



Business/Economics/Accounting Advisory Board Meeting
 April 30, 2021 from 9am-11am
 Virtual via Zoom

MINUTES

Board Member Attendees	Coastline College Ex-Officio Members
Myra Clarke, CTE Director, GGUSD	Abraham Adhanom, Business Instructor
Sheila Dufresne, Regional Director Employer Engagement, Retail Hospitality Tourism	Shelly Blair, Dean, Innovative Learning & Career Education
Cathleen Greiner, Regional Director Business & Entrepreneurship	Kevin Erdkamp, Accounting Department Chair
Jaime Gonzalez, Regional Director, Advanced Transportation & Logistics	Paolo Varquez, Career Services/CE Counselor
Sandra Hague, Staff Recruiter, Action Property Management	Merry Kim, Associate Dean, Career Education
Don Isbell, CTE Director, SAUSD David Juranich, Adjunct Faculty, CSUF	Stacey Smith, Professor, Economics, Business Department Chair
Beau Menchaca, CTE Coordinator, College & Career Readiness, SAUSD	Erin Thomas, Associate Professor, Business, Department Chair Elect
Ryan Michaelis, President & CEO, MegaMex Foods	
Donna Romero, Group Claim Manager, Automobile Club of Southern California	
Roy Sahachaisere, Student Trustee, CCCD	
Kayleigh Salmon, Division Director, Accountemps Salaried Professional Services	
Anne Younglove, NMUSD	

Call to Order: Upon joining the Zoom meeting, participants were notified that the meeting was being recorded. The meeting began with a welcome, introductions, and zoom protocols, followed by a review of the purpose of the Advisory Board.

Department Update: Recent accomplishments were outlined such as grant projects and activities that included the development of Master Courses, Open Educational Resources (OER), Volunteer Income Tax Assistance (VITA), a Business and Accounting Innovation Center and the Coastline Virtual Business Summit.

It was noted that the first “graduate” from the Business Economics Certificate of Accomplishment will complete in Spring 2021. The board was also presented with an overview of completions for the Accounting, Economics, and Business.MS Programs.

As follow-up to an April 2020 board meeting action item, Associate Professor Erin Thomas presented the Global Business Essentials Certificate (of Specialization) and Global Business Certificate of Achievement for review and approval by the committee.

Labor Market Information and Program Outcome Data: Labor market demand versus program supply data was shared including a PowerPoint presentation by Cathleen Greiner (see attachment).

Advisory Review of Programs/Curriculum and Recommendations: A review of Business programs presented a proposal to streamline degrees and certificates as well as to update titles. The discussion supported this action.

Members were asked. “Are you looking for degrees and certificates in Entrepreneurship as you hire?” as well as “Are you hiring students with AA degrees to manage projects?” There was a consensus that, while those degrees or certificates are not required, there is a benefit to prospective employees who are able to list those degrees or certificate on their resume.

Transfer Program Concentrations for CSUF and Transfer Program Options for CSULB were considered. Further points of discussion included changes in Program Student Learning Outcomes. Each of these discussion items received support from the board members. An additional proposal was presented to update the programs’ Associate of Arts degrees to Associate of Science degrees. The committee voted to move forward on this action.

New Program Development, Review and Approval: The Global Business Essentials Certificate (of Specialization) as well as the Global Business Certificate of Achievement were reviewed and received support from the Advisory Board to move forward to obtain approval from the Chancellor’s Office for state charting and offering of the programs in 2021-22 academic year.

Industry Trends, Technology, and Workplace Recommendations: The board members were asked to provide feedback regarding industry trends and technology. In addition to the recommendation to continue moving forward with digitalization, incorporating both data analytics and AI (Artificial Intelligence) was recommended. There was a strong emphasis placed on the need for students to develop soft skills. It was noted that technical skills are needed to get a resume noticed; however, soft skills are needed for a successful interview.

Workplace Learning and Employer Engagement: Opportunities for work-based learning and accounting apprenticeships were presented to the board, including a new Accounting apprenticeship opportunity. It was requested that board members be involved and participate as able. Those interested in participating are asked to contact Anna Isbell at aisbell@coastline.edu

The board members were thanked for their time and petitioned to participate again next year, and the meeting was adjourned.



Advisory Board

April 30, 2021

Accounting
Business/Management
Economics





Agenda

1. Call to Order
2. Department Update
3. Labor Market Information and Program Outcome Data
4. Advisory Review of Programs/Curriculum and Recommendations
5. New Program Development, Review, and Approval
6. Industry Trends, Technology, and Workplace Recommendations
7. Workplace Learning and Employer Engagement



Welcome and Introductions



Stacey Smith
Department Chair
Professor, Economics



Kevin Erdkamp
Department Chair
Professor, Accounting



Abraham Adhanom
Instructor, Business



Erin Thomas
Assistant Professor,
Business
Incoming Dept Chair



You!

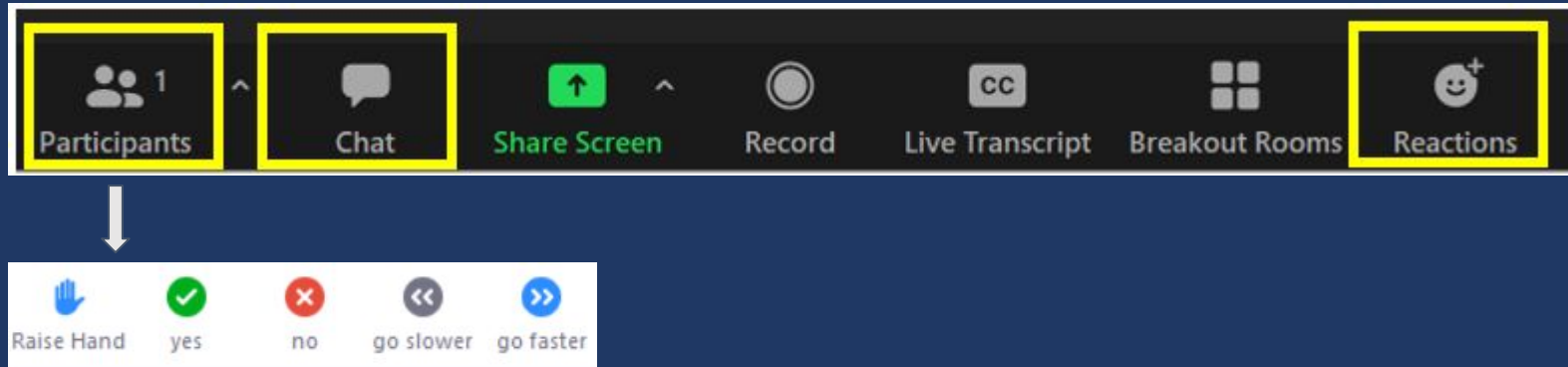
Please share your:

- Name
- Organization
- Title

Please type in chat too!

Zoom Protocols and Recording

We look forward to you participating in our meeting in a variety of ways! Your use of the chat, voting and hand-raise features (under the “Participants” tab), and “reactions” (thumbs up, etc.) is encouraged.



This meeting is being recorded to help in our compilation of minutes and future curriculum submissions/approvals.

