



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

CLEAN/GREEN COMMITTEE MEETING

Friday, March 18, 2016

8:00 a.m. - 9:30 a.m.

VCCF Nonprofit Center (Community Room)
4001 Mission Oaks Blvd., Camarillo, CA

AGENDA

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|-----------|--|-----------------------------------|
| 8:00 a.m. | 1.0 Call to Order and Agenda Review | Anthony Mireles |
| 8:03 a.m. | 2.0 Public Comments | Anthony Mireles |
| | <u>Procedure:</u> The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only. | |
| 8:05 a.m. | 3.0 Approval of Minutes: January 15, 2016 | Anthony Mireles |
| | 4.0 Ventura County Regional Strategic Workforce Development Plan | |
| 8:10 a.m. | <ul style="list-style-type: none">• Workgroup Report: Employer Awareness | John Brooks
Dave Fleisch |
| 8:25 a.m. | <ul style="list-style-type: none">• Water/Wastewater Survey Update: | Patricia Duffy |
| 8:30 a.m. | <ul style="list-style-type: none">• Clean /Green Committee 2-Year Plan: Discussion<ul style="list-style-type: none">– <i>Definitions: 2-Year Plan</i>– <i>LMID responses to REAP report questions</i>– <i>Committee worksheet on Clean/Green occupations</i>– <i>Positions in demand/hard to fill in Ventura County</i>– <i>Business or workforce changes in next 12-18 months</i>– <i>Training/certification needs for current and/or future employees</i>– <i>Top three priorities for Clean/Green workforce development</i> | Cheryl Moore
Patricia Duffy |
| 9:10 a.m. | <ul style="list-style-type: none">• Inventory of Clean/Green Programs: Update | Patricia Duffy |
| 9:15 a.m. | <ul style="list-style-type: none">• Career Pathways: Update | Tiffany Morse
Mary Anne Rooney |
| 9:25 a.m. | 5.0 Committee Member Comments | Committee Members |
| 9:30 a.m. | 6.0 Adjournment | Anthony Mireles |
| | <u>Next Meeting</u>
May 20, 2016 (8:00 a.m. - 9:30 a.m.)
VCCF Nonprofit Center (Community Room)
4001 Mission Oaks Blvd., Camarillo, CA | |

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Development Board of Ventura County staff at (805) 477-5306 at least five days prior to the meeting. TTY line: 1-800-735-2922.

For information about the Workforce Development Board of Ventura County, go to workforceventuracounty.org



WDB Clean/Green Committee Meeting
January 15, 2016

MINUTES

Meeting Attendees

Committee Members

Anthony Mireles* (Vice Chair)
John Brooks
Dave Fleisch
Eric Humel

WDB Staff

Patricia Duffy
Cheryl Moore
Theresa Salazar Vital

Guests

Nancy Ambriz (Community Services
Department/WIOA)
Jim Rose (Oxnard Union High School District)
Carolyn Vang-Walker (Ventura Adult and
Continuing Education)

*WDB Members

1.0 Call to Order and Agenda Review

Anthony Mireles called the meeting to order at 8:10 a.m. No changes were made to the agenda.

2.0 Public Comments

There were no public comments.

3.0 Approval of Minutes: November 20, 2015

Motion to approve: Dave Fleisch
Second: John Brooks
Motion carried

4.0 Ventura County Regional Strategic Workforce Development Plan

- Clean/Green Committee Workgroup on 2-Year Plan
 - Definitions: The Committee reviewed the definitions developed for the 2-Year Plan and discussed changes.
 - Regional Economic Analysis Profile for Ventura County (REAP): Committee members reviewed REAP report data on occupational clusters related to clean/green: Agriculture, Food, and Beverage Processing; Construction Materials and Services; Energies and Utilities; Forest Products, Forestry, and Primary Wood Processing; Hospitality and Tourism; Oil and Gas Products and Services; and Transportation and Logistics. During the discussion, the Committee expressed concerns regarding information that does not appear in the REAP report but that is essential for prioritizing and planning workforce development in Ventura County. Key points included:
 - ✓ Government jobs are left out, making it difficult to get an accurate representation of employment needs because the County of Ventura and the Naval Base are two of the largest employers in Ventura County.

- ✓ Because the state university and three community colleges are part of the government jobs classification, their employment data are not included.
- ✓ Many emerging clean/green jobs are not identified in the state employment data, which makes it difficult to identify new growth industries or to project job opportunities in these emerging industries.
- ✓ Labor union data are not included in the report. The unions, especially in construction, have up-to-date data on in-demand positions and can project future needs based on membership and anticipated retirements.

It was suggested that the Clean/Green Committee work with WDB staff to determine if there is a way to gather employment data from labor unions, the County of Ventura, and Naval Base Ventura County for a more accurate picture of the Ventura County labor market and business needs.

- Inventory of Clean/Green Programs:

Patricia Duffy presented a draft matrix to inventory clean/green-related education and training programs available through the community colleges, adult schools and labor unions in Ventura County. Committee members offered to assist in the completion of the inventories.

- Clean/Green Business Practices:

The Committee discussed ways to raise employer awareness and promote clean/green jobs, emphasizing the importance of education on how to incorporate best practices into all types of business operations. A workgroup was formed to examine how to create a green practices message for businesses and how to work with training programs to identify green skills needed to create a “sustainability” workforce to meet changing industry needs.

• Career Pathways Update

Jim Rose, representing committee member Mary Ann Rooney, gave an update on the Alliance for Linked Learning Career Pathways project. The \$6 million project, led by the Oxnard Union High School District, recently received an additional grant award of \$2.7 million. Mr. Rose described the need for teacher externship training in industry because of the shortage of teachers with tech skill backgrounds. Employers are being encouraged to offer teacher externship opportunities.

5.0 Committee Member Comments

No comments

6.0 Adjournment

Anthony Mireles adjourned the meeting at 9:35 a.m.

Next Meeting

Friday, March 18, 2016 (8:00 a.m.-9:30 a.m.)
VCCF Nonprofit Center (Community Room)
4001 Mission Oaks Blvd., Camarillo, CA



CLEAN/GREEN COMMITTEE 2-YEAR PLAN **Workforce Development Board of Ventura County** **2016-2018**

Goal

The Clean/Green Committee will develop a pipeline of skilled workers in clean/green occupations to address the workforce needs of employers, working in collaboration with business, economic development, education, labor, government, and community-based organizations. Focus areas:

- Recycling/reuse
- Energy efficiency
- Natural and sustainable product manufacturing
- Renewable energy
- Water conservation
- Infrastructure
- Services

Components of Plan

- 1. Engage Leaders**

Engage a core team of Ventura County employers, agencies, education, labor, and other organizations most involved in clean/green workforce development. Develop ways to identify, engage, and communicate effectively with the core team and other clean/green workforce partners

 - Waste Facilities/ Recycling Centers
 - Water/Wastewater
 - Trash Haulers
 - Utilities/Energy
 - Landscapers
 - Architects
 - Contractors
 - Agriculture
 - Automotive
 - California State University, Channel Islands
 - Ventura County Community College District
 - Ventura County Office of Education
 - Adult education
 - Others
- 2. Analyze Data**

Conduct annual research to analyze clean/green workforce needs and changes.
- 3. Take Inventory**

Inventory current training providers in the region.

