



Resilient Jobs

November 2020
South Central Coast Region

San Luis Obispo County, Santa Barbara County, Ventura County, Northern Los Angeles

In response to the current COVID-19 crisis, the South Central Coast Center of Excellence for Labor Market Research (COE) analyzed online job postings between March and August 2020 to determine which occupations can be considered pandemic-resilient. This list of occupations was then compared to the top middle-skill jobs in the region from the full year prior to the pandemic (2019).

The South Central Coast COE encourages stakeholders to use this study as a resource for meaningful and engaging discussions. This labor market information is intended to help regional community colleges with program development and strategic planning as they assess priorities during this difficult time.

Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research, COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

FINDINGS

- **Pandemic-Resilient Jobs:** The South Central Coast COE reviewed more than 86,000 online job postings between March and August 2020 to identify the top 50 jobs in the region each month. During this period 77 occupations from the SOC system made the monthly top 50 jobs list at least once.
Exhibit 1: Pandemic-Resilient Jobs
- **Top Middle-Skill Jobs:** Over the full year prior to the pandemic (2019) the South Central Coast COE identified 143 top middle-skill jobs in the region.
Exhibit 2: Top Middle-Skill Jobs
- **Pandemic-Resilient Top Middle-Skill Jobs:** Of the 77 pandemic-resilient jobs, 40% (30) were identified as middle-skill. All 30 of these middle-skill jobs were also top middle-skill jobs in the region the year prior to the pandemic (2019). Of the 143 top middle-skill jobs identified the year prior to the pandemic, 21% were identified as pandemic-resilient.
Exhibit 3: Pandemic-Resilient Top Middle-Skill Jobs
- For the South Central Coast Community Colleges, the Center of Excellence recommends prioritizing programs that train for occupations which are pandemic-resilient and middle-skill jobs.
Exhibit 4: Additional Data on Pandemic-Resilient Top Middle-Skill Jobs

Pandemic-Resilient Jobs

For the purpose of this study, pandemic-resilient jobs are defined as *jobs with the greatest number of online job postings per month* between March 1 and August 31, 2020. The South Central Coast COE reviewed more than 86,000 online job postings during this period to identify the top 50 jobs each month in the South Central Coast Region. Between March and August 2020, 77 occupations from the Standard Occupational Classification (SOC) system made the monthly top 50 jobs list at least once (Exhibit 1). The list is organized in descending order, starting with occupations that appeared in the top 50 jobs list for all six months.

Exhibit 1: Pandemic-Resilient Jobs

Sector	Occupational Title	March 2020	April 2020	May 2020	June 2020	July 2020	August 2020	# of Months in the Top 50 Jobs
Business and Entrepreneurship	Accountants and Auditors	x	x	x	x	x	x	6
Business and Entrepreneurship	Bookkeeping, Accounting, and Auditing Clerks	x	x	x	x	x	x	6
ICT & Digital Media	Computer Occupations, All Other	x	x	x	x	x	x	6
ICT & Digital Media	Computer User Support Specialists	x	x	x	x	x	x	6
Health	Critical Care Nurses	x	x	x	x	x	x	6
Business and Entrepreneurship	Customer Service Representatives	x	x	x	x	x	x	6
Business and Entrepreneurship	First-Line Supervisors of Office and Administrative Support Workers	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	First-Line Supervisors of Retail Sales Workers	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	Food Preparation Workers	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	General and Operations Managers	x	x	x	x	x	x	6

Sector	Occupational Title	March 2020	April 2020	May 2020	June 2020	July 2020	August 2020	# of Months in the Top 50 Jobs
Advanced Transportation	Heavy and Tractor-Trailer Truck Drivers	x	x	x	x	x	x	6
Business and Entrepreneurship	Insurance Sales Agents	x	x	x	x	x	x	6
Other	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	x	x	x	x	x	x	6
Multiple Sectors	Laborers and Freight, Stock, and Material Movers, Hand	x	x	x	x	x	x	6
Health	Licensed Practical and Licensed Vocational Nurses	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	Maids and Housekeeping Cleaners	x	x	x	x	x	x	6
Energy, Construction and Utilities	Maintenance and Repair Workers, General	x	x	x	x	x	x	6
Business and Entrepreneurship	Management Analysts	x	x	x	x		x	6
Health	Medical and Health Services Managers	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	Merchandise Displayers and Window Trimmers	x	x	x	x	x	x	6
Business and Entrepreneurship	Miscellaneous Managers	x	x	x	x	x	x	6
Health	Personal Care Aides	x	x	x	x	x	x	6
Health	Registered Nurses	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	Retail Salespersons	x	x	x	x	x	x	6
Business and Entrepreneurship	Sales Managers	x	x	x	x	x	x	6

