



Los Angeles County Summary Profile

Findings on Employment Opportunities and Barriers
to Accessing Job Training & Employment
Opportunities in Southern California

March 2025

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How to use this county profile

What is a county profile?

This “profile” is a **synthesis of the CA Jobs First (CJF) Regional [Part 1](#) & [Part 2](#) Plans (Reports) for Los Angeles County (developed by the [Los Angeles County collaborative](#))**,¹ providing a summary of:

- Los Angeles County’s employment snapshot
- Opportunities for growing *resilient* and **quality jobs**²
- Barriers communities face in accessing quality jobs and potential strategies for addressing them
- Next steps for getting involved

Unless otherwise noted, information has been taken from the 2024 Los Angeles County CJF Reports and synthesized for this profile.³ Some recommendations may not be directly within the jurisdiction of local government but are important local priorities identified by the Los Angeles County collaborative.

What should I look for in this profile?

Questions for the reader to consider:

- Which recommended strategies align with priorities in my community?
- Who can I contact to get involved and ensure planned investments reach my community?
- Which insights do I want to learn more about, to understand how they might be relevant to my work or my community?
- Do the identified barriers to economic mobility resonate with the experience of my local community? How can I apply proposed strategies to tackle these barriers?

How can I get more involved?

At the end of this profile, there are suggestions for next steps that you can take to get more involved. To explore opportunities further and ask clarification questions, you can also reach out to:

- **Los Angeles County collaborative** at cerf@laedc.org.

Notes: (1) Los Angeles County collaborative is the regional collaborative that oversees the planning process for Los Angeles County, including the development of the Part 1 and Part 2 Reports. (2) According to state-wide CJF documentation, a quality job is a stable, safe, paid position that provides a family-sustaining wage, has career advancement opportunities, and quality of life benefits. See Annex 1 for a glossary of terms and sources. (3) These profiles may not include updated information from documents published in 2025 and beyond, such as the state-wide CJF Economic Blueprint.

How this was developed: Summary of CJF Methodology in Los Angeles County

Who was involved?

- The Los Angeles County collaborative brought together a coalition of **over 700 partners** representing diverse sectors and communities, organized in thematic areas (such as Youth, Sustainability, and Underemployed Adults) and by Service Planning Area
- The Los Angeles County collaborative was led by a Stewardship Committee, consisting of *Los Angeles Economic Development Corporation* and *California Community Foundation*, and a Steering Committee composed of 38 representatives from government, labor, business, industry, and community stakeholders

What went into the Planning Phase?¹

- **Planning Phase Part 1** involved in-depth research and analysis to establish a baseline assessment for strategic planning. This process included community engagement across eight service planning areas, involving a **community-informed study with 800 community members and employers**, and **monthly meetings with 150 residents** to shape strategies and guide collective planning
- **Planning Phase Part 2** resulted in the development of strategies for creating and increasing access to quality jobs. This included data from **five Geographic and Racial Planning Forums, over 50 convenings** held by the Affinity Hub Leads with an average of 26 participants per convening, and a **survey of 2,600 respondents** led by the Subregional Table Leads at the Service Planning Level.

How were priority industries selected? ¹

Los Angeles County collaborative elevated **seven Target Sectors that are well positioned for sustainable and equitable growth** in their Planning Part 2 recommendations. Indicators used in this analysis include:

- **Assessment of current industry size:** Employment and location quotient (measure of industry concentration and competitiveness)
- **Assessment of potential growth:** Alignment with climate goals, employment growth, and high wages

Note: (1) For additional details about the methodology, see Annex 1. Source: CJF 2024

Executive Summary

Summary

Los Angeles County can produce more quality, sustainable jobs by **creating investment opportunities** in identified Target Sectors and ultimately transition industries to a carbon-neutral economy, while **bolstering the employment ecosystem** (e.g., more technical assistance for small businesses and entrepreneurs) and **addressing key employment barriers such as transportation & housing**.



