

Middle-Skill Jobs: Opportunities and Challenges



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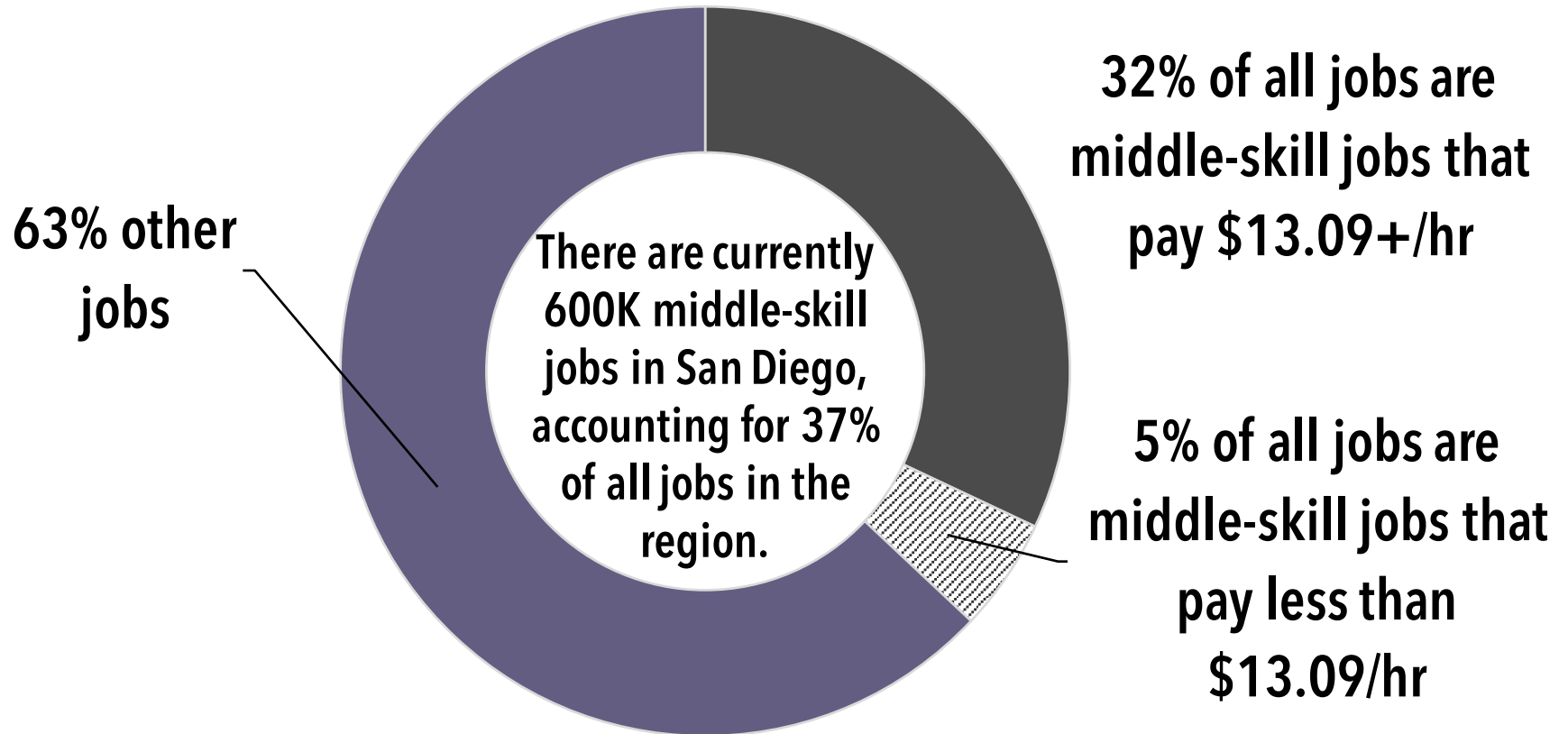
What are Middle-Skill Jobs?

- Less than a four-year degree
- Greater than a high school diploma
- Usually require 1 or more of:
 - Technical training
 - Certification
 - Associate degree
 - Extensive on-the-job training

