

# Shasta County

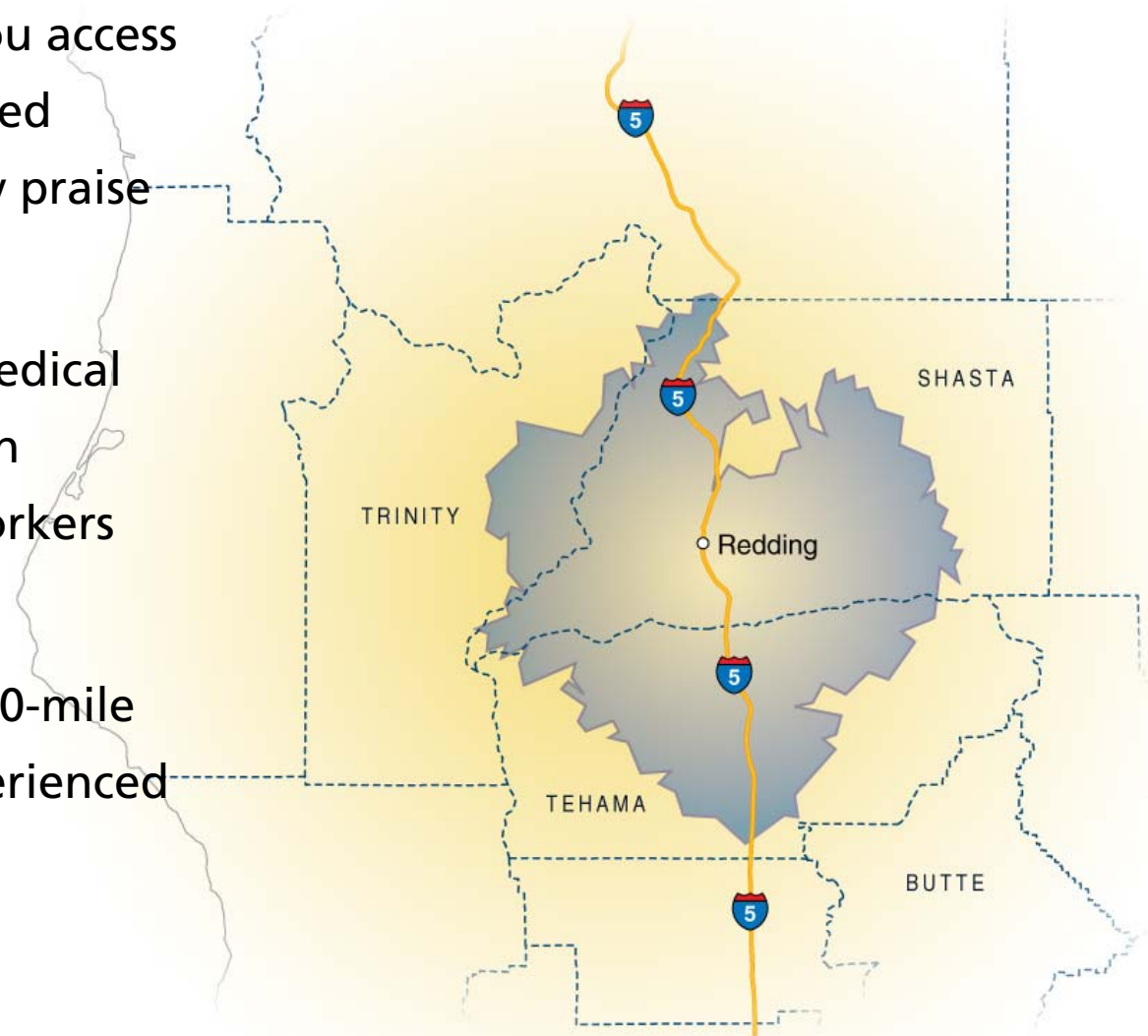
## Medical Manufacturing Workforce

# Shasta County Talent Pool

A Shasta County location will give you access to a large and reliable pool of talented workers. Area employers consistently praise workers' productivity.

Shasta County's workforce for the medical manufacturing industry includes both unemployed and underemployed workers from three counties.

The 240,000 population within this 50-mile commute contains over 100,000 experienced and educated people ready to work.



