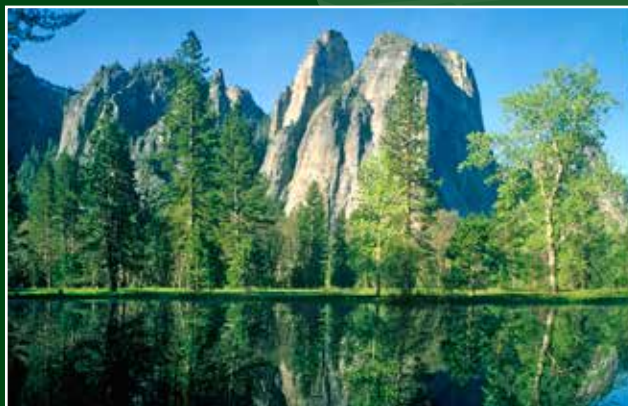


Regional Economic Analysis Profile

San Joaquin Valley Economic Sub-Market
Merced, San Joaquin, and Stanislaus Counties

April 2015



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TABLE OF CONTENTS

| | |
|---|----|
| Summary of the San Joaquin Valley Economic Sub-Market** Industry Clusters | 1 |
| Industry Cluster Descriptions | 2 |
| Industry Cluster Definitions | 4 |
| Occupational Analysis: Retail Cluster | 6 |
| What is the Retail Cluster? | 7 |
| Top 10 Occupations in the Retail Cluster | 7 |
| Top 10 Occupations and Recent Job Demand in the Retail Cluster | 8 |
| Top Occupations for the Retail Cluster by Education Level | 9 |
| Skill Requirements in the Retail Cluster | 10 |
| Work Activities in the Retail Cluster | 11 |
| Related Occupations for the Retail Cluster | 12 |
| Employer Demand for the Retail Cluster | 13 |
| Instructional Programs for the Top Retail Cluster Occupations | 14 |
| Geographic Information Systems Maps: Percentage of Total County Establishments: Retail Cluster | 15 |
| Geographic Information Systems Maps: Percentage of Total County Employment: Retail Cluster | 16 |
| Occupational Analysis: Agriculture, Food, and Beverage Processing Cluster | 17 |
| What is the Agriculture, Food, and Beverage Processing Cluster? | 18 |
| Top 10 Occupations in the Agriculture, Food, and Beverage Processing Cluster | 18 |
| Top 10 Occupations and Recent Job Demand in the Agriculture, Food, and Beverage Processing Cluster | 19 |
| Top Occupations for the Agriculture, Food, and Beverage Processing Cluster by Education Level | 20 |
| Skill Requirements in the Agriculture, Food, and Beverage Processing Cluster | 21 |
| Work Activities in the Agriculture, Food, and Beverage Processing Cluster | 22 |
| Related Occupations for the Agriculture, Food, and Beverage Processing Cluster | 23 |
| Employer Demand for the Agriculture, Food, and Beverage Processing Cluster | 24 |
| Instructional Programs for the Top Agriculture, Food, and Beverage Processing Cluster Occupations | 25 |

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

TABLE OF CONTENTS

| | |
|--|----|
| Geographic Information Systems Maps: Percentage of Total County Establishments: | |
| Agriculture, Food, and Beverage Processing Cluster | 26 |
| Geographic Information Systems Maps: Percentage of Total County Employment: | |
| Agriculture, Food, and Beverage Processing Cluster | 27 |
| Occupational Analysis: Health Care Services Cluster | 28 |
| What is the Health Care Services Cluster? | 29 |
| Top 10 Occupations in the Health Care Services Cluster | 29 |
| Top 10 Occupations and Recent Job Demand in the Health Care Services Cluster | 30 |
| Top Occupations for the Health Care Services Cluster by Education Level | 31 |
| Skill Requirements in the Health Care Services Cluster | 32 |
| Work Activities in the Health Care Services Cluster | 33 |
| Related Occupations for the Health Care Services Cluster | 34 |
| Employer Demand for the Health Care Services Cluster | 35 |
| Instructional Programs for the Top Health Care Services Cluster Occupations | 36 |
| Geographic Information Systems Maps: Percentage of Total County Establishments: | |
| Health Care Services Cluster | 37 |
| Geographic Information Systems Maps: Percentage of Total County Employment: | |
| Health Care Services Cluster | 38 |

SUMMARY OF THE SAN JOAQUIN VALLEY ECONOMIC SUB-MARKET INDUSTRY CLUSTERS

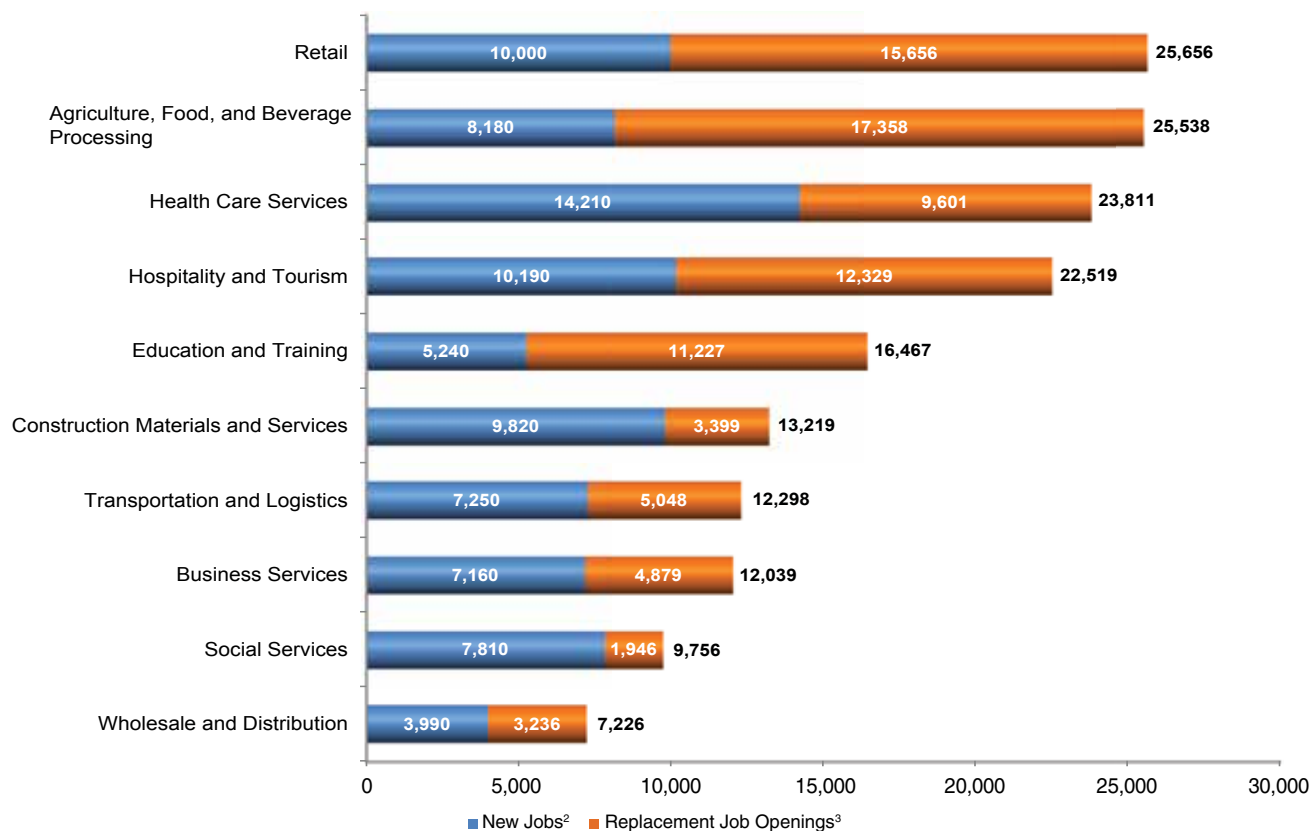
What is an Industry Cluster?

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 sub-market industry clusters. This report focuses on the future employment demand of economic sub-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.

Top 10 Industry Clusters in the San Joaquin Valley Economic Sub-Market**



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.

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INDUSTRY CLUSTER DESCRIPTIONS

The following are descriptions of the San Joaquin Valley Economic Sub-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 **Retail** industry cluster includes grocery and department stores, dollar stores, retail pharmacies, and clothing specialty stores. During 2013-2014,* this cluster employed almost 52,000 workers, or 12.2 percent of the economic sub-market's total employment. Industries projected to have the largest number of jobs (new and replacement) include:

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

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 over 72,000 people during 2013-2014,* or 17 percent of the economic sub-market's workforce. Top industries in this cluster include:

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

The **Health Care Services** industry cluster includes acute care and outpatient hospitals, nursing home and rehabilitation centers, adult day care centers, and community service agencies for the elderly. It employed almost 48,000 people in the economic sub-market during 2013-2014,* accounting for 11.3 percent of the workforce. Top industries within this cluster include:

- General Medical and Surgical Hospitals
- Nursing Care Facilities (Skilled Nursing Facilities)
- Offices of Physicians
- 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 employed more than 39,000 workers, or 9.3 percent of the economic sub-market's total 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 elementary and high schools, community colleges, universities, and professional schools with programs such as dental, law, and medical. Other establishments include English as a Second Language (ESL) programs, test preparation and tutoring, or driving instruction. During 2013-2014,* this cluster employed more almost 50,000 people in the economic sub-market, accounting for 11.7 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.

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INDUSTRY CLUSTER DESCRIPTIONS

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 employed more than 20,000 workers, or 4.8 percent of the economic sub-market's total employment. Top industries within this cluster include:

- Building Equipment Contractors
- Building Finishing Contractors
- Foundation, Structure, and Building Exterior Contractors
- Other Specialty Trade Contractors
- Highway, Street, and Bridge Construction

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,* more than 23,000 workers were employed in this cluster, making up 5.5 percent of the economic sub-market's workforce population.

