

## California Occupational Employment Projections Between 2014–2016

### Overview

California’s occupational employment is expected to add 771,300 jobs over the 2014-2016 projection period. The occupational groups with the most growth are food preparation and serving related (87,400 jobs), personal care and service (86,500 jobs) and office and administrative support (84,300 jobs). The occupational groups with the fastest growth rates are personal care and service occupations (9.4 percent), construction and extraction occupations (8.4 percent) and computer and mathematical occupations (7.5 percent).

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 forecast 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. Fifty-one percent of occupations will have more job openings due to replacement needs than job growth.

Over the 2014-2016 projections period, California is expected to generate:

- 789,500 new jobs from industry growth
- 800,900 jobs due to replacement needs
- A combined total of approximately 1,590,500 job openings

### Fastest Growing Occupations

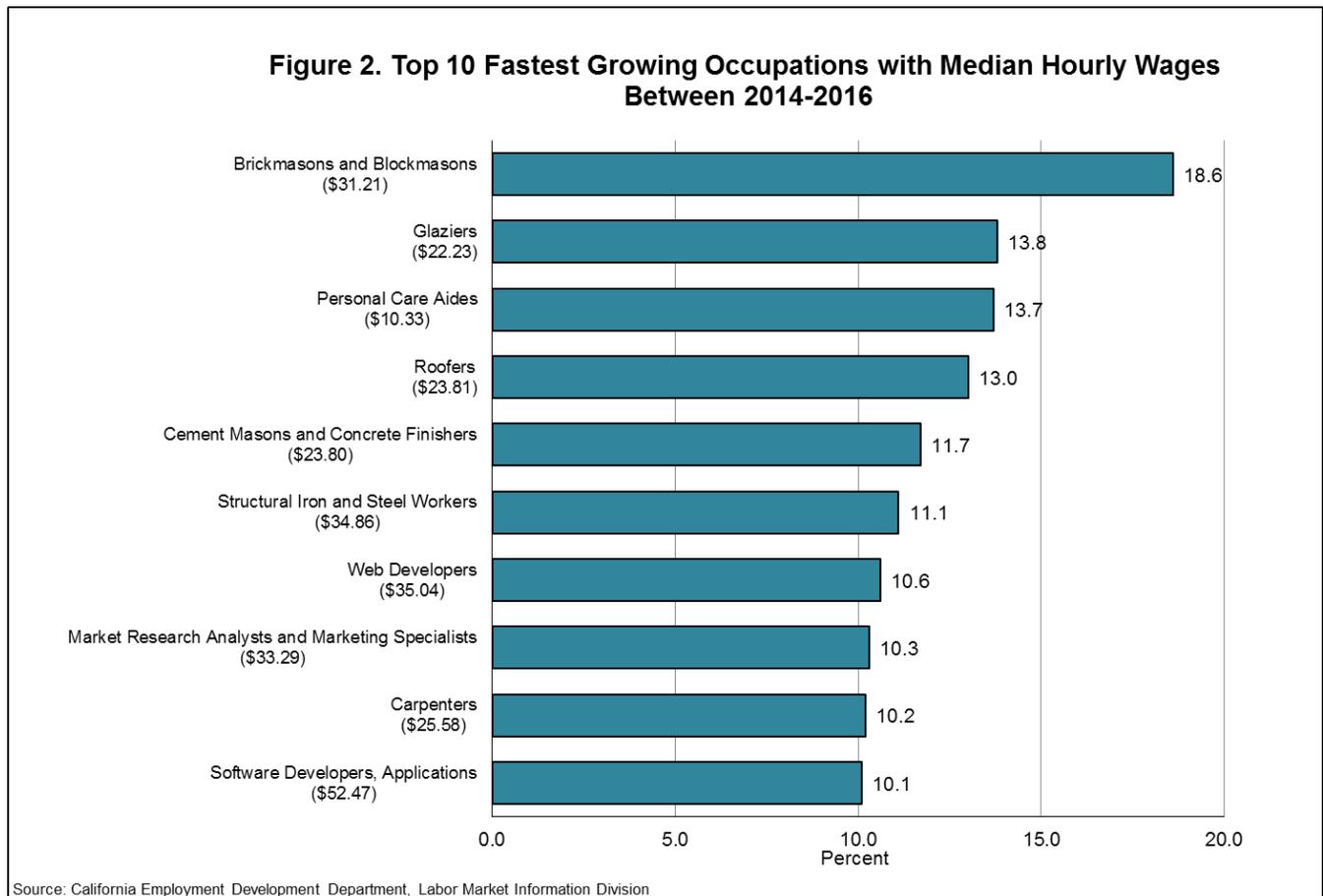
The 50 fastest growing occupations are expected to expand at a rate of 7.1 percent or higher, compared to the expected overall 4.5 percent growth rate for total employment in California. These occupations are forecasted to generate 245,800 new jobs, which accounts for 31.9 percent of all new jobs. The 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)
Brickmasons and Blockmasons	Foundation, Structure, and Building Exterior Contractors (16.1)
Glaziers	Foundation, Structure, and Building Exterior Contractors (16.1)
Personal Care Aides	Individual and Family Services (13.7)
Roofers	Foundation, Structure, and Building Exterior Contractors (16.1)
Cement Masons and Concrete Finishers	Foundation, Structure, and Building Exterior Contractors (16.1)
Structural Iron and Steel Workers	Foundation, Structure, and Building Exterior Contractors (16.1)
Web Developers	Other Information Services (28.0)
Market Research Analysts and Marketing Specialists	Management, Scientific, and Technical Consulting Services (14.8)
Carpenters	Residential Building Construction (13.5)
Software Developers, Applications	Other Information Services (28.0)

