

## Occupational Employment Projections 2012-2014

### Overview

California’s occupational employment is expected to add more than 680,700 jobs over the projection period. The occupational groups with the most growth are office and administrative support (100,700), food preparation and serving related (81,600), and personal care and service occupations (58,300). The occupational groups with the fastest growth rates are construction and extraction occupations (7.4 percent), personal care and service occupations (7.2 percent), and food preparation and serving related occupations (6.1percent).

Total job openings are the sum of job growth and replacement needs. Total job openings do not factor in occupational declines. If an occupation’s forecasted employment change is negative, the number of opportunities resulting from growth is zero and replacement needs are the only source of job opportunities. Replacement needs estimate the number of workers needed to replace those who have left the labor force or have changed jobs. Six out of every 10 occupations will have more job openings due to replacement needs than job growth.

Over the 2012-2014 projections period, California is expected to generate:

- 691,000 new jobs from industry growth,
- 785,100 jobs due to replacement needs,
- A combined total of 1,476,100 job openings.

### Fastest Growing Occupations

The 50 fastest growing occupations are expected to expand at a rate of 6.3 percent or higher, compared to the expected overall 4.1 percent growth rate for total employment in California. These occupations are forecasted to generate 167,700 new jobs, which accounts for 24.6 percent of all new jobs. The industries that are expected to generate the most growth for the top 10 fastest growing occupations are shown in *Figure 1*.

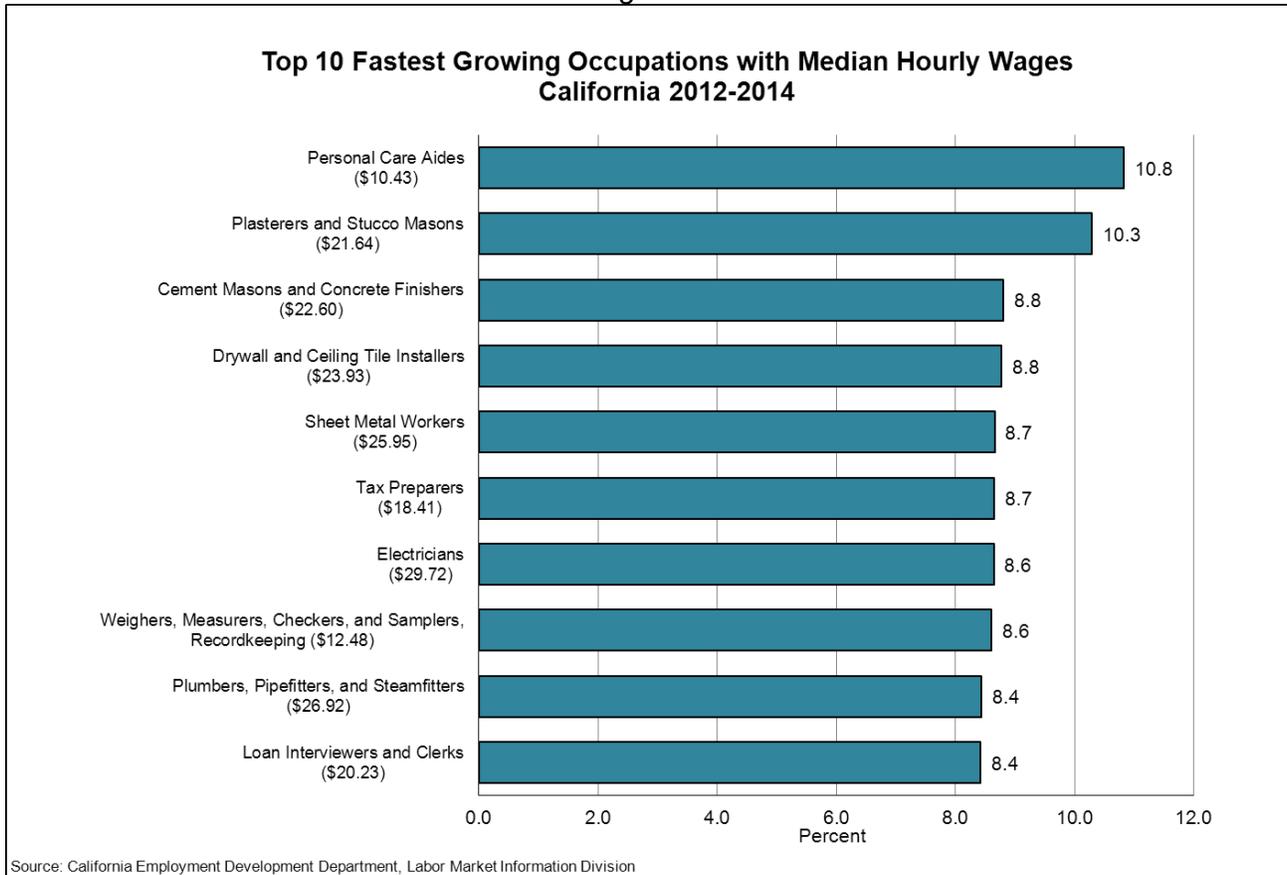
**Figure 1: Industries Where Occupational Growth is Concentrated**

