

# STATE OF WORKERS IN THE INLAND EMPIRE 2025

JUNE 2025





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# EXECUTIVE SUMMARY

Over the past decade, Southern California's Inland Empire, spanning Riverside and San Bernardino counties, has experienced major labor market and demographic shifts that mirror broader statewide trends. These shifts have also contributed to the region's distinct opportunities and challenges. This report examines wage patterns, employment structures, income inequality, and the cost of living, drawing primarily on 5-year samples from the American Community Survey through 2022 to assess how economic changes shape the daily realities of Inland Empire workers and households.

## KEY FINDINGS

1

### ISSUES WITH JOB QUALITY AND ACCESS

- The Inland Empire workforce is **younger, more racially diverse, and more concentrated in low-wage sectors** than the rest of the state.
- Key regional industries experiencing the most growth in the Inland Empire, including **warehousing and storage, and miscellaneous manufacturing (i.e., logistics managers)**, offer **fewer middle-wage opportunities**; imperiling the region's middle class.
- A large share of the workforce lacks access to **colleges and universities and other skills training**, which impedes advancement into better-paying, stable jobs.
- As automation, remote work, and climate policy reshape regional employment, the current workforce composition risks leaving many behind unless **investments in education, retraining, and equitable job pipelines** are prioritized.

2

### PERSISTENT AND RACIALIZED WAGE INEQUALITY

- The Inland Empire labor market has seen a **relative increase in earnings for low-wage workers**, driven in part by rising minimum wages, labor shortages, labor organizing, and policy support during and after the COVID-19 pandemic.
- Between 2013 and 2022, **wage inequality between the top and bottom earners narrowed**, but the income gap between **middle-income and high-income workers remained entrenched**.
- **Racial wage disparities persist and have widened since the pandemic**, with Black and Latino workers earning significantly less than White and Asian counterparts. This inequality is particularly evident in both **personal and household incomes**, revealing deep economic opportunity and intergenerational wealth divides.



### 3

#### RIISING COST BURDENS FOR RENTERS

- Housing affordability is a growing concern in the Inland Empire and the state. From 2013 to 2022, median housing costs grew by nearly 20% in the Inland Empire, higher than neighboring counties in Southern California. Renters continue to spend **a larger share of their income on housing** than homeowners—and this inequality has remained persistent over time.
- Median **personal income for renters remains more than \$20,000 lower** than that of homeowners, reinforcing barriers to homeownership and wealth accumulation.
- **Additional housing expenses** (e.g., utilities, insurance, property taxes) have risen for all households. However, renters bear the **heaviest proportional burden**, typically spending nearly **30% of median household income on housing** (the threshold for affordability as defined by the U.S. Department of Housing and Urban Development), and many renters spend more than that threshold.

### 4

#### THE FULL COST OF LIVING IS OUT OF REACH FOR MANY

- According to the Economic Policy Institute, a **single parent with two children needs over \$106,000 annually** to meet basic living expenses (“paycheck to paycheck”) in the Inland Empire.
- Our findings reveal that **many families—especially renters, single parents, and Black and Latino households—are earning far less than what is needed to afford many basic living expenses**, even with full-time employment.

### 5

#### COMMUTING AND WORK PATTERNS ARE SHIFTING

- **A higher share of Inland Empire residents commute outside the region for work than in other regions in California.** Approximately 377,000, or 75%, of Inland Empire residents are employed within the region, while nearly 25% commute to other parts of California for work.
- **Remote work has grown in the Inland Empire**, now accounting for over 12% of work arrangements—up from just 4–5% pre-pandemic.
- **Public transit use has declined steadily regionally and statewide**, reflecting limited regional infrastructure and safety concerns.
- **Commute times have remained remarkably stable** across transportation modes, suggesting persistent burdens for those who continue to “pay in time.”





## POLICY IMPLICATIONS

- **Diversify the employment options.** The Inland Empire needs to add more jobs that provide family-sustaining wages outside of industries related to logistics. The most common jobs that have grown in the region are either very low-wage or high-wage jobs.
- **Support wage equity** through targeted workforce development, greater protections for workers' rights to unionize and collective bargaining, and pay transparency laws.
- **Invest in affordable housing**, particularly for renters, through new construction, rental subsidies, and pathways to homeownership.
- **Expand publicly subsidized childcare and access to early education**, particularly for working parents facing rising household expenses.
- **Improve public transportation infrastructure** and expand regional mobility options to reduce commute burdens and address environmental concerns.

## CONCLUSION

The Inland Empire stands at an economic crossroads. While it has benefited from some positive employment and wage trends, structural inequalities in income, and the rising cost of living, especially housing, continue to limit upward mobility—especially for renters, low-income households, and communities of color. These trends risk deepening regional inequality and undermining long-term prosperity without targeted and inclusive policy responses.



# INTRODUCTION

This report marks the launch of a new annual publication that offers a comprehensive snapshot of employment conditions and the workforce in Riverside and San Bernardino Counties, collectively referred to as the Inland Empire. It builds on earlier regional reports, including *The State of Work in the Inland Empire: Part I*, which the Center for Social Innovation produced, and *Part II*, which was published by the Inland Empire Labor & Community Center and Center for Social Innovation at UC-Riverside.<sup>1,2</sup>

Those foundational reports offered a broad view of labor market dynamics across the region. We continue that tradition.

While we will continue to publish thematic and sector-specific analyses in partnership with our community allies, this new series, *The State of Workers in the Inland Empire*, will serve as an annual, data-driven overview of the region's workforce. The 2025 edition inaugurates this rebranded approach, emphasizing clarity, comparability, and accessibility.

A key feature of this report is its comparative lens: we examine how the Inland Empire stacks up against the counties making up the rest of Southern California and the counties making up the rest of California.<sup>3</sup> These geographic boundaries are defined in the map below.

This report serves two primary goals. First, it provides a detailed profile of the Inland

**FIGURE 1. GEOGRAPHIC BOUNDARIES**





Empire and its workers. Second, it investigates major challenges and themes related to labor in the Inland Empire:

1. **Workforce composition.** The presence of transportation, distribution, and logistics (i.e., warehousing) has become uncomfortably large. Various mayors in the Inland Empire penned an open letter against the expansion of warehousing (2024).<sup>4</sup> Numerous local news sources have also remarked on its aggressive expansion and adverse side effects such as increased traffic, decrease in air quality, community displacement, lack of a diverse economy, and racial inequity.<sup>5,6,7,8,9,10,11</sup>

2. **Low wages and wage disparities.** Previous reports have found that many of the workers in the Inland Empire are paid less than their counterparts in Southern California and the rest of the state and that inequality likely grew during the COVID-19 pandemic due to the expansion of jobs with lower-paying wages in the Inland Empire.<sup>12,13</sup> Within the Inland Empire, racial disparities in wages continued to persist. Indeed, some have called the Inland Empire the "bottom of the ladder" among the 50 largest U.S. counties.<sup>14</sup>

3. **The cost of living and housing affordability is out of reach for many.** The population of the Inland Empire has rapidly expanded since the 1990s. It was home to one in ten

Californians and now nearly represents one in eight California (authors' calculations).<sup>15</sup> During the rapid expansion of housing nationwide in the early 2000s, 52% of all new homes in California were constructed in Riverside or San Bernardino.<sup>16</sup> During the Great Recession, the Inland Empire became an exemplar for both subprime lending, increased foreclosures, and declines in housing values.<sup>17</sup> It did not begin its recovery until 2013, the first year of data we feature in our analysis.

4. **Commuting patterns and transportation issues.** The Inland Empire is largely considered a bedroom community, with many residents working outside the region. Prior work has estimated that nearly 351,000 Inland Empire residents commute outside the region for work.<sup>18</sup> Although there has been an increase in people working from home, particularly since COVID-19, this has not been enough to offset the burdens of traffic nor people's commute times.<sup>19</sup>



# EMPLOYMENT TRENDS AND WORKFORCE COMPOSITION IN THE INLAND EMPIRE

## *The Labor Force at a Glance*

The Inland Empire's labor force continues to mirror many statewide trends while also exhibiting distinct characteristics that set it apart from the rest of Southern California and the rest of the state. The region has a slightly younger workforce, with 12.94% of workers between 18 and 24 years old, compared to 11.82% in the rest of Southern California and 11.97% in the rest of California. The prime working-age group (25–54) comprises 67.68% of the Inland Empire's labor force—closely aligned with 68.58% in the rest of Southern California and 68.45% statewide. The Inland Empire has a slightly lower share of older workers (55–65) at 18.66%, versus 19.05% and 18.99% in Southern California and California overall. California's population and workforce are expected to age considerably over the next 35 years, but the Inland Empire has a slightly younger workforce and population, so it is in a better position to weather this demographic shift.<sup>20, 21</sup> Specifically, the Inland Empire has a larger share of the population aged younger than 16 than the rest of California.<sup>22</sup> Regarding racial and ethnic composition, the Inland Empire has a Latino workforce share of 37.48%, lower than the 41.04% in the rest of Southern

California but higher than the 30.66% statewide. White workers comprise 37.74% of the Inland Empire's workforce—more than Southern California's 34.45% but less than 40.12% in the rest of California. The Inland Empire also has a slightly higher share of Black workers (5.49%) than both Southern California (4.06%) and the rest of the state (3.83%). Conversely, Asian workers comprise a smaller share (14.63%) of the Inland Empire workforce compared to 16.71% in Southern California and 20.47% statewide, reflecting the region's distinct migration patterns and industrial composition.<sup>23</sup>

Numerous reports have documented the lack of educational attainment in the Inland Empire relative to the rest of the state.<sup>24, 25,</sup>

<sup>26</sup> Educational attainment has improved, but the Inland Empire still trails behind in higher education levels. About 33.79% of the Inland Empire's workforce have less than a college education, compared to 30.93% in Southern California and 29.87% statewide. The percentage of workers with some college is higher in the Inland Empire than in the other regions we define in our report—33.40% in the Inland Empire, 28.82% in Southern California, and 28.79% statewide. However, the Inland Empire lags in both bachelor's degrees (21.29%) and advanced degrees (11.52%), while the rest of Southern California reports 25.90% and 14.35%, and the state reports 24.73% and 16.61%, respectively. The gender composition remains balanced across the regions. In the Inland Empire, 52.36% of the labor force is male, and 47.64% is female, which closely mirrors Southern California and





state-level proportions.

Citizenship data reveals some notable differences. 72.34% of the Inland Empire workforce comprises U.S.-born citizens, compared to 64.54% in Southern California. The Inland Empire has 15.95% naturalized citizens, lower than the rest of Southern California's 19.76% but close to the rest of the state at 17.10%. The region also has a smaller estimated share of undocumented workers (6.56%), compared to 9.82% in Southern California and 9.32% statewide.<sup>27</sup> Other non-citizens, such as green card and visa holders, account for 3.80% of the Inland Empire workforce, slightly lower than in different regions.

Overall, the Inland Empire remains defined by a younger and more Latino workforce, lower levels of formal education, and a relatively high share of native-born U.S. citizens. These dynamics suggest a continuing need for workforce development strategies focused on increasing access to higher education, vocational training, and job mobility, particularly in industries that provide stable, well-paying work without requiring advanced degrees.

**TABLE 1. CALIFORNIA'S LABOR FORCE AT A GLANCE**

	Inland Empire %		Rest of S. California %		Rest of California %	
<b>Population of Workers</b>	1,528,860	100.00%	8,732,738	100.00%	8,765,417	100.00%
<b>Age Group</b>						
Very Young (Less than 18)	13,236	0.72%	51,852	0.55%	51,531	0.58%
College Age (18-24)	237,874	12.94%	1,114,341	11.82%	1,063,500	11.97%
Prime Working Age (25-54)	1,244,149	67.68%	6,465,443	68.58%	6,081,584	68.45%
Older Workers (55-65)	343,023	18.66%	1,795,956	19.05%	1,687,206	18.99%
<b>Race and Ethnicity</b>						
Latino	688,988	37.48%	3,869,084	41.04%	2,724,052	30.66%
White	693,768	37.74%	3,247,805	34.45%	3,564,546	40.12%
Black	100,922	5.49%	382,760	4.06%	340,284	3.83%
American Indian Alaska Native	6,618	0.36%	22,626	0.24%	47,089	0.53%
Asian	268,941	14.63%	1,575,351	16.71%	1,818,700	20.47%
Other	7,353	0.40%	34,882	0.37%	35,539	0.40%
Multiracial	71,877	3.91%	295,084	3.13%	354,500	3.99%
<b>Education</b>						
Less Than College	621,155	33.79%	2,915,954	30.93%	2,653,863	29.87%
Some College	391,370	33.40%	2,717,032	28.82%	2,557,908	28.79%
Bachelor's	391,370	21.29%	2,441,746	25.90%	2,197,189	24.73%
Greater than Bachelor's	211,770	11.52%	1,352,859	14.35%	1,475,750	16.61%
<b>Sex</b>						
Male	962,524	52.36%	5,028,678	53.34%	4,677,800	52.65%
Female	875,758	47.64%	4,398,914	46.66%	4,206,910	47.35%
<b>Citizenship</b>						
Citizen by U.S. Birth	1,329,813	72.34%	6,084,568	64.54%	6,040,714	67.99%
Citizen of American Parents Born Abroad	24,817	1.35%	122,559	1.30%	124,386	1.40%
Naturalized Citizen	293,206	15.95%	1,862,892	19.76%	1,519,285	17.10%
Undocumented	120,591	6.56%	925,790	9.82%	828,055	9.32%
Other Non-Citizens (g.g, Green Card and Visa Holders)	69,855	3.80%	431,784	4.58%	371,381	4.18%

Source: 2022 American Community Survey 5-year Sample

Note: This table represents the labor force as people that identified as employed or unemployed. It includes people aged 16 or older and less than the retirement age (65). In California the full retirement age is 67 for people born after 1960, but some individuals can start receiving Social Security benefits at 62. People are counted where they work and not where they live.



