



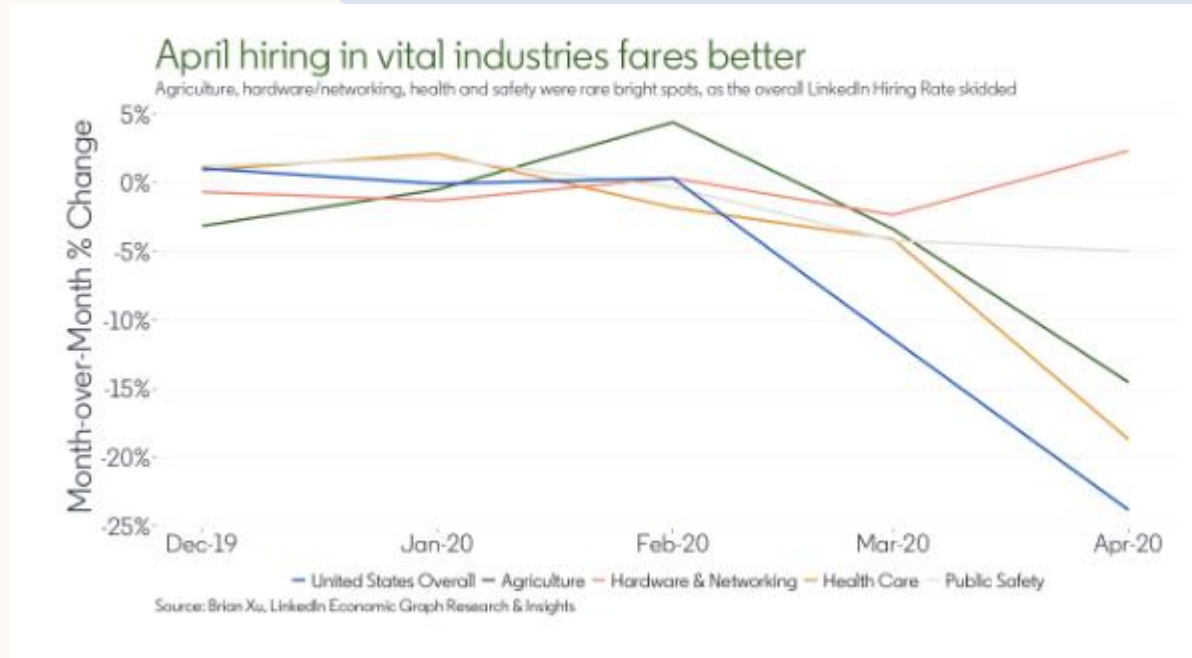
Jobs, Skills, and the Future of Work



Agenda

- 1 Covid-19 Economic Impact
- 2 Skill Gaps and the Future of Work
- 3 The Future of Government

April Job Report



Methodology: "Hiring Rate" is the count of hires (LinkedIn members in each industry who added a new employer to their profile in the same month the new job began), divided by the total number of LinkedIn members in the U.S. By only analyzing the timeliest data, we can make accurate month-to-month comparisons and account for any potential lags in members updating their profiles. This number is indexed to the average month in 2015-2016 for each industry; for example, an index of 1.05 indicates a hiring rate that is 5% higher than the average month in 2015-2016.

