



Regional Profile

Imperial County



SAN DIEGO & IMPERIAL COUNTIES COMMUNITY COLLEGES



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Prepared by:

Tina Ngo Bartel, Director

John Edwards, Research Analyst

San Diego-Imperial Center of Excellence for Labor Market Research

tngobartel@miracosta.edu

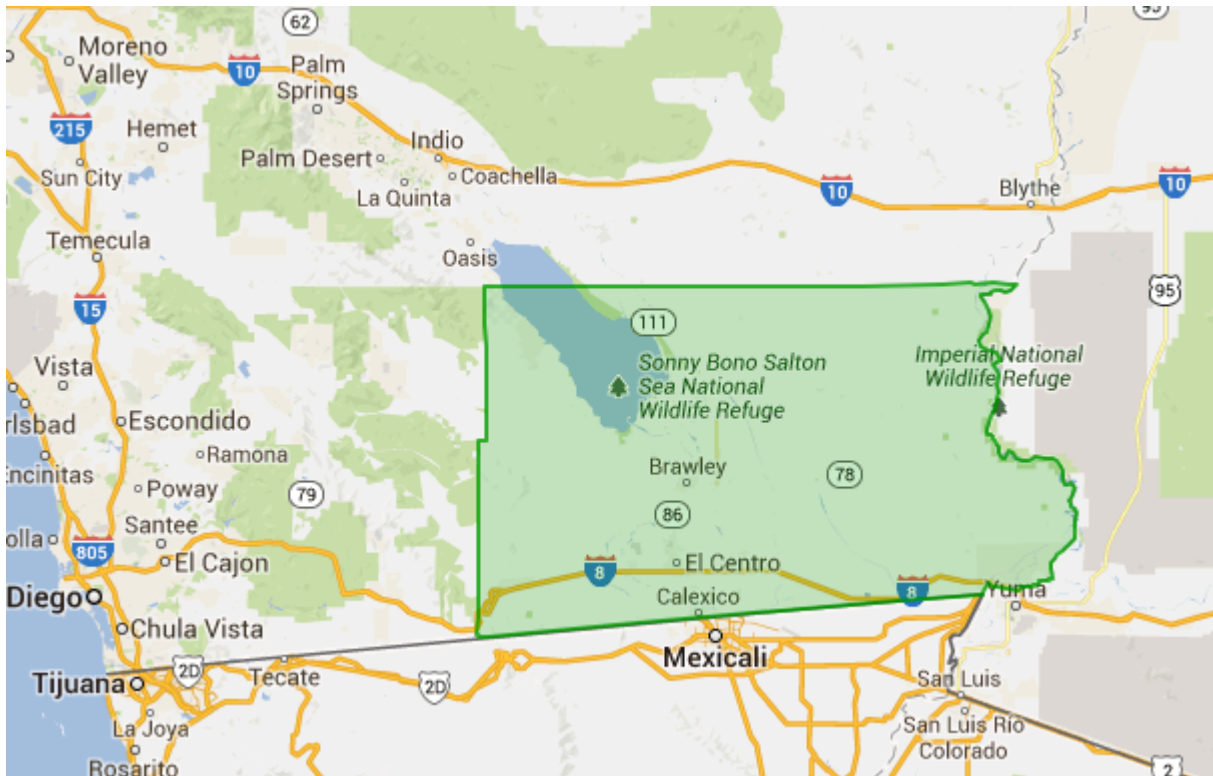
jedwards@miracosta.edu



INTRODUCTION

This regional profile highlights demographics, industries, and occupations in Imperial County (Exhibit 1). The San Diego-Imperial Center of Excellence for Labor Market Research (COE) produced this brief to help stakeholders develop strategic plans to support the occupational demand and workforce needs of employers in Imperial County.

Exhibit 1: Imperial County



Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; 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 the report 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 recommendations.



For the purpose of this report, Imperial County is defined by the following zip codes (Exhibit 2). The information, exhibits, and analyses in this brief will be based on these zip codes.¹

Exhibit 2: Imperial County Zip Codes Analyzed in This Study

Zip Code	Area
92222	Bard
92227	Brawley
92231	Calexico
92232	Calexico
92233	Calipatria
92243	El Centro
92244	El Centro
92249	Heber
92250	Holtville
92251	Imperial
92257	Niland
92259	Ocotillo
92266	Palo Verde
92273	Seeley
92274	Thermal
92275	Salton City
92281	Westmorland
92283	Felicity
92283	Winterhaven

Data Sources

The data presented in this brief was derived from Emsi’s Analyst program. The dataset is 2019.02.

¹ The backbone of ZIP-level data is Emsi county-level data, which is built using the U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages (QCEW) dataset, the most complete source of employment data available in the United States (kb.economicmodeling.com/how-does-ems-create-zip-level-employment-data). Strictly speaking, ZIP codes are not geographical areas. They are a construct used by the Postal Service to define carrier routes. While many ZIP codes can be approximated using geographical boundaries, many are points on a map (kb.economicmodeling.com/why-dont-all-my-zip-codes-appear-on-a-report-with-a-map/?hilite=%27population%27).

DEMOGRAPHICS

Imperial County had a population of 184,045 people in 2018. That number is expected to increase by 7,813 or four percent in the next 10 years. More specifically, the zip code with the highest growth rate will be in 92231 and 92232 (Calexico) with a seven percent growth (Exhibit 3).

Exhibit 3: Population Change in Imperial County by Zip Code, 2018-2028

Zip Code and Area	2018 Population	2028 Population	% Change
92243 El Centro	53,864	56,288	5%
92231 Calexico	37,178	39,935	7%
92227 Brawley	32,133	32,977	3%
92251 Imperial	19,461	19,776	2%
92233 Calipatria	9,823	9,993	2%
92250 Holtville	9,547	9,782	2%
92249 Heber	8,879	9,383	6%
92232 Calexico	4,696	5,038	7%
92283 Winterhaven	3,621	3,685	2%
92244 El Centro	3,488	3,674	5%
92257 Niland	1,040	1,006	(3%)
92281 Westmorland	281	286	2%
92275 Salton City	20	19	(5%)
92259 Ocotillo	9	9	0%
92273 Seeley	5	5	0%
92266 Palo Verde	0 ²	0	0%
92222 Bard	0	0	0%
Total	184,045	191,858³	4%

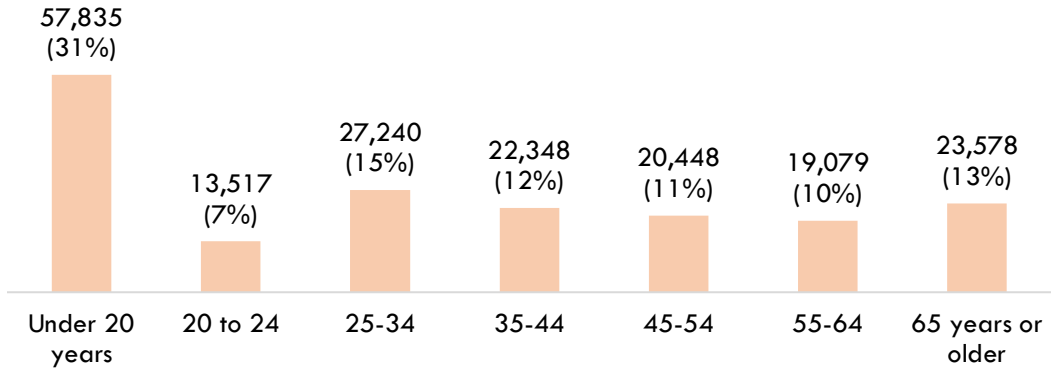
² The population data was originally derived from the 2010 Census. Emsi uses proprietary data methods to make projections from existing data; population data may not exist for certain zip codes as a result. Those data will be updated when the census completes its population data update. zip-codes.com

³ The totals for 2018 and 2028 populations may not add up exactly to the zip codes above due to rounding.

AGE

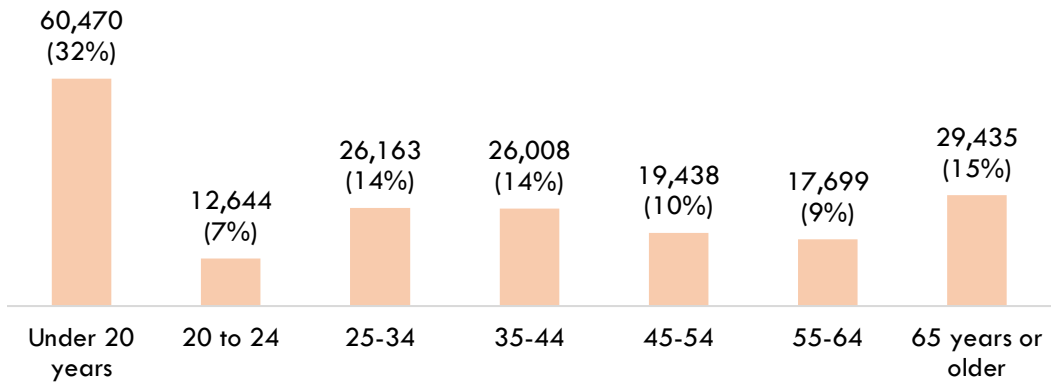
In 2018, individuals under 35 years old amounted to 53 percent of Imperial County's population (Exhibit 4).

Exhibit 4: Age Breakdown in Imperial County, 2018



The percent of individuals under 35 years old is projected to remain at 53 percent by 2028 (Exhibit 5). Imperial County's 65 years or older population will make up 15 percent of the population in 2028, compared to 13 percent in 2018.

