

# Addressing Digital Literacy through Regional Collaboration



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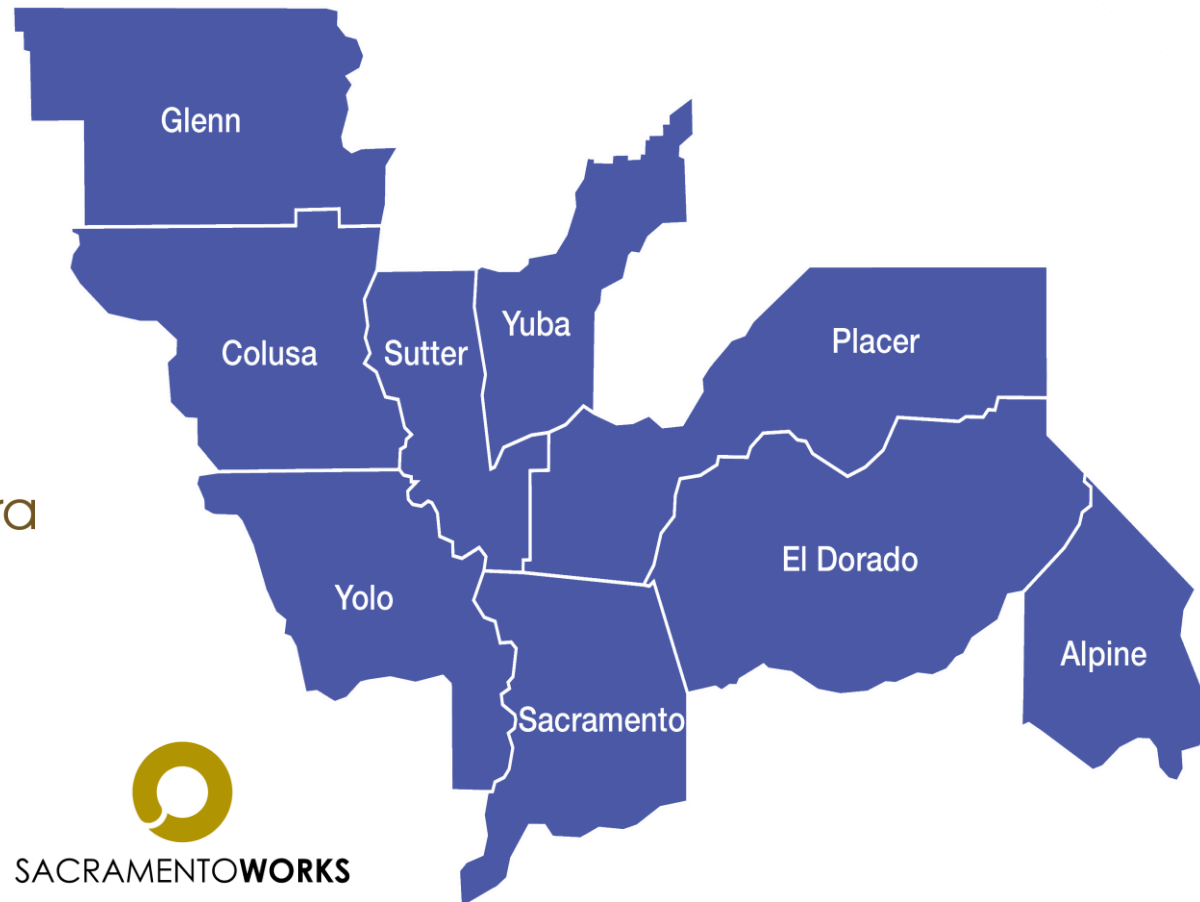


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# Capital Region Workforce Planning Area

Sacramento Employment & Training Agency (SETA), Golden Sierra Job Training Agency, North Central Counties Consortium (NCCC), YoloWorks