Sector	Occupational Title	March 2020	April 2020	May 2020	June 2020	July 2020	August 2020	# of Months in the Top 50 Jobs
Multiple Sectors	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	x	x	x	x	x	x	6
Business and Entrepreneurship	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	x	x	x	x	x	x	6
Government or Public Safety	Security Guards	x	x	x	x	x	x	6
ICT & Digital Media	Software Developers, Applications	x	x	x	x	x	x	6
Health	Speech-Language Pathologists	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	Stock Clerks, Sales Floor	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	Cashiers	x		x	x	x	x	5
Multiple Sectors	Driver/Sales Workers		x	x	x	x	x	5
Business and Entrepreneurship	Marketing Managers	x	x	x	x		x	5
Health	Medical Assistants	x		x	x	x	x	5
Health	Medical Secretaries	x		x	x	x	x	5
Health	Nursing Assistants		x	x	x	x	x	5
Business and Entrepreneurship	Office Clerks, General	x		x	x	x	x	5
Retail, Hospitality, and Tourism	Waiters and Waitresses	x		x	x	x	x	5
Retail, Hospitality, and Tourism	Food Service Managers	x	x	x	x			4

Sector	Occupational Title	March 2020	April 2020	May 2020	June 2020	July 2020	August 2020	# of Months in the Top 50 Jobs
Retail, Hospitality, and Tourism	Hotel, Motel and Resort Desk Clerks			x	x	x	x	4
Advanced Transportation	Light Truck or Delivery Services Drivers			x	x	x	x	4
Advanced Manufacturing	Production Workers, All Other		x	x	x		x	4
Advanced Transportation	Automotive Service Technicians and Mechanics			x	x		x	3
Business and Entrepreneurship	Financial Managers	x	x		x			3
Retail, Hospitality, and Tourism	First-Line Supervisors of Food Preparation and Serving Workers	x			x	x		3
Health	Health Technologists and Technicians, All Other	x	x			x		3
Business and Entrepreneurship	Human Resources Specialists	x				x	x	3
Life Sciences and Biotechnology	Inspectors, Testers, Sorters, Samplers, and Weighers	x	x	x				3
Business and Entrepreneurship	Loan Officers		x	x			x	3
Advanced Manufacturing	Mechanical Engineers	x	x		x			3
Health	Medical and Clinical Laboratory Technicians		x			x	x	3
Education and Human Development	Middle School Teachers, Except Special and Career/Technical Education		x	x		x		3
ICT & Digital Media	Computer Systems Analysts	x	x					2
Retail, Hospitality, and Tourism	Cooks, Restaurant				x	x		2

Sector	Occupational Title	March 2020	April 2020	May 2020	June 2020	July 2020	August 2020	# of Months in the Top 50 Jobs
Health	Medical Scientists, Except Epidemiologists		x				x	2
Agriculture, Water and Environmental Technologies	Nonfarm Animal Caretakers			x			x	2
Advanced Transportation	Shipping, Receiving, and Traffic Clerks					x	x	2
Retail, Hospitality, and Tourism	Bartenders				x			1
Advanced Manufacturing	Civil Engineers		x					1
Business and Entrepreneurship	Financial Analysts and Advisors		x					1
Advanced Transportation	First-Line Supervisors of Mechanics, Installers, and Repairers					x		1
Health	Healthcare Social Workers					x		1
Health	Home Health Aides					x		1
ICT & Digital Media	Information Technology Project Managers		x					1
Business and Entrepreneurship	Market Research Analysts and Marketing Specialists	x						1
Health	Medical Records and Health Information Technicians	x						1
Retail, Hospitality, and Tourism	Nannies	x						1
Business and Entrepreneurship	Personal Financial Advisors		x					1

