

The 2010 Fresno County Employment Study



Fresno Regional
Workforce
Investment Board

The background features a stylized white silhouette of a person walking towards the right, with a circular sun above their head. The lower portion of the image is filled with abstract, semi-transparent data visualizations, including a bar chart with several vertical bars of varying heights and a line graph with multiple overlapping lines. The overall color palette is a range of warm, golden-yellow and orange tones.

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Message from the FRWIB Executive Director

This 2010 Fresno County Employment Study clearly depicts the magnitude of the negative effects caused by our current economic downturn. While our function as a workforce board focuses on the increasing numbers of unemployed and underemployed Fresno County residents, we cannot ignore that the overall cost of doing business is also negatively impacted by our current structure of stringent regulatory measures.

The Fresno Regional Workforce Investment Board's (FRWIB) maxim has always been "Business is Our Primary Customer." Listening to our customers (one of the things we do best) resulted in this employment study. We listened and we understand that an economy is only as strong as the businesses within it. As more and more businesses continue to struggle to stay afloat, with many losing the battle, there will be fewer jobs for the qualified workforce we strive to develop day after day.

Although we are faced with some significant differences compared to the 2007 report, the most significant is the decrease in future job projections. The 2010 report reveals a decrease in job projections from the 2007 report of 2,052 in year one and 3,530 in year three. However, employers are still projecting an overall need for 5,954 new employees in 2011, and 10,075 new employees by 2013. The data analysis was conducted using the same categories that were used in the previous study that include information on labor force requirements, such as criminal screening, drug testing, wage rates and hiring projections for the future.

The information and data obtained from all participating businesses (small, medium and large) were analyzed collectively. The results prove that identification of a qualified workforce is still one of the most important issues facing businesses within our community. When businesses are successful, they attract more industry and more people, thereby creating an environment where commerce can thrive. Hopefully, the concrete results of this survey will be used to achieve this end.

Blake Konczal

Executive Director



Executive Summary



... Over 1,400 Fresno County employers completed the survey process...

Without question, Fresno County has faced yet another difficult year full of gloomy economic conditions. Businesses have had to regroup and “get back to the basics of doing more with less” to keep their companies afloat. Job seekers were forced to think outside of the box to merely maintain their households.

The results of the last employment study in 2007 showed signs that an economic downturn was brewing, which concerned us. However, we did not know whether this economic downturn would be a short or long-term issue. And we certainly had no idea that it would affect our county with such magnitude.

Now, three years later, the economy has worsened and our concerns remain heightened. We are now realizing the negative impact to city, county and state government, to our schools and to numerous social programs due to the loss of tax revenue. This loss of revenue is not only based on less consumer spending in this recession, but also due to the loss of businesses and jobs in our community. Over the last year, our Workforce Connection One-Stop Centers served approximately 30,000 Fresno County job seekers, many who have not been able to find employment, whose Unemployment Insurance has run out and who are facing losing their homes to foreclosure. Simply put, there are just not enough local jobs to employ our 69,500 unemployed residents who are receiving Unemployment Insurance.

Our unemployment dilemma is systemic in nature because the root cause of unemployment is the lack of jobs. So we must ask the question, “*Why are local businesses not able to provide the number of jobs needed?*” Due to multiple issues, many local companies have downsized, closed or relocated. The most significant concerns communicated by businesses involve the overall cost of doing business and complex regulatory issues. Overall costs and regulatory issues are controlled at the local, state and/or federal levels. A few examples: nationwide, California is ranked number 48 out of 50 states in business state tax climate by the Tax Foundation; Forbes ranked California 38 out of 50 for overall best states for business; and Pollina Corporate Real Estate has released their 2010 Top Pro-Business States and for the seventh consecutive year, California ranked dead last.

Secondarily, many of our local jobs and businesses rely on water allocations that are controlled by federal administrators. So, what can be done to minimize the impact on our local businesses to ensure they can retain and/or grow more local jobs? Can we learn lessons from the other states that are ranked highest for “business friendly climates”? Many states, such as Virginia, Utah and Texas, consistently rate high for a good business working environment. In doing so, can California once again become one of the best states for businesses, which could then provide us a more competitive job market for our residents?

As local businesses continue to reel from mass layoffs, the impact of the current economic downturn has affected all income groups and every educational level. The sudden shift was dramatic, from job seekers with little or no education to a significant number of job seekers who had extensive education and previously held high-level and/or management positions. Consequently, the job market increasingly became hyper competitive as evidenced by the figures below:

- Job seekers currently receiving Unemployment Insurance = 15.4%
- Number of Fresno County job seekers receiving Unemployment Insurance = 69,500



Methodology



The 2010 *Fresno County Employment Study* was conducted over a two-month period in which 3,587 Fresno County employers were contacted to participate in survey interviews. Stringent security precautions were established and followed in order to maintain participant confidentiality and survey validity. A total of 1,418 surveys were completed in which 469 occupations were identified (some of which are in multiple sectors).

Eight industry clusters and two occupational clusters, for a total of ten cluster areas, were chosen to represent the region's economic potential and job growth. The industry clusters included small (5 to 9 employees), medium (10 to 49 employees) and large (50 or more employees) employers in related industries.

The eight industry clusters included:

- Agribusiness
- Automotive Technology
- Construction/Trades
- Healthcare
- Logistics/Distribution
- Manufacturing
- Renewable Energy
- Stimulus

The two occupational clusters – Information Technology and Professional and Technical Services – included small (5 to 9 employees), medium (10 to 49 employees) and large (50 or more employees) employers in Fresno County that were **not** included in the industry clusters above. It should be noted that the occupational clusters are not specific to a given industry, but instead, employers were asked about the related occupations for that cluster across industries.

In terms of data collection, the total number of employers that were surveyed, and the targeted industries, differed from 2007 to 2010. For example, in 2007, data was collected from 1,004 employers across seven industry and occupational clusters compared to 1,418 employers across a total of ten industry and occupational clusters for 2010. Fresno County employers in our sample were contacted up to five times and were asked to participate in the survey either via telephone or a written survey.

A stratified random sampling technique was used to select small, medium and large businesses from each of the ten clusters. The overall extrapolation for industry and occupational cluster employment was completed by measuring the relational growth in employment between the sample of small, medium, and large employers for each industry and occupational cluster in comparison to the universe of employers that existed in Fresno County according to InfoUSA, along with an estimate of firms that have gone out of business (OOB) by industry and employer size. The OOB estimate was incorporated into the overall estimate of the universe size for each of the eight industry clusters by employment size to provide a more accurate estimate of current industry cluster employment.

Margin of Error

Assuming a 90% level of confidence, below is the margin of error associated with the overall industry survey results.

- Agribusiness +/- 6.34%
- Automotive Technology +/- 6.28%
- Construction/Trades +/- 5.89%
- Healthcare +/- 4.29%
- Logistics/Distribution +/- 5.02%
- Manufacturing +/- 5.67%
- Renewable Energy +/- 12.74%
- Stimulus +/- 10.20%



Business Feedback



Fresno County has good jobs, but there just aren't enough of them. Local employers were asked two economic questions over the last two surveys to help us better understand their current and future needs to determine the best ways to assist them. The questions and their responses were as follows:

1. What are the obstacles you face today in order to retain or grow your business?
2. If you plan to expand, what are the barriers you face?

