing appear to some observers to provide residents with better working conditions and relatively higher wages than lower-paying industries while allowing them to stay within their communities. Such assessments contrast, however, with other research based on 82 original interviews with IE Amazon warehouse workers that highlights the often physically grueling and dangerous nature of many warehouse jobs, problems of heat exposure among these workers, and the frequent lack of family sustaining wages, good benefits, unionization, and work-family balance in this industry (Emmons Allison and Reese, 2023).

In retail, a sector with a substantial footprint in the region, the focus is on fair scheduling, higher wages, full-time employment, and quality customer care training. The unpredictability of schedules poses challenges, impacting workers' abilities to pursue higher education, secure childcare, and obtain adequate rest. Additionally, recognizing employees as an investment to drive profits, rather than a flexible cost to be minimized, could help foster a positive work environment. Increasing wages, promoting full-time employment, and providing comprehensive training to enhance customer care and productivity are essential elements of this approach. Learning from examples such as Los Angeles' Fair Week Ordinance (Ordinance 187710, Article 5), there is a call for employers to provide a written Good Faith Estimate of work schedules before hiring and within a specified timeframe for current workers upon request. Provisions such as time and a half for "clopening" shifts, advance notice of work schedules, and the ability for employees to request preferred schedules and locations would contribute to a more stable and predictable work environment. Moreover, the ordinance restricts new hiring until available hours are offered to current workers, promoting fairness in distribution. Yet despite efforts to improve job quality in retail, such as the LA ordinance and the California Fair Scheduling Act implemented in April 2023 to regulate scheduling practices and mitigate the adverse effects of unpredictable work hours, the need for enforcement remains a persistent concern.

Kelly, a woman in her early 20s who currently works in retail, identified getting enough hours as a concern. She originally had a second job, but then quit the other one, recounting, “Right now? I'm working at Big Lots. Yeah, it's actually pretty cool. It's really, like, dead, though. So now a lot of customers go in. Okay. And I was working elsewhere, too. But I stopped working there, like a couple weeks to three weeks ago… I mean, the only thing I wished is more hours. . . . Then they started giving me less days. I'm like, Damn, I should have kept the other job.” Eddie,[9] who is 19 years old, brought a key perspective on the pros and cons of pay *vs*. perceived risk. He currently work at a construction supply store, and he reflected that he was offered a job loading, however, he did not accept it. “I have a chance to move for $2 more, but . . . that takes more of a toll on my body than just standing and doing cashier. . . Yeah, I gotta see the benefits. So I'd take the little little less pay for more. . . Yeah, no.”

[9] pseudonym

In **accommodation and food services**, the definition of a "good job" encompasses a range of factors, such as higher pay, better training opportunities, and union rights for farmworkers. For instance, SEIU has been advocating for a $20 minimum wage in this industry. California Senate Bill 476, focused on food safety and food handlers, mandates that employers allow workers to complete required training to obtain a food handler card. Importantly, this training is to be compensated as hours worked, and employees are to be reimbursed for any fees associated with obtaining the card. Additionally, the bill prohibits employers from assigning workers additional tasks during their training, emphasizing the need for dedicated time for skill development. Looking towards the future, there is a requirement for the public health department to post an internet link to accredited food handler training programs by January 1, 2025, enhancing accessibility and transparency in training opportunities. Union rights also feature prominently in shaping job quality, as exemplified by AB 2183. This legislation, specifically addressing farmworker union rights, ensures that farmworkers have the freedom to vote on whether to join a union without facing threats or intimidation from their employers. These measures collectively underscore the multifaceted approach necessary for creating a "good job" in the Accommodation and Food Services sector, encompassing fair wages, training opportunities, and the protection of union rights to foster a supportive and equitable work environment.

Interviewees expressed some interesting perspectives on jobs in food service. Eddie, who also works at a fast food chain, initially mentioned low pay as an issue but then realized that others had it harder due to management issues. He recalled that “At first, I used to see as it as, damn, I’m really working at a fast food for this amount of paper, [but] then I humbled up . . . as was, like, for the period, this is reasonable, like, for the amount of work I do is pretty reasonable. I don't ever stress out. Really.” In his particular instance, he felt that the low pay was a reasonable tradeoff for management that was more sympathetic and understanding about his circumstances.

Nel[10] currently works as a shift leader for a restaurant and provides a slightly different perspective. He felt that a good job is “[in] a well maintained, managed facility, with proper training for the employees that are in the facility, properly paid, suitable for living wages.” Nel originally felt like transportation was one of the biggest barriers to people finding good jobs, but now with options like Uber and Lyft in addition to the traditional options, he felt like “it's the motivation with pay, getting people to come to work, doing the job that's demanded. And I am getting paid very little. That's really rough to get people to want to do that. I've experienced that going, working in Palm Desert at night, or I've worked in Coachella, but they hadn't worked in the restaurant in Palm Desert. And the job was there. It's the same job, but because there's less and less people, it's more demanding because it's on you going quicker. . . .You're not paid enough to do all that demanding work. Yeah, they want you to continue to do that. Without giving you the compensation here.”

Despite the variation in definitions and expectations of what constitutes a "good job" across different industries, **the persistent need for universal standards is evident.** While each industry has its unique challenges and benchmarks, the fundamental principles of a "good job" remain

[10] pseudonym

consistent: a livable wage, comprehensive benefits, opportunities for growth, and a safe, respectful work environment. The research and testimonies from the Inland Empire indicate that regardless of the sector—whether it is healthcare, transportation, retail, or accommodation and food services—there is a call for systemic changes that uphold these standards. These changes include fair scheduling, equitable pay, and the safeguarding of workers' rights, particularly for those in marginalized communities who may face additional barriers. The interviews underscore the necessity of an industry-specific approach, yet they also reveal a collective aspiration for job quality that transcends sectoral boundaries. It is this aspiration that should guide policymakers and industry leaders towards a more standardized and equitable labor market, where every job has the potential to be "good," contributing to the economic and social well-being of all workers in the region.

Who has a "good job" in the Inland Empire? Which demographic groups are more likely to find themselves in high-road employment? There are several quantifiable ways to define what a "good" job is. Some metrics base wages on a national average, while others take a more regional-specific approach. According to the recent "State of Work in the Inland Empire Part II" report (CSI UCR and IELCC, 2023), as of 2020, there are clear disparities in job quality among different demographic groups. **Only 21.2 percent of Latinx workers** in the IE have good jobs, which is substantially lower than the IE and state averages for **White workers** of **43 percent** and 46.6 percent, respectively. **Only 33.6 percent of Black workers** in the Inland Empire have good jobs, which is somewhat lower than the state average for Black workers of 35.2 percent and, again, substantially lower than the IE and state averages for White workers. **Asian workers**, **38.6 percent** of whom have good jobs in the IE, fare better than Latinx and Black workers within the Inland Empire, but do notably worse than Asian workers in the rest of Southern California (43 percent of whom have good jobs) and Asian workers in California overall (47.5 percent of whom have good jobs). Of those identified as **Other** in the IE, only **32.1 percent** have good jobs (CSI UCR and IELCC, 2023: 43).

Adding the dimension of gender to the analysis reveals even more disparity. According to this same report, **only 16.4 percent of Latina workers in the IE are employed in good jobs**, while the number is higher for their male counterparts at 25.2 percent. The next lowest percentage of workers in good jobs comes from the Gender: female, Race: "Other" category (at 29.1 percent), followed by **Black female workers, only 31.2 percent** of whom have good jobs (*vs.* 36.2 percent of Black male workers). On the higher end, **36.4 percent of Asian females** and **39.4 percent of White females** have good jobs in the IE, while Asian and White male workers are the most likely to do well in this realm, with: **40.8 percent of Asian male workers** and **46 percent of White male workers** being employed in good jobs. These findings underscore the need for targeted efforts to address disparities and improve job quality across different demographic groups in the IE. They also echo many of the findings of national analyses, which find that the lowest-quality occupations are more likely to be held by workers who are female, have lower levels of educational attainment, and are Black or Latinx (Fee 2022).

A similar analysis was done by the IE THRIVE Economic Development team. The economic analysis[11] found that individuals who identify as Asian and Pacific Islander and White were the most likely to hold either a quality job or a promising job, both at 58.8% for both types of jobs. In comparison, Latinx workers were the least likely to hold either a quality job or a promising job, at 32.6% total for both types. When cutting by race and gender, and controlling for varying levels of educational attainment, a few trends emerge. In general, across all educational levels, White males have the greatest percentage of those with either a quality or promising job. In comparison, Latinx women have the lowest percentage of those with either a quality or promising job, across all levels of educational attainment.

II. Barriers to accessing high road jobs

Since the early 1980s, the employment landscape in the Inland Empire has experienced a substantial transformation. Neighboring the ports of Los Angeles and Long Beach has geographically and economically positioned the Inland Empire as a logistics conduit to the broader western half of the US. This includes facilitating the movement of goods, storing commodities in warehouses, and optimizing the overall supply chain (Wachtel, 2023). The warehouse industry has expanded across the region, encouraging corporate growth, supplying low-wage occupations, and increasing land values. The expansion of the logistics industry has brought an influx of workers, reducing the availability of affordable housing and driving some families to relocate to more distant areas (Cobb, 2015; Desmond & Gershenson, 2018; Wachtel, 2023). The lack of attention to fostering education and career development, compounded by other forms of financial, educational, and social barriers has reduced workers' prosperity in the Inland Empire.

The labor market in the IE thus faces significant challenges due to a range of barriers that limit access to high-quality jobs. These obstacles fall into three main categories: financial, educational, and social, each contributing uniquely to the employment landscape. **Financial barriers**, such as the lack of affordable childcare, inadequate transportation, high housing costs, and the digital divide, directly impact workers' ability to secure and maintain employment. These factors not only limit job opportunities but also affect the ability to engage in work that offers advancement and stability. Especially important is to understand how the low quality of one's present job can affect that individual's ability to advance into higher economic positions. **Social barriers** are equally significant. Unemployment and layoffs, health issues that preclude physical labor, and cultural perceptions of certain jobs as undesirable are significant hurdles. For undocumented workers and those with a criminal history, the challenges are even more pronounced, including limited job options, language barriers, discrimination, and inflexible schedules that make it difficult to attend trainings or hold multiple jobs. **Educational barriers** also play a crucial role. Many workers in the Inland Empire lack not only the skills and credentials needed to obtain good employment but also critical information about available good jobs and the networks necessary to connect with these opportunities. This situation is compounded by the

[11] https://www.canva.com/design/DAFvfPyrmmc/47i9FSTd2keXXuY4lpBBKg/view

impact of automation, which contributes to the de-skilling and displacement of workers. Additionally, there is a notable deficiency in resume, application, and interviewing skills, and K-12 schools often fall short in advertising career paths and educating about workers' rights.

Financial Barriers to accessing high-road jobs

Childcare and eldercare

The lack of affordable childcare and eldercare is often a major financial barrier to workers who seek to gain better employment. Women in the Inland Empire, as in much of the rest of the world, shoulder a **disproportionate** amount of the burden of unpaid caregiving and household work. Women aged 15 and older in the US perform unpaid caregiving and home tasks for an average 5.7 hours per day, compared to 3.6 hours for men (Anderson & Dektar, 2010; Hess & Hayes, 2020). This means that women in the United States spend 37 percent more time than men on average each day undertaking unpaid caregiving and household duties.

Bearing most of the burden of childcare and eldercare without adequate support poses formidable obstacles to women seeking rewarding careers. Without reliable caregiving options, women often encounter difficulties aligning work hours with family needs, potentially forcing them into **part-time roles with fewer opportunities for advancement**. Career interruptions are common as women navigate caregiving responsibilities, leading to skill decay and weakened professional networks. Limited job mobility and financial constraints further hinder their ability to pursue new opportunities or invest in quality care services. Gender norms and stereotypes that place the burden of caregiving on women contribute to biases in the workplace, impacting their career progression. The stress of balancing work and caregiving responsibilities can result in burnout, affecting both mental and physical well-being. These challenges collectively create barriers to career advancement. **Importantly, these struggles are faced not only by women but by single parents and other solo caregivers of all genders**.

In the Inland Empire, the financial impact of childcare is particularly evident when considering **the substantial costs of full-time care for infants**. In Riverside County, the annual cost for full-time infant care in a child care center is approximately $15,504, while in San Bernardino County, it's slightly lower at about $15,240. In family child care homes, these costs are $11,472 in Riverside and $11,292 in San Bernardino, as reported by the Regional Market Rate Survey of California child care providers in 2021.[12] These figures highlight the substantial financial burden placed on families, especially for those with younger children.

The financial burden of childcare and eldercare is a significant barrier to high-road employment in the Inland Empire. Interviewees like Justin Guzman and Destiny Grace emphasize the exorbitant costs and lack of affordable childcare options. For example, Destiny Grace, from Riverside, notes the high cost of childcare, sometimes reaching $200 a week for one child, making it difficult for low-income families to afford care. This challenge is echoed by Cynthia Guzman

[12] https://rrnetwork.org/research/child-care-data-tool#!0

and Madeline West, who highlight **the scarcity of childcare facilities and programs** like Boys and Girls Club or city recreation after-school programs, which are often the only affordable options available. The high costs and limited availability of childcare and eldercare services force many, particularly women, into part-time roles or out of the workforce altogether, limiting their career advancement opportunities. For example, MDB010 noted that childcare can hinder access to education for young parents, "I'm gonna say the main obstacle I always seen or heard about was financing. Like, sometimes it's just like, Oh, we don't get enough money. I don't qualify for this. I don't qualify for that. So financing is a main obstacle. And for, especially if it's a young girl who's had a child early, then there's that. It's like, how is she going to? How is she going to make it to the school and still look after her kid even though they have the online stuff now? Yeah, yeah. Sometimes it's like, what if what what they want is not offered online?" Connie Stopher, Executive Director of the Economic Development Coalition in Temecula, offered a similar observation. Stopher noted that affordable access to quality childcare impacts all parties - both in terms of youth outcomes but also in terms of helping parents in terms of time and finances. Stopher even went so far as to suggest that "if we could somehow tackle this childcare system societally in a systemic sort of way, that it would have transformational impacts upon our workforce, and on you know, in the future, our future workforce"

In addition to the costs of child care, cities within the Inland Empire l**ack the infrastructure required to develop afterschool programs and day care centers** that can alleviate the financial burden parents may experience. Cynthnia Guzman, a worker in economic development within the City of Menifee, attributed the large stay at home population to the inability to access childcare facilities. Cynthia shared that "anyone who has kids under the age of five, there's not a ton of childcare options, there's not very many facilities. That's a big barrier that we have is a lot of our workforce is at home because there isn't childcare options to put those kids in programs."

A lack of childcare also becomes a barrier for accessing training programs that help workers secure jobs and advancement opportunities. Valeria Cordoba,[13] a county labor division employee in Riverside: "I think when you get into people with families, or like single heads of households, then the barriers become a little bit different, just because they can't make ends meet to pay for childcare. And they can't just like, stop and go, we'll go to school or, and so that plays a role into it."

Inadequate transportation

A lack of reliable transportation can serve as a formidable barrier to individuals aspiring to secure good jobs and achieve economic mobility. Without access to efficient transportation options, job opportunities are often **limited to a narrow geographic area**, reducing the chances of landing well-paying and fulfilling positions. As one former executive put it "There are no opportunities in the High Desert. For instance, there are no consulting firms; there is no Deloitte. You have to go to Vegas or LA to find that. There are a lot of people that have to leave the

[13] pseudonym

community. There is an overabundance of entry-level positions - like 90 to 95% of the roles in the area. Very few leadership roles." In regions with inadequate public transportation, individuals may **struggle to commute to job centers**, particularly affecting those in rural areas. **Lengthy and challenging commutes** not only drain physical and mental energy but also diminish the time available for personal development and family. Limited access to transportation can impede individuals from pursuing career advancement opportunities, attending professional development events, and accessing educational resources, hindering overall career progression. Additionally, **the financial strain associated with alternative transportation** options can impact disposable income, limiting investments in education and training crucial for economic mobility. Breaking this cycle requires **investments** in transportation infrastructure and policies that enhance accessibility for all individuals in the workforce.

