



## ***Riverside County Workforce Development Full Board Meeting Agenda***

***Wednesday, February 9, 2022  
11:30 a.m. – 1:00 p.m.***

The Board Meeting will be accessible to the public online by video conference and telephone access using the information listed below.

[Zoom](#) Online Video/Audio Conference

**Meeting ID:** 824 5640 5601 **Passcode:** 92507

**Online:** <https://us06web.zoom.us/j/82456405601?pwd=bzEvNlVLZ3BTbXNFc0tMQ1pwU1ZCdz09>

**Phone:** (888) 788-0099 or (877) 853-5247

**One tap mobile:** +13462487799,,82456405601# US

**Find your local number:** <https://us06web.zoom.us/j/82456405601?pwd=bzEvNlVLZ3BTbXNFc0tMQ1pwU1ZCdz09>

Participants should be advised that by engaging in meeting telephonically or electronically they acknowledge that input may be recorded, such recording is subject to inspection pursuant to the California Public Records Act.

MEETING WILL BE CONDUCTED PURSUANT TO THE PROVISIONS OF THE GOVERNOR'S EXECUTIVE ORDER [N-29-20](#) DATED MARCH 17, 2020, WHICH SUSPENDS CERTAIN REQUIREMENTS OF THE RALPH M. BROWN ACT.

The Riverside County Workforce Development Board (Board) is holding Board of Directors meetings to conduct essential business. Members of the public may view and participate electronically or telephonically, not in person, consistent with directives from the Riverside County Public Health Officer, the California Department of Public Health, and the California Governor's Executive Order [N-33-20](#).

**Public Participation** Members of the public may address the Board on any item on the agenda and on any matter that is within the Board's jurisdiction. To address the Board regarding an item that is on the agenda, please submit an e-mail entitled "Public Comment" directly to the Board Coordinator, Jasmine Guerrero, via email at [jguerrer@rivco.org](mailto:jguerrer@rivco.org) or by calling (951) 955-9068. Requests must be submitted to the Board Coordinator prior to the time the item is called for consideration or prior to the Public Comment section of the agenda. Please specify if comment is related to an Action Item or if it is General Public Comment. *If you cannot or choose not to attend when the meeting occurs but wish to make a comment, please submit your comments by 8:00 a.m. on the day of the Board meeting.* Comments will be presented by the Board Coordinator. They will be announced at the appropriate time and will be added to the record. Comments will be read after Action Items are discussed or during Public Comment period.

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Patrick Ellis  
WDB Chairperson  
Carrie Harmon  
WDB Executive Director



Jamil Dada  
WDB Vice Chairperson  
Leslie Trainor  
WDB Deputy Director

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# Riverside County Workforce Development Full Board Meeting Agenda

Wednesday, February 9, 2022  
11:30 a.m. - 1:00 p.m.

- |  |                   |
|--|-------------------|
| I. WELCOME                                   | Patrick Ellis     |
| A. Introductions                             | All               |
| II. PRESENTATION                             |                   |
| A. OASIS                                     | Dr. Rosibel Ochoa |
| III. ACTION ITEMS                            |                   |
| A. Approve the Minutes from December 8, 2021 | Leslie Trainor    |
| IV. REPORTS                                  |                   |
| A. Chairperson's Report                      | Patrick Ellis     |
| B. Federal/State Legislative Updates         | Jamil Dada        |
| C. Executive Director's Report               | Carrie Harmon     |
| D. Deputy Director's Report                  | Leslie Trainor    |
| V. TESTIMONIALS                              |                   |
| A. Employer Services                         | Jason Tang        |
| B. Career Services                           | Stephanie Adams   |
| C. Youth Services                            | Carolina Garcia   |
| VI. DISCUSSION ITEMS                         |                   |
| A. Member Initiatives                        | All               |
| VII. PUBLIC COMMENT                          |                   |

Participants should be advised that by engaging in meeting telephonically or electronically they acknowledge that input may be recorded, such recording is subject to inspection pursuant to the California Public Records Act.

**CONFLICT OF INTEREST ADVISEMENT** Board members please be advised: If an Agenda item relates to the provision of services by you, your immediate family, the entity you represent, or any person who has made \$250.00 in campaign contributions to you during the last twelve months, or if approval or disapproval of an Agenda item would have a foreseeable material effect on an economic interest of you, your immediate family, or the entity you represent, then please follow these procedures: *“When the Agenda item is first introduced, please immediately announce that you are recusing yourself from participating in the agenda item and then refrain from discussing, voting on, or otherwise influencing the Board’s consideration of the Agenda item.”*

**ACCESSIBILITY** The Workforce Innovation Opportunity Act (WIOA) Title I financially assisted program or activity is an equal opportunity employer and program. Auxiliary aids and services are available upon request to individuals with disabilities. There are two ways of requesting reasonable accommodations. 1. For ADA Coordinator, please call (951) 955-3100, (951) 955-3744 TTY, CA Relay 711, or e-mail [ADACoordinator@rivco.org](mailto:ADACoordinator@rivco.org). 2. For the Board Coordinator, please call (951) 955-9068 or e-mail [jguerrer@rivco.org](mailto:jguerrer@rivco.org).

**PUBLIC NOTICE** While Board Meetings are open to the public, time constraints limit the Board’s ability to permit open discussions with members of the audience. Persons requesting to address the Board on matters not on the agenda but within the jurisdiction of the Board should do so under the agenda item Public Comments. Persons requesting to address the Board on an agenda item should register with staff prior to the meeting via e-mail to [jguerrer@rivco.org](mailto:jguerrer@rivco.org) or phone (951) 955-9068. The Chair will impose a 3-minute time limit on all speakers addressing the Board.

**NON-EXEMPT MATERIALS** Non-exempt materials related to an item on this agenda submitted to the Workforce Development Board after distribution of the agenda packet are available for public inspection on the Riverside County Economic Development Agency Workforce Division’s website at [www.rivcoworkforce.com](http://www.rivcoworkforce.com).

**POSTED MATERIALS** In accordance with the Ralph M. Brown Act, this meeting agenda is posted at least 72 hours prior to the regularly scheduled meeting on the Riverside County Workforce Development Board website ([www.rivcoworkforce.com/WDB](http://www.rivcoworkforce.com/WDB)). The agenda, supporting documents, and all writing received by the Board are public records and can be viewed online, but may not include all available or the most current documentation. All documentation along with the most updated versions can be requested via e-mail to [RivCoWDB@rivco.org](mailto:RivCoWDB@rivco.org), by calling (951) 955-9068 or (951) 955-3100.

Patrick Ellis  
WDB Chairperson

Carrie Harmon  
WDB Executive Director



Jamil Dada  
WDB Vice Chairperson

Leslie Trainor  
WDB Deputy Director

*Infinite Opportunity, Lasting Prosperity*

## Workforce Development Board: MINUTES December 08, 2021

Chair Patrick Ellis called the meeting to order at 11:37 a.m.

### Members in Attendance

Alfonso Jimenez-V	Dr. Angelo Farooq	Barbara Howison-V	Celene Perez	Cherie Crutcher
Connie Golds	Darlene Wetton-V	Diane Strand	Francisca Hernandez	Grant Gautsche
Greg Elgan-V	Jamil Dada	Joshua Naggar	Juan De Lara-V	Ken Orr
Layne Arthur	Lea Petersen-V	Mary Jo Ramirez	Patrick Ellis	Peter Hubbard
Ricardo Cisneros	Suzanne Holland-V	Dr. Wolde-Ab Isaac		

### Members Absent

JoDee Slyter	Morris Myers	Dr. Rosibel Ochoa		

### EDD Staff

Carolyn Reyna	Enjoli Burries	James Dew III	Nicole Roby	Russell Best
Sergio De La Garza				

### Staff

Carolina R. Garcia	Carrie Harmon	Cheryl Mahayni	David Cline	Heidi Marshall
Janice Simmons	Jasmine Guerrero	Jason Tang	Leslie Trainor	Stephanie Adams
Sylvia Walker	Tammy Mathis	Karsyn Moore	Sharell Malveaux	Lisa Allen
Andrea Richards	Josie Gutierrez	Adriana Escobedo		

### Guests

Amazon				

### **Action Item: 1.1 WDB Board Chair and Vice Chair Elections**

**Motion: That the Workforce Development Board (WDB) approve the 2022 Regional Chair and Vice Chairs elections.**

<b>Vote</b>	Aye		No	0	Abstain	0
<b>Status</b>	Approved					
<b>Chair Election</b>	The election for the WDB 2022 Chair: Jasmine Guerrero, WDB Coordinator read the requirements and duties for the Chair position. The list of names from the request for nomination letters provided the names of: Patrick Ellis Jamil Dada Dr. Angelo Farooq  Jasmine opened the floor for nominations, there were no nominations from the floor. Dr. Angelo Farooq respectfully declined his nomination as did Jamil Dada. Patrick Ellis was approved as the 2022 WDB Chair.					

<b>Vice Chair Election</b>	<p>The election for the WDB 2022 Vice Chair: Jasmine Guerrero, WDB Coordinator read the requirements and duties for the Vice Chair position. The list of names from the request for nomination letters were:</p> <p style="padding-left: 40px;">Dr. Angelo Farooq Jamil Dada Diane Strand</p> <p>Jasmine opened the floor for nominations, there were no nominations from the floor. Dr. Angelo Farooq and Diane Strand respectfully declined their nominations for 2022 Vice Chair and deferred the nomination to Jamil Dada. Jamil Dada was approved as the 2022 WDB Vice Chair.</p> <p>The New WDB 2022 Chair Patrick Ellis proceeded to select the representatives for the 2022 Executive Committee:</p> <p>Member at Large-Mary Jo Ramirez Labor Representative-Ricardo Cisneros Representative from Education-Morris Myers</p>
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<b>Action Item: 1.2 Approve the WDB Meeting Minutes for April and August 2021</b>						
<b>Motion: That the Workforce Development Board (WDB) approve the April and August 2021 minutes.</b>						
<b>Moved by</b>	Ricardo Cisneros	<b>Second by</b>	Mary Jo Ramirez	<b>Abstain</b>	None	
<b>Vote</b>	Aye		No	0	Abstain	0
<b>Status</b>	Approved					
<b>Discussion</b>						

<b>Action Item: 1.3 Approve The 2022 WDB Meeting Calendar</b>						
<b>Motion: That the WDB approve the 2022 Meeting Calendar.</b>						
<b>Moved by</b>	Jamil Dada	<b>Second by</b>	Layne Arthur	<b>Abstain</b>	None	
<b>Vote</b>	Aye		No	0	Abstain	0
<b>Status</b>	Approved					

<b>Presentation: Video Presentation-Customer Testimonials and Program Impact</b>	
<b>Carrie Harmon Leslie Trainor</b>	Had slight difficulty with Video Presentation. Unable to watch entire Testimonials.