# Ample supply of workers

- Population of 241,670 people within a 50-mile commute
- 66 percent of population have high school or associates degrees
- 16 percent of population have bachelor, masters, or professional degrees
- 101,600 workers in a 50-mile commute
- 92,800 workers in a 40-mile commute
- 85,500 workers in a 30-mile commute
- 8,000 workers underemployed
- 9,000 workers unemployed



Source: Claritas, Inc. 2008 Estimated Data

# Ample supply of workers • *Today*

- 2,800 applications on file with Shasta County's Employment Development Department
- 2,000 applicants in Smart Business Resource Center's Workforce Skills Pool
- Average 650 applicants at each semi-annual job fair
- 1,313 applicants in 2007 for 469 openings – nearly 3:1 ratio
- Common to see Applicants / Openings Ratio as high as 22:1

# Ample supply of workers • *Tomorrow*

- Population in 50-mile commute is estimated to grow to 261,700 by 2013
- 12,750 high school students, graduation rates averaging 97.8 percent
- Four colleges with over 10,900 enrolled students and graduation rates as high as 70 percent
- 4,140 students over the age of 25
- 5,770 part-time students
- Nearly 60 percent of entering students continue studies



Lake College



Simpson University



Shasta College



National University

# Easy access to the workforce

**ShastaBiz.net** — your web portal to all workforce and economic development partner agencies

**SMART Business Resource Center** — your one-stop for employee search, recruitment, screening, and testing

- annual job fairs, blind ads, resumes and application
- Workforce Skills Pool, an existing database of candidates
- Enterprise Zone Hiring Tax Credit consultation and vouchering

**Nine local employment agencies** — for management, technical, skilled and semi-skilled workers

# Workforce Development Resources

Smart Business Resource Center  
530-245-1555

## **Worksite Training Program**

- Receive reimbursement of up to 50% of the wages paid to a trainee during their 90-day probationary period
- Use for new-hire skills development and to upgrade existing staff skills

## **Work Study Program**

- Save 50% of wage costs by employing students who are looking for work related to their course of study
- Interview and select the student that will best meet your needs.
- You set the pay rate based on skills required and standard wage for the area

## **On-Line Training**

- Self-study courses to upgrade office software skills

# Workforce Development Resources

Shasta College Economic & Workforce Development  
530-225-4838

## **Customized Training**

- Focused on your specific training needs
- Flexible times convenient to you and your employees
- Minimal employee down time
- On-site training to minimize cost of travel and time away from work
- Affordable reasonable hourly rates.

## **Leadership Excellence Certificate Program**

- Leadership – Management – Planning
- Customized computer skills training delivered at your location or in our computer lab

# Workforce Development Resources

Shasta Builder's Exchange  
530-222-1917

## **Seminars and Training**

- Short-term career enhancement courses; 2 to 20 hours
- Training related to construction and other industries
- Skills Development
- Safety, Environmental, and Regulatory courses
- Job site training

# Workforce Development Resources

## Seminars – Workshops – Online Classes – Job Site Training

- Customer Service Academy (Shasta College)
- Website Design
- Food Safety
- Sales Skills
- Supervisory Skills
- Safety



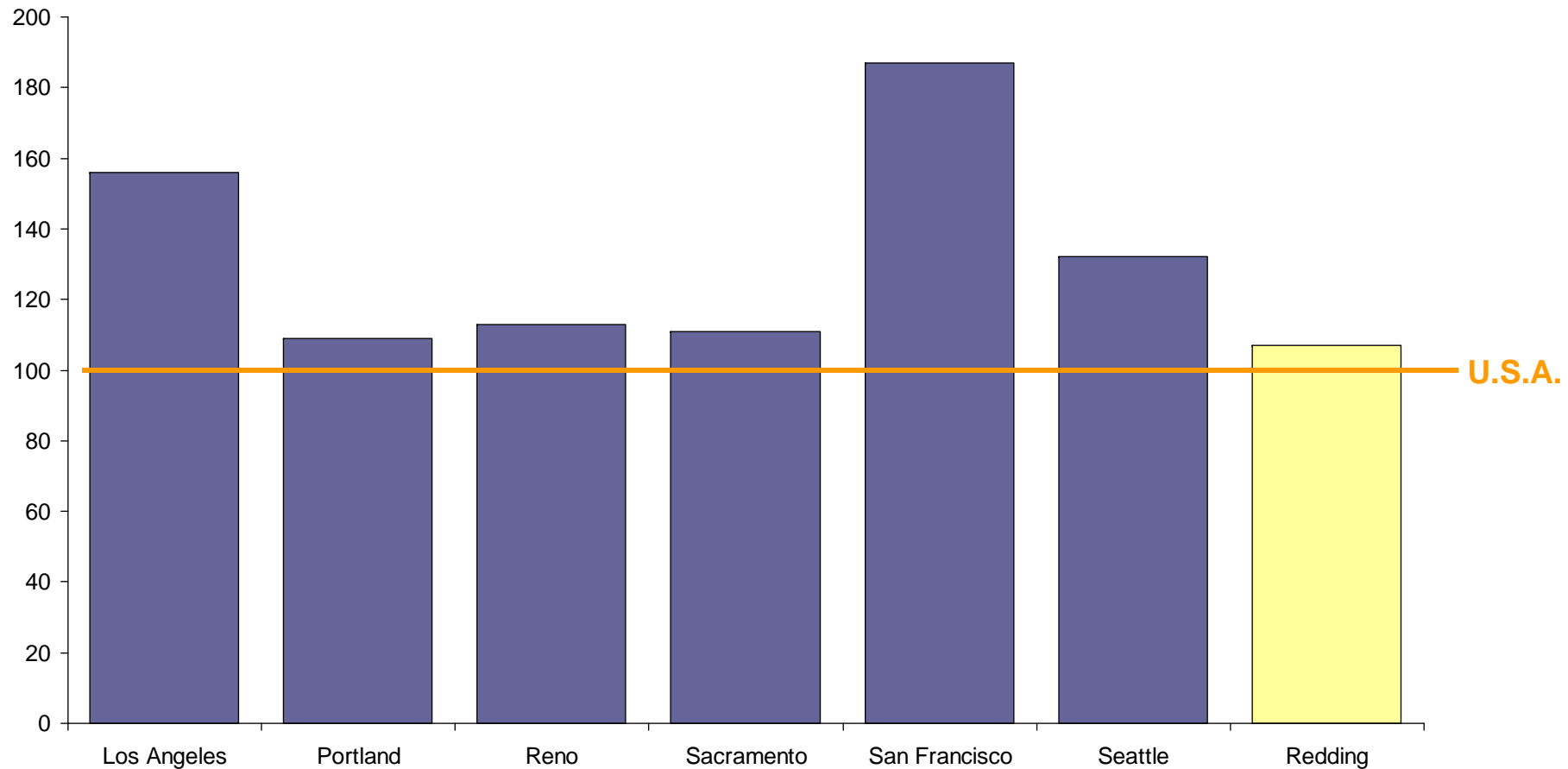
# Typical Wages - Medical Manufacturing

	Entry Level	Experienced	State Median
Engineering Technician	\$26.93	\$35.18	\$27.73
H.R. Manager	\$27.42	\$48.31	\$52.19
Industrial Engineer	\$33.97	\$39.83	\$39.57
Industrial Machinery Mechanic	\$21.31	\$24.94	\$24.25
Lab Technician	\$10.72	\$15.42	\$14.77
Machine Tool Operator	\$9.67	\$11.38	\$10.75
Machine Maintenance Mechanic	\$19.74	\$23.37	\$19.48
Machinist	\$13.71	\$19.26	\$17.96
Maintenance Worker	\$12.95	\$21.69	\$17.97
Mechanical Engineer	\$26.26	\$30.16	\$40.36
Production Supervisor	\$17.53	\$27.93	\$24.45
Quality Assurance Inspector	\$12.98	\$18.24	\$15.20
Sales Rep, Technical	\$23.22	\$47.37	\$36.38
Secretary	\$11.34	\$16.07	\$15.98
Shipping Clerk	\$9.80	\$14.46	\$13.67
Team Assembler	\$10.43	\$15.66	\$11.31



Sources: Economic Research Institute, Geographic Reference Report (typical occupations); California EDD (2008 wage info)

# Recruitability - Reasonable Cost of Living



This index compares the relative cost of living between cities using the U.S. as the base location (a value of 100). An index value of 156 (Los Angeles) means that the cost of living there is 56 percent higher than the base (US); whereas Redding's index of 107 indicates a much more affordable California location.

# Recruitability • Affordable Housing Costs

- Variety of home styles and neighborhoods
- \$250,000 starting price for new three-bedroom homes
- \$550/month for two-bedroom apartment
- \$600 to \$1,000/month for deluxe condo



# Recruitability • Quality of Life

## Excellent School System

- Average class size of 25 and API test scores as high as 873 \*

## Climate

- 250 sunny days and only 84 days of measurable precipitation
- Temperatures range from an average high of 97 (July) to a low of 35 (Jan)

## Recreation

- Turtle Bay Exploration Park and Sundial Bridge
- McConnell Arboretum & Gardens
- Big League Dreams Sports Complex
- Lakes and Rivers for fishing, boating
- Mountains, Caverns and Volcanoes to explore



\* The Academic Performance Index (API) summarizes schools' standardized test results into a single number ranging from 200 (base) to 1000 (best); the State of California has set 800 as the target API score that schools should achieve. (2) Source for graduation rates is Standard & Poors'