



# Local Hiring Initiatives in San Luis Obispo Report Highlights

This brochure summarizes the economic and fiscal benefits of implementing local hiring initiatives in San Luis Obispo County.



**Local hiring initiatives** are government policies that require project owners and contractors to hire a certain percentage of workers that live within a specified region. Some programs impose financial penalties for missing targets, while others simply require “good faith” efforts from employers.

The employment of **100 local construction workers** in county infrastructure projects creates and sustains **49 additional jobs** along the supply chain through increased demand for consumer goods and services.

## ECONOMIC IMPACTS



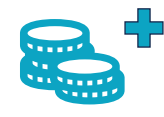
**49**

additional jobs



**\$11.4 million**

labor income to local residents



**\$15.2 million**

Gross Regional Product

The new workers pay local, state, and federal taxes, creating significant fiscal impacts via incremental tax revenues.

## FISCAL IMPACTS

**\$525,000**

Local Taxes

**\$903,000**

State Taxes

**\$2.2 million**

Federal Taxes

Without local hiring initiatives in place, the county will lose much of these economic and fiscal benefits if contractors win bids for local construction projects, and primarily employ non-residents to perform the work.

Local hiring initiatives **support job quality** by setting a minimum level of employment for higher-wage construction jobs.

**57%**

The share of workers in the county employed in lower-paying, lower-skilled jobs.

**77%**

The share of construction jobs paying more than the county’s median wage.

**38%**

The amount by which the median wage of local construction jobs exceeds the county’s living wage.

Local hiring initiatives can provide opportunities to **improve and expand career pathways** for county residents by supporting employer demand for locally developed talent. Completion of training programs can also transition workers and provide a long-term career pathway.