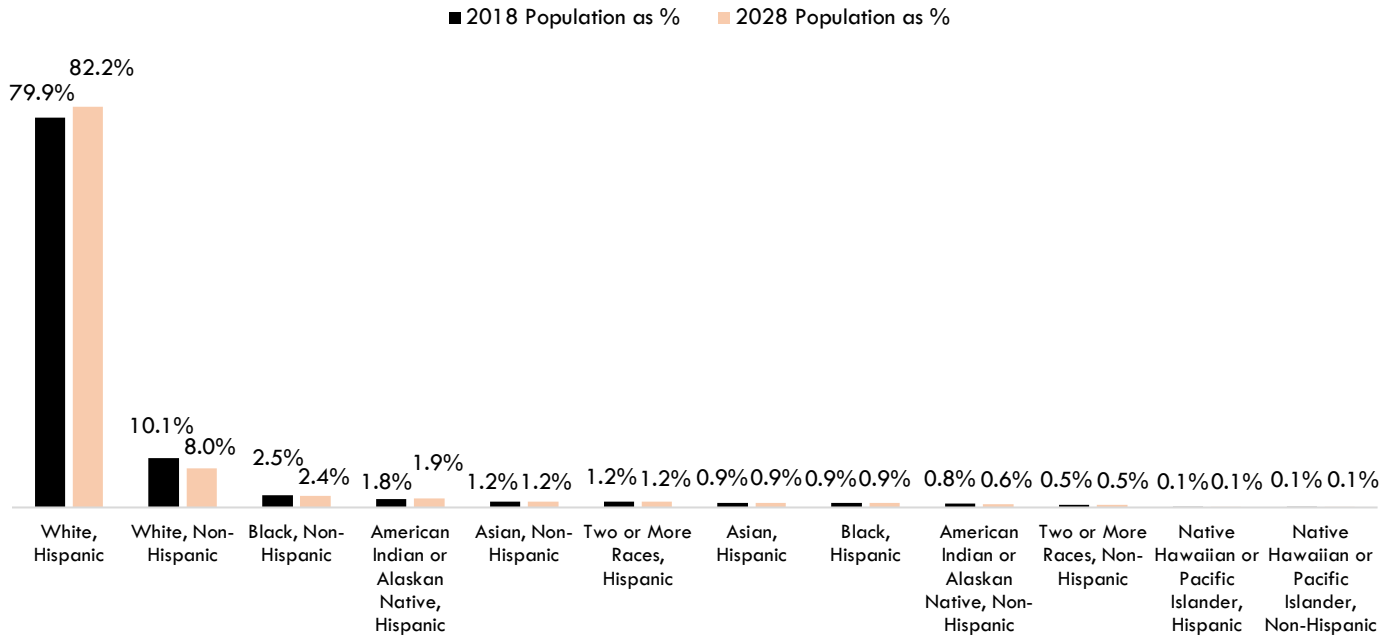
Exhibit 5: Age Breakdown in Imperial County, 2028



ETHNICITY

In 2018, 80 percent of the Imperial County’s population were White, Hispanic. In 2028, that number is expected to increase by 10,519 or approximately seven percent (Exhibit 6).

Exhibit 6: Ethnicity Breakdown in Imperial County, 2018-2028



Basic Analysis of Potential Commuters

According to the population data, 48 percent of Imperial County’s 2018 population are between the ages of 25 and 64 years old. Assuming that the working age population is within this age range, Imperial County has 89,115 individuals who could potentially participate in the labor force. This number may be inflated because the number of individuals who choose to not participate in the labor force due personal or situational circumstances are not excluded from this number.

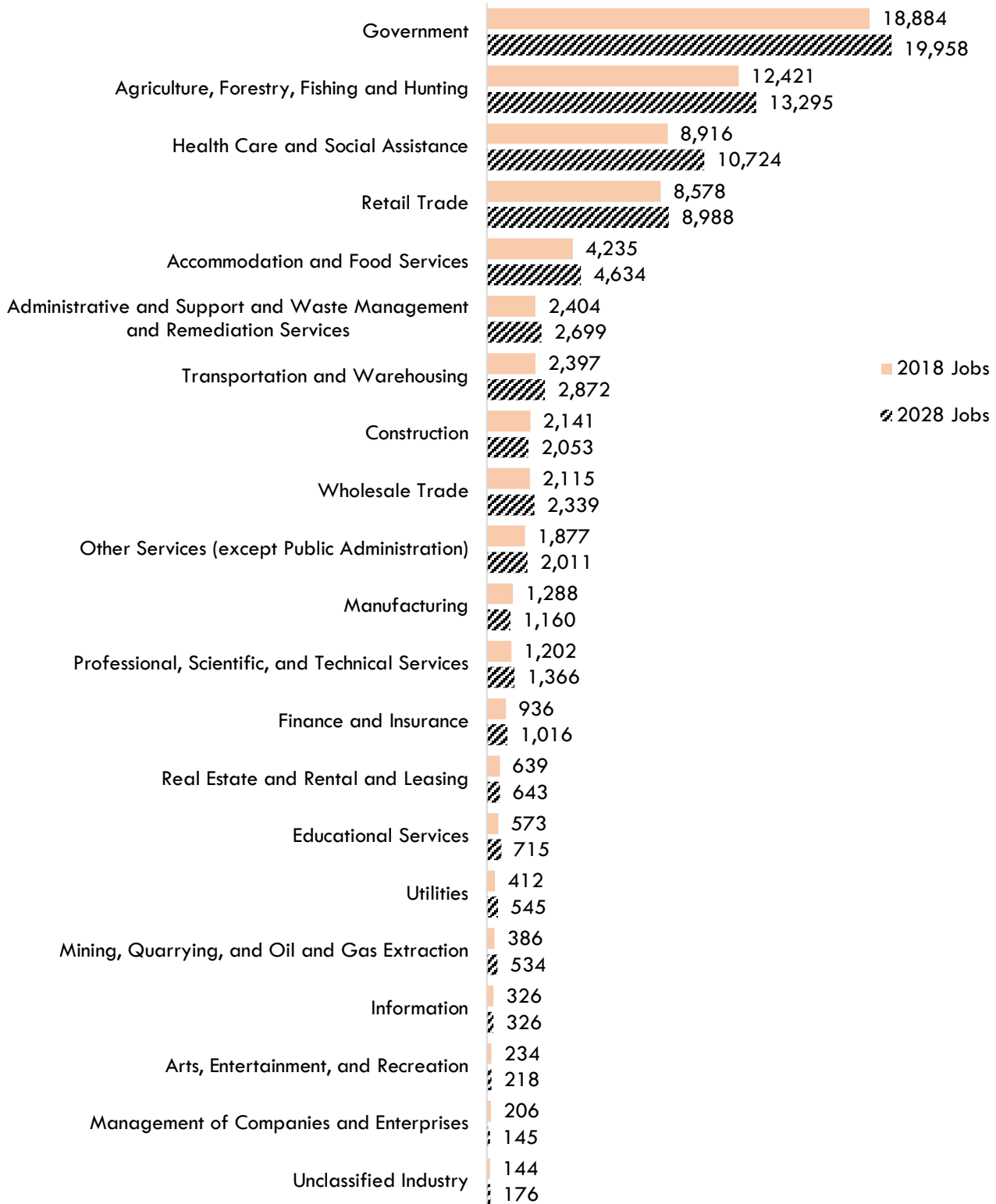
According to the jobs data, there were 70,310 jobs in Imperial County as of 2018. If there are 70,310 jobs and 89,115 working-age individuals living in Imperial County, it could be estimated that approximately 21 percent of the working-age population (18,805 people) commute to other parts of San Diego County (or outside the region) for work.

Disclaimer: This is a basic analysis of the number of potential commuters in Imperial County. It does not include information about the number of people who may be in the military, school, etc.

INDUSTRIES

The top industries in Imperial County with the greatest number of jobs in 2018 were Government⁴; Agriculture, Forestry, Fishing and Hunting; Health Care and Social Assistance; Retail Trade; and Accommodation and Food Services (Exhibit 7).

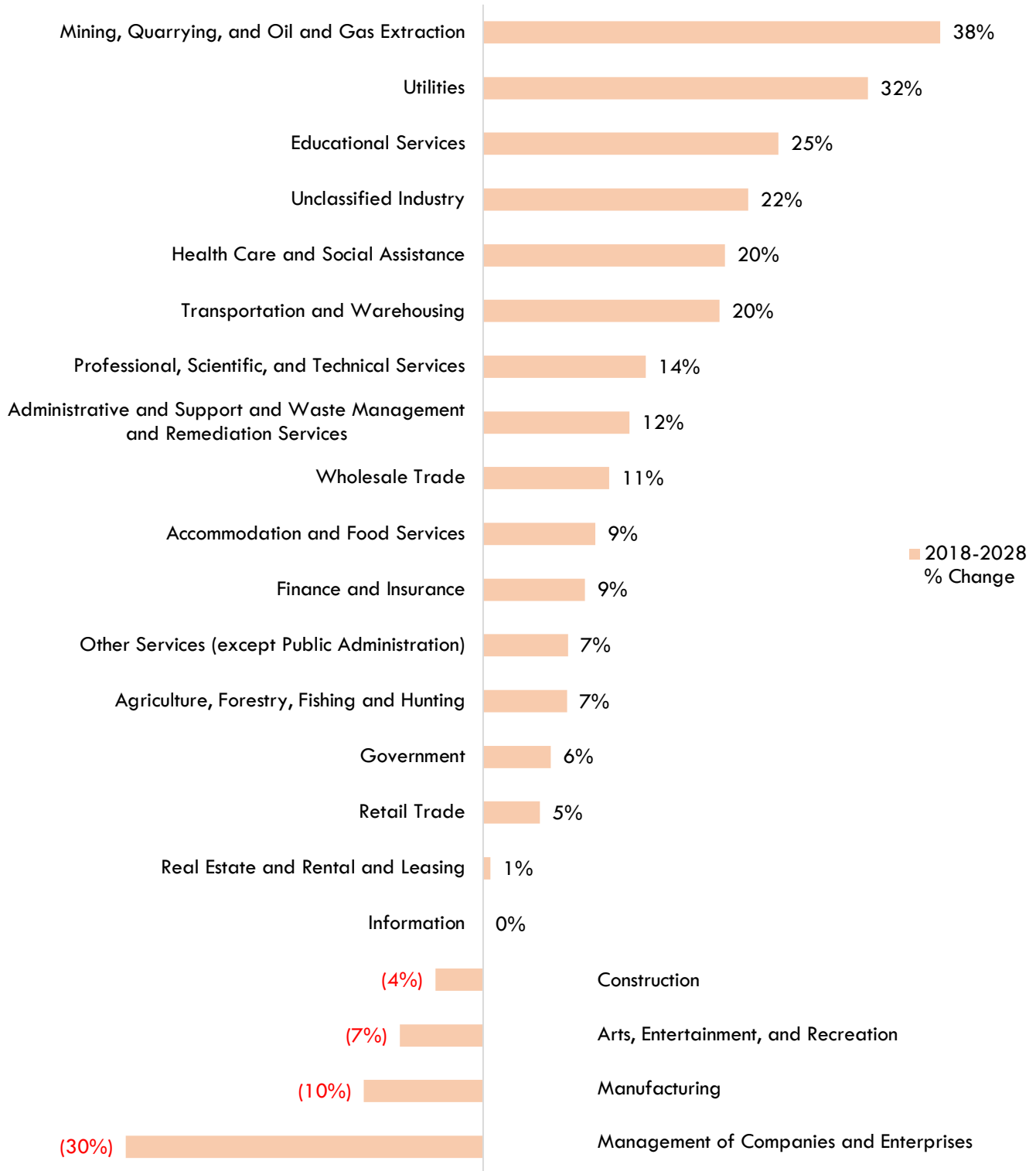
Exhibit 7: Number of Jobs by Industry in Imperial County, 2018-2028



⁴ "Government" represents Public Administration and Educational Services, which are two separate two-digit NAICS codes.

