

## The 10 Cities with the Largest Skills Gaps

According to the LinkedIn Workforce Report, January was the strongest month for hiring in the U.S. since May 2017. Across the country, hiring was 13 percent higher last month than it was the previous year. [LinkedIn Workforce Report available at <http://bit.ly/2nOOhZx>]

These conditions make now a great time to be a worker in the job market, but one thing still makes it challenging for companies to quickly hire more employees: the skills gap.

The skills gap describes conditions in which the supply of workers with certain skills and abilities does not meet the demand from employers. Experts have been calling attention to the American skills gap for years.



“I think this is the defining issue of our time,” says Penny Pritzker, founder of PSP Capital Partners and former secretary of Commerce. “Which is making sure not only that there are jobs and opportunity but also that the workforce is prepared for 21st-century jobs.”

Some places have larger skill gaps than others. LinkedIn analyzed information from over 146 million profiles, over 20,000 companies and more than three million jobs in order to calculate which cities had the largest skills gaps.

After significant research, they found that these 10 cities had the largest skills gaps in the country:

10. Boston, MA
9. Raleigh-Durham, NC
8. Miami-Ft. Lauderdale, FL
7. Houston, TX
6. Seattle, WA
5. Los Angeles, CA
4. New York City, NY
3. Austin, TX
2. Washington, D.C.
1. San Francisco Bay Area, CA

The San Francisco Bay Area topped the list of the cities with the largest skills gap. LinkedIn found that the most abundant skills in the San Francisco Bay Area are tech-based including Python, C++ and Java. The skills that employers in the San Francisco area were most desperate for included healthcare management, sales and teaching.

Washington D.C. came in second behind San Francisco. The nation’s capital had a surplus of people with skills such as politics, economics and security but is starved for people with health management, sales and manufacturing skills.

Pritzker tells CNBC that apprenticeship programs that focus on middle and high school aged students have helped several regions fill skills gaps such as these.

“The states that I think are most successful are making it much easier for while you’re in grade school and high school to be able to get the kind of technical training that you need while its free in your public schools or going to the community colleges,” she says. “These are the kinds of programs that we’ve seen in places like Delaware or Rhode Island or South Carolina or here in Colorado that could really pay off for our workforce.”

One solution that LinkedIn suggests is simple — move.

“Skills gaps can be narrowed,” states the report, “by people moving to cities where their skills are in demand.”

Region	January 2017	December 2017	January 2018	Percentage Point Change	
				1 month	12 months
San José–Sunnyvale MSA	3.8%	2.7%	3.0%	+ 0.3	- 0.8
San Francisco MD	3.3%	2.3%	2.5%	+ 0.2	- 0.8
California	5.6%	4.2%	4.6%	+ 0.4	- 1.0
United States	5.1%	3.9%	4.5%	+ 0.6	- 0.6

Sector—January 2018	San Jose MSA	San Francisco MD	Combined Region	Percentage Change (Combined Region)	
				1 month	12 months
<b>Total Nonfarm</b>	<b>1,104,900</b>	<b>1,117,100</b>	<b>2,222,000</b>	- 1.7%	+ 2.5%
Construction	49,900	37,600	87,500	- 4.2%	+ 1.4%
Manufacturing	169,800	38,900	208,700	0.0%	+ 1.8%
Retail Trade	86,900	80,900	167,800	- 4.7%	+ 0.3%
Information	89,600	77,800	167,400	+ 0.1%	+ 9.4%
Professional & Business Services	224,100	280,400	504,500	- 1.4%	+ 2.8%
Educational Services	47,200	26,500	73,700	- 4.9%	+ 3.5%
Health Care & Social Assistance	123,900	110,200	234,100	- 0.4%	+ 2.9%
Leisure & Hospitality	101,500	137,400	238,900	- 3.3%	+ 3.2%
Government	97,000	130,800	227,800	- 1.0%	+ 1.0%

NOTE: San José MSA (San José–Sunnyvale–Santa Clara Metropolitan Statistical Area) = Santa Clara and San Benito Counties  
 San Francisco MD (San Francisco–Redwood City–South San Francisco Metropolitan Division) = San Mateo and San Francisco Counties

Source: California Employment Development Department, LMID

9-County San Francisco Bay Area	Labor Force			Employed			Unemployment		
	January 2017	January 2018	Change	January 2017	January 2018	Change	January 2017	January 2018	Change
<b>California</b>	<b>19,084,400</b>	<b>19,294,600</b>	<b>+ 1.1%</b>	<b>18,033,100</b>	<b>18,407,900</b>	<b>+ 2.1%</b>	<b>5.5%</b>	<b>4.6%</b>	<b>- 0.9</b>
Alameda County	837,400	848,100	+ 1.3%	803,100	820,400	+ 2.2%	4.1%	3.3%	- 0.8
Contra Costa County	555,900	564,000	+ 1.5%	531,800	544,500	+ 2.4%	4.3%	3.5%	- 0.9
Marin County	140,400	141,500	+ 0.8%	135,900	137,900	+ 1.5%	3.2%	2.5%	- 0.7
Napa County	71,200	71,700	+ 0.7%	67,700	68,900	+ 1.8%	4.9%	3.9%	- 1.0
San Francisco County	560,000	568,400	+ 1.5%	541,800	553,600	+ 2.2%	3.3%	2.6%	- 0.6
San Mateo County	448,200	452,100	+ 0.9%	435,100	441,400	+ 1.4%	2.9%	2.4%	- 0.6
Santa Clara County	1,025,300	1,044,700	+ 1.9%	988,000	1,014,600	+ 2.7%	3.6%	2.9%	- 0.7
Solano County	207,500	208,000	+ 0.2%	195,800	198,800	+ 1.5%	5.6%	4.4%	- 1.2
Sonoma County	257,000	261,900	+ 1.9%	246,600	253,800	+ 2.9%	4.0%	3.1%	- 1.0
<b>SF Bay Area (sum)</b>	<b>4,102,900</b>	<b>4,160,400</b>	<b>+ 2.2%</b>	<b>3,945,800</b>	<b>4,033,900</b>	<b>+ 2.2%</b>	<b>3.8%</b>	<b>3.0%</b>	<b>- 0.8</b>

NOTE: Totals may not add correctly due to rounding

Source: California Employment Development Department, LMID

January 2018 Events	Company	Location	# Affected	WARN SUMMARY	
				Events YTD <sup>†</sup>	43
	Confluent Medical Technologies	Sunnyvale	69	Individuals Affected YTD :	3,025
	Crunch	Redwood City	48	Individuals Previous YTD <sup>‡</sup> :	4,302
	Eurest Services	Mountain View	169		
	GoPro	San Mateo	140		
	Novartis	San Carlos	20		
	Oath	Sunnyvale	90		
	Symantec	Mountain View	31		
	<b>Total</b>		<b>567</b>		

WARN SUMMARY

Events YTD<sup>†</sup>: 43  
 Individuals Affected YTD : 3,025  
 Individuals Previous YTD<sup>‡</sup> : 4,302

\* **WARN: Worker Adjustment and Retraining Notification**  
 (notice of mass layoff or closure)

† **YTD: Year to Date**  
 (Program year: July 1–June 30)

‡ **Previous YTD:**  
 (Same date range as YTD, one year prior)

NOTE: Layoff data are preliminary and should be considered an estimate of monthly regional activity

Source: NOVA's internal Rapid Response database