Sector	Occupational Title	March 2020	April 2020	May 2020	June 2020	July 2020	August 2020	# of Months in the Top 50 Jobs
Health	Physical Therapist Assistants	x						1
Health	Physicians and Surgeons, All Other			x				1
Education and Human Development	Preschool Teachers, Except Special Educations						x	1
Business and Entrepreneurship	Property, Real Estate, and Community Association Managers			x				1
Health	Psychiatrists					x		1
Business and Entrepreneurship	Receptionists and Information Clerks				x			1
Health	Respiratory Therapists		x					1
ICT & Digital Media	Web Developers	x						1

Top Middle-Skill Jobs

Top middle-skill jobs are defined as jobs that have both the most labor market demand (annual job openings) and entry-level wages at or above the California Family Needs Calculator (commonly known as a “living wage”). Labor market demand for this study is determined by the number of annual job openings employers expect to fill due to job growth and employee turnover between 2018 and 2023. The California Family Needs Calculator is the hourly wage that a single adult needs to earn in order to meet basic needs in South Central Coast Region, which is currently \$15.38 per hour.¹

The Centers of Excellence for Labor Market Research (COE) identified top middle-skill jobs by analyzing occupational data derived from Emsi, a software program that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other government agencies. The COE examined more than 850 occupational codes from the Standard Occupational Classification (SOC)² system and identified approximately 300 occupational codes as middle-skill jobs.

Middle-skill jobs include:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

For this report, the COE analyzed occupations with a labor market demand of at least 15-50 annual job openings depending on sector (demand ranges sector to sector). (For comparison, the average and median demand for an occupation in South Central Coast is 307 and 63 annual job openings, respectively.)³ The number of annual job openings estimates employment change and turnover for an occupation each year between 2018 and 2023. Annual job openings include:

- **Job Growth:** An employer experiences increased demand for products and hires new employees to increase production. If job growth is zero or negative, then any and all openings are due to replacement needs.
- **Replacement Needs:** An employer hires replacement workers for employees who leave the workforce or change occupations. Replacement rates are derived from national 10-year, occupation-specific percentages published by the U.S. BLS’s Employment Projections program.

¹ Top middle-skill jobs have the most labor market demand, stable employment growth, and entry-level wages at or above the California Family Needs Calculator. The California Family Needs Calculator is the hourly wage that a single adult needs to earn to meet basic needs in Ventura County, \$15.38 per hour. selfsufficiency.org.

² SOC is a federal statistical standard used by EDD, BLS and other federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

³ Emsi. Data set 2019.3. QCEW Employees + Non-QCEW + Self-Employed. 2018-2023.

Exhibit 2: Top Middle-Skill Jobs

Industry Sector	Soc	Occupational Title	Annual Job Openings (2019)	Entry-level Hourly Earnings	Median Hourly Earnings
Business and Entrepreneurship	11-3011	Administrative Services Managers	139	\$37.02	\$49.90
Business and Entrepreneurship	41-3011	Advertising Sales Agents	74	\$16.99	\$25.52
Advanced Manufacturing	49-3011	Aircraft Mechanics and Service Technicians	57	\$22.75	\$30.03
Energy, Construction and Utilities	17-3011	Architectural and Civil Drafters	62	\$20.66	\$26.62
ICT & Digital Media	27-4011	Audio and Video Equipment Technicians	51	\$12.60	\$18.05
Advanced Transportation	49-3021	Automotive Body and Related Repairers	102	\$14.74	\$20.97
Advanced Transportation	49-3023	Automotive Service Technicians and Mechanics	457	\$14.43	\$20.54
Business and Entrepreneurship	43-3011	Bill and Account Collectors	117	\$15.77	\$20.08
Business and Entrepreneurship	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,254	\$17.57	\$22.32
Advanced Transportation	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	89	\$19.66	\$25.14
Advanced Transportation	53-3022	Bus Drivers, School or Special Client	215	\$14.55	\$17.78
Advanced Transportation	53-3021	Bus Drivers, Transit and Intercity	261	\$17.41	\$23.65
Global Trade	13-1199	Business Operations Specialists, All Other	732	\$24.18	\$34.70
Global Trade	13-1028	Buyers and Purchasing Agents	220	\$23.53	\$30.78
Advanced Transportation	53-5021	Captains, Mates, and Pilots of Water Vessels	45	\$21.65	\$29.21
Energy, Construction and Utilities	47-2031	Carpenters	860	\$16.44	\$23.89
Retail, Hospitality, and Tourism	35-1011	Chefs and Head Cooks	130	\$17.28	\$22.77
Life Sciences and Biotechnology	51-9011	Chemical Equipment Operators and Tenders	17	\$16.70	\$20.36
Life Sciences and Biotechnology	19-4031	Chemical Technicians	40	\$16.66	\$21.29
Business and Entrepreneurship	13-1031	Claims Adjusters, Examiners, and Investigators	79	\$26.90	\$35.50
Health	29-2018	Clinical Laboratory Technologists and Technicians	94	\$20.28	\$28.26
Education and Human Development	21-1099	Community and Social Specialists, All Other*	99	\$17.07	\$23.47
ICT & Digital Media	15-1143	Computer Network Architects	41	\$37.98	\$52.17
ICT & Digital Media	15-1152	Computer Network Support Specialists	81	\$26.68	\$34.19
ICT & Digital Media	15-1199	Computer Occupations, All Other	208	\$28.78	\$41.12