Employment snapshot



6% unemployment rate (in line with SCAG region), but with significant disparities for disinvested communities¹ & youth



In addition to a labor shortage, the two largest industries (Health Care & Retail Trade) have a disproportionate share of low-wage jobs

Primary barriers to employment



Enabler

Limited access to transportation, childcare, and technology limit economic mobility.



Ecosystem

Primary barriers are: (1) the **lack of affordable housing**, which limits workers from living close to job opportunities in this high-cost county, and (2) lower **educational attainment** stacked up against employer expectations for a degree for quality jobs, which limits options for many workers

Top opportunities for quality employment



Aerospace Manufacturing



Clean / Renewable Energy



Transportation & Logistics



Construction



Health Care



Biosciences



Video Production & Distribution



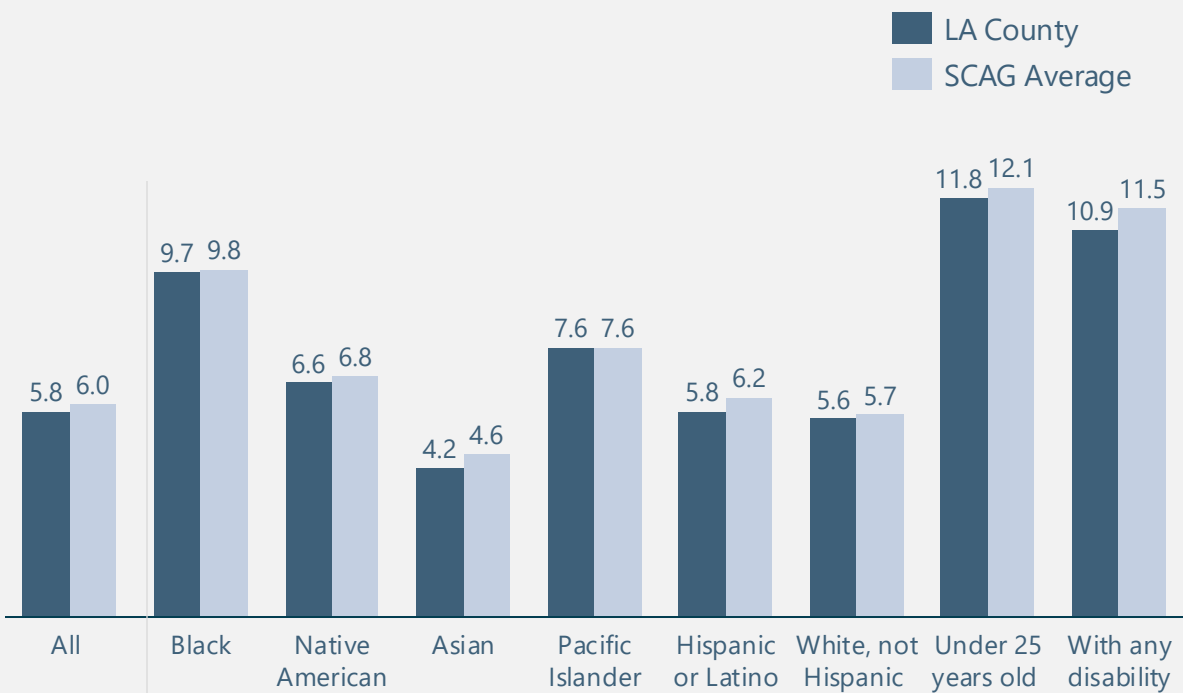
Moving Forward

- 1 **Pick an opportunity** to focus on from these CJF recommendations
- 2 **Find partners** to work with on this opportunity
- 3 **Apply best practices and existing research** when implementing the strategy
- 4 **Secure funding** available through CJF

Note: (1) According to CJF, disinvested communities are areas that are historically or environmentally disadvantaged, low-income, and/or have high levels of unemployment. See glossary in Annex 1.