### General Employment Status

The employment status of the Inland Empire continues to align closely with broader state and regional trends, though slight differences persist. According to recent 5-year estimates from the American Community Survey (2022), 66.96% of Inland Empire residents between sixteen and sixty-four are employed, while 4.94% are unemployed, and 28.10% are not in the labor force.

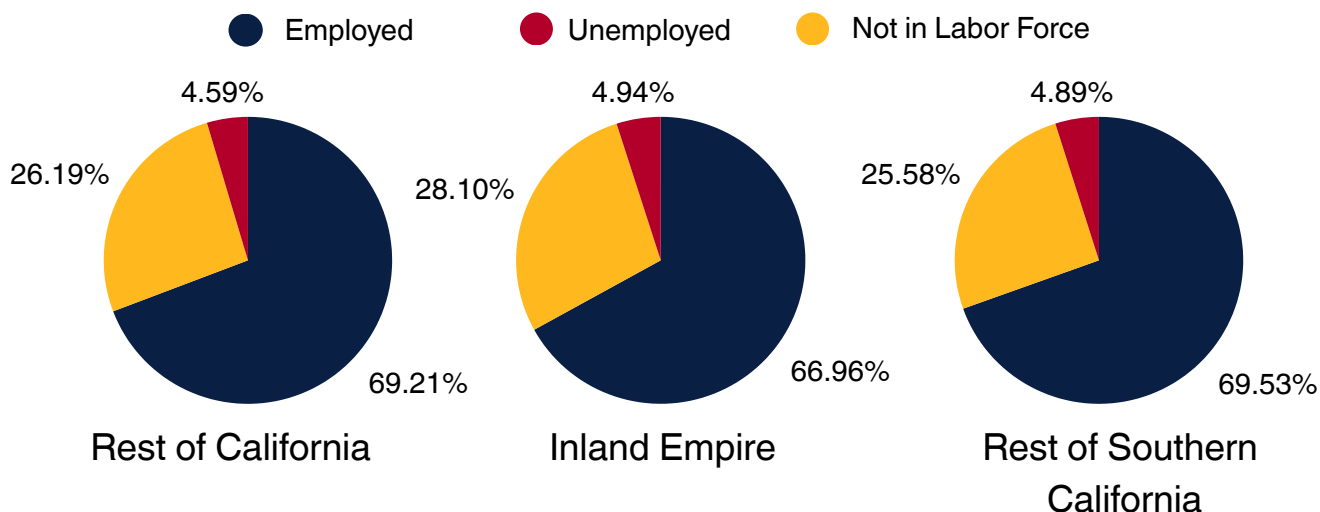
In comparison, the rest of Southern California shows a slightly higher employment rate of 69.53%, with an unemployment rate of 4.89% and a lower labor force non-participation rate of 25.58%. The rest of California similarly reports an employment rate of 69.21%, an unemployment rate of 4.59%, and 26.19% not in the labor force.

During the COVID-19 pandemic, the Los Angeles MSA (Metropolitan Statistical Area) unemployment ballooned to 19%

and 15.4% for the Ontario-San Bernardino-Riverside MSA.<sup>28</sup> However, during the recovery, both the growth rate of employment and the growth rate of the labor force increased, resulting in reduced unemployment. The change was so dramatic that some experts called the Inland Empire the "poster child of economic recovery from the Coronavirus downturn."<sup>29</sup> The report from the Inland Empire Economic Partnership and our report concluded that this was partly due to the composition of industries in the Inland Empire.<sup>30</sup> The logistics industry, already employing large numbers of Inland Empire workers, further expanded during COVID-19, which resulted in less job loss for the region.

Despite that resilience during the pandemic, the Inland Empire remains at risk of an industry-specific shock to logistics employment, given new challenges such as disruptions in global trade, unprecedented tariffs, and

**FIGURE 2. CALIFORNIA WORKING-AGE POPULATION EMPLOYMENT STATUS**



Source: 2022 American Community Survey 5-Year Sample  
(16-64-year-olds by place of residence)



technological advancements. Officials at the Ports of Los Angeles and Long Beach are already anticipating a significant reduction in imports due to the Trump administration's tariffs, which would have ripple effects across the logistics supply chain fueling the Inland Empire's economy.<sup>31</sup> Researchers have also identified job displacement risks across common occupations in the sector due to automation.<sup>32,33</sup>

As policymakers and workforce planners consider strategies for increasing regional employment, diversifying the local economy is essential because it helps safeguard against industry-specific shocks and can introduce more jobs that surpass the high cost of living standards in California (as we discuss more fully in the next section below).

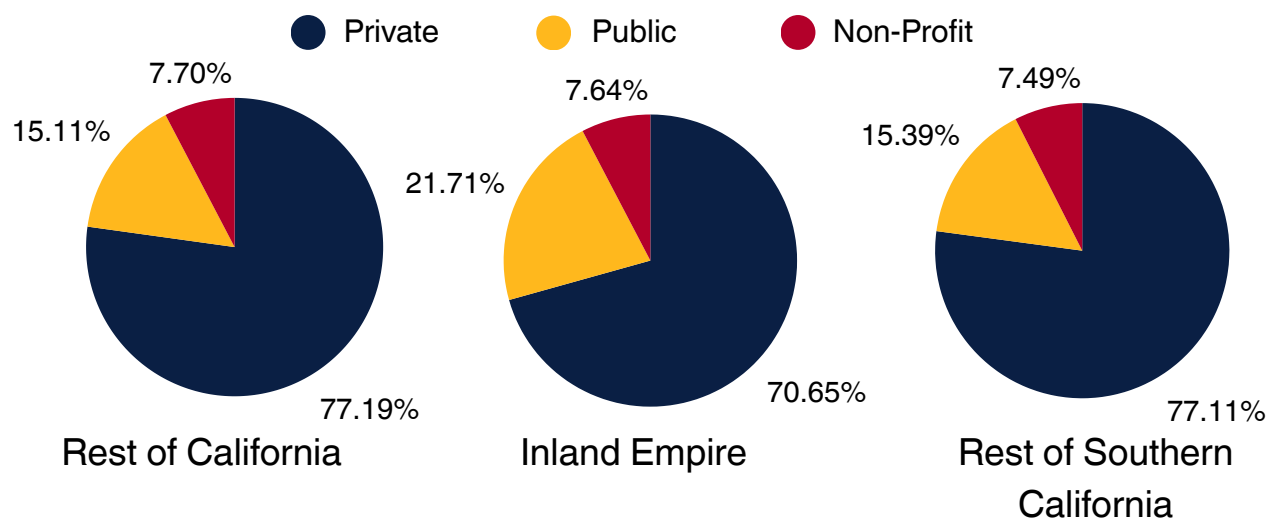
### **Worker Classifications**

Worker classification in the Inland Empire differs in notable ways from the rest of

Southern California and the rest of California, particularly regarding the distribution between public and private sector employment.<sup>34</sup> In the Inland Empire, 70.65% of working-age residents (between 16 and 65 years old) are employed in the private sector—lower than both the rest of Southern California at 77.11% and the rest of California at 77.19%.

In contrast, the public sector accounts for a larger share of employment in the Inland Empire, with 21.71% of working-age residents in government jobs. This share is significantly higher than in the rest of Southern California (15.39%) and the rest of the state (15.11%). This imbalance suggests that public sector employment is more prominent in the Inland Empire's labor market, potentially reflecting lagging private sector investment or differing local industry structures. However, despite this trend a recent analysis of industry sectors that reconfigures logistics to be an entirely

**FIGURE 3. CALIFORNIA WORKING-AGE POPULATION WORKER CLASSIFICATION**



Source: 2022 American Community Survey 5-Year Sample  
(16-64-year-olds by place of residence)



new sector reveals that within the past two decades, the logistics industry sector has surpassed the government as the larger industry sector in the Inland Empire and may have also overtaken private education and health services as the top industry sector in the Inland Empire.<sup>35,36,37</sup>

Nonprofit employment in the Inland Empire stands at 7.64%, slightly above the share in the rest of Southern California (7.49%) and closely aligned with the rest of the state (7.70%). These figures indicate that while the Inland Empire maintains a relatively similar nonprofit employment profile compared to other regions, it remains more dependent on public sector jobs than its neighbors.

These patterns may affect the region's economic resilience: While government employment has historically offered more stable wages and benefits, it may also signal limited opportunities for private sector growth in specific industries.





# THE INDUSTRIAL AND OCCUPATIONAL STRUCTURE

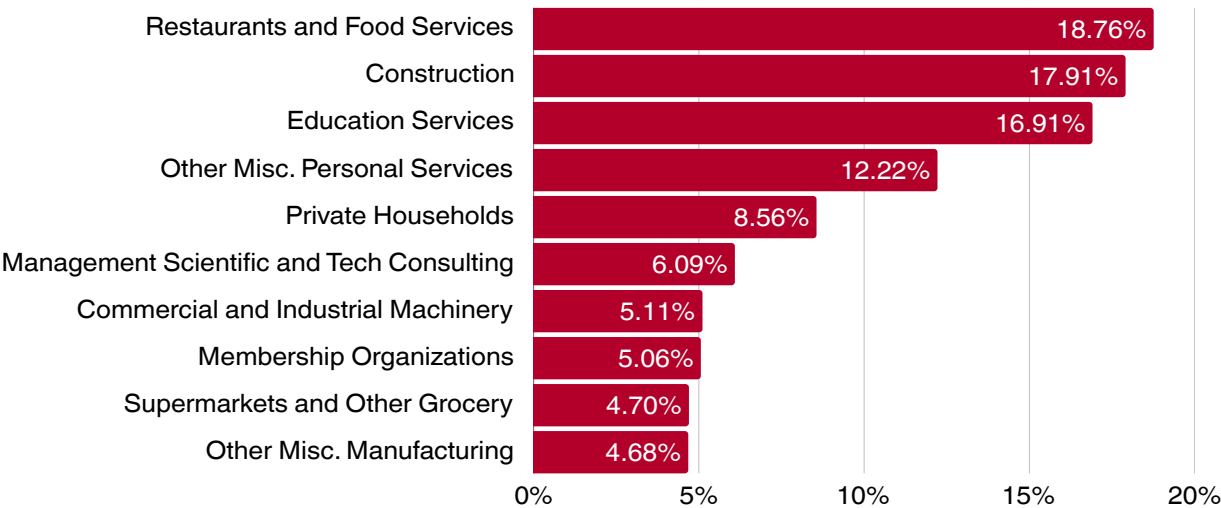
The Inland Empire’s industrial landscape reflects broader state trends and distinct regional economic characteristics. In this section, we begin by describing industries and then occupations. As in much of California, three sectors – Construction, Restaurant and Food Services, and Educational Services – remain dominant industries in the region. However, what differentiates the Inland Empire is its reliance on logistics, particularly Warehousing and Storage and Truck Transportation. This reflects the region’s role as a critical hub for goods movement, a topic explored in our report on transportation, distribution, and logistics and one

which academic scholars have studied in depth.<sup>38,39,40,41</sup>

The Inland Empire shares several major industries with the rest of Southern California, including Restaurants and Food Services, Construction, and Educational Services. However, Warehousing and Truck Transportation are far more prominent in the Inland Empire than in neighboring regions, underscoring the two-county regions’ function as a major freight and supply chain operations corridor. In contrast, Motion Pictures and Video Production, a top 10 employment industry in the rest of Southern California, is absent from the Inland Empire’s rankings, reflecting Los Angeles County’s dominance in entertainment-related employment.

Additionally, Management, Scientific,

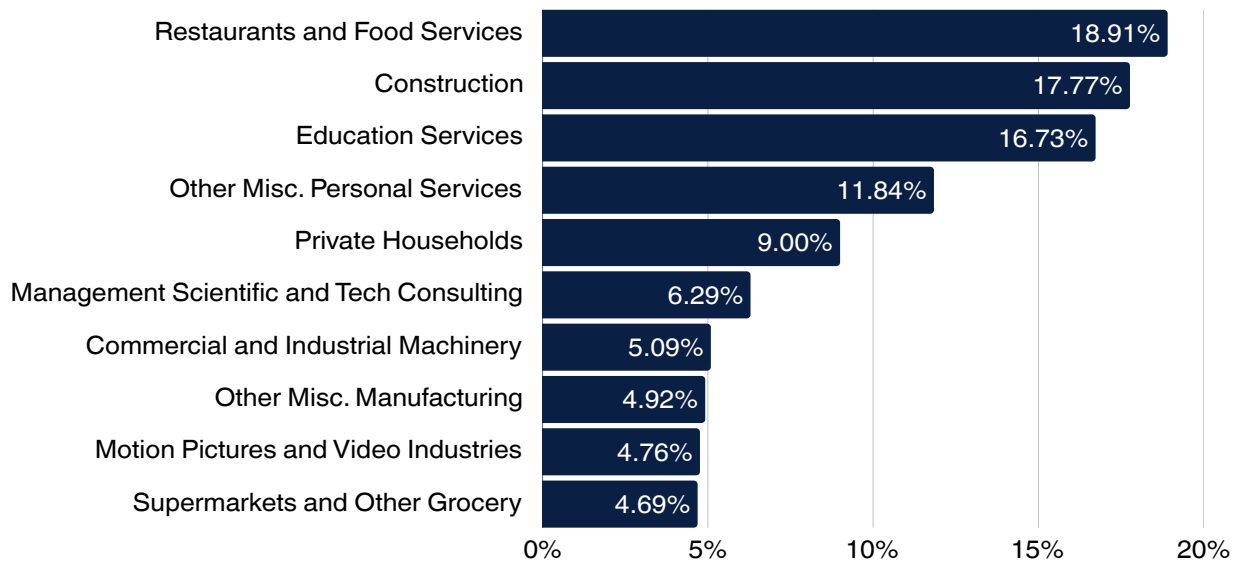
**FIGURE 4. THE RELATIVE SHARE OF THE TOP 10 EMPLOYING INDUSTRIES ONLY (NOT ALL INDUSTRIES) - REST OF CALIFORNIA**