<b>Discussion 2.1 – Rising to the Challenge: Evolving Our Local Workforce System</b>	
<b>Dr. Angelo Farooq</b>	Dr. Farooq addressed the group with warm greetings and advised that Governor Newsom wanted to thank us for all the hard work that we do. Dr. Farooq took a moment to thank County Staff for their dedication. Proceeded to say that we have accomplished tremendous efforts in our regions. Spoke of Job Training Investments. Secretary of Labor also recognizing the great work we are achieving. Unemployment down 6%. Added why are women leaving the workforce. Questions to ask our great panel of experts

<b>Discussion 2.2 – Panel of Local Experts</b>	
<b>Dr. Wolde-Ab Isaacs, Riverside Community College Jamil Dada, Provident Bank BJ Fazeli, Fazeli Cellars Winery Tanya Rivas, Amazon Brian Murphy, Jimmy</b>	<p>Each panel of experts gave their view of the current workplace and how they are trying to survive these times during the COVID-19 pandemic.</p> <p><b>Brian Murphy of Jimmy Johns</b> advises that they are the 1<sup>st</sup> Job that provides and teaches skills in which the employee will take on to their next workplace.</p> <p><b>Tanya Rivas, Amazon</b> said they listen to the applicant and offers a whole package to make the job more attractive.</p> <p><b>BJ Fazeli</b> advises it's been hard keeping the vineyards up, to find workers to fill in Hostesses and Maitre'D positions. They (their businesses) are competing with the Casinos. Business is getting</p>

<p><b>John's Sandwiches</b>  <b>Layne Arthur, Balfour</b>  <b>Beatty Construction.</b>  <b>Patrick Ellis -</b></p>	<p>better, but numbers are still down.  <b>Layne Arthur</b>-there is lots of money in construction, but not enough people to fill positions. Between the Pandemic and Immigration shut down, lots of public work. Needs Superintendents by trade, not schools. Trying to now reach out to Middle Schools Still focused on High School, College Pre-Apprenticeships.  <b>Dr. Isaac, RCC</b> - The suddenness of the Pandemic left everyone unprepared for what was to come. Schools shut down and 2500 courses had to go online. Many students could not access the internet, no devices to utilize. Vulnerable students were mostly impacted. Last enrollments were at 15-25%.  <b>Jamil Dada</b> said that the CARES Act helped a lot. The House passed the Build Back Better Plan/the Senate is still pending. We have 550 Workforce Boards and 40Billion is expected to go to the Workforce Boards. We have 4 in the Inland Empire. Of 2900 YOC's, we operate 6 of them.</p>
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<b>Workforce Excellence Awards</b>	
<b>Employer of the Year</b>	
Optimum Solar Power, Inc.	
<b>Partner of the Year-Youth Advocacy</b>	
Mary Jo Ramirez	
<b>Workforce Superstar of the Year</b>	
Josie Gutierrez	

<b>Public Comment &amp; Closing Announcements</b>	
	There were no public comments.

Adjourned: 1:07 p.m.

# **EMPLOYER SERVICES REPORT**

**Jason Tang**  
**Employer Services Supervisor**  
**(951) 955-9078**  
**[jtang@rivco.org](mailto:jtang@rivco.org)**

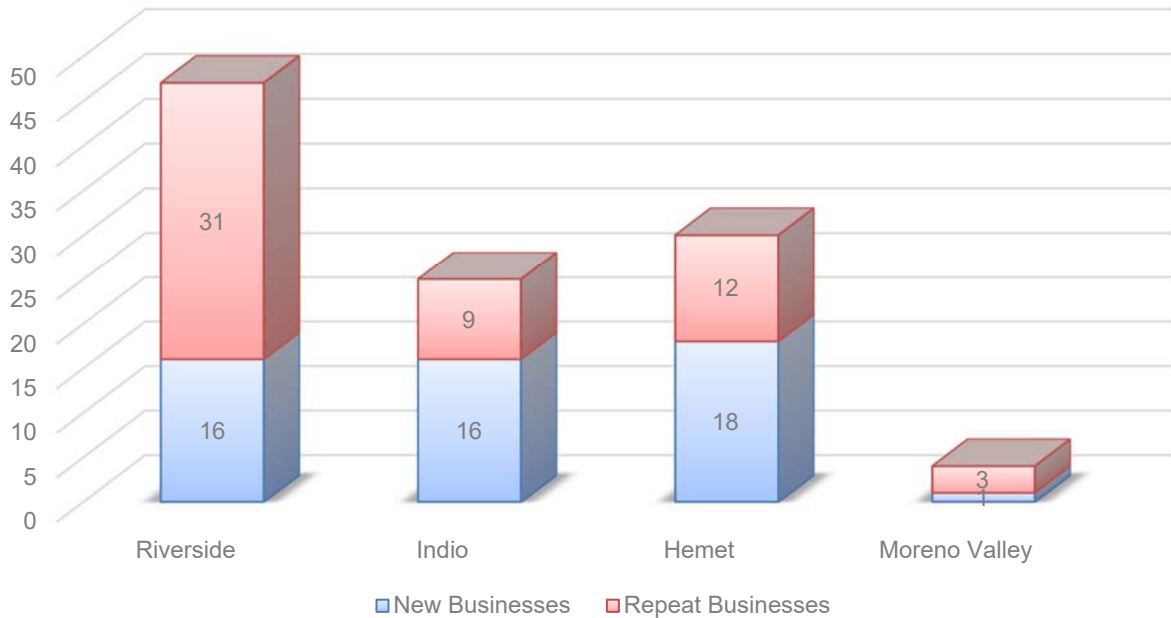
# EMPLOYER SERVICES REPORT

December 2021

The Employer Services team provides free services, programs, and business consultation to local employers. Services include applicant recruitment assistance, resume screening, job fair development, international trade support, tax credit information, on-the-job training reimbursement, small business development referrals, strategic partnerships, and assistance to improve business development processes.

## Business Engagement & Outreach

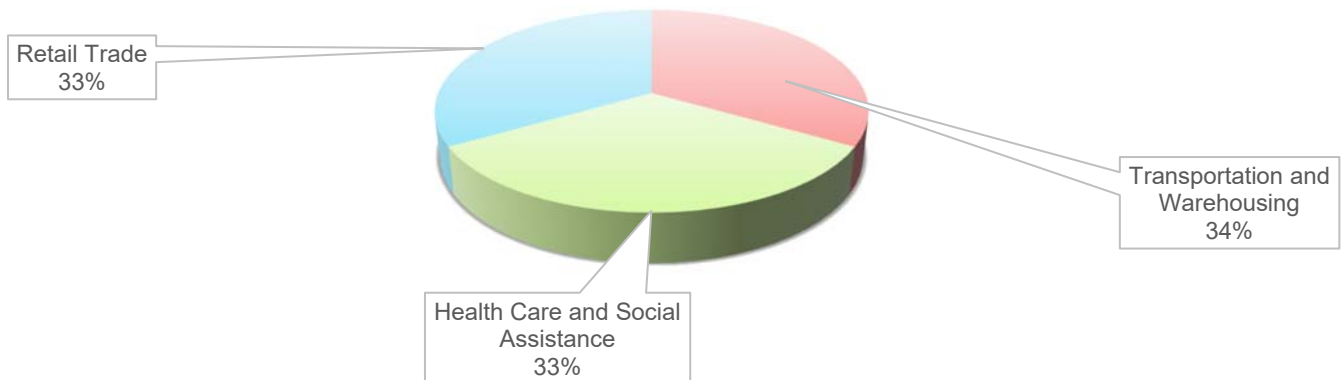
Anytime a business consultant has an in-depth conversation, one on one, with an employer where the discussion is based around the needs of the business and a thorough description of services Workforce Development can provide. In the month of December 2021, we connected with 106 businesses, 51 of them new, 55 of them repeat.