Occupation	Top Industry (Industry Percentage Growth Rate)
Personal Care Aides	Private Household Workers (12.0)
Plasterers and Stucco Masons	Building Finishing Contractors (10.8)
Cement Masons and Concrete Finishers	Foundation, Structure, and Building Exterior Contractors (8.2)
Drywall and Ceiling Tile Installers	Building Finishing Contractors (10.8)
Sheet Metal Workers	Building Equipment Contractors (11.5)
Tax Preparers	Accounting, Tax Preparation, Bookkeeping, and Payroll Services (8.1)
Electricians	Building Equipment Contractors (11.5)
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Other Support Services (14.6)
Plumbers, Pipefitters, and Steamfitters	Building Equipment Contractors (11.5)
Loan Interviewers and Clerks	Nondepository Credit Intermediation (13.5)

Source: California Employment Development Department, Labor Market Information Division

Of the top 10 fastest growing occupations, seven pay median wages of more than \$20 an hour. These occupations require an entry level education of high school diploma or less. Construction related occupations dominate the top 10 fastest growing occupations. The top 10 fastest growing occupations are shown below in *Figure 2*.

Figure 2



### **Occupations with the Most Job Openings**

The top 50 occupations with the most job openings are expected to generate 781,800 total jobs, accounting for 53 percent of all openings in California. Of these occupations, 27 have more openings due to replacement needs than job growth. Replacement needs are expected to increase as workers shift to new occupations as the economy expands. Baby-boomers will also contribute to replacement needs when they transition out of the labor force and into retirement.

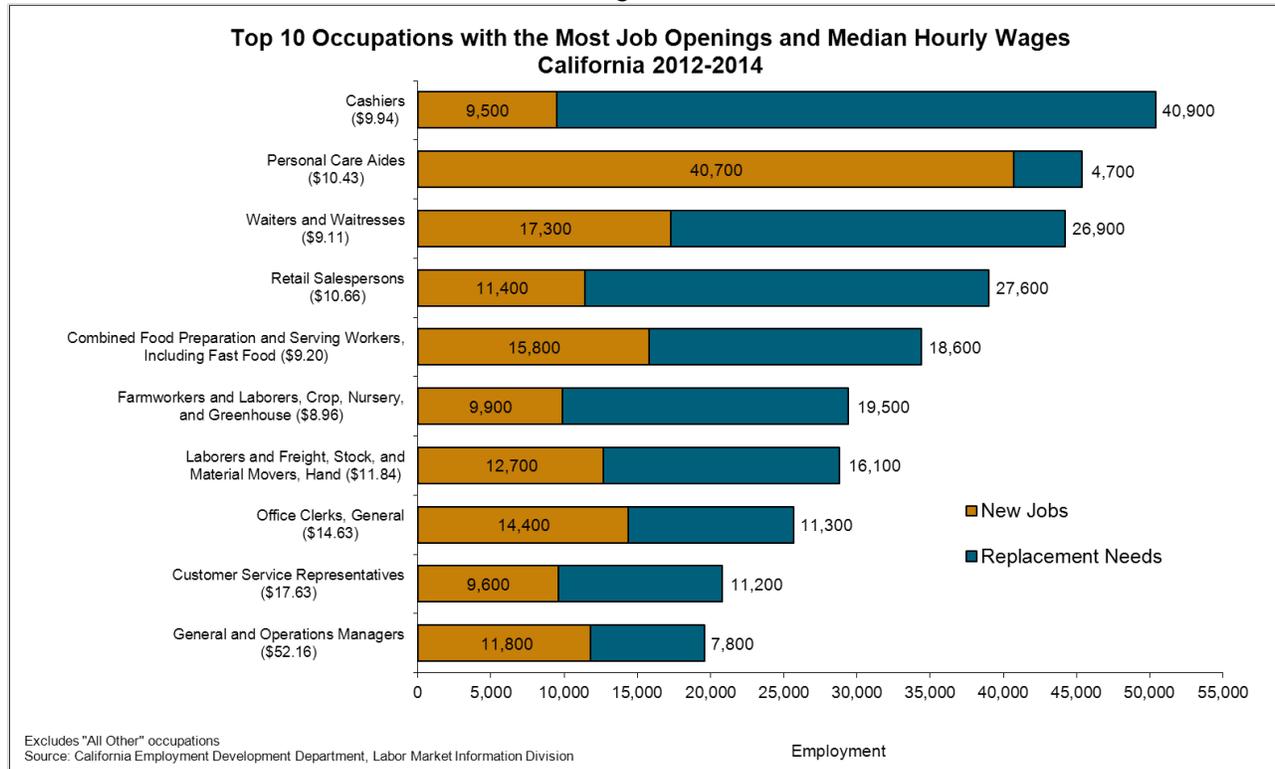
Of these 50 occupations, 42 require a high school diploma or less and pay median hourly wages ranging from \$8.96 to \$29.72. Seven out of 10 occupations on this list also require some form of post-employment on-the-job training. Higher skilled occupations, requiring an associate degree or higher, earn median hourly wages ranging from \$32.92 to \$52.16.

