

RIVERSIDE COUNTY

WORKFORCE DEVELOPMENT BOARD



IN DEMAND INDUSTRIES AND  
OCCUPATIONS  
***POLICY and PROCEDURES***

Date: February 11, 2020

Number: 19-27

**PURPOSE:** This policy provides guidance to the WDB; Riverside County Economic Development Agency/Workforce Development Division (EDA/WDD) AJCC staff and its partners, and Administrative staff and establishes the procedures to define in-demand industries and occupations in the Local Area as required by the Workforce Innovation and Opportunity Act (WIOA).

**EFFECTIVE DATE:** Upon Release

**REFERENCES:** WIOA Sections 3, 108, 129, 134, and 181; TEGL 19-14

**LOCALLY IMPOSED REQUIREMENTS:** Locally imposed requirements are indicated in ***bold, italic*** type.

**BACKGROUND:**

As part of the local plan, the Riverside County Workforce Development Board (RCWDB) must establish strategic planning elements to include analysis of economic conditions in the Local Area, including existing and emerging in-demand industry sectors and occupations; and employment needs of employers in the existing and emerging in-demand industry sectors and occupations. WIOA section 3(23) defines “in-demand sector or occupation”, in general, as:

1. An industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the state, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or

2. An occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the state, regional, or local economy, as appropriate.

## **POLICY:**

WIOA section 134(c)(3)(G)(iii) indicates that training services for adults and dislocated workers must be directly linked to an in-demand industry sector or occupation in the local area or planning region, or in another area to which an adult or dislocated worker receiving such services is willing to relocate. However, the local board may approve training services for occupations determined by the local board to be in sectors of the economy that have a high potential for sustained demand or growth in the local area.

Similarly, local plans for youth programs must also include consideration of in-demand industry sectors or occupations. WIOA section 129(c)(2)(D) requires that local areas offer eligible youth occupational skill training, which includes priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupation in the local area involved.

## **PROCEDURES:**

### Creation and Maintenance of the List

WIOA section 3(23)(B) indicates the determination of whether an industry sector or occupation is in-demand shall be made by the state board or local board, as appropriate, using state and regional business and labor market projections, including the use of labor market information. RCWDB utilizes the following standards for identifying local in-demand industry sectors or occupations.

#### 1. High Growth and Large Employment Sectors:

- a) Using the most current Long Term (10 year) Industry Employment Projections and wage data from State of California Employment Development Department (EDD), EDA's Center for Demographics will review and determine the NAICS industry sectors that are showing positive growth: 2 Digit NAIC Industry Sector for Countywide industries and 4 Digit NAIC Industry Sector for Sub-County industries.
- b) The results of this subset industry sector projected numeric job change over the ten year period is reviewed to determine which sectors provide a potentially large pool of openings from which to draw from. ***This has been locally determined to be a minimum of 1,000 new jobs for the Industry Sector Countywide, and  $\geq$  500 new jobs in the Industry Sector for Sub-County regions.***

#### 2. Self-Sufficiency Wage and Training Requirements:

- a) Using the Industry Sectors that meet the criteria in step 1, annual average wage data is obtained from the EDD Quarterly Census Employment and Wage (QCEW). Using the most current annual data for each NAICS sector, those sectors that meet the current self-sufficiency wage standard as defined by local policy are considered for further evaluation.
- b) Using regional staffing patterns for each Industry Sector (obtained from reputable sources as not available through EDD) the number of new jobs for the 10 year projection period are arrayed and the largest sectors are chosen who meet the following occupational training requirements:
  - Does not require a college degree
  - Training is completed in less than two years

The Center for Demographics obtained data from the State of California Employment Development Department-Labor Market Information Division and EMSI-Labor Market Analytics, and analyzed the data for:

- a) High Growth – In the Riverside-San Bernardino-Ontario Metropolitan Statistical Area (MSA) for Riverside and San Bernardino Counties. MSA is used as this is the most “Local” geography available for this data over the targeted time frame;
- b) Large Employment;
- c) Self-Sufficiency Wage – Each sector evaluated in terms of living wage leading to self-sufficiency. Using BLS Quarterly Census of Employment and Wages average weekly wage to determine if average is at or above ***the Riverside County Self-Sufficiency wage of \$14.55 (per local Self-Sufficiency Standard Policy 19-18) – this rate translates to a \$582 weekly wage***; and
- d) Training Requirements

Based on the results, the Center for Demographics created local *WIOA In Demand Industries: Countywide and Sub-County Regions Summary Tables* that identify targeted industries and occupations within Riverside County that have the largest growth potential and ability to provide living wage jobs for residents. The summary tables are updated annually and can be found at [www.rivcoworkforce.com](http://www.rivcoworkforce.com) and in the WDC/Partner Intranet SharePoint site container labeled Labor Market Information.

**REVISION HISTORY:**

Revision Dates: N/A  
Original Policy Date: New 02/11//2020



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Loren Sims, Administration Manager