## Recruitments

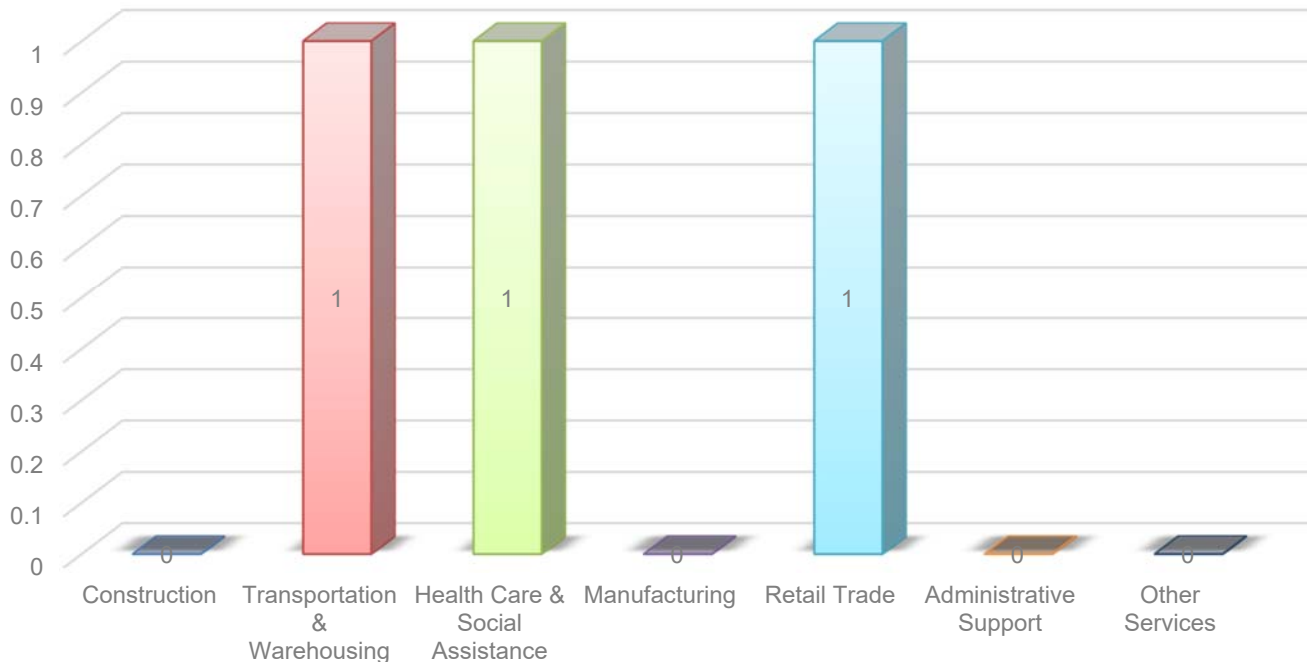
When a business contacts our office and requests assistance in recruiting for any of their job openings.

Employers Requesting Recruiting Assistance by Industry





### Number of Individual Job Openings by Industry (openings WDC is helping to fill)



### On-The-Job Training (OJT)

Federally funded hiring incentive program where the County will pay 50% of an eligible employee's wages for up to the first 480 hours of training.

### # Of OJT Participants by Key Industry Sector



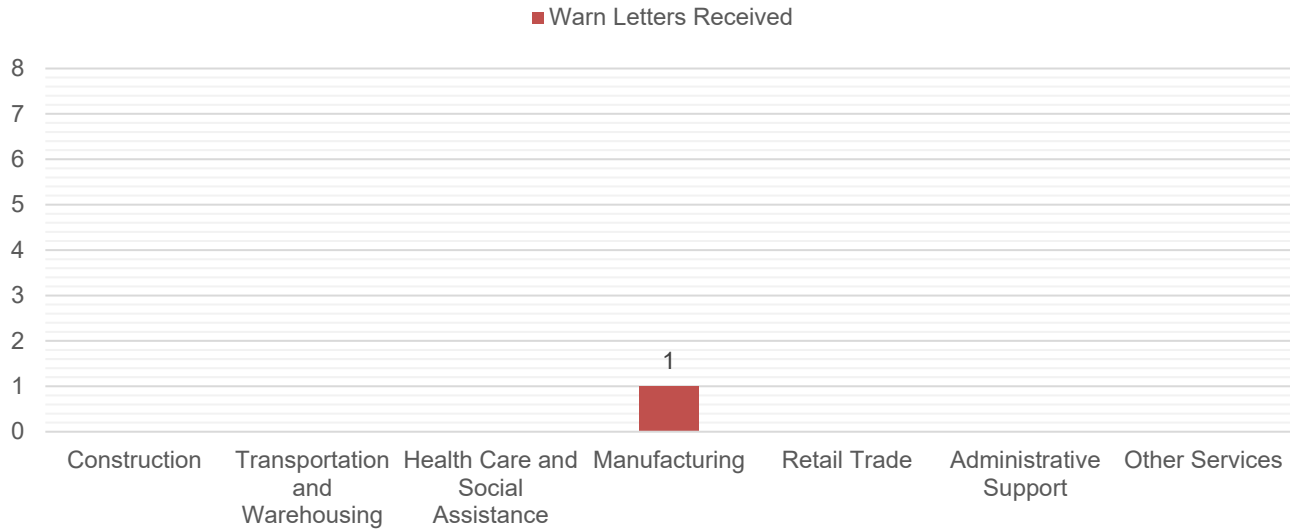
**Average Training Wage: \$21.17 from 35 OJT Participants**

## Rapid Response Activities – December 2021

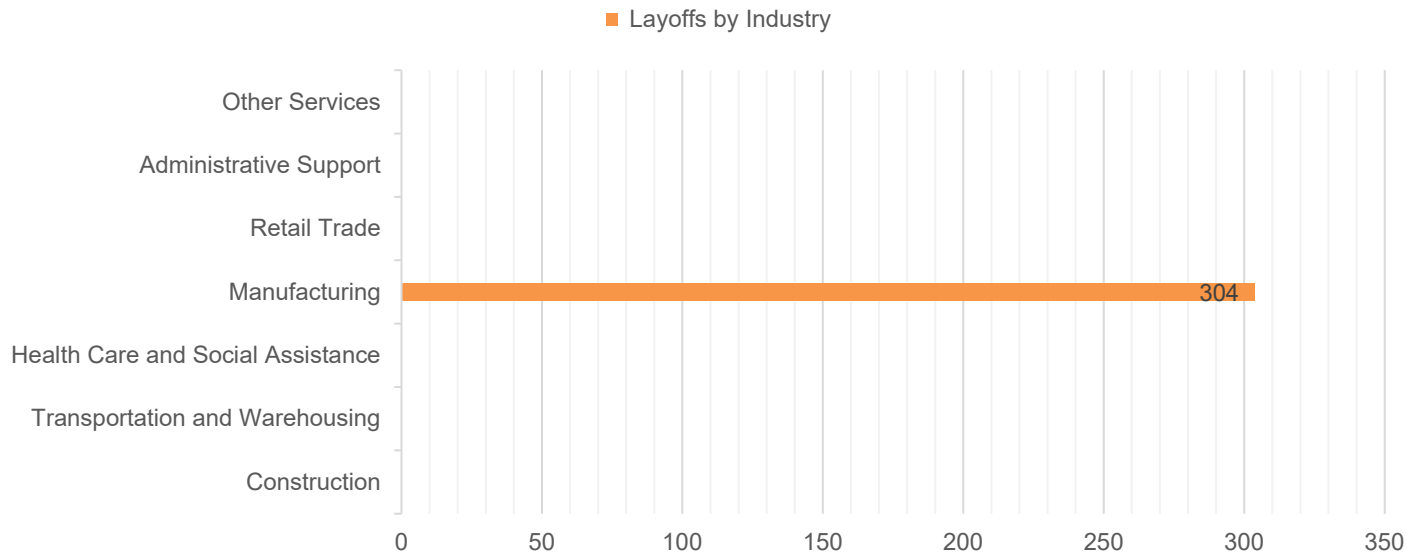
The Business Solutions team has actively engaged with every employer that has submitted a WARN notice to ensure that their employees are connected to our services.

Note: Rapid Response activities are presentations conducted for businesses undergoing layoffs or closures.

### Total Warn Letters Received by Demand Industry



### 304 Total Layoffs by Industry from WARN Notice



# CAREER SERVICES REPORT

**Contact: Stephanie Adams**  
**Regional Operations Manager**  
**(951) 955-3075**  
**[sjadams@rivco.org](mailto:sjadams@rivco.org)**

# WORKFORCE DEVELOPMENT CENTER CAREER SERVICES REPORT December 2021

Riverside County Workforce Development Centers/America’s Job Centers of California (WDC/AJCC) provide the community with jobseeker and workforce development services. Free services include assistance with job search, changing careers, developing new skills, or looking for appropriate educational and career paths. Vocational training assistance, information, resources, career counseling, referrals to partners, and community-based organizations are also available from Career Counselors.

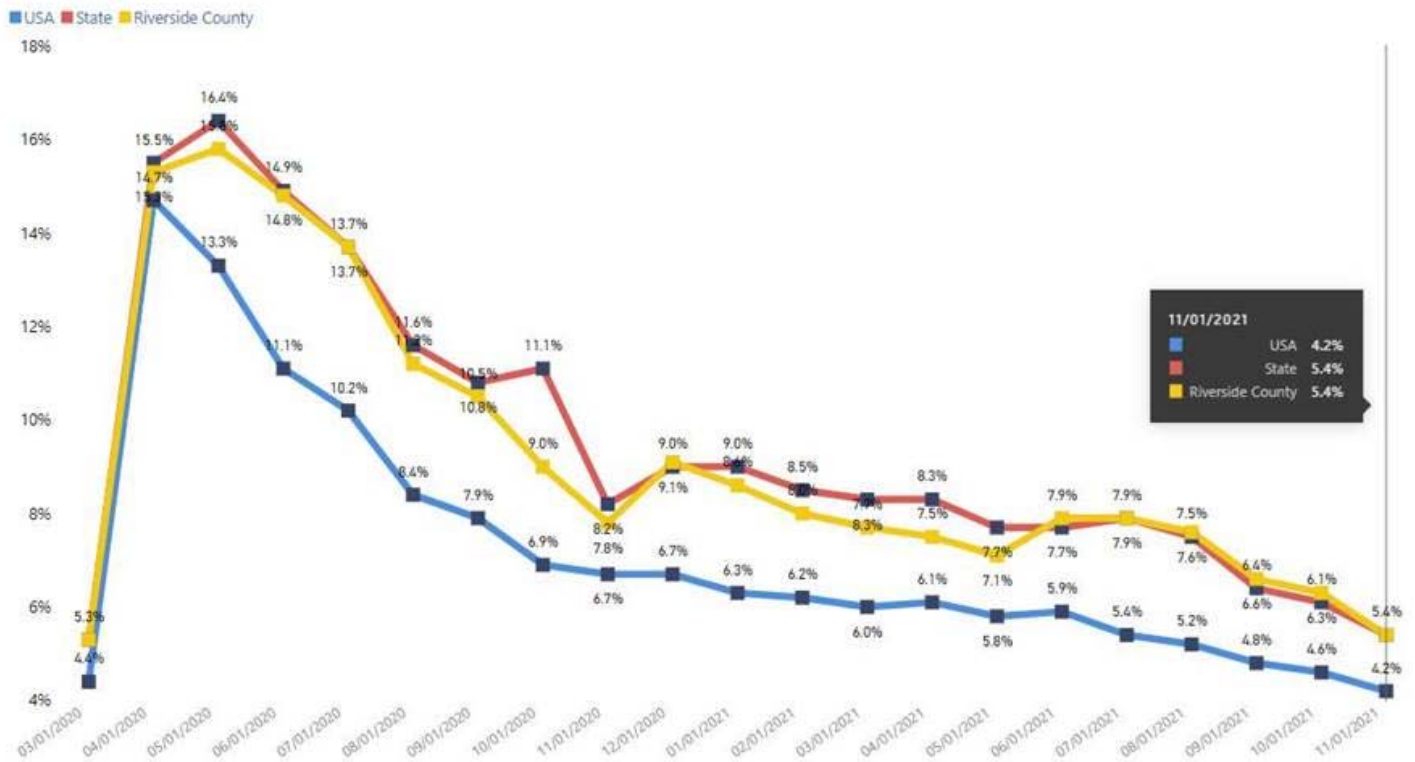
Website: [www.rivcoworkforce.com](http://www.rivcoworkforce.com)

