

# The 2007 Fresno County Employment Study





# Message from the FCWIB Executive Director

Having access to the most current business data is essential in the arena of workforce development. The policies implemented by our Board rely on an accurate and current assessment of the human capital needs of our employers. Imagine if your personal physician tried to offer you a diagnosis solely on data collected from a doctor's visit two or three years ago! This report on the 2007 Fresno County Employment Study offers such "current" information.

Our analysis was conducted using the same categories that were used in the 2006 study. These include labor force requirements (such as criminal screening and drug testing), wage rates and hiring projections for the future.

In reviewing the Report you will note significant changes from data in 2006, these being driven by two significant local economic impacts over the last year – the Agricultural Freeze and the decline in New Housing Construction.

**Nonetheless, the 2007 results are just as revealing as those from 2006. Employers project a need for 8,000 new employees in 2009! And 13,605 new employees through 2011!**

The message from businesses in Fresno County is loud and clear – they need a more qualified workforce.

At the FCWIB, we are committed to use this data in constructing specific regional strategies to reduce the workforce shortages and assist both employers and job seekers. Additionally, this data will serve as a catalyst from which quality training programs can be developed to prepare a qualified workforce to meet the future needs of businesses.

Blake Konczal

*Executive Director*



# Executive Summary



... Over 1,000 Fresno County employers completed the survey process...

The 2007 Fresno County Employment Study was conducted to determine current and future employer needs in the community. In order to determine year-to-year employment trends, 75% of the same employers interviewed for the previous years' study were surveyed again over a four-month period. A total of 1,004 Fresno County employers participated in the survey, and indicated there are approximately 2,461 currently vacant positions.

In terms of data collection, the total number of occupations and industries differed from 2006 to 2007. For example, in 2006, data was collected for 346 different occupations across *six* industries compared to 193 different occupations across *seven* industries for 2007. The region's economic potential and job growth within the seven industries has remained constant in the following high-growth, high-wage industries indicated below:

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

A random sampling technique was used to select small (0-9 employees) medium (10-50 employees) and large (51+ employees) employers from each of the seven sectors. The sample size represents approximately 38% 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 four-month period, a total of 2,175 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. A total of 1,004 surveys were completed in which 388 occupations were identified (some of which are in multiple sectors).



Although there were significant differences from year to year, both studies revealed eye opening information as follows:

#### **Automotive Technology**

- Three-year demand is up 15% from last years' survey indicating an additional job demand of 2,063 workers over the next three years.

#### **Construction/Trades**

- Three-year demand is down significantly, specifically in those occupations associated with home building – Carpenters, Cement Masons, Roofers, Brick Masons and Construction General Labor. Some occupations that maintained the same or higher demand in Trades include: Electricians, Heating/Air Conditioning Mechanics, and Construction Equipment Operators. This industry is anticipating a need for an additional 1,205 workers in the next three years.

#### **Information Technology**

- Three-year demand is up 40% from the 2006 survey for an additional job demand of 550 workers during the next three years. Specifically there is a significant increase in demand for Computer Programmers.

#### **Logistics and Distribution**

- Three-year demand is down significantly. Anticipated decreases in occupations such as Dispatchers, Industrial Tractor Operators, Packaging, Planning/Expediting Clerks, and Truck Drivers. This industry is anticipating a need for an additional 885 workers in the next three years.

#### **Manufacturing and Agri-Business**

- In the 2006 Employment Study these two industries were combined. Overall this industry survey indicates a reduction in the three-year employment demand compared to last years' survey. This industry is anticipating a need for an additional 6,106 workers within the next three years.





Go green! Renewable Energy is the wave of the future!

#### Renewable Energy

- This is a new industry cluster study. At this time it is not known if substantial job demand or growth will occur locally for this industry based on employers that were surveyed.

#### Healthcare

- Future one and three year occupational specific data availability was limited and not provided consistently this year. However, according to the data that was received, this industry is anticipating a need for an additional 2,794 workers over the next three years. There are increases in many occupations compared to last year's survey that include: Nursing Aides and Orderlies, Occupational Therapists and Assistants, Physical Therapy Assistants, Physicians and Surgeons, Psychiatric Technicians, Nurses, Recreational Therapists, and Speech Language Pathologists.