Los Angeles County's 6% unemployment rate is in-line with the SCAG region, with similarly disparate outcomes for disinvested communities and young residents

LA County % unemployment by key demographics, 2022^{1,2,3,4}



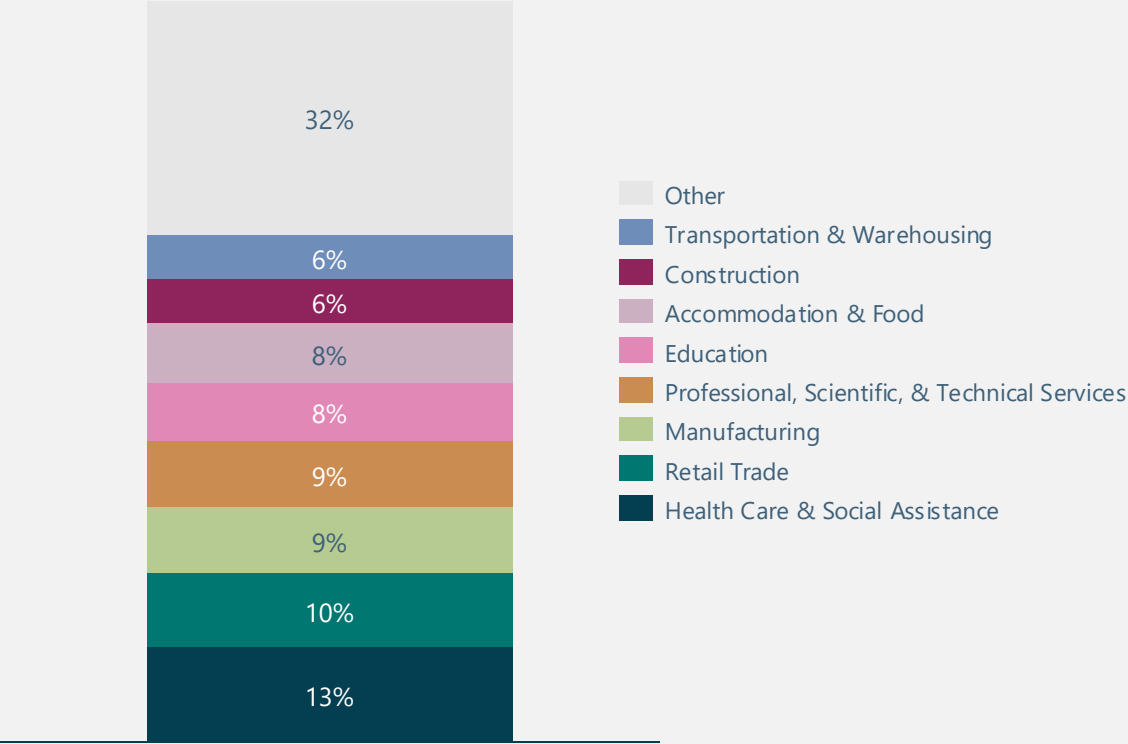
Notes: (1) Unemployment by demographics in the CJF Part 1 Report is broken down by SPA but does not include overall data for Los Angeles County. Therefore, this data derives from US Census 2022. (2) 1-year estimates were used where available; otherwise, 5-year estimates were used. (3) Unemployment rates by race and ethnicity include populations aged 16 and older, while unemployment rates for “With any disability” includes data for populations aged 20 and over. (4) Chart does not include data for the following demographic groups to avoid data overlap: Some Other Race, Two or More Races. (5) South-West is 1 of 8 Los Angeles Service Planning Areas (SPAs), which each represent specific geographic planning regions within Los Angeles. (6) Unemployment rates represent figures from 2022. (7) The Los Angeles CJF reports refer to both disinvested and disadvantaged communities, predominantly using the term disadvantaged to describe communities that are suffering from significant hardship due to economic and environmental factors. Sources: US Census 2022, CJF 2024

