

PRIORITY JOBS

IN SAN DIEGO COUNTY

High-Growth, High-Wage, In-Demand
Occupations for All Education Levels

MARCH 2019



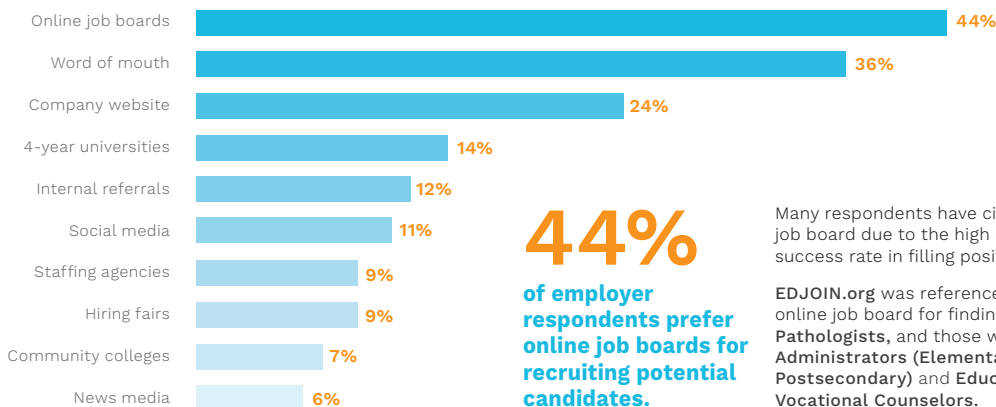
San Diego
Workforce
Partnership

Thinking about your career options and don't know where to start? The Priority Jobs report uses employer survey responses and labor market information to look at occupations that are expected to have high growth and job openings in San Diego County over the next five years. In addition, every job on this list pays at least a self-sustaining wage at the entry level (\$15.99/hr). Whether you are a student or more seasoned job seeker, use this tool to explore local professions with potential. Below are highlights from the 284 businesses surveyed.

 [Visit workforce.org/research](http://workforce.org/research) for the full report.

ARE YOU USING THE SAME JOB SEARCH TOOLS EMPLOYERS ARE USING?

Here are ways they are recruiting:¹



44%
of employer respondents prefer online job boards for recruiting potential candidates.

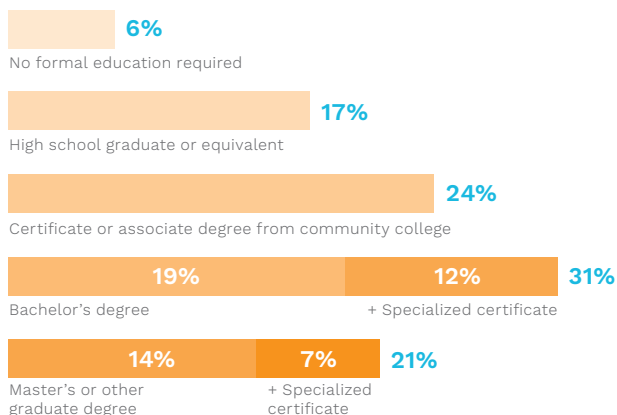
Many respondents have cited **Indeed.com** as the most useful job board due to the high quality of applicants and a high success rate in filling positions.

EDJOIN.org was referenced as a particularly valuable online job board for finding **Librarians, Speech Language Pathologists**, and those working in education—**Education Administrators (Elementary and Secondary, and Postsecondary)** and **Educational, Guidance, School, and Vocational Counselors**.

¹Percentages sum to more than 100; employers chose multiple responses.

IS YOUR EDUCATION COMPETITIVE FOR THE MARKETPLACE?

Here's what employers are expecting:²



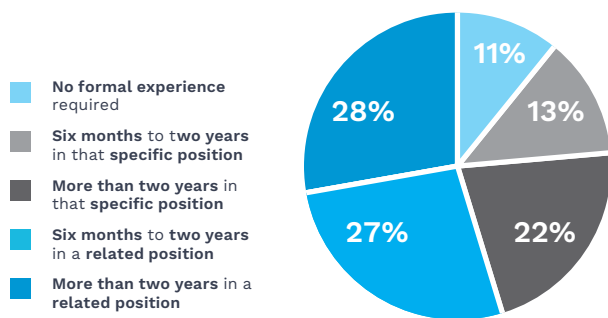
Some employer respondents suggested that certain certifications outweigh other formal education in importance. Below are occupational certifications to consider.

Occupation	Certifications
Biological Scientists and Clinical Laboratory Technologists and Technicians	Clinical Laboratory Scientist (CLS) license
Clinical, Counseling, and School Psychologists, Healthcare Social Workers, and Marriage and Family Therapists	Certified Alcohol and Drug Counselor (CADC)
Insurance Sales Agents	Certified Employee Benefits Specialist (CEBS), Group Benefits Disability Specialist (GBDS), or Society for Human Resource Management (SHRM)
Financial Managers	Certified Public Accountant (CPA) or a real estate license

²Percentages sum to less than 100 due to rounding.

DO YOU HAVE ENOUGH WORK EXPERIENCE?

Here's what employers are looking for:



Take risks when applying for jobs! 66% of employers for these occupations don't require experience in the specific position they are hiring. Show them what you have to offer.

HOW DO LOCAL REQUIREMENTS COMPARE?



NATIONALLY
only about 15% of the profiled occupations require applicants to have formal experience



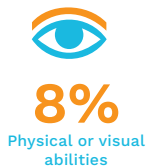
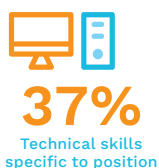
LOCALLY
about 89% of the profiled occupations require applicants to have formal experience

None of the occupations unanimously indicated requiring no work experience.