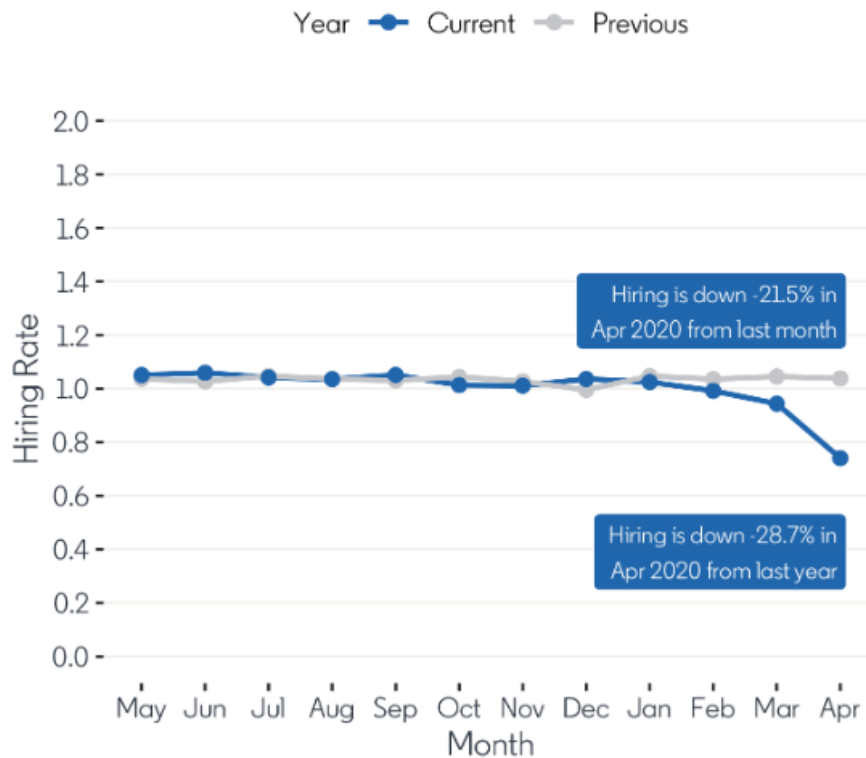
Table 1: Hiring on LinkedIn, by Industry, through April 2020

Industry	Apr-19	...	Jan-20	Feb-20	Mar-20	Apr-20	MoM% Change	YoY% Change
Agriculture	1.26	...	1.18	1.24	1.19	1.02	-14.6	-18.8
Arts	0.87	...	0.76	0.73	0.69	0.67	-3	-23
Construction	1.17	...	1.20	1.21	1.17	0.62	-47.7	-47.5
Consumer Goods	1.02	...	1.06	1.06	0.87	0.58	-33.6	-43.6
Corporate Services	1.11	...	1.15	1.11	1.06	0.74	-29.9	-33.1
Education	1.07	...	1.07	1.06	0.97	0.91	-6.7	-15.6
Energy & Mining	1.21	...	1.08	1.06	1.02	0.68	-33.3	-43.7
Entertainment	0.93	...	0.98	0.98	0.76	0.54	-28.6	-41.8
Finance	1.10	...	1.16	1.15	1.13	0.86	-23.3	-21.4
Hardware & Networking	0.96	...	0.87	0.88	0.86	0.88	+2.3	-8.5
Health Care	1.07	...	1.13	1.11	1.07	0.87	-18.7	-19.4
Legal	1.00	...	1.01	1.01	1.01	0.62	-39.1	-38.6
Manufacturing	1.14	...	1.11	1.11	1.09	0.73	-33.2	-35.9
Nonprofit	1.01	...	1.06	1.06	0.85	0.81	-4.6	-19.7
Public Administration	1.07	...	1.14	1.18	1.13	0.85	-24.4	-20.5
Public Safety	1.10	...	1.09	1.09	1.04	0.99	-5	-10.1
Real Estate	1.21	...	1.31	1.30	1.09	0.62	-43.3	-49.2
Recreation & Travel	1.07	...	1.13	1.13	0.77	0.31	-60	-71.1
Retail	1.00	...	1.05	1.06	0.89	0.64	-28.4	-36.7
Software & IT Services	1.15	...	1.21	1.19	1.19	0.89	-25.2	-22.6
Transportation & Logistics	1.19	...	1.20	1.17	1.00	0.73	-26.6	-38.5
Wellness & Fitness	1.11	...	1.19	1.20	1.00	0.80	-19.9	-28

Snapshot San Francisco

Jobs Change in the Bay Area

San Francisco Bay Area
Seasonally-Adjusted Hiring on LinkedIn
May 2020



Hiring Rate is the percentage of LinkedIn members who added a new employer to their profile in the same month the new job began, divided by the total number of LinkedIn members in the U.S. By only analyzing the timeliest data, we can make month-to-month comparisons and account for any potential logs in members updating their profiles. This number is indexed to the average month in 2015-2016; for example, an index of 1.05 indicates a hiring rate that is 5% higher than the average month in 2015-2016.



