

# The 2006 Fresno County Employment Study





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# Message from the FCWIB Executive Director

2006 was a year for turning obstacles into opportunities!

The Fresno County Workforce Investment Board (FCWIB) exists to promote and sustain the economic vitality of the Fresno region. We do this by sticking to basics... by helping employers develop their businesses with well-qualified employees and by supporting committed individuals in search of careers that promote self-sufficiency. Preparing job seekers with exactly what local employers need means sharing up-to-date and reliable information about the region's labor market with businesses, education and training providers, and community and government leaders. Providing pertinent information and data ensures more informed decisions can be made about staffing strategies, educational programs and curricula, workforce policy and career choices.

The *Fresno County Employment Study* supports these objectives. It documents the results of the first phase of data analysis including information about labor force requirements, such as criminal screening, drug testing, wage rates and projections for future hiring. It also explores important business and industry driven projections based on a unique and specific set of workforce indicators, including projected growth and expansion. The study's results were eye-opening, projecting nearly 18,000 open jobs in year one, and over 27,000 open jobs in year three, all in six high-growth industry sectors.

As a county, we need to collectively work together to ensure that there are training programs available to meet this demand. The old adage is true: "knowledge is power," and this report is the "catalyst" we need to make it happen. Our inclusive survey design has captured the full spectrum of local employment needs and will prove useful in designing training programs to ensure that a quality workforce is available for future employment demands, therefore spurring greater economic development in Fresno County and across the Central Valley.

Blake Konczal

*Executive Director*



# Executive Summary



...933 Fresno County employers were contacted to participate in survey interviews...

The Fresno County Workforce Investment Board conducted the *Fresno County Employment Study* to determine the current and future workforce needs in Fresno County. The results of this study also serve to heighten awareness of the wide-spread workforce shortages across multiple sectors in the Central Valley.

The region's economic potential and job growth is substantial in the high-growth, high-wage industries of:

- Agile Manufacturing
- Automotive Technology
- Construction/Trades
- Healthcare
- Information Technology
- Logistics/Distribution

A random sampling technique was used to select small (0-9 employees) medium (10-50 employees) and large (51+ employees) employers from each of these six sectors. The sample size represents approximately 36% of employers from each sector. The project utilized the Statistical Package for Social Science (SPSS) to create a statistical model to capture a 90% confidence level.

Over a 3-month period, a total of 933 Fresno County employers were contacted to participate in survey interviews conducted via telephone and in person. Stringent security precautions were established and followed in order to maintain participant confidentiality and survey validity.

Human Resource representatives from each company were asked an array of questions regarding employment status such as: total number of current employees, current vacancies, estimated number of employees needed over the next year, and estimated number of employees needed in three years. Additionally, employers were asked about background requirements and pay scale in relation to each job position. A total of 624 surveys were completed in which 413 occupations were identified (some of which are in multiple sectors).



# Guide to Reading the Occupational Data Charts

*Total number of Employers = 624*

1. Occupation  
*Occupations identified by employers surveyed*
2. Current Number of Positions Needed  
*Number of positions employers identified as currently open*
3. Projected Number of Positions – Yr. 1  
*Projected number of positions needed in year one  
(the projection is based on the sample size surveyed in each industry)*
4. Projected Number of Positions – Yr. 3  
*Projected number of positions needed in year three  
(the projection is based on the sample size surveyed in each industry)*
5. Drug Testing Required  
*Percentage of employers requiring a drug test as a condition of employment*
6. Background Check Required  
*Percentage of employers requiring a background check as a condition of employment*
7. Physical Exam Required  
*Percentage of employers requiring a physical exam as a condition of employment*
8. High School Diploma Required  
*Percentage of employers requiring a high school diploma as a condition of employment*
9. Certification Required  
*Percentage of employers requiring certification as a condition of employment*
10. Salary Estimate (low, mid, high)  
*Salary estimates are reflective of the Fresno County area*

Occupation	Current No. Needed	Projected (Year 1)	Projected (Year 3)	Drug Test
Accountants	4	11	11	11
Accountants and Auditors	5	11	11	11
Administrative Services Managers	1	1	1	1



Who knows better what employers needs are - than employers!

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Accountants	4	39	11	44%	67%	22%	44%	67%	22%	\$14.42	\$17.00	\$20.13
Accountants and Auditors	5	17	0	14%	14%	7%	7%	7%	0%	\$15.51	\$19.35	\$22.41
Administrative Services Managers	0	0	0	67%	33%	0%	11%	22%	0%	\$12.50		\$15.50
Agricultural Equipment Operators	24	80	0	67%	67%	100%	67%	33%	0%	\$10.42	\$12.75	\$15.67
Aircraft Body and Bonded Structure Repairers	0	0	2	0%	0%	0%	0%	0%	0%	\$8.00		\$11.00
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	3	17	33	67%	67%	0%	100%	33%	0%	\$18.97	\$21.15	\$28.08
Anesthesiologists	1	10	21	8%	8%	0%	100%	8%	0%	\$66.67		\$95.00
Architectural Drafters	0	10	10	33%	0%	0%	0%	33%	0%	\$14.00		\$28.00
Assemblers and Fabricators	20	190	377	71%	43%	14%	29%	43%	0%	\$9.68	\$12.59	\$13.59
Athletic Trainers	0	0	0	8%	8%	0%	0%	0%	0%	\$9.49		\$14.23
Audiologists	0	0	0	8%	8%	0%	100%	8%	0%	\$25.50	\$31.25	\$37.00
Auditors	0	0	0	100%	100%	0%	0%	0%	0%	\$28.10		\$43.32
Automotive Body and Related Repairers	7	71	138	35%	30%	88%	12%	14%	33%	\$15.56		\$22.93
Automotive Master Mechanics	13	57	91	64%	50%	57%	29%	21%	32%	\$13.19	\$14.84	\$22.31
Automotive Service Technicians and Mechanics	24	188	243	62%	29%	91%	20%	35%	47%	\$11.22	\$14.43	\$21.91
Automotive Specialty Technicians	5	62	85	65%	23%	58%	12%	19%	12%	\$13.21	\$15.70	\$17.76
Baggage Porters and Bellhops	0	3	1	67%	33%	100%	0%	33%	0%	\$8.00		\$10.00
Bill and Account Collectors	2	21	9	37%	37%	7%	19%	48%	4%	\$12.27	\$16.02	\$16.97
Billing and Posting Clerks and Machine Operators	2	21	21	11%	21%	5%	5%	42%	11%	\$11.99	\$14.70	\$18.68
Billing, Cost, and Rate Clerks	6	63	72	25%	38%	9%	16%	50%	3%	\$10.98	\$14.08	\$16.22
Biological Technicians	0	0	0	100%	100%	0%	100%	100%	0%	\$18.17	\$22.27	\$26.47
Biologists	1	28	28	50%	50%	0%	0%	0%	0%	\$17.72		\$26.59
Boiler Operators and Tenders, Low Pressure	1	4	15	75%	50%	25%	50%	50%	0%	\$13.11	\$21.00	\$21.11
Bookkeeping, Accounting, and Auditing Clerks	2	14	48	46%	35%	28%	18%	49%	11%	\$12.82	\$17.85	\$19.66



Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Brickmasons and Blockmasons	10	83	150	67%	33%	67%	33%	0%	0%	\$11.00		\$23.50
Brokerage Clerks	0	0	17	100%	100%	0%	0%	100%	100%			
Bus and Truck Mechanics and Diesel Engine Specialists	0	6	10	67%	100%	67%	33%	0%	67%	\$12.48	\$17.92	\$21.58
Business Operations Specialists	0	3	3	67%	100%	0%	33%	67%	0%	\$20.25	\$24.47	\$30.68
Cabinetmakers and Bench Carpenters	3	32	46	40%	40%	20%	0%	20%	0%	\$8.56	\$11.00	\$16.50
Cardiovascular Technologists and Technicians	17	26	9	28%	22%	6%	100%	22%	11%	\$19.03	\$24.51	\$27.48
Carpenter Assemblers and Repairers	1	18	18	33%	0%	33%	0%	0%	0%	\$7.67	\$9.13	\$10.88
Carpenters	36	171	743	36%	18%	82%	18%	9%	9%	\$11.75	\$15.00	\$21.50
Cashiers	5	25	5	92%	62%	46%	15%	69%	0%	\$8.88	\$10.84	\$12.41
Cement Masons and Concrete Finishers	6	94	114	71%	43%	64%	29%	14%	21%	\$12.18	\$16.75	\$24.41
Chemists	0	0	0	100%	100%	0%	0%	0%	0%	\$33.00		\$49.50
Chief Executives	0	0	0	67%	100%	33%	33%	67%	0%	\$83.82		\$113.56
Chiropractors	2	0	0	7%	7%	0%	7%	14%	0%	\$17.50	\$21.45	\$25.40
City and Regional Planning Aides	0	0	4	100%	100%	100%	100%	100%	100%	\$14.12	\$17.25	\$20.43
Cleaners of Vehicles and Equipment	3	29	31	46%	29%	88%	4%	13%	8%	\$8.51		\$14.58
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	0	16	10	50%	50%	100%	50%	100%	0%	\$10.10		\$13.25
Clergy	0	11	6	60%	80%	40%	60%	60%	0%	\$18.70	\$20.78	\$25.35
Clinical Psychologists	5	0	0	33%	67%	0%	33%	33%	0%	\$25.69	\$27.22	\$39.46
Coating, Painting, and Spraying Machine Setters and Set-Up Operators	1	0	3	100%	50%	0%	0%	0%	0%	\$9.75		\$16.00
Combination Machine Tool Operators and Tenders, Metal and Plastic	0	6	28	100%	100%	0%	100%	100%	0%	\$12.00		\$20.00
Commercial and Industrial Designers	0	3	0	100%	100%	50%	50%	100%	0%	\$16.05		\$19.75
Compensation, Benefits, and Job Analysis Specialists	0	11	0	100%	100%	33%	67%	67%	0%	\$20.01	\$25.22	\$28.26



There is a nationwide shortage of healthcare workers – Fresno County is not unique.



Today, the construction trades need 100,000 new employees across the United States.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Computer and Information Systems Managers	3	6	0	67%	100%	50%	67%	83%	17%	\$27.71		\$40.44
Computer Operators	0	6	0	13%	20%	13%	7%	20%	7%	\$15.12		\$22.27
Computer Programmers	2	35	58	50%	60%	50%	30%	90%	10%	\$18.20	\$18.80	\$26.79
Computer Security Specialists	0	4	4	21%	14%	0%	0%	14%	0%	\$18.45	\$25.60	\$30.29
Computer Software Engineers, Applications	0	19	35	100%	100%	100%	100%	100%	0%	\$14.67		\$33.33
Computer Software Engineers, Systems Software	0	7	33	50%	50%	0%	0%	100%	0%	\$14.50	\$30.00	\$40.00
Computer Specialists	0	4	8	50%	100%	0%	50%	100%	0%	\$18.50		\$30.00
Computer Support Specialists	0	29	63	79%	63%	33%	33%	96%	13%	\$14.35	\$19.86	\$23.25
Computer Systems Analysts	2	27	66	71%	71%	29%	57%	79%	7%	\$15.01		\$22.62
Computer Systems Engineers/Architects	0	0	0	100%	100%	0%	67%	67%	0%	\$19.19		\$27.65
Computer-Controlled Machine Tool Operators, Metal and Plastic	0	0	21	50%	50%	0%	50%	0%	0%	\$13.67		\$16.67
Construction and Building Inspectors	0	0	0	100%	100%	100%	100%	100%	100%	\$11.50	\$13.00	\$14.50
Construction and Related Workers	4	179	234	50%	38%	88%	38%	38%	13%	\$12.94	\$18.80	\$23.50
Construction Carpenters	0	19	12	60%	80%	60%	40%	20%	0%	\$14.88	\$18.24	\$23.29
Construction Laborers	30	704	1176	50%	35%	60%	18%	15%	5%	\$9.56	\$12.46	\$15.43
Construction Managers	0	0	0	100%	100%	50%	50%	50%	0%	\$27.71		\$41.37
Cooks, Institution and Cafeteria	8	50	39	26%	26%	5%	21%	21%	0%	\$10.29	\$13.02	\$14.11
Correctional Officers and Jailers	2	11	17	0%	0%	0%	0%	0%	0%			
Cost Estimators	0	0	2	33%	14%	33%	10%	19%	0%	\$22.25		\$35.74
Counselors	4	0	0	50%	50%	0%	25%	25%	0%	\$20.03		\$29.99
Counter and Rental Clerks	2	0	6	60%	0%	40%	0%	0%	0%	\$9.96		\$14.50
Couriers and Messengers	11	155	189	75%	75%	75%	50%	50%	0%	\$10.23		\$13.54
Crane and Tower Operators	0	4	0	50%	0%	50%	50%	0%	50%			\$25.00
Customer Service Representatives	10	59	72	46%	39%	50%	25%	39%	2%	\$12.02	\$17.58	\$19.11
Cutters and Trimmers, Hand	0	2	3	100%	0%	0%	0%	0%	0%	\$7.25		\$9.00
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	0	3	0	0%	0%	0%	0%	0%	0%	\$7.38		\$10.50



Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Data Entry Keyers	2	43	69	28%	33%	0%	6%	33%	6%	\$10.80	\$12.54	\$13.84
Database Administrators	0	10	4	13%	27%	13%	13%	27%	7%	\$15.41		\$21.59
Dental Assistants	3	122	90	15%	15%	4%	15%	52%	7%	\$9.85	\$13.04	\$15.27
Dental Hygienists	1	42	58	8%	8%	0%	17%	50%	17%	\$24.25	\$30.24	\$34.17
Dental Laboratory Technicians	0	0	0	100%	100%	0%	0%	0%	0%	\$16.71		\$25.08
Dentists, All Other Specialists	0	9	0	0%	0%	0%	0%	8%	0%			
Dentists, General	0	11	11	9%	18%	5%	18%	41%	18%	\$37.58		\$46.02
Designers	0	0	4	50%	0%	0%	0%	50%	0%	\$9.71		\$11.91
Diagnostic Medical Sonographers	1	11	11	15%	15%	0%	100%	8%	0%	\$23.73	\$27.93	\$35.25
Dietetic Technicians	2	40	18	13%	20%	7%	100%	20%	0%	\$9.36	\$12.35	\$12.89
Dietitians and Nutritionists	5	77	86	26%	37%	11%	100%	32%	11%	\$19.61	\$23.33	\$28.07
Dining Room and Cafeteria Attendants and Bartender Helpers	5	0	0	0%	0%	0%	0%	0%	0%			
Dishwashers	0	11	0	100%	100%	100%	100%	100%	0%	\$7.88	\$9.11	\$10.33
Dispatchers, Except Police, Fire, and Ambulance	4	3	26	42%	34%	32%	16%	42%	5%	\$11.32	\$18.15	\$18.44
Drafters	0	0	2	80%	40%	20%	40%	80%	0%	\$15.42	\$22.00	\$25.17
Dredge Operators	0	20	20	0%	0%	100%	0%	0%	0%	\$8.00		\$10.00
Driver/Sales Workers	0	0	3	100%	67%	100%	0%	33%	33%	\$13.25		\$14.25
Drywall and Ceiling Tile Installers	0	4	4	100%	100%	100%	100%	0%	0%	\$8.00		\$15.00
Education Administrators	2	11	0	57%	71%	29%	57%	71%	29%	\$22.99	\$28.21	\$32.86
Electric Meter Installers and Repairers	0	3	7	0%	100%	100%	0%	0%	0%	\$10.00	\$17.00	\$25.00
Electrical and Electronic Inspectors and Testers	1	7	13	0%	100%	100%	0%	0%	0%	\$10.00	\$15.00	\$23.00
Electrical and Electronics Installers and Repairers, Transportation Equipment	4	4	4	50%	0%	0%	0%	50%	0%	\$10.00		\$27.00
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	0	0	3	100%	100%	100%	100%	0%	0%	\$20.00		\$22.00
Electrical Engineers	0	0	3	50%	0%	0%	0%	50%	0%	\$14.50	\$21.25	\$28.00



There are nearly 400 different healthcare occupations to choose from in Fresno County.



With approximately 15% of the County's employment, agriculture is the driving force in the Valley's economy.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
<b>Electrical Power-Line Installers and Repairers</b>	20	15	33	50%	75%	50%	25%	75%	25%	\$9.22	\$11.67	\$18.91
<b>Electricians</b>	13	143	203	70%	55%	65%	20%	40%	55%	\$15.76	\$17.86	\$24.14
<b>Electrolytic Plating and Coating Machine Operators and Tenders, Metal and Plastic</b>	0	9	9	0%	0%	100%	0%	0%	0%	\$9.00		\$16.00
<b>Electronic Drafters</b>	0	0	0	100%	100%	0%	100%	100%	0%	\$16.83		\$26.44
<b>Electronic Equipment Installers and Repairers, Motor Vehicles</b>	0	0	0	100%	100%	0%	0%	100%	0%	\$27.00		\$29.00
<b>Electronics Engineering Technicians</b>	2	24	32	80%	60%	40%	60%	80%	80%	\$14.54	\$14.99	\$26.35
<b>Elevator Installers and Repairers</b>	0	0	4	50%	50%	50%	50%	50%	50%			
<b>Emergency Medical Technicians and Paramedics</b>	3	31	11	27%	27%	13%	13%	20%	7%	\$11.60	\$11.89	\$17.80
<b>Engineering Managers</b>	1	0	3	100%	100%	0%	100%	100%	100%	\$26.44		\$33.65
<b>Engineers</b>	0	0	17	56%	67%	11%	22%	44%	0%	\$15.95	\$19.62	\$23.30
<b>Environmental Compliance Inspectors</b>	0	0	3	0%	100%	100%	0%	0%	0%	\$11.00	\$16.00	\$22.00
<b>Environmental Engineers</b>	0	0	0	100%	0%	0%	0%	0%	0%	\$20.00	\$23.50	\$25.00
<b>Environmental Science and Protection Technicians, Including Health</b>	3	0	0	50%	50%	0%	50%	50%	0%	\$9.25	\$11.33	\$13.40
<b>Excavating and Loading Machine Operators</b>	0	4	8	0%	0%	100%	0%	0%	0%	\$8.00		\$12.00
<b>Executive Secretaries and Administrative Assistants</b>	9	125	75	23%	40%	23%	14%	37%	9%	\$13.12	\$15.85	\$24.90
<b>Family and General Practitioners</b>	25	176	248	24%	35%	6%	100%	29%	12%	\$36.21		\$51.50
<b>Farm Equipment Mechanics</b>	8	0	4	50%	50%	50%	50%	50%	0%	\$10.00	\$12.00	\$16.00
<b>Farmworkers, Farm and Ranch Animals</b>	0	8	0	100%	0%	0%	0%	0%	0%	\$9.00	\$10.00	\$11.00
<b>Fiber Product Cutting Machine Setters and Set-Up Operators</b>	0	0	0	100%	0%	0%	0%	0%	0%	\$11.50		\$19.00
<b>File Clerks</b>	3	2	36	21%	38%	4%	8%	21%	4%	\$8.44	\$9.31	\$16.13
<b>Financial Analysts</b>	10	55	44	75%	75%	25%	50%	50%	0%	\$22.10	\$26.78	\$31.86
<b>Financial Managers</b>	1	31	44	71%	48%	61%	23%	74%	3%	\$25.58	\$29.08	\$40.87

