



Peter Callstrom
Chief 'Employment' Officer
peterc@workforce.org

@PeterACallstrom

We empower **job seekers** to meet the current and future workforce needs of **employers** in San Diego County.

Community...Collaboration...Careers

Budget: \$40M – Fed/County/City, Philanthropy, Biz

Serve: 25,000+ annually

SAN DIEGO
WORKFORCE
PARTNERSHIP®

Funding: Adult (2/3) and Youth (1/3)

What: Career Centers – 16 locations – 100K+ visits

Who: Focus: under-served, under-represented, at-risk populations, barriers to employment

How: **Directly**...Summer Youth (C2C / LSSI)

Funded...AJCC's, nonprofits, operators

Data: LMI / Research / Priority Sectors / Custom

HOW SDWP WORKS



We bring money to the region ✓

from federal, state and local governments; private business and philanthropy.



We bring together the community ✓

through boards & committees that determine policy, strategy and priorities.



JOB SEEKERS
(especially underserved)



We convene ✓

community partners to create impactful workforce development programs based on research.



We identify local skills gaps ✓

to pinpoint the skills employers are looking for.



EMPLOYERS

We design, fund, deliver and measure the programs ✓

to increase opportunities for job seekers and solutions for businesses.



2,689 youth and
17,765 adults served
in FY2014–2015

Wages added to the economy
per year = approx. **\$66.2M**

SD County - A Vibrant / Diverse Economic Region



TOURISM



LIFE SCIENCES



ADVANCED
MANUFACTURING



SPECIALTY FOODS &
MICROBREWERIES



SMALL BUSINESSES

WORKFORCE NEEDS OF SMALL
BUSINESSES IN SAN DIEGO



HEALTH CARE



Aerospace

A Subsector of Advanced Manufacturing



INFORMATION &
COMMUNICATION TECH



CLEAN ENERGY



Advanced Manufacturing

LABOR MARKET ANALYSIS
REPORT HIGHLIGHTS



Clean Energy

LABOR MARKET ANALYSIS
REPORT HIGHLIGHTS



Health Care

LABOR MARKET ANALYSIS
REPORT HIGHLIGHTS



Information & Communication Technologies

LABOR MARKET ANALYSIS
REPORT HIGHLIGHTS



Life Sciences

LABOR MARKET ANALYSIS
REPORT HIGHLIGHTS

San Diego County
October 2014

SD Workforce Conference

Identifying, Tackling and Closing the Skills Gap

Save The Date
11-03-16





Advanced



Information Communication



Life



Clean



Health Care



A PRIORITY SECTOR IN SAN DIEGO COUNTY



These c
informa
in the a



Informati
collection
coding Ic



Life Scien
variety of
Fact: San

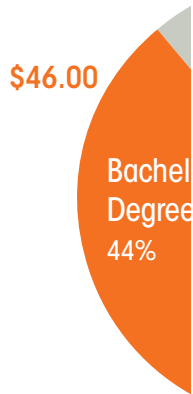


The Clear
to accur
San Diego



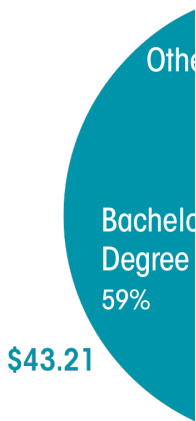
The Health Care sector combines technology and human touch to care for patients. It comprises ambulatory, hospital and long-term care services as well as social and laboratory work. **Fact:** Health Care continued to grow during economic downturns.

Jobs & Median



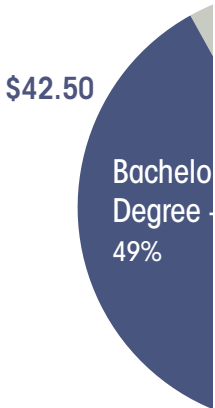
*Less than high school diploma or non-degree award (\$25.59)

Jobs & Median



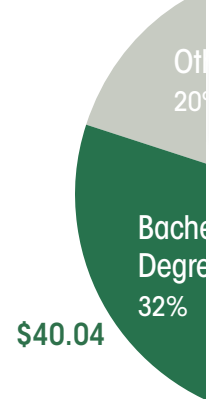
*Some college (\$22.18) or

Jobs & Median



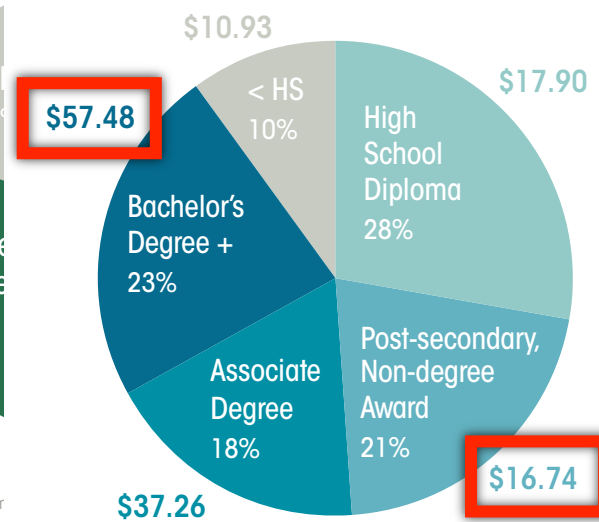
*Less than high school diploma or non-degree award (\$18.03)