Source: California Employment Development Department, Labor Market Information Division

The top 10 fastest growing occupations pay median wages ranging from \$10.33 to \$52.47 an hour. Construction related occupations dominate the top 10, as shown below in Figure 2.



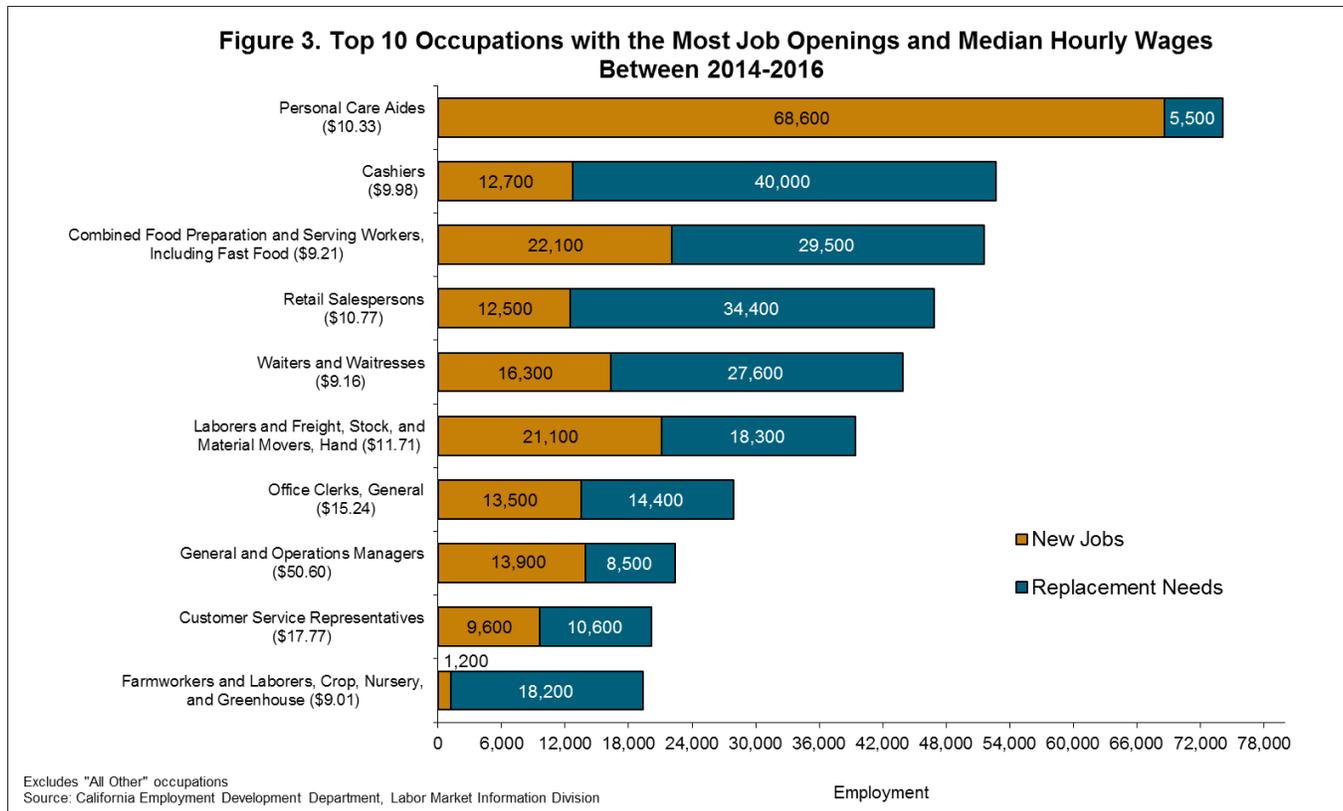
### **Occupations with the Most Job Openings**

