

Regional Economic Analysis Profile

San Joaquin Valley Region

July 2014



Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare Counties



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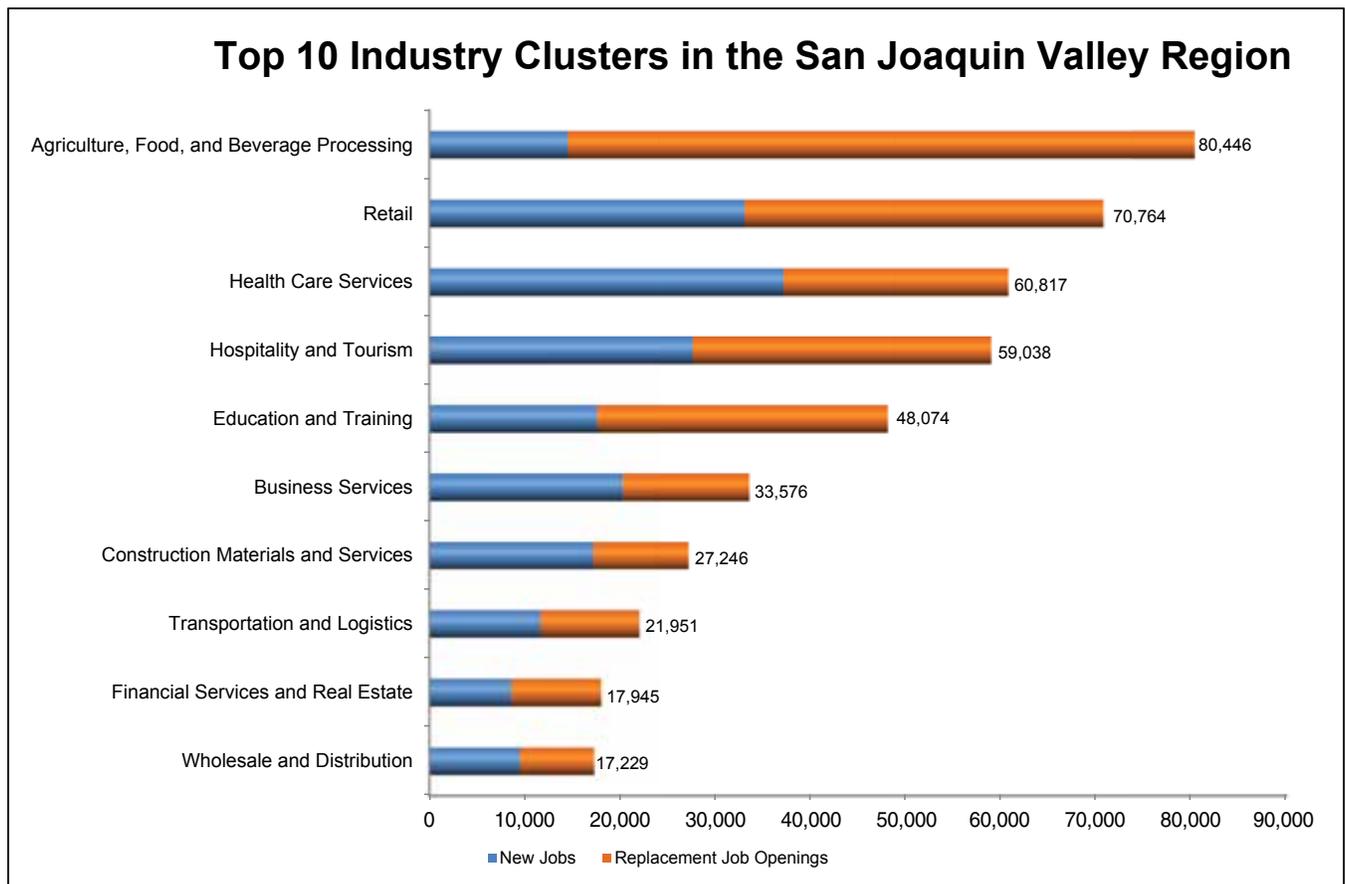
SUMMARY OF THE SAN JOAQUIN VALLEY REGION INDUSTRY CLUSTERS

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 are not directly comparable to the published 2010-2020 employment projections available online at www.labormarketinfo.edd.ca.gov.

SUMMARY OF THE SAN JOAQUIN VALLEY 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 San Joaquin Valley Region for the 2010-2020 projections period.

Top 10 Industry Clusters in the San Joaquin Valley Region	New Jobs¹	Replacement Needs²	Total Job Openings³
Agriculture, Food, and Beverage Processing	14,500	65,946	80,446
Retail	33,120	37,644	70,764
Health Care Services	37,180	23,637	60,817
Hospitality and Tourism	27,680	31,358	59,038
Education and Training	17,540	30,534	48,074
Business Services	20,210	13,366	33,576
Construction Materials and Services	17,150	10,096	27,246
Transportation and Logistics	11,650	10,301	21,951
Financial Services and Real Estate	8,560	9,385	17,945
Wholesale and Distribution	9,470	7,759	17,229

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 **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 263,000 people during 2012-2013*, or 18 percent of the region's workforce. Industries showing the highest projected job openings include:

- Oilseed and Grain Farming
- Vegetable and Melon Farming
- Fruit and Tree Nut Farming
- Greenhouse, Nursery, and Floriculture Production
- Other Crop Farming

The **Retail** industry cluster includes grocery and department stores, dollar stores, retail pharmacies, and clothing specialty stores. During 2012-2013*, this cluster employed more than 131,000 workers, or 9 percent of the region's total employment. Industries projected to have the largest number of jobs (new and replacement) include:

- Grocery Stores
- Department Stores
- Other General Merchandise Stores
- Automobile Dealers
- Building Material and Supplies Dealers

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 nearly 133,000 people in the region during 2012-2013*, accounting for 9.1 percent of the workforce. Industries showing the highest projected job openings include:

- General Medical and Surgical Hospitals (Private and Public)
- Offices of Physicians
- Nursing Care Facilities (Skilled Nursing Facilities)
- Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly
- Outpatient Care Centers

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 comprised almost 102,000 workers, or 7 percent of the region's employment. Industries within this cluster with the most projected job openings (new and replacement) include:

- Restaurants and Other Eating Places
- Other Amusement and Recreation Industries
- Traveler Accommodation
- Special Food Services
- Gambling Industries

The **Education and Training** industry cluster is comprised of 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 nearly 132,000 people in the region, accounting for 9.1 percent of the workforce. Industries showing the highest projected job openings include:

- Elementary and Secondary Schools
- Colleges, Universities, and Professional Schools
- Junior Colleges
- Other Schools and Instruction
- Educational Support Services

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 almost 69,000 people during 2012-2013*, or 4.7 percent of the region's workforce. Industries projected to have the largest number of jobs (new and replacement) include:

- Employment Services
- Services to Buildings and Dwellings
- Management of Companies and Enterprises
- Business Support Services
- Investigation and Security Services

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

INDUSTRY CLUSTER DESCRIPTIONS

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*, nearly 53,000 workers made up the cluster's employment, representing 3.6 percent of the region's total workforce. Industries projected to have the largest number of jobs (new and replacement) include:

- Building Equipment Contractors
- Building Finishing Contractors
- Foundation, Structure, and Building Exterior Contractors
- Residential Building Construction
- Nonresidential Building Construction

The **Transportation and Logistics** industry cluster is made up of interrelated industries such as refrigerated warehousing, self-storage facilities, freight transporting companies, and overnight delivery businesses. In 2012-2013*, almost 49,000 workers were employed in this cluster, making up 3.4 percent of the region's workforce population. Industries projected to have the largest number of jobs (new and replacement) include:

- Warehousing and Storage
- General Freight Trucking
- Specialized Freight Trucking
- Couriers and Express Delivery Services
- Support Activities for Road Transportation

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 37,000 people and accounted for 2.6 percent of the region's workforce in 2012-2013*. 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
- Lessors of Real Estate

The **Wholesale and Distribution** industry 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 2012-2013*, more than 34,000 people were employed in the region, which accounted for 2.4 percent of the region's workforce. Industries with the highest number of expected job openings include:

- Grocery and Related Product Merchant Wholesalers
- Machinery, Equipment, and Supplies Merchant Wholesalers
- Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers
- Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers
- Miscellaneous Durable Goods Merchant Wholesalers

* 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 San Joaquin Valley Region.

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

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

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

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

INDUSTRY CLUSTER DEFINITIONS

Business Services (Continued)

- 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

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

Transportation and Logistics

- 3365 Railroad Rolling Stock Manufacturing
- 3366 Ship and Boat Building
- 4811 Scheduled Air Transportation
- 4812 Nonscheduled Air Transportation
- 4821 Rail Transportation
- 4831 Deep Sea, Coastal, and Great Lakes Water Transportation
- 4832 Inland Water Transportation
- 4841 General Freight Trucking
- 4842 Specialized Freight Trucking
- 4851 Urban Transit Systems
- 4852 Interurban and Rural Bus Transportation
- 4853 Taxi and Limousine Service
- 4854 School and Employee Bus Transportation
- 4855 Charter Bus Industry
- 4859 Other Transit and Ground Passenger Transportation
- 4881 Support Activities for Air Transportation

Transportation and Logistics (Continued)

- 4882 Support Activities for Rail Transportation
- 4883 Support Activities for Water Transportation
- 4884 Support Activities for Road Transportation
- 4885 Freight Transportation Arrangement
- 4889 Other Support Activities for Transportation
- 4921 Couriers and Express Delivery Services
- 4922 Local Messengers and Local Delivery
- 4931 Warehousing and Storage
- 5321 Automotive Equipment Rental and Leasing
- 8113 Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance

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

Wholesale and Distribution

- 4231 Motor Vehicle and Motor Vehicle Parts and Supplies
- 4233 Lumber and Other Construction Materials
- 4234 Professional and Commercial Equipment and Supplies
- 4235 Metal and Mineral (except Petroleum)
- 4237 Hardware, and Plumbing and Heating Equipment and Supplies
- 4238 Machinery, Equipment, and Supplies
- 4239 Miscellaneous Durable Goods
- 4241 Paper and Paper Product
- 4242 Drugs and Druggists' Sundries
- 4244 Grocery and Related Product
- 4245 Farm Product Raw Material
- 4248 Beer, Wine, and Distilled Alcoholic Beverage
- 5323 General Rental Centers
- 5324 Commercial and Industrial Machinery and Equipment Rental and Leasing



Occupational Analysis: Agriculture, Food, and Beverage Processing

San Joaquin Valley Region

July 2014

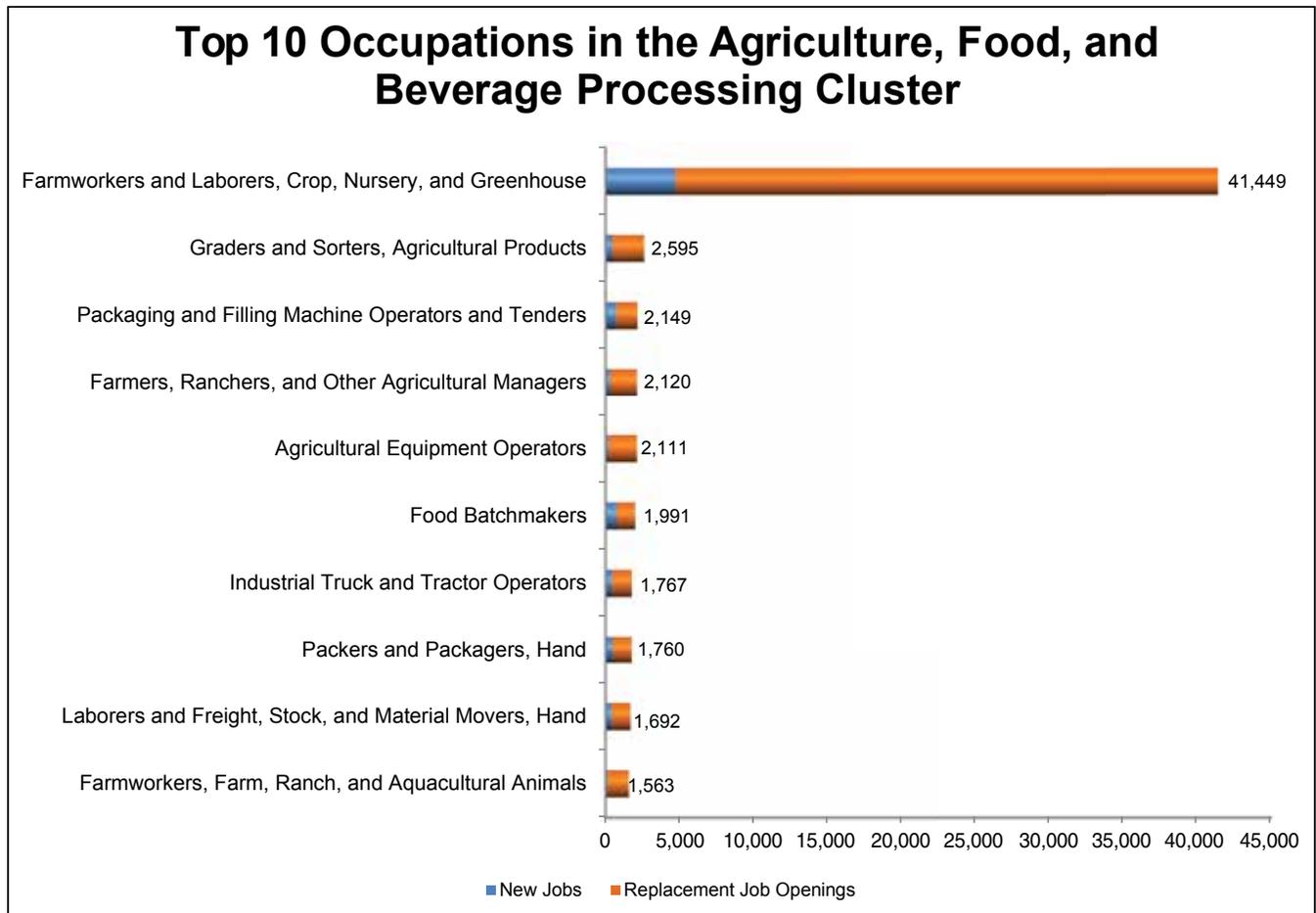
Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare Counties

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 region's new job growth plus replacement openings. In sum, these 10 occupations represent almost three-quarters of the 80,446 total job openings projected in this cluster between 2010 and 2020. Moreover, many share the same required skills such as active listening, coordination, critical thinking, and monitoring.⁴



Source: California Employment Development Department, *Projections of Employment 2010-2020*. Industry and occupational employment projections for 2010-2020 in this report are 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 Agriculture, Food, and Beverage Processing Cluster

The table below further profiles the top 10 occupations in the Agriculture, Food, and Beverage Processing 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. The 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 ⁵ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ⁶	HWOL Job Advertisement ⁷ (120 days)
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	41,449	\$8.96	\$18,631	Less than high school	106
Graders and Sorters, Agricultural Products	2,595	\$8.99	\$18,689	Less than high school	11
Packaging and Filling Machine Operators and Tenders	2,149	\$13.93	\$28,969	High school diploma or equivalent	94
Farmers, Ranchers, and Other Agricultural Managers	2,120	\$42.56	\$88,519	High school diploma or equivalent	75
Agricultural Equipment Operators	2,111	\$10.13	\$21,063	Less than high school	46
Food Batchmakers	1,991	\$14.63	\$30,417	High school diploma or equivalent	13
Industrial Truck and Tractor Operators	1,767	\$14.47	\$30,108	Less than high school	497
Packers and Packagers, Hand	1,760	\$9.42	\$19,588	Less than high school	59
Laborers and Freight, Stock, and Material Movers, Hand	1,692	\$11.51	\$23,951	Less than high school	716
Farmworkers, Farm, Ranch, and Aquacultural Animals	1,563	\$11.53	\$23,980	Less than high school	124

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 June 5, 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 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 region's projected total job openings, along with median hourly and annual wages. Added to this are recent totals of online job advertisements over a 120-day period. 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 ⁸ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Advertisements (120 days)
Requires a Bachelor's Degree or Higher				
Industrial Production Managers	272	\$39.43	\$82,007	118
General and Operations Managers	246	\$41.70	\$86,747	490
Chief Executives	222	\$70.40	\$146,422	96
Accountants and Auditors	179	\$29.53	\$61,434	851
Food Scientists and Technologists	155	\$27.91	\$58,070	45
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Heavy and Tractor-Trailer Truck Drivers	833	\$18.56	\$38,607	6,405
First-Line Supervisors of Production and Operating Workers	480	\$26.27	\$54,636	1,201
Agricultural and Food Science Technicians	148	\$16.71	\$34,774	38
Computer Support Specialists	60	\$23.64	\$49,173	949
Chemical Technicians	16	\$17.25	\$35,876	57
Requires a High School Diploma or Equivalent or Less				
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	41,449	\$8.96	\$18,631	106
Graders and Sorters, Agricultural Products	2,595	\$8.99	\$18,689	11
Packaging and Filling Machine Operators and Tenders	2,149	\$13.93	\$28,969	94
Farmers, Ranchers, and Other Agricultural Managers	2,120	\$42.56	\$88,519	75
Agricultural Equipment Operators	2,111	\$10.13	\$21,063	46

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 June 5, 2014.

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

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 coordination 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	Management of Financial	Management of Personnel	Mathematics	Monitoring	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing	Science	Service Orientation	Social Perceptiveness	Speaking	Systems Analysis	Systems Evaluation	Time Management	Troubleshooting	Writing	
Requires a Bachelor's Degree or Higher																												
Accountants and Auditors ⁹	•	•			•			•			•	•				•						•	•				•	
Chief Executives		•		•				•	•	•		•			•								•	•	•			
Food Scientists and Technologists	•	•	•	•	•			•				•				•						•					•	
General and Operations Managers	•	•		•	•					•		•				•					•	•					•	
Industrial Production Managers	•	•		•	•			•	•	•		•					•								•			
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																												
Agricultural and Food Science Technicians ¹⁰		•	•	•	•			•			•	•					•					•					•	
Chemical Technicians		•		•	•						•	•				•	•		•			•					•	
Computer Support Specialists ¹¹	•	•		•	•		•					•				•	•			•		•					•	
First-Line Supervisors of Production and Operating Workers		•	•	•	•					•						•					•	•			•		•	
Heavy and Tractor-Trailer Truck Drivers		•	•		•	•							•	•			•	•				•				•		
Requires a High School Diploma or Equivalent or Less																												
Agricultural Equipment Operators		•		•	•	•							•	•		•	•					•					•	
Farmers, Ranchers and other Agricultural Managers ¹²		•			•		•	•		•		•				•					•	•			•			
Farmworkers and Laborers, Crop, Nursery, and Greenhouse ¹³		•	•	•	•	•				•		•	•	•			•											
Graders and Sorters, Agricultural Products		•	•	•	•			•				•			•						•	•			•			
Packaging and Filling Machine Operators and Tenders		•		•		•						•	•	•		•	•				•					•		

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

⁹ Skills listed represent Accountants, a specialty occupation of Accountants and Auditors.

¹⁰ Skills listed represent Agricultural Technicians, a specialty occupation of Agricultural and Food Science Technicians.

¹¹ Skills listed represent Computer User Support Specialists, a new classification that replaces Computer Support Specialists.

¹² Skills listed represent Nursery and Greenhouse Managers, a specialty occupation of Farmers, Ranchers and other Agricultural Managers.