E-mail: [workforcehelp@rivco.org](mailto:workforcehelp@rivco.org)

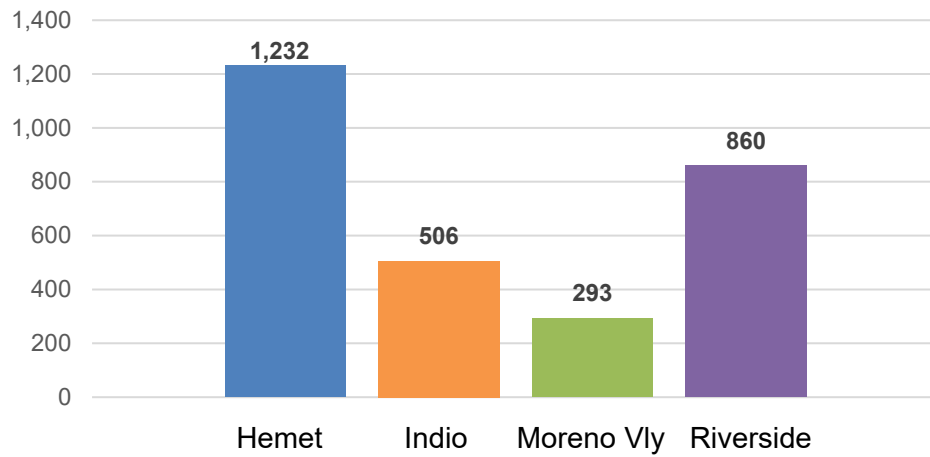
### Coronavirus (COVID-19) Pandemic Response

- The Career Resources Areas of the WDCs/AJCCs are currently open to the public.
- Customer can also access services via phone and e-mail
- Collaborating with EDD to provide appropriate referrals to file for Unemployment Insurance benefits.

## Unemployment Rates

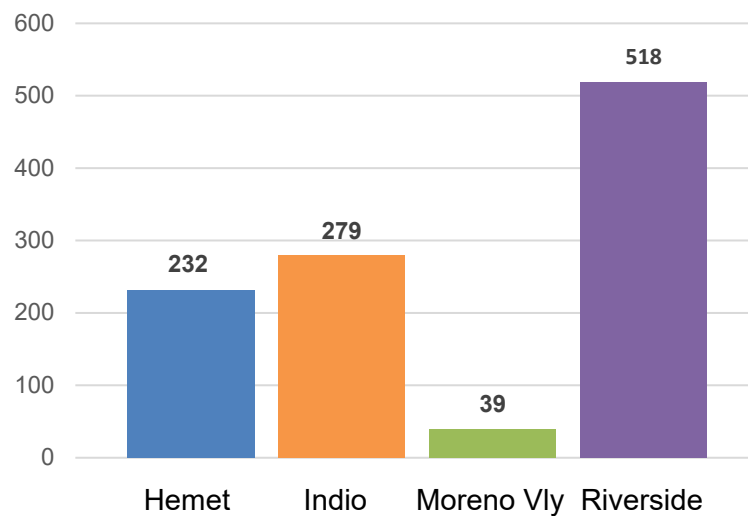


### Total Visits to Workforce Development Centers - December 2021



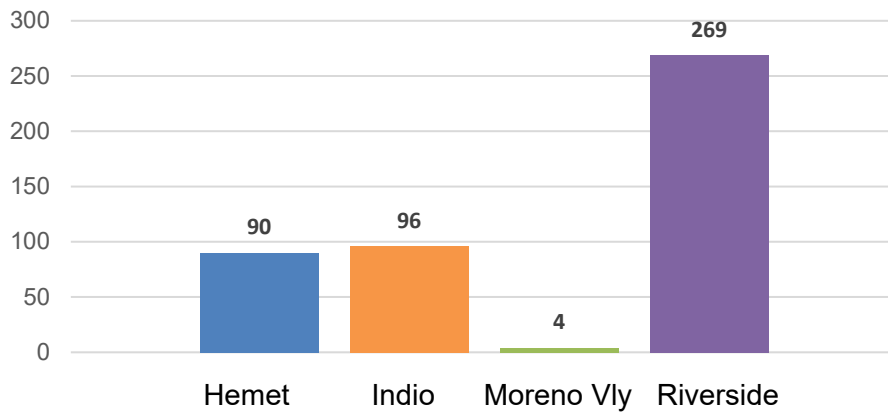
\* Total Visits include the number of job seekers that have received services via telephone, in person or by other virtual means.

### Participants Receiving Career Services - December 2021



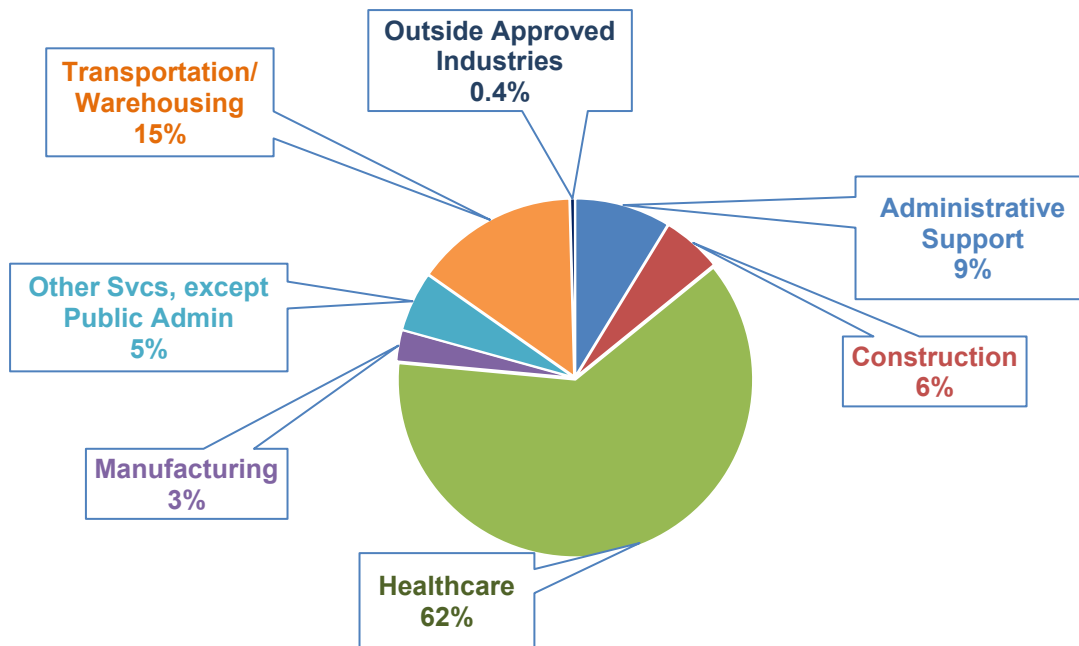
\* Career Services include assessments, individual employment plan, career counseling, and workforce preparation activities (e.g. resume writing, mock interviewing, and basic workplace skills).

### Participants Receiving Vocational Training - December 2021



\* Vocational Training: Eligible customers select a vocational training program from the Eligible Training Provider List, which can be paid for with WIOA funds (up to \$8,000 per customer).

### Vocational Trainings by Industry - December 2021



## **Additional Opportunities**

- Homeless Veterans Grant-we currently have funds available to help veterans that are experiencing homelessness obtain employment. Funds can be used for transportation, housing, technology, or any other barrier that causes a hardship in obtaining employment.
- Community Career Coaching Grant-This grant pays a stipend to community members that help other community members that do not have access to the computer and internet build a resume and search for employment.
- Anthem Foundation Grant-RivCo works received a \$100,000 from the Anthem Foundation to provide workforces services within a community in Hemet that scored the lowest in the County on the Healthy Places Index Score. As part of the grant a community analysis and plan will be developed to determine the specific needs of the community and all 2,890 households within the community will be offered workforce development services.

