



In-Demand Jobs

A Study of the Occupational Outlook in San Diego

SAN DIEGO
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Job Center of CaliforniaSM network*

In-Demand Sectors

Largest

- Health Care
- Green
- Entertainment and Hospitality

Fastest Growth

- Life Sciences (Biotechnology)
- Information Communication Technology
- Aerospace, Navigation, and Maritime Technology

Emerging

- Advanced Manufacturing
- Specialty Foods and Microbreweries
- Sports and Active Lifestyle

SDWP's Priority Sectors

Largest

- Health Care
- Green

Fastest Growth

- Life Sciences (Biotechnology)
- Information Communication Technology

Emerging

- Advanced Manufacturing
- Specialty Foods and Microbreweries

Sector Reports

Largest

- **Health Care**
- **Green**

Fastest Growth

- **Life Sciences (Biotechnology)**
- **Information Communication Technology**

Emerging

- **Advanced Manufacturing**
- **Specialty Foods and Microbreweries**

50 Profiles of In-Demand Jobs

Accountants and Auditors (13-2011)

Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others.

Current Employment by Gender High Skill Position Tier 1



80% 20%

\$30.66
Median Wage

16,253
Current Employment

585
Average Annual Job Openings
(New + Replacement)

Below Average
Employer Growth Expectations
(12 Months)

Average
Projected Industry Growth
(5 Year)

Career Advancement Potential

Strong career pathways in management positions

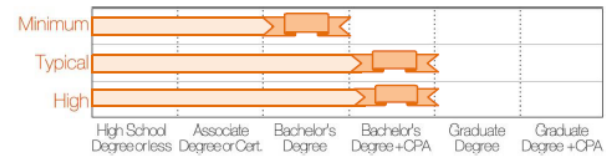
Key Skills & Abilities for this Position

- Evaluate degree of financial risk
- Identify financial risks to company
- Explain available financial assistance
- Analyze financial information to project future revenues or expenses
- Analyze financial data
- Operate computers to enter, calculate, access, and retrieve data
- Direct financial activities
- Advise internal and external clients, customers, and managers on technical matters, problems, procedures, and
- Participate in organizational meetings or activities
- Make revenue or sales forecasts

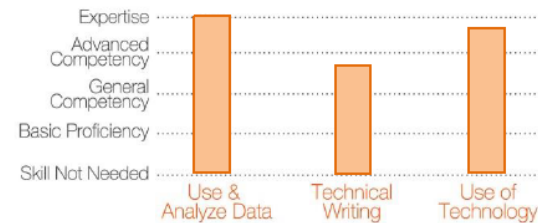
Am I qualified for this occupation?



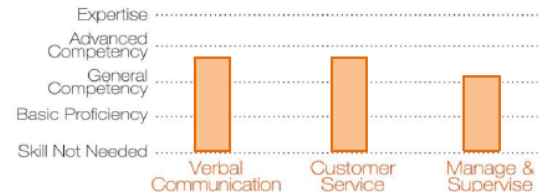
EDUCATIONAL EXPECTATIONS



TECHNICAL SKILL REQUIREMENTS



NON-TECHNICAL SKILL REQUIREMENTS



DEFICIENCIES WITH APPLICANTS

22% Training Specific to the Position
17% Education Level

50 Profiles of In-Demand Jobs

What kind of pay & benefits can I expect?



HOURLY PAY RANGE

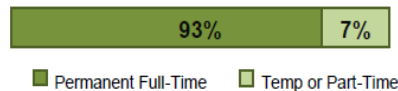
\$21.11	\$30.66	\$46.02
Entry-Level	Median	Experienced



BENEFITS OFFERED BY EMPLOYERS

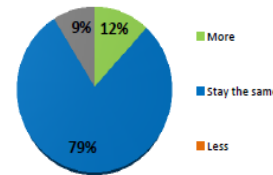
96%	92%	73%	88%	96%
Medical Insurance	Dental Insurance	Paid Sick Leave	Retirement Plan	Paid Vacation

HOW OFTEN IS THIS POSITION PERMANENT FULL-TIME?



Is this occupation growing?

