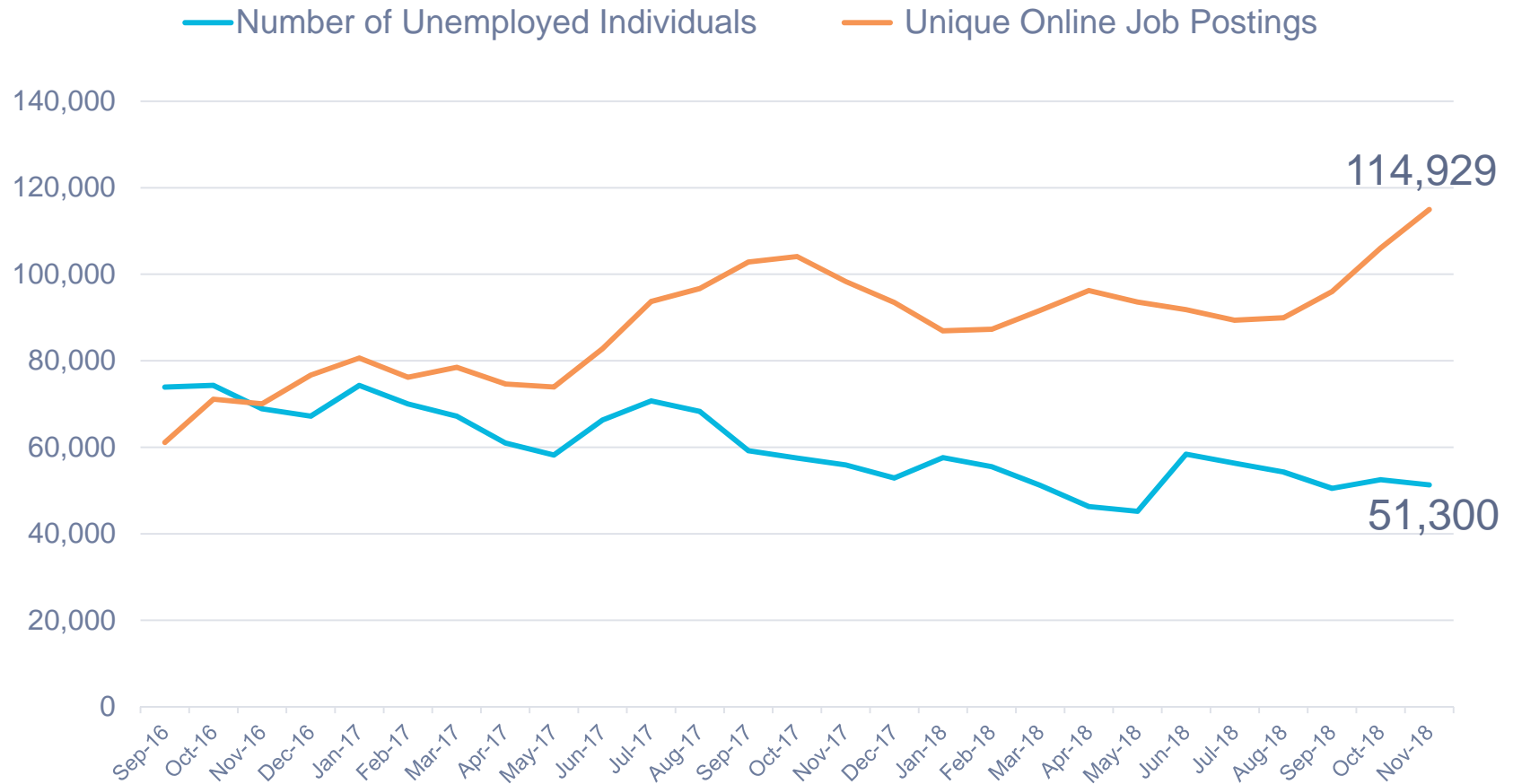


Meeting the Needs of Employers in San Diego County

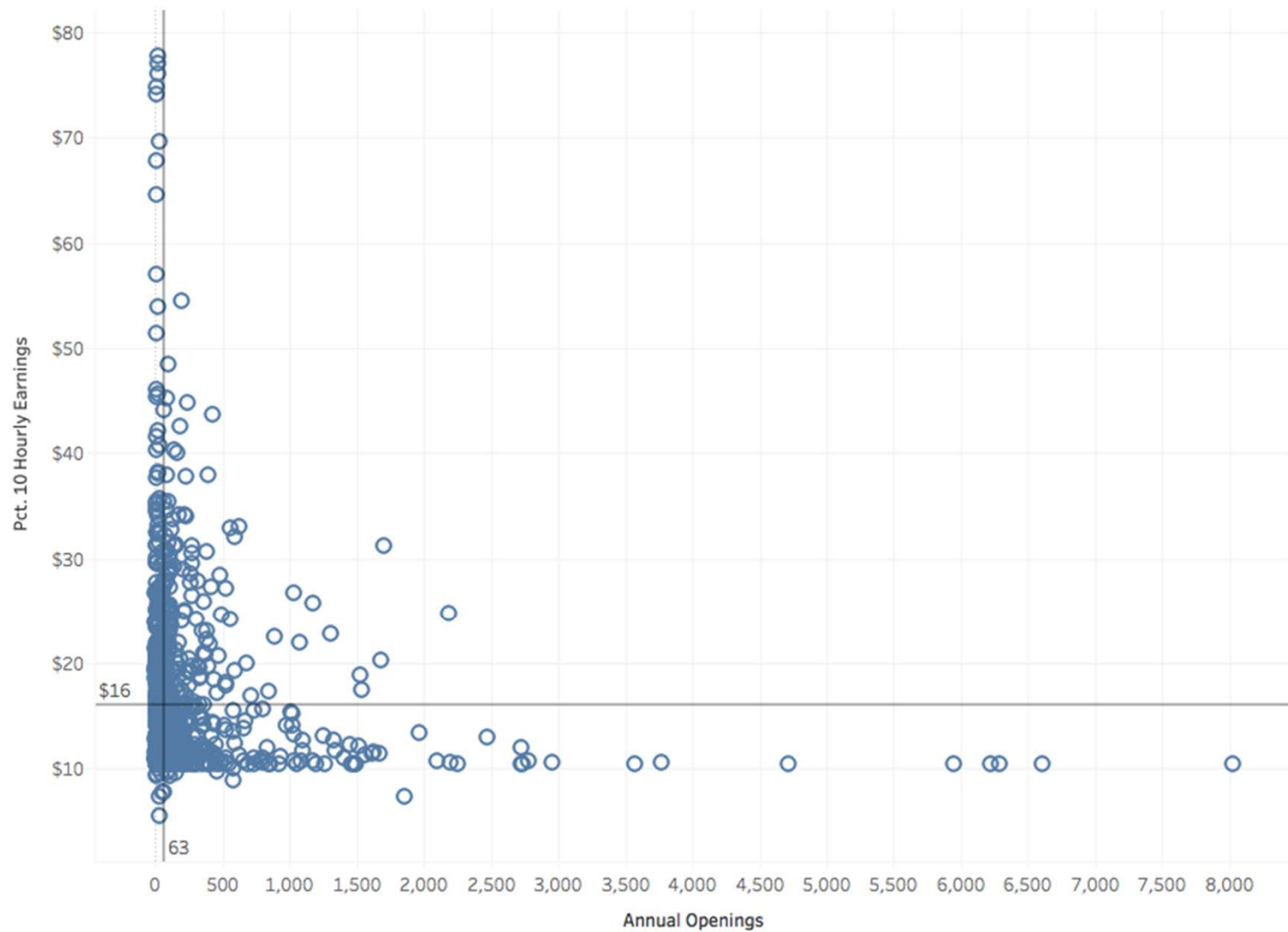
Sarah Burns

Director of Research & Evaluation
San Diego Workforce Partnership