Between 2018 and 2028, the industries projected to have the greatest job growth are Mining, Quarrying, and Oil and Gas Extraction; Utilities; Educational Services; Unclassified Industry⁵; and Health Care and Social Assistance. Conversely, the industries projected to have the greatest percentage of job decline are Construction; Arts, Entertainment, and Recreation; Manufacturing; and Management of Companies and Enterprises (Exhibit 8).

Exhibit 8: Projected Percentage Change of Jobs by Industry in Imperial County, 2018-2028



⁵ This category captures businesses that did not report a North American Industry Classification System (NAICS) code. These are mostly newer businesses. kb.economicmodeling.com/glossary/unclassified-industry

BUSINESSES

Businesses in Imperial County posted 11,155 unique online job postings between January and December 2017. During this period, businesses with the greatest number of unique online job postings in Imperial County were CRST International, C.R. England, State of California, Pioneers Memorial Healthcare District, and Calexico Unified School District (Exhibit 9).

Exhibit 9: Businesses with the Greatest Number of Unique Online Job Postings in Imperial County, 2017

Company Name	Unique Online Job Postings	Company Name	Unique Online Job Postings
CRST International, Inc.	1,004	Fresenius Medical Care	52
C.R. England, Inc.	355	Accentcare, Inc.	52
State of California	189	California Prison Healthcare	48
Pioneers Memorial Healthcare District	182	McDonald's Corporation	48
Calexico Unified School District	134	R N Network Inc.	47
El Centro Regional Medical Center, Inc.	114	Hilton Embassy Holdings LLC	46
Imperial County Office of Education	108	Swift Transportation Company	46
El Centro Elementary School District	101	Sales Gravy, Inc.	45
AMF Bowling Inc.	94	Brawley Elementary School District	44
Western Express, Inc.	88	Comphealth Associates, Inc.	44
Soliant Health, Inc.	85	Gap Inc.	44
Heartland Express, Inc.	82	The Home Depot Inc.	44
J.C. Penney Corporation, Inc.	78	The Children's Place Retail Stores Inc	42
Dallas County Community College District	73	CVS Health Corporation	40
Kay Brownsword	72	Michaels Stores, Inc.	40
Pizza Hut, Inc.	71	California Department of Health Care Services	39
Trueblue, Inc.	71	Sears Holdings Corporation	39
Supplemental Healthcare	67	Contract Freighters, Inc.	39
Nationwide Mutual Insurance Company	67	County of Riverside	39
Toys "r" Us, Inc.	66	Staff Care, Inc.	38
Starbucks Corporation	63	San Pasqual Valley Unified School District	37
Volunteers of America, Inc.	60	Target Corporation	36
Quest Global, Inc.	57	United Parcel Service, Inc.	35
Pep Boys-Manny, Moe & Jack of Puerto Rico, Inc.	54	JiggyJobs	35
Sunbelt Staffing, LLC	52	SOS International Ltd.	34

Businesses in Imperial County posted 12,094 unique online job postings between January and December 2018. During this period, businesses with the greatest number of unique online job postings in Imperial County were CRST International, Uber Technologies, C.R. England, Comphealth Associates, and El Centro Regional Medical Center (Exhibit 10).

Exhibit 10: Businesses with the Greatest Number of Unique Online Job Postings in Imperial County, 2018

Company Name	Unique Online Job Postings	Company Name	Unique Online Job Postings
CRST International, Inc.	750	Target Corporation	53
Uber Technologies, Inc.	424	CVS Health Corporation	52
C.R. England, Inc.	316	Jack In The Box Inc.	52
Comphealth Associates, Inc.	232	HealthTrust Workforce Solutions	52
El Centro Regional Medical Center, Inc.	203	Ross Stores, Inc.	52
Tutree, Inc.	147	Clinical Management Consultants	50
Pioneers Memorial Healthcare District	120	United States Department of the Navy	49
AMF Bowling Inc.	94	Barton & Associates, Inc.	49
Imperial County Office of Education	94	Del Taco Restaurants, Inc.	47
Calexico Unified School District	87	California Prison Healthcare	47
Chalk Mountain Services of Texas, LLC	87	Burlington Stores, Inc.	47
VIPKID	83	Starbucks Corporation	46
The Home Depot Inc.	80	The Olive Garden	45
Heartland Express, Inc.	78	Nurse Recruiter	44
Sunbelt Staffing, LLC	71	Academics Ltd	43
Fresenius Medical Care	69	Volunteers of America, Inc.	43
Pilot Flying J	61	San Pasqual Valley Unified School District	43
Dallas County Community College District	61	Family Dollar Stores, Inc.	43
El Centro Elementary School District	61	Imperial Valley College Foundation	43
Autozone, Inc.	60	Medical Staffing Options	42
Brawley Elementary School District	59	Schneider National, Inc.	42
Pizza Hut, Inc.	58	Macy's, Inc.	40
J.C. Penney Corporation, Inc.	58	Petsmart, Inc.	39
State of California	55	Ultra Salon, Cosmetics & Fragrance, Inc.	39
Michaels Stores, Inc.	53	Soliant Health, Inc.	38

JOBS

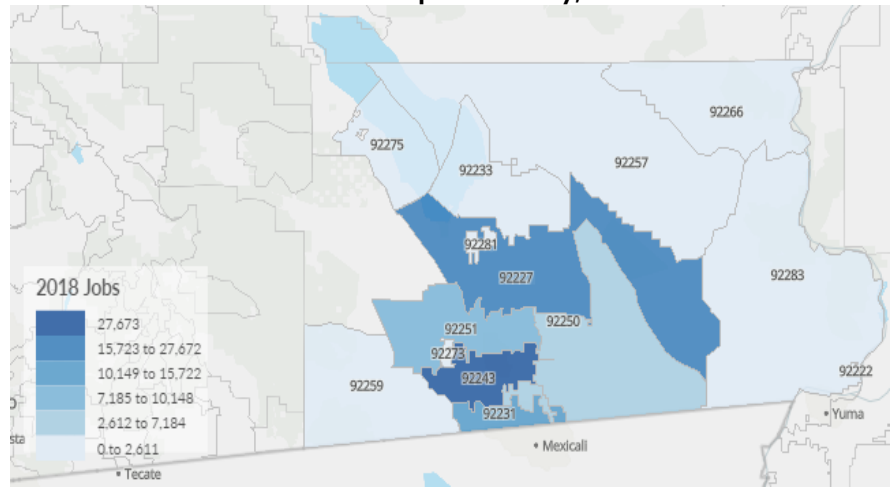
Between 2018 and 2028, the number of jobs in Imperial County is expected to grow from 70,310 to 76,411. That is an increase of 6,101 jobs or 8.7 percent. Comparatively, San Diego County and California are projected to grow by 151,179 jobs (or 8.8 percent) and 1,890,514 jobs (or 9.7 percent), respectively (Exhibit 11).

Exhibit 11: Jobs Change by Region, 2018-2028

Region	2018 Jobs	2028 Jobs	Change (2018-2028)	Change % (2018-2028)
Imperial County	70,310	76,411	6,101	8.7%
San Diego County	1,727,825	1,870,004	151,179	8.8%
California	19,494,226	21,384,740	1,890,514	9.7%

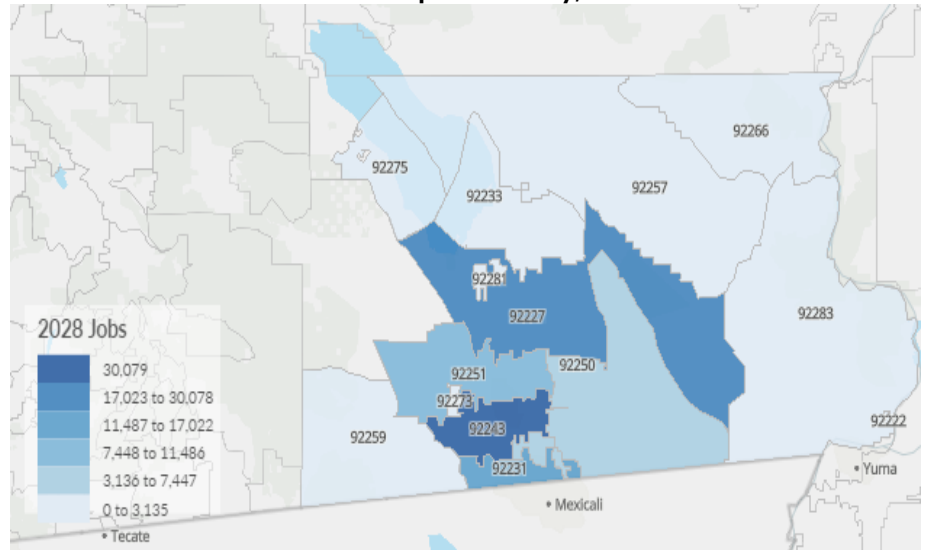
In 2018, the greatest number of jobs were located in zip code 92243, which is in El Centro (Exhibit 12).

Exhibit 12: Job Concentration in Imperial County, 2018



The greatest number of jobs is projected to remain in the same area in 2028 (Exhibit 13).

Exhibit 13: Job Concentration in Imperial County, 2028



Between 2018 and 2028, the greatest labor market demand will be in El Centro (92243), followed by Brawley (92227) and Calexico (92231) (Exhibit 14). Labor market demand is defined by the number of jobs per year that employers expect to fill (i.e., annual job openings).

