CALIFORNIA JOBS FIRST

CATALYST-PHASE RESEARCH

JANUARY 2026

CALIFORNIA JOBS FIRST
Los Angeles Collaborative

BEACON ECONOMICS

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ACKNOWLEDGMENTS

California Jobs First brought together a broad and diverse set of voices from across Los Angeles County, spanning communities, sectors, and institutions, to imagine what a more inclusive and resilient regional economy could look like. At its core, this effort has been about building trust, strengthening relationships, and creating the conditions for long-term collaboration.

Across several phases of work, participants came together with a shared commitment to listen, learn, and work through complexity together. The scale of this initiative required patience, flexibility, and sustained engagement, made possible by the willingness of many to show up consistently and contribute their time, expertise, and perspectives.

Sincere appreciation is extended to the many organizations, leaders, institutions, and residents who participated in this work and helped ground it in lived experience and local priorities. Their contributions shaped the foundation on which this report, and the work that follows, stands.

The Los Angeles County Economic Development Corporation (LAEDC) served as the Regional Convenor and provided leadership and operational stewardship throughout the Planning, Catalyst, and early Implementation phases. Jermaine Hampton, Vice President of Workforce and Special Projects, provided strategic leadership across all phases of the program. Chioma Agbahiwe, Senior Program Manager of Outreach and Engagement, led extensive community-engagement efforts across all nine Service Planning Areas. Alan Cheam, Program Manager of Communications, supported transparency, accessibility, and consistent regional communications. Arman Koohian, Research Analyst, co-developed Regional Plans Parts 1 and 2 and played a central role in developing this report. Saia Brown, Assistant Program Manager, provided essential coordination and operational support across program activities.

Gratitude is also extended to the California Community Foundation (CCF), which served as Fiscal Agent for the region. Appreciation is extended to Maria Garcia, Director of Impact and Outcomes; Jose Najera, Director of Compliance; Estefania Lopez Perez, Senior Impact and Outcomes Officer; and Nicole Hildreth, Research and Data Analyst. Their leadership ensured strong fiscal oversight, compliance, data integrity, and accountability throughout the program life cycle.

HR&A Advisors served as the Sector Investment Coordinator during the Catalyst Phase, supporting stewardship of Catalyst funding, advancing predevelopment projects, and leading the development of sector-specific Activation Plans. This work helped translate regional strategies into implementable, near-term actions and laid the groundwork for long-term sector investment.

The Steering Committee provided critical governance and strategic direction during a formative period for California Jobs First in Los Angeles County. All Steering Committee members are deeply acknowledged for their service and dedication, with special recognition of its Chairs. Kevin Harbour served as the inaugural Chair during the Planning Phase and provided leadership that shaped an extensive, countywide community- outreach effort. During this phase, 110 organizations across Los Angeles County received funding support, ensuring that regional planning was informed by broad, community-rooted participation and lived experience.

Andrea Slater subsequently assumed the Chair role and led the effort through the Catalyst Phase, working closely with the Catalyst Development Subcommittee. This leadership established the framework, priorities, and processes that enabled the region's Catalyst Phase funding opportunity and predevelopment investments as the work progressed toward transition.

Stella Ursua assumed the Chair role in 2025 and supported the early stages of the governance transition. In the final months of the Steering Committee's operation, Libby Williams, as Chair, and Drew Mercy, as Co-Chair, worked closely to guide the Los Angeles County Collaborative through a critical governance transition and co-develop the new Investment & Sustainability Advisory Committee (ISAC) structure. Together, their efforts helped position the region for long-term sustainability and continued implementation beyond the initial phases of California Jobs First.

As California Jobs First enters its next chapter, the Los Angeles County Jobs First Collaborative is evolving from a time-bound initiative into a more institutionalized platform for ongoing coordination, investment, and implementation. This shift reflects an intentional focus on sustaining momentum, embedding the relationships and structures built through this work, and ensuring continued impact across the region.

This report speaks to the impacts taking shape across Los Angeles County, where years of collaboration are translating into investments, projects, and systems that are making a difference in our communities. It reflects sustained work to listen, align, and invest with intention.

It has been an honor to work alongside the leaders, organizations, and communities who brought this effort to life. We look forward to carrying this work forward as Los Angeles County enters the next phase of California Jobs First.

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INTRODUCTION

BACKGROUND OF CALIFORNIA JOBS FIRST

On September 16, 2021, Governor Gavin Newsom signed Senate Bill 162, establishing the Community Economic Resilience Fund (CERF). The stated purpose of CERF was "to build an equitable and sustainable economy across California's diverse regions and foster long-term economic resilience in the overall transition to a carbon-neutral economy." Later renamed as California Jobs First (CJF), this program introduced an innovative regional approach to economic planning and development throughout California.

Across 13 regions, the CJF program created economic planning coalitions attuned to regional nuances in industry and labor-market dynamics. These coalitions were required to include balanced representation from a wide array of entities, including labor organizations, employers, businesses, business associations, grassroots and community-based organizations, community organizers, community members, government agencies, economic development agencies, philanthropic organizations, education and training providers, workforce entities, environmental justice organizations, worker centers, disinvested communities, and California Native American tribes. Stewardship Committees, composed of a Fiscal Agent and a Regional Convenor (either a single organization serving both roles or two separate organizations) were designated to lead each region's collaborative.

The 13 coalitions were tasked with developing and implementing economic development plans and projects guided by the program's goals of equity, sustainability, job quality, economic competitiveness, and resilience. The transition to a carbon-neutral economy is one of California's central policy goals, and the CJF program ensures that planning and investments are inclusive and beneficial to all residents.

THE LOS ANGELES COUNTY JOBS FIRST COLLABORATIVE

Comprised of more than 800 partners, the Los Angeles County Jobs First Collaborative proudly serves the most populous region in the California Jobs First program. The Collaborative's notable achievements include establishing a community-centered governance structure, releasing Comprehensive Economic Development Strategy (CEDS)-accepted Regional Plans, distributing $9 million in Catalyst Predevelopment funding to 26 regional projects, receiving $23.9 million in Regional Investment Initiative Implementation (RIII) funding for the Life Sciences sector, and uniting partners from the entire region. Los Angeles County is the most populated region among the 13 California Jobs First regions, with a population of nearly 10 million spread across an area of approximately 4,080 square miles.

PLANNING PHASE

Developing regional economic visions in partnership with community

CATALYST PREDEVELOPMENT PHASE

Catalyzing a portfolio of projects that are positioned to support regional priorities

IMPLEMENTATION PHASE

Bringing regional visions to life by funding projects developed throughout the process

In this section, we take a chronological approach to summarizing the LA County Jobs First Collaborative's accomplishments. First, we review the Planning Phase, during which the Collaborative grew to more than 800 partners over the span of three years. Then, we discuss the Catalyst and Implementation phases, where the Collaborative distributed significant grant funding while competing with other regions for additional funding. Finally, we address the Collaborative's future.

03 PLANNING PHASE

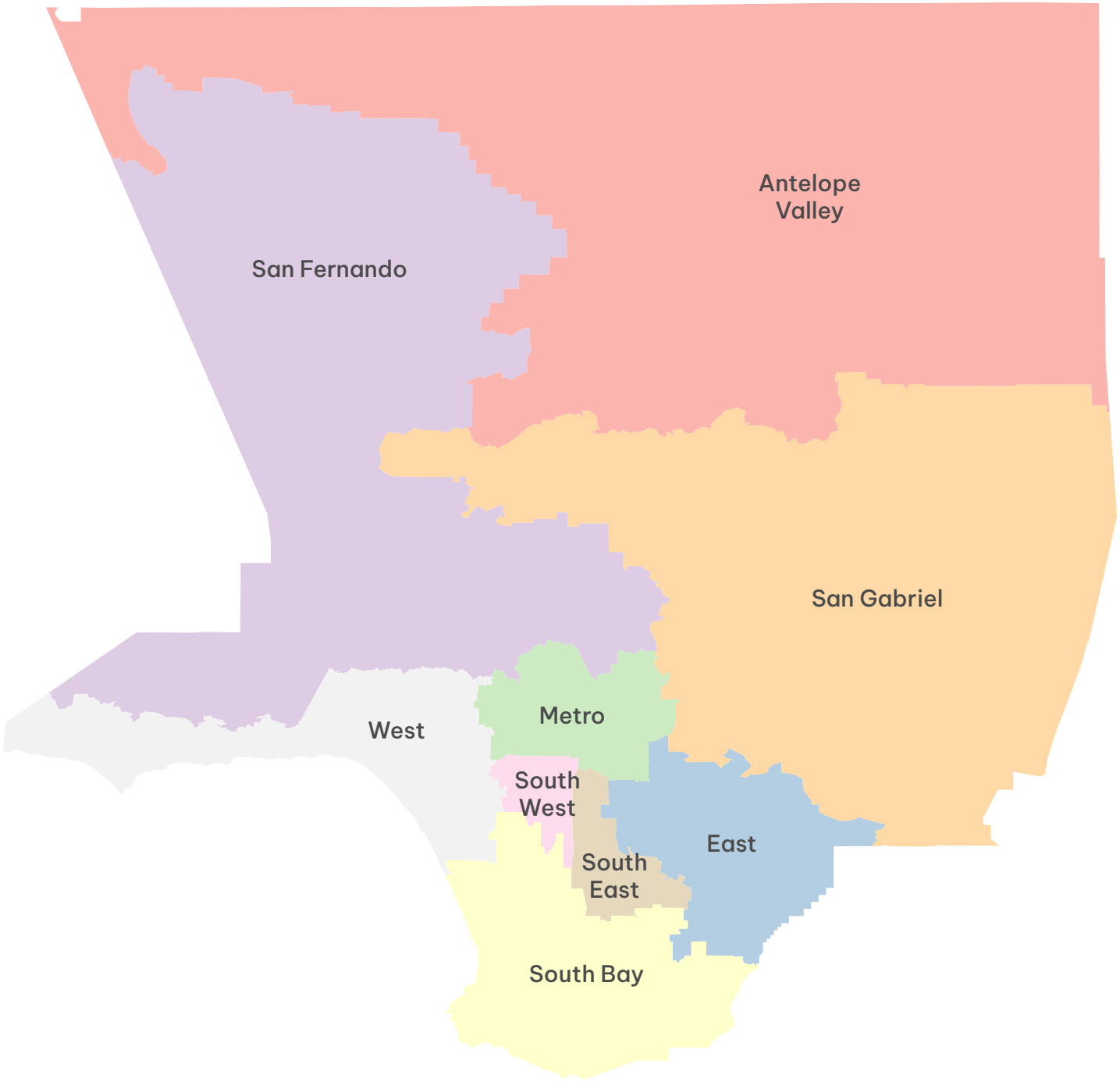
LA'S CALIFORNIA JOBS FIRST STRUCTURE

In early 2022, the LA region partnered with the LAEDC and CCF to establish an equitable governance structure to promote shared decision-making in the transition to a carbon-neutral economy. A key consideration in the Collaborative's outreach and engagement was ensuring that the voices of disinvested communities were prioritized. While the Los Angeles region is home to many economically prosperous and affluent neighborhoods, it also includes areas that have experienced historical disinvestment and residents who have had limited opportunities for upward economic mobility. Furthermore, even when these historically disinvested communities receive new influxes of capital, such investments are often criticized for contributing to gentrification, the displacement of lower-income residents, and a general lack of sensitivity to community needs and aspirations.

This program introduced a novel approach to economic development in California by placing community needs at the forefront. The emphasis on shared and inclusive decision-making is reflected in the program's governance structure. More than 100 groups and organizations were tasked with conducting outreach and gathering input from LA County stakeholders and organizations representing diverse personal and professional backgrounds.

In outreach, data collection, planning, and project development, the LA County Jobs First Collaborative adopted a subregional approach. Given the county's size, population, and diversity, the Collaborative segmented it into nine Service Planning Areas (SPAs) aligned with the Los Angeles County Department of Public Health's SPA structure. While the Department of Public Health has eight SPAs within its structure, this program created an additional SPA by dividing SPA 6 along the 110 Freeway to reflect the distinct needs across the region's most disinvested areas.

Nine Service Planning Areas, Los Angeles County



The shared and inclusive structure includes four primary components: (A) Affinity Hub and Subregional Table Leads, (B) Table Partner Leads, (C) the Steering Committee, and (D) the Stewardship Committee. The structure is designed to be nonhierarchical, as indicated by the horizontal relationships among the model's components.

CALIFORNIA JOBS FIRST GOVERNANCE MODEL

12 Affinity Hub Leads

Representing thematic areas countywide

Youth | Families | Homeless, Veterans & Seniors | Employers & Businesses | Economic Development | Civic Engagement & Place-Based Coalitions

Sustainability | Underemployed Adults | Labor & Workers | Employers & Businesses | Economic Development | Civic Engagement & Place-Based Coalitions

90 Subregional Table Leads

representing thematic areas within their SPA

Youth SPA 1-9 | Families SPA 1-9 | Homeless, Veterans & Seniors SPA 1-9 | Employers & Businesses SPA 1-9 | Economic Development SPA 1-9 | Civic Engagement & Place-Based Coalitions SPA 1-9

Sustainability SPA 1-9 | Underemployed Adults SPA 1-9 | Labor & Workers SPA 1-9 | Immigrant SPA 1-9

8 Table Partner Leads

representing industries within the county

Clean/Renewable Energy

Biosciences

Healthcare

Construction

Transportation & Logistics

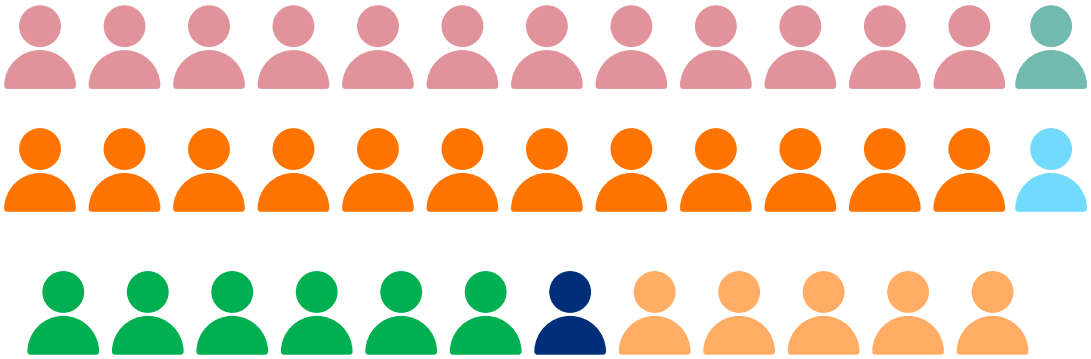
Video Production & Distribution

Aerospace Manufacturing

Financial Strategy

38 Steering Committee Representatives

Encompassing influential voices from government, labor, business, industry, and community stakeholders



Affinity Hub Leads (12 seats), Business & Industry (1), Community-Based Leaders (12), Municipal Partners (1), Labor (6), Education (1), and Residents and Workers (5)

STEWARDSHIP COMMITTEE

LAEDC
LOS ANGELES COUNTY
ECONOMIC DEVELOPMENT CORPORATION
Collaboratively Advancing Growth and Prosperity for All

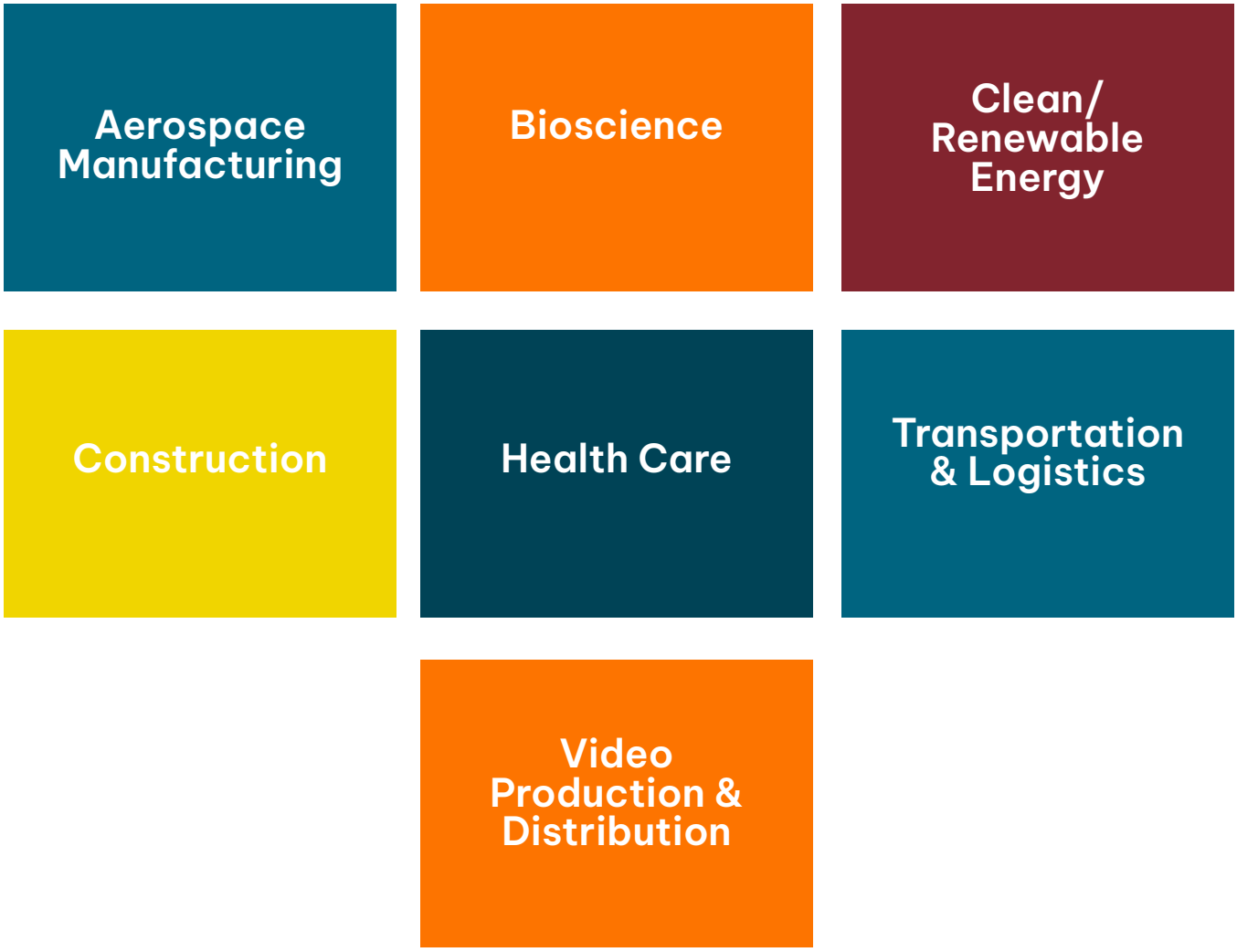
Convenor

California
COMMUNITY
Foundation

Fiscal Agent

The Affinity Hub Leads convened stakeholders representing 12 thematic groups across the county. Meanwhile, the Subregional Table Leads gathered grassroots data from community members through surveys. Table Partner Leads focused on assessing industry needs, opportunities, and challenges across seven priority sectors in the region, as identified through insights from the Industry Cluster Analysis in Regional Plan Part 1. An eighth Table Partner Lead provided financial strategies applicable across all sectors, including recapitalization tools and community-ownership models.

Priority Sectors



The California Jobs First Steering Committee served as the governing body responsible for guiding the design, development, and early implementation of the regional strategy for Los Angeles County. Comprised of 38 elected representatives, the Steering Committee brought together influential voices from government, labor, business, industry, education, and community-based organizations, with a strong emphasis on leaders rooted in disinvested communities.

Guided by the established Governance Structure, the Steering Committee played a critical role in incorporating data, analysis, and feedback from the 12 Affinity Hub Table Partner Leads, 8 Industry Table Partner Leads, 90 Subregional Table Partner Leads, the Stewardship Committee, and general CJF LA collaborative partners. Informed by this multilayered input, the Committee made key decisions shaping the region's economic development priorities, workforce transition strategies, and implementation framework.

KEVIN HARBOUR

STELLA URSUA

ANDREA SLATER

LIBBY WILLIAMS

DREW MERCY

STEERING COMMITTEE MEMBERSHIP AND REPRESENTATION

Comprised of 38 members, the Steering Committee was structured to ensure broad, equitable, and representative governance across Los Angeles County. Membership reflected a cross-sector balance of labor, education, business and industry, workforce and economic development, municipal and public agencies, community-based organizations, and resident leaders, ensuring that regional strategies were informed by diverse expertise and lived experience.

A significant majority of Steering Committee seats were reserved for community-based leaders rooted in historically disinvested communities, centering grassroots knowledge, equity perspectives, and community-driven solutions.

The Steering Committee included designated seats representing:

- **Labor and worker organizations**, elevating worker voice and workforce priorities
- **Education and training institutions**, aligning strategies with talent development pathways
- **Business and industry leaders**, grounding decisions in employer and sector realities
- **Economic and workforce development entities**, supporting regional alignment and investment readiness

- **Municipal and public-sector partners**, ensuring policy coordination and sustainability goals
- **Community-based leaders and advocates**, reflecting place-based and equity-centered perspectives
- **Residents and workers**, integrating lived experience into regional strategy design

Among these seats:

- **12 positions were designated for Affinity Hub Leads**, each carrying a dual mandate to represent their affinity group within governance decisions while also leading outreach and engagement efforts in their communities.
- The **Fiscal Agent** and **Regional Convener** held **nonvoting seats**, supporting transparency, coordination, and alignment with CJF requirements without participating in formal decision-making.

This intentionally diverse composition enabled the Steering Committee to function as a collaborative, cross-sector governing body capable of integrating data, policy, sector expertise, and community voice into cohesive regional strategies.

Steering Committee Membership, by sector

Affinity Hub Leads

1. Kevin Harbour, BizFed Institute, Employers and Business
2. Brady Collins, KIWA, Labor and Workers
3. Kelly LoBianco, County of Los Angeles Department of Economic Opportunity, Institutional and Government
4. Cheyanne Capelo, Lost Angels Children's Project, Youth
5. Bobby Lee Davis III, Dylette Family Foundation, Families
6. Tunua Thrash-Ntuk, the Center by Lendistry, Economic Development
7. Linda Kelly, Fathers and Mothers Who Care, Homeless, Veterans, and Seniors
8. Benjamin Torres, Community Development Technologies Center, Civic Engagement and Place-Based Coalitions
9. Jessica Quintana, Centro CHA, Underemployed Adults
10. Stella Ursua, GRID Alternatives Greater Los Angeles, Sustainability
11. Andrea Slater, UCLA Labor Center, Academia
12. Sejal Patel, Rising Communities (formerly Community Health Councils), Immigrants

General Steering Committee

Education

13. Dr. Narineh Makijan, Los Angeles Regional Consortium

Business and Industry

14. Luis Portillo, San Gabriel Valley Economic Partnership

Community-Based Leaders

15. Libby Williams, LALDC
16. Tracy Stanhoff, American Indian Chamber of Commerce of California
17. Derek Steele, Social Justice Learning Institute
18. Nicole Anand, Inclusive Action for the City
19. Alysia Bell, UNITE-LA
20. Ricardo Mendoza, Coalition for Responsible Community Development (CRCD)
21. Robert Sausedo, Community Build Inc.
22. Pamela Clay, Living Advantage, Inc.
23. Drew Mercy, Antelope Valley Economic Development and Growth Enterprise (AV EDGE)
24. Hyepin Im, Faith and Community Empowerment (FACE)
25. Dr. Katherine Sachs, Milken Institute
26. Sharon Evans, Business Resource Group CDC

Municipal Partners

27. Rita Kampalath, LA County Chief Sustainability Office,

Labor

28. Steve Neal, LA County Federation of Labor AFL-CIO
29. Ben Garcia, LA/OC Building Trades Council
30. Adine Forman, LA Hospitality and Training Academy (Unite HERE Local 11)
31. Leona Smith Di Faustino, Worker Education and Resource Center (SEIU 721)
32. Jorge Villanueva, SEIU-United Healthcare Workers
33. Salvador Vasquez, International Association of Machinists & Aerospace Workers

Residents and Workers

34. Dr. Jennifer Zellet
35. Kevin Clark
36. Sam Lewis
37. Dr. Najuma Smith
38. Steven D. Turner

STEERING COMMITTEE LEADERSHIP

The Steering Committee benefited from a group of experienced leaders who guided it through its full life cycle—from formation and early governance to strategy development and transition into implementation.

Kevin Harbour served as the Inaugural Chair, leading the formation of the Steering Committee and establishing its foundational governance practices. As President of the BizFed Institute, Kevin brought decades of experience in business leadership, public policy, and economic development, helping to anchor the Committee's early work in the Planning Phase through cross-sector collaboration and regional economic priorities.

Andrea Slater and Stella Ursua subsequently served as Steering Committee Chairs, providing leadership during critical phases of Regional Strategy development. Andrea, representing the UCLA Labor Center, brought a substantial equity and racial justice lens to governance and strategy design, while Stella, from GRID Alternatives Greater Los Angeles, elevated sustainability, workforce access, and frontline community priorities. Together, their leadership strengthened alignment and supported the planning and implementation of the Catalyst Phase.

In the final phase of the Steering Committee's work, Libby Williams served as Chair, with Drew Mercy acting as Co-Chair, guiding the Committee through the transition toward sustained implementation. Libby brought more than three decades of experience in economic development and public policy within Los Angeles County, while Drew provided a regional economic development perspective representing northern Los Angeles County. Their leadership ensured continuity, accountability, and a smooth transition as the Steering Committee was sunsetted and responsibilities shifted to the Investment Sustainability Advisory Committee (ISAC).

Together, this leadership continuum provided stability, credibility, and strategic direction, enabling the Steering Committee to complete its mandate and position the region for long-term impact.

PLANNING PHASE CONTRIBUTIONS

During the Planning Phase, the Steering Committee focused on establishing the governance foundation, defining regional priorities, and preparing the region for implementation under the California Jobs First framework.

Governance Structure and Operations

The Steering Committee confirmed the governance structure and its operational model, establishing clear roles, decision-making authority, and accountability across the regional effort. To formalize these practices, the Committee adopted bylaws that outlined procedures for governance, conflict-of-interest management, and leadership responsibilities.

The Committee also shaped the process-mapping framework, creating a shared structure that aligned the work of Affinity Hub Leads, Subregional Table Leads, Table Partner Leads, and collaborative partners while allowing flexibility for sector-specific approaches.

Priority Sector Identification

Using preliminary findings from the Industry Cluster Report, the Steering Committee:

- Identified priority industries for regional economic development.
- Defined the scope and emphasis of Table Partner Leads, ensuring alignment between sector priorities and regional workforce and economic development goals.

This work ensured that planning efforts were data-informed and responsive to regional economic conditions.

Regional Plan Review and Approval

The Steering Committee approved and provided structured feedback on Regional Plan submissions (Part 1 and Part 2), strengthening alignment with CJF goals, equity commitments, and regional priorities. Through this review process, the Committee identified gaps, reduced duplication, and supported integration across strategies.

Subcommittee Leadership and Outputs

To support detailed planning and implementation design, the Steering Committee established multiple subcommittees.

Table Development Subcommittee (Affinity Hub Leads, Table Partner Leads, Subregional Table Leads)

This subcommittee:

- Developed a standardized rubric to guide table formation and evaluation.
- Created the application, Scope of Work (SOW), and selection process.
- Ensured transparency, consistency, and equity across all tables.

Strategy Development Subcommittee

This subcommittee:

- Developed sector-neutral strategies for inclusion in the Regional Plan Part 2.
- Identified and added additional strategies where gaps existed, strengthening overall plan completeness and coherence.

Sector Investment Coordinator Subcommittee

This subcommittee:

- Guided development of the Scope of Work for the Sector Investment Coordinator.
- Confirmed the contract and scope, advocating for technical assistance for Catalyst awardees as a core responsibility.
- Supported preparation for the Catalyst Phase, ensuring the region was positioned for effective implementation.

CATALYST-PHASE CONTRIBUTIONS

During the Catalyst Phase, the Steering Committee shifted from planning to activation, focusing on establishing fair, transparent funding processes, supporting regional coordination, and preparing partners for implementation.

Catalyst Application and Award Design

The Steering Committee established the Catalyst Application Development Subcommittee, composed of members without conflicts of interest, to design and administer the Catalyst funding process.

This work included:

- Developing the Catalyst solicitation, including the Request for Proposal (RFP), rubric, and Scope of Work.
- Establishing a separate scoring and selection committee to evaluate applications and recommend awardees.
- Setting a funding cap of $400,000 per project, balancing project impact with broad access to resources.

These actions ensured an equitable, transparent, and accountable funding process for 26 selected projects across the county.

Activation Planning and Coordination

The Steering Committee contributed to developing the five Activation Plans, supporting the transition from approved strategies to implementation. This included reviewing and approving recommendations from working groups, ensuring alignment with Regional Plan priorities and readiness for execution.
Responsive Regional Investments

In response to regional wildfire impacts, the Steering Committee supported responsive funding efforts by:

- Developing and deploying a needs assessment survey to identify gaps and emerging needs.
- Using survey findings to inform funding requests and regional response strategies.

Regional Convenings and Systems Alignment

The Steering Committee contributed to broader regional alignment efforts by:

- Supporting the development of the Catalyst Summit, fostering shared learning and coordination among partners.
- Contributing to the design and advancement of ISAC and BRIM, strengthening long-term investment governance and regional infrastructure.

CONCLUSION AND TRANSITION

The Steering Committee was the driving force behind the success of the California Jobs First regional effort in Los Angeles County. Through bold leadership, shared accountability, and an unwavering commitment to equity, the Committee transformed community voice, sector expertise, and data into a unified regional strategy with real momentum for change. Its members stepped into governance not as advisors, but as decision-makers—shaping priorities, guiding investments, and setting the course for inclusive economic growth.

What the Steering Committee built will endure. From establishing a strong and transparent governance structure to aligning strategies across labor, education, industry, community, and government, the Committee created the conditions for lasting impact. Its work ensured that the Regional Plan was not only technically sound but grounded in lived experience and reflective of the communities it serves.

As the Steering Committee sunsets and leadership transitions to the Investment Sustainability Advisory Committee (ISAC), the foundation created by this body remains firmly in place. The systems, strategies, and partnerships forged through the Steering Committee's leadership continue to guide implementation and investment across the region. The legacy of the Steering Committee lives on in the region's shared vision, strengthened collaboration, and readiness to deliver meaningful economic opportunity for all Angelenos.

REGIONAL PLANS, PARTS 1 AND 2

The Regional Plans, Parts 1 and 2[2], are the two main deliverables of the Planning Phase. Developed in collaboration with economic research firms, industry experts, and community leaders, the plans chart a path for equitable economic development as the economy transitions to carbon neutrality.

The Regional Plans also established the groundwork for strategies that generated tangible impact in the LA region. The data and recommendations in the plans informed the distribution of Catalyst funding and guided the region's successful application for Implementation funding. Additionally, the plans were accepted as a Comprehensive Economic Development Strategy (CEDS) by the U.S. Economic Development Administration (EDA).

PART 1

Part 1 of the Regional Plan establishes a comprehensive baseline understanding of Los Angeles County's economic, workforce, environmental, and community conditions. It gathers input from a broad group of stakeholders. It combines that with economic research conducted by CVL Economics and Beacon Economics to produce a multifaceted overview of the region. The analysis incorporates economic and workforce data, a labor market and industry cluster analysis, and an evaluation of regional assets and vulnerabilities. Through this process, Part 1 identifies key opportunities, including growth in the green economy, technology, and health care, as well as persistent challenges, including uneven development across communities, high housing costs, gaps in labor force participation, and environmental risk factors. This baseline assessment is intended to inform the strategy development in Part 2 and ensure that future planning aligns with community needs and state climate and equity goals.

PART 2

Part 2 of the Regional Plan builds on Part 1 by presenting a detailed road map of strategies and target-sector recommendations to advance inclusive economic development across LA County. It outlines a shared regional vision centered on equity, opportunity, and sustainable growth. It identifies strategies for the region's seven target sectors that show strong potential for regional growth: Aerospace Manufacturing, Bioscience, Clean and Renewable Energy, Construction, Health Care, Transportation and Logistics, and Video Production and Distribution. In addition to sector-specific strategies, Part 2 proposes broad strategies that can benefit all industries through strengthening small-business ecosystems, expanding and aligning career-pathway programs, and supporting the region's transition to a carbon-neutral economy. The report concludes with clear outputs, community engagement activities, financial strategies, and a forward-looking pathway that guided the Catalyst and Implementation phases and translate the insights from Part 1 into practical investments and workforce initiatives that support long-term regional resilience.

[2] Link to Part 1 and Part 2 of the Regional Plan.

OTHER DEVELOPMENTS

In addition to regional planning activities, several statewide developments helped shape the broader environment for California Jobs First. One significant milestone was the state's award of nearly $40 million in CERF Pilot Project funding to support communities in building "industries of the future." Among these early investments was $5 million for the PACE LA Green Loan Fund, designed to expand access to low-cost capital for energy-efficiency and clean-energy improvements in Los Angeles County. By supporting decarbonization, lowering energy costs for small businesses, and enabling green upgrades in underserved communities, the PACE fund demonstrated how strategic financing tools can align with Jobs First goals around equitable economic transition and climate resilience. These pilot projects also served as early demonstrations of the types of regional collaborations, industry partnerships, and equity-centered interventions that informed the development of full Regional Plans.[3]

Another key development was the creation of the California Jobs First Council in March 2024. Established as a first-of-its-kind statewide body, the Council was charged with coordinating economic development, workforce strategies, and sector-based investments across state agencies. It provides the governance structure necessary to align state resources with regional priorities, streamline implementation, and support the growth of high-quality jobs in priority sectors. The Council's formation signaled the state's long-term commitment to supporting regions beyond the planning phase, ensuring that the strategies developed by collaboratives statewide are connected to statewide funding pathways, policy alignment, and sustained infrastructure for equitable economic growth.[4]

[3] https://business.ca.gov/california-awards-nearly-40-million-for-communities-to-build-industries-of-the-future/
[4] https://www.gov.ca.gov/2024/03/08/californiasupport, and lead critical workflows and tasks, including-jobs-first-state-launches-first-of-its-kind-council-to-create-thousands-of-more-jobs-across-all-regions/

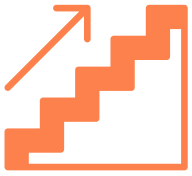
04 CATALYST PHASE

Originally designed as a two-phase program, GO-Biz added a phase, the Catalyst Predevelopment phase, in the fall of 2023. In terms of timeline, the Catalyst Predevelopment phase was designed to overlap with the Implementation phase. Programmatically, the Catalyst phase allocated $14 million to each region for predevelopment projects, the development of sector-specific Activation Plans, and the maintenance of each region's Stewardship Committee.

Predevelopment projects were at the heart of the Catalyst funding. $9 million of the total $14 million was allocated to projects that were not considered shovel-ready but demonstrated potential to generate regional impacts. GO-Biz broadly categorized projects into three stages for this program: exploratory, last-mile, and shovel-ready/ready-to-go. Catalyst funds were dedicated to advancing projects through the exploratory and last-mile stages to shovel-readiness. While most Catalyst phase funding was allocated to projects, the other key deliverable was the development of regional Activation Plans. These Activation Plans are designed to build on strategies in the Regional Plan, Part 2, for key sector development activities. They use the Plan's strategies to determine more precise tactics and activities to advance the priority sector over the next five years.

EXPLORATORY

Projects in the early stages of development that need funding to further research and assess feasibility.



LAST-MILE

Projects that are considered feasible and have undergone initial development steps

READY-TO-GO

Projects that have completed all necessary steps in predevelopment and are ready for full-implementation

In October 2024, the LA County region officially kicked off its Catalyst phase. The first significant development was a partnership with HR&A Advisors to serve as the region's Sector Investment Coordinator (SIC) through September 2026. As SIC, HR&A Advisors works alongside the Stewardship Committee to develop, manage, assist, and lead with critical workflows and tasks such as the distribution of Catalyst funds and the creation of Activation Plans.

CATALYST PROJECTS

From January to March 2025, the Stewardship Committee for the LA Region accepted applications for Catalyst Predevelopment project grants. While projects had no minimum award amount, the maximum that a project application could seek was $400,000. Projects were required to demonstrate alignment with Regional Plan priorities and larger programmatic objectives of equity, sustainability, resilience, job quality and access, and economic competitiveness. After receiving 126 applications, the Stewardship Committee notified 26 projects that they would be awarded funding in June 2026.

These projects span a wide range of industry sectors, reflecting the diverse and intersectional priorities of our region. Together, they advance work in clean energy, green infrastructure, bioscience, construction and skilled trades, health care, small business development, the creative economy, and emerging blue-economy fields. Many projects focus on building career pathways for priority populations, expanding access to technical training and certifications, and strengthening community-based economic resilience. Others concentrate on early-stage feasibility studies, predevelopment work for new facilities, or ecosystem-building efforts that connect businesses, education partners, and workforce organizations. Because some projects are in early exploratory stages while others are nearing implementation and require only final "last-mile" support, immediate outcomes may not always be visible. Instead, these efforts are designed to shape future development by providing the research, planning, and early-stage capacity needed to generate equitable, sustainable, and impactful results over time. This broad portfolio demonstrates how regional priorities identified in the Planning Phase are now being translated into local, implementable strategies.

Geographically, the funded projects span all SPAs. This distribution ensures that predevelopment resources support both historically underserved neighborhoods and major regional employment centers. The range of project types reflects the collaborative nature of the California Jobs First program, with awardees including community-based organizations, education institutions, municipal agencies, and industry partners. From clean-energy resilience hubs and solar workforce training sites to creative-industry microenterprise incubators, biomanufacturing pathway pilots, and port-adjacent blue-economy initiatives, these awards collectively position the region to advance equitable economic mobility, climate-aligned innovation, and sector growth. The Catalyst phase, therefore, serves as a bridge between the Regional Plan and full implementation, helping partners test new models, strengthen partnerships, and prepare projects for future implementation.

26 CATALYST GRANTS AWARDED

8 SERVICE PLANNING AREAS IMPACTED

7 REGIONAL AND TARGET SECTOR STRATEGIES ADVANCED

ACTIVATION PLANS

As part of the Catalyst Phase, the State of California incorporated Activation Plans[5] into regional contracts to move target sector-specific strategies toward execution.

In response, the LA region developed five Activation Plans. One Activation Plan was developed for each priority-traded sector, as these sectors are critical to prosperity through higher wages, productivity, and innovation.[6] These sectors concentrate in particular regions and sell products or services across regions, whereas local industries primarily serve local markets.[7] For the LA Region, the priority-traded sectors are:

- Aerospace Manufacturing
- Bioscience
- Clean and Renewable Energy
- Transportation and Logistics
- Video Production and Distribution

Across all five priority sectors, the Activation Plans translate the LA Regional Plan Part 2 into near-term, actionable strategies designed to strengthen each sector's ecosystem while advancing the core values of the California Jobs First program, including equity, sustainability, economic mobility, and community-centered development. Each plan follows the same strategic architecture:

1. Carbon-Neutral Economy,
2. Innovation and Entrepreneurship,
3. Small Business, and
4. Talent Development.

This shared structure reflects the Collaborative's goal of building a coordinated regional approach to job creation and sector growth, ensuring that industry-specific interventions reinforce broader regional economic objectives. Every plan also emphasizes that strategies must uplift historically disinvested communities and prepare residents for expanding economic opportunities.

[5] Activation Plans
[6] Ketels, 2017
[7] Delgado, Porter, & Stern, 2012

Across sectors, a consistent set of challenges and opportunities emerges. All industries face pressures related to climate transition, including the need to adopt cleaner technologies, modernize infrastructure, and meet statewide decarbonization commitments. Innovation ecosystems across industries are constrained by capital barriers, uneven access to R&D facilities, and challenges in scaling early-stage technologies. Small businesses face high barriers to entering industries dominated by large firms—from aerospace prime contractors to major streaming and production companies—and often lack the technical assistance, procurement pathways, and networks needed to grow. Finally, all sectors cite significant talent development challenges, including a need for standardized credentials, stronger training partnerships, exposure pathways for youth and adults, and more equitable access to high-quality, often non-degree, jobs.

The Activation Plans also share a common implementation timeline, focusing on the next 18 to 24 months to launch high-impact early wins while laying the foundation for larger-scale system change. This includes expanding incubators and accelerators, strengthening sector partnerships, creating communities of practice, piloting new training and certification models, supporting small-business readiness, and coordinating cross-sector initiatives aligned with federal funding opportunities. The plans are explicitly described as living documents to be updated as conditions evolve—whether due to shifts in the federal funding landscape, market dynamics, technological disruption (e.g., AI in media, automation in logistics), or community needs. Several plans note that implementation must also account for emerging regional crises, such as the ongoing wildfire recovery in LA County, underscoring the need for adaptable strategies.

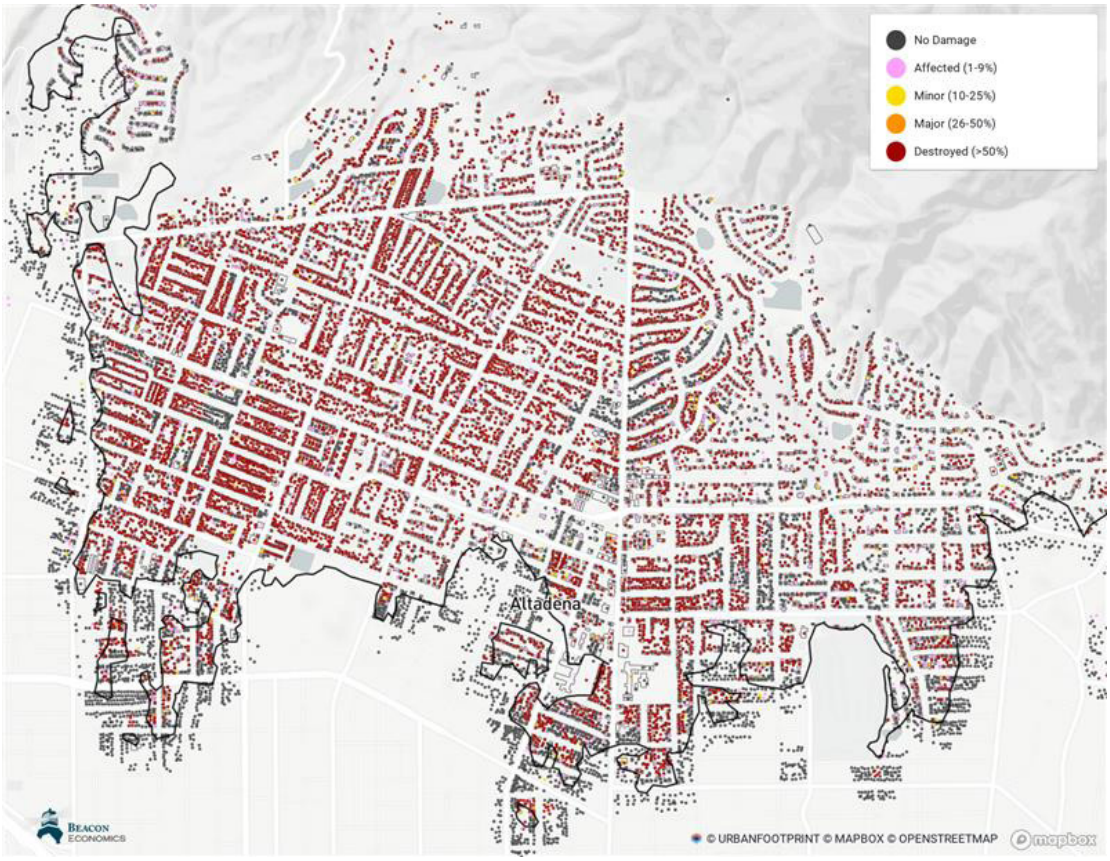
Taken together, the Activation Plans establish a blueprint for sector development that is both industry-specific and regionally cohesive. They position LA County to leverage its competitive advantages—from aerospace R&D to bioscience innovation, clean-energy expansion, creative-industry leadership, and port-driven logistics—while intentionally correcting structural inequities and preparing the workforce for a rapidly changing economy. Over the next two to five years, the Collaborative will seek funding to operationalize these strategies through coordinated governance bodies, targeted investments, and partnerships across government, industry, labor, education, and community organizations, moving the region from planning into implementation.

THE ACTIVATION PLANS POSITION LA COUNTY TO LEVERAGE ITS COMPETITIVE ADVANTAGES WHILE INTENTIONALLY CORRECTING STRUCTURAL INEQUITIES.

WILDFIRE RECOVERY AND RESILIENCE

The January 2025 Los Angeles wildfires, including the Palisades and Eaton fires, erupted under unusually extreme winter fire weather fueled by prolonged drought, exceptionally dry vegetation, and powerful Santa Ana winds. Beginning January 7, the fires spread with unprecedented speed for the season, collectively burning more than 40,000 acres, destroying more than 16,000 structures, and forcing mass evacuations across the region. At least 29 people were killed, making it one of the deadliest fire events in recent Southern California history. Scientists note that climate change played a significant role, with hotter and drier baseline conditions making severe fire weather far more likely. The event underscored how wildfire risk in Los Angeles is now evolving throughout the year, highlighting urgent need for improved land-use planning, resilient infrastructure, community preparedness, and long-term climate adaptation.

Details of damage caused by the 2025 Eaton (upper) and Palisades (lower) fires in Altadena and Pacific Palisades, respectively.



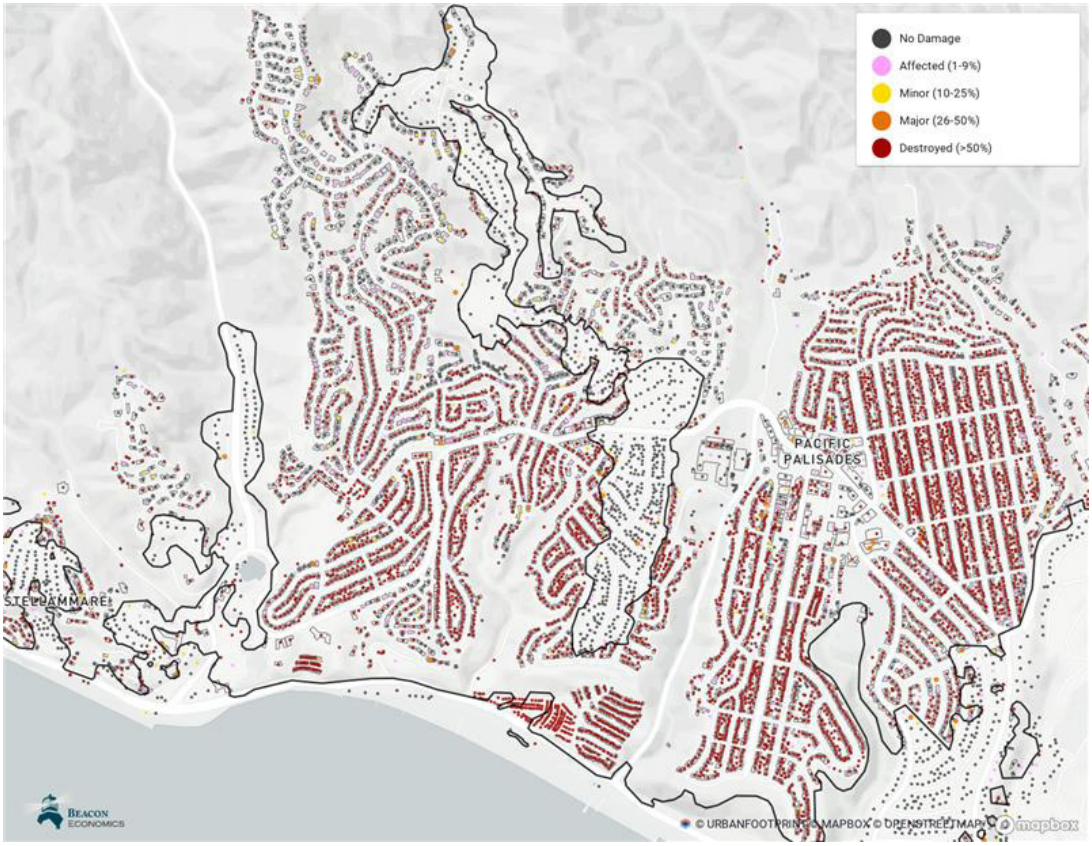


Image from “LA is Open” launch event.

To combat the devastating impact on the Altadena/Pasadena and Pacific Palisades communities due to the wildfires that occurred in January 2025, an additional $3 million was granted by the state and amended the Catalyst contract to include deliverables pertaining to the wildfires.

The Wildfire Impact and Resilience workstream combines coordinated messaging, business recovery support, community engagement, and data analysis to strengthen post-fire economic stability. Messaging efforts include supporting GO-Biz and partners in launching the “LA is Open for Business” campaign. Business support activities focus on creating a comprehensive repository of recovery resources, developing a business resilience toolkit, expanding Business Recovery Centers, and offering targeted technical assistance to help businesses access grants, financial tools, and best practices.

Community engagement activities center on coordinating with CBOs and public agencies to support grant applications, conducting outreach to affected workers, businesses, and homeowners, and collaborating with local partners to promote community-led recovery and funding strategies. The work stream also produces economic impact assessments that examine how wildfires affect industries, workers, and demographics, using an equity-focused approach. Quarterly public briefings will then share recovery metrics and insights to guide policymakers and stakeholders.

05 IMPLEMENTATION PHASE

The Implementation Phase marks the transition from planning to investing in projects that bring each region's economic strategies to life. It provides up to $125 million statewide to support ready-to-go initiatives that grow high-quality jobs, strengthen sector ecosystems, expand workforce pathways, and advance equitable and climate-aligned development. Only sectors designated by the state's Economic Blueprint as "Accelerate" or "Bet" are eligible; for Los Angeles County, these include the clean economy, aerospace manufacturing, life sciences, and the emerging blue economy and quantum. The phase is overseen by the California Jobs First Council and partner state agencies to ensure that funded projects align with long-term economic resilience and statewide climate goals.

The Implementation Phase includes two rounds of funding, with approximately $80 million awarded in Round 1 across four regional clusters: life sciences, aerospace and defense, ag tech and farm equipment, and the bioeconomy. These clusters span seven of California's thirteen economic regions and are projected to create more than 23,000 direct and indirect jobs. Round 2 began in late 2025, with regions submitting their Notices of Intent in November as part of the next competitive cycle. In Round 1, Los Angeles County received $23.92 million for its Life Sciences cluster, supporting the implementation of the region's five-year Life Sciences Strategy. The award funds four interconnected projects, including a new graduation-stage lab and manufacturing space, an attraction campaign for large life science employers, expanded business acceleration and capital access programs, and a bioscience asset-mapping and activation initiative. These investments are intended to catalyze the creation of 10,000 high-quality jobs by 2030 and position LA County as a globally competitive, inclusive hub for bio-innovation.

As a parallel, closely related component of California Jobs First, the state launched the RIII Tribal Investment Phase, a dedicated $15 million funding stream to support economic growth, workforce development, and climate resilience in California Native American communities. This flexible fund, released through a 2025 RFP, allowed tribes, tribal coalitions, and tribally led organizations to propose planning, predevelopment, and implementation projects aligned with their own priorities and cultural values. In June 2025, the California Jobs First Council awarded the full $15 million to 14 tribal projects statewide, supporting activities ranging from clean-energy deployment and bioenergy production to aquaculture and ecosystem restoration, land-use planning, and career-pathway development in the clean economy, health care, and high-tech sectors.

Two awardees in this round were partners of the LA County Jobs First Collaborative. One partner, Native First Lending, received $1 million to establish a revolving loan fund that expands access to capital for Native American business communities across LA County, supporting entrepreneurship, job creation, and long-term economic stability. Another partner, Native Development Network, was awarded $776,000 to conduct research to support the development of career pathways across the health care, renewable energy, environmental protection, fire protection, water conservation, and technology sectors. Together, these two LA County awardees advance both economic mobility and clean-energy transition for Native American residents in the region.

LOOKING AHEAD

WHERE WE ARE TODAY

California Jobs First has reached a pivotal inflection point. The Planning Phase and Catalyst Awards have been successfully delivered, and regions are now advancing into the early stages of Implementation. However, no additional funding or legislation currently exists to extend regional collaboratives beyond the grant period ending September 2026, creating uncertainty about long-term continuity. The existing Steering Committee structure was explicitly designed to guide the Planning and Catalyst phases, and it has now fulfilled that mandate. As the program moves toward long-term sustainability and institutionalization, a new governance model is required to provide stability, strategic direction, and clarity for the region's 800-plus partners.

The State of California, through GO-Biz and the Jobs First Council, has directed all 13 regions to begin governance transitions to prepare for the program's next era. While the state is exploring how to institutionalize Jobs First at a statewide level, the pathway forward remains ambiguous. Regions are therefore expected to proactively adapt their structures to ensure alignment with whatever formal statewide framework emerges. For Los Angeles County, this means preparing a governance model that reflects the region's scale, complexity, and unique economic landscape while still remaining flexible enough to evolve as state guidance becomes clearer.

Throughout fall 2025, the Steering Committee engaged in a robust, consensus-driven process to shape the future governance model. Through leadership planning sessions, four full Steering Committee convenings, surveys, written feedback, Mentimeter polling, and iterative draft reviews, the Committee provided clear direction for the transition. Members emphasized the need for a multitiered structure, broader community and industry engagement, the identification of a fiscal sponsor, and the creation of a dedicated transition body to guide the next phase. This structure is intended to balance inclusivity, operational efficiency, and long-term vision, ensuring the LA Collaborative is ready to integrate future state direction once formalized.

With the Planning and Catalyst phases concluding, and Implelmentation activities ramping up, a stable governance foundation is critical. A transition framework ensures continuity as funding cycles shift and the formal California Jobs First program sunsets. The governance foundation prevents gaps in leadership, preserves institutional memory, and provides partners with clarity on roles, responsibilities, and decision-making processes. Most importantly, it positions Los Angeles County to institutionalize California Jobs First beyond 2026, ensuring that multi-sector collaboration, equity-centered economic development, and regional alignment remain durable features of the county's economic future.

ISAC AND BRIM

The new governance model for California Jobs First in Los Angeles County is built around a three-tier participation structure designed to provide clarity, balance, and broad engagement as the region prepares for long-term sustainability. At the center is Tier 1: the Investment & Sustainability Advisory Committee (ISAC), a 15-member transition body responsible for guiding regional strategy, synthesizing inputs, and overseeing the development of the Legacy Blueprint and Transition Report. ISAC is organized into three clusters—Regional Integration, Pillar Alignment, and Functional Operations—to ensure geographic representation, subject-matter expertise, and strong operational capacity. Tier 2 consists of the Working Groups, where partners engage directly in governance, strategy development, and sector implementation. These include two crosscutting governance groups—Funding, Sustainability, and Partnerships, as well as Policy and Advocacy—in addition to five BRIM-sector groups that convene partners in the region's priority industries. Tier 3 is the broader CJF Collaborative, a countywide network of more than 800 partners who stay engaged through convenings, information sessions, and collaborative activities. Together, these tiers create a structure that is both representative and flexible, positioning the region for effective implementation and long-term institutionalization.

Under this model, Tier 2 Working Groups drive the core content and meet regularly to produce the foundational materials needed for the region's transition. The Funding, Sustainability, and Partnerships group develops a long-term sustainability toolkit; the Policy and Advocacy group produces a future-facing advocacy and impact playbook; and the BRIM-sector groups draft sector implementation and partnership frameworks. These outputs flow directly into Tier 1: the ISAC Core Group, which meets monthly to integrate all materials into the final deliverables. ISAC's primary product is the Legacy Blueprint and Transition Report, due in August 2026, which will include a governance framework, a regional investment and sustainability plan, and a communications and branding strategy. This tiered, iterative structure ensures that broad partner input is captured while maintaining a clear decision-making core, allowing the LA region to navigate the uncertainty of future state guidance and build a durable, long-term institutional framework.

ECONOMIC ANALYSIS

LOS ANGELES COUNTY

OVERVIEW

Los Angeles County is one of the largest and most diverse economic regions in the United States, shaped by its geography, population size, and broad mix of industries. An up-to-date assessment of regional economic conditions is important for understanding current trends, identifying areas of strength and constraint, and supporting informed policy and planning decisions.

