



JOB MARKET TRACKER

August 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 8/9/17 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 12,100 job postings were advertised in June 2017, a decrease of 10.2% compared to the same period in 2016.

POSTINGS BY OCCUPATION GROUP

With 2,386 and 1,684 postings, the *Healthcare Practitioners and Technical Occupations* and *Sales and Related Occupations* had the most job postings in June 2017.

POSTINGS BY LOCATION

In the two-month period from May 1, 2017 to June 30, 2017, Santa Rosa had 8,725 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: May 1, 2017 - June 30, 2017

Rank	Employer	Posting Volume
1	St. Joseph Healthcare System, Inc.	331
2	Kaiser Permanente	276
3	County of Sonoma	271
4	Soliant Health, Inc.	188
5	Target Corp.	187
6	Mary's Pizza Shack	171
7	Santa Rosa Junior College	167
8	Sutter Health	163
9	Petsmart, Inc.	152
10	CVS Health Corp.	151

Rank	Employer	Posting Volume
11	Santa Rosa City School Dist.	147
12	Whole Foods Market, Inc.	145
13	Brookdale Senior Living	138
14	Keysight Technologies, Inc.	132
15	Sears Holdings Corp.	129
16	Sunrise Senior Living, Inc.	126
17	United Parcel Service, Inc.	125
18	Marriott International, Inc.	122
19	The Home Depot, Inc.	118
20	Manpowergroup	111

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 May 2017 and June 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

May 2017

	Occupation Group	Posting Volume	Prior Year
1	Healthcare Practitioners and Technical Occupations	2,181	0.37%
2	Sales and Related Occupations	1,572	3.44%
3	Office and Administrative Support Occupations	1,269	15.21%
4	Transportation and Material Moving Occupations	1,260	-47.54%
5	Management Occupations	860	6.28%

June 2017

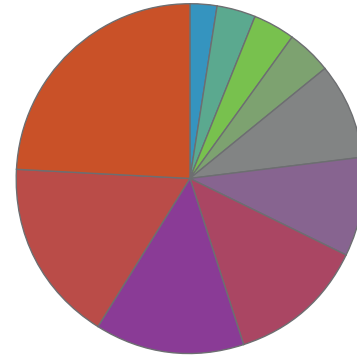
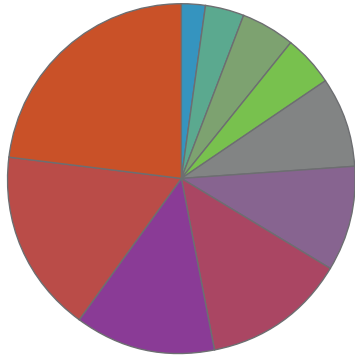
	Occupation Group	Posting Volume	Prior Year
1	Healthcare Practitioners and Technical Occupations	2,386	34.57%
2	Sales and Related Occupations	1,684	-13.73%
3	Office and Administrative Support Occupations	1,367	-25.83%
4	Transportation and Material Moving Occupations	1,273	-49.50%
5	Management Occupations	907	-5.52%

OCCUPATION GROUPS, cont.

