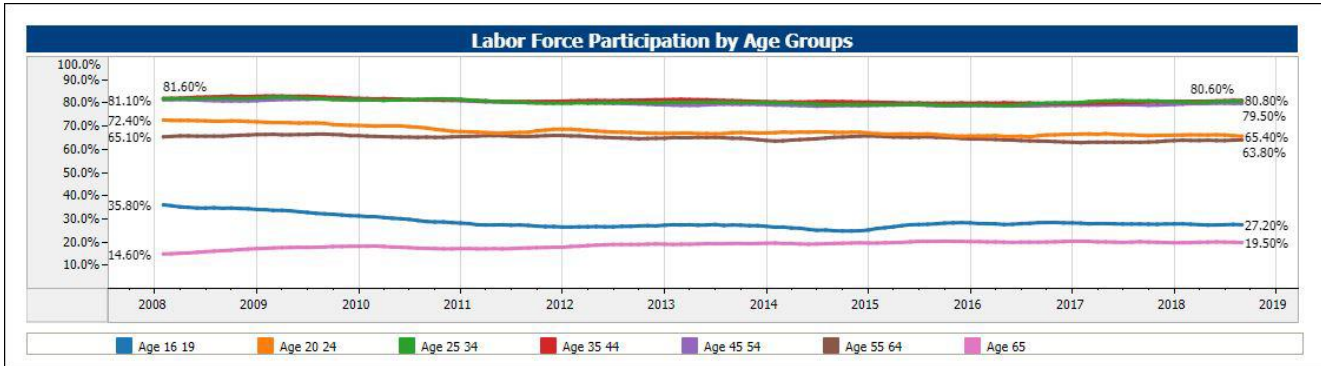
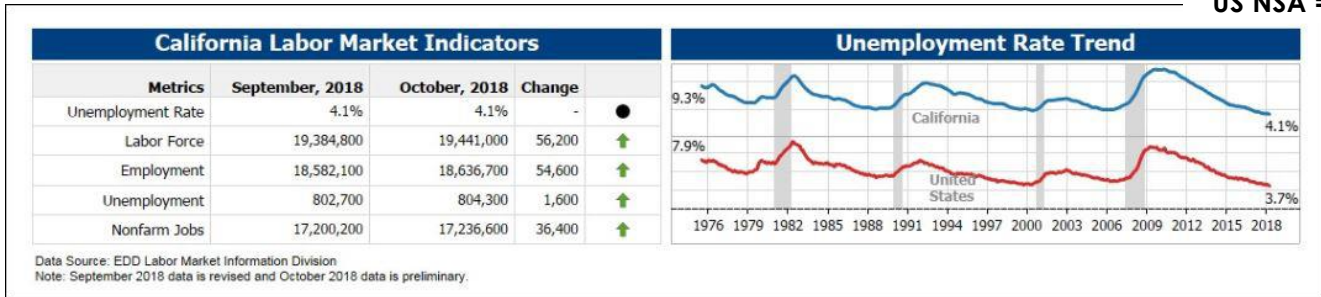


**STATE OF CALIFORNIA EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD) LABOR MARKET MONTHLY**

RELEASE: Statewide Labor Market Review <http://www.labormarketinfo.edd.ca.gov/>

CA NSA = 4.0%  
US NSA = 3.5%



### Month-over Job Gains

Seven of California's eleven industry sectors added a total of 41,700 jobs in October. **Professional and business services** reported the largest increase with a gain of 19,100 jobs, followed by **manufacturing** (up 6,600 jobs) and information and government (both up 5,600 jobs). Other sectors adding jobs over the month were construction (up 3,000 jobs), **leisure and hospitality** (up 1,600 jobs) and mining and logging (up 200 jobs).

### Month-over Job Losses

Four of California's industries reported job losses over the month. Trade, transportation and utilities reported the largest decrease with a loss of 3,100 jobs, followed by educational and **health services**, down 1,100 jobs, other services with a 1,000 job loss and **financial activities**, down 100 jobs.

