

California Legislature

California State Senate Select Committee: Preparing California's Future Workforce

Informational Hearing California Workforce Deficit and Skilled Worker Development

October 23, 2019 1 p.m. – 2:30 p.m.
California State Capitol Room 2040

While artificial intelligence is fast-expanding what can be automated, technology is redefining rather than replacing in-demand roles. Skilled trades – carpenters, electricians, welders, mechanics, and more – as well as sales representatives, engineers, drivers and technicians have ranked among the top five hardest roles to fill for the past ten years. One in four employers says filling skilled jobs is harder than ever. Most of the top ten in-demand roles today do not require a full university degree. In California, one of the most challenging shortages is in housing construction and building trades.

In the Skills Revolution when new roles emerge as fast as others become obsolete, employers realize that what you are likely to learn is becoming more important than what you already know. Companies are beginning to tackle talent shortages by upskilling their own workforce: over half are investing in learning platforms and development tools to build their talent pipeline.

California's economy has been growing for ten years, but there are fissures that show stresses in that economic growth, specifically tied to the high cost of home ownership (which resulted in the lowest rate of home ownership). The data makes it clear: we have underinvested in developing the workforce we need to house our population. Educators and industry are working together to recreate pathways to produce our needed skilled and trained workforce, which benefits the state's overall economy by driving more service bound workers upmarket, higher paying jobs, where some college education is required. The issues are compounded in

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rural communities, where developers shy from investing because of lower rents and sale prices.

But it is time to critically analyze the state's role in producing this workforce, and how we will bridge the skilled labor demand gap by developing a workforce supply. Without it, the housing crisis will become almost insurmountable and our economy will suffer. How do we create workers with in-demand skills for today and stave off future crises tomorrow?

Introduction (5 minutes)

The Real World: Senator Caballero Shares Constituents' Housing Challenges

Panel 1 (30-40 minutes)

Where are we now? Status – Housing – Economics

Cesar Diaz

State Building Construction & Trades Council

Rooting Out the Causes of a Skilled Workforce Shortage

Damon Conklin

Sacramento Regional Builders Exchange

Deficit of Skilled Workers: Impact on Employers

Tim Rainey

California Workforce Development Board

The Impact to the State's Economic Health

Melissa Romero

California League of Conservation Voters

A Green Skilled Workforce, Climate Change, and Jobs

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Panel 2 (30-40 minutes)

The Talent Shortage: Models for Filling the Gap

Jill Herman

Building Industry Technical Association

Industries' Curriculum to Create Its Workforce

Pradeep Kotamraju

California Department of Education

Dual Degrees and More: Graduating Into the Workforce

Professor Mikael Anderson

CSUS Workforce Development Project, Construction Management Program

Pathways to New Management Opportunities

Simeon Grant

Executive Dir. Green Technical Education & Employment

A Model for Delivering the Green Skilled Worker

Public Comments (5-10 minutes)