Advisory Board Purpose





About Coastline



Programs Overview - Current



Accounting

3 degrees
5 certificates

Business

8 degrees
12 certificates

Economics

2 degrees
1 certificate

Management

4 degrees
6 certificates



2a. Recent Accomplishments

Open Educational Resources (OER)

- AKA: free texts for students
- Completed conversion for Introduction to Business: Fall 2020

Business Economics Certificate of Accomplishment

- First “graduates” Spring 2021

Business and Accounting Innovation Center (BAIC)

- Construction started at Garden Grove Center



2a. Recent Accomplishments: VITA

To date, the CC VITA Program has assisted approximately 100 students become VITA certified tax preparer volunteers. Additionally, the CC VITA Program has assisted the members of our surrounding campus communities as followed:

<u>Season</u>	<u>Returns Filed</u>	<u>Federal Refunds</u>
2021	97 to Date	\$120,878
2020	121	150,255
2019	268	282,278
2018	183	206,632
2017	219	226,118
2016	210	219,302
2015	157	\$158,873



2a. Accounting Program Completions

2019 - 2020 Awards

Award Title	State Funded Awards	Extended Learning Awards
Accounting - AA	3	
Bookkeeping - AS	5	
Taxation - AS	3	
General Accounting - AS	10	
All Certificates	7	1

2a. Economics Program Completions

2019 - 2020 Awards

Award Title	State Funded Awards	Extended Learning Awards
Economics- AA	12	2
Economics- AA-T	4	1
Business Economics Certificate	New program	New program

2a. BUS/MS Program Completions

Business/Management 2091 - 2020 Top Completions:

1. Degree, Business Administration: 222
 - 31 were degrees for transfer
2. Certificate of Achievement, Business Admin: 178
3. Degree, Supervision: 173 in ELD program
4. Degree, Supply Chain/Logistics: 91 in ELD program

2b. Grants, Events, Outreach

Perkins and SWI Funded Projects: Master Courses

- Principles of Management: Fall 2021
 - Course redesign in process
 - Added content supporting diversity, inclusion, EEOC compliance and Affirmative Action plans
 - Same course content across all delivery modalities
 - Previously called Business Organization and Management (MS C100)
 - OER texts save money for students, including our currently incarcerated students
- We continue to look for OER opportunities to reduce program costs for students



2b. Grants, Events, Outreach

Coastline Virtual Business Summit Highlights 11/6/2020

- Hosted by Bus/Acct Department and Coastline Career Center
- 171 participants in attendance
- Panel with industry experts, Coastline faculty, and Coastline alumni

Competency-Based Education Grant



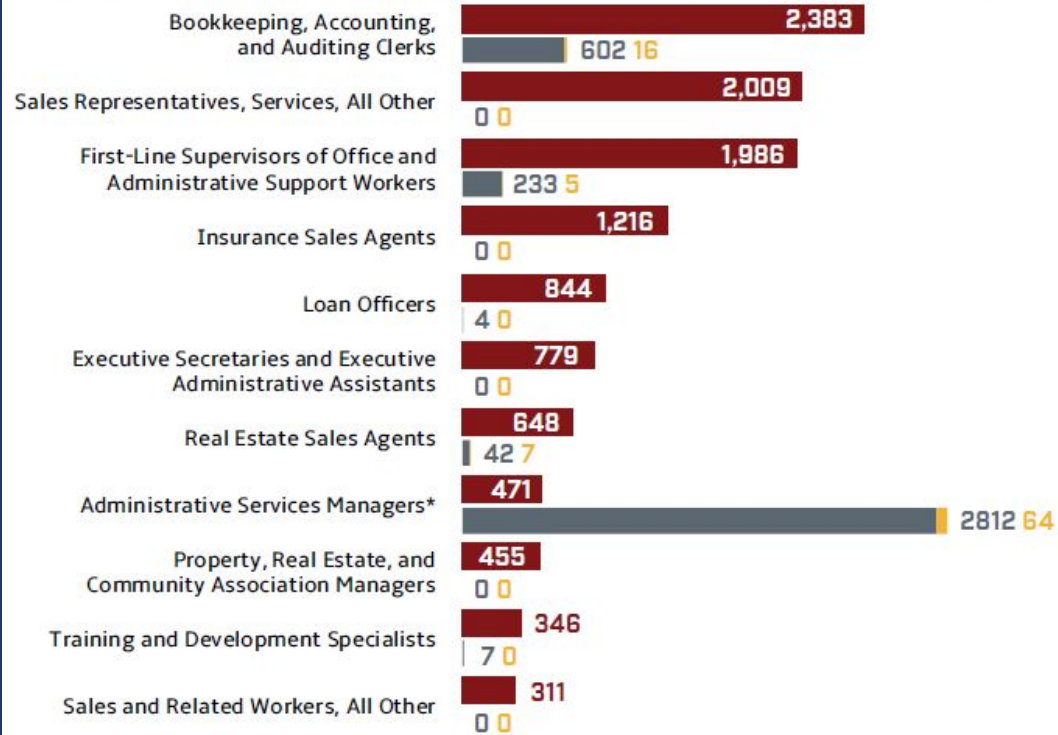
2c. Past Recommendations

At the April 2020 meeting, Coastline was encouraged to explore programs in Global Business

- Today, requesting review/approval of
 - Global Business Essentials:
Certificate of Specialization (9 units)
 - Global Business:
Certificate of Achievement (16 - 19 units)

3. Labor Market Indicators

Top Middle-Skill Jobs in Orange County: Labor Market Demand vs. Program Supply



4. Review of Programs

Business - streamline proposal

Re-routing:



Title Update:



4. Review of Programs

Business - streamline proposal, part 2

Re-routing:



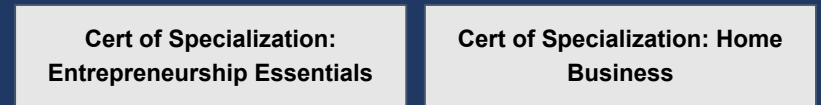
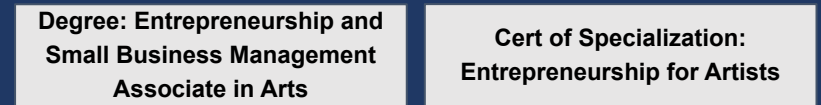
Title Update:



Input Requested:



Input Requested:



4. Review of Programs - Questions

Entrepreneurship

- Are you looking for degrees and certificates in Entrepreneurship as you hire?

Project Management

- Are you hiring students with AA degrees to manage projects?

4. Review of Programs - Thoughts

Transfer Program Concentration - CSUF

- | | |
|--|--|
| <ul style="list-style-type: none">• Accountancy• Finance• Human Resource Mgmt• Management | <ul style="list-style-type: none">• Information Systems• International Business• Marketing• Supply Chain Mgmt |
|--|--|

Transfer Program Options - CSULB

- | | | |
|---|--|---|
| <ul style="list-style-type: none">• Accounting• Business Analytics• Business Economics• Decision Science | <ul style="list-style-type: none">• Entertainment/Hosp• Entrepreneurship• Finance• Management | <ul style="list-style-type: none">• Marketing• Risk Management• Insurance |
|---|--|---|

4. Program Student Learning Outcomes

Changes Recommended:

1. Develop and exhibit high standards of professional practice, demonstrating awareness of ethical and social responsibilities in today's multicultural, team-oriented, rapidly changing global environment.
2. Analyze and recommend effective business decisions/solutions using a systematic, evaluative, and ~~information-based~~ data-driven approach.
3. Effectively communicate solutions to business problems using appropriate language ~~business terms~~ and ~~tools~~ strategies ~~through demonstrating an understanding of business terms and concepts~~.

