

EDB JOB MARKET TRACKER

December 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 12/12/17 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 8,700 job postings were advertised in November 2017, a decrease of 5.53% compared to the same period in 2016.

POSTINGS BY OCCUPATION GROUP

With 2,116 and 1,764 postings, the *Transportation and Material Moving Occupations* and *Healthcare Practitioners and Technical Occupations* had the most job postings in November 2017.

POSTINGS BY LOCATION

In the two-month period from October 1, 2017 to November 30, 2017, Santa Rosa had 8,755 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: October 1, 2017 - November 30, 2017

Rank	Employer	Posting Volume
1	Target Corporation	301
2	Comphealth Associates, Inc.	288
3	St. Joseph Healthcare System	287
4	Santa Rosa Junior College	184
5	Whole Foods Market, Inc.	148
6	Medtronic	147
7	Petsmart, Inc.	146
8	Marriott International, Inc.	145
9	Mary's Pizza Shack	144
10	Santa Rosa City School Dist.	143

Rank	Employer	Posting Volume
11	Soliant Health, Inc.	143
12	Keysight Technologies, Inc.	142
13	Sutter Health	140
14	County of Sonoma	137
15	Sears Holdings Corporation	134
16	Sunrise Senior Living, Inc.	131
17	Applebee's International, Inc.	126
18	The Home Depot, Inc.	119
19	Star Staffing Services, Inc.	117
20	Kaiser Permanente	112

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 October 2017 and November 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

October 2017

	Occupation Group	Posting Volume	Prior Year
1	Transportation and Material Moving Occupations	1,569	-7.27%
2	Sales and Related Occupations	1,532	-5.02%
3	Healthcare Practitioners and Technical Occupations	1,354	-16.11%
4	Office and Administrative Support Occupations	1,132	-0.61%
5	Food Preparation and Serving Related Occupations	668	5.03%

November 2017

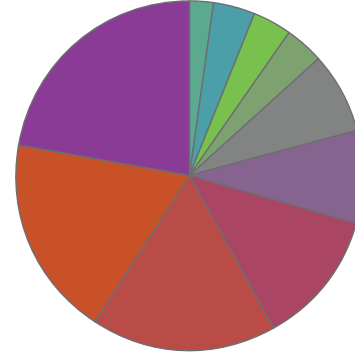
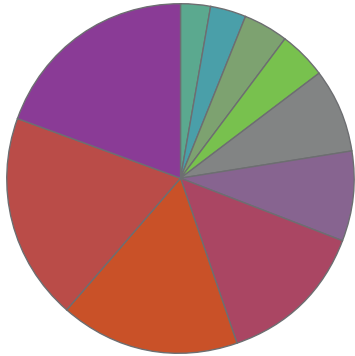
	Occupation Group	Posting Volume	Prior Year
1	Healthcare Support Occupations	2,116	45.03%
2	Installation, Maintenance, and Repair Occupations	1,764	18.47%
3	Computer and Mathematical Occupations	1,674	11.82%
4	Business and Financial Operations Occupations	1,217	19.90%
5	Management Occupations	802	28.12%

OCCUPATION GROUPS, cont.

