



Regional Economic Analysis Profile

Eastern Sierra Region

September 2014



Amador, Calaveras, Inyo, Mariposa, Mono, and Tuolumne Counties



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TABLE OF CONTENTS

Summary of the Eastern Sierra Region Industry Clusters	1
Industry Cluster Descriptions	3
Industry Cluster Definitions	5
Occupational Analysis: Hospitality and Tourism Cluster	7
What is the Hospitality and Tourism Cluster?	8
Top 10 Occupations in the Hospitality and Tourism Cluster.	8
Top 10 Occupations and Recent Job Demand in the Hospitality and Tourism Cluster	9
Top Occupations for the Hospitality and Tourism Cluster by Education Level	10
Skill Requirements in the Hospitality and Tourism Cluster	11
Work Activities in the Hospitality and Tourism Cluster	12
Related Occupations for the Hospitality and Tourism Cluster	13
Employer Demand for the Hospitality and Tourism Cluster	14
Instructional Programs for the Top Hospitality and Tourism Cluster Occupations	15
Geographic Information Systems Maps: Percentage of Total County Establishments: Hospitality and Tourism Cluster	16
Geographic Information Systems Maps: Percentage of Total County Employment: Hospitality and Tourism Cluster	17
Occupational Analysis: Retail Cluster	18
What is the Retail Cluster?	19
Top 10 Occupations in the Retail Cluster.	19
Top 10 Occupations and Recent Job Demand in the Retail Cluster	20
Top Occupations for the Retail Cluster by Education Level	21
Skill Requirements in the Retail Cluster	22
Work Activities in the Retail Cluster.	23
Related Occupations for the Retail Cluster	24
Employer Demand for the Retail Cluster	25
Instructional Programs for the Top Retail Cluster Occupations	26
Geographic Information Systems Maps: Percentage of Total County Establishments: Retail Cluste	27
Geographic Information Systems Maps: Percentage of Total County Employment: Retail Cluster.	28

TABLE OF CONTENTS

Occupational Analysis: Health Care Services Cluster	29
What is the Health Care Services Cluster?	30
Top 10 Occupations in the Health Care Services Cluster	30
Top 10 Occupations and Recent Job Demand in the Health Care Services Cluster	31
Top Occupations for the Health Care Services Cluster by Education Level	32
Skill Requirements in the Health Care Services Cluster	33
Work Activities in the Health Care Services Cluster	34
Related Occupations for the Health Care Services Cluster	35
Employer Demand for the Health Care Services Cluster	36
Instructional Programs for the Top Health Care Services Cluster Occupations	37
Geographic Information Systems Maps: Percentage of Total County Establishments: Health Care Services Cluster	38
Geographic Information Systems Maps: Percentage of Total County Employment: Health Care Services Cluster	39

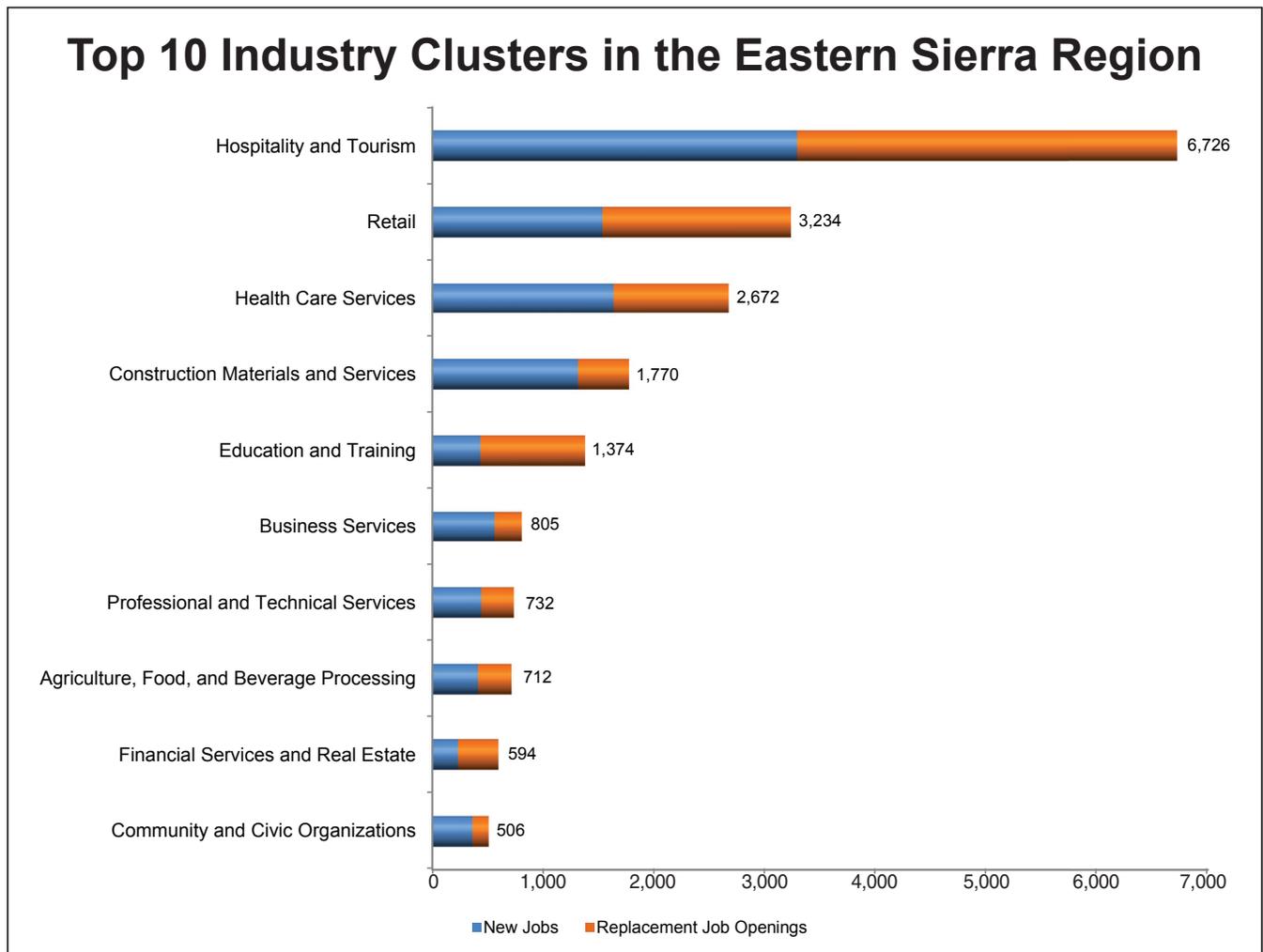
SUMMARY OF THE EASTERN SIERRA REGION INDUSTRY CLUSTERS

What is an Industry Cluster?

Industry clusters are groups of associated industries in a region 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 regional economic growth and boost the number of employment opportunities for a regional 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 regional industry clusters. This report focuses on the future employment demand of regional 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 future job opportunities and help the California workforce development system prepare the state's workforce to compete for these future employment opportunities.



Source: California Employment Development Department, Projections of Employment 2010-2020. Industry and occupational employment projections for 2010-2020 in this report may not be directly comparable to the published 2010-2020 employment projections available online at www.labormarketinfo.edd.ca.gov.

SUMMARY OF THE EASTERN SIERRA REGION INDUSTRY CLUSTERS

The table below lists the estimated numbers of new jobs, replacement needs, and total job openings for the top 10 industry clusters in the Eastern Sierra Region for the 2010-2020 projections period.

Top 10 Industry Clusters in the Eastern Sierra Region	New Jobs ¹	Replacement Needs ²	Total Job Openings ³
Hospitality and Tourism	3,290	3,436	6,726
Retail	1,530	1,704	3,234
Health Care Services	1,630	1,042	2,672
Construction Materials and Services	1,310	460	1,770
Education and Training	430	944	1,374
Business Services	560	245	805
Professional and Technical Services	440	292	732
Agriculture, Food, and Beverage Processing	410	302	712
Financial Services and Real Estate	230	364	594
Community and Civic Organizations	360	146	506

Source: California Employment Development Department, *Projections of Employment 2010-2020*.

¹ 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.

² Replacement needs estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

³ Total job openings are the sum of new jobs and replacement needs.

INDUSTRY CLUSTER DESCRIPTIONS

The **Hospitality and Tourism** industry cluster includes interrelated industries such as eating establishments, hotels and motels, casinos, museums, and sightseeing transportation. During 2012-2013*, this cluster employed more than 10,600 workers, or 17.8 percent of the region's employment. Industries within this cluster with the most projected job openings include:

- Traveler Accommodation
- Restaurants and Other Eating Places
- Other Amusement and Recreation Industries
- RV (Recreational Vehicle) Parks and Recreational Camps
- Drinking Places (Alcoholic Beverages)

The **Retail** industry cluster includes grocery and department stores, dollar stores, retail pharmacies, and clothing specialty stores. During 2012-2013*, this cluster employed almost 5,600 workers, representing 9.4 percent of the region's total employment. Industries projected to have the largest number of jobs (new and replacement) include:

- Grocery Stores
- Department Stores
- Building Material and Supplies Dealers
- Gasoline Stations
- Health and Personal Care Stores

The **Health Care Services** industry cluster includes acute care and outpatient hospitals, nursing home and rehabilitation centers, adult day care centers, and community service agencies for the elderly. It employed more than 5,900 people in the region during 2012-2013*, accounting for 10 percent of the workforce. Industries in this cluster may include both public and private employment. Top industries within this cluster include:

- Home Health Care Services
- Psychiatric and Substance Abuse Hospitals
- Offices of Other Health Practitioners
- Offices of Physicians
- General Medical and Surgical Hospitals

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 2012-2013*, more than 2,500 workers made up the cluster's employment, representing 4.3 percent of the region's total workforce. Top industries within this cluster include:

- Building Equipment Contractors
- Residential Building Construction
- Sawmills and Wood Preservation
- Other Specialty Trade Contractors
- Foundation, Structure, and Building Exterior Contractors

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 2012-2013*, this cluster employed about 4,200 people in the region, accounting for 7.1 percent of the workforce. Top industries within this cluster include:

- Elementary and Secondary Schools
- Junior Colleges
- Other Schools and Instruction
- Educational Support Services
- Technical and Trade Schools

* Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period July 2012 through June 2013.