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Financial Managers, Branch or Department	0	0	0	75%	50%	25%	25%	100%	25%	\$36.00		\$38.46
Financial Specialists	0	4	8	67%	67%	0%	0%	67%	0%	\$11.79		\$17.50
First-Line Supervisors and Manager/Supervisors- Construction Trades Workers	10	90	87	63%	41%	74%	15%	30%	19%	\$16.73	\$22.13	\$23.81
First-Line Supervisors, Administrative Support	1	15	44	33%	37%	30%	17%	40%	3%	\$16.72	\$21.62	\$24.55
First-Line Supervisors, Customer Service	4	71	68	56%	32%	70%	17%	38%	17%	\$18.66	\$24.87	\$26.62
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	0	4	8	50%	75%	50%	25%	25%	0%	\$19.92	\$26.25	\$31.67
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	0	32	50	60%	60%	40%	30%	60%	30%	\$12.93	\$13.69	\$19.54
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	1	0	0	100%	100%	33%	67%	67%	33%	\$25.00		\$40.86
First-Line Supervisors/Managers of Non-Retail Sales Workers	0	0	3	100%	67%	33%	0%	67%	0%	\$15.41		\$23.32
First-Line Supervisors/Managers of Office and Administrative Support Workers	12	385	164	35%	42%	22%	23%	51%	6%	\$18.83		\$22.10
First-Line Supervisors/Managers of Production and Operating Workers	8	33	57	62%	70%	49%	35%	51%	5%	\$18.01	\$20.65	\$28.26
First-Line Supervisors/Managers of Retail Sales Workers	2	57	79	68%	37%	76%	24%	55%	5%	\$15.33	\$21.07	\$22.52
Fitness Trainers and Aerobics Instructors	0	0	12	0%	0%	0%	0%	0%	0%	\$60.00		\$80.00
Floor Layers, Except Carpet, Wood, and Hard Tiles	0	27	19	50%	50%	50%	50%	0%	0%	\$30.00	\$35.00	\$40.00
Food Servers, Non-Restaurant	8	55	94	67%	67%	0%	33%	33%	0%	\$9.11	\$11.79	\$13.30
Food Service Managers	1	6	6	50%	50%	0%	0%	0%	0%	\$13.12		\$19.67
Foundry Mold and Coremakers	0	0	0	100%	100%	0%	0%	100%	0%	\$7.65		\$11.00
Freight, Stock, and Material Movers, Hand	2	10	10	86%	100%	57%	14%	43%	29%	\$11.00		\$14.22



The Logistics and Distribution industry transports products from the manufacturer to the stores.



Every car, truck and bus needs to be serviced. In one year, 245 automotive technicians will be needed!

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
General and Operations Managers	7	67	170	59%	42%	57%	18%	55%	6%	\$13.30		\$19.42
General Farmworkers	133	439	525	6%	13%	19%	0%	13%	0%	\$7.48	\$7.80	\$9.29
Grader, Bulldozer, and Scraper Operators	1	38	62	60%	20%	60%	40%	20%	0%	\$13.00		\$20.17
Graphic Designers	0	0	8	50%	100%	0%	50%	100%	50%	\$11.88		\$16.20
Grinding, Honing, Lapping, and Deburring Machine Set-Up Operators	0	0	0	100%	100%	0%	100%	0%	0%	\$12.00		\$17.00
Grounds Maintenance Workers	1	17	0	75%	75%	50%	50%	50%	0%	\$10.08	\$12.40	\$13.79
Hazardous Materials Removal Workers	0	20	20	67%	67%	33%	67%	33%	67%	\$10.00	\$11.50	\$14.00
Health Diagnosing and Treating Practitioners	0	0	0	15%	15%	0%	100%	8%	0%	\$14.61	\$15.33	\$21.62
Health Educators	10	66	28	57%	57%	14%	57%	57%	29%	\$21.65	\$26.23	\$31.07
Health Technologists and Technicians	0	0	0	8%	8%	0%	100%	0%	0%	\$15.34		\$23.06
Healthcare Practitioners and Technical Workers	3	0	0	14%	21%	0%	100%	14%	0%	\$26.32	\$34.92	\$36.46
Healthcare Support Workers	0	55	33	24%	24%	6%	100%	24%	6%	\$13.40	\$13.89	\$19.27
Heating and Air Conditioning Mechanics	8	112	107	75%	50%	75%	17%	25%	50%	\$10.32	\$15.78	\$21.19
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0	16	16	0%	100%	100%	50%	0%	0%	\$8.50	\$12.00	\$18.00
Helpers, Carpenters	50	109	4	0%	0%	0%	0%	0%	0%	\$8.63	\$10.00	\$14.50
Helpers, Construction Trades	0	49	69	55%	36%	55%	27%	18%	9%	\$8.09	\$11.00	\$11.67
Helpers, Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	0	45	77	50%	75%	100%	50%	50%	0%	\$11.88	\$10.25	\$21.75
Helpers, Carpenters	50	109	4	0%	0%	0%	0%	0%	0%	\$8.63	\$10.00	\$14.50
Helpers, Electricians	1	56	101	50%	50%	75%	50%	50%	0%	\$8.06	\$9.11	\$13.25
Helpers, Painters, Paperhangers, Plasterers, and Stucco Masons	0	25	35	33%	17%	50%	0%	0%	0%	\$7.67	\$9.25	\$11.80
Helpers, Pipelayers, Plumbers, Pipefitters, and Steamfitters	0	10	10	50%	0%	100%	0%	0%	0%	\$7.75	\$9.00	\$13.50
Helpers, Production Workers	3	0	20	75%	25%	25%	25%	25%	0%	\$8.75		\$13.00

