

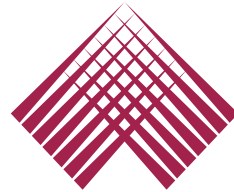
Occupational Outlook Report

2011



2011 Occupational Outlook Report San Diego County

2011 Edition



SAN DIEGO
WORKFORCE

PARTNERSHIP[®]

Acknowledgments

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The San Diego Workforce Partnership thanks the nearly 800 area employers who graciously gave their valuable time to provide the data used to develop the individual occupational profiles available in this report.

Their willing support and cooperation made this report possible.

Preface

The San Diego Workforce Partnership is a nonprofit corporation whose mission is to foster economic growth and prosperity through education, training and lifelong learning. In fulfilling this mission, the Workforce Partnership provides leadership on workforce issues affecting the region, directs San Diego's Workforce Investment Act employment and training efforts, and funds workforce education and training efforts that meet the needs of the region's economy. Providing leadership in these areas requires the Workforce Partnership to share current and reliable information about the region's labor market with employers, education and training providers, community and government leaders, and residents.

The *Occupational Outlook Report* was last published in 2007 and funding for future project was no longer available. As a result of lengthy discussions, a focus group issued a recommendation and upon concurrence by the San Diego

Workforce Partnership Board of Directors funds from the U.S. Department of Labor and the State of California - Employment Development Department were allocated to produce the *2011 Occupational Outlook Report*. Future editions of this product will depend upon available funding.

The *2011 Occupational Outlook Report* supports the above objective by providing detailed occupational information for 46 key occupations from throughout the county. Fully understanding these profiles, though, requires placing them in the context of the region's overall economy.

San Diego County's Economy

The region's economy was battered by the Great Recession which began locally in late 2006 and though the local recession was officially declared over in the fall of 2009 the economy has been slow in its recovery. Local unemployment remains near 10 percent, more than double the norm for the region. The number of unemployed averages about 150,000 persons each month. New job growth for the regions is projected between 15,000 and 20,000 new jobs for the next several years. At that forecasted rate, estimates are that it will take 4 - 5 years to recoup the 122,000 jobs lost during the recession. The economic and job outlook is for slow growth over the next several years.

The benefit of region is its diverse industry base. While the construction, real estate, finance, retail trade, and manufacturing sectors continue to struggle to recover, the life sciences, telecommunications, defense contracting, visitor services and entertainment, software development, clean tech, and healthcare sectors provide a more positive outlook for the region.

The vitality of the region depends on the diversity of the economy and the ability of the workforce to adapt to the ever-changing requirements of local employers.

Purpose and Uses of the 2011 Occupational Outlook Report

The San Diego Workforce Partnership provides businesses, educators, policy makers, and job seekers local labor market information to help them make informed decisions about company staffing, education programs and curricula, workforce policy, and career choices. The *2011 Occupational Outlook Report (OOR)* serves as the cornerstone of this activity. The OOR contains profiles of 46 occupations with information on wages and benefits, education, skill and experience requirements, employment outlook, retirement outlook, and occupational growth information. The information in this report can be used by a variety of organizations and individuals for many different purposes, including:

Career Decisions:

Career counselors/advisors and job seekers can make informed occupational choices based on skills, abilities, interests, education, and personal needs. The localized information is easy to read and includes employer requirements, wages, labor demand, sources of employment, and education and training employers typically required for applicants in the occupation.

Curriculum Design:

Training providers can assess and update their curricula based on the skill requirements for the occupations profiled in the report. This will attract students looking for the best programs, and employers looking for students with appropriate skills.

Economic Development:

Economic development organizations and local government agencies can find information that is frequently requested by companies considering locating in the region, such as occupational size, expected growth rates, wages, and benefits typically offered.

Human Resource Management:

Small business owners and large corporate human resource directors alike can use this report to help determine competitive wages and benefits and improve their recruitment methods.

Program Marketing:

Training providers can effectively market their programs by informing students about the current demand and projected growth for an occupation. They can also demonstrate to students and employers that their programs meet employer's needs because they were developed using reliable local occupational data.

Program Planning:

Education and training administrators can use the data on occupational size and expected growth rates to evaluate, improve and eliminate programs, or to plan new programs.

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Understanding the Occupational Profiles

The following are explanations of the topics and terms used in the *2011 Occupational Outlook Report*:

Definitions and SOC Code

The definitions and SOC Codes are those used in O*NET developed by the U.S. Department of Labor. Occupational definitions, SOC Codes and skill requirements can be accessed at www.onetonline.org.

Typical Educational Requirements for this Occupation

Employers were provided a selection of educational levels for each occupation. The list is the percent of responding employers' choice most often required for the educational requirement for the occupation.

Typical Level of Work Requirements for this Occupation

Employers were provided a selection of work experience levels for each occupation. The list is the percent of responding employers' choice they most often require for work experience in each occupation.

Pay Range – Hourly/Annually

The pay range displays the lowest and the highest hourly wage and the lowest and highest annual wage as reported by employers for each occupation. Employers provided wage information for entry-level and experienced employees. Some occupations may have only an hourly or an annual wage based on the reporting by responding employers.

Where the Jobs Are

Where the jobs are was developed from the responses of the employers allowing them to identify the industry sector in which their firm belonged.

12-Month Growth Expectations

The percent of responding employers who indicated they would have more,

less or the same number of employees in the occupation in the next 12 months is displayed here.

Employers Anticipate Increasing or Decreasing Employment in the Occupations

The numbers on the chart indicate the percent increase or decrease, and represents the current number of employees in the occupation and the number of employees expected in the occupation in the next 12 months. The increase or decrease in employees represents only the data obtained from responding employers and does not include opportunities available from all employers in the county who employ the occupation.

Benefits Offered by Employers

This represents the percent of responding employers who offer (Yes) or do not offer (No) the identified benefits.

Percent of Benefits Covered by Employer

The chart displays the percent of employers that pay certain levels of each benefit listed.

Most Important Skills for Applicants

The most important skills are listed in order of importance by the percent of employers who indicated the skill as important for applicants. Responding employers were able to select more than one skill.

Most Deficient Skills of Applicants

The most deficient skills are listed in order of deficiency by the percent of employers who indicated the skill as being deficient in applicants. Responding employers were able to select more than one skill.

Most Effective Recruitment Methods for Finding Qualified Applicants

Employers could select their most effective recruitment methods for finding qualified entry-level job applicants and for finding qualified mid-to-senior level job applicants. Employers could select up to two methods.

How Often the Position is Permanent Full-Time Position

The percentage of responding employers who indicated the occupation was either always full-time, usually full-time, or seldom-to-never full-time.

Average Hours per Week Position Requires

A range of the average number of hours worked by employees in this occupation provided by responding employers is displayed.

Employer Expectations for Retirements Over the Next 2 – 3 Years

The percent shown represents the percentage of responding employers that expect to see many retirements in the next 2 to 3 years from their mature workers (50+ years of age) in the profiled occupation. Employers indicated if they expected to see a substantial number of retirements (over 10%), some retirements (between 10% and 3%), or little-to-no retirements (less than 3%) for each occupation in the next 2 to 3 years.

Employers That Would Consider Hiring an Ex-Offender for this Position

The percent shown represents the percentage of responding employers that indicated they would be willing to consider hiring an ex-offender (someone who has been incarcerated for at least 6 months) for this occupations: either yes, no, or possibly (depending on the crime committed).

Annual Job Growth Projections for San Diego County 2010 – 2015

EMSI (Economic Modeling Specialists Inc.) developed the five-year projections used in this section. The projections include the annual number of new jobs forecasted to be generated by employers throughout the county, plus the average number of replacement jobs (openings resulting from retirements, promotions, transfers etc.) which equals the average total of annual openings for the occupation in the county.

New Job Growth Rate 2010 – 2015

The new job growth rate for each occupation, developed by EMSI as part of their occupation projections for San Diego County, is compared to the new job growth rate for all occupations in the county.

Methodology

The San Diego Workforce Partnership (SDWP) commissioned BW Research Partnership, Inc. (BW Research) to conduct a study with participating businesses in San Diego County that would allow the development of occupational profiles for 51 occupations. Viewed broadly, the main research objectives of the study were to:

- Identify the 51 occupations that would be the focus of the Occupational Outlook Report;
- Assess employer demand and difficulty finding qualified applicants for these occupations;
- Identify the benefits, wages and work requirements associated with these occupations;
- Understand the work experience and level of education employers are requiring for each of the occupations; and
- Determine the skills that are most important to employers for each occupation and those skills in which new applicants are most likely to be deficient.

Methodology Overview

The methodology for this study focused on employers in San Diego County that were likely to employ at least one of the 51 occupations that were identified. Response time to the questionnaire averaged 19 minutes. In total, a sample of 787 San Diego County employers completed a telephone (367) or web (420) version of the questionnaire and gave in-depth information through 1,956 responses. On average, there were 2.49 occupational responses per participating firm.

The telephone questionnaire was used to contact selected firms from a database of 26,019 San Diego County employers, which was acquired from InfoUSA. The initial sample of San Diego County employers was delineated into industries likely to employ the occupations included in the study. Employers were categorized into one industry and then firms were split by size - small firms (5 to 24 employees) and medium to large firms (25 or more employees). Employers in industries likely to hire multiple occupations and medium to large firms were the first to be contacted to participate in the study. Employers could complete up to four occupational profiles when they were contacted.

The web version of the questionnaire was distributed by Research Now (an e-Rewards company) as part of their San Diego County employer web panel. The initial section of the online questionnaire verified that employers 1) had at least one location in San Diego County, 2) were in one of the industries likely to have the occupations, and 3) had employees in at least one of the occupations. During data review, the results were checked to ensure that no individual firm participated in the study more than once.

Of the 51 occupations, all but five received at least 10 employer responses. The results for those five occupations were not included in the occupational outlook report since they received less than 10 completed questionnaires. The employers' responses provided sufficient data to produce the 46 profiles in this report.

Questionnaire Design

Through an iterative process, BW Research worked closely with San Diego Workforce Partnership, Labor Market Information (LMI) Team to develop a data gathering instrument that met all the research objectives of the study. In developing the instrument, BW Research utilized techniques to overcome known biases in survey research and minimize potential sources of measurement error within the study. BW Research also worked closely with the LMI Team to identify five specific skills for evaluation for each of the occupations.

Sampling Method

A mixed-method approach (telephone and web) was utilized to interview a sample of employers in San Diego County with the objective of maximizing the occupational response from each employer.

The universe of firms was stratified based on industry and employer size. Firms were then grouped into clusters with others sharing the same profile and then randomly selected to complete the questionnaire on occupations in their industry. Larger employers (those with 25 employees or more) and those in industries with multiple occupations were the first employers that were contacted to complete the questionnaire since they were the most likely to be able to provide information on multiple occupations. Employers were asked about up to 10 occupations that were most likely to be employed in their industry. If employers did not have at least one of the occupations of interest, they were thanked and the interview was terminated without a completed response.

The primary method of data collection was evenly split between the telephone and the web version of the survey. The sampling plan for the study was continually updated in order to focus on those industries that were more likely to have the occupations in which less than 20 questionnaire responses had been completed. During data review, the data were checked to ensure that no individual firm completed the survey more than once (for example by phone and web).

Data Collection

Prior to beginning data collection, BW Research conducted interviewer training for the telephone portion of the study. BW Research also pre-tested and re-tested both questionnaire instruments to ensure that all the words and questions were easily understood by respondents. Telephone interviews were generally conducted from 9:00 am to 4:30 pm Monday through Friday. Follow-up callbacks were scheduled at respondents' convenience.

The data collection period was April 14 through May 24, 2011

Occupations



Accountants and Auditors 13-2011

Accountants and Auditors examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. They install or advise on systems of recording costs or other financial and budgetary data.

Typical Education Requirements for This Occupation

6%	Completion of high school or equivalent
13%	Certificate or associate's degree from a community college
45%	Bachelor's degree
26%	Bachelor's degree and a Certified Public Accountant
1%	Master's or other graduate degree
9%	Master's or other graduate degree and a Certified Public Accountant

Typical Level of Work Experience for This Occupation

6%	No formal work experience required
14%	Six months to 2 years in a related position
26%	More than 2 years in a related position
3%	Six months to 2 years in that specific position
51%	More than 2 years in that specific position

Pay Range – Hourly/Annually

Entry-level Employees: \$10.00 to \$60.00 /\$30,000 to \$80,000
 Experienced Employees: \$10.00 to \$60.00/ \$30,000 to \$110,000

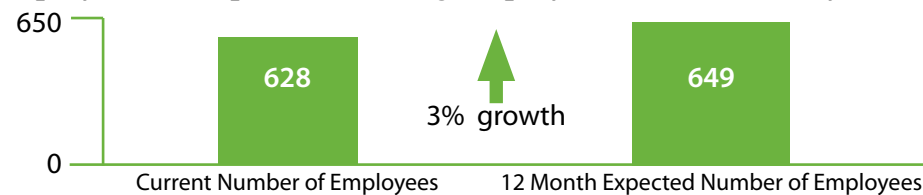
Where the Jobs Are

- Professional Business Services
- FIRE (Finance, Insurance & Real Estate)
- Manufacturing
- Legal Services

12-Month Employer Growth Expectations

11%	More
3%	Less
85%	Stay the Same

Employers Anticipate Increasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	93%	7%
Dental insurance	83%	17%
Life insurance	70%	30%
Paid sick leave	78%	22%
Retirement plan	82%	18%
Paid vacation	93%	7%
Child care	2%	98%
Disability insurance	70%	30%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	13%	55%	21%	12%
Dental insurance	15%	45%	18%	21%
Life insurance	75%	4%	7%	14%
Paid sick leave	94%	3%	1%	1%
Retirement plan	13%	8%	21%	59%
Paid vacation	98%	1%	0%	1%
Child care	50%	50%	0%	0%
Disability insurance	63%	14%	10%	14%

Most Important Skills for Applicants

61%	Ability to analyze and interpret budgets and data
57%	Ability to prepare financial statements and reports
32%	Ability to plan, set up and administer accounting systems
27%	Ability to effectively use spreadsheet software
22%	Has a Certified Public Accountant (CPA) certification

Most Deficient Skills of Applicants

29%	Ability to plan, set up and administer accounting systems
29%	Has a Certified Public Accountant (CPA) certification
17%	Ability to analyze and interpret budgets and data
16%	Ability to prepare financial statements and reports
9%	Ability to effectively use spreadsheet software

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	55%	44%
Contract with employment agency/recruiter	23%	33%
The firm's website or internal job board	23%	28%
Partner with a college or university	14%	n/a
Word of mouth/referrals/networking	14%	23%
Job fairs	5%	n/a
Advertise in newspaper	3%	4%
LinkedIn or other social media sites	2%	2%
Firm does own recruiting/walk-ins	1%	n/a
Promote from within	n/a	1%

How Often Position is Permanent Full-Time Position

76%	Always
20%	Usually
3%	Seldom to never

Average Hours per Week Position Requires - 4 to 75 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

2%	Substantial (Over 10%)
17%	Somewhat (Between 10% and 3%)
81%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

1%	Yes
36%	It depends on the crime
63%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

285	Average annual new jobs
165	Average annual replacement jobs
450	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

15% percent growth rate for accountants and auditors in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Architects, Except Landscape and Naval

17-1011

Architects, Except Landscape and Naval plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property.

Typical Education Requirements for This Occupation

77%	Bachelor's degree
23%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
0%	Six months to 2 years in a related position
15%	More than 2 years in a related position
0%	Six months to 2 years in that specific position
85%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$40,000 to \$80,000
 Experienced Employees: \$50,000 to \$125,000

Where the Jobs Are

- Education & Social Services
- Mental Health Positions

12-Month Employer Growth Expectations

21%	More
0%	Less
79%	Stay the Same

Employers Anticipate Increasing Employment in Position by 5%



Benefits Offered by Employer

	Yes	No
Medical insurance	87%	13%
Dental insurance	86%	14%
Life insurance	67%	33%
Paid sick leave	79%	21%
Retirement plan	67%	33%
Paid vacation	87%	13%
Child care	7%	93%
Disability insurance	62%	38%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	27%	55%	0%	18%
Dental insurance	30%	40%	10%	20%
Life insurance	67%	11%	11%	11%
Paid sick leave	82%	0%	18%	0%
Retirement plan	22%	0%	22%	56%
Paid vacation	92%	0%	8%	0%
Child care	0%	0%	0%	100%
Disability insurance	57%	0%	43%	0%

Architects, Except Landscape and Naval

Most Important Skills for Applicants

83%	Ability to plan, design, and manage the oversight of projects
58%	Ability to use computer aided drafting (CAD) systems or software
33%	Ability to effectively use architectural software programs
25%	Knowledge of green building design and sustainability issues

Most Deficient Skills of Applicants

33%	Knowledge of restoration and preservation issues
33%	Ability to use computer aided drafting (CAD) systems or software
22%	Ability to plan, design, and manage the oversight of projects
11%	Knowledge of green building design and sustainability issues

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	53%	50%
The firm's website or internal job board	40%	36%
Contract with employment agency/recruiter	20%	21%
LinkedIn or other social media sites	20%	21%
Job fairs	7%	n/a
Advertise in newspaper	7%	7%
Word of mouth/referrals/networking	n/a	7%

How Often Position is Permanent Full-Time Position

64%	Always
29%	Usually
7%	Seldom to never

Average Hours per Week Position Requires - 30 to 40 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
25%	Somewhat (Between 10% and 3%)
75%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
64%	It depends on the crime
36%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

29	Average annual new jobs
18	Average annual replacement jobs
47	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

14 percent growth rate for architects, except landscape and naval in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Automotive Service Technicians and Mechanics

49-3023

Automotive Service Technicians and Mechanics diagnose, adjust, repair, or overhaul automotive vehicles.

Typical Education Requirements for This Occupation

62%	Completion of high school or equivalent
38%	Certificate or associate's degree from a community college

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
20%	Six months to 2 years in a related position
7%	More than 2 years in a related position
7%	Six months to 2 years in that specific position
67%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$8.00 to \$40.00
 Experienced Employees: \$10.00 to \$40.00

Where the Jobs Are

- Auto Repair

12-Month Employer Growth Expectations

40%	More
7%	Less
53%	Stay the Same

Employers Anticipate Increasing Employment in Position by 9%



Benefits Offered by Employer

	Yes	No
Medical insurance	73%	27%
Dental insurance	33%	67%
Life insurance	20%	80%
Paid sick leave	53%	47%
Retirement plan	40%	60%
Paid vacation	87%	13%
Child care	7%	93%
Disability insurance	73%	27%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	18%	9%	45%	27%
Dental insurance	20%	0%	20%	60%
Life insurance	67%	0%	0%	33%
Paid sick leave	88%	0%	0%	13%
Retirement plan	0%	0%	17%	83%
Paid vacation	100%	0%	0%	0%
Child care	0%	0%	0%	100%
Disability insurance	33%	0%	17%	50%

Automotive Service Technicians and Mechanics

Most Important Skills for Applicants

50%	Ability to diagnose faults or malfunctions in automobiles
50%	Ability to use and understand high-tech diagnostic devices including computers
42%	Skill to use specialized tools
33%	Ability to adjust, repair or replace automotive parts
25%	Received ASE (Automotive Service Excellence) certification

Most Deficient Skills of Applicants

55%	Ability to diagnose faults or malfunctions in automobiles
27%	Ability to adjust, repair or replace automotive parts
9%	Ability to use and understand high-tech diagnostic devices including computers
9%	Received ASE (Automotive Service Excellence) certification

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	46%	45%
Word of mouth/referrals/networking	38%	36%
Contract with employment agency/recruiter	8%	9%
Partner with a college or university	8%	n/a
Advertise in newspaper	8%	18%
Firm does own recruiting/walk-ins	8%	n/a

How Often Position is Permanent Full-Time Position

100%	Always
0%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 40 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
13%	Somewhat (Between 10% and 3%)
87%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

21%	Yes
64%	It depends on the crime
14%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

2	Average annual new jobs
102	Average annual replacement jobs
104	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

0.25 percent growth rate for automotive service technicians and mechanics in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Biological Technicians 19-4021

Biological Technicians assist biological and medical scientists in laboratories. They set up, operate, and maintain laboratory instruments and equipment, monitor experiments, make observations, and calculate and record results.

