

# California Manufacturing Jobs in Demand

State of California

Employment Development Department  
Labor Market Information Division

Michael Boucher and Laurie Ahtelik, Research Analysts  
Occupational Research Group  
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# Purpose

- Identify Current Demand of Jobs and Skills in California's Manufacturing Industry
- Modeled after National Study
- Used Conference Board's Help Wanted OnLine™ (HWOL) to Analyze Job Listings

# Value of Real-Time Data

- Employers can identify emerging skills coveted by industry leaders
- Job seekers can discern where current manufacturing hiring “hot spots” are located
- Workforce developers can analyze up-to-the-minute job trends
- Training providers can tailor programs and curriculum to better satisfy the existing job demand

# Report Findings

- Totals and Year-over Comparisons
- Occupations in Demand
- Geographic Location of Job Openings
- Top Advertising Employers
- Skills in Demand
- Training and Education in Demand
- Hard to Fill Jobs – Ad Age

# Methods

- Identified & Grouped Occupations Based on Staffing Patterns in Manufacturing
  - Engineering
  - Production
  - Logistics
  - Other Occupations that Support Manufacturing
- Collaboration with CMTA for Skills

# Total Job Ads and LMI

| Occupational Group                 | Total Job Listings <sup>1</sup> | Percent of all Job Listings | Estimated CA 2010 Employment | Percent of CA 2010 Employment |
|------------------------------------|---------------------------------|-----------------------------|------------------------------|-------------------------------|
| Engineering Occupations            | 67,248                          | 7.0                         | 349,200                      | 2.0                           |
| Production Occupations             | 30,402                          | 3.0                         | 1,030,600                    | 7.0                           |
| Logistics Occupations              | 27,019                          | 3.0                         | 695,500                      | 4.0                           |
| “Other” Occupations Common to Mfg. | 156,792                         | 16.0                        | 2,449,900                    | 16.0                          |

<sup>1</sup> The Conference Board Help Wanted OnLine™ Data Series; 120-day period ending Feb. 2, 2012

# Top Engineering Job Ads

| Engineering Job Listings<br>CA Listings posted online Oct 6, 2011 to Feb 2, 2012 |                    |                |                     |                    |
|--|--------------------|----------------|---------------------|--------------------|
| Occupation Title   | Total Job Listings | Percent Change | Part-Time (Percent) | Contract (Percent) |
| Software Applications Engineers  | 27,849             | 8.1            | 6.5                 | 16.4               |
| Industrial Engineers   | 10,760             | 19.0           | 4.4                 | 20.5               |
| Systems Software Engineers   | 6,055              | 5.0            | 4.1                 | 16.0               |
| Mechanical Engineers   | 4,365              | 10.8           | 4.4                 | 21.0               |
| Electrical Engineers   | 3,708              | 2.5            | 5.0                 | 20.4               |

# Top Production Job Ads

| Production Job Listings   |                    |                |                     |                    |
|---|--------------------|----------------|---------------------|--------------------|
| CA Listings posted online Oct 6, 2011 to Feb 2, 2012                |                    |                |                     |                    |
| Occupation Title  | Total Job Listings | Percent Change | Part-Time (Percent) | Contract (Percent) |
| First-Line Supervisors/Managers of Production and Operating Workers | 7,033              | 19.3           | 7.6                 | 12.2               |
| Machinists  | 2,195              | 27.8           | 3.7                 | 12.3               |
| Inspectors, Testers, Sorters, Samplers, and Weighers                | 2,099              | 20.6           | 4.4                 | 20.1               |
| Production, Planning, and Expediting Clerks                         | 2,056              | 10.7           | 8.5                 | 18.7               |
| Helpers--Production Workers   | 1,425              | 37.5           | 9.1                 | 11.2               |