### Year-over Job Gains

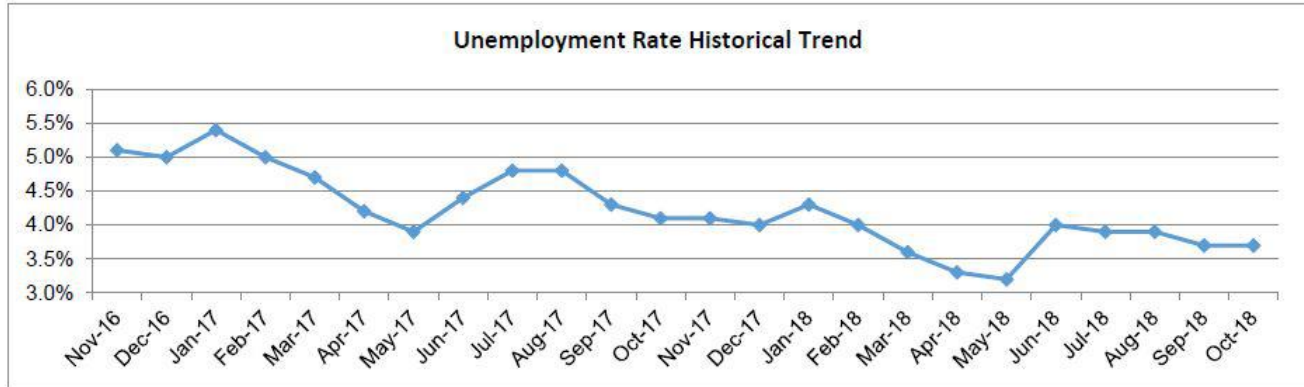
In a year-over-year comparison (October 2017 to October 2018), nonfarm payroll employment in California increased by 308,700 jobs (a 1.8 percent increase). Nine of California's eleven industry sectors added a total of 313,000 jobs over the year. The largest job gains were in **professional and business services**, up 68,600 jobs (a 2.6 percent increase) and **leisure and hospitality**, up 46,900 (a 2.4 percent increase). Other sectors adding jobs over the year were government, construction, trade, transportation and utilities, information, **manufacturing** and **financial activities**. Mining and logging remained unchanged for the year.

**Year-over Job Losses** The only industry with job declines for the year was other services with a 4,600 jobs loss.

**LABOR MARKET INFORMATION DIVISION MONTHLY RELEASE Ventura County:**

[http://www.calmis.ca.gov/file/lfmonth/vent\\$pds.pdf](http://www.calmis.ca.gov/file/lfmonth/vent$pds.pdf)

The unemployment rate in the Ventura County was 3.7 percent in October 2018, unchanged from a revised 3.7 percent in September 2018, and below the year-ago estimate of 4.1 percent. This compares with an unadjusted unemployment rate of 4.0 percent for California and 3.5 percent for the nation during the same period.



**UNITED STATES DEPARTMENT OF LABOR - UNEMPLOYMENT INSURANCE WEEKLY CLAIMS REPORT:**

Weekly national tracking of insured unemployment statistics comparing current week to previous week, month and year. DOL Claims Report - <http://www.dol.gov/ui/data.pdf>

**UNEMPLOYMENT INSURANCE DATA FOR REGULAR STATE PROGRAMS**

WEEK ENDING	November 10	November 3	Change	October 27	Prior Year <sup>1</sup>
Initial Claims (SA)	216,000	214,000	+2,000	215,000	250,000
Initial Claims (NSA)	230,635	214,814	+15,821	198,530	236,654
4-Wk Moving Average (SA)	215,250	213,750	+1,500	214,000	238,750
WEEK ENDING	November 3	October 27	Change	October 20	Prior Year <sup>1</sup>
Insured Unemployment (SA)	1,676,000	1,630,000	+46,000	1,631,000	1,890,000
Insured Unemployment (NSA)	1,441,752	1,391,991	+49,761	1,383,384	1,623,213
4-Wk Moving Average (SA)	1,643,750	1,635,000	+8,750	1,640,750	1,900,000
<u>Insured Unemployment Rate (SA)<sup>2</sup></u>	1.2%	1.1%	+0.1	1.1%	1.3%
<u>Insured Unemployment Rate (NSA)<sup>2</sup></u>	1.0%	1.0%	0.0	1.0%	1.2%