- Warehousing and Storage
- General Freight Trucking
- Specialized Freight Trucking
- Rail Transportation
- Support Activities for Road Transportation

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. During 2013-2014,* this cluster employed more than 24,000 workers, or 5.7 percent of the economic sub-market's total employment. Top industries in this cluster include:

- Employment Services
- Services to Buildings and Dwellings
- Business Support Services
- Management of Companies and Enterprises
- Office Administrative Services

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 nearly 17,000 people and accounted for 3.9 percent of the economic sub-market's workforce in 2013-2014.* Industries include:

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

The **Wholesale and Distribution** cluster includes industries engaged in selling durable and nondurable goods to other businesses. Merchant wholesalers sell goods such as groceries, pharmaceuticals, and motor vehicles and parts. During 2013-2014,* nearly 15,000 people were employed in the economic sub-market, which accounted for 3.4 percent of the economic market's workforce. Industries with the highest number of expected job openings include:

- Grocery and Related Product Merchant Wholesalers
- Machinery, Equipment, and Supplies Merchant Wholesalers
- Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers
- Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers
- Miscellaneous Durable Goods Merchant Wholesalers

* 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 Sub-Market.**

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

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 |

Agriculture, Food, and Beverage Processing (Continued)

| | |
|------|--|
| 3253 | Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing |
| 3261 | Plastics Product Manufacturing |

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 |
| 6115 | Technical and Trade Schools |

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

INDUSTRY CLUSTER DEFINITIONS

Education and Training (Continued)

- 6116 Other Schools and Instruction
- 6117 Educational Support 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

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

Business Services

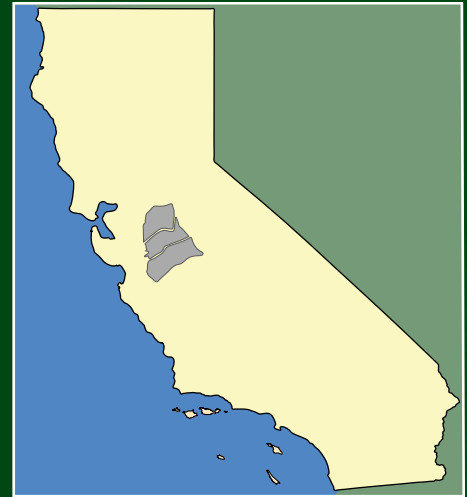
- 5511 Management of Companies and Enterprises
- 5611 Office Administrative Services
- 5612 Facilities Support Services
- 5613 Employment Services
- 5614 Business Support Services
- 5616 Investigation and Security Services
- 5617 Services to Buildings and Dwellings
- 5619 Other Support Services
- 5621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

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

Wholesale and Distribution

- 4231 Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers
- 4233 Lumber and Other Construction Materials Merchant Wholesalers
- 4234 Professional and Commercial Equipment and Supplies Merchant Wholesalers
- 4235 Metal and Mineral (except Petroleum) Merchant Wholesalers
- 4237 Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers
- 4238 Machinery, Equipment, and Supplies Merchant Wholesalers
- 4239 Miscellaneous Durable Goods Merchant Wholesalers
- 4241 Paper and Paper Product Merchant Wholesalers
- 4242 Drugs and Druggists' Sundries Merchant Wholesalers
- 4244 Grocery and Related Product Merchant Wholesalers
- 4245 Farm Product Raw Material Merchant Wholesalers
- 4248 Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers
- 5323 General Rental Centers
- 5324 Commercial and Industrial Machinery and Equipment Rental and Leasing



Occupational Analysis: Retail Cluster

San Joaquin Valley Economic Sub-Market
Merced, San Joaquin, and Stanislaus Counties

April 2015

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 training.

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 Sub-Market's** new job growth plus replacement openings. In sum, these 10 occupations represent more than three-quarters of the 25,656 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, critical thinking, monitoring, reading comprehension, and speaking.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.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

Top 10 Occupations and Recent Job Demand in the Retail Cluster

The table below further profiles the San Joaquin Valley Economic Sub-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 ⁷ (2012-2022) | Median Hourly Wage (2014) | Median Annual Wage (2014) | Entry Level Education ⁸ | HWOL Job Ads ⁹ (120 days) |
|--|--|------------------------------|------------------------------|------------------------------------|---|
| Retail Salespersons | 7,170 | \$10.40 | \$21,618 | Less than high school | 1,035 |
| Cashiers | 6,161 | \$9.86 | \$20,506 | Less than high school | 274 |
| Stock Clerks and Order Fillers | 2,003 | \$11.75 | \$24,434 | Less than high school | 378 |
| First-Line Supervisors of Retail Sales Workers | 1,685 | \$18.52 | \$38,521 | High school diploma or equivalent | 816 |
| Combined Food Preparation and Serving Workers, Including Fast Food | 741 | \$9.37 | \$19,501 | Less than high school | 297 |
| Laborers and Freight, Stock, and Material Movers, Hand | 661 | \$12.69 | \$26,385 | Less than high school | 436 |
| Automotive Service Technicians and Mechanics | 495 | \$18.08 | \$37,611 | High school diploma or equivalent | 405 |
| Parts Salespersons | 410 | \$13.47 | \$28,024 | Less than high school | 62 |
| General and Operations Managers | 322 | \$42.45 | \$88,284 | Bachelor's degree | 207 |
| Butchers and Meat Cutters | 298 | \$14.12 | \$29,359 | Less than high school | 8 |

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 March 25, 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.

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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 Sub-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 | 322 | \$42.45 | \$88,284 | 207 |
| Pharmacists | 217 | \$67.19 | \$139,745 | 150 |
| Sales Managers | 199 | \$37.19 | \$77,350 | 180 |
| Loan Officers | 41 | \$32.39 | \$67,358 | 225 |
| Accountants and Auditors | 25 | \$30.56 | \$63,548 | 323 |
| Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree | | | | |
| First-Line Supervisors of Production and Operating Workers | 37 | \$26.73 | \$55,594 | 533 |
| Hairdressers, Hairstylists, and Cosmetologists | 36 | \$9.73 | \$20,245 | 234 |
| Heavy and Tractor-Trailer Truck Drivers | 31 | \$19.91 | \$41,423 | 3,809 |
| Computer, Automated Teller, and Office Machine Repairers | 27 | \$16.02 | \$33,322 | 11 |
| Radio, Cellular, and Tower Equipment Installers and Repairs | 15 | \$20.77 | \$43,200 | 0 |
| Requires a High School Diploma or Equivalent or Less | | | | |
| Retail Salespersons | 7,170 | \$10.40 | \$21,618 | 1,035 |
| Cashiers | 6,161 | \$9.86 | \$20,506 | 274 |
| Stock Clerks and Order Fillers | 2,003 | \$11.75 | \$24,434 | 378 |
| First-Line Supervisors of Retail Sales Workers | 1,685 | \$18.52 | \$38,521 | 816 |
| Combined Food Preparation and Serving Workers, Including Fast Food | 741 | \$9.37 | \$19,501 | 297 |

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 March 25, 2015.

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

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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 monitoring 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 ¹¹ | • | • | | | • | | | | • | | | • | • | | | | | • | | |
| Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree | | | | | | | | | | | | | | | | | | | | |
| First-Line Supervisors of Production and Operating Workers | | • | | • | • | | | | | | • | | • | | | | | • | | |
| Hairdressers, Hairstylists, and Cosmetologists | • | • | | | • | | | • | | • | | | • | | | | • | • | • | |
| Heavy and Tractor-Trailer Truck Drivers | | • | • | | • | • | | | | | | | • | | • | • | | • | | |
| Computer, Automated Teller, and Office Machine Repairers | • | • | | | • | | | | | | | | • | | • | • | | • | | • |
| Radio, Cellular, and Tower Equipment Installers and Repairs | | | | • | • | • | • | | | | | • | | | • | | • | • | • | |
| Requires a High School Diploma or Equivalent or Less | | | | | | | | | | | | | | | | | | | | |
| Retail Salespersons | | • | | | • | | | | | | | | • | • | | | • | • | | • |
| Cashiers | | • | | • | • | | | | | | | | • | | | | | • | • | • |
| Stock Clerks and Order Fillers ¹² | • | • | • | • | • | | | | | | | | • | | | | | • | • | • |
| 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.

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

¹² Skills listed 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; handling and moving objects; 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 |
| | Performing Administrative Activities | Performing for or Working Directly with the Public | Performing General Physical Activities | Processing Information | Provide Consultation and Advice to Others | Repairing and Maintaining Electronic Equipment | Repairing and Maintaining Mechanical Equipment | Resolving Conflicts and Negotiating with Others | Scheduling Work and Activities | Selling or Influencing Others | Thinking Creatively | Training and Teaching Others | Updating and Using Relevant Knowledge | | | | | | | |
| Requires a Bachelor's Degree or Higher | | | | | | | | | | | | | | | | | | | | |
| General and Operations Managers | | | | • | • | | • | • | | | | | | | • | | • | | | • |
| Pharmacists | • | • | | | | | | • | • | | | | • | | | • | | | • | |
| Sales Managers | | | • | • | • | • | • | | | | • | | | | | | | | • | |
| Loan Officers | | | | • | | | | • | • | | | | | | • | | | • | • | |
| Accountants and Auditors ¹³ | • | | | | • | | | • | • | • | | | | | • | | | • | • | |
| Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree | | | | | | | | | | | | | | | | | | | | |
| First-Line Supervisors of Production and Operating Workers | | | • | | • | • | • | • | | | • | • | | | | | | | • | |
| Hairdressers, Hairstylists, and Cosmetologists | | • | | • | | | | • | | | | • | | | | | | | • | |
| Heavy and Tractor-Trailer Truck Drivers | | | | | | • | | • | | | | • | • | | • | | • | | | |
| Computer, Automated Teller, and Office Machine Repairers | | | | | • | | | • | | | | • | | • | • | | | | • | • |
| Radio, Cellular, and Tower Equipment Installers and Repairs | | | | | | | • | | | | | • | • | • | | • | | | • | • |
| Requires a High School Diploma or Equivalent or Less | | | | | | | | | | | | | | | | | | | | |
| Retail Salespersons | | | | • | • | | | • | | | | • | | | • | | | • | • | |
| Cashiers | | | | • | • | | | • | • | | | • | | | | • | | | | |
| Stock Clerks and Order Filler ¹⁴ | | | | | • | • | | • | | | | • | • | | | | | • | • | |
| 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.

¹³ Work Activities listed represent Accountants, a specialty occupation of Accountants and Auditors.

¹⁴ Work Activities listed 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 • Storage and Distribution Managers |
| 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 • Transportation Managers |
| Loan Officers | <ul style="list-style-type: none"> • Customs Brokers • Insurance Sales Agents • Sales Agents, Financial Services |
| Accountants and Auditors | <ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • 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"> • First-Line Supervisors of Construction Trades and Extraction Workers • First-Line Supervisors of Mechanics, Installers, and Repairers • Non-Destructive Testing Specialists |
| Hairdressers, Hairstylists, and Cosmetologists | <ul style="list-style-type: none"> • Massage Therapists • Dental Assistants • Skincare Specialists |
| Heavy and Tractor-Trailer Truck Drivers | <ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Pile-Driver Operators • Service Unit Operators, Oil, Gas, and Mining |
| Computer, Automated Teller, and Office Machine Repairers | <ul style="list-style-type: none"> • Avionics Technicians • Computer User Support Specialists • Electrical Engineering Technicians |
| Radio, Cellular, and Tower Equipment Installers and Repairs ¹⁵ | <ul style="list-style-type: none"> • N/A |
| Requires a High School Diploma or Equivalent or Less | |
| Retail Salespersons | <ul style="list-style-type: none"> • Counter and Rental Clerks • Hotel, Motel, and Resort Desk Clerks • Tellers |
| Cashiers | <ul style="list-style-type: none"> • Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop • Stock Clerks, Sales Floor • Waiters and Waitresses |
| Stock Clerks and Order Fillers | <ul style="list-style-type: none"> • Cashiers • Dining Room and Cafeteria Attendants and Bartender Helpers • Marking 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 • Retail Salespersons |
| Combined Food Preparation and Serving Workers, Including Fast Food | <ul style="list-style-type: none"> • Cooks, Short Order • Food Servers, Nonrestaurant • Waiters and Waitresses |

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

¹⁵ Currently no related occupations reported by O*NET.