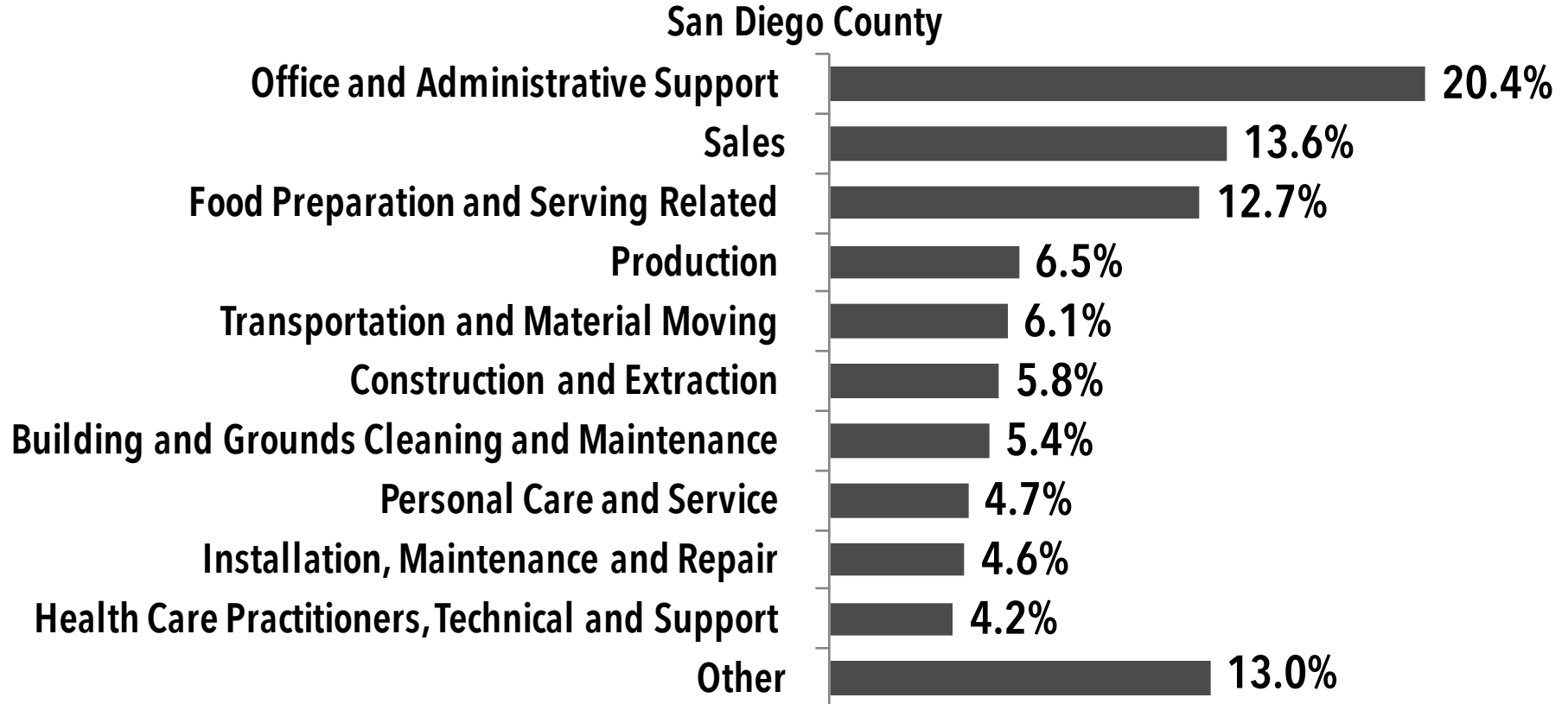
Why Focus on Middle Skills?

- 70% of all jobs in the region
- Growing faster than other jobs
- > 45,000 middle-skill openings through 2019
- Median hourly wage = \$17.48

San Diego County Job Types



Industry Makeup of Jobs Requiring \leq Associate

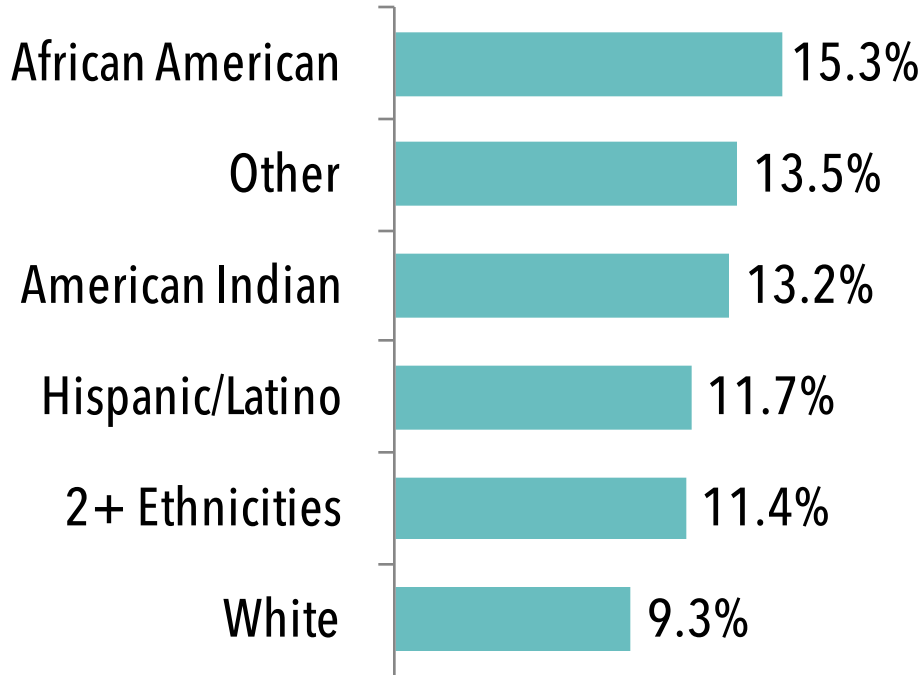


What is the Skills Gap?