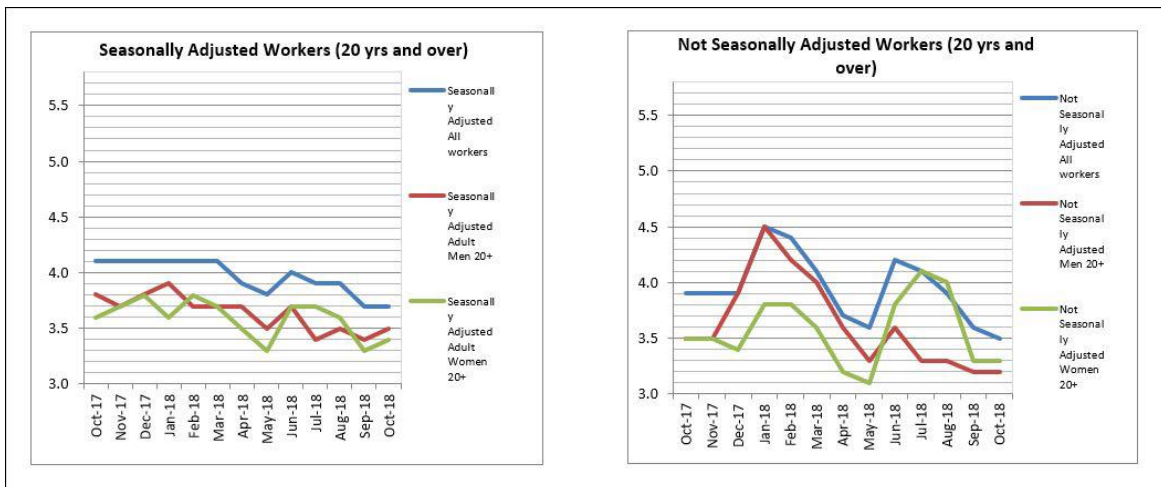
## UNITED STATES DEPARTMENT OF LABOR – THE EMPLOYMENT SITUATION: OCTOBER 2018

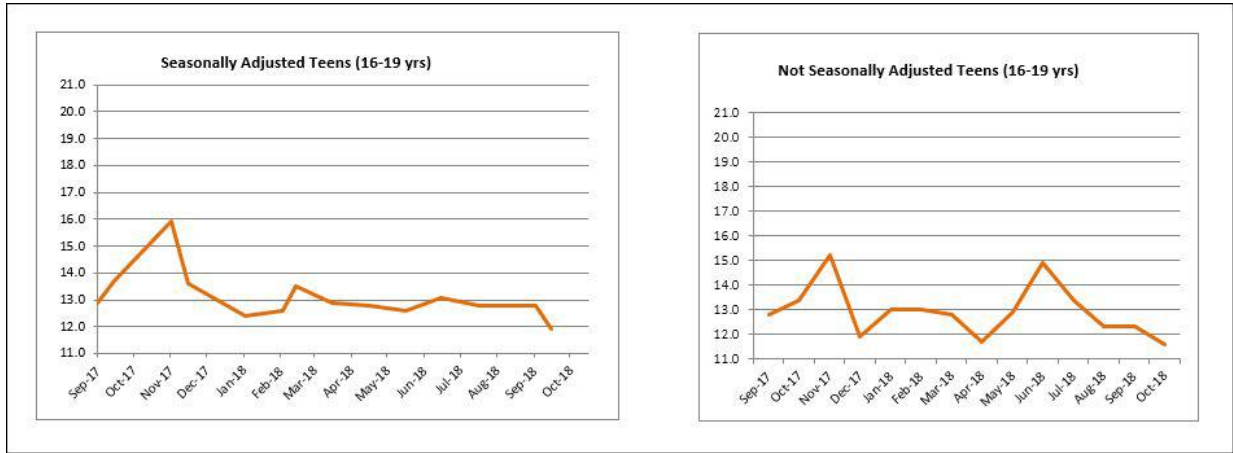
Monthly national data by industry on employment, hours, and earnings of workers on the payrolls of nonfarm establishments. DOL Release - <http://www.bls.gov/news.release/pdf/empst.pdf>

### Summary Statement:

Total **nonfarm payroll employment** increased by 250,000 in October, following an average monthly gain of 211,000 over the prior 12 months. In October, job growth occurred in **health care**, in **manufacturing**, in construction, and in transportation and warehousing.