INDUSTRY CLUSTER DESCRIPTIONS

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 more than 1,100 people during 2012-2013*, or 2 percent of the region's workforce.

Top industries in this cluster include:

- Services to Buildings and Dwellings
- Waste Treatment and Disposal
- Employment Services
- Office Administrative Services
- Waste Collection

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 2012- 2013*, more than 1,500 people were employed in the region, representing 2.6 percent of the region's workforce. Top industries within this cluster include:

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

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 more than 1,300 people during 2012-2013*, or 2.3 percent of the region's workforce. Top industries in this cluster include:

- Beverage Manufacturing
- Animal Slaughtering and Processing
- Support Activities for Crop Production
- Fruit and Tree Nut Farming
- Bakeries and Tortilla Manufacturing

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 1,400 people, which accounted for 2.5 percent of the region's workforce in 2012-2013*. Industries showing the highest projected job openings include:

- Activities Related to Real Estate
- Depository Credit Intermediation
- Agencies, Brokerages, and Other Insurance Related Activities
- Lessors of Real Estate
- Offices of Real Estate Agents and Brokers

The **Community and Civic Organizations** industry cluster includes churches, synagogues, alumni associations, parent-teacher associations, scouting organizations, social clubs, business associations, and professional organizations. In total, the cluster employed almost 700 people and accounted for 1.1 percent of the region's workforce in 2012-2013*. Industries showing the highest projected job openings include:

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

* Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period July 2012 through June 2013.

INDUSTRY CLUSTER DEFINITIONS

The following is a list of the North American Industry Classification System (NAICS) codes and corresponding industries that fall under each of the top 10 industry clusters in the Eastern Sierra Region.

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
- 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

Construction Materials and Services

- 2123 Nonmetallic Mineral Mining and Quarrying
- 2213 Water, Sewage and Other Systems
- 2361 Residential Building Construction
- 2362 Nonresidential Building Construction
- 2372 Land Subdivision
- 2373 Highway, Street, and Bridge Construction
- 2379 Other Heavy and Civil Engineering Construction
- 2381 Foundation, Structure, and Building Exterior Contractors
- 2382 Building Equipment Contractors
- 2383 Building Finishing Contractors
- 2389 Other Specialty Trade Contractors
- 3211 Sawmills and Wood Preservation
- 3271 Clay Product and Refractory Manufacturing
- 3272 Glass and Glass Product Manufacturing
- 3273 Cement and Concrete Product Manufacturing
- 3274 Lime and Gypsum Product Manufacturing
- 3279 Other Nonmetallic Mineral Product Manufacturing
- 3339 Other General Purpose Machinery Manufacturing
- 3351 Electric Lighting Equipment Manufacturing

INDUSTRY CLUSTER DEFINITIONS

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

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

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

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

Agriculture, Food, and Beverage Processing (Continued)

- 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

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

Community and Civic Organizations

- 8131 Religious Organizations
- 8132 Grant making and Giving Services
- 8133 Social Advocacy Organizations
- 8134 Civic and Social Organizations
- 8139 Business, Professional, Labor, Political, and Similar Organizations



Occupational Analysis: Hospitality and Tourism

Eastern Sierra Region
September 2014

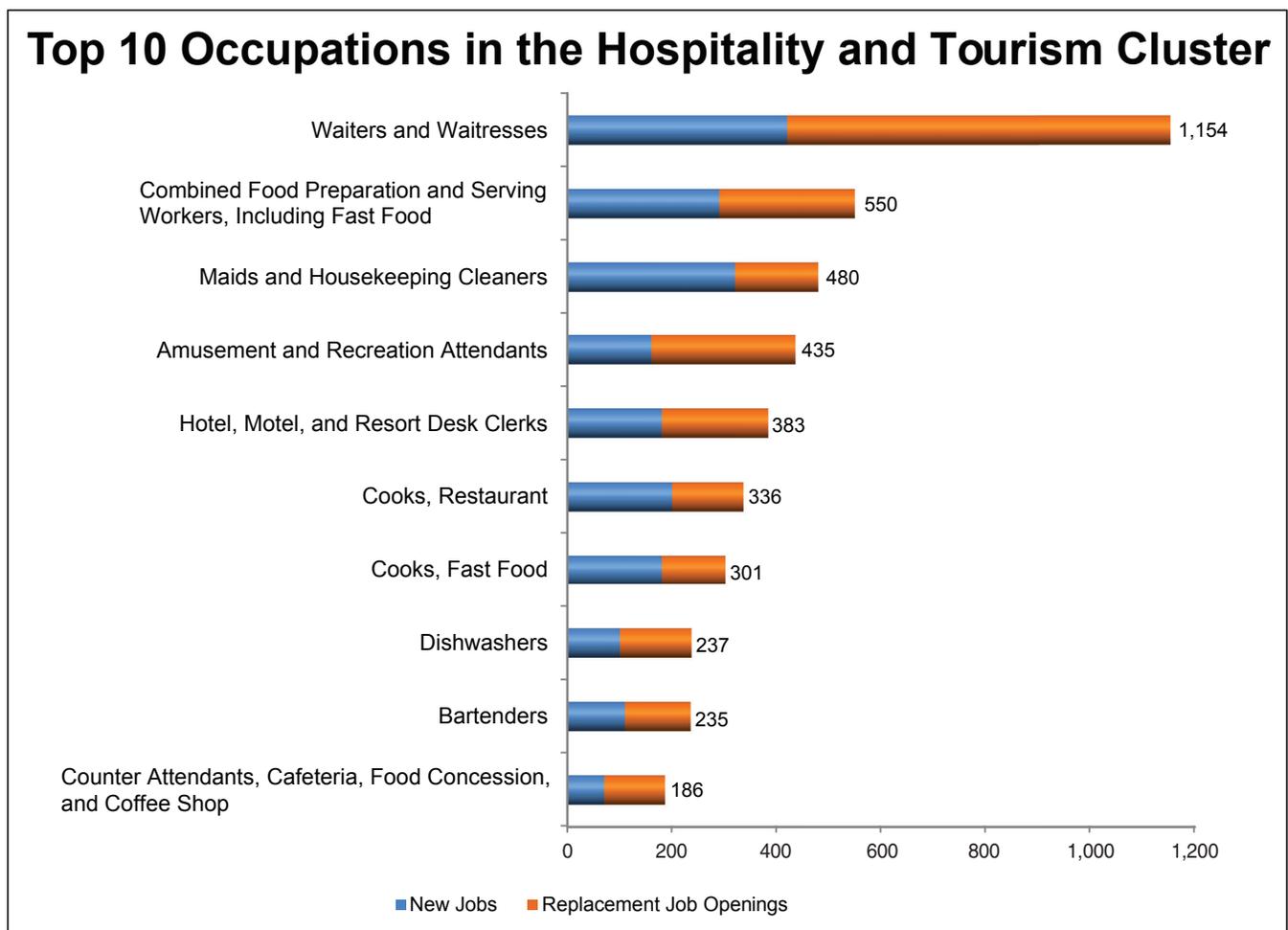
Amador, Calaveras, Inyo, Mariposa, Mono, and Tuolumne Counties

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, and sightseeing transportation. Establishments in this cluster include restaurants, hotels, casinos, golf courses, marinas, and fitness centers. 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 Hospitality and Tourism Cluster

The graph below identifies the top 10 occupations in the Hospitality and Tourism cluster, based on the Eastern Sierra Region's new job growth plus replacement openings. In sum, these 10 occupations represent nearly two-thirds of the 6,726 total job openings projected in this cluster between 2010 and 2020. Moreover, many share the same required skills such as active listening, coordination, and social perceptiveness.⁴



Source: California Employment Development Department, *Projections of Employment 2010-2020*. Industry and occupational employment projections for 2010-2020 in this report may not be directly comparable to the published 2010-2020 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.

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

The table below further profiles the Eastern Sierra Region's top 10 occupations in the Hospitality and Tourism cluster by listing the total job openings for 2010-2020, 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 recent 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.

Occupation	Total Job Openings ⁵ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁶	HWOL Job Advertisements ⁷ (120 days)
Waiters and Waitresses	1,154	\$8.98	\$18,677	Less than high school	19
Combined Food Preparation and Serving Workers, Including Fast Food	550	\$9.37	\$19,494	Less than high school	18
Maids and Housekeeping Cleaners	480	\$10.50	\$21,845	Less than high school	22
Amusement and Recreation Attendants	435	\$10.47	\$21,779	Less than high school	1
Hotel, Motel, and Resort Desk Clerks	383	\$11.11	\$23,110	High school diploma or equivalent	8
Cooks, Restaurant	336	\$12.52	\$26,025	Less than high school	30
Cooks, Fast Food	301	\$9.17	\$19,077	Less than high school	3
Dishwashers	237	\$9.20	\$19,140	Less than high school	6
Bartenders	235	\$9.05	\$18,825	Less than high school	5
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	186	\$9.15	\$19,028	Less than high school	1

Source: California Employment Development Department, *Projections of Employment 2010-2020*; *Occupational Employment Statistics Wage Survey*, updated to 1st Q, 2014; *The Conference Board Help Wanted OnLine™ (HWOL) Data Series*, 120-day period ending August 12, 2014.

⁵ Total job openings are the sum of new jobs and replacement needs.

⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

⁷ 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 Eastern Sierra Region's projected total job openings and median hourly and annual wages. In addition, recent totals of online job advertisements over a recent 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.