Additional PSLO?

4. Formulate strategies which embrace diversity within organizations and create inclusive organizational cultures.

4. Program Recommendations

- Currently, most BUS/MS degrees are Associate of Arts
- Recommendation:
 - Convert all local Business and Management local degrees to be Associate of Science

Program/TOP Code Alignment for Reporting:

Business Programs/TOP Codes	Management Programs/TOP Codes
0501.00 - Business and Commerce, Gen. 0505.00 - Business Administration 0506.40 - Small Bus and Entrepreneurship	0506.00 - Business Management 0510.00 - Logistics and Materials Transportation 0506.50 - Retail Store Operations and Mgmt

4. Summary Programs Recommendations

Accounting

3 degrees
5 certs

Business

8 \Rightarrow 2 AS degrees
12 \Rightarrow 7^a certificates
with 2 new GB

Economics

2 degrees
1 certificate

Management

4^b AS degrees
6^c certificates

- a. Two certificates: Project Management
- b. One degree: Retail Management
- c. Two certificates: Retail Management

5. New Program Details, part 1

Global Business Essentials, Cert of Specialization (9 units)

Course	BUS ADT	Bus AS	Supply Chain	Units
BUS C118: Intro to International Business	E	E	E	3
MS C100: Principles of Management			R-Cert; R- AA	3
SM C101/MS C171: Prin. of Log/Supply Chain Mgmt			R-Cert; R- AA	3

Program Student Learning Outcomes:

1. Develop and exhibit high standards of professional practice, demonstrating awareness of ethical and social responsibilities in today's multicultural, team-oriented, rapidly changing global environment.
2. Analyze and recommend effective business decisions/solutions using a systematic, evaluative, and data-driven approach.

5. New Program Details, part 2

Global Business, Certificate of Achievement (16 - 19 units)

Course	BUS ADT	Bus AS	Supply Chain	Units
BUS C118: Intro to International Business	E	E	E	3
MS C100: Principles of Management			R-Cert; R- AA	3
SM C101/MS C171: Prin. of Log/Supply Chain Mgmt			R-Cert; R- AA	3
OR				
SM C102/MS C172: Log/Supply Chain Operations			R-Cert; R- AA	3
BUS C100: Intro to Business	E ¹	R	E-Cert E-AA	3
ENGL C136: Business Communication	E ¹			3
BUS C281, 282, 283 or 284: Work-Based Learning				1-4

5. New Program Details, part 2, cont.

Global Business, Certificate of Achievement, continued

The Global Business Certificate of Achievement provides students a broader base of skills needed in the business and supply chain management aspects of working in small, medium, or large organizations that provide products and/or services locally or globally. Courses emphasize global business and management practices and the tools utilized in today's global business environment. This certificate prepares students for careers in procurement, logistics, sales, production planning, and sourcing. Most courses in this certificate can be applied to a Business Administration degree.

Program Student Learning Outcomes:

1. Develop and exhibit high standards of professional practice, demonstrating awareness of ethical and social responsibilities in today's multicultural, team-oriented, rapidly changing global environment.
2. Analyze and recommend effective business decisions/solutions using a systematic, evaluative, and data-driven approach.
3. Effectively communicate solutions to business problems using appropriate business terms and strategies.

6. Advisory Board Feedback

Discussion:

- Industry Trends & Technology Changes
- Workplace Recommendations
 - What do you look for when hiring employees?
 - What technical and soft skills should we be teaching our students in our courses and programs?
 - What future shifts do you anticipate in your industry, and how can we best prepare students?



7. Advisory Board Engagement

Discussion:

- Work-Based Learning
- Apprenticeship

Ready to participate?

- Contact Anna Isbell: aisbell@coastline.edu

Thank you for your input!



April 30, 2021

Accounting
Business/Management
Economics



COASTLINE COLLEGE BUSINESS ADVISORY BOARD OC BUSINESS AND ENTREPRENEURSHIP

- WORKFORCE DEVELOPMENT
 - EMPLOYABILITY
 - ACADEMIC PREPARATION
 - COMMUNITY BUILDING
-
- DR.A. CATHLEEN GREINER
 - APRIL 30, 2021

POWERED BY



California
Community
Colleges

2

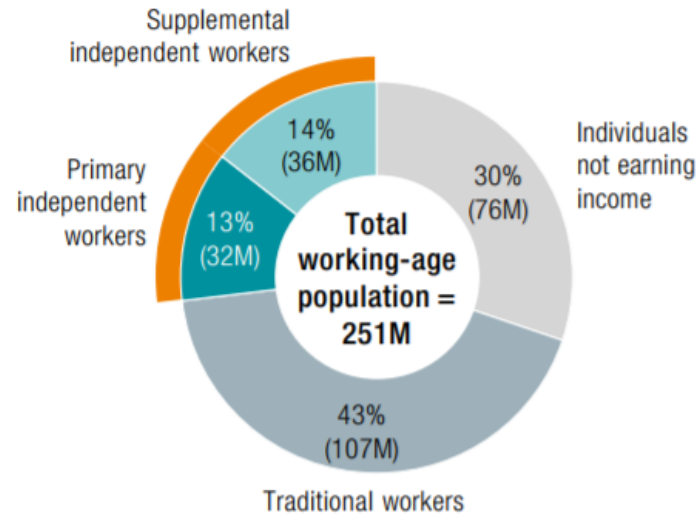
CHANGING DYNAMICS IN THE WORKPLACE AND WORKFORCE

MGI's survey shows that the independent workforce is larger than government statistics indicate

% of total working-age population; million

68 million

people engaged in independent work²



Size of non-earning population is lower than government statistics as the data above capture

- One year of income history
- Many sources of income that may be in informal economy