¹³ Skills listed represent Farmworkers and Laborers, Crop, a specialty occupation of Farmworkers and Laborers, Crop, Nursery, and Greenhouse.

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 communication with supervisors, peers, or subordinates; establishing and maintaining interpersonal relationships; making decisions and solving problems; and organizing, planning, and prioritizing work.

Occupation	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	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																																				
Accountants and Auditors ¹⁴	●			●					●	●	●							●				●	●		●									●		
Chief Executives			●	●		●	●		●									●		●						●		●		●						
Food Scientists and Technologists	●					●					●		●					●	●			●			●										●	
General and Operations Managers			●	●		●			●									●		●		●					●	●		●						
Industrial Production Managers				●		●			●			●						●	●	●		●					●	●		●						
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																				
Agricultural and Food Science Technicians ¹⁵				●					●	●			●	●				●	●			●			●										●	
Chemical Technicians				●				●	●	●			●	●					●			●			●											●
Computer Support Specialists ¹⁶				●					●		●			●				●				●			●							●				●
First-Line Supervisors of Production and Operating Workers		●		●	●	●			●			●	●												●		●	●								
Heavy and Tractor-Trailer Truck Drivers				●					●		●		●	●	●				●		●	●		●												
Requires a High School Diploma or Equivalent or Less																																				
Agricultural Equipment Operators				●							●	●	●					●	●		●	●		●			●									
Graders and Sorters, Agricultural Products				●	●	●			●		●		●	●								●			●											●
Farmers, Ranchers and Other Agricultural Managers ¹⁷						●			●		●	●						●	●			●					●			●			●			●
Farmworkers and Laborers, Crop, Nursery, and Greenhouse ¹⁸				●					●		●	●	●	●							●			●										●	●	
Packaging and Filling Machine Operators and Tenders				●					●			●	●	●			●	●	●					●	●											

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

¹⁴ Work activities listed represent Accountants, a specialty occupation of Accountants and Auditors.

¹⁵ Work activities listed represent Computer User Support Specialists, a new classification that replaces Computer Support Specialists.

¹⁶ Work activities listed represent Agricultural Technicians, a specialty occupation of Agricultural and Food Science Technicians.

¹⁷ Work activities listed represent Farmworkers and Laborers, Crop, a specialty occupation of Farmworkers and Laborers, Crop, Nursery and Greenhouse.

¹⁸ Work activities listed represent Nursery and Greenhouse 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. With additional preparation, 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	
Accountants and Auditors	<ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Financial Analysts • Personal Financial Advisors
Chief Executives	<ul style="list-style-type: none"> • Purchasing Managers • Sales Managers • Supply Chain Managers
Food Scientists and Technologists	<ul style="list-style-type: none"> • Biochemical Engineers • Energy Engineers • Soil and Water Conservationists
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
Industrial Production Managers	<ul style="list-style-type: none"> • General and Operations Managers • Industrial Engineering Technicians • Logistics Managers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Agricultural and Food Science Technicians	<ul style="list-style-type: none"> • Agricultural Inspectors • Chemical Technicians • Precision Agriculture Technicians
Chemical Technicians	<ul style="list-style-type: none"> • Chemists • Environmental Engineering Technicians • Manufacturing Production Technicians
Computer Support Specialists	<ul style="list-style-type: none"> • Computer Operators • Electrical Engineering Technicians • Web Administrators
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 Mechanics, Installers, and Repairers • Industrial Production Managers
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
Requires a High School Diploma or Equivalent or Less	
Agricultural Equipment Operators	<ul style="list-style-type: none"> • Pile-Driver Operators • Riggers • Refuse and Recyclable Material Collectors
Farmers, Ranchers, and Other Agricultural Managers	<ul style="list-style-type: none"> • Agricultural Inspectors • First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators • Industrial Production Managers
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	<ul style="list-style-type: none"> • Janitors and Cleaners, Except Maids and Housekeeping Cleaners • Landscaping and Groundskeeping Workers • Farmworkers, Farm, Ranch, and Aquacultural Animals
Graders and Sorters, Agricultural Products	<ul style="list-style-type: none"> • Janitors and Cleaners, Except Maids and Housekeeping Cleaners • Food Preparation Workers • Food Servers, Nonrestaurant
Packaging and Filling Machine Operators and Tenders	<ul style="list-style-type: none"> • Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic • Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic • 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 Agriculture, Food, and Beverage Processing Cluster

The following table lists the region's employers in the Agriculture, Food, and Beverage Processing cluster who posted the most job advertisements during the 120-day period ending June 5, 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.

Agriculture, Food, and Beverage Processing Cluster Employers	Recent Job Advertisements ¹⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
E. & J. GALLO WINERY	119	354	-235	-66.4%
Foster Farms	89	114	-25	-21.9%
Paramount Citrus	66	20	46	230.0%
The Wine Group	53	25	28	112.0%
Coca-Cola Refreshments	38	11	27	245.5%
Delicato Family Vineyards	31	45	-14	-31.1%
Grimmway Farms	31	50	-19	-38.0%
Land O' Lakes	29	50	-21	-42.0%
DOLE PACKAGED FOODS LLC	29	10	19	190.0%
Constellation Brands Inc.	24	7	17	242.9%
Pepsico	23	44	-21	-47.7%
Nestle	21	37	-16	-43.2%
Hilmar Cheese Company	19	19	N/A	N/A
Del Monte	18	20	-2	-10.0%
General Mills	16	21	-5	-23.8%
Neil Jones Food Company	16	20	-4	-20.0%
Diamond Foods	16	13	3	23.1%
Frito-Lay, Inc.	14	5	9	180.0%
Bronco Wine Company	13	18	-5	-27.8%
Leprino Foods Company	13	14	-1	-7.1%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending June 5, 2014.

¹⁹ Totals do not include employers with anonymous job advertisements.

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

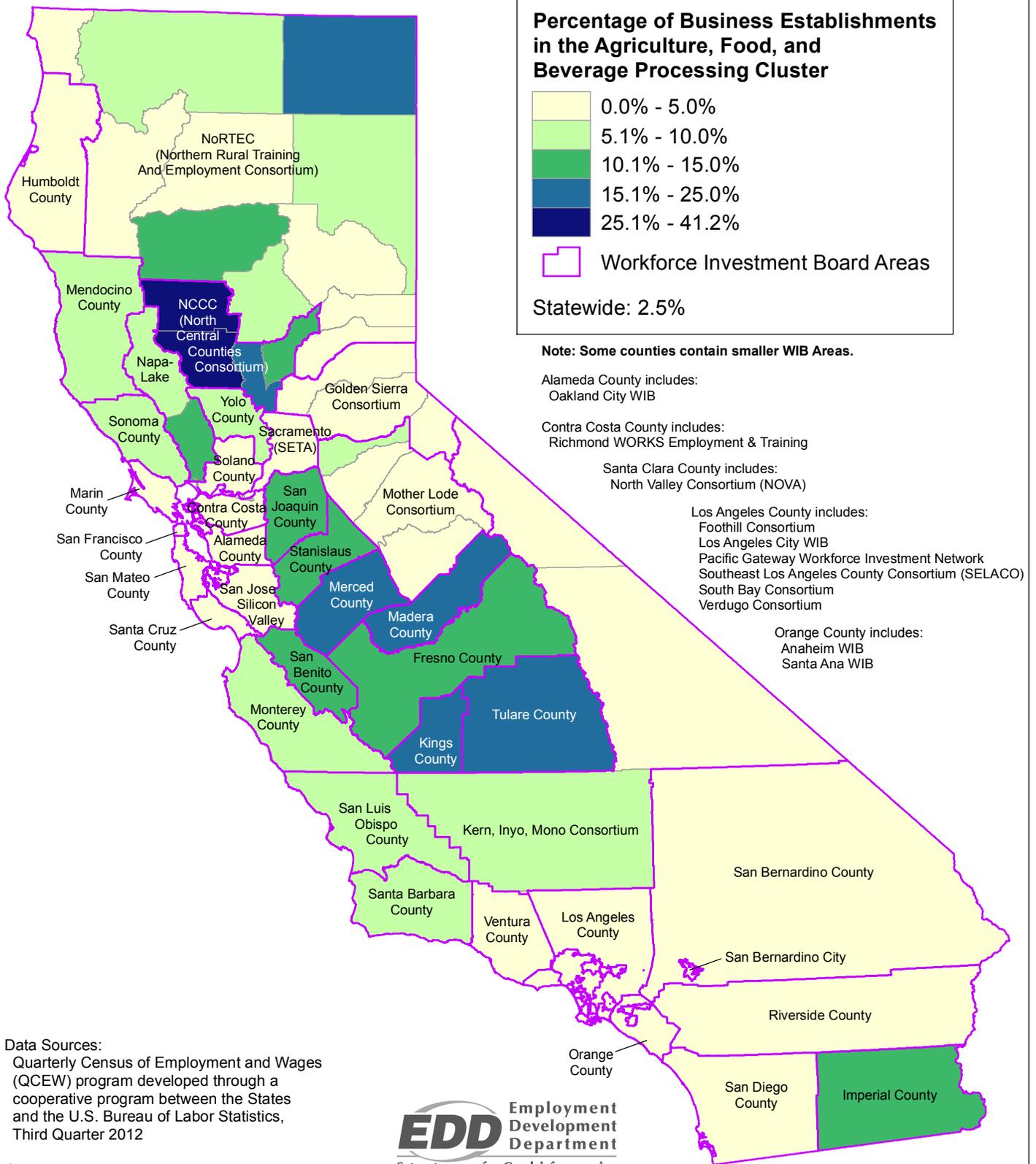
The table below provides examples of instructional programs related to top occupations in the Agriculture, Food, and Beverage Processing cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited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