Exhibit 14: Average Annual Job Openings by Zip Code in Imperial County (2018-2028)

Zip Code	Area	Annual Jobs Openings
92243	El Centro	3,667
92227	Brawley	2,131
92231	Calexico	1,407
92251	Imperial	819
92249	Heber	490
92250	Holtville	414
92233	Calipatria	140
92283	Winterhaven	69
92244	El Centro	81
92281	Westmorland	37
92273	Seeley	22
92275	Salton City	25
92259	Ocotillo	18
92257	Niland	15
92232	Calexico	8
92222	Bard	6
92266	Palo Verde	Insufficient Data
92274	Thermal	Insufficient Data
92283	Felicity	Insufficient Data

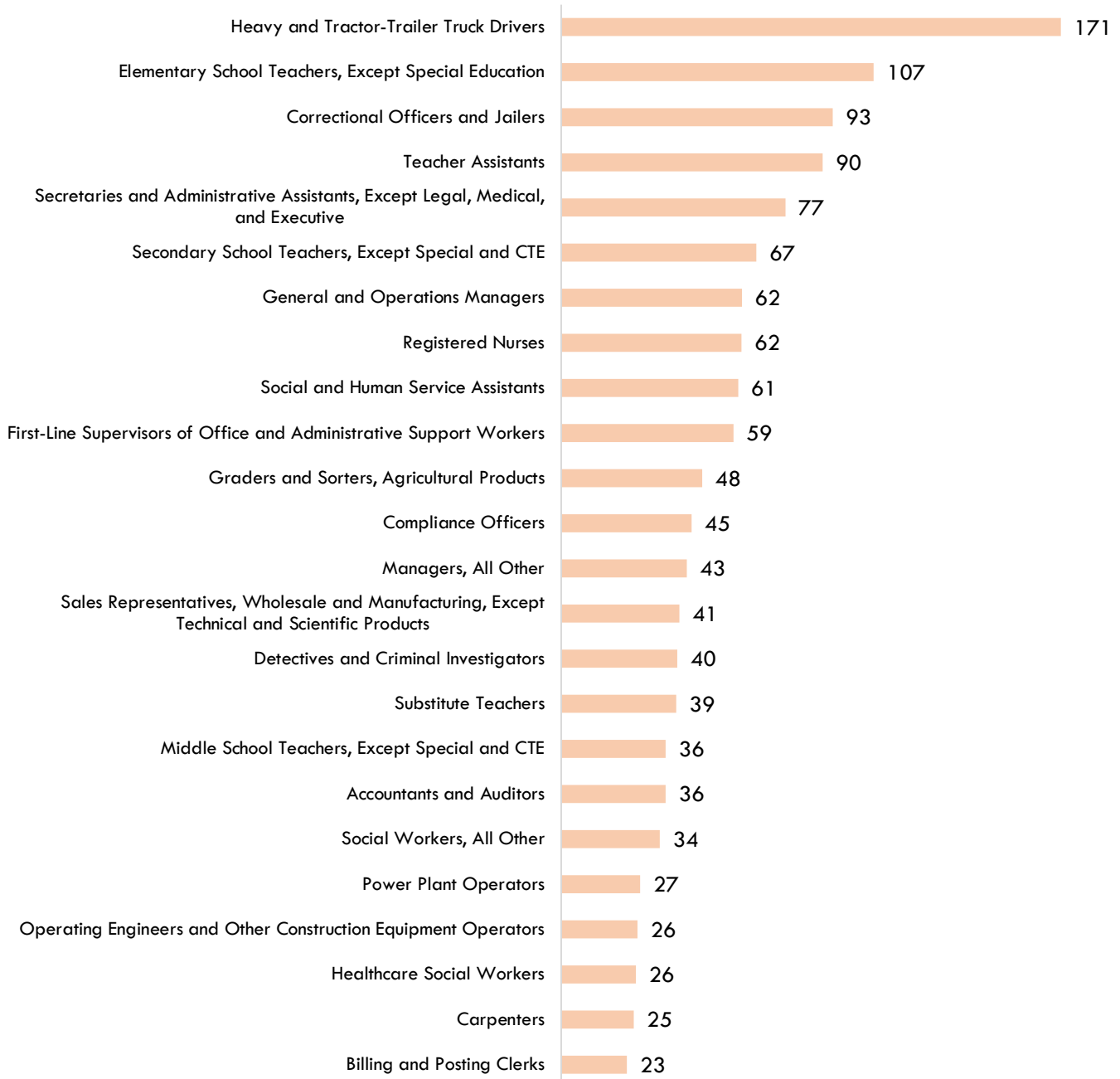
TOP JOBS WITH HIGH ENTRY-LEVEL EARNINGS

The following section highlights the top jobs with high entry-level earnings in Imperial County. Top jobs with high entry-level earnings are defined as occupations with:

- The greatest labor market demand (highest average number of annual job openings between 2018 and 2028)
- **Entry-level hourly earnings** equal to or higher than the Self-Sufficiency Standard⁶

Based on the criteria above, Exhibit 15 lists the top jobs in Imperial County by annual job openings.

Exhibit 15: Top Jobs in Imperial County with High Entry-Level Earnings by Annual Job Openings, 2018-2028



⁶ Hourly earnings are grouped into five percentiles: 10th, 25th, 50th (median), 75th, and 90th. Entry-level or 25th percentile earnings of \$13.20/hr indicate that 75% of the workers in that occupation make **more** than \$13.20/hr. Median earnings of \$13.20/hr mean that half of workers in that occupation make more and half make less (kb.economicmodeling.com/glossary). The Self-Sufficiency Standard in Imperial County for two adults and two school-aged children is \$13.20 (insightcced.org/2018-self-sufficiency-standard). This standard was chosen due to the 3.68 persons per household (2012-2016) as determined by the U.S. Census for Imperial County.

Exhibits 16, 17, 18, and 19 separate the top jobs in Imperial County into four categories based on typical entry-level education: 1) bachelor's degree or higher, 2) associate degree, 3) some college or postsecondary education non-degree award, and 4) high school diploma or lower.

Exhibit 16: Top Jobs with High Entry-Level Earnings that Require a Bachelor's Degree or Higher in Imperial County, 2018-2028

SOC ⁷	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Entry-Level Earnings
25-2021	Elementary School Teachers, Except Special Education	107	Bachelor's degree	None	None	\$31.78
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	67	Bachelor's degree	None	None	\$31.44
11-1021	General and Operations Managers	62	Bachelor's degree	None	5 years+	\$27.47
29-1141	Registered Nurses	62	Bachelor's degree	None	None	\$34.82
13-1041	Compliance Officers	45	Bachelor's degree	Moderate-term OJT	None	\$35.08
11-9199	Managers, All Other	43	Bachelor's degree	None	< 5 years	\$20.69
25-3098	Substitute Teachers	39	Bachelor's degree	None	None	\$17.92
13-2011	Accountants and Auditors	36	Bachelor's degree	None	None	\$23.88
25-2022	Middle School Teachers, Except Special and Career/Technical Education	36	Bachelor's degree	None	None	\$30.53
21-1029	Social Workers, All Other	34	Bachelor's degree	None	None	\$22.36
21-1022	Healthcare Social Workers	26	Master's degree	Internship/residency	None	\$32.13
13-1111	Management Analysts	22	Bachelor's degree	None	< 5 years	\$29.09
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	21	Bachelor's degree	Internship/residency	None	\$17.09
11-9151	Social and Community Service Managers	19	Bachelor's degree	None	< 5 years	\$24.65
21-1021	Child, Family, and School Social Workers	18	Bachelor's degree	None	None	\$18.22
11-2022	Sales Managers	16	Bachelor's degree	None	< 5 years	\$24.16
27-1024	Graphic Designers	15	Bachelor's degree	None	None	\$28.64
13-1028	Buyers and Purchasing Agents	15	Bachelor's degree	Moderate-term OJT	None	\$17.54
11-3021	Computer and Information Systems Managers	15	Bachelor's degree	None	5 years+	\$58.67
21-1012	Educational, Guidance, School, and Vocational Counselors	14	Master's degree	None	None	\$20.43
21-1023	Mental Health and Substance Abuse Social Workers	13	Master's degree	Internship/residency	None	\$23.32

⁷ The Standard Occupational Classification (SOC) system is a federal statistical standard used by the Employment Development Department, U.S. Bureau of Labor Statistics and other federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

Exhibit 17: Top Jobs with High Entry-Level Earnings that Require an Associate Degree in Imperial County, 2018-2028

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Entry-Level Earnings
29-2021	Dental Hygienists	10	Associate degree	None	None	\$56.57
23-2011	Paralegals and Legal Assistants	8	Associate degree	None	None	\$13.57
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	8	Associate degree	None	None	\$13.42
29-2018	Clinical Laboratory Technologists and Technicians	5	Associate degree	None	None	\$17.01
29-2034	Radiologic Technologists	5	Associate degree	None	None	\$29.57
31-2021	Physical Therapist Assistants	3	Associate degree	None	None	\$25.95
15-1152	Computer Network Support Specialists	3	Associate degree	None	None	\$24.84
17-3029	Engineering Technicians, Except Drafters, All Other	2	Associate degree	None	None	\$38.13
15-1134	Web Developers	2	Associate degree	None	None	\$20.62
39-4011	Embalmers	2	Associate degree	Long-term OJT	None	\$19.16
17-3023	Electrical and Electronics Engineering Technicians	2	Associate degree	None	None	\$20.80
19-4091	Environmental Science and Protection Technicians, Including Health	2	Associate degree	None	None	\$17.37
17-3011	Architectural and Civil Drafters	1	Associate degree	None	None	\$32.34

Exhibit 18: Top Jobs with High Entry-Level Earnings that Require Some College or Postsecondary Non-Degree Award in Imperial County, 2018-2028

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Entry-Level Earnings
53-3032	Heavy and Tractor-Trailer Truck Drivers	171	Postsecondary nondegree award	Short-term OJT	None	\$14.17
25-9041	Teacher Assistants	90	Some college, no degree	None	None	\$14.01
29-2061	Licensed Practical and Licensed Vocational Nurses	19	Postsecondary nondegree award	None	None	\$21.39
31-9091	Dental Assistants	15	Postsecondary nondegree award	None	None	\$15.22
15-1151	Computer User Support Specialists	9	Some college, no degree	None	None	\$16.36
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	8	Postsecondary nondegree award	Long-term OJT	None	\$15.41
25-4031	Library Technicians	7	Postsecondary nondegree award	None	None	\$15.65
29-2071	Medical Records and Health Information Technicians	7	Postsecondary nondegree award	None	None	\$14.60
31-9097	Phlebotomists	5	Postsecondary nondegree award	None	None	\$15.88
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	5	Postsecondary nondegree award	Moderate-term OJT	< 5 years	\$25.48
29-2099	Health Technologists and Technicians, All Other	5	Postsecondary nondegree award	None	None	\$14.15
49-2011	Computer, Automated Teller, and Office Machine Repairers	3	Some college, no degree	Short-term OJT	None	\$15.49
49-3011	Aircraft Mechanics and Service Technicians	2	Postsecondary nondegree award	None	None	\$27.63
29-2057	Ophthalmic Medical Technicians	2	Postsecondary nondegree award	None	None	\$13.77
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	2	Postsecondary nondegree award	Moderate-term OJT	None	\$22.33
33-2021	Fire Inspectors and Investigators	2	Postsecondary nondegree award	Moderate-term OJT	5 years+	\$21.73
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	2	Postsecondary nondegree award	Long-term OJT	None	\$20.13

Exhibit 19a: Top Jobs with High Entry-Level Earnings that Require a High School Diploma or Lower in Imperial County, 2018-2028

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Entry-Level Earnings
33-3012	Correctional Officers and Jailers	93	HS diploma or equivalent	Moderate-term OJT	None	\$45.33
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	77	HS diploma or equivalent	Short-term OJT	None	\$14.14
21-1093	Social and Human Service Assistants	61	HS diploma or equivalent	Short-term OJT	None	\$18.85
43-1011	First-Line Supervisors of Office and Administrative Support Workers	59	HS diploma or equivalent	None	< 5 years	\$17.45
45-2041	Graders and Sorters, Agricultural Products	48	No formal educational credential	Short-term OJT	None	\$13.44
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41	HS diploma or equivalent	Moderate-term OJT	None	\$15.21
33-3021	Detectives and Criminal Investigators	40	HS diploma or equivalent	Moderate-term OJT	< 5 years	\$38.17
51-8013	Power Plant Operators	27	HS diploma or equivalent	Long-term OJT	None	\$21.91
47-2073	Operating Engineers and Other Construction Equipment Operators	26	HS diploma or equivalent	Moderate-term OJT	None	\$18.11
47-2031	Carpenters	25	HS diploma or equivalent	Apprenticeship	None	\$14.24
43-3021	Billing and Posting Clerks	23	HS diploma or equivalent	Moderate-term OJT	None	\$13.69
53-1048	First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	21	HS diploma or equivalent	None	< 5 years	\$16.96
47-2152	Plumbers, Pipefitters, and Steamfitters	20	HS diploma or equivalent	Apprenticeship	None	\$16.32
47-2111	Electricians	18	HS diploma or equivalent	Apprenticeship	None	\$19.05
25-3021	Self-Enrichment Education Teachers	18	HS diploma or equivalent	None	< 5 years	\$21.82
53-3031	Driver/Sales Workers	18	HS diploma or equivalent	Short-term OJT	None	\$13.25
33-3051	Police and Sheriff's Patrol Officers	18	HS diploma or equivalent	Moderate-term OJT	None	\$28.21
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	18	HS diploma or equivalent	Long-term OJT	None	\$13.53
43-3051	Payroll and Timekeeping Clerks	17	HS diploma or equivalent	Moderate-term OJT	None	\$13.84
43-3061	Procurement Clerks	17	HS diploma or equivalent	Moderate-term OJT	None	\$16.24
35-2012	Cooks, Institution and Cafeteria	16	No formal educational credential	Short-term OJT	None	\$16.85
41-3021	Insurance Sales Agents	15	HS diploma or equivalent	Moderate-term OJT	None	\$28.68

Exhibit 19b: Top Jobs with High Entry-Level Earnings that Require a High School Diploma or Lower in Imperial County, 2018-2028 (Continued)

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Entry-Level Earnings
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	15	HS diploma or equivalent	None	< 5 years	\$23.52
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	14	HS diploma or equivalent	Long-term OJT	None	\$17.73
51-1011	First-Line Supervisors of Production and Operating Workers	14	HS diploma or equivalent	None	< 5 years	\$20.17
49-9041	Industrial Machinery Mechanics	14	HS diploma or equivalent	Long-term OJT	None	\$22.30
31-9099	Healthcare Support Workers, All Other	14	HS diploma or equivalent	None	None	\$14.61
31-1015	Orderlies	14	HS diploma or equivalent	Short-term OJT	None	\$17.46
43-4061	Eligibility Interviewers, Government Programs	13	HS diploma or equivalent	Moderate-term OJT	None	\$19.68
33-1011	First-Line Supervisors of Correctional Officers	13	HS diploma or equivalent	None	< 5 years	\$18.96
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	13	HS diploma or equivalent	None	5 years+	\$15.97
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	13	HS diploma or equivalent	None	< 5 years	\$13.35
41-1012	First-Line Supervisors of Non-Retail Sales Workers	13	HS diploma or equivalent	None	< 5 years	\$15.86
29-2052	Pharmacy Technicians	12	HS diploma or equivalent	Moderate-term OJT	None	\$16.21
43-6011	Executive Secretaries and Executive Administrative Assistants	12	HS diploma or equivalent	None	< 5 years	\$25.24
43-5032	Dispatchers, Except Police, Fire, and Ambulance	12	HS diploma or equivalent	Moderate-term OJT	None	\$14.23
37-3013	Tree Trimmers and Pruners	10	HS diploma or equivalent	Short-term OJT	None	\$16.99
51-8031	Water and Wastewater Treatment Plant and System Operators	10	HS diploma or equivalent	Long-term OJT	None	\$21.50
51-4121	Welders, Cutters, Solderers, and Brazers	10	HS diploma or equivalent	Moderate-term OJT	None	\$16.02
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	10	HS diploma or equivalent	Moderate-term OJT	None	\$17.39
43-4111	Interviewers, Except Eligibility and Loan	10	HS diploma or equivalent	Short-term OJT	None	\$13.93
47-5071	Roustabouts, Oil and Gas	9	No formal educational credential	Moderate-term OJT	None	\$20.21
41-9099	Sales and Related Workers, All Other	9	HS diploma or equivalent	None	None	\$16.72
43-4199	Information and Record Clerks, All Other	9	HS diploma or equivalent	Short-term OJT	None	\$17.90

Exhibit 19c: Top Jobs with High Entry-Level Earnings that Require a High School Diploma or Lower in Imperial County, 2018-2028 (Continued)

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Entry-Level Earnings
49-9099	Installation, Maintenance, and Repair Workers, All Other	8	HS diploma or equivalent	Moderate-term OJT	None	\$13.89
41-9022	Real Estate Sales Agents	8	HS diploma or equivalent	Moderate-term OJT	None	\$18.79
43-4031	Court, Municipal, and License Clerks	8	HS diploma or equivalent	Moderate-term OJT	None	\$15.39
43-5061	Production, Planning, and Expediting Clerks	8	HS diploma or equivalent	Moderate-term OJT	None	\$16.54
47-2231	Solar Photovoltaic Installers	8	HS diploma or equivalent	Moderate-term OJT	None	\$18.00
33-9021	Private Detectives and Investigators	8	HS diploma or equivalent	Moderate-term OJT	< 5 years	\$28.55
51-9198	Helpers--Production Workers	7	HS diploma or equivalent	Short-term OJT	None	\$17.48
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	7	HS diploma or equivalent	None	< 5 years	\$14.96
43-5052	Postal Service Mail Carriers	6	HS diploma or equivalent	Short-term OJT	None	\$17.41
11-3071	Transportation, Storage, and Distribution Managers	6	HS diploma or equivalent	None	5 years+	\$31.62
35-9099	Food Preparation and Serving Related Workers, All Other	6	No formal educational credential	Short-term OJT	None	\$15.08
39-9031	Fitness Trainers and Aerobics Instructors	6	HS diploma or equivalent	Short-term OJT	None	\$16.80
11-9141	Property, Real Estate, and Community Association Managers	5	HS diploma or equivalent	None	< 5 years	\$20.58
49-9051	Electrical Power-Line Installers and Repairers	5	HS diploma or equivalent	Long-term OJT	None	\$35.39
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	5	HS diploma or equivalent	Moderate-term OJT	None	\$13.91
47-4011	Construction and Building Inspectors	5	HS diploma or equivalent	Moderate-term OJT	5 years+	\$21.66
47-5041	Continuous Mining Machine Operators	5	No formal educational credential	Moderate-term OJT	None	\$23.18
47-5042	Mine Cutting and Channeling Machine Operators	4	HS diploma or equivalent	Moderate-term OJT	None	\$37.25
53-2012	Commercial Pilots	4	HS diploma or equivalent	Moderate-term OJT	None	\$25.65
43-5031	Police, Fire, and Ambulance Dispatchers	4	HS diploma or equivalent	Moderate-term OJT	None	\$23.50
45-4022	Logging Equipment Operators	4	HS diploma or equivalent	Moderate-term OJT	None	\$26.15

Exhibit 19d: Top Jobs with High Entry-Level Earnings that Require a High School Diploma or Lower in Imperial County, 2018-2028 (Continued)

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Entry-Level Earnings
47-2051	Cement Masons and Concrete Finishers	4	No formal educational credential	Moderate-term OJT	None	\$16.25
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	4	HS diploma or equivalent	Moderate-term OJT	None	\$27.88
43-9021	Data Entry Keyers	4	HS diploma or equivalent	Short-term OJT	None	\$16.63
49-9043	Maintenance Workers, Machinery	4	HS diploma or equivalent	Long-term OJT	None	\$15.75
33-1012	First-Line Supervisors of Police and Detectives	3	HS diploma or equivalent	Moderate-term OJT	< 5 years	\$57.60
47-2181	Roofers	3	No formal educational credential	Moderate-term OJT	None	\$13.92
21-1094	Community Health Workers	3	HS diploma or equivalent	Short-term OJT	None	\$14.32
13-2082	Tax Preparers	3	HS diploma or equivalent	Moderate-term OJT	None	\$21.52
35-3041	Food Servers, Nonrestaurant	3	No formal educational credential	Short-term OJT	None	\$22.30
43-4131	Loan Interviewers and Clerks	3	HS diploma or equivalent	Short-term OJT	None	\$13.50
49-9044	Millwrights	3	HS diploma or equivalent	Apprenticeship	None	\$22.97
41-3011	Advertising Sales Agents	3	HS diploma or equivalent	Moderate-term OJT	None	\$30.58
51-2091	Fiberglass Laminators and Fabricators	3	HS diploma or equivalent	Moderate-term OJT	None	\$22.40
43-5011	Cargo and Freight Agents	3	HS diploma or equivalent	Short-term OJT	None	\$14.28
53-7032	Excavating and Loading Machine and Dragline Operators	3	HS diploma or equivalent	Moderate-term OJT	< 5 years	\$35.23
41-9012	Models	3	No formal educational credential	None	None	\$18.98
13-1031	Claims Adjusters, Examiners, and Investigators	3	HS diploma or equivalent	Long-term OJT	None	\$25.83
47-2071	Paving, Surfacing, and Tamping Equipment Operators	3	HS diploma or equivalent	Moderate-term OJT	None	\$19.14