Many workers in Southern California commute by car. Workers from Riverside and San Bernardino counties **overwhelmingly commute alone by private automobile,** at approximately 73.5% in Riverside and 74.4% in San Bernardino.[14] This can become a challenge if a household does not have a vehicle available, or if they only have one and have to share it. Ryan[15] recounted that they lost their job due to lack of reliable transportation, that "Again, transportation, I lost it because I didn't have transportation. I was missing too many days. So yeah. Yeah, they have to [have a car], so I said, understandable." Miini, who splits a vehicle with their fianceé, shared that "sometimes he would have to do overtime, which in turn would make me late for work because we only have one car." One interviewee suggested that financial support for car repairs could be instrumental in helping someone keep their job. Additionally, fewer residents in both Riverside and San Bernardino counties work within their county of residents as compared to Los Angeles and Orange counties. **Commute times** in the two-county region were also higher than that of both Los Angeles and Orange counties, with a greater percentage of the population commuting 60 minutes or more. The cost of gas came up in a few interviews as a barrier to getting a good job, but also in the context of the cost of even getting to work.

While the majority of households in both counties have access to at least one private vehicle, almost 2% of riverside county households, and 2.3% of San Bernardino county households did not have access to a private vehicle.[16] Some of the region's workers commute by public transportation, but the **long wait times for buses** can prove to be a challenge. Interviewees mentioned that buses come very infrequently in the more rural areas, and often do not go where they need to go. Several interviewees talked about needing to ask for rides since the bus either did not go where they needed to go, or the timing did not work out.

Outside of the major population centers of each county (i.e., northwestern Riverside County and southwestern San Bernardino County), sparse public transportation options in areas such as the Coachella Valley, Desert Hot Springs, Menifee, Hesperia, and Victorville make it **nearly impossible to access higher education and good jobs**. In order to combat transportation

[14] ACS 2021 1-year, Table S0801; See: https://data.census.gov/table/ACSST1Y2022.S0801
[15] pseudonym
[16] ACS 2021 1-year, Table S0802; See: https://data.census.gov/table/ACSST1Y2021.S0802

issues, Gabriel Martin, Coachella's City Manager, described a new initiative the City is implementing to facilitate farm workers commuting to work through **ridesharing** programs, that "We got a grant to bring 12 Teslas to the city, and they're going to be used for BioPharm workers; farm workers can use it as a rideshare program to go to work and come back, and it's free, they don't have to worry about jumping on the bus." Luis Urgiles, Workforce Development Director in the High Desert Chamber of Commerce, highlighted current city projects that are attempting to increase reliability in public transportation by "hiring a lot of bus drivers and expand[ing] routes, which is desperately needed."

Similarly, to increase students' **access to college campuses**, anywhere from 30 minutes to multiple hours away, city officials are working on developing **satellite campuses** to help students advance in their college careers. Not only will satellite campuses reduce the barriers experienced by transportation, but they also facilitate students' abilities to obtain high quality jobs within their communities. Cynthia Guzman identified a lack of infrastructure and public transportation within Menifee as a barrier to students obtaining higher education. Cynthia explained that the city is working "to bring a four year university into our region, because UCR is not far [but] without a really built out infrastructure as far as public transportation, a lot of students, if they don't have that transportation to UCR, then there isn't really an option for a four year that's close." Sean Smith underscored the belief that a satellite campus within Desert Hot Springs will assist workers in developing essential skills needed to attract high quality jobs to the region. To help prevent the migration of residents to nearby cities for high quality jobs, Smith suggested that "Access to higher education is another issue…the local community college here is probably 30 minutes away…transportation becomes an issue…We really need the four year university to expand and be able to provide education and training and skills for us to have a workforce development that will meet the needs of those businesses." Thus, while obstacles such as infrastructure, public transportation, and lack of satellite college campuses have impacted regional workers' abilities to further develop the skills needed to obtain high quality jobs and pursue higher education, city officials are working on initiatives to reduce these barriers.

High housing costs

California's minimum wage is $15.50, which **does not cover the average cost of housing even for those working 40 hours per week**. Although the Inland Empire experienced a tremendous construction boom in recent years, this building boom mainly increased the number of warehouses around the region (Bluffstone et al., 2008), which has worsened the financial barriers faced by workers in the area by paying low wages and salaries that do not take into account soaring housing costs (Patterson, 2016; Bonacich & De Lara, 2009). Monthly salaries, after deductions for taxes and benefits, are unable to meet the costs of basic needs and living expenses (Reese, 2019).

High housing costs can significantly impede workers' abilities to secure good jobs and achieve economic mobility for several reasons. First, when a significant portion of one's income is allocated to housing expenses, it leaves **less room for other essential needs**, such as education,

healthcare, and professional development. This financial strain can limit individuals' capacity to invest in skills training or pursue higher education, hindering their competitiveness in the job market. Moreover, high housing costs can **restrict geographic mobility**. Workers may find it challenging to relocate for better job opportunities or pursue positions in areas with a higher cost of living, even if these locations offer higher-paying jobs. This limitation on job mobility can **constrain career growth** and the ability to access industries or sectors that may offer more lucrative or fulfilling employment. In areas with exorbitant housing prices, workers often face **long and expensive commutes** from more affordable housing options to job centers. Lengthy commutes not only contribute to additional financial burdens but also **consume valuable time** that could otherwise be invested in professional development or family responsibilities. Furthermore, the pressure of high housing costs can **force individuals to prioritize immediate financial needs over long-term career planning**. This may lead to decisions based on short-term financial stability rather than pursuing opportunities that could enhance skills or lead to higher-paying positions in the future.

For **young** workers just starting their careers or for those who wish to climb the economic ladder, the burden of high housing costs can be particularly daunting. Accumulating savings for education, training, or entrepreneurial ventures becomes challenging when a significant portion of income is devoted to housing expenses. This, in turn, **perpetuates economic inequality** and restricts the ability of individuals to break out of lower-income brackets. Amanda mentioned that a lot of the housing that's being built in the region is **out of financial reach for residents** and that they end up being AirBnBs or sitting empty. Amanda said that even as part of a dual-income household, purchasing was still impossible.

The housing market in the Inland Empire has been impacted by various factors, including population growth, limited housing supply, and economic changes. These factors have contributed to **rising housing costs**, making it increasingly difficult for many local workers, especially those with lower or moderate incomes, to afford housing. In particular, high housing costs have contributed to many of the region's residents facing severe housing cost burden. HUD defines housing as affordable if it accounts for 30% or less of a household's income. According to 2022 ACS data, **almost 60% of Riverside County renters and almost 61% of San Bernardino County renters spend 30% or more of their household income on rent.**[17] Similarly, the National Low Income Housing Coalition identified the hourly wage needed to rent a two-bedroom apartment at fair market rent in the region at $33.67. Considering that California minimum wage is $15.50, that equates to 1.8 (Riverside County) and 1.7 (San Bernardino County) full-time jobs.[18]

Lack of technological resources

Lacking access to adequate technology, such as a computer or reliable internet access, can prevent individuals from obtaining good jobs. Today many job opportunities require **basic**

[17] 2022 ACS 1-year, Table DP04; See: https://data.census.gov/table/ACSDP1Y2022.DP04?q=housing%20cost&g=050XX00US06065,06071

[18] https://nlihc.org/sites/default/files/oor/California_2023_OOR.pdf

technological proficiency, and the inability to meet these requirements can hinder employment prospects. Without a computer or laptop, individuals may struggle to **apply for jobs online**, **create professional resumes,** or **engage in virtual interviews**, all common practices in contemporary hiring processes. Additionally, a **lack of high-speed internet** can impede participation in remote work or online training programs, limiting the range of employment options. The **inability to access digital resources** for skill development, online education, or networking opportunities can further hamper one's competitiveness in the job market. This digital divide exacerbates inequalities, as those without access to technology may be excluded from sectors that increasingly rely on digital skills. Bridging this gap is crucial for enabling broader access to employment opportunities and fostering economic mobility. Policymakers and organizations play a pivotal role in addressing these disparities by promoting **digital inclusion initiatives**, providing access to **affordable technology**, and **expanding broadband infrastructure** in underserved communities.

While the majority of households in the region have access to a computer and internet, there are still pockets of areas with low technological access. 2021 ACS data shows that approximately 3.2% of Riverside Couty and approximately 2.9% of San Bernardino County households **did not have a computer**, and approximately 6.9% of Riverside County and approximately 6.2% of San Bernardino County residents d**id not have any type of internet subscription**.[19] Households making less than $20,000 were also almost twice as likely to not have any type of internet subscription as compared to households making $20,000 - $74,999, across both counties. These aspects of the digital divide highlight disparities in access to online job applications, but also even being able to browse **online job boards**. Kelly[20], a citizen of the Torres Martinez tribal community, talked at length about the barriers faced by those who don't have the technological skills to apply to jobs online. She described that, although most job applications are online, "They don't know how to do it online. They're not knowledgeable and how to do it online. And that's another reason why they see how come we can just turn it in, you know, how can fill it out like we used to? Because everything's computerized now. It's all about computers, you got to do it online, 'what is online?' Most people don't even know what online means, you know, the people that are out here? I mean, I know they try to go for jobs. And they go well, we tried to ask for applications. They told us no, go online. . . . But you know, it's crazy. How many people are not knowledgeable about it? . . . Because that happens a lot. It happens a lot nowadays. . . . But the ones that were out there, the tribal members who are certainly searching for employment, they're the ones that are like, so used to doing it on paper, and they need help doing it online. And they get frustrated too, because they can't get it on their phone or they can't do it. They don't know how to send it. They don't know how to, you know, attach it or whatever." She also mentioned that in her community,"there really is no place to go with like, sit down in front of a computer," which adds to frustration. Kurt Augsburger also alluded to the technology divide, stating that residents in

[19] 2022 ACS 1-year, Table S2801; See: https://data.census.gov/table?q=access%20to%20internet&g=050XX00US06065,06071

[20] pseudonym

rural regions only have access to satellite internet, which can be extremely expensive and can add additional financial burdens to students.

Access to technology and reliable internet service is not a given in many communities, disproportionately affecting job seekers in this region where technological infrastructure may not match that of more urbanized centers. The job market's rapid evolution, with its increasing reliance on new tools and software, mandates a workforce that is technologically adept. Yet, the absence of such tools or the skills to wield them can leave many behind, especially as more employers integrate online applications and remote working into their standard operating procedures. Bridging this divide is imperative to ensure that all job seekers have the opportunity to compete in an ever evolving job market.

Social Barriers

Access to high-road jobs in the Inland Empire is often hindered by several social barriers, which include **discrimination**, **systemic and cultural biases**, a **misaligned cultural capital**, and **societal stigma around certain jobs**. Social barriers can impact social networking abilities and awareness of opportunities to high-road career paths, training, and education.

Discrimination

Among the most serious social barriers are those that are discrimination based. **Discrimination on the basis of race, gender, and personal circumstances** significantly impacts employment opportunities. For example, Black workers often face disproportionate challenges due to racism, ageism, and gender discrimination. Addressing these issues requires employers to adopt more inclusive hiring and management practices.

Drawing on workers' interactions in employment sectors, Aliyah Martin, a community organizer in a local non-profit, urges employers to demonstrate empathy towards Black workers who are disproportionately underemployed and unemployed. Aliyah not only expressed her own experiences with **racism, ageism, and gender discrimination when attempting to gain a higher position within her company**; she also alluded to the experiences her participants underwent within the workforce. Aliyah situates Black workers' positions to the systemic barriers they encounter, such as being system-impacted, and also cultural barriers including the inability to speak multiple languages. Thus, she requests employers to have "a cultural understanding of the Black worker experience… Black workers usually come from lower income areas, the crime rates are usually higher for Black workers, there's trauma attached to that. The Black experience is a unique experience that has to be understood and given some grace." Likewise, Monét Warren, Assistant Director of the IE Black Worker Center, expressed her frustrations with the rejection she faced from being overqualified for many positions. "I had a really hard time [when] I moved back to the Inland Empire. I was gone for 10 years. I had a really, really hard time trying to find a job in the Inland Empire. I was overqualified for everything. But still, no one wanted to interview me. **So I found myself with all of my degrees and years of experience working at Amazon**."

In addition to racial discrimination, women are also disproportionately exposed to **sexual harassment** within their workplace by coworkers and managers. While working in warehousing, Samantha Brown was constantly being followed and told inappropriate things by her manager. After her manager exposed his genital area to Samantha while in the parking lot, she decided to file a sexual harassment case with the human resources department. After the investigation, the human resources department stated there was insufficient evidence due to the warehouse not having any security cameras. Samantha not only had to transfer work locations to a different region, but she was laid off after a few weeks.

Interviewees underscored the role that **norms, connections, and social capital** play in access to jobs generally. Brad,[21] who is currently unemployed and unhoused, has prior professional experience as an operator and a mechanic, and holds a CDL certificate and forklift license. During the interview, Brad emphasized that people should be given an open opportunity to prove themselves even if they have had tough life experiences. "I know homeless people out there that are just looking for a chance; it would be nice to have a pathway for those folks." Brad also emphasized the importance of "more training. Always have training programs. Give people a chance to get reskilled. It could be the same company, just a different job. Let him give it a try; if it doesn't work, try something else. Just don't fire them." Similarly, Josefina,[22] a trained home health care worker who is also currently unhoused, has found the job market to be difficult to break into, especially for those who are in recovery from being unhoused or have any number of other traumas they are facing. She shared her observation and experience of "a homeless person, going through recovery after 90 days because Taco Bell can't hire you . . . it makes things really difficult. You keep reaching out, but it is difficult. It could be weeks or years. The vicious cycle depends on the person inside; it only takes one wrong thought for the individual to go back. When they go outside of these walls and something gets said, it knocks them back years. The vicious cycle doesn't end until the person is ready. It's a fight. How willing am I? I said I was willing even though I was scared. I wasn't going to get it until I was ready. Going through a blind door."

Harry,[23] a former small business owner who is also currently unhoused, felt that discrimination based on his appearance and/or circumstances has been a barrier to employment. He commented on "people being biased. Some people that change their lives but look a certain way. . . there was a few times that I was the same way, like the people around here. The clothes I had on at the time, I just wanted to be warm. Before I felt that even though I am in a bad situation, I'm starting to shake hands.I might even give somebody a hug. That's the image being given. You would never know that I owned a house."

Ruben Gonzales, who works in Workforce Development for Riverside County, talked about the barriers faced by those who have been incarcerated or are on probation. Ruben identified employment and housing as two of the main problems faced.

[21] pseudonym
[22] pseudonym
[23] pseudonym

Immigration Status and Language Skills

Immigration status and language barriers constitute an additional means of discrimination. Children who come from immigrant backgrounds with parents who speak a language other than English often have to overcome greater hurdles than their peers. There are perceived discrepancies in English and math assessments (Lahaie, 2008). Such discrimination often places the children of immigrants in remedial courses, triggering greater negative consequences on their career trajectories, hindering upward mobility and creating additional barriers to high-road employment.

Language proficiency is connected to successful labor market integration for immigrants, as it helps them attain information about jobs, as well as an individual's applicability for a particular job, especially skilled jobs (Lang, 2022; Madera, et al., 2014). This fact is communicated in various studies that stress the importance of formal language training in accelerating the integration of immigrants into labor markets (Lang, 2022). Through language training, employment prospects dramatically increase qualitatively and quantitatively, raising the chances of finding a skilled job by over 45 percent (Lang, 2022). Although there is legislation that helps bridge these inequities such as Title VI and IV of the Civil Rights Act of 1964, which work together to ensure equal opportunity within the academic arena for students who are still learning English, numerous issues remain unaddressed, leaving many immigrants and linguistically diverse individuals at a social and economic jeopardy (CSI UCR, 2020).

Language ability also proved to be an unexpected barrier to specific industries, such as food service. Josefina mentioned that while she tried to get a job in fast food, she was turned down because she could not speak Spanish. She expressed frustration:“Everything under the sun; I applied for Taco Bell and I couldn’t get the job. I don’t speak Spanish. I have worked with the same career for over a decade. A job is a job. It doesn’t matter whether you have done it before.” The need for Spanish language ability also came up in a handful of other other interviews and spanned other industries in addition to food service. Monét Warren, the Assistant Director of the IE Black Worker Center, expressed a similar sentiment. “Something that I ran into a lot and I would say contributed to not getting callbacks is the fact that I'm not bilingual. So many of these jobs, you’re required to speak Spanish.”