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Helpers, Roofers	51	85	85	25%	0%	100%	0%	0%	0%	\$9.95	\$13.28	\$17.11
Home Health Aides	15	35	29	25%	25%	13%	13%	25%	19%	\$10.88	\$11.04	\$14.97
Housekeeping Supervisors	0	0	0	8%	15%	0%	0%	0%	0%	\$18.47		\$28.12
Human Resources Assistants, Except Payroll and Timekeeping	5	17	11	31%	42%	12%	19%	42%	4%	\$11.86	\$15.27	\$18.92
Human Resources Managers	2	11	6	38%	38%	21%	28%	45%	3%	\$26.58		\$33.96
Human Resources, Training, and Labor Relations Specialists	2	17	28	67%	67%	50%	50%	50%	0%	\$15.35	\$21.47	\$22.19
Industrial Machinery Mechanics	2	10	44	46%	31%	23%	15%	31%	0%	\$15.44	\$21.14	\$23.40
Industrial Production Managers	0	3	3	0%	0%	0%	0%	0%	0%	\$9.00		\$15.00
Industrial Truck and Tractor Operators	19	94	174	61%	36%	39%	25%	18%	29%	\$10.72		\$12.18
Installation, Maintenance, and Repair Workers	0	0	0	100%	0%	100%	0%	100%	0%	\$7.00	\$11.00	\$16.00
Instructional Coordinators	0	0	3	100%	100%	100%	100%	100%	100%	\$10.00		
Insulation Workers, Floor, Ceiling, and Wall	5	40	80	100%	0%	100%	0%	100%	0%	\$9.18		\$18.35
Insulation Workers, Mechanical	4	56	80	50%	0%	50%	17%	0%	0%	\$8.40	\$11.13	\$14.80
Insurance Adjusters, Examiners, and Investigators	1	6	0	0%	0%	0%	0%	0%	0%			
Insurance Appraisers, Auto Damage	0	6	18	18%	0%	82%	0%	27%	0%	\$13.03		\$18.50
Internists, General	4	0	6	21%	21%	0%	100%	14%	0%	\$31.07		\$44.08
Interpreters and Translators	1	6	11	100%	100%	0%	50%	50%	0%	\$11.03		\$16.20
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4	33	75	80%	60%	20%	40%	40%	0%	\$8.13		\$10.77
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	0	0	100%	100%	0%	100%	0%	0%	\$10.00		\$17.00
Laundry and Dry-Cleaning Workers	2	6	6	67%	67%	0%	33%	33%	0%	\$7.42		\$11.34
Lay-Out Workers, Metal and Plastic	0	0	7	100%	50%	50%	50%	0%	0%	\$14.00		\$19.75
Librarians	3	6	0	67%	67%	33%	33%	33%	0%	\$11.43		\$16.25
Library Assistants, Clerical	0	6	6	67%	67%	0%	33%	33%	0%	\$9.75	\$12.25	\$14.43
Licensed Practical and Licensed Vocational Nurses	85	332	288	38%	52%	17%	100%	55%	24%	\$19.92	\$24.29	\$27.46



To remain competitive – we need to keep manufacturing jobs in America!





Many positions such as, Executive Assistants, Supervisors, Accountants and Managers are needed across all industry sectors.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
<b>Machinists</b>	7	11	150	67%	56%	11%	33%	22%	6%	\$13.55	\$16.37	\$21.06
<b>Maids and Housekeeping Cleaners</b>	5	29	58	12%	29%	0%	18%	18%	0%	\$7.49	\$10.47	\$10.65
<b>Maintenance and Repair Workers, General</b>	25	169	180	53%	51%	24%	37%	31%	8%	\$11.87	\$13.77	\$15.81
<b>Maintenance Workers, Machinery</b>	3	40	463	87%	67%	33%	27%	27%	0%	\$12.89		\$17.20
<b>Management Analysts</b>	0	17	0	67%	50%	17%	33%	67%	17%	\$14.41	\$16.83	\$19.65
<b>Market Research Analysts</b>	0	6	0	57%	71%	29%	43%	71%	29%	\$16.51	\$24.88	\$26.57
<b>Marketing Managers</b>	1	6	3	24%	29%	12%	12%	29%	12%	\$19.37	\$22.80	\$26.65
<b>Material Moving Workers</b>	1	36	10	25%	50%	25%	25%	25%	0%	\$8.50		
<b>Mechanical Drafters</b>	0	4	7	83%	33%	17%	17%	83%	17%	\$10.19		\$13.20
<b>Mechanical Engineering Technicians</b>	0	0	0	100%	75%	0%	50%	100%	75%	\$14.13	\$16.38	\$20.93
<b>Mechanical Engineers</b>	0	0	0	100%	67%	0%	67%	100%	33%	\$26.73		\$39.00
<b>Medical and Clinical Laboratory Technicians</b>	24	450	412	26%	30%	4%	100%	39%	13%	\$16.07	\$19.48	\$22.29
<b>Medical and Clinical Laboratory Technologists</b>	93	560	720	20%	35%	10%	100%	30%	15%	\$23.22	\$26.19	\$32.01
<b>Medical and Health Services Managers</b>	11	83	21	45%	82%	27%	45%	73%	27%	\$27.41	\$33.13	\$38.88
<b>Medical and Public Health Social Workers</b>	39	100	72	50%	88%	38%	75%	75%	13%	\$14.49	\$18.50	\$19.92
<b>Medical Assistants</b>	34	313	301	27%	44%	5%	100%	61%	15%	\$10.79	\$13.73	\$15.57
<b>Medical Equipment Preparers</b>	11	40	0	29%	29%	24%	100%	24%	0%	\$11.55	\$14.53	\$16.18
<b>Medical Records and Health Information Technicians</b>	10	105	107	24%	48%	8%	100%	40%	8%	\$12.10	\$14.61	\$17.17
<b>Medical Secretaries</b>	1	17	0	8%	15%	8%	100%	15%	0%	\$11.75	\$13.48	\$15.23
<b>Medical Transcriptionists</b>	5	77	55	19%	19%	6%	13%	13%	6%	\$13.75	\$16.52	\$19.55
<b>Mental Health Counselors</b>	0	0	0	0%	50%	50%	0%	50%	0%	\$15.45	\$17.20	\$20.08
<b>Metal Fabricators, Structural Metal Products</b>	0	0	12	33%	33%	33%	0%	0%	0%	\$8.67		\$14.50
<b>Metal Molding, Coremaking, and Casting Machine Setters and Set-Up Operators</b>	0	0	0	0%	100%	100%	0%	100%	0%	\$8.00		\$10.00
<b>Microbiologists</b>	0	0	0	100%	100%	0%	0%	0%	0%	\$33.00		\$49.50



Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	0	8	150	83%	50%	33%	50%	17%	17%	\$10.85	\$11.00	\$18.66
Mixing and Blending Machine Setters, Operators, and Tenders	0	0	3	50%	0%	0%	0%	0%	0%	\$13.75	\$20.00	\$25.13
Mobile Heavy Equipment Mechanics, Except Engines	3	8	7	80%	60%	20%	40%	20%	0%	\$13.03		\$13.75
Motion Picture Projectionists	3	27	18	100%	100%	0%	0%	100%	0%	\$10.00		\$18.00
Motor Vehicle Inspectors	0	1	0	100%	0%	100%	0%	0%	0%	\$8.50		\$12.00
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	80	0	0	100%	100%	0%	0%	0%	0%	\$13.00		\$15.00
Municipal Fire Fighters	0	11	0	0%	0%	0%	0%	0%	0%			
Network and Computer Systems Administrators	4	53	107	45%	42%	16%	19%	48%	6%	\$19.61	\$23.90	\$32.16
Network Systems and Data Communications Analysts	4	24	39	33%	39%	22%	22%	33%	0%	\$17.43	\$24.35	\$28.02
New Accounts Clerks	0	0	0	8%	8%	0%	8%	8%	0%	\$9.00	\$11.00	\$13.00
Nuclear Medicine Technologists	3	33	28	19%	25%	6%	100%	19%	6%	\$31.20	\$37.76	\$42.75
Numerical Control Machine Tool Operators and Tenders, Metal and Plastic	1	6	44	83%	58%	8%	50%	25%	0%	\$10.64	\$14.26	\$14.55
Nursing Aides, Orderlies, and Attendants	132	236	440	35%	43%	13%	100%	39%	30%	\$10.96	\$14.94	\$15.40
Obstetricians and Gynecologists	1	0	0	8%	8%	0%	100%	8%	0%	\$75.00		\$101.25
Occupational Health and Safety Specialists	1	0	3	18%	24%	6%	100%	18%	6%	\$22.78		\$31.93
Occupational Health and Safety Technicians	0	0	0	14%	14%	7%	100%	7%	0%	\$19.22		\$27.75
Occupational Therapist Aides	0	0	0	8%	8%	0%	100%	8%	0%	\$16.50	\$20.23	\$23.95
Occupational Therapist Assistants	3	6	0	20%	20%	7%	100%	20%	7%	\$11.69	\$16.22	\$16.89
Occupational Therapists	9	11	0	20%	20%	7%	100%	13%	7%	\$26.53	\$31.70	\$38.05
Office and Administrative Support Workers	2	49	65	38%	43%	25%	7%	48%	5%	\$11.00	\$14.38	\$16.59
Office Clerks, General	45	457	566	48%	38%	34%	20%	43%	4%	\$10.05	\$12.62	\$15.67



Fresno County is constantly taking on a different shape with the help of the construction/trades industry.



The information technology industry is the gateway to the future and the foundation of every business.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Office Machine Operators, Except Computer	0	6	6	0%	7%	7%	0%	7%	0%	\$9.33	\$12.85	\$15.71
Operating Engineers	0	0	20	100%	50%	50%	0%	0%	0%	\$27.06		\$32.62
Operating Engineers and Other Construction Equipment Operators	1	24	38	25%	0%	25%	25%	0%	0%	\$8.00	\$11.00	\$17.00
Operations Research Analysts	0	0	0	100%	100%	0%	100%	100%	0%	\$17.00	\$20.84	\$24.68
Optometrists	0	0	9	7%	13%	0%	7%	20%	13%	\$33.00		\$49.50
Order Fillers, Wholesale and Retail Sales	0	7	0	8%	8%	8%	0%	0%	0%	\$11.78		\$16.30
Packaging and Filling Machine Operators and Tenders	0	0	0	100%	0%	0%	0%	0%	0%	\$11.50		\$19.00
Packers and Packagers, Hand	149	610	1378	47%	26%	0%	0%	11%	11%	\$7.50	\$7.86	\$11.39
Painters, Construction and Maintenance	4	30	14	60%	40%	100%	40%	20%	0%	\$8.65	\$15.67	\$24.41
Painters, Transportation Equipment	11	72	191	32%	30%	86%	11%	19%	27%	\$9.36		\$15.26
Painting, Coating, and Decorating Workers	1	6	11	0%	0%	50%	0%	0%	0%	\$7.25		\$19.00
Parts Salespersons	9	63	86	65%	33%	80%	24%	35%	0%	\$10.74		\$18.37
Paving, Surfacing, and Tamping Equipment Operators	0	27	33	50%	100%	100%	0%	0%	0%	\$12.00	\$18.00	\$24.00
Payroll and Timekeeping Clerks	4	22	14	41%	37%	7%	19%	41%	4%	\$13.37	\$16.06	\$20.82
Pediatricians, General	3	6	6	8%	8%	0%	100%	8%	0%	\$49.06		\$66.23
Personal and Home Care Aides	2	69	69	25%	50%	0%	50%	50%	0%	\$8.38		\$11.18
Personal Financial Advisors	0	0	0	100%	100%	0%	100%	100%	0%	\$11.50	\$14.10	\$16.70
Personnel Recruiters	0	6	6	29%	35%	6%	18%	24%	6%	\$18.64	\$21.39	\$26.62
Pharmacists	33	100	92	22%	28%	22%	22%	22%	11%	\$46.90	\$52.26	\$63.90
Pharmacy Aides	0	0	0	0%	8%	0%	0%	8%	0%	\$9.78	\$11.96	\$14.13
Pharmacy Technicians	17	100	88	21%	26%	11%	21%	26%	11%	\$13.61	\$15.85	\$19.50
Physical Therapist Aides	2	26	10	22%	28%	6%	100%	33%	6%	\$8.64	\$10.89	\$12.62
Physical Therapist Assistants	0	20	10	18%	29%	0%	100%	29%	0%	\$13.99	\$19.01	\$21.02
Physical Therapists	20	65	76	17%	33%	13%	100%	38%	13%	\$29.95	\$31.10	\$41.16
Physician Assistants	3	44	15	27%	32%	5%	100%	45%	9%	\$31.29	\$33.97	\$41.95

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Physicians and Surgeons	1	0	9	10%	24%	0%	100%	38%	10%	\$120.00		\$130.00
Plasterers and Stucco Masons	0	38	59	33%	0%	33%	0%	0%	0%	\$9.90	\$15.00	\$16.80
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	4	5	41	75%	50%	38%	0%	25%	0%	\$8.59		\$13.06
Plumbers	11	129	118	83%	50%	92%	42%	8%	0%	\$11.77	\$20.36	\$26.84
Police Patrol Officers	80	221	177	0%	0%	0%	0%	0%	0%			
Police, Fire, and Ambulance Dispatchers	1	0	0	50%	50%	0%	50%	50%	0%	\$12.50	\$15.33	\$18.15
Precision Lens Grinders and Polishers	0	8	14	50%	50%	0%	0%	50%	0%	\$8.50		\$13.00
Printing Machine Operators	0	0	0	100%	100%	0%	100%	100%	0%	\$14.50	\$17.78	\$21.05
Procurement Clerks	1	0	6	13%	13%	0%	7%	13%	0%	\$10.00		\$12.00
Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers	3	21	59	75%	44%	38%	31%	63%	6%	\$14.70	\$17.22	\$19.01
Production Laborers	229	2336	5216	61%	42%	32%	25%	39%	7%	\$9.09	\$9.24	\$12.49
Production Workers	0	0	22	100%	50%	0%	50%	50%	0%	\$7.88		\$12.00
Production, Planning, and Expediting Clerks	401	169	402	23%	23%	9%	18%	23%	5%	\$11.07		\$17.43
Program Directors	0	0	0	100%	100%	0%	0%	0%	0%	\$23.49		\$35.23
Psychiatric Aides	3	0	0	8%	8%	0%	0%	0%	0%	\$14.93		\$22.39
Psychiatric Technicians	46	575	850	100%	100%	100%	100%	100%	100%	\$13.65	\$16.25	\$17.96
Psychiatrists	21	15	9	7%	14%	0%	7%	14%	7%			
Psychologists	18	31	20	18%	29%	6%	24%	29%	12%	\$37.20	\$43.27	\$50.06
Public Relations Managers	0	0	0	67%	100%	33%	33%	67%	0%	\$29.99		\$43.69
Public Relations Specialists	3	6	0	50%	67%	33%	33%	50%	17%	\$17.35	\$20.15	\$24.89
Purchasing Agents, Except Wholesale, Retail, and Farm Products	0	0	0	89%	44%	22%	67%	78%	0%	\$13.12	\$15.58	\$18.44
Purchasing Managers	0	19	2	31%	31%	12%	19%	46%	4%	\$18.05	\$24.34	\$25.13
Radiation Therapists	1	0	0	15%	15%	0%	100%	8%	0%	\$31.23		\$46.85
Radiologic Technicians	2	110	104	27%	32%	9%	100%	41%	14%	\$19.59	\$21.71	\$26.74
Radiologic Technologists	1	50	61	20%	20%	7%	100%	13%	7%	\$23.74	\$26.33	\$35.12
Receptionists and Information Clerks	9	215	125	33%	36%	15%	16%	42%	4%	\$9.84	\$11.73	\$13.28