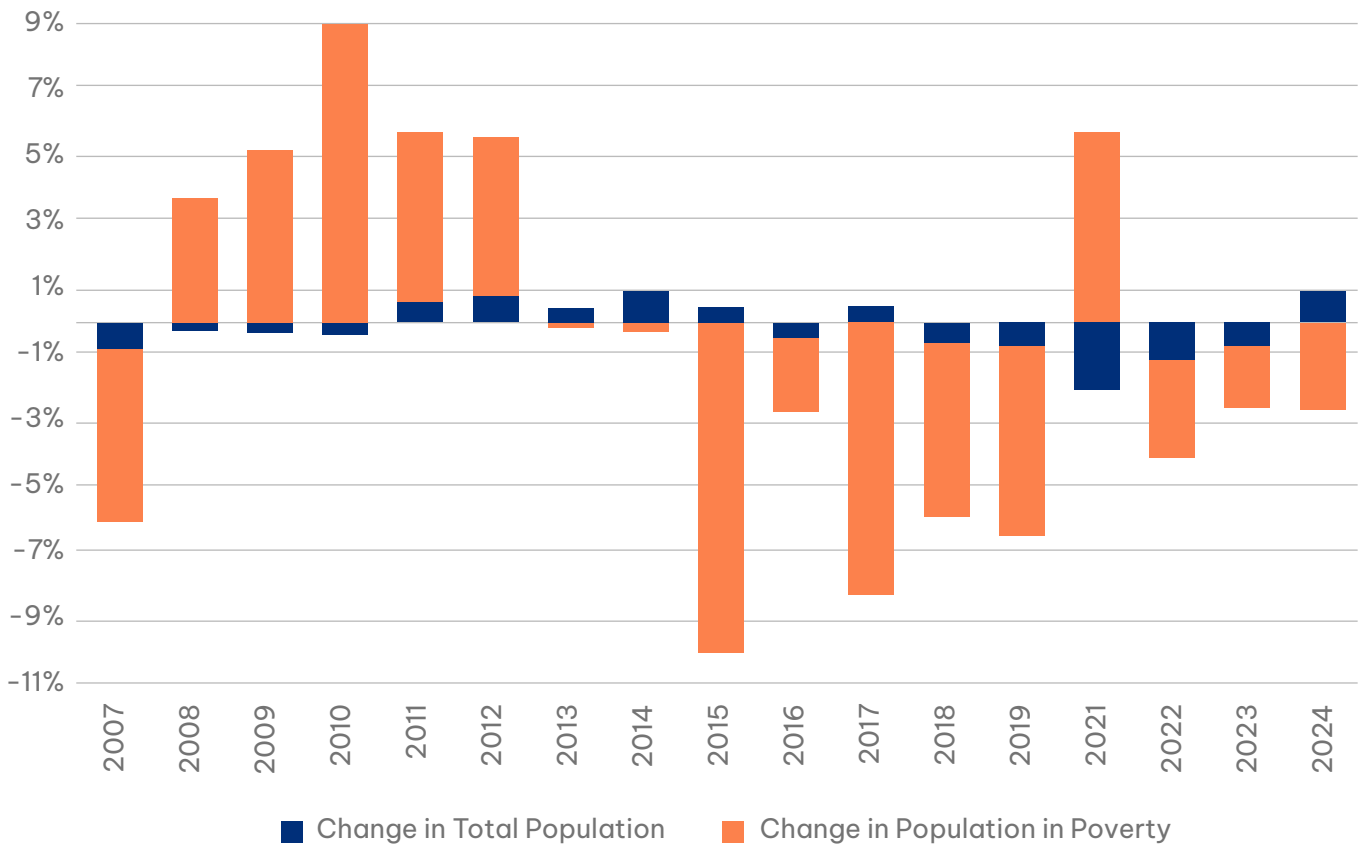
The analysis is centered on four key forces shaping the regional economy today: housing and real estate conditions, immigration and labor supply, the size and growth of the health care sector, and the expanding role of artificial intelligence. Together, these topics highlight both the near-term constraints facing the region and the specific areas where longer-run shifts in investment, employment, and productivity are most likely to occur. Against this backdrop, recent trends across core economic, demographic, and social indicators provide a useful starting point for evaluating the County's current economic position.

To distinguish local conditions from broader national trends, this section compares Los Angeles County with peer metropolitan statistical areas (MSAs)—Houston, Dallas, Atlanta, and Phoenix. As of 2024, Los Angeles County's population was approximately 9.76 million, making it the largest among the peer metropolitan areas shown. Between 2021 and 2024, the County's population declined by 0.7 %, while Atlanta, Dallas, Houston, and Phoenix all experienced population growth of between 4.3 % and 8.2 %. This shows that recent population trends in Los Angeles County differ from those observed in several other large metropolitan regions.

Over the same period, the number of Los Angeles County residents living in poverty declined to about 1.28 million, a decrease of 6.8% since 2021. Poverty also declined in Atlanta (9.6%), Dallas (5.0 %), and Phoenix (3.0%), while Houston experienced an increase of 10.5%. Together, these trends show that poverty levels have generally fallen in several major metro areas, although the size and direction of the change varies by region.

Annual Percent Change in Total Population and Population Living in Poverty, Los Angeles County (2007–2024)

Figure 1



Source: U.S. Census Bureau. Analysis by Beacon Economics.

Population and Poverty Trends, Los Angeles County and Peer Metropolitan Areas
Table 1

	Los Angeles County	Atlanta (MSA)	Dallas (MSA)	Houston (MSA)	Phoenix (MSA)
Population (2024)	9,757,179	6,409,047	8,344,032	7,796,182	5,186,958
Percent Change (2021–2024)	-0.7%	4.3%	7.5%	8.2%	4.9%
Population in Poverty (2024)	1,275,371	633,704	799,450	1,105,434	523,232
Percent Change (2021–2024)	-6.8%	-9.6%	-5.0%	10.5%	-3.0%

Source: U.S. Census Bureau. Analysis by Beacon Economics.

Domestic migration has been a central driver of recent population change. In 2022, Los Angeles County recorded 138,512 inbound moves and 233,139 outbound moves, resulting in a net migration loss of 94,627 residents. By contrast, all peer metropolitan areas examined experienced net in-migration, including gains of 62,683 residents in Dallas, 57,114 in Phoenix, 37,248 in Houston, and 21,058 in Atlanta. These differences highlight the extent to which population shifts have favored faster-growing regions, while Los Angeles County has continued to lose residents to other parts of the country.

Migration Flows and Net Migration, Los Angeles County and Peer MSAs (2022)

Table 2

Indicators	Los Angeles County	Atlanta (MSA)	Dallas (MSA)	Houston (MSA)	Phoenix (MSA)
Inbound Migrations	138,512	165,332	227,804	163,588	306,938
Outbound Migrations	233,139	144,274	165,122	126,340	249,824
Net Migrations	-94,627	21,058	62,683	37,248	57,114

Source: IRS Statistics of Income (SOI) Migration Data (2022). Analysis by Beacon Economics.

High living costs remain a key factor shaping migration and residential decisions. Los Angeles County's Cost of Living Index of 163.1—meaning the overall cost of a standardized basket of goods and services is more than 60% above the national average—continues to place significant pressure on household budgets relative to most large metropolitan areas.

Cost of Living Index, Los Angeles County and Peer MSAs (2025)

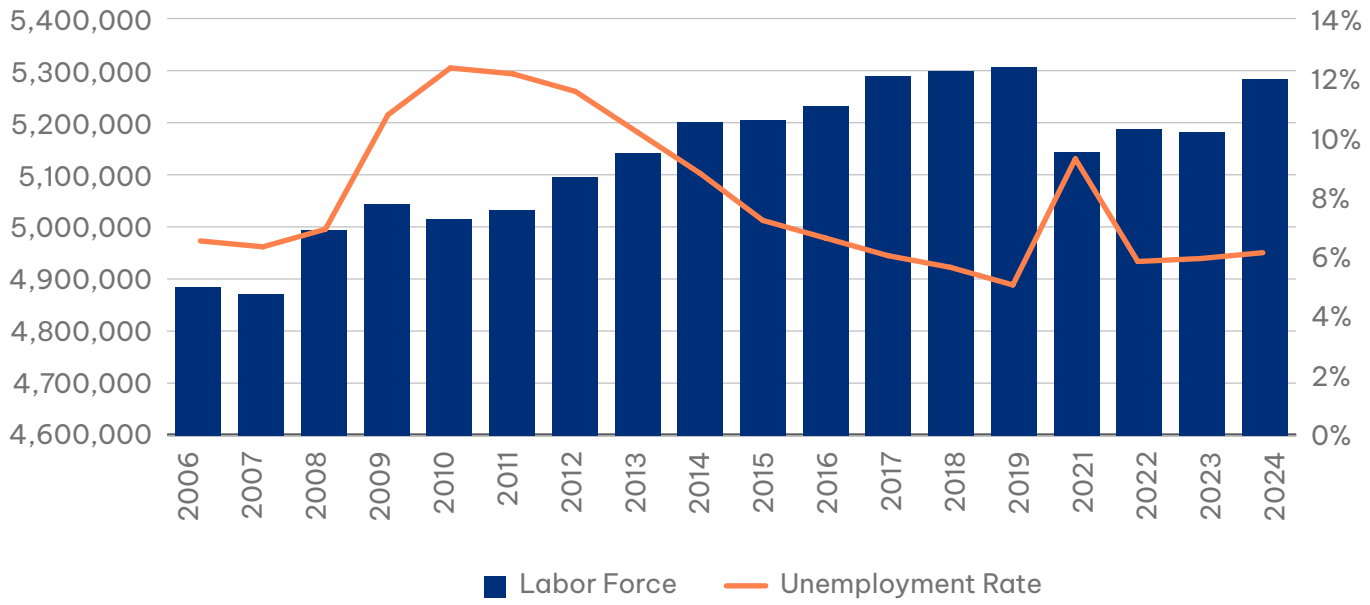
Table 3

Indicators	Los Angeles County	Atlanta (MSA)	Dallas (MSA)	Houston (MSA)	Phoenix (MSA)
Cost of Living Index	163.1	96.5	99.2	96.3	108.6

Source: The Council for Community and Economic Research (2025). Analysis by Beacon Economics.

Labor market conditions have experienced a modest recovery following the COVID-19 pandemic, though employment remains below pre-pandemic levels by fewer than 100,000 jobs. Los Angeles County's labor force reached 5.28 million workers in 2024, an increase of 2.7% since 2021. Growth in several peer regions has been considerably faster, including Dallas (10.0%), Houston (11.1%), Phoenix (8.7%), and Atlanta (8.1%), consistent with their stronger population growth and sustained net in-migration. By contrast, Los Angeles County's slower labor force expansion reflects continued out-migration and higher housing and living costs, which may be constraining the region's ability to attract and retain workers despite improving overall employment conditions.

Labor Force Size and Unemployment Rate, Los Angeles County (2006–2024)
Figure 2



Source: U.S. Census Bureau. Analysis by Beacon Economics.

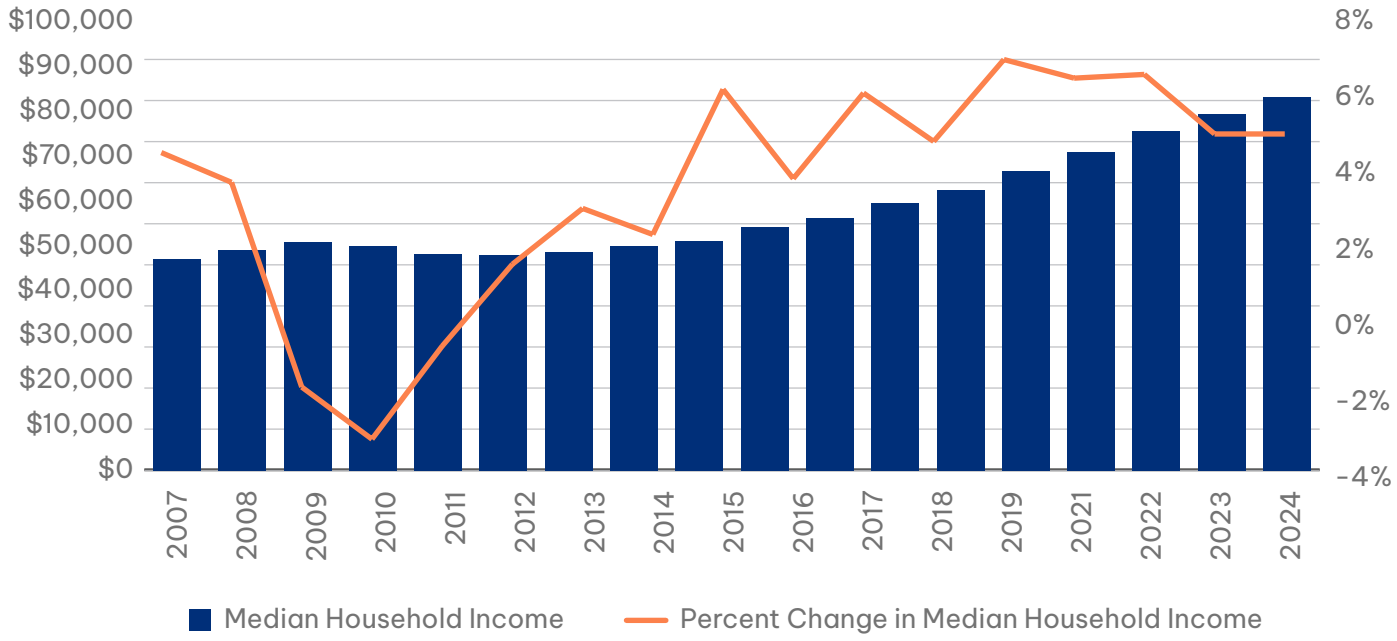
Labor Force Trends, Los Angeles County and Peer MSAs
Table 4

Population of Labor Force	Los Angeles County	Atlanta (MSA)	Dallas (MSA)	Houston (MSA)	Phoenix (MSA)
2024	5,283,403	3,492,626	4,533,746	4,042,901	2,713,330
Percent Change (2021-2024)	2.7%	8.1%	10.0%	11.1%	8.7%

Source: U.S. Census Bureau. Analysis by Beacon Economics.

Household incomes have risen by about 15 percent or more across major metropolitan areas in recent years. In Los Angeles County, median household income reached $90,845 in 2024, reflecting a 17.3% increase since 2021, before adjusting for inflation. This growth is slower than in Dallas (22.1%) and Atlanta and Phoenix (both 19.0%), but faster than in Houston (14.8%). However, gains in Los Angeles County are constrained by the region's high cost of living. As shown in Table 3, Los Angeles County's cost of living index stands at 163.1 in 2025, far exceeding peer regions such as Atlanta (96.5), Dallas (99.2), Houston (96.3), and Phoenix (108.6), limiting improvements in real purchasing power despite rising incomes in current dollars.

Median Household Income, Los Angeles County (2007-2024)
Figure 3



Source: U.S. Census Bureau. Analysis by Beacon Economics.

Median Household Income Trends, Los Angeles County and Peer MSAs
Table 5

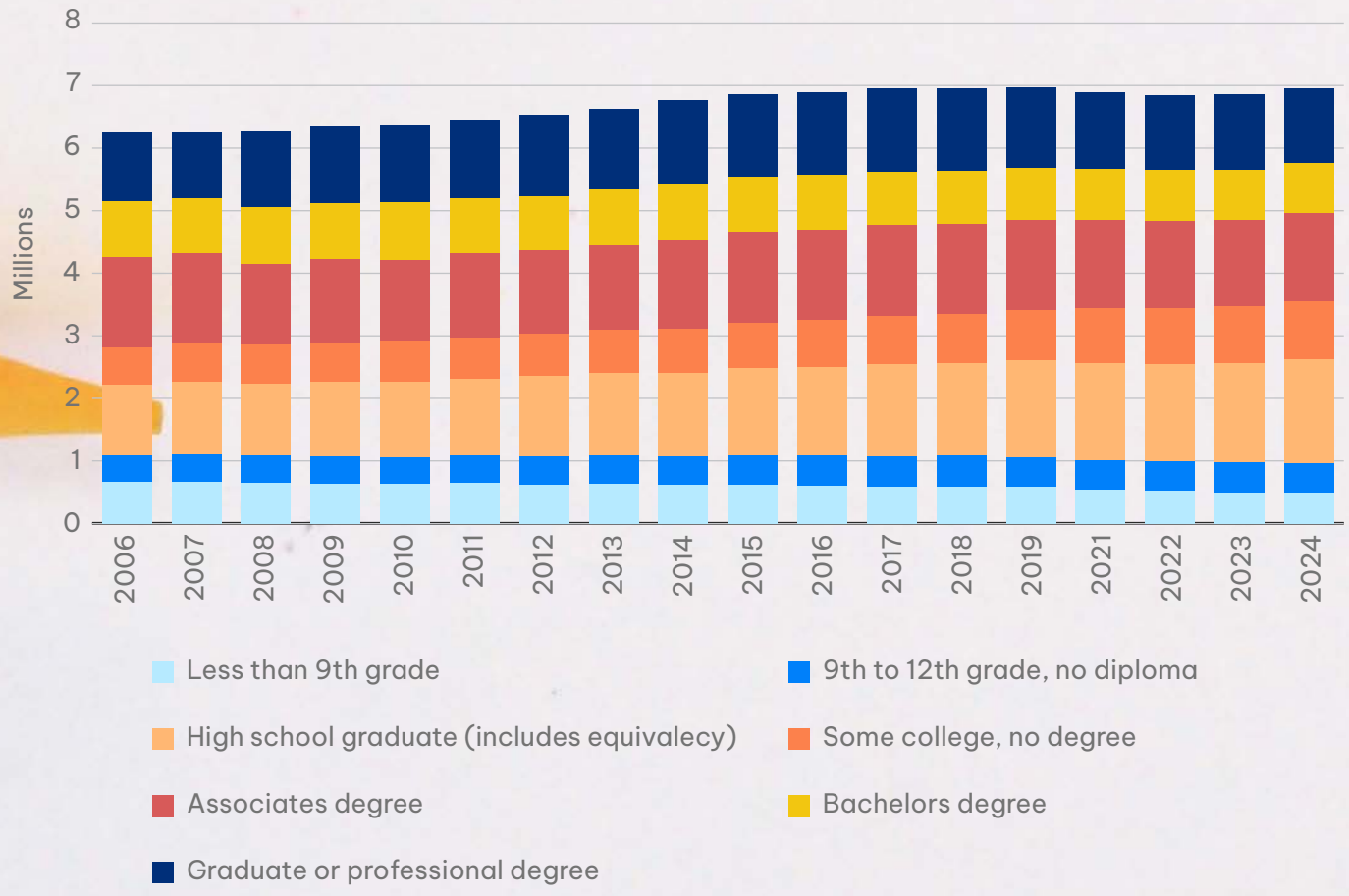
Median Household Income	Los Angeles County	Atlanta (MSA)	Dallas (MSA)	Houston (MSA)	Phoenix (MSA)
2024	$90,845	$92,344	$92,733	$81,417	$90,133
Nominal Percent Change (2021-2024)	17.3%	19.0%	22.1%	14.8%	19.0%

Source: U.S. Census Bureau. Analysis by Beacon Economics.

Educational attainment continues to reflect both strengths and challenges in the County's workforce. In 2024, 37.2% of adults age 25 and older in Los Angeles County held at least a bachelor's degree, including 13.4% with a graduate or professional degree, supporting the County's concentration in high-skill industries such as health care, technology, and professional services. However, this share remains below levels observed in peer regions such as Atlanta (43.9%), Dallas (41.0%), and Houston (37.3%), and is roughly in line with Phoenix (36.9%).

At the same time, 18.6% of adults in Los Angeles County had not completed high school, more than double the number in Atlanta (8.6%) and substantially higher than in Dallas (11.6%), Houston (14.6%), and Phoenix (10.0%), underscoring persistent barriers to upward mobility for a sizable segment of the population.

Educational Attainment, Residents 25+, Los Angeles County (2006-2024)
Figure 4



Source: U.S. Census Bureau. Analysis by Beacon Economics.

Educational Attainment, Residents 25+, Los Angeles County and Peer MSAs (2024)

Table 6

Level of Education	Los Angeles County	Atlanta (MSA)	Dallas (MSA)	Houston (MSA)	Phoenix (MSA)
Less than 9th grade	11.6	3.8	6.3	7.9	4.4
9th to 12th grade, no diploma	7	4.8	5.3	6.7	5.6
High school graduate (includes equivalency)	20.2	22.2	21.6	22.6	22.6
Some college, no degree	17	17.4	18.7	18.3	21.4
Associates degree	7	8	7.1	7.3	9
Bachelor's degree	23.8	26.4	25.8	23	22.6
Graduate or professional degree	13.4	17.5	15.2	14.3	14.3

Source: U.S. Census Bureau. Analysis by Beacon Economics.

Taken together, these indicators describe a regional economy characterized by income growth and improving poverty outcomes, alongside continued population decline driven by net out-migration, much higher than average living costs, and slower labor force expansion than in many peer metropolitan areas. These conditions provide the context for understanding how housing markets, immigration patterns, health care sector growth, and the adoption of artificial intelligence are shaping Los Angeles County's economic outlook.

HOUSING AND REAL ESTATE

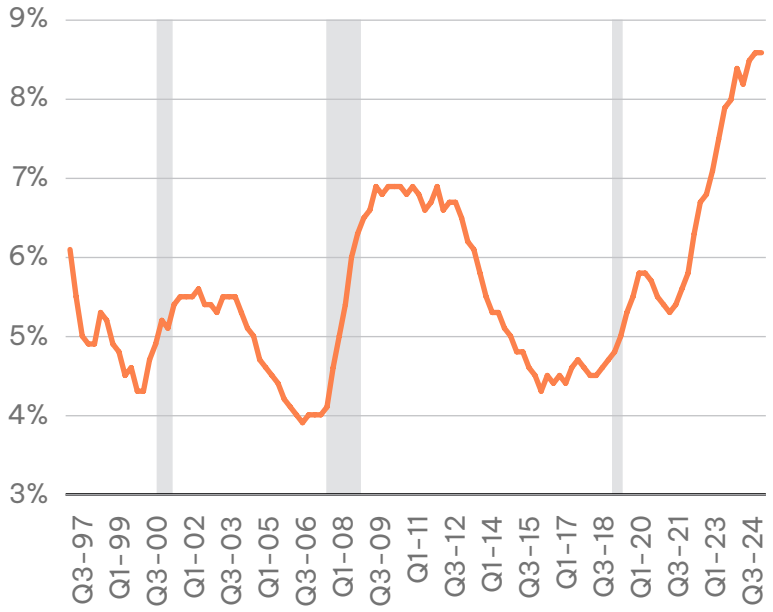
Post-pandemic shifts are reshaping Los Angeles County's real estate landscape: weakening demand for traditional office space is creating openings for demolitions and adaptive reuse, while demand for housing remains comparatively steady even amid broader economic softness. Housing is increasingly important for workforce access.

Commercial Real Estate

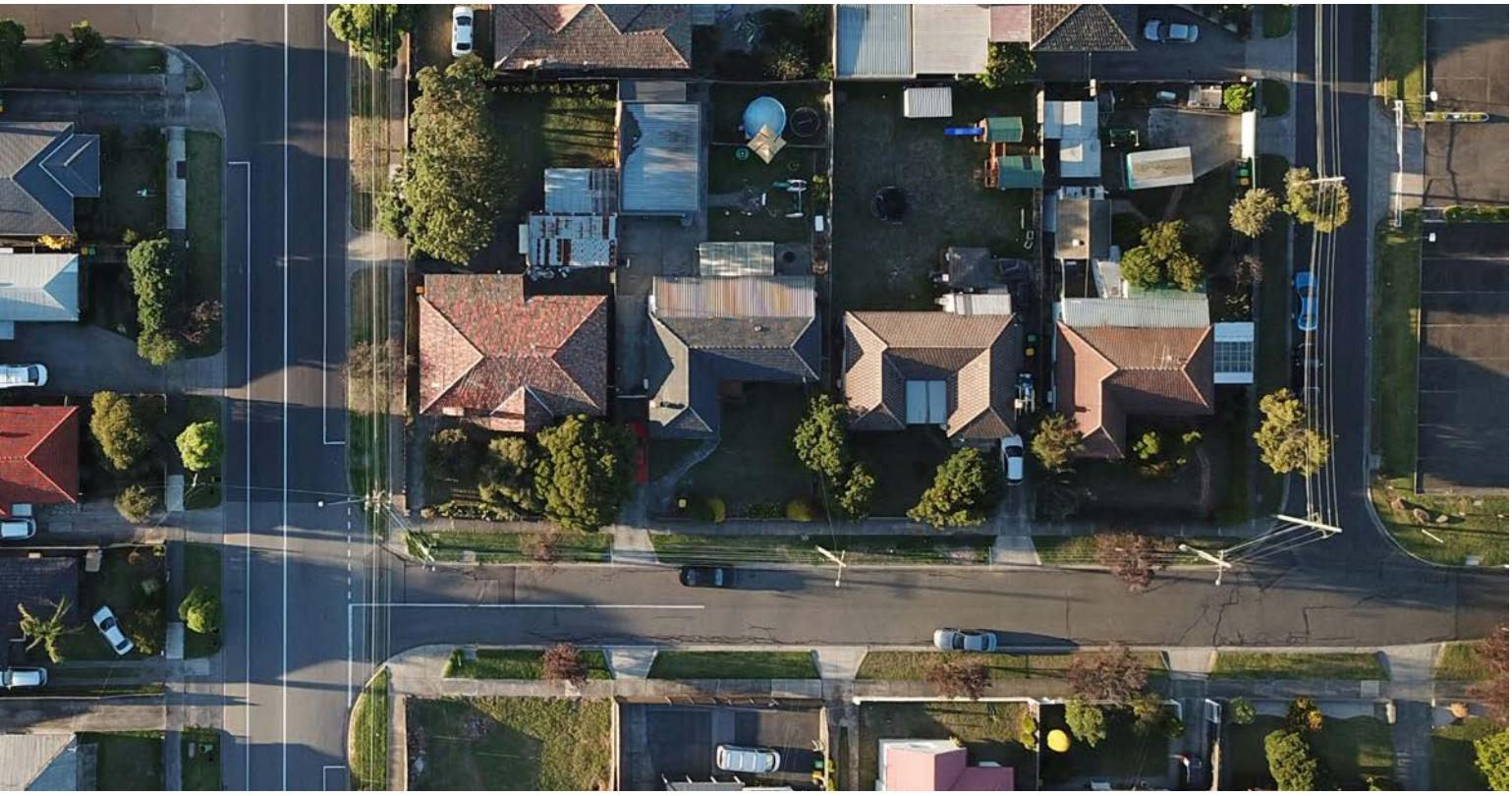
The fallout from the pandemic has had a disparate impact on Los Angeles' commercial real estate markets. The largest disruption has occurred in the warehouse and distribution sector, which was buoyed by the shift from traditional brick-and-mortar shopping to e-commerce, a trend that was already in place before the pandemic and accelerated as a result of it. Asking rents[8] for most market segments have increased, except for office space, which has experienced a flattening in rents since the beginning of the pandemic as demand remains relatively weak. Vacancy rates experienced pronounced drops in the warehouse and distribution and flex segments during the early years of the pandemic, but across all commercial segments, vacancy rates remain at an all-time high.

[8] AKA Face Rent, this represents the dollar amount the lessor is asking for in order to lease their building/space/land.

Commercial Vacancy Rate, Los Angeles County
Figure 5

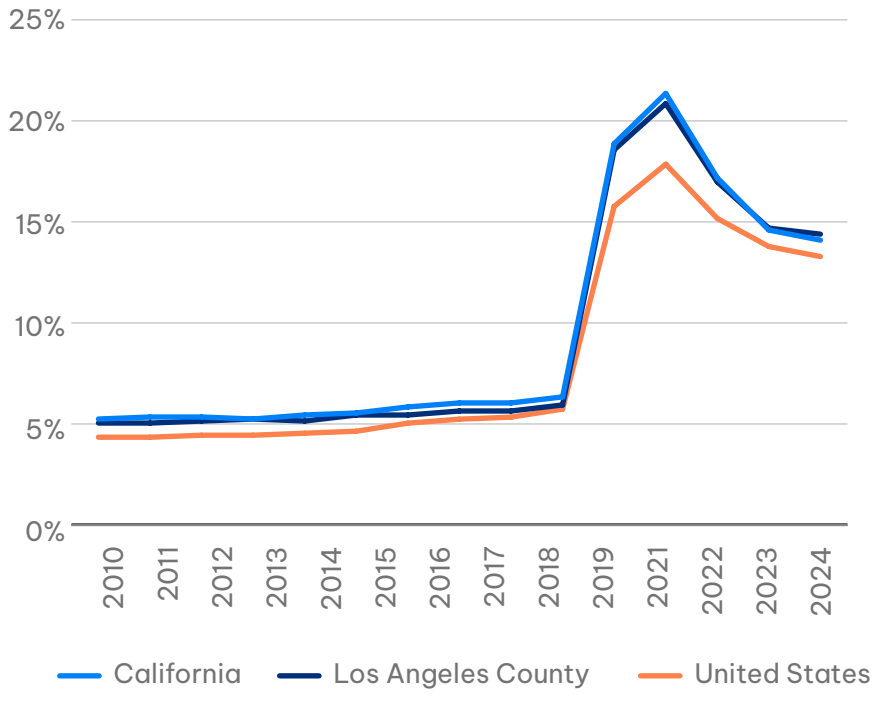


Source: CoStar. Analysis by Beacon Economics.
Note: Commercial includes Office, Industrial, Retail, and Flex Properties.



Sharp increases in vacancy rates are the norm during recessions, but the recent increase has been fueled largely by a significant outflow in the office sector. Office space is being used differently than it was before the pandemic. The longevity of the work-from-home trend will ultimately shape office real estate markets. During the early years of the pandemic, labor shortages gave workers the leverage to continue working from home and employers often agreed to those preferences. However, the recent slowdown in the economy has weakened worker autonomy and likely strengthened employer demands for a greater in-office presence, although there was only a modest decline in the share of workers who worked primarily from home in 2024 (see Figure 6).

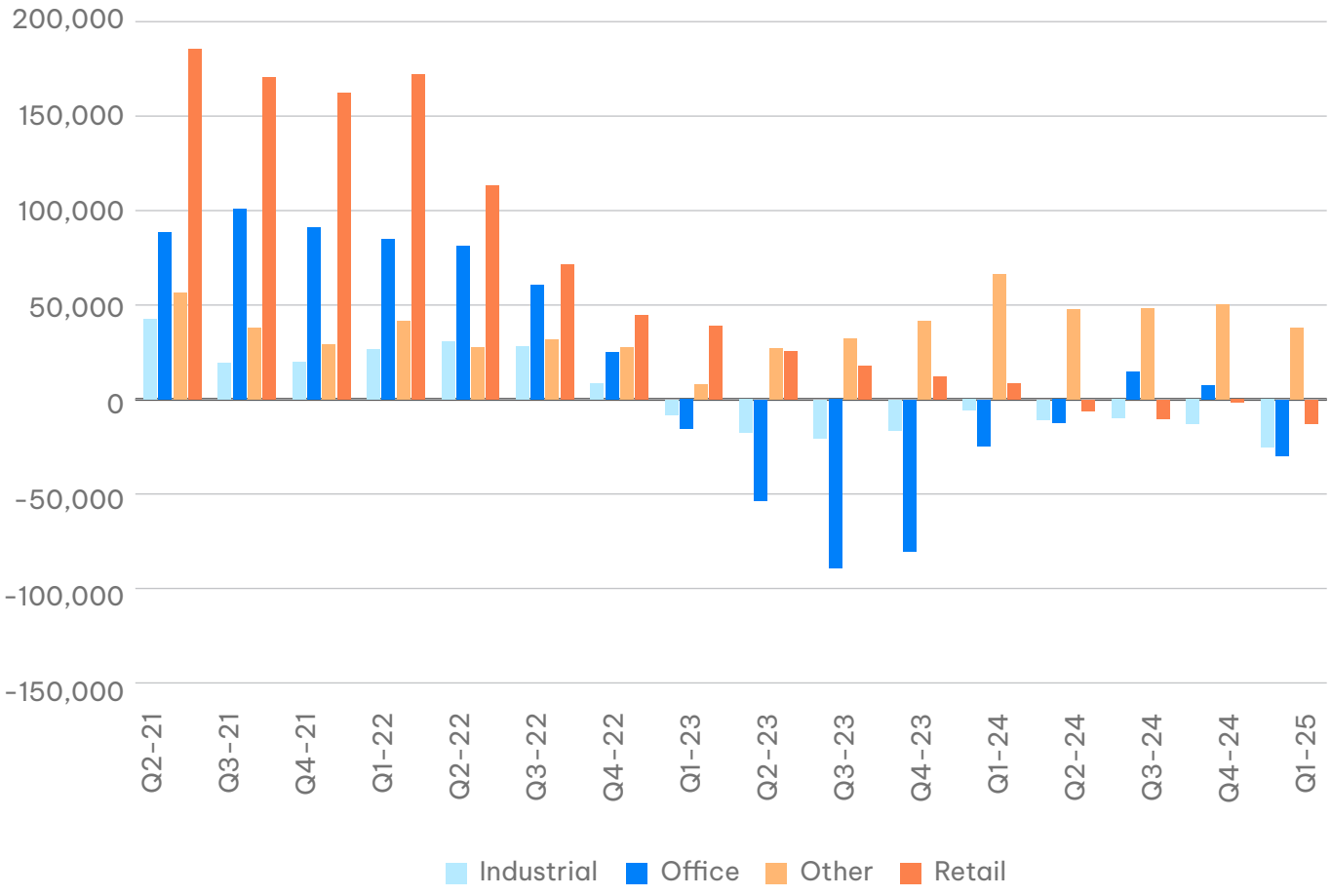
Share of Workers Who Work From Home
Figure 6



Source: U.S. Census Bureau. Analysis by Beacon Economics.

The fact that workers are not entirely remote, and that employers are keen for workers to maintain an office presence, should provide some support for office real estate markets. Yet the office sector remains considerably weak. During the most recent quarter (Q1-25), office-facing employment in Los Angeles County declined by nearly 30,000. Retail and industrial-facing employment have also turned negative. The decline in retail is a recent development, but the sustained decline in industrial employment is surprising given how well the industry has performed in neighboring counties such as San Bernardino and Riverside. The balance of industries, which is reflected in the "Other" category, has been comparatively stronger because this category includes Health Care. While office vacancy is often seen as a real estate issue, it also has direct labor-market consequences. Fewer in-office days and reductions in office-using employment reduce daytime foot traffic and spending locally, which can quickly translate into weaker demand for downtown-serving businesses and the jobs they support, including food service, retail, building services, and hospitality.

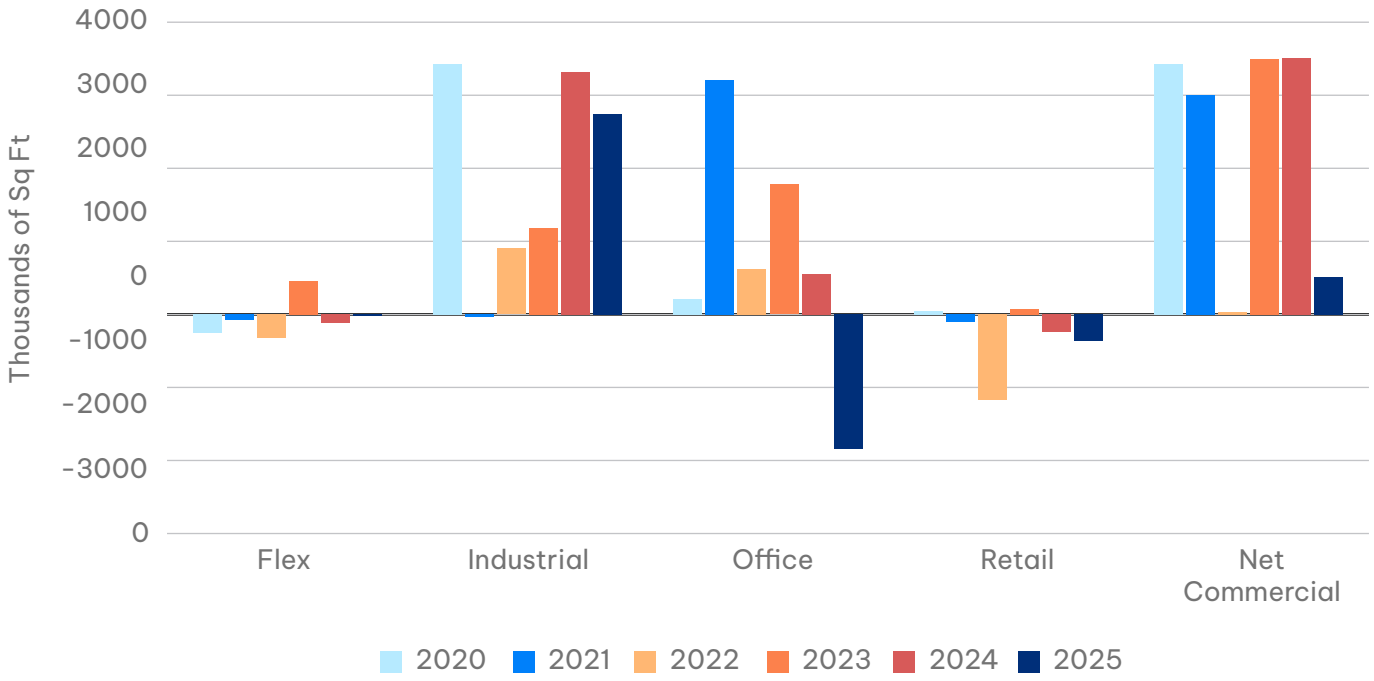
Annual Change in Employment by Commercial Segment, Los Angeles County
Figure 7



Source:U.S. Bureau of Labor Statistics. Analysis by Beacon Economics.

This means that, while office markets could experience further weakness, it is unlikely they will undergo a complete transformation in the short term. This is not to say the pandemic has not changed the nature of office or urban economies. Some office space that cannot be modified or adapted to a changing landscape will likely be converted to other uses, such as residential, hotel, data centers, or self-storage. For example, Digital Realty has acquired a 5.39-acre site in Vernon, California, where it plans to build a new data center to meet rising demand for high-density computing capacity in the Los Angeles region.

Net Deliveries[9] by Commercial Segment, Los Angeles County
Figure 8



Source: CoStar. Analysis by Beacon Economics.

[9] Net Deliveries = Completions (new stock) less Demolitions.

> **THE LIKELY OUTCOME OF THE SHIFT TO HYBRID WORK IS A TRANSFORMED OFFICE RATHER THAN AN EXTINCT ONE.**

The ongoing shift to hybrid work will prompt many firms to redesign their spaces to enhance collaboration and employee well-being. Yet, as with prior predictions of a world where workers will be telecommuting en masse, current expectations may have been premature. The most likely outcome is a transformed office rather than an extinct one.[10] However, in Los Angeles, more office space is being demolished than completed on net. During the most recent fiscal year, more than 1.8 million square feet of office space was removed (either through demolition or conversion to other uses), marking the largest decline in history. Since fiscal year 2020, more than 9.5 million square feet of office space has been demolished.

Downtown Los Angeles has been slow to rebound in the post-pandemic period, and several empty office towers have become prime candidates for demolition. Although the market is weak, it's unlikely we will see the death of downtowns. Downtown areas offer unique amenities and benefits that cannot be replicated in remote-work environments, such as access to public transportation, restaurants, and cultural amenities. As a result, some companies and employees still value the advantage of working in a centralized office location, and downtown office markets continue to play an essential role in many cities' economic landscapes.

Adaptive reuse remains the main outlet for reducing downtown's office footprint. Jamison Services is leading the largest conversion project in the history of Los Angeles, with plans to transform the 1 million-square-foot ARCO Tower into 691 residential units as part of a wider effort to expand housing in the city. The firm is also responsible for converting Wilshire Catalina Plaza in Koreatown, and according to its website, has delivered just under 2,500 apartment units through adaptive reuse projects.[11]

While demolitions and adaptive reuse projects are shrinking the traditional office footprint, trends in net absorption show that these changes are part of a wider realignment across all major property types. Net absorption, which measures the change in total occupied space, in Los Angeles County has been exceptionally weak across most categories, with the exception of multifamily, which experienced a modest decline during the pandemic but has since rebounded. This indicates that demand for housing remains stable despite the ongoing weakness in the local economy.

[10] Barrero, J. M., Bloom, N., and Davis, S. J. (2023). "The Evolution of Working from Home" (SIEPR Working Paper 23-19).
[11] Yeh, Catherine, and Bill Kitchens. "Adaptive Reuse in Los Angeles Contributes to Rightsizing Office Inventory." CoStar, August 12, 2025

Net Absorption of Commercial Real Estate, 000s of Sq. Ft., Los Angeles County
Table 7

Fiscal Year	Flex	Industrial	Multifamily	Office	Retail
2019	-261.4	3,690.0	8,158	-20.5	-1,492.2
2020	-458.2	-6,389.3	-906	-2,158.5	-1,680.3
2021	-240.1	7,773.5	23,798	-9,409.0	-2,751.0
2022	134.2	6,518.1	19,792	-570.7	57.1
2023	-71.9	-16,182.9	5,784	-4,137.3	-460.6
2024	-724.6	-11,154.6	11,539	-5,219.0	-1,326.0
2025	-827.5	-4,995.3	10,942	-3,178.8	-2,250.8

Source: CoStar. Analysis by Beacon Economics.
Note: Multifamily counts are in units.

Industrial net absorption across the county has experienced three consecutive years of sharp losses. Rather than an overbuilding, this downturn primarily reflects a contraction in the tenant base. Drivers include population loss and softer local consumption, inventory destocking[12] after the pandemic surge, weaker port-related volumes, and corporate consolidations and bankruptcies among major retailers and logistics operators. The adjustment has been most pronounced in large, port-oriented logistics facilities, especially 100,000 to 500,000-square-foot buildings in trade-exposed submarkets, while smaller infill product has generally remained more insulated. A modest wave of recently delivered larger buildings, some of which came to market vacant, has added to the space that must be absorbed in a weaker demand environment, contributing to rising vacancy even as overall inventory growth remains constrained by land scarcity and ongoing demolitions of obsolete product.

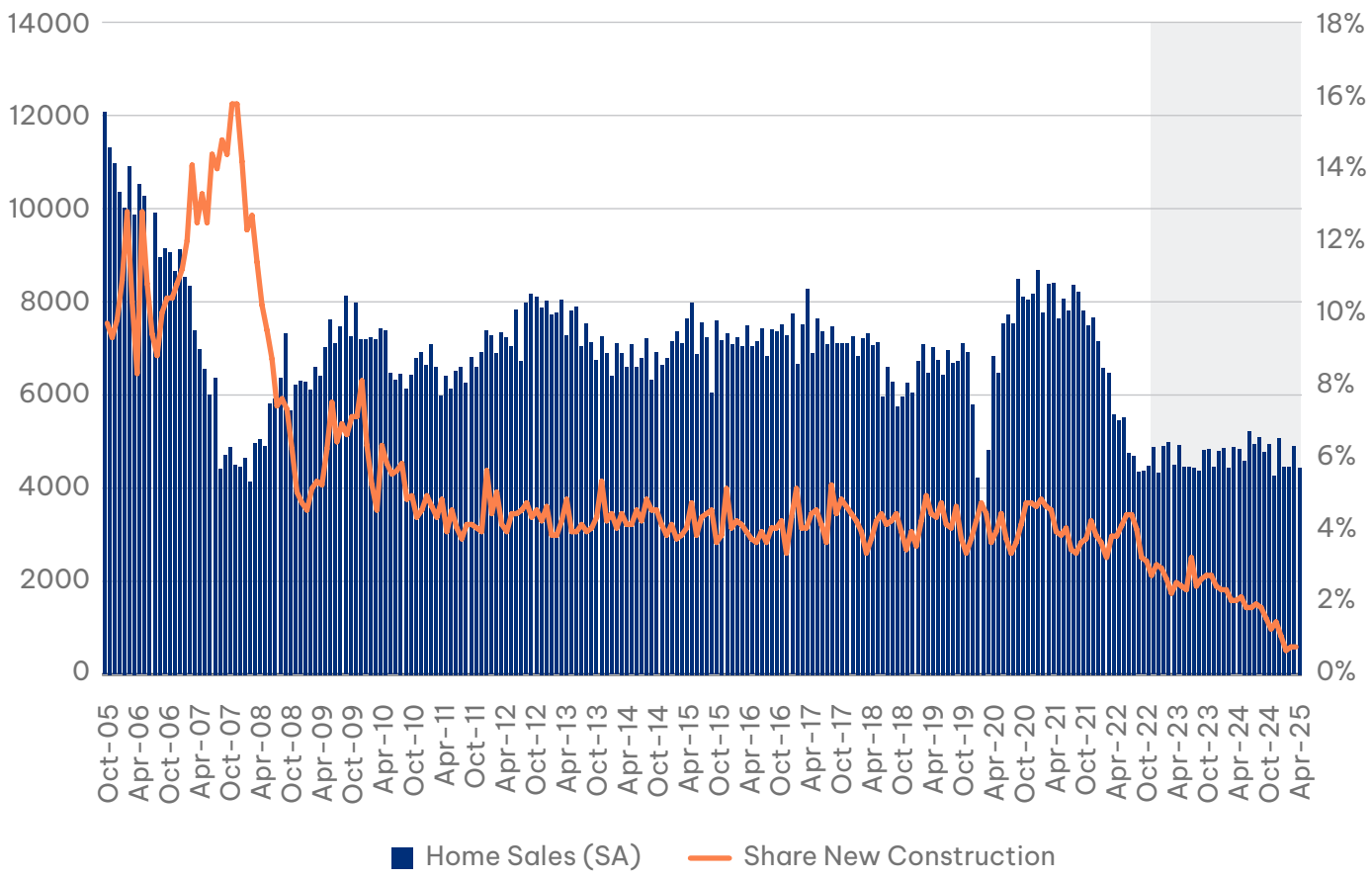
Retail has also experienced a prolonged period of negative net absorption (see Table 7), reflecting ongoing rightsizing of brick-and-mortar footprints due to e-commerce growth, slower household formation, and shifting consumer spending patterns. From an economic standpoint, retail weakening matters because it translates quickly into reduced job prospects for lower- and middle-wage workers.

[12] The process where businesses intentionally reduce their excess stock to lower inventory levels.

Housing Market

The housing market is central to Los Angeles County's economic outlook because it shapes affordability, household mobility, and the region's ability to attract and retain workers.

Home Sales and New Home Sales as a Share of Total Sales, Los Angeles County
Figure 9



Source: CoStar. Analysis by Beacon Economics.

The housing market in Los Angeles County continues to be characterized by low sales and limited inventory. Although supply has picked up from the extremely low levels seen during the last couple of years, inventories remain low by historic standards. Overall home sales have been flat for roughly three years, and it is unlikely that conditions will shift in the near term. Home sales were down 0.8% across Los Angeles County through the first ten months of 2025, although this is partially due to a sharp decline in new construction sales. The decline in new construction is worrisome because many owners are remaining in their homes since their existing mortgages are cheaper than anything they could secure today, which keeps turnover low and limits how much inventory returns to the market.

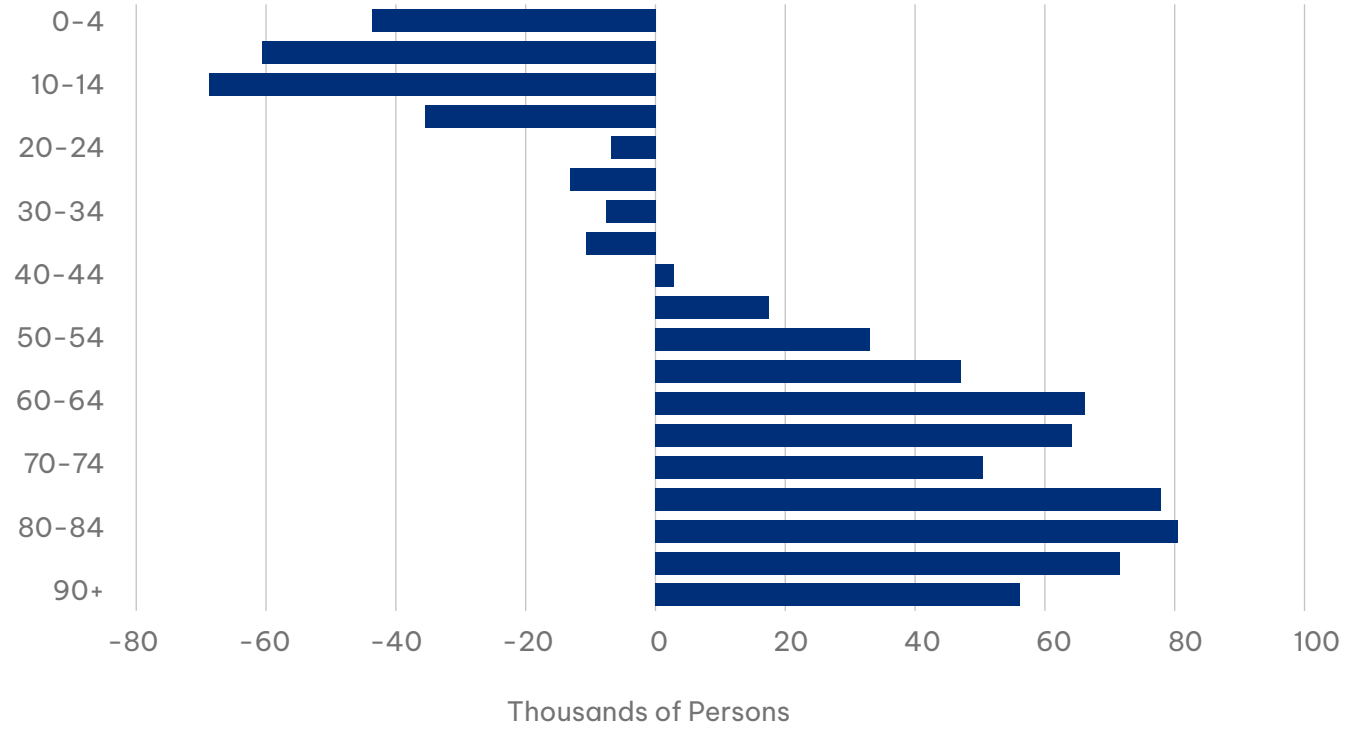
The limited supply of houses on the market is also keeping prices from falling, despite low levels of affordability. According to data released by Redfin, the median price for a single-family home in Los Angeles County sold in 2025 surpassed $1 million, marking the first year where the median single-family home sold above that amount. At the peak of the buying frenzy in 2022 and 2023, prices for single-family were increasing nearly 20% year over year, but for 2025 the median home sold was 3.3% higher compared to the prior year. Moreover, according to the California Association of Realtors (CAR), housing affordability has not improved during the course of the last year. As of the second quarter of 2025, only 13% of Angelenos could afford the median-priced home, unchanged from the prior year. CAR also notes that the minimum qualifying income for the median-priced home was $226,000. The combination of a high qualifying income and large down payment is yet another impediment to homeownership in Los Angeles.

Another major issue for new housing is the ultra-low mortgage rates that homeowners currently enjoy, which has led to a reduction in turnover.[13] Anyone who sells now will move from a sub-3% rate to something in the 6% range or higher. That is not a move most homeowners are willing to make unless they have no choice. In other words, the move-up market has been effectively frozen. Life events such as job changes, divorce, or the loss of a loved one will still create some turnover in the housing market, but the wave of refinancing that occurred during the past few years continues to restrict the number of homes coming onto the market and helps support price levels even though overall demand remains weak. In other words, low affordability would normally temper price growth but the lack of inventory on the market is keeping prices from collapsing toward pre-pandemic norms.

> **HOUSING INVENTORY IN LA REMAINS HISTORICALLY LOW, KEEPING PRICES FROM FALLING DESPITE WEAK AFFORDABILITY.**

[13] Liebersohn, Jack, and Jesse Rothstein. "Household Mobility and Mortgage Rate Lock." NBER Working Paper No. 32781. Cambridge, MA: National Bureau of Economic Research, August 2024. https://doi.org/10.3386/w32781.

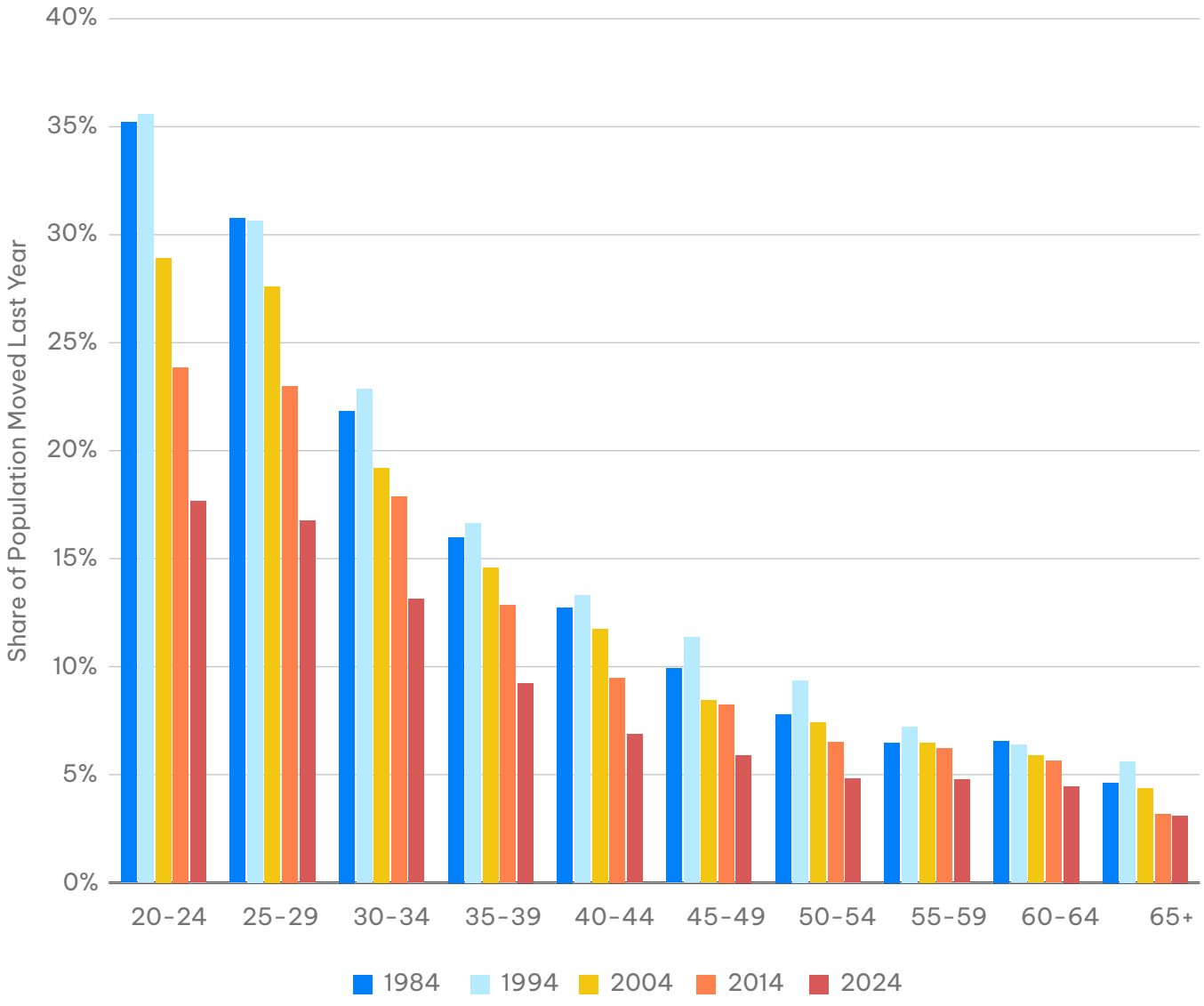
Change in Population, 2020 to 2070, Los Angeles County
Figure 10



Source: California Department of Finance. Analysis by Beacon Economics.

Aside from interest rates, there are other headwinds facing the housing market. Recently released projections from the California Department of Finance present a grim outlook for the region. A key challenge is the aging population. Over the next few decades, the county is expected to add tens of thousands of residents aged 65 and over, while simultaneously experiencing a decline in the number of children and working-age adults (see Figure 10). Although overall population growth is projected to be minimal, the aging of the population means that turnover in the housing market is likely to remain muted for the foreseeable future. This trend is not unique to Los Angeles County. Across the nation, people are moving less than prior generations, and mobility declines sharply as people age (see Figure 11).