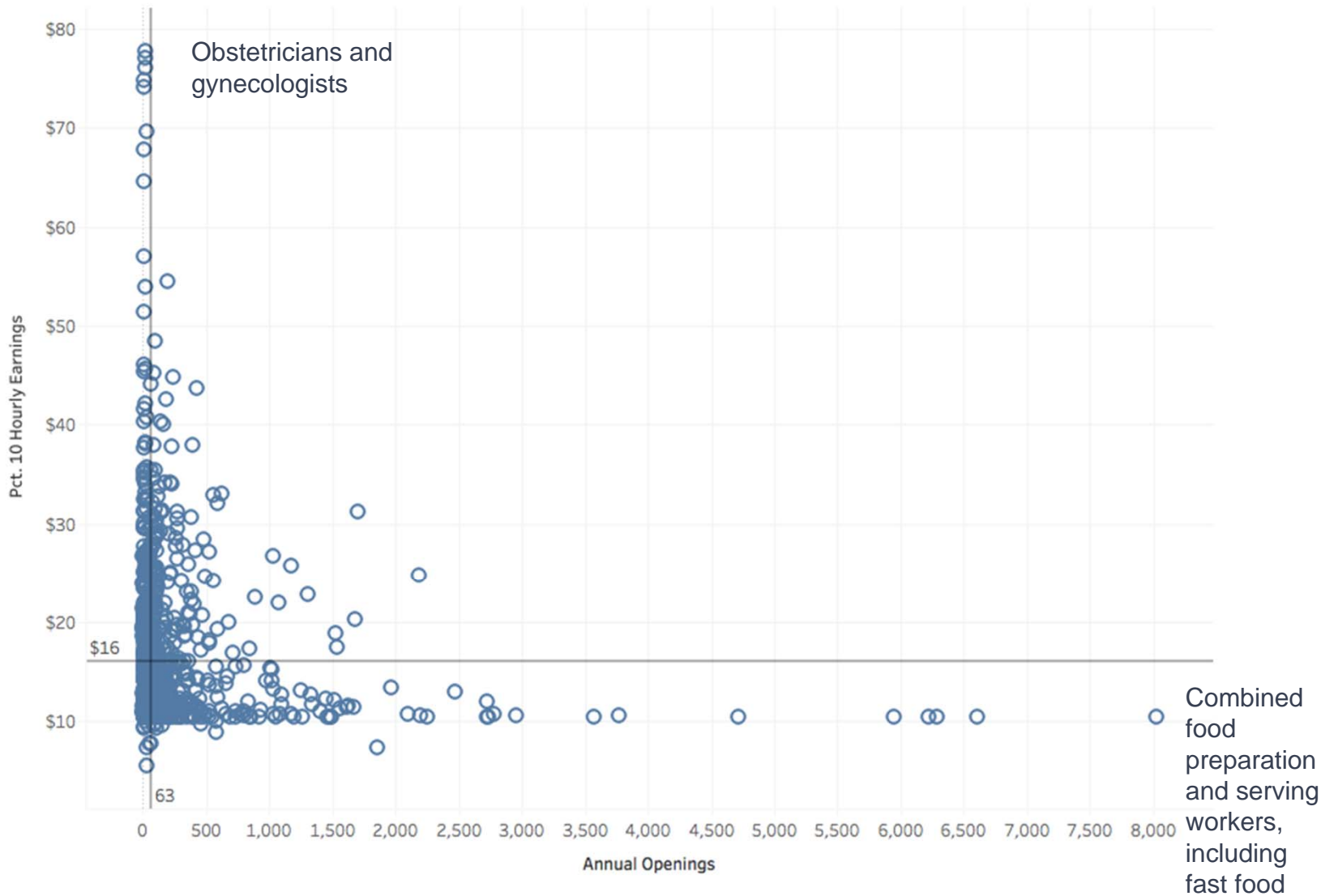
Online Job Postings vs. Unemployment, San Diego County



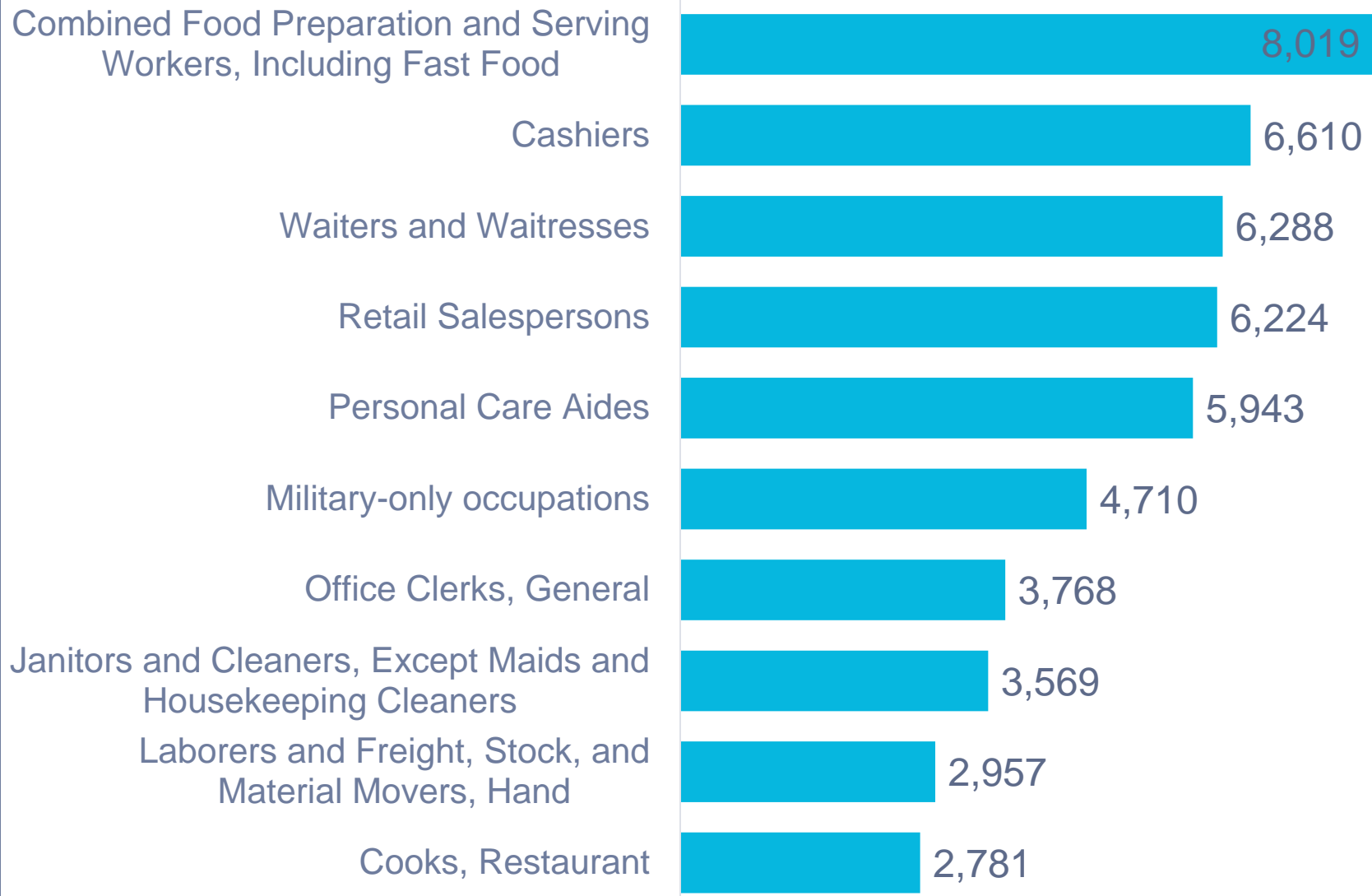
All San Diego Occupations, Annual Openings vs Entry-Level Hourly Wages, 2017-2022