Occupation	Total Job Openings ⁸ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Advertisements (120 days)
Requires a Bachelor's Degree or Higher				
Coaches and Scouts	60	N/A	\$39,453	4
Meeting, Convention, and Event Planners	34	\$20.22	\$42,054	3
Recreation Workers	30	\$10.28	\$21,376	8
General and Operations Managers	17	\$35.33	\$73,492	11
Financial Managers	14	\$39.65	\$82,463	7
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Massage Therapists	45	\$17.70	\$36,831	6
Skincare Specialists	2	N/A	N/A	0
Electric Motor, Power Tool, and Related Repairers	1	\$14.57	\$30,325	0
Requires a High School Diploma or Equivalent or Less				
Waiters and Waitresses	1,154	\$8.98	\$18,677	19
Combined Food Preparation and Serving Workers, Including Fast Food	550	\$9.37	\$19,494	18
Maids and Housekeeping Cleaners	480	\$10.50	\$21,845	22
Amusement and Recreation Attendants	435	\$10.47	\$21,779	1
Hotel, Motel, and Resort Desk Clerks	383	\$11.11	\$23,110	8

Source: California Employment Development Department, Projections of Employment 2010-2020; Occupational Employment Statistics Wage Survey, updated to 1st Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending August 12, 2014.

⁸ Total job openings are the sum of new jobs and replacement needs.

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. Critical thinking, active listening, and monitoring are the most commonly shared skills, followed by 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).

Occupation	Skills																											
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Equipment Selection	Instructing	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Operations Analysis	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing	Service Orientation	Social Perceptiveness	Speaking	Systems Evaluation	Time Management	Troubleshooting	Writing	
Requires a Bachelor's Degree or Higher																												
Coaches and Scouts		•		•	•				•	•		•	•															
Financial Managers ⁹		•			•				•		•	•					•		•				•			•		•
General and Operations Managers	•	•		•	•						•	•							•			•	•					•
Meeting, Convention, and Event Planners		•		•	•							•	•			•			•		•		•			•		
Recreation Workers		•		•	•				•		•	•							•		•	•	•					
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																												
Electric Motor, Power Tool, and Related Repairers	•		•		•	•	•								•			•	•	•								•
Massage Therapists	•	•			•				•			•							•		•	•	•					•
Skincare Specialists	•	•	•	•	•				•		•								•		•		•					
Requires a High School Diploma or Equivalent or Less																												
Amusement and Recreation Attendants		•		•	•				•			•		•			•				•	•	•					
Combined Food Preparation and Serving Workers, Including Fast Food		•		•	•				•	•	•	•									•	•	•					
Hotel, Motel, and Resort Desk Clerks		•		•	•				•			•					•		•		•	•				•		
Maids and Housekeeping Cleaners		•	•	•	•							•							•		•	•	•			•		
Waiters and Waitresses		•		•	•				•	•	•	•					•				•	•						

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

⁹ Skills listed represent Financial Managers, Branch or Department, a specialty occupation of Financial Managers.

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 Occupation	Related Occupations
Requires a Bachelor's Degree or Higher	
Coaches and Scouts	<ul style="list-style-type: none"> • Secondary School Teachers, Except Special and Career/Technical Education • Health Educators • Recreation Workers
Financial Managers	<ul style="list-style-type: none"> • Sales Agents, Financial Services • Human Resources Specialists • Auditors
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
Meeting, Convention, and Event Planners	<ul style="list-style-type: none"> • Human Resources Specialists • Marketing Managers • Public Relations Specialists
Recreation Workers	<ul style="list-style-type: none"> • Coaches and Scouts • Social and Human Service Assistants • Preschool Teachers, Except Special Education
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Electric Motor, Power Tool, and Related Repairers	<ul style="list-style-type: none"> • Automotive Master Mechanics • Maintenance and Repair Workers, General • Machinists
Massage Therapists	<ul style="list-style-type: none"> • Skincare Specialists • Hairdressers, Hairstylists, and Cosmetologists • Manicurists and Pedicurists
Skincare Specialists	<ul style="list-style-type: none"> • Hairdressers, Hairstylists, and Cosmetologists • Dental Assistants • Medical Assistants
Requires a High School Diploma or Equivalent or Less	
Amusement and Recreation Attendants	<ul style="list-style-type: none"> • Combined Food Preparation and Serving Workers, Including Fast Food • Counter and Rental Clerks • Stock Clerks, Sales Floor
Combined Food Preparation and Serving Workers, Including Fast Food	<ul style="list-style-type: none"> • Cooks, Fast Food • Food Servers, Nonrestaurant • Amusement and Recreation Attendants
Hotel, Motel, and Resort Desk Clerks	<ul style="list-style-type: none"> • Tellers • Retail Salespersons • Customer Service Representatives
Maids and Housekeeping Cleaners	<ul style="list-style-type: none"> • Food Preparation Workers • Dining Room and Cafeteria Attendants and Bartender Helpers • Dishwashers
Waiters and Waitresses	<ul style="list-style-type: none"> • Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop • Counter Attendants, Cafeteria, Food Concession, and Coffee Shop • Cashiers

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 Eastern Sierra Region employers in the Hospitality and Tourism cluster who posted the most job advertisements during the 120-day period ending August 13, 2014. 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 ¹¹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Four Seasons Hotels and Resorts	26	0	26	N/A
Starbucks	13	5	8	160.0%
Paiute Palace Casino	6	0	6	N/A
McDonald's Corporation	5	0	5	N/A
Camanche Recreation Company	4	2	2	100.0%
Jackson Rancheria Casino & Hotel	2	9	-7	-77.8%
National Park Service	2	0	2	N/A
Panda Express	2	0	2	N/A
Hotel Sutter	1	0	1	N/A
Camp Tawonga	1	0	1	N/A
Tenaya Lodge	1	0	1	N/A
Sodexo Inc.	1	0	1	N/A
Wyndham Hotel Group	1	0	1	N/A
Dish	1	2	-1	-50.0%
Motel 6	1	0	1	N/A
Enterprise Holdings	1	0	1	N/A

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending August 13, 2014.

¹¹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Hospitality and Tourism Cluster Occupations

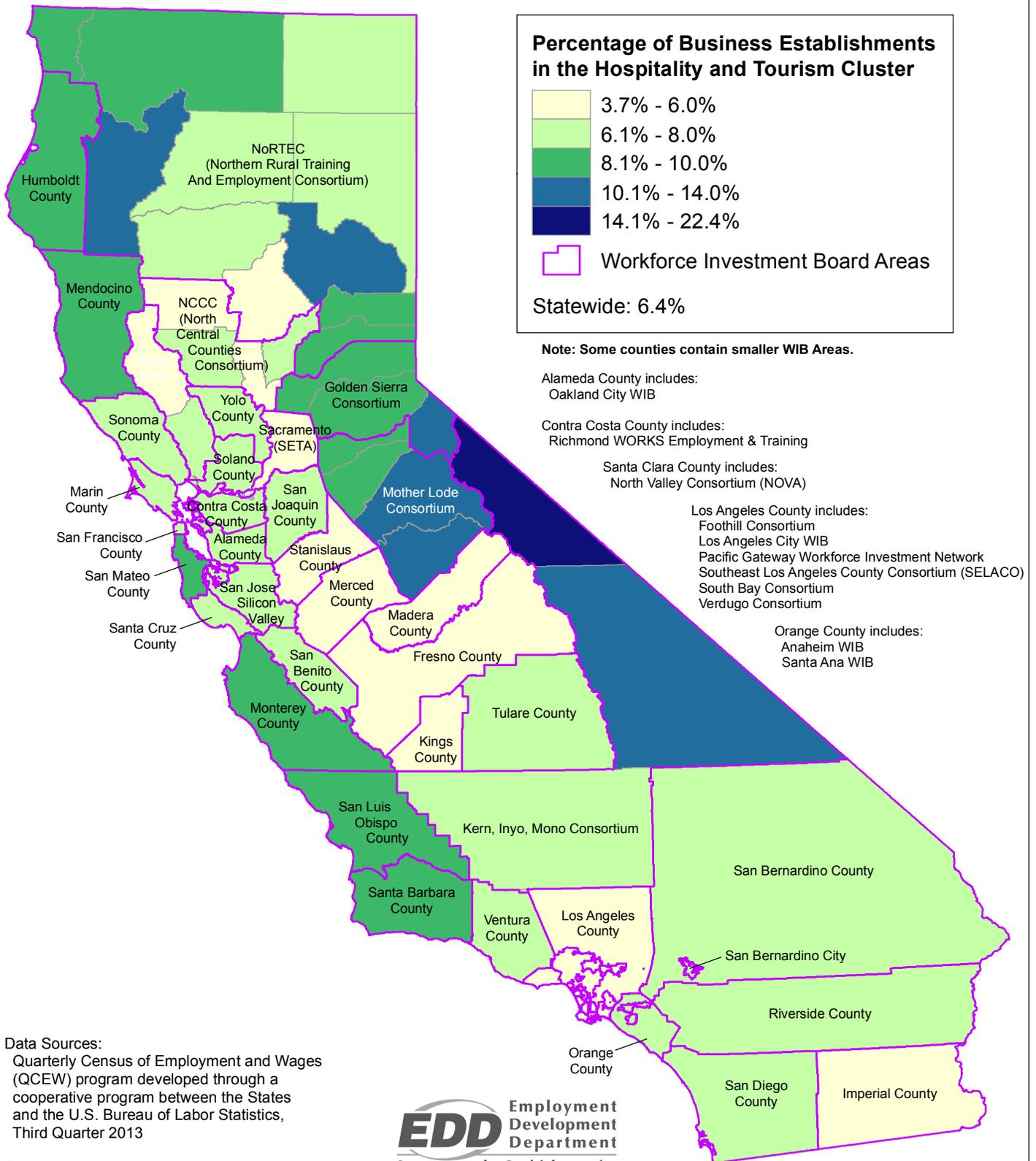
The table below provides examples of instructional programs related to top occupations in the Hospitality and Tourism cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Hospitality 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.