Source: 2022 American Community Survey 5-Year Sample

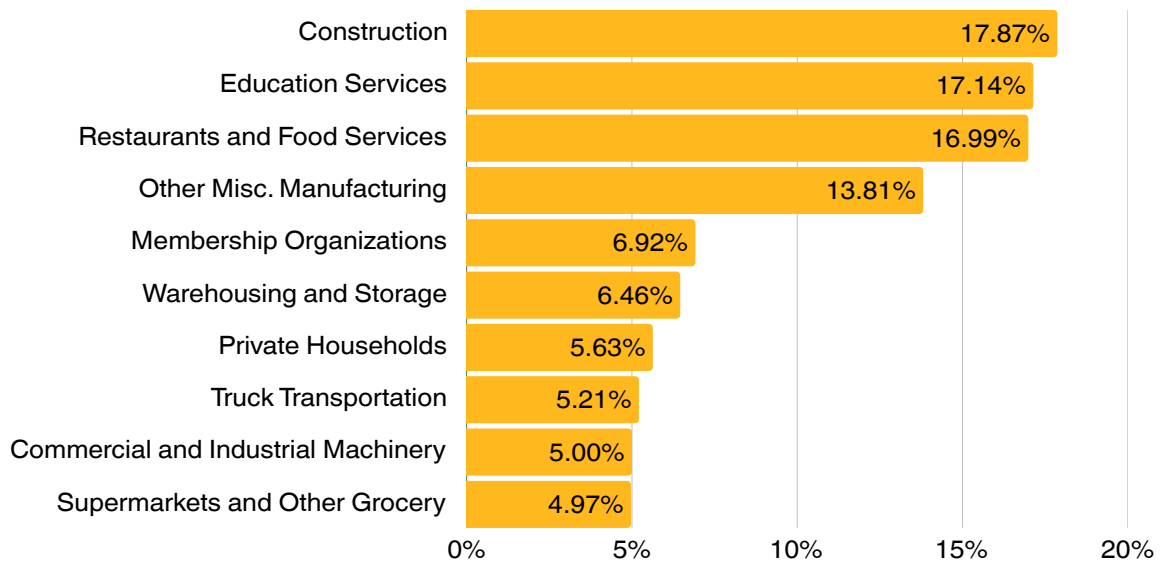


**FIGURE 5. THE RELATIVE SHARE OF THE TOP 10 EMPLOYING INDUSTRIES ONLY (NOT ALL INDUSTRIES) - REST OF SOUTHERN CALIFORNIA**



Source: 2022 American Community Survey 5-Year Sample

**FIGURE 6. THE RELATIVE SHARE OF THE TOP 10 EMPLOYING INDUSTRIES ONLY (NOT ALL INDUSTRIES) - INLAND EMPIRE**



Source: 2022 American Community Survey 5-Year Sample



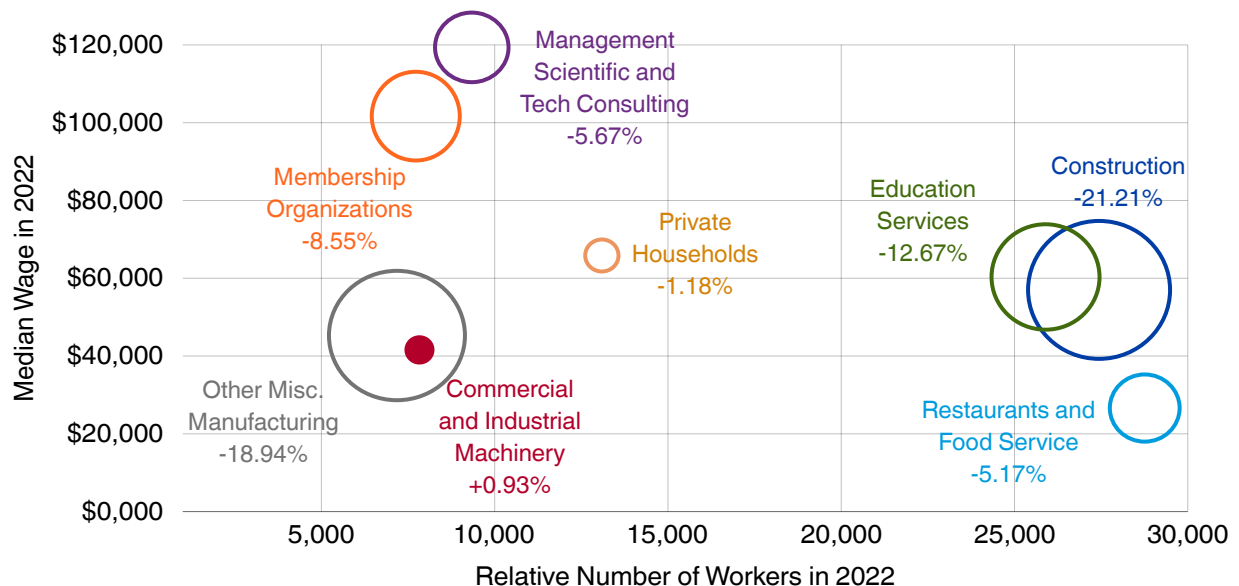
and Consulting Services, a top employment industry in the rest of Southern California, plays a more minor role in the Inland Empire, where the workforce is more concentrated in production, logistics, and service-oriented sectors.

The Inland Empire's economic composition also differs from the rest of California. While Construction, Restaurants and Food Services, and Educational Services are leading industries statewide, Warehousing and Truck Transportation have a much stronger presence in the Inland Empire. Unlike other parts of the state, Crop Production, a major industry elsewhere—particularly in the Central Valley—does not rank among the Inland Empire's top ten

industries of employment even though the Coachella Valley – a subregion in Riverside County -is home to year-round agricultural production.<sup>42</sup> This highlights the region's distinct economic structure, which is shaped more by logistics and service industries than by agriculture.

We conducted additional analysis on these top employment industries to investigate their wages, the size of the industry, and their growth or contraction over the past decade (Figures 7, 8, and 9).<sup>43</sup> Across the Inland Empire (Figure 9), all its top 10 employing industries have grown since 2013, with growth in Other Misc. Manufacturing, and Warehousing and Storage rising over 400% and 300%, respectively.

**FIGURE 7. WAGES, SIZE, AND 10-YEAR GROWTH OF REST OF CALIFORNIA'S 10 LARGEST INDUSTRIES OF EMPLOYMENT**

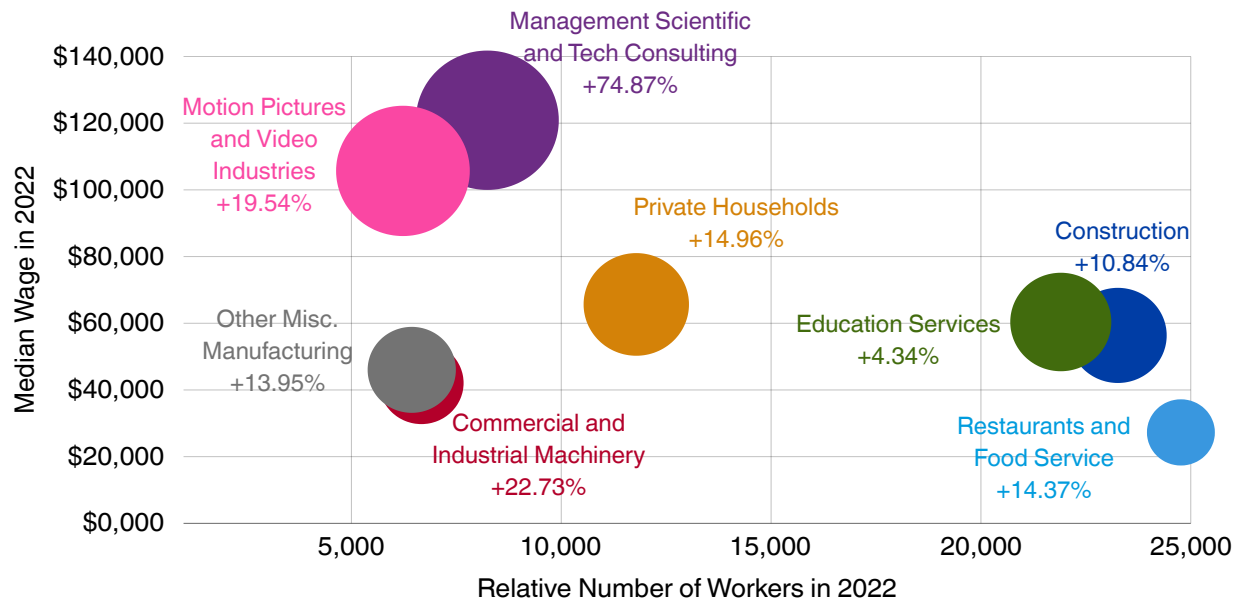


Source: 2022 American Community Survey 5-Year Sample

Note: 4-digit Census Industry Codes were used. Supermarkets and Other Grocery, and Other Misc. Personal Services were removed from this graph because their classification changed between 2013 and 2022.



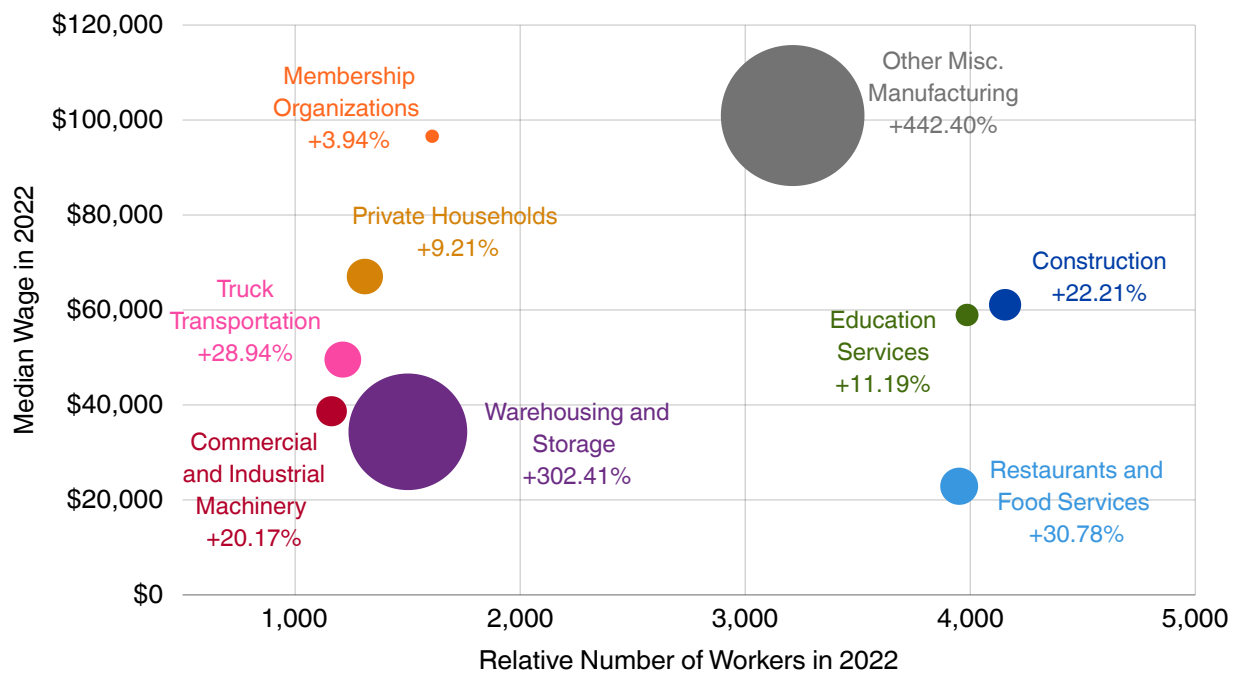
**FIGURE 8. WAGES, SIZE, AND 10-YEAR GROWTH\* OF REST OF SOUTHERN CALIFORNIA'S 10 LARGEST INDUSTRIES OF EMPLOYMENT**



Source: 2022 American Community Survey 5-Year Sample

Note: 4-digit Census Industry Codes were used. Supermarkets and Other Grocery, and Other Misc. Personal Services were removed from this graph because their classification changed between 2013 and 2022.

**FIGURE 9. WAGES, SIZE, AND 10-YEAR GROWTH OF THE INLAND EMPIRE'S 10 LARGEST INDUSTRIES OF EMPLOYMENT**



Source: 2022 American Community Survey 5-Year Sample

Note: 4-digit Census Industry Codes were used. Supermarkets and Other Grocery were removed from this graph because their classification changed between 2013 and 2022.



Other Misc. Manufacturing is at the higher end of the wage distribution, which is a welcome development. Unfortunately, the Warehousing and Storage jobs are at the lower end of the wage distribution compared to the other top 10 employing industries in the Inland Empire. The graph shows that the middle of the wage distribution (i.e., the middle class) appears to be shrinking relative to the higher and lower wage industries represented by Figure 9. The rest of Southern California also experienced growth across all its industries, with Management Scientific and Tech Consulting leading the way with 74% growth. The rest of California experienced a decline in nearly all its top 10 employment industries; there was slight growth in Commercial and Industrial Machinery. Together, these graphs suggest that without the growth in the Inland Empire and, to some extent, the rest of Southern California, the state of California would not have experienced the growth it has in the past decade.