Occupation	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Agricultural and Food Science Technicians	01.1002	Food Technology and Processing	010200 010300	Animal Science Plant Science
Agricultural Equipment Operators	01.0204	Agricultural Power Machinery Operation	N/A	N/A
Chemical Technicians	41.0303 41.0301	Chemical Process Technology Chemical Technology/ Technician	095400 095500	Chemical Technology Laboratory Science Technology
Computer Support Specialists	01.0106 51.0709 11.1006	Agricultural Business Technology Medical Office Computer Specialist/Assistant Computer Support Specialist	N/A	N/A
Farmers, Ranchers, and Other Agricultural Managers	N/A	N/A	010200 010230 010930	Animal Science Dairy Science Nursery Technology
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	N/A	N/A	010300	Plant Science
First-Line Supervisors of Production and Operating Workers	52.0205	Operations Management and Supervision	N/A	N/A
Graders and Sorters, Agricultural Products	01.0105	Agricultural/Farm Supplies Retailing and Wholesaling	N/A	N/A
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/ Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Packaging and Filling Machine Operators and Tenders	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 6th Edition \(2009\)](http://www.cccco.edu), www.cccco.edu

California Agriculture, Food, and Beverage Processing Cluster

Percentage of Total County Establishments, 2012



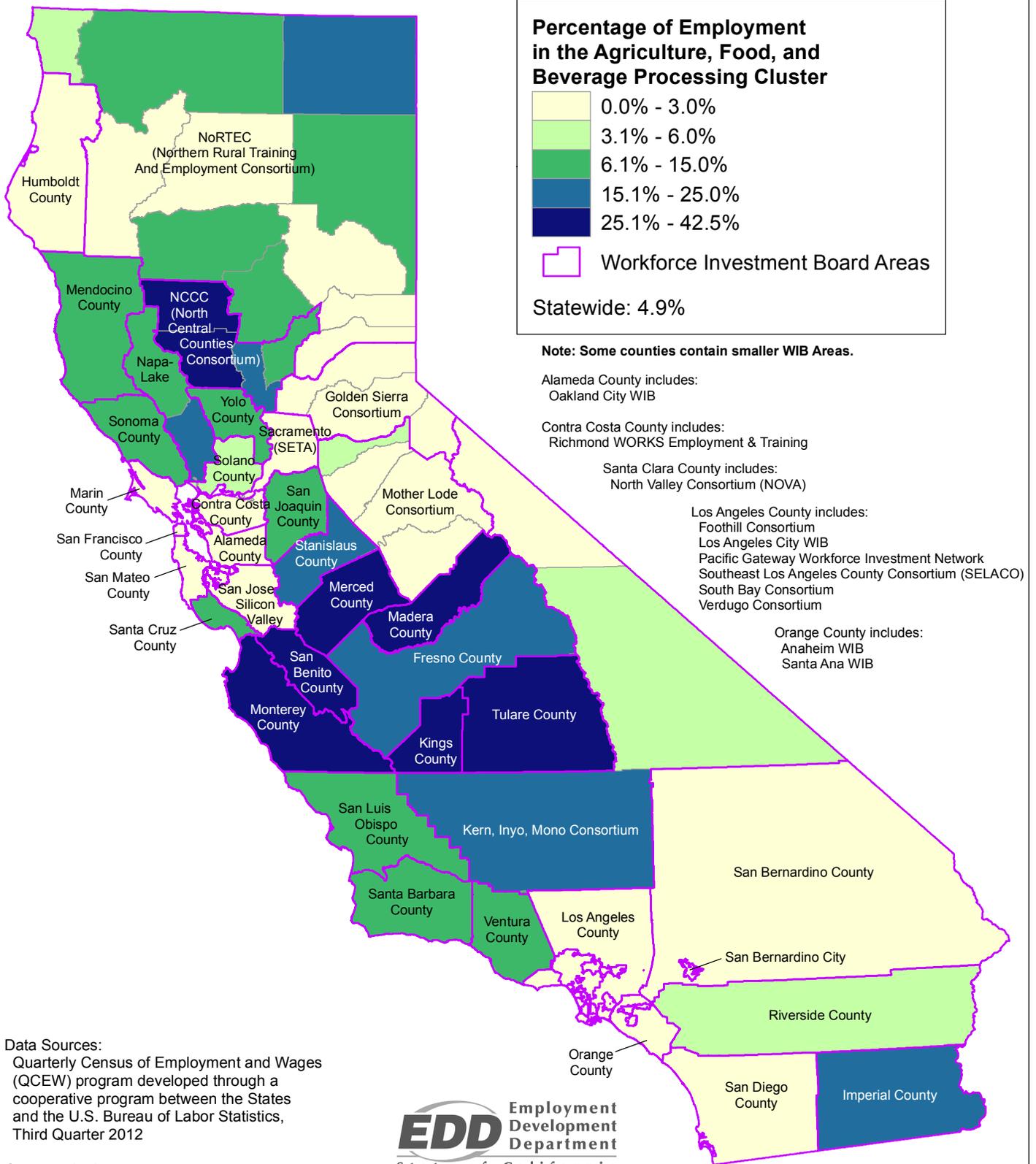
Data Sources:
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2012

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



California Agriculture, Food, and Beverage Processing Cluster

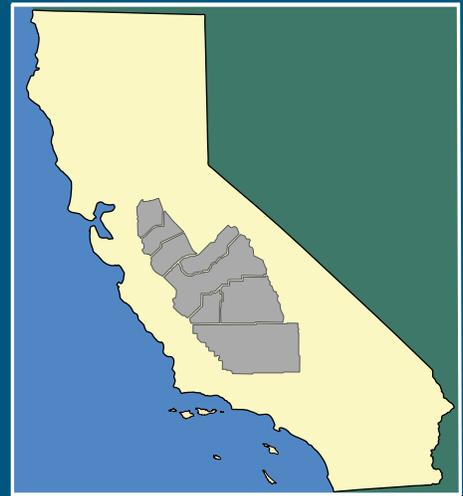
Percentage of Total County Employment, 2012



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

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





Occupational Analysis: Retail

San Joaquin Valley Region

July 2014

Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare 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 region's new job growth plus replacement openings. In sum, these 10 occupations represent more than three-quarters of the 70,764 total job openings projected in this cluster between 2010 and 2020. Moreover, many share the same required skills such as active listening, coordination, critical thinking, reading comprehension.²⁰



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

²⁰ 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 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 120-day period. The 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 ²¹ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education ²²	HWOL Job Advertisement ²³ (120 days)
Cashiers	19,799	\$9.45	\$19,659	Less than high school	435
Retail Salespersons	16,360	\$10.23	\$21,273	Less than high school	2,733
Stock Clerks and Order Fillers	5,475	\$11.06	\$22,990	Less than high school	844
First-Line Supervisors of Retail Sales Workers	4,636	\$17.80	\$37,021	High school diploma or equivalent	2,067
Laborers and Freight, Stock, and Material Movers, Hand	2,031	\$11.51	\$23,951	Less than high school	757
Combined Food Preparation and Serving Workers, Including Fast Food	1,648	\$9.13	\$18,980	Less than high school	553
Pharmacy Technicians	1,402	\$17.68	\$36,777	High school diploma or equivalent	257
Automotive Service Technicians and Mechanics	1,204	\$17.68	\$36,780	High school diploma or equivalent	834
Packers and Packagers, Hand	1,059	\$9.42	\$19,588	Less than high school	72
Butchers and Meat Cutters	995	\$12.83	\$26,675	Less than high school	20

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 June 16, 2014.

²¹ Total job openings are the sum of new jobs and replacement needs.

²² U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

²³ 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 region's projected total job openings and median hourly and annual wages. Added to this are recent totals of online job advertisements over a 120-day period. 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 ²⁴ (2010-2020)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Advertisements (120 days)
Requires a Bachelor's Degree or Higher				
Pharmacists	838	\$66.12	\$137,516	267
Sales Managers	542	\$38.94	\$81,003	526
General and Operations Managers	509	\$41.70	\$86,747	504
Accountants and Auditors	48	\$29.53	\$61,434	861
Credit Analysts	41	\$31.50	\$65,501	20
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
First-Line Supervisors of Production and Operating Workers	98	\$26.27	\$54,636	1,248
Computer, Automated Teller, and Office Machine Repairers	84	\$19.11	\$39,752	35
Hairdressers, Hairstylists, and Cosmetologists	61	\$9.87	\$20,532	559
Heavy and Tractor-Trailer Truck Drivers	58	\$18.56	\$38,607	6,710
Electronic Home Entertainment Equipment Installers and Repairers	55	\$19.15	\$39,850	30
Requires a High School Diploma or Equivalent or Less				
Cashiers	19,799	\$9.45	\$19,659	435
Retail Salespersons	16,360	\$10.23	\$21,273	2,733
Stock Clerks and Order Fillers	5,475	\$11.06	\$22,990	844
First-Line Supervisors of Retail Sales Workers	4,636	\$17.80	\$37,021	2,067
Laborers and Freight, Stock, and Material Movers, Hand	2,031	\$11.51	\$23,951	757

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 June 18, 2014.

²⁴ 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. 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).

