

Regional Economic Analysis Profile

Ventura County Economic Sub-Market

July 2015



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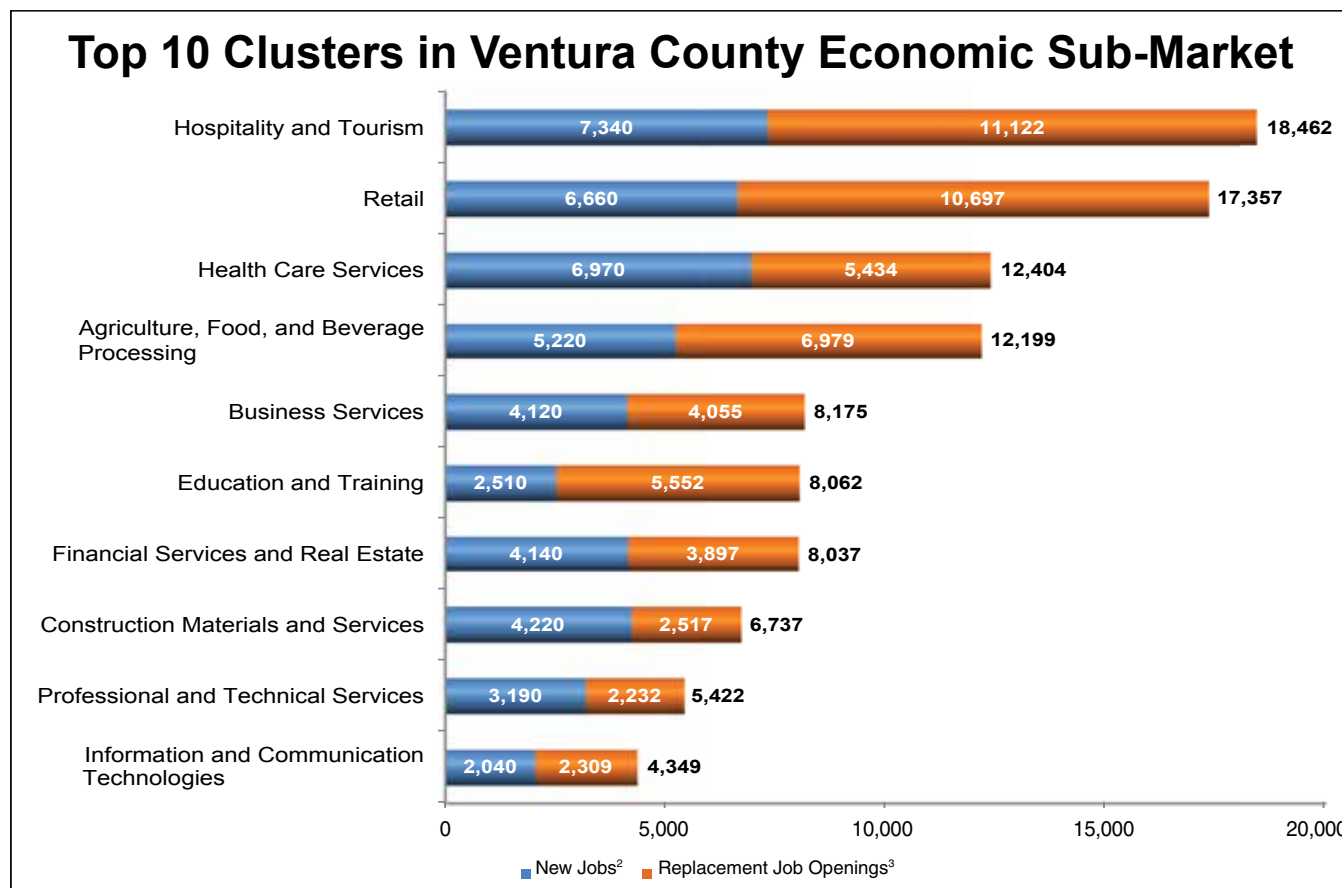
SUMMARY OF THE VENTURA COUNTY ECONOMIC SUB-MARKET INDUSTRY CLUSTERS

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.



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

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

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

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

INDUSTRY CLUSTER DESCRIPTIONS

The following are descriptions of the Ventura County Economic Sub-Market's twenty-six industry clusters followed by a list of the top industries with the highest total projected job openings in the cluster.

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 comprised almost 34,000 workers, or 11.7 percent of the economic sub-market's employment. Industries within this cluster with the most projected job openings include:

- Restaurants and Other Eating Places
- Other Amusement and Recreation Industries
- Traveler Accommodation
- Special Food Services
- Travel Arrangement and Reservation Services

The **Retail** industry cluster includes grocery and department stores, dollar stores, retail pharmacies, and clothing specialty stores. During 2013-2014,* this cluster employed more than 35,000 workers, or about 12.1 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
- Clothing Stores
- Automobile Dealers
- Department Stores

The **Health Care Services** industry cluster includes acute care and outpatient hospitals, nursing homes and rehabilitation centers, adult day care centers, and community service agencies for the elderly. It employed more than 28,000 people in the economic sub-market during 2013-2014,* accounting for 9.8 percent of the workforce. Industries in this cluster may include both public and private employment. Top industries within this cluster include:

- Offices of Physicians
- General Medical and Surgical Hospitals
- Home Health Care Services
- Offices of Dentists
- Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly

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 nearly 29,000 people during 2013-2014,* almost 10 percent of the economic sub-market's workforce. Top industries in this cluster include:

- Fruit and Tree Nut Farming
- Support Activities for Crop Production
- Greenhouse, Nursery, and Floriculture Production
- Vegetable and Melon Farming
- Other Crop Farming

The **Business Services** industry cluster is comprised of industries that include temporary help agencies, employer organizations, janitorial services, security systems services, and carpet cleaning establishments. This cluster employed nearly 20,000 people during 2013-2014,* about 6.7 percent of the economic sub-market's workforce. Top industries in this cluster include:

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

The **Education and Training** industry cluster is comprised of public and private elementary and high schools, community colleges, universities, and professional schools with programs such as dental, law, and medical. Other establishments include English as a Second Language (ESL) programs, test preparation and tutoring, or driving instruction. During 2013-2014,* this cluster employed almost 24,000 people in the economic sub-market, accounting for 8.2 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
- Educational Support Services

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

INDUSTRY CLUSTER DESCRIPTIONS

The **Financial Services and Real Estate** industry cluster includes commercial banks, savings institutions, credit unions, credit card companies, insurance firms, and real estate appraisers or property management companies. In total, the cluster employed more than 17,000 people, which accounted for 6 percent of the economic sub-market's workforce in 2013-2014.* Industries showing the highest projected job openings include:

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

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,* nearly 15,000 workers made up the cluster's employment, representing 5.2 percent of the economic sub-market's total workforce. Industries showing the highest projected job openings include:

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

The **Professional and Technical Services** industry cluster is comprised of interrelated industries that include engineering and architectural firms, law offices, advertising companies, and accounting firms. In 2013-2014,* more than 12,000 workers, or 4.2 percent of the economic sub-market's workforce. Top industries within this cluster include:

- Management, Scientific, and Technical Consulting Services
- Architectural, Engineering, and Related Services
- Other Professional, Scientific, and Technical Services
- Accounting, Tax Preparation, Bookkeeping, and Payroll Services
- Legal Services

The **Information and Communication Technologies** industry cluster includes interdependent industries related to computers and peripheral equipment, as well as software design and manufacturing, computer programming services, installation services, and wireless telecommunications carriers. For 2013-2014,* this cluster employed more than 11,000 workers, or 3.9 percent of the economic sub-market's total employment. Industries with the highest number of expected job openings include:

- Computer Systems Design and Related Services
- Wholesale Electronic Markets and Agents and Brokers
- Semiconductor and Other Electronic Component Manufacturing
- Wired Telecommunications Carriers
- Computer and Peripheral Equipment Manufacturing

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,* more than 8,000 people were employed in the economic sub-market, which accounted for 2.9 percent of the workforce. Industries with the highest number of expected job openings include:

- Grocery and Related Product Merchant Wholesalers
- Miscellaneous Durable Goods Merchant Wholesalers
- Machinery, Equipment, and Supplies Merchant Wholesalers
- Professional and Commercial Equipment and Supplies Merchant Wholesalers
- Drugs and Druggists' Sundries Merchant Wholesalers

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

INDUSTRY CLUSTER DESCRIPTIONS

The **Fabricated and Other Metal Manufacturing** industry cluster encompasses industries that refine different types of metals and produce metal products such as industrial equipment, commercial heating and air conditioning, motorcycles, and military armored vehicles. This cluster employed nearly 6,000 people during 2013-2014,* or 2 percent of the Ventura County economic sub-market's workforce. Top industries in this cluster include:

- Metalworking Machinery Manufacturing
- Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing
- Architectural and Structural Metals Manufacturing
- Other Fabricated Metal Product Manufacturing
- Coating, Engraving, Heat Treating, and Allied Activities

The **Social Services** industry cluster is comprised of establishments and agencies (public and private) that provide non-residential services for the welfare of children, adults, the elderly, and disabled. Examples include nonmedical in-home care programs, day care centers, and community food banks. In total, the cluster employed more than 8,000 people and accounted for 2.8 percent of the economic sub-market's workforce in 2013-2014.* The top Industries within this cluster include:

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

The **Household Goods and Services** industry cluster includes wholesale and retail industries that sell home furniture, lawn and garden supplies, as well as industries that provide home and appliance repair and maintenance. During 2013-2014,* over 4,000 workers were employed in this cluster, making up 1.5 percent of the Ventura County economic sub-market's workforce population. The industries projected to have the highest total job openings include:

- Miscellaneous Nondurable Goods Merchant Wholesalers
- Home Furnishings Stores
- Household Appliances and Electrical and Electronic Goods Merchant Wholesalers
- Furniture Stores
- Furniture and Home Furnishing Merchant Wholesalers

The **Entertainment, Media, Publishing, and Printing** cluster is comprised of industries related to movie and video production and distribution, radio and television broadcasting, newspaper and book publishing, cable programming, and performing arts companies. This cluster employed more than 4,000 people during 2013-2014,* accounting for 1.5 percent of the Ventura County economic sub-market's workforce. Top industries in this cluster include:

- Newspaper, Periodical, Book, and Directory Publishers
- Motion Picture and Video Industries
- Printing and Related Support Activities
- Performing Arts Companies
- Independent Artists, Writers, and Performers

The **Transportation and Logistics** cluster is made up of interrelated industries such as refrigerated warehousing, self-storage facilities, freight transporting companies, and overnight delivery businesses. In 2013-2014,* over 5,000 workers were employed in this cluster, making up 1.8 percent of the Ventura County economic sub-market's workforce population. Industries showing the highest projected job openings include:

- Warehousing and Storage
- General Freight Trucking
- Couriers and Express Delivery Services
- Other Transit and Ground Passenger Transportation
- Specialized Freight Trucking

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

INDUSTRY CLUSTER DESCRIPTIONS

The **Community and Civic Organizations** industry cluster includes establishments that organize and promote religious activities; social and political causes; and other groups such as labor unions and business associations. This cluster employed more than 2,000 people and accounted for 0.8 percent of the Ventura County economic sub-market's workforce in 2013-2014.* The highest ranked industries are:

- Religious Organizations
- Civic and Social Organizations
- Social Advocacy Organizations
- Grantmaking and Giving Services
- Business, Professional, Labor, Political, and Similar Organizations

The **Automotive Products and Services** industry cluster is primarily comprised of establishments engaged in automobile manufacturing and other related services such as repair and maintenance of motor vehicles. In 2013-2014,* nearly 3,000 workers were employed in this cluster, making up 0.9 percent of the economic sub-market's workforce population. The industries projected to have the highest total job openings include:

- Automotive Repair and Maintenance
- Motor Vehicle Manufacturing
- Motor Vehicle Parts Manufacturing
- Motor Vehicle Body and Trailer Manufacturing
- Rubber Product Manufacturing

The **Manufacturing industry** cluster includes establishments that produce a wide range of products from large industrial and commercial machinery to electronic equipment to home appliances and toys. This cluster employed more than 3,000 people during 2013-2014,* and accounted for 1.1 percent of the economic sub-market's workforce. Top industries in this cluster include:

- Navigational, Measuring, Electromedical, and Control Instruments Manufacturing
- Engine, Turbine, and Power Transmission Equipment Manufacturing
- Electrical Equipment Manufacturing
- Agriculture, Construction, and Mining Machinery Manufacturing
- Other Miscellaneous Manufacturing

The **Personal Services (Non-Medical)** industry cluster is comprised of establishments that provide a wide range of services from barber and beauty shops to funeral homes, dating services and pet care services (except veterinary). For 2013-2014,* this cluster employed nearly 2,000 people, making up 0.6 percent of the economic sub-market's workforce. Top industries in this cluster include:

- Personal Care Services
- Other Personal Services
- Death Care Services

The **Oil and Gas Products and Services** industry cluster encompasses establishments that engage in the extraction, storage, distribution, and selling of crude oil, natural gas and petroleum. In total, the cluster employed nearly 2,000 people and accounted for 0.6 percent of the economic sub-market's workforce in 2013-2014.* The highest ranked industries are:

- Support Activities for Mining
- Oil and Gas Extraction
- Natural Gas Distribution
- Direct Selling Establishments
- Petroleum and Petroleum Products Merchant Wholesalers

The **Chemical Products Manufacturing** industry cluster includes industries that process chemicals to produce industrial organic and inorganic gases in compressed, liquid, and solid forms as well as other commonly used item like soaps, dyes, and paint. In total, the cluster employed more than 1,000 people and accounted for 0.5 percent of the economic sub-market's workforce in 2013-2014.* Industries with the highest number of projected total job openings are:

- Other Chemical Product and Preparation Manufacturing
- Soap, Cleaning Compound, and Toilet Preparation Manufacturing
- Paint, Coating, and Adhesive Manufacturing
- Basic Chemical Manufacturing

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

INDUSTRY CLUSTER DESCRIPTIONS

The **Energies and Utilities** industry cluster includes interdependent industries that build structures and facilities that provide electrical power, as well as the industries that operate and distribute electrical power from energy sources such as nuclear, solar, wind and fossil fuels. In total, the cluster employed more than 1,000 people, which accounted for over 0.4 percent of the economic sub-market's workforce in 2013-2014.* Industries showing the highest projected job openings include:

- Utility System Construction
- Electric Power Generation, Transmission and Distribution

The **Textile and Apparel** industry cluster includes interdependent industries that are primarily engaged in producing products made of yarn, fabric or leather, such as clothing, footwear, curtains, and rugs. The industry cluster as a whole employed nearly 1,000 workers were employed in this cluster, or 0.2 percent of the Ventura County economic sub-market's workforce population during 2013-2014.* Industries showing the highest projected job openings include:

- Apparel, Piece Goods, and Notions Merchant Wholesalers
- Cut and Sew Apparel Manufacturing
- Other Textile Product Mills
- Leather and Hide Tanning and Finishing
- Textile and Fabric Finishing and Fabric Coating Mills

The **Forest Products, Forestry, and Primary Wood Processing** industry cluster includes industries in different stages of the production of wood processing from harvesting trees, to cutting timber, to producing paper and finished wood products. During 2013-2014,* over 1,000 workers were employed in this cluster, making up 0.4 percent of the Ventura County economic sub-market's workforce population. The industries projected to have the highest total job openings include:

- Converted Paper Product Manufacturing
- Other Wood Product Manufacturing
- Veneer, Plywood, and Engineered Wood Product Manufacturing
- Timber Tract Operations
- Forest Nurseries and Gathering of Forest Products

The **Furniture Manufacturing** industry cluster includes establishments that produce a variety of furniture for homes and offices including kitchen cabinets, countertops, blinds, fixtures, partitions and shelving. This cluster employed nearly 1,000 people during 2013-2014,* accounting for 0.2 percent of the Ventura County economic sub-market's workforce. Top industries in this cluster include:

- Office Furniture (including Fixtures) Manufacturing
- Household and Institutional Furniture and Kitchen Cabinet Manufacturing
- Other Furniture Related Product Manufacturing

* 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 Ventura County Economic Sub-Market.

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

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

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

Health Care Services (Continued)

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 Agriculture, Food, and Beverage Processing

Agriculture, Food, and Beverage Processing

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

INDUSTRY CLUSTER DEFINITIONS

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

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
- 6116 Other Schools and Instruction
- 6117 Educational Support Services

Financial Services and Real Estate

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

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

Construction Materials and Services (Continued)

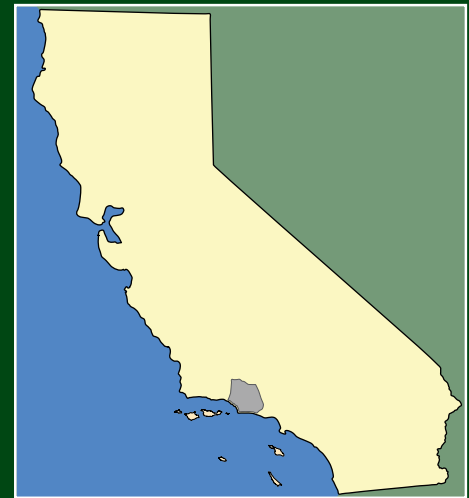
- 2382 Building Equipment Contractors
- 2383 Building Finishing Contractors
- 2389 Other Specialty Trade Contractors
- 3211 Sawmills and Wood Preservation
- 3271 Clay Product and Refractory Manufacturing
- 3272 Glass and Glass Product Manufacturing
- 3273 Cement and Concrete Product Manufacturing
- 3274 Lime and Gypsum Product Manufacturing
- 3279 Other Nonmetallic Mineral Product Manufacturing
- 3339 Other General Purpose Machinery Manufacturing
- 3351 Electric Lighting Equipment Manufacturing

Professional and Technical Services

- 5411 Legal Services
- 5412 Accounting, Tax Preparation, Bookkeeping, and Payroll Services
- 5413 Architectural, Engineering, and Related Services
- 5414 Specialized Design Services
- 5416 Management, Scientific, and Technical Consulting Services
- 5418 Advertising, Public Relations, and Related Services
- 5419 Other Professional, Scientific, and Technical Services

Information and Communication Technologies

- 3341 Computer and Peripheral Equipment Manufacturing
- 3342 Communications Equipment Manufacturing
- 3344 Semiconductor and Other Electronic Component Manufacturing
- 3359 Other Electrical Equipment and Component Manufacturing
- 4251 Wholesale Electronic Markets and Agents and Brokers
- 5112 Software Publishers
- 5171 Wired Telecommunications Carriers
- 5172 Wireless Telecommunications Carriers (except Satellite)
- 5174 Satellite Telecommunications
- 5179 Other Telecommunications
- 5182 Data Processing, Hosting, and Related Services
- 5191 Other Information Services
- 5415 Computer Systems Design and Related Services
- 8112 Electronic and Precision Equipment Repair and Maintenance



Occupational Analysis: Hospitality and Tourism Cluster

Ventura County Economic Sub-Market

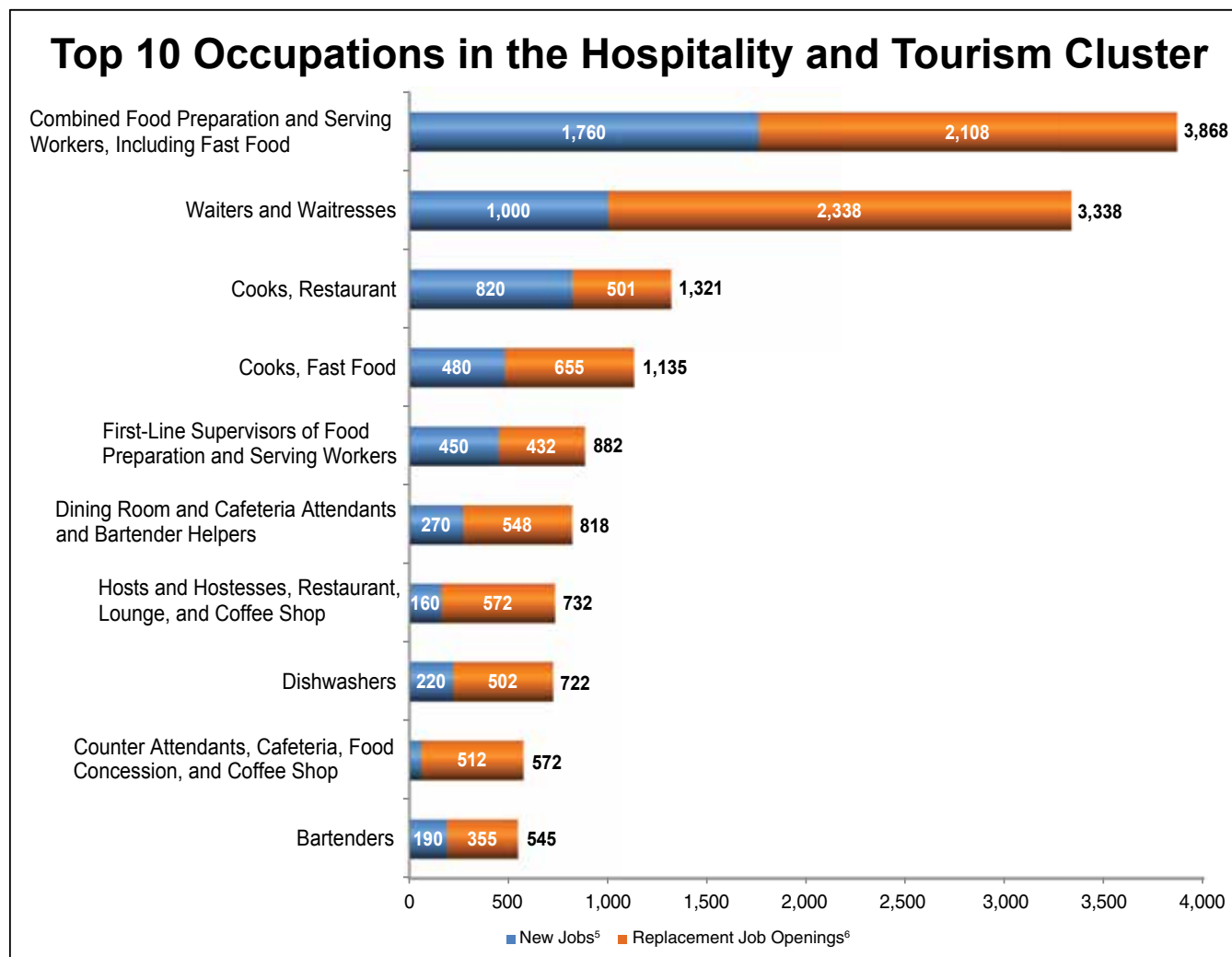
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What is the Hospitality and Tourism Cluster?

The Hospitality and Tourism cluster is comprised of 14 industries that provide goods and services related to lodging, food, recreation, travel, conventions, and transportation. 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 Hospitality and Tourism Cluster

The graph below identifies the top 10 occupations in the Hospitality and Tourism cluster, based on Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent three-quarters of the 18,462 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, coordination, reading comprehension, social perceptiveness, 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.

Top 10 Occupations and Recent Job Demand in the Hospitality and Tourism Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Hospitality and Tourism 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)
Combined Food Preparation and Serving Workers, Including Fast Food	3,868	\$9.50	\$19,777	Less than high school	285
Waiters and Waitresses	3,338	\$9.20	\$19,122	Less than high school	246
Cooks, Restaurant	1,321	\$11.25	\$23,399	Less than high school	387
Cooks, Fast Food	1,135	\$9.45	\$19,666	Less than high school	36
First-Line Supervisors of Food Preparation and Serving Workers	882	\$13.10	\$27,239	High school diploma or equivalent	424
Dining Room and Cafeteria Attendants and Bartender Helpers	818	\$9.13	\$18,992	Less than high school	92
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	732	\$9.26	\$19,261	Less than high school	62
Dishwashers	722	\$9.32	\$19,393	Less than high school	213
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	572	\$9.52	\$19,821	Less than high school	38
Bartenders	545	\$9.45	\$19,655	Less than high school	84

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 July 24, 2015.

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

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

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

Top Occupations for the Hospitality and Tourism 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 Hospitality and Tourism cluster. The table includes the Ventura County 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	142	\$51.15	\$106,377	202
Coaches and Scouts	66	N/A	\$33,195	36
Accountants and Auditors	25	\$34.49	\$71,730	334
Sales Managers	16	\$49.80	\$103,581	141
Captains, Mates, and Pilots of Water Vessels	15	\$27.60	\$57,408	5
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Massage Therapists	26	\$22.03	\$45,822	69
Skincare Specialists	12	N/A	N/A	44
Manicurists and Pedicurists	11	\$9.39	\$19,539	35
Computer Network Support Specialists	2	\$30.94	\$64,357	7
Requires a High School Diploma or Equivalent or Less				
Combined Food Preparation and Serving Workers, Including Fast Food	3,868	\$9.50	\$19,777	285
Waiters and Waitresses	3,338	\$9.20	\$19,122	246
Cooks, Restaurant	1,321	\$11.25	\$23,399	387
Cooks, Fast Food	1,135	\$9.45	\$19,666	36
First-Line Supervisors of Food Preparation and Serving Workers	882	\$13.10	\$27,239	424

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 July 24, 2015.

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

Skill Requirements in the Hospitality and Tourism Cluster

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

Occupations	Skills																		
	Active Learning	Active Listening	Coordination	Critical Thinking	Instruction	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Mathematics	Monitoring	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Service Orientation	Social Perceptiveness	Speaking	Systems Analysis
Requires a Bachelor's Degree or Higher																			
General and Operations Managers	•	•	•	•				•		•					•		•	•	
Coaches and Scouts		•		•	•	•	•	•		•							•	•	•
Accountants and Auditors ¹¹	•	•		•		•			•	•					•			•	•
Sales Managers			•	•		•		•		•			•				•	•	
Captains, Mates, and Pilots of Water Vessels ¹²			•	•		•		•		•	•	•			•			•	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																			
Massage Therapists	•	•		•		•				•					•	•	•	•	
Skincare Specialists	•	•	•	•		•				•					•	•	•	•	
Manicurists and Pedicurists	•	•	•	•						•					•	•	•	•	•
Computer Network Support Specialists	•	•		•		•	•			•					•			•	•
Requires a High School Diploma or Equivalent or Less																			
Combined Food Preparation and Serving Workers, Including Fast Food		•	•	•	•		•						•		•	•	•	•	
Waiters and Waitresses		•	•	•			•			•			•		•	•	•	•	
Cooks, Restaurant	•	•	•	•	•					•				•				•	
Cooks, Fast Food	•	•	•	•						•			•		•	•	•	•	
First-Line Supervisors of Food Preparation and Serving Workers			•	•				•		•					•	•	•	•	•

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 Ship and Boat Captains, a specialty occupation of Captains, Mates, and Pilots of Water Vessels.

Work Activities in the Hospitality and Tourism Cluster

The table below lists the 10 top work activities required for top occupations in the Hospitality and Tourism cluster, categorized by entry-level education requirements. The most common include coordinating the work and activities of others; establishing and maintaining interpersonal relationships; and organizing, planning, and prioritizing work.

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	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
Requires a Bachelor's Degree or Higher																				
General and Operations Managers				•	•		•	•								•	•	•		
Coaches and Scouts			•				•	•				•			•			•	•	•
Accountants and Auditors ¹³	•			•			•	•	•							•		•	•	•
Sales Managers			•	•	•		•	•			•					•		•	•	
Captains, Mates, and Pilots of Water Vessels ¹⁴						•	•				•		•			•	•	•		•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Massage Therapists		•		•			•	•				•				•		•	•	•
Skincare Specialists		•					•	•				•				•		•	•	•
Manicurists and Pedicurists		•		•			•					•				•		•	•	•
Computer Network Support Specialists				•			•	•					•			•		•	•	•
Requires a High School Diploma or Equivalent or Less																				
Combined Food Preparation and Serving Workers, Including Fast Food			•		•		•	•	•			•	•					•		•
Waiters and Waitresses				•			•	•	•			•	•					•	•	
Cooks, Restaurant				•			•	•				•	•			•		•		•
Cooks, Fast Food			•	•			•					•	•			•		•	•	•
First-Line Supervisors of Food Preparation and Serving Workers		•					•	•			•	•	•			•		•		

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 Ship and Boat Captains, a specialty occupation of Captains, Mates, and Pilots of Water Vessels.

Related Occupations for the Hospitality and Tourism Cluster

The table below lists top occupations in the Hospitality and Tourism 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 Hospitality and Tourism cluster occupations.

Hospitality and Tourism 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 • Lodging Managers
Coaches and Scouts	<ul style="list-style-type: none"> • Recreation Workers • Secondary School Teachers, Except Special and Career/Technical Education • Training and Development Managers
Accountants and Auditors	<ul style="list-style-type: none"> • Financial Analysts • Risk Management Specialists • Treasurers and Controllers
Sales Managers	<ul style="list-style-type: none"> • Financial Managers, Branch or Department • Public Relations and Fundraising Managers • Marketing Managers
Captains, Mates, and Pilots of Water Vessels	<ul style="list-style-type: none"> • First-Line Supervisors of Mechanics, Installers, and Repairers • Municipal Firefighters • Ship Engineers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Massage Therapists	<ul style="list-style-type: none"> • Hairdressers, Hairstylists, and Cosmetologists • Skincare Specialists • Teacher Assistants
Skincare Specialists	<ul style="list-style-type: none"> • Dental Assistants • Massage Therapists • Medical Assistants
Manicurists and Pedicurists	<ul style="list-style-type: none"> • Barbers • Hairdressers, Hairstylists, and Cosmetologists • Skincare Specialists
Computer Network Support Specialists	<ul style="list-style-type: none"> • N/A
Requires a High School Diploma or Equivalent or Less	
Combined Food Preparation and Serving Workers, Including Fast Food	<ul style="list-style-type: none"> • Cashiers • Counter Attendants, Cafeteria, Food Concession, and Coffee Shop • Food Preparation Workers
Waiters and Waitresses	<ul style="list-style-type: none"> • Food Servers, Nonrestaurant • Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop • Stock Clerks, Sales Floor
Cooks, Restaurant	<ul style="list-style-type: none"> • Cooks, Institution and Cafeteria • Cooks, Short Order • Packers and Packagers, Hand
Cooks, Fast Food	<ul style="list-style-type: none"> • Combined Food Preparation and Serving Workers, Including Fast Food • Cooks, Institution and Cafeteria • Food Preparation Workers
First-Line Supervisors of Food Preparation and Serving Workers	<ul style="list-style-type: none"> • Bartenders • Chefs and Head Cooks • Cooks, Restaurant

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

Employer Demand for the Hospitality and Tourism Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Hospitality and Tourism cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Hospitality and Tourism Cluster Employers	Recent Job Advertisements ¹⁵ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Taco Bell	35	4	31	775.0%
Red Robin	29	4	25	625.0%
Embassy Suites	27	26	1	3.8%
Hilton Hotels & Resorts	25	18	7	38.9%
La Quinta Inn	21	13	8	61.5%
24 Hour Fitness	17	16	1	6.3%
Panda Express	15	32	-17	-53.1%
G6 Hospitality, LLC	14	8	6	75.0%
AAA Motor Club	12	0	12	—
Med Travelers	11	11	0	0.0%
Sodexo, Inc.	11	19	-8	-42.1%
Chipotle	10	8	2	25.0%
P.F. Chang's China Bistro	9	3	6	200.0%
Ojai Valley Inn & Spa	8	3	5	166.7%
Marriott	6	5	1	20.0%
LQ Management, LLC	6	0	6	—
Five Guys Burgers and Fries	5	1	4	400.0%
National Park Service	5	0	5	—
The Cheesecake Factory	4	11	-7	-63.6%
Crowne Plaza	4	1	3	300.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹⁵ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Hospitality and Tourism Cluster Occupations

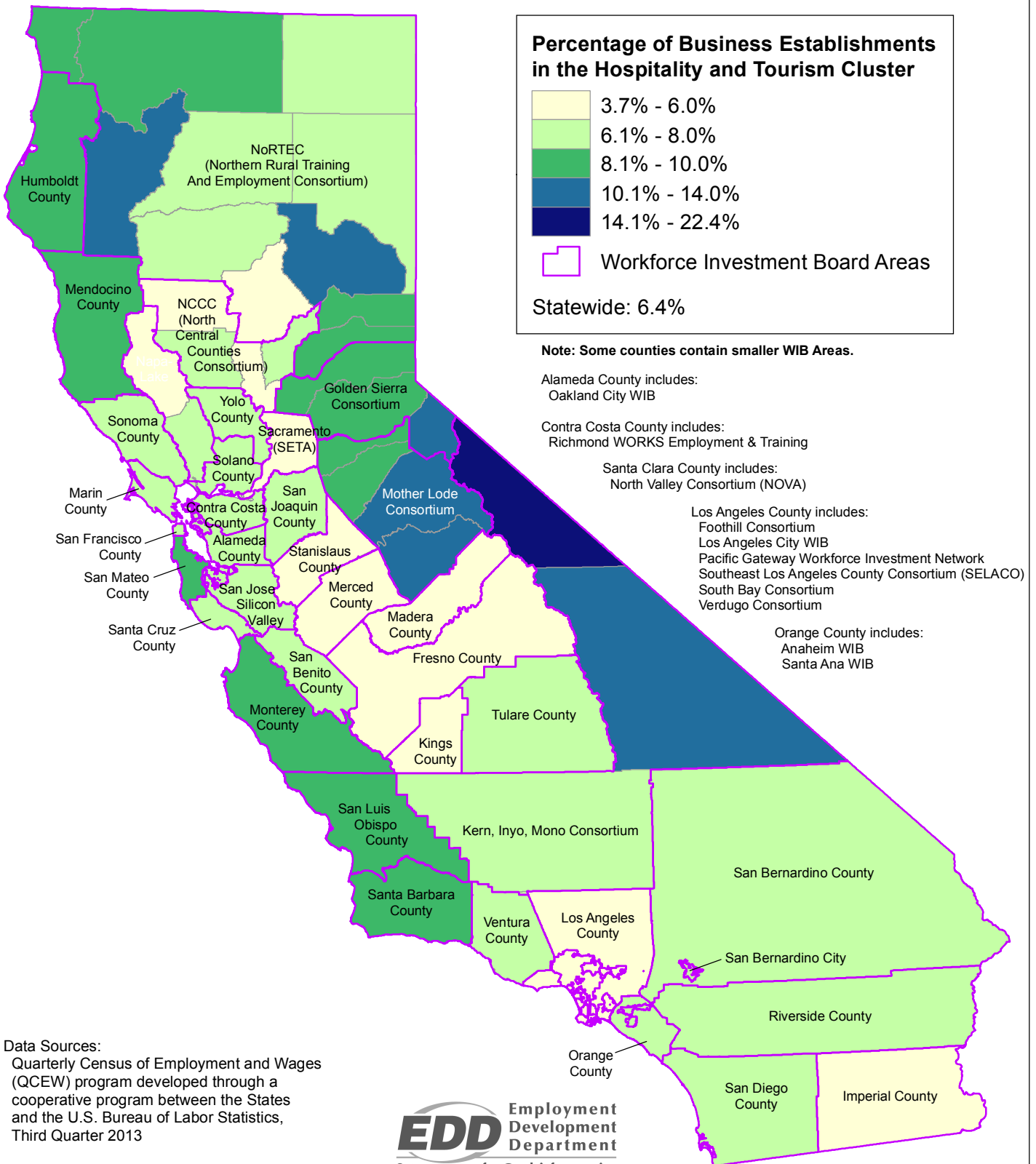
The table below provides examples of instructional programs related to some of the top occupations in the Hospitality and Tourism cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Hospitality and Tourism 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
Massage Therapists	51.3501	Massage Therapy/Therapeutic Massage	126200	Massage Therapy
	51.3502	Asian Bodywork Therapy		
	51.3503	Somatic Bodywork		
Skincare Specialists	12.0401	Cosmetology/Cosmetologist, General	300700	Cosmetology and Barbering
	12.0408	Facial Treatment Specialist/Facialist		
	12.0409	Aesthetician/Esthetician and Skin Care Specialist		
Manicurists and Pedicurists	12.0401	Cosmetology/Cosmetologist, General	300700	Cosmetology and Barbering
	12.0410	Nail Technician/Specialist and Manicurist		
Computer Network Support Specialists	11.0201	Computer Programming/Programmer, General	070710	Computer Programming
	11.0701	Computer Science	070800	Computer Infrastructure and Support
	11.0901	Computer Systems Networking and Telecommunications	070810	Computer Networking
Cooks, Restaurant	12.0500	Cooking and Related Culinary Arts, General	130630	Culinary Arts
	12.0503	Culinary Arts/Chef Training		
First-Line Supervisors of Food Preparation and Serving Workers	12.0500	Cooking and Related Culinary Arts, General	130620	Dietetic Services and Management
	12.0504	Restaurant, Culinary, and Catering Management/Manager	130630	Culinary Arts
	12.0507	Food Service, Waiter/Waitress, and Dining Room Management/ Manager	130710	Restaurant and Food Services and Management

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

California Hospitality and Tourism 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

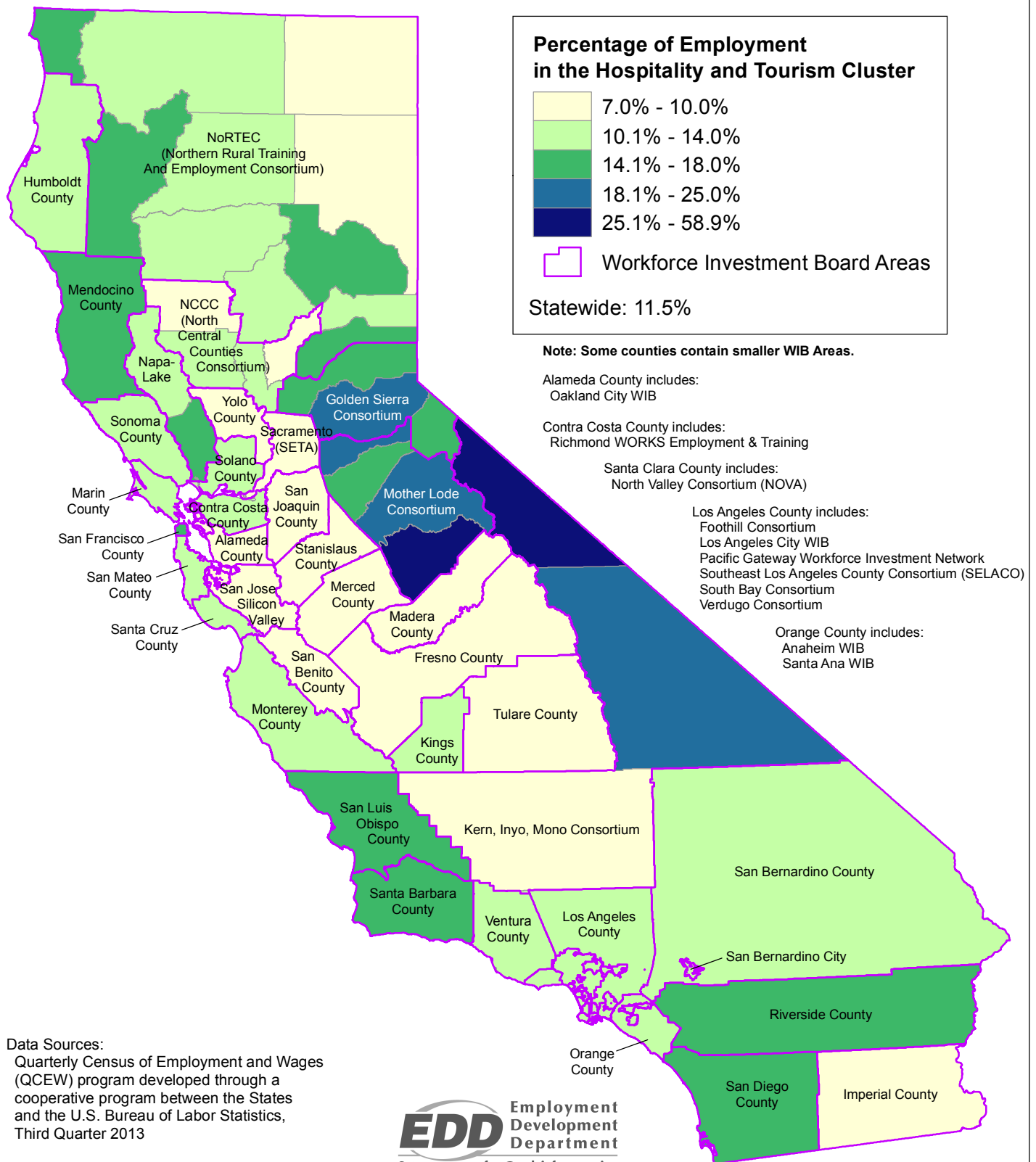
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Hospitality and Tourism Cluster

Percentage of Total County Employment, 2013



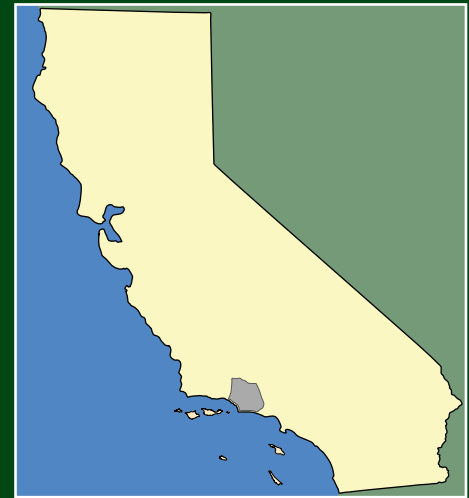
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

Cartography by:
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July 2014

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Retail Cluster

Ventura County Economic Sub-Market

July 2015

What is the Retail Cluster?

The Retail cluster is comprised 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 Ventura Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represents more than three-quarters of the 17,357 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, monitoring, reading comprehension, and speaking.¹⁶



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.

¹⁶ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁷ 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.

¹⁸ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Retail Cluster

The table below further profiles the Ventura County 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 ¹⁹ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁰	HWOL Job Ads ²¹ (120 days)
Retail Salespersons	5,519	\$10.80	\$22,481	Less than high school	945
Cashiers	3,941	\$10.88	\$22,628	Less than high school	244
Stock Clerks and Order Fillers	1,230	\$10.49	\$21,832	Less than high school	360
First-Line Supervisors of Retail Sales Workers	1,094	\$22.20	\$46,175	High school diploma or equivalent	642
Automotive Service Technicians and Mechanics	508	\$19.10	\$39,721	High school diploma or equivalent	271
Combined Food Preparation and Serving Workers, Including Fast Food	474	\$9.50	\$19,777	Less than high school	285
Laborers and Freight, Stock, and Material Movers, Hand	376	\$11.78	\$24,495	Less than high school	259
Tire Repairers and Changers	234	\$13.50	\$28,085	High school diploma or equivalent	35
General and Operations Managers	227	\$51.15	\$106,377	Bachelor's degree	202
Customer Service Representatives	227	\$17.58	\$36,558	High school diploma or equivalent	768

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 July 24, 2015.

¹⁹ Total job openings are the sum of new jobs and replacement job openings.

²⁰ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²¹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Retail Cluster by Education Level

The table below identifies the occupations with the most total job openings, categorized by Bureau of Labor Statistics (BLS) 2012 entry-level education requirements, within the Retail cluster. The table includes the Ventura County 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 ²² (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	227	\$51.15	\$106,377	202
Sales Managers	102	\$49.80	\$103,581	141
Pharmacists	94	\$65.22	\$135,659	48
Loan Officers	29	\$25.81	\$53,683	129
Accountants and Auditors	28	\$34.49	\$71,730	334
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
First-Line Supervisors of Production and Operating Workers	43	\$26.22	\$54,534	341
Computer, Automated Teller, and Office Machine Repairers	29	\$19.83	\$41,245	5
Hairdressers, Hairstylists, and Cosmetologists	14	\$13.12	\$27,273	172
Heavy and Tractor-Trailer Truck Drivers	12	\$22.09	\$45,961	606
Electronic Home Entertainment Equipment Installers and Repairers	7	\$14.37	\$29,891	10
Requires a High School Diploma or Equivalent or Less				
Retail Salespersons	5,519	\$10.80	\$22,481	945
Cashiers	3,941	\$10.88	\$22,628	244
Stock Clerks and Order Fillers	1,230	\$10.49	\$21,832	360
First-Line Supervisors of Retail Sales Workers	1,094	\$22.20	\$46,175	642
Automotive Service Technicians and Mechanics	508	\$19.10	\$39,721	271

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 July 24, 2015.

²² Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Retail Cluster

The table below lists the 10 top skills required for top occupations in the Retail cluster, categorized by entry-level education requirements. Critical thinking and speaking are the most commonly shared skills, followed by 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	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	Science
Requires a Bachelor's Degree or Higher																				
General and Operations Managers	●	●		●	●					●	●						●			●
Sales Managers				●	●			●		●	●				●				●	●
Pharmacists	●	●			●		●				●						●		●	●
Loan Officers	●	●	●		●			●		●							●		●	●
Accountants and Auditors ²³	●	●			●			●		●	●						●			●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
First-Line Supervisors of Production and Operating Workers		●		●	●					●	●						●			●
Computer, Automated Teller, and Office Machine Repairers	●	●			●						●		●	●			●	●		●
Hairdressers, Hairstylists, and Cosmetologists	●	●			●		●		●		●				●			●	●	
Heavy and Tractor-Trailer Truck Drivers		●	●		●	●					●		●	●			●		●	●
Electronic Home Entertainment Equipment Installers and Repairers	●	●	●		●												●	●	●	●
Requires a High School Diploma or Equivalent or Less																				
Retail Salespersons		●			●						●	●			●		●		●	●
Cashiers		●		●	●						●						●	●	●	●
Stock Clerks and Order Fillers ²⁴	●	●	●	●	●						●						●		●	●
First-Line Supervisors of Retail Sales Workers					●		●		●		●	●			●		●		●	●
Automotive Service Technicians and Mechanics ²⁵		●	●		●	●		●						●	●		●	●		●

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

²³ Skills listed represent Accountants, a specialty occupation of Accountants and Auditors.

²⁴ Skills listed represent Stock Clerks Sales Floor, a specialty occupation of Stock Clerks and Order Fillers.

²⁵ Skills listed represent Automotive Master Mechanics, a specialty occupation of Automotive Service Technicians and Mechanics.

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; 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				•	•		•	•							•		•		•									•	•		•				
Sales Managers			•	•	•		•	•			•				•				•									•		•					
Pharmacists	•	•						•	•				•			•			•		•		•											•	
Loan Officers				•				•		•					•				•		•		•	•				•						•	
Accountants and Auditors ²⁶	•				•			•	•	•					•				•	•			•											•	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																			
First-Line Supervisors of Production and Operating Workers			•		•	•	•				•	•													•				•	•					
Computer, Automated Teller, and Office Machine Repairers					•			•					•		•	•				•						•	•					•		•	
Hairdressers, Hairstylists, and Cosmetologists		•		•				•		•		•								•		•			•							•		•	
Heavy and Tractor-Trailer Truck Drivers						•		•		•		•	•	•	•				•	•			•												
Electronic Home Entertainment Equipment Installers and Repairers								•				•	•			•	•			•		•				•							•	•	
Requires a High School Diploma or Equivalent or Less																																			
Retail Salespersons				•	•			•				•			•				•		•										•	•		•	
Cashiers				•	•			•	•			•			•						•	•						•		•					
Stock Clerks and Order Fillers ²⁷				•	•			•				•	•						•		•	•											•	•	
First-Line Supervisors of Retail Sales Workers			•		•			•		•		•			•				•		•							•	•						
Automotive Service Technicians and Mechanics ²⁸						•		•				•			•	•			•		•		•			•	•							•	

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

²⁶ Work Activities listed represent Accountants, a specialty occupation of Accountants and Auditors.

²⁷ Work Activities listed represent Stock Clerks Sales Floor, a specialty occupation of Stock Clerks and Order Fillers.

²⁸ Work Activities listed represent Automotive Master Mechanics, a specialty occupation of Automotive Service Technicians and Mechanics.

Related Occupations for the Retail Cluster

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

Retail Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • First-Line Supervisors of Office and Administrative Support Workers • Logistics Managers • Wholesale and Retail Buyers, Except Farm Products
Sales Managers	<ul style="list-style-type: none"> • Financial Managers, Branch or Department • Logistics Managers • Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
Pharmacists	<ul style="list-style-type: none"> • Health Specialties Teachers, Postsecondary • Medical Scientists, Except Epidemiologists • Nursing Instructors and Teachers, Postsecondary
Loan Officers	<ul style="list-style-type: none"> • Insurance Sales Agents • Personal Financial Advisors • Sales Agents, Financial Services
Accountants and Auditors	<ul style="list-style-type: none"> • Financial Analysts • Personal Financial Advisors • 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
Computer, Automated Teller, and Office Machine Repairers	<ul style="list-style-type: none"> • Audio and Video Equipment Technicians • Computer User Support Specialists • Electrical Engineering Technicians
Hairdressers, Hairstylists, and Cosmetologists	<ul style="list-style-type: none"> • Barbers • Manicurists and Pedicurists • 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
Electronic Home Entertainment Equipment Installers and Repairers	<ul style="list-style-type: none"> • Broadcast Technicians • Computer User Support Specialists • Medical Equipment Repairers
Requires a High School Diploma or Equivalent or Less	
Retail Salespersons	<ul style="list-style-type: none"> • Counter and Rental Clerks • First-Line Supervisors of Retail Sales Workers • Hotel, Motel, and Resort Desk Clerks
Cashiers	<ul style="list-style-type: none"> • Counter Attendants, Cafeteria, Food Concession, and Coffee Shop • Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop • Waiters and Waitresses
Stock Clerks and Order Fillers	<ul style="list-style-type: none"> • Cashiers • Food Servers, Nonrestaurant • Marketing Clerks
First-Line Supervisors of Retail Sales Workers	<ul style="list-style-type: none"> • First-Line Supervisors of Food Preparation and Serving Workers • First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand • First-Line Supervisors of Housekeeping and Janitorial Workers
Automotive Service Technicians and Mechanics	<ul style="list-style-type: none"> • Automotive Specialty Technicians • Electrical and Electronics Repairers, Commercial and Industrial Equipment • Industrial Machinery Mechanics

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

Employer Demand for the Retail Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Retail cluster who posted the most job advertisements during the 120-day period ending July 24, 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 ²⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Macy's	254	112	142	126.8%
Safeway Companies	124	35	89	254.3%
Los Robles Hospital & Medical Center	94	31	63	203.2%
Nordstrom	50	49	1	2.0%
Target Corporation	48	14	34	242.9%
Lowe's	38	50	-12	-24.0%
Home Depot	35	22	13	59.1%
Verizon	31	10	21	210.0%
Whole Foods	25	17	8	47.1%
JCPenney	16	9	7	77.8%
Toys"R"Us	16	47	-31	-66.0%
Office Depot	15	13	2	15.4%
Reebok	13	1	12	1,200.0%
Dollar Tree Stores, Inc.	12	10	2	20.0%
Harbor Freight Tools	11	15	-4	-26.7%
Staples	11	12	-1	-8.3%
Rite Aid	10	11	-1	-9.1%
Winco Foods	10	7	3	42.9%
Lithia Motors, Inc.	10	0	10	—
Patagonia	10	3	7	233.3%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²⁹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Retail Cluster Occupations

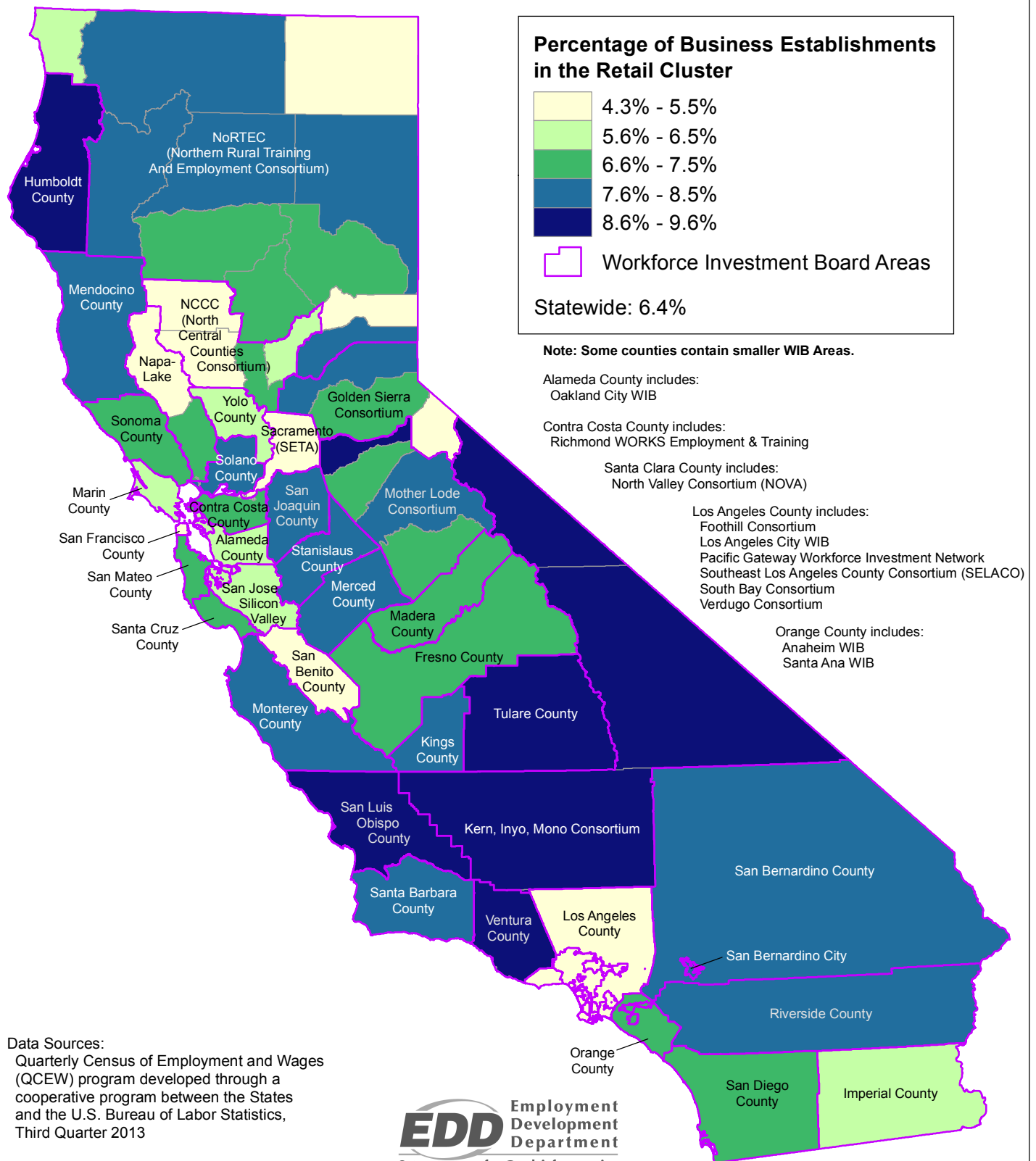
The table below provides examples of instructional programs related to some of the top occupations in the Retail cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Retail cluster. 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
Computer, Automated Teller, and Office Machine Repairers	47.0102 47.0104	Business Machine Repair Computer Installation and Repair Technology/Technician	093410	Computer Electronics
Hairdressers, Hairstylists, and Cosmetologists	12.0401 12.0406 12.0407	Cosmetology/Cosmetologist, General Make-Up Artist/Specialist Hair Styling/Stylist and Hair Design	300700	Cosmetology and Barbering
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/ Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Electronic Home Entertainment Equipment Installers and Repairers	47.0103	Communications Systems Installation and Repair Technology	N/A	N/A
First-Line Supervisors of Retail Sales Workers	52.0212	Retail Management	050650	Retail Store Operations and Management
	52.1803	Retailing and Retail Operations	050940	Sales and Salesmanship
	52.1804	Selling Skills and Sales Operations	050960	Display
Automotive Service Technicians and Mechanics	15.0803	Automotive Engineering Technology/Technician	094800	Automotive Technology
	47.0600	Vehicle Maintenance and Repair Technologies, General	094840	Alternative Fuels and Advanced Transportation Technology
	47.0604	Automobile/Automotive Mechanics Technology/ Technician		

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](https://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

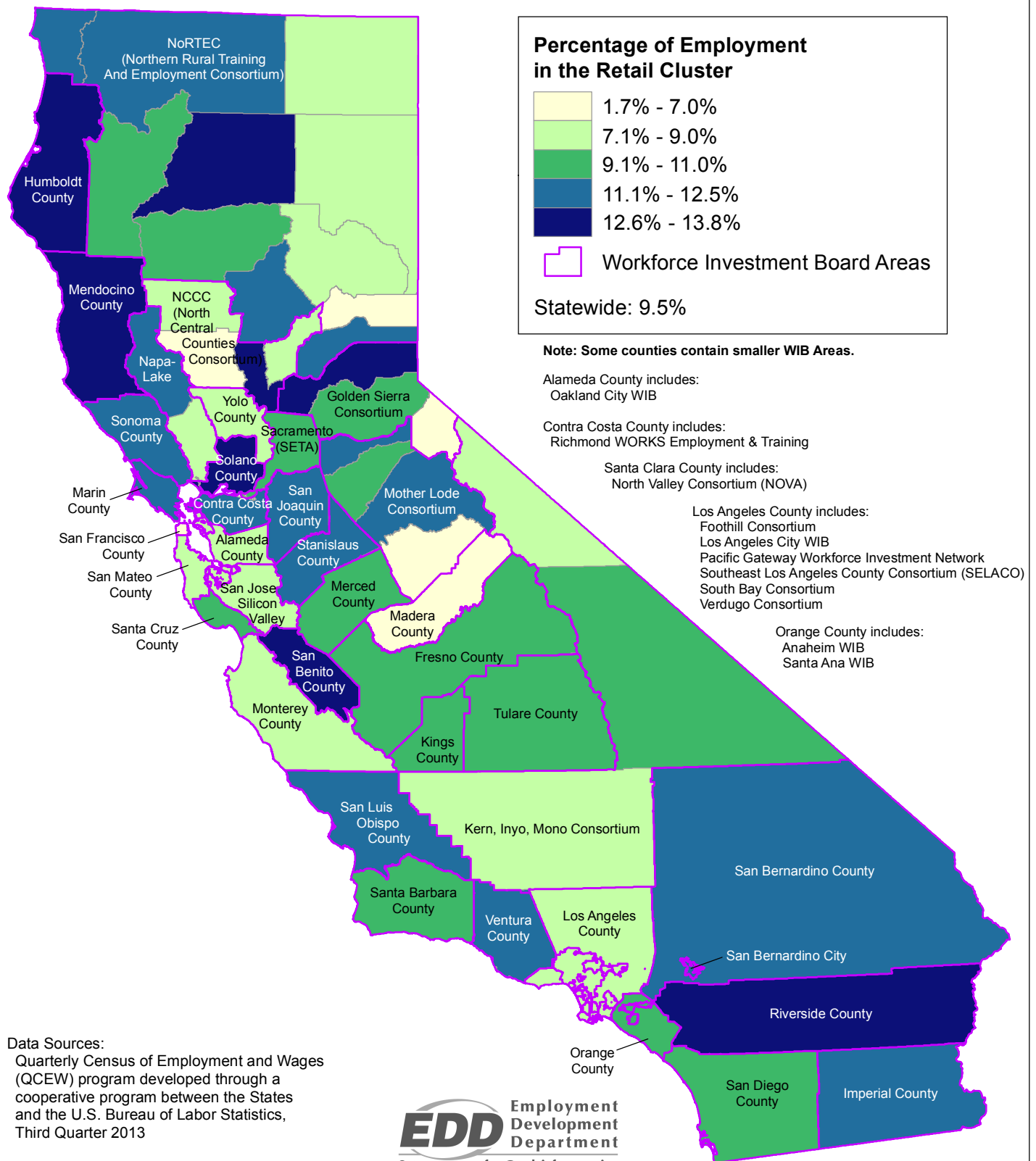
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California Retail Cluster

Percentage of Total County Employment, 2013



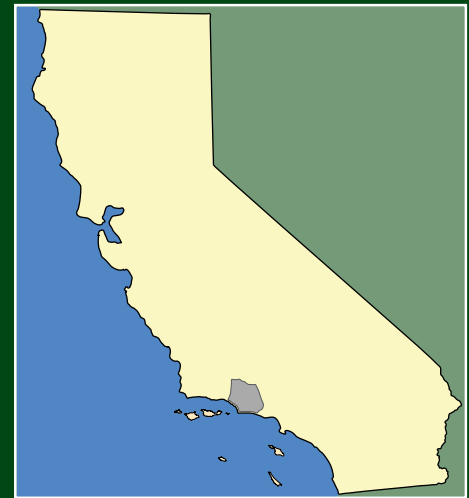
Data Sources:
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Occupational Analysis: Health Care Services Cluster

Ventura County Economic Sub-Market

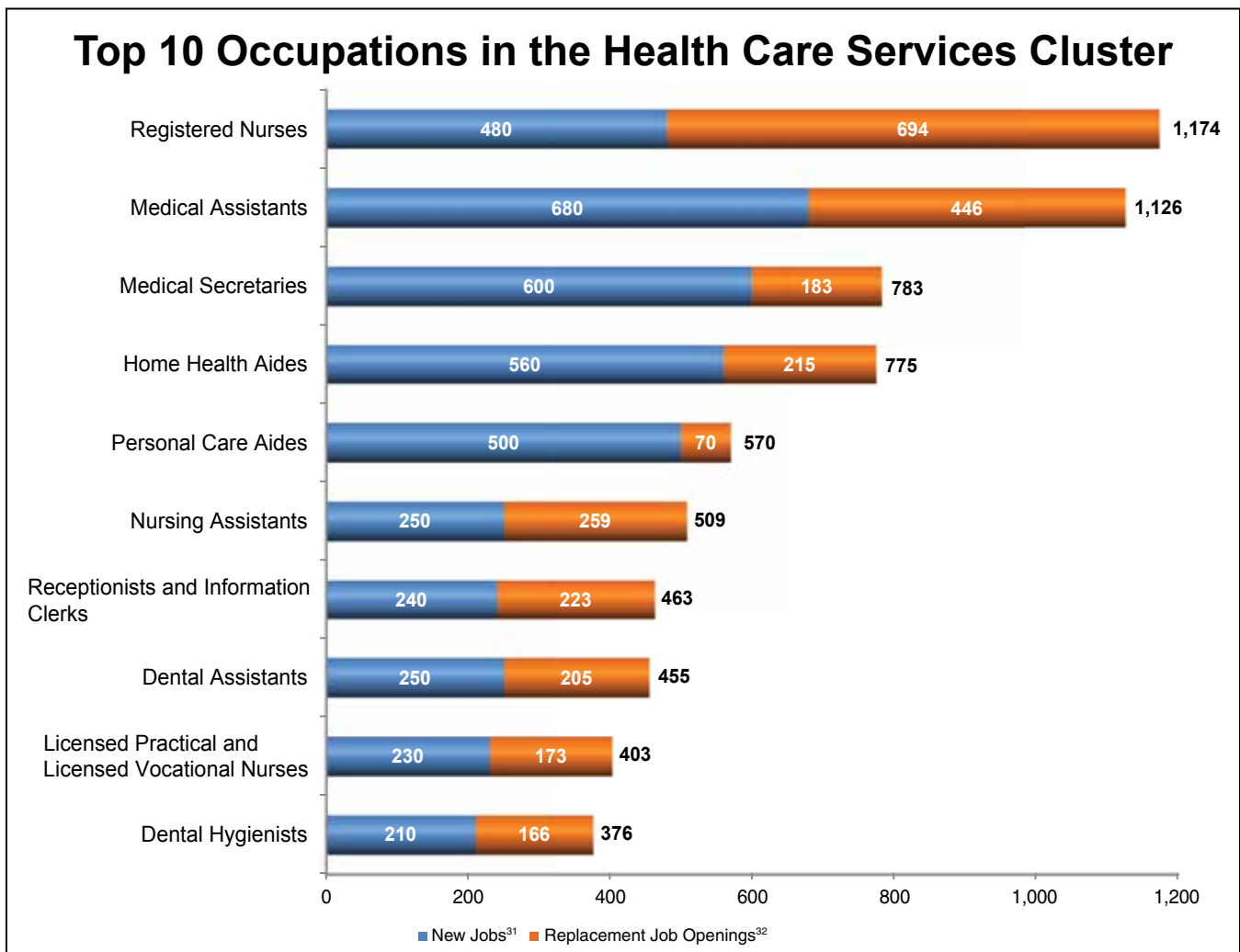
July 2015

What is the Health Care Services Cluster?

The Health Care Services cluster is comprised of 14 industries that include hospitals and doctor's 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 Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 12,404 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.³⁰



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.

³⁰ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

³¹ 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.

³² Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

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

The table below further profiles the Ventura County 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 ³³ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ³⁴	HWOL Job Ads ³⁵ (120 days)
Registered Nurses	1,174	\$36.83	\$76,612	Associate's degree	1,187
Medical Assistants	1,126	\$15.85	\$32,968	Postsecondary non-degree award	204
Medical Secretaries	783	\$16.97	\$35,304	High school diploma or equivalent	356
Home Health Aides	775	\$11.39	\$23,696	Less than high school	153
Personal Care Aides	570	\$10.40	\$21,624	Less than high school	463
Nursing Assistants	509	\$13.52	\$28,122	Postsecondary non-degree award	86
Receptionists and Information Clerks	463	\$13.94	\$29,000	High school diploma or equivalent	430
Dental Assistants	455	\$16.71	\$34,755	Postsecondary non-degree award	171
Licensed Practical and Licensed Vocational Nurses	403	\$24.12	\$50,173	Postsecondary non-degree award	254
Dental Hygienists	376	\$48.37	\$100,602	Associate's degree	53

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 July 24, 2015.

³³ Total job openings are the sum of new jobs and replacement job openings.

³⁴ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

³⁵ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Health Care Services Cluster by Education Level

The table below identifies the occupations with the most total job openings, categorized by Bureau of Labor Statistics (BLS) 2012 entry-level education requirements, within the Health Care Services cluster. The table includes the Ventura County 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 ³⁶ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Physical Therapists	248	\$41.10	\$85,490	203
Medical and Health Services Managers	204	\$46.27	\$96,248	403
Family and General Practitioners	130	>\$90.00	>\$187,200	30
Healthcare Social Workers	110	\$32.48	\$67,570	30
General and Operations Managers	109	\$51.15	\$106,377	202
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Registered Nurses	1,174	\$36.83	\$76,612	1,187
Medical Assistants	1,126	\$15.85	\$32,968	204
Nursing Assistants	509	\$13.52	\$28,122	86
Dental Assistants	455	\$16.71	\$34,755	171
Licensed Practical and Licensed Vocational Nurses	403	\$24.12	\$50,173	254
Requires a High School Diploma or Equivalent or Less				
Medical Secretaries	783	\$16.97	\$35,304	356
Home Health Aides	775	\$11.39	\$23,696	153
Personal Care Aides	570	\$10.40	\$21,624	463
Receptionists and Information Clerks	463	\$13.94	\$29,000	430
Office Clerks, General	305	\$15.47	\$32,185	395

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 July 24, 2015.

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

Skill Requirements in the Health Care Services Cluster

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

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

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

Work Activities in the Health Care Services Cluster

The table below lists the 10 top work activities required for top occupations in the Health Care Services cluster, categorized by entry-level education requirements. The most common include establishing and maintaining interpersonal relationships; assisting and caring for others; organizing, planning, and prioritizing work; and communicating with supervisors, peers, or subordinates.

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	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	Performing for or Working Directly with the Public	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Thinking Creatively	Updating and Using Relevant Knowledge	
Requires a Bachelor's Degree or Higher																												
Physical Therapists		●					●	●				●	●		●	●					●					●	●	
Medical and Health Services Managers			●		●	●		●			●				●		●	●						●	●			
Family and General Practitioners	●	●					●	●		●			●		●	●						●					●	
Healthcare Social Workers		●			●		●	●							●			●		●				●	●			●
General and Operations Managers				●	●	●		●							●		●	●							●	●	●	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																												
Registered Nurses		●			●			●		●			●		●	●		●				●						●
Medical Assistants		●			●		●	●		●			●			●		●		●								●
Nursing Assistants		●			●			●		●		●	●		●	●		●				●						●
Dental Assistants		●						●	●	●		●	●		●	●		●										●
Licensed Practical and Licensed Vocational Nurses		●			●		●	●				●	●		●	●		●										●
Requires a High School Diploma or Equivalent or Less																												
Medical Secretaries		●		●	●			●		●			●		●			●				●						●
Home Health Aides		●			●		●	●				●	●			●		●				●						●
Personal Care Aides		●			●		●	●				●	●		●	●		●			●							●
Receptionists and Information Clerks		●					●	●		●			●			●			●	●		●						●
Office Clerks, General		●			●		●	●		●				●				●				●				●		●

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

Related Occupations for the Health Care Services Cluster

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

Health Care Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Physical Therapists	<ul style="list-style-type: none"> • Health Specialties Teachers, Postsecondary • Nursing Instructors and Teachers, Postsecondary • Occupational Therapists
Medical and Health Services Managers	<ul style="list-style-type: none"> • Education Administrators, Elementary and Secondary School • Management Analysts • Training and Development Managers
Family and General Practitioners	<ul style="list-style-type: none"> • Nurse Practitioners • Pharmacists • Physician Assistants
Healthcare Social Workers	<ul style="list-style-type: none"> • Counseling Psychologists • Mental Health Counselors • Patient Representatives
General and Operations Managers	<ul style="list-style-type: none"> • Administrative Services Managers • Logistics Managers • Purchasing Managers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Registered Nurses	<ul style="list-style-type: none"> • Cardiovascular Technologists and Technicians • Emergency Medical Technicians and Paramedics • Licensed Practical and Licensed Vocational Nurses
Medical Assistants	<ul style="list-style-type: none"> • Pharmacy Technicians • Physical Therapist Assistants • Speech-Language Pathology Assistants
Nursing Assistants	<ul style="list-style-type: none"> • N/A
Dental Assistants	<ul style="list-style-type: none"> • Dental Hygienists • Medical Assistants • Veterinary Technologists and Technicians
Licensed Practical and Licensed Vocational Nurses	<ul style="list-style-type: none"> • Cardiovascular Technologists and Technicians • Dental Assistants • Radiologic Technicians
Requires a High School Diploma or Equivalent or Less	
Medical Secretaries	<ul style="list-style-type: none"> • Bill and Account Collectors • Medical Records and Health Information Technicians • Receptionists and Information Clerks
Home Health Aides	<ul style="list-style-type: none"> • Childcare Workers • Medical Assistants • Occupational Therapy Aides
Personal Care Aides	<ul style="list-style-type: none"> • Home Health Aides • Occupational Therapy Aides • Physical Therapist Aides
Receptionists and Information Clerks	<ul style="list-style-type: none"> • Bill and Account Collectors • Customer Service Representatives • Medical Secretaries
Office Clerks, General	<ul style="list-style-type: none"> • Receptionists and Information Clerks • Medical Secretaries • 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.