Destiny Grace, Cultural Community Liaison in Riverside, pointed out that even when a job candidate identifies a potentially good fit, there are still a lot of intangibles creating barriers. For example, “a lot of the barriers can be language, such as if a person may have broken English, or don't enunciate words the way certain people may feel they should. There's, you know, racism is still here…So I think those are some of the barriers, the languages can be a barrier, the lack, because racism still exists, is a barrier . . . and maybe education- wise, that can be a barrier to what people consider getting that good job. Those are some of the barriers, because a lot of times I've seen where you go into these places, whether they’re government or private, oftentimes you don't see somebody that looks like you that are in top management positions. And to me, that's kind of a barrier. I think it would give a person pride to see that we had that diversity. It would be nice to see more diversity in the workplaces.”

Cultural Capital

Cultural capital encompasses social connections, cultural awareness, and internalized norms and is crucial for career advancement. An individual's cultural capital may misalign with industry expectations, which can stagnate the development of the soft skills necessary for professional growth. Examples include social networking and knowledge of job, education, and training opportunities. These characteristics are generally developed through family and within social settings such as public school (Santos et al., 2018). Those lacking cultural capital may find themselves isolated from influential networks, face challenges in educational attainment, and struggle to align with the cultural expectations of various industries. The absence of these social assets can hinder the development of crucial soft skills, impair one's ability to access cultural resources relevant to certain professions, and even affect their professional image and suitability for leadership roles. Addressing these barriers necessitates a commitment to equal access to education, diversity, and inclusion initiatives, fostering cultural awareness, and ensuring that workplaces value and leverage a diverse range of cultural backgrounds and experiences. Such efforts can contribute to breaking down the barriers posed by the lack of cultural capital, fostering an environment where individuals can successfully navigate the complexities of the job market and achieve economic mobility.

Justin Guzman, an economic development director, suggested that what might help is strengthening candidates' understandings of "what employers are looking for [and] how to navigate the applicant tracking systems that are a lot trickier to get through. A lot of job seekers go and they see a job opening, and they say I want to apply, and they don't know what that really means on the back end." Monét Warre of the IE Black Worker Center acknowledged "a general knowledge gap in communities of color. My worker experience is my experience, and my knowledge with working with workers is limited to Black and Latinx [workers]. There seems to be a knowledge gap in hard and soft skills. I'm blown away by how many people don't know how to write a resume and cover letter…" Sean Smith, Desert Hot Springs' Economic Development Director, echoed similar sentiments: "I think sharing information and helping guide people is important because a lot of people aren't quite sure where to go and who to talk to and what they need to do, so laying out a path for them . . . so you know that these are like jobs."

Often, participants doubted their potential and eligibility to acquire better jobs. Sam[24] recalled not feeling qualified enough for an opening and, stated, "I started off with security. Once I did security, I got my foot in the door. And they noticed that I did a lot of volunteer work with the youth department that they have. They asked me, why don't you apply for emergency because you're more than qualified for it? And I said, really? Me? So I applied, and I got the position. And I've been with it ever since." John Woolsey, an independent contractor and mechanical engineer, commented, "I've been the persistently peculiar uncle that is telling nieces and nephews, you should go you should be an electrician, you should be a plumber. And like, you don't need to do that for your whole life just to do it long enough to get a license and then go go off on your own

[24] pseudonym

shop because these are, these are highly needed skills that are not being lost to history, but frankly, so many people are focused on going into some sort of like, traditionally white collar work. There's a lot of infrastructure opportunities out there. . . . I have two girls. I've let them know that, hey, a trade is a very acceptable place to go and maybe even advantageous for young women. Because you will learn to trade and you do your requisite time to get licensed. Now you own the ability to create a business."

Social Stigma

The disconnect between the increasingly high demand for workers in industries with a growing concentration of high-road jobs and a lack of awareness about these opportunities, can be attributed to several factors. For one, **high schools often emphasize traditional four-year college paths, neglecting to provide comprehensive information about the benefits and viability of trade careers. Parents and families may unknowingly perpetuate this bias,** guiding their children toward college degrees as the primary measure of success, especially college degrees in certain majors. Additionally, there exists a pervasive societal stigma surrounding blue-collar work in the United States, which often undervalues these professions compared to white-collar alternatives. This cultural bias contributes to **a lack of prestige associated with trade jobs**, discouraging young individuals from considering these paths despite the substantial demand and potential for high-paying, fulfilling careers. Social stigma relating to identity and roles also create barriers to the job markets, such as the cultural and family expectations of who "should" be working in certain types of jobs and industries. This bias discourages individuals from considering careers in trades despite their potential for stability and fulfillment. Overcoming this stigma involves shifting perceptions, promoting awareness of opportunities in various fields, and implementing programs that emphasize the value of diverse career paths.

Addressing barriers related to stigma requires a shift in perceptions, increased awareness about the opportunities for high-road employment in the trades and other areas, and efforts to destigmatize blue-collar work. **Collaborative initiatives involving schools, families, and the broader community can help reshape perceptions and promote awareness of diverse and rewarding career paths.** Examples include schools implementing comprehensive career counseling programs, vocational training initiatives, and industry partnerships to provide students with hands-on experiences and real-world insights. Community workshops, events, and educational campaigns could also do more to **challenge stereotypes and showcase success stories,** while parental involvement programs could ensure that parents are informed about the potential for stable and lucrative careers in trades and other areas. Enhancements to curricula, featuring practical applications of trade skills, may make learning more relevant, and community support networks could create a collective effort to advocate for the importance of alternatives to a traditional bachelor's degree. By fostering collaboration and breaking down stereotypes, such initiatives could contribute to a supportive ecosystem that inspires individuals to explore and pursue fulfilling careers in trade professions.

Awareness of Opportunities

Awareness of career opportunities is essential for connecting workers to high-road jobs and would develop the IE's workforce in an advantageous direction. There are many avenues for increasing the awareness of job opportunities. For example, employers could partner with colleges and other types of schools to target recent graduates, offer on-campus interviewing days, and diversify their workforce by recruiting future employees with unique backgrounds and talents (SHRM, 2022). Rather than solely focusing on colleges, however, many employers have sought to "plant their seeds" within K-12 schooling to help students consider employment options at younger ages (SHRM, 2022). Several interviewees mentioned that having exposure to different job paths or occupations could help. Others suggested having hands-on opportunities to see what "fits". The perception of where jobs are came up as well, that people tend to think of Los Angeles, San Diego, and Orange Counties as having the most and "best" jobs. There is also a feeling that the same job in Los Angeles or Orange Counties pays more than one would get in the IE, and that staffing agencies only help so much. The role of messaging was also brought up, about what types of career paths are pushed in different situations, but also of how much and what educational paths are either related to or required for different job options. As Stopher from the Economic Development Coalition pointed out, "I think for a long time, people were, you know, schools were pushing college like go to college. And then they started saying, well, like, college isn't for everybody, but which is true, but a lot of those apprenticeship programs and certificate programs are run through community colleges. And so people weren't if they're like, well, college wasn't for me. They weren't like going to their local community college to find out like a different route [...] so I think the messaging part of that was wrong."

Many participants expressed a desire for greater awareness of high-road jobs and stated that it was a key concern for their personal career trajectory. Kelly[25] mentioned that they weren't aware of job fairs until their mom told them about one, recounting "when I heard about this, I was so shocked. I didn't know they did that. Yeah. So my mom was telling everybody like, oh my god, at the job fair today, from this he does a segment showing me the flyer." Jin[26] similarly mentioned that even being able to see job titles would help: "Adding new programs that help with the job placement, the basic skills, . . . showing different types of titles, how to search for a job." Ryan summed it up: "I think a lot of us here, like, we want to work, you know, like, we're, like I said, we're like really hard workers."

Pathways for promotions within a career trajectory are important for securing good jobs but awareness of the pathways are often misunderstood. Participants found that some career trajectories come to a deadend. For example, Marco, a Target Facility Attendant, identified his senior coworkers as major obstacles for advancing and said it's "the worst part of the job." He said, "it's hard to move up because once these guys get into those positions, they don't want to leave and they try to hold on to it as long as they can." Cynthia, who works in Economic

[25] pseudonym
[26] pseudonym

Development for Menifee noticed a similar issue from the government perspective. She said, "I think the biggest thing, we don't have a ton of large companies here. The issues here, for job growth, is that people cap out at certain rates and there's so few high-paying, high-wage, high-skilled jobs, that it creates an a disservice for our workforce. We have a lot of people that commute out of the city to work in those high-paying, high-wage, high-skilled jobs…" Valeria Cordoba,[27] a county labor division employee in Riverside has expressed a similar sentiment. She identified how financial barriers can obscure a worker's career trajectory. "I have a fear that a lot of people think a good job is a job that just pays the bills, you know, so they don't have to worry if the bills are being paid. But there's probably no career ladder. From a community perspective, I think a lot of people are just in survival mode." Building awareness of high-road jobs and training programs has the potential to alleviate these barriers.

Social Networking

Social networking is directly linked to one's social capital. Knowing the right people at the right time has the potential to open doors and opportunities. Professional performance is undoubtedly related to a unique domain of techniques and skills in which people need experience to effectively refine (Brouwers, 2020; Santos et al., 2018). Many young people, especially young people who come from low-income backgrounds, remain unaware of this reality and often overlook the importance of networking and cultural capital for both social and professional mobility. Some even refuse to use cultural capital and networking as they consider this a form of "cheating," or just feel uncomfortable using it in general (Norris, 2011). For example, Target Facility Attendant Marco Perez explained how his upward trajectory was the result of knowing the right people: "After a few years there, you know, just networking, talking to management and all that, they recommended, 'Hey man, we know you have experience doing this and that. We think you'd be perfect for engineering facilities department. You can start up as a UA and work your way up to a mechanic.' He kind of helped me get my foot in the door helped me cross train and, in a couple months, I ended up switching over nice within a couple months of me talking to them."

Soft skills training provides an avenue for building social networking skills. Ryan, who grew up on a tribal reservation, recalled that "they put us through these classes, explaining like, . . . how to fill out all of your application, and . . . like, how to talk to people now, because a lot of us here, like I said, we don't know how to speak to people. We don't know what I need to get to those classes. It helped me understand how to speak and how to be socialized with a boss or coworker. And I went to a class that teaches how to have these . . . soft skills. I was able to take a class, and they hooked me up before I went and got this job. I learned how to speak to these people. I mean, it wasn't that big of a class . . . I paid attention. And it helped me immensely, like, you know, how to write a resume stuff like that."

Management, including the work environment, can also be a key factor in how employees perceive job quality and their access to better positions. A few interviewees mentioned that

[27] pseudonym

supportive management had been a key factor in them deciding if a job was good or not, including whether managers looked out for the employees in terms of scheduling, getting enough hours, and not rushing them. As Savannah[28] noted about her job at a restaurant, “The manager, she understood a lot of things, like making sure that she got people their hours and everything else.” In addition to supportive management, interviewees also talked generally about a good job needing to have a supportive environment, including getting along with coworkers, and a work culture where employees felt that their company cared about them.

Youth Job Seekers

The transition from education to employment is a critical phase for young individuals, yet it is fraught with challenges that are unique to this demographic. Chief among these is the barrier to gaining practical experience—a commodity highly valued in today’s competitive job market. As one teenage participant, Wendy,[29] insightfully noted: "There are some jobs that are looking for more experienced workers so it's hard to compete with those workers that have more experience than teenagers.” This statement encapsulates the dilemma of youth job seekers: the need for experience to get a job and the need for a job to gain experience. “And it can be an incredibly frustrating and discouraging dilemma to deal with,” added Erica,[30] another young worker.

Youth often find themselves in a catch-22 situation where the jobs available to them require prior experience that they have not had the opportunity to acquire. In addition to this, they face stiff competition from individuals who have been in the workforce longer and have a track record to show for it. The struggle to demonstrate capability without a professional history is a significant hurdle for teenagers and young adults. This issue can be exacerbated in areas where employment options are already limited.

Some interviewees also felt that youth were not thinking far enough ahead. As Cee, a mother of two teenagers, put it: “As soon as [my daughter] got out of school, she wanted just to work. She didn't care where. She wanted to work at McDonald's, anything that was going to pay her to work. And I was trying to tell her, you know, just go pick one of those jobs, but educate yourself first, so you could get a better job. And she didn't understand why. She just thought, ‘I want to work, work, work and get money. So that way I could go places.’ And I tell her, if you just work at McDonald's, you're not going to have enough money to go places because they won't pay you enough. They won't give you enough hours.”

Educational Barriers

Accessibility to high-road employment shares an inextricable link with education in so far as people are unable to acquire a good job, as they lack adequate resources and connections that

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help build career growth. For one, there is an evident push for workers to develop advanced skills and knowledge that are primarily attainable through higher education and often a college degree requirement (Carey, 2004). This push was particularly evident in the years preceding 2020, as there was a dramatic decrease in positions available to people with a high school degree or less when compared to those with associate degrees or higher (Carnevale et al., 2014). In the Inland Empire particularly, those with college degrees have higher average annual earnings and are less likely to live below the poverty line, while workers without higher education are more likely to take on low-skilled jobs that are generally unstable, further pushing many into a web of poverty (Clark & Araiza, 2021) and making it more challenging to acquire a good job in the future (Stone, 2020).

Jobs such as those in warehouses are particularly unforgiving because they often lack stability and hinder many from achieving higher education, despite many workers entering into these professions with the intention of short-term employment to equip themselves with the tools and resources necessary to succeed in higher education (Reese, 2019). Job application processes can be particularly challenging for many who come from ethnically diverse backgrounds and linguistically isolated households, as they are more likely to face discrimination causing developmental delays and poor academic performances when in school (Karoly & Gonzalez, 2011).

Workers who are unable to fulfill higher education requirements are more vulnerable to external shocks, like the unprecedented COVID-19 pandemic. Employment recovery for workers without a bachelor's degree was less relative to workers with a bachelor's (State of Education Equity in the Inland Empire, 2020). This underscores the necessity of exploring initiatives and policies that help make higher education more attainable, especially as college readiness programs like the Promise Program and the Associate Degree for Transfer (ADT) have been met with immense success in increasing the rate of degree earning students (Jackson et al. 2014).

The Role of Community Colleges

Community colleges have further played a role in employment through pathways that help prep and guide students. These pathways offer a wide variety of educational and work-based learning opportunities that help students explore careers based on their interests, build long-term skills, and gain hands-on, practical experience that equips them with the necessary tools and resources for career readiness (All4Ed, 2023). These roadmaps essentially foster success as students better understand the significance of their education and how it plays a role in their chosen field, helping students on an individual scale, along with employers as it ensures that their future employees can progressively meet the demands of their jobs entail (All4Ed, 2023).

Generally, pathways encompass various opportunities, including internships, job shadowing, and other work-based experiences. The California community college system is especially known for this, as it serves as the largest provider of publicly funded career education, despite persistent governance and financing challenges (Concannon & Barrow, 2010; Person et al., 2021). In fact, over one-quarter of career education students and half of students in health earn

a credential within six years (Person et al., 2021). This exchange is mutually beneficial with both stakeholders and students deeply valuing professional pathways as stakeholders can avoid funding siloes, find resources more efficiently, and coordinate more personably with colleges, while students get career education programs that foster more strategic employer-college relationships and help capacity-build through low-cost training (Person et al., 2021). Successful career education shares an undeniable correlation with workforce needs and outcomes, however, many challenges impede this relationship's true potential such as a lack of wage replacement, childcare, and flexible scheduling (Person et al., 2021).

Community colleges are a key bridge for accessing higher education and increasing employment rates. However, they often lack the necessary resources and funding to actualize this goal. Student spending is related to student outcomes with research showing how resource deficits impede the effectiveness of community colleges as a whole (Edgecomb, 2022). Despite federal funding increasing, state funding has taken a dramatic fall in which community colleges have been directly impacted (Edgecombe, 2022). An individual state's performance depends on both its two-year and four-year sectors' performances, which means a state can generally perform well if it gears its students towards transfer at four-year institutions using strategies and transfer policies like common course numbering systems or articulation agreements that benefit both community colleges and transfer institutions (Sotherland, et. al.).