 - Industry-recognized certification programs
 - Apprenticeships
 - Pre-apprenticeships
 - Internships
 - Externships
 - High school academies
 - Regional Occupational Program
 - Adult education
 - Community colleges
 - Universities
 - Trade associations
 - Community organizations



CLEAN/GREEN COMMITTEE 2-YEAR PLAN
Workforce Development Board of Ventura County
2016-2018

- 4. Determine Priorities** Determine focus area priorities for clean/green workforce development.
- Sector workforce readiness
 - Career pathways
 - Sector certifications
 - Stackable credentials
 - Pre-apprenticeship programs
 - Apprenticeship programs
 - Business participation:
 - Curriculum development
 - Job shadowing
 - Internships
 - Externships
 - On-the-job training
 - Career awareness/outreach
- 5. Identify Gaps** Monitor identified gaps and continue to identify new gaps between education and clean/green workforce development needs.
- 6. Take Action** Many employers, particularly small businesses, in Ventura County are not aware of the activities of the Workforce Development Board Clean/Green Committee in developing a pipeline of skilled workers for clean/green jobs. As such, we need to:
- **Create awareness** throughout all business communities and the public sector of clean green jobs and certification programs that exist to provide skilled workers.
 - **Develop understanding** by employers and managers of the importance clean green practices in their operation (regardless of size) and how hiring skilled clean green workers will improve their organization's performance. Emphasize that virtually every job, in every industry, should incorporate clean green practices.
 - **Encourage involvement** by leaders in business and the public sector, in the education of skilled clean green workers through engagement in the classroom, providing internships or job training programs for students or externships for faculty.
 - **Complete integration** of clean green practices and workers in all components of the workforce in businesses and the public sector in Ventura County.
- 7. Monitor Progress** The progress of the Clean/Green Committee is measured by the Workforce Development Board Year-End Review and a review of the Committee's 2-Year Plan.

WDB CLEAN/GREEN COMMITTEE WORKGROUP DRAFT DEFINITIONS

- Workforce readiness
- Career pathways
- Sector certifications
- Stackable credentials
- Pre-apprenticeship programs
- Apprenticeship programs
- Business participation:
 - Curriculum development
 - Job shadowing
 - Internships
 - On-the-job training
 - Career awareness/outreach
 - Externships

Workforce readiness: These are identified skills that are needed for certain industry sectors. Each of the skills categories are defined by the sectors' chief activities.

Career pathway programs: Offer a clear sequence or pathway of education coursework and/or training credentials aligned with employer-validated work readiness standards and competencies.

Certifications: Industry-recognized certifications that are particular to a given industry. Community colleges, trade schools and apprenticeship programs can prepare students for certifications. Some training programs have the additional authority to test for or approve the certifications on site, depending on the certification requirements.

Stackable credentials: These are credentials earned in different levels of programs within industry sectors. For example, a person might earn a water distribution credential of D1 level with less than a high school diploma. Through work experience and classes water distribution professionals can move up to D2, D3, D4 D5 levels. The California Department of Public Health and A.W.W.A can issue these certifications. Requirements can vary for both agencies.

Pre-apprenticeship and apprenticeship programs: Formalized training programs, usually sponsored or organized by post-secondary agencies, in which skills development is based on number of hours of work experience and On the Job Training combined with a requisite amount of class time. At the end of a certified apprenticeship, a certification is obtained.

Curriculum development: (C.T.E.): The partnership between industry representatives and educators to collaborate in the development of career technical education curriculum that reflects the needs of industry.

Job shadowing: The opportunity for participants to observe the actions of an industry employee while they are engaged in the common functions of their job. It is usually limited to a few hours in a day and is not a regularly occurring activity.

Internships: A paid/unpaid position within a business whereby a student does work of value to the organization while they are engaged in completing the educational program or training leading to an entry level job in that industry.

On-the-job training: A position in which the employee learns the essential skills of a job while he is engaged in the job usually under the supervision of a senior employee.

Career awareness/outreach: Any variety of activities that raises the participant's awareness of an industry sector's job opportunities, or allows them to explore the variety of careers related to an industry sector.

Externships: Opportunities (paid or unpaid) for a teacher to work within a business so they can learn what that career is like from the inside out. Theoretically, the experience will help them speak with authority when they inform their students of work in that industry sector.



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile
EDD Labor Market Information Division

Background

The Workforce Development Board of Ventura County (WDB) commissioned a Ventura County sub-market region occupational data report from the Labor Market Information Division (LMID) of the California Employment Development Department (EDD).

The resulting **Ventura County 2015 Regional Economic Analysis Profile** (REAP) is posted on the WDB website <http://www.workforceventuracounty.org>. The PDF document is bookmarked for easy reference to industry clusters. (*Important note:* Because of data confidentiality, the Aerospace and Biotechnology occupations are not included in the report.)

Because this is the first report of its kind in California, LMID is very interested in feedback from the Ventura County WDB. Angel Rodriguez, the LMID Research Manager in Sacramento, made a presentation at the WDB meeting on December 17, 2015. In preparation for the WDB meeting discussion, we sent Mr. Rodriguez as many WDB and WDB committee member questions/comments as possible in advance. All questions and comments received before and after the meeting are listed below with responses from the State of California LMID

WDBVC Questions/Comments and LMID Responses

GENERAL

1. Question/Comment

It is important the methodology for gathering LMID data is clearly defined, as well as the margin of error based on that methodology, so that people using the data can weigh the accuracy of the data appropriately.

LMID Response

Methodology and/or FAQ's are available on our website for each of our programs. Programs administered by the BLS, will also have additional methodology detail at www.bls.gov.

2. Question/Comment

I could not locate the methodology for compilation of the data in this report. Did I miss it and if not, is that information available?

LMID Response

- *Occupational Employment Projections Methodology:*
<http://www.labormarketinfo.edd.ca.gov/data/occupational-employment-projections-methodology.html>
- *Regional Economic Analysis Profiles Methodology:*
<http://www.labormarketinfo.edd.ca.gov/geography/regional-economic-profiles.html>

3. Question/Comment

It would be helpful if EDD explains to us the data classification and aggregation methodology so we can better judge or interpret the statistics.



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

LMID Response

We use the industry and occupational employment projections method established by the BLS. This is the same process used in all 50 states. We take staffing patterns and wages from the Occupation Employment Statistic survey (also a BLS program). Methodology and/or FAQ's are available on our website for each of our programs. Programs administered by the BLS, will also have additional methodology detail at www.bls.gov.

4. Question/Comment

How do they determine the new and replacement demand for workers?

LMID Response

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. Replacement needs estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced. The BLS develops replacement rates using occupational employment data from the Current Population Survey (CPS). For additional information on Occupational Employment Projections Methodology, visit the following website: http://cwdb.ca.gov/sc_green_collar_jobs_council.htm

5. Question/Comment

Are REAP reports available with data/information specific to each Ventura County city?

LMID Response

No. County Level is as detailed as we can provide. We run into confidentiality issues with the data, the more concentrated we get. However, job ads data can be provided by city.