Jobs & Median



*Less than high school diploma or non-degree award (\$26.91)

Jobs & Median Wages by Educational Attainment



Top 5 In-Demand Jobs + Median Wages

- 1 Registered Nurses \$39.90
- 2 Certified Nursing Assistants \$13.25
- 3 Home Health Aides \$10.93
- 4 Medical Assistants \$16.62
- 5 Licensed Vocational Nurses \$23.31

K Computers, electrical engineering, technology



K Computers, electrical engineering, technology



K Math, biology, chemistry, sales, marketing



K Sales, marketing, customer service



K Medicine, customer service, computers, electronics



S Active listening, service orientation, monitoring



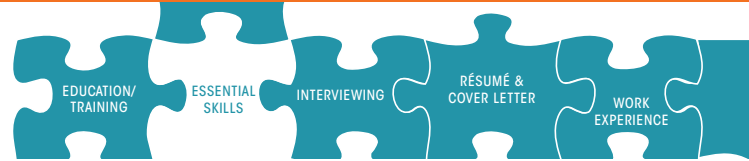
A Problem sensitivity, oral communication, reasoning





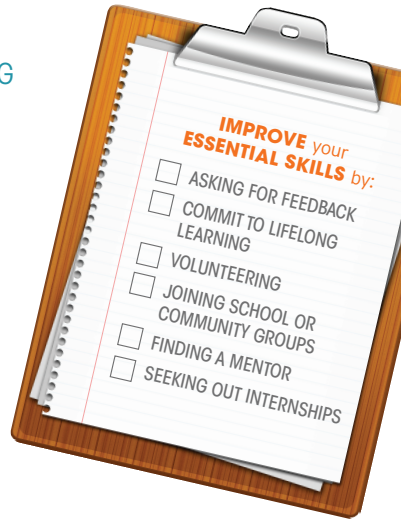
ESSENTIAL SKILLS for SUCCESS

COMPLETE
YOUR
CAREER
PUZZLE



WHAT ARE ESSENTIAL SKILLS?*

- COMMUNICATION • ORGANIZATION
- CRITICAL THINKING • PROBLEM-SOLVING
- TEAMWORK • FLEXIBILITY
- NETWORKING • POSITIVE ATTITUDE
- DETERMINATION • DEPENDABILITY
- PROFESSIONALISM • LEADERSHIP
- BEING ON TIME • PERSISTENCE
- MANAGING MULTIPLE PRIORITIES
- LISTENING • MANNERS
- WILLINGNESS TO LEARN
- PATIENCE • MOTIVATION
- ATTENTION TO DETAIL



*Also known as "soft skills," which is in contrast to "hard skills" — quantifiable and directly related to a career (e.g. software knowledge, plumbing skills)



SAN DIEGO
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Manpower®



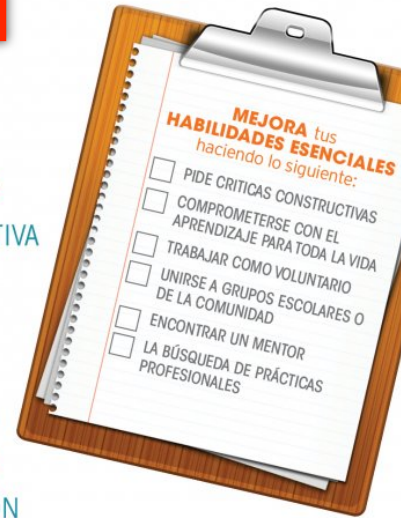
LAS CAPACIDADES ESENCIALES para EL ÉXITO

COMPLETA EL
ROMPECABEZAS
DE TÚ CARRERA



CUÁLES SON LAS HABILIDADES ESENCIALES?*

- COMUNICACION • ORGANIZACION
- RESOLUCIÓN DE PROBLEMAS
- RAZONAMIENTO CRÍTICO
- TRABAJO EN EQUIPO • FLEXIBILIDAD
- LA RED DE CONTACTOS • ACTITUD POSITIVA
- DETERMINACIÓN • CONFIABILIDAD
- PROFESSIONALISMO • LIDERAZGO
- PUNTUAL • PERSEVERANCIA
- MANEJAR MÚLTIPLES PRIORIDADES
- ESCUCHAR • MODALES • PACIENCIA
- VOLUNTAD DE APRENDER • MOTIVACIÓN
- ATENCIÓN A LOS DETALLES



*también conocido como "habilidades interpersonales", que está en contraste con "habilidades técnicas" — cuantificables y directamente relacionados con una carrera (por ejemplo, el conocimiento de software, habilidades de plomería)



SAN DIEGO
WORKFORCE
PARTNERSHIP®




Manpower®

Jerome's
Furniture®




WORK ROOM





ESSENTIAL SKILLS for SUCCESS

COMPLETE YOUR CAREER PUZZLE



WHAT ARE ESSENTIAL SKILLS?