TOP 10 BY JOB POSTING VOLUME PERCENTAGE

May 2017

June 2017



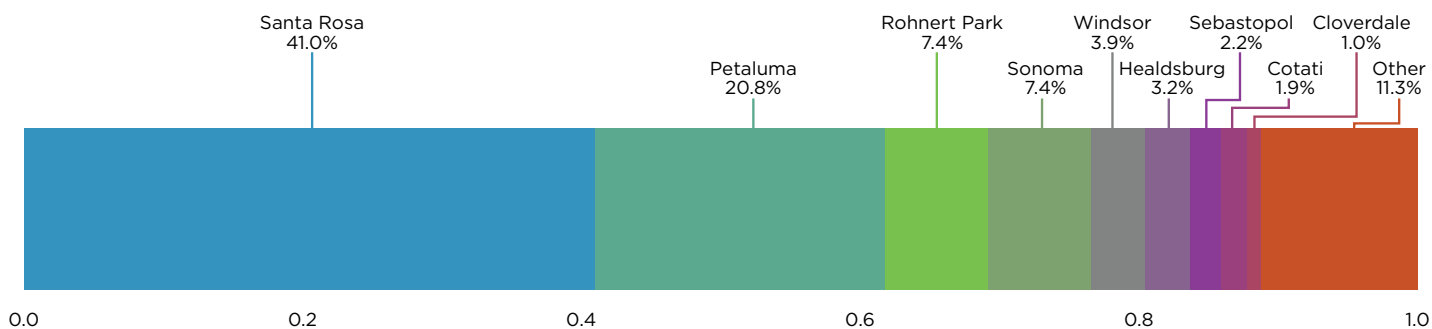
Healthcare Practitioners and Technical Occupations	19.1%	Healthcare Practitioners and Technical Occupations	19.6%
Sales and Related Occupations	13.8%	Sales and Related Occupations	13.8%
Office and Administrative Support Occupations	11.1%	Office and Administrative Support Occupations	11.2%
Transportation and Material Moving Occupations	11.1%	Transportation and Material Moving Occupations	10.5%
Management Occupations	7.5%	Management Occupations	7.5%
Food Preparation and Serving Related Occupations	7.1%	Food Preparation and Serving Related Occupations	7.2%
Computer and Mathematical Occupations	3.7%	Business and Financial Operations Occupations	3.5%
Business and Financial Operations Occupations	3.5%	Computer and Mathematical Occupations	3.2%
Installation, Maintenance, and Repair Occupations	2.7%	Installation, Maintenance, and Repair Occupations	2.8%
Healthcare Support Occupations	2.4%	Healthcare Support Occupations	2.2%
All Others	18.0%	All Others	18.5%

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 the 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

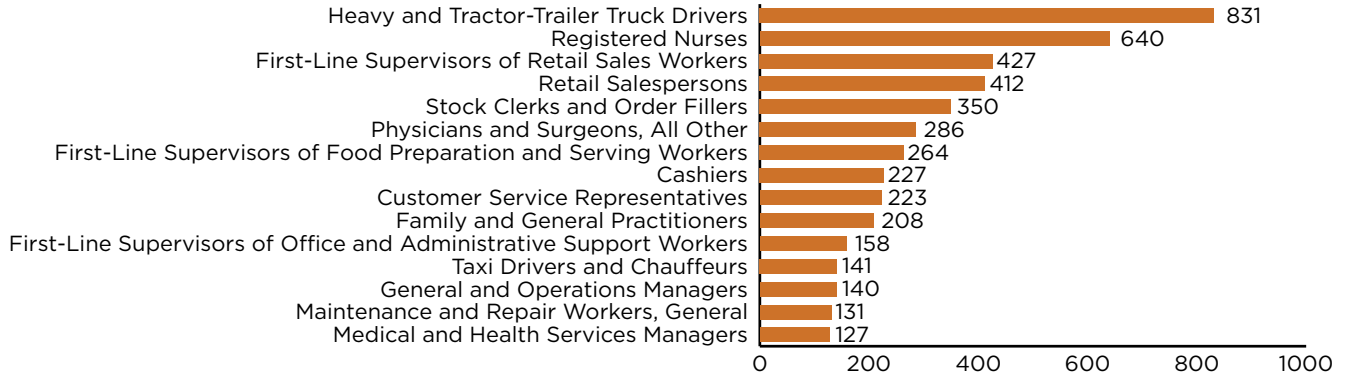
TWO MONTH PERIOD: May 1, 2017 - June 30, 2017



OCCUPATIONS, cont.