Occupation	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Amusement and Recreation Attendants	N/A	N/A	N/A	N/A
Combined Food Preparation and Serving Workers, Including Fast Food	N/A	N/A	N/A	N/A
Electric Motor, Power Tool, and Related Repairers	47.0101	Electrical/Electronics Equipment Installation and Repair, General	093400	Electronics and Electric Technology
Hotel, Motel, and Resort Desk Clerks	N/A	N/A	050940	Sales and Salesmanship
Maids and Housekeeping Cleaners	N/A	N/A	N/A	N/A
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		
Waiters and Waitresses	N/A	N/A	N/A	N/A

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](http://www.nces.ed.gov) at www.nces.ed.gov; [California Community Colleges TOP-to-CIP Crosswalk](http://www.cccco.edu) 6th Edition (2009), www.cccco.edu.

California Hospitality and Tourism Cluster

Percentage of Total County Establishments, 2013



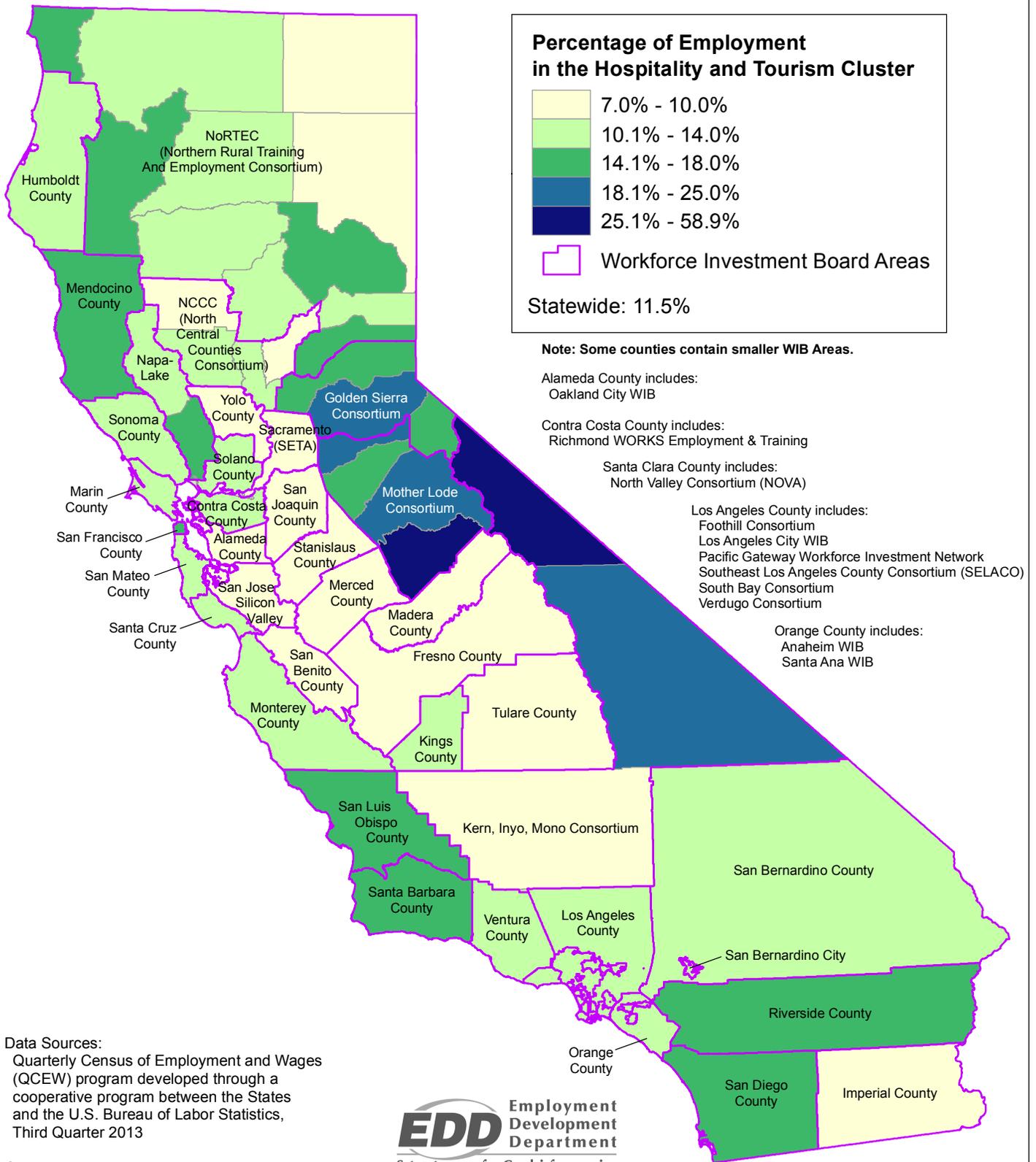
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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



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





Occupational Analysis: Retail Cluster

Eastern Sierra Region

September 2014

Amador, Calaveras, Inyo, Mariposa, Mono, and Tuolumne Counties

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 the Eastern Sierra Region's new job growth plus replacement openings. In sum, these 10 occupations represent more than three-quarters of the 3,234 total job openings projected in this cluster between 2010 and 2020. Moreover, many share the same required skills such as critical thinking, active listening, reading comprehension, and speaking.¹²



Source: California Employment Development Department, *Projections of Employment 2010-2020*. Industry and occupational employment projections for 2010-2020 in this report may not be directly comparable to the published 2010-2020 employment projections available online at www.labormarketinfo.edd.ca.gov.

¹² U.S. Department of Labor's [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

Top 10 Occupations and Recent Job Demand in the Retail Cluster

The table below further profiles the Eastern Sierra Region's top 10 occupations in the Retail cluster by listing the total job openings for 2010-2020, 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 recent 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.

Occupation	Total Job Openings ¹³ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ¹⁴	HWOL Job Advertisements ¹⁵ (120 days)
Cashiers	1,056	\$10.57	\$21,986	Less than high school	16
Retail Salespersons	576	\$11.15	\$23,176	Less than high school	52
Stock Clerks and Order Fillers	252	\$10.38	\$21,595	Less than high school	24
First-Line Supervisors of Retail Sales Workers	240	\$17.28	\$35,942	High school diploma or equivalent	74
Combined Food Preparation and Serving Workers, Including Fast Food	112	\$9.37	\$19,494	Less than high school	18
Packers and Packagers, Hand	101	\$9.53	\$19,826	Less than high school	0
Butchers and Meat Cutters	59	\$16.55	\$34,430	Less than high school	4
Parts Salespersons	46	\$11.53	\$23,981	Less than high school	0
Bookkeeping, Accounting, and Auditing Clerks	45	\$17.50	\$36,395	High school diploma or equivalent	11
General and Operations Managers	42	\$35.33	\$73,492	Bachelor's degree	11

Source: California Employment Development Department, *Projections of Employment 2010-2020; Occupational Employment Statistics Wage Survey, updated to 1st Q, 2014*; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending August 12, 2014.

¹³ Total job openings are the sum of new jobs and replacement needs.

¹⁴ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

¹⁵ 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 Eastern Sierra Region's projected total job openings and median hourly and annual wages. In addition, totals of online job advertisements over a recent 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.

Occupation	Total Job Openings ¹⁶ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Advertisements (120 days)
Requires a Bachelor's Degree or Higher				
General and Operations Managers	42	\$35.33	\$73,492	11
Pharmacists	40	\$65.89	\$137,052	11
Sales Managers	19	\$27.48	\$57,160	3
Accountants and Auditors	12	\$26.39	\$54,878	8
Cost Estimators	6	\$24.19	\$50,309	0
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
First-Line Supervisors of Production and Operating Workers	13	\$28.03	\$58,309	14
Computer, Automated Teller, and Office Machine Repairers	5	N/A	N/A	0
Heavy and Tractor-Trailer Truck	2	\$19.52	\$40,599	17
Architectural and Civil Drafters	2	\$26.05	\$54,195	0
Requires a High School Diploma or Equivalent or Less				
Cashiers	1,056	\$10.57	\$21,986	16
Retail Salespersons	576	\$11.15	\$23,176	52
Stock Clerks and Order Fillers	252	\$10.38	\$21,595	24
First-Line Supervisors of Retail	240	\$17.28	\$35,942	74
Combined Food Preparation and Serving Workers, Including Fast	112	\$9.37	\$19,494	18

Source: California Employment Development Department, Projections of Employment 2010-2020; Occupational Employment Statistics Wage Survey, updated to 1st Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending August 12, 2014.

¹⁶ Total job openings are the sum of new jobs and replacement needs.

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 reading comprehension, 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).

Occupation	Skills																										
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Instructing	Judgment and Decision Making	Learning Strategies	Management of Financial Resources	Management of Personnel Resources	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Reading Comprehension	Repairing	Science	Service Orientation	Social Perceptiveness	Speaking	Systems Analysis	Time Management	Troubleshooting	Writing
Requires a Bachelor's Degree or Higher																											
Accountants and Auditors ¹⁷	•	•			•			•				•	•					•					•	•			•
Cost Estimators	•	•	•		•					•		•	•					•					•				•
General and Operations Managers	•	•		•	•						•		•					•				•	•				•
Pharmacists	•	•			•		•	•					•					•		•			•				•
Sales Managers			•	•	•			•			•		•				•					•	•			•	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																											
Architectural and Civil Drafters ¹⁸	•		•	•	•			•				•	•					•					•	•			
Computer, Automated Teller, and Office Machine Repairers	•	•		•	•								•		•	•		•	•								•
First-Line Supervisors of Production and Operating Workers		•	•	•	•						•						•					•	•		•		•
Heavy and Tractor-Trailer Truck Drivers		•	•		•	•									•	•		•	•				•			•	
Requires a High School Diploma or Equivalent or Less																											
Cashiers		•		•	•								•					•				•	•	•		•	•
Combined Food Preparation and Serving Workers, Including Fast Food		•		•	•		•	•	•		•											•	•	•			
First-Line Supervisors of Retail Sales Workers					•		•				•		•	•			•	•				•	•		•		
Retail Salespersons		•		•	•								•	•			•	•				•	•	•			
Stock Clerks and Order Fillers ¹⁹	•	•	•	•	•			•					•					•				•	•				

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

¹⁷ Skills listed represent Accountants, a specialty occupation of Accountants and Auditors.