# Guide to Reading the Occupational Data Charts

*Total number of Employers = 1,004*

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 2009 (based on projected population of Fresno County)*
4. Projected Number of Positions – Yr. 3  
*Projected number of positions needed in 2011 (based on projected population of Fresno County)*
5. Drug Testing Required  
*Percentage of employers requiring test as a condition of employment*
6. Background Check Required  
*Percentage of employers requiring 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*



The image shows a portion of a data chart with the following visible text:

Occupation	Current No. Positions	Projected No. Positions (2009)	Projected No. Positions (2011)	Drug Test	Background Check	Physical Exam	High School Diploma	Certification	Salary
Accountants	4	11	11	11	11	11	11	11	11
Accountants and Auditors	5	11	11	11	11	11	11	11	11
Administrative Services Managers	1	1	1	1	1	1	1	1	1



Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	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	0	3	18	73%	75%	34%	6%	74%	5%	\$14.55	\$20.34	\$22.64
Administrative Services Managers	0	0	2	42%	66%	48%	12%	81%	1%	\$18.88	\$21.95	\$27.50
Agents and Business Managers of Artists, Performers, and Athletes	0	0	1	50%	0%	100%	0%	100%	0%	\$14.00		\$22.50
Agricultural Equipment Operators	2	0	0	50%	17%	33%	0%	0%	0%	\$8.92		\$11.58
Assemblers and Fabricators, All Other	1	33	8	38%	38%	13%	0%	63%	0%	\$11.14		\$15.00
Auditors	0	0	2	100%	0%	0%	0%	100%	0%			
Automotive Body and Related Repairers	4	73	105	28%	41%	74%	5%	26%	44%	\$11.40	\$16.75	\$21.40
Automotive Master Mechanics	8	32	31	69%	57%	44%	8%	56%	13%	\$12.43	\$15.11	\$18.71
Automotive Service Technicians and Mechanics	21	185	290	68%	46%	82%	13%	32%	41%	\$12.15	\$14.38	\$23.22
Automotive Specialty Technicians	8	129	222	67%	33%	71%	13%	20%	18%	\$8.62	\$12.38	\$15.19
Baggage Porters and Bellhops	7	14	24	46%	21%	96%	8%	21%	0%	\$8.40	\$11.50	\$12.68
Bartenders	1	4	6	0%	0%	0%	0%	0%	0%			\$10.00
Bill and Account Collectors	1	5	14	61%	59%	7%	0%	50%	0%	\$11.80	\$13.28	\$16.53
Billing, Cost, and Rate Clerks	0	2	7	68%	46%	11%	4%	84%	0%	\$11.36		\$15.39
Billing, Posting, and Calculating Machine Operators	2	4	12	100%	100%	0%	0%	100%	0%			
Bookkeeping, Accounting, and Auditing Clerks	4	21	23	47%	37%	43%	17%	54%	17%	\$15.52	\$19.37	\$23.28
Brickmasons and Blockmasons	0	19	41	17%	17%	83%	33%	33%	0%	\$13.10	\$18.33	\$24.80
Bus and Truck Mechanics and Diesel Engine Specialists	6	29	43	100%	71%	86%	57%	57%	71%	\$16.71		\$28.29
Cardiovascular Technologists and Technicians	1	0	0	100%	100%	100%	100%	100%	100%			
Carpenters	2	7	11	44%	22%	44%	0%	22%	0%	\$17.05	\$18.33	\$23.35
Cashiers	16	63	102	88%	80%	19%	2%	86%	0%	\$8.01	\$9.15	\$11.83
Cement Masons and Concrete Finishers	0	7	7	58%	33%	58%	42%	8%	8%	\$14.56	\$18.17	\$23.67
Cleaners of Vehicles and Equipment	13	97	145	27%	13%	36%	52%	62%	54%	\$8.23	\$15.00	\$16.83
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	0	0	1	88%	13%	25%	25%	63%	0%	\$10.08		\$17.00

Due to the slump in homebuilding the demand for various Construction/Trades occupations has declined.



Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	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)
Combined Food Preparation and Serving Workers, Including Fast Food	5	11	15	0%	0%	0%	0%	0%	0%	\$8.00		\$10.00
Commercial and Industrial Designers	0	2	0	83%	50%	17%	0%	17%	0%	\$16.00		\$23.00
Computer and Information Systems Managers	0	0	4	73%	58%	47%	14%	84%	3%	\$29.80	\$37.79	\$40.10
Computer Operators	1	7	11	33%	33%	0%	0%	33%	0%	\$16.33	\$22.50	\$23.33
Computer Programmers	5	228	298	64%	21%	0%	0%	74%	20%	\$18.32	\$29.05	\$30.00
Computer Security Specialists	0	4	7	80%	80%	20%	0%	60%	0%	\$19.00	\$28.50	\$31.25
Computer Software Engineers, Applications	2	24	31	50%	67%	17%	0%	67%	33%	\$15.80	\$26.33	\$28.20
Computer Software Engineers, Systems Software	0	11	16	50%	50%	50%	50%	50%	0%	\$21.50	\$25.00	\$32.00
Computer Specialists, All Other	0	0	11	45%	100%	9%	0%	91%	0%	\$21.18	\$31.43	\$31.45
Computer Support Specialists	3	48	78	66%	90%	42%	26%	57%	32%	\$15.18	\$19.94	\$23.89
Computer Systems Analysts	1	23	40	29%	29%	58%	8%	83%	8%	\$14.06		\$25.79
Construction Carpenters	27	19	56	64%	64%	25%	36%	64%	11%	\$15.81	\$18.10	\$24.04
Construction Laborers	6	19	30	30%	15%	25%	9%	66%	3%	\$9.87	\$12.58	\$14.08
Construction Managers	0	0	7	64%	18%	55%	9%	100%	27%	\$17.55	\$21.65	\$38.03
Cooks, Restaurant	1	2	2	0%	0%	0%	0%	0%	0%	\$10.00		\$13.00
Cost Estimators	0	6	22	64%	55%	70%	3%	60%	6%	\$16.02	\$21.12	\$26.09
Counter and Rental Clerks	0	7	9	50%	50%	50%	25%	75%	0%	\$8.81		\$12.07
Customer Service Representatives	13	39	84	72%	62%	41%	9%	70%	6%	\$10.97	\$11.95	\$15.07
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2	5	5	20%	40%	40%	0%	40%	0%	\$9.65		\$15.75
Dental Assistants	0	0	4	21%	13%	4%	13%	83%	75%	\$10.41	\$12.06	\$14.87
Diagnostic Medical Sonographers	3	0	0	50%	50%	100%	50%	100%	100%		\$26.00	
Dietetic Technicians	1	0	0	100%	88%	13%	0%	25%	13%	\$9.14		\$11.00
Dietitians and Nutritionists	23	10	14	93%	93%	36%	50%	79%	64%	\$16.57		\$22.43
Dispatchers, Except Police, Fire, and Ambulance	0	0	5	72%	37%	58%	13%	75%	1%	\$11.00	\$15.85	\$16.83



Within the next three years, Fresno County will need over 600 Automotive Technology employees.