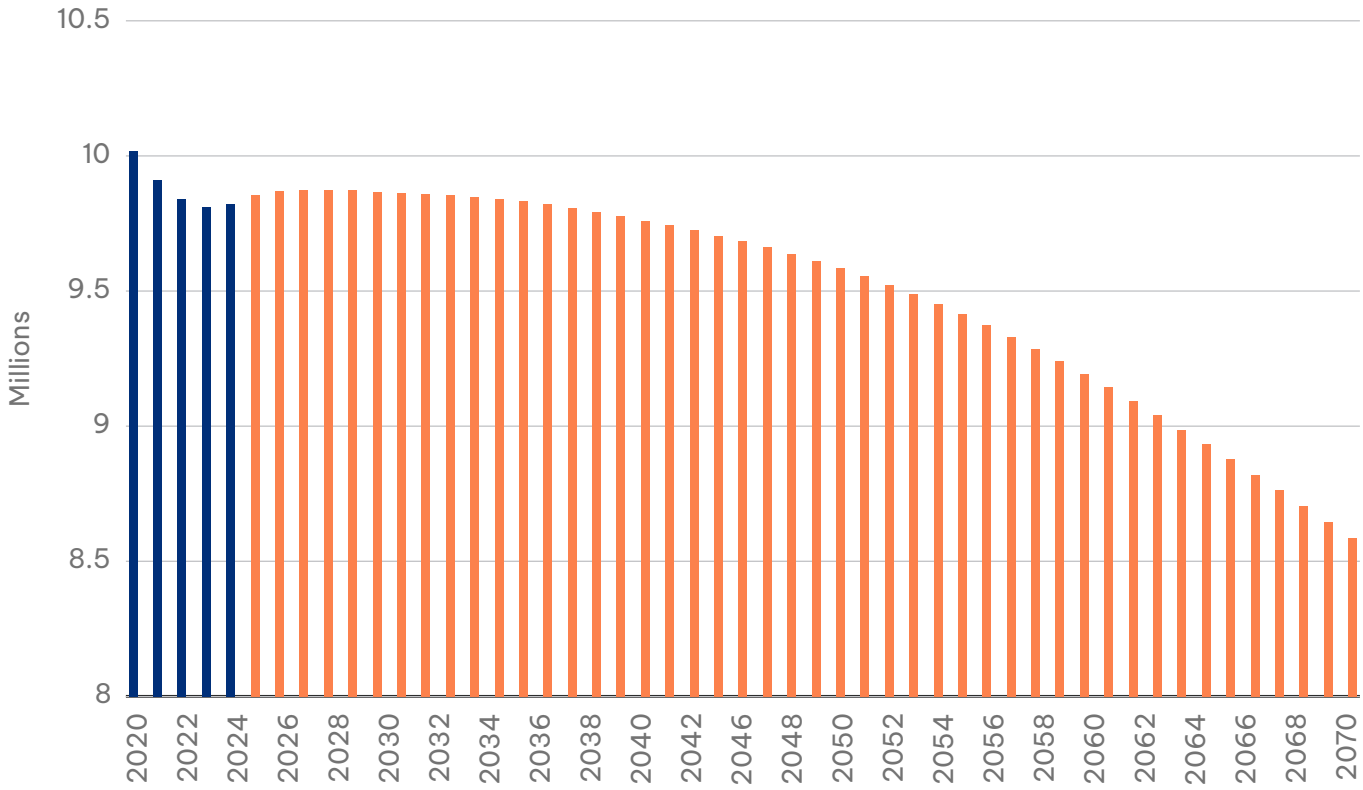
Declining Mobility, United States
Figure 11



Source: IPUMS USA, US Census Bureau. Analysis by Beacon Economics

This trend has major implications for local spending patterns, as older residents typically spend less on goods and more on services, particularly health care. They are less likely to drive retail, dining, and entertainment spending at the same level as younger residents. At the same time, a slower-growing labor force could constrain long-run economic growth. In the short run, these shifts may not be immediately noticeable, but it is telling that state demographers now suggest Los Angeles County has already reached its population peak (see Figure 12).

Population Projection, Los Angeles County
Figure 12



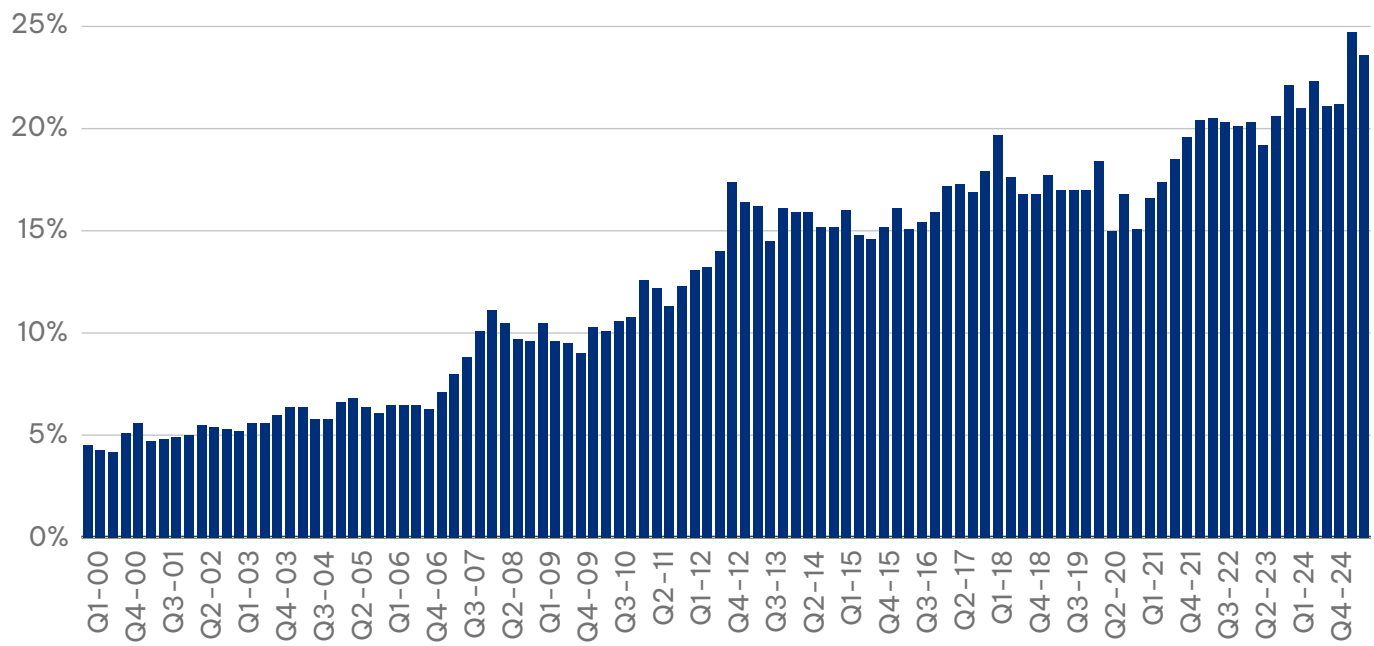
Source: California Department of Finance. Analysis by Beacon Economics.

Another notable shift in the housing market has been the increase in investment activity. Investor[14] participation has grown steadily in Los Angeles County, with investors accounting for nearly 23% of all homes sold in the first half of 2025, the highest share on record. This increase has occurred as traditional buyers continue to face high prices and elevated mortgage rates. While the rise in investor activity has helped support overall market volume, it also reflects a shift in who is buying homes, with potential implications for long-term ownership patterns, neighborhood stability, and turnover.

[14] Here an investor is defined as any buyer whose name includes at least one of the following keywords: LLC, Inc., Trust, Corp., Homes. Investor is also defined as any buyer whose ownership code on a purchasing deed includes at least one of the following keywords: association, corporate trustee, company, joint venture, corporate trust.

Investor Market Share, Los Angeles County

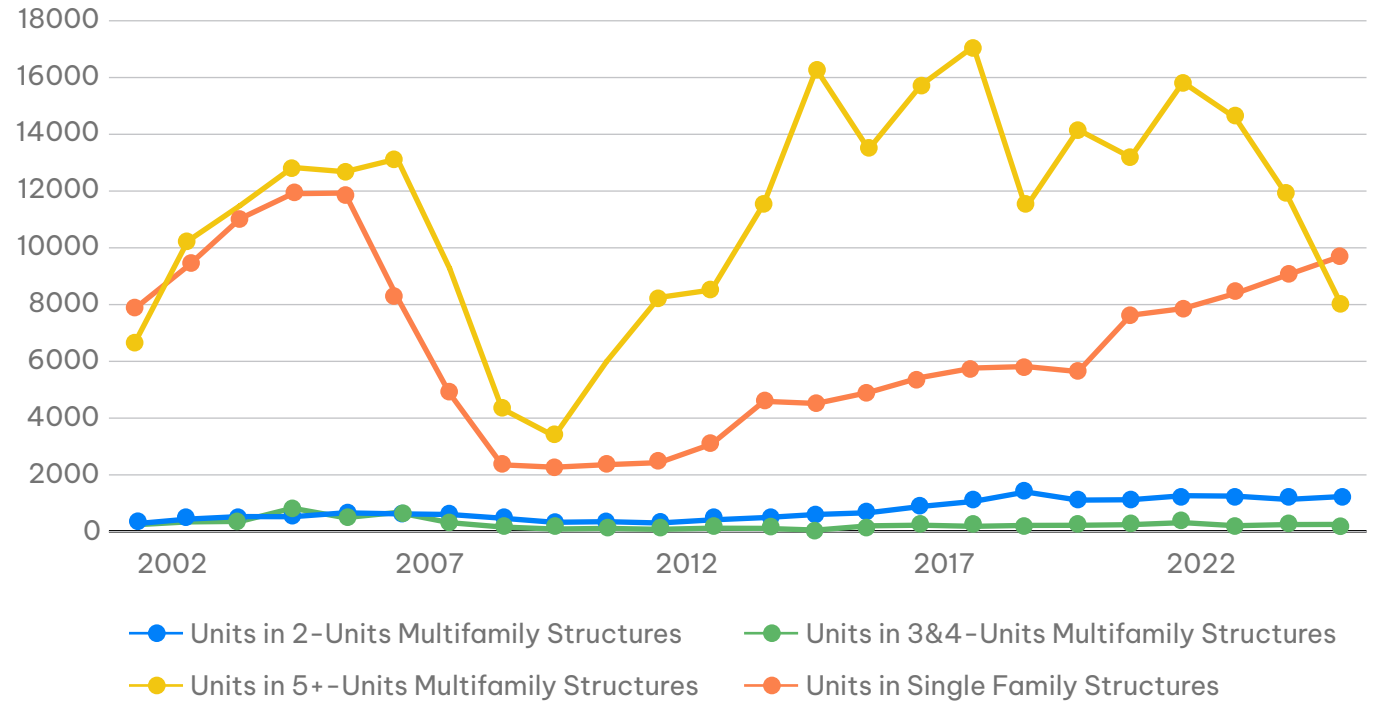
Figure 13



Source: Redfin. Analysis by Beacon Economics.

Housing Units Permitted by Fiscal Year, Los Angeles County

Figure 14



Source: United States Department of Housing and Urban Development (HUD).
Analysis by Beacon Economics.

Housing production across Los Angeles County has stalled, with the number of permits issued in fiscal year 2024–25 declining by 13.3% according to the preliminary monthly figures released by HUD (see Figure 14). The total number of housing permits issued in fiscal year 2024–25 fell below 20,000 for the first time in more than five years, due to an ongoing decline in the large (5+ unit) multifamily segment, which peaked in fiscal year 2021–22. Moreover, permitting for large multifamily projects fell to the lowest levels seen in more than a decade, with single-family permits exceeding the number of multifamily units issued for the first time in more than twenty years.

The figures from HUD do not reflect ADUs (Accessory Dwelling Units), which have increased in volume over the course of the last decade. In 2024, Los Angeles County accounted for more than one-fifth of ADUs permitted statewide. With an estimated shortfall of anywhere between 1.2 million and 3.5 million housing units in the state, ADUs will not have a large impact on the market but could offer some modest relief to households priced out of the ownership market, as Governor Gavin Newsom has signed multiple bills that will make it easier for homeowners to build ADUs.

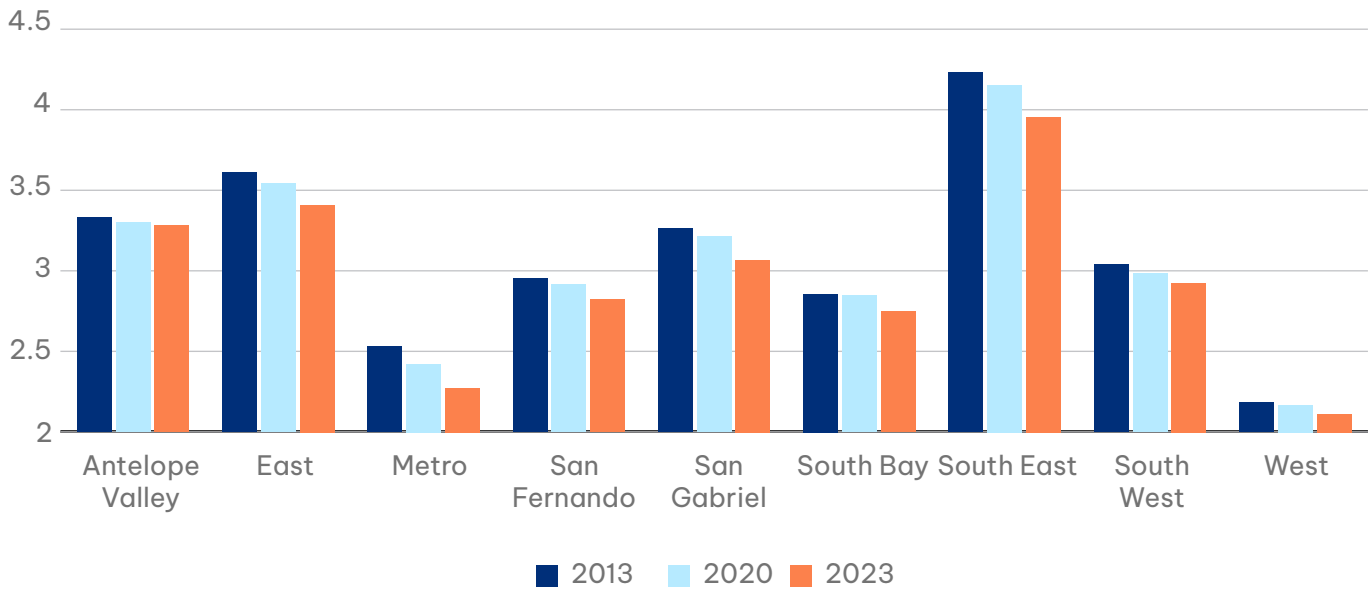
Despite the sluggish performance in the housing market, there has been some good news on the policy front. Governor Newsom's 2025 California Environmental Quality Act (CEQA) streamlining is a welcome course correction for statewide permitting, but it is a narrow fix, in Beacon Economics' view. The new rules mostly help infill projects that already align with local plans and zoning. That should save time and reduce litigation risk for small and mid-scale housing near jobs and transit, especially in jurisdictions that are already pro-entitlement.[15] Much of the county's capacity sits on parcels with environmental legacies where these exemptions likely will not apply, and the reforms do not address greenfield or larger master-planned production. While this is a step in the right direction for qualifying infill, it is unlikely on its own to meaningfully increase countywide housing supply or affordability. In addition to state-level reforms, the City of Los Angeles has pursued local streamlining efforts. Mayor Karen Bass' Executive Directive 1 (ED1) targets faster approvals for qualifying 100% affordable and shelter projects.

THE 2025 CEQA STREAMLINING IS A WELCOME POLICY CORRECTION FOR STATEWIDE PERMITTING, BUT IT REMAINS A NARROW FIX.

[15] "Pro-entitlement" refers to a local jurisdiction with a policy and permitting culture that generally supports granting development approvals ("entitlements") for housing projects.

One of the confounding aspects of Los Angeles County's population decline is that it has coincided with an increase in household formation. Why does this matter? Smaller average household size mean the county needs more housing units to support the same workforce. Stated differently, when household sizes shrink but housing stock does not grow, housing constraints become labor-market constraints. In terms of overall population, the county peaked in 2018 and has since lost more than 231,000 residents. However, during that same period, the number of households (that is, occupied housing units) increased by more than 178,000. Los Angeles County has a lower vacancy rate today compared to its population peak. In other words, the decline in population did not result in an increase in housing supply. Rather, the average household size dropped by nearly 8%. Moreover, the decline in average household size has occurred across all SPAs and in particular in the West and South East. The debate over whether jobs follow housing or housing follows jobs has long been a topic of discussion, but there is substantial literature showing that an inadequate housing supply can constrain local employment growth.

Average Household Size by Los Angeles SPA
Figure 15

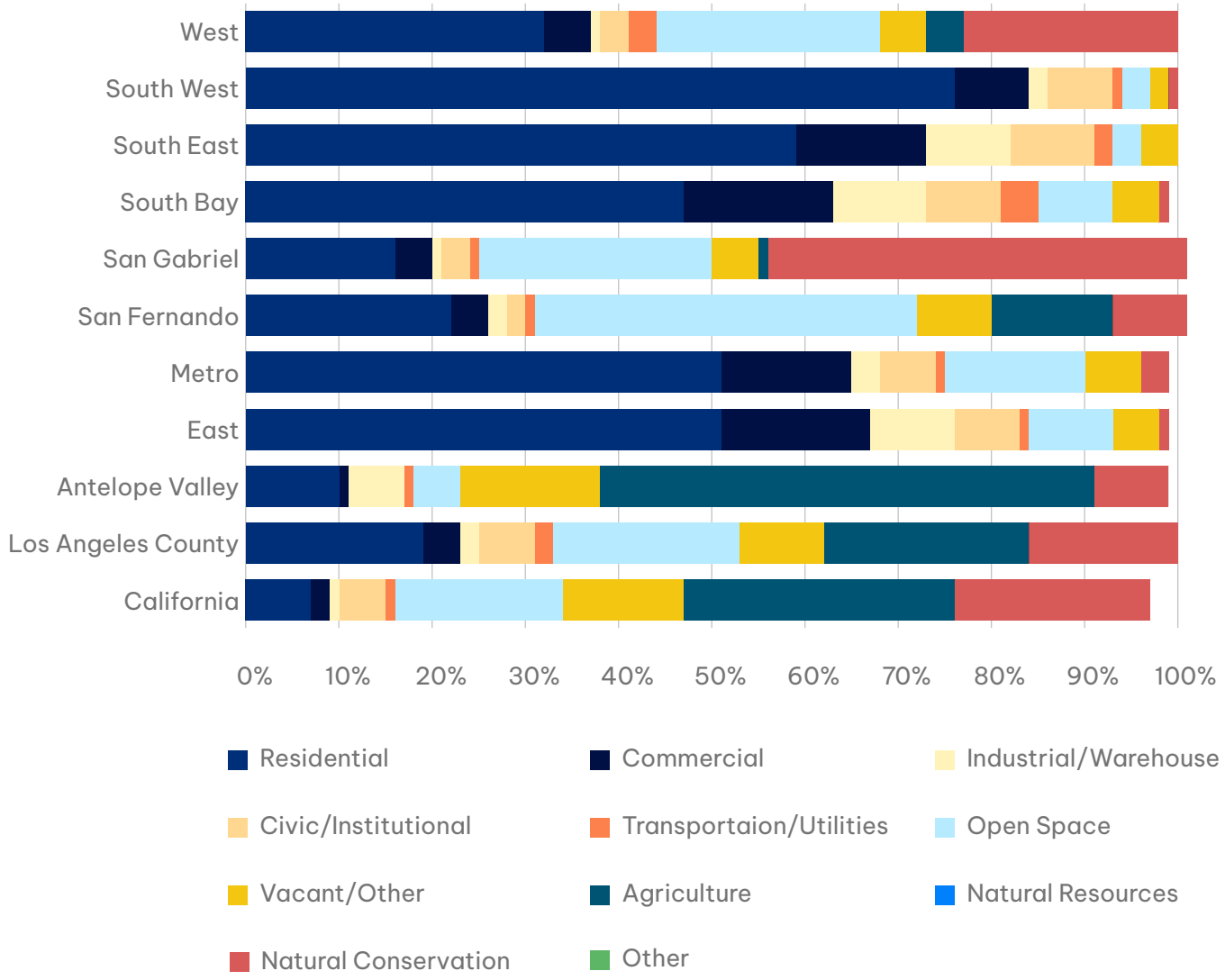


Source: Urban Footprint. Analysis by Beacon Economics.

The County needs a mix of both single family and multifamily housing as well as a mix of for-sale and rental housing. To ensure this, the state and its regions periodically estimate housing needs and set housing goals. In fact, state law requires that metro areas and their jurisdictions develop multiyear housing goals known as the Regional Housing Needs Allocation or RHNA. However, few jurisdictions come close to meeting the RHNA-based housing goals because there is little incentive to do so because of the lack of consequences for failing to meet targets historically. Los Angeles County jurisdictions together must permit 812,060 units under the sixth-cycle RHNA (2029) but has met only about 12% of that goal through 2025.

Major Land Use by Los Angeles SPA

Figure 16

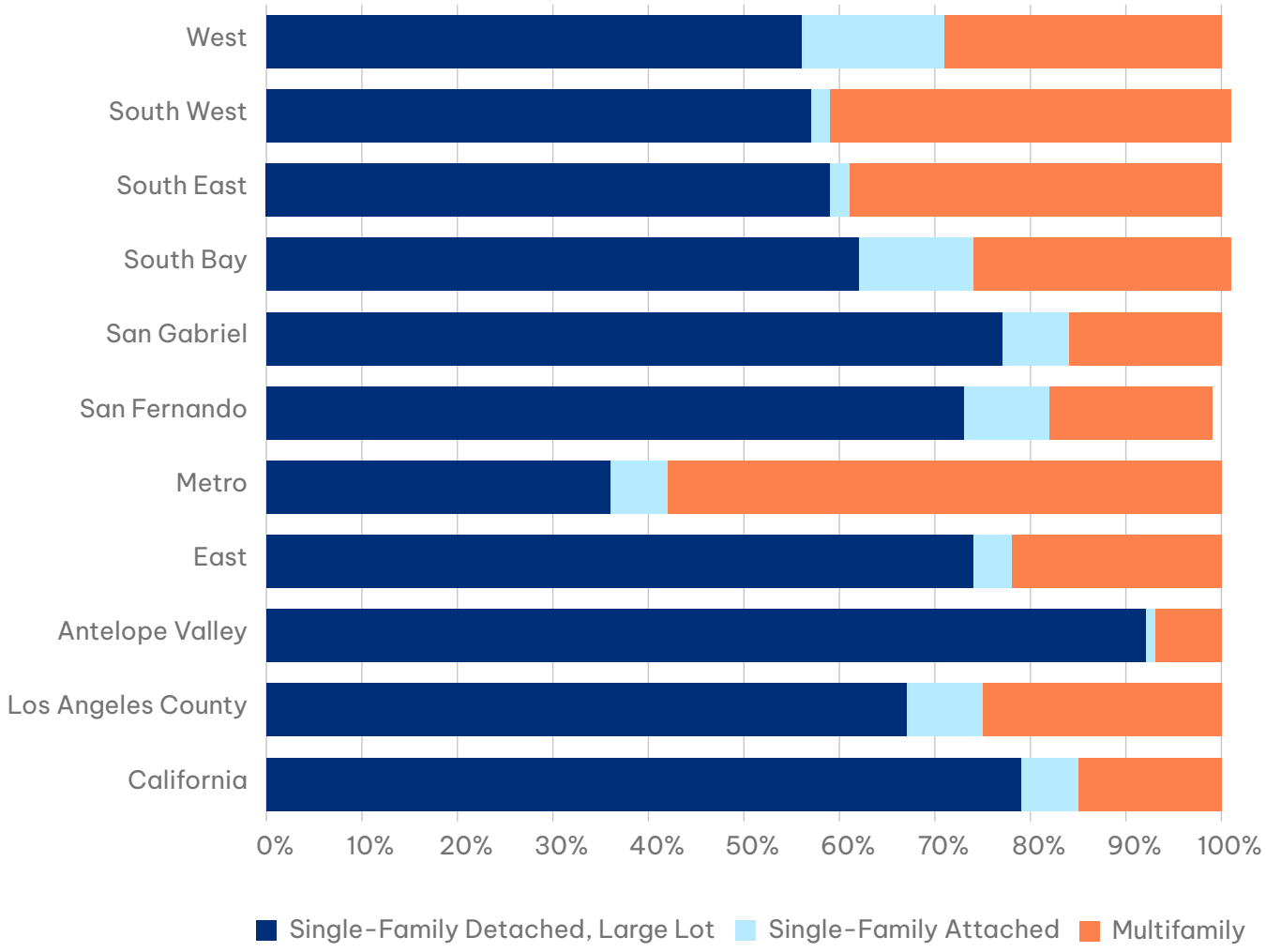


Source: Urban Footprint. Analysis by Beacon Economics.

Land-use patterns suggest this shortfall is not simply a matter of running out of space. Across the county's SPAs, residential uses already dominate the urban footprint, yet many areas (the Antelope Valley and San Gabriel SPAs in particular) still have meaningful shares of vacant or underutilized land that could accommodate additional housing if local land-use policies and infrastructure investments allowed it. Land use across the SPAs reflects predominantly large-lot single-family homes. In every SPA, single-family detached housing consumes the majority of residential land, with nearly four-fifths in the Antelope Valley alone, while townhomes and other attached housing are almost nonexistent and multifamily uses remain a relatively small share even in the more urban SPAs, underscoring how difficult it will be to meet RHNA targets without shifting more land to higher-density types of housing.

Residential Land Use by Los Angeles SPA

Figure 17

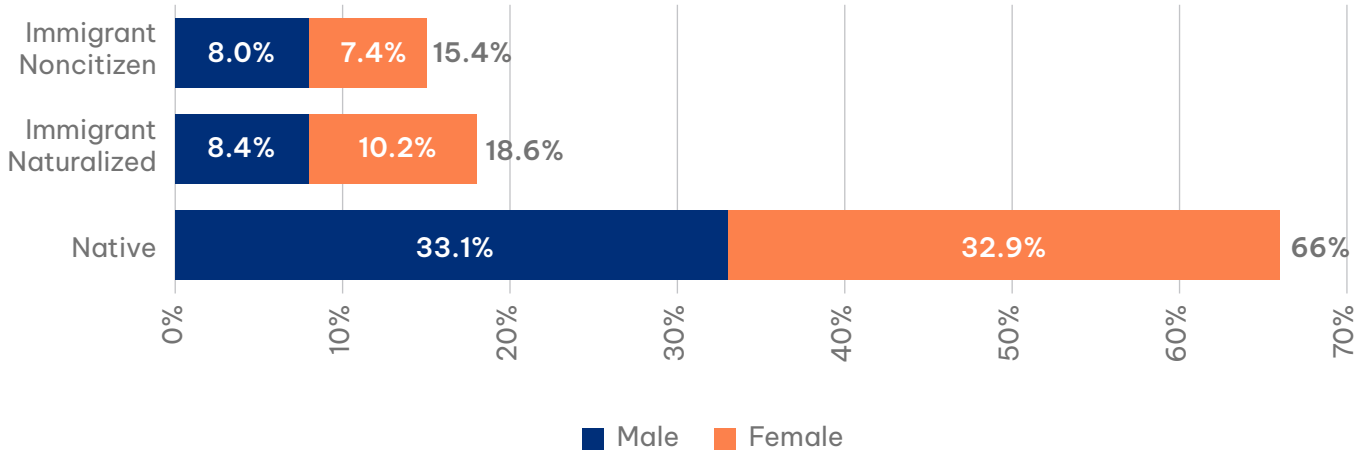


Recognizing that Los Angeles has a chronic housing shortage and understanding that inadequate housing will continue to impede economic growth, despite local government preference for commercial development. The County must acknowledge that population growth is an important conduit for Los Angeles's future and take steps to understand what that growth will look like, plan adequately, and, finally, execute on those plans. This effort must address the concerns of both current and future residents: renters as well as homeowners, apartment dwellers as well as occupants of single-family homes. Doing so will go a long way toward addressing the county's housing needs while also ensuring its long-run economic dynamism and vitality.

IMMIGRATION

Los Angeles County is home to one of the most concentrated immigrant communities in the United States, with foreign-born individuals making up about 34% of the population, or roughly 1.7 out of every five people. Nearly half of this foreign-born population lacks U.S. citizenship status (45%), meaning a significant share of the county's workforce, households, and consumer spending base is directly affected by federal immigration policy changes.[16] As Los Angeles County navigates several macroeconomic challenges, including population decline and weakening job growth, the potential loss of immigrant workers could further constrain the labor market and negatively affect the region's long-term economic outlook.

Population by Status and Sex, Los Angeles County
Figure 18



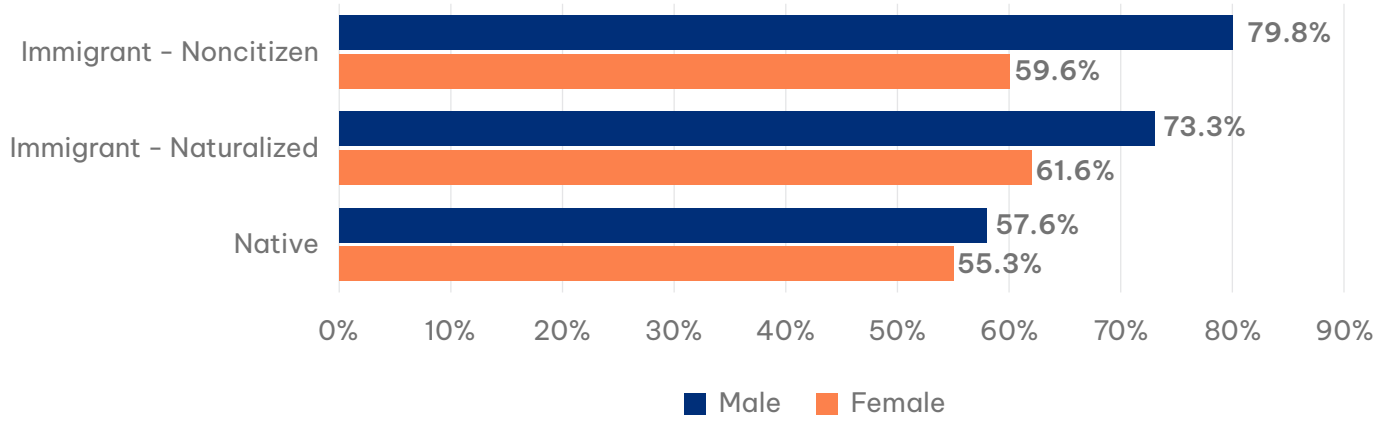
Source: American Community Survey 2024, 1-Year Public Use Microdata Sample (PUMS). Analysis by Beacon Economics.

[16] American Community Survey 2024, 1-Year Public Use Microdata Sample (PUMS). Analysis by Beacon Economics.

Labor force participation among immigrants is notably higher than among native-born residents in Los Angeles County. While 56.5% of native-born residents participate in the labor force, participation increases to 66.9% among naturalized immigrants and 70.1% among noncitizen immigrants. When separated by sex, both immigrant men and women have higher labor force participation rates than their native-born counterparts. More than three-quarters of noncitizen immigrant men engaged in the labor force in 2024. Specifically, noncitizen immigrant men participate at a rate of 79.8% compared with 73.3% for naturalized men and 57.6% for native-born men. Immigrant women (59.6% noncitizen and 61.6% naturalized) also outpace native-born women at 55.3%.

A SIGNIFICANT SHARE OF THE COUNTY'S WORKFORCE, HOUSEHOLDS, AND CONSUMER SPENDING BASE IS BEING DIRECTLY AFFECTED BY FEDERAL IMMIGRATION POLICY CHANGES.

Labor Force Participation by Status and Sex, Los Angeles County
Figure 19



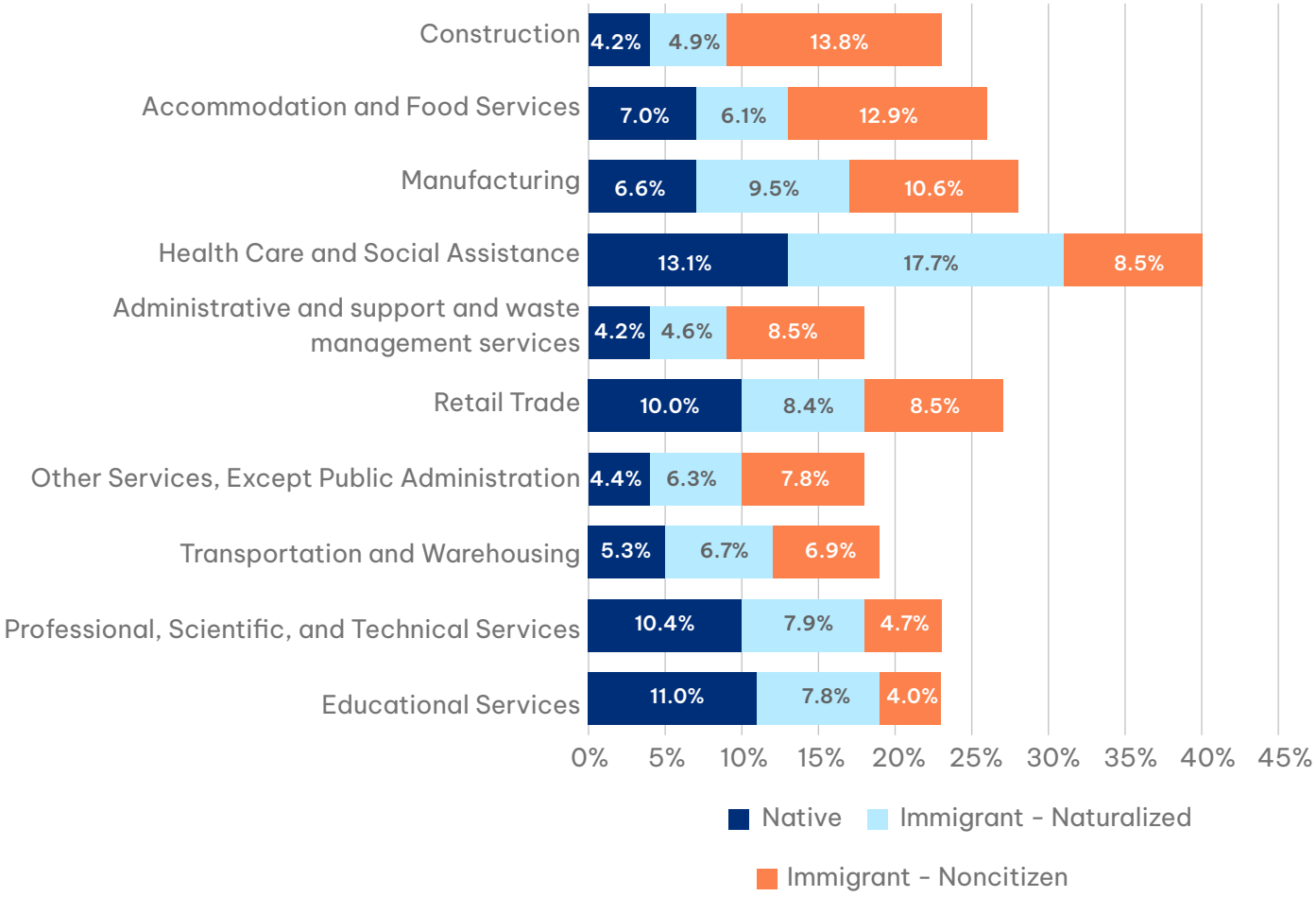
Source: American Community Survey 2024, 1-Year Public Use Microdata Sample (PUMS). Analysis by Beacon Economics.

Across the top ten industries with high immigrant concentrations in Los Angeles County, noncitizen immigrants consistently hold the highest employment shares in sectors such as construction, accommodation and food services, and manufacturing. In comparison, naturalized immigrants show a distribution that more closely mirrors native workers, with stronger representation in health care, education, and professional and technical services, and lower shares in construction, food services, and administrative support. These sectors employ large numbers of workers across the county and represent core industries necessary for supporting regional economic activity.

These patterns suggest that immigration status influences where workers participate in the regional economy. Noncitizen immigrants play a distinct role in meeting labor demand in construction, food services, manufacturing, and administrative and support services—industries that tend to rely on lower-wage and lower-skilled roles. Many of these sectors support priorities such as expanding housing supply, maintaining essential services, and supporting local business operations. Without this segment of the workforce, employers in these industries may face additional hiring pressures, particularly in positions that have been difficult to fill with native workers alone.

Top 10 High Immigrant Industries by Status, Los Angeles County

Figure 20



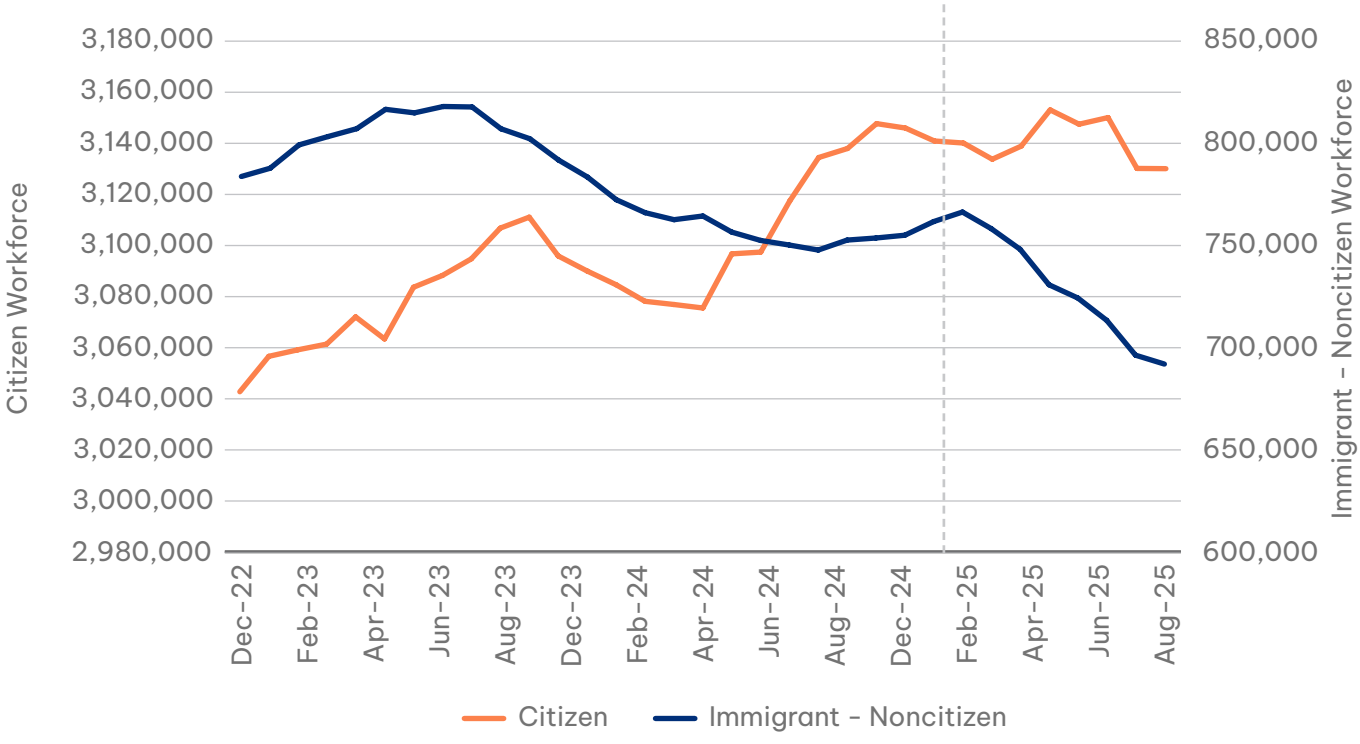
Source: American Community Survey 2024, 1-Year Public Use Microdata Sample (PUMS). Analysis by Beacon Economics.

Note: Top ten major NAICS-aligned sectors with the highest combined naturalized and noncitizen immigrant employment shares, ordered by the noncitizen share. Percentages represent the share of total employment within each immigration status group employed in each sector; remaining employment is distributed across industries not shown.

Recent shifts in federal immigration enforcement have begun to reshape parts of the labor market, particularly in regions with large immigrant workforces such as Los Angeles County. Increases in enforcement visibility—including ads, public statements, publicized raids, National Guard presence, and broader deportation plans—have created uncertainty for both employers and noncitizen workers. Rather than focusing solely on individuals with serious criminal records, recent policy direction has signaled the potential removal of large numbers of noncitizen workers, including those who are long-established community members with stable employment histories. These changes appear to be influencing labor force participation and hiring patterns.

In 2025, Los Angeles County experienced a significant decline in its noncitizen private-sector workforce, falling nearly 10% during the year. This represents a reduction of roughly 75,000 noncitizen workers and marks the steepest decline in at least three years. Over the same period, private-sector employment among citizens remained stable at approximately 3.1 million workers. Statewide patterns during this time tell a different story. Across the rest of California, employers added an estimated 200,000 citizen workers in 2025, while noncitizen employment remained steady at around 1.9 million workers. This contrast suggests that the decline observed in Los Angeles County is not driven solely by economic conditions. Instead, it likely reflects the impact of federal enforcement actions and rhetoric influencing labor availability, worker decisions, and employer behavior.

Private-Sector Employment by Status, Los Angeles County
Figure 21



Source: U.S. Census Bureau, Current Population Survey (CPS) Basic Monthly Files, Jan 2022–Aug 2025. Analysis by Beacon Economics.

Note: Seasonally adjusted and shown as a 12-month rolling average (Dec 2022–Aug 2025).

HEALTH CARE

As the largest employment sector in Los Angeles County, the Health Care and Social Services sector is an integral component of the county's economy. It is a primarily local-serving industry, which can be understood as an industry whose output is consumed or utilized by residents of the county rather than exported out. In general, local-serving industries grow as a consequence of economic or population growth, rather than be the engine of that economic growth themselves. Nevertheless, changes in community needs and public policy have caused this sector to grow even as employment overall in the county remained stagnant. More than 900,000 people work in the sector in Los Angeles County, a number that has increased fairly consistently; nearly a quarter of a million new jobs have been created in this sector during the past decade in the county.

For the purpose of this report, the Health Care and Social Services sector is divided into four major subsectors by NAICS classification: ambulatory health care, hospitals, elder care, and social services.

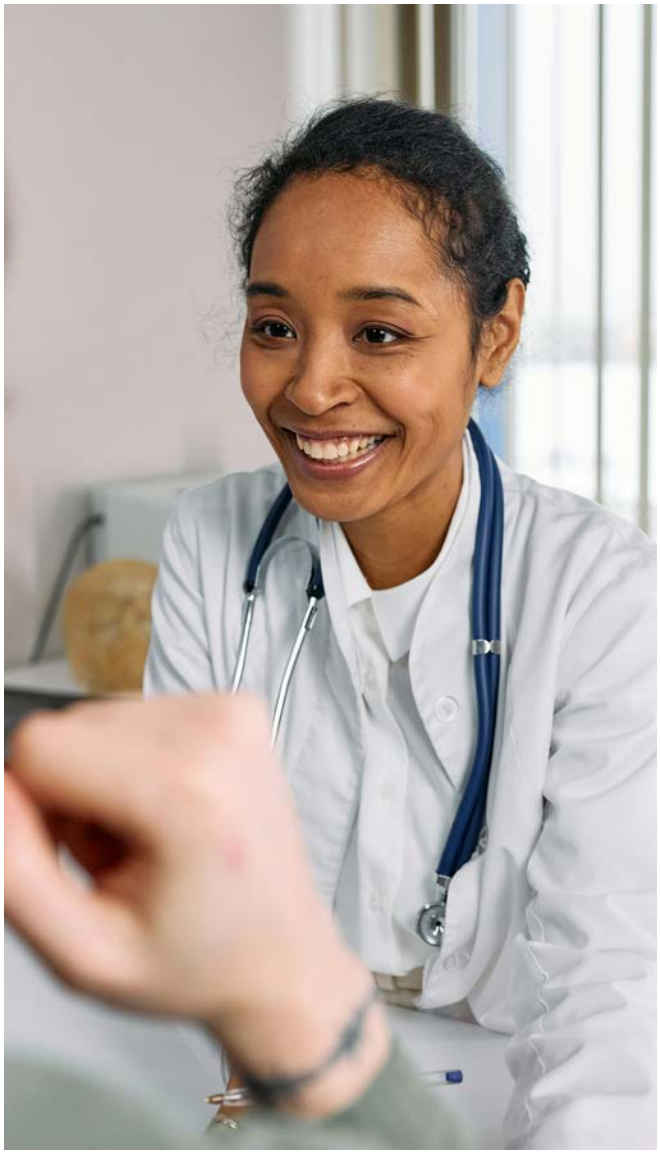
Ambulatory health care includes almost all doctors' offices, including primary care physicians, mental health professionals, and specialists. Outpatient medical care centers are included as well. This category also includes other health care service centers, such as those for family planning, kidney dialysis, medical labs and diagnostic testing, blood and organ banks, and ambulance services. In the standard NAICS classification scheme, HMO medical centers are also considered ambulatory health care, so facilities such as those owned and operated by Kaiser Permanente are included in this category.

Hospitals are inpatient and surgical medical care centers. This category includes both private hospitals and those run by state and local governments. Furthermore, this category includes psychiatric, substance abuse treatment, and other specialty treatment hospitals, but not, for example, a residential community for substance abuse rehabilitation.

Elder care is comprised of medical and social services that focus on elderly patients. This includes nursing homes, continuing care retirement communities, and assisted living facilities. This category also includes care services such as Services for the Elderly and Persons with Disabilities (NAICS 624120) and home health care services. The latter include California's In-Home Supportive Services (IHSS) program, which is operated jointly by the California Department of Social Services (DSS) and county agencies. Medi-Cal-eligible individuals, including low-income seniors, people with disabilities, and blind people, are eligible to apply for the program. After a needs assessment, these individuals are able to hire a person to assist in tasks related to care, who are then paid by the county to provide in-home supportive care. Those hired as part of IHSS are not medical professionals.

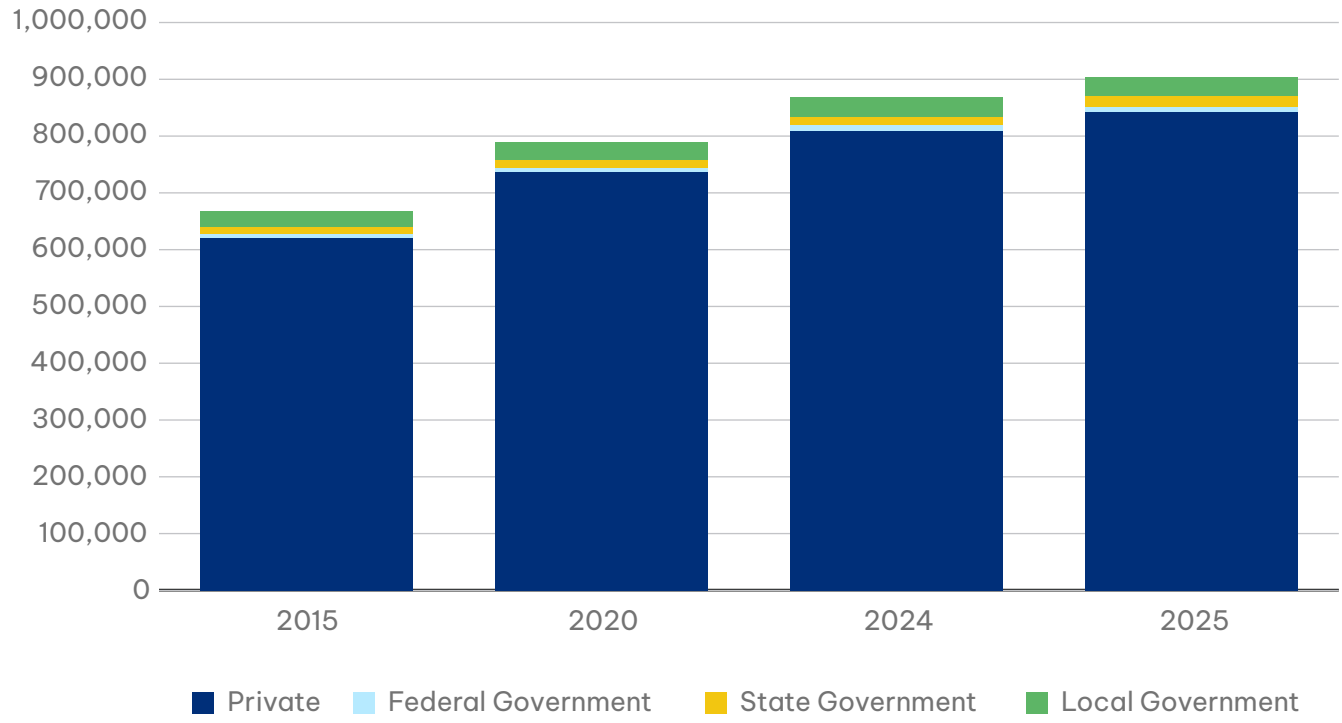
Social services constitute the remainder of the Health Care and Social Services sector. These include residential facilities for those with intellectual or developmental disabilities, residential facilities for mental health or substance abuse recovery, and other residential care facilities not classified under Elder Care, such as long-term homeless housing facilities. This subsector also includes other social services, such as child and family services, temporary homeless shelters, food pantries and kitchens, vocational rehabilitation services, and childcare centers.

More than 90% of healthcare employment in the county is in the private sector. Note that even though the program is publicly funded, IHSS program workers are categorized as private-sector workers. Most of the employment growth in the Health Care and Social Services sector over the past ten years has been in the private sector. Employing nearly 418,000 workers, Elder Care is the largest subsector by employment in the county. The two primarily health care service subsectors, Ambulatory Health Care and Hospitals, account for about 230,000 and 160,000 workers, respectively. Social Services employ approximately 95,000 people in the county. During the past decade, nearly 140,000 new Elder Care jobs were added, by far the largest change in employment growth. More than 50,000 new Ambulatory Health Care jobs and 26,000 new Social Services jobs were added, while just 13,500 new jobs were added in Hospitals. The composition of the sector has changed, and nearly 47% of sectoral jobs in 2025 are in Elder Care, up from 42% in 2015. Furthermore, recent growth has only become more skewed toward Elder Care, as almost 70% of new jobs during the past year have been in the subsector. Elder Care added nearly 21,000 jobs since 2024, while Ambulatory Health Care added nearly 6,000 and Hospitals only 1,100 new jobs.



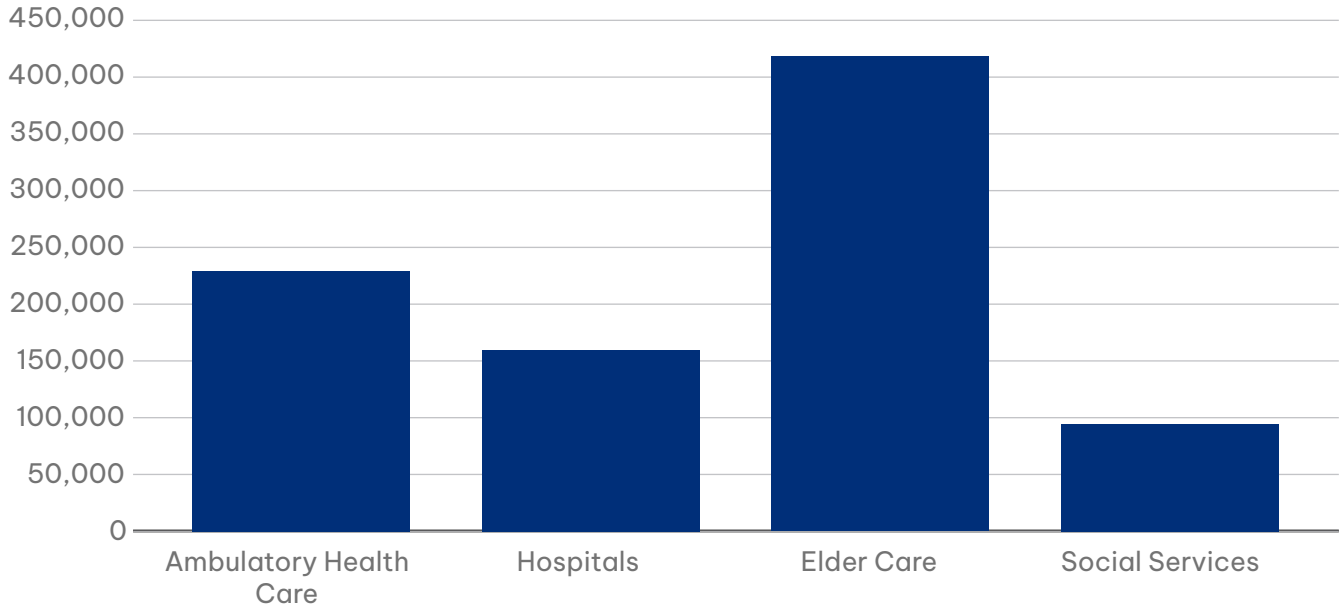
MORE THAN 90% OF HEALTH CARE EMPLOYMENT IN LA COUNTY IS WITHIN THE PRIVATE SECTOR - AS IS MOST OF THE INDUSTRY'S JOB GROWTH.

Health Care and Social Services Employment, Los Angeles County
Figure 22



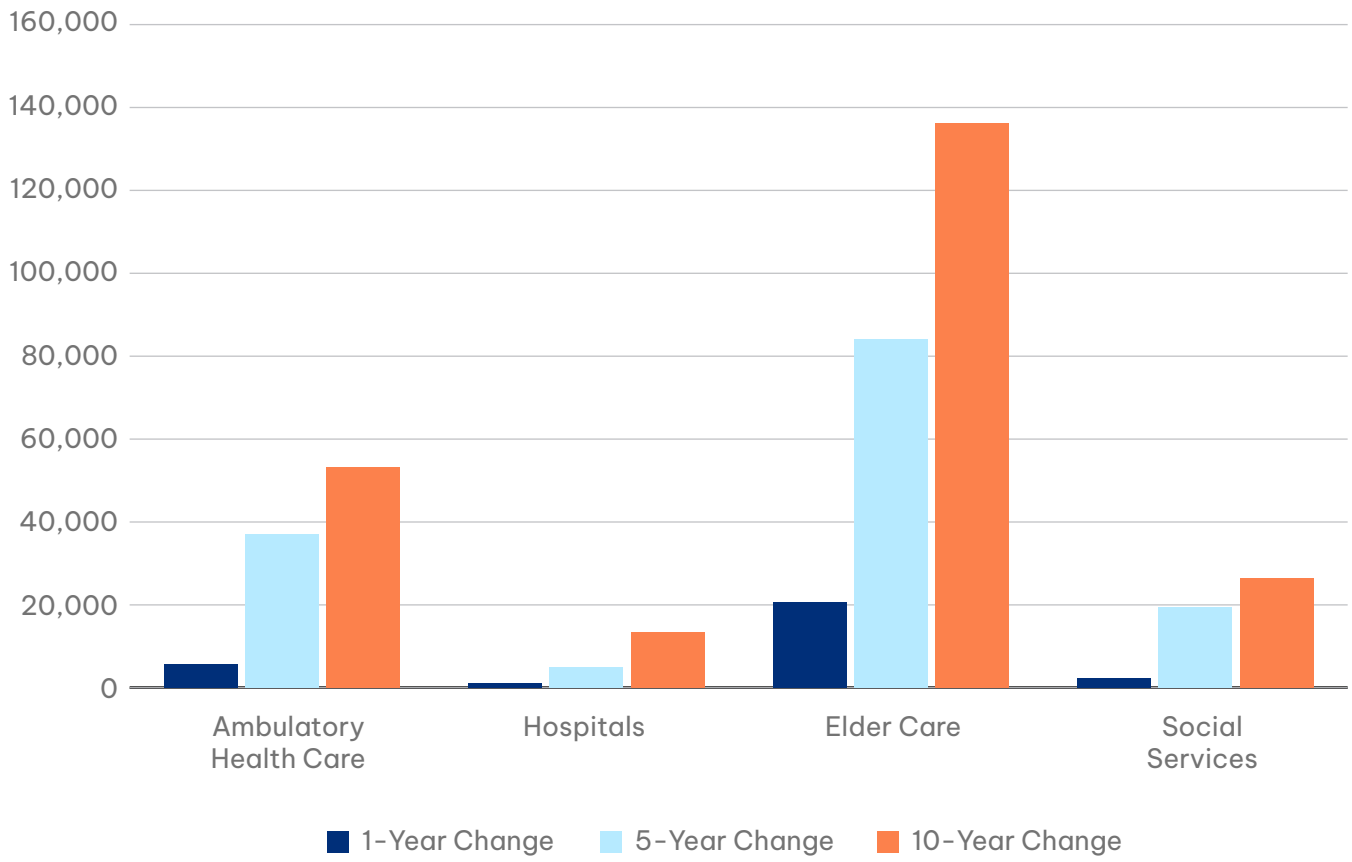
Source: Bureau of Labor Statistics Quarterly Census of Employment and Wages.
Analysis by Beacon Economics.

Health Care and Social Services Employment by Subsector, Los Angeles County
Figure 23



Source: Lightcast. Analysis by Beacon Economics.

Health Care and Social Services Employment Change by Subsector, Los Angeles County
Figure 24



Source: Lightcast. Analysis by Beacon Economics.