Key Employment Challenges

- **Disparate unemployment rates in disinvested communities:** 4 Service Planning Areas (SPAs) in LA County have unemployment rates more than 1.5 times the state average (4.1%), such as South-West LA (7.9%), where 91% of the population is disinvested (disadvantaged).^{5,6,7} Historically disadvantaged SPAs (which are predominantly resided by communities of color, such as South-West where more than 80% of residents are non-White) also struggle with low levels of economic development, high housing costs, and limited opportunities for advancement, limiting access to quality jobs
- **High unemployment rate for residents under 25:** Residents under 25 have the highest unemployment rate in LA County, hindering their ability to gain early work experience and higher wages later in their career. Increased school enrollment among youth, a more competitive labor market, an unwelcoming economic climate for new hires, and the limited growth in the number of entry-level full-time jobs have all contributed to high levels of underemployment for young workers

Health Care and Retail Trade are the largest industries, but many positions are lower skilled with lower wages, in addition to a labor shortage which is exacerbated by a work skills gap

LA County % of total employment by industry, 2022^{1,2}



Key Industry Challenges

The Bureau of Labor Statistics reports Health Care, Retail Trade, and Manufacturing as Los Angeles County’s top employers. According to the Los Angeles County CJF Part 1 Report, these industries experience ongoing employment challenges, including:

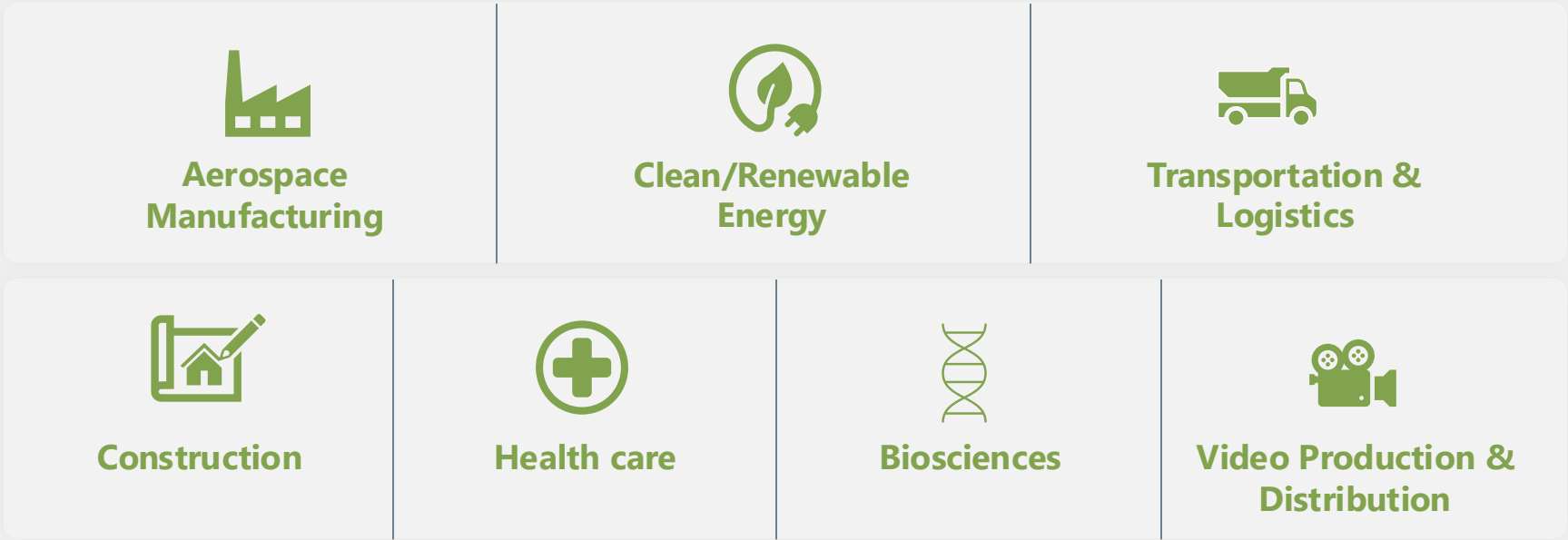
- **Overconcentration of low-wage positions in Health Care and Retail Trade:** Retail Trade offers the lowest average wages compared to other industries, and many entry-level Health Care positions such as home health aides offer low-wages, limiting economic mobility
- **Labor shortages complicate efforts to meet the growing demand for health care professionals – particularly for skilled positions:** Staffing shortages and increased workloads strain workers, leading many to leave the workforce. Many health care facilities continue to face hiring challenges, with nursing vacancy rates in local hospitals exceeding 30%
- **Despite workforce growth, the demand for skilled Manufacturing workers continues to outpace supply:** The Manufacturing sector is experiencing a growing talent shortage, with employers reporting challenges in hiring skilled workers as technological advancement has outpaced worker skill development.

