Coming Together for the Next California:

Demographic Change, the Future of Work and Our Shared Futures

Strengthening Student Success Conference
October 5, 2016
Garden Grove, CA

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University of California, Santa Cruz
@chrisbenner
Challenges of Contemporary America

Jobs crisis linked with both stagnant wages and slow job growth

Inequality crisis with unprecedented levels of inequality

Political crisis associated with not just partisanship but social, spatial, and information fragmentation

Intersecting problems reinforce each other
“Whenever the people are well-informed, they can be trusted with their own government”  
--Thomas Jefferson, 1789

Grappling with a political era in which facts don’t matter  
From climate change to Obamacare, actual evidence is irrelevant to an angry cohort

The American Public's Shocking Lack of Policy Knowledge is a Threat to Progress and Democracy
Newspaper Readership by Age Group, 1980-2012

Source: Newspaper Association of America, from data by Scarborough Research
Conventional wisdom in economics says there is a trade-off between equity and efficiency.

But our research suggests that regions that work toward equity have stronger and more resilient economic growth.

Using model from International Monetary Fund, we look at factors that predict length of employment growth for 200 metros, 1980-2010.
## Likelihood of Ending Growth Spell, 1990-2011

<table>
<thead>
<tr>
<th>Factor</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of Growth Spell in National Recession</td>
<td>insig.</td>
</tr>
<tr>
<td>Metropolitan Power Diffusion Index</td>
<td>1.094 (.05)</td>
</tr>
<tr>
<td>Gini Coefficient (residual)</td>
<td>1.302 (.00)</td>
</tr>
<tr>
<td>Percent Minority Middle Class</td>
<td>insig.</td>
</tr>
<tr>
<td>Dissimilarity Index, Non-Hispanic White</td>
<td>1.012 (.20)</td>
</tr>
<tr>
<td>Ratio, Principal City to Suburban Poverty Rates</td>
<td>1.162 (.11)</td>
</tr>
<tr>
<td>Adult population with HS to AA Degree</td>
<td>.972 (.13)</td>
</tr>
<tr>
<td>Percent of population foreign born</td>
<td>1.047 (.00)</td>
</tr>
<tr>
<td>Percent employment in public administration</td>
<td>1.031 (.27)</td>
</tr>
<tr>
<td>Percent employment in manufacturing</td>
<td>1.058 (.00)</td>
</tr>
<tr>
<td>Percent employment in construction</td>
<td>1.086 (.14)</td>
</tr>
<tr>
<td>Exports as percent of GMP</td>
<td>insig.</td>
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<tr>
<td>Percent of workforce covered by a union contract</td>
<td>insig.</td>
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</tbody>
</table>
But conflict is part of the equity story
Diverse epistemic communities

- “Like-minded networks of professionals whose authoritative claim to consensual knowledge provides them with unique source of power in decision-making processes.” (Haas 1992)
- “Processes of interaction (interpretation, knowledge generation, action) often institutionalized when there’s a need for repeated interactions over extended periods of time” (Haas 1992)

Not just WHAT you know but WHO you know it with

New three R’s: Roots, Relationships, Reason
California: Challenges and Opportunities for the 21st Century Workforce and Economy
Decadal Population Growth Rates by Race/Ethnicity
California, 1980-2010

- **White**:
  - 1980-1990: 8%
  - 1990-2000: -7%
  - 2000-2010: -5%

- **Black**:
  - 1980-1990: 17%
  - 1990-2000: 4%
  - 2000-2010: -1%

- **Latino**:
  - 1980-1990: 69%
  - 1990-2000: 43%
  - 2000-2010: 28%

- **Asian/Pacific Islander**:
  - 1980-1990: 129%
  - 1990-2000: 38%
  - 2000-2010: 31%
Changing Demographics,
California, 1980-2040
Immigrant Share of the Population
United States, California, and Los Angeles, 1860-2013

Note that last data points are for three year change.
A MORE SETTLED IMMIGRANT POPULATION

Percent of Immigrant Population in U.S. Since 1999
Change in Youth Population by Race/Ethnicity
U.S. and California, 2000-2010

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Latino</th>
<th>Asian/Pacific Islander</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S.</td>
<td>39%</td>
<td>31%</td>
<td>31%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>California</td>
<td>-21%</td>
<td>17%</td>
<td>12%</td>
<td>8%</td>
<td></td>
</tr>
</tbody>
</table>

U.S. and California, 2000-2010

- U.S.
  - White: -2%
  - Black: -10%
  - Latino: 39%
  - Asian/Pacific Islander: 31%
  - Other: 31%

- California
  - White: -21%
  - Black: -20%
  - Latino: 17%
  - Asian/Pacific Islander: 12%
  - Other: 8%
Racial Generation Gap,
U.S. and California, 1980-2010

Percent White Seniors

Percent White Youth

The Generation Gap

1980 1990 2000 2010

California
U.S.
Income Adjusted Per Pupil Spending on Public Schools & the Generation Gap by State 2007-2008