TOP 15 OCCUPATIONS BY JOB POSTING VOLUME

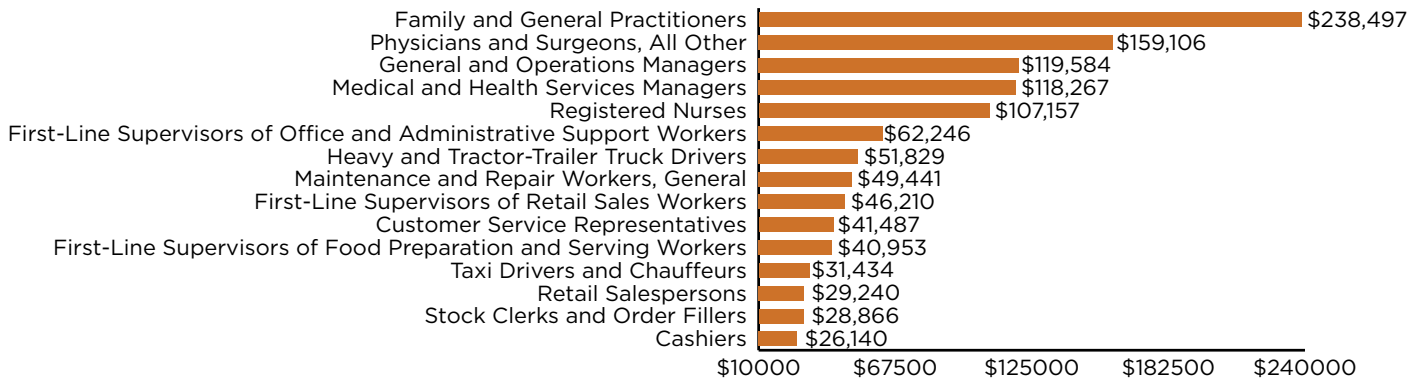
June 2017



TOP 15 OCCUPATIONS BY MEDIAN SALARY

Job Posting Occupations ~ June 2017

Median Salary Data ~ 2016 Q1



INDUSTRY SPOTLIGHT ~ PUBLIC SERVICE

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

The set of occupations used to analyze the public service industry was chosen by selecting the top occupations with the highest employment in the public service industry in 2016. The complete list of occupations on pages 10-12 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

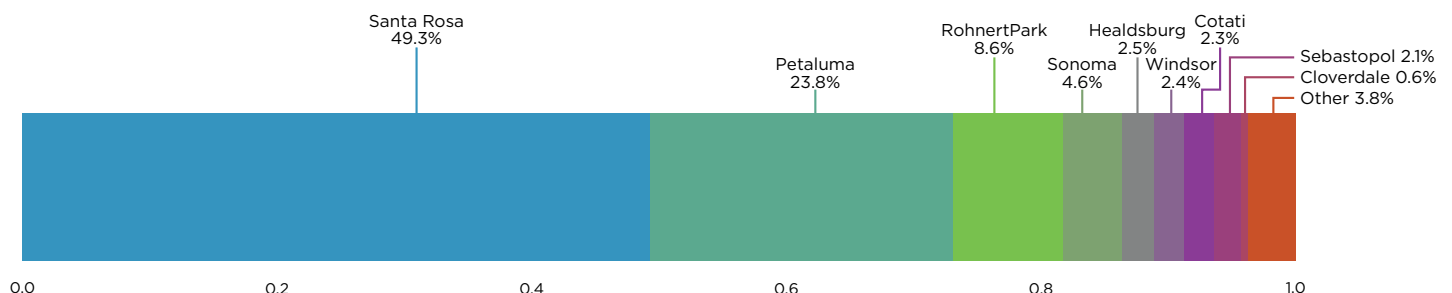
TWO MONTH PERIOD: May 1, 2017 - June 30, 2017

Rank	Employer	Posting Volume
1	County of Sonoma	80
2	Target Corporation	79
3	Safeway Inc.	56
4	Santa Rosa City School Dist.	42
5	Whole Foods Market, Inc.	29
6	Santa Rosa Junior College	27
7	Rohnert Park-Cotati Unified School District	26
8	Kaiser Permanente	22
9	Petsmart, Inc.	22
10	The Home Depot Inc	20

Rank	Employer	Posting Volume
11	Sonoma Valley Unified School District	19
12	County of Mendocino	18
13	Army National Guard	17
14	City of Santa Rosa	15
15	City of Rohnert Park	13
16	Healdsburg Unified School District	12
17	Medtronic	12
18	Sonoma State University	12
19	St. Joseph's Healthcare System, Inc.	12
20	Brookdale Senior Living	10

CITY JOB POSTING PERCENTAGE

TWO MONTH PERIOD: May 1, 2017 - June 30, 2017



INDUSTRY SPOTLIGHT ~ PUBLIC SERVICE, cont.