Notes: (1) The industry employment data in the CJF Part 1 Report is broken down by SPA but does not include overall data for Los Angeles County. Therefore, this data derives from BLS industry data for 2022. (2) Other industries and their share of employment include Other Services, Except Public Administration (6%), Administrative & Support & Waste Management Services (5%), Information (4%), Finance & Insurance (4%), Public Administration (4%), Arts, Entertainment, & Recreation (3%), Wholesale Trade (3%), Real Estate & Rental & Leasing (2%), Utilities (1%), Agriculture, Forestry, Fishing & Hunting (0.4%), Management of Companies & Enterprises (0.1%), Mining, Quarrying, & Oil & Gas Extraction (0.1%). Sources: BLS 2022, CJF 2024

The Los Angeles County collaborative prioritized seven Target Sectors as being well-positioned for sustainable quality job growth

Target Sectors spotlighted by the Los Angeles County collaborative as well positioned for sustainable and equitable growth^{1, 2}





Sectors were selected based on analysis weighing (1) current industry size (measure of industry concentration and competitiveness); and (2) potential growth (including alignment with climate goals, employment growth, and high wages). This profile offers a high-level overview of Los Angeles County collaborative’s recommended strategies for each industry.



All CJF regions in California have selected **Health Care** and some part of the **Manufacturing** sector as priority industries. Most have included **Clean Energy** and **Construction** as well, and some have included **Transportation & Logistics** (with some naming and sub-industry variations). This represents both an opportunity and a need for cross-regional collaboration.



Note: (1) A more detailed description of Target Sector prioritization is included in the Annex: Methodology of this document. (2) To continue exploring opportunities of interest, review the Los Angeles County CJF Reports Part 1 and 2 or reach out to your local CJF Convenors to be connected to relevant stakeholders. Source: CJF 2024


To grow quality jobs, the Los Angeles County collaborative recommends strengthening Aerospace Manufacturing, Clean Energy, and Transportation & Logistics... (1/3)