Employer Demand for the Health Care Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Health Care Services cluster who posted the most job advertisements during the 120-day period ending July 24, 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 ³⁷ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Memorial Health	111	94	17	18.1%
HCA - The Healthcare Company	95	122	-27	-22.1%
St. John's Hospital	64	0	64	—
St. John's Regional Medical Center	58	59	-1	-1.7%
Brookdale Senior Living	46	0	46	—
American Mobile Healthcare	31	28	3	10.7%
Clinicas Del Camino Real, Incorporated	28	35	-7	-20.0%
DaVita, Inc.	26	30	-4	-13.3%
Dignity Health	23	228	-205	-89.9%
Aureus Medical	19	2	17	850.0%
Kaiser Permanente	19	6	13	216.7%
St. John's Pleasant Valley Hospital	15	5	10	200.0%
Inventiv Health Inc	14	12	2	16.7%
Integrity Staffing	13	13	0	0.0%
Therapists Unlimited	12	1	11	1,100.0%
Aspiranet	9	5	4	80.0%
Center for Autism & Related Disorders	9	1	8	800.0%
Quest Diagnostics	8	6	2	33.3%
American Medical Response	7	11	-4	-36.4%
Onward Healthcare	7	10	-3	-30.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

³⁷ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Health Care Services Occupations

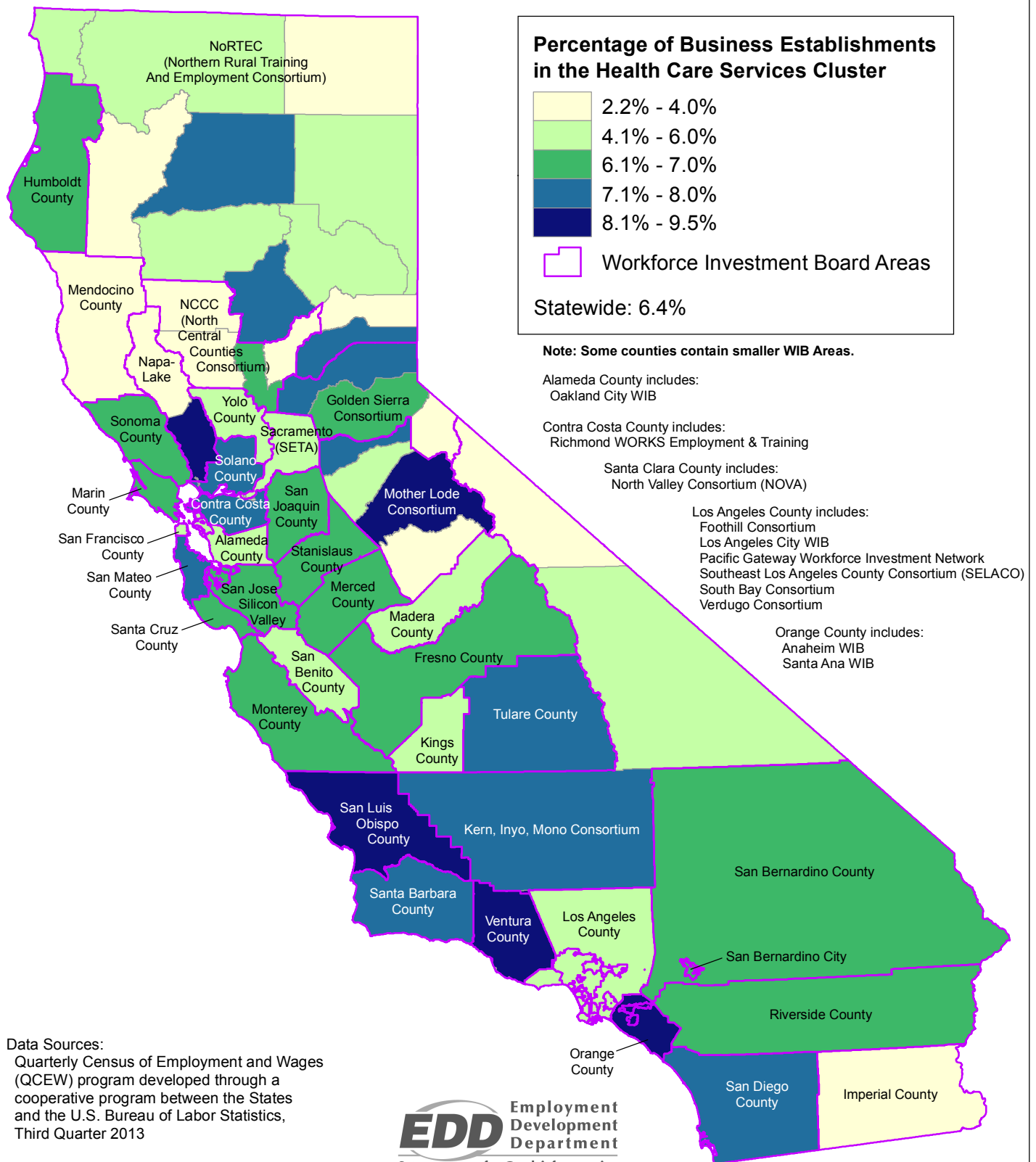
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Occupations	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Registered Nurses	51.3801	Registered Nursing/Registered Nurse	123000	Nursing
	51.3809	Pediatric Nurse/Nursing	123010	Registered Nursing
	51.3813	Clinical Nurse Specialist		
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	120820	Administrative Medical Assisting
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		
Dental Assistants	51.0601	Dental Assisting/Assistant	124010	Dental Assistant
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 Secretaries	51.0710	Medical Office Assistant/Specialist	051420	Medical Office Technology
	51.0714	Medical Insurance Specialist/Medical Biller		
	51.0716	Medical Administrative/Executive Assistant and Medical Secretary		
Home Health Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide
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
Office Clerks, General	52.0408	General Office Occupations and Clerical Services	N/A	N/A

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](https://nces.ed.gov/ipeds/) at [www.nces.ed.gov](https://nces.ed.gov/); [California Community Colleges TOP-to-CIP Crosswalk](https://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:
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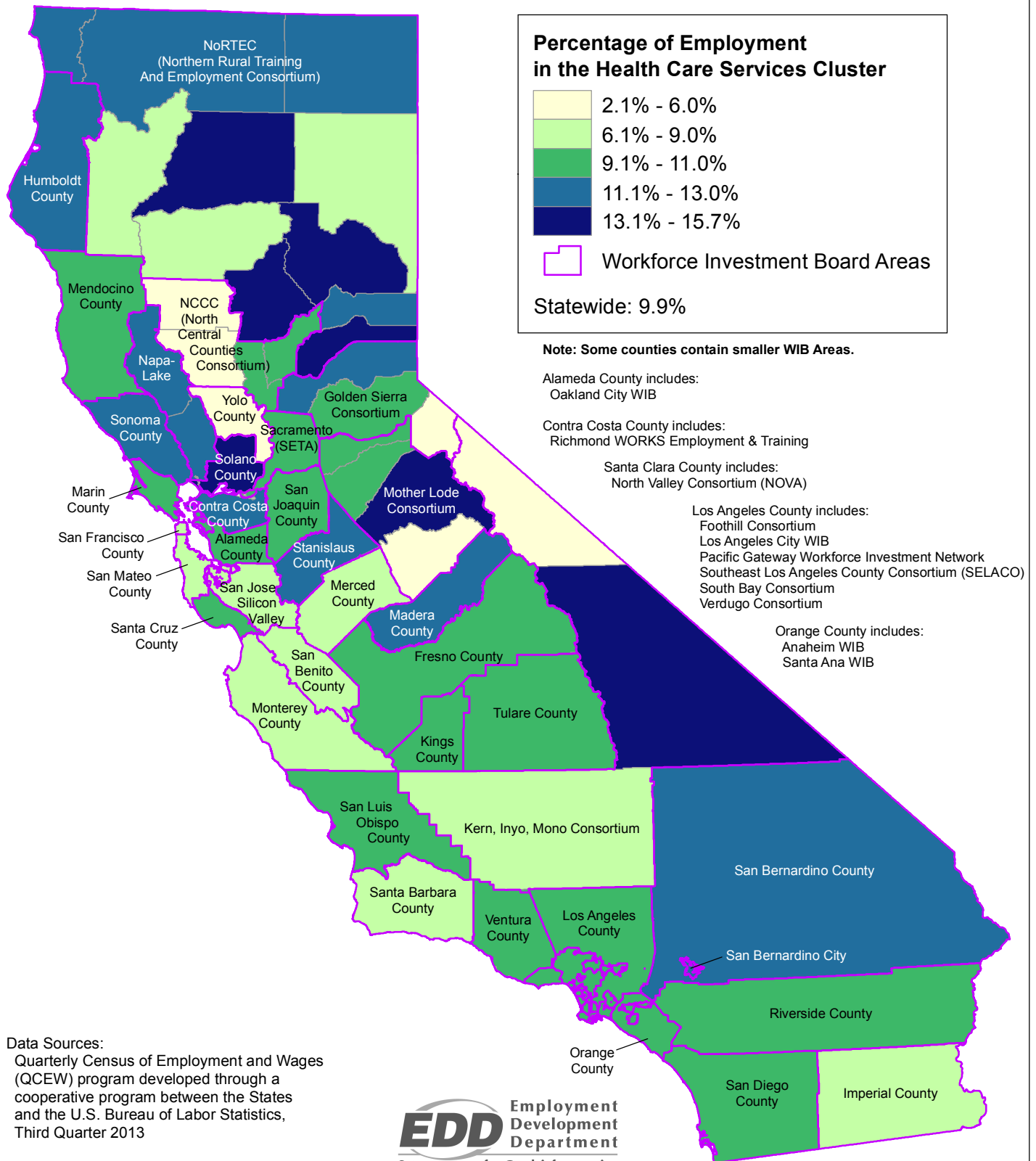
EDD Employment Development Department
State of California

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California Health Care Services Cluster

Percentage of Total County Employment, 2013



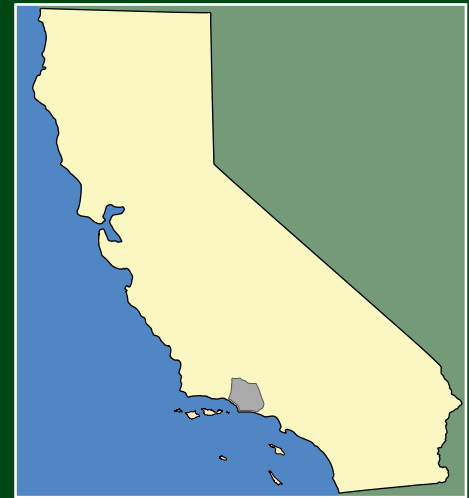
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Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
July 2014

EDD Employment Development Department
State of California

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File T036



Occupational Analysis: Agriculture, Food, and Beverage Processing Cluster

Ventura County Economic Sub-Market

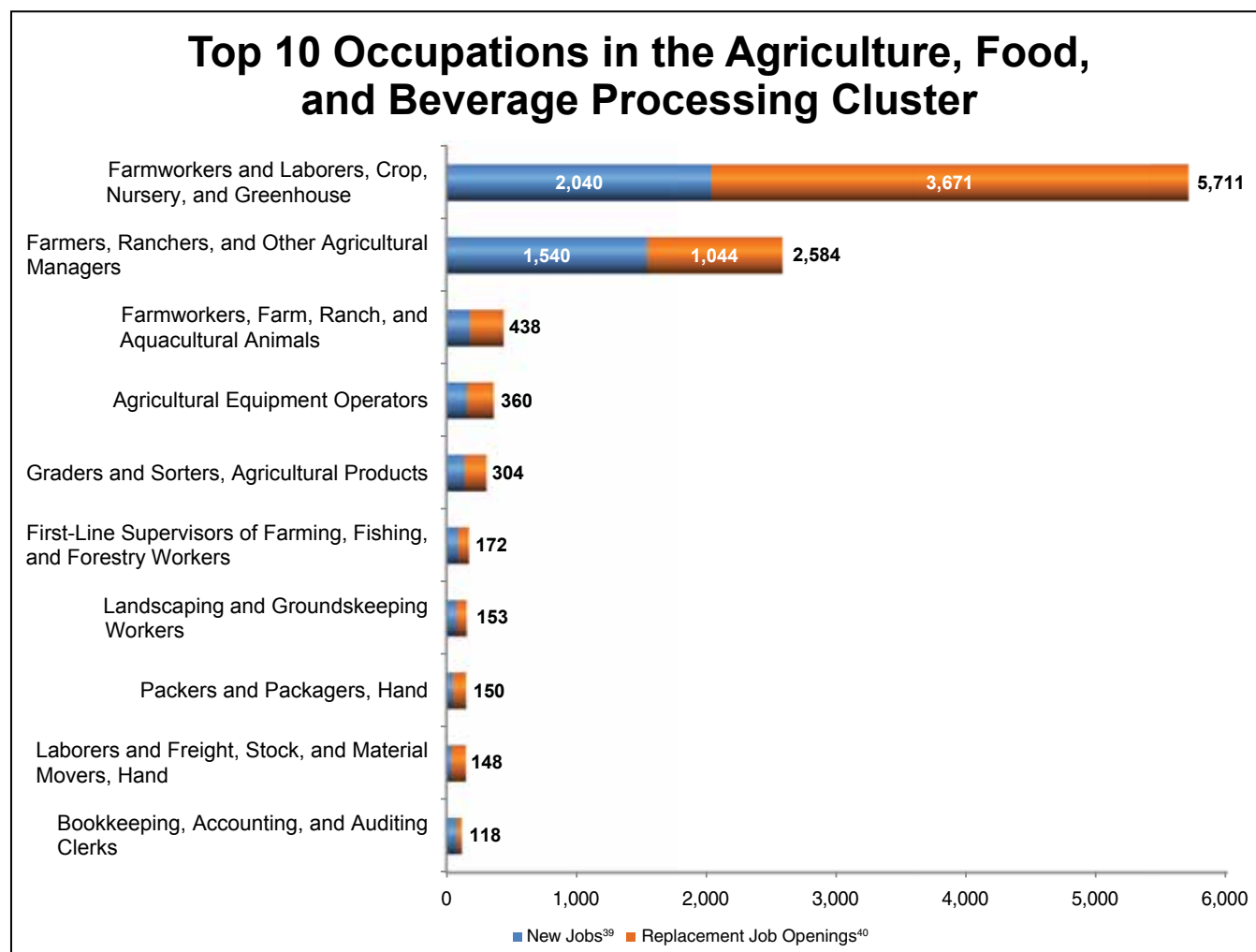
July 2015

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 Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than three-quarters of the 12,199 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, monitoring, and speaking.³⁸



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.

³⁸ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

³⁹ 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.

⁴⁰ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

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

The table below further profiles the Ventura County 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 ⁴¹ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁴²	HWOL Job Ads ⁴³ (120 days)
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	5,711	\$9.21	\$19,155	Less than high school	23
Farmers, Ranchers, and Other Agricultural Managers	2,584	\$38.87	\$80,846	High school diploma or equivalent	20
Farmworkers, Farm, Ranch, and Aquacultural Animals	438	\$11.83	\$24,612	Less than high school	36
Agricultural Equipment Operators	360	\$15.58	\$32,397	Less than high school	2
Graders and Sorters, Agricultural Products	304	\$9.42	\$19,592	Less than high school	4
First-Line Supervisors of Farming, Fishing, and Forestry Workers	172	\$16.44	\$34,175	High school diploma or equivalent	2
Landscaping and Groundskeeping Workers	153	\$13.55	\$28,169	Less than high school	200
Packers and Packagers, Hand	150	\$9.60	\$19,969	Less than high school	44
Laborers and Freight, Stock, and Material Movers, Hand	148	\$11.78	\$24,495	Less than high school	259
Bookkeeping, Accounting, and Auditing Clerks	118	\$20.50	\$42,640	High school diploma or equivalent	475

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 July 24, 2015.

⁴¹ Total job openings are the sum of new jobs and replacement job openings.

⁴² U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

⁴³ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

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

The table below identifies the occupations with the most total job openings, categorized by Bureau of Labor Statistics (BLS) 2012 entry-level education requirements, within the Agriculture, Food, and Beverage Processing cluster. The table includes the Ventura County 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 ⁴⁴ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Industrial Production Managers	91	\$44.60	\$92,767	23
Accountants and Auditors	56	\$34.49	\$71,730	334
General and Operations Managers	52	\$51.15	\$106,377	202
Financial Managers	23	\$54.71	\$113,789	168
Chief Executives	19	>90.00	>187,200	13
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Heavy and Tractor-Trailer Truck Drivers	93	\$22.09	\$45,961	606
Agricultural and Food Science Technicians	24	\$13.87	\$28,848	9
First-Line Supervisors of Production and Operating Workers	13	\$26.22	\$54,534	341
Electrical and Electronics Repairers, Commercial and Industrial Equipment	12	\$30.77	\$64,000	2
Computer, Automated Teller, and Office Machine Repairers	4	\$19.83	\$41,245	5
Requires a High School Diploma or Equivalent or Less				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	5,711	\$9.21	\$19,155	23
Farmers, Ranchers, and Other Agricultural Managers	2,584	\$38.87	\$80,846	20
Farmworkers, Farm, Ranch, and Aquacultural Animals	438	\$11.83	\$24,612	36
Agricultural Equipment Operators	360	\$15.58	\$32,397	2
Graders and Sorters, Agricultural Products	304	\$9.42	\$19,592	4

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 July 24, 2015.

⁴⁴ Total job openings are the sum of new jobs and replacement job openings.

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

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

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Instruction	Judgment and Decision Making	Learning Strategies	Management of Financial Resources	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																				
Industrial Production Managers	•	•		•	•			•		•		•						•		
Accountants and Auditors ⁴⁵	•	•			•			•			•	•						•		
General and Operations Managers	•	•		•	•					•		•						•		•
Financial Managers ⁴⁶	•	•			•			•				•				•	•	•		•
Chief Executives		•	•	•				•		•	•	•					•			
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Heavy and Tractor-Trailer Truck Drivers		•	•		•	•							•		•	•		•		
Agricultural and Food Science Technicians ⁴⁷	•	•	•		•							•	•					•	•	•
First-Line Supervisors of Production and Operating Workers		•		•	•					•		•						•	•	•
Electrical and Electronics Repairers, Commercial and Industrial Equipment		•	•		•	•									•	•		•	•	•
Computer, Automated Teller, and Office Machine Repairers	•	•			•							•			•	•		•	•	
Requires a High School Diploma or Equivalent or Less																				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse ⁴⁸		•		•	•	•	•			•		•			•	•		•		
Farmers, Ranchers, and Other Agricultural Managers ⁴⁹				•	•			•			•	•	•				•	•		•
Farmworkers, Farm, Ranch, and Aquacultural Animals		•		•	•			•				•			•	•		•		•
Agricultural Equipment Operators		•		•	•	•									•	•		•		•
Graders and Sorters, Agricultural Products		•	•	•	•			•				•					•	•		•

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

⁴⁵ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

⁴⁶ Skills represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

⁴⁷ Skills represent Agricultural Technicians, a specialty occupation of Agricultural and Food Science Technicians.

⁴⁸ Skills represent Farmworkers and Laborers, Crop, a specialty occupation of Farmworkers and Laborers, Crop, Nursery, and Greenhouse.

⁴⁹ Skills represent Farm and Ranch Managers, a specialty occupation of Farmers, Ranchers, and Other Agricultural Managers.

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

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

Occupations	Work Activities																																
	Analyzing Data or Information	Coaching and Developing Others	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Controlling Machines and Processes	Coordinating the Work and Activities of Others	Developing Objectives and Strategies	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Evaluating Information to Determine Compliance with Standards	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	Inspecting Equipment, Structures, or Material	Interacting With Computers	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Operating Vehicles, Mechanized Devices, or Equipment	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	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	Thinking Creatively	Training and Teaching Others	Updating and Using Relevant Knowledge	
Requires a Bachelor's Degree or Higher																																	
Industrial Production Managers				●		●			●			●					●	●	●		●							●	●				●
Accountants and Auditors ⁵⁰	●			●					●	●	●						●		●		●	●		●									●
General and Operations Managers			●	●		●			●							●	●		●		●							●	●	●			
Financial Managers ⁵¹		●		●		●			●			●				●	●				●							●					●
Chief Executives			●	●			●		●			●					●		●		●				●			●					
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																	
Heavy and Tractor-Trailer Truck Drivers					●				●		●		●	●	●		●			●	●		●										
Agricultural and Food Science Technicians ⁵²											●		●	●			●	●			●		●	●						●		●	
First-Line Supervisors of Production and Operating Workers		●		●	●	●			●			●	●												●			●	●				
Electrical and Electronics Repairers, Commercial and Industrial Equipment				●				●	●				●				●	●			●					●	●						●
Computer, Automated Teller, and Office Machine Repairers				●					●					●		●	●				●					●	●			●			●
Requires a High School Diploma or Equivalent or Less																																	
Farmworkers and Laborers, Crop, Nursery, and Greenhouse ⁵³					●				●		●	●	●	●						●			●									●	●
Farmers, Ranchers, and Other Agricultural Managers ⁵⁴							●				●		●				●		●	●	●	●		●						●		●	
Farmworkers, Farm, Ranch, and Aquacultural Animals				●	●								●	●	●		●	●		●			●				●						
Agricultural Equipment Operators					●					●		●		●		●	●		●	●	●	●	●				●						
Graders and Sorters, Agricultural Products				●	●	●			●		●		●		●						●	●											●

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

⁵⁰ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

⁵¹ Work Activities represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

⁵² Work Activities represent Agricultural Technicians, a specialty occupation of Agricultural and Food Science Technicians.

⁵³ Work Activities represent Farmworkers and Laborers, Crop, a specialty occupation of Farmworkers and Laborers, Crop, Nursery, and Greenhouse.

⁵⁴ Work Activities represent Farm and Ranch Managers, a specialty occupation of Farmers, Ranchers, and Other Agricultural Managers.

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

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

Agriculture, Food, and Beverage Processing Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Industrial Production Managers	<ul style="list-style-type: none"> • General and Operations Managers • Logistics Managers • Storage and Distribution Managers
Accountants and Auditors	<ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Financial Analysts • Personal Financial Advisors
General and Operations Managers	<ul style="list-style-type: none"> • First-Line Supervisors of Office and Administrative Support Workers • First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators • Logistics Managers
Financial Managers	<ul style="list-style-type: none"> • Sales Agents, Financial Services • Sales Agents, Securities and Commodities • Sales Managers
Chief Executives	<ul style="list-style-type: none"> • Sales Managers • Supply Chain Managers • Treasurers and Controllers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Motorboat Operators • Pile-Driver Operators
Agricultural and Food Science Technicians	<ul style="list-style-type: none"> • Inspectors, Testers, Sorters, Samplers, and Weighers • Pharmacy Technicians • Precision Agriculture Technicians
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 Construction Trades and Extraction Workers • First-Line Supervisors of Mechanics, Installers, and Repairers
Electrical and Electronics Repairers, Commercial and Industrial Equipment	<ul style="list-style-type: none"> • Industrial Machinery Mechanics • Manufacturing Production Technicians • Robotics Technicians
Computer, Automated Teller, and Office Machine Repairers	<ul style="list-style-type: none"> • Computer User Support Specialists • Electrical Engineering Technicians • Telecommunications Equipment Installers and Repairers, Except Line Installers
Requires a High School Diploma or Equivalent or Less	
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	<ul style="list-style-type: none"> • Construction Laborers • Landscaping and Groundskeeping Workers • Janitors and Cleaners, Except Maids and Housekeeping Cleaners
Farmers, Ranchers, and Other Agricultural Managers	<ul style="list-style-type: none"> • First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators • Food Scientists and Technologists • Soil and Water Conservationists
Farmworkers, Farm, Ranch, and Aquacultural Animals	<ul style="list-style-type: none"> • Fishers and Related Fishing Workers • Helpers -Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters • Septic Tank Servicers and Sewer Pipe Cleaners
Agricultural Equipment Operators	<ul style="list-style-type: none"> • Helpers -Carpenters • Pile-Driver Operators • Riggers
Graders and Sorters, Agricultural Products	<ul style="list-style-type: none"> • Food Preparation Workers • Maids and Housekeeping Cleaners • Stock Clerks -Stockroom, Warehouse, or Storage Yard

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 Ventura County Economic Sub-Market employers in the Agriculture, Food, and Beverage Processing cluster who posted the most job advertisements during the 120-day period ending July 24, 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 ⁵⁵ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Dairy Farmers of America	14	9	5	55.6%
Reiter Affiliated Companies	11	27	-16	-59.3%
Ventura Coastal, LLC	6	11	-5	-45.5%
Pepsico	5	5	0	0.0%
Coca-Cola Enterprises	5	5	0	0.0%
Dr Pepper Snapple Group	3	1	2	200.0%
Wholesome Harvest Baking	3	0	3	—
Crop Production Services	2	0	2	—
The J.M. Smucker Company	2	4	-2	-50.0%
Farmers Insurance Group	2	0	2	—
Poly-Tainer, Inc.	2	3	-1	-33.3%
Tree Top, Inc.	2	1	1	100.0%
Limoneira	1	1	0	0.0%
Spatz Laboratories	1	2	-1	-50.0%
Scarborough Farms	1	1	0	0.0%
Reiter Affiliated Companies	1	0	1	—
Acosta, Inc.	1	0	1	—
Brokaw Nursery	1	0	1	—
Dole Food Company	1	1	0	0.0%
Rich Products Corporation	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

⁵⁵ Totals do not include employers with anonymous job advertisements.

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

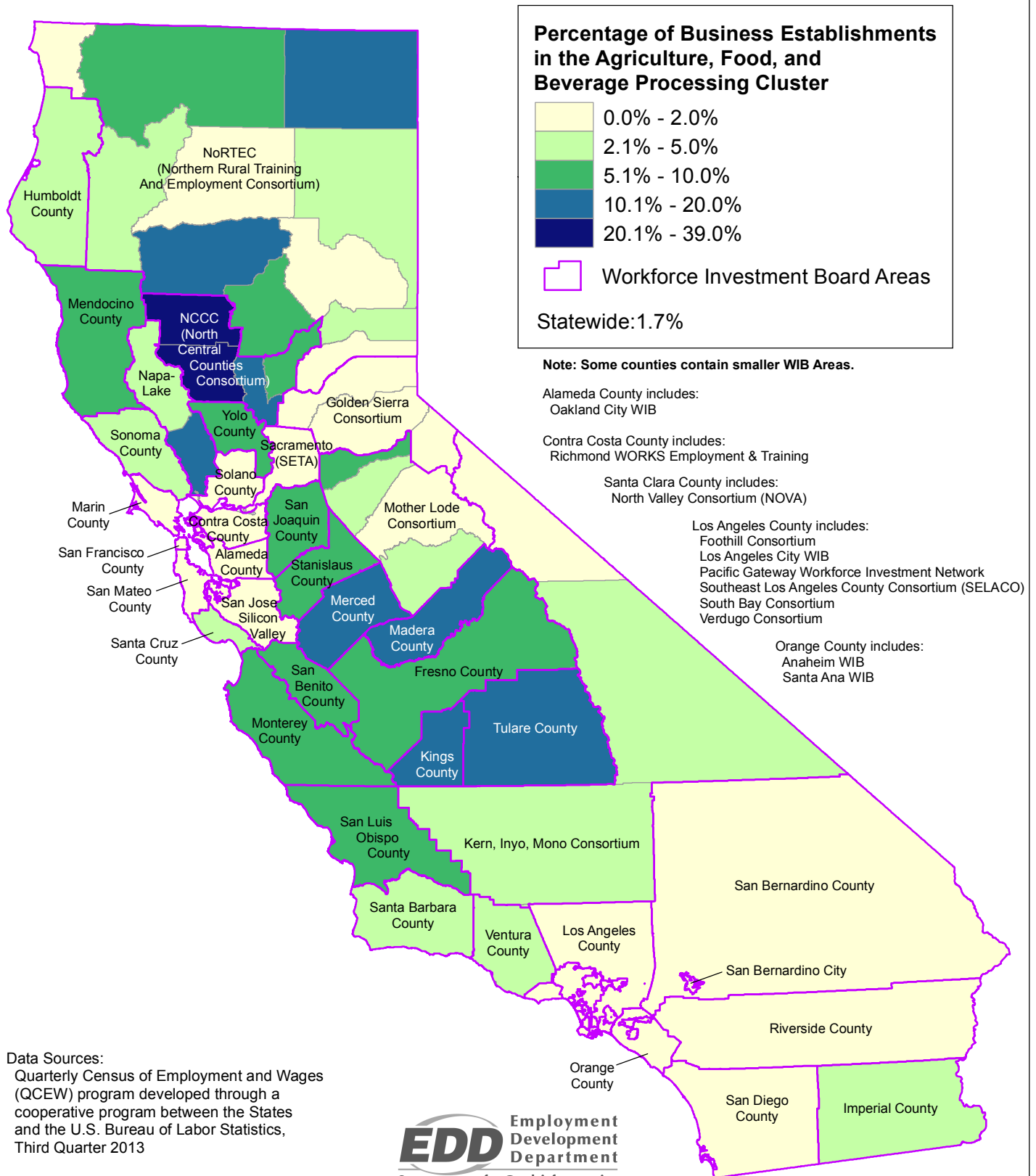
The table below provides examples of instructional programs related to some of the top occupations in the Agriculture, Food, and Beverage Processing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and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

Occupations	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
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
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Electrical and Electronics Repairers, Commercial and Industrial Equipment	47.0104	Computer Installation and Repair	093410	Computer Electronics
	47.0105	Technology/Technician Industrial Electronics Technology/Technician	093420	Industrial Electronics
Computer, Automated Teller, and Office Machine Repairers	47.0102	Business Machine Repair	093410	Computer Electronics
	47.0104	Computer Installation and Repair Technology/Technician		
Farmers, Ranchers, and Other Agricultural Managers	01.0101	Agricultural Business and Management, General	010200	Animal Science
	01.0102	Agribusiness/Agricultural Business Operations	010220	Artificial Inseminator (Licensed)
	01.0304	Crop Production	011200	Agriculture Business, Sales and Service
Agricultural Equipment Operators	01.0204	Agricultural Power Machinery Operation	N/A	N/A
Graders and Sorters, Agricultural Products	01.0105	Agricultural/Farm Supplies Retailing and Wholesaling	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 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>
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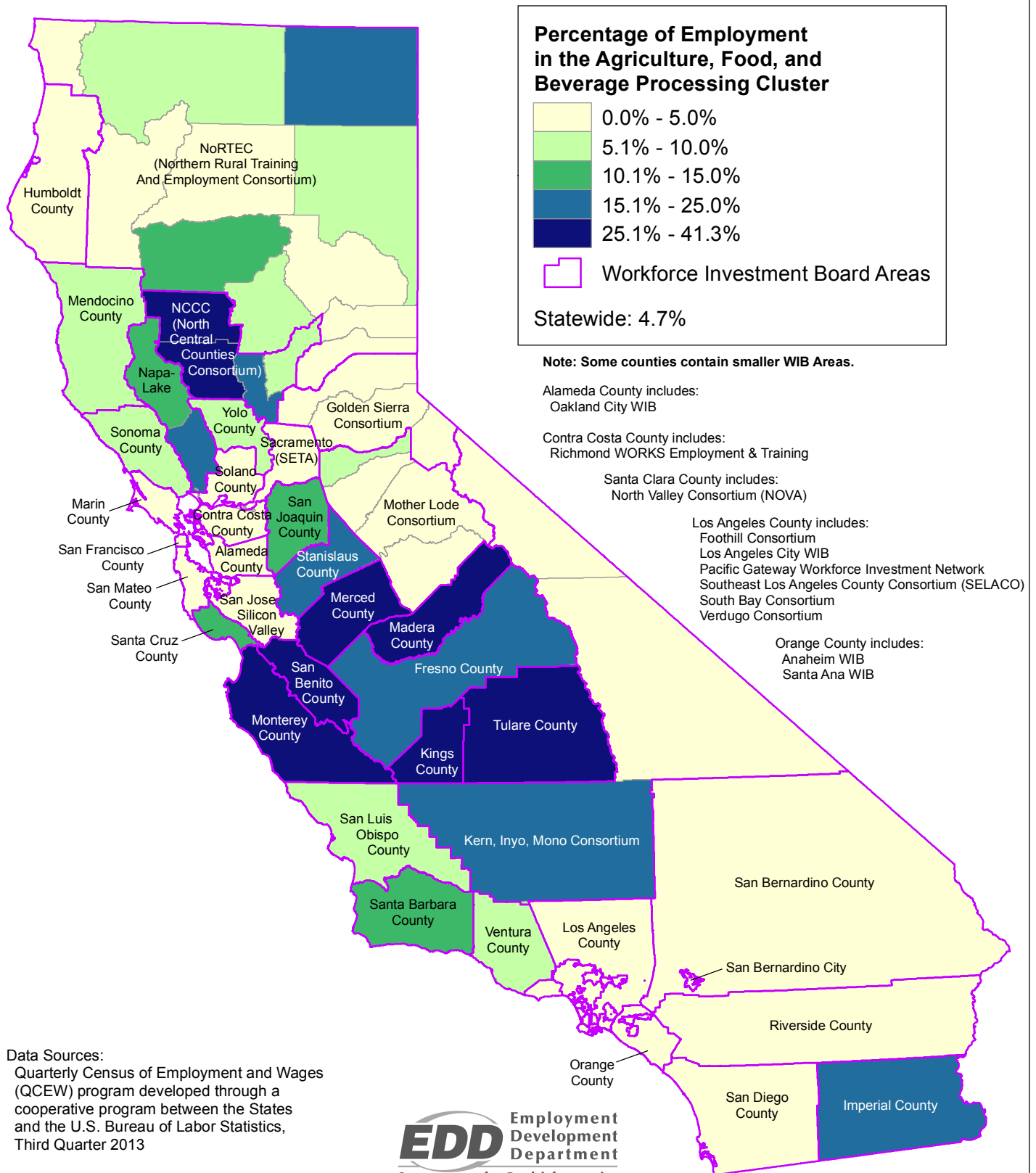
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California Agriculture, Food, and Beverage Processing Cluster

Percentage of Total County Employment, 2013



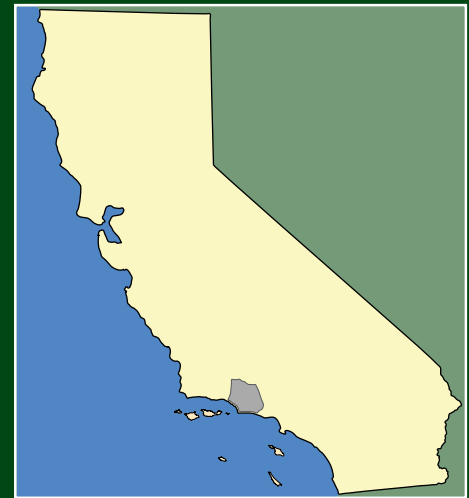
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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File T036



Occupational Analysis: Business Services Cluster

Ventura County Economic Sub-Market

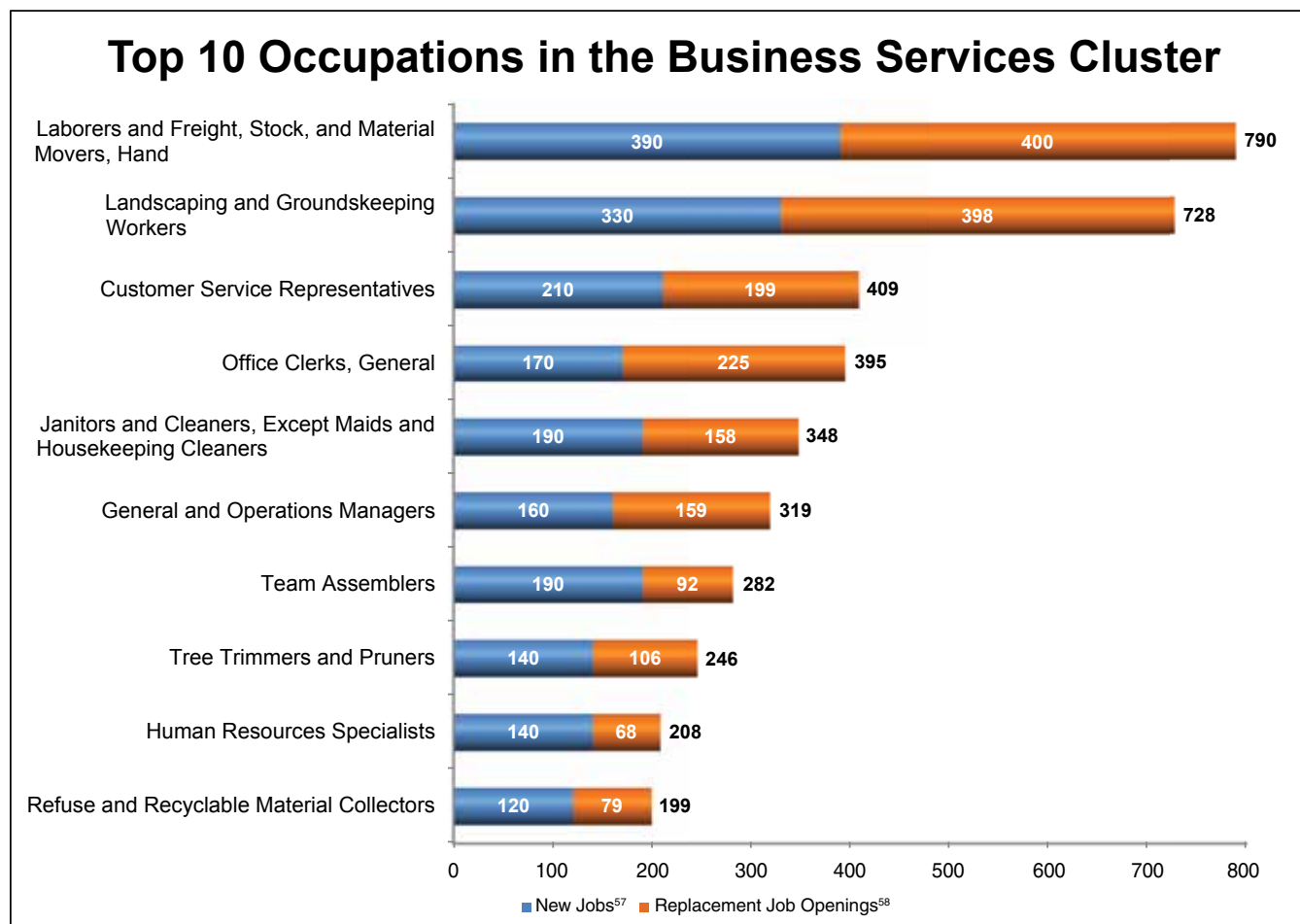
July 2015

What is the Business Services Cluster?

The Business Services cluster is comprised of 11 industries that provide services to other organizations and businesses. Employers in this cluster include temporary agencies, janitorial and landscaping businesses, corporate offices and holding companies, private investigation services, and billing services. Establishments in this cluster also include technical consulting firms, housecleaning services, and pest control firms. Workers employed within this cluster often 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 Business Services Cluster

The graph below identifies the top 10 occupations in the Business Services cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent almost one-half of the 8,175 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, monitoring, reading comprehension, and speaking.⁵⁶



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.

⁵⁶ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

⁵⁷ 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.

⁵⁸ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Business Services Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Business 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 ⁵⁹ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁶⁰	HWOL Job Ads ⁶¹ (120 days)
Laborers and Freight, Stock, and Material Movers, Hand	790	\$11.78	\$24,495	Less than high school	259
Landscaping and Groundskeeping Workers	728	\$13.55	\$28,169	Less than high school	200
Customer Service Representatives	409	\$17.58	\$36,558	High school diploma or equivalent	768
Office Clerks, General	395	\$15.47	\$32,185	High school diploma or equivalent	395
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	348	\$13.51	\$28,087	Less than high school	351
General and Operations Managers	319	\$51.15	\$106,377	Bachelor's degree	202
Team Assemblers	282	\$12.90	\$26,842	High school diploma or equivalent	53
Tree Trimmers and Pruners	246	\$24.11	\$50,145	High school diploma or equivalent	18
Human Resources Specialists	208	\$28.54	\$59,358	Bachelor's degree	86
Refuse and Recyclable Material Collectors	199	\$23.88	\$49,670	Less than high school	5

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 July 24, 2015.

⁵⁹ Total job openings are the sum of new jobs and replacement job openings.

⁶⁰ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

⁶¹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Business 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 Business Services cluster. The table includes the Ventura County 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 ⁶² (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	319	\$51.15	\$106,377	202
Human Resources Specialists	208	\$28.54	\$59,358	86
Accountants and Auditors	86	\$34.49	\$71,730	334
Market Research Analysts and Marketing Specialists	46	\$32.32	\$67,221	130
Lawyers	44	\$67.79	\$141,003	78
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Semiconductor Processors	24	\$17.24	\$35,858	0
Respiratory Therapists	19	\$35.86	\$74,588	7
Heavy and Tractor-Trailer Truck Drivers	16	\$22.09	\$45,961	606
First-Line Supervisors of Production and Operating Workers	16	\$26.22	\$54,534	341
Registered Nurses	14	\$36.83	\$76,612	1,187
Requires a High School Diploma or Equivalent or Less				
Laborers and Freight, Stock, and Material Movers, Hand	790	\$11.78	\$24,495	259
Landscaping and Groundskeeping Workers	728	\$13.55	\$28,169	200
Customer Service Representatives	409	\$17.58	\$36,558	768
Office Clerks, General	395	\$15.47	\$32,185	395
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	348	\$13.51	\$28,087	351

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 July 24, 2015.

⁶² Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Business Services Cluster

The table below lists the 10 top skills required for top occupations in the Business Services cluster, categorized by entry-level education requirements. Active listening and reading comprehension are the most commonly shared skills, followed by critical thinking, speaking, and monitoring. 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	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Science	Service Orientation	Social Perceptiveness
Requires a Bachelor's Degree or Higher																				
General and Operations Managers	•	•	•	•	•				•		•					•			•	•
Human Resources Specialists	•	•	•	•	•						•					•		•	•	•
Accountants and Auditors ⁶³	•	•			•	•			•	•						•			•	•
Market Research Analysts and Marketing Specialists	•	•			•	•					•					•			•	•
Lawyers	•	•	•		•	•						•			•	•			•	•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Semiconductor Processors		•			•	•	•				•	•	•		•	•			•	
Respiratory Therapists	•	•			•						•					•	•	•	•	•
Heavy and Tractor-Trailer Truck Drivers		•	•		•	•					•		•	•		•			•	•
First-Line Supervisors of Production and Operating Workers		•		•	•				•		•					•			•	•
Registered Nurses	•	•	•	•			•				•					•		•	•	•
Requires a High School Diploma or Equivalent or Less																				
Laborers and Freight, Stock, and Material Movers, Hand		•	•	•	•						•		•	•		•			•	•
Landscaping and Groundskeeping Workers		•	•			•					•		•	•		•			•	•
Customer Service Representatives		•		•	•						•				•	•		•	•	•
Office Clerks, General		•		•	•						•					•		•	•	•
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	•	•		•	•	•										•		•	•	•

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

⁶³ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

Work Activities in the Business Services Cluster

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

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	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Evaluating Information to Determine Compliance with Standards	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	Inspecting Equipment, Structures, or Material	Interacting With Computers	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Operating Vehicles, Mechanized Devices, or Equipment	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 Mechanical Equipment	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Staffing Organizational Units	Thinking Creatively	Updating and Using Relevant Knowledge		
Requires a Bachelor's Degree or Higher																																		
General and Operations Managers				●	●		●										●	●		●								●	●		●			
Human Resources Specialists				●	●			●		●							●				●	●						●	●	●				
Accountants and Auditors ⁶⁴	●				●				●	●	●						●				●	●			●								●	
Market Research Analysts and Marketing Specialists	●			●	●				●		●			●			●				●				●								●	
Lawyers	●			●					●	●	●						●				●				●			●					●	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																		
Semiconductor Processors					●	●			●	●			●	●				●				●			●								●	
Respiratory Therapists		●				●		●			●		●	●			●	●			●												●	
Heavy and Tractor-Trailer Truck Drivers						●			●		●		●	●	●		●			●	●			●										
First-Line Supervisors of Production and Operating Workers			●		●	●	●		●			●	●												●			●	●					
Registered Nurses		●			●				●		●			●			●	●			●				●									●
Requires a High School Diploma or Equivalent or Less																																		
Laborers and Freight, Stock, and Material Movers, Hand					●	●			●	●			●	●				●		●	●			●										
Landscaping and Groundskeeping Workers						●			●				●		●			●		●	●			●			●						●	
Customer Service Representatives				●	●				●		●			●			●				●			●				●					●	
Office Clerks, General		●			●		●	●		●					●						●			●					●				●	
Janitors and Cleaners, Except Maids and Housekeeping Cleaners					●	●			●				●		●		●	●			●		●	●										

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

⁶⁴ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

Related Occupations for the Business Services Cluster

The table below lists top occupations in the Business 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 Business Services cluster occupations.

Business Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • Administrative Services Managers • First-Line Supervisors of Office and Administrative Support Workers • Logistics Managers
Human Resources Specialists	<ul style="list-style-type: none"> • Insurance Sales Agents • Management Analysts • Market Research Analysts and Marketing Specialists
Accountants and Auditors	<ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Cost Estimators • Financial Analysts
Market Research Analysts and Marketing Specialists	<ul style="list-style-type: none"> • Public Relations Specialists • Regulatory Affairs Specialists • Risk Management Specialists
Lawyers	<ul style="list-style-type: none"> • Fraud Examiners, Investigators and Analysts • Sales Agents, Financial Services • Sales Agents, Securities and Commodities
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Semiconductor Processors	<ul style="list-style-type: none"> • Photographic Process Workers and Processing Machine Operators • Print Binding and Finishing Workers • Solderers and Brazers
Respiratory Therapists	<ul style="list-style-type: none"> • Cardiovascular Technologists and Technicians • Radiation Therapists • Surgical Technologists
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Paving, Surfacing, and Tamping Equipment Operators • Pile-Driver Operators
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 Helpers, Laborers, and Material Movers, Hand • First-Line Supervisors of Mechanics, Installers, and Repairers
Registered Nurses	<ul style="list-style-type: none"> • Emergency Medical Technicians and Paramedics • Licensed Practical and Licensed Vocational Nurses • Medical Assistants
Requires a High School Diploma or Equivalent or Less	
Laborers and Freight, Stock, and Material Movers, Hand	<ul style="list-style-type: none"> • Fence Erectors • Industrial Truck and Tractor Operators • Reinforcing Iron and Rebar Workers
Landscaping and Groundskeeping Workers	<ul style="list-style-type: none"> • Construction Laborers • Helpers -Production Workers • Nursery Workers
Customer Service Representatives	<ul style="list-style-type: none"> • Bill and Account Collectors • Hotel, Motel, and Resort Desk Clerks • Receptionists and Information Clerks
Office Clerks, General	<ul style="list-style-type: none"> • Medical Records and Health Information Technicians • Medical Secretaries • Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	<ul style="list-style-type: none"> • Dining Room and Cafeteria Attendants and Bartender Helpers • Maids and Housekeeping Cleaners • Stock Clerks -Stockroom, Warehouse, or Storage Yard

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

Employer Demand for the Business Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Business Services cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Business Services Cluster Employers	Recent Job Advertisements⁶⁵ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Appleone	401	354	47	13.3%
Robert Half International	139	152	-13	-8.6%
Truststaff	124	146	-22	-15.1%
Select Staffing	120	293	-173	-59.0%
Volt Workforce Solutions	119	192	-73	-38.0%
AlliedBarton Security	84	17	67	394.1%
Supplemental Health Care	71	45	26	57.8%
Randstad	55	21	34	161.9%
Yoh	47	107	-60	-56.1%
Kforce Professional Staffing, Inc.	42	12	30	250.0%
Kelly Services	36	95	-59	-62.1%
Employers Depot	29	9	20	222.2%
Manpower	28	15	13	86.7%
Kaztronix, LLC	21	12	9	75.0%
Aerotek	19	63	-44	-69.8%
Verizon	18	18	0	0.0%
Home Depot	14	2	12	600.0%
Techstaff	14	26	-12	-46.2%
Maxim Healthcare	13	17	-4	-23.5%
UPS	13	13	0	0.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

⁶⁵ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Business Services Cluster Occupations

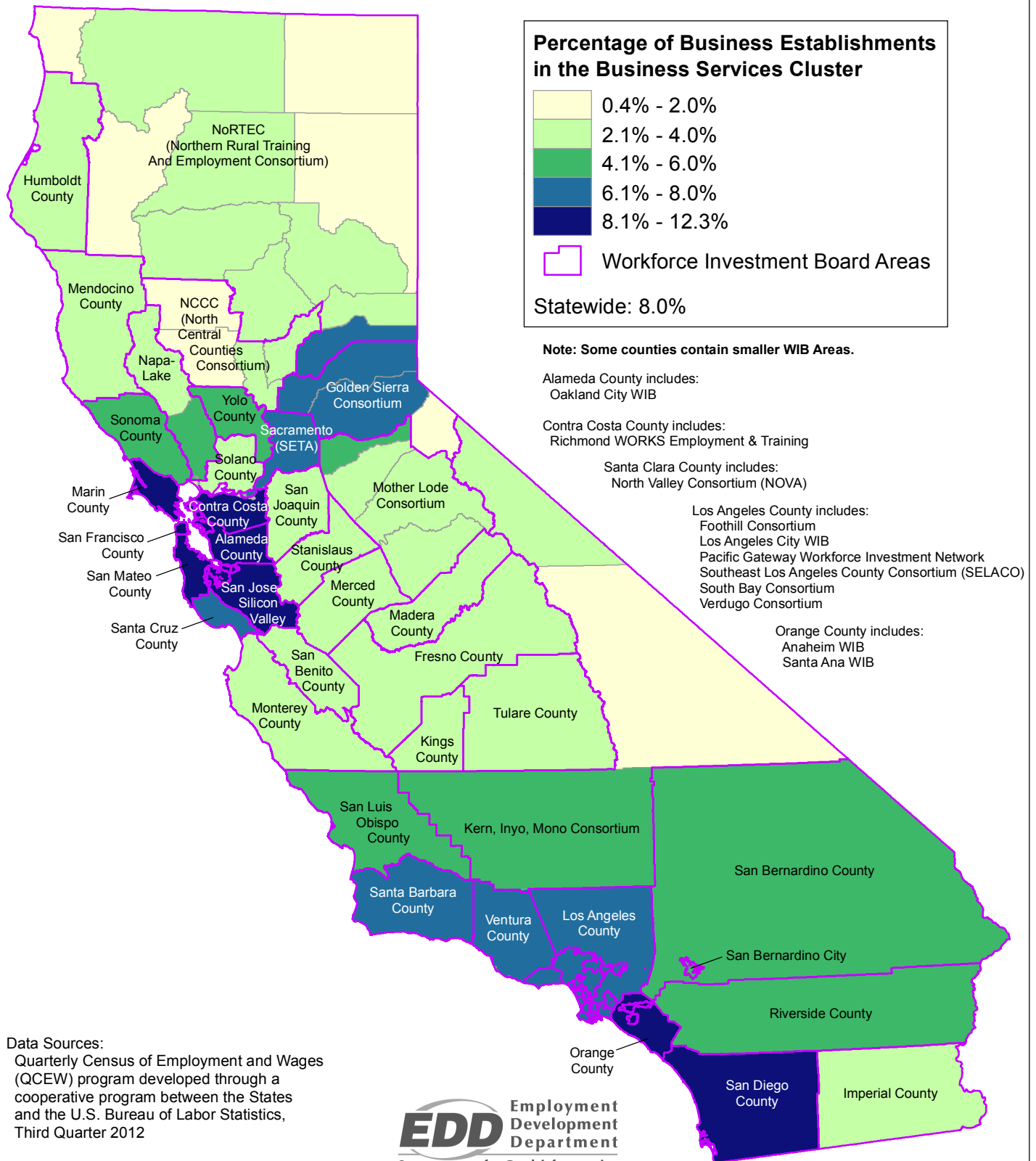
The table below provides examples of instructional programs related to some of the top occupations in the Business Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Business 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
Semiconductor Processors	15.0616	Semiconductor Manufacturing Technology	093420	Industrial Electronics
	47.0105	Industrial Electronics Technology/Technician		
Respiratory Therapists	51.0908	Respiratory Care Therapy/Therapist	121000	Respiratory Care/Therapy
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Registered Nurses	51.3801	Registered Nursing/Registered Nurse	123000	Nursing
	51.3815	Occupational and Environmental Health Nursing	123010	Registered Nursing
	51.3818	Nursing Practice		
Customer Service Representatives	52.0406	Receptionist	051800	Customer Service
	52.0411	Customer Service Support/Call Center/Teleservice Operation		
Office Clerks, General	52.0408	General Office Occupations and Clerical Services	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 Business Services Cluster

Percentage of Total County Establishments, 2012



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 2012

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

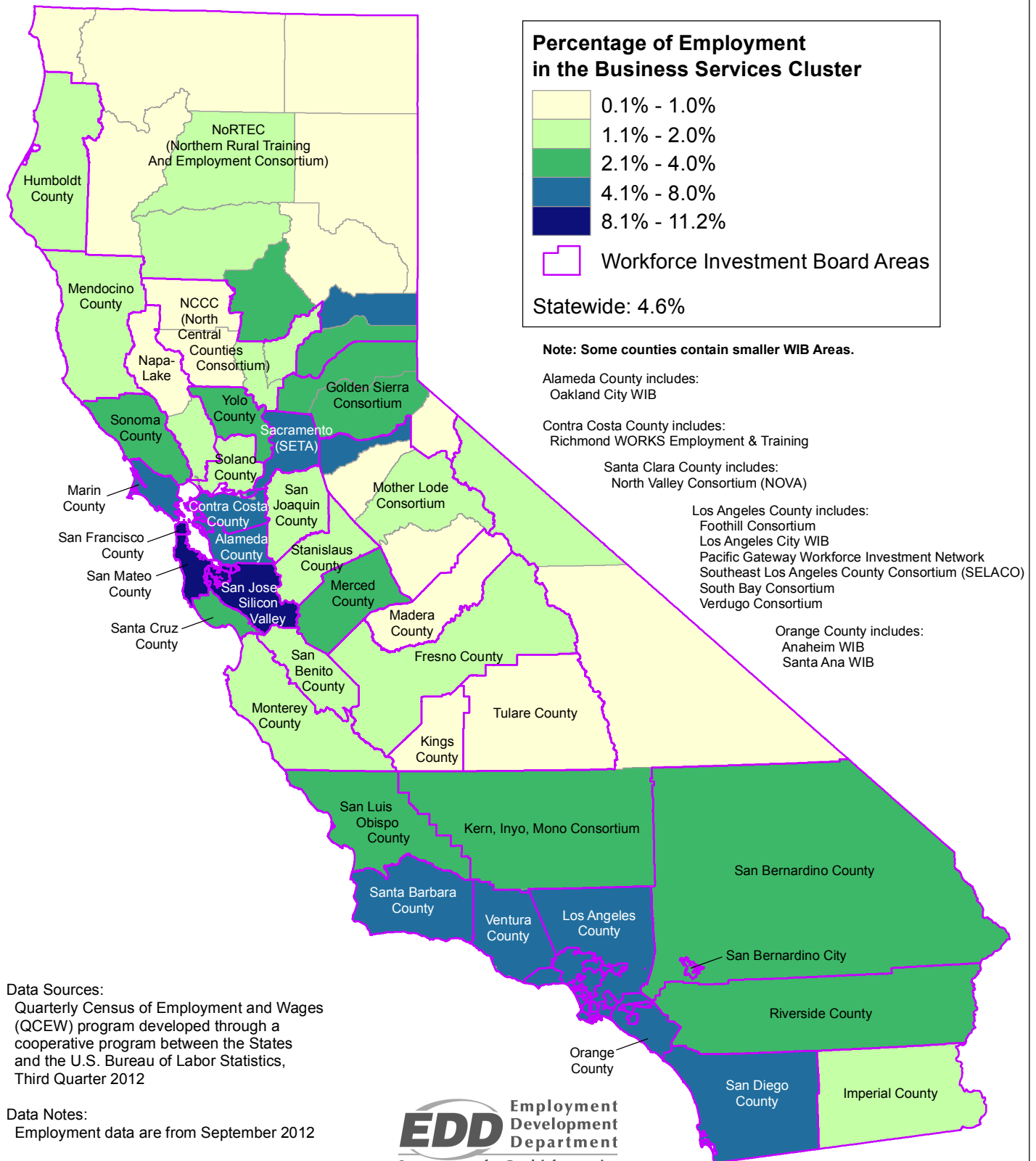
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Business Services Cluster

Percentage of Total County Employment, 2012



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 2012

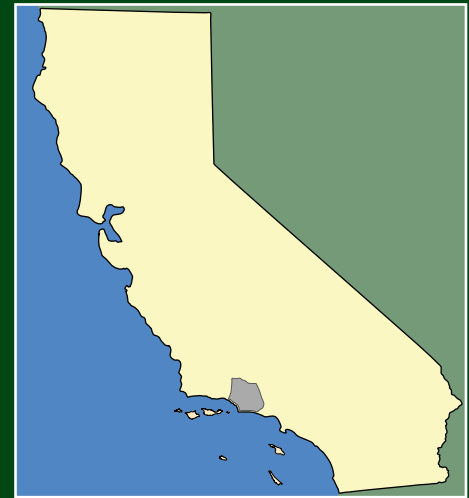
Data Notes:
Employment data are from September 2012

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

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Education and Training Cluster

Ventura County Economic Sub-Market

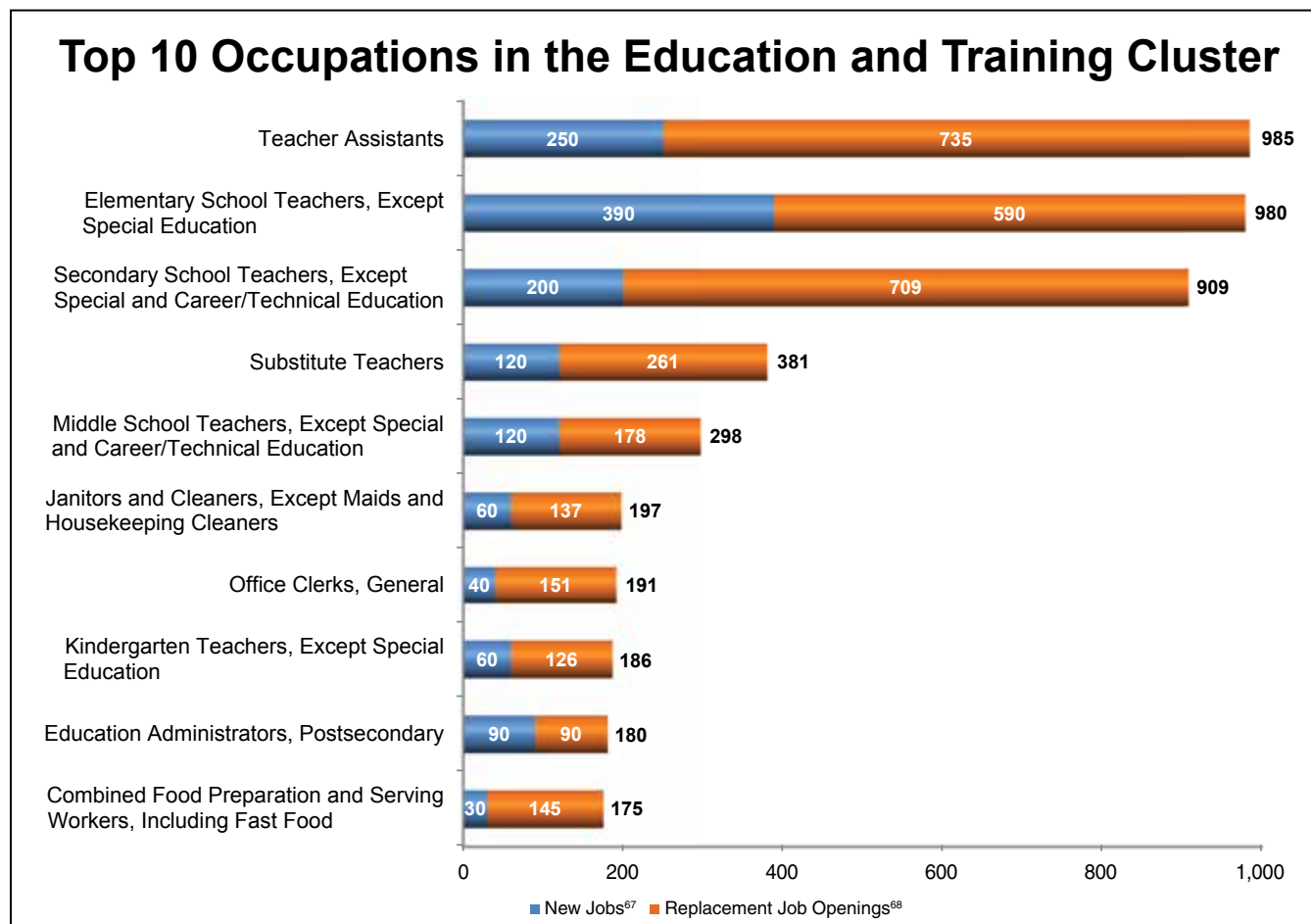
July 2015

What is the Education and Training Cluster?

The Education and Training cluster is comprised of seven industries and includes public and private elementary and high schools, community colleges, universities, and professional schools with programs such as dental, law, and medical. Other establishments include trade schools and tutoring businesses. 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 Education and Training Cluster

The graph below identifies the top 10 occupations in the Education and Training cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 8,062 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, critical thinking, reading comprehension, social perceptiveness, and speaking.⁶⁶



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.

⁶⁶ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

⁶⁷ 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.

⁶⁸ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Education and Training Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Education and Training 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 ⁶⁹ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁷⁰	HWOL Job Ads ⁷¹ (120 days)
Teacher Assistants	985	N/A	\$32,030	Some college, no degree	71
Elementary School Teachers, Except Special Education	980	N/A	\$72,055	Bachelor's degree	77
Secondary School Teachers, Except Special and Career/Technical Education	909	N/A	\$69,296	Bachelor's degree	82
Substitute Teachers	381	\$18.64	\$38,767	—	0
Middle School Teachers, Except Special and Career/Technical Education	298	N/A	\$66,917	Bachelor's degree	63
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	197	\$13.51	\$28,087	Less than high school	351
Office Clerks, General	191	\$15.47	\$32,185	High school diploma or equivalent	395
Kindergarten Teachers, Except Special Education	186	N/A	\$65,645	Bachelor's degree	4
Education Administrators, Postsecondary	180	\$32.80	\$68,213	Master's degree	17
Combined Food Preparation and Serving Workers, Including Fast Food	175	\$9.50	\$19,777	Less than high school	285

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 July 24, 2015.

⁶⁹ Total job openings are the sum of new jobs and replacement job openings.

⁷⁰ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

⁷¹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Education and Training 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 Education and Training cluster. The table includes the Ventura County 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 ⁷² (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Elementary School Teachers, Except Special Education	980	N/A	\$72,055	77
Secondary School Teachers, Except Special and Career/ Technical Education	909	N/A	\$69,296	82
Middle School Teachers, Except Special and Career/Technical Education	298	N/A	\$66,917	63
Kindergarten Teachers, Except Special Education	186	N/A	\$65,645	4
Education Administrators, Postsecondary	180	\$32.80	\$68,213	17
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Teacher Assistants	985	N/A	\$32,030	71
Preschool Teachers, Except Special Education	156	\$14.80	\$30,780	115
Library Technicians	70	\$17.66	\$36,745	6
Computer User Support Specialists	47	\$26.30	\$54,695	357
Registered Nurses	20	\$36.83	\$76,612	1,187
Requires a High School Diploma or Equivalent or Less				
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	197	\$13.44	\$27,948	351
Office Clerks, General	191	\$15.41	\$32,053	395
Combined Food Preparation and Serving Workers, Including Fast Food	175	\$9.46	\$19,679	285
Childcare Workers	151	\$11.52	\$23,966	62
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	115	\$17.87	\$37,150	316

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 July 24, 2015.

⁷² Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Education and Training Cluster

The table below lists the 10 top skills required for top occupations in the Education and Training cluster, categorized by entry-level education requirements. Active listening, critical thinking, and speaking are the most commonly shared skills, followed by reading comprehension and monitoring. 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	Coordination	Critical Thinking	Instruction	Judgment and Decision Making	Learning Strategies	Monitoring	Persuasion	Reading Comprehension	Service Orientation	Social Perceptiveness	Speaking	Time Management
Requires a Bachelor's Degree or Higher														
Elementary School Teachers, Except Special Education		●	●	●		●	●	●		●		●	●	●
Secondary School Teachers, Except Special and Career/Technical Education		●		●	●	●	●	●		●		●	●	●
Middle School Teachers, Except Special and Career/Technical Education	●	●		●	●		●	●		●		●	●	●
Kindergarten Teachers, Except Special Education	●	●		●		●	●	●		●		●	●	●
Education Administrators, Postsecondary		●	●	●	●	●		●		●			●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree														
Teacher Assistants		●	●	●	●		●	●		●		●	●	●
Preschool Teachers, Except Special Education		●	●	●			●	●		●	●	●	●	●
Library Technicians	●	●	●	●	●			●		●	●		●	●
Computer User Support Specialists	●	●	●	●	●			●		●	●		●	●
Registered Nurses	●	●	●	●			●	●		●	●	●	●	
Requires a High School Diploma or Equivalent or Less														
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	●	●	●	●		●				●	●	●	●	●
Office Clerks, General		●	●	●				●		●	●	●	●	●
Combined Food Preparation and Serving Workers, Including Fast Food		●	●	●	●		●		●	●	●	●	●	
Childcare Workers	●	●	●	●		●	●	●			●	●	●	
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	●	●		●				●		●	●	●	●	●

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

Work Activities in the Education and Training Cluster

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

Occupations	Work Activities																															
	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	Developing and Building Teams	Developing Objectives and Strategies	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	Inspecting Equipment, Structures, or Material	Interacting With Computers	Interpreting the Meaning of Information for Others	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	Performing for or Working Directly with the Public	Performing General Physical Activities	Processing Information	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Thinking Creatively	Training and Teaching Others	Updating and Using Relevant Knowledge			
Requires a Bachelor's Degree or Higher																																
Elementary School Teachers, Except Special Education		●		●				●		●								●		●							●	●	●	●		
Secondary School Teachers, Except Special and Career/Technical Education		●		●					●					●				●		●							●	●	●	●		
Middle School Teachers, Except Special and Career/Technical Education		●		●		●		●		●							●			●								●	●	●	●	
Kindergarten Teachers, Except Special Education		●		●		●	●			●								●		●								●	●	●	●	
Education Administrators, Postsecondary			●	●		●				●		●						●		●				●	●					●	●	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																
Teacher Assistants	●	●		●						●	●								●	●						●		●		●	●	
Preschool Teachers, Except Special Education	●			●						●								●	●	●		●				●	●	●			●	
Library Technicians				●					●	●	●		●	●						●		●								●	●	
Computer User Support Specialists				●						●	●			●		●		●		●				●			●		●		●	●
Registered Nurses	●			●						●	●			●				●	●	●				●						●	●	
Requires a High School Diploma or Equivalent or Less																																
Janitors and Cleaners, Except Maids and Housekeeping Cleaners				●	●					●			●		●			●	●	●		●	●									
Office Clerks, General	●			●					●	●	●					●				●			●			●				●	●	
Combined Food Preparation and Serving Workers, Including Fast Food		●		●		●				●	●		●	●								●				●			●			
Childcare Workers	●			●						●			●					●	●	●				●		●	●					
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive				●						●	●			●				●		●	●	●	●		●						●	

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

Related Occupations for the Education and Training Cluster

The table below lists top occupations in the Education and Training 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 Education and Training cluster occupations.

Education and Training Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Elementary School Teachers, Except Special Education	<ul style="list-style-type: none"> • Health Specialties Teachers, Postsecondary • Nursing Instructors and Teachers, Postsecondary • Occupational Therapists
Secondary School Teachers, Except Special and Career/Technical Education	<ul style="list-style-type: none"> • Education Administrators, Elementary and Secondary School • Management Analysts • Training and Development Managers
Middle School Teachers, Except Special and Career/Technical Education	<ul style="list-style-type: none"> • Nurse Practitioners • Pharmacists • Physician Assistants
Kindergarten Teachers, Except Special Education	<ul style="list-style-type: none"> • Counseling Psychologists • Mental Health Counselors • Patient Representatives
Education Administrators, Postsecondary	<ul style="list-style-type: none"> • Administrative Services Managers • Logistics Managers • Purchasing Managers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Teacher Assistants	<ul style="list-style-type: none"> • Cardiovascular Technologists and Technicians • Emergency Medical Technicians and Paramedics • Licensed Practical and Licensed Vocational Nurses
Preschool Teachers, Except Special Education	<ul style="list-style-type: none"> • Pharmacy Technicians • Physical Therapist Assistants • Speech-Language Pathology Assistants
Library Technicians	<ul style="list-style-type: none"> • N/A
Computer User Support Specialists	<ul style="list-style-type: none"> • Dental Hygienists • Medical Assistants • Veterinary Technologists and Technicians
Registered Nurses	<ul style="list-style-type: none"> • Cardiovascular Technologists and Technicians • Dental Assistants • Radiologic Technicians
Requires a High School Diploma or Equivalent or Less	
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	<ul style="list-style-type: none"> • Bill and Account Collectors • Medical Records and Health Information Technicians • Receptionists and Information Clerks
Office Clerks, General	<ul style="list-style-type: none"> • Childcare Workers • Medical Assistants • Occupational Therapy Aides
Combined Food Preparation and Serving Workers, Including Fast Food	<ul style="list-style-type: none"> • Home Health Aides • Occupational Therapy Aides • Physical Therapist Aides
Childcare Workers	<ul style="list-style-type: none"> • Bill and Account Collectors • Customer Service Representatives • Medical Secretaries
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	<ul style="list-style-type: none"> • Receptionists and Information Clerks • Medical Secretaries • 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.