Typical Education Requirements for This Occupation

3%	Certificate or associate's degree from a community college
78%	Bachelor's degree
19%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

13%	No formal work experience required
33%	Six months to 2 years in a related position
23%	More than 2 years in a related position
7%	Six months to 2 years in that specific position
23%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$10.00 to \$20.00

Experienced Employees: \$10.00 to \$26.00

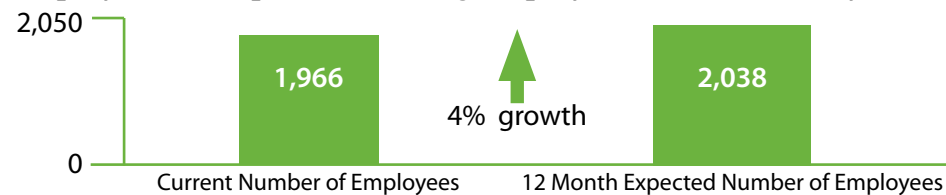
Where the Jobs Are

- Life Sciences & Bio

12-Month Employer Growth Expectations

30%	More
0%	Less
70%	Stay the Same

Employers Anticipate Increasing Employment in Position by 4%



Benefits Offered by Employer

	Yes	No
Medical insurance	97%	3%
Dental insurance	97%	3%
Life insurance	90%	10%
Paid sick leave	94%	6%
Retirement plan	88%	13%
Paid vacation	97%	3%
Child care	21%	79%
Disability insurance	91%	9%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	14%	82%	4%	0%
Dental insurance	18%	75%	4%	4%
Life insurance	60%	24%	8%	8%
Paid sick leave	93%	7%	0%	0%
Retirement plan	24%	24%	0%	52%
Paid vacation	97%	3%	0%	0%
Child care	0%	50%	0%	50%
Disability insurance	50%	42%	4%	4%

Most Important Skills for Applicants

65%	Skill of conducting biological, biochemical or laboratory analyses
52%	Ability to analyze data (quantitative and qualitative) and prepare reports
52%	Ability to conduct laboratory research
29%	Ability to apply multiple scientific theories and concepts
3%	Knowledge of genetic theory

Most Deficient Skills of Applicants

36%	Ability to analyze data (quantitative and qualitative) and prepare reports
27%	Skill of conducting biological, biochemical or laboratory analyses
18%	Ability to apply multiple scientific theories and concepts
14%	Knowledge of genetic theory
5%	Ability to conduct laboratory research

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	52%	36%
Place ads online, like Monster.com/Craigslist	34%	14%
Contract with employment agency/recruiter	34%	68%
Partner with a college or university	17%	n/a
Word of mouth/referrals/networking	14%	7%
LinkedIn or other social media sites	n/a	4%

How Often Position is Permanent Full-Time Position

43%	Always
50%	Usually
7%	Seldom to never

Average Hours per Week Position Requires - 25 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
7%	Somewhat (Between 10% and 3%)
93%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

4%	Yes
50%	It depends on the crime
46%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

82	Average annual new jobs
84	Average annual replacement jobs
166	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

17 percent growth rate for biological technicians in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Bookkeeping, Accounting, and Auditing Clerks 43-3031

Bookkeeping, Accounting, and Auditing compute, classify, and record numerical data to keep financial records complete; and they perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. They may also check the accuracy of figures, calculations, and postings of business transactions recorded by others.

Typical Education Requirements for This Occupation

28%	Completion of high school or equivalent
27%	Certificate or associate's degree from a community college
37%	Bachelor's degree
6%	Bachelor's degree and a Certified Public Accountant
2%	Master's or other graduate degree
1%	Master's or other graduate degree and a Certified Public Accountant

Typical Level of Work Experience for This Occupation

6%	No formal work experience required
33%	Six months to 2 years in a related position
29%	More than 2 years in a related position
8%	Six months to 2 years in that specific position
24%	More than 2 years in that specific position

Pay Range – Hourly/Annually

Entry-level Employees: \$8.00 to \$21.00 / \$10,000 to \$55,000
 Experienced Employees: \$8.00 to \$55.00 / \$10,000 to \$90,000

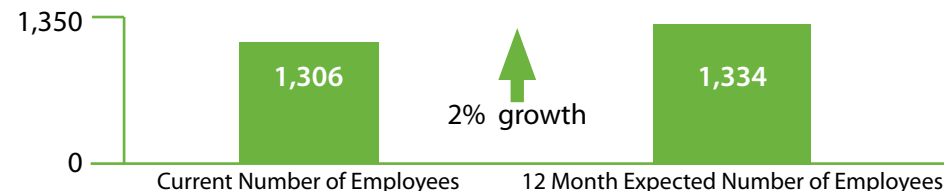
Where the Jobs Are

- Retail & Personal Services
- Professional Business Services
- Wholesale, Transportation & Warehousing
- FIRE (Finance, Insurance & Real Estate)
- Legal Services

12-Month Employer Growth Expectations

9%	More
1%	Less
89%	Stay the Same

Employers Anticipate Increasing Employment in Position by 2%



Benefits Offered by Employer

	Yes	No
Medical insurance	94%	6%
Dental insurance	80%	20%
Life insurance	65%	35%
Paid sick leave	81%	19%
Retirement plan	78%	22%
Paid vacation	93%	7%
Child care	5%	95%
Disability insurance	73%	27%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	22%	49%	20%	8%
Dental insurance	20%	48%	16%	16%
Life insurance	62%	14%	9%	14%
Paid sick leave	91%	4%	3%	2%
Retirement plan	11%	9%	23%	57%
Paid vacation	95%	4%	1%	0%
Child care	22%	44%	33%	0%
Disability insurance	57%	19%	14%	11%

Bookkeeping, Accounting, and Auditing Clerks

Most Important Skills for Applicants

73%	Skills to use various computer software programs (payroll systems, spreadsheet and word processing)
68%	Ability to apply accounting principles
27%	Ability to use spreadsheet software extensively
23%	Skills to compute and record fiscal data
9%	Ability to process and prepare business and government forms

Most Deficient Skills of Applicants

28%	Ability to process and prepare business and government forms
20%	Ability to use spreadsheet software extensively
19%	Skills to use various computer software programs (payroll systems, spreadsheet and word processing)
18%	Ability to apply accounting principles
15%	Skills to compute and record fiscal data

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	47%	42%
The firm's website or internal job board	27%	27%
Contract with employment agency/recruiter	22%	25%
Word of mouth/referrals/networking	10%	16%
Partner with a college or university	10%	9%
Advertise in newspaper	6%	3%
Firm does own recruiting/walk-ins	5%	1%
Job fairs	3%	3%
LinkedIn or other social media sites	2%	3%
Promote from within	n/a	2%

How Often Position is Permanent Full-Time Position

65%	Always
27%	Usually
8%	Seldom to never

Average Hours per Week Position Requires - 4 to 75 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

4%	Substantial (Over 10%)
15%	Somewhat (Between 10% and 3%)
81%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

5%	Yes
46%	It depends on the crime
49%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

279	Average annual new jobs
179	Average annual replacement jobs
458	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

9 percent growth rate for bookkeeping, accounting, and auditing clerks in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Budget Analysts

13-2031

Budget Analysts examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. They analyze budgeting and accounting reports for the purpose of maintaining expenditure controls.

Typical Education Requirements for This Occupation

4%	Completion of high school or equivalent
4%	Certificate or associate's degree from a community college
62%	Bachelor's degree
22%	Bachelor's degree and a Certified Public Accountant
4%	Master's or other graduate degree
2%	Master's or other graduate degree and a Certified Public Accountant

Typical Level of Work Experience for This Occupation

4%	No formal work experience required
19%	Six months to 2 years in a related position
26%	More than 2 years in a related position
4%	Six months to 2 years in that specific position
47%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$25,000 to \$62,000
 Experienced Employees: \$40,000 to \$130,000

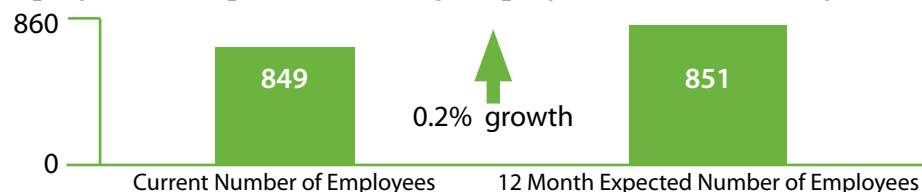
Where the Jobs Are

- High Tech Manufacturing
- Public Sector & Utilities
- Professional Business Services
- FIRE (Finance, Insurance & Real Estate)
- Legal Services

12-Month Employer Growth Expectations

12%	More
8%	Less
80%	Stay the Same

Employers Anticipate Increasing Employment in Position by 0.2%



Benefits Offered by Employer

	Yes	No
Medical insurance	98%	2%
Dental insurance	88%	12%
Life insurance	83%	17%
Paid sick leave	92%	8%
Retirement plan	94%	6%
Paid vacation	98%	2%
Child care	14%	86%
Disability insurance	84%	16%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	10%	67%	17%	6%
Dental insurance	10%	62%	15%	13%
Life insurance	44%	21%	18%	18%
Paid sick leave	81%	8%	6%	4%
Retirement plan	12%	21%	29%	38%
Paid vacation	94%	2%	2%	2%
Child care	40%	0%	0%	60%
Disability insurance	44%	19%	25%	11%

Most Important Skills for Applicants

73%	Skill to prepare cost benefit analysis
56%	Ability to gather and organize financial data
29%	Skill to use spreadsheet software
27%	Skill to prepare financial statements
15%	Ability to maintain filing and record systems

Most Deficient Skills of Applicants

29%	Skill to prepare cost benefit analysis
25%	Ability to gather and organize financial data
21%	Skill to prepare financial statements
18%	Ability to maintain filing and record systems
7%	Skill to use spreadsheet software

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	65%	45%
Place ads online, like Monster.com or Craigslist	37%	22%
Contract with employment agency/recruiter	22%	35%
Partner with a college or university	16%	6%
Job fairs	12%	12%
Word of mouth/referrals/networking	4%	10%
LinkedIn or other social media sites	2%	10%
Firm does own recruiting/walk-ins	2%	2%
Promote from within	n/a	4%

How Often Position is Permanent Full-Time Position

82%	Always
16%	Usually
2%	Seldom to never

Average Hours per Week Position Requires - 30 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

7%	Substantial (Over 10%)
22%	Somewhat (Between 10% and 3%)
72%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

5%	Yes
33%	It depends on the crime
62%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

27	Average annual new jobs
21	Average annual replacement jobs
48	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

12 percent growth rate for budget analysts in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Carpenters 47-2031

Carpenters construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms, building frameworks, including partitions, joists, studding, and rafters; wood stairways, window and door frames, and hardwood floors. They may also install cabinets, siding, drywall and batt or roll insulation.

Typical Education Requirements for This Occupation

82%	Completion of high school or equivalent
18%	Certificate or associate's degree from a community college

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
17%	Six months to 2 years in a related position
42%	More than 2 years in a related position
8%	Six months to 2 years in that specific position
33%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$10.00 to \$20.00
 Experienced Employees: \$10.00 to \$50.00

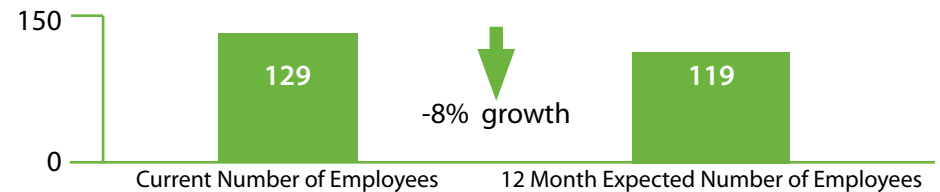
Where the Jobs Are

- Construction

12-Month Employer Growth Expectations

15%	More
23%	Less
62%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 8%



Benefits Offered by Employer

	Yes	No
Medical insurance	67%	33%
Dental insurance	30%	70%
Life insurance	27%	73%
Paid sick leave	77%	23%
Retirement plan	50%	50%
Paid vacation	83%	17%
Child care	0%	100%
Disability insurance	54%	46%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	11%	67%	11%	11%
Dental insurance	17%	67%	17%	0%
Life insurance	60%	40%	0%	0%
Paid sick leave	86%	14%	0%	0%
Retirement plan	38%	13%	0%	50%
Paid vacation	88%	13%	0%	0%
Child care	0%	0%	0%	0%
Disability insurance	33%	33%	17%	17%

Most Important Skills for Applicants

69%	Skills to operate hand and power tools
62%	Skills to build and/ or repair wooden structures
38%	Ability to read blueprints and technical drawings
15%	Ability to perform math related to construction projects.
15%	Ability to perform tasks that require heavy lifting and/ or squatting or standing in awkward positions

Most Deficient Skills of Applicants

45%	Ability to perform math related to construction projects.
36%	Ability to read blueprints and technical drawings
9%	Skills to operate hand and power tools
9%	Ability to perform tasks that require heavy lifting and/ or squatting or standing in awkward positions

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	46%	33%
Advertise in newspaper	31%	17%
Word of mouth/referrals/networking	23%	8%
Contract with employment agency/recruiter	15%	25%
Partner with a college or university	15%	8%
The firm's website or internal job board	15%	17%
LinkedIn or other social media sites	n/a	8%
Firm does own recruiting/walk-ins	n/a	8%

How Often Position is Permanent Full-Time Position

36%	Always
50%	Usually
14%	Seldom to never

Average Hours per Week Position Requires - 40 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
23%	Somewhat (Between 10% and 3%)
77%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

8%	Yes
83%	It depends on the crime
8%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

220	Average annual new jobs
82	Average annual replacement jobs
302	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

17 percent growth rate for carpenters in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Civil Engineers 17-2051

Civil Engineers perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures, and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, water and sewage systems, and waste disposal units.

Typical Education Requirements for This Occupation

8%	Certificate or associate's degree from a community college
80%	Bachelor's degree
12%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

15%	No formal work experience required
15%	Six months to 2 years in a related position
23%	More than 2 years in a related position
4%	Six months to 2 years in that specific position
42%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$32,000 to \$78,000
 Experienced Employees: \$32,000 to \$105,000

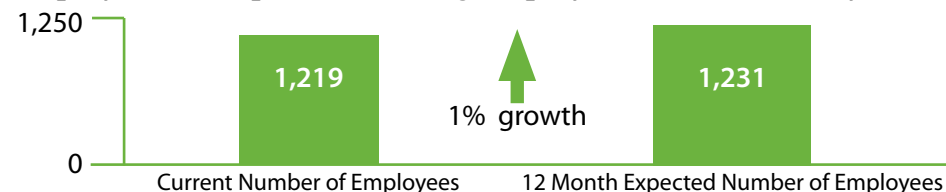
Where the Jobs Are

- Public Sector & Utilities
- Professional Business Services

12-Month Employer Growth Expectations

19%	More
0%	Less
81%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	97%	3%
Dental insurance	87%	13%
Life insurance	83%	17%
Paid sick leave	87%	13%
Retirement plan	87%	13%
Paid vacation	97%	3%
Child care	7%	93%
Disability insurance	89%	11%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	8%	84%	8%	0%
Dental insurance	18%	64%	14%	5%
Life insurance	52%	24%	19%	5%
Paid sick leave	88%	8%	4%	0%
Retirement plan	9%	45%	27%	18%
Paid vacation	96%	0%	4%	0%
Child care	0%	0%	0%	100%
Disability insurance	59%	18%	18%	5%

Most Important Skills for Applicants

63%	Ability to read technical drawings, specifications, and aerial photographs
58%	Ability to manage engineering projects
38%	Skills to plan and test engineering methods
25%	Ability to use drafting and/or design software
17%	Skills to use drafting and design software

Most Deficient Skills of Applicants

57%	Ability to manage engineering projects
29%	Skills to use drafting and design software
14%	Skills to plan and test engineering methods

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	63%	59%
Place ads online, like Monster.com/Craigslist	40%	28%
Contract with employment agency/recruiter	13%	17%
Partner with a college or university	13%	3%
Job fairs	13%	14%
LinkedIn or other social media sites	7%	n/a
Word of mouth/referrals/networking	7%	3%
Promote from within	n/a	3%

How Often Position is Permanent Full-Time Position

73%	Always
27%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 20 to 49 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
57%	Somewhat (Between 10% and 3%)
43%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
60%	It depends on the crime
40%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

111	Average annual new jobs
59	Average annual replacement jobs
170	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

16 percent growth rate for civil engineers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Claims Adjusters, Examiners, and Investigators

13-1031

Claims Adjusters, Examiners, and Investigators review settled claims to determine that payments and settlements have been made in accordance with company practices and procedures, ensuring that proper methods have been followed. They report overpayments, underpayments, and other irregularities. Confer with legal counsel on claims requiring litigation.

Typical Education Requirements for This Occupation

14%	Completion of high school or equivalent
71%	Bachelor's degree
14%	Bachelor's degree and a Certified Public Accountant

Typical Level of Work Experience for This Occupation

29%	No formal work experience required
29%	Six months to 2 years in a related position
14%	More than 2 years in a related position
0%	Six months to 2 years in that specific position
29%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$45,000 to \$90,000
 Experienced Employees: \$45,000 to \$120,000

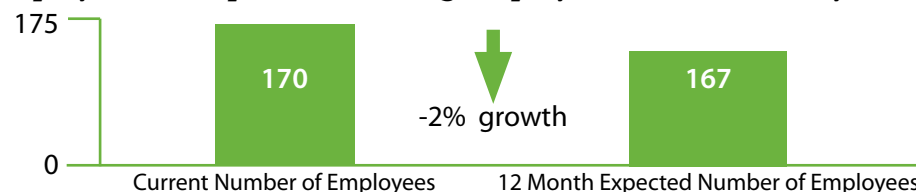
Where the Jobs Are

- FIRE (Finance, Insurance & Real Estate)

12-Month Employer Growth Expectations

13%	More
13%	Less
75%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 2%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	100%	0%
Life insurance	89%	11%
Paid sick leave	100%	0%
Retirement plan	89%	11%
Paid vacation	100%	0%
Child care	13%	88%
Disability insurance	89%	11%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	0%	88%	13%	0%
Dental insurance	0%	71%	29%	0%
Life insurance	25%	25%	25%	25%
Paid sick leave	100%	0%	0%	0%
Retirement plan	14%	0%	29%	57%
Paid vacation	100%	0%	0%	0%
Child care	0%	100%	0%	0%
Disability insurance	40%	20%	20%	20%

Claims Adjusters, Examiners, and Investigators

Most Important Skills for Applicants

57%	Ability to compile, code, categorize, calculate, tabulate, audit, and verify information or data
57%	Ability to consider the relative costs and benefits of potential actions to choose the most appropriate one
42%	Ability to communicate effectively in writing
28%	Ability to communicate effectively in person
14%	Developed computer literacy

Most Deficient Skills of Applicants

50%	Ability to consider the relative costs and benefits of potential actions to choose the most appropriate one
25%	Developed computer literacy
25%	Ability to communicate effectively in person

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	63%	43%
Contract with employment agency/recruiter	38%	43%
The firm's website or internal job board	38%	29%
Word of mouth/referrals/networking	25%	29%
Job fairs	13%	n/a
Promote from within	n/a	14%

How Often Position is Permanent Full-Time Position

100%	Always
0%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 40 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
43%	Somewhat (Between 10% and 3%)
57%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
33%	It depends on the crime
67%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

53	Average annual new jobs
70	Average annual replacement jobs
123	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

10 percent growth rate for claims adjusters, examiners, and investigators in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Computer Programmers

15-1021

Computer Programmers convert project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. They develop and write computer programs to store, locate, and retrieve specific documents, data, and information.