	Current Obstacle		Expansion Barriers	
	2007	2010	2007	2010
Access to transportation	2	4	1	0
Access to capital	5	97	1	41
Antiquated machinery	4	5	0	4
Community image	0	9	0	2
Cost of doing business	68	114	6	28
Insufficient space	6	11	4	14
Keeping up with the changing technology	54	15	2	9
Labor (availability, cost, skill level)	319	112	33	46
Lack of infrastructure	1	14	0	6
Local competition	21	56	1	14
Local permitting, fees, process	2	26	4	16
Market conditions	67	353	3	90
Regulatory constraints	8	64	0	23
State and federal regulations	15	168	0	54
Utilities (access to, cost)	1	15	0	5
	573	1,063	55	352

Obstacles Identified

1,063 responses were received from local employers identifying the most significant current obstacles they face as:

1. Market Conditions - 353 responses or 33%

- Tight banking climate – no access to cash
- Sales are very low
- Customers cannot access financing

2. Regulatory Constraints/State and Federal Regulations - 232 responses or 22%

- Permitting is a long process
- Rigid certification requirements
- High regulation standards
- Air standards extremely difficult
- New emissions standards
- Licensing
- Changing regulations
- New oversight boards and large fees

3. Cost of Doing Business - 114 responses or 11%

- State and federal taxes
- Employer insurance
- Cost of workers compensation insurance and payroll taxes
- Cost of healthcare
- High cost of utilities and labor

4. Labor Availability and Cost - 112 responses or 11%

- Cost of labor – taxes, liability insurance, workers compensation insurance, health insurance, etc.
- Lack of qualified workers for technical positions
- Unreliable job seekers
- Job seekers/employees do not appear to be committed to job, just the paycheck
- Job seekers' lack of work ethic and proper training
- Job seekers' poor skills
- Job seekers' basic comprehension – can not read or follow instructions



As a result, the current economic downturn is reflective of employer confidence for projecting additional growth over the next one to three years. The chart below provides employment projections across all sectors, resulting in less anticipated job growth compared to the 2007 survey.

A decrease in job projections from 2007 to the 2010 Employment Survey overall reflects:

	07/08	09/10	Difference
Year 1	8,006	5,954	<2052>
Year 3	13,605	10,075	<3530>

2007 Compared to 2010 Job Projections

	2007 Year 1 Projections	2010 Year 1 Projections	2007 Year 3 Projections	2010 Year 3 Projections
Stimulus¹	N/A	44	N/A	44
Information Technology Occupations²	394	144	550	157
Renewable Energy	3	170	2	309
Automotive	1,254	349	2,063	525
Logistics	481	531	885	810
Manufacturing *	137	614	285	759
Agribusiness *	2,662	753	5,821	1,480
Professional and Technical Occupations²	N/A	832	N/A	1,317
Healthcare³	2,351	853	2,794	1,290
Trades	724	1,664	1,205	3,384
Total	8,006	5,954	13,605	10,075

** There are significant overlaps of occupations between Agribusiness and Manufacturing. The 2010 survey reflects a net decrease of 3,867 jobs between these two industries for three-year projections compared to the 2007 survey. However, the two combined industries reflect an increase of 2,239 additional jobs over the next three years.*

2010 Employment Survey Summary by Sector

	Number of Employers Surveyed	Current Employment	Number Increase in Employment from Current to 1 Year	Number Increase in Employment from Current to 3 Year
Stimulus ¹	25	659	44	44
Information Technology Occupations ²	204	3,209	144	157
Renewable Energy	29	3,702	170	309
Automotive	121	4,748	349	525
Logistics	133	9,365	531	810
Manufacturing	131	8,270	614	759
Agribusiness	121	13,949	753	1,480
Professional and Technical Occupations ²	260	41,459	832	1,317
Healthcare ³	240	13,588	853	1,290
Trades	154	11,822	1,664	3,384
Total	1,418	110,771	5,954	10,075



1. Stimulus industry extrapolation does not have any data for small employers



2. Information Technology and Professional and Technical surveys span multiple sectors and focuses on specific occupations

3. Healthcare – primarily direct patient care occupations

Overview of Results



The impact of the economic crisis was felt within each of the following eight sectors and two occupational survey groups:

Stimulus Related

An increase of 44 new positions is forecasted for stimulus employment over the next three years.

Information Technology

The three-year demand has decreased from the 2007 survey, but this sector still forecasts an additional 157 new jobs in the next three years.

Renewable Energy

An increase in employment is expected for this industry, particularly due to the conservation efforts being undertaken. An additional 309 workers are projected over the next three years.

Automotive Technology

The three-year job demand is down significantly from the 2007 survey. However, employers are still forecasting the need for an additional 525 new employees over the next three years.

Logistics and Distribution

The three-year demand is down slightly due to the decline in both Agribusiness and new housing construction. This industry is anticipating a need for an additional 810 workers over the next three years.

Manufacturing

Manufacturing shows an improvement of an additional 759 jobs forecast by our employers over the next three years.

Agribusiness

A decrease from our prior survey in employment demand is evident in this industry due to the water availability issues experienced throughout Fresno County, which affected farming as well as farming technology enhancements. However, employers still anticipate hiring an additional 1,480 employees over the next three years.

Professional and Technical

This was a new survey target that crosses occupational areas. Employers anticipate an increase in this employment arena. Employers are forecasting the need for an additional 1,317 new employees over the next three years.

Healthcare

This industry reflects a decrease of overall employment growth from the last survey, but still anticipates an increase in employment demand of 1,290 new employees over the next three years. The occupational employment forecasts of good growth include: Psychiatric Technicians, Medical Assistants, Dental Assistants, Licensed Vocational Nurses and Registered Nurses.

Construction/Trades

The three-year demand is up, specifically in those occupations associated with general trades, such as: Carpenter, Electricians, Drywall Installers, Plumbers, Maintenance Mechanics, and Heating and Air Conditioning. This industry is anticipating a need for an additional 3,384 workers over the next three years. This anticipated growth may also be based on regulatory changes for more green buildings, water conservation, etc.





A New Trend Emerged

After having collected business information over a four-year period from three separate surveys across our targeted sectors, a new trend emerged – one that we had not seen in the first two surveys, which is: **a significant number of the same businesses we had contacted in prior years were no longer in business.**

The FRWIB accessed the National Establishment Time Series (NETS) data for Fresno County, which captures the total number of businesses by sector in a region. It measures both business birth and death rates and provides a measure of which industries are decreasing or increasing over multiple years. The NETS analysis provides data between the most recent Fresno County Employment Survey (2007) to June, 2010.

NETS Analysis

The NETS database was created by Walls & Associates using Dun & Bradstreet's (D&B) archival establishment data. The database pulls together all of D&B's historical business establishment data going as far back as 1990, and then updates it annually to reflect the latest changes in the national economy.¹ The NETS data that was used for this analysis includes all business establishments in Fresno County from 2007 through June, 2010.

Results of the NETS Analysis

The NETS data allows us to compare the change in overall industry employment and the number of employers in six of the eight industry clusters. Renewable Energy and the Stimulus Industry clusters are not easily defined by SIC (Standard Industrial Classification) or NAICS (North American Industry Classification System), so they are not included in this analysis. Also, the two cross-industry occupational areas of Professional and Technical and Information Technology are not evaluated in this NETS data.