Food preparation and serving related occupations make up 2 of every 10 occupations on this list. Examples of these occupations include waiters and waitresses; combined food preparation and serving workers, including fast food; and counter attendants, cafeteria, food concession, and coffee shop.

These occupations are concentrated in the accommodation and food services industry, which require a high school diploma or less, and earn median hourly wages ranging from \$9.09 to \$13.68.

Office and administrative support occupations, also makes up 20 percent of the occupations on the list. These occupations are found across all industries and require an entry level education of a high school diploma or less. Only first-line supervisors of office and administrative support workers and executive secretaries and executive administrative assistants require previous work experience. These two occupations also pay the highest hourly median wages in this group, earning \$26.70 and \$26.33, respectively. The top 10 occupations with the most job openings are shown in *Figure 3*.

*Figure 3*

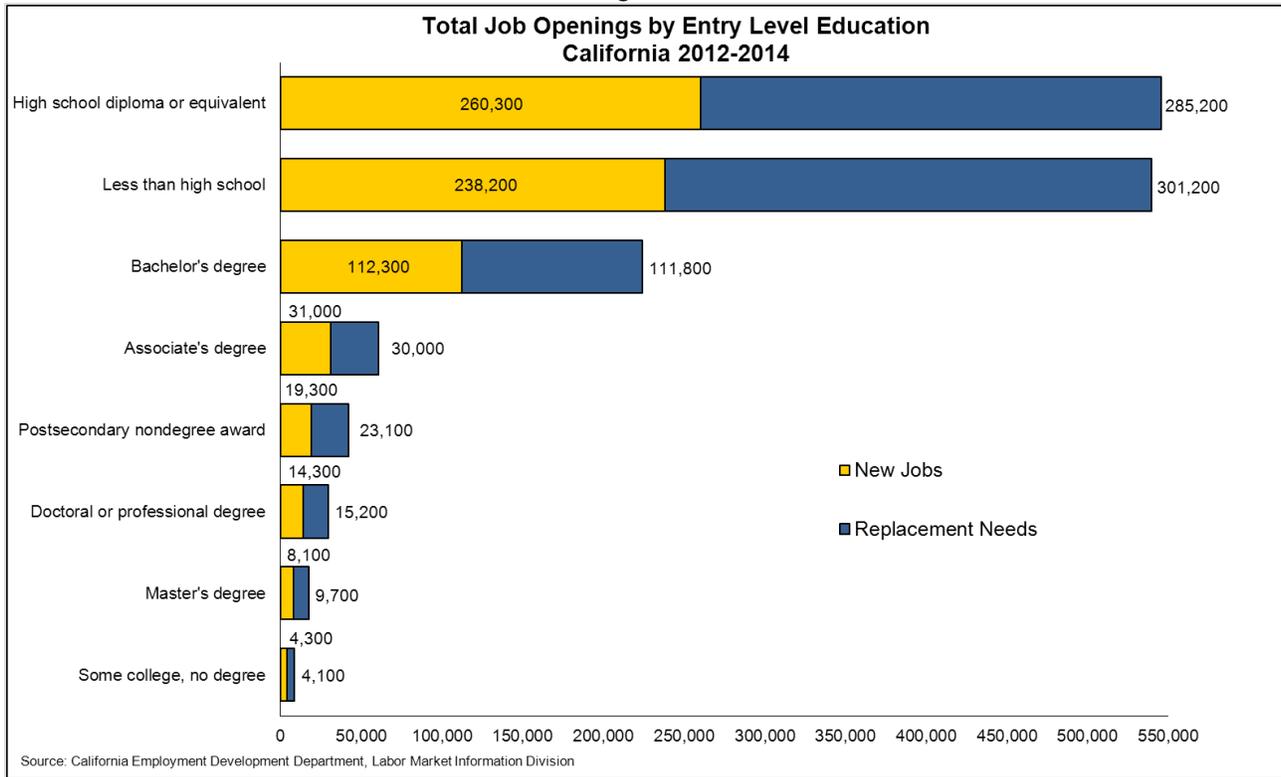


## Education and Training Requirements

The United States Bureau of Labor Statistics assigns education and training levels for each occupation. The levels categorize the typically required education and training into three categories; entry level education, related work experience, and on-the-job training. Entry level education and related work experience are measures of pre-employment qualifications, where on-the-job training is offered later so that an employee can obtain competency in the occupation.

*Figure 4* shows the projected total job openings by entry level education in California for 2012-2014. The “less than high school” and “high school diploma or equivalent” education levels have the most replacement needs. Entry level jobs generally have more replacement needs because workers move to other occupations for higher wages and upward mobility.

Figure 4



The entry level education classifications and their job requirements are:

- **Doctoral or professional degree** - Completion of this degree usually requires at least three years of full-time academic study beyond a bachelor's degree. Examples of occupations for which a professional degree is the typical form of entry-level education include lawyers, pharmacists, biochemists and biophysicists, and physical therapists. There are a large number of medical occupations that require high entry level education combined with internships or residencies. This group has the highest median hourly wage.
- **Master's degree** - Completion of this degree usually requires one or two years of full-time academic study beyond a bachelor's degree. Examples of occupations in this category include physician assistants, marriage and family therapists, and healthcare social workers. Most of the occupations requiring this degree are in education, health care, or social assistance fields.