Typical Education Requirements for This Occupation

10%	Certificate or associate's degree from a community college
80%	Bachelor's degree
10%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

10%	No formal work experience required
0%	Six months to 2 years in a related position
20%	More than 2 years in a related position
20%	Six months to 2 years in that specific position
50%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$45,000 to \$60,000
 Experienced Employees: \$45,000 to \$80,000

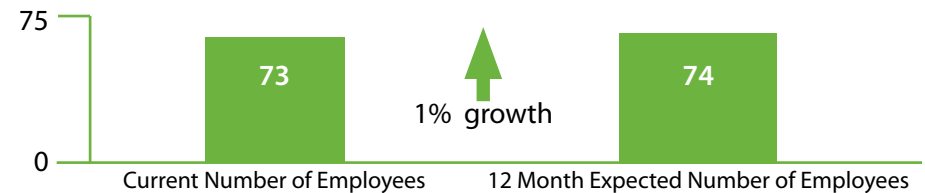
Where the Jobs Are

- Life Sciences & Bio
- FIRE (Finance, Insurance & Real Estate)

12-Month Employer Growth Expectations

10%	More
0%	Less
90%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	92%	8%
Life insurance	83%	17%
Paid sick leave	92%	8%
Retirement plan	75%	25%
Paid vacation	92%	8%
Child care	18%	82%
Disability insurance	92%	8%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	8%	83%	8%	0%
Dental insurance	20%	70%	0%	10%
Life insurance	56%	22%	0%	22%
Paid sick leave	73%	9%	9%	9%
Retirement plan	0%	25%	25%	50%
Paid vacation	90%	0%	0%	10%
Child care	0%	100%	0%	0%
Disability insurance	56%	22%	0%	22%

Most Important Skills for Applicants

50%	Skills to design computer programs and programming tools
50%	Ability to learn and apply new computer languages
38%	Skills to apply data storage technology
38%	Ability to test and troubleshoot computer programs and systems
25%	Skills to apply differential equations to computer programming

Most Deficient Skills of Applicants

38%	Ability to test and troubleshoot computer programs and systems
25%	Skills to apply data storage technology
25%	Ability to learn and apply new computer languages
13%	Skills to design computer programs and programming tools

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Contract with employment agency/recruiter	45%	64%
Place ads online, like Monster.com or Craigslist	36%	18%
The firm's website or internal job board	27%	27%
Partner with a college or university	18%	n/a
Word of mouth/referrals/networking	18%	9%
LinkedIn or other social media sites	9%	n/a
Promote from within	n/a	9%

How Often Position is Permanent Full-Time Position

58%	Always
42%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 30 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
100%	Somewhat (Between 10% and 3%)
0%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

11%	Yes
33%	It depends on the crime
56%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

44	Average annual new jobs
56	Average annual replacement jobs
100	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

7 percent growth rate for computer programmers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Computer Software Engineers, Applications 15-1031

Computer Software Engineers, Applications develop, create, and modify general computer applications software or specialized utility programs. They analyze user needs and develop software solutions. They design software or customize software for client use with the aim of optimizing operational efficiency. They may analyze and design databases within an application area, working individually or coordinating database development as part of a team.

Typical Education Requirements for This Occupation

72%	Bachelor's degree
6%	Bachelor's degree and a Certified Public Accountant
22%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
22%	Six months to 2 years in a related position
28%	More than 2 years in a related position
11%	Six months to 2 years in that specific position
39%	More than 2 years in that specific position

Pay Range – Annually

Entry-level Employees: \$50,000 to \$80,000
 Experienced Employees: \$60,000 to \$130,000

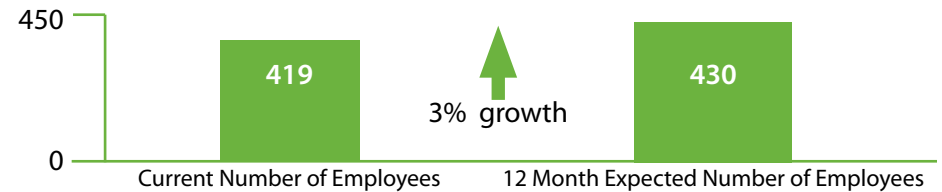
Where the Jobs Are

- Professional Business Services
- High Tech Manufacturing
- Life Sciences & Bio

12-Month Employer Growth Expectations

32%	More
0%	Less
68%	Stay the Same

Employers Anticipate Increasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	95%	5%
Dental insurance	90%	10%
Life insurance	80%	20%
Paid sick leave	95%	5%
Retirement plan	85%	15%
Paid vacation	100%	0%
Child care	18%	82%
Disability insurance	65%	35%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	20%	67%	13%	0%
Dental insurance	14%	57%	21%	7%
Life insurance	54%	15%	8%	23%
Paid sick leave	89%	6%	0%	6%
Retirement plan	14%	7%	29%	50%
Paid vacation	100%	0%	0%	0%
Child care	0%	50%	0%	50%
Disability insurance	50%	30%	0%	20%

Computer Software Engineers, Applications

Most Important Skills for Applicants

63%	Ability to develop, design, or create new applications
56%	Ability to write computer programs for various purposes
31%	Skills to design, develop and modify software systems
25%	Ability to analyze user needs with software requirements
25%	Ability to coordinate software installation while monitoring equipment functionality

Most Deficient Skills of Applicants

44%	Ability to coordinate software installation while monitoring equipment functionality
25%	Ability to analyze user needs with software requirements
19%	Ability to develop, design, or create new applications
6%	Ability to write computer programs for various purposes
6%	Skills to design, develop and modify software systems

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	42%	32%
The firm's website or internal job board	32%	37%
Contract with employment agency/recruiter	21%	37%
Word of mouth/referrals/networking	16%	16%
Partner with a college or university	11%	5%
Job fairs	11%	5%
Advertise in newspaper	5%	1%
LinkedIn or other social media sites	n/a	5%
Promote from within	n/a	5%

How Often Position is Permanent Full-Time Position

65%	Always
30%	Usually
5%	Seldom to never

Average Hours per Week Position Requires - 10 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
6%	Somewhat (Between 10% and 3%)
94%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
83%	It depends on the crime
17%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

312	Average annual new jobs
58	Average annual replacement jobs
370	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

23 percent growth rate for computer software engineers, applications in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Computer Software Engineers, Systems Software

15-1032

Computer Software Engineers, Systems Software research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. They set operational specifications and formulate and analyze software requirements. They apply principles and techniques of computer science, engineering, and mathematical analysis.

Typical Education Requirements for This Occupation

6%	Completion of high school or equivalent
3%	Certificate or associate's degree from a community college
80%	Bachelor's degree
11%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

9%	No formal work experience required
11%	Six months to 2 years in a related position
20%	More than 2 years in a related position
11%	Six months to 2 years in that specific position
49%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$35,000 to \$75,000
 Experienced Employees: \$35,000 to \$100,000

Where the Jobs Are

- High Tech Manufacturing
- FIRE (Finance, Insurance & Real Estate)

12-Month Employer Growth Expectations

12%	More
6%	Less
82%	Stay the Same

Employers Anticipate Increasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	88%	13%
Life insurance	83%	18%
Paid sick leave	90%	10%
Retirement plan	85%	15%
Paid vacation	95%	5%
Child care	18%	75%
Disability insurance	82%	18%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	11%	61%	24%	5%
Dental insurance	10%	48%	32%	10%
Life insurance	50%	21%	14%	14%
Paid sick leave	75%	11%	8%	6%
Retirement plan	17%	21%	0%	62%
Paid vacation	94%	3%	0%	3%
Child care	29%	0%	14%	57%
Disability insurance	48%	22%	19%	11%

Computer Software Engineers, Systems Software

Most Important Skills for Applicants

63%	Ability to program new software according to specific guidelines
43%	Skills to store, retrieve, and manipulate data for analysis of system capabilities and requirements
43%	Ability to learn and apply new computer languages
27%	Ability to coordinate installation of software system.
23%	Knowledge of circuit boards, processors, chips, electronic equipment, computer hardware and software

Most Deficient Skills of Applicants

29%	Ability to program new software according to specific guidelines
29%	Ability to coordinate installation of software system.
17%	Skills to store, retrieve, and manipulate data for analysis of system capabilities and requirements
17%	Ability to learn and apply new computer languages
8%	Knowledge of circuit boards, processors, chips, electronic equipment, computer hardware and software

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	56%	29%
The firm's website or internal job board	53%	38%
Contract with employment agency/recruiter	38%	53%
Partner with a college or university	13%	9%
Job fairs	6%	9%
LinkedIn or other social media sites	3%	12%
Word of mouth/referrals/networking	3%	6%

How Often Position is Permanent Full-Time Position

59%	Always
35%	Usually
6%	Seldom to never

Average Hours per Week Position Requires - 40 to 66 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

10%	Substantial (Over 10%)
29%	Somewhat (Between 10% and 3%)
61%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

8%	Yes
56%	It depends on the crime
36%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

165	Average annual new jobs
38	Average annual replacement jobs
203	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

19 percent growth rate for computer software engineers, systems software in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Computer Support Specialists 15-1041

Computer Support Specialists provide technical assistance to computer system users. They answer questions or resolve computer problems for clients in person, via telephone or from remote location. They may provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.

Typical Education Requirements for This Occupation

12%	Completion of high school or equivalent
28%	Certificate or associate's degree from a community college
50%	Bachelor's degree
8%	Bachelor's degree and a Certified Public Accountant
1%	Master's or other graduate degree and a Certified Public Accountant

Typical Level of Work Experience for This Occupation

6%	No formal work experience required
32%	Six months to 2 years in a related position
30%	More than 2 years in a related position
10%	Six months to 2 years in that specific position
23%	More than 2 years in that specific position

Pay Range – Hourly/Annually

Entry-level Employees: \$8.00 to \$30.00 /\$25,000 to \$70,000
 Experienced Employees: \$8.00 to \$65.00/\$25,000 to \$75,000

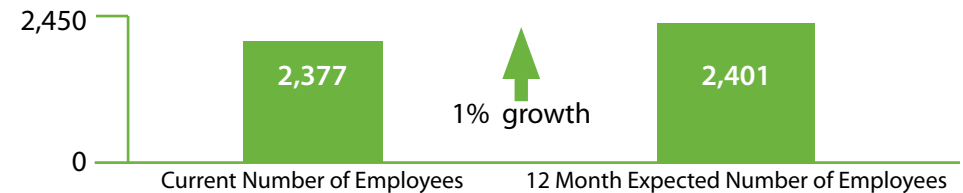
Where the Jobs Are

- Professional Business Services
- Retail & Personal Services
- High Tech Manufacturing
- Legal Services
- Life Sciences & Bio

12-Month Employer Growth Expectations

13%	More
2%	Less
84%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	98%	2%
Dental insurance	87%	13%
Life insurance	77%	23%
Paid sick leave	86%	14%
Retirement plan	82%	18%
Paid vacation	94%	6%
Child care	10%	90%
Disability insurance	81%	19%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	16%	52%	24%	8%
Dental insurance	18%	53%	16%	13%
Life insurance	54%	15%	15%	15%
Paid sick leave	88%	6%	4%	2%
Retirement plan	9%	11%	26%	54%
Paid vacation	96%	3%	1%	0%
Child care	27%	9%	27%	36%
Disability insurance	54%	16%	19%	10%

Computer Support Specialists

Most Important Skills for Applicants

72%	Skill to perform technical assistance and helpdesk functions
68%	Skill to test and troubleshoot computer programs and systems
42%	Ability to communicate effectively over the phone
12%	Ability to apply data security procedures
6%	Ability to understand application flow charts

Most Deficient Skills of Applicants

26%	Skill to test and troubleshoot computer programs and systems
22%	Ability to communicate effectively over the phone
22%	Ability to understand application flow charts
22%	Ability to apply data security procedures
7%	Skill to perform technical assistance and helpdesk functions

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	47%	35%
The firm's website or internal job board	40%	35%
Contract with employment agency/recruiter	30%	38%
Partner with a college or university	12%	9%
Word of mouth/referrals/networking	10%	11%
Job fairs	8%	8%
LinkedIn or other social media sites	3%	8%
Firm does own recruiting/walk-ins	3%	1%
Advertise in newspaper	1%	n/a
Promote from within	n/a	1%

How Often Position is Permanent Full-Time Position

60%	Always
33%	Usually
7%	Seldom to never

Average Hours per Week Position Requires - 10 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

4%	Substantial (Over 10%)
10%	Somewhat (Between 10% and 3%)
86%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

6%	Yes
59%	It depends on the crime
35%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

166	Average annual new jobs
183	Average annual replacement jobs
349	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

13 percent growth rate for computer support specialists in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Computer Systems Analysts 15-1051

Computer Systems Analysts analyze science, engineering, business, and all other data processing problems for application to electronic data processing systems. They analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations.

Typical Education Requirements for This Occupation

7%	Certificate or associate's degree from a community college
86%	Bachelor's degree
7%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
4%	Six months to 2 years in a related position
32%	More than 2 years in a related position
12%	Six months to 2 years in that specific position
52%	More than 2 years in that specific position

Pay Range – Hourly/Annual

Entry-level Employees: \$12.00 to \$22.00/ \$45,000 to \$85,000
 Experienced Employees: \$12.00 to \$25.00/ \$50,000 to \$85,000

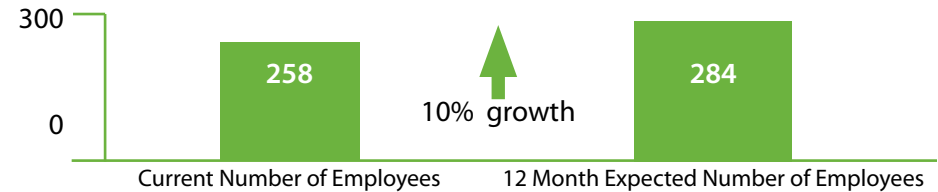
Where the Jobs Are

- Professional Business Services
- Low-Tech Manufacturing
- Life Sciences & Bio

12-Month Employer Growth Expectations

33%	More
0%	Less
67%	Stay the Same

Employers Anticipate Increasing Employment in Position by 10%



Benefits Offered by Employer

	Yes	No
Medical insurance	97%	3%
Dental insurance	90%	10%
Life insurance	76%	24%
Paid sick leave	90%	10%
Retirement plan	76%	24%
Paid vacation	100%	0%
Child care	0%	100%
Disability insurance	72%	28%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	12%	56%	24%	8%
Dental insurance	14%	50%	18%	18%
Life insurance	60%	15%	5%	20%
Paid sick leave	100%	0%	0%	0%
Retirement plan	11%	21%	26%	42%
Paid vacation	100%	0%	0%	0%
Child care	0%	0%	0%	0%
Disability insurance	69%	6%	6%	19%

Most Important Skills for Applicants

61%	Ability to set up or alter computer software or hardware systems
46%	Ability to develop and design procedures for computer and software usage
43%	Ability to provide users with assistance solving computer related problems
39%	Ability to consult with management to ensure agreement on system principles.
11%	Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software

Most Deficient Skills of Applicants

41%	Ability to develop and design procedures for computer and software usage
24%	Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software
24%	Ability to consult with management to ensure agreement on system principles.
6%	Ability to set up or alter computer software or hardware systems
6%	Ability to provide users with assistance solving computer related problems

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	43%	38%
The firm's website or internal job board	29%	12%
Contract with employment agency/recruiter	25%	38%
Job fairs	14%	15%
Partner with a college or university	7%	8%
Word of mouth/referrals/networking	7%	15%
Advertise in newspaper	7%	n/a
Firm does own recruiting/walk-ins	4%	n/a
LinkedIn or other social media sites	n/a	8%

How Often Position is Permanent Full-Time Position

86%	Always
10%	Usually
3%	Seldom to never

Average Hours per Week Position Requires - 32 to 70 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

4%	Substantial (Over 10%)
15%	Somewhat (Between 10% and 3%)
81%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
63%	It depends on the crime
38%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

136	Average annual new jobs
88	Average annual replacement jobs
224	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

17 percent growth rate for computer systems analysts in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Construction Managers 11-9021

Construction Managers plan, direct, coordinate, or budget, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. They participate in the conceptual development of a construction project and oversee its organization, scheduling, and implementation.

Typical Education Requirements for This Occupation

40%	Completion of high school or equivalent
30%	Certificate or associate's degree from a community college
27%	Bachelor's degree
3%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
13%	Six months to 2 years in a related position
23%	More than 2 years in a related position
0%	Six months to 2 years in that specific position
65%	More than 2 years in that specific position

Pay Range – Hourly/Annual

Entry-level Employees: \$16.00 to \$40.00/\$45,000 to \$60,000
 Experienced Employees: \$16.00 to \$80.00/\$45,000 to \$100,000

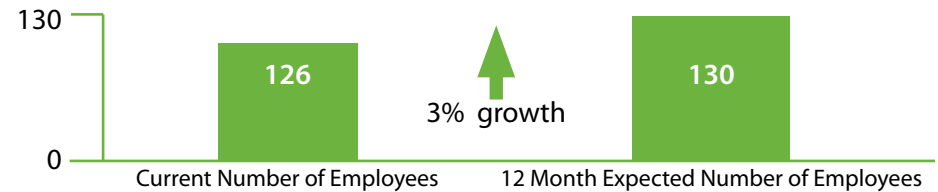
Where the Jobs Are

- Construction

12-Month Employer Growth Expectations

20%	More
3%	Less
77%	Stay the Same

Employers Anticipate Increasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	81%	19%
Dental insurance	63%	38%
Life insurance	44%	56%
Paid sick leave	53%	47%
Retirement plan	75%	25%
Paid vacation	88%	13%
Child care	0%	100%
Disability insurance	50%	50%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	28%	52%	16%	4%
Dental insurance	21%	37%	11%	32%
Life insurance	58%	33%	0%	8%
Paid sick leave	88%	0%	6%	6%
Retirement plan	21%	0%	11%	68%
Paid vacation	89%	4%	0%	7%
Child care	0%	0%	0%	0%
Disability insurance	54%	31%	8%	8%

Most Important Skills for Applicants

75%	Ability to schedule and coordinate construction work
64%	Ability to manage project budgets and maintain project costs
25%	Ability to apply structural and safety principles to buildings & other construction
21%	Ability to apply for and obtain state and local building codes and regulations
14%	Ability to interpret maps for architecture, construction, civil engineering, etc.

