

Regional Economic Analysis Profile

San Joaquin Valley Economic Market

April 2015



Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare Counties



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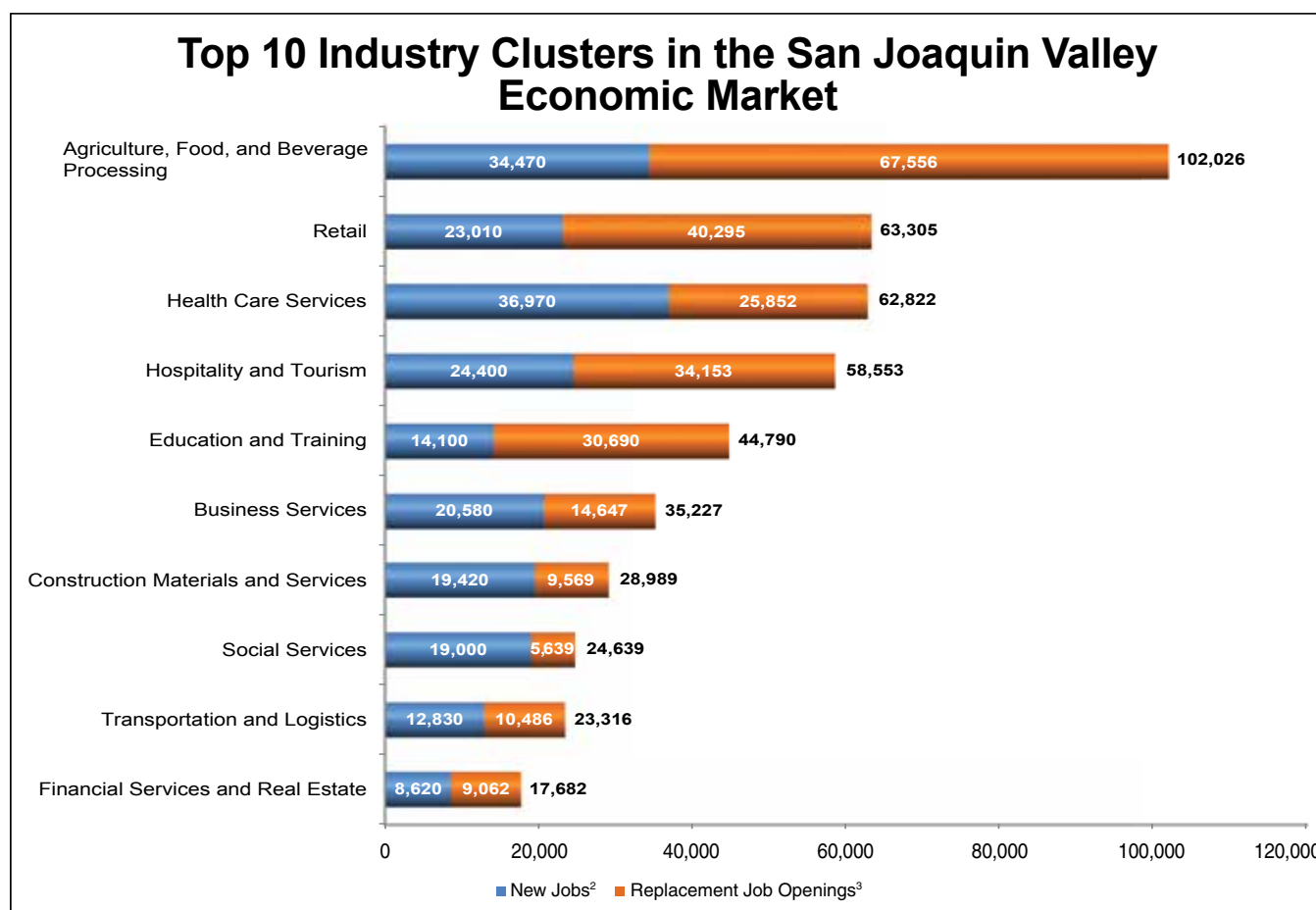
SUMMARY OF THE SAN JOAQUIN VALLEY ECONOMIC MARKET INDUSTRY CLUSTERS

What is an Industry Cluster?

Industry clusters are groups of associated industries in an economic market that stimulate the creation of new businesses and job opportunities in a particular field. The application of workforce and economic development resources toward the continual development of industry clusters will help stimulate economic growth and boost the number of employment opportunities for the labor force.

Purpose of this Report

The purpose of this report is to help align the state's workforce institutions and programs around the needs of economic market industry clusters. This report focuses on the future employment demand of economic market industry clusters and features them as primary investment opportunities for the California workforce development system. The goal of this report is to account for industry clusters with the largest number of projected total job openings¹ and help the California workforce development system prepare the state's workforce to compete for these future job opportunities.



Source: California Employment Development Department, *Projections of Employment 2012-2022*. Industry and occupational employment projections for 2012-2022 in this report may not be directly comparable to the published 2012-2022 employment projections available online at www.labormarketinfo.edd.ca.gov.

¹ Total job openings are the sum of new jobs and replacement job openings.

² New jobs are only openings due to growth and do not include job declines. If an occupation's employment change is negative, there is no job growth and new jobs are set to zero.

³ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

INDUSTRY CLUSTER DESCRIPTIONS

The following are descriptions of the San Joaquin Valley Economic Market's top 10 industry clusters followed by a list of the top industries with the highest total projected job openings in the cluster.

The **Agriculture, Food, and Beverage Processing** industry cluster includes establishments primarily engaged in growing crops, raising animals, and manufacturing food and beverages, as well as support activities for crop and animal production. This cluster employed almost 269,000 people during 2013-2014,* almost 21.7 percent of the economic market's workforce. Top industries in this cluster include:

- Support Activities for Crop Production
- Fruit and Tree Nut Farming
- Cattle Ranching and Farming
- Other Food Manufacturing
- Beverage Manufacturing

The **Retail** industry cluster includes grocery and department stores, dollar stores, retail pharmacies, and clothing specialty stores. During 2013-2014,* this cluster employed almost 135,000 workers, or about 10.9 percent of the economic market's total employment. Industries projected to have the largest number of jobs include:

- Grocery Stores
- Other General Merchandise Stores
- Department Stores
- Building Material and Supplies Dealers
- Automobile Dealers

The **Health Care Services** industry cluster includes acute care and outpatient hospitals, nursing homes and rehabilitation centers, adult day care centers, and community service agencies for the elderly. It employed nearly 134,000 people in the economic market during 2013-2014,* accounting for 10.8 percent of the workforce. Industries in this cluster may include both public and private employment. Top industries within this cluster include:

- General Medical and Surgical Hospitals
- Offices of Physicians
- Nursing Care Facilities (Skilled Nursing Facilities)
- Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly
- Outpatient Care Centers

The **Hospitality and Tourism** industry cluster includes interrelated industries such as eating establishments, hotels and motels, casinos, museums, and sightseeing transportation. During 2013-2014,* this cluster was comprised of almost 107,000 workers, or 8.6 percent of the economic market's employment. Industries within this cluster with the most projected job openings include:

- Restaurants and Other Eating Places
- Other Amusement and Recreation Industries
- Traveler Accommodation
- Special Food Services
- Drinking Places (Alcoholic Beverages)

The **Education and Training** industry cluster is comprised of public and private elementary and high schools, community colleges, universities, and professional schools with programs such as dental, law, and medical. Other establishments include English as Second Language (ESL) programs, test preparation and tutoring, or driving instruction. During 2013-2014,* this cluster employed nearly 134,000 people in the economic market, accounting for 10.8 percent of the workforce. Top industries within this cluster include:

- Elementary and Secondary Schools
- Colleges, Universities, and Professional Schools
- Junior Colleges
- Other Schools and Instruction
- Technical and Trade Schools

* Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period April 2013 through March 2014.

INDUSTRY CLUSTER DESCRIPTIONS

The **Business Services** industry cluster is comprised of industries that include temporary help agencies, employer organizations, janitorial services, security systems services, and carpet cleaning establishments. This cluster employed more than 71,000 people during 2013-2014,* or 5.8 percent of the economic market's workforce. Top industries in this cluster include:

- Employment Services
- Services to Buildings and Dwellings
- Management of Companies and Enterprises
- Business Support Services
- Investigation and Security Services

The **Construction Materials and Services** industry cluster is comprised of builders of mechanical systems such as electrical, heating, and water; specialty trades outfits such as drywall, flooring, and painting contractors; residential and commercial builders; and contractors who complete foundation and framing work. During 2013- 2014,* this cluster was comprised of more than 55,000 workers, or 4.5 percent of the economic market's employment. Industries showing the highest projected job openings include:

- Building Equipment Contractors
- Building Finishing Contractors
- Foundation, Structure, and Building Exterior Contractors
- Residential Building Construction
- Other Specialty Trade Contractors

The **Social Services** industry cluster is comprised of establishments and agencies (public and private) that provide non-residential services for the welfare of children, adults, the elderly, and disabled. Examples include nonmedical in-home care programs, day care centers, and community food banks. In total, the cluster employed more than 47,000 people and accounted for 3.8 percent of the economic market's workforce in 2013-2014,* Industries include:

- Individual and Family Services
- Child Day Care Services
- Vocational Rehabilitation Services
- Community Food and Housing, and Emergency and Other Relief Services

The **Transportation and Logistics** cluster is made up of interrelated industries such as refrigerated warehousing, self-storage facilities, freight transporting companies, and overnight delivery businesses. In 2013-2014,* over 50,000 workers were employed in this cluster, making up 4 percent of the economic market's workforce population. Industries showing the highest projected job openings include:

- Warehousing and Storage
- General Freight Trucking
- Specialized Freight Trucking
- Couriers and Express Delivery Services
- Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance

The **Financial Services and Real Estate** industry cluster includes commercial banks, savings institutions, credit unions, credit card companies, insurance firms, and real estate appraisers or property management companies. During 2013-2014,* this cluster was comprised of nearly 37,000 workers, or 3 percent of the economic market's employment. Industries showing the highest projected job openings include:

- Depository Credit Intermediation
- Lessors of Real Estate
- Agencies, Brokerages, and Other Insurance Related Activities
- Insurance Carriers
- Activities Related to Real Estate

* Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period April 2013 through March 2014.

INDUSTRY CLUSTER DEFINITIONS

The following is a list of the North American Industry Classification System (NAICS) codes and corresponding industries that fall under each of the top 10 industry clusters in the San Joaquin Valley Economic Market.