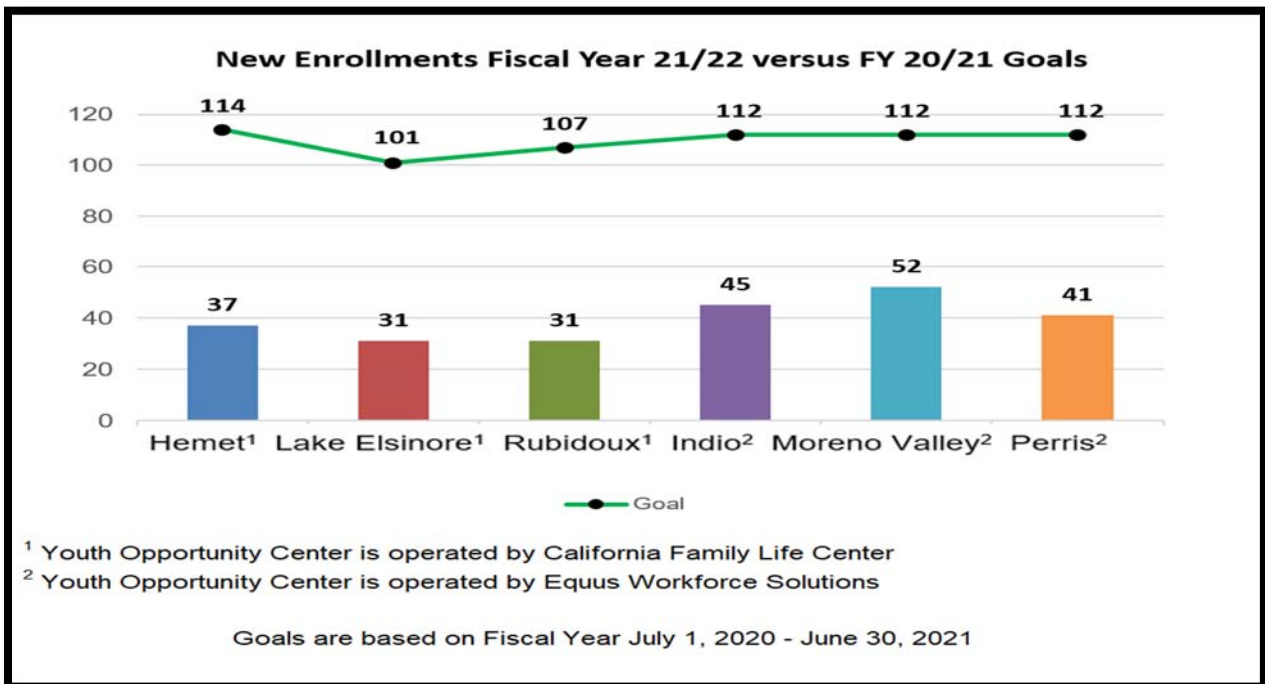
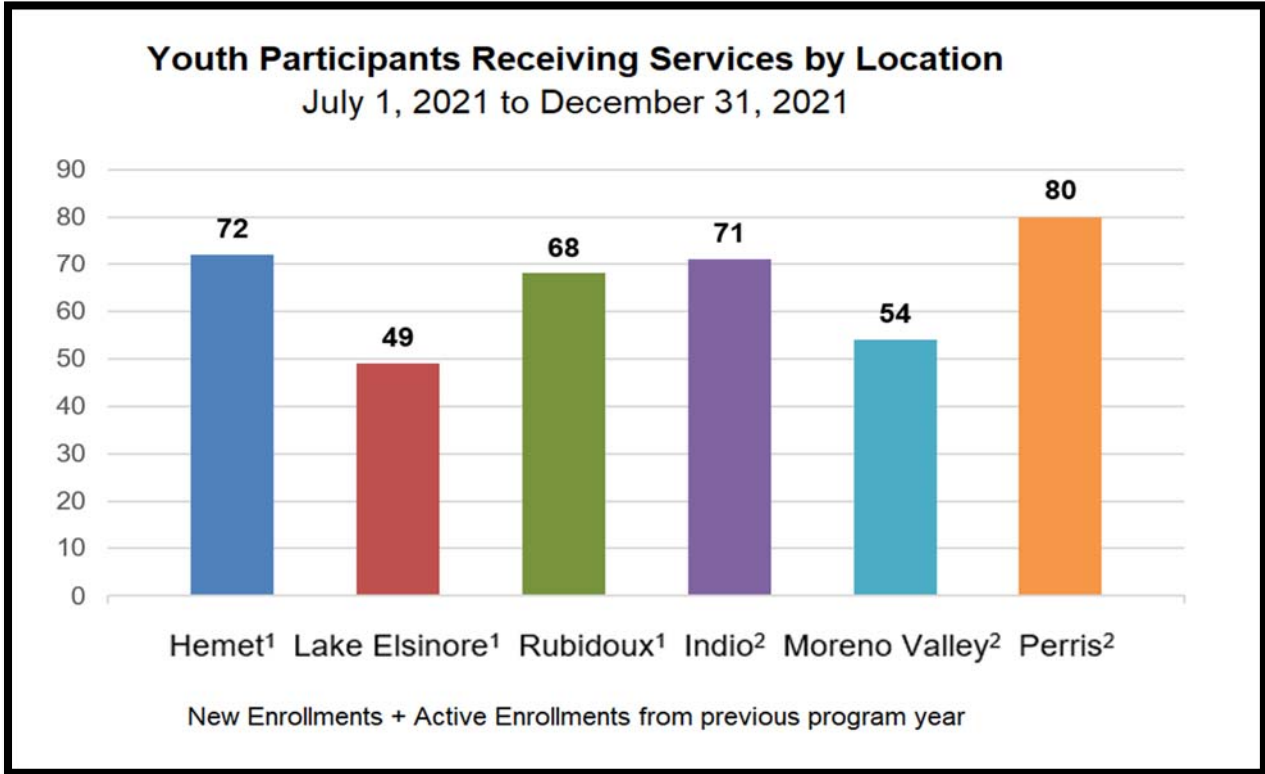
# YOUTH SERVICES REPORT

**Contact: Carolina R. Garcia**  
**Youth Services**  
**Program Coordinator**  
**(951) 955-3156**  
**[cr Garcia@rivco.org](mailto:cr Garcia@rivco.org)**



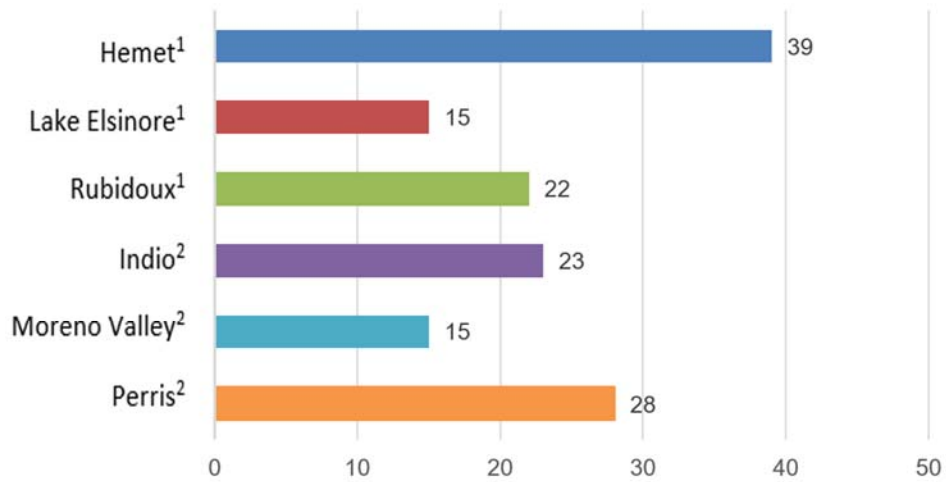
## YOUTH OPPORTUNITY CENTER ACTIVITIES December 2021

The Workforce Development Center offers specialized services to youth age 16 through 24 at six Youth Opportunity Centers (YOCs) of Riverside County. YOCs are in Hemet, Indio, Lake Elsinore, Moreno Valley, Perris, and Rubidoux, Equus and California Family Life Center are currently the contract YOC operators. Services begin with career exploration and guidance, ensure support for educational attainment and skills training, culminating with employment and/or enrollment in post-secondary education.



### Youth Participating in Paid Work Experience

July 1, 2021 to December 31, 2021



#### DEFINITIONS

<b>In-School Youth</b>	An individual who is attending school; age 16 through 21 (unless an individual with a disability is attending school under State Law); with low-income; <u>and</u> one or more barriers identified by the Workforce Innovation Opportunity Act (WIOA).
<b>Out-of-School Youth</b>	An individual who is not attending any school; between age 16 through 24; <u>and</u> has one or more WIOA approved barriers.
<b>Youth Barriers</b>	The most prevalent barriers to employment experienced by youth include: Basic Literacy Skills Deficiency, Disability, English Language Learning, Foster Care, Legal Involvement, Homelessness, and Pregnancy or Parenting.

## SUMMER TRAINING AND EMPLOYMENT PROGRAM (STEPS)

The Summer Training and Employment Program for Students with Disabilities (STEPS) was applied for and granted to the Workforce Development Division in the amount of \$500,000 to serve 100 youth. The program will provide for work readiness and work experience for this demographic. Department of Rehabilitation (DOR) Grant amended the agreement to allot new funding and extend the term date to June 30, 2022.

# STEPS

## Summer Training and Employment Program

Are you interested in paid work experience?

### STEPS Offers:

- Work Readiness Training - up to 40 hours of job exploration and/or work readiness training.
- Work Experience - up to 160 hours of paid work experience.

### Eligibility Requirements:

- 16 through 21 years of age
- Enrolled in a recognized education program (including home school and alternative high school programs)
- Have an Individual Education Plan (IEP), a 504 Plan, or a disability

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### For more information contact your nearest Youth Opportunity Center:

#### Hemet YOC

930 N. State St.

Hemet, CA 92543

Ph: 951-765-0917 / TTY: 951-652-0216

#### Lake Elsinore YOC

400 W. Graham Ave.

Lake Elsinore, CA 92530

Ph: 951-471-8415 / TTY: 951-471-8475

#### Moreno Valley YOC

23080 Alessandro Blvd. Ste. 232

Moreno Valley, CA 92553

Ph: 951-653-1211 / TTY: 951-653-8740

#### Rubidoux YOC

5656 Mission Blvd.

Riverside, CA 92509

Ph: 951-683-9622 / TTY: 951-683-9631

#### Indio YOC

45691 Monroe St. Ste. 6

Indio, CA 92201

Ph: 760-775-2887 / TTY: 760-775-7135

#### Perris YOC

11 South D St. Suite 9

Perris, CA 92570

Ph: 951-657-7105 / TTY: 951-422-2183



This WIOA financially assisted program or activity is an equal opportunity employer/program. Equal Opportunity Notice. Auxiliary aids and services are available upon request to individuals with disabilities. Please call 951.955.3100, 951.955.3744 TTY, CA Relay 711 or ADACoordinator@rivco.org 5 to 7 days in advance.