CHALLENGE OF INEQUALITY

Household* Gini Coefficient, 1969

Source: US Census
CHALLENGE OF INEQUALITY
Household Gini Coefficient, 1989

Source: US Census
CHALLENGE OF INEQUALITY

Household Gini Coefficient, 1999

Source: US Census
CHALLENGE OF INEQUALITY

Household Gini Coefficient, 2010*

Source: IPUMS
CHALLENGE OF INEQUALITY
Household Gini Coefficient, 2013

Source: US Census
Earned income growth for full-time wage and salary workers: California, 1980-2012

- 10th percentile: -19.0%
- 20th percentile: -19.1%
- 50th percentile: -3.7%
- 80th percentile: 11.8%
- 90th percentile: 24.9%

IPUMS
Inequality by race and nativity....

California: Median Household Income by Race, 2008-2012

- Asian
- Non-Hispanic White
- Native Hawaiian and Pacific Islander
- Hispanic
- Native American and Alaska Native
- African-American

Income ranges from $70,000 to $90,000.
Median hourly wage by race/ethnicity: California, 1980-2012

- People of color
- White

Source:
IPUMS
Disconnection of productivity and labor

Productivity versus compensation, 1948-2011

- Productivity
- Average Hourly Compensation
Transformation of work
Break Your Routine

When jobs are sorted by whether the work is routine, all job growth since 2001 has been in nonroutine jobs. Percent change in jobs, since 2001, 12-month moving average.

Source: Henry Siu and Nir Jaimovich for Third Way | WSJ.com
Republican-leaning metros have more routine jobs
Share of jobs that are routine vs. Obama’s vote margin over Romney in the 2012 presidential election, by metropolitan area*

*Metropolitan area names have been shortened from the official census versions

Based on data from the American Community Survey, Dave Leip’s Atlas of U.S. Presidential Elections
The Technocrats' Magazine

Thirty million out of work in 1933 — or $20,000 a year income for every family — which?

Explaining Technocracy: A Revolution without Bloodshed
One out of 6 private sector jobs are in the food system

8 out of the 10 lowest paying occupations are in the food system

<table>
<thead>
<tr>
<th>Company</th>
<th>Year Founded</th>
<th>Employees</th>
<th>Revenue per employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>McDonald's</td>
<td>1940</td>
<td>400,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Walmart</td>
<td>1962</td>
<td>2,100,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>Intel</td>
<td>1968</td>
<td>100,000</td>
<td>$540,000</td>
</tr>
<tr>
<td>Microsoft</td>
<td>1975</td>
<td>90,000</td>
<td>$767,000</td>
</tr>
<tr>
<td>Google</td>
<td>1998</td>
<td>32,000</td>
<td>$1,170,000</td>
</tr>
<tr>
<td>Facebook</td>
<td>2004</td>
<td>3,000</td>
<td>$1,423,000</td>
</tr>
</tbody>
</table>

Source: Pistono, Federico (2015) *Basic Income and other ways to fix capitalism*
Current educational attainment and projected state/national-level job education requirements by race/ethnicity and nativity: California, AA degree or higher, 2012
Focusing on STEM is too Narrow

- **Sense Making**
  - Ability to determine the deeper meaning or significance of what is being expressed

- **Social Intelligence**
  - Ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions

- **Novel & Adaptive Thinking**
  - Proficiency at thinking and coming up with solutions and responses beyond that which is rote or rule-based

- **Cross-Culture Competency**
  - Ability to operate in different cultural settings

- **Computational Thinking**
  - Ability to translate vast amounts of data into abstract concepts and to understand data-based reasoning

- **New Media Literacy**
  - Ability to critically assess and develop content that uses new media forms, and to leverage these media for persuasive communication

- **Transdisciplinarity**
  - Literacy in and ability to understand concepts across multiple disciplines

- **Design mindset**
  - Ability to represent and develop tasks and work processes for desired outcomes

- **Cognitive Load Management**
  - Ability to discriminate and filter information for importance, and to understand how to maximize cognitive functioning using a variety of tools and techniques

- **Virtual collaboration**
  - Ability to work productively, drive engagement, and demonstrate presence as a member of a virtual team
Solutions to economic and workforce challenges?
Promote Innovation
Identify new and diverse economic opportunities
Facilitate coordinated/collective response to economic restructuring

http://GrowingTogetherMetro.org
Expand social wage systems

Social Security card, money, protest sign, Affordable Housing, Universal Health Coverage, "Unconditional basic income is not left or right, it's forward."
“Talk is not actually cheap; it requires effort, and it can help change hearts and minds in ways that encourage collaboration rather than zero-sum competition.”

- Turn to someone nearby you don’t know and share: “What are 2-3 things you take from this talk that will inform your thinking through this conference?”
Thank you!!

http://GrowingTogetherMetro.org