Agriculture, Food, and Beverage Processing

- 1111 Oilseed and Grain Farming
- 1112 Vegetable and Melon Farming
- 1113 Fruit and Tree Nut Farming
- 1114 Greenhouse, Nursery, and Floriculture Production
- 1119 Other Crop Farming
- 1121 Cattle Ranching and Farming
- 1122 Hog and Pig Farming
- 1123 Poultry and Egg Production
- 1124 Sheep and Goat Farming
- 1125 Aquaculture
- 1129 Other Animal Production
- 1151 Support Activities for Crop Production
- 1152 Support Activities for Animal Production
- 3111 Animal Food Manufacturing
- 3112 Grain and Oilseed Milling
- 3113 Sugar and Confectionery Product Manufacturing
- 3114 Fruit and Vegetable Preserving and Specialty Food Manufacturing
- 3115 Dairy Product Manufacturing
- 3116 Animal Slaughtering and Processing
- 3117 Seafood Product Preparation and Packaging
- 3118 Bakeries and Tortilla Manufacturing
- 3119 Other Food Manufacturing
- 3121 Beverage Manufacturing
- 3122 Tobacco Manufacturing
- 3253 Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing
- 3261 Plastics Product Manufacturing

Retail

- 4411 Automobile Dealers
- 4412 Other Motor Vehicle Dealers
- 4413 Automotive Parts, Accessories, and Tire Stores
- 4431 Electronics and Appliance Stores
- 4441 Building Material and Supplies Dealers
- 4451 Grocery Stores
- 4452 Specialty Food Stores
- 4453 Beer, Wine, and Liquor Stores
- 4461 Health and Personal Care Stores
- 4471 Gasoline Stations
- 4481 Clothing Stores
- 4482 Shoe Stores
- 4483 Jewelry, Luggage, and Leather Goods Stores
- 4511 Sporting Goods, Hobby, and Musical Instrument Stores
- 4521 Department Stores
- 4529 Other General Merchandise Stores

Retail (Continued)

- 4532 Office Supplies, Stationery, and Gift Stores
- 4533 Used Merchandise Stores
- 4542 Vending Machine Operators

Health Care Services

- 6211 Offices of Physicians
- 6212 Offices of Dentists
- 6213 Offices of Other Health Practitioners
- 6214 Outpatient Care Centers
- 6215 Medical and Diagnostic Laboratories
- 6216 Home Health Care Services
- 6219 Other Ambulatory Health Care Services
- 6221 General Medical and Surgical Hospitals
- 6222 Psychiatric and Substance Abuse Hospitals
- 6223 Specialty (except Psychiatric and Substance Abuse) Hospitals
- 6231 Nursing Care Facilities (Skilled Nursing Facilities)
- 6232 Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities
- 6233 Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly
- 6239 Other Residential Care Facilities

Hospitality and Tourism

- 4871 Scenic and Sightseeing Transportation, Land
- 4872 Scenic and Sightseeing Transportation, Water
- 4879 Scenic and Sightseeing Transportation, Other
- 5615 Travel Arrangement and Reservation Services
- 7121 Museums, Historical Sites, and Similar Institutions
- 7131 Amusement Parks and Arcades
- 7132 Gambling Industries
- 7139 Other Amusement and Recreation Industries
- 7211 Traveler Accommodation
- 7212 RV (Recreational Vehicle) Parks and Recreational Camps
- 7213 Rooming and Boarding Houses
- 7223 Special Food Services
- 7224 Drinking Places (Alcoholic Beverages)
- 7225 Restaurants and Other Eating Places

Education and Training

- 6111 Elementary and Secondary Schools
- 6112 Junior Colleges
- 6113 Colleges, Universities, and Professional Schools
- 6114 Business Schools and Computer and Management Training

INDUSTRY CLUSTER DEFINITIONS

Education and Training (Continued)

- 6115 Technical and Trade Schools
- 6116 Other Schools and Instruction
- 6117 Educational Support Services

Business Services

- 5511 Management of Companies and Enterprises
- 5611 Office Administrative Services
- 5612 Facilities Support Services
- 5613 Employment Services
- 5614 Business Support Services
- 5419 Other Professional, Scientific, and Technical
- 5616 Investigation and Security Services
- 5617 Services to Buildings and Dwellings
- 5619 Other Support Services
- 5621 Waste Collection
- 5622 Waste Treatment and Disposal
- 5629 Remediation and Other Waste Management Services

Construction Materials and Services

- 2123 Nonmetallic Mineral Mining and Quarrying
- 2213 Water, Sewage and Other Systems
- 2361 Residential Building Construction
- 2362 Nonresidential Building Construction
- 2372 Land Subdivision
- 2373 Highway, Street, and Bridge Construction
- 2379 Other Heavy and Civil Engineering Construction
- 2381 Foundation, Structure, and Building Exterior Contractors
- 2382 Building Equipment Contractors
- 2383 Building Finishing Contractors
- 2389 Other Specialty Trade Contractors
- 3211 Sawmills and Wood Preservation
- 3271 Clay Product and Refractory Manufacturing
- 3272 Glass and Glass Product Manufacturing
- 3273 Cement and Concrete Product Manufacturing
- 3274 Lime and Gypsum Product Manufacturing
- 3279 Other Nonmetallic Mineral Product Manufacturing
- 3339 Other General Purpose Machinery Manufacturing
- 3351 Electric Lighting Equipment Manufacturing

Social Services

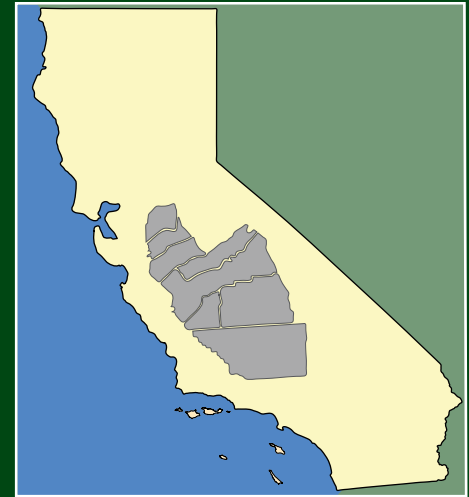
- 6241 Individual and Family Services
- 6242 Community Food and Housing, and Emergency and Other Relief Services
- 6243 Vocational Rehabilitation Services
- 6244 Child Day Care Services

Transportation and Logistics

- 3365 Railroad Rolling Stock Manufacturing
- 3366 Ship and Boat Building
- 4811 Scheduled Air Transportation
- 4812 Nonscheduled Air Transportation
- 4821 Rail Transportation
- 4831 Deep Sea, Coastal, and Great Lakes Water Transportation
- 4832 Inland Water Transportation
- 4841 General Freight Trucking
- 4842 Specialized Freight Trucking
- 4851 Urban Transit Systems
- 4852 Interurban and Rural Bus Transportation
- 4853 Taxi and Limousine Service
- 4854 School and Employee Bus Transportation
- 4855 Charter Bus Industry
- 4859 Other Transit and Ground Passenger Transportation
- 4881 Support Activities for Air Transportation
- 4882 Support Activities for Rail Transportation
- 4883 Support Activities for Water Transportation
- 4884 Support Activities for Road Transportation
- 4885 Freight Transportation Arrangement
- 4889 Other Support Activities for Transportation
- 4921 Couriers and Express Delivery Services
- 4922 Local Messengers and Local Delivery
- 4931 Warehousing and Storage
- 5321 Automotive Equipment Rental and Leasing
- 8113 Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance

Financial Services and Real Estate

- 5211 Monetary Authorities-Central Bank
- 5221 Depository Credit Intermediation
- 5222 Nondepository Credit Intermediation
- 5223 Activities Related to Credit Intermediation
- 5231 Securities and Commodity Contracts Intermediation and Brokerage
- 5232 Securities and Commodity Exchanges
- 5239 Other Financial Investment Activities
- 5241 Insurance Carriers
- 5242 Agencies, Brokerages, and Other Insurance Related Activities
- 5251 Insurance and Employee Benefit Funds
- 5259 Other Investment Pools and Funds
- 5311 Lessors of Real Estate
- 5312 Offices of Real Estate Agents and Brokers
- 5313 Activities Related to Real Estate



Occupational Analysis: Agriculture, Food, and Beverage Processing Cluster

San Joaquin Valley Economic Market
April 2015

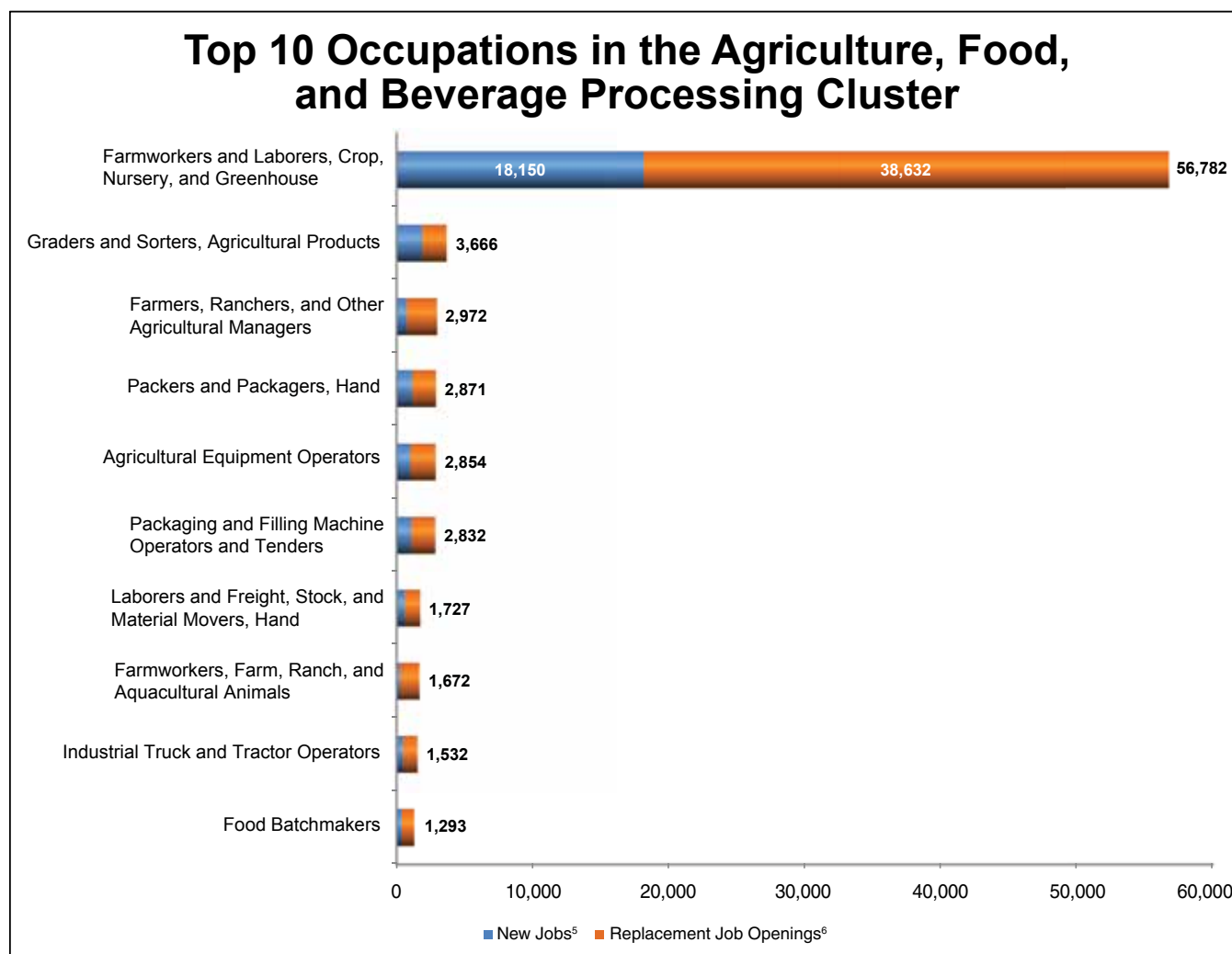
Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare Counties

What is the Agriculture, Food, and Beverage Processing Cluster?

The Agriculture, Food, and Beverage Processing cluster is comprised of 26 industries related to crop and animal farming as well as food and beverage manufacturing. The workers employed within this cluster span all skill levels and share skills and work activities both within the cluster and in many other industry clusters, suggesting the potential for skills transference and upward mobility with additional training.

Top 10 Occupations in the Agriculture, Food, and Beverage Processing Cluster

The graph below identifies the top 10 occupations in the Agriculture, Food, and Beverage Processing cluster, based on the San Joaquin Valley Economic Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than three-quarters of the 102,026 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as coordination, active listening, critical thinking, and monitoring.⁴



Source: California Employment Development Department, *Projections of Employment 2012-2022*. Industry and occupational employment projections for 2012-2022 in this report may not be directly comparable to the published 2012-2022 employment projections available online at www.labormarketinfo.edd.ca.gov.

⁴ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

⁵ New jobs are only openings due to growth and do not include job declines. If an occupation's employment change is negative, there is no job growth and new jobs are set to zero.