US In Demand Jobs

Top 10 Most In-Demand Jobs in the U.S.

1. Store Associate
2. System Operator
3. Certified Public Accountant
4. Healthcare Specialist
5. Construction Worker
6. Warehouse Manager
7. Psychologist
8. Vehicle Mechanic
9. Academic Advisor
10. Delivery Driver

Top In-demand Jobs in the U.S.

April 5 - April 18

1. Dietary Aide
2. Certified Nursing Assistant
3. Radiology Technologist
4. Speech Language Pathologist
5. Doctor
6. Occupational Therapist
7. Patient Care Assistant
8. Licensed Practical Nurse
9. Case Management Nurse
10. Social Worker

Top In-demand Remote Jobs in the U.S.











March 30 - April 12

1. Full Stack Engineer
2. DevOps Engineer
3. Software Engineer
4. Computer Sales Associate
5. Account Executive
6. Institutional Sales
7. Solutions Architect
8. Underwriter
9. Developer
10. Sales Engineer

Sales Jobs in California

Sales and Customer Service Jobs in California:

Top Companies

Company (100) ↕
 Dollar General
 Target
 Walmart
 7-Eleven
 Orangetheory Fitness
 Hot Topic
 Salesforce
 Young's Market Company
 Guitar Center
 Neiman Marcus Group











Top Regions

Location (100) ↕	Professionals ↕	Jobs ↕
Los Angeles Metropolitan Area	141,113 ▼ 1%	3,454
San Francisco Bay Area	66,653 ▼ 1%	2,283
Greater Sacramento	16,453 ▼ 0%	558
San Diego, California, United States City	13,727 0%	314
Metropolitan Fresno	5,487 ▼ 0%	262
Modesto-Merced Area	3,323 ▼ 1%	202
Visalia-Hanford Area	1,960 0%	174
Bakersfield, California, United States City	2,734 0%	117
Redding-Red Bluff Area	1,091 ▲ 1%	80

Software Engineering in California

Software Engineering Jobs in California:

Top Companies

Company (100) ↕
 Amazon
 Apple
 Amazon Web Services (AWS)
 Google
 ServiceNow
 Facebook
 Tesla
 Qualcomm
 Blizzard Entertainment
 Cisco

Top Regions

Location (100) ↕	Professionals ↕	Jobs ↕
San Francisco Bay Area	173,565 ▲ 3%	8,571
Los Angeles Metropolitan Area	74,937 ▲ 2%	3,298
San Diego, California, United States City	18,654 ▲ 4%	1,066
Greater Sacramento	8,961 ▲ 1%	160
Carlsbad, California, United States City	1,057 ▲ 0%	52
Santa Barbara, California, United States City	997 ▲ 5%	45
San Luis Obispo, California, United States City	617 ▲ 7%	32
Goleta, California, United States City	562 ▲ 3%	31
Ridgecrest, California, United States City	227 ▼ 0%	24

Workforce Confidence

Confidence across industries is starting to shift

The LinkedIn Workforce Confidence Index reflects how professionals feel across three core areas: their job security, financial wellbeing and career outlook. Measured on a scale from -100 to +100.

■ Least confident
■ Most confident
 ↑ How sentiment is trending

Industry	Workforce Confidence Index
U.S. Overall	29
Public Administration	36 ↓
Finance	35
Construction	35 ↑
Healthcare	35
Transportation & Logistics	34 ↑
Manufacturing	34 ↓
Hardware & Networking	33
Software & IT	33
Legal	32 ↓
Real Estate	31
Education	31 ↓
Retail	30
Corporate Services	28 ↓
Consumer Goods	27
Non-profit	25
Energy & Mining	25
Design	16 ↑
Recreation & Travel	12 ↑
Media & Communications	12 ↑
Entertainment	12

Source: LinkedIn Workforce Confidence Index research.
 Note: 10,024 professionals in the U.S. were surveyed in two waves, over the weeks of April 1-7 & 15-19. Industry response rates range from 100% to 100%.