Agriculture is vital to the economic vitality of the San Joaquin Valley.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	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>Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic</b>	2	9	4	83%	83%	83%	67%	25%	0%	\$13.50	\$17.25	\$26.58
<b>Driver/Sales Workers</b>	0	0	5	83%	83%	100%	67%	100%	50%	\$10.42	\$11.75	\$14.67
<b>Educational, Vocational, and School Counselors</b>	2	0	0	100%	100%	50%	50%	100%	50%	\$9.00		\$12.00
<b>Electricians</b>	2	81	168	83%	51%	42%	28%	76%	30%	\$15.30	\$19.20	\$27.15
<b>Electronic Equipment Installers and Repairers, Motor Vehicles</b>	0	6	8	0%	0%	0%	0%	100%	100%	\$9.50	\$10.00	\$11.00
<b>Electronics Engineering Technicians</b>	11	44	89	80%	44%	31%	7%	63%	4%	\$20.67	\$23.00	\$24.87
<b>Emergency Management Specialists</b>	1	0	0	100%	100%	100%	100%	100%	100%			
<b>Employment, Recruitment, and Placement Specialists</b>	1	4	4	100%	100%	100%	0%	100%	0%	\$13.00		\$17.00
<b>Executive Secretaries and Administrative Assistants</b>	0	0	2	45%	53%	25%	1%	86%	0%	\$13.54	\$15.50	\$18.82
<b>Family and General Practitioners</b>	1	0	0	100%	100%	50%	50%	100%	100%			
<b>Farm Labor Contractors</b>	40	0	0	0%	0%	0%	0%	0%	0%	\$10.00		\$10.00
<b>Farm, Ranch, and Other Agricultural Managers</b>	0	2	4	25%	25%	0%	0%	25%	0%	\$8.94	\$12.00	\$13.33
<b>Farmers and Ranchers</b>	0	2	11	33%	0%	67%	0%	0%	0%	\$7.92	\$8.33	\$8.92
<b>Farmworkers and Laborers, Crop, Nursery, and Greenhouse</b>	72	193	280	61%	13%	9%	0%	4%	0%	\$8.23		\$11.33
<b>Farmworkers, Farm and Ranch Animals</b>	110	235	374	33%	33%	0%	0%	33%	0%	\$7.75	\$9.00	\$10.00
<b>File Clerks</b>	0	2	0	100%	50%	28%	11%	100%	0%	\$10.25		\$13.75
<b>Financial Managers</b>	6	59	95	87%	72%	27%	7%	87%	0%	\$23.44	\$24.47	\$32.49
<b>First-Line Supervisors and Manager/Supervisors - Fishery Workers</b>	0	0	4	0%	0%	0%	0%	0%	0%	\$10.00		\$12.00
<b>First-Line Supervisors and Manager/Supervisors- Construction Trades Workers</b>	0	6	7	54%	34%	37%	9%	57%	6%	\$19.86	\$24.38	\$28.68
<b>First-Line Supervisors, Customer Service</b>	4	41	83	97%	86%	45%	17%	33%	31%	\$12.46		\$19.62
<b>First-Line Supervisors/Managers of Agricultural Crop and Horticultural Workers</b>	6	21	40	55%	12%	10%	2%	38%	0%	\$10.35		\$12.13

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	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)
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1	4	17	84%	77%	52%	23%	83%	20%	\$21.77	\$25.45	\$28.24
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	1	0	6	74%	62%	50%	41%	55%	2%	\$13.95	\$20.00	\$20.19
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	1	2	9	63%	51%	47%	4%	84%	8%	\$16.00		\$22.61
First-Line Supervisors/Managers of Office and Administrative Support Workers	1	8	15	59%	45%	30%	11%	68%	4%	\$16.43	\$18.98	\$23.67
First-Line Supervisors/Managers of Production and Operating Workers	12	19	35	65%	56%	6%	22%	44%	0%	\$15.99	\$21.03	\$24.12
Floor Layers, Except Carpet, Wood, and Hard Tiles	0	10	47	20%	20%	40%	40%	20%	20%	\$9.50	\$12.00	\$16.33
Freight, Stock, and Material Movers, Hand	0	59	117	100%	100%	100%	50%	0%	50%	\$12.00		\$18.00
General and Operations Managers	4	23	72	75%	64%	45%	17%	71%	7%	\$21.94	\$27.43	\$32.03
General Farmworkers	17	67	105	18%	10%	9%	5%	0%	0%	\$13.77	\$20.81	\$23.12
Glaziers	0	0	11	100%	0%	100%	100%	0%	0%	\$12.00	\$14.00	\$17.00
Grader, Bulldozer, and Scraper Operators	0	0	7	100%	100%	100%	100%	100%	100%	\$15.00	\$20.00	\$25.00
Graders and Sorters, Agricultural Products	100	149	128	42%	0%	0%	0%	0%	0%	\$8.35		\$10.21
Healthcare Support Workers, All Other	3	10	10	88%	100%	25%	38%	25%	50%	\$8.29	\$8.78	\$9.98
Heating and Air Conditioning Mechanics	0	5	0	67%	0%	100%	0%	33%	0%	\$13.77		\$23.50
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	7	170	207	25%	0%	63%	38%	25%	50%	\$10.43	\$15.33	\$20.80
Helpers, Construction Trades, All Other	0	0	7	55%	36%	45%	9%	45%	0%	\$10.30	\$12.67	\$18.67
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	0	11	22	20%	40%	60%	40%	40%	0%	\$10.70	\$15.00	\$19.40



