



## NEWS RELEASE

### Workforce Development Board

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#### Workforce Development Board Joins Jobs for the Future to Discuss the Future of Work

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Almost 100 leaders from business, education, non-profit and government recently came together to address talent development for the future of work in San Bernardino County. The meeting was designed to gain insight into how various local industry sectors are handling the effects of automation and other factors on future jobs across industries throughout the region.

The discussion was presented by the San Bernardino County Workforce Development Board, national non-profit Jobs for the Future (JFF), and the Employment Training Panel, State of California. For the County, the collaborative roundtable was important to the workforce board's focus on listening and being responsive to the needs of employers.

"To understand how we can best train our county workforce to ensure they are equipped for the future, we need to talk to businesses to hear first-hand how their world is changing whether that is due to the impact of automation or new disruptive technologies," said Reg Javier, the County's deputy executive officer of workforce and economic development. "We're also dealing with an aging workforce that is leaving a significant skills gap in major industries such as manufacturing and healthcare."

According to JFF, the American labor market is struggling to keep pace with technology, leaving many behind. JFF is partnering with the San Bernardino County Workforce Development Board to identify the changes needed to innovate and realign workforce and education systems to meet the talent demands of local employers.

"It's important to support cross-sector collaboration between education, including K-12 and post-secondary, as well as our workforce and employment training systems to build better pathways that encourage seamless transitions into careers," said Joel Vargas, vice president, school and learning designs, Jobs for the Future.

Parul Batra, engagement manager, McKinsey & Company, provided context to the overall conversation with a presentation on Automation and the Future of Work. An important point made during the presentation was while automation may appear to take away jobs, it also creates jobs.

According to Batra, when automation happens, the jobs that disappear are very real. The gains however are not as obvious. One example provided was the decline of the typewriter manufacturing industry due to the creation of the personal computer. Rather than eliminate



jobs it created an entire new sector of manufacturing. Even today new jobs for app developers and social media managers exist that wouldn't have been around even a few years ago.

A roundtable discussion with business owners and human resource directors who provided their thoughts on jobs today and skills needed for the future followed the McKinsey presentation. The unique format featured a facilitated conversation only among business leaders, observed by education and workforce leaders in order to better understand how businesses are thinking about and responding to changes to the economy. Questions included the impact of automation and how business is handling workforce development and recruitment. Some of the trends discussed included the need for technical and soft skills, education's response to business, as well as the introduction of lifelong learning.

One of the comments shared during the business roundtable was that, "It's most important that we formalize a way the business community and education work together in a collaborative way to enhance what business is looking for in its work force. Both with new and incumbent workers, lifelong learning is the new mantra and creating corporate cultures that support those efforts are needed."

Following-up on the discussion, new ideas generated by the conversation will inform a "playbook" for education and workforce systems to better align with talent demands of business in the future.

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### **About the San Bernardino County Workforce Development Board**

The San Bernardino County Workforce Development Board (WDB) is comprised of private business representatives and public partners appointed by the San Bernardino County Board of Supervisors. The WDB strives to strengthen the skills of the County's workforce through partnerships with business, education and community-based organizations. The San Bernardino County Board of Supervisors is committed to providing county resources, which generate jobs and investment in line with the [Countywide Vision](#).

The Workforce Development Board, through the San Bernardino County Economic Development Agency and Workforce Development Department, offers a variety of programs designed to help youth and adults identify career pathways and get the appropriate training and skills. Programs funded through the Workforce Innovation and Opportunity Act (WIOA) provide eligible youth, ages 16 to 24, access to a variety of career and educational services designed to help enhance job skills, develop leadership qualities, explore career options, participate in adult and peer mentoring opportunities, and take advantage of work experiences. In addition, the WDB operates San Bernardino County's three America's Job Centers of California (AJCC). The AJCCs provide individuals with job training, placement and the tools to strengthen their skills to achieve a higher quality of life. The AJCCs also support and provide services to the County's businesses, including employee recruitment and business retention programs.

Employers and job seekers who are interested in the Workforce Development Board programs may call: (800) 451-JOBS or visit [www.sbcounty.gov/workforce](http://www.sbcounty.gov/workforce). Also follow us on: Facebook [www.facebook.com/SBCountyWDB](http://www.facebook.com/SBCountyWDB); Twitter @InlandEmpireJob; LinkedIn

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