# About Valley Vision

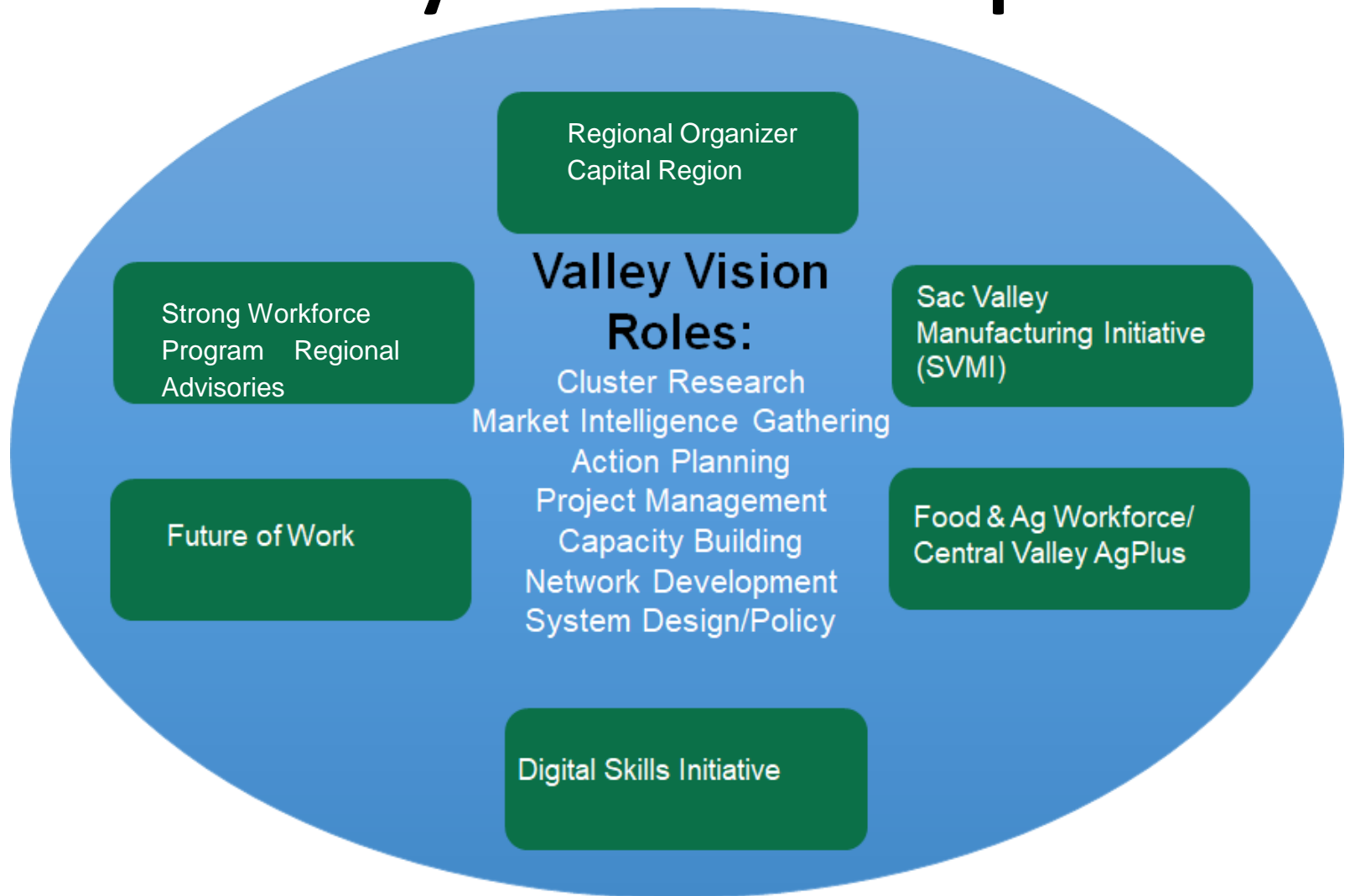
Valley Vision is a civic leadership organization dedicated to improving the livability of the Sacramento region. Through research and action, we collaborate on bold, long-term solutions that improve people's lives.