Employer Demand for the Retail Cluster

The following table lists the San Joaquin Valley Economic Sub-Market** employers in the Retail cluster who posted the most job advertisements during the 120-day period ending March 25, 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 ¹⁶ (120-day period) | Prior Year Job Advertisements (120-day period) | Numerical Change | Year-Over Percent Change (HWOL Job Advertisements) |
|-----------------------------|---|---|------------------|---|
| Home Depot | 115 | 35 | 80 | 228.6% |
| Macy's | 93 | 32 | 61 | 190.6% |
| Target Corporation | 66 | 33 | 33 | 100.0% |
| Lowe's | 64 | 65 | -1 | -1.5% |
| Dollar Tree Stores, Inc. | 45 | 17 | 28 | 164.7% |
| Save Mart Supermarkets | 43 | 31 | 12 | 38.7% |
| Safeway Companies | 42 | 2 | 40 | 2,000.0% |
| Amazon | 35 | 54 | -19 | -35.2% |
| Sears Holdings Corporation | 33 | 115 | -82 | -71.3% |
| Harbor Freight Tools | 27 | 28 | -1 | -3.6% |
| Winco Foods | 24 | 1 | 23 | 2,300.0% |
| Rite Aid | 24 | 15 | 9 | 60.0% |
| Love's Travel Stops | 22 | 3 | 19 | 633.3% |
| Staples | 21 | 25 | -4 | -16.0% |
| Walmart | 18 | 12 | 6 | 50.0% |
| Dick's Sporting Goods, Inc. | 15 | 17 | -2 | -11.8% |
| Office Depot | 15 | 2 | 13 | 650.0% |
| Toys"R"Us | 15 | 21 | -6 | -28.6% |
| JC Penney | 14 | 20 | -6 | -30.0% |
| CVS Caremark | 11 | 40 | -29 | -72.5% |

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending March 25, 2015.

¹⁶ Totals do not include employers with anonymous job advertisements.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

Instructional Programs for the Top Retail Cluster Occupations

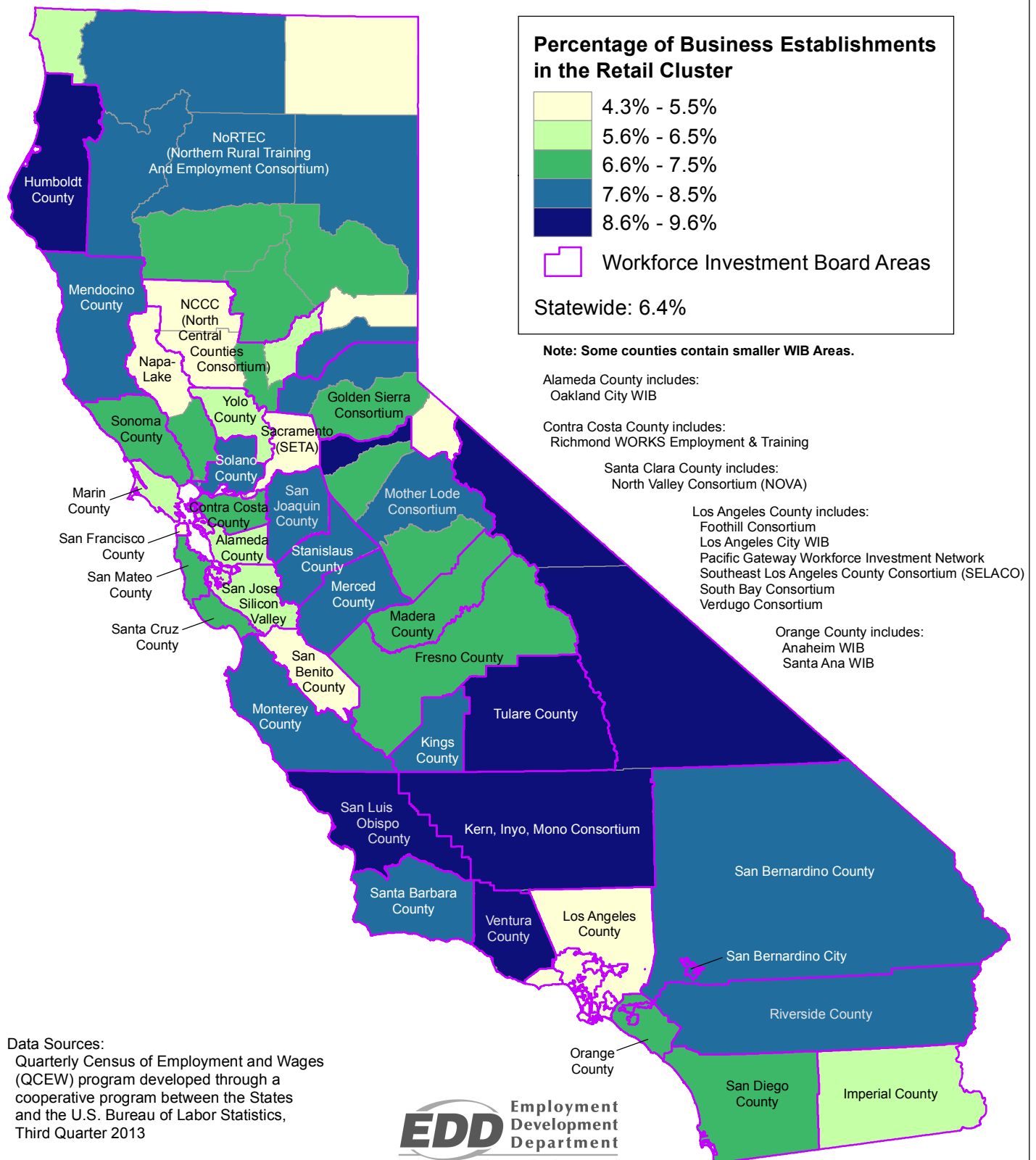
The table below provides examples of instructional programs related to some of the top occupations in the Retail cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Retail cluster. 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 |
| First-Line Supervisors of Production and Operating Workers | 52.0205 | Operations Management and Supervision | N/A | N/A |
| Hairdressers, Hairstylists, and Cosmetologists | 12.0401 | Cosmetology/Cosmetologist, General | 300700 | Cosmetology and Barbering |
| | 12.0412 | Salon/Beauty Salon Management/Manager | | |
| | 12.0413 | Cosmetology, Barber/Styling, and Nail Instructor | | |
| 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 | Business Machine Repair | 093410 | Computer Electronics |
| | 47.0104 | Computer Installation and Repair Technology/Technician | | |
| Radio, Cellular, and Tower Equipment Installers and Repairs | 47.0103 | Communications Systems Installation and Repair Technology | N/A | N/A |
| First-Line Supervisors of Retail Sales Workers | 19.0203 | Consumer Merchandising/Retailing Management | 050650 | Retail Store Operations and Management |
| | 52.0212 | Retail Management | 050940 | Sales and Salesmanship |
| | 52.1803 | Retailing and Retail Operations | 059900 | Other Business and Management |

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:
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

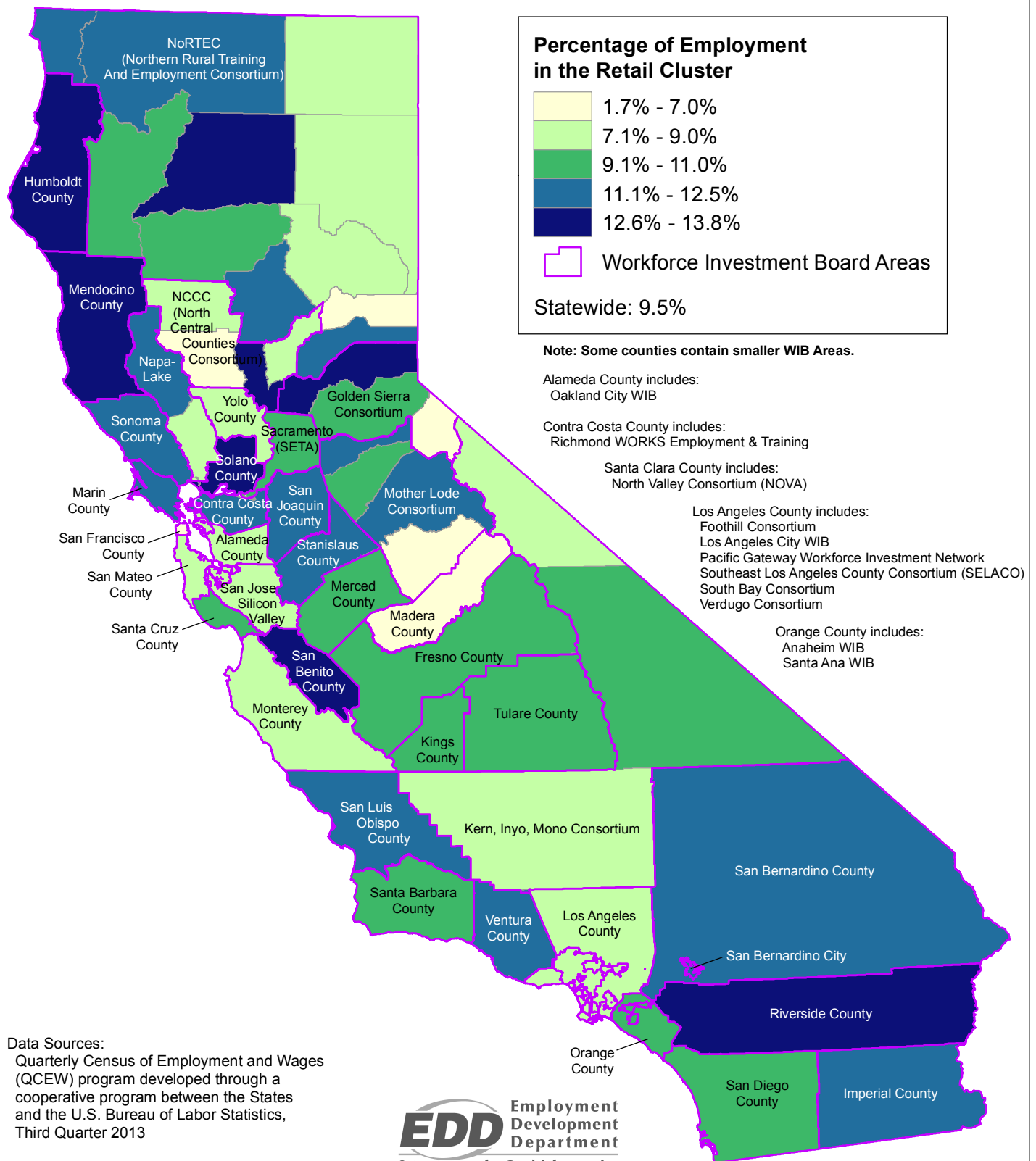
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Retail Cluster

