



LABOR REPORT

August 2021

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LABOR MARKET HIGHLIGHTS



1,431,600

-2,200 MoM

Unemployed



7.5%

-0.1% MoM

**Unemployment
Rate**



104,300

Jobs Added



62.1

**Labor
Participation**

California



**California Unemployment
Rate: 7.5%**
-0.1% Change MoM

Goods-Producing Sector (MoM)	Service-Providing Sector (MoM)
Construction (+600)	Financial Activities (+3,200)
Manufacturing (+2,900)	Leisure & Hospitality (+33,100)
Natural Resources & Mining (+100)	Health Care & Social Assistance (-6,300)
	Professional & Business Services (+14,000)
	Government (+46,900)
	Trade, Transportation, Utilities (-800)



UNEMPLOYMENT RATES

California Unemployment Rates

MoM Data

7.6 %* August 2021

7.5 % August 2021

-0.1% Change

* June's Unemployment Data was revised to 7.6% after our last report was released.

YoY Data

12.3 % August 2020

7.5 % August 2021

-39% Decrease

A large L-shaped graphic composed of a thick black line on the left and top, and a thick yellow line on the right and bottom, framing the central text.

***UNEMPLOYMENT
RATES
BY COUNTY***





NAPA COUNTY: 5.5 %

Napa County	Unemployment Rate	MoM % Change
Napa	5.7 %	-.3 %
Yountville	6.7 %	-.4 %
St. Helena	4.1 %	-.3 %
Calistoga	6.4 %	-.4 %
American Canyon	6.3 %	-.4 %
Angwin	5.9 %	-.3 %



SONOMA COUNTY: 5.3 %

Sonoma County	Unemployment Rate	MoM % Change
Sonoma	8.3 %	+2.7 %
Santa Rosa	5.7 %	-.3 %
Petaluma	4.7 %	-.2 %
Healdsburg	3.6 %	-.1 %
Rohnert Park	5.6 %	-.2 %
Sebastopol	8.8 %	-.3 %
Windsor	5.2 %	-.5 %
Bodega Bay	5.9 %	-.2 %



MARIN COUNTY: 4.4 %

Marin County	Unemployment Rate	MoM % Change
Larkspur	3.1 %	-.1 %
Mill Valley	2.7 %	-.1 %
Novato	4.5 %	-.3 %
San Rafael	4.4 %	-.1 %



SOLANO COUNTY: 7.3 %

Solano County	Unemployment Rate	MoM % Change
Fairfield	7.2 %	-.3 %
Vacaville	6.4 %	-.3 %
Vallejo	8.7 %	-.3 %
Benicia	5.2 %	+.1 %
Suisun City	8.4 %	+.1 %
Dixon	7.0 %	-.3 %
Rio Vista	9.1 %	-.4 %



ALAMEDA COUNTY: 6.2 %

Alameda County	Unemployment Rate	MoM % Change
Alameda	5.8 %	-.1 %
Oakland	7.2 %	-.3 %
Hayward	7.4 %	-.2 %
Berkeley	5.0 %	-.2 %
San Leandro	7.5 %	-.4 %
Livermore	4.9 %	-.2 %
Pleasanton	4.6 %	-.2 %
Dublin	4.8 %	-.2 %



SACRAMENTO COUNTY: 7.0 %

Sacramento County	Unemployment	MoM % Change
Sacramento	7.4 %	-.3 %
Elk Grove	6.2 %	-.3 %
Rancho Cordova	7.2 %	-.3 %
Folsom	4.8%	-.1 %
Citrus Heights	6.5 %	-.4 %
Fair Oaks	4.8 %	-.2 %



YOLO COUNTY: 5.6 %

Yolo County	Unemployment Rate	MoM % Change
Davis	4.2 %	-1 %
West Sacramento	6.4 %	-3 %
Woodland	6.1 %	-8 %



SAN JOAQUIN COUNTY: 8.5%

San Joaquin County	Unemployment Rate	MoM % Change
Stockton	9.8 %	-.5 %
Lodi	7.1 %	-.6 %
Tracy	7.0 %	-.4 %
Manteca	7.9 %	-.7 %
Ripon	5.4 %	-.3 %
Lathrop	7.2 %	-.5 %



EXPERT INSIGHTS





INTERESTING STATS

- 15 States saw decreases in UI rates, 35 states remained stable.
- The national UI rate decreased by .2% to 5.2%.
- Despite improvements in employment trends, CA still has the second highest UI rate in the nation at 7.5%. Nevada is the only higher state at 7.7%.
- Nationwide new unemployment claims continue to fall, while new claims in California continued to increase for 7 weeks.
- California added jobs at three times the rate as the rest of the nation.
- In August, jobs increased by 104,300 to a total of 16.63 million accounting for 44% of US job growth.



EDD STATS

- Most Bay Area counties experienced a decrease in their unemployment rates, and all are under the state-wide UI rate.
- All major industries saw slight job growth in August.
- The Bay Area turned a corner and started adding significantly more jobs, the most in 5 months.
- California has now recovered 62% of the 2.7 million jobs lost in March and April of 2020.
- Public school jobs accounted for 45% of California's net employment growth in August with is a one-off gain that won't be repeated.



EDD IMPACT

- While the overall UI rate decreased slightly in August, new UI claims continued to be extremely high. The last week of August, new UI claims in California were 50% higher than new claims in mid-March 2020.
- The number of long-term UI recipients (jobless for 27 weeks or more) decreased in August, while short term claims grew. This is an assumed effect of the Delta variant and schools reopening.
- At time of this report, we have already seen some early September reporting. First time unemployment claims have fallen for 2 straight weeks. This is the first time this has happened in months. It is assumed this is a direct result of the federal supplemental unemployment benefits ending on September 4th.
- Experts expect this trend to continue, but not at a significant rate.



HIRING TRENDS

- Between August's large increase in job openings, and the upcoming holiday hiring season, employers still have a heightened concern and efforts for filling their job openings.
- Low wage jobs continue to be the most difficult to fill.
- Low wage jobs are seeing the largest percentage pay increase. Jobs under \$17/hour have seen over a 10% increase in the past year while jobs over \$20/hour have seen a 3.6% pay increase.
- Hiring bonuses continue to rise.



HIRING TRENDS

- Employers continue to lessen hiring requirements (length of application, background/drug screens, etc.). Employers realize that many other businesses are looking at the same candidate and try to hire on the spot.
- Employers continue to add perks and benefits to attract new and retain existing employees (401k, health benefits, etc.).
- Employers are getting more flexible and creative with schedules and shifts.
- Focus on childcare options – many potential candidates are not returning to the workforce due to lack of reliable, safe, or affordable childcare. Many employers are searching for solutions through onsite childcare, childcare stipends, and other options.



THERE'S HOPE!!

- Candidates are slowly returning to the workforce!
- Revamp and update job postings to ensure they are up accurate and enticing.
- Review your hiring process for efficiency. Don't lose candidates because of hiring delays.
- Ensure your compensation and benefits are competitive and that you are creating and engaging culture.
- Get creative! Listen to what candidates want and do what is reasonable to accommodate.

Overall: There is much to be optimistic about. If you need any help with staffing, we are here to help.

NEED HELP HIRING RIGHT NOW?

*CONTACT STAR STAFFING
TO SOLVE YOUR
HIRING CHALLENGES*

STARHR.COM