Occupation	Skills																											
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Equipment Maintenance	Instructing	Judgment and Decision Making	Learning Strategies	Management of Personnel	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Persuasion	Quality Control Analysis	Reading Comprehension	Repairing	Science	Service Orientation	Social Perceptiveness	Speaking	Systems Analysis	Systems Evaluation	Time Management	Troubleshooting	Writing
Requires a Bachelor's Degree or Higher																												
Accountants and Auditors ²⁵	•	•			•			•			•	•					•						•	•				•
Credit Analysts	•	•	•		•			•			•							•					•		•			•
General and Operations Managers	•	•		•	•					•		•						•				•	•					•
Pharmacists	•	•			•		•	•				•						•		•			•					•
Sales Managers			•	•	•			•		•		•				•						•	•				•	
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																												
Computer, Automated Teller, and Office Machine Repairers	•	•		•	•								•		•	•		•	•									•
Electronic Home Entertainment Equipment Installers and Repairers	•	•	•		•	•											•	•	•		•							•
First-Line Supervisors of Production and Operating Workers		•	•	•	•						•								•				•	•		•		•
Hairdressers, Hairstylists, and Cosmetologists	•	•			•		•		•			•				•					•	•	•					
Heavy and Tractor-Trailer Truck Drivers		•	•		•	•								•	•			•	•				•				•	
Requires a High School Diploma or Equivalent or Less																												
Cashiers		•		•	•							•						•			•	•	•			•		•
First-Line Supervisors of Retail Sales Workers					•		•			•		•	•					•	•				•	•		•		
Laborers and Freight, Stock, and Material Movers, Hand		•	•	•	•	•							•		•	•			•									•
Retail Salespersons		•		•	•							•	•					•			•	•	•					
Stock Clerks and Order Fillers ²⁶		•	•	•	•			•					•			•					•	•					•	

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

²⁵ Skills listed represent Accountants, a specialty occupation of Accountants and Auditors.

²⁶ Skills listed represent Stock Clerks - Stockroom, Warehouse or Storage Yard, 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; making decisions and problem solving; and organizing 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	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																																			
Accountants and Auditors ²⁷	•			•			•	•	•						•				•	•			•											•	
Credit Analysts	•			•			•	•	•						•					•	•			•				•						•	
General and Operations Managers			•	•		•	•								•		•			•							•	•		•					
Pharmacists	•	•					•	•				•				•				•	•		•											•	
Sales Managers			•	•	•	•	•			•					•					•							•	•							
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																																			
Computer, Automated Teller, and Office Machine Repairers				•			•				•	•	•						•						•	•						•	•		
Electronic Home Entertainment Equipment Installers and Repairers							•				•	•			•	•			•			•				•							•	•	
First-Line Supervisors of Production and Operating Workers			•	•	•	•	•			•	•									•						•		•							
Hairdressers, Hairstylists, and Cosmetologists	•		•				•	•		•	•									•	•									•				•	
Heavy and Tractor-Trailer Truck Drivers				•		•	•			•	•	•			•			•	•			•													
Requires a High School Diploma or Equivalent or Less																																			
Cashiers			•	•		•	•			•	•			•						•	•					•	•								
First-Line Supervisors of Retail Sales Workers		•	•		•	•	•			•	•			•						•	•						•	•							
Laborers and Freight, Stock, and Material Movers, Hand			•	•		•	•			•	•			•			•	•		•	•														
Retail Salespersons			•	•		•	•			•	•			•						•	•							•	•						•
Stock Clerks and Order Fillers ²⁸			•	•		•	•			•	•			•						•	•	•	•												

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

²⁷ Work activities listed represent Accountants, a specialty occupation of Accountants and Auditors.

²⁸ Work activities listed represent Stock Clerks - Stockroom, Warehouse or Storage Yard, 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. With additional preparation, 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	
Accountants and Auditors	<ul style="list-style-type: none"> • Bookkeeping, Accounting, and Auditing Clerks • Financial Analysts • Personal Financial Advisors
Credit Analysts	<ul style="list-style-type: none"> • Accountants • Financial Analysts • Personal Financial Advisors
General and Operations Managers	<ul style="list-style-type: none"> • Logistics Managers • Storage and Distribution Managers • Wholesale and Retail Buyers, Except Farm Products
Pharmacists	<ul style="list-style-type: none"> • Health Specialties Teachers, Postsecondary • Medical Scientists, Except Epidemiologists • Nursing Instructors and Teachers, Postsecondary
Sales Managers	<ul style="list-style-type: none"> • Logistics Managers • Purchasing Managers • Supply Chain Managers
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree	
Computer, Automated Teller, and Office Machine Repairers	<ul style="list-style-type: none"> • Computer User Support Specialists • Electrical Engineering Technicians • Electronic Home Entertainment Equipment Installers and Repairers
Electronic Home Entertainment Equipment Installers and Repairers	<ul style="list-style-type: none"> • Computer, Automated Teller, and Office Machine Repairers • Electrical Engineering Technicians • Medical Equipment Repairers
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 Mechanics, Installers, and Repairers • Industrial Production Managers
Hairdressers, Hairstylists, and Cosmetologists	<ul style="list-style-type: none"> • Manicurists and Pedicurists • Massage Therapists • Skincare Specialists
Heavy and Tractor-Trailer Truck Drivers	<ul style="list-style-type: none"> • Light Truck or Delivery Services Drivers • Pile-Driver Operators • Paving, Surfacing, and Tamping Equipment Operators
Requires a High School Diploma or Equivalent or Less	
Cashiers	<ul style="list-style-type: none"> • Amusement and Recreation Attendants • Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop • Waiters and Waitresses
First-Line Supervisors of Retail Sales Workers	<ul style="list-style-type: none"> • Dispatchers, Except Police, Fire and Ambulance • Hotel, Motel, and Resort Desk Clerks • 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 • Rail-Track Laying and Maintenance Equipment Operators
Retail Salespersons	<ul style="list-style-type: none"> • First-Line Supervisors of Retail Sales Workers • Hotel, Motel, and Resort Desk Clerks • Tellers
Stock Clerks and Order Fillers	<ul style="list-style-type: none"> • Marking Clerks • Order Fillers, Wholesale and Retail Sales • Stock Clerks, Sales Floor

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 region's employers in the Retail cluster who posted the most job advertisements during the 120-day period ending June 16, 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 ²⁹ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Sears Holdings Corporation	351	212	139	65.6%
Lowe's	209	213	-4	-1.9%
The Dollar General	171	190	-19	-10.0%
Macy's	127	57	70	122.8%
Chevron	110	126	-16	-12.7%
Best Buy	93	40	53	132.5%
Home Depot	68	243	-175	-72.0%
Dick's Sporting Goods, Inc.	62	83	-21	-25.3%
Rite Aid	62	47	15	31.9%
CVS Caremark	60	134	-74	-55.2%
Walmart	56	4	52	1,300.0%
Save Mart Supermarkets	52	11	41	372.7%
Harbor Freight Tools	42	19	23	121.1%
Nestle	39	28	11	39.3%
Ross Dress For Less	38	28	10	35.7%
Staples	37	17	20	117.6%
Orchard Supply Hardware	37	26	11	42.3%
Amazon.com	37	116	-79	-68.1%
Firestone	36	2	34	1,700.0%
Target Corporation	34	127	-93	-73.2%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending June 16, 2014.

²⁹ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Retail Cluster Occupations

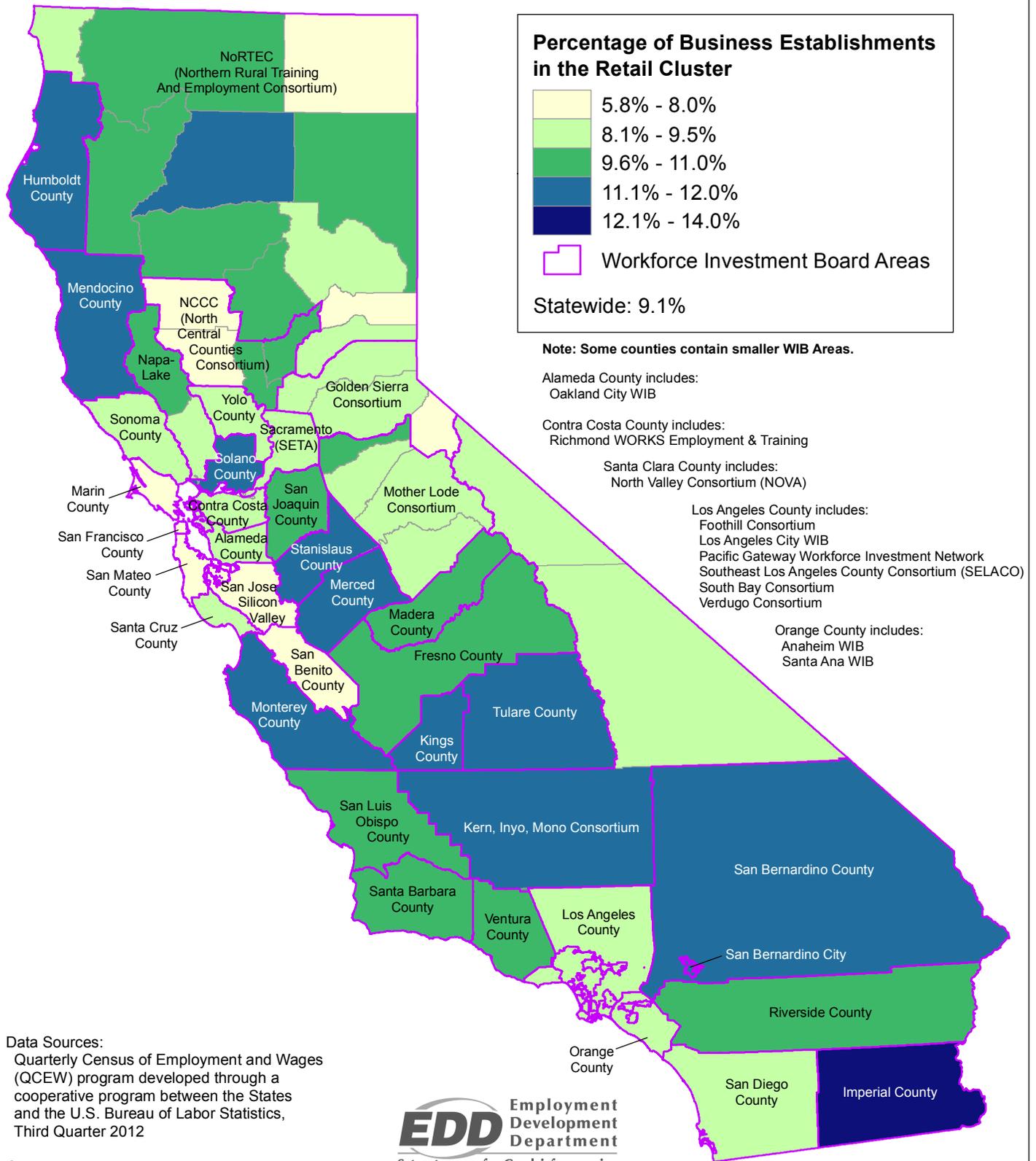
The table below provides examples of instructional programs related to top occupations in the Retail cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Retail cluster. To view a 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
Cashiers	N/A	N/A	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
Electronic Home Entertainment Equipment Installers and Repairers	47.0103	Communications Systems Installation and Repair Technology	093430	Telecommunications Technology
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	19.0203	Consumer Merchandising/Retailing Management	050650	Retail Store Operations and Management
	52.0212	Retail Management	050940	Sales and Salesmanship
	52.1803	Retailing and Retail Operations	059900	Other Business and Management
Hairdressers, Hairstylists, and Cosmetologists	12.0401	Cosmetology/Cosmetologist, General	300700	Cosmetology and Barbering
	12.0412	Salon/Beauty Salon Management/Manager		
	12.0413	Cosmetology, Barber/Styling, and Nail Instructor		
Heavy and Tractor-Trailer Truck Drivers	49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	094750	Truck and Bus Driving
Laborers and Freight, Stock, and Material Movers, Hand	N/A	N/A	N/A	N/A
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, 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

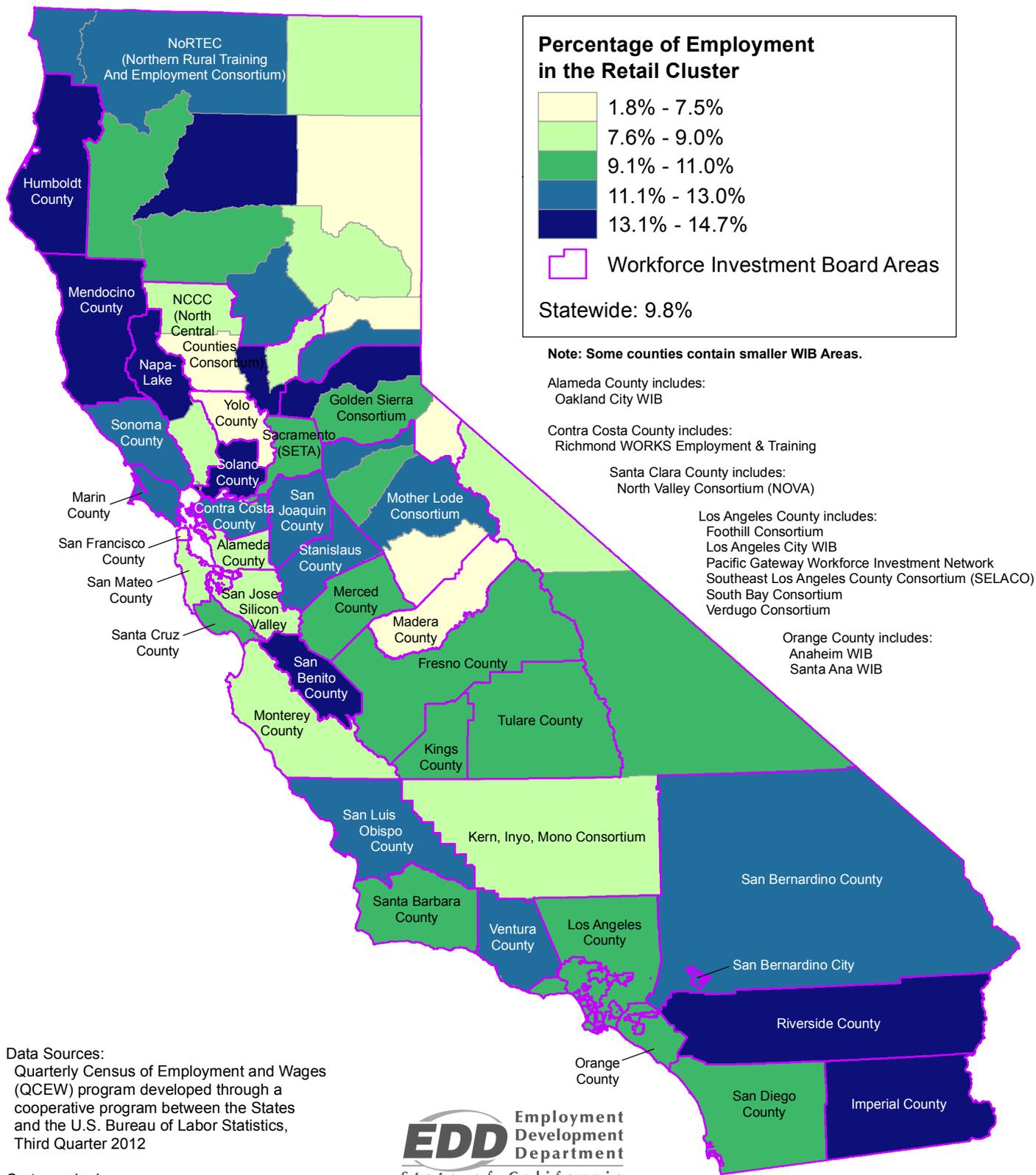
Cartography by:
Labor Market Information Division
California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
April 2014

EDD Employment Development Department
State of California

LaborMarketInfo

California Retail Cluster

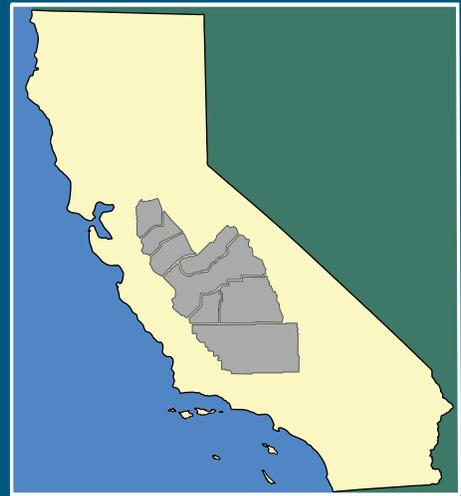
Percentage of Total County Employment, 2012



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

Cartography by:
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California Employment Development Department
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April 2014





Occupational Analysis: Health Care Services

San Joaquin Valley Region

July 2014

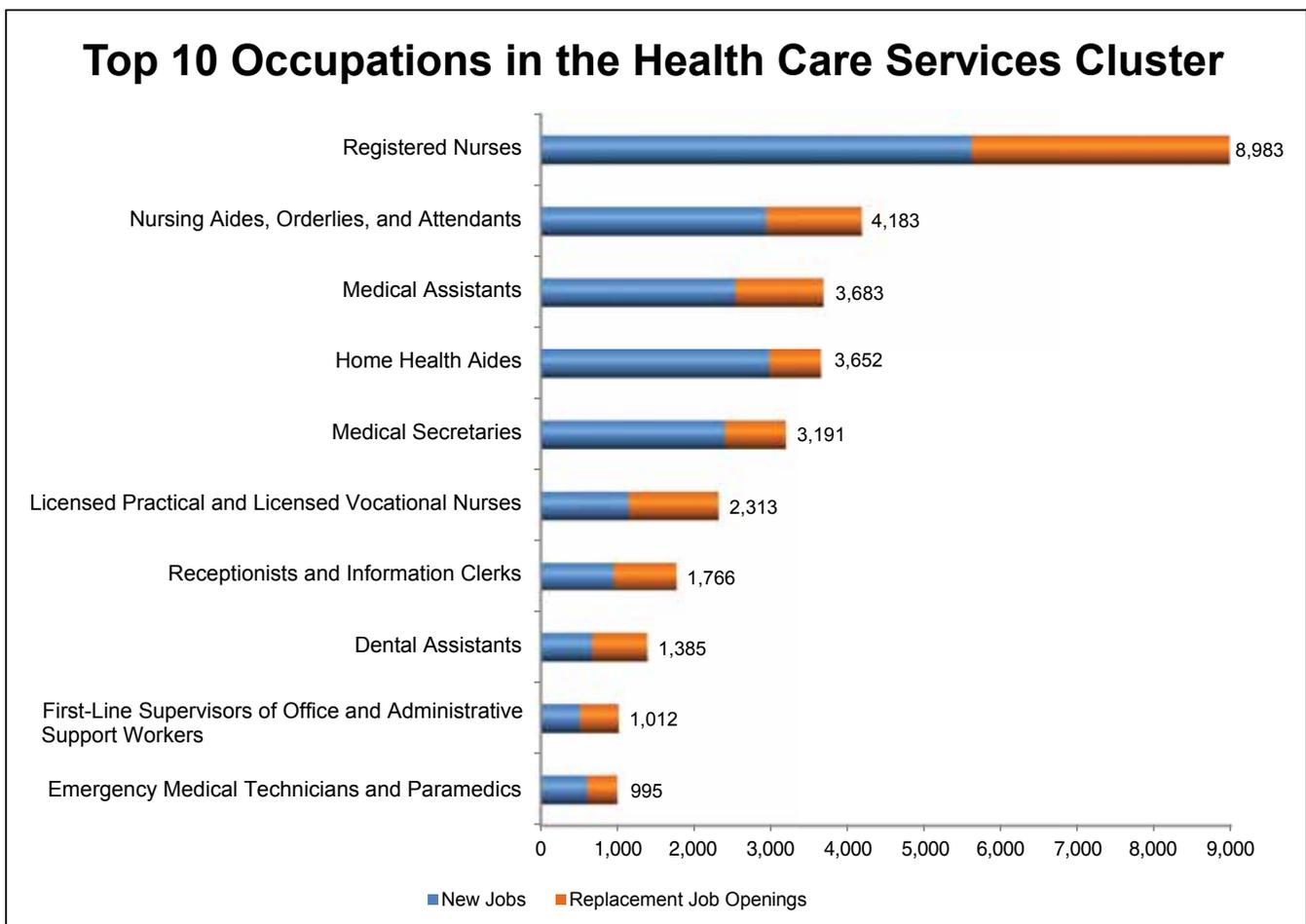
Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare Counties

What is the Health Care Services Cluster?

The Health Care Services cluster is comprised of 14 industries that include hospitals and doctors' 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 region's new job growth plus replacement openings. In sum, these 10 occupations represent more than one half of the 60,817 total job openings projected in this cluster between 2010 and 2020. Moreover, many share the same required skills such as active listening, critical thinking, social perceptiveness, and speaking.³⁰



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

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

The table below further profiles the top 10 occupations in the Health Care Services cluster by listing 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. The 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 ³¹ (2010-2020)	Median Hourly Wage (2013)	Median Annual Wage (2013)	Entry Level Education ³²	HWOL Job Advertisement ³³ (120 days)
Registered Nurses	8,983	\$40.49	\$84,221	Associate's degree	5,916
Nursing Aides, Orderlies, and Attendants ³⁴	4,183	\$11.79	\$24,532	Postsecondary non-degree award	590
Medical Assistants	3,683	\$13.47	\$28,017	Postsecondary non-degree award	679
Home Health Aides	3,652	\$10.24	\$21,293	Less than high school	298
Medical Secretaries	3,191	\$16.38	\$34,086	High school diploma or equivalent	788
Licensed Practical and Licensed Vocational Nurses	2,313	\$23.91	\$49,723	Postsecondary non-degree award	696
Receptionists and Information Clerks	1,766	\$12.13	\$25,228	High school diploma or equivalent	1,253
Dental Assistants	1,385	\$15.04	\$31,283	Postsecondary non-degree award	427
First-Line Supervisors of Office and Administrative Support Workers	1,012	\$23.39	\$48,660	High school diploma or equivalent	1,511
Emergency Medical Technicians and Paramedics	995	\$14.54	\$30,234	Postsecondary non-degree award	91

Source: California Employment Development Department, *Projections of Employment 2010-2020; Occupational Employment Statistics Wage Survey, 1st Q, 2013; The Conference Board Help Wanted OnLine™ (HWOL) Data Series, 120-day period ending June 16, 2014.*

³¹ Total job openings are the sum of new jobs and replacement needs.

³² U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

³³ Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

³⁴ The wage data represent Nursing Assistants.

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 region's projected total job openings and median hourly and annual wages. Added to this are recent totals of online job advertisements over a 120-day period. 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 ³⁵ (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	934	\$52.24	\$108,663	978
Marriage and Family Therapists	857	\$27.48	\$57,156	53
Family and General Practitioners	584	\$81.24	\$168,975	195
Physical Therapists	468	\$43.55	\$90,592	998
Healthcare Social Workers	417	\$30.86	\$64,179	193
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree				
Registered Nurses	8,983	\$40.49	\$84,221	5,916
Nursing Aides, Orderlies, and Attendants ³⁶	4,183	\$11.79	\$24,532	590
Medical Assistants	3,683	\$13.47	\$28,017	679
Licensed Practical and Licensed Vocational Nurses	2,313	\$23.91	\$49,723	696
Dental Assistants	1,385	\$15.04	\$31,283	427
Requires a High School Diploma or Equivalent or Less				
Home Health Aides	3,652	\$10.24	\$21,293	298
Medical Secretaries	3,191	\$16.38	\$34,086	788
Receptionists and Information Clerks	1,766	\$12.13	\$25,228	1,253
First-Line Supervisors of Office and Administrative Support Workers	1,012	\$23.39	\$48,660	1,511
Office Clerks, General	973	\$13.99	\$29,112	1,467

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 June 16, 2014.

³⁵ Total job openings are the sum of new jobs and replacement needs.

³⁶ The wage data represent Nursing Assistants.

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 speaking are the most commonly shared skills, followed by reading comprehension 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).

Occupation	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	Speaking	Time Management
Requires a Bachelor's Degree or Higher																	
Family and General Practitioners	●	●	●		●		●				●	●		●	●		●
Healthcare Social Workers		●		●	●		●			●	●		●	●	●		●
Marriage and Family Therapists	●	●	●		●		●			●	●		●	●	●		
Medical and Health Services Managers		●		●	●		●		●	●	●				●	●	
Physical Therapists		●		●	●	●	●				●		●	●	●		●
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																	
Dental Assistants	●	●			●	●				●		●		●	●	●	●
Licensed Practical and Licensed Vocational Nurses		●		●	●		●			●	●		●	●	●	●	
Medical Assistants	●	●		●	●					●	●		●	●	●		●
Nursing Aides, Orderlies, and Attendants ³⁷	●	●		●	●					●	●		●	●	●		●
Registered Nurses	●	●		●	●	●				●	●		●	●	●		
Requires a High School Diploma or Equivalent or Less																	
First-Line Supervisors of Office and Administrative Support Workers		●		●	●			●		●	●			●	●	●	●
Home Health Aides	●	●		●	●	●	●			●			●	●	●		
Medical Secretaries		●	●	●	●						●		●	●	●	●	●
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

³⁷ Skills listed represent Nursing Assistants, a new classification.

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; 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	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	Interpreting the Meaning of Information for Others	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	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																											
Family and General Practitioners	•	•					•	•	•			•				•	•					•					•
Healthcare Social Workers		•		•	•		•	•	•							•		•						•			•
Marriage and Family Therapists		•	•				•	•							•	•			•			•			•		•
Medical and Health Services Managers			•		•	•		•			•					•		•		•			•	•			
Physical Therapists		•					•	•			•	•				•	•					•				•	•
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree																											
Dental Assistants		•						•	•	•	•	•				•	•		•								•
Licensed Practical and Licensed Vocational Nurses		•			•		•	•			•	•				•	•		•								•
Medical Assistants		•			•		•	•	•			•				•		•		•		•					•
Nursing Aides, Orderlies, and Attendants ³⁸		•			•		•	•	•		•	•				•	•		•			•					
Registered Nurses		•			•		•	•	•		•					•	•		•			•					•
Requires a High School Diploma or Equivalent or Less																											
First-Line Supervisors of Office and Administrative Support Workers			•	•	•	•		•		•	•								•					•			•
Home Health Aides		•			•		•	•	•		•	•				•	•		•								
Medical Secretaries		•		•	•		•	•	•		•					•		•		•		•					•
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

³⁸ Work activities 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. With additional preparation, these related occupations match many 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	
Medical and Health Services Managers	<ul style="list-style-type: none"> Human Resources Managers Management Analysts Training and Development Managers
Marriage and Family Therapists	<ul style="list-style-type: none"> Child, Family, and School Social Workers Mental Health Counselors Substance Abuse and Behavioral Disorder Counselors
Family and General Practitioners	<ul style="list-style-type: none"> Nurse Practitioners Pharmacists Physician Assistants
Physical Therapists	<ul style="list-style-type: none"> Health Specialties Teachers, Postsecondary Nursing Instructors and Teachers, Postsecondary Occupational Therapists
Healthcare Social Workers	<ul style="list-style-type: none"> Mental Health and Substance Abuse Social Workers Mental Health Counselors Patient Representatives
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
Nursing Aides, Orderlies, and Attendants ³⁹	N/A
Medical Assistants	<ul style="list-style-type: none"> Pharmacy Technicians Physical Therapist Assistants Speech-Language Pathology Assistants
Licensed Practical and Licensed Vocational Nurses	<ul style="list-style-type: none"> Cardiovascular Technologists and Technicians Dental Assistants Radiologic Technicians
Dental Assistants	<ul style="list-style-type: none"> Dental Hygienists Medical Assistants Veterinary Technologists and Technicians
Requires a High School Diploma or Equivalent or Less	
Home Health Aides	<ul style="list-style-type: none"> Childcare Workers Medical Assistants Occupational Therapy Aides
Medical Secretaries	<ul style="list-style-type: none"> Bill and Account Collectors Medical Records and Health Information Technicians Receptionists and Information Clerks
Receptionists and Information Clerks	<ul style="list-style-type: none"> Bill and Account Collectors Customer Service Representatives Medical Secretaries
First-Line Supervisors of Office and Administrative Support Workers	<ul style="list-style-type: none"> First-Line Supervisors of Non-Retail Sales Workers Human Resources Specialists Training and Development Managers
Office Clerks, General	<ul style="list-style-type: none"> Bill and Account Collectors Medical Records and Health Information Technicians Medical Secretaries

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

³⁹ Currently no related occupations reported by O*NET.

Employer Demand for the Health Care Services Cluster

The following table lists the San Joaquin Valley Region's employers in the Health Care Services cluster who posted the most job advertisements during the 120-day period ending June 12, 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 ⁴⁰ (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
DIGNITY HEALTH	693	778	-85	-10.9%
Kern Medical Center	317	2	315	15,750.0%
Genesis HealthCare	215	6	209	3,483.3%
Children's Hospital Central California	168	204	-36	-17.6%
Bakersfield Memorial Hospital	159	58	101	174.1%
Sutter Health	133	240	-107	-44.6%
Tenet Healthcare Corporation	110	146	-36	-24.7%
St. Joseph Medical Center	109	36	73	202.8%
DaVita, Inc.	107	136	-29	-21.3%
San Joaquin Community Hospital	89	132	-43	-32.6%
360 Healthcare Staffing	82	33	49	148.5%
Kaiser Permanente	74	117	-43	-36.8%
Quest Diagnostics	72	180	-108	-60.0%
Kaweah Delta Medical Center	72	33	39	118.2%
Brookdale Senior Living	70	60	10	16.7%
Emanuel Medical Center	65	67	-2	-3.0%
Onward Healthcare	60	39	21	53.8%
Mercy Medical Center	59	10	49	490.0%
Adventist HealthCare	59	30	29	96.7%
AEGIS Therapies	57	136	-79	-58.1%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending June 12, 2014.

⁴⁰ Totals do not include employers with anonymous job advertisements.

Instructional Programs for the Top Health Care Services 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.

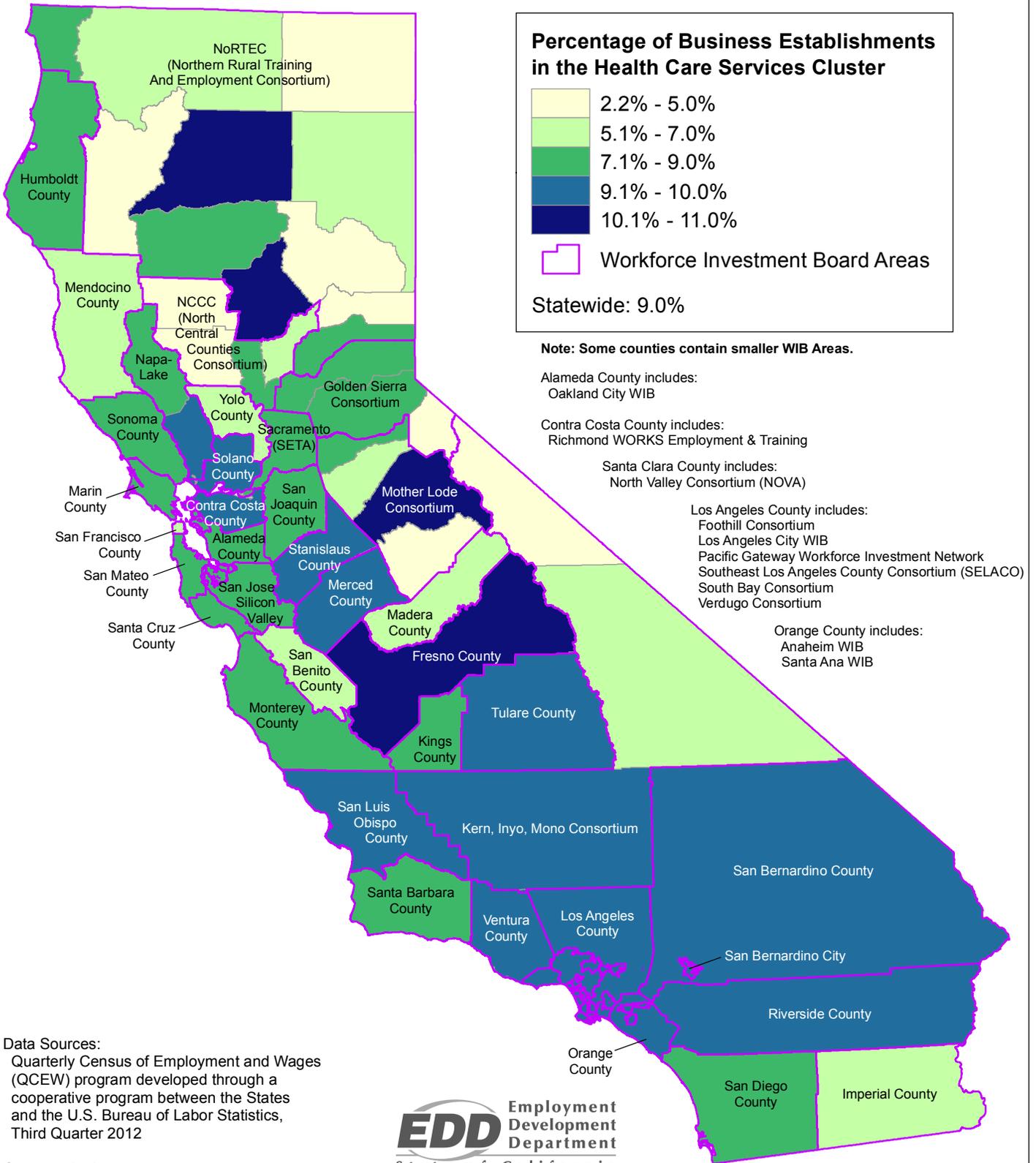
Occupation	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Dental Assistants	51.0601	Dental Assisting/Assistant	124010	Dental Assistant
First-Line Supervisors of Office and Administrative Support Workers	51.0705	Medical Office Management/Administration Medical/Health	50630	Management Development and Supervision
	51.0711	Management and Clinical Assistant/Specialist	51440	Office Management
	52.0204	Office Management and Supervision		
Home Health Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide
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 Assistants	51.0801	Medical/Clinical Assistant	120800	Medical Assisting
	51.0809	Anesthesiologist Assistant	120810	Clinical Medical Assisting
	51.0813	Chiropractic Assistant/Technician	120820	Administrative Medical Assisting
Medical Secretaries	51.0710	Medical Office Assistant/Specialist	51420	Medical Office Technology
	51.0714	Medical Insurance Specialist/Medical Biller		
	51.0716	Medical Administrative/Executive Assistant and Medical Secretary		
Nursing Aides, Orderlies, and Attendants ⁴¹	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		
Office Clerks, General	52.0408	General Office Occupations and Clerical Services	N/A	N/A
Receptionists and Information Clerks	52.0406	Receptionist	120830	Health Facility Unit Coordinator
Registered Nurses	51.3801	Registered Nursing/Registered Nurse	123000	Nursing
	51.3814	Critical Care 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 6th Edition \(2009\)](http://www.cccco.edu), www.cccco.edu

⁴¹ The CIP codes represent Nursing Assistants; the TOP code represents Nursing Aides.

California Health Care Services Cluster

Percentage of Total County Establishments, 2012



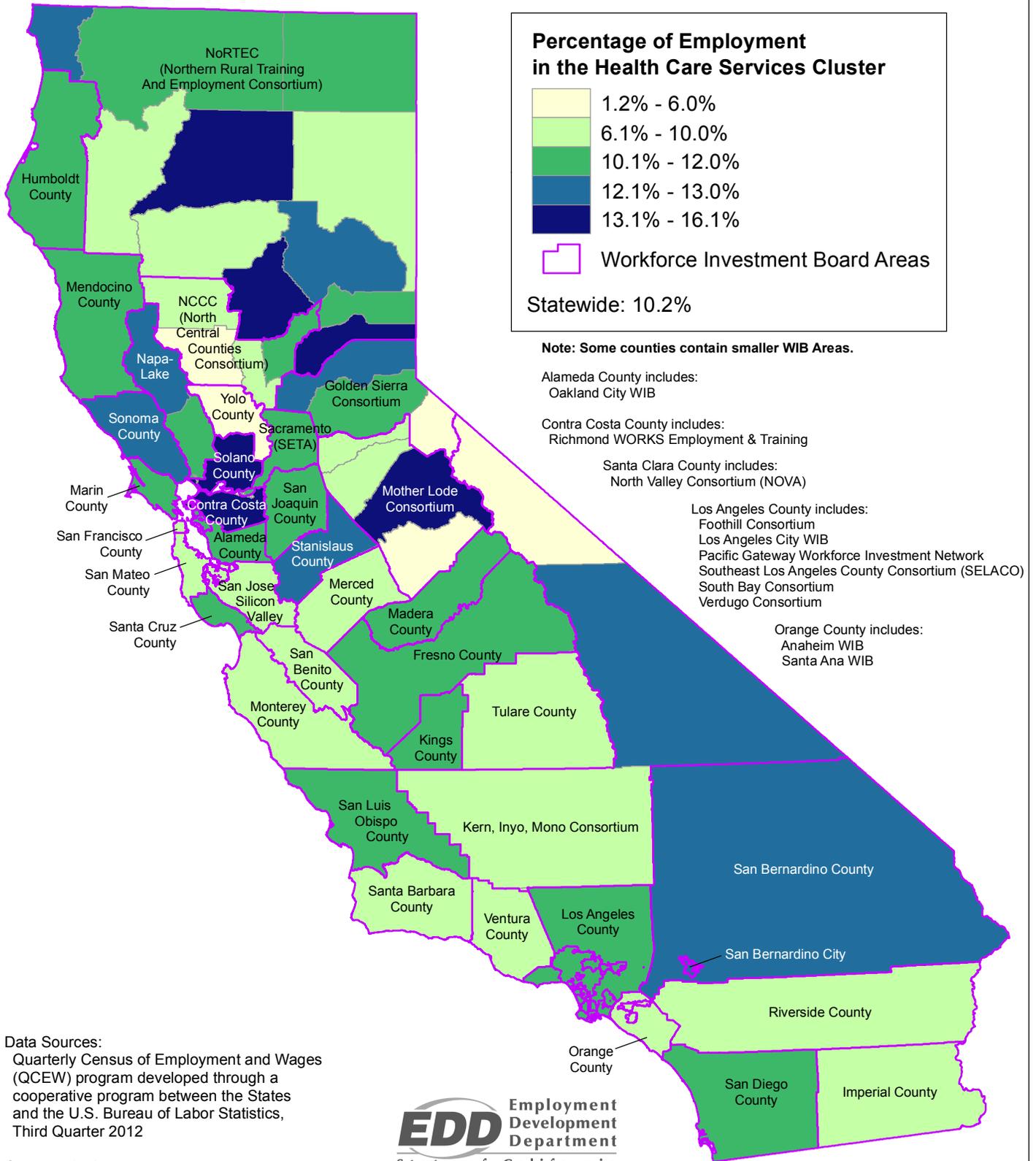
Data Sources:
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Cartography by:
 Labor Market Information Division
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 April 2014



California Health Care Services Cluster

Percentage of Total County Employment, 2012



Data Sources:
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