



# LABOR REPORT

November 2021



# IN THIS REPORT

- Labor Market Highlights
- Job Gains
- Unemployment Rates
- Unemployment by  
County/Cities
- Expert Insights





# LABOR MARKET HIGHLIGHTS



**1,321,300**

**Unemployed**



**6.9%**

**Unemployment  
Rate**



**45,700**

**Jobs Added**



**61.6**

**Labor  
Participation**

# California



**California Unemployment  
Rate: 6.9%**  
-0.4% Change MoM

<b>Goods-Producing Sector (MoM)</b>	<b>Service-Providing Sector (MoM)</b>
Construction (-1,700 )	Financial Activities (+900)
Manufacturing (+1,000)	Leisure & Hospitality (+6,900)
Natural Resources & Mining (-100)	Health Care & Social Assistance (+9,500)
	Professional & Business Services (+18,800)
	Government (+5,300)
	Trade, Transportation, Utilities (+2,100)



# UNEMPLOYMENT RATES

## California Unemployment Rates

### MoM Data

7.3 % October 2021

6.9 % November 2021

-0.4% Change

### YoY Data

8.7 % November 2020

6.9 % November 2021

-1.8% Change

A large L-shaped graphic composed of thick black and yellow lines. The top-left corner is black, and the bottom-right corner is yellow. The text is centered within the white space of the L-shape.

***UNEMPLOYMENT  
RATES  
BY COUNTY***





# NAPA COUNTY: 4.2 %

<b>Napa County</b>	<b>Unemployment Rate</b>	<b>MoM % Change</b>
<b>Napa</b>	4.5%	-0.1 %
<b>Yountville</b>	5.3 %	-0.3 %
<b>St. Helena</b>	3.1 %	-0.2 %
<b>Calistoga</b>	4.9 %	-0.4 %
<b>American Canyon</b>	4.8 %	-0.4 %
<b>Angwin</b>	4.5 %	-0.3 %



# SONOMA COUNTY: 3.7 %

Sonoma County	Unemployment Rate	MoM % Change
Sonoma	5.9 %	-0.8 %
Santa Rosa	4.0 %	-0.6 %
Petaluma	3.2 %	-0.6 %
Healdsburg	2.5 %	-0.3 %
Rohnert Park	3.9 %	-0.6 %
Sebastopol	6.2 %	-0.9 %
Windsor	3.3 %	-0.7 %
Bodega Bay	4.0 %	-0.5 %



# MARIN COUNTY: 2.9 %

Marin County	Unemployment Rate	MoM % Change
Larkspur	2.1 %	-0.3 %
Mill Valley	1.8 %	-0.3 %
Novato	3.0 %	-0.6 %
San Rafael	2.6 %	-0.8 %



# SOLANO COUNTY: 5.4 %

Solano County	Unemployment Rate	MoM % Change
Fairfield	5.2 %	-0.9 %
Vacaville	4.7 %	-0.7 %
Vallejo	6.3 %	-1.1 %
Benicia	3.3 %	-0.7 %
Suisun City	5.6 %	-0.9 %
Dixon	5.2 %	-0.7 %
Rio Vista	6.8 %	-0.8 %



# ALAMEDA COUNTY: 4.3 %

Alameda County	Unemployment Rate	MoM % Change
Alameda	3.7 %	-0.7 %
Oakland	5.3 %	-0.8 %
Hayward	5.0 %	-1.0 %
Berkeley	3.3 %	-0.6 %
San Leandro	4.9 %	-0.9 %
Livermore	3.1 %	-0.4 %
Pleasanton	3.0 %	-0.5 %
Dublin	3.1 %	-0.6 %



# SACRAMENTO COUNTY: 5.1 %

Sacramento County	Unemployment Rate	MoM % Change
Sacramento	5.3 %	-0.9 %
Elk Grove	4.2 %	-0.7 %
Rancho Cordova	5.2 %	-0.7 %
Folsom	3.3%	-0.5 %
Citrus Heights	4.7 %	-0.7 %
Fair Oaks	3.5 %	-0.5 %



# YOLO COUNTY: 4.3 %

Yolo County	Unemployment Rate	MoM % Change
Davis	2.4 %	-0.6 %
West Sacramento	4.1 %	-1.1 %
Woodland	5.8 %	+0.2 %