6. Question/Comment

Was CalJOBS data included in identifying employers posting most listings?

LMID Response

Yes, but not exclusively. CalJOBS is one of the job boards that HWOL scrapes from.

7. Question/Comment

Why are so few of the largest employers not listed as employers posting most listings?

LMID Response

Not all employers go through job boards. In fact, some of these large employers may be using temp/employment agencies, which would mask the relationship to the larger employer.

8. Question/Comment

The government/military/higher education sector seems to be missing. Not sure if civilian contractors associated with our bases are included in the other sectors. Seems like a general contractor would, but perhaps not some of the more military specific work - I will defer to others in our group for this analysis.

LMID Response

Currently, only the education and Healthcare cluster have public employer data. We are discussing creating a government or public sector cluster for the next version of our reports.



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

9. Question/Comment

Looking at the list of company hires, based on the number of job ads over a 4 month period prior to July 2015, how are the hiring numbers accurately capturing the Ventura County labor market?

LMID Response

Just looking at 4 month timeframe probably does not capture much about the current labor market. A much larger time frame, with a breakdown of totals per month/year, would be more helpful in representing current trends in a labor market.

10. Question/Comment

It would be helpful to have an explanation of exactly how the data is gathered. Is it from ads and if so, where is that information coming from? (How broad of a reach is it?)

LMID Response

We use multiple data sources: Quarterly Census of Employment and Wages, Occupation Employment Statistics, Industry and Occupational Employment Projections. Job Ads are used to provide a snapshot in time of the current demand. Job Ad data is outdated the day after it is pulled. HWOL scrapes from 40,000 job boards, including CalJOBS.

11. Question/Comment

How do they account for the fact that large companies and agencies often are hiring 100 people for the same job and just post one ad?

LMID Response

One job ad does not equal one job opening. This is true for all job ad scraping tools, including CalJOBS. Some companies continuously post ads, even if they do not have an opening, in order to collect resumes.

12. Question/Comment

What information or methodology, not used for the 2015 report, would more accurately reflect our regional need and economy?

LMID Response

Additional information or clarification is needed to provide guidance/response to this question.

13. Question/Comment

The report identifies that how the clusters are defined may overlap with other clusters. Although this is not noted in the report, this placement has a serious impact on the statistics in other clusters. For example Solar and water are listed under construction, which would remove them from the Energy/Utility Cluster. Although Solar came out as having the most ads for hiring, the fact that it is placed in the construction cluster vs. Energy/Utilities cluster drives the labor market need numbers down in the energy cluster and up in the construction cluster. This goes back to the need for a common language so that education, industry and government can be looking at employment data that reflects a common definition.

LMID Response

Our clusters are not currently defined with industry overlap. Where industry overlap may occur is in the "Top Employer" listings. HWOL is responsible for categorizing the job ads and therefore employers may appear in multiple clusters.



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

14. Question/Comment

It appears that the data is not keeping pace with the new jobs and new industries that are being developed. Maybe there needs to be a section for new jobs titles in the last 10 years.

LMID Response

There will always be a lag between new occupations and official coding and recognition from the Department of Labor.

15. Question/Comment

New and emerging positions do not seem to be tracked, not just in the Ventura LMID information, but across the board. For example, Sustainability Managers are positions that have become very common but I cannot find them in LMID information. I tried to find APP developers and just assumed they must be somewhere under IT but could not find that title. The various jobs in water and wastewater do not appear to be accurately represented.

LMID Response

Sustainability Managers does not have an official SOC code so there is no official data for that occupation. APP developers are found under Software Developers, Applications (15-1132) Occupation titles that are used in Job Ads are often different from SOC titles.

16. Question/Comment

Why did they leave out our two largest employers in the Ventura County: the County Agencies and the Naval Base?

LMID Response

Those are government employers and the government sector is not included in our cluster definitions. According to HWOL, these two employers rank in the mid-20's and are not represented as the largest.

17. Question/Comment

I read LMI reports frequently, but am surprised that there was no mention (I could not find anything), of the local naval base or port. Some of the jobs related to those employers are covered (such as transportation, freight, engineering, technology), but if tourism received a top rating, should not have military installation or major seaport also been mentioned as contributing to the jobs?

LMID Response

Currently only the Healthcare and Education and Training Clusters have public employment data. Incorporating public employment into all clusters or developing a public sector cluster is something we are currently discussing.

18. Question/Comment

Is data gathered from Labor Unions? Our experience locally is that they track turnover and job availability as well as retirements and appear to have accurate data.

LMID Response

Official LMI data sources track all occupations. Online Job Ads do not do a good job of tracking Labor Union job postings.



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

19. Question/Comment

My concern is if we are using data that does not represent the current and accurate picture, the data is of no use and possibly could be detrimental, since planning decisions are being made based on a presumption of relative accuracy. So there needs to be an explanation (disclaimer) of how much this data can deviate and why it can be inaccurate, so that local areas are informed and can contract for local surveys to fill those gaps.

LMID Response

At the time of publication these data were the most current and accurate available. No data source is perfect. Labor Market Information is used to present the most current and accurate economic picture possible. We have the highest credibility standards in that we use methodology approved by the BLS.

20. Question/Comment

I reviewed the general section of the report as well as the “Hospitality” and “ICT” clusters. I found the report well written and very informative, and I have no specific questions. I just have two observations:

- I was surprised to see that the salaries for positions in the “Hospitality” and “ICT” clusters that require a bachelor’s degree are actually quite on par with each other. I don’t doubt that these numbers are correct, I was just surprised as we’ve heard for years about the low salaries in the hospitality and the high salaries in the ICT industries.

LMID Response

The program used to calculate the wages, cannot pull industry specific wages, so the wages represent an occupation across all industries. There are many occupations with varying skills and education levels in all industry clusters. When looking at occupations in any of the industry clusters sort by education level or wage in order to get a better picture of the industry cluster. For example, Auditors and Computer support Specialists are found in the majority of industry clusters. Every industry needs book keeping and every industry uses computers. Both occupations are well paid and require some form of higher education.

- Particularly when looking at the ICT cluster, I noticed that in one section the report talked about “bachelor degree or higher”, but generally it seems that advanced / graduate degrees are absent from the report.

LMID Response

We use the BLS entry level education requirements. In general there are not many occupations that require an advanced degree. For most occupations the highest level of education needed is a B.S. or B.A. Employers may require a higher level of formal education or additional years of experience. Healthcare is probably the exception where you will find many advanced degrees, doctors need PhDs, etc.

21. Question/Comment

Interesting report. I did not realize the dominance of the hospitality industry in the county although retail, health care and ag are no surprise. Another surprise is the low employment profile of the oil and gas industry here, where years ago that industry was a primary economic driver throughout Southern California. Perhaps that’s a reflection of the rock bottom price of oil lately. There is certainly opportunity for manufacturing to thrive in the county with significantly better paying jobs than three of the four top clusters.



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

As the purpose of the report “is to account for industry clusters with the largest number of projected total job openings and help the California workforce development system prepare the state’s workforce to compete for these future job opportunities” it is alarming that the median wage for a large number of jobs in the top four clusters seems insufficient to cover the basics (housing, food, clothing, transportation, etc.) for a minimum quality of life in Ventura County.

