

Priority Sectors

Workforce Initiatives in San Diego County

November 2015

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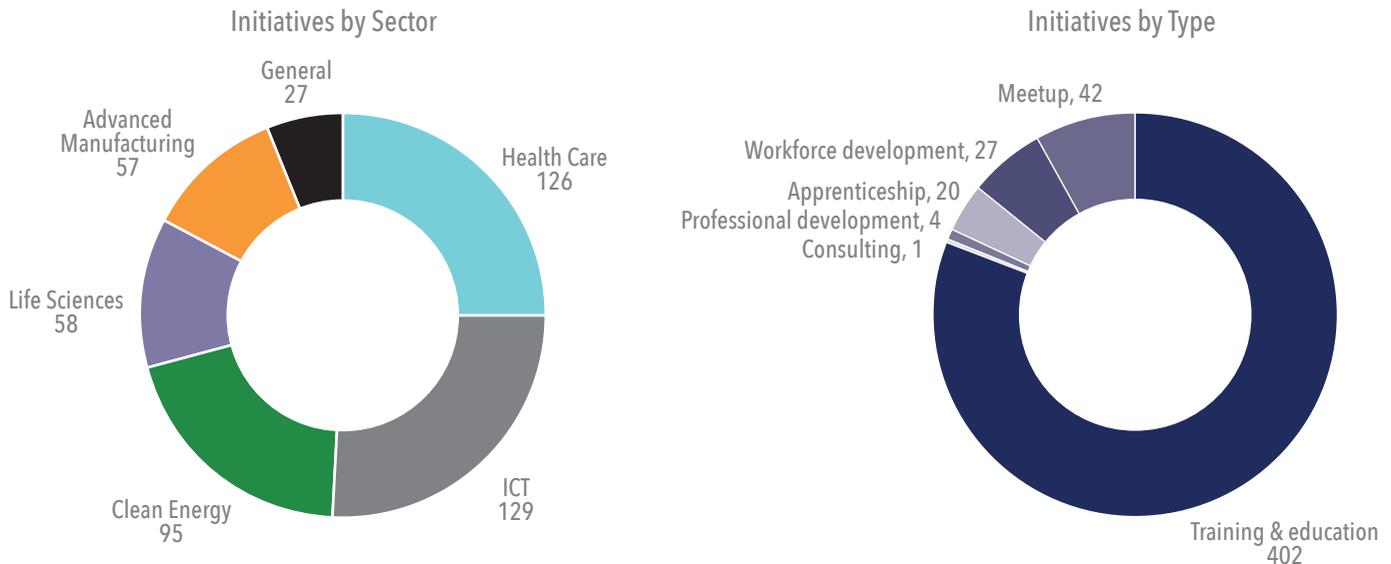
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In 2014, the San Diego Workforce Partnership (SDWP) and the San Diego and Imperial Counties Community Colleges Association (SDICCCA) released Priority Sector reports detailing workforce gaps and challenges in five key industry sectors: Advanced Manufacturing, Clean Energy, Health Care, Information and Communication Technologies (ICT), and Life Sciences. In this follow-up study, SDWP and its partners catalogued nearly 500 workforce-related initiatives that address challenges identified in the five Priority Sectors. The full report analyzes which challenges have been addressed and what still needs to be done in San Diego County to ensure a strong future workforce.

Overview

There are 492 workforce initiatives from 100 organizations that impact one or more of the Priority Sectors.*

*There are some initiatives that cross sectors or types; therefore, the totals may add up to more than 492.



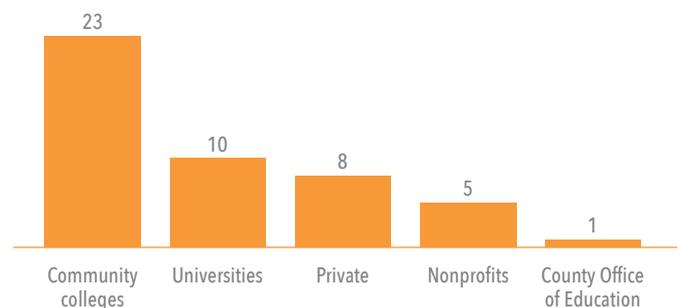
Analysis of Progress in San Diego County

The following sections highlight the recommendations made in the 2014 Priority Sector reports that target workforce issues. Recommendations addressed by initiatives found in this study are checked off. Specific initiatives can be found in the full report at workforce.org/reports.