Overall employment by each of the six targeted surveyed industry clusters for which we have NETS data declined from 2007 to 2010, except for Healthcare, which saw a total employment increase from 2007 to 2010 by a total of 102 employees, or less than one-half of a percent of total employment. The largest decline in overall industry employment, both in terms of the number of workers (3,992) or in the percentage of the industry workforce from 2007 (-16.5%), was found in Manufacturing. Logistics saw the second largest decline in total employment (2,728) from 2007 to 2010, as well as the second largest proportional decline (-15.2%) over the same time period.

NOTE – the NETS information provided evaluates only the birth/death rate of six local industry clusters. It does not include other high employment industry data such as retail, services, government, etc.

¹ Source: National Establishment Time-Series (NETS) Database Description. Walls & Associates

Figure 1. Overall Industry Employment changes

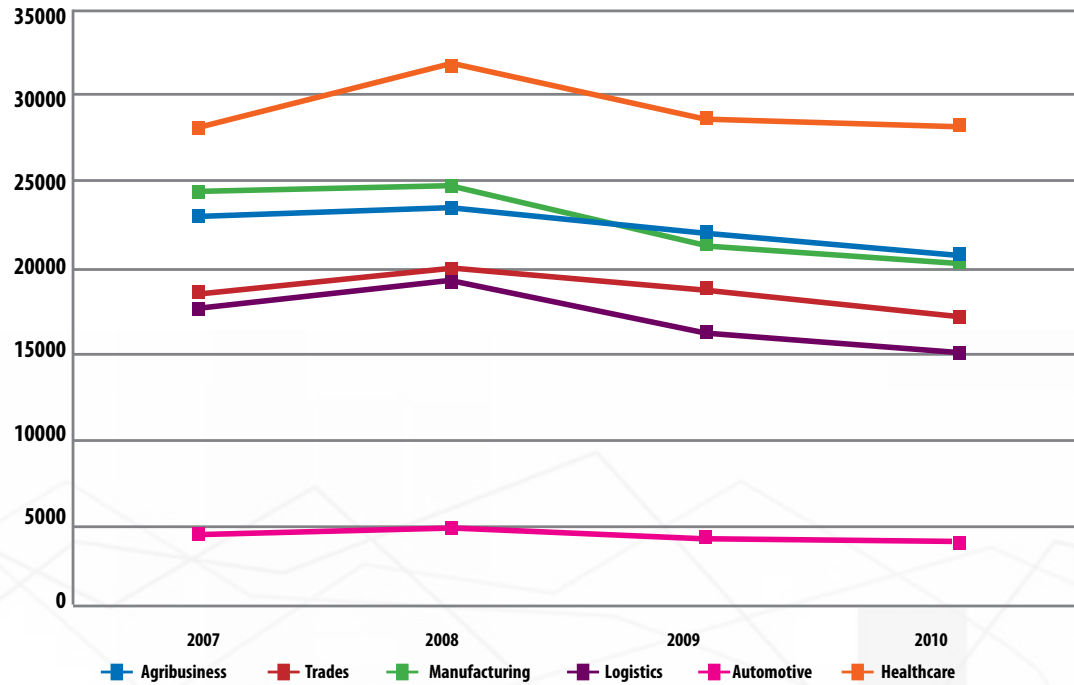


Figure 1. Overall Industry Employment changes

The graph reflects the job availability in the targeted sectors based on changes in business NETS.

Table 1. Change in Overall Employment by Industry

	2007	2008	2009	2010	2010-2007
Agribusiness	22,755	23,207	21,749	20,584	(2,171)
Trades	18,441	20,148	18,786	17,133	(1,308)
Manufacturing	24,246	24,707	21,226	20,254	(3,992)
Logistics	17,902	19,573	16,297	15,174	(2,728)
Automotive	4,770	5,021	4,383	4,078	(692)
Healthcare	27,969	31,641	28,531	28,071	102
Total Employment Decline					(10,789)

Table 1. Change in Overall Employment by Industry

The chart reflects the increase or decrease in job growth in the targeted sectors based on changes in business NETS.

Figure 2. Business Count by Industry

The graph reflects the increase or decrease of businesses based on NETS data.

The net birth/death rate of businesses in Fresno County was a key objective in examining the results of the NETS database. As the results of the figures reveal, all of the industry clusters reduced the total number of businesses from 2007 to 2010. The Automotive Industry saw the largest drop in the number of businesses from 2007 to 2010 (-225 businesses), as well as the largest decline in the proportion of businesses (-16.9%) in Fresno County. Manufacturing saw the second largest drop in the number of businesses (-159), as well as the second largest decline in the proportion of businesses (-10.6%) in the county.

Table 2. Change in the Number of Businesses by Industry

The chart reflects the number of businesses that decreased from 2007 to 2010 based on NETS data.

Figure 2. Business Count by Industry

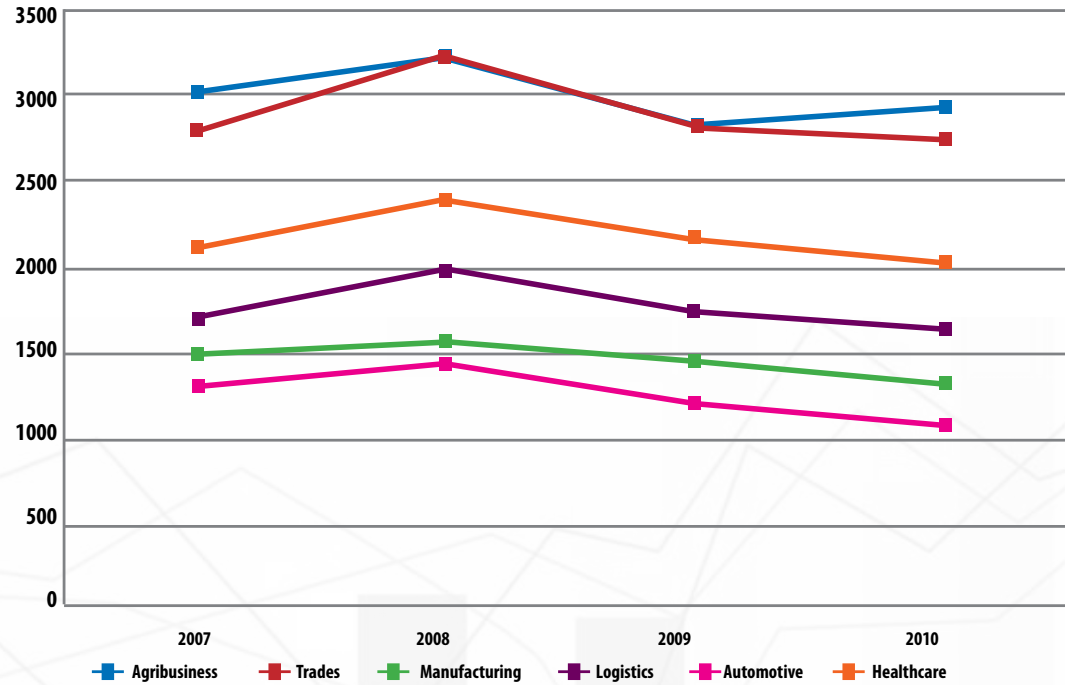


Table 2. Change in the Number of Businesses by Industry

	Number of Businesses				
	2007	2008	2009	2010	2010-2007
Agribusiness	3,041	3,256	2,832	2,945	(96)
Trades	2,822	3,255	2,820	2,756	(66)
Manufacturing	1,493	1,591	1,451	1,334	(159)
Logistics	1,731	2,028	1,774	1,665	(66)
Automotive	1,335	1,475	1,245	1,110	(225)
Healthcare	2,118	2,386	2,185	2,048	(70)
Total Businesses Decline					(682)

