This industry includes all companies and establishments that sell goods at a storefront or online, including restaurants. **Fact:** Retail businesses employ over 280,000 workers, 19% of all jobs in San Diego County.

### Jobs & Median Wages by Educational Attainment

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma</td>
<td>$17.84</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>$43.64</td>
</tr>
<tr>
<td>Other</td>
<td>$10.87*</td>
</tr>
<tr>
<td>On-the-job training</td>
<td>67%</td>
</tr>
</tbody>
</table>

**Top 5 In-Demand Jobs + Median Wages**

1. General and Operations Managers: $50.00
2. Sales Managers: $50.84
3. Supervisors of Office Staff: $25.89
4. Sales Representatives: $25.80
5. Bookkeeping and Accounting Clerks: $20.14

Associate degree ($25.78), doctoral or professional degree ($64.15), some college ($20.25) or post-secondary non-degree award ($17.46). *Prior to minimum wage increase.

**Knowledge, Skills & Abilities (KSAs)**

- **K** Customer service, sales and marketing, administration and management
- **S** Teamwork, patience, active listening, social perceptiveness
- **A** Oral communication, near vision, information ordering

Funding for this initiative is part of a $10.9 million grant the Walmart Foundation made to The Chicago Cook Workforce Partnership. The two-year grant program is the largest investment to date as part of Walmart and the Walmart Foundation’s Opportunity initiative, which aims to increase the economic mobility of workers in retail and adjacent sectors by working with nonprofits, educational institutions and government agencies to make it easier for frontline workers to move faster into roles with more responsibility.

workforce.org/reports | #SDPrioritySectors #ReimagineRetail