Protecting and serving our community can be a rewarding career.



Everything needs preventive maintenance and occasional repairs.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Recreational Therapists	1	0	0	13%	27%	13%	20%	13%	7%	\$12.74		\$17.72
Refrigeration Mechanics	0	0	0	0%	0%	0%	0%	0%	0%	\$7.00		\$14.00
Refuse and Recyclable Material Collectors	0	0	69	100%	33%	0%	0%	0%	0%	\$10.00		\$15.00
Registered Nurses	407	766	1010	29%	48%	16%	100%	55%	23%	\$28.02	\$33.75	\$40.75
Rehabilitation Counselors	0	0	6	67%	67%	0%	33%	33%	0%	\$23.71	\$31.26	\$35.37
Residential Advisors	2	0	0	100%	100%	0%	50%	50%	0%	\$13.50	\$16.55	\$19.60
Respiratory Therapists	7	28	53	24%	29%	6%	100%	24%	6%	\$20.13	\$22.76	\$29.57
Retail Salespersons	1	3	3	100%	0%	100%	0%	100%	0%	\$7.00		
Roofers	61	186	246	29%	14%	71%	0%	0%	0%	\$11.68	\$17.60	\$22.40
Sales Managers	7	44	49	65%	41%	82%	24%	53%	0%	\$20.16	\$22.97	\$28.44
Sales Representatives, Mechanical Equipment and Supplies	0	0	0	100%	100%	0%	100%	100%	0%	\$13.00		\$17.00
Sales Representatives, Services	0	2	2	50%	50%	100%	50%	50%	0%	\$10.75		\$16.44
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	51	339	471	69%	44%	73%	19%	47%	3%	\$14.41	\$16.10	\$20.72
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	5	51	108	43%	33%	41%	22%	43%	2%	\$12.97	\$20.85	\$25.87
Screen Printing Machine Setters and Set-Up Operators	0	3	8	0%	0%	0%	0%	0%	0%	\$7.50	\$10.00	\$13.25
Secretaries, Except Legal, Medical, and Executive	0	8	11	45%	24%	9%	18%	42%	3%	\$10.28	\$12.37	\$14.85
Security Guards	1	17	0	27%	27%	13%	20%	13%	0%	\$10.95	\$12.87	\$14.08
Self-Enrichment Education Teachers	2	6	6	100%	0%	100%	0%	100%	100%	\$0.00		\$0.00
Septic Tank Servicers and Sewer Pipe Cleaners	0	67	20	100%	0%	100%	100%	0%	0%	\$9.00	\$10.00	\$16.00
Service Unit Operators, Oil, Gas, and Mining	1	20	20	100%	100%	100%	0%	0%	0%	\$7.25	\$10.00	\$15.00
Sewing Machine Operators, Non-Garment	10	0	25	50%	0%	0%	0%	0%	0%	\$7.50		\$10.50
Shear and Slitter Machine Setters and Set-Up Operators, Metal and Plastic	0	2	6	67%	33%	67%	33%	0%	0%	\$14.50	\$19.00	\$20.50
Sheet Metal Workers	6	26	25	71%	43%	100%	57%	57%	14%	\$14.05	\$15.23	\$21.63

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Shipping, Receiving, and Traffic Clerks	25	0	389	51%	40%	19%	16%	19%	5%	\$8.09	\$11.71	\$12.11
Shoe Machine Operators and Tenders	0	6	6	0%	0%	0%	0%	0%	0%			
Social and Community Service Managers	1	0	0	0%	100%	100%	0%	100%	100%	\$27.23	\$30.04	\$33.82
Social and Human Service Assistants	3	26	9	50%	88%	25%	38%	63%	0%	\$15.01	\$19.79	\$20.94
Solderers	0	0	0	0%	100%	100%	0%	100%	0%	\$8.00		\$12.00
Speech-Language Pathologists	2	33	28	21%	21%	7%	14%	14%	7%	\$26.82	\$32.08	\$38.19
Station Installers and Repairers, Telephone	0	3	3	0%	0%	0%	0%	100%	0%	\$8.50		\$12.00
Stationary Engineers and Boiler Operators	2	6	11	0%	0%	0%	0%	0%	0%			
Statisticians	0	0	0	100%	100%	0%	100%	100%	0%	\$27.00	\$33.08	\$39.15
Stock Clerks- Stockroom, Warehouse, or Storage Yard	50	118	262	55%	33%	37%	31%	25%	10%	\$9.99	\$13.05	\$15.03
Stock Clerks, Sales Floor	0	3	3	8%	8%	8%	8%	0%	0%	\$7.09	\$9.88	\$13.38
Stone Sawyers	0	10	10	100%	0%	0%	0%	0%	0%	\$13.00	\$14.00	\$16.00
Storage and Distribution Managers	0	6	0	50%	50%	50%	50%	50%	0%	\$14.60	\$16.89	\$19.17
Structural Iron and Steel Workers	0	8	8	100%	100%	100%	0%	100%	100%	\$14.30	\$21.50	\$28.60
Substance Abuse and Behavioral Disorder Counselors	4	0	0	50%	50%	0%	0%	0%	0%	\$19.76		\$29.90
Surgical Technologists	0	20	0	19%	25%	6%	100%	25%	0%	\$17.99		\$24.88
Switchboard Operators, Including Answering Service	1	11	0	21%	21%	7%	14%	14%	0%	\$9.19	\$10.32	\$12.88
Tailors, Dressmakers, and Custom Sewers	0	13	0	0%	0%	0%	0%	0%	100%	\$6.75		\$8.00
Tank Car, Truck, and Ship Loaders	0	4	8	33%	0%	100%	0%	33%	0%	\$8.38	\$9.00	\$13.25
Tapers	0	0	315	100%	0%	100%	0%	0%	0%			
Tax Examiners, Collectors, and Revenue Agents	0	0	0	100%	100%	0%	0%	0%	0%	\$38.46		\$57.69
Team Assemblers	5	17	30	100%	100%	0%	100%	0%	0%	\$10.91		\$18.36
Technical Writers	0	0	2	67%	100%	33%	33%	67%	0%	\$16.80	\$22.68	\$25.78



Within the next three years, Fresno County will need over 5,000 manufacturing employees.