HARD & SOFT SKILLS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: May 1, 2017 - June 30, 2017

	Hard Skills	Posting Volume	Prior Year
1	Management	540	3.8%
2	Communications	401	10.8%
3	Training	359	-30.4%
4	Merchandising	344	134.0%
5	Retailing	333	49.3%
6	Customer Service	321	32.1%
7	Recruitment	318	-24.1%
8	Administration	295	-1.3%
9	Sales	268	9.4%
10	Information Security	262	-9.0%

	Soft Skills	Posting Volume	Prior Year
1	Scheduling (Project Management)	407	11.2%
2	Leadership	157	-8.2%
3	Leading	100	35.1%
4	Learning	79	23.4%
5	Coordinating	60	-40.6%
6	Mental Health	54	-11.5%
7	Listening	43	65.4%
8	Ethics	39	-22.0%
9	Cleanliness	23	283.3%
10	Creativity	20	25.0%

CERTIFICATIONS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: May 1, 2017 - June 30, 2017

	Certifications	Posting Volume
1	Licensed Clinical Social Worker (LCSW)	46
2	Licensed Marriage And Family Therapist (LMFT)	17
3	Master Of Business Administration (MBA)	11
4	Registered Nurse	10
5	Microsoft Certified Professional	10
6	Advanced Life Support	8
7	Certified Cardiographic Technician	8
8	CompTIA A+ Certification	8
9	Microsoft Certified Systems Administrator (MCSA)	8
10	Cisco Certified Network Associate	7

INDUSTRY SPOTLIGHT ~ PUBLIC SERVICE, cont.

PUBLIC SERVICE OCCUPATIONS AND EARNING QUARTILES

Q1 2016

SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
11-9151	Social and Community Service Managers	\$23.49	\$32.29	\$48.90
11-9161	Emergency Management Directors	\$34.30	\$44.03	\$60.44
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$26.37	\$30.86	\$39.49
13-1031	Claims Adjusters, Examiners, and Investigators	\$25.66	\$31.99	\$38.41
13-1041	Compliance Officers	\$27.24	\$34.09	\$41.83
13-1071	Human Resources Specialists	\$27.24	\$34.36	\$42.96
13-1131	Fundraisers	\$21.34	\$24.99	\$32.74
13-1141	Compensation, Benefits, and Job Analysis Specialists	\$26.96	\$32.20	\$42.49
13-1151	Training and Development Specialists	\$20.02	\$23.98	\$35.58
13-2031	Budget Analysts	\$34.15	\$42.82	\$56.76
13-2051	Financial Analysts	\$27.12	\$33.91	\$45.37
13-2081	Tax Examiners and Collectors, and Revenue Agents	\$21.20	\$26.97	\$36.05
13-2099	Financial Specialists, All Other	\$19.08	\$31.42	\$36.29
15-1121	Computer Systems Analysts	\$32.02	\$39.90	\$50.01
15-1134	Web Developers	\$17.98	\$26.75	\$34.03
15-1141	Database Administrators	\$24.96	\$33.43	\$45.06
15-1142	Network and Computer Systems Administrators	\$32.65	\$42.19	\$54.93
15-1151	Computer User Support Specialists	\$23.49	\$29.39	\$38.77
15-1152	Computer Network Support Specialists	\$23.06	\$28.67	\$36.99
17-1022	Surveyors	\$33.00	\$37.99	\$44.09
19-3051	Urban and Regional Planners	\$35.57	\$42.60	\$48.89
21-1011	Substance Abuse and Behavioral Disorder Counselors	\$17.81	\$30.06	\$37.31
21-1012	Educational, Guidance, School, and Vocational Counselors	\$22.67	\$27.97	\$37.46
21-1014	Mental Health Counselors	\$17.44	\$20.85	\$23.60
21-1019	Counselors, All Other	\$18.66	\$24.93	\$31.91
21-1021	Child, Family, and School Social Workers	\$14.59	\$20.10	\$24.52