Most Deficient Skills of Applicants

32%	Ability to schedule and coordinate construction work
32%	Ability to manage project budgets and maintain project costs
14%	Ability to apply structural and safety principles to buildings & other construction
14%	Ability to apply for and obtain state and local building codes and regulations
9%	Ability to interpret maps for architecture, construction, civil engineering, etc.

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	41%	43%
Word of mouth/referrals/networking	31%	11%
Advertise in newspaper	24%	14%
Contract with employment agency/recruiter	14%	32%
The firm's website or internal job board	14%	14%
Partner with a college or university	10%	n/a
Job fairs	3%	n/a
Firm does own recruiting/walk-ins	3%	n/a
LinkedIn or other social media sites	n/a	4%

How Often Position is Permanent Full-Time Position

84%	Always
13%	Usually
3%	Seldom to never

Average Hours per Week Position Requires - 35 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
14%	Somewhat (Between 10% and 3%)
86%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

4%	Yes
54%	It depends on the crime
43%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

81	Average annual new jobs
14	Average annual replacement jobs
95	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

23 percent growth rate for construction managers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Cost Estimators

13-1051

Cost Estimators prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. They may specialize according to particular service performed or type of product manufactured.

Typical Education Requirements for This Occupation

39%	Completion of high school or equivalent
24%	Certificate or associate's degree from a community college
33%	Bachelor's degree
2%	Bachelor's degree and a Certified Public Accountant
2%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

4%	No formal work experience required
16%	Six months to 2 years in a related position
22%	More than 2 years in a related position
6%	Six months to 2 years in that specific position
52%	More than 2 years in that specific position

Pay Range – Hourly/Annual

Entry-level Employees: \$8.00 to \$36.00/\$30,000 to \$52,000

Experienced Employees: \$8.00 to \$40.00/\$40,000 to \$150,000

Where the Jobs Are

- Construction
- Low-Tech Manufacturing

12-Month Employer Growth Expectations

12%	More
0%	Less
88%	Stay the Same

Employers Anticipate Increasing Employment in Position by 5%



Benefits Offered by Employer

	Yes	No
Medical insurance	83%	17%
Dental insurance	69%	31%
Life insurance	54%	46%
Paid sick leave	52%	48%
Retirement plan	73%	27%
Paid vacation	90%	10%
Child care	4%	96%
Disability insurance	49%	51%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	23%	55%	23%	0%
Dental insurance	21%	32%	18%	29%
Life insurance	75%	21%	0%	4%
Paid sick leave	96%	0%	0%	4%
Retirement plan	15%	0%	11%	74%
Paid vacation	91%	2%	0%	7%
Child care	0%	0%	0%	100%
Disability insurance	65%	18%	6%	12%

Most Important Skills for Applicants

67%	Ability to interpret blueprints, drawings and specifications
56%	Ability to estimate materials for production and manufacturing
36%	Ability to develop and maintain cost estimation databases
24%	Skills to prepare estimates for general expenses and overhead
18%	Advanced ability with spreadsheet software

Most Deficient Skills of Applicants

32%	Advanced ability with spreadsheet software
27%	Ability to estimate materials for production and manufacturing
19%	Ability to develop and maintain cost estimation databases
14%	Ability to interpret blueprints, drawings and specifications
8%	Skills to prepare estimates for general expenses and overhead

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	42%	47%
Word of mouth/referrals/networking	30%	24%
Advertise in newspaper	14%	13%
The firm's website or internal job board	12%	9%
Contract with employment agency/recruiter	10%	22%
Partner with a college or university	8%	2%
Firm does own recruiting/walk-ins	6%	n/a
Job fairs	4%	2%
Promote from within	n/a	2%

How Often Position is Permanent Full-Time Position

88%	Always
10%	Usually
2%	Seldom to never

Average Hours per Week Position Requires - 20 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

4%	Substantial (Over 10%)
11%	Somewhat (Between 10% and 3%)
85%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

9%	Yes
63%	It depends on the crime
28%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

74	Average annual new jobs
43	Average annual replacement jobs
117	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

19 percent growth rate for cost estimators in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Customer Service Representatives 43-4051

Customer Service Representatives interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints.

Typical Education Requirements for This Occupation

55%	Completion of high school or equivalent
28%	Certificate or associate's degree from a community college
15%	Bachelor's degree
1%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

12%	No formal work experience required
44%	Six months to 2 years in a related position
21%	More than 2 years in a related position
7%	Six months to 2 years in that specific position
16%	More than 2 years in that specific position

Pay Range – Hourly/Annually

Entry-level Employees: \$8.00 to \$30.00 / \$25,000 to \$45,000
 Experienced Employees: \$8.00 to \$40.00 / \$25,000 to \$60,000

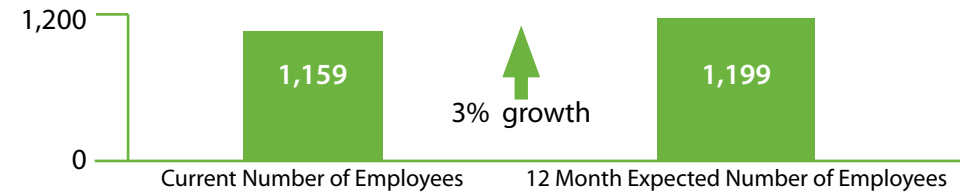
Where the Jobs Are

- Low-Tech Manufacturing
- Auto Repair
- High Tech Manufacturing
- Life Sciences & Bio

12-Month Employer Growth Expectations

27%	More
0%	Less
73%	Stay the Same

Employers Anticipate Increasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	85%	15%
Dental insurance	57%	43%
Life insurance	49%	51%
Paid sick leave	75%	25%
Retirement plan	57%	43%
Paid vacation	93%	7%
Child care	3%	97%
Disability insurance	62%	38%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	17%	50%	22%	12%
Dental insurance	13%	44%	21%	23%
Life insurance	67%	15%	6%	12%
Paid sick leave	94%	4%	0%	2%
Retirement plan	8%	11%	29%	53%
Paid vacation	99%	0%	0%	1%
Child care	0%	0%	0%	100%
Disability insurance	58%	18%	3%	21%

Customer Service Representatives

Most Important Skills for Applicants

67%	Ability to interview customers, investigate complaints, and explain technical material over the phone
52%	Computer literacy skills
45%	Ability to explain the type and costs of services offered
30%	Ability to explain technical material over the phone
6%	Ability to determine special program eligibility

Most Deficient Skills of Applicants

40%	Ability to interview customers, investigate complaints, and explain technical material over the phone
30%	Ability to explain technical material over the phone
13%	Ability to explain the type and costs of services offered
12%	Ability to determine special program eligibility
5%	Computer literacy skills

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	51%	44%
Word of mouth/referrals/networking	24%	22%
Contract with employment agency/recruiter	21%	27%
Partner with a college or university	7%	2%
The firm's website or internal job board	7%	8%
Advertise in newspaper	7%	13%
Firm does own recruiting/walk-ins	3%	n/a
Job fairs	1%	5%
Promote from within	n/a	5%
LinkedIn or other social media sites	n/a	3%

How Often Position is Permanent Full-Time Position

69%	Always
27%	Usually
4%	Seldom to never

Average Hours per Week Position Requires - 10 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
11%	Somewhat (Between 10% and 3%)
89%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

12%	Yes
61%	It depends on the crime
27%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

395	Average annual new jobs
558	Average annual replacement jobs
953	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

11 percent growth rate for customer service representatives in San Diego County over the next five years compared to 8 percent growth for all occupations in the county. (Source: EMSI)

Database Administrators

15-1061

Database Administrators coordinate changes to computer databases, test and implement the database applying knowledge of database management systems. They may plan, coordinate, and implement security measures to safeguard computer databases.

Typical Education Requirements for This Occupation

8%	Completion of high school or equivalent
10%	Certificate or associate's degree from a community college
77%	Bachelor's degree
5%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

6%	No formal work experience required
14%	Six months to 2 years in a related position
39%	More than 2 years in a related position
14%	Six months to 2 years in that specific position
28%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$25,000 to \$70,000
 Experienced Employees: \$25,000 to \$75,000

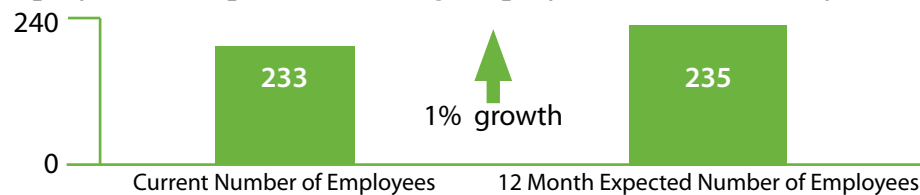
Where the Jobs Are

- Life Sciences & Bio
- Professional Business Services
- FIRE (Finance, Insurance & Real Estate)
- High Tech Manufacturing
- Legal Services

12-Month Employer Growth Expectations

5%	More
0%	Less
95%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	93%	7%
Dental insurance	82%	18%
Life insurance	66%	34%
Paid sick leave	91%	9%
Retirement plan	80%	20%
Paid vacation	96%	4%
Child care	12%	88%
Disability insurance	78%	22%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	15%	78%	8%	0%
Dental insurance	18%	65%	12%	6%
Life insurance	63%	15%	7%	15%
Paid sick leave	95%	5%	0%	0%
Retirement plan	0%	24%	38%	38%
Paid vacation	95%	5%	0%	0%
Child care	0%	50%	0%	50%
Disability insurance	63%	23%	7%	7%

Most Important Skills for Applicants

61%	Ability to maintain databases on multi-user computer systems
45%	Knowledge of data storage technology
42%	Knowledge of data security procedures
37%	Advanced ability with relational databases
16%	Skills to apply system optimization techniques

Most Deficient Skills of Applicants

50%	Advanced ability with relational databases
29%	Skills to apply system optimization techniques
13%	Knowledge of data storage technology
8%	Ability to maintain databases on multi-user computer systems

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	48%	25%
Place ads online, like Monster.com or Craigslist	36%	20%
Contract with employment agency/recruiter	36%	53%
Partner with a college or university	12%	3%
Word of mouth/referrals/networking	10%	10%
LinkedIn or other social media sites	5%	10%
Advertise in newspaper	2%	n/a
Promote from within	n/a	5%

How Often Position is Permanent Full-Time Position

78%	Always
18%	Usually
5%	Seldom to never

Average Hours per Week Position Requires - 30 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
3%	Somewhat (Between 10% and 3%)
97%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

6%	Yes
53%	It depends on the crime
42%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

47	Average annual new jobs
24	Average annual replacement jobs
71	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

16 percent growth rate for database administrators in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Dental Assistants 31-9091

Dental Assistants assist dentist, set up patient and equipment, and keep records.

Typical Education Requirements for This Occupation

12%	Completion of high school or equivalent
76%	Certificate or associate's degree from a community college
12%	Bachelor's degree

Typical Level of Work Experience for This Occupation

12%	No formal work experience required
19%	Six months to 2 years in a related position
27%	More than 2 years in a related position
19%	Six months to 2 years in that specific position
23%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$8.00 to \$21.00

Experienced Employees: \$12.00 to \$30.00

Where the Jobs Are

- Healthcare (dental)

12-Month Employer Growth Expectations

12%	More
4%	Less
84%	Stay the Same

Employers Anticipate Increasing Employment in Position by 7%



Benefits Offered by Employer

	Yes	No
Medical insurance	62%	38%
Dental insurance	50%	50%
Life insurance	4%	96%
Paid sick leave	65%	35%
Retirement plan	52%	48%
Paid vacation	88%	12%
Child care	4%	96%
Disability insurance	63%	38%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	14%	21%	43%	21%
Dental insurance	77%	23%	0%	0%
Life insurance	0%	100%	0%	0%
Paid sick leave	88%	0%	6%	6%
Retirement plan	10%	0%	20%	70%
Paid vacation	91%	0%	0%	9%
Child care	0%	100%	0%	0%
Disability insurance	82%	9%	9%	0%

Most Important Skills for Applicants

79%	Skills to prepare patients for dental examinations and treatments
63%	Certificate from a dental-assisting program
54%	Skills to clean and polish teeth
4%	Ability to advise patients on oral hygiene

Most Deficient Skills of Applicants

35%	Skills to clean and polish teeth
29%	Ability to compile and maintain medical records
18%	Skills to prepare patients for dental examinations and treatments
12%	Certificate from a dental-assisting program
6%	Ability to advise patients on oral hygiene

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	59%	36%
Contract with employment agency/recruiter	27%	32%
Partner with a college or university	23%	14%
Word of mouth/referrals/networking	14%	18%
Advertise in newspaper	9%	9%

How Often Position is Permanent Full-Time Position

42%	Always
42%	Usually
15%	Seldom to never

Average Hours per Week Position Requires - 25 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
8%	Somewhat (Between 10% and 3%)
92%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

5%	Yes
58%	It depends on the crime
37%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

153	Average annual new jobs
72	Average annual replacement jobs
225	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

20 percent growth rate for dental assistants in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Dental Hygienists

29-2021

Dental Hygienists clean teeth and examine oral areas, head, and neck for signs of oral disease.

Typical Education Requirements for This Occupation

38%	Certificate or associate's degree from a community college
63%	Bachelor's degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
12%	Six months to 2 years in a related position
24%	More than 2 years in a related position
24%	Six months to 2 years in that specific position
41%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$30.00 to \$55.00
 Experienced Employees: \$40.00 to \$75.00

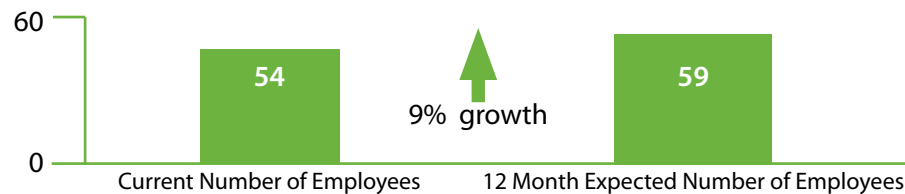
Where the Jobs Are

- Healthcare (dental)

12-Month Employer Growth Expectations

6%	More
0%	Less
94%	Stay the Same

Employers Anticipate Increasing Employment in Position by 9%



Benefits Offered by Employer

	Yes	No
Medical insurance	78%	22%
Dental insurance	67%	33%
Life insurance	6%	94%
Paid sick leave	78%	22%
Retirement plan	61%	39%
Paid vacation	94%	6%
Child care	6%	94%
Disability insurance	69%	31%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	15%	23%	38%	23%
Dental insurance	75%	25%	0%	0%
Life insurance	0%	100%	0%	0%
Paid sick leave	86%	0%	7%	7%
Retirement plan	11%	0%	11%	78%
Paid vacation	88%	0%	0%	12%
Child care	0%	100%	0%	0%
Disability insurance	75%	13%	13%	0%

Most Important Skills for Applicants

76%	Skills to clean and stimulate the gums to prevent gum disease
65%	Possession of Dental hygienist certification
35%	Ability to prepare patients for exams and treatments
24%	Skills to administer medications, treatments, and local anesthetics

Most Deficient Skills of Applicants

42%	Skills to clean and stimulate the gums to prevent gum disease
42%	Ability to maintain dental records
17%	Ability to prepare patients for exams and treatments

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	67%	44%
Contract with employment agency/recruiter	20%	25%
Partner with a college or university	20%	6%
Word of mouth/referrals/networking	13%	25%
Advertise in newspaper	13%	6%

How Often Position is Permanent Full-Time Position

28%	Always
33%	Usually
39%	Seldom to never

Average Hours per Week Position Requires - 16 to 40 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
22%	Somewhat (Between 10% and 3%)
78%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
58%	It depends on the crime
42%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

60	Average annual new jobs
31	Average annual replacement jobs
91	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

20 percent growth rate for dental hygienists in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Educational, Vocational, and School Counselors

43-6012

Educational, Vocational, and School Counselors counsel individuals and provide group educational and vocational guidance services.

Typical Education Requirements for This Occupation

7%	Certificate or associate's degree from a community college
38%	Bachelor's degree
8%	Bachelor's degree and a certificate
44%	Master's or other graduate degree
3%	Master's or other graduate degree and a Certified Public Accountant

Typical Level of Work Experience for This Occupation

17%	No formal work experience required
29%	Six months to 2 years in a related position
16%	More than 2 years in a related position
14%	Six months to 2 years in that specific position
24%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$30,000 to \$60,000
 Experienced Employees: \$32,000 to \$90,000

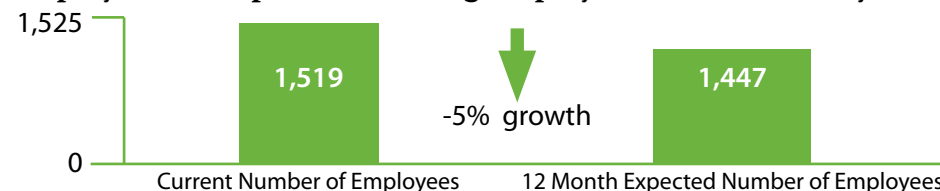
Where the Jobs Are

- Education & Social Services

12-Month Employer Growth Expectations

3%	More
23%	Less
74%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 5%



Benefits Offered by Employer

	Yes	No
Medical insurance	98%	2%
Dental insurance	95%	5%
Life insurance	84%	16%
Paid sick leave	98%	2%
Retirement plan	92%	8%
Paid vacation	90%	10%
Child care	8%	92%
Disability insurance	74%	26%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	41%	51%	3%	5%
Dental insurance	46%	42%	2%	11%
Life insurance	40%	24%	20%	16%
Paid sick leave	90%	5%	2%	3%
Retirement plan	18%	29%	18%	36%
Paid vacation	94%	2%	2%	2%
Child care	50%	0%	25%	25%
Disability insurance	26%	38%	18%	18%

Educational, Vocational, and School Counselors

Most Important Skills for Applicants

62%	Ability to apply counseling techniques
58%	Ability to assess educational potential and need
38%	Ability to resolve conflicts
33%	Ability to assist clients to develop job readiness skills and job search strategies
8%	Skills to interpret psychological test results

Most Deficient Skills of Applicants

41%	Ability to assist clients to develop job readiness skills and job search strategies
30%	Skills to interpret psychological test results
16%	Ability to resolve conflicts
11%	Ability to assess educational potential and need
3%	Ability to apply counseling techniques

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	65%	66%
Place ads online, like Monster.com/Craigslist	32%	29%
Partner with a college or university	19%	6%
Job fairs	8%	5%
Word of mouth/referrals/networking	6%	3%
Contract with employment agency/recruiter	2%	11%
LinkedIn or other social media sites	2%	2%
Advertise in newspaper	n/a	2%

How Often Position is Permanent Full-Time Position

28%	Always
64%	Usually
8%	Seldom to never

Average Hours per Week Position Requires - 20 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

8%	Substantial (Over 10%)
37%	Somewhat (Between 10% and 3%)
56%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

4%	Yes
43%	It depends on the crime
54%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

79	Average annual new jobs
74	Average annual replacement jobs
153	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

11 percent growth rate for educational, vocational, and school counselors in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Electricians 47-2111

Electricians install, maintain, and repair electrical wiring, equipment, and fixtures. They ensure that work is in accordance with relevant codes. They may install or service street lights, intercom systems, or electrical control systems.