Percentage of Total County Employment, 2013



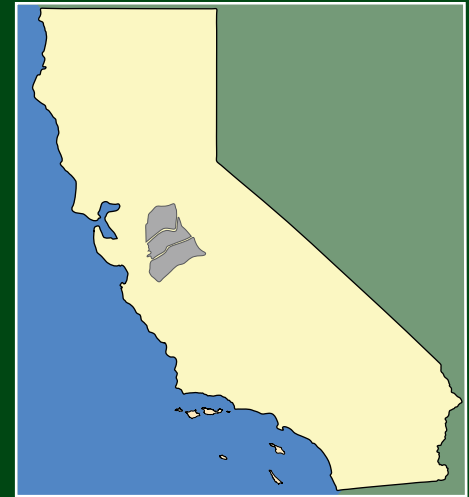
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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

LaborMarketInfo

File T036



Occupational Analysis: Agriculture, Food, and Beverage Processing Cluster

San Joaquin Valley Economic Sub-Market
Merced, San Joaquin, and Stanislaus Counties

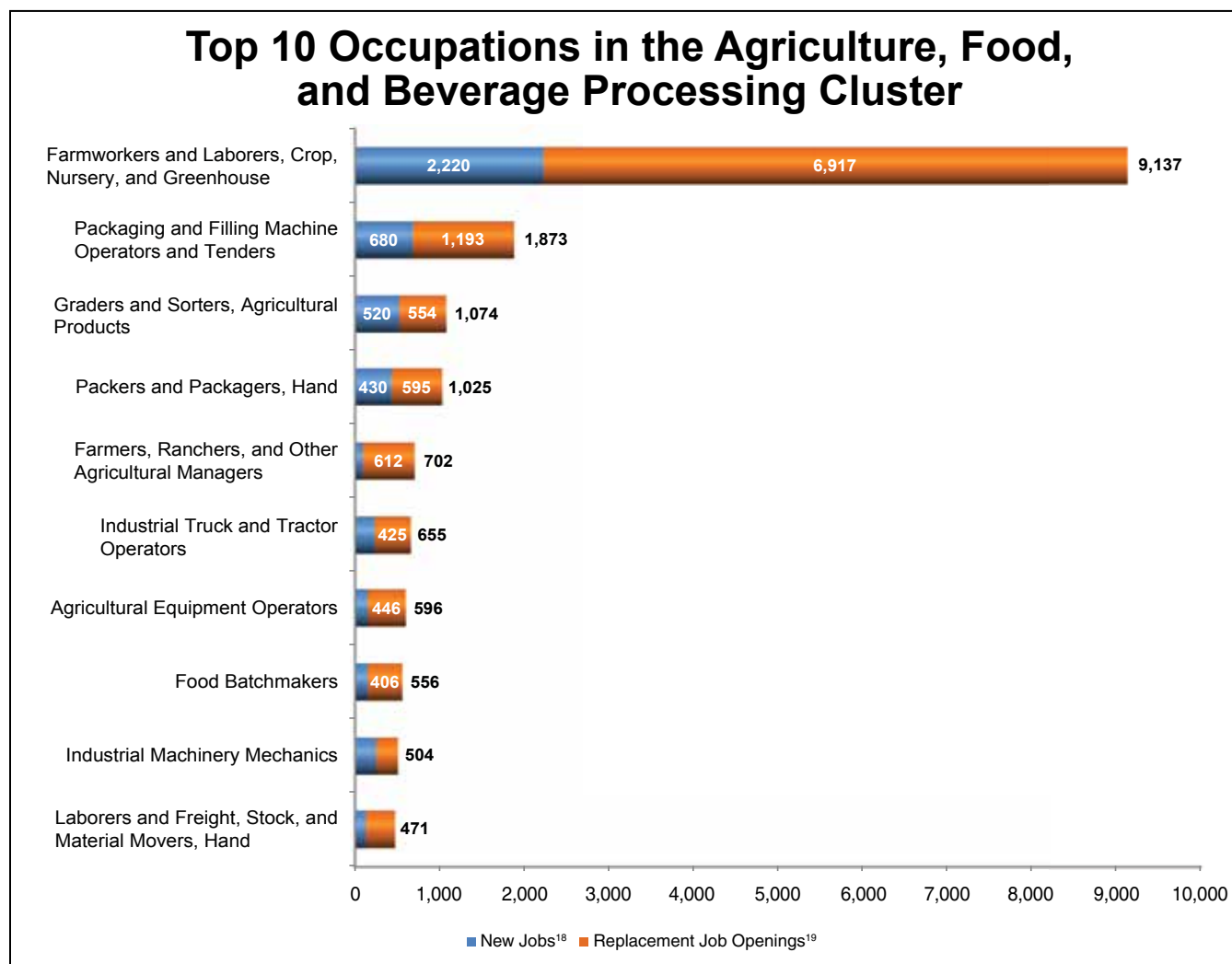
April 2015

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 Sub-Market's** new job growth plus replacement openings. In sum, these 10 occupations almost two-thirds of the 25,538 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, coordination, critical thinking, and monitoring.¹⁷



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.

¹⁷ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁸ 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.

¹⁹ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

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 Sub-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 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 ²⁰ (2012-2022) | Median Hourly Wage (2014) | Median Annual Wage (2014) | Entry Level Education ²¹ | HWOL Job Ads ²² (120 days) |
|---|---|------------------------------|------------------------------|-------------------------------------|--|
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse | 9,137 | \$9.14 | \$18,995 | Less than high school | 51 |
| Packaging and Filling Machine Operators and Tenders | 1,873 | \$14.90 | \$30,986 | High school diploma or equivalent | 39 |
| Graders and Sorters, Agricultural Products | 1,074 | \$9.20 | \$19,144 | Less than high school | 3 |
| Packers and Packagers, Hand | 1,025 | \$10.09 | \$20,983 | Less than high school | 20 |
| Farmers, Ranchers, and Other Agricultural Managers | 702 | \$44.11 | \$91,747 | High school diploma or equivalent | 27 |
| Industrial Truck and Tractor Operators | 655 | \$17.24 | \$35,848 | Less than high school | 280 |
| Agricultural Equipment Operators | 596 | \$10.50 | \$21,850 | Less than high school | 15 |
| Food Batchmakers | 556 | \$15.92 | \$33,110 | High school diploma or equivalent | 7 |
| Industrial Machinery Mechanics | 504 | \$25.86 | \$53,781 | High school diploma or equivalent | 91 |
| Laborers and Freight, Stock, and Material Movers, Hand | 471 | \$12.69 | \$26,385 | Less than high school | 436 |

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 March 25, 2015.

²⁰ Total job openings are the sum of new jobs and replacement job openings.

²¹ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²² Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

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 Sub-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 ²³ (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 | 213 | \$42.45 | \$88,284 | 207 |
| Industrial Production Managers | 154 | \$39.96 | \$83,104 | 34 |
| Accountants and Auditors | 130 | \$30.56 | \$63,548 | 323 |
| Food Scientists and Technologists | 70 | \$31.36 | \$65,243 | 19 |
| Market Research Analysts and Marketing Specialists | 64 | \$29.62 | \$61,607 | 56 |
| Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree | | | | |
| First-Line Supervisors of Production and Operating Workers | 332 | \$26.73 | \$55,594 | 533 |
| Heavy and Tractor-Trailer Truck Drivers | 270 | \$19.91 | \$41,423 | 3,809 |
| Agricultural and Food Science Technicians | 113 | \$16.02 | \$33,314 | 12 |
| Computer User Support Specialists | 15 | \$22.74 | \$47,295 | 427 |
| Web Developers | 12 | \$27.88 | \$57,988 | 137 |
| Requires a High School Diploma or Equivalent or Less | | | | |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse | 9,137 | \$9.14 | \$18,995 | 51 |
| Packaging and Filling Machine Operators and Tenders | 1,873 | \$14.90 | \$30,986 | 39 |
| Graders and Sorters, Agricultural Products | 1,074 | \$9.20 | \$19,144 | 3 |
| Packers and Packagers, Hand | 1,025 | \$10.09 | \$20,983 | 20 |
| Farmers, Ranchers, and Other Agricultural Managers | 702 | \$44.11 | \$91,747 | 27 |

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 March 25, 2015.

²³ Total job openings are the sum of new jobs and replacement job openings.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

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. Active listening and monitoring are the most commonly shared skills, followed by critical thinking 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 | Instructing | Judgment and Decision Making | Management of Personnel Resources | Mathematics | Monitoring | Operation and Control | Operation Monitoring | Operations Analysis | Persuasion | Programming | Quality Control Analysis | Reading Comprehension | Repairing | Science |
| Requires a Bachelor's Degree or Higher | | | | | | | | | | | | | | | | | | | | |
| General and Operations Managers | ● | ● | ● | ● | | | | ● | | ● | | | | | | | ● | | ● | ● |
| Industrial Production Managers | ● | ● | ● | ● | | | | ● | ● | ● | | | | | | | ● | | | ● |
| Accountants and Auditors ²⁴ | ● | ● | | | ● | | | ● | | ● | | | | | | | ● | | | ● |
| Food Scientists and Technologists | ● | ● | ● | ● | ● | | | ● | | ● | | | | | | | ● | | ● | ● |
| Market Research Analysts and Marketing Specialists | ● | ● | | | ● | | | ● | | ● | | | | | | | ● | | ● | ● |
| 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 | ● | ● | | ● | ● | | | ● | ● | ● | | | | | | | ● | | | ● |
| Agricultural and Food Science Technicians ²⁵ | ● | ● | | | ● | | | ● | | ● | | | | | | | ● | | ● | ● |
| Computer User Support Specialists | ● | ● | ● | ● | ● | | | ● | | ● | | | | | | | ● | | ● | ● |
| Web Developers | ● | ● | | | ● | | | ● | | ● | | | | | | | ● | | ● | ● |
| Requires a High School Diploma or Equivalent or Less | | | | | | | | | | | | | | | | | | | | |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse ²⁶ | | ● | | ● | ● | ● | ● | ● | | ● | ● | ● | ● | | | | | ● | | |
| Packaging and Filling Machine Operators and Tenders | | ● | | ● | | ● | | | | | ● | ● | ● | | | | ● | ● | | ● |
| Graders and Sorters, Agricultural Products | | ● | ● | ● | ● | | | ● | | | ● | | | | ● | | | | ● | ● |
| Packers and Packagers, Hand | | ● | | ● | ● | | | ● | | | ● | | | | | | ● | ● | | ● |
| Farmers, Ranchers, and Other Agricultural Managers ²⁷ | | ● | | | ● | ● | | ● | | ● | | | | | | | ● | | ● | ● |

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

²⁴ Skills listed represent Accountants, a specialty occupation of Accountants and Auditors.