⁶ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Agriculture, Food, and Beverage Processing Cluster

The table below further profiles the San Joaquin Valley Economic Market's top 10 occupations in the Agriculture, Food, and Beverage Processing cluster by listing the total job openings for 2012-2022, median hourly and annual wages, and entry-level education requirements. Also included are online job advertisements extracted from The Conference Board Help Wanted OnLine™ (HWOL) data series over a recent 120-day period. HWOL compiles, analyzes, and categorizes job advertisements from numerous online job boards, including CalJOBSSM (www.caljobs.ca.gov), California's online job listing system.

Occupations	Total Job Openings ⁷ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁸	HWOL Job Ads ⁹ (120 days)
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	56,782	\$9.14	\$19,007	Less than high school	109
Graders and Sorters, Agricultural Products	3,666	\$9.17	\$19,067	Less than high school	9
Farmers, Ranchers, and Other Agricultural Managers	2,972	\$43.44	\$90,360	High school diploma or equivalent	86
Packers and Packagers, Hand	2,871	\$9.58	\$19,918	Less than high school	71
Agricultural Equipment Operators	2,854	\$10.33	\$21,489	Less than high school	44
Packaging and Filling Machine Operators and Tenders	2,832	\$14.13	\$29,388	High school diploma or equivalent	79
Laborers and Freight, Stock, and Material Movers, Hand	1,727	\$11.71	\$24,354	Less than high school	929
Farmworkers, Farm, Ranch, and Aquacultural Animals	1,672	\$11.76	\$24,465	Less than high school	140
Industrial Truck and Tractor Operators	1,532	\$14.71	\$30,615	Less than high school	606
Food Batchmakers	1,293	\$14.84	\$30,858	High school diploma or equivalent	17

Source: California Employment Development Department, *Projections of Employment 2012-2022; Occupational Employment Statistics Wage Survey, updated to 4th Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending April 22, 2015.*

⁷ Total job openings are the sum of new jobs and replacement job openings.

⁸ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

⁹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Agriculture, Food, and Beverage Processing Cluster by Education Level

The table below identifies the occupations with the most total job openings, categorized by Bureau of Labor Statistics (BLS) 2012 entry-level education requirements, within the Agriculture, Food, and Beverage Processing cluster. The table includes the San Joaquin Valley Economic Market's projected total job openings and median hourly and annual wages. In addition, recent totals of online job advertisements over 120-day period are included. Grouping occupations by education levels allows individuals to better gauge the potential for skills transference and upward mobility within the cluster.

Occupations	Total Job Openings ¹⁰ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
General and Operations Managers	464	\$42.57	\$88,551	507
Accountants and Auditors	327	\$30.15	\$62,712	988
Industrial Production Managers	310	\$40.25	\$83,713	108
Food Scientists and Technologists	176	\$28.35	\$58,983	34
Financial Managers	141	\$45.97	\$95,634	437
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Heavy and Tractor-Trailer Truck Drivers	729	\$18.87	\$39,256	7,752
First-Line Supervisors of Production and Operating Workers	601	\$26.65	\$55,427	1,239
Agricultural and Food Science Technicians	294	\$16.98	\$35,320	47
Electrical and Electronics Repairers, Commercial and Industrial Equipment	48	\$28.57	\$59,423	28
Computer User Support Specialists	29	\$24.02	\$49,946	1,017
Requires a High School Diploma or Equivalent or Less				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	56,782	\$9.14	\$19,007	109
Graders and Sorters, Agricultural Products	3,666	\$9.17	\$19,067	9
Farmers, Ranchers, and Other Agricultural Managers	2,972	\$43.44	\$90,360	86
Packers and Packagers, Hand	2,871	\$9.58	\$19,918	71
Agricultural Equipment Operators	2,854	\$10.33	\$21,489	44

Source: California Employment Development Department, *Projections of Employment 2012-2022*; *Occupational Employment Statistics Wage Survey*, updated to 4th Q, 2014; *The Conference Board Help Wanted OnLine™ (HWOL) Data Series*, 120-day period ending April 22, 2015.

¹⁰ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Agriculture, Food, and Beverage Processing Cluster

The table below lists the 10 top skills required for top occupations in the Agriculture, Food, and Beverage Processing cluster, categorized by entry-level education requirements. Critical thinking and active listening are the most commonly shared skills, followed by monitoring, speaking, and reading comprehension. The skills and work activities identified for each occupation are from the U.S. Department of Labor's Occupational Information Network (O*NET).

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Instruction	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing	Science
Requires a Bachelor's Degree or Higher																				
General and Operations Managers	•	•		•	•					•		•					•			•
Accountants and Auditors ¹¹	•	•			•			•			•	•					•			•
Industrial Production Managers	•	•		•	•			•		•		•					•			•
Food Scientists and Technologists	•	•	•	•	•			•				•					•			•
Financial Managers ¹²	•	•			•				•			•				•	•			•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Heavy and Tractor-Trailer Truck Drivers		•	•		•	•						•		•	•		•			•
First-Line Supervisors of Production and Operating Workers		•		•	•					•		•					•		•	•
Agricultural and Food Science Technicians ¹³	•	•			•		•				•	•					•		•	•
Electrical and Electronics Repairers, Commercial and Industrial Equipment		•	•		•	•								•	•		•	•		•
Computer User Support Specialists	•	•		•	•		•					•					•		•	•
Requires a High School Diploma or Equivalent or Less																				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse ¹⁴		•		•	•	•	•			•		•		•	•		•			
Graders and Sorters, Agricultural Products		•	•	•	•			•				•				•			•	•
Farmers, Ranchers, and Other Agricultural Managers ¹⁵				•	•			•		•	•	•				•	•		•	•
Packers and Packagers, Hand		•		•	•			•				•					•	•		•
Agricultural Equipment Operators		•		•	•	•								•	•		•	•		•

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹¹ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

¹² Skills represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

¹³ Skills represent Food Science Technicians, a specialty occupation of Agricultural and Food Science Technicians.

¹⁴ Skills represent Farmworkers and Laborers, Crop, a specialty occupation of Farmworkers and Laborers, Crop, Nursery, and Greenhouse.

¹⁵ Skills represent Farm and Ranch Managers, a specialty occupation of Farmers, Ranchers, and Other Agricultural Managers.

Work Activities in the Agriculture, Food, and Beverage Processing Cluster

The table below lists the 10 top work activities required for top occupations in the Agriculture, Food, and Beverage Processing cluster, categorized by entry-level education requirements. The most common include organizing, planning, and prioritizing work; establishing and maintaining interpersonal relationships; making decisions and solving problems; and communicating with supervisors, peers, or subordinates.

Occupations	Work Activities																			
	Analyzing Data or Information	Coaching and Developing Others	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Controlling Machines and Processes	Coordinating the Work and Activities of Others	Developing Objectives and Strategies	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Evaluating Information to Determine Compliance with Standards	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	Inspecting Equipment, Structures, or Material	Interacting With Computers	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Operating Vehicles, Mechanized Devices, or Equipment
Requires a Bachelor's Degree or Higher																				
General and Operations Managers			●	●	●			●									●	●	●	
Accountants and Auditors ¹⁶	●			●				●	●	●							●		●	
Industrial Production Managers			●	●			●			●							●	●	●	
Food Scientists and Technologists	●				●					●				●			●	●		
Financial Managers ¹⁷		●	●	●			●				●					●	●			
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Heavy and Tractor-Trailer Truck Drivers				●			●		●	●	●	●	●			●		●	●	
First-Line Supervisors of Production and Operating Workers		●		●	●	●		●				●	●						●	
Agricultural and Food Science Technicians ¹⁸	●			●				●	●				●	●			●		●	
Electrical and Electronics Repairers, Commercial and Industrial Equipment				●				●	●				●				●	●		●
Computer User Support Specialists				●				●		●			●		●	●		●		●
Requires a High School Diploma or Equivalent or Less																				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse ¹⁹				●			●		●	●	●	●	●					●		●
Graders and Sorters, Agricultural Products				●	●	●		●		●		●	●		●			●		●
Farmers, Ranchers, and Other Agricultural Managers ²⁰						●			●	●			●			●	●	●	●	●
Packers and Packagers, Hand				●	●			●		●		●	●				●			●
Agricultural Equipment Operators				●					●	●	●	●	●		●	●	●	●		●

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁶ Work Activities listed represent Accountants, a specialty occupation of Accountants and Auditors.

¹⁷ Work Activities listed represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

¹⁸ Work Activities listed represent Food Science Technicians, a specialty occupation of Agricultural and Food Science Technicians.

¹⁹ Work Activities listed represent Farmworkers and Laborers, Crop, a specialty occupation of Farmworkers and Laborers, Crop, Nursery and Greenhouse.

²⁰ Work Activities listed represent Farm and Ranch Managers, a specialty occupation of Farmers, Ranchers, and Other Agricultural Managers.

Related Occupations for the Agriculture, Food, and Beverage Processing Cluster

The table below lists top occupations in the Agriculture, Food, and Beverage Processing cluster by entry-level education requirements and provides a sample of related occupations. These related occupations match many of the skills, education, and work experience needed for the top Agriculture, Food, and Beverage Processing cluster occupations.

Agriculture, Food, and Beverage Processing Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> Administrative Services Managers First-Line Supervisors of Office and Administrative Support Workers Logistics Managers
Accountants and Auditors	<ul style="list-style-type: none"> Auditors Budget Analysts Financial Analysts
Industrial Production Managers	<ul style="list-style-type: none"> First-Line Supervisors of Production and Operating Workers Food Service Managers General and Operations Managers
Food Scientists and Technologists	<ul style="list-style-type: none"> Agricultural Engineers Biochemical Engineers Validation Engineers
Financial Managers	<ul style="list-style-type: none"> Marketing Managers Public Relations and Fundraising Managers Sales Agents, Financial Services
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> Excavating and Loading Machine and Dragline Operators Highway Maintenance Workers Paving, Surfacing, and Tamping Equipment Operators
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> Aircraft Cargo Handling Supervisors Industrial Production Managers Non-Destructive Testing Specialists
Agricultural and Food Science Technicians	<ul style="list-style-type: none"> Agricultural Inspectors Biological Technicians Chemical Technicians
Electrical and Electronics Repairers, Commercial and Industrial Equipment	<ul style="list-style-type: none"> Industrial Machinery Mechanics Manufacturing Production Technicians Robotics Technicians
Computer User Support Specialists	<ul style="list-style-type: none"> Audio and Video Equipment Technicians Broadcast Technicians Computer Operators
Requires a High School Diploma or Equivalent or Less	
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	<ul style="list-style-type: none"> Helpers-Painters, Paperhangers, Plasterers, and Stucco Masons Janitors and Cleaners, Except Maids and Housekeeping Cleaners Landscaping and Groundskeeping Workers
Graders and Sorters, Agricultural Products	<ul style="list-style-type: none"> Dishwashers Food Preparation Workers Stock Clerks-Stockroom, Warehouse, or Storage Yard
Farmers, Ranchers, and Other Agricultural Managers	<ul style="list-style-type: none"> Aquacultural Managers Forest and Conservation Workers Industrial Production Managers
Packers and Packagers, Hand	<ul style="list-style-type: none"> Cooks, Fast Food Cooks, Restaurant Inspectors, Testers, Sorters, Samplers, and Weighers
Agricultural Equipment Operators	<ul style="list-style-type: none"> Dredge Operators Pile-Driver Operators Riggers

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

Employer Demand for the Agriculture, Food, and Beverage Processing Cluster

The following table lists the San Joaquin Valley Economic Market employers in the Agriculture, Food, and Beverage Processing cluster who posted the most job advertisements during the 120-day period ending April 22, 2015. The table also includes the number of job advertisements from the previous year's period, as well as the numerical change and year-over percent change in these postings for the same 120-day period.