Typical Education Requirements for This Occupation

65%	Completion of high school or equivalent
35%	Certificate or associate's degree from a community college

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
12%	Six months to 2 years in a related position
24%	More than 2 years in a related position
12%	Six months to 2 years in that specific position
53%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$10.00 to \$22.00
 Experienced Employees: \$11.00 to \$38.00

Where the Jobs Are

- Construction

12-Month Employer Growth Expectations

35%	More
0%	Less
65%	Stay the Same

Employers Anticipate Increasing Employment in Position by 11%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	88%	13%
Life insurance	69%	31%
Paid sick leave	56%	44%
Retirement plan	81%	19%
Paid vacation	75%	25%
Child care	7%	93%
Disability insurance	77%	23%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	8%	58%	25%	8%
Dental insurance	27%	45%	27%	0%
Life insurance	57%	43%	0%	0%
Paid sick leave	100%	0%	0%	0%
Retirement plan	0%	17%	17%	67%
Paid vacation	90%	0%	0%	10%
Child care	0%	0%	0%	0%
Disability insurance	40%	60%	0%	0%

Most Important Skills for Applicants

91%	Skills to install electrical and electronic cable and wiring
36%	Ability to interpret blueprints and technical drawings
27%	Skills to install electromechanical control instruments
27%	Skills to test and measure voltage, loads, ground faults and integrity of circuits
18%	Knowledge of Alternating Current (AC) and Analog Electronics Theory

Most Deficient Skills of Applicants

33%	Skills to install electrical and electronic cable and wiring
33%	Ability to interpret blueprints and technical drawings
17%	Skills to install electromechanical control instruments
8%	Knowledge of Alternating Current (AC) and Analog Electronics Theory
8%	Skills to test and measure voltage, loads, ground faults and integrity of circuits

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	38%	27%
Contract with employment agency/recruiter	6%	7%
Partner with a college or university	6%	n/a
The firm's website or internal job board	13%	20%
Word of mouth/referrals/networking	25%	13%
Advertise in newspaper	6%	13%
Promote from within	n/a	13%
Job fairs	n/a	7%

How Often Position is Permanent Full-Time Position

65%	Always
35%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 40 to 45 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
7%	Somewhat (Between 10% and 3%)
93%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

14%	Yes
57%	It depends on the crime
29%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

146	Average annual new jobs
134	Average annual replacement jobs
280	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

13 percent growth rate for electricians in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Executive Secretaries and Administrative Assistants 43-6010

Executive Secretaries and Administrative Assistants provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. They may also train and supervise lower-level clerical staff.

Typical Education Requirements for This Occupation

36%	Completion of high school or equivalent
34%	Certificate or associate's degree from a community college
27%	Bachelor's degree
2%	Bachelor's degree and a Certified Public Accountant

Typical Level of Work Experience for This Occupation

4%	No formal work experience required
31%	Six months to 2 years in a related position
29%	More than 2 years in a related position
5%	Six months to 2 years in that specific position
31%	More than 2 years in that specific position

Pay Range – Hourly/Annually

Entry-level Employees: \$9.00 to \$25.00 / \$20,000 to \$65,000
 Experienced Employees: \$8.00 to \$26.00 / \$20,000 to \$75,000

Where the Jobs Are

- Professional Business Services
- FIRE (Finance, Insurance & Real Estate)
- Public Sector & Utilities
- Low-Tech Manufacturing
- Legal Services

12-Month Employer Growth Expectations

6%	More
4%	Less
90%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	96%	4%
Dental insurance	83%	17%
Life insurance	75%	25%
Paid sick leave	87%	13%
Retirement plan	86%	14%
Paid vacation	97%	3%
Child care	8%	92%
Disability insurance	77%	23%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	13%	58%	22%	7%
Dental insurance	12%	54%	16%	18%
Life insurance	49%	21%	12%	18%
Paid sick leave	88%	4%	5%	2%
Retirement plan	10%	16%	27%	48%
Paid vacation	94%	3%	2%	1%
Child care	17%	17%	33%	33%
Disability insurance	49%	19%	22%	11%

Executive Secretaries and Administrative Assistants

Most Important Skills for Applicants

68%	Ability to prioritize and handle multiple tasks
63%	Computer literacy skills
37%	Ability to determine and establish office procedures and routines
28%	Ability to undertake and complete special management assignments
4%	Ability to prepare budgets

Most Deficient Skills of Applicants

39%	Ability to prepare budgets
21%	Ability to prioritize and handle multiple tasks
14%	Ability to undertake & complete special management assignments
13%	Computer literacy skills
12%	Ability to determine and establish office procedures and routines

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	48%	34%
The firm's website or internal job board	39%	39%
Contract with employment agency/recruiter	27%	34%
Word of mouth/referrals/networking	13%	23%
Partner with a college or university	11%	3%
Job fairs	10%	5%
LinkedIn or other social media sites	3%	n/a
Advertise in newspaper	3%	3%
Firm does own recruiting/walk-ins	1%	n/a

How Often Position is Permanent Full-Time Position

85%	Always
15%	Usually
1%	Seldom to never

Average Hours per Week Position Requires - 30 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

2%	Substantial (Over 10%)
20%	Somewhat (Between 10% and 3%)
78%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

3%	Yes
43%	It depends on the crime
54%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

433	Average annual new jobs
243	Average annual replacement jobs
676	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

12 percent growth rate for executive secretaries in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Graphic Designers

27-1024

Graphic Designers design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. They may use a variety of mediums to achieve artistic or decorative effects.

Typical Education Requirements for This Occupation

11%	Completion of high school or equivalent
21%	Certificate or associate's degree from a community college
68%	Bachelor's degree

Typical Level of Work Experience for This Occupation

11%	No formal work experience required
37%	Six months to 2 years in a related position
26%	More than 2 years in a related position
11%	Six months to 2 years in that specific position
16%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$25,000 to \$47,000

Experienced Employees: \$25,000 to \$64,000

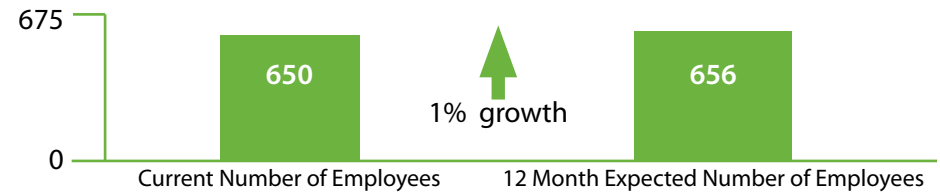
Where the Jobs Are

- Life Sciences & Bio
- FIRE (Finance, Insurance & Real Estate)
- High Tech Manufacturing

12-Month Employer Growth Expectations

8%	More
0%	Less
92%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	88%	12%
Life insurance	80%	20%
Paid sick leave	100%	0%
Retirement plan	88%	12%
Paid vacation	100%	0%
Child care	20%	80%
Disability insurance	92%	8%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	4%	70%	22%	4%
Dental insurance	12%	82%	6%	0%
Life insurance	65%	18%	12%	6%
Paid sick leave	92%	8%	0%	0%
Retirement plan	0%	29%	29%	41%
Paid vacation	92%	8%	0%	0%
Child care	0%	33%	0%	67%
Disability insurance	50%	39%	6%	6%

Most Important Skills for Applicants

50%	Ability to create and design art from general feedback and ideas
44%	Knowledge of marketing and graphic arts techniques
44%	Ability to consult with clients to establish designs and illustrations
44%	Knowledge of computer design and graphics technology and software
19%	Ability to design advertising layouts

Most Deficient Skills of Applicants

42%	Ability to consult with clients to establish designs and illustrations
25%	Ability to design advertising layouts
17%	Knowledge of marketing and graphic arts techniques
8%	Ability to create and design art from general feedback and ideas
8%	Knowledge of computer design and graphics technology and software

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	58%	45%
Place ads online, like Monster.com/Craigslist	38%	18%
Contract with employment agency/recruiter	33%	50%
Partner with a college or university	13%	n/a
Word of mouth/referrals/networking	8%	14%
LinkedIn or other social media sites	4%	n/a
Promote from within	n/a	5%

How Often Position is Permanent Full-Time Position

68%	Always
32%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 35 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
6%	Somewhat (Between 10% and 3%)
94%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
67%	It depends on the crime
33%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

47	Average annual new jobs
69	Average annual replacement jobs
116	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

11 percent growth rate for graphic designers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Legal Secretaries

43-6012

Legal Secretaries perform secretarial duties utilizing legal terminology, procedures, and documents. They prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. They may also assist with legal research.

Typical Education Requirements for This Occupation

39%	Completion of high school or equivalent
42%	Certificate or associate's degree from a community college
19%	Bachelor's degree

Typical Level of Work Experience for This Occupation

3%	No formal work experience required
26%	Six months to 2 years in a related position
34%	More than 2 years in a related position
3%	Six months to 2 years in that specific position
34%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$25,000 to \$55,000

Experienced Employees: \$30,000 to \$100,000

Where the Jobs Are

- Legal Services

12-Month Employer Growth Expectations

30%	More
3%	Less
68%	Stay the Same

Employers Anticipate Increasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	97%	3%
Dental insurance	81%	19%
Life insurance	68%	32%
Paid sick leave	89%	11%
Retirement plan	86%	14%
Paid vacation	95%	5%
Child care	8%	92%
Disability insurance	68%	32%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	53%	29%	12%	6%
Dental insurance	48%	33%	4%	15%
Life insurance	74%	9%	4%	13%
Paid sick leave	94%	3%	3%	0%
Retirement plan	15%	23%	19%	42%
Paid vacation	97%	3%	0%	0%
Child care	10%	0%	0%	0%
Disability insurance	58%	16%	16%	11%

Most Important Skills for Applicants

86%	Advanced ability in use of word processing software
77%	Prepare legal documents
14%	Assist with legal research including reviewing journals and publications
14%	Apply industry terms and concepts
9%	Ability to compile information for court cases

Most Deficient Skills of Applicants

36%	Assist with legal research including reviewing journals and publications
21%	Ability to compile information for court cases
18%	Apply industry terms and concepts
14%	Advanced ability in use of word processing software
11%	Prepare legal documents

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	56%	39%
Contract with employment agency/recruiter	38%	52%
Partner with a college or university	21%	18%
The firm's website or internal job board	21%	27%
Word of mouth/referrals/networking	6%	6%
Advertise in newspaper	3%	n/a

How Often Position is Permanent Full-Time Position

79%	Always
16%	Usually
5%	Seldom to never

Average Hours per Week Position Requires - 30 to 47 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

3%	Substantial (Over 10%)
17%	Somewhat (Between 10% and 3%)
80%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

3%	Yes
41%	It depends on the crime
56%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

114	Average annual new jobs
41	Average annual replacement jobs
161	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

19 percent growth rate for network legal secretaries in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Licensed Practical and Licensed Vocational Nurses 29-2061

Licensed Practical and Licensed Vocational Nurses care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions.

Typical Education Requirements for This Occupation

5%	Completion of high school or equivalent
59%	Certificate or associate's degree from a community college
30%	Bachelor's degree
5%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
48%	Six months to 2 years in a related position
18%	More than 2 years in a related position
25%	Six months to 2 years in that specific position
10%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$10.00 to \$42.00
 Experienced Employees: \$11.00 to \$51.00

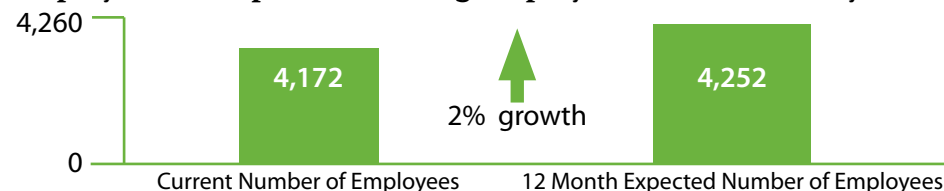
Where the Jobs Are

- Healthcare (non-dental)

12-Month Employer Growth Expectations

17%	More
7%	Less
76%	Stay the Same

Employers Anticipate Increasing Employment in Position by 2%



Benefits Offered by Employer

	Yes	No
Medical insurance	96%	4%
Dental insurance	93%	7%
Life insurance	84%	16%
Paid sick leave	89%	11%
Retirement plan	91%	9%
Paid vacation	96%	4%
Child care	18%	82%
Disability insurance	86%	14%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	10%	73%	12%	5%
Dental insurance	15%	51%	15%	18%
Life insurance	43%	10%	27%	20%
Paid sick leave	86%	11%	3%	0%
Retirement plan	10%	31%	21%	38%
Paid vacation	93%	8%	0%	0%
Child care	33%	0%	33%	33%
Disability insurance	40%	24%	16%	20%

Most Important Skills for Applicants

68%	Ability to provide patient care and observe procedures
53%	Ability to apply nursing practices and procedures
43%	Skills to administer medications and treatments
25%	Ability to Perform routine medical tests and treatments
13%	Skills to perform routine medical tests

Most Deficient Skills of Applicants

24%	Ability to apply nursing practices and procedures
24%	Skills to perform routine medical tests
18%	Ability to provide patient care and observe procedures
18%	Ability to Perform routine medical tests and treatments
18%	Skills to administer medications and treatments

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	53%	52%
Place ads online, like Monster.com or Craigslist	38%	48%
Job fairs	20%	10%
Partner with a college or university	13%	5%
Contract with employment agency/recruiter	11%	21%
Word of mouth/referrals/networking	7%	10%
Advertise in newspaper	4%	n/a
Firm does own recruiting/walk-ins	2%	n/a
LinkedIn or other social media sites	n/a	2%

How Often Position is Permanent Full-Time Position

42%	Always
49%	Usually
9%	Seldom to never

Average Hours per Week Position Requires - 20 to 80 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

15%	Substantial (Over 10%)
21%	Somewhat (Between 10% and 3%)
64%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

3%	Yes
41%	It depends on the crime
56%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

128	Average annual new jobs
164	Average annual replacement jobs
292	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

12 percent growth rate for licensed practical and licensed vocational nurses in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Maintenance and Repair Workers, General 49-9042

Maintenance and Repair Workers perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Their duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

Typical Education Requirements for This Occupation

82%	Completion of high school or equivalent
16%	Certificate or associate's degree from a community college
2%	Bachelor's degree

Typical Level of Work Experience for This Occupation

23%	No formal work experience required
37%	Six months to 2 years in a related position
23%	More than 2 years in a related position
2%	Six months to 2 years in that specific position
16%	More than 2 years in that specific position

Pay Range – Hourly/Annually

Entry-level Employees: \$8.00 to \$20.00 /\$22,000 to \$45,000
 Experienced Employees: \$9.00 to \$30.00/\$37,000 to \$45,000

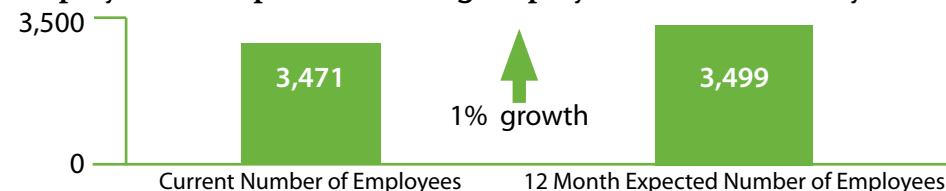
Where the Jobs Are

- Public Sector & Utilities (not Education)
- Wholesale, Transportation & Warehousing
- Low-Tech Manufacturing

12-Month Employer Growth Expectations

17%	More
9%	Less
73%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	97%	3%
Dental insurance	90%	10%
Life insurance	84%	16%
Paid sick leave	91%	9%
Retirement plan	85%	15%
Paid vacation	99%	1%
Child care	6%	94%
Disability insurance	79%	21%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	14%	62%	21%	3%
Dental insurance	16%	50%	22%	12%
Life insurance	57%	26%	7%	11%
Paid sick leave	91%	7%	0%	2%
Retirement plan	10%	37%	18%	35%
Paid vacation	98%	2%	0%	0%
Child care	0%	0%	0%	100%
Disability insurance	51%	24%	15%	10%

Maintenance and Repair Workers, General

Most Important Skills for Applicants

56%	Skills to correct malfunctions in electrical and electronic equipment
48%	Ability to use building materials for routine building maintenance
44%	Skills to operate hand and power woodworking tools
35%	Ability to interpret service manuals for electronic equipment
17%	Ability to test and measure voltage, loads, ground faults integrity of circuits

Most Deficient Skills of Applicants

35%	Skills to correct malfunctions in electrical and electronic equipment
28%	Ability to test and measure voltage, loads, ground faults integrity of circuits
18%	Ability to use building materials for routine building maintenance
15%	Ability to interpret service manuals for electronic equipment
5%	Skills to operate hand and power woodworking tools

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	47%	38%
Place ads online, like Monster.com or Craigslist	27%	33%
Contract with employment agency/recruiter	20%	23%
Job fairs	9%	13%
Word of mouth/referrals/networking	9%	6%
Partner with a college or university	8%	5%
Advertise in newspaper	6%	3%
Firm does own recruiting/walk-ins	3%	n/a
LinkedIn or other social media sites	2%	n/a
Promote from within	n/a	3%

How Often Position is Permanent Full-Time Position

57%	Always
38%	Usually
5%	Seldom to never

Average Hours per Week Position Requires - 8 to 48 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

5%	Substantial (Over 10%)
34%	Somewhat (Between 10% and 3%)
60%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

7%	Yes
61%	It depends on the crime
32%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

199	Average annual new jobs
171	Average annual replacement jobs
370	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

9 percent growth rate for maintenance and repair workers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Mechanical Engineers 17-2141

Mechanical Engineers perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. They oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

Typical Education Requirements for This Occupation

4%	Completion of high school or equivalent
73%	Bachelor's degree
23%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

12%	No formal work experience required
31%	Six months to 2 years in a related position
12%	More than 2 years in a related position
4%	Six months to 2 years in that specific position
42%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$45,000 to \$65,000
 Experienced Employees: \$45,000 to \$85,000

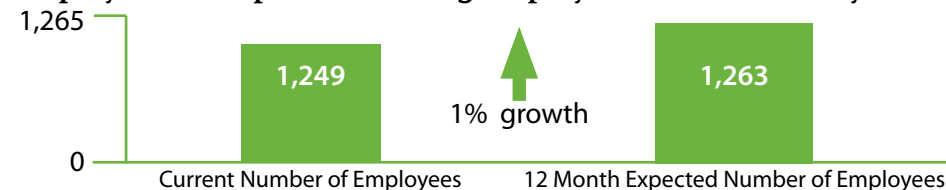
Where the Jobs Are

- High Tech Manufacturing (not Bio)

12-Month Employer Growth Expectations

19%	More
8%	Less
73%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	86%	14%
Life insurance	86%	14%
Paid sick leave	90%	10%
Retirement plan	86%	14%
Paid vacation	100%	0%
Child care	21%	79%
Disability insurance	89%	11%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	14%	66%	14%	7%
Dental insurance	9%	64%	18%	9%
Life insurance	48%	20%	20%	12%
Paid sick leave	77%	12%	8%	4%
Retirement plan	9%	0%	14%	77%
Paid vacation	93%	7%	0%	0%
Child care	40%	0%	0%	60%
Disability insurance	64%	9%	14%	14%

Most Important Skills for Applicants

75%	Ability to analyze engineering design problems
50%	Applied knowledge of manufacturing design processes
42%	Skills to design and evaluate manufacturing and processing systems
21%	Knowledge of drafting mechanical drawing and techniques
13%	Ability to use computer aided drafting software

Most Deficient Skills of Applicants

31%	Skills to design and evaluate manufacturing and processing systems
31%	Applied knowledge of manufacturing design processes
19%	Ability to analyze engineering design problems
13%	Knowledge of drafting mechanical drawing and techniques
6%	Ability to use computer aided drafting software

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	52%	37%
The firm's website or internal job board	44%	22%
Contract with employment agency/recruiter	41%	59%
Partner with a college or university	15%	7%
Word of mouth/referrals/networking	7%	4%
Job fairs	4%	7%
LinkedIn or other social media sites	4%	15%
Firm does own recruiting/walk-ins	4%	4%
Promote from within	n/a	4%

How Often Position is Permanent Full-Time Position

68%	Always
32%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 33 to 54 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

8%	Substantial (Over 10%)
35%	Somewhat (Between 10% and 3%)
58%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

16%	Yes
63%	It depends on the crime
21%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

36	Average annual new jobs
67	Average annual replacement jobs
104	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

7 percent growth rate for mechanical engineers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Medical Assistants 31-9092

Medical Assistants perform administrative and certain clinical duties under the direction of a physician. Their administrative duties may include scheduling appointments, maintaining medical records, billing, and coding for insurance purposes. Their clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by a physician.