Guide to Reading the Occupational Data Charts

Total number of Employers = 1,418

1. Occupation
Occupations identified by employers surveyed
2. Current Number of Positions Needed
Number of positions employers identified as currently open
3. Projected Number of Positions – Year 1
Projected number of positions needed in 2011 (based on projected population of Fresno County)
4. Projected Number of Positions – Year 3
Projected number of positions needed in 2013 (based on projected population of Fresno County)
5. Drug Testing Required
Percentage of employers requiring testing as a condition of employment
6. Background Check Required
Percentage of employers requiring a background check as a condition of employment
7. Physical Exam Required
Percentage of employers requiring a physical exam as a condition of employment
8. High School Diploma Required
Percentage of employers requiring a high school diploma as a condition of employment
9. Certification Required
Percentage of employers requiring certification as a condition of employment
10. Salary Estimate (low, high)
Salary estimates are reflective of the Fresno County area



Occupation	Current No. Needed	Projected (based on 2011)	Projected (based on 2013)	Drug Test	Background Check	Physical Exam	High School Diploma	Certification	Salary Estimate
Accountants	4	29	11	46	25	25	25	25	25
Accountants and Auditors	5	17	0	100	100	100	100	100	100
Administrative Services Managers	0	0	0	0	0	0	0	0	0
Emergency Medical Technicians and	4	0	0	0	0	0	0	0	0

OCCUPATIONAL DATA CHARTS

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (high)
Accountants	2	14	23	53.68%	64.21%	35.79%	18.95%	100.00%	100.00%	\$13.00	\$23.54
Accountants and Auditors	1	3	3	37.50%	62.50%	50.00%	25.00%	25.00%	12.50%	\$18.00	\$24.74
Acute Care Nurses	0	9	18	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	\$30.00	\$45.00
Administrative Services Managers	0	22	35	38.16%	35.53%	35.53%	8.55%	42.11%	6.58%	\$10.00	\$54.95
Advertising Sales Agents	1	27	30	75.00%	75.00%	50.00%	25.00%	100.00%	50.00%	\$9.00	\$17.00
Agricultural Crop Farm Managers	1	3	10	60.00%	60.00%	20.00%	0.00%	40.00%	40.00%	\$10.63	\$24.50
Agricultural Equipment Operators	0	2	5	50.00%	25.00%	50.00%	12.50%	0.00%	25.00%	\$8.00	\$18.00
Agricultural Inspectors	0	2	5	50.00%	50.00%	50.00%	100.00%	0.00%	100.00%	\$14.00	\$19.00
Agricultural Technicians	1	13	46	66.67%	66.67%	0.00%	33.33%	66.67%	33.33%	\$10.40	\$27.60
Anesthesiologists	0	7	15	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	\$106.39	\$200.00
Assemblers and Fabricators, All Other	22	83	138	52.63%	26.32%	10.53%	0.00%	10.53%	5.26%	\$8.50	\$15.33
Automotive Body and Related Repairers	4	63	98	45.71%	17.14%	40.00%	5.71%	25.71%	40.00%	\$9.33	\$18.06
Automotive Master Mechanics	4	42	57	64.91%	42.11%	56.14%	19.30%	24.56%	42.11%	\$10.19	\$28.67
Automotive Service Technicians and Mechanics	0	18	34	53.33%	26.67%	86.67%	0.00%	20.00%	60.00%	\$9.50	\$21.00
Automotive Specialty Technicians	2	11	19	52.00%	44.00%	60.00%	12.00%	32.00%	40.00%	\$8.80	\$18.00
Bill and Account Collectors	1	0	3	70.00%	52.50%	22.50%	25.00%	55.00%	10.00%	\$8.00	\$28.76
Billing, Cost, and Rate Clerks	0	7	26	66.67%	100.00%	33.33%	33.33%	33.33%	33.33%	\$9.00	\$31.00
Bindery Workers	0	0	4	50.00%	75.00%	50.00%	0.00%	25.00%	0.00%	\$9.50	\$30.00
Biomedical Engineers	1	2	2	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	\$35.00	\$52.11
Boilermakers	0	7	7	33.33%	33.33%	100.00%	0.00%	33.33%	33.33%	\$10.25	\$23.00
Bookkeeping, Accounting, and Auditing Clerks	0	0	6	59.38%	59.38%	35.94%	26.56%	54.69%	12.50%	\$8.67	\$21.58
Bus and Truck Mechanics and Diesel Engine Specialists	4	25	25	66.67%	33.33%	33.33%	33.33%	33.33%	50.00%	\$13.00	\$27.05
Bus Drivers, School	1	2	2	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	\$14.73	\$20.00

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (high)
Bus Drivers, Transit and Intercity	2	4	7	100.00%	100.00%	100.00%	66.67%	100.00%	100.00%	\$14.84	\$17.47
Cabinetmakers and Bench Carpenters	0	47	82	66.67%	66.67%	100.00%	0.00%	33.33%	0.00%	\$8.67	\$12.17
Carpenters	3	29	113	62.50%	25.00%	62.50%	0.00%	25.00%	25.00%	\$13.80	\$32.50
Cashiers	0	29	29	50.00%	50.00%	25.00%	0.00%	50.00%	0.00%	\$8.00	\$14.00
Cement Masons and Concrete Finishers	0	7	14	55.56%	66.67%	44.44%	0.00%	44.44%	11.11%	\$14.00	\$30.00
Cementing and Gluing Machine Operators and Tenders	0	4	4	50.00%	0.00%	50.00%	50.00%	50.00%	0.00%	\$10.31	\$15.84
Chemical Engineers	0	1	1	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	\$26.38	\$35.34
Civil Engineering Technicians	0	0	3	75.00%	100.00%	100.00%	75.00%	100.00%	100.00%	\$19.42	\$36.33
Cleaners of Vehicles and Equipment	5	23	34	53.33%	20.00%	53.33%	0.00%	0.00%	0.00%	\$8.09	\$12.00
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	0	4	7	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	\$8.00	\$12.00
Clinical Psychologists	7	4	4	50.00%	50.00%	0.00%	50.00%	100.00%	100.00%	\$22.77	\$48.08
Commercial and Industrial Designers	0	3	8	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	\$12.00	\$16.00
Communications Equipment Operators, All Other	1	10	10	48.15%	81.48%	51.85%	18.52%	81.48%	70.37%	\$12.50	\$44.00
Compliance Managers	1	8	8	100.00%	100.00%	50.00%	0.00%	50.00%	0.00%	\$10.00	\$31.47
Computer and Information Scientists, Research	4	22	32	40.63%	65.63%	37.50%	15.63%	84.38%	100.00%	\$15.75	\$40.00
Computer and Information Systems Managers	2	9	9	62.16%	81.08%	45.95%	45.95%	78.38%	100.00%	\$17.50	\$99.25
Computer Hardware Engineers	2	20	20	64.71%	70.59%	58.82%	17.65%	94.12%	100.00%	\$20.00	\$67.80
Computer Operators	1	9	13	55.56%	92.59%	62.96%	48.15%	96.30%	100.00%	\$11.33	\$29.33
Computer Programmers	1	42	45	32.65%	61.22%	40.82%	24.49%	71.43%	100.00%	\$14.00	\$45.00
Computer Security Specialists	1	6	6	45.45%	72.73%	45.45%	27.27%	90.91%	100.00%	\$20.00	\$38.25
Computer Software Engineers, Applications	0	2	6	56.25%	62.50%	50.00%	31.25%	75.00%	75.00%	\$10.00	\$48.00
Computer Support Specialists	3	36	39	50.75%	82.09%	52.24%	26.87%	77.61%	44.78%	\$13.59	\$40.00