Agriculture, Food, and Beverage Processing Cluster Employers	Recent Job Advertisements ²¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Paramount Citrus	66	74	-8	-10.8%
Foster Farms	59	98	-39	-39.8%
Constellation Brands, Inc.	54	17	37	217.6%
E. & J. Gallo Winery	53	151	-98	-64.9%
Paramount Farms	46	4	42	1,050.0%
Dole Packaged Food, LLC	45	29	16	55.2%
Delicato Family Vineyards	33	38	-5	-13.2%
Coca-Cola Refreshments	31	40	-9	-22.5%
Land O' Lakes	29	29	0	0.0%
Diamond Foods	28	15	13	86.7%
Pepsico	28	26	2	7.7%
Bimbo Bakeries	24	10	14	140.0%
Grimmway Farms	24	35	-11	-31.4%
Kraft	20	14	6	42.9%
Neil Jones Food Company	19	19	0	0.0%
The Wine Group	18	47	-29	-61.7%
Nestle	16	22	-6	-27.3%
Joseph Gallo Farms	15	16	-1	-6.3%
American Bread Co dba Panera Bread	14	1	13	1,300.0%
ConAgra	14	8	6	75.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending April 22, 2015.

²¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Agriculture, Food, and Beverage Processing Cluster Occupations

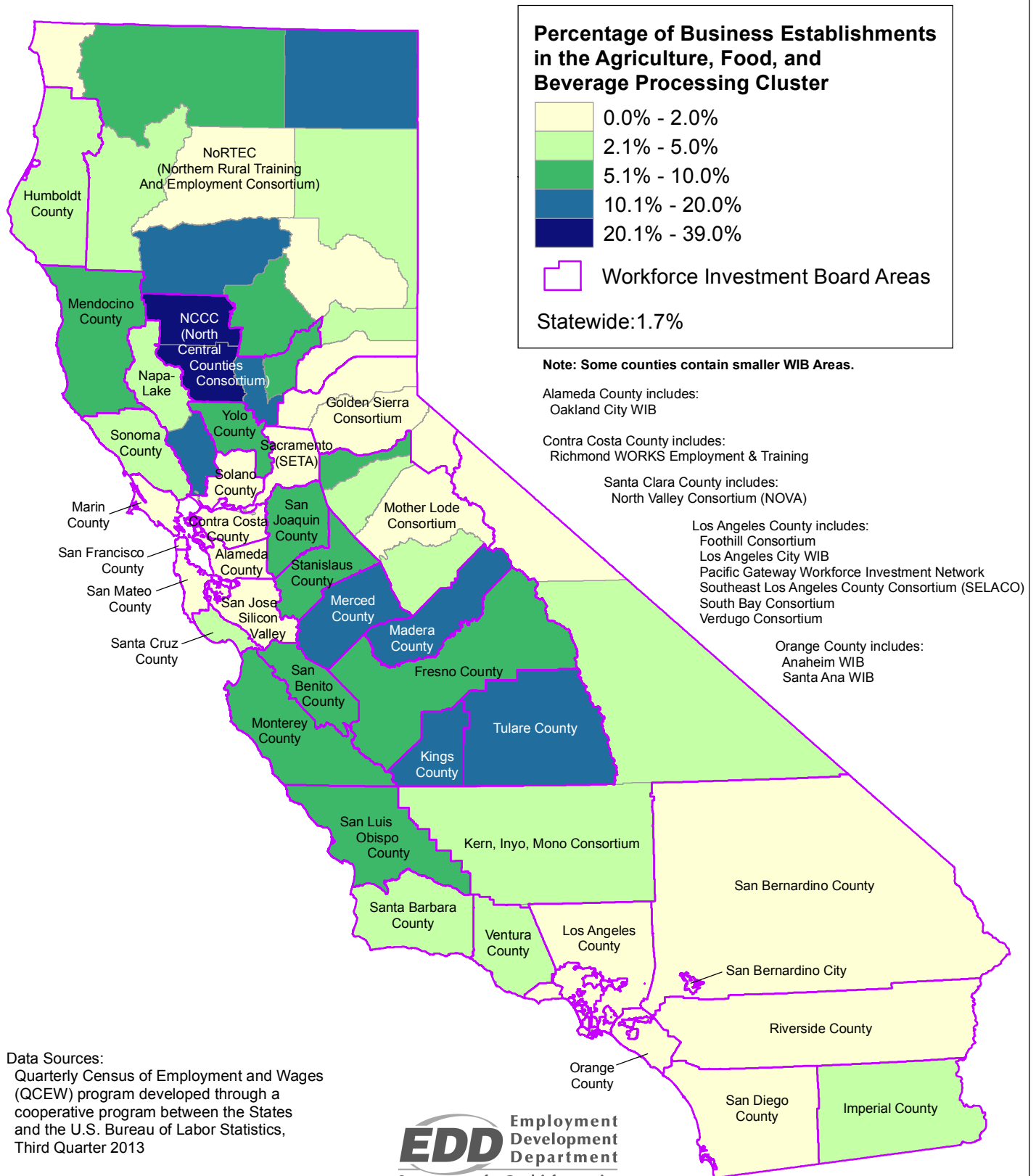
The table below provides examples of instructional programs related to some of the top occupations in the Agriculture, Food, and Beverage Processing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Agriculture, Food, and Beverage Processing cluster. To view a more complete list of training programs, select the source links under the table below. The Taxonomy of Programs categorizes and describes instructional programs only for California Community Colleges.

Occupations	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Agricultural and Food Science Technicians	01.1002	Food Technology and Processing	011300	Food Processing and Related Technologies
Agricultural Equipment Operators	01.0204	Agricultural Power Machinery Operation	N/A	N/A
Computer User Support Specialists	01.0106 11.1006 51.0709	Agricultural Business Technology Computer Support Specialist Medical Office Computer Specialist/Assistant	070820	Computer Support
Electrical and Electronics Repairers, Commercial and Industrial Equipment	47.0104 47.0105	Computer Installation and Repair Technology/Technician Industrial Electronics Technology/Technician	093410 093420	Computer Electronics Industrial Electronics
Farmers, Ranchers, and Other Agricultural Managers	01.0101 01.0104 01.1106	Agricultural Business and Management, General Farm/Farm and Ranch Management Range Science and Management	010200 010300 010900	Animal Science Plant Science Horticulture
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Graders and Sorters, Agricultural Products	01.0105	Agricultural/Farm Supplies Retailing and Wholesaling	N/A	N/A
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](http://www.nces.ed.gov/ipeds) at www.nces.ed.gov; [California Community Colleges TOP-to-CIP Crosswalk](http://www.cccco.edu) 7th Edition (2010), www.cccco.edu.

California Agriculture, Food, and Beverage Processing Cluster

Percentage of Total County Establishments, 2013



Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
July 2014

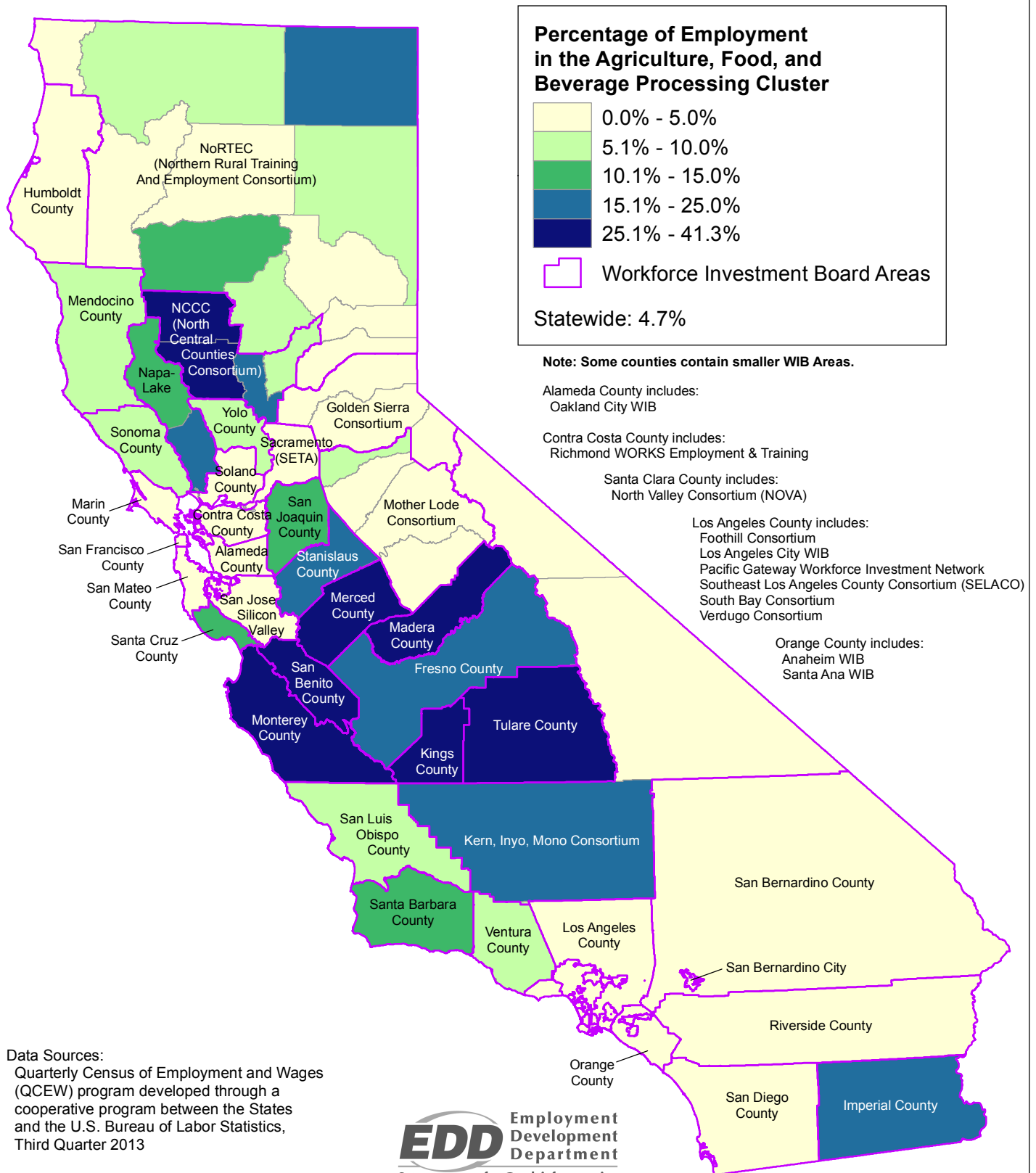
EDD Employment Development Department
State of California

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File T036

California Agriculture, Food, and Beverage Processing Cluster

Percentage of Total County Employment, 2013



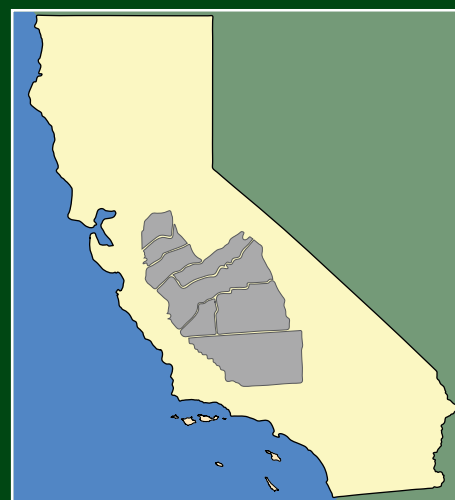
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

Cartography by:
Labor Market Information Division
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July 2014

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State of California

LaborMarketInfo

File T036



Occupational Analysis: Retail Cluster

San Joaquin Valley Economic Market
April 2015

Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare Counties

What is the Retail Cluster?

The Retail cluster is composed of 19 industries involved in the sales of goods both familiar and esoteric, everything from groceries and automobiles to musical instruments and surfboards. The workers employed within this cluster span all skill levels and share skills and work activities both within the cluster and in many other industry clusters, suggesting the potential for skills transference and upward mobility with additional .

Top 10 Occupations in the Retail Cluster

The graph below identifies the top 10 occupations in the Retail cluster, based on the San Joaquin Valley Economic Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than three-quarters of the 63,305 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, critical thinking, reading comprehension, and speaking.²²



Source: California Employment Development Department, *Projections of Employment 2012-2022*. Industry and occupational employment projections for 2012-2022 in this report may not be directly comparable to the published 2012-2022 employment projections available online at www.labormarketinfo.edd.ca.gov.

²² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²³ New jobs are only openings due to growth and do not include job declines. If an occupation's employment change is negative, there is no job growth and new jobs are set to zero.

²⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Retail Cluster

The table below further profiles the San Joaquin Valley Economic Market's top 10 occupations in the Retail cluster by listing the total job openings for 2012-2022, median hourly and annual wages, and entry-level education requirements. Also included are online job advertisements extracted from The Conference Board Help Wanted OnLine™ (HWOL) data series over a 120-day period. HWOL compiles, analyzes, and categorizes job advertisements from numerous online job boards, including CalJOBSSM (www.caljobs.ca.gov), California's online job listing system.

Occupations	Total Job Openings ²⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁶	HWOL Job Ads ²⁷ (120 days)
Cashiers	16,792	\$9.77	\$20,323	Less than high school	649
Retail Salespersons	16,662	\$10.58	\$21,991	Less than high school	2,463
Stock Clerks and Order Fillers	5,098	\$11.21	\$23,314	Less than high school	933
First-Line Supervisors of Retail Sales Workers	4,090	\$18.40	\$38,272	High school diploma or equivalent	2,130
Combined Food Preparation and Serving Workers, Including Fast Food	1,817	\$9.30	\$19,333	Less than high school	819
Laborers and Freight, Stock, and Material Movers, Hand	1,333	\$11.71	\$24,354	Less than high school	929
Automotive Service Technicians and Mechanics	1,257	\$17.91	\$37,270	High school diploma or equivalent	878
Parts Salespersons	1,029	\$14.04	\$29,213	Less than high school	114
Butchers and Meat Cutters	769	\$13.01	\$27,061	Less than high school	18
Packers and Packagers, Hand	742	\$9.58	\$19,918	Less than high school	71

Source: California Employment Development Department, *Projections of Employment 2012-2022*; *Occupational Employment Statistics Wage Survey*, updated to 4th Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending April 22, 2015.

²⁵ Total job openings are the sum of new jobs and replacement job openings.

²⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Retail Cluster by Education Level

The table below identifies the occupations with the most total job openings, categorized by Bureau of Labor Statistics (BLS) 2012 entry-level education requirements, within the Retail cluster. The table includes the San Joaquin Valley Economic Market's projected total job openings and median hourly and annual wages. In addition, recent totals of online job advertisements over 120-day period are included. Grouping occupations by education levels allows individuals to better gauge the potential for skills transference and upward mobility within the cluster.

Occupations	Total Job Openings ²⁸ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
General and Operations Managers	684	\$42.57	\$88,551	507
Pharmacists	537	\$67.15	\$139,678	349
Sales Managers	403	\$39.75	\$82,687	520
Loan Officers	88	\$36.34	\$75,571	449
Accountants and Auditors	56	\$30.15	\$62,712	988
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
First-Line Supervisors of	94	\$26.65	\$55,427	1,239
Heavy and Tractor-Trailer Truck	88	\$18.87	\$39,256	7,752
Computer, Automated Teller, and Office Machine Repairers	64	\$19.37	\$40,282	20
Hairdressers, Hairstylists, and Cosmetologists	54	\$10.06	\$20,913	524
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	35	\$21.51	\$44,747	500
Requires a High School Diploma or Equivalent or Less				
Cashiers	16,792	\$9.77	\$20,323	649
Retail Salespersons	16,662	\$10.58	\$21,991	2,463
Stock Clerks and Order Fillers	5,098	\$11.21	\$23,314	933
First-Line Supervisors of Retail	4,090	\$18.40	\$38,272	2,130
Combined Food Preparation and Serving Workers, Including Fast Food	1,817	\$9.30	\$19,333	819

Source: California Employment Development Department, *Projections of Employment 2012-2022*; Occupational Employment Statistics Wage Survey, updated to 4th Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending April 22, 2015.

²⁸ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Retail Cluster

The table below lists the 10 top skills required for top occupations in the Retail cluster, categorized by entry-level education requirements. Critical thinking and speaking are the most commonly shared skills, followed by active listening and reading comprehension. The skills and work activities identified for each occupation are from the U.S. Department of Labor's Occupational Information Network (O*NET).

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Installation	Instructing	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing
Requires a Bachelor's Degree or Higher																				
General and Operations Managers	●	●		●	●						●		●						●	
Pharmacists	●	●			●			●					●						●	●
Sales Managers				●	●				●		●		●				●			
Loan Officers	●	●	●		●				●			●							●	
Accountants and Auditors ²⁹	●	●			●				●			●	●						●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
First-Line Supervisors of Production and Operating Workers		●		●	●						●		●						●	●
Heavy and Tractor-Trailer Truck Drivers		●	●		●	●							●		●	●			●	●
Computer, Automated Teller, and Office Machine Repairers	●	●			●								●		●	●			●	●
Hairdressers, Hairstylists, and Cosmetologists	●	●			●			●		●			●				●		●	●
Heating, Air Conditioning, and Refrigeration Mechanics and Installers ³⁰		●		●	●	●	●											●	●	●
Requires a High School Diploma or Equivalent or Less																				
Cashiers		●		●	●								●						●	●
Retail Salespersons		●			●								●	●			●		●	●
Stock Clerks and Order Fillers ³¹	●	●	●	●	●								●					●	●	●
First-Line Supervisors of Retail Sales Workers					●			●			●		●	●			●		●	●
Combined Food Preparation and Serving Workers, Including Fast Food		●		●	●			●		●							●	●	●	●

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²⁹ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

³⁰ Skills represent Heating and Air Conditioning Mechanics and Installers, a specialty occupation of Heating, Air Conditioning, and Refrigeration Mechanics and Installers.

³¹ Skills represent Stock Clerks, Sales Floor, a specialty occupation of Stock Clerks and Order Fillers.

Work Activities in the Retail Cluster

The table below lists the 10 top work activities required for top occupations in the Retail cluster, categorized by entry-level education requirements. The most common include establishing and maintaining interpersonal relationships; organizing, planning, and prioritizing work; communicating with supervisors, peers, or subordinates; and making decisions and solving problems.

Occupations	Work Activities																			
	Analyzing Data or Information	Assisting and Caring for Others	Coaching and Developing Others	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Controlling Machines and Processes	Coordinating the Work and Activities of Others	Establishing and Maintaining Interpersonal Relationships	Evaluating Information to Determine Compliance with Standards	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	Inspecting Equipment, Structures, or Material	Interacting With Computers	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Operating Vehicles, Mechanized Devices, or Equipment	Organizing, Planning, and Prioritizing Work
Requires a Bachelor's Degree or Higher																				
General and Operations Managers																				
Pharmacists																				
Sales Managers																				
Loan Officers																				
Accountants and Auditors ³²																				
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
First-Line Supervisors of Production and Operating Workers																				
Heavy and Tractor-Trailer Truck Drivers																				
Computer, Automated Teller, and Office Machine Repairers																				
Hairdressers, Hairstylists, and Cosmetologists																				
Heating, Air Conditioning, and Refrigeration Mechanics and Installers ³³																				
Requires a High School Diploma or Equivalent or Less																				
Cashiers																				
Retail Salespersons																				
Stock Clerks and Order Fillers ³⁴																				
First-Line Supervisors of Retail Sales Workers																				
Combined Food Preparation and Serving Workers, Including Fast Food																				

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

³² Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

³³ Work Activities represent Heating and Air Conditioning Mechanics and Installers, a specialty occupation of Heating, Air Conditioning, and Refrigeration Mechanics and Installers.

³⁴ Work Activities represent Stock Clerks, Sales Floor, a specialty occupation of Stock Clerks and Order Fillers.

Related Occupations for the Retail Cluster

The table below lists top occupations in the Retail cluster by entry-level education requirements and provides a sample of related occupations. These related occupations match many of the skills, education, and work experience needed for the top Retail cluster occupations.

Retail Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • First-Line Supervisors of Office and Administrative Support Workers • Logistics Managers • Wholesale and Retail Buyers, Except Farm Products
Pharmacists	<ul style="list-style-type: none"> • Health Specialties Teachers, Postsecondary • Medical Scientists, Except Epidemiologists • Nursing Instructors and Teachers, Postsecondary
Sales Managers	<ul style="list-style-type: none"> • Financial Managers, Branch or Department • Logistics Managers • Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
Loan Officers	<ul style="list-style-type: none"> • Customs Brokers • Insurance Sales Agents • Personal Financial Advisors
Accountants and Auditors	<ul style="list-style-type: none"> • Auditors • Financial Analysts • Risk Management Specialists
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> • Non-Destructive Testing Specialists • Industrial Production Managers • Aircraft Cargo Handling Supervisors
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Pile-Driver Operators • Light Truck or Delivery Services Drivers • Paving, Surfacing, and Tamping Equipment Operators
Computer, Automated Teller, and Office Machine Repairers	<ul style="list-style-type: none"> • Computer User Support Specialists • Electrical Engineering Technicians • Audio and Video Equipment Technicians
Hairdressers, Hairstylists, and Cosmetologists	<ul style="list-style-type: none"> • Massage Therapists • Manicurists and Pedicurists • Skincare Specialists
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	<ul style="list-style-type: none"> • Electricians • Elevator Installers and Repairers • Refrigeration Mechanics and Installers
Requires a High School Diploma or Equivalent or Less	
Cashiers	<ul style="list-style-type: none"> • Amusement and Recreation Attendants • Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop • Waiters and Waitresses
Retail Salespersons	<ul style="list-style-type: none"> • Concierges • Counter and Rental Clerk • Tellers
Stock Clerks and Order Fillers	<ul style="list-style-type: none"> • Dining Room and Cafeteria Attendants and Bartender Helpers • Packers and Packagers, Hand • Shipping, Receiving, and Traffic Clerks
First-Line Supervisors of Retail Sales Workers	<ul style="list-style-type: none"> • First-Line Supervisors of Food Preparation and Serving Workers • Hotel, Motel, and Resort Desk Clerks • Wholesale and Retail Buyers, Except Farm Products
Combined Food Preparation and Serving Workers, Including Fast Food	<ul style="list-style-type: none"> • Cooks, Fast Food • Counter Attendants, Cafeteria, Food Concession, and Coffee Shop • Food Servers, Nonrestaurant

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

Employer Demand for the Retail Cluster

The following table lists the San Joaquin Valley Economic Market employers in the Retail cluster who posted the most job advertisements during the 120-day period ending April 22, 2015. The table also includes the number of job advertisements from the previous year's period, as well as the numerical change and year-over percent change in these postings for the same 120-day period.

Retail Cluster Employers	Recent Job Advertisements ³⁵ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Home Depot	251	73	178	243.8%
Macy's	221	101	120	118.8%
Lowe's	221	209	12	5.7%
Target Corporation	166	37	129	348.6%
Dollar Tree Stores, Inc.	126	28	98	350.0%
Sears Holdings Corporation	115	354	-239	-67.5%
Safeway Companies	89	5	84	1,680.0%
Walmart	85	43	42	97.7%
Rite Aid	68	49	19	38.8%
Love's Travel Stops	66	8	58	725.0%
JCPenney	58	32	26	81.3%
Office Depot	55	16	39	243.8%
Toys"R"Us	52	81	-29	-35.8%
Lithia Motors, Inc.	51	3	48	1,600.0%
WINCO FOODS	46	2	44	2,200.0%
Harbor Freight Tools	42	36	6	16.7%
Dick's Sporting Goods, Inc.	41	63	-22	-34.9%
Save Mart Supermarkets	40	51	-11	-21.6%
Staples	40	41	-1	-2.4%
The Dollar General	38	161	-123	-76.4%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending April 22, 2015.