Professional confidence across job functions

The LinkedIn Workforce Confidence Index reflects how professionals feel across three core areas: their job security, financial wellbeing and career outlook. Measured on a scale from -100 to +100.

■ Least confident
■ Most confident

Function	Workforce Confidence Index	Jobs	Finances	Career
Engineering	37			
Sales	34			
Finance & Accounting	33			
Human Resources	33			
Education	33			
Operations	32			
Information Technology	31			
Legal	31			
Business Dev & Consulting	30			
Admin & Support	30			
Healthcare Services	28			
Research	28			
Community & Social services	26			
Arts & Design	21			
Marketing	19			
Media & Communication	7			

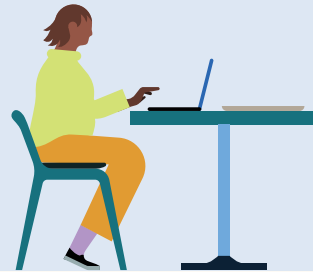
Source: LinkedIn Workforce Confidence Index research.
 Note: 10,024 professionals in the U.S. were surveyed in two waves, over the weeks of April 1-7 & 15-19. Function response rates range from 100% to 100%.



Remote work is here to stay: the unemployed need our support

43%

of respondents are now working remotely



36%

of respondents say they're more productive when working from home



54%

of senior leaders reported that their companies are implementing virtual events as a result of the coronavirus outbreak



52%

are doing more calls on phone or video



26%

report feeling no impact to their productivity at all

45%+

say this somewhat or very likely going to be a more permanent shift



See the most in-demand skills among employers to more nimbly prepare your learners for the workforce.

Top 5 soft skills

- 1 Creativity
- 2 Persuasion
- 3 Collaboration
- 4 Adaptability
- 5 Emotional Intelligence

Top 10 hard skills

- 1 Blockchain
- 2 Cloud Computing
- 3 Analytical Reasoning
- 4 Artificial Intelligence
- 5 UX Design
- 6 Business Analysis
- 7 Affiliate Marketing
- 8 Sales
- 9 Scientific Computing
- 10 Video Production

TOP ROLES WITH CLOSE SKILL ALIGNMENT

- Passenger Service Agent
- Ramp Supervisor
- Cargo Agent
- Reservations Ticketing Agent
- Ticketing Agent
- Ramp Agent
- Station Supervisor
- Station Agent
- Technical Librarian
- Traffic Assistant

TOP ROLES THEY TYPICALLY MOVE INTO

- Salesperson
- Teacher
- Customer Service Representative
- Realtor
- Administrative Assistant
- Receptionist
- Account Manager
- Executive Assistant
- Customer Service Specialist
- Sales Manager

REDEPLOYING YOUR WORKFORCE

Flight Attendant



TOP ROLES WITH CLOSE SKILL ALIGNMENT

- Valet
- Ground Crew
- Parking Attendant
- Healthcare Assistant
- Grocery Clerk
- Deckhand
- Gas Station Attendant
- Counter Staff
- Delivery Driver
- Childcare Worker

TOP ROLES THEY TYPICALLY MOVE INTO

- Salesperson
- Receptionist
- Cashier
- Administrative Assistant
- Sales Assistant
- Teacher
- Customer Service Representative
- Restaurant Manager
- Customer Service Specialist
- Sales Specialist

REDEPLOYING YOUR WORKFORCE

Food Server



TOP ROLES WITH CLOSE SKILL ALIGNMENT

- Cleaning
- Polisher
- Forklift Operator
- Postman
- Food Truck Driver
- Tattoo Artist
- Pressman
- Janitor
- Painter
- CT Technician

TOP ROLES THEY TYPICALLY MOVE INTO

- Salesperson
- Security Officer
- Teacher
- Customer Service Representative
- Sales Specialist
- Salesperson
- Courier
- Sales Manager
- Administrative Assistant
- Driving Instructor

REDEPLOYING YOUR WORKFORCE

Taxi Driver



3 Lessons to Improve Workforce Development in America

1. Online + Brick and Mortar Education
2. Higher Ed and Workforce Development Collaboration
3. PPPs, Employer Engagement and Work Integrated Learning

In order to Grow the Economy Inclusively and Close Skills Gaps More Efficiently

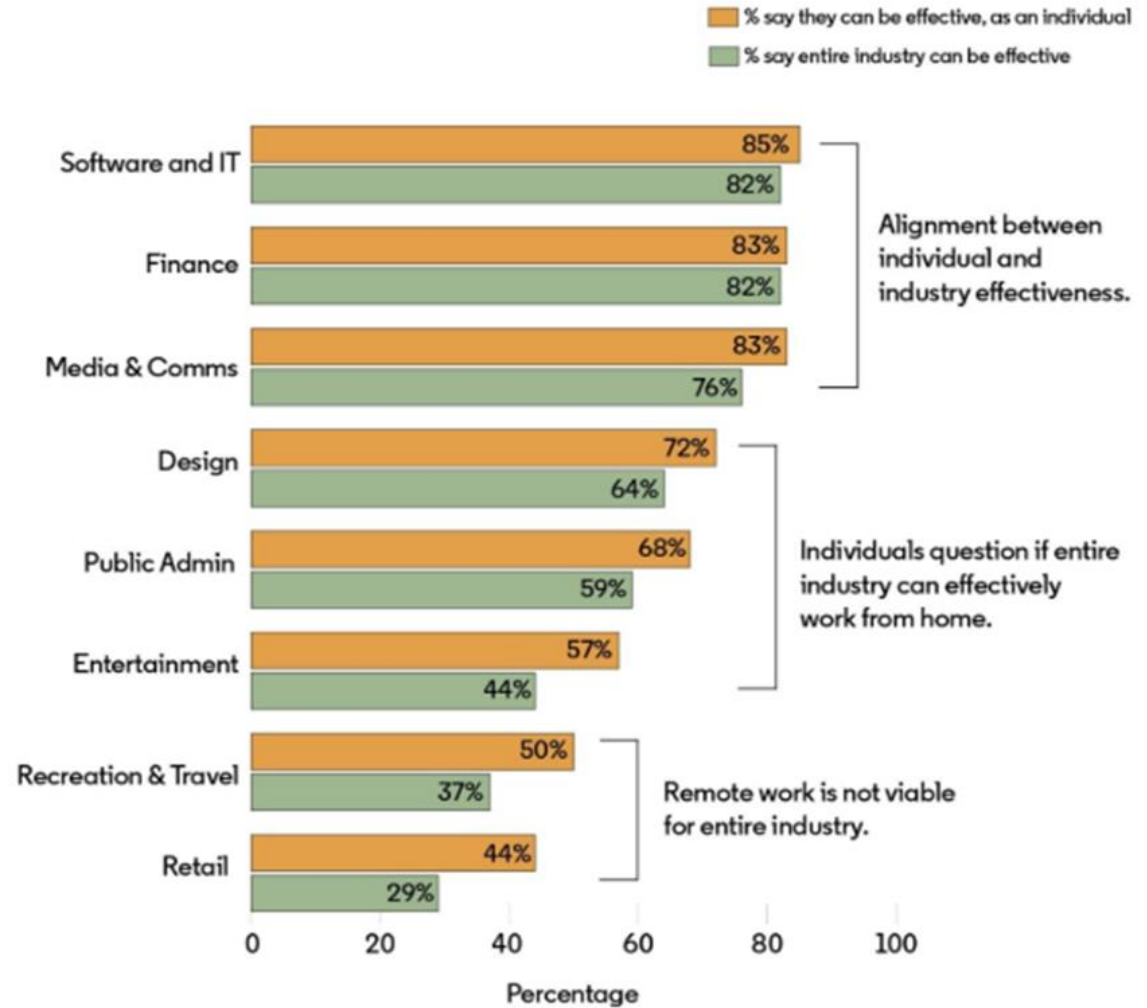
Government Challenges and Opportunities

- 1 Government remote work & services
- 2 The resurgence of the government brand
- 3 Critical talent and where to find it
- 4 Funding shortfalls: doing more with less



Can your industry WFH effectively?

How U.S. professionals across key industries feel about their ability to work remotely — on both an individual and industry level.



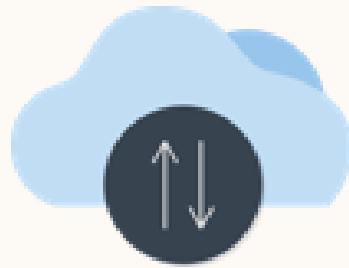
Source: LinkedIn Workforce Confidence Index research
Note: 5,447 professionals in the U.S. were surveyed April 27-May 3.



Critical Remote Issues for Government



Service Delivery



Cybersecurity



Collaboration

Tips for Remote Work

How can your government ease the remote work transition.

Create Remote Community

- Daily standups at beginning and end of day.
- Clear leadership communication and consistent contact.
- Find ways to do remote team building (ex. Scavenger hunt, virtual coffee, mentor pairings, etc)

Recognize Achievements

- Recognize employees on LinkedIn by name.
- Highlight impactful work and community impact.
- Encourage a culture of recognition.

Encourage Wellness

- Let employees know it is ok to take a break.
- Do a group meditation or reflection.
- Have a health and wellness challenge.
- Remote fitness classes.
- Remind employees of resources.

Constituent Services

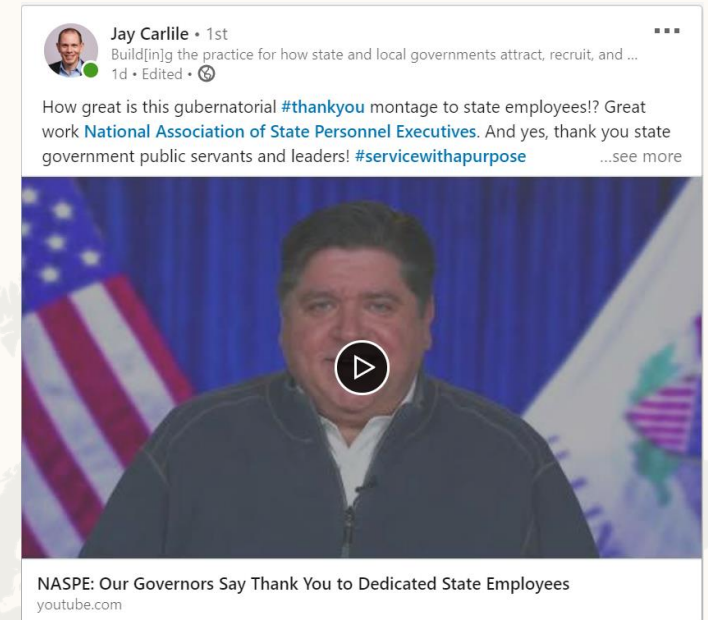
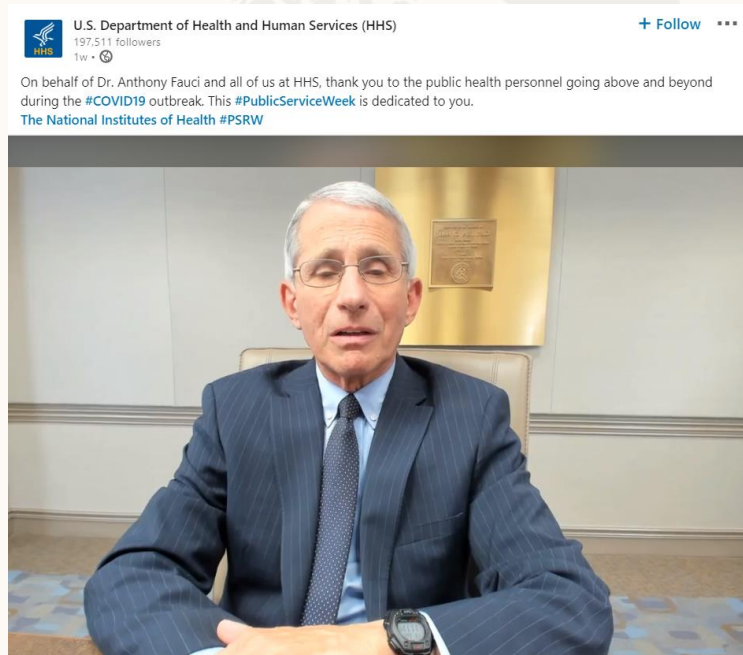
- Use multiple lines of communication.
- Direct constituents to online resources.
- Leverage sentiment and recruit volunteers.
- Hashtags, groups, and tagging to reach a broader audience

Right Talent and Tools

- Capitalize on government momentum to hire for key roles.
- Take advantage of free resources.
- Audit and plan for critical gaps.

It is Government's Time to Shine

During a crisis, the people depend on the government more than ever.















Capitalize on this by











- 1 Create a talent pipeline for critical skills
- 2 Rework job descriptions to convey impact and purpose.
- 3 Build your talent brand.
- 4 Virtual events and career fairs

Companies Employing COVID-Critical Talent in California











Healthcare

-  Kaiser Permanente
-  Sutter Health
-  Stanford Health Care
-  UCLA Health
-  Dignity Health
-  UCSF Medical Center
-  Cedars-Sinai
-  Sharp HealthCare
-  Scripps Health
-  University of California, San Francisco

Public Safety


-  Allied Universal
-  Securitas Security Services USA, Inc.
-  LAPD
-  US Army
-  Marine Corps Recruiting
-  United States Marine Corps
-  City of Los Angeles
-  US Navy
-  United States Air Force
-  G4S

Cybersecurity


-  Google
-  US Navy
-  Northrop Grumman
-  Apple
-  United States Air Force
-  Cisco
-  Palo Alto Networks
-  Facebook
-  US Army
-  Booz Allen Hamilton


Schools Producing COVID-Critical Talent in California


Healthcare


 University of California, Los Angeles


 University of California, Berkeley


 University of Southern California

 University of Phoenix


 San Diego State University

 University of California, Davis


 University of California San Diego

 California State University, Long Beach


 UC Irvine


 San Jose State University


Public Safety


 University of Phoenix


 California State University, Long Beach


 San Jose State University


 California State University-Sacramento

 Union Institute & University

 San Diego State University


 San Francisco State University


 National University


 California State University, Fullerton


 American Military University


Cybersecurity


 University of Phoenix


 University of California, Berkeley


 San Jose State University


 Stanford University

 University of Southern California

 San Diego State University

 University of Maryland Global Campus

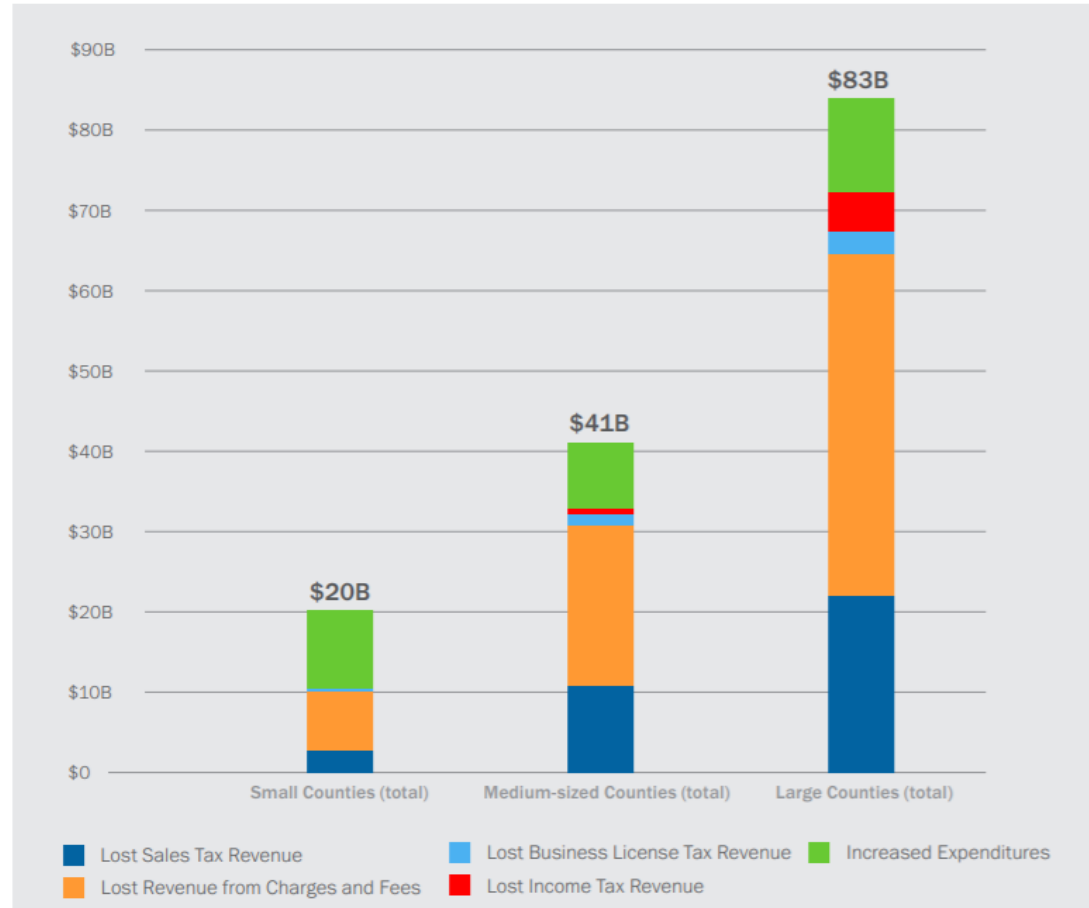
 University of California, Los Angeles

 National University

 Western Governors University

NACo Anticipates Rising Costs and Revenue Shortfalls

COUNTIES FACING \$114 BILLION IN LOST REVENUE AND \$30 BILLION IN RESPONSE COSTS



- County governments provide critical services needed for the nation's COVID-19 response and recovery efforts, but **we are facing serious revenue shortfalls and budgetary challenges resulting from the pandemic.**
- The COVID-19 pandemic has the potential to impact county budgets by over \$144 billion through fiscal year 2021.¹
- **This estimate does not account for revenue loss or delay from property tax disruptions, nor does it consider funding and revenue share cuts from state sources, like state-collected sales, income or gasoline taxes.**
- An additional \$54 billion in property tax revenue is at risk in states where counties have not yet collected any or all property tax revenue in FY2020.²
- Between lost revenue and increased expenditures, in total, **small counties may see a nearly one quarter (24 percent) reduction in overall budgets.**

Source: NACo Analysis of U.S. Census Bureau - Census of Individual Governments: Finance, NACo analysis of survey data from county leaders

What can be done
for free?

Have you calculated the
comprehensive costs of
programs?

What can be done for less?



LinkedIn Impact 2020 series:
"The New World of Work"
Join us on Thursday 4th June 2020

Register today -
https://lnkd.in/VirtualConference_Register

"The New World of Work"

is the next chapter in the LinkedIn Impact 2020 series – exploring what the "new normal" will look like for talent professionals.



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