Thus, shifts in demand brought about by an aging population have meant that growth in the Health Care and Social Services sector has been primarily concentrated in one subsector. The growth in Elder Care employment also has implications for economic development and workforce opportunities. Although demand for Elder Care is unlikely to slow, as the population of those over the age of 65, and in particular over 75, continues to increase, the jobs that this demand creates are not high-skilled or high-paying, with workers often earning less than half the countywide average. Partially, this is due to the prevalence of part-time work in the subsector. However, these services, like many in the care and social service economy, have low profit margins and wages. Many of the services provided are supported by public programs, even if they are in the private sector. Compensation for these types of services is sometimes set by law, as is the case with IHSS work, and thus also pose little opportunity for wage growth. While these services are essential, it is important to note that there is limited potential in Elder Care, and therefore the broader sector as whole, for high-wage, high-earning potential employment opportunities. Nevertheless, in this diverse sector, higher-earning growth opportunity careers like nursing and technicians can begin with associate's degrees or on-the-job training.

ARTIFICIAL INTELLIGENCE

Artificial intelligence (AI) is generating an extraordinary level of attention, uncertainty, and speculation in today's labor market. Commentators across business, academia, and the media are actively debating to what extent AI will eliminate jobs, transform the nature of work, or unlock new forms of economic growth. Job-related anxiety created by emerging technologies is not new. Two hundred years ago, the Luddites protested the mechanized loom. Early critics of the automobile warned that replacing horse-based transport would wipe out entire occupations. During the 1990s, many observers predicted that the internet would automate far more work than it ultimately did. In each historical case, technological disruptions caused short-term dislocations and uncertainty, but long-run economic outcomes tended to diverge from initial fears. New technologies eventually raised productivity, lowered production costs, expanded markets, and generated entirely new categories of employment.

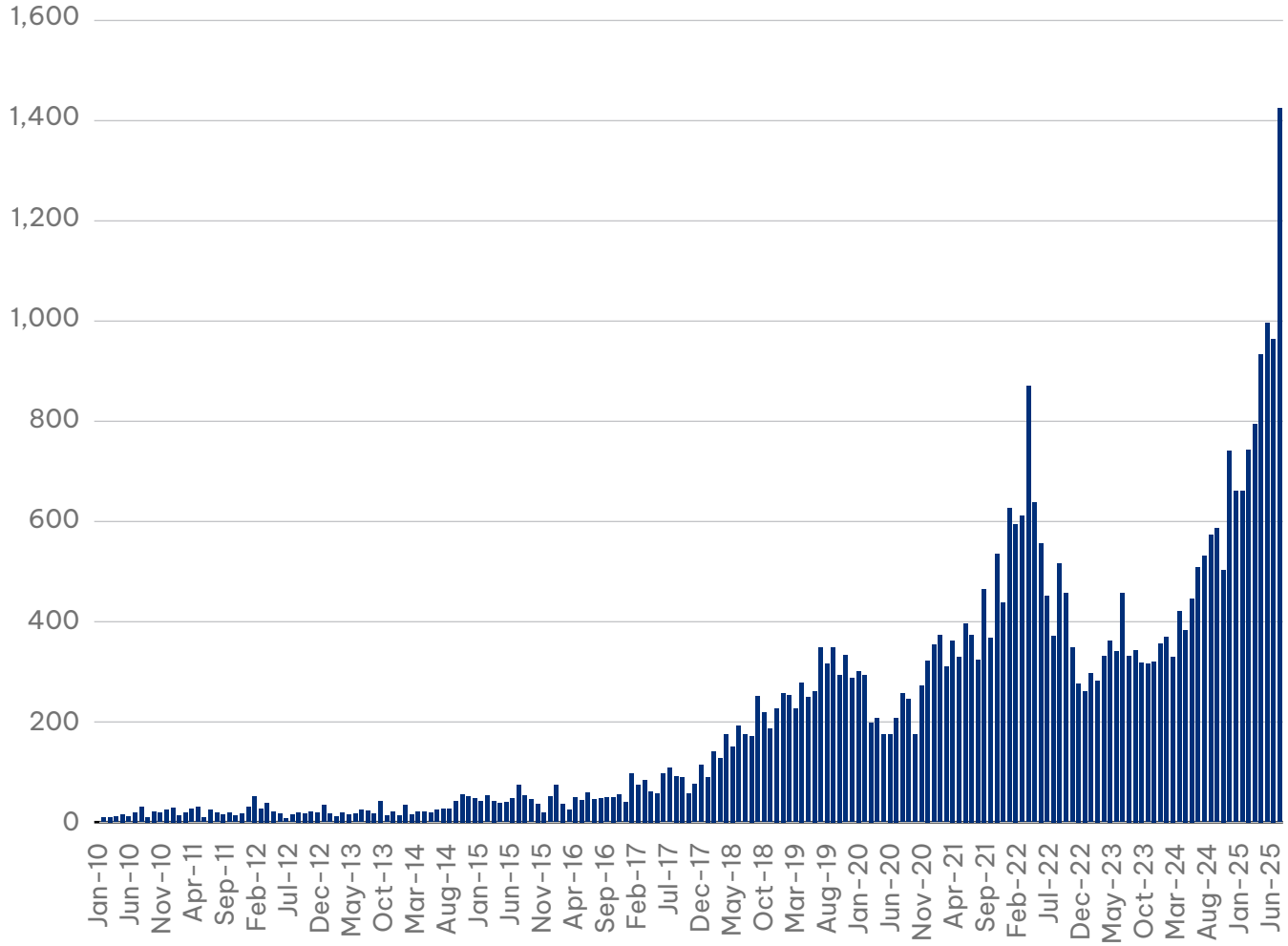
Within the broader analysis of the Los Angeles County workforce, it is important to understand how artificial intelligence is already influencing job demand, skill requirements, and industry practices. The County is home to one of the most diverse labor markets in the United States. The region includes substantial employment in entertainment, aerospace, health care, logistics, higher education, professional services, and a large service-sector base. Because AI affects industries unevenly and often through task-level restructuring rather than job elimination, its impacts in Los Angeles are likely to differ from those observed in smaller or more specialized metropolitan areas.

Employer demand helps provide a window into how quickly AI is being adopted. Data scraped from tens of thousands of job-hiring websites shows that approximately 1,000 job postings per month in Los Angeles County now list "artificial intelligence" as a required or preferred skill. This represents 1.7% of all postings in the most recent three-month period.[17] This is more than double the proportion recorded in 2024, when only 0.7% of postings referenced AI, and more than five times the share in 2019.

[17] Lightcast.

Unique Job Postings Searching for the Skill "Artificial Intelligence," Los Angeles County

Figure 25



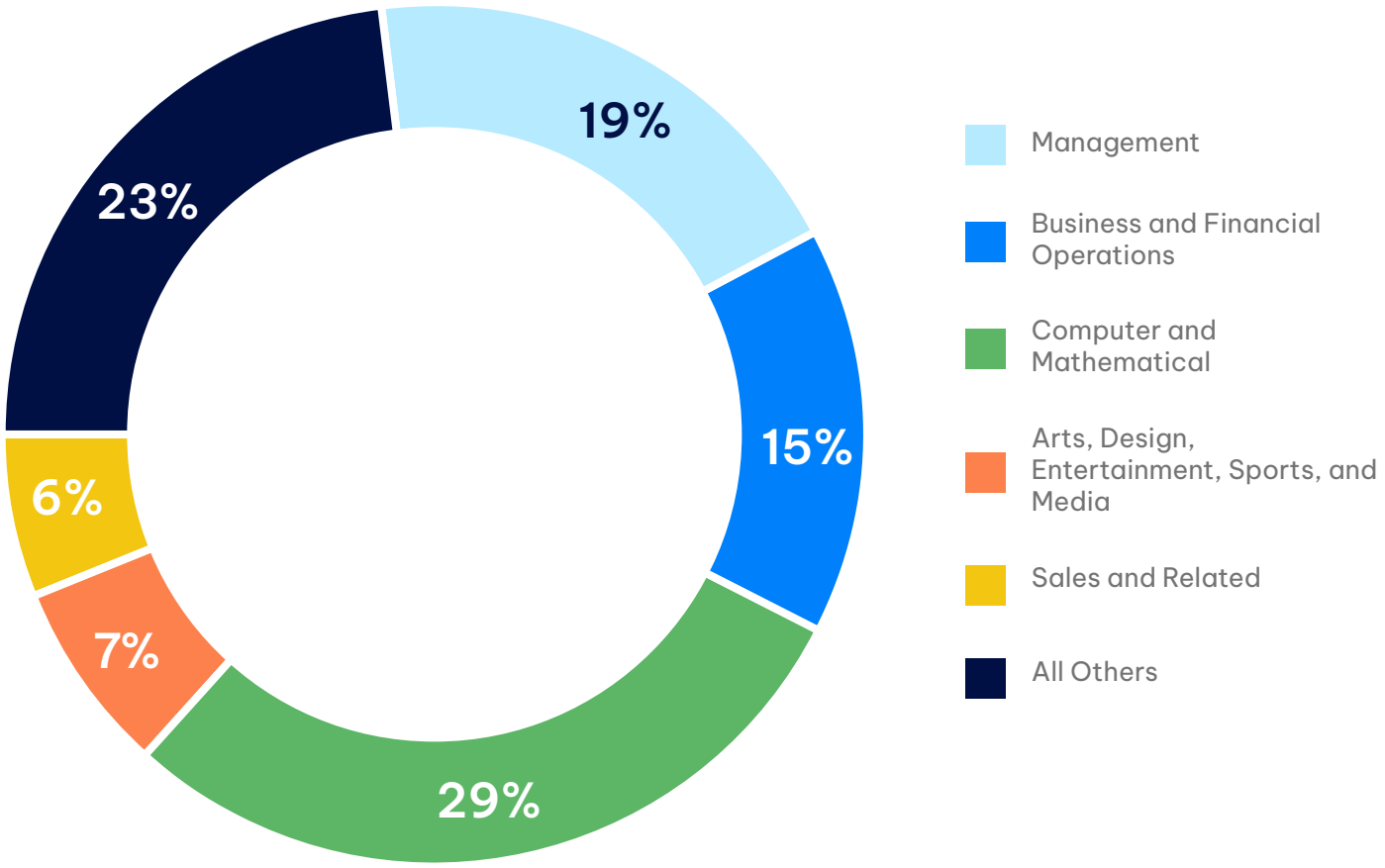
Source: Lightcast. Analysis by Beacon Economics.

The initial peak in AI job postings around 2022 coincided with a broader post-pandemic tech boom fueled by low interest rates and aggressive "growth-at-all-costs" hiring strategies. This was followed by a sharp contraction in 2023 as the Federal Reserve's interest rate hikes and broader macroeconomic uncertainty forced many firms into hiring freezes and a "recalibration" of their digital investments. However, the subsequent rise starting in 2024 reflects a shift from experimental adoption to mainstream business integration, with unique AI-related job listings surging globally as firms across diverse sectors—including non-technical industries—now view AI fluency as a core qualification for operational efficiency. This resurgence is further characterized by an emerging class of "AI-native" roles and a significant increase in demand for workers who can implement and govern AI tools rather than just develop them.

This is reflected in some of the educational and experience requirements associated with current AI job postings. Approximately 38% of AI postings do not require a bachelor's degree, which suggests that employers are increasingly hiring for implementation-oriented roles that rely on technical certifications, focused training, or specialized operational skills. At the same time, a third of AI postings require a master's degree or higher, and nearly half request applicants with four or more years of experience. This dual pattern reflects the emergence of two parallel labor markets: one for highly specialized AI researchers, machine learning engineers, and data scientists, and another for mid-skill workers trained to use AI tools, manage AI-enabled systems, or support technical workflows.

In terms of occupations, AI appears to be in demand most for Computer and Mathematical jobs. A total of 29% of all AI hires were in that field. Business and Financial Operations were next, representing 23% of AI job hires, followed by Management jobs, at 19%. This distribution indicates that many AI jobs are being secured in white-collar professions.

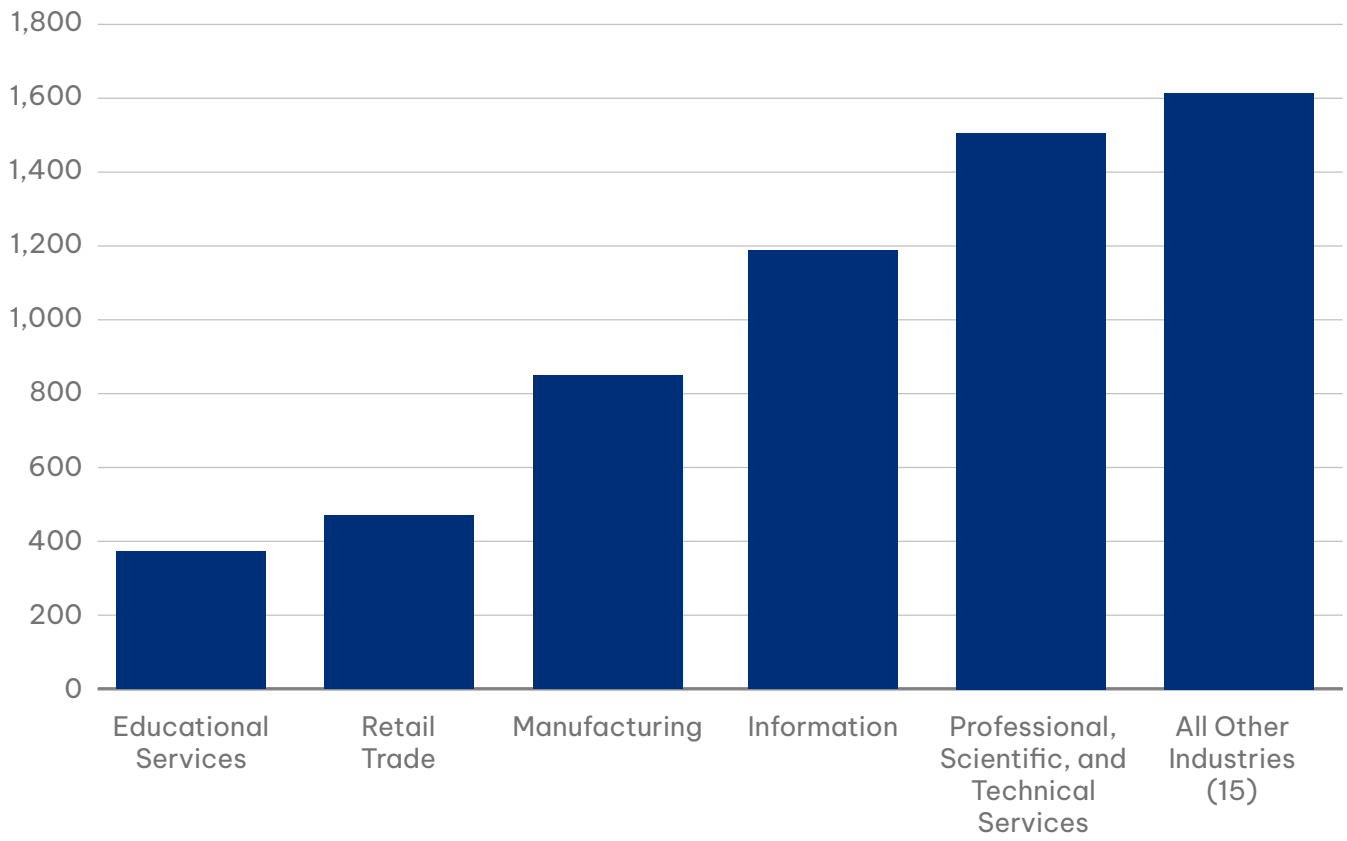
Top Hiring Occupations for the Skill "Artificial Intelligence," Los Angeles County
Figure 26



Source: Lightcast. Analysis by Beacon Economics.

There is a similar dynamic when considering these jobs by industry. Professional, Scientific, and Technical Services were hiring more AI workers than any other industry in Los Angeles County in 2025. Information Services hired about 1,200, the second most of any industry in LA County, and Manufacturing was third, hiring 850. Major employers driving AI-related hiring include Elevance Health, IBM, Deloitte, Accenture, Boeing, Amazon, The Aerospace Corporation, PricewaterhouseCoopers, Disney, Google, the University of Southern California, Cedars-Sinai, and several large aerospace and defense firms such as Raytheon, Northrop Grumman, and Synopsys.

Top Hiring Industries for the Skill "Artificial Intelligence," Los Angeles County
Figure 27



Source: Lightcast. Analysis by Beacon Economics.

Artificial intelligence is also altering the production processes of the film, television, and digital media sectors. A recent study by the Mozilla Foundation and Berggruen Institute reports that entertainment workers increasingly use AI tools for idea generation, research, drafting, editing support, pre-visualization, and localization.[18] Concerns regarding compensation, intellectual property, and career stability persist, and recent union negotiations, including those involving SAG-AFTRA, established specific rules for consent and compensation related to digital likenesses and AI-generated performance.

The supply of AI-skilled workers in Los Angeles is substantial although not yet sufficient to meet employer demand. CBRE's 2024 Scoring Tech Talent report identifies Los Angeles as one of the top markets for AI-specialized talent in North America.[19] The Brookings Institution similarly places Los Angeles among the metropolitan areas showing meaningful AI activity, measured through patents, research output, startup formation, job postings, and worker skill profiles.[20] The recent surge in employer demand reflects a fundamental transition from experimental development to "operationalization," where the focus is no longer solely on building or fine-tuning models but on the large-scale implementation and orchestration of AI within established business workflows.

Overall, the evidence suggests that artificial intelligence is already influencing the Los Angeles labor market in meaningful ways. Employer demand for AI skills is growing quickly, occupational tasks are evolving, and training systems are adapting. Historical experience suggests that technological revolutions tend to increase employment over the long run by raising productivity and creating new occupations. For Los Angeles, a region defined by innovation, creativity, and economic diversity, the central policy question is how to harness artificial intelligence in a way that broadens opportunity, strengthens competitiveness, and supports a resilient and inclusive workforce.

THE SUPPLY OF AI-SKILLED WORKERS IN LOS ANGELES IS SUBSTANTIAL ALTHOUGH NOT YET SUFFICIENT TO MEET EMPLOYER DEMAND.

[18] Mozilla Foundation & Berggruen Institute. (2025). "Imaginative Intelligences: Hollywood's 8 Rules for AI" (Imaginative Intelligences report). Mozilla Foundation.
[19] CBRE. (2024). "Scoring Tech Talent 2024: U.S. and Canada Tech Talent Rankings & Trends." CBRE Research.
[20] https://www.brookings.edu/articles/the-effects-of-ai-on-firms-and-workers/

ECONOMIC ANALYSIS

SERVICE PLANNING AREAS

INTRODUCTION

Los Angeles County is the most populous county in the nation. With a population of nearly 10 million residents, sprawled over an area the size of Connecticut, its needs are as diverse as its population. The California Jobs First initiative geographically divides the county into nine Service Planning Areas (SPAs)- geographic subregions used by Los Angeles County to organize public services, economic analysis and policy implementation. Of course, even these SPAs are large; the least populous, the South West and Antelope Valley SPAs, have nearly half a million residents each. Nevertheless, they represent cohesive economic areas for analysis. The largest, the San Fernando SPA, is home to over two million residents, followed by the San Gabriel SPA with approximately 1.7 million.

The SPAs vary greatly in terms of residents' median household income. Several SPAs have median incomes that fall within a similar range, including the Antelope Valley, East, Metro, San Fernando, San Gabriel, and South Bay SPAs, all of which report incomes between roughly $80,000 and $108,000. Only one SPA, the West SPA, has a significantly higher median income than this, with households earning approximately $134,000. The South East and South West SPAs have the lowest median household incomes in the region, with annual earnings of about $65,000 and $67,000, respectively. Income is of course only one of the differences between the SPA populations.

Overview of Key Indicators by Los Angeles SPA

Table 8

SPA	Median Household Income ($)	Household Income $200,000 or More (%)	Poverty Rate (%)	Population	High School or GED (%)	Bachelor's Degree (%)	Graduate or Professional Degree (%)
Los Angeles County	90,845	18	13	9,844,425	20	24	13
Antelope Valley	83,580	9	14	408,374	22	15	8
East	90,654	12	12	1,242,472	22	16	7
Metro	80,986	14	18	1,111,337	14	30	15
San Fernando	106,342	19	12	2,181,725	19	25	13
San Gabriel	101,890	17	11	1,719,396	18	23	15
South Bay	102,445	18	12	1,532,652	18	24	15
South East	65,313	5	21	598,746	26	8	4
South West	66,643	8	21	404,087	20	16	8
West	133,889	31	10	645,636	8	41	29

Source: U.S. Census and Urban Footprint. Analysis by Beacon Economics.

Beyond income, the SPAs differ in several socioeconomic indicators that shape local economic conditions. Poverty rates range from 10% in the West SPA to 21% in both the South East and South West SPAs, which reflects the uneven distribution of economic opportunity across the county. Educational attainment also varies considerably. The West and Metro SPAs have the highest number of residents with bachelor's and graduate degrees, while the South East and Antelope Valley SPAs have larger shares of residents with only a high school diploma. These patterns align closely with the share of high-income households, which is highest in the West SPA and lowest in communities such as the South East. Together, these indicators illustrate how the SPAs represent distinct local economies with different assets, challenges, and development needs.

LA'S SERVICE PLANNING AREAS DIFFER WIDELY ACROSS SOCIOECONOMIC INDICATORS INCLUDING INCOME, POVERTY RATES, AND EDUCATIONAL ATTAINMENT.

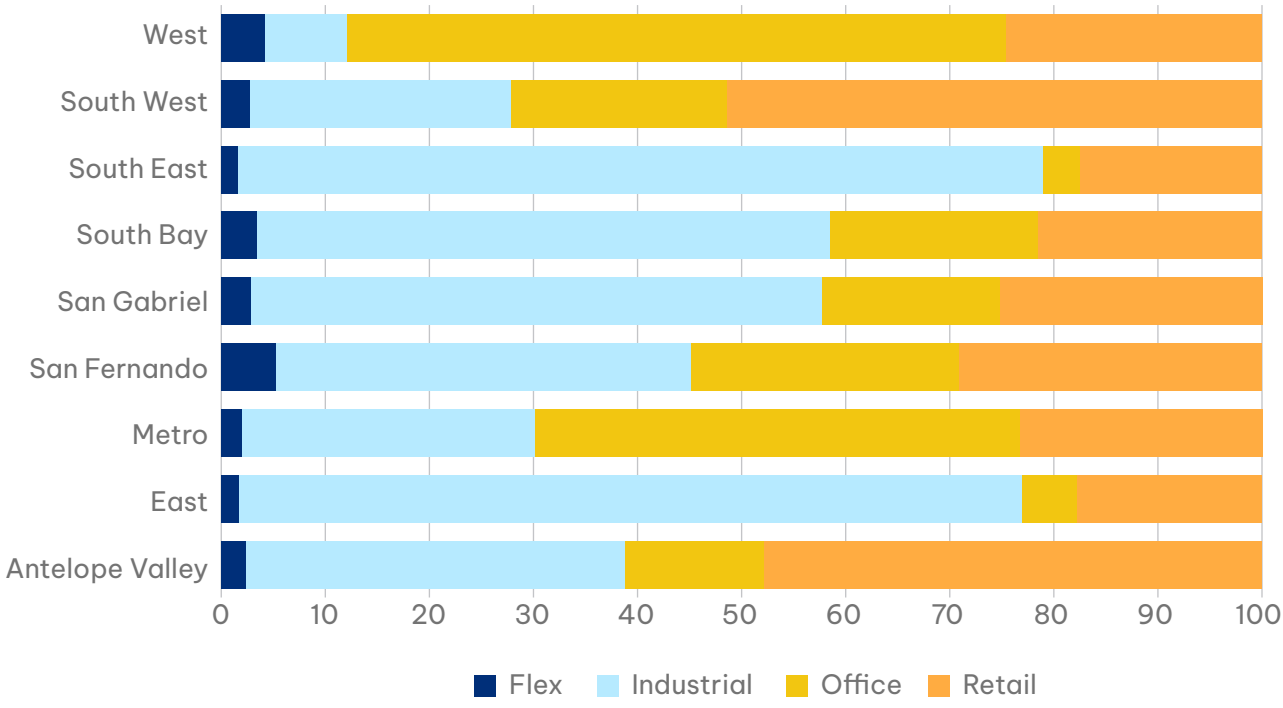
SPAs do represent cohesive geographic areas, but they are not distinct economic or political units. These subcategories of analyses therefore are not discrete, as cross-SPA commuting is overwhelmingly common, firms engage in economic activity across multiple SPAs, and SPAs are affected by events and developments in other SPAs as well as countywide trends. Of course, each SPA is hardly a monolith in itself, with diversity within SPAs being as great as that between them.

Beacon Economics also gathered and analyzed data on several other critical economic and social indicators. These data were too extensive to include in the main body of the report, but include detailed assessments of environmental conditions, public health metrics, homelessness, small business growth, and commute patterns. These supplemental data points provide a more detailed view of the challenges and opportunities facing the region and can be found in the Data Appendix. In the appendix, these indicators are displayed by Service Planning Area (SPA) to allow for a direct comparison of subregional conditions across Los Angeles County.

HOUSING AND REAL ESTATE

Regional Variation in Commercial Markets

Share of Commercial Space, Los Angeles County
Figure 28

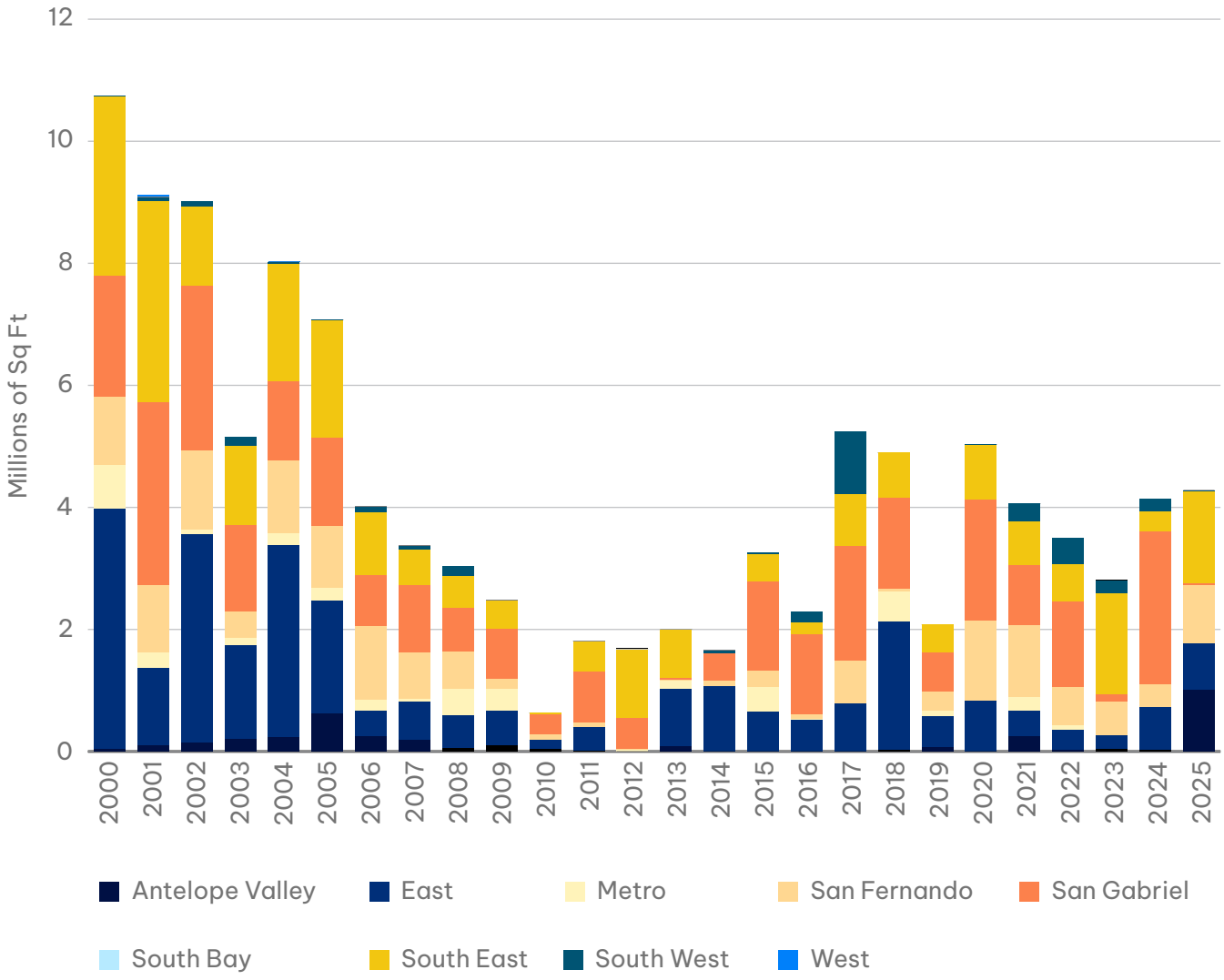


Source: CoStar. Analysis by Beacon Economics.

Across Los Angeles County's Service Planning Areas (SPAs), the composition of commercial space varies sharply, reflecting very different economic roles within the broader county. The East, South East, South Bay, and San Gabriel SPAs each have more than half of their commercial footprint in industrial uses, with industrial accounting for more than 75% of commercial space in the East SPA. In contrast, both the Antelope Valley and South West SPAs have retail as the dominant share of their commercial landscape.

Deliveries of Industrial Space by Los Angeles SPA

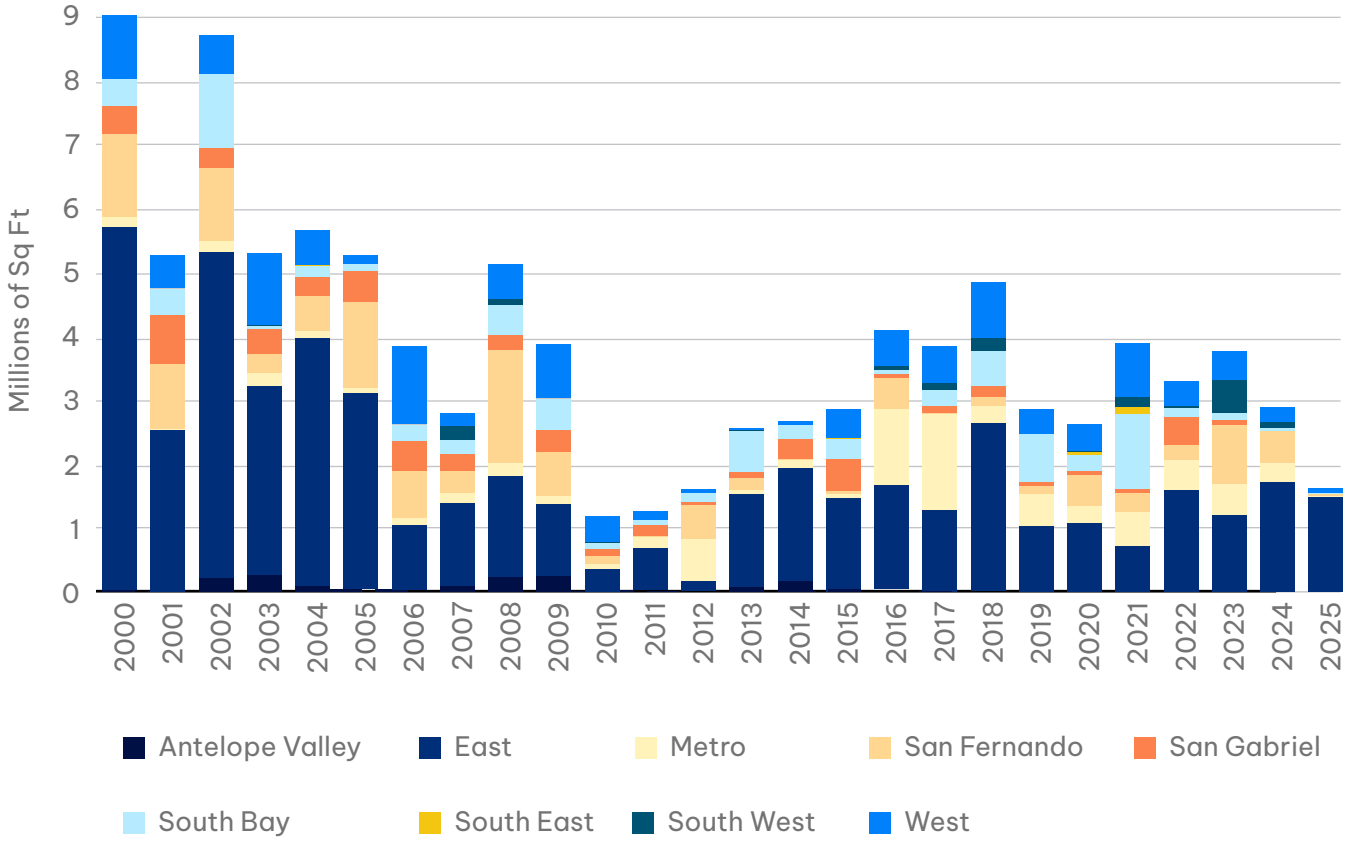
Figure 29



Source: CoStar. Analysis by Beacon Economics.

Deliveries of Office Space by Los Angeles SPA

Figure 30



Source: CoStar. Analysis by Beacon Economics.

THE PANDEMIC'S DISRUPTION OF COMMERCIAL REAL ESTATE MARKETS WAS SIZABLE AND HAD A RANGE OF IMPACTS ACROSS LA'S SERVICE PLANNING AREAS.

Antelope Valley's commercial mix is anchored by retail, which makes up nearly 48% of its commercial square footage, compared with about 36% industrial and 13% office. This profile is consistent with a suburban, auto-oriented environment built around shopping centers, big-box formats, and corridor retail that serve a broad residential catchment. In fact, during the last six years, only one office structure has been built in the Antelope Valley. The South West SPA shows an even stronger retail tilt: more than half of its commercial footprint, about 51%, is retail space, while only a quarter is industrial and about a fifth is office. The West, Metro, and San Fernando SPAs serve as key office employment hubs.

As noted earlier, the pandemic created a sizable disruption in the commercial real estate market, although the impacts have varied across SPAs, which have distinct commercial compositions. Compared to pre-pandemic norms, the San Gabriel SPA was the only region where the vacancy rate for flex properties declined, while the Metro SPA has seen its vacancy rate rise by 6.3 percentage points. For industrial space, only the South West SPA experienced a decline in its vacancy rate, whereas the Antelope Valley underwent an increase of nearly nine percentage points. The Antelope Valley was also the only market where the office vacancy rate decreased compared to early-2020 levels. Both the South West and West SPAs have seen double-digit increases in office vacancy rates. In the South West SPA, the office vacancy rate increased by nearly 18 percentage points, accompanied by a 15% decline in asking rents.

Commercial Real Estate Performance, Q1-20 to Q3-25

Table 9

	Flex	Industrial	Multifamily	Office	Retail
	Percentage Point Change in Vacancy				
Los Angeles County	3.4	3.4	0.2	6	1.3
Antelope Valley	0.9	8.8	3.9	-0.2	-0.5
East	0.6	4.4	0.3	3.3	0.4
Metro	6.3	1.8	0.3	6.3	3
San Fernando	3.6	2.9	0.4	6.8	1.1
San Gabriel	-0.4	2	0.4	1.3	1
South Bay	4.9	4.8	0.3	3.7	1.6
South East	1.5	3.8	1.2	0.7	-0.6
South West	5.2	-1.9	0.7	17.8	1
West	4.7	4.2	-0.9	11.1	3.3
	Percentage Change in Asking Rents				
Los Angeles County	14.5%	30.2%	11.1%	5.1%	7.3%
Antelope Valley	24.1%	27.2%	24.8%	13.9%	34.4%
East	26.2%	43.0%	19.0%	8.6%	17.3%
Metro	2.0%	-9.4%	5.3%	-2.6%	-8.1%
San Fernando	13.2%	33.4%	14.8%	10.2%	13.8%
San Gabriel	21.6%	36.6%	19.3%	9.5%	11.7%
South Bay	42.4%	36.4%	12.0%	3.2%	20.0%
South East	42.7%	34.0%	12.9%	12.8%	6.9%
South West	-4.6%	3.5%	7.3%	-15.0%	8.3%
West	-22.0%	4.8%	8.8%	-2.4%	-10.2%

Source: CoStar. Analysis by Beacon Economics.

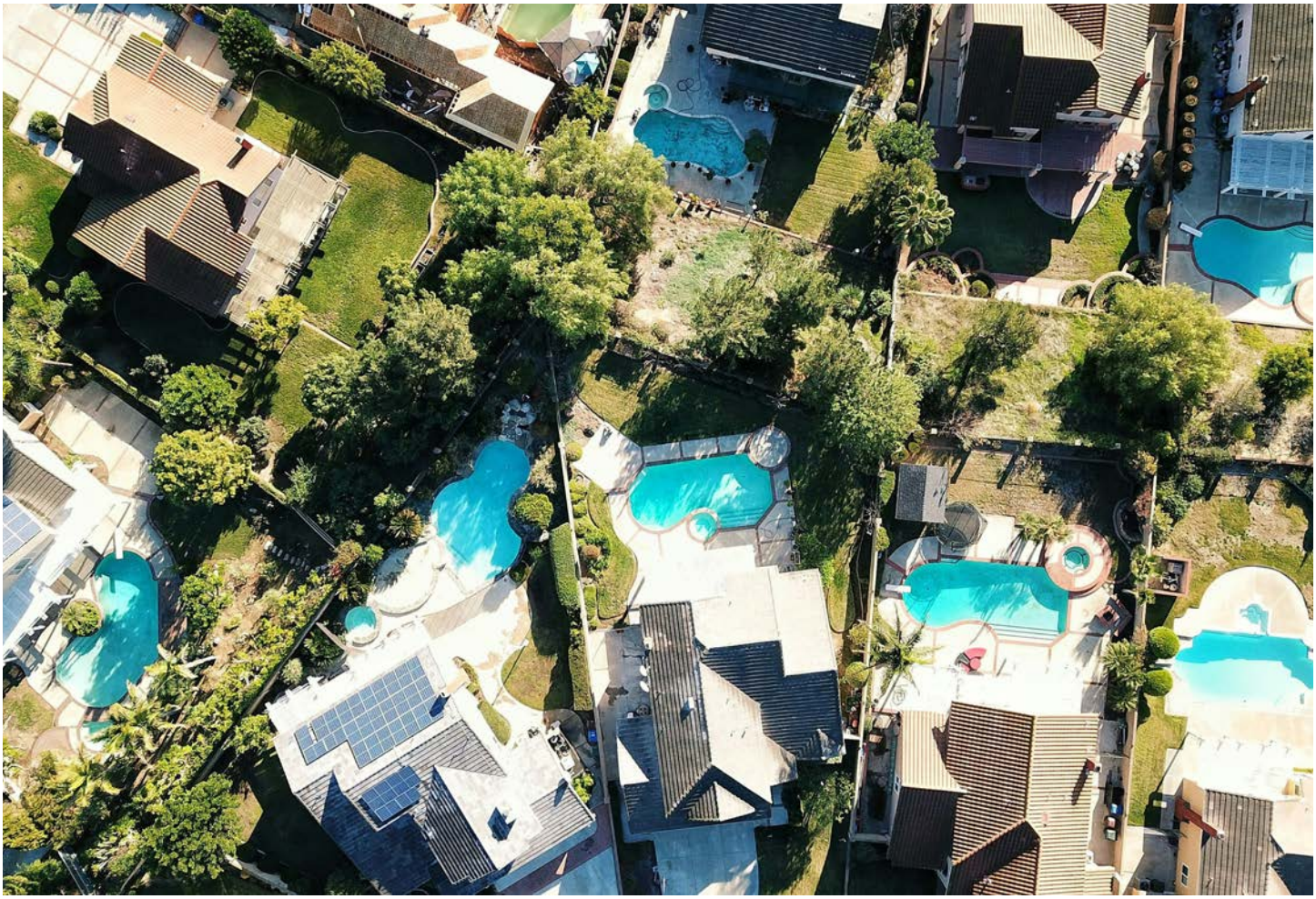
Recent performance, as measured by net absorption over the most recent four quarters for which data are available, suggests that the market has continued to soften. Net absorption of industrial space has been either modestly positive, as was the case in the Antelope Valley, Metro, and South West SPAs, or largely negative in the remaining regions. The one bright spot was the San Gabriel SPA, which absorbed nearly 1.9 million square feet of industrial space during the four-quarter period from the fourth quarter of 2024 to the third quarter of 2025. Office performance was also relatively strong in the San Fernando and San Gabriel SPAs, which together absorbed nearly 275,000 square feet of office space. Retail activity was mixed across the county, with most of the positive net absorption occurring in the Antelope Valley and South West SPAs. Meanwhile, the East SPA was the only region where multifamily absorption was negative.

Annual Net Absorption by Los Angeles SPA, Q3-25

Table 10

	Flex	Industrial	Multifamily	Office	Retail
Los Angeles County	-846.9	-5,213.1	6,584	-5,632.5	-1,563.6
Antelope Valley	-8.5	5.5	159	-43.5	185.7
East	-36.0	-1,604.9	-190	-1,722.8	-15.0
Metro	-105.3	63.6	3,906	-1,953.4	-286.9
San Fernando	-311.6	-1,137.5	226	202.4	-502.9
San Gabriel	-0.4	1,863.5	144	70.4	-568.3
South Bay	-164.6	-1,804.8	757	-244.4	-184.4
South East	38.3	-967.3	578	-18.9	-13.3
South West	-6.9	5.2	443	-45.0	71.0
West	-207.4	-37.0	592	-111.0	-420.2

Source: CoStar. Analysis by Beacon Economics.
Note: Multifamily reflects number of units.



Regional Variation in Housing Markets

Across Los Angeles County, the housing market has really split into three distinct "worlds": a very high-cost Westside and coastal core, a broad band of middle-priced communities, and a still-relatively-affordable outer edge. The SPAs line up closely along that spectrum. On one end, the West SPA has essentially become a $2 million market, with a median home price of about $2.17 million, followed by the Metro and South Bay SPAs, all sitting well above the countywide median of roughly $1.13 million. On the other end, the Antelope Valley is still the only SPA where the median home is priced under $500,000, while the South-East and parts of the East and South-West SPAs fill out the "attainable but rising" segment in the $600,000–$850,000 range.

Price growth since 2019 has been strongest in those more affordable areas, which suggests a slow catching-up process. Median home prices are up by more than 50% in the East, San Fernando, and Antelope Valley SPAs, compared with sub-30% growth in the high-priced Metro and West SPAs. In other words, the outer and middle-ring parts of the county have become less affordable from the breakneck pace of appreciation, even as the Westside and central core started from much higher levels.

Total Residential Median Home Price, Los Angeles SPA

Table 11

Location	Median Home Price Aug-25 YTD Avg.	1-Year YTD Chg. (%)	6-Year YTD Chg. (%)
Los Angeles County	$1,132,432	5.9	48.3
Antelope Valley	$470,258	1.0	50.1
East	$810,772	2.9	50.5
Metro	$1,318,532	5.0	29.4
San Fernando	$1,090,626	3.3	50.1
San Gabriel	$995,235	1.4	47.8
South Bay	$1,195,808	5.7	46.8
South-East	$629,820	2.7	45.5
South-West	$830,507	-2.7	31.6
West	$2,168,443	6.2	28.8

Source: CoreLogic. Analysis by Beacon Economics.

Sales activity tells a slightly different but related story. Countywide, 2025 year-to-date home sales are about 27% below 2019 levels, and every SPA has seen a decline in overall sales. The steepest declines have been in the Antelope Valley, East, and South-East SPAs with each down more than one-third, creating a thinner pipeline of transactions exactly where first-time and move-up buyers are most concentrated. By contrast, the West SPA has held up surprisingly well, with 2025 sales only about 2% below 2019 levels. The "workhorse" markets in the middle such as San Fernando, San Gabriel, and South Bay still account for the bulk of countywide transactions, led by San Fernando with just over 12,000 sales so far this year.

At the same time, the composition of what is selling has shifted sharply upmarket. In 2019, just over one in five homes sold in Los Angeles County sold for $1 million or more. By 2025, that share has roughly doubled to about 42%. Yet that shift is highly uneven across SPAs. In the Antelope Valley and South-East SPAs, less than 10% of sales are over $1 million, reinforcing their role as the lower-priced end of the market. In the West SPA, more than 80% of homes sold now clear the $1-million mark, and a large share are well above that threshold. The result is a county where the typical transaction in some SPAs would barely register in others.

Total Residential Home Sales, Los Angeles SPA

Table 12

Location	Home Sales Aug-25 YTD Avg.	1-Year YTD Chg. (%)	6-Year YTD Chg. (%)
Los Angeles County	48,332	-0.8	-27.0
Antelope Valley	3,594	-12.4	-35.9
East	4,030	-3.2	-35.2
Metro	4,132	3.8	-24.0
San Fernando	12,079	-4.0	-32.1
San Gabriel	8,704	0.3	-22.0
South Bay	7,509	0.7	-24.5
South-East	1,493	-3.0	-40.9
South-West	1,613	-1.4	-28.9
West	5,178	13.1	-2.2

Source: CoreLogic. Analysis by Beacon Economics.

Total Residential Home Sales by Price, Los Angeles SPA, 2019, 2024, and 2025

Tables 13a-c

Location	Under $250k	$250k to $500k	$500k to $750k	$750 to $1 Mil	$1 Mil to $1.5 Mil	$1.5 Mil to $2.0 Mil	$2.0 Mil to $3.0 Mil	$3 Mil+	Total Sales	Share $1 Mil and Over
2019										
Los Angeles County	2,325	18,672	21,971	9,589	6,942	2,910	2,142	1,702	66,253	20.7
Antelope Valley	1,475	3,795	301	27	7	1	0	1	5,607	0.2
East	107	2,294	3,285	405	109	9	7	2	6,218	2.0
Metro	55	549	1,327	1,203	1,135	551	353	264	5,437	42.4
San Fernando	262	4,007	7,147	3,118	1,911	660	467	226	17,798	18.3
San Gabriel	105	3,099	4,533	1,807	963	357	192	105	11,161	14.5
South Bay	162	2,286	3,493	1,692	1,251	475	361	221	9,941	23.2
South-East	107	1,772	479	134	24	6	2	4	2,528	1.4
South-West	28	708	875	414	167	44	21	12	2,269	10.8
West	24	162	531	789	1,375	807	739	867	5,294	71.6
2024										
Los Angeles County	961	4,915	11,982	11,795	9,549	4,121	2,914	2,480	48,717	39.1
Antelope Valley	648	1,875	1,368	159	45	4	0	2	4,101	1.2
East	41	248	1,522	1,793	453	76	26	5	4,164	13.4
Metro	60	229	690	732	979	534	444	312	3,980	57.0
San Fernando	86	961	2,568	3,585	3,011	1,170	711	496	12,588	42.8
San Gabriel	46	460	2,354	2,537	1,967	674	402	236	8,676	37.8
South Bay	36	655	1,618	1,932	1,591	752	499	371	7,454	43.1
South-East	23	315	950	173	62	9	4	3	1,539	5.1
South-West	6	101	593	462	344	91	27	12	1,636	29.0
West	15	71	319	422	1,097	811	801	1,043	4,579	81.9

Source: CoreLogic. Analysis by Beacon Economics.

Total Residential Home Sales by Price, Los Angeles SPA, 2019, 2024, and 2025 (Cont)

Tables 13a-c

Location	Under $250k	$250k to $500k	$500k to $750k	$750 to $1 Mil	$1 Mil to $1.5 Mil	$1.5 Mil to $2.0 Mil	$2.0 Mil to $3.0 Mil	$3 Mil+	Total Sales	Share $1 Mil and Over
	2025									
Los Angeles County	829	4,789	11,170	11,402	9,677	4,250	3,322	2,893	48,332	41.7
Antelope Valley	515	1,705	1,194	135	35	2	5	3	3,594	1.3
East	20	242	1,352	1,749	552	78	26	11	4,030	16.6
Metro	32	251	647	713	1,023	605	490	371	4,132	60.2
San Fernando	98	902	2,326	3,349	2,897	1,176	850	481	12,079	44.7
San Gabriel	61	535	2,271	2,508	2,033	634	387	275	8,704	38.2
South Bay	58	641	1,562	1,809	1,641	785	562	451	7,509	45.8
South-East	20	335	827	223	75	7	5	1	1,493	5.9
South-West	12	97	618	442	327	77	29	11	1,613	27.5
West	13	81	373	474	1,094	886	968	1,289	5,178	81.8

Source: CoreLogic. Analysis by Beacon Economics.

Overall listings in Los Angeles County remain below 2019 levels, but the decline has been more modest than in California or the nation. Inventories are highest in the San Fernando SPA, followed by the West and Metro SPAs, and are now above pre-pandemic levels in the Metro, South-West, and West SPAs. In contrast, inventories remain well below 2019 levels in the East and San Gabriel SPAs, so buyers there face fewer options even as those subregions have seen some of the fastest price gains.

Homes are also taking longer to sell than during the pandemic boom, but not dramatically longer than before the pandemic. In 2025, the median home in Los Angeles County spent around 48 days on the market, which was slightly longer than the state and roughly in line with the nation. The slowest markets are in the Metro, South-West, West, and South-East SPAs, all with marketing times around two months or more. By contrast, homes in the East and San Gabriel SPAs still sell in just over 40 days. Median days on market have risen from 2024 but remain close to 2019 levels, suggesting a market that has cooled from its low-mortgage-rate-induced buying frenzy but is still functioning.

Total Residential Inventory by Los Angeles SPA

Table 14

Location	Inventory Aug-25 YTD Avg.	1-Year YTD Chg. (%)	6-Year YTD Chg. (%)
United States	1,465,587	21.4	-11.0
California	80,690	33.3	-13.1
Los Angeles County	17,556	33.4	-9.1
Antelope Valley	1,197	32.2	-15.7
East	1,001	17.0	-26.8
Metro	2,616	24.8	16.7
San Fernando	4,676	34.4	0.8
San Gabriel	2,440	29.4	-28.3
South Bay	2,366	23.8	-9.6
South-East	599	17.7	-8.0
South-West	796	16.8	10.6
West	2,493	16.7	9.0

Source: Redfin. Analysis by Beacon Economics.

Altogether, the story is a county where the Westside and coastal housing core operate as an almost entirely million-dollar-plus market with relatively stable sales and more inventory, the San Fernando and San Gabriel SPAs serve as the main engine of transactions and price growth, and the outer SPAs, especially the Antelope Valley and South-East, remain the last major entry points for buyers but have seen the sharpest decline activity. The big picture is less a single "Los Angeles housing market" and more a set of distinct submarkets that are moving in the same general direction of higher prices, fewer sales, slightly slower turnover, but at very different speeds and at very different price points.

Total Residential Median Days on Market by Los Angeles SPA
Table 15

Location	Median Days on Market Aug-19 YTD Avg.	Median Days on Market Aug-24 YTD Avg.	Median Days on Market Aug-25 YTD Avg.
United States	45.8	39.4	46.1
California	43.2	30.9	39.6
Los Angeles County	49.6	38.2	47.6
Antelope Valley	46.4	37.6	49.0
East	47.5	33.5	40.5
Metro	57.5	54.9	67.0
San Fernando	49.2	38.5	50.5
San Gabriel	53.0	32.9	40.7
South Bay	46.8	38.1	45.8
South-East	49.2	45.1	60.2
South-West	51.9	55.6	65.6
West	57.4	55.8	61.0

Source: Redfin. Analysis by Beacon Economics.

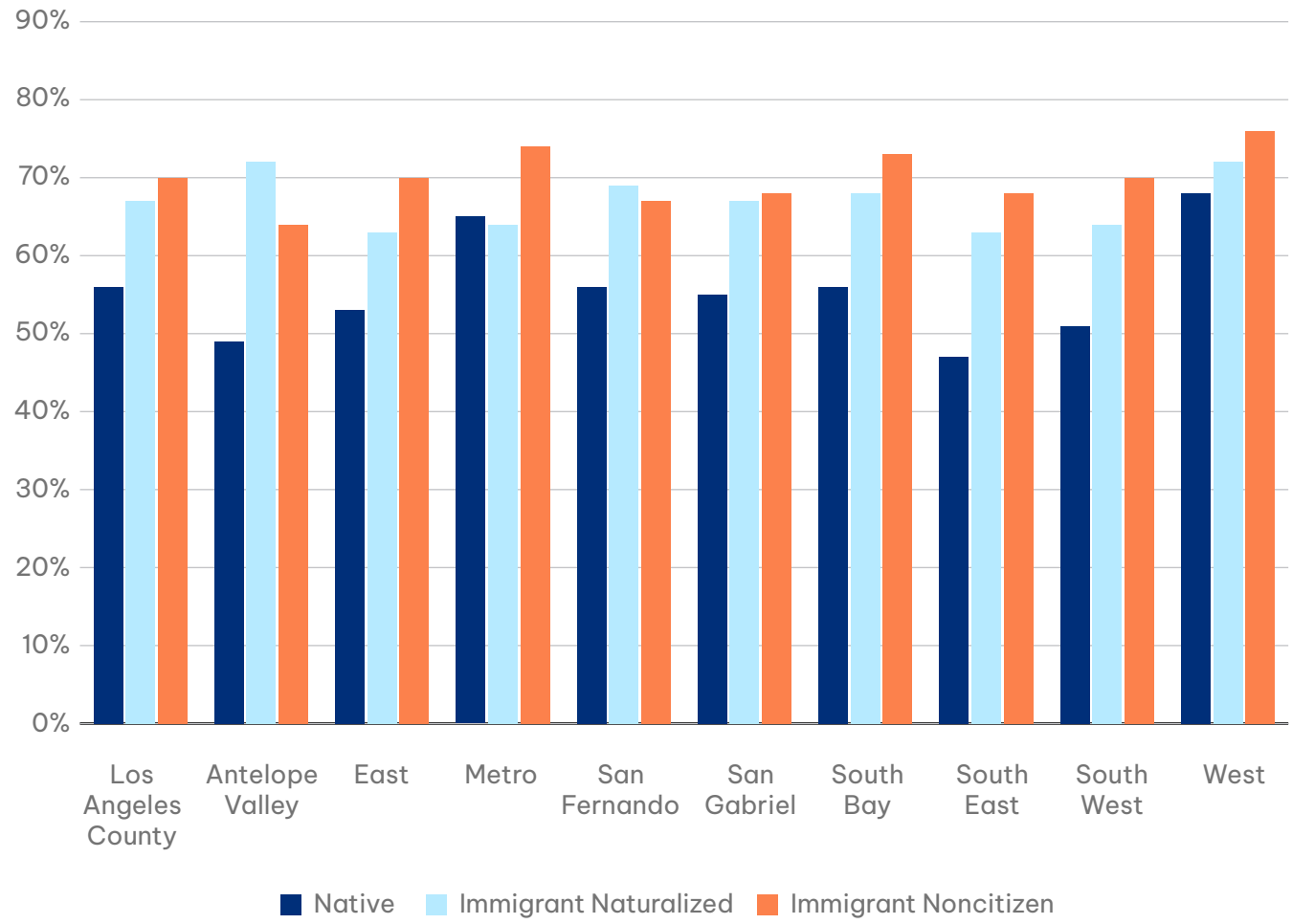
IMMIGRATION

Immigrant concentrations vary significantly across Los Angeles County Service Planning Areas (SPAs). Immigrant share of population is highest in South East (39.3%), San Gabriel (38.4%), San Fernando (38.2%), and Metro (37.4%) SPAs. The East (34.2%) and South West (33.8%) SPAs also have large immigrant populations, each representing roughly one-third of residents. In contrast, immigrant presence is lower in the South Bay (27.5%), West (23.6%), and Antelope Valley (22.6%).

Labor force participation patterns mirror these geographic differences. Across nearly all SPAs, noncitizen immigrants have the highest labor force participation rates, reaching 76% in the West and 74% in Metro SPAs. Naturalized immigrants also participate at higher rates than native workers, generally ranging from 63% to 72% across areas. Native workers show lower participation, falling below 60% in nearly all SPAs, including Antelope Valley, East, San Fernando, San Gabriel, South Bay, South East, and South West. Taken together, these patterns illustrate that immigrants, particularly those who are noncitizens, make up a disproportionately active share of the regional workforce and contribute significantly to local labor supply.

Labor Force Participation by Status, Los Angeles SPAs

Figure 31

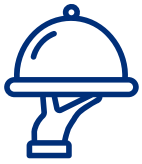


Source: American Community Survey 2024, 1-Year Public Use Microdata Sample (PUMS). Analysis by Beacon Economics.

ACROSS NEARLY ALL OF LA'S SERVICE PLANNING AREAS, NONCITIZEN IMMIGRANTS HAVE THE HIGHEST LABOR FORCE PARTICIPATION RATES.

Noncitizen immigrant employment patterns vary across SPAs, but a small set of industries consistently account for the largest share of workers. These patterns reflect where noncitizen labor is most concentrated, and which sectors rely most heavily on this segment of the workforce across Los Angeles County.

