



# **LOS ANGELES BASIN REGIONAL PLANNING UNIT**

## **LABOR MARKET INFORMATION AND ANALYTICAL OVERVIEW OF THE REGION**

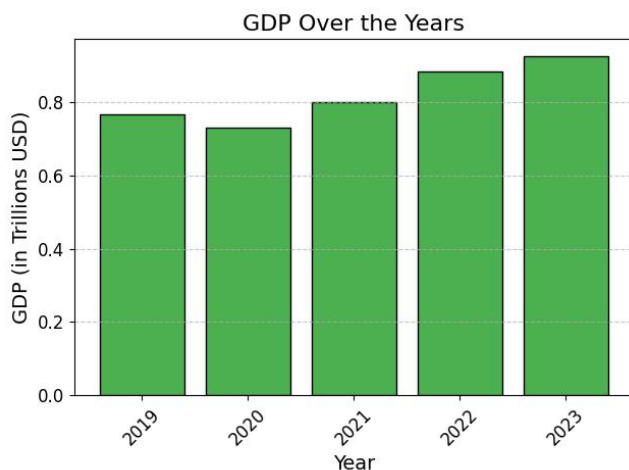
**Josh Shapiro, PhD  
Insyt Analytics**

**January 2025**

# I. Analytical Overview of the Region

## A. REGIONAL ECONOMIC CONDITIONS

The Los Angeles Basin Regional Planning Unit (LABRPU) encompasses multiple jurisdictions including the City of Los Angeles, a consortium of workforce development entities, and 88 incorporated cities within Los Angeles County. This region, with a diverse demographic and dynamic socio-economic landscape, has a total population of approximately 9.6M people. The LABRPU is comprised of key partners such as the City of Los Angeles Workforce Development Board and the South Bay Workforce Investment Board, among others. This extensive collaboration supports a comprehensive strategy to address the area's varied economic and workforce challenges.



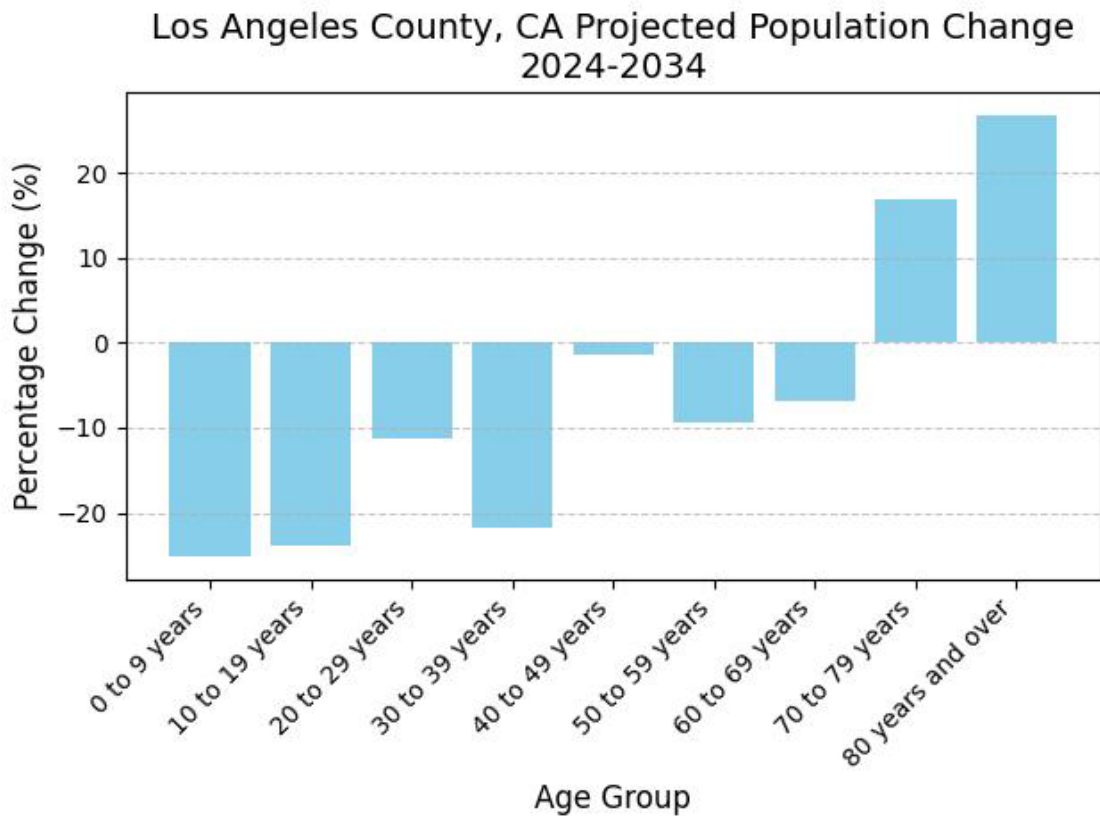
The region's Gross Regional Product (GRP) has demonstrated significant growth, with Lightcast data revealing increases from \$731.6 billion in 2020 to \$926.5 billion in 2023. This growth signifies a robust economic recovery from pandemic-induced disruptions, indicating strong performance across key sectors, such as technology, entertainment, and health services. The upward trend aligns with regional efforts to diversify and strengthen economic resilience, highlighting sectors that provide high-value jobs and stimulate substantial economic activity.

## B. POPULATION AND DEMOGRAPHICS

Demographic analysis reveals notable shifts impacting workforce and economic development in the LABRPU. The projected population change from 2024 to 2034 indicates declining youth and working-age populations, with the segments aged 0-9 and 30-39 years decreasing by approximately 25.19% and 21.73%, respectively. Conversely, there is a marked increase anticipated in the cohort aged 80 years and over, rising by 26.89%. These shifts pose challenges for labor supply and underscore the need for strategic planning in educational and healthcare services to accommodate aging demographics while addressing youth disengagement from the labor market. Addressing these demographic changes is crucial to sustaining economic momentum and ensuring comprehensive workforce development strategies.

### Footnotes:

Lightcast, July 2024, Population Data by Age Group for Los Angeles County, CA.



The Los Angeles Basin Regional Planning Unit (LAB RPU) presents a rich tapestry of ethnic and racial diversity, reflecting the multifaceted composition of Los Angeles County. This diversity is integral to understanding the region’s economic and workforce dynamics as it fosters various cultural, intellectual, and practical perspectives contributing to a vibrant regional ecosystem.

Income

**\$44,874**

Per capita income

about 90 percent of the amount in California: \$48,013

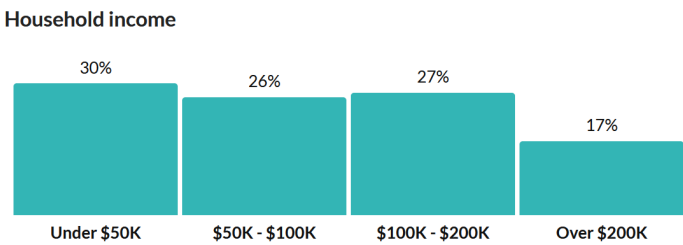
a little higher than the amount in United States: \$43,313

**\$86,587**

Median household income

about 90 percent of the amount in California: \$95,521

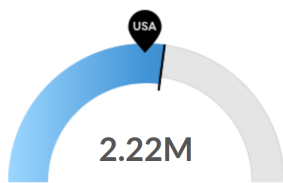
about 10 percent higher than the amount in United States: \$77,719



As of 2024, the Hispanic population represents the largest racial or ethnic group, constituting approximately 44.63% of the total population. The White population accounts for approximately 22.80%, followed by Asian communities at 12.48%, and Black residents at 9.00%. Smaller groups include American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, and individuals of Two or More Races, collectively forming a multi-ethnic mosaic that defines the region.

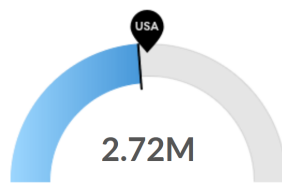
Diversity extends into the workforce, where representation across industries varies. Hispanics and Latinos, for instance, are predominant in sectors such as Accommodation and Food Services, reflecting cultural and linguistic assets within these communities. In contrast, Asian workers are significantly represented in professional, scientific, and technical services, leveraging high educational advancements within this group. These variations can be attributed to historical employment trends, socio-economic factors, and educational opportunities available to each racial group.





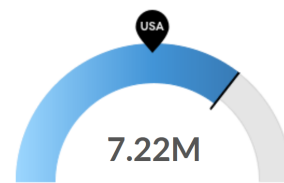
**Millennials**

Los Angeles County, CA has 2,215,839 millennials (ages 25-39). The national average for an area this size is 1,963,432.



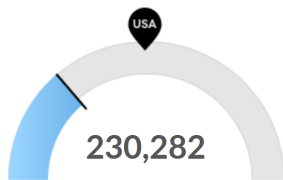
**Retiring Soon**

Retirement risk is about average in Los Angeles County, CA. The national average for an area this size is 2,917,132 people 55 or older, while there are 2,719,229 here.



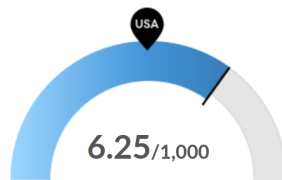
**Racial Diversity**

Racial diversity is high in Los Angeles County, CA. The national average for an area this size is 4,024,502 racially diverse people, while there are 7,221,232 here.



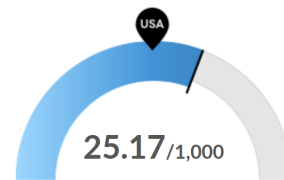
**Veterans**

Los Angeles County, CA has 230,282 veterans. The national average for an area this size is 496,932.



**Violent Crime**

Los Angeles County, CA has 6.25 violent crimes per 1,000 people. The national rate is 3.6 per 1,000 people.



**Property Crime**

Los Angeles County, CA has 25.17 property crimes per 1,000 people. The national rate is 18.22 per 1,000 people.

Los Angeles has crime rates above the national average for both violent and property crimes, which poses challenges to economic and workforce development by potentially deterring business investment and talent retention, while also increasing operational costs for businesses.

The linguistic diversity is equally pronounced, with 55.17% of residents speaking a language other than English at home, largely driven by Spanish or Spanish Creole speakers who comprise 38.02% of the population. This linguistic plurality underscores the need for bilingual services and culturally competent workforce programs to ensure equitable access to employment opportunities.

## Age

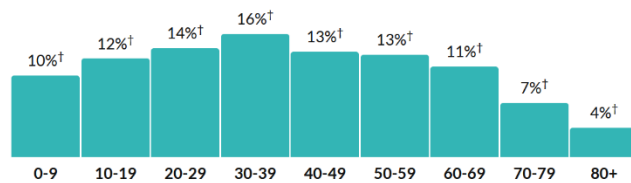
**38.6**

Median age

about the same as the figure in  
California: 38.2

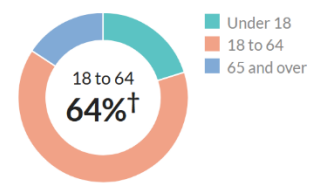
about the same as the figure in  
United States: 39.2

Population by age range



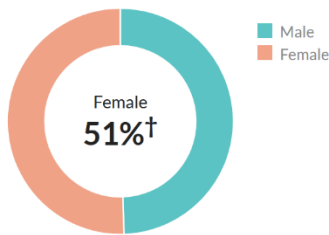
[Show data](#) / [Embed](#)

Population by age category



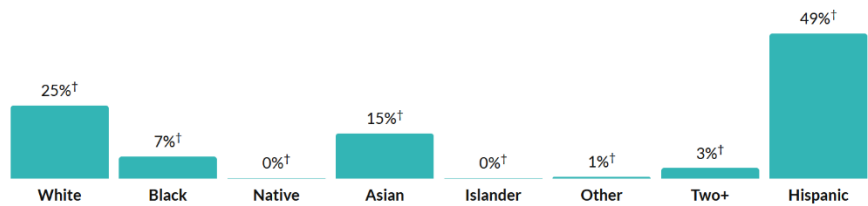
[Show data](#) / [Embed](#)

## Sex



[Show data](#) / [Embed](#)

## Race & Ethnicity



\* Hispanic includes respondents of any race. Other categories are non-Hispanic.

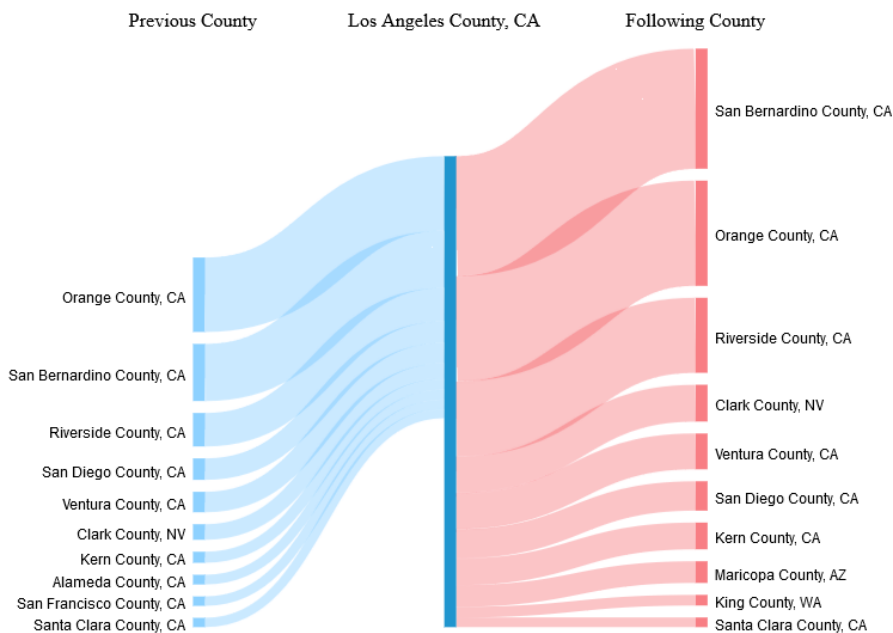
[Show data](#) / [Embed](#)

The high level of ethnic and language diversity impacts economic and workforce development strategies. It encourages businesses and policy makers to adopt inclusive practices that harness the strengths of a multilingual and multicultural workforce. Workforce development programs must emphasize sector-based training accessible in multiple languages, ensuring residents can acquire critical skills and gainful employment irrespective of linguistic barriers.

Lastly recent trends in Los Angeles reveal a notable pattern of outbound migration driven by high housing costs and quality-of-life concerns, while inbound migration, though smaller in scale, reflects the region's continued draw for individuals seeking opportunities in entertainment, tech, and other growing industries.

The table below analyzes past and current residents of Los Angeles County, CA. The left column shows residents of other counties migrating to Los Angeles County, CA. The right column shows residents migrating from Los Angeles County, CA to other counties.

As of 2022, 22,197 people have migrated from Orange County, CA to Los Angeles County, CA. In the same year, 35,817 people left Los Angeles County, CA migrating to San Bernardino County, CA. The total Net Migration for Los Angeles County, CA in 2022 was -105,647.



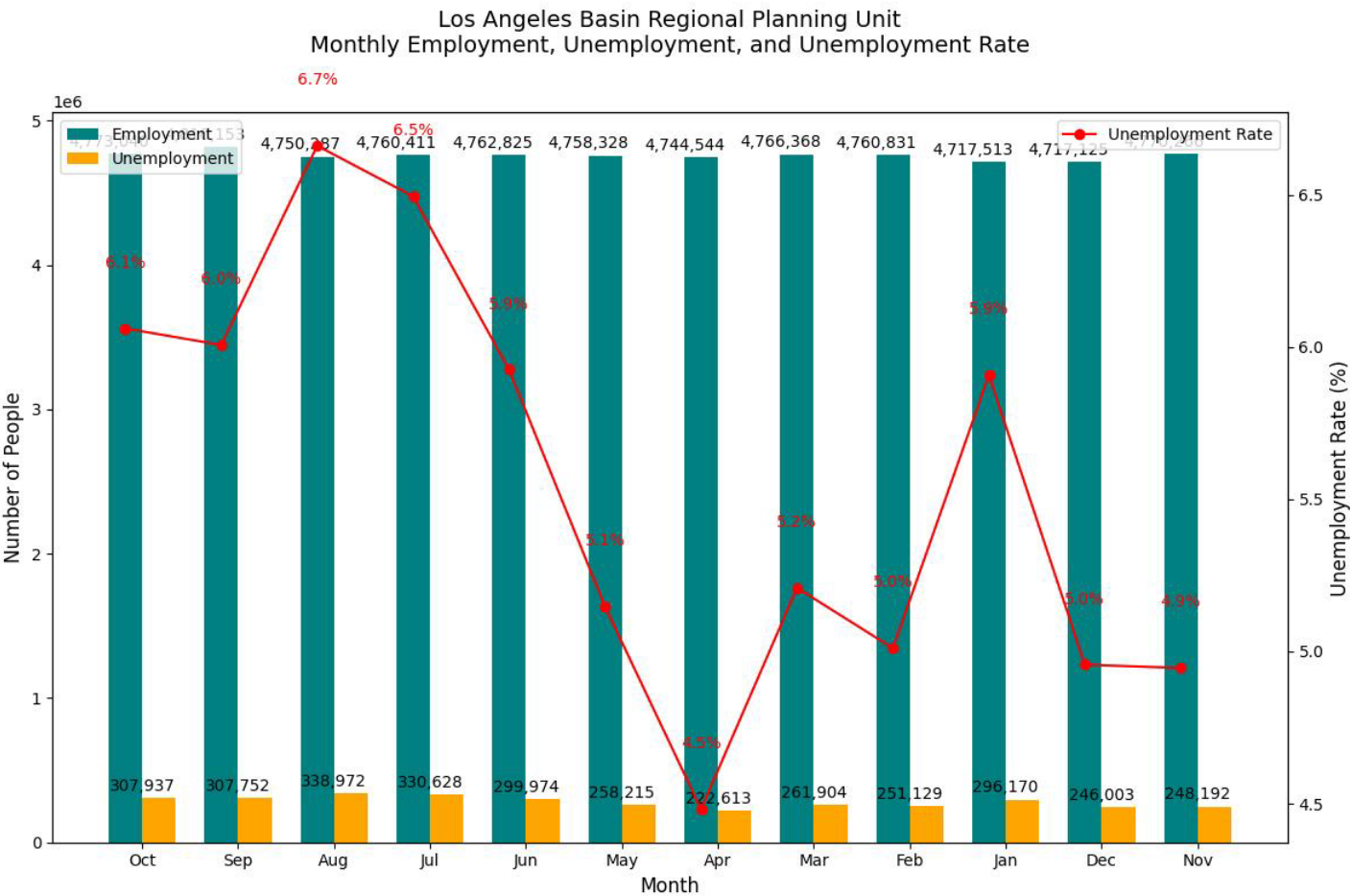
Top Previous Counties	Migrations	Top Following Counties	Migrations
Orange County, CA	22,197	San Bernardino County, CA	35,817
San Bernardino County, CA	17,041	Orange County, CA	31,367
Riverside County, CA	9,977	Riverside County, CA	22,377
San Diego County, CA	6,402	Clark County, NV	10,970
Ventura County, CA	6,101	Ventura County, CA	10,686
Clark County, NV	4,643	San Diego County, CA	8,758
Kern County, CA	3,301	Kern County, CA	7,973
Alameda County, CA	2,900	Maricopa County, AZ	6,463
San Francisco County, CA	2,817	King County, WA	3,170
Santa Clara County, CA	2,776	Santa Clara County, CA	2,888

Understanding these dynamics is crucial for fostering equitable economic growth in the Los Angeles Basin, ensuring that initiatives align with the demographic realities and capitalize on the diverse talents inherent to the region.

Footnotes:  
 Lightcast, 2024, Population Data by Race for Los Angeles County.  
 US Census Bureau ACS, 2024, Languages Spoken at Home Data for Los Angeles County.

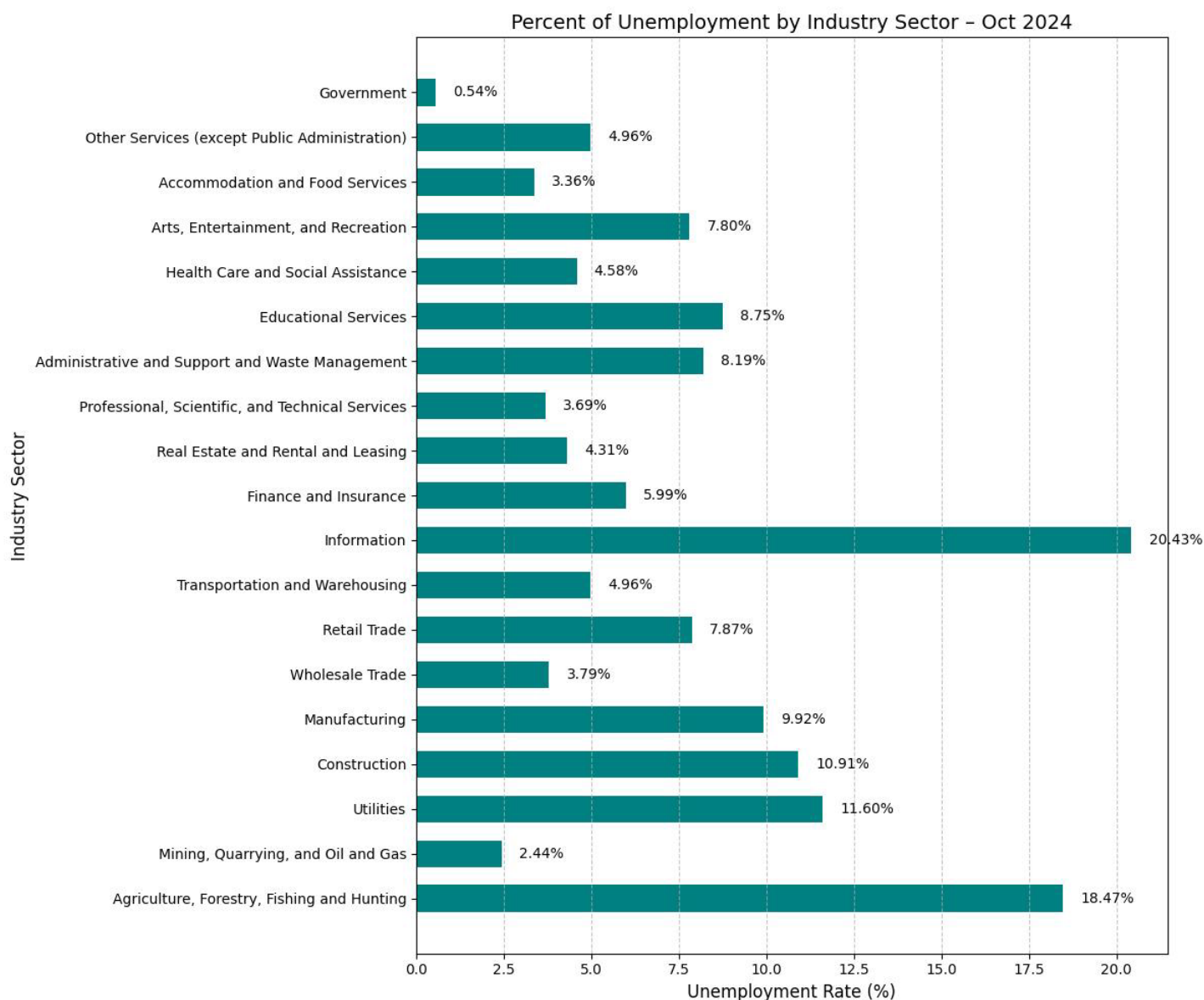
Cj WORKFORCE.TRENDS

In the Los Angeles Basin Regional Planning Unit, the employment data in October 2024 reveals an unemployment rate of 6.06%, slightly lagging behind the state average at 5.39% and the national rate at 3.93%. The disparity indicates persistent economic vulnerability relative to broader regions. Notably, unemployment in industry sectors such as Information (20.43%), Agriculture (18.47%), and Utilities (11.60%) significantly exceeds the county's average, pointing to industry-specific challenges. These high rates coincide with sectors that are acutely impacted by technological disruptions or cyclical demand variability, emphasizing a critical need for adaptive workforce strategies. Meanwhile, the Construction sector, which sits at a 10.91% unemployment rate, underscores existing skill gaps and potential bottlenecks in meeting future growth demands exacerbated by pandemic-related economic shifts.\*



Given these discrepancies, local government policymakers must craft policies aimed at targeted economic revitalization. By aligning employment strategies with emergent growth sectors identified in the Los Angeles Basin's regional plans—like logistics, healthcare, and tech-enhanced sectors—policymakers can stimulate job creation and vocational training essential for lowering unemployment rates and bolstering economic recovery efforts.

Key takeaways from this comparative analysis include recognizing the importance of sector-specific interventions, especially in high-unemployment industries such as Information and Agriculture, to buffer against volatility. Moreover, the comparative advantage of sectors like Logistics, with quicker pandemic recovery, suggests an opportunity for economic developers to channel investments towards skill development and automation-friendly roles, fostering sustained economic growth and job stability across the region. There is also urgency in addressing systemic barriers, such as lower educational attainment within large demographics in the region, which inhibits broader occupational mobility and contributes to prevailing unemployment rates.



Local government officials should prioritize support for retraining initiatives tailored to high-unemployment industries and pursue partnerships with educational and private sectors to enhance workforce readiness. Addressing technological and conceptual skills within these industries will be integral to reducing unemployment. Additionally, leveraging insights from economic and employment trends can enable strategic investments to fuel high-growth sectors and support sustainable wage growth. By focusing on these efforts, economic developers can pave the way for a resilient, future-oriented regional economy that attracts diverse business investments while ensuring equitable job opportunities and wage enhancements.

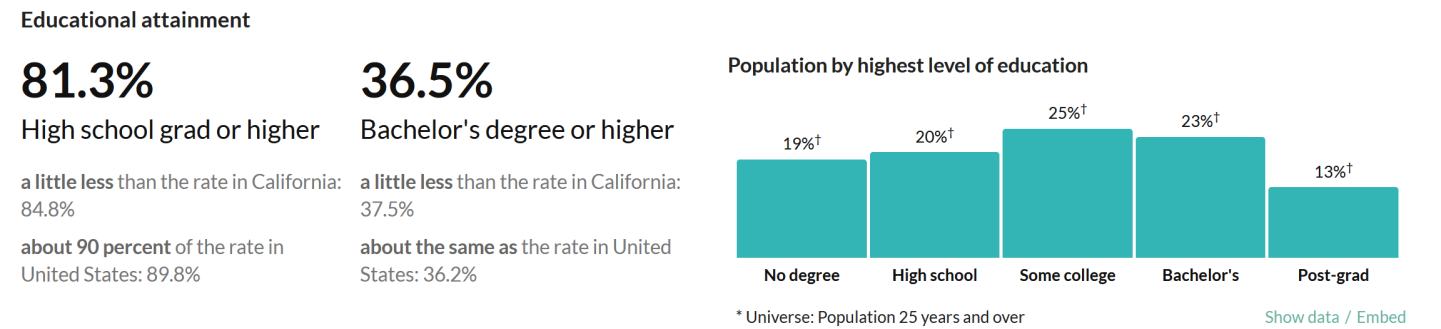
Footnotes:



1. Lightcast, 2024, Employment Change by Industry Data for Los Angeles County.
2. Background information sourced from the Los Angeles County Economic Development Programs and Policies (econdev).

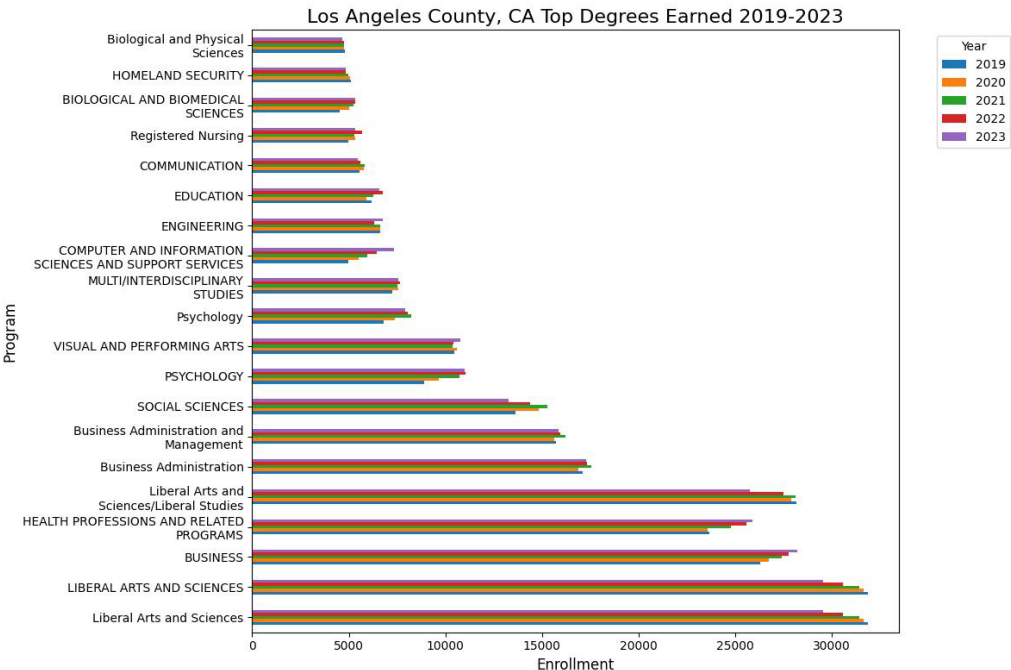
Educational and Skills Analysis

The Los Angeles Basin Regional Planning Unit (LABRPU) faces moderate challenges as it seeks to align workforce education and skills with employer demands. Based on the latest data, the education and skill levels within the workforce present a mixed landscape. With a diverse population comprising various educational achievements, the LABRPU's economic growth heavily depends on addressing apparent skill gaps within vital industries.



Recent data from 2023 show that 22.37% of Los Angeles County residents hold a bachelor's degree, with only 12.35% having a graduate degree or higher. Meanwhile, 20.58% possess only a high school diploma, and another 11.80% lack even this basic credential, posing potential skill deficits (Lightcast 2024). Disparities are more pronounced within racial groups. For instance, Hispanic residents, who constitute a significant segment of the population, see a lower percentage in obtaining higher education degrees compared to Asian and White counterparts. This variance suggests underutilization of potential talent in key sectors that demand advanced skills, such as Information Technology and Healthcare.

Inbound Migration In Los the average of reflects the sprawling many traveling distances homes and to the distribution areas and hubs.



and Outbound Angeles County, commute time 31.4minutes region's geography, with residents significant between their workplaces due diverse of residential employment

## Transportation to work

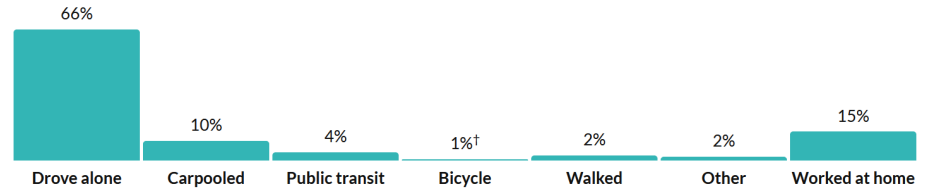
**31.4** minutes

Mean travel time to work

about 10 percent higher than the figure in California: 29.2

about 20 percent higher than the figure in United States: 26.8

### Means of transportation to work

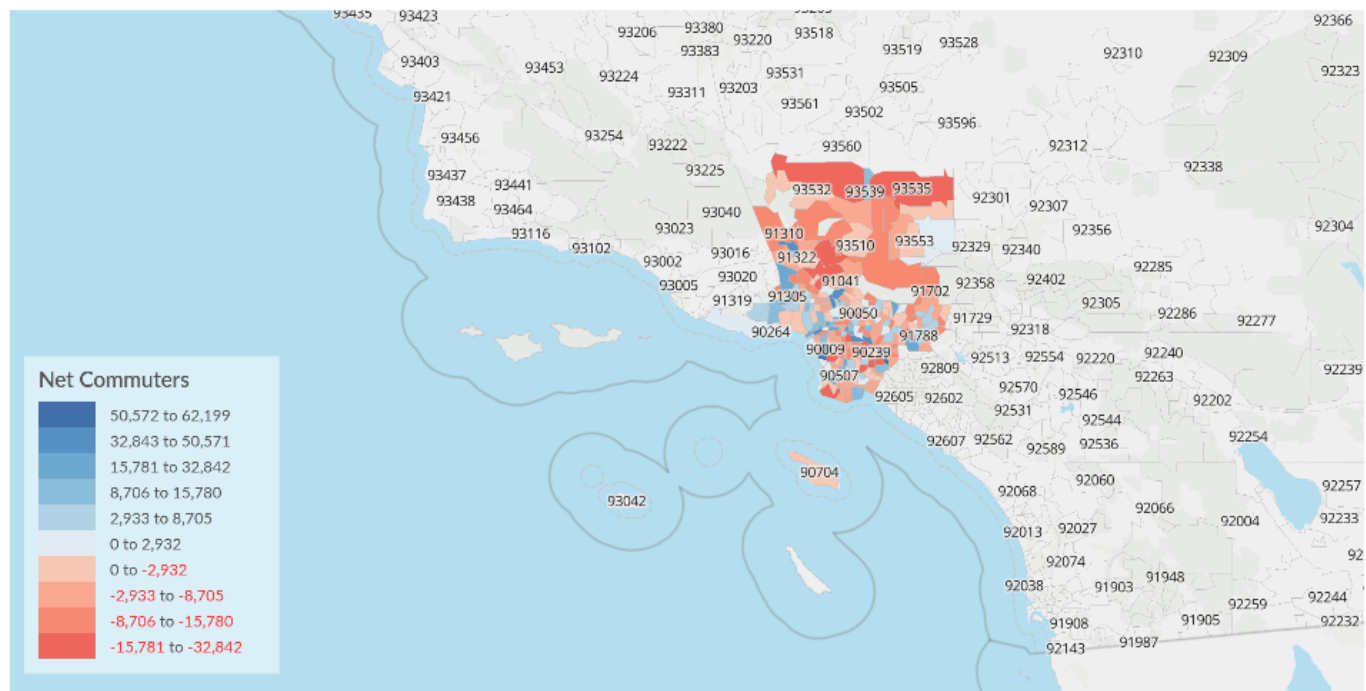


\* Universe: Workers 16 years and over

[Show data / Embed](#)

## Place of Work vs Place of Residence

Understanding where talent in Los Angeles County, CA currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #61 for resident workers. The top ZIP for resident workers is 91342.



### Where Talent Works

ZIP	Name	2023 Employment
90045	Los Angeles, CA (in Los Angeles cc)	75,147
90670	Santa Fe Springs, CA (in Los Angel	72,822
90245	El Segundo, CA (in Los Angeles co	63,731
90095	Los Angeles, CA (in Los Angeles cc	62,799
91504	Burbank, CA (in Los Angeles count	57,276

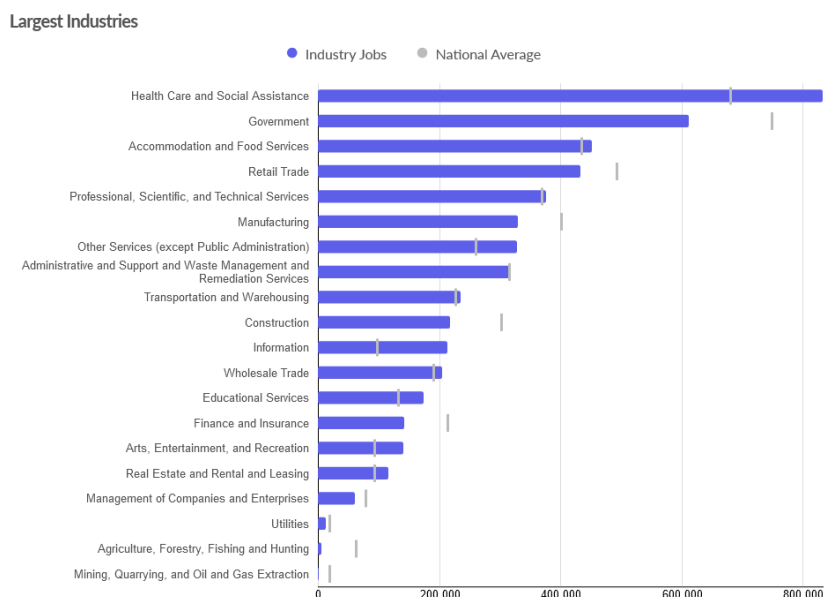
### Where Talent Lives

ZIP	Name	2023 Workers
91342	Sylmar, CA (in Los Angeles county,	48,078
90650	Norwalk, CA (in Los Angeles count	47,349
90250	Hawthorne, CA (in Los Angeles co	46,145
91331	Pacoima, CA (in Los Angeles count	44,106
90805	Long Beach, CA (in Los Angeles co	41,139

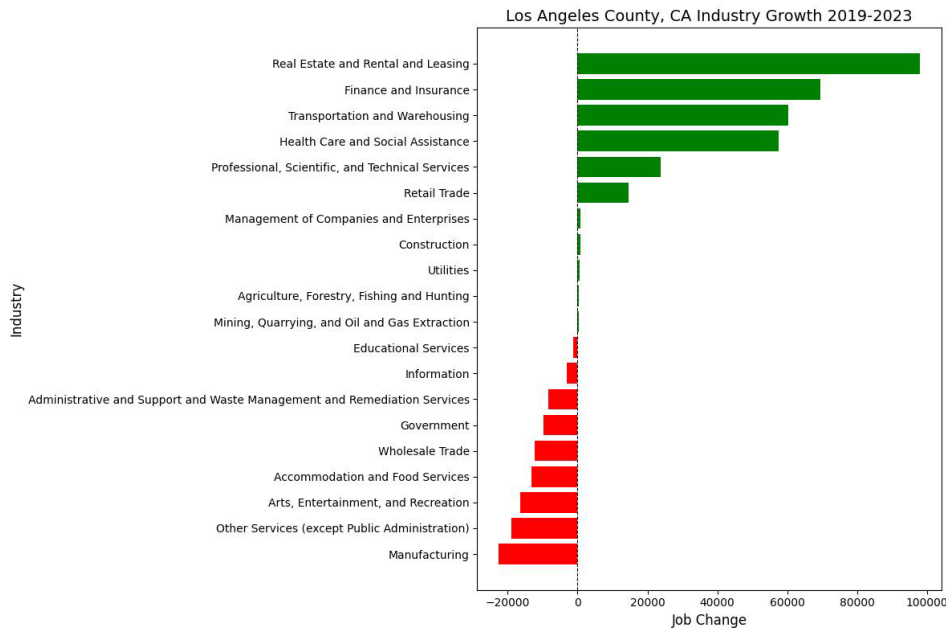
Workforce development plans must crucially focus on industries like construction, healthcare, logistics, and entertainment—sectors identified as having substantial growth potential and corresponding upskilling needs. For instance, the skills gap analysis shows a deficiency in critical areas such as project management, nursing, and technical specialties, which are essential for sectors like Health Services and Selected Manufacturing (fashion, aerospace, pharmaceuticals). Reports indicate job openings substantially outweigh local educational program completions in relevant fields.

#### D. EMPLOYER TRENDS AND INDUSTRY DEMAND

The employment landscape within the Los Angeles Basin Regional Planning Unit (LAB RPU) reflects a nuanced understanding of the county's economic structure and workforce development potential. The analysis of industry employment data reveals pivotal insights into how the region's sectors could influence broader economic and workforce objectives. The priority sectors identified—Construction, Selected Manufacturing (including Fashion, Aerospace, Analytical Instruments, Pharmaceuticals, Medical Devices), Logistics, Entertainment and Infotech, Health Services, and Leisure and Hospitality—each play a unique role in shaping the future trajectory of the region’s economy.



In the realm of Construction, minor growth has been noted with an increase of 830 jobs, signaling a potential yet under-leveraged area for expansion given the area's infrastructural demands. The sector offers substantial career potential characterized by relatively high wage positions compared to other entry-level jobs, yet more substantial growth could be pursued by fostering specialized training and upskilling programs. Meanwhile, selected manufacturing sectors, particularly those aligned with high-tech and innovative products, present a platform for economic acceleration. Yet, as manufacturing faced a decline of 22,663 jobs, targeted interventions to revitalize this sector could invigorate local economic growth by tapping into Los Angeles' robust creative and technological ecosystems.



Logistics, with a recorded increase of 60,212 positions, underscores its position as a burgeoning industry primed for continued expansion. The shift towards e-commerce and supply chain enhancements highlights the sector's critical role in driving regional employment, necessitating a focus on developing logistics-related skills and infrastructure. Health Services, albeit experiencing a significant addition of 57,430 jobs, should also be regarded as essential, particularly in light of demographic shifts towards an aging population that will increase the demand for healthcare professionals and services. Tailored training initiatives addressing skills gaps in this sector could ensure that the workforce is well-equipped to meet emerging healthcare needs.

Conversely, sectors like Leisure and Hospitality faced declines, losing 13,143 jobs. While traditionally robust, these sectors require strategic initiatives to recover, such as enhancing workforce resilience and adapting to shifts in consumer demand post-pandemic. The sector nonetheless retains substantial employment potential once stabilized, especially with Los Angeles' status as a cultural and tourist hub.

Overall, the LAB RPU's focus on these pivotal sectors underscores a strategic alignment with the region's economic strengths and employment needs. By prioritizing sector-specific workforce development efforts and integrating inclusive practices to address skill gaps, Los Angeles County can enhance its economic resilience, ensuring sustainable growth and opportunity across its diverse workforce.

#### Footnotes:

*US Census Bureau ACS, 2024, Employment by Industry Data for Los Angeles County.*

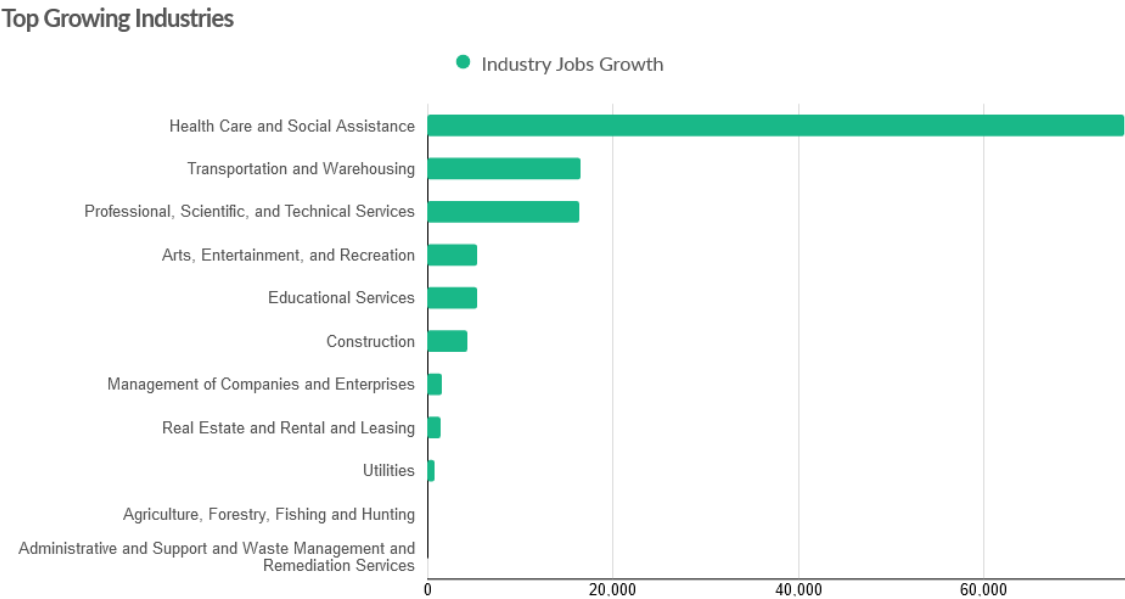
*Lightcast, 2024, Employment Change by Industry Data for Los Angeles County.*

### Industries and occupations with an emerging demand

Recent data from the Los Angeles Basin Regional Planning Unit reveals insightful trends in industries and occupations demonstrating emerging demand. The quantitative analysis provides an essential framework to understand labor-market dynamics and prepare policy actions to align workforce development with these trends for maximum socio-economic benefit.

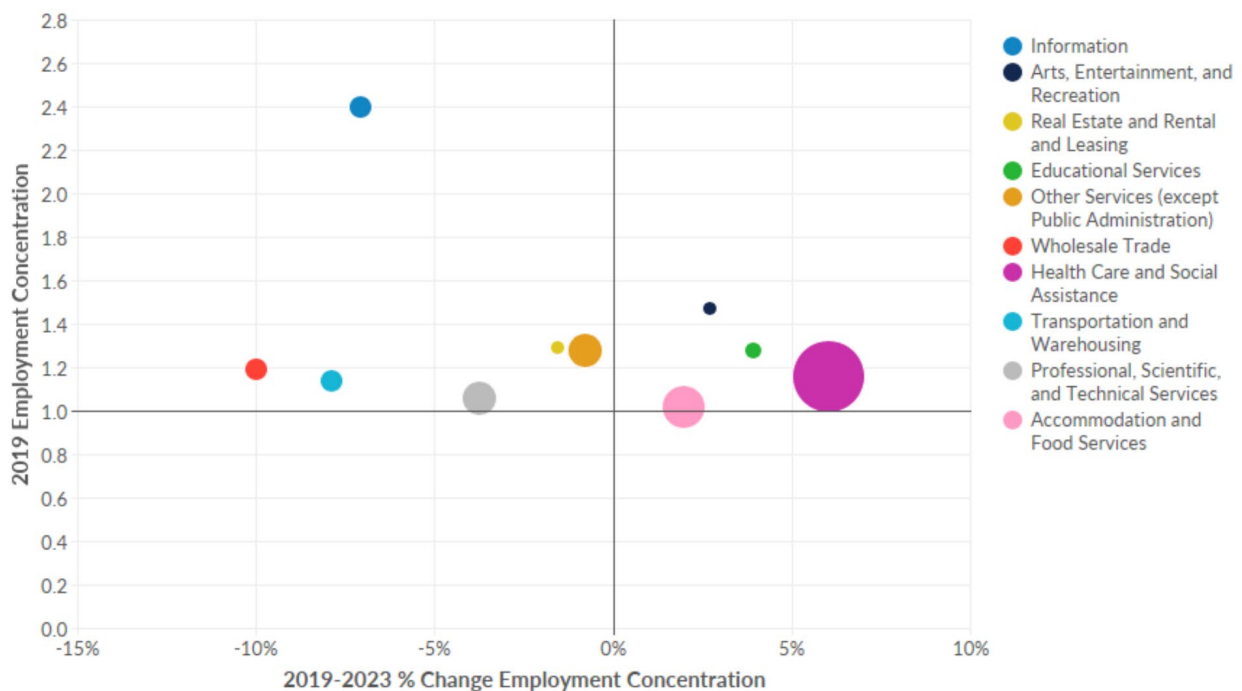
Emerging industries in the Los Angeles Basin include Transportation and Warehousing, Finance and Insurance, and Health Care and Social Assistance. Specifically, the Transportation and Warehousing industry has seen a notable job growth of 15.27% from 394,214 to 454,426 jobs, with a competitive effect indicating a slight region-specific

advantage[1]. Health Care and Social Assistance, crucial for its 6.8% growth, appears poised for continued expansion reflecting the demographic trend towards an aging population. Finance and Insurance experienced robust growth of 24.51%, reflecting national trends but also local factors such as the region’s economic resilience and innovative financial services. The competitive effect across these sectors showcases unique regional advantages likely influenced by Los Angeles’ extensive infrastructure, diversified economy, and significant consumer market, driving specialized growth beyond national averages.



Moreover, the analysis of location quotient (LQ) data highlights particularly specialized industries and occupations within the Los Angeles Basin. For example, the location quotient for the Arts, Design, Entertainment, Sports, and Media occupations at 2.85 underscores the strong regional specialization compared to the national average (LQ=1)[5]. This makes Los Angeles a unique national and global hub for these creative sectors. Similarly, Health Care and Social Assistance, with its LQ of 1.24, shows above-average regional employment concentration, reflecting sector-specific requirements.





For occupations, the Los Angeles region's emerging demand aligns closely with specific industry needs. Occupations in Health Care, such as registered nurses and medical technicians, are projected to grow considerably due to ongoing demographic changes]. Transportation-related roles, including logistics managers and truck drivers, are also expanding, capitalizing on the uptick in e-commerce and the region's position as a logistics nexus[8].

Understanding and leveraging these trends is crucial for local government policymakers. By grasping the strategic industries and occupations with the strongest competitive advantages, policymakers can craft targeted interventions to maximize economic growth, mitigate unemployment, and elevate income levels. Measures can be tailored to enhance skills, offer incentives for training in high-demand sectors, and support industries with potential for significant economic contributions.

A call to action for local government policymakers should involve laying out comprehensive policies and initiatives:

1. Tailor Workforce Training Programs: By concentrating on emerging sectors and specific skills within these jobs, workforce training can align more closely with industry demand. Emphasizing STEM, healthcare, logistics, and creative media skills will fill gaps where market demand outpaces supply.
2. Strengthen Strategic Partnerships: Establish partnerships with key industry stakeholders and educational institutions to foster industry-specific training programs, internships, and apprenticeships. This will ensure a steady pipeline of skilled labor ready to meet sector demands.

3. **Promote Inclusive Growth and Resilience:** Develop targeted educational and training initiatives aimed at underrepresented communities. Ensuring equitability in access to emerging occupations not only meets industry demand but also uplifts economically disadvantaged groups.

4. **Invest in Infrastructure and Technology:** Enhance digital infrastructure and related support services to boost telecommunication and remote service capabilities, thereby supporting sectors such as information services and logistics that thrive on tech-driven innovation.

5. **Adapt to evolving Economic Landscapes:** Continuously monitor labor market data to anticipate future trends and adapt policies swiftly, ensuring adaptability in workforce training and education systems to emerging economic conditions.

By implementing these strategic actions, local governments in the Los Angeles Basin can capitalize on dynamic economic opportunities and steer regional growth sustainably, ensuring a robust, resilient, and inclusive economic environment.

**Footnotes:**

1. Lightcast, December 2024, Employment Change by Industry for Los Angeles County.
2. Lightcast, December 2024, Population Data by Age Group for Los Angeles County.
3. Lightcast, December 2024, Industry Growth Analysis for Los Angeles County.
4. Lightcast, December 2024, Location Quotient Data for Los Angeles County.
5. Lightcast, December 2024, Occupational Analysis for Los Angeles County.
6. Lightcast, December 2024, Employment Sector Reports for LA Basin.
7. Lightcast, December 2024, Healthcare Employment Trends for Los Angeles County.
8. Lightcast, December 2024, Logistics and Transportation Employee Data for LA Basin.

## **Fostering Demand-Driven Skills Attainment**

### **Identify the in-demand industry sectors or occupations for the region.**

#### **Priority Sectors**

The Los Angeles Basin Regional Planning Unit (LAB RPU) identified its priority sectors based on a comprehensive analysis of data-driven factors, including current employment trends, wage levels, projected future growth, and their overall value to the regional economy. These sectors were chosen for their potential to drive economic resilience, foster innovation, and create high-quality jobs that align with the region's long-term development goals. By focusing on these critical industries, the LAB RPU aims to strengthen the economic fabric of the Los Angeles Basin while supporting equitable and sustainable growth.

**Construction Sector:** The construction industry is a cornerstone for economic support and infrastructure development. Despite a modest increase of 827 jobs, this sector presents extensive opportunities for growth due to its essential role in addressing the infrastructural needs of a growing urban population. With strategic investment in skills development and training programs, especially focusing on middle-skill jobs, the construction sector can expand its workforce to meet future demand while offering competitive wages that benefit the local economy.



## 14,890 Unique Job Postings

The number of unique postings for this job over the last 12 months.



## 2,678 Employers Competing

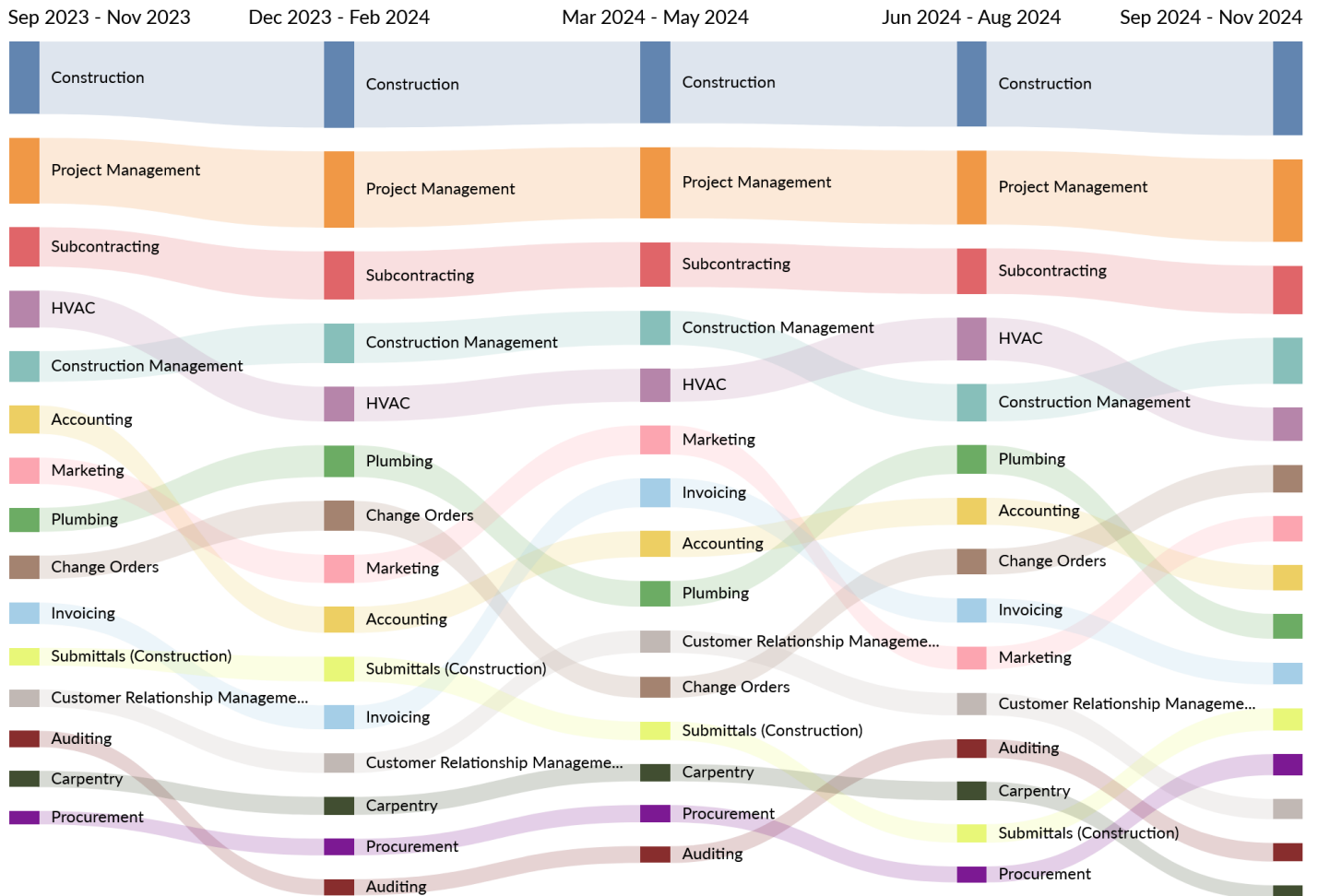
All employers in the region who posted for this job over the last 12 months.



## 29 Day Median Duration

Posting duration is 2 days longer than what's typical in the region.

Skills help us understand the direction an industry is headed.



Over the past year, the construction sector has required a workforce skilled in areas such as advanced carpentry, sustainable building practices, and project management to meet growing infrastructure demands. Emphasis has been placed on middle-skill roles, including electricians, plumbers, and equipment operators, as well as the integration of technology-driven skills like BIM (Building Information Modeling) and energy-efficient construction methods to align with modern industry standards and sustainability goals.

**Entertainment and Infotech:** This sector saw a decline of 7,021 jobs, yet it remains vital given Los Angeles' historical role as a global entertainment hub. Infotech offers significant growth potential due to digital transformation across industries. Strengthening collaborations between educational institutions and tech companies, as well as investing in digital skills training, can help reverse employment declines and ensure the sector contributes effectively to the economy.



## 9,154 Unique Job Postings

The number of unique postings for this job over the last 12 months.



## 730 Employers Competing

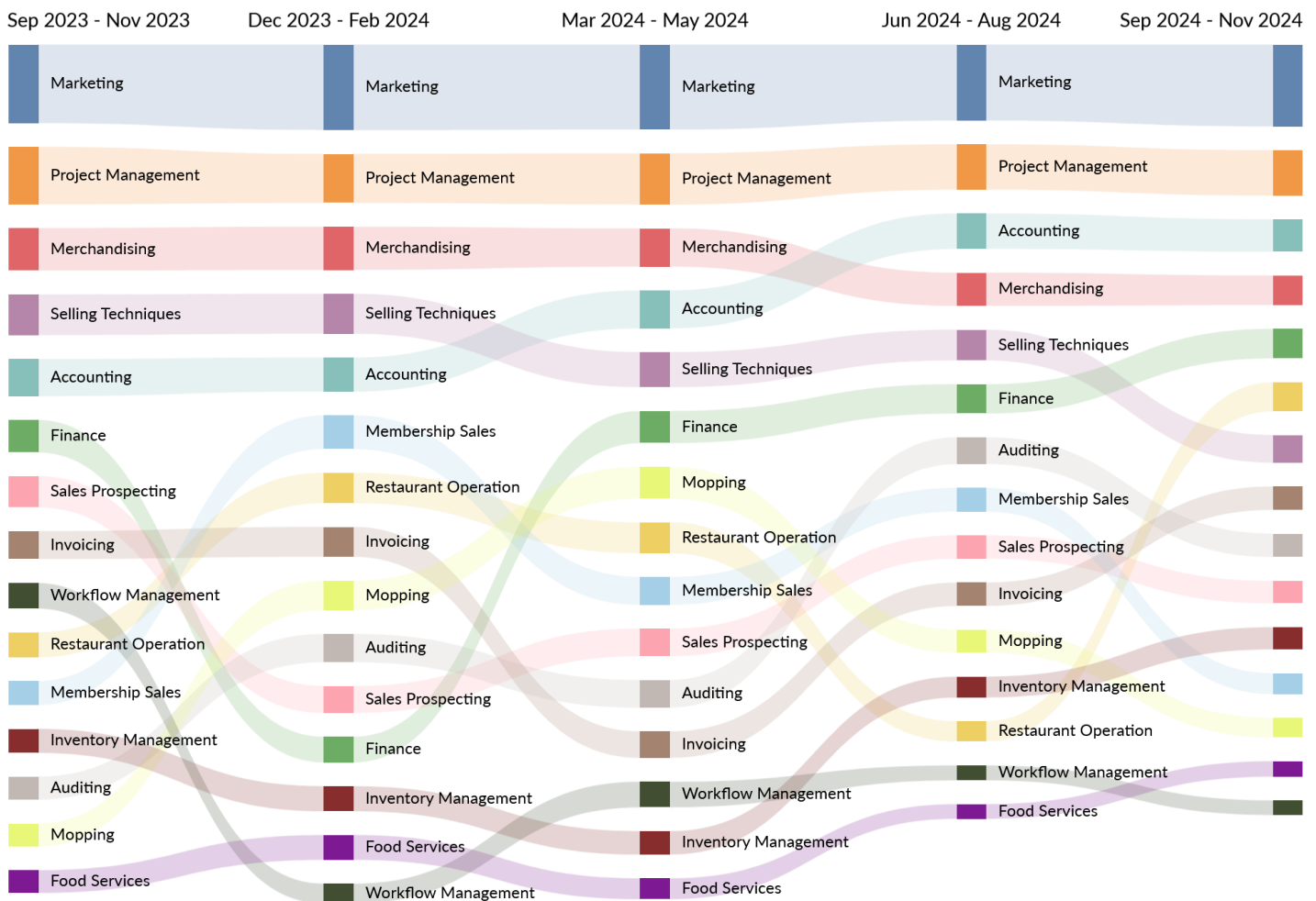
All employers in the region who posted for this job over the last 12 months.



## 29 Day Median Duration

Posting duration is 2 days longer than what's typical in the region.

Skills help us understand the direction an industry is headed.



Over the past year, the entertainment and infotech sector has highlighted a critical need for skills in digital content creation, software development, and data analytics to keep pace with the rapid digital transformation across industries. Demand has also surged for expertise in emerging technologies such as AI, virtual production, and cybersecurity. Strengthening partnerships between educational institutions and tech companies is essential to developing a skilled workforce that can support innovation and drive sustainable growth in this pivotal sector.

**Health Services:** With an addition of 30,202 jobs, health services are expanding rapidly, driven by demographic shifts such as an aging population. This growth emphasizes the necessity of continuous training and certification programs to equip healthcare professionals with the skills required for evolving services. As demand for healthcare

services climbs, the sector provides stable employment opportunities and supports the well-being of the community, contributing to region-wide economic stability.



123,094 Unique Job Postings

The number of unique postings for this job over the last 12 months.



6,121 Employers Competing

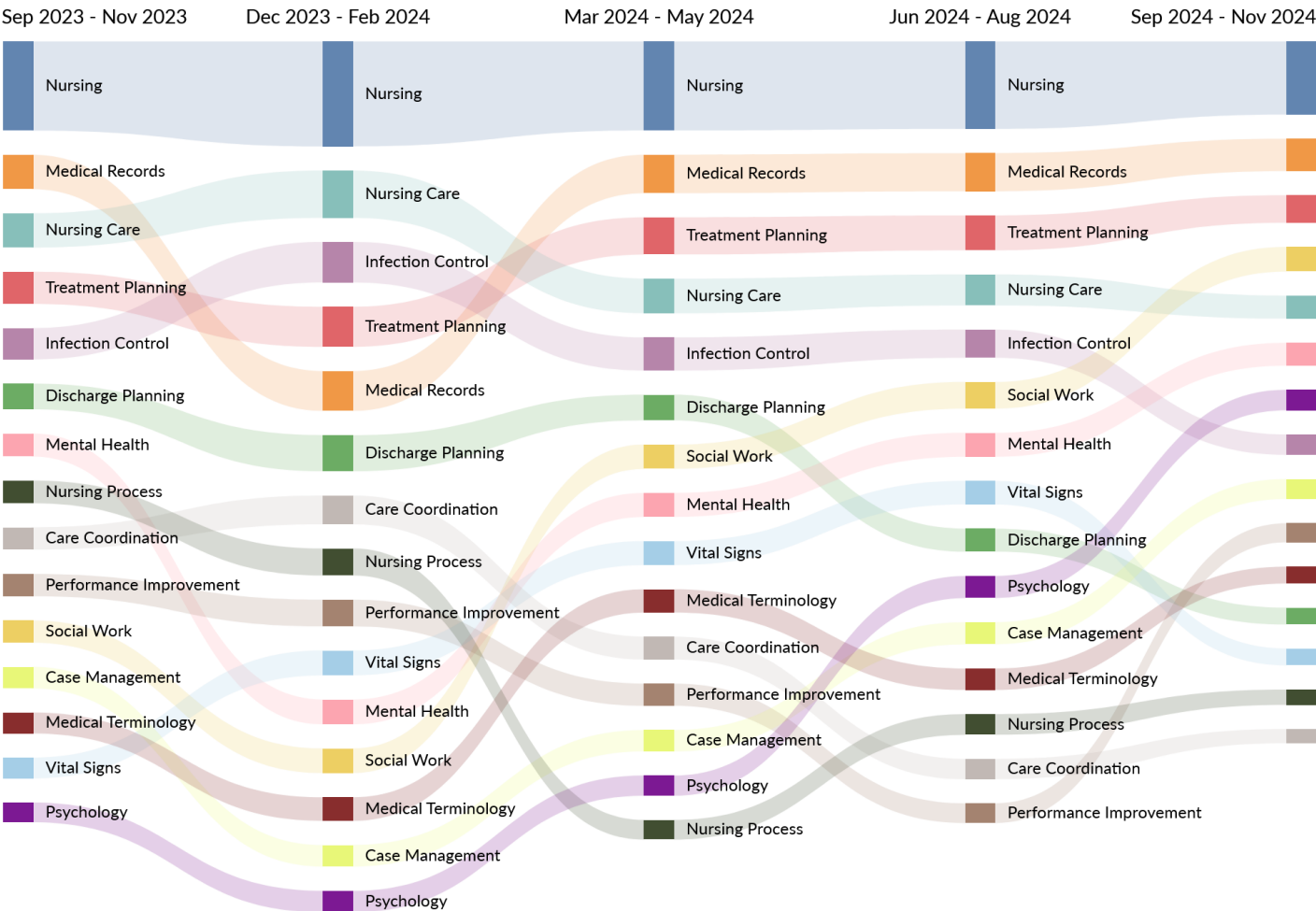
All employers in the region who posted for this job over the last 12 months.



28 Day Median Duration

Posting duration is 1 day longer than what's typical in the region.

Skills help us understand the direction an industry is headed.



Over the past year, the health services sector has required a workforce skilled in areas such as geriatric care, advanced nursing practices, and telehealth delivery to address the growing demands of an aging population. Specialized training in emerging areas like health informatics, chronic disease management, and mental health support has become increasingly essential. Continuous education and certification programs are vital to equipping healthcare professionals with the competencies needed to meet evolving patient needs while ensuring the sector's continued contribution to community well-being and economic resilience.



**Leisure and Hospitality:** Experiencing a workforce contraction with 13,143 fewer jobs, this sector highlights the challenges faced due to pandemic effects. Recovery in this sector can be propelled by strategic adaptability measures, like enhancing skill diversity and flexibility among workers, which can address changing consumer habits and expectations. Leveraging Los Angeles's cultural tourism appeal will also be pivotal in reinvigorating this sector.



44,177 Unique Job Postings

The number of unique postings for this job over the last 12 months.



2,317 Employers Competing

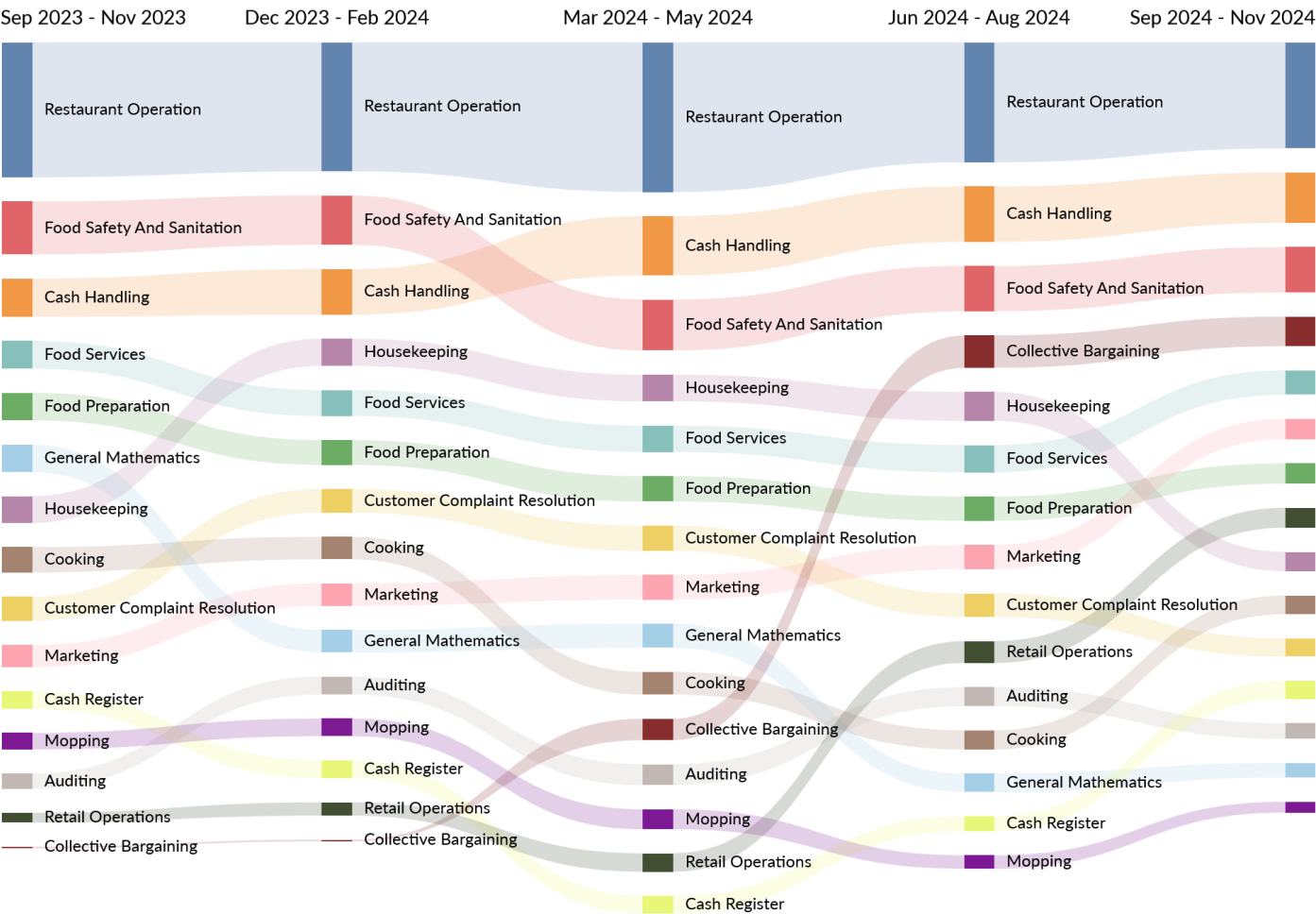
All employers in the region who posted for this job over the last 12 months.



30 Day Median Duration

Posting duration is 3 days longer than what's typical in the region.

Skills help us understand the direction an industry is headed.



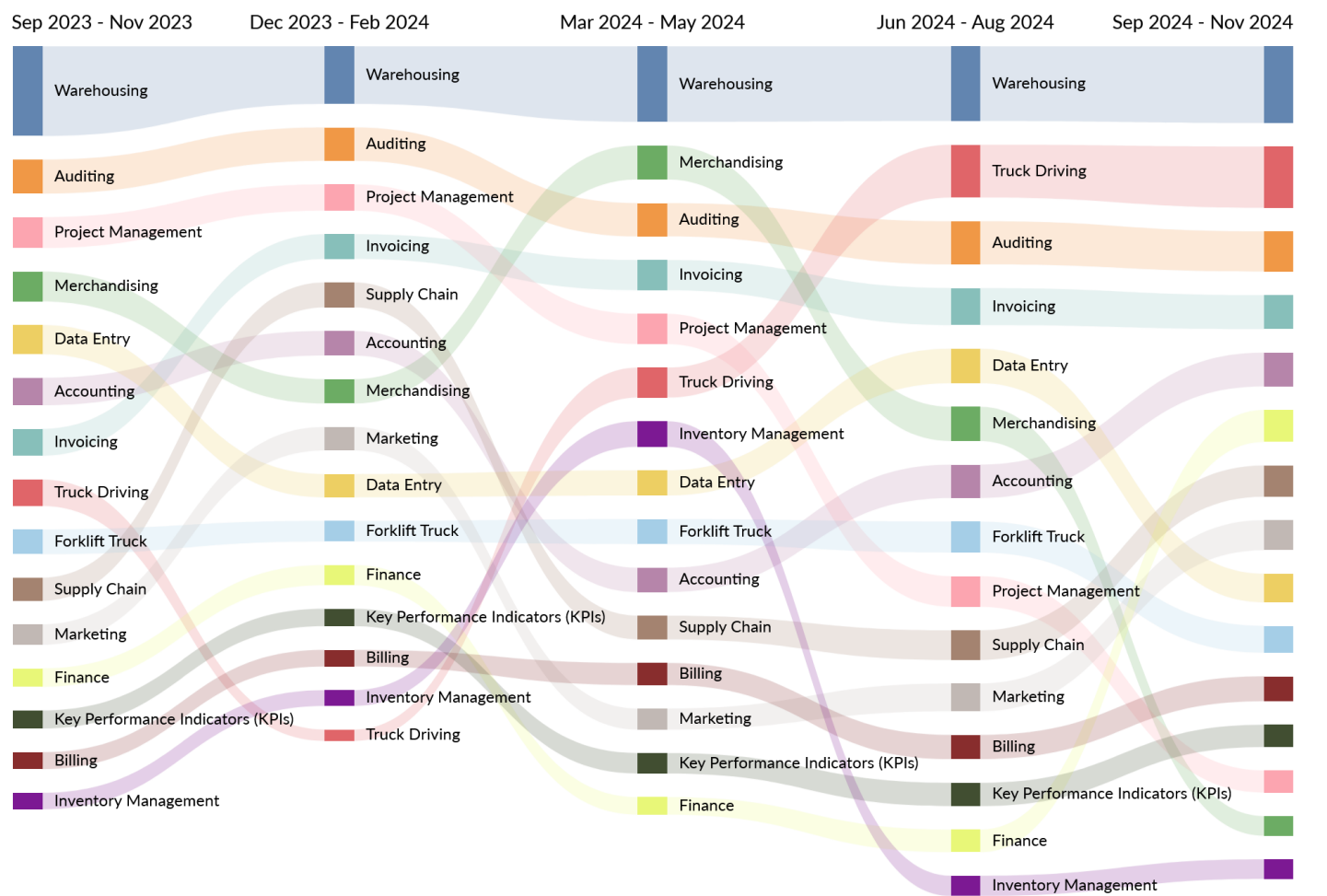
Over the past year, the leisure and hospitality sector has emphasized the need for skills in customer service adaptability, digital marketing, and event management to address shifts in consumer behavior and preferences post-pandemic. Workers with diverse skills in technology integration, such as managing online booking systems

and virtual experiences, are increasingly in demand. Strengthening workforce flexibility and leveraging Los Angeles's rich cultural tourism assets will be key to driving recovery and revitalizing this vital sector.

**Logistics:** There has been a substantial increase in logistics by 47,909 jobs, showcasing its rapid expansion fueled by e-commerce growth. This sector is critical to the region's economy, providing numerous entry-level positions and pathways to advancement through targeted training in logistics and supply chain management skills, aligning with increasing global trade demands.



Skills help us understand the direction an industry is headed.



Over the past year, the logistics sector has demonstrated a strong need for skills in supply chain management, inventory control, and warehouse operations to support its rapid expansion driven by e-commerce growth. Expertise in transportation coordination, data analytics for supply optimization, and proficiency in logistics

technologies like automated systems and tracking tools are in high demand. Targeted training programs that provide pathways from entry-level roles to advanced positions are essential to sustaining this sector's growth and aligning with the demands of global trade.

**Advanced Manufacturing:** Even though it experienced a decline of 6,409 jobs, selected manufacturing remains a core component for leveraging Los Angeles's industrial capabilities. The focus should be on high-tech and innovative product manufacturing, offering unique opportunities for skilled labor by integrating new technologies and improving operational efficiency.



53,500 Unique Job Postings

The number of unique postings for this job over the last 12 months.



3,354 Employers Competing

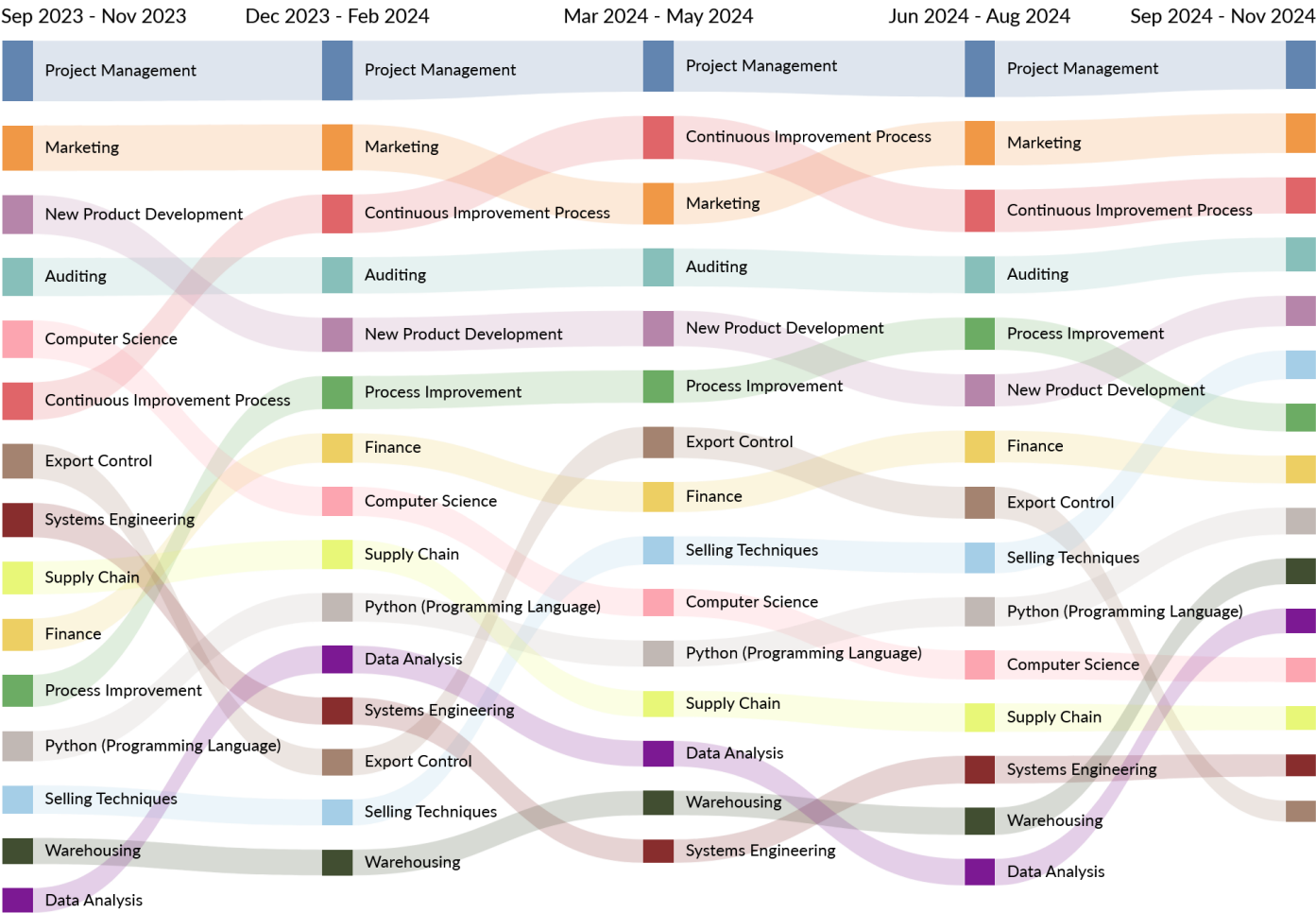
All employers in the region who posted for this job over the last 12 months.



27 Day Median Duration

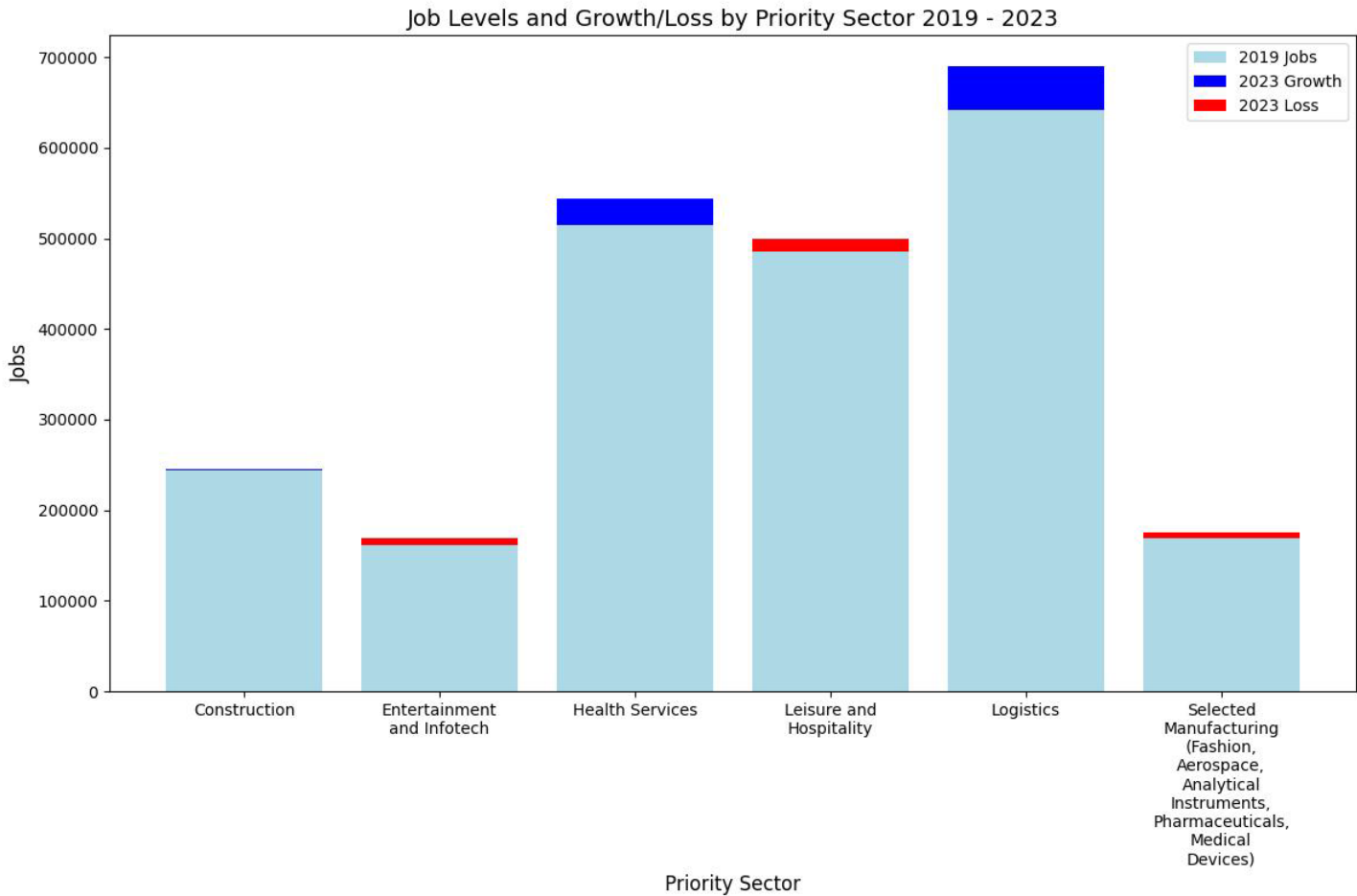
Posting duration is the same as what's typical in the region.

Skills help us understand the direction an industry is headed.



Over the past year, the advanced manufacturing sector has highlighted the need for skills in robotics, precision engineering, and advanced materials science to align with its shift toward high-tech and innovative production. Proficiency in areas such as additive manufacturing, automation, and data-driven operational efficiency has become essential. Investing in workforce development programs to train skilled labor in cutting-edge technologies will be crucial for revitalizing the sector and leveraging Los Angeles's industrial strengths.

Through targeted workforce development initiatives in these priority sectors, the Los Angeles Basin can encourage economic growth and employee advancement, ultimately paving the way for a future-proof, resilient economy.



Job losses in 2023 across Los Angeles sectors such as entertainment and information technology, leisure and hospitality, and advanced manufacturing were driven by factors including lingering economic uncertainty, shifts in consumer demand, and the region's exposure to global supply chain disruptions and industry-specific challenges. However these industries remain vital to the Los Angeles economy due to their global influence, significant contributions to employment and GDP, and their role in driving innovation and tourism.

Footnotes:  
Lightcast, 2024, Employment Change by Industry Data for Los Angeles County.

PRIORITY SECTOR SKILLS



Moreover, the data on top regional job skills reveal that while technical skills like marketing, project management, and data analysis dominate job postings, common skills like communication, customer service, and leadership are equally valued. This information is crucial for educational institutions and training programs, highlighting the need for a curriculum that balances hard and soft skills to equip workers adequately for regional employer demands.

From a policy perspective, this educational and skills gap data emphasizes the necessity of strategic interventions. Local government policymakers, in collaboration with educational providers and industry leaders, should focus on several areas to enhance workforce readiness and economic vitality:

- 1. **Expand Sector-Specific Training Programs:** Target growing sectors with custom training programs designed in partnership with industries to ensure a steady supply of skilled personnel. Programs should emphasize certifications that align with employer demands, particularly in technical sectors with rapid technological advancements.



**2. Promote Equitable Educational Access:** Address educational disparities among socio-economic groups, focusing resources on underrepresented communities to uplift segments of the workforce lagging in educational attainment. Initiatives should include scholarships, dedicated support services, and targeted outreach.

**3. Foster Public-Private Partnerships:** Collaborate with businesses to develop apprenticeship and internship programs that offer on-the-job training and reduce skill mismatches. This collaboration can allow for a direct shaping of the workforce aligned closely with real-time market needs.

**4. Champion Lifelong Learning and Upskilling:** Encourage and facilitate continuous learning opportunities for current employees to adapt to evolving job roles, ensuring career mobility and prolonged job retention in fluctuating markets.

**5. Leverage Real-time Data for Workforce Planning:** Employ data analytic tools to continuously assess labor market trends and adjust educational outputs accordingly. This approach ensures that workforce training is agile and responsive to dynamic economic shifts.

By addressing educational and skill gaps proactively, LABRPU can create a resilient and skilled workforce poised for high-wage employment opportunities and capable of attracting substantial economic investments. Initiatives that align education with industry needs will equip Los Angeles Basin with a competitive edge to navigate future economic challenges successfully.

*Footnotes:*

*Lightcast, July 2024, Los Angeles Basin Regional Occupations Data.*

*Los Angeles Economic Development Corporation, 2023, Regional Workforce Development Report.*

*California Employment Development Department, 2024, Sectoral Employment Projections for Los Angeles County.*

## **JOB POSTING DATA**

Job posting data from sources like Lightcast provides a real-time view of labor market trends, offering insights into emerging skills, in-demand occupations, and hiring activity that traditional labor market information (LMI) from sources like the Bureau of Labor Statistics (BLS) may not capture as quickly. Unlike BLS data, which lags what is happening in the economy by 2-3 years, job posting data reflects immediate employer needs and shifts in the labor market. However, it has limitations: it only includes jobs posted online, excluding positions filled through informal networks or internal promotions, and it can have error rates from duplications or misclassifications. While valuable for understanding current trends, this data should be used alongside traditional LMI for a comprehensive labor market analysis.

## Job Postings Overview

1.03M

Unique Postings

3.63M Total Postings

62,509

Employers Competing

62,509 Total Employers

28 Days

Median Posting Duration

Regional Average: 28 Days

4 : 1




















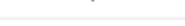
Posting Intensity



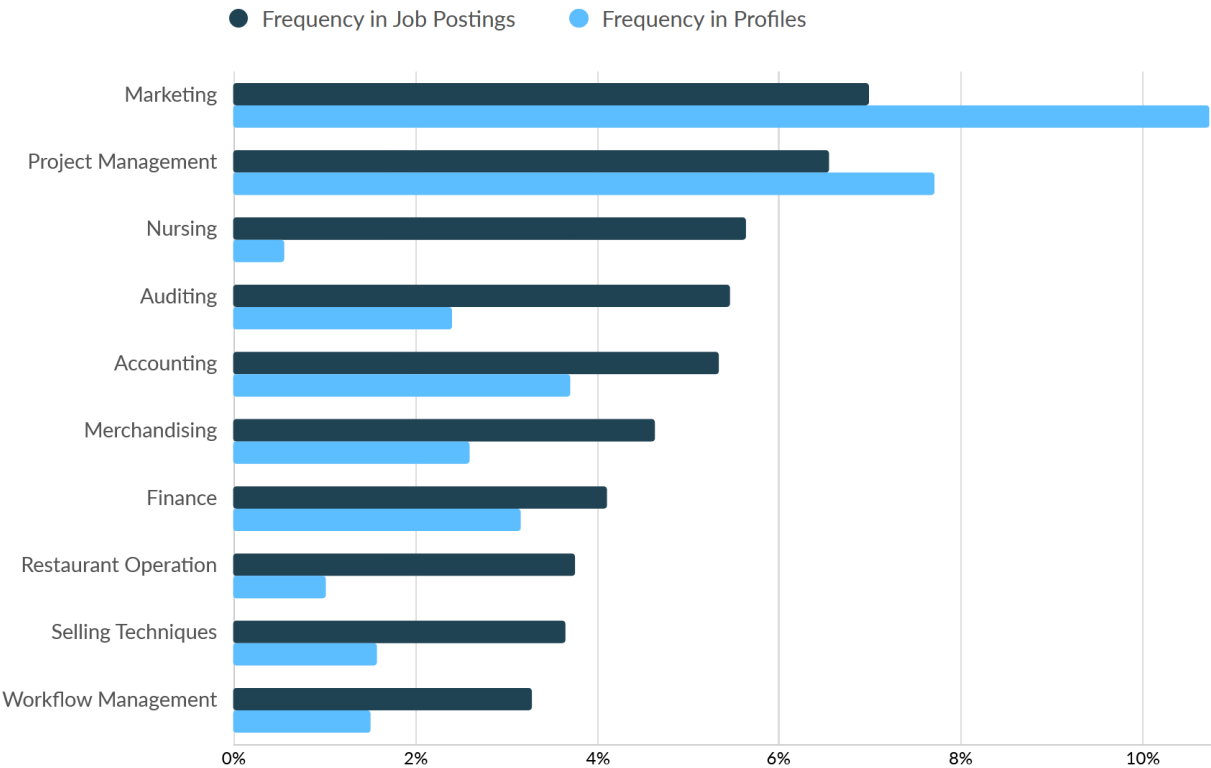
## Top Companies Posting

Company	Total/Unique (Jan 2023 - Dec 2023)	Posting Intensity	Median Posting Duration
University of California	49,724 / 10,808	5 : 1	32 days
Kaiser Permanente	43,637 / 10,143	4 : 1	31 days
Cedars-Sinai	69,251 / 7,067	10 : 1	33 days
Northrop Grumman	29,633 / 6,671	4 : 1	30 days
Robert Half	9,848 / 6,560	2 : 1	26 days
Allied Universal	24,863 / 6,128	4 : 1	32 days
Boeing	23,774 / 5,010	5 : 1	21 days
Healthcare Employment Network	23,673 / 4,686	5 : 1	39 days
University of Southern California	20,471 / 4,437	5 : 1	31 days
Providence	22,449 / 4,424	5 : 1	31 days

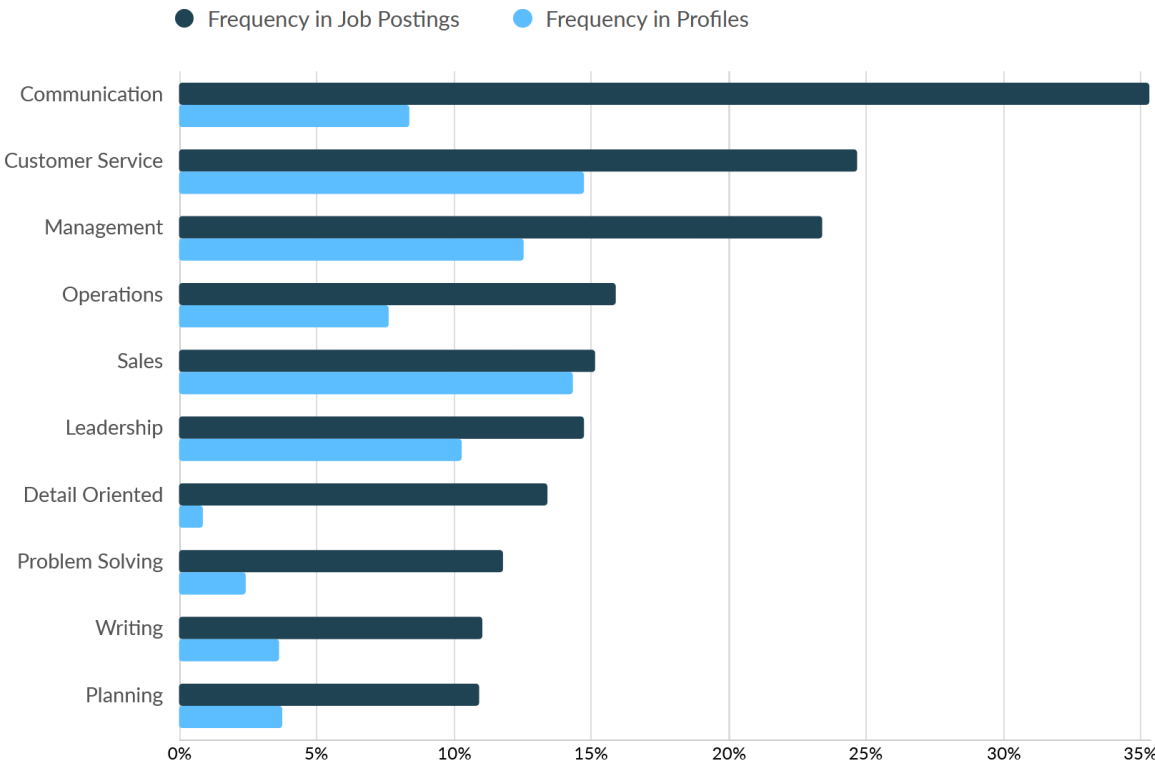
## Top Posted Occupations

Occupation (SOC)	Total/Unique (Jan 2023 - Dec 2023)	Posting Intensity	Median Posting Duration
 Registered Nurses	331,694 / 59,467	6 : 1 	28 days
 Retail Salespersons	98,164 / 26,640	4 : 1 	28 days
 Customer Service Representatives	61,526 / 17,561	4 : 1 	27 days
 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	55,289 / 15,714	4 : 1 	27 days
 Computer Occupations, All Other	46,359 / 15,141	3 : 1 	28 days
 Software Developers	41,837 / 15,091	3 : 1 	27 days
 First-Line Supervisors of Retail Sales Workers	44,579 / 14,218	3 : 1 	28 days
 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	49,938 / 13,992	4 : 1 	28 days
 Medical and Health Services Managers	44,906 / 12,655	4 : 1 	28 days
 General and Operations Managers	41,014 / 12,054	3 : 1 	29 days

Top Specialized Skills



Top Common Skills



Footnotes:  
Lightcast, 2024, Job Posting Data Report for Los Angeles County