²⁵ Skills listed represent Agricultural Technicians, a specialty occupation of Agricultural and Food Science Technicians.

²⁶ Skills listed represent Farmworkers and Laborers, Crop, a specialty occupation of Farmworkers and Laborers, Crop, Nursery, and Greenhouse.

²⁷ Skills listed represent Nursery and Greenhouse 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; getting information; and making decisions and solving problems.

| 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 | 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 | Judging the Qualities of Things, Services, or People | 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 | | | ● | ● | | ● | ● | | | | | | | | ● | | ● | | | ● |
| Industrial Production Managers | | | | ● | | ● | ● | | ● | | | | | | ● | ● | ● | | | ● |
| Accountants and Auditors ²⁸ | ● | | | ● | | | ● | ● | ● | | | | | | ● | | | | ● | ● |
| Food Scientists and Technologists | ● | | | | | ● | | | ● | | ● | | | | ● | ● | | | ● | |
| Market Research Analysts and Marketing Specialists | ● | | ● | ● | | | ● | | ● | | ● | | | | ● | | | | ● | |
| 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 | | | | ● | | ● | | ● | | ● | ● | ● | | | ● | | | ● | ● | |
| Agricultural and Food Science Technicians ²⁹ | | | | | | | | ● | | ● | ● | | | | ● | ● | | ● | ● | |
| Computer User Support Specialists | | | | ● | | ● | | ● | | ● | ● | | ● | | ● | | | ● | | ● |
| Web Developers | | | | ● | | | | ● | | | ● | | ● | | ● | | | ● | ● | ● |
| Requires a High School Diploma or Equivalent or Less | | | | | | | | | | | | | | | | | | | | |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse ³⁰ | | | | ● | | ● | | ● | ● | ● | ● | | | | | | | ● | | ● |
| Packaging and Filling Machine Operators and Tenders | | | | ● | | | ● | | | ● | ● | ● | | ● | ● | ● | | ● | ● | |
| Graders and Sorters, Agricultural Products | | | | ● | ● | ● | ● | | ● | | ● | | ● | | | | | ● | | ● |
| Packers and Packagers, Hand | | | | ● | ● | | ● | | ● | | ● | ● | | | | ● | | ● | | ● |
| Farmers, Ranchers, and Other Agricultural Managers ³¹ | | | | | | ● | ● | | ● | ● | | | | | ● | ● | | ● | | ● |

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

²⁸ Work Activities listed represent Accountants, a specialty occupation of Accountants and Auditors.

²⁹ Work Activities listed represent Agricultural Technicians, a specialty occupation of Agricultural and Food Science Technicians.

³⁰ Work Activities listed represent Nursery and Greenhouse Managers, a specialty occupation of Farmers, Ranchers and other Agricultural Managers.

³¹ Work Activities listed represent Farmworkers and Laborers, Crop, a specialty occupation of Farmworkers and Laborers, Crop, Nursery and Greenhouse.

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"> • First-Line Supervisors of Office and Administrative Support Workers • Logistics Managers • Storage and Distribution Managers |
| Industrial Production Managers | <ul style="list-style-type: none"> • General and Operations Managers • Industrial Engineering Technicians • Logistics Managers |
| Accountants and Auditors | <ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Financial Analysts • Personal Financial Advisors |
| Food Scientists and Technologists | <ul style="list-style-type: none"> • Biochemical Engineers • Energy Engineers • Soil and Water Conservationists |
| Market Research Analysts and Marketing Specialists | <ul style="list-style-type: none"> • Management Analysts • Public Relations Specialists • Regulatory Affairs 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"> • First-Line Supervisors of Agricultural Crop and Horticultural Workers • First-Line Supervisors of Mechanics, Installers, and Repairers • Industrial Production Managers |
| Heavy and Tractor-Trailer Truck Drivers | <ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Pile-Driver Operators • Service Unit Operators, Oil, Gas, and Mining |
| Agricultural and Food Science Technicians | <ul style="list-style-type: none"> • Agricultural Inspectors • Chemical Technicians • Precision Agriculture Technicians |
| Computer User Support Specialists | <ul style="list-style-type: none"> • Computer Operators • Electrical Engineering Technicians • Web Administrators |
| Web Developers | <ul style="list-style-type: none"> • Software Developers, Applications • Software Developers, Systems Software • Web Administrators |
| Requires a High School Diploma or Equivalent or Less | |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse | <ul style="list-style-type: none"> • Janitors and Cleaners, Except Maids and Housekeeping Cleaners • Landscaping and Groundskeeping Workers • Farmworkers, Farm, Ranch, and Aquacultural Animals |
| Packaging and Filling Machine Operators and Tenders | <ul style="list-style-type: none"> • Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic • Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic • Sawing Machine Setters, Operators, and Tenders, Wood |
| Graders and Sorters, Agricultural Products | <ul style="list-style-type: none"> • Janitors and Cleaners, Except Maids and Housekeeping Cleaners • Food Preparation Workers • Food Servers, Nonrestaurant |
| Packers and Packagers, Hand | <ul style="list-style-type: none"> • Inspectors, Testers, Sorters, Samplers, and Weighers • Marking Clerks • Shipping, Receiving, and Traffic Clerks |
| Farmers, Ranchers, and Other Agricultural Managers | <ul style="list-style-type: none"> • Agricultural Inspectors • First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators • Industrial Production Managers |

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 Sub-Market** employers in the Agriculture, Food, and Beverage Processing cluster who posted the most job advertisements during the 120-day period ending March 25, 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 ³² (120-day period) | Prior Year Job Advertisements (120-day period) | Numerical Change | Year-Over Percent Change (HWOL Job Advertisements) |
|--|---|---|------------------|---|
| E & J Gallo Winery | 45 | 196 | -151 | -77.0% |
| Foster Farms | 43 | 83 | -40 | -48.2% |
| Dole Packaged Food, LLC | 41 | 30 | 11 | 36.7% |
| Delicato Family Vineyards | 29 | 40 | -11 | -27.5% |
| Diamond Foods | 25 | 20 | 5 | 25.0% |
| Constellation Brands Inc. | 20 | 7 | 13 | 185.7% |
| Hilmar Cheese Company | 16 | 18 | -2 | -11.1% |
| Dairy Farmers of America | 14 | 11 | 3 | 27.3% |
| Bronco Wine Company | 13 | 8 | 5 | 62.5% |
| Joseph Gallo Farms | 13 | 14 | -1 | -7.1% |
| The Wine Group | 13 | 40 | -27 | -67.5% |
| Sensient Technologies Corporation | 12 | 3 | 9 | 300.0% |
| Trinchero Family Estates | 11 | 0 | 11 | — |
| Coca-Cola Refreshments | 11 | 4 | 7 | 175.0% |
| ConAgra | 9 | 6 | 3 | 50.0% |
| Graham Packaging Company | 9 | 0 | 9 | — |
| Pacific Coast Producers | 9 | 10 | -1 | -10.0% |
| Niagara Bottling, LLC | 9 | 9 | 0 | 0.0% |
| Land O' Lakes | 8 | 2 | 6 | 300.0% |
| Pepsico | 7 | 2 | 5 | 250.0% |

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending March 25, 2015.

³² Totals do not include employers with anonymous job advertisements.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