OCCUPATIONAL DATA CHARTS

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (high)
Construction and Building Inspectors	2	3	3	57.89%	47.37%	31.58%	36.84%	57.89%	26.32%	\$9.00	\$34.69
Construction Laborers	13	298	448	58.70%	47.83%	63.04%	19.57%	30.43%	8.70%	\$9.00	\$20.33
Construction Managers	2	-2	10	62.50%	62.50%	75.00%	25.00%	62.50%	25.00%	\$17.00	\$37.21
Cooks, All Other	0	29	29	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$8.00	\$14.00
Cost Estimators	0	38	55	37.50%	32.50%	60.00%	2.50%	50.00%	12.50%	\$10.00	\$36.75
Counter and Rental Clerks	4	41	48	66.67%	44.44%	55.56%	0.00%	44.44%	11.11%	\$10.40	\$14.40
Couriers and Messengers	0	2	2	100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	\$9.00	\$11.00
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	0	8	25	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$9.00	\$18.00
Customer Service Representatives	9	43	77	65.12%	74.42%	41.86%	32.56%	51.16%	2.33%	\$8.00	\$31.19
Customs Brokers	1	32	32	100.00%	100.00%	33.33%	33.33%	66.67%	66.67%	\$18.00	\$28.25
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	0	4	4	66.67%	33.33%	33.33%	0.00%	33.33%	0.00%	\$9.00	\$15.00
Data Entry Keyers	0	0	15	20.00%	60.00%	40.00%	10.00%	80.00%	30.00%	\$10.00	\$20.00
Dental Assistants	2	46	74	17.78%	44.44%	13.33%	13.33%	100.00%	100.00%	\$10.84	\$23.59
Dental Hygienists	0	17	19	20.00%	44.00%	20.00%	16.00%	100.00%	100.00%	\$17.17	\$40.00
Dentists, All Other Specialists	0	4	4	33.33%	66.67%	33.33%	16.67%	100.00%	100.00%	\$65.00	\$92.00
Dentists, General	1	22	37	25.00%	35.71%	10.71%	10.71%	100.00%	100.00%	\$62.29	\$125.00
Dietitians and Nutritionists	1	3	3	52.94%	100.00%	29.41%	76.47%	88.24%	94.12%	\$15.25	\$30.00
Dispatchers, Except Police, Fire, and Ambulance	0	5	5	61.76%	55.88%	41.18%	32.35%	55.88%	2.94%	\$13.64	\$31.25
Drafters, All Other	0	0	3	50.00%	25.00%	25.00%	0.00%	50.00%	0.00%	\$9.00	\$21.75
Driver/Sales Workers	0	11	21	100.00%	33.33%	100.00%	33.33%	0.00%	16.67%	\$8.00	\$12.50
Drywall and Ceiling Tile Installers	0	28	139	66.67%	50.00%	83.33%	33.33%	50.00%	33.33%	\$8.00	\$26.00
Earth Drillers, Except Oil and Gas	1	4	47	100.00%	33.33%	100.00%	0.00%	33.33%	0.00%	\$14.50	\$18.50

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Electrical and Electronic Engineering Technicians	1	15	15	62.50%	62.50%	25.00%	25.00%	100.00%	100.00%	\$20.00	\$50.00
Electrical and Electronics Installers and Repairers, Transportation Equipment	0	2	2	0.00%	0.00%	100.00%	0.00%	100.00%	100.00%	\$19.00	\$37.00
Electrical Engineers	1	3	3	61.11%	44.44%	27.78%	16.67%	100.00%	100.00%	\$26.16	\$52.08
Electricians	5	153	334	73.33%	56.67%	56.67%	33.33%	66.67%	100.00%	\$12.00	\$38.70
Emergency Medical Technicians and Paramedics	0	15	15	90.91%	100.00%	63.64%	90.91%	100.00%	100.00%	\$9.19	\$22.88
Energy Auditors	1	6	6	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	\$23.43	\$36.45
Engineering Managers	3	11	18	40.74%	66.67%	51.85%	22.22%	100.00%	100.00%	\$25.00	\$50.00
Environmental Compliance Inspectors	1	1	1	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	\$16.31	\$25.16
Executive Secretaries and Administrative Assistants	1	5	57	54.84%	67.74%	35.48%	25.81%	79.03%	19.35%	\$8.50	\$28.54
Family and General Practitioners	0	7	13	37.50%	62.50%	25.00%	25.00%	100.00%	100.00%	\$29.75	\$100.78
Farm Equipment Mechanics	0	6	17	42.86%	35.71%	32.14%	14.29%	7.14%	21.43%	\$11.97	\$15.44
Farm, Ranch, and Other Agricultural Managers	0	19	16	27.78%	16.67%	33.33%	5.56%	22.22%	0.00%	\$8.00	\$42.00
Farmers and Ranchers	3	32	56	30.43%	17.39%	52.17%	17.39%	13.04%	8.70%	\$8.00	\$64.58
Farmworkers, Farm and Ranch Animals	3	61	210	41.67%	33.33%	8.33%	8.33%	0.00%	8.33%	\$8.00	\$14.63
Financial Managers	0	2	2	56.00%	68.00%	48.00%	20.00%	76.00%	20.00%	\$14.50	\$42.66
First-Line Supervisors/Managers of Agricultural Crop and Horticultural Workers	0	7	26	26.47%	29.41%	50.00%	17.65%	23.53%	32.35%	\$18.24	\$24.93
First-Line Supervisors/Managers of Animal Husbandry and Animal Care Workers	0	9	9	12.50%	12.50%	50.00%	25.00%	37.50%	0.00%	\$22.50	\$37.50
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	2	99	139	68.42%	50.00%	68.42%	23.68%	44.74%	18.42%	\$18.52	\$46.87
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	0	3	5	57.14%	80.95%	33.33%	28.57%	61.90%	9.52%	\$15.07	\$25.27