- **Health care** added 36,000 jobs in October. Within the industry, employment growth occurred in hospitals (+13,000) and in nursing and residential care facilities (+8,000). Employment in ambulatory **health care services** continued to trend up (+14,000). Over the past 12 months, **health care employment** grew by 323,000.
- In October, employment in **manufacturing** increased by 32,000. Most of the increase occurred in **durable goods manufacturing**, with a gain in transportation equipment (+10,000). **Manufacturing** has added 296,000 jobs over the year, largely in durable goods industries.
- Construction employment rose by 30,000 in October, with nearly half of the gain occurring among residential specialty trade contractors (+14,000). Over the year, construction has added 330,000 jobs.
- Transportation and warehousing added 25,000 jobs in October. Within the industry, employment growth occurred in couriers and messengers (+8,000) and in warehousing and storage (+8,000). Over the year, employment in transportation and warehousing has increased by 184,000.
- Employment in **leisure and hospitality** edged up in October (+42,000). Employment was unchanged in September, likely reflecting the impact of Hurricane Florence. The average gain for the 2 months combined (+21,000) was the same as the average monthly gain in the industry for the 12-month period prior to September.
- In October, employment in **professional and business services** continued to trend up (+35,000). Over the year, the industry has added 516,000 jobs.
- Employment in other major industries—including wholesale trade, retail trade, information, **financial activities**, and government—showed little change over the month.
- The **average workweek for all employees** on private nonfarm payrolls increased by 0.1 hour to 34.5 hours in October. In manufacturing, the workweek edged down by 0.1 hour to 40.8 hours, and overtime was unchanged at 3.5 hours. The average workweek for production and nonsupervisory employees on private nonfarm payrolls, at 33.7 hours, was unchanged over the month.
- In October, **average hourly earnings for all employees** on private nonfarm payrolls rose by 5 cents to \$27.30. Over the year, average hourly earnings have increased by 83 cents, or 3.1 percent. Average hourly earnings of private-sector **production and nonsupervisory employees** increased by 7 cents to \$22.89 in October.





### CONFERENCE BOARD - HELP WANTED ONLINE DATA SERIES OCTOBER 2018 REPORT

Measures the number of new, first-time online jobs and jobs reposted from the previous month for over 16,000 Internet job boards, corporate boards and smaller job sites that serve niche markets and smaller geographic areas. <https://www.conference-board.org/data/helpwantedonline.cfm>

Region	Number of unemployed people per online job posted
USA	1.26
California	1.49
Los Angeles	.74

- Online advertised vacancies decreased 267,300 to 4,482,900 in October, according to **The Conference Board Help Wanted OnLine® (HWOL) Data Series**, released October 31, 2018.
- The September Supply/Demand rate stands at 1.26 unemployed workers for each advertised vacancy, with a total of 1.2 million more unemployed workers than the number of advertised vacancies. The number of unemployed workers was approximately 6.0 million in September.

#### Occupational Changes for the Month of October:

In October, all of the largest ten online occupational categories posted decreases.

**Computer and Mathematical** ads decreased 13,800 to 570,100. The supply/demand rate lies at 0.16, i.e. 6 advertised openings per unemployed job seeker.

**Management** ads decreased 15,800 to 421,000. The supply/demand rate lies at 0.76, i.e. 1 advertised opening per unemployed job seeker.

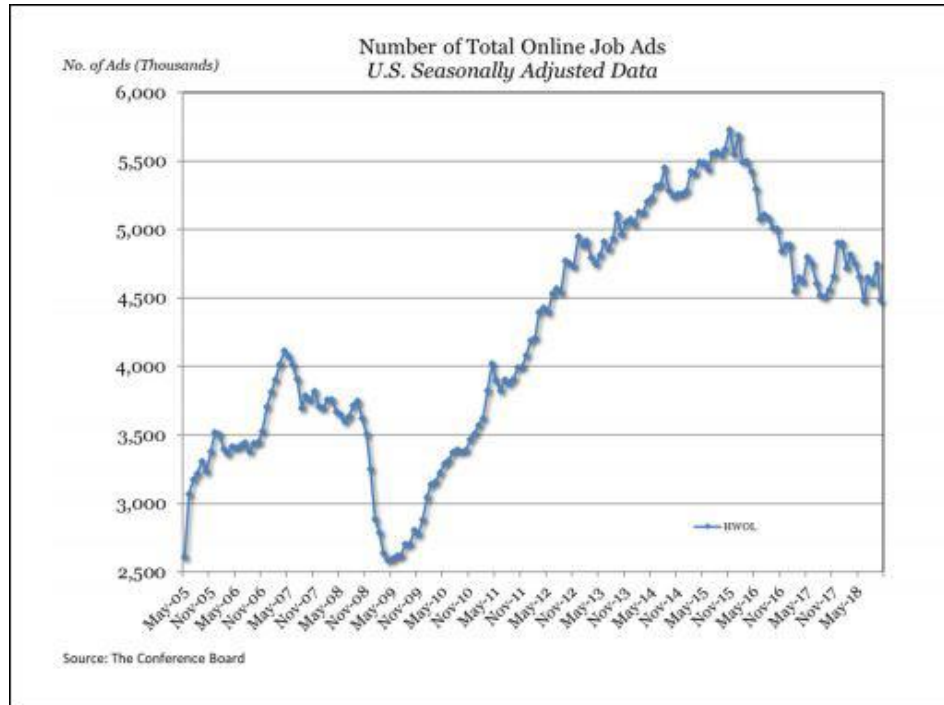
**Healthcare practitioner** ads decreased 20,400 to 500,300. The supply/demand rate lies at 0.32, i.e. 3 advertised openings per unemployed job seeker.