Each cluster description concludes with a statement that workers skill levels and work activities suggest potential for upward mobility within the cluster or in another industry cluster “with additional training.” Even for an optimist like me, this seems like a very optimistic projection on a worker population making \$9-\$15/hour. How does that full time worker (if she/he has the motivation and aptitude) find time for additional training, at what cost and by what means?

LMID Response

The individual would need to find creative ways to make time to be able to pursue additional education and training opportunities, including working with their employer.

CLEAN/GREEN

22. Question/Comment

It appears that data is not aligned under a common language between the Federal Government and the State. Solar is usually found under Energy and Utilities or sometimes manufacturing (if it is manufacturing of parts) but in the Ventura information it is under construction. How can we accurately project the growth of a relatively new industry in the area if alternative energy solutions are placed in construction?

LMID Response

This is something we can look at more closely. It may require looking at only one industry (not an entire cluster). Please send additional information or clarification to Theresa Salazar Vital, so that we can investigate.

23. Question/Comment

I understand that these are broken out from federal codes and sector designations. However, there are some significant limitations that are particularly apparent in the Clean/Green sector:

- I believe that we received direction from either the federal or state level about what was, and was not, appropriate for a Clean/Green WDB group to focus on - so there should be attempts by the state to start pulling those acceptable categories into a sector and footnotes on the limitations and assumptions. However, it would at least start the process of developing a workable relevant database and provide some consistency in conversations/comparisons across the state.

LMID Response

The BLS has designated NAICS codes that contain Clean/Green firms. However, we still cannot accurately determine the number of firms in a given NAICS code without an additional survey. A list of these codes as defined by BLS and used by California Energy Commission, can be made available upon request. Also, there is still no common definition of clean/green.

- This may need to be an extrapolation from the other sectors. What percentage of the building industry is related to installation of energy efficiency upgrades? Of the professional and technical



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

services group, how many are related to GHG reductions, consulting, implementation, LEED architecture design, etc.?

LMID Response

The data we have available does not allow for that level of detail. Some big assumptions would have to be made to calculate this information. We use and disseminate data under SOCs and do not have occupational groups that deal specifically with LEED architecture design. A suggestion to the committee would be to connect with the construction industry and business partners in order to develop a method to estimate the needed data, and/or possibly conduct a survey.

24. Question/Comment

For the chemical products, is there a percentage calculated for scientists working on green chemistry initiatives? This would include scientists in the biopharma sector that are reducing the toxicity of their products or waste streams.

LMID Response

We do not have any data on this type of information. The committee may want to contact the California Workforce Development Board's "Green Collar Jobs Council" on the website: http://cwdb.ca.gov/sc_green_collar_jobs_council.htm

25. Question/Comment

Where does the solar or EE salesperson/advocate/installer fit? In looking at the energy and utility employers it does not include the Gas Company. I don't see any solar.

LMID Response

*41-4011 Solar Sales Rep is an O*Net breakout code, and it falls under the Sales Rep Wholesale family.*

26. Question/Comment

In looking at the Ag community, seems like we should be tracking organic farming/food to farm efforts which require different skills and infrastructure.

LMID Response

- We are not able to build a cluster around organic farming. This would require working with more detailed industry data (6-digit instead of 4-digit). Although, we do not think there would be a significant difference from the Ag cluster we already have.*
- This "could" be a "specialized" value chain local report; although, there would be a fee. We would also need to know if the interest is in organic or "sustainable" farming. "Organic farming can generally be classified as sustainable agriculture; however, it is important to distinguish between the two. Organic products can be produced on large industrial farms that are not sustainable. Meanwhile, non-certified organic can produce food using methods that will sustain the farm's productivity for generations."*



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

HEALTHCARE

27. Question/Comment

It was through the Union that it was identified we would have a Clinical Lab Scientist shortage, even though LMID stats projected 0 job growth for Ventura in the CLS field and an average of 2 replacements a year and only 2 average annual job openings a year! The Union could see by their membership how many would be retiring at the same time. While we were looking at the LMID CLS data someone from County Human Resources was at the table and said they were advertising for 12 CLS positions that same week. (So one agency was hiring 12 people in a week, which is 6 times what was predicted for the year by LMID data and that was just one agency.) So how can this LMID data be so different from what is the actual regional picture? It was confirmed that only one ad goes in when hiring 12 people and at another meeting for another position, 88 people were being hired but one ad went in, appearing in the ad as though it was one position.

LMID Response

Clinical Lab Scientist is not an official SOC title. The closest SOC title is Medical and Clinical Laboratory Technologists (29-2011).

28. Question/Comment

Can the nursing data be broken down further to determine the type of nursing positions?

LMID Response

The nursing data cannot be broken down further; the data provided is at the 6-digit standard occupational classification (SOC) code level.

29. Question/Comment

Are the [nursing] positions in acute care hospitals? If so are they surgical nurses, administrators, etc.

LMID Response

An estimate of the number of jobs can be given by Industry (NAICS) Code or Metropolitan Statistical Area (MSA)...EDD/LMID Occupational Survey Group (OSG) can provide on an AD Hoc basis. Please contact Tom Stassi at 916-651-5680 for further information.

30. Question/Comment

How many [nursing] positions are in nursing homes or outpatient clinics?

LMID Response

An estimate of the number of jobs can be given by Industry (NAICS) Code or Metropolitan Statistical Area (MSA)...EDD/LMID Occupational Survey Group (OSG) can provide on an AD Hoc basis. Please contact Tom Stassi at 916-651-5680 for further information.

31. Question/Comment

Does this data include nursing instructors and school nurses?

LMID Response

The data for Nursing Instructors and School Nurses (Registered Nurses) are found in the Education and Training Industry Cluster.



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

32. Question/Comment

The nursing data appears under Associate Degrees, as the educational category. Does this mean the data refers only to RNs with Associate Degrees?

LMID Response

The data represents all education levels; however, the educational level listed represents the typical education level most workers need to enter an occupation.

33. Question/Comment

Both Associate Degree nurses and Bachelor Degree Nurses are called RNs, so it is unclear if the data is actually separating Associate Degree RNs from Bachelor Degree RNs. This information is important since acute care hospitals are being informed that by 2020, 80% of their nurses need to have a Bachelor's Degree for the hospital to achieve Magnet status.

LMID Response

The data does not distinguish between whether a person has an AA, BA/BS, or MA/MS. The educational requirement criteria can be set at the discretion of the employer or an association.

MANUFACTURING

34. Question/Comment

I took a look at the Occupational Analysis for the Manufacturing Cluster.

- Pg. 216—interesting to note that Ventura County appears to have a higher percentage of business establishments in the manufacturing cluster (0.5%-0.6%) than the statewide percentage (0.4%), but the percentage still seems a bit low.

LMID Response

These data are derived from the quarterly tax reports submitted to the EDD by California employers.