Advanced Manufacturing

- Change the public perception of traditional manufacturing to Advanced Manufacturing
- Foster science, technology, engineering and math (STEM) education in the K–12 system
- Add internship/work experience requirements to training and education programs
- Increase the number of public-private partnerships to share resources
- Expand and develop the talent pipeline
- Align the workforce system with employers' needs
- Standardize certifications and create articulation agreements
- Increase employer knowledge of and access to business assistance programs

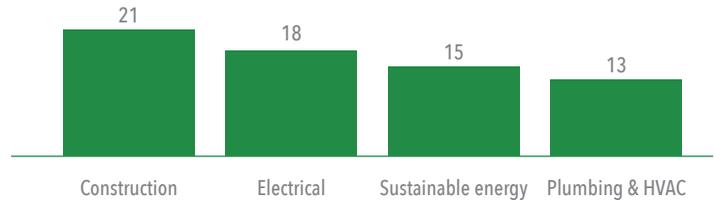
To date, there are 57 workforce initiatives in San Diego's Advanced Manufacturing sector. 47 of these initiatives are training and education programs. The figure below shows the breakdown of these programs.



Clean Energy

- Increase the amount of on-the-job work experience for students
- Address the need for strong soft skills
- Address the need to upskill incumbent workers
- Address the need for training and education programs that result in professional licensures

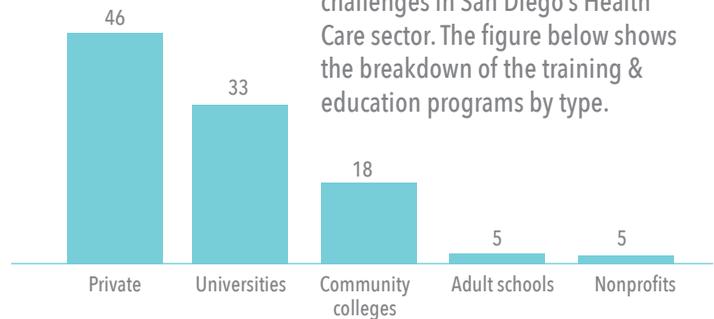
For the purpose of this report, the training and education programs serving the Clean Energy sector were grouped into four categories, the breakdown of which is shown in the chart below.



Health Care

- Provide relevant work experience
- Enhance completion rates of existing programs
- Work with employers to ensure training and education programs meet hiring needs
- Address the need for strong soft skills

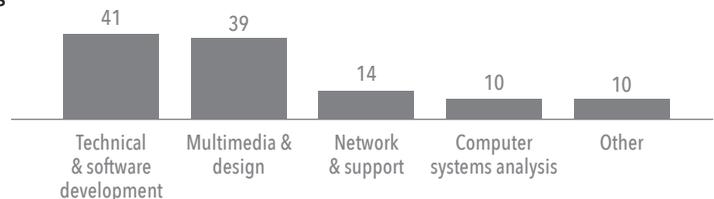
127 initiatives address the challenges in San Diego's Health Care sector. The figure below shows the breakdown of the training & education programs by type.



Information & Communication Technologies

- Engage K–12 students in the ICT sector
- Provide relevant work experience
- Prepare students for industry-recognized certifications in training and education programs
- Address the need for strong soft skills

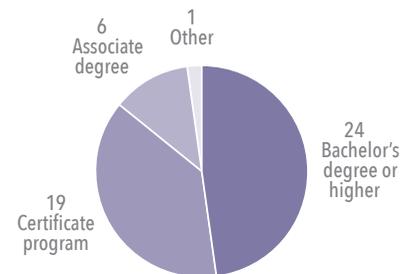
Of the 129 initiatives that address challenges in the ICT sector, 88% are training and education programs. These programs were assigned to one of the five categories shown in the chart below.



Life Sciences

- Increase opportunities to obtain work experience
- Emphasize key areas of skills and expertise in training and education programs
- Understand what working in the Life Sciences sector entails
- Invest resources into professional development to improve employee retention rates

The training and education programs that serve Life Sciences cover a variety of topics, though over half focus on biology. The breakdown of programs by degree type is displayed in the chart to the right.



Conclusion

Many initiatives have begun to address these recommendations, but there is still much work to be done.

Common challenges across the Priority Sectors still remain, including the need to:

- Foster STEM education in the K–12 system
- Include internship or work experience requirements in training and education programs
- Improve soft skills (e.g., critical thinking, teamwork and communication) for job seekers
- Develop training and education programs that result in professional licensures
- Work with employers to ensure that training programs meet employers' needs

Acknowledgements

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3910 University Ave., Suite 400
San Diego, CA 92105
P / 619.228.2900 W / workforce.org



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