

California Occupational Projections 2009-2011

Overview

California's occupational employment is expected to have a net increase of 163,200 jobs from 15.9 to approximately 16.1 million in 2011. This net increase represents a one percent growth rate for the period 2009-2011. During this period, replacement needs will far exceed openings due to job growth. Replacement needs estimate the number of workers needed to replace those that have left the labor force or have changed jobs. Occupations with slow to no growth combined with an aging workforce will result in a higher demand for workers to fill replacement needs than new job openings.

Total job openings are the sum of job growth and replacement needs. Three out of every four job openings will be due to replacement needs. For the period 2009-2011, California is expected to generate:

- New Job opportunities – just over 230,800 new jobs
- Replacements Needs – approximately 733,400 job openings
- A combined total of nearly 964,300 job openings

Major Occupational Groups

The top three occupational groups with the most openings are expected to generate 39 percent of total job openings with replacement needs outpacing new job growth.

- Office and Administrative Support occupations are expected to have 128,100 total job openings comprised of 102,200 replacement needs and 25,900 new jobs. The occupations with the most openings in this group are Customer Service Representatives (17,440), Stock Clerks and Order Fillers (14,430), and Office Clerks, General (10,320).
- Sales and Related occupations follow with 125,300 total job openings consisting of 103,200 replacement needs and 22,000 new jobs. Cashiers (44,700), Retail Salespersons (37,060), and First-Line Supervisors/Managers of Retail Sales Workers (7,950) will generate the most job opportunities within this group.
- Food Preparation and Serving Related occupations are expected to generate 106,600 replacement needs and 12,200 new jobs for a total of 118,800 job openings. Waiters and Waitresses (29,370), Counter Attendants, Cafeteria, Food Concession, and Coffee Shop (18,480), and Combined Food Preparation and Serving Workers, Including Fast Food (14,100) will have opportunities as workers continue to move in and out of these occupations.

On the other hand, there are a few occupational groups with new job growth outpacing replacement needs. The groups include occupations in the healthcare field and private home care. Increases in health care needs by an aging population are expected to continue to drive demand for these occupations. These three groups are expected to generate approximately 93,200 new jobs and 68,400 replacement needs.

- Personal Care and Service occupations are expected to generate 51,730 new jobs. Personal and Home Care Aides (45,400 new jobs) are expected to have the most new job openings.
- Healthcare Practitioners and Technical occupations follow with 25,250 new jobs and include Registered Nurses (10,790 new jobs), Respiratory Therapists (670 new jobs), and Physician Assistants (520 new jobs).
- Healthcare Support occupations will generate 16,220 new jobs. Nursing, Psychiatric, and Home Health Aides (9,010 new jobs), Home Health Aides (4,600 new jobs), Nursing Aides, Orderlies, and Attendants (4,370 new jobs), and Medical Assistants (3,580 new jobs) will have the most job growth.

The chart, [California 2009-2011 Major Occupational Group Job Openings](#), shows the top 15 major occupational groups with the most openings.

The three occupational groups with the most employment declines are still feeling the impact of the recession. Construction and extraction occupations (-12,800) have yet to recover from the downturn in the housing market. The Education, Training, and Library occupations (-6,900) and Protective Service occupations (-3,200) are concentrated in the government sector and are expected to be impacted by government budgetary constraints.

Occupations with the Most Job Openings

The top 50 occupations with the most job openings will generate about 56 percent of all job openings in California during this projection period. Occupations expected to have new job openings are those concentrated in healthcare and private home care such as Personal and Home Care Aides and Registered Nurses. Cashiers and Retail Salespersons, concentrated in retail and food services and accommodation, are also projected to have new job openings in addition to replacement needs. Occupations with median wages of \$12.00 per hour or less make up 46 percent of the list. Approximately 3 out of 4 occupations require some type of on-the-job training.

While the majority of occupations are entry-level, there are some higher skilled occupations on the list. They include Elementary and Secondary Teachers, Accountants and Auditors, Sales Managers, and General and Operations Managers. These five occupations require a bachelor's degree or higher and offer median annual wages ranging between \$60,641 and \$108,117.

Fastest Growing Occupations

During the 2009-2011 projection period, the top 50 fastest growing occupations are all expected to grow at a rate of 3 percent or more compared to the overall one percent growth rate projected for the State. These fastest growing occupations will generate over half of the new job openings during the projection period. Demographic factors will sustain the demand for Healthcare Practitioner and Technical Occupations, which make up 30 percent of the fastest growing occupations.

For these occupations, wages commensurate with education and training, ranging from \$10.25 per hour for Home Health Aides to \$75.65 per hour for Pediatricians. Over half of the occupations require an associate degree or higher and have a median wage of \$38.50 per hour. Occupations requiring post-secondary vocational training or less have a median wage of \$16.25 per hour. (See chart: California Top 20 Fastest Growing Occupations Sorted by Wages.)

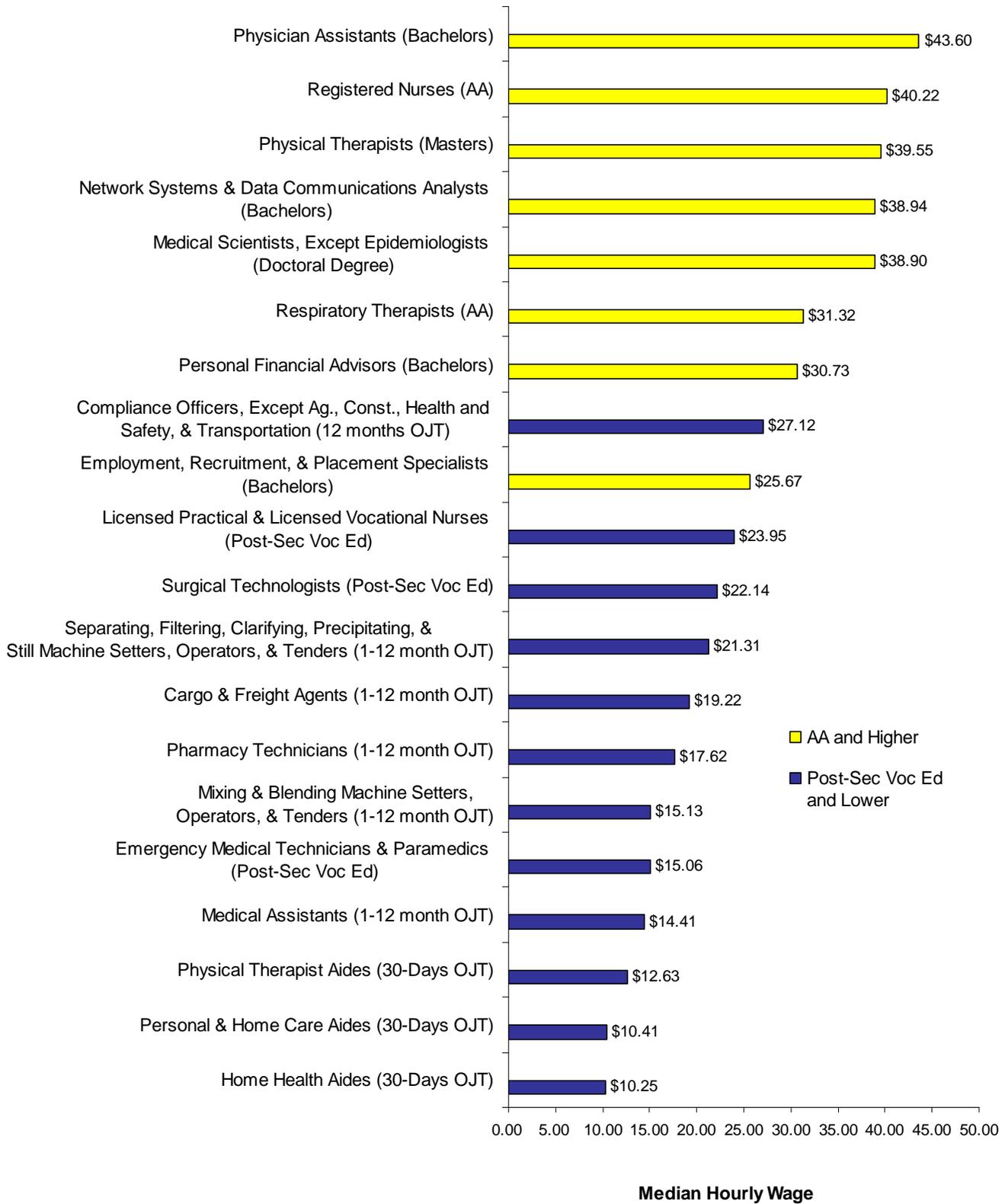
Education/Training Levels and Wages

[The Bureau of Labor Statistics education and training classification system](#) reflects the manner in which most workers become proficient in that occupation and the preferences of most employers. About 467,300 jobs, or 49 percent of total job openings, require short-term on-the-job training and pay median wages ranging from \$8.61 to \$26.06 per hour. Next, 130,800 jobs require moderate-term on-the-job training with median wages ranging from \$9.29 to \$37.94 per hour. Jobs requiring a bachelor's degree will provide 113,600 total job openings with median wages ranging from \$11.33 to \$56.34 per hour. (See charts: California 2009-2011 Total Job Openings by Education/Training Level and California 2009-2011 Education/Training Level Wages.)

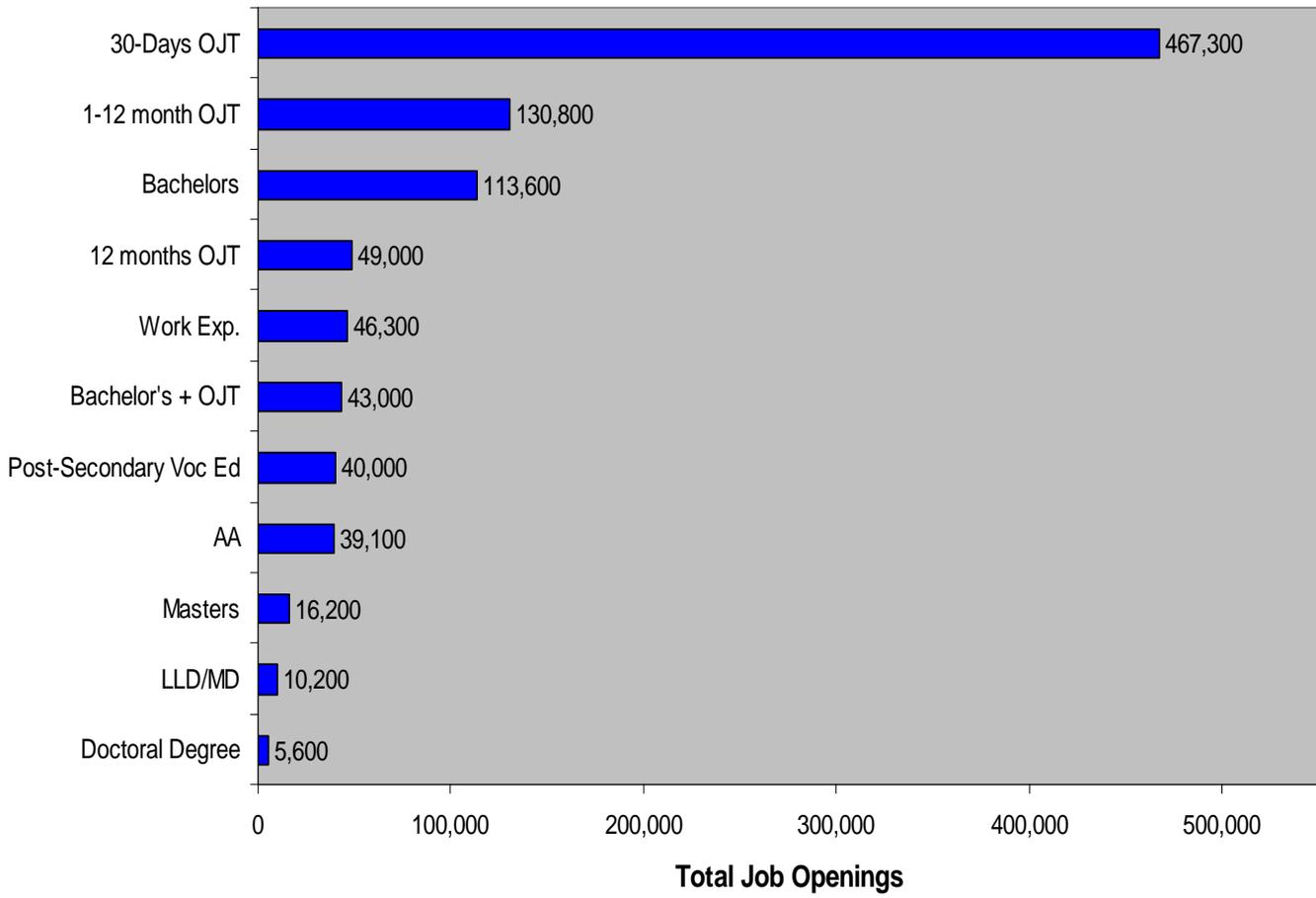
The complete [2009-2011 Occupational Employment Projections](#) are available online.

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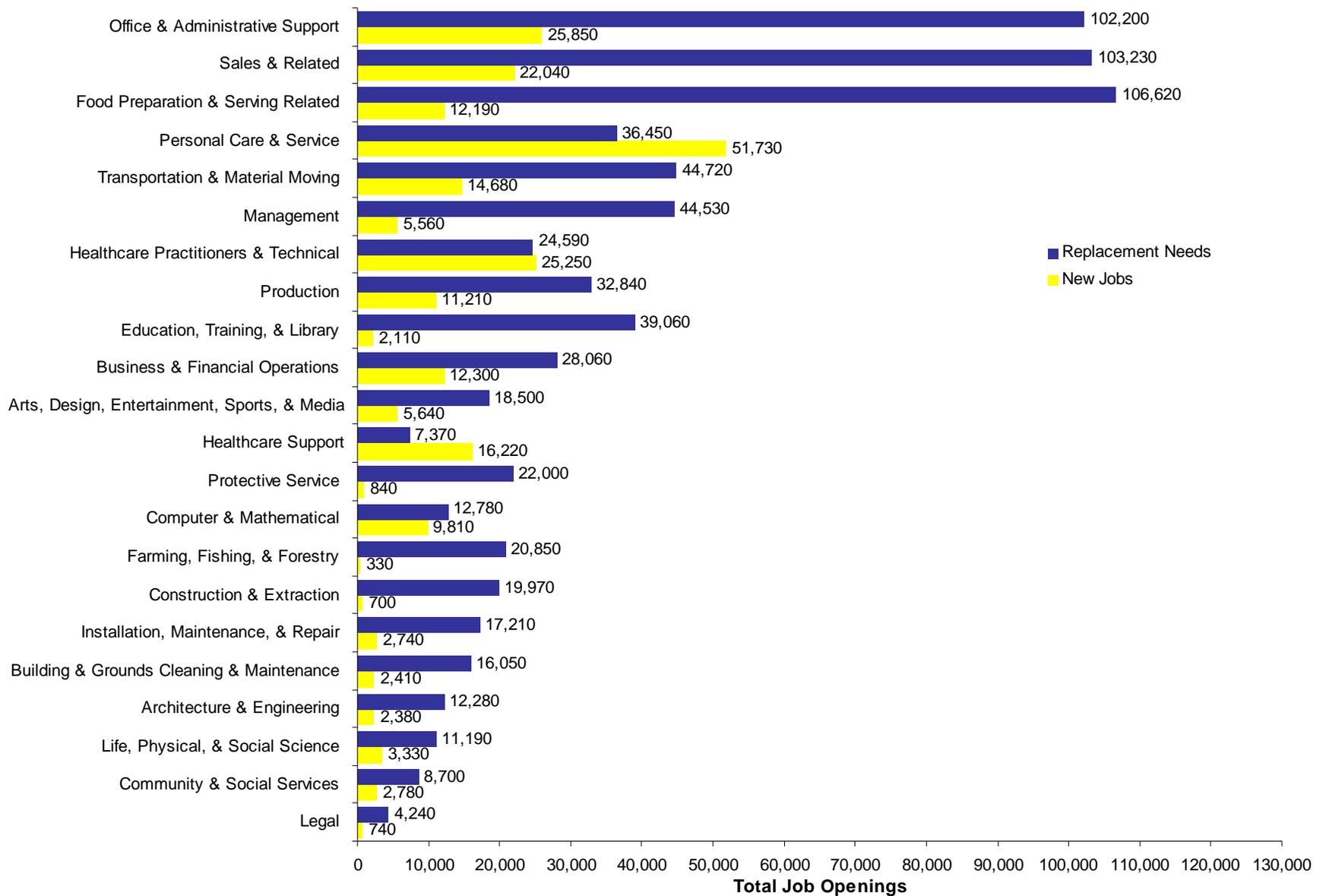
California Top 20 Fastest Growing Occupations Sorted by Wages



**California 2009-2011
Total Job Openings by Education/Training Level**



California 2009-2011 Major Occupational Group Job Openings



California 2009-2011 Education and Training Level Wages