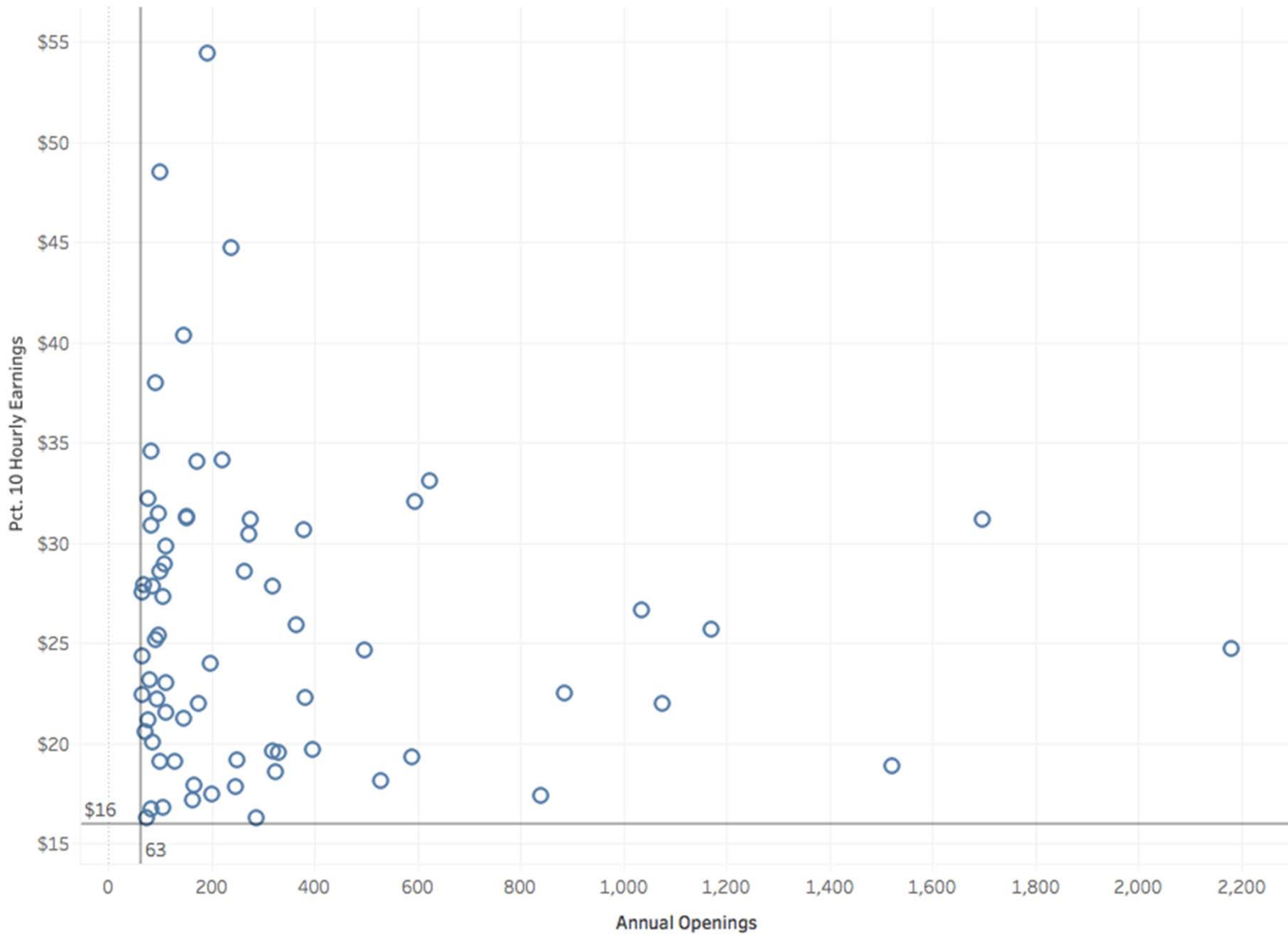
All San Diego Occupations, Annual Openings vs Entry-Level Hourly Wages, 2017-2022



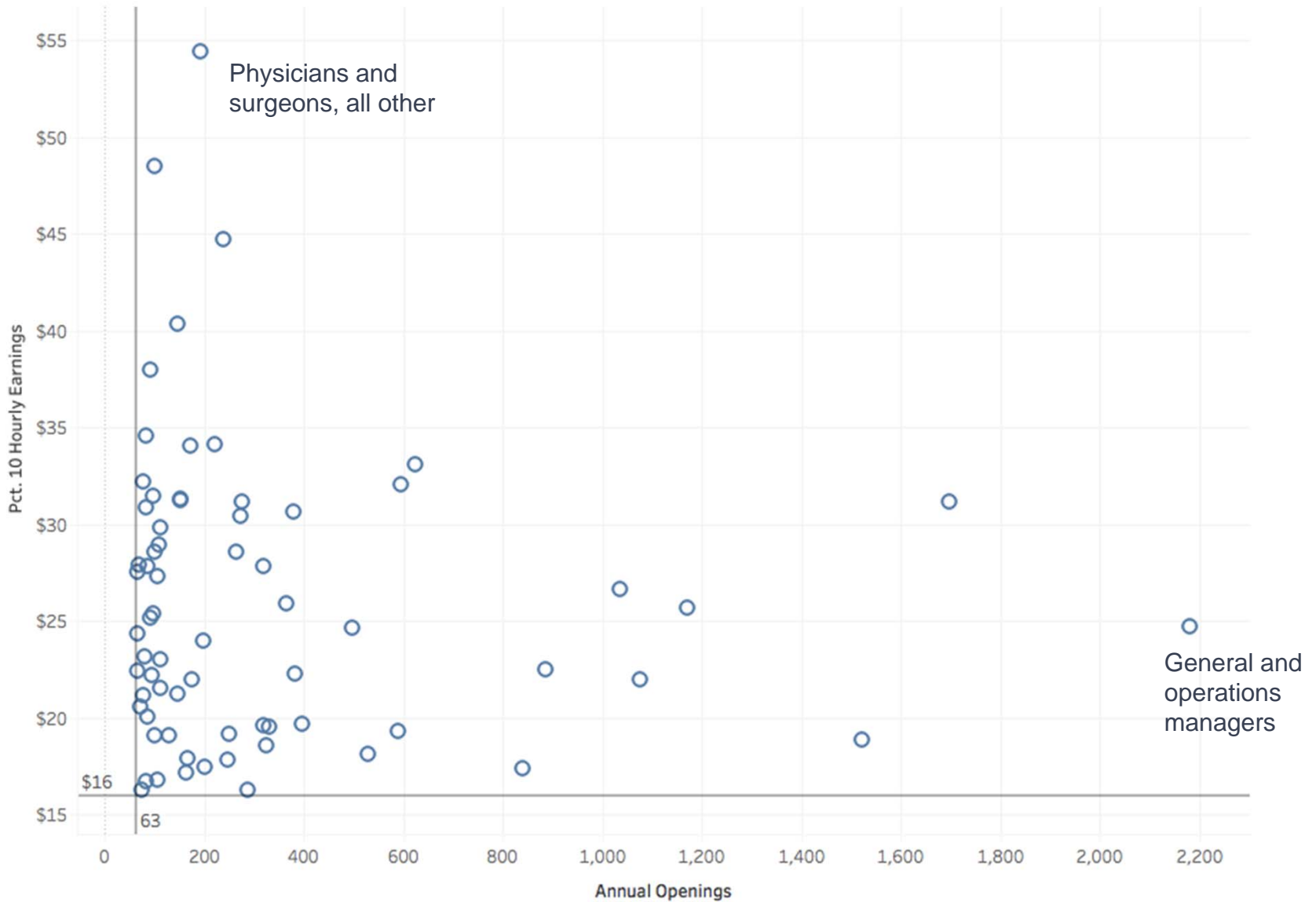
Top 10 SD Occupations by Annual Openings, 2017-2022



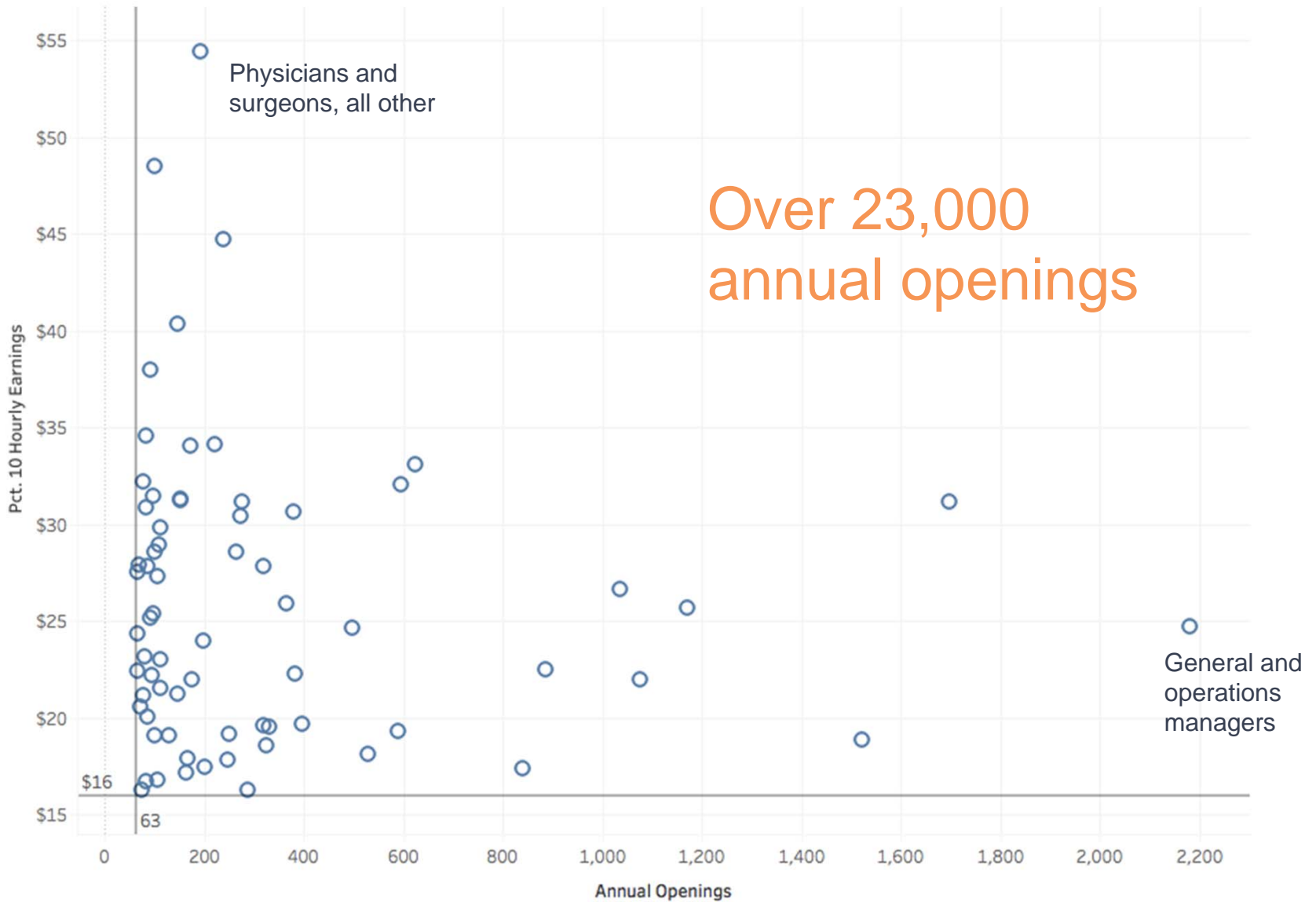
Priority San Diego Occupations, Annual Openings vs Entry-Level Hourly Wages, 2017-2022



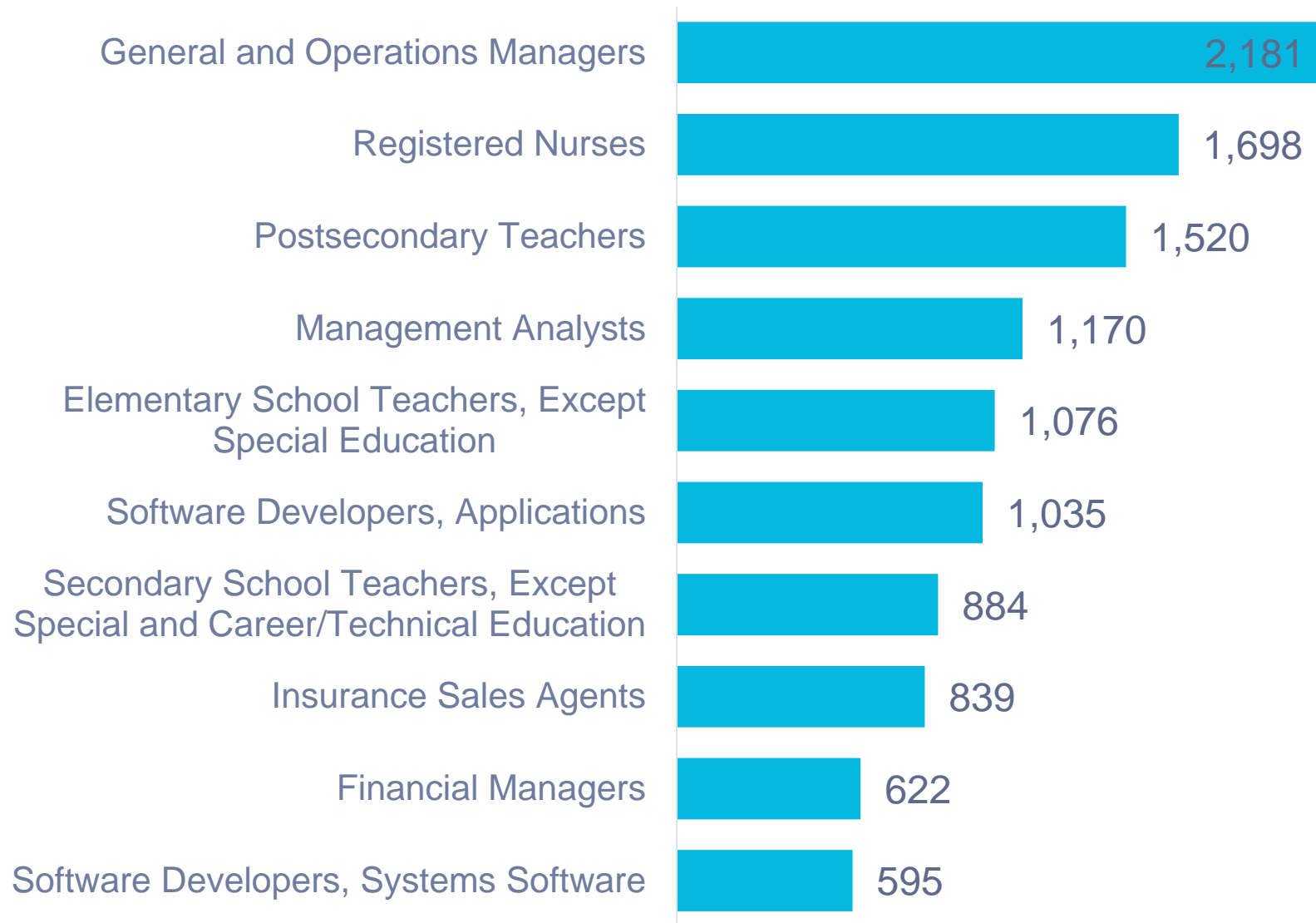
Priority San Diego Occupations, Annual Openings vs Entry-Level Hourly Wages, 2017-2022



Priority San Diego Occupations, Annual Openings vs Entry-Level Hourly Wages, 2017-2022