Despite their funding being highly contingent on external factors, community colleges are expected to overperform while simultaneously serving a notably diverse student body, including high school students, prospective transfer students, and students seeking skilled trades certificates (Jaro, 2023). In recent decades however, many have proposed that community colleges should direct their curricula toward fields with high wages and strong employer demand by increasing work-based learning, creating job-ready graduates, and improving student salaries and employment rates overall (Jaro, 2023). Programs and pathways like Career Technical Education help those who are new to the workforce, in a career transition, or in need of on-the-job skill upgrades by prioritizing work-based learning and increased career opportunities (SB County Community Indicators). Many have also underscored the link between credential completion and earning potential noting that college students in the U.S. who don’t complete a credential or degree earn significantly less, making low completion rates for graduation all the more serious for those that seek a pathway into the middle class and employers who rely on skilled and educated workforces (Levesque, 2018). In this way, prioritizing clear pathways from enrollment to graduation could help alleviate both structural and motivational barriers inhibiting many from greater earning and graduation (Levesque, 2018). In an attempt to prioritize both graduation and transfer, in conjunction with employment, community colleges also implement CCC Guided Pathways Program, which simplifies student choices to show clearer routes to education and employment (Legislative Analyst's Office).

While providing their students with educational opportunities, community colleges are also places for learning about new careers and for social networking. Josefina, who teaches at a community college, spoke about this. “I think education is huge, like whether or not somebody has

a bachelor's and the network that's provided to you through that education. Knowing who to reach out to knowing who is working, where to be able to connect with, and those levels of networking within the higher education sphere, I think that that can be a huge barrier. I teach at community college. I'm hopeful that there are changes that, will look at maybe an associate's degrees as reputable for those lower level positions that as we do for bachelor's degrees, because I think that folks are still getting a decent education through degrees. But I do think that education is one of those huge barriers that I've noticed." Emily Crothers, a registered nurse explained how she learned about her career through the college. She said, "I didn't know anything about nursing to begin with. I went to college at the time and looked up the nursing department and inquired there and was like, what is it, what are the levels of nursing, as far as maybe a registered nurse, that type of skill, how much more you want to train and which kind of job you want to get has a lot of opportunities in being a registered nurse. And I went to my local college to inquire in the nursing department about what that might entail, how long schooling is, you know, and what goes into it."

Educational Attainment and Financial Barriers

When compared to other regions in Southern California, Riverside and San Bernardino Counties' educational attainment is somewhat mixed. The percentage of those with a high school diploma or equivalent is higher in Riverside and San Bernardino counties than that of both Los Angeles and Orange counties. However, rates of higher educational attainment in both San Bernardino and Riverside Counties are lower than that of both neighboring Los Angeles and Orange Counties.[31] Amanda Hernandez, Division Manager of Economic Development in San Bernardino spoke about this. She said, "We have a lower educational attainment rate. And I think that that has a pretty big impact on both recruitment such as investors. Developers see opportunities like businesses, sometimes they look for educational attainment as a site selection criteria. So when they're doing the market analysis of where to locate their business, that's a factor. And I also think that that creates some lacking opportunity here within the city to that, because there is low educational attainment right here. There are potentially fewer investments coming here. And then vice versa as well, that because folks who maybe aren't prioritizing and or aren't able to prioritize getting that bachelor's or associate's degree that that can prevent them from getting a good paying job or a high road job."

In a general consensus, interviewees felt that education was important to career success. Madeline Nsek, a small business owner and entrepreneur, felt that their educational background played a key role in both helping to gain a foothold professionally and successfully operate a small business. Madeline also talked about how programs and workshops geared to supporting small business owners played a large role in helping with their business plan in addition to other aspects of actually running a successful business. Ryan also underscored the realistic role of education, recounting that "neither one of my parents graduated high school. And my grandmother didn't

[31] Source: 2022 ACS 1-year, Table S1501; See: https://data.census.gov/table/ACSST1Y2022.S1501?q=educational%20attainment&g=050XX00US06037,06059,06065,06071

even finish school. So it's just like, if you could just make it out of high school, then you've done your part. And then as I was getting older, and you know, getting ready to get out of school, it started to become a reality that even getting out of high school wouldn't get you a good job… And, as for my daughters, their goal is to get out of high school and graduate from college, even if it's just a trade school or something, just to keep going and maybe even learn more. Yeah, so you know, it's stepping up little by little." San Bernardino Economic Development Manager, Amanda Hernandez adds that not only is education a crucial characteristic for workers to obtain good jobs, but the lack of education credentials within a region also impacts the city's attempt to attract new businesses that can create good jobs. She states, "there is low educational attainment right here [San Bernardino] that there are potentially fewer investments coming here. And then vice versa as well, because folks who maybe aren't prioritizing and or aren't able to prioritize getting that bachelor's or associate's degree that can prevent them from getting a good paying job or a high road job." Thus, residents' educational attainment not only impacts their personal access to high-quality jobs, but also impacts cities' ability to attract and retain new businesses that provide such jobs.

Fred[32], who currently works as a general laborer for a relative, felt that formal education or having a certificate was key to getting a good job, and how to "do it right." Frank talked about watching YouTube videos to try and learn how to be a mechanic, but that this only got them so far. Many others expressed similar sentiments, that education was key to getting into better positions. However, this also came with barriers, as the more rural the area, the harder it is to get to an institution of higher education. Valeria Cordoba,[33] a county labor division employee in Riverside, Lack of education, sometimes, when you go into like these trainings, for the high level jobs, I mean, they go really fast, and they're intense. And so some of them require that you have substantial, like, if you want to maybe even go into like the union trades for an electrician, I mean, you have to be you know, good at math. And so, I think it's like the, the specific education, that's, you need to specialize, and these programs are definitely a barrier.

Tuition for training certificates and academic degrees can be out of reach for many. Cynthia, who works in Economic Development at the city level, explained how there are not enough resources for all. She said, "I think one of our biggest barriers is we have a lot of median wage jobs in the city. So if people have median wage jobs, that means they don't have extra income for education, but they don't necessarily have a low enough income to get grants. So I think we need to be more looking at what kind of certificate programs can they achieve in order to get these kinds of jobs?" Likewise, Kurt Augsburger, the Director of Workforce Development at San Bernardino Community College District said, "I think the community colleges are making great strides in terms of waiving tuition funding, tuition free, first two years of college, and Pell grant increases at the federal level. But the more you can make community college as a training provider, and as an educator as a pathway to higher level learning, the more you can cut those costs, and provide resources for folks, I think, the more you're going to see people be able to take advantage

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of these opportunities. And I think we're already well on our way of doing that, we just need to do it some more. We need to scale it. But I think that that is a big part of it. So for someone to know, they can come to a community college, they can come and get two years of education free, or they can get a training for free, that they can make all these different types of connections and get pipeline into an employment for free, that they can get resources and supporting with gas cards and things like that, I think that's going to be a huge game changer over the next 10 years. I think that you're seeing more than ever, a lot more first generation students. But first generation students mean a lot of students who don't have that kind of familial capital and navigational capital to quote do so again, to know that these types of resources exist. So there's some more groundwork to do on that front. And then I think regionally just coordinating with with each other, and employers to make sure that we're providing the best opportunities available for good jobs, right for jobs that pay well and have benefits and people can live off of."

Environmental Barriers

The job landscape within the Inland Empire is increasingly susceptible to the caprices of the environment. Climate-related changes exert a profound influence on job availability, especially in sectors intrinsically tied to climate conditions, such as agriculture and construction. As the region grapples with the vagaries of weather, from prolonged droughts to the mercurial onset of wildfires, the stability of these job markets wavers. Natural disasters, when they strike, can decimate local economies, displacing workers and disrupting the natural flow of job markets. These environmental barriers not only diminish immediate employment opportunities but also dissuade investment in affected sectors, leading to a longer-term job market contraction that the region must preemptively address.

Interviewees generally commented on the significant impact of local environmental conditions on their daily lives and work. The area's arid climate, combined with the proximity to the Salton Sea, creates unique weather patterns and a particularly high humidity level. Unusual weather phenomena, like the El Niño events, tend to bring more rainfall to this region, while the surrounding mountain ranges alter typical storm paths, diverting them around the area. The evaporative process from the Salton Sea not only contributes to increased humidity but also releases various chemicals into the air. Over the years, the accumulation of agricultural runoff has led to higher toxicity levels around the Sea, exacerbating the local air quality issues. Interviewees report a rise in health concerns such as allergies and asthma, attributed to the high particulate matter in the air. The changing environment, marked by hotter years and greater evaporative loss, leads to more exposed soil and airborne particles, directly affecting their health and capacity to work. The long-term effects of living in such conditions have been profound, with some residents developing chronic respiratory issues over time, highlighting the intertwined nature of environmental health and workforce wellbeing.

III. The role of training programs, apprenticeships, & HRTPs

In the Inland Empire, the role of training programs, apprenticeships, and High Road Training Partnerships (HRTPs) cannot be overstated in their contribution to the vitality of the regional labor market. These initiatives are critical conduits through which individuals gain the skills and knowledge required to navigate and succeed in an ever-changing economic landscape. Particularly in fields such as plumbing, electrical work, construction, carpentry, and healthcare, these programs serve as launchpads for career entry and advancement.

Training initiatives are key in addressing skill shortages and **ensuring that the local workforce is equipped with the competencies needed to excel in high-road careers**. By coupling hands-on practical experience with theoretical classroom learning, these programs create a holistic learning environment. Apprentices emerge not only with a strong foundation of industry-specific knowledge but also with a practical understanding of workplace expectations.

Moreover, these training programs **can play a transformative role in mitigating racial and gender disparities within the labor market**. By implementing inclusive recruitment strategies and providing equitable access to training opportunities, they lay the groundwork for a more diverse and representative workforce. However, the success of these initiatives in promoting equality hinges on their ability to provide wraparound services that address a spectrum of barriers that individuals from marginalized communities may face. Kurt Augsburger, Director of Workforce Development for San Bernardino Community College District, explained how lack of support services functions as a barrier. "I think other issues with access points are all the support services, right? So if you're a single parent, child care is a huge one. If you're not making a living wage job already . . . we're talking about geographical access. So my campus is 20 miles, 10 miles away. Okay, well go fill up your gas tank. You know, that's a pretty significant issue right now. So I think that's a blocked access."

Wraparound services are critical in ensuring that all individuals, irrespective of their background, have a fair chance to benefit from training programs. These services recognize that potential learners may have additional needs outside of the classroom that, if unmet, could preclude their full participation in training. By offering support such as childcare, eldercare, transportation, and technological assistance, training programs can remove some of the most common obstacles to continuous learning. The provision of laptops, internet access, and flexible training schedules acknowledges the technological and temporal realities of today's learners. Translation services and access to mental health resources are vital in supporting learners whose primary language is not English or who may face mental health challenges. While there was recognition that employers are starting to incorporate mental health awareness and support, several interviewees felt that more could be done. Legal support can also be an invaluable resource, particularly for those with past legal challenges that may impact their employment prospects.

Valeria Cordoba,[34] a county labor division employee in Riverside, emphasized the potential wrap around services can provide for high road careers that require long-term training. She stated, "You'd have to have something to help you cover housing and utilities. I think it would be doable for maybe two months with with services that are out there, but for the short term training

[34] pseudonym

to high level jobs, and you might make a little bit more than minimum wage - if you become like a phlebotomist or a medical assistant, or even in construction. I mean, they get like overtime and everything. You really need a longer, more intense career technical training to make higher wages." Cee, a citizen of a tribal community who grew up on the reservation, emphasized the importance of mental health services as wraparound support: "Because, okay, support getting their loans, transportation, and stuff. That's important. But mental support, in my opinion, is really important, too. Because if you're mentally feeling stressed out, it could cause you to drop whatever you're doing. Give up, and then you live with that regret." Several other interviewees also mentioned that a support system would be really helpful in addition to the financial and programmatic options outlined above.

High Road Training Partnerships (HRTPs) are specifically designed to integrate the needs of workers with the demands of industry, creating a symbiotic relationship that benefits both the economy and the individual worker. These partnerships leverage the strength of unions, the commitment of employers, and the educational infrastructure of training institutions to create comprehensive career pathways. In doing so, HRTPs exemplify a model of workforce development that is collaborative, sustainable, and responsive to the nuances of the local labor market.

For the Inland Empire, these training programs and partnerships represent more than just pathways to employment; they are beacons of opportunity that illuminate the potential for a brighter economic future. When they succeed, they exemplify a commitment to a labor market that is not only diverse and skilled but also equitable and just. With the continued support and expansion of these training initiatives, the Inland Empire may achieve a labor market that truly embodies the principles of high-road employment for all its residents.

IE Apprenticeship Programs

Recent years have seen the development of several programs in the Inland Empire aimed at equipping individuals with skills for various trades and professions. Below is a sample of some notable programs that actively train workers in the IE with some information on their operations, successes, and areas in need of improvement.

Water and Wastewater Utilities

The Inland Empire Black Worker Center (IEBWC) has worked with local organizations to provide community residents with access to high-quality jobs through an apprenticeship program after their research identified Black workers have the highest unemployment rate and lowest median earnings in the region[35] (IEBWC, 2022). To support participants' access to jobs with family-sustaining wages and access to unions, IEBWC has led the development of **a pre-apprenticeship program**, which emulates the Jewish Vocational Services Water Career Pathways Program, to target Black workers. Through the initiative IE Works, a consortium of water and wastewater utilities, IEBWC draws on funding from the California High Road Training Partnerships and the United States Department of Education to implement the apprenticeship program. Not only does this program seek to support families within the Inland Empire, but it also seeks to **address the challenges** the water sector is currently facing, including an aging workforce,kers' rights and anti-discrimination in the workplace (IE lack of racial and gender inclusivity, and lack of awareness of the sector among younger generations (IEBWC, 2022). Within one year of the workforce development program's launch, IEBWC had two cohorts. The first cohort had 15 participants, including 5 women, 10 men, 12 Black participants and 3 Latinx participants. Of the 15 participants, 14 completed the program, 4 obtained a full time job within the water sector and 8 in different industries. The second cohort had 12 participants, including 2 women, 10 men, 9 who identify as Black, and 3 Latinx. Of the 12 participants, 9 finalized the program.

Within the program, IEBWC implemented **a democratic space** by establishing a sense of respect and dignity among participants, which workers could draw upon and implement in their own full-time jobs to improve their overall wellness (IEBWC, 2022). Along with a strong sense of support, an additional reason many participants completed the program was due to receiving **wraparound support** such as **mileage reimbursement** to attend workshops and access to resources including **wifi** and **computers** (IEBWC, 2022). While the program demonstrated to be successful in supporting workers obtaining high-quality jobs, **additional resources are needed** to ensure long-term success. In order for participants to enter apprenticeships connected to a full-time job, the State of California must increase the **funding** allocated to apprenticeship programs and strengthen relationships with local organizations (IEBWC, 2022). To ensure all community members have access to participate in apprenticeship programs regardless of their socioeconomic status, additional funding is also needed to provide **social-emotional support**, training on **cultural competency**, the creation of **retention strategies**, and the creation of **training material** on worBWC, 2022).

[35] https://www.iebwc.org/aint-no-sunshine

Electrical trades

The Volvo LIGHTS (Low Impact Green Heavy Transport Solutions) project aligns with a California initiative aimed at reducing greenhouse gas emissions**,** bolstering the economy, and enhancing **public health and the environment**. Running from 2019 to 2022 with a total cost of $90 million, the project continues its efforts at San Bernardino Valley College (SBVC) through funding from Southern California Edison and SoCalGas. In 2020, Volvo Trucks initiated a pilot program, deploying electric trucks to Southern California fleet operators to gather real-world operating data. TEC Equipment, starting in 2021, offered local fleet customers the chance to lease Volvo VNR Electric trucks for hands-on experience in integrating battery-electric trucks into their routes. The Volvo LIGHTS project deployed 30 battery-electric trucks with additional funding from an EPA Clean Air Technology Initiative Grant. **To support workforce development in the region, Rio Hondo College and San Bernardino Valley College introduced heavy-duty electric truck technician training programs**, benefiting from electric drivetrains and components provided by Volvo Trucks. Over 45 students completed these programs at the two colleges in 2021 and 2022. SBVC had 28 students enrolled in its 22-unit certificate program in 2022. Rio Hondo College's Advanced Transportation Technology Alternative Fuels program, which graduated 300 technicians in the last eight years, involves 29 units with eight required courses. In addition to the Volvo LIGHTS program, Rio Hondo College introduced TESLA START in the Fall 2022. Furthermore, the University of California, Riverside's Bourns College of Engineering Center for Environmental Research and Technology (UCR CE-CERT) utilized project data to develop algorithms enhancing truck routing and minimizing impacts on local communities (Volvo, 2022).