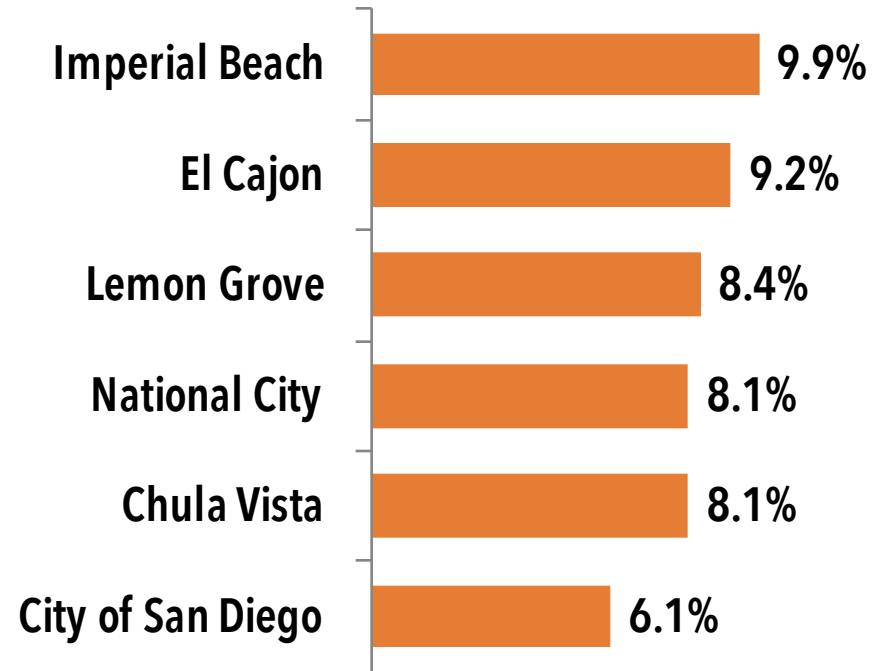
- Employer demand for qualified workers exceeds the labor market supply
- 80,000 people remain unemployed each month
- Socioeconomically disadvantaged are among the most impacted
- The skilled workforce is aging toward retirement

Unemployment Rates by...