Overall, the Inland Empire shares many of the same industries as the rest of Southern California and the rest of the state, but stands out for its logistics and distribution-related employment concentration. This distinction has significant implications for workforce development, economic resilience, labor organizing, and regional planning. IE Policymakers

should further encourage a diversity of industries to enter the Inland Empire. Automation and disruptions in global trade threaten to displace logistics industry jobs. A rapid collapse in logistics employment could spell disaster for the region. Creating a more diverse local economy would minimize the regional exposure to the risks of automation and impending changes that could occur with the advancement of artificial intelligence.<sup>44</sup> Unfortunately, the Inland Empire is not on track to diversify its industries. According to a recent report from AAPI Data based on data from the California Employment Development Department, the logistics industry is projected to grow by nearly 25% in the Inland Empire by 2030.<sup>45</sup>

### ***Occupations***

The Inland Empire's occupational composition aligns with broader state trends in some areas while diverging in ways that reflect the region's unique economic structure. In this section, we identify the most common primary occupations among the 16–64-year-olds who identified their place of work within the Inland Empire, the rest of Southern California, and the rest of California.<sup>46</sup> Across all three regions, the most common occupations include cashiers, retail salespersons, customer service representatives, registered nurses, and elementary and middle school



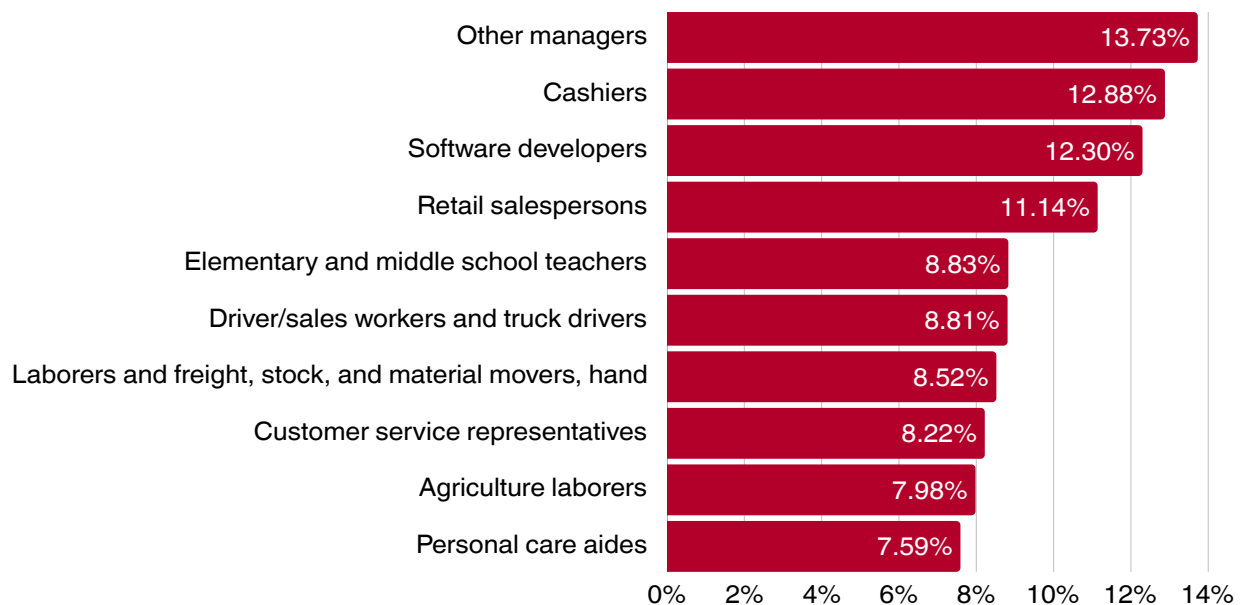


teachers. However, as for industries, occupations in the Inland Empire stand apart due to the prominence of logistics or logistics-adjacent occupations. Drivers, sales workers, laborers, and freight workers hold the top two positions in the region's workforce, re-emphasizing the importance of transportation and warehousing to the region's labor market. This emphasis on logistics is far more pronounced in the Inland Empire compared to the rest of Southern California, where managerial and service occupations are more dominant.

One notable occupation in the Inland Empire's top ten most common list is

personal care aide, which also appears in the rankings for the rest of Southern California but is absent from the statewide list. This reflects the growing demand for home health care workers in the region, a trend examined in the Inland Empire Labor & Community Center's report on home care providers in the Inland Empire.<sup>47</sup> In contrast, software developers rank among the top employing occupations in the rest of California but do not appear in the Inland Empire or the rest of Southern California's top ten, highlighting a relative lack of tech-sector employment in the region. Additionally, while agricultural

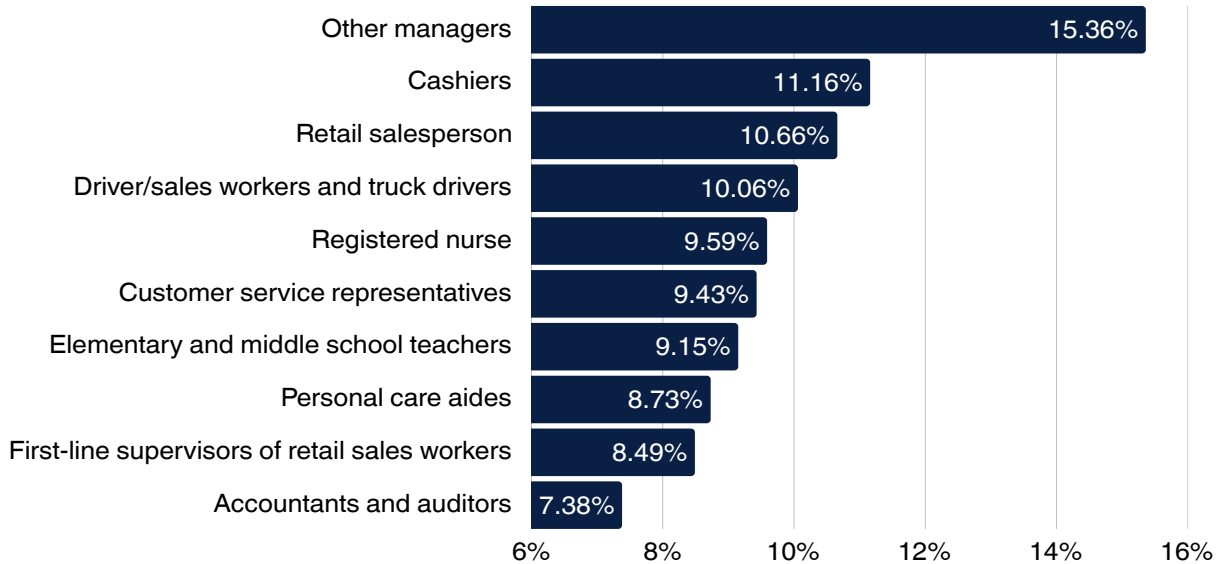
**FIGURE 9. THE RELATIVE SHARE OF THE TOP 10 MOST COMMON OCCUPATIONS ONLY (NOT ALL OCCUPATIONS) - REST OF CALIFORNIA**



Source: 2022 American Community Survey 5-Year Sample

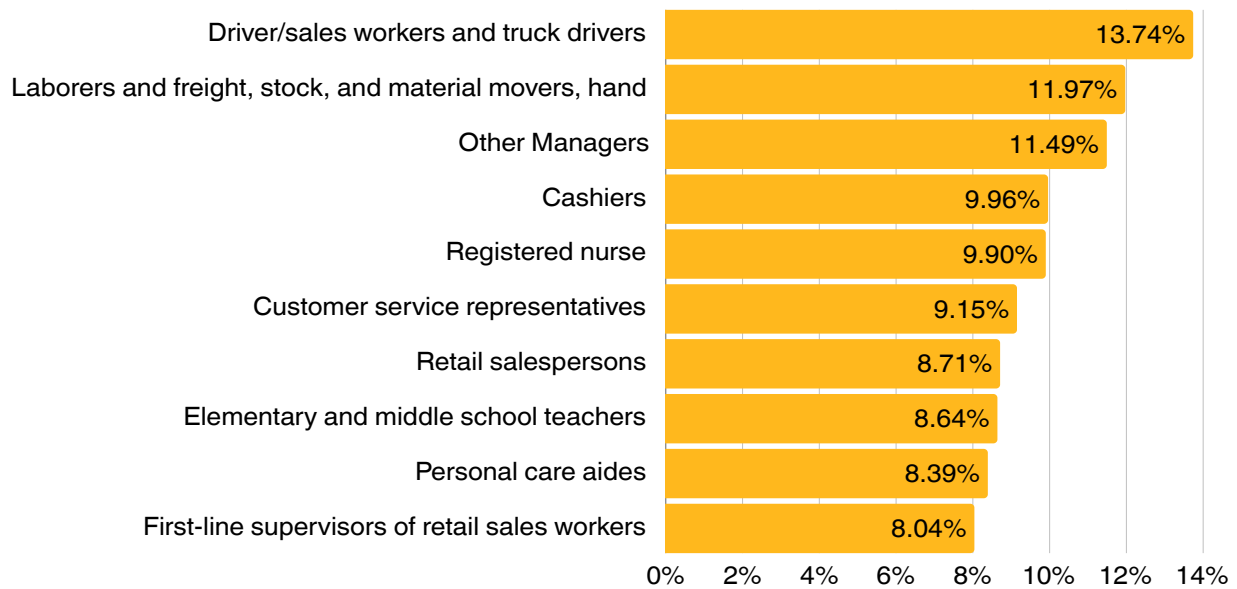


**FIGURE 10. THE RELATIVE SHARE OF THE TOP 10 MOST COMMON OCCUPATIONS ONLY (NOT ALL OCCUPATIONS) - REST OF SOUTHERN CALIFORNIA**



Source: 2022 American Community Survey 5-Year Sample

**FIGURE 11. THE RELATIVE SHARE OF THE TOP 10 MOST COMMON OCCUPATIONS ONLY (NOT ALL OCCUPATIONS) - INLAND EMPIRE**



Source: 2022 American Community Survey 5-Year Sample



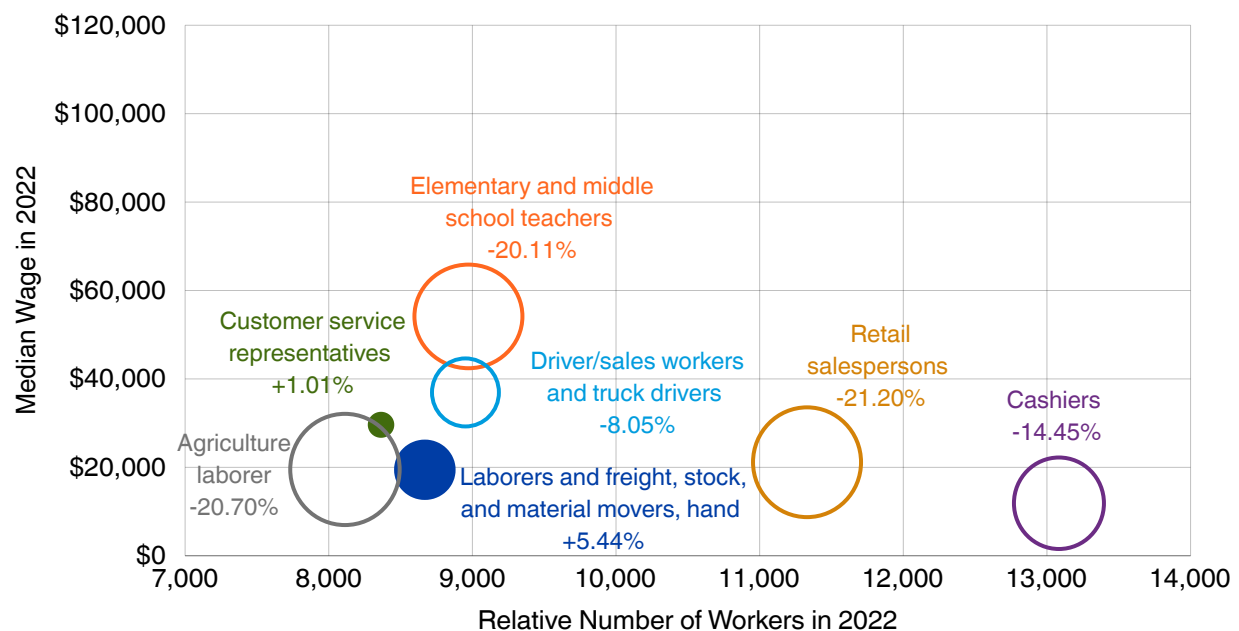
laborers are among the most common occupations statewide, they do not rank as highly in the Inland Empire due to the region's shift from agrarian employment toward logistics and service-oriented industries.<sup>48,49</sup>

The comparison with the rest of Southern California also reveals interesting distinctions. While both regions share high employment in customer service, cashier, and retail positions, the Inland Empire sees a higher concentration of transportation and warehousing jobs. Drivers and sales workers are the most common occupation in the Inland Empire, whereas “other managers” top the rankings in the rest of Southern California and the state overall. This suggests that managerial and professional roles are more

concentrated in urban centers outside the Inland Empire, whereas frontline labor in logistics and transportation is a greater source of employment locally.