Construction is the most common employment sector for noncitizen workers. It ranks first in Antelope Valley, East, San Fernando, South-East, and South-West, and appears within the top three in every SPA except South-Bay and West.



Accommodation and food services is another major sector of employment. It ranks first in Metro, San Gabriel, and South Bay, and appears as the second- or third-ranked sector in East, San Fernando, South-East, South-West, and West. Its presence across nearly all SPAs highlights the industry's heavy reliance on noncitizen labor.

Manufacturing shows strong but regionally varied concentration. It ranks within the top three in Antelope Valley, East, San Gabriel, South Bay, and South-East. These SPAs contain some of the county's more established industrial corridors, where noncitizen workers represent a sizeable share of the workforce.

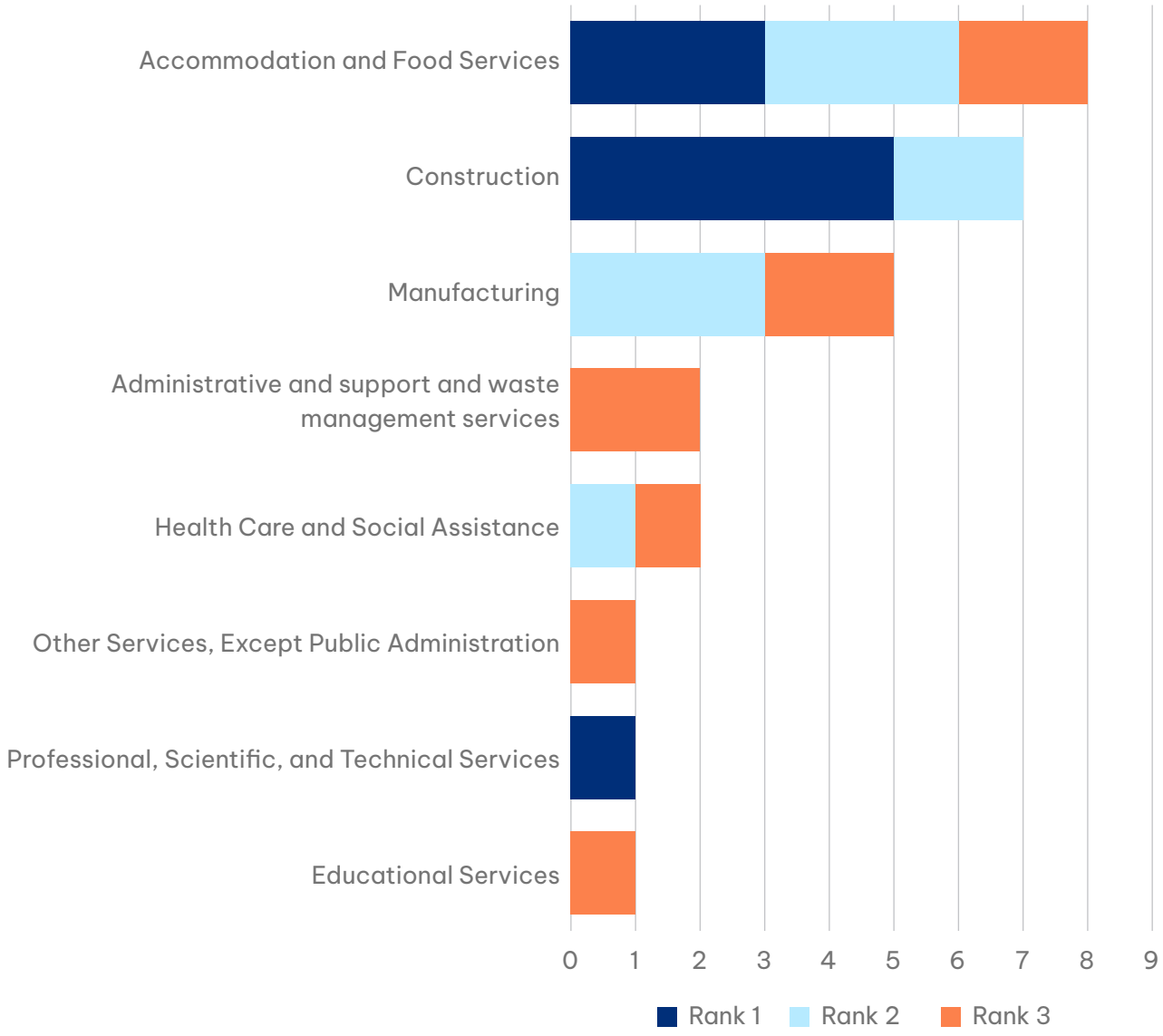
Administrative and Support and Waste Management Services also emerges as an important employer of noncitizen immigrant workers, ranking in the top three in both the South Bay and South-West SPAs. This reflects the sector's dependence on workers who support day-to-day business operations and essential service functions. Health Care and Social Assistance also appear among the top three sectors in more than one SPA, including Antelope Valley and San Fernando, highlighting the role immigrant workers play in caregiving and community health services across the county.

In the West SPA, Professional, Scientific, and Technical Services ranks first, reflecting the importance of highly skilled global talent in the region's tech and knowledge-based industries. National research shows that major tech hubs rely heavily on immigrant workers, with roughly two-thirds of Silicon Valley tech jobs filled by foreign-born employees, including many on H-1B visas.[21] This broader pattern highlights how noncitizen immigrants contribute specialized skills that support innovation and strengthen Los Angeles County's economy.

[21] Joint Venture Silicon Valley. (2025). "Silicon Valley Index 2025." Retrieved from https://jointventure.org/images/stories/pdf/index2025-jvsv.pdf

Most Frequent Top Sectors for Noncitizen Immigrant Employment, Los Angeles County

Figure 32



Source: American Community Survey 2024, 1-Year Public Use Microdata Sample (PUMS). Analysis by Beacon Economics.

Top Sectors for Noncitizen Immigrant Workers by Los Angeles SPA

Table 16

SPA	Rank 1	Rank 2	Rank 3
Los Angeles County	Accommodation and Food Services	Construction	Manufacturing
Antelope Valley	Construction	Health Care and Social Assistance	Manufacturing
East	Construction	Manufacturing›	Accommodation and Food Services
Metro	Accommodation and Food Services	Construction	Other Services, Except Public Administration
San Fernando	Construction	Accommodation and Food Services	Health Care and Social Assistance
San Gabriel	Accommodation and Food Services	Construction	Manufacturing
South Bay	Accommodation and Food Services	Manufacturing	Administrative and Support and Waste Management Services
South East	Construction	Manufacturing	Accommodation and Food Services
South West	Construction	Accommodation and Food Services	Administrative and Support and Waste Management Services
West	Professional, Scientific, and Technical Services	Accommodation and Food Services	Educational Services

Source: American Community Survey 2024, 1-Year Public Use Microdata Sample (PUMS). Analysis by Beacon Economics.

HEALTH CARE

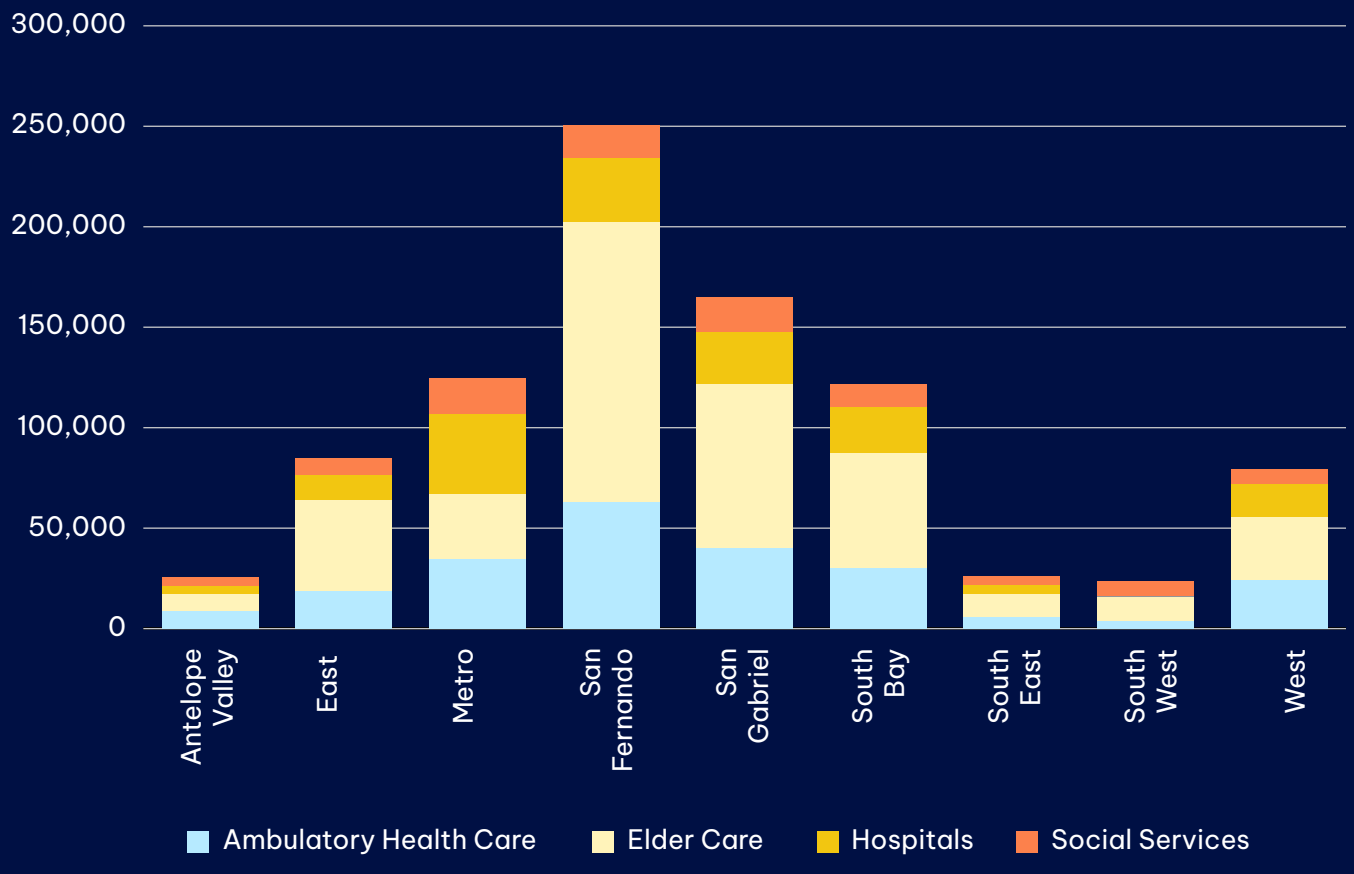
The geographic distribution of Health Care and Social Services jobs by SPA are dominated by local population size, local affluence, and by the presence of major hospital infrastructure. The San Fernando Valley SPA, the most populous, also has the largest sectoral employment at a quarter of a million workers. On the other end, the South West SPA, among the smallest and least affluent, has the fewest number of employees in this sector at less than 24,000 employees. The presence of major hospitals is also a significant determinant of Health Care and Social Services jobs – for example, the Cedars-Sinai Medical Center and the Children's Hospital Los Angeles, among others, lead the Metro SPA to have the largest employment in the Hospitals subsector. Major hospitals also act as geographic hubs, bringing together other subsectors, such as specialist and physical therapy offices (Ambulatory Health Care) or long-term care and assistance (Social Services).

In all but two SPAs (Metro and the Antelope Valley), Elder Care is the largest subsector by employment, and in three SPAs (San Fernando, East, and South West) it accounts for a majority of Health Care and Social Services employment. In the San Fernando Valley SPA, nearly 140,000 people are employed in the Elder Care subsector, with nearly 100,000 of those in the Services for Elderly and People with Disabilities. That industry encompasses all nonresidential and nonmedical services associated with the elderly and people with disabilities, such as senior centers, companion services, nonmedical home care services, and adult day care centers. A similar pattern where a majority of Elder Care jobs are in these services exists across other SPAs. It is also the lowest-paying of all Elder Care industries, averaging annual wages in the low $30,000s. Wages are higher in the higher-skilled industries of the subsector, namely Nursing Care Facilities and Continuing Care Retirement Communities, because many jobs in these industries require a nursing degree and qualifications that are not as broadly needed in the Services for Elderly and People with Disabilities industry.

In the Antelope Valley SPA, the largest subsector is Ambulatory Health Care. The Antelope Valley is generally isolated from the rest of Los Angeles County by the San Gabriel Mountains, and so its residents are less able to access health care services in the rest of the county. This necessitates local health care services, and Ambulatory Health Care, which typically have fewer infrastructure needs than Hospitals, reflect local demand for those services. Furthermore, as the Antelope Valley is one of the fastest-growing SPAs due to its relative affordability and new construction, it also has a large influx of younger residents. There are fewer seniors in the SPA and thus the demand for Elder Care services is less intensive than in other parts of the county.

Hospitals constitute the largest subsector in the Metro SPA by employment. As the economic center of the county, it is not surprising many major hospitals are located within this SPA, because the central location allows greater access for patients from across the county. At least five hospitals employ more than 1,000 people in this SPA: Cedars-Sinai, Children's Hospital Los Angeles, USC Keck, Adventist Health White Memorial, and PIH Health Good Samaritan. Some hospitals are separated into several units in establishment data (because they may be extended over several buildings and addresses).

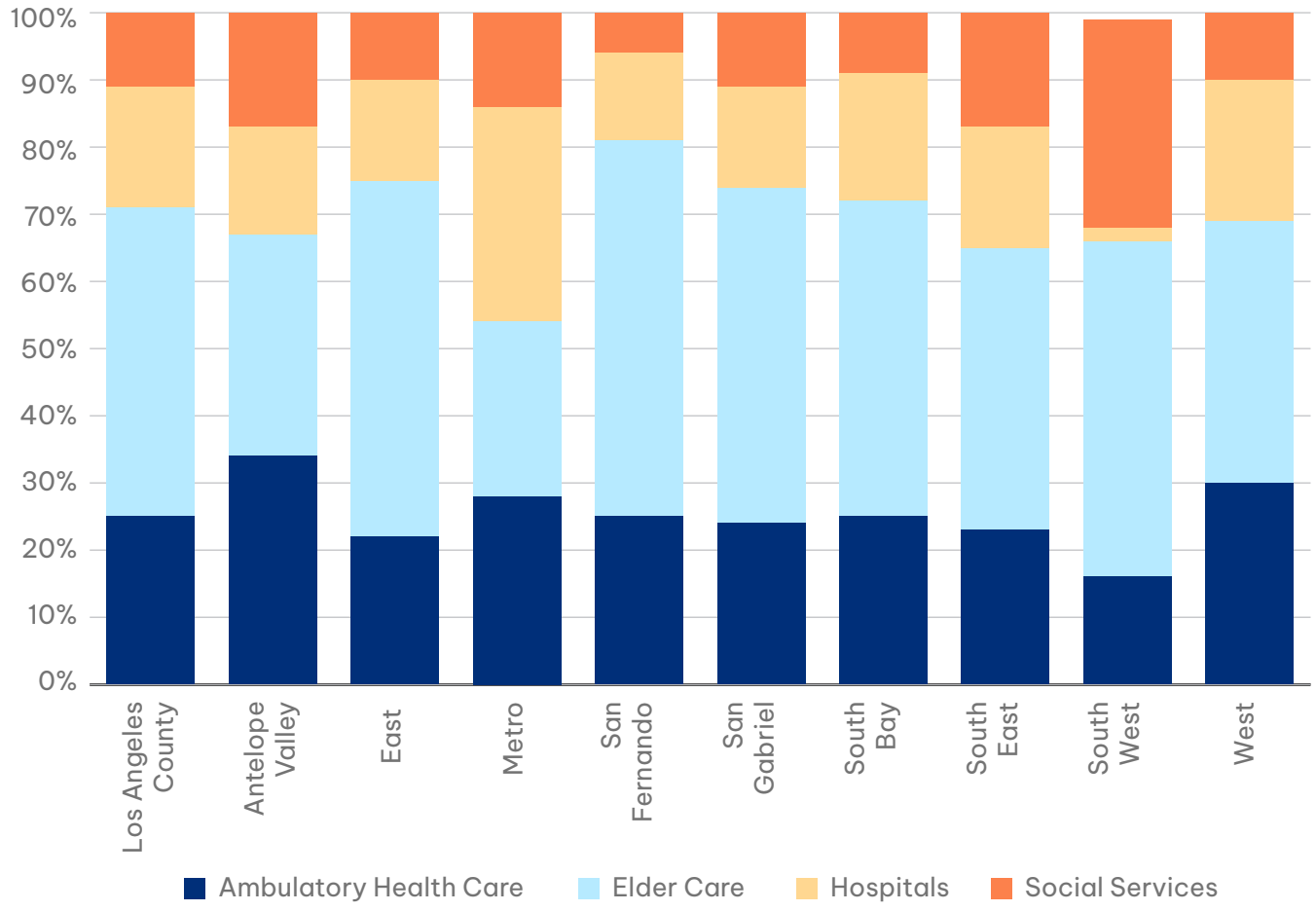
Health Care and Social Services Employment by Los Angeles SPA, 2025
Figure 33



Source: Lightcast. Analysis by Beacon Economics.

Health Care and Social Services Employment Share by Los Angeles SPA, 2025

Figure 34



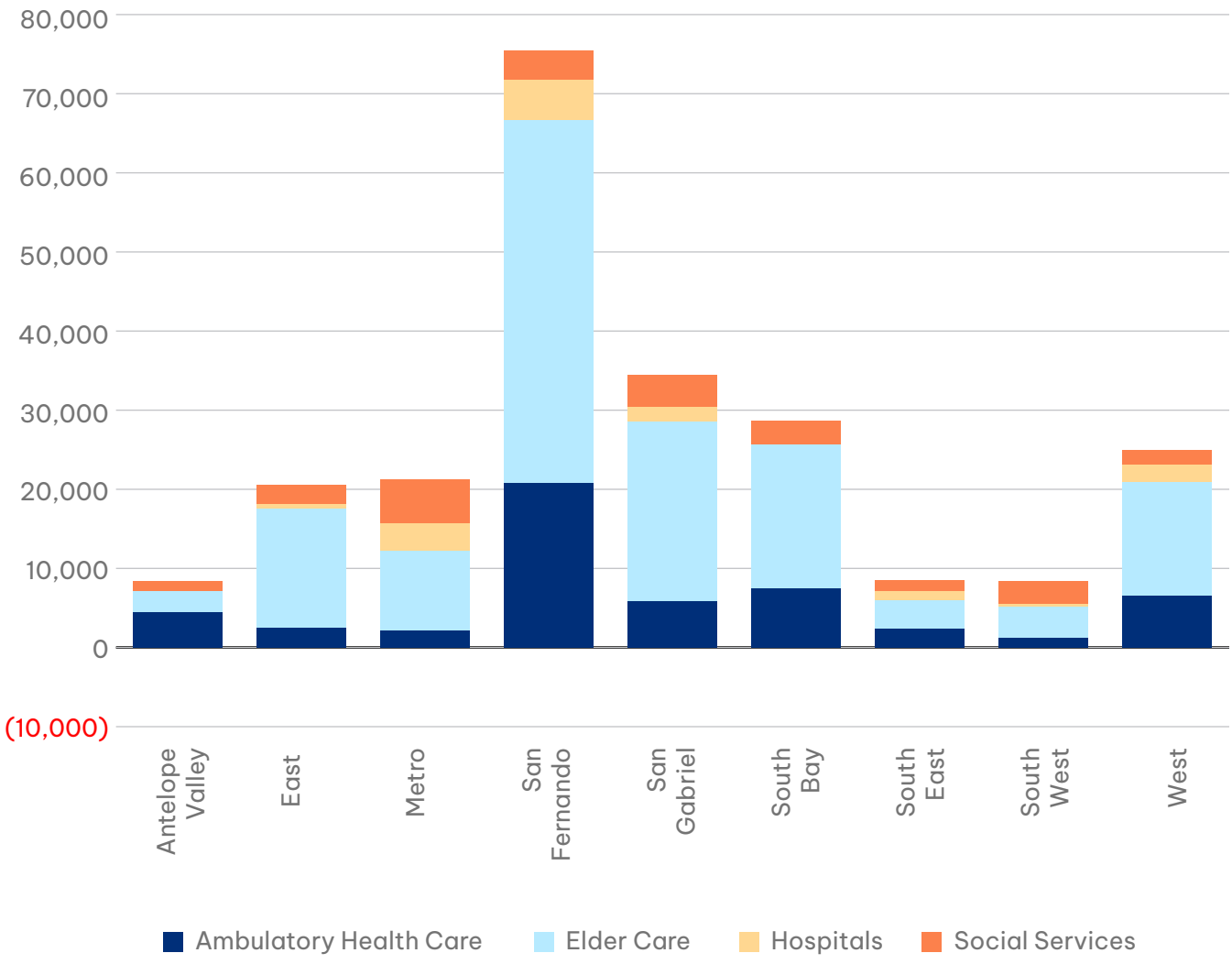
Source: Lightcast. Analysis by Beacon Economics.

Over the past decade, all SPAs have experience growth in employment in the Health Care and Social Services sector. A total of 75,000 jobs were added in the San Fernando Valley SPA, by far the largest increase in absolute numbers. The fastest rate of job growth was in the South West (55% increase), South East (48%), and West (46%) SPAs; the first two had the smallest sectoral employment in 2015 and 2025, so the increase represented a larger share of growth. San Fernando SPA's growth was more impressive because it was both numerically large and relatively rapid, at a 43% increase over ten years. The slowest growth was in the Metro SPA, which saw only a 21% increase in employment, and the San Gabriel SPA, which saw an increase of 26%. Nevertheless, all of these increases outpaced economy-wide rates of job creation. In all SPAs but the Antelope Valley, Elder Care had the largest numerical increase in employment of any subsector. Furthermore, Elder Care accounted for a majority of new sectoral jobs countywide and in five SPAs. In the East SPA, nearly three out of every four new Health Care and Social Services jobs were in the Elder Care subsector.

Similarly, in the short run, every SPA saw an increase in overall employment in the Health Care and Social Services sector. Furthermore, this employment growth was remarkably stable across SPAs, with every SPA but one growing at a rate between 3.2% and 3.7%; the Metro SPA saw an employment increase of 2.7%. During the past year, Elder Care accounted for a majority of new sectoral jobs in every SPA, including three in four new jobs in the East, San Fernando, and San Gabriel SPA. Once again, growth was largest in absolute terms in the most populous SPA, the San Fernando Valley. These trends point toward recent Health Care and Social Services employment growth being primarily a result of an aging population, which explains why Elder Care is the most rapidly growing subsector, and why the employment growth rate is generally stable across SPAs.

10-Year Change in Health Care and Social Services Employment by Los Angeles SPA, 2015–2025

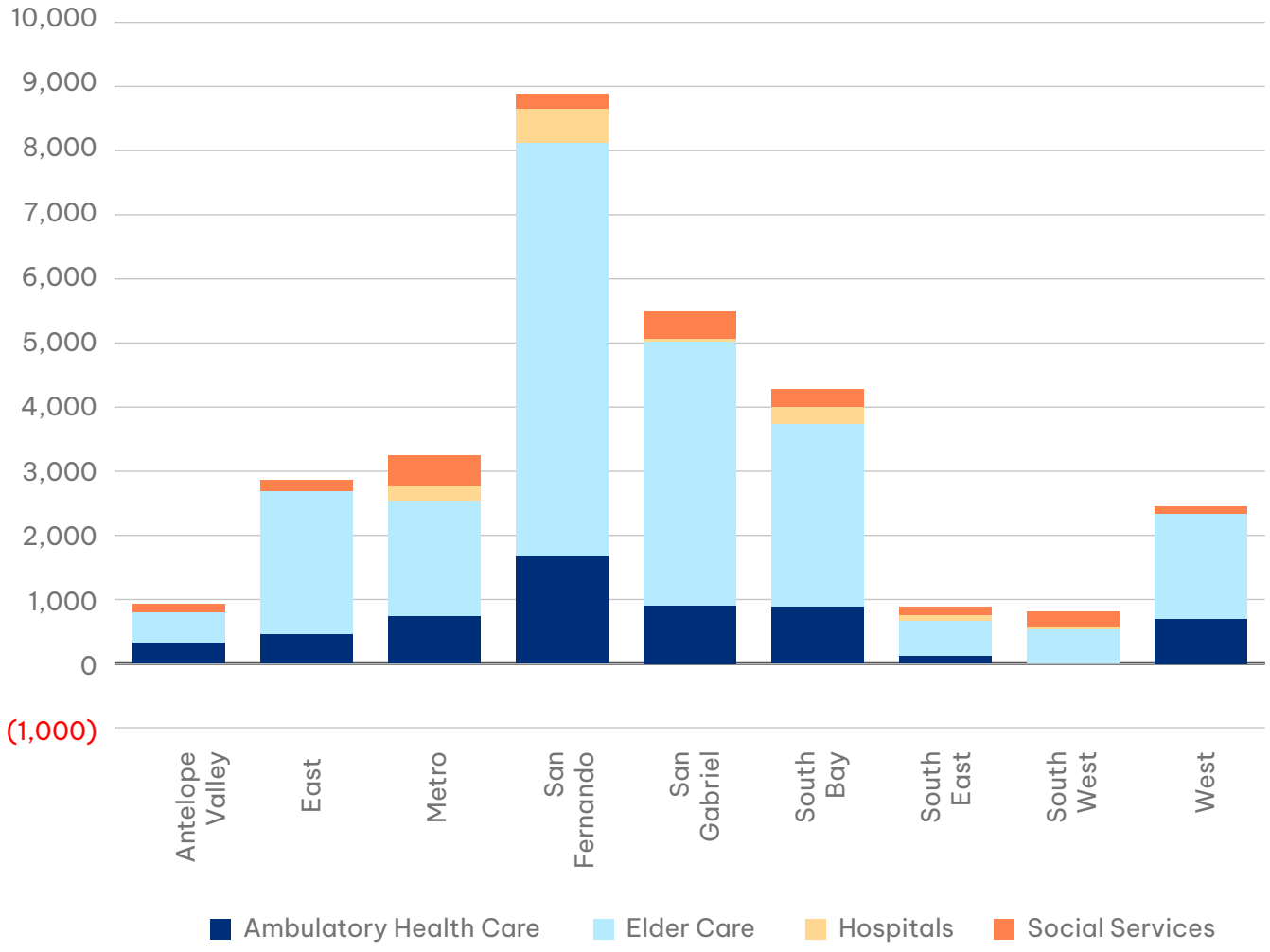
Figure 35



Source: Lightcast. Analysis by Beacon Economics.

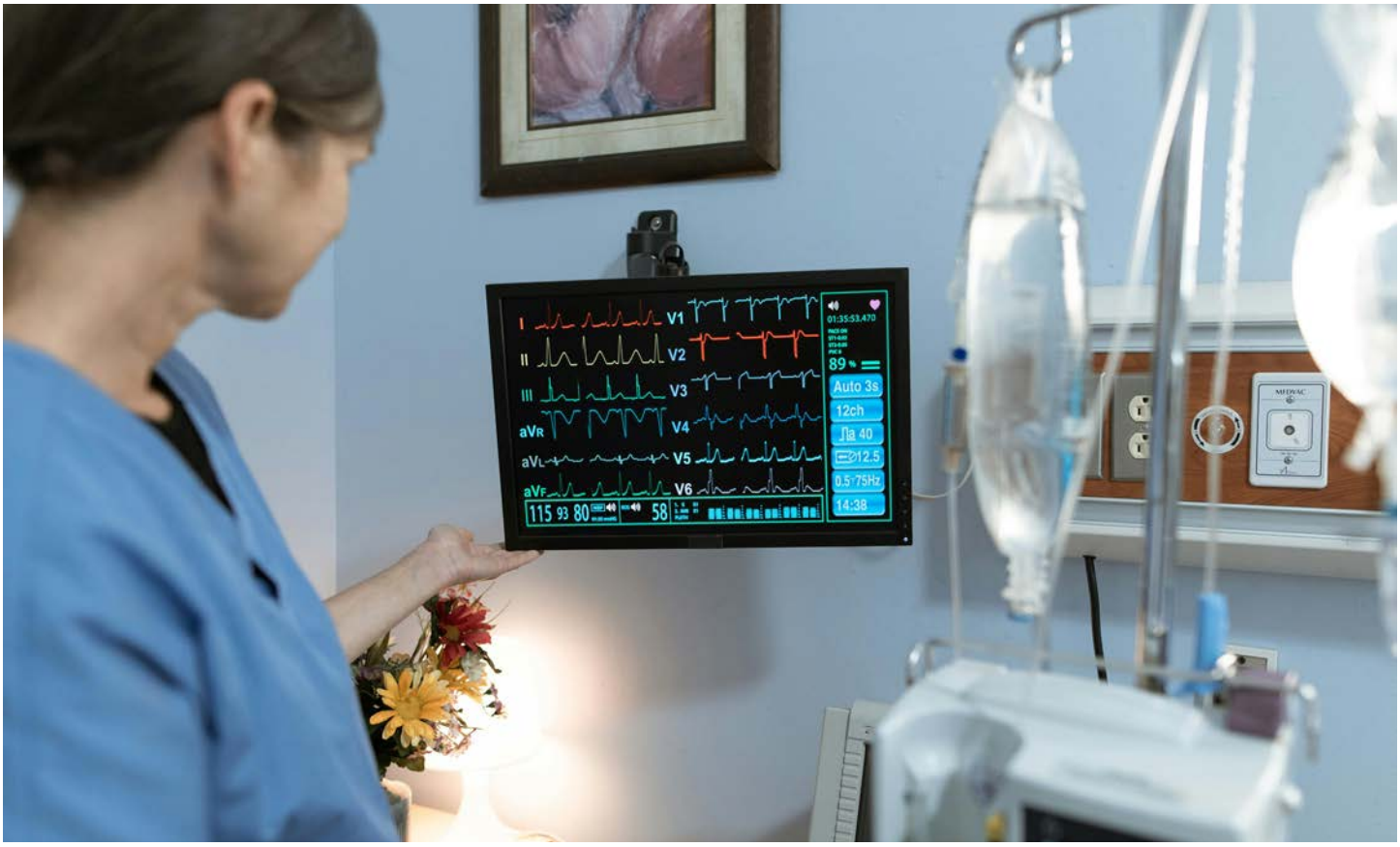
1-Year Change in Health Care and Social Services Employment by Los Angeles SPA, 2024–2025

Figure 36



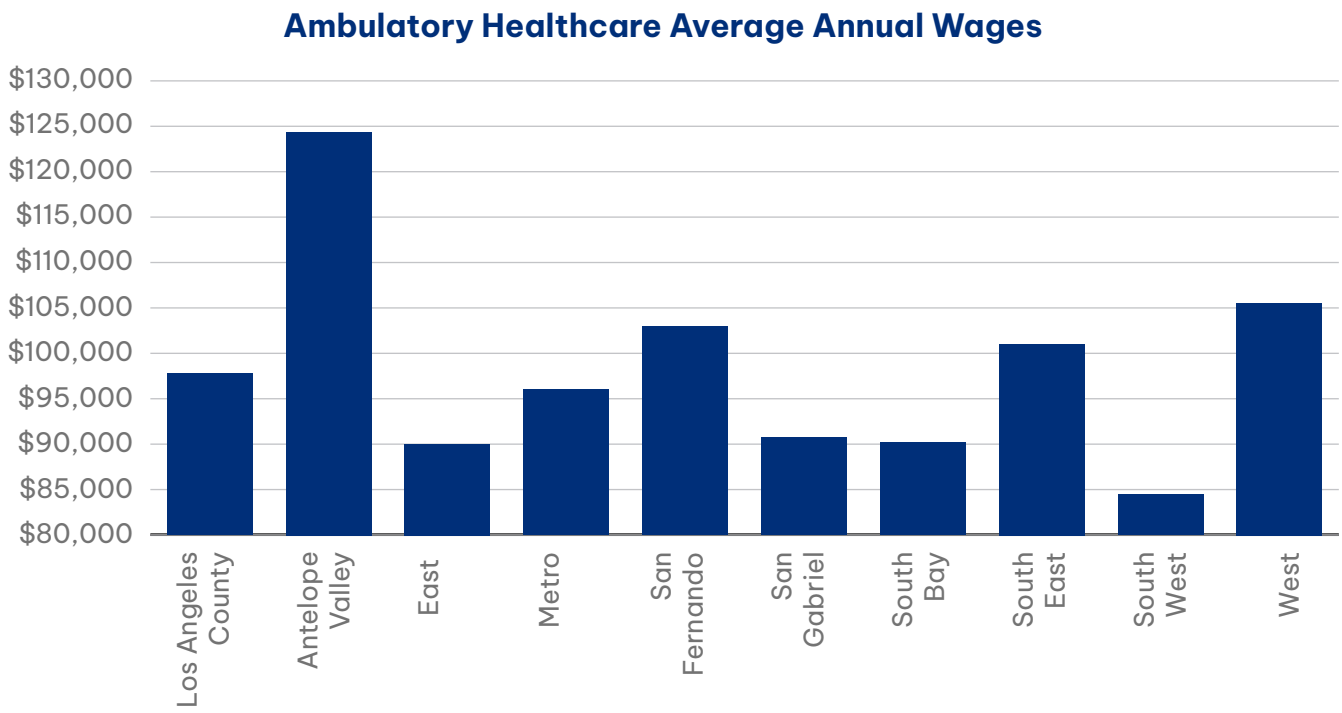
Source: Lightcast. Analysis by Beacon Economics.

Average annual wages vary greatly by both subsector and SPA. In general, Hospitals tend to pay the highest wages of any subsector in all SPAs, while Elder Care similarly consistently paying the lowest wages on average. Except for Elder Care, the Antelope Valley has the highest average wages for the various subsectors, possibly a factor of a lower supply of workers in the Health Care and Social Services sector. In general, average wages do not follow a particular pattern or reflect broader average local earnings or affluence. Overall, the increases in employment in the Elder Care subsector over the past ten years causes average sector wage growth to appear stagnant or even negative, although this is merely a factor of compositional changes rather than decreasing earnings.



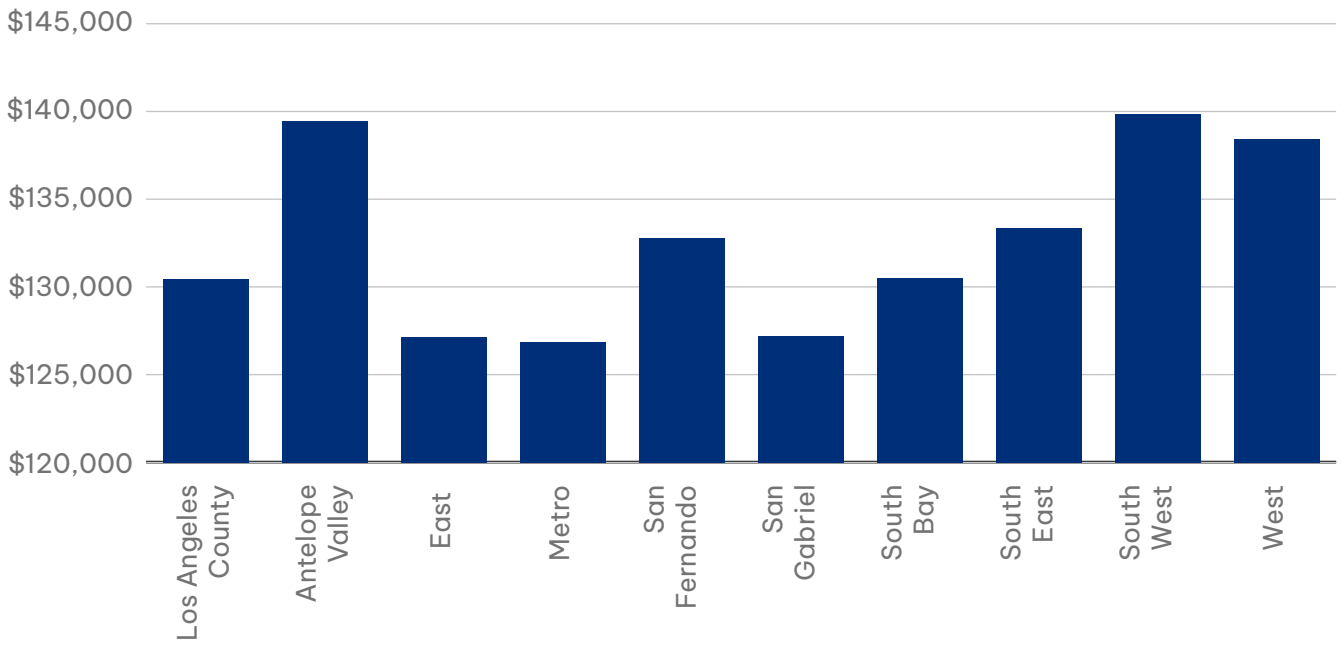
Average Annual Wage in Health Care and Social Services Subsectors by Los Angeles SPA

Figures 37a-d



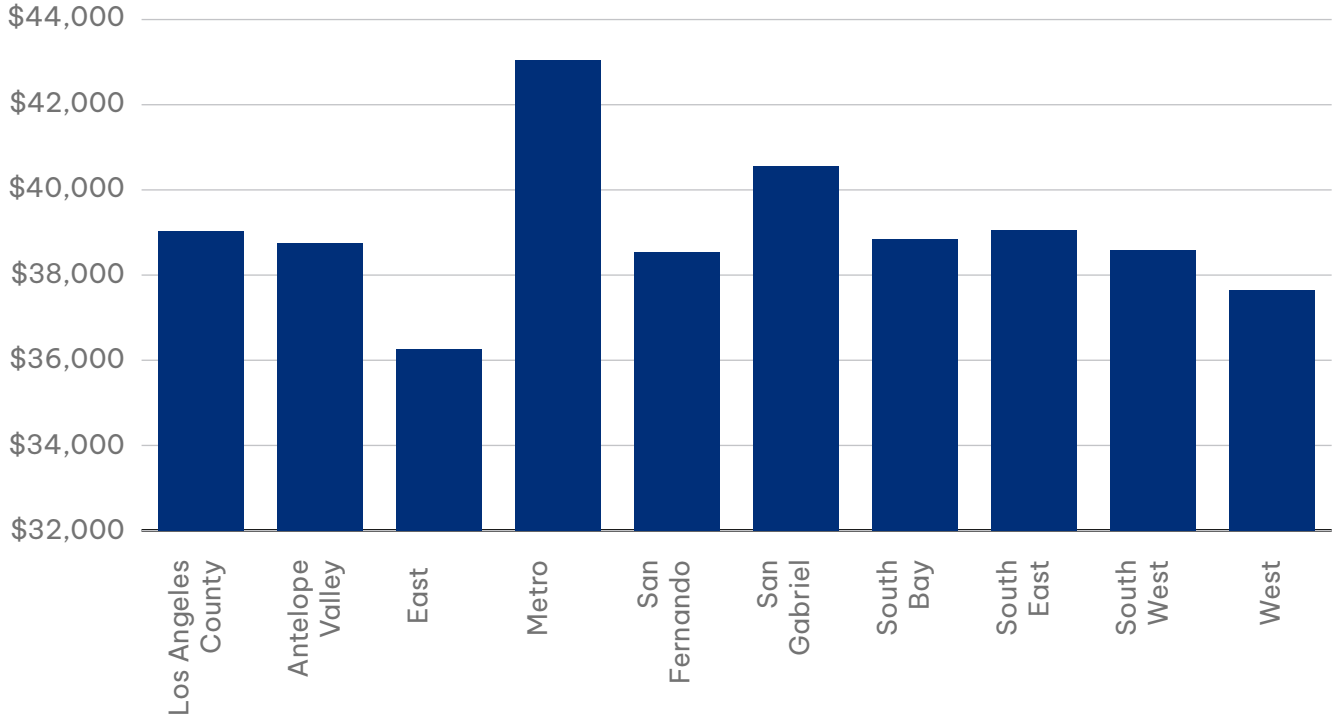
Source: Lightcast. Analysis by Beacon Economics.

Hospitals Average Annual Wages

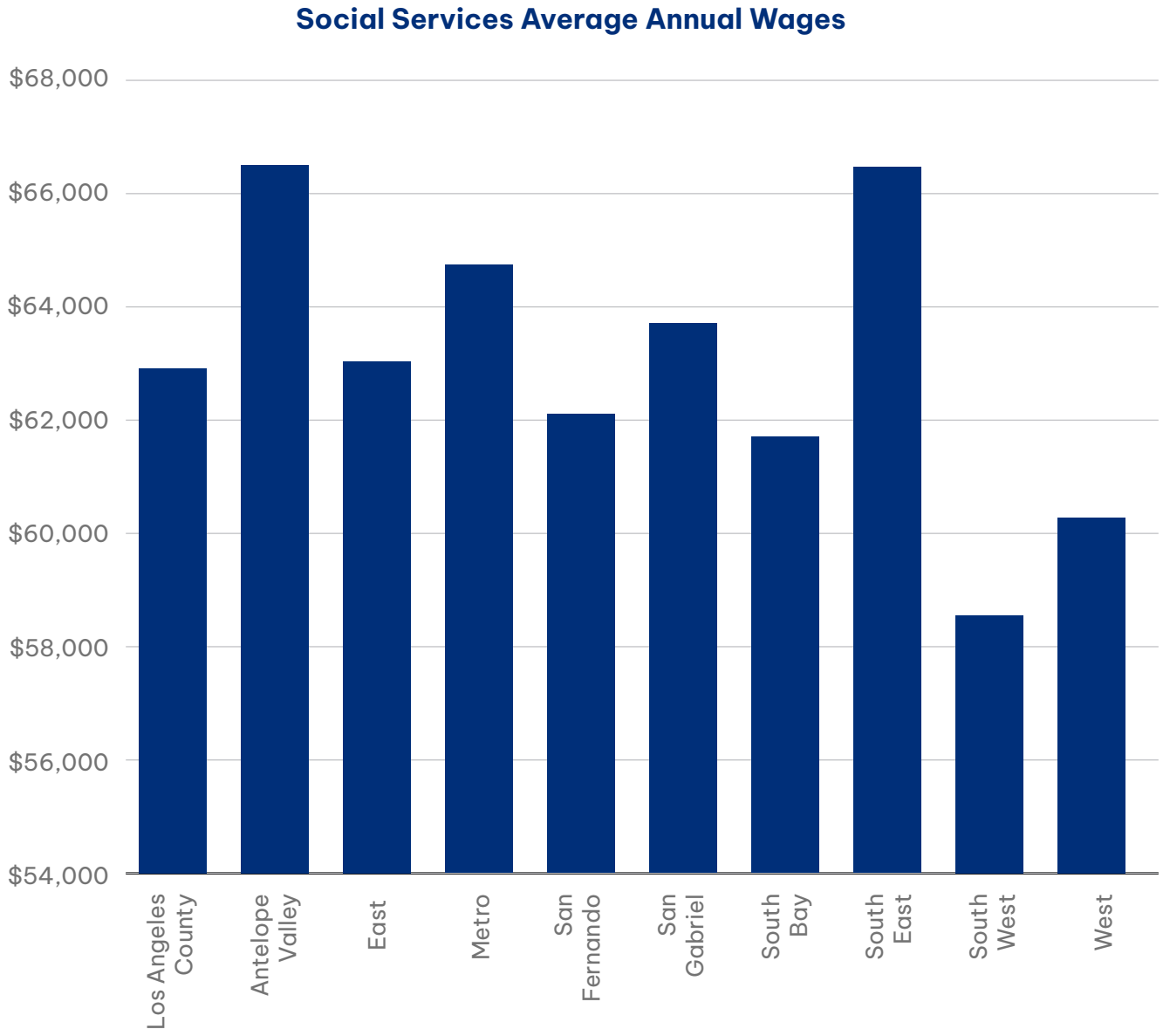


Source: Lightcast. Analysis by Beacon Economics.

Elder Care Average Annual Wages



Source: Lightcast. Analysis by Beacon Economics.



Source: Lightcast. Analysis by Beacon Economics.

Beacon Economics gathered and analyzed data related to several other critical economic and social indicators. These data were too extensive to include in the main body of this report, but include detailed assessments of environmental conditions, public health metrics, homelessness, small business growth, and commute patterns. These supplemental data points provide a more detailed view of the challenges and opportunities facing the region and can be found in the Data Appendix. In the appendix, these indicators are displayed by Service Planning Area (SPA) to allow for a direct comparison of subregional conditions across Los Angeles County.

SUBREGIONAL SURVERY

As part of CJF's Planning Phase, the Subregional Table Leads gathered grassroots data from community members through surveys. Subregional Table Leads collected this data that addresses community needs regarding barriers to economic mobility and accessing high-quality jobs, the transition to a carbon-neutral economy, and resiliency and pandemic recovery.

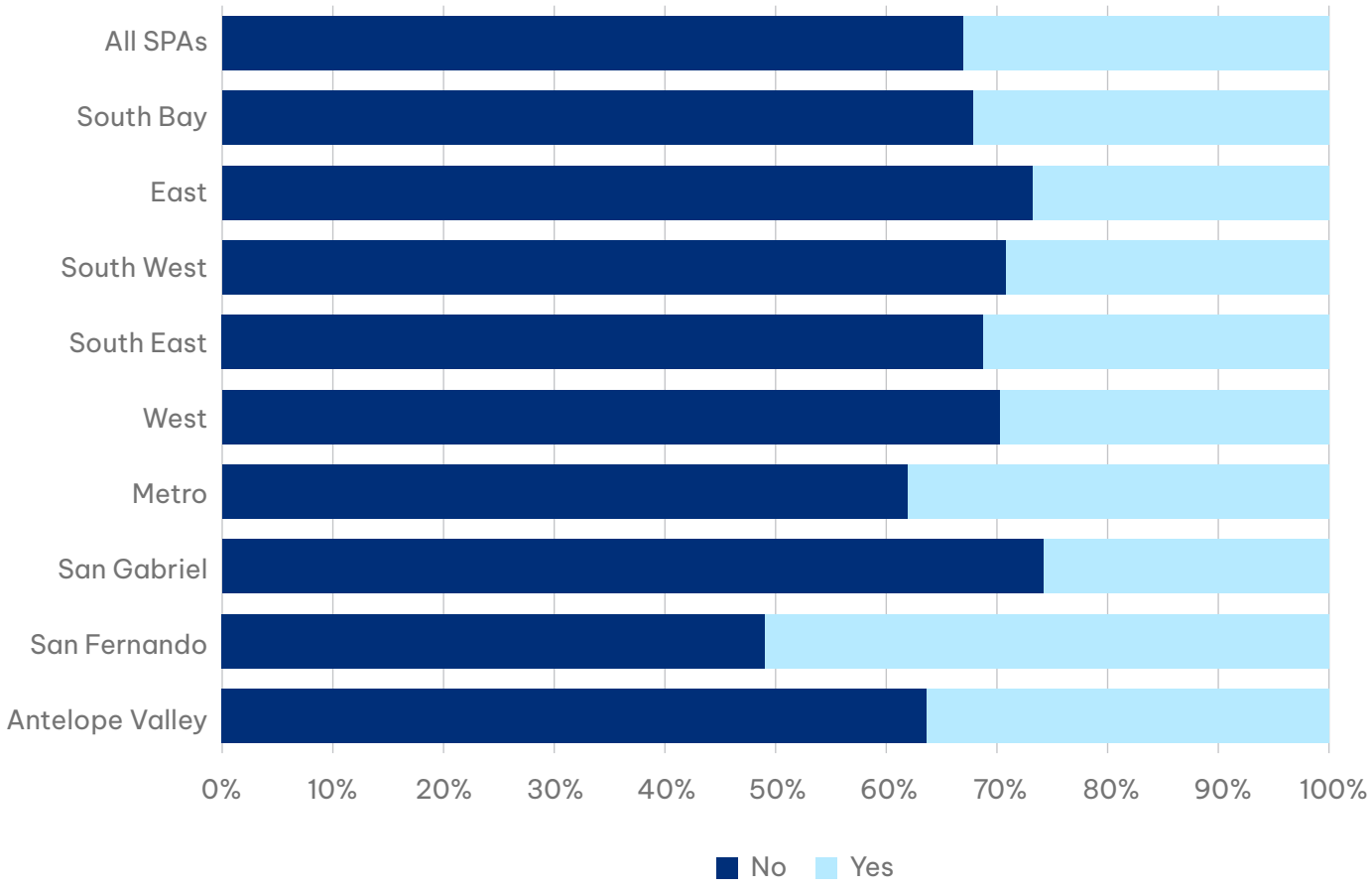
This survey consisted of questions regarding demographics (SPA, priority sector, age, race, gender, education) employment (not just employment status, but also including access to employment, training, and education opportunities), opinions on the carbon-neutral economy transition, and opinions on COVID-19 pandemic recovery, as well as opinions regarding major challenges to personal and community employment opportunities. Question types included binary yes-no, multiple choice and multiple selection, Likert scale, and open-ended questions. Note, however, that due to the nature of the survey and its dissemination through the Subregional Table Leads means that the sample of the survey was not randomly selected and therefore did not create a representative sample of the population. For the purposes of the CJF project—to gather grassroots data about the target populations within priority sectors—this oversampling of certain groups allows researchers to better understand the breadth of potential challenges and opportunities facing these communities. However, it does urge caution when applying these results more broadly, as the survey sample composition may overstate certain findings and understate others.

Overall, approximately 2,700 responses were collected. An average of 200–350 responses were collected per SPA (despite differences in population) and approximately 100–300 per thematic area. The matrix of respondents is summarized at the end of this section.

WORKFORCE DEVELOPMENT AND EMPLOYMENT QUESTIONS

The survey findings reinforce many beliefs about the economic situation in Los Angeles County: that many working families and individuals feel squeezed by a rising cost of living, limited opportunities for high-wage employment, and insufficient access to workforce training and educational resources. Among employed respondents, a third believe they are at risk of losing their job within the next year; this precarious employment situation shapes much of the perception of economic opportunity within the county. Respondents across SPAs identify education, skills training, and career services as key resources needed to get ahead. In certain SPAs, access to capital or credit and affordable housing are identified most frequently as the most critical resource necessary for financial advancement.

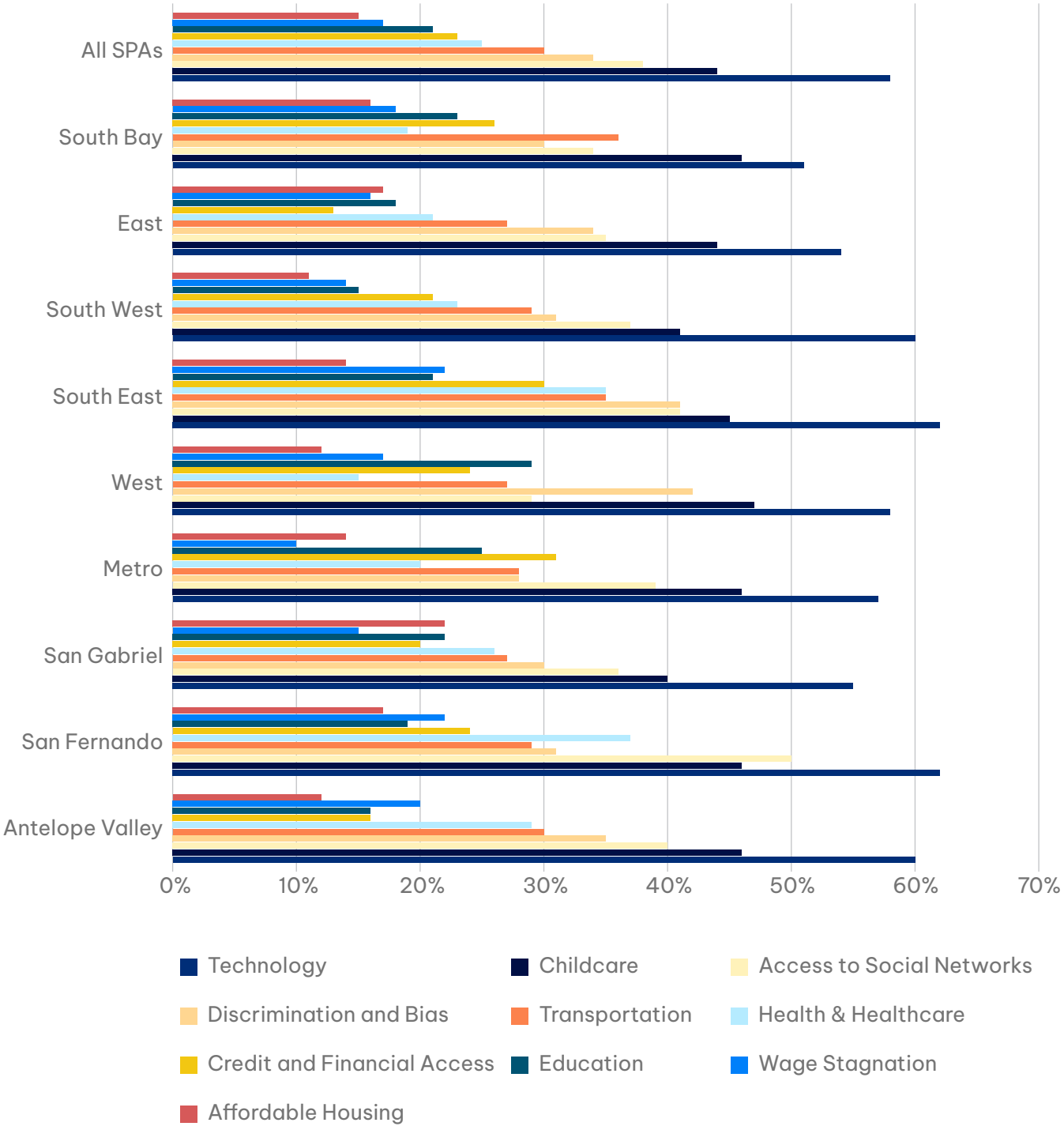
Perceived Risk of Losing Job Within Next Year
Figure 38



Source: LA CERF. Analysis by Beacon Economics.
Excludes responses from unemployed or retired respondents. .

Greatest Barriers Inhibiting Personal Financial Advancement

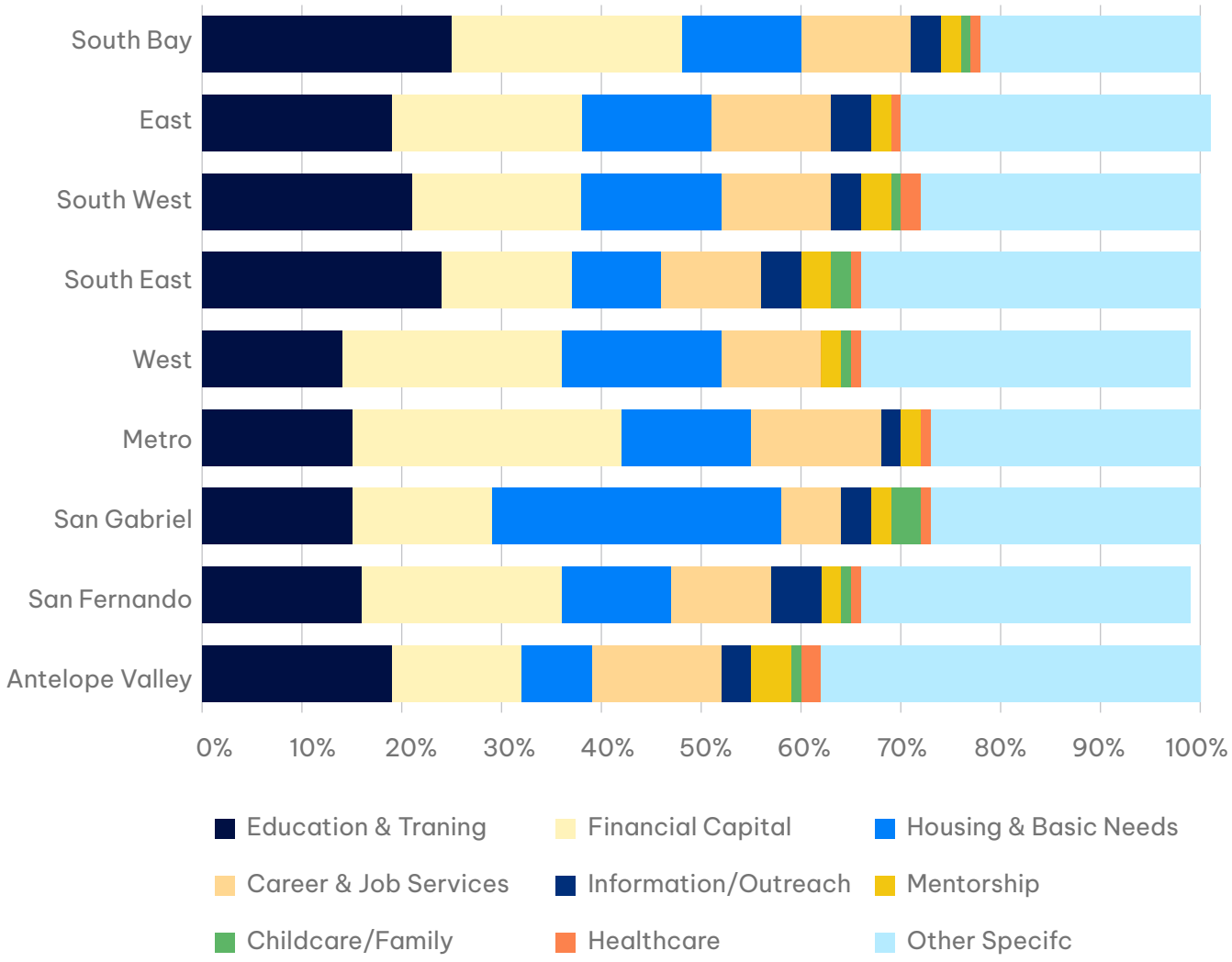
Figure 39



Source: LA CERF. Analysis by Beacon Economics.
Each SPA adds up to more than 100% as respondents could select up to 4 options.