John, an independent contractor and mechanical engineer, noted, “We're kind of seeing a once in a generation federal investment in energy and energy infrastructure, which is ultimately leading to jobs and education and workforce development. A lot of the dollars that are coming from these federal programs are from this. They're financing grants and programs to modernize energy infrastructure, so it's not just, like, utilities. It's going to be like installing solar and battery energy storage. It's going to be rolling out electric vehicle charging infrastructure. It's it's part of what's funding the new rebates and incentives on actual electric vehicle purchases. So there's all this money that's been pouring in to the energy sector and, to a lesser degree, but connected to, the transportation sector. And so, I think that for someone that's like, you know, my neighbor's kid coming up and about to venture off into the world, you know, if that kid can't really stomach an engineering education, there might be an opportunity for a trade education or business education connected to the energy sector. There's probably gonna be opportunities around servicing some of this new infrastructure that's gonna be showing up. New types of vehicles are showing up. . . . Our infrastructure is aging. At some it was among its oldest post-World War II infrastructure in the modern world. And so it is aging. And so there are lots and lots of opportunities, whether it be labor or design or business management or financing. These are all going to be disciplines. They're

going to be focused on modernizing infrastructure, and there's a lot of infrastructure that's not modern yet."

San Bernardino Valley College is currently developing a two-year associate degree program in **Clean Vehicle Technology** in collaboration with Volvo. This program is designed to enable graduates to seamlessly transfer to Cal Poly Pomona. The scheduling is flexible to accommodate workers, allowing them to take the necessary courses. Technicians in the program receive certification to work with a maximum of a 700-volt truck and chargers with a maximum of 50 volts. SBVC is actively collaborating with regional companies that offer training programs for over 20 types of charging stations with higher voltage, intending to incorporate this knowledge into the degree. **Yet despite a high demand for program graduates by local companies, the current enrollment in the certificate program is limited to 15 students, highlighting the need for more participants.** The International Brotherhood of Electric Workers (IBEW) Local has proposed a collaboration, leveraging their technicians' expertise in electric charging stations. One of the challenges facing the SBVC program is the requirement for a dedicated facility to house all the necessary teaching equipment (Melancon, 2023).

The **Inland Empire Electrical Training Center** (IEETC) Apprenticeship Program, a joint labor-management training program, was created through the collaborative efforts of the International Brotherhood of Electrical Workers (IBEW) Local 440, IBEW Local 477, and the Southern Sierras Chapter of the National Electrical Contractors Association (Inland Empire Electric Training Center, n.d.). The Training Center has around 1300 students receiving extensive instruction in the field of electrical engineering on topics such as solar fields, energy storage, electric grid, and safety measures. This program provides a route to certification (official recognition as a qualified electrician) and progressive wage advancements. The application, entrance exam, interview, and selection process follow conventional apprenticeship standards, and training entails a combination of theoretical instruction in a classroom setting and hands-on experiential learning in a work environment. The completion rate of the Program is around 80 percent (Rowe, 2023).

The California-Nevada Joint Apprenticeship and Training Committee (JATC) program in Riverside focuses on power lineman apprenticeships in the field of outside electrical construction to be completed in under four years. Justin Shing, who is currently an industrial mechanic, is in the final stages of an electrical apprenticeship. This will allow them to, as he put it, "be able to become a journeyman electrician.[...] and then from there. I can honestly I feel like I could go anywhere with that." Justin had recounted that they started out with a business degree and had gone through several sales jobs before embarking on this new path, stating that "I've recommended this program to a lot of people because it's just changed. It changed my life."

Plumbing and Steam Fitting

The **Plumbing and Steamfitting Apprenticeship Program** by UA[36] Local 364 covers commercial, industrial, and residential construction plumbing and steamfitting in San Bernardino and Riverside. This program requires **an in-person application process and an entrance examination**. Prospective applicants undergo a rigorous admission test assessing proficiency in mathematics and reading comprehension, followed by an interview that involves presenting authentic documents and answering trade-related inquiries. The selection process involves placing candidates in a pool for potential introduction into the apprenticeship program. Once accepted, apprentices develop practical expertise in plumbing and steamfitting, achieved through a combination of hands-on experience in the workplace and formal education in a classroom setting. Successful completion of the program not only equips apprentices with valuable knowledge and skills but also offers the opportunity to attain training status. Moreover, graduates can anticipate opportunities for wage advancement, marking their journey from initial employment to receiving regular increases in wages over time.

The **Pomona and San Gabriel Valleys Plumbers and Steamfitters Local 398** administers a comprehensive five-year training program covering Plumbing, Steamfitting, and HVAC Service in the Inland Empire. This program combines practical experience and formal instruction to equip participants with the necessary skills. The program aims to prepare individuals for careers in Plumbing, Steamfitting, and HVAC Service.

Construction

The Construction Teamsters Apprenticeship Program, administered by Teamsters Local 166 in Fontana, provides specialized training in truck driving and various warehouse positions over a 36-month long apprenticeship. Additionally, the program offers certifications in several areas such as OSHA 10, fork-life operation, and Hazardous Waste Operations and Emergency Response.

SoCal Striping in Riverside provides a specialized apprenticeship program in Pavement Striping, Road Slurry Seal Coat, and Highway Maintenance, emphasizing the importance of skilled workers in road maintenance and safety.

The **Carpenters** program offered by the Southwest Mountain States Carpenters Training Fund and Ontario Carpenters Union Training Center encompasses trains workers in a variety of carpentry specializations such as acoustical installation, floor layering, and millwrighting. This program provides both pre-apprenticeship studies (with an expectation of on-the-job training) and opportunities for professional advancement in the carpentry and building industry.

There are also IE-based apprenticeships for **insulation**, **firestopping**, and **asbestos** certification (via International Association of Heat and Frost Insulators and Allied Workers Local 5) and surveying and mapping technicians (via Operating Engineers Local 12).

[36] United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, commonly abbreviated "UA"

The primary benefits of these programs lie in their facilitation of workforce enhancement. They offer opportunities for individuals to acquire specialized expertise, thereby strengthening local businesses and economies. For example, the California-Nevada JATC program efficiently facilitates the progression of individuals to the level of training obtained, effectively fulfilling the urgent requirement for a proficient workforce in electrical construction. In addition, programs such as the Construction Teamsters Apprenticeship Program provide specific qualifications that improve preparedness for employment and increase career prospects.

One significant limitation in certain programs is the insufficient provision of comprehensive information on wage advancement and job opportunities after completion. While certain programs, such as the Plumbing and Steam fitting (Local 364), provide clear and explicit details regarding wage advancements or increases, other programs may not specify, which can lead to apprentices feeling apprehensive about their financial prospects. Moreover, several programs impose strict entrance standards and selection procedures, including demanding entrance examinations and interviews, which may hinder the entry of prospective apprentices and restrict their access to these valuable training opportunities.

Using measures that promote transparency in wage advancement and employment results and guaranteeing that apprentices possess a comprehensive comprehension of their professional path after completing their training can help equity-seeking groups make the most of these opportunities. Moreover, prioritizing the expansion of these programs, **specifically targeting underrepresented or economically disadvantaged communities**, should be emphasized. This may entail modifying admission criteria to enhance inclusivity without compromising the standard of education. In addition, increased investment in specialized programs such as SoCal Striping can effectively target and resolve specific skill deficiencies in our region. To summarize, although these apprenticeship programs are extremely essential to our labor and economy, there is still potential for improvement.

Sam[37], who trained as a nurse and worked in physical therapy, mentioned that she would be interested in seeing more apprenticeships in construction.“Yeah. I would like to see more like, apprenticeships, like, you know, for building homes and stuff like that . . . . I'm sure there's a lot of young men, you know, that will be more than interested in trying to get jobs doing that, you know, if they had training for them.” Gary Resvaloso, Youth Council Advisor and Tribal Council Member from the Torres Martinez tribe, spoke to the power of hands-on learning, recounting that some who participated in “our carpenter class went on to actually become frame makers or building houses.”

Repair and Maintenance

Chaffey College boasts several technical education-oriented programs. One of these, the Industrial Technical Learning Center (**InTech Center**) in Fontana, provides hands-on industrial

[37] pseudonym

training that is geared toward careers in industry. Internships are a core part of InTech's programming and are geared to provide a talent pool for the Center's manufacturing partners.

Marco, a facility attendant at the Fontana Target Distribution Center, is a product of InTech. As Marco describes, they offer "a six-month course there which is like a pre-apprenticeship for trade. . . . They help you find job and they do meet and greets with employers." In particular, Marco described how the entire InTech ecosystem is geared toward job placement. "**They help you get [your] foot in the door. They help you build your resume. They help you how to interview** . . . This is what you have to look forward to because a lot of the instructors are actually still working in the trade that they're teaching me, cool. Like my electrical instructor is actually an electrical instructor for the technicians out in Moreno Valley or something like that, somewhere where they have . . . like a water irrigation district or something. I forget exactly what it was. **He's one of the top guys in his field. He's over here teaching us and basically giving us the ins and outs of what to expect and what we need to know** and basically is not going to catch us by surprise because he's given us the 411 deal, what to expect, what we're going to go into to be looking forward to, like the job security part. He explained that to me, basically told us 'Don't sell yourself short. You guys are valuable commodity with this information.'

Justin Shing, an Industrial Mechanic and a product of Chaffey's internship program, felt that such initiatives were really valuable in helping individuals not only build up skills in trades they are interested in but also find jobs after. He recounted that "I actually found this program. I wanted to try a trade because I really like working with my hands. So I just found this program with Chaffey College and they offered a pre apprenticeship program. So, it was, like, a three-month course that **taught me just like everything about mechanical, hydraulic, pneumatic, electrical basics, and they actually helped me set up an interview with the company I'm with now** at the end of the course. . . . **Honestly, it changed my life**, and I really enjoy working now and just working with what I do."

Interviewees who were not a product of apprenticeship and internship programs also expressed a desire to see more of them. Sam not only talked about wanting more programs but also described a **gendered aspect**: "Yeah, like if they had automotive and like, even women will, you know, want to become a mechanic or whatever. I know some women that are mechanics . . . I know, a lot of women that went to went into service, and they did mechanics, you know, and they came back out, **and they're not even using those skills**, but yet they're skilled, they're trained for that, you know? So it's like, yeah, there's a lot of things that we could see more of that interest a lot of these younger kids that are coming up."

Healthcare & Health Services

The healthcare and health services sector in the Inland Empire is currently undergoing a substantial shift. Apprenticeship training programs have become crucial in developing a capable and diverse workforce, as the **demand for qualified healthcare professionals continues to increase.** The selection of programs noted in this section are designed to meet the burgeoning need

for skilled healthcare professionals, providing comprehensive education and hands-on experience in various medical fields. These apprenticeships have the ability to not only improve the skills of persons seeking healthcare occupations but also to enhance the overall **quality** and **efficiency** of healthcare services throughout the Inland Empire.

Healthcare Apprenticeship Training Programs in the IE

IE AHEC Scholars Program

The two-year program, funded by the Health Resources and Services Administration (HRSA), aims to enhance the skills and abilities of students in health professions. The objective is to equip individuals for employment in underprivileged communities, thereby tackling the urgent demand for healthcare services in these regions. The curriculum is distinguished for its comprehensive approach, encompassing both theoretical instruction and hands-on practice. Upon successful completion, scholars are awarded a Certificate of Community Health. This certificate not only acknowledges their accomplishment but also motivates them to continue their service in places that lack sufficient healthcare professionals. The program is all-encompassing, as it does not necessitate any previous expertise from applicants and provides substantial advantages such as networking prospects, educational progression, skill augmentation, a stipend, and a noteworthy certificate. The program has a one-year track for medical assistants and community health workers, and a two-year track for other health professions, making it flexible and easily accessible.

Mt. San Antonio College

At Mt. San Antonio College, the Pharmacy Technician and Medical Assistant Programs each span a year and are open to a range of participants, from current employees to individuals without previous experience in healthcare. These programs strike a balance between theoretical knowledge and practical application, preparing students for certification and roles in the healthcare industry.

San Bernardino Valley College

The San Bernardino Valley College offers an apprenticeship program for individuals aspiring to become Registered Nurses (RNs). This program, which lasts two years, is specifically tailored for those who are already employed in the healthcare sector, current students, individuals with relevant experience in the field, and those who have successfully finished designated apprenticeship or pre-apprenticeship programs. The curriculum provides an in-depth exploration of the nursing profession, imparting students with the essential knowledge and skills required for diverse nursing positions. The program combines theoretical education with practical training to ensure that graduates are adequately equipped to handle all aspects of nursing care and administration in various healthcare environments.

Riverside City College

Riverside City College has adopted a novel approach by integrating educational instruction with practical work experience within its apprenticeship programs. This arrangement allows students to apply what they learn in real-time, enhancing job skills alongside academic progress, and is particularly supportive of those already in the workforce.

Victor Valley College Community Health Worker Apprenticeship Program

The Victor Valley College Community Health Worker Apprenticeship Program is a program offered by Victor Valley College. This program, which spans six months, was developed specifically for individuals who are presently employed or students who are looking for opportunities to work with employers. As well, it highlights the crucial importance of community health workers, who play a significant role in the healthcare system, particularly in areas that lack sufficient medical services. This apprenticeship is especially important for training professionals who can effectively meet the distinct health requirements of communities, by offering education, advocacy, and support to enhance health outcomes and increase access to healthcare services.

These programs collectively contribute to a more skilled and prepared healthcare workforce in the Inland Empire. By offering diverse training opportunities, they are pivotal in addressing the region's healthcare staffing needs, supporting community health initiatives, and strengthening the overall quality of healthcare services. They highlight a forward-thinking approach to workforce development, ensuring that the healthcare sector remains adaptive and responsive to the evolving needs of the population it serves.

Destiny Grace,[38] a Cultural Community Liaison for an organization in Riverside, reflected on **certifications for doulas and midwives** in the IE: "Doulas and midwives are really starting to explode, you know, because we see a lot of more mortality rates, deaths, especially, not just in the African American community, what we call the underserved, underrepresented community. So I'm starting to see that that is really a growing field, you know, doulas and midwives, and it allows them to again, be their own, you know, entrepreneur, you know, starting their own programs with those certifications…. So there's a certification for the doula. I got my certification for mine for the doula, but with the midwife, it's like having a certification for a doula yet you need whatever certain trainings to be able to deliver, because it gets . . . medical…Now, it's a growing field. Now, especially I think it was January, Medicare decided that they would pay for those doula services. So it's growing. Like I said, I went through the program and got my certification, I just haven't finished the part because you have to have three live births. That's the program that they need to kind of improve on. . . .I think the component that's missing after you go through the certification program [is that] they should align you with a midwife so that you can be able to get the three live births…I think it's, it was, I want to say 48 hours. So we went one, twice a week for maybe six or eight weeks. It was really nice, because again, you have midwives that come in, you have doulas who've been doing it for years, because there's so many parts to it. My area was postpartum depression. The point that I want to get int,o you had the lactation those who want to focus more on the lactation part of it. You have those that want to really just do the part where they go in and

[38] pseudonym

provide that emotional support, you know, and help them with getting ready you know, learning how to breathe..”

High-Road Training Partnerships

One possible path to greater economic mobility in the Inland Empire could involve High-Road Training Partnerships (HRTPs), which aim to create economically resilient communities by focusing first and foremost on equity and job quality. An HRTP involves direct collaboration between an employer, a union or other labor organization, and one or more community partners to develop jobs and train or retrain workers in ways that promote systems change and worker power, with the broad aim of building an economy based on equity, skills, innovation, and shared prosperity. The approach helps to ensure that workforce development and employment opportunities are accessible to, and shaped by, communities of color and low-wage workers, that jobs offer family-sustaining wages and benefits, that workplaces are safe and healthy, and that workers have agency and voice and are treated with dignity and respect. HRTPs also ensure that industries develop mechanisms to become sustainable and competitive in a high road economy while adopting practices to address vital concerns like increasing racial equity and environmental sustainability.

According to the California Workforce Development Board (2023), the core components of HRTPs are that they are (1) Grounded in Equity, Job Quality, and Climate Resilience Principles; (2) Industry-Driven; and (3) Worker-Centered. The California HRTP initiative started with a $10 million pilot project in 2017, and of as 2022, the state government had already invested approximately $62 million in public funding for HRTPs, with the High Road Training Fund investing more than $18 million to support the needs of HRTP grantees and Governor Newsom proposing more than $500 million to further expand HRTPs (California Governor’s Office, 2022).