Typical Education Requirements for This Occupation

24%	Completion of high school or equivalent
72%	Certificate or associate's degree from a community college
3%	Bachelor's degree

Typical Level of Work Experience for This Occupation

14%	No formal work experience required
45%	Six months to 2 years in a related position
7%	More than 2 years in a related position
21%	Six months to 2 years in that specific position
14%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$8.75 to \$16.00
 Experienced Employees: \$10.00 to \$22.00

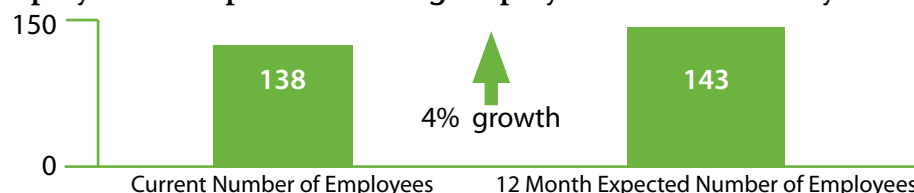
Where the Jobs Are

- Healthcare (non-dental)

12-Month Employer Growth Expectations

17%	More
10%	Less
72%	Stay the Same

Employers Anticipate Increasing Employment in Position by 4%



Benefits Offered by Employer

	Yes	No
Medical insurance	67%	33%
Dental insurance	30%	70%
Life insurance	27%	73%
Paid sick leave	77%	23%
Retirement plan	50%	50%
Paid vacation	83%	17%
Child care	0%	100%
Disability insurance	54%	46%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	53%	26%	5%	16%
Dental insurance	44%	11%	0%	44%
Life insurance	75%	0%	0%	25%
Paid sick leave	90%	5%	0%	5%
Retirement plan	50%	8%	17%	25%
Paid vacation	96%	0%	4%	0%
Child care	0%	0%	0%	0%
Disability insurance	75%	8%	8%	8%

Most Important Skills for Applicants

64%	Ability to observe patients and document relevant information
46%	Ability to prepare patients for tests, exams, and treatments
43%	Ability to measure patients vital signs
29%	Knowledge of medical terminology
18%	Ability to manage medical records

Most Deficient Skills of Applicants

35%	Ability to observe patients and document relevant information
25%	Ability to prepare patients for tests, exams, and treatments
20%	Ability to manage medical records
10%	Knowledge of medical terminology
10%	Ability to measure patients vital signs

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	60%	56%
Partner with a college or university	17%	4%
Word of mouth/referrals/networking	17%	28%
Advertise in newspaper	10%	8%
Contract with employment agency/recruiter	7%	8%
The firm's website or internal job board	7%	8%
Promote from within	n/a	4%

How Often Position is Permanent Full-Time Position

60%	Always
30%	Usually
10%	Seldom to never

Average Hours per Week Position Requires - 20 to 40 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
0%	Somewhat (Between 10% and 3%)
100%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

3%	Yes
38%	It depends on the crime
59%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

240	Average annual new jobs
75	Average annual replacement jobs
315	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

18 percent growth rate for medical assistants in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Medical Records and Health Information Technicians

29-2071

Medical Records and Health Information Technicians compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. They process, maintain, compile, and report patient information for health requirements and standards.

Typical Education Requirements for This Occupation

60%	Completion of high school or equivalent
31%	Certificate or associate's degree from a community college
7%	Bachelor's degree
2%	Master's or other graduate degree and a Certified Public Accountant

Typical Level of Work Experience for This Occupation

11%	No formal work experience required
54%	Six months to 2 years in a related position
9%	More than 2 years in a related position
15%	Six months to 2 years in that specific position
11%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$8.00 to \$20.00
 Experienced Employees: \$9.00 to \$21.00

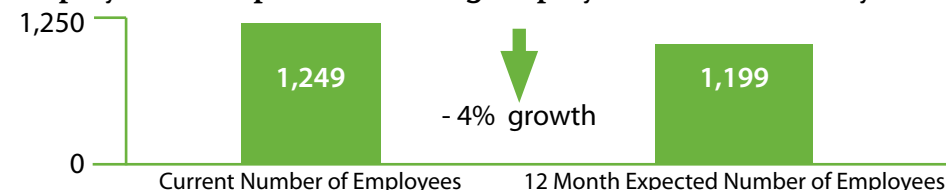
Where the Jobs Are

- Healthcare (non-dental)

12-Month Employer Growth Expectations

6%	More
10%	Less
84%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 4%



Benefits Offered by Employer

	Yes	No
Medical insurance	94%	6%
Dental insurance	87%	13%
Life insurance	77%	23%
Paid sick leave	92%	8%
Retirement plan	89%	11%
Paid vacation	100%	0%
Child care	20%	80%
Disability insurance	84%	16%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	20%	69%	9%	2%
Dental insurance	17%	56%	12%	15%
Life insurance	47%	13%	23%	17%
Paid sick leave	93%	5%	2%	0%
Retirement plan	17%	26%	20%	37%
Paid vacation	94%	6%	0%	0%
Child care	25%	0%	50%	25%
Disability insurance	41%	21%	21%	17%

Medical Records and Health Information Technicians

Most Important Skills for Applicants

60%	Ability to use technology including computers to compile and maintain medical records
58%	Ability to compile and maintain medical records
49%	Ability to classify and code health records and related information
19%	Ability to cross-reference and store records
14%	Knowledge of government medical billing regulations

Most Deficient Skills of Applicants

58%	Knowledge of government medical billing regulations
15%	Ability to compile and maintain medical records
12%	Ability to use technology including computers to compile and maintain medical records
9%	Ability to classify and code health records and related information
6%	Ability to cross-reference and store records

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	51%	49%
Place ads online, like Monster.com or Craigslist	34%	43%
Partner with a college or university	21%	6%
Job fairs	15%	10%
Word of mouth/referrals/networking	13%	14%
Contract with employment agency/recruiter	11%	22%
Advertise in newspaper	4%	4%
Firm does own recruiting/walk-ins	2%	n/a
LinkedIn or other social media sites	n/a	2%

How Often Position is Permanent Full-Time Position

52%	Always
40%	Usually
8%	Seldom to never

Average Hours per Week Position Requires - 25 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

9%	Substantial (Over 10%)
14%	Somewhat (Between 10% and 3%)
77%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

4%	Yes
46%	It depends on the crime
50%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

38	Average annual new jobs
30	Average annual replacement jobs
68	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

13 percent growth rate for medical records and health information technicians in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Medical Secretaries 43-6013

Medical Secretaries perform secretarial duties utilizing specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Their duties include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.

Typical Education Requirements for This Occupation

45%	Completion of high school or equivalent
43%	Certificate or associate's degree from a community college
10%	Bachelor's degree
2%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

2%	No formal work experience required
63%	Six months to 2 years in a related position
16%	More than 2 years in a related position
12%	Six months to 2 years in that specific position
7%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$10.00 to \$15.00
 Experienced Employees: \$10.00 to \$21.00

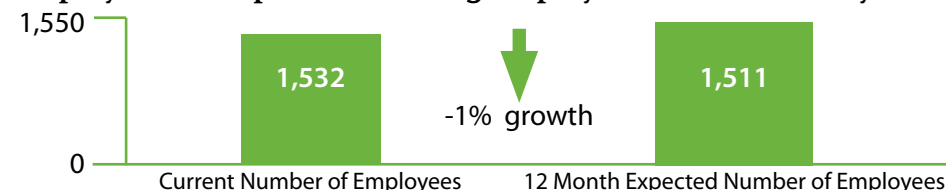
Where the Jobs Are

- Healthcare (non-dental)

12-Month Employer Growth Expectations

9%	More
9%	Less
82%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	87%	13%
Dental insurance	74%	26%
Life insurance	65%	35%
Paid sick leave	94%	6%
Retirement plan	83%	17%
Paid vacation	96%	4%
Child care	20%	80%
Disability insurance	70%	30%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	24%	62%	8%	5%
Dental insurance	26%	48%	13%	13%
Life insurance	50%	14%	23%	14%
Paid sick leave	90%	8%	3%	0%
Retirement plan	28%	24%	17%	31%
Paid vacation	93%	7%	0%	0%
Child care	25%	0%	50%	25%
Disability insurance	48%	13%	22%	17%

Most Important Skills for Applicants

61%	Ability to schedule and confirm appointments
44%	Ability to provide basic information to clients and the public
41%	Ability to obtain and process information
32%	Ability to understand and use medical terminology
22%	Interpret explain government organization rules policies

Most Deficient Skills of Applicants

42%	Interpret explain government organization rules policies
27%	Ability to obtain and process information
15%	Ability to understand and use medical terminology
8%	Ability to schedule and confirm appointments
8%	Ability to provide basic information to clients and the public

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	44%	38%
The firm's website or internal job board	44%	48%
Partner with a college or university	20%	5%
Job fairs	18%	12%
Contract with employment agency/recruiter	11%	26%
Word of mouth/referrals/networking	7%	14%
Advertise in newspaper	4%	2%
LinkedIn or other social media sites	n/a	2%

How Often Position is Permanent Full-Time Position

52%	Always
43%	Usually
5%	Seldom to never

Average Hours per Week Position Requires - 25 to 80 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

5%	Substantial (Over 10%)
23%	Somewhat (Between 10% and 3%)
73%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

7%	Yes
52%	It depends on the crime
40%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

281	Average annual new jobs
120	Average annual replacement jobs
401	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

16 percent growth rate for medical secretaries in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Mental Health and Substance Abuse Social Workers

21-1023

Mental Health and Substance Abuse Social Workers assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Their activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.

Typical Education Requirements for This Occupation

11%	Certificate or associate's degree from a community college
28%	Bachelor's degree
61%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

6%	No formal work experience required
20%	Six months to 2 years in a related position
29%	More than 2 years in a related position
20%	Six months to 2 years in that specific position
26%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$32,000 to \$47,000
 Experienced Employees: \$36,000 to \$88,000

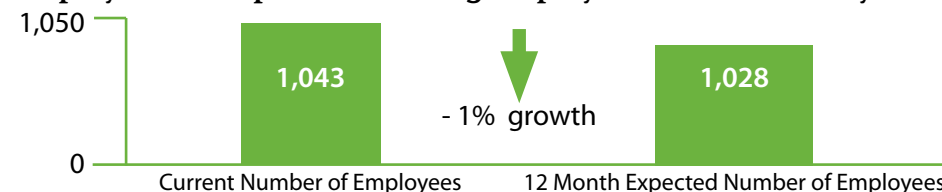
Where the Jobs Are

- Education & Social Services
- Mental Health Positions

12-Month Employer Growth Expectations

5%	More
19%	Less
76%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	95%	5%
Dental insurance	90%	10%
Life insurance	79%	21%
Paid sick leave	89%	11%
Retirement plan	90%	10%
Paid vacation	92%	8%
Child care	11%	89%
Disability insurance	63%	37%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	40%	43%	9%	9%
Dental insurance	41%	34%	9%	16%
Life insurance	56%	12%	16%	16%
Paid sick leave	91%	3%	0%	6%
Retirement plan	14%	31%	21%	34%
Paid vacation	94%	3%	3%	0%
Child care	50%	0%	0%	50%
Disability insurance	28%	33%	28%	11%

Most Important Skills for Applicants

61%	Skills to provide counseling and therapy to clients
61%	Skill in counseling and case management
39%	Knowledge of prevention and treatment programs
25%	Ability to effectively communicate with adults and children
14%	Investigate cases of child abuse or neglect

Most Deficient Skills of Applicants

38%	Investigate cases of child abuse or neglect
29%	Skills to provide counseling and therapy to clients
14%	Skill in counseling and case management
14%	Knowledge of prevention and treatment programs
5%	Ability to effectively communicate with adults and children

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	61%	67%
Place ads online, like Monster.com or Craigslist	45%	47%
Word of mouth/referrals/networking	13%	6%
Partner with a college or university	8%	6%
Job fairs	8%	3%
Contract with employment agency/recruiter	5%	11%
Advertise in newspaper	n/a	3%

How Often Position is Permanent Full-Time Position

53%	Always
44%	Usually
3%	Seldom to never

Average Hours per Week Position Requires - 25 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

6%	Substantial (Over 10%)
25%	Somewhat (Between 10% and 3%)
69%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

6%	Yes
41%	It depends on the crime
53%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

29	Average annual new jobs
26	Average annual replacement jobs
55	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

14 percent growth rate for mental health and substance abuse social workers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Mental Health Counselors

21-1014

Mental Health Counselors counsel individuals and groups to promote optimum mental health. They may help individuals deal with addictions and substance abuse; family, parenting, and marital problems; suicide; stress management; problems with self-esteem; and issues associated with aging and mental and emotional health. They counsel with emphasis on prevention.

Typical Education Requirements for This Occupation

35%	Bachelor's degree
65%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

12%	No formal work experience required
24%	Six months to 2 years in a related position
18%	More than 2 years in a related position
18%	Six months to 2 years in that specific position
29%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$36,000 to \$70,000
 Experienced Employees: \$40,000 to \$88,000

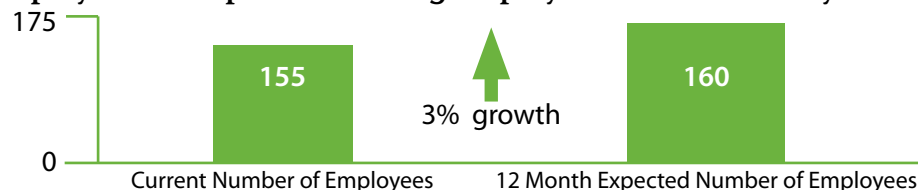
Where the Jobs Are

- Education & Social Services
- Mental Health Positions

12-Month Employer Growth Expectations

27%	More
13%	Less
60%	Stay the Same

Employers Anticipate Increasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	94%	6%
Life insurance	94%	6%
Paid sick leave	88%	12%
Retirement plan	94%	6%
Paid vacation	94%	6%
Child care	0%	100%
Disability insurance	61%	39%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	31%	44%	13%	13%
Dental insurance	36%	36%	7%	21%
Life insurance	69%	0%	23%	8%
Paid sick leave	92%	0%	0%	8%
Retirement plan	9%	9%	9%	73%
Paid vacation	93%	0%	7%	0%
Child care	0%	0%	0%	0%
Disability insurance	57%	0%	29%	14%

Most Important Skills for Applicants

75%	Knowledge of diagnosis, treatment, and rehabilitation of physical and mental dysfunctions
44%	Ability to collect information about clients through interviews, observation, and tests
44%	Ability to document patient observations
25%	Skills to assess patients for risk of suicide attempts
13%	Ability to convey sensitive information to specific audience

Most Deficient Skills of Applicants

25%	Knowledge of diagnosis, treatment, and rehabilitation of physical and mental dysfunctions
25%	Skills to assess patients for risk of suicide attempts
25%	Ability to convey sensitive information to specific audience
25%	Ability to document patient observations

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	53%	63%
The firm's website or internal job board	53%	50%
Word of mouth/referrals/networking	18%	6%
Contract with employment agency/recruiter	6%	6%
Job fairs	6%	n/a
Advertise in newspaper	n/a	13%

How Often Position is Permanent Full-Time Position

59%	Always
24%	Usually
18%	Seldom to never

Average Hours per Week Position Requires - 22 to 40 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
17%	Somewhat (Between 10% and 3%)
83%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
50%	It depends on the crime
50%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

20	Average annual new jobs
13	Average annual replacement jobs
33	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

16 percent growth rate for mental health counselors in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Network and Computer Systems Administrators

15-1071

Network and Computer Systems Administrators install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. They maintain network hardware and software. They monitor network to ensure network availability to all system users and perform necessary maintenance to support network availability. They may supervise other network support and client server specialists and plan, coordinate, and implement network security measures.

Typical Education Requirements for This Occupation

2%	Completion of high school or equivalent
12%	Certificate or associate's degree from a community college
83%	Bachelor's degree
2%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
23%	Six months to 2 years in a related position
33%	More than 2 years in a related position
10%	Six months to 2 years in that specific position
33%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$25,000 to \$75,000
 Experienced Employees: \$25,000 to \$90,000

Where the Jobs Are

- Life Sciences & Bio
- FIRE (Finance, Insurance & Real Estate)
- High Tech Manufacturing

12-Month Employer Growth Expectations

8%	More
2%	Less
90%	Stay the Same

Employers Anticipate Increasing Employment in Position by 6%



Benefits Offered by Employer

	Yes	No
Medical insurance	98%	2%
Dental insurance	94%	6%
Life insurance	79%	21%
Paid sick leave	93%	7%
Retirement plan	76%	24%
Paid vacation	92%	8%
Child care	16%	84%
Disability insurance	78%	22%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	17%	71%	13%	0%
Dental insurance	18%	60%	16%	7%
Life insurance	68%	18%	9%	6%
Paid sick leave	98%	2%	0%	0%
Retirement plan	6%	13%	25%	56%
Paid vacation	98%	2%	0%	0%
Child care	0%	50%	17%	33%
Disability insurance	52%	39%	3%	6%

Network and Computer Systems Administrators

Most Important Skills for Applicants

61%	Ability to troubleshoot computer programs and systems
56%	Knowledge of routing, firewalls and internet security standards.
53%	Knowledge of LAN, WAN, and remote access
22%	Skills to program computers using existing software
8%	Ability to communicate technical issues in writing

Most Deficient Skills of Applicants

60%	Ability to communicate technical issues in writing
20%	Ability to troubleshoot computer programs and systems
16%	Skills to program computers using existing software
4%	Knowledge of routing, firewalls and internet security standards.