- **Bachelor's degree** - Completion of this degree generally requires at least four years, but not more than five years, of full-time academic study beyond high school. Examples of occupations in this category include accountants and auditors; software developers, applications; and database administrators. The occupations requiring a bachelor's degree are varied and cross all industries, and many require additional work experience and on-the-job training.
- **Associate's degree** - Completion of this degree usually requires at least two years, but not more than four years of full-time academic study beyond high school. Examples of occupations in this category include registered nurses, general and operations managers, and respiratory therapists.
- **Postsecondary non-degree award** - These programs lead to a certificate or other award, but not a degree. The certificate is awarded by the educational institution and is the result of completing formal postsecondary schooling. Certification, which is issued by a professional organization or certifying body, is not included here. Some postsecondary non-degree award programs last only a

few weeks, while others may last one to two years. Examples of occupations in this category include emergency medical technicians and paramedics, licensed practical and licensed vocational nurses, and firefighters.

- **Some college, no degree** - This category signifies the achievement of a high school diploma or equivalent plus the completion of one or more postsecondary courses that did not result in a degree or award. Examples of occupations in this category are computer support specialists, and private detectives and investigators.
- **High school diploma or equivalent** - This category signifies the completion of high school or an equivalent program resulting in the award of a high school diploma or an equivalent, such as the General Educational Development (GED) credential. Examples of occupations in this category include office clerks, general; customer service representatives; and pharmacy technicians.
- **Less than high school** - This category signifies the completion of any level of primary or secondary education that did not result in the award of a high school diploma or equivalent. Examples of occupations in this category include personal care aides, home health aides, retail salespersons, and cashiers.

For more information on the fastest and largest growing occupations by entry level education, please refer to the **Comparison of Growing Occupations by Entry Level Education in California 2012-2014** table on the next page.

The complete [2012-2014 California industry and occupational projections](#) are available online.

