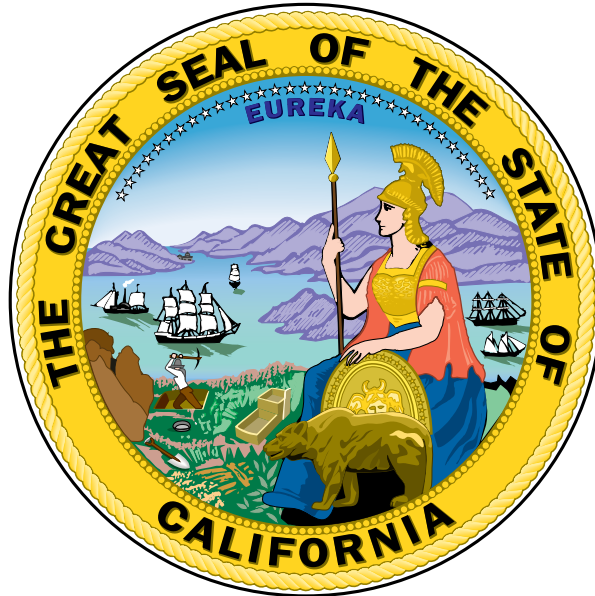




2024 California Jobs Market Briefing

Stronger Jobs,
Stronger
Communities





**State of California
Labor and Workforce Development Agency
Employment Development Department
Labor Market Information Division**

This briefing highlights California's labor markets as the nation commemorates Labor Day on September 2, 2024.

The report presents significant labor market trends and current statistics relating to the California economy.

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Executive Summary

- California's seasonally adjusted unemployment rate remained unchanged at 5.2 percent for the third consecutive month in July 2024.
- Total nonfarm jobs increased by 284,400 (a 1.6 percent increase) from July 2023 to July 2024, consistent with the U.S. annual gain of 2,512,000 jobs (a 1.6 percent increase).

Job growth in California has rebounded to a normal pace over the last year.

- In July 2024, California added 21,100 nonfarm jobs, bringing the state's total nonfarm employment to 18,075,400 jobs.
- As of July 2024, California total nonfarm employment was 398,400 jobs (2.3 percent) above its pre-pandemic level in February 2020.
- The 1.6 percent year-over job growth (adding 284,400 nonfarm jobs from July 2023 to July 2024) was returned to pre-pandemic growth (1.7 percent between 2018 and 2020).
- California has added 3,149,900 nonfarm jobs over the course of its ongoing, 51-month long, April 2020-July 2024 expansion, a 21.0 percent increase. This translates to an average monthly gain of 61,600 jobs per month and an annualized rate of growth of 5.0 percent per year.

California's rebound in job growth over the last year was broadly distributed across most industry sectors.

- Eight industry sectors added jobs and only three experienced job losses over the year in July 2024.
- Private Education and Health Services (161,100) had the largest year-over job gain of any sector in July 2024 followed by Government with an 87,000 job gain. Leisure and Hospitality (30,600) and Professional and Business Services (26,500) were the other sectors with year-over gains greater than 25,000 jobs.
- Government's year-over job gain in July 2024 was larger than its gain in July 2023. Trade, Transportation, and Utilities; Construction; and Mining and Logging each posted year-over job gains in July 2024 after losing jobs over the year in July 2023.

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California’s Jobs Market Has Rebounded from Its Cooling Off Period

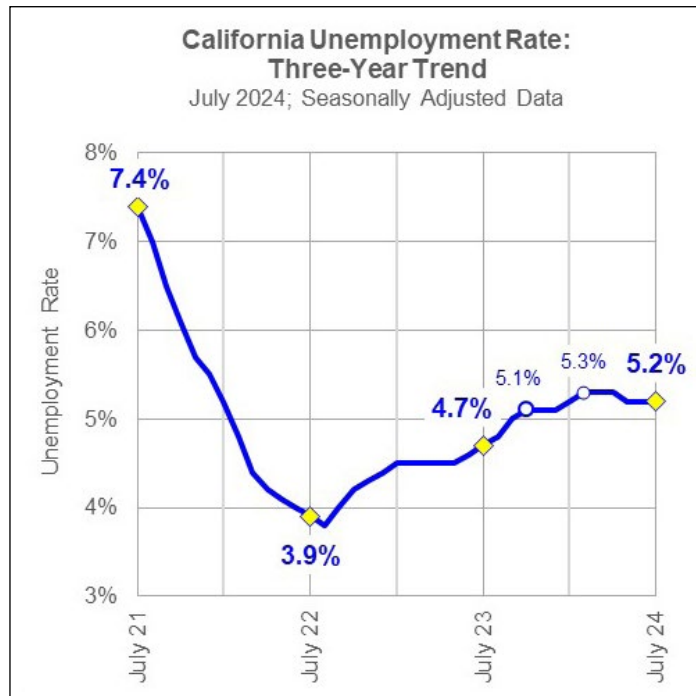
California’s jobs market is experiencing solid job growth and stable unemployment. This marks a turnaround from the cooling off that occurred after California’s strong and rapid pandemic recovery. Moreover, the rebound over the last year has been broad based across most industry sectors and areas of the state. Current conditions favor continued growth for California’s jobs market over the next year.

Unemployment

Unemployment in California has stabilized in recent months.