12-MONTH EMPLOYER GROWTH EXPECTATIONS



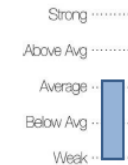
16,253
Current Employment (2012)

16,497
Expected Employment (12 Months)

1.5%
Employer Expected Growth Rate (12 Months)

7%
5 Year Growth Projection (2012-2017)

Rating

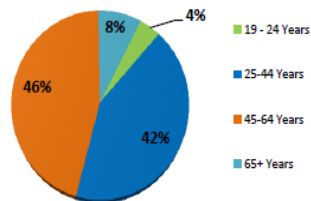


AVERAGE ANNUAL JOB OPENINGS 2012 to 2017

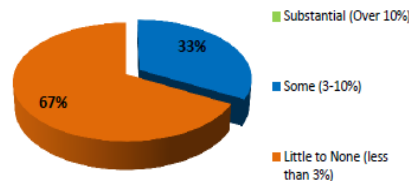
229 + 356 = 585
Annual New Job Openings Annual Replacement Job Openings Annual Total Job Openings

What else should I know?

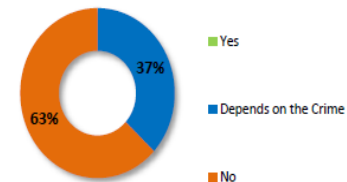
CURRENT EMPLOYMENT BY AGE



EMPLOYERS EXPECTING EMPLOYEES TO RETIRE FROM THIS POSITION OVER THE NEXT 2-3 YEARS



EMPLOYERS THAT WOULD CONSIDER HIRING PREVIOUSLY INCARCERATED



WHAT INDUSTRIES ARE HIRING THIS POSITION?

- Information & Communications Technologies
- Public Sector & Education
- Life Sciences, Biomedical and Research & Development

Less likely to consider previously incarcerated applicants

Over half of employers would not consider hiring a formerly incarcerated applicant for this occupation.

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50 Profiles of In-Demand Jobs

Sample Occupation Profile — 00-000 ①

Description of the occupation.

Current Employment by Gender



80%



20%

Career Advancement Potential

Strong career pathways in sample positions

Key Skills and Abilities for this Position ②

- Skill example #1
- Skill example #2
- Skill example #3
- Skill example #4
- Skill example #5
- Skill example #6
- Skill example #7
- Skill example #8
- Skill example #9
- Skill example #10