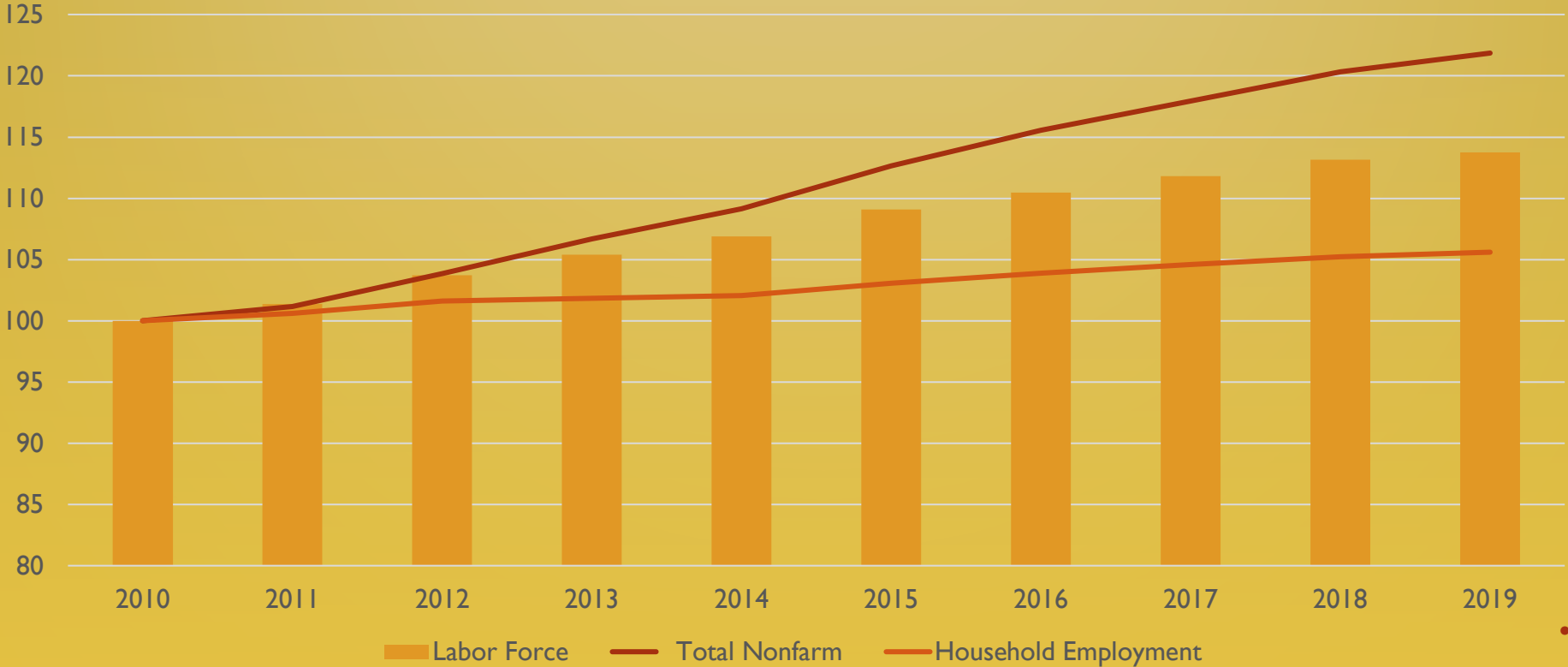


MAKING CHOICES: CONSUMERS, BUSINESSES RESILIENT!

Before Shutdown	Now
In person meetings	Zoom
Air travel for vacations and business	Zoom, Ground travel
Commuting to work	Zoom, Commuting on the rise
Conventions and conferences	Virtual conferences
Movie theaters	Netflix
Dining out	Outdoor dining, carry out, Grub Hub
Grocery store shopping	Amazon
Medical visits	Telemedicine
Paper, paper, paper	Electronic documents, digital signatures

Many of these alternatives already existed but were not as widely used as they are now

SLOW LABOR FORCE GROWTH CONSTRAINING EMPLOYMENT GROWTH, MUST HIRE WORKERS OUTSIDE COUNTY



• Source: EDD, Analysis by KE

OC ECONOMY GOES BEYOND PAYROLL FIRMS...

Nonfarm Payroll Establishments 2019

Industry	Number of Establishments	% of Total	Payroll (\$ millions)	Average Payroll per Establishment
Total Private	124,261	100.0%	\$96,108.1	\$773,400
Mining	36	0.03%	\$39.9	\$1,108,300
Utilities	84	0.1%	\$371.8	\$4,426,500
Construction	7,666	6.2%	\$8,226.8	\$1,073,100
Manufacturing	5,256	4.2%	\$13,352.7	\$2,540,500
Wholesale Trade	7,280	5.9%	\$6,936.7	\$952,800
Retail Trade	9,527	7.7%	\$5,887.9	\$618,000
Transportation and Warehousing	1,508	1.2%	\$1,451.1	\$962,300
Information	1,566	1.3%	\$2,974.5	\$1,899,400
Finance and Insurance	6,516	5.2%	\$9,321.8	\$1,430,600
Real Estate and Rental	6,422	5.2%	\$3,318.4	\$516,700
Professional, Scientific, and Technical Services	17,550	14.1%	\$13,044.2	\$743,300
Management of Companies & Enterprises	600	0.5%	\$4,326.4	\$7,210,600
Administrative Support	5,336	4.3%	\$6,724.1	\$1,260,100
Education Services	1,653	1.3%	\$1,289.6	\$780,100
Health Care	36,024	29.0%	\$10,512.4	\$291,800
Arts, Entertainment, and Recreation	1,487	1.2%	\$1,959.1	\$1,317,500
Accommodation and Food Services	8,192	6.6%	\$4,452.5	\$543,500
Other Services	7,558	6.1%	\$1,918.2	\$253,800