OCCUPATIONAL DATA CHARTS

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First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	4	39	93	63.33%	65.83%	40.83%	30.00%	59.17%	20.83%	\$12.00	\$44.27
First-Line Supervisors/Managers of Office and Administrative Support Workers	3	46	129	48.51%	61.94%	36.57%	20.90%	63.43%	20.90%	\$8.00	\$48.13
First-Line Supervisors/Managers of Production and Operating Workers	3	21	57	63.81%	57.14%	28.57%	19.05%	46.67%	10.48%	\$8.00	\$52.08
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	0	2	5	70.00%	70.00%	60.00%	40.00%	60.00%	20.00%	\$19.00	\$36.45
Floor Sanders and Finishers	0	17	17	100.00%	100.00%	100.00%	50.00%	50.00%	50.00%	\$8.00	\$20.00
General and Operations Managers	1	55	91	40.74%	52.26%	33.74%	15.23%	43.21%	13.58%	\$18.61	\$55.80
General Farmworkers	77	179	179	7.14%	7.14%	25.00%	3.57%	0.00%	0.00%	\$8.00	\$16.00
Geoscientists, Except Hydrologists and Geographers	5	7	7	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	\$29.22	\$51.12
Glaziers	2	14	36	75.00%	25.00%	100.00%	0.00%	25.00%	0.00%	\$13.71	\$21.01
Graders and Sorters, Agricultural Products	2	5	31	33.33%	26.67%	6.67%	0.00%	0.00%	0.00%	\$8.00	\$13.00
Graphic Designers	5	15	22	61.11%	44.44%	27.78%	11.11%	38.89%	33.33%	\$9.50	\$56.25
Health Educators	3	5	6	36.36%	100.00%	36.36%	72.73%	90.91%	81.82%	\$12.33	\$23.33
Health Technologists and Technicians, All Other	3	5	18	100.00%	100.00%	0.00%	33.33%	100.00%	100.00%	\$16.68	\$27.03
Healthcare Support Workers, All Other	7	77	80	25.00%	100.00%	12.50%	75.00%	75.00%	50.00%	\$8.00	\$14.60
Heating and Air Conditioning Mechanics	3	56	148	72.73%	63.64%	72.73%	36.36%	54.55%	72.73%	\$12.00	\$23.90
Helpers, Construction Trades, All Other	0	7	21	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	\$9.21	\$18.31
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	0	7	7	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	\$8.50	\$14.00
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	2	7	7	100.00%	100.00%	100.00%	50.00%	0.00%	50.00%	\$9.00	\$15.00
Helpers--Production Workers	2	38	55	82.35%	47.06%	29.41%	35.29%	23.53%	5.88%	\$8.00	\$16.00
Home Health Aides	8	33	33	30.00%	90.00%	30.00%	60.00%	50.00%	60.00%	\$10.50	\$22.25

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Human Resources Managers	1	15	22	58.82%	52.94%	35.29%	26.47%	63.24%	17.65%	\$10.00	\$36.00
Human Resources, Training, and Labor Relations Specialists, All Other	2	25	48	61.11%	55.56%	50.00%	27.78%	66.67%	22.22%	\$12.50	\$30.00
Industrial Machinery Mechanics	2	13	21	75.00%	62.50%	50.00%	56.25%	37.50%	25.00%	\$10.00	\$30.62
Industrial Truck and Tractor Operators	0	33	100	44.44%	25.93%	18.52%	11.11%	14.81%	62.96%	\$8.00	\$14.00
Inspectors, Testers, Sorters, Samplers, and Weighers	0	0	13	83.33%	50.00%	50.00%	33.33%	50.00%	16.67%	\$18.55	\$34.76
Insulation Workers, Floor, Ceiling, and Wall	0	17	50	50.00%	50.00%	100.00%	50.00%	50.00%	0.00%	\$8.50	\$12.75
Interior Designers	0	0	3	50.00%	50.00%	50.00%	0.00%	50.00%	50.00%	\$11.00	\$15.00
Internists, General	1	2	6	100.00%	51.22%	12.20%	100.00%	80.49%	26.83%	\$25.00	\$48.72
Laborers and Freight, Stock, and Material Movers, Hand	8	63	109	41.18%	88.24%	23.53%	17.65%	41.18%	5.88%	\$8.00	\$20.25
Landscaping and Groundskeeping Workers	0	17	40	62.50%	50.00%	87.50%	37.50%	25.00%	25.00%	\$8.00	\$20.00
Legal Secretaries	1	15	15	33.33%	66.67%	0.00%	0.00%	66.67%	66.67%	\$17.07	\$31.16
Licensed Practical and Licensed Vocational Nurses	2	38	49	100.00%	88.24%	48.53%	100.00%	91.18%	100.00%	\$16.99	\$26.48
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	0	0	25	50.00%	100.00%	50.00%	100.00%	0.00%	100.00%	\$8.00	\$30.00
Logging Workers, All Other	0	2	2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$8.00	\$14.00
Machinists	3	6	10	61.54%	38.46%	30.77%	30.77%	15.38%	23.08%	\$9.50	\$20.50
Maids and Housekeeping Cleaners	0	10	10	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$8.36	\$10.06
Mail Clerks and Mail Machine Operators, Except Postal Service	11	10	21	100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	\$11.29	\$16.51
Maintenance and Repair Workers, General	9	103	308	53.62%	59.42%	62.32%	36.23%	56.52%	21.74%	\$8.00	\$34.57
Maintenance Workers, Machinery	2	3	3	77.78%	55.56%	11.11%	22.22%	33.33%	11.11%	\$8.00	\$19.00
Management Analysts	1	3	3	57.14%	85.71%	42.86%	14.29%	57.14%	14.29%	\$19.95	\$55.21
Manufacturing Production Technicians	3	13	23	50.00%	40.00%	90.00%	30.00%	50.00%	20.00%	\$8.00	\$20.00
Material Moving Workers, All Other	3	15	23	81.82%	81.82%	27.27%	36.36%	18.18%	18.18%	\$10.00	\$14.58