Ethnicity

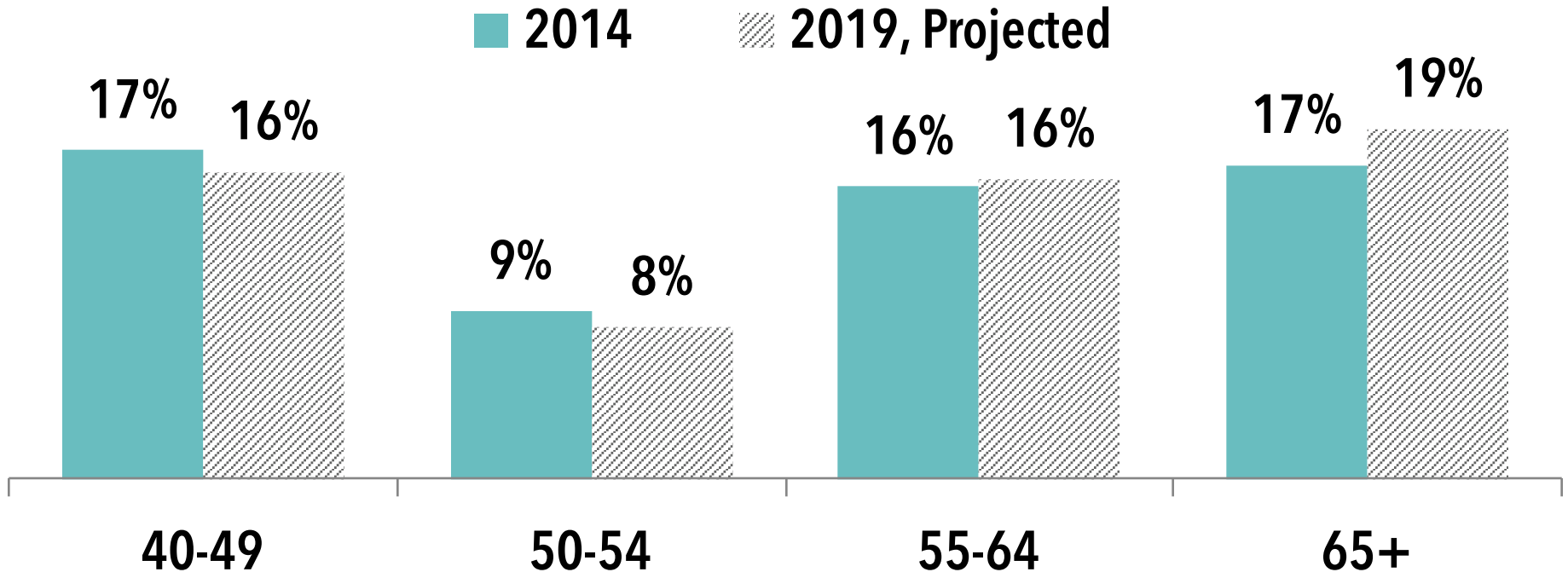


San Diego Cities, 2014



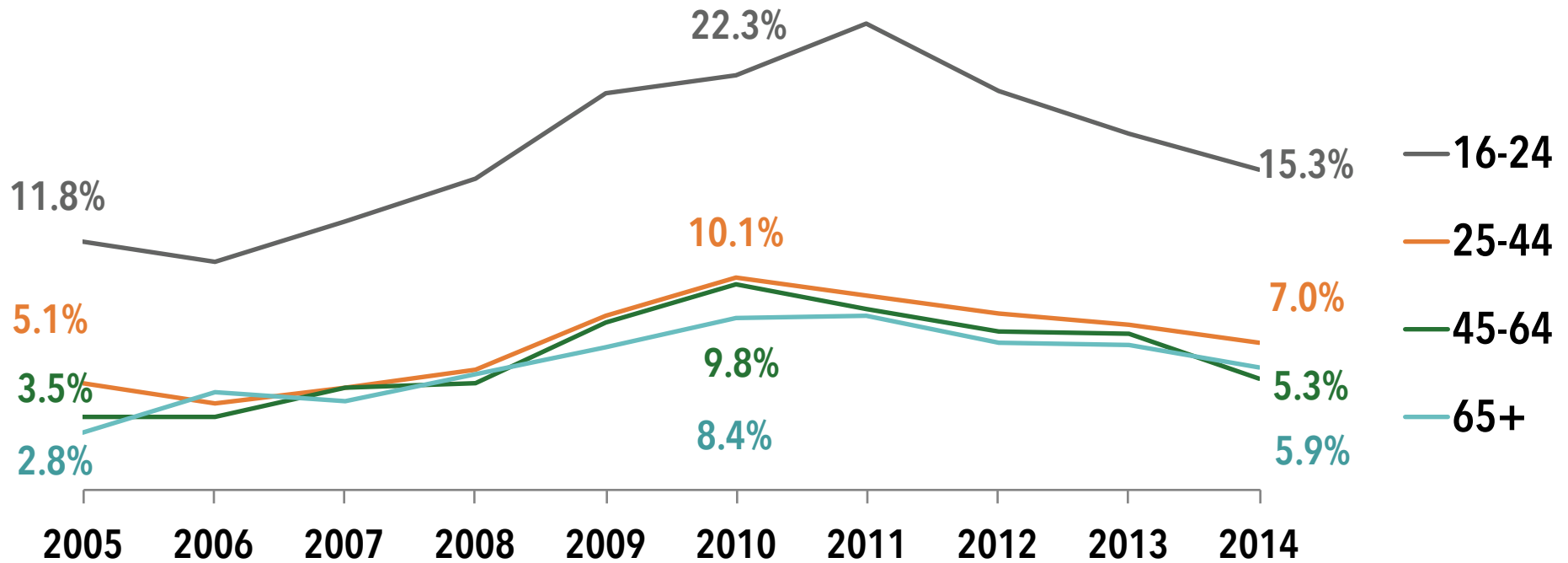
Aging Workforce in San Diego County

Population Ages 40+



Socioeconomic Factors

Unemployment Rate by Age

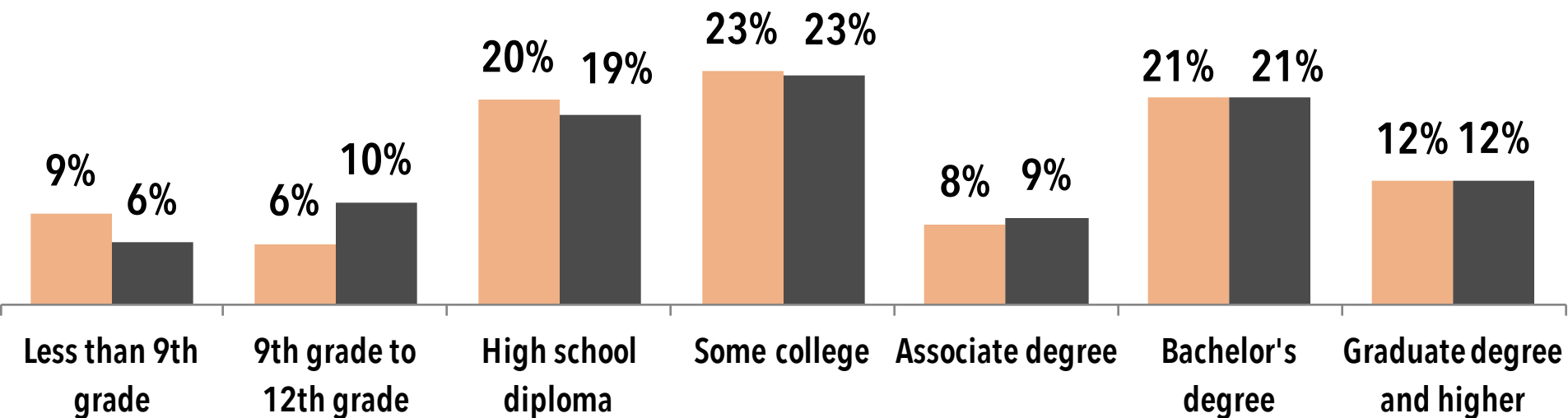


Highest Level of Educational Attainment

San Diego

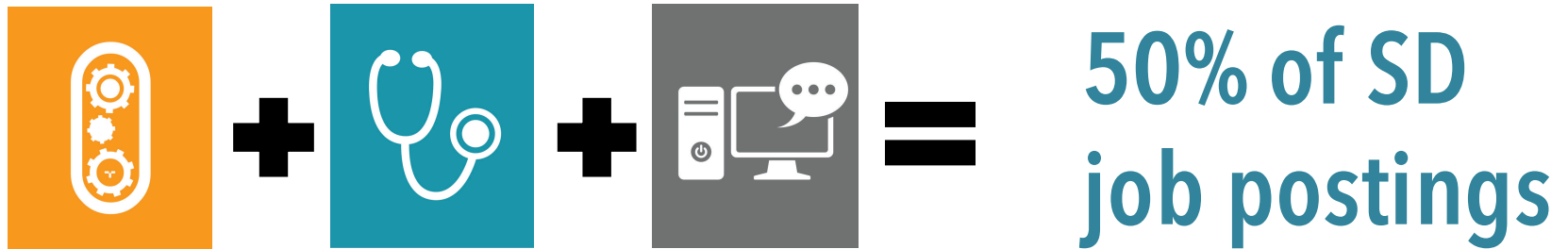
(Percentage of Adult Population, Ages 25+)