# Top Logistics Job Ads

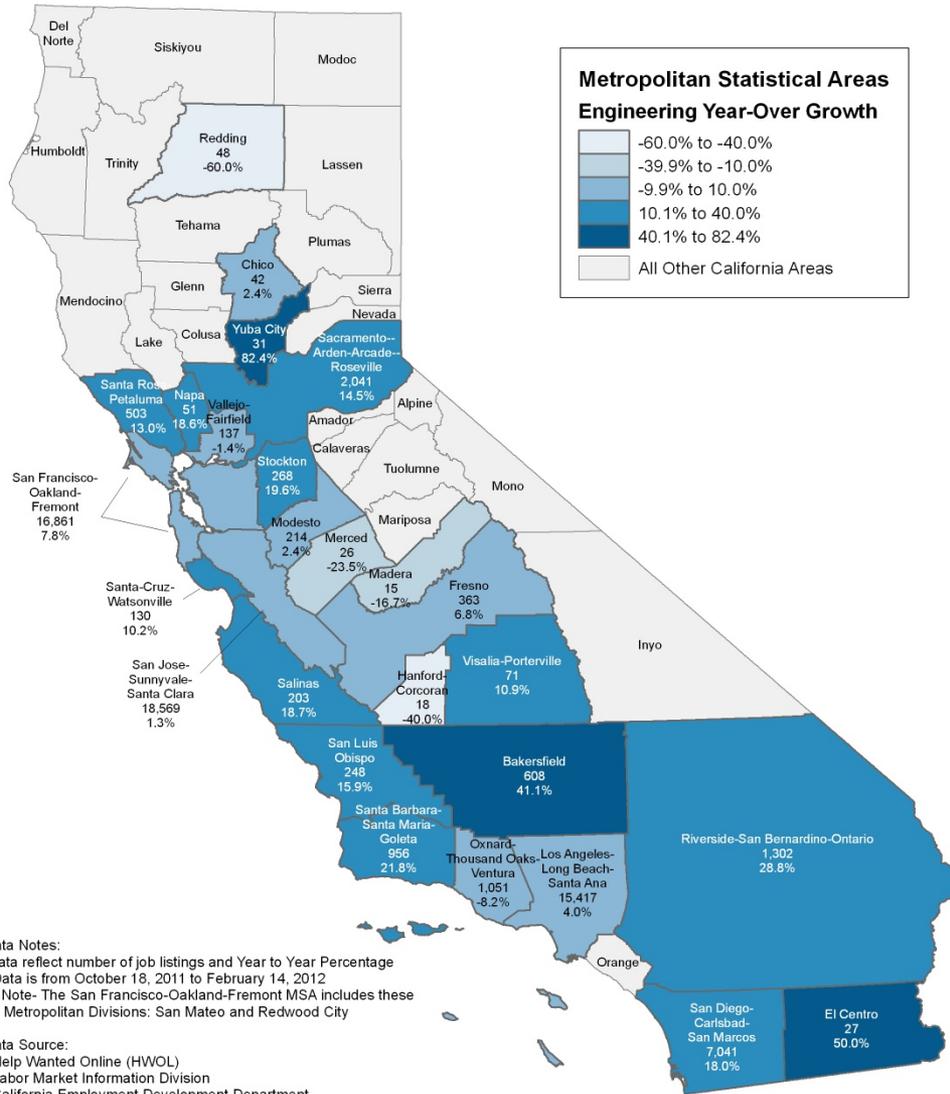
| Logistics Job Listings  |                |                |                     |                    |
|---|----------------|----------------|---------------------|--------------------|
| CA Listings posted online Oct 6, 2011 to Feb 2, 2012  |                |                |                     |                    |
| Occupation Title  | # Job Listings | Percent Change | Part-Time (Percent) | Contract (Percent) |
| Truck Drivers, Heavy and Tractor-Trailer  | 10,835         | 37.5           | 13.2                | 15.8               |
| Truck Drivers, Light or Delivery Services   | 3,861          | 13.4           | 31.7                | 7.0                |
| First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators | 3,134          | 17.2           | 13.7                | 12.5               |
| Laborers and Freight, Stock, and Material Movers, Hand  | 2,874          | -6.3           | 17.0                | 7.9                |
| Shipping, Receiving, and Traffic Clerks   | 1,543          | 0.7            | 12.2                | 10.1               |