Employer Demand for the Education and Training Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Education and Training cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Education and Training Cluster Employers	Recent Job Advertisements ⁷³ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Ventura County Community College District	91	64	27	42.2%
Conejo Valley Unified	54	7	47	671.4%
Oxnard School District	47	46	1	2.2%
Sage Hospitality	42	33	9	27.3%
Ventura Unified School District	39	38	1	2.6%
Moorpark Unified	38	24	14	58.3%
Fillmore Unified School District	31	17	14	82.4%
Simi Valley Unified School District	26	13	13	100.0%
Santa Paula Unified School District	25	25	0	0.0%
Rio Elementary	22	19	3	15.8%
Vista Real Charter High School	19	7	12	171.4%
California Lutheran University	17	19	-2	-10.5%
Ojai Unified School District	15	13	2	15.4%
Health One	12	0	12	—
Oxnard Union High School District	10	10	0	0.0%
Hueneme Elementary	10	6	4	66.7%
M.A.T.E.S. (Meadows Arts & Tech Elementary School)	9	0	9	—
Briggs Elementary	8	1	7	700.0%
California State University System	8	4	4	100.0%
Brooks Institute Ventura	6	0	6	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

⁷³ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Education and Training Cluster Occupations

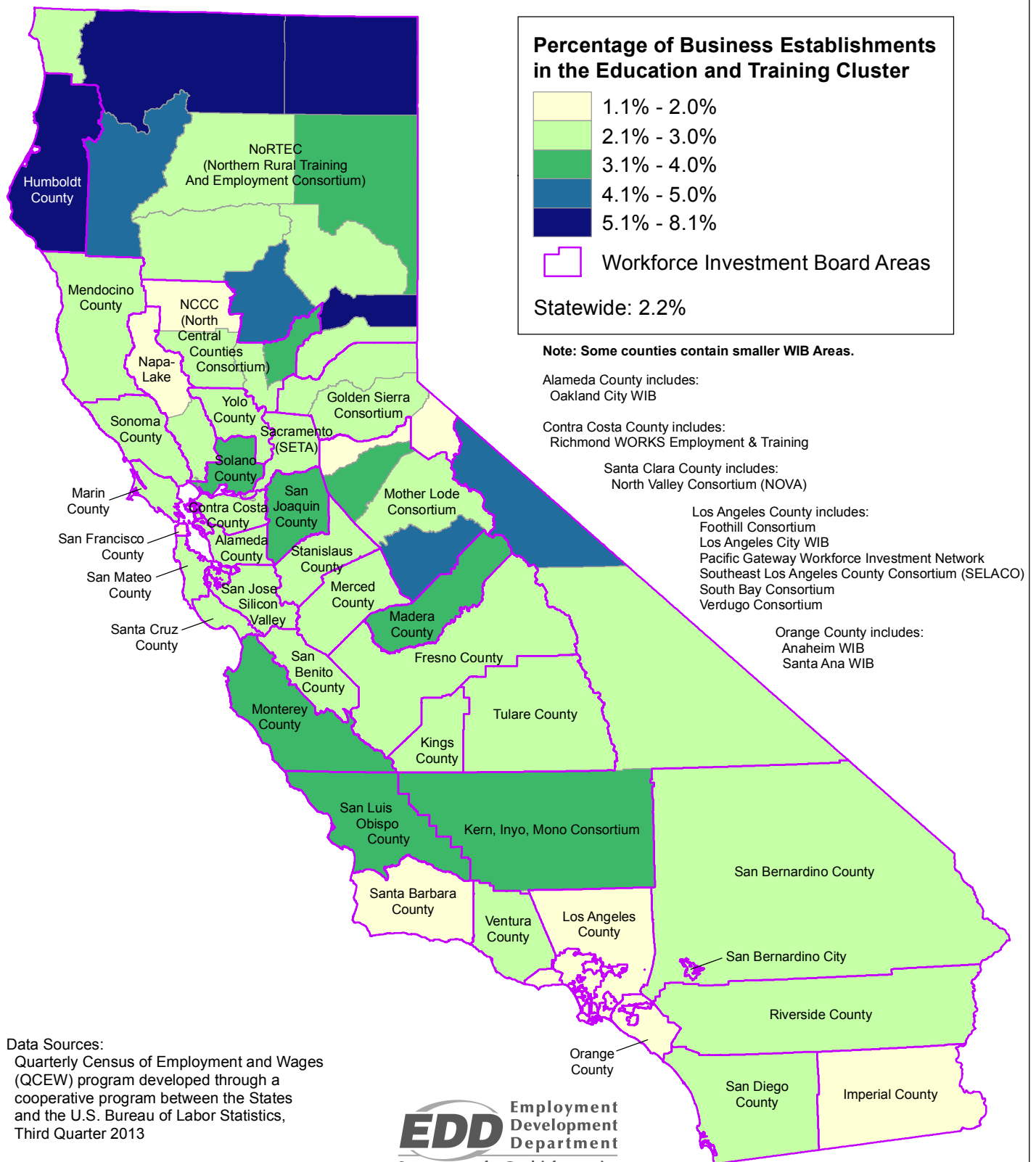
The table below provides examples of instructional programs related to some of the top occupations in the Education and Training cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Education and Training 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
Teacher Assistants	13.1501	Teacher Assistant/Aide	080200	Educational Aide (Teacher Assistant)
			080210	Educational Aide (Teacher Assistant), Bilingual
Preschool Teachers, Except Special Education	13.1209	Kindergarten/Preschool Education and Teaching	130580	Child Development Administration and Management
	13.1210	Early Childhood Education and Teaching		
	19.0708	Child Care and Support Services Management		
Library Technicians	25.0301	Library and Archives Assisting	160200	Library Technician (Aide)
Computer User Support Specialists	01.0106	Agricultural Business Technology	070820	Computer Support
	11.1006	Computer Support Specialist		
	51.0709	Medical Office Computer Specialist/Assistant		
Registered Nurses	51.3801	Registered Nursing/Registered Nurse	123000	Nursing
	51.3806	Maternal/Child Health and Neonatal Nurse/Nursing	123010	Registered Nursing
	51.3811	Public Health/Community Nurse/Nursing		
Office Clerks, General	52.0408	General Office Occupations and Clerical Services	N/A	N/A
Childcare Workers	19.0709	Child Care Provider/Assistant	130500	Child Development/Early Care and Education
			130540	Preschool Age Child
			130550	The School Age Child
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52.0401	Administrative Assistant and Secretarial Science, General	051400	Office Technology/Office Computer Applications
	52.0402	Executive Assistant/Executive Secretary		

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 Education and Training 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

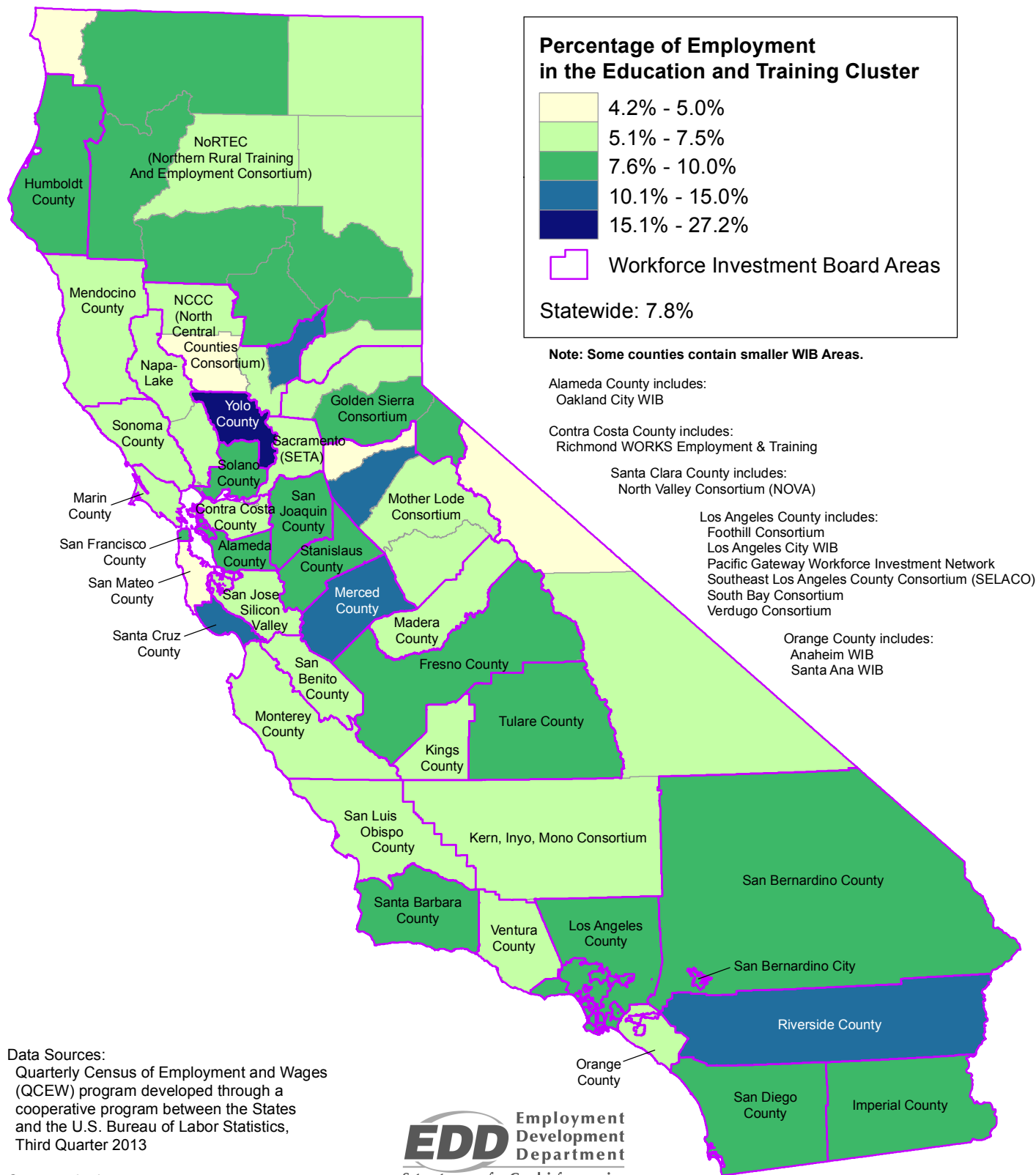
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State of California

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California Education and Training Cluster

Percentage of Total County Employment, 2013



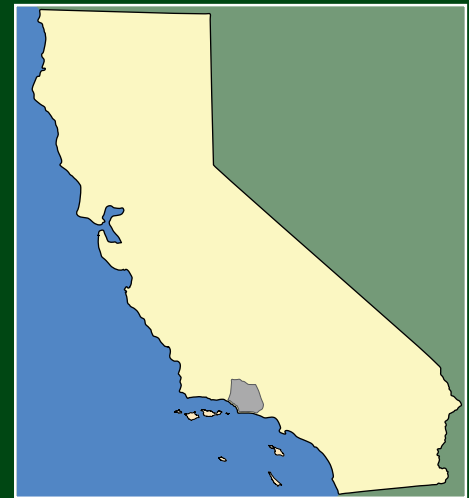
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Financial Services and Real Estate Cluster

Ventura County Economic Sub-Market

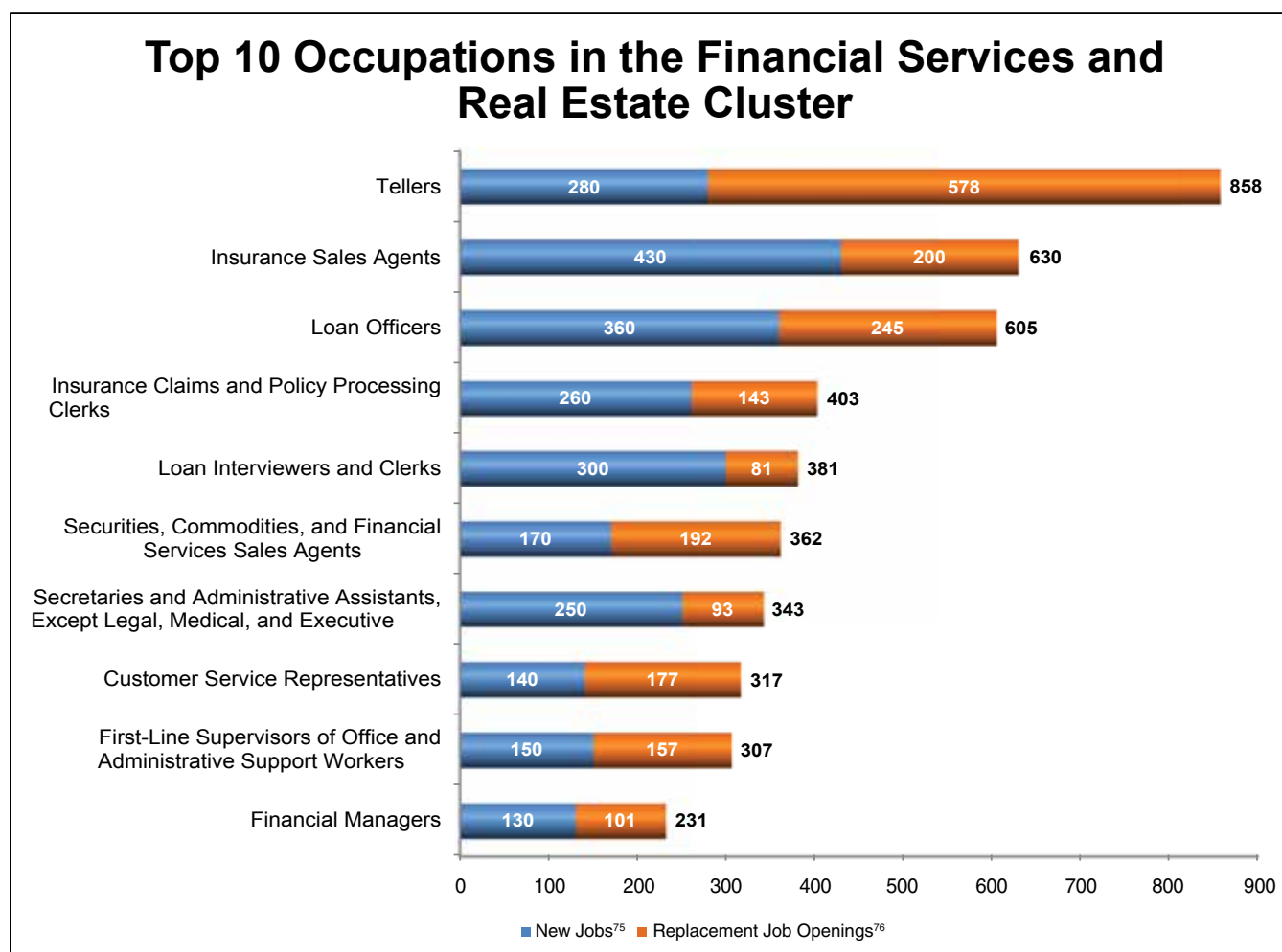
July 2015

What is the Financial Services and Real Estate Cluster?

The Financial Services and Real Estate cluster is composed of 14 industries that include banks and credit unions, investment firms, real estate sales offices, leasing agents, insurance carriers, and mortgage companies. Other establishments include savings institutions, employee benefit funds, and real estate appraisal firms. 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 Financial Services and Real Estate Cluster

The graph below identifies the top 10 occupations in the Financial Services and Real Estate cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 8,037 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, speaking, and writing.⁷⁴



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.

⁷⁴ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

⁷⁵ 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.

⁷⁶ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Financial Services and Real Estate Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Financial Services and Real Estate 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 ⁷⁷ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁷⁸	HWOL Job Ads ⁷⁹ (120 days)
Tellers	858	\$14.16	\$29,449	High school diploma or equivalent	140
Insurance Sales Agents	630	\$29.04	\$60,388	High school diploma or equivalent	257
Loan Officers	605	\$25.81	\$53,683	Bachelor's degree	129
Insurance Claims and Policy Processing Clerks	403	\$15.90	\$33,068	High school diploma or equivalent	5
Loan Interviewers and Clerks	381	\$20.43	\$42,497	High school diploma or equivalent	21
Securities, Commodities, and Financial Services Sales Agents	362	\$28.58	\$59,442	Bachelor's degree	220
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	343	\$17.94	\$37,302	High school diploma or equivalent	316
Customer Service Representatives	317	\$17.58	\$36,558	High school diploma or equivalent	768
First-Line Supervisors of Office and Administrative Support Workers	307	\$26.23	\$54,538	High school diploma or equivalent	559
Financial Managers	231	\$54.71	\$113,789	Bachelor's degree	168

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 July 24, 2015.

⁷⁷ Total job openings are the sum of new jobs and replacement job openings.

⁷⁸ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

⁷⁹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Financial Services and Real Estate 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 Financial Services and Real Estate cluster. The table includes the Ventura County 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 ⁸⁰ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Loan Officers	605	\$25.81	\$53,683	129
Securities, Commodities, and Financial Services Sales Agents	362	\$28.58	\$59,442	220
Financial Managers	231	\$54.71	\$113,789	168
Operations Research Analysts	185	\$29.72	\$61,823	76
Financial Analysts	138	\$34.66	\$72,099	64
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Paralegals and Legal Assistants	39	\$26.33	\$54,765	71
Web Developers	12	\$34.62	\$72,008	267
Insurance Appraisers, Auto Damage	9	N/A	N/A	12
Computer User Support Specialists	3	\$26.30	\$54,695	357
Requires a High School Diploma or Equivalent or Less				
Tellers	858	\$14.10	\$29,329	140
Insurance Sales Agents	630	\$28.75	\$59,781	257
Insurance Claims and Policy Processing Clerks	403	\$15.83	\$32,933	5
Loan Interviewers and Clerks	381	\$20.35	\$42,323	21
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	343	\$17.87	\$37,150	316

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 July 24, 2015.

⁸⁰ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Financial Services and Real Estate Cluster

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

Occupations	Skills																
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Instruction	Judgment and Decision Making	Learning Strategies	Mathematics	Monitoring	Negotiation	Operations Analysis	Persuasion	Programming	Reading Comprehension	Service Orientation	Social Perceptiveness
Requires a Bachelor's Degree or Higher																	
Loan Officers	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Securities, Commodities, and Financial Services Sales Agents ⁸¹	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Financial Managers ⁸²	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Operations Research Analysts	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Financial Analysts	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																	
Paralegals and Legal Assistants	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Web Developers	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Insurance Appraisers, Auto Damage	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Computer User Support Specialists	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Requires a High School Diploma or Equivalent or Less																	
Tellers	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Insurance Sales Agents	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Insurance Claims and Policy Processing Clerks ⁸³	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Loan Interviewers and Clerks	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

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

⁸¹ Skills represent Sales Agents, Financial Services, a specialty occupation of Securities, Commodities, and Financial Services Sales Agents.

⁸² Skills represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

⁸³ Skills represent Insurance Claims Clerks, a specialty occupation of Insurance Claims and Policy Processing Clerks.

Work Activities in the Financial Services and Real Estate Cluster

The table below lists the 10 top work activities required for top occupations in the Financial Services and Real Estate cluster, categorized by entry-level education requirements. The most common include organizing, planning, and prioritizing work; and processing information.

Occupations	Work Activities																			
	Analyzing Data or Information	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	Estimating the Quantifiable Characteristics of Products, Events, or Information	Evaluating Information to Determine Compliance with Standards	Getting Information	Guiding, Directing, and Motivating Subordinates	Identifying Objects, Actions, and Events	Interacting With Computers	Interpreting the Meaning of Information for Others	Judging the Qualities of Things, Services, or People	Making Decisions and Solving Problems	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	Performing for or Working Directly with the Public	Processing Information
Requires a Bachelor's Degree or Higher																				
Loan Officers			●				●			●					●	●		●	●	●
Securities, Commodities, and Financial Services Sales Agents ⁸⁴	●		●	●			●								●	●		●	●	●
Financial Managers ⁸⁵		●		●	●		●				●		●		●	●			●	●
Operations Research Analysts	●							●		●				●	●	●		●	●	●
Financial Analysts	●			●			●	●	●						●	●		●		●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Paralegals and Legal Assistants	●		●	●	●	●	●	●	●							●		●		●
Web Developers				●							●	●	●		●	●		●	●	●
Insurance Appraisers, Auto Damage			●	●			●			●	●			●	●	●		●	●	●
Computer User Support Specialists			●			●			●	●	●	●			●	●		●		●
Requires a High School Diploma or Equivalent or Less																				
Tellers							●	●			●	●			●	●		●	●	●
Insurance Sales Agents			●				●		●						●	●		●	●	●
Insurance Claims and Policy Processing Clerks ⁸⁶			●	●	●	●	●	●	●	●	●				●	●		●		
Loan Interviewers and Clerks			●				●		●	●	●		●		●	●		●	●	●
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive			●				●		●	●	●				●	●	●	●		●

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

⁸⁴ Work Activities represent Sales Agents, Financial Services, a specialty occupation of Securities, Commodities, and Financial Services Sales Agents.

⁸⁵ Work Activities represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

⁸⁶ Work Activities represent Insurance Claims Clerks, a specialty occupation of Insurance Claims and Policy Processing Clerks.

Related Occupations for the Financial Services and Real Estate Cluster

The table below lists top occupations in the Financial Services and Real Estate 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 Financial Services and Real Estate cluster occupations.

Financial Services and Real Estate Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Loan Officers	<ul style="list-style-type: none"> Insurance Sales Agents Personal Financial Advisors Sales Agents, Financial Services
Securities, Commodities, and Financial Services Sales Agents	<ul style="list-style-type: none"> Financial Analysts Financial Managers, Branch or Department Market Research Analysts and Marketing Specialists
Financial Managers	<ul style="list-style-type: none"> Auditors Human Resources Specialists Sales Managers
Operations Research Analysts	<ul style="list-style-type: none"> Biostatisticians Cost Estimators Risk Management Specialists
Financial Analysts	<ul style="list-style-type: none"> Accountants Auditors Personal Financial Advisors
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Paralegals and Legal Assistants	<ul style="list-style-type: none"> Billing, Cost, and Rate Clerks Bookkeeping, Accounting, and Auditing Clerks Executive Secretaries and Executive Administrative Assistants
Web Developers	<ul style="list-style-type: none"> Computer Systems Analysts Software Developers, Systems Software Web Administrators
Insurance Appraisers, Auto Damage	<ul style="list-style-type: none"> Billing, Cost, and Rate Clerks Retail Salespersons Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
Computer User Support Specialists	<ul style="list-style-type: none"> Computer Operators Electrical Engineering Technicians Web Administrators
Requires a High School Diploma or Equivalent or Less	
Tellers	<ul style="list-style-type: none"> Bill and Account Collectors Customer Service Representatives Hotel, Motel, and Resort Desk Clerks
Insurance Sales Agents	<ul style="list-style-type: none"> Public Relations Specialists Sales Agents, Financial Services Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
Insurance Claims and Policy Processing Clerks	<ul style="list-style-type: none"> Bookkeeping, Accounting, and Auditing Clerks Customer Service Representatives Executive Secretaries and Executive Administrative Assistants
Loan Interviewers and Clerks	<ul style="list-style-type: none"> Medical Records and Health Information Technicians Medical Secretaries Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	<ul style="list-style-type: none"> Medical Records and Health Information Technicians Office Clerks, General Receptionists and Information Clerks

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

Employer Demand for the Financial Services and Real Estate Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Financial Services and Real Estate cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Financial Services and Real Estate Occupations Cluster Employers	Recent Job Advertisements ⁸⁷ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Wells Fargo	124	270	-146	-54.1%
Bank Of America	35	45	-10	-22.2%
Jones Lang Lasalle	27	26	1	3.8%
U.S. Bancorp	23	22	1	4.5%
Kaiser Permanente	19	18	1	5.6%
Aetna, Inc.	17	28	-11	-39.3%
Premier America Credit Union	15	2	13	650.0%
Rabobank, N.A.	12	4	8	200.0%
J.P. Morgan Chase & Co.	12	31	-19	-61.3%
WellPoint, Inc.	11	469	-458	-97.7%
Unitedhealth Group	10	16	-6	-37.5%
Bankers Life	10	8	2	25.0%
CITI	10	15	-5	-33.3%
Brookdale	9	0	9	—
Blue Shield Of California	8	8	0	0.0%
Bank of the West	8	5	3	60.0%
Aflac	8	6	2	33.3%
Humana, Inc.	7	6	1	16.7%
Union Bank	6	8	-2	-25.0%
Leaders Merchant Services	6	3	3	100.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

⁸⁷ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Financial Services and Real Estate Cluster Occupations

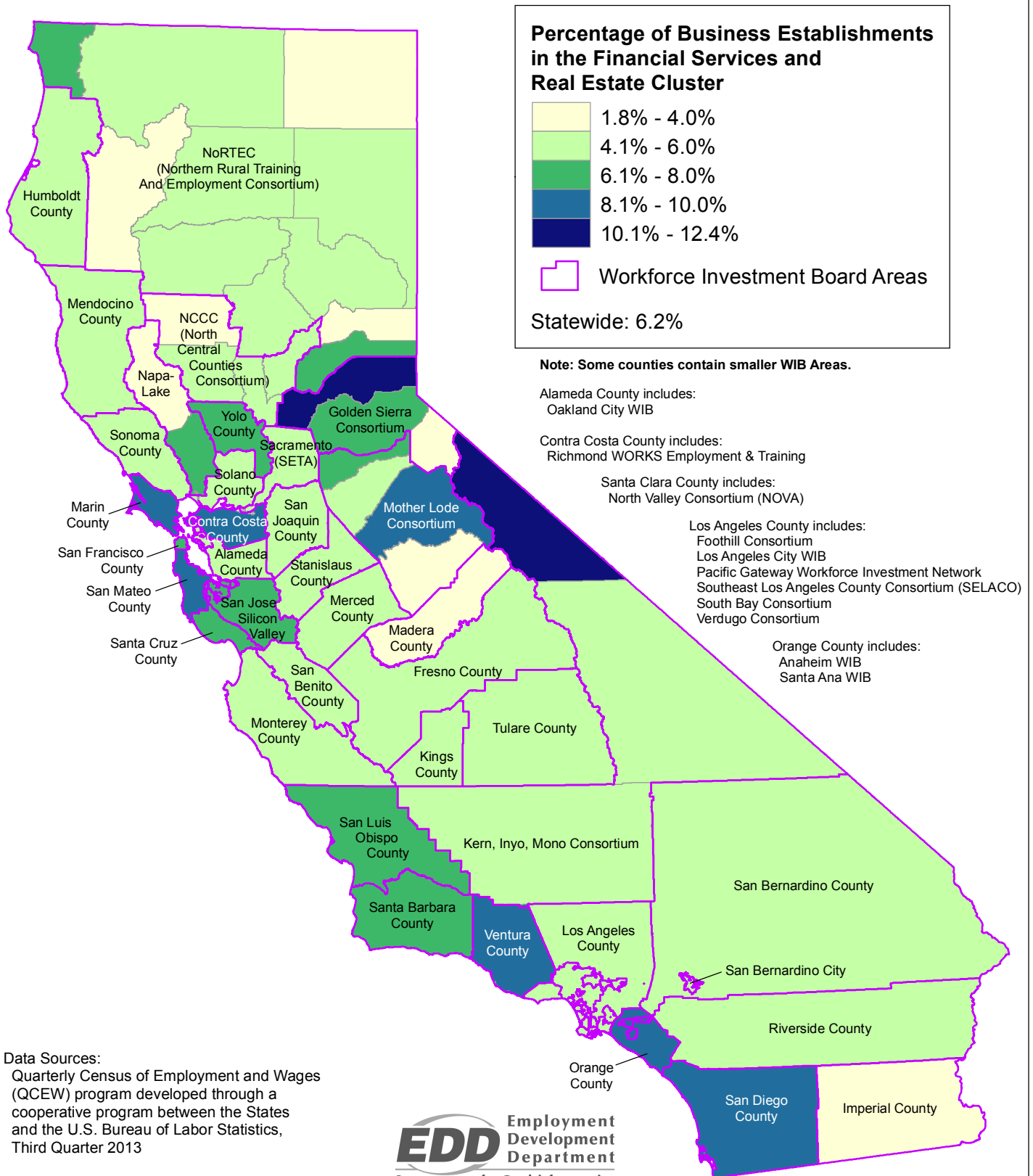
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Occupations	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Paralegals and Legal Assistants	22.0302	Legal Assistant/Paralegal	140200	Paralegal
Web Developers	11.0201	Computer Programming/ Programmer, General	061430	Website Design and Development
	11.0701	Computer Science	070700	Computer Software Development
	11.0801	Web Page, Digital/Multimedia and Information Resources Design	070710	Computer Programming
Insurance Appraisers, Auto Damage	47.0603	Autobody/Collision and Repair Technology/Technician	051200	Insurance
	52.1701	Insurance	094900	Automotive Collision Repair
Computer User Support Specialists	01.0106	Agricultural Business Technology	070820	Computer Support
	11.1006	Computer Support Specialist		
	51.0709	Medical Office Computer Specialist/Assistant		
Tellers	52.0803	Banking and Financial Support Services	050400	Banking and Finance
Insurance Sales Agents	52.1701	Insurance	051200	Insurance
Insurance Claims and Policy Processing Clerks	52.0408	General Office Occupations and Clerical Services	N/A	N/A
Loan Interviewers and Clerks	52.0803	Banking and Financial Support Services	050400	Banking and Finance
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52.0401	Administrative Assistant and Secretarial Science, General	051400	Office Technology/Office Computer Applications
	52.0402	Executive Assistant/Executive Secretary		

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](https://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.

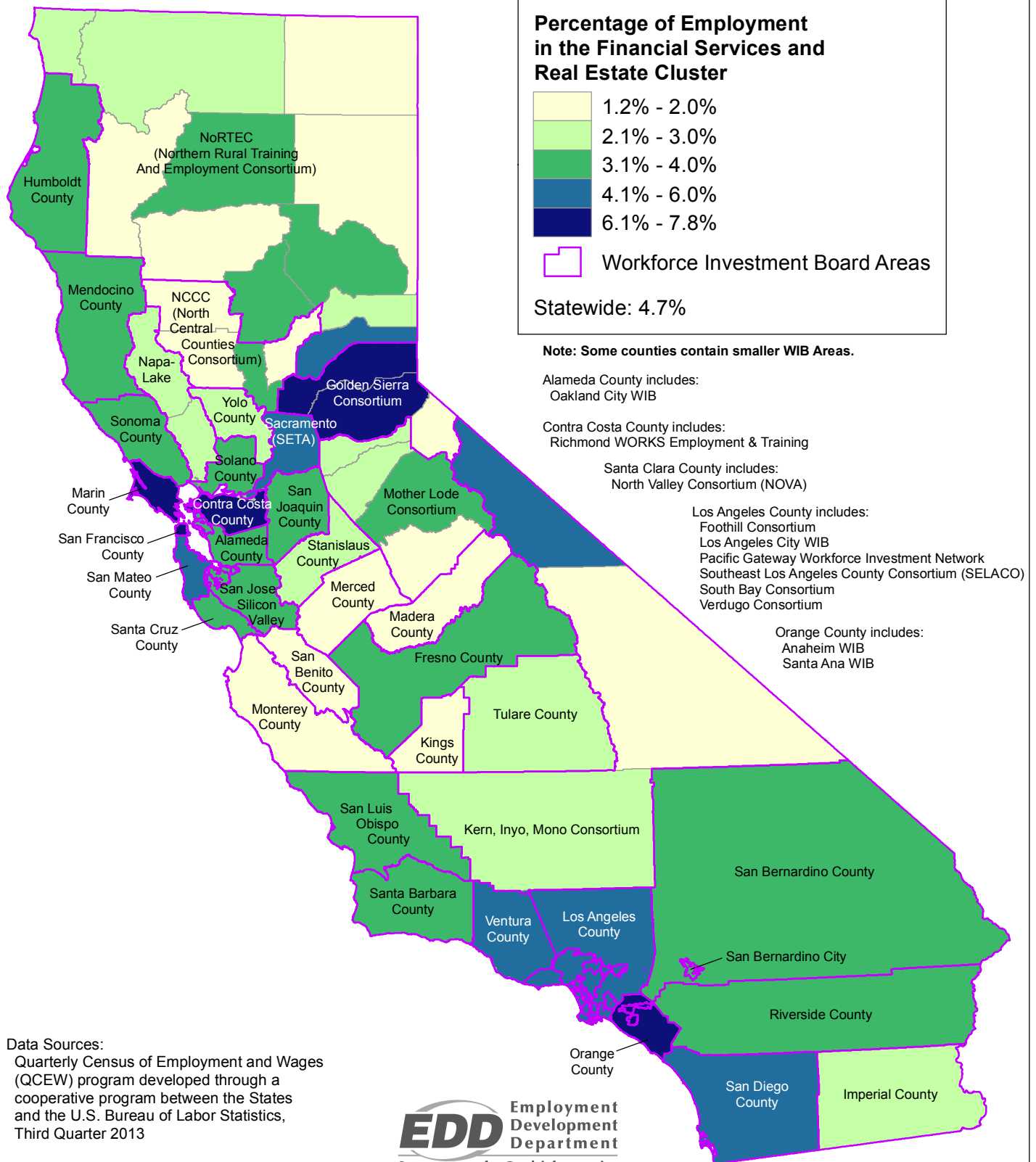
California Financial Services and Real Estate Cluster

Percentage of Total County Establishments, 2013



California Financial Services and Real Estate Cluster

Percentage of Total County Employment, 2013



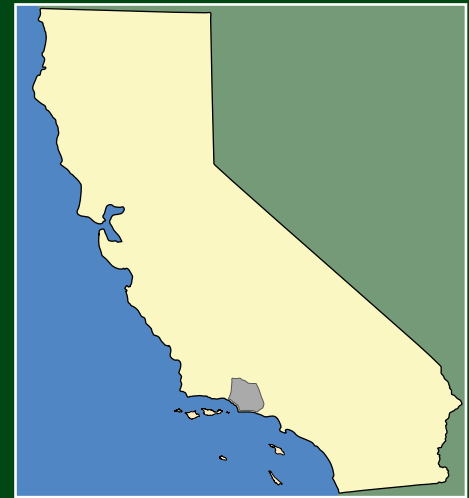
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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Labor Market Information Division
California Employment Development Department
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March 2015

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File T036



Occupational Analysis: Construction Materials and Services Cluster

Ventura County Economic Sub-Market
July 2015

What is the Construction Materials and Services Cluster?

The Construction Materials and Services cluster comprises 14 industries related to the construction of buildings, bridges, and roads, as well as the manufacture of materials needed to erect them. Employers in this cluster include equipment and finishing contractors, builders of electrical, heating, and plumbing systems, and contractors who specialize in framing or tile work. Workers employed within this cluster often 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 Construction Materials and Services Cluster

The graph below identifies the top 10 occupations in the Construction Materials and Services cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 6,737 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, monitoring, reading comprehension, and speaking.⁸⁸



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.

⁸⁸ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

⁸⁹ 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.

⁹⁰ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Construction Materials and Services Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Construction Materials and 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 ⁹¹ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁹²	HWOL Job Ads ⁹³ (120 days)
Construction Laborers	725	\$19.37	\$40,295	Less than high school	140
Cement Masons and Concrete Finishers	450	\$23.53	\$48,933	Less than high school	18
Carpenters	442	\$22.30	\$46,379	High school diploma or equivalent	154
Electricians	376	\$29.36	\$61,072	High school diploma or equivalent	112
Painters, Construction and Maintenance	324	\$15.32	\$31,867	Less than high school	88
Operating Engineers and Other Construction Equipment Operators	282	\$35.50	\$73,842	High school diploma or equivalent	14
First-Line Supervisors of Construction Trades and Extraction Workers	243	\$34.36	\$71,470	High school diploma or equivalent	133
Cost Estimators	226	\$28.37	\$59,006	Bachelor's degree	24
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	204	\$20.28	\$42,179	Postsecondary non-degree award	100
General and Operations Managers	194	\$51.15	\$106,377	Bachelor's degree	202

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 July 24, 2015.

⁹¹ Total job openings are the sum of new jobs and replacement job openings.

⁹² U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

⁹³ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Construction Materials and 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 Construction Materials and Services cluster. The table includes the Ventura County 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 ⁹⁴ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Cost Estimators	226	\$28.37	\$59,006	24
General and Operations Managers	194	\$51.15	\$106,377	202
Construction Managers	116	\$44.90	\$93,403	47
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	46	\$41.19	\$85,662	190
Accountants and Auditors	37	\$34.49	\$71,730	334
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	204	\$20.28	\$42,179	100
Heavy and Tractor-Trailer Truck Drivers	112	\$22.09	\$45,961	606
Telecommunications Equipment Installers and Repairers, Except Line Installers	44	\$32.41	\$67,401	41
First-Line Supervisors of Production and Operating Workers	21	\$26.22	\$54,534	341
Electrical and Electronics Engineering Technicians	12	\$34.74	\$72,271	95
Requires a High School Diploma or Equivalent or Less				
Construction Laborers	725	\$19.37	\$40,295	140
Cement Masons and Concrete Finishers	450	\$23.53	\$48,933	18
Carpenters	442	\$22.30	\$46,379	154
Electricians	376	\$29.36	\$61,072	112
Painters, Construction and Maintenance	324	\$15.32	\$31,867	88

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 July 24, 2015.

⁹⁴ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Construction Materials and Services Cluster

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

Occupations	Skills																									
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Installation	Judgment and Decision Making	Learning Strategies	Management of Financial Resources	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing	Social Perceptiveness	Speaking	Systems Analysis	Time Management	Troubleshooting	Writing
Requires a Bachelor's Degree or Higher																										
Cost Estimators	●	●	●		●					●		●	●						●			●				●
General and Operations Managers	●	●		●	●						●		●						●		●	●				●
Construction Managers		●		●	●			●					●	●					●			●		●		●
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	●	●		●	●									●			●		●		●	●				●
Accountants and Auditors ⁹⁵	●	●			●			●				●	●						●			●	●			●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																										
Heating, Air Conditioning, and Refrigeration Mechanics and Installers ⁹⁶		●		●	●	●	●											●	●	●		●			●	
Heavy and Tractor-Trailer Truck Drivers		●	●		●	●							●		●	●			●			●		●		
Telecommunications Equipment Installers and Repairers, Except Line Installers		●	●		●								●			●		●	●	●		●			●	
First-Line Supervisors of Production and Operating Workers		●		●	●						●		●						●		●	●		●		●
Electrical and Electronics Engineering Technicians ⁹⁷	●	●	●		●							●	●			●		●	●						●	
Requires a High School Diploma or Equivalent or Less																										
Construction Laborers		●	●	●	●	●							●		●	●			●			●				
Cement Masons and Concrete Finishers		●	●	●	●							●	●		●			●			●		●			
Carpenters ⁹⁸		●		●	●			●				●	●					●	●			●		●		
Electricians				●	●	●	●		●				●					●	●	●					●	
Painters, Construction and Maintenance		●		●	●			●			●		●						●		●	●		●		

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

⁹⁵ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

⁹⁶ Skills represent Heating and Air Conditioning Mechanics and Installers, a specialty occupation of Heating, Air Conditioning, and Refrigeration Mechanics and Installers.

⁹⁷ Skills represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

⁹⁸ Skills represent Construction Carpenters, a specialty occupation of Carpenters.

Work Activities in the Construction Materials and Services Cluster

The table below lists the 10 top work activities required for top occupations in the Construction Materials and Services cluster, categorized by entry-level education requirements. The most common include organizing, planning, and prioritizing work; making decisions and solving problems; communicating with supervisors, peers, or subordinates; and updating and using relevant knowledge.

Occupations	Work Activities																																					
	Analyzing Data or Information	Coaching and Developing Others	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Controlling Machines and Processes	Coordinating the Work and Activities of Others	Developing and Building Teams	Documenting/Recording Information	Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment	Establishing and Maintaining Interpersonal Relationships	Estimating the Quantifiable Characteristics of Products, Events, or Information	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	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	Updating and Using Relevant Knowledge		
Requires a Bachelor's Degree or Higher																																						
Cost Estimators	●			●				●			●		●								●			●				●	●									●
General and Operations Managers			●	●		●				●											●	●		●									●	●		●		
Construction Managers			●	●		●	●			●			●								●			●										●	●			
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products			●	●						●			●								●			●					●				●	●				●
Accountants and Auditors ⁹⁹	●			●						●	●	●									●			●	●			●										●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																						
Heating, Air Conditioning, and Refrigeration Mechanics and Installers ¹⁰⁰	●				●										●		●			●				●			●				●	●						●
Heavy and Tractor-Trailer Truck Drivers				●						●		●		●	●	●				●			●	●		●												
Telecommunications Equipment Installers and Repairers, Except Line Installers			●							●						●					●			●		●	●					●					●	●
First-Line Supervisors of Production and Operating Workers		●		●	●	●				●				●	●													●					●	●				
Electrical and Electronics Engineering Technicians ¹⁰¹				●			●	●	●									●		●							●		●								●	●
Requires a High School Diploma or Equivalent or Less																																						
Construction Laborers				●	●										●		●				●	●		●			●					●						●
Cement Masons and Concrete Finishers					●										●	●	●			●			●	●		●										●	●	
Carpenters ¹⁰²				●	●	●									●	●					●		●	●		●												●
Electricians					●										●	●	●			●			●		●		●											●
Painters, Construction and Maintenance				●	●				●					●	●						●	●		●		●											●	

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

⁹⁹ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

¹⁰⁰ Work Activities represent Heating and Air Conditioning Mechanics and Installers, a specialty occupation of Heating, Air Conditioning, and Refrigeration Mechanics and Installers.

¹⁰¹ Work Activities represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

¹⁰² Work Activities represent Construction Carpenters, a specialty occupation of Carpenters.

Related Occupations for the Construction Materials and Services Cluster

The table below lists top occupations in the Construction Materials and 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 Construction Materials and Services cluster occupations.

Construction Materials and Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Cost Estimators	<ul style="list-style-type: none"> Financial Analysts Risk Management Specialists Transportation Planners
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
Construction Managers	<ul style="list-style-type: none"> Architectural and Engineering Managers Energy Engineers General and Operations Managers
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	<ul style="list-style-type: none"> Insurance Sales Agents Market Research Analysts and Marketing Specialists Personal Financial Advisors
Accountants and Auditors	<ul style="list-style-type: none"> Bookkeeping, Accounting, and Auditing Clerks Financial Analysts Personal Financial Advisors
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	<ul style="list-style-type: none"> Electricians Pipe Fitters and Steamfitters Plumbers
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
Telecommunications Equipment Installers and Repairers, Except Line Installers	<ul style="list-style-type: none"> Electrical and Electronics Repairers, Commercial and Industrial Equipment Electricians Heating and Air Conditioning Mechanics and Installers
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
Electrical and Electronics Engineering Technicians	<ul style="list-style-type: none"> Computer User Support Specialists Manufacturing Production Technicians Mechanical Engineering Technicians
Requires a High School Diploma or Equivalent or Less	
Construction Laborers	<ul style="list-style-type: none"> Cement Masons and Concrete Finishers Helpers -Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters Helpers -Carpenters
Cement Masons and Concrete Finishers	<ul style="list-style-type: none"> Construction Carpenters Insulation Workers, Mechanical Reinforcing Iron and Rebar Workers
Carpenters	<ul style="list-style-type: none"> Brickmasons and Blockmasons Cement Masons and Concrete Finishers Rough Carpenters
Electricians	<ul style="list-style-type: none"> Heating and Air Conditioning Mechanics and Installers Pipe Fitters and Steamfitters Refrigeration Mechanics and Installers
Painters, Construction and Maintenance	<ul style="list-style-type: none"> Helpers -Carpenters Insulation Workers, Floor, Ceiling, and Wall Roofers

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

Employer Demand for the Construction Materials and Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Construction Materials and Services cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Construction Materials and Services Cluster Employers	Recent Job Advertisements ¹⁰³ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Solarcity	24	28	-4	-14.3%
Pentair	13	11	2	18.2%
Parker Hannifin, Corp.	13	11	2	18.2%
Thor Solutions, LLC	10	4	6	150.0%
Milgard Manufacturing, Inc.	8	27	-19	-70.4%
Pride Industries	7	3	4	133.3%
Michael Page	4	1	3	300.0%
Superior Fire, Inc.	4	0	4	—
Abrisa Glass	3	4	-1	-25.0%
American Water Company	3	0	3	—
Granite Construction, Inc.	3	3	0	0.0%
System Pavers, Inc.	3	5	-2	-40.0%
Lend Lease	2	0	2	—
Cabrillo Economic Development, Corp.	2	8	-6	-75.0%
HBE Corporation	2	9	-7	-77.8%
American Concrete Institute	2	0	2	—
Navigant	2	0	2	—
Garnica's Construction, Inc.	2	0	2	—
Envel Design, Corp.	2	0	2	—
BKM Office Environments	2	0	2	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹⁰³ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Construction Materials and Services Cluster Occupations

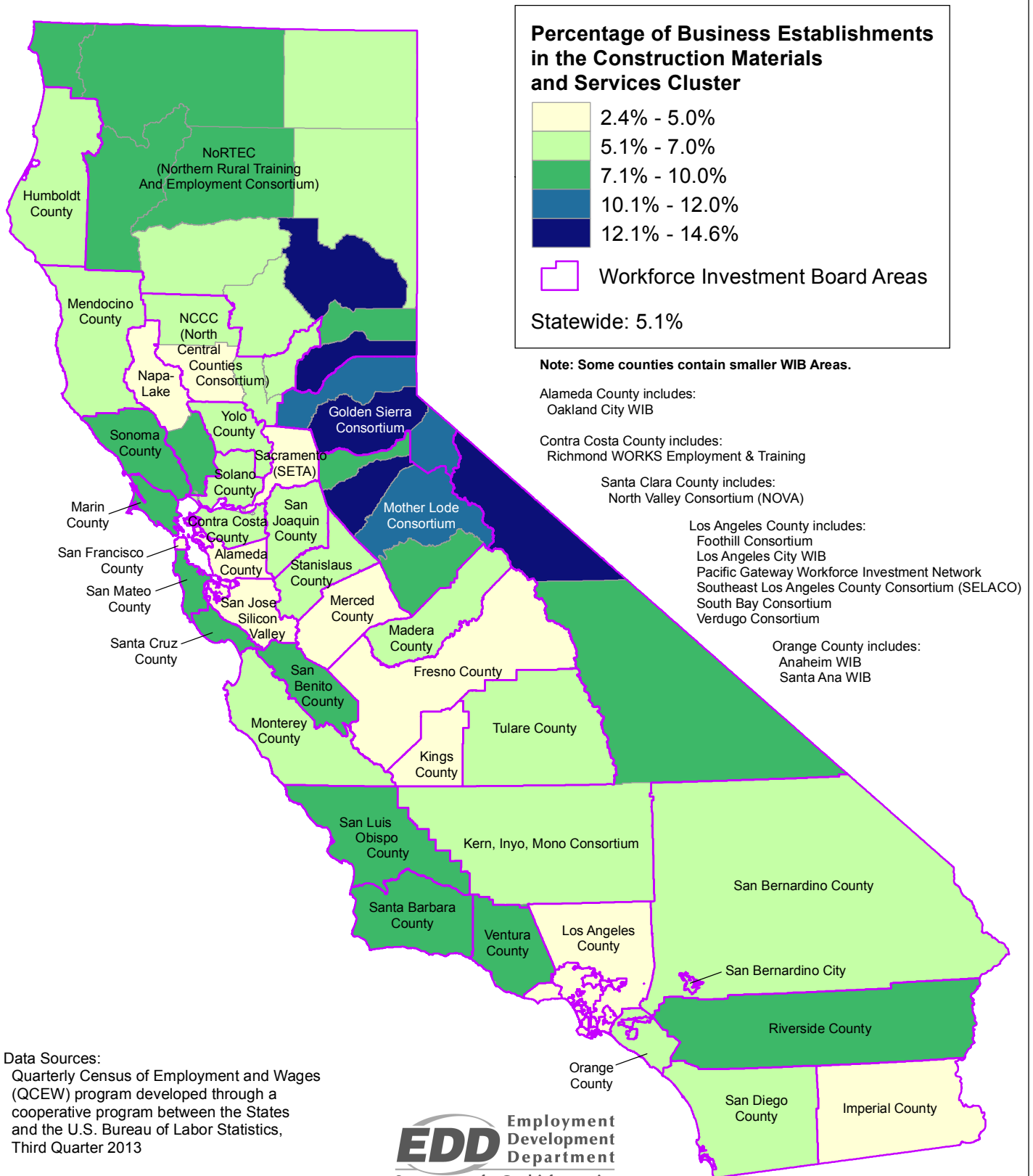
The table below provides examples of instructional programs related to some of the top occupations in the Construction Materials and Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Construction Materials and 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
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	15.0501	Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician	094600	Environmental Control Technology
	47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician		
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Telecommunications Equipment Installers and Repairers, Except Line Installers	47.0103	Communications Systems Installation and Repair Technology	N/A	N/A
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Electrical and Electronics Engineering Technicians	15.0303	Electrical, Electronic and Communications Engineering Technology/Technician	N/A	N/A
	15.0305	Telecommunications Technology/Technician		
	15.0399	Electrical and Electronic Engineering Technologies/Technicians, Other		
Cement Masons and Concrete Finishers	46.0402	Concrete Finishing/Concrete Finisher	N/A	N/A
Carpenters	46.0201	Carpentry/Carpenter	095210	Carpentry
Electricians	46.0302	Electrician	095220	Electrical
Painters, Construction and Maintenance	46.0408	Painting/Painter and Wall Coverer	095270	Painting, Decorating, and Flooring

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 Construction Materials and 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>
March 2015

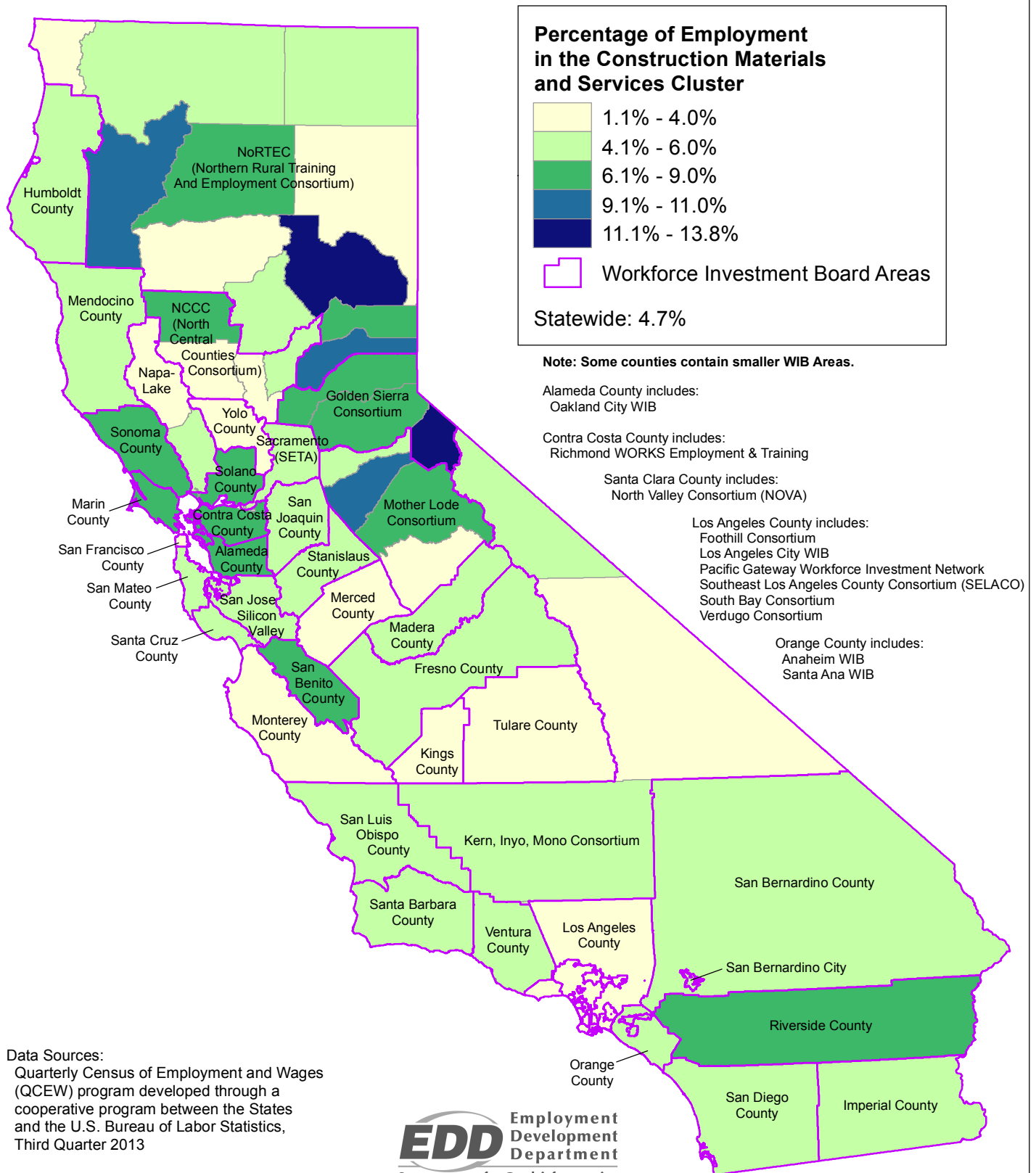
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California Construction Materials and Services Cluster

Percentage of Total County Employment, 2013



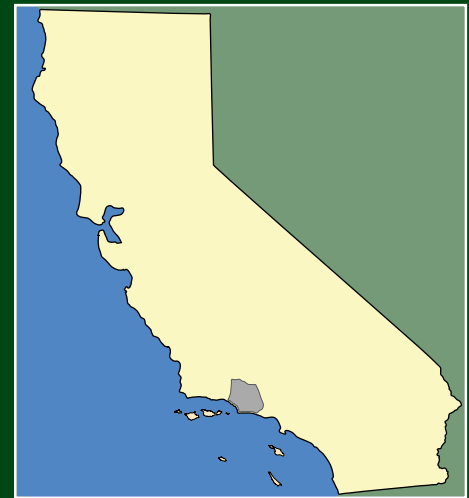
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
March 2015

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Professional and Technical Services Cluster

Ventura County Economic Sub-Market

July 2015

What is the Professional and Technical Services Cluster?

The Professional and Technical Services cluster is a diverse group of seven industries. They comprise engineering and architectural firms, law offices, advertising and public relations agencies, and accounting firms. Other activities in this industry cluster include tax preparation and payroll services, environmental consulting, building inspection, and landscape design. 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 Professional and Technical Services Cluster

The graph below identifies the top 10 occupations in the Professional and Technical Services cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-third of the 5,422 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active learning, active listening, critical thinking, reading comprehension, speaking, and writing.¹⁰⁴



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.

¹⁰⁴ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁰⁵ 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.

¹⁰⁶ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Professional and Technical Services Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Professional and Technical 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 ¹⁰⁷ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹⁰⁸	HWOL Job Ads ¹⁰⁹ (120 days)
Management Analysts	278	\$40.87	\$85,025	Bachelor's degree	300
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	271	\$17.94	\$37,302	High school diploma or equivalent	316
Market Research Analysts and Marketing Specialists	262	\$32.32	\$67,221	Bachelor's degree	130
Lawyers	243	\$67.79	\$141,003	Doctoral or professional degree	78
Information Security Analysts	229	\$50.49	\$105,017	Bachelor's degree	80
Bookkeeping, Accounting, and Auditing Clerks	220	\$20.50	\$42,640	High school diploma or equivalent	475
Accountants and Auditors	205	\$34.49	\$71,730	Bachelor's degree	334
Environmental Scientists and Specialists, Including Health	197	\$35.92	\$74,698	Bachelor's degree	24
General and Operations Managers	187	\$51.15	\$106,377	Bachelor's degree	202
Paralegals and Legal Assistants	162	\$26.33	\$54,765	Associate's degree	71

Source: California Employment Development Department, *Projections of Employment 2012-2022*; *Occupational Employment Statistics Wage Survey*, updated to 4th Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending July 24, 2015.

¹⁰⁷ Total job openings are the sum of new jobs and replacement job openings.

¹⁰⁸ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹⁰⁹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Professional and Technical 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 Professional and Technical Services cluster. The table includes the Ventura County 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 ¹¹⁰ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Management Analysts	278	\$40.87	\$85,025	300
Market Research Analysts and Marketing Specialists	262	\$32.32	\$67,221	130
Lawyers	243	\$67.79	\$141,003	78
Information Security Analysts	229	\$50.49	\$105,017	80
Accountants and Auditors	205	\$34.49	\$71,730	334
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Paralegals and Legal Assistants	162	\$26.33	\$54,765	71
Environmental Science and Protection Technicians, Including Health	64	\$23.76	\$49,415	39
Veterinary Technologists and Technicians	56	\$18.92	\$39,348	38
Environmental Engineering Technicians	32	\$28.14	\$58,532	12
Electrical and Electronics Engineering Technicians	31	\$34.74	\$72,271	95
Requires a High School Diploma or Equivalent or Less				
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	271	\$17.94	\$37,302	316
Bookkeeping, Accounting, and Auditing Clerks	220	\$20.50	\$42,640	475
Office Clerks, General	140	\$15.47	\$32,185	395
First-Line Supervisors of Office and Administrative Support Workers	90	\$26.23	\$54,538	559
Legal Secretaries	89	\$25.31	\$52,648	48

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 July 24, 2015.

¹¹⁰ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Professional and Technical Services Cluster

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

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Instructing	Judgment and Decision Making	Learning Strategies	Mathematics	Monitoring	Negotiation	Operation Monitoring	Operations Analysis	Persuasion	Quality Control Analysis	Reading Comprehension	Science	Service Orientation	Social Perceptiveness	Speaking
Requires a Bachelor's Degree or Higher																				
Management Analysts	●	●			●	●							●		●				●	●
Market Research Analysts and Marketing Specialists	●	●			●	●				●					●				●	●
Lawyers	●	●	●		●	●					●			●	●				●	●
Information Security Analysts	●	●	●		●	●	●			●					●				●	●
Accountants and Auditors ¹¹¹	●	●			●	●			●	●					●				●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Paralegals and Legal Assistants	●	●		●	●					●					●			●	●	●
Environmental Science and Protection Technicians, Including Health		●		●	●				●	●					●	●		●	●	●
Veterinary Technologists and Technicians	●	●		●	●		●			●					●		●	●	●	●
Environmental Engineering Technicians	●	●			●	●			●	●					●	●			●	●
Electrical and Electronics Engineering Technicians ¹¹²	●	●	●		●				●	●		●			●	●				●
Requires a High School Diploma or Equivalent or Less																				
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	●	●			●					●					●		●	●	●	●
Bookkeeping, Accounting, and Auditing Clerks	●	●			●				●	●					●			●	●	●
Office Clerks, General		●		●	●					●					●		●	●	●	●
First-Line Supervisors of Office and Administrative Support Workers		●		●	●		●			●					●			●	●	●
Legal Secretaries	●	●			●					●					●		●	●	●	●

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

¹¹¹ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

¹¹² Skills represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Work Activities in the Professional and Technical Services Cluster

The table below lists the 10 top work activities required for top occupations in the Professional and Technical Services cluster, categorized by entry-level education requirements. The most common include updating and using relevant knowledge; organizing, planning, and prioritizing work; and processing information.

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	Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment	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	Performing for or Working Directly with the Public	Performing General Physical Activities	Processing Information	Repairing and Maintaining Electronic Equipment	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Thinking Creatively	Updating and Using Relevant Knowledge	
Requires a Bachelor's Degree or Higher																														
Management Analysts	●				●				●		●						●	●		●				●		●				●
Market Research Analysts and Marketing Specialists	●			●	●				●		●			●			●			●				●						●
Lawyers	●			●					●	●	●						●			●				●		●				●
Information Security Analysts	●				●	●				●				●		●		●		●				●						●
Accountants and Auditors ¹¹³	●				●				●	●	●						●			●	●			●						●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																														
Paralegals and Legal Assistants	●			●	●		●		●	●	●									●				●						●
Environmental Science and Protection Technicians, Including Health						●				●	●		●	●				●		●			●							●
Veterinary Technologists and Technicians		●			●						●		●	●				●		●		●		●						●
Environmental Engineering Technicians					●	●		●	●	●					●		●			●				●						●
Electrical and Electronics Engineering Technicians ¹¹⁴					●	●	●	●								●	●							●	●				●	●
Requires a High School Diploma or Equivalent or Less																														
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive					●				●		●			●			●			●	●	●		●						●
Bookkeeping, Accounting, and Auditing Clerks					●	●		●		●				●				●	●		●			●						●
Office Clerks, General		●			●	●		●		●						●				●			●		●			●		●
First-Line Supervisors of Office and Administrative Support Workers			●	●	●	●		●		●	●									●							●			●
Legal Secretaries					●	●		●		●			●			●				●	●			●						●

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

¹¹³ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

¹¹⁴ Work Activities represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Related Occupations for the Professional and Technical Services Cluster

The table below lists top occupations in the Professional and Technical 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 Professional and Technical Services cluster occupations.

Professional and Technical Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Management Analysts	<ul style="list-style-type: none"> • Fraud Examiners, Investigators and Analysts • Human Resources Specialists • Regulatory Affairs Managers
Market Research Analysts and Marketing Specialists	<ul style="list-style-type: none"> • Financial Analysts • Management Analysts • Risk Management Specialists
Lawyers	<ul style="list-style-type: none"> • Criminal Justice and Law Enforcement Teachers, Postsecondary • Fraud Examiners, Investigators and Analysts • Sales Agents, Financial Services
Information Security Analysts	<ul style="list-style-type: none"> • Computer Systems Analysts • Logistics Analysts • Software Developers, Systems Software
Accountants and Auditors	<ul style="list-style-type: none"> • Financial Analysts • Personal Financial Advisors • Risk Management Specialists
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Paralegals and Legal Assistants	<ul style="list-style-type: none"> • Billing, Cost, and Rate Clerks • Bookkeeping, Accounting, and Auditing Clerks • Executive Secretaries and Executive Administrative Assistants
Environmental Science and Protection Technicians, Including Health	<ul style="list-style-type: none"> • Environmental Engineering Technicians • Geodetic Surveyors • Precision Agriculture Technicians
Veterinary Technologists and Technicians	<ul style="list-style-type: none"> • Dental Assistants • Medical Assistants • Surgical Technologists
Environmental Engineering Technicians	<ul style="list-style-type: none"> • Electronics Engineering Technologists • Robotics Technicians • Precision Agriculture Technicians
Electrical and Electronics Engineering Technicians	<ul style="list-style-type: none"> • Computer User Support Specialists • Manufacturing Production Technicians • Mechanical Engineering Technicians
Requires a High School Diploma or Equivalent or Less	
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	<ul style="list-style-type: none"> • Hotel, Motel, and Resort Desk Clerks • Office Clerks, General • Receptionists and Information Clerks
Bookkeeping, Accounting, and Auditing Clerks	<ul style="list-style-type: none"> • Billing, Cost, and Rate Clerks • Executive Secretaries and Executive Administrative Assistants • Human Resources Assistants, Except Payroll and Timekeeping
Office Clerks, General	<ul style="list-style-type: none"> • Bill and Account Collectors • Medical Records and Health Information Technicians • Receptionists and Information Clerks
First-Line Supervisors of Office and Administrative Support Workers	<ul style="list-style-type: none"> • Administrative Services Managers • General and Operations Managers • Human Resources Specialists
Legal Secretaries	<ul style="list-style-type: none"> • Billing, Cost, and Rate Clerks • Bookkeeping, Accounting, and Auditing Clerks • Executive Secretaries and Executive Administrative Assistants

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

Employer Demand for the Professional and Technical Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Professional and Technical Services cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Professional and Technical Cluster Employers	Recent Job Advertisements ¹¹⁵ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
PennyMac	71	103	-32	-31.1%
Innovative Solutions	36	3	33	1,100.0%
Belcan	36	13	23	176.9%
Northrop Grumman	29	24	5	20.8%
H&R Block	29	23	6	26.1%
C&A Industries	21	0	21	—
Saalex Solutions	19	19	0	0.0%
PAE	16	0	16	—
Brickman	15	0	15	—
ICI Services	13	4	9	225.0%
Login Consulting Services, Inc.	13	33	-20	-60.6%
Wyle, Inc.	13	0	13	—
AECOM	11	6	5	83.3%
MarketStar	10	4	6	150.0%
General Dynamics	9	11	-2	-18.2%
Banfield, The Pet Hospital	8	10	-2	-20.0%
Robert Half International	8	30	-22	-73.3%
Xavient Information Systems	8	3	5	166.7%
Booz Allen Hamilton	7	11	-4	-36.4%
Reflectx Staffing	7	4	3	75.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹¹⁵ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Professional and Technical Services Cluster Occupations

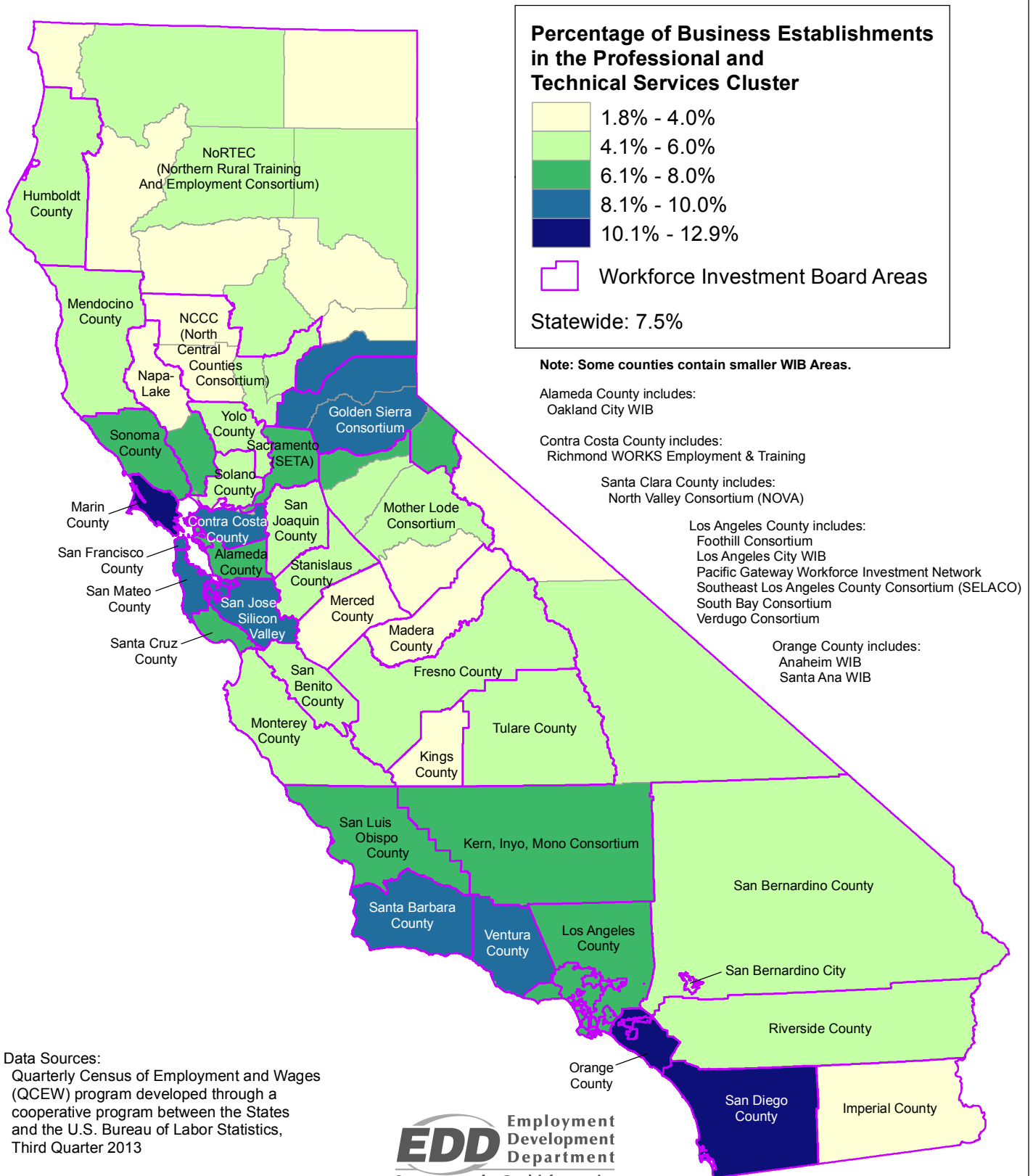
The table below provides examples of instructional programs related to some of the top occupations in the Professional and Technical Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Professional and Technical 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
Paralegals and Legal Assistants	22.0302	Legal Assistant/Paralegal	140200	Paralegal
Environmental Science and Protection Technicians, Including Health	41.0399	Physical Science Technologies/Technicians, Other	093470	Electron Microscopy
	41.9999	Science Technologies/Technicians, Other	192000	Ocean Technology
Veterinary Technologists and Technicians	51.0808	Veterinary/Animal Health Technology/Technician and Veterinary Assistant	010210	Veterinary Technician (Licensed)
Environmental Engineering Technicians	15.0507	Environmental Engineering Technology/Environmental Technology	N/A	N/A
	15.0704	Hazardous Materials Information Systems Technology/Technician		
Electrical and Electronics Engineering Technicians	15.0303	Electrical, Electronic and Communications Engineering Technology/Technician	N/A	N/A
	15.0305	Telecommunications Technology/Technician		
	15.0399	Electrical and Electronic Engineering Technologies/Technicians, Other		
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52.0401	Administrative Assistant and Secretarial Science, General	051400	Office Technology/Office Computer Applications
	52.0402	Executive Assistant/Executive Secretary		
Bookkeeping, Accounting, and Auditing Clerks	52.0302	Accounting Technology/Technician and Bookkeeping	050200	Accounting
Office Clerks, General	52.0408	General Office Occupations and Clerical Services	N/A	N/A
First-Line Supervisors of Office and Administrative Support Workers	52.0204	Office Management and Supervision	050630	Management Development and Supervision
	52.0207	Customer Service Management	050970	E-Commerce (business emphasis)
	52.0208	E-Commerce/Electronic Commerce	051440	Office Management
Legal Secretaries	22.0301	Legal Administrative Assistant/Secretary	051410	Legal Office 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 Professional and Technical 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>
March 2015

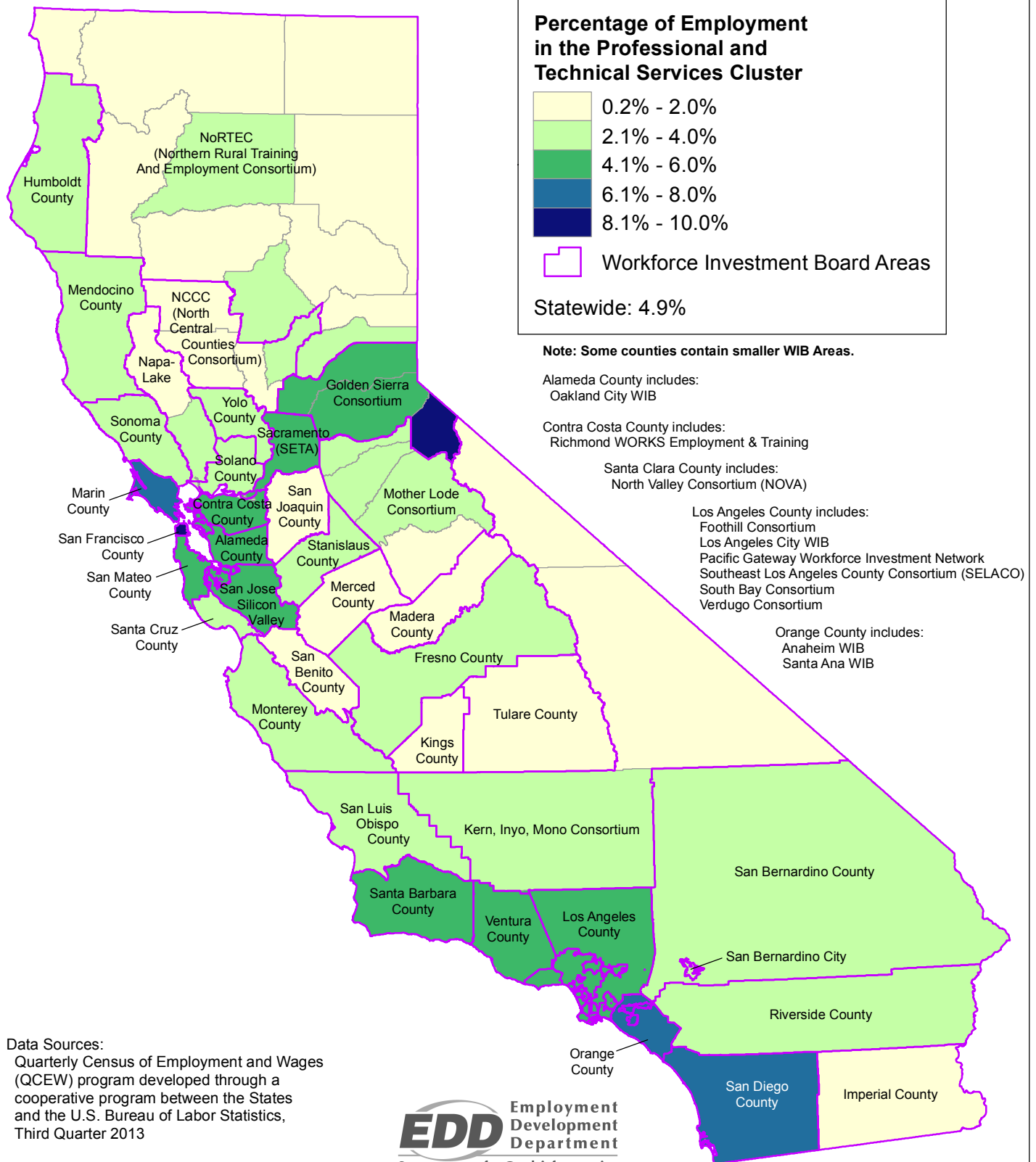
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Professional and Technical Services Cluster

Percentage of Total County Employment, 2013



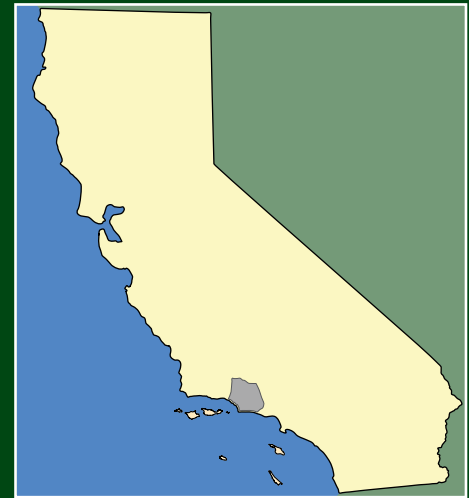
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
March 2015

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Information and Communication Technologies Cluster

Ventura County Economic Sub-Market

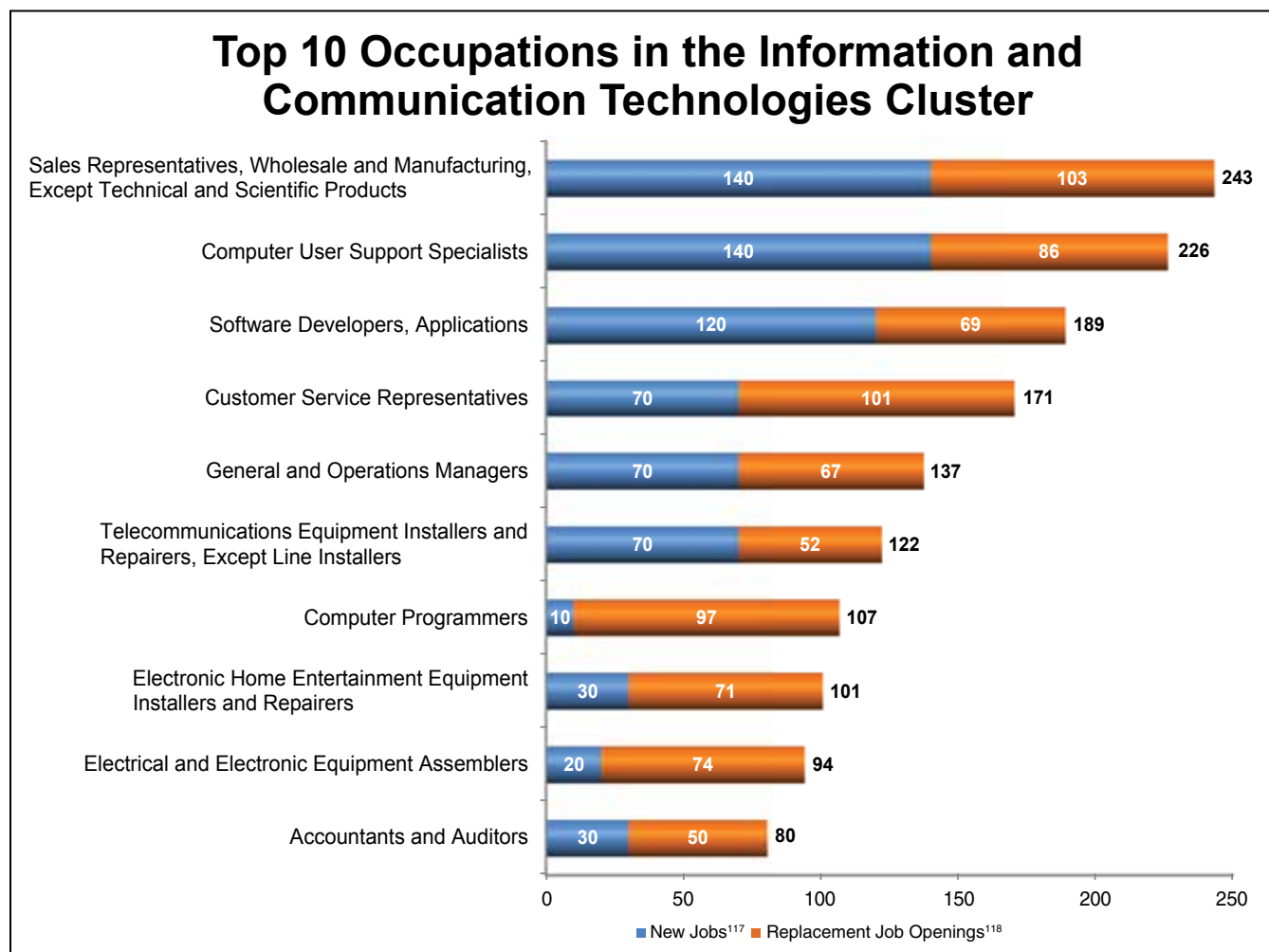
July 2015

What is the Information and Communication Technologies Cluster?