# SAN JOAQUIN COUNTY: 6.6 %

San Joaquin County	Unemployment Rate	MoM % Change
Stockton	7.6 %	-1.0 %
Lodi	6.6 %	-0.2 %
Tracy	4.7 %	-0.9 %
Manteca	5.1 %	-0.9 %
Ripon	4.1 %	-0.5 %
Lathrop	5.6 %	-0.6 %



***EXPERT INSIGHTS***





# INTERESTING STATS

1. Nationwide the unemployment rate continues to decrease falling from 4.6% to **4.2%**.
2. Employment **rose** by 210,000. The gains occurred mostly in professional and business services, transportation and warehousing and manufacturing.
3. Employees that were on temporary leave **decreased** by 255,000 to just 810,000, this is down from the high of 18 million in April of 2020 and is almost back to the original number from February of 2020 before the pandemic closures.



# WHERE ARE WE WORKING?

1. In November, work from home (telework) continues to decline.
2. Most employers have finalized their directives on which positions would be remote for the long run and which now need to be back onsite. More employers started to require vaccines which finalize some remote/onsite work plans. We are not seeing as many changes to remote/onsite work plans or discussions since last month.
3. While finalizing these plans, employers noticed that the following positions must be done onsite: \*Anything that requires physical touch i.g., physical labor, construction, retail, health care, emergency services.  
\*Supervisors was a big category because it was noticed that productivity decreased when supervisors were not onsite and the technology being used (Zoom, Teams, etc.) was not successful.
4. Even though many employers welcomed the idea of remote workplaces, the employee response was mixed, some do feel that they thrive in a remote workplace and never want to return to the office but there was also a large portion that did not like working remote, felt removed from their teammates and did not feel as productive as when they were in the office.



# EDD STATS AND IMPACT

1. California added 45,700 jobs to the economy in November and thanks to this growth, the state has regained nearly **70%** of jobs that were lost in March and April of 2020. The construction industry showed a large loss.
2. Professional and Business services leads the way due to large gains in Professional, Scientific and Technical services.
3. Unemployed Californians were down 299,400 in comparison to November of 2020.
4. New unemployment claims in California are still down over October by 7,163 claims. Marin County has the lowest in the state at 2.9%.



# IMPORTANT LEGAL TOPICS

1. Large employers are on high alert to create policies surrounding COVID vaccine and testing mandates. There are many questions and angst surrounding this topic as employers are already facing so much as it relates to employment. How are they going to gather the information, who is going to pay for weekly testing, do they have to mandate boosters. Heading into 2022, these topics are #1 for businesses.
2. Cal/OSHA has revised its temporary rules about vaccinated workers who are exposed to covid but asymptomatic. Previously, they could return to work so long as they were asymptomatic and tested negative, but the revised rules require that exposed, vaccinated and asymptomatic workers stay home for at least 14 days, even if they test negative. Or, if they do return to work, they must wear a mask and stay 6 feet from anyone else during those two weeks.
3. As the omicron variant is becoming more common, we will likely see more cases, more exposures, and therefore see an increase in workers who need to be excluded from the workplace because of this rule, even if they are vaccinated, asymptomatic, and test negative.



# HIRING TRENDS - THE GREAT RESIGNATION

1. 60% of workers are either actively looking to switch industries or are considering doing so. The top 3 reasons are: higher compensation, alignment with personal values, and more advancement opportunities.
2. Baby Boomers are suddenly retiring and that is leaving a large gap in skilled labor roles. Companies have not been able to place anyone in training or mentoring roles to avoid these gaps. It is important to look at those skilled labor roles in your companies and create a plan!
3. Companies are still focused on retaining their employees in hopes to not lose more workforce as replacing is still challenging especially through the holiday season.



# HOW TO AVOID THE GREAT RESIGNATION

Tips to make sure that the Great Resignation does not affect your most loyal employees!

1. Evaluate competitive pay strategies for active employees.
2. Create growth paths for employees.
3. Managers, talk to your employees! Keep that regular communication open.
4. Be compassionate and understanding.
5. Acknowledge that employees are taking additional workload, make sure to have a strategy to remove those extra tasks long term.

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



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