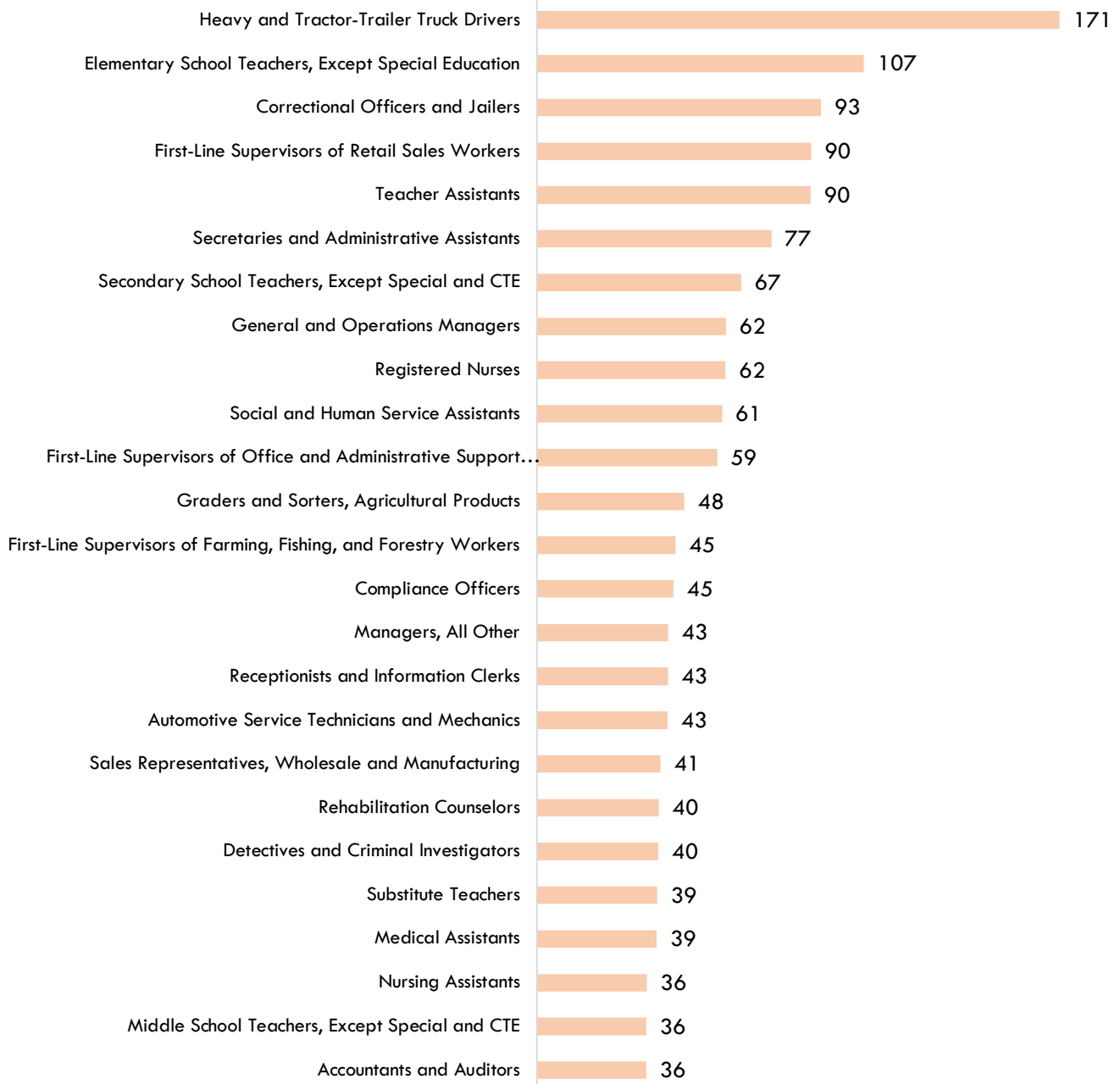
TOP JOBS WITH HIGH MEDIAN EARNINGS

The previous section highlights jobs with high entry-level earnings, while this section examines the top jobs with high median earnings. This list is more inclusive as there are more jobs with median earnings at or above the Self-Sufficiency Standard than jobs with entry-level earnings at or above the Self-Sufficiency Standard. These top jobs are defined as occupations with:

- The greatest labor market demand (highest average number of annual job openings between 2018 and 2028)
- **Median hourly earnings** equal to or higher than the Self-Sufficiency Standard⁸

Based on the criteria above, Exhibit 20 lists the top jobs with high median earnings in Imperial County by annual job openings.

Exhibit 20: Top Jobs with High Median Earnings in Imperial County by Annual Job Openings, 2018-2028



⁸ Hourly earnings are grouped into five percentiles: 10th, 25th, 50th (median), 75th, and 90th. Entry-level or 25th percentile earnings of \$13.20/hr indicate that 75% of the workers in that occupation make **more** than \$13.20/hr. Median earnings of \$13.20/hr mean that half of workers in that occupation make more and half make less (kb.economicmodeling.com/glossary). The Self-Sufficiency Standard in Imperial County for two adults and two children is \$13.20 (insightcced.org/2018-self-sufficiency-standard). This standard was chosen due to the 3.68 persons per household (2012-2016) as determined by the U.S. Census for Imperial County.

Exhibits 21, 22, 23, and 24 separate the top jobs in Imperial County into four categories based on typical entry-level education: 1) bachelor's degree or higher, 2) associate degree, 3) some college or postsecondary education non-degree award, and 4) high school diploma or lower.

Exhibit 21: Top Jobs with High Median Earnings that Require a Bachelor's Degree or Higher in Imperial County, 2018-2028

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Median Earnings
25-2021	Elementary School Teachers, Except Special Education	107	Bachelor's degree	None	None	\$38.37
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	67	Bachelor's degree	None	None	\$39.43
11-1021	General and Operations Managers	62	Bachelor's degree	None	5 years+	\$36.69
29-1141	Registered Nurses	62	Bachelor's degree	None	None	\$42.53
13-1041	Compliance Officers	45	Bachelor's degree	Moderate-term OJT	None	\$39.33
11-9199	Managers, All Other	43	Bachelor's degree	None	< 5 years	\$45.72
21-1015	Rehabilitation Counselors	40	Master's degree	None	None	\$13.75
25-3098	Substitute Teachers	39	Bachelor's degree	None	None	\$20.35
13-2011	Accountants and Auditors	36	Bachelor's degree	None	None	\$28.74
25-2022	Middle School Teachers, Except Special and Career/Technical Education	36	Bachelor's degree	None	None	\$39.81
21-1029	Social Workers, All Other	34	Bachelor's degree	None	None	\$30.55
21-1022	Healthcare Social Workers	26	Master's degree	Internship/residency	None	\$43.44
13-1111	Management Analysts	22	Bachelor's degree	None	< 5 years	\$33.66
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	21	Bachelor's degree	Internship/residency	None	\$22.18
11-9151	Social and Community Service Managers	19	Bachelor's degree	None	< 5 years	\$26.93
21-1021	Child, Family, and School Social Workers	18	Bachelor's degree	None	None	\$21.09
11-2022	Sales Managers	16	Bachelor's degree	None	< 5 years	\$29.87
27-1024	Graphic Designers	15	Bachelor's degree	None	None	\$36.42
13-1028	Buyers and Purchasing Agents	15	Bachelor's degree	Moderate-term OJT	None	\$23.22
11-3021	Computer and Information Systems Managers	15	Bachelor's degree	None	5 years+	\$73.00
21-1012	Educational, Guidance, School, and Vocational Counselors	14	Master's degree	None	None	\$37.87

Exhibit 22: Top Jobs with High Median Earnings that Require an Associate Degree in Imperial County, 2018-2028

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Median Earnings
25-2011	Preschool Teachers, Except Special Education	36	Associate degree	None	None	\$19.78
29-2021	Dental Hygienists	10	Associate degree	None	None	\$65.44
23-2011	Paralegals and Legal Assistants	8	Associate degree	None	None	\$23.24
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	8	Associate degree	None	None	\$16.18
49-9062	Medical Equipment Repairers	6	Associate degree	Moderate-term OJT	None	\$13.97
29-2018	Clinical Laboratory Technologists and Technicians	5	Associate degree	None	None	\$22.40
29-2034	Radiologic Technologists	5	Associate degree	None	None	\$35.42
31-2021	Physical Therapist Assistants	3	Associate degree	None	None	\$26.44
15-1152	Computer Network Support Specialists	3	Associate degree	None	None	\$31.19
17-3029	Engineering Technicians, Except Drafters, All Other	2	Associate degree	None	None	\$43.54
15-1134	Web Developers	2	Associate degree	None	None	\$23.81
39-4011	Embalmers	2	Associate degree	Long-term OJT	None	\$19.79
17-3023	Electrical and Electronics Engineering Technicians	2	Associate degree	None	None	\$28.36
19-4091	Environmental Science and Protection Technicians, Including Health	2	Associate degree	None	None	\$24.03
17-3011	Architectural and Civil Drafters	1	Associate degree	None	None	\$39.58

Exhibit 23: Top Jobs with High Median Earnings that Require Some College or Postsecondary Non-Degree Award in Imperial County, 2018-2028

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Median Earnings
53-3032	Heavy and Tractor-Trailer Truck Drivers	171	Postsecondary nondegree award	Short-term OJT	None	\$17.34
25-9041	Teacher Assistants	90	Some college, no degree	None	None	\$17.23
49-3023	Automotive Service Technicians and Mechanics	43	Postsecondary nondegree award	Short-term OJT	None	\$14.25
31-9092	Medical Assistants	39	Postsecondary nondegree award	None	None	\$13.86
31-1014	Nursing Assistants	36	Postsecondary nondegree award	None	None	\$15.03
29-2061	Licensed Practical and Licensed Vocational Nurses	19	Postsecondary nondegree award	None	None	\$26.55
31-9091	Dental Assistants	15	Postsecondary nondegree award	None	None	\$17.44
33-2011	Firefighters	11	Postsecondary nondegree award	Long-term OJT	None	\$17.87
15-1151	Computer User Support Specialists	9	Some college, no degree	None	None	\$22.03
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	8	Postsecondary nondegree award	Long-term OJT	None	\$19.16
25-4031	Library Technicians	7	Postsecondary nondegree award	None	None	\$20.23
29-2071	Medical Records and Health Information Technicians	7	Postsecondary nondegree award	None	None	\$20.77
31-9097	Phlebotomists	5	Postsecondary nondegree award	None	None	\$19.04
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	5	Postsecondary nondegree award	Moderate-term OJT	< 5 years	\$28.97
29-2099	Health Technologists and Technicians, All Other	5	Postsecondary nondegree award	None	None	\$16.85
31-9011	Massage Therapists	5	Postsecondary nondegree award	None	None	\$14.37
49-2011	Computer, Automated Teller, and Office Machine Repairers	3	Some college, no degree	Short-term OJT	None	\$17.77
49-3011	Aircraft Mechanics and Service Technicians	2	Postsecondary nondegree award	None	None	\$35.96
29-2057	Ophthalmic Medical Technicians	2	Postsecondary nondegree award	None	None	\$16.34
31-9094	Medical Transcriptionists	2	Postsecondary nondegree award	None	None	\$15.73
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	2	Postsecondary nondegree award	Moderate-term OJT	None	\$36.94
33-2021	Fire Inspectors and Investigators	2	Postsecondary nondegree award	Moderate-term OJT	5 years+	\$22.10

Exhibit 24a: Top Jobs with High Median Earnings that Require a High School Diploma or Lower in Imperial County, 2018-2028