¹⁸ Skills listed represent Architectural Drafters, a specialty occupation of Architectural and Civil Drafters.

¹⁹ Skills listed represent Stock Clerks, Sales Floor, a specialty occupation of Stock Clerks and Order Fillers.

Work Activities in the Retail Cluster

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

Occupation	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	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	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																																						
Accountants and Auditors ²⁰	●			●					●	●	●							●				●	●			●										●		
Cost Estimators	●			●			●			●		●						●				●				●	●										●	
General and Operations Managers				●	●		●			●									●		●										●	●		●				
Pharmacists	●	●							●	●						●				●				●		●											●	
Sales Managers			●	●	●				●					●					●				●									●	●					
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																						
Architectural and Civil Drafters ²¹				●			●	●	●		●				●							●													●		●	
Computer, Automated Teller, and Office Machine Repairers				●					●						●			●	●			●												●		●		
First-Line Supervisors of Production and Operating Workers			●	●	●				●					●	●												●											
Heavy and Tractor-Trailer Truck Drivers				●					●					●	●	●				●		●	●			●												
Cashiers			●	●					●					●											●	●								●	●			
Requires a High School Diploma or Equivalent or Less																																						
Combined Food Preparation and Serving Workers, Including Fast Food			●	●	●				●					●	●																						●	
First-Line Supervisors of Retail Sales Workers			●	●					●					●	●							●																
Retail Salespersons			●	●					●					●	●							●													●	●		●
Stock Clerks and Order Fillers ²²			●	●					●					●	●							●					●	●									●	●

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

²⁰ Work activities listed represent Accountants, a specialty occupation of Accountants and Auditors.

²¹ Work activities listed represent Architectural Drafters, a specialty occupation of Architectural and Civil Drafters.

²² Work activities listed represent Stock Clerks, Sales Floor, a specialty occupation of Stock Clerks and Order Fillers.

Related Occupations for the Retail Cluster

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

Retail Occupation	Related Occupations
Requires a Bachelor's Degree or Higher	
Accountants and Auditors	<ul style="list-style-type: none"> • Risk Management Specialists • Personal Financial Advisors • Financial Analysts
Cost Estimators	<ul style="list-style-type: none"> • Risk Management Specialists • Supply Chain Managers • Market Research Analysts and Marketing Specialists
General and Operations Managers	<ul style="list-style-type: none"> • First-Line Supervisors of Office and Administrative Support Workers • Logistics Managers • Storage and Distribution Managers
Pharmacists	<ul style="list-style-type: none"> • Nursing Instructors and Teachers, Postsecondary • Medical Scientists, Except Epidemiologists • Health Specialties Teachers, Postsecondary
Sales Managers	<ul style="list-style-type: none"> • Financial Managers, Branch or Department • Logistics Managers • Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Architectural and Civil Drafters	<ul style="list-style-type: none"> • Geographic Information Systems Technicians • Commercial and Industrial Designers • Civil Engineering Technicians
Computer, Automated Teller, and Office Machine Repairers	<ul style="list-style-type: none"> • Computer User Support Specialists • Electrical Engineering Technicians • Security and Fire Alarm Systems Installers
First-Line Supervisors of Production and Operating Workers	<ul style="list-style-type: none"> • Non-Destructive Testing Specialists • First-Line Supervisors of Construction Trades and Extraction Workers • First-Line Supervisors of Mechanics, Installers, and Repairers
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Pile-Driver Operators • Light Truck or Delivery Services Drivers • Highway Maintenance Workers
Requires a High School Diploma or Equivalent or Less	
Cashiers	<ul style="list-style-type: none"> • Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop • Counter Attendants, Cafeteria, Food Concession, and Coffee Shop • Counter and Rental Clerks
Combined Food Preparation and Serving Workers, Including Fast Food	<ul style="list-style-type: none"> • Cooks, Fast Food • Amusement and Recreation Attendants • Waiters and Waitresses
First-Line Supervisors of Retail Sales Workers	<ul style="list-style-type: none"> • First-Line Supervisors of Food Preparation and Serving Workers • Hotel, Motel, and Resort Desk Clerks • Retail Salespersons
Retail Salespersons	<ul style="list-style-type: none"> • Hotel, Motel, and Resort Desk Clerks • Tellers • First-Line Supervisors of Retail Sales Workers
Stock Clerks and Order Fillers	<ul style="list-style-type: none"> • Cashiers • Marketing Clerks • Counter and Rental 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 Retail Cluster

The following table lists the Eastern Sierra Region's employers in the Retail cluster who posted the most job advertisements during the 120-day period ending August 13, 2014. 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 ²³ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Sears Holdings	37	22	15	68.2%
Lowe's	24	17	7	41.2%
The Dollar General	19	0	19	N/A
Kmart	10	0	10	N/A
Safeway Companies	8	6	2	33.3%
Staples	6	3	3	100.0%
Quality Foods	6	0	6	N/A
JoAnn	5	0	5	N/A
GNC	3	2	1	50.0%
Rite Aid	3	7	-4	-57.1%
CVS	3	15	-12	-80.0%
Ross Dress For Less	1	1	0	0.0%
Apex Systems, Inc.	1	0	1	N/A
Nestle	1	0	1	N/A
Polo Ralph Lauren	1	0	1	N/A
The Vons Companies, Inc.	1	3	-2	-66.7%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending August 13, 2014.

²³ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Retail Cluster Occupations

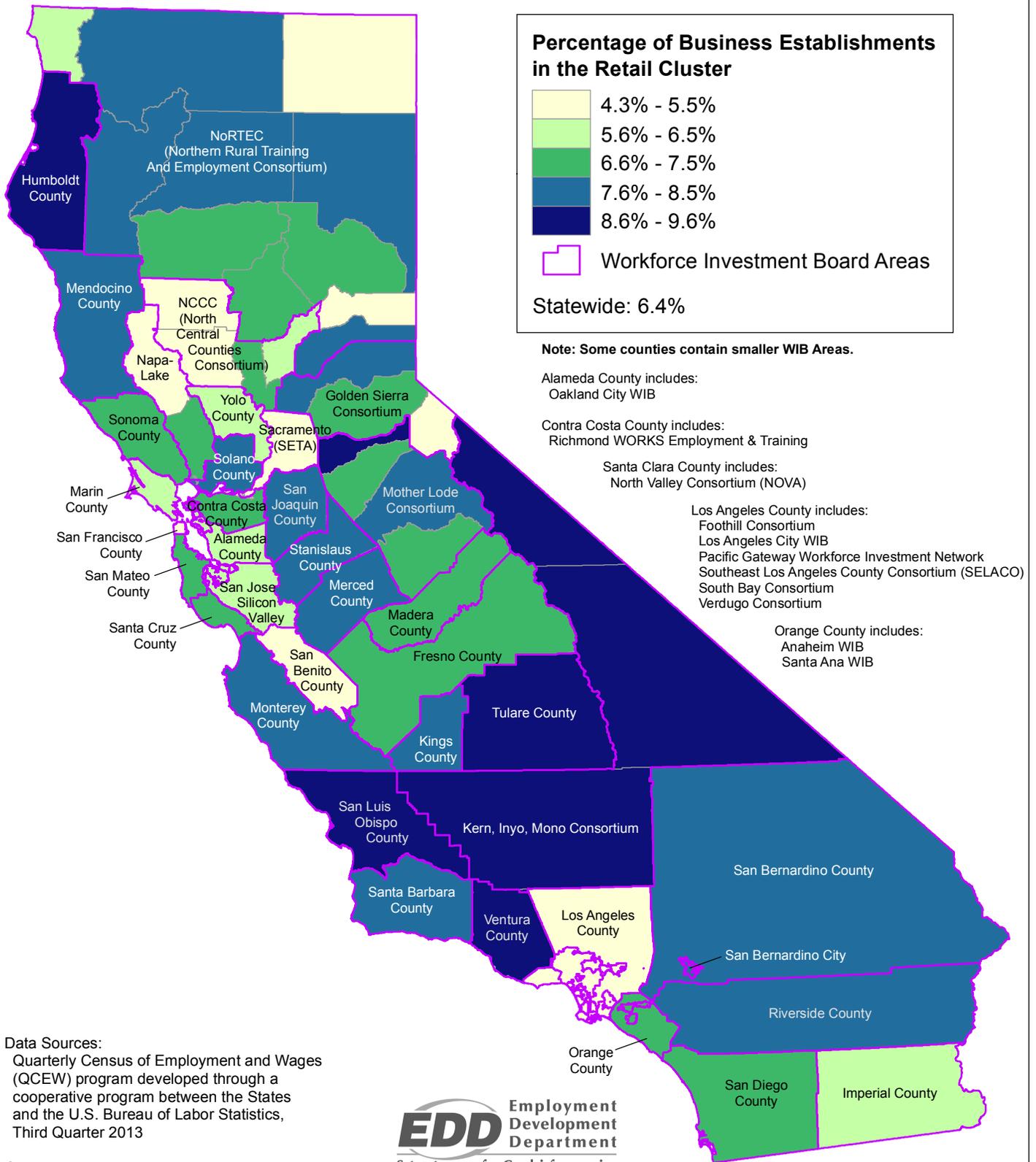
The table below provides examples of instructional programs related to top occupations in the Retail cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Retail cluster. To view a 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.

Occupation	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Architectural and Civil Drafters	04.0902	Architectural and Building Sciences/ Technology	095300	Drafting Technology
	15.1301	Drafting and Design Technology/ Technician, General	095310	Architectural Drafting
	15.1302	CAD/CADD Drafting and/or Design Technology/Technician	095320	Civil Drafting
Cashiers	N/A	N/A	050650	Retail Store Operations and Management
Combined Food Preparation and Serving Workers, Including Fast Food	N/A	N/A	N/A	N/A
Computer, Automated Teller, and Office Machine Repairers	47.0102	Business Machine Repair	093410	Computer Electronics
	47.0104	Computer Installation and Repair Technology/Technician		
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
First-Line Supervisors of Retail Sales Workers	52.0212	Retail Management	050940	Sales and Salesmanship
	52.1803	Retailing and Retail Operations	050970	E-Commerce (business emphasis)
	52.1804	Selling Skills and Sales Operations	050650	Retail Store Operations and Management
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Retail Salespersons	N/A	N/A	050650	Retail Store Operations and Management
			050900	Marketing and Distribution
			050940	Sales and Salesmanship
Stock Clerks and Order Fillers	N/A	N/A	050650	Retail Store Operations and Management

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](http://www.nces.ed.gov/ipeds) at www.nces.ed.gov; [California Community Colleges TOP-to-CIP Crosswalk](http://www.cccco.edu) 6th Edition (2009), www.cccco.edu.

California Retail Cluster

Percentage of Total County Establishments, 2013



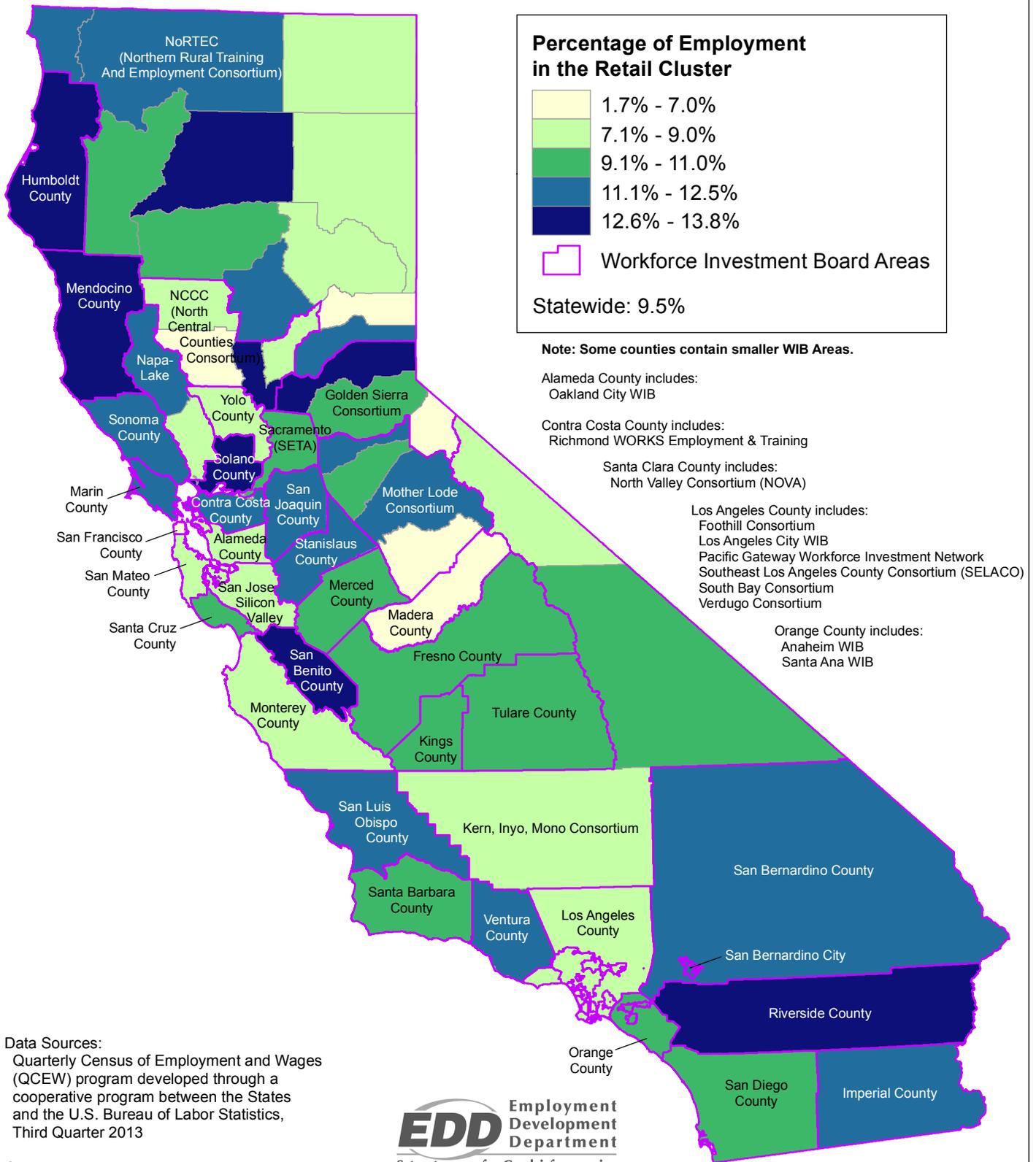
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Cartography by:
 Labor Market Information Division
 California Employment Development Department
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 July 2014



California Retail Cluster

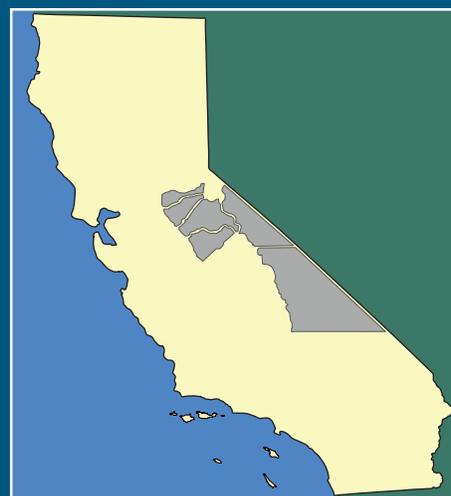
Percentage of Total County Employment, 2013



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

Cartography by:
Labor Market Information Division
California Employment Development Department
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July 2014





Occupational Analysis: Health Care Services

Eastern Sierra Region

September 2014

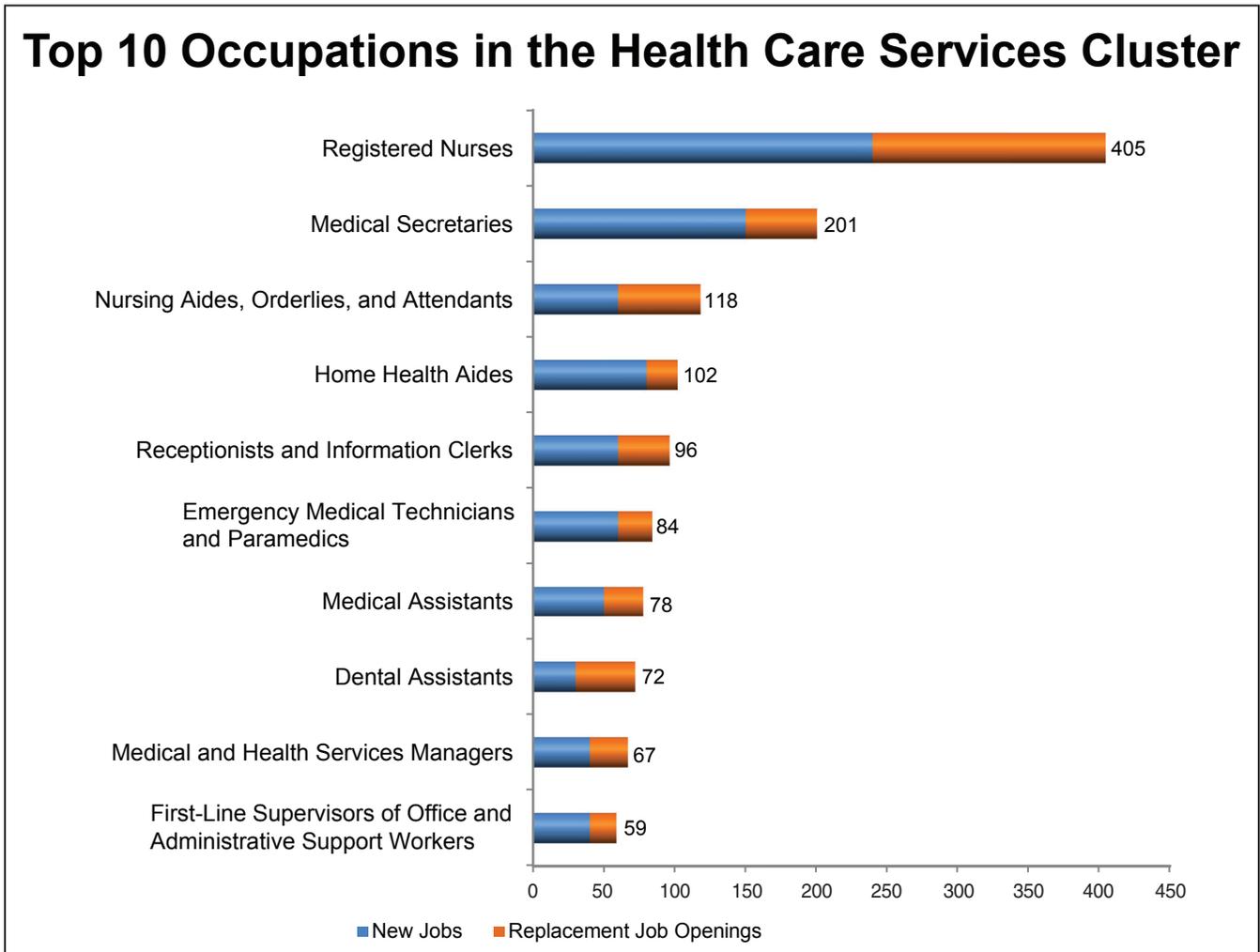
Amador, Calaveras, Inyo, Mariposa, Mono, and Tuolumne Counties

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 the Eastern Sierra Region’s new job growth plus replacement openings. In sum, these 10 occupations represent nearly half of the 2,672 total job openings projected in this cluster between 2010 and 2020. Moreover, many share the same required skills such as active listening, critical thinking, speaking, social perceptiveness, reading comprehension, coordination, and monitoring.²⁴



Source: California Employment Development Department, *Projections of Employment 2010-2020*. Industry and occupational employment projections for 2010-2020 in this report may not be directly comparable to the published 2010-2020 employment projections available online at www.labormarketinfo.edd.ca.gov.