Industry Sector	Soc	Occupational Title	Annual Job Openings (2019)	Entry-level Hourly Earnings	Median Hourly Earnings
ICT & Digital Media	15-1211	Computer Systems Analysts	200	\$38.78	\$51.18
ICT & Digital Media	15-1151	Computer User Support Specialists	304	\$20.79	\$26.66
Advanced Manufacturing	51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	102	\$15.79	\$20.89
Energy, Construction and Utilities	47-4011	Construction and Building Inspectors	75	\$32.62	\$42.22
Energy, Construction and Utilities	11-9021	Construction Managers	240	\$20.86	\$36.67
Global Trade	13-1051	Cost Estimators	147	\$24.38	\$30.56
Government or Public Safety	27-3092	Court Reporters and Simultaneous Captioners	37	\$24.63	\$34.70
Business and Entrepreneurship	43-4051	Customer Service Representatives	1,286	\$14.41	\$17.65
Business and Entrepreneurship	43-9021	Data Entry Keyers	144	\$13.95	\$16.78
Health	31-9091	Dental Assistants	388	\$16.52	\$19.73
Health	29-2021	Dental Hygienists	119	\$42.90	\$49.61
Health	29-2051	Dietetic Technicians	46	\$13.34	\$16.15
Advanced Manufacturing	17-3023	Electrical and Electronics Engineering Technicians	109	\$25.12	\$34.32
Energy, Construction and Utilities	49-9051	Electrical Power-Line Installers and Repairers	71	\$33.75	\$45.92
Energy, Construction and Utilities	47-2111	Electricians	373	\$20.52	\$28.25
Health	29-2041	Emergency Medical Technicians and Paramedics	75	\$11.99	\$16.55
Advanced Manufacturing	17-3029	Engineering Technicians, Except Drafters, All Other	61	\$26.67	\$35.69
Agriculture, Water and Environmental Technologies	19-4091	Environmental Science and Protection Technicians, Including Health	34	\$23.80	\$28.88
Business and Entrepreneurship	43-6011	Executive Secretaries and Executive Administrative Assistants	300	\$26.48	\$32.95
Agriculture, Water and Environmental Technologies	11-9013	Farmers, Ranchers, and Other Agricultural Managers	682	\$12.12	\$22.28
Government or Public Safety	33-2011	Firefighters	167	\$28.66	\$39.01
Energy, Construction and Utilities	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	408	\$24.30	\$32.91
Agriculture, Water and Environmental Technologies	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	254	\$14.80	\$19.69
Retail, Hospitality, and Tourism	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	999	\$13.25	\$15.37