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Median Earnings
33-3012	Correctional Officers and Jailers	93	HS diploma or equivalent	Moderate-term OJT	None	\$69.41
41-1011	First-Line Supervisors of Retail Sales Workers	90	HS diploma or equivalent	None	< 5 years	\$15.59
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	77	HS diploma or equivalent	Short-term OJT	None	\$18.65
21-1093	Social and Human Service Assistants	61	HS diploma or equivalent	Short-term OJT	None	\$23.00
43-1011	First-Line Supervisors of Office and Administrative Support Workers	59	HS diploma or equivalent	None	< 5 years	\$23.93
45-2041	Graders and Sorters, Agricultural Products	48	No formal educational credential	Short-term OJT	None	\$14.12
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	45	HS diploma or equivalent	None	< 5 years	\$15.15
43-4171	Receptionists and Information Clerks	43	HS diploma or equivalent	Short-term OJT	None	\$14.02
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41	HS diploma or equivalent	Moderate-term OJT	None	\$24.42
33-3021	Detectives and Criminal Investigators	40	HS diploma or equivalent	Moderate-term OJT	< 5 years	\$39.32
51-8013	Power Plant Operators	27	HS diploma or equivalent	Long-term OJT	None	\$33.64
47-2073	Operating Engineers and Other Construction Equipment Operators	26	HS diploma or equivalent	Moderate-term OJT	None	\$22.47
33-9099	Protective Service Workers, All Other	25	HS diploma or equivalent	Short-term OJT	None	\$19.82
47-2031	Carpenters	25	HS diploma or equivalent	Apprenticeship	None	\$15.04
43-3021	Billing and Posting Clerks	23	HS diploma or equivalent	Moderate-term OJT	None	\$18.33
43-3071	Tellers	22	HS diploma or equivalent	Short-term OJT	None	\$14.01
53-1048	First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	21	HS diploma or equivalent	None	< 5 years	\$24.81
41-3099	Sales Representatives, Services, All Other	21	HS diploma or equivalent	Moderate-term OJT	None	\$20.65
47-2152	Plumbers, Pipefitters, and Steamfitters	20	HS diploma or equivalent	Apprenticeship	None	\$22.40
47-2111	Electricians	18	HS diploma or equivalent	Apprenticeship	None	\$27.47
25-3021	Self-Enrichment Education Teachers	18	HS diploma or equivalent	None	< 5 years	\$31.20

Exhibit 24b: Top Jobs with High Median Earnings that Require a High School Diploma or Lower in Imperial County, 2018-2028 (Continued)

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Median Earnings
11-9051	Food Service Managers	18	HS diploma or equivalent	None	< 5 years	\$14.00
43-9199	Office and Administrative Support Workers, All Other	18	HS diploma or equivalent	Short-term OJT	None	\$16.37
53-3031	Driver/Sales Workers	18	HS diploma or equivalent	Short-term OJT	None	\$15.81
33-3051	Police and Sheriff's Patrol Officers	18	HS diploma or equivalent	Moderate-term OJT	None	\$35.90
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	18	HS diploma or equivalent	Long-term OJT	None	\$16.06
43-3051	Payroll and Timekeeping Clerks	17	HS diploma or equivalent	Moderate-term OJT	None	\$16.29
43-3061	Procurement Clerks	17	HS diploma or equivalent	Moderate-term OJT	None	\$20.27
35-2012	Cooks, Institution and Cafeteria	16	No formal educational credential	Short-term OJT	None	\$20.23
53-3021	Bus Drivers, Transit and Intercity	16	HS diploma or equivalent	Moderate-term OJT	None	\$14.06
49-3093	Tire Repairers and Changers	15	HS diploma or equivalent	Short-term OJT	None	\$13.36
41-3021	Insurance Sales Agents	15	HS diploma or equivalent	Moderate-term OJT	None	\$40.22
49-3021	Automotive Body and Related Repairers	15	HS diploma or equivalent	Long-term OJT	None	\$14.77
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	15	HS diploma or equivalent	None	< 5 years	\$32.79
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	14	HS diploma or equivalent	Long-term OJT	None	\$25.68
51-1011	First-Line Supervisors of Production and Operating Workers	14	HS diploma or equivalent	None	< 5 years	\$28.57
49-9041	Industrial Machinery Mechanics	14	HS diploma or equivalent	Long-term OJT	None	\$30.74
31-9099	Healthcare Support Workers, All Other	14	HS diploma or equivalent	None	None	\$17.08
31-1015	Orderlies	14	HS diploma or equivalent	Short-term OJT	None	\$20.62
43-4061	Eligibility Interviewers, Government Programs	13	HS diploma or equivalent	Moderate-term OJT	None	\$22.38
33-1011	First-Line Supervisors of Correctional Officers	13	HS diploma or equivalent	None	< 5 years	\$25.99
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	13	HS diploma or equivalent	None	5 years+	\$20.58
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	13	HS diploma or equivalent	None	< 5 years	\$15.23

Exhibit 24c: Top Jobs with High Median Earnings that Require a High School Diploma or Lower in Imperial County, 2018-2028 (Continued)

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Median Earnings
41-1012	First-Line Supervisors of Non-Retail Sales Workers	13	HS diploma or equivalent	None	< 5 years	\$18.23
29-2052	Pharmacy Technicians	12	HS diploma or equivalent	Moderate-term OJT	None	\$18.00
43-6011	Executive Secretaries and Executive Administrative Assistants	12	HS diploma or equivalent	None	< 5 years	\$28.28
43-5032	Dispatchers, Except Police, Fire, and Ambulance	12	HS diploma or equivalent	Moderate-term OJT	None	\$17.61
53-7081	Refuse and Recyclable Material Collectors	12	No formal educational credential	Short-term OJT	None	\$19.98
47-2141	Painters, Construction and Maintenance	11	No formal educational credential	Moderate-term OJT	None	\$13.83
37-3013	Tree Trimmers and Pruners	10	HS diploma or equivalent	Short-term OJT	None	\$20.24
51-8031	Water and Wastewater Treatment Plant and System Operators	10	HS diploma or equivalent	Long-term OJT	None	\$31.91
33-9031	Gaming Surveillance Officers and Gaming Investigators	10	HS diploma or equivalent	Moderate-term OJT	< 5 years	\$15.47
43-4151	Order Clerks	10	HS diploma or equivalent	Short-term OJT	None	\$14.02
51-4121	Welders, Cutters, Solderers, and Brazers	10	HS diploma or equivalent	Moderate-term OJT	None	\$18.35
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	10	HS diploma or equivalent	Moderate-term OJT	None	\$20.63
43-4111	Interviewers, Except Eligibility and Loan	10	HS diploma or equivalent	Short-term OJT	None	\$16.31
47-5071	Roustabouts, Oil and Gas	9	No formal educational credential	Moderate-term OJT	None	\$23.59
53-3022	Bus Drivers, School or Special Client	9	HS diploma or equivalent	Short-term OJT	None	\$15.71
41-9099	Sales and Related Workers, All Other	9	HS diploma or equivalent	None	None	\$20.74
43-4199	Information and Record Clerks, All Other	9	HS diploma or equivalent	Short-term OJT	None	\$21.23
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	9	HS diploma or equivalent	Short-term OJT	None	\$15.59
49-9099	Installation, Maintenance, and Repair Workers, All Other	8	HS diploma or equivalent	Moderate-term OJT	None	\$15.96
33-9091	Crossing Guards	8	No formal educational credential	Short-term OJT	None	\$13.28
41-9022	Real Estate Sales Agents	8	HS diploma or equivalent	Moderate-term OJT	None	\$19.71
43-4031	Court, Municipal, and License Clerks	8	HS diploma or equivalent	Moderate-term OJT	None	\$17.26
43-5061	Production, Planning, and Expediting Clerks	8	HS diploma or equivalent	Moderate-term OJT	None	\$21.42

Exhibit 24d: Top Jobs with High Median Earnings that Require a High School Diploma or Lower in Imperial County, 2018-2028 (Continued)

SOC	Occupational Title	Annual Job Openings	Typical Entry-Level Education	Typical On-the-Job Training (OJT)	Work Experience Required	Median Earnings
47-2231	Solar Photovoltaic Installers	8	HS diploma or equivalent	Moderate-term OJT	None	\$20.94
33-9021	Private Detectives and Investigators	8	HS diploma or equivalent	Moderate-term OJT	< 5 years	\$44.33
51-9198	Helpers--Production Workers	7	HS diploma or equivalent	Short-term OJT	None	\$17.74
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	7	HS diploma or equivalent	None	< 5 years	\$16.73
43-5052	Postal Service Mail Carriers	6	HS diploma or equivalent	Short-term OJT	None	\$28.20
11-3071	Transportation, Storage, and Distribution Managers	6	HS diploma or equivalent	None	5 years+	\$40.63
49-3041	Farm Equipment Mechanics and Service Technicians	6	HS diploma or equivalent	Long-term OJT	None	\$15.36
35-9099	Food Preparation and Serving Related Workers, All Other	6	No formal educational credential	Short-term OJT	None	\$15.17
35-1011	Chefs and Head Cooks	6	HS diploma or equivalent	None	5 years+	\$30.74
39-9031	Fitness Trainers and Aerobics Instructors	6	HS diploma or equivalent	Short-term OJT	None	\$20.03
37-2021	Pest Control Workers	5	HS diploma or equivalent	Moderate-term OJT	None	\$13.82
11-9141	Property, Real Estate, and Community Association Managers	5	HS diploma or equivalent	None	< 5 years	\$22.62
27-1026	Merchandise Displayers and Window Trimmers	5	HS diploma or equivalent	Short-term OJT	None	\$13.64
49-9051	Electrical Power-Line Installers and Repairers	5	HS diploma or equivalent	Long-term OJT	None	\$50.94
39-9041	Residential Advisors	5	HS diploma or equivalent	Short-term OJT	None	\$21.22
39-9099	Personal Care and Service Workers, All Other	5	HS diploma or equivalent	Short-term OJT	None	\$14.27
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	5	No formal educational credential	Short-term OJT	None	\$13.98
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	5	HS diploma or equivalent	Moderate-term OJT	None	\$16.96
47-4011	Construction and Building Inspectors	5	HS diploma or equivalent	Moderate-term OJT	5 years+	\$26.47
47-5041	Continuous Mining Machine Operators	5	No formal educational credential	Moderate-term OJT	None	\$31.56

TECHNICAL SKILLS

Businesses in Imperial County posted 11,155 unique online job postings between January and December 2017. During this period, 825 or seven percent of the 11,155 online job postings listed “Merchandising” as a desired technical skill (Exhibit 25).