**Sales and related** ads decreased 54,000 to 421,600. The supply/demand rate lies at 1.34, i.e. over 1 unemployed job seeker for every advertised available opening.

**Office and administrative support** ads decreased 33,300 to 458,100. The supply/demand rate lies at 1.18 i.e. over 1 unemployed job seeker for every advertised available opening.

**Transportation** ads decreased 24,700 to 289,300. The supply/demand rate lies at 1.84, i.e. over 1 unemployed job seeker for every advertised available opening.

**Food preparation and serving** related ads decreased 21,600 to 202,700. The supply/demand rate lies at 2.11, i.e. over 2 unemployed job seeker for every advertised available opening.



## THE CONFERENCE BOARD - EMPLOYMENT TRENDS INDEX – OCTOBER 2018

This report offers a short-term, forward look at employment on its own. It gives economists and investors a new forecasting tool. It also helps business executives sharpen their short- to medium-term hiring and compensation planning. <http://www.conference-board.org/press/>

- The Conference Board Employment Trends Index™ (ETI) increased in October, following a decrease in September. The index now stands at 110.72, up from 110.39 (a downward revision) in September. The change represents a 4.6 percent gain in the ETI compared to a year ago.
- “After last month’s decline, the Employment Trends Index bounced back and is signaling solid employment growth through the winter,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “The main determinants of wage growth – economic growth, a tight labor market, faster inflation and labor productivity growth – are all aligning to accelerate wage growth. Higher labor costs are putting pressure on corporate profits and provide additional incentive for businesses to cut costs through efficiency gains and automation, as well as pass the higher costs on to consumers, fueling inflation. At the same time, higher interest rates will slow down the US economy in 2019. On the positive side, better labor market conditions are likely to continue to draw more workers from the sidelines and raise job satisfaction for existing workers.”

## EDD Oxnard/T-O/Ventura MSA Job Ads – OCTOBER 2018

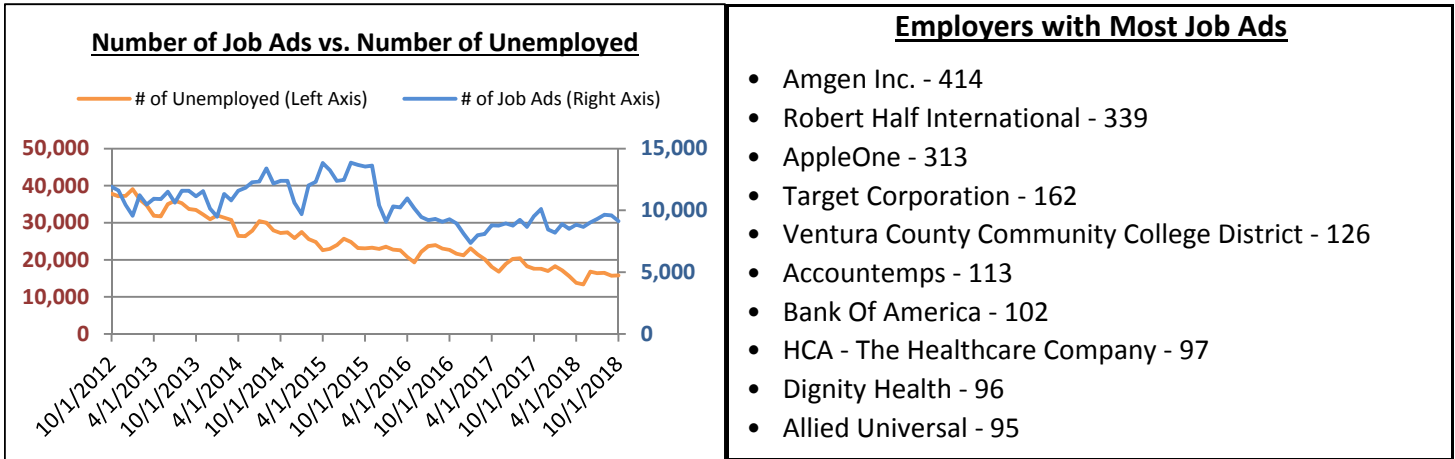
This report is a local snapshot of job ads vs. the number of unemployed, occupational and employer data and cities with most job ads. Sources include: EDD, LMID, The Conference Board and WANTED Tech.