Most Needed Resources/Support for Financial Advancement

Figure 40

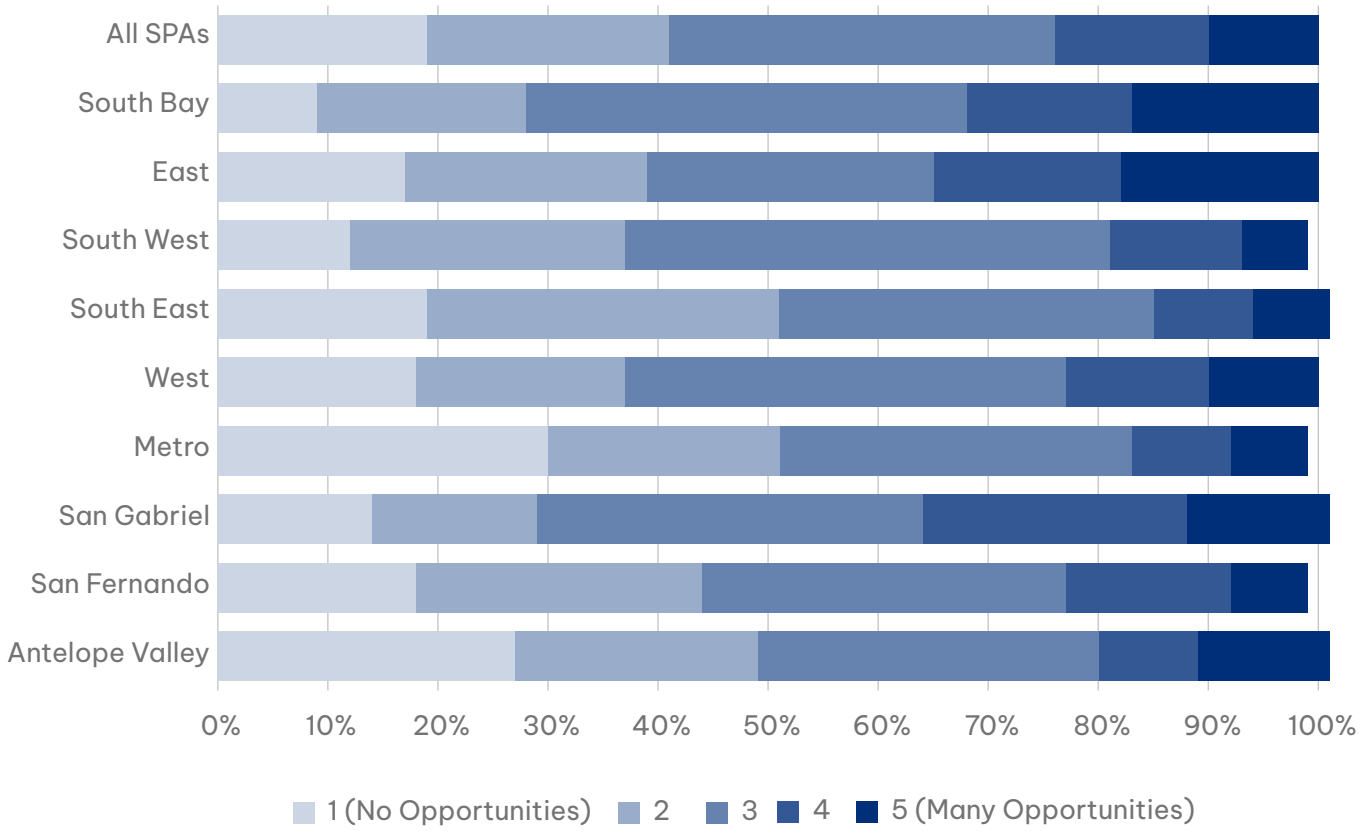


Source: LA CERF. Analysis by Beacon Economics.

Many respondents stress that their access to high-quality employment opportunities—those with full-time work, living wages, benefits, and opportunities for progress—are limited. Approximately 40% of respondents throughout the county rated the accessibility a 1 or 2 on a five-point Likert scale, indicating no or limited opportunities, while only a quarter rated their access a 4 or 5, indicating many or sufficient opportunities. Open-ended survey responses reveal a variety of reasons for respondents' disconnection from these opportunities, ranging from their own skills being insufficient or not in high demand, to qualified job opportunities offering limited wages or career prospects. Discrimination or bias by employers is also a frequently mentioned issue. Other respondents mention external factors, such as transportation difficulties or the expense of childcare limiting their ability to access a high-quality job. Survey responses point toward high-quality jobs being most inaccessible in the Metro, South East, and Antelope Valley SPAs, where about half of all respondents rated this accessibility as a 1 or 2 on the Likert scale.

Likert Scale: Accessibility of High-Quality Job Opportunities

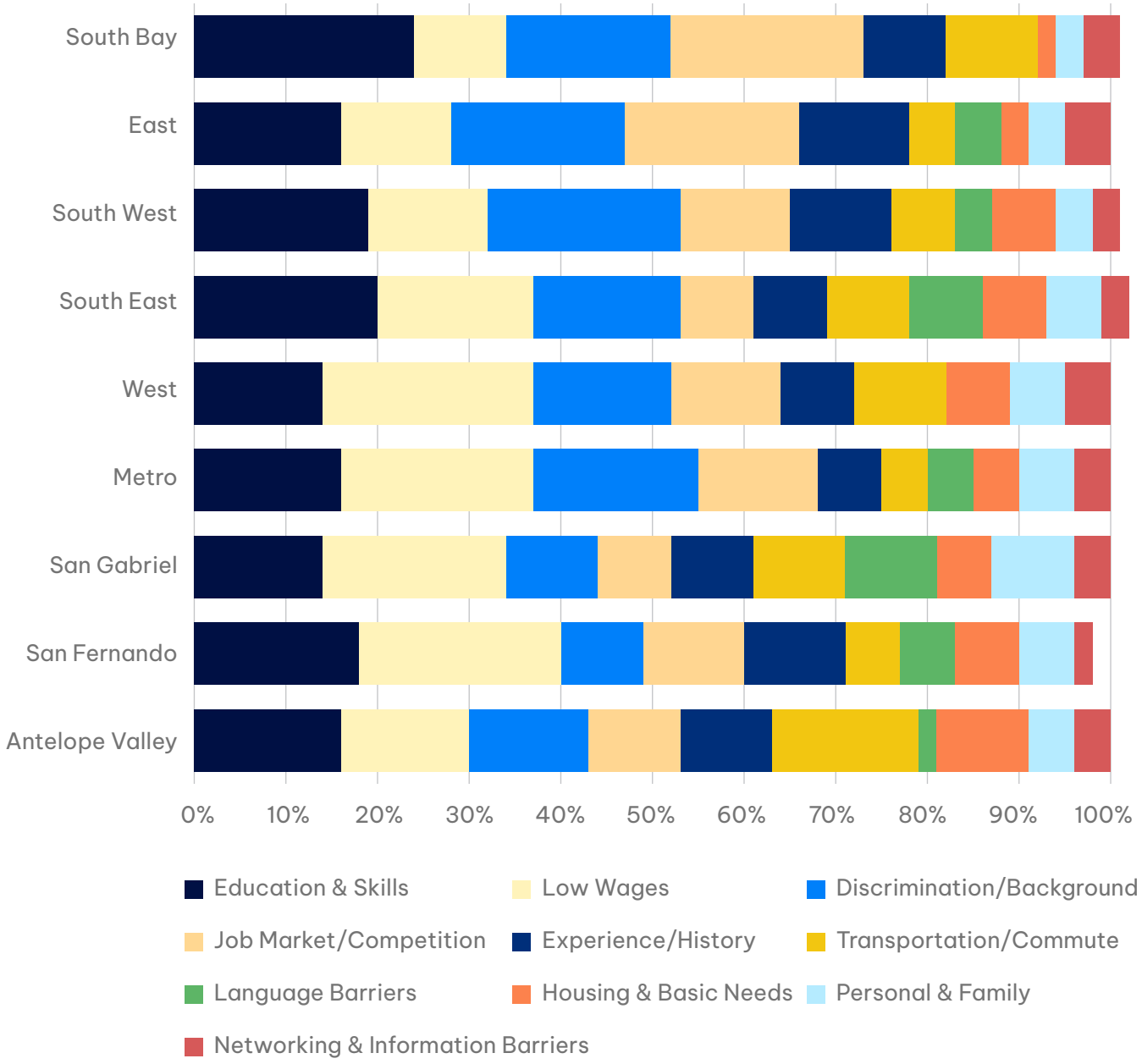
Figure 41



Source: LA CERF. Analysis by Beacon Economics.

Barriers to High-Quality Employment

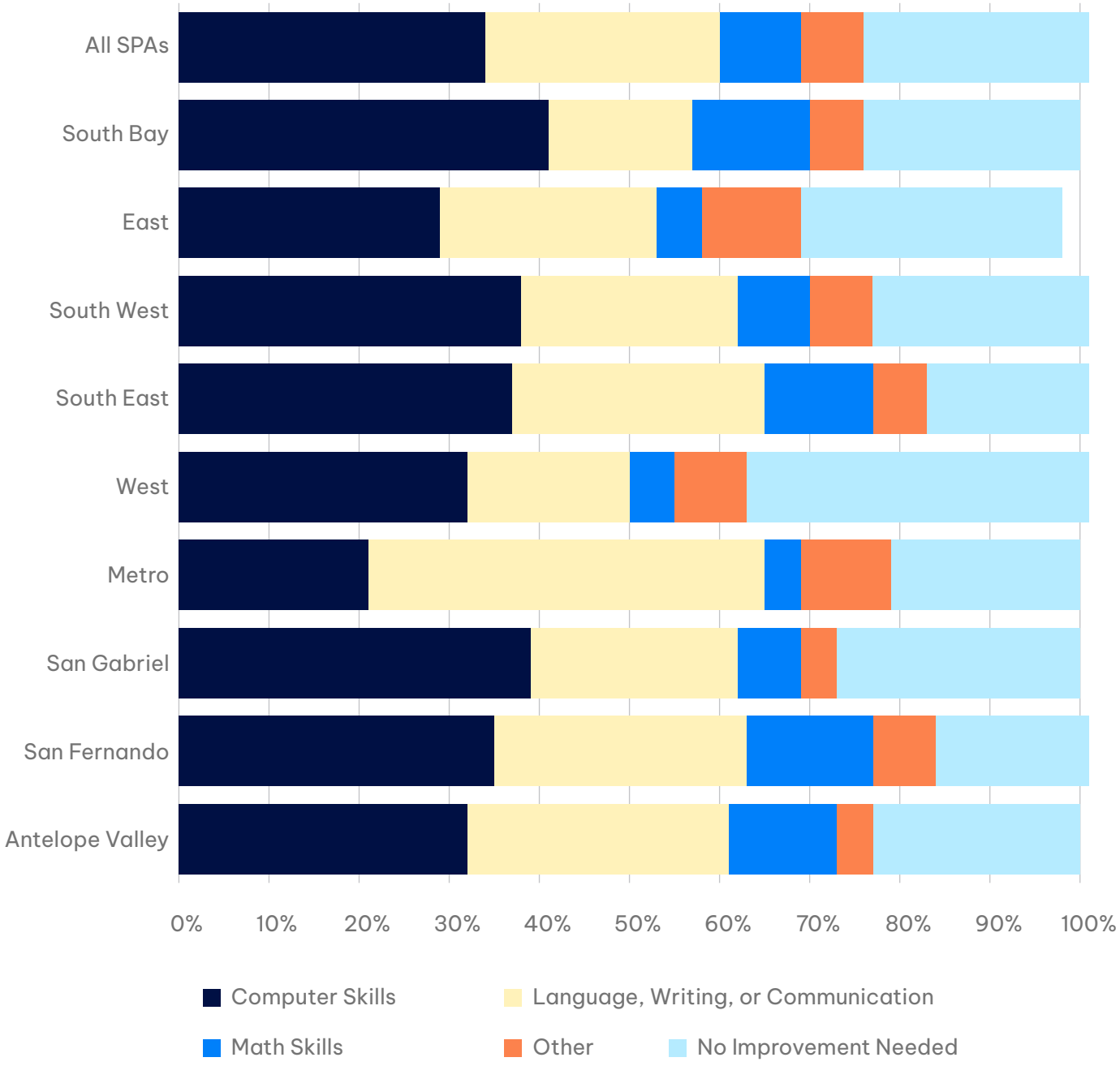
Figure 42



Source: LA CERF. Analysis by Beacon Economics.

Most Important Skill Gap Barrier to High-Quality Employment

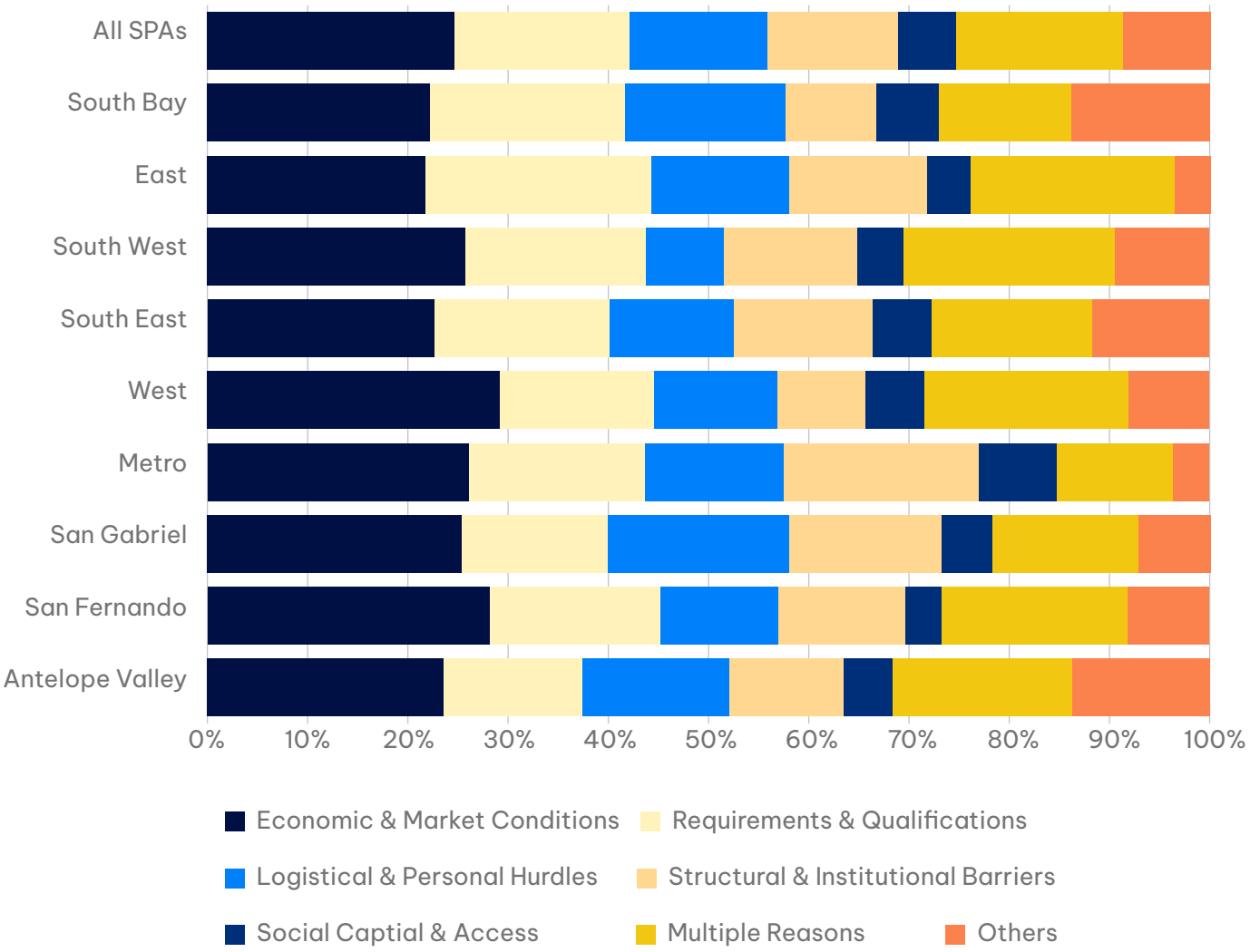
Figure 43



Source: LA CERF. Analysis by Beacon Economics.

Other Personal Challenges in Attaining High-Quality Employment

Figure 44



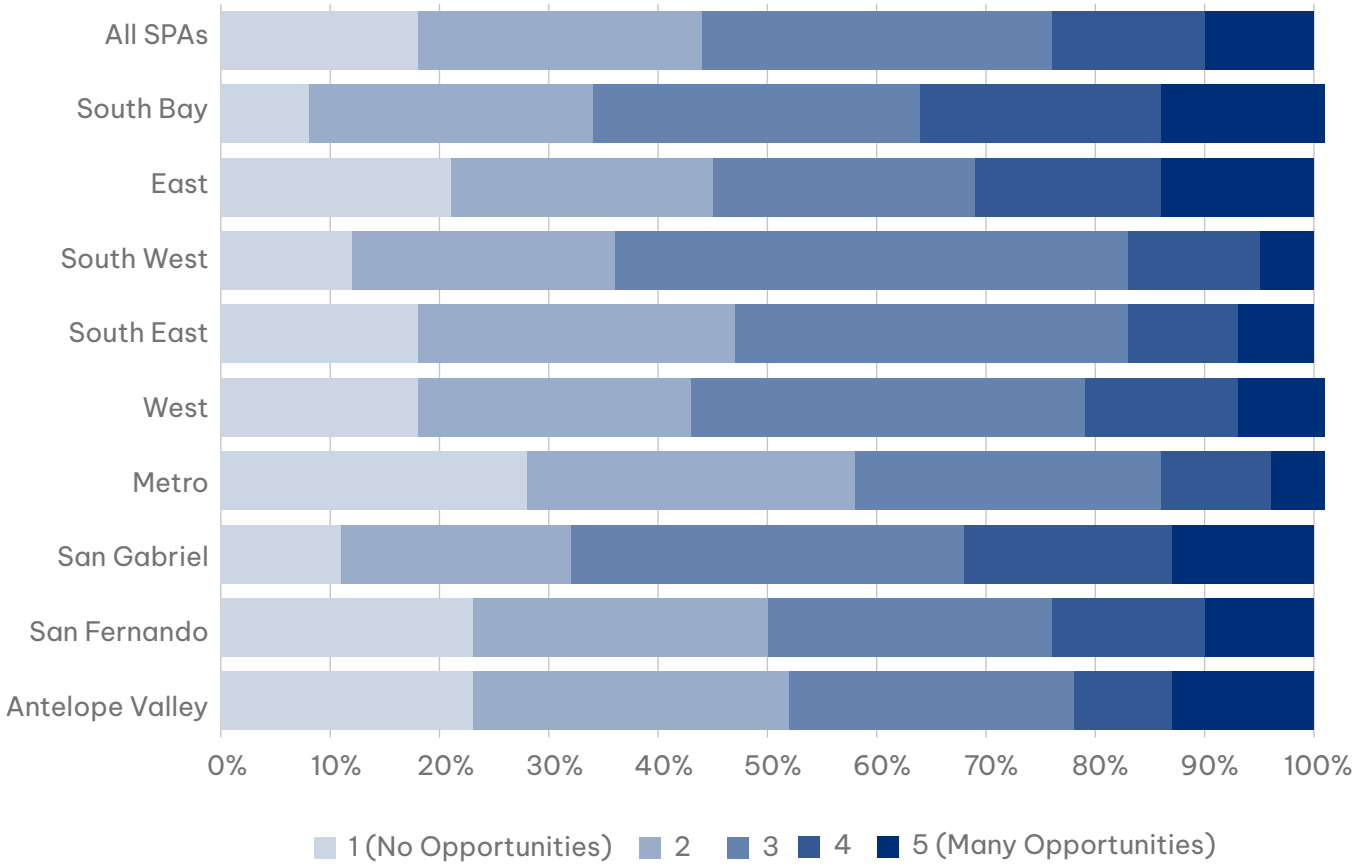
Source: LA CERF. Analysis by Beacon Economics.

A similar perception exists regarding workforce training opportunities in Los Angeles County. Across all SPAs, about 45% of respondents rated the accessibility of training opportunities a 1 or 2 on the Likert scale, compared to a quarter rating it a 4 or 5. The geographic distribution of such responses was also similar to that of high- quality jobs, with the lowest perceived accessibility being reported in the Metro, San Fernando, Antelope Valley, and South East SPAs. The factors contributing to limited accessibility vary, with open-ended responses yielding several issues. Namely, respondents identified a difficulty in learning about training opportunities, enrolling in them, or accessing them due to time and

transportation constraints. Furthermore, some respondents did not believe that job training programs were "worth it"; they did not believe these opportunities would appreciably improve their chances of finding a job or increasing their wages. Overall, these factors reflect a general feeling of disconnection from resources that could enable workers to get ahead, whether they are education, training, employment, or entrepreneurship opportunity resources. Only a quarter of all respondents agreed they are connected to these resources or assistance that could connect them to such resources, and a majority of respondents in every SPA said they were disconnected.

Those who are connected to opportunities or resources identify online resources as the most frequent point of contact, followed by public employment agencies or job centers. Respondents identified that the most desired forms of workforce development are general training, educational (such as degree or certificate) programs, and on-the-job training; broadly, this reflects that many of those who would benefit most from workforce-development programs feel rather uncertain or lack guidance.

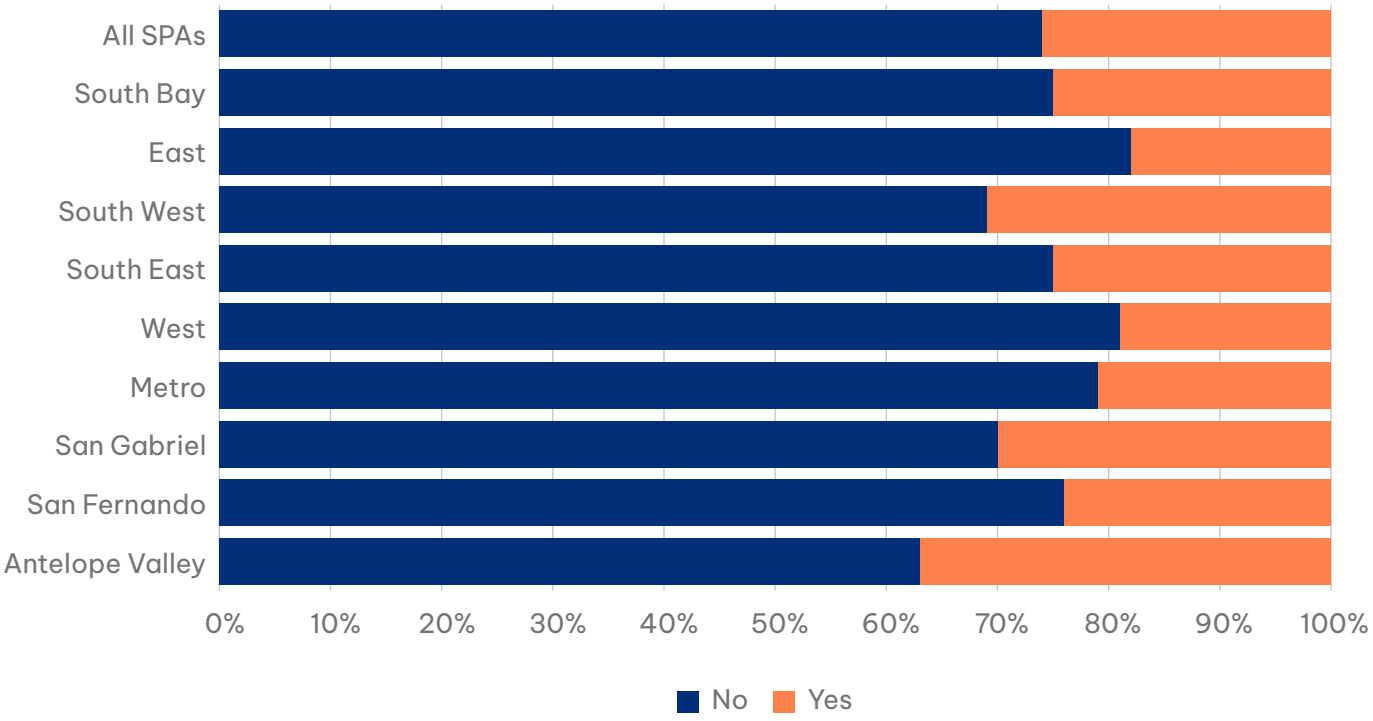
Likert Scale: Accessibility of Workforce Training Opportunities
Figure 45



Source: LA CERF. Analysis by Beacon Economics.

Share Connected to Local Jobs, Training Resources, or Entrepreneurial Opportunities

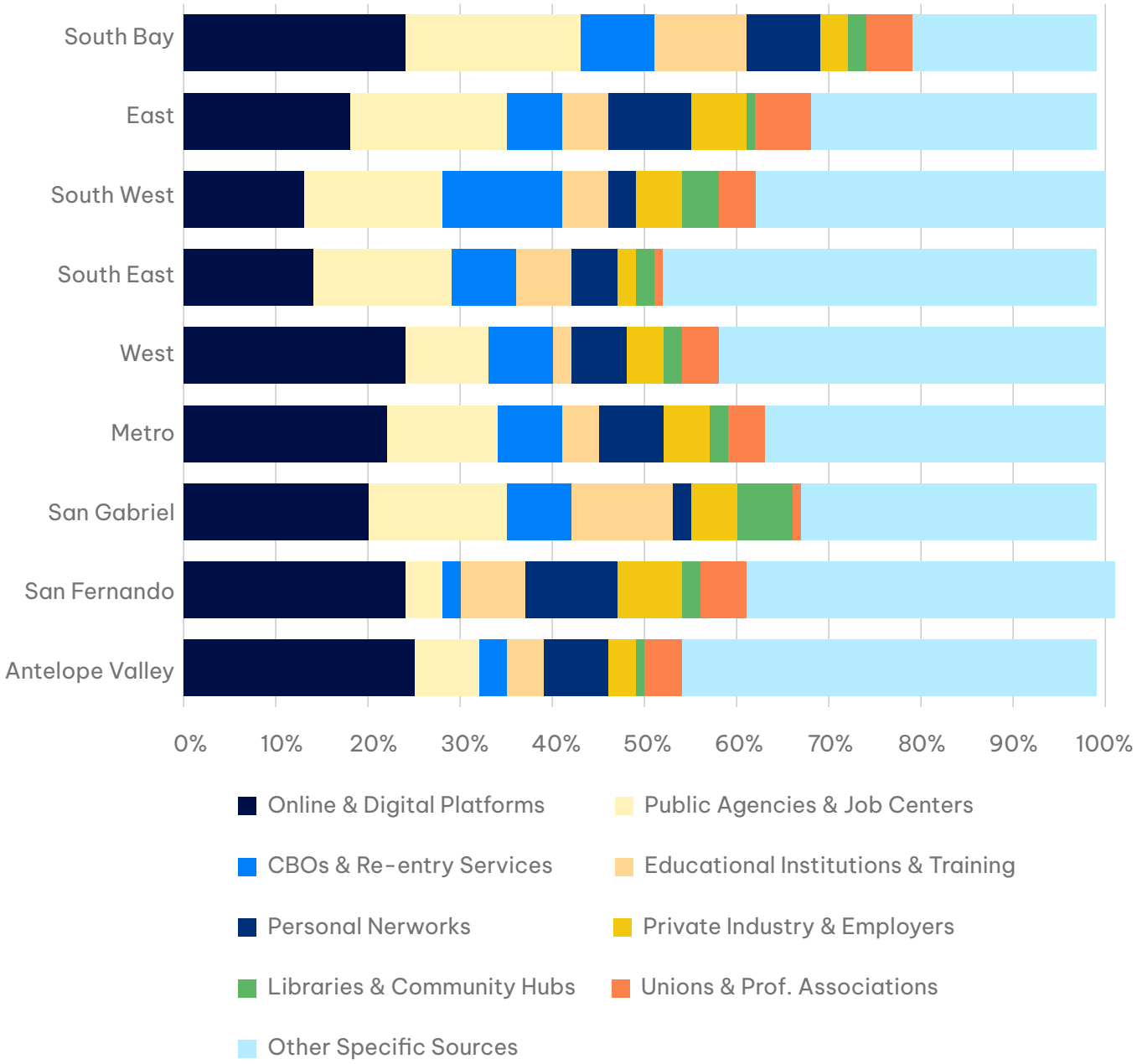
Figure 46



Source: LA CERF. Analysis by Beacon Economics.

Organizations Used for Connection to Opportunities

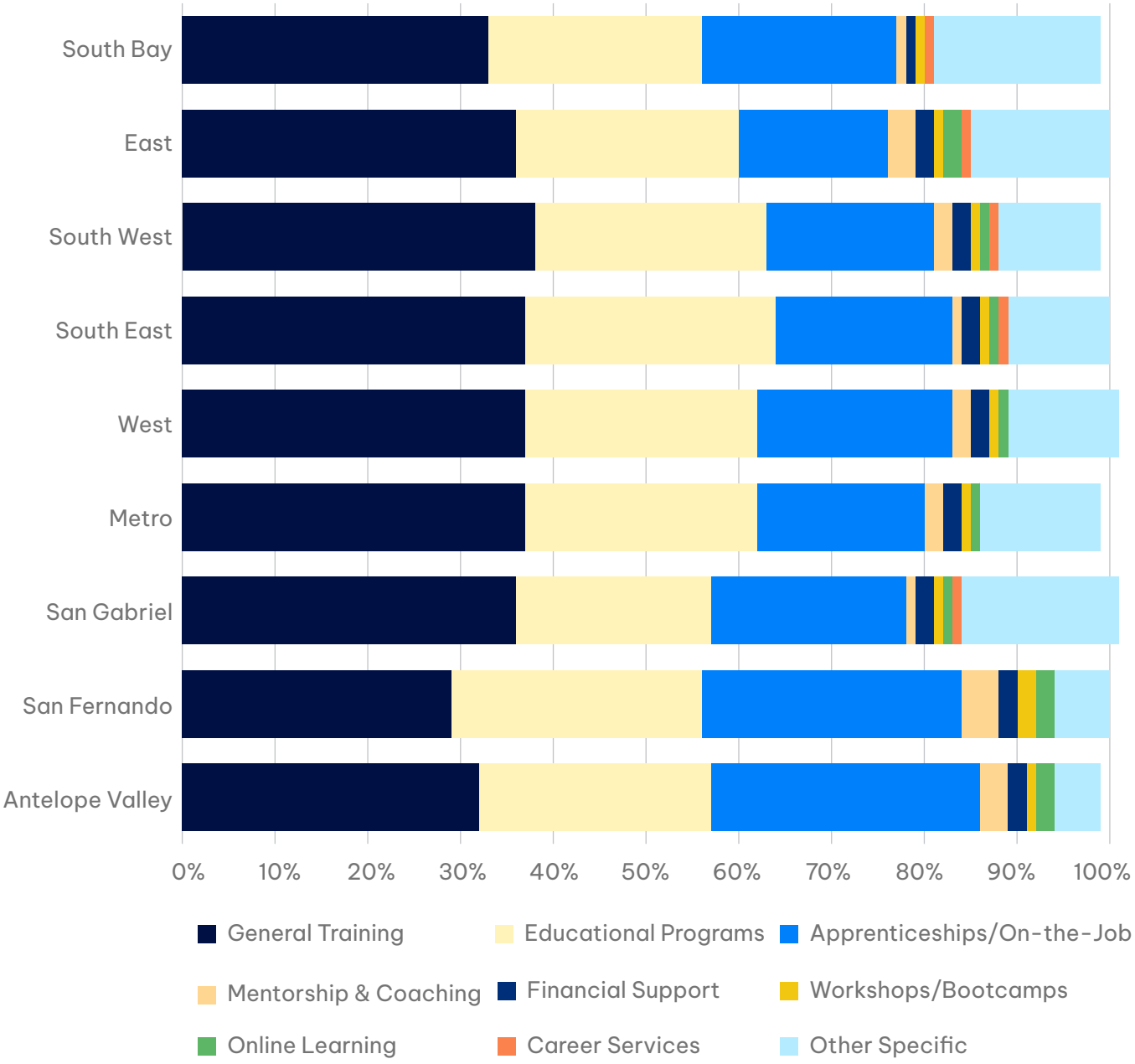
Figure 47



Source: LA CERF. Analysis by Beacon Economics. A "CBO" refers to a community-based organization.

Preferred Form of Workforce Development

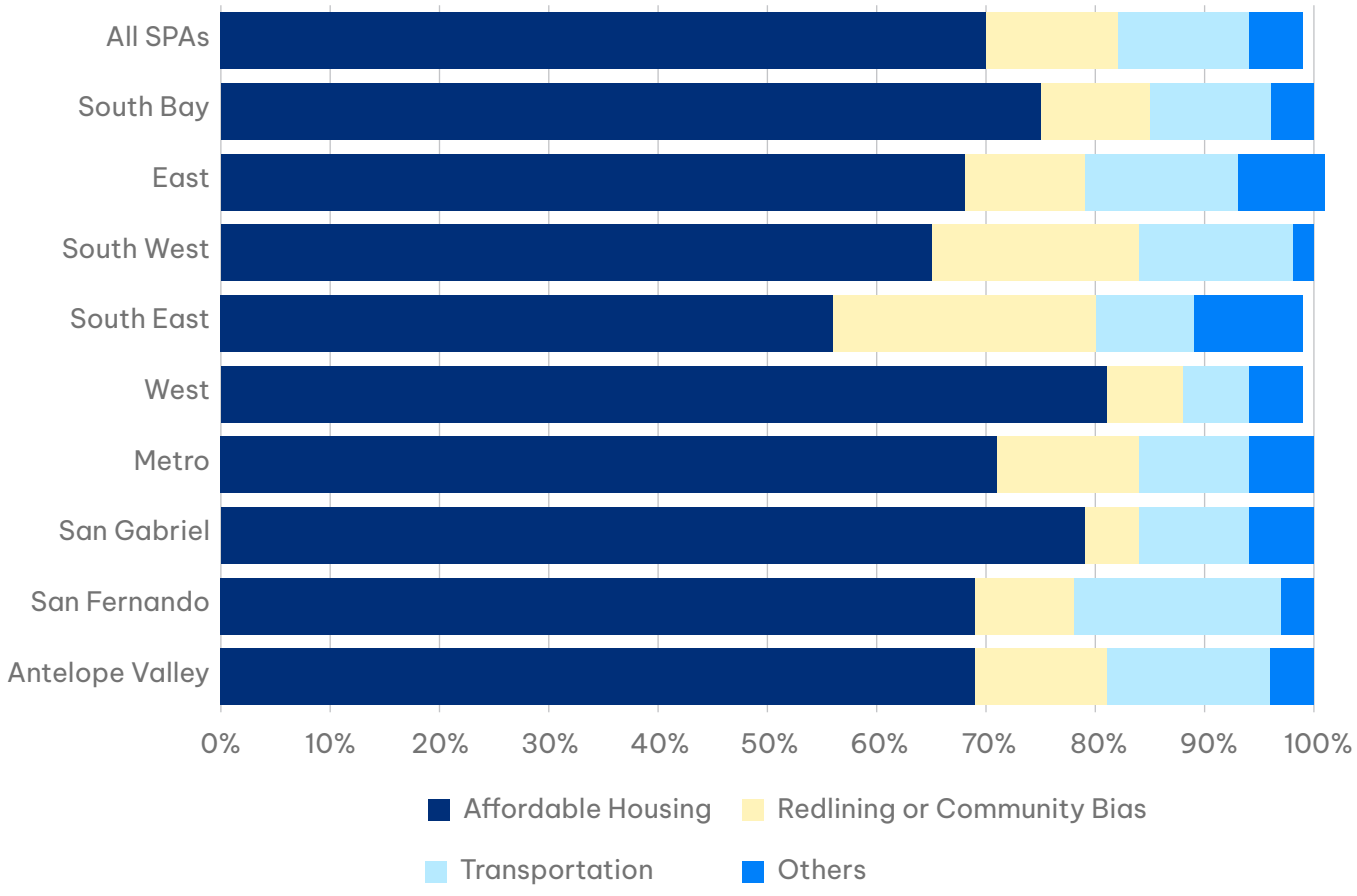
Figure 48



Source: LA CERF. Analysis by Beacon Economics.

Overall, limited personal advancement opportunities are only one piece of the puzzle. Even when workers are able to find better employment, many say that it is difficult to "get ahead" of the cost increases of necessities such as housing. A total of 70% of respondents, and a majority in all SPAs, said that the foremost barrier to economic improvement within their local community has been a lack of affordable housing. As housing costs continue to increase, respondents feel like any gains they make through employment are used for rising expenses rather than investment in their communities or personal growth. Housing continues to be the key issue for financial security and personal advancement. In several SPAs, namely the South West and South East, another major issue is systemic disinvestment stemming from bias against their communities. As underinvestment limits opportunity, the issue becomes structural over generations. Access to capital and support or mentorship are frequently mentioned as key barriers to local entrepreneurship, revealing how deep the effects of community disinvestment are. Both issues point to the necessity of investment in disadvantaged communities to advance economic opportunity and upward mobility.

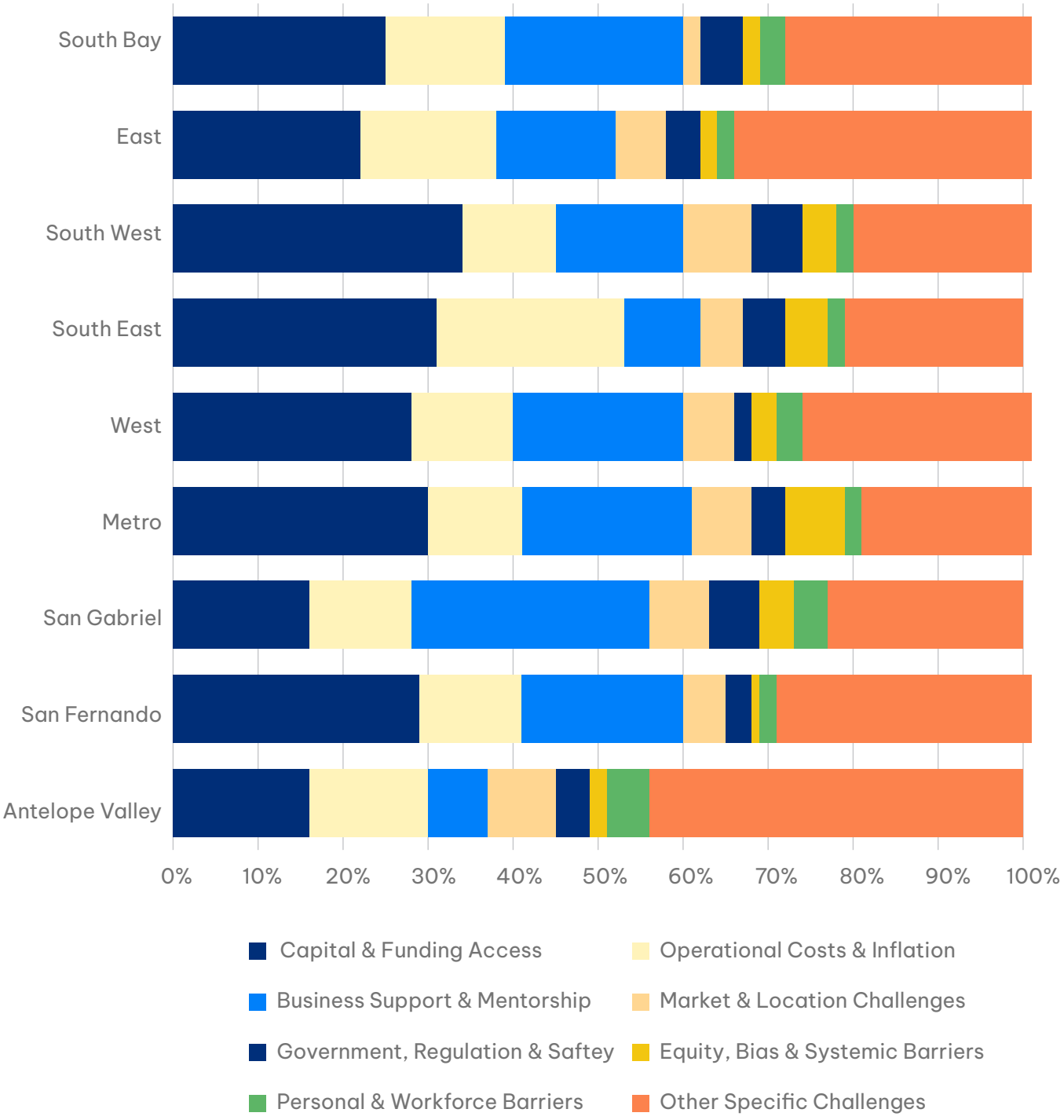
Key Barrier to Community Economic Improvement
Figure 49



Source: LA CERF. Analysis by Beacon Economics.

Key Barrier to Community Entrepreneurship

Figure 50



Source: LA CERF. Analysis by Beacon Economics.

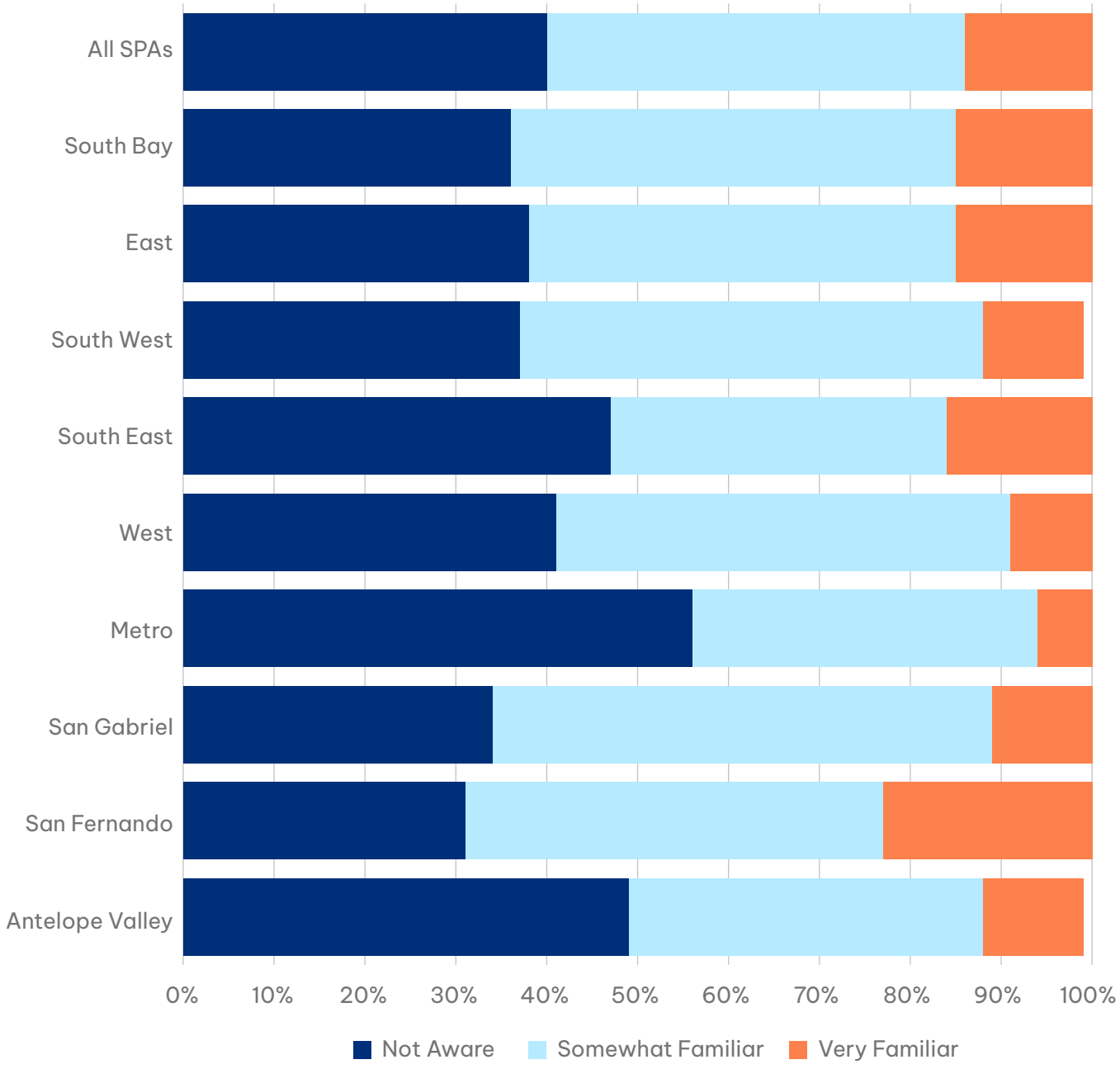
CLEAN ENERGY QUESTIONS

One goal of the survey was to gauge knowledge of and attitudes regarding California's clean energy and carbon neutrality goals. There was a relatively low level of familiarity with the goals themselves, with 40% of all respondents reporting no familiarity or awareness of these goals. Only 14% reported being very familiar with the state's goals, with the highest shares reported in San Fernando SPA, where a quarter of respondents were very familiar.

Despite relatively low familiarity with these goals, there was a great deal of optimism across SPAs that the state's investments in clean energy will benefit their community, with over 60% responding "yes." Once again, the highest level of optimism was found in the San Fernando SPA.

Familiarity With California Clean Energy Goals

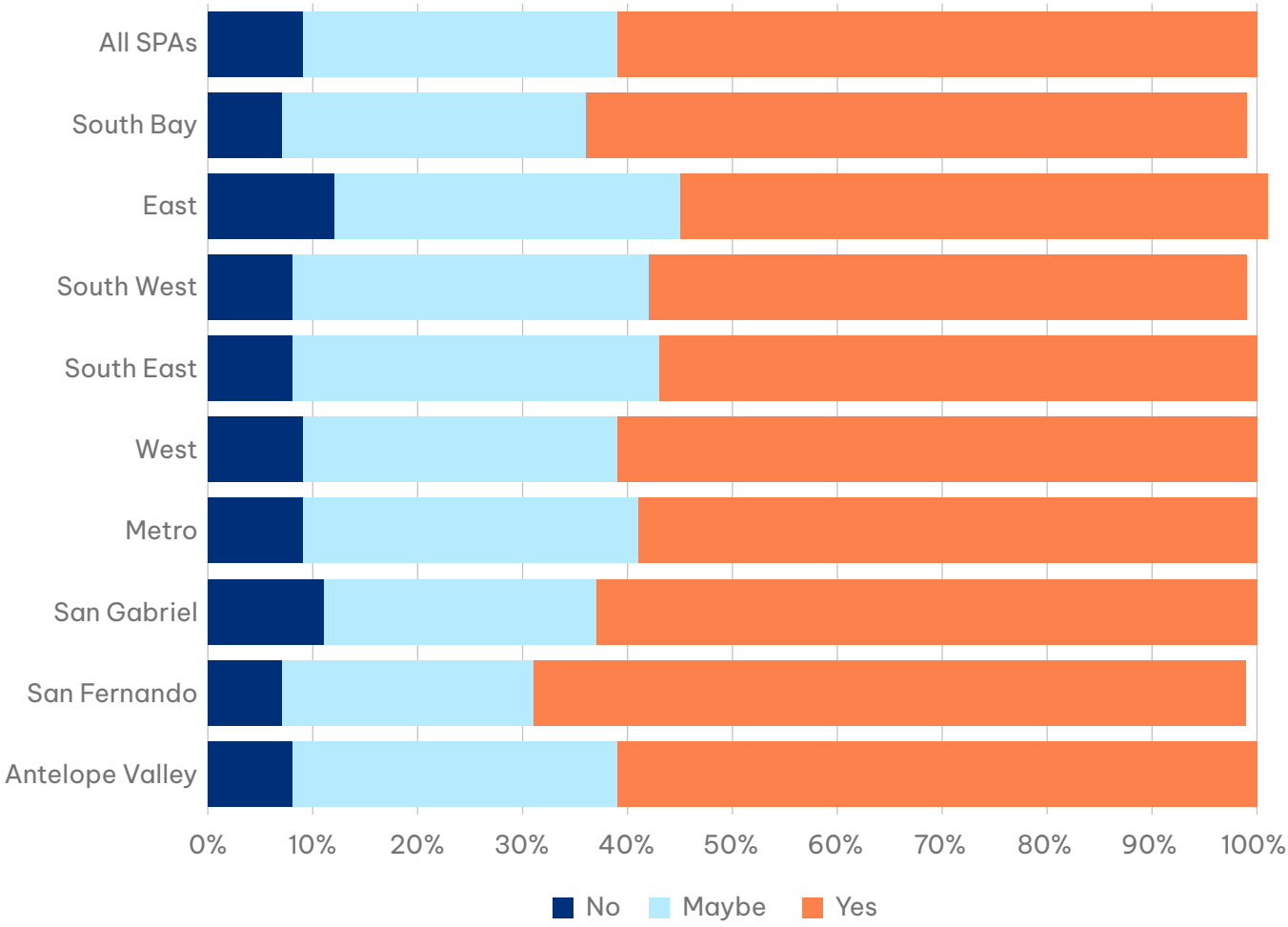
Figure 51



Source: LA CERF. Analysis by Beacon Economics.

Belief that Community Will Benefit from California Clean Energy Investments

Figure 52

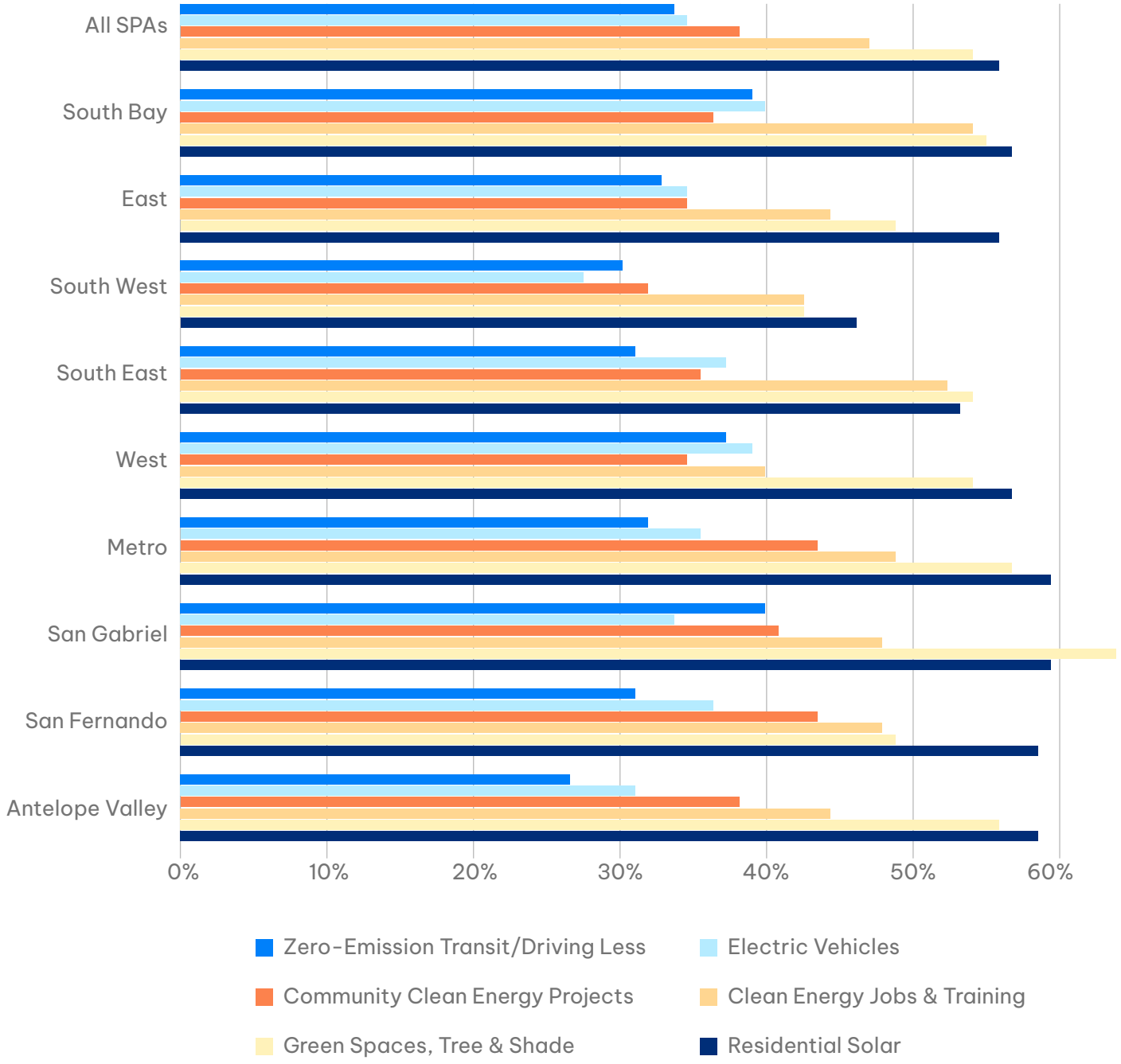


Source: LA CERF. Analysis by Beacon Economics.

When asked in which ways their community would be most likely to participate to reach California's goals, most SPAs saw similar breakdowns. A majority of respondents in every SPA believed that residential rooftop solar would be utilized by their community, with a similar share reporting that community members would support and take advantage of the creation of additional green spaces in their communities. Clean energy jobs and job training was also perceived to have high community participation potential. The adoption of electric vehicles and increased utilization of carbon-free public transit was seen less optimistically, with only about a third of respondents anticipating high community participation in those.

Community Participation Potential in Carbon Neutral Transition Goals

Figure 53

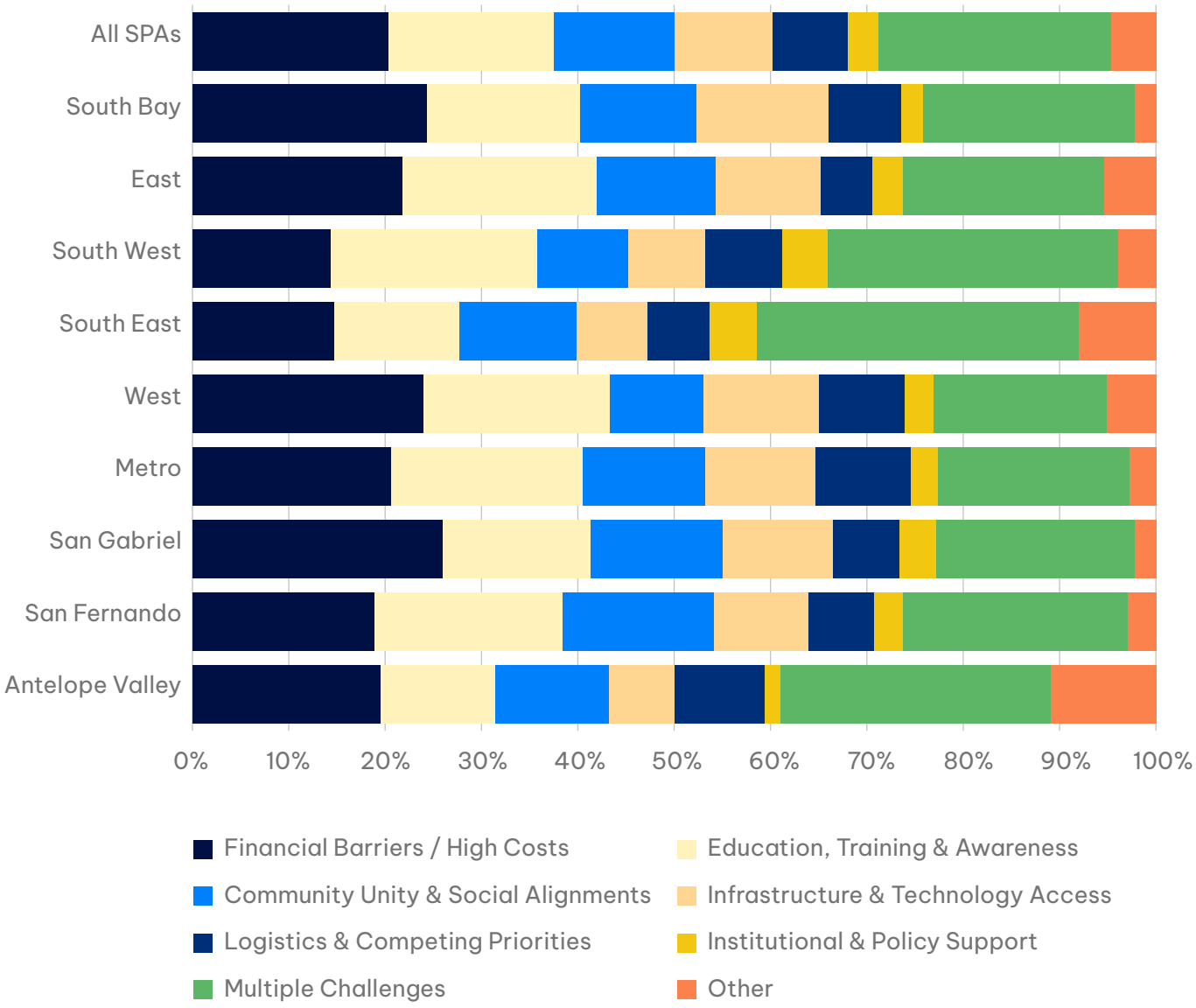


Source: LA CERF. Analysis by Beacon Economics.
Each SPA adds up to more than 100% as the question instructed respondents to check all answers that apply.

