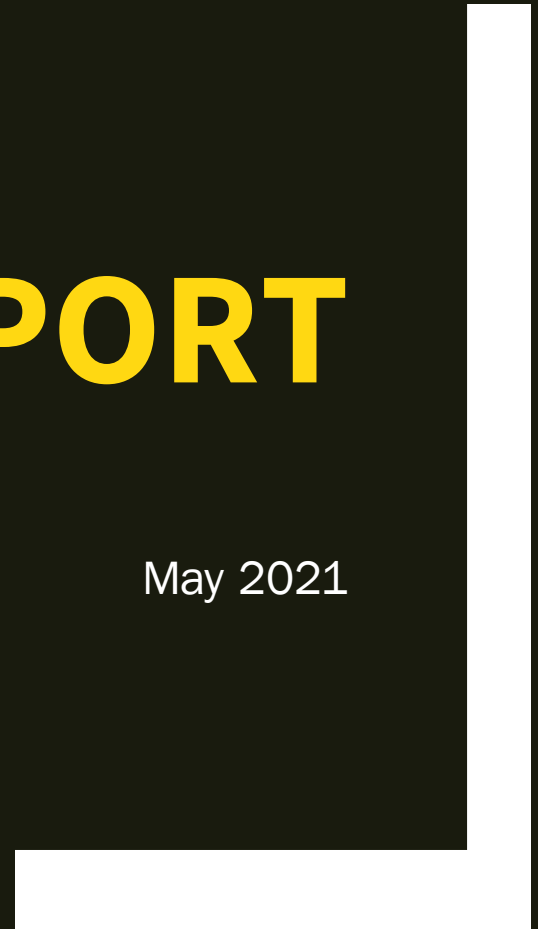




# LABOR REPORT

May 2021



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- Labor Market Highlights
- Job Gains
- Unemployment Rates
- Unemployment by  
County/Cities
- Expert Insights





# LABOR MARKET HIGHLIGHTS



**1,489,600**

**Unemployed**



**7.9 %**

**Unemployment  
Rate**



**104,500**

**Jobs Added**



**60.9**

**Labor  
Participation**

## California



## California Unemployment Rate: 7.9%

<b>Goods-Producing Sector</b>	<b>Service-Providing Sector</b>
Construction (-1,600)	Financial Activities (+1,200)
Manufacturing (+2,400)	Leisure & Hospitality (+62,300)
Natural Resources & Mining (-300)	Health Care & Social Assistance (+16,500)
	Professional & Business Services (+7,300)
	Government (+1,700)
	Trade, Transportation, Utilities (+1,100)



# UNEMPLOYMENT RATES

## California Unemployment Rates

16.3 % May 2020

8.3 % April 2021

7.9 % May 2021



***UNEMPLOYMENT  
RATES  
BY COUNTY***





# NAPA COUNTY: 5.5 %

Napa County	
Napa	5.9 %
Yountville	6.8 %
St. Helena	4.2 %
Calistoga	6.5 %
American Canyon	6.4 %
Angwin	5.9 %



# SONOMA COUNTY: 5.3%

<b>Sonoma County</b>	
<b>Sonoma</b>	5.3 %
<b>Santa Rosa</b>	5.6 %
<b>Petaluma</b>	4.7 %
<b>Healdsburg</b>	3.5 %
<b>Rohnert Park</b>	5.4 %
<b>Sebastopol</b>	8.7 %
<b>Windsor</b>	5.5 %
<b>Bodega Bay</b>	5.8 %





# MARIN COUNTY: 4.3 %

<b>Marin County</b>	
<b>Larkspur</b>	3.1 %
<b>Mill Valley</b>	2.7 %
<b>Novato</b>	4.3 %
<b>San Rafael</b>	4.3 %



# SOLANO COUNTY: 7.2 %

<b>Solano County</b>	
<b>Fairfield</b>	7.2 %
<b>Vacaville</b>	6.0 %
<b>Vallejo</b>	8.5 %
<b>Benicia</b>	5.0 %
<b>Suisun City</b>	7.7%
<b>Dixon</b>	6.9 %
<b>Rio Vista</b>	8.9 %



