An inclusive Silicon Valley?

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Silicon Valley
Leading edge of the global economy
Epicenter of inequality

Cost of living for a family of four

- Landscaping and Groundskeeping Workers: $13.82
- Janitors and Cleaners: $11.39
- Security Guards: $14.17
- Software Developers, Systems Software: $63.62
- Software Developers, Applications: $61.87

Source: California Employment Development Department
A subcontracted "invisible workforce"

% of employees who are Black/Hispanic

- Direct tech employees: 10%
- White-collar potential contract workers: 26%
- Blue-collar potential contract workers: 58%

Average annual earnings

- Direct tech employees: $113,000
- White-collar potential contract workers: $53,200
- Blue-collar potential contract workers: $19,900

Source: Tech’s Invisible Workforce
That’s contributing to an **hourglass economy**

<table>
<thead>
<tr>
<th><strong>Top 10 Occupations in Silicon Valley, 2015</strong></th>
<th><strong>High Wage</strong></th>
<th><strong>Middle Wage</strong></th>
<th><strong>Low-to-Moderate Wage</strong></th>
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<tbody>
<tr>
<td>Computer Software Engineer, Applications</td>
<td>$40+/hour</td>
<td>$18–$40/hour</td>
<td>$9–$18/hour</td>
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<td>Computer Software Engineer, Systems</td>
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<td>General or Operations Manager</td>
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<td>Registered Nurse</td>
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<td>Accountant/Auditor</td>
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<td>Retail Salesperson</td>
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<td>Cashier</td>
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<td>Food Prep or Serving Worker</td>
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<td>Waiter/Waitress</td>
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<td>Janitor</td>
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**WORKING PARTNERSHIPS USA**
Contract industries have grown 3x faster than overall employment.

Employment growth by industry over the last 24 years

Source: Tech’s Invisible Workforce
Can Silicon Valley be a model for shared prosperity?
What we know about the people who clean the floors in Silicon Valley

Growing Labor Movement Shakes Up Silicon Valley

Silicon Valley Tech Giants Start To Raise Workers’ Wages

The Silicon Valley Union Victories You Haven’t Heard Of

More Silicon Valley shuttle drivers look to unionize

San Jose Workers Win $15 Hourly Wage, in Heart of Silicon Valley
YES on A
AFFORDABLE HOUSING

YES on B
MEASURE B
BETTER COMMUTES • BETTER ROADS

YES on E
for the Opportunity to Work

WORKING PARTNERSHIPS USA
Engaging tech in our region’s most pressing challenges

- Protecting our immigrant communities
- Ensuring access to quality healthcare
- Responsible contracting & supply chains to tackle poverty wages
- Solutions to our region’s displacement and affordable housing crises
- Strategies to create middle-wage, family-supporting jobs