The barriers to community participation in the clean energy transition reflect many of the reported difficulties in community financial advancement more broadly. A lack of resources and limited knowledge of programs are the two most commonly cited barriers to participation, although internal community divisions and misalignment is also cited as a cause or challenge which prevents more participation. Nevertheless, a majority of respondents across all SPAs were interested in learning more about what steps their communities could take to be part of the state's carbon-neutral transition.

Barriers to Community Clean Energy Participation

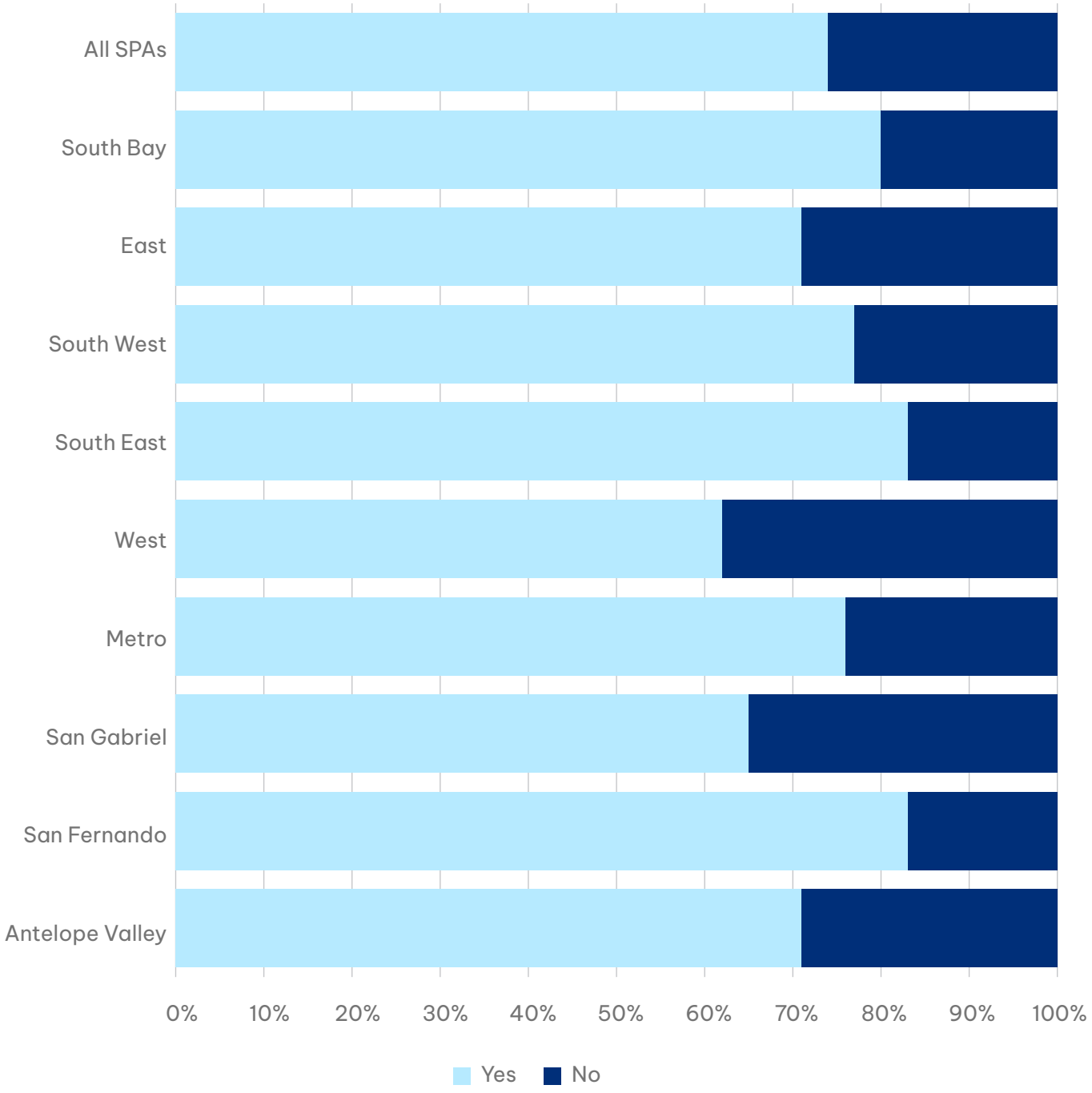
Figure 54



Source: LA CERF. Analysis by Beacon Economics.

Interest in Learning More About Carbon-Neutral Economic Transition

Figure 55



Source: LA CERF. Analysis by Beacon Economics.

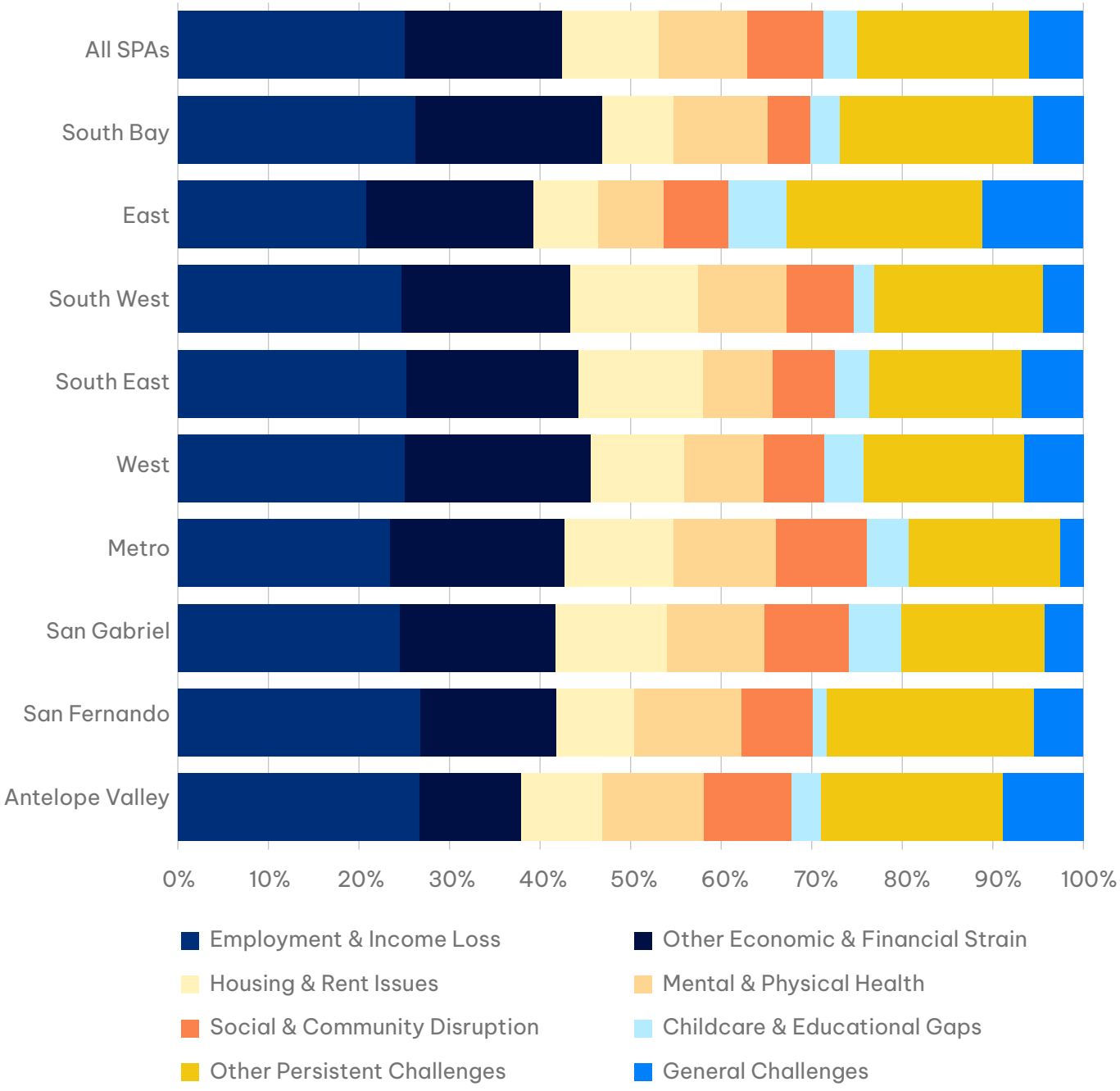
COMMUNITY RESILIENCY AND PANDEMIC RECOVERY QUESTIONS

Finally, the survey also asked about respondents' experiences in their community's recovery from the COVID-19 pandemic. Loss of employment and wages during the pandemic and increasing financial challenges (such as inflation) were commonly cited as the most impactful challenges that have prevented communities from making a full recovery. Housing costs specifically were a major issue as well, in particular in the South West and South East SPAs.

In the context of improving resilience to future disruptions, not limited to pandemics, respondents offered open-ended suggestions for local government actions. Many cited direct financial support and better social services as the best way to improve resilience, while improved engagement and communication were also frequently mentioned. Relatively few saw actual emergency preparation or infrastructure needs as the most crucial element to improve emergency responses.

Barriers to Full Recovery From Pandemic

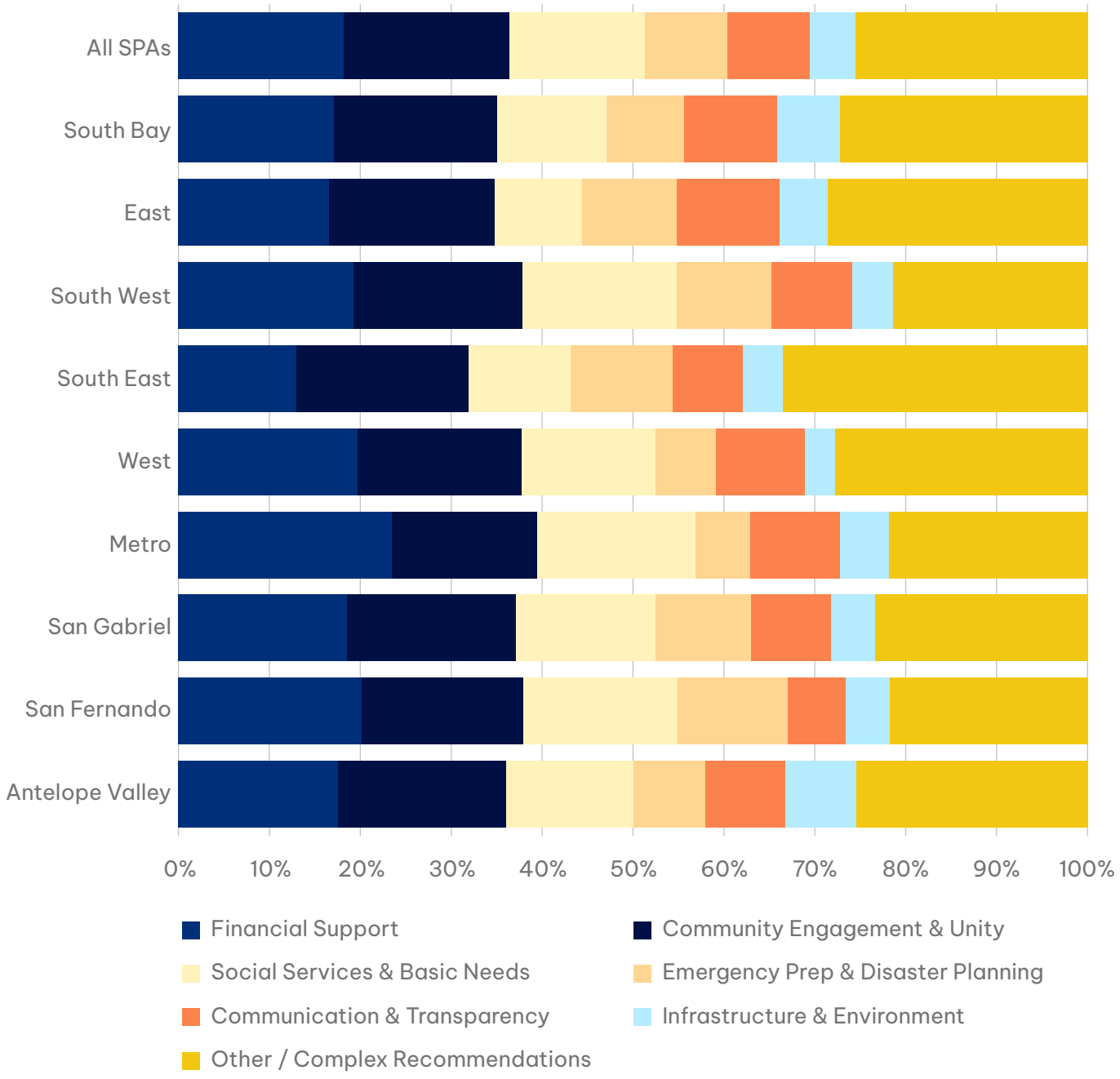
Figure 56



Source: LA CERF. Analysis by Beacon Economics.

Suggestions to Improve Community Resilience

Figure 57



Source: LA CERF. Analysis by Beacon Economics.

THEMATIC AND GEOGRAPHIC TABS

Survey Responses by Thematic Category
Table 17

Theme	Responses
Civic-Engagement & Place-Based Coalitions	232
Economic Development	262
Employers & Business	313
Environmental Sustainability	260
Families	206
Homeless Veterans & Seniors	267
Immigrants	126
Labor & Workers	179
Underemployed Adults	271
Youth	286
All Themes	2,402

Source: LA CERF. Analysis by Beacon Economics. Excludes uncoded responses.

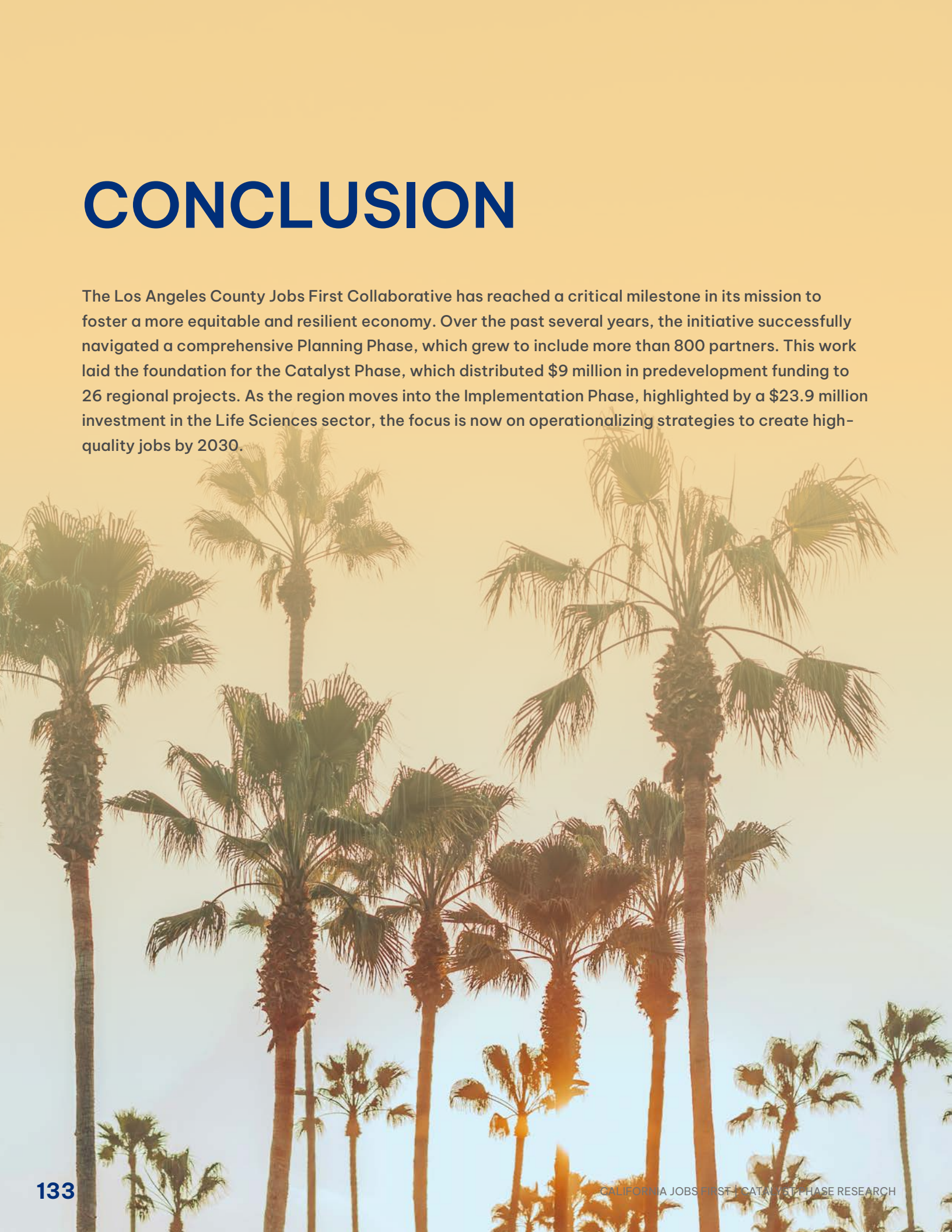
Survey Responses by Los Angeles SPA
Table 18

SPA	Responses
Antelope Valley	321
San Fernando	227
San Gabriel	338
Metro	249
West	253
South East	300
South West	255
East	236
South Bay	223
All SPAs	2,402

Source: LA CERF. Analysis by Beacon Economics. Excludes uncoded responses.

CONCLUSION

The Los Angeles County Jobs First Collaborative has reached a critical milestone in its mission to foster a more equitable and resilient economy. Over the past several years, the initiative successfully navigated a comprehensive Planning Phase, which grew to include more than 800 partners. This work laid the foundation for the Catalyst Phase, which distributed $9 million in predevelopment funding to 26 regional projects. As the region moves into the Implementation Phase, highlighted by a $23.9 million investment in the Life Sciences sector, the focus is now on operationalizing strategies to create high-quality jobs by 2030.



While these programmatic achievements provide a structured path forward, the economic analysis of Los Angeles County shows a region facing complex challenges. As of 2024, the county population stood at approximately 9.76 million, yet it has experienced a 0.7% decline since 2021. This trend stands in contrast to fast-growing Sun Belt regions and is driven by a net migration loss of nearly 95,000 residents in 2022 alone. A primary headwind is the high cost of living, which sits at more than 60% above the national average. These costs place significant pressure on household budgets and may be constraining the region's ability to attract and retain workers, resulting in slower labor force expansion compared to many peer metropolitan areas.

Despite these constraints, the Los Angeles workforce remains a pillar of regional strength and innovation. Approximately 37.2% of adults hold a bachelor's degree or higher, providing the talent necessary for high-skill industries like health care and technology. The region is also quickly becoming a hub for the next technological frontier, with employer demand for artificial intelligence skills more than doubling since 2024. Furthermore, the immigrant community continues to be a vital economic driver. Comprising 34% of the population, immigrants, especially noncitizens, have higher labor force participation rates than native-born residents. These workers are essential to the success of core industries such as construction, manufacturing, and food services.

These broad trends manifest differently across the region's nine Service Planning Areas (SPAs). The county is effectively split into distinct economic worlds, with the West SPA reporting a median household income of nearly $134,000, while the South East and South West SPAs have annual earnings of around $65,000 to $67,000. This disparity is reflected in the Collaborative's subregional survey, where 70% of respondents identified a lack of affordable housing as the primary barrier to community improvement. Many residents feel squeezed by rising costs and feel disconnected from the resources they need to get ahead.

Ultimately, the future of the Los Angeles economy depends on improving these geographic and economic gaps. While the challenges of affordability and out-migration are real, the region's immense scale and motivated workforce provide a powerful foundation for growth. By investing in accessible career pathways and high-growth sectors, stakeholders and community members can ensure that the transition to a modern economy rewards the hard work of striving communities with stable, high-quality jobs.

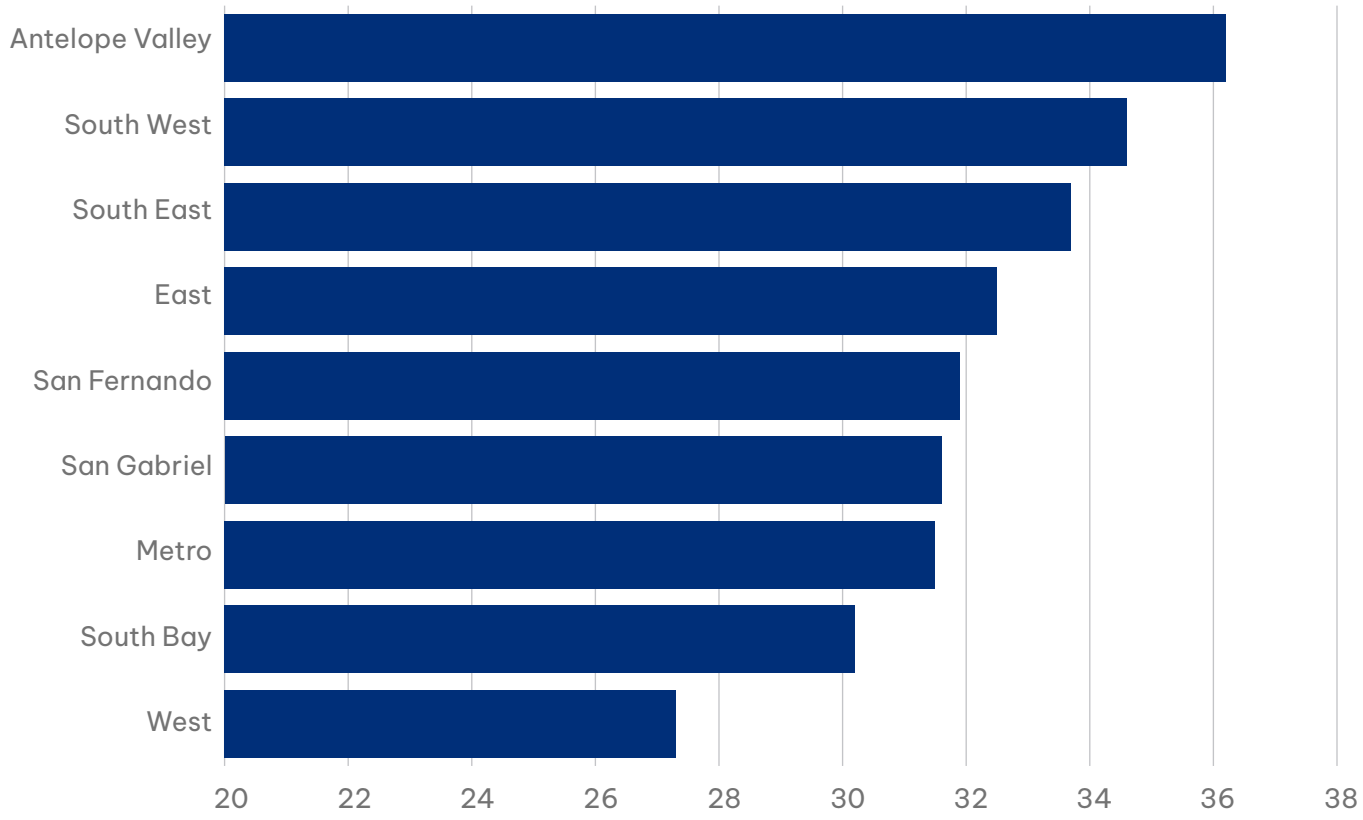
DATA APPENDIX

These data did not fit into the scope of the main body of the report, but nonetheless provide useful data regarding the condition of the county, so are included in the following appendix. They provide SPA-level data on commute times, the environment, public health, business conditions, and other metrics.

Commute Times

Average Commute Time

Figure 58

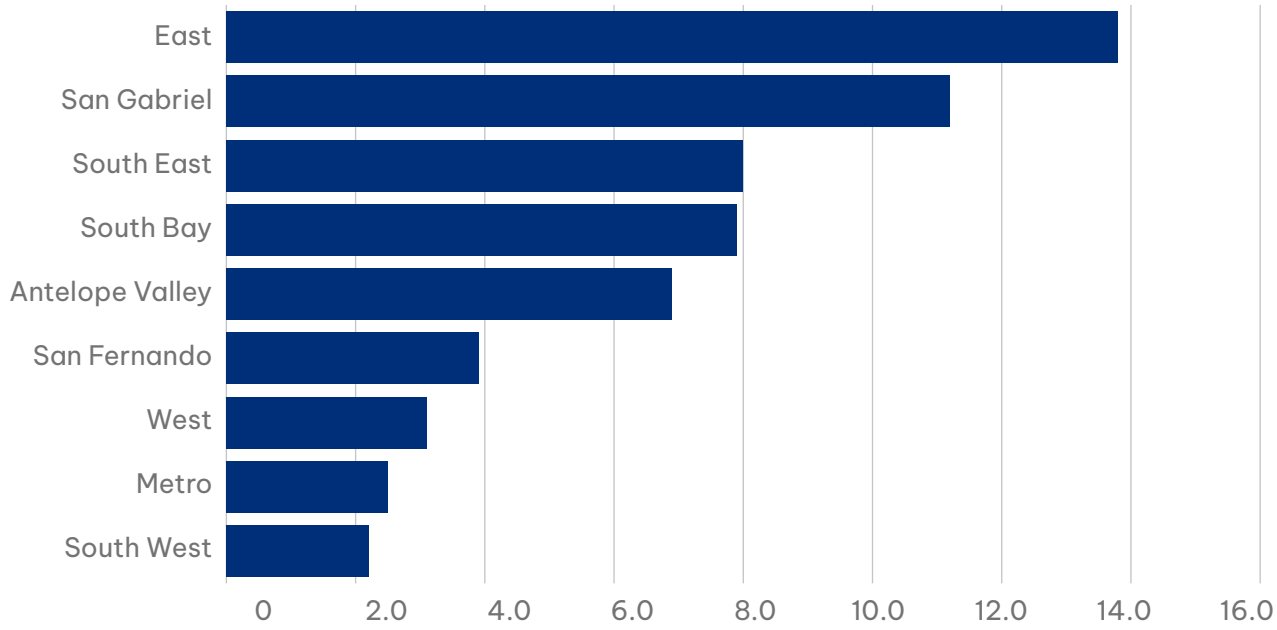


Source: U.S. Census Bureau. Analysis by Beacon Economics.

Commute Patterns

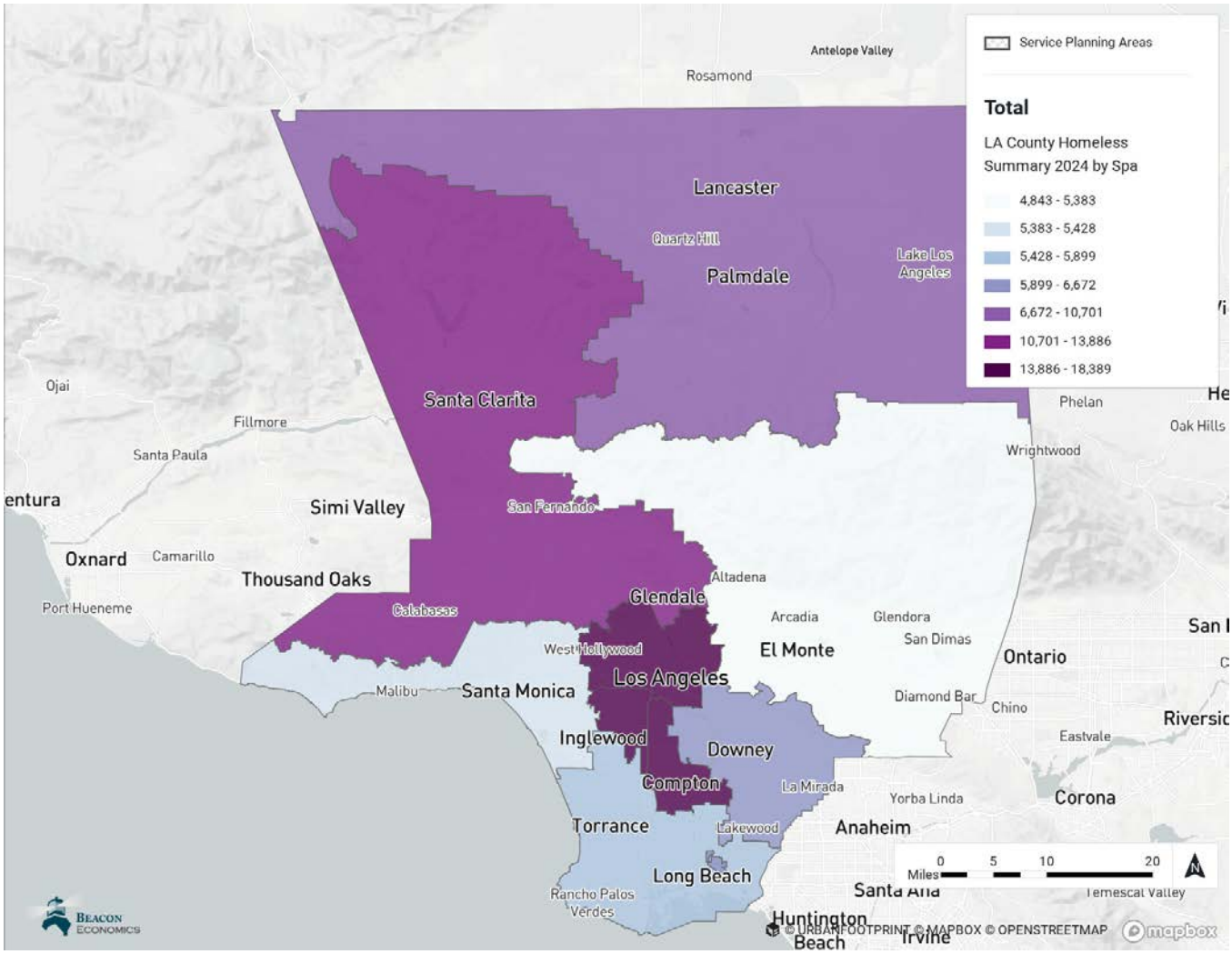
Worked Outside of Los Angeles County

Figure 59



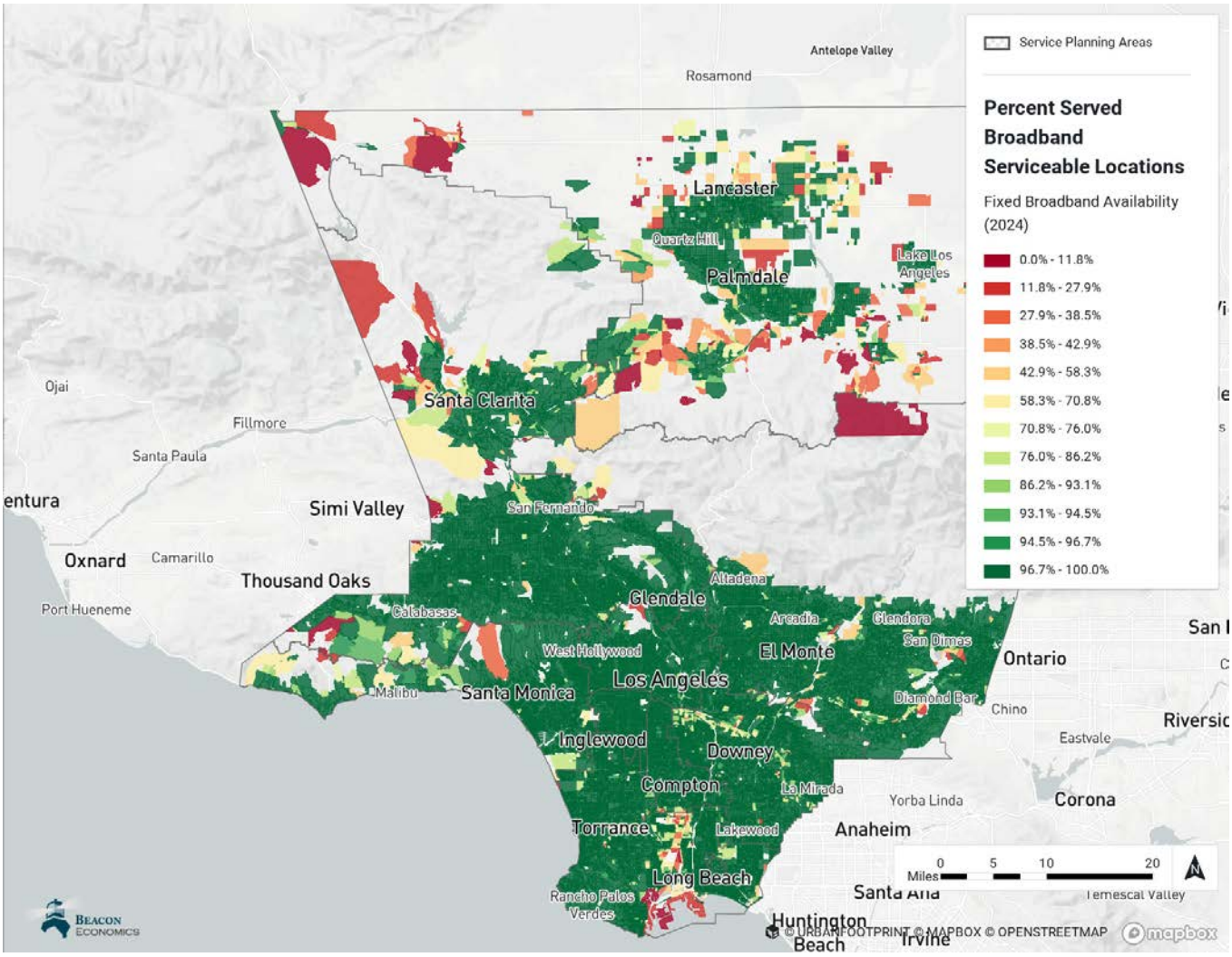
Source: U.S. Census Bureau. Analysis by Beacon Economics.

Homelessness



Source: LAHSA 2024 Homeless Point in Time (PIT). Analysis by Beacon Economics.

Broadband Access



Source: LAHSA 2024 Homeless Point in Time (PIT). Analysis by Beacon Economics.

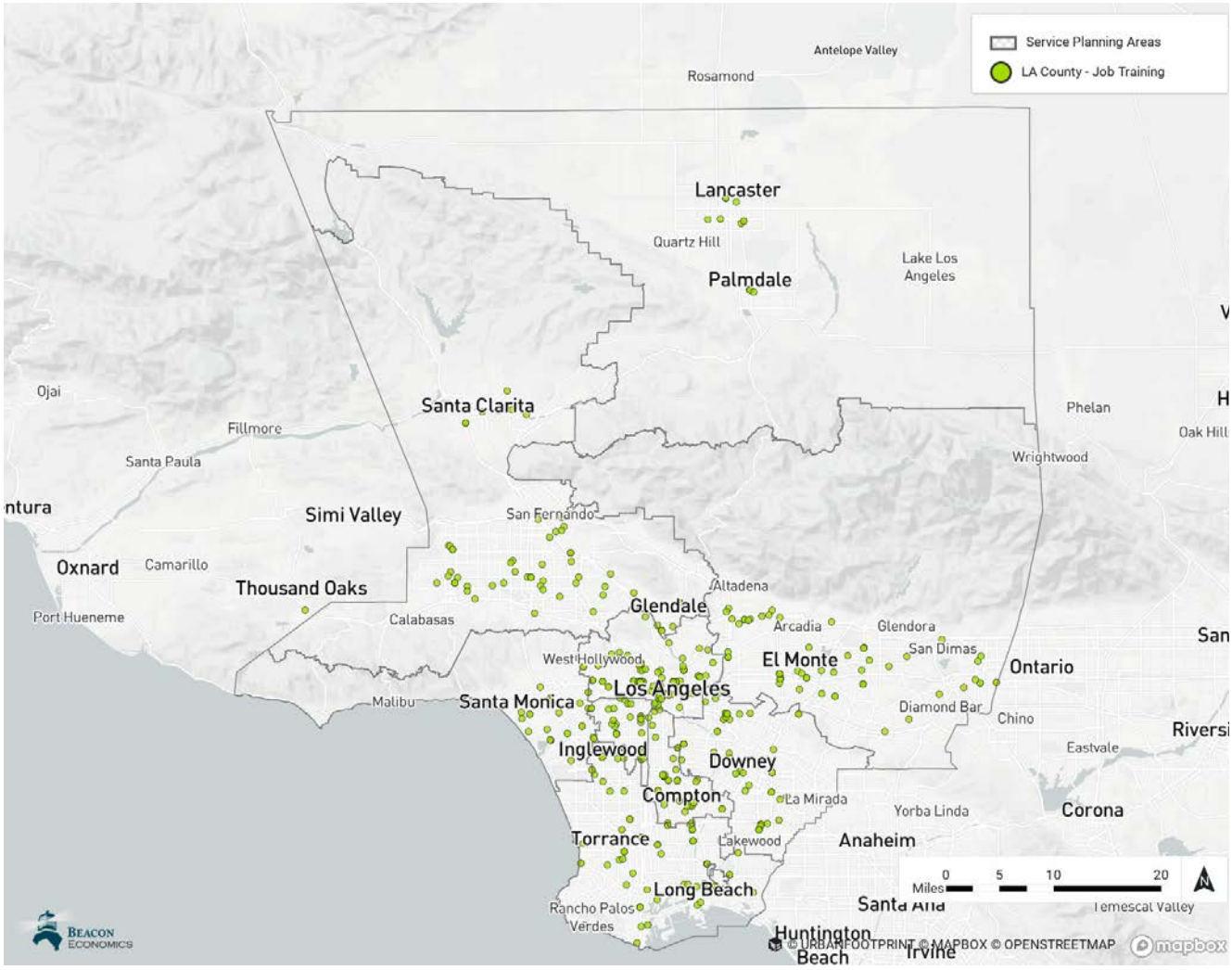
Small Business Growth

Small Business Growth
Table 19

Services Planning Area	Small Business Est.2018	Small Business Est.2023	5-Year Growth (%)
Los Angeles County	265,094	289,438	9.2
SPA 2 – San Fernando	64,752	72,670	12.2
SPA 3 – San Gabriel	46,122	51,130	10.9
SPA 4 – Metro	42,291	45,250	7.0
SPA 5 – West	40,845	42,646	4.4
SPA 8 – South Bay	35,243	38,155	8.3
SPA 7 – East	21,890	23,632	8.0
SPA 6 – South-East	5,560	6,192	11.4
SPA 6 – South-West	4,101	4,909	19.7
SPA 1 – Antelope Valley	4,290	4,854	13.1

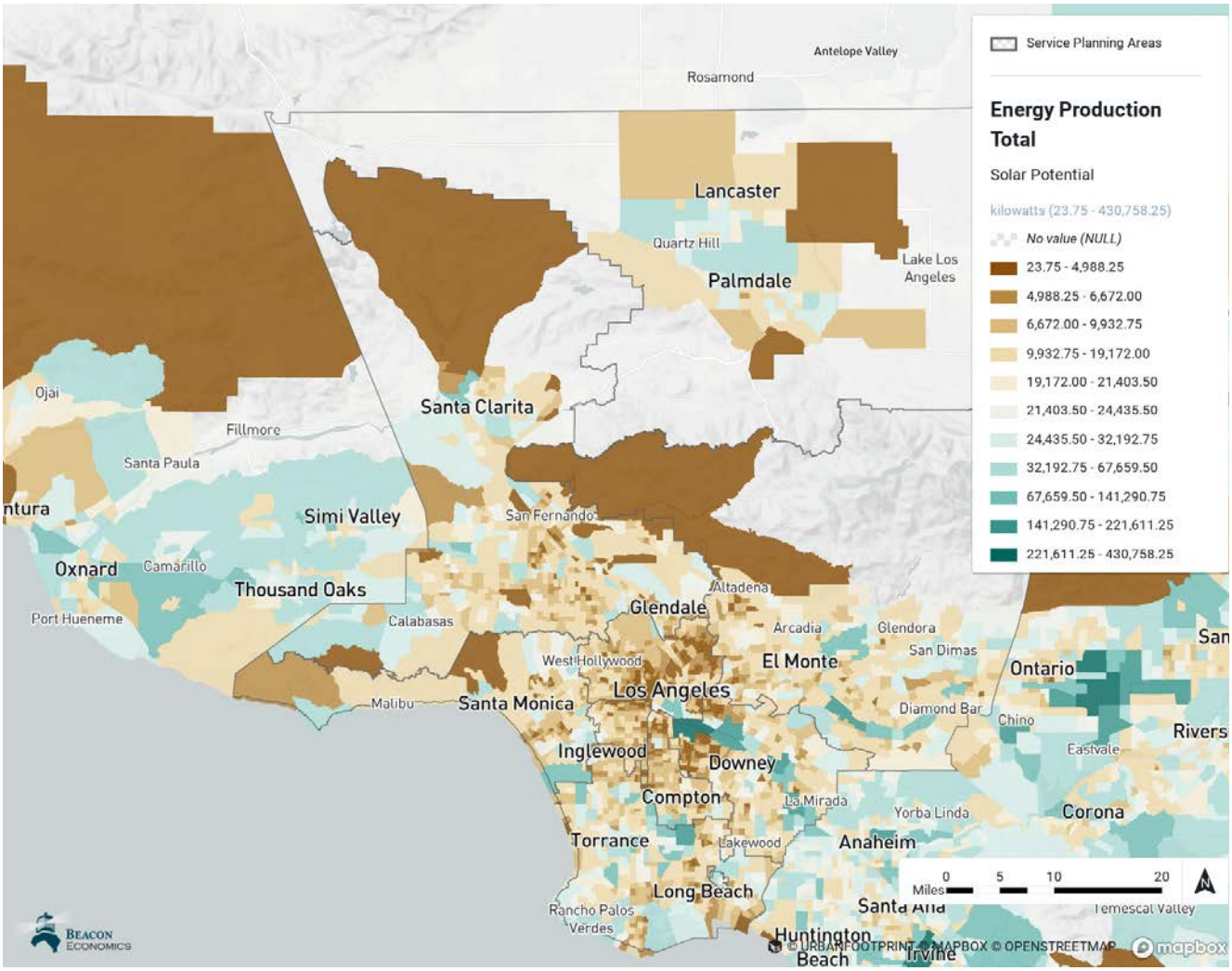
Source: U.S. Cenus Bureau. Analysis by Beacon Economics.
Note: "Small Business" defined as establishments with 49 or fewer employees.

Workforce Development and Training Providers

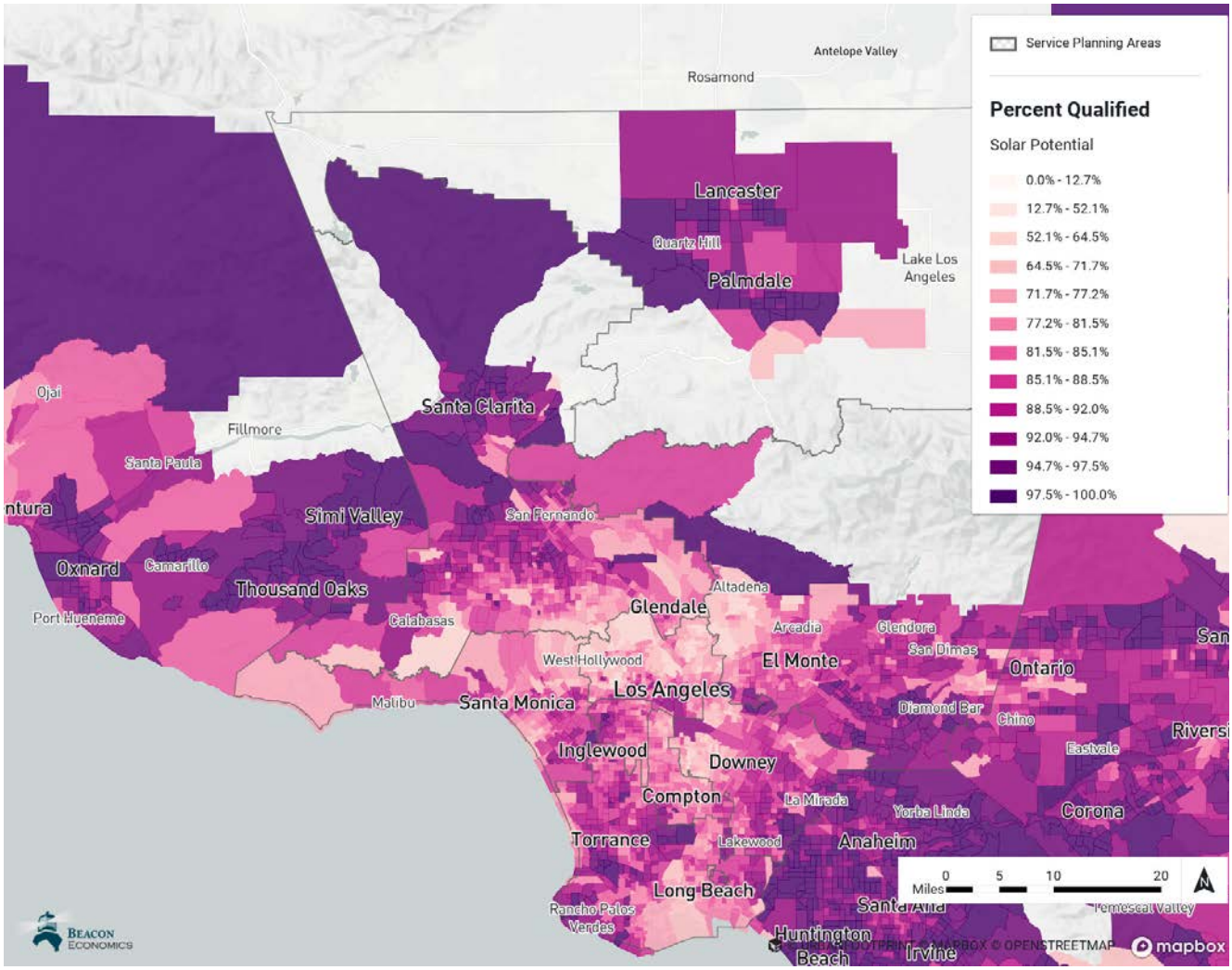


Source: County of Los Angeles. Analysis by Beacon Economics.

Solar Energy Opportunities



Source: UrbanFootprint. Analysis by Beacon Economics.
This map visualizes total solar energy production potential, calculated by considering rooftop characteristics, shading, obstacles, structure suitability, and irradiance data."



Source: UrbanFootprint. Analysis by Beacon Economics.
Note: This map shows the percentage of buildings qualified for solar.

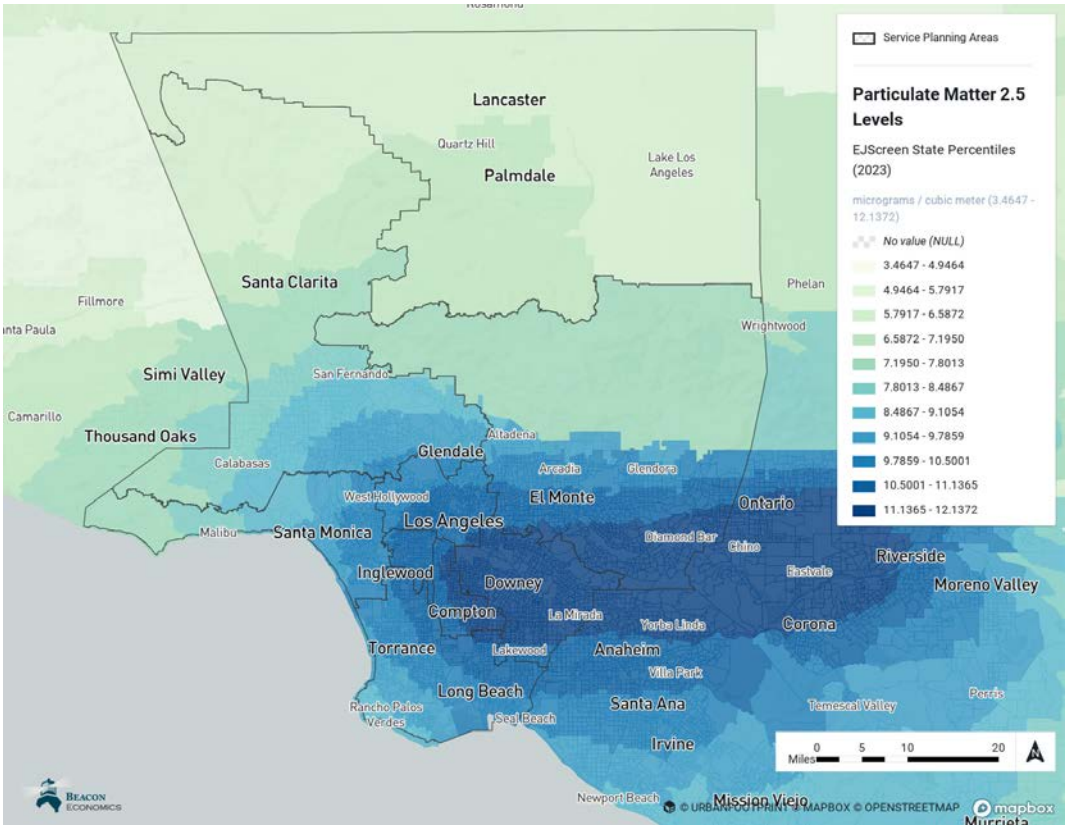
Electric Vehicles

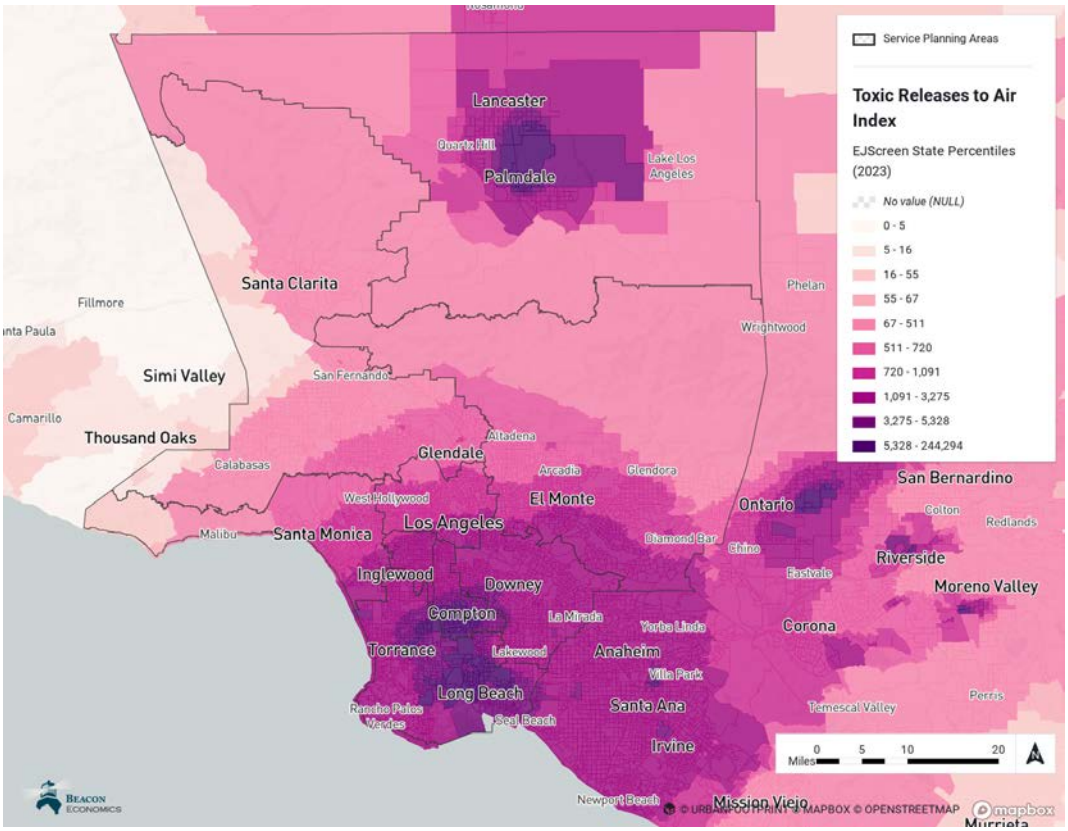
New Electric Vehicle Registrations by Year
Table 20

Services Planning Area	2018	2019	2020	2021	2022	2023	2024	2025 YTD (Thru Sep)
Los Angeles County	19,336	21,382	23,011	42,249	71,361	102,384	108,471	77,293
SPA 2 – San Fernando	4,864	5,574	6,207	12,830	20,531	29,151	35,401	25,179
SPA 3 – San Gabriel	3,848	4,143	3,943	7,265	12,986	20,040	19,322	13,836
SPA 8 – South Bay	3,104	3,306	3,325	5,407	11,740	16,366	14,301	10,172
SPA 5 – West	3,813	3,898	4,551	7,371	12,348	16,344	15,471	10,087
SPA 4 – Metro	2,339	2,761	3,092	5,217	7,120	9,837	11,547	8,523
SPA 7 – East	907	1,136	1,196	2,446	3,965	6,618	7,078	5,246
SPA 6 – South-West	189	275	292	720	1,063	1,619	2,200	1,764
SPA 1 – Antelope Valley	182	189	282	664	1,084	1,539	1,753	1,384
SPA 6 – South-East	90	100	123	329	524	870	1,398	1,102

Source: California Energy Commission. Analysis by Beacon Economics

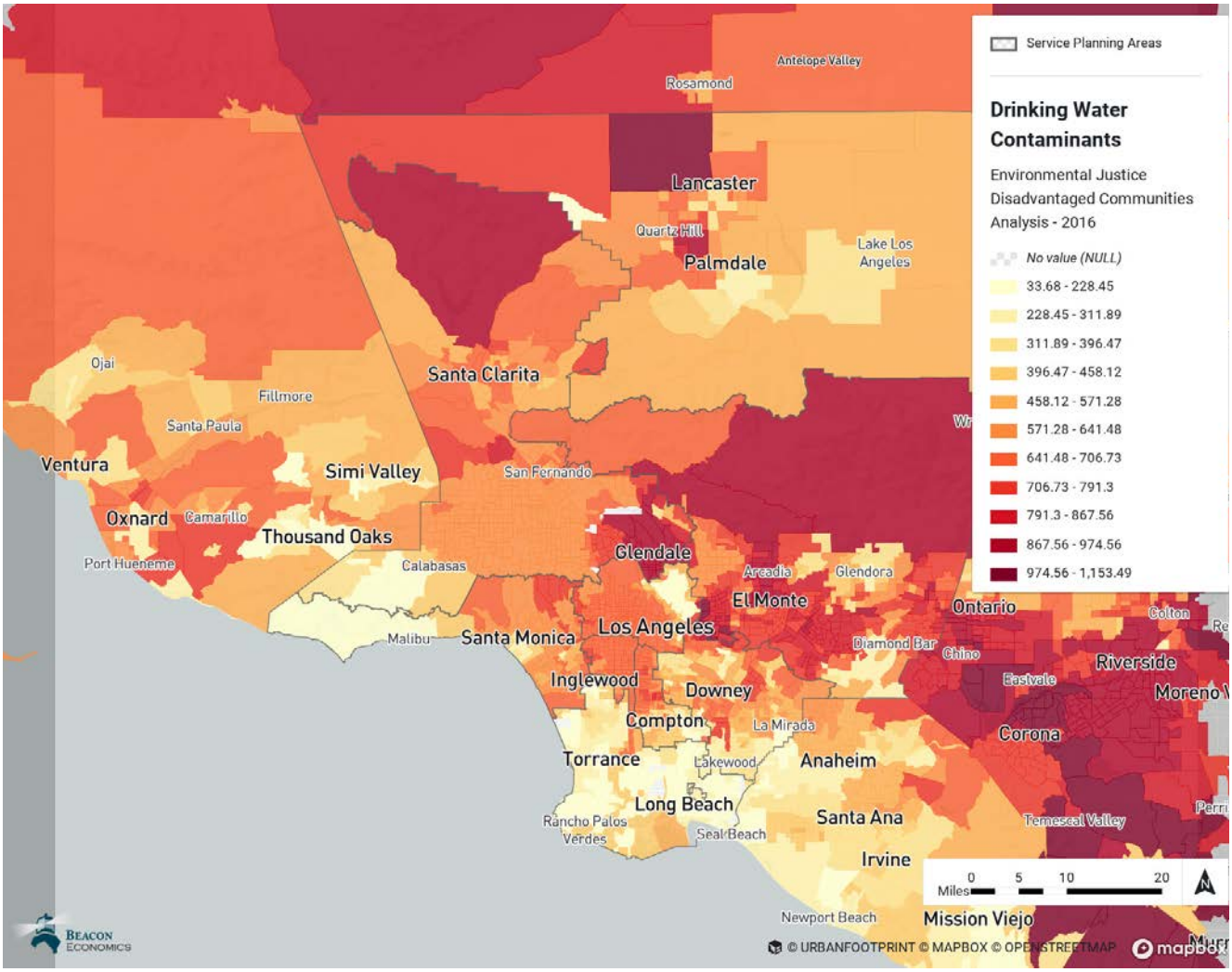
Air Quality Data





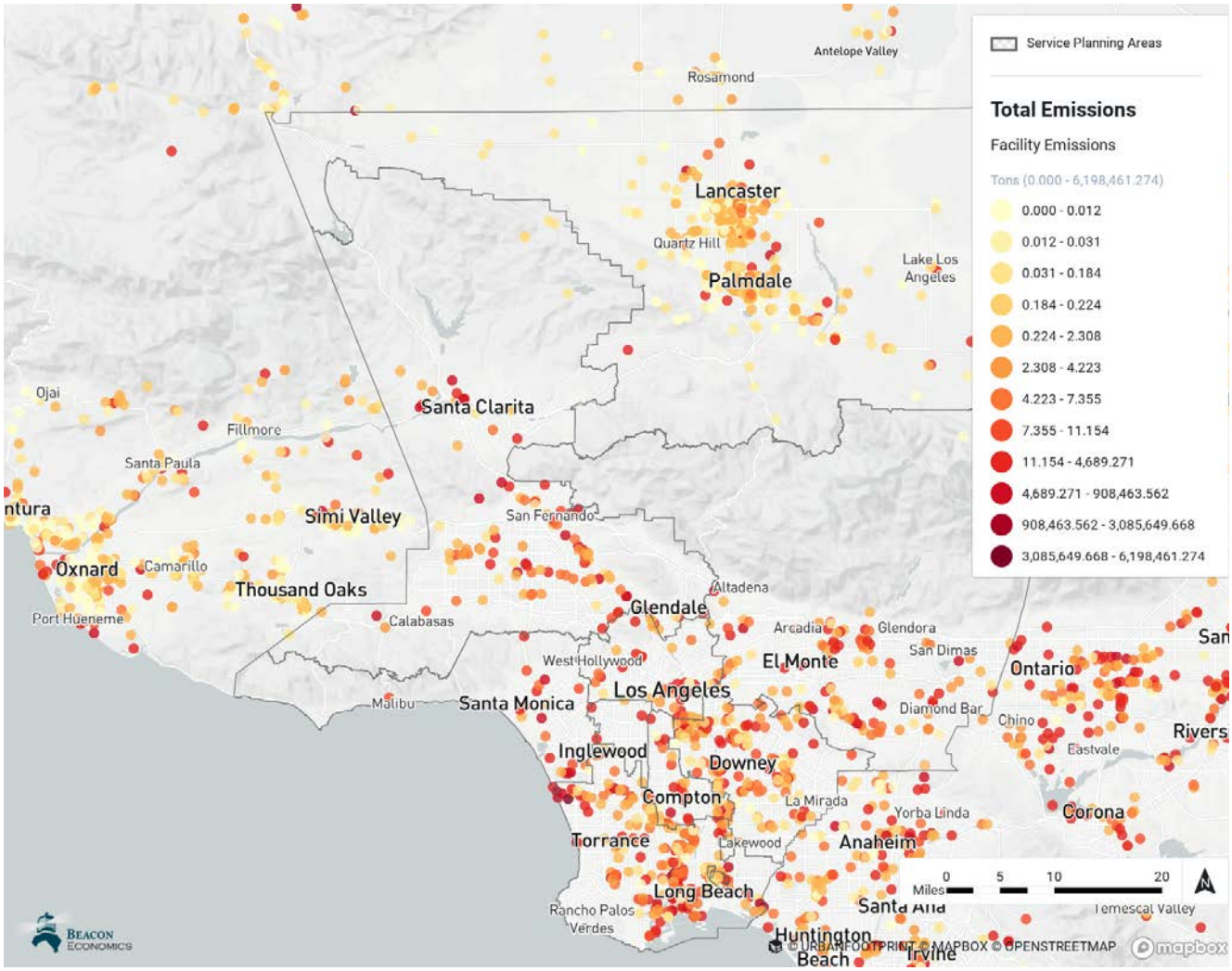
Source: UrbanFootprint. Analysis by Beacon Economics.