The Information and Communication Technologies cluster includes interdependent industries related to computers and peripheral equipment, as well as software design and manufacturing, computer programming services, installation services, and wireless telecommunications carriers. 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 Information and Communication Technologies Cluster

The graph below identifies the top 10 occupations in the Information and Communication Technologies cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent one-third of the 4,349 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, critical thinking, reading comprehension, and speaking.¹¹⁶



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.

¹¹⁶ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹¹⁷ 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.

¹¹⁸ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Information and Communication Technologies Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Information and Communication Technologies 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 ¹¹⁹ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹²⁰	HWOL Job Ads ¹²¹ (120 days)
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	243	\$28.61	\$59,514	High school diploma or equivalent	466
Computer User Support Specialists	226	\$26.30	\$54,695	Some college, no degree	357
Software Developers, Applications	189	\$47.32	\$98,428	Bachelor's degree	264
Customer Service Representatives	171	\$17.58	\$36,558	High school diploma or equivalent	768
General and Operations Managers	137	\$51.15	\$106,377	Bachelor's degree	202
Telecommunications Equipment Installers and Repairers, Except Line Installers	122	\$32.41	\$67,401	Postsecondary non-degree award	41
Computer Programmers	107	\$43.60	\$90,687	Bachelor's degree	93
Electronic Home Entertainment Equipment Installers and Repairers	101	\$14.37	\$29,891	Postsecondary non-degree award	10
Electrical and Electronic Equipment Assemblers	94	\$11.39	\$23,694	High school diploma or equivalent	91
Accountants and Auditors	80	\$34.49	\$71,730	Bachelor's degree	334

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 July 24, 2015.

¹¹⁹ Total job openings are the sum of new jobs and replacement job openings.

¹²⁰ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹²¹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Information and Communication Technologies 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 Information and Communication Technologies cluster. The table includes the Ventura County 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 ¹²² (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Software Developers, Applications	189	\$47.32	\$98,428	264
General and Operations Managers	137	\$51.15	\$106,377	202
Computer Programmers	107	\$43.60	\$90,687	93
Accountants and Auditors	80	\$34.49	\$71,730	334
Market Research Analysts and Marketing Specialists	72	\$32.32	\$67,221	130
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Computer User Support Specialists	226	\$26.30	\$54,695	357
Telecommunications Equipment Installers and Repairers, Except Line Installers	122	\$32.41	\$67,401	41
Electronic Home Entertainment Equipment Installers and Repairers	101	\$14.37	\$29,891	10
Electrical and Electronics Engineering Technicians	65	\$34.74	\$72,271	95
Computer, Automated Teller, and Office Machine Repairers	59	\$19.83	\$41,245	5
Requires a High School Diploma or Equivalent or Less				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	243	\$28.61	\$59,514	466
Customer Service Representatives	171	\$17.58	\$36,558	768
Electrical and Electronic Equipment Assemblers	94	\$11.39	\$23,694	91
Team Assemblers	77	\$12.90	\$26,842	53
Packers and Packagers, Hand	69	\$9.60	\$19,969	44

Source: California Employment Development Department, Projections of Employment 2012-2022; Occupational Employment Statistics Wage Survey, updated to 4th Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending July 24, 2015.

¹²² Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Information and Communication Technologies Cluster

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

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Instructing	Judgment and Decision Making	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Operations Analysis	Persuasion	Programming	Quality Control Analysis	Reading Comprehension	Repairing	Service Orientation
Requires a Bachelor's Degree or Higher																				
Software Developers, Applications		•	•		•		•		•							•	•			
General and Operations Managers	•	•		•	•			•		•							•		•	
Computer Programmers		•	•		•		•							•		•	•			
Accountants and Auditors ¹²³	•	•			•		•		•	•							•		•	
Market Research Analysts and Marketing Specialists	•	•			•		•			•							•		•	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Computer User Support Specialists	•	•		•	•	•				•							•		•	
Telecommunications Equipment Installers and Repairers, Except Line Installers		•	•		•					•			•				•	•		
Electronic Home Entertainment Equipment Installers and Repairers	•	•	•		•												•	•	•	
Electrical and Electronics Engineering Technicians ¹²⁴		•	•		•			•	•								•	•		•
Computer, Automated Teller, and Office Machine Repairers	•	•			•					•		•	•				•	•		•
Requires a High School Diploma or Equivalent or Less																				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	•	•			•						•				•		•	•	•	
Customer Service Representatives		•		•	•					•					•		•	•	•	
Electrical and Electronic Equipment Assemblers	•	•		•	•					•		•	•				•			•
Team Assemblers		•		•	•					•		•	•				•	•		
Packers and Packagers, Hand		•		•	•	•				•							•	•		•

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

¹²³ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

¹²⁴ Skills represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Work Activities in the Information and Communication Technologies Cluster

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

Occupations	Work Activities																			
	Analyzing Data or Information	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Controlling Machines and Processes	Coordinating the Work and Activities of Others	Developing Objectives and Strategies	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Evaluating Information to Determine Compliance with Standards	Getting Information	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	Performing for or Working Directly with the Public
Requires a Bachelor's Degree or Higher																				
Software Developers, Applications	●	●							●		●	●	●		●		●			●
General and Operations Managers		●	●	●				●						●	●	●			●	●
Computer Programmers	●	●							●	●	●	●	●		●		●			●
Accountants and Auditors ¹²⁵	●	●						●	●	●				●			●	●		●
Market Research Analysts and Marketing Specialists	●	●	●					●	●		●			●			●			●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Computer User Support Specialists		●						●	●		●	●	●		●		●			●
Telecommunications Equipment Installers and Repairers, Except Line Installers	●							●			●				●		●	●		●
Electronic Home Entertainment Equipment Installers and Repairers								●			●	●			●	●	●			●
Electrical and Electronics Engineering Technicians ¹²⁶		●	●								●	●	●		●	●		●		●
Computer, Automated Teller, and Office Machine Repairers		●						●			●	●	●		●		●	●		●
Requires a High School Diploma or Equivalent or Less																				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products		●	●					●							●		●		●	●
Customer Service Representatives		●	●					●	●	●					●		●			●
Electrical and Electronic Equipment Assemblers		●	●	●				●	●	●					●	●	●			●
Team Assemblers		●	●	●				●	●	●					●	●				
Packers and Packagers, Hand		●	●					●	●	●	●				●	●			●	

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

¹²⁵ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

¹²⁶ Work Activities represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Related Occupations for the Information and Communication Technologies Cluster

The table below lists top occupations in the Information and Communication Technologies 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 Information and Communication Technologies cluster occupations.

Information and Communication Technologies Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Software Developers, Applications	<ul style="list-style-type: none"> • Computer Systems Analysts • Information Security Analysts • Software Developers, Systems Software
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
Computer Programmers	<ul style="list-style-type: none"> • Geographic Information Systems Technicians • Software Developers, Systems Software • Software Quality Assurance Engineers and Testers
Accountants and Auditors	<ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Financial Analysts • Personal Financial Advisors
Market Research Analysts and Marketing Specialists	<ul style="list-style-type: none"> • Management Analysts • Regulatory Affairs Specialists • Risk Management Specialists
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Computer User Support Specialists	<ul style="list-style-type: none"> • Computer Operators • Electrical Engineering Technicians • Web Administrators
Telecommunications Equipment Installers and Repairers, Except Line Installers	<ul style="list-style-type: none"> • Electrical and Electronics Repairers, Commercial and Industrial Equipment • Electricians • Heating and Air Conditioning Mechanics and Installers
Electronic Home Entertainment Equipment Installers and Repairers	<ul style="list-style-type: none"> • Broadcast Technicians • Electrical Engineering Technicians • Medical Equipment Repairers
Electrical and Electronics Engineering Technicians	<ul style="list-style-type: none"> • Computer User Support Specialists • Manufacturing Production Technicians • Mechanical Engineering Technicians
Computer, Automated Teller, and Office Machine Repairers	<ul style="list-style-type: none"> • Computer User Support Specialists • Electrical Engineering Technicians • Telecommunications Equipment Installers and Repairers, Except Line Installers
Requires a High School Diploma or Equivalent or Less	
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	<ul style="list-style-type: none"> • Property, Real Estate, and Community Association Managers • Retail Salespersons • Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
Customer Service Representatives	<ul style="list-style-type: none"> • Bill and Account Collectors • Hotel, Motel, and Resort Desk Clerks • Receptionists and Information Clerks
Electrical and Electronic Equipment Assemblers	<ul style="list-style-type: none"> • Inspectors, Testers, Sorters, Samplers, and Weighers • Team Assemblers • Solderers and Brazers
Team Assemblers	<ul style="list-style-type: none"> • Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic • Solderers and Brazers • Upholsterers
Packers and Packagers, Hand	<ul style="list-style-type: none"> • Cooks, Fast Food • Inspectors, Testers, Sorters, Samplers, and Weighers • Shipping, Receiving, and Traffic Clerks

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

Employer Demand for the Information and Communication Technologies Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Information and Communication Technologies cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Information and Communication Technologies Cluster Employers	Recent Job Advertisements ¹²⁷ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Skyworks	81	73	8	11.0%
Kaztronix, LLC	29	25	4	16.0%
L-3 Communications	28	8	20	250.0%
T-Mobile	26	8	18	225.0%
Custom Sensors & Technologies	23	18	5	27.8%
TEKsystems	20	15	5	33.3%
VSolvIt	20	19	1	5.3%
Cognizant Technology Solutions	18	14	4	28.6%
Northrop Grumman	18	22	-4	-18.2%
Verizon	16	19	-3	-15.8%
Aveox, Inc.	13	1	12	1,200.0%
CompuLink, Corp.	11	4	7	175.0%
Intel	10	2	8	400.0%
DP Technology	9	4	5	125.0%
Collabera	9	34	-25	-73.5%
Resource 1	8	6	2	33.3%
Sprint Corporation	8	5	3	60.0%
Library Systems	7	5	2	40.0%
Microsemi	7	16	-9	-56.3%
Compunnel Software Group, Inc.	6	3	3	100.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹²⁷ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Information and Communication Technologies Cluster Occupations

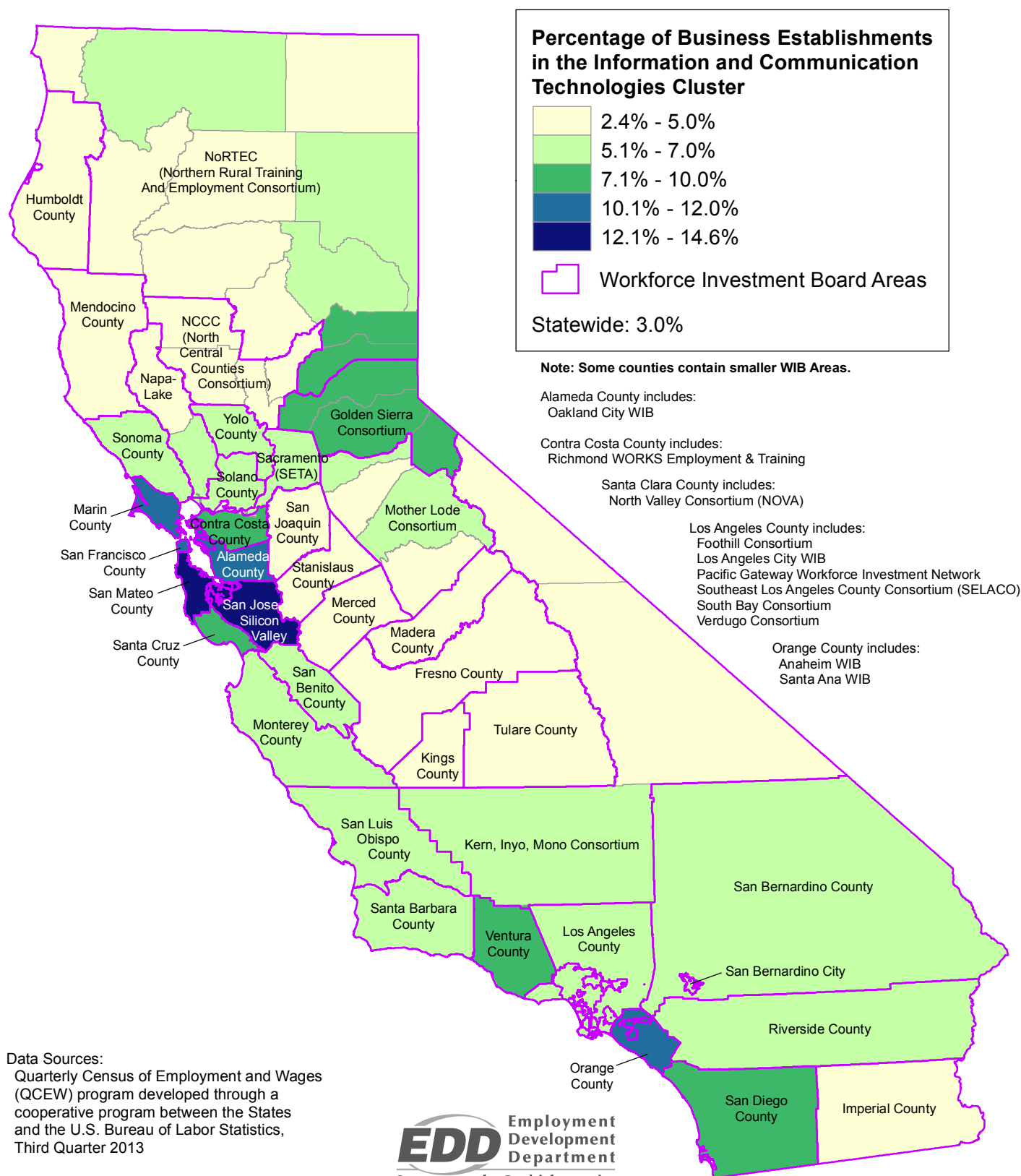
The table below provides examples of instructional programs related to some of the top occupations in the Information and Communication Technologies cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Information and Communication Technologies cluster. To view a more complete list of training programs, select the source links under the table below.

Occupations	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Computer User Support Specialists	01.0106	Agricultural Business Technology	070820	Computer Support
	11.1006	Computer Support Specialist		
	51.0709	Medical Office Computer Specialist/ Assistant		
Telecommunications Equipment Installers and Repairers, Except Line Installers	47.0103	Communications Systems Installation and Repair Technology	N/A	N/A
Electronic Home Entertainment Equipment Installers and Repairers	47.0103	Communications Systems Installation and Repair Technology	N/A	N/A
Electrical and Electronics Engineering Technicians	15.0303	Electrical, Electronic and Communications Engineering Technology/Technician	N/A	N/A
	15.0305	Telecommunications Technology/ Technician		
	15.1201	Computer Engineering Technology/ Technician		
Computer, Automated Teller, and Office Machine Repairers	47.0102	Business Machine Repair	093410	Computer Electronics
	47.0104	Computer Installation and Repair Technology/Technician		
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	52.1801	Sales, Distribution, and Marketing Operations, General	050900	Marketing and Distribution Display
	52.1899	General Merchandising, Sales, and Related Marketing Operations, Other	050960	
	52.1909	Special Products Marketing Operations		
Customer Service Representatives	52.0406	Receptionist	051800	Customer Service
	52.0411	Customer Service Support/Call Center/ Teleservice Operation		

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

California Information and Communication Technologies 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>
March 2015

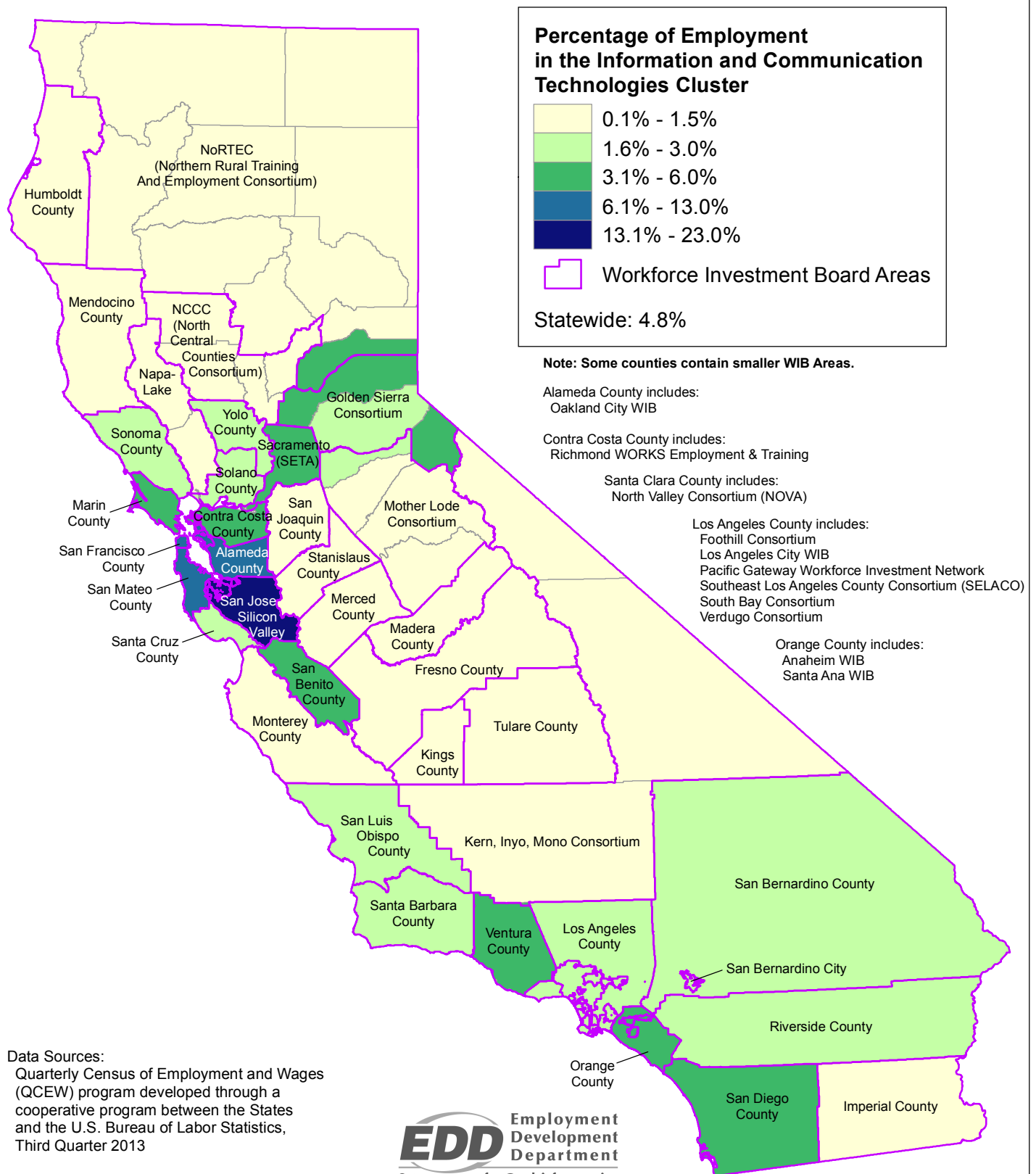
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California Information and Communication Technologies Cluster

Percentage of Total County Employment, 2013



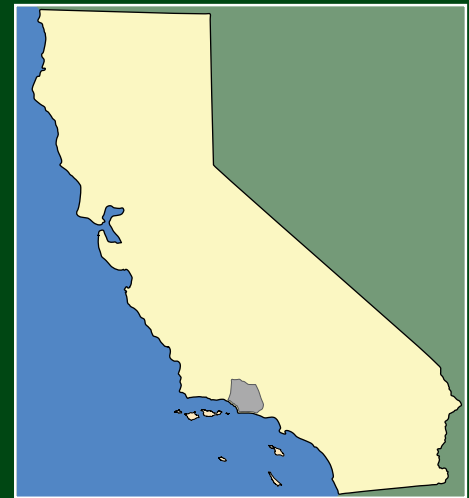
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

Cartography by:
Labor Market Information Division
California Employment Development Department
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March 2015

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Occupational Analysis: Wholesale and Distribution Cluster

Ventura County Economic Sub-Market

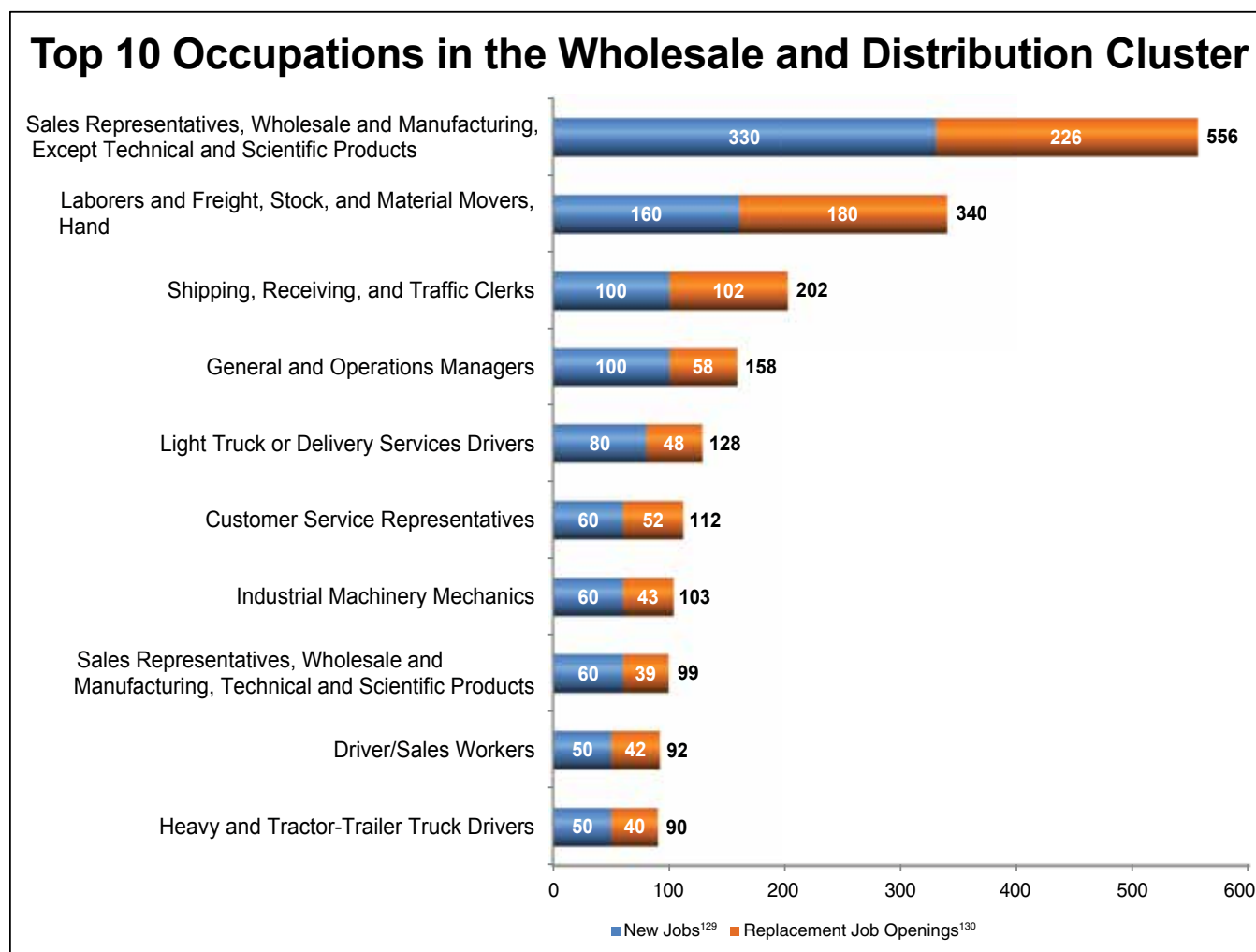
July 2015

What is the Wholesale and Distribution Cluster?

The Wholesale and Distribution cluster is comprised of 14 industries consisting of merchant wholesalers who sell durable and nondurable goods, like groceries, pharmaceuticals, and motor vehicles and parts to other businesses and retailers. 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 Wholesale and Distribution Cluster

The graph below identifies the top 10 occupations in the Wholesale and Distribution cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent nearly one-half of the 3,772 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, speaking, and writing.¹²⁸



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.

¹²⁸ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹²⁹ 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.

¹³⁰ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Wholesale and Distribution Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Wholesale and Distribution 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 ¹³¹ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹³²	HWOL Job Ads ¹³³ (120 days)
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	556	\$28.61	\$59,514	High school diploma or equivalent	466
Laborers and Freight, Stock, and Material Movers, Hand	340	\$11.78	\$24,495	Less than high school	259
Shipping, Receiving, and Traffic Clerks	202	\$14.45	\$30,050	High school diploma or equivalent	139
General and Operations Managers	158	\$51.15	\$106,377	Bachelor's degree	202
Light Truck or Delivery Services Drivers	128	\$17.05	\$35,468	High school diploma or equivalent	254
Customer Service Representatives	112	\$17.58	\$36,558	High school diploma or equivalent	768
Industrial Machinery Mechanics	103	\$26.23	\$54,553	High school diploma or equivalent	34
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	99	\$41.19	\$85,662	Bachelor's degree	190
Driver/Sales Workers	92	\$9.50	\$19,761	High school diploma or equivalent	94
Heavy and Tractor-Trailer Truck Drivers	90	\$22.09	\$45,961	Postsecondary non-degree award	606

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 July 24, 2015.

¹³¹ Total job openings are the sum of new jobs and replacement job openings.

¹³² U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹³³ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Wholesale and Distribution 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 Wholesale and Distribution cluster. The table includes the Ventura County 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 ¹³⁴ (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	158	\$51.15	\$106,377	202
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	99	\$41.19	\$85,662	190
Sales Managers	84	\$49.80	\$103,581	141
Accountants and Auditors	84	\$34.49	\$71,730	334
Software Developers, Systems Software	38	\$59.07	\$122,858	29
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Heavy and Tractor-Trailer Truck Drivers	90	\$22.09	\$45,961	606
First-Line Supervisors of Production and Operating Workers	20	\$26.22	\$54,534	341
Electrical and Electronics Engineering Technicians	12	\$34.74	\$72,271	95
Computer User Support Specialists	12	\$26.30	\$54,695	357
Electro-Mechanical Technicians	10	\$17.20	\$35,781	3
Requires a High School Diploma or Equivalent or Less				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	556	\$28.61	\$59,514	466
Laborers and Freight, Stock, and Material Movers, Hand	340	\$11.78	\$24,495	259
Shipping, Receiving, and Traffic Clerks	202	\$14.45	\$30,050	139
Light Truck or Delivery Services Drivers	128	\$17.05	\$35,468	254
Customer Service Representatives	112	\$17.58	\$36,558	768

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 July 24, 2015.

¹³⁴ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Wholesale and Distribution Cluster

The table below lists the 10 top skills required for top occupations in the Wholesale and Distribution cluster, categorized by entry-level education requirements. Critical thinking, active listening, reading comprehension, and speaking are the most commonly shared skills, followed by monitoring and writing. 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	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing	Service Orientation	Social Perceptiveness	Speaking	Systems Analysis	Time Management	Troubleshooting	Writing
Requires a Bachelor's Degree or Higher																									
General and Operations Managers	●	●		●	●				●		●						●			●	●				●
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	●	●		●	●							●			●		●			●	●				●
Sales Managers				●	●			●	●		●				●					●	●		●		●
Accountants and Auditors ¹³⁵	●	●			●			●		●	●						●				●	●			●
Software Developers, Systems Software	●	●	●		●			●		●	●						●				●				●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																									
Heavy and Tractor-Trailer Truck Drivers		●	●		●	●					●		●	●			●					●		●	
First-Line Supervisors of Production and Operating Workers		●		●	●				●		●						●			●	●		●		●
Electrical and Electronics Engineering Technicians ¹³⁶		●	●		●					●	●						●	●			●			●	●
Computer User Support Specialists	●	●		●	●		●				●						●		●		●				●
Electro-Mechanical Technicians		●			●	●					●			●		●	●	●						●	●
Requires a High School Diploma or Equivalent or Less																									
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	●	●			●							●			●		●		●	●	●				●
Laborers and Freight, Stock, and Material Movers, Hand		●	●	●	●						●		●	●			●				●			●	
Shipping, Receiving, and Traffic Clerks		●	●	●	●			●		●	●						●				●				●
Light Truck or Delivery Services Drivers		●			●						●		●	●			●		●		●		●		●
Customer Service Representatives		●		●	●						●				●		●		●	●	●				●

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

¹³⁵ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

¹³⁶ Skills represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

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

¹³⁸ Work Activities represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics

Related Occupations for the Wholesale and Distribution Cluster

The table below lists top occupations in the Wholesale and Distribution 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 Wholesale and Distribution cluster occupations.

Wholesale and Distribution 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
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	<ul style="list-style-type: none"> • Insurance Sales Agents • Market Research Analysts and Marketing Specialists • Sales Agents, Financial Services
Sales Managers	<ul style="list-style-type: none"> • Financial Managers, Branch or Department • Logistics Managers • Marketing Managers
Accountants and Auditors	<ul style="list-style-type: none"> • Financial Analysts • Personal Financial Advisors • Risk Management Specialists
Software Developers, Systems Software	<ul style="list-style-type: none"> • Computer Programmers • Computer Systems Analysts • Software Developers, Applications
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Motorboat Operators • Pile-Driver Operators
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> • Aircraft Cargo Handling Supervisors • First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand • Industrial Production Managers
Electrical and Electronics Engineering Technicians	<ul style="list-style-type: none"> • Electrical and Electronics Repairers, Commercial and Industrial Equipment • Mechanical Engineering Technicians • Manufacturing Production Technicians
Computer User Support Specialists	<ul style="list-style-type: none"> • Computer Operators • Electrical Engineering Technicians • Web Administrators
Electro-Mechanical Technicians	<ul style="list-style-type: none"> • Electrical and Electronics Repairers, Commercial and Industrial Equipment • Electrical Engineering Technicians • Industrial Machinery Mechanics
Requires a High School Diploma or Equivalent or Less	
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	<ul style="list-style-type: none"> • Buyers and Purchasing Agents, Farm Products • Retail Salespersons • Wholesale and Retail Buyers, Except Farm Products
Laborers and Freight, Stock, and Material Movers, Hand	<ul style="list-style-type: none"> • Fence Erectors • Industrial Truck and Tractor Operators • Reinforcing Iron and Rebar Workers
Shipping, Receiving, and Traffic Clerks	<ul style="list-style-type: none"> • Inspectors, Testers, Sorters, Samplers, and Weighers • Marking Clerks • Weighers, Measurers, Checkers, and Samplers, Recordkeeping
Light Truck or Delivery Services Drivers	<ul style="list-style-type: none"> • Heavy and Tractor-Trailer Truck Drivers • Laborers and Freight, Stock, and Material Movers, Hand • Shipping, Receiving, and Traffic Clerks
Customer Service Representatives	<ul style="list-style-type: none"> • Bill and Account Collectors • New Accounts Clerks • Receptionists and Information Clerks

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

Employer Demand for the Wholesale and Distribution Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Wholesale and Distribution cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Wholesale and Distribution Cluster Employers	Recent Job Advertisements ¹³⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
McKesson	38	11	27	245.5%
HD Supply	33	34	-1	-2.9%
Sysco	30	38	-8	-21.1%
Advantage Sales and Marketing, LLC	17	15	2	13.3%
Southern Wine & Spirits	10	12	-2	-16.7%
Acosta, Inc.	10	11	-1	-9.1%
Thermo Fisher Scientific, Inc.	10	11	-1	-9.1%
Compass Consulting Group, Inc.	8	1	7	700.0%
Ferguson Enterprises, Inc.	6	1	5	500.0%
Apria	6	1	5	500.0%
Advanced Medical Personnel, Inc.	5	0	5	—
Zindagi Games	5	2	3	150.0%
Skyworks	5	14	-9	-64.3%
United Rentals, Inc.	5	3	2	66.7%
SupplyCore	5	0	5	—
Bunzl	5	3	2	66.7%
OccuVax	5	5	0	0.0%
Rain For Rent	5	4	1	25.0%
CrossMark	5	1	4	400.0%
Owens & Minor	4	4	0	0.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹³⁹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Wholesale and Distribution Cluster Occupations

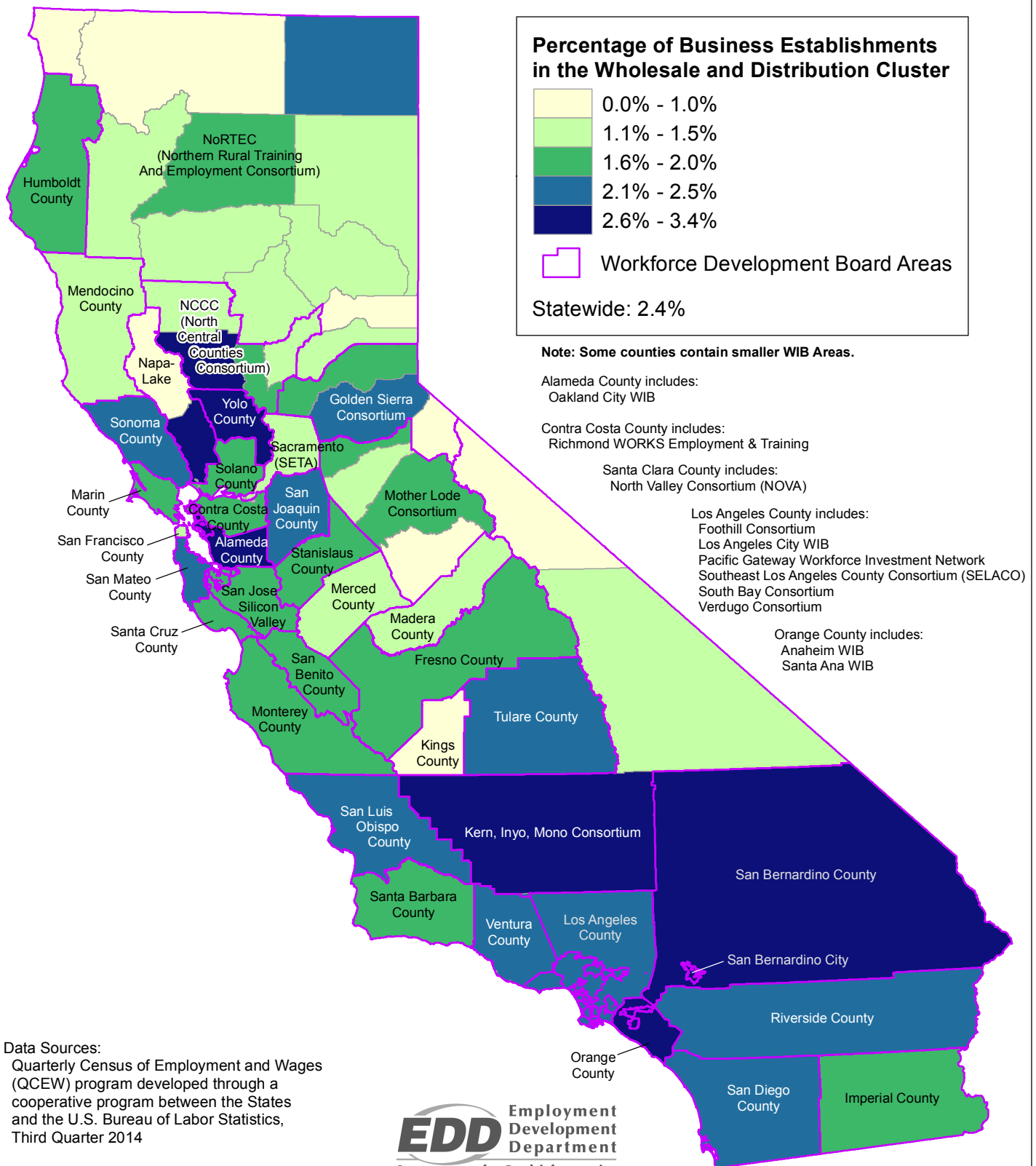
The table below provides examples of instructional programs related to some of the top occupations in the Wholesale and Distribution cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Wholesale and Distribution 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
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Electrical and Electronics Engineering Technicians	15.0399	Electrical and Electronic Engineering Technologies/Technicians, Other	N/A	N/A
	15.0616	Semiconductor Manufacturing Technology		
	15.1201	Computer Engineering Technology/Technician		
Computer User Support Specialists	01.0106	Agricultural Business Technology	070820	Computer Support
	11.1006	Computer Support Specialist		
	51.0709	Medical Office Computer Specialist/Assistant		
Electro-Mechanical Technicians	15.0403	Electromechanical Technology/Electromechanical Engineering Technology	093500	Electro-Mechanical Technology
	15.0404	Instrumentation Technology/Technician	094300	Instrumentation Technology
	15.0405	Robotics Technology/Technician		
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	52.1801	Sales, Distribution, and Marketing Operations, General	050900	Marketing and Distribution
	52.1899	General Merchandising, Sales, and Related Marketing Operations, Other	050960	Display
	52.1902	Fashion Merchandising		
Light Truck or Delivery Services Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Customer Service Representatives	52.0406	Receptionist	051800	Customer Service
	52.0411	Customer Service Support/Call Center/Teleservice Operation		

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

California Wholesale and Distribution Cluster

Percentage of Total County Establishments, 2014



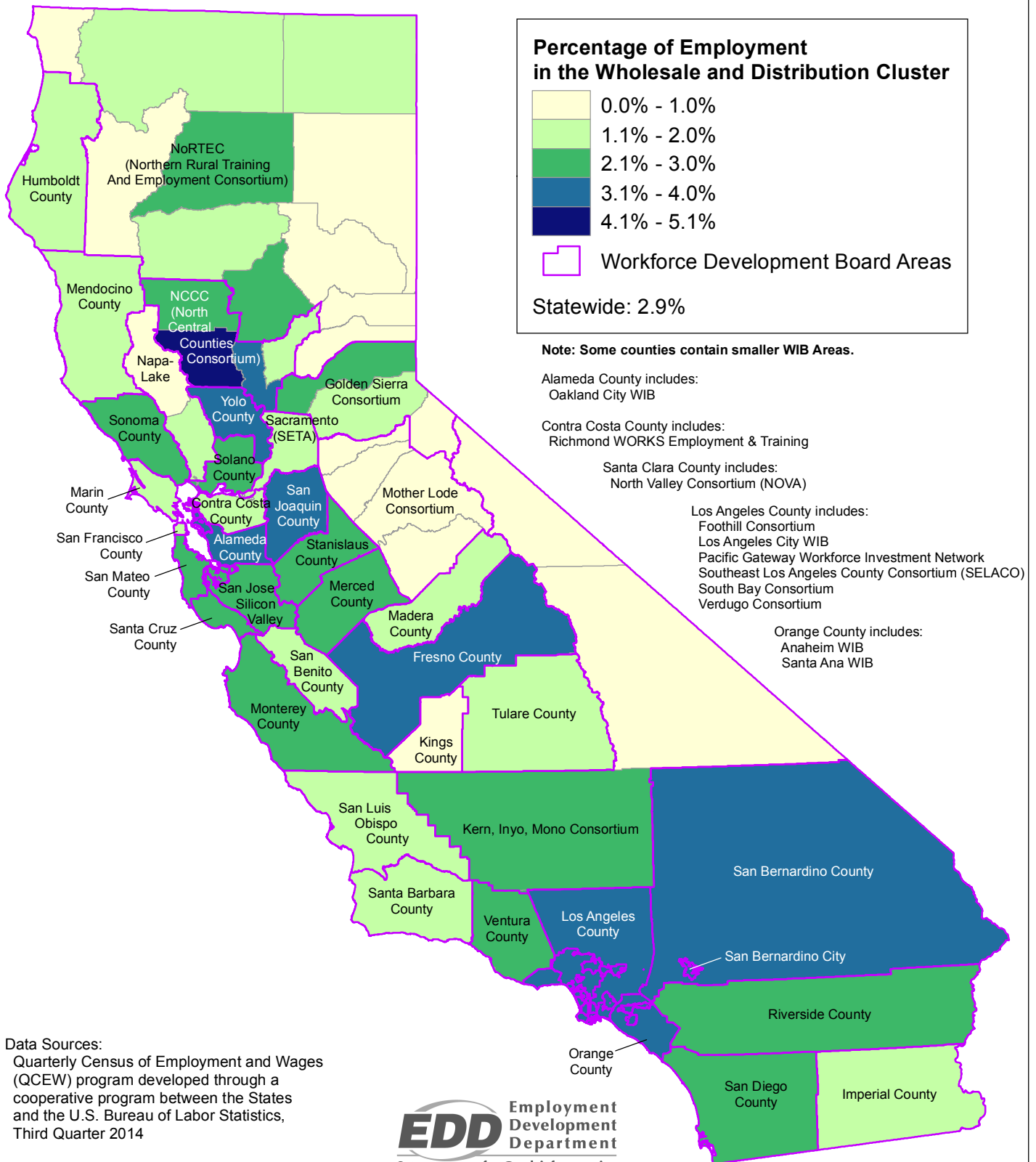
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California Wholesale and Distribution Cluster

Percentage of Total County Employment, 2014



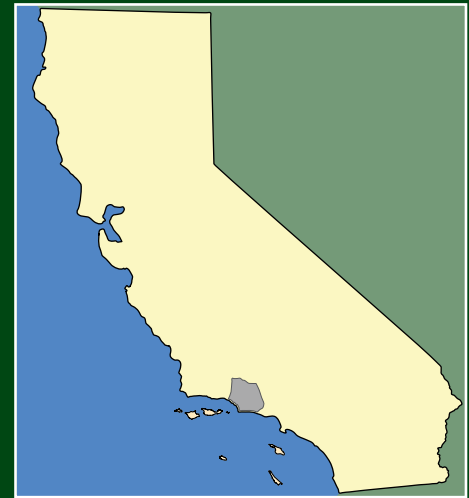
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

EDD Employment Development Department
State of California

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File T036



Occupational Analysis: Fabricated and Other Metal Manufacturing Cluster

Ventura County Economic Sub-Market

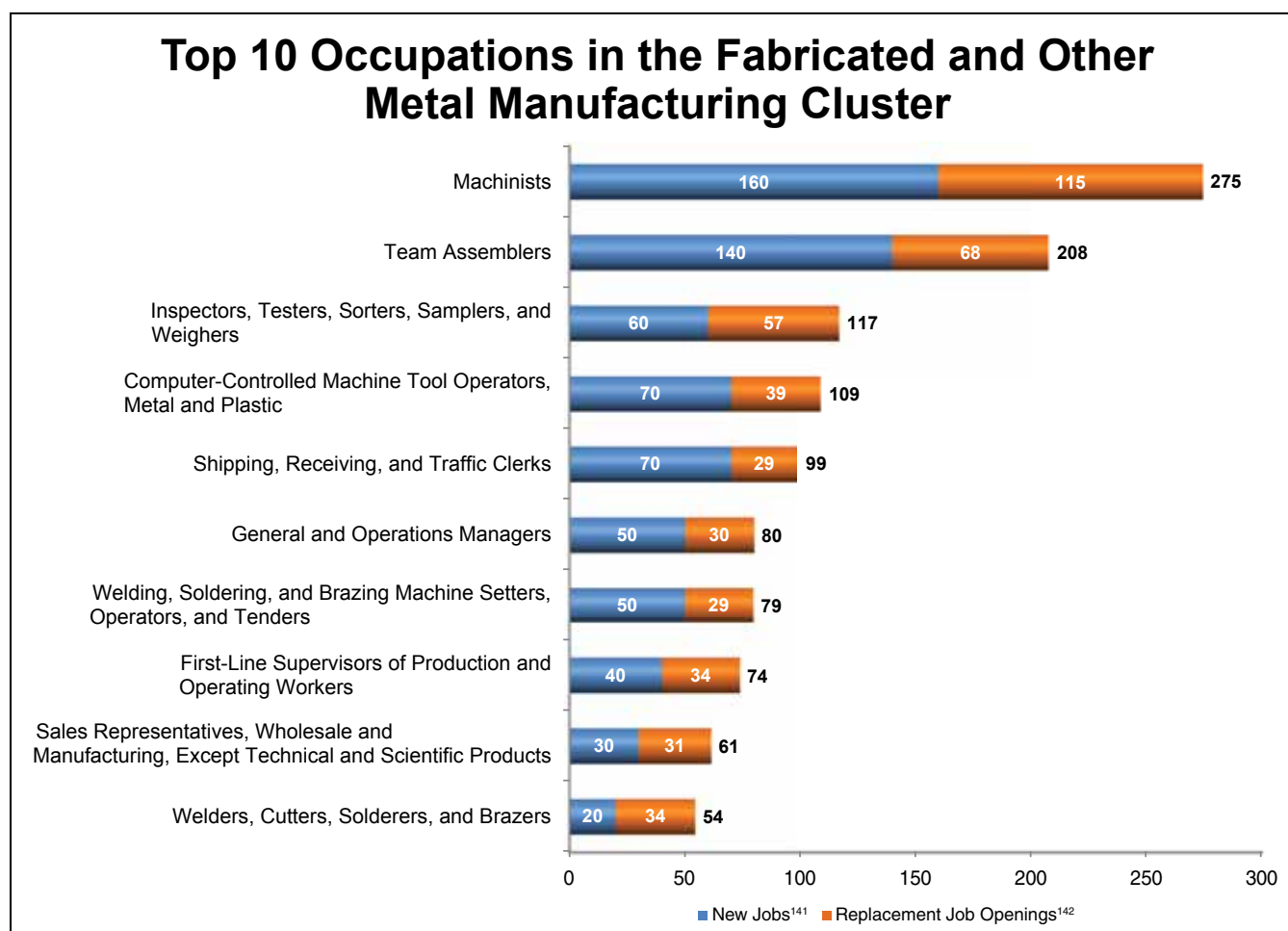
July 2015

What is the Fabricated and Other Metal Manufacturing Cluster?

The Fabricated and Other Metal Manufacturing industry cluster is comprised of 18 industries related to metal manufacturing. Establishments within this cluster are involved in the process of refining metals and the production of metal products, such as industrial equipment, commercial heating and air conditioning, motorcycles, and military armored vehicles. 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 Fabricated and Other Metal Manufacturing Cluster

The graph below identifies the top 10 occupations in the Fabricated and Other Metal Manufacturing cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent nearly one-half of the 2,671 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, monitoring, reading comprehension, and speaking.¹⁴⁰



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.

¹⁴⁰ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁴¹ 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.

¹⁴² Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Fabricated and Other Metal Manufacturing Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Fabricated and Other Metal Manufacturing 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 ¹⁴³ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹⁴⁴	HWOL Job Ads ¹⁴⁵ (120 days)
Machinists	275	\$19.13	\$39,785	High school diploma or equivalent	136
Team Assemblers	208	\$12.90	\$26,842	High school diploma or equivalent	53
Inspectors, Testers, Sorters, Samplers, and Weighers	117	\$16.77	\$34,882	High school diploma or equivalent	111
Computer-Controlled Machine Tool Operators, Metal and Plastic	109	\$16.56	\$34,446	High school diploma or equivalent	73
Shipping, Receiving, and Traffic Clerks	99	\$14.45	\$30,050	High school diploma or equivalent	139
General and Operations Managers	80	\$51.15	\$106,377	Bachelor's degree	202
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	79	\$16.79	\$34,910	High school diploma or equivalent	1
First-Line Supervisors of Production and Operating Workers	74	\$26.22	\$54,534	Postsecondary non-degree award	341
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	61	\$28.61	\$59,514	High school diploma or equivalent	466
Welders, Cutters, Solderers, and Brazers	54	\$17.61	\$36,631	High school diploma or equivalent	61

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 July 24, 2015.

¹⁴³ Total job openings are the sum of new jobs and replacement job openings.

¹⁴⁴ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹⁴⁵ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Fabricated and Other Metal Manufacturing 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 Fabricated and Other Metal Manufacturing cluster. The table includes the Ventura County 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 ¹⁴⁶ (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	80	\$51.15	\$106,377	202
Industrial Production Managers	31	\$44.60	\$92,767	23
Mechanical Engineers	24	\$46.37	\$96,449	83
Accountants and Auditors	19	\$34.49	\$71,730	334
Cost Estimators	16	\$28.37	\$59,006	24
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
First-Line Supervisors of Production and Operating Workers	74	\$26.22	\$54,534	341
Mechanical Drafters	3	\$24.73	\$51,442	34
Electrical and Electronics Engineering Technicians	2	\$34.74	\$72,271	95
Industrial Engineering Technicians	2	\$22.23	\$46,230	63
Computer User Support Specialists	2	\$26.30	\$54,695	357
Requires a High School Diploma or Equivalent or Less				
Machinists	275	\$19.13	\$39,785	136
Team Assemblers	208	\$12.90	\$26,842	53
Inspectors, Testers, Sorters, Samplers, and Weighers	117	\$16.77	\$34,882	111
Computer-Controlled Machine Tool Operators, Metal and Plastic	109	\$16.56	\$34,446	73
Shipping, Receiving, and Traffic Clerks	99	\$14.45	\$30,050	139

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 July 24, 2015.

¹⁴⁶ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Fabricated and Other Metal Manufacturing Cluster

The table below lists the 10 top skills required for top occupations in the Fabricated and Other Metal Manufacturing cluster, categorized by entry-level education requirements. Critical thinking, monitoring, and reading comprehension are the most commonly shared skills, followed by active listening, speaking, and writing. 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 Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Selection	Instructing	Judgment and Decision Making	Management of Financial Resources	Management of Personnel Resources	Mathematics	Monitoring	Operation and Control	Operation Monitoring	Operations Analysis	Quality Control Analysis	Reading Comprehension	Science	Service Orientation	Social Perceptiveness	Speaking
Requires a Bachelor's Degree or Higher																				
General and Operations Managers	●		●	●					●		●					●			●	●
Industrial Production Managers	●		●	●			●		●		●					●			●	●
Mechanical Engineers		●		●			●			●	●			●	●	●	●			
Accountants and Auditors ¹⁴⁷	●			●			●			●	●					●			●	●
Cost Estimators	●	●		●				●		●	●					●			●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
First-Line Supervisors of Production and Operating Workers	●		●	●					●		●					●		●	●	●
Mechanical Drafters	●	●	●	●						●	●					●			●	●
Electrical and Electronics Engineering Technicians ¹⁴⁸	●	●		●						●	●		●		●	●				●
Industrial Engineering Technicians	●	●		●			●			●	●					●			●	●
Computer User Support Specialists	●		●	●		●					●					●	●		●	●
Requires a High School Diploma or Equivalent or Less																				
Machinists	●	●	●	●							●	●	●		●	●			●	
Team Assemblers	●		●	●							●	●	●		●	●			●	●
Inspectors, Testers, Sorters, Samplers, and Weighers	●		●	●			●				●		●		●	●			●	●
Computer-Controlled Machine Tool Operators, Metal and Plastic	●			●	●						●	●	●		●	●				●
Shipping, Receiving, and Traffic Clerks	●	●	●	●			●			●	●					●			●	●

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

¹⁴⁷ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

¹⁴⁸ Skills represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Work Activities in the Fabricated and Other Metal Manufacturing Cluster

The table below lists the 10 top work activities required for top occupations in the Fabricated and Other Metal Manufacturing cluster, categorized by entry-level education requirements. The most common include communicating with supervisors, peers, or subordinates; establishing and maintaining interpersonal relationships; 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	Documenting/Recording Information	Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment	Establishing and Maintaining Interpersonal Relationships	Estimating the Quantifiable Characteristics of Products, Events, or Information	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	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	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	Thinking Creatively	Updating and Using Relevant Knowledge		
Requires a Bachelor's Degree or Higher																																		
General and Operations Managers			●	●		●			●										●		●	●								●	●	●		
Industrial Production Managers				●		●			●				●						●	●	●	●								●	●			
Mechanical Engineers	●			●			●	●	●										●			●			●							●	●	
Accountants and Auditors ¹⁴⁹	●			●					●	●	●								●			●	●		●								●	
Cost Estimators	●			●			●			●									●			●			●	●							●	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																		
First-Line Supervisors of Production and Operating Workers		●		●	●	●			●					●	●												●				●	●		
Mechanical Drafters				●			●	●	●								●		●			●			●								●	●
Electrical and Electronics Engineering Technicians ¹⁵⁰				●			●	●	●								●		●						●		●						●	●
Industrial Engineering Technicians				●	●			●	●					●					●	●		●											●	●
Computer User Support Specialists				●					●			●				●		●				●			●								●	●
Requires a High School Diploma or Equivalent or Less																																		
Machinists				●	●				●					●						●	●				●				●				●	●
Team Assemblers				●	●	●	●		●	●				●					●	●				●										
Inspectors, Testers, Sorters, Samplers, and Weighers				●					●			●		●	●	●		●		●				●										●
Computer-Controlled Machine Tool Operators, Metal and Plastic				●	●				●					●		●			●	●		●		●										●
Shipping, Receiving, and Traffic Clerks				●					●					●	●		●		●	●	●	●		●	●									

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

¹⁴⁹ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

¹⁵⁰ Work Activities represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Related Occupations for the Fabricated and Other Metal Manufacturing Cluster

The table below lists top occupations in the Fabricated and Other Metal Manufacturing 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 Fabricated and Other Metal Manufacturing cluster occupations.

Fabricated and Other Metal Manufacturing Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • Administrative Services Managers • Purchasing Managers • Storage and Distribution Managers
Industrial Production Managers	<ul style="list-style-type: none"> • Industrial Engineers • Logistics Managers • Power Distributors and Dispatchers
Mechanical Engineers	<ul style="list-style-type: none"> • Logistics Engineers • Manufacturing Engineering Technologists • Product Safety Engineers
Accountants and Auditors	<ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Budget Analysts • Financial Analysts
Cost Estimators	<ul style="list-style-type: none"> • Logistics Analysts • Risk Management Specialists • Supply Chain Managers
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 Mechanics, Installers, and Repairers • Industrial Production Managers • Non-Destructive Testing Specialists
Mechanical Drafters	<ul style="list-style-type: none"> • Civil Drafters • Commercial and Industrial Designers • Electronics Engineering Technicians
Electrical and Electronics Engineering Technicians	<ul style="list-style-type: none"> • Electrical and Electronics Installers and Repairers, Transportation Equipment • Manufacturing Production Technicians • Mechanical Engineering Technicians
Industrial Engineering Technicians	<ul style="list-style-type: none"> • Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic • Environmental Engineering Technicians • Validation Engineers
Computer User Support Specialists	<ul style="list-style-type: none"> • Computer Operators • Desktop Publishers • Web Administrators
Requires a High School Diploma or Equivalent or Less	
Machinists	<ul style="list-style-type: none"> • Computer-Controlled Machine Tool Operators, Metal and Plastic • Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic • Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
Team Assemblers	<ul style="list-style-type: none"> • Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic • Forging Machine Setters, Operators, and Tenders, Metal and Plastic • Solderers and Brazers
Inspectors, Testers, Sorters, Samplers, and Weighers	<ul style="list-style-type: none"> • Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic • Machine Feeders and Offbearers • Shipping, Receiving, and Traffic Clerks
Computer-Controlled Machine Tool Operators, Metal and Plastic	<ul style="list-style-type: none"> • Engine and Other Machine Assemblers • Machinists • Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
Shipping, Receiving, and Traffic Clerks	<ul style="list-style-type: none"> • Inspectors, Testers, Sorters, Samplers, and Weighers • Laborers and Freight, Stock, and Material Movers, Hand • Marking Clerks

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

Employer Demand for the Fabricated and Other Metal Manufacturing Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Fabricated and Other Metal Manufacturing cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Fabricated and Other Metal Manufacturing Cluster Employers	Recent Job Advertisements¹⁵¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
CTG - Computer Task Group	181	7	174	2,485.7%
Alcoa, Inc.	12	29	-17	-58.6%
Aluminum Precision Products, Inc.	6	1	5	500.0%
Ronlo Engineering	4	0	4	—
Mobile Mini, Inc.	3	2	1	50.0%
Barnett Tool & Engineering	2	0	2	—
Cold Steel	2	0	2	—
Hudson Plating Works	2	0	2	—
Royal Coatings	1	1	0	0.0%
T.N.D. Precision, Inc.	1	0	1	—
Jims Machining	1	0	1	—
Bombardier, Inc.	1	0	1	—
Raypak, Inc.	1	0	1	—
General Magnaplate	1	1	0	0.0%
Precision Castparts, Corp.	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹⁵¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Fabricated and Other Metal Manufacturing Cluster Occupations

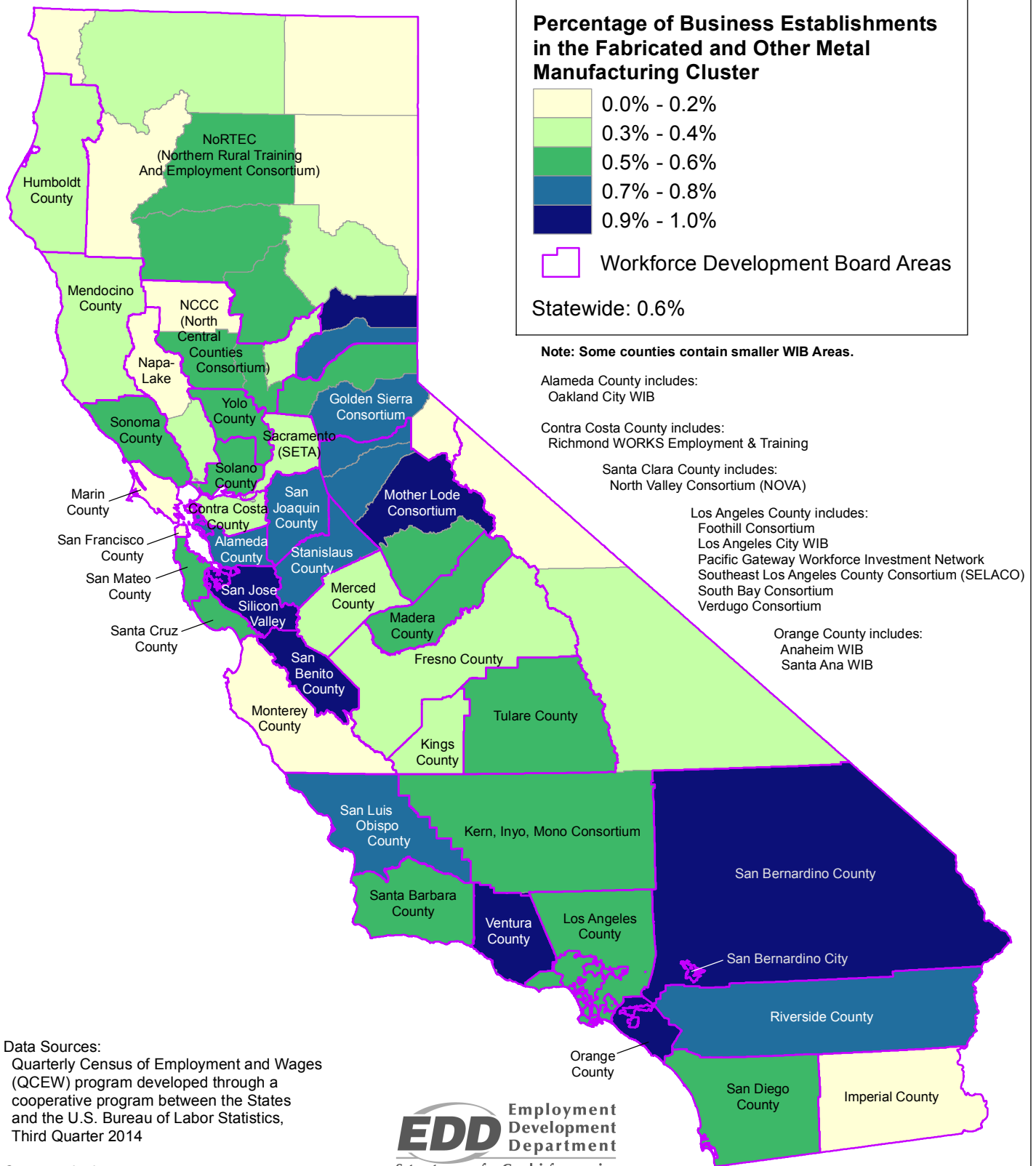
The table below provides examples of instructional programs related to some of the top occupations in the Fabricated and Other Metal Manufacturing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Fabricated and Other Metal Manufacturing 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
Mechanical Drafters	15.1301	Drafting and Design Technology/ Technician, General	095300	Drafting Technology
	15.1302	CAD/CADD Drafting and/or Design Technology/Technician	095340	Mechanical Drafting
	15.1306	Mechanical Drafting and Mechanical Drafting CAD/CADD		
Electrical and Electronics Engineering Technicians	15.0399	Electrical and Electronic Engineering Technologies/Technicians, Other	N/A	N/A
	15.0616	Semiconductor Manufacturing Technology		
	15.1201	Computer Engineering Technology/ Technician		
Industrial Engineering Technicians	15.0612	Industrial Technology/Technician	095050	Aircraft Fabrication
	15.0613	Manufacturing Engineering Technology/Technician	095600	Manufacturing and Industrial Technology
	15.0699	Industrial Production Technologies/ Technicians, Other		
Computer User Support Specialists	01.0106	Agricultural Business Technology	070820	Computer Support
	11.1006	Computer Support Specialist		
	51.0709	Medical Office Computer Specialist/ Assistant		
Machinists	48.0501	Machine Tool Technology/Machinist	095630	Machining and Machine Tools
	48.0503	Machine Shop Technology/Assistant		
Inspectors, Testers, Sorters, Samplers, and Weighers	15.0702	Quality Control Technology/Technician	095680	Industrial Quality Control
Computer-Controlled Machine Tool Operators, Metal and Plastic	48.0503	Machine Shop Technology/Assistant	N/A	N/A
	48.0510	Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist		

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](https://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 Fabricated and Other Metal Manufacturing Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

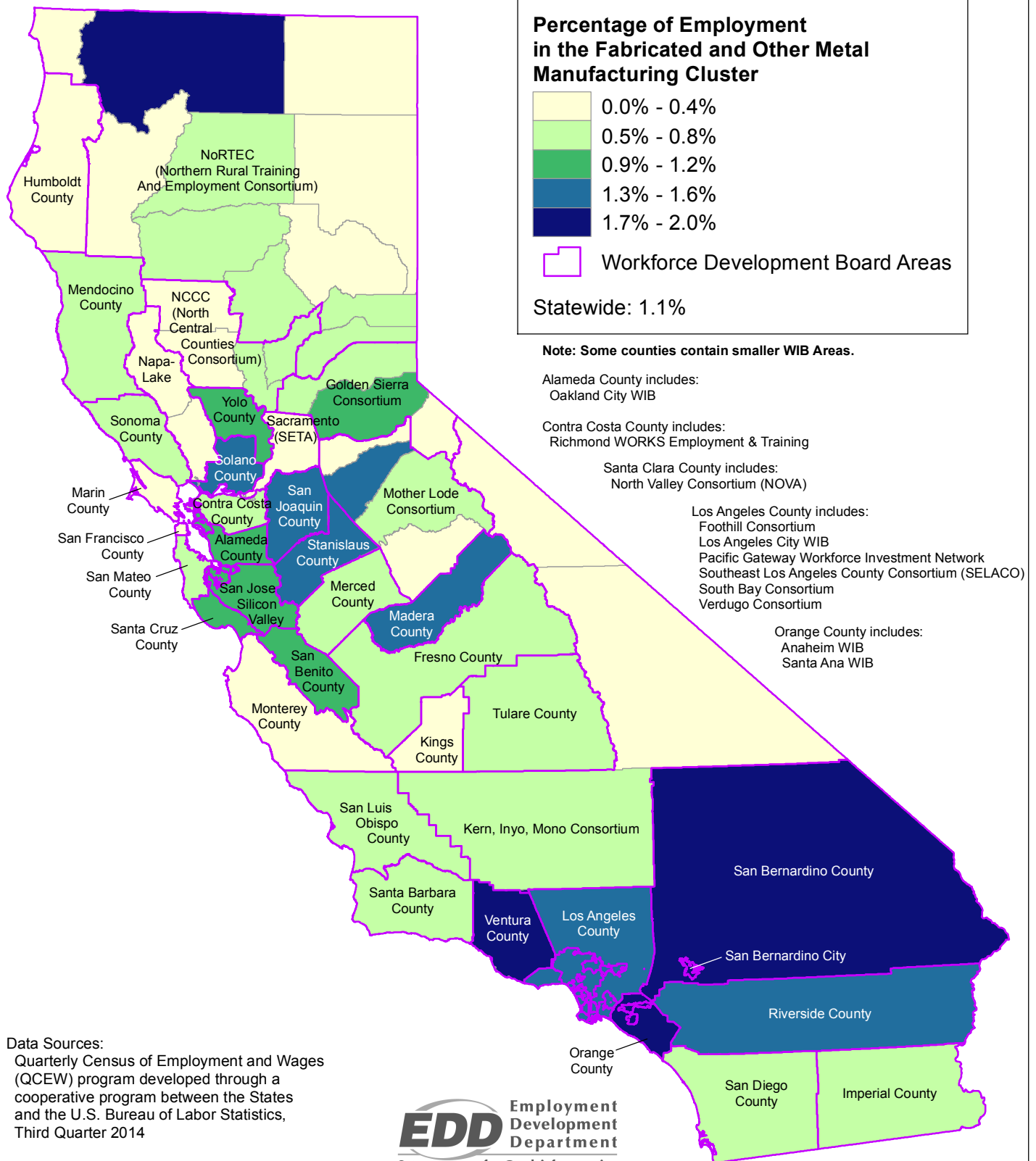
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Fabricated and Other Metal Manufacturing Cluster

Percentage of Total County Employment, 2014



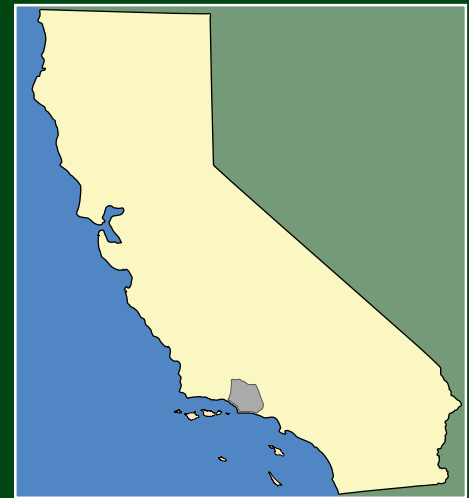
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Social Services Cluster

Ventura County Economic Sub-Market

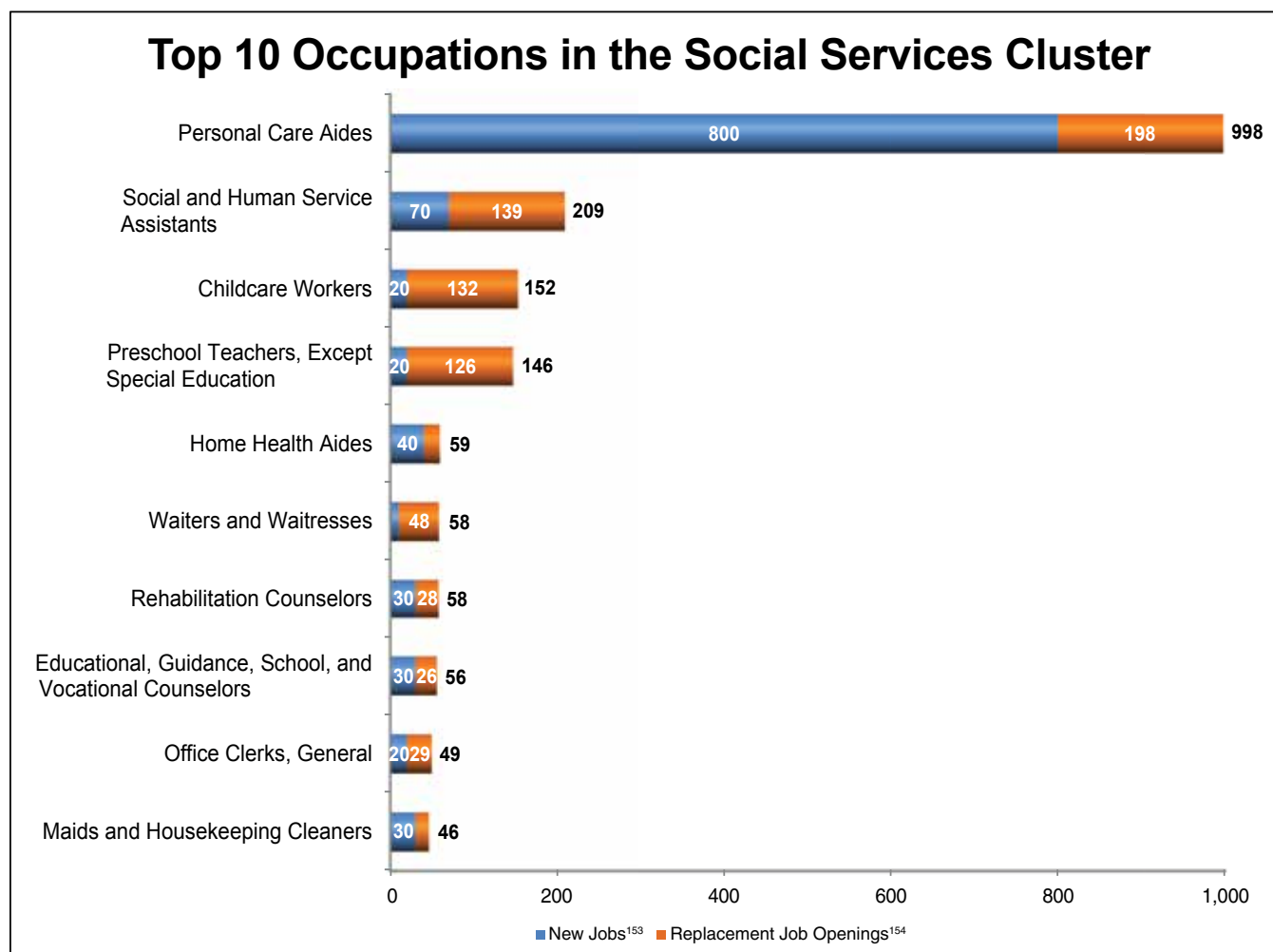
July 2015

What is the Social Services Cluster?

The Social Services industry cluster is comprised of establishments and agencies (public and private) that provide non-residential social assistance for the elderly; children; teens and young adults; and the disabled. Examples include nonmedical in-home care programs, day care centers, and community food banks. Other establishments within this cluster are adoption and foster care services, crisis intervention centers, and meal delivery programs. 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 Social Services Cluster

The graph below identifies the top 10 occupations in the Social Services cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than three-quarters of the 2,515 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, critical thinking, service orientation, social perceptiveness, and speaking.¹⁵²



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.

¹⁵² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁵³ 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.

¹⁵⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Social Services Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Social 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 ¹⁵⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹⁵⁶	HWOL Job Ads ¹⁵⁷ (120 days)
Personal Care Aides	998	\$10.40	\$21,624	Less than high school	463
Social and Human Service Assistants	209	\$17.03	\$35,414	High school diploma or equivalent	233
Childcare Workers	152	\$11.58	\$24,086	High school diploma or equivalent	62
Preschool Teachers, Except Special Education	146	\$14.80	\$30,780	Associate's degree	115
Home Health Aides	59	\$11.39	\$23,696	Less than high school	153
Waiters and Waitresses	58	\$9.20	\$19,122	Less than high school	246
Rehabilitation Counselors	58	\$13.06	\$27,168	Master's degree	14
Educational, Guidance, School, and Vocational Counselors	56	\$26.94	\$56,049	Master's degree	65
Office Clerks, General	49	\$15.47	\$32,185	High school diploma or equivalent	395
Maids and Housekeeping Cleaners	46	\$10.22	\$21,255	Less than high school	309

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 July 24, 2015.

¹⁵⁵ Total job openings are the sum of new jobs and replacement job openings.