Industry Sector	Soc	Occupational Title	Annual Job Openings (2019)	Entry-level Hourly Earnings	Median Hourly Earnings
Global Trade	53-1048	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	200	\$20.25	\$27.57
Agriculture, Water and Environmental Technologies	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	146	\$14.70	\$23.00
Advanced Transportation	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	207	\$27.76	\$36.06
Retail, Hospitality, and Tourism	41-1012	First-Line Supervisors of Non-Retail Sales Workers	198	\$18.39	\$27.28
Business and Entrepreneurship	43-1011	First-Line Supervisors of Office and Administrative Support Workers	837	\$21.94	\$27.69
Retail, Hospitality, and Tourism	39-1021	First-Line Supervisors of Personal Service Workers	200	\$14.30	\$18.68
Advanced Manufacturing	51-1011	First-Line Supervisors of Production and Operating Workers	281	\$22.60	\$30.47
Retail, Hospitality, and Tourism	41-1011	First-Line Supervisors of Retail Sales Workers	983	\$14.40	\$19.14
Retail, Hospitality, and Tourism	39-9031	Fitness Trainers and Aerobics Instructors	602	\$18.69	\$25.64
Agriculture, Water and Environmental Technologies	27-1023	Floral Designers	32	\$11.70	\$15.53
Retail, Hospitality, and Tourism	11-9051	Food Service Managers	355	\$16.37	\$22.98
Agriculture, Water and Environmental Technologies	19-4093	Forest and Conservation Technicians	58	\$18.24	\$22.45
Energy, Construction and Utilities	47-2121	Glaziers	52	\$17.98	\$23.43
ICT & Digital Media	27-1024	Graphic Designers	171	\$15.91	\$23.76
Business and Entrepreneurship	39-5012	Hairdressers, Hairstylists, and Cosmetologists	555	\$11.00	\$16.42
Health	29-2099	Health Technologists and Technicians, All Other	102	\$17.56	\$20.62
Health	31-9099	Healthcare Support Workers, All Other	74	\$17.26	\$20.42
Energy, Construction and Utilities	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	215	\$16.68	\$23.22
Advanced Transportation	53-3032	Heavy and Tractor-Trailer Truck Drivers	788	\$17.39	\$22.87
Health	31-1011	Home Health Aides	339	\$11.96	\$15.28
Business and Entrepreneurship	43-4161	Human Resources Assistants, Except Payroll and Timekeeping	86	\$16.74	\$19.98
Advanced Manufacturing	49-9041	Industrial Machinery Mechanics	111	\$22.50	\$28.55
Advanced Manufacturing	11-3051	Industrial Production Managers	86	\$38.49	\$55.05

Industry Sector	Soc	Occupational Title	Annual Job Openings (2019)	Entry-level Hourly Earnings	Median Hourly Earnings
Life Sciences and Biotechnology	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	341	\$14.75	\$19.36
Business and Entrepreneurship	41-3021	Insurance Sales Agents	412	\$18.63	\$26.65
Business and Entrepreneurship	43-6012	Legal Secretaries	93	\$17.56	\$22.64
Government or Public Safety	25-4031	Library Technicians	130	\$18.91	\$21.91
Health	29-2061	Licensed Practical and Licensed Vocational Nurses	317	\$21.74	\$26.11
Life Sciences and Biotechnology	19-4099	Life, Physical, and Social Science Technicians, All Other	35	\$17.71	\$23.88
Business and Entrepreneurship	43-4131	Loan Interviewers and Clerks	99	\$19.81	\$25.18
Business and Entrepreneurship	13-2072	Loan Officers	141	\$20.76	\$27.84
Advanced Transportation	13-1081	Logisticians	147	\$33.07	\$41.66
Advanced Manufacturing	51-4041	Machinists	289	\$16.57	\$21.86
Advanced Manufacturing	49-9071	Maintenance and Repair Workers, General	835	\$14.92	\$19.57
Business and Entrepreneurship	39-5092	Manicurists and Pedicurists	181	\$12.21	\$16.21
Health	31-9011	Massage Therapists	143	\$11.96	\$19.75
Health	31-9092	Medical Assistants	710	\$14.45	\$17.25
Health	31-9093	Medical Equipment Preparers	45	\$15.33	\$21.19
Life Sciences and Biotechnology	49-9062	Medical Equipment Repairers	17	\$18.43	\$23.32
Health	29-2071	Medical Records and Health Information Technicians	86	\$16.31	\$20.59
Health	43-6013	Medical Secretaries	587	\$16.41	\$20.18
Health	31-9094	Medical Transcriptionists	58	\$11.53	\$15.94
Advanced Transportation	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	90	\$22.97	\$28.69
ICT & Digital Media	15-1142	Network and Computer Systems Administrators	104	\$31.84	\$41.11
Health	31-1014	Nursing Assistants	636	\$13.40	\$15.48
Energy, Construction and Utilities	47-2073	Operating Engineers and Other Construction Equipment Operators	238	\$26.15	\$31.54
Life Sciences and Biotechnology	51-9083	Ophthalmic Laboratory Technicians	19	\$13.10	\$17.97
Health	29-2081	Opticians, Dispensing	48	\$16.21	\$19.49
Business and Entrepreneurship	41-2022	Parts Salespersons	174	\$11.92	\$16.03
Business and Entrepreneurship	43-3051	Payroll and Timekeeping Clerks	111	\$17.45	\$21.75
Agriculture, Water and Environmental Technologies	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	31	\$11.99	\$17.90
Health	29-2052	Pharmacy Technicians	166	\$16.62	\$19.74
Health	31-9097	Phlebotomists	101	\$17.83	\$20.80
ICT & Digital Media	27-4021	Photographers	110	\$12.57	\$22.26