## **LEGISLATIVE INTERN PROGRAM ACTIVITIES**

<http://www.rivcoyac.org/>

- **Annual Youth Summit 2022 Planning** The Annual Youth Summit is in its planning stages. This event is normally held in April of each year and high schools throughout the County participate. This years topics include: (1) Post Pandemic Recovery, (2) Mental Health for High School and College Students, (3) Diversity, Equality and Inclusion in Education.
- **RUHS Public Health – Community Health Assessment Collaboration** The Youth Commission was invited to assist with part of the planning and community engagement process related to RUHS—Public Health’s (RUHS—PH) Community Health Assessment (CHA). The CHA is an opportunity for organizations and community members to provide feedback regarding the health and wellbeing of all county residents and to create a healthier, equitable, and more resilient Riverside County. One of the focuses of this data collection is to do research on racism and how racism affects our community members now that it has been deemed a public health crisis by Riverside County. The data collection will take place during November and December and the Youth Commission staff will be required to analyze the data and compile it into a report to be submitted to the Equity and Wellness Institute (EqWI) program who will generate a larger county report. The Youth Commission will be reaching out to youth via online surveys as well as hosting an online community forum via zoom that will take place in mid-January.
- **Riverside County’s Continuum of Care: Youth Point in Time Count Collaboration** The Youth Commission has been contacted by the Riverside County’s Continuum of Care collaborators who are seeking assistance from the Youth Commission to assist with the 2022 Youth Point in Time Count (PITC) which is held every January to count the homeless youth in Riverside County. The Youth Commission previously participated in the 2020 Youth PITC and started to collaborate for the 2021 count which ended up being cancelled due to Covid-19 pandemic. This year the PITC is looking to host “Come and be counted events”, a larger donation drive and other ways for the homeless youth to be included in this year’s count more effectively.

# **INLAND EMPIRE REGIONAL PLANNING UNIT (IERPU) REPORT**

**Contact: Tammy Mathis**  
**Assistant Regional Organizer**  
**(951) 955-3434**  
**[TAmathis@rivco.org](mailto:TAmathis@rivco.org)**

# Inland Empire Regional Planning Unit & Special Initiatives

February 2022

The Inland Empire Regional Planning Unit is a collaboration between Riverside and San Bernardino County Workforce Development agencies. The partnership coordinates regional activities, training, and grants to improve the Inland Empire workforce system.

## Prison to Employment

Job Prep & Placement for Justice Involved Individuals

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- Target Population: Formerly incarcerated and other justice-involved individuals
- Activity: Participants receive work preparation services, job placement assistance, educational opportunities and direct employment placement to decrease recidivism.
- Update: 718 participants enrolled in services as of January 15, 2022
- Grant Amount: \$3,210,891
- Term: April, 2019 – March, 2022.

## Slingshot 3.0

### Regional Plan Implementation

Regional Support for Key Sectors

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- Target Population: IE Manufacturing, Logistics and Healthcare Industries
- Activity: Support participant job placement/training in these key industries
- Update: EMT Cohort with 25 individuals (Jan), Healthcare Apprenticeships - 29 organizations contacted and 3 regional cohorts initiated, convened 8 regional meetings with 14 industry leaders in Logistics/MFG, Partnered with KVCR to produce media pieces highlighting Log/Mfg.
- Grant Amount: \$200,000
- Grant Term: April 2020-March 2022

## Financial Navigators Grant Special Project

Financial Resources for Customers

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- Target Population: Low Income Individuals Most Impacted by the Pandemic
- Activity: Support participant knowledge on all manner of financial resources ensuring prompt payment and prioritization of finances as well as problem solving for existing situations.
- Update: This program is in partnership with Inland Empire United Way, and has so far provided counseling to 142 community members.
- Grant Amount: \$80,000
- Term: July 1, 2021 through March 31, 2022.

**Slingshot 4.0**  
**Regional Plan Implementation**

Coordination for Key Regional Sectors

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- Target Population: IE Manufacturing, Logistics and Healthcare Industries
- Activity: Support participant job placement/training in these key industries
- Update: This grant overlaps with 3.0, which is still in process. Due to CalJOBS issues, we have not had access to this grant or funds, but are working to rectify through the state.
- Grant Amount: \$157,500
- Term: June 2021 through September 2022

**Good Jobs Grant**  
**Regional Plan Implementation**

Regional Support for Key Sectors

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- Target Population: IE Manufacturing, Logistics and Healthcare Industries
- Activity: Support participant job placement/training in these key industries
- Update: Application in process and not yet awarded. This is a Regional Grant entitled "Builders, Makers, Movers and Healers", with money appropriated directly for job training in employment sectors with a wage trajectory above the median average for residents of San Bernardino and Riverside Counties.
- Grant Amount: Requesting \$19 Million Dollars
- Grant Term: September 2022 through December 2025

# **AMERICA'S JOB CENTER OF CALIFORNIA (AJCC) OPERATOR REPORT**

**Contact: Janice Simmons**

**AJCC Operator**

**(951) 955-9768**

**[jsimmons@rivco.org](mailto:jsimmons@rivco.org)**



# **AJCC Operator Activity – Board Report**

## **December 2021**

The primary role of America’s Job Center of California (AJCC) Operator is to bring continuity among the AJCC partners to provide services to customers that utilize the AJCC resources throughout Riverside County. The AJCC Operator ensures the coordination of services between partnering agencies and customers. The goal is to ensure services offered are being provided to customers whether it be via job-readiness, career development, employment, and vocational training services.

### **Promotion of AJCC/Outreach**

The AJCC Operator continues to produce and distribute the AJCC Weekly Update to Partners during this current pandemic and to those who have expressed an interest in receiving information. The Weekly Update includes upcoming recruitments and hiring events, job postings and employer/business resource seminars.

I’ve also provided partners with various reports citing information on how customers/students can file for unemployment and shared what services are currently being provided by the AJCC’s.

Below is sample of some of the hiring events in the December 2021 Weekly Updates:

- **American Woodmark Job Fair-December 7<sup>th</sup>, 2021**
- **In-Home Supportive Services – December 7<sup>th</sup>, 2021**
- **IHSS Caregiver Recruitment and Information Session – December 13, 2021**
- **HSS Hiring Event -December 13<sup>th</sup> and 14<sup>th</sup>, 2021**
- **Jack In The Box Job Fair – December 16, 2021**

### **Job Fairs/Partner Promotion**

Traditional job fairs are slowing returning with certain precautions in place. Virtual or now drive thru are still in existence, but ultimately, virtual job fairs and drive thru job fairs are still being attended as they keep potential job seekers abreast with current job opportunities.

Information of these events are shared with partners, customers, and of course add in the weekly updates.

Attended a few of these business/partner outreach events listed below. Some were in person while the majority were via webinar:

- **Monthly WD All Staff Meeting – December 2, 2021**
- **Riverside County WDB’s Executive Committee Meeting -December 8, 2021**
- **Riverside County Year End Full Board Meeting – December 8, 2021**
- **I.E. Job Corps Community Relations Council Year End Awards Virtual Meeting – December 15, 2021**
- **LinkedIn Learning -Season for Gratitude – December 20, 2021**
- **Moreno Valley Youth – Team Holiday Meeting – December 22, 2021**

Career Resource Areas- Remain open for computer use and customers must schedule an appointment with a Career Counselor for one-on-one services.

\*Mask mandate is once again implemented this month within the workplace regardless of vaccinated or unvaccinated status.

There are still many companies that are looking to hire during this time and an updated list of available jobs that I assist in compiling is included in the weekly update as well as posted on the [www.rivcoworkforce.com](http://www.rivcoworkforce.com) website.

\* Electronic Updates listing local Job Leads, Education, and Hiring Events are generated weekly. Please e-mail Janice Simmons at: [jsimmons@rivco.org](mailto:jsimmons@rivco.org) to be added to the distribution list.

### **Partner Meetings**

Partners are agencies that signed a Memorandum of Understanding (MOU) agreeing to collaborate to provide services.

- **Bi-Annual Partner/BET Meeting was held this month on the 14<sup>th</sup> of December which included all four AJCC's**

### **Updated MOU partners with most recent LMI reports and data:**

- Partners are provided the most recent EDD Labor Market Information Monthly Report for Riverside/San Bernardino County. Stats for November 2021 was shared in December 2021

### **Special Projects**

- January 2022 will be getting partners more involved in preparing what they would like to see in their partner meetings.

# LABOR MARKET INFORMATION REPORT

**Contact: Paul Aguirre**  
**Labor Market Consultant**  
**(909) 948-6657**  
[Paul.Aguirre@edd.ca.gov](mailto:Paul.Aguirre@edd.ca.gov)

EMPLOYMENT DEVELOPMENT DEPARTMENT  
 Labor Market Information Division  
 9650 E 9th St Suite A,  
 Rancho Cucamonga, CA 91730

Contact: Paul Aguirre  
 (916) 796-8270

**RIVERSIDE-SAN BERNARDINO-ONTARIO METROPOLITAN STATISTICAL AREA (MSA)  
 (RIVERSIDE AND SAN BERNARDINO COUNTIES)**

**Nonfarm employment up 2,300 over the month and up 66,000 over the year**

The unemployment rate in the Riverside-San Bernardino-Ontario MSA was 5.1 percent in December 2021, down from a revised 5.4 percent in November 2021, and below the year-ago estimate of 8.7 percent. This compares with an unadjusted unemployment rate of 5.0 percent for California and 3.7 percent for the nation during the same period. The unemployment rate was 5.1 percent in Riverside County and 5.2 percent in San Bernardino County.