¹⁵⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹⁵⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Social 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 Social Services cluster. The table includes the Ventura County 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 ¹⁵⁸ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Rehabilitation Counselors	58	\$13.06	\$27,168	14
Educational, Guidance, School, and Vocational Counselors	56	\$26.94	\$56,049	65
Social and Community Service Managers	41	\$34.79	\$72,371	58
Mental Health and Substance Abuse Social Workers	31	\$22.97	\$47,767	75
General and Operations Managers	27	\$51.15	\$106,377	202
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Preschool Teachers, Except Special Education	146	\$14.80	\$30,780	115
Teacher Assistants	37	N/A	\$32,030	71
Nursing Assistants	18	\$13.52	\$28,122	86
Registered Nurses	12	\$36.83	\$76,612	1,187
Medical Assistants	4	\$15.85	\$32,968	204
Requires a High School Diploma or Equivalent or Less				
Personal Care Aides	998	\$10.40	\$21,624	463
Social and Human Service Assistants	209	\$17.03	\$35,414	233
Childcare Workers	152	\$11.58	\$24,086	62
Home Health Aides	59	\$11.39	\$23,696	153
Waiters and Waitresses	58	\$9.20	\$19,122	246

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 July 24, 2015.

¹⁵⁸ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Social Services Cluster

The table below lists the 10 top skills required for top occupations in the Social Services cluster, categorized by entry-level education requirements. Active listening, critical thinking, social perceptiveness, 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	Instructing	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Monitoring	Persuasion	Reading Comprehension	Service Orientation	Social Perceptiveness
Requires a Bachelor's Degree or Higher														
Rehabilitation Counselors		●	●	●	●					●	●	●	●	●
Educational, Guidance, School, and Vocational Counselors		●			●		●	●				●	●	●
Social and Community Service Managers		●		●	●				●	●		●		●
Mental Health and Substance Abuse Social Workers	●	●			●			●		●		●	●	●
General and Operations Managers	●	●		●	●				●	●		●		●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree														
Preschool Teachers, Except Special Education		●		●	●			●		●		●	●	●
Teacher Assistants		●		●	●	●		●		●		●		●
Nursing Assistants	●	●		●	●					●		●	●	●
Registered Nurses	●	●		●	●			●		●		●	●	●
Medical Assistants	●	●		●	●					●		●	●	●
Requires a High School Diploma or Equivalent or Less														
Personal Care Aides	●	●		●	●					●		●	●	●
Social and Human Service Assistants		●		●	●		●			●		●	●	●
Childcare Workers	●	●		●	●		●	●		●		●	●	●
Home Health Aides	●	●		●	●			●		●		●	●	●
Waiters and Waitresses		●		●	●			●		●	●	●	●	●

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

Work Activities in the Social Services Cluster

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

Occupations	Work Activities																								
	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	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Organizing, Planning, and Prioritizing Work	Performing for or Working Directly with the Public	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Selling or Influencing Others	Thinking Creatively	Updating and Using Relevant Knowledge
Requires a Bachelor's Degree or Higher																									
Rehabilitation Counselors	●	●	●	●			●		●					●		●						●			●
Educational, Guidance, School, and Vocational Counselors	●	●		●			●						●			●				●	●			●	●
Social and Community Service Managers	●		●	●	●		●			●			●							●	●	●			
Mental Health and Substance Abuse Social Workers	●			●		●	●					●	●			●			●		●				●
General and Operations Managers			●	●	●		●						●		●	●					●	●		●	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																									
Preschool Teachers, Except Special Education	●			●			●						●	●		●	●					●	●		●
Teacher Assistants	●	●		●			●		●					●		●					●			●	●
Nursing Assistants	●			●			●		●		●	●	●	●		●			●						
Registered Nurses	●			●			●		●			●	●	●		●			●						●
Medical Assistants	●			●		●	●		●			●		●		●	●								●
Requires a High School Diploma or Equivalent or Less																									
Personal Care Aides	●			●		●	●				●	●	●	●		●		●							
Social and Human Service Assistants	●			●		●		●				●	●			●	●				●				●
Childcare Workers	●			●			●				●		●	●		●		●			●			●	
Home Health Aides	●			●		●	●				●	●		●		●			●						●
Waiters and Waitresses				●	●		●		●		●	●					●	●			●	●			

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

Related Occupations for the Social Services Cluster

The table below lists top occupations in the Social 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 Social Services cluster occupations.

Social Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Rehabilitation Counselors	<ul style="list-style-type: none"> • Child, Family, and School Social Workers • Mental Health and Substance Abuse Social Workers • Substance Abuse and Behavioral Disorder Counselors
Educational, Guidance, School, and Vocational Counselors	<ul style="list-style-type: none"> • Counseling Psychologists • Marriage and Family Therapists • Mental Health Counselors
Social and Community Service Managers	<ul style="list-style-type: none"> • Human Resources Managers • Medical and Health Services Managers • Training and Development Managers
Mental Health and Substance Abuse Social Workers	<ul style="list-style-type: none"> • Educational, Guidance, School, and Vocational Counselors • Healthcare Social Workers • Probation Officers and Correctional Treatment Specialists
General and Operations Managers	<ul style="list-style-type: none"> • Administrative Services Managers • First-Line Supervisors of Office and Administrative Support Workers • Logistics Managers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Preschool Teachers, Except Special Education	<ul style="list-style-type: none"> • Childcare Workers • Kindergarten Teachers, Except Special Education • Nannies
Teacher Assistants	<ul style="list-style-type: none"> • Fitness Trainers and Aerobics Instructors • Social and Human Service Assistants • Tour Guides and Escorts
Nursing Assistants	<ul style="list-style-type: none"> • N/A
Registered Nurses	<ul style="list-style-type: none"> • Critical Care Nurses • Emergency Medical Technicians and Paramedics • Licensed Practical and Licensed Vocational Nurses
Medical Assistants	<ul style="list-style-type: none"> • Dental Assistants • Occupational Therapy Assistants • Social and Human Service Assistants
Requires a High School Diploma or Equivalent or Less	
Personal Care Aides	<ul style="list-style-type: none"> • Childcare Workers • Home Health Aides • Physical Therapist Aides
Social and Human Service Assistants	<ul style="list-style-type: none"> • Correctional Officers and Jailers • Preschool Teachers, Except Special Education • Recreation Workers
Childcare Workers	<ul style="list-style-type: none"> • Home Health Aides • Personal Care Aides • Teacher Assistants
Home Health Aides	<ul style="list-style-type: none"> • Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers • Medical Assistants • Physical Therapist Aides
Waiters and Waitresses	<ul style="list-style-type: none"> • Cashiers • Cooks, Fast Food • Food Preparation Workers

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

Employer Demand for the Social Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Social Services cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Social Services Cluster Employers	Recent Job Advertisements¹⁵⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Learning Care Group	20	0	20	—
Child Development, Inc.	17	5	12	240.0%
American Cancer Society	8	0	8	—
Easter Seals	3	2	1	50.0%
Rehab Without Walls	3	0	3	—
Child Development Resources	2	3	-1	-33.3%
The Mentor Network	2	4	-2	-50.0%
Guardian Angel Home Care, Inc.	1	0	1	—
Boys and Girls Clubs	1	1	0	0.0%
Ymca	1	0	1	—
El Centrito	1	0	1	—
Technical Search Group	1	0	1	—
Consolidated Support Services	1	0	1	—
Ford Motor Company	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹⁵⁹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Social Services Cluster Occupations

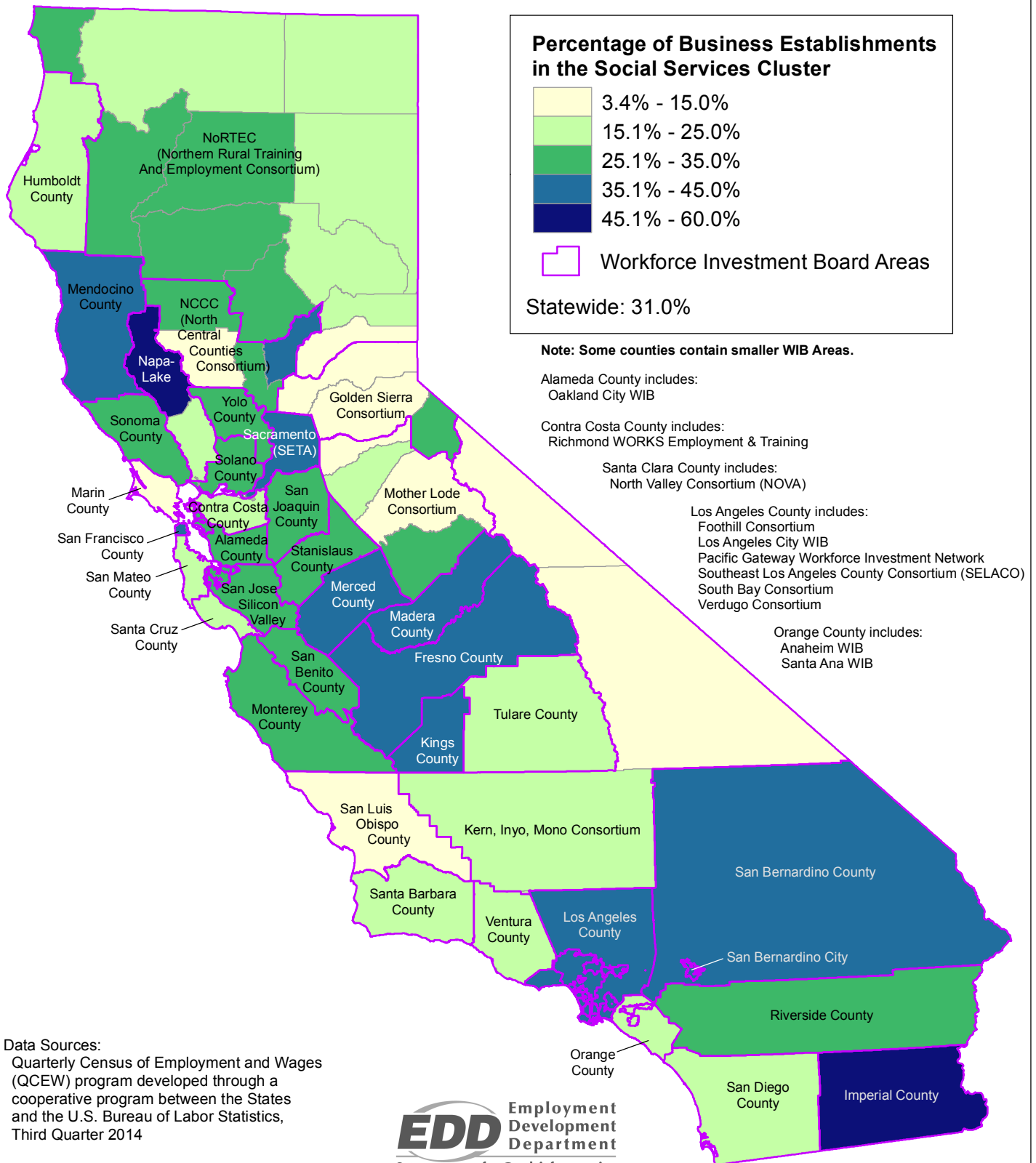
The table below provides examples of instructional programs related to some of the top occupations in the Social Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Social 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
Preschool Teachers, Except Special Education	13.1209	Kindergarten/Preschool Education and Teaching	130580	Child Development Administration and Management
	13.1210	Early Childhood Education and Teaching		
	19.0708	Child Care and Support Services Management		
Teacher Assistants	13.1501	Teacher Assistant/Aide	080200	Educational Aide (Teacher Assistant)
			080210	Educational Aide (Teacher Assistant), Bilingual
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		
Registered Nurses	51.3801	Registered Nursing/Registered Nurse	123000	Nursing
	51.3802	Nursing Administration	123010	Registered Nursing
	51.3803	Adult Health Nurse/Nursing		
Medical Assistants	51.0716	Medical Administrative/Executive Assistant and Medical Secretary	120800	Medical Assisting
	51.0801	Medical/Clinical Assistant	120810	Clinical Medical Assisting
	51.0809	Anesthesiologist Assistant	120820	Administrative Medical Assisting
Personal Care Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide
Social and Human Service Assistants	19.0710	Developmental Services Worker	210400	Human Services
	44.0000	Human Services, General		
Childcare Workers	19.0709	Child Care Provider/Assistant	130500	Child Development/Early Care and Education
			130540	Preschool Age Child
			130550	The School Age Child
Home Health Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide

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

California Social Services Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
July 2015

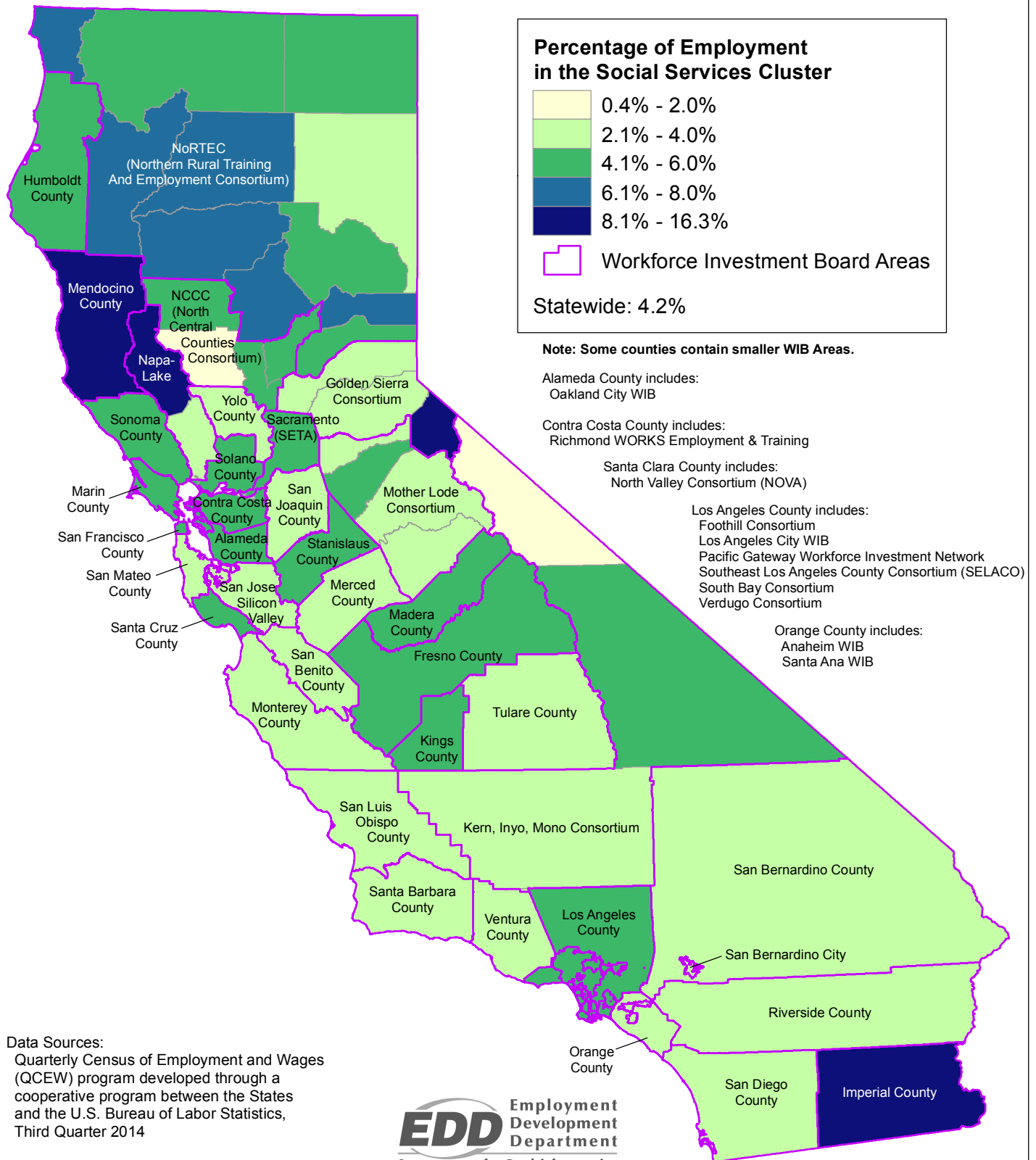
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Social Services Cluster

Percentage of Total County Employment, 2014



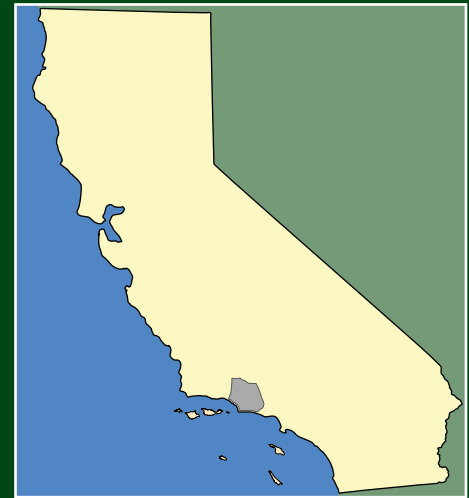
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
July 2015

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Household Goods and Services Cluster

Ventura County Economic Sub-Market

July 2015

What is the Household Goods and Services Cluster?

The Household Goods and Services industry cluster is comprised of seven industries. Establishment related to this cluster include wholesale and retail stores that sell home furniture, lawn and garden supplies, as well as establishments that provide home and appliance repair and maintenance. 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 Household Goods and Services Cluster

The graph below identifies the top 10 occupations in the Household Goods and Services cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 2,069 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, speaking, and writing.¹⁶⁰



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.

¹⁶⁰ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁶¹ 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.

¹⁶² Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Household Goods and Services Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Household Goods and 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 ¹⁶³ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹⁶⁴	HWOL Job Ads ¹⁶⁵ (120 days)
Retail Salespersons	416	\$10.80	\$22,481	Less than high school	945
Laborers and Freight, Stock, and Material Movers, Hand	212	\$11.78	\$24,495	Less than high school	259
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	198	\$28.61	\$59,514	High school diploma or equivalent	466
Shipping, Receiving, and Traffic Clerks	69	\$14.45	\$30,050	High school diploma or equivalent	139
Cashiers	63	\$10.88	\$22,628	Less than high school	244
Customer Service Representatives	63	\$17.58	\$36,558	High school diploma or equivalent	768
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	57	\$9.21	\$19,155	Less than high school	23
General and Operations Managers	56	\$51.15	\$106,377	Bachelor's degree	202
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	53	\$41.19	\$85,662	Bachelor's degree	190
Software Developers, Systems Software	52	\$59.07	\$122,858	Bachelor's degree	29

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 July 24, 2015.

¹⁶³ Total job openings are the sum of new jobs and replacement job openings.

¹⁶⁴ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹⁶⁵ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Household Goods and 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 Household Goods and Services cluster. The table includes the Ventura County 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 ¹⁶⁶ (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	56	\$51.15	\$106,377	202
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	53	\$41.19	\$85,662	190
Software Developers, Systems Software	52	\$59.07	\$122,858	29
Sales Managers	49	\$49.80	\$103,581	141
Market Research Analysts and Marketing Specialists	23	\$32.32	\$67,221	130
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Heavy and Tractor-Trailer Truck Drivers	10	\$22.09	\$45,961	606
Computer Network Support Specialists	3	\$30.94	\$64,357	7
Electrical and Electronics Engineering Technicians	2	\$34.74	\$72,271	95
Electrical and Electronics Repairers, Commercial and Industrial Equipment	2	\$30.77	\$64,000	2
First-Line Supervisors of Production and Operating Workers	1	\$26.22	\$54,534	341
Requires a High School Diploma or Equivalent or Less				
Retail Salespersons	416	\$10.80	\$22,481	945
Laborers and Freight, Stock, and Material Movers, Hand	212	\$11.78	\$24,495	259
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	198	\$28.61	\$59,514	466
Shipping, Receiving, and Traffic Clerks	69	\$14.45	\$30,050	139
Cashiers	63	\$10.88	\$22,628	244

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 July 24, 2015.

¹⁶⁶ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Household Goods and Services Cluster

The table below lists the 10 top skills required for top occupations in the Household Goods and Services cluster, categorized by entry-level education requirements. Critical thinking, active listening, and reading comprehension are the most commonly shared skills, followed by speaking, monitoring, and writing. 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	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	Service Orientation	Social Perceptiveness
Requires a Bachelor's Degree or Higher																				
General and Operations Managers	•	•	•	•	•				•	•						•			•	•
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	•	•	•	•	•						•			•		•			•	•
Software Developers, Systems Software	•	•	•	•	•	•			•	•						•			•	•
Sales Managers				•	•	•		•		•				•					•	•
Market Research Analysts and Marketing Specialists	•	•		•	•	•				•						•			•	•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Heavy and Tractor-Trailer Truck Drivers		•	•		•	•					•	•	•			•			•	•
Computer Network Support Specialists	•	•			•	•	•			•						•			•	•
Electrical and Electronics Engineering Technicians ¹⁶⁷	•	•	•		•					•	•		•			•	•			•
Electrical and Electronics Repairers, Commercial and Industrial Equipment		•	•		•	•							•	•		•	•	•		•
First-Line Supervisors of Production and Operating Workers		•		•	•				•		•					•			•	•
Requires a High School Diploma or Equivalent or Less																				
Retail Salespersons		•			•						•	•			•	•	•	•		•
Laborers and Freight, Stock, and Material Movers, Hand		•	•	•	•						•		•	•		•			•	•
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	•	•			•							•			•	•	•	•		•
Shipping, Receiving, and Traffic Clerks		•	•	•	•	•				•	•					•			•	•
Cashiers		•		•	•						•					•	•	•	•	•

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

¹⁶⁷ Skills represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Work Activities in the Household Goods and Services Cluster

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

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	Documenting/Recording Information	Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment	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 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	Updating and Using Relevant Knowledge		
Requires a Bachelor's Degree or Higher																																		
General and Operations Managers			•	•		•		•									•		•		•							•	•		•			
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products			•	•				•		•							•				•				•			•		•		•		
Software Developers, Systems Software	•			•							•					•	•				•			•	•						•	•		
Sales Managers		•	•	•		•		•				•					•				•							•		•				
Market Research Analysts and Marketing Specialists	•		•	•				•		•				•			•				•			•									•	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																		
Heavy and Tractor-Trailer Truck Drivers					•			•		•		•	•	•		•			•	•		•												
Computer Network Support Specialists				•				•		•						•		•		•			•	•								•	•	
Electrical and Electronics Engineering Technicians ¹⁶⁸				•			•	•	•							•	•						•		•							•	•	
Electrical and Electronics Repairers, Commercial and Industrial Equipment				•			•	•					•				•	•			•					•	•						•	
First-Line Supervisors of Production and Operating Workers		•		•	•	•		•				•	•												•			•	•					
Requires a High School Diploma or Equivalent or Less																																		
Retail Salespersons			•	•				•					•				•				•	•									•	•	•	
Laborers and Freight, Stock, and Material Movers, Hand				•	•			•	•				•	•				•		•	•		•											
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products			•	•				•									•				•			•				•		•	•	•		
Shipping, Receiving, and Traffic Clerks				•				•					•	•		•	•	•			•		•	•										
Cashiers			•	•				•		•			•				•					•	•						•		•			

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

¹⁶⁸ Work Activities represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Related Occupations for the Household Goods and Services Cluster

The table below lists top occupations in the Household Goods and 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 Household Goods and Services cluster occupations.

Household Goods and Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • Purchasing Managers • Storage and Distribution Managers • Wholesale and Retail Buyers, Except Farm Products
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	<ul style="list-style-type: none"> • Advertising Sales Agents • Insurance Sales Agents • Marketing Managers
Software Developers, Systems Software	<ul style="list-style-type: none"> • Computer Systems Analysts • Information Security Analysts • Web Developers
Sales Managers	<ul style="list-style-type: none"> • Advertising and Promotions Managers • Human Resources Managers • Training and Development Managers
Market Research Analysts and Marketing Specialists	<ul style="list-style-type: none"> • Compensation and Benefits Managers • Management Analysts • Risk Management Specialists
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Motorboat Operators • Pile-Driver Operators
Computer Network Support Specialists	<ul style="list-style-type: none"> • N/A
Electrical and Electronics Engineering Technicians	<ul style="list-style-type: none"> • Electrical and Electronics Installers and Repairers, Transportation Equipment • Mechanical Engineering Technicians • Manufacturing Production Technicians
Electrical and Electronics Repairers, Commercial and Industrial Equipment	<ul style="list-style-type: none"> • Electrical and Electronics Repairers, Powerhouse, Substation, and Relay • Industrial Machinery Mechanics • Robotics Technicians
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> • First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand • First-Line Supervisors of Mechanics, Installers, and Repairers • Non-Destructive Testing Specialists
Requires a High School Diploma or Equivalent or Less	
Retail Salespersons	<ul style="list-style-type: none"> • Counter and Rental Clerks • First-Line Supervisors of Retail Sales Workers • Tellers
Laborers and Freight, Stock, and Material Movers, Hand	<ul style="list-style-type: none"> • Industrial Truck and Tractor Operators • Packaging and Filling Machine Operators and Tenders • Print Binding and Finishing Workers
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	<ul style="list-style-type: none"> • Advertising Sales Agents • Retail Salespersons • Wholesale and Retail Buyers, Except Farm Products
Shipping, Receiving, and Traffic Clerks	<ul style="list-style-type: none"> • Inspectors, Testers, Sorters, Samplers, and Weighers • Laborers and Freight, Stock, and Material Movers, Hand • Marking Clerks
Cashiers	<ul style="list-style-type: none"> • Counter and Rental Clerks • Stock Clerks, Sales Floor • Waiters and Waitresses

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

Employer Demand for the Household Goods and Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Household Goods and Services cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Household Goods and Services Cluster Employers	Recent Job Advertisements ¹⁶⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
ODU-USA	14	4	10	250.0%
Celadon	9	1	8	800.0%
Johnson Controls, Inc.	6	14	-8	-57.1%
Kretek International	4	0	4	—
Helena Chemical Company	3	0	3	—
Gsolutionz, Inc.	3	1	2	200.0%
Boss Audio	2	0	2	—
Agrium, Inc.	2	0	2	—
The Art Institutes	2	0	2	—
Encore Repair Services	2	0	2	—
The Container Store	2	0	2	—
The CED Companies	2	0	2	—
AIG-American International	2	0	2	—
Tuff Shed, Inc.	2	0	2	—
Technocel	2	5	-3	-60.0%
Go Wireless	1	2	-1	-50.0%
John Deere	1	0	1	—
AAA Flooring Source, Inc.	1	0	1	—
Arrow Electronics, Inc.	1	2	-1	-50.0%
La-Z-Boy, Inc.	1	1	0	0.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹⁶⁹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Household Goods and Services Cluster Occupations

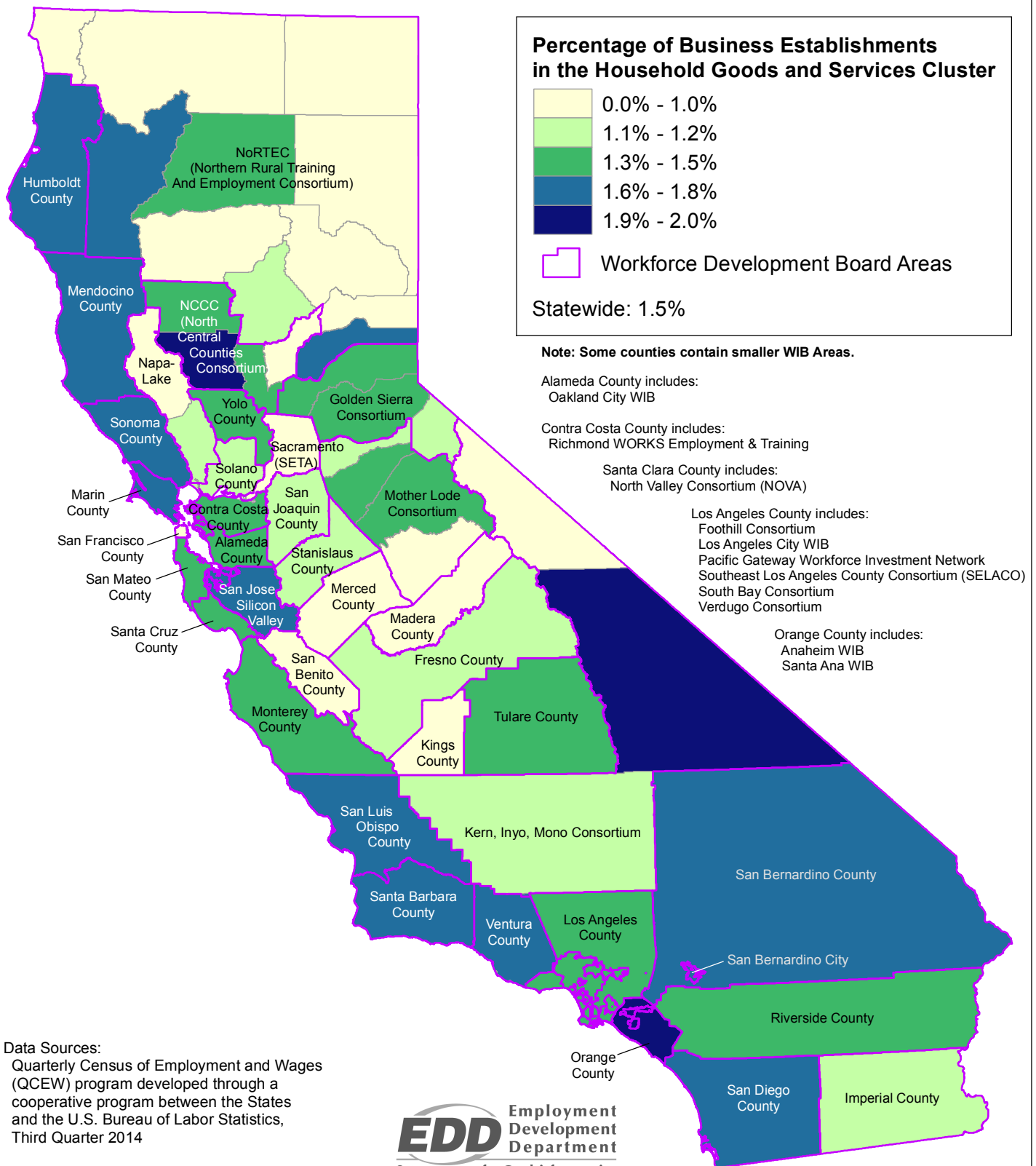
The table below provides examples of instructional programs related to some of the top occupations in the Household Goods and Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Household Goods and 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
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Computer Network Support Specialists	11.0201	Computer Programming/Programmer, General	070700	Computer Software Development
	11.0501	Computer Systems Analysis/Analyst	070710	Computer Programming
	11.0701	Computer Science	070730	Computer Systems Analysis
Electrical and Electronics Engineering Technicians	15.0303	Electrical, Electronic and Communications Engineering Technology/Technician	N/A	N/A
	15.0305	Telecommunications Technology/Technician		
	15.0306	Integrated Circuit Design		
Electrical and Electronics Repairers, Commercial and Industrial Equipment	47.0104	Computer Installation and Repair Technology/Technician	093410	Computer Electronics
	47.0105	Industrial Electronics Technology/Technician	093420	Industrial Electronics
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	52.1801	Sales, Distribution, and Marketing Operations, General	050900	Marketing and Distribution
	52.1899	General Merchandising, Sales, and Related Marketing Operations, Other	050960	Display
	52.1902	Fashion Merchandising		

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 Household Goods and Services Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

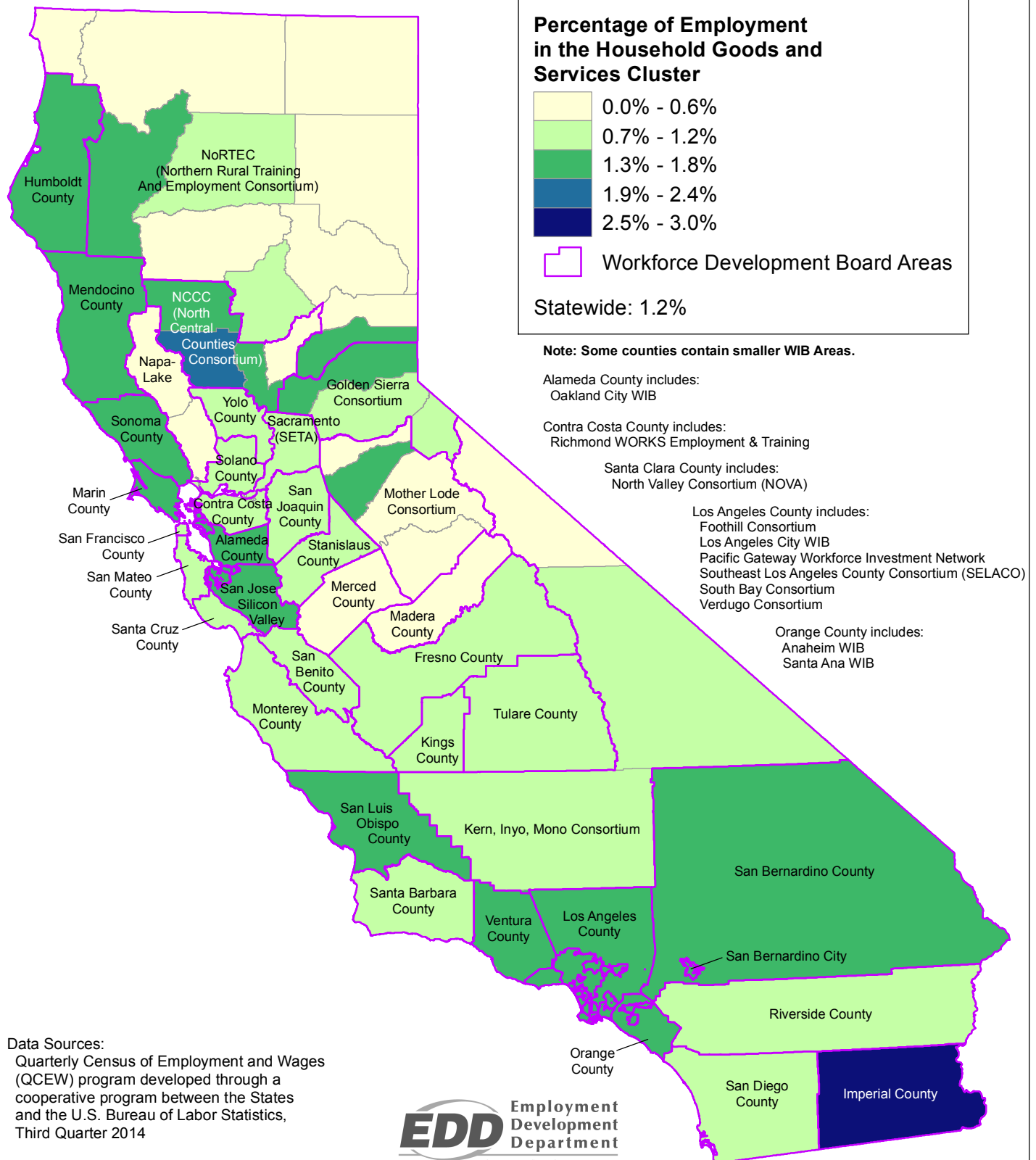
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California Household Goods and Services Cluster

Percentage of Total County Employment, 2014



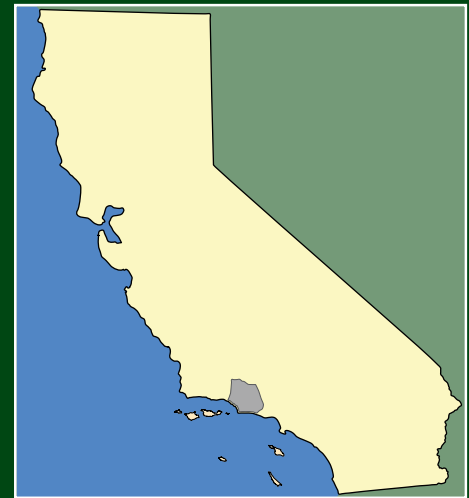
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

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Occupational Analysis: Entertainment, Media, Publishing, and Printing Cluster

Ventura County Economic Sub-Market

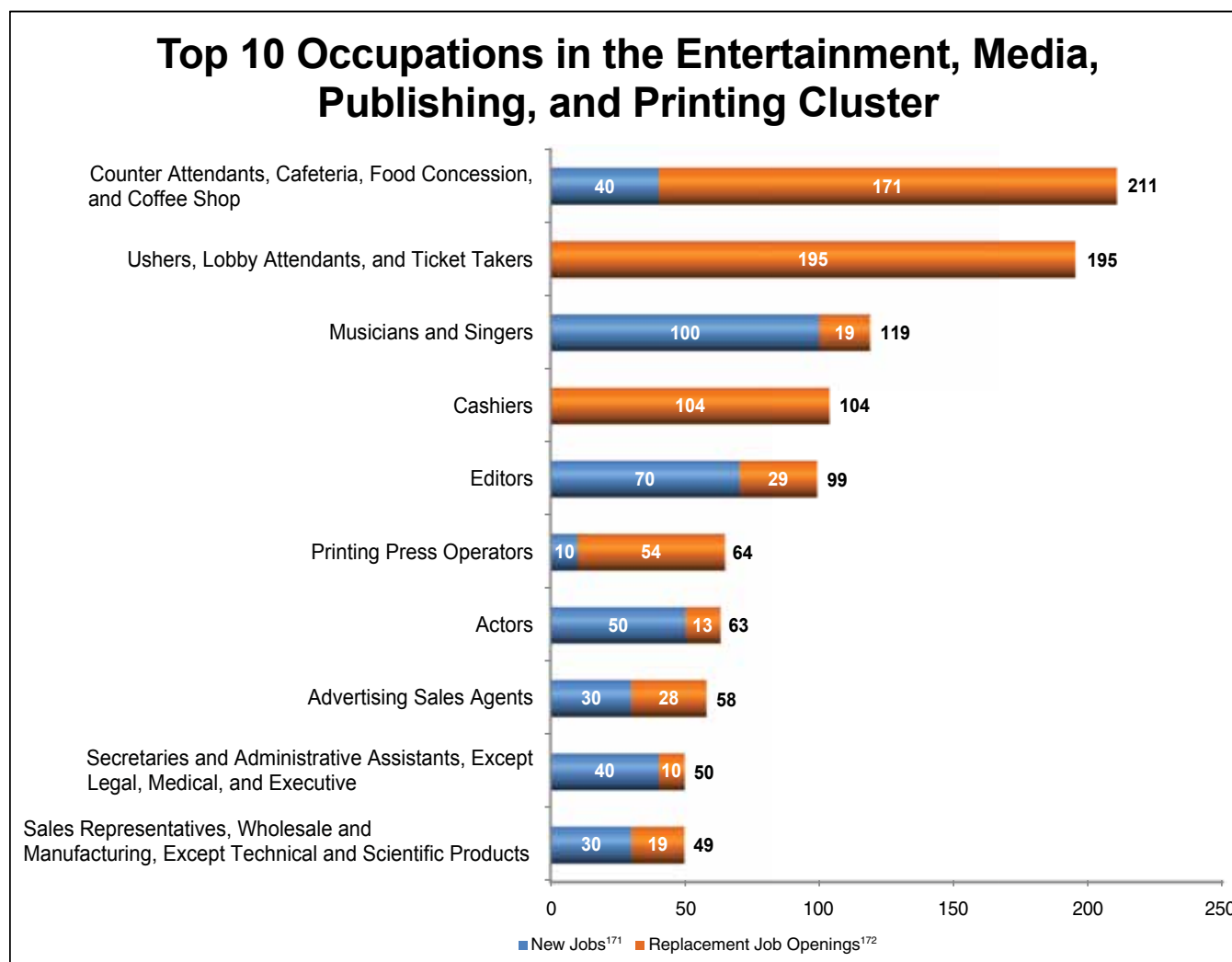
July 2015

What is the Entertainment, Media, Publishing, and Printing Cluster?

The Entertainment, Media, Publishing, and Printing cluster is comprised of 12 industries that include radio and television broadcasting, newspaper and book publishing, cable programming, and performing arts companies. 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 Entertainment, Media, Publishing, and Printing Cluster

The graph below identifies the top 10 occupations in the Entertainment, Media, Publishing, and Printing cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent one-half of the 2,018 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, quality control analysis, and speaking.¹⁷⁰



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.

¹⁷⁰ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁷¹ 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.

¹⁷² Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Entertainment, Media, Publishing, and Printing Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Entertainment, Media, Publishing, and Printing 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 ¹⁷³ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹⁷⁴	HWOL Job Ads ¹⁷⁵ (120 days)
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	211	\$9.52	\$19,821	Less than high school	38
Ushers, Lobby Attendants, and Ticket Takers	195	\$10.97	\$22,815	Less than high school	1
Musicians and Singers	119	N/A	N/A	High school diploma or equivalent	52
Cashiers	104	\$10.88	\$22,628	Less than high school	244
Editors	99	\$30.25	\$62,933	Bachelor's degree	28
Printing Press Operators	64	\$14.92	\$31,032	High school diploma or equivalent	34
Actors	63	N/A	N/A	Some college, no degree	70
Advertising Sales Agents	58	\$23.78	\$49,461	High school diploma or equivalent	108
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	50	\$17.94	\$37,302	High school diploma or equivalent	17
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	49	\$28.61	\$59,514	High school diploma or equivalent	316

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 July 24, 2015.

¹⁷³ Total job openings are the sum of new jobs and replacement job openings.

¹⁷⁴ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹⁷⁵ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Entertainment, Media, Publishing, and Printing 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 Entertainment, Media, Publishing, and Printing cluster. The table includes the Ventura County 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 ¹⁷⁶ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Editors	99	\$30.25	\$62,933	28
Market Research Analysts and Marketing Specialists	48	\$32.32	\$67,221	17
Producers and Directors	47	\$38.43	\$79,938	130
General and Operations Managers	31	\$51.15	\$106,377	202
Graphic Designers	29	\$22.75	\$47,323	117
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Actors	63	N/A	N/A	70
Web Developers	12	\$34.62	\$72,008	267
Prepress Technicians and Workers	5	\$20.97	\$43,618	0
First-Line Supervisors of Production and Operating Workers	4	\$26.22	\$54,534	341
Computer User Support Specialists	3	\$26.30	\$54,695	357
Requires a High School Diploma or Equivalent or Less				
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	211	\$9.52	\$19,821	38
Ushers, Lobby Attendants, and Ticket Takers	195	\$10.97	\$22,815	1
Musicians and Singers	119	N/A	N/A	52
Cashiers	104	\$10.88	\$22,628	244
Printing Press Operators	64	\$14.92	\$31,032	34

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 July 24, 2015.

¹⁷⁶ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Entertainment, Media, Publishing, and Printing Cluster

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

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Instruction	Judgment and Decision Making	Management of Personnel Resources	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Operations Analysis	Persuasion	Programming	Quality Control Analysis	Reading Comprehension	Service Orientation	Social Perceptiveness
Requires a Bachelor's Degree or Higher																				
Editors	●	●		●	●					●	●						●		●	
Market Research Analysts and Marketing Specialists	●	●			●			●		●							●		●	●
Producers and Directors ¹⁷⁷	●	●		●	●					●					●		●		●	
General and Operations Managers	●	●		●	●				●	●							●	●	●	
Graphic Designers	●	●	●		●					●				●			●		●	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Actors	●	●		●	●					●					●		●	●	●	
Web Developers	●	●	●		●			●		●			●			●	●			●
Prepress Technicians and Workers	●		●		●			●		●			●				●	●	●	
First-Line Supervisors of Production and Operating Workers		●		●	●				●	●							●	●	●	
Computer User Support Specialists	●	●		●	●		●			●							●	●	●	
Requires a High School Diploma or Equivalent or Less																				
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop		●		●	●					●					●		●	●	●	
Ushers, Lobby Attendants, and Ticket Takers		●		●	●					●					●		●	●	●	
Musicians and Singers ¹⁷⁸	●	●	●	●	●		●										●	●	●	
Cashiers		●		●	●					●							●	●	●	
Printing Press Operators		●		●	●	●				●		●	●			●	●		●	

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

¹⁷⁷ Skills represent Producers, a specialty occupation of Producers and Directors.

¹⁷⁸ Skills represent Musicians, Instrumental; a specialty occupation of Musicians and Singers.

Work Activities in the Entertainment, Media, Publishing, and Printing Cluster

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

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	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	Inspecting Equipment, Structures, or Material	Interacting With Computers	Interpreting the Meaning of Information for Others	Judging the Qualities of Things, Services, or People	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Organizing, Planning, and Prioritizing Work	Performing for or Working Directly with the Public	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	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																															
Editors				●	●			●	●			●			●					●			●						●		●
Market Research Analysts and Marketing Specialists	●			●	●			●	●			●					●			●			●								●
Producers and Directors ¹⁷⁹				●	●		●	●	●								●			●	●								●		●
General and Operations Managers				●	●		●	●									●		●	●						●	●		●		
Graphic Designers				●	●			●	●								●			●				●				●	●		●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																															
Actors				●	●			●							●	●	●			●	●	●							●		
Web Developers					●				●			●		●			●			●			●	●					●		●
Prepress Technicians and Workers				●			●	●		●							●	●		●			●						●		●
First-Line Supervisors of Production and Operating Workers			●	●	●	●	●		●	●													●			●	●				
Computer User Support Specialists					●			●	●			●		●			●			●			●						●		●
Requires a High School Diploma or Equivalent or Less																															
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop					●		●	●	●			●						●			●					●		●			●
Ushers, Lobby Attendants, and Ticket Takers		●		●	●		●	●	●		●									●	●										●
Musicians and Singers ¹⁸⁰							●	●			●	●					●	●		●	●	●							●		
Cashiers				●	●			●	●		●						●				●	●				●		●			
Printing Press Operators					●						●	●	●			●	●	●			●				●						●

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

¹⁷⁹ Work Activities represent Producers, a specialty occupation of Producers and Directors.

¹⁸⁰ Work Activities represent Musicians, Instrumental; a specialty occupation of Musicians and Singers.

Related Occupations for the Entertainment, Media, Publishing, and Printing Cluster

The table below lists top occupations in the Entertainment, Media, Publishing, and Printing 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 Entertainment, Media, Publishing, and Printing cluster occupations.

Entertainment, Media, Publishing, and Printing Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Editors	<ul style="list-style-type: none"> Broadcast News Analysts Public Relations Specialists Reporters and Correspondents
Market Research Analysts and Marketing Specialists	<ul style="list-style-type: none"> Management Analysts Marketing Managers Risk Management Specialists
Producers and Directors	<ul style="list-style-type: none"> Advertising and Promotions Managers Program Directors Talent Directors
General and Operations Managers	<ul style="list-style-type: none"> Administrative Services Managers Purchasing Managers Storage and Distribution Managers
Graphic Designers	<ul style="list-style-type: none"> Art Directors Film and Video Editors Multimedia Artists and Animators
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Actors	<ul style="list-style-type: none"> Costume Attendants Radio and Television Announcers Singers
Web Developers	<ul style="list-style-type: none"> Computer Operators Database Administrators Web Administrators
Prepress Technicians and Workers	<ul style="list-style-type: none"> Audio and Video Equipment Technicians Computer User Support Specialists Printing Press Operators
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand Industrial Production Managers Non-Destructive Testing Specialists
Computer User Support Specialists	<ul style="list-style-type: none"> Electronic Home Entertainment Equipment Installers and Repairers Sound Engineering Technicians Electrical Engineering Technicians
Requires a High School Diploma or Equivalent or Less	
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	<ul style="list-style-type: none"> Cashiers Food Preparation Workers Food Servers, Nonrestaurant
Ushers, Lobby Attendants, and Ticket Takers	<ul style="list-style-type: none"> Dining Room and Cafeteria Attendants and Bartender Helpers Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop Locker Room, Coatroom, and Dressing Room Attendants
Musicians and Singers	<ul style="list-style-type: none"> Actors Retail Salespersons Tour Guides and Escorts
Cashiers	<ul style="list-style-type: none"> Amusement and Recreation Attendants Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop Waiters and Waitresses
Printing Press Operators	<ul style="list-style-type: none"> Computer-Controlled Machine Tool Operators, Metal and Plastic Paper Goods Machine Setters, Operators, and Tenders Print Binding and Finishing Workers

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

Employer Demand for the Entertainment, Media, Publishing, and Printing Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Entertainment, Media, Publishing, and Printing cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Entertainment, Media, Publishing, and Printing Cluster Employers	Recent Job Advertisements ¹⁸¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
FedEx	12	24	-12	-50.0%
Sage Publications	11	50	-39	-78.0%
Ventura County Star	11	3	8	266.7%
Salem Communications	10	5	5	100.0%
Time Warner	9	7	2	28.6%
Barnes & Noble	8	5	3	60.0%
Catalina Care Center	8	1	7	700.0%
Dish Network Corporation	8	5	3	60.0%
Cumulus Broadcasting	4	0	4	—
Barnes and Noble College Booksellers, Inc.	4	5	-1	-20.0%
Charter Communications	2	1	1	100.0%
Studio Movie Grill	2	0	2	—
The Walt Disney Company	2	0	2	—
Lifestyle Publications	2	0	2	—
ELS Educational Services	2	2	0	0.0%
Northstar, Inc.	1	0	1	—
United Imaging	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹⁸¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Entertainment, Media, Publishing, and Printing Cluster Occupations

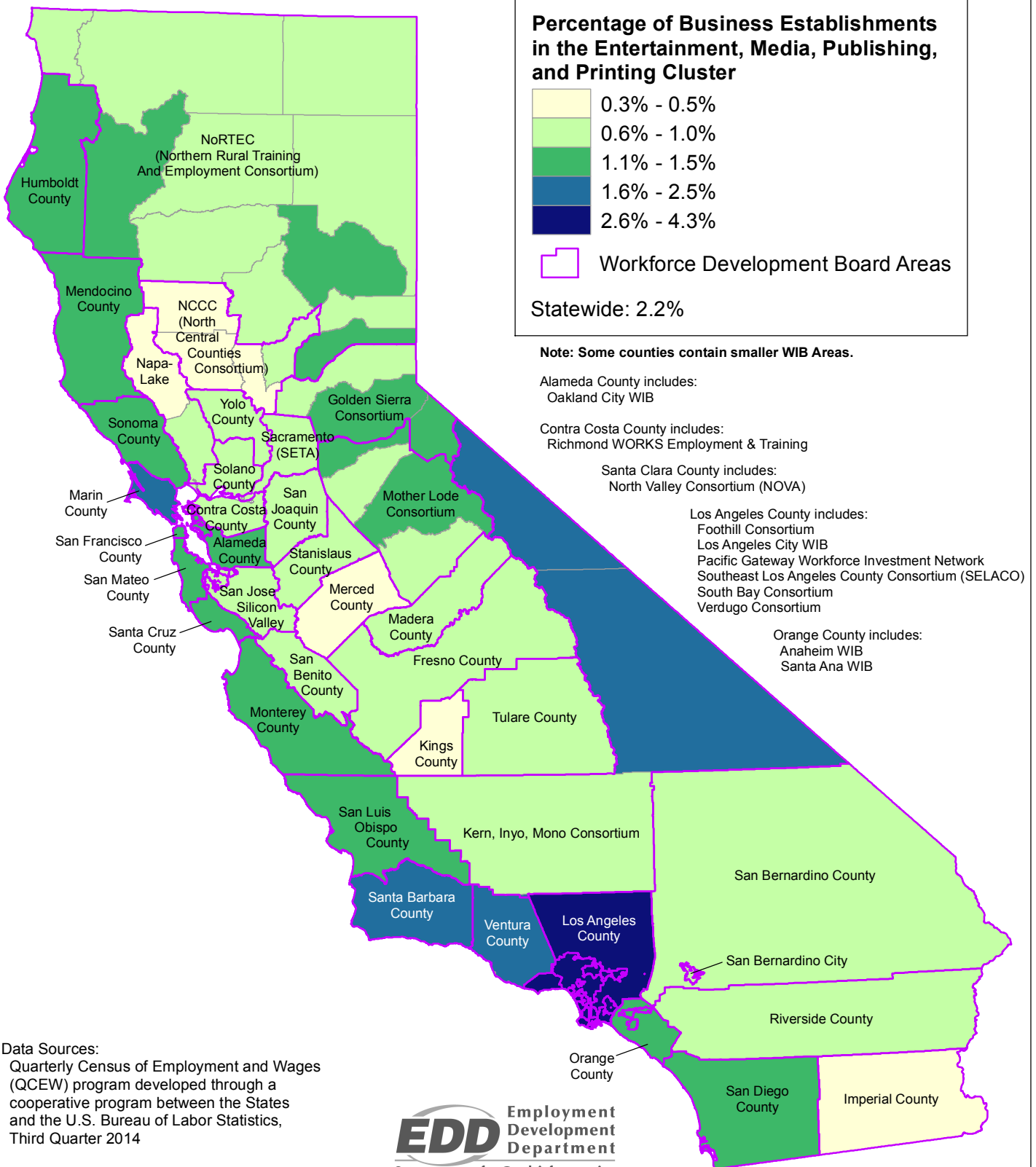
The table below provides examples of instructional programs related to some of the top occupations in the Entertainment, Media, Publishing, and Printing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Entertainment, Media, Publishing, and Printing 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
Actors	50.0501	Drama and Dramatics/Theatre Arts, General	140200	Paralegal
	50.0506	Acting	100700	Dramatic Arts
	50.0507	Directing and Theatrical Production		
Web Developers	11.0201	Computer Programming/ Programmer, General	061430	Website Design and Development
	11.0701	Computer Science	070600	Computer Science (transfer)
	11.0801	Web Page, Digital/Multimedia and Information Resources Design	070700	Computer Software Development
Prepress Technicians and Workers	10.0301	Graphic Communications, General	61400	Digital Media
	10.0302	Printing Management	061450	Desktop Publishing
	10.0303	Prepress/Desktop Publishing and Digital Imaging Design	093600	Printing and Lithography
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Computer User Support Specialists	01.0106	Agricultural Business Technology	070820	Computer Support
	11.1006	Computer Support Specialist		
	51.0709	Medical Office Computer Specialist/ Assistant		
Musicians and Singers	50.0509	Musical Theatre	100400	Music
	50.0901	Music, General		
	50.0903	Music Performance, General		
Printing Press Operators	10.0302	Printing Management	093600	Printing and Lithography
	10.0305	Graphic and Printing Equipment Operator, General Production		
	10.0307	Printing Press Operator		

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 Entertainment, Media, Publishing, and Printing Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

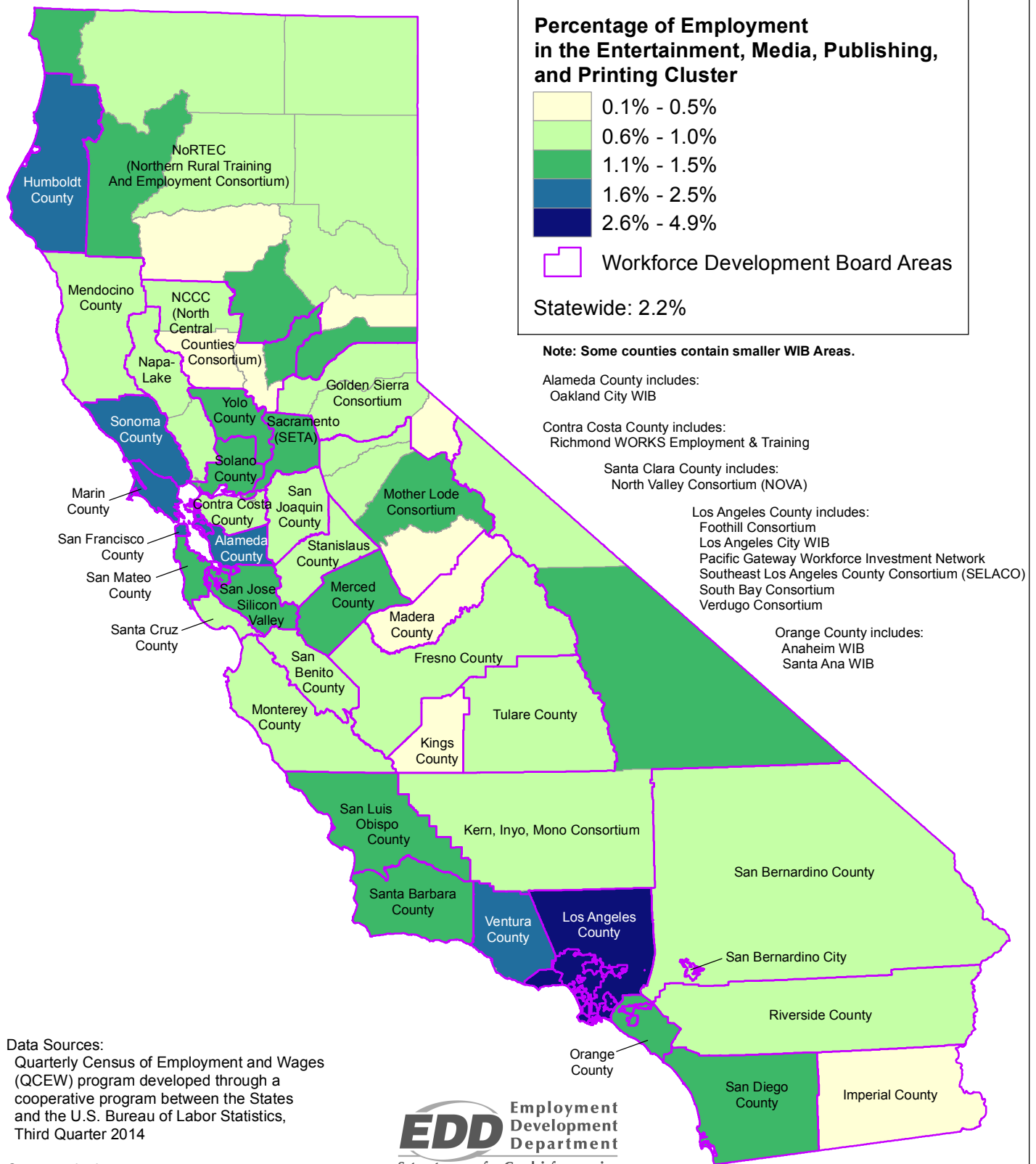
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California Entertainment, Media, Publishing, and Printing Cluster

Percentage of Total County Employment, 2014



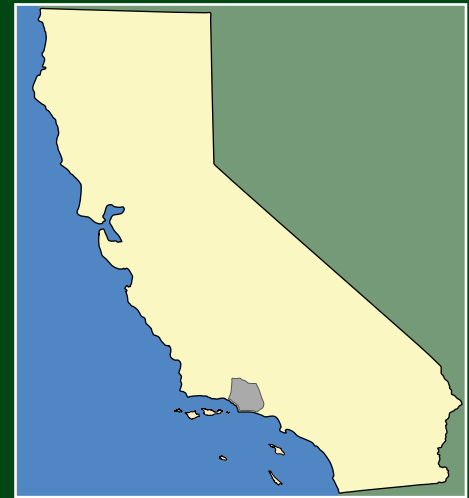
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

EDD Employment Development Department
State of California

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File T036



Occupational Analysis: Transportation and Logistics Cluster

Ventura County Economic Sub-Market

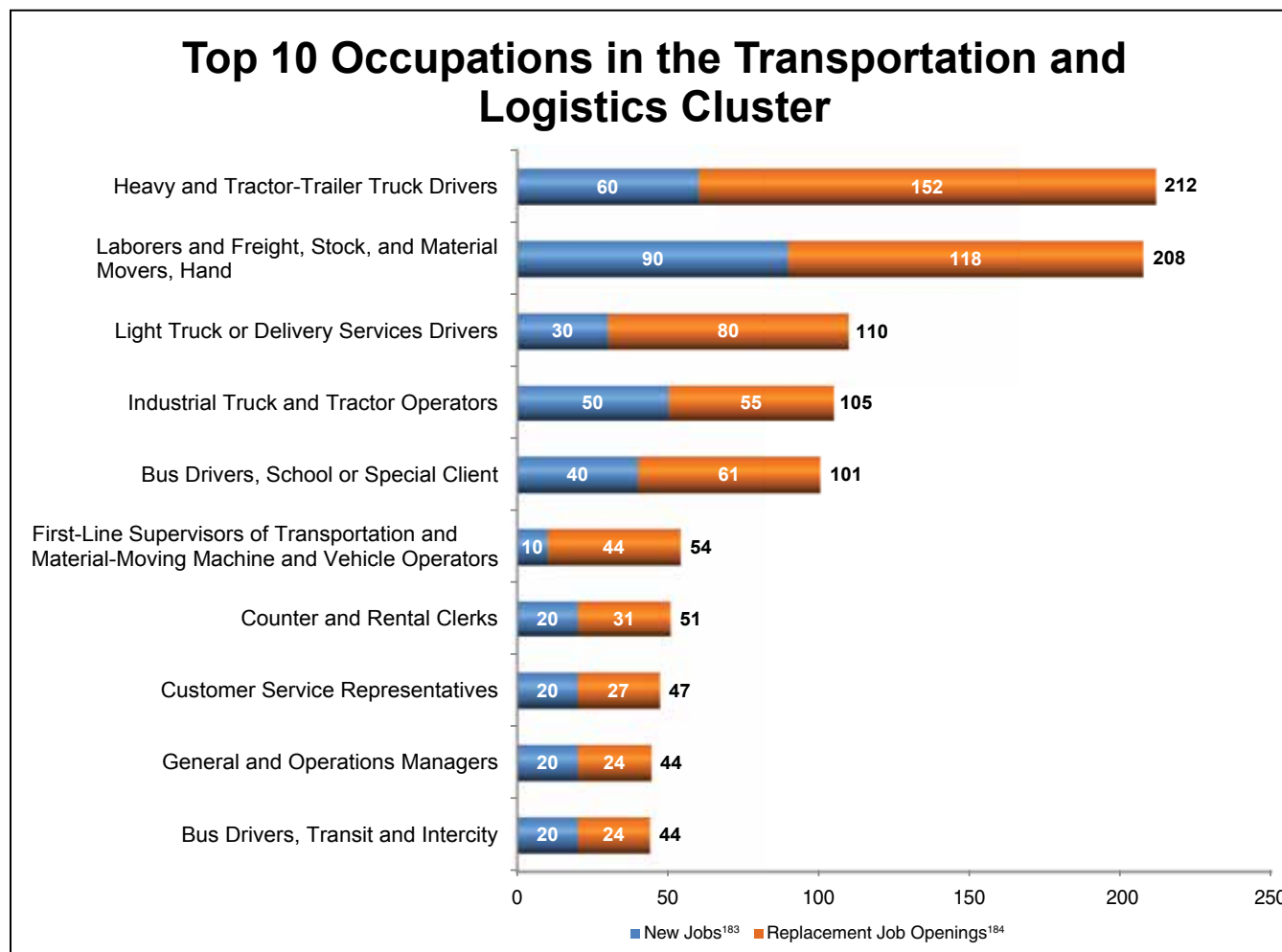
July 2015

What is the Transportation and Logistics Cluster?

The Transportation and Logistics cluster is comprised of 26 industries related to moving people or goods by land, sea, or air. This cluster includes trucking and taxi companies, airlines, rail transportation, as well as warehousing and storage. 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 Transportation and Logistics Cluster

The graph below identifies the top 10 occupations in the Transportation and Logistics cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 1,660 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, monitoring, reading comprehension, and speaking.¹⁸²



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.

¹⁸² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁸³ 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.

¹⁸⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Transportation and Logistics Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Transportation and Logistics 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 ¹⁸⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹⁸⁶	HWOL Job Ads ¹⁸⁷ (120 days)
Heavy and Tractor-Trailer Truck Drivers	212	\$22.09	\$45,961	Postsecondary non-degree award	606
Laborers and Freight, Stock, and Material Movers, Hand	208	\$11.78	\$24,495	Less than high school	259
Light Truck or Delivery Services Drivers	110	\$17.05	\$35,468	High school diploma or equivalent	254
Industrial Truck and Tractor Operators	105	\$14.53	\$30,224	Less than high school	94
Bus Drivers, School or Special Client	101	\$17.23	\$35,818	High school diploma or equivalent	24
First-Line Supervisors of Transportation and Material- Moving Machine and Vehicle Operators	54	\$26.06	\$54,207	High school diploma or equivalent	124
Counter and Rental Clerks	51	\$13.70	\$28,496	Less than high school	43
Customer Service Representatives	47	\$17.58	\$36,558	High school diploma or equivalent	768
General and Operations Managers	44	\$51.15	\$106,377	Bachelor's degree	202
Bus Drivers, Transit and Intercity	44	\$20.72	\$43,088	High school diploma or equivalent	10

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 July 24, 2015.

¹⁸⁵ Total job openings are the sum of new jobs and replacement job openings.

¹⁸⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹⁸⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Transportation and Logistics 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 Transportation and Logistics cluster. The table includes the Ventura County 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 ¹⁸⁸ (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	44	\$51.15	\$106,377	202
Captains, Mates, and Pilots of Water Vessels	19	\$27.60	\$57,408	5
Airline Pilots, Copilots, and Flight Engineers	3	N/A	\$105,542	7
Administrative Services Managers	2	\$42.13	\$87,617	10
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Heavy and Tractor-Trailer Truck Drivers	212	\$22.09	\$45,961	606
Aircraft Mechanics and Service Technicians	16	\$29.10	\$60,548	27
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	5	\$20.28	\$42,179	100
Prepress Technicians and Workers	3	\$20.97	\$43,618	0
Commercial Divers	2	N/A	N/A	1
Requires a High School Diploma or Equivalent or Less				
Laborers and Freight, Stock, and Material Movers, Hand	208	\$11.78	\$24,495	259
Light Truck or Delivery Services Drivers	110	\$17.05	\$35,468	254
Industrial Truck and Tractor Operators	105	\$14.53	\$30,224	94
Bus Drivers, School or Special Client	101	\$17.23	\$35,818	24
First-Line Supervisors of Transportation and Material- Moving Machine and Vehicle Operators	54	\$26.06	\$54,207	124

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 July 24, 2015.

¹⁸⁸ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Transportation and Logistics Cluster

The table below lists the 10 top skills required for top occupations in the Transportation and Logistics cluster, categorized by entry-level education requirements. Critical thinking and reading comprehension are the most commonly shared skills, followed by active listening and monitoring. 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	Management of Personnel Resources	Monitoring	Operation and Control	Operation Monitoring	Quality Control Analysis	Reading Comprehension	Repairing	Service Orientation	Social Perceptiveness
Requires a Bachelor's Degree or Higher																		
General and Operations Managers	●	●		●	●					●	●				●		●	●
Captains, Mates, and Pilots of Water Vessels ¹⁸⁹				●	●				●	●	●	●	●		●		●	●
Airline Pilots, Copilots, and Flight Engineers	●	●			●			●	●		●	●	●		●			●
Administrative Services Managers		●		●	●					●	●				●		●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																		
Aircraft Mechanics and Service Technicians		●	●		●	●			●				●	●	●	●		●
Heating, Air Conditioning, and Refrigeration Mechanics and Installers ¹⁹⁰		●		●	●	●	●							●	●	●		●
Prepress Technicians and Workers	●		●		●				●		●		●		●		●	●
Commercial Divers		●	●	●	●						●	●	●	●	●		●	
Requires a High School Diploma or Equivalent or Less																		
Laborers and Freight, Stock, and Material Movers, Hand	●	●	●	●							●	●	●		●		●	●
Light Truck or Delivery Services Drivers	●			●							●	●	●		●		●	●
Industrial Truck and Tractor Operators	●		●	●	●			●			●	●	●		●			●
Bus Drivers, School or Special Client	●		●	●							●	●	●		●		●	
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	●	●	●	●				●	●	●					●		●	●

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

¹⁸⁹ Skills represent Ship and Boat Captains, a specialty occupation of Captains, Mates, and Pilots of Water Vessels.

¹⁹⁰ Skills represent Heating and Air Conditioning Mechanics and Installers, a specialty occupation of Heating, Air Conditioning, and Refrigeration Mechanics and Installers.

Work Activities in the Transportation and Logistics Cluster

The table below lists the 10 top work activities required for top occupations in the Transportation and Logistics cluster, categorized by entry-level education requirements. The most common include organizing, planning, and prioritizing work; making decisions and solving problems; and monitoring processes, materials, or surroundings.

Occupations	Work Activities																			
	Analyzing Data or Information	Assisting and Caring for Others	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Controlling Machines and Processes	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	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			●	●	●	●										●	●	●		
Captains, Mates, and Pilots of Water Vessels ¹⁹¹					●	●				●			●			●	●	●		●
Airline Pilots, Copilots, and Flight Engineers	●				●				●			●	●			●	●	●	●	●
Administrative Services Managers			●	●	●	●	●	●	●							●	●		●	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Heavy and Tractor-Trailer Truck Drivers					●		●	●	●	●	●	●	●	●		●	●		●	
Aircraft Mechanics and Service Technicians				●	●	●	●				●	●	●			●			●	●
Heating, Air Conditioning, and Refrigeration Mechanics and Installers ¹⁹²	●			●							●		●			●			●	●
Prepress Technicians and Workers				●			●	●	●	●						●	●		●	
Commercial Divers				●	●	●					●	●				●	●		●	
Requires a High School Diploma or Equivalent or Less																				
Laborers and Freight, Stock, and Material Movers, Hand			●	●			●	●			●	●				●	●		●	
Light Truck or Delivery Services Drivers			●	●			●	●			●	●				●	●		●	
Industrial Truck and Tractor Operators			●	●			●				●	●	●	●	●	●	●		●	
Bus Drivers, School or Special Client	●						●	●			●	●	●			●	●			●
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators			●		●	●	●		●							●	●		●	●

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

¹⁹¹ Work Activities represent Ship and Boat Captains, a specialty occupation of Captains, Mates, and Pilots of Water Vessels.

¹⁹² Work Activities represent Heating and Air Conditioning Mechanics and Installers, a specialty occupation of Heating, Air Conditioning, and Refrigeration Mechanics and Installers.

Related Occupations for the Transportation and Logistics Cluster

The table below lists top occupations in the Transportation and Logistics 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 Transportation and Logistics cluster occupations.