The High Road Logistics Training Partnership, a project initiated by **Plug In IE**, is a key example of HRTPs in the Inland Empire, which is a critical hub for the warehouse and logistics industry, employing over 250,000 workers. This sector includes warehouse workers, truck drivers, rail workers, and delivery drivers and is the main engine for economic activity in the region. Plug In IE’s initiative was established in 2021 and involves **collaborations** between labor organizations, employers, community groups, and environmental justice organizations. Its goal is to create a balanced approach to economic prosperity, environmental sustainability, and community participation. Plug In IE works with the Inland Empire Labor Institute, Teamsters Local 1932, and the Warehouse Worker Resource Center to achieve these goals.

Based on interviews conducted with stakeholders in the region, there have been largely positive reviews about the HRTPs. Participants emphasize the geographical accessibility of these programs, facilitated by various community colleges and training centers across the region. This accessibility, coupled with regional collaboration among educational institutions, labor organizations, and industry stakeholders, is seen as a major strength of HRTPs. According

to interviewees, these programs are adept at addressing the needs of crucial sectors like healthcare, logistics, and energy, significantly enhancing employability and career advancement.

Interview feedback also highlights the comprehensive nature of support offered by HRTPs. Beyond technical training, these partnerships reportedly extend to services like **childcare**, **transportation**, and **language assistance**, contributing to an inclusive approach to workforce development. This inclusivity is further bolstered by the collaboration between educational bodies, labor groups, employers, and community organizations. Additionally, interviewees note that many HRTPs ambitiously integrate broader objectives, including **environmental sustainability**, **social equity**, and **community development**, into their frameworks. These multifaceted goals are not only seen as addressing immediate job training needs but also as contributing to the long-term economic and social welfare of the Inland Empire region.

HRTPs are also starting to be integrated into **higher education**. Kurt Ausburger, Director of Workforce Development at San Bernardino Community College District, described two of SBCCD's HRTPs, explaining that "the beautiful thing about the highroad framework that the California Workforce Development Board has put forth is **you can really hit every point of the continuum**." This becomes particularly important within the higher education sphere, specifically when considering the role of community colleges in equitably expanding opportunity. As Kurt explained, "If you wanted to do a short term, not for credit, training, maybe it's about a month long to get some people some skills and pipeline into a living wage job. You can write if you wanted to build out some noncredit courses, you can if you wanted to build out credit courses, like a nursing program or something to that effect, you can. And then we also are funding initiatives with concurrent enrollment at the four year level. So [...] we can recruit participants to come in and get skilled skills and training through the MC three trades program funded by the HRTP and provide them an opportunity to upskill…Because when you're thinking about what the community college represents, as I'm sure you're aware, we're **open access**. But part of that open access is where we can be a lot of things to a lot of different people. And it's how you steward that type of influence in a way to **support people for upward social mobility.** So obviously, like, if someone comes in for a not-for-credit training, they spend a month with us, they get trained to get hired for 25 to $30 an hour. But let's say they want to matriculate into a credit program. That's something that we want to try to steward and support. And then from there, you never know what's going to happen with an individual, maybe they decide to pursue their education, you know, well beyond that."

However, just having a HRTP does not mean guaranteed job placement success nor does it guarantee a good career. As Kurt pointed out, there are several key factors that need to be considered: "...the reality is, what makes a workforce program successful is a job in demand. Is it a high road type job? Does it pay good wages and have benefits? Are there employers who are aware of the program and are providing counsel and who are providing insight into developing that program and are aware that the graduates are coming through? Are they doing career fairs? Are they helping with resumes? Are they actively seeking to hire from your pool of graduates, making sure that the program curriculum is aligned with the labor market needs, making sure that the skills are relevant to the jobs available and careers available now and in the future? Having

great faculty is a huge part of that. So having faculty with industry expertise, and then just a constant web of resources and networks around the student and participant to eliminate as much guesswork as possible, so that they can focus on being motivated and learning and preparing for the next step."

In sum, apprenticeships and other training programs have the potential to contribute significantly to the overall labor landscape by promoting economic mobility and job security to workers from equity-seeking groups. They open doors for higher wages, stable employment, and career advancement. **This is especially important in the Inland Empire, where such programs can address disparities in job quality and access, providing a more equitable platform for all workers to thrive.** Overall, training programs and apprenticeships are integral to the Inland Empire labor market. They not only supply the region with skilled labor but also empower individuals with the tools needed for sustainable and rewarding careers, ultimately supporting the broader objectives of economic growth and workforce development.

Promoting the Trades

Trade labor *vs.* white collar jobs was a theme that came up in several interviews. While white collar jobs are often those most associated with the idea of a "good" job, several interviewees countered that assumption with the suggestion that other types of jobs should be elevated in status more than they currently are. Josefina, who has a background in early education and now works in a government office, called the trades "more heroic than office jobs. Will Kolbow, Calimesa's City Manager, suggested that promoting trades could be one way to get to a good paying job. "I think that we need to really start like, maybe it's middle school, high school level. We're talking about career paths. It's not just about looking at college. There's really well paying jobs in other areas that don't require you to go to college, and maybe then not even have to incur debt, right? Because now, obviously, when people get out of college, you know, with the price of a higher education being what it is, there's just this mountain of debt that people are in. But I think that if we're gonna invest in that, I think we should also look at investing in trades as well, right? And so trying to encourage different paths, I think there's some people that would probably be where their strengths are." For this reason, the City of Calimesa is also exploring the creation of a Regional Occupational Center in order to help train residents for future careers in trade occupations.

As one of the largest employers in the region, Riverside County could play a large role in supporting trade occupations. Ruben Gonzales, who works in Workforce Development for Riverside County, suggested that the county can help by recruiting candidates and advertising apprenticeships, and coordinating between various stakeholders. Likewise, many participants recognized the potential high schools have in connecting young people to trade occupations. For example, John Woolsey, an independent contractor, expressed this sentiment, saying, "High school kind of missed the mark on just sending graduates out into the world. I'd love to see trade programs really enshrined again in high schools. So whether it be auto shop, or woodshop, or I don't know,

maybe there's some new variant of it, you know, infrastructure shop, there's an opportunity to destigmatize it."

Availability of trainings and other resources

For those already in the labor force, credentialing and upskilling support could come in the form of training opportunities provided by the employer. Batia and colleagues (2022) reviewed several studies arguing that different jobs can impact workers' economic mobility by providing access to training in the workplace and opportunities for advancement from their current positions. Workers therefore expressed a preference for jobs that allowed for mobility by providing training (Congdon et al. 2020). Benni,[39] an organizer, also talked about reskilling opportunities, as they can help an individual move into a higher paying job. The positions that were most likely to transition into high-quality jobs were in construction, manufacturing, utilities, finance, insurance, and real estate (Fee 2020), demonstrating the inequality across sectors and industries in terms of workers' opportunities for skill enhancement and economic mobility. Sean Smith, Economic Development Director for the City of Desert Hot Springs, mentioned that "I know that it's pretty well received when an organization offers reimbursement for tuition, they offer certifications and certain things, opportunities to work with other people that are doing a job that they may want to be doing. So they can learn while they're here. Those are all things that I think organizations need to start paying more and more attention to, and I think they are." This sentiment was underscored by Marco Perez, a Facility Attendant at a Target Distribution Center in Fontana. He said, "Target has that program as well but it's a little harder to get into that one. They also offer tuition reimbursement and all that for the people that do decide they want to do management positions." The impact of paid training and upskilling support was also highlighted when considering that internships that are unpaid, however good, are not always a realistic option. As a government relations manager for a major company put it, "you have to be able to afford that sacrifice [...] and that eliminates a lot of people". Being able to participate in a program that provides monetary compensation can widen the pool of applicants, particularly now including those who would otherwise need to choose between an unpaid but potentially transformative internship and a paid job.

Ede[40] spoke at length about the impact resources aimed at small business owners can have. They described, "My wife is an at home baker. She went to the Small Business Development Center to get the education on how to do it. I'll lay out a business plan, you know, ask for loans and all that stuff. And there's resources, and we'll be sharing those resources, provide an avenue of education . . . that, hopefully, empowers our business owners . . . .And so she sells to other coffee shops. So she does business-to-business sales. **And that's all because of the programs that are available through you know, the Small Business Development Center, the Inland Empire**

[39] pseudonym
[40] pseudonym

Women's Business Center. She does a lot of workshops. **There's just a lot of resources that people don't know about**, and I understand it because if you're trying to build a business, you're in that 24/7. I see my wife working eight, nine o'clock at night, people emailing her or sending out messages through social media, saying hey, you know, I want to buy this or where can I buy your products? It's a 24/7 job and it never stops."

Ede also shared that "**Maybe you don't know how to ask the specific question as to how to get to these resources.** Sometimes it just takes kind of slowing down and going to your local resource, whether it's the city or Small Business Development Center, and saying, Hey, this is what I'm trying to do. Can you help me out? And my job is really just to share those resources." Madeline, a small business owner and entrepreneur, also shared that as a small business owner, workshops had a huge impact on them updating her business plan, identifying correct pricing for her products, where to display her products, and what networking events to go to, among other things. Madeline also mentioned that cost can be a major barrier to helping other startups and small businesses get their feet in the door, and that **free programs and workshops can go a long way.**

Conclusion

This analysis of the Inland Empire labor market uncovers a complex web of industries, each with its own variation on what constitutes a "good job." The insights gathered from various stakeholders within the region, from workers to economic development professionals, from those that are unhoused to senior executives, highlight a common understanding that a good job is not merely about adequate compensation and benefits but also includes job security and opportunities for growth and economic mobility. It is clear that while the Inland Empire boasts a range of quality and promising employment opportunities, **disparities persist,** particularly in wage levels, job quality, and access to training, apprenticeships, and high quality employment. These disparities are further exacerbated by **barriers** such as financial constraints, social challenges, and educational limitations that disproportionately affect various equity-seeking groups.

Promising programs and initiatives such as the High Road Training Partnerships and recent legislative changes are steps in the right direction, providing pathways for residents to secure better jobs and advocate for workers' rights and benefits. However, there remains a significant need for continued efforts to create and sustain high-quality employment that aligns with the Community Economic Resilience Fund's definition of "high-road" employment across all sectors. Additionally, **because the region is so vast and varied, sub-regional differences should be acknowledged in terms of evaluating existing needs and potential assets, and proposing promising steps forward.**

As we move forward, it is essential that we leverage the lessons learned from existing training programs and **the voices of those historically excluded from the policymaking process** to inform new strategies and interventions. Policymakers, educators, and industry leaders must

collaborate to ensure that these strategies are inclusive, equitable, and responsive to the evolving needs of the Inland Empire workforce.

Ultimately, the goal is to not only enhance the economic mobility of equity-seeking groups but also to foster a labor market where every job is dignified, respected, and supports the broader objectives of sustainable economic growth and social equity in the Inland Empire. Through collaborative action and a commitment to these principles, we can ensure that the definition of a "good job" becomes a reality for all residents in the region.

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Appendices for CERF Labor Market Analysis

Appendix 1: Findings from 2022 QWI Data on Employment and Earnings in the Inland Empire

Table 1

Top 20 Industries by Employment in Inland Empire				
Rank	NAICS	Industry	Employment	Earning
1	4931	Warehousing and Storage	67930	3683
2	7225	Restaurants and Other Eating Places	66970	2168
3	6111	Elementary and Secondary Schools	53104	5558
4	6241	Individual and Family Services	32761	1784
5	5613	Employment Services	30725	2707
6	6221	General Medical and Surgical Hospitals	26323	6943
7	2382	Building Equipment Contractors	15712	5827
8	4451	Grocery and Convenience Retailers	15608	2979
9	2381	Foundation, Structure, and Building Exterior Contractors	14708	4016
10	4841	General Freight Trucking	13073	4704
11	6211	Offices of Physicians	12325	7382
12	4552	Warehouse Clubs, Supercenters, and Other General Merchandise Retailers	12301	3141
13	9221	Justice, Public Order, and Safety Activities	11997	7966
14	5617	Services to Buildings and Dwellings	11566	3607
15	7211	Traveler Accommodation	11566	3392

16	4921	Couriers and Express Delivery Services	11440	3846
17	6214	Outpatient Care Centers	9642	6584
18	2383	Building Finishing Contractors	9569	3945
19	9211	Executive, Legislative, and Other General Government Support	9489	7727
20	7139	Other Amusement and Recreation Industries	8153	2561

Table 1 shows the top 20 industries ranked by size of beginning of quarter employment in the Inland Empire in 2022. Estimates of employment and monthly earnings are an average across the four quarters based on Quarterly Workforce Indicators (QWI) data from US Census Bureau. The top industries by size of employment in the Inland Empire are warehousing and storage, restaurants, elementary and secondary schools, individual and family services, and employment services, and. Among those industries, the individual and family services (ranked is ranked the lowest paid industry overall (see Table 3 below).

Table 2 below shows the top 5 industries by earning in the Inland Empire in 2022. The data are from QWI from the US Census Bureau (estimates are an average of the four quarters). The top 3 industries by earnings in the Inland Empire are securities and commodity contracts intermediation and brokerage, electric power generation, and Pipeline Transportation of Natural Gas, but none of these industries provide very many jobs.

Table 2

Top 5 Industries by Earning in Inland Empire				
Rank	NAICS	Industry	Earning	Employment
1	5231	Securities and Commodity Contracts Intermediation and Brokerage	13291	226
2	2211	Electric Power Generation, Transmission and Distribution	12434	1586

3	4862	Pipeline Transportation of Natural Gas	12291	148
4	3312	Steel Product Manufacturing from Purchased Steel	11732	226
5	2372	Land Subdivision	11217	289

Table 3 below shows the bottom 5 industries by average monthly earnings in the Inland Empire in 2022. The data are from QWI from the US Census Bureau. The bottom 3 paying industries by earning Inland Empire are individual and family services, book retailers and new dealers, and other schools and instruction. As Table 1 above shows, individual and family services, the worst paying industry, is ranked fourth overall in terms of size of employment in the region.

Table 3

Bottom 5 Industries by Earning in Inland Empire				
Rank	NAICS	Industry	Earning	Employment
1	6241	Individual and Family Services	1784	32761
2	4592	Book Retailers and News Dealers	1846	263
3	6116	Other Schools and Instruction	1895	1899
4	4453	Beer, Wine, and Liquor Retailers	1898	802
5	7111	Performing Arts Companies	1942	221

Appendix 2: Decomposing the Occupations by Concentration of Good BA and Sub-BA Jobs

NOTE: Appendix 2 dives further into the idea of a good job, but decomposes it based on having or not having a Bachelor's degree. *It should be noted that the analysis presented below **is just one way** of quantifying what a "good" job can look like and should **not** be taken as a definitive assessment of the relative positioning of occupations within the regional economy of Riverside and San Bernardino counties. The "good job" analysis conducted by the Economic Development team - which notably breaks down the idea of "good jobs" further by identifying ones that are "quality jobs" versus "promising" jobs - is the benchmark the IE THRIVE team will be using for policy recommendation formulation and analysis. As such, we have provided the following information in Appendix 2, here, only as additional context that the reader can use in order to understand an extremely complex subject.*

For the analysis below, we define a good job "as a full-time and full-year job with a wage above the national median earnings adjusted for the local price level in 2020 and which provide benefits. In 2020, the national median annual wage was $44,607.84 (in 2020 dollars). Adjusting for the local price level, the annual wage threshold for a good job in the Inland Empire is $46,633.93 (in 2020 dollars). A full-year job is defined as jobs in which workers are employed 50-52 per year, while a full-time job is one in which workers are usually employed 30 hours or more per week. Jobs with benefits are defined as jobs providing health insurance through the employer or union. Jobs with benefits are defined as jobs providing health insurance through the employer or union. This definition focuses on the quality of wages and benefits, similar to those offered by other researchers (Shearer, Shah, and Gootman 2019), but is more expansive because it includes a measure designed to capture workers' access to a stable job with ample (full-time) work hours that is usually necessary to achieve economic security and a decent annual income" (see CSI UCR and IELCC, 2023). Although this minimal threshold for earnings is arguably insufficient to support a family, some of the measures and analyses below may provide important insights on how occupations compare to one another in terms of personal annual income, access to employer-provided health insurance, and benefits, and the provision of full-time, full-year employment.

Decomposing the Occupations by Concentration of Good BA Jobs and Good Sub-BA Jobs

Table 4 and Table 5[41] decompose the good job concentration, excluding the occupations with fewer than 2,500 workers (the 25 percentile in the number employed in each occupational category in 2020). The top three occupations with bachelor's degrees have a good job share above half of their employment. "Lawyers and judges" offer the highest share of good jobs (89.8%) that exceed the national median annual wages threshold; however, "lawyers and judges" offers lower shares of good jobs when it comes to hours and benefits, resulting in a lower ranking in good job concentration than "natural scientists." "Health assessment and treating occupations," "social scientists and urban planners," "teachers, postsecondary," "health diagnosing occupations," "therapists," and "mathematical and computer scientists" all have over

[41] EmpShareChange_GoodJob_IE includes all occupations with good job concertation by different components of good jobs in 2020.

half of the jobs satisfy each of the criteria for good jobs. However, fewer of them meet all three criteria simultaneously, leading to lower ranks in good job concentration.

As shown in Table 5, three occupations have a good job concentration rate of over 50%, which are "rail transportation occupations," "plant and system operators," and "mechanics and repairers." "Rail transportation occupations" has the highest share of good jobs, no matter the criteria of income (87.5%), working time (93.8%), or benefits (87.5%), and it also saw a significant increase (116%) in employment from 2006 to 2020. "Plant and system operators" has fewer full-time and full-year jobs and fewer jobs providing benefits, ranking it after "rail transportation occupations."

Table 4. Changing Composition of Occupations by Concentration of Good BA Jobs with Different Components

Occupations	*employed workers (weighted by person weight) in 2006*	*Share in total employed workers in 2006*	*employed workers (weighted by person weight) in 2020*	*Share in total employed workers in 2020*	*percent change of the employed worker between 2006 and 2020 (based on 2006)*	*share of good jobs in the total employment for each occupation in total employed workers of that occupational category in 2020*	*the share of employed workers with BA degrees that have wages above the national median annual wages in ($46633.93 in 2000 dollars) in total employed workers of that occupational category in 2020*	*the share of employed workers with BA degrees that works full time and full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours) in total employed workers of that occupational category in 2020*	*the share of employed workers with BA degrees that have benefits (having health insurance through employer or union) in total employed workers of that occupational category in 2020*
Natural Scientists	2256	0.11%	6146	0.29%	172.43%	69.57%	78.26%	82.61%	86.96%
Lawyers and Judges	4463	0.21%	6702	0.32%	50.17%	61.22%	89.80%	79.59%	71.43%
Engineers	13294	0.64%	16223	0.78%	22.03%	56.91%	67.48%	68.29%	68.29%
Health Assessment and Treating Occupations	28504	1.36%	42327	2.02%	48.49%	49.37%	63.84%	56.29%	61.32%
Social Scientists and Urban Planners	2938	0.14%	6260	0.30%	113.07%	48.44%	64.06%	62.50%	62.50%

Source: ACS file 2007 and ACS file 2021

Table 5. Changing Composition of Occupations by Concentration of Good Sub-BA Jobs with Different Components

	employed workers (weighted by person weight) in 2006	*Share in total employed workers in 2006*	*employed workers (weighted by person weight) in 2020*	*Share in total employed workers in 2020*	*percent change of the employed worker between 2006 and 2020 (based on 2006)*	*share of good jobs in the total employment for each occupation in total employed workers of that occupational category in 2020*	*the share of employed workers with Sub-BA degrees that have wages above the national median annual wages in ($46633.93 in 2000 dollars) in total employed workers of that occupational category in 2020*	*the share of employed workers with Sub-BA degrees that works full time and full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours) in total employed workers of that occupational category in 2020*	*the share of employed workers with Sub-BA degrees that have benefits (having health insurance through employer or union) in total employed workers of that occupational category in 2020*
Rail Transportation Occupations	1239	0.06%	2680	0.13%	116.30%	81.25%	87.50%	93.75%	87.50%

Plant and System Operators	2441	0.12%	3812	0.18%	56.17%	75.00%	85.00%	80.00%	80.00%
Mechanics and Repairers	3126	0.15%	3591	0.17%	14.88%	59.09%	68.18%	81.82%	68.18%
Police and Detectives	21429	1.02%	29351	1.40%	36.97%	46.43%	50.71%	55.00%	55.00%
Material Moving Equipment Operators	7220	0.35%	6617	0.32%	-8.35%	42.86%	60.00%	88.57%	65.71%

Source: ACS file 2007 and ACS file 2021

Decomposing the Occupations by Concentration of Not-Good BA Jobs and Not-Good Sub-BA Jobs

Table 6 and Table 7 depict the top 5 occupations with not-good job concentration for workers with and without BA degrees respectively.[42] Table 6 shows that in the Inland Empire, "health diagnosing occupations" are the top employing occupations with bachelor's degrees that have the highest proportion of the not-good jobs (55.21%). Although "teachers and postsecondary teachers" has the 6th highest good job concentration with bachelor's degrees among all occupations, it ranks 2nd place in the occupations offering not-good jobs, mainly because 30% of those employed in this occupation were not working full time and full year and 23% of them earned less than $46,633.93 in 2020. These workers include university and college faculty as well as vocational and professional trainers. "Teachers, except postsecondary", which includes K-12 teachers, ranks 3rd, primarily due to lower income and fewer working hours.

Shown in Table 7, in the Inland Empire, all the top five occupations have over 90% of employed workers without bachelor degrees and in the bad job category[43]. These occupations include “farm occupations, except managerial”, “private household occupations”, “textile, apparel, and furnishings machine operators”, “food preparation and service occupations”, “related agricultural occupations”. Those employed in these occupations do not have good jobs mainly due to their relatively low incomes and lack of benefits. Most of these occupations work full-time and full-year. Table A4 Extension 3 shows that the occupations of over 75% of employed workers without bachelor degrees and in the bad jobs.

Table 6. Changing Composition of Occupations by Top 5 Concentration of Not-Good Top 5 BA Jobs with Different Components

[42] EmpShareChange_NotGoodJob_IE includes all occupations with not-good job concertation by different components of good jobs in 2020.

[43] EmpShareChange_NotGoodJob_IE shows that for the not-good jobs not requiring a bachelor's degree, 35 occupations have over 50% Not-good job concentration rate.

	employed populations (weighted by person weight) in 2006	*employed share in the total labor force in 2006*	*employed populations (weighted by person weight) in 2020*	*employed share in the total labor force in 2020*	*percent change of the employed population (also the employed share) from 2006 to 2020 (based on 2006)*	*share of NOT good jobs in the total employment for each occupation*	*the share of jobs that have wages BELOW the national median annual wages ($46633.93 in 2000 dollars)*	*the share of jobs that DO NOT work for full time OR full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours)*	*the share of jobs that DO NOT have benefits (having health insurance through employer or union)*
Health Diagnosing Occupations	9391	0.45%	8144	0.39%	-13.28%	55.21%	20.83%	28.13%	21.88%
Teachers, Postsecondary	7956	0.38%	10353	0.49%	30.13%	50.54%	22.58%	30.11%	16.13%
Teachers, Except Postsecondary	88269	4.22%	99626	4.76%	12.87%	33.17%	18.39%	23.08%	9.25%
Social Scientists and Urban Planners	2938	0.14%	6260	0.30%	113.07%	32.81%	17.19%	18.75%	18.75%
Lawyers and Judges	4463	0.21%	6702	0.32%	50.17%	32.65%	4.08%	14.29%	22.45%

Source: ACS file 2007 and ACS file 2021

Table 7. Changing Composition of Occupations by Top 5 Concentration of Not-Good Top 5 Sub-BA Jobs with Different Components

	employed populations (weighted by person weight) in 2006	*employed share in the total labor force in 2006*	*employed populations (weighted by person weight) in 2020*	*employed share in the total labor force in 2020*	*percent change of the employed population (also the employed share) from 2006 to 2020 (based on 2006)*	*share of NOT good jobs in the total employment for each occupation*	*the share of jobs that have wages BELOW the national median annual wages ($46633.93 in 2000 dollars)*	*the share of jobs that DO NOT work for full time OR full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours)*	*the share of jobs that DO NOT have benefits (having health insurance through employer or union)*
Farm Occupations, Except Managerial	8516	0.41%	10449	0.50%	22.70%	96.04%	88.12%	41.58%	71.29%
Private Household Occupations	7769	0.37%	14542	0.69%	87.18%	92.70%	86.13%	35.04%	62.04%
Textile, Apparel, and Furnishings Machine Operators	6279	0.30%	3441	0.16%	-45.20%	92.31%	76.92%	30.77%	69.23%
Food Preparation and Service Occupations	85246	4.07%	93746	4.48%	9.97%	90.83%	78.75%	47.50%	51.39%
Related Agricultural Occupations	27027	1.29%	25511	1.22%	-5.61%	90.12%	86.01%	15.64%	60.49%

Source: ACS file 2007 and ACS file 2021

Table 8. Changing Composition of Occupations by Concentration of Not-Good Sub-BA Jobs above 75 percent with Different Components

	employed populations (weighted by person weight) in 2006	*employed share in the total labor force in 2006*	*employed populations (weighted by person weight) in 2020*	*employed share in the total labor force in 2020*	*percent change of the employed population (also the employed share) from 2006 to 2020 (based on 2006)*	*share of NOT good jobs in the total employment for each occupation*	*the share of jobs that have wages BELOW the national median annual wages ($46633.93 in 2000 dollars)*	*the share of jobs that DO NOT work for full time OR full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours)*	*the share of jobs that DO NOT have benefits (having health insurance through employer or union)*
Farm Occupations, Except Managerial	8516	0.41%	10449	0.50%	22.70%	96.04%	88.12%	41.58%	71.29%
Private Household Occupations	7769	0.37%	14542	0.69%	87.18%	92.70%	86.13%	35.04%	62.04%
Textile, Apparel, and Furnishings Machine Operators	6279	0.30%	3441	0.16%	-45.20%	92.31%	76.92%	30.77%	69.23%
Food Preparation and Service Occupations	85246	4.07%	93746	4.48%	9.97%	90.83%	78.75%	47.50%	51.39%
Related Agricultural Occupations	27027	1.29%	25511	1.22%	-5.61%	90.12%	86.01%	15.64%	60.49%
Freight, Stock, and Material Handlers	45161	2.16%	93242	4.46%	106.47%	85.06%	75.98%	28.21%	39.39%
Cleaning and Building Service Occupations, Except Households	24049	1.15%	26929	1.29%	11.98%	84.81%	75.95%	30.80%	47.26%
Helpers, Construction and Extractive Occupations	32211	1.54%	32394	1.55%	0.57%	82.91%	68.80%	23.50%	57.69%
Health Service Occupations	39499	1.89%	73591	3.52%	86.31%	82.19%	72.84%	33.63%	47.30%
Machine Operators, Assorted Materials	25453	1.22%	30365	1.45%	19.30%	81.14%	69.30%	23.25%	39.91%
Fabricators, Assemblers, and Hand Working Occupations	20856	1.00%	19638	0.94%	-5.84%	80.00%	72.00%	11.20%	39.20%
Personal Service Occupations	38481	1.84%	36833	1.76%	-4.28%	78.46%	59.69%	50.15%	37.85%
Guards	12022	0.57%	16822	0.80%	39.93%	78.33%	70.83%	25.83%	37.50%
Information Clerks	22371	1.07%	15026	0.72%	-32.83%	77.86%	62.60%	27.48%	35.88%

Material Recording, Scheduling, and Distributing Clerks	52417	2.50%	67268	3.21%	28.33%	76.97%	70.91%	22.42%	29.90%
Woodworking Machine Operators	5817	0.28%	3926	0.19%	-32.51%	75.68%	59.46%	13.51%	35.14%
Precision Food Production Occupations	5175	0.25%	5088	0.24%	-1.68%	75.00%	68.18%	18.18%	40.91%
Freight, Stock, and Material Handlers	45161	2.16%	93242	4.46%	106.47%	85.06%	75.98%	28.21%	39.39%
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Precision Food Production Occupations	5175	0.25%	5088	0.24%	-1.68%	75.00%	68.18%	18.18%	40.91%

Source: ACS file 2007 and ACS file 2021

Change in Employment Share for Top 20 Industries with Good BA Jobs and Good Sub-BA Jobs

Table 9[44] shows employment changes in the top 5 industries that provide the most good jobs in the Inland Empire for workers with bachelor's degrees in 2020. For the jobs with bachelor's degrees in 2020, 71% of good jobs are concentrated in the following industries: "educational services," "health care and social assistance," "professional, scientific, and technical services," "public administration," and "manufacturing," in which most of them experienced employment increases compared to 2006. As for the jobs without the bachelor degrees shown in Table 10, "construction," "manufacturing," and "health care and social assistance" provide over 10% of good jobs, respectively; "transportation and warehousing" provides the fourth largest share of good jobs without bachelor degrees and has a notable increase from 2006 (around 77%).

Table 9. Change in the Percent of Employed Workers with BA Degrees for the Top 5 Employing Industries with the Most Good Jobs in the Inland Empire

industry	Employed workers in 2006	Share in total employed workers in 2006	Employed workers in 2020	Share in total employed workers in 2020	Percent change in employed workers between 2006 and 2020 based on 2006	Share in total good-job employed workers with BA degrees in 2020
Educational Services	133524	6.38%	160737	7.68%	20.38%	23.69%
Health Care and Social Assistance	181144	8.66%	250481	11.97%	38.28%	19.41%
Professional, Scientific, and Technical Services	73748	3.52%	82669	3.95%	12.10%	10.92%
Public Administration	85702	4.10%	100544	4.80%	17.32%	10.78%
Manufacturing	168370	8.05%	158008	7.55%	-6.15%	7.02%

Source: ACS file 2007 and ACS file 2021

Table 10. Change in the Percent of Employed Workers with Sub-BA Degrees for the Top 5 Employing Industries with the Most Good Jobs in the Inland Empire

industry	Employed workers in 2006	Share in total employed workers in 2006	Employed workers in 2020	Share in total employed workers in 2020	Percent change in employed	Share in total good-job employed

[44] EmpShareChange_Top20Ind_GoodJob_IE includes the top 20 industries with good BA jobs with BA degrees and sub BA degrees.

					workers between 2006 and 2020 based on 2006	workers with Sub-BA degrees in 2020
Construction	184909	8.84%	175648	8.39%	-5.01%	13.18%
Manufacturing	168370	8.05%	158008	7.55%	-6.15%	11.92%
Health Care and Social Assistance	181144	8.66%	250481	11.97%	38.28%	11.17%
Transportation and Warehousing	98121	4.69%	173582	8.29%	76.91%	9.56%
Retail Trade	157546	7.53%	158390	7.57%	0.54%	8.72%

Source: ACS file 2007 and ACS file 2021

Change in Employment Share for Top 20 Occupations with Good BA Jobs and Good Sub-BA Jobs

Table 11[45] shows the employment changes in the top 5 occupations that provide most good jobs in the Inland Empire for workers with bachelor's degrees in 2020. In 2020, the top 4 employing occupations offered over half of the good jobs among workers with bachelor degrees in 2020, which are "executive, administrative, and managerial occupations," "teachers, except postsecondary," "management related occupations," and "health assessment and treating occupations." Note that the top occupations ranked by good job share also have relatively high employment, suggesting that the higher good job share might be due to the high number of workers employed in these occupations. Compared to good jobs among workers with bachelor's degrees, the good jobs for workers without bachelor's degrees, shown in Table A2, are less concentrated in several occupations. Specifically, "executive, administrative, and managerial occupations" provide most of the good jobs with either bachelor degrees or without bachelor degrees because many workers were employed in this occupation in 2020.

Table 11. Change in the Percent of Employed Workers with BA Degrees for the Top 5 Employing Occupations with the Most Good Jobs in the Inland Empire

Occupations	Employed workers in 2006	Share in total employed workers in 2006	Employed workers in 2020	Share in total employed workers in 2020	Percent change in employed workers between	Share in total good-job employed workers with

[45] EmpShareChange_Top20Occp_GoodJob_IE includes the top 20 occupations with good BA jobs with BA degrees and sub BA degrees.