PUBLIC SERVICE OCCUPATIONS AND EARNING QUARTILES, *Continued*

Q1 2016

SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
21-1022	Healthcare Social Workers	\$25.18	\$33.39	\$43.00
21-1023	Mental Health and Substance Abuse Social Workers	\$15.45	\$24.17	\$39.09
21-1029	Social Workers, All Other	\$26.68	\$36.07	\$45.43
21-1091	Health Educators	\$16.19	\$19.82	\$29.40
21-1092	Probation Officers and Correctional Treatment Specialists	\$29.97	\$37.85	\$48.56
21-1093	Social and Human Service Assistants	\$14.20	\$17.24	\$22.06
21-1094	Community Health Workers	\$18.52	\$21.80	\$25.20
21-1099	Community and Social Service Specialists, All Other	\$19.73	\$26.72	\$29.88
23-1011	Lawyers	\$38.55	\$49.44	\$61.21
23-1012	Judicial Law Clerks	\$15.57	\$22.05	\$30.06
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	\$34.12	\$53.38	\$67.38
23-1023	Judges, Magistrate Judges, and Magistrates	\$48.84	\$76.68	\$93.59
23-2011	Paralegals and Legal Assistants	\$23.02	\$28.77	\$37.49
23-2091	Court Reporters	\$19.76	\$26.24	\$32.35
23-2099	Legal Support Workers, All Other	\$16.00	\$23.18	\$31.96
25-2032	Career/Technical Education Teachers, Secondary School	\$23.65	\$27.45	\$34.05
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	\$27.97	\$35.07	\$42.27
25-3021	Self-Enrichment Education Teachers	\$17.34	\$19.85	\$27.39
25-3099	Teachers and Instructors, All Other	\$17.48	\$24.21	\$27.44
25-4021	Librarians	\$21.11	\$32.87	\$46.00
25-4031	Library Technicians	\$16.28	\$18.49	\$22.41
25-9011	Audio-Visual and Multimedia Collections Specialists	\$25.04	\$27.81	\$30.60
25-9031	Instructional Coordinators	\$25.80	\$35.05	\$43.45
25-9041	Teacher Assistants	\$13.49	\$16.21	\$18.22
25-9099	Education, Training, and Library Workers, All Other	\$13.48	\$17.26	\$25.30
33-1011	First-Line Supervisors of Correctional Officers	\$40.43	\$46.62	\$63.91
33-1012	First-Line Supervisors of Police and Detectives	\$42.95	\$61.34	\$75.93
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	\$36.07	\$45.38	\$84.10

PUBLIC SERVICE OCCUPATIONS AND EARNING QUARTILES, *Continued*

Q1 2016

SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
33-1099	First-Line Supervisors of Protective Service Workers, All Other	\$18.28	\$25.52	\$38.61
33-2011	Firefighters	\$19.87	\$35.76	\$49.28
33-3012	Correctional Officers and Jailers	\$26.81	\$35.63	\$48.21
33-3021	Detectives and Criminal Investigators	\$32.26	\$38.97	\$53.04
33-3051	Police and Sheriff's Patrol Officers	\$44.82	\$53.08	\$58.35
33-9011	Animal Control Workers	\$16.42	\$20.83	\$29.31
33-9032	Security Guards	\$12.34	\$15.26	\$17.91
33-9091	Crossing Guards	\$11.36	\$13.05	\$15.32
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	\$10.87	\$11.97	\$17.79
43-3051	Payroll and Timekeeping Clerks	\$17.90	\$24.59	\$28.39
43-4031	Court, Municipal, and License Clerks	\$19.48	\$24.83	\$27.84
43-4061	Eligibility Interviewers, Government Programs	\$21.26	\$23.62	\$26.96
43-4121	Library Assistants, Clerical	\$11.32	\$13.67	\$17.39
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	\$16.77	\$21.03	\$26.90
43-4199	Information and Record Clerks, All Other	\$16.49	\$20.54	\$23.61
43-5031	Police, Fire, and Ambulance Dispatchers	\$20.65	\$27.54	\$34.26
43-5032	Dispatchers, Except Police, Fire, and Ambulance	\$19.72	\$27.32	\$33.55
43-5041	Meter Readers, Utilities	\$18.40	\$22.46	\$30.12
43-5051	Postal Service Clerks	\$19.29	\$27.30	\$27.31
43-5052	Postal Service Mail Carriers	\$17.70	\$28.39	\$28.77
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	\$27.02	\$27.30	\$27.31
43-5061	Production, Planning, and Expediting Clerks	\$21.69	\$26.56	\$30.57
43-5081	Stock Clerks and Order Fillers	\$10.61	\$12.01	\$14.93
43-6011	Executive Secretaries and Executive Administrative Assistants	\$22.28	\$27.55	\$35.05
43-6012	Legal Secretaries	\$18.66	\$24.44	\$30.63
51-8031	Water and Wastewater Treatment Plant and System Operators	\$33.28	\$37.92	\$44.67
53-3021	Bus Drivers, Transit and Intercity	\$18.70	\$22.07	\$25.56
53-3022	Bus Drivers, School or Special Client	\$12.26	\$16.00	\$18.73
55-9999	Military occupations	\$15.31	\$19.40	\$22.30

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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SONOMA COUNTY Board of Supervisors



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