Tier 1 ③

High skill position

\$47.33 ④

Median wage

6,211 ④

Current employment

217 ⑤

Average annual job openings

(New and replacement) ⑥

Strong ⑦

Projected growth expectations (12 months) ⑪

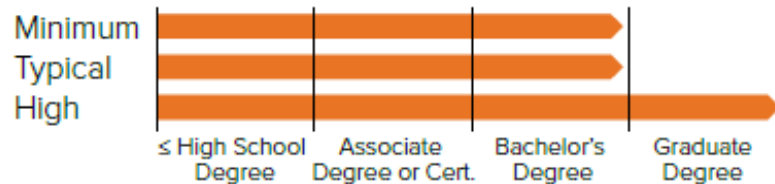
Strong ⑧

Projected industry growth (5 years) ⑭

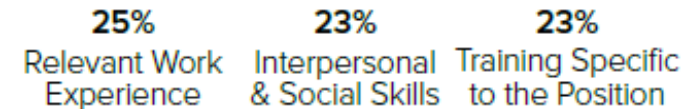
50 Profiles of In-Demand Jobs

Am I Qualified for this Occupation? 9

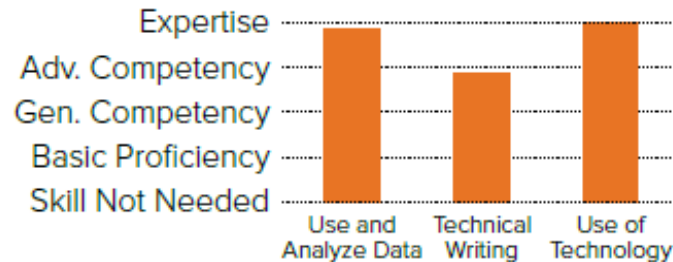
EDUCATIONAL EXPECTATIONS



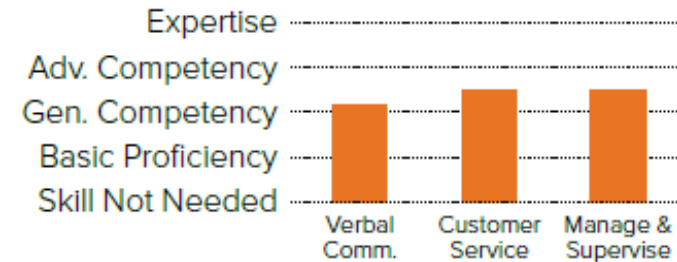
DEFICIENCIES WITH APPLICANTS



TECHNICAL SKILL REQUIREMENTS



NON-TECHNICAL SKILL REQUIREMENTS



These metrics are derived from employer's responses to surveys

50 Profiles of In-Demand Jobs

What Kind of Pay and Benefits Can I Expect?

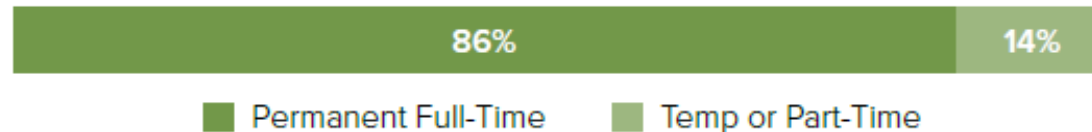
HOURLY PAY RANGE

\$33.25	\$47.33	\$67.40
Entry-Level	Median	Experienced

BENEFITS OFFERED BY EMPLOYERS

96%	92%	73%	88%	96%
Medical Insurance	Dental Insurance	Paid Sick Leave	Retirement Plan	Paid Vacation

HOW OFTEN IS THIS POSITION PERMANENT FULL-TIME?

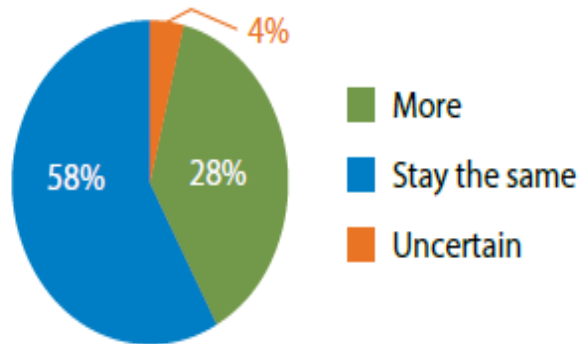


These metrics are derived from employer's responses to surveys

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Is This Occupation Growing?

12-MONTH EMPLOYER GROWTH EXPECTATIONS ¹⁰



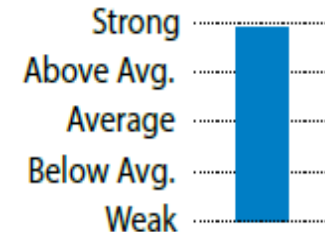
6,211
Current Employment
(2012)

6,534
Expected Employment
(12 months)

5.2%
Employer Expected
Growth Rate (12 months)

12% ¹²
5 Year Growth Projection
(2012 to 2017)

RATING



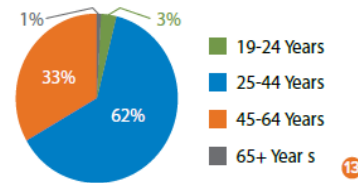
AVERAGE ANNUAL JOB OPENINGS 2012 TO 2017 ⁸

150 + 67 = 217
Annual New Job Openings Annual Replacement Job Openings Annual Total Job Openings

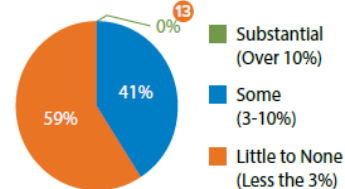
50 Profiles of In-Demand Jobs

What Else Should I Know?

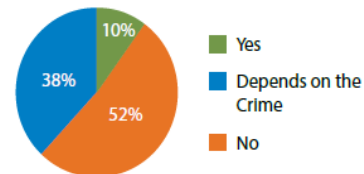
CURRENT EMPLOYMENT BY AGE



EMPLOYERS EXPECTING EMPLOYEES TO RETIRE FROM THIS POSITION OVER THE NEXT 2-3 YEARS



EMPLOYERS THAT WOULD CONSIDER HIRING PREVIOUSLY INCARCERATED



This section describes the percentage of employers are who are willing to hire the previously incarcerated for this occupation compared to other occupations.

WHAT INDUSTRIES ARE HIRING THIS POSITION?

- Industry example #1
- Industry example #2

Top In-Demand Jobs

<u>Bureau of Labor Statistics (Long-term)</u>	<u>Employer Responses (Short-term)</u>
Personal Financial Advisors (1012)	Civil Engineers (1208)
Securities, Commodities & Financial Services Sales Agents (671)	Computer Systems Analysts (1169)
Management Analysts (528)	Construction Laborers (1132)
Registered Nurses (440)	Dental Assistants (1122)
Medical Secretaries (268)	Dental Hygienists (1060)
Receptionists and Information Clerks (239)	Electricians (836)
Market Research Analysts and Marketing (223)	Financial Analysts (750)
Insurance Sales Agents (221)	General and Operations Managers (584)

Below Average Growth

Employer Responses

Telecommunications Line Installers and Repairers
(0%)

Medical and Health Services Managers (0.10%)

Bookkeeping, Accounting, and Auditing Clerks
(0.10%)

Supervisors of Retail Sales Workers (0.20%)

Declining Growth

Employer Responses

Management Analysts (-1.40%)

Medical Assistants (-1%)

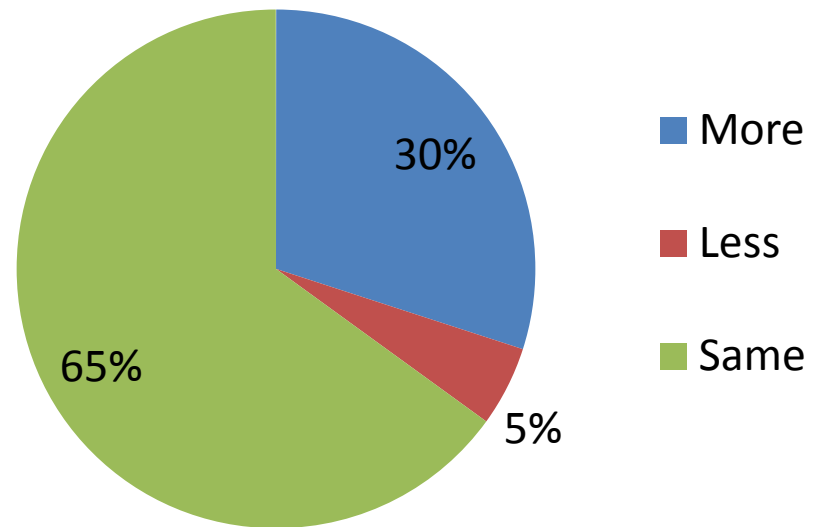
Office Clerks, General (-0.90%)

Network and Computer Systems Administrators (-0.60%)

Key Growth Findings

- Overall expected growth of 2%
- San Diego County employers expect limited growth over the next 12 months.

Employment Growth Expectations: Percent of Employers



Key Growth Findings

- ICT, Health and Life Sciences have the strongest growth jobs
- Construction employers are optimistic about hiring over the next year.
- The uncertainty surrounding the Patient Protection and Affordable Care Act (PPACA) is evident in the reported growth across different Healthcare occupations
- ***Long-term forecasted*** occupational growth often differs from the ***short-term expected*** growth reported by employers.

Job Seeker Recommendations

- Poor resume is worse than none at all.
- Employers want examples of abilities.
- Be flexible in a dynamic work environment.
- Keep skills current.
- Attitude and non-technical (soft) skills matter.

Recommendations for Workforce Development

- Develop non-technical skills assessment.
- Job seekers should have feedback on their strengths and weaknesses in soft-skills.

So what? How to Use this Report

- Assess long-term employment opportunities for students and jobseekers
- Assess current career options and available programs
- Evaluate and recommend effective education and training options

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