Additional analyses investigate wages, employment size, and their growth or contraction over the past decade (Figures 12, 13, and 14). Across the Inland Empire (Figure 14), all but two of its top 10 most common occupations have grown since 2013, but the specific occupations have not grown to the 300-400% levels as with industries. Again, the logistic industry occupations (Drivers/Sales Workers and Laborers and Freight) experienced the most tremendous growth yet paid relatively low wages compared to other occupations. In higher-wage occupations, nursing

**FIGURE 12. WAGES, SIZE, AND 10-YEAR GROWTH OF REST OF CALIFORNIA'S 10 LARGEST OCCUPATIONS**

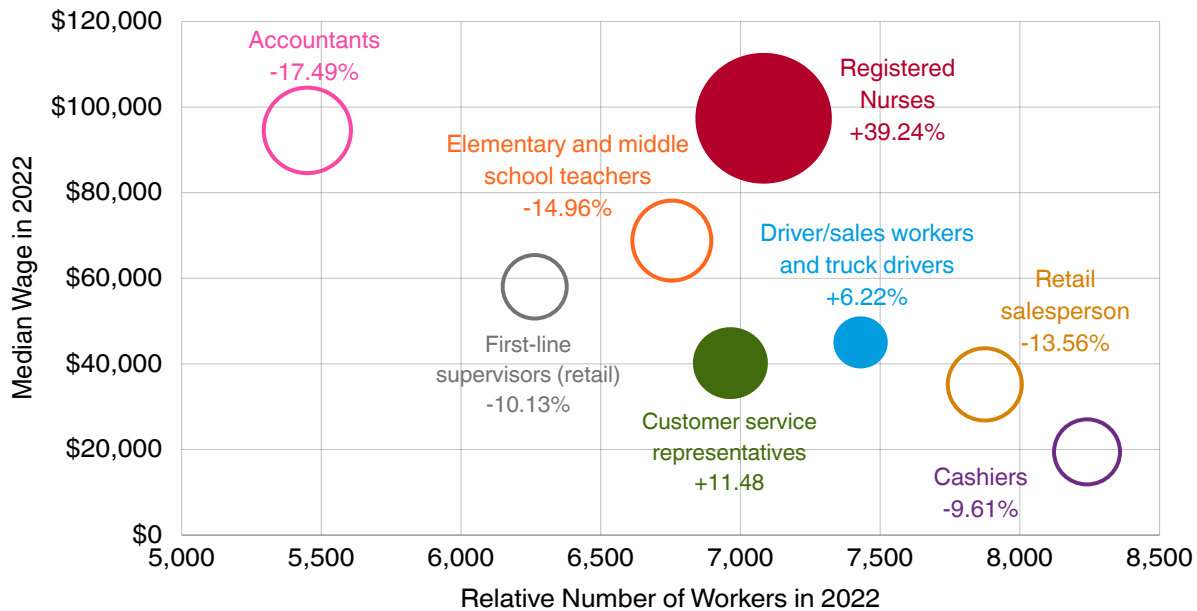


Source: 2022 American Community Survey 5-Year Sample

Note: 4-digit ACS Occupation Codes were used. Personal Aides and Other Managers were removed from this graph because their classification changed between 2013 and 2022.



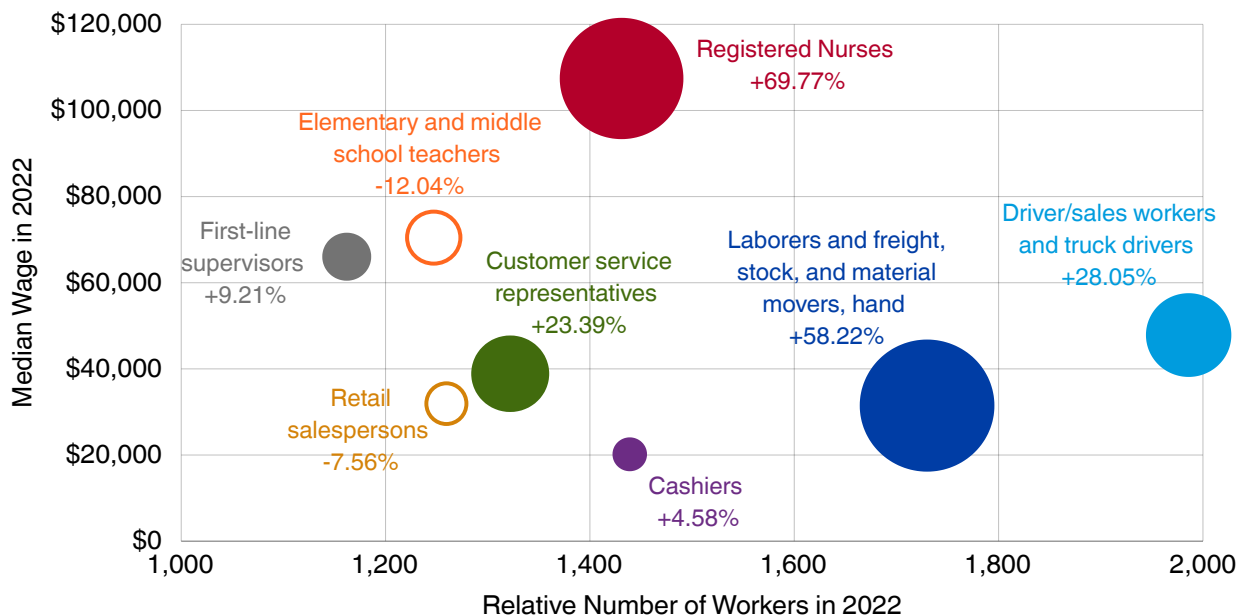
**FIGURE 13. WAGES, SIZE, AND 10-YEAR GROWTH OF REST OF SOUTHERN CALIFORNIA'S 10 LARGEST OCCUPATIONS**



Source: 2022 American Community Survey 5-Year Sample

Note: 4-digit Census Industry Codes were used. Supermarkets and Other Grocery, and Other Misc. Personal Services were removed from this graph because their classification changed between 2013 and 2022.

**FIGURE 14. WAGES, SIZE, AND 10-YEAR GROWTH OF REST OF INLAND EMPIRE'S 10 LARGEST OCCUPATIONS**



Source: 2022 American Community Survey 5-Year Sample

Note: 4-digit ACS Occupation Codes were used. Personal Aides and Other Managers were removed from this graph because their classification changed between 2013 and 2022.



also experienced considerable growth. However, we do not see much growth in middle-wage occupations. As we observed with occupations, other scholars also see some evidence of the erosion of the middle class in the Inland Empire. Research from the California State University, San Bernardino, observes an increase in production, transportation, and materials moving occupations, which pay lower wages, and an increase in managerial occupations, which pay higher wages.<sup>50</sup> This report finds that this pattern is more pronounced within the IE in San Bernardino County than in Riverside County. The decline in elementary and middle school teachers is also of significant interest. In response to this trend, the University of California, Riverside, recently partnered with the San Bernardino City Unified School District to launch a new teacher residency that fully covers tuition, provides living stipends, and guarantees teaching jobs.<sup>51</sup> The rest of Southern California experienced a mixture of growth and decline across its occupations, while the rest of California experienced a decrease in nearly all its top 10 occupations; there was a slight growth in Laborers and Freight and Customer Service. These graphs indicate that overall job growth is more concentrated in the Inland Empire than elsewhere. However, in the Inland Empire, this growth appears (except for nursing) to be concentrated in occupations most closely related to logistics.

Overall, the Inland Empire shares many of the same workforce trends as the rest of Southern California and the rest of the state but remains distinct in its reliance on logistics-related employment. The high concentration of drivers, freight workers, and warehouse laborers highlights the region's role as a critical hub for goods distribution, while the presence of personal care aides and nurses reflects a growing demand for healthcare services.<sup>52,53</sup> These occupational patterns significantly affect workforce development, economic planning, labor organizing, and regional policy initiatives. As with the industrial composition of the Inland Empire, the occupational composition paints a similar picture. Policymakers should further encourage a diversity of industries, particularly those offering middle-class wages, to enter the Inland Empire to prevent the potential negative risks associated with the logistics industry. We have previously argued that the growth of nursing and personal care aides is essential, considering California's population is quickly aging.<sup>54</sup>

### ***Racial Wage Disparities***

Income inequality in the Inland Empire is visible across income percentiles and sharply along racial and ethnic lines (See Figure 15).<sup>55</sup> By examining median personal and household earnings (See Figure 16), we gain insight into how wage structures have evolved over the past decade. The





graphs below display trends from 2013 to 2022, with 2020 data omitted due to the distortions caused by pandemic-related shutdowns and disruptions in data collection.<sup>56</sup>

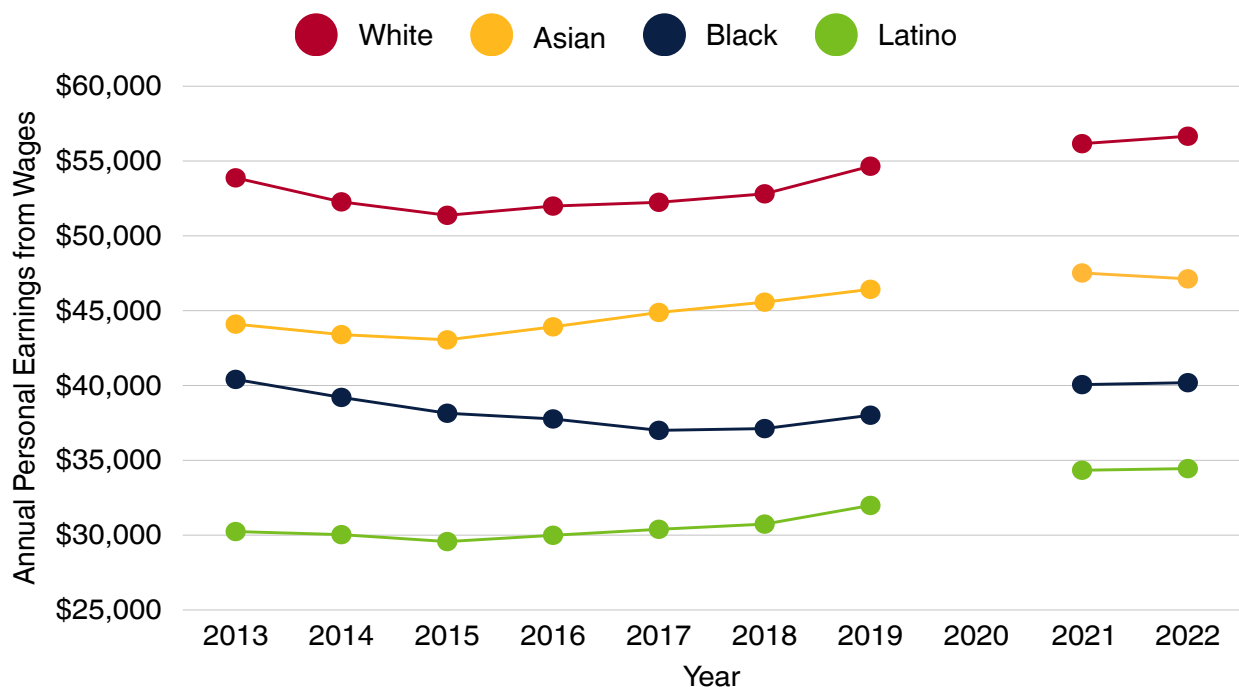
### ***Median Personal Earnings: Shifting Disparities Among Racial Groups***

Across all racial and ethnic groups, median personal earnings have been nominal since 2013 (adjusted for inflation).<sup>57</sup> Before the COVID-19 pandemic, there were signs that wage disparities between some racial groups were narrowing.<sup>58,59</sup> Black, Latino, and Asian workers saw gradual income growth, while the earnings gap between White workers and other workers remained relatively stable, with one notable exception:

the gap between Black workers and both White and Asian workers widened during the pre-pandemic years.<sup>60</sup>

Post-pandemic, this dynamic changed. The wage gap between White workers and workers of color grew larger, with White workers maintaining a steep lead in earnings. However, disparities among Asian, Black, and Latino workers began to narrow, with Latino and Black workers showing modest gains that brought their earnings slightly closer to one another. Throughout the entire period, the overall racial ranking of earnings remained unchanged: White workers consistently had the highest median personal income, followed by Asian workers, Black workers, and then

**FIGURE 15. MEDIAN PERSONAL WAGES BY RACIAL GROUP IN THE INLAND EMPIRE**



Sources: 5-Year American Community Survey (ACS) from IPUMS (2013-2022)



Latino workers. This persistent racial ranking underscores that racial wage inequality remains deeply embedded in the labor market, reflecting unequal access to higher-paying occupations and career advancement opportunities.

### ***Median Household Income: A Different Story of Inequality***

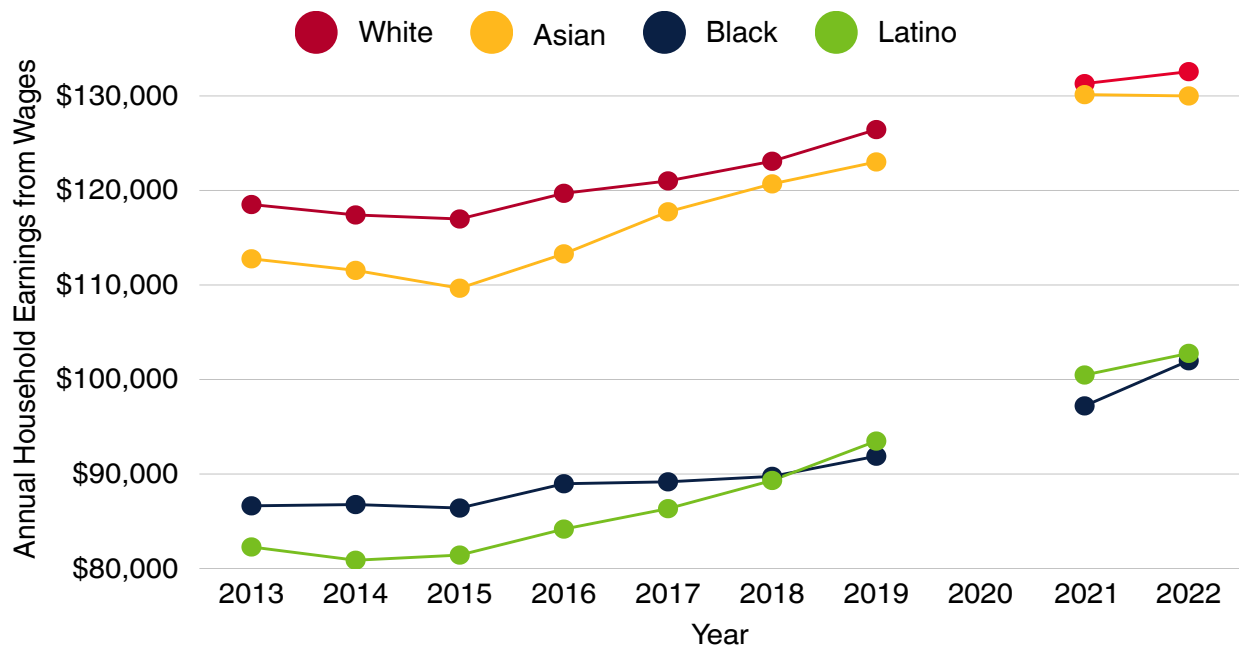
In contrast, household income trends reveal a more bifurcated pattern. The disparity between White and Asian households has remained small throughout the decade, with both groups achieving the highest household earnings by a considerable margin. Household incomes for these two groups have been tracked closely

across the entire period, suggesting comparable access to multi-earner households, higher-paying jobs, and intergenerational financial support.

