

This document provides some background information on each of the three strategic priorities we will be discussing during our upcoming workshop on 6/24. A short presentation around each of these strategic priorities will be given to better help committee members understand what has occurred over the past five years since the development of the 2020 CEDS document.

JOB GROWTH:

The region is showing signs of stagnation in job creation: Between 2019 and 2024, the region experienced no net job growth.

We are behind our peers in terms of job growth: From 2019 to 2024, the region ranked third worst among major metropolitan areas for job growth.

Recovery from COVID was uneven: Job recovery has been concentrated in a few sectors: healthcare and goods producing industries. Numerous service industries underwent a period of decline.

WORKFORCE AND SKILLS:

The region experiences significant labor shortages: The region has 57 unemployed workers for every 100 unfilled jobs.

Labor shortages are exacerbated by persistent racial and ethnic disparities in unemployment rates: Eliminating disparities could add 41,000 workers of color to the economy. These workers can fill 42% of the 98,000 unfilled jobs in the region.

US-born workers in the region are not expected to grow. As Boomers are retiring, there are not enough Millennials to replace them. Most of the region's expected workforce supply growth will come from foreign-born workers.

Despite record-level highs, labor participation rates have been uneven: Significant racial and ethnic disparities in participation rates persist.

Persistent racial and ethnic disparities in post-secondary credential attainment undermine the growth of the region's workforce.

RACIAL INCLUSION:

Educational attainment levels of whites are higher than those of people of color: This undermines the incomes and earning potential of workers of color.

Median income levels vary significantly by race and ethnicity.

Persistent racial and ethnic gaps in earnings burden the region's economy:

Elimination of racial gaps in earnings could inject \$11 billion into the region's economy.

Workers of color are less likely to be paid family-sustaining wages. This is largely driven by a pattern of occupational segregation, where workers of color are disproportionately represented in lower-wage occupations than their white counterparts.