Industry Sector	Soc	Occupational Title	Annual Job Openings (2019)	Entry-level Hourly Earnings	Median Hourly Earnings
Health	31-2021	Physical Therapist Assistants	49	\$22.27	\$29.33
Energy, Construction and Utilities	47-2152	Plumbers, Pipefitters, and Steamfitters	429	\$19.12	\$27.11
Government or Public Safety	33-3051	Police and Sheriff's Patrol Officers	410	\$43.59	\$54.11
Education and Human Development	25-2011	Preschool Teachers, Except Special Education	360	\$13.88	\$16.26
Advanced Manufacturing	51-5112	Printing Press Operators	79	\$12.47	\$16.82
ICT & Digital Media	27-2012	Producers and Directors	64	\$20.15	\$34.56
Advanced Transportation	43-5061	Production, Planning, and Expediting Clerks	226	\$18.11	\$23.84
Business and Entrepreneurship	11-9141	Property, Real Estate, and Community Association Managers	203	\$16.32	\$25.01
Health	29-2053	Psychiatric Technicians	112	\$30.14	\$33.68
Health	29-2034	Radiologic Technologists	75	\$23.37	\$33.92
Business and Entrepreneurship	41-9021	Real Estate Brokers	95	\$19.27	\$40.68
Business and Entrepreneurship	41-9022	Real Estate Sales Agents	281	\$16.74	\$28.90
Retail, Hospitality, and Tourism	39-9032	Recreation Workers	599	\$11.58	\$16.07
Health	29-1141	Registered Nurses	960	\$38.68	\$47.51
Retail, Hospitality, and Tourism	43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	55	\$12.60	\$16.14
Health	29-1126	Respiratory Therapists	50	\$33.53	\$38.76
Business and Entrepreneurship	41-9099	Sales and Related Workers, All Other	176	\$14.88	\$19.65
Multiple Sectors	41-3099	Sales Representatives, Services, All Other	706	\$16.37	\$24.09
Multiple Sectors	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	753	\$17.49	\$25.83
Government or Public Safety	33-9098	School Bus Monitors and Protective Service Workers, All Other	382	\$13.87	\$16.70
Business and Entrepreneurship	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,622	\$16.27	\$20.06
Advanced Manufacturing	47-2211	Sheet Metal Workers	85	\$17.10	\$24.43
Business and Entrepreneurship	39-5094	Skincare Specialists	77	\$11.31	\$16.68
Health	21-1093	Social and Human Service Assistants	352	\$16.65	\$19.47
Life Sciences and Biotechnology	19-4061	Social Science Research Assistants	21	\$15.99	\$20.09
Advanced Manufacturing	47-2221	Structural Iron and Steel Workers	73	\$19.83	\$24.02

Industry Sector	Soc	Occupational Title	Annual Job Openings (2019)	Entry-level Hourly Earnings	Median Hourly Earnings
Health	29-2055	Surgical Technologists	51	\$22.69	\$27.88
Business and Entrepreneurship	13-2082	Tax Preparers	69	\$16.99	\$25.35
Education and Human Development	25-9045	Teaching Assistants, Except Postsecondary	978	\$14.89	\$17.15
ICT & Digital Media	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	131	\$21.11	\$28.07
ICT & Digital Media	49-9052	Telecommunications Line Installers and Repairers	83	\$19.19	\$27.97
Business and Entrepreneurship	43-3071	Tellers	219	\$13.83	\$15.95
Business and Entrepreneurship	13-1151	Training and Development Specialists	145	\$22.76	\$32.19
Advanced Transportation	53-6061	Transportation Attendants, Except Flight Attendants	57	\$14.71	\$17.09
Advanced Transportation	11-3071	Transportation, Storage, and Distribution Managers	71	\$36.56	\$47.76
Retail, Hospitality, and Tourism	41-3041	Travel Agents	51	\$17.35	\$22.71
Health	29-2056	Veterinary Technologists and Technicians	80	\$16.00	\$19.78
Agriculture, Water and Environmental Technologies	51-8031	Water and Wastewater Treatment Plant and System Operators	90	\$26.77	\$33.23
ICT & Digital Media	15-1134	Web Developers	92	\$16.98	\$26.08
Advanced Manufacturing	51-4121	Welders, Cutters, Solderers, and Brazers	223	\$16.12	\$19.29