The top 50 occupations with the most job openings are expected to generate 866,700 total jobs, accounting for 54 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, 37 require a high school diploma or less and pay median hourly wages ranging from \$9.01 to \$26.84. 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 \$33.29 to \$56.93.

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 require a high school diploma or less, with a median hourly wages ranging from \$9.12 to \$14.14, and are concentrated in the accommodation and food services industry.

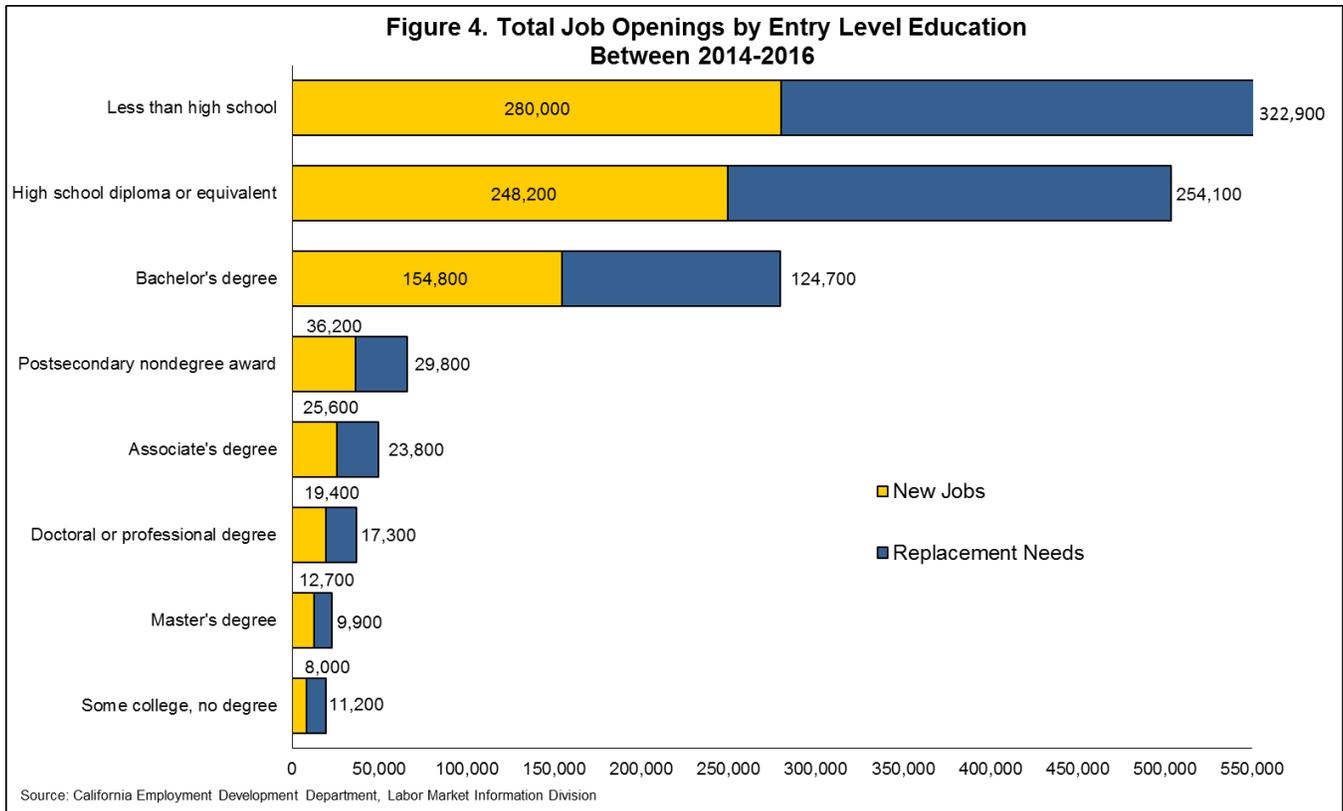
Office and administrative support occupations also make up almost 16 percent of the occupations on the list. These occupations are found across all industries and require an entry level education of a high school diploma or less. Only first-line supervisors of office and administrative support workers require previous work experience. This occupation also pays the highest hourly median wage in this group, earning \$26.84. The top 10 occupations with the most job openings are shown in 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 2014-2016. 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.