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

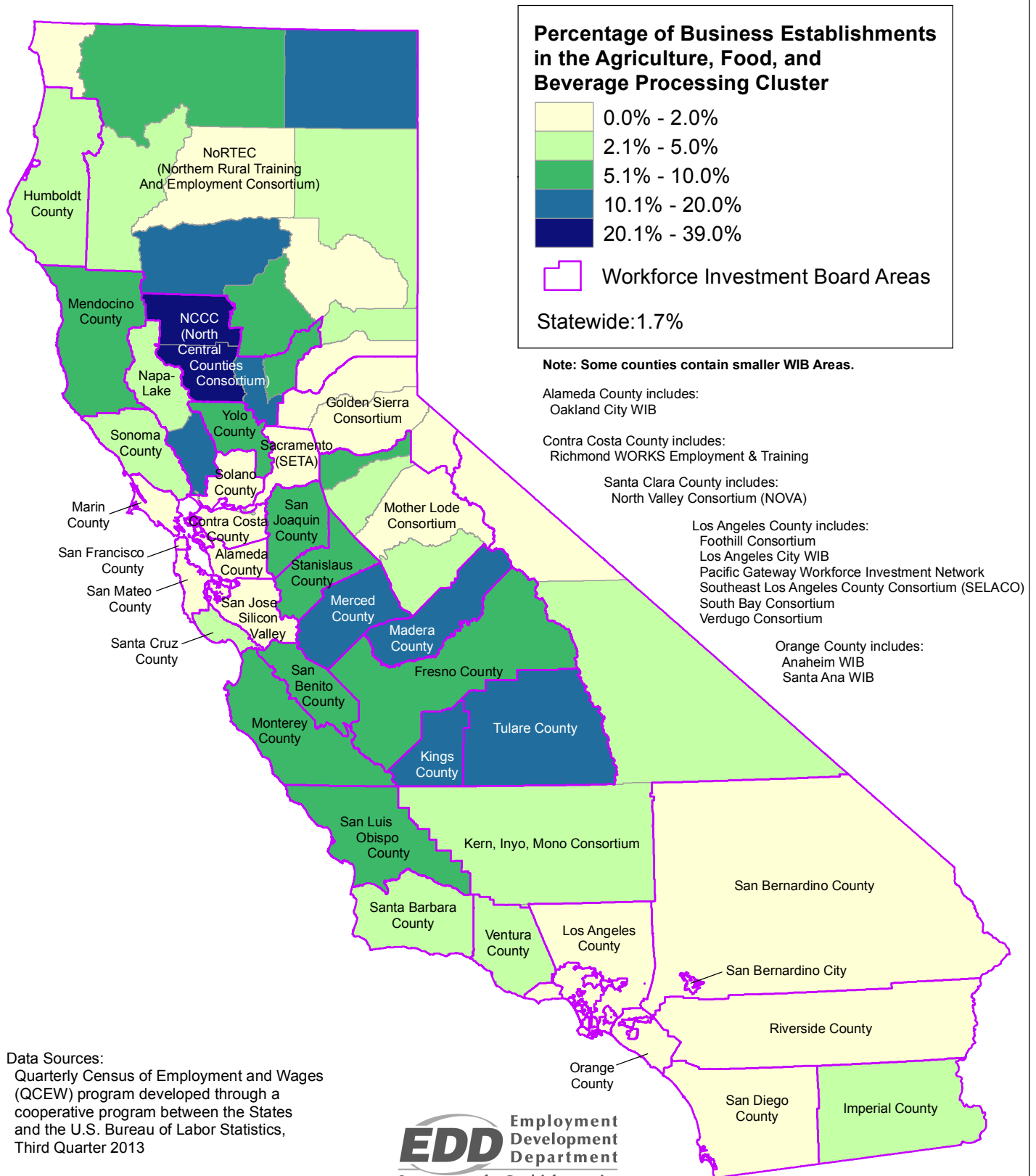
The table below provides examples of instructional programs related to some of the top occupations in the Agriculture, Food, and Beverage Processing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and 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 |
| 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 |
| Agricultural and Food Science Technicians | 01.1002 | Food Technology and Processing | 011300 | Food Processing and Related Technologies |
| Computer User Support Specialists | 01.0106 11.1006 51.0709 | Agricultural Business Technology Computer Support Specialist Medical Office Computer Specialist/Assistant | 070820 | Computer Support |
| Web Developers | 11.0701 11.0801 11.1004 | Computer Science Web Page, Digital/Multimedia and Information Resources Design Web/Multimedia Management and Webmaster | 070700 070710 070900 | Computer Software Development Computer Programming World Wide Web Administration |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse | N/A | N/A | 010300 | Plant Science |
| Graders and Sorters, Agricultural Products | 01.0105 | Agricultural/Farm Supplies Retailing and Wholesaling | N/A | N/A |
| Farmers, Ranchers, and Other Agricultural Managers | N/A | N/A | 010200 010230 010930 | Animal Science Dairy Science Nursery Technology |

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

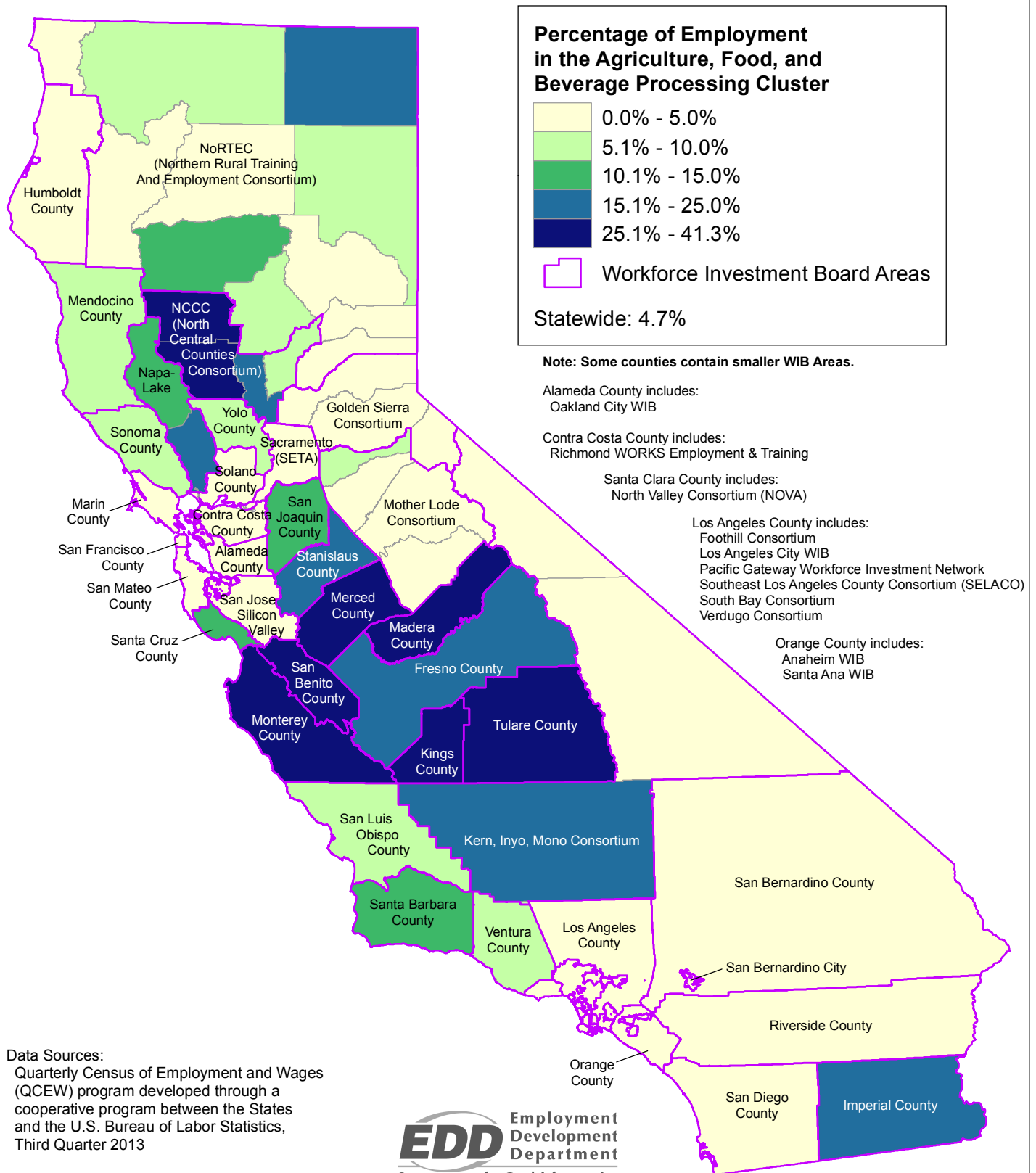
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Agriculture, Food, and Beverage Processing Cluster

Percentage of Total County Employment, 2013



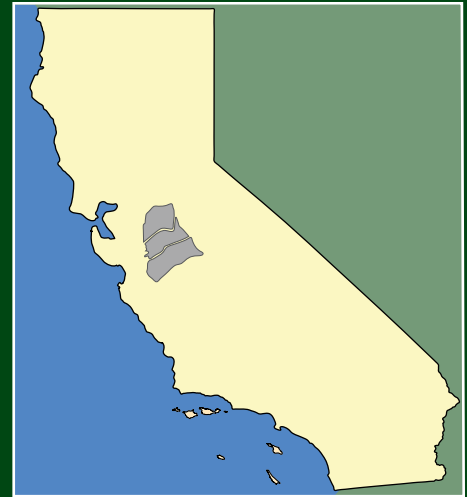
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Health Care Services Cluster

San Joaquin Valley Economic Sub-Market
Merced, San Joaquin, and Stanislaus Counties

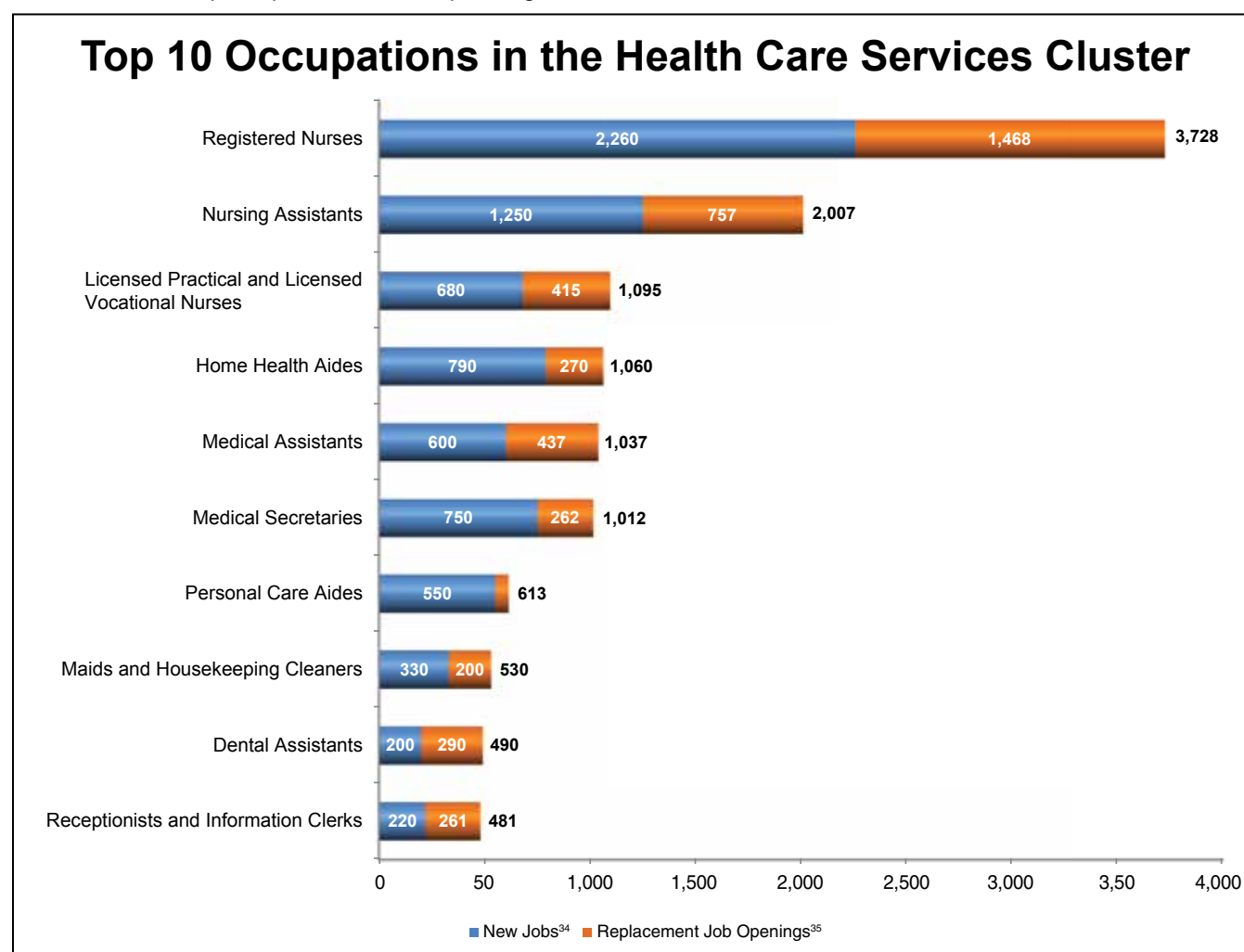
April 2015

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 Sub-Market's** new job growth plus replacement openings. In sum, these 10 occupations represent half of the 23,811 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, service orientation, social perceptiveness, and speaking.³³



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.

³³ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

³⁴ 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.

³⁵ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

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

The table below further profiles the San Joaquin Valley Economic Sub-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 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 ³⁶ (2012-2022) | Median Hourly Wage (2014) | Median Annual Wage (2014) | Entry Level Education ³⁷ | HWOL Job Ads ³⁸ (120 days) |
|---|---|------------------------------|------------------------------|-------------------------------------|--|
| Registered Nurses | 3,728 | \$47.30 | \$98,393 | Associate's degree | 2,429 |
| Nursing Assistants | 2,007 | \$12.47 | \$25,940 | Postsecondary non-degree award | 230 |
| Licensed Practical and Licensed Vocational Nurses | 1,095 | \$25.51 | \$53,049 | Postsecondary non-degree award | 280 |
| Home Health Aides | 1,060 | \$10.72 | \$22,279 | Less than high school | 174 |
| Medical Assistants | 1,037 | \$14.24 | \$29,613 | Postsecondary non-degree award | 311 |
| Medical Secretaries | 1,012 | \$16.73 | \$34,801 | High school diploma or equivalent | 354 |
| Personal Care Aides | 613 | \$9.51 | \$19,782 | Less than high school | 375 |
| Maids and Housekeeping Cleaners | 530 | \$11.00 | \$22,890 | Less than high school | 369 |
| Dental Assistants | 490 | \$15.99 | \$33,261 | Postsecondary non-degree award | 265 |
| Receptionists and Information Clerks | 481 | \$12.68 | \$26,379 | High school diploma or equivalent | 525 |

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 March 25, 2015.

³⁶ Total job openings are the sum of new jobs and replacement job openings.

³⁷ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

³⁸ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

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 Sub-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 ³⁹ (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 | 400 | \$56.59 | \$117,710 | 443 |
| Financial Managers | 347 | \$45.63 | \$94,929 | 165 |
| Physical Therapists | 221 | \$44.32 | \$92,186 | 410 |
| General and Operations Managers | 200 | \$42.45 | \$88,284 | 207 |
| Medical and Clinical Laboratory Technologists | 176 | \$42.49 | \$88,385 | 16 |
| Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree | | | | |
| Registered Nurses | 3,728 | \$47.30 | \$98,393 | 2,429 |
| Nursing Assistants | 2,007 | \$12.47 | \$25,940 | 230 |
| Licensed Practical and Licensed Vocational Nurses | 1,095 | \$25.51 | \$53,049 | 280 |
| Medical Assistants | 1,037 | \$14.24 | \$29,613 | 311 |
| Dental Assistants | 490 | \$15.99 | \$33,261 | 265 |
| | | | | |
| Home Health Aides | 1,060 | \$10.72 | \$22,279 | 174 |
| Medical Secretaries | 1,012 | \$16.73 | \$34,801 | 354 |
| Personal Care Aides | 613 | \$9.51 | \$19,782 | 375 |
| Maids and Housekeeping Cleaners | 530 | \$11.00 | \$22,890 | 369 |
| Receptionists and Information Clerks | 481 | \$12.68 | \$26,379 | 525 |

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 March 25, 2015.

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

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

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 speaking are the most commonly shared skills, followed by monitoring and social perceptiveness. 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 | Instruction | Judgment and Decision Making | Learning Strategies | Management of Personnel Resources | Monitoring | Operation Monitoring | Operations Analysis | Persuasion | Quality Control Analysis | Reading Comprehension | Science | Service Orientation |
| Requires a Bachelor's Degree or Higher | | | | | | | | | | | | | | | | | |
| Medical and Health Services Managers | | ● | | ● | ● | | ● | | | ● | ● | | | ● | | | ● |
| Financial Managers ⁴⁰ | ● | ● | | | ● | | | ● | | ● | | | ● | ● | | | ● |
| Physical Therapists | | ● | | ● | ● | | ● | | | ● | | | | ● | | ● | ● |
| General and Operations Managers | ● | ● | | ● | ● | | | | ● | ● | | | | ● | | | ● |
| Medical and Clinical Laboratory Technologists | ● | ● | | | ● | | | | | ● | ● | | | ● | ● | ● | ● |
| Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree | | | | | | | | | | | | | | | | | |
| Registered Nurses | ● | ● | | ● | ● | | | ● | | ● | | | | ● | | ● | ● |
| Nursing Assistants | ● | ● | | ● | ● | | | | | ● | | | | ● | | ● | ● |
| Licensed Practical and Licensed Vocational Nurses | | ● | | ● | ● | | | | | ● | | | | ● | | ● | ● |
| Medical Assistants | ● | ● | | ● | ● | | | | | ● | | | | ● | | ● | ● |
| Dental Assistants | ● | ● | | | ● | ● | | | | ● | | | | ● | | ● | ● |
| Requires a High School Diploma or Equivalent or Less | | | | | | | | | | | | | | | | | |
| Home Health Aides | ● | ● | | ● | ● | | | ● | | ● | | | | ● | | ● | ● |
| Medical Secretaries | | ● | | ● | ● | | | | | ● | | | | ● | | ● | ● |
| Personal Care Aides | ● | ● | | ● | ● | | | | | ● | | | | ● | | ● | ● |
| Maids and Housekeeping Cleaners | | ● | | ● | ● | ● | | | | ● | | | | ● | | ● | ● |
| Receptionists and Information Clerks | | ● | ● | ● | ● | | | | | | | | | ● | | ● | ● |

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

⁴⁰ Skills listed represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

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; organizing, planning, and prioritizing work; communicating with supervisors, peers, or subordinates; and identifying objects, actions, and events.

| 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 | Interacting With Computers | Making Decisions and Solving Problems | Monitor Processes, Materials, or Surroundings | Monitoring and Controlling Resources | Organizing, Planning, and Prioritizing Work | Performing Administrative Activities |
| | | | | | | | | | | | | | | | | | | | | |
| Requires a Bachelor's Degree or Higher | | | | | | | | | | | | | | | | | | | | |
| Medical and Health Services Managers | | | ● | ● | ● | | ● | | | ● | | | | | ● | | ● | ● | | |
| Financial Manager ⁴¹ | | | ● | ● | ● | | ● | | | ● | | | | ● | ● | | | ● | | ● |
| Physical Therapists | | ● | | | | ● | ● | | | | | ● | ● | | | ● | ● | | | |
| General and Operations Managers | | | | ● | ● | ● | | ● | | | | | | | | ● | ● | ● | | |
| Medical and Clinical Laboratory Technologists | ● | | | ● | | ● | ● | ● | | | | ● | | | ● | ● | | ● | | ● |
| Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree | | | | | | | | | | | | | | | | | | | | |
| Registered Nurses | | ● | | ● | | | ● | ● | ● | | | ● | | | ● | ● | | ● | | ● |
| Nursing Assistants | | ● | | ● | | | ● | ● | ● | | | ● | ● | | ● | ● | | ● | | |
| Licensed Practical and Licensed Vocational Nurses | | ● | | ● | | ● | ● | ● | | | | ● | ● | | ● | ● | | ● | | ● |
| Medical Assistants | | ● | | ● | | ● | ● | ● | ● | | | ● | | | | ● | ● | ● | | ● |
| Dental Assistants | | ● | | | | | ● | ● | ● | | | ● | ● | | ● | ● | | ● | | ● |
| Requires a High School Diploma or Equivalent or Less | | | | | | | | | | | | | | | | | | | | |
| Home Health Aides | | ● | | ● | | ● | ● | | | | ● | ● | | | | ● | | ● | | ● |
| Medical Secretaries | | ● | | ● | | ● | ● | ● | | | | ● | | | ● | | | ● | | ● |
| Personal Care Aides | | ● | | ● | | ● | ● | | | | ● | ● | | | ● | ● | | ● | | |
| Maids and Housekeeping Cleaners | | | | ● | | ● | ● | ● | | | ● | ● | ● | | | | | ● | | ● |
| Receptionists and Information Clerks | | ● | | | | ● | ● | ● | ● | | | ● | | | | ● | | ● | ● | ● |

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

⁴¹ Work Activities listed represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

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 |
| Financial Managers | <ul style="list-style-type: none"> • Auditors • Marketing Managers • Sales Managers |
| Physical Therapists | <ul style="list-style-type: none"> • Occupational Therapists • Health Specialties Teachers, Postsecondary • Nursing Instructors and Teachers, Postsecondary |
| 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 |
| Medical and Clinical Laboratory Technologists | <ul style="list-style-type: none"> • Cytotechnologists • Diagnostic Medical Sonographers • Neurodiagnostic Technologists |
| Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree | |
| Registered Nurses | <ul style="list-style-type: none"> • Licensed Practical and Licensed Vocational Nurses • Acute Care Nurses • Critical Care Nurses |
| Nursing Assistants ⁴² | <ul style="list-style-type: none"> • N/A |
| Licensed Practical and Licensed Vocational Nurses | <ul style="list-style-type: none"> • Physical Therapist Assistants • Radiologic Technicians • Social and Human Service Assistants |
| Medical Assistants | <ul style="list-style-type: none"> • Pharmacy Technicians • Occupational Therapy Assistants • Dental Assistants |
| Dental Assistants | <ul style="list-style-type: none"> • Endoscopy Technicians • Dental Hygienists • Surgical Technologists |
| Requires a High School Diploma or Equivalent or Less | |
| Home Health Aides | <ul style="list-style-type: none"> • Personal Care Aides • Medical Assistants • Childcare Workers |
| Medical Secretaries | <ul style="list-style-type: none"> • Receptionists and Information Clerks • Medical Records and Health Information Technicians • Bill and Account Collectors |
| Personal Care Aides | <ul style="list-style-type: none"> • Home Health Aides • Occupational Therapy Aides • Physical Therapist Aides |
| Maids and Housekeeping Cleaners | <ul style="list-style-type: none"> • Dining Room and Cafeteria Attendants and Bartender Helpers • Janitors and Cleaners, Except Maids and Housekeeping Cleaners • Food Preparation Workers |
| Receptionists and Information Clerks | <ul style="list-style-type: none"> • Office Clerks, General • Customer Service Representatives • Medical records and Health Information Technicians |