2004 2014



Opportunities in Skilled Jobs

- Advanced Manufacturing
- Health Care
- ICT



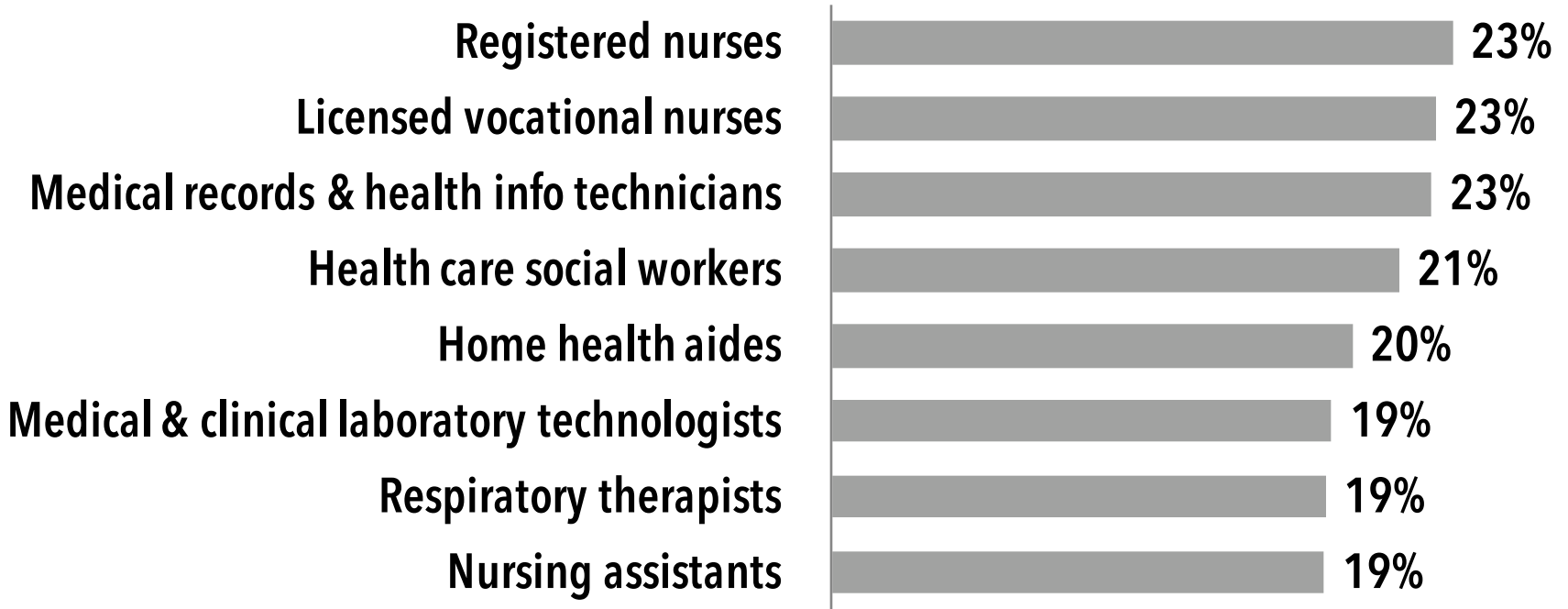
Opportunities: Advanced Mfg

Skilled Jobs with a Typical Entry-Level Education of a High School Diploma

Occupation	2014 Jobs	Average Annual Job Openings	Median Hourly Earnings
Machinists	4,423	130	\$19.32
Industrial machinery mechanics	1,312	72	\$25.82
Computer-controlled machine tool operators, metal and plastic	1,039	41	\$19.92
Aircraft structure, surfaces, rigging and systems assemblers	808	32	\$31.38
Computer numerically-controlled (CNC) machine tool programmers, metal and plastic	252	13	\$28.14