The story is different for Black and Latino households, which began the decade with significantly lower household incomes.<sup>61</sup> Yet between 2013 and 2022, the income gap between these two groups steadily closed, culminating in near parity in the most recent data. While this convergence is a positive sign, it occurred within the lower tier of the income spectrum. Both Black and Latino households remain far behind their White and Asian counterparts.

Together, these trends show that

**FIGURE 16. MEDIAN HOUSEHOLD WAGES BY RACIAL GROUP IN THE INLAND EMPIRE**



Sources: 5-Year American Community Survey (ACS) from IPUMS (2013-2022)



while some progress has been made in reducing wage disparities within certain racial groups, the broader structure of income inequality remains firmly in place.<sup>62</sup> White and Asian workers and households continue to hold a disproportionate share of income in the region, while Black and Latino residents face more persistent barriers to economic mobility.<sup>63</sup> Understanding these long-term shifts is critical to shaping policies that address racial wage gaps and foster equitable economic growth in the Inland Empire.

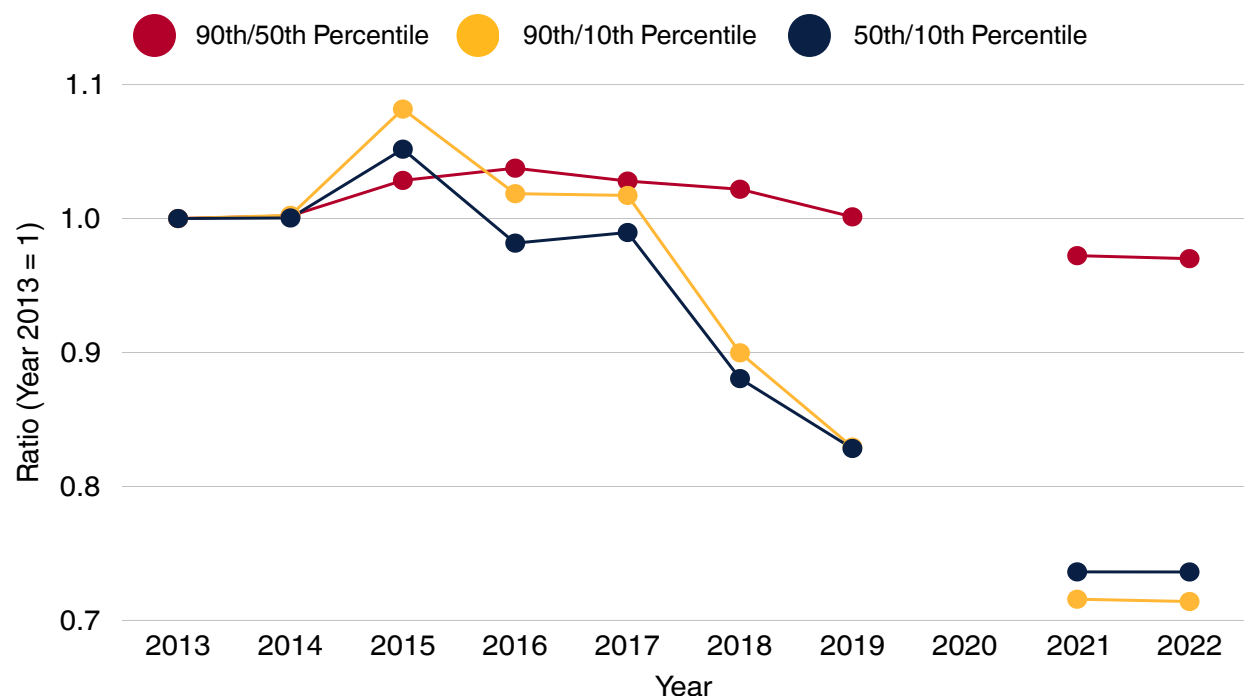
### ***Income Inequality Trends Over the Past Decade***

Since the 1980s, income inequality in the Inland Empire has historically

followed a trajectory of increasing disparities between income groups.

<sup>64,65,66,67</sup> However, over the past decade, new data suggest a shift, especially in how wages have changed for the lowest-earning workers relative to others. These dynamics can be visualized through three key comparisons: the income gap between high-income earners (90th percentile) and middle earners (50th percentile), between high-income earners and low-income earners (10th percentile), and between middle-income and low-income earners. These ratios, shown in Figure 17, track how inequality between workforce segments has evolved since 2013.<sup>68,69</sup> From 2013 to approximately 2015, inequality

**FIGURE 17. DECLINING INEQUALITY OF EARNINGS IN THE INLAND EMPIRE**



Sources: 5-Year American Community Survey (ACS) from IPUMS (2013-2022)



steadily or slightly increased across all three income group comparisons. However, a clear divergence emerged in 2016 (ahead of the pandemic). The income ratios between the 90th and 10th percentiles and the 50th and 10th percentiles began to decline sharply, indicating that lower-income workers began closing the wage gap relative to both middle- and high-income earners. These gains continued through the pandemic recovery period, culminating in 2022, with both ratios falling well below their 2013 levels.

This shift suggests that low-wage workers experienced significant relative wage gains over the past decade. These gains may have been driven by multiple factors, including statewide minimum wage increases, occupational patterns in labor shortages during and after the pandemic, increased worker organizing, and policy interventions such as expanded safety net programs, economic stimulus programs, and wage-setting.<sup>70,71,72</sup> These changes may have helped to compress the labor earnings inequality at the lower end of the wage spectrum we report. We conclude that further research and investigation of the causes of these patterns is warranted here, but we note that the study of wage setting by Reich and Sosinsky is causal.

Inequality between the highest earners and the median worker—

measured by the 90th/50th percentile ratio—has remained mostly flat, with values hovering around or slightly above 2013 levels. This indicates that while low-wage earners have caught up somewhat to their middle-income counterparts, the middle class has not seen the same relative gains as the wealthiest workers. As a result, high earners have mostly maintained their advantage over those with middle-wages. These findings highlight a complex and evolving picture of income inequality in the Inland Empire; while there has been encouraging progress in reducing inequality between the bottom and middle tiers of the income ladder, gaps between the middle and top remain firmly entrenched. For policymakers, labor organizers, and workforce advocates, this suggests the need to attract higher-wage jobs and pair efforts to support low-wage workers with strategies that address upward mobility and wage growth for middle-income earners. Understanding the nature of these shifting gaps will be critical in developing a more equitable and diversified regional labor market.<sup>73,74</sup>



# HOUSING AND OTHER LIVING EXPENSES<sup>75</sup>

## *Housing and Income: The Persistent Divide Between Renters and Homeowners*

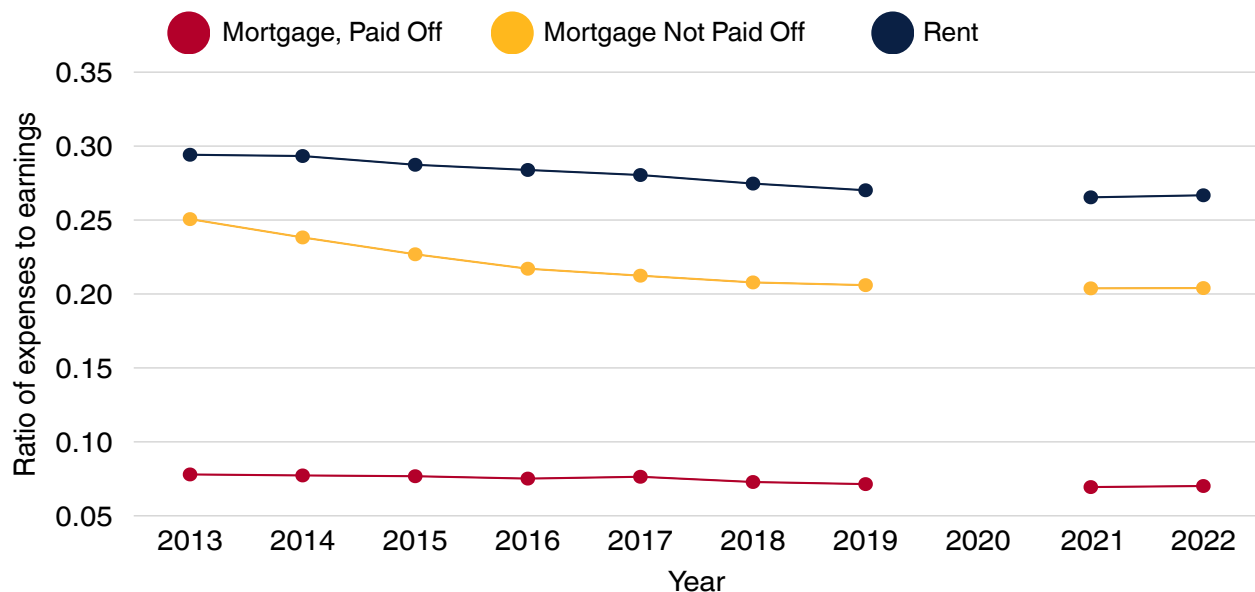
Housing costs and expenses have long been a key factor in financial stability, but the trends we highlight here specifically show a slightly declining but mostly persistent disparity between renters and homeowners in the Inland Empire.<sup>76,77,78</sup>

We measure this disparity through two key indicators: 1) the proportion of median gross housing expenses relative to the median gross household income of workers by homeownership type and 2) the median gross housing expenses by housing status group (paid off mortgages, current mortgage holders, and renters).

Our first figure (Figure 18) indicates that relative to household earnings, total housing expenses have fallen since 2016 for all groups by home ownership status, but there are considerable differences in expenses by group (Figures 19, 20, and 21).

The U.S. Department of Housing and Urban Development (HUD) considers affordable housing to cost 30% or less of one's income, including utilities.<sup>79</sup> According to our results in Figure 18, in 2013, homeowners who had fully paid off their mortgages spent less than 10% of their gross household income on total housing expenses (e.g., utilities and taxes), while those with an active mortgage and renters experienced the financial burden of living in closer to the threshold of unaffordability (unaffordability as previously defined by HUD). At the

**FIGURE 18. THE RATIO OF MEDIAN GROSS HOUSING EXPENSES TO HOUSEHOLD EARNINGS BY HOME OWNERSHIP STATUS (ADJUSTED FOR INFLATION)**



Sources: 5-Year American Community Survey (ACS) from IPUMS (2013-2022)



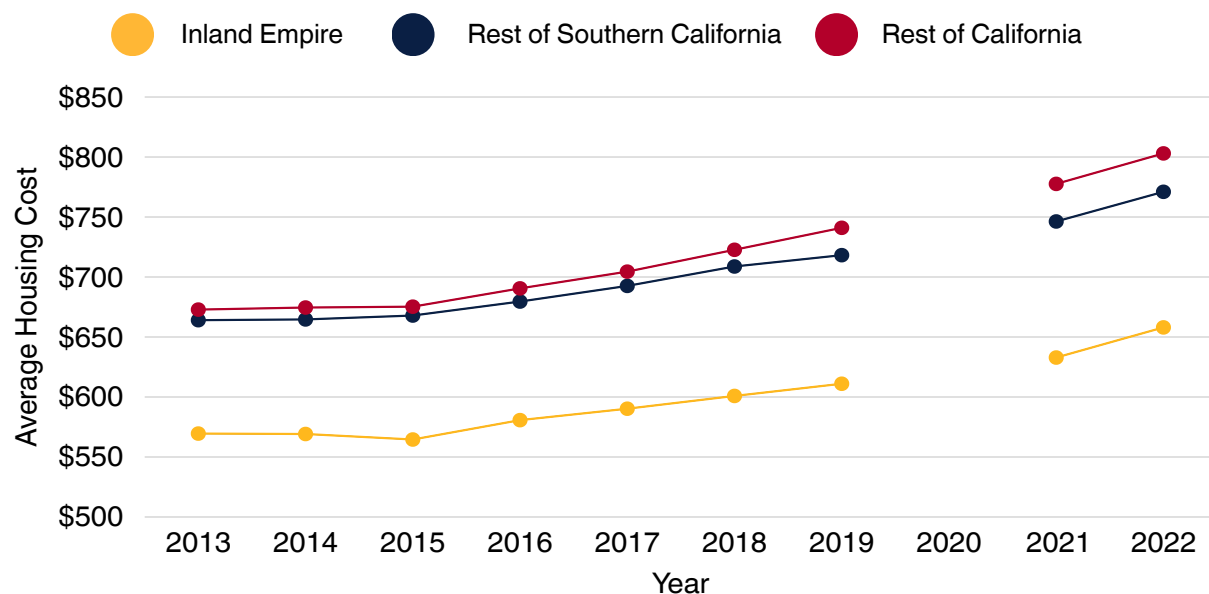


time, renters and homeowners with a mortgage were spending between 25-30% of their household income on housing-related costs, with renters spending at a higher percentage. However, beginning in 2014 decreases in the ratio between household earnings and housing expenses were experienced by renters and those with active mortgages. However, this decline has favored those with active mortgages more than renters.