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

⁴² 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 Sub-Market's** employers in the Health Care Services cluster who posted the most job advertisements during the 120-day period ending March 25, 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 ⁴³ (120-day period) | Prior Year Job Advertisements (120-day period) | Numerical Change | Year-Over Percent Change (HWOL Job Advertisements) |
|--|---|---|------------------|---|
| Dignity Health | 449 | 419 | 30 | 7.2% |
| Tenet Healthcare Corporation | 312 | 170 | 142 | 83.5% |
| St. Joseph Medical Center | 235 | 57 | 178 | 312.3% |
| Sutter Health | 219 | 164 | 55 | 33.5% |
| Kaiser Permanente | 64 | 52 | 12 | 23.1% |
| Onward Healthcare | 59 | 12 | 47 | 391.7% |
| American Mobile Healthcare | 49 | 40 | 9 | 22.5% |
| Sutter Gould Medical Foundation | 45 | 35 | 10 | 28.6% |
| Avalon Health Care, Inc. | 44 | 29 | 15 | 51.7% |
| Brookdale Senior Living | 39 | 10 | 29 | 290.0% |
| Aspiranet | 35 | 9 | 26 | 288.9% |
| Mercy Medical Center | 31 | 30 | 1 | 3.3% |
| DaVita, Inc. | 28 | 57 | -29 | -50.9% |
| Doctors Hospital | 28 | 33 | -5 | -15.2% |
| Genesis HealthCare | 22 | 14 | 8 | 57.1% |
| American Medical Response | 22 | 5 | 17 | 340.0% |
| Quest Diagnostics | 22 | 61 | -39 | -63.9% |
| Western Dental | 22 | 11 | 11 | 100.0% |
| Gentiva Health Services | 20 | 14 | 6 | 42.9% |
| Satellite Healthcare | 20 | 19 | 1 | 5.3% |

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending March 25, 2015.

⁴³ Totals do not include employers with anonymous job advertisements.

** This Economic Sub-Market includes Merced, San Joaquin, and Stanislaus Counties.

Instructional Programs for the Top Health Care Services Cluster Occupations

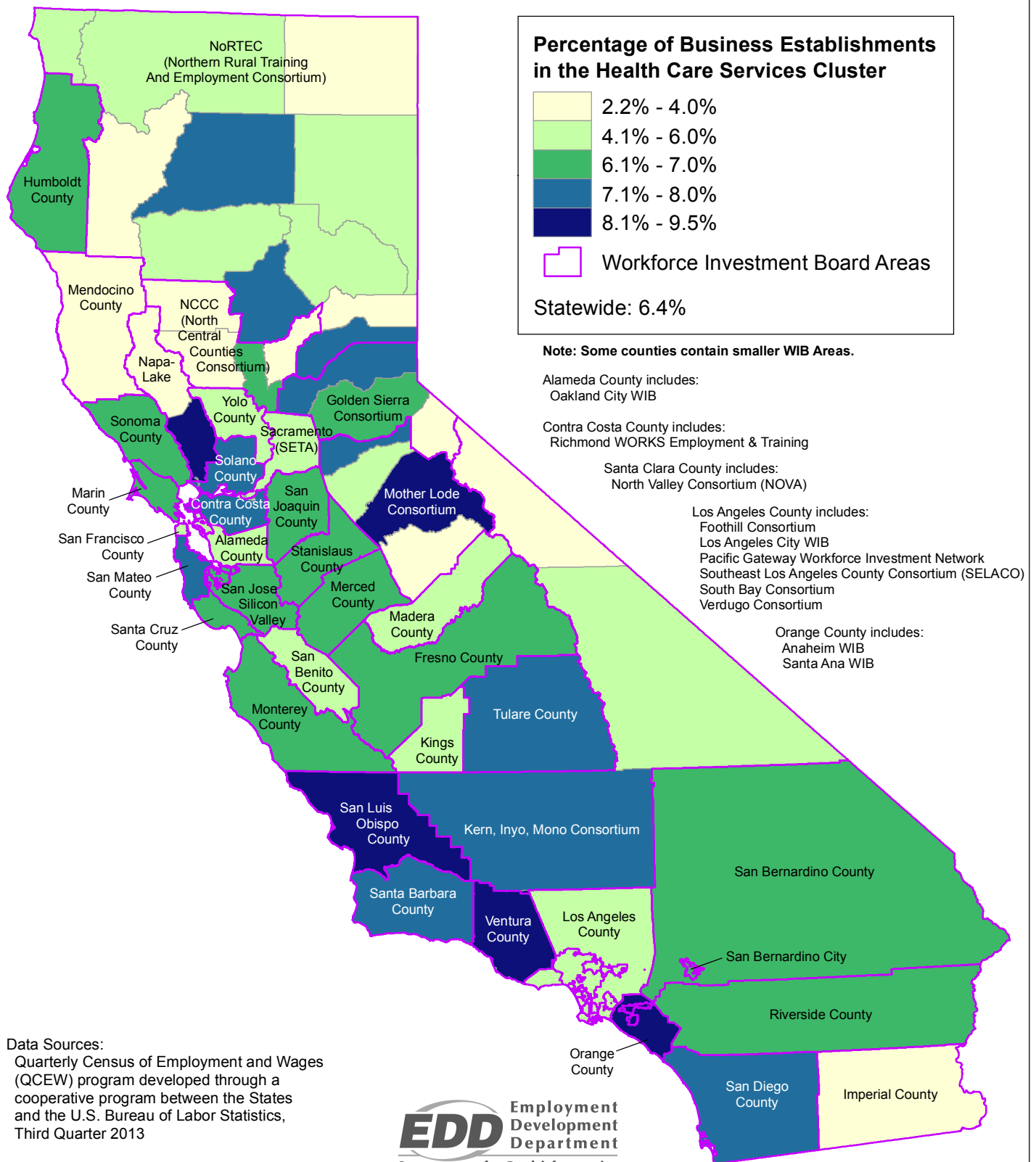
The table below provides examples of instructional programs related to some of the top occupations in the Health Care Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the 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 |
| | 51.3802 | Nursing Administration | 123010 | Registered Nursing |
| | 51.3803 | Adult Health Nurse/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 | | |
| Licensed Practical and Licensed Vocational Nurses | 51.3901 | Licensed Practical/Vocational Nurse Training | 123020 | Licensed Vocational Nursing |
| | 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 |
| Dental Assistants | 51.0601 | Dental Assisting/Assistant | 124010 | Dental Assistant |
| Home Health Aides | 51.2602 | Home Health Aide/Home Attendant | 123080 | Home Health Aide |
| 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 | | |
| Personal Care Aides | 51.2602 | Home Health Aide/Home Attendant | 123080 | Home Health Aide |
| Receptionists and Information Clerks | 52.0406 | Receptionist | N/A | N/A |

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

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

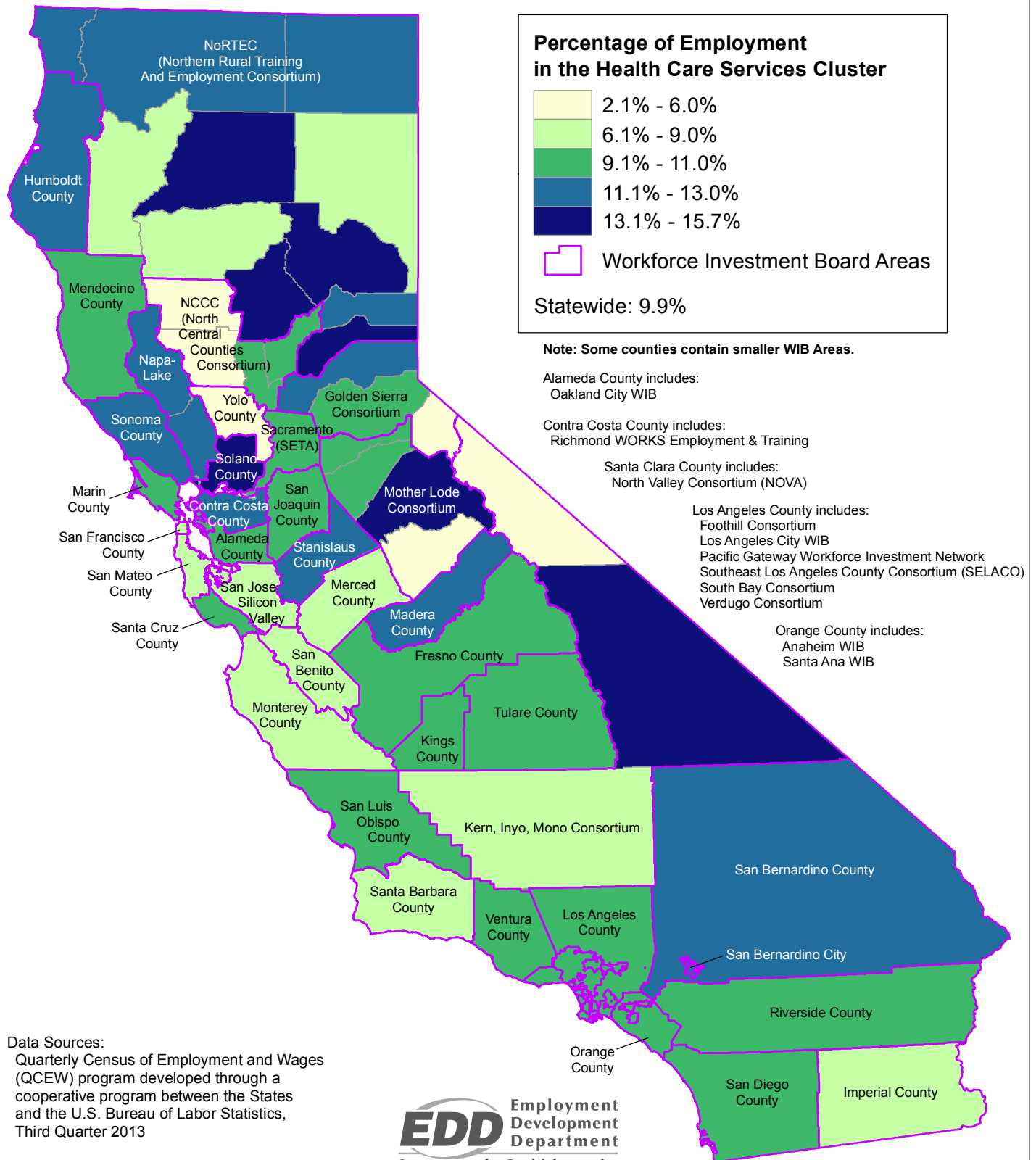
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

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

Cartography by:
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