Valley Vision's efforts are concentrated in six impact areas:

- 21st Century Workforce
- Clean Economy
- Food and Agriculture
- Innovation & Infrastructure
- Healthy Communities
- Leadership & Civic Engagement



# 21<sup>st</sup> Century Workforce Impact Area

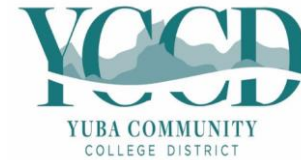


# Capital Region Workforce Action Plan

## Promising Industry Clusters

- **Advanced Manufacturing**
- **Energy, Construction, Utilities**
- **Food and Agriculture**
- **Future Mobility**
- **Hospitality, Tourism & Recreation\***
- **Information & Communications Technologies**
- **Life Sciences & Health Services**

# Strong Workforce Program



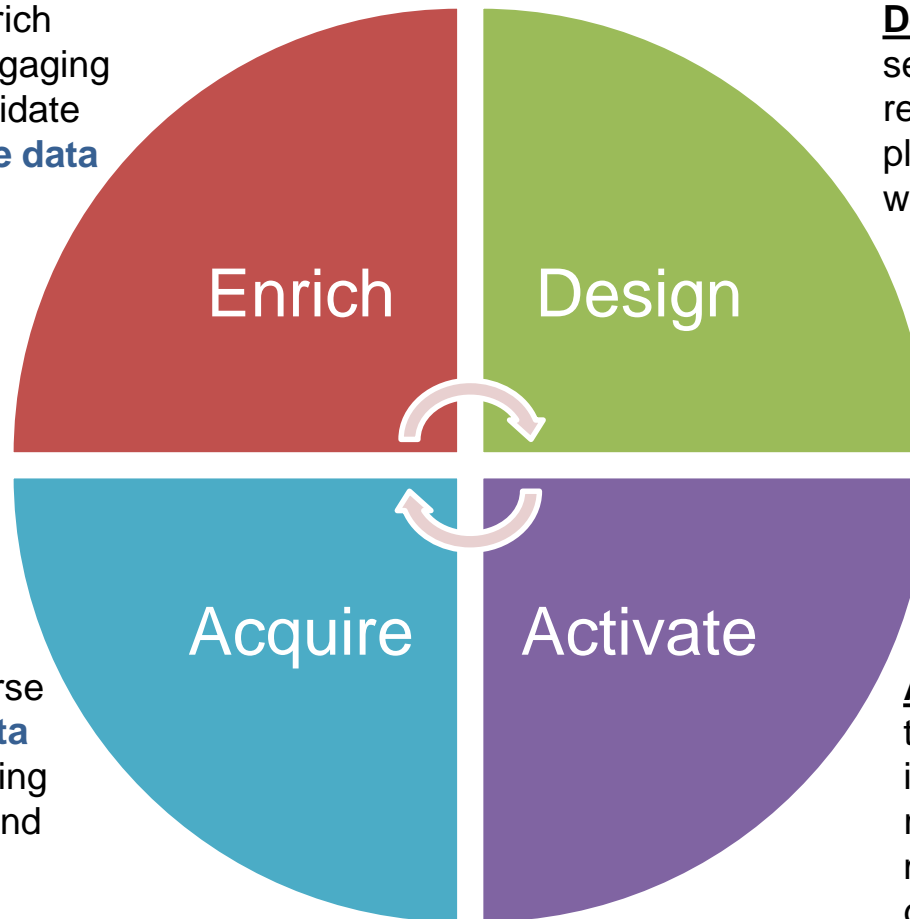
- Partnership with three community college districts (7 colleges)
- Overall goal: improve the regional advisory process for career technical education programs and investments



# Regional Talent Development Model

**Enrich:** Inform and enrich quantitative data by engaging industry partners to validate and provide **qualitative data**