Transportation and Logistics Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • Lodging Managers • Logistics Managers • First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators
Captains, Mates, and Pilots of Water Vessels	<ul style="list-style-type: none"> • First-Line Supervisors of Mechanics, Installers, and Repairers • Pilots, Ship • Ship Engineers
Airline Pilots, Copilots, and Flight Engineers	<ul style="list-style-type: none"> • Airfield Operations Specialists • Commercial Pilots • Geodetic Surveyors
Administrative Services Managers	<ul style="list-style-type: none"> • First-Line Supervisors of Office and Administrative Support Workers • General and Operations Managers • Human Resources Specialists
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Motorboat Operators • Pile-Driver Operators
Aircraft Mechanics and Service Technicians	<ul style="list-style-type: none"> • Electrical and Electronics Repairers, Commercial and Industrial Equipment • Robotics Technicians • Ship Engineers
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	<ul style="list-style-type: none"> • Electricians • Maintenance and Repair Workers, General • Refrigeration Mechanics and Installers
Prepress Technicians and Workers	<ul style="list-style-type: none"> • Computer User Support Specialists • Computer Operators • Electronics Engineering Technicians
Commercial Divers	<ul style="list-style-type: none"> • Electrical Power-Line Installers and Repairers • Municipal Firefighters • Pipe Fitters and Steamfitters
Requires a High School Diploma or Equivalent or Less	
Laborers and Freight, Stock, and Material Movers, Hand	<ul style="list-style-type: none"> • Packaging and Filling Machine Operators and Tenders • Pipelayers • Rail-Track Laying and Maintenance Equipment Operators
Light Truck or Delivery Services Drivers	<ul style="list-style-type: none"> • Heavy and Tractor-Trailer Truck Drivers • Postal Service Mail Carriers • Refuse and Recyclable Material Collectors
Industrial Truck and Tractor Operators	<ul style="list-style-type: none"> • Excavating and Loading Machine and Dragline Operators • Molding and Casting Workers • Welders, Cutters, and Welder Fitters
Bus Drivers, School or Special Client	<ul style="list-style-type: none"> • Subway and Streetcar Operators • Taxi Drivers and Chauffeurs • Transportation Attendants, Except Flight Attendants
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	<ul style="list-style-type: none"> • First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand • Logistics Managers • Postmasters and Mail Superintendents

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

Employer Demand for the Transportation and Logistics Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Transportation and Logistics cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Transportation and Logistics Cluster Employers	Recent Job Advertisements ¹⁹³ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
U.S. Xpress	27	2	25	1,250.0%
Swift Transportation	18	10	8	80.0%
The Hertz Corporation	14	10	4	40.0%
Lowe's	10	11	-1	-9.1%
Kane is Able, Inc.	8	2	6	300.0%
Target Corporation	8	1	7	700.0%
Western Merchandise Express, Inc.	7	0	7	—
Sears Holdings Corporation	5	12	-7	-58.3%
Enterprise Rent-A-Car Company	5	12	-7	-58.3%
Columbia Sportswear Company	5	2	3	150.0%
Werner Enterprises	5	1	4	400.0%
Dedicated Services	5	0	5	—
Armellini Express Lines	4	0	4	—
Transco Lines	4	0	4	—
Ryder	4	6	-2	-33.3%
CRST	4	1	3	300.0%
RR Express	4	0	4	—
Gordon Trucking, Inc.	4	2	2	100.0%
FedEx	3	14	-11	-78.6%
Durham School Services	3	4	-1	-25.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

¹⁹³ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Transportation and Logistics Cluster Occupations

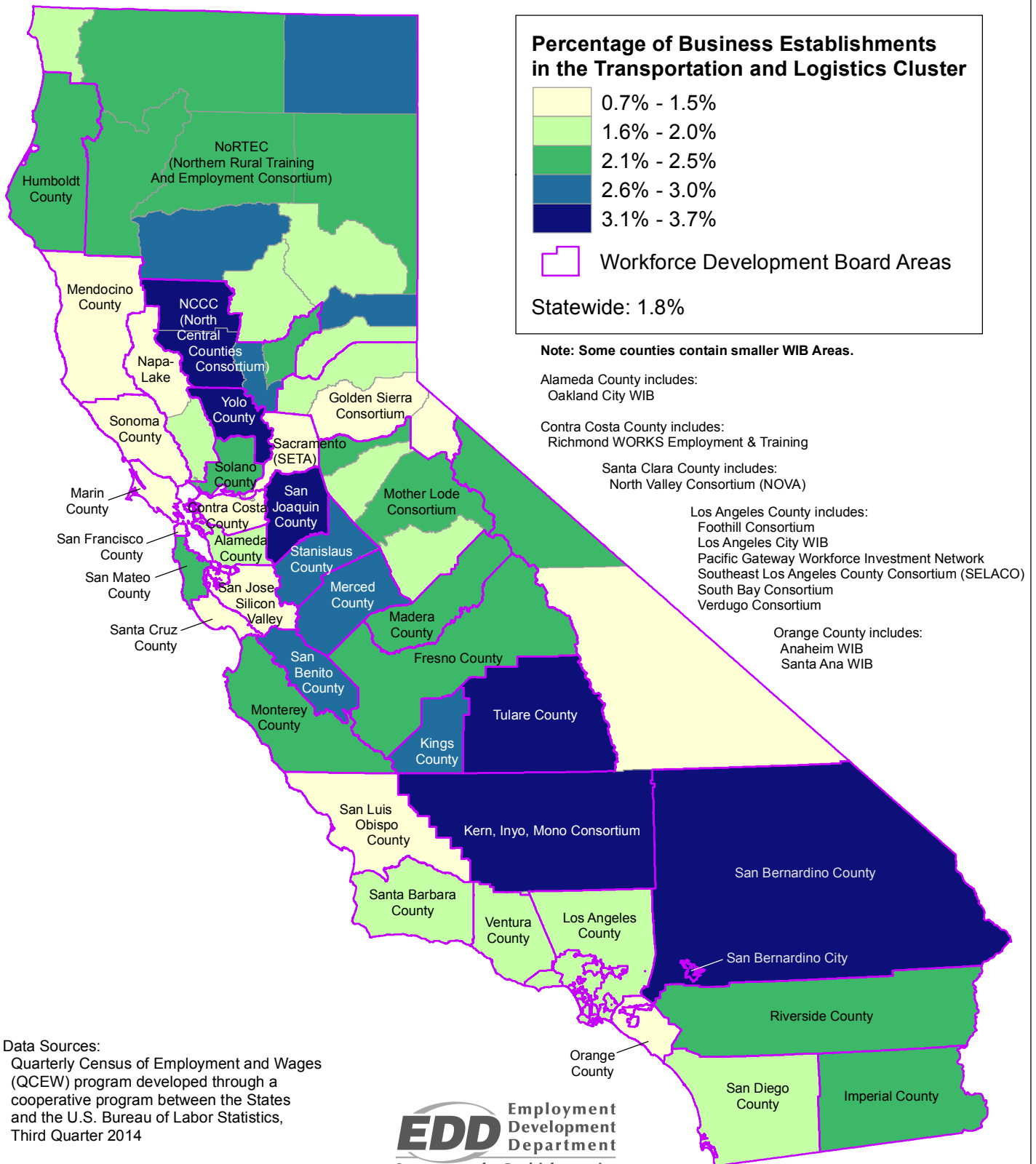
The table below provides examples of instructional programs related to some of the top occupations in the Transportation and Logistics cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Transportation and Logistics 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
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Aircraft Mechanics and Service Technicians	01.0205	Agricultural Mechanics and Equipment/ Machine Technology	011600	Agricultural Power Equipment Technology
	47.0607	Airframe Mechanics and Aircraft Maintenance Technology/Technician	095000	Aeronautical and Aviation Technology
	47.0608	Aircraft Powerplant Technology/ Technician	095010	Aviation Airframe Mechanics
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	15.0501	Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician	094600	Environmental Control Technology
	47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician		
Prepress Technicians and Workers	10.0301	Graphic Communications, General	061400	Digital Media
	10.0302	Printing Management	061450	Desktop Publishing
	10.0303	Prepress/Desktop Publishing and Digital Imaging Design	093600	Printing and Lithography
Light Truck or Delivery Services Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Bus Drivers, School or Special Client	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	49.0208	Railroad and Railway Transportation	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 Transportation and Logistics Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

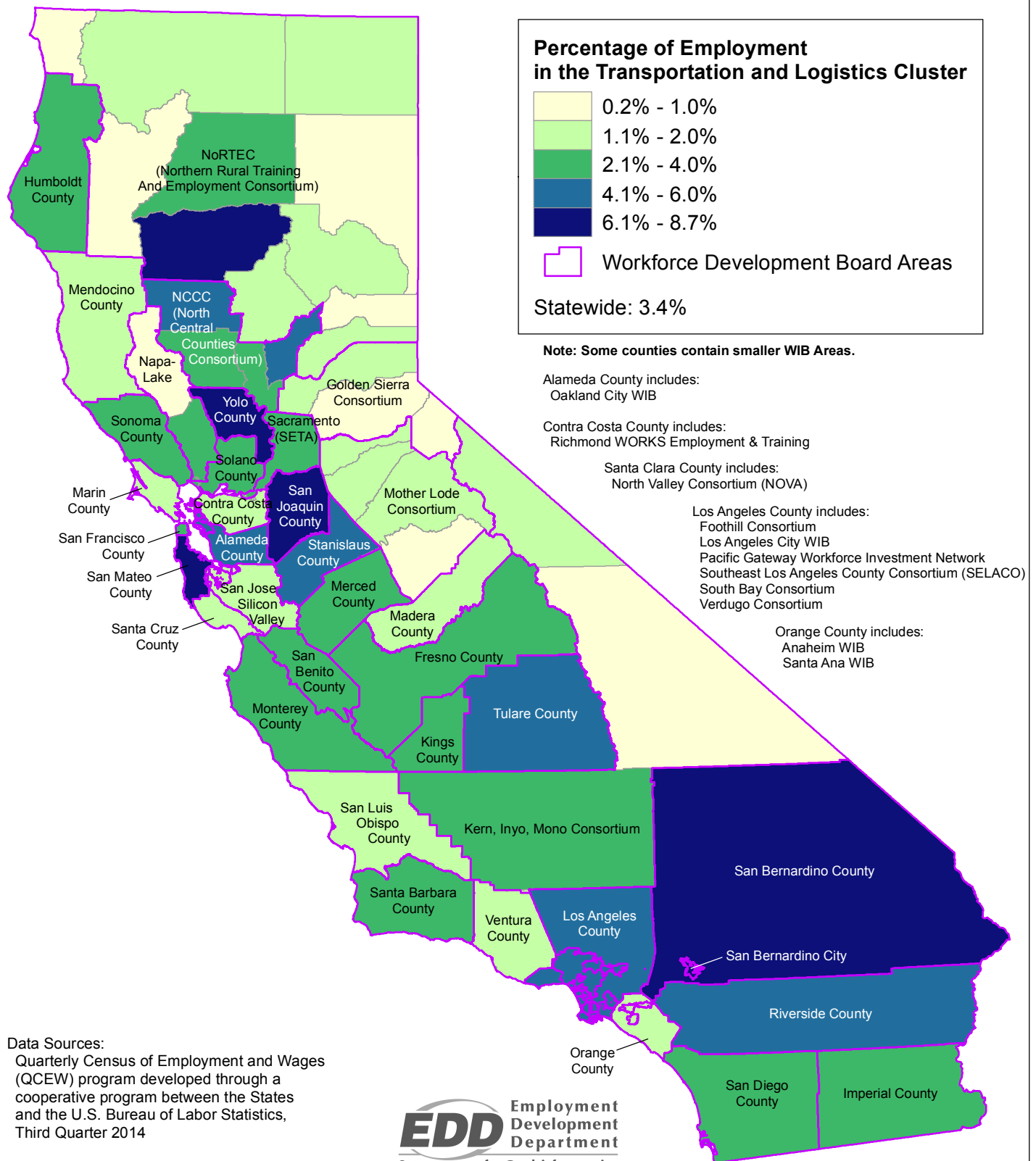
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Transportation and Logistics Cluster

Percentage of Total County Employment, 2014



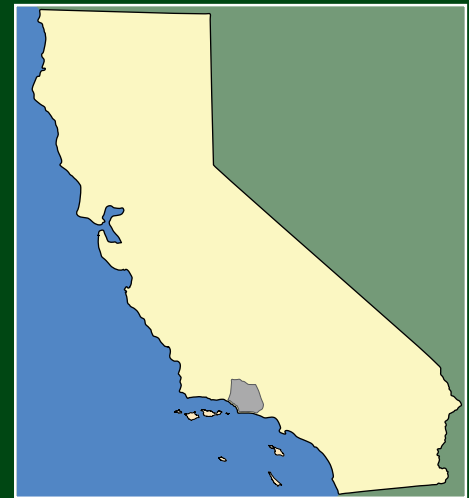
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Community and Civic Organizations Cluster

Ventura County Economic Sub-Market

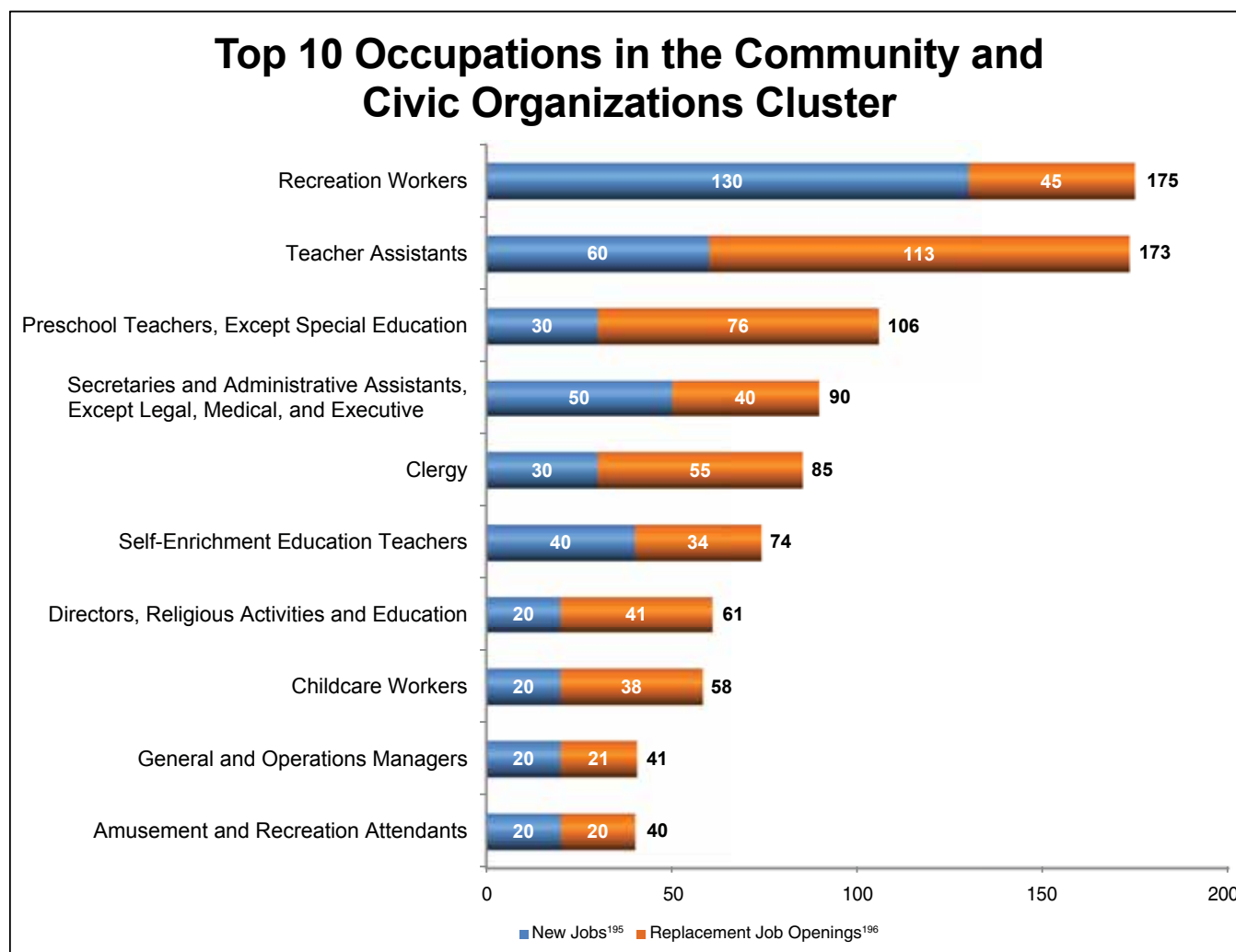
July 2015

What is the Community and Civic Organizations Cluster?

The Community and Civic Organizations cluster is comprised of five industries. Establishments in this cluster organize and promote religious activities, social and political causes, and other associations such as labor unions and business associations. 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 Community and Civic Organizations Cluster

The graph below identifies the top 10 occupations in the Community and Civic Organizations cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 1,660 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, monitoring, social perceptiveness, and speaking.¹⁹⁴



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.

¹⁹⁴ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

¹⁹⁵ 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.

¹⁹⁶ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Community and Civic Organizations Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Community and Civic Organizations 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 ¹⁹⁷ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹⁹⁸	HWOL Job Ads ¹⁹⁹ (120 days)
Recreation Workers	175	\$12.52	\$26,041	Bachelor's degree	51
Teacher Assistants	173	N/A	\$32,030	Some college, no degree	71
Preschool Teachers, Except Special Education	106	\$14.80	\$30,780	Associate's degree	115
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	90	\$17.94	\$37,302	High school diploma or equivalent	316
Clergy	85	\$32.32	\$67,231	Bachelor's degree	3
Self-Enrichment Education Teachers	74	\$19.20	\$39,935	High school diploma or equivalent	72
Directors, Religious Activities and Education	61	\$18.09	\$37,615	Bachelor's degree	1
Childcare Workers	58	\$11.58	\$24,086	High school diploma or equivalent	62
General and Operations Managers	41	\$51.15	\$106,377	Bachelor's degree	202
Amusement and Recreation Attendants	40	\$9.52	\$19,813	Less than high school	25

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 July 24, 2015.

¹⁹⁷ Total job openings are the sum of new jobs and replacement job openings.

¹⁹⁸ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹⁹⁹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Community and Civic Organizations 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 Community and Civic Organizations cluster. The table includes the Ventura County 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 ²⁰⁰ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Recreation Workers	175	\$12.52	\$26,041	51
Clergy	85	\$32.32	\$67,231	3
Directors, Religious Activities and Education	61	\$18.09	\$37,615	1
General and Operations Managers	41	\$51.15	\$106,377	202
Coaches and Scouts	32	N/A	\$33,195	36
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Teacher Assistants	173	N/A	\$32,030	71
Preschool Teachers, Except Special Education	106	\$14.80	\$30,780	115
Audio and Video Equipment Technicians	2	\$17.23	\$35,839	19
Requires a High School Diploma or Equivalent or Less				
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	90	\$17.94	\$37,302	316
Self-Enrichment Education Teachers	74	\$19.20	\$39,935	72
Childcare Workers	58	\$11.58	\$24,086	62
Amusement and Recreation Attendants	40	\$9.52	\$19,813	25
Fitness Trainers and Aerobics	37	\$26.72	\$55,565	62

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 July 24, 2015.

²⁰⁰ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Community and Civic Organizations Cluster

The table below lists the 10 top skills required for top occupations in the Community and Civic Organizations cluster, categorized by entry-level education requirements. Active listening, critical thinking, 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	Coordination	Critical Thinking	Instruction	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Reading Comprehension	Service Orientation	Social Perceptiveness
Requires a Bachelor's Degree or Higher																
Recreation Workers		●	●	●	●			●	●					●	●	●
Clergy		●		●			●			●			●	●	●	●
Directors, Religious Activities and Education		●	●	●			●		●				●	●		●
General and Operations Managers	●	●	●	●				●	●					●		●
Coaches and Scouts		●		●	●	●	●	●	●						●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																
Teacher Assistants		●	●	●	●		●		●					●		●
Preschool Teachers, Except Special Education		●	●	●			●		●					●	●	●
Audio and Video Equipment Technicians	●	●	●	●	●				●			●		●		●
Requires a High School Diploma or Equivalent or Less																
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	●	●		●					●					●	●	●
Self-Enrichment Education Teachers	●	●		●	●		●		●					●		●
Childcare Workers	●	●	●	●		●	●		●						●	●
Amusement and Recreation Attendants		●	●	●					●		●	●			●	●
Fitness Trainers and Aerobics Instructors		●	●	●	●		●		●					●	●	●

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

Work Activities in the Community and Civic Organizations Cluster

The table below lists the 10 top work activities required for top occupations in the Community and Civic Organizations 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, and subordinates; and thinking creatively.

Occupations	Work Activities																			
	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	Developing Objectives and Strategies	Establishing and Maintaining Interpersonal Relationships	Getting Information	Handling and Moving Objects	Identifying Objects, Actions, and Events	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	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	Performing for or Working Directly with the Public	Performing General Physical Activities
Requires a Bachelor's Degree or Higher																				
Recreation Workers	•	•	•			•		•									•		•	•
Clergy	•		•				•	•									•		•	•
Directors, Religious Activities and Education	•	•	•			•		•					•	•			•			•
General and Operations Managers			•	•		•		•						•		•	•		•	
Coaches and Scouts		•				•		•		•		•				•		•	•	•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Teacher Assistants	•	•	•					•	•					•			•			•
Preschool Teachers, Except Special Education	•		•					•						•	•		•		•	
Audio and Video Equipment Technicians			•	•				•		•	•		•	•					•	•
Requires a High School Diploma or Equivalent or Less																				
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive			•					•	•	•			•				•	•	•	•
Self-Enrichment Education Teachers		•	•					•					•				•	•	•	•
Childcare Workers	•		•					•		•			•	•			•		•	
Amusement and Recreation Attendants	•		•	•				•		•			•				•	•	•	
Fitness Trainers and Aerobics Instructors	•	•						•	•	•							•	•	•	•

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

Related Occupations for the Community and Civic Organizations Cluster

The table below lists top occupations in the Community and Civic Organizations 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 Community and Civic Organizations cluster occupations.

Community and Civic Organizations Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Recreation Workers	<ul style="list-style-type: none"> • Directors, Religious Activities and Education • Recreational Therapists • Social and Human Service Assistants
Clergy	<ul style="list-style-type: none"> • Educational, Guidance, School, and Vocational Counselors • Mental Health Counselors • Social and Community Service Managers
Directors, Religious Activities and Education	<ul style="list-style-type: none"> • Adult Basic and Secondary Education and Literacy Teachers and Instructors • Meeting, Convention, and Event Planners • Training and Development Specialists
General and Operations Managers	<ul style="list-style-type: none"> • Administrative Services Managers • First-Line Supervisors of Office and Administrative Support Workers • Logistics Managers
Coaches and Scouts	<ul style="list-style-type: none"> • Health Educators • Recreation Workers • Secondary School Teachers, Except Special and Career/Technical Education
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Teacher Assistants	<ul style="list-style-type: none"> • Fitness Trainers and Aerobics Instructors • Social and Human Service Assistants • Tour Guides and Escorts
Preschool Teachers, Except Special Education	<ul style="list-style-type: none"> • Childcare Workers • Kindergarten Teachers, Except Special Education • Nannies
Audio and Video Equipment Technicians	<ul style="list-style-type: none"> • Audio-Visual and Multimedia Collections Specialists • Computer User Support Specialists • Technical Directors/Managers
Requires a High School Diploma or Equivalent or Less	
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	<ul style="list-style-type: none"> • Executive Secretaries and Executive Administrative Assistants • Office Clerks, General • Receptionists and Information Clerks
Self-Enrichment Education Teachers	<ul style="list-style-type: none"> • Photographers • Preschool Teachers, Except Special Education • Teacher Assistants
Childcare Workers	<ul style="list-style-type: none"> • Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers • Psychiatric Aides • Teacher Assistants
Amusement and Recreation Attendants	<ul style="list-style-type: none"> • Cashiers • Counter and Rental Clerks • Waiters and Waitresses
Fitness Trainers and Aerobics Instructors	<ul style="list-style-type: none"> • Preschool Teachers, Except Special Education • Self-Enrichment Education Teachers • Vocational Education Teachers, Postsecondary

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

Employer Demand for the Community and Civic Organizations Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Community and Civic Organizations cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Community and Civic Organizations Cluster Employers	Recent Job Advertisements ²⁰¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Haas Automation	21	33	-12	-36.4%
The Century Group	11	0	11	—
YMCA	8	6	2	33.3%
Lockheed Martin	6	2	4	200.0%
Conejo Recreation & Park District	3	1	2	200.0%
Ronald Reagan Presidential Foundation	3	6	-3	-50.0%
COPE Health Solutions	2	0	2	—
Boys and Girls Clubs	2	2	0	0.0%
Zion Partners	1	2	-1	-50.0%
Easter Seals	1	0	1	—
Girls Scouts of America	1	1	0	0.0%
Temple Beth Torah	1	1	0	0.0%
California Labor Federation	1	0	1	—
California Strawberry Commission	1	0	1	—
Primeskill Staffing Services	1	23	-22	-95.7%
Temple Adat Elohim	1	1	0	0.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²⁰¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Community and Civic Organizations Cluster Occupations

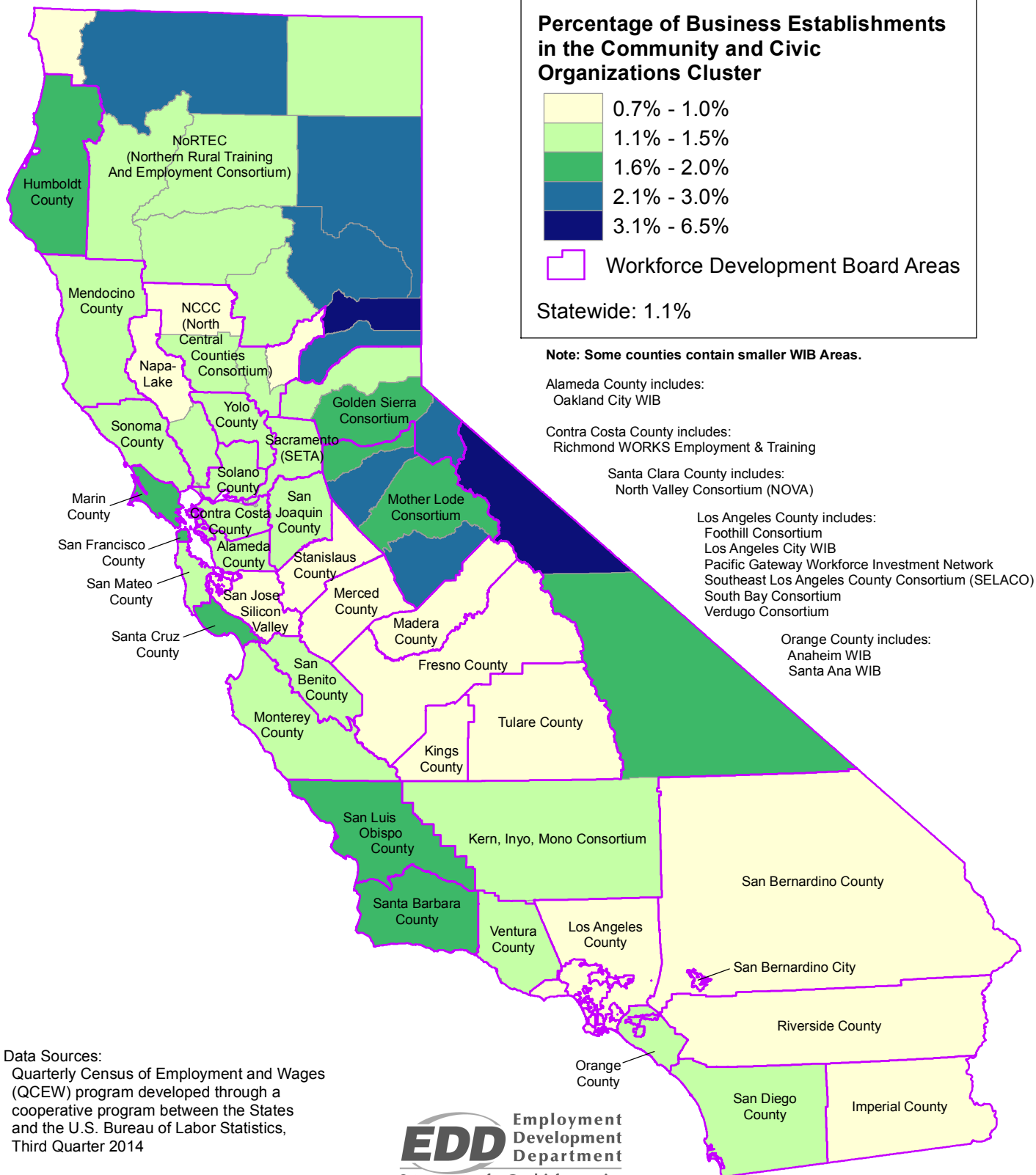
The table below provides examples of instructional programs related to some of the top occupations in the Community and Civic Organizations cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Community and Civic Organizations 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
Teacher Assistants	13.1501	Teacher Assistant/Aide	080200	Educational Aidel (Teacher Assistant)
			080210	Educational Aide (Teacher Assistant), Bilingual
Preschool Teachers, Except Special Education	13.1209	Kindergarten/Preschool Education and Teaching	130580	Child Development Administration and Management
	13.1210	Early Childhood Education and Teaching		
	19.0708	Child Care and Support Services Management		
Audio and Video Equipment Technicians	01.0802	Agricultural Communication/Journalism	100500	Commercial Music
	10.0201	Photographic and Film/Video Technology/Technician and Assistant	101200	Applied Photography
	10.0203	Recording Arts Technology/Technician		
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52.0401	Administrative Assistant and Secretarial Science, General	051400	Office Technology/Office Computer Applications
	52.0402	Executive Assistant/Executive Secretary		
Self-Enrichment Education Teachers	13.1201	Adult and Continuing Education and Teaching	N/A	N/A
Childcare Workers	19.0709	Child Care Provider/Assistant	130500	Child Development/Early Care and Education
			130540	Preschool Age Child
			130550	The School Age Child
Fitness Trainers and Aerobics Instructors	13.1314	Physical Education Teaching and Coaching	083500	Physical Education
	31.0501	Health and Physical Education/Fitness, General	083510	Physical Fitness and Body Movement
	31.0504	Sport and Fitness Administration/Management	083520	Fitness Trainer

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](https://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 Community and Civic Organizations Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

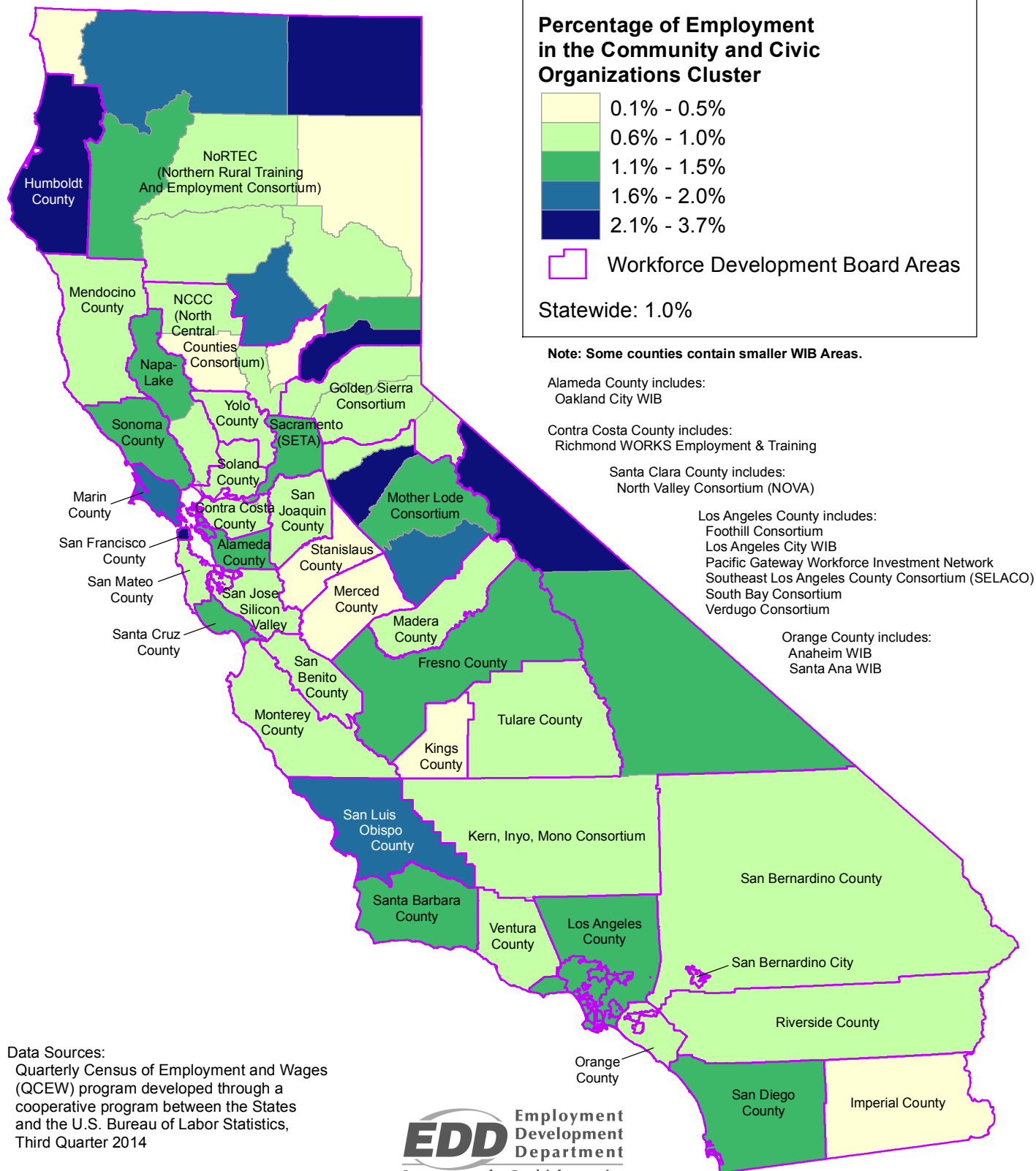
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State of California

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California Community and Civic Organizations Cluster

Percentage of Total County Employment, 2014



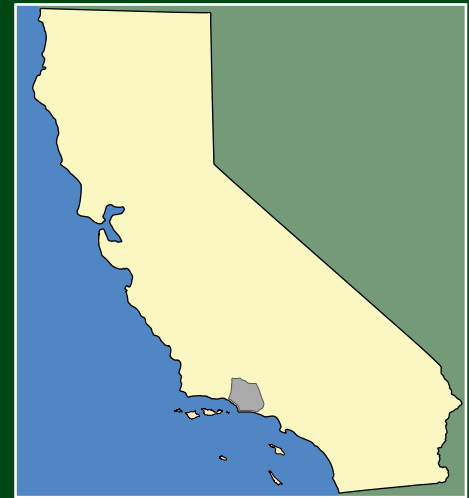
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
August 2015

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State of California

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Occupational Analysis: Automotive Products and Services Cluster

Ventura County Economic Sub-Market

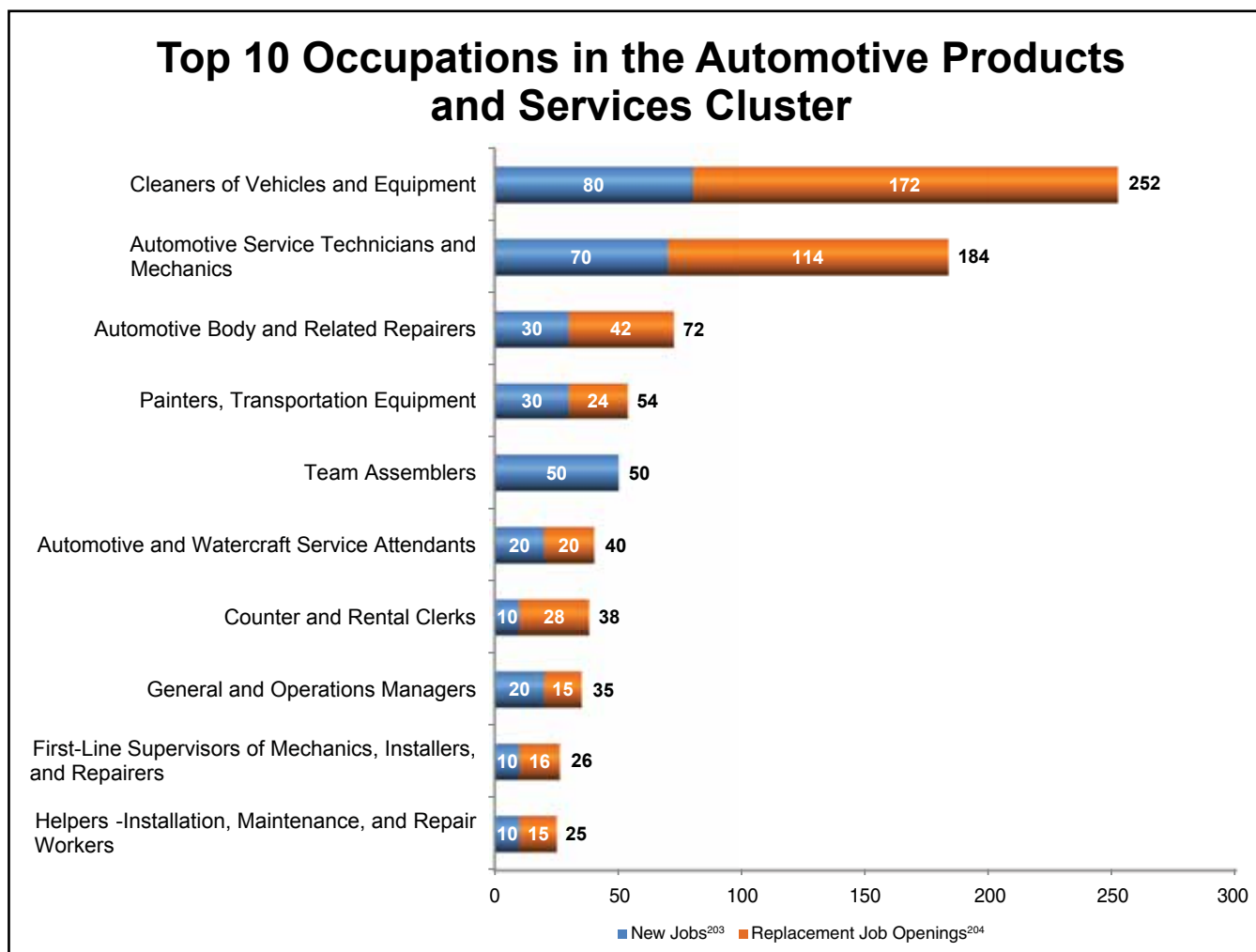
July 2015

What is the Automotive Products and Services Cluster?

The Automotive Products and Services industry cluster is comprised of five industries that provide automobile repair and maintenance services as well as the manufacturing of automobiles and automobile parts. 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 Automotive Products and Services Cluster

The graph below identifies the top 10 occupations in the Automotive Products and Services cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent nearly three-quarters of the 1,108 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, monitoring, operation and control, and speaking.²⁰²



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.

²⁰² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²⁰³ 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.

²⁰⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Automotive Products and Services Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Automotive Products and 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), online job listing system.

Occupations	Total Job Openings ²⁰⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁰⁶	HWOL Job Ads ²⁰⁷ (120 days)
Cleaners of Vehicles and Equipment	252	\$10.22	\$21,248	Less than high school	69
Automotive Service Technicians and Mechanics	184	\$19.10	\$39,721	High school diploma or equivalent	271
Automotive Body and Related Repairers	72	\$19.62	\$40,808	High school diploma or equivalent	45
Painters, Transportation Equipment	54	\$17.09	\$35,542	High school diploma or equivalent	14
Team Assemblers	50	\$12.90	\$26,842	High school diploma or equivalent	53
Automotive and Watercraft Service Attendants	40	\$11.60	\$24,131	Less than high school	19
Counter and Rental Clerks	38	\$13.70	\$28,496	Less than high school	43
General and Operations Managers	35	\$51.15	\$106,377	Bachelor's degree	202
First-Line Supervisors of Mechanics, Installers, and Repairers	26	\$33.16	\$68,972	High school diploma or equivalent	165
Helpers -Installation, Maintenance, and Repair Workers	25	\$14.03	\$29,166	High school diploma or equivalent	61

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 July 24, 2015.

²⁰⁵ Total job openings are the sum of new jobs and replacement job openings.

²⁰⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²⁰⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Automotive Products and 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 Automotive Products and Services cluster. The table includes the Ventura County 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 ²⁰⁸ (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	35	\$51.15	\$106,377	202
Cost Estimators	6	\$28.37	\$59,006	24
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
First-Line Supervisors of Production and Operating Workers	1	\$26.22	\$54,534	341
Requires a High School Diploma or Equivalent or Less				
Cleaners of Vehicles and Equipment	252	\$10.22	\$21,248	69
Automotive Service Technicians and Mechanics	184	\$19.10	\$39,721	271
Automotive Body and Related Repairers	72	\$19.62	\$40,808	45
Painters, Transportation Equipment	54	\$17.09	\$35,542	14
Team Assemblers	50	\$12.90	\$26,842	53

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 July 24, 2015.

²⁰⁸ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Automotive Products and Services Cluster

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

Occupations	Skills																		
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Equipment Selection	Judgment and Decision Making	Management of Financial Resources	Management of Personnel Resources	Mathematics	Monitoring	Operation and Control	Operation Monitoring	Quality Control Analysis	Reading Comprehension	Repairing	Social Perceptiveness	Speaking
Requires a Bachelor's Degree or Higher																			
General and Operations Managers	●	●	●	●					●		●					●		●	●
Cost Estimators	●	●	●	●					●	●	●					●		●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																			
First-Line Supervisors of Production and Operating Workers	●	●	●	●					●		●					●		●	●
Requires a High School Diploma or Equivalent or Less																			
Cleaners of Vehicles and Equipment	●	●	●	●		●					●	●	●	●				●	●
Automotive Service Technicians and Mechanics ²⁰⁹	●	●	●	●	●		●					●	●	●		●			●
Automotive Body and Related Repairers	●	●	●	●							●	●	●	●	●	●	●		
Painters, Transportation Equipment	●	●	●	●			●				●	●	●	●				●	●
Team Assemblers	●	●	●	●							●	●	●	●	●			●	●

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

²⁰⁹ Skills represent Automotive Master Mechanics, a specialty occupation of Automotive Service Technicians and Mechanics.

Work Activities in the Automotive Products and Services Cluster

The table below lists the 10 top work activities required for top occupations in the Automotive Products and Services cluster, categorized by entry-level education requirements. The most common include controlling machines and processes; establishing and maintaining interpersonal relationships; handling and moving objects; and organizing, planning, and prioritizing work.

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	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Estimating the Quantifiable Characteristics of Products, Events, or Information	Evaluating Information to Determine Compliance with Standards	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	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 General Physical Activities
Requires a Bachelor's Degree or Higher																				
General and Operations Managers			●	●		●		●							●		●			
Cost Estimators	●				●		●		●	●					●			●	●	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
First-Line Supervisors of Production and Operating Workers		●		●	●	●		●				●	●						●	
Requires a High School Diploma or Equivalent or Less																				
Cleaners of Vehicles and Equipment				●	●			●			●		●			●	●	●		
Automotive Service Technicians and Mechanics ²¹⁰					●			●					●		●	●		●	●	
Automotive Body and Related Repairers					●			●	●				●	●		●	●	●		●
Painters, Transportation Equipment					●								●		●	●		●		●
Team Assemblers				●	●	●	●	●	●			●			●	●		●		

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

²¹⁰ Work Activities represent Automotive Master Mechanics, a specialty occupation of Automotive Service Technicians and Mechanics.

Related Occupations for the Automotive Products and Services Cluster

The table below lists top occupations in the Automotive Products and 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 Automotive Products and Services cluster occupations.

Automotive Products and Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • Purchasing Managers • Storage and Distribution Managers • Wholesale and Retail Buyers, Except Farm Products
Cost Estimators	<ul style="list-style-type: none"> • Budget Analysts • 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"> • Logistics Analysts • Purchasing Agents, Except Wholesale, Retail, and Farm Products • Supply Chain Managers
Requires a High School Diploma or Equivalent or Less	
Cleaners of Vehicles and Equipment	<ul style="list-style-type: none"> • Automotive and Watercraft Service Attendants • Roustabouts, Oil and Gas • Tire Repairers and Changers
Automotive Service Technicians and Mechanics	<ul style="list-style-type: none"> • Bus and Truck Mechanics and Diesel Engine Specialists • Electronic Equipment Installers and Repairers, Motor Vehicles • Motorcycle Mechanics
Automotive Body and Related Repairers	<ul style="list-style-type: none"> • Engine and Other Machine Assemblers • Helpers -Installation, Maintenance, and Repair Workers • Terrazzo Workers and Finishers
Painters, Transportation Equipment	<ul style="list-style-type: none"> • Automotive Body and Related Repairers • Pourers and Casters, Metal • Welders, Cutters, and Welder Fitters
Team Assemblers	<ul style="list-style-type: none"> • Adhesive Bonding Machine Operators and Tenders • Molding and Casting Workers • Upholsterers

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

Employer Demand for the Automotive Products and Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Automotive Products and Services cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Automotive Products and Services Cluster Employers	Recent Job Advertisements²¹¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Firestone Complete Auto Care	16	28	-12	-42.9%
Diesel USA, Inc.	3	2	1	50.0%
Valvoline	3	0	3	—
Aamco Transmission	2	2	0	0.0%
Wilwood Engineering	1	0	1	—
Camarillo Car Care Center	1	0	1	—
Dave's Towing, Inc.	1	0	1	—
Schneider Automotive Repair	1	0	1	—
Leon's Transmission Service	1	0	1	—
Brake Masters	1	2	-1	-50.0%
Matrix Technology Group	1	0	1	—
WMS	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²¹¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Automotive Products and Services Cluster Occupations

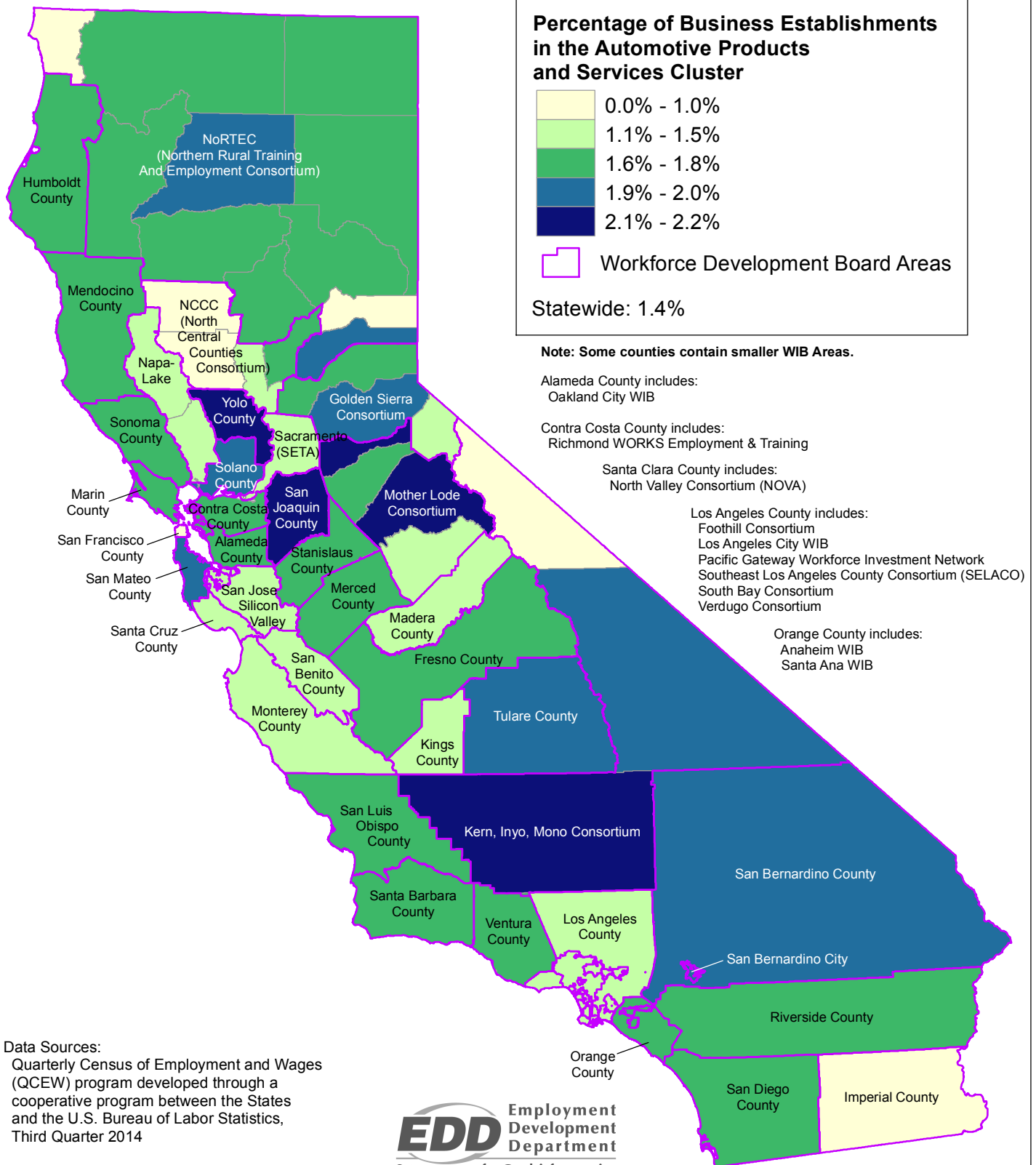
The table below provides examples of instructional programs related to some of the top occupations in the Automotive Products and Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Automotive Products and 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
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Automotive Service Technicians and Mechanics	15.0803	Automotive Engineering Technology/ Technician	094800	Automotive Technology
	47.0600	Vehicle Maintenance and Repair Technologies, General Automobile/	094840	Alternative Fuels and Advanced Transportation Technology
	47.0604	Automotive Mechanics Technology/ Technician		
Automotive Body and Related Repairers	47.0603	Autobody/Collision and Repair Technology/Technician	094900	Automotive Collision Repair
Painters, Transportation Equipment	47.0603	Autobody/Collision and Repair Technology/Technician	094900	Automotive Collision Repair

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 Automotive Products and Services Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

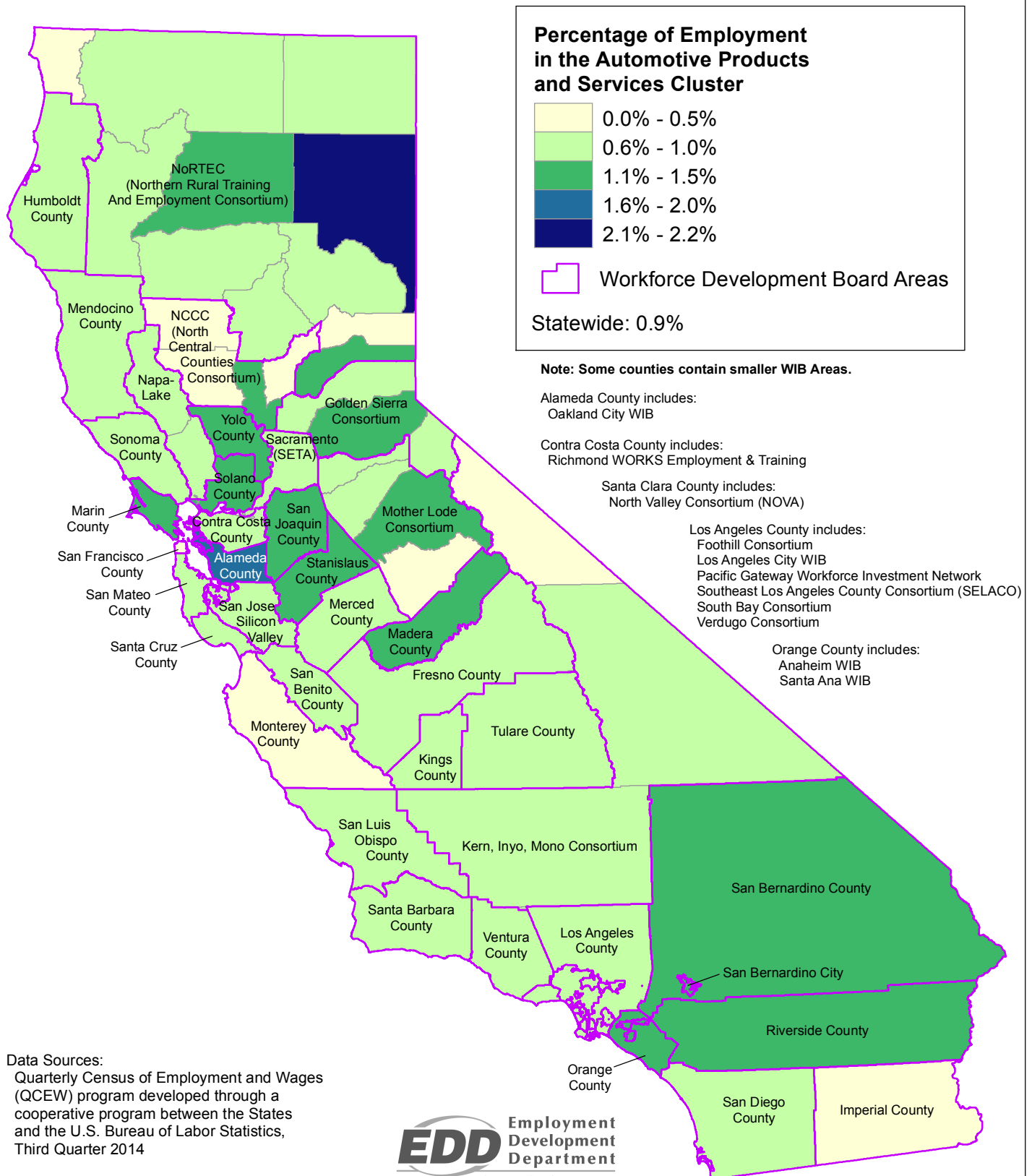
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State of California

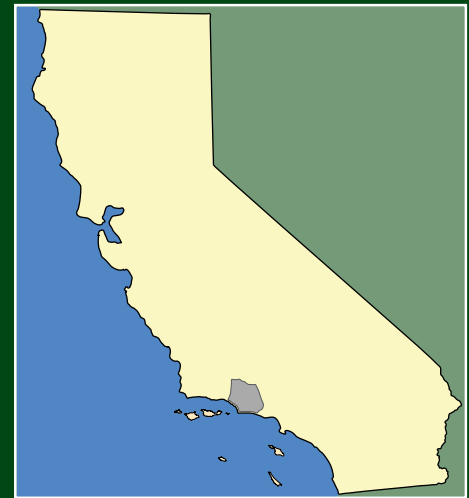
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California Automotive Products and Services Cluster

Percentage of Total County Employment, 2014





Occupational Analysis: Manufacturing Cluster

Ventura County Economic Sub-Market

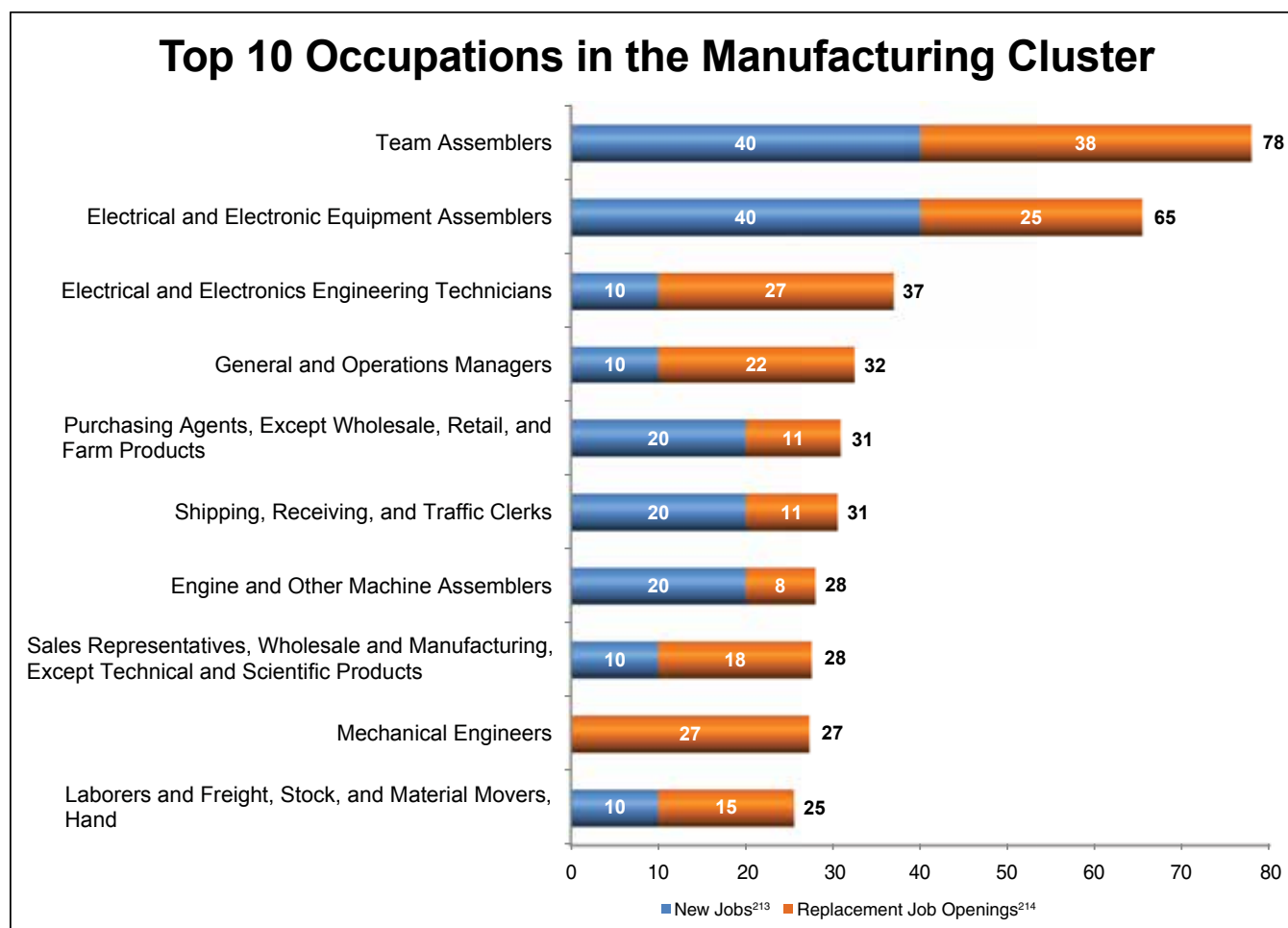
July 2015

What is the Manufacturing Cluster?

The Manufacturing cluster is comprised of 11 industries that manufacture machinery, engines, household appliances, or other items such as electrical, audio, or video equipment. The workers employed within this cluster 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 Manufacturing Cluster

The graph below identifies the top 10 occupations in the Manufacturing cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-third of the 970 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active learning, active listening, critical thinking, monitoring, reading comprehension, and speaking.²¹²



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.

²¹² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²¹³ 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.

²¹⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Manufacturing Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Manufacturing 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 ²¹⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²¹⁶	HWOL Job Ads ²¹⁷ (120 days)
Team Assemblers	78	\$12.90	\$26,842	High school diploma or equivalent	53
Electrical and Electronic Equipment Assemblers	65	\$11.39	\$23,694	High school diploma or equivalent	91
Electrical and Electronics Engineering Technicians	37	\$34.74	\$72,271	Associate's degree	95
General and Operations Managers	32	\$51.15	\$106,377	Bachelor's degree	202
Purchasing Agents, Except Wholesale, Retail, and Farm Products	31	\$30.05	\$62,515	High school diploma or equivalent	97
Shipping, Receiving, and Traffic Clerks	31	\$14.45	\$30,050	High school diploma or equivalent	139
Engine and Other Machine Assemblers	28	\$17.64	\$36,708	High school diploma or equivalent	1
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	28	\$28.61	\$59,514	High school diploma or equivalent	466
Mechanical Engineers	27	\$46.37	\$96,449	Bachelor's degree	83
Laborers and Freight, Stock, and Material Movers, Hand	25	\$11.78	\$24,495	Less than high school	259

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 July 24, 2015.

²¹⁵ Total job openings are the sum of new jobs and replacement job openings.

²¹⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²¹⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Manufacturing 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 Manufacturing cluster. The table includes the Ventura County 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 ²¹⁸ (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	32	\$51.15	\$106,377	202
Mechanical Engineers	27	\$46.37	\$96,449	83
Electronics Engineers, Except Computer	24	\$52.18	\$108,536	64
Accountants and Auditors	22	\$34.49	\$71,730	334
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	18	\$41.19	\$85,662	190
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Electrical and Electronics Engineering Technicians	37	\$34.74	\$72,271	95
First-Line Supervisors of Production and Operating Workers	23	\$26.22	\$54,534	341
Electrical and Electronics Repairers, Commercial and Industrial Equipment	14	\$30.77	\$64,000	2
Environmental Engineering Technicians	10	\$28.14	\$58,532	12
Medical Equipment Repairers	6	\$24.40	\$50,766	6
Requires a High School Diploma or Equivalent or Less				
Team Assemblers	78	\$12.90	\$26,842	53
Electrical and Electronic Equipment Assemblers	65	\$11.39	\$23,694	91
Purchasing Agents, Except Wholesale, Retail, and Farm Products	31	\$30.05	\$62,515	97
Shipping, Receiving, and Traffic Clerks	31	\$14.45	\$30,050	139
Engine and Other Machine Assemblers	28	\$17.64	\$36,708	1

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 July 24, 2015.

²¹⁸ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Manufacturing Cluster

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

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Judgment and Decision Making	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Operations Analysis	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing	Science	Social Perceptiveness
Requires a Bachelor's Degree or Higher																				
General and Operations Managers	•	•	•	•	•		•		•							•			•	•
Mechanical Engineers	•	•	•	•	•	•	•	•	•	•			•			•	•	•	•	
Electronics Engineers, Except Computer	•	•	•	•	•											•	•			•
Accountants and Auditors ²¹⁹	•	•		•	•	•	•	•	•							•			•	•
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	•	•	•	•	•					•				•		•			•	•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Electrical and Electronics Engineering Technicians ²²⁰	•	•	•	•	•				•	•		•				•	•			•
First-Line Supervisors of Production and Operating Workers		•	•	•	•		•		•							•	•		•	•
Electrical and Electronics Repairers, Commercial and Industrial Equipment		•	•	•	•	•					•	•				•	•	•		•
Environmental Engineering Technicians	•	•		•	•	•	•	•	•	•						•	•	•		•
Medical Equipment Repairers	•			•	•			•	•			•				•	•	•		•
Requires a High School Diploma or Equivalent or Less																				
Team Assemblers		•		•	•					•		•	•			•	•		•	•
Electrical and Electronic Equipment Assemblers	•	•		•	•					•		•	•			•			•	
Purchasing Agents, Except Wholesale, Retail, and Farm Products	•	•		•		•			•	•				•		•			•	•
Shipping, Receiving, and Traffic Clerks		•	•	•	•	•			•	•						•			•	•
Engine and Other Machine Assemblers		•		•	•					•		•	•			•	•		•	•

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

²¹⁹ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

²²⁰ Skills represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Work Activities in the Manufacturing Cluster

The table below lists the 10 top work activities required for top occupations in the Manufacturing cluster, categorized by entry-level education requirements. The most common include communicating with supervisors, peers, and subordinates; establishing and maintaining interpersonal relationships; 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	Developing Objectives and Strategies	Documenting/Recording Information	Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment	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	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	Updating and Using Relevant Knowledge	
Requires a Bachelor's Degree or Higher																																	
General and Operations Managers																																	
Mechanical Engineers																																	
Electronics Engineers, Except Computer																																	
Accountants and Auditors ²²¹																																	
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products																																	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																	
Electrical and Electronics Engineering Technicians ²²²																																	
First-Line Supervisors of Production and Operating Workers																																	
Electrical and Electronics Repairers, Commercial and Industrial Equipment																																	
Environmental Engineering Technicians																																	
Medical Equipment Repairers																																	
Requires a High School Diploma or Equivalent or Less																																	
Team Assemblers																																	
Electrical and Electronic Equipment Assemblers																																	
Purchasing Agents, Except Wholesale, Retail, and Farm Products																																	
Shipping, Receiving, and Traffic Clerks																																	
Engine and Other Machine Assemblers																																	

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

²²¹ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

²²² Work Activities represent Electrical Engineering Technicians, a specialty occupation of Electrical and Electronics Engineering Technicians.

Related Occupations for the Manufacturing Cluster

The table below lists top occupations in the Manufacturing 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 Manufacturing cluster occupations.

Manufacturing Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • Purchasing Managers • Storage and Distribution Managers • Wholesale and Retail Buyers, Except Farm Products
Mechanical Engineers	<ul style="list-style-type: none"> • Electrical Engineers • Manufacturing Engineering Technologists • Photonics Engineers
Electronics Engineers, Except Computer	<ul style="list-style-type: none"> • Aerospace Engineers • Computer Systems Engineers/Architects • Industrial Engineers
Accountants and Auditors	<ul style="list-style-type: none"> • Budget Analysts • Financial Analysts • Risk Management Specialists
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	<ul style="list-style-type: none"> • Advertising Sales Agents • Marketing Managers • Sales Managers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Electrical and Electronics Engineering Technicians	<ul style="list-style-type: none"> • Manufacturing Production Technicians • Mechanical Engineering Technicians • Medical Equipment Repairers
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> • First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand • Industrial Production Managers • Non-Destructive Testing Specialists
Electrical and Electronics Repairers, Commercial and Industrial Equipment	<ul style="list-style-type: none"> • Avionics Technicians • Industrial Machinery Mechanics • Robotics Technicians
Environmental Engineering Technicians	<ul style="list-style-type: none"> • Environmental Science and Protection Technicians, Including Health • Geological Sample Test Technicians • Precision Agriculture Technicians
Medical Equipment Repairers	<ul style="list-style-type: none"> • Electrical Engineering Technicians • Medical Appliance Technicians • Telecommunications Equipment Installers and Repairers, Except Line Installers
Requires a High School Diploma or Equivalent or Less	
Team Assemblers	<ul style="list-style-type: none"> • Adhesive Bonding Machine Operators and Tenders • Packaging and Filling Machine Operators and Tenders • Solderers and Brazers
Electrical and Electronic Equipment Assemblers	<ul style="list-style-type: none"> • Adhesive Bonding Machine Operators and Tenders • Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic • Engine and Other Machine Assemblers
Purchasing Agents, Except Wholesale, Retail, and Farm Products	<ul style="list-style-type: none"> • Cost Estimators • Logistics Managers • Supply Chain Managers
Shipping, Receiving, and Traffic Clerks	<ul style="list-style-type: none"> • Inspectors, Testers, Sorters, Samplers, and Weighers • Mail Clerks and Mail Machine Operators, Except Postal Service • Marking Clerks
Engine and Other Machine Assemblers	<ul style="list-style-type: none"> • Coating, Painting, and Spraying Machine Setters, Operators, and Tenders • Welders, Cutters, and Welder Fitters • Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders

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

Employer Demand for the Manufacturing Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Manufacturing cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Manufacturing Cluster Employers	Recent Job Advertisements ²²³ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Rexnord	19	43	-24	-55.8%
Danaher Corporation	16	1	15	1,500.0%
Eaton Industries	11	12	-1	-8.3%
Skurka Aerospace	4	3	1	33.3%
Verify, Inc.	3	0	3	—
ESI Motion	3	0	3	—
Fastsigns of Ventura	3	1	2	200.0%
Bendpak, Inc.	2	1	1	100.0%
Illah Sports, Inc., A Corporation	2	0	2	—
Bemco, Inc.	2	0	2	—
Altec Industries	1	0	1	—
Bruker Corporation	1	0	1	—
Skytech Systems, Inc.	1	0	1	—
Advanced Motion Controls	1	0	1	—
Pride Industries	1	0	1	—
The Sports Authority	1	1	0	0.0%
Penn Detroit Diesel Allison, Inc.	1	1	0	0.0%
MCG - Midwest Consulting Group	1	0	1	—
Weatherford International, LTD.	1	0	1	—
Teradyne, Inc.	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²²³ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Manufacturing Cluster Occupations

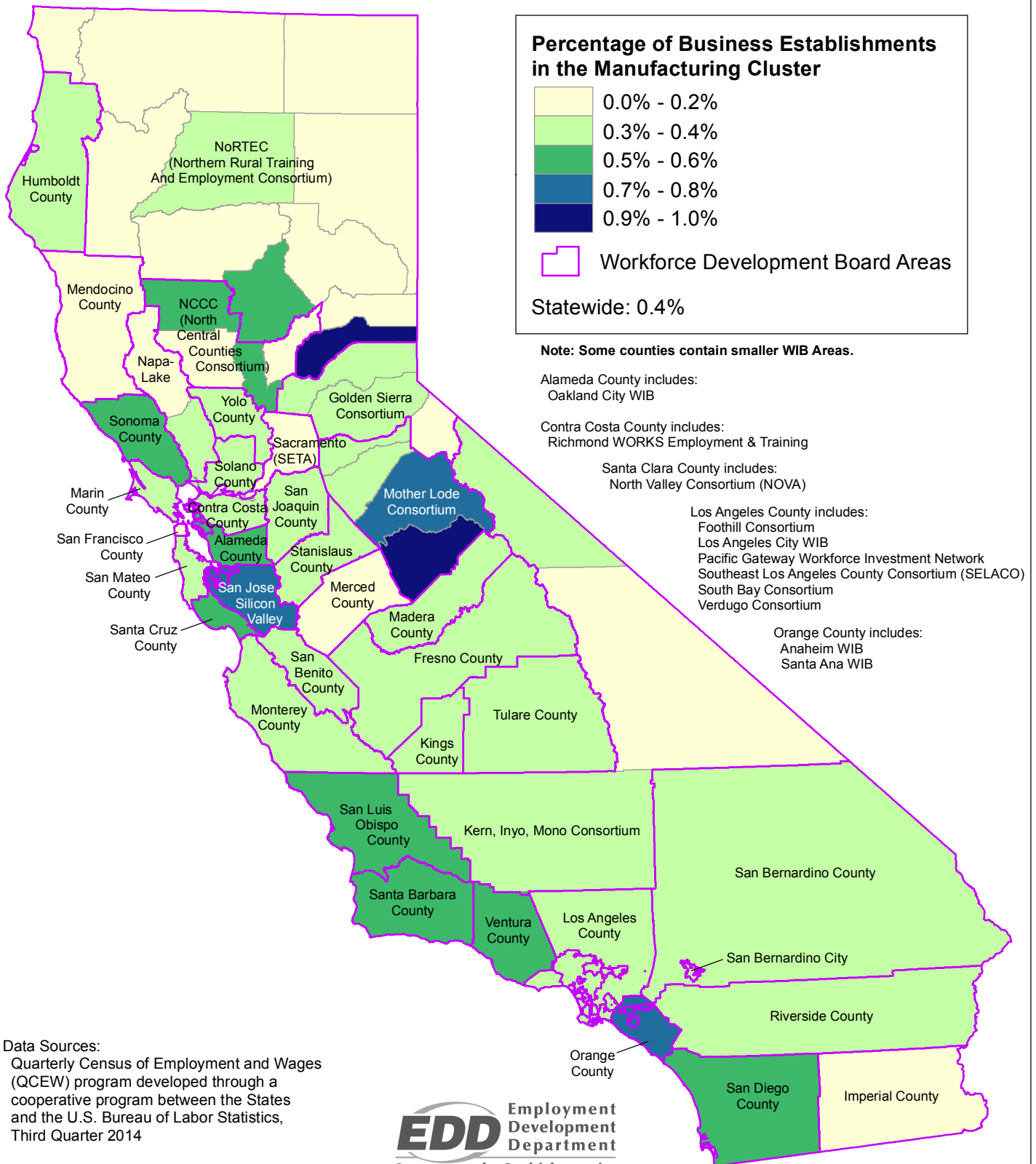
The table below provides examples of instructional programs related to some of the top occupations in the Manufacturing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Manufacturing 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
Electrical and Electronics Engineering Technicians	15.0303	Electrical, Electronic and Communications Engineering Technology/Technician	N/A	N/A
	15.0305	Telecommunications Technology/Technician		
	15.0306	Integrated Circuit Design		
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Electrical and Electronics Repairers, Commercial and Industrial Equipment	47.0104	Computer Installation and Repair Technology/Technician	093410	Computer Electronics
	47.0105	Industrial Electronics Technology/Technician	093420	Industrial Electronics
Environmental Engineering Technicians	15.0507	Environmental Engineering Technology/Environmental Technology	N/A	N/A
	15.0704	Hazardous Materials Information Systems Technology/Technician		
Medical Equipment Repairers	15.0401	Biomedical Technology/Technician	043000	Biotechnology and Biomedical Technology
			093460	Biomedical Instrumentation
Purchasing Agents, Except Wholesale, Retail, and Farm Products	52.1801	Sales, Distribution, and Marketing Operations, General	050900	Marketing and Distribution
	52.1899	General Merchandising, Sales, and Related Marketing Operations, Other	050960	Display
Engine and Other Machine Assemblers	47.0615	Engine Machinist	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 Manufacturing Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

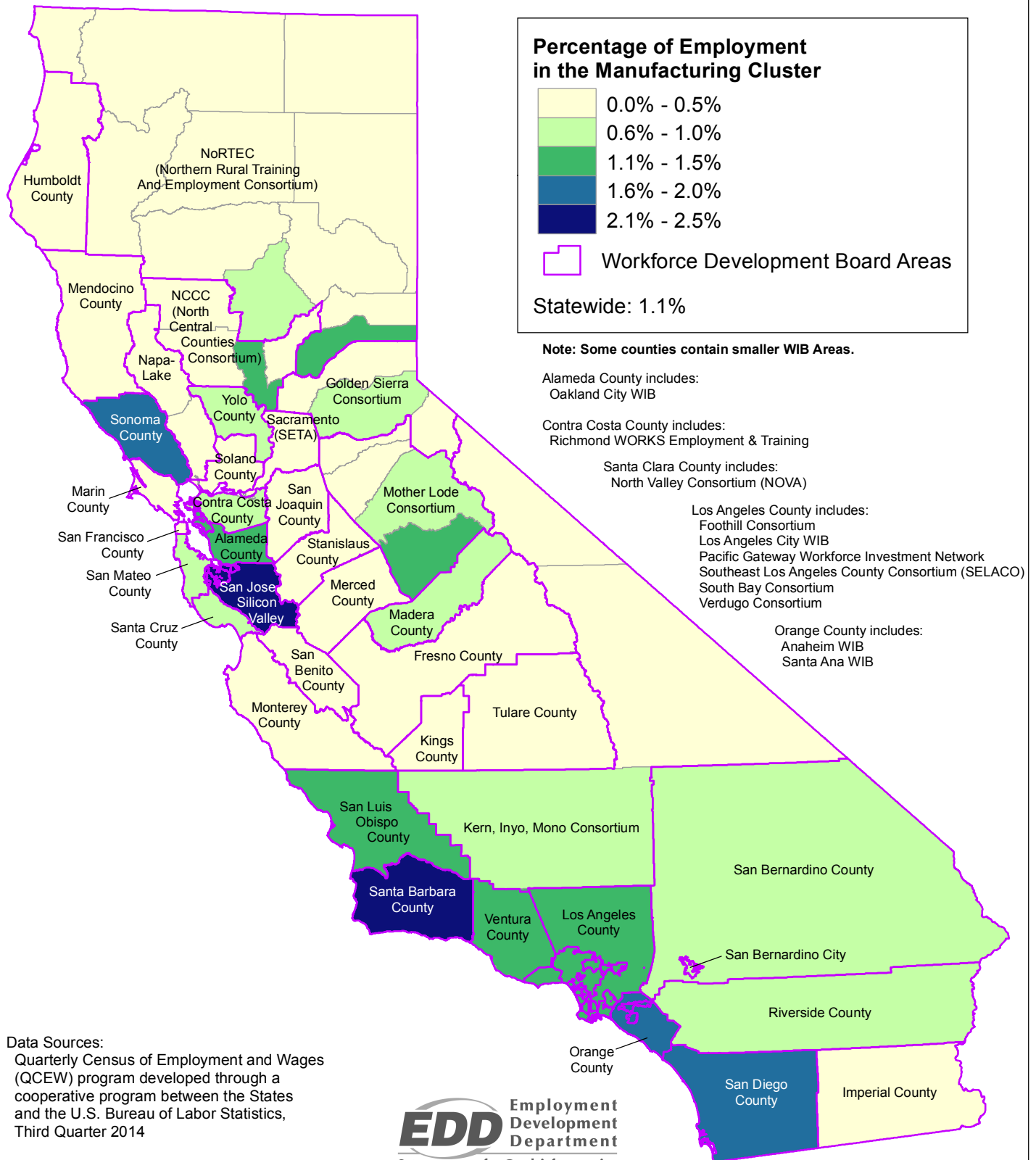
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Manufacturing Cluster

Percentage of Total County Employment, 2014



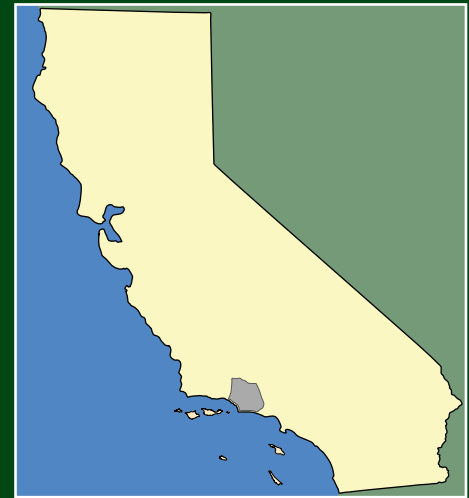
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Personal Services (Non-Medical) Cluster

Ventura County Economic Sub-Market

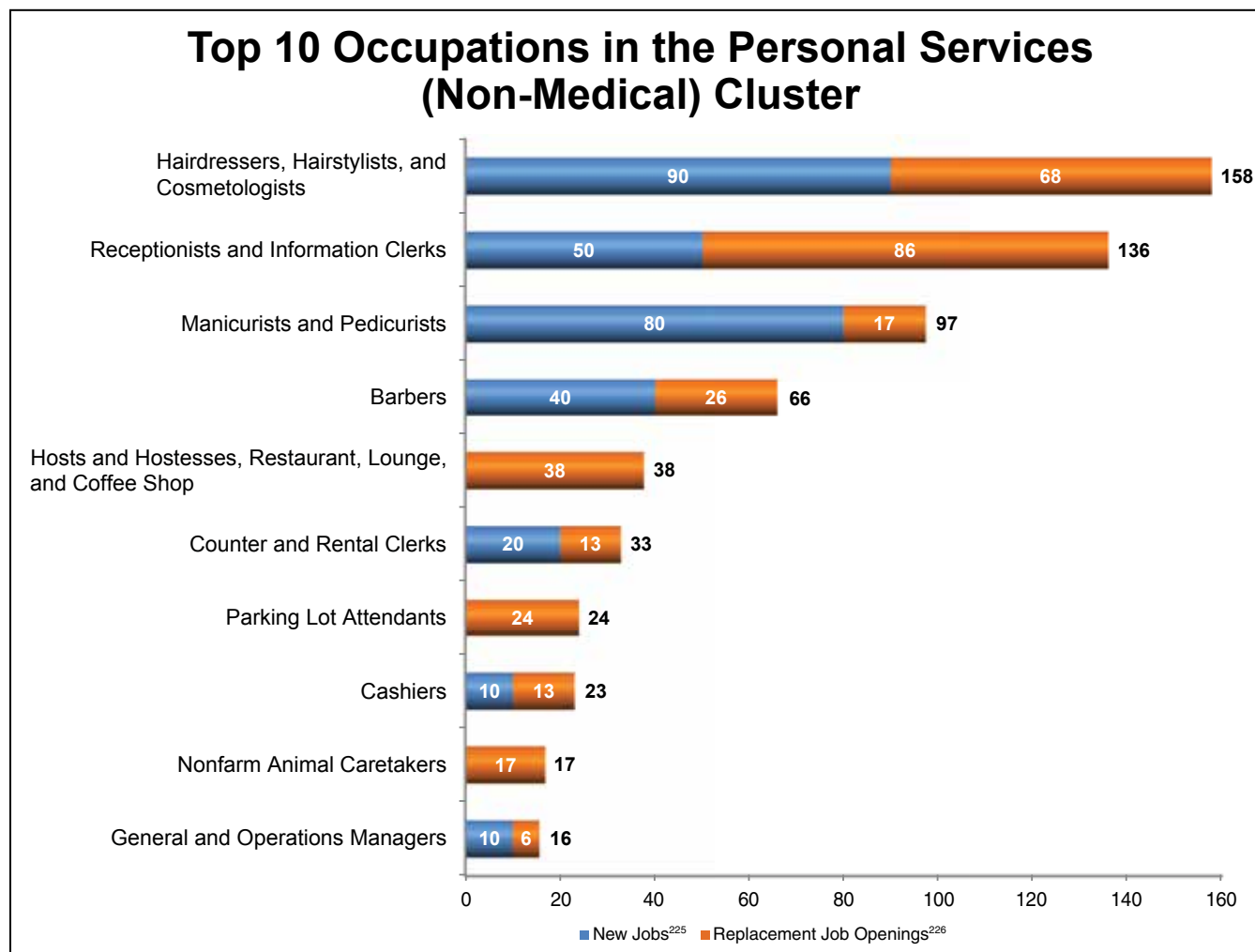
July 2015

What is the Personal Services (Non-Medical) Cluster?

The Personal Services (Non-Medical) industry cluster is comprised of three industries that provide a range of services for the public, such as barber and beauty shops, funeral homes, dating services, and pet care (except veterinary). 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 Personal Services (Non-Medical) Cluster

The graph below identifies the top 10 occupations in the Personal Services (Non-Medical) cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent three-quarters of the 805 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, service orientation, and speaking.²²⁴



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.

²²⁴ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²²⁵ 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.

²²⁶ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Personal Services (Non-Medical) Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Personal Services (Non-Medical) 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 ²²⁷ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²²⁸	HWOL Job Ads ²²⁹ (120 days)
Hairdressers, Hairstylists, and Cosmetologists	158	\$13.12	\$27,273	Postsecondary non-degree award	172
Receptionists and Information Clerks	136	\$13.94	\$29,000	High school diploma or equivalent	430
Manicurists and Pedicurists	97	\$9.39	\$19,539	Postsecondary non-degree award	35
Barbers	66	N/A	N/A	Postsecondary non-degree award	17
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	38	\$9.26	\$19,261	Less than high school	62
Counter and Rental Clerks	33	\$13.70	\$28,496	Less than high school	43
Parking Lot Attendants	24	\$11.57	\$24,083	Less than high school	16
Cashiers	23	\$10.88	\$22,628	Less than high school	244
Nonfarm Animal Caretakers	17	\$10.04	\$20,873	Less than high school	107
General and Operations Managers	16	\$51.15	\$106,377	Bachelor's degree	202

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 July 24, 2015.

²²⁷ Total job openings are the sum of new jobs and replacement job openings.

²²⁸ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²²⁹ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Personal Services (Non-Medical) 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 Personal Services (Non-Medical) cluster. The table includes the Ventura County 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 ²³⁰ (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	16	\$51.15	\$106,377	202
Meeting, Convention, and Event Planners	4	\$23.52	\$48,927	45
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Hairdressers, Hairstylists, and Cosmetologists	158	\$13.12	\$27,273	172
Manicurists and Pedicurists	97	\$9.39	\$19,539	35
Barbers	66	N/A	N/A	17
Morticians, Undertakers, and Funeral Directors	14	\$18.94	\$39,381	2
Skincare Specialists	12	N/A	N/A	44
Requires a High School Diploma or Equivalent or Less				
Receptionists and Information Clerks	136	\$13.94	\$29,000	430
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	38	\$9.26	\$19,261	62
Counter and Rental Clerks	33	\$13.70	\$28,496	43
Parking Lot Attendants	24	\$11.57	\$24,083	16
Cashiers	23	\$10.88	\$22,628	244

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 July 24, 2015.

²³⁰ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Personal Services (Non-Medical) Cluster

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

Occupations	Skills															
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Instructing	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Persuasion	Reading Comprehension	Service Orientation	Social Perceptiveness
Requires a Bachelor's Degree or Higher																
General and Operations Managers	●	●		●	●				●		●			●	●	●
Meeting, Convention, and Event Planners		●		●	●						●	●		●	●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																
Hairdressers, Hairstylists, and Cosmetologists	●	●			●	●		●			●		●		●	●
Manicurists and Pedicurists	●	●		●	●						●			●	●	●
Barbers	●	●	●	●	●						●				●	●
Morticians, Undertakers, and Funeral Directors		●		●	●						●		●	●	●	●
Skincare Specialists	●	●		●	●	●					●			●	●	●
Requires a High School Diploma or Equivalent or Less																
Receptionists and Information Clerks		●	●	●	●									●	●	●
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		●		●								●	●	●	●	●
Counter and Rental Clerks		●		●	●						●		●	●	●	●
Parking Lot Attendants		●		●	●		●		●	●	●	●		●		●
Cashiers		●		●	●						●			●	●	●

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

Work Activities in the Personal Services (Non-Medical) Cluster

The table below lists the 10 top work activities required for top occupations in the Personal Services (Non-Medical) cluster, categorized by entry-level education requirements. The most common include establishing and maintaining interpersonal relationships and performing for or working directly with the public.

Occupations	Work Activities																							
	Assisting and Caring for 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	Getting Information	Handling and Moving Objects	Identifying Objects, Actions, and Events	Judging the Qualities of Things, Services, or People	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	Performing for or Working Directly with the Public	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Selling or Influencing Others	Thinking Creatively	Updating and Using Relevant Knowledge
Requires a Bachelor's Degree or Higher																								
General and Operations Managers		●	●	●		●					●		●	●						●	●		●	
Meeting, Convention, and Event Planners		●	●			●	●	●	●					●		●					●			●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																								
Hairdressers, Hairstylists, and Cosmetologists	●	●				●	●	●						●		●			●				●	●
Manicurists and Pedicurists	●	●				●		●				●		●		●					●	●		●
Barbers	●	●				●	●			●	●			●		●							●	●
Morticians, Undertakers, and Funeral Directors	●	●	●	●		●		●			●			●		●			●					
Skincare Specialists	●			●		●		●				●		●		●						●	●	●
Requires a High School Diploma or Equivalent or Less																								
Receptionists and Information Clerks	●				●	●	●		●			●			●	●		●						●
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		●	●	●		●		●	●		●			●		●				●				
Counter and Rental Clerks		●	●			●	●	●			●					●				●		●		●
Parking Lot Attendants	●			●		●		●	●			●		●		●	●			●				
Cashiers		●	●			●	●	●			●					●	●			●		●		

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

Related Occupations for the Personal Services (Non-Medical) Cluster

The table below lists top occupations in the Personal Services (Non-Medical) 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 Personal Services (Non-Medical) cluster occupations.

Personal Services (Non-Medical) Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
General and Operations Managers	<ul style="list-style-type: none"> • Administrative Services Managers • First-Line Supervisors of Office and Administrative Support Workers • Wholesale and Retail Buyers, Except Farm Products
Meeting, Convention, and Event Planners	<ul style="list-style-type: none"> • Human Resources Specialists • Marketing Managers • Public Relations Specialists
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Hairdressers, Hairstylists, and Cosmetologists	<ul style="list-style-type: none"> • Massage Therapists • Shampooers • Skincare Specialists
Manicurists and Pedicurists	<ul style="list-style-type: none"> • File Clerks • Locker Room, Coatroom, and Dressing Room Attendants • Shoe and Leather Workers and Repairers
Barbers	<ul style="list-style-type: none"> • Costume Attendants • Hairdressers, Hairstylists, and Cosmetologists • Tailors, Dressmakers, and Custom Sewers
Morticians, Undertakers, and Funeral Directors	<ul style="list-style-type: none"> • Emergency Medical Technicians and Paramedics • Registered Nurses • Sheriffs and Deputy Sheriffs
Skincare Specialists	<ul style="list-style-type: none"> • Dental Assistants • Fitness Trainers and Aerobics Instructors • Medical Assistants
Requires a High School Diploma or Equivalent or Less	
Receptionists and Information Clerks	<ul style="list-style-type: none"> • Bill and Account Collectors • Customer Service Representatives • Office Clerks, General
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	<ul style="list-style-type: none"> • Cashiers • Counter Attendants, Cafeteria, Food Concession, and Coffee Shop • Waiters and Waitresses
Counter and Rental Clerks	<ul style="list-style-type: none"> • Amusement and Recreation Attendants • Hotel, Motel, and Resort Desk Clerks • Tellers
Parking Lot Attendants	<ul style="list-style-type: none"> • Combined Food Preparation and Serving Workers, Including Fast Food • Driver/Sales Workers • Stock Clerks, Sales Floor
Cashiers	<ul style="list-style-type: none"> • Counter and Rental Clerks • Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop • Ushers, Lobby Attendants, and Ticket Takers

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

Employer Demand for the Personal Services (Non-Medical) Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Personal Services (Non-Medical) cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Personal Services (Non- Medical) Cluster Employers	Recent Job Advertisements ²³¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Baxter	66	53	13	24.5%
Service Corporation International	18	2	16	800.0%
Universal Services of America	5	0	5	—
Petco	4	0	4	—
Global Auto Processing Services	4	3	1	33.3%
Hair Club for Men and Women	4	0	4	—
Signature Consultants	2	3	-1	-33.3%
DMC	1	0	1	—
Great Clips	1	4	-3	-75.0%
Haley & Associates, LLC	1	0	1	—
CenterLine	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²³¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Personal Services (Non-Medical) Occupations

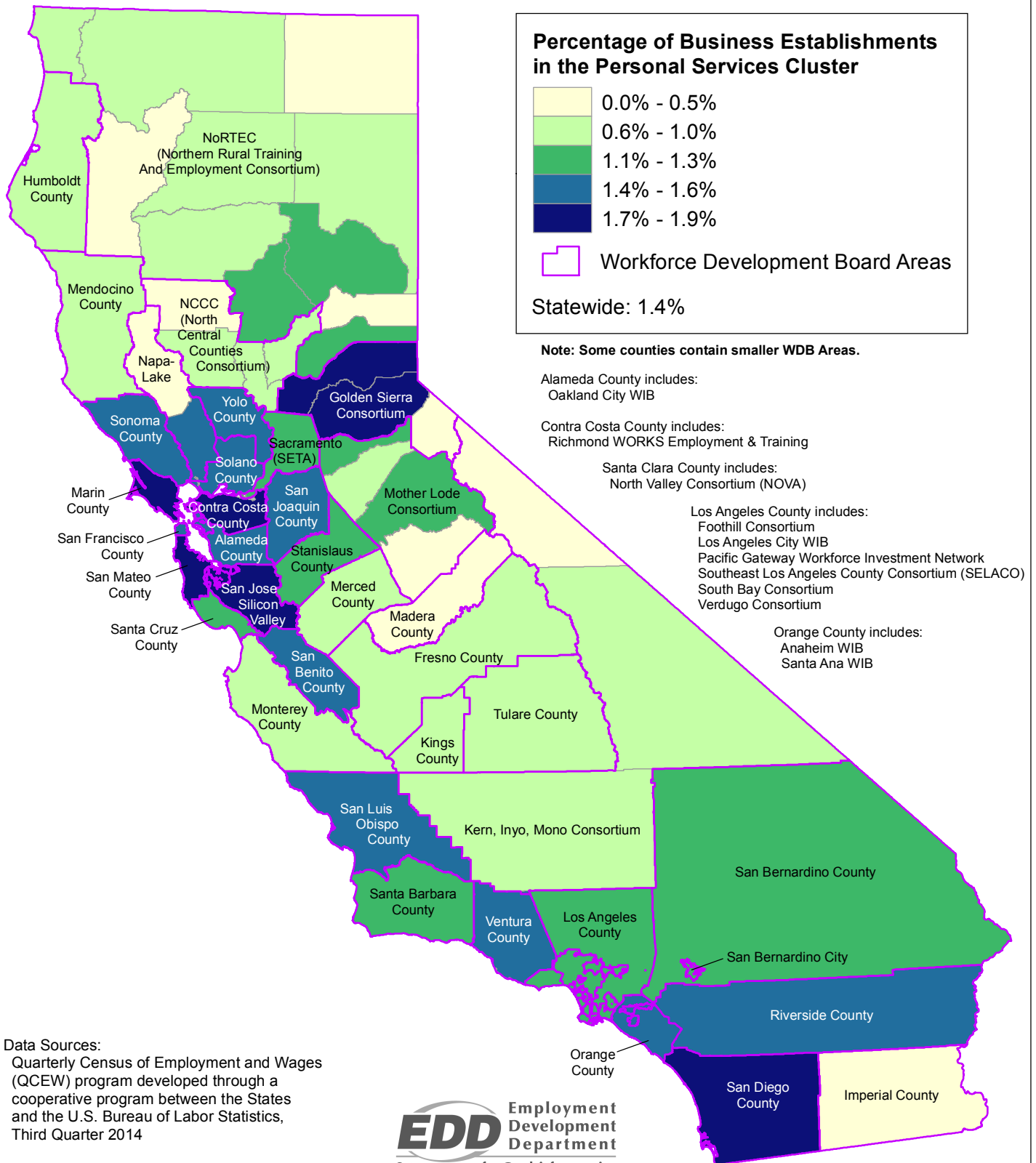
The table below provides examples of instructional programs related to some of the top occupations in the Personal Services (Non-Medical) cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Personal Services (Non-Medical) 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
Hairdressers, Hairstylists, and Cosmetologists	12.0401	Cosmetology/Cosmetologist, General	300700	Cosmetology and Barbering
	12.0404	Electrolysis/Electrology and Electrolysis Technician		
	12.0406	Make-Up Artist/Specialist		
Manicurists and Pedicurists	12.0401	Cosmetology/Cosmetologist, General	300700	Cosmetology and Barbering
	12.0410	Nail Technician/Specialist and Manicurist		
Barbers	12.0402	Barbering/Barber	N/A	N/A
	12.0407	Hair Styling/Stylist and Hair Design		
	12.0412	Salon/Beauty Salon Management/Manager		
Morticians, Undertakers, and Funeral Directors	125500	Mortuary Science	394031	Morticians, Undertakers, and Funeral Directors
Skincare Specialists	12.0401	Cosmetology/Cosmetologist, General	300700	Cosmetology and Barbering
	12.0408	Facial Treatment Specialist/Facialist		
	12.0409	Aesthetician/Esthetician and Skin Care Specialist		
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 Personal Services (Non-Medical) Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

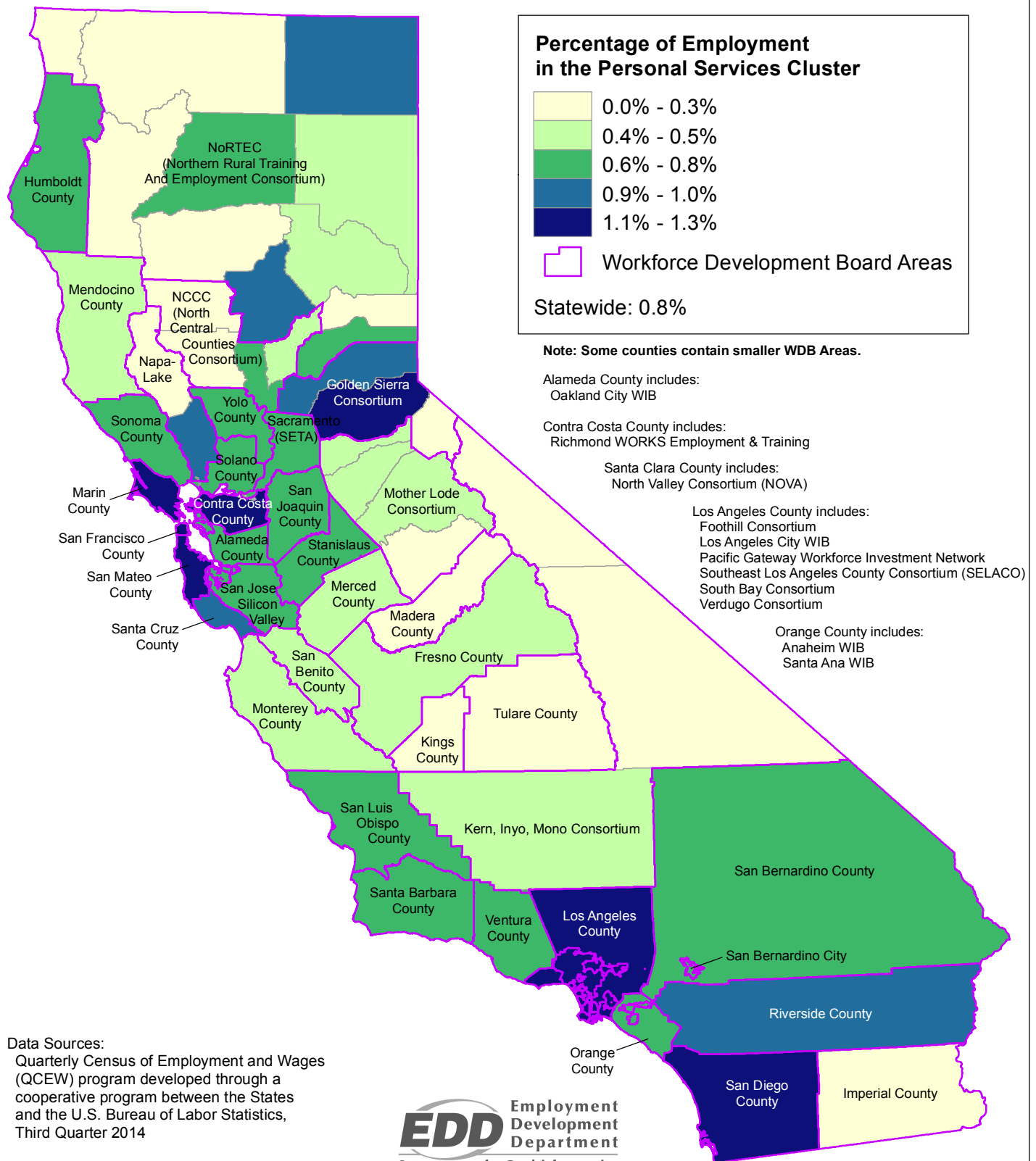
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California Personal Services (Non-Medical) Cluster

Percentage of Total County Employment, 2014



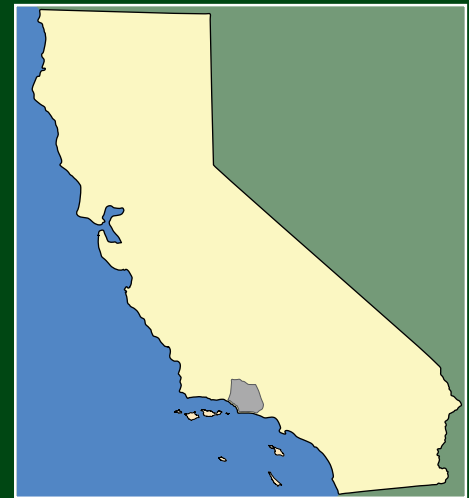
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
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Occupational Analysis: Oil and Gas Products and Services Cluster

Ventura County Economic Sub-Market

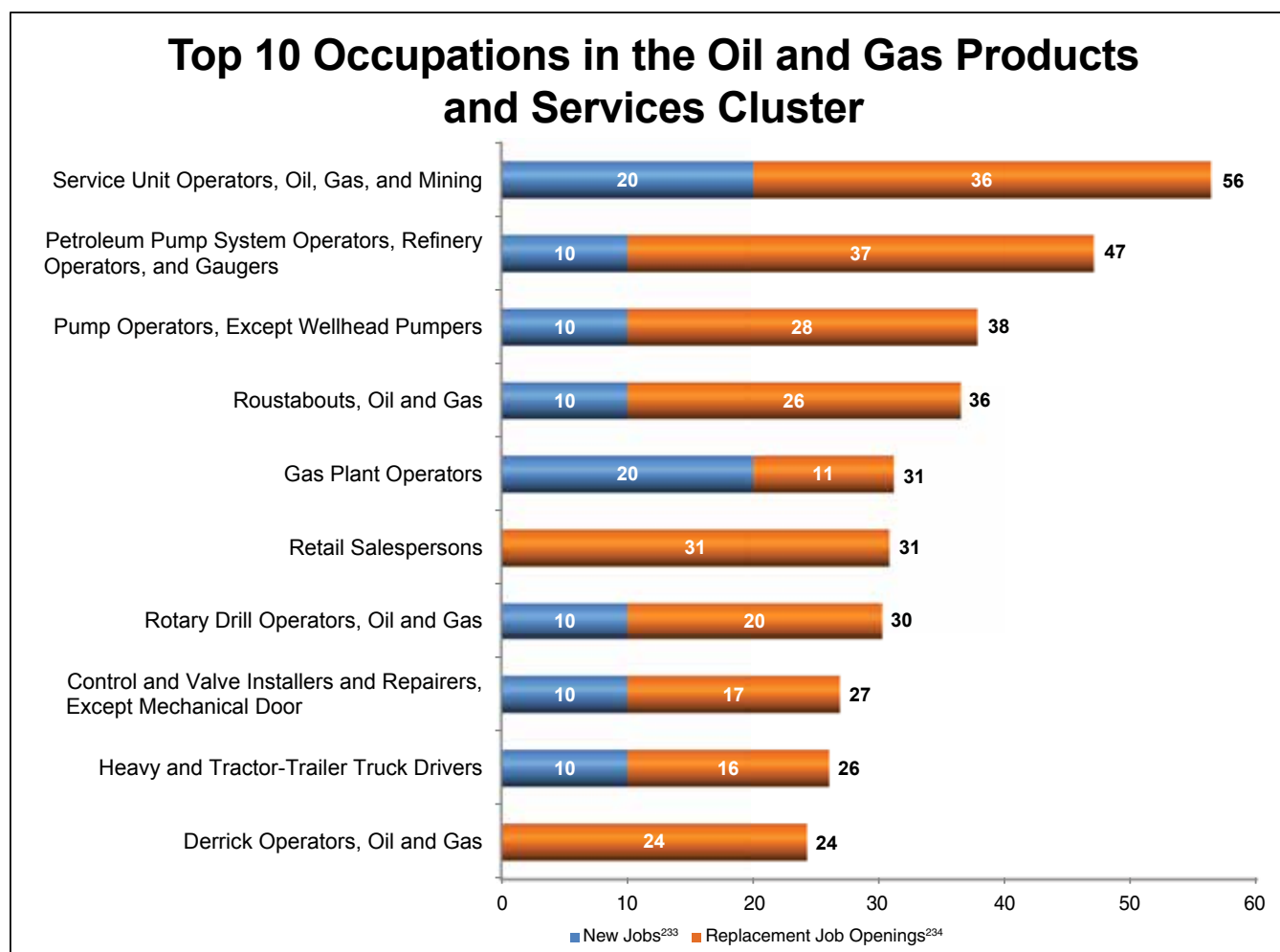
July 2015

What is the Oil and Gas Products and Services Cluster?

The Oil and Gas Products and Services industry cluster is comprised of 10 industries, with establishments involved in the extraction, storage, distribution, and selling of crude oil, natural gas, and petroleum. 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 Oil and Gas Products and Services Cluster

The graph below identifies the top 10 occupations in the Oil and Gas Products and Services cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 680 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as critical thinking, monitoring, reading comprehension, operation and control, operation monitoring, and quality control analysis.²³²



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.

²³² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²³³ 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.

²³⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Oil and Gas Products and Services Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Oil and Gas Products and 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 ²³⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²³⁶	HWOL Job Ads ²³⁷ (120 days)
Service Unit Operators, Oil, Gas, and Mining	56	\$25.32	\$52,669	Less than high school	1
Petroleum Pump System Operators, Refinery Operators, and Gaugers	47	\$26.50	\$55,113	High school diploma or equivalent	0
Pump Operators, Except Wellhead Pumpers	38	N/A	N/A	Less than high school	0
Roustabouts, Oil and Gas	36	\$19.48	\$40,519	Less than high school	3
Gas Plant Operators	31	N/A	N/A	High school diploma or equivalent	3
Retail Salespersons	31	\$10.80	\$22,481	Less than high school	945
Rotary Drill Operators, Oil and Gas	30	N/A	N/A	Less than high school	0
Control and Valve Installers and Repairers, Except Mechanical Door	27	\$32.28	\$67,144	High school diploma or equivalent	4
Heavy and Tractor-Trailer Truck Drivers	26	\$22.09	\$45,961	Postsecondary non-degree award	606
Derrick Operators, Oil and Gas	24	N/A	N/A	Less than high school	0

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 July 24, 2015.

²³⁵ Total job openings are the sum of new jobs and replacement job openings.

²³⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²³⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Oil and Gas Products and 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 Oil and Gas Products and Services cluster. The table includes the Ventura County 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 ²³⁸ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Petroleum Engineers	18	\$58.54	\$121,764	8
General and Operations Managers	13	\$51.15	\$106,377	202
Geoscientists, Except Hydrologists and Geographers	13	\$43.66	\$90,822	5
Administrative Services Managers	10	\$42.13	\$87,617	10
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	10	\$41.19	\$85,662	190
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Heavy and Tractor-Trailer Truck Drivers	26	\$22.09	\$45,961	606
First-Line Supervisors of Production and Operating Workers	21	\$26.22	\$54,534	341
Geological and Petroleum Technicians	11	\$25.09	\$52,199	6
Requires a High School Diploma or Equivalent or Less				
Service Unit Operators, Oil, Gas, and Mining	56	\$25.32	\$52,669	1
Petroleum Pump System Operators, Refinery Operators, and Gaugers	47	\$26.50	\$55,113	0
Pump Operators, Except Wellhead Pumps	38	N/A	N/A	0
Roustabouts, Oil and Gas	36	\$19.48	\$40,519	3
Gas Plant Operators	31	N/A	N/A	3

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 July 24, 2015.

²³⁸ Total job openings are the sum of new jobs and replacement job openings.

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

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

Labor Market Information Division

Work Activities in the Oil and Gas Products and Services Cluster

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

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	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Estimating the Quantifiable Characteristics of Products, Events, or Information	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	Interpreting the Meaning of Information for Others	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	Performing Administrative Activities	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	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																																			
Petroleum Engineers	●			●					●		●									●	●		●			●				●				●	
General and Operations Managers				●	●		●		●											●	●		●						●	●		●			
Geoscientists, Except Hydrologists and Geographers	●											●			●		●			●			●			●	●					●			●
Administrative Services Managers				●	●		●	●	●			●								●			●	●		●									
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products				●	●				●			●								●			●					●		●		●			●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																			
Heavy and Tractor-Trailer Truck Drivers					●				●			●		●	●	●				●		●	●		●										
First-Line Supervisors of Production and Operating Workers			●		●	●	●		●				●	●													●		●	●					
Geological and Petroleum Technicians ²⁴⁰	●				●	●		●	●						●					●		●			●		●								●
Requires a High School Diploma or Equivalent or Less																																			
Service Unit Operators, Oil, Gas, and Mining		●				●	●		●					●						●	●		●			●		●							
Petroleum Pump System Operators, Refinery Operators, and Gaugers					●	●				●					●	●				●	●					●								●	●
Pump Operators, Except Wellhead Pumps						●			●		●			●		●		●	●	●	●				●	●									
Roustabouts, Oil and Gas					●	●			●		●			●	●	●				●	●				●				●						●
Gas Plant Operators					●	●		●	●							●				●	●				●			●							●

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

²⁴⁰ Work Activities represent Geophysical Data Technicians, a specialty occupation of Geological and Petroleum Technicians.

Related Occupations for the Oil and Gas Products and Services Cluster

The table below lists top occupations in the Oil and Gas Products and 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 Oil and Gas Products and Services cluster occupations.

Oil and Gas Products and Services Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Petroleum Engineers	<ul style="list-style-type: none"> • Civil Engineers • Energy Engineers • Logistics Engineers
General and Operations Managers	<ul style="list-style-type: none"> • First-Line Supervisors of Office and Administrative Support Workers • Purchasing Managers • Storage and Distribution Managers
Geoscientists, Except Hydrologists and Geographers	<ul style="list-style-type: none"> • Geophysical Data Technicians • Petroleum Engineers • Validation Engineers
Administrative Services Managers	<ul style="list-style-type: none"> • Executive Secretaries and Executive Administrative Assistants • First-Line Supervisors of Office and Administrative Support Workers • Wholesale and Retail Buyers, Except Farm Products
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	<ul style="list-style-type: none"> • Copy Writers • Insurance Sales Agents • Market Research Analysts and Marketing Specialists
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Motorboat Operators • Pile-Driver Operators
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> • Aircraft Cargo Handling Supervisors • First-Line Supervisors of Mechanics, Installers, and Repairers • Non-Destructive Testing Specialists
Geological and Petroleum Technicians	<ul style="list-style-type: none"> • Environmental Science and Protection Technicians, Including Health • Geographic Information Systems Technicians • Petroleum Engineers
Requires a High School Diploma or Equivalent or Less	
Service Unit Operators, Oil, Gas, and Mining	<ul style="list-style-type: none"> • Excavating and Loading Machine and Dragline Operators • Gas Compressor and Gas Pumping Station Operators • Helpers -Extraction Workers
Petroleum Pump System Operators, Refinery Operators, and Gaugers	<ul style="list-style-type: none"> • Gas Plant Operators • Power Plant Operators • Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
Pump Operators, Except Wellhead Pumps	<ul style="list-style-type: none"> • Chemical Plant and System Operators • Cooling and Freezing Equipment Operators and Tenders • Mixing and Blending Machine Setters, Operators, and Tenders
Roustabouts, Oil and Gas	<ul style="list-style-type: none"> • Construction Laborers • Helpers -Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters • Paving, Surfacing, and Tamping Equipment Operators
Gas Plant Operators	<ul style="list-style-type: none"> • Gas Compressor and Gas Pumping Station Operators • Manufacturing Production Technicians • Pump Operators, Except Wellhead Pumps

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

Employer Demand for the Oil and Gas Products and Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Oil and Gas Products and Services cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Social Services Cluster Employers	Recent Job Advertisements²⁴¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Schlumberger	6	2	4	200.0%
Baker Hughes	4	14	-10	-71.4%
AmeriGas	3	0	3	—
Weatherford	2	0	2	—
D-COR	1	0	1	—
Veolia Water	1	0	1	—
NANA Development Corporation	1	0	1	—
Direct Energy	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²⁴¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Oil and Gas Products and Services Cluster Occupations

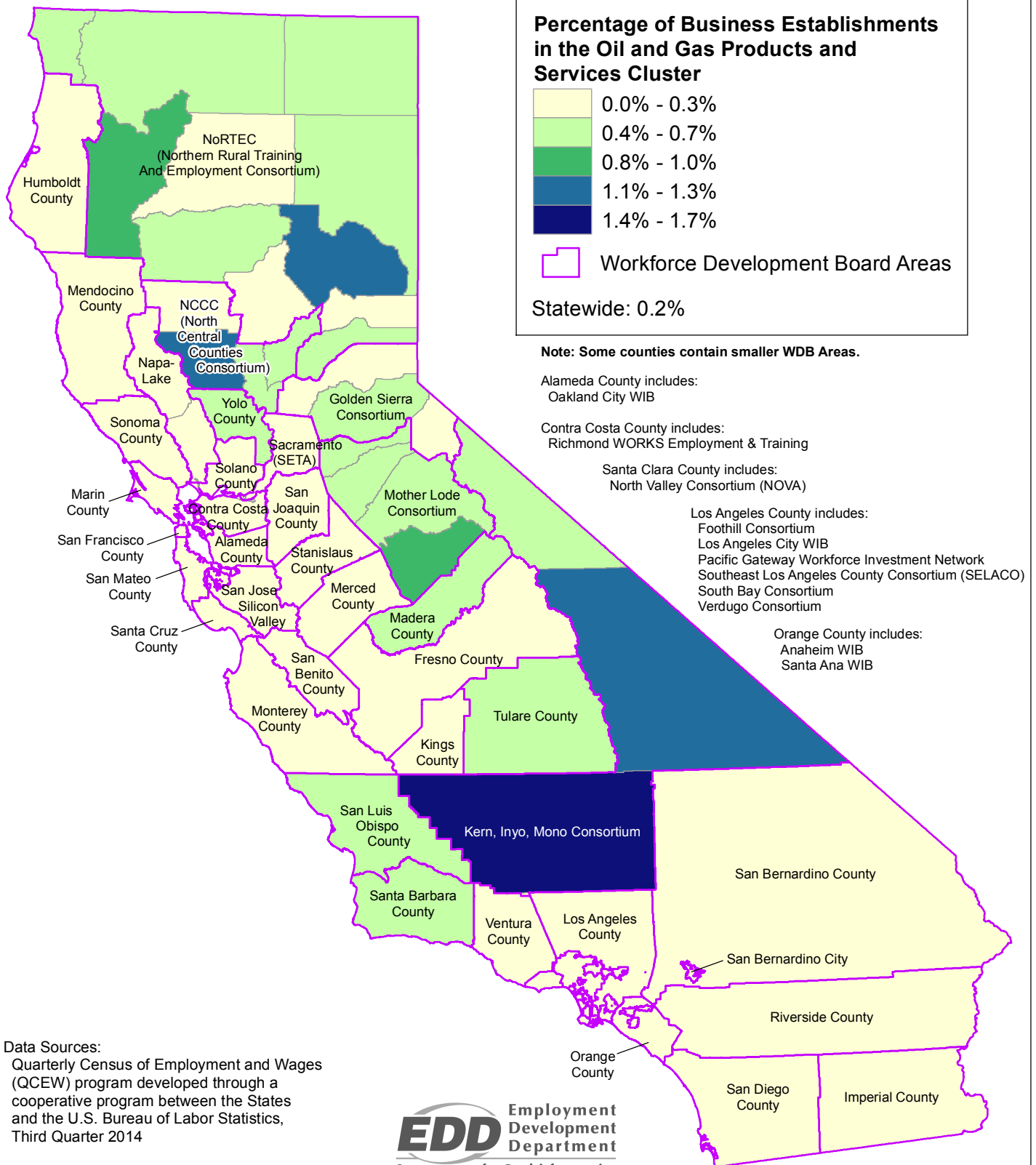
The table below provides examples of instructional programs related to some of the top occupations in the Oil and Gas Products and Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Oil and Gas Products and 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
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Geological and Petroleum Technicians	15.0903 15.0999	Petroleum Technology/Technician Mining and Petroleum Technologies/Technicians, Other	095430	Petroleum Technology
Service Unit Operators, Oil, Gas, and Mining	15.0901	Mining Technology/Technician	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 Oil and Gas Products and Services Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

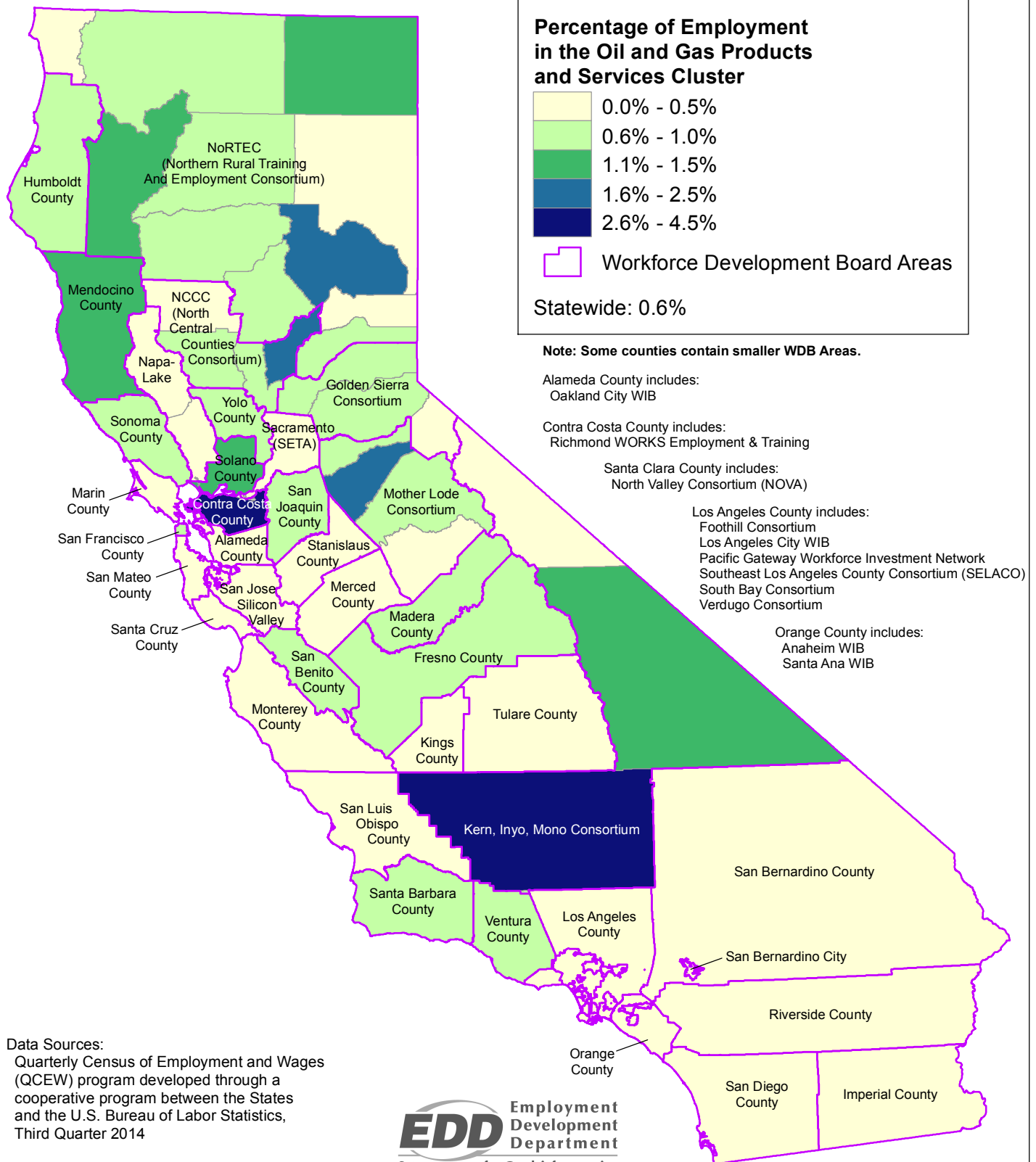
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Oil and Gas Products and Services Cluster

Percentage of Total County Employment, 2014



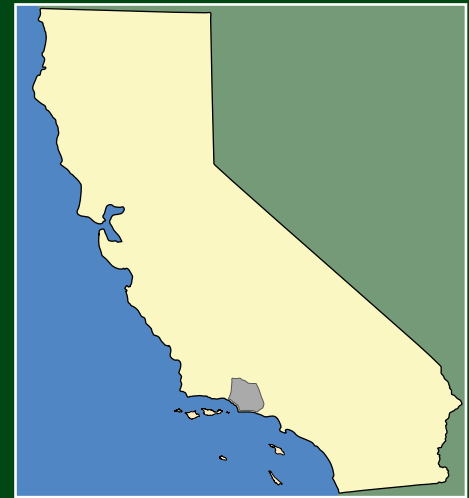
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

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September 2015

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State of California

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Occupational Analysis: Chemical Products Manufacturing Cluster

Ventura County Economic Sub-Market

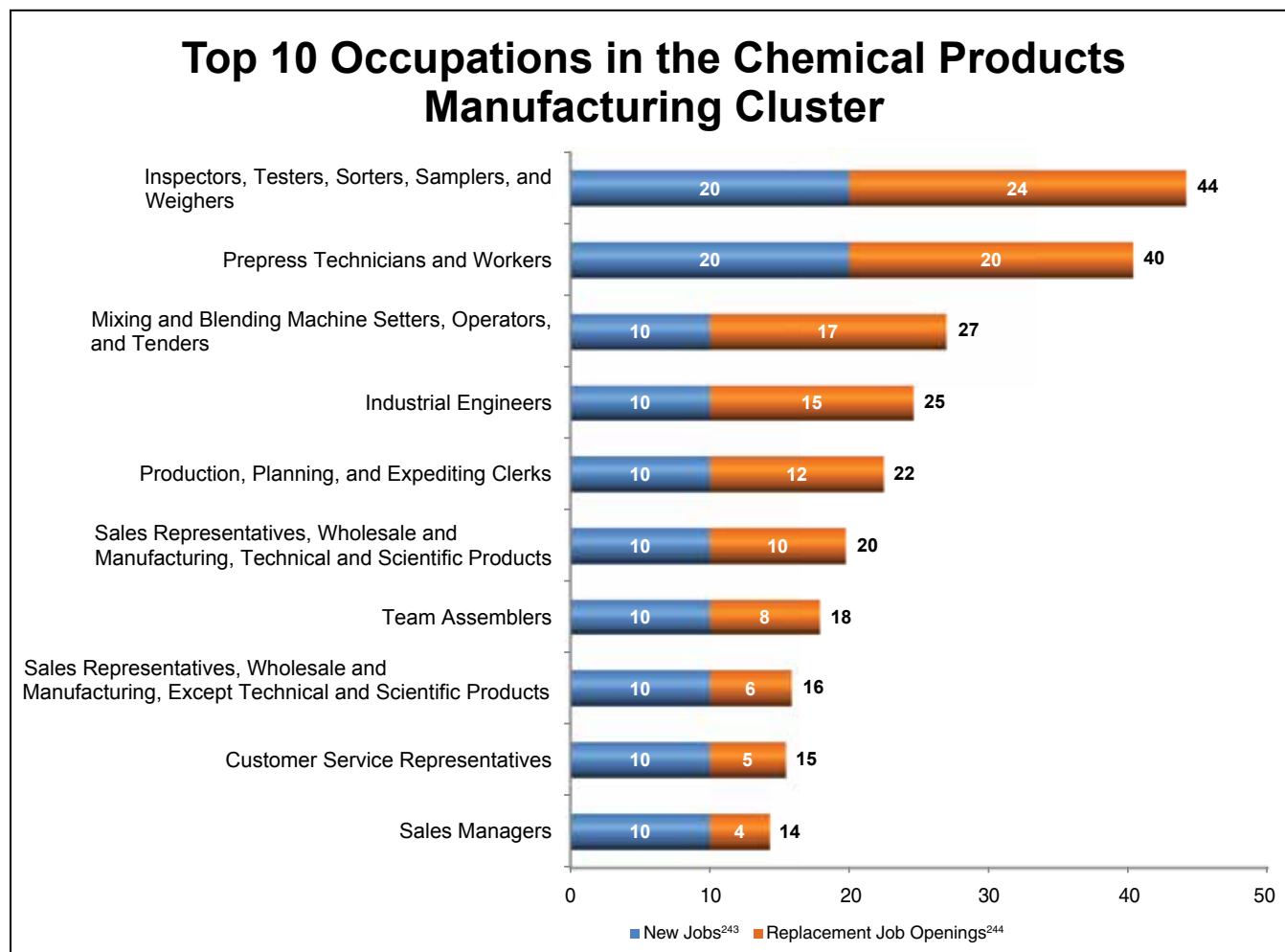
July 2015

What is the Chemical Products Manufacturing Cluster?

The Chemical Products cluster is comprised of three industries related to chemical manufacturing. Establishments within this cluster manufacture industrial organic or inorganic gases as well as many common household items such as soap, lotion, perfume, and shaving cream. 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 Chemical Products Manufacturing Cluster

The graph below identifies the top 10 occupations in the Chemical Products Manufacturing cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-third of the 575 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, speaking, and writing.²⁴²



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.

²⁴² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²⁴³ 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.

²⁴⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Chemical Products Manufacturing Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Chemical Products Manufacturing 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 ²⁴⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁴⁶	HWOL Job Ads ²⁴⁷ (120 days)
Inspectors, Testers, Sorters, Samplers, and Weighers	44	\$16.77	\$34,882	High school diploma or equivalent	111
Prepress Technicians and Workers	40	\$20.97	\$43,618	Postsecondary non-degree award	0
Mixing and Blending Machine Setters, Operators, and Tenders	27	\$12.47	\$25,935	High school diploma or equivalent	6
Industrial Engineers	25	\$45.38	\$94,383	Bachelor's degree	444
Production, Planning, and Expediting Clerks	22	\$22.17	\$46,122	High school diploma or equivalent	96
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	20	\$41.19	\$85,662	Bachelor's degree	190
Team Assemblers	18	\$12.90	\$26,842	High school diploma or equivalent	53
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	16	\$28.61	\$59,514	High school diploma or equivalent	466
Customer Service Representatives	15	\$17.58	\$36,558	High school diploma or equivalent	768
Sales Managers	14	\$49.80	\$103,581	Bachelor's degree	141

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 July 24, 2015.

²⁴⁵ Total job openings are the sum of new jobs and replacement job openings.

²⁴⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²⁴⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Chemical Products Manufacturing 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 Chemical Products Manufacturing cluster. The table includes the Ventura County 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 ²⁴⁸ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Industrial Engineers	25	\$45.38	\$94,383	444
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	20	\$41.19	\$85,662	190
Sales Managers	14	\$49.80	\$103,581	141
Administrative Services Managers	12	\$42.13	\$87,617	10
Mechanical Engineers	10	\$46.37	\$96,449	83
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Prepress Technicians and Workers	40	\$20.97	\$43,618	0
First-Line Supervisors of Production and Operating Workers	14	\$26.22	\$54,534	341
Chemical Technicians	2	\$19.13	\$39,790	8
Industrial Engineering Technicians	2	\$22.23	\$46,230	63
Requires a High School Diploma or Equivalent or Less				
Inspectors, Testers, Sorters, Samplers, and Weighers	44	\$16.77	\$34,882	111
Mixing and Blending Machine Setters, Operators, and Tenders	27	\$12.47	\$25,935	6
Production, Planning, and Expediting Clerks	22	\$22.17	\$46,122	96
Team Assemblers	18	\$12.90	\$26,842	53
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	16	\$28.61	\$59,514	466

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 July 24, 2015.

²⁴⁸ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Chemical Products Manufacturing Cluster

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

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Instructing	Judgment and Decision Making	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Operations Analysis	Persuasion	Quality Control Analysis	Reading Comprehension	Science	Service Orientation
Requires a Bachelor's Degree or Higher																				
Industrial Engineers	•	•	•		•			•			•						•			•
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	•	•		•	•							•				•	•			•
Sales Managers				•	•			•	•		•					•				•
Administrative Services Managers		•		•	•				•		•						•			•
Mechanical Engineers	•		•	•				•		•	•				•	•	•	•		
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Prepress Technicians and Workers	•		•	•				•			•			•			•		•	•
First-Line Supervisors of Production and Operating Workers		•		•	•				•		•						•		•	•
Chemical Technicians		•			•		•	•			•					•	•	•		•
Industrial Engineering Technicians		•	•		•			•		•	•						•		•	•
Requires a High School Diploma or Equivalent or Less																				
Inspectors, Testers, Sorters, Samplers, and Weighers		•		•	•			•			•			•			•	•		•
Mixing and Blending Machine Setters, Operators, and Tenders	•	•			•	•					•		•	•			•	•		•
Production, Planning, and Expediting Clerks		•	•	•	•						•					•	•			•
Team Assemblers		•		•	•						•		•	•			•	•		•
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	•	•			•							•				•	•		•	•

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

Work Activities in the Chemical Products Manufacturing Cluster

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

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	Documenting/Recording Information	Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment	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	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Selling or Influencing Others	Thinking Creatively	Updating and Using Relevant Knowledge
Requires a Bachelor's Degree or Higher																													
Industrial Engineers				●				●	●		●							●	●	●				●				●	●
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products			●	●					●		●							●		●				●	●		●		●
Sales Managers		●	●	●		●			●			●						●		●					●		●		
Administrative Services Managers			●	●		●	●		●		●							●		●	●		●						
Mechanical Engineers	●			●			●	●	●									●		●			●					●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																													
Prepress Technicians and Workers				●					●		●		●					●	●	●			●					●	●
First-Line Supervisors of Production and Operating Workers		●		●	●	●			●			●	●											●		●	●		
Chemical Technicians				●	●					●			●	●				●	●	●			●						●
Industrial Engineering Technicians				●	●			●	●				●					●	●	●								●	●
Requires a High School Diploma or Equivalent or Less																													
Inspectors, Testers, Sorters, Samplers, and Weighers				●					●		●		●	●	●		●		●			●							●
Mixing and Blending Machine Setters, Operators, and Tenders				●	●						●		●	●	●		●		●			●	●						
Production, Planning, and Expediting Clerks				●					●					●		●		●	●	●			●			●			●
Team Assemblers				●	●	●	●		●	●			●					●	●			●							
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products			●	●					●									●		●			●		●		●	●	●

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

Related Occupations for the Chemical Products Manufacturing Cluster

The table below lists top occupations in the Chemical Products Manufacturing 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 Chemical Products Manufacturing cluster occupations.

Chemical Products Manufacturing Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Industrial Engineers	<ul style="list-style-type: none"> • Energy Engineers • Industrial Engineering Technicians • Validation Engineers
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	<ul style="list-style-type: none"> • Insurance Sales Agents • Market Research Analysts and Marketing Specialists • Sales Agents, Financial Services
Sales Managers	<ul style="list-style-type: none"> • Advertising and Promotions Managers • Logistics Managers • Marketing Managers
Administrative Services Managers	<ul style="list-style-type: none"> • Executive Secretaries and Executive Administrative Assistants • First-Line Supervisors of Office and Administrative Support Workers • Human Resources Specialists
Mechanical Engineers	<ul style="list-style-type: none"> • Logistics Engineers • Manufacturing Engineering Technologists • Photonics Engineers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Prepress Technicians and Workers	<ul style="list-style-type: none"> • Computer Operators • Computer User Support Specialists • Electronics Engineering Technicians
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> • First-Line Supervisors of Mechanics, Installers, and Repairers • Industrial Production Managers • Non-Destructive Testing Specialists
Chemical Technicians	<ul style="list-style-type: none"> • Environmental Engineering Technicians • Manufacturing Production Technicians • Medical and Clinical Laboratory Technicians
Industrial Engineering Technicians	<ul style="list-style-type: none"> • Commercial and Industrial Designers • Electronics Engineering Technologists • Validation Engineers
Requires a High School Diploma or Equivalent or Less	
Inspectors, Testers, Sorters, Samplers, and Weighers	<ul style="list-style-type: none"> • Shipping, Receiving, and Traffic Clerks • Solderers and Brazers • Team Assemblers
Mixing and Blending Machine Setters, Operators, and Tenders	<ul style="list-style-type: none"> • Cooling and Freezing Equipment Operators and Tenders • Metal-Refining Furnace Operators and Tenders • Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
Production, Planning, and Expediting Clerks	<ul style="list-style-type: none"> • Data Entry Keyers • Secretaries and Administrative Assistants, Except Legal, Medical, and Executive • Weighers, Measurers, Checkers, and Samplers, Recordkeeping
Team Assemblers	<ul style="list-style-type: none"> • Adhesive Bonding Machine Operators and Tenders • Molding and Casting Workers • Packaging and Filling Machine Operators and Tenders
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	<ul style="list-style-type: none"> • Advertising Sales Agents • Retail Salespersons • Wholesale and Retail Buyers, Except Farm Products

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

Employer Demand for the Chemical Products Manufacturing Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Chemical Products Manufacturing cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Chemical Products Manufacturing Cluster Employers	Recent Job Advertisements ²⁴⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Ensign-Bickford Industries, Inc.	9	8	1	12.5%
Estee Lauder	2	1	1	100.0%
The Procter & Gamble Company	1	0	1	—
Ecolab	1	3	-2	-66.7%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²⁴⁹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Chemical Products Manufacturing Occupations

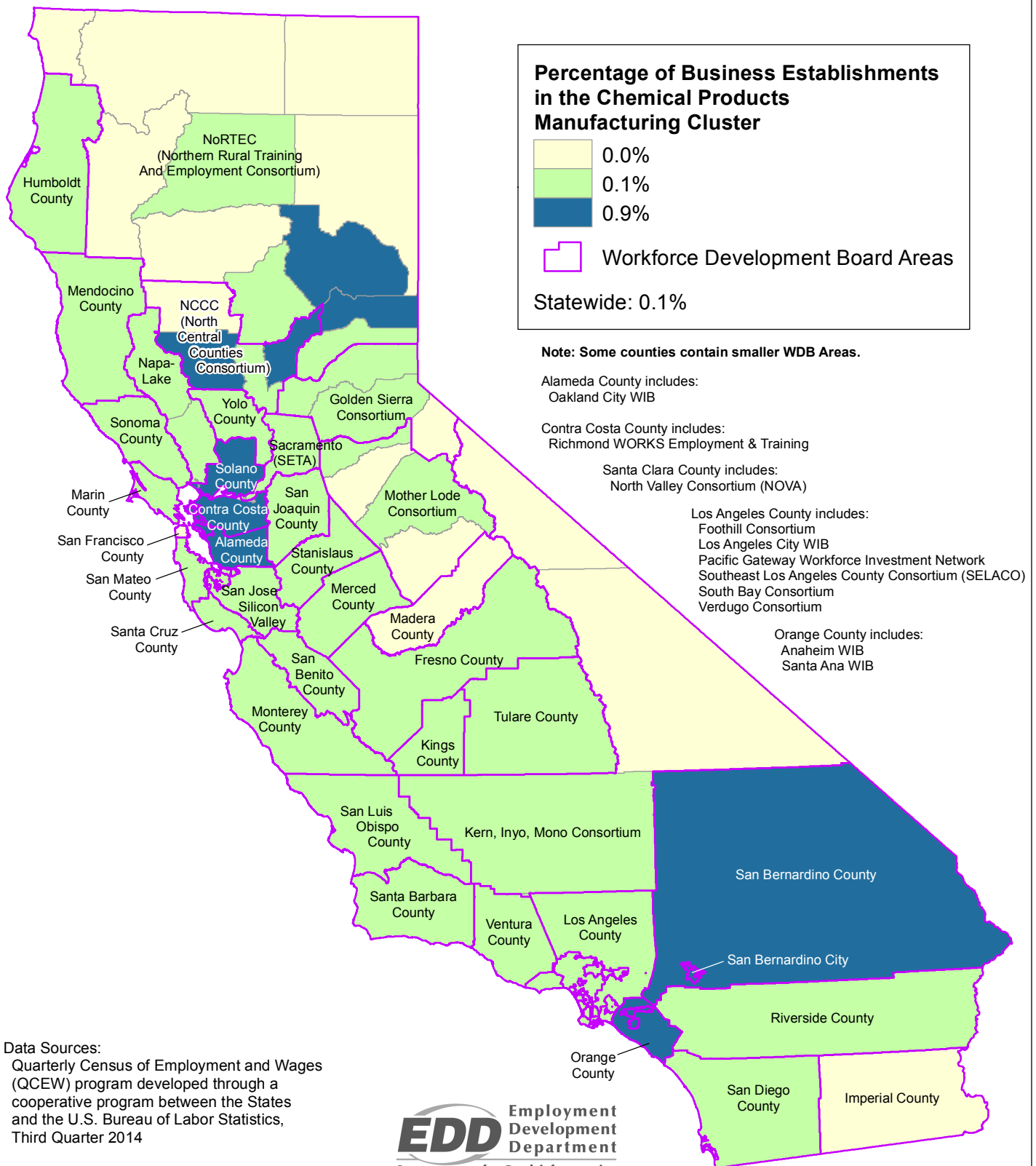
The table below provides examples of instructional programs related to some of the top occupations in the Chemical Products Manufacturing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Chemical Products Manufacturing 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
Prepress Technicians and Workers	10.0301	Graphic Communications, General	061400	Digital Media
	10.0302	Printing Management	061450	Desktop Publishing
	10.0303	Prepress/Desktop Publishing and Digital Imaging Design	093600	Printing and Lithography
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Chemical Technicians	41.0301	Chemical Technology/Technician	095400	Chemical Technology
	41.0303	Chemical Process Technology	095500	Laboratory Science Technology
Industrial Engineering Technicians	15.0612	Industrial Technology/Technician	095050	Aircraft Fabrication
	15.0613	Manufacturing Engineering Technology/Technician	095600	Manufacturing and Industrial Technology
	15.0699	Industrial Production Technologies/Technicians, Other		
Inspectors, Testers, Sorters, Samplers, and Weighers	15.0702	Quality Control Technology/Technician	095680	Industrial Quality Control
Production, Planning, and Expediting Clerks	52.0409	Parts, Warehousing, and Inventory Management Operations	N/A	N/A
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	52.1801	Sales, Distribution, and Marketing Operations, General	050900	Marketing and Distribution
	52.1899	General Merchandising, Sales, and Related Marketing Operations, Other	050960	Display
	52.1902	Fashion Merchandising		

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 Chemical Products Manufacturing Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

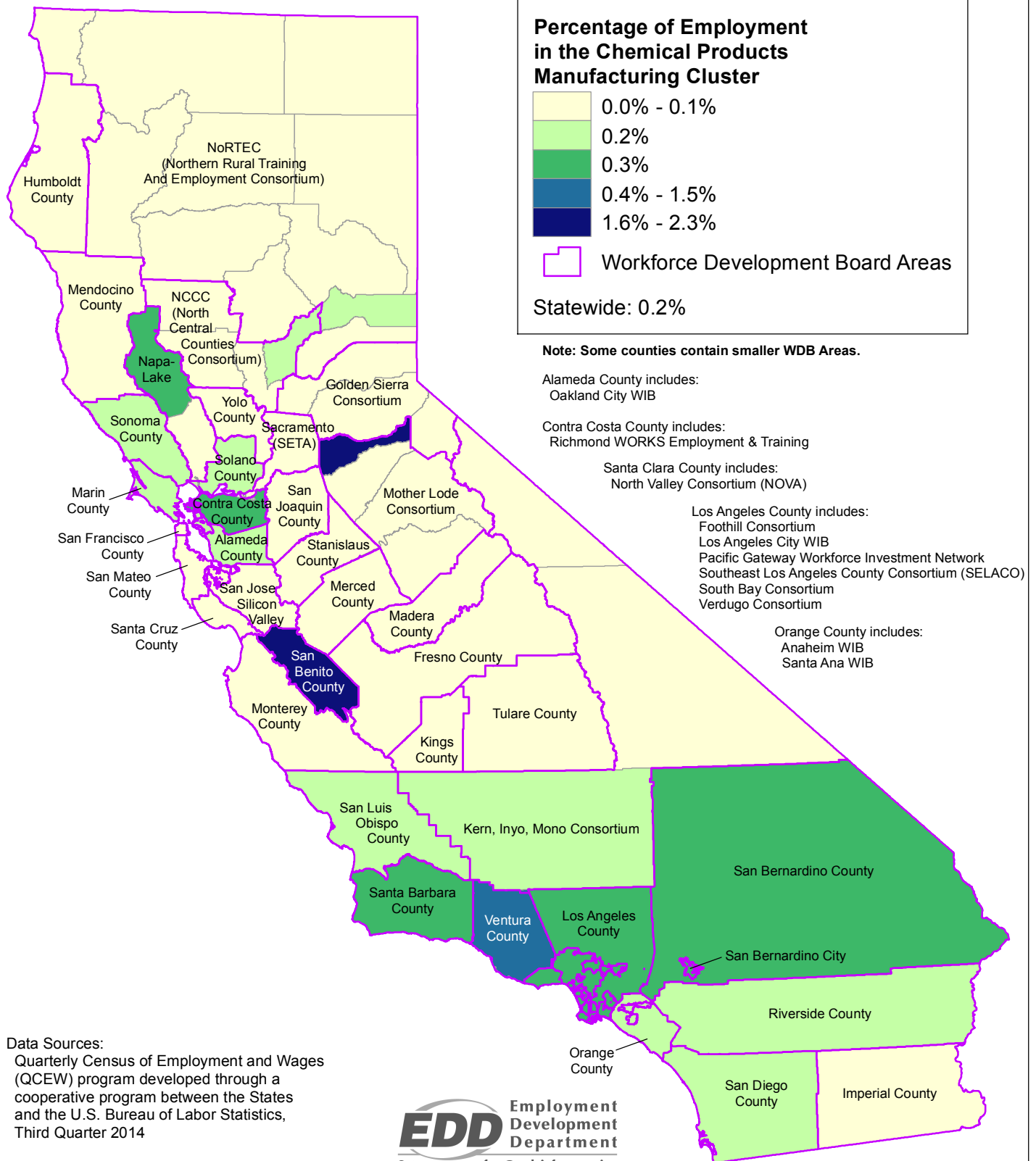
EDD Employment Development Department
State of California

LaborMarketInfo

File T036

California Chemical Products Manufacturing Cluster

Percentage of Total County Employment, 2014



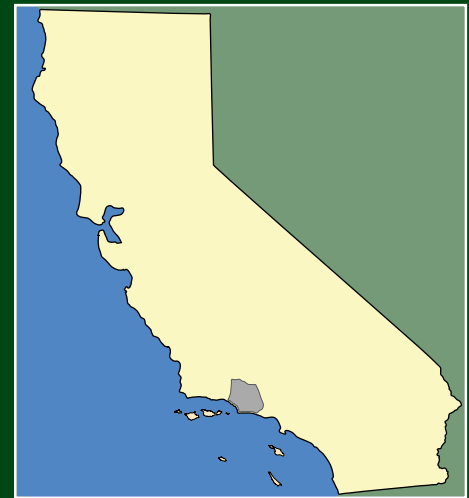
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

EDD Employment Development Department
State of California

LaborMarketInfo

File T036



Occupational Analysis: Energy and Utilities Cluster

Ventura County Economic Sub-Market

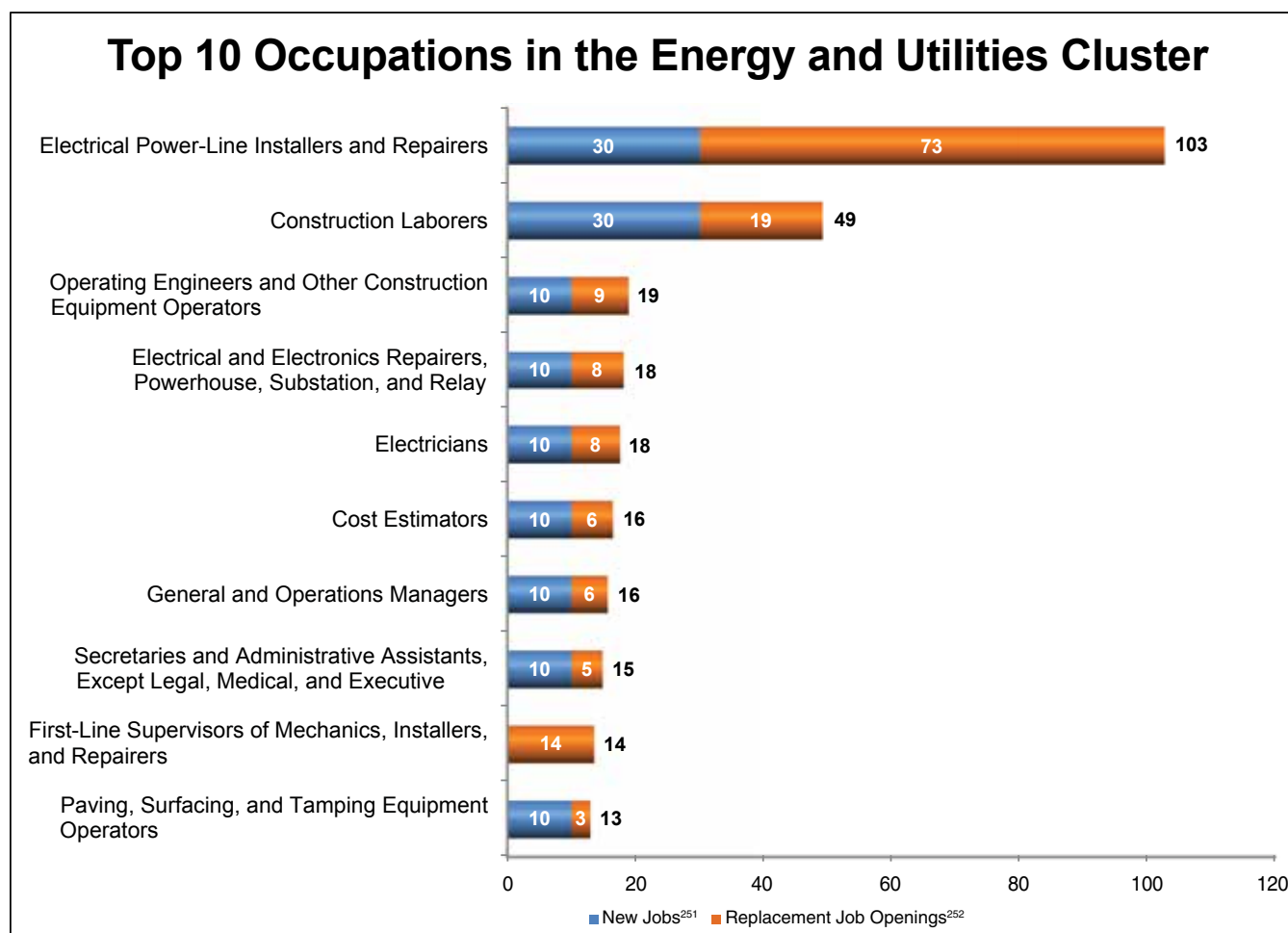
July 2015

What is the Energy and Utilities Cluster?

The Energies and Utilities industry cluster is comprised of two related industries that build the structures providing energy as well as the operation and distribution of different types of electrical power. 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 Energy and Utilities Cluster

The graph below identifies the top 10 occupations in the Energy and Utilities cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 509 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, monitoring, and reading comprehension.²⁵⁰



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.*

²⁵⁰ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²⁵¹ 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.

²⁵² Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Energy and Utilities Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Energy and Utilities 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 ²⁵³ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁵⁴	HWOL Job Ads ²⁵⁵ (120 days)
Electrical Power-Line Installers and Repairers	103	\$49.20	\$102,319	High school diploma or equivalent	7
Construction Laborers	49	\$19.37	\$40,295	Less than high school	140
Operating Engineers and Other Construction Equipment Operators	19	\$35.50	\$73,842	High school diploma or equivalent	14
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	18	N/A	N/A	Postsecondary non-degree award	0
Electricians	18	\$29.36	\$61,072	High school diploma or equivalent	112
Cost Estimators	16	\$28.37	\$59,006	Bachelor's degree	24
General and Operations Managers	16	\$51.15	\$106,377	Bachelor's degree	202
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	15	\$17.94	\$37,302	High school diploma or equivalent	316
First-Line Supervisors of Mechanics, Installers, and Repairers	14	\$33.16	\$68,972	High school diploma or equivalent	165
Paving, Surfacing, and Tamping Equipment Operators	13	\$24.71	\$51,385	High school diploma or equivalent	4

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 July 24, 2015.

²⁵³ Total job openings are the sum of new jobs and replacement job openings.

²⁵⁴ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²⁵⁵ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Energy and Utilities 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 Energy and Utilities cluster. The table includes the Ventura County 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 ²⁵⁶ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Cost Estimators	16	\$28.37	\$59,006	24
General and Operations Managers	16	\$51.15	\$106,377	202
Construction Managers	10	\$44.90	\$93,403	47
Accountants and Auditors	9	\$34.49	\$71,730	334
Logisticians	3	\$41.70	\$86,718	46
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	18	N/A	N/A	0
Heavy and Tractor-Trailer Truck Drivers	10	\$22.09	\$45,961	606
Wind Turbine Service Technicians	3	N/A	N/A	0
Requires a High School Diploma or Equivalent or Less				
Electrical Power-Line Installers and Repairers	103	\$49.20	\$102,319	7
Construction Laborers	49	\$19.37	\$40,295	140
Operating Engineers and Other Construction Equipment Operators	19	\$35.50	\$73,842	14
Electricians	18	\$29.36	\$61,072	112
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	15	\$17.94	\$37,302	316

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 July 24, 2015.

²⁵⁶ Total job openings are the sum of new jobs and replacement job openings.

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

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

Labor Market Information Division

Work Activities in the Energy and Utilities Cluster

The table below lists the 10 top work activities required for top occupations in the Energy and Utilities cluster, categorized by entry-level education requirements. The most common include organizing, planning, and prioritizing work and communicating with supervisors, peers, or subordinates.