| |  Aerospace Manufacturing |  Clean/Renewable Energy |  Transportation & Logistics |
|---|--|---|---|
| About the industry ¹ | Design, development, manufacturing, and maintenance of aircraft, spacecraft, missiles, defense systems, and related technologies, including both civilian and military applications | Generation, transmission, and distribution of electricity from renewable and low-carbon sources such as wind, solar, hydro, geothermal, and biomass, along with related support activities | Transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities |
| Regional Assets ² | <i>Heliogen Inc, Lockheed Martin, The Aerospace Corporation, Los Angeles Air Force Base, NASA's Jet Propulsion Lab, Palmdale Aerospace Academy</i> | <i>Charger Help, Chargie, Cordoba, Inframark, Ramboll, Southern California Edison, Sunrun, Veolia, West Basin Municipal Water District</i> | <i>Torrance Transit, Caltrans, Long Beach Transit, AIX Group, BA Inc, LA Metro, Antelope Valley Transit, the Port of Long Beach, and Culver City</i> |
| Strategies Summary | <ul style="list-style-type: none">Encourage inclusive aerospace industry growth by supporting small/minority businesses, developing career pipelines for underrepresented communities, and incentivizing green technologies and renewable energy integration within manufacturing | <ul style="list-style-type: none">Foster a robust clean energy sector by incubating new businesses, expanding sector-specific career education, and creating career pathways through strategic partnerships and pilot projects (e.g., projects that build climate resilience in disinvested communities) | <ul style="list-style-type: none">Advance sustainable transportation by leveraging transit-oriented development, securing funding for workforce training in emerging technologies, fostering public-private partnerships for infrastructure projects, and expanding access to zero-emission transit options |
|  See Annex 2 for detailed industry profiles , including rationale, assets and jobs examples, and more details around strategies | | | |

Notes: (1) Definitions are derived from the CJF Reports and NAICS target sector definitions. (2) Regional Assets include key institutions, employers, organizations, and geographic or infrastructural features that drive economic activity within Los Angeles County. Source: CJF 2024, NAICS 2025



...and Construction and Biosciences (2/3)...


| |  Construction |  Biosciences |
|---------------------------------|--|--|
| About the industry ¹ | Development of buildings and infrastructure, such as highways and utility systems | Technology, pharmaceutical and medicine manufacturing, and scientific research and development in life sciences |
| Regional Assets ² | <i>CRCO Enterprises, Sonny's, Power2Workers, CA Construction Compliance, Los Angeles Workforce Infrastructure Network, Housing Authority for the City of Los Angeles Inc</i> | <i>Amgen, Takeda, Grifols, Kite Pharma/Gilead, Xencor, City of Hope, Cedars-Sinai, Lundquist Institute, Huntington Medical Research Institute, UCLA Research Park, Noblespace, OmBiome, Biocom, BioscienceLA</i> |
| Strategies Summary | <ul style="list-style-type: none">Promote inclusive growth in the construction sector by increasing access to capital for small firms, encouraging financial incentives for contractors to meet environmental standards, requiring large projects to support small subcontractors (especially disadvantaged business enterprises), investing in workforce training, and promoting hiring initiatives in disinvested communities | <ul style="list-style-type: none">Support bioscience growth by incentivizing infrastructure development, expanding workforce training programs, and investing in accessible medical technologies, with a focus on creating opportunities in underserved communities |

 See Annex 2 for detailed **industry profiles**, including rationale, assets and jobs examples, and more details around strategies

Notes: (1) Definitions are derived from the CJF Reports and NAICS target sector definitions. (2) Regional Assets include key institutions, employers, organizations, and geographic or infrastructural features that drive economic activity in Los Angeles County. Source: CJF 2024, NAICS 2025

...as well as Health Care and Video Production & Distribution (3/3)

| |  Health Care |  Video Production & Distribution |
|---------------------------------|--|---|
| About the industry ¹ | Provision of medical services for individuals delivered by trained professionals at hospitals, clinics, and other medical facilities | Creation, production, and distribution of video content, including motion pictures, television programs, commercials, and other video productions |
| Regional Assets ² | <i>UCLA Health Innovation Hub, Cedars-Sinai Accelerator Program, Cedars-Sinai Medical Center, USC Center for Body Computing, Verily, Los Angeles County Medical Association, Kaiser Permanente, LAC+USC Medical Center, Southern California Clinical and Translational Science Institute</i> | <i>Netflix, Amazon, Paramount, NBCUniversal, Warner Bros, Disney, Sony, Producers Guild of America, Fox Studio Lot, TVC 2050, SAG-AFTRA, Writers Guild of America, Directors Guild of America, IATSE, Teamsters</i> |
| Strategies Summary | <ul style="list-style-type: none">Expand career pathways in health care by investing in climate-resilient infrastructure, expanding vocational training and career advancement pathways, implementing green operational changes, and promoting zero-emission transportation. | <ul style="list-style-type: none">Strengthen the film and TV industry by enhancing tax credits for productions filmed in Los Angeles County, incubating diverse producers, increasing union membership across all roles in the sector, addressing racial inequities in film and TV content and workforce, and integrating sustainable production practices. |

 See Annex 2 for detailed **industry profiles**, including rationale, assets and jobs examples, and more details around strategies

Notes: (1) Definitions are derived from the CJF Reports and NAICS target sector definitions. (2) Regional Assets include key institutions, employers, organizations, and geographic or infrastructural features that drive economic activity in Los Angeles County. Source: CJF 2024, NAICS 2025

The Los Angeles County collaborative also proposed three cross-cutting strategies to further address state-wide CJF goals

Strategies included in Los Angeles County CJF Reports

1

Enhance the Small Business and Entrepreneurship Ecosystem

- ✓ **Increase access to capital** to remove barriers to entrepreneurship
- ✓ **Enhance technical assistance initiatives** to strengthen the knowledge, contracting capacity and technical capabilities of diverse, underutilized and underrepresented small businesses

2

Build and Align Career Pathways

- ✓ **Improve education and workforce training** opportunities that support career pathways to high-road jobs
- ✓ **Conduct outreach in disinvested communities** to promote education and training programs that lead to high-road career pathways for prospective workers, and **provide additional support services** required by these communities to overcome barriers to gaining employment

3

Transition Industries Into the Carbon-neutral Economy

- ✓ **Grow environmentally responsible industries** by supporting growth of sustainable small businesses, green infrastructure projects, and social innovation ventures – even in industries which are not historically associated with climate resilience initiatives
- ✓ **Develop training programs** that build skills for emerging green economy jobs and ensure these are widely accessible
- ✓ **Stimulate the creation of community or resident-owned cooperatives** that can deliver clean energy benefits, and **engage local communities** in climate decision-making processes



To help action the recommended industry opportunities and sector-neutral strategies, the Los Angeles County collaborative has also developed a set of targeted financial strategies to help source capital for businesses at different stages of maturity (from start up to mature).

Beyond increasing the supply of quality jobs, the Los Angeles County collaborative also identified specific barriers communities face in accessing these jobs^{1, 2}



Enabler

Access to Childcare, Access to Internet, Access to Transportation

- **Access to childcare:** Lack of available and affordable childcare keeps many prime-age workers from participating in the labor force. Los Angeles County’s average infant care costs are ~24% of the county median household income, and toddler-care prices are ~17% of the county median income.³
- **Access to household internet:** Remote work relies on connectivity, and an inability to go online can be detrimental to accessing high paid jobs. In Los Angeles, about 6% of households do not have broadband in their homes.⁴
- **Access to transportation:** There are several transit agencies working within the county to reduce travel time, enhance user experience and safety, and increase access and mobility of communities within LA County. However, 2023 INRIX Analytics Global Traffic Scorecard estimates that Los Angeles still has the 4th worst traffic congestion in North America, and public-transit commute times remain long for many workers.



Ecosystem

Access to K-12 Education, Access to Housing

- **Access to housing:** The Los Angeles County housing crisis has made it difficult for workers to move as frequently or fluidly as they used to, and this has severe repercussions for the labor workforce. Disadvantaged households with lower incomes might struggle to move closer to a job opportunity and may have to let an opportunity pass by even though it would be beneficial for them. According to CJF, the Service Planning Areas with the highest frequency and fluidity of moving (based on housing tenure statistics) also have higher average household income.
- **Access to K-12 education:** Lower educational attainment is a significant barrier to labor force participation and outcomes. In 2001, 38% of jobs that paid a living wage required a bachelor’s degree. By 2021, that number has risen to 48%. However, in Los Angeles County, 40% of adults (18+) do not have any college or associates degree (compared to 39% across the SCAG region).