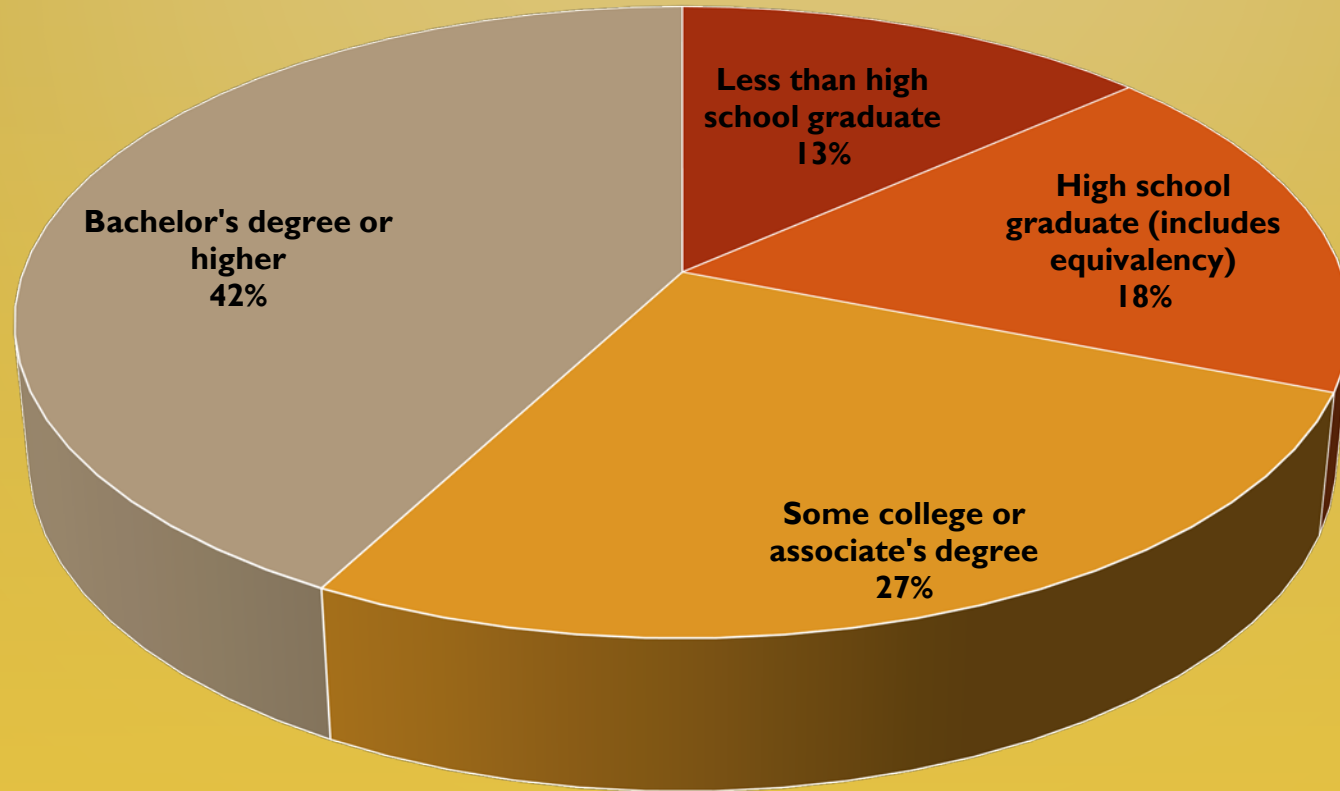
Self-Employed Establishments 2018

Industry	Number of Establishments	Total Receipts	Establishments-% of Total
All Industries	323,593	\$19,312,826	100.0%
Mining	479	\$19,969	0.1%
Utilities	92	\$8,299	0.0%
Construction	18,752	\$1,302,152	5.8%
Manufacturing	4,548	\$339,509	1.4%
Wholesale Trade	7,633	\$910,338	2.4%
Retail Trade	25,422	\$1,522,005	7.9%
Transportation and Warehousing	26,351	\$857,468	8.1%
Information	4,949	\$234,588	1.5%
Finance and Insurance	11,697	\$1,128,121	3.6%
Real Estate and Rental	39,454	\$5,129,268	12.2%
Professional, Scientific, and Technical Services	63,792	\$3,600,552	19.7%
Administrative Support	25,059	\$827,826	7.7%
Education Services	9,276	\$186,445	2.9%
Health Care	23,098	\$1,044,585	7.1%
Arts, Entertainment, and Recreation	15,520	\$484,039	4.8%
Accommodation and Food Services	4,390	\$219,167	1.4%
Other Services	42,662	\$1,477,030	13.2%

BUSINESS AND ENTREPRENEURSHIP OC | BIG DATA

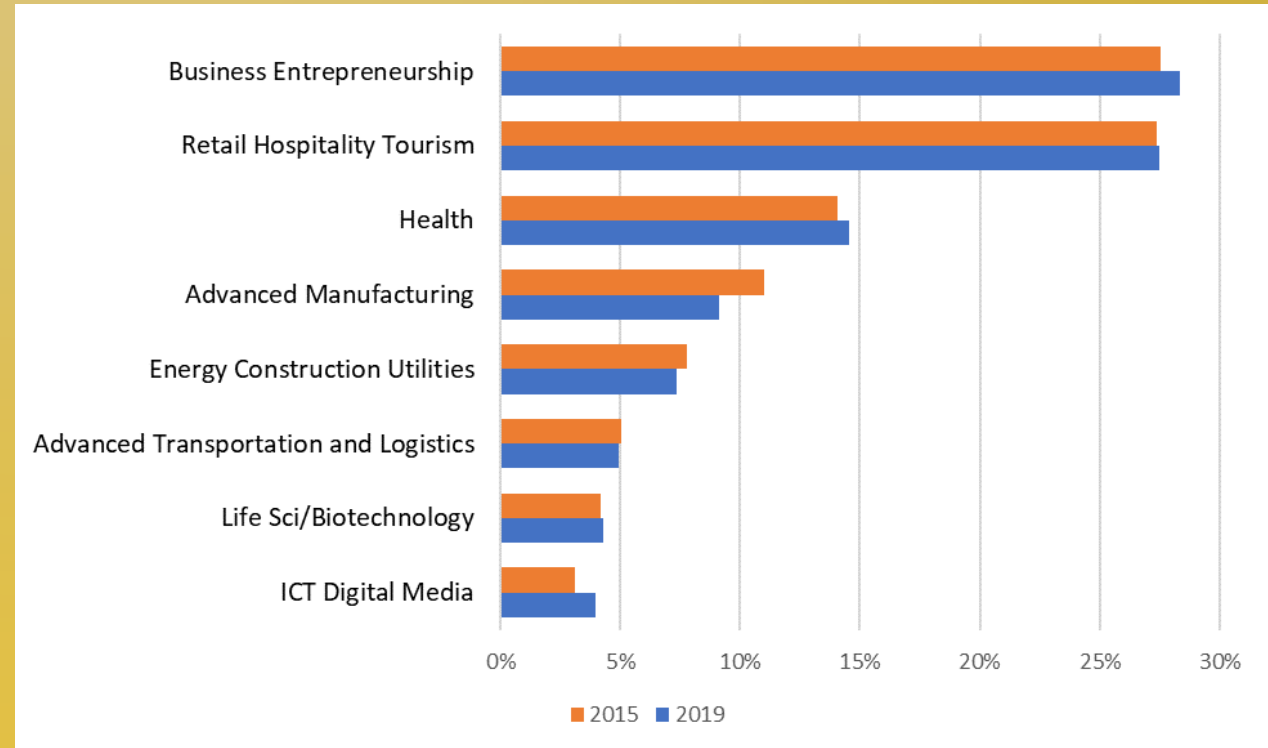
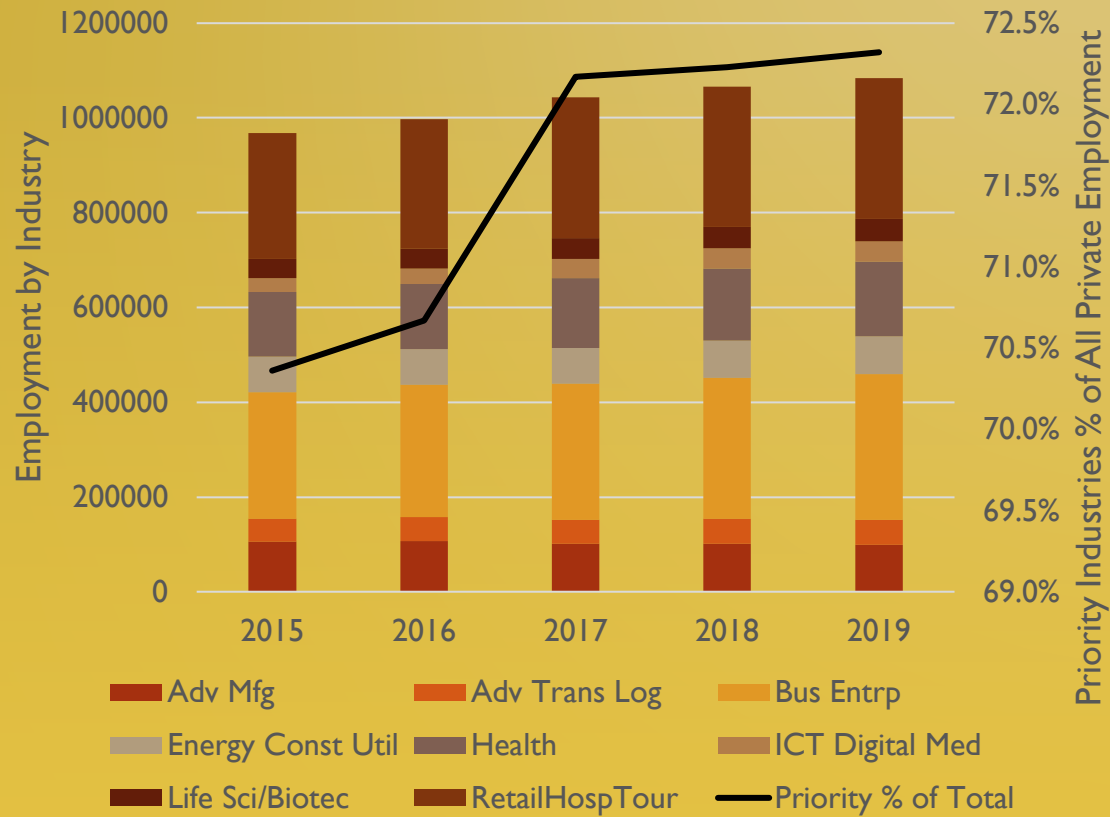
- Often, concern that no CC Top Codes for ENT...is it important in the economy and workforce? Resounding YES!
- Significant number of self-employed among workers with occupations that align with CC career education.
- The Business and Entrepreneurship sector is a critical contributor to innovation and new job growth, with linkages across many of Orange County's industries. The sector represents 28.3% of all private nonfarm employment in Orange County, and has grown significantly since 2015, with the number of establishments increasing by 22.4%. As of 2019, Orange County is home to 25,022 Business and Entrepreneurship establishments that employ 307,053 workers.
- Focusing on the residential-based workforce of Orange County from 2014 to 2018, there were an estimated 235,296 workers in Business and Entrepreneurship. On average, the annual wage for a residential based worker is \$85,381, slightly above the industry average.
- The socio-economic characteristics in Business and Entrepreneurship are comparable to the county-wide residential workforce. The industry has a largely educated workforce with 96% of workers holding at minimum a high school diploma or equivalent, exceeding the county-wide share by nine percentage points. On average this industry has a slightly older workforce as 70% of the work is 35 years of age or older, compared to the county at 65.2%. The racial and ethnic composition in this sector aligns closely with the county.[Tables 12, 13]

DISTRIBUTION OF EDUCATIONAL ATTAINMENT IN ALL OCCUPATIONS

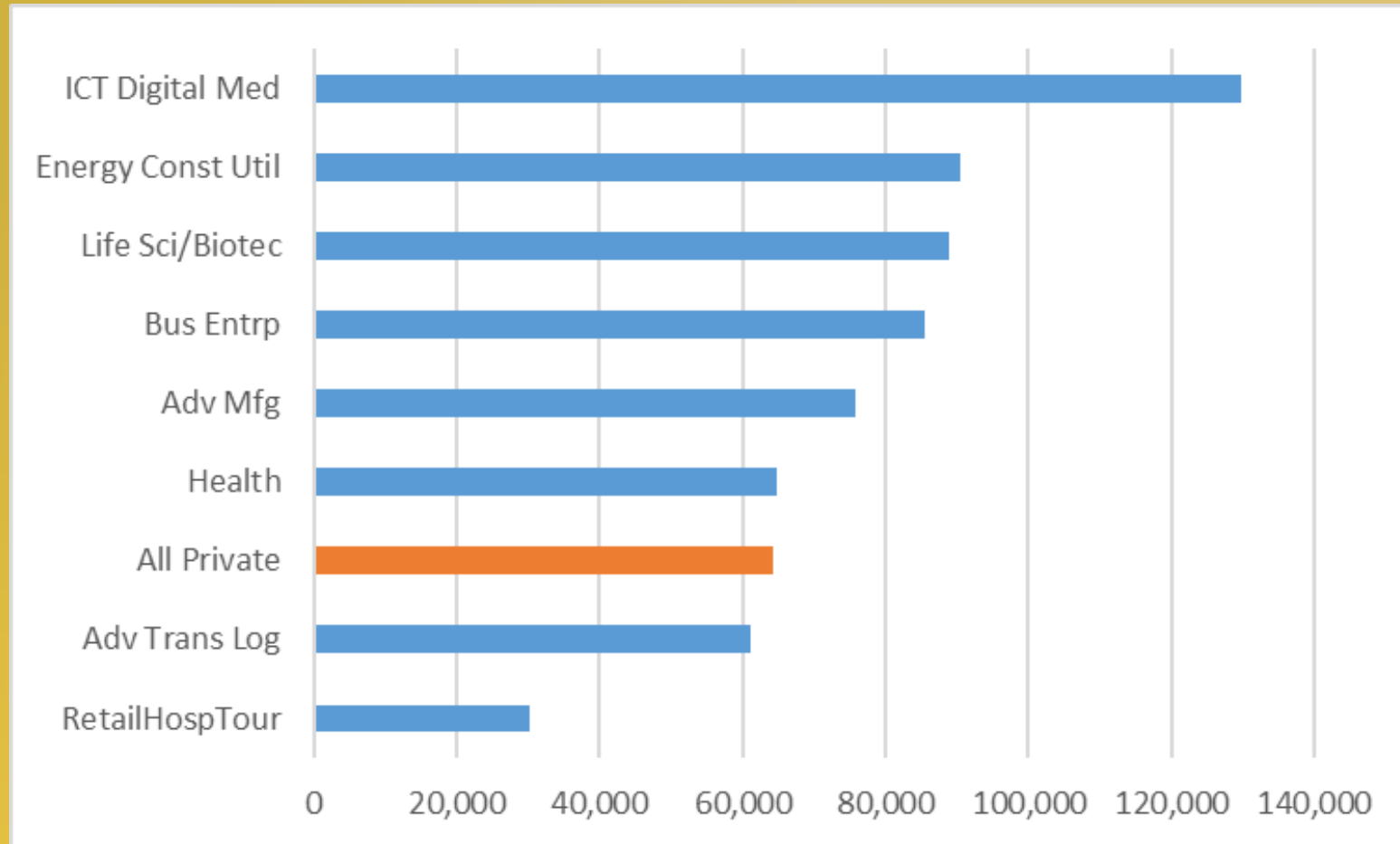


PRIORITY SECTORS ACCOUNT FOR OVER 70% OF OC EMPLOYMENT

Priority Industries Comprise Increasing Share of All Private Employment



PRIORITY INDUSTRIES-AVERAGE ANNUAL WAGES GENERALLY HIGHER (2019)



Average Wage by Industry

- Useful as overall benchmark
- Combines all occupations
- No adjustment for part-time
- Skews higher...

interpret with care

Average Wage by Occupation

- Better gauge of worker pay
- Reported less frequently

NUMBER OF ESTABLISHMENTS GREW ACROSS ALL PRIORITY INDUSTRIES

Industry	2015	2016	2017	2018	2019
Advanced Manufacturing	4,395	4,380	4,481	4,761	4,744
Advanced Transportation and Logistics	3,419	3,426	3,601	3,928	4,014
Business Entrepreneurship	20,441	20,679	21,785	24,071	25,022
Energy Construction Utilities	8,017	7,761	7,852	8,363	8,504
Health	9,871	10,127	10,458	10,990	11,285
ICT Digital Media	2,788	2,841	3,337	3,833	4,006
Life Sciences/Biotechnology	1,482	1,565	1,693	1,830	1,883
Retail Hospitality Tourism	14,615	14,994	16,033	17,050	17,569
Total-All Priority Industries	65,028	65,773	69,240	74,826	77,027

CHARACTERISTICS OF WORKERS IN PRIORITY SECTORS- EDUCATIONAL ATTAINMENT

Priority Sector	Less than high school	H.S. diploma or equivalent plus some college	Associates degree	Bachelor's or higher
Advanced Manufacturing	19.1%	37.7%	6.1%	37.1%
Advanced Transportation and Logistics	15.5%	54.7%	8.3%	21.5%
Business and Entrepreneurship	3.5%	33.2%	7.6%	55.7%
Energy, Construction, and Utilities	15.0%	41.5%	6.7%	36.9%
Health	4.6%	31.4%	11.6%	52.4%
ICT and Digital Media	1.7%	27.4%	6.4%	64.5%
Life Sciences/Biotechnology	7.0%	30.0%	6.2%	56.7%
Retail, Hospitality, and Tourism	15.7%	55.0%	7.9%	21.4%
Total OC Residential Workforce	12.5%	39.8%	7.6%	40.1%

CHARACTERISTICS OF WORKERS IN PRIORITY SECTORS-AGE

Priority Sector	Age 16 to 24	Age 25 to 34	Age 35 to 49	Age 50 to 64	Age 65 or older
Advanced Manufacturing	6.6%	19.0%	32.4%	37.0%	5.0%
Advanced Transportation and Logistics	9.2%	24.0%	31.2%	30.8%	4.8%
Business and Entrepreneurship	6.3%	23.1%	35.1%	28.0%	7.4%
Energy, Construction, and Utilities	6.1%	22.4%	35.6%	29.4%	6.5%
Health	7.6%	25.1%	33.3%	27.6%	6.5%
ICT and Digital Media	7.5%	28.1%	39.2%	22.5%	2.6%
Life Sciences/Biotechnology	7.2%	22.3%	33.5%	31.1%	5.8%
Retail, Hospitality, and Tourism	29.0%	24.6%	23.8%	18.9%	3.7%
Total OC Residential Workforce	11.9%	22.9%	32.2%	27.7%	5.3%

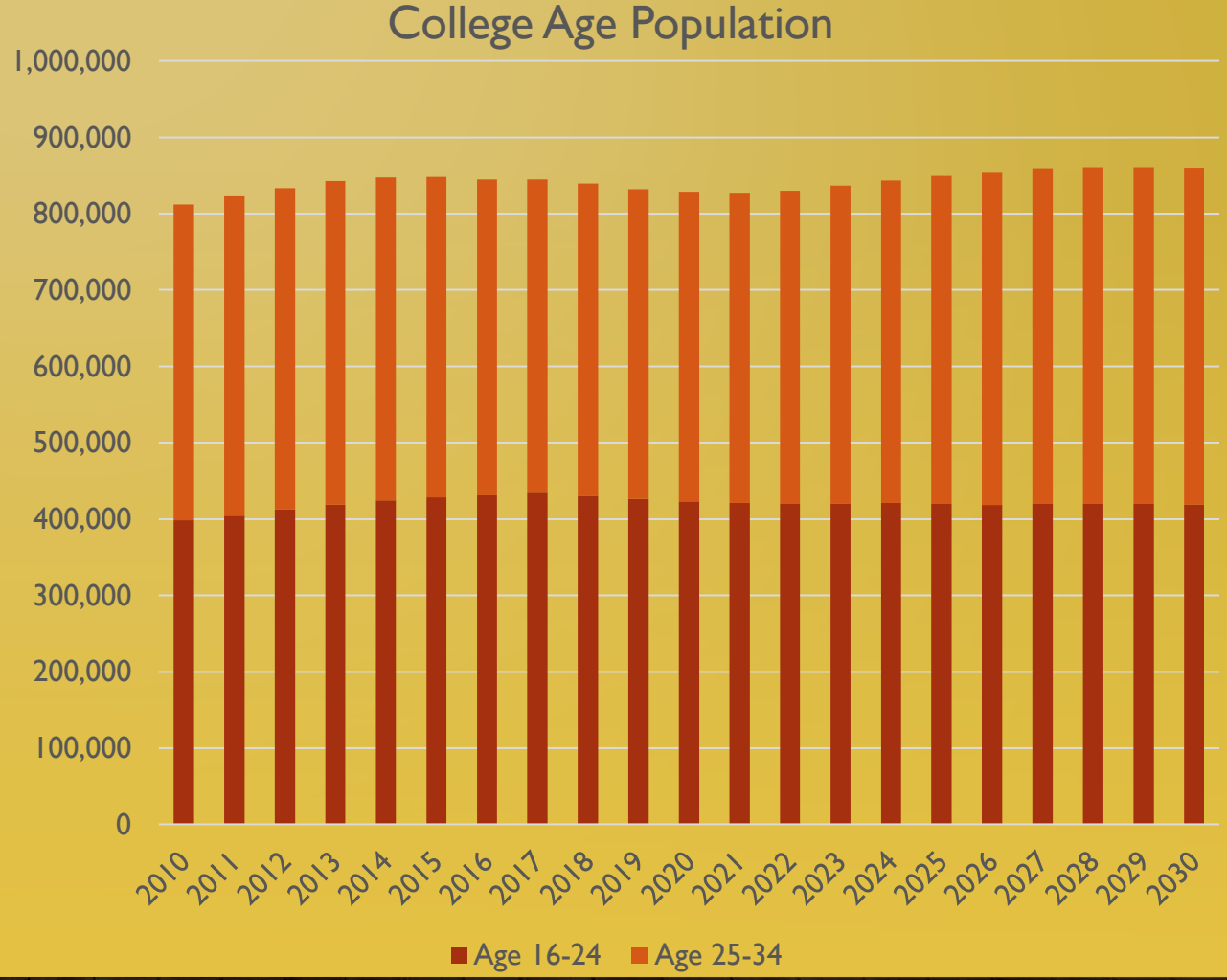
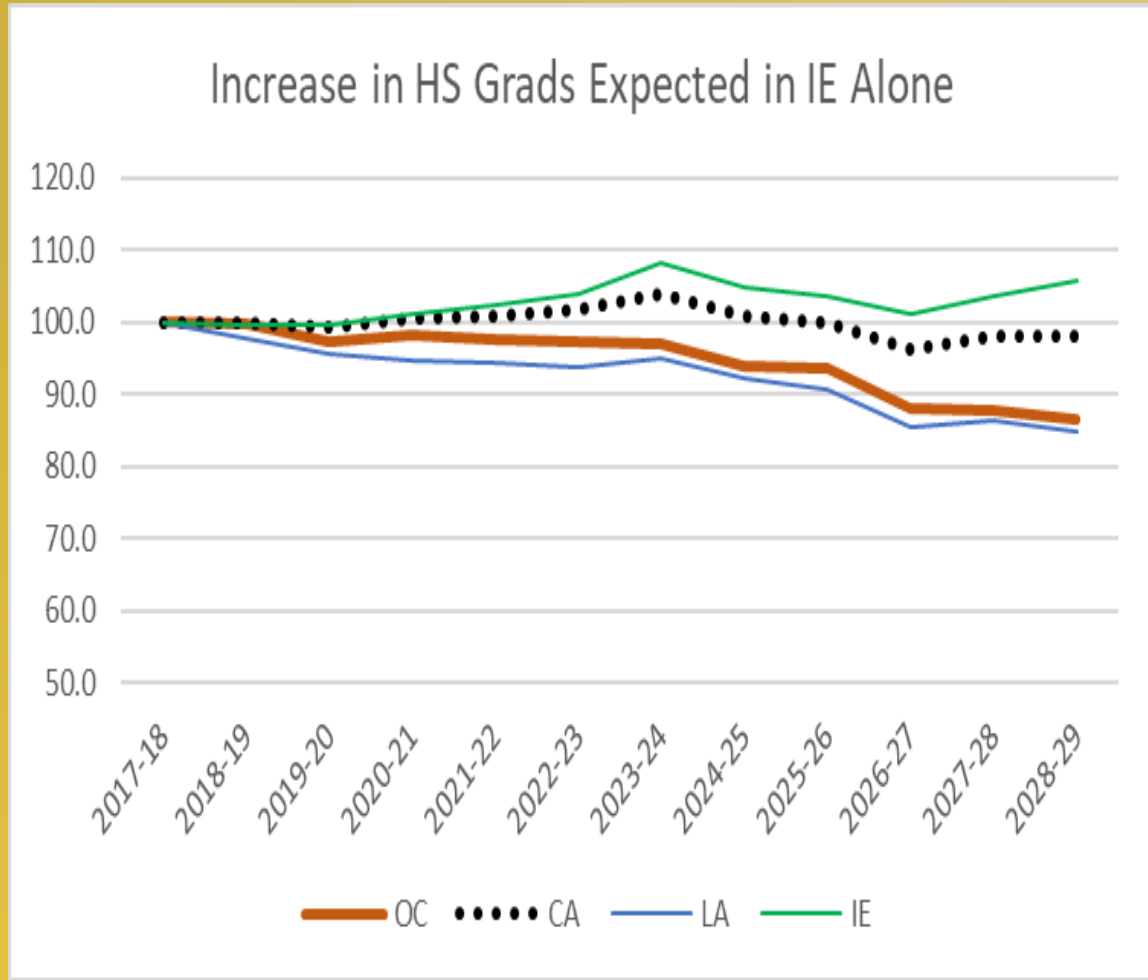
Characteristics of Workers in Priority Sectors-Race/Ethnicity