Occupations	Work Activities																																	
	Analyzing Data or Information	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Controlling Machines and Processes	Coordinating the Work and Activities of Others	Developing and Building Teams	Documenting/Recording Information	Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment	Establishing and Maintaining Interpersonal Relationships	Estimating the Quantifiable Characteristics of Products, Events, or Information	Evaluating Information to Determine Compliance with Standards	Getting Information	Handling and Moving Objects	Identifying Objects, Actions, and Events	Inspecting Equipment, Structures, or Material	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	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	Thinking Creatively	Training and Teaching Others	Updating and Using Relevant Knowledge	
	Requires a Bachelor's Degree or Higher																																	
	Cost Estimators	●	●			●			●		●						●			●				●	●							●		
	General and Operations Managers		●	●	●				●								●			●									●	●	●			
	Construction Managers		●	●	●	●			●		●						●				●								●	●				
	Accountants and Auditors ²⁵⁸	●		●					●		●	●					●				●	●			●								●	
	Logisticians			●					●		●	●		●				●			●									●	●		●	
	Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																	
	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay			●	●				●	●				●		●			●						●			●	●					
	Heavy and Tractor-Trailer Truck Drivers				●					●		●	●	●	●	●	●			●	●			●										
	Wind Turbine Service Technicians				●				●					●		●		●			●			●			●	●						●
	Requires a High School Diploma or Equivalent or Less																																	
	Electrical Power-Line Installers and Repairers			●	●	●								●				●			●	●			●				●				●	
	Construction Laborers			●	●									●		●		●	●		●			●				●						●
	Operating Engineers and Other Construction Equipment Operators				●	●								●		●			●		●	●		●				●						●
	Electricians					●								●	●	●	●	●			●			●			●							●
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive			●					●		●		●	●			●				●	●	●		●									●	

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

²⁵⁸ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

Related Occupations for the Energy and Utilities Cluster

The table below lists top occupations in the Energy and Utilities 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 Energy and Utilities cluster occupations.

Energy and Utilities Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Cost Estimators	<ul style="list-style-type: none"> Budget Analysts Regulatory Affairs Specialists Risk Management Specialists
General and Operations Managers	<ul style="list-style-type: none"> First-Line Supervisors of Office and Administrative Support Workers First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators Logistics Managers
Construction Managers	<ul style="list-style-type: none"> Civil Engineers Energy Engineers Logistics Managers
Accountants and Auditors	<ul style="list-style-type: none"> Bookkeeping, Accounting, and Auditing Clerks Credit Analysts Financial Analysts
Logisticians	<ul style="list-style-type: none"> Logistics Managers Management Analysts Transportation Managers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	<ul style="list-style-type: none"> Electrical Power-Line Installers and Repairers Elevator Installers and Repairers Maintenance and Repair Workers, General
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> Excavating and Loading Machine and Dragline Operators Paving, Surfacing, and Tamping Equipment Operators Pile-Driver Operators
Wind Turbine Service Technicians	<ul style="list-style-type: none"> N/A
Requires a High School Diploma or Equivalent or Less	
Electrical Power-Line Installers and Repairers	<ul style="list-style-type: none"> Control and Valve Installers and Repairers, Except Mechanical Door Maintenance and Repair Workers, General Telecommunications Line Installers and Repairers
Construction Laborers	<ul style="list-style-type: none"> Helpers -Carpenters Pipelayers Roustabouts, Oil and Gas
Operating Engineers and Other Construction Equipment Operators	<ul style="list-style-type: none"> Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic Excavating and Loading Machine and Dragline Operators Pile-Driver Operators
Electricians	<ul style="list-style-type: none"> Heating and Air Conditioning Mechanics and Installers Pipe Fitters and Steamfitters Plumbers
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	<ul style="list-style-type: none"> Executive Secretaries and Executive Administrative Assistants Office Clerks, General Receptionists and Information Clerks

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

Employer Demand for the Energy and Utilities Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Energy and Utilities cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Energy and Utilities Cluster Employers	Recent Job Advertisements ²⁵⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Southern California Edison	15	11	4	36.4%
NRG Energy, Inc.	3	2	1	50.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²⁵⁹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Energy and Utilities Occupations

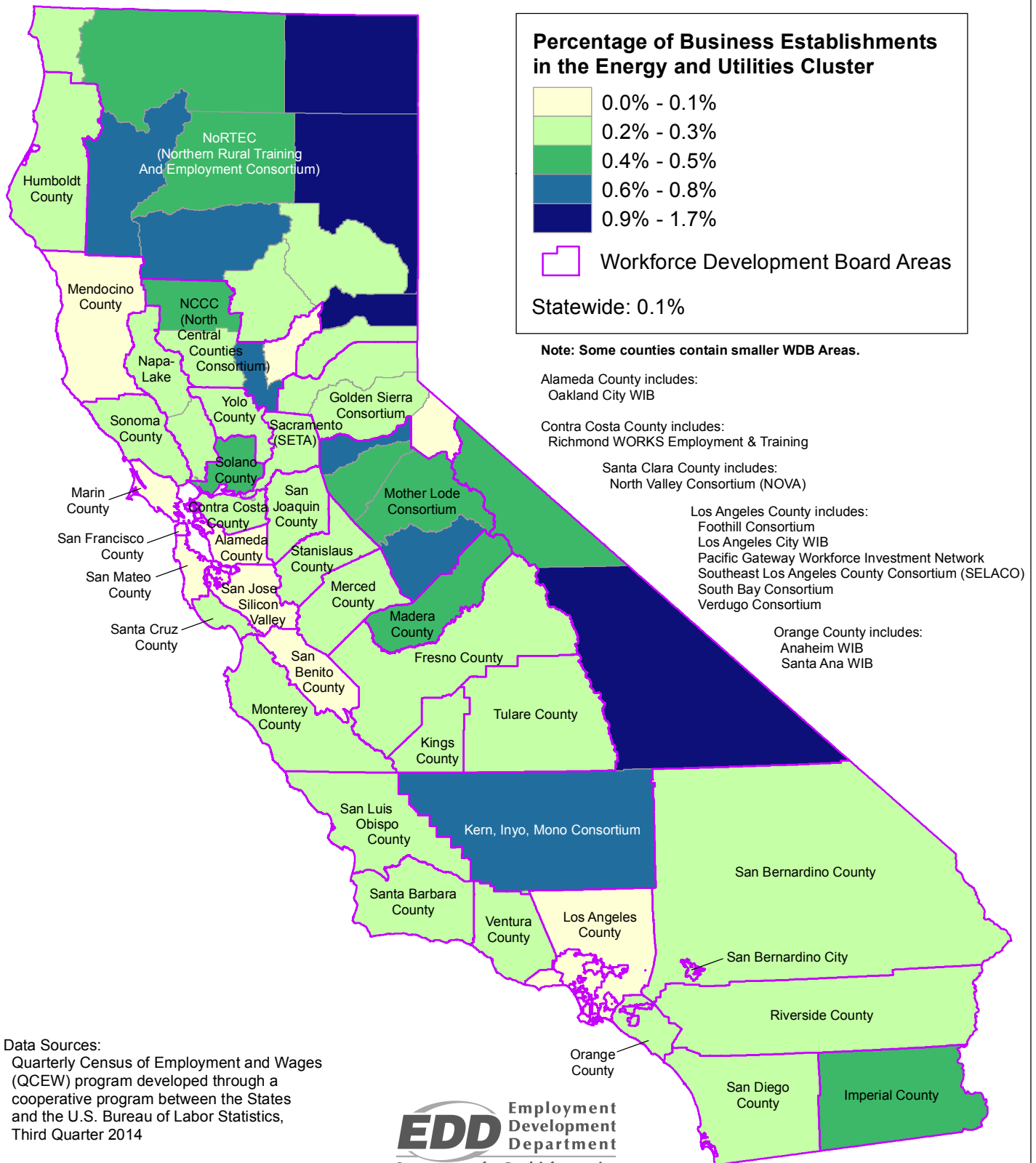
The table below provides examples of instructional programs related to some of the top occupations in the Energy and Utilities cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Energy and Utilities 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
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Wind Turbine Service Technicians	47.0303	Industrial Mechanics and Maintenance Technology	N/A	N/A
Electrical Power-Line Installers and Repairers	46.0301	Electrical and Power Transmission Installation/Installer, General	093440	Electrical Systems and Power Transmission
	46.0303	Lineworker		
	46.0399	Electrical and Power Transmission Installers, Other		
Operating Engineers and Other Construction Equipment Operators	49.0202	Construction/Heavy Equipment/Earthmoving Equipment Operation	094730	Heavy Equipment Operation
	49.0206	Mobil Crane Operation/Operator		
Electricians	46.0302	Electrician	095220	Electrical
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52.0401	Administrative Assistant and Secretarial Science, General	051400	Office Technology/Office Computer Applications
	52.0402	Executive Assistant/Executive Secretary		

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 Energy and Utilities Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

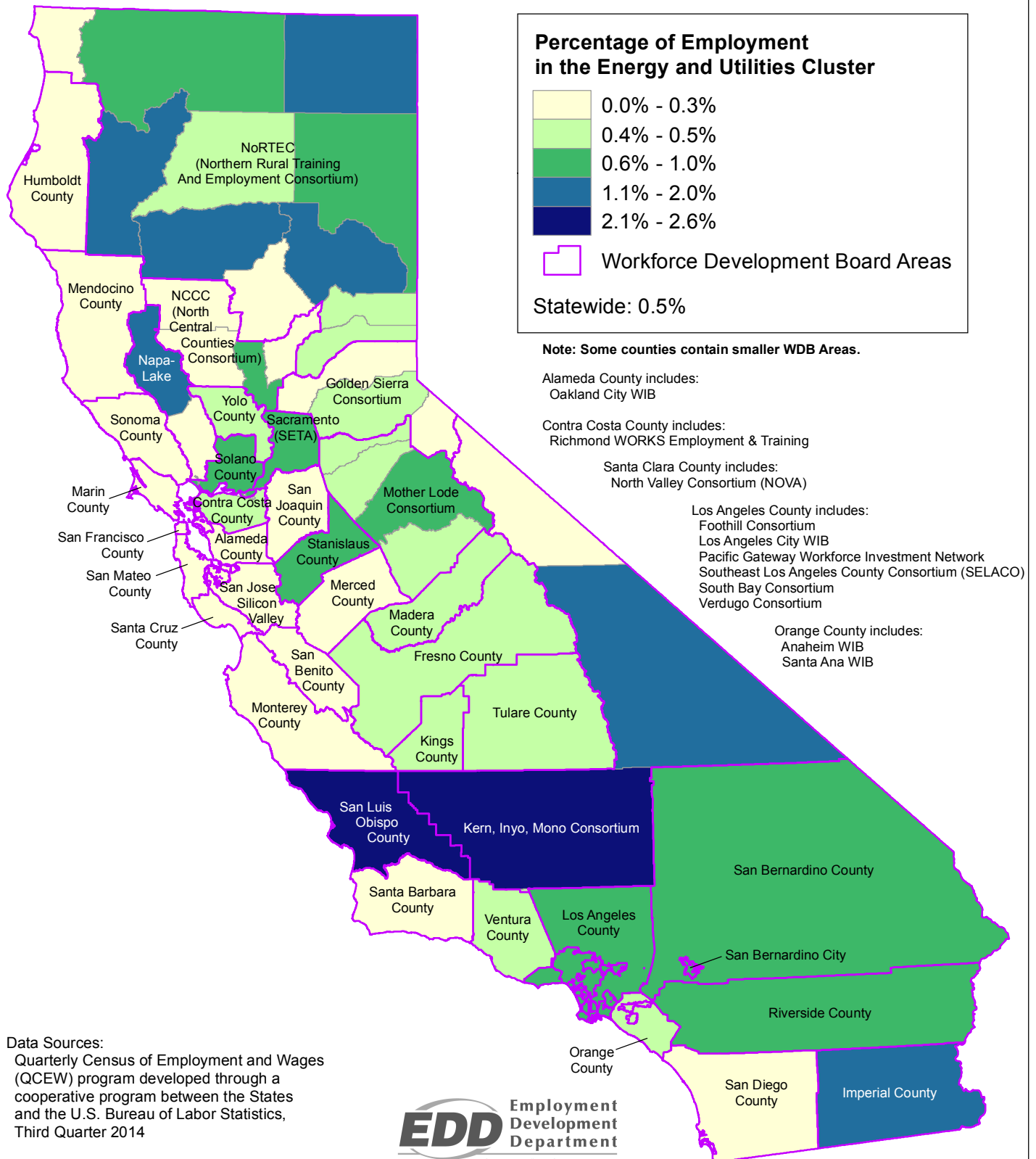
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California Energy and Utilities Cluster

Percentage of Total County Employment, 2014



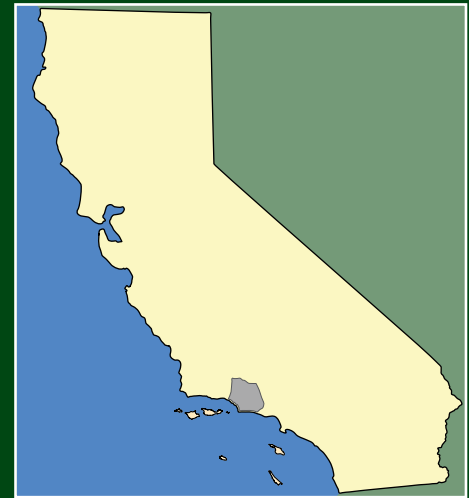
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
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September 2015

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Occupational Analysis: Textiles and Apparel Cluster

Ventura County Economic Sub-Market

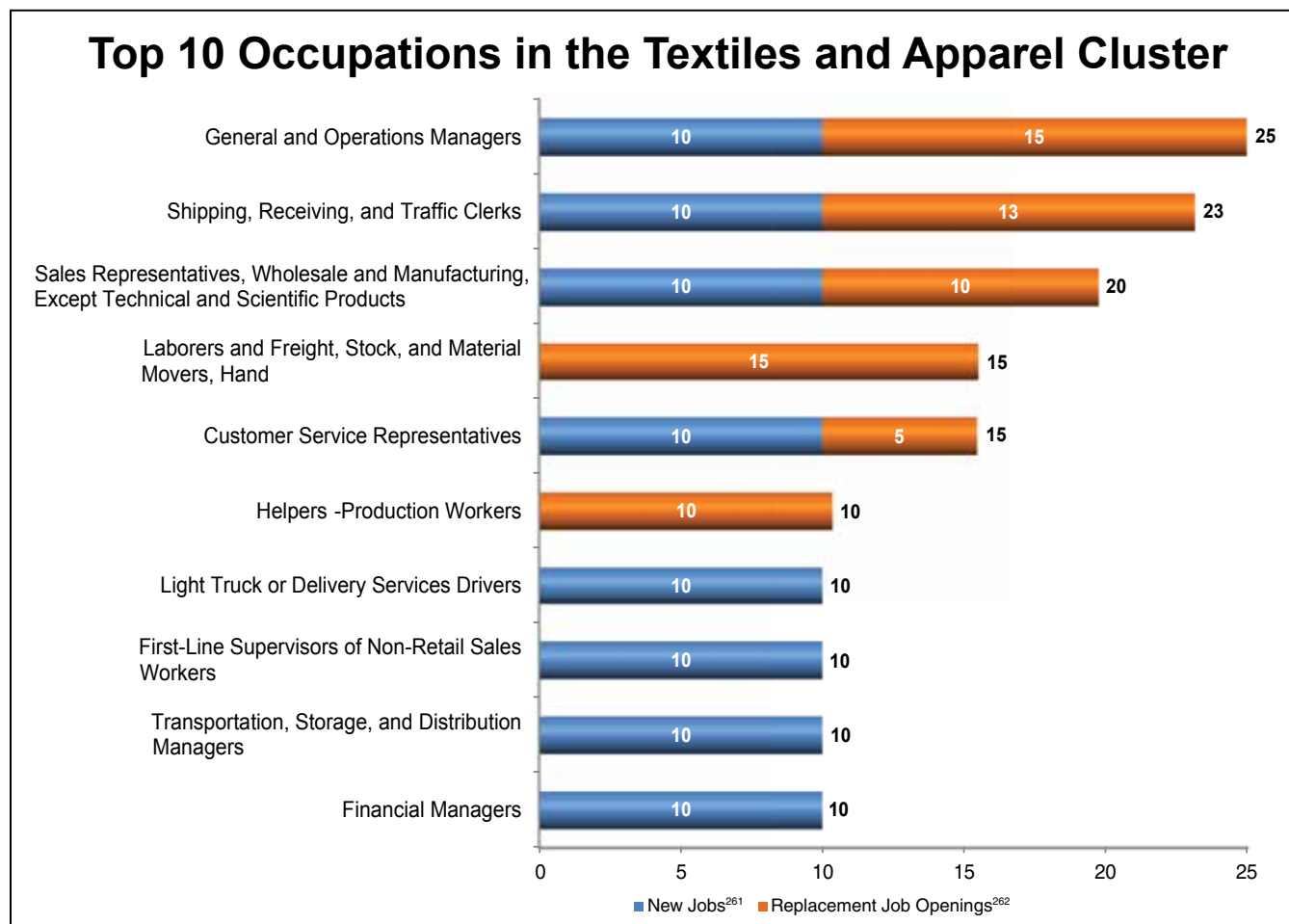
July 2015

What is the Textiles and Apparel Cluster?

The Textile and Apparel cluster is comprised of 12 industries involved in the production of yarn, fabric or leather as well as the industries that use these materials to produce clothing, footwear, sheets, and rugs. 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 Textiles and Apparel Cluster

The graph below identifies the top 10 occupations in the Textiles and Apparel cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent nearly three-quarters of the 204 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.²⁶⁰



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.

²⁶⁰ U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²⁶¹ 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.

²⁶² Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Textiles and Apparel Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Textiles and Apparel 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 ²⁶³ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁶⁴	HWOL Job Ads ²⁶⁵ (120 days)
General and Operations Managers	25	\$51.15	\$106,377	Bachelor's degree	202
Shipping, Receiving, and Traffic Clerks	23	\$14.45	\$30,050	High school diploma or equivalent	139
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	20	\$28.61	\$59,514	High school diploma or equivalent	466
Laborers and Freight, Stock, and Material Movers, Hand	15	\$11.78	\$24,495	Less than high school	259
Customer Service Representatives	15	\$17.58	\$36,558	High school diploma or equivalent	768
Helpers -Production Workers	10	\$11.51	\$23,935	Less than high school	231
Light Truck or Delivery Services Drivers	10	\$17.05	\$35,468	High school diploma or equivalent	168
First-Line Supervisors of Non-Retail Sales Workers	10	\$31.59	\$65,708	High school diploma or equivalent	46
Transportation, Storage, and Distribution Managers	10	\$46.56	\$96,848	High school diploma or equivalent	151
Financial Managers	10	\$54.71	\$113,789	Bachelor's degree	254

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 July 24, 2015.

²⁶³ Total job openings are the sum of new jobs and replacement job openings.

²⁶⁴ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²⁶⁵ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Textiles and Apparel 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 Textiles and Apparel cluster. The table includes the Ventura County 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 ²⁶⁶ (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	25	\$51.15	\$106,377	202
Financial Managers	10	\$54.71	\$113,789	168
Accountants and Auditors	3	\$34.49	\$71,730	334
Fashion Designers	3	N/A	N/A	2
Sales Managers	2	\$49.80	\$103,581	141
Requires a High School Diploma or Equivalent or Less				
Shipping, Receiving, and Traffic Clerks	23	\$14.45	\$30,050	139
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	20	\$28.61	\$59,514	466
Laborers and Freight, Stock, and Material Movers, Hand	15	\$11.78	\$24,495	259
Customer Service Representatives	15	\$17.58	\$36,558	768
Helpers -Production Workers	10	\$11.51	\$23,935	231

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 July 24, 2015.

²⁶⁶ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Textiles and Apparel Cluster

The table below lists the 10 top skills required for top occupations in the Textiles and Apparel cluster, categorized by entry-level education requirements. Critical thinking and speaking are the most commonly shared skills, followed by active listening, 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	Judgment and Decision Making	Management of Financial Resources	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Service Orientation
Requires a Bachelor's Degree or Higher																	
General and Operations Managers	●	●	●	●	●		●	●							●	●	●
Financial Managers ²⁶⁷	●	●			●	●	●	●	●						●		●
Accountants and Auditors ²⁶⁸	●	●			●	●		●	●						●		●
Fashion Designers		●		●	●	●			●						●	●	●
Sales Managers				●	●	●	●	●					●			●	●
Requires a High School Diploma or Equivalent or Less																	
Shipping, Receiving, and Traffic Clerks		●	●	●	●	●		●	●						●		●
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	●	●			●						●		●		●	●	●
Laborers and Freight, Stock, and Material Movers, Hand		●	●	●	●				●		●	●			●		●
Customer Service Representatives		●		●	●				●				●		●	●	●
Helpers -Production Workers		●	●		●				●		●	●			●	●	●

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

²⁶⁷ Skills represent Treasurers and Controllers, a specialty occupation of Financial Managers.

²⁶⁸ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

Work Activities in the Textiles and Apparel Cluster

The table below lists the 10 top work activities required for top occupations in the Textiles and Apparel cluster, categorized by entry-level education requirements. The most common include establishing and maintaining interpersonal relationships; organizing, planning, and prioritizing work; 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	Developing Objectives and Strategies	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	Performing Administrative Activities	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	Repairing and Maintaining Mechanical Equipment	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Selling or Influencing Others	Thinking Creatively	Updating and Using Relevant Knowledge	
Requires a Bachelor’s Degree or Higher																																
General and Operations Managers			●	●		●	●									●		●		●								●	●		●	
Financial Managers ²⁶⁹	●			●			●	●			●						●		●		●			●	●							
Accountants and Auditors ²⁷⁰	●			●				●	●	●							●				●	●		●							●	
Fashion Designers			●				●	●								●	●	●		●									●		●	●
Sales Managers		●	●	●		●		●			●						●				●							●	●			
Requires a High School Diploma or Equivalent or Less																																
Shipping, Receiving, and Traffic Clerks				●				●				●	●		●		●	●			●		●	●								
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products			●	●				●									●			●			●				●		●	●	●	
Laborers and Freight, Stock, and Material Movers, Hand				●	●			●	●			●	●				●		●		●		●									
Customer Service Representatives			●	●				●		●			●				●				●			●			●		●			●
Helpers -Production Workers					●			●				●		●			●	●			●	●	●		●		●					

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

²⁶⁹ Work Activities represent Treasurers and Controllers, a specialty occupation of Financial Managers.

²⁷⁰ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

Related Occupations for the Textiles and Apparel Cluster

The table below lists top occupations in the Textiles and Apparel 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 Textiles and Apparel cluster occupations.

Textiles and Apparel 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 • Purchasing Managers • Storage and Distribution Managers
Financial Managers	<ul style="list-style-type: none"> • Human Resources Specialists • Marketing Managers • Sales Managers
Accountants and Auditors	<ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Budget Analysts • Credit Analysts
Fashion Designers	<ul style="list-style-type: none"> • Art Directors • Graphic Designers • Interior Designers
Sales Managers	<ul style="list-style-type: none"> • Advertising and Promotions Managers • Human Resources Managers • Logistics Managers
Requires a High School Diploma or Equivalent or Less	
Shipping, Receiving, and Traffic Clerks	<ul style="list-style-type: none"> • Laborers and Freight, Stock, and Material Movers, Hand • Mail Clerks and Mail Machine Operators, Except Postal Service • Marking Clerks
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	<ul style="list-style-type: none"> • Advertising Sales Agents • Market Research Analysts and Marketing Specialists • Public Relations Specialists
Laborers and Freight, Stock, and Material Movers, Hand	<ul style="list-style-type: none"> • Industrial Truck and Tractor Operators • Packaging and Filling Machine Operators and Tenders • Print Binding and Finishing Workers
Customer Service Representatives	<ul style="list-style-type: none"> • Bill and Account Collectors • New Accounts Clerks • Receptionists and Information Clerks
Helpers -Production Workers	<ul style="list-style-type: none"> • Janitors and Cleaners, Except Maids and Housekeeping Cleaners • Molding and Casting Workers • Sewing Machine Operators

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

Employer Demand for the Textiles and Apparel Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Textiles and Apparel cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Textiles and Apparel Cluster Employers	Recent Job Advertisements ²⁷¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Act 1	22	23	-1	-4.3%
Michael Kors	5	1	4	400.0%
Levi Strauss	4	9	-5	-55.6%
Belfor	3	0	3	—
Pride Industries	2	1	1	100.0%
Pindler & Pindler, Inc.	2	1	1	100.0%
Flojos	1	0	1	—

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²⁷¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Textiles and Apparel Occupations

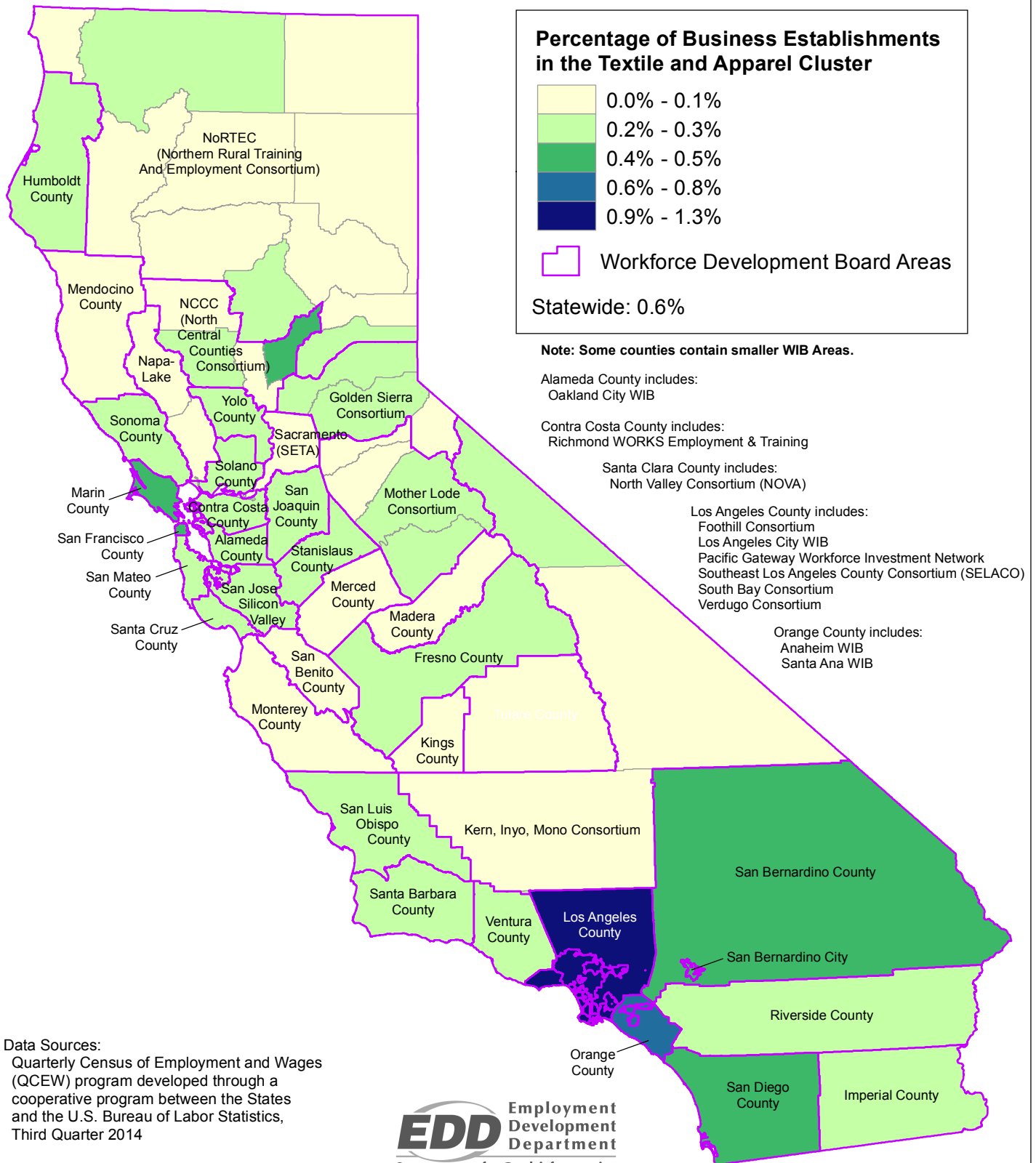
The table below provides examples of instructional programs related to some of the top occupations in the Textiles and Apparel cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Textiles and Apparel 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
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	52.1801	Sales, Distribution, and Marketing Operations, General	050900	Marketing and Distribution
	52.1899	General Merchandising, Sales, and Related Marketing Operations, Other	050960	Display
	52.1902	Fashion Merchandising		
Customer Service Representatives	52.0406	Receptionist	051800	Customer Service
	52.0411	Customer Service Support/Call Center/Teleservice Operation		

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 Textile and Apparel Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

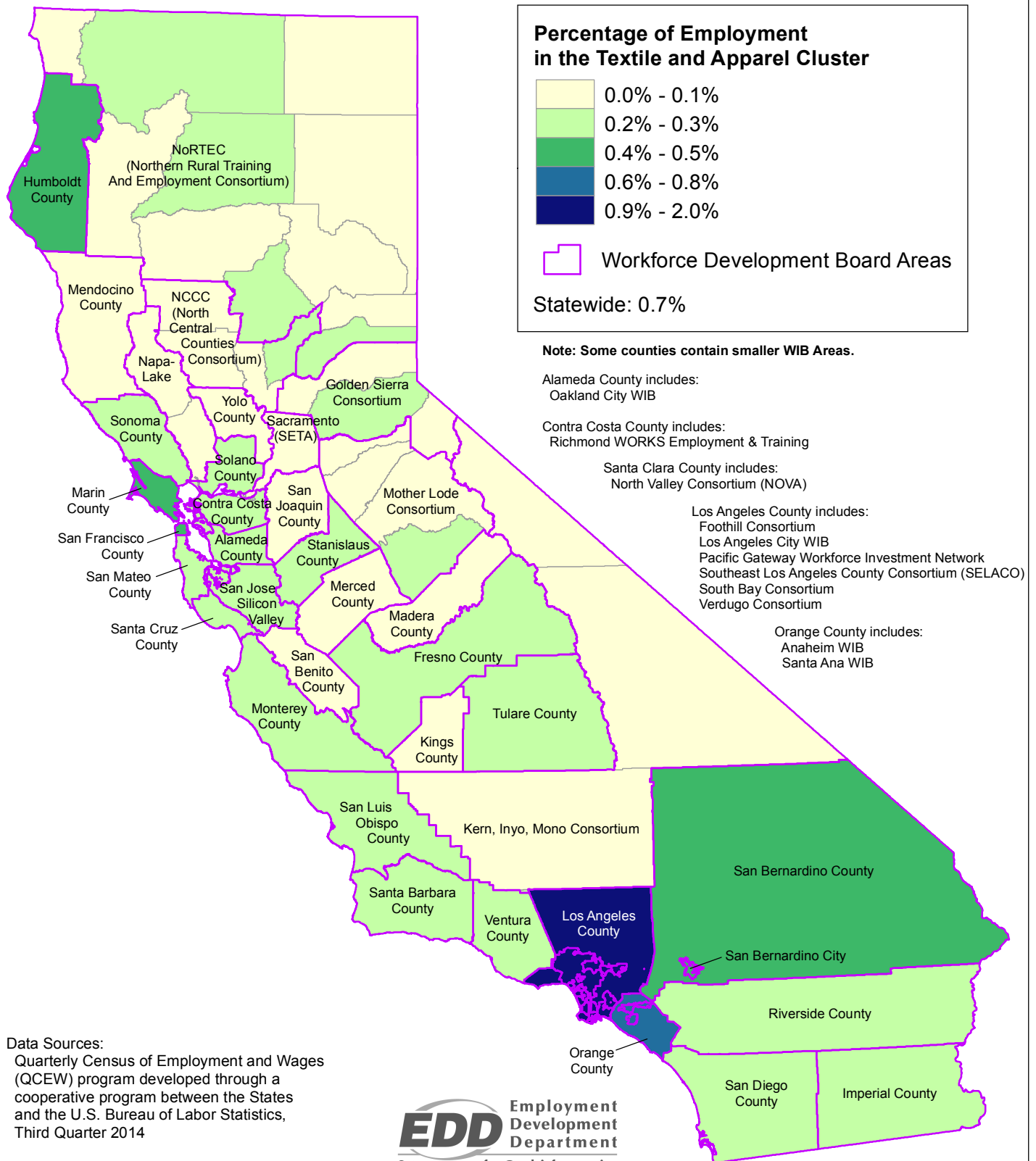
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California Textile and Apparel Cluster

Percentage of Total County Employment, 2014



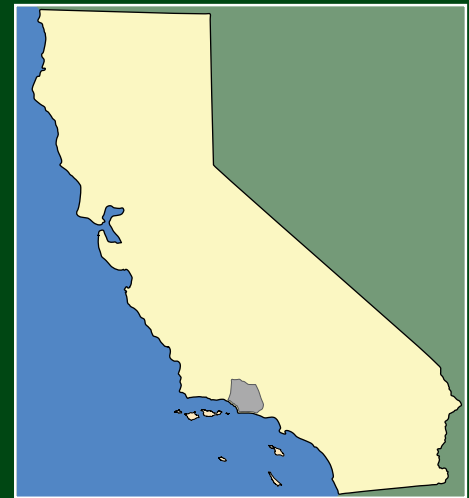
Data Sources:
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September 2015

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Occupational Analysis: Forest Products, Forestry, and Primary Wood Processing Cluster

Ventura County Economic Sub-Market

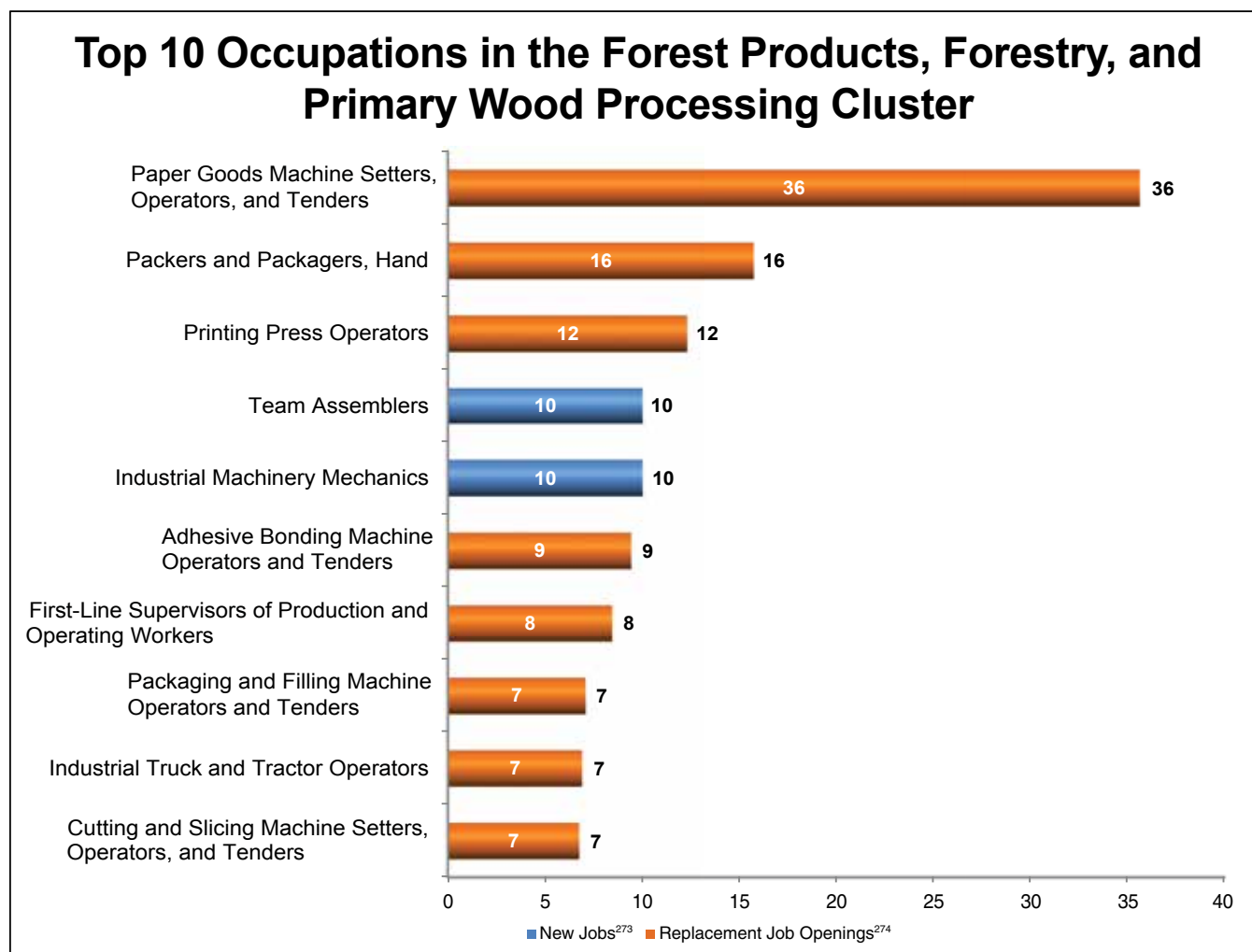
July 2015

What is the Forest Products, Forestry, and Primary Wood Processing Cluster?

The Forest Products, Forestry, and Primary Wood Processing industry cluster is comprised of eight industries that engage in activities ranging from harvesting trees and cutting timber to producing paper and finished wood products. 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 Forest Products, Forestry, and Primary Wood Processing Cluster

The graph below identifies the top 10 occupations in the Forest Products, Forestry, and Primary Wood Processing cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent nearly three-quarters of the 178 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, monitoring, and operation and control.²⁷²



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.

²⁷² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²⁷³ 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.

²⁷⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Forest Products, Forestry, and Primary Wood Processing Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Forest Products, Forestry, and Primary Wood 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 ²⁷⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁷⁶	HWOL Job Ads ²⁷⁷ (120 days)
Paper Goods Machine Setters, Operators, and Tenders	36	\$27.70	\$57,605	High school diploma or equivalent	3
Packers and Packagers, Hand	16	\$9.60	\$19,969	Less than high school	44
Printing Press Operators	12	\$14.92	\$31,032	High school diploma or equivalent	34
Team Assemblers	10	\$12.90	\$26,842	High school diploma or equivalent	34
Industrial Machinery Mechanics	10	\$26.23	\$54,553	High school diploma or equivalent	53
Adhesive Bonding Machine Operators and Tenders	9	\$16.95	\$35,262	High school diploma or equivalent	0
First-Line Supervisors of Production and Operating Workers	8	\$26.22	\$54,534	Postsecondary non-degree award	341
Packaging and Filling Machine Operators and Tenders	7	\$11.58	\$24,077	High school diploma or equivalent	43
Industrial Truck and Tractor Operators	7	\$14.53	\$30,224	Less than high school	94
Cutting and Slicing Machine Setters, Operators, and Tenders	7	\$17.30	\$35,986	High school diploma or equivalent	0

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 July 24, 2015.

²⁷⁵ Total job openings are the sum of new jobs and replacement job openings.

²⁷⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²⁷⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Forest Products, Forestry, and Primary Wood 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 Forest Products, Forestry, and Primary Wood Processing cluster. The table includes the Ventura County 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 ²⁷⁸ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Accountants and Auditors	6	\$34.49	\$71,730	334
General and Operations Managers	6	\$51.15	\$106,377	202
Industrial Production Managers	5	\$44.60	\$92,767	23
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
First-Line Supervisors of Production and Operating Workers	8	\$26.22	\$54,534	341
Requires a High School Diploma or Equivalent or Less				
Paper Goods Machine Setters, Operators, and Tenders	36	\$27.70	\$57,605	3
Packers and Packagers, Hand	16	\$9.60	\$19,969	44
Printing Press Operators	12	\$14.92	\$31,032	34
Industrial Machinery Mechanics	10	\$26.23	\$54,553	34
Team Assemblers	10	\$12.90	\$26,842	53

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 July 24, 2015.

²⁷⁸ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Forest Products, Forestry, and Primary Wood Processing Cluster

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

Occupations	Skills																
	Active Learning	Active Listening	Coordination	Critical Thinking	Equipment Maintenance	Judgment and Decision Making	Management of Personnel Resources	Mathematics	Monitoring	Operation and Control	Operation Monitoring	Quality Control Analysis	Reading Comprehension	Repairing	Social Perceptiveness	Speaking	Systems Analysis
Requires a Bachelor's Degree or Higher																	
Accountants and Auditors ²⁷⁹	●	●		●		●	●	●					●			●	●
General and Operations Managers	●	●	●	●			●		●				●		●	●	
Industrial Production Managers	●	●	●	●		●	●		●				●			●	●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																	
First-Line Supervisors of Production and Operating Workers		●	●	●			●		●				●		●	●	●
Requires a High School Diploma or Equivalent or Less																	
Paper Goods Machine Setters, Operators, and Tenders		●	●	●					●	●	●	●			●	●	●
Packers and Packagers, Hand		●	●	●		●			●			●	●		●		●
Printing Press Operators		●	●	●	●				●	●	●	●	●		●		
Industrial Machinery Mechanics	●	●		●	●					●	●	●	●	●			●
Team Assemblers		●	●	●					●	●	●	●	●		●		●

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

²⁷⁹ Skills represent Accountants, a specialty occupation of Accountants and Auditors.

Work Activities in the Forest Products, Forestry, and Primary Wood Processing Cluster

The table below lists the 10 top work activities required for top occupations in the Forest Products, Forestry, and Primary Wood Processing cluster, categorized by entry-level education requirements. The most common include communicating with supervisors, peers, or subordinates and establishing and maintaining interpersonal relationships.

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	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	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																				
Accountants and Auditors ²⁸⁰	●			●				●	●	●						●			●	●
General and Operations Managers			●	●		●		●								●	●	●		
Industrial Production Managers				●	●	●		●			●					●	●	●		
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
First-Line Supervisors of Production and Operating Workers	●		●	●	●		●				●	●							●	
Requires a High School Diploma or Equivalent or Less																				
Paper Goods Machine Setters, Operators, and Tenders				●	●		●				●		●					●	●	●
Packers and Packagers, Hand				●	●		●		●		●	●					●	●		●
Printing Press Operators					●						●	●	●	●	●	●		●		●
Industrial Machinery Mechanics				●	●						●		●			●	●	●	●	●
Team Assemblers				●	●	●	●	●			●					●	●			

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

²⁸⁰ Work Activities represent Accountants, a specialty occupation of Accountants and Auditors.

Related Occupations for the Forest Products, Forestry, and Primary Wood Processing Cluster

The table below lists top occupations in the Forest Products, Forestry, and Primary Wood 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 Forest Products, Forestry, and Primary Wood Processing cluster occupations.

Forest Products, Forestry, and Primary Wood Processing Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Accountants and Auditors	<ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Budget Analysts • Credit Analysts
General and Operations Managers	<ul style="list-style-type: none"> • Administrative Services Managers • Lodging Managers • Logistics Managers
Industrial Production Managers	<ul style="list-style-type: none"> • First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators • Industrial Engineering Technicians • Industrial Engineers
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"> • Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders • First-Line Supervisors of Logging Workers • Non-Destructive Testing Specialists
Requires a High School Diploma or Equivalent or Less	
Paper Goods Machine Setters, Operators, and Tenders	<ul style="list-style-type: none"> • Cutting and Slicing Machine Setters, Operators, and Tenders • Engine and Other Machine Assemblers • Sawing Machine Setters, Operators, and Tenders, Wood
Packers and Packagers, Hand	<ul style="list-style-type: none"> • Inspectors, Testers, Sorters, Samplers, and Weighers • Marking Clerks • Shipping, Receiving, and Traffic Clerks
Printing Press Operators	<ul style="list-style-type: none"> • Computer-Controlled Machine Tool Operators, Metal and Plastic • Machinists • Print Binding and Finishing Workers
Industrial Machinery Mechanics	<ul style="list-style-type: none"> • Electrical and Electronics Repairers, Commercial and Industrial Equipment • Machinists • Maintenance and Repair Workers, General
Team Assemblers	<ul style="list-style-type: none"> • Forging Machine Setters, Operators, and Tenders, Metal and Plastic • Print Binding and Finishing Workers • Sawing Machine Setters, Operators, and Tenders, Wood

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

Employer Demand for the Forest Products, Forestry, and Primary Wood Processing Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Forest Products, Forestry, and Primary Wood Processing cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Forest Products, Forestry, and Primary Wood Processing Cluster Employers	Recent Job Advertisements ²⁸¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Soliant	8	6	2	33.3%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²⁸¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Forest Products, Forestry, and Primary Wood Processing Occupations

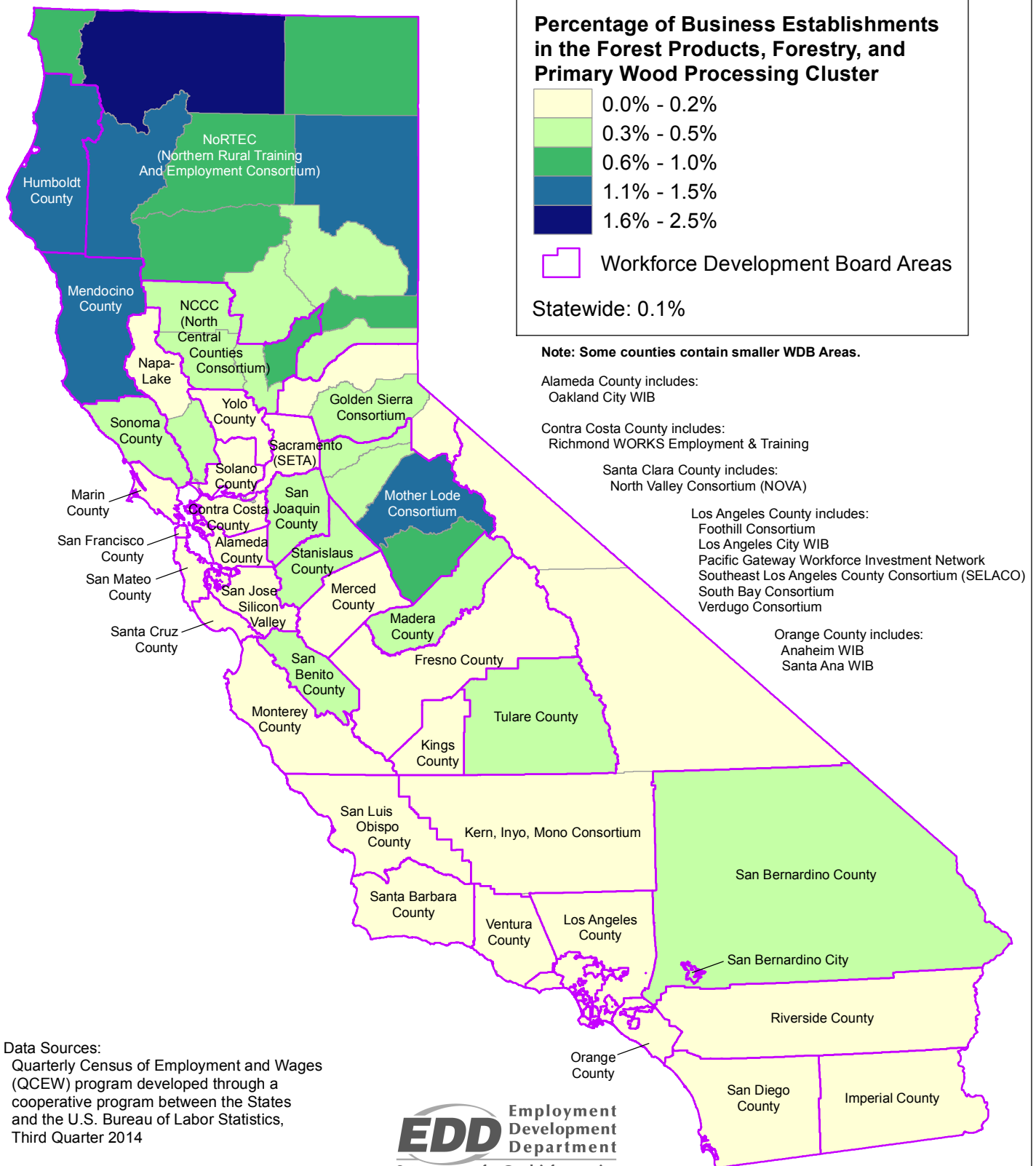
The table below provides examples of instructional programs related to some of the top occupations in the Forest Products, Forestry, and Primary Wood Processing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Forest Products, Forestry, and Primary Wood 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
Printing Press Operators	10.0302 10.0305 10.0307	Printing Management Graphic and Printing Equipment Operator, General Production Printing Press Operator	093600	Printing and Lithography
Industrial Machinery Mechanics	47.0303	Industrial Mechanics and Maintenance Technology	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 Forest Products, Forestry, and Primary Wood Processing Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

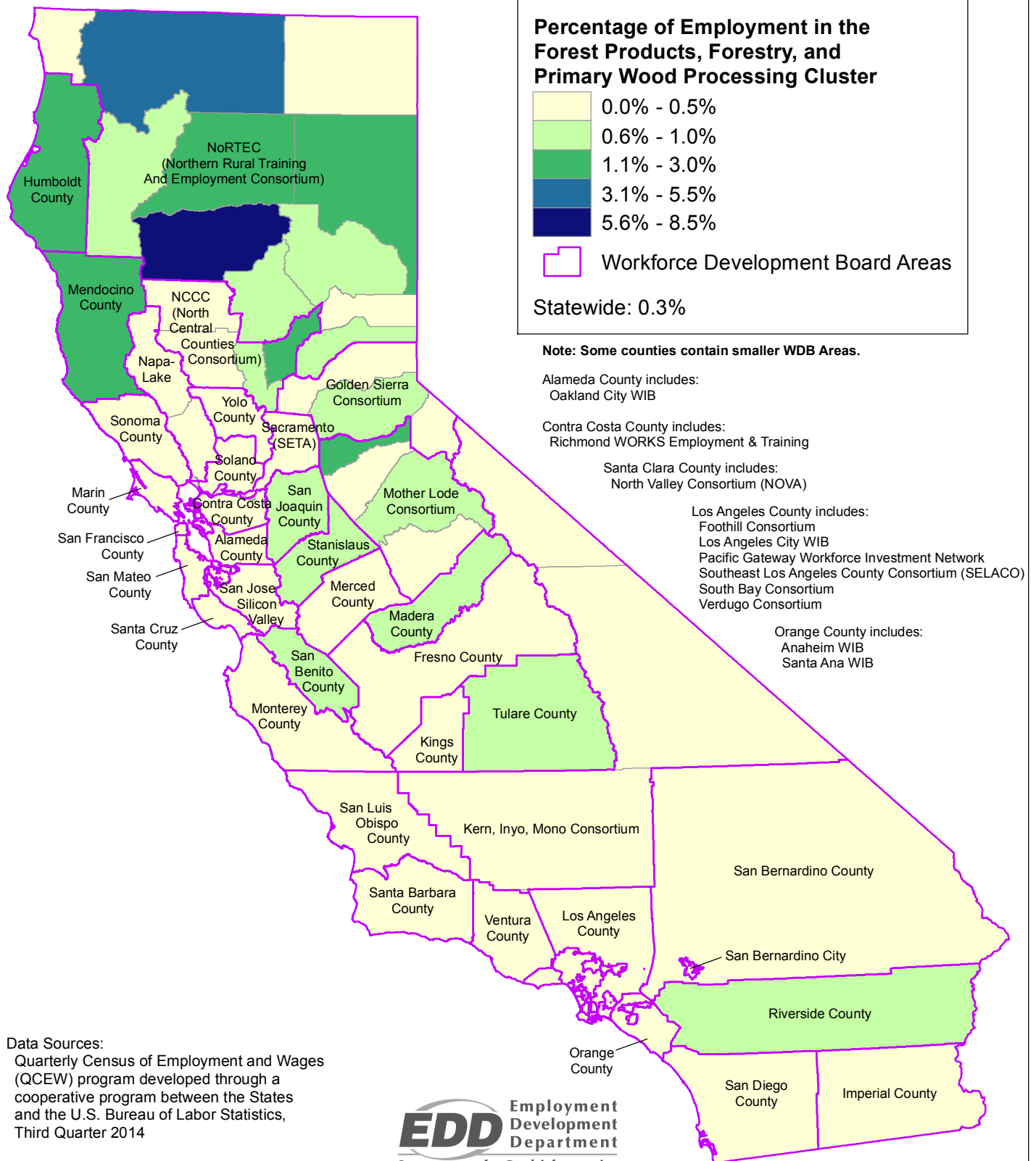
EDD Employment Development Department
State of California

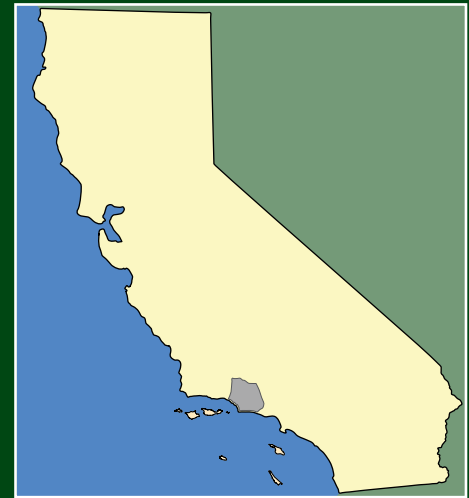
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California Forest Products, Forestry, and Primary Wood Processing Cluster

Percentage of Total County Employment, 2014





Occupational Analysis: Furniture Manufacturing Cluster

Ventura County Economic Sub-Market

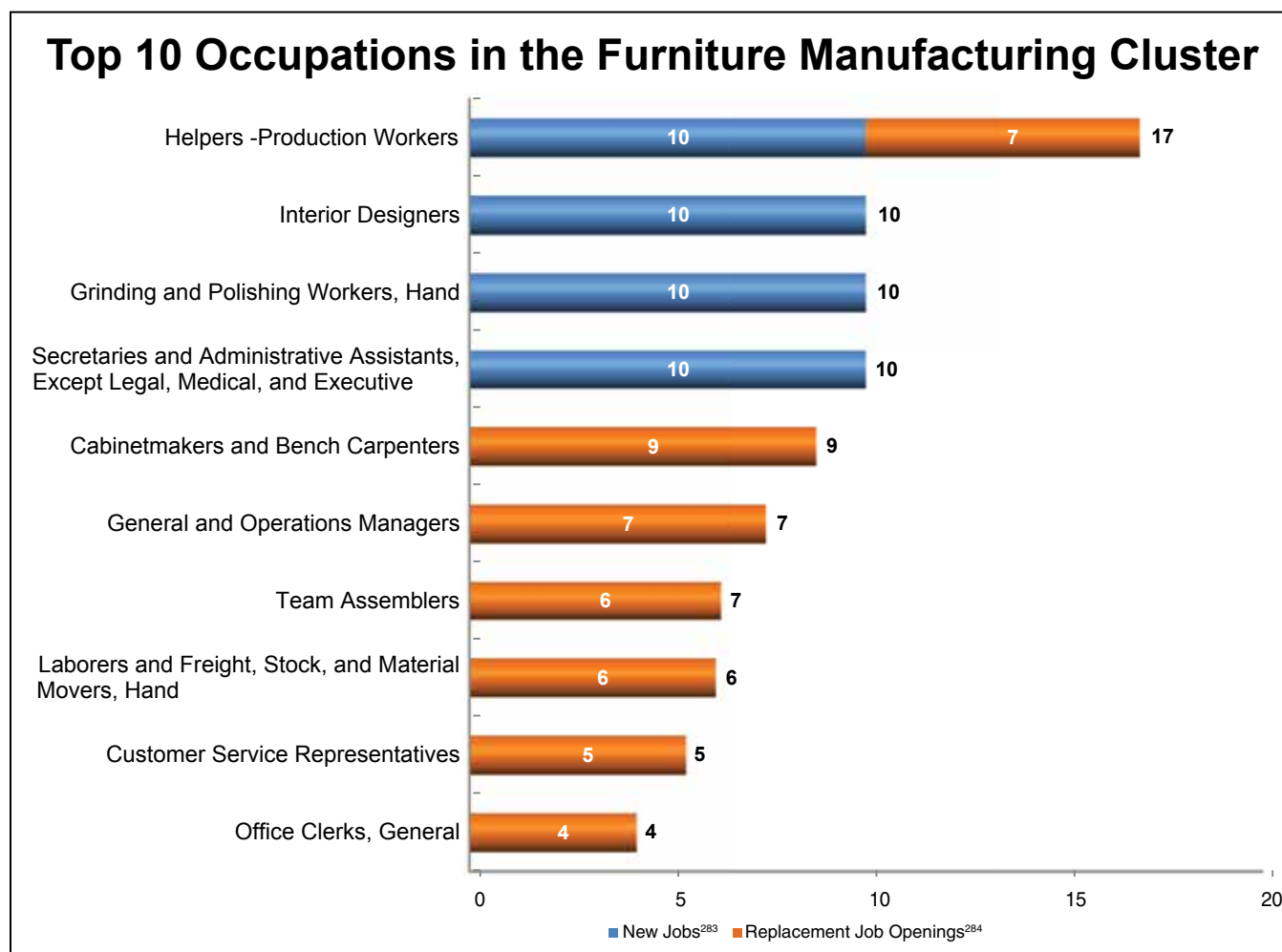
July 2015

What is the Furniture Manufacturing Cluster?

The Furniture Manufacturing industry cluster is comprised of eight industries that produce a variety of home and office furniture such as kitchen cabinets, countertops, blinds, fixtures, partitions, and shelving. 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 Furniture Manufacturing Cluster

The graph below identifies the top 10 occupations in the Furniture Manufacturing cluster, based on the Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent nearly three-quarters of the 113 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.²⁸²



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.

²⁸² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

²⁸³ 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.

²⁸⁴ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

Top 10 Occupations and Recent Job Demand in the Furniture Manufacturing Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Furniture Manufacturing 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 ²⁸⁵ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁸⁶	HWOL Job Ads ²⁸⁷ (120 days)
Helpers -Production Workers	17	\$11.51	\$23,935	Less than high school	231
Interior Designers	10	\$33.40	\$69,476	Bachelor's degree	18
Grinding and Polishing Workers, Hand	10	\$12.19	\$25,342	Less than high school	316
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10	\$17.87	\$37,150	High school diploma or equivalent	4
Cabinetmakers and Bench Carpenters	9	\$17.71	\$36,833	High school diploma or equivalent	8
General and Operations Managers	7	\$51.15	\$106,377	Bachelor's degree	202
Team Assemblers	6	\$12.90	\$26,842	High school diploma or equivalent	53
Laborers and Freight, Stock, and Material Movers, Hand	6	\$11.78	\$24,495	Less than high school	259
Customer Service Representatives	5	\$17.58	\$36,558	High school diploma or equivalent	768
Office Clerks, General	4	\$15.47	\$32,185	High school diploma or equivalent	395

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 July 24, 2015.

²⁸⁵ Total job openings are the sum of new jobs and replacement job openings.

²⁸⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²⁸⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

Top Occupations for the Furniture Manufacturing 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 Furniture Manufacturing cluster. The table includes the Ventura County 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 ²⁸⁸ (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
Requires a Bachelor's Degree or Higher				
Interior Designers	10	\$33.40	\$69,476	18
General and Operations Managers	7	\$51.15	\$106,377	202
Cost Estimators	3	\$28.37	\$59,006	24
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Industrial Engineering Technicians	2	\$22.23	\$46,230	63
First-Line Supervisors of Production and Operating Workers	1	\$26.22	\$54,534	341
Requires a High School Diploma or Equivalent or Less				
Helpers -Production Workers	17	\$11.51	\$23,935	231
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10	\$17.87	\$37,150	316
Grinding and Polishing Workers, Hand	10	\$12.19	\$25,342	4
Cabinetmakers and Bench Carpenters	9	\$17.71	\$36,833	8
Team Assemblers	6	\$12.90	\$26,842	53

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 July 24, 2015.

²⁸⁸ Total job openings are the sum of new jobs and replacement job openings.

Skill Requirements in the Furniture Manufacturing Cluster

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

Occupations	Skills																			
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Equipment Selection	Judgment and Decision Making	Management of Financial Resources	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Operations Analysis	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing
Requires a Bachelor's Degree or Higher																				
Interior Designers		●		●	●								●				●	●		●
General and Operations Managers	●	●		●	●				●			●						●		●
Cost Estimators	●	●	●		●				●		●	●						●		●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																				
Industrial Engineering Technicians		●	●		●		●				●	●						●		●
First-Line Supervisors of Production and Operating Workers		●		●	●				●			●						●		●
Requires a High School Diploma or Equivalent or Less																				
Helpers -Production Workers		●	●		●							●		●	●			●	●	
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	●	●			●							●						●		●
Grinding and Polishing Workers, Hand		●		●	●	●						●		●	●			●		●
Cabinetmakers and Bench Carpenters					●		●				●	●		●	●	●		●		●
Team Assemblers		●		●	●							●		●	●			●		●

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

Work Activities in the Furniture Manufacturing Cluster

The table below lists the 10 top work activities required for top occupations in the Furniture Manufacturing cluster, categorized by entry-level education requirements. The most common include making decisions and problem solving; organizing, planning, and prioritizing work; and establishing and maintaining interpersonal relationships.

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	Documenting/Recording Information	Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment	Establishing and Maintaining Interpersonal Relationships	Estimating the Quantifiable Characteristics of Products, Events, or Information	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	Judging the Qualities of Things, Services, or People	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	Performing for or Working Directly with the Public	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	Repairing and Maintaining Mechanical Equipment	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Selling or Influencing Others	Thinking Creatively	Updating and Using Relevant Knowledge	
Requires a Bachelor's Degree or Higher																																	
Interior Designers			●			●		●	●			●						●			●										●	●	●
General and Operations Managers			●	●		●			●									●		●	●								●	●		●	
Cost Estimators	●			●			●			●		●						●			●				●	●							●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																	
Industrial Engineering Technicians				●	●			●	●					●				●	●		●											●	●
First-Line Supervisors of Production and Operating Workers		●		●	●	●			●				●	●												●			●	●			
Requires a High School Diploma or Equivalent or Less																																	
Helpers -Production Workers					●				●					●		●		●	●		●			●	●		●		●				
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive				●					●			●			●			●			●	●	●		●								●
Grinding and Polishing Workers, Hand	●				●									●		●	●	●			●						●					●	●
Cabinetmakers and Bench Carpenters					●	●								●	●	●	●		●		●			●				●					
Team Assemblers				●	●	●	●		●		●			●				●	●					●									

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

Related Occupations for the Furniture Manufacturing Cluster

The table below lists top occupations in the Furniture Manufacturing 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 Furniture Manufacturing cluster occupations.

Furniture Manufacturing Occupations	Related Occupations
Requires a Bachelor's Degree or Higher	
Interior Designers	<ul style="list-style-type: none"> Advertising and Promotions Managers Purchasing Agents, Except Wholesale, Retail, and Farm Products Set and Exhibit Designers
General and Operations Managers	<ul style="list-style-type: none"> Purchasing Managers Storage and Distribution Managers Wholesale and Retail Buyers, Except Farm Products
Cost Estimators	<ul style="list-style-type: none"> Supply Chain Managers Market Research Analysts and Marketing Specialists Supply Chain Managers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Industrial Engineering Technicians	<ul style="list-style-type: none"> Commercial and Industrial Designers Manufacturing Production Technicians Validation Engineers
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators Industrial Production Managers
Requires a High School Diploma or Equivalent or Less	
Helpers -Production Workers	<ul style="list-style-type: none"> Janitors and Cleaners, Except Maids and Housekeeping Cleaners Packaging and Filling Machine Operators and Tenders Sawing Machine Setters, Operators, and Tenders, Wood
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	<ul style="list-style-type: none"> Hotel, Motel, and Resort Desk Clerks Office Clerks, General Receptionists and Information Clerks
Grinding and Polishing Workers, Hand	<ul style="list-style-type: none"> Coating, Painting, and Spraying Machine Setters, Operators, and Tenders Cutting and Slicing Machine Setters, Operators, and Tenders Textile Cutting Machine Setters, Operators, and Tenders
Cabinetmakers and Bench Carpenters	<ul style="list-style-type: none"> Glass Blowers, Molders, Benders, and Finishers Patternmakers, Wood Woodworking Machine Setters, Operators, and Tenders, Except Sawing
Team Assemblers	<ul style="list-style-type: none"> Adhesive Bonding Machine Operators and Tenders Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders Upholsterers

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

Employer Demand for the Furniture Manufacturing Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Furniture Manufacturing cluster who posted the most job advertisements during the 120-day period ending July 24, 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.

Furniture Manufacturing Cluster Employers	Recent Job Advertisements ²⁸⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Masco	22	25	-3	-12.0%
Little Castle Furniture	2	1	1	100.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

²⁸⁹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Furniture Manufacturing Occupations

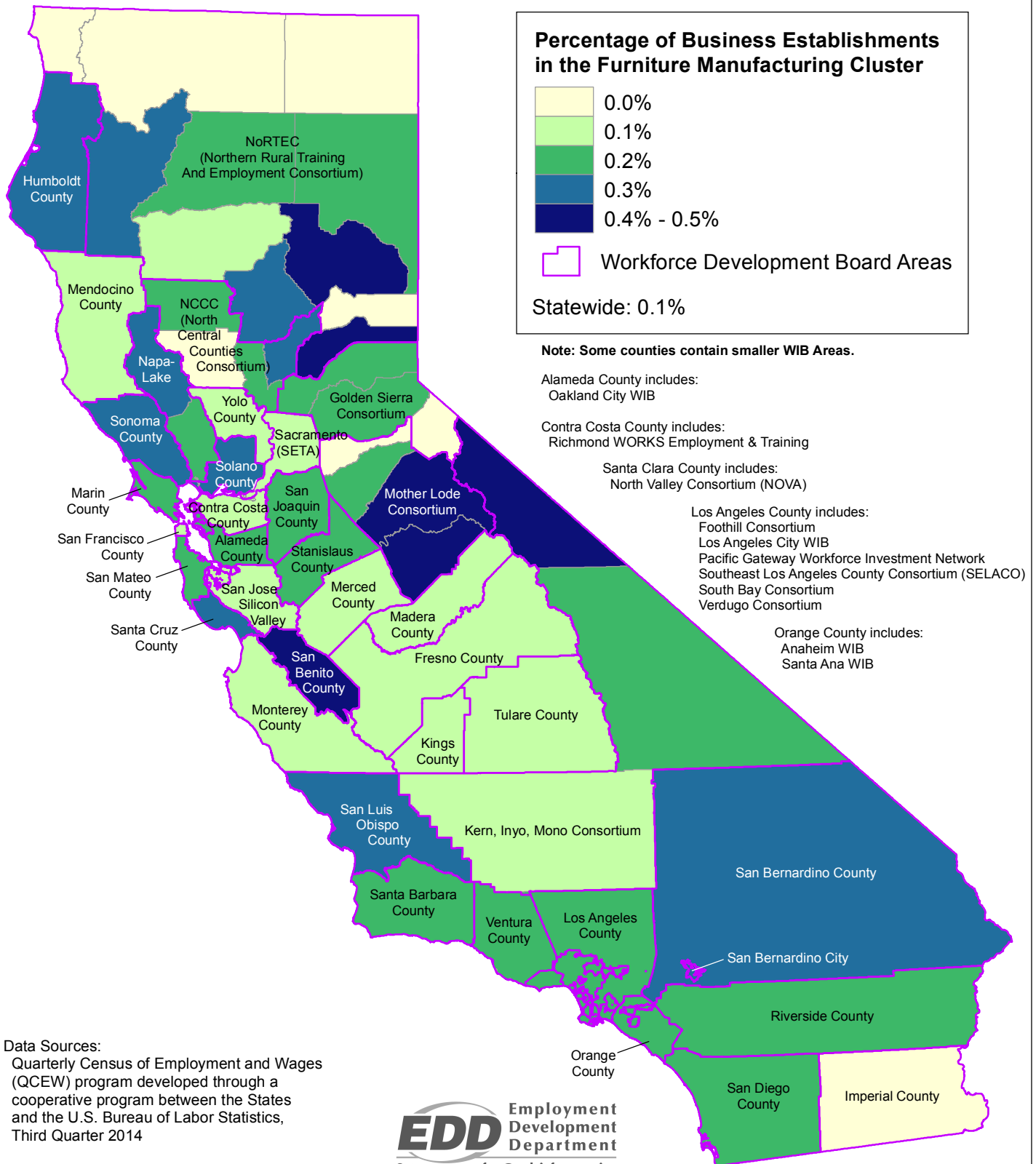
The table below provides examples of instructional programs related to some of the top occupations in the Furniture Manufacturing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Furniture Manufacturing 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
Industrial Engineering Technicians	15.0612	Industrial Technology/Technician	095050	Aircraft Fabrication
	15.0613	Manufacturing Engineering Technology/Technician	095600	Manufacturing and Industrial Technology
	15.0699	Industrial Production Technologies/Technicians, Other		
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52.0401	Administrative Assistant and Secretarial Science, General	051400	Office Technology/Office Computer Applications
	52.0402	Executive Assistant/Executive Secretary		
Cabinetmakers and Bench Carpenters	48.0703	Cabinetmaking and Millwork	095250	Mill and Cabinet Work

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 Furniture Manufacturing Cluster

Percentage of Total County Establishments, 2014



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 2014

Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
September 2015

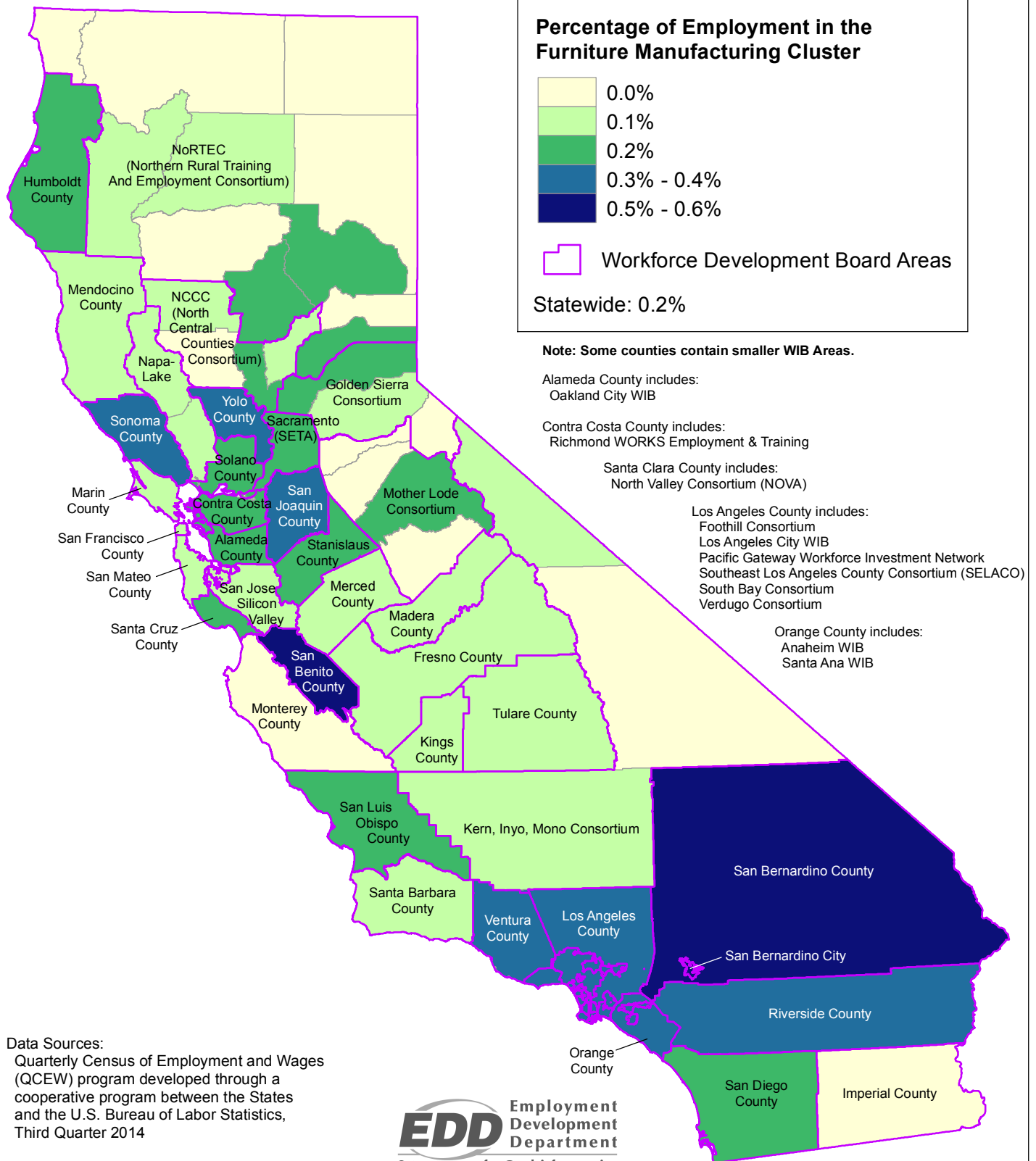
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State of California

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File T036

California Furniture Manufacturing Cluster

Percentage of Total County Employment, 2014



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 2014

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