Getting early workplace experience can be invaluable to finding a job later in life. Students can really benefit from part-time jobs or summer internships in fields related to their career goals.

CAN YOU MAKE YOURSELF STAND OUT?

Here are some skills employers are having trouble finding in applicants:



100%
of twelve employer respondents found it challenging to find qualified **Medical Scientists and Physician Assistants.**

Mechanical Engineers, Physicians and Surgeons, Registered Nurses, Structural Iron and Steel Workers, and Surgical Technologists also stand out, with over 80% of respondents having difficulty finding applicants in these occupations with relevant work experience.

The need for technical skills specific to the occupation is prominent for **Computer and Information Research Scientists** and **Software Developers**, for which over 80% of respondents found it challenging to find qualified applicants.



RECOMMENDATIONS FOR JOB SEEKERS AND STUDENTS

- Be aware of the experience, education/certifications, and skills that local employers require for different occupations. For certain occupations, you may want to focus on gaining relevant work experience or appropriate certifications rather than continuing to advance your formal education.
- If you aren't able to get right into your dream job, explore opportunities that relate in a different way. A little exposure in one position may open the door to another later.

STUDENTS

Seek out internships, apprenticeships, or volunteer positions.

ENTRY-LEVEL & EARLY CAREER

Apply to entry-level positions that provide formal or on-the-job training to gain relevant experience and skills.

MID-CAREER

When looking for your next job, highlight the ways your work experience translates to other positions.

SUGGESTED TOOL

CAREER COACH

workforce.org/mycareer

- Take a career assessment
- Explore industries and occupations that match your interests
- Find San Diego-specific wage and occupation growth information
- Access real-time job postings from Indeed
- Build a resume
- Learn about educational programs that can prepare you for your dream job
- For veterans, find civilian careers related to your military occupation.

SAN DIEGO'S PRIORITY JOBS AND ENTRY-LEVEL HOURLY WAGES³

NO FORMAL EDUCATIONAL CREDENTIAL

Plasterers and Stucco Masons **\$17.70**

HIGH SCHOOL DIPLOMA OR EQUIVALENT

Information and Record Clerks, All Other ⁴	\$16.16	Insurance Sales Agents	\$17.39
First-Line Supervisors of Protective Service Workers, All Other	\$16.27	Structural Iron and Steel Workers	\$17.93
Court, Municipal, and License Clerks	\$16.71	Police, Fire, and Ambulance Dispatchers	\$19.69
Transportation Security Screeners	\$17.03	Electrical Power-Line Installers and Repairers	\$25.40

POSTSECONDARY NONDEGREE AWARD

Computer User Support Specialist	\$18.17	Surgical Technologists	\$20.09
Licensed Practical and Licensed Vocational Nurses	\$19.36		

ASSOCIATE DEGREE

Clinical Laboratory Technologists and Technicians	\$16.28	Radiologic Technologists	\$21.56
Physical Therapist Assistants	\$19.12	Industrial Engineering Technicians	\$22.47
Paralegals and Legal Assistants	\$19.73	Dental Hygienists	\$34.16
Aerospace Engineering and Operations Technicians	\$21.17		

BACHELOR'S DEGREE

Child, Family, and School Social Workers	\$16.05	Software Developers, Applications	\$26.66
Fundraisers	\$16.81	Biomedical Engineers	\$27.53
Chemists	\$19.09	Mechanical Engineers	\$27.81
Cost Estimators	\$19.59	Database Administrators	\$27.86
Elementary School Teachers, Except Special Education	\$21.99	Budget Analysts	\$27.93
Middle School Teachers	\$22.26	Engineers, All Other	\$28.90
Secondary School Teachers, Except Special and Career/Technical Education	\$22.53	Industrial Engineers	\$30.46
Operations Research Analysts	\$23.03	Information Security Analysts	\$30.85
Special Education Teachers, Secondary School	\$23.21	Registered Nurses	\$31.18
Biological Scientists, All Other	\$23.63	Electrical Engineers	\$31.18
Probation Officers and Correctional Treatment Specialists	\$24.39	Aerospace Engineers	\$31.30
Civil Engineers	\$24.64	Software Developers, Systems Software	\$32.06
General and Operations Managers	\$24.74	Financial Managers	\$33.09
Special Education Teachers, Kindergarten and Elementary School	\$25.19	Architectural and Engineering Managers	\$44.76
Management Analysts	\$25.70	Natural Sciences Managers	\$48.50
Medical and Health Services Managers	\$25.92		

MASTER'S DEGREE

Marriage and Family Therapists	\$17.16	Physician Assistants	\$29.82
Healthcare Social Workers	\$17.47	Occupational Therapists	\$31.44
Educational, Guidance, School, and Vocational Counselors	\$18.60	Statisticians	\$32.20
Instructional Coordinators	\$22.00	Education Administrators, Elementary and Secondary School	\$34.09
Librarians	\$22.24	Computer and Information Research Scientists	\$34.61
Speech-Language Pathologists	\$28.60	Nurse Practitioners	\$40.33
Education Administrators, Postsecondary	\$29.14		

DOCTORAL OR PROFESSIONAL DEGREE

Postsecondary Teachers	\$18.88	Physical Therapists	\$31.19
Clinical, Counseling, and School Psychologists	\$24.04	Family and General Practitioners	\$35.42
Biochemists and Biophysicists	\$28.92	Dentists, General	\$37.96
Veterinarians	\$29.52	Physicians and Surgeons, All Other	\$54.43
Medical Scientists, Except Epidemiologists	\$30.66		

³Entry-level wages represented by 10th percentile in San Diego County.

⁴"All Other" indicates need for highly specialized workers or emerging subsets of these occupations. See full report for more information.