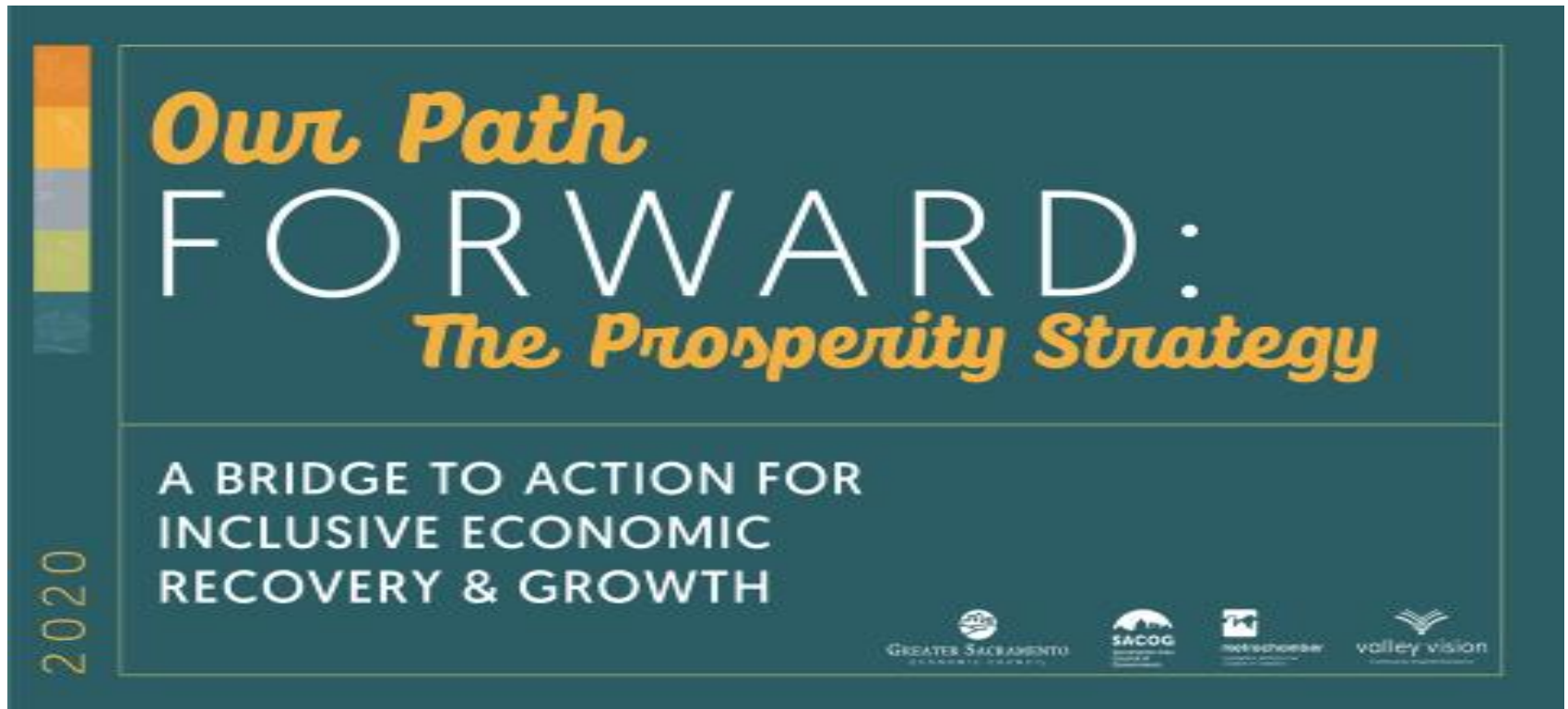
**Design:** Engage partners in setting shared, data-based regional goals, strategies, and plans to meet regional workforce needs



**Acquire:** Assemble diverse and rich **quantitative data** sets to fully capture existing regional talent demand and supply

**Activate:** Galvanize partners to collaborative and independent actions that meet regional workforce needs, and measure progress against goals





A strategic framework and bridge to action for the six-county Sacramento Region that prioritizes our core economic initiatives and will result in a more prosperous, equitable and resilient region. Serves as region's federally-designated [Comprehensive Economic Development Strategy \(CEDS\)](#).