- Pg. 211—lists the 10 top skills required for various jobs in the manufacturing cluster, which confirms what many of us knew. What is surprising is the lack of instructional programs (pg. 215) in the T.O.P. for community colleges. In my mind this shines a spotlight on the need for manufacturing-related skills training in the county.
- Pg. 214—Employer demand, as determined by job postings, seems a bit unusual as I would have expected more employers with more than just 1-3 postings. Given the word on the street about the difficulty in finding candidates, I'm wondering how manufacturers are advertising their jobs. Also, Fastsigns and Sports Authority are listed as manufacturers, which makes me question how they determine who is a manufacturer.

LMID Response

Manufacturers may be advertising their jobs through the trade unions, in which HWOL does not currently capture these jobs.



QUESTIONS AND ANSWERS

2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

35. Question/Comment

Can we include parts of Los Angeles to look at the Biotech industry? Is this possible?

LMID Response

This would not be possible; since Los Angeles is one of the Economic Sub-markets we could only provide data at the county level as long it is not confidential.












36. Question/Comment

There must be more than meets the eye to the U.S. Dept. of Labor's O*NET top ten skills required for General and Operations Managers in the Fabricated/Other Metal Manufacturing cluster, but I don't have time to research it and try to make sense of it.













For one thing, only nine skills were selected and Complex Problem Solving, Judgment and Decision Making, Management of Financial Resources, Mathematics and Operations Analysis didn't make the top nine. There's no doubt that Writing, Speaking, Social Perceptiveness, etc. are important but I personally would prefer a tongue-tied manager that can't write worth beans but can solve complex problems and consistently make good judgments and decisions.

This data suggests great opportunities in Ventura County for manufacturing companies that offer good jobs and good pay.









**Ventura County Occupational Employment Data Growth Projections
WDB CLEAN/GREEN COMMITTEE**

SOC Code*	U.S. D.O.L. Green Jobs in Demand	Occupations	2014 Education and Training Level**	2014 VENTURA COUNTY Median Annual Wages***	2022 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2022 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2012 CALIFORNIA Average Annual Employment	2012 VENTURA COUNTY Average Annual Employment
53-7064		Packers and Packagers, Hand	Less Than H.S.	\$19,644	11.2	3,480	16.4	43	82	93,000	1,650
51-9198		Helpers--Production Workers	Less Than H.S.	\$23,592	9.2	1,150	7.3	19	22	43,600	1,090
53-7062		Laborers and Freight, Stock, and Material Movers, Hand	Less Than H.S.	\$24,095	19.1	13,560	18.1	150	174	270,500	4,860
47-3019		<i>Helpers, Construction Trades, All Other</i>	<i>Less Than H.S.</i>	<i>\$24,130</i>	<i>29.4</i>	<i>80</i>	<i>32.5</i>	<i>10</i>	<i>23</i>	<i>1,700</i>	<i>400</i>
47-3014		<i>Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons</i>	<i>Less Than H.S.</i>	<i>\$25,926</i>	<i>23.1</i>	<i>110</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,600</i>	<i>N/A</i>
37-3011		Landscaping and Groundskeeping Workers	Less Than H.S.	\$27,660	13.8	5,360	19.8	97	146	137,600	3,840
47-3016		<i>Helpers--Roofers</i>	<i>Less Than H.S.</i>	<i>\$29,219</i>	<i>-7.7</i>	<i>30</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,300</i>	<i>N/A</i>
53-7051		Industrial Truck and Tractor Operators	Less Than H.S.	\$29,725	7.6	1,690	11.2	27	68	55,300	1,160
47-3011		<i>Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters</i>	<i>Less Than H.S.</i>	<i>\$30,164</i>	<i>58.6</i>	<i>210</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,900</i>	<i>N/A</i>
47-3012		<i>Helpers--Carpenters</i>	<i>Less Than H.S.</i>	<i>\$30,908</i>	<i>40.0</i>	<i>110</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,000</i>	<i>N/A</i>
45-2091		Agricultural Equipment Operators	Less Than H.S.	\$31,744	12.8	610	32.2	27	53	14,100	900
47-2061		Construction Laborers	Less Than H.S.	\$39,496	29.2	5,510	33.0	39	69	108,800	1,820
47-2181		Roofers	Less Than H.S.	\$46,458	25.6	770	41.9	6	12	16,400	310
53-7081		Refuse and Recyclable Material Collectors	Less Than H.S.	\$48,851	16.9	580	27.3	9	N/A	15,400	440
45-2000		Agricultural Workers	Less Than H.S.	N/A	11.6	12,700	16.4	551	864	308,300	18,670
45-4011		Forest and Conservation Workers	H.S. Diploma + OJT	\$21,072	10.0	60	28.6	1	3	2,000	70
51-2022		Electrical and Electronic Equipment Assemblers	H.S. Diploma + OJT	\$23,358	0.7	370	-5.4	14	20	28,600	1,120
51-2092		Team Assemblers	H.S. Diploma + OJT	\$26,458	3.9	1,550	12.6	35	58	78,700	2,220
53-6099		Transportation Workers, All Other	H.S. Diploma + OJT	\$28,506	19.0	370	10.5	7	11	6,300	190
49-9098		Helpers--Installation, Maintenance, and Repair Workers	H.S. Diploma + OJT	\$28,783	14.7	640	11.8	10	14	14,300	340
51-2099		Assemblers and Fabricators	H.S. Diploma + OJT	\$29,081	9.2	570	36.0	20	33	22,800	1,250
43-5071		Shipping, Receiving, and Traffic Clerks	H.S. Diploma + OJT	\$29,638	8.3	3,030	12.3	53	62	87,500	2,030









Ventura County Occupational Employment Data Growth Projections
WDB CLEAN/GREEN COMMITTEE

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51-2023		Electromechanical Equipment Assemblers	H.S. Diploma + OJT	\$30,534	-7.2	80	13.6	3	3	6,900	220
49-9043		Maintenance Workers, Machinery	H.S. Diploma + OJT	\$30,870	14.3	190	11.1	1	5	7,000	90
47-3015		<i>Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters</i>	<i>H.S. Diploma + OJT</i>	<i>\$31,266</i>	<i>28.6</i>	<i>120</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,800</i>	<i>N/A</i>
47-3013		<i>Helpers--Electricians</i>	<i>H.S. Diploma + OJT</i>	<i>\$31,452</i>	<i>35.7</i>	<i>210</i>	<i>27.8</i>	<i>5</i>	<i>10</i>	<i>4,200</i>	<i>180</i>
51-4011		Computer-Controlled Machine Tool Operators, Metal and Plastic	H.S. Diploma + OJT	\$33,960	16.3	380	14.3	8	7	8,600	280
47-4041		Hazardous Materials Removal Workers	H.S. Diploma + OJT	\$34,294	15.6	170	50.0	1	3	4,500	60
51-9061		Inspectors, Testers, Sorters, Samplers, and Weighers	H.S. Diploma + OJT	\$34,387	8.3	1,460	7.8	31	45	48,200	1,410
51-9032		Cutting and Slicing Machine Setters, Operators, and Tenders	H.S. Diploma + OJT	\$35,474	-7.3	90	-9.1	2	4	5,500	110
43-4051		Customer Service Representatives	H.S. Diploma + OJT	\$36,058	16.4	8,520	19.9	98	217	195,300	3,610
51-4121		Welders, Cutters, Solderers, and Brazers	H.S. Diploma + OJT	\$36,114	6.5	770	10.0	12	23	24,700	500
51-2031		Engine and Other Machine Assemblers	H.S. Diploma + OJT	\$36,186	0.0	20	60.0	1	2	1,300	50
49-9071		Maintenance and Repair Workers, General	H.S. Diploma + OJT	\$38,412	12.1	3,650	12.5	43	58	116,600	2,240
51-4041		Machinists	H.S. Diploma + OJT	\$39,225	15.3	1,300	17.3	22	23	34,000	980
53-3021		Bus Drivers, Transit and Intercity	H.S. Diploma + OJT	\$42,377	13.3	740	-5.6	7	11	23,300	360
51-9011		<i>Chemical Equipment Operators and Tenders</i>	<i>H.S. Diploma + OJT</i>	<i>\$44,949</i>	<i>7.4</i>	<i>110</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,700</i>	<i>N/A</i>
43-5061		Production, Planning, and Expediting Clerks	H.S. Diploma + OJT	\$45,485	9.5	1,350	6.0	17	21	38,900	670
47-2152		Plumbers, Pipefitters, and Steamfitters	H.S. Diploma + OJT	\$50,010	24.3	1,250	25.0	6	33	34,100	520
13-1022		Wholesale and Retail Buyers, Farm Products	H.S. Diploma + OJT	\$55,989	15.9	720	21.2	8	13	17,600	330
51-8021		Stationary Engineers and Boiler Operators	H.S. Diploma + OJT	\$56,474	7.9	150	0.0	2	1	3,800	60
47-2111		Electricians	H.S. Diploma + OJT	\$59,866	22.2	2,000	24.5	20	33	48,700	1,060








**Ventura County Occupational Employment Data Growth Projections
WDB CLEAN/GREEN COMMITTEE**

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47-1011		First-Line Supervisors of Construction Trades and Extraction Workers	H.S. Diploma + OJT	\$70,046	28.4	1,840	25.9	9	43	46,800	810
47-2073		Operating Engineers and Other Construction Equipment Operators	H.S. Diploma + OJT	\$72,384	22.2	990	31.1	14	29	22,100	610
47-4011		Construction and Building Inspectors	H.S. Diploma + OJT	\$72,434	14.1	340	12.5	4	9	9,200	160
13-1199		Business Operations Specialists, All Other	H.S. Diploma + OJT	\$81,611	14.2	3,790	7.4	42	106	135,700	3,100
51-8013		<i>Power Plant Operators</i>	<i>H.S. Diploma + OJT</i>	<i>\$84,797</i>	<i>7.0</i>	<i>160</i>	<i>0.0</i>	<i>2</i>	<i>2</i>	<i>4,300</i>	<i>50</i>
11-3071		Transportation, Storage, and Distribution Managers	H.S. Diploma + OJT	\$94,870	12.6	460	20.0	6	9	12,700	250
11-9199		Managers, All Other	H.S. Diploma + OJT	\$109,359	14.1	3,190	5.0	39	84	88,800	1,790
49-2092		<i>Electric Motor, Power Tool, and Related Repairers</i>	<i>Vocational / OJT</i>	<i>\$41,903</i>	<i>0.0</i>	<i>30</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,400</i>	<i>N/A</i>
49-9021		<i>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</i>	<i>Vocational / OJT</i>	<i>\$51,356</i>	<i>23.0</i>	<i>970</i>	<i>27.5</i>	<i>9</i>	<i>23</i>	<i>20,000</i>	<i>510</i>
49-2094		<i>Electrical and Electronics Repairers, Commercial and Industrial Equipment</i>	<i>Vocational / OJT</i>	<i>\$59,680</i>	<i>9.2</i>	<i>190</i>	<i>0.0</i>	<i>3</i>	<i>3</i>	<i>6,500</i>	<i>140</i>
49-2095		<i>Electrical and Electronics Repairers, Powerhouse, Substation, and Relay</i>	<i>Vocational / OJT</i>	<i>\$83,825</i>	<i>12.5</i>	<i>50</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,600</i>	<i>N/A</i>
19-4011		Agricultural and Food Science Technicians	Associate's Degree	\$28,399	16.7	200	12.5	3	4	3,600	80
19-4093		Forest and Conservation Technicians	Associate's Degree	\$38,870	-1.4	290	-8.3	5	6	7,400	120
19-4031		Chemical Technicians	Associate's Degree	\$39,174	16.0	200	28.6	2	N/A	5,000	70
17-3026		Industrial Engineering Technicians	Associate's Degree	\$45,517	2.4	90	0.0	1	N/A	4,200	60
19-4091		Environmental Science and Protection Technicians, Including Health	Associate's Degree	\$48,653	26.3	250	40.0	4	6	3,800	100
17-3013		Mechanical Drafters	Associate's Degree	\$50,646	-7.3	50	0.0	1	5	4,100	90
17-3024		<i>Electro-Mechanical Technicians</i>	<i>Associate's Degree</i>	<i>\$52,618</i>	<i>7.1</i>	<i>70</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,800</i>	<i>N/A</i>
17-3012		Electrical and Electronics Drafters	Associate's Degree	\$53,085	11.1	120	0.0	1	3	4,500	80
17-3011		Architectural and Civil Drafters	Associate's Degree	\$55,857	-0.8	160	-6.7	2	3	12,200	150

Ventura County Occupational Employment Data Growth Projections WDB CLEAN/GREEN COMMITTEE

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17-3025		Environmental Engineering Technicians	Associate's Degree	\$57,627	27.8	90	37.5	2	6	1,800	80
17-3027		Mechanical Engineering Technicians	Associate's Degree	\$60,349	3.8	130	-10.0	2	4	5,300	100
17-3022		Civil Engineering Technicians	Associate's Degree	\$66,328	3.2	150	0.0	2	5	6,300	90
17-3023		Electrical and Electronics Engineering Technicians	Associate's Degree	\$71,154	1.9	470	-3.8	16	16	20,700	780
17-3029		Engineering Technicians, Except Drafters, All Other	Associate's Degree	\$81,878	6.9	240	-3.6	6	7	8,700	280
11-9021		Construction Managers	Associate's Degree	\$91,505	18.4	1,780	15.0	13	22	52,300	800
45-2011		<i>Agricultural Inspectors</i>	<i>Bachelor's Degree</i>	<i>\$45,509</i>	<i>4.8</i>	<i>80</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,100</i>	<i>N/A</i>
13-2099		Financial Specialists, All Other	Bachelor's Degree	\$55,042	11.7	460	10.5	9	54	20,500	860
13-1151		Training and Development Specialists	Bachelor's Degree	\$57,390	23.7	890	10.8	7	20	21,100	370
41-3031		Securities, Commodities, and Financial Services Sales Agents	Bachelor's Degree	\$57,508	7.9	1,430	20.9	20	46	45,400	860
27-3031		Public Relations Specialists	Bachelor's Degree	\$62,463	13.2	610	11.8	2	14	22,800	170
19-1013		Soil and Plant Scientists	Bachelor's Degree	\$67,947	35.0	140	0.0	3	N/A	2,000	90
13-2051		Financial Analysts	Bachelor's Degree	\$70,629	23.1	1,520	3.6	14	22	32,100	560
19-2041		Environmental Scientists and Specialists, Including Health	Bachelor's Degree	\$73,542	29.5	880	34.1	12	21	14,900	410
17-1012*		<i>Landscape Architects</i>	<i>Bachelor's Degree</i>	<i>\$76,000</i>	<i>12.5</i>	<i>120</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>3,200</i>	<i>N/A</i>
19-2031		<i>Chemists</i>	<i>Bachelor's Degree</i>	<i>\$76,659</i>	<i>15.4</i>	<i>560</i>	<i>0.0</i>	<i>8</i>	<i>8</i>	<i>13,600</i>	<i>10,900</i>
29-9011		Occupational Health and Safety Specialists	Bachelor's Degree	\$76,688	23.6	360	6.7	4	6	7,200	150
13-1111		Management Analysts	Bachelor's Degree	\$83,294	31.6	4,490	21.4	26	55	95,200	1,680
13-1081		Logisticians	Bachelor's Degree	\$84,956	32.1	590	8.8	8	19	13,700	680
17-1022*		<i>Surveyors</i>	<i>Bachelor's Degree</i>	<i>\$85,245</i>	<i>7.5</i>	<i>120</i>	<i>20.0</i>	<i>2</i>	<i>2</i>	<i>4,000</i>	<i>5,100</i>
11-3131		Training and Development Managers	Bachelor's Degree	\$87,435	18.5	120	20.0	1	2	2,700	50
19-2042		Geoscientists, Except Hydrologists and Geographers	Bachelor's Degree	\$89,415	22.4	310	40.0	3	8	5,800	100
11-3051		Industrial Production Managers	Bachelor's Degree	\$90,870	0.5	360	13.8	10	23	19,200	580
27-1021		Commercial and Industrial Designers	Bachelor's Degree	\$91,601	10.4	170	11.1	5	9	4,800	180

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17-2112		Industrial Engineers	Bachelor's Degree	\$92,926	8.2	860	4.5	13	8	23,100	440
19-2032		<i>Materials Scientists</i>	<i>Bachelor's Degree</i>	<i>\$92,999</i>	<i>15.4</i>	<i>60</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,300</i>	<i>N/A</i>
17-2141		Mechanical Engineers	Bachelor's Degree	\$94,960	4.7	910	14.3	26	30	23,500	770
17-2081		Environmental Engineers	Bachelor's Degree	\$97,044	24.7	360	26.1	6	8	7,300	230
17-2071		Electrical Engineers	Bachelor's Degree	\$97,459	4.6	620	-1.5	14	15	23,800	650
17-2131*		<i>Materials Engineers</i>	<i>Bachelor's Degree</i>	<i>\$98,576</i>	<i>3.7</i>	<i>100</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,700</i>	<i>N/A</i>
17-2051		Civil Engineers	Bachelor's Degree	\$99,219	18.3	1,670	11.9	10	22	39,300	420
17-2072		Electronics Engineers, Except Computer	Bachelor's Degree	\$106,857	8.5	1,080	-7.1	37	37	35,500	1,700
11-3031		Financial Managers	Bachelor's Degree	\$111,475	13.6	2,400	14.9	25	51	74,200	1,340
17-2011*		<i>Aerospace Engineers</i>	<i>Bachelor's Degree</i>	<i>\$112,911</i>	<i>18.5</i>	<i>660</i>	<i>0.0</i>	<i>2</i>	<i>2</i>	<i>15,700</i>	<i>20,300</i>
11-2021		Marketing Managers	Bachelor's Degree	\$128,039	21.8	1,310	10.0	6	17	30,300	300
11-9041		Architectural and Engineering Managers	Bachelor's Degree	\$139,968	11.1	1,160	8.6	14	15	32,300	580
11-9121*		<i>Natural Sciences Managers</i>	<i>Bachelor's Degree</i>	<i>\$143,098</i>	<i>18.3</i>	<i>360</i>	<i>7.0</i>	<i>26</i>	<i>29</i>	<i>9,300</i>	<i>430</i>
19-3051		Urban and Regional Planners	Master's Degree	\$83,244	18.3	450	9.1	5	6	7,100	110
25-1032		<i>Engineering Teachers, Postsecondary</i>	<i>Doctoral Degree</i>	<i>\$109,773</i>	<i>11.1</i>	<i>70</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2,700</i>	<i>N/A</i>

*2010 Standard Occupational Classifications and Occupational Information Network provided by the Department of Labor

**Occupational training and education classifications were developed by the Bureau of Labor Statistics (BLS).

***Median Annual Wages are the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above the median wage. The wages are from

****Average Annual Job Openings includes new jobs and replacement needs.

Data Source: State of California Employment Development Department - Labor Market Info

Additional Information:

Living Wage in Ventura County as of December 2013 (California Budget Project)

\$34,109.00	Single Adult
\$79,549.00	Single-Parent Family*
\$64,203.00	Two-Parent Family* (one working)
\$85,713.00	Two-Working-Parent Family*

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*All family types are assumed to have two children.

Current Employment Data
2020 Growth Projection Data
Priority Occupations Identified by Living Wages & Employment Growth
Infrastructure Jobs
Removed from the 2012-2022 Occupational Employment Projections for Ventura County
Removed from the 2012-2022 Occupational Employment Projections for California

VENTURA COUNTY CLEAN/GREEN PROGRAMS

Ventura County Community Colleges' Degrees, Certificates and Awards in the Clean/Green Sector		(DRAFT 1.15.2016)						
COLLEGE	PROGRAM	DEGREE AA/AS	CERTIFICATE OF ACHIEVEMENT	PROFICIENCY AWARD **	TBD	INDUSTRY RECOGNIZED CREDENTIAL AWARDED	PREPARATION FOR RECOGNIZED CREDENTIAL	Job Placement % Rate
AGRICULTURE AND NATURAL RESOURCES								
OXNARD COLLEGE	Coastal Environmental Studies	X						
VENTURA COLLEGE	Agricultural Business (TBD)				X			
VENTURA COLLEGE	Natural Resource Management			X				
VENTURA COLLEGE	Landscape Management			X				
VENTURA COLLEGE	Biological Sciences: Plant Biotechnology	X	X					
MOORPARK	Environmental Science	X						
MOORPARK	Environmental Studies	X						
BUILDING AND CONSTRUCTION TRADES								
VENTURA COLLEGE	Construction Technology: Building Inspection	X	X					
VENTURA COLLEGE	Construction Technology: Construction Management	X	X					
ENGINEERING AND ARCHITECTURE								
MOORPARK	Drafting Technology/CAD Architectural		X					
MOORPARK	Mechanical Drafting: Industrial Design & Manufacturing		X					
MOORPARK	Engineering	X						
VENTURA COLLEGE	Engineering	X	X					
VENTURA COLLEGE	Physical Science: Engineering Technology	X	X					
ENERGY ENVIRONMENT AND UTILITIES								
OXNARD COLLEGE	Environmental Control Technology	X	X					
OXNARD COLLEGE	Airside Systems			X				
OXNARD COLLEGE	Electrical Systems for HVAC/R			X				
OXNARD COLLEGE	Energy Auditing			X				
OXNARD COLLEGE	Heating and Hydronics			X				
OXNARD COLLEGE	Mechanical Systems for HVAC/R							
MOORPARK COLLEGE	Photovoltaic Technology			X				
MOORPARK COLLEGE	Environmental Technology	X						
VENTURA COLLEGE	Water Science: Wastewater	X	X					
VENTURA COLLEGE	Water Science: Water	X	X					

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VENTURA COUNTY CLEAN/GREEN PROGRAMS

HOSPITALITY								
OXNARD COLLEGE	Culinary Arts	X	X					
OXNARD COLLEGE	Restaurant Management	X	X					
OXNARD COLLEGE	Lead Cook			X				
OXNARD COLLEGE	Hospitality Management		X					
TRANSPORTATION								
OXNARD COLLEGE	Automotive Technology	X	X					
** Proficiency Award	does not appear on transcript- is not for credit.							

VENTURA COUNTY CLEAN/GREEN PROGRAMS

VENTURA COUNTY ADULT SCHOOL PROGRAMS **					
ADULT SCHOOL	PROGRAM	TRAINING COMPLETION	INDUSTRY RECOGNIZED CREDENTIAL AWARDED	PREPARATION FOR RECOGNIZED CREDENTIAL	JOB PLACEMENT % RATE
AGRICULTURE AND NATURAL RESOURCES					
BUILDING AND CONSTRUCTION TRADES					
SIMI VALLEY ADULT SCHOOL	Welder /Master Course	Self Paced			
SIMI VALLEY ADULT SCHOOL	Welder Beginning	Self Paced			
SIMI VALLEY ADULT SCHOOL	Welder Fabricator	Self Paced		SVAS Certified Testing Facility-	
SIMI VALLEY ADULT SCHOOL	Welder Advanced	Self Paced		5 Certifications prepared for.	
OXNARD ADULT SCHOOL	Welder Beginning	Jan- June			
OXNARD ADULT SCHOOL	Advanced Welding	Jan- June			
ENGINEERING AND ARCHITECTURE					
VACE	CAD Technician	28 Weeks			
VACE	CAD Technician Fast Track	16 Weeks		Preparation for Official Auto CAD Certified Exams	
VACE	Solid Works Technician	10 Weeks		Certified SolidWorks Associate Exam on site testing	
ENERGY ENVIRONMENT AND UTILITIES					
OXNARD ADULT SCHOOL	Photovoltaics- Solar Panel Technology	1 year (2 Semesters)			
HOSPITALITY					
TRANSPORTATION					
OXNARD ADULT SCHOOL	Advanced Automotive Technology				
*ADULT SCHOOLS					
VACE- VENTURA ADULT AND CONTINUING EDUCATION					
OXNARD ADULT SCHOOL					
SIMI VALLEY ADULT SCHOOL					
CONEJO VALLEY ADULT SCHOOL					

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VENTURA COUNTY CLEAN/GREEN PROGRAMS (Draft)

LABOR UNIONS: TRAINING AND APPRENTICESHIP PROGRAMS IN VENTURA COUNTY (DRAFT 1.15.2016- Updated 3.18.16)							
LABOR UNION	PROGRAM	TRAINING	CREDIT HOURS	REGISTERED APPRENTICESHIP	INDUSTRY RECOGNIZED CREDENTIAL AWARDED	PREPARATION FOR RECOGNIZED CREDENTIAL	JOB PLACEMENT %RATE
AGRICULTURE AND NATURAL RESOURCES							
BUILDING AND CONSTRUCTION TRADES							
LiUNA Local 585 Laborers				YES			
		OSHA 30	40 Credit Hours		DOL registered class		
		Pipeliners Course	40 Credit Hours				
		Process Safety Management	8 Credit Hours				
		Scaffold Builder	8 Credit Hours				
		Scaffold User	8 Credit Hours				
		Forklift Safety	8 Credit Hours				
		CPR/First Aid	8 Credit Hours		American Red Cross		
		Advanced Traffic Control G2	16 Credit Hours				
		Traffic Control Safety & Flagging	8 Credit Hours				
		OSHA 10	12 Credit Hours		DOL Certification Class		
LiUNA Local 585 Brick Tenders				YES			
	Traffic Control	Flagging	16 Credit Hours		Covers Cal OSHA Req.		
	Env. Hazards of Highway Work & OSHA 10		16 Credit Hours		DOL OSHA 10 Cert.		
	Forklift Safety		8 Credit Hours				
	Forklift Operation for Brick Tender		40 Credit Hours				
	Equipment Endorsements for Tenders		16 Credit Hours				
	Environmental Passport for Tenders		40 Credit Hours				

VENTURA COUNTY CLEAN/GREEN PROGRAMS (Draft)

	Scaffold Erection and Dismantling	40 Credit Hours	
	Brick Tenders Duties	40 Hours	
LiUNA Local 585	Landscape & Irrigation		YES
	Forklift Safety	8 Credit Hours	
	First Aid/CPR	8 Credit Hours	
	Traffic Safety and Flagging	8 Credit Hours	
	Environmental Hazards of Highway Work & OSHA 10	16 Credit Hours	DOL Certified Class
	Hazard Communication	8 Credit Hours	
	Respiratory Awareness	8 Credit Hours	
	Asbestos Awareness	8 Credit Hours	
	Confined Space Awareness	8 Credit Hours	
	Lead Awareness	8 Credit Hours	
	Trencher Safety	8 Credit Hours	
	Skid Steer	8 Credit Hours	
	Trench Plate Protection	8 Credit Hours	
	Skip Loader	8 Credit Hours	
	Mini Excavator	8Credit Hours	
	Landscape 1: Planting & Maintenance	40 Credit Hours	
	Landscape 2 Const.	40 Credit Hours	
	Landscape 3 Erosion	40 Credit Hours	
	Landscape 4 :Chain Saw, Retention Walls, Pavers& Flatwork	40 Credit Hours	
LiUNA Local 585	CEMENT MASON		YES
	CPR/First AID	8 Credit Hours	
	Aerial Boom Lift	8 Credit Hours	
	OSHA 10	12 Credit Hours	DOL Certified Class
	Forklift Safety	8 Credit Hours	
	Plan Reading	40 Credit Hours	
	Scaffold User	8 Credit Hours	
	Traffic Control	8 Credit Hours	

VENTURA COUNTY CLEAN/GREEN PROGRAMS (Draft)

Skid Steer Safety	8 Credit Hours						
Construction Math	40 Credit Hours						
Concrete Repair	32 Credit Hours						
Finishing Tech I	40 Credit Hours						
Finishing Tech II	40 Credit Hours						
Form Setting Techniques	40 Credit Hours						
Machine Operations/Concrete Sawing	40 Credit Hours						
Decorative Concrete	40 Credit Hours						
Respiratory Awareness	8 Credit Hours						
Confined Space Awareness	8 Credit Hours						
ENGINEERING AND ARCHITECTURE							
ENERGY ENVIRONMENT AND UTILITIES							
HOSPITALITY							
TRANSPORTATION							

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