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	47%	33%
Contract with employment agency/recruiter	40%	54%
Place ads online, like Monster.com/Craigslist	36%	26%
Partner with a college or university	15%	4%
Word of mouth/referrals/networking	13%	17%
LinkedIn or other social media sites	4%	7%
Job fairs	2%	2%

How Often Position is Permanent Full-Time Position

61%	Always
33%	Usually
7%	Seldom to never

Average Hours per Week Position Requires - 20 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
14%	Somewhat (Between 10% and 3%)
86%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

3%	Yes
46%	It depends on the crime
51%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

110	Average annual new jobs
51	Average annual replacement jobs
161	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

18 percent growth rate for network and computer systems administrators in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Network Systems and Data Communications Analysts 15-1081

Network Systems and Data Communications Analysts analyze, design, test, and evaluate network systems, such as local area networks (LAN), wide area networks (WAN), Internet, intranet, and other data communications systems. They perform network modeling, analysis, and planning. They research and recommend network and data communications hardware and software. They may supervise computer programmers.

Typical Education Requirements for This Occupation

11%	Certificate or associate's degree from a community college
89%	Bachelor's degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
0%	Six months to 2 years in a related position
71%	More than 2 years in a related position
0%	Six months to 2 years in that specific position
29%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$75,000
 Experienced Employees: \$85,000

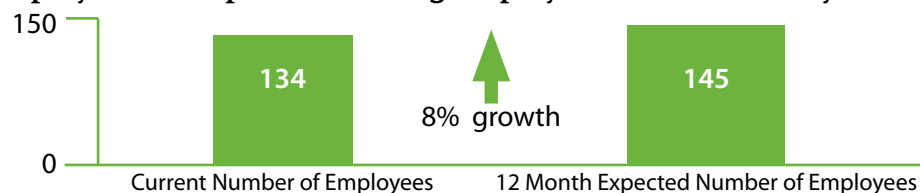
Where the Jobs Are

- High Tech Manufacturing (not Bio)
- Life Sciences & Bio

12-Month Employer Growth Expectations

22%	More
0%	Less
78%	Stay the Same

Employers Anticipate Increasing Employment in Position by 8%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	100%	0%
Life insurance	75%	25%
Paid sick leave	83%	17%
Retirement plan	75%	25%
Paid vacation	92%	8%
Child care	9%	91%
Disability insurance	75%	25%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	27%	55%	18%	0%
Dental insurance	27%	55%	18%	0%
Life insurance	43%	43%	14%	0%
Paid sick leave	89%	0%	11%	0%
Retirement plan	14%	29%	0%	57%
Paid vacation	100%	0%	0%	0%
Child care	0%	0%	0%	100%
Disability insurance	57%	29%	0%	14%

Most Important Skills for Applicants

83%	Ability to assist users to diagnose and solve data communication problems
50%	Ability to determine how a system should work and how changes in conditions, operations, and the environment will affect
33%	Skills to maintain the peripherals that are connected to the network
33%	Ability to monitor system performance and provide security measures, troubleshooting and maintenance as needed

Most Deficient Skills of Applicants

75%	Ability to assist users to diagnose and solve data communication problems
25%	Ability to monitor system performance and provide security measures, troubleshooting and maintenance as needed

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	57%	50%
The firm's website or internal job board	43%	75%
Contract with employment agency/recruiter	29%	38%
Partner with a college or university	14%	n/a

How Often Position is Permanent Full-Time Position

33%	Always
67%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 40 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
40%	Somewhat (Between 10% and 3%)
60%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
0%	It depends on the crime
100%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

144	Average annual new jobs
41	Average annual replacement jobs
185	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

32 percent growth rate for network systems and data communications analysts in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Nursing Aides, Orderlies, and Attendants 31-1012

Nursing Aides, Orderlies, and Attendants provide basic patient care under direction of nursing staff; and they perform duties, such as feed, bathe, dress, groom, or move patients, or change linens.

Typical Education Requirements for This Occupation

30%	Completion of high school or equivalent
70%	Certificate or associate's degree from a community college

Typical Level of Work Experience for This Occupation

25%	No formal work experience required
33%	Six months to 2 years in a related position
17%	More than 2 years in a related position
25%	Six months to 2 years in that specific position
0%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$10.00 to \$17.00
 Experienced Employees: \$10.00 to \$22.00

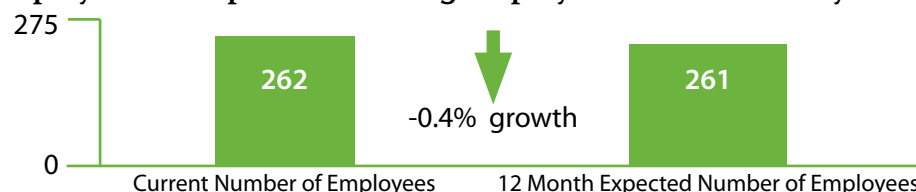
Where the Jobs Are

- Healthcare (non-dental)

12-Month Employer Growth Expectations

9%	More
9%	Less
82%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 0.4%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	73%	27%
Life insurance	50%	50%
Paid sick leave	73%	27%
Retirement plan	67%	33%
Paid vacation	92%	8%
Child care	17%	83%
Disability insurance	73%	27%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	25%	50%	8%	17%
Dental insurance	14%	57%	29%	0%
Life insurance	33%	17%	17%	33%
Paid sick leave	100%	0%	0%	0%
Retirement plan	29%	0%	0%	71%
Paid vacation	89%	0%	0%	11%
Child care	0%	0%	50%	50%
Disability insurance	80%	0%	0%	20%

Nursing Aides, Orderlies, and Attendants

Most Important Skills for Applicants

45%	Knowledge of basic nursing practices and procedures
45%	Ability to perform patient observation
36%	Ability to bathe, dress and groom patients
36%	Ability to prepare patients for exams and treatments
36%	Ability to maintain basic medical records

Most Deficient Skills of Applicants

33%	Ability to prepare patients for exams and treatments
33%	Ability to maintain basic medical records
22%	Ability to perform patient observation
11%	Ability to bathe, dress and groom patients

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	50%	64%
Contract with employment agency/recruiter	17%	9%
Partner with a college or university	17%	9%
The firm's website or internal job board	17%	9%
Word of mouth/referrals/networking	17%	9%
Job fairs	8%	9%
Advertise in newspaper	8%	n/a
Firm does own recruiting/walk-ins	8%	n/a
Promote from within	n/a	9%

How Often Position is Permanent Full-Time Position

50%	Always
25%	Usually
25%	Seldom to never

Average Hours per Week Position Requires - 11 to 40 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

9%	Substantial (Over 10%)
18%	Somewhat (Between 10% and 3%)
73%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

8%	Yes
25%	It depends on the crime
67%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

212	Average annual new jobs
86	Average annual replacement jobs
298	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

12 percent growth rate for nursing aides, orderlies, and attendants in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Painters, Construction and Maintenance Workers

47-2141

Painters, Construction and Maintenance workers paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns.

Typical Education Requirements for This Occupation

89%	Completion of high school or equivalent
11%	Certificate or associate's degree from a community college

Typical Level of Work Experience for This Occupation

18%	No formal work experience required
31%	Six months to 2 years in a related position
23%	More than 2 years in a related position
5%	Six months to 2 years in that specific position
23%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$9.00 to \$20.00
 Experienced Employees: \$9.00 to \$26.00

Where the Jobs Are

- Construction
- Wholesale, Transportation & Warehousing
- Low-Tech Manufacturing

12-Month Employer Growth Expectations

15%	More
0%	Less
85%	Stay the Same

Employers Anticipate Increasing Employment in Position by 9%



Benefits Offered by Employer

	Yes	No
Medical insurance	90%	10%
Dental insurance	79%	21%
Life insurance	65%	35%
Paid sick leave	82%	18%
Retirement plan	88%	13%
Paid vacation	90%	10%
Child care	0%	100%
Disability insurance	78%	18%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	3%	64%	30%	3%
Dental insurance	7%	56%	26%	11%
Life insurance	55%	36%	0%	9%
Paid sick leave	90%	0%	3%	7%
Retirement plan	15%	11%	19%	56%
Paid vacation	97%	3%	0%	0%
Child care	0%	0%	0%	0%
Disability insurance	63%	25%	8%	4%

Painters, Construction and Maintenance Workers

Most Important Skills for Applicants

61%	Skills to operate appropriate equipment
42%	Ability to move and lift heavy objects
42%	Ability to prepare, clean and sand surfaces
31%	Skills to repair cracks and holes
25%	Ability to calculate material needs

Most Deficient Skills of Applicants

52%	Ability to calculate material needs
24%	Skills to operate appropriate equipment
12%	Ability to prepare, clean and sand surfaces
8%	Skills to repair cracks and holes
4%	Ability to move and lift heavy objects

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	49%	39%
The firm's website or internal job board	28%	29%
Contract with employment agency/recruiter	18%	24%
Word of mouth/referrals/networking	15%	8%
Advertise in newspaper	13%	8%
Partner with a college or university	8%	n/a
Job fairs	8%	5%
Firm does own recruiting/walk-ins	3%	n/a
LinkedIn or other social media sites	n/a	3%
Promote from within	n/a	3%

How Often Position is Permanent Full-Time Position

40%	Always
48%	Usually
13%	Seldom to never

Average Hours per Week Position Requires - 20 to 45 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
24%	Somewhat (Between 10% and 3%)
76%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

5%	Yes
68%	It depends on the crime
27%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

152	Average annual new jobs
61	Average annual replacement jobs
213	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

21 percent growth rate for painters, construction and maintenance workers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Paralegals and Legal Assistants

23-2011

Paralegals and Legal Assistants assist lawyers by researching legal precedent, investigating facts, or preparing legal documents. They conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action.

Typical Education Requirements for This Occupation

2%	Completion of high school or equivalent
52%	Certificate or associate's degree from a community college
43%	Bachelor's degree
2%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

2%	No formal work experience required
22%	Six months to 2 years in a related position
27%	More than 2 years in a related position
7%	Six months to 2 years in that specific position
41%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$25,000 to \$60,000
 Experienced Employees: \$25,000 to \$80,000

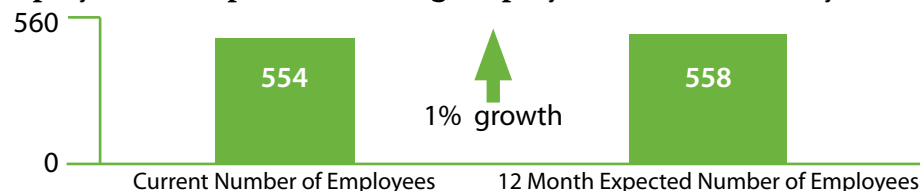
Where the Jobs Are

- Legal Services

12-Month Employer Growth Expectations

12%	More
5%	Less
84%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	93%	7%
Dental insurance	74%	26%
Life insurance	61%	39%
Paid sick leave	86%	14%
Retirement plan	81%	19%
Paid vacation	93%	7%
Child care	7%	93%
Disability insurance	62%	38%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	57%	30%	8%	5%
Dental insurance	46%	36%	4%	14%
Life insurance	75%	8%	4%	13%
Paid sick leave	94%	3%	3%	0%
Retirement plan	18%	25%	18%	39%
Paid vacation	97%	3%	0%	0%
Child care	100%	0%	0%	0%
Disability insurance	55%	18%	14%	14%

Most Important Skills for Applicants

70%	Skills to prepare legal briefs, correspondence, and documents
44%	Ability to conduct legal research
42%	Possession of a certificate in paralegal studies
28%	Skills to prepare court reports and affidavits
16%	Ability to interview clients and witnesses

Most Deficient Skills of Applicants

41%	Ability to interview clients and witnesses
24%	Skills to prepare court reports and affidavits
17%	Ability to conduct legal research
14%	Skills to prepare legal briefs, correspondence, and documents
3%	Possession of a certificate in paralegal studies

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	51%	41%
Contract with employment agency/recruiter	33%	49%
Partner with a college or university	18%	14%
The firm's website or internal job board	18%	24%
Word of mouth/referrals/networking	10%	11%
Advertise in newspaper	3%	n/a

How Often Position is Permanent Full-Time Position

76%	Always
20%	Usually
4%	Seldom to never

Average Hours per Week Position Requires - 15 to 55 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

2%	Substantial (Over 10%)
7%	Somewhat (Between 10% and 3%)
91%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

3%	Yes
35%	It depends on the crime
63%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

97	Average annual new jobs
25	Average annual replacement jobs
122	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

22 percent growth rate for paralegals and legal assistants in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Pharmacy Technicians 29-2052

Pharmacy Technicians prepare medications under the direction of a pharmacist. They may measure, mix, count out, label, and record amounts and dosages of medications.

Typical Education Requirements for This Occupation

21% Completion of high school or equivalent

50% Certificate or associate's degree from a community college

14% Bachelor's degree

14% Master's or other graduate degree

Typical Level of Work Experience for This Occupation

18% No formal work experience required

47% Six months to 2 years in a related position

18% More than 2 years in a related position

12% Six months to 2 years in that specific position

6% More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$8.00 to \$20.00

Experienced Employees: \$8.00 to \$22.00

Where the Jobs Are

- Healthcare (non-dental)
- Retail & Personal Services (lower skill)

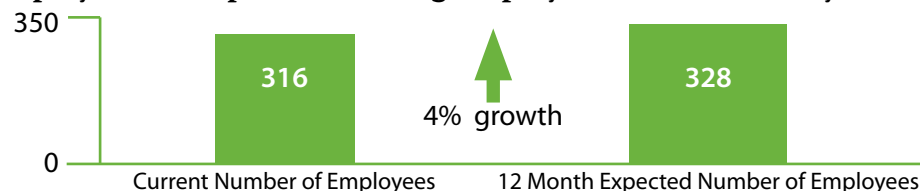
12-Month Employer Growth Expectations

10% More

0% Less

90% Stay the Same

Employers Anticipate Increasing Employment in Position by 4%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	100%	0%
Life insurance	88%	13%
Paid sick leave	100%	0%
Retirement plan	92%	8%
Paid vacation	100%	0%
Child care	14%	86%
Disability insurance	92%	8%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	0%	84%	11%	5%
Dental insurance	5%	70%	15%	10%
Life insurance	31%	25%	31%	13%
Paid sick leave	89%	0%	5%	5%
Retirement plan	11%	26%	32%	32%
Paid vacation	95%	5%	0%	0%
Child care	0%	0%	100%	0%
Disability insurance	33%	47%	20%	0%

Most Important Skills for Applicants

71%	Possession of a certification for pharmacy technician work
59%	Ability to provide quality customer service
35%	Ability to manage pharmaceutical supplies
24%	Ability to compound, package, and label pharmaceutical products
12%	Ability to maintain records and inventories of supplies

Most Deficient Skills of Applicants

57%	Possession of a certification for Pharmacy Technician work
29%	Ability to provide quality customer service
14%	Ability to compound, package, and label pharmaceutical products

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	57%	50%
Place ads online, like Monster.com or Craigslist	19%	27%
Partner with a college or university	19%	27%
Contract with employment agency/recruiter	14%	14%
Job fairs	14%	18%
Advertise in newspaper	10%	n/a
Firm does own recruiting/walk-ins	10%	5%

How Often Position is Permanent Full-Time Position

52%	Always
48%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 24 to 80 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

11%	Substantial (Over 10%)
26%	Somewhat (Between 10% and 3%)
63%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

5%	Yes
53%	It depends on the crime
42%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

73	Average annual new jobs
63	Average annual replacement jobs
136	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

14 percent growth rate for pharmacy technicians in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Plumbers, Pipefitters, and Steamfitters

13-1031

Plumbers, Pipefitters, and Steamfitters assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. They may install heating and cooling equipment and mechanical control systems.

Typical Education Requirements for This Occupation

67%	Completion of high school or equivalent
33%	Certificate or associate's degree from a community college

Typical Level of Work Experience for This Occupation

10%	No formal work experience required
20%	Six months to 2 years in a related position
20%	More than 2 years in a related position
0%	Six months to 2 years in that specific position
50%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$11.00 to \$21.00
 Experienced Employees: \$14.00 to \$57.00

Where the Jobs Are

- Construction

12-Month Employer Growth Expectations

50%	More
0%	Less
50%	Stay the Same

Employers Anticipate Increasing Employment in Position by 10%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	90%	0%
Life insurance	50%	50%
Paid sick leave	44%	56%
Retirement plan	70%	30%
Paid vacation	80%	20%
Child care	0%	90%
Disability insurance	78%	22%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	30%	40%	30%	0%
Dental insurance	33%	33%	22%	11%
Life insurance	80%	20%	0%	0%
Paid sick leave	100%	0%	0%	0%
Retirement plan	40%	0%	40%	20%
Paid vacation	100%	0%	0%	0%
Child care	0%	0%	0%	0%
Disability insurance	100%	0%	0%	0%

Plumbers, Pipefitters, and Steamfitters

Most Important Skills for Applicants

56%	Skills to assemble pipes and related plumbing fixtures
56%	Skills to repair water and sewer pipes and fixtures
33%	Skills to cut openings for pipes in walls, ceilings or floors
33%	A Certification or apprenticeship related to plumbing
22%	Skills to connect systems to mains, tanks, pumps, and compressors

Most Deficient Skills of Applicants

25%	Skills to cut openings for pipes in walls, ceilings or floors
25%	Skills to repair water and sewer pipes and fixtures
25%	A certification or apprenticeship related to plumbing
13%	Skills to assemble pipes and related plumbing fixtures
13%	Skills to connect systems to mains, tanks, pumps, and compressors

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com/Craigslist	40%	22%
The firm's website or internal job board	30%	22%
Word of mouth/referrals/networking	30%	11%
Advertise in newspaper	20%	22%
Job fairs	10%	11%
Firm does own recruiting/walk-ins	10%	11%
Contract with employment agency/recruiter	n/a	11%
Promote from within	n/a	11%

How Often Position is Permanent Full-Time Position

60%	Always
40%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 40 to 45 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
0%	Somewhat (Between 10% and 3%)
100%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
70%	It depends on the crime
30%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

47	Average annual new jobs
76	Average annual replacement jobs
123	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

6 percent growth rate for plumbers, pipefitters, and steamfitters in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Police and Sheriff's Patrol Officers 33-3051

Police and Sheriff's Patrol Officers maintain order, enforce laws and ordinances, and protect life and property in an assigned patrol district. They perform combination of following duties: patrol a specific area on foot or in a vehicle; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts.

