



JOB MARKET TRACKER

March 2017



The Sonoma County Economic Development Board prepares the **Sonoma County Job Market Tracker** Monthly Report to provide insights into current workforce demands of the local economy by analyzing *online job posting data and historical job data.*

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Disclaimer: Data used to inform the development of this report was collected on 3/3/17 from the data provider Economic Modeling Specialists, Inc. (Emsi), a labor market database that compiles job postings from national, public, and corporate sources. Data may not be a comprehensive set of all online job postings because of continued data processing by Emsi. The EDB is confident of the accuracy of the data at the time it was collected.

HIGHLIGHTS

OVERALL JOB POSTINGS

More than 12,500 job postings were advertised in January 2017, an increase of 26.8% compared to the same period in 2016.

POSTINGS BY OCCUPATION GROUP

With 3,488 and 1,535 postings, the Transportation and Material Moving Occupations and Healthcare Practitioners and Technical Occupations had the most job postings in January 2017.

POSTINGS BY LOCATION

In the two-month period from December 1, 2016 to January 31, 2017, Santa Rosa had 8,621 public online job postings and continues to have nearly double the number of job postings of any other Sonoma County city.

LOCAL EMPLOYERS

Data for the top 20 employers was aggregated from online public job postings provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

The top 20 Sonoma County employers are highlighted here.

TOP 20 BY JOB POSTING VOLUME

TWO MONTH PERIOD: December 1, 2016 - January 31, 2016

Rank	Employer	Posting Volume
1	St. Joseph's Healthcare, Inc.	351
2	County Of Sonoma	197
3	Sutter Health	181
4	Kaiser Permanente	177
5	Target Corporation	168
6	Blitz Media, Inc.	165
7	Mary's Pizza Shack	158
8	Brookdale Senior Living, Inc.	156
9	Sears Holdings Corp.	155
10	CVS Caremark Corp.	155

Rank	Employer	Posting Volume
11	PetSmart, Inc.	146
12	Sunrise Senior Living, Inc.	140
13	Keysight Technologies, Inc.	137
14	C.R. England, Inc.	135
15	Barton Associates	133
16	Santa Rosa City School Dist.	128
17	Robert Half International, Inc.	124
18	Supplemental Health Care	122
19	Wells Fargo & Company	115
20	Soliant Health, Inc.	113

OCCUPATION GROUPS

The Bureau of Labor Statistics Standard Occupational Classification (SOC) System organizes more than 700 occupations, placing each occupation into one of 23 distinct groups. Data for the top five occupational groups in Sonoma County based on the volume of online job postings for December 2016 and January 2017 was provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

Highlighted below are the top five occupational groups by job posting volume and on page 4 the top 10 by job posting volume percentage.

TOP 5 BY JOB POSTING VOLUME

December 2016

	Occupation Group	Posting Volume	Prior Year
1	Healthcare Practitioners and Technical Occupations	1,620	6.4%
2	Sales and Related Occupations	1,410	4.7%
3	Transportation and Material Moving Occupations	1,372	89.2%
4	Office and Administrative Support Occupations	994	21.2%
5	Management Occupations	776	27.6%

January 2017

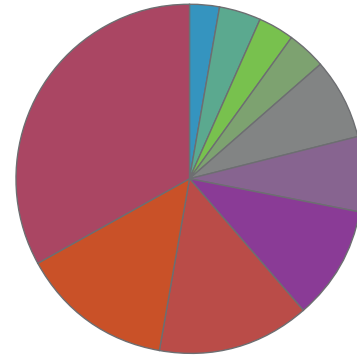
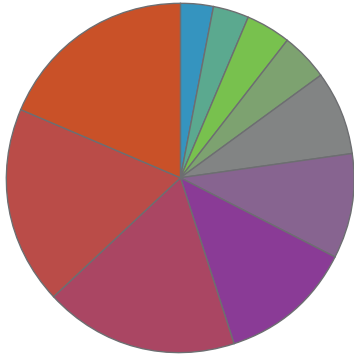
	Occupation Group	Posting Volume	Prior Year
1	Transportation and Material Moving Occupations	3,488	291.86%
2	Healthcare Practitioners and Technical Occupations	1,535	-5.58%
3	Sales and Related Occupations	1,522	8.31%
4	Office and Administrative Support Occupations	1,098	12.68%
5	Management Occupations	736	-6.58%





















OCCUPATION GROUPS, cont.

TOP 10 BY JOB POSTING VOLUME PERCENTAGE

December 2016

January 2017



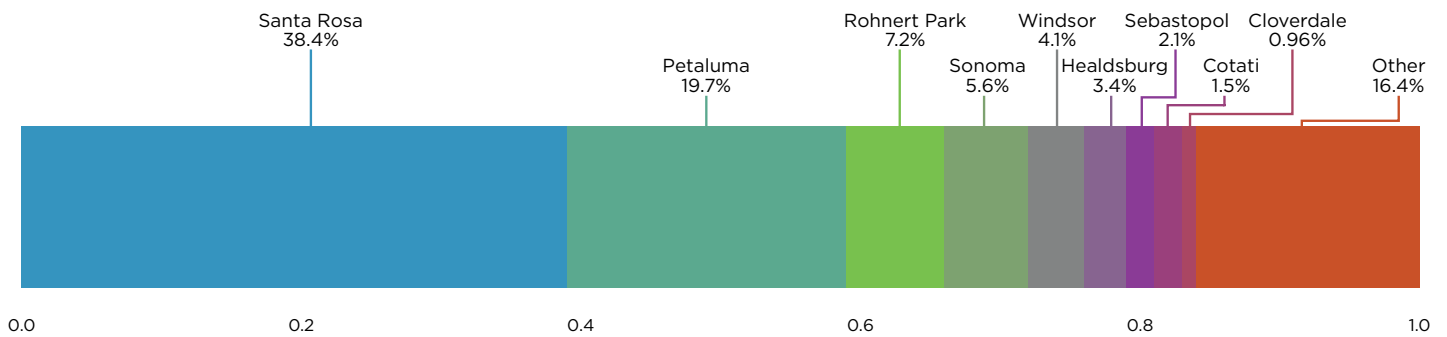
	Healthcare Practitioners and Technical Occupations	16.8%		Transportation and Material Moving Occupations	27.9%
	Sales and Related Occupations	14.7%		Healthcare Practitioners and Technical Occupations	12.3%
	Transportation and Material Moving Occupations	14.3%		Sales and Related Occupations	12.2%
	Office and Administrative Support Occupations	10.3%		Office and Administrative Support Occupations	8.8%
	Management Occupations	8.1%		Management Occupations	5.9%
	Food Preparation and Serving Related Occupations	6.3%		Food Preparation and Serving Related Occupations	5.7%
	Business and Financial Operations Occupations	3.7%		Business and Financial Operations Occupations	3.1%
	Computer and Mathematical Occupations	3.7%		Computer and Mathematical Occupations	3.1%
	Installation, Maintenance, and Repair Occupations	3.2%		Installation, Maintenance, and Repair Occupations	2.7%
	Healthcare Support Occupations	2.5%		Healthcare Support Occupations	1.6%
	All Others	16.4%		All Others	16.7%

OCCUPATIONS

The Bureau of Labor Statistics Standard Occupational Classification (SOC) System is the federal standard by which more than 700 different occupations are organized. Data for following section on occupation location, job posting volume and median salary was provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