³⁵ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Retail Cluster Occupations

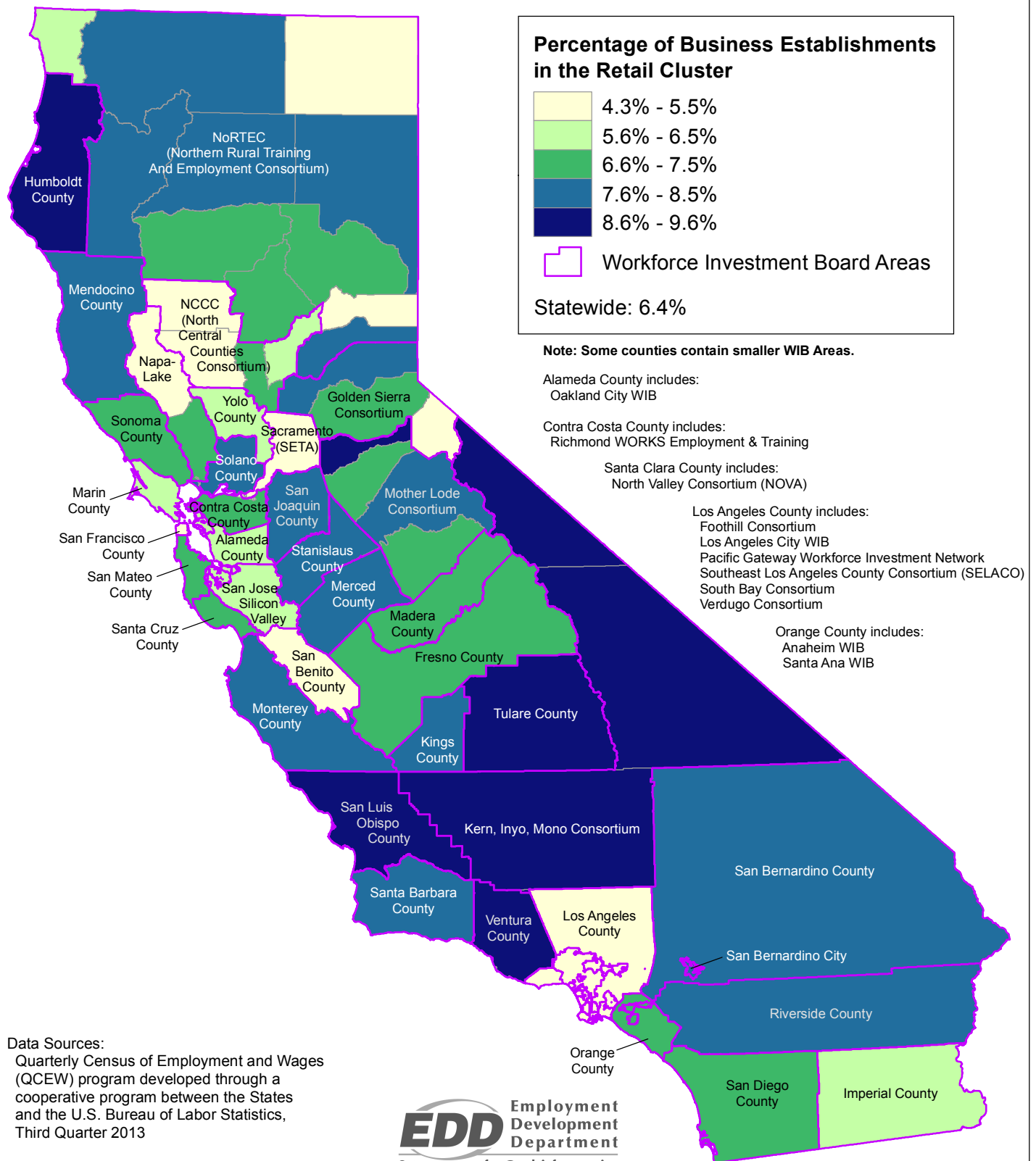
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Occupations	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Computer, Automated Teller, and Office Machine Repairers	47.0102 47.0104	Business Machine Repair Computer Installation and Repair Technology/Technician	093410	Computer Electronics
Hairdressers, Hairstylists, and Cosmetologists	12.0401 12.0406 12.0412	Cosmetology/Cosmetologist, General Make-Up Artist/Specialist Salon/Beauty Salon Management/Manager	300700	Cosmetology and Barbering
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	15.0501 47.0201	Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	094600	Environmental Control Technology
First-Line Supervisors of Retail Sales Workers	19.0203 52.0212 52.1803	Consumer Merchandising/Retailing Management Retail Management Retailing and Retail Operations	050650 050940 050960	Retail Store Operations and Management Sales and Salesmanship Display

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](http://www.nces.ed.gov/ipeds) at www.nces.ed.gov; [California Community Colleges TOP-to-CIP Crosswalk](http://www.cccco.edu) 7th Edition (2010), www.cccco.edu.

California Retail Cluster

Percentage of Total County Establishments, 2013



Data Sources:
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Cartography by:
Labor Market Information Division
California Employment Development Department
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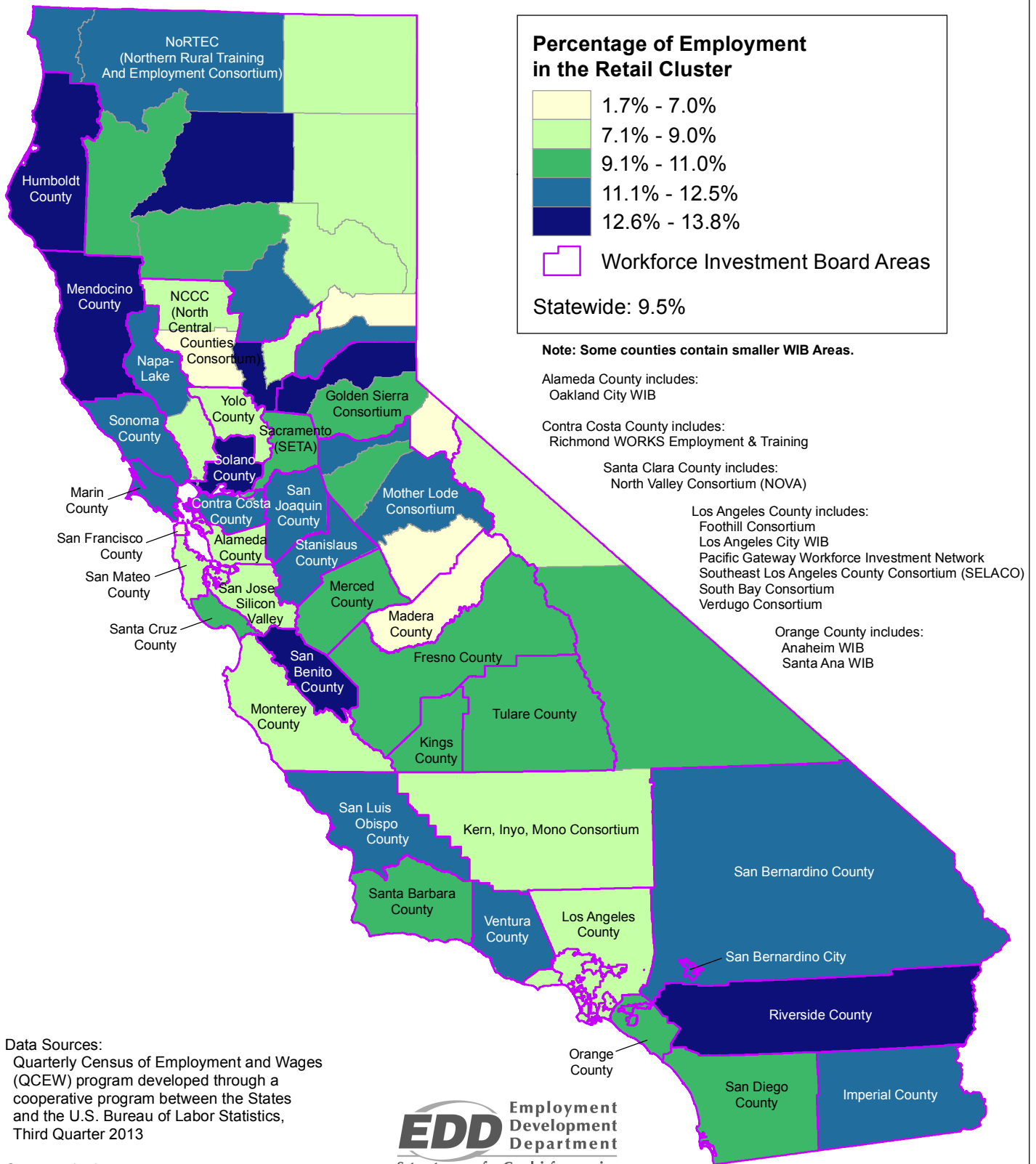
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California Retail Cluster

Percentage of Total County Employment, 2013



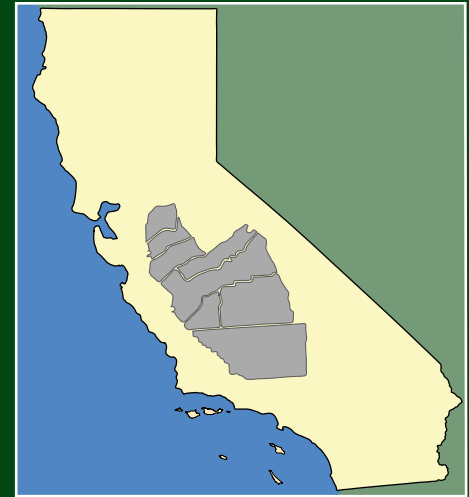
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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Occupational Analysis: Health Care Services Cluster

San Joaquin Valley Economic Market

April 2015

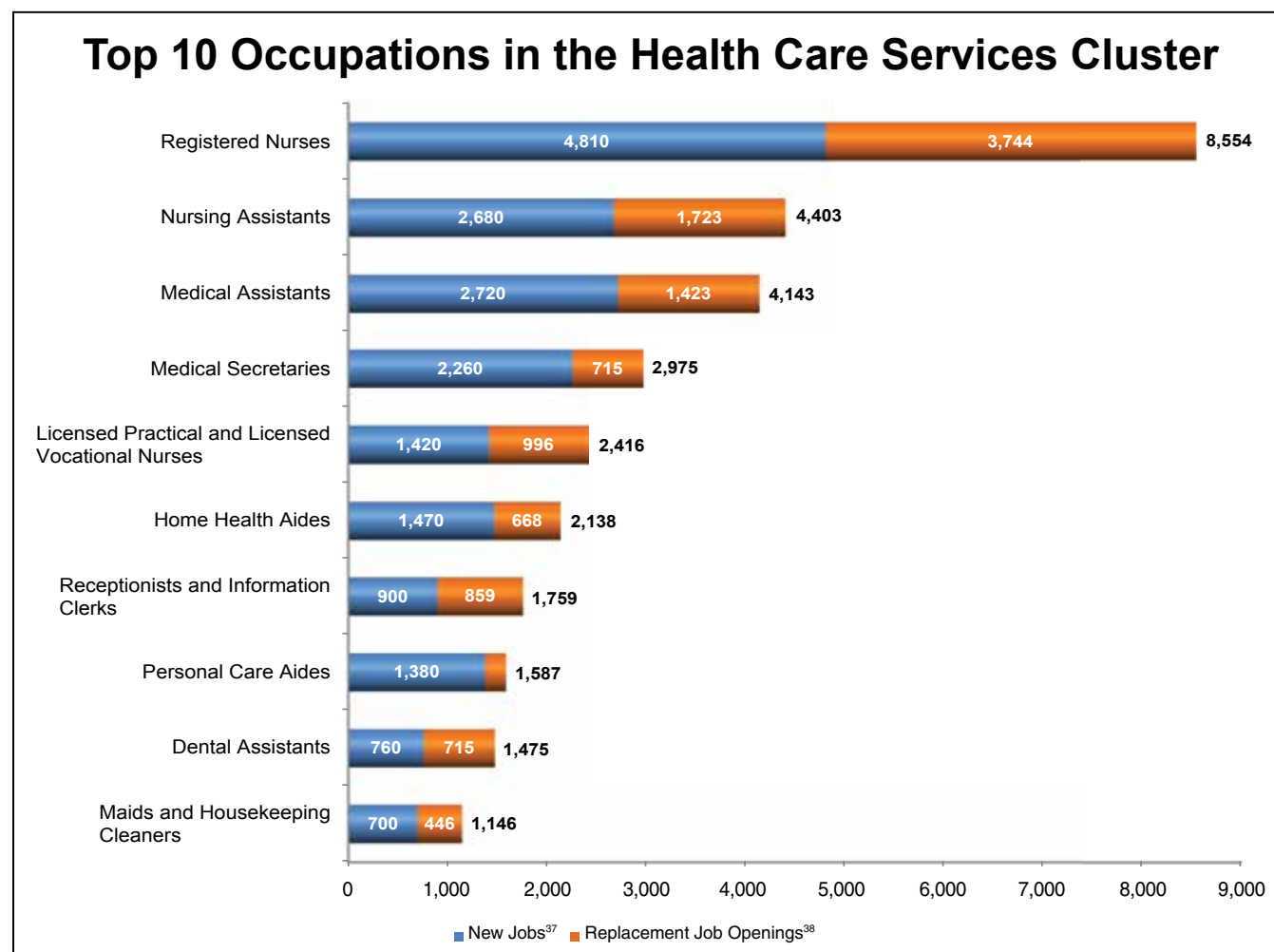
Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare Counties

What is the Health Care Services Cluster?