Positions such as Superintendents, Managers and Supervisors are available across all industries.



Warehousing and distribution of products are important to meet consumer demand.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	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--Electricians	2	10	7	83%	17%	100%	83%	0%	0%	\$9.38	\$12.00	\$13.67
Helpers--Extraction Workers	0	5	0	100%	100%	100%	100%	0%	0%	\$9.00		\$10.00
Helpers--Installation, Maintenance, and Repair Workers	0	3	0	67%	50%	33%	83%	50%	17%	\$13.23	\$14.99	\$17.95
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	0	19	37	43%	14%	57%	14%	29%	0%	\$12.50	\$16.00	\$16.40
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	0	7	15	43%	14%	86%	0%	14%	0%	\$8.93	\$12.50	\$12.60
Helpers--Production Workers	3	4	58	70%	32%	33%	7%	60%	2%	\$12.11	\$12.50	\$15.31
Helpers--Roofers	2	12	20	100%	50%	100%	0%	0%	0%	\$11.25		\$12.03
Home Health Aides	5	0	0	83%	83%	33%	33%	17%	33%	\$9.00	\$10.75	\$12.31
Housekeeping Supervisors	2	0	0	82%	82%	0%	27%	9%	36%	\$8.75	\$9.29	\$10.54
Human Resources Assistants, Except Payroll and Timekeeping	0	2	4	90%	75%	11%	7%	89%	0%	\$11.64		\$16.16
Human Resources Managers	0	0	9	89%	72%	40%	9%	82%	2%	\$18.50	\$23.58	\$27.92
Industrial Machinery Mechanics	3	0	6	67%	67%	61%	22%	44%	22%	\$13.56	\$20.00	\$24.00
Industrial Production Managers	1	2	2	100%	50%	25%	0%	100%	0%	\$11.00		\$14.50
Industrial Truck and Tractor Operators	0	4	12	50%	18%	11%	0%	31%	51%	\$9.39	\$12.50	\$13.39
Information and Record Clerks, All Other	2	9	25	48%	29%	79%	8%	38%	0%	\$9.43	\$13.46	\$16.67
Installation, Maintenance, and Repair Workers, All Other	2	6	18	60%	13%	87%	53%	20%	7%	\$8.78	\$12.00	\$14.30
Insulation Workers, Floor, Ceiling, and Wall	0	7	7	50%	0%	50%	0%	50%	0%	\$11.50		\$16.50
Laborers and Freight, Stock, and Material Movers, Hand	0	6	3	64%	7%	7%	14%	14%	0%	\$8.25		\$10.33
Landscaping and Groundskeeping Workers	1	2	11	73%	57%	78%	24%	43%	0%	\$9.43	\$11.08	\$14.45
License Clerks	0	1	1	100%	100%	100%	0%	100%	0%	\$10.00		\$17.00
Licensed Practical and Licensed Vocational Nurses	75	281	320	76%	87%	24%	45%	92%	84%	\$15.35	\$18.96	\$22.69
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	0	23	47	100%	100%	0%	0%	100%	0%	\$7.50		

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Machinists	6	18	16	81%	32%	31%	3%	42%	6%	\$11.90	\$18.06	\$21.32
Maids and Housekeeping Cleaners	2	0	0	45%	36%	0%	14%	5%	0%	\$8.36	\$8.92	\$10.06
Maintenance and Repair Workers, General	25	57	119	70%	48%	39%	22%	47%	6%	\$11.47	\$13.41	\$16.10
Maintenance Workers, Machinery	6	23	27	81%	69%	46%	11%	82%	0%	\$12.42	\$13.58	\$16.67
Management Analysts	0	4	2	58%	75%	50%	33%	83%	8%	\$16.02		\$21.23
Material Moving Workers, All Other	0	9	15	83%	33%	83%	50%	0%	0%	\$7.50	\$12.00	
Meat, Poultry, and Fish Cutters and Trimmers	0	0	267	100%	100%	0%	50%	75%	0%	\$8.88	\$12.25	\$12.25
Mechanical Engineers	1	0	0	94%	44%	38%	38%	81%	44%	\$22.42	\$32.50	\$39.22
Medical and Clinical Laboratory Technologists	4	0	0	100%	100%	60%	40%	60%	60%	\$23.00	\$27.50	\$35.30
Medical and Health Services Managers	24	0	0	90%	80%	10%	20%	70%	30%	\$25.00	\$31.92	\$38.86
Medical and Public Health Social Workers	1	0	0	100%	100%	17%	33%	83%	33%	\$22.37	\$27.33	\$34.17
Medical Assistants	2	12	20	37%	50%	13%	5%	82%	55%	\$9.71	\$11.23	\$13.55
Medical Records and Health Information Technicians	1	33	33	67%	75%	13%	13%	75%	17%	\$10.85		\$14.00
Mental Health and Substance Abuse Social Workers	1	0	0	100%	100%	50%	25%	50%	50%	\$18.12		\$25.51
Metal Fabricators, Structural Metal Products	1	5	8	100%	50%	0%	0%	100%	0%	\$9.50		\$14.00
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	0	0	107	100%	100%	0%	0%	100%	0%	\$8.00		\$10.00
Millwrights	4	4	7	100%	100%	0%	0%	50%	0%	\$10.50	\$15.00	\$17.50
Mobile Heavy Equipment Mechanics, Except Engines	0	0	4	100%	75%	17%	50%	83%	50%	\$14.50	\$18.00	\$20.63
Network and Computer Systems Administrators	3	38	44	71%	63%	4%	0%	63%	0%	\$19.64	\$26.40	\$29.50
Network Systems and Data Communications Analysts	1	0	0	75%	75%	25%	25%	100%	25%	\$25.00	\$30.00	\$35.00
Numerical Control Machine Tool Operators and Tenders, Metal and Plastic	1	0	0	50%	75%	25%	0%	50%	0%	\$10.25		\$12.00



The Healthcare industry will need nearly 2,800 workers over the next three years.



HVAC Mechanics and Equipment Operators are just a couple of the occupations in the Construction/ Trades industry that have remained in high demand.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	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)
Nursing Aides, Orderlies, and Attendants	500	970	1083	79%	88%	13%	25%	75%	71%	\$9.16	\$11.11	\$11.81
Occupational Health and Safety Specialists	1	0	0	63%	35%	36%	13%	78%	38%	\$23.69		\$28.50
Occupational Therapist Assistants	1	29	59	67%	100%	67%	33%	100%	67%	\$36.00		\$57.00
Occupational Therapists	5	33	47	83%	83%	67%	50%	83%	67%	\$11.50		\$14.00
Office Clerks, General	20	125	236	59%	47%	25%	4%	59%	1%	\$10.18	\$12.27	\$14.17
Operating Engineers and Other Construction Equipment Operators	0	158	158	78%	67%	28%	28%	61%	17%	\$13.63		\$17.83
Packers and Packagers, Hand	21	55	63	42%	27%	30%	13%	30%	1%	\$8.54	\$8.88	\$11.70
Painters, Construction and Maintenance	0	4	7	70%	70%	20%	20%	80%	0%	\$11.19	\$15.50	\$18.33
Painters, Transportation Equipment	3	35	56	31%	34%	75%	3%	16%	47%	\$11.48	\$12.92	\$20.50
Parts Salespersons	19	89	158	53%	50%	71%	6%	72%	2%	\$8.82	\$15.35	\$16.47
Payroll and Timekeeping Clerks	1	0	4	65%	35%	9%	6%	72%	0%	\$10.79	\$14.08	\$15.16
Personal and Home Care Aides	12	0	0	33%	100%	33%	44%	33%	78%	\$7.75	\$8.69	\$9.25
Pharmacists	8	10	10	100%	100%	60%	40%	80%	60%	\$47.00	\$52.33	\$59.47
Physical Therapist Assistants	0	14	47	50%	50%	25%	25%	100%	100%	\$9.00	\$11.00	\$12.67
Physical Therapists	7	23	41	70%	70%	40%	40%	70%	80%	\$18.85	\$22.50	\$30.38
Physician Assistants	5	0	10	50%	50%	50%	25%	100%	75%	\$15.70	\$23.39	\$29.16
Physicians and Surgeons, All Other	9	29	88	50%	70%	50%	50%	90%	90%	\$28.00		\$52.00
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	1	2	13	38%	25%	25%	13%	25%	13%	\$9.63		\$14.75
Plumbers	0	30	52	92%	45%	53%	6%	90%	35%	\$13.64	\$17.75	\$23.29
Power Plant Operators	0	9	20	100%	0%	0%	25%	100%	0%	\$14.00		\$23.00
Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers	0	13	19	83%	29%	13%	4%	38%	0%	\$17.60		\$21.14
Production Laborers	512	1662	3946	50%	27%	32%	14%	33%	0%	\$8.54		\$11.50
Production Workers, All Other	3	42	83	67%	33%	0%	33%	33%	0%	\$11.00	\$17.00	\$18.50
Psychiatric Technicians	66	386	386	100%	100%	0%	0%	100%	0%	\$12.00	\$14.00	\$16.00

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	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)
Pump Operators, Except Wellhead Pumpers	0	0	4	0%	0%	0%	0%	0%	0%	\$9.00	\$11.00	\$15.00
Purchasing Agents and Buyers, Farm Products	0	0	2	100%	100%	67%	0%	67%	33%	\$13.00		\$18.00
Purchasing Agents, Except Wholesale, Retail, and Farm Products	0	2	7	79%	67%	48%	13%	71%	13%	\$14.00	\$20.00	\$20.69
Purchasing Managers	3	4	6	97%	63%	43%	23%	97%	20%	\$18.70		\$27.78
Radiologic Technicians	10	0	0	75%	75%	25%	25%	88%	50%	\$16.85	\$21.58	\$27.20
Receptionists and Information Clerks	5	9	20	76%	48%	21%	4%	55%	1%	\$8.65	\$10.43	\$11.81
Recreation Workers	1	15	29	80%	80%	0%	20%	60%	10%	\$7.75	\$8.43	\$9.69
Recreational Therapists	0	27	33	67%	89%	22%	56%	78%	22%	\$10.73	\$14.37	\$18.37
Refrigeration Mechanics	4	0	0	0%	0%	0%	0%	0%	0%	\$8.50		
Refuse and Recyclable Material Collectors	1	9	15	80%	60%	20%	0%	60%	0%	\$10.25		\$14.00
Registered Nurses	283	379	418	86%	89%	28%	44%	86%	81%	\$23.35	\$29.39	\$33.74
Respiratory Therapists	0	4	4	67%	67%	33%	33%	33%	33%	\$15.50	\$20.00	\$34.21
Roofers	7	19	41	43%	0%	29%	14%	43%	0%	\$14.75		\$19.33
Sales Managers	0	41	73	48%	30%	51%	15%	46%	9%	\$23.26	\$38.32	\$53.93
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	51	266	456	79%	62%	68%	18%	53%	10%	\$17.70		\$24.98
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	0	5	9	75%	67%	71%	8%	85%	2%	\$12.94		\$19.87
Secretaries, Except Legal, Medical, and Executive	0	2	4	59%	32%	27%	1%	80%	1%	\$11.60		\$16.97
Security Guards	0	7	7	88%	75%	50%	25%	25%	0%	\$11.10		\$13.34
Sewing Machine Operators	2	0	0	50%	67%	33%	0%	83%	17%	\$7.75	\$8.56	\$10.67
Sheet Metal Workers	0	4	4	100%	33%	67%	33%	100%	0%	\$12.50	\$12.50	\$19.50
Shipping, Receiving, and Traffic Clerks	5	26	52	73%	49%	42%	8%	40%	10%	\$9.79		\$13.24
Social and Human Service Assistants	0	37	45	78%	78%	11%	33%	44%	33%	\$15.59	\$19.93	\$24.24



Over the next three years Computer Programmers will be in high demand in the Information Technology industry.