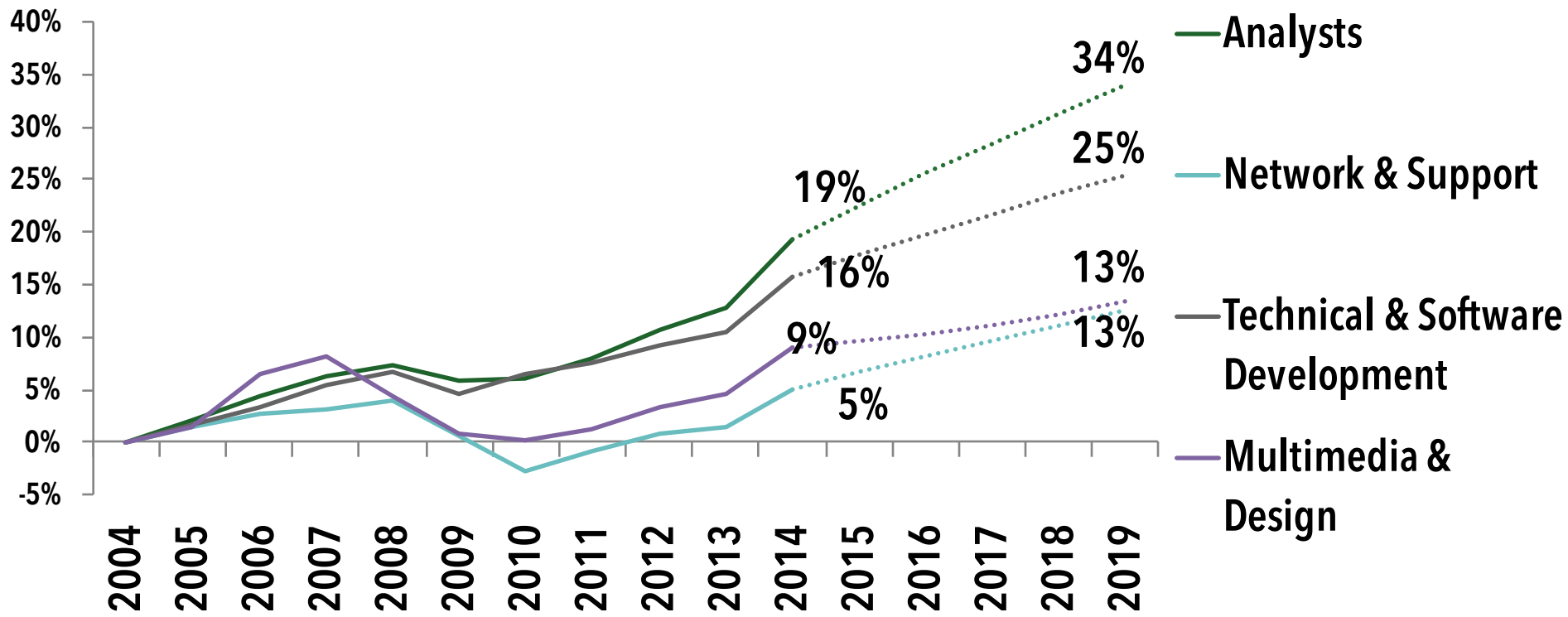
Opportunities: Health Care

Percent of Workers in Key Health Care Occupations Age 55+, 2014

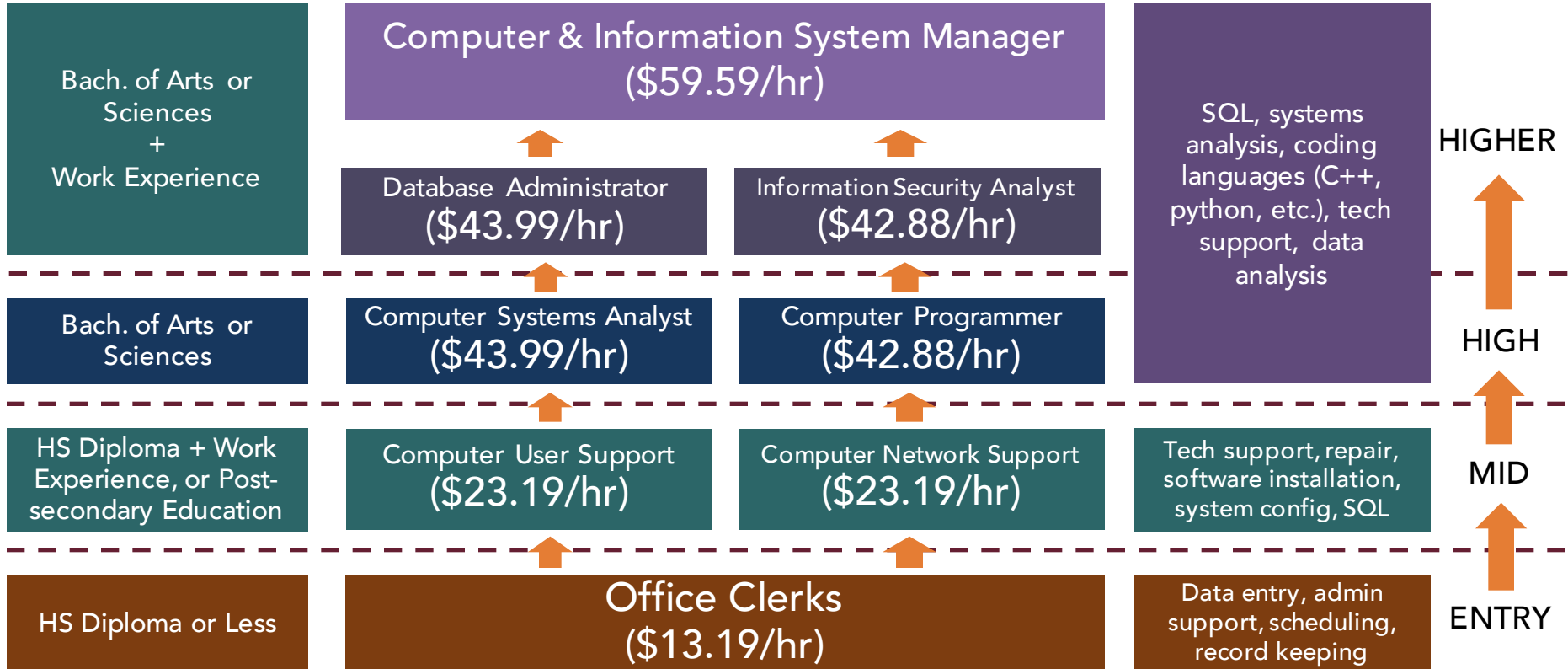


Opportunities: ICT

Employment Growth Rate by ICT Segment, 2004-2019



Career Pathways



Cross-Sector Pathways

Health Care

ICT

Advanced
Manufacturing

Upper-level

Registered nurse

Software developer, applications

Mid-level

Medical laboratory tech

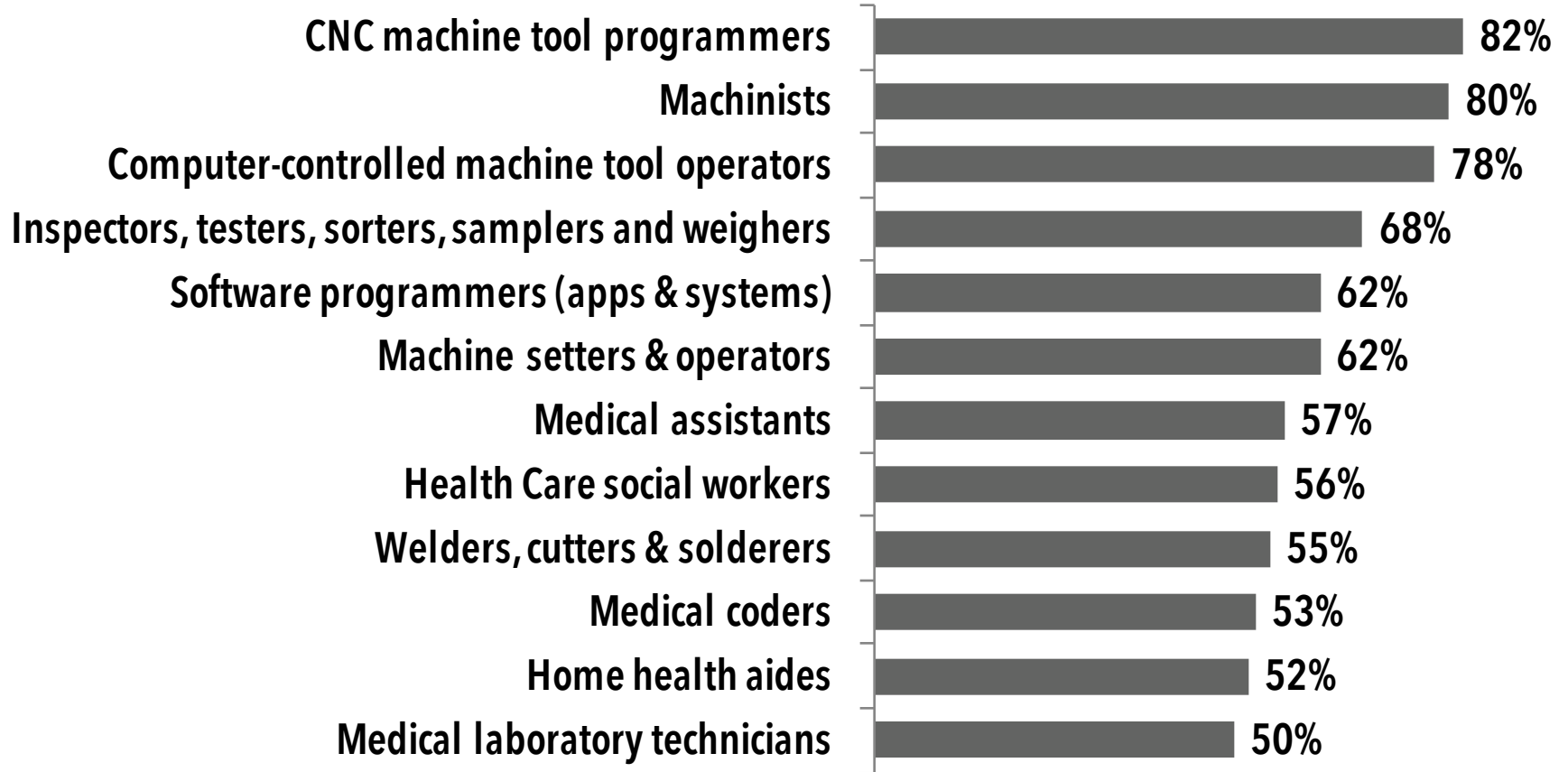
CNC programmer

Entry-level

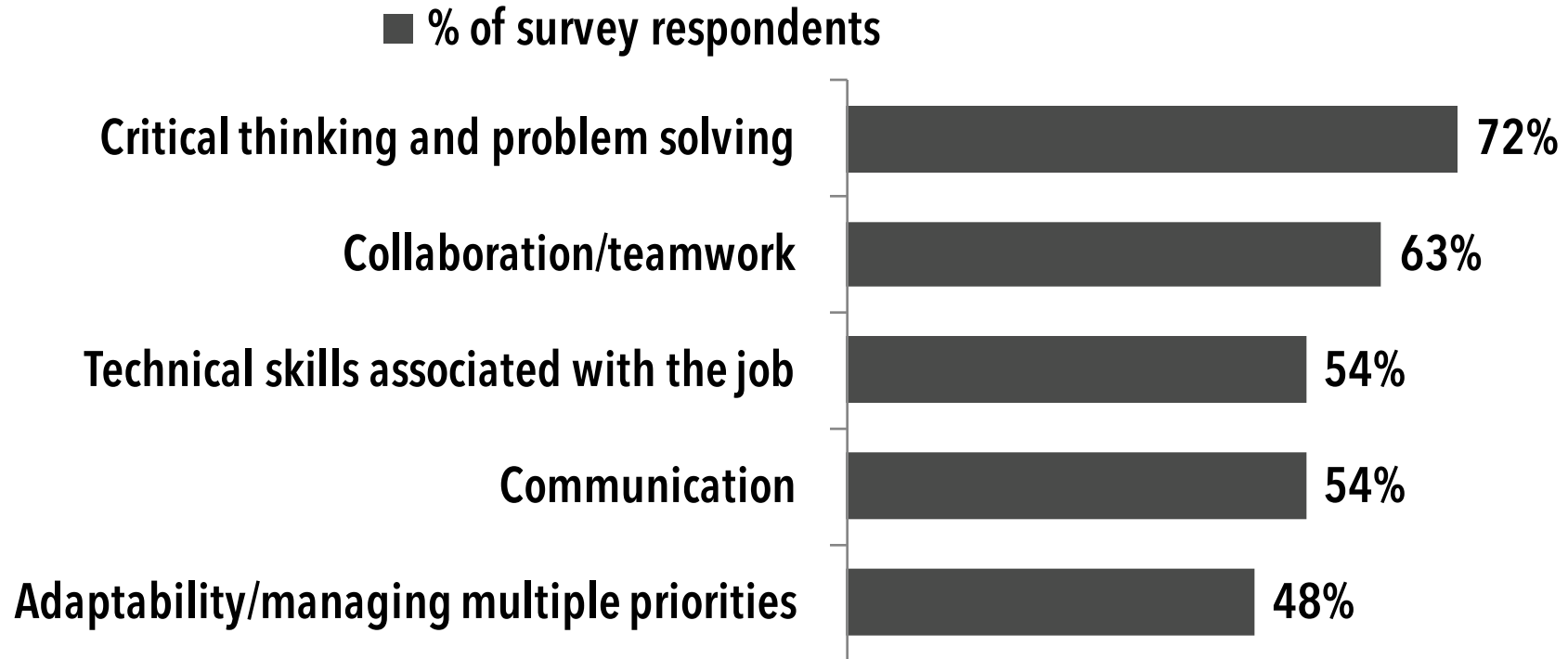