COMMUNICATION • ORGANIZATION
CRITICAL THINKING • PROBLEM-SOLVING
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PROFESSIONALISM • LEADERSHIP
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WILLINGNESS TO LEARN
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ATTENTION TO DETAIL



Clean Energy

A PROMISE SECURED IN SAN DIEGO COUNTY

We Clean Energy with expertise in solar, wind, geothermal, hydroelectric, and biomass power generation. For 2014, the Clean Energy Center in San Diego is expected to be the most innovative workplace.

Jobs & Better Steps to Educational Attainment



Step	Step Description	Cost
1	Get your high school diploma	\$0.00
2	Get your associate degree	\$2,000
3	Get your bachelor's degree	\$20,000
4	Get your master's degree	\$20,000
5	Get your Ph.D. degree	\$20,000

Source: U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, IPEDS Data Center, 2012

San Diego County Workforce Partnership



Health Care

A PROMISE SECURED IN SAN DIEGO COUNTY

Health care is a growing industry in San Diego County. The industry is expected to grow significantly in the coming years.



Education Level	Percentage
High School Diploma	25%
Associate Degree	25%
Bachelor's Degree	25%
Postsecondary Degree	25%

San Diego County Workforce Partnership



Manufacturing

A PROMISE SECURED IN SAN DIEGO COUNTY

Manufacturing is a key industry in San Diego County. The industry is expected to grow significantly in the coming years.



Education Level	Percentage
High School Diploma	25%
Associate Degree	25%
Bachelor's Degree	25%
Postsecondary Degree	25%

San Diego County Workforce Partnership

Demographics

Wages

Employment

Unemployment

San Diego Workforce Partnership (SDWP) is a vital source of information on the region's current and projected labor market. The following sections give an in-depth look at workforce trends and research in San Diego County.

[Workforce.org/research](https://www.workforce.org/research)

SAN DIEGO LABOR MARKET INFORMATION



DEMOGRAPHICS



WAGES



EMPLOYMENT



UNEMPLOYMENT



SCIENCE | TECHNOLOGY | ENGINEERING | MATHEMATICS

Challenges and... Opportunities



TALENT IS THE CORNERSTONE OF TODAY'S GLOBAL ECONOMY.

It drives corporate location decisions, encourages innovative urban planning and inspires entrepreneurship. In essence, talent is the key to economic growth. If regions — such as San Diego — want to get ahead, they must have the workforce to compete.

1,200+

Life Sciences Companies

In San Diego County

51,000+

Employees in Life Sciences
and related industries

53,000+

Disconnected Youth in

San Diego County

53,000+

Ages 16 – 24...

Not In School or Working



KUS
NEWS

**THE YOUTH HOMELESS PROBLEM
IN OCEAN BEACH**



**KUS
NEWS**

**LINCOLN HIGH SCHOOL BRAWL SENDS
SIX TO LOCAL HOSPITALS**

“Disconnected”



Or is it



Opportunity...

STEM

SCIENCE | TECHNOLOGY | ENGINEERING | MATHEMATICS



SAN DIEGO
WORKFORCE

PARTNERSHIP[®]

LSSI

LIFE SCIENCES
SUMMER INSTITUTE

Phase I - Introductory Program



- Out-of-school (18-24 yrs old)
- Classroom training
- Career exploration
- Placement in paid science internships
- Financial literacy & work readiness
- Case management & supportive services
- Biocom Institute - service partner



Phase 2 – Internships...



- Competitive application
- Miramar / Grossmont College
- Transferable college credit
- Paid internship
- Career pathway seminars
- Scientific poster training
- UCSD Extension Credential



Current Intern Partners / Hosts...



- BioLabs
- Buster Biofuels
- **Salk Institute !! 😊**
- Sanford Burnham Prebys
- Scripps Research Institute
- UC San Diego Extension-Research





“LSSI helped me see that a career in the sciences is possible for me - I want to pursue a career as a Cellular Biologist” Natalie

Internship Interest & Availability

- 800+ applicants annually
- 40 internships ... now
- *How Do We Expand...?*
 - Underwriting/funding \$\$
 - Intern Sites / Job Shadows
 - Industry Champions



Our Opportunity ... Our Choice

Recruit talent and/or lose companies

or cultivate talent in our backyard

We Can...Change lives...Change our future

Serve Now: 40 students / year

Our Dream: 400 students / year



How We

SOLVE

Our

Talent

Needs



2016 Sponsors & Funders



SOUTHERN
CALIFORNIA
BIOTECHNOLOGY
CENTER



The San Diego
Foundation
A foundation for your passion



“Hope lies in **dreams**, in
imagination, and in the courage
of those who dare to make
dreams into reality”

Jonas Salk





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Thank You

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[@PeterACallstrom](https://www.instagram.com/PeterACallstrom)

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