After 2015, renters across all of our regions in California experienced increases in housing expenses (see Figure 21), whereas those with a mortgage saw a gradual decline in the relative cost of housing (see Figure 20). According to our estimates in Figure 18, by 2022, renters were spending roughly 27% of their income on housing, compared to around 20% for those with an active mortgage. Meanwhile, homeowners

without a mortgage experienced increased housing costs over this period, but their housing expenses never exceeded 9% of their income. In sum, housing costs have increased for all groups over the past decade (since 2013), but their incomes have increased at such rates that most worker households have experienced favorable changes in their ratio of expenses to earnings. While this situation is improving for groups of housing ownership status, other scholars suggest that household composition (particularly multigenerational households by race) exacerbates racial inequalities in the Inland Empire and also explains racial discrepancies between personal and household incomes.<sup>80</sup> The fact that multiple families live in the same household also obscures the housing affordability. Housing appears more affordable because several adults are beyond a typical mother and father figure,

**FIGURE 19. MEDIAN GROSS HOUSING COSTS - HOMEOWNERS WITH NO MORTGAGES**



Sources: 5-Year American Community Survey (ACS) from IPUMS (2013-2022)  
Housing costs include: Rent or mortgage, taxes, insurance, utilities and fuel costs.



contributing to the total household income.

We continue our analysis of housing by investigating additional housing costs and their differences by home ownership status (Figures 19, 20, and 21). For those who have paid off their mortgages (Figure 19), their additional housing costs have grown consistently since 2016, so the disparity by geographic region has remained consistent.

Those with unpaid mortgages (Figure 20) have managed to decrease their additional housing costs across the board before the pandemic, but their housing costs are now near levels seen nearly a decade earlier. Since 2013, additional housing costs have soared across homeownership types.

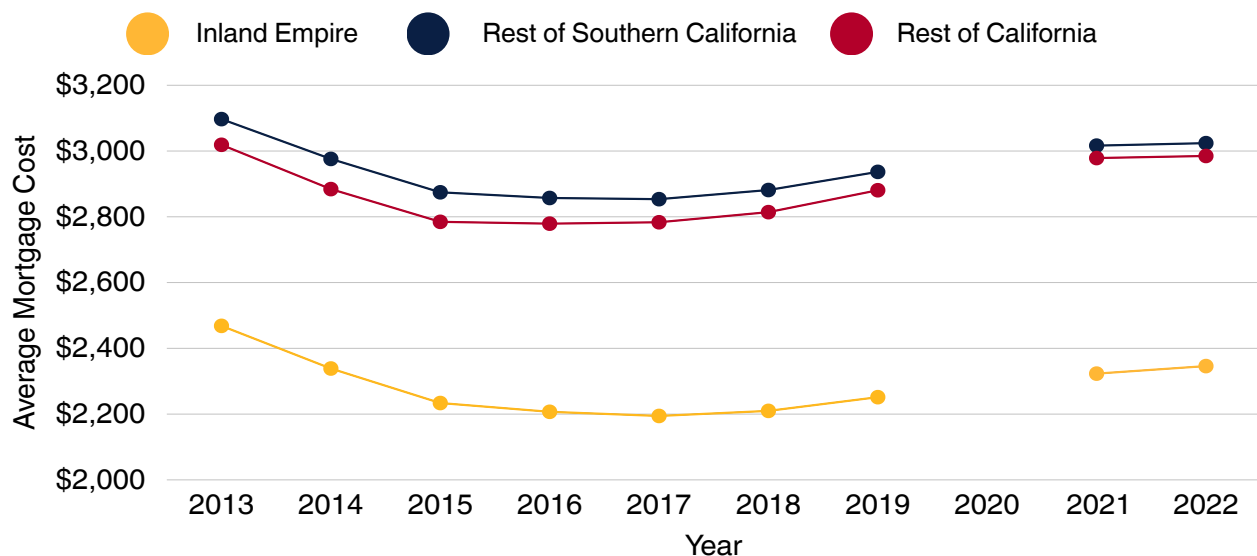
The increase in rent costs across the board is significant because renting has historically been seen as a more affordable housing option, allowing

individuals to save up for homeownership. However, the data suggests that renters face increasingly heavier financial burdens than homeowners, making it increasingly difficult to save for a down payment and transition into homeownership.

Beyond the disparity in housing costs, there is also a dramatic gap in median personal wages between renters and homeowners with active mortgages: over \$20,000 (Figure 22). In 2013, homeowners with a mortgage had a median income just above \$45,000, while renters had median personal wages around \$25,000. Over the next decade, both groups saw increased median personal wages, and the gap declined to about \$17,500. By 2022, homeowners with a mortgage earned median personal wages of approximately \$50,000, while renters had median personal wages of just shy of \$33,000.

These trends suggest that renters are

**FIGURE 20. MEDIAN GROSS HOUSING COSTS - HOMEOWNERS WITH MORTGAGES**



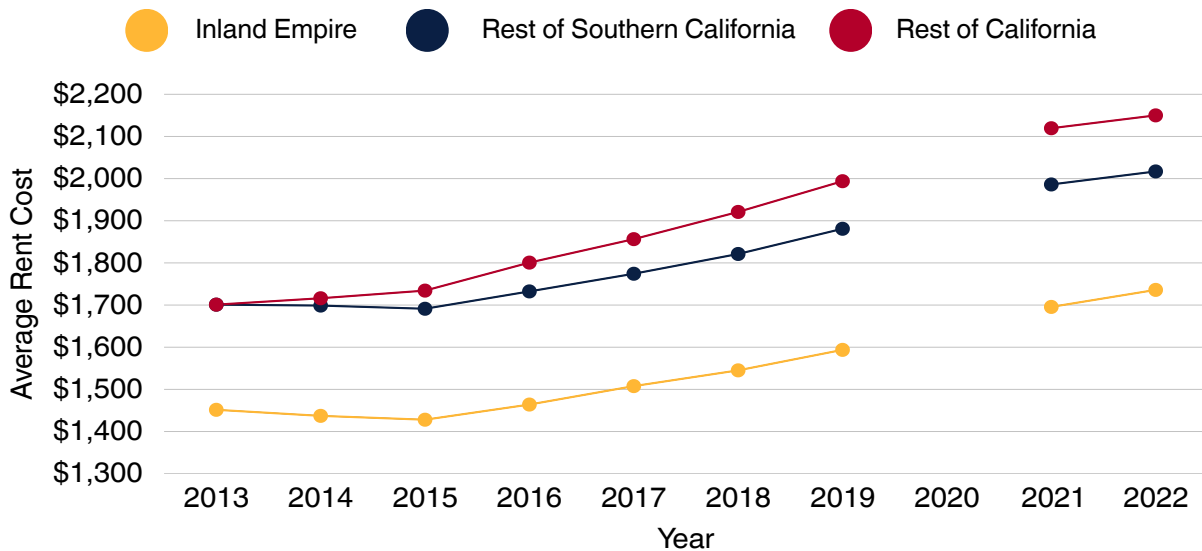
Sources: 5-Year American Community Survey (ACS) from IPUMS (2013-2022)  
Housing costs include: Rent or mortgage, taxes, insurance, utilities and fuel costs.



increasingly caught in a financial cycle that makes upward mobility more challenging. Not only do renters earn less in median income (Figure 22), but they also dedicate the largest share of their earnings to housing costs (Figure 18). This financial strain can limit the ability of renters to save,

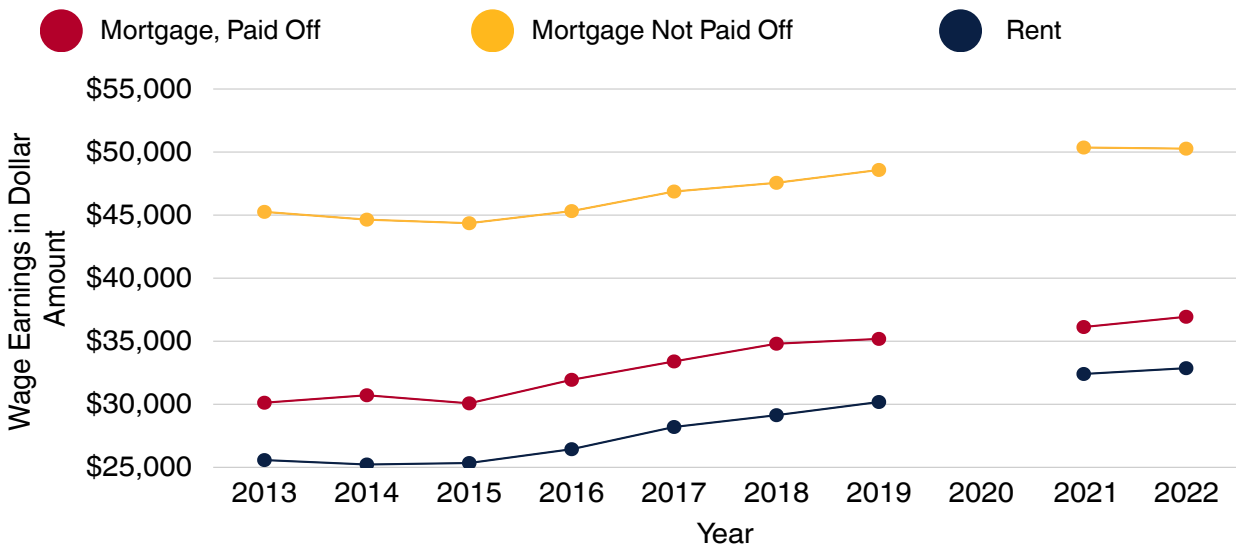
invest, or transition into homeownership, potentially reinforcing long-term economic inequality between renters and homeowners. If housing costs continue to rise, these challenges may only deepen, making it harder for renters to move up the economic ladder and achieve financial

**FIGURE 21. MEDIAN TOTAL HOUSING COSTS – RENTERS<sup>81</sup>**



Sources: 5-Year American Community Survey (ACS) from IPUMS (2013-2022)  
Housing costs include: Rent or mortgage, taxes, insurance, utilities and fuel costs.

**FIGURE 22. MEDIAN PERSONAL WAGES BY HOME OWNERSHIP STATUS IN THE INLAND EMPIRE**



Sources: 5-Year American Community Survey (ACS) from IPUMS (2013-2022)



security. These findings suggest that increasing access to affordable housing, especially among renters and those still paying mortgages, has become an increasingly important policy issue in California, including the Inland Empire.

### ***The Full Cost of Living: Comparing Household Types in the IE***

While housing costs and low earnings remain among the largest drivers of financial stress in the Inland Empire, they are only one piece of a much broader affordability picture. When we examine total annual living expenses—including food, transportation, childcare, health care, and taxes—the accurate scale of financial burden in the region becomes clearer. Using data from the Economic Policy Institute's Family Budget Calculator, we can estimate the cost of a modest yet adequate standard of living for different household types in the Riverside-San Bernardino-Ontario metro area.<sup>82</sup>

The table below shows that a single adult

with no children needs nearly \$59,000 per year to meet basic expenses in the Inland Empire, while a single parent with two children must earn more than \$106,000 annually to cover the same range of necessities. A two-parent household with one child falls in between, needing just over \$99,000 annually. These totals include housing and essential costs like health care, transportation, and taxes—many of which are higher for families with children.

These estimates illustrate how deeply household structure and childcare responsibilities influence the cost of living in the region. For lower-income renters—who already spend a disproportionate share of their income on housing—the ability to meet these baseline expenses may be far out of reach. The Inland Empire's affordability crisis is not only about rent or mortgage payments but also how all essential costs combine to create persistent economic strain across many families.

**FIGURE 23. COST OF LIVING IN THE INLAND EMPIRE**

	<b>2 adults and 1 child</b>	<b>1 adult and no children</b>	<b>1 adult and 2 children</b>
<b>Housing</b>	\$24,120	\$18,204	\$24,120
<b>Food</b>	\$9,185	\$4,031	\$8,707
<b>Child Care</b>	\$10,494	\$0	\$16,396
<b>Transportation</b>	\$17,988	\$13,670	\$18,879
<b>Health Care</b>	\$13,325	\$5,133	\$11,249
<b>Other Necessities</b>	\$11,206	\$7,481	\$11,045
<b>Taxes</b>	\$12,986	\$10,063	\$16,443
<b>Annual Total</b>	<b>\$99,304</b>	<b>\$58,583</b>	<b>\$106,840</b>

All figures are for Riverside/ San Bernardino/ Ontario metro area  
Source: Economic Policy Institute Family Budget Calculator (2025)



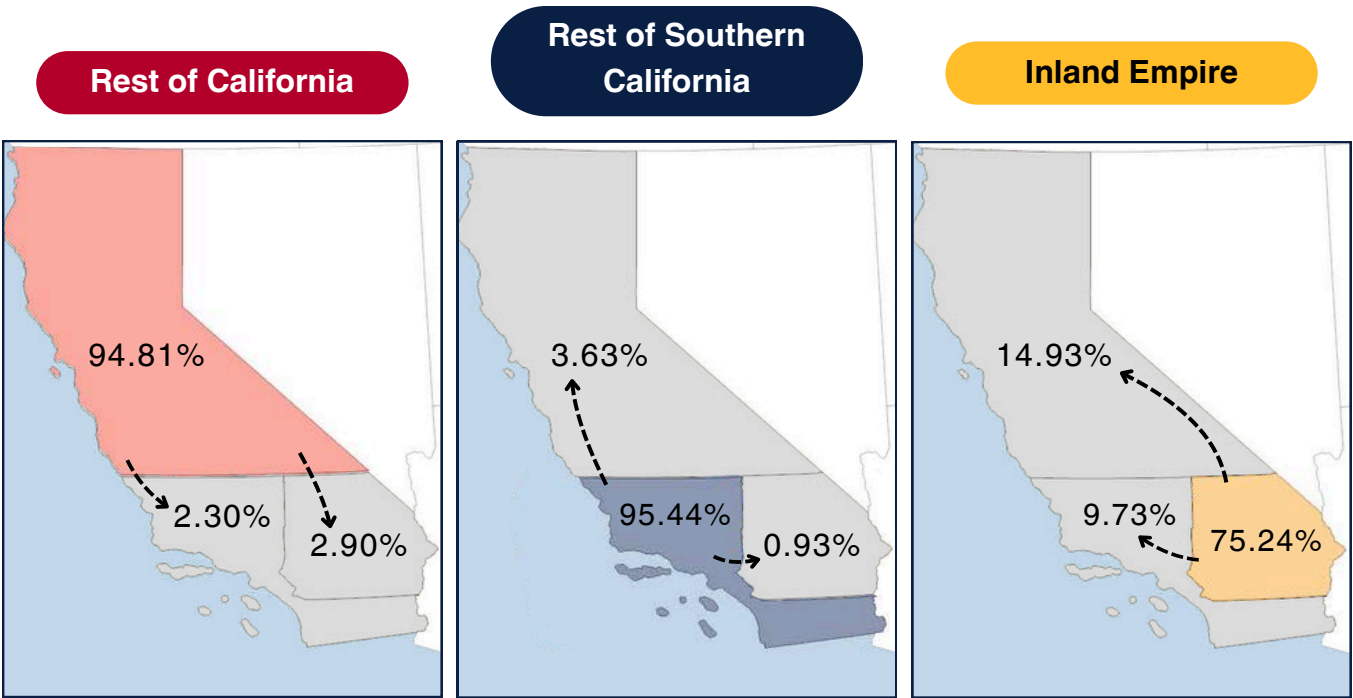
# PAYING IN TIME: TRANSPORTATION

The Inland Empire has long been defined as a "bedroom community," with many residents commuting to jobs in neighboring regions such as Los Angeles, Orange, and San Diego counties.<sup>83,84</sup> This dynamic shapes how Inland Empire residents travel to work and reflects deeper economic patterns of regional interdependence and job accessibility.