²⁴ U.S. Department of Labor’s [Occupational Information Network \(O*NET\)](http://www.onetonline.org) at www.onetonline.org.

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

The table below further profiles the Eastern Sierra Region's top 10 occupations in the Health Care Services cluster by listing the total job openings for 2010-2020, 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.

Occupation	Total Job Openings ²⁵ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²⁶	HWOL Job Advertisements ²⁷ (120 days)
Registered Nurses ²⁸	405	\$49.34	N/A	Associate's degree	197
Medical Secretaries	201	\$17.36	\$36,104	High school diploma or equivalent	19
Nursing Aides, Orderlies, and Attendants ²⁹	118	\$14.15	\$29,428	Postsecondary non-degree award	28
Home Health Aides	102	\$11.36	\$23,622	Less than high school	5
Receptionists and Information Clerks	96	\$14.52	\$30,199	High school diploma or equivalent	16
Emergency Medical Technicians and Paramedics	84	\$22.71	\$47,234	Postsecondary non-degree award	2
Medical Assistants	78	\$15.53	\$32,296	Postsecondary non-degree award	26
Dental Assistants	72	\$19.88	\$41,349	Postsecondary non-degree award	13
Medical and Health Services Managers	67	\$53.88	\$112,083	Bachelor's degree	35
First-Line Supervisors of Office and Administrative Support Workers	59	\$23.87	\$49,637	High school diploma or equivalent	36

Source: California Employment Development Department, *Projections of Employment 2010-2020; Occupational Employment Statistics Wage Survey, 1st Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending August 12, 2014.*

²⁵ Total job openings are the sum of new jobs and replacement needs.

²⁶ U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²⁷ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

²⁸ Wages do not include Mono and Inyo counties.

²⁹ Wages listed represent Nursing Assistants, a new classification.

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 Eastern Sierra Region's projected total job openings and median hourly and annual wages. In addition, totals of online job advertisements over a recent 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.

Occupation	Total Job Openings ³⁰ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Advertisements (120 days)
Requires a Bachelor's Degree or Higher				
Medical and Health Services Managers	67	\$53.88	\$112,083	35
Medical Scientists, Except Epidemiologists	34	\$41.71	\$86,772	11
Anesthesiologists	30	N/A	N/A	0
Administrative Services Managers	27	\$33.06	\$68,761	4
Healthcare Social Workers	27	\$31.34	\$65,196	7
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Registered Nurses ³¹	405	\$49.34	N/A	197
Nursing Aides, Orderlies, and Attendants ³²	118	\$14.15	\$29,428	28
Emergency Medical Technicians and Paramedics	84	\$22.71	\$47,234	2
Medical Assistants	78	\$15.53	\$32,296	26
Dental Assistants	72	\$19.88	\$41,349	13
Requires a High School Diploma or Equivalent or Less				
Medical Secretaries	201	\$17.36	\$36,104	19
Home Health Aides	102	\$11.36	\$23,622	5
Receptionists and Information Clerks	96	\$14.52	\$30,199	16
First-Line Supervisors of Office and Administrative Support Workers	59	\$23.87	\$49,637	36
Maids and Housekeeping Cleaners	40	\$10.50	\$21,845	22

Source: California Employment Development Department, Projections of Employment 2010-2020; Occupational Employment Statistics Wage Survey, updated to 1st Q, 2014; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending August 12, 2014.

³⁰ Total job openings are the sum of new jobs and replacement needs.

³¹ Wages do not include Mono and Inyo counties.

³² Wages listed represent Nursing Assistants, a new classification.

Skill Requirements in the Health Care Services Cluster

The table below lists the 10 top skills required for top occupations in the Health Care Services cluster, categorized by entry-level education requirements. Active listening, critical thinking 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).

Occupation	Skills																		
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Instructing	Judgment and Decision Making	Learning Strategies	Management of Financial Resources	Mathematics	Monitoring	Operations Analysis	Reading Comprehension	Science	Service Orientation	Social Perceptiveness	Speaking	Time Management	Writing
Requires a Bachelor's Degree or Higher																			
Administrative Services Managers		•		•	•				•		•		•			•	•	•	•
Anesthesiologists	•	•	•		•		•				•		•				•	•	•
Healthcare Social Workers		•		•	•		•				•		•		•	•	•		•
Medical and Health Services Managers		•		•	•		•		•		•	•	•				•	•	
Medical Scientists, Except Epidemiologists	•	•	•		•	•	•			•			•	•					•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																			
Dental Assistants	•	•			•	•					•		•		•	•	•		•
Emergency Medical Technicians and Paramedics	•	•		•	•		•				•		•		•	•	•		
Medical Assistants	•	•		•	•						•		•		•	•	•		•
Nursing Aides, Orderlies, and Attendant ³³	•	•		•	•						•		•		•	•	•		•
Registered Nurses	•	•		•	•	•					•		•		•	•	•		
Requires a High School Diploma or Equivalent or Less																			
First-Line Supervisors of Office and Administrative Support Workers		•		•	•			•			•		•			•	•	•	•
Home Health Aides	•	•		•	•	•	•				•				•	•	•		
Maids and Housekeeping Cleaners		•	•	•	•						•		•		•	•	•	•	
Medical Secretaries		•	•	•	•								•		•	•	•	•	•
Receptionists and Information Clerks		•	•	•	•						•		•		•	•	•		•

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

³³ Skills listed represent Nursing Assistants, a new classification.

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, as well as education and work experience needed for the top Health Care Services cluster occupations.

Health Care Services Occupation	Related Occupations
Requires a Bachelor's Degree or Higher	
Administrative Services Managers	<ul style="list-style-type: none"> • General and Operations Managers • Property, Real Estate, and Community Association Managers • Human Resources Specialists
Anesthesiologists	<ul style="list-style-type: none"> • Microbiologists • Medical Scientists, Except Epidemiologists • Pharmacists
Healthcare Social Workers	<ul style="list-style-type: none"> • Substance Abuse and Behavioral Disorder Counselors • Educational, Guidance, School, and Vocational Counselors • Marriage and Family Therapists
Medical and Health Services Managers	<ul style="list-style-type: none"> • Education Administrators, Postsecondary • Social and Community Service Managers • Management Analysts
Medical Scientists, Except Epidemiologists	<ul style="list-style-type: none"> • Health Specialties Teachers, Postsecondary • Pharmacists • Preventive Medicine Physicians
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Dental Assistants	<ul style="list-style-type: none"> • Dental Hygienists • Cardiovascular Technologists and Technicians • Veterinary Technologists and Technicians
Emergency Medical Technicians and Paramedics	<ul style="list-style-type: none"> • Occupational Health and Safety Technicians • Municipal Firefighters • Fire Inspectors
Medical Assistants	<ul style="list-style-type: none"> • Social and Human Service Assistants • Registered Nurses • Pharmacy Technicians
Nursing Aides, Orderlies, and Attendants ³⁵	<ul style="list-style-type: none"> • N/A
Registered Nurses	<ul style="list-style-type: none"> • Respiratory Therapists • Acute Care Nurses • Cardiovascular Technologists and Technicians
Requires a High School Diploma or Equivalent or Less	
First-Line Supervisors of Office and Administrative Support Workers	<ul style="list-style-type: none"> • General and Operations Managers • Administrative Services Managers • Human Resources Specialists
Home Health Aides	<ul style="list-style-type: none"> • Physical Therapist Aides • Medical Assistants • Personal Care Aides
Maids and Housekeeping Cleaners	<ul style="list-style-type: none"> • Food Preparation Workers • Dining Room and Cafeteria Attendants and Bartender Helpers • Meat, Poultry, and Fish Cutters and Trimmers
Medical Secretaries	<ul style="list-style-type: none"> • Medical Records and Health Information Technicians • Bill and Account Collectors • Interviewers, Except Eligibility and Loan
Receptionists and Information Clerks	<ul style="list-style-type: none"> • Medical Records and Health Information Technicians • Bill and Account Collectors • Customer Service Representatives

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

³⁵ Currently no related occupations reported by O*NET.

Employer Demand for the Health Care Services Cluster

The following table lists the Eastern Sierra Region employers in the Health Care Services cluster who posted the most job advertisements during the 120-day period ending August 13, 2014. 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 ³⁶ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Sonora Regional Medical Center	80	91	-11	-12.1%
John C. Fremont Healthcare District	55	27	28	103.7%
Dignity Health	42	22	20	90.9%
Mark Twain Medical Center	34	1	33	3,300.0%
Avalon Health Care, Inc.	30	5	25	500.0%
Genesis HealthCare	15	0	15	N/A
Adventist HealthCare	10	6	4	66.7%
Meridian Health	7	0	7	N/A
Sutter Health	6	25	-19	-76.0%
Onward Healthcare	5	3	2	66.7%
Oakendell	3	0	3	N/A
Northern Inyo Hospital	3	0	3	N/A
Toiyabe Indian Health Project	2	0	2	N/A
HCA - The Healthcare Company	2	0	2	N/A
Indian Health Service	1	0	1	N/A
Satellite Healthcare	1	1	0	0.0%
Pediatric Services of America, Inc.	1	0	1	N/A
Therapists Unlimited	1	0	1	N/A
Healthstat, Inc.	1	2	-1	-50.0%
VA Medical Center	1	0	1	N/A

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending August 13, 2014.

³⁶ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Health Care Services Cluster Occupations

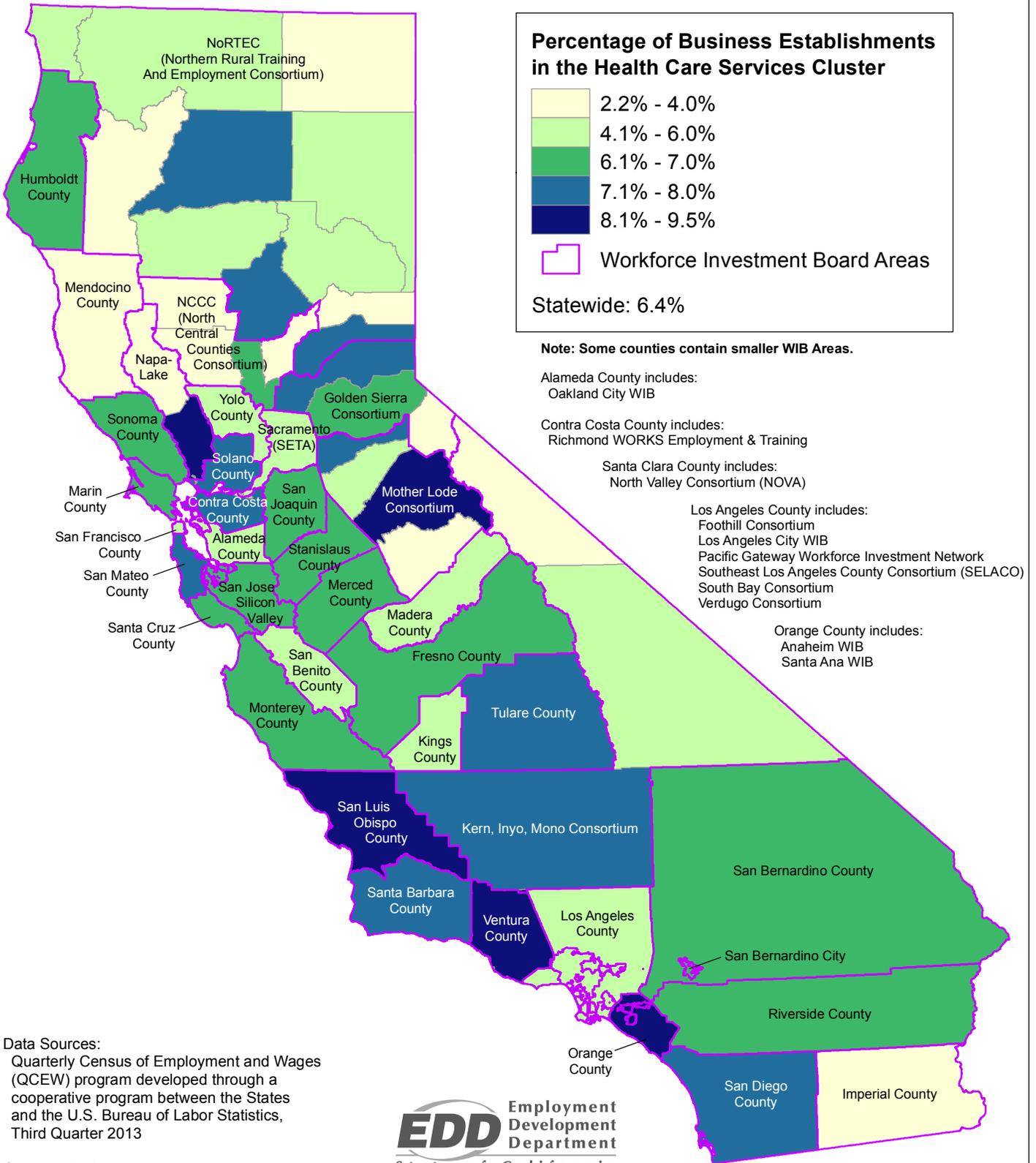
The table below provides examples of instructional programs related to top occupations in the Health Care Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Health Care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

Occupation	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Dental Assistants	51.0601	Dental Assisting/Assistant	51.0601	Dental Assistant
Emergency Medical Technicians and Paramedics	51.0904	Emergency Medical Technology/Technician (EMT Paramedic)	125000 125100	Emergency Medical Services Paramedic
First-Line Supervisors of Office and Administrative Support Workers	52.0207	Customer Service Management	050630	Management Development and Supervision
	51.0705	Medical Office Management/Administration	051440	Office Management
	52.0204	Office Management and Supervision		
Home Health Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide
Maids and Housekeeping Cleaners	N/A	N/A	N/A	N/A
Medical Assistants	51.0809	Anesthesiologist Assistant	120800	Medical Assisting
	51.0716	Medical Administrative/Executive Assistant and Medical Secretary	120810	Clinical Medical Assisting
	51.0801	Medical/Clinical Assistant	120820	Administrative Medical Assisting
Medical Secretaries	51.0716	Medical Administrative/Executive Assistant and Medical Secretary	051420	Medical Office Technology
	51.0714	Medical Insurance Specialist/Medical Biller		
	51.0710	Medical Office Assistant/Specialist		
Nursing Aides, Orderlies, and Attendants	51.2601	Health Aide		
	51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	123030	Certified Nurse Assistant
	51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other		
Receptionists and Information Clerks	52.0406	Receptionist	120830	Health Facility Unit Coordinator
Registered Nurses	51.3801	Registered Nursing/Registered Nurse	123000	Nursing
	51.3805	Family Practice Nurse/Nursing	123010	Registered Nursing
	51.3821	Geriatric Nurse/Nursing		

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](http://www.nces.ed.gov) at www.nces.ed.gov; [California Community Colleges TOP-to-CIP Crosswalk](http://www.cccco.edu) 6th Edition (2009), www.cccco.edu.

California Health Care Services Cluster

Percentage of Total County Establishments, 2013



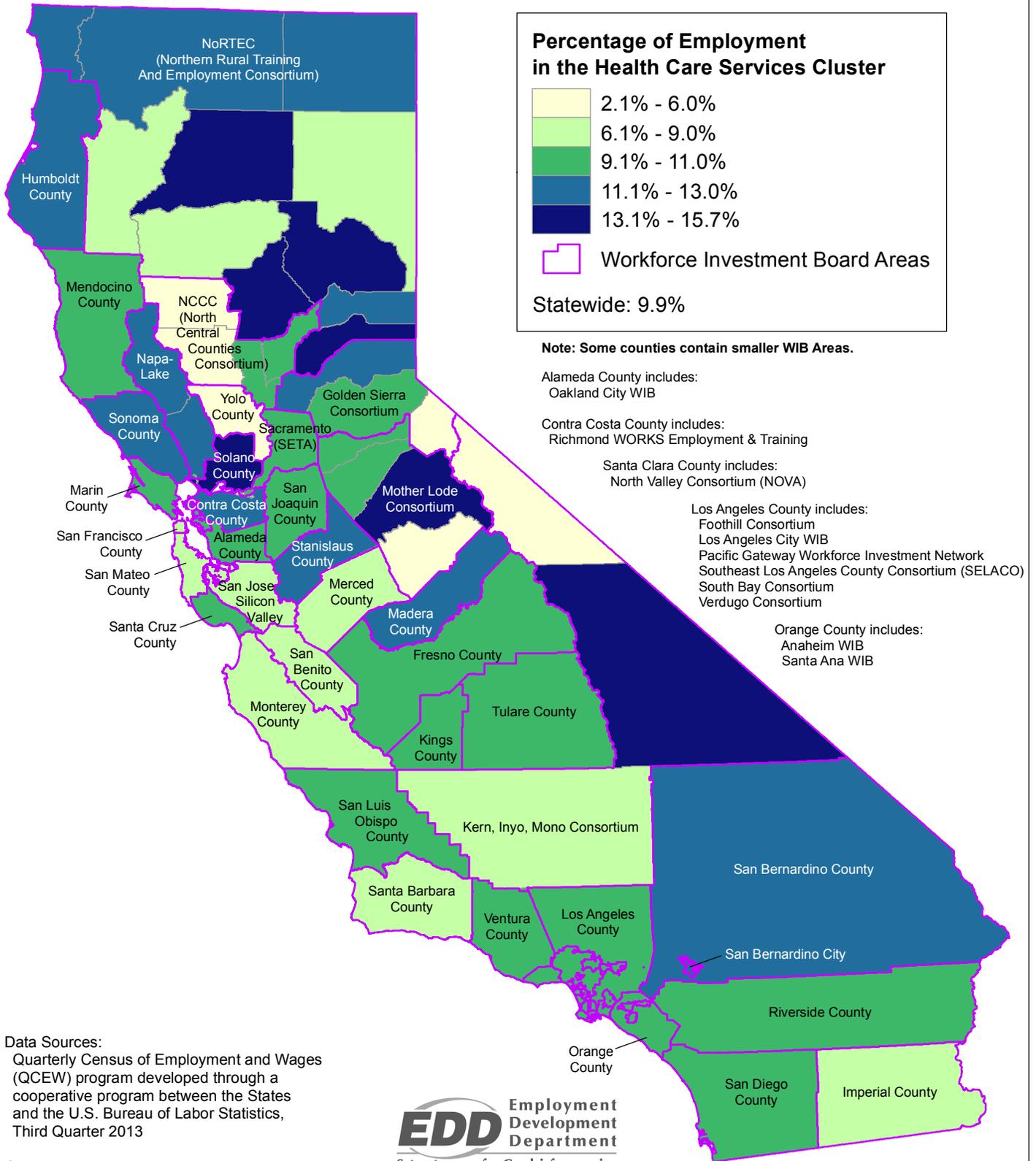
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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



California Health Care Services Cluster

Percentage of Total County Employment, 2013



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

Cartography by:
Labor Market Information Division
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July 2014

EDD Employment Development Department
State of California

LaborMarketInfo