CITY JOB POSTING PERCENTAGE

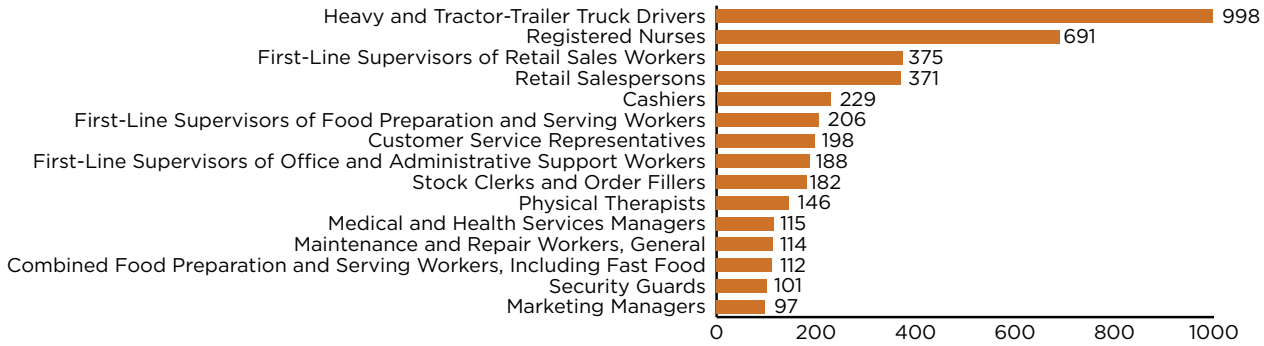
TWO MONTH PERIOD: December 1, 2016 - January 31, 2016



OCCUPATIONS, cont.

TOP 15 OCCUPATIONS BY JOB POSTING VOLUME

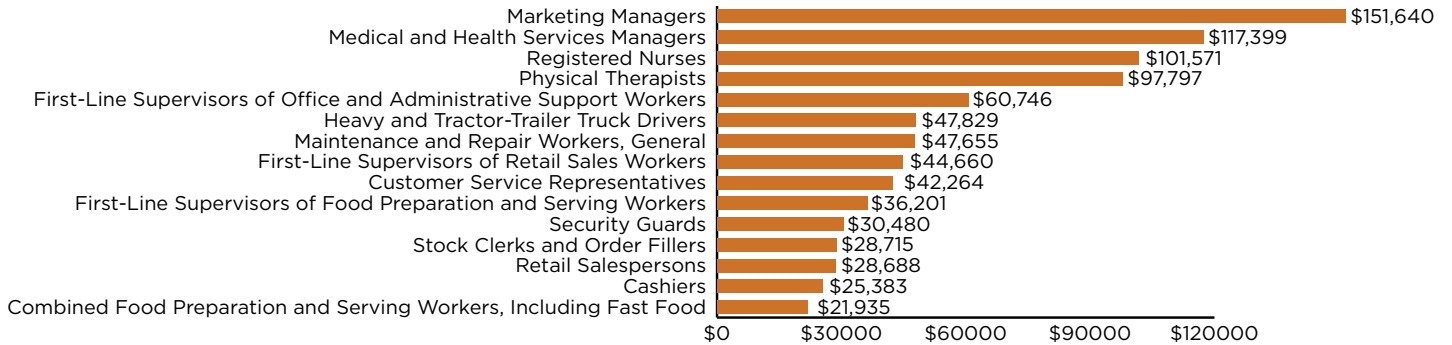
January 2017



TOP 15 OCCUPATIONS BY MEDIAN SALARY

Job Posting Occupations ~ January 2017

Median Salary Data ~ 2016 Q1



SKILLS & CERTIFICATIONS

The hard skills, soft skills, and certifications listed below are organized by the frequency of their occurrences in online public job postings for Sonoma County from December 1, 2016 to January 31, 2017. Data was provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

The top 10 skills and certifications are highlighted here.

HARD & SOFT SKILLS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: December 1, 2016 - January 31, 2017

	Hard Skills	Posting Volume	Prior Year
1	Management	4,854	8.4%
2	Sales	4,219	12.8%
3	Recruitment	3,615	39.7%
4	Customer Service	3,520	14.3%
5	Training	3,457	20.6%
6	Retailing	3,112	34.8%
7	Smartphone	2,922	-
8	Communications	2,823	10.1%
9	Insurance	2,793	89.0%
10	Operations	2,119	9.3%

	Soft Skills	Posting Volume	Prior Year
1	Scheduling (Project Management)	5,909	90.1%
2	Leadership	1,833	16.9%
3	Leading	1,032	39.1%
4	Learning	765	24.0%
5	Listening	597	34.2%
6	Coordinating	498	11.9%
7	Cleanliness	465	40.9%
8	Ethics	412	52.6%
9	Creativity	221	-6.4%
10	Critical Thinking	159	57.4%

CERTIFICATIONS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: December 1, 2016 - January 31, 2017

	Certifications	Posting Volume	Prior Year
1	Commercial Driver's License (CDL)	972	41.7%
2	Registered Nurse	948	11.1%
3	Nurse Practitioner	124	-36.4%
4	Licensed Practical Nurse	116	103.5%
5	Licensed Vocational Nurses	106	8.2%
6	Certified Nursing Assistant	100	100.0%
7	Registered Dental Assistant	86	-
8	Board Certified	55	-54.2%
9	Master Of Business Administration (MBA)	41	5.1%
10	Patient Care Technician	40	100.0%

INDUSTRY SPOTLIGHT ~ CONSTRUCTION & TRADES

Each month, the EDB focuses on a specific industry to highlight job posting and occupation patterns. The Industry Spotlight for March 2017 is construction and trades.

The set of occupations used to analyze the construction and trades industry was chosen by selecting the top 50 occupations with the highest employment in the construction industry in 2016. The complete list of occupations on page 10 highlights the earnings quartiles for each occupation.

Data was provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

LOCAL EMPLOYERS: TOP 20 BY JOB POSTING VOLUME

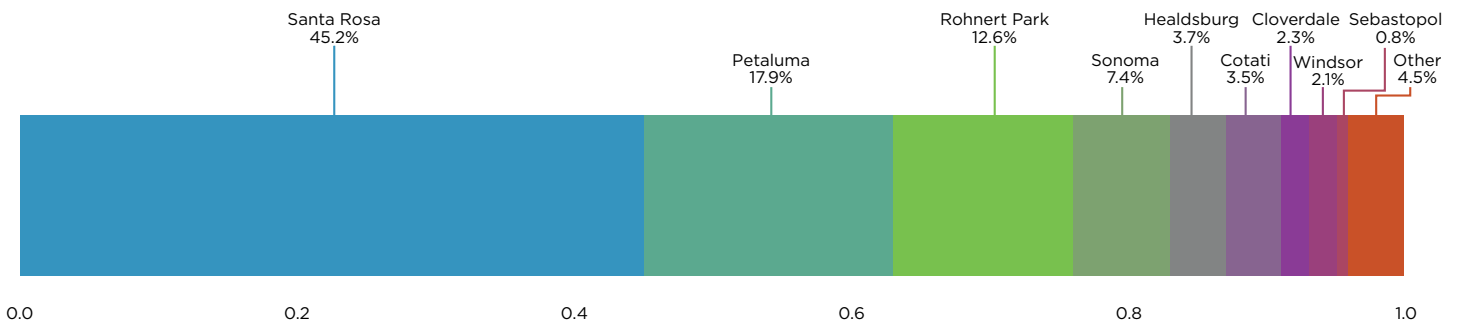
TWO MONTH PERIOD: December 1, 2016 - January 31, 2017

Rank	Employer	Posting Volume
1	Ryder System, Inc.	31
2	Marriott International, Inc.	18
3	AT&T Inc.	17
4	United Parcel Service, Inc.	17
5	Manpower, Inc.	17
6	Solar City, Inc.	16
7	Sears Holdings Corp.	12
8	DISH Network Corp.	10
9	Aerotek	8
10	County Of Sonoma	8

Rank	Employer	Posting Volume
11	TravelCenters of America LLC	8
12	Perdue Farms, Inc.	7
13	The Home Depot, Inc.	7
14	Calibre Support Services Ltd.	6
15	G6 Hospitality LLC	6
16	Jeff Luchetti Construction	6
17	O C Communications	6
18	PG&E Company	6
19	Riverstone Residential Group	6
20	Brookdale Senior Living, Inc.	5

CITY JOB POSTING PERCENTAGE

TWO MONTH PERIOD: December 1, 2016 - January 31, 2017



INDUSTRY SPOTLIGHT ~ CONSTRUCTION & TRADES, cont.

HARD & SOFT SKILLS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: December 1, 2016 - January 31, 2017

	Hard Skills	Posting Volume	Prior Year
1	Repairing (Computer Systems)	969	39.1%
2	Maintenance	736	4.9%
3	Management	718	7.6%
4	Lifting	607	65.4%
5	Plumbing	595	40.0%
6	Training	501	14.4%
7	Troubleshooting (Problem Solving)	482	11.9%
8	HVAC	427	79.2%
9	Testing	420	70.0%
10	Installations (Manual/Mechanical)	390	5.1%

	Soft Skills	Posting Volume	Prior Year
1	Scheduling (Project Management)	483	-2.3%
2	Listening	209	50.0%
3	Leadership	180	130.8%
4	Leading	144	108.3%
5	Learning	85	150.0%
6	Ethics	67	0.0%
7	Cleanliness	53	25.0%
8	Coordinating	29	16.7%
9	Depth Perception	29	250.0%
10	Cooperation	29	93.3%

CERTIFICATIONS: TOTAL BY JOB POSTING VOLUME

TWO MONTH PERIOD: December 1, 2016 - January 31, 2017

	Certifications	Posting Volume
1	Commercial Driver's License (CDL)	20
2	Certified Safety Professional	4
3	Certified Apartment Manager	3

INDUSTRY SPOTLIGHT ~ CONSTRUCTION & TRADES, cont.

CONSTRUCTION & TRADES OCCUPATIONS AND EARNING QUARTILES

Data provided by Emsi using data from the CA EDD Labor Market Information Div.

SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
47-2021	Brickmasons and Blockmasons	\$23.83	\$26.69	\$29.58
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$21.38	\$26.01	\$30.54
51-7011	Cabinetmakers and Bench Carpenters	\$18.32	\$24.33	\$27.69
47-2031	Carpenters	\$25.03	\$29.69	\$37.09
47-2041	Carpet Installers	\$15.74	\$22.91	\$30.94
47-2051	Cement Masons and Concrete Finishers	\$18.33	\$22.00	\$26.68
47-4099	Construction and Related Workers, All Other	\$17.84	\$22.16	\$26.09
47-2061	Construction Laborers	\$17.15	\$21.71	\$26.53
47-2081	Drywall and Ceiling Tile Installers	\$25.19	\$27.68	\$30.46
47-5021	Earth Drillers, Except Oil and Gas	\$22.51	\$27.48	\$32.26
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$24.37	\$30.04	\$35.97
49-9051	Electrical Power-Line Installers and Repairers	\$38.24	\$48.84	\$53.78
47-2111	Electricians	\$30.22	\$36.17	\$42.53
47-4031	Fence Erectors	\$15.55	\$18.13	\$20.67
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$30.65	\$38.21	\$52.08
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$29.99	\$36.25	\$45.66
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	\$21.49	\$25.79	\$32.43
47-2121	Glaziers	\$20.20	\$22.13	\$24.08
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$24.50	\$28.84	\$37.22
47-3019	Helpers, Construction Trades, All Other	\$14.03	\$17.10	\$20.82
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	\$16.00	\$17.75	\$20.13
47-3012	Helpers--Carpenters	\$16.70	\$23.24	\$25.77
47-3013	Helpers--Electricians	\$16.62	\$19.07	\$22.01
49-9098	Helpers--Installation, Maintenance, and Repair Workers	\$11.70	\$16.10	\$21.55
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	\$14.05	\$16.38	\$18.18

SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	\$14.32	\$15.57	\$17.59
49-9099	Installation, Maintenance, and Repair Workers, All Other	\$14.23	\$18.84	\$25.14
47-2131	Insulation Workers, Floor, Ceiling, and Wall	\$17.36	\$20.62	\$28.20
49-9071	Maintenance and Repair Workers, General	\$16.80	\$21.63	\$28.45
49-9011	Mechanical Door Repairers	\$20.01	\$22.89	\$26.31
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$26.37	\$30.94	\$36.04
47-2073	Operating Engineers and Other Construction Equipment Operators	\$25.85	\$31.19	\$35.22
47-2141	Painters, Construction and Maintenance	\$21.09	\$26.86	\$30.25
47-2071	Paving, Surfacing, and Tamping Equipment Operators	\$11.59	\$33.01	\$36.41
47-2151	Pipelayers	\$21.37	\$25.34	\$30.31
47-2161	Plasterers and Stucco Masons	\$23.13	\$25.17	\$29.22
47-2152	Plumbers, Pipefitters, and Steamfitters	\$19.77	\$25.68	\$31.33
47-2171	Reinforcing Iron and Rebar Workers	\$21.02	\$29.06	\$37.98
47-2181	Roofers	\$18.60	\$24.09	\$28.94
49-2098	Security and Fire Alarm Systems Installers	\$17.15	\$22.82	\$27.33
47-2211	Sheet Metal Workers	\$26.13	\$33.95	\$43.46
47-2231	Solar Photovoltaic Installers	\$18.10	\$20.72	\$23.90
47-2022	Stonemasons	\$20.28	\$24.81	\$30.87
47-2221	Structural Iron and Steel Workers	\$21.84	\$31.45	\$37.78
51-2041	Structural Metal Fabricators and Fitters	\$21.79	\$26.10	\$28.45
47-2082	Tapers	\$26.53	\$29.09	\$42.70
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	\$18.52	\$24.37	\$33.02
49-9052	Telecommunications Line Installers and Repairers	\$24.22	\$34.20	\$40.09
47-2044	Tile and Marble Setters	\$20.49	\$23.59	\$27.04
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.85	\$20.04	\$25.22

WORKFORCE RESOURCES

TALENT ATTRACTION WEBSITE

SonomaCountyConnections.org showcases what makes Sonoma county such an inspiring place to grow, both personally and professionally. The site is available to help your business attract and hire the workforce it needs.

CONTACT: Tim Ricard ~ (707) 565-7257 or tim.ricard@sonoma-county.org

SONOMA COUNTY WAGE DATA

The most current wage data available for specific Sonoma County occupations is provided by the California Employment Development Department and can be found here:

[http://www.labormarketinfo.edd.ca.gov/file/occup\\$/oeswages/satr\\$oes2016.xls](http://www.labormarketinfo.edd.ca.gov/file/occup$/oeswages/satr$oes2016.xls)

HIRING ASSISTANCE

The EDB can assist in your hiring process by providing current salary information, developing job descriptions and identifying potential candidates.

CONTACT: Heather LoBue ~ (707) 565-6415 or heather.lobue@sonoma-county.org

EMPLOYEE TRAINING REIMBURSEMENT FUNDS

The EDB is working with Job Link to connect Sonoma County employers with funds to offset the cost of employee training. Funding is available for a wide range of training subjects.

CONTACT: Heather LoBue ~ (707) 565-6415 or heather.lobue@sonoma-county.org

CALJOBS ONLINE JOB POSTING RESOURCES

The CalJOBS (www.caljobs.ca.gov) website is available for posting job listings, searching for qualified employees, analyzing labor market information, and locating local business services. The Employment Development Department can assist you with creating a business account and posting open positions.

CONTACT: Valerie Nagle ~ (707) 576-2015 or valerie.nagle@edd.ca.gov

SONOMA COUNTY EMPLOYER ADVISORY COUNCIL (EAC)

The EAC assists employers in conducting their business more effectively and efficiently and provides information on employment-related issues. They offer seminars throughout the year related to Employment law.

CONTACT: Valerie Nagle ~ (707) 576-2015 or valerie.nagle@edd.ca.gov

EDB JOB MARKET TRACKER

The Sonoma County Economic Development Board produces the monthly EDB Job Market Tracker as a resource to help inform hiring, wage and staffing decisions. Custom reports are available upon request. For more information, please contact Heather LoBue at 707-565-6415 or heather.lobue@sonoma-county.org.

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