While most Inland Empire residents still work within the region, we

estimate that 377,000 commute to work outside of the region. According to our most recent estimates, over 75% of Inland Empire residents are employed within the Inland Empire, while nearly 15% commute to other parts of California or work for a firm within the state, and almost 10% travel to jobs in the rest of Southern California. In contrast, very few residents from outside the Inland Empire commute into the region for work, reinforcing the IE's role as a net labor exporter within the Southern California economy.

TABLE 2. FLOW PATTERNS: FROM HOME TO WORK ACROSS CALIFORNIA

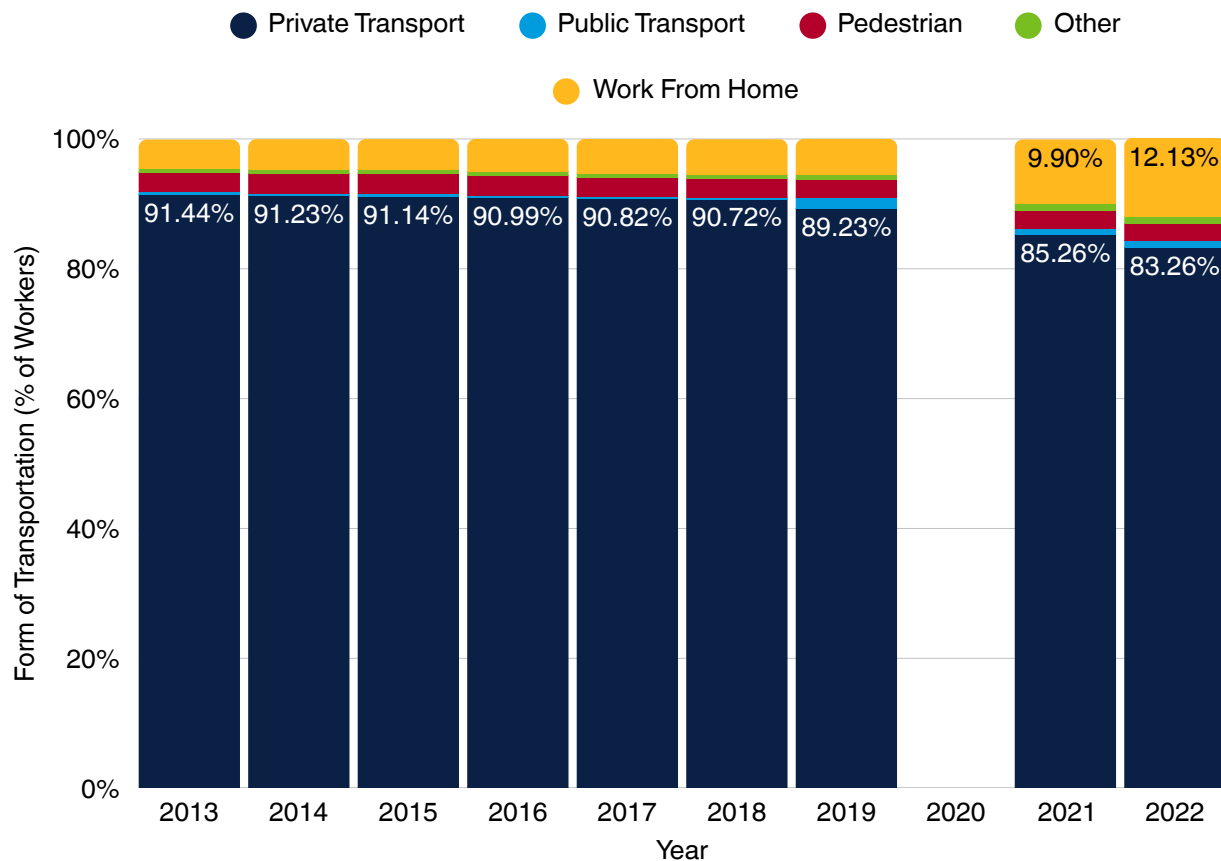


*Note:* Percentages represent the percentage of working residents of each geography and where they work. For each map, the region listed above is where people in that set of data live. The highlighted areas in each map show people that live and work in the same region (e.g. people in the right-most graph live in the Inland Empire, and 75.24% work in the Inland Empire).

Source: 5 Year American Community Survey (ACS)



**FIGURE 24. METHOD OF TRANSPORTATION FOR PEOPLE WORKING FROM THE INLAND EMPIRE**



Source: 5 Year American Community Survey (ACS)

### ***Shifting Transportation Modes***

How Inland Empire residents get to work has changed notably over the last decade. In 2013, 91.44% of workers in the region commuted by private vehicle. By 2022, that share had fallen to 83.26%, still the dominant method, marking an evident decline in automobile dependency. This shift coincides with two major trends: the rise in remote work and the continued decline in public transit use.

Remote work grew slowly during the early part of the decade, rising from around 4–5% between 2013 and 2019.

However, with the onset of the COVID-19 pandemic in 2020, the share of workers working from home jumped dramatically. By 2021, remote work accounted for nearly 10% of commutes, and even after lockdowns lifted, work-from-home remained at 12.13% in 2022—suggesting a lasting shift in workplace norms and regional commuting behavior.

Public transit has been up and down. From a modest 0.41% in 2013, usage increased to a peak at 1.80% before the pandemic and fell sharply after the pandemic, reaching 1.21% in 2022. This represents a 32% drop





from 2019 and a 195% increase from 2013. The recent drop in transit ridership may reflect limited infrastructure investment in the IE, compounded by shifting work patterns, safety concerns, and the rise of remote and flexible work arrangements.

### ***What Does It Mean to Pay in Time?***

While how people get to work has changed, the amount of time they spend commuting has remained remarkably stable. Median commute times by mode of transportation—whether by car, public transit, walking, or other methods—have shown slight variation from 2013 to 2022.

Commuters using private vehicles consistently report median travel times around 30 minutes, while those relying on public transportation continue to face the longest commutes, around 45–46 minutes.

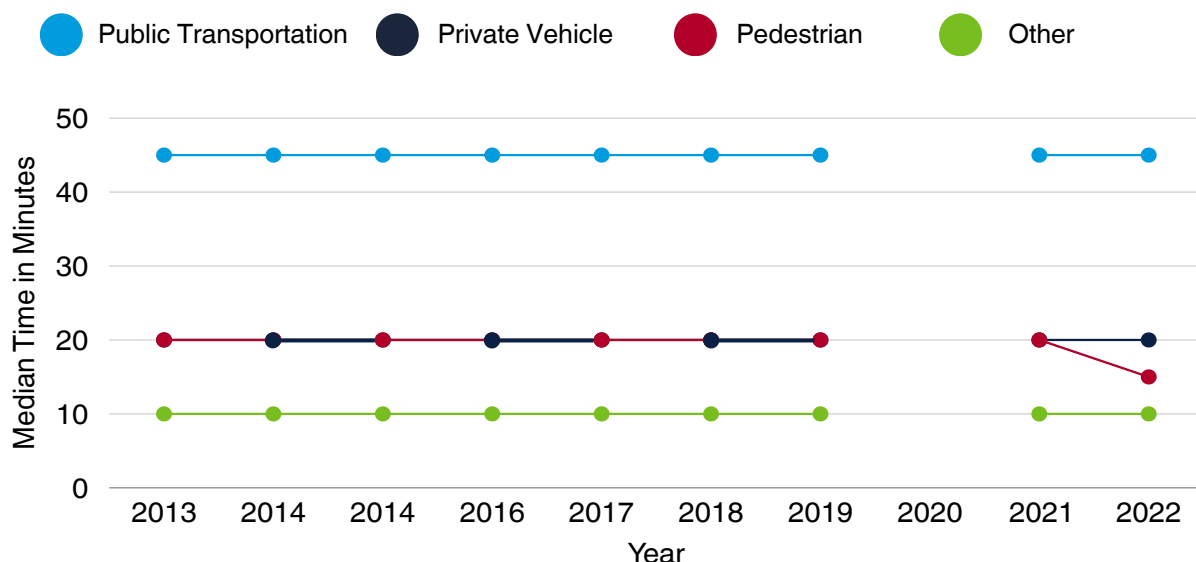
Pedestrians consistently report

commute times closer to 10 minutes, and those using "other" methods (such as rideshare, taxi, or cycling) hover nearly 20 minutes, with a recent decline near 15 minutes most recently in 2022.

This stability suggests that even as remote work reduces the number of commuters overall, those who continue to travel—especially by car or public transit—face commute lengths that are essentially unchanged. In other words, while more workers may be spared a commute, those who still pay on time are paying about the same as they did a decade ago.

The combination of persistent outbound commuting, declining transit use, and stable commute times highlights essential considerations for regional planners.<sup>85</sup> Riverside and

**FIGURE 25. AVERAGE INLAND EMPIRE WORKER COMMUTE TIME BY METHOD OF TRANSPORTATION**



Source: 5 Year American Community Survey (ACS)  
from IPUMS (2013-2022)



San Bernardino Counties have also consistently ranked as having some of the worst air quality in the nation, primarily due to transportation-related emissions.<sup>86,87</sup> Investments in public transportation infrastructure, housing development near job centers, and support for hybrid work arrangements will all be critical in shaping the Inland Empire's future quality of life. As the region evolves, ensuring residents can access employment opportunities without excessive transportation costs—whether in time or money—remains a key equity, environmental, and economic development concern.

## CONCLUSION

The Inland Empire's labor market has undergone significant transformations over the past decade, reflecting broader economic shifts, demographic changes, and structural inequalities. While employment trends largely mirror the rest of California, key distinctions—such as the region's reliance on logistics industries, public sector employment, and a younger workforce—highlight the Inland Empire's distinct regional labor market. These factors also contribute to wage disparities, income inequality, and workforce participation in ways that set the region apart from its neighboring metropolitan areas in Southern California.

Income inequality remains a persistent challenge. Though there has been some

narrowing of earnings disparities between certain racial groups, the gap in median personal wages between White workers and workers of color has widened since the pandemic. Additionally, while lower-income workers have seen some improvements in earnings relative to middle- and high-income earners, the wealthiest still maintain a significant advantage. The persistence of earnings inequality underscores the need for targeted policies that address economic mobility, job training, and wage equity across all sectors.

Housing affordability and cost-of-living concerns have also become increasingly pressing among renters and homeowners paying a mortgage. The typical renters in the Inland Empire now spend a larger share of their income on housing than a typical homeowner with a mortgage, reversing the traditional assumption that renting is the more affordable option. Both renters and those paying a mortgage typically spend a large share of their income on housing costs, which for renters borders the income-to-household expense ratio that HUD previously considered affordable during the Biden administration (30% or below, including utilities). Meanwhile, household income disparities reinforce existing financial barriers, as Black and Latino households continue to earn significantly less than their White and Asian counterparts. These



economic pressures may limit opportunities for wealth accumulation, homeownership, and long-term financial stability, particularly for low-income households.

At the same time, the Inland Empire's commuting patterns and work habits are shifting. A decline in the percentage of people commuting by private vehicle, coupled with a rise in remote work, signals changes in how and where people engage in the workforce. However, public transportation use has declined, suggesting that regional infrastructure and transit options may not keep pace with shifting workforce needs.

Taken together, these trends point to a region at a crossroads. While the Inland Empire has seen positive economic growth in certain areas, longstanding racial disparities and affordability challenges threaten to limit upward mobility for many workers and families. Addressing these issues will require investment in workforce development, affordable housing, publicly subsidized childcare and early education, and transportation infrastructure. By understanding and responding to these challenges, policymakers and community leaders can help shape a more equitable and sustainable future for the Inland Empire's workforce.



## ENDNOTES

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## APPENDIX: INDUSTRIES

Industry Name	Census Code (2018-2022)
Restaurant and Food Services	8680
Construction	770
Education Services	7860
Other Misc. Personal Services	8191
Private Households	7870
Management Scientific and Tech Consulting	7380
Commercial and Industrial Machinery	8370
Membership Organizations	9470
Supermarkets and Other Grocery	4971
Other Misc. Manufacturing	8590
Motion Pictures and Video Industries	6570
Warehousing and Storage	6390
Truck Transportation	6170



## APPENDIX: OCCUPATIONS

Occupation Name	Census Code (2018- Onward)
Retail Salesperson	4760
Cashiers	4720
Elementary and Middle School Teachers	2310
Driver/Sales Workers and Truck Drivers	9130
Customer Service Representatives	5240
First-line Supervisors of Retail Sales Workers	4700
Registered Nurse	3255
Laborers and Freight, Stock, and Materials Movers,	9620
Accountants	800
Other Managers	440
Software developers	1021
Personal Care Aide	3602
Agricultural Workers	6050



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