Note: (1) See Annex 3 for more data around barriers to accessing job training and employment opportunities. (2) The barrier categorization comes from previous SCAG work, but specific barriers and details come directly from CJF. (3) This statistics are for one child. In comparison, an average 37% of household income is spent on childcare for 2 children in the county, cited in Annex 3. (4) CJF cites 10% based on a limited survey of ~1,600 households in CA. Here, we have stated the 2022 U.S. Census estimate. Source: CJF 2024, US Census 2022.

Los Angeles County collaborative uplifted access to transportation and affordable housing as key barriers to overcome in workforce development¹



Enabler

Strategies for addressing barriers to: Access to Transportation²

Los Angeles County already has initiatives or strategies in place to address challenges around transportation, which it should continue:

- **Traffic Reduction Study:** LA Metro is currently working on its Traffic Reduction Study which is exploring how congestion pricing on key arterials such could reduce traffic
- **Metro Vision 2028 Plan:** To increase overall reliability and convenience, LA Metro is working towards ensuring that all County residents have access to high-quality mobility options within a 10-minute walk or roll from home, reducing maximum wait times for any trip to 15 minutes
- **Department of Public Works:** LA County Department of Public Works (DPW) began administering numerous multijurisdictional Intelligent Transportation Systems (ITS) projects so staff can better manage congestion caused by incidents and special events
- **Countywide Traffic Signal Synchronization Program:** LA County Public Works is upgrading all the traffic signals along a route to keep the signals synchronized. This will help reduce driving commute times



Ecosystem

Strategies for addressing barriers to: Access to Housing

- **Increase the *permanent* supply of affordable housing** by promoting lower-cost construction methods (such as manufactured units and modular units), advocating towards the preservation of existing affordable units, and updating land use policies to make it easier to develop housing
- **Increase the *temporary* supply of housing** by facilitating motel conversions
- **Protect tenants from displacement** (and needing temporary housing) by supporting policies to avoid disruptions to tenants' living situations during renovations and ensuring equitable access to housing near job centers and essential amenities
- **Enhance housing affordability** through rent stabilization measures, promoting transit-oriented and mixed-income development.

Note: (1) The barrier categorization comes from previous SCAG work, but specific barriers and details come directly from CJF. (2) LA County Collaborative acknowledged multiple agencies are working to reduce travel time, enhance user experience and safety, and increase access and mobility of communities within Los Angeles County. Source: CJF 2024

The CJF process presents a unique opportunity for Los Angeles County leaders to identify, learn, partner, and fund inclusive economic growth initiatives in your communities

Four ways local leaders can leverage the CJF process to support local economic growth priorities:

- 1 Identify relevant opportunities:** Select 2-3 CJF strategies that are most relevant to the specific opportunities, needs, and priorities in your community
 - *This could be an opportunity to grow a nascent or established industry sector, or address a specific barrier to economic mobility faced disproportionately by members of your community*
- 2 Apply best practices:** Reach out to the Los Angeles County collaborative to learn more about recommended strategies, access relevant data, and understand best practices for implementing strategies in your community
 - *This could include best practices discovered by CJF while researching the recommended strategy or an introduction to organizations working on similar initiatives in other counties*
- 3 Find partners:** Connect with organizations to share information about CJF strategies and explore potential partnerships and opportunities to pool resources
 - *This could be organizations included in this profile, or other organizations and subject-matter experts working on similar initiatives across the region*
- 4 Secure funding:** Engage with the Los Angeles County collaborative at cerf@laedc.org to access current and future funding opportunities
 - *As CJF moves forward towards the Implementation Phase, each region will facilitate funding application rounds through which organizations can apply for funds to implement strategies in their communities*