TOP 10 BY JOB POSTING VOLUME PERCENTAGE

October 2017

November 2017



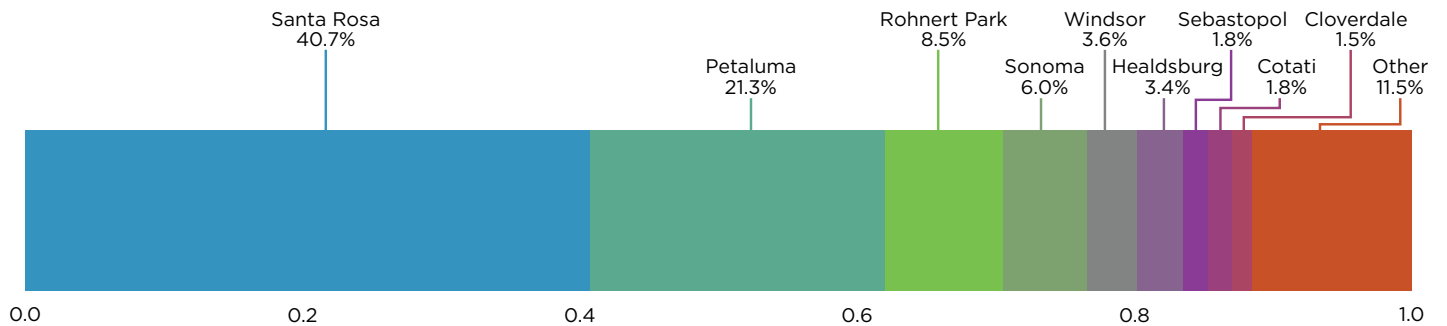
Transportation and Material Moving Occupations	16.2%	Transportation and Material Moving Occupations	17.9%
Sales and Related Occupations	15.8%	Healthcare Practitioners and Technical Occupations	14.9%
Healthcare Practitioners and Technical Occupations	14.0%	Sales and Related Occupations	14.2%
Office and Administrative Support Occupations	11.7%	Office and Administrative Support Occupations	10.3%
Food Preparation and Serving Related Occupations	6.9%	Food Preparation and Serving Related Occupations	6.8%
Management Occupations	6.5%	Management Occupations	6.1%
Computer and Mathematical Occupations	3.6%	Business and Financial Operations Occupations	3.4%
Business and Financial Operations Occupations	3.5%	Computer and Mathematical Occupations	3.2%
Installation, Maintenance, and Repair Occupations	2.9%	Installation, Maintenance, and Repair Occupations	2.7%
Healthcare Support Occupations	2.4%	Healthcare Support Occupations	2.5%
All Others	16.5%	All Others	18.0%

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

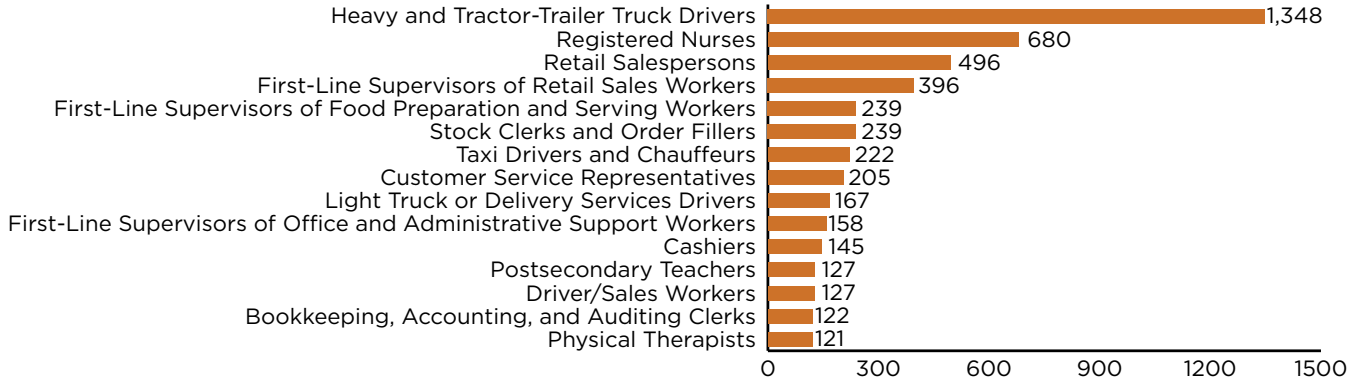
TWO MONTH PERIOD: October 1, 2017 - November 30, 2017



OCCUPATIONS, cont.