Pandemic-Resilient Top Middle-Skill Jobs

Additionally, to identify which pandemic-resilient jobs are also Top Middle-Skill Jobs, the South Central Coast COE compared the 77 pandemic-resilient jobs with the list of 143 top middle-skill jobs. Exhibit 3 displays the Pandemic-Resilient Top Middle-Skill Jobs.

Exhibit 3: Pandemic-Resilient Top Middle-Skill Jobs

Sector	Occupational Title	March 2020	April 2020	May 2020	June 2020	July 2020	August 2020	# of Months in the Top 50 Jobs
Advanced Transportation	Automotive Service Technicians and Mechanics			x	x		x	3
Business and Entrepreneurship	Bookkeeping, Accounting, and Auditing Clerks	x	x	x	x	x	x	6
ICT & Digital Media	Computer Occupations, All Other	x	x	x	x	x	x	6
ICT & Digital Media	Computer Systems Analysts	x	x					2
ICT & Digital Media	Computer User Support Specialists	x	x	x	x	x	x	6
Business and Entrepreneurship	Customer Service Representatives	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	First-Line Supervisors of Food Preparation and Serving Workers	x			x	x		3
Advanced Transportation	First-Line Supervisors of Mechanics, Installers, and Repairers					x		1
Business and Entrepreneurship	First-Line Supervisors of Office and Administrative Support Workers	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	First-Line Supervisors of Retail Sales Workers	x	x	x	x	x	x	6
Retail, Hospitality, and Tourism	Food Service Managers	x	x	x	x			4
Health	Health Technologists and Technicians, All Other	x	x			x		3
Advanced Transportation	Heavy and Tractor-Trailer Truck Drivers	x	x	x	x	x	x	6
Health	Home Health Aides					x		1

Sector	Occupational Title	March 2020	April 2020	May 2020	June 2020	July 2020	August 2020	# of Months in the Top 50 Jobs
Life Sciences and Biotechnology	Inspectors, Testers, Sorters, Samplers, and Weighers	x	x	x				3
Business and Entrepreneurship	Insurance Sales Agents	x	x	x	x	x	x	6
Health	Licensed Practical and Licensed Vocational Nurses	x	x	x	x	x	x	6
Business and Entrepreneurship	Loan Officers		x	x			x	3
Energy, Construction and Utilities	Maintenance and Repair Workers, General	x	x	x	x	x	x	6
Health	Medical Assistants	x		x	x	x	x	5
Health	Medical Records and Health Information Technicians	x						1
Health	Medical Secretaries	x		x	x	x	x	5
Health	Nursing Assistants		x	x	x	x	x	5
Education and Human Development	Preschool Teachers, Except Special Educations						x	1
Business and Entrepreneurship	Property, Real Estate, and Community Association Managers			x				1
Health	Registered Nurses	x	x	x	x	x	x	6
Health	Respiratory Therapists		x					1
Multiple Sectors	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	x	x	x	x	x	x	6
Business and Entrepreneurship	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	x	x	x	x	x	x	6
ICT & Digital Media	Web Developers	x						1

Conclusion

This study provides an overview of jobs that appear resilient during the COVID-19 Pandemic. The South Central Coast COE encourages stakeholders to use this study as a resource for meaningful and engaging discussions. The South Central Coast COE produced this report in hopes that it would provide guidance for the community colleges as they prioritize and develop programs for students to become more resilient in the labor market.

In Exhibit 1 pandemic-resilient jobs are identified regardless of typical entry-level educational requirements. However, for the South Central Coast Community Colleges, the Center of Excellence recommends prioritizing programs that train for the following occupations, which are pandemic-resilient and middle-skill jobs (Exhibit 4). It is important to note that this study analyzes the labor market demand for jobs and does not compare demand with supply. If the region's community colleges decide to create a new program for any of these occupations, then the South Central Coast COE recommends conducting a supply gap analysis, which compares demand with supply.

Exhibit 4: Additional Data on Pandemic-Resilient Top Middle-Skill Jobs

Sector	SOC Code	Occupational Title	Typical Entry-Level Education	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	# of Months in the Top 50 Jobs
Advanced Transportation	49-3023	Automotive Service Technicians and Mechanics	Postsecondary nondegree award	\$14.38	\$21.11	\$28.18	3
Business and Entrepreneurship	43-3031	Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	\$17.76	\$22.72	\$27.93	6
ICT & Digital Media	15-1211	Computer Systems Analysts	Bachelor's degree	\$38.78	\$51.18	\$61.74	2
ICT & Digital Media	15-1299	Computer Occupations, All Other	Bachelor's degree	\$26.57	\$38.71	\$52.87	6
ICT & Digital Media	15-1232	Computer User Support Specialists	Some college, no degree	\$20.82	\$26.21	\$33.60	6
Business and Entrepreneurship	43-4051	Customer Service Representatives	High school diploma or equivalent	\$14.86	\$18.34	\$22.79	6
Retail, Hospitality, and Tourism	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	High school diploma or equivalent	\$13.78	\$15.79	\$20.30	3
Advanced Transportation	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	\$27.72	\$36.77	\$46.79	1
Business and Entrepreneurship	43-1011	First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	\$22.48	\$28.06	\$35.07	6

Sector	SOC Code	Occupational Title	Typical Entry-Level Education	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	# of Months in the Top 50 Jobs
Retail, Hospitality, and Tourism	41-1011	First-Line Supervisors of Retail Sales Workers	High school diploma or equivalent	\$15.26	\$19.52	\$25.60	6
Retail, Hospitality, and Tourism	11-9051	Food Service Managers	High school diploma or equivalent	\$17.29	\$25.13	\$32.19	4
Health	29-2099	Health Technologists and Technicians, All Other	Postsecondary nondegree award	\$19.10	\$25.63	\$33.70	3
Advanced Transportation	53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	\$17.58	\$23.63	\$29.58	6
Health	31-1011	Home Health Aides	High school diploma or equivalent	\$13.37	\$16.05	\$18.08	1
Life Sciences and Biotechnology	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	High school diploma or equivalent	\$15.48	\$20.39	\$27.66	3
Business and Entrepreneurship	41-3021	Insurance Sales Agents	High school diploma or equivalent	\$18.76	\$26.48	\$40.07	6
Health	29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary nondegree award	\$22.56	\$27.67	\$32.48	6
Business and Entrepreneurship	13-2092	Loan Officers	Bachelor's degree	\$20.81	\$28.20	\$44.89	3
Energy, Construction and Utilities	49-9071	Maintenance and Repair Workers, General	High school diploma or equivalent	\$14.43	\$19.37	\$26.10	6
Health	31-9092	Medical Assistants	Postsecondary nondegree award	\$15.43	\$18.00	\$21.36	5
Health	29-2071	Medical Records and Health Information Technicians	Postsecondary nondegree award	\$17.06	\$21.95	\$32.42	1
Health	43-6013	Medical Secretaries	High school diploma or equivalent	\$16.51	\$20.00	\$23.72	5
Health	31-1131	Nursing Assistants	Postsecondary nondegree award	\$14.01	\$16.25	\$19.05	5
Education and Human Development	25-2011	Preschool Teachers, Except Special Educations	Associate's degree	\$13.88	\$16.26	\$18.77	1

Sector	SOC Code	Occupational Title	Typical Entry-Level Education	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	# of Months in the Top 50 Jobs
Business and Entrepreneurship	11-9141	Property, Real Estate, and Community Association Managers	High school diploma or equivalent	\$17.20	\$26.18	\$41.57	1
Health	29-1141	Registered Nurses	Bachelor's degree	\$40.55	\$49.43	\$59.25	6
Health	29-1126	Respiratory Therapists	Associate's degree	\$34.88	\$41.25	\$48.05	1
Multiple Sectors	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	\$19.28	\$28.88	\$42.31	6
Business and Entrepreneurship	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	High school diploma or equivalent	\$16.58	\$20.62	\$25.40	6
ICT & Digital Media	15-1134	Web Developers	Associate's degree	\$18.15	\$29.48	\$43.33	1

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Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Employment Development Department Unemployment Insurance Dataset

Notes

Real-time labor market information captures job post advertisements for occupations relevant to the study and can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommenda