

WORKFORCE



Workforce

The Sacramento Region proudly holds on to its historical roots, most notably the discovery of gold which led to the massive migration westward in the mid-1800's and, in turn, the strong agricultural industry that became the heart of California. While still important to the

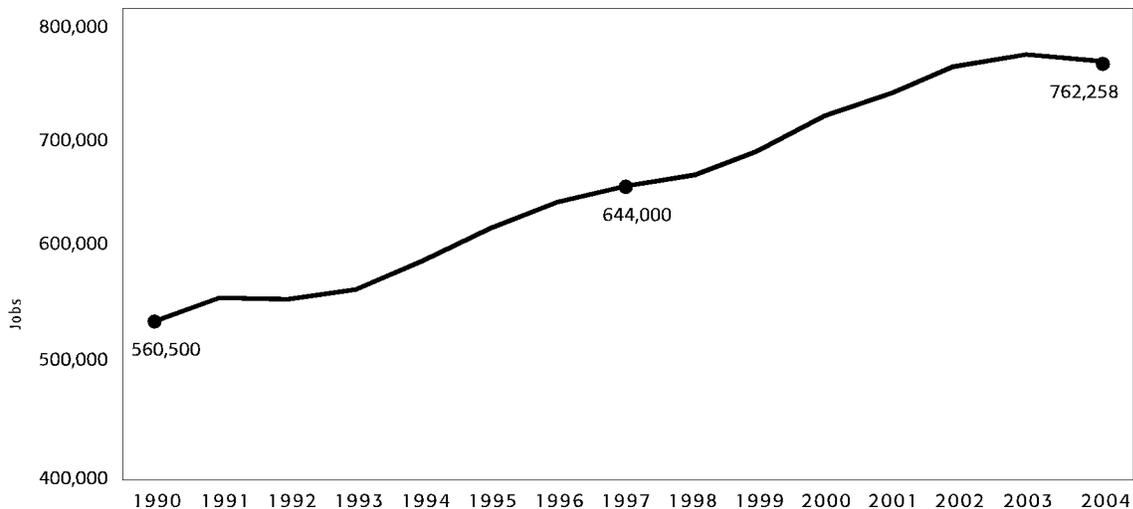
region and state, agriculture and mining jobs have been surpassed by high-growth industry sectors such as Technology, Leisure and Hospitality, Education and Health Services, and Construction.

Figure 15 Industry Employment

Industry Sector	Employees	Growth Percentage Since 1998	Composition ⁽¹⁾	Composition Change Since 1998
Government	236,500	+ 13.8%	27%	- 0.2%
Trade, Transportation & Utilities	150,200	+ 12.3	17	- 0.4
Professional & Business Services	99,200	+ 5.4	11	- 1.0
Educational & Health Services.....	85,500	+25.2	10	+0.8
Leisure & Hospitality.....	80,500	+20.0	9	+0.4
Construction	68,300	+58.8	8	+0.1
Financial Activities.....	61,200	+ 14.6	7	0.0
Manufacturing.....	48,500	- 9.3	5	- 1.4
Other Services.....	29,300	+11.8	3	- 0.1
Information	21,800	+21.1	2	+0.1
Agriculture.....	12,800	- 12.3	1	- 0.4
Natural Resources & Mining	500	0.0	0	0.0

Data Source: Sacramento Regional Research Institute, March 2004.
 California Employment Development Department, Labor Market Information.
 Note: (1) Percentage of total employment.

Figure 16 – Employment Growth in Service-Providing Sectors



Data Source: California Employment Development Department.
 Note: 2004 data is Annual Average Monthly Employment 11/03–11/04

Growth of the Services Sector

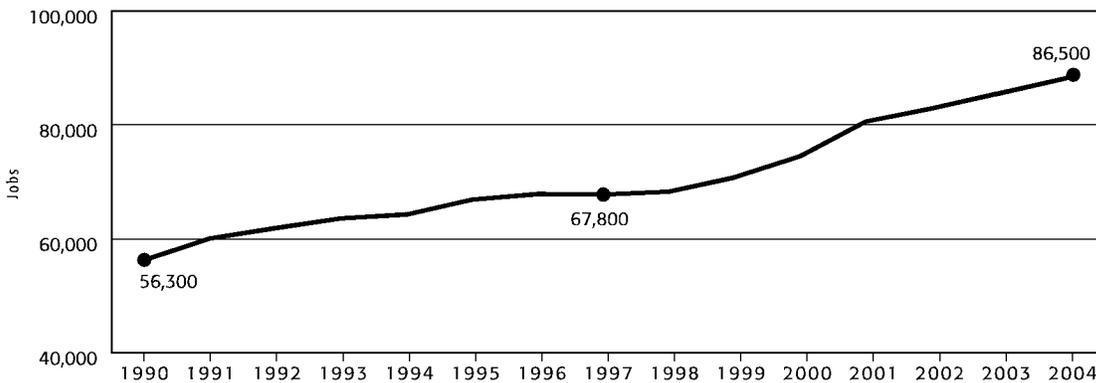
The services-providing sector is one of the largest job categories in the region, now totaling over three quarters of the total civilian employment base. The sector contains the major sub-sectors of Trade, Transportation and Utilities; Information; Financial Activities; Professional and Business Services; Education and Health Services; Leisure and Hospitality; Other Services; and, Government. The regional economy is shifting more towards services rather than goods produced. Since 1990, the services-providing sector increased by 35 percent, or 170,000 jobs. Much of this growth was driven by the sub-sectors of Financial Activities which grew by 48 percent; Professional and Business Services which grew by 77 percent; and, Education and Health Services which increased 51 percent.

Education and Health Services Employment

The Sacramento Region is rapidly becoming a hub for general and specialized healthcare in Northern California and the California Central Valley. The major healthcare providers in the region are among the largest employers. There are currently 28 major medical centers within the six-county Sacramento Region, operated by major healthcare providers such as Kaiser Permanente, UC Davis Health System, Shriners, Mercy/Catholic Healthcare West, and Sutter Health System.

Education has also been an important driver of employment growth in the Sacramento Region. California's move toward class size reduction (lowering number of students per teacher), coupled with a growing regional population, triggered a rapid increase in the hiring of instructors in the public school systems in recent years. In addition to the growing diversity of the regional population, the development of new, private, vocational and college institutions has increased as well.

Figure 17 – Education & Health Services Employment



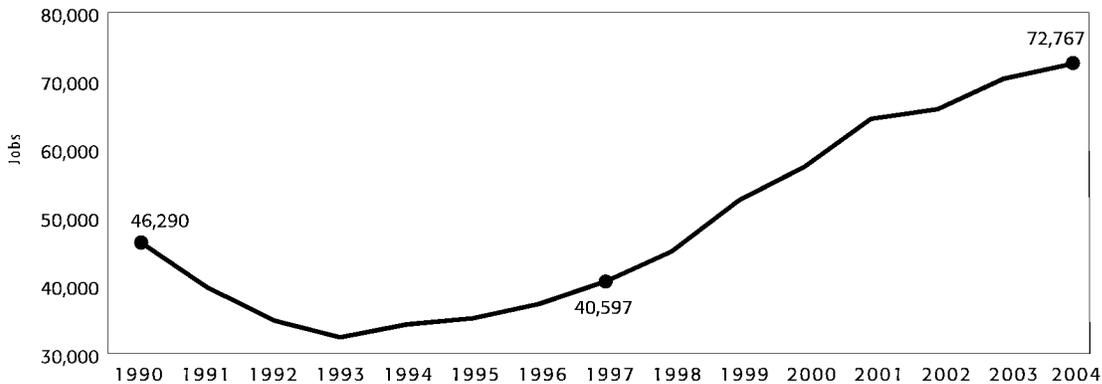
*Data Source: California Employment Development Department.
 Note: 2004 Data is Annual Average Monthly Employment 11/03 – 11/04.*

Construction Employment

With its rapid population growth, the Sacramento Region's need for housing and commercial facilities has been increasing at an equally rapid rate. As shown in Figure 18, employment in the Construction sector has been climbing since 1993, considered to be the year the recession of the early 1990's came to an end. In

fact, employment in this sector has more than doubled since 1996. The economic impact of this growth has reached far beyond these employment numbers. The region's rapid population and corresponding construction growth has attracted the attention and facilities of many major building supply manufacturers who now call the Sacramento Region home.

Figure 18 – Construction Employment



Data Source: California Employment Development Department.

Note: Sutter and Yuba City MSA construction employment totals include a small number of mining and natural resource jobs.

Note: 2004 Data is Annual Average Monthly Employment 11/03 – 11/04.

Three of the four largest employers in the Sacramento Region represent leaders in the healthcare industry. Additional sectors strongly represented in the region's largest employers include telecommunications, finance and technology.

Figure 19 – Sacramento Region Major Private-Sector Employers

Kaiser Permanente	Healthcare	11,729
Raley's/Bel Air	Retail Groceries	8,446
Intel Corporation	Semiconductors and Related Devices	6,500
CHW/Mercy Healthcare Sacramento	Healthcare	5,229
Wal-Mart Stores Inc.	Retail	3,700
Bank of America	Financial Services	3,500
Cache Creek Indian Bingo & Casino	Casino	2,600
Teichert Inc.	Construction Services and Material	2,300
EDS (Information Science)	Computer and Data Processing	2,200
The Sacramento Bee	Newspapers	2,000
Vision Service Plan Inc.	Insurance Agents, Brokers, & Service	1,694
Squaw Valley Ski. Corp.	Full Service Resort	1,600
United Parcel Service	Shipping	1,475
Health Net	Healthcare	1,400
DST Output	Computer Programming and Business Services	1,296
Apple Computer Inc.	Computer, Hardware and Software Application	1,100
SureWest Communications	Telecommunications	1,000

Government Employment

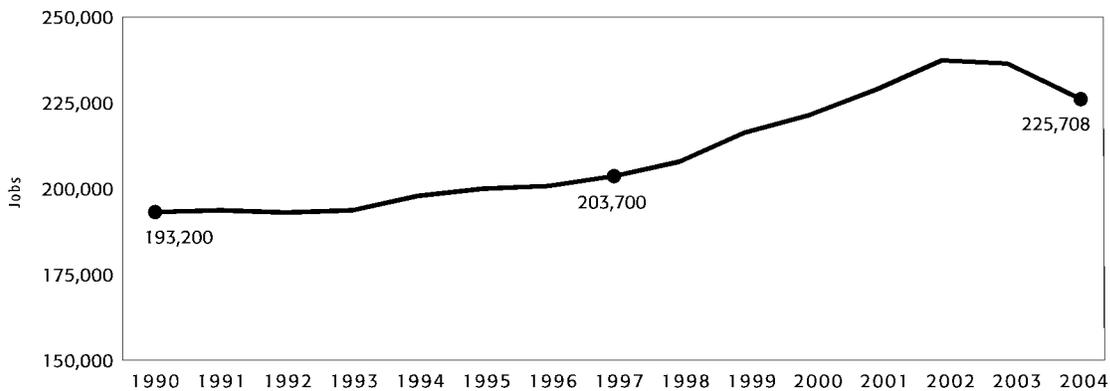
As the headquarter location for the State of California, the sixth largest economy in the world, the Sacramento Region has a solid base of government employment. Government employment (federal, state and local) comprises roughly 26 percent of the total employment base in the Sacramento Region. Even in difficult times, where the state is forced to reduce staff levels, government employment offers the Sacramento Area a high level of economic stability.

A wide variety of skills are necessary to keep California running. In addition to the State Capitol Building housing the legislature and Governor’s office, all major agencies and departments for the state are located in and around the downtown core area. The Sacramento Region serves as the central location for the vast amounts of information to be stored, updated, monitored and retrieved for departments such as the Board of Equalization, the Franchise Tax Board, the Department of Motor Vehicles and the California Employment Development Department, to name just a few. Such departments attract and employ a significant number of people in the area of information technology.

The State of California operates on nearly a \$100 billion budget, and nearly 25 percent of the 471,000 state government employees are located in the Sacramento Region.

Government employment makes up the largest single employment sector in the Sacramento Region. While the size of the government workforce has fluctuated during times of short-term fiscal difficulties, it has provided an element of stability to the regional economy over the last decade. In fact, as government expenditures and payrolls increased during the 1990’s, the Sacramento Region received much of the benefit as the number of total government jobs (county and state) increased by over 30,000. While the short-term prognosis for government job growth is not positive, the historical trend is that these jobs will continue to increase along with the population increases of the state and the region.

Figure 20 – Government Employment in the Sacramento Region



Data Source: California Employment Development Department.

Education and Workforce Development

Abundant and skilled labor has been a major consideration for companies locating to and expanding in the Sacramento Region. A strong work ethic, educational and training opportunities, and an affordable cost of living bring and keep talented and motivated employees in the area.

Education

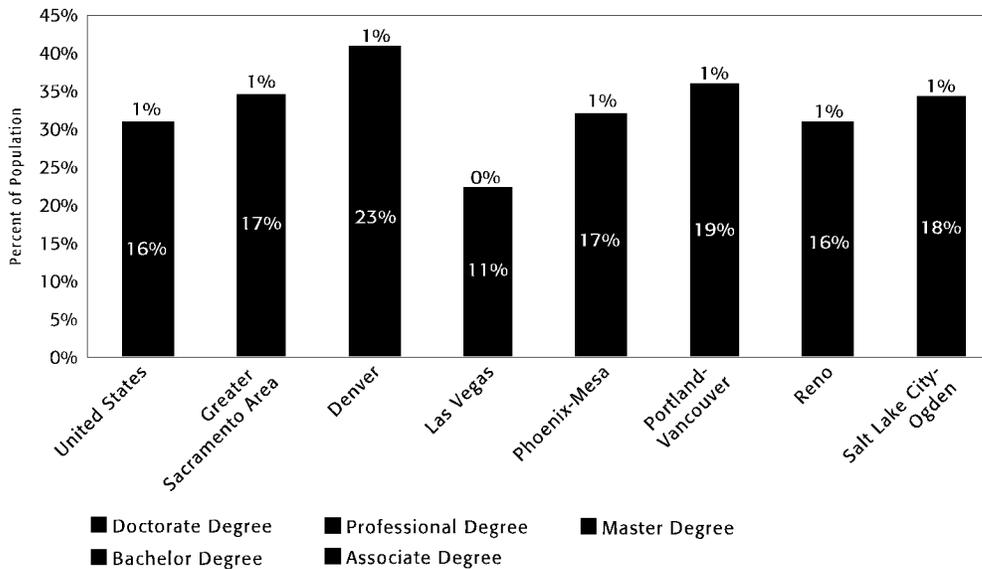
Perhaps one of the most important resources of the Sacramento Region is its rich educational environment. Through a network of public and private schools, the region benefits from a well-educated community and labor force. The Sacramento Region has over 680 schools, from elementary to high school, educating over 400,000 students.

The workforce of the Sacramento Region is highly educated (see Figure 21). Roughly 34 percent of the adult population has a degree of higher education, compared

to 31 percent nationwide and 33 percent statewide. In addition to the area's universities, the Sacramento Region has one of the strongest community college systems in California. Roughly nine percent of adults in the region have their Associate degree from a community college, and countless others have received specialized training and certification in many different disciplines.

The Sacramento Region's commitment to quality education results in consistently high levels of accomplishment for area students. The region's students have regularly outscored or performed similar to California students, overall, on the Scholastic Aptitude Test (SAT). As shown in Figure 23, four counties in the Sacramento Region scored at or higher than California as a whole on both math and verbal scores. During the last testing period, Yolo County ranked fourth in the state in terms of highest overall score, behind Nevada County and ahead of Santa Clara County.

Figure 21 – Educational Attainment



Data Source: US Census Bureau, Census 2000.

Note: Greater Sacramento Area includes El Dorado, Placer, Sacramento, Sutter, Yolo and Yuba counties.

Higher Education

Higher education is available from a variety of institutions throughout the area. In addition to the University of California, Davis (UC Davis) and California State University, Sacramento (CSU, Sacramento), three

community college districts represented by seven individual community colleges, numerous vocational schools, professional schools, and local campuses of colleges headquartered elsewhere in the nation provide for the educational needs of local business and the community at large.

Figure 22 – Average SAT Scores 2003-2004

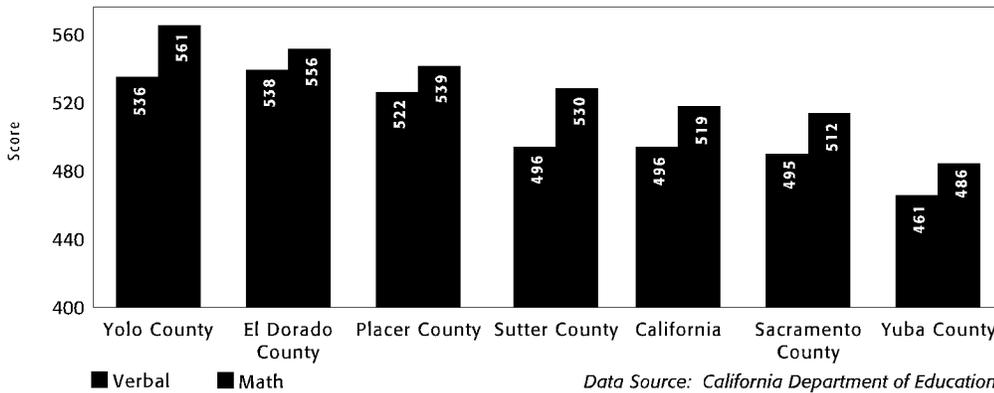


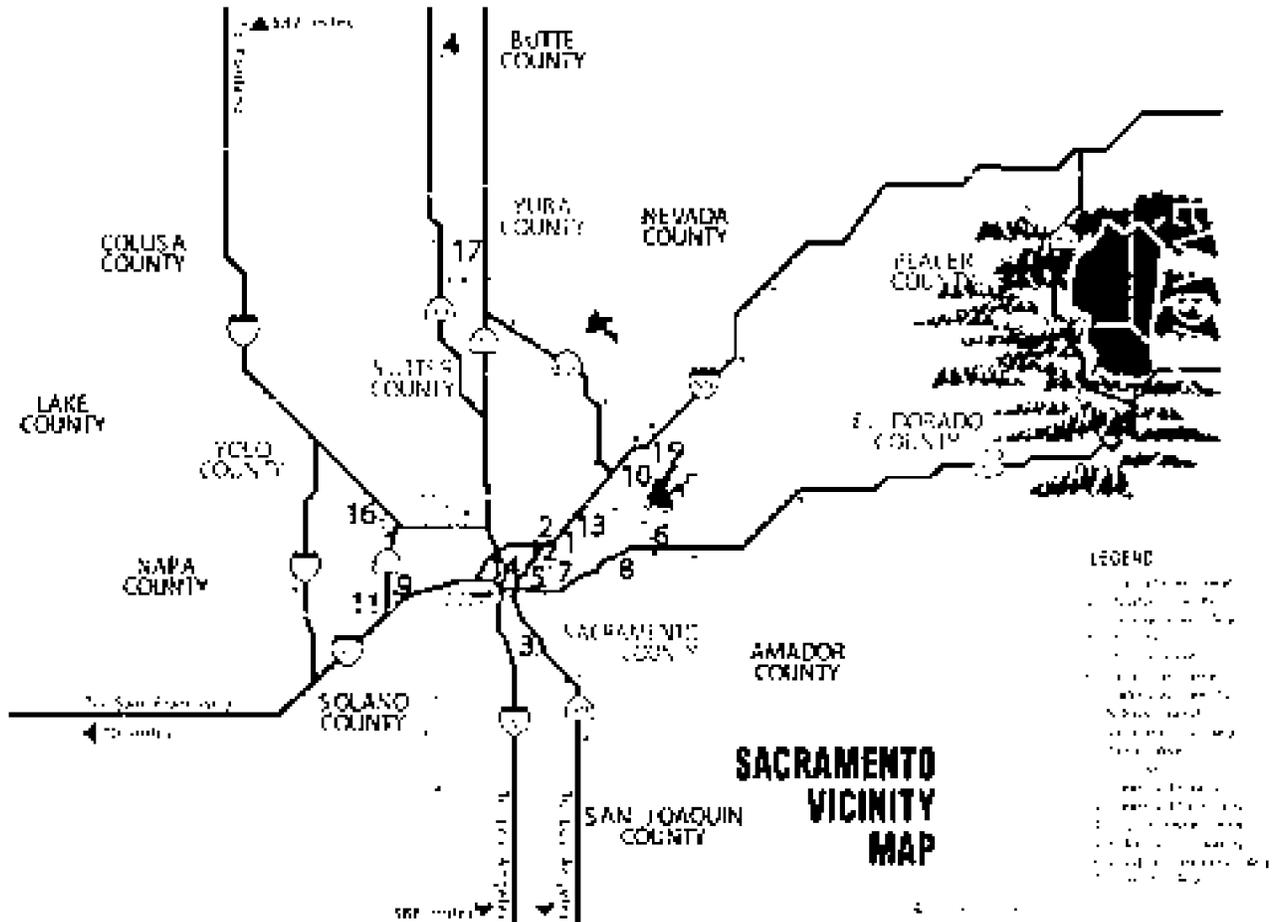
Figure 23 – Scholastic Achievement Test (SAT) Scores by County and District (2003–2004)

EL DORADO COUNTY			
El Dorado Union High	542	561	1103
Total County	531	543	1074
Placer Union High	531	534	1065
Roseville Joint Union High	519	543	1062
Western Placer Unified	542	517	1059
SACRAMENTO COUNTY			
Elk Grove Unified	477	494	971
Galt Joint Union High	485	465	950
Natomas Unified	469	466	935
Sacramento City Unified	473	500	973

San Juan Unified	542	555	1097
SUTTER COUNTY			
Live Oak Unified	499	492	991
Yuba City Unified	495	544	1039
YOLO COUNTY			
Esparto Unified	460	466	926
Winters Joint Unified	518	506	1024
Total County	536	561	1097
Marysville Joint Unified	445	473	918
Total County	461	486	947

Source: California Department of Education

Area Colleges



This variety of higher education has been a strong attraction point for the region, especially for knowledge and information intensive industries like electronics and biotechnology. With a local education network to tap, firms such as NEC Electronics and Hewlett-Packard in Roseville, Northrop Grumman in Sacramento, and Intel in Folsom, have been able to work closely with local colleges to recruit quality employees.

University of California, Davis

Founded in 1908 as the University Farm amid the fertile fields of the state's Central Valley, UC Davis has emerged as an acknowledged international leader in agriculture, biological, biotechnological, food, and environmental sciences, and is gaining similar recognition for excellence in the arts, humanities, social sciences, engineering, health sciences, law, and management.

The northernmost and physically largest of the nine UC campuses (5,200 acres), UC Davis is the second largest in budget and third largest in enrollment. The campus owes much of its strength to its deep traditional roots in agriculture, the impressive diversity of academic programs that emerged from this foundation, a distinguished faculty of scholars and scientists, a treasured sense of community, and a dedication to the land-grant values of creative, responsive, and innovative teaching, as well as research and public service. This has paid off as U.S. News & World Report ranked UC Davis 11th, overall, among national universities.

With 103 undergraduate programs and 80 graduate programs, the campus provides a variety of opportunities for its student base of over 30,000 students. UC Davis has become a rising star in the world of science and

research. During 2002/2003, the campus received \$426 million in research funding. This amount ranks 15th among all universities nationally, based on a recent National Science Foundation study.

The UC Davis Health System includes a 528-bed teaching hospital in Sacramento, a medical school and a network of primary-care physician practices and affiliated community hospitals in Northern California communities. The System operates the region's only Level 1 trauma center, a comprehensive cancer center (now with the designation of a National Cancer Institute), a children's hospital, a neuromuskuloskeletal center, transplant services and a burn center.

The UC Davis School of Veterinary Medicine, the only veterinary medicine school in the State, consistently receives top recognition nationally among its peers. The school's general library, containing more than 2.6 million volumes, is ranked among the top research libraries in North America.

California State University, Sacramento

California's capital university was the site for the U.S. Olympic Track and Field Trials in July of 2000 and 2004 and, for several years to come, home of the NCAA Track and Field Championship. With an annual enrollment of 28,000, CSU, Sacramento, is the seventh largest of the 23 California State University campuses. CSU, Sacramento's academic programs are divided into seven colleges: Arts and Letters, Business Administration, Education, Engineering and Computer Science, Health and Human Services, Mathematics and Natural Sciences, and Social Sciences and Interdisciplinary Studies. CSU, Sacramento students earn degrees in more than 60 undergraduate degree programs and 40 graduate degree programs, graduating roughly 4,300 undergraduate and 1,200 graduate degrees during the last academic year.

The Business Administration major is the largest undergraduate program and Teacher Education is the largest graduate program at CSU, Sacramento. Computer Science, Engineering, Economics, Biological Sciences, and Communication Studies also draw large numbers of students. Programs which specialize in graduate education include Business, Education, and Public Policy and Administration.

College Student Enrollment	
California State University, Sacramento	28,375
Sierra College	20,500

CSU, Sacramento, is now in the process of rapid modernization and expansion. Significant plans are underway to improve campus facilities by the year 2010, in a strategy appropriately called Destination 2010. These plans include rebuilding the student dormitories to house 5,000 which is an increase over the current 1,100 housed on campus, building several high rise academic buildings, and building an 8,000 seat venue for entertainment and sports events. It is the goal of CSU, Sacramento, to be the "flagship campus" within the California State University system when several hundred million dollars worth of improvements are completed within the next five to six years.

Community Colleges

The Los Rios Community College District has nearly 80,000 students enrolled at American River College, Cosumnes River College, Sacramento City College, Folsom Lake College, and the El Dorado Center in Placerville. It continues to rank as one of the top community colleges in the state in enrollment growth and by the number of students that transfer to the University of California and California State University systems. The District offers more than 70 career and education programs in such high growth career fields as nursing and health, computer information science, aeronautics, and business. It operates the Training Source, a division that provides custom-designed training for businesses in such areas as electronics, computer science, supervision management, and total quality management, as well as operating the Greater Sacramento Small Business Development Center and the Center for International Trade Development.

Changing with the times, the District also has specialized training and education for new technologies and industry trends. The Training Source operates the Call Center Training Program to support nearly 40 major call centers located within the Sacramento Region. In addition,

with the growth of life sciences in the region, American River College is home to the North Valley and Mountain Biotechnology Center.

Sierra College is a fully accredited, two year community college which serves Placer, Nevada and portions of El Dorado and Sacramento Counties. The 240-acre main campus is located in Rocklin, in addition to the 105-acre Sierra College Nevada County campus in Grass Valley, the Roseville Gateway campus, a center in Truckee, training facilities at Twelve Bridges in Lincoln and a satellite center in Roseville. Sierra College has a national reputation based on excellence in such academic areas as Computer Science, Mathematics, Computer Integrated Electronics, Nursing, and Early Childhood Education. It ranks fourth in California in the number of Associate degrees awarded and has the only nationally accredited Student Health Center. Sierra currently enrolls 20,500 students. The college has also been designated as the West Coast Center of Excellence for the U.S. Navy's National Electronic Manufacturing Production Facility (EMPF) Program. In addition, the College opened a Manufacturing Technology Center at Twelve Bridges in Lincoln, in May 1997, to address regional workforce training needs.

Yuba Community College District has been serving students from eight other surrounding counties and providing residents of Yuba and Sutter Counties with quality education for 75 years. Yuba College's main campus is located in Marysville. There are also campuses in Woodland and Lake County and centers in Colusa and on Beale Air Force Base. Yuba College is the second largest community college district in the State. Yuba College students who transfer to the University of California and California State University systems have a higher G.P.A. than the average transfer student. This facility is among the finest in California for lower division college coursework.

Private Schools

In addition to the comprehensive instruction given at the area community colleges already mentioned, specific technical training is available at more than 100 trade and vocational schools in the Sacramento Region. The Sacramento County Office of Education operates Regional Occupational Programs that regularly train high school students and adults for careers as electronic technicians, computer programmers, woodworkers, welders,

automotive technicians, metal workers, and graphic arts personnel. Traditional vocational school programs include computer operations and programming, accounting, secretarial, medical office, legal office, and electronics. Also, many of these vocational schools are approved to offer both diplomas and degree programs.

The best known schools offering vocational education are the Heald Business Colleges; ITT Technical Institute, which offers Associate of Science and Bachelor of Science degrees; Institute of Technology; MTI College of Business Technology; DeVry University Center; and, Western Career College.

The region is supported by numerous branches of private colleges headquartered outside of the Sacramento Region. National University primarily serves working adults with its intensive one course per month, evening format in management, technology, psychology, and education. The University has approximately 1,100 students in Sacramento.

Smaller institutions include the University of San Francisco, which first offered programs in Sacramento in 1947 and today offers Bachelors and Masters programs in organizational studies, public administration, health services administration and counseling.

The University of Southern California State Capital Center for the School of Policy, Planning and Development has been offering nationally accredited Master degrees for over 25 years. The Center offers Master degrees in public administration and health services administration.

Golden Gate University, founded in 1853, is the fourth largest private university in California. The 31 year old Sacramento campus offers undergraduate and graduate programs in business, technology, taxation, public administration, and healthcare management. The 1,500 working adult student population enjoys convenient skill building classes that meet one night a week for ten weeks.

Chapman University, established in 1861, has operated in the Sacramento Valley for more than 20 years. Bachelor and Master degrees, as well as teaching credentials and extended education, are offered at this liberal arts university. Chapman has approximately 700 enrollments per term in the Sacramento Area.

The Sacramento Region has several law schools. The University of the Pacific, McGeorge School of Law is a recognized leader in the field of legal education. Its 22-acre campus in Sacramento, devoted exclusively to legal studies, is located three miles southeast of the Capitol. McGeorge is a multi-division school, offering both full-time and part-time programs with day and evening classes to allow people with employment or family responsibilities to pursue the study of law. A specialized curriculum at McGeorge leads to a certificate in Governmental Affairs awarded concurrently with the Juris Doctorate degree. Transnational business practice is another area of strength and concentrations are available in taxation, international business, and intellectual property. A rich advanced curriculum is also offered in the fields of business and environmental law.

UC Davis School of Law is ranked 35th in the nation, and enrolls nearly 600 students per year. In addition to Juris Doctorate degrees, the law school also offers joint MBA or MA degrees in conjunction with the Graduate School of Management. Also located in the area is Lincoln Law School, which is fully accredited by the Committee of Bar Examiners of the State Bar of California, and serves about 270 students with evening classes. In addition, The University of Northern California, Lorenzo Patiño School of Law, is located in downtown Sacramento near the State Capitol, the U.S. District Court, and the 3rd District Court of Appeals. The Lorenzo Patiño School of Law is licensed by the California State Department of Education to grant Juris Doctorate degrees and Paralegal certificates.

Sacramento Training and Response Team

The Sacramento Training and Response Team (START) is a partnership representing federal, state and local organizations established to assist companies with successfully recruiting and hiring qualified employees. This cooperative partnership of 11 job assistance and training organizations can respond to the needs of a firm or organization rapidly to help locate applicants, train potential employees, provide customized training, screen applicants, provide interview space, and assist the client with training incentives that may exist. START has

been a major part of the region's success in attracting companies. Member organizations include: CSU, Sacramento, UC Davis, the Central Labor Council, the California Employee Development Department, California Employment Training Panel, Los Rios Community College District, Program Operators Association, Sacramento Area Commerce & Trade Organization, City of Sacramento, County of Sacramento, Sacramento Employment and Training Agency and many others.

Greater Sacramento Workforce Investment Boards

The local Workforce Investment Boards are responsible for uniting business, education and public agencies to assure qualified and trained workers are available to meet the needs of the region's economy. The goal of the local boards is to identify and train, where necessary, a workforce that attracts, and sustains high wage jobs.

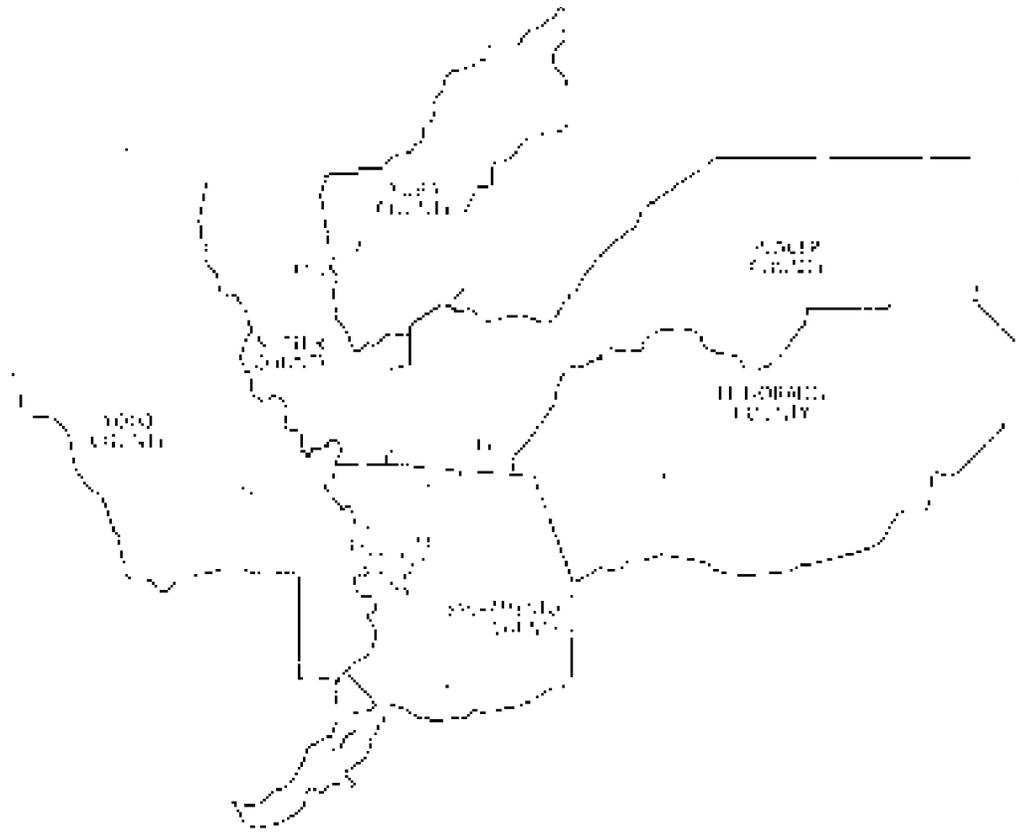
The purpose of the regional Workforce Investment Boards:

- Promote a thriving regional economy
- Engage the business community, educators, labor, and workforce development professionals, in developing a regional workforce that creates, attracts, and sustains higher paying jobs
- Create partnership opportunities to provide support services to workers

Business Resources Available:

- Recruitment Services
- Assessment for Job Preparedness
- Database of Job Ready and Skilled Applicants
- Interview and Orientation Space
- Interview & Meeting Facilities, Phone, Fax, Copier
- Interview Scheduling
- On-the-Job Training and Work Experience Certificates

Greater Sacramento Regional One-Stop Career Centers



The Sacramento Region has four local Workforce Investment Boards that work cooperatively with the business community:

- Sacramento Works, Inc. (Sacramento County)
- North Central Counties Consortium Workforce Investment Board (Yuba & Sutter Counties)
- Golden Sierra Workforce Investment Board (Placer and El Dorado Counties)
- Yolo County Workforce Investment Board (Yolo County)

A system of one-stop career centers has been established for use by employers and employees.

Greater Sacramento Regional One-Stop Career Centers

- 1 AUBURN ONE-STOP CAREER CENTER**
11548 E Ave., DeWitt Center
Auburn, CA 95603
(530) 823-4631
- 2 BROADWAY**
915 Broadway
Sacramento, CA 95818
(916) 324-6202
- 3 CITRUS HEIGHTS**
7640 Greenback Lane
Citrus Heights, CA 95610
(916) 676-2540
- 4 FRANKLIN**
7000 Franklin Blvd., Suite 540
Sacramento, CA 95823
(916) 262-3200

- 5 GALT**
1000 C Street, Suite 100
Galt, CA 95632
(209) 744-7702
- 6 HILLSDALE**
5655 Hillsdale Blvd., Suite 8
Sacramento, CA 95842
(916) 263-4100
- 7 JOB ONE CAREER CENTER**
4535 Missouri Flat Rd., #1A
Placerville, CA 95667
(530) 642-5505
- 8 JOB ONE CAREER CENTER**
1021 Takela Drive, #5
South Lake Tahoe, CA 96150
(530) 543-6740
- 9 LA FAMILIA COUNSELING CENTER**
5523 34th Street
Sacramento, CA 95820
(916) 227-2577
- 10 LEMON HILL**
5451 Lemon Hill Avenue
Sacramento, CA 95824
(916) 433-2620
- 11 MARK SANDERS COMPLEX**
2901 50th Street
Sacramento, CA 95817
(916) 227-1395
- 12 MATHER (Affiliate)**
10638 Schirra Ave.
Mather, CA 95655
(916) 228-3127
- 13 RANCHO CORDOVA**
NEIGHBORHOOD CENTER
10665 Coloma Rd., Suite 200
Rancho Cordova, CA 95670
(916) 942-2165
- 14 ROSEVILLE ONE-STOP**
CAREER CENTER
1880 Sierra Gardens, #100
Roseville, CA 95661
(916) 774-4057
- 15 SOUTH COUNTY**
8401 A Gerber Road
Sacramento, CA 95828
(916) 689-3560
- 16 SUTTER COUNTY ONE-STOP**
CTEC – Sutter County Schools
256 Wilbur Ave., Room C-7
Yuba City, CA 95991
(530) 822-5120
- 17 SUTTER COUNTY ONE-STOP**
800 Plumas Street
Yuba City, CA 95991
(530) 822-5340
- 18 YOLO COUNTY ONE-STOP**
25 N. Cottonwood Street
Woodland, CA 95695
(530) 661-2750
- 19 YOLO COUNTY ONE-STOP**
500-A Jefferson Boulevard
West Sacramento, CA 95605
(916) 375-6200
- 20 YUBA COUNTY ONE-STOP**
1114 Yuba Street
Marysville, CA 95901
(530) 749-4800