**Between November 2021 and December 2021**, total nonfarm employment increased from 1,576,900 to 1,579,200, an increase of 2,300 jobs. Agricultural employment did not change over the month.

- Trade, transportation, and utilities (up 2,900) recorded the largest payroll increase over the month. All of the payroll increase was noted in transportation, warehousing, and utilities (up 3,400), whereas retail trade (down 400) and wholesale trade (down 100) recorded job losses. Within transportation, warehousing, and utilities, transportation and warehousing (up 3,500) recorded all the job gain, while utilities (down 100) reported a loss.
- Leisure and hospitality (up 2,000) registered a payroll increase over the month. Accommodation and food services (up 2,000) reported all the job gain, whereas arts, entertainment, and recreation did not change over the month. Within accommodation and food services, food services and drinking places (up 1,600) and accommodation (up 400) encompassed the job gain.
- Additional employment gains were noted in the following sectors: manufacturing (up 900), professional and business services (up 500), and financial activities (up 300).
- Information and mining and logging did not change over the month. Employment losses were recorded in construction (down 3,200), other services (down 800), government (down 200), and educational and health services (down 100).

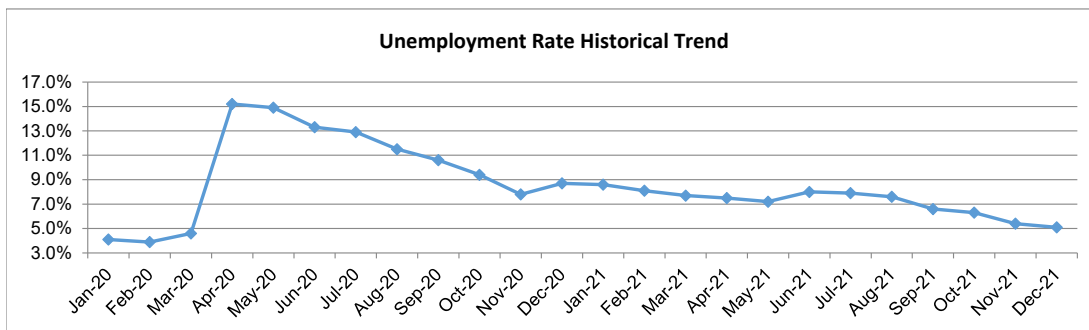
**Between December 2020 and December 2021**, total nonfarm employment increased by 66,000 (up 4.4 percent). Agricultural employment decreased by 200 (down 1.5 percent).

- Leisure and hospitality led the year-over increase, adding 27,400 jobs. Within leisure and hospitality, accommodation and food services (up 26,100) accounted for most of the job gain. Arts, entertainment, and recreation (up 1,300) reported the remaining job gain.
- Trade, transportation, and utilities advanced payrolls by 16,900 over the year. The payroll increase was noted in transportation, warehousing, and utilities (up 10,200), retail trade (up 4,900), and wholesale trade (up 1,800).
- Additional year-over job gains occurred in the following sectors: educational and health services (up 10,000), other services (up 7,100), manufacturing (up 3,900), professional and business services (up 3,700), information (up 500), financial activities (up 200), and mining and logging (up 100).
- Employment losses were recorded in construction (down 3,200) and government (down 600).

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IMMEDIATE RELEASE  
 RIVERSIDE-SAN BERNARDINO-ONTARIO METROPOLITAN STATISTICAL AREA (MSA)  
 (Riverside and San Bernardino Counties)

The unemployment rate in the Riverside-San Bernardino-Ontario MSA was 5.1 percent in December 2021, down from a revised 5.4 percent in November 2021, and below the year-ago estimate of 8.7 percent. This compares with an unadjusted unemployment rate of 5.0 percent for California and 3.7 percent for the nation during the same period. The unemployment rate was 5.1 percent in Riverside County, and 5.2 percent in San Bernardino County.



Industry	Nov-2021	Dec-2021	Change		Dec-2020	Dec-2021	Change
	Revised	Prelim				Prelim	

Total, All Industries	1,590,000	1,592,300	2,300		1,526,500	1,592,300	65,800
Total Farm	13,100	13,100	0		13,300	13,100	(200)
Total Nonfarm	1,576,900	1,579,200	2,300		1,513,200	1,579,200	66,000
Mining, Logging, and Construction	110,800	107,600	(3,200)		110,700	107,600	(3,100)
Mining and Logging	1,300	1,300	0		1,200	1,300	100
Construction	109,500	106,300	(3,200)		109,500	106,300	(3,200)
Manufacturing	93,900	94,800	900		90,900	94,800	3,900
Trade, Transportation & Utilities	454,200	457,100	2,900		440,200	457,100	16,900
Information	9,300	9,300	0		8,800	9,300	500
Financial Activities	43,300	43,600	300		43,400	43,600	200
Professional & Business Services	161,500	162,000	500		158,300	162,000	3,700
Educational & Health Services	262,300	262,200	(100)		252,200	262,200	10,000
Leisure & Hospitality	152,300	154,300	2,000		126,900	154,300	27,400
Other Services	44,500	43,700	(800)		36,600	43,700	7,100
Government	244,800	244,600	(200)		245,200	244,600	(600)

Notes: Data not adjusted for seasonality. Data may not add due to rounding  
 Labor force data are revised month to month  
 Additional data are available on line at [www.labormarketinfo.edd.ca.gov](http://www.labormarketinfo.edd.ca.gov)

**Riverside San Bernardino Ontario MSA**  
**(Riverside and San Bernardino Counties)**  
Industry Employment & Labor Force  
March 2020 Benchmark

Data Not Seasonally Adjusted

	Dec 20	Oct 21	Nov 21 Revised	Dec 21 Prelim	Percent Change	
					Month	Year
Civilian Labor Force (1)	2,097,400	2,113,700	2,123,000	2,121,300	-0.1%	1.1%
Civilian Employment	1,914,200	1,980,500	2,007,600	2,012,500	0.2%	5.1%
Civilian Unemployment	183,200	133,200	115,300	108,800	-5.6%	-40.6%
Civilian Unemployment Rate (CA Unemployment Rate)	8.7%	6.3%	5.4%	5.1%		
(U.S. Unemployment Rate)	9.1%	6.1%	5.4%	5.0%		
	6.5%	4.3%	3.9%	3.7%		

Total, All Industries (2)	1,526,500	1,574,200	1,590,000	1,592,300	0.1%	4.3%
Total Farm	13,300	12,500	13,100	13,100	0.0%	-1.5%
Total Nonfarm	1,513,200	1,561,700	1,576,900	1,579,200	0.1%	4.4%
Total Private	1,268,000	1,319,600	1,332,100	1,334,600	0.2%	5.3%
Goods Producing	201,600	205,900	204,700	202,400	-1.1%	0.4%
Mining, Logging, and Construction	110,700	112,800	110,800	107,600	-2.9%	-2.8%
Mining and Logging	1,200	1,300	1,300	1,300	0.0%	8.3%
Construction	109,500	111,500	109,500	106,300	-2.9%	-2.9%
Construction of Buildings	16,700	17,900	17,300	17,300	0.0%	3.6%
Heavy & Civil Engineering Construction	12,800	13,000	12,500	12,500	0.0%	-2.3%
Specialty Trade Contractors	80,000	80,600	79,700	76,500	-4.0%	-4.4%
Building Foundation & Exterior Contractors	24,600	24,100	23,600	23,000	-2.5%	-6.5%
Building Equipment Contractors	29,100	30,800	31,100	29,200	-6.1%	0.3%
Building Finishing Contractors	18,000	18,300	17,800	17,200	-3.4%	-4.4%
Manufacturing	90,900	93,100	93,900	94,800	1.0%	4.3%
Durable Goods	56,800	59,200	60,300	60,600	0.5%	6.7%
Fabricated Metal Product Manufacturing	13,800	13,900	13,800	14,000	1.4%	1.4%
Nondurable Goods	34,100	33,900	33,600	34,200	1.8%	0.3%
Service Providing	1,311,600	1,355,800	1,372,200	1,376,800	0.3%	5.0%
Private Service Providing	1,066,400	1,113,700	1,127,400	1,132,200	0.4%	6.2%
Trade, Transportation & Utilities	440,200	443,000	454,200	457,100	0.6%	3.8%
Wholesale Trade	64,100	65,200	66,000	65,900	-0.2%	2.8%
Merchant Wholesalers, Durable Goods	36,800	36,000	36,400	36,200	-0.5%	-1.6%
Merchant Wholesalers, Nondurable Goods	23,900	25,400	25,700	25,700	0.0%	7.5%
Retail Trade	179,800	179,600	185,100	184,700	-0.2%	2.7%
Motor Vehicle & Parts Dealer	24,500	25,500	25,600	25,700	0.4%	4.9%
Automotive Parts, Accessories & Tire Stores	7,600	7,900	7,900	8,000	1.3%	5.3%
Building Material & Garden Equipment Stores	15,900	15,900	15,800	16,300	3.2%	2.5%
Food & Beverage Stores	36,300	36,300	36,700	35,200	-4.1%	-3.0%
Health & Personal Care Stores	11,500	11,600	12,100	12,200	0.8%	6.1%
Clothing & Clothing Accessories Stores	18,700	18,300	20,100	20,800	3.5%	11.2%
Clothing Stores	14,600	14,200	16,100	16,700	3.7%	14.4%
General Merchandise Stores	39,600	38,400	41,300	41,500	0.5%	4.8%
Transportation, Warehousing & Utilities	196,300	198,200	203,100	206,500	1.7%	5.2%
Utilities	5,000	5,200	5,300	5,200	-1.9%	4.0%
Transportation & Warehousing	191,300	193,000	197,800	201,300	1.8%	5.2%
Truck Transportation	31,500	34,200	34,300	34,100	-0.6%	8.3%
General Freight Trucking	23,100	25,100	25,300	25,200	-0.4%	9.1%
Couriers & Messengers	25,400	22,400	24,400	27,600	13.1%	8.7%
Warehousing & Storage	117,200	119,900	122,500	122,400	-0.1%	4.4%
Information	8,800	9,300	9,300	9,300	0.0%	5.7%
Publishing Industries (except Internet)	1,700	1,700	1,700	1,700	0.0%	0.0%
Telecommunications	4,800	4,600	4,600	4,600	0.0%	-4.2%
Financial Activities	43,400	43,100	43,300	43,600	0.7%	0.5%
Finance & Insurance	24,700	23,100	23,400	23,200	-0.9%	-6.1%
Credit Intermediation & Related Activities	13,200	11,900	12,200	12,100	-0.8%	-8.3%
Depository Credit Intermediation	8,800	8,100	8,200	8,100	-1.2%	-8.0%
Nondepository Credit Intermediation	2,600	2,400	2,400	2,400	0.0%	-7.7%
Insurance Carriers & Related	9,900	9,700	9,700	9,800	1.0%	-1.0%
Insurance Carriers	2,800	2,700	2,700	2,700	0.0%	-3.6%

Data Not Seasonally Adjusted

	Dec 20	Oct 21	Nov 21 Revised	Dec 21 Prelim	Percent Change	
					Month	Year
Real Estate & Rental & Leasing	18,700	20,000	19,900	20,400	2.5%	9.1%
Real Estate	13,600	14,900	15,100	15,200	0.7%	11.8%
Professional & Business Services	158,300	161,300	161,500	162,000	0.3%	2.3%
Professional, Scientific & Technical Services	42,900	42,700	42,700	43,400	1.6%	1.2%
Management of Companies & Enterprises	8,900	8,700	8,700	8,800	1.1%	-1.1%
Administrative & Support & Waste Services	106,500	109,900	110,100	109,800	-0.3%	3.1%
Administrative & Support Services	102,700	106,500	106,500	106,200	-0.3%	3.4%
Employment Services	47,600	49,300	49,800	49,600	-0.4%	4.2%
Investigation & Security Services	15,200	15,700	15,500	15,900	2.6%	4.6%
Services to Buildings & Dwellings	22,600	22,400	22,300	22,000	-1.3%	-2.7%
Educational & Health Services	252,200	262,600	262,300	262,200	0.0%	4.0%
Educational Services	18,200	20,200	20,500	20,200	-1.5%	11.0%
Colleges, Universities & Professional Schools	6,000	6,800	7,000	6,900	-1.4%	15.0%
Health Care & Social Assistance	234,000	242,400	241,800	242,000	0.1%	3.4%
Ambulatory Health Care Services	80,700	85,700	85,200	86,700	1.8%	7.4%
Offices of Physicians	23,800	24,400	24,500	24,600	0.4%	3.4%
Hospitals	41,500	42,100	42,200	42,200	0.0%	1.7%
Nursing & Residential Care Facilities	25,300	26,100	26,200	26,100	-0.4%	3.2%
Leisure & Hospitality	126,900	150,600	152,300	154,300	1.3%	21.6%
Arts, Entertainment & Recreation	11,600	12,100	12,900	12,900	0.0%	11.2%
Accommodation & Food Services	115,300	138,500	139,400	141,400	1.4%	22.6%
Accommodation	9,100	12,800	12,800	13,200	3.1%	45.1%
Food Services & Drinking Places	106,200	125,700	126,600	128,200	1.3%	20.7%
Restaurants	103,400	122,400	123,400	124,900	1.2%	20.8%
Full-Service Restaurants	28,600	40,600	41,100	41,500	1.0%	45.1%
Limited-Service Eating Places	74,800	81,800	82,300	83,400	1.3%	11.5%
Other Services	36,600	43,800	44,500	43,700	-1.8%	19.4%
Repair & Maintenance	16,200	17,300	17,600	17,200	-2.3%	6.2%
Personal & Laundry Services	8,000	12,500	12,500	12,600	0.8%	57.5%
Government	245,200	242,100	244,800	244,600	-0.1%	-0.2%
Federal Government	21,600	21,200	21,400	21,500	0.5%	-0.5%
Department of Defense	6,200	6,100	6,100	6,100	0.0%	-1.6%
Federal Government excluding Department of Defense	15,400	15,100	15,300	15,400	0.7%	0.0%
State & Local Government	223,600	220,900	223,400	223,100	-0.1%	-0.2%
State Government	31,300	31,100	31,700	31,700	0.0%	1.3%
State Government Education	12,700	12,400	13,000	13,200	1.5%	3.9%
State Government Excluding Education	18,600	18,700	18,700	18,500	-1.1%	-0.5%
Local Government	192,300	189,800	191,700	191,400	-0.2%	-0.5%
Local Government Education	115,300	113,800	115,100	115,600	0.4%	0.3%
Local Government Excluding Education	77,000	76,000	76,600	75,800	-1.0%	-1.6%
County	35,200	32,900	32,900	32,800	-0.3%	-6.8%
City	13,700	13,800	14,100	13,400	-5.0%	-2.2%
Special Districts plus Indian Tribes	28,100	29,300	29,600	29,600	0.0%	5.3%

**Notes:**

(1) Civilian labor force data are by place of residence; include self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

(2) Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding.

These data are produced by the Labor Market Information Division of the California Employment Development Department (EDD). Questions should be directed to: Paul Aguirre 916-796-8270 or Joseph Allen 760-639-3759

These data, as well as other labor market data, are available via the Internet

January 21, 2022  
 Employment Development Department  
 Labor Market Information Division  
 (916) 262-2162

**Riverside San Bernardino Ontario MSA**  
**(Riverside and San Bernardino Counties)**  
 Industry Employment & Labor Force  
 March 2020 Benchmark

Data Not Seasonally Adjusted

	Dec 20	Oct 21	Nov 21 Revised	Dec 21 Prelim	Percent Change Month    Year

at <http://www.labormarketinfo.edd.ca.gov>. If you need assistance, please call (916) 262-2162.

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**REPORT 400 C**  
**Monthly Labor Force Data for Counties**  
**December 2021 - Preliminary**  
 Data Not Seasonally Adjusted

COUNTY	RANK BY RATE	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	RATE
<b>STATE TOTAL</b>	---	<b>19,065,800</b>	<b>18,105,400</b>	<b>960,400</b>	<b>5.0%</b>
ALAMEDA	10	814,700	782,800	31,900	3.9%
ALPINE	40	570	530	30	5.7%
AMADOR	29	14,470	13,750	710	4.9%
BUTTE	26	93,300	88,800	4,500	4.8%
CALAVERAS	10	21,580	20,740	840	3.9%
COLUSA	57	10,320	9,090	1,220	11.9%
CONTRA COSTA	19	543,000	520,000	22,900	4.2%
DEL NORTE	37	9,230	8,740	490	5.3%
EL DORADO	10	91,700	88,100	3,600	3.9%
FRESNO	49	447,800	416,500	31,300	7.0%
GLENN	33	12,590	11,940	650	5.2%
HUMBOLDT	15	60,200	57,700	2,500	4.1%
IMPERIAL	58	67,600	57,700	9,900	14.7%
INYO	15	8,200	7,860	340	4.1%
KERN	53	378,200	349,200	29,000	7.7%
KINGS	52	56,300	52,100	4,200	7.5%
LAKE	40	28,270	26,650	1,620	5.7%
LASSEN	15	9,480	9,090	390	4.1%
LOS ANGELES	44	5,018,500	4,705,400	313,100	6.2%
MADERA	48	62,200	58,100	4,200	6.7%
MARIN	1	133,700	130,100	3,600	2.7%
MARIPOSA	39	6,950	6,570	390	5.5%
MENDOCINO	24	36,090	34,440	1,650	4.6%
MERCED	55	114,600	105,200	9,400	8.2%
MODOC	30	3,260	3,090	170	5.1%
MONO	23	8,960	8,570	390	4.4%
MONTEREY	51	208,400	193,500	14,900	7.2%
NAPA	15	67,000	64,200	2,800	4.1%
NEVADA	8	47,960	46,190	1,770	3.7%
ORANGE	8	1,591,600	1,532,100	59,500	3.7%
PLACER	5	187,500	181,400	6,100	3.3%
PLUMAS	54	6,930	6,380	550	7.9%
RIVERSIDE	30	1,129,100	1,071,600	57,500	5.1%
SACRAMENTO	26	713,300	679,200	34,000	4.8%
SAN BENITO	40	31,500	29,700	1,800	5.7%
SAN BERNARDINO	33	992,100	940,800	51,300	5.2%
SAN DIEGO	19	1,554,500	1,488,800	65,800	4.2%
SAN FRANCISCO	4	566,600	549,400	17,200	3.0%
SAN JOAQUIN	46	329,600	308,300	21,300	6.4%
SAN LUIS OBISPO	6	129,800	125,300	4,500	3.5%
SAN MATEO	2	445,500	433,100	12,500	2.8%
SANTA BARBARA	13	216,600	208,000	8,600	4.0%
SANTA CLARA	3	1,042,900	1,012,800	30,100	2.9%
SANTA CRUZ	38	131,100	124,000	7,100	5.4%
SHASTA	26	74,300	70,700	3,600	4.8%
SIERRA	13	1,340	1,290	50	4.0%
SISKIYOU	46	16,350	15,300	1,050	6.4%
SOLANO	33	203,100	192,600	10,500	5.2%
SONOMA	6	246,300	237,800	8,600	3.5%
STANISLAUS	43	239,800	225,200	14,600	6.1%
SUTTER	50	45,300	42,100	3,200	7.1%
TEHAMA	30	25,390	24,100	1,290	5.1%
TRINITY	24	4,430	4,230	200	4.6%
TULARE	56	197,000	180,400	16,600	8.4%
TUOLUMNE	33	19,600	18,580	1,020	5.2%
VENTURA	19	411,900	394,600	17,300	4.2%
YOLO	19	106,800	102,300	4,500	4.2%
YUBA	44	30,300	28,400	1,900	6.2%

**Notes**

- 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.
- 2) Labor force data for all geographic areas now reflect the March 2020 benchmark and Census 2010 population controls at the state level.