California’s seasonally adjusted unemployment rate was 5.2 percent for the third consecutive month in July 2024. This rate is 0.5 percentage points higher than in July 2023. In contrast, California’s unemployment rate rose by just 0.1 percentage points over the nine months ending in July 2024 and decreased by 0.1 percentage points over the last five months.

Figure 1: Unemployment Returns to Pre-pandemic Levels



Source: Employment Development Department



The [California Jobs First initiative](#) – a key component of Governor Newsom’s economic agenda - will create more good-paying jobs, faster. It is a first-of-its-kind model that streamlines the state’s workforce development. It will guide the state’s investments in economic and workforce development to create more family-supporting jobs and prioritize industry sectors for future growth.

“Being a young person is hard. But I am so glad to have used the Youth Employment Opportunity Program to become successful so that the next kid coming in those doors feeling defeated can feel empowered and hopeful. Now, I get to walk into life daily with that same feeling!”



- Abbigayle Jolley
Shasta County
Youth Employment
Opportunity Program

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In February 2020, California’s unemployment rate stood at 4.4 percent and 860,000 Californians were unemployed. Unemployment jumped following the outbreak of the COVID-19 pandemic. Over just a two-month period, California’s unemployment rate more than tripled, spiking by 11.7 percentage points to a record 16.1 percent in April 2020.¹

The pandemic-induced recession disrupted California’s jobs market but it was short lived. By March 2022, California’s unemployment rate returned to its pre-pandemic level of 4.4 percent in February 2020 and there were 10,000 fewer unemployed Californians than at the start of the pandemic. Unemployment in California continued to fall thereafter and bottomed out in August 2022 when the unemployment rate was at a record low of 3.8 percent. At that point, there were 722,900 unemployed, a nearly 34-year low.

In retrospect, unemployment fell to an unsustainably low level by August 2022 and the record low unemployment rate signaled that the labor market had become too tight. The economy was at risk of overheating.

Around this same time, the national and California economies were beset by price inflation, which peaked at a 40-year high rate of 9.0 percent per year nationally and 8.3 percent per year in California in June 2022. This prompted the U.S. Federal Reserve to aggressively raise interest rates to rein in inflation.³

Something had to give in California’s jobs market, and a cooling off period ensued. California’s unemployment rate rose slowly by an average of 0.1 percentage points each month until it reached 5.1 percent in October 2023. Then the trend of rising unemployment appears to have ended on or around October 2023 and unemployment has since stabilized. California experienced a total net unemployment rate increase of just 0.1 percentage points over the nine-month period from October 2023 through July 2024. It fell back to 5.2 percent in May where it has remained. July 2024 marked the state’s fifth consecutive month without an unemployment rate increase.

¹ California’s unemployment rate and civilian unemployment data series extend back to January 1976.

²The California inflation rate was calculated using weighted average Current Price Index (CPI) obtained from the [California Department of Finance](#).

³Higher interest rates are designed to cool the economy by increasing the costs of borrowing for consumers and businesses. The Federal Reserve raised its federal funds interest rate 11 times over the March 2022-July 2023 period, increasing it from near zero to 5.5 percent. The most aggressive of these hikes occurred from March through December 2022.

Correspondingly, the number of unemployed Californians rose from 722,900 persons in August 2022 to 990,800 persons in October 2023, increasing by a total of 267,900 persons or by an average of 19,100 persons per month. In contrast, unemployment rose by a total of 17,400 persons over the nine-month period from October 2023 through July 2024 and had fallen by 24,700 persons since March. California's unemployed-to-jobs opening ratio increased from 0.5 percent in July 2022 to 1.4 in October 2023 and stood at 1.5 percent in June 2024, signaling that there is now some necessary slack in the labor market, but not too much.

Unemployment in California may have risen during the recent cooling off period, but in the process the labor market appears to have found a stable footing that is more conducive to sustainable growth.



Total Nonfarm Employment (Seasonally Adjusted Jobs)

Job growth in California has rebounded to a normal pace over the last year.

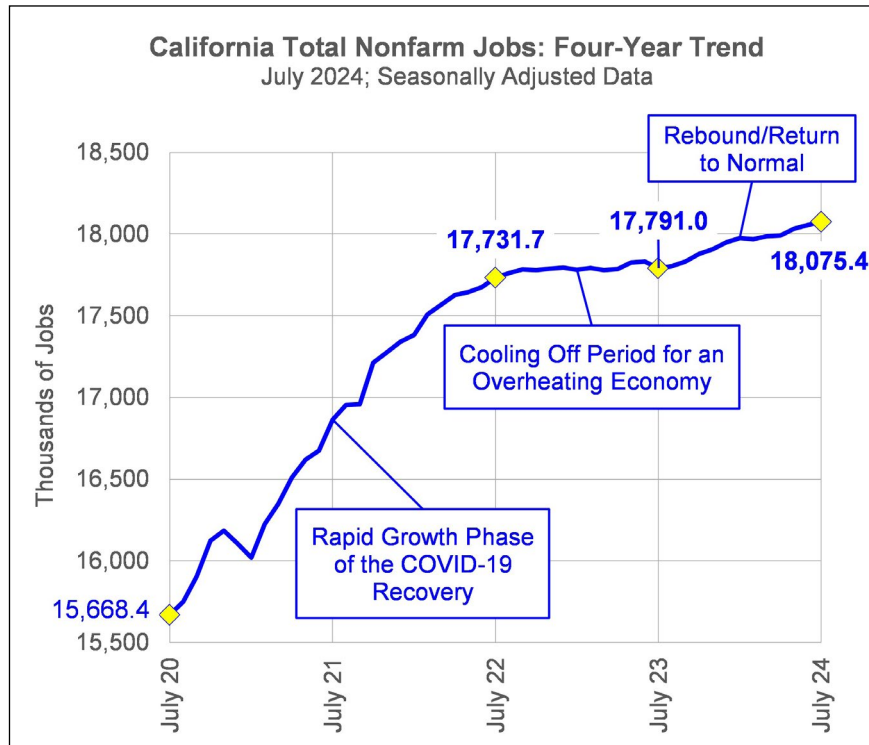
In July 2024, California added 21,100 nonfarm jobs, boosting total nonfarm employment in the state to 18,075,400 jobs. This was the state's 11th job gain in the last 12 months, the only exception being the weather-impacted month of February 2024.

California has added 3,149,900 nonfarm jobs over the course of its ongoing, 51-month long, April 2020 through July 2024 expansion, a 21.0 percent increase. This translates to an average monthly gain of 61,600 jobs per month and an annualized rate of growth of 5.0 percent per year. The state recovered the 2,743,500 nonfarm jobs it lost during the pandemic-induced recession from February 2020 through April 2020—a 15.5 percent loss of jobs over just two months—in July 2022. As of July 2024, California total nonfarm employment was 398,400 jobs (2.3 percent) above its pre-pandemic level in February 2020.

The four-year trend of California total nonfarm employment in July 2024 shows the distinct phases of the current expansion. The state added 2,063,300 nonfarm jobs from July 2020 through July 2022, a 13.2 percent increase, when the jobs market was in its rapid recovery phase of the expansion. This translates into an average monthly gain of 86,000 jobs per month and a sustained, 6.6 percent per year rate of growth over the two-year period. Prior to the pandemic, an 86,000 job gain would have ranked as California's fifth largest monthly job gain ever and the state's largest year-over percent job gain on record was 4.0 percent in November 1998.⁴

⁴ California's total nonfarm employment and industry jobs data series extend back to January 1990.

Figure 2: Twenty-one Percent Growth Over 51 Months



Source: Employment Development Department

California’s recovery from the pandemic-induced recession was so rapid and robust that it could not be sustained beyond July 2022. California added 59,300 nonfarm jobs from July 2022 through July 2023.

That cooling off period eased pressures within California’s jobs market and job growth then rebounded over the last year. Year-over, the state added 284,400 nonfarm jobs in July 2024, which was an increase of 1.6 percent. This rate of growth was comparable to the pre-pandemic jobs market. Jobs grew at an average pace of 1.7 percent per year over the two-year period from February 2018 through February 2020.

July 2024
2.3% More
 Nonfarm Jobs than
 February 2020

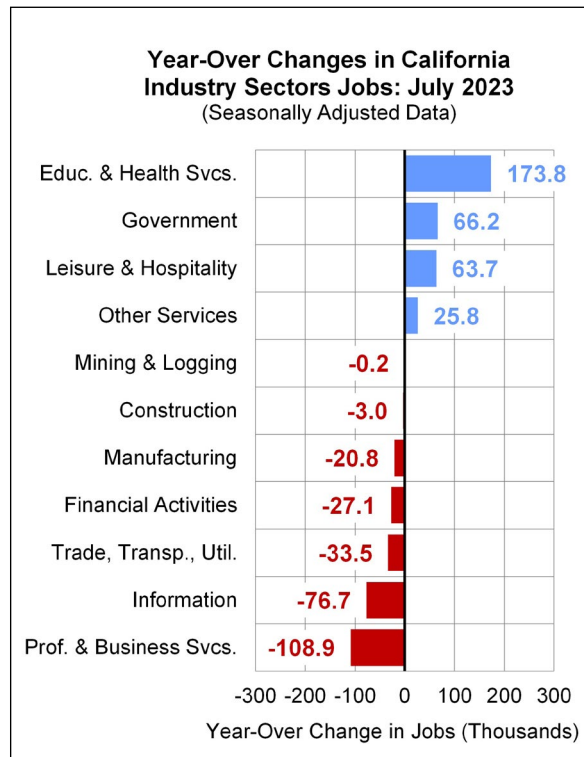


Industry Sector Trends (Seasonally Adjusted Data)

The Private Education and Health Services and Government sectors have driven California’s job growth over the last two years.

The cooling off period affected some California sectors more than others. Industry sectors that experienced a surge in job growth due to shifting consumer demand and spending patterns during the pandemic and sectors that are sensitive to interest rates tended to fare worse than other sectors.

Figure 3



Source: Employment Development Department

Private Education and Health Services (173,800) had the largest year-over job gain among sectors in July 2023. Government (66,200), Leisure and Hospitality (63,700), and Other Services (25,800) also had over the year job gains. In percentage terms, Private Education and Health Services (5.9 percent) had the largest year-over gain, followed by Other Services (4.6 percent), Leisure and Hospitality (3.3 percent), and Government (2.6 percent).

The largest year-over job losses in July 2023 were in Professional and Business Services (108,900) and Information (76,700). Others included Trade, Transportation, and Utilities (33,500); Financial Activities (27,100); and Manufacturing (20,800). Construction (3,000) and Mining and Logging (200) had small year-over job losses. In percentage terms, Information (12.2 percent) had the largest job loss of any sector, followed by Professional and Business Services (3.8 percent) and Financial Activities (3.2 percent). The sectors with the most losses are those sectors that are particularly sensitive to interest rate increases.

⁵ Information’s year-over job losses also reflect the adverse employment effects of writers and actors on strike at the time. The unfilled job positions of striking workers show up as job losses in the jobs data when a strike is ongoing, but as a job gain when strike is resolved.

California's technology sector experienced strong job growth during the pandemic because of the surge in remote work from home and the shift in demand by homebound consumers to goods and in-home entertainment options that accompanied it. The year-over job losses in these sectors in July 2023 in large part reflected downsizing by technology-oriented industries as they adjusted to the post-pandemic environment.

Higher interest rates which increased the cost of borrowing likely had a dampening effect on sectors that are more sensitive to these higher rates. For example, the Financial Activities sector is interest rate sensitive because it captures real estate and lending organizations. The spike in mortgage rates associated with the Federal Reserve's interest rate hikes curtailed California's existing homes and mortgage refinancing markets.

July 2024

Top Three Industries With Fastest Job Growth



Private
Education and
Health Services



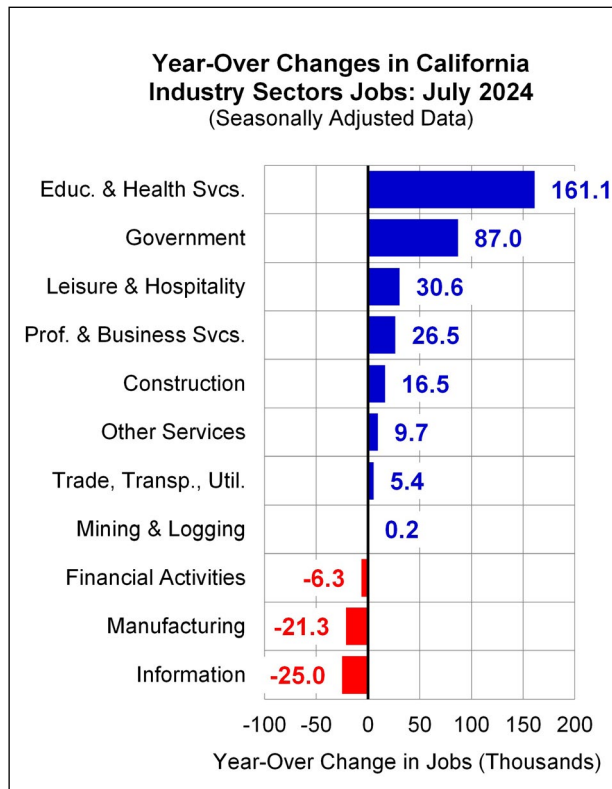
Government



Leisure and
Hospitality

Private Education and Health Services (161,100) had the largest year-over job gain of any sector in July 2024 followed by Government with an 87,000 job gain. Leisure and Hospitality (30,600) and Professional and Business Services (26,500) were the other sectors with year-over gains greater than 25,000 jobs. Construction (16,500), Other Services (9,700), Trade, Transportation, and Utilities (5,400), and Mining and Logging (200) also posted year-over job gains. In percentage terms, Private Education and Health Services (5.2 percent), Government (3.4 percent), and Construction (1.8 percent) were the only three sectors that grew faster than the economy as a whole (1.6 percent). Information (25,000) had the largest year-over job loss of any sector, followed by Manufacturing (21,300) and Financial Activities (6,300).

Figure 4



Source: Employment Development Department

Professional and Business Services had the largest turnaround in job growth, adding 26,500 jobs over the last year following its 108,900 job year-over loss in July 2023. Information had the second largest improvement among sectors over the last year in the sense that its 25,000 job year-over loss wasn't as large as its 76,700 job loss year-loss in July 2023. Not seasonally adjusted data showed that the most technology-oriented industries in the Professional and Business Services sector and Information sector continued to show year-over losses in July 2024, but for the most part, they were not as large as those incurred in July 2023. This suggests that the worst of the layoffs in these industries may be over. The longer-term outlook for California's technology sector is bright as it is well positioned to continue to ride a wave of innovation associated with generative artificial intelligence (GenAI) applications.

Did You Know?

The EDD and the state's workforce development system are here to help job seekers find meaningful careers, and help employers find qualified candidates to hire. Visit [Stronger Jobs, Stronger Communities](#) for more information.

“The most help I feel I received was honestly the compassion and personal assistance, including job and career recommendations that Barbara Wigney graciously offered. She listened to my story and calmed my worries, then set up my file and started the EDD services and programs. She followed up with me and actually showed that she cared.”



- Ted Gillian

San Luis Obispo County
Changing careers with EDD support

Stronger Jobs,
Stronger Communities



Regional Trends (Not Seasonally Adjusted Data)

Every region in California has experienced increased unemployment over the last year.

The Employment Development Department (EDD) subdivides California into 15 regions for the purposes of regional economic analysis, which are delineated in the regional unemployment rate map that follows (Figure 5). These regional definitions are the same as those used by the state workforce development system in strategic planning.⁶

California's regions vary greatly in size. Los Angeles Basin, with 4.6 million jobs in July 2024, was the state's largest region, followed by Bay-Peninsula with over 2.3 million jobs. Six additional regions had more than 1.1 million jobs. As a group, the state's eight largest regions accounted for close to nine out of every 10 (87.5 percent) of the state's nearly 18.0 million jobs in July 2024 (not seasonally adjusted). Five California regions had between 240,000 and 600,000 jobs. In contrast, the state's two smallest regions (Middle Sierra and North Coast) each had less than 50,000 jobs.

Any analysis of regional unemployment and employment trends is complicated by the fact that the regional data are not seasonally adjusted. The only method to filter out regular and recurring seasonal patterns of employment and unemployment from not seasonally adjusted data is to compare like months of the calendar year. As such, this analysis of regional trends focuses on comparisons for the month of July. This precludes any identification of shifting regional unemployment patterns that may have occurred within the past year.

Regional unemployment rates ranged from a low of 4.2 percent to a high of 8.5 percent in July 2024. Four regions had unemployment rates below 5.0 percent: Bay-Peninsula (4.2 percent), Orange (4.4 percent), South Central Coast (4.4 percent), and North Bay (4.7 percent). San Joaquin Valley (8.5 percent) had the highest unemployment rate amongst regions, followed by Los Angeles Basin (6.5 percent). North State (5.9 percent) was the only other region that had a higher unemployment rate than California's not seasonally adjusted 5.8 percent rate. The unemployment rates of California's remaining eight regions fell in a range from 5.0 to 5.8 percent.

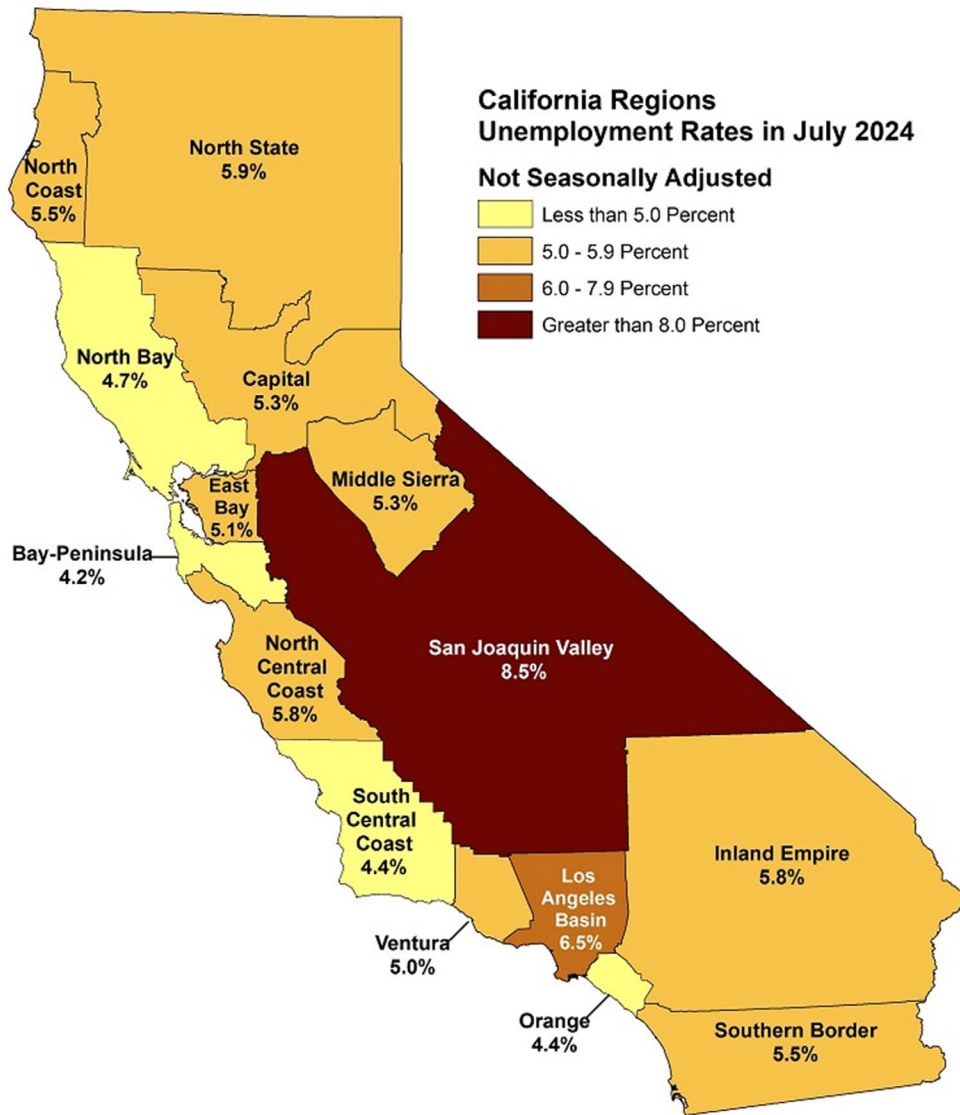
Each of the state's 15 regions experienced an unemployment rate increase over the year in July 2024. Bay-Peninsula and Ventura (both 0.7 percentage points) had the smallest year-over rate increases and Los Angeles Basin (1.2 percentage point) had the largest. Los Angeles Basin was the only region that had a larger year-over unemployment rate increase than the California statewide 1.0 percent increase (not seasonally adjusted), but San Joaquin Valley's 1.0 percent increase equaled the state's unemployment rate increase. The unemployment rates of the state's remaining 11 regions increased by 0.8 or 0.9 percent over the year.



Four regions had unemployment rates below 5.0 percent: Bay-Peninsula, Orange, South Central Coast, and North Bay

⁶ Although San Benito County is part of North Central Coast Region, it is included in Bay-Peninsula Region for the purposes of this report because its monthly jobs are estimated as part of Bay-Peninsula's San Jose-Sunnyvale-Santa Clara Metropolitan Statistical Area.

Figure 5



Source: Employment Development Department

Every region of California experienced job growth over-the-year in July 2024, with 12 regions having stronger growth compared to July 2023.

Each of California’s 15 regions had over the year job gains in July 2024. Job gains ranged from a low of 9,700 jobs in Bay-Peninsula to a high of 73,900 jobs in Los Angeles Basin among the state’s eight largest regions; from a low of 2,200 jobs in North Central Coast to a high of 10,040 in North Bay among the state’s five mid-sized regions; and totaled 1,700 jobs or less in each of the state’s two smallest regions.

Did You Know?

The EDD and the state's workforce development system are here to help job seekers find meaningful careers, and help employers find qualified candidates to hire. Visit [Stronger Jobs, Stronger Communities](#) for more information.

"As a newly retired 23-year Navy veteran with no civilian job experience. I was daunted by the process of transitioning to a civilian career... I found a job that I love with the Veterans Service Office in Shasta County and successfully secured it. I cannot thank the EDD enough for their invaluable assistance."



- Erika Cerantes
Shasta County
Veterans Job Services

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Stronger Communities

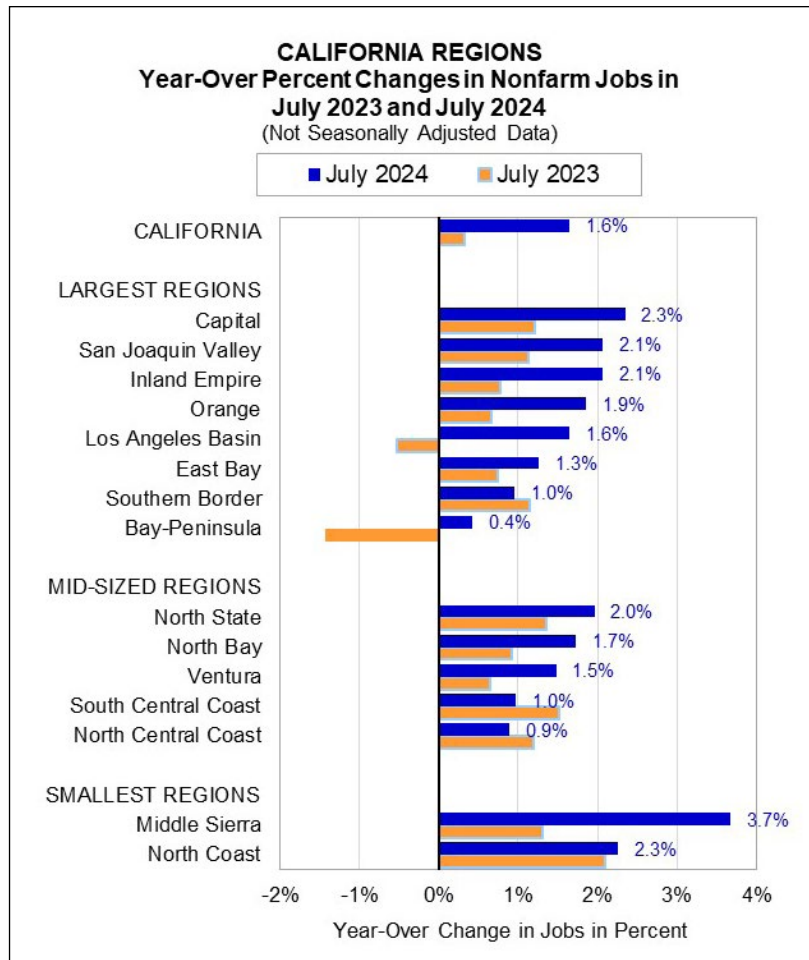


In percentage terms, year-over job increases ranged from a low of 0.4 percent in Bay-Peninsula to a high of 3.7 percent in Middle Sierra. Capital (2.3 percent) had the largest increase among the state's eight largest regions, followed by San Joaquin Valley and Inland Empire (both 2.1 percent). Bay-Peninsula (0.4 percent) had the smallest year-over gain of any of the state's largest regions, followed by Southern Border (1.0 percent). North State (2.0 percent) had the largest job gain among the state's mid-sized regions while North Central Coast had the smallest (0.9 percent). The state's smallest regions were among the state's fastest growing. Middle Sierra's 3.7 percent year-over job gain was the largest of any region and North Coast's 2.3 percent increase ranked second, tied with Capital.

Twelve of California's 15 regions had stronger year-over job growth in July 2024 than they had at the end of the cooling off period in July 2023, led by tiny Middle Sierra which saw its pace of year-over job growth increase from 1.3 to 3.7 percent.

The state's two largest regions experienced the greatest turnaround in year-over job growth in July 2024. Los Angeles Basin's 73,900 job, or 1.6 percent, year-over gain in July 2024 gain was preceded by a year-over loss of 23,800 jobs (0.5 percent) in July 2023. Reflecting the conditions in its technology sector, Bay-Peninsula gained only 9,700 jobs over the year in July 2024 and its 0.4 percent gain was the weakest among regions. Nevertheless, this marked a major improvement from July 2023, when its year-over job loss totaled 33,300 jobs, or 1.4 percent—by far the largest percentage job loss among regions. Inland Empire was the only other region that matched the state's 1.3 percentage point increase in year-over job growth from July 2023 to July 2024.

Figure 6



Source: Employment Development Department

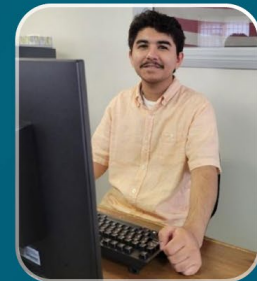
In contrast, three of California’s 15 regions had smaller year-over job gains or grew at a slower year-over pace in July 2024 than in July 2023. They were: South Central Coast (down 0.5 percent); North Central Coast (down 0.3 percent); and Southern Border (down 0.2 percent).



Outlook

California's job market has rebounded over the past year after experiencing a necessary cooling off period over the course of the previous year. Job growth has returned to pre-pandemic levels, and unemployment has stabilized. The state's job growth over the past year has been broad based across most industry sectors and regions across the state. Current conditions favor continued growth for California's jobs market in the coming years.⁷

“As someone who has never had real work experience, EDD representative Gloria Castillo’s assistance has helped me grow into someone who feels comfortable in a workplace environment... she introduced me to the WIOA/youth program and got me a job with the Hollywood WorkSource Center as customer service representative helping people to apply for jobs.”



- Samuel Rojo
Los Angeles County
Youth Employment
Opportunity Program

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⁷ This outlook is predicated upon the U.S. Federal Reserve lowering interest rates as it has signaled.



California Short-Term Industry and Occupational Employment Projections

The EDD produces employment projections that provide an estimate of the changes in industry and occupational employment over time that result from past industry trends, technological change, and other factors. Statewide short-term (two-year) projections are revised annually. The following is a recap of the most recently published short-term employment projections.

Industry employment projections 2023 2nd quarter – 2025 2nd quarter

The EDD projects a statewide total employment increase of 492,400 (2.5 percent) between the second quarter of 2023 and the second quarter of 2025, reaching nearly 20.4 million jobs. The top three industry sectors projected to grow the fastest for California consist of: Educational Services (Private), Health Care, and Social Assistance; Leisure and Hospitality; and Construction. These three industry sectors are projected to grow between 4.5 and 6.1 percent.

Approximately 69 percent of the total projected nonfarm job growth is concentrated in three industry sectors: Educational Services (Private), Health Care, and Social Assistance; Leisure and Hospitality; and Construction.

- The largest number of new jobs is expected in the Educational Services (Private), Health Care, and Social Assistance sector, resulting in a gain of 188,400 jobs and a growth rate of 6.1 percent. Fifty percent of the industry's growth is estimated to be in the Social Assistance subsector, which is a gain of 94,200 jobs.
- The Leisure and Hospitality industry sector is expected to add 96,800 jobs with a growth rate of 4.7 percent. Sixty-five percent of the industry's job growth is projected to be in the Food Services and Drinking Places subsector, which is a gain of 62,700 jobs.
- The Construction sector is projected to gain 41,600 jobs, with a growth rate of 4.5 percent. Fifty-six percent of this industry's growth is estimated to be in Specialty Trade Contractors, which is a gain of 23,500 jobs.

Projected Top Growing Industries



Private Educational Services,
Health Care, and Social
Assistance



Leisure and Hospitality



Construction

Industry employment projections 2023 2nd quarter – 2025 2nd quarter

Occupational employment growth between the second quarter of 2023 and the second quarter of 2025 is forecasted to be the greatest in the following occupational groups: Healthcare Support (104,000); Food Preparation and Serving Related (64,900); and Healthcare Practitioners and Technical (36,500). The top three occupational groups account for over 41.7 percent of all projected job growth.

The top 10 fastest growing occupations are expected to range from a growth rate of 6.6 percent to 12.3 percent, compared to the expected overall 2.5 percent growth rate for California. It's important to note that five of the top

Projected Top Growing Occupational Groups



Healthcare Support



Food Preparation
and Serving Related



Healthcare Practitioners
and Technical

10 fastest growing occupations have an education requirement with a bachelor's degree or above.

In addition to new jobs, openings will also be created due to workers separating from their job. Worker separations include those exiting the labor force or transferring to a different occupation. California is expected to generate a combined total of more than 4.9 million job openings over the projections period, with exits and transfers comprising 90 percent of this total. The top 10 occupations with the most job openings are expected to generate over 1.3 million total job openings. Seven of the top 10 occupations have more openings due to transfers than exits.

The [2023-2025 California industry and occupational employment projections](#) are available online.

“Holly in particular was instrumental in guiding me as I pursued my career in healthcare. Under her mentorship, I completed my certification as a Certified Nurse Assistant. Today, I am proud to work at Corona Post Acute, and I am in the final stages of the hiring process at the Subacute unit of Corona Regional.”



- Sergio Cambron
Riverside County
Job Seeker Services

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Occupations with the Most Projected Total Job Openings

The following table lists examples of occupations utilized by various industries where job demand is expected to grow. Occupations were selected based on jobs with the most projected total job openings (California short-term occupational projections 2023-2025), annual earnings, and online job advertisements. Occupations are separated into three categories based on education level; some require a high school diploma or less, while others require two to four years of college or higher. The online job advertisements were extracted from the Lightcast™ data series, which compiles, analyzes, and categorizes job advertisements from numerous online job boards, including CalJOBSSM, California’s labor exchange system.