## Why Inclusive Growth Matters

Inclusive economic growth is economic growth that is distributed fairly across society and creates opportunities for all. We create economic inclusion when:

- Cross-sector partnerships connect people and place to the growth sectors of our economy
- A more flexible, innovative and different workforce has expanded access to education and training
- Communities are involved in the decisions that impact them

# Brookings Institution Report on Greater Sacramento Region

BROOKINGS

CITIES & REGIONS GLOBAL DEVELOPMENT INTERNATIONAL AFFAIRS U.S. ECONOMY



REPORT

## Charting a course to the Sacramento region's future economic prosperity

Joseph Parilla, Sifan Liu, and Marek Gootman · April 30, 2018

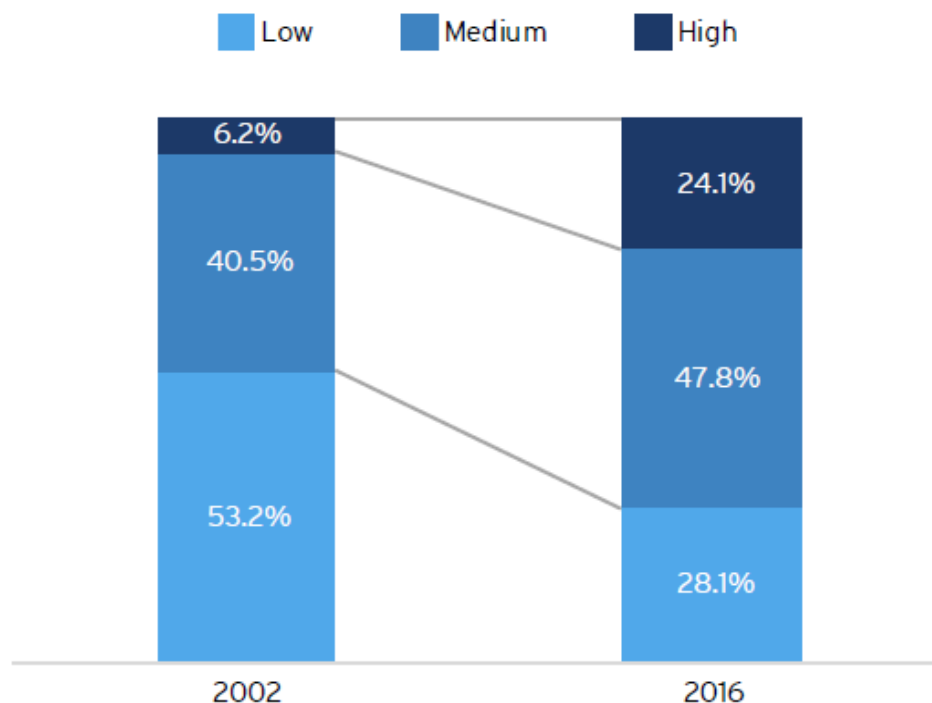
# Five major areas of focus of Brookings Research

<b>Increase innovation and business dynamism</b>	<ul style="list-style-type: none"><li>• Promote entrepreneurial growth and small business development</li></ul>
<b>Develop tradable clusters</b>	<ul style="list-style-type: none"><li>• Focus on Health &amp; Life Sciences and Food &amp; Ag as clusters of opportunity</li></ul>
<b>Cultivate a skilled workforce</b>	<ul style="list-style-type: none"><li>• Ready the workforce for increasing digitalization</li></ul>
<b>Build infrastructure that complements economic goals</b>	<ul style="list-style-type: none"><li>• Align transportation and infrastructure investments</li></ul>
<b>Improve governance and finance structures</b>	<ul style="list-style-type: none"><li>• Align region's institutional environment to support economic growth</li></ul>

# Digitalization is growing at every level

**Close to three-quarters of occupations in the region now require high or medium levels of digital skills**

Share of occupations by digital skill level, the Sacramento region



Source: 'Digitalization and the American Workforce', Brookings, 2017

# Future of Work

- Cross-sector forum in each of four Workforce Board Areas, 2017-2018
- Captured emerging trends from employers, along with literature review nationally
- Regional Summit in May 2018

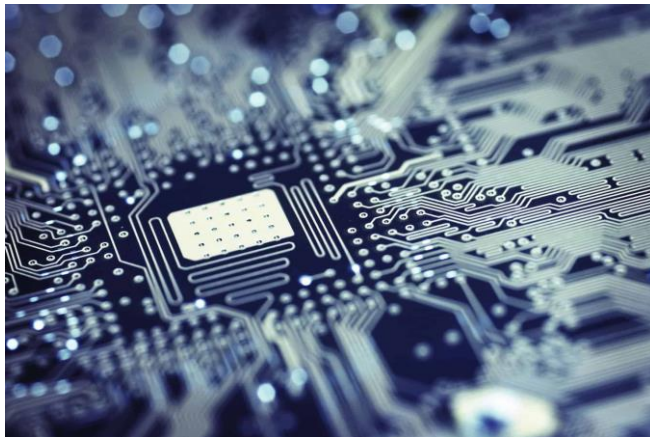
## Future Focus Summit





# Future of Work

Supported by the Capital Region's four workforce boards: Sacramento Employment and Training Agency (SETA), Golden Sierra Job Training Agency, North Central Counties Consortium (NCCC), and YoloWorks



## Automation Risk for Jobs in the Capital Region



Prepared by:

North/Far North Center of Excellence  
Los Rios Community College District

In partnership with:

Valley Vision

Supported by:

Sacramento Employment and  
Training Agency (SETA)  
Golden Sierra Job Training Agency  
North Central Counties Consortium  
Yolo Works

March 2020



# Job Automation Risk Research Overview: Project Goals

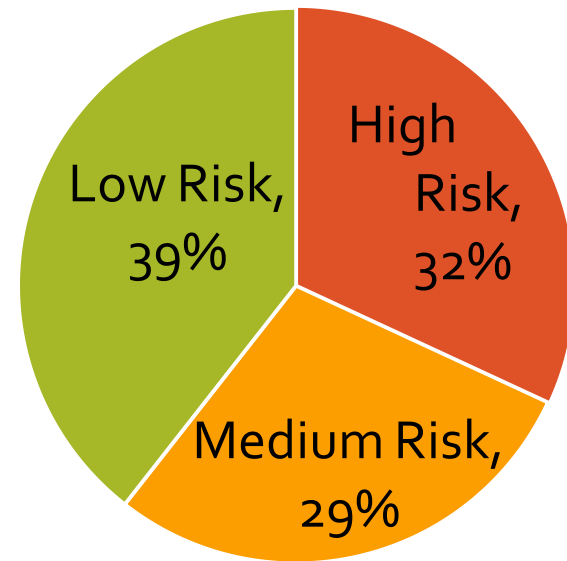




# Capital Region Jobs & Automation Risk

Of the 1.2 million jobs in the Capital Region:

- More than 381,000 jobs are at high risk of automation
- 343,000 jobs are at medium risk
- 471,000 jobs are at low risk



# Key Findings from the Research

- **One quarter of all jobs** in the Capital Region are concentrated in industry sectors with high risk of automation
- Workers who earn less than \$14.50 per hour and have **lower levels of educational** attainment are most at risk of job loss
- Up to 47% of jobs requiring a high school diploma or less are at high risk of automation
- Workers who identify as **women** are most at risk
- **Historically minoritized** workers are most at risk
- The occupations least at risk in the region tend to pay more and have higher entry-level education requirements
- **Interpersonal skills** are difficult to automate and can play a protective role in deferring automation and potential job risk

# Results of FOW Employer Advisories

- COVID-19 has pushed automation forward several years
- **Computer and media familiarity** is needed and written into job descriptions
- **21st Century skills** of teachability, adaptability, communication and problem solving skills are essential
- Employers across industries indicate a coachable candidate with basic to mid level digital skills can be trained on industry specific software
- Automation is at every level and is **most adapted where customization is less necessary**; this will change with anticipated increases in artificial intelligence and machine learning
- Accelerating need for employees trained in **multiple disciplines**
- Need for **shorter and customizable training** programs; less interested in degrees and certification and more interested in functional job specific skills
- Expected sustained **increase in teleworking** post COVID