# Top “Other” Job Ads

| Job Listings for Other Manufacturing Occupations<br>CA Listings posted online Oct 6, 2011 to Feb 2, 2012 |                    |                |                     |                    |
|--|--------------------|----------------|---------------------|--------------------|
| Occupation Title   | Total Job Listings | Percent Change | Part-Time (Percent) | Contract (Percent) |
| Executive Secretaries and Administrative Assistants  | 21,677             | 5.4            | 20.0                | 11.2               |
| Marketing Managers   | 19,515             | -0.2           | 4.7                 | 11.3               |
| Customer Service Representatives   | 17,251             | 1.7            | 19.9                | 12.2               |
| Accountants and Auditors   | 16,700             | 9.7            | 6.4                 | 14.5               |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products             | 12,599             | 0.9            | 10.1                | 8.4                |

# ENGINEERING

## Number of Engineering Job Listings and Year-Over Growth



Up  
8.6% ↑

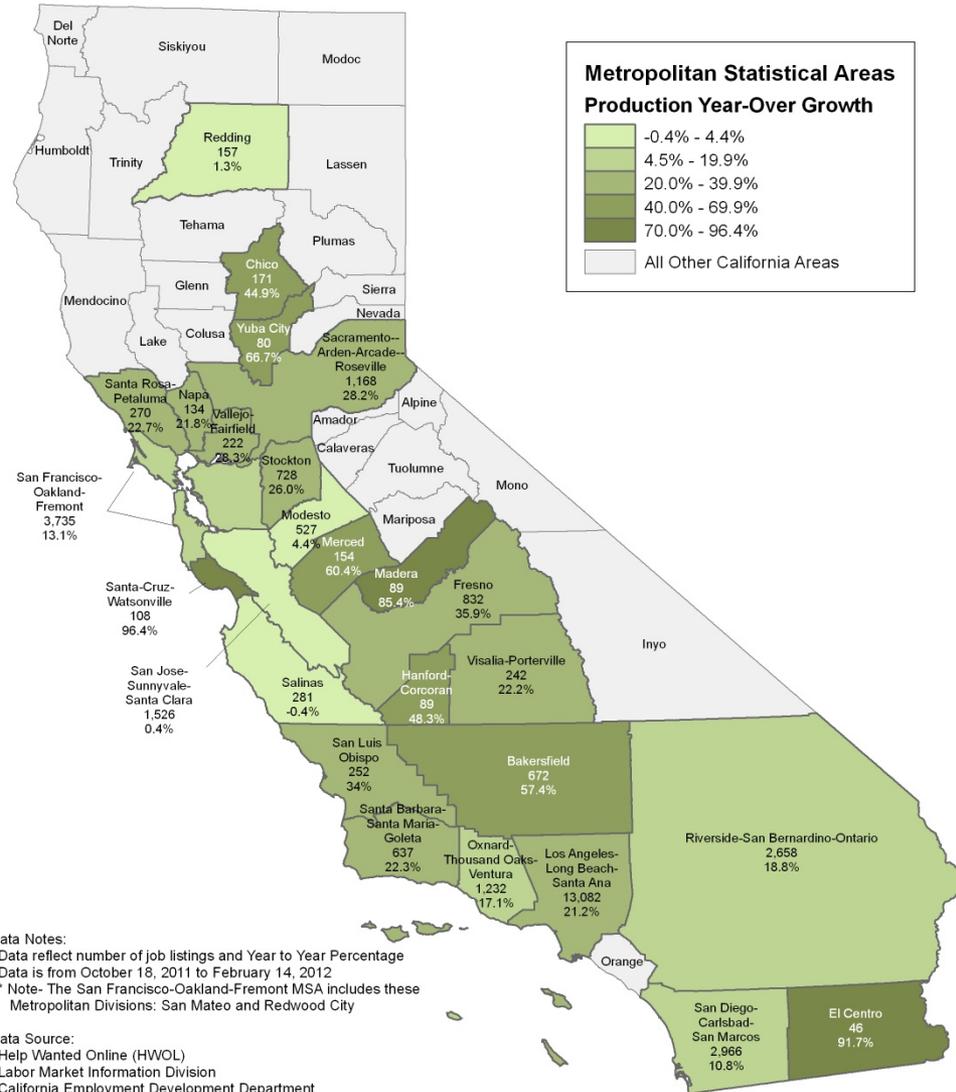
Data Notes:  
Data reflect number of job listings and Year to Year Percentage  
Data is from October 18, 2011 to February 14, 2012  
\* Note- The San Francisco-Oakland-Fremont MSA includes these Metropolitan Divisions: San Mateo and Redwood City

Data Source:  
Help Wanted Online (HWOL)  
Labor Market Information Division  
California Employment Development Department

Cartography by:  
Labor Market Information Division  
California Employment Development Department  
<http://www.labormarketinfo.edd.ca.gov>  
February 2012

# PRODUCTION

## Number of Production Job Listings and Year-Over Growth



Up  
18.8% ↑

**Data Notes:**  
 Data reflect number of job listings and Year to Year Percentage  
 Data is from October 18, 2011 to February 14, 2012  
 \* Note- The San Francisco-Oakland-Fremont MSA includes these Metropolitan Divisions: San Mateo and Redwood City

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# Top Advertising Employers ???

| Occupational Group | Employers Advertising                      |
|--------------------|--|
| Engineering        | Lockheed<br>Apple                          |
| Production         | Lockheed<br>Space Exploration Technologies |
| Logistics          | UPS<br>Schneider National                  |

# Top Skills in Demand

| Skill keyword(s)          | Total Job Listings | Top Occupations   |
|---------------------------|--------------------|---|
| QA<br>(Quality Assurance) | 21,481             | <ul style="list-style-type: none"> <li>• Computer Software Engineers, Applications</li> <li>• Industrial Engineers</li> <li>• Supervisors/Managers of Production Workers</li> </ul>               |
| Product Management        | 12,322             | <ul style="list-style-type: none"> <li>• Marketing Managers</li> <li>• Computer Software Engineers, Applications</li> <li>• General and Operations Managers</li> </ul>                            |
| Setup                     | 10,719             | <ul style="list-style-type: none"> <li>• Computer Software Engineers, Applications</li> <li>• Machinists</li> <li>• Customer Service Representatives</li> </ul>                                   |
| Business Analysis         | 5,681              | <ul style="list-style-type: none"> <li>• Marketing Managers</li> <li>• Computer Software Engineers, Applications</li> <li>• General and Operations Managers</li> </ul>                            |
| Welding                   | 4,676              | <ul style="list-style-type: none"> <li>• Welders, Cutters, and Welder Fitters</li> <li>• Maintenance and Repair Workers, General</li> <li>• Supervisors/Managers of Production Workers</li> </ul> |

# Training and Education Demand

- Hard to Quantify
- Some Discrepancy Between Employer Demand and BLS Designated Training Level

# Hard to Fill Jobs – Ad Age

| Occupations with Most Long-Running Job Listings (90+ days) |   |                       |                    |                  |
|--|---|-----------------------|--------------------|------------------|
| Manufacturing Group  | Top Occupations   | Job Listings 90+ days | Total Job Listings | Percent of Total |
| Production   | First-Line Supervisors/Managers of Production and Operating Workers | 3,107                 | 8,794              | 35.0             |
|  | Production, Planning, and Expediting Clerks                         | 919                   | 2,583              | 36.0             |
| Engineering  | Computer Software Engineers, Applications                           | 13,836                | 35,724             | 39.0             |
|  | Industrial Engineers  | 5,345                 | 14,073             | 38.0             |
| Logistics  | Truck Drivers, Heavy and Tractor-Trailer                            | 5,478                 | 13,095             | 42.0             |
|  | Truck Drivers, Light or Delivery Services                           | 1,553                 | 4,352              | 36.0             |
| Other Manufacturing  | Marketing Managers  | 9,638                 | 24,338             | 40.0             |
|  | Executive Secretaries and Administrative Assistants                 | 8,019                 | 24,420             | 33.0             |
|  | Customer Service Representatives                                    | 7,324                 | 20,206             | 36.0             |

# Questions?

Michael Boucher – (916) 262-2407

[Michael.Boucher@edd.ca.gov](mailto:Michael.Boucher@edd.ca.gov)

Laurie Achtelik – (916) 262-2254

[Laurie.Achtelik@edd.ca.gov](mailto:Laurie.Achtelik@edd.ca.gov)