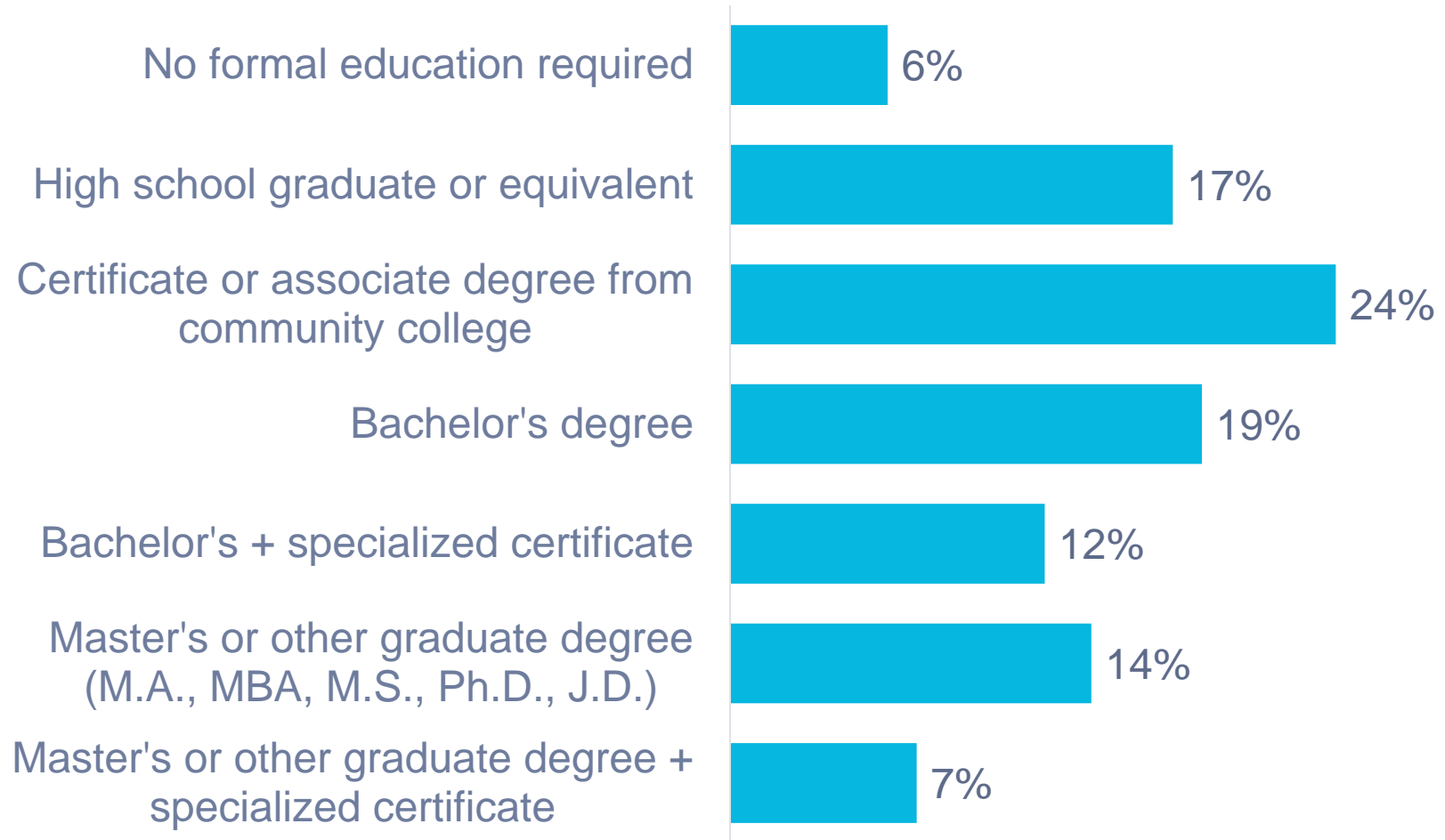


Top 10 Priority Occupations by Annual Openings, 2017-2022



Employer Survey: Priority Jobs in San Diego County

Education Desired by Employers



No formal educational credential

Plasterers and Stucco Masons \$17.70

High school diploma or equivalent

Information and Record Clerks,
All Other \$16.16

Insurance Sales Agents \$17.39

First-Line Supervisors of
Protective Service Workers, All
Other \$16.27

Structural Iron and Steel
Workers \$17.93

Court, Municipal, and License
Clerks \$16.71

Police, Fire, and Ambulance
Dispatchers \$19.69

Transportation Security
Screeners* \$17.03

Electrical Power-Line
Installers and Repairers \$25.40

Postsecondary nondegree award

| | | | |
|---|---------|------------------------|---------|
| Computer User Support Specialist* | \$18.17 | Surgical Technologists | \$20.09 |
| Licensed Practical and Licensed Vocational Nurses | \$19.36 | | |

Associate degree

| | | | |
|---|---------|-------------------------------------|---------|
| Clinical Laboratory Technologists and Technicians | \$16.28 | Radiologic Technologists | \$21.56 |
| Physical Therapist Assistants | \$19.12 | Industrial Engineering Technicians* | \$22.47 |
| Paralegals and Legal Assistants | \$19.73 | Dental Hygienists | \$34.16 |
| Aerospace Engineering and Operations Technicians | \$21.17 | | |

Bachelor's Degree

| | | | |
|---|---------|--|---------|
| Child, Family, and School Social Workers | \$16.05 | Software Developers, Applications | \$26.66 |
| Fundraisers | \$16.81 | Biomedical Engineers* | \$27.53 |
| Chemists | \$19.09 | Mechanical Engineers | \$27.81 |
| Cost Estimators | \$19.59 | Database Administrators* | \$27.86 |
| Elementary School Teachers, Except Special Education* | \$21.99 | Budget Analysts* | \$27.93 |
| Middle School Teachers, Except Special and Career/Technical Education* | \$22.26 | Engineers, All Other* | \$28.90 |
| Secondary School Teachers, Except Special and Career/Technical Education* | \$22.53 | Industrial Engineers | \$30.46 |
| Operations Research Analysts | \$23.03 | Information Security Analysts | \$30.85 |
| Special Education Teachers, Secondary School* | \$23.21 | Registered Nurses | \$31.18 |
| Biological Scientists, All Other | \$23.63 | Electrical Engineers | \$31.18 |
| Probation Officers and Correctional Treatment Specialists* | \$24.39 | Aerospace Engineers | \$31.30 |
| Civil Engineers | \$24.64 | Software Developers, Systems Software* | \$32.06 |
| General and Operations Managers* | \$24.74 | Financial Managers | \$33.09 |
| Special Education Teachers, Kindergarten and Elementary School* | \$25.19 | Architectural and Engineering Managers | \$44.76 |
| Management Analysts | \$25.70 | Natural Sciences Managers | \$48.50 |
| Medical and Health Services Managers | \$25.92 | | |

Master's degree

| | | | |
|---|---------|--|---------|
| Marriage and Family Therapists | \$17.16 | Physician Assistants | \$29.82 |
| Healthcare Social Workers | \$17.47 | Occupational Therapists | \$31.44 |
| Educational, Guidance, School, and Vocational Counselors | \$18.60 | Statisticians | \$32.20 |
| Instructional Coordinators* | \$22.00 | Education Administrators, Elementary & Secondary School | \$34.09 |
| Librarians | \$22.24 | Computer and Information Research Scientists | \$34.61 |
| Speech-Language Pathologists | \$28.60 | Nurse Practitioners | \$40.33 |
| Education Administrators, Postsecondary | \$29.14 | | |

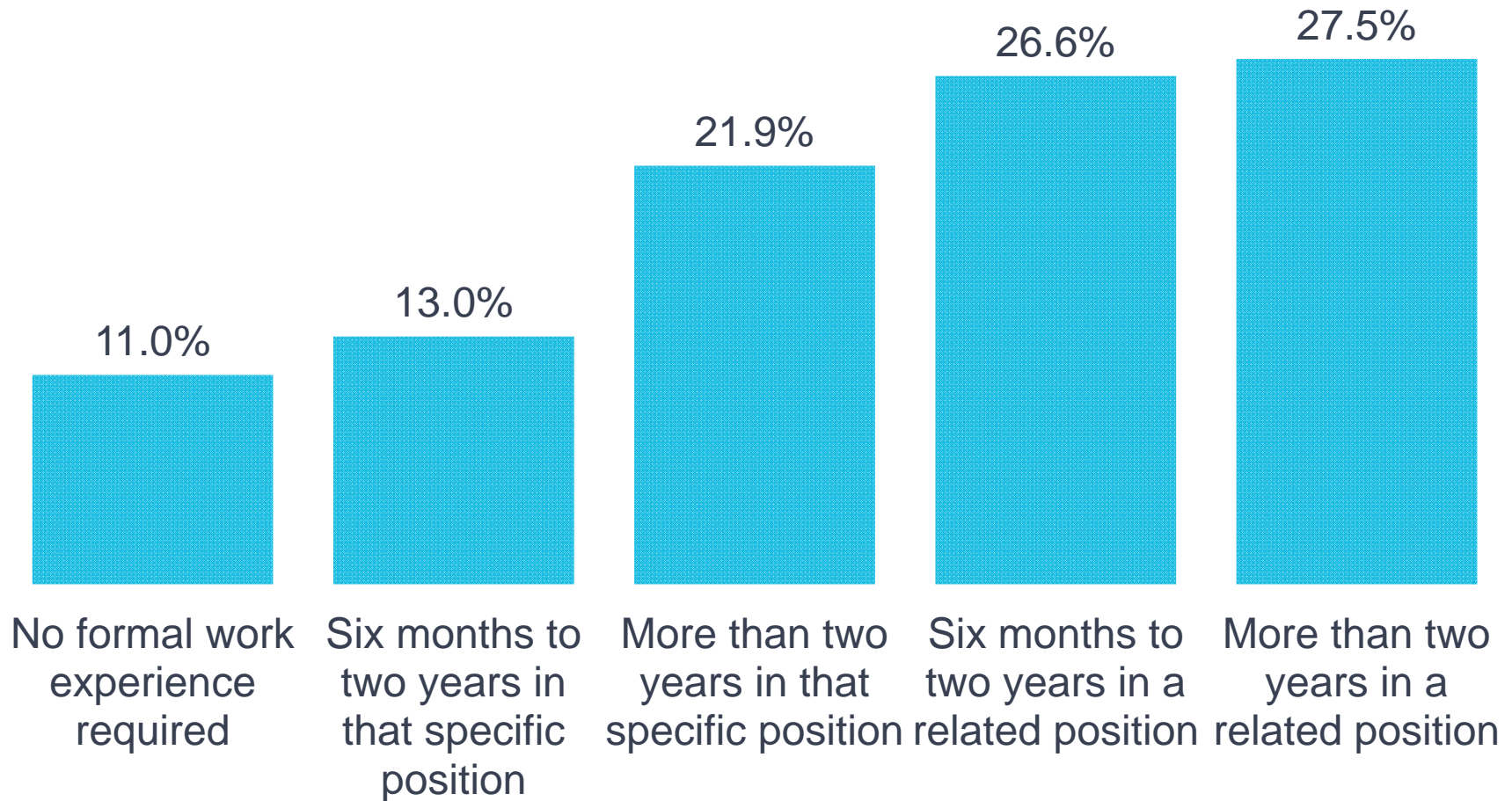
Doctoral or professional degree

| | | | |
|---|---------|----------------------------------|---------|
| Postsecondary Teachers* | \$18.88 | Physical Therapists | \$31.19 |
| Clinical, Counseling, and School Psychologists | \$24.04 | Family & General Practitioners | \$35.42 |
| Biochemists and Biophysicists | \$28.92 | Dentists, General | \$37.96 |
| Veterinarians* | \$29.52 | Physicians & Surgeons, All Other | \$54.43 |
| Medical Scientists, Except Epidemiologists | \$30.66 | | |

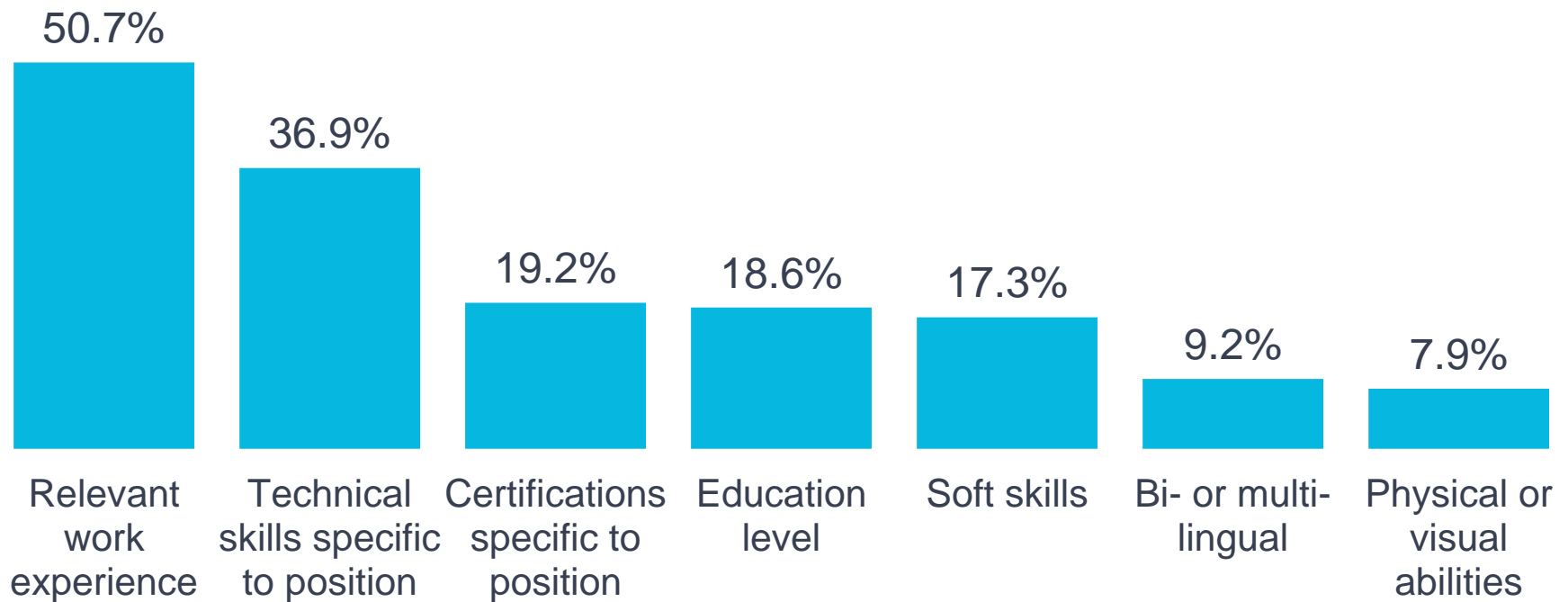
Work Experience

- While BLS data indicates that 46 of the 54 priority jobs require no formal work experience, **89% of respondents** require job applicants to have prior experience.
- **None** of the occupations unanimously indicated requiring no work experience.

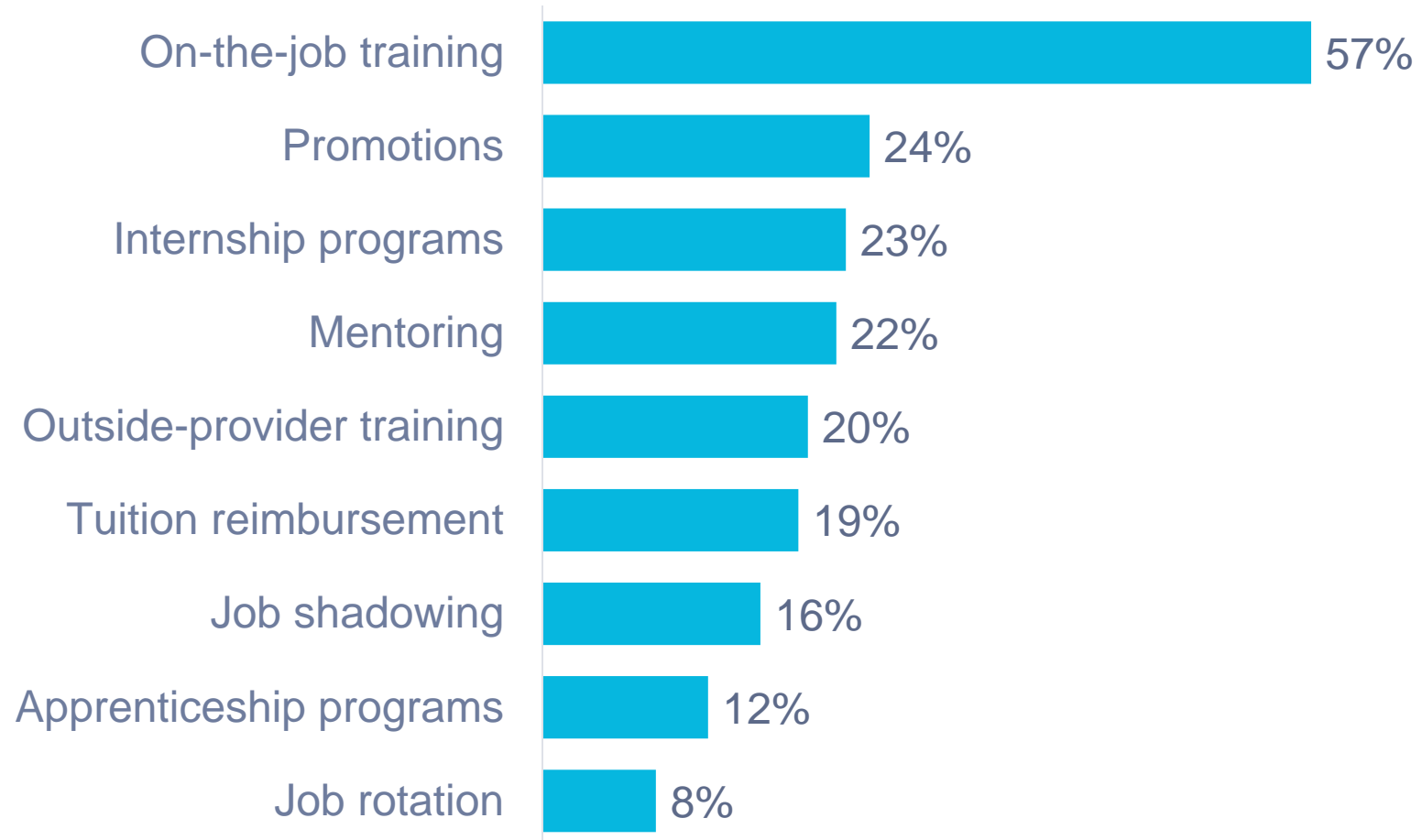
Experience Required by Employers



Areas where employers have most difficulty finding qualified applicants



Employer-Offered Career Development

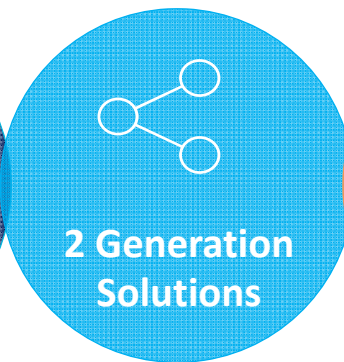


Closing the gap: everyone has a role

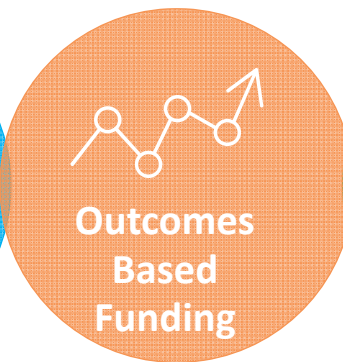
Increase access to education and the world of work to promote upward economic mobility for ALL San Diegans



Goal: To promote inclusive, sustainable work for all, that provides living wages and supports employee growth



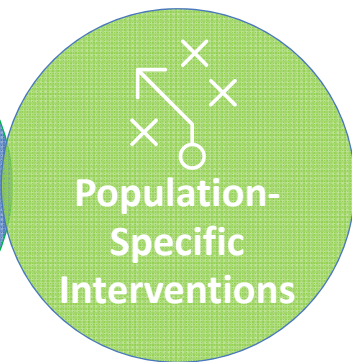
Goal: To address the needs of both children and the adults in their lives together



Goal: To build self-sustainable funding mechanisms that reward impact and are not reliant on grants

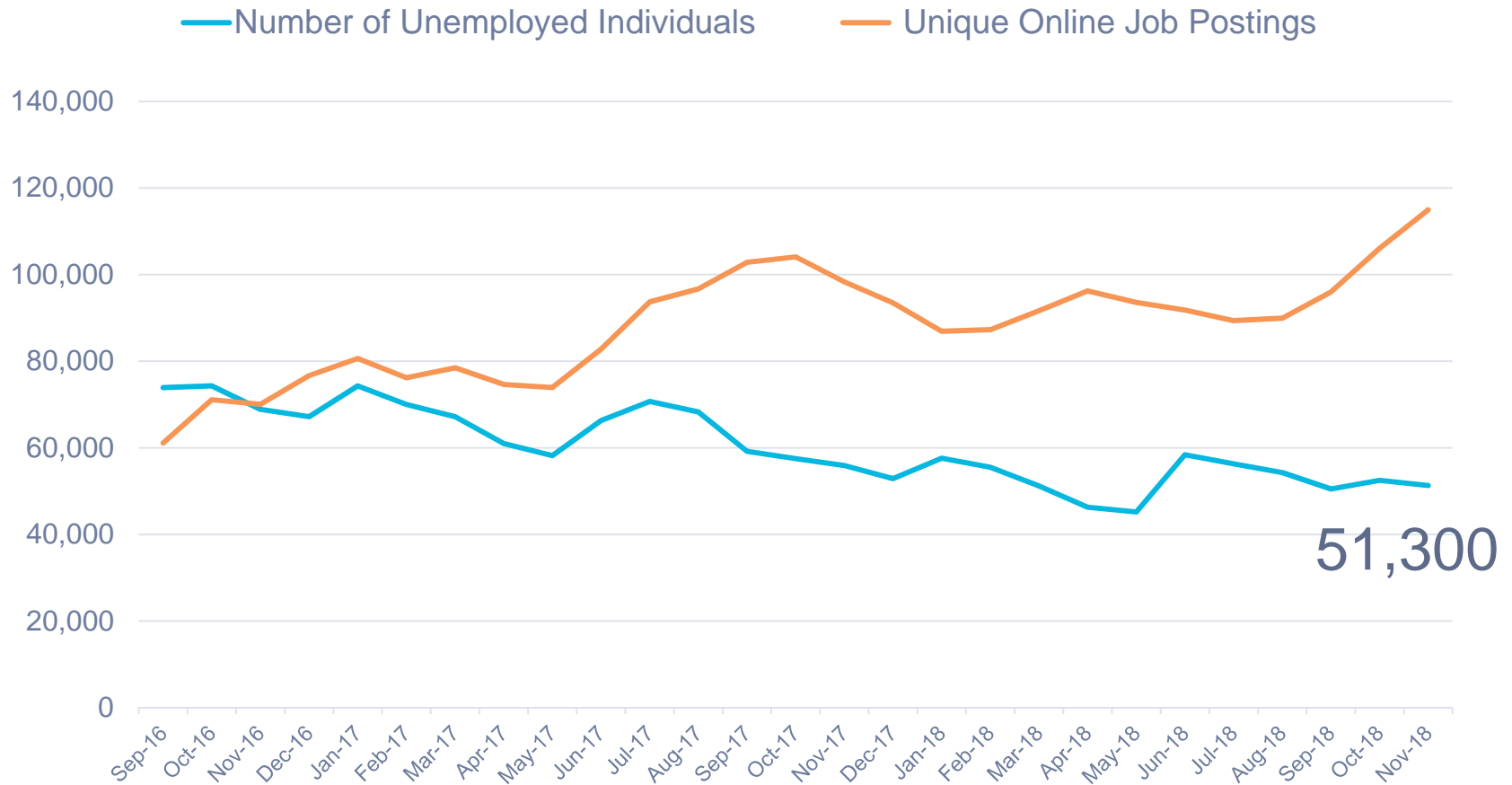


Goal: To promote economic growth for small- and mid-sized businesses by growing a skilled workforce and building business capacity



Goal: To meet the needs of the whole person in a responsive, human-centered way

Online Job Postings vs. Unemployment, San Diego County



Income Sharing Agreements (ISAs)

- Individual receives training with no up-front cost, but with an agreement to pay a set percentage of their income for a finite number of years after completion
- Wrap-around services to meet the needs of the whole person
- Targeting four specific certificate programs

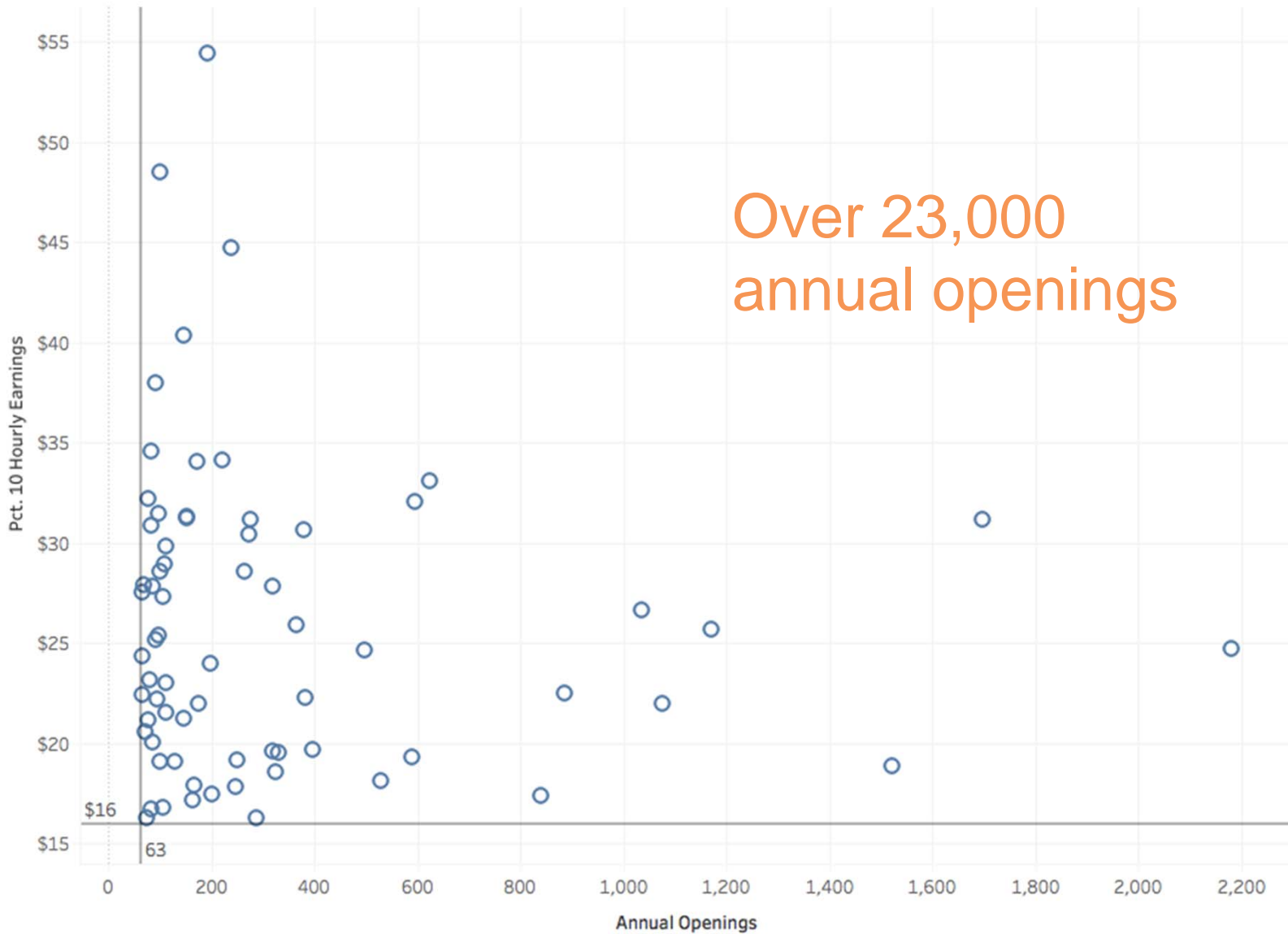
SAN DIEGO
WORKFORCE
PARTNERSHIP

UC San Diego | Extension

Employers: Think before you post

- ✓ What level of education does this position truly require?
- ✓ Would some combination of work experience and training be equivalent to a degree? Make sure applicants know.
- ✓ What quality candidates might you be missing due to overly restrictive hiring practices?
- ✓ Expand your network to make sure your job opportunities are seen by a broad range of applicants

Priority San Diego Occupations, Annual Openings vs Entry-Level Hourly Wages, 2017-2022



Job seekers & students: Get smart about the local labor market



🔍 Search

Login

Sign Up

Assessment

Careers

Programs

Résumé Builder

Welcome to Career Coach

Discover San Diego and Imperial County-based career paths that match your interests.

Take Career Assessment

Take a Career Assessment to learn about yourself and Career Coach will give you career suggestions based on your interests.

Take the Assessment

Browse Careers

Browse or search for careers and we will give you relevant data on wages, employment, and the training you need.

Search for Careers



Or [Browse all Careers](#)

Browse Programs

Browse or search for the available programs that lead to the career you want.

Search for Programs



Or [Browse all Programs](#)

workforce.emsicc.com

Software Developers, Applications

Save

Overview

About

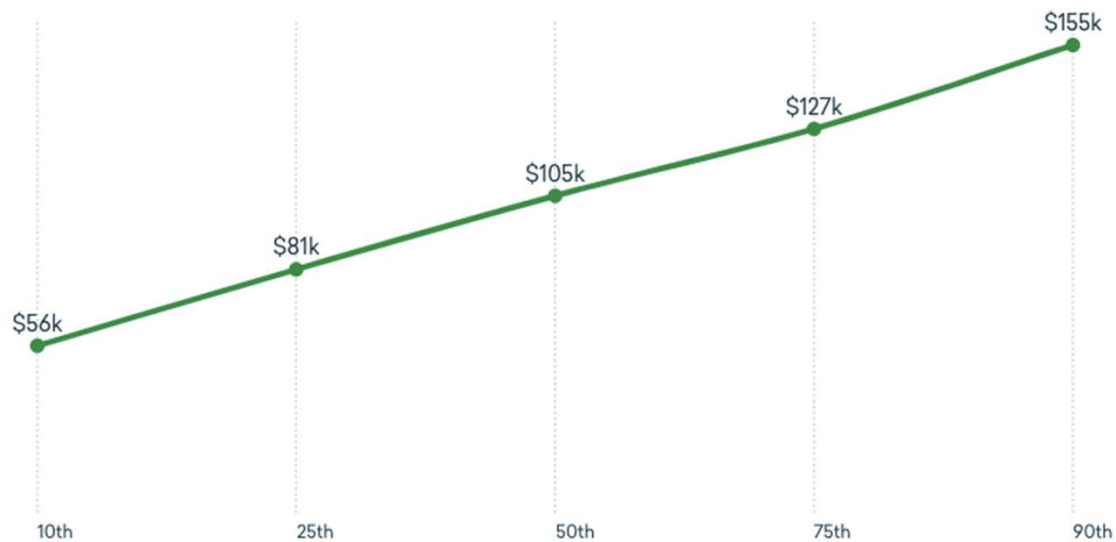
Wages

Employment

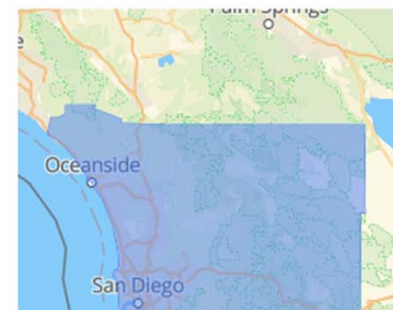
Live Job Postings

Wages

New workers generally start around \$56,017. Normal pay for Software Developers, Applications is \$105,288 per year, while highly experienced workers can earn as much as \$154,833.



Career Filters



workforce.emsicc.com

@s_burns11
@sdworkforce



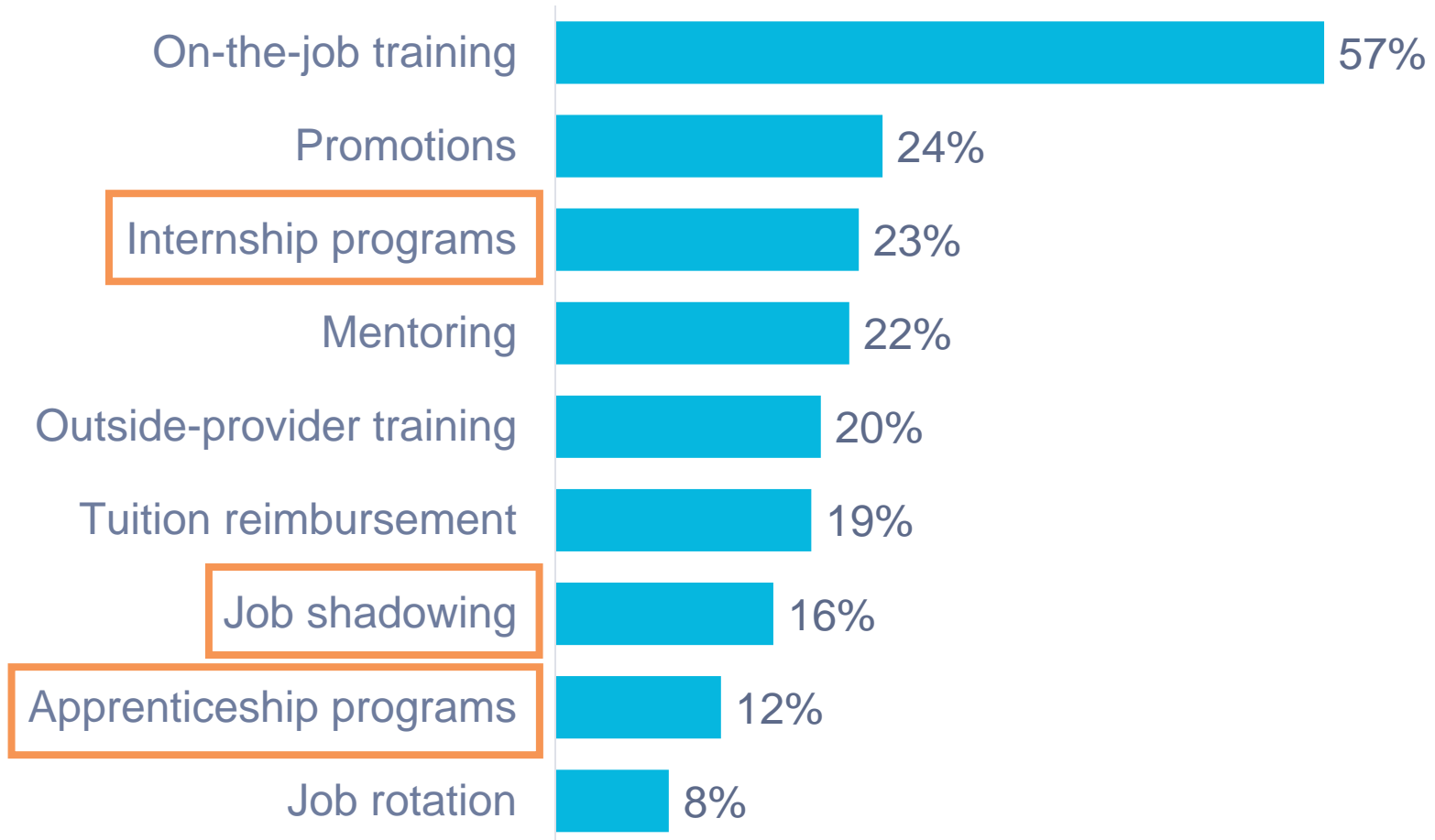
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Everyone: Engage the next generation



Employer-Offered Career Development



Thank You

SarahB@workforce.org
workforce.org/research