TOP 15 OCCUPATIONS BY JOB POSTING VOLUME

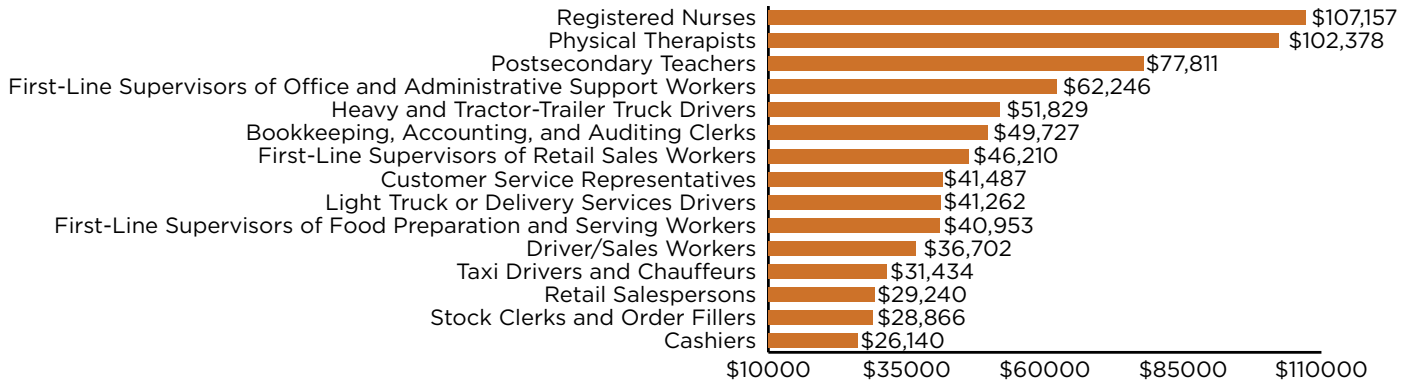
November 2017



TOP 15 OCCUPATIONS BY MEDIAN SALARY

Job Posting Occupations ~ November 2017

Median Salary Data ~ 2017 Q1



SKILLS & CERTIFICATIONS

The hard skills, common skills, and qualifications listed below are organized by the frequency of their occurrences in online public job postings for Sonoma County from October 1, 2017 to November 30, 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 qualifications are highlighted here.

HARD & COMMON SKILLS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: October 1, 2017 - November 30, 2017

	Hard Skills	Posting Volume	Prior Year
1	Finance	1,712	7.2%
2	Merchandising	1,595	5.1%
3	Selling Techniques	1,402	0.0%
4	Nursing	1,394	3.0%
5	Restaurant Operation	875	-21.2%
6	Accounting	756	16.8%
7	Rehabilitations	604	5.8%
8	Customer Experience	588	24.1%
9	Hazardous Materials	532	111.1%
10	Purchasing	514	25.4%

	Common Skills	Posting Volume	Prior Year
1	Management	5,094	2.3%
2	Sales	4,334	0.0%
3	Customer Service	3,916	5.2%
4	Communications	3,004	-1.4%
5	Operations	2,258	2.1%
6	Leadership	1,803	-3.0%
7	Innovation	1,131	4.3%
8	Problem Solving	1,106	-4.2%
9	Driving	1,050	-29.0%
10	Written Communication	908	4.7%

QUALIFICATIONS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: October 1, 2017 - November 30, 2017

	Qualifications	Posting Volume	Prior Year
1	Commercial Driver's License (CDL)	1,554	-0.9%
2	Registered Nurse	873	-0.1%
3	Nurse Practitioner	251	151.0%
4	Licensed Vocational Nurses	108	-9.2%
5	Licensed Practical Nurse	83	-14.4%
6	Transportation Worker Identification Credential (TWIC) Card	75	294.7%
7	Certified Nursing Assistant	60	3.4%
8	American Registry Of Radiologic Technologists (ARRT) Certified	53	152.4%
9	Certified Safety Auditor	52	---
10	Certified Distance Learning Administrator	46	475.0%

WORKFORCE RESOURCES

HIRING ASSISTANCE

Sonoma County Job Link can help in your hiring process by providing current salary information, developing job descriptions and identifying potential candidates.

VISIT: www.SonomaWIB.org/Employers

CALL: 707-565-8079

EMPLOYEE TRAINING REIMBURSEMENT FUNDS

Employers can work with Sonoma County Job Link to receive funds to offset the cost of employee training. Funding is available for a wide range of training subjects.

VISIT: www.SonomaWIB.org/Employers

CALL: 707-565-8079

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.

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

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 call 707-565-7170 or email edb@sonoma-county.org.

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