OCCUPATIONAL DATA CHARTS

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Meat, Poultry, and Fish Cutters and Trimmers	10	33	98	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	\$8.00	\$10.81
Mechanical Engineering Technicians	6	14	14	54.55%	63.64%	54.55%	45.45%	100.00%	100.00%	\$10.00	\$28.64
Mechanical Engineers	0	3	10	70.00%	60.00%	40.00%	50.00%	50.00%	100.00%	\$18.00	\$41.87
Medical and Clinical Laboratory Scientists	2	42	79	66.67%	77.78%	22.22%	55.56%	77.78%	100.00%	\$21.02	\$46.00
Medical and Health Services Managers	7	11	23	71.43%	85.71%	0.00%	57.14%	85.71%	57.14%	\$22.70	\$31.28
Medical and Public Health Social Workers	6	13	13	58.82%	82.35%	47.06%	64.71%	82.35%	76.47%	\$23.29	\$35.53
Medical Assistants	6	47	95	100.00%	64.00%	12.00%	100.00%	80.00%	100.00%	\$10.06	\$19.20
Medical Equipment Preparers	0	2	4	80.00%	60.00%	20.00%	60.00%	100.00%	40.00%	\$8.00	\$18.00
Medical Records and Health Information Technicians	1	6	9	66.67%	77.78%	22.22%	55.56%	88.89%	100.00%	\$12.00	\$16.03
Medical Secretaries	0	9	9	100.00%	100.00%	0.00%	100.00%	75.00%	25.00%	\$10.00	\$20.00
Medical Transcriptionists	3	1	1	50.00%	75.00%	0.00%	25.00%	75.00%	25.00%	\$22.90	\$31.71
Mental Health Counselors	3	4	5	80.00%	100.00%	0.00%	100.00%	100.00%	100.00%	\$20.84	\$34.99
Merchandise Displayers and Window Trimmers	7	19	19	66.67%	100.00%	66.67%	0.00%	66.67%	0.00%	\$8.50	\$20.00
Mining and Geological Engineers, Including Mining Safety Engineers	2	6	6	0.00%	100.00%	100.00%	100.00%	100.00%	100.00%	\$25.00	\$50.00
Mixing and Blending Machine Setters, Operators, and Tenders	0	0	11	66.67%	66.67%	66.67%	66.67%	33.33%	0.00%	\$14.00	\$31.00
Municipal Fire Fighters	5	9	9	100.00%	100.00%	50.00%	100.00%	100.00%	100.00%	\$22.21	\$37.50
Network Systems and Data Communications Analysts	0	8	25	0.00%	50.00%	50.00%	0.00%	100.00%	100.00%	\$15.00	\$40.00
New Accounts Clerks	0	0	6	50.00%	100.00%	100.00%	50.00%	100.00%	0.00%	\$14.37	\$27.37
Nonfarm Animal Caretakers	0	11	30	10.53%	21.05%	47.37%	0.00%	52.63%	10.53%	\$8.17	\$15.67
Nurse Practitioners	0	4	9	100.00%	84.85%	27.27%	100.00%	100.00%	100.00%	\$35.33	\$66.70
Nursery Workers	0	9	9	40.00%	60.00%	20.00%	0.00%	40.00%	0.00%	\$8.00	\$10.00
Nursing Aides, Orderlies, and Attendants	6	57	64	60.53%	97.37%	26.32%	52.63%	68.42%	86.84%	\$10.03	\$16.07

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Obstetricians and Gynecologists	1	2	3	100.00%	100.00%	0.00%	0.00%	100.00%	100.00%	\$88.00	\$250.00
Office Clerks, General	18	93	151	50.00%	47.32%	33.93%	17.86%	52.23%	10.27%	\$8.00	\$20.92
Operating Engineers and Other Construction Equipment Operators	4	16	43	100.00%	80.00%	80.00%	50.00%	40.00%	100.00%	\$13.60	\$36.42
Order Fillers, Wholesale and Retail Sales	0	3	10	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	\$8.00	\$10.00
Packaging and Filling Machine Operators and Tenders	0	107	107	75.00%	12.50%	37.50%	25.00%	12.50%	12.50%	\$8.67	\$16.50
Packers and Packagers, Hand	107	434	603	25.81%	22.58%	9.68%	3.23%	12.90%	3.23%	\$8.00	\$17.55
Painters, Construction and Maintenance	0	20	20	33.33%	16.67%	66.67%	0.00%	16.67%	16.67%	\$8.00	\$20.83
Painters, Transportation Equipment	1	22	28	31.82%	13.64%	27.27%	9.09%	18.18%	22.73%	\$9.33	\$18.17
Parking Enforcement Workers	8	22	22	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	\$16.78	\$20.57
Parking Lot Attendants	1	5	5	100.00%	75.00%	25.00%	25.00%	25.00%	0.00%	\$8.00	\$15.17
Parts Salespersons	0	15	33	62.26%	33.96%	33.96%	7.55%	32.08%	11.32%	\$8.00	\$22.30
Personal Financial Advisors	12	84	202	50.00%	83.33%	50.00%	16.67%	66.67%	50.00%	\$23.43	\$33.85
Pest Control Workers	0	14	23	60.00%	66.67%	80.00%	66.67%	40.00%	73.33%	\$10.46	\$17.27
Pesticide Handlers, Sprayers, and Applicators, Vegetation	0	19	21	66.67%	41.67%	50.00%	41.67%	50.00%	50.00%	\$8.08	\$33.07
Pharmacists	9	12	12	100.00%	100.00%	20.00%	80.00%	100.00%	100.00%	\$48.09	\$66.12
Pharmacy Technicians	2	4	4	100.00%	100.00%	20.00%	60.00%	100.00%	100.00%	\$12.00	\$28.50
Physical Therapist Aides	0	0	4	22.22%	88.89%	33.33%	33.33%	77.78%	100.00%	\$9.00	\$13.00
Physical Therapists	0	0	4	100.00%	100.00%	16.67%	100.00%	79.17%	100.00%	\$21.31	\$40.00
Physician Assistants	4	15	26	73.91%	73.91%	26.09%	60.87%	86.96%	100.00%	\$33.00	\$52.47
Physicians and Surgeons, All Other	4	12	15	55.56%	74.07%	44.44%	55.56%	81.48%	100.00%	\$38.00	\$197.50
Plasterers and Stucco Masons	0	103	201	20.00%	0.00%	60.00%	0.00%	20.00%	20.00%	\$9.50	\$20.67
Plumbers	10	47	111	66.67%	50.00%	83.33%	16.67%	25.00%	16.67%	\$8.00	\$27.00

OCCUPATIONAL DATA CHARTS

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (high)
Pressers, Textile, Garment, and Related Materials	1	15	20	50.00%	75.00%	50.00%	0.00%	25.00%	0.00%	\$9.50	\$14.00
Production Workers	59	246	251	65.57%	36.07%	31.15%	19.67%	27.87%	16.39%	\$9.17	\$24.81
Production, Planning, and Expediting Clerks	0	72	72	55.56%	33.33%	33.33%	22.22%	33.33%	0.00%	\$9.00	\$26.00
Psychiatric Aides	9	14	19	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	\$14.15	\$16.56
Psychiatric Technicians	41	94	138	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	\$25.82	\$28.36
Psychiatrists	20	13	13	100.00%	75.00%	0.00%	25.00%	50.00%	100.00%	\$104.69	\$129.23
Psychologists, All Other	11	14	14	0.00%	100.00%	33.33%	66.67%	100.00%	100.00%	\$15.00	\$56.00
Pump Operators, Except Wellhead Pumpers	2	10	17	100.00%	0.00%	100.00%	20.00%	40.00%	0.00%	\$12.00	\$24.00
Purchasing Agents and Buyers, Farm Products	0	12	12	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	\$13.00	\$28.00
Purchasing Agents, Except Wholesale, Retail, and Farm Products	2	11	14	74.07%	55.56%	59.26%	25.93%	62.96%	14.81%	\$8.00	\$27.37
Purchasing Managers	1	13	13	84.00%	72.00%	44.00%	32.00%	52.00%	8.00%	\$12.00	\$35.00
Quality Control Analysts	1	3	3	75.00%	37.50%	25.00%	62.50%	12.50%	0.00%	\$15.00	\$25.00
Radiologic Technologists	5	8	17	50.00%	80.00%	10.00%	50.00%	100.00%	100.00%	\$27.78	\$38.13
Refuse and Recyclable Material Collectors	0	0	4	100.00%	100.00%	100.00%	100.00%	100.00%	66.67%	\$16.57	\$23.48
Registered Nurses	76	166	303	100.00%	100.00%	37.62%	59.41%	89.11%	100.00%	\$15.00	\$36.72
Respiratory Therapists	0	2	2	100.00%	100.00%	25.00%	100.00%	100.00%	100.00%	\$15.00	\$27.29
Retail Salespersons	8	134	191	51.95%	49.35%	41.56%	14.29%	28.57%	10.39%	\$8.00	\$28.64
Roofers	0	36	72	66.67%	66.67%	83.33%	50.00%	66.67%	0.00%	\$10.67	\$14.33
Rotary Drill Operators, Oil and Gas	0	-17	-17	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	\$9.50	\$14.00
Sales Managers	10	119	142	53.85%	47.01%	35.90%	17.09%	47.86%	11.97%	\$10.20	\$48.55
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10	96	194	56.82%	61.36%	43.18%	22.73%	47.73%	6.82%	\$8.50	\$39.24
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	0	19	20	71.43%	57.14%	42.86%	14.29%	61.90%	0.00%	\$9.00	\$30.58