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Labor Market Information Division  
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## Comparison of Growing Occupations by Entry Level Education in California 2012-2014

Fastest Growing (New Jobs from Industry Growth)	Entry Level Education	Largest Growing (New Jobs and Replacement Needs)
Anesthesiologists (6.7% or 400 jobs) Pediatricians, General (6.3% or 400 jobs) Biochemists and Biophysicists (6.1% or 400 jobs) Internists, General (5.7% or 500 jobs) Medical Scientists, Except Epidemiologists (5.6% or 1,600 jobs)	<b>Doctoral or Professional Degree</b>	Lawyers (4,600 jobs) Clinical, Counseling, and School Psychologists (2,400 jobs) Pharmacists (1,900 jobs) Medical Scientists, Except Epidemiologists (1,800 jobs) Dentists, General (1,500 jobs)
Marriage and Family Therapists (6.9% or 800 jobs) Physician Assistants (5.7% or 500 jobs) Urban and Regional Planners (5.4% or 500 jobs) Occupational Therapists (4.3% or 400 jobs) Healthcare Social Workers (3.8% or 500 jobs)	<b>Master's Degree</b>	Educational, Guidance, School, and Vocational Counselors (1,900 jobs) Education Administrators, Elementary and Secondary School (1,500 jobs) Marriage and Family Therapists (1,300 jobs) Instructional Coordinators (1,200 jobs) Healthcare Social Workers (1,100 jobs)
Management Analysts (8.1% or 7,200 jobs) Environmental Scientists and Specialists, Including Health (8.0% or 1,100 jobs) Geoscientists, Except Hydrologists and Geographers (8.0% or 400 jobs) Environmental Engineers (7.8% or 500 jobs) Market Research Analysts and Marketing Specialists (7.2% or 4,200 jobs)	<b>Bachelor's Degree</b>	Accountants and Auditors (13,300 jobs) Management Analysts (9,700 jobs) Software Developers, Applications (8,600 jobs) Elementary School Teachers, Except Special Education (8,300 jobs) Market Research Analysts and Marketing Specialists (7,300 jobs) Secondary School Teachers, Except Special and Career/Technical Education (6,900 jobs)
Construction Managers (5.1% or 3,200 jobs) General and Operations Managers (4.8% or 11,800 jobs) Medical and Clinical Laboratory Technicians (4.0% or 700 jobs) Mechanical Drafters (4.0% or 200 jobs) Diagnostic Medical Sonographers (3.7% or 200 jobs)	<b>Associate's Degree</b>	General and Operations Managers (19,600 jobs) Registered Nurses (15,500 jobs) Construction Managers (3,900 jobs) Preschool Teachers, Except Special Education (3,300 jobs) Medical and Clinical Laboratory Technicians (1,300 jobs)
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (7.6% or 1,700 jobs) Audio and Video Equipment Technicians (5.4% or 500 jobs) Medical Records and Health Information Technicians (5.0 or 900 jobs) Medical Transcriptionists (4.8% or 300 jobs) Licensed Practical and Licensed Vocational Nurses (4.6% or 3,100 jobs)	<b>Postsecondary Non-degree Award</b>	Licensed Practical and Licensed Vocational Nurses (6,600 jobs) Nursing Aides, Orderlies, and Attendants (5,900 jobs) Hairdressers, Hairstylists, and Cosmetologists (3,500 jobs) Dental Assistants (2,600 jobs) Heating, Air Conditioning, and Refrigeration Mechanics and Installers (2,500 jobs)
Computer Support Specialists (5.4% or 4,000 jobs)	<b>Some College, No Degree</b>	Computer Support Specialists (7,700 jobs)
Sheet Metal Workers (8.7% or 1,100 jobs) Tax Preparers (8.7% or 900 jobs) Electricians (8.6%, or 4,400 jobs) Weighers, Measurers, Checkers, and Samplers, Recordkeeping (8.6% or 1,300 jobs) Plumbers, Pipefitters, and Steamfitters (8.4% or 3,300 jobs)	<b>High School Diploma or Equivalent</b>	Office Clerks, General (25,700 jobs) Customer Service Representatives (20,800 jobs) First-Line Supervisors of Office and Administrative Support Workers (16,300 jobs) Bookkeeping, Accounting, and Auditing Clerks (13,800 jobs) Childcare Workers (13,400 jobs)
Personal Care Aides (10.8% or 40,700 jobs) Plasterers and Stucco Masons (10.3% or 700 jobs) Cement Masons and Concrete Finishers (8.8% or 1,400 jobs) Drywall and Ceiling Tile Installers (8.8% or 2,000 jobs) Tapers (8.2% or 500 jobs)	<b>Less than High School</b>	Cashiers (50,500 jobs) Personal Care Aides (45,400 jobs) Waiters and Waitresses (44,300 jobs) Retail Salespersons (39,000 jobs) Combined Food Preparation and Serving Workers, Including Fast Food (34,400 jobs)

Excludes "All Other" occupations and those with employment less than 5,000 in 2012.  
 Source: California Employment Development Department, Labor Market Information Division

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