Medical records & health information technician

Machinist

% Employers with Difficulty Hiring by Job



Top Five Skills U.S. Employers Consider Most Important for New Hires

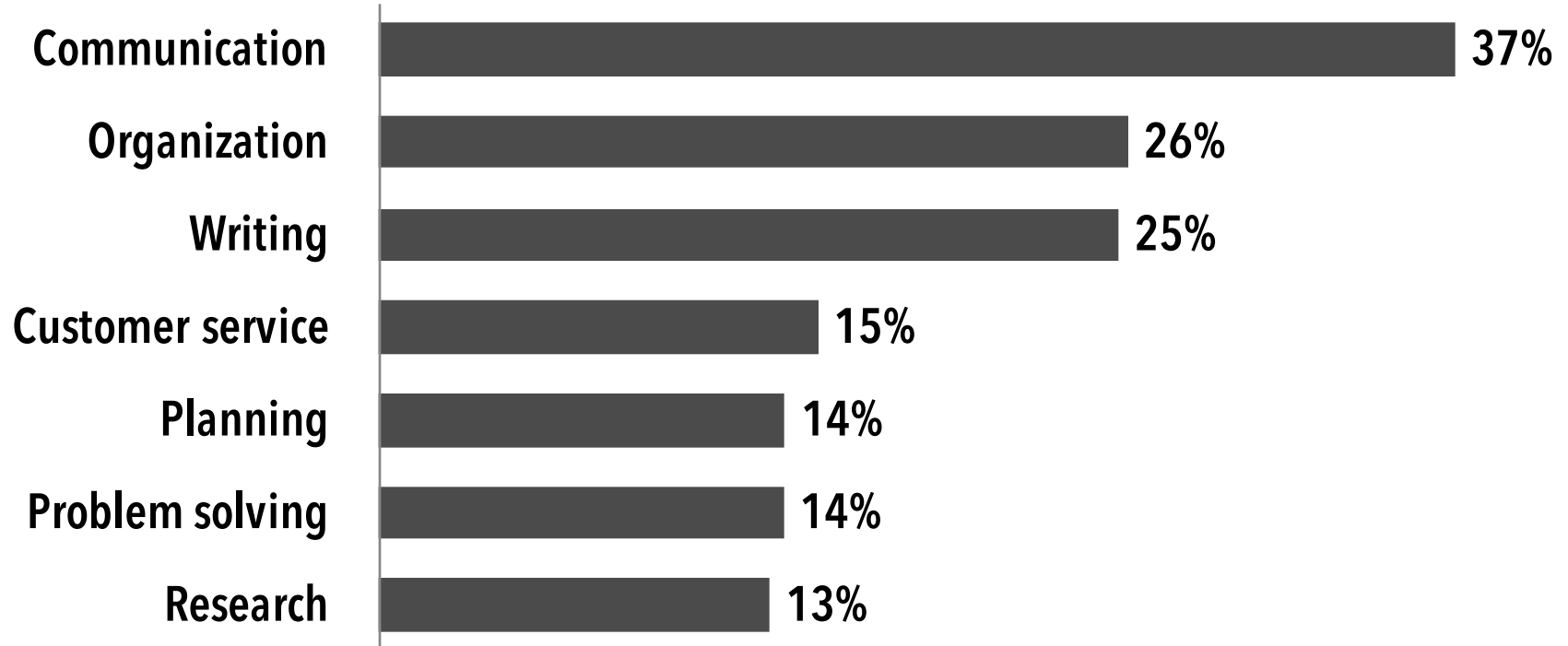


Recommendations

- Create public-private partnