



*The Art* of Business.  
The Business *of Art.*

*Developing Orange County's Workforce*

# OCBC OVERVIEW

OCBC is comprised of influential businesses working with government and academia to assure economic prosperity of America's sixth largest county.

Economic  
Development



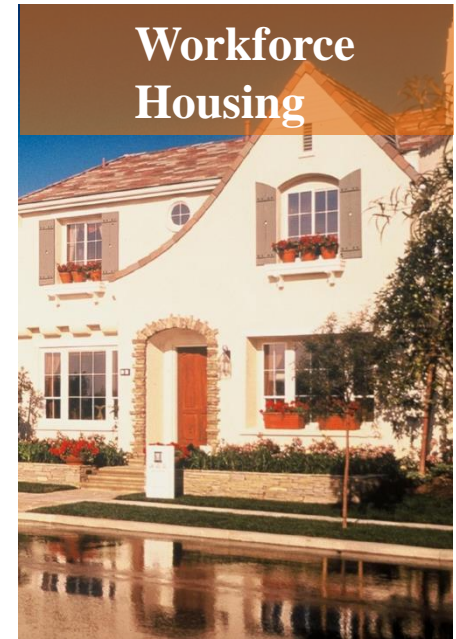
Workforce  
Development



Infrastructure



Workforce  
Housing



# Our Members

- Disneyland Resort
- Irvine Company
- AT&T
- Bank of America
- Union Bank
- CHOC Children's
- Southern California Edison
- Southern California Gas Company
- Kaiser Permanente
- Cox Communications
- FivePoint Holdings
- California State University, Fullerton



# Regional Partnerships

We build **RELATIONSHIPS** and leverage **COMMUNITY**  
to **SUPPORT** member **GOALS** and **OBJECTIVES**



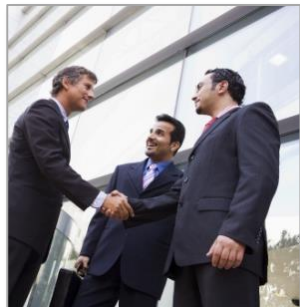
## Economic Development

Learn about the latest projects and initiatives



## Coalition Building and Issue Management

Build a coalition to influence elected officials and deliver results



## Business Development

Develop new business opportunities and enhance your network



## Corporate Social Responsibility

Invest in Orange County's economy to preserve a high quality of life



ORANGE COUNTY  
BUSINESS COUNCIL

# Research



OCBC Chief Economist- Dr. Wallace Walrod

OCBC Reports:

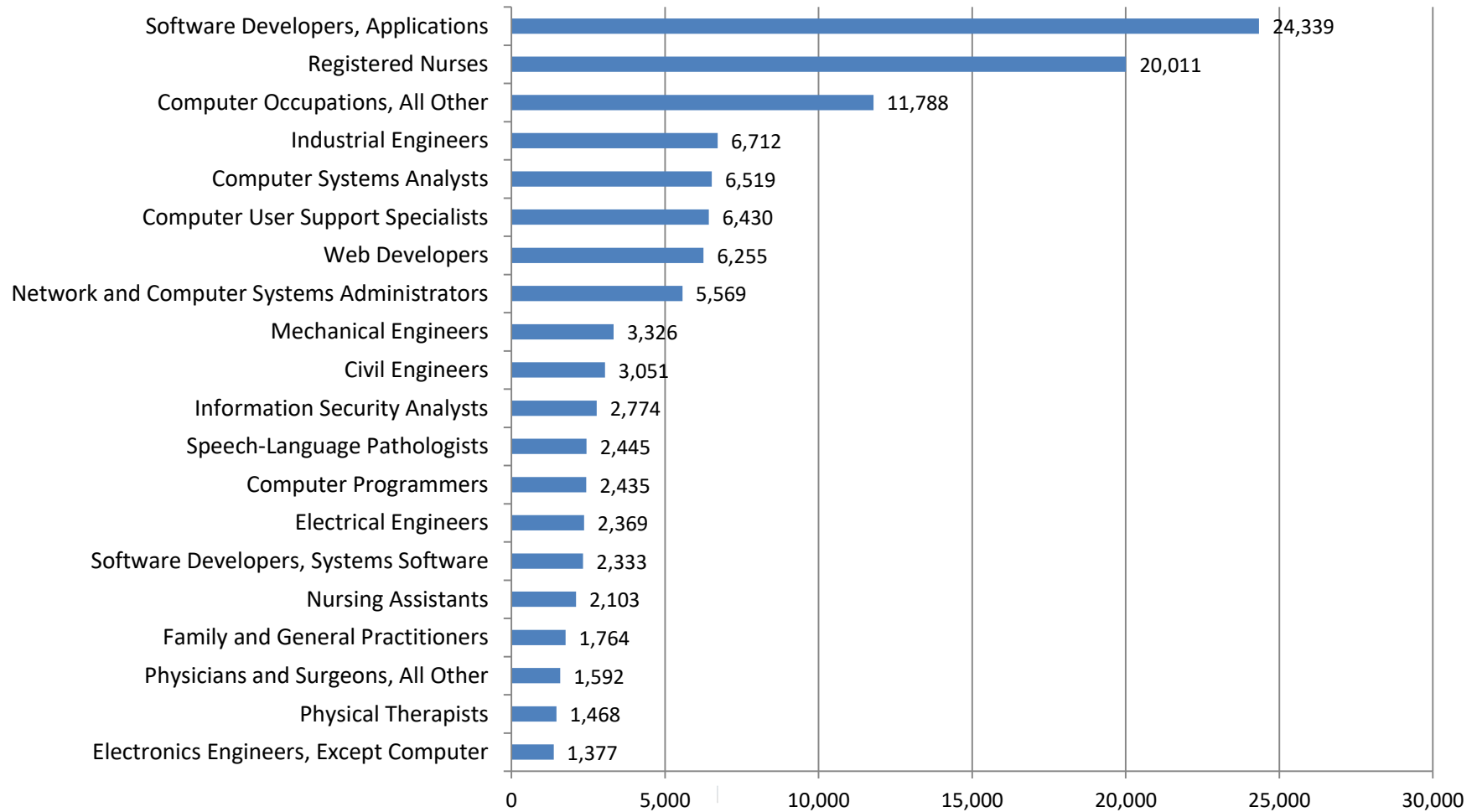
- Workforce Housing Scorecard
- Comprehensive Economic Development Strategy
- Community Indicators Report
- Workforce Indicators

# Workforce Indicators Report

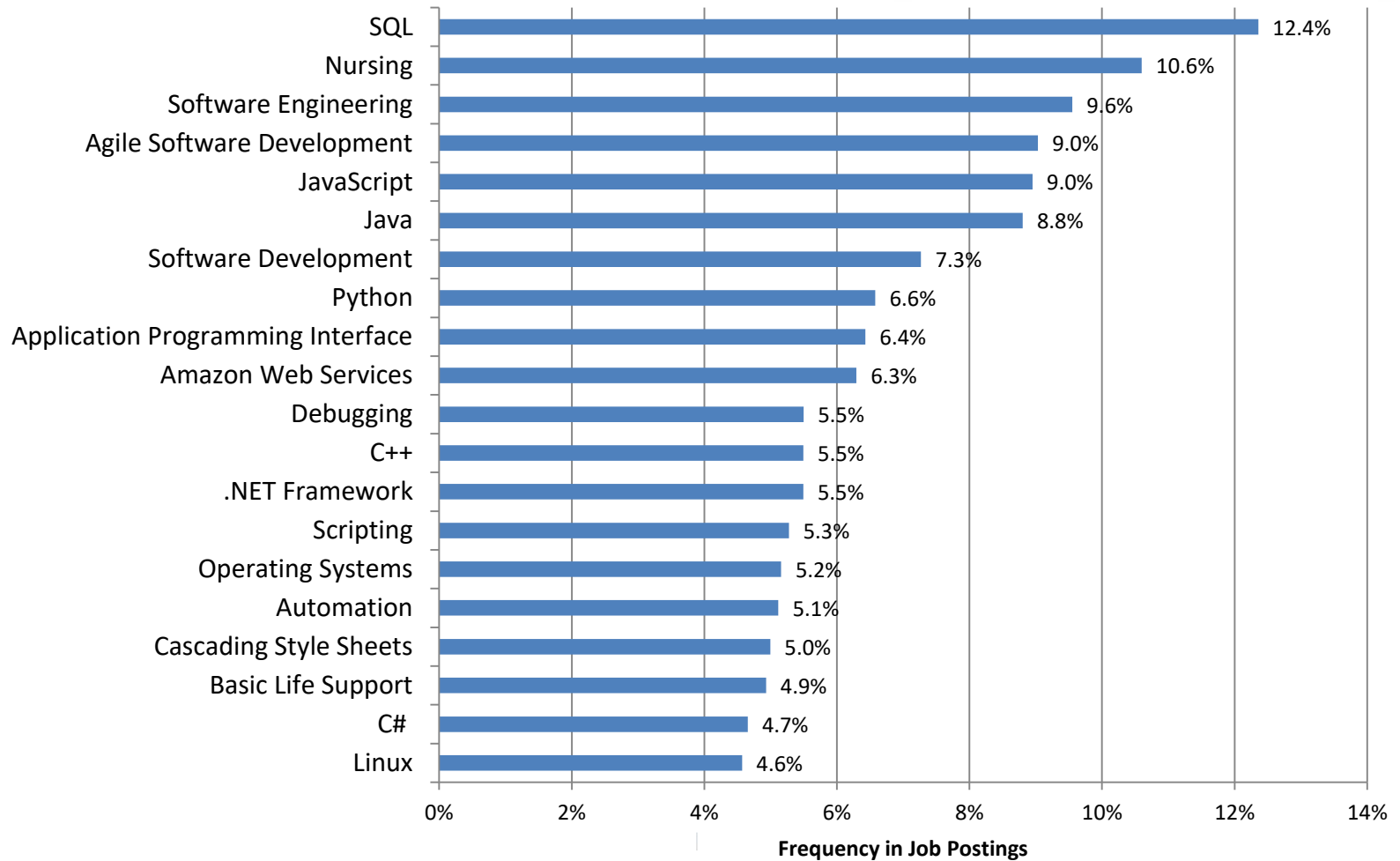
- “LinkedIn’s *2019 Global Talent Trends* report found that identifying and hiring employees with the right “soft skills” is a significant challenge for many employers. 92 percent value soft skills as least as highly as hard skills, many employers lack the ability to effectively identify and assess these skills. “
- “Employers’ challenges in finding job candidates with the right mix of soft skills might come at least in part from the vagueness of the term.”
- “These skills, however, will likely prove to be some of the most defensible skills in an era of increasing automation”



# STEM-Related Job Postings



# STEM-Related Skills by Frequency



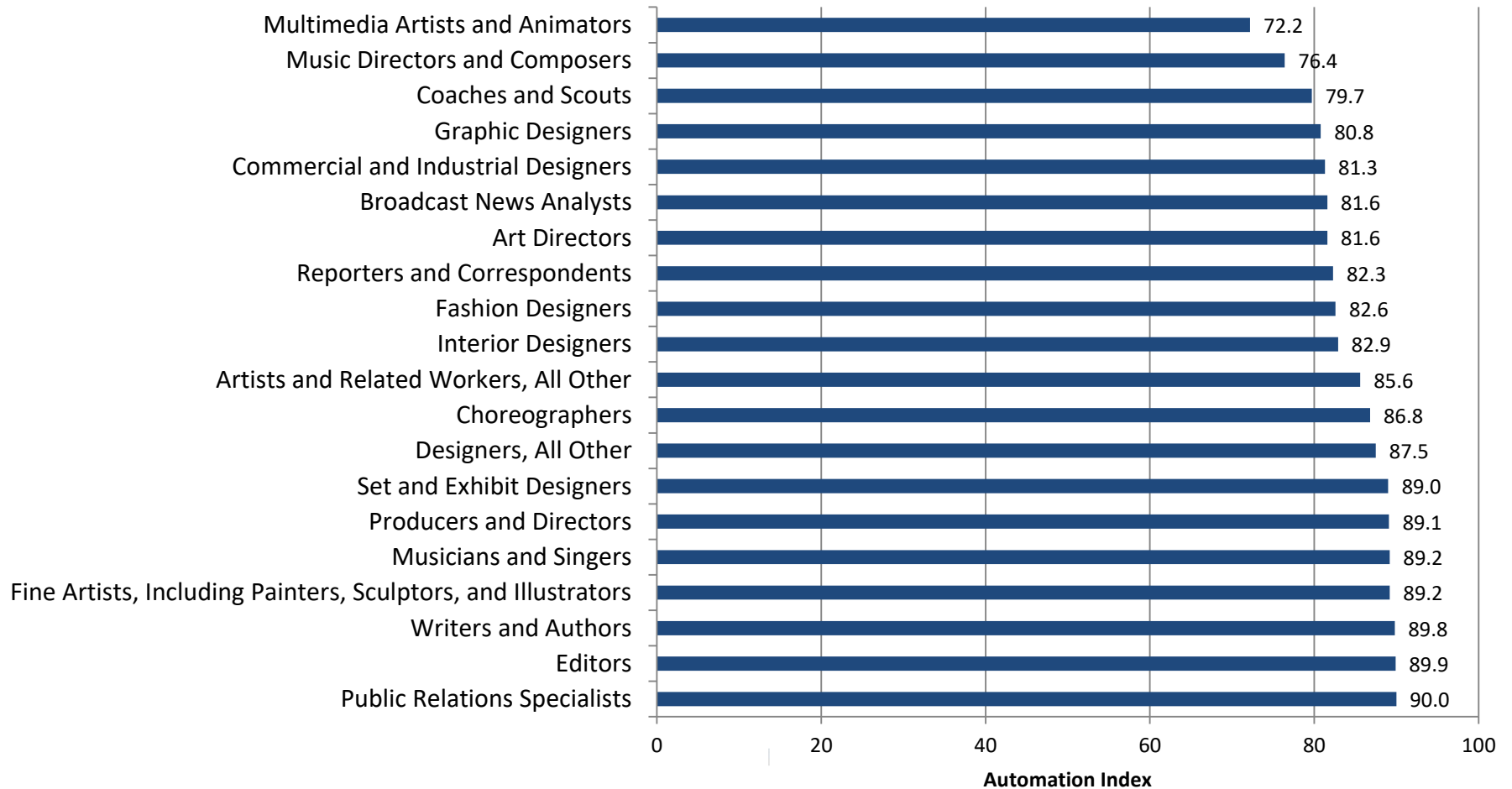


# Top Common and Hard Skills

Common Skills	Job Postings	Hard Skills	Job Postings
Management	46,425	Selling Techniques	8,481
Communications	34,068	Accounting	7,634
Sales	26,552	SQL	6,697
Customer Service	20,278	Nursing	6,323
Operations	19,925	Merchandising	6,115
Leadership	17,416	Restaurant Operation	5,740
Innovation	13,473	Agile Software Development	5,210
Problem Solving	13,206	Java	4,629
Written Communication	11,875	Auditing	4,507
Microsoft Office	9,942	Software Engineering	4,482



# Arts Related Occupations Harder to Automate

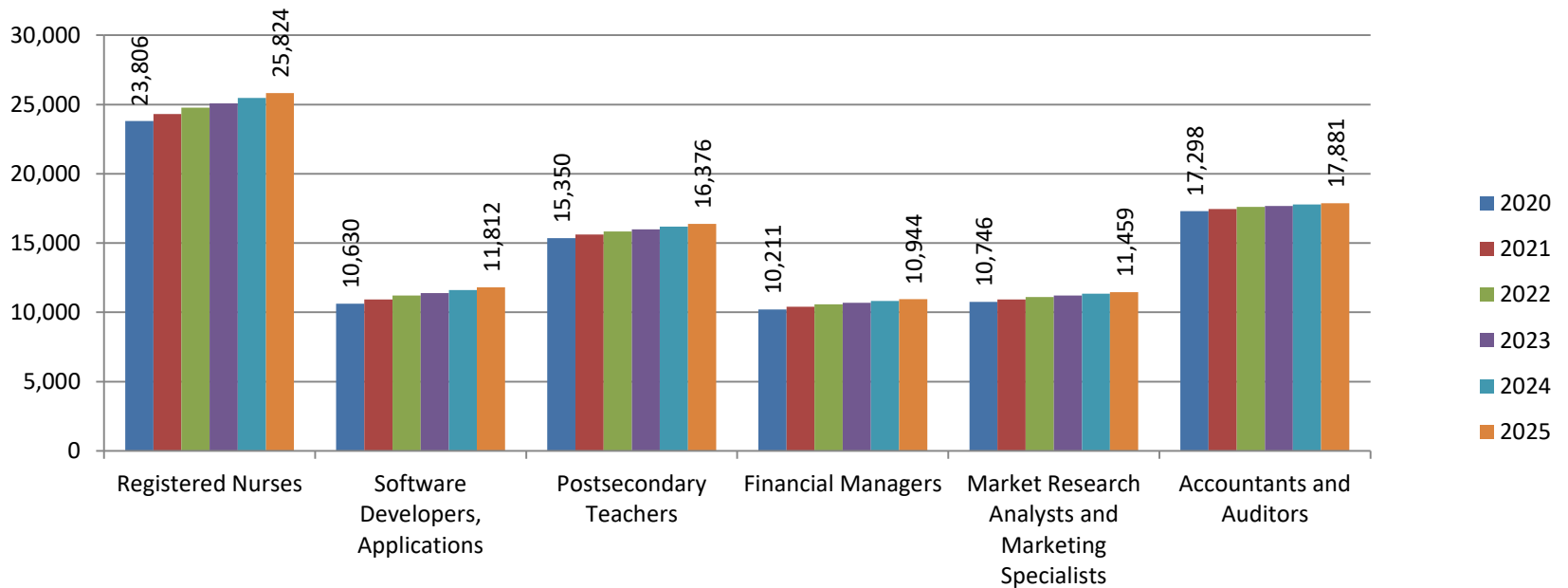


# Top 10 STEM Occupations Outlook

STEM Occupations	2019 Jobs	2024 Jobs	2029 Jobs	Absolute Change	
				2019-2024	2019-2029
Registered Nurses	23,210	25,465	26,976	2,255	3,766
Software Developers, Applications	10,279	11,608	12,425	1,328	2,146
Software Developers, Systems Software	8,000	8,128	8,131	129	131
Computer User Support Specialists	7,998	8,430	8,653	433	655
Computer Occupations, All Other	6,524	6,755	6,860	231	336
Computer Systems Analysts	6,128	6,349	6,437	221	309
Licensed Practical / Licensed Vocational Nurses	5,876	6,548	7,014	672	1,137
Civil Engineers	5,621	5,897	6,079	276	458
Network and Computer Systems Administrators	3,893	3,994	4,030	101	136
Industrial Engineers	3,694	3,856	3,921	162	228



# Occupation Projections



# Workforce Indicators Report

**Table 4: Comparing skills demand, 2018 vs. 2022, top ten**

Today, 2018	Trending, 2022	Declining, 2022
Analytical thinking and innovation	Analytical thinking and innovation	Manual dexterity, endurance and precision
Complex problem-solving	Active learning and learning strategies	Memory, verbal, auditory and spatial abilities
Critical thinking and analysis	Creativity, originality and initiative	Management of financial, material resources
Active learning and learning strategies	Technology design and programming	Technology installation and maintenance
Creativity, originality and initiative	Critical thinking and analysis	Reading, writing, math and active listening
Attention to detail, trustworthiness	Complex problem-solving	Management of personnel
Emotional intelligence	Leadership and social influence	Quality control and safety awareness
Reasoning, problem-solving and ideation	Emotional intelligence	Coordination and time management
Leadership and social influence	Reasoning, problem-solving and ideation	Visual, auditory and speech abilities
Coordination and time management	Systems analysis and evaluation	Technology use, monitoring and control

**Source:** Future of Jobs Survey 2018, World Economic Forum.



# Recommendations

- Every one of you has a role to play in Workforce Development
  - There are more opportunities to build relationships than you think.
- Most students come here to advance professionally, and their earnings