Water Quality Data



Source: UrbanFootprint. Analysis by Beacon Economics.

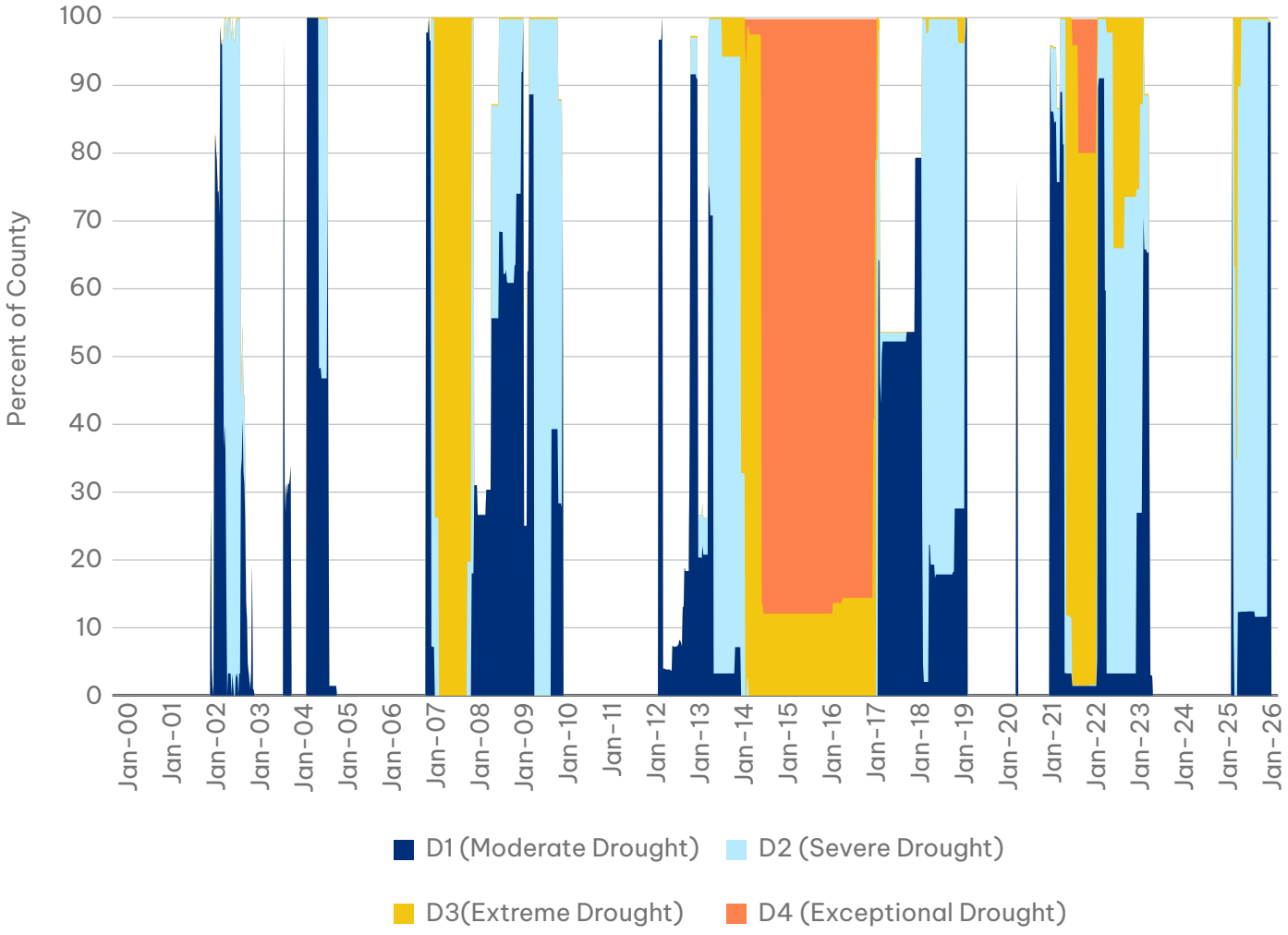
Emissions



Source: UrbanFootprint. Analysis by Beacon Economics.

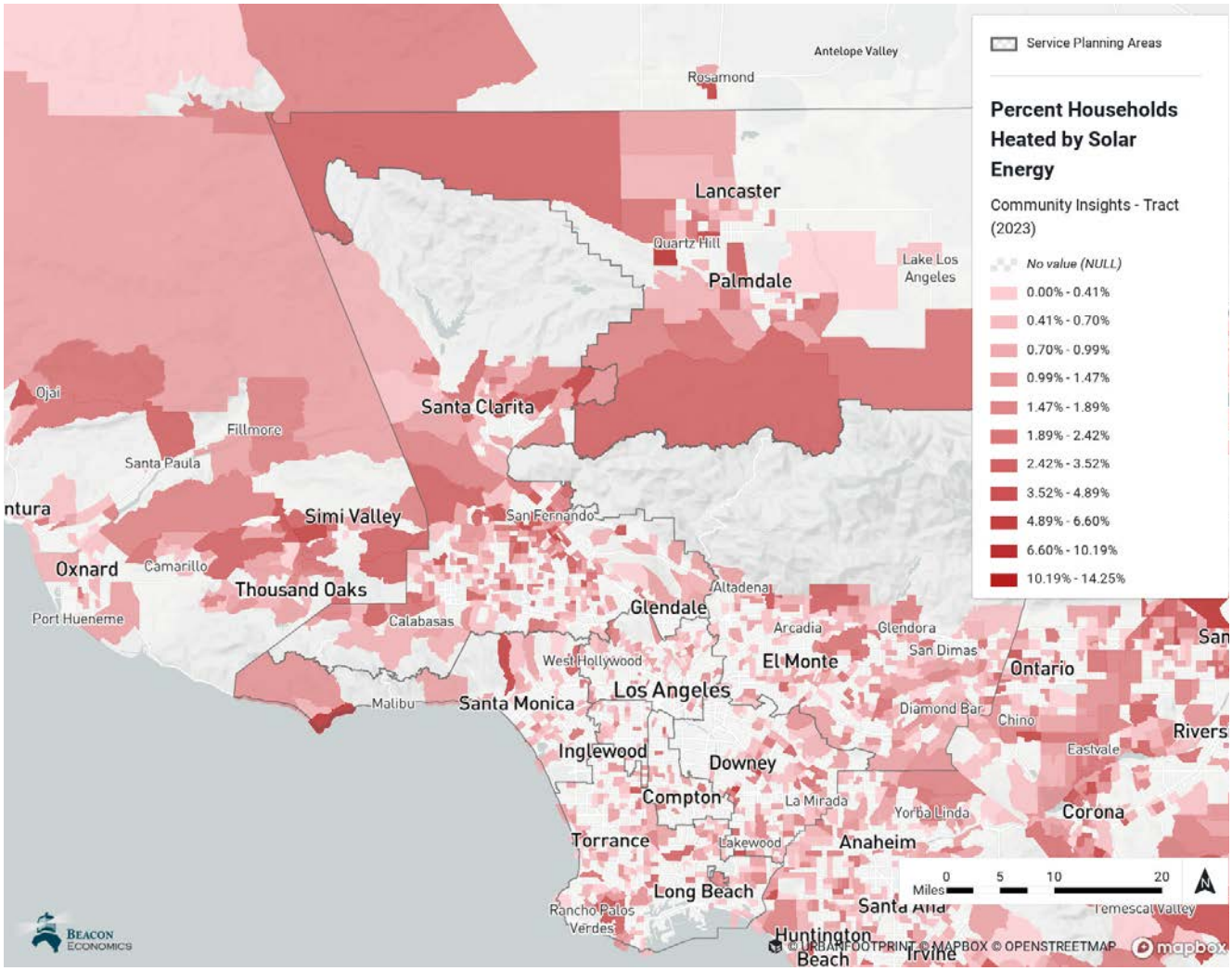
Los Angeles County Drought Conditions

Figure 58



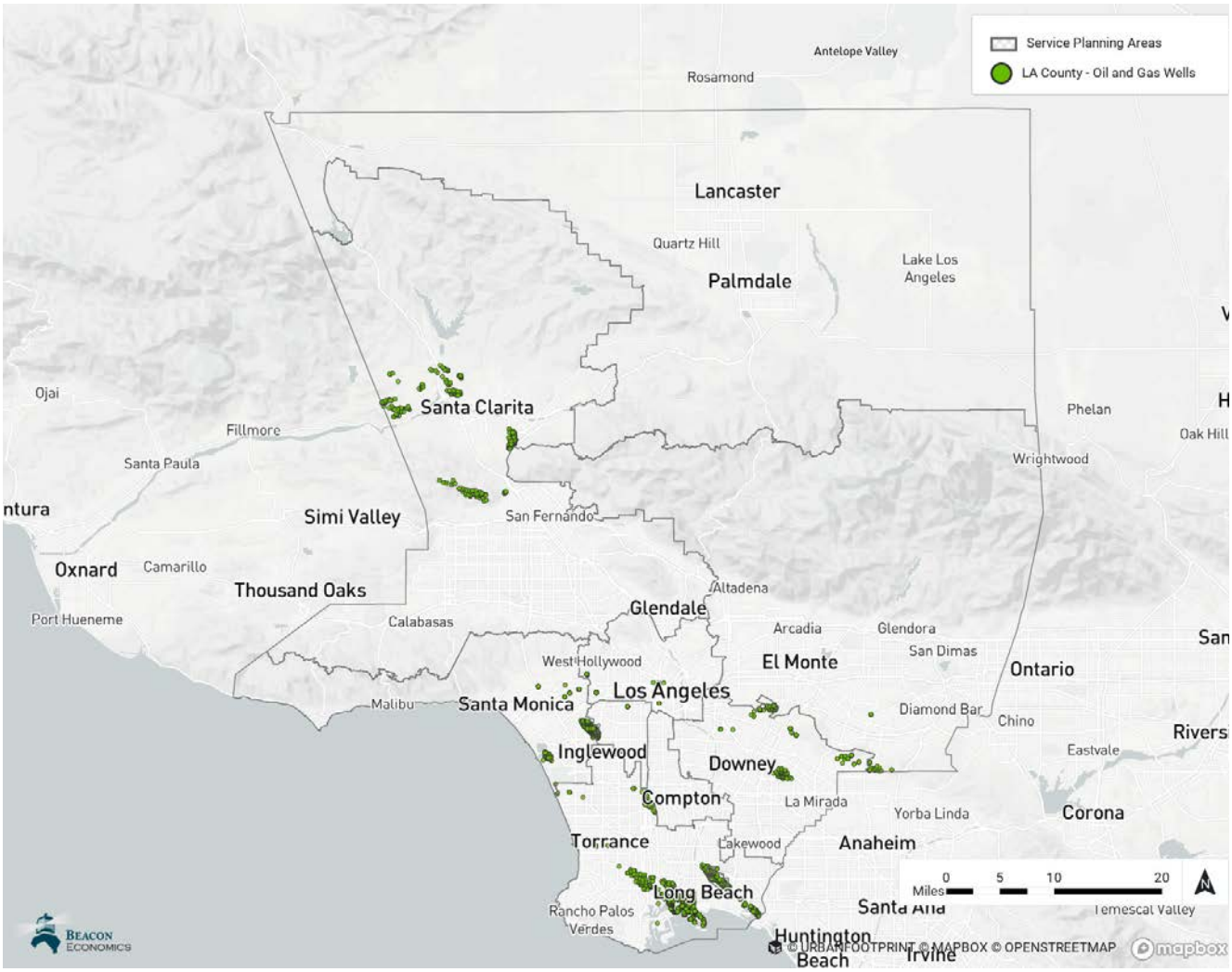
Source: National Drought Mitigation Center. Analysis by Beacon Economics.

Alternative Energy Generation



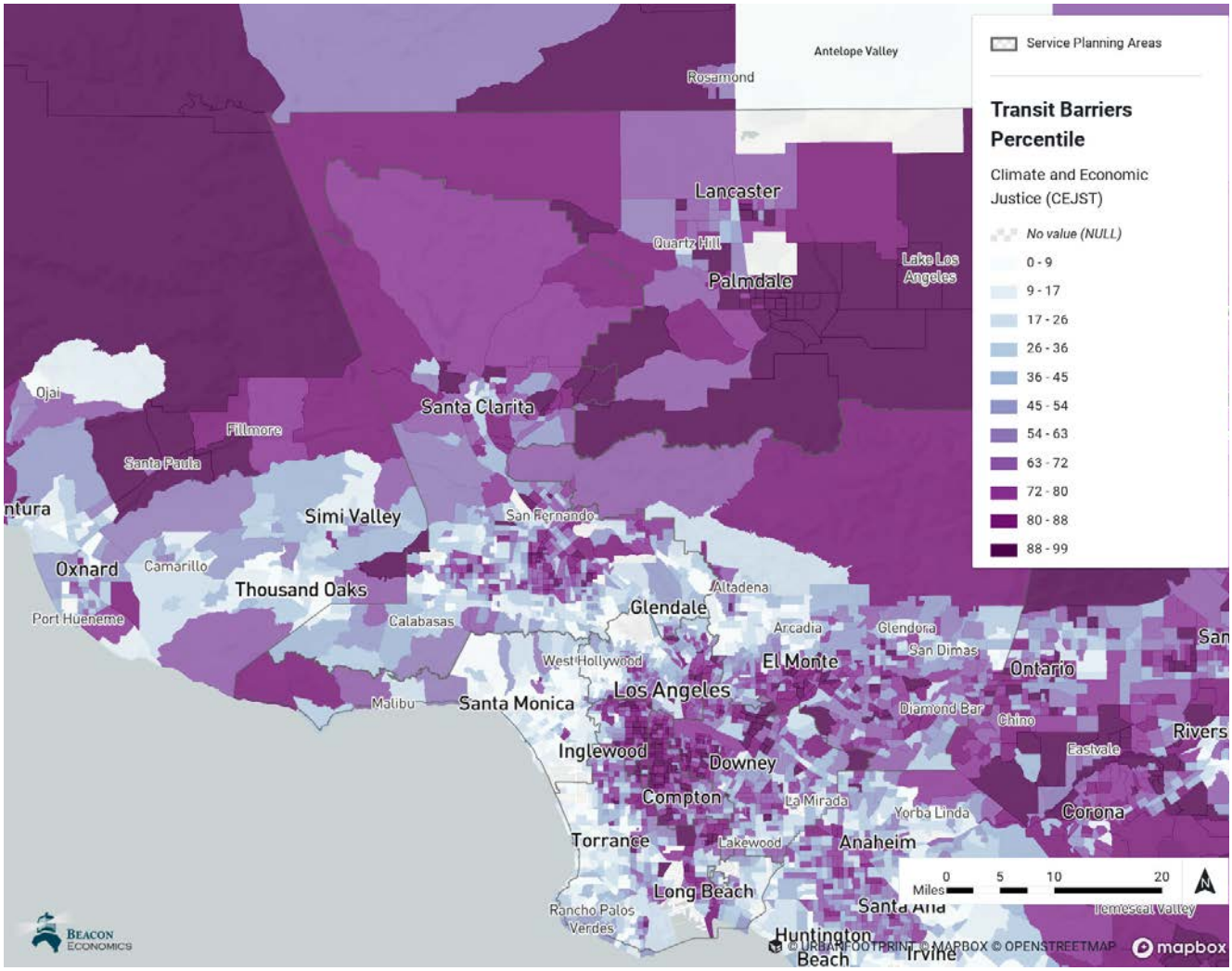
Source: UrbanFootprint. Analysis by Beacon Economics.

Active Oil and Gas Wells



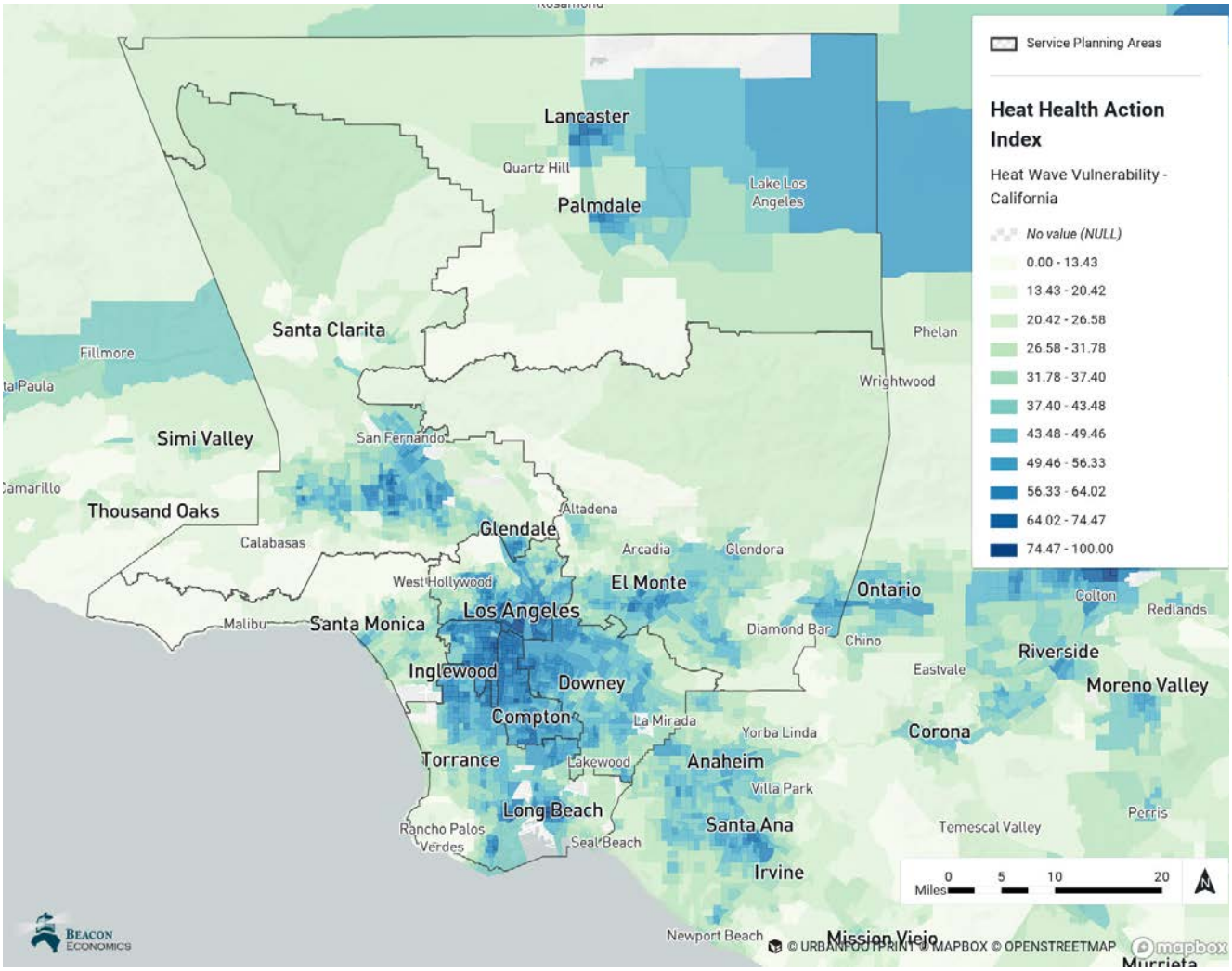
Source: California Department of Conservation, Geologic Energy Management Division (CalGEM). Analysis by Beacon Economics.

Transportation Barriers



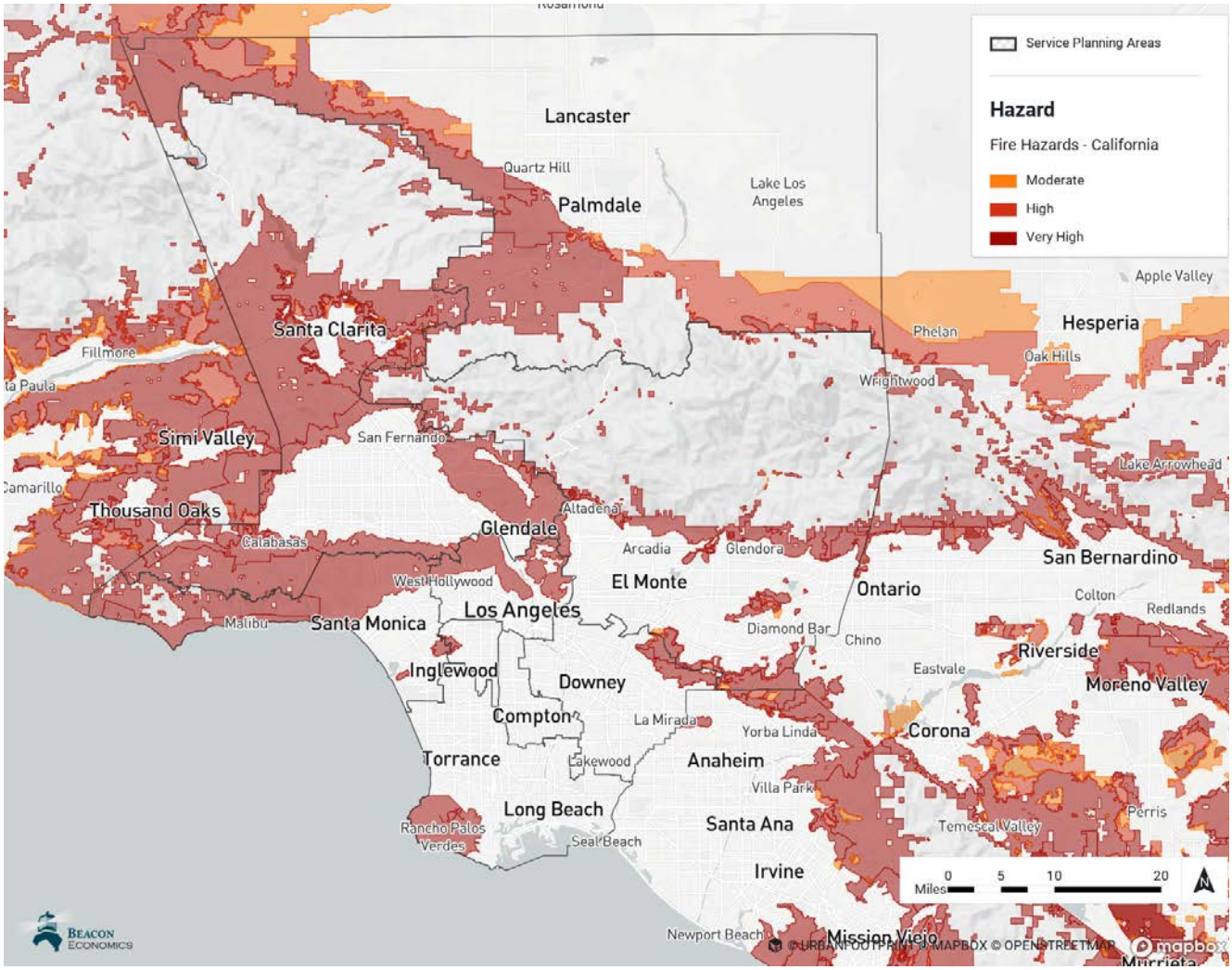
Source: UrbanFootprint. Analysis by Beacon Economics.
Note: This map ranks areas by Transit Barriers Percentile, showing that residents in the outskirts and northern regions face the greatest challenges in accessing reliable transportation compared to those in the central city.

Extreme Heat Vulnerability



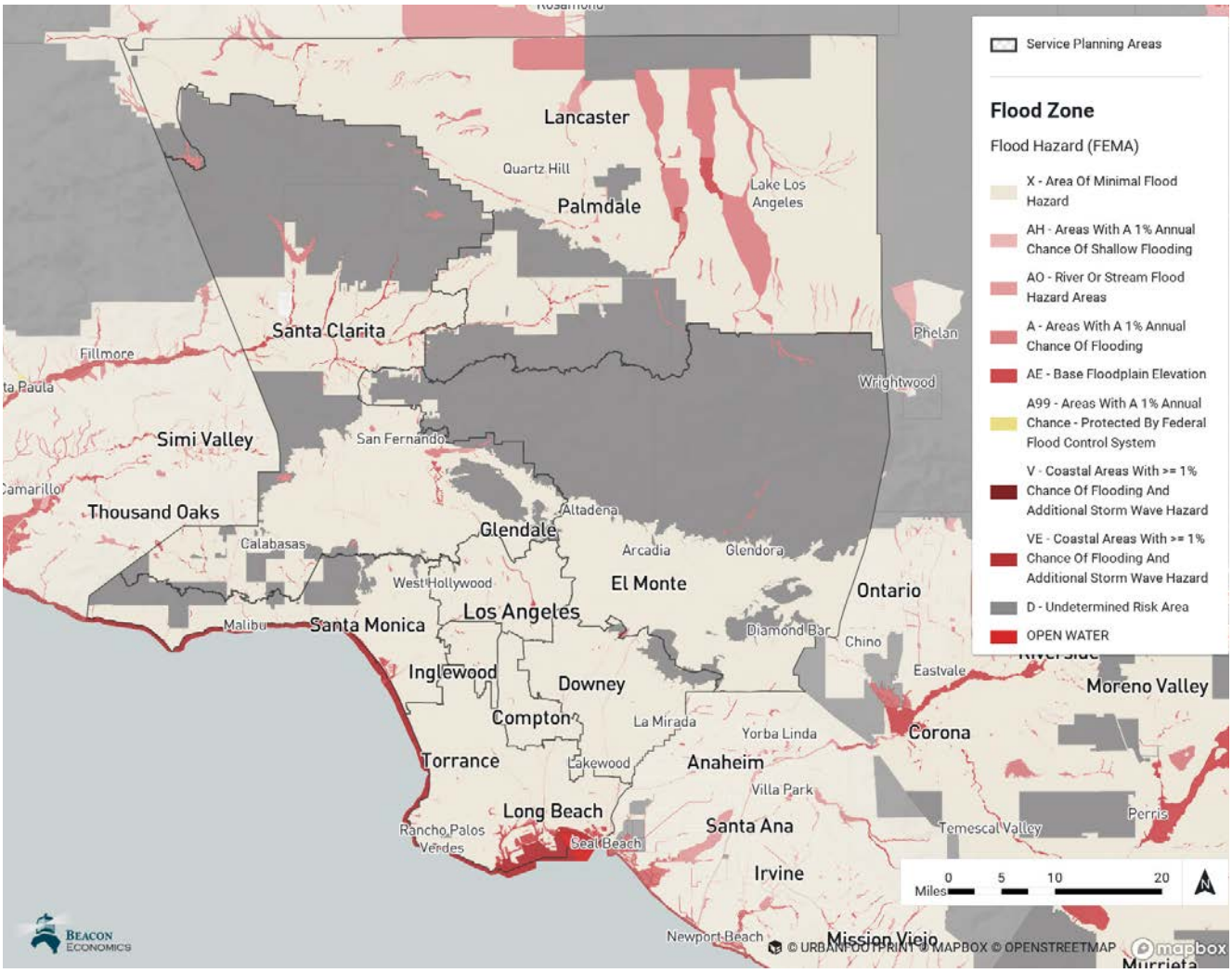
Source: UrbanFootprint. Analysis by Beacon Economics.
Note: This map displays the Heat Health Action Index, showing that the highest vulnerability to heat waves is concentrated in the dense urban core of Los Angeles and inland areas like Lancaster and Palmdale. The Heat Health Action Index ranges from 0-100.

Wildfire Risk



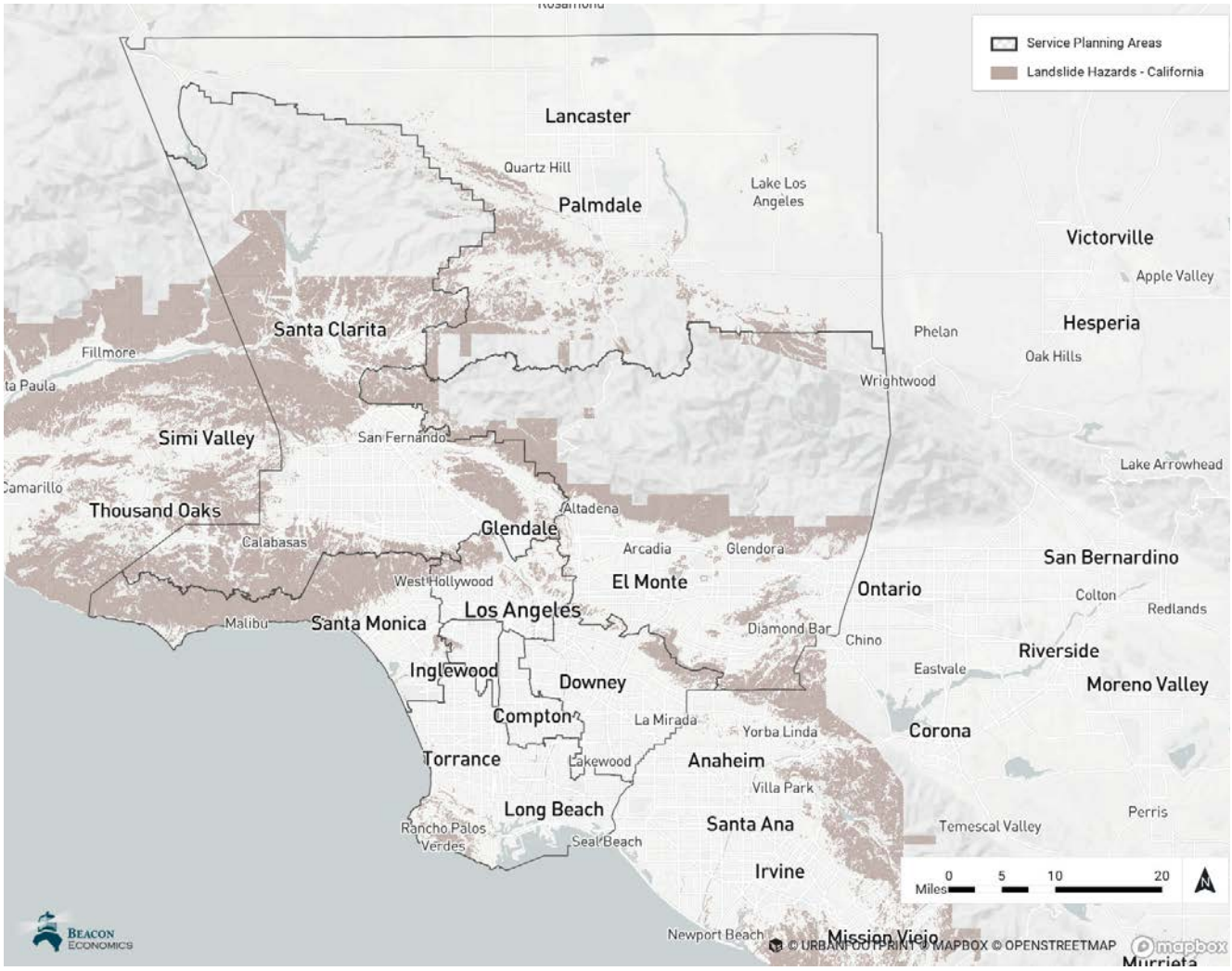
Source: UrbanFootprint. Analysis by Beacon Economics.

Flood Risk



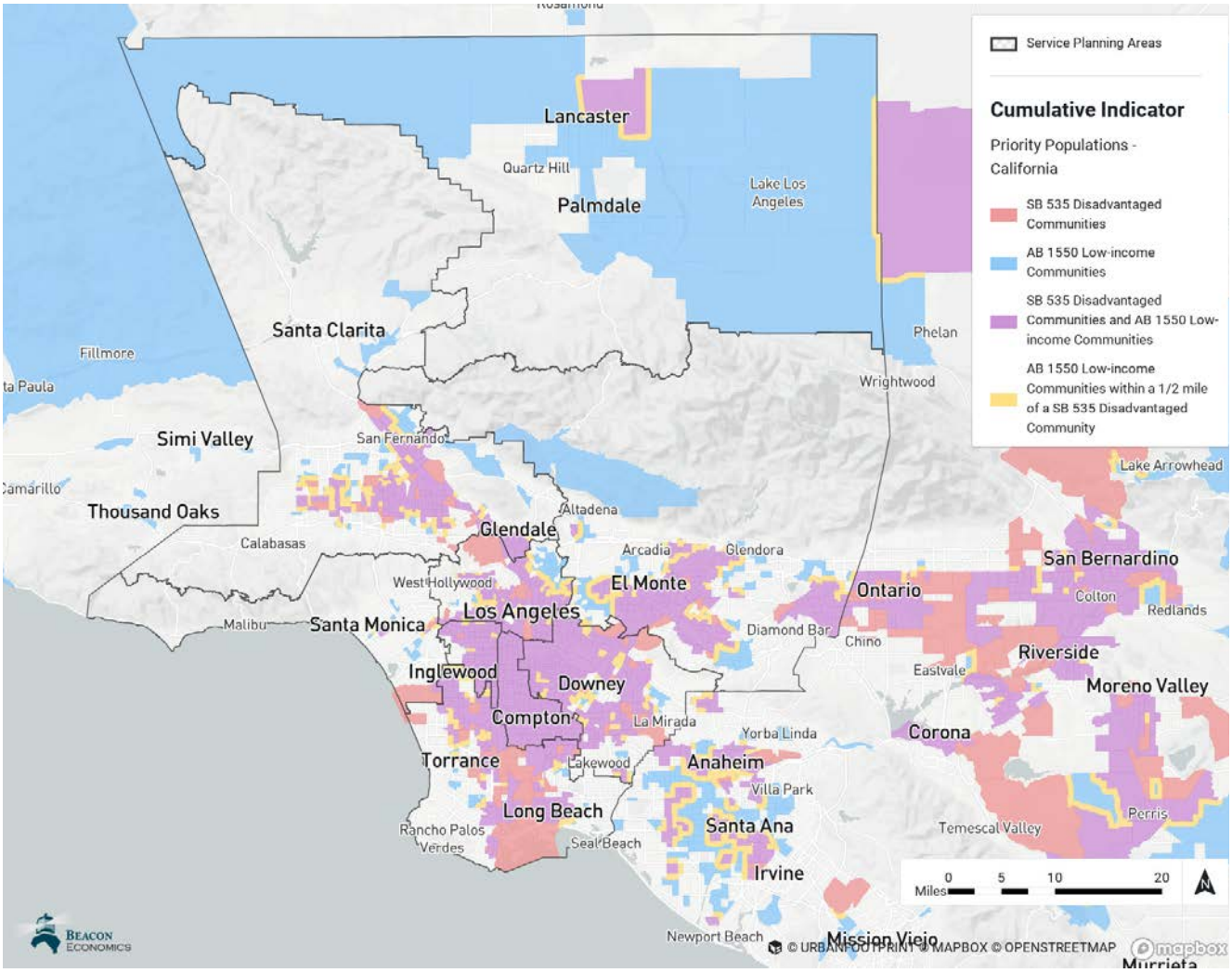
Source: UrbanFootprint. Analysis by Beacon Economics.

Landslide Risk



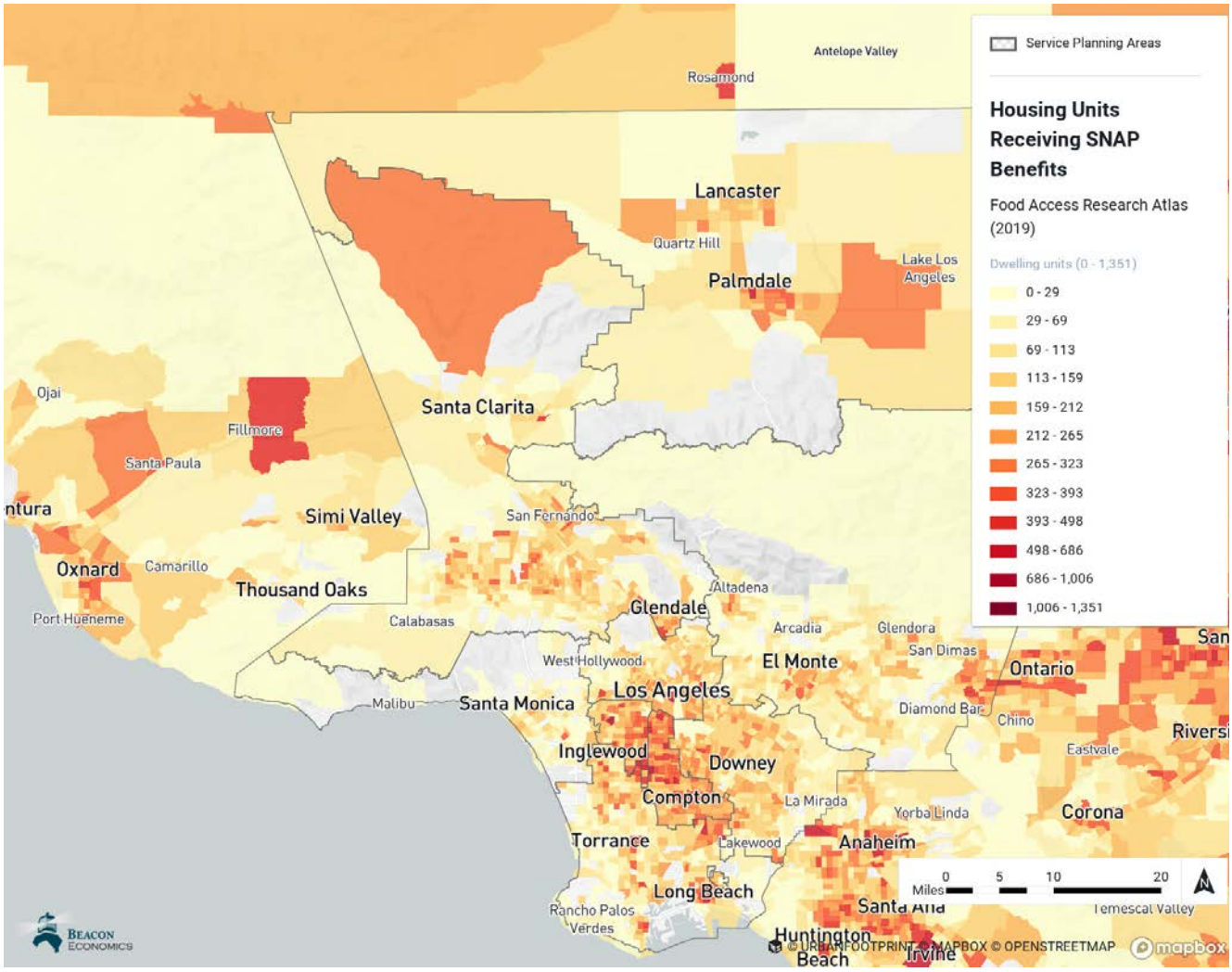
Source: UrbanFootprint. Analysis by Beacon Economics.
Note: This map identifies Landslide Hazards across Los Angeles County, showing that the highest risks are predominantly located in the mountainous and coastal terrain surrounding the Los Angeles basin.

Social Cohesion



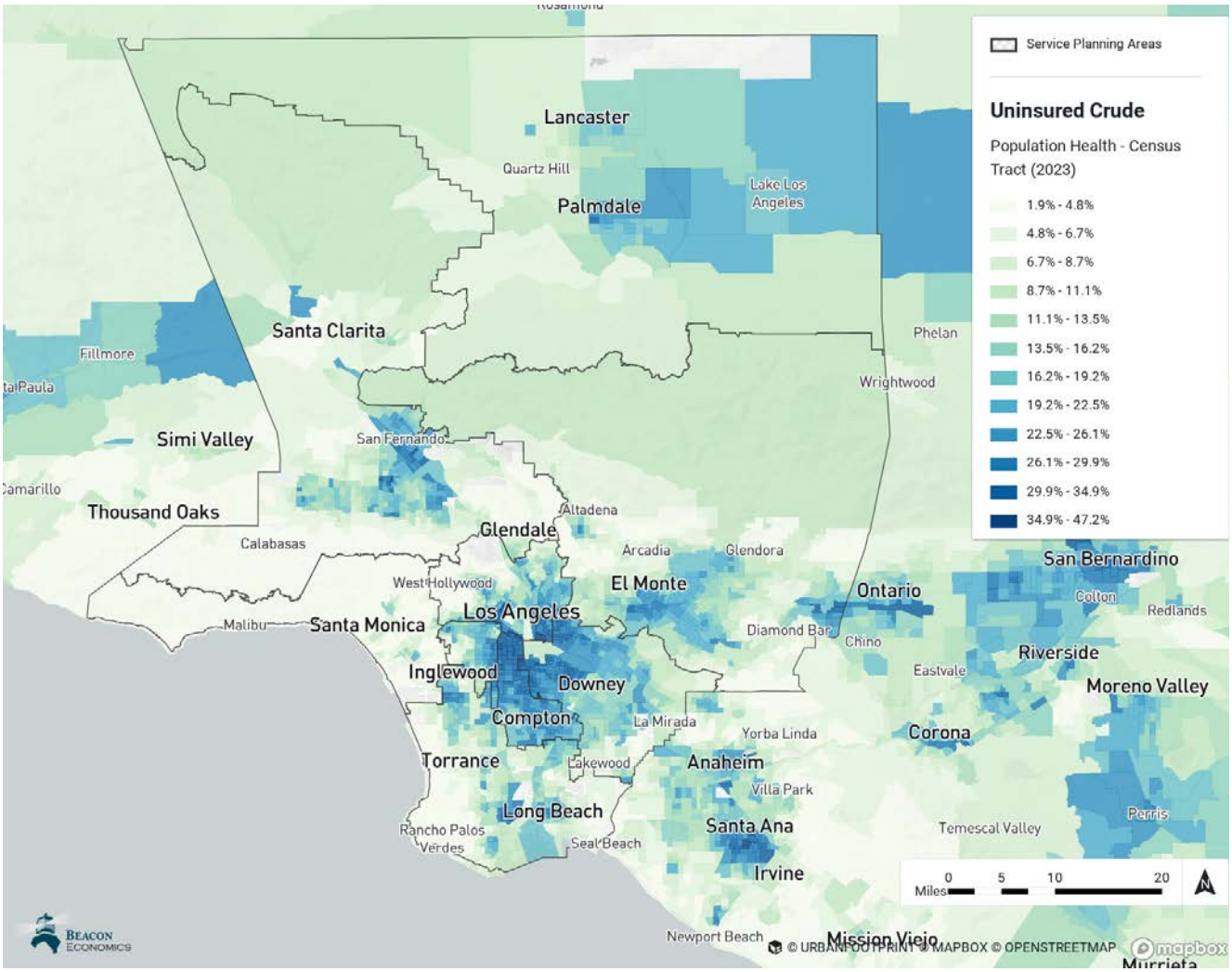
Source: UrbanFootprint. Analysis by Beacon Economics.
Note: This map identifies priority populations based on state designations (SB 535 and AB 1550), marking disadvantaged and low-income communities primarily within the urban centers and industrial zones.

Food Insecurity



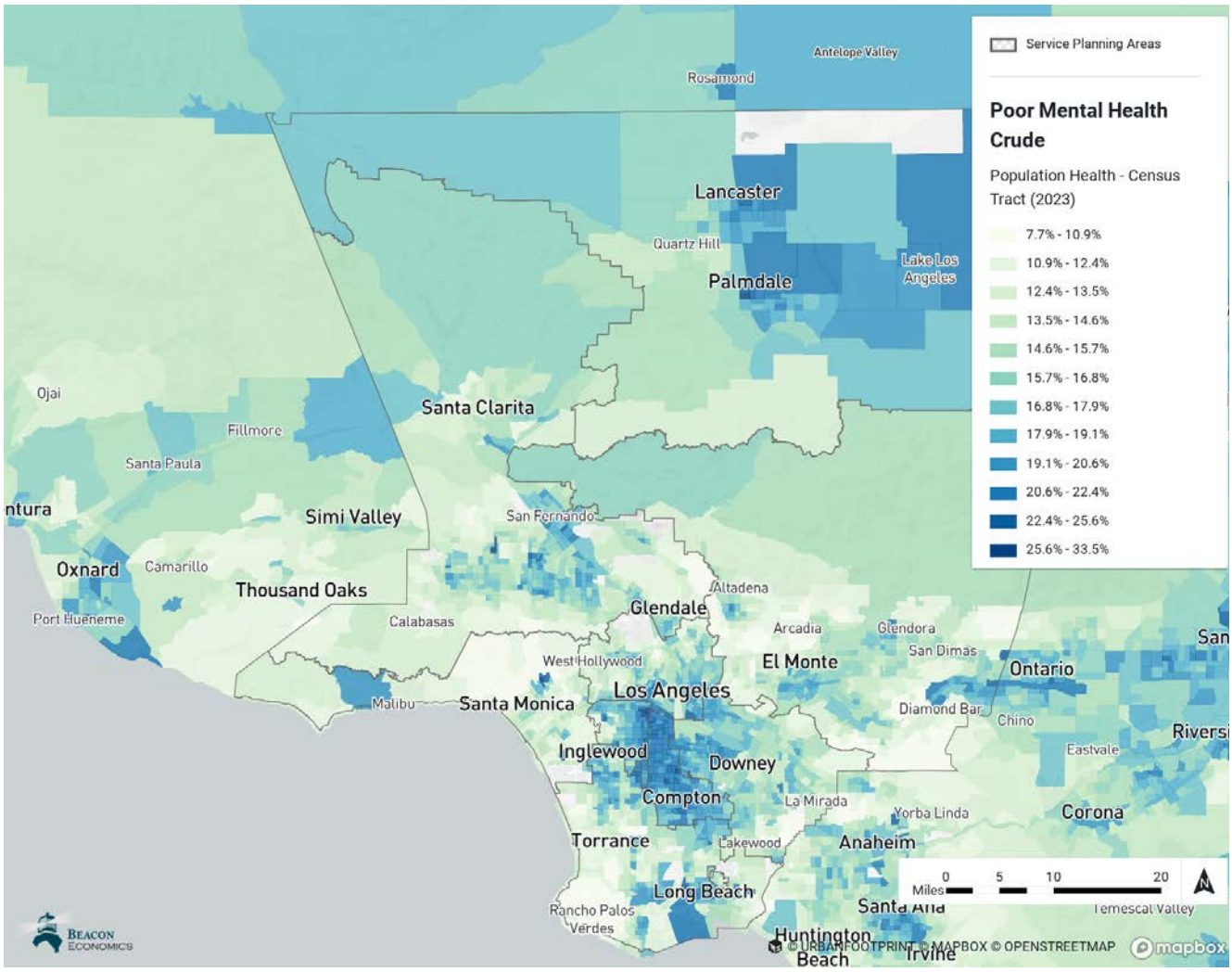
Source: UrbanFootprint. Analysis by Beacon Economics.

Health Coverage



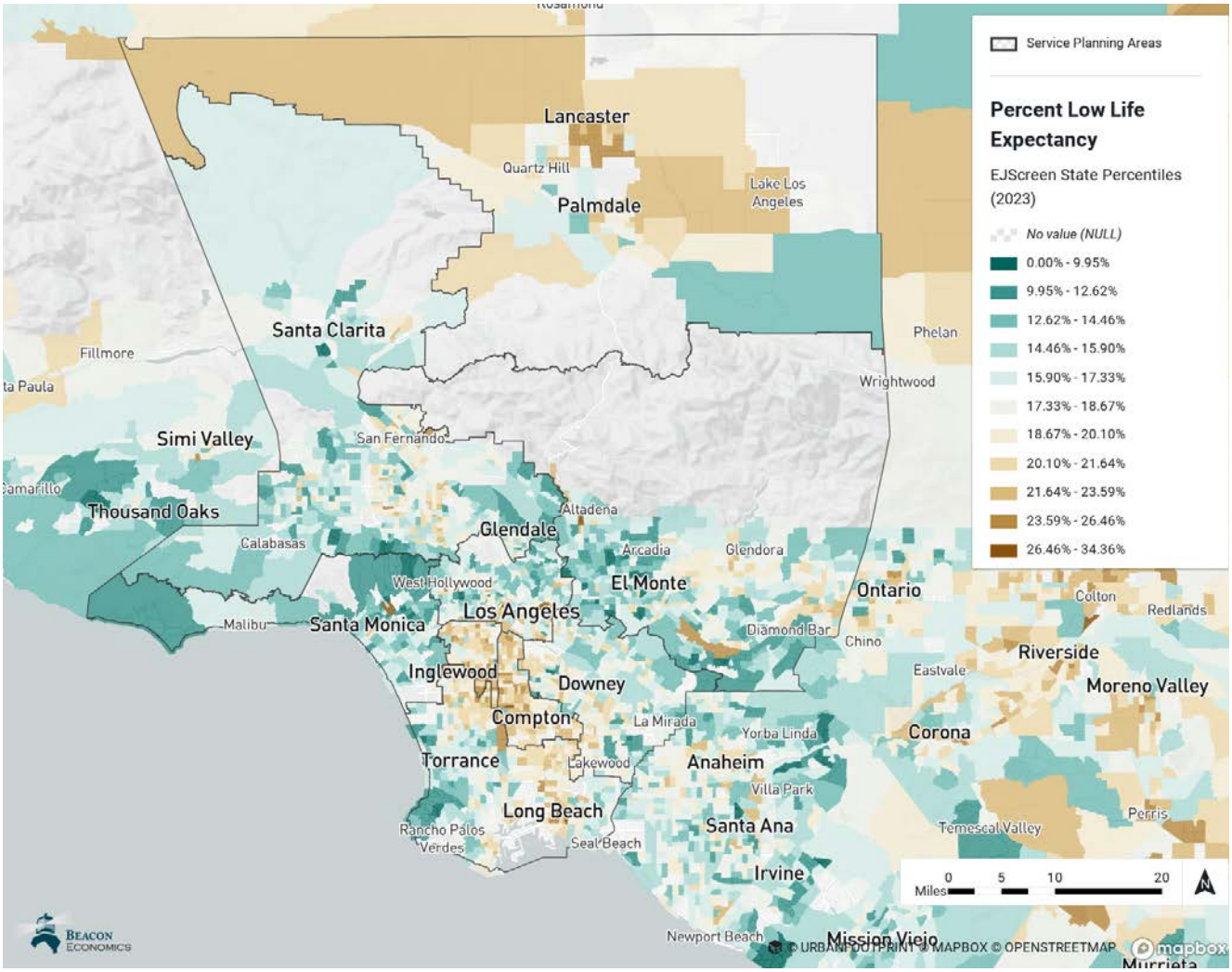
Source: UrbanFootprint. Analysis by Beacon Economics.
Note: This map illustrates the percentage of the population without health insurance, highlighting significant clusters of uninsured residents in South Los Angeles. "Crude" means the data is raw and has not been adjusted in some way.

Mental Health



Source: UrbanFootprint. Analysis by Beacon Economics.
Note: This map tracks the prevalence of poor mental health by census tract, revealing higher rates of mental health struggles in the central Los Angeles corridor and northern desert communities. “Crude” means the data is raw and has not been adjusted in some way.

Common Preventable Causes of Early Mortality



Source: UrbanFootprint. Analysis by Beacon Economics.

About Beacon Economics

Founded in 2006, Beacon Economics, an LLC and certified Small Business Enterprise with the State of California, is an independent research and consulting firm dedicated to delivering accurate, insightful, and objectively based economic analysis. Employing unique proprietary models, vast databases, and sophisticated data processing, the company's specialized practice areas include sustainable growth and development, real estate market analysis, economic forecasting, industry analysis, economic policy analysis, and economic impact studies. Beacon Economics equips its clients with the data and analysis they need to understand the significance of on-the-ground realities and to make informed business and policy decisions.

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