Quality training will help develop a qualified workforce for Fresno County.

Occupation	Current Number of Positions Needed	Projected Number of Positions - Yr. 1 (based on the sample size surveyed in each industry)	Projected Number of Positions - Yr. 3 (based on the sample size surveyed in each industry)	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)
Speech-Language Pathologists	3	33	47	100%	100%	100%	67%	100%	100%			
Stock Clerks- Stockroom, Warehouse, or Storage Yard	17	43	80	68%	51%	38%	26%	30%	11%	\$9.19	\$11.28	\$13.06
Stock Clerks, Sales Floor	0	1	0	33%	0%	0%	0%	33%	0%	\$8.13		\$10.00
Structural Iron and Steel Workers	0	0	7	100%	100%	0%	0%	0%	0%	\$17.00	\$21.00	\$26.00
Structural Metal Fabricators and Fitters	0	0	8	70%	0%	0%	0%	80%	20%	\$10.60		\$16.00
Surgeons	2	0	0	100%	100%	100%	100%	100%	100%			
Surgical Technologists	1	0	0	75%	75%	25%	25%	50%	50%	\$12.51		\$17.00
Telecommunications Equipment Installers and Repairers, Except Line Installers	0	16	16	50%	0%	100%	0%	100%	100%	\$13.00	\$17.00	\$26.00
Tractor-Trailer Truck Drivers	1	26	46	82%	73%	73%	11%	29%	38%	\$12.27		\$18.34
Training and Development Managers	1	0	0	100%	100%	50%	50%	50%	50%			
Travel Agents	0	0	3	0%	0%	0%	0%	100%	0%	\$8.00	\$10.00	\$12.00
Treasurers, Controllers, and Chief Financial Officers	0	0	1	85%	68%	28%	15%	91%	5%	\$25.95	\$30.72	\$43.73
Truck Drivers, Heavy	8	34	63	76%	44%	61%	39%	61%	66%	\$10.92		\$14.98
Truck Drivers, Heavy and Tractor-Trailer	34	178	256	87%	63%	83%	31%	36%	60%	\$12.60	\$14.69	\$17.90
Truck Drivers, Light or Delivery Services	13	54	120	79%	63%	71%	17%	34%	17%	\$11.07		\$16.32
Welder-Fitters	3	3	7	50%	4%	29%	13%	42%	25%	\$12.00		\$18.40
Welders, Production	1	5	0	80%	60%	20%	0%	40%	30%	\$9.53	\$11.00	\$16.33
Well and Core Drill Operators	0	0	4	0%	0%	33%	33%	67%	0%	\$9.50	\$10.00	\$14.00



# Next Steps

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

1. Continue to promote high-growth, high-wage occupations to job seekers; and,
2. To work with local training providers to create needed and/or increased capacity of training in critical occupations.



# Conclusion



Significant local economic changes occurred in Fresno County over this two-year survey period. These changes involved the: 1) Agricultural Freeze, and 2) New Housing Construction decline.

Due to these changes in our local economy there were significant shifts in occupational demand in Fresno County for either current or future employment demand. Upon evaluation of the employment data, it appears there is a significant correlation between the freeze/housing market decline and a decrease in the following occupations:

- 1) Truck Driving
  - 2) A majority of Logistics Occupations
  - 3) A majority of Manufacturing and Agriculture Occupations
  - 4) The majority of Construction Occupations associated with new home construction
- 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.

# Acknowledgements

The Fresno County Workforce Investment Board would like to thank all of the individuals who participated in the 2007 Fresno County Employment Survey Study Report and a special thank you to the 1,004 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 2008 Fresno County Employment Survey Study.



### **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

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

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

Firebaugh  
1511 9th Street  
Firebaugh, CA 93622  
Telephone: 1-866-454-5020

