

# Labor and Workforce Trends

RIVERSIDE AND SAN BERNARDINO COUNTIES



**Thrive Inland SoCal** is a comprehensive, collaborative, and inclusive regional economic development effort working to boost quality job creation and expand access to quality jobs and wealth-building for all Inland Empire residents, especially those that have been historically disinvested and underrepresented.

## What are the major barriers preventing people from accessing high-road employment?

In a workforce context, a high-road approach is one that aims to improve job quality and increase job access, especially for workers who experience barriers to employment, to accelerate climate action.

### Barriers to Accessing High-Road Jobs in the Inland SoCal Region

**Financial:** Childcare & eldercare, transportation, housing cost, technology

**Social:** Discrimination, immigration status and language, cultural capital, social stigma, awareness of opportunities, social networking, youth job seekers

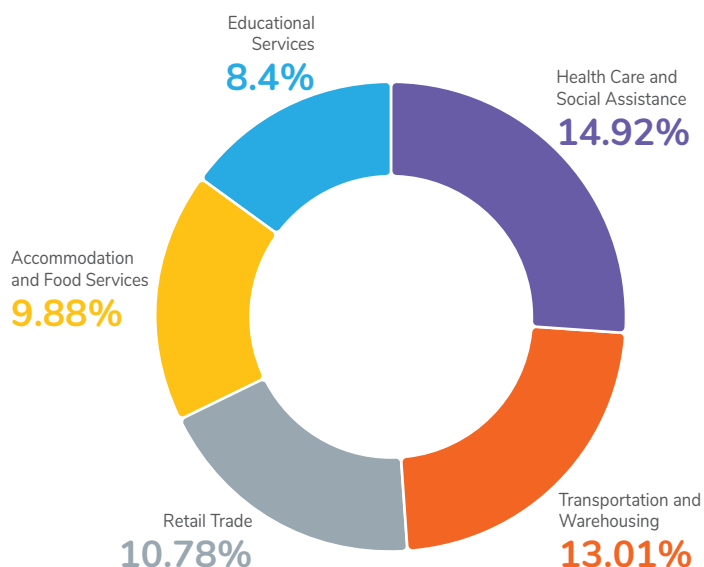
**Educational:** Access to higher education, general attainment, financial barriers

**Environmental:** Climate-related changes, heat, unpredictable weather

## Research Highlights:

- Healthcare and social assistance jobs make up the largest share of jobs in the Inland SoCal region and have grown by **over 15%** since 2016.
- Transportation and warehousing industry jobs have grown **84%** since 2016.
- Educational services jobs make up **less than 10%** of regional jobs but have some of the highest average monthly earnings.

## Top 5 Regional Industries



Source: State of Work 2023

## Industry-Specific Standards

Industry-specific (in addition to broader metrics like pay, benefits, etc., unless specifically called out (like pay))



### Healthcare and Social Assistance

Opportunities for growth, predictable shift schedules, adequate breaks



### Transportation and Warehousing

Wages, ability to join unions, correct classification of workers, policies to protect against retaliation, how technology is used to track productivity



### Retail

Scheduling, wages, hours, training



### Accommodation and Food Services

Pay, training, union rights

## What are some key training programs and apprenticeships in the region that could help people access better jobs?

- **Water and wastewater:** Inland Empire Black Workers Center (IEBWC)
- **Electrical:** Volvo LIGHTS, TESLA START, The Bourns College of Engineering, Center for Environmental Research & Technology (CE-CERT), San Bernardino Valley College - Clean Vehicle Technology, IEETC, JATC
- **Plumbing and steamfitting:** Pomona and San Gabriel Valleys Plumbers and Steamfitters Local 398
- **Construction:** Construction Teamsters Apprenticeship Program, SoCal Striping, Ontario Carpenters Union Training Center
- **Repair and Maintenance:** Chaffey College InTech Center
- **Healthcare and Health Services:** IE AHEC Scholars Program, Mt. San Antonio College, San Bernardino Valley College, Riverside City College, Victor Valley College Community Health Worker Apprenticeship Program
- **HRTTP:** Plug-In IE
- **Promoting the trades:** Trainings and other supportive resources

**Thrive Inland SoCal** is building partnerships and growing the capacity needed to make a more prosperous future a reality. JOIN US in exploring the challenges and opportunities by attending an upcoming meeting.

*For more details, meeting dates and contact info, visit*

**ThriveInlandSoCal.org**

This factsheet covers one of seven key topics shaping our region's economic growth. While each topic has its own factsheet for clarity, sometimes we discuss multiple topics together to highlight how economic development is complex and connected in different ways.