# The Future of Work is Now

- The onset of COVID accelerated the Future of Work forward several years
- Digital skills are now necessary for every aspect of life: work, education, civil and basic needs
- More research, planning and investment is needed in digital access, connectivity and digital skills





# closing the digital divide in the Capitol Region

## Connected Capital Area Broadband Consortium



### Collaborates

To identify, plan, and facilitate improved broadband infrastructure across the region's 4 counties.



### Connects

With the other consortia in the state; state and federal agencies; and other sectors to address the digital divide.



### Advocates

For resources and policy changes to accelerate the deployment, accessibility, and adoption of broadband.



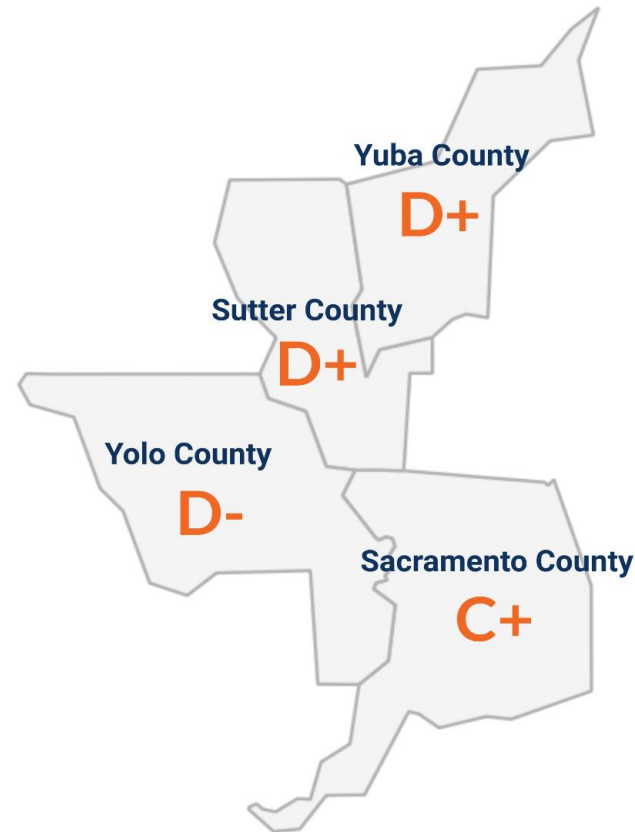
### Infrastructure

To improve infrastructure, expand Telehealth, Agtech and increase digital literacy throughout all areas of the region.

## CCABC Overview

- Managed by Valley Vision, funded by the CPUC
- Covers 4 counties in Capital Region – urban, rural, suburban
- Approximately 20,000 unserved households, thousands more underserved
- Strong partnership, collaboration model

## Broadband Report Card (2020): Barely Making the Grade



# Further Work



- Valley Vision is partnering with Burning Glass Technologies to distill digital skill needs by demand industries and occupations to inform workforce system investment and planning
- Valley Vision is coordinating efforts of the Sacramento Coalition for Digital Inclusion to build a backbone of sustainable efforts for the greater Sacramento Capital Region
- COVID has shown us how essential digital literacy is; sustainable efforts beyond stimulus funds are needed to build a collaborative whole to lift our region's collective workforce





# Final Thoughts

- COVID has proven **digital literacy is essential**, especially for inclusive workforce recovery
- **Sustainable efforts** beyond stimulus funds are needed to build a collaborative whole to lift our region's workforce
- **Research is critical** to ensure limited investments are deployed wisely
- **Employer/industry vetting remain essential** to ground the data and ensure regional/local adjustment to inform action plans
- **Collaborative efforts are more successful**, sustainable, and efficient by reducing duplication and advancing collective effort

# Questions?



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