

Quality Jobs

Economic Mobility that Fuels Inclusive Growth

B3K Prosperity is a collaboration among business, government and civic stakeholders to create an investment plan for regional economic growth and opportunity. Our focus is expanding access to **quality jobs** for all of our neighbors, so that everyone in the Bakersfield/Kern County has upward economic mobility.

What is a Quality Job?

Improving outcomes for workers and their families requires we focus on increasing the number of Quality Jobs in our region. We evaluate a job by considering its pay, benefits and career opportunities. The Quality Jobs we want to expand include Good Jobs and Promising Jobs.

What makes a Good Job?

Jobs that provide stable employment, middle-class wages and benefits

What's a Promising Job?

Positions from which most workers can reach a good job within 10 years

How much does a Good Job in Bakersfield/Kern pay?

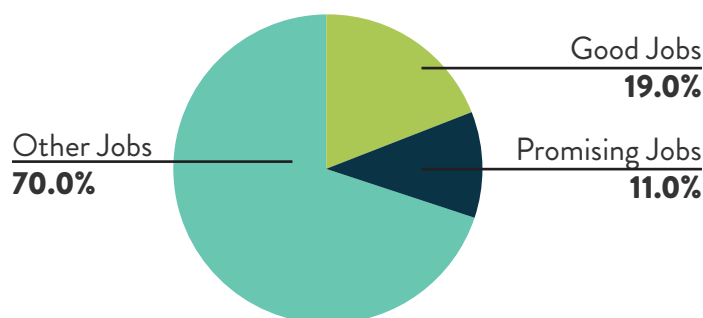
After a comprehensive economic and policy analysis we've defined a "Good Job" (full-time, year-round work) as paying at least \$21.80 per hour. This target wage would cut the number of children in struggling working families by 50%, and overall raise the number of Bakersfield/Kern residents who are able to make ends meet from less than half to over 70%.

For full-time, year-round work

\$21.80
/ HOUR

Only 30% of local Jobs are Good or Promising Jobs

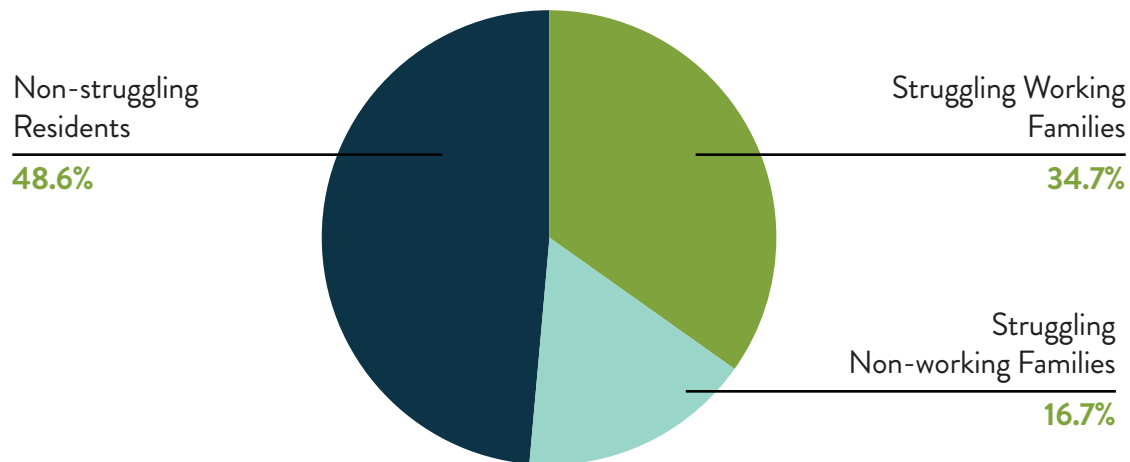
Share of Bakersfield/Kern County Jobs by Quality and Skill Levels, 2018



More than half of Bakersfield/Kern residents struggle to make ends meet

More than 450,000 people, approximately 52 percent of Bakersfield/Kern County residents, lived on less income than needed for basic expenses in 2018. Within this group, two-thirds struggle to achieve self-sufficiency because they cannot earn enough income at work. This is a reflection of the economy, quality of job creation and our local talent pool.

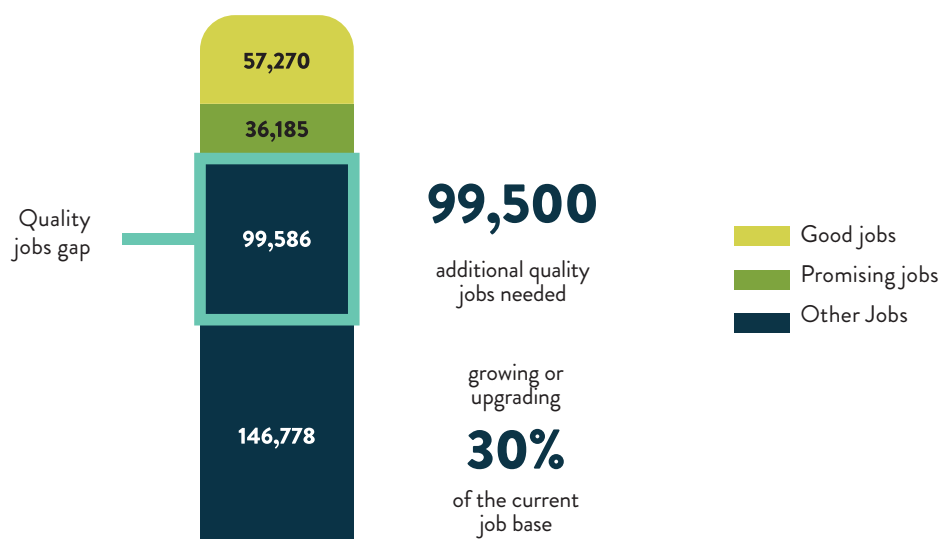
Share of Bakersfield/Kern residents that belong to Struggling and Non-Struggling Families, 2018



Nearly 100,000 Quality Jobs needed to address Jobs Gap

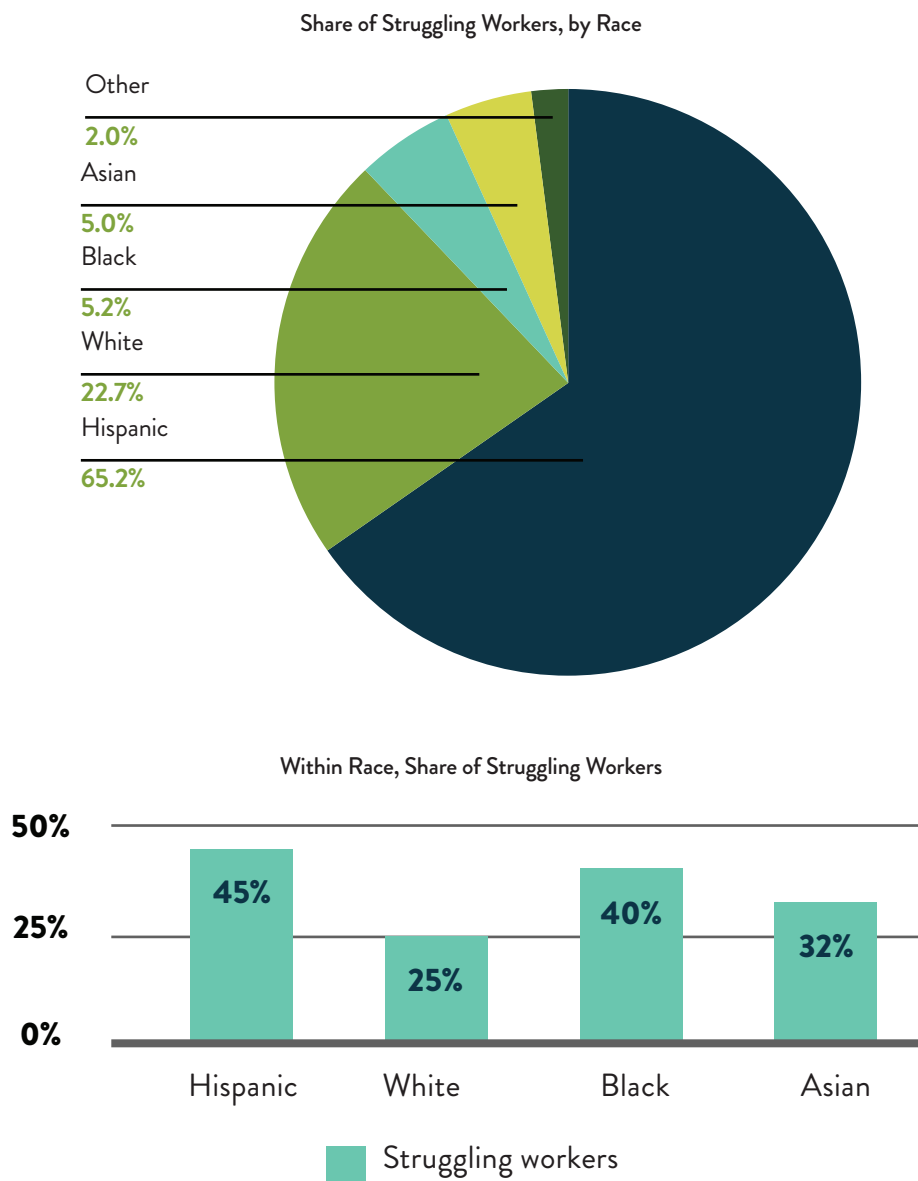
In order to reduce the share of children in struggling working families by 50 percent in ten years, the Bakersfield/Kern region needs 99,500 additional quality jobs. This equates to growing or upgrading 30 percent of the current job base.

Distribution of job quality needed to reduce the share of children in struggling working families by 50% in ten years



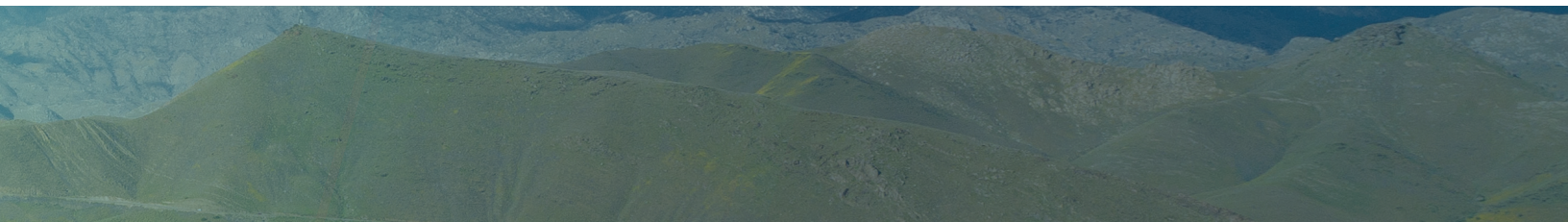
Racial disparities exist among struggling workers

Hispanics represent an outsized percentage of struggling workers versus the total population. Conversely, white workers make up a smaller share of struggling workers. Within each race, much higher percentages of non-whites are struggling workers.



Assessing the Quality Jobs Gap

Addressing these disparities requires a focused effort to increase the availability of Quality Jobs. We need to ensure that workers from all racial and ethnic groups have the education, experience and access needed to achieve a Quality Job.



Expanding Prosperity by Addressing the Quality Jobs Gap

We must address the 100,000 Quality Jobs gap to reduce inequality and achieve inclusive growth. Without increasing the number of Quality Jobs, too many of our neighbors will continue to struggle with self-sufficiency. As B3K Prosperity moves from the research to strategy phase, we are looking for tactics that will contribute to growth, prosperity and inclusion.

Cultivating Opportunity Industries

Opportunity Industries generate a higher share of Good and Promising Jobs. Through our Market Assessment, we have identified four areas that could benefit from focused effort. By focusing our attention and resources on these Opportunity Industries, we will see the greatest return on investment, and generate inclusive growth.

Talent and Workforce Factors

To grow the number of Quality Jobs and achieve inclusive growth, workers in the Bakersfield/Kern region must have attributes that make them hireable. Three worker attributes that drive preparedness for Quality Jobs are Education, Experience and Access.

Education	Degrees, certificates, credentials and training programs (including apprenticeships) that increase a worker’s skills
Experience	Professional experience that increase a worker’s value in the labor market
Access	Ability to apply and compete for Quality Jobs, considering barriers like transit and childcare

Moving Forward

Increasing the number of Quality Jobs involves addressing issues of both supply and demand. As we improve worker attributes like Education, Experience and Access, more workers will have the qualifications needed to achieve and succeed in Good and Promising Jobs. And, as we invest in growing Opportunity Industries where we are regionally competitive, there will be more Quality Jobs created for local workers, to help everyone in the Bakersfield/Kern region reach self-sufficiency and achieve their highest potential.