Exhibit 25: Top Technical Skills in Online Job Postings by Percentage in Imperial County, 2017

Technical Skill	% of Total Online Job Postings	Technical Skill	% of Total Online Job Postings
Merchandising	7%	Home Care	1%
Nursing	7%	Dialysis	1%
Selling Techniques	5%	Performance Appraisal	1%
Restaurant Operation	5%	Sales Management	1%
Basic Life Support	4%	Business Development	1%
Customer Experience	4%	Pediatric Advanced Life Support	1%
Advanced Cardiovascular Life Support (ACLS)	3%	Oncology	1%
Loss Prevention	3%	Life Support	1%
Cardiopulmonary Resuscitation (CPR)	3%	Safety Standards	1%
Cash Register	3%	Surgeries	1%
Intensive Care Unit	2%	Food Services	1%
Sexual Harassment Awareness	2%	Critical Care	1%
Rehabilitations	2%	Post-Anesthesia Care Unit	1%
Accounting	2%	Food Safety	1%
Physical Therapy	2%	Quality Management	1%
Truckload Shipping	2%	Operating Theater	1%
Employment Applications	2%	Family Medicine	1%
Purchasing	2%	Psychiatry	1%
Acute Care	2%	Emergency Departments	1%
Nursing Care	2%	Inventory Management	1%
Customer Satisfaction	2%	Loyalty Programs	1%
Strategic Business Unit	1%	Medical Surgical Nursing	1%
Discounts And Allowances	1%	Medical Records	1%
Pediatrics	1%	Neonatal Intensive Care Unit	1%
Warehousing	1%	Auditing	1%

Businesses in Imperial County posted 12,094 unique online job postings between January and December 2018. During this period, 1,190 or 10 percent of the 12,094 online job postings listed “Merchandising” as a desired technical skill (Exhibit 26).

Exhibit 26: Top Technical Skills in Online Job Postings by Percentage in Imperial County, 2018

Technical Skill	% of Total Online Job Postings	Technical Skill	% of Total Online Job Postings
Merchandising	10%	Dialysis	1%
Nursing	6%	Sales Management	1%
Restaurant Operation	6%	Primary Care	1%
Selling Techniques	5%	Business To Business	1%
Basic Life Support	4%	Performance Appraisal	1%
Cash Register	4%	Inventory Control	1%
Loss Prevention	4%	Lesson Planning	1%
Customer Experience	3%	Neonatal Intensive Care Unit	1%
Cardiopulmonary Resuscitation (CPR)	3%	Emergency Departments	1%
Customer Satisfaction	2%	Nursing Care	1%
Advanced Cardiovascular Life Support (ACLS)	2%	Oil And Gas	1%
Intensive Care Unit	2%	Food Safety	1%
Accounting	2%	Deposit Accounts	1%
Physical Therapy	2%	Safety Standards	1%
Acute Care	2%	Critical Care	1%
Life Support	2%	Psychology	1%
Purchasing	2%	Inventory Management	1%
Strategic Business Unit	2%	Discounts And Allowances	1%
Sexual Harassment Awareness	2%	Standard Operating Procedure	1%
Rehabilitations	2%	Operating Theater	1%
Truckload Shipping	2%	Medical Records	1%
Food Services	2%	Disabilities	1%
Warehousing	1%	Internal Medicine	1%
Business Model	1%	Employee Assistance Programs	1%
Family Medicine	1%	Demos	1%

SOFT SKILLS

Businesses in Imperial County posted 11,155 unique online job postings between January and December 2017. During this period, 2,018 or 18 percent of the 11,155 online job postings listed “Management” as a desired soft skill (Exhibit 27).

Exhibit 27: Top Soft Skills in Online Job Postings by Percentage in Imperial County, 2017

Soft Skill	% of Total Online Job Postings	Soft Skill	% of Total Online Job Postings
Management	18%	Unloading	2%
Sales	16%	Decision Making	2%
Customer Service	14%	Writing	2%
Communications	11%	Coordinating	2%
Operations	9%	Microsoft Excel	2%
Valid Driver's License	8%	Mentorship	1%
Leadership	7%	Cleanliness	1%
Innovation	4%	Filing	1%
Interpersonal Skills	4%	Sanitation	1%
Written Communication	4%	Verbal Communication Skills	1%
Good Driving Record	3%	Trust	1%
Training And Development	3%	Mathematics	1%
English Language	3%	First Aid	1%
Retail Sales	3%	Creativity	1%
Spanish Language	3%	Punctuality	1%
Problem Solving	3%	Construction	1%
Presentations	3%	Prioritization	1%
Multilingualism	3%	Microsoft Outlook	1%
Investigation	2%	Troubleshooting (Problem Solving)	1%
Teaching	2%	Adaptability	1%
Computer Literacy	2%	Data Entry	1%
Research	2%	Fine Motor Skills	1%
Hospitality	2%	Detail Oriented	1%
Clerical Works	2%	Program Management	1%
Time Management	2%	Microsoft Office	1%

Businesses in Imperial County posted 12,094 unique online job postings between January and December 2018. During this period, 2,348 or 19 percent of the 12,094 online job postings listed “Management” as a desired soft skill (Exhibit 28).

Exhibit 28: Top Soft Skills in Online Job Postings by Percentage in Imperial County, 2018

Soft Skill	% of Total Online Job Postings	Soft Skill	% of Total Online Job Postings
Management	19%	Mentorship	2%
Sales	18%	Verbal Communication Skills	2%
Customer Service	17%	Time Management	2%
Valid Driver's License	13%	Coordinating	2%
Communications	12%	Microsoft Excel	2%
Operations	9%	Unloading	2%
Leadership	6%	Mathematics	2%
Innovation	5%	Trust	2%
Written Communication	4%	Decision Making	2%
Retail Sales	4%	Cleanliness	2%
Interpersonal Skills	4%	Writing	2%
Teaching	3%	Detail Oriented	1%
Good Driving Record	3%	Sanitation	1%
English Language	3%	Microsoft Outlook	1%
Problem Solving	3%	Punctuality	1%
Spanish Language	3%	First Aid	1%
Presentations	3%	Creativity	1%
Training And Development	3%	Troubleshooting (Problem Solving)	1%
Computer Literacy	3%	Prioritization	1%
Chinese Language	2%	Data Entry	1%
Investigation	2%	Construction	1%
Multilingualism	2%	Critical Thinking	1%
Research	2%	Microsoft Office	1%
Clerical Works	2%	Service-Orientation	1%
Hospitality	2%	Filing	1%

CERTIFICATIONS AND QUALIFICATIONS

In 2017, employers in Imperial County listed “Commercial Driver’s License (CDL)” as the top certification or qualifications in online job openings (Exhibit 29).

Exhibit 29: Top Certifications or Qualifications in Online Job Postings by Number of Postings in Imperial County, 2017

Certification or Qualification	# Online Job Postings	Certification or Qualification	# Online Job Postings
Commercial Driver's License (CDL)	808	Emergency Nurse Pediatric Course (ENPC)	10
Nurse Practitioner	234	Radiation Oncologist	10
Licensed Vocational Nurses	142	Certified Compensation Professional	9
Bachelor of Science in Nursing (BSN)	107	Certified Financial Planner	9
Certified Nursing Assistant	92	Professional Engineer	9
Licensed Practical Nurse	75	American Association Of Nurse Practitioners (AANP) Certified	8
Certified Emergency Nurse (CEN)	65	ANCC Certified	8
Advanced Practice Registered Nurse	57	Certified Home Health Aide	8
Patient Care Technician	52	Certified Public Accountant	8
Certified Benefits Professional	49	Project Management Professional Certification	8
Critical Care Registered Nurse (CCRN)	41	Certified Case Manager	6
Clinical Nurse Specialists (CNS)	36	Certified Flight Registered Nurse	6
Family Nursing Practitioner	34	Certified Novell Salesperson	6
Trauma Nurse Core Course (TNCC)	27	Licensed Professional Counselor (LPC)	6
Neonatal Nurse Practitioner	24	Medical License	6
Associate Of Science In Nursing	22	Mobile Intensive Care Nurse	6
Licensed Clinical Social Worker (LCSW)	21	Registered Dental Assistant	6
Certified Occupational Therapy Assistant	20	Adult Nurse Practitioner	5
Radiologic Technologist	19	Associates Degree In Nursing	5
Product Certification	18	Certified Medical Assistant	5
Advanced Life Support	17	Chartered Financial Analyst	5
Licensed Marriage And Family Therapist (LMFT)	14	Cisco Certified Network Associate	5
Certified Cardiographic Technician	11	Cisco Configuration Professional	5
Registered Dietitian	11	Doctor of Dental Medicine (DMD)	5
Certified Clinical Hemodialysis Technician	10	Registered Polysomnographic Technologist	5

In 2018, employers in Imperial County listed “Commercial Driver's License (CDL)” as the top certification or qualifications in online job openings (Exhibit 30).

Exhibit 30: Top Certifications or Qualifications in Online Job Postings by Number of Postings in Imperial County, 2018

Certification or Qualification	# Online Job Postings	Certification or Qualification	# Online Job Postings
Commercial Driver's License (CDL)	661	Licensed Clinical Social Worker (LCSW)	15
Nurse Practitioner	264	Certificate In English Language Teaching To Adults (CELTA)	14
Bachelor of Science in Nursing (BSN)	149	Certified Registered Nurse Practitioner	13
Certified Nursing Assistant	109	Doctor of Dental Medicine (DMD)	13
Licensed Vocational Nurses	107	Certified Compensation Professional	12
Advanced Practice Registered Nurse	80	American Registry Of Radiologic Technologists (ARRT) Certified	11
Licensed Practical Nurse	64	Cisco Configuration Professional	10
Certified Benefits Professional	57	Psychiatric-Mental Health Nurse Practitioner	10
Patient Care Technician	57	Certified Case Manager	8
Associate Of Science In Nursing	48	Certified Diversity Recruiter (CDR)	8
Certified Emergency Nurse (CEN)	39	Clinical Nurse Specialists (CNS)	8
Critical Care Registered Nurse (CCRN)	35	Licensed Marriage And Family Therapist (LMFT)	8
Family Nursing Practitioner	30	Radiation Oncologist	8
Medical License	30	System Operator Certification	8
Product Certification	30	American Medical Technologists	7
Radiologic Technologist	29	ANCC Certified	7
Trauma Nurse Core Course (TNCC)	23	Certified Financial Planner	7
Certified Occupational Therapy Assistant	22	Certified Phlebotomy Technician	7
Certified Registered Nurse Anesthetist (CRNA)	22	Licensed Professional Counselor (LPC)	7
Registered Dietitian	22	Mobile Intensive Care Nurse	7
American Association Of Nurse Practitioners (AANP) Certified	21	Project Management Professional Certification	7
Advanced Life Support	20	Series 7 General Securities Representative License (Stockbroker)	7
Professional Engineer	20	Series 66 Uniform Investment Adviser : Combined State Laws License (Combined 63 And 65)	7
Associates Degree In Nursing	18	Certified Cardiographic Technician	6
Acute Care Nurse Practitioner	15	Certified Public Accountant	6



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