

2023 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 4, 2023.

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

Stewart Knox, Secretary
Labor and Workforce Development Agency

Nancy Farias, Director
Employment Development Department

Amy Faulkner, Chief Deputy Director
Employment Development Department

Clera Yen, Deputy Director
Policy, Accountability and Compliance Branch

Muhammad Akhtar, Chief
Labor Market Information Division

Executive Summary

- Since reaching a historically low 3.8 percent in July and August 2022, the unemployment rate rose 0.8 percentage point over the past year. As of July 2023, California's seasonally adjusted unemployment rate stands at 4.6 percent.
- The seasonally adjusted unemployment rate is 11.5 percentage points lower than the peak rate during the pandemic-induced recession (16.1 percent in April 2020).

California has experienced a rapid and robust recovery from the pandemic-induced recession.

- The state added 3,198,100 nonfarm jobs over the course of its 39-month expansion from April 2020 through July 2023.
- By July 2023, California had gained 443,500 nonfarm jobs, marking an increase of 2.5 percent compared to the employment figures before the pandemic outbreak in February 2020.

Most California industry sectors have fully recovered their pandemic-induced job losses.

- Seven of California's 11 major industry sectors had fully recovered their pandemic-induced job losses and then some as of July 2023, including the hard-hit leisure and hospitality, which recovered from its 995,600-job loss in July 2023.
- Three out of the four industry sectors that were still in the process of recovering from pandemic-induced losses were making substantial progress: other services (97.2 percent), financial activities (91.0 percent), and government (71.7 percent).
- Eight of California's 11 major industry sectors gained jobs over the year ending in July 2023, signaling underlying strength within the economy. The state's year-over job gains were concentrated in private education and health services, along with leisure and hospitality, which contributed 159,400 and 120,100 jobs, respectively.

Table of Contents

California’s Jobs Market Continues to Grow, But at a More Normal Pace	1
Unemployment	1
Unemployment in California Trended Upwards Over the Last Year After Falling to a Historically Low Level	1
Figure 1	1
Total Nonfarm Employment (Seasonally Adjusted Jobs)	3
Figure 2.....	3
Industry Sector Trends (Seasonally Adjusted Data).....	5
Most California Industry Sectors Have Fully Recovered Their Pandemic-Induced Job Losses.....	5
Figure 3.....	5
California’s Year-Over Job Gains Were Distributed Across Most Industry Sectors.....	6
Figure 4.....	6
Figure 5.....	6
Regional Trends (Not Seasonally Adjusted Data)	8
Every California Region has Experienced Job Growth Along With Rising	
Unemployment Over the Last Year.	8
Unemployment Rates Rose in Every California Region Over the Last Year, Mirroring State Trend.....	9
Figure 6.....	10
Every Region of California Experienced Job Growth Over the Last Year.....	10
Figure 7.....	11
Figure 8.....	11
Outlook	12
California Short-Term Industry and Occupational Employment Projections	13
Industry Employment Projections 2022 2nd Quarter - 2024 2nd Quarter.....	13
Occupational Employment Projections 2022 2nd Quarter - 2024 2nd Quarter	14
California Jobs in Demand	15
Figure 9.....	15
Toolbox for Job Seekers	16
Glossary	17



California's Jobs Market Continues to Grow, but at a More Normal Pace

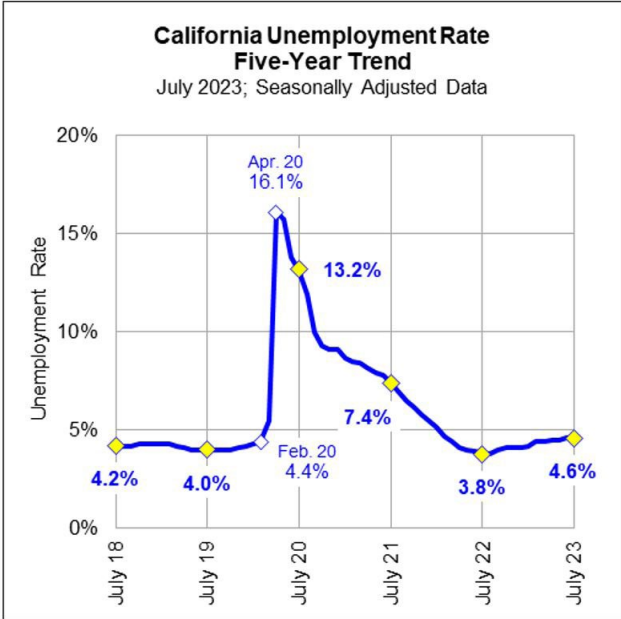
As the nation commemorates Labor Day in 2023, conditions in California's jobs market have returned to normal following the severe disruptions of the pandemic-induced recession. The state is experiencing broad-based job growth across regions and most industry sectors at a pace comparable to that before the pandemic. Unemployment rates have returned to their levels before the pandemic hit. Although the outlook is clouded by uncertainty over how the U.S. Federal Reserve's aggressive anti-inflation policies will impact the jobs market once they take full effect, California's jobs market has demonstrated remarkable resilience over the course of this extraordinary pandemic-induced business cycle.

Unemployment

Unemployment in California Trended Upwards Over the Last Year After Falling to a Historically Low Level.

- California's seasonally adjusted unemployment rate was 4.6 percent in July 2023. For perspective, this was just 0.2 percentage point higher than the rate was at the tail end of the last economic expansion in February 2020, but 11.5 percentage points lower than the peak rate during the pandemic-induced recession (16.1 percent in April 2020).

Figure 1



Source: Employment Development Department

- Year-over, California's unemployment rate rose by 0.8 percentage point in July 2023. This was a reversal from the two prior years, when the rate fell by 5.8 and 3.6 percentage points over-the-year in July 2021 and July 2022, respectively.

Did You Know?

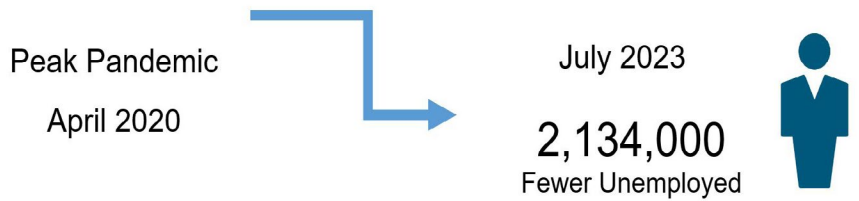
The EDD and the state’s workforce development system are here to help job seekers find meaningful careers, and help employers find qualified candidates to hire. Visit [Stronger Jobs, Stronger Communities](#) for more information.

“ These are free services that are for you. This is the time in your life to use that. **”**

Sage Robins
A Californian who found employment after connecting with the Santa Ana Work Center in Orange County using EDD resources.

Stronger Jobs, Stronger Communities.

- Correspondingly, civilian unemployment stood at 885,000 persons in July 2023. There were just 24,000 more unemployed Californians in July 2023 than there were at the end of the last economic expansion in February 2020, but 2,134,000 fewer than there were at the peak of the pandemic-induced recession in April 2020, when unemployment topped three million.



- Year-over, the number of unemployed Californians rose by 153,000 in July 2023. This compares to year-over decreases totaling 1,112,000 and 670,000 persons in July 2021 and July 2022, respectively.
- Although unemployment in California has trended upwards over the last year, the economic context in which this increase occurred was different than the decreases of the two prior years. The large year-over unemployment decreases in July 2021 and July 2022 occurred as the labor market was rapidly recovering from the severe disruptions caused by the pandemic which resulted in unemployment in California to surge to a record high. As employers resumed and ramped up activities following the easing and lifting of pandemic-related public health restrictions, workers who had been idled were able to quickly regain or find employment. As a result, the labor market tightened as the recovery rapidly progressed.
- By March 2022, unemployment, both the rate and the number, in California had returned to its pre-pandemic level in February 2020. It continued to fall in subsequent months. In July and August 2022, the unemployment rate fell to 3.8 percent, a record low in a data series extending back to the beginning of 1976. In August 2022 the number of unemployed Californians fell to a nearly 34-year low of 724,000 persons, or 137,000 persons less than in February 2020. California’s labor market had become very tight by July 2022, more than the economy could sustain without overheating. ¹



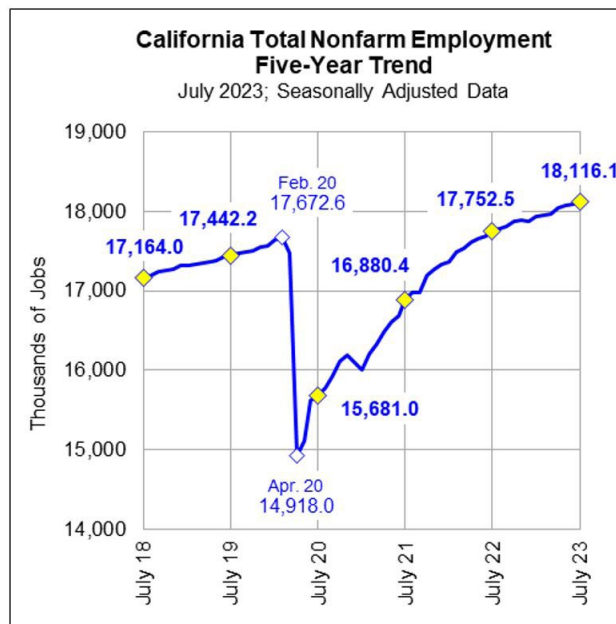
¹ A tight labor market is one in which job vacancies and openings exceed the number of available workers to fill them. An overheating economy is one that has reached the limits of its capacity and cannot meet aggregate demand for goods and services by consumers. Both are contributing factors to inflation.

- The trend of rising unemployment in California over the last year appears to reflect an overly tight labor market adjusting itself to a more sustainable footing. This claim is corroborated by data from the US Bureau of Labor Statistics’ Jobs Openings and Labor Turnover Survey (JOLTS).² Labor supply and demand were in balance in California’s labor market in the months leading up to the pandemic-induced recession, as indicated by an unemployed persons per job openings ratio of around 1.0. In February 2020, there were 1.1 unemployed Californians for every job vacancy. The ratio spiked to 6.4 unemployed Californians per job opening in April 2020 due to the disruptive effects of the pandemic, then fell sharply over the course of California’s recovery. There were 4.2 unemployed Californians per job opening in June 2020 and 1.4 in June 2021, respectively. The ratio fell further to 0.6 in June 2022, indicating that there were two job openings available for every unemployed Californian. In June 2023, there were 0.9 unemployed Californians per job opening, indicating that labor supply and demand were in a much more balanced state.

Total Nonfarm Employment (Seasonally Adjusted Jobs)

- In July 2023, California added 27,900 nonfarm jobs, boosting total nonfarm employment in the state to 18,116,100 jobs. This marks the continuation of job growth for seven consecutive months and in 21 out of the last 22 months, with the lone exception being the strike-affected month of December 2022.³

Figure 2



Source: Employment Development Department

² The JOLTS program produces monthly state and national data on job openings, hires, and separation, and can be obtained from the US Bureau of Labor Statistics website at [bls.gov](https://www.bls.gov). The most recent data available were from June 2023.

³ A strike by 35,000 University of California academic workers temporarily depressed the December 2022 total jobs count.

- The COVID-19 pandemic outbreak severely disrupted California jobs market, abruptly ending the ten-year expansion from February 2010 through February 2020. The state lost 2,754,600 nonfarm jobs over just a two-month period from February 2020 through April 2020, which was a 15.6 percent decrease. This job loss was unprecedented in its depth, magnitude, and short duration.
- California has experienced a rapid and robust recovery from the pandemic-induced recession. The state added 3,198,100 nonfarm jobs over the course of its 39-month expansion from April 2020 through July 2023. The state fully recovered its pandemic-induced job losses in June 2022 and its jobs market continues to expand. By July 2023, the state had 443,500, or 2.5 percent, more nonfarm jobs compared to the period prior to the pandemic outbreak in February 2020.

June 2022

July 2023

100%

Recovered
Pandemic-Induced
Job Losses



2.5% More
Nonfarm Jobs Than
February 2020



- The pace of year-over job growth in California has slowed over the course of its ongoing expansion. Over the last three years, the state's pace of year-over nonfarm job growth has slowed from 7.6 percent (1,199,400 jobs) in July 2021, to 5.2 percent (872,100 jobs) in July 2022 and to 2.0 percent (363,600 jobs) in July 2023. ⁴
- California's steadily slowing pace of job growth might suggest that California's jobs market is headed in the wrong direction, but this is not the case. The slowdown instead reflects the diminishing impacts of the COVID-19 pandemic over time and jobs market conditions that have returned to normal. California's 2.0 percent pace of year-over nonfarm job growth in July 2023 was comparable to the latter stages of the pre-pandemic expansion. The state's year-over percent job gains were 2.0, 1.9, and 1.6 percent in July 2017, July 2018, and July 2019, respectively. The jobs market was growing at a year-over pace of 2.0 percent at the start of the pandemic-induced business cycle in February 2020.

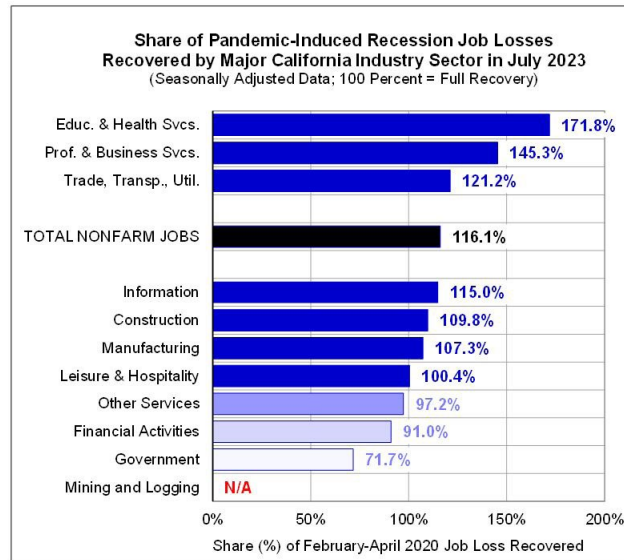
⁴California's year-over nonfarm job gains peaked at 1,570,400 (10.5 percent) in April 2021, the first full year of recovery.

Industry Sector Trends (Seasonally Adjusted Data)

Most California Industry Sectors Have Fully Recovered Their Pandemic-Induced Job Losses

- Although California’s job losses during the pandemic-induced recession pervaded the economy with every major industry sector incurring deep job losses, its job gains over the course of its 39-month recovery and expansion have been widely distributed across industry sectors. Seven of California’s 11 major industry sectors had fully recovered their pandemic-induced job losses and then some as of July 2023, including the hard-hit leisure and hospitality, which recovered from its 995,600-job loss in July 2023.

Figure 3



Source: Employment Development Department

- Three out of the four industry sectors that had yet to recover their pandemic-induced losses were well on their way to doing so: other services (97.2 percent); financial activities (91.0 percent); and government (71.7 percent). Government’s recovery share appears deceptively low because its pandemic-induced job losses extended beyond April 2020 through June 2020. As of July 2023, government had recovered 86.6 percent of the 202,900 jobs it lost from February 2020 through June 2020. Alone among sectors, the mining and logging sector had yet to recover, experiencing a net job loss over the course of the April 2020 through July 2023 expansion.

California’s Year-Over Job Gains Were Distributed Across Most Industry Sectors

- Eight of California’s 11 major industry sectors gained jobs over the year ending in July 2023, signaling underlying strength within the economy. The state’s year-over job gains were concentrated in private education and health services and leisure and hospitality, which added 159,400 and 120,100 jobs, respectively. Four additional industry sectors had year-over gains of over 10,000 jobs: government (57,600); other services (23,800); professional and business services (14,700); and construction (13,800).

Figure 4

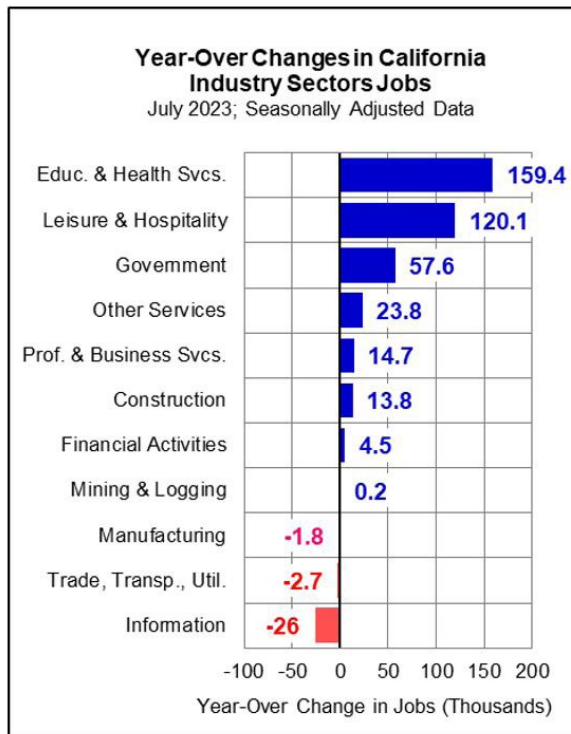
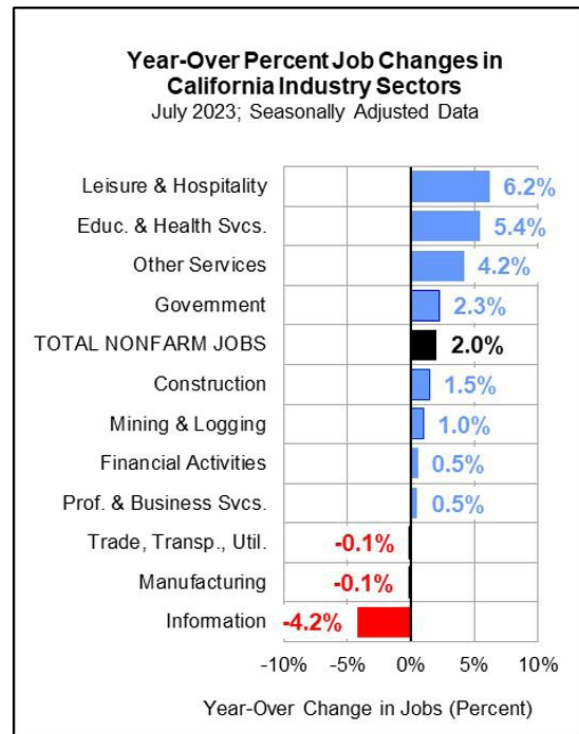


Figure 5



Source: Employment Development Department

July 2023

Top Three Industries With Fastest Job Growth



Leisure and
Hospitality



Private
Education and
Health Services



Other
Services

- Leisure and hospitality (6.2 percent), private education and health services (5.4 percent), and other services (4.2 percent) had the fastest pace of year-over job growth in July 2023. Government (2.3 percent) was the only other sector that added jobs at a faster pace than the overall economy (2.0 percent).
- Three California industry sectors had year-over job losses in July 2023, the largest of which was in information (26,000). Trade, transportation, and utilities (2,700); and manufacturing (1,800) had small job losses. Information (4.2 percent) also had the largest job loss in percentage terms.
- The slowdown in the pace of California's year-over total nonfarm job growth from July 2022 through July 2023 affected most industry sectors but was most pronounced in the information sector. Professional and business services; leisure and hospitality; manufacturing; trade, transportation, and utilities; and other services also had disproportionately large slowdowns in year-over job growth in comparison to the overall jobs market. Private education and health services and government were the only industry sectors that had an uptick in their pace of year-over job growth from July 2022 to July 2023.
- The slowdown in job growth in leisure and hospitality and other services, which were the two hardest hit industry sectors during the pandemic-induced recession, reflects that hiring in these sectors is returning to more normal pre-pandemic levels. Their pace of job growth may be slowing, but they were two of California's fastest growing industries over the year ending in July 2023.
- To some degree, the slowdown in trade, transportation, and utilities likely reflects restructuring within the sector caused by the continued growth of online shopping. Large online retailers essentially consolidated wholesale, retail, and goods procurement and distribution functions within a single organization. Despite strong consumer spending over the course of the recovery and ongoing expansion, the trade subsectors had yet to fully recover their pandemic-induced job losses as of July 2023. Whereas retail trade had recovered 98.1 percent of its pandemic-induced job losses, wholesale trade's recovery share was only 57.5 percent.

- In contrast, the transportation, warehousing, and utilities subsector had recovered its pandemic-induced job losses nearly four times over as of July 2023. However, the pace of year-over job growth in this subsector slowed from 8.7 percent in July 2022 to just 1.1 percent in July 2023. This subsector largely encapsulates California’s international trade and logistics industry. Contract negotiations with West Coast dockworkers, now resolved, likely affected hiring in the subsector in the months leading up to July 2023 as many shippers diverted their goods away from California ports to those in the Eastern United States and Mexico to avoid possible disruptions to the flow of goods. This likely dampened the flow of goods through California.
- However, shifts in consumer spending patterns over the course of the pandemic-induced business cycle were likely an even more significant contributing factor to the slowdown of job growth in the trade, warehousing, and utilities subsector as well as the professional and business services, information, and manufacturing sectors—the three sectors that encompass California’s high technology and Internet-oriented industries. In the immediate aftermath of the pandemic outbreak, Californians were for the most part confined to their homes and had few opportunities to spend money. Pandemic assistance programs further boosted consumer savings. At the same time, there was a surge in the incidence of remote work as all work functions that could be performed remotely were transferred outside the office. These factors combined to shift consumer spending away from services to durable goods, such as computers and office equipment, and entertainment spending for home-based options. This in turn led to a spike in hiring within California’s trade and logistics industries, as well as its technology and Internet-oriented industries. However, consumer spending has shifted back towards services and away-from-home entertainment options, such as dining out and travel, now that the pandemic’s impacts have diminished, forcing employers that had ramped up hiring early in the pandemic-induced business cycle to readjust or downsize their employment levels.

Regional Trends (Not Seasonally Adjusted Data)

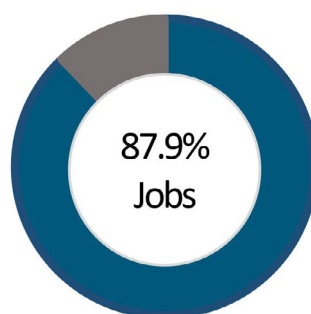
Every California Region Has Experienced Job Growth Along With Rising Unemployment Over the Last Year.

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

⁵ 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.

- California's regions vary greatly in size. Los Angeles Basin, with 4.6 million jobs in July 2023, was the state's largest region, followed by Bay-Peninsula with over 2.4 million jobs. Six additional regions had more than 1.1 million jobs. As a group, the state's eight largest regions accounted for nearly nine out of every 10 (87.9 percent) of the state's more than 18.0 million jobs in July 2023 (not seasonally adjusted). Five California regions had between 200,000 and 600,000 jobs. In contrast, the state's two smallest regions (Middle Sierra and North Coast) each had less than 50,000 jobs.

Eight Largest State Regions Account for



July 2023

- 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.

Unemployment Rates Rose in Every California Region Over the Last Year, Mirroring State Trend

- Regional unemployment rates spiked across California regions during the pandemic-induced recession and, early in the recovery in July 2020, every region of the state was experiencing high unemployment. Thirteen of California's 15 regions had an unemployment rate above 10.0 percent, ranging from 10.3 percent in North State to a high of 18.6 percent in Los Angeles Basin. The unemployment rates in South Central Coast and Bay-Peninsula, the only two regions with rates below 10.0 percent, were 9.7 and 9.8, respectively.
- As was true at the statewide level, regional unemployment rates fell rapidly during the recovery phase of the ongoing expansion. In July 2022, regional unemployment rates ranged from a low of 2.5 percent in Bay-Peninsula to a high of 6.1 percent in San Joaquin Valley. Thirteen of California's 15 regions had either a record- or record-tying-low unemployment rate for the month in July 2022. The two exceptions were Orange and North Coast, whose respective rates were just 0.2 and 0.1 percentage point above their record lows for the month of July.

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.

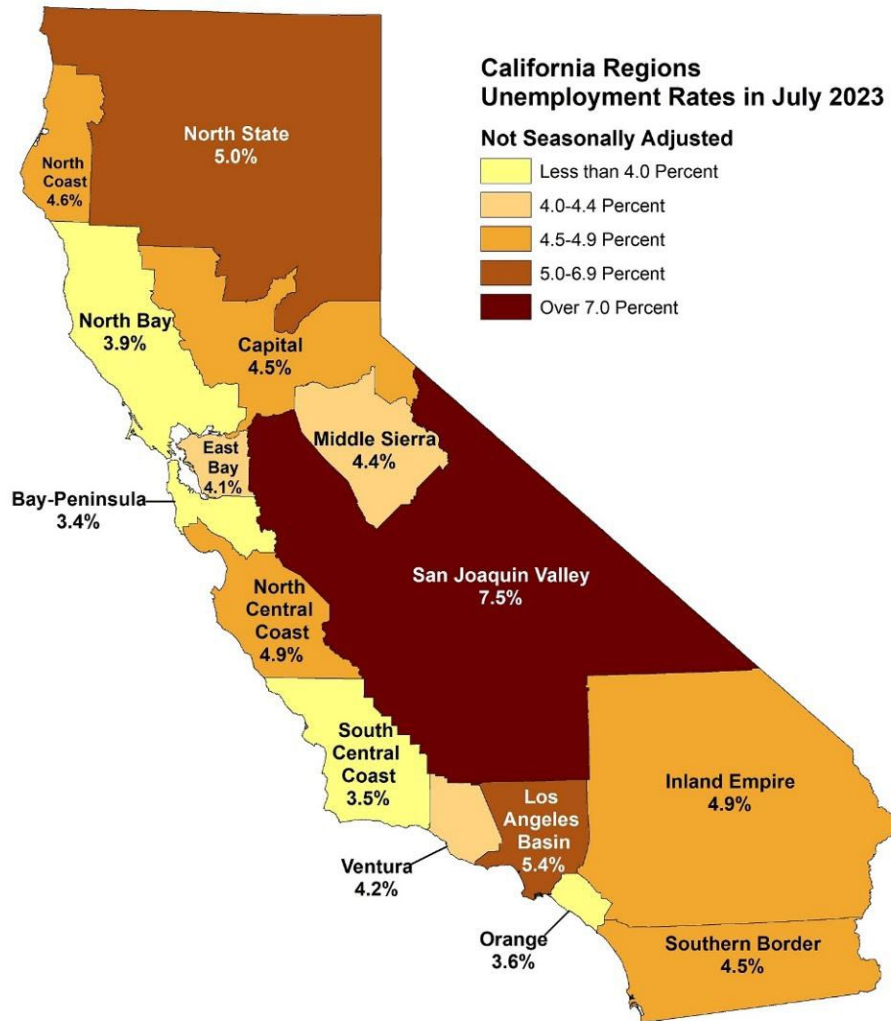
The graphic features the EDD logo in the top right corner. A quote is presented in a large, stylized font. Below the quote, the name 'Tony Turreto' is listed, followed by a short bio. The bottom of the graphic has a dark purple banner with the slogan 'Stronger Jobs, Stronger Communities.'

“ I was able to file for unemployment right there on the spot, so I walked out knowing it was complete with that peace of mind. **”**

Tony Turreto
A US Navy veteran that got help applying for unemployment and job openings with the help of EDD staff at the America's Job Center of California in San Luis Obispo.

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Figure 6



Source: Employment Development Department

Every Region of California Experienced Job Growth Over the Last Year.

- Since California’s regional jobs data are not seasonally adjusted, a precise dating or analysis of the pandemic-induced business cycle is impossible. However, it is reasonable to say that regional employment patterns have for the most part mirrored the state’s trends. Every one of California’s 15 regions experienced deep job losses during the pandemic-induced recession, the severity of these losses varying only by degree. Consequently, each of the state’s 15 regions has had a robust recovery. In July 2023, the total number of nonfarm jobs in every region was higher than it was in July 2020, the month closest to the end of the recession. In July 2023, the number of nonfarm jobs in 12 of California regions was higher than it was before the pandemic in July 2019. The respective jobs count in North Coast and North State was just 100 and 400 jobs shy of July 2019 levels. Total nonfarm employment in North Bay was 3,300 jobs lower than in July 2019.

- Every one of the state’s 15 regions added jobs over-the-year ending in July 2023. The largest year-over job gain was in Los Angeles Basin (104,300) and the smallest was in Middle Sierra (1,300). In general, numerical job gains reflected a region’s size.

Figure 7

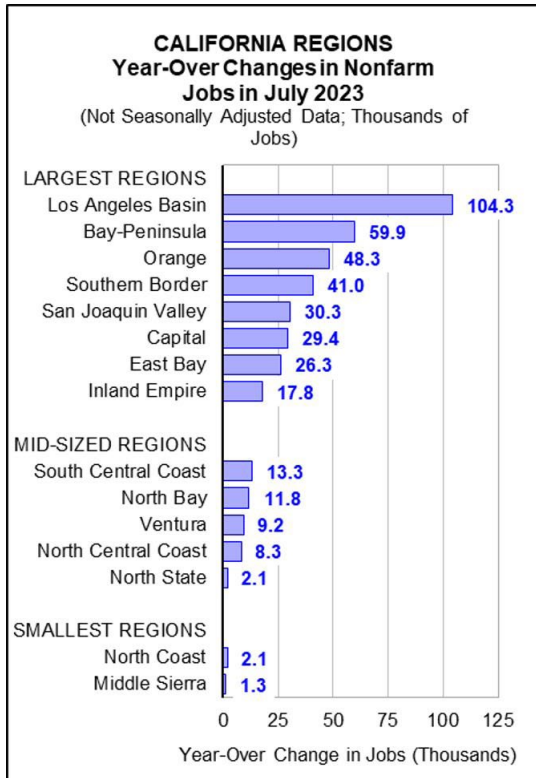
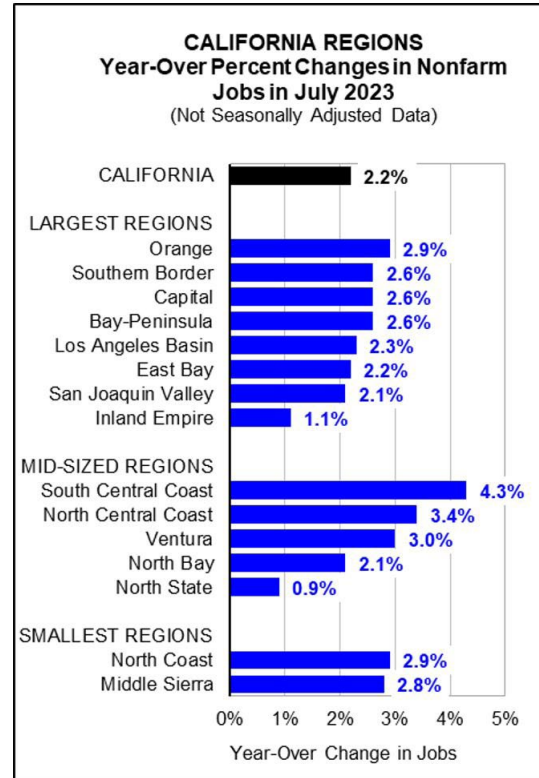


Figure 8



Source: Employment Development Department

- The fastest job growth over the last year was in three of the state’s five mid-sized regions: South Central Coast (4.3 percent), North Central Coast (3.4 percent), and Ventura (3.0 percent). Orange (2.9 percent) had the fastest year-over job growth among the state’s eight largest regions, but the pace of job growth in an additional six of the state’s largest regions either exceeded or was comparable to the state’s overall 2.2 percent gain (not seasonally adjusted). The pace of year-over job growth lagged that of the overall state in just two regions: Inland Empire (1.1 percent) and North State (0.9 percent).
- Mirroring the state, the pace of job growth slowed over the last three years across California regions. By and large, the July 2023 year-over pace of growth had slowed to levels consistent with the pre-pandemic jobs market across regions.

Did You Know?

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“ I can't believe I found the job that I like. ”

Zachary Ferreira
A college graduate referred to the Disabled Veterans Outreach Program at the San Joaquin County Worknet for help with employment services.

**Stronger Jobs,
Stronger Communities.**

Outlook

California's jobs market has recovered from the severe disruptions caused by the pandemic, with current conditions resembling the pre-pandemic state. Despite continuous warnings in the media and among economists that a recession is imminent, California has had broad-based job growth across its regions and in most of its major industry sectors over the last year. Additionally, the data for July 2023 revealed minimal indications, if any, of significant weaknesses emerging in any industry sector or geographical area within the state. Instead, California's job market has showcased an exceptional level of resilience throughout this remarkable pandemic-induced business cycle.

The outlook remains murky because the future direction of the U.S. Federal Reserve's policies to fight inflation and the full impacts of the actions it has taken thus far on the jobs market remain unknown. As Labor Day dawns, the continuing strength of the jobs market appears to be boosting optimism among economists that the Federal Reserve will be able to engineer a soft landing for the economy, meaning that it will successfully tame inflation to its targeted level while avoiding the steep rise in unemployment and job losses that accompany a recession. However, even in a soft-landing scenario, the anti-inflation policies that are currently in place are expected to eventually slow the economy, potentially leading to a bumpier ride for the jobs market over the months to come.



California Short-Term Industry and Occupational Employment Projections

The EDD-LMID 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 2022 2nd Quarter - 2024 2nd Quarter

The EDD-LMID projects a statewide total employment increase of 554,900 (2.8 percent) between the second quarter of 2022 and the second quarter of 2024, reaching nearly 19.8 million jobs. Three industry sectors are projected to grow faster than California’s total employment change of 2.8 percent: leisure and hospitality; educational services (private), health care, and social assistance; and other services (excluding 814 private household workers). These three industry sectors are projected to grow between 3.6 and 7.3 percent.

Projected Top Growing Industries



Approximately 65 percent of the total projected nonfarm job growth is in three industry sectors: leisure and hospitality; educational services (private), health care, and social assistance; and professional and business services.

- The largest number of new jobs is expected in the leisure and hospitality industry sector, resulting in a gain of 139,500 jobs and a growth rate of 7.3 percent. Within this industry sector, the food services and drinking places subsector is projected to post the largest gains with 94,100 jobs.
- The educational services (private), health care, and social assistance sector is expected to add 124,700 jobs with a growth rate of 4.3 percent. Forty-one percent of the industry’s job growth is projected to be in the social assistance subsector, a gain of 50,900 jobs.
- The professional and business services sector is projected to gain 76,400 jobs, with a growth rate of 2.7 percent. Eighteen percent of this industry’s growth is estimated to be in the computer systems design and related services sector, which is a gain of 13,900 jobs.

Occupational Employment Projections 2022 2nd Quarter - 2024 2nd Quarter

The greatest occupational employment growth between the second quarter of 2022 and the second quarter of 2024 is forecasted in the following occupational groups: food preparation and serving related (91,600); healthcare support (62,000); and transportation and material moving (51,700). These top three occupational groups account for over a third of all projected job growth.

Projected Top Growing Occupational Groups



The top 10 fastest growing occupations are expected to add jobs at a rate of 7.5 percent or higher, compared to the expected overall 2.8 percent growth rate for California. Personal care and service occupations make up four of the top 10 occupations on the list.

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 nearly 4.8 million job openings over the projections period, with exits and transfers comprising 89 percent of this total. The top 10 occupations with the most job openings are expected to generate nearly 1.3 million total job openings. Nine of the top 10 occupations have more openings due to transfers than exits.

The [2022-2024 California industry and occupational employment projections](#) are available online.



“ I believe the Employment Development Department’s assistance is one of the reasons why I’m standing here now, instead of being unemployed.”

Hudena James
a Riverside County EMT assisted by the EDD and its workforce development partner

**STRONGER JOBS,
STRONGER
COMMUNITIES.**





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 job openings (California short-term occupational projections 2022-2024), 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 2022-2024 Job Openings ⁶	2023 Median Annual Wages ⁷	Job Ads in Last 60 Days ending August 8, 2023 ⁸
Requires a Bachelor’s Degree or Higher			
Software Developers and Software Quality Assurance Analysts and Testers ⁹	64,330	\$170,646	8,890
General and Operations Managers	60,420	\$118,793	5,462
Project Management Specialists and Business Operations Specialists, All Other ¹⁰	55,950	\$106,177	2,166
Registered Nurses	41,340	\$137,759	16,755
Accountants and Auditors	33,940	\$85,301	2,840
Requires Some College, Postsecondary Non-Degree Award, or Associate’s Degree			
Heavy and Tractor-Trailer Truck Drivers	52,680	\$54,100	5,039
Bookkeeping, Accounting, and Auditing Clerks	44,850	\$52,226	3,256
Teaching Assistants, Except Postsecondary ¹¹	31,140	\$40,271	3,209
Medical Assistants	29,640	\$46,669	3,477
Nursing Assistants	27,160	\$41,850	2,790
Requires a High School Diploma or Equivalent or Less			
Home Health and Personal Care Aides ¹²	248,760	\$32,496	5,192
Fast Food and Counter Workers	197,650	\$35,453	6,331
Cashiers	155,520	\$34,736	3,366
Laborers and Freight, Stock, and Material Movers, Hand	115,850	\$39,522	8,331
Retail Salespersons	106,410	\$35,956	15,335

⁶ For the 2022-2024 period, California’s two-year occupational projections are based on employment from the second quarter of 2022 and project to the second quarter of 2024. 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.

⁷ EDD/LMID Occupational Employment and Wage Statistics; 2023 Wages reflect California median annual wage. Median is the point at which half of workers earn more and half earn less. The wages are from the 2023 first quarter and do not include self-employed or unpaid family workers.

⁸ Job Ads for June 10, 2023 - August 8, 2023 are pulled from Lightcast data series. Lightcast data series compiles, analyzes, and categorizes job advertisements from numerous online job boards.

⁹ The median annual wage for Software Developers and Software Quality Assurance Analysts and Testers (15-1256) reflects the wage for the occupation Software Developers (15-1252). The total job ads reflect job ads postings for the occupations Software Developers (15-1252) and Software Quality Assurance Analysts and Testers (15-1253).

¹⁰ The median annual wage for Project Management Specialists and Business Operations Specialists, All Other (13-1198) reflects the wage for the occupation Project Management Specialists (13-1082). The total job ads reflect job ads postings for the occupation Project Management Specialists (13-1082).

¹¹ The total job ads 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 jobs ads 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

Hourly Wages (As of 1st Quarter 2021)

Occupation	25th Percentile Hourly	Median Hourly	75th Percentile Hourly
Accountants and Auditors	\$24	\$30	\$39
Computer Network Support Specialists	\$21	\$28	\$33
Nursing Assistants	\$15	\$16	\$19

Projected Total Openings by Source (10 Year Total 2018-2028)

Occupation	10 Year Change Total Jobs	Openings from Exits	Openings from Transfers
Accountants and Auditors	1,420	391	902
Computer Network Support Specialists	121	0	0
Nursing Assistants	3,215	425	1,338

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
Nursing Assistants		
Computer Network Support Specialists		
Accountants and Auditors		

Codes for Missing Data

- *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 estimates were suppressed to protect confidentiality or values exceed certain ceilings.
- *5 — There is wide variation in hours worked. Hourly wages cannot be calculated.

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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](#).

Also, the [California Occupational Guides](#) allow users to sort through over 800 occupations. They can focus their research based on their preferences for desired wages, location, or educational requirements; and compare and contrast two to three desired occupations at one time.

Users can search for career information at the statewide level or by any of the 15 Workforce Innovation and Opportunity Act Regional Planning Units. There are also links to other career-related sites such as [CaJOBSSM](#) and [Apprenticeship.gov](#) that offer the user a wealth of information to help every job seeker decide on a career.



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](#).

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Labor Market Information Division

Paul Wessen	Senior Economist
Brandon Hooker	Senior Research Data Specialist
Vicki Moore	Deputy Division Chief-Labor Market Information Division
Juan Barrios	Deputy Division Chief-Labor Market Information Division
Muhammad Akhtar	Chief-Labor Market Information Division
Jaqueline Cleto	Research Data Analyst
Karen Yuke	Research Data Analyst
Katelyn Banh	Research Data Analyst
Ashley Carter	Research Data Analyst
Jordan Julian	Research Data Analyst
Pat Hom	Research Data Analyst
Wilhelm Lichnock	Research Data Analyst
Brandy Sanders	Research Data Analyst
Nathan Harbert	Research Data Specialist
Cynthia Sundahl	Research Data Specialist
Michael Boucher	Unit Manager-Regional Analysis and Support Group
Ryan Shiroi	Unit Manager-Regional Analysis and Support Group
Angel Rodriguez	Group Manager-Regional Analysis and Support Group

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