Welding is a critical skill that will be in high demand.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on population for Yr. 1)	Projected Number of Positions - Yr. 3 (based on population for Yr. 3)	Drug Testing Required (percentage of companies surveyed)	Background Check Required (percentage of companies surveyed)	DMV Report Required (percentage of companies surveyed)	Physical Exam Required (percentage of companies surveyed)	High School Diploma Required (percentage of companies surveyed)	Certification Required (percentage of companies surveyed)	Salary Estimate (low)	Salary Estimate (mid)	Salary Estimate (high)
Therapists	1	9	0	0%	8%	0%	0%	8%	8%	\$12.00		
Tile and Marble Setters	4	62	51	25%	75%	100%	75%	75%	25%	\$11.52	\$12.32	\$21.71
Title Examiners, Abstractors, and Searchers	0	0	0	100%	100%	0%	0%	0%	0%	\$14.93		\$22.39
Tractor-Trailer Truck Drivers	24	379	357	85%	70%	81%	74%	33%	41%	\$13.41	\$14.20	\$19.54
Training and Development Managers	3	15	0	100%	100%	33%	67%	33%	0%	\$21.52	\$22.68	\$32.13
Training and Development Specialists	0	0	0	67%	67%	33%	0%	33%	33%	\$13.33		\$19.99
Transportation Workers	6	0	6	75%	75%	75%	75%	50%	50%	\$8.75	\$10.50	\$13.30
Transportation, Storage, and Distribution Managers	0	0	0	100%	100%	100%	100%	100%	0%	\$12.00	\$14.72	\$17.43
Treasurers, Controllers, and Chief Financial Officers	2	11	6	56%	67%	33%	44%	67%	22%	\$36.12		\$49.75
Truck Drivers, Heavy	61	313	577	97%	81%	97%	71%	16%	55%	\$11.44	\$16.09	\$18.10
Truck Drivers, Heavy and Tractor-Trailer	151	139	314	85%	70%	95%	65%	15%	40%	\$11.68	\$14.98	\$18.68
Truck Drivers, Light or Delivery Services	31	150	162	81%	54%	93%	37%	32%	14%	\$11.46		\$16.78
Water and Liquid Waste Treatment Plant and System Operators	1	0	25	80%	60%	40%	40%	60%	60%	\$8.50		\$17.93
Web Developers	0	0	0	100%	100%	0%	50%	50%	0%	\$25.10	\$30.03	\$36.85
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	1	6	6	8%	8%	0%	8%	0%	0%	\$9.00		\$17.00
Welder-Fitters	0	8	25	29%	29%	29%	0%	14%	29%	\$10.33	\$13.75	\$16.33
Welders and Cutters	0	6	6	100%	100%	0%	100%	0%	0%	\$13.00		\$17.00
Welders, Production	10	3	108	50%	31%	13%	38%	25%	31%	\$11.38	\$14.38	\$15.65
Welding Machine Operators and Tenders	0	0	6	100%	0%	0%	100%	0%	0%	\$9.00		\$13.00
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	20	124	124	50%	50%	50%	50%	0%	50%	\$11.00		\$19.00
Well and Core Drill Operators	2	8	8	100%	0%	100%	100%	0%	0%	\$11.00		\$20.00
Wholesale and Retail Buyers, Except Farm Products	0	11	0	100%	100%	33%	67%	67%	0%	\$14.42	\$16.65	\$20.79



# Next Steps

The Fresno County Workforce Investment Board will utilize this data to:

1. Promote high-growth, high-wage occupations to job seekers.
2. Work with local training providers to create needed and/or increased capacity of training in critical occupations.



# Conclusion



... Fresno County analysis will facilitate solutions that will meet our region's specific needs.

The current workforce shortage will only intensify as the “baby boomer” and qualified worker population age. Multiple articles have offered suggestions to alleviate the national and state shortages, though specific county analysis of the state of the workforce is incomplete. Examinations such as the Fresno County analysis will facilitate solutions that will meet our region's specific needs.

We believe this study is a significant step toward the construction of specific regional strategies to reduce the workforce shortages and assist both employers and job seekers.

Further research will be conducted annually in order to capture the changes in demand brought about by external and internal pressures. In addition, comparative studies of other San Joaquin Valley counties may prove to be useful in terms of creating a regional response to training needs and may provide valuable information for policy makers.

- Access the *Fresno County Employment Study* on our web site at: [www.workforce-connection.com](http://www.workforce-connection.com) and utilize the Occupational Data Comparison feature. This feature provides the convenience of selecting various occupations of interest and comparing wages, requirements and projections all on the same page.
- A Detailed Sector Analysis report may also be accessed at: [www.workforce-connnection.com](http://www.workforce-connnection.com) by clicking on Business Services.

# Acknowledgements

The Fresno County Workforce Investment Board would like to thank all of the individuals who assisted with the preparation of the 2006 Fresno County Employment Study Survey and a special thank you to the 600 plus employers throughout the County who gave their valuable time and knowledge to provide the data used for this report.

We look forward to the community's participation in our 2007 Fresno County Employment Survey.



### **Workforce Connection One-Stop Center Locations**

Manchester Center Mall  
3302 N. Blackstone Ave., Suite 155  
Fresno, CA 93726  
Telephone: (559) 230-3600

Executive Plaza – Downtown Fresno  
1900 Mariposa Mall, Suite 130  
Fresno, CA 93721  
Telephone: (559) 499-3709

Mendota  
720 Oller Street  
Mendota, CA 93640  
Telephone: (559) 655-3711

Reedley  
1680 E. Manning Ave.  
Reedley, CA 93654  
Telephone: (559) 637-2444

Coalinga  
311 Coalinga Plaza  
Coalinga, CA 93210  
Telephone: (559) 935-9293

Kerman  
Satellite Resource Center  
15180 W. Whitesbridge Road  
Kerman, CA 93620  
Telephone: (559) 842-7707