Figure 9: Top 5 Projected Job Openings by Education Level

Occupation	Projected 2023-2025 Job Openings ⁸	2024 Median Annual Wages ⁹	Job Ads from June 5, 2024 to August 3, 2024 ¹⁰
Requires a Bachelor’s Degree or Higher			
General and Operations Managers	51,380	\$125,109	7,053
Registered Nurses	47,010	\$138,037	18,955
Software Developers	35,810	\$173,754	10,669
Accountants and Auditors	31,890	\$94,401	3,247
Management Analysts	27,030	\$102,226	2,334
Requires Some College, Postsecondary Non-Degree Award, or Associate’s Degree			
Heavy and Tractor-Trailer Truck Drivers	48,690	\$60,712	6,577
Bookkeeping, Accounting, and Auditing Clerks	45,640	\$55,684	3,273
Teaching Assistants, Except Postsecondary ¹¹	39,250	\$46,442	3,943
Medical Assistants	37,140	\$48,128	4,054
Nursing Assistants	35,950	\$46,561	2,285
Requires a High School Diploma or Equivalent or Less			
Home Health and Personal Care Aides ¹²	358,000	\$34,563	6,928
Fast Food and Counter Workers	211,230	\$36,253	4,409
Cashiers	151,420	\$36,380	3,541
Waiters and Waitressess	107,390	\$35,851	3,883
Stockers and Order Fillers	103,130	\$40,656	2,546

⁸ For the 2023-2025 period, California’s two-year occupational projections are based on employment from the second quarter of 2023 and project to the second quarter of 2025. These numbers reflect the sum of new jobs and replacements, when employees permanently leave their occupations or the labor force all together. Many jobs are a result of replacements, not growth within an occupation.

⁹ EDD/LMID Occupational Employment Statistics; 2024 Wages reflect California median annual wage. Median wages are the estimated 50th percentile of the distribution of the 2024 first quarter wages. 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above the median wage. Wages do not include self-employed or unpaid family workers.

¹⁰ Online job ads data (June 5, 2024 - August 3, 2024) are taken from the Lightcast data series. The Lightcast data series compiles, analyzes, and categorizes job advertisements from numerous online job boards.

¹¹ The total job ads (June 5, 2024 - August 3, 2024) for Teaching Assistants, Except Postsecondary (25-9045) reflects job ads postings for the occupations Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042); Teaching Assistants, Special Education (25-9043); and Teaching Assistants, All Other (25-9049).

¹² The total job ads (June 5, 2024 - August 3, 2024) for Home Health and Personal Care Aides (31-1120) reflects job ads postings for the occupations Home Health Aides (31-1121) and Personal Care Aides (31-1122).



Toolbox for Job Seekers

EDD Home LMID Home

Occupation Guide Welcome
Search for Occupations
Links to More Information
FAQ-Glossary

Occupation Detail:
Job Market Data
Entry Requirements
Occupation Profile
Software and Equipment
Education Providers

Hourly Wages (As of 1st Quarter 2023)

Occupation	25th Percentile Hourly	Median Hourly	75th Percentile Hourly
Bookkeeping, Accounting, and Auditing Clerks	\$20	\$24	\$30
Heavy and Tractor-Trailer Truck Drivers	\$22	\$26	\$31
Nursing Assistants	\$19	\$20	\$23

Projected Total Openings by Source (10 Year Total 2020-2030)

Occupation	10 Year Change Total Jobs	Openings from Exits	Openings from Transfers	Total
Bookkeeping, Accounting, and Auditing Clerks	28,910	25,190	56,280	56,280
Heavy and Tractor-Trailer Truck Drivers	18,850	31,210	57,070	57,070
Nursing Assistants	4,240	18,970	44,660	44,660

Job Market Data Explained

About Job Market

Potential wages and job outlook vary by occupation and region. Use these estimates to see what that looks like in the area selected.

Wages

The wage chart shows estimated hourly wages in the local area. It shows the median wage and the range for the middle 50% of workers. The values are defined as:

Median means half of workers earn more and half less.

25th Percentile is where only one quarter of workers earn less.

75th Percentile is where only a quarter earns more.

Note. Wage estimates are updated once a year and may not reflect recent changes.

Projected Jobs

The chart shows projections for total job openings over a ten year period. It breaks those openings into three groups: change in total jobs, openings from exits, and openings from transfers. These values are defined as:

Notes on Missing Data

Occupation	Wage Note	Projected Openings Note
Bookkeeping, Accounting, and Auditing Clerks		
Heavy and Tractor-Trailer Truck Drivers		
Nursing Assistants		

Codes for Missing Data (For more information see Glossary)

*1 — Estimates for this occupation not available in this region.
 *2 — Workers may not work full-time all year-round. Annual wages not available.
 *3 — Projections were suppressed to protect confidentiality.
 *4 — Wage estimate suppressed to protect confidentiality/values exceed ceilings.
 *5 — There is wide variation in hours worked. Hourly wages cannot be calculated.
 *6 — Wage estimate/projected openings only estimated at aggregate levels.

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For a collection of resources to assist job seekers with job search, career exploration, and training needs, visit the [Toolbox for Job Seekers](#).



Glossary

For definitions of terms used in this Briefing, as well as other terms commonly used in connection with employment and labor market information, visit the [Glossary of Terms](#).

This workforce product was funded by a grant awarded by the U.S. Department of Labor’s Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the authorization of the copyright owner.

Acknowledgements

Several individuals actively participated in and immensely contributed toward the success of the California Jobs Market Briefing 2024. The following individuals made substantial contributions to the report.

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