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (high)
Sawing Machine Setters, Operators, and Tenders, Wood	1	4	21	66.67%	66.67%	66.67%	33.33%	33.33%	33.33%	\$9.00	\$20.00
Secretaries, Except Legal, Medical, and Executive	16	108	186	36.89%	32.79%	36.07%	4.92%	34.43%	4.92%	\$8.00	\$23.99
Septic Tank Servicers and Sewer Pipe Cleaners	6	21	21	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	\$12.00	\$19.00
Sewers, Hand	2	11	11	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	\$8.00	\$12.00
Sewing Machine Operators	1	15	15	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	\$8.50	\$15.00
Sheet Metal Workers	0	7	18	40.00%	20.00%	20.00%	20.00%	20.00%	0.00%	\$8.00	\$22.50
Shipping, Receiving, and Traffic Clerks	8	26	29	55.56%	44.44%	40.74%	14.81%	25.93%	11.11%	\$8.00	\$19.00
Speech-Language Pathologists	2	2	4	50.00%	100.00%	50.00%	66.67%	100.00%	100.00%	\$33.22	\$46.93
Stock Clerks- Stockroom, Warehouse, or Storage Yard	2	84	109	59.62%	44.23%	40.38%	19.23%	32.69%	19.23%	\$9.00	\$15.00
Structural Metal Fabricators and Fitters	1	2	2	55.56%	44.44%	55.56%	33.33%	55.56%	100.00%	\$12.50	\$27.50
Surveyors	10	61	75	100.00%	100.00%	60.00%	40.00%	80.00%	40.00%	\$24.79	\$41.68
Tank Car, Truck, and Ship Loaders	0	0	-10	70.00%	50.00%	30.00%	10.00%	20.00%	10.00%	\$8.75	\$17.50
Team Assemblers	2	11	11	100.00%	100.00%	100.00%	50.00%	50.00%	0.00%	\$8.00	\$14.00
Telecommunications Line Installers and Repairers	0	62	79	50.00%	100.00%	87.50%	25.00%	87.50%	62.50%	\$15.00	\$40.00
Telemarketers	10	28	84	100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	\$9.58	\$16.09
Tile and Marble Setters	0	0	25	0.00%	100.00%	100.00%	100.00%	0.00%	0.00%	\$12.00	\$18.00
Tire Repairers and Changers	3	21	34	73.33%	60.00%	46.67%	13.33%	40.00%	13.33%	\$8.00	\$18.22
Traffic Technicians	2	6	6	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	\$18.55	\$23.57
Transportation Managers	1	2	2	59.09%	77.27%	36.36%	40.91%	59.09%	4.55%	\$15.86	\$43.07
Treasurers, Controllers, and Chief Financial Officers	0	0	4	55.81%	55.81%	46.51%	25.58%	60.47%	23.26%	\$20.00	\$48.08
Truck Drivers, Heavy and Tractor-Trailer	74	165	387	100.00%	66.00%	100.00%	39.33%	30.00%	100.00%	\$8.41	\$25.67
Truck Drivers, Light or Delivery Services	0	2	2	100.00%	58.33%	100.00%	16.67%	25.00%	100.00%	\$8.00	\$19.00
Veterinary Assistants and Laboratory Animal Caretakers	0	0	2	4.76%	23.81%	14.29%	4.76%	38.10%	33.33%	\$8.17	\$16.95

OCCUPATIONAL DATA CHARTS

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (high)
Veterinary Technologists and Technicians	1	9	11	0.00%	16.67%	8.33%	0.00%	33.33%	100.00%	\$11.00	\$22.00
Water and Liquid Waste Treatment Plant and System Operators	10	46	67	61.54%	69.23%	53.85%	42.31%	69.23%	100.00%	\$8.00	\$33.91
Water/Wastewater Engineers	4	14	17	25.00%	100.00%	75.00%	25.00%	100.00%	100.00%	\$28.81	\$47.19
Weatherization Installers and Technicians	5	6	42	50.00%	50.00%	100.00%	0.00%	50.00%	50.00%	\$23.43	\$33.45
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	0	0	9	66.67%	50.00%	50.00%	66.67%	50.00%	33.33%	\$12.00	\$19.00
Welder-Fitters	0	0	4	100.00%	100.00%	33.33%	100.00%	66.67%	100.00%	\$12.00	\$18.40
Welders, Cutters, and Welder Fitters	1	4	4	62.50%	29.17%	41.67%	20.83%	29.17%	33.33%	\$8.00	\$24.17
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	0	4	4	66.67%	0.00%	33.33%	0.00%	33.33%	66.67%	\$11.50	\$16.50

Next Steps

So Where to from Here?

The 2010 Employment Survey has provided us insight on two possible opportunities based on the data and analysis of the results. These are:

1. If we know local businesses are facing obstacles for retaining and/or creating jobs, can we better assist them in identifying and resolving those issues?
2. Can the State of California better compete nationally for more job retention and creation strategies by studying and providing the business support that the best business-friendly states offer that will help California become more business-friendly?

The Fresno Regional Workforce Investment Board will utilize this data to:

1. Facilitate discussions with businesses, business support agencies, and government officials for the purpose of removing the obstacles businesses face in retaining or growing jobs.
2. Continue to promote high-growth, high-wage occupations to job seekers.
3. Continue to work with local training providers to create needed and/or increased capacity of training in critical occupations.



Conclusion



Fresno County continues to struggle with high levels of unemployment. The 69,500 unemployed Fresno County residents have been surviving on Unemployment Insurance. However, as we all know, many of these residents will be aging out of Unemployment Insurance. What will they do next? Where are the jobs for them to go into?

In looking at the three employment studies over the last four years it is evident - ***It is all about jobs!***

If there are more Fresno residents that need jobs than we have jobs available, the question is, “What can be done?” Our response – we need to work with and assist businesses with retaining and growing jobs in Fresno County. In evaluating the comments from employers from the last two surveys on their barriers, this will not be an easy task. But nothing valuable is ever easy.

- Access the *Fresno County Employment Study* on our web site at: **www.workforce-connection.com** and utilize the Occupational Data Comparison feature located under the “Studies and Reports” tab. This feature provides the convenience of selecting various occupations of interest and comparing wages, requirements and projections all on the same page.

Acknowledgements



The Fresno Regional Workforce Investment Board would like to thank all of the individuals who participated in the 2010 Fresno County Employment Survey study report, and a special thank you to the 1,400 plus employers throughout Fresno County who gave their valuable time and knowledge to provide the data used for this report.

We look forward to our communities' participation in our next Fresno County Employment Survey study.



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