# ALAMEDA COUNTY: 6.0 %

Alameda County	
Alameda	5.6 %
Oakland	7.0 %
Hayward	7.2 %
Berkeley	4.6 %
San Leandro	7.3 %
Livermore	4.7 %
Pleasanton	4.3 %
Dublin	4.6 %



# SACRAMENTO COUNTY: 6.8 %

<b>Sacramento County</b>	
<b>Sacramento</b>	6.8 %
<b>Elk Grove</b>	6.0 %
<b>Rancho Cordova</b>	6.9 %
<b>Folsom</b>	4.3 %
<b>Citrus Heights</b>	6.7 %
<b>Fair Oaks</b>	4.7 %



# YOLO COUNTY: 5.6 %

<b>Yolo County</b>	
<b>Davis</b>	3.6 %
<b>West Sacramento</b>	5.8 %
<b>Woodland</b>	7.2 %



# SAN JOAQUIN COUNTY: 8.3 %

San Joaquin County	
Stockton	9.7 %
Lodi	7.2 %
Tracy	6.3 %
Manteca	7.3 %
Ripon	5.3 %
Lathrop	7.1 %



***EXPERT INSIGHTS***





# INTERESTING STATS

- Despite record job growth, California's labor force only grew by 12,400 workers — meaning thousands of open jobs are going unfilled.
- The Golden State has only regained 51.8% of jobs lost since the onset of the pandemic, far below the national rate of 66%.
- 25 states decided in May and June to prematurely cut off the sweetened aid, which provided an extra \$300 on top of regular state unemployment benefits.
  - Some include: Alabama, Alaska, Arizona, Arkansas, Georgia, Idaho, Indiana, Iowa, Maryland, Mississippi, Missouri, Montana, Nebraska, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, West Virginia and Wyoming





# EDD STATS

- California has processed more than 20 million unemployment claims and paid out more than \$128 billion in benefits.
- California accounted for 38% of all new jobs added in the United States.
- California still has the second-highest unemployment rate in the country at 8.3%
- California's 45 workforce development boards, which aim to get people placed in jobs, says fewer people have been coming to them seeking jobs.



**California will stop giving unemployment benefits to people who are not actively applying for jobs. So, *what does this mean for employers?***

- Most likely, we will see an influx of candidates applying strictly to receive benefits with no intention of working. This means more time spent on vetting candidates and thus, a higher rate of no shows to jobs or interviews potentially.
- This also begs the question, will EDD be able to manage this?



# HIRING DIFFICULTIES

- Reports of hiring difficulties are rampant and the number of hires per open position is near historic lows.
- Many employers are wondering what they have to do to attract job seekers.
- **One answer is clear:** Raising wages remains a powerful tool.



# HIRING SPIKES

**Companies that publicized large wage increases have seen big jumps in Indeed searches.**

- Job seeker interest in companies rose dramatically after public announcements of broad-based wage increases, though interest faded over time, Indeed search data show.
- These increases in attention varied significantly even for large companies, with Bank of America's share of searches rising 370% and Amazon's 24%.
- Heightened job seeker interest after pay hike announcements suggests that companies competing for workers can attract employees by taking measures to let them know about wage increases.



# HIRING INCENTIVES GROW

**As labor demand strengthens, businesses are finding it difficult to recruit workers. As a result, many employers are turning to creative ways of attracting job candidates.**

- The share of job postings advertising hiring incentives, such as signing bonuses, retention bonuses, and cash incentives, has doubled since last July.
- Many sectors have seen growth in these incentives, including childcare and driving.
- Job searches for hiring incentives have jumped 134% since the beginning of the year.



# "THE GREAT RESIGNATION"

**Remote work availability and pandemic-driven reflection has caused many workers to become more selective in their job search:**

- Companies that require employees in-person 100% of the time are losing employees at a record rate.
- Remote work that replaces long commutes are starting to trump in-person culture benefits.
- Job seekers report flexibility as a top requirement for their next role.

\* According to Forbes.com

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HIRING CHALLENGES***



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