The Health Care Services cluster is comprised of 14 industries that include hospitals and doctors' offices, diagnostic laboratories, continuing care retirement communities, home health care services, and other activities related to health care. The workers employed within this cluster span all skill levels and share skills and work activities both within the cluster and in many other industry clusters, suggesting the potential for skills transference and upward mobility with additional training.

Top 10 Occupations in the Health Care Services Cluster

The graph below identifies the top 10 occupations in the Health Care Services cluster, based on the San Joaquin Valley Economic Market's new job growth plus replacement openings. In sum, these 10 occupations represent nearly half of the 62,822 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, critical thinking, reading comprehension, social perceptiveness, speaking and monitoring.³⁶



Source: California Employment Development Department, *Projections of Employment 2012-2022*. Industry and occupational employment projections for 2012-2022 in this report may not be directly comparable to the published 2012-2022 employment projections available online at www.labormarketinfo.edd.ca.gov.

³⁶ U.S. Department of Labor's *Occupational Information Network (O*NET)* at www.onetonline.org.

³⁷ New jobs are only openings due to growth and do not include job declines. If an occupation's employment change is negative, there is no job growth and new jobs are set to zero.

³⁸ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Health Care Services Cluster

The table below further profiles the San Joaquin Valley Economic Market's top 10 occupations in the Health Care Services cluster by listing the total job openings for 2012-2022, median hourly and annual wages, and entry-level education requirements. Also included are online job advertisements extracted from The Conference Board Help Wanted OnLine™ (HWOL) data series over a recent 120-day period. HWOL compiles, analyzes, and categorizes job advertisements from numerous online job boards, including CalJOBSSM (www.caljobs.ca.gov), California's online job listing system.

Occupations	Total Job Openings ³⁹ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁴⁰	HWOL Job Ads ⁴¹ (120 days)
Registered Nurses	8,554	\$41.13	\$85,545	Associate's degree	5,806
Nursing Assistants	4,403	\$12.01	\$24,988	Postsecondary non-degree award	565
Medical Assistants	4,143	\$13.72	\$28,537	Postsecondary non-degree award	754
Medical Secretaries	2,975	\$16.61	\$34,566	High school diploma or equivalent	1,166
Licensed Practical and Licensed Vocational Nurses	2,416	\$24.28	\$50,504	Postsecondary non-degree award	875
Home Health Aides	2,138	\$10.43	\$21,688	Less than high school	432
Receptionists and Information Clerks	1,759	\$12.30	\$25,583	High school diploma or equivalent	2,061
Personal Care Aides	1,587	\$9.33	\$19,414	Less than high school	906
Dental Assistants	1,475	\$15.32	\$31,863	Postsecondary non-degree award	534
Maids and Housekeeping Cleaners	1,146	\$9.58	\$19,912	Less than high school	913

Source: California Employment Development Department, *Projections of Employment 2012-2022*; *Occupational Employment Statistics Wage Survey*, updated to 4th Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending April 22, 2015.

³⁹ Total job openings are the sum of new jobs and replacement job openings.

⁴⁰ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

⁴¹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Health Care Services Cluster by Education Level

The table below identifies the occupations with the most total job openings, categorized by Bureau of Labor Statistics (BLS) 2012 entry-level education requirements, within the Health Care Services cluster. The table includes the San Joaquin Valley Economic Market's projected total job openings and median hourly and annual wages. In addition, recent totals of online job advertisements over 120-day period are included. Grouping occupations by education levels allows individuals to better gauge the potential for skills transference and upward mobility within the cluster.

Occupations	Total Job Openings ⁴² (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Medical and Health Services Managers	974	\$53.33	\$110,923	965
Physical Therapists	581	\$44.24	\$92,016	895
Family and General Practitioners	575	\$82.52	\$171,630	233
Physician Assistants	521	\$53.96	\$112,227	387
Nurse Practitioners	519	\$54.06	\$112,448	142
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Registered Nurses	8,554	\$41.13	\$85,545	5,806
Nursing Assistants	4,403	\$12.01	\$24,988	565
Medical Assistants	4,143	\$13.72	\$28,537	754
Licensed Practical and Licensed Vocational Nurses	2,416	\$24.28	\$50,504	875
Dental Assistants	1,475	\$15.32	\$31,863	534
Requires a High School Diploma or Equivalent or Less				
Medical Secretaries	2,975	\$16.61	\$34,566	1,166
Home Health Aides	2,138	\$10.43	\$21,688	432
Receptionists and Information Clerks	1,759	\$12.30	\$25,583	2,061
Personal Care Aides	1,587	\$9.33	\$19,414	906
Maids and Housekeeping Cleaners	1,146	\$9.58	\$19,912	913

Source: California Employment Development Department, *Projections of Employment 2012-2022*; *Occupational Employment Statistics Wage Survey*, updated to 4th Q, 2014; *The Conference Board Help Wanted OnLine™ (HWOL) Data Series*, 120-day period ending April 22, 2015.

⁴² Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Health Care Services Cluster

The table below lists the 10 top skills required for top occupations in the Health Care Services cluster, categorized by entry-level education requirements. Active listening, critical thinking, reading comprehension and social perceptiveness are the most commonly shared skills, followed by speaking. The skills and work activities identified for each occupation are from the U.S. Department of Labor's Occupational Information Network (O*NET).

Occupations	Skills																
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Instructing	Judgment and Decision Making	Learning Strategies	Monitoring	Operations Analysis	Reading Comprehension	Science	Service Orientation	Social Perceptiveness	Speaking	Time Management	Writing
Requires a Bachelor's Degree or Higher																	
Medical and Health Services Managers		●		●	●		●		●	●	●			●	●	●	
Physical Therapists		●		●	●		●		●		●		●	●	●		●
Family and General Practitioners	●	●	●		●		●				●	●		●	●		●
Physician Assistants	●	●		●	●				●		●		●	●	●		●
Nurse Practitioners	●	●			●	●	●		●		●	●		●			●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																	
Registered Nurses	●	●		●	●			●	●		●		●	●	●		
Nursing Assistants	●	●		●	●				●		●		●	●	●		●
Medical Assistants	●	●		●	●				●		●		●	●	●		●
Licensed Practical and Licensed Vocational Nurses		●		●	●				●		●		●	●	●	●	●
Dental Assistants	●	●			●	●			●		●		●	●	●		●
Requires a High School Diploma or Equivalent or Less																	
Medical Secretaries		●		●	●				●		●		●	●	●	●	●
Home Health Aides	●	●		●	●			●	●		●		●	●	●		
Receptionists and Information Clerks		●	●	●	●						●		●	●	●	●	●
Personal Care Aides	●	●		●	●				●		●		●	●	●		●
Maids and Housekeeping Cleaners		●		●	●	●			●		●		●	●	●	●	

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

Work Activities in the Health Care Services Cluster

The table below lists the 10 top work activities required for top occupations in the Health Care Services cluster, categorized by entry-level education requirements. The most common include establishing and maintaining interpersonal relationships; identifying objects, actions, and events; assisting and caring for others; and monitor processes, materials, or surroundings.

Occupations	Work Activities																			
	Analyzing Data or Information	Assisting and Caring for Others	Coaching and Developing Others	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Coordinating the Work and Activities of Others	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Evaluating Information to Determine Compliance with Standards	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	Inspecting Equipment, Structures, or Material	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	Performing for or Working Directly with the Public
Requires a Bachelor's Degree or Higher																				
Medical and Health Services Managers			•		•	•		•			•				•	•			•	•
Physical Therapists		•					•	•				•	•		•	•			•	•
Family and General Practitioners	•	•					•	•	•				•		•	•			•	•
Physician Assistants	•	•						•		•			•		•	•			•	•
Nurse Practitioners		•					•	•	•				•		•	•	•			•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Registered Nurses		•		•			•	•					•		•	•	•		•	•
Nursing Assistants		•		•			•	•			•	•	•		•	•	•		•	•
Medical Assistants		•		•		•	•	•	•				•		•	•	•	•		•
Licensed Practical and Licensed Vocational Nurses		•		•		•	•	•				•	•		•	•	•			•
Dental Assistants		•					•	•	•			•	•		•	•	•			•
Requires a High School Diploma or Equivalent or Less																				
Medical Secretaries		•	•	•			•	•					•		•				•	•
Home Health Aides		•		•		•	•	•				•	•		•	•	•		•	•
Receptionists and Information Clerks		•				•	•	•					•		•		•	•		•
Personal Care Aides		•		•		•	•	•				•	•		•	•	•			•
Maids and Housekeeping Cleaners				•		•	•	•			•	•	•				•	•	•	•

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

Related Occupations for the Health Care Services Cluster

The table below lists top occupations in the Health Care Services cluster by entry-level education requirements and provides a sample of related occupations. These related occupations match many of the skills, education, and work experience needed for the top Health Care Services cluster occupations.

Health Care Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Medical and Health Services Managers	<ul style="list-style-type: none"> • Management Analysts • Chief Executives • Human Resources Managers
Physical Therapists	<ul style="list-style-type: none"> • Health Specialties Teachers, Postsecondary • Nursing Instructors and Teachers, Postsecondary • Occupational Therapists
Family and General Practitioners	<ul style="list-style-type: none"> • Hospitalists • Physician Assistants • Nurse Midwives
Physician Assistants	<ul style="list-style-type: none"> • Clinical Nurse Specialists • Nurse Midwives • Nurse Practitioners
Nurse Practitioners	<ul style="list-style-type: none"> • Physician Assistants • Clinical Nurse Specialists • Nurse Midwives
Requires Some College, Postsecondary Non-Degree Award, or Associate's	
Registered Nurses	<ul style="list-style-type: none"> • Acute Care Nurses • Critical Care Nurses • Licensed Practical and Licensed Vocational Nurses
Nursing Assistants ⁴³	<ul style="list-style-type: none"> • N/A
Medical Assistants	<ul style="list-style-type: none"> • Pharmacy Technicians • Physical Therapist Assistants • Dental Assistants
Licensed Practical and Licensed Vocational Nurses	<ul style="list-style-type: none"> • Acute Care Nurses • Cardiovascular Technologists and Technicians • Radiologic Technicians
Dental Assistants	<ul style="list-style-type: none"> • Dental Hygienists • Surgical Technologists • Endoscopy Technicians
Requires a High School Diploma or Equivalent or Less	
Medical Secretaries	<ul style="list-style-type: none"> • Medical Records and Health Information Technicians • Receptionists and Information Clerks • Bill and Account Collectors
Home Health Aides	<ul style="list-style-type: none"> • Personal Care Aides • Occupational Therapy Aides • Physical Therapist Aides
Receptionists and Information Clerks	<ul style="list-style-type: none"> • Medical Records and Health Information Technicians • Medical Secretaries • Office Clerks, General
Personal Care Aides	<ul style="list-style-type: none"> • Home Health Aides • Ambulance Drivers and Attendants, Except Emergency Medical Technicians • Physical Therapist Aides
Maids and Housekeeping Cleaners	<ul style="list-style-type: none"> • Janitors and Cleaners, Except Maids and Housekeeping Cleaners • Dining Room and Cafeteria Attendants and Bartender Helpers • Food Servers, Nonrestaurant

Source: U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

⁴³ Currently no related occupations reported by O*NET.

Employer Demand for the Health Care Services Cluster

The following table lists the San Joaquin Valley Economic Market employers in the Health Care Services cluster who posted the most job advertisements during the 120-day period ending April 22, 2015. The table also includes the number of job advertisements from the previous year's period, as well as the numerical change and year-over percent change in these postings for the same 120-day period.

Health Care Services Cluster Employers	Recent Job Advertisements ⁴⁴ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Dignity Health	672	844	-172	-20.4%
Kern Medical Center	327	316	11	3.5%
Tenet Healthcare Corporation	313	171	142	83.0%
St. Joseph Medical Center	256	85	171	201.2%
Kaiser Permanente	238	95	143	150.5%
Sutter Health	224	175	49	28.0%
Children's Hospital Central California	175	179	-4	-2.2%
Onward Healthcare	153	63	90	142.9%
American Mobile Healthcare	107	100	7	7.0%
Kaweah Delta Medical Center	102	68	34	50.0%
Brookdale Senior Living	88	51	37	72.5%
San Joaquin Community Hospital	88	92	-4	-4.3%
DaVita, Inc.	83	111	-28	-25.2%
Mercy Hospital	80	17	63	370.6%
Adventist HealthCare	73	54	19	35.2%
Avalon Health Care, Inc.	69	53	16	30.2%
Golden Living	64	60	4	6.7%
Western Dental	60	30	30	100.0%
Aureus Medical	48	5	43	860.0%
Genesis HealthCare	43	22	21	95.5%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending April 22, 2015.

⁴⁴ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Health Care Services Cluster Occupations

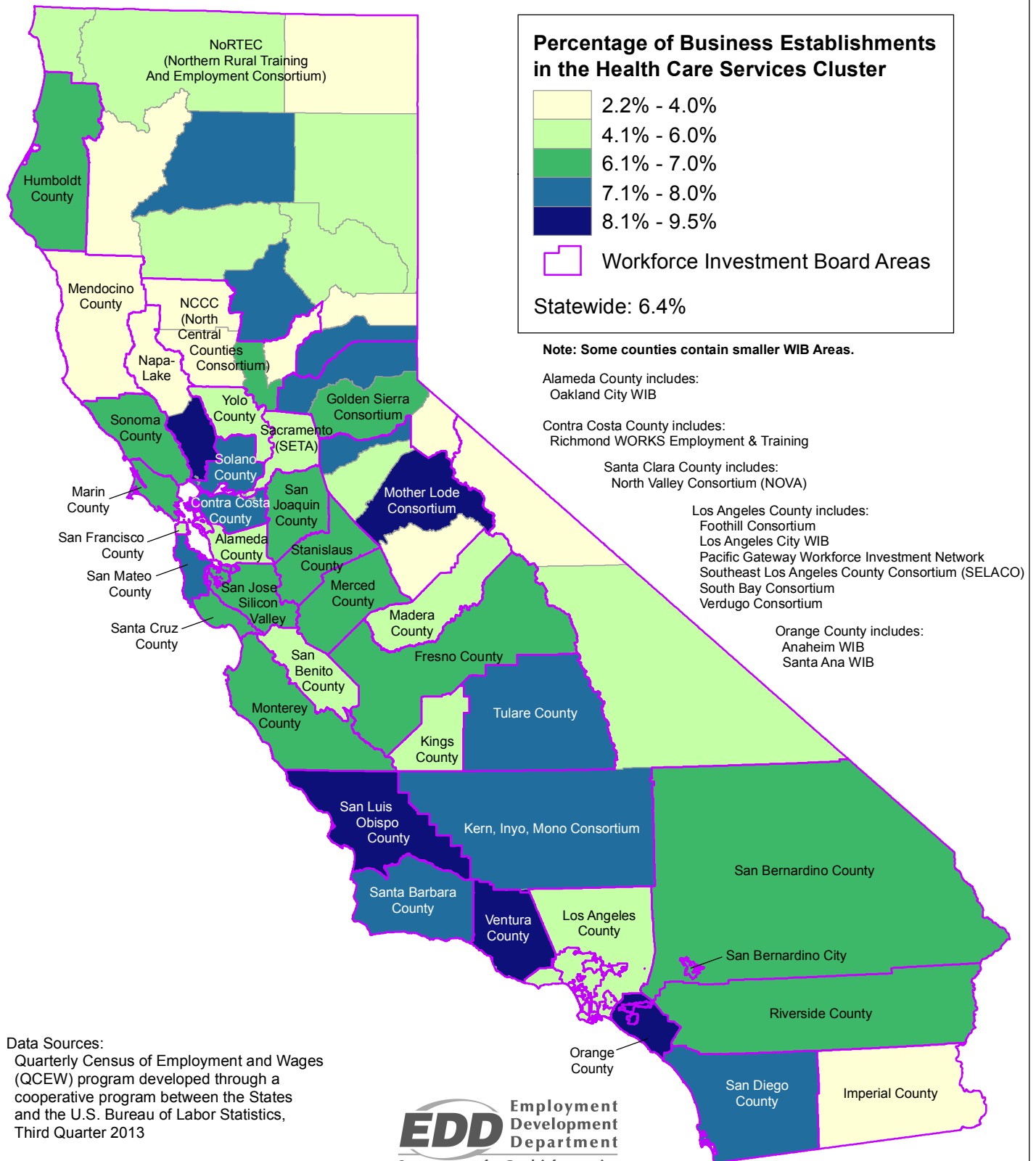
The table below provides examples of instructional programs related to some of the top occupations in the Health Care Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Health Care Services cluster. To view a more complete list of training programs, select the source links under the table below. The Taxonomy of Programs categorizes and describes instructional programs only for California Community Colleges.

Occupations	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Registered Nurses	51.3801	Registered Nursing/Registered Nurse	123000	Nursing
	51.3813	Clinical Nurse Specialist	123010	Registered Nursing
	51.3816	Emergency Room/Trauma Nursing		
Nursing Assistants	51.2601	Health Aide	123030	Certified Nurse Assistant
	51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide		
	51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other		
Medical Assistants	51.0710	Medical Office Assistant/Specialist	051420	Medical Office Technology
	51.0712	Medical Reception/Receptionist	120800	Medical Assisting
	51.0713	Medical Insurance Coding Specialist/Coder	120810	Clinical Medical Assisting
Licensed Practical and Licensed Vocational Nurses Assistants	51.3901	Licensed Practical/Vocational Nurse Training	123020	Licensed Vocational Nursing
	51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other		
Dental	51.0601	Dental Assisting/Assistant	124010	Dental Assistant
Medical Secretaries	51.0710	Medical Office Assistant/Specialist	051420	Medical Office Technology
	51.0714	Medical Insurance Specialist/Medical Biller		
	51.0716	Medical Administrative/Executive Assistant and Medical Secretary		
Home Health Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide
Receptionists and Information Clerks	52.0406	Receptionist		
Personal Care Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](http://www.nces.ed.gov/ipeds) at www.nces.ed.gov; [California Community Colleges TOP-to-CIP Crosswalk](http://www.cccco.edu) 7th Edition (2010), www.cccco.edu.

California Health Care Services Cluster

Percentage of Total County Establishments, 2013



Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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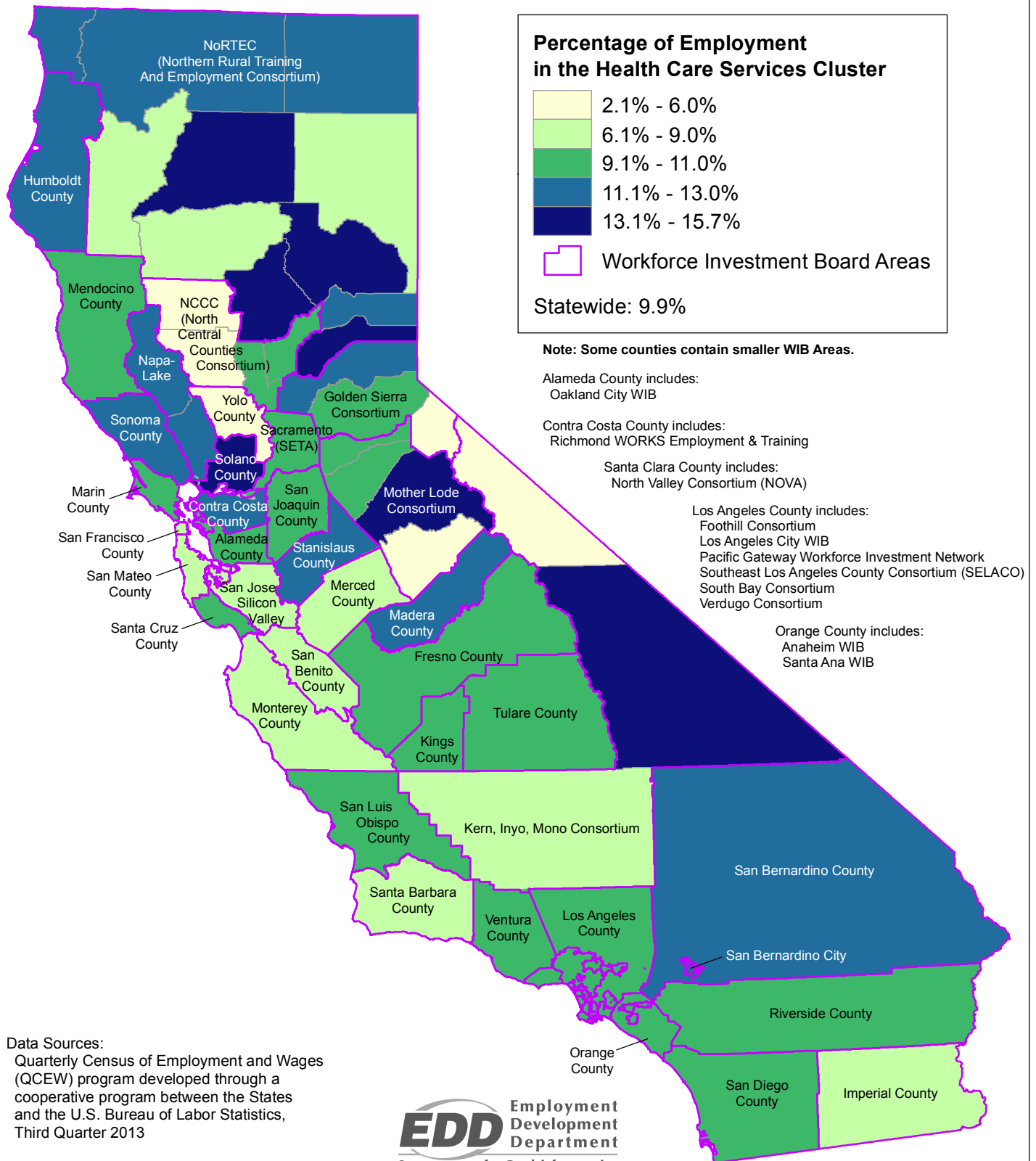
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California Health Care Services Cluster

Percentage of Total County Employment, 2013



Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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