					2006 and 2020 based on 2006	BA degrees in 2020
Executive, Administrative, and Managerial Occupations	120771	5.77%	156879	7.50%	29.90%	19.83%
Teachers, Except Postsecondary	88269	4.22%	99626	4.76%	12.87%	16.43%
Management Related Occupations	48664	2.33%	60115	2.87%	23.53%	8.42%
Health Assessment and Treating Occupations	28504	1.36%	42327	2.02%	48.49%	7.96%
Mathematical and Computer Scientists	13357	0.64%	27517	1.31%	106.01%	4.63%

Source: ACS file 2007 and ACS file 2021

Table 12. Change in the Percent of Employed Workers with Sub-BA Degrees for the Top 5 Employing Occupations with the Most Good Jobs in the Inland Empire

Occupations	Employed workers in 2006	Share in total employed workers in 2006	Employed workers in 2020	Share in total employed workers in 2020	Percent change in employed workers between 2006 and 2020 based on 2006	Share in total good-job employed workers with Sub-BA degrees in 2020
Executive, Administrative, and Managerial Occupations	120771	5.77%	156879	7.50%	29.90%	12.09%
Motor Vehicle Operators	79693	3.81%	101266	4.84%	27.07%	7.27%
Construction Trades, Except Supervisors	71606	3.42%	62170	2.97%	-13.18%	5.49%
Sales Representatives, Commodities	116693	5.58%	108019	5.16%	-7.43%	5.22%

Adjusters and Investigators	45429	2.17%	57727	2.76%	27.07%	4.00%

Source: ACS file 2007 and ACS file 2021

Changing Composition of Occupations by Concentration of Good BA Jobs and Good Sub-BA Jobs

Tables 13 and 14[46] show the good job concentration in the top 5 employing occupations with and without bachelor degrees, respectively. In the Inland Empire, the occupation with the top concentration rate for workers with bachelor degrees in 2020 is "water transportation occupations." This occupation has a 100% good job concentration rate, but has only 14 employees in 2020. Other than this, over half of workers with BA degrees employed in the following occupations have good jobs, "natural scientists," "lawyers and judges," and "engineers, and extractive occupations". Among them, "natural scientists" experienced a significant rise in employment (172.43%) between 2006 and 2020. Among workers without bachelor degrees, Table 14 shows that in the Inland Empire, over half of those employed in the following occupations have good jobs: "rail transportation occupations," "plant and system operators," "mechanics and repairers," "extractive occupations," and "metal and plastic processing machine operators." However, these top five occupations employ a relatively small share of all workers without BA degrees in 2020, suggesting that the amount of good jobs in these occupations does not benefit many workers.

Table 13. Changing Composition of Occupations by Concentration of Good BA Jobs

Occupations	Employ workers in 2006	Share in total employed workers in 2006	Employ workers in 2020	Share in total employed workers degrees in 2020	Percent change in employed workers between 2006 and 2020 based on 2006	Share of good-job employed workers with BA degrees in total employed workers of that occupational category in 2020
Water Transportation Occupations	504	0.02%	14	0.00%	-97.22%	100.00%
Natural Scientists	2256	0.11%	6146	0.29%	172.43%	69.57%
Lawyers and Judges	4463	0.21%	6702	0.32%	50.17%	61.22%
Engineers	13294	0.64%	16223	0.78%	22.03%	56.91%
Extractive Occupations	208	0.01%	339	0.02%	62.98%	50.00%

Source: ACS file 2007 and ACS file 2021

Table 14. Changing Composition of Occupations by Concentration of Good Sub-BA Jobs

[46] EmpShareChange_Top20Occp_concentrate_GoodJob_IE includes the top 20 occupations with good job concertation in 2020.

Occupations	Employ workers in 2006	Share in total employed workers in 2006	Employ workers in 2020	Share in total employed workers degrees in 2020	Percent change in employed workers between 2006 and 2020 based on 2006	Share of good-job employed workers with BA degrees in total employed workers of that occupational category in 2020
Rail Transportation Occupations	1239	0.06%	2680	0.13%	116.30%	81.25%
Plant and System Operators	2441	0.12%	3812	0.18%	56.17%	75.00%
Mechanics and Repairers	3126	0.15%	3591	0.17%	14.88%	59.09%
Extractive Occupations	208	0.01%	339	0.02%	62.98%	50.00%
Metal and Plastic Processing Machine Operators	799	0.04%	410	0.02%	-48.69%	50.00%

Source: ACS file 2007 and ACS file 2021

Decomposing the Occupations by Concentration of Good BA Jobs and Good Sub-BA Jobs

Table 15 Extension and Table 16[47] decompose the good job composition, excluding the occupations with fewer than 2,500 workers (the 25 percentile in the number employed in each occupational category in 2020). The top three occupations with bachelor's degrees have a good job share above half of their employment. "Lawyers and judges" offer the highest share of good jobs (89.8%) that exceed the national median annual wages threshold; however, "lawyers and judges" offer lower shares of good jobs when it comes to hours and benefits, resulting in a lower ranking in good job concentration than "natural scientists." "Health assessment and treating occupations," "social scientists and urban planners," "teachers, postsecondary," "health diagnosing occupations," "therapists," and "mathematical and computer scientists" all have over half of the jobs satisfy each of the criteria for good jobs. However, fewer of them meet all three criteria simultaneously, leading to lower ranks in good job concentration.

As shown in Table 16, three occupations have a good job concentration rate of over 50%, which are "rail transportation occupations," "plant and system operators," and "mechanics and repairers." "Rail transportation occupations" has the highest share of good jobs, no matter the criteria of income (87.5%), working time (93.8%), or benefits (87.5%), and it also saw a significant increase (116%) in employment

[47] EmpShareChange_GoodJob_IE includes all occupations with good job composition by different components of good jobs in 2020.

from 2006 to 2020. "Plant and system operators" has fewer full-time and full-year jobs and fewer jobs providing benefits, ranking it after "rail transportation occupations."

Table 15. Changing Composition of Occupations by Concentration of Good BA Jobs with Different Components

Occupations	*employed workers (weighted by person weight) in 2006*	*Share in total employed workers in 2006*	*employed workers (weighted by person weight) in 2020*	*Share in total employed workers in 2020*	*percent change of the employed worker between 2006 and 2020 (based on 2006)*	*share of good jobs in the total employment for each occupation in total employed workers of that occupational category in 2020*	*the share of employed workers with BA degrees that have wages above the national median annual wages in ($46633.93 in 2000 dollars) in total employed workers of that occupational category in 2020*	*the share of employed workers with BA degrees that works full time and full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours) in total employed workers of that occupational category in 2020*	*the share of employed workers with BA degrees that have benefits (having health insurance through employer or union) in total employed workers of that occupational category in 2020*
Natural Scientists	2256	0.11%	6146	0.29%	172.43%	69.57%	78.26%	82.61%	86.96%
Lawyers and Judges	4463	0.21%	6702	0.32%	50.17%	61.22%	89.80%	79.59%	71.43%
Engineers	13294	0.64%	16223	0.78%	22.03%	56.91%	67.48%	68.29%	68.29%
Health Assessment and Treating Occupations	28504	1.36%	42327	2.02%	48.49%	49.37%	63.84%	56.29%	61.32%
Social Scientists and Urban Planners	2938	0.14%	6260	0.30%	113.07%	48.44%	64.06%	62.50%	62.50%

Source: ACS file 2007 and ACS file 2021

Table 16. Changing Composition of Occupations by Concentration of Good Sub-BA Jobs with Different Components

	employed workers (weighted by person weight) in 2006	*Share in total employed workers in 2006*	*employed workers (weighted by person weight) in 2020*	*Share in total employed workers in 2020*	*percent change of the employed worker between 2006 and 2020 (based on 2006)*	*share of good jobs in the total employment for each occupation in total employed workers of that occupational category in 2020*	*the share of employed workers with Sub-BA degrees that have wages above the national median annual wages in ($46633.93 in 2000 dollars) in total employed workers of that occupational category in 2020*	*the share of employed workers with Sub-BA degrees that works full time and full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours) in total employed workers of that occupational category in 2020*	*the share of employed workers with Sub-BA degrees that have benefits (having health insurance through employer or union) in total employed workers of that occupational category in 2020*
Rail Transportation Occupations	1239	0.06%	2680	0.13%	116.30%	81.25%	87.50%	93.75%	87.50%
Plant and System Operators	2441	0.12%	3812	0.18%	56.17%	75.00%	85.00%	80.00%	80.00%
Mechanics and Repairers	3126	0.15%	3591	0.17%	14.88%	59.09%	68.18%	81.82%	68.18%
Police and Detectives	21429	1.02%	29351	1.40%	36.97%	46.43%	50.71%	55.00%	55.00%

Material Moving Equipment Operators	7220	0.35%	6617	0.32%	-8.35%	42.86%	60.00%	88.57%	65.71%

Source: ACS file 2007 and ACS file 2021

Decomposing the Occupations by Concentration of Not-Good BA Jobs and Not-Good Sub-BA Jobs

Table 17 and Table 18 depict the top 5 occupations with not-good job concentration for workers with and without BA degrees respectively.[48] Table 17 shows that in the Inland Empire, "health diagnosing occupations" are the top employing occupations with bachelor's degrees that have the highest proportion of the not-good jobs (55.21%). Although "teachers and postsecondary teachers" has the 6th highest good job concentration with bachelor's degrees among all occupations, it ranks 2nd place in the occupations offering not-good jobs, mainly because 30% of those employed in this occupation were not working full time and full year and 23% of them earned less than $46,633.93 in 2020. These workers include university and college faculty as well as vocational and professional trainers. "Teachers, except postsecondary", which includes K-12 teachers, ranks 3rd, primarily due to lower income and fewer working hours.

As shown in Table 18, in the Inland Empire, all the top five occupations have over 90% of employed workers without bachelor degrees and in bad jobs.[49] These occupations include “farm occupations, except managerial”, “private household occupations”, “textile, apparel, and furnishings machine operators”, “food preparation and service occupations”, “related agricultural occupations”. Those employed in these occupations do not have good jobs mainly due to their relatively low incomes and lack of benefits. Most of these occupations work full-time and full-year. Table 19 shows changes in the occupations with over 75% of employed workers without bachelor degrees and in bad jobs.

Table 17. Changing Composition of Occupations by Top 5 Concentration of Not-Good Top 5 BA Jobs with Different Components

	employed populations (weighted by person weight) in 2006	*employed share in the total labor force in 2006*	*employed populations (weighted by person weight) in 2020*	*employed share in the total labor force in 2020*	*percent change of the employed population (also the employed share) from 2006 to 2020 (based on 2006)*	*share of NOT good jobs in the total employment for each occupation*	*the share of jobs that have wages BELOW the national median annual wages ($46633.93 in 2000 dollars)*	*the share of jobs that DO NOT work for full time OR full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours)*	*the share of jobs that DO NOT have benefits (having health insurance through employer or union)*
Health Diagnosing Occupations	9391	0.45%	8144	0.39%	-13.28%	55.21%	20.83%	28.13%	21.88%
Teachers, Postsecondary	7956	0.38%	10353	0.49%	30.13%	50.54%	22.58%	30.11%	16.13%
Teachers, Except Postsecondary	88269	4.22%	99626	4.76%	12.87%	33.17%	18.39%	23.08%	9.25%

[48] EmpShareChange_NotGoodJob_IE includes all occupations with not-good job concentration by different components of good jobs in 2020.

[49] EmpShareChange_NotGoodJob_IE shows that for the not-good jobs not requiring a bachelor's degree, 35 occupations have over 50% Not-good job concentration rate.

Social Scientists and Urban Planners	2938	0.14%	6260	0.30%	113.07%	32.81%	17.19%	18.75%	18.75%
Lawyers and Judges	4463	0.21%	6702	0.32%	50.17%	32.65%	4.08%	14.29%	22.45%

Source: ACS file 2007 and ACS file 2021

Table 18. Changing Composition of Occupations by Top 5 Concentration of Not-Good Top 5 Sub-BA Jobs with Different Components

	employed populations (weighted by person weight) in 2006	*employed share in the total labor force in 2006*	*employed populations (weighted by person weight) in 2020*	*employed share in the total labor force in 2020*	*percent change of the employed population (also the employed share) from 2006 to 2020 (based on 2006)*	*share of NOT good jobs in the total employment for each occupation*	*the share of jobs that have wages BELOW the national median annual wages ($46633.93 in 2000 dollars)*	*the share of jobs that DO NOT work for full time OR full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours)*	*the share of jobs that DO NOT have benefits (having health insurance through employer or union)*
Farm Occupations, Except Managerial	8516	0.41%	10449	0.50%	22.70%	96.04%	88.12%	41.58%	71.29%
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Food Preparation and Service Occupations	85246	4.07%	93746	4.48%	9.97%	90.83%	78.75%	47.50%	51.39%
Related Agricultural Occupations	27027	1.29%	25511	1.22%	-5.61%	90.12%	86.01%	15.64%	60.49%

Source: ACS file 2007 and ACS file 2021

Table 19. Changing Composition of Occupations by Concentration of Not-Good Sub-BA Jobs above 75 percent with Different Components

	employed populations (weighted by person weight) in 2006	*employed share in the total labor force in 2006*	*employed populations (weighted by person weight) in 2020*	*employed share in the total labor force in 2020*	*percent change of the employed population (also the employed share) from 2006 to 2020 (based on 2006)*	*share of NOT good jobs in the total employment for each occupation*	*the share of jobs that have wages BELOW the national median annual wages ($46633.93 in 2000 dollars)*	*the share of jobs that DO NOT work for full time OR full years (working weeks in 2020 are 50-52; and usual working hours per week are over 30 hours)*	*the share of jobs that DO NOT have benefits (having health insurance through employer or union)*
Farm Occupations, Except Managerial	8516	0.41%	10449	0.50%	22.70%	96.04%	88.12%	41.58%	71.29%

Private Household Occupations	7769	0.37%	14542	0.69%	87.18%	92.70%	86.13%	35.04%	62.04%
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Food Preparation and Service Occupations	85246	4.07%	93746	4.48%	9.97%	90.83%	78.75%	47.50%	51.39%
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Helpers, Construction and Extractive Occupations	32211	1.54%	32394	1.55%	0.57%	82.91%	68.80%	23.50%	57.69%
Health Service Occupations	39499	1.89%	73591	3.52%	86.31%	82.19%	72.84%	33.63%	47.30%
Machine Operators, Assorted Materials	25453	1.22%	30365	1.45%	19.30%	81.14%	69.30%	23.25%	39.91%
Fabricators, Assemblers, and Hand Working Occupations	20856	1.00%	19638	0.94%	-5.84%	80.00%	72.00%	11.20%	39.20%
Personal Service Occupations	38481	1.84%	36833	1.76%	-4.28%	78.46%	59.69%	50.15%	37.85%
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Information Clerks	22371	1.07%	15026	0.72%	-32.83%	77.86%	62.60%	27.48%	35.88%
Material Recording, Scheduling, and Distributing Clerks	52417	2.50%	67268	3.21%	28.33%	76.97%	70.91%	22.42%	29.90%
Woodworking Machine Operators	5817	0.28%	3926	0.19%	-32.51%	75.68%	59.46%	13.51%	35.14%
Precision Food Production Occupations	5175	0.25%	5088	0.24%	-1.68%	75.00%	68.18%	18.18%	40.91%
Freight, Stock, and Material Handlers	45161	2.16%	93242	4.46%	106.47%	85.06%	75.98%	28.21%	39.39%
Cleaning and Building Service Occupations,	24049	1.15%	26929	1.29%	11.98%	84.81%	75.95%	30.80%	47.26%

Except Households									
Helpers, Construction and Extractive Occupations	32211	1.54%	32394	1.55%	0.57%	82.91%	68.80%	23.50%	57.69%
Health Service Occupations	39499	1.89%	73591	3.52%	86.31%	82.19%	72.84%	33.63%	47.30%
Machine Operators, Assorted Materials	25453	1.22%	30365	1.45%	19.30%	81.14%	69.30%	23.25%	39.91%
Fabricators, Assemblers, and Hand Working Occupations	20856	1.00%	19638	0.94%	-5.84%	80.00%	72.00%	11.20%	39.20%
Personal Service Occupations	38481	1.84%	36833	1.76%	-4.28%	78.46%	59.69%	50.15%	37.85%
Guards	12022	0.57%	16822	0.80%	39.93%	78.33%	70.83%	25.83%	37.50%
Information Clerks	22371	1.07%	15026	0.72%	-32.83%	77.86%	62.60%	27.48%	35.88%
Material Recording, Scheduling, and Distributing Clerks	52417	2.50%	67268	3.21%	28.33%	76.97%	70.91%	22.42%	29.90%
Woodworking Machine Operators	5817	0.28%	3926	0.19%	-32.51%	75.68%	59.46%	13.51%	35.14%
Precision Food Production Occupations	5175	0.25%	5088	0.24%	-1.68%	75.00%	68.18%	18.18%	40.91%

Source: ACS file 2007 and ACS file 2021