The entry level education categories 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, web developers 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 user support specialists, teacher assistants and actors.
- **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 Between 2014-2016** table on the next page.

The complete [2014-2016 California industry and occupational projections](#) are available online.

Produced by: Employment Development Department  
Labor Market Information Division  
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## Comparison of Growing Occupations by Entry Level Education in California Between 2014-2016

Fastest Growing (New Jobs from Industry Growth)	Entry Level Education	Largest Growing (New Jobs and Replacement Needs)
<b>Health Specialties Teachers, Postsecondary (9.2% or 1,200 jobs)</b> <b>English Language and Literature Teachers, Postsecondary (8.3% or 700 jobs)</b> <b>Business Teachers, Postsecondary (7.8% or 600 jobs)</b> <b>Mathematical Science Teachers, Postsecondary (7.5% or 500 jobs)</b> <b>Psychology Teachers, Postsecondary (6.7% or 400 jobs)</b>	<b>Doctoral or Professional Degree</b>	<b>Lawyers (4,600 jobs)</b> <b>Medical Scientists, Except Epidemiologists (2,500 jobs)</b> <b>Clinical, Counseling, and School Psychologists (2,200 jobs)</b> <b>Pharmacists (2,100 jobs)</b> <b>Physical Therapists (1,800 jobs)</b>
<b>Rehabilitation Counselors (9.7% or 1,500 jobs)</b> <b>Physician Assistants (6.8% or 600 jobs)</b> <b>Art, Drama, and Music Teachers, Postsecondary (6.6% or 900 jobs)</b> <b>Nurse Practitioners (6.2% or 600 jobs)</b> <b>Marriage and Family Therapists (6.0% or 400 jobs)</b>	<b>Master's Degree</b>	<b>Educational, Guidance, School, and Vocational Counselors (2,800 jobs)</b> <b>Rehabilitation Counselors (2,100 jobs)</b> <b>Education Administrators, Postsecondary (1,900 jobs)</b> <b>Healthcare Social Workers (1,400 jobs)</b> <b>Art, Drama, and Music Teachers, Postsecondary (1,200 jobs)</b>
<b>Market Research Analysts and Marketing Specialists (10.3% or 7,800 jobs)</b> <b>Software Developers, Applications (10.1% or 10,500 jobs)</b> <b>Meeting, Convention, and Event Planners (9.6% or 1,000 jobs)</b> <b>Information Security Analysts (9.3% or 800 jobs)</b> <b>Operations Research Analysts (9.2% or 700 jobs)</b>	<b>Bachelor's Degree</b>	<b>General and Operations Managers (22,400 jobs)</b> <b>Accountants and Auditors (16,600 jobs)</b> <b>Software Developers, Applications (12,700 jobs)</b> <b>Management Analysts (10,800 jobs)</b> <b>Market Research Analysts and Marketing Specialists (9,700 jobs)</b>