Priority Sector	White	Black or African American	Asian	American Indian, Alaskan, Hawaiian	Other race or multiple races	Hispanic
Advanced Manufacturing	36.9%	0.9%	24.0%	0.4%	1.8%	36.0%
Advanced Transportation and Logistics	38.1%	2.2%	16.5%	1.2%	1.8%	40.2%
Business and Entrepreneurship	53.7%	1.9%	19.2%	0.4%	2.6%	22.2%
Energy, Construction, and Utilities	47.9%	1.3%	12.8%	0.4%	1.5%	36.1%
Health	38.6%	2.2%	30.2%	0.5%	2.3%	26.2%
ICT and Digital Media	53.3%	2.3%	27.1%	0.3%	3.1%	13.8%
Life Sciences/Biotechnology	42.6%	1.1%	32.6%	0.6%	1.8%	21.3%
Retail, Hospitality, and Tourism	39.3%	1.5%	16.0%	0.4%	2.6%	40.1%
Total OC Residential Workforce	42.6%	1.7%	19.6%	0.5%	2.3%	33.3%

CHARACTERISTICS OF WORKERS IN PRIORITY SECTORS-GENDER

Priority Sector	Male	Female
Advanced Manufacturing	70.3%	29.7%
Advanced Transportation and Logistics	78.1%	21.9%
Business and Entrepreneurship	50.8%	49.2%
Energy, Construction, and Utilities	77.9%	22.1%
Health	30.6%	69.4%
ICT and Digital Media	73.1%	26.9%
Life Sciences/Biotechnology	60.0%	40.0%
Retail, Hospitality, and Tourism	50.3%	49.7%
Total OC Residential Workforce	54.4%	45.6%

COLLEGE AGE POPULATION TRENDING DOWN IN OC, YOUNG ADULT (MILLENNIALS) RISING



LOCAL INFO | WARN REPORT (Worker Adjustment and Retraining Notice)

Included in the Resource Guide; Here are some observations from the analysis (03/2021):

- According to the most recent data available from EDD, **the unemployment rate in Orange County was 6.8% in February 2021, DOWN** from a revised 7.3% in January 2021, but far above the February 2020 rate of 2.8% (March 2021; figures will be released by EDD later this month).
- Since February 1st, immediately following the end of previous reporting period, 7 companies in Orange County filed WARN notices with EDD.** These notices affected an additional **774 employees** throughout the county since the last reporting period. **All of the 774 employees affected since the last reporting period were affected by a permanent layoff or closure.**
- There were **12 employees affected by a layoff or closure in February 2021**, which is significantly lower than the 199 employees affected in January 2020. However, **there were 395 employees affected by a layoff or closure in March 2021.** Though this number is far below the number of employees affected in March 2020, **it is the first month since December 2020 in which there was an increase in the number of employees affected.**
- Additionally, there was a **DECREASE of 8.5% (626 postings)** in online job postings from the prior reporting period. However, **weekly online job postings throughout the month of March were much higher than previous months, with the number of postings in some weeks being above pre-pandemic levels.**

California Payroll Jobs



California Unemployment Rate



California's Labor Market, by the Numbers...

- California's month-over unemployment rate improved from **8.5 percent in February to 8.3 percent in March²** down from the 16 percent peak in April 2020.
- All but one of California's 11 industry sectors gained jobs last month. Leisure & Hospitality (+42,400) continued to have the state's largest month-over increase thanks to Full-Service Restaurants. Trade, Transportation, and Utilities (+32,200) also had large gains thanks to strength in Clothing Stores and Transportation and Warehousing.
- Strong gains were also posted in Professional and Business Services (+22,000) led by accounting, tax preparation, and bookkeeping firms.

FUTURE OF WORK

19

EMPLOYABILITY SKILLS: FOCUS ON ACTIONS THAT ARE MEANINGFUL AND EFFECTIVE



*ADAPTABILITY



*ANALYSIS/SOLUTIONS
MINDSET



*COMMUNICATIONS



*COLLABORATION



*ENTREPRENEURIAL
MINDSET



DIGITAL FLUENCY



RESILIENCE



SELF-AWARENESS

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ORANGE COUNTY