Typical Education Requirements for This Occupation

60%	Completion of high school or equivalent
20%	Certificate or associate's degree from a community college
20%	Bachelor's degree

Typical Level of Work Experience for This Occupation

60%	No formal work experience required
30%	Six months to 2 years in a related position
10%	More than 2 years in a related position
0%	Six months to 2 years in that specific position
0%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$46,000 to \$60,000
 Experienced Employees: \$46,000 to \$72,000

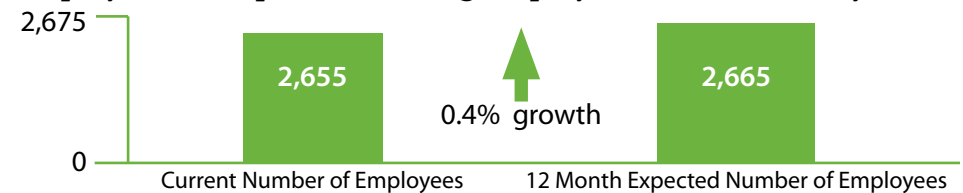
Where the Jobs Are

- Public Sector

12-Month Employer Growth Expectations

11%	More
11%	Less
78%	Stay the Same

Employers Anticipate Increasing Employment in Position by 0.4%



Benefits Offered by Employer

	Yes	No
Medical insurance	100%	0%
Dental insurance	100%	0%
Life insurance	100%	0%
Paid sick leave	100%	0%
Retirement plan	100%	0%
Paid vacation	100%	0%
Child care	0%	100%
Disability insurance	100%	0%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	10%	90%	0%	0%
Dental insurance	10%	70%	10%	10%
Life insurance	30%	40%	20%	10%
Paid sick leave	91%	9%	0%	0%
Retirement plan	10%	60%	20%	10%
Paid vacation	100%	0%	0%	0%
Child care	0%	0%	0%	0%
Disability insurance	50%	30%	20%	0%

Most Important Skills for Applicants

67%	Ability to enforce laws, ordinances, and regulations
33%	Knowledge of arrest search seizure law
33%	Ability to apply appropriate physical restraint
33%	Ability to maintain firearms proficiency
33%	Ability to conduct lawful interviews

Most Deficient Skills of Applicants

33%	Knowledge of arrest search seizure law
33%	Ability to maintain firearms proficiency
33%	Ability to conduct lawful interviews

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	91%	45%
Place ads online, like Monster.com/Craigslist	27%	9%
Job fairs	18%	18%
Partner with a college or university	9%	9%
LinkedIn or other social media sites	9%	n/a
Contract with employment agency/recruiter	n/a	18%

How Often Position is Permanent Full-Time Position

78%	Always
22%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 40 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

25%	Substantial (Over 10%)
50%	Somewhat (Between 10% and 3%)
25%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
0%	It depends on the crime
100%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

97	Average annual new jobs
118	Average annual replacement jobs
215	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

11 percent growth rate for police and sheriff's patrol officers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Registered Nurses 29-1111

Registered Nurses assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. They administer nursing care to ill, injured, convalescent, or disabled patients. They may advise patients on health maintenance and disease prevention or provide case management.

Typical Education Requirements for This Occupation

28%	Certificate or associate's degree from a community college
64%	Bachelor's degree
8%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

0%	No formal work experience required
42%	Six months to 2 years in a related position
15%	More than 2 years in a related position
19%	Six months to 2 years in that specific position
23%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$15.00 to \$35.00
 Experienced Employees: \$18.00 to \$45.00

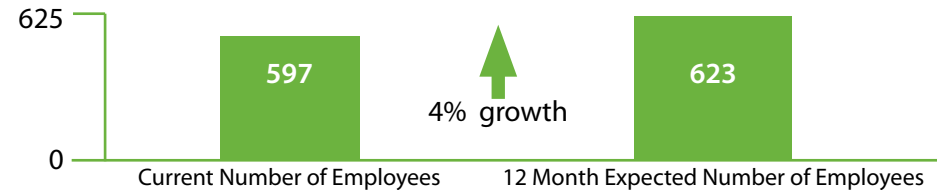
Where the Jobs Are

- General & Surgical Hospitals
- Medical Offices
- Outpatient Care Centers
- Nursing Care Facilities

12-Month Employer Growth Expectations

25%	More
4%	Less
71%	Stay the Same

Employers Anticipate Increasing Employment in Position by 4%



Benefits Offered by Employer

	Yes	No
Medical insurance	87%	13%
Dental insurance	77%	23%
Life insurance	69%	31%
Paid sick leave	76%	24%
Retirement plan	79%	21%
Paid vacation	93%	7%
Child care	11%	89%
Disability insurance	83%	17%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	18%	50%	18%	14%
Dental insurance	24%	38%	14%	24%
Life insurance	56%	0%	25%	19%
Paid sick leave	90%	5%	5%	0%
Retirement plan	19%	19%	25%	38%
Paid vacation	100%	0%	0%	0%
Child care	0%	0%	0%	0%
Disability insurance	71%	7%	14%	7%

Most Important Skills for Applicants

62%	Skills to administer medications & treatments as prescribed by physician
52%	Skills to assist in examining and treating patients
43%	Ability to monitor, record, and report symptoms
33%	Skills to apply uniform medical tests and procedures
10%	Ability to make initial medical diagnoses

Most Deficient Skills of Applicants

64%	Ability to make initial medical diagnoses
21%	Skills to assist in examining and treating patients
7%	Skills to administer medications & treatments as prescribed by physician
7%	Ability to monitor, record, and report symptoms

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
Place ads online, like Monster.com or Craigslist	54%	62%
The firm's website or internal job board	29%	46%
Word of mouth/referrals/networking	21%	13%
Partner with a college or university	14%	n/a
Advertise in newspaper	7%	n/a
Job fairs	4%	4%
Firm does own recruiting/walk-ins	4%	n/a
Contract with employment agency/recruiter	n/a	15%
Job fairs	n/a	4%

How Often Position is Permanent Full-Time Position

57%	Always
25%	Usually
18%	Seldom to never

Average Hours per Week Position Requires - 5 to 40 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

7%	Substantial (Over 10%)
11%	Somewhat (Between 10% and 3%)
82%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

0%	Yes
52%	It depends on the crime
48%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

535	Average annual new jobs
371	Average annual replacement jobs
906	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

13 percent growth rate for registered nurses in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Surgical Technologists

29-2055

Surgical Technologists assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. They may help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeon's assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.

Typical Education Requirements for This Occupation

17%	Completion of high school or equivalent
66%	Certificate or associate's degree from a community college
14%	Bachelor's degree
3%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

10%	No formal work experience required
42%	Six months to 2 years in a related position
13%	More than 2 years in a related position
19%	Six months to 2 years in that specific position
16%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$14.00 to \$30.00

Experienced Employees: \$14.00 to \$32.00

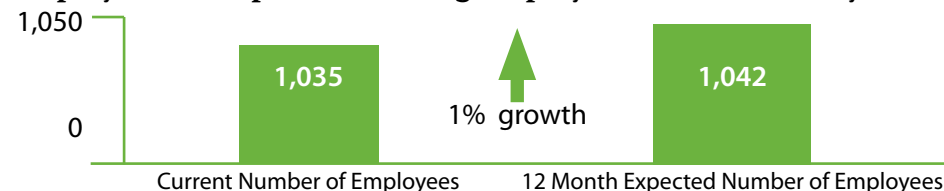
Where the Jobs Are

- Healthcare (non-dental)

12-Month Employer Growth Expectations

10%	More
0%	Less
90%	Stay the Same

Employers Anticipate Increasing Employment in Position by 1%



Benefits Offered by Employer

	Yes	No
Medical insurance	97%	3%
Dental insurance	94%	6%
Life insurance	75%	25%
Paid sick leave	94%	6%
Retirement plan	94%	6%
Paid vacation	100%	0%
Child care	36%	64%
Disability insurance	87%	13%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	14%	82%	4%	0%
Dental insurance	22%	59%	7%	11%
Life insurance	31%	31%	19%	19%
Paid sick leave	92%	8%	0%	0%
Retirement plan	26%	26%	13%	35%
Paid vacation	90%	6%	0%	3%
Child care	17%	50%	0%	33%
Disability insurance	40%	30%	10%	20%

Most Important Skills for Applicants

59%	Knowledge of surgical setup and support techniques
56%	Ability to prepare supplies and equipment for surgery
56%	Ability to anticipate needs of surgical team
28%	Knowledge of clinical sterilizing techniques

Most Deficient Skills of Applicants

28%	Ability to anticipate needs of surgical team
28%	Ability to maintain medical supply records and inventories
22%	Knowledge of surgical setup and support techniques
11%	Ability to prepare supplies and equipment for surgery
11%	Knowledge of clinical sterilizing techniques

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	59%	55%
Place ads online, like Monster.com or Craigslist	21%	29%
Job fairs	21%	13%
Contract with employment agency/recruiter	18%	32%
Word of mouth/referrals/networking	15%	13%
Partner with a college or university	12%	3%
Advertise in newspaper	6%	3%
LinkedIn or other social media sites	n/a	3%

How Often Position is Permanent Full-Time Position

42%	Always
45%	Usually
13%	Seldom to never

Average Hours per Week Position Requires - 25 to 65 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

4%	Substantial (Over 10%)
18%	Somewhat (Between 10% and 3%)
79%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

3%	Yes
45%	It depends on the crime
52%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

20	Average annual new jobs
20	Average annual replacement jobs
40	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

13 percent growth rate for surgical technologists in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Teachers - Middle School, Except Special and Vocational Education 25-2022

Middle School Teachers, Except Special and Vocational Education teach students in public or private schools in one or more subjects at the middle, intermediate, or junior high level, which falls between elementary and senior high school as defined by applicable State laws and regulations.

Typical Education Requirements for This Occupation

3%	Certificate or associate's degree from a community college
73%	Bachelor's degree
24%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

23%	No formal work experience required
17%	Six months to 2 years in a related position
27%	More than 2 years in a related position
13%	Six months to 2 years in that specific position
20%	More than 2 years in that specific position

Pay Range – Annual

Entry-level Employees: \$32,000 to \$52,000
 Experienced Employees: \$32,000 to \$89,000

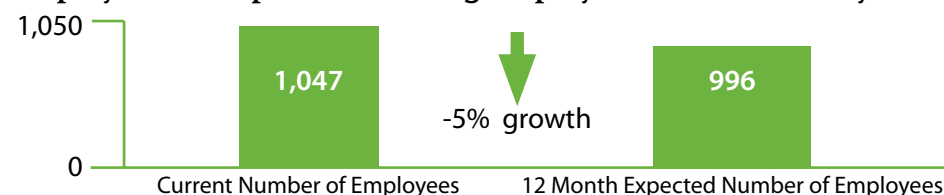
Where the Jobs Are

- Education

12-Month Employer Growth Expectations

6%	More
32%	Less
61%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 5%



Benefits Offered by Employer

	Yes	No
Medical insurance	91%	9%
Dental insurance	86%	14%
Life insurance	76%	24%
Paid sick leave	91%	9%
Retirement plan	89%	11%
Paid vacation	85%	15%
Child care	12%	88%
Disability insurance	66%	34%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	34%	55%	3%	7%
Dental insurance	57%	32%	4%	7%
Life insurance	43%	19%	19%	19%
Paid sick leave	93%	3%	0%	3%
Retirement plan	13%	29%	25%	33%
Paid vacation	96%	4%	0%	0%
Child care	67%	0%	0%	33%
Disability insurance	24%	41%	12%	24%

Most Important Skills for Applicants

55%	Knowledge of principles and methods for curriculum and training design
32%	Ability to convey information effectively
39%	Ability to select and use instructional methods/ procedures
65%	Ability to engage students in curriculum
10%	General computer literacy

Most Deficient Skills of Applicants

42%	Ability to engage students in curriculum
26%	General computer literacy
16%	Ability to select and use instructional methods/ procedures
11%	Ability to convey information effectively
5%	Knowledge of principles and methods for curriculum and training design

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	50%	58%
Place ads online, like Monster.com or Craigslist	29%	29%
Partner with a college or university	18%	6%
Word of mouth/referrals/networking	12%	3%
Job fairs	6%	10%
Contract with employment agency/recruiter	3%	13%
LinkedIn or other social media sites	n/a	3%

How Often Position is Permanent Full-Time Position

27%	Always
61%	Usually
12%	Seldom to never

Average Hours per Week Position Requires - 20 to 60 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
7%	Somewhat (Between 10% and 3%)
93%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

12%	Yes
38%	It depends on the crime
50%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

147	Average annual new jobs
133	Average annual replacement jobs
280	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

12 percent growth rate for middle school teachers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Teachers - Secondary School 25-2031

Secondary School Teachers instruct students in secondary public or private schools in one or more subjects, such as English, mathematics, or social studies.

Typical Education Requirements for This Occupation

3%	Certificate or associate's degree from a community college
63%	Bachelor's degree
34%	Master's or other graduate degree

Typical Level of Work Experience for This Occupation

26%	No formal work experience required
16%	Six months to 2 years in a related position
29%	More than 2 years in a related position
10%	Six months to 2 years in that specific position
19%	More than 2 years in that specific position

Pay Range – Annually

Entry-level Employees: \$30,000 to \$60,000
 Experienced Employees: \$35,000 to \$90,000

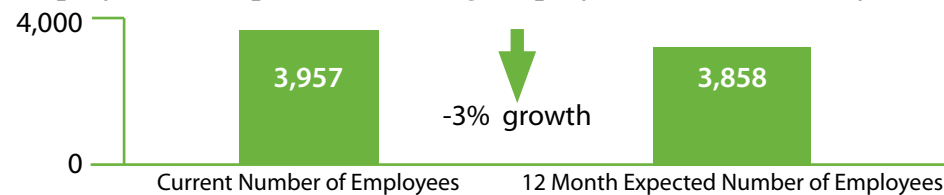
Where the Jobs Are

- Education & Social Services

12-Month Employer Growth Expectations

9%	More
27%	Less
64%	Stay the Same

Employers Anticipate Decreasing Employment in Position by 3%



Benefits Offered by Employer

	Yes	No
Medical insurance	91%	9%
Dental insurance	89%	11%
Life insurance	71%	29%
Paid sick leave	91%	9%
Retirement plan	83%	17%
Paid vacation	82%	18%
Child care	9%	91%
Disability insurance	67%	33%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	42%	48%	6%	3%
Dental insurance	52%	41%	4%	4%
Life insurance	38%	29%	19%	14%
Paid sick leave	86%	7%	3%	3%
Retirement plan	9%	41%	18%	32%
Paid vacation	92%	4%	0%	4%
Child care	50%	0%	0%	50%
Disability insurance	21%	42%	21%	16%

Most Important Skills for Applicants

57%	Knowledge of classroom management techniques
47%	Skills to develop course materials and curriculum content
47%	Skills to evaluate the progress of students
40%	Ability to prepare lesson plans and outlines
10%	Ability to participate in staff meetings, educational conferences, and workshops

Most Deficient Skills of Applicants

29%	Skills to evaluate the progress of students
24%	Knowledge of classroom management techniques
24%	Ability to participate in staff meetings, educational conferences, and workshops
19%	Skills to develop course materials and curriculum content
5%	Ability to prepare lesson plans and outlines

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	59%	67%
Place ads online, like Monster.com or Craigslist	26%	24%
Partner with a college or university	15%	6%
Word of mouth/referrals/networking	9%	n/a
Job fairs	6%	6%
Contract with employment agency/recruiter	3%	12%
LinkedIn or other social media sites	n/a	3%

How Often Position is Permanent Full-Time Position

25%	Always
56%	Usually
19%	Seldom to never

Average Hours per Week Position Requires - 16 to 50 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

15%	Substantial (Over 10%)
44%	Somewhat (Between 10% and 3%)
41%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

6%	Yes
35%	It depends on the crime
58%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

193	Average annual new jobs
304	Average annual replacement jobs
497	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

9 percent growth rate for secondary school teachers in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

Truck Drivers, Heavy Tractor Trailer 53-3032

Truck Drivers, Heavy Tractor Trailer drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form.

Typical Education Requirements for This Occupation

87%	Completion of high school or equivalent
13%	Certificate or associate's degree from a community college

Typical Level of Work Experience for This Occupation

6%	No formal work experience required
21%	Six months to 2 years in a related position
35%	More than 2 years in a related position
6%	Six months to 2 years in that specific position
32%	More than 2 years in that specific position

Pay Range – Hourly

Entry-level Employees: \$9.00 to \$20.00
 Experienced Employees: \$9.00 to \$23.00

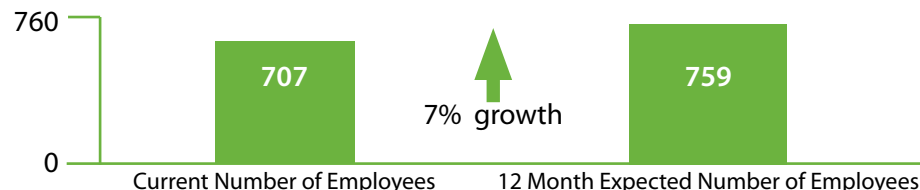
Where the Jobs Are

- Low-Tech Manufacturing
- Wholesale, Transportation & Warehousing

12-Month Employer Growth Expectations

32%	More
6%	Less
62%	Stay the Same

Employers Anticipate Increasing Employment in Position by 7%



Benefits Offered by Employer

	Yes	No
Medical insurance	94%	6%
Dental insurance	88%	12%
Life insurance	65%	35%
Paid sick leave	88%	12%
Retirement plan	79%	21%
Paid vacation	97%	3%
Child care	3%	97%
Disability insurance	71%	29%

Percent of Benefits Covered by Employer

	100%	99% to 51%	50%	< 50%
Medical insurance	14%	61%	21%	4%
Dental insurance	7%	44%	26%	22%
Life insurance	68%	16%	0%	16%
Paid sick leave	97%	3%	0%	0%
Retirement plan	8%	13%	17%	63%
Paid vacation	97%	3%	0%	0%
Child care	0%	0%	0%	100%
Disability insurance	65%	15%	0%	20%

Truck Drivers, Heavy Tractor Trailer

Most Important Skills for Applicants

67%	Skills to operate straight or articulated trucks to transport goods and material
48%	Ability to follow established traffic and transportation procedures
48%	Ability to oversee condition of equipment and loading/unloading of materials
27%	Knowledge of state and federal regulations for surface transportation
9%	Ability to receive and relay information to central dispatcher

Most Deficient Skills of Applicants

48%	Knowledge of state and federal regulations for surface transportation
22%	Ability to receive and relay information to central dispatcher
11%	Skills to operate straight or articulated trucks to transport goods and material
11%	Ability to oversee condition of equipment and loading/unloading of materials
7%	Ability to follow established traffic and transportation procedures

Most Effective Recruitment Methods for Finding Qualified Applicants

	Entry Level	Mid to Senior Level
The firm's website or internal job board	32%	24%
Place ads online, like Monster.com or Craigslist	29%	33%
Contract with employment agency/recruiter	26%	27%
Word of mouth/referrals/networking	15%	12%
Partner with a college or university	9%	3%
Advertise in newspaper	6%	6%
Firm does own recruiting/walk-ins	3%	n/a
Promote from within	n/a	6%
Job fairs	n/a	3%

How Often Position is Permanent Full-Time Position

74%	Always
26%	Usually
0%	Seldom to never

Average Hours per Week Position Requires - 30 to 70 hours

Employer Expectations for Retirements Over the Next 2 to 3 Years

0%	Substantial (Over 10%)
30%	Somewhat (Between 10% and 3%)
70%	Little to none (Less than 3%)

Employers That Would Consider Hiring an Ex-Offender for this Position (someone that has been incarcerated for at least six months)

3%	Yes
53%	It depends on the crime
44%	No

Annual Job Growth Projections for San Diego County 2010 – 2015

139	Average annual new jobs
136	Average annual replacement jobs
275	Average total annual openings

(Source: EMSI)

New Job Growth Rate 2010 – 2015

9 percent growth rate for truck drivers, heavy tractor trailer in San Diego County over the next five years. This is compared to 8 percent growth for all occupations in the county over the next five years. (Source: EMSI)

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