<b>Web Developers (10.6% or 2,500 jobs)</b> <b>Veterinary Technologists and Technicians (8.9% or 800 jobs)</b> <b>Medical and Clinical Laboratory Technicians (5.5% or 900 jobs)</b> <b>Dental Hygienists (5.2% or 1,200 jobs)</b> <b>Preschool Teachers, Except Special Education (5.0% or 3,000 jobs)</b>	<b>Associate's Degree</b>	<b>Registered Nurses (17,700 jobs)</b> <b>Preschool Teachers, Except Special Education (6,300 jobs)</b> <b>Web Developers (3,100 jobs)</b> <b>Dental Hygienists (2,200 jobs)</b> <b>Paralegals and Legal Assistants (1,900 jobs)</b>
<b>Skincare Specialists (9.3% or 500 jobs)</b> <b>Heavy and Tractor-Trailer Truck Drivers (7.2% or 10,400 jobs)</b> <b>Heating, Air Conditioning, and Refrigeration Mechanics and Installers (6.4% or 1,400 jobs)</b> <b>Emergency Medical Technicians and Paramedics (5.8% or 1,000 jobs)</b> <b>Manicurists and Pedicurists (5.6% or 1,400 jobs)</b>	<b>Postsecondary Non-degree Award</b>	<b>Heavy and Tractor-Trailer Truck Drivers (14,800 jobs)</b> <b>Medical Assistants (7,100 jobs)</b> <b>Nursing Assistants (6,400 jobs)</b> <b>Licensed Practical and Licensed Vocational Nurses (5,900 jobs)</b> <b>Hairdressers, Hairstylists, and Cosmetologists (4,000 jobs)</b>
<b>Computer User Support Specialists (7.1% or 4,600 jobs)</b> <b>Actors (2.7% or 1,000 jobs)</b> <b>Teacher Assistants (1.5% or 2,300 jobs)</b> <b>Computer, Automated Teller, and Office Machine Repairers (1.3% or 200 jobs)</b>	<b>Some College, No Degree</b>	<b>Teacher Assistants (8,600 jobs)</b> <b>Computer User Support Specialists (6,300 jobs)</b> <b>Actors (3,500 jobs)</b> <b>Computer, Automated Teller, and Office Machine Repairers (800 jobs)</b>
<b>Brickmasons and Blockmasons (18.6% or 1,100 jobs)</b> <b>Glaziers (13.8%, or 800 jobs)</b> <b>Structural Iron and Steel Workers (11.1% or 600 jobs)</b> <b>Carpenters (10.2% or 10,900 jobs)</b> <b>Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders (10.0% or 700 jobs)</b>	<b>High School Diploma or Equivalent</b>	<b>Office Clerks, General (27,800 jobs)</b> <b>Customer Service Representatives (20,200 jobs)</b> <b>Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (16,700 jobs)</b> <b>Security Guards (16,500 jobs)</b> <b>First-Line Supervisors of Office and Administrative Support Workers (14,700 jobs)</b>
<b>Personal Care Aides (13.7% or 68,600 jobs)</b> <b>Roofers (13.0% or 2,500 jobs)</b> <b>Cement Masons and Concrete Finishers (11.7% or 2,000 jobs)</b> <b>Drywall and Ceiling Tile Installers (9.1% or 2,200 jobs)</b> <b>Tile and Marble Setters (9.1% or 900 jobs)</b>	<b>Less than High School</b>	<b>Personal Care Aides (74,100 jobs)</b> <b>Cashiers (52,700 jobs)</b> <b>Combined Food Preparation and Serving Workers, Including Fast Food (51,600 jobs)</b> <b>Retail Salespersons (46,900 jobs)</b> <b>Waiters and Waitresses (44,000 jobs)</b>

Excludes "All Other" occupations and those with employment less than 5,000 in 2014.  
 Source: California Employment Development Department, Labor Market Information Division

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