[https://www.labormarketinfo.edd.ca.gov/file/hwol\\_lad/Oxnard\\_ThousandOaks\\_Ventura\\_MSA\\_37100\\_HWOL.pdf](https://www.labormarketinfo.edd.ca.gov/file/hwol_lad/Oxnard_ThousandOaks_Ventura_MSA_37100_HWOL.pdf)

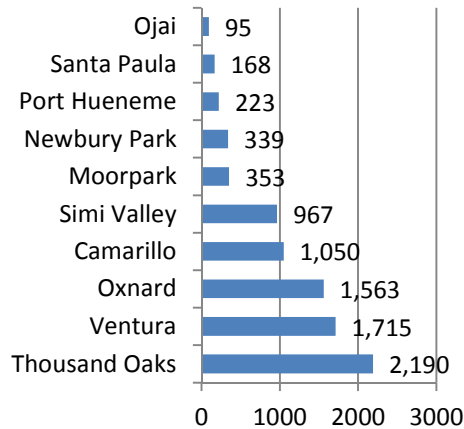
# Recent Job Ads

## Oxnard Thousand Oaks Ventura MSA - October 2018

*Not Seasonally Adjusted*



### Cities with Most Job Ads



### Occupations with Most Job Ads

- Retail Salespersons - 375
- First-Line Supervisors of Retail Sales Workers - 282
- Registered Nurses - 275
- Customer Service Representatives - 241
- First-Line Supervisors of Office and Administrative Support Workers - 192
- Bookkeeping, Accounting, and Auditing Clerks - 184
- Industrial Engineers - 171
- Security Guards - 153
- Software Developers, Applications - 138
- First-Line Supervisors of Food Preparation and Serving Workers - 137

Note: The data provided does not suggest that the occupations of the unemployed directly align with the occupations of the advertised vacancies.  
 Sources: Employment Development Department, Labor Market Information Division; Help Wanted Online from The Conference Board and WANTED Technologies

#### RELEVANT NEWS ARTICLES

##### November 2018, "Boeing Is Bringing Back Recently Retired Employees."

*AARP Bulletin*

<https://www.aarp.org/work/working-at-50-plus/info-2018/boeing-rehires-retired-employees.html>

- To help meet production goals on its 737 jetliners, Boeing is luring retired employees back to work at its plant outside Seattle.
- Paul Bergman, a Boeing spokesman, said the company plans to hire recently retired mechanics to help with "near-term airplane production requirements" at the plant in Renton, Wash. In August, the company reached an agreement with the International Association of Machinists and Aerospace Workers to bring back retirees for up to six months. Connie Kelliher, a spokeswoman for the union, said retirees will receive a \$500 bonus for each month they work at the plant.
- Jacquelyn James, director of the Sloan Research Network on Aging & Work, said the move by Boeing is an example of companies beginning to realize the value of keeping older workers with specialized skills on the job past traditional retirement age. "Employers are starting to get it, that older adults can be beneficial to the bottom line," James said.
- Peter Cappelli, a management professor at the Wharton School of the University of Pennsylvania, said it is smart for Boeing to focus on retirees when it needs to ramp up temporarily to meet demand. Unretired workers may not want to return to their old schedules, he said, but a temporary job with flexibility might be appealing. "Trying to find workers, especially on a temporary basis, who understand the operations and can make contributions immediately is otherwise just about impossible," Cappelli said.

##### November 6, 2018, "Few Swiss kids go to college, but they find good careers. Could it work here?"

By Karin Klein, *Special to The Sacramento Bee*

<https://www.sacbee.com/opinion/california-forum/article221157135.html>

- In Switzerland, full-time education is mandatory only through 9th grade, when students are generally 15 years old. Few continue full-time schooling past that point. But before jumping to any conclusions about what sounds like an uneducated nation, consider this:
- The vast majority of those students work at part-time apprenticeship jobs in generally well-paid fields. Many of those jobs would require a college degree here. They're paid during their apprenticeship, and continue to attend school part time. By the time they're done with the program, at age 18 or 19, they have a career, usually with the company where they trained.
- Here, we force kids into required college-prep courses, press teachers to pass them on toward graduation even when they haven't mastered the material, then push colleges to accept and graduate more of them, while California's public colleges and universities are bulging at the seams. We justifiably worry how students will pay for college and where we'll find the money to educate more and more of them for what we think is a requirement for 21st-century jobs. Less than two-thirds of U.S. students at four-year colleges complete their educations within six years. It's a waste of their time and everyone's money.
- We could interest more students in education, start them on more promising futures and create a workforce able to take on the jobs of the future by considering the Swiss model.
- The Swiss system has its drawbacks. Kids are pressed to make career decisions early on in their lives. Full-time academic high school is open only to those who can pass rigorous entrance examinations, which makes it tough on kids who might be late bloomers. Only about 25 to 30 percent take on this challenge, and the schools are highly rigorous compared with ours. Students who graduate have the equivalent of a year to two of college.

**September 27, 2018, "California's 97-month streak of employment gains creates 2.91 million jobs."**

**By Jonathan Lansner, *Orange County Register***

<https://www.ocregister.com/2018/09/27/californias-97-month-streak-of-employment-gains-creates-2-91-million-jobs/>

- California's employment winning streak started its ninth year as local bosses added 333,000 workers in the 12 months ended in August and unemployment fell in a month to 4.3 percent.
- Here is what my trusty spreadsheet tells me are 12 key California job market trends for August from the state Employment Development Department's monthly report: August data (seasonally unadjusted figures comparable to county-level stats) vs. a year ago and the average of the previous five years ...
- Jobs: 17.13 million compared to 16.79 million a year ago — up 333,000 or 1.98 percent — vs. 15.88 million 5-year average. It's the largest job count this century for any August.
- Job growth: That 1.98 percent growth rate compared to 1.99 percent a year ago and 2.41 percent two years ago.
- Recovery: California has had year-over-year job growth for 97 consecutive months dating to August 2010. In this post-recession rebound, 2.91 million jobs were created — a 2.36 percent annualized hiring pace. (The previous streak was for 50 months and ended in February 2008, adding 899,000 jobs or a 1.5 percent yearly growth rate.) And, those hires equal 15 percent of all new U.S. jobs created in the eight-year period.
- Unemployment rate, unadjusted: 4.3 percent compared with 4.4 percent the previous month; 4.9 percent a year ago; and a 6.9 percent 5-year average. And it's the lowest jobless rate this century for any August. Comparable U.S. rate? 3.9 percent for August.
- Number of jobless: 825,600 compared to 959,000 a year ago — down 133,400 or 13.9 percent — vs. an average 1.31 million over five years.

**September 30, 2018, "Benefiting from a financially healthy workforce."**

**By Andrew Kenney, *FM Financial Management***

<https://www.fm-magazine.com/issues/2018/oct/financial-education-for-employees.html>

- Your employees' personal finances can change your bottom line.
- An employee in financial trouble may become distracted. They may even lose out on security clearances and background checks necessary for high-level work. And, with defined benefit pension plans quickly becoming relics, employees are looking for new ways to help secure their futures.
- For instance, the number of Millennial workers in the US who consider "not being able to retire when I want to" as a top financial concern is rising, according to an annual PwC survey. Workers in all age ranges have other concerns, such as savings for emergency expenses, the inability to pay monthly bills on time, and falling further into debt.
- "I don't know how anybody could be truly focused on their job if they're worried about foreclosure or repossession of their home or car," said Ernie Almonte, CPA, CGMA, a partner at US firm RSM and former chairman of the American Institute of CPAs. "As an employer, it's in your best interest to help your people get their finances in order — not only does your willingness to help make you a more appealing employer to prospective new hires, it also removes a weighty mental distraction, allowing your staff to concentrate on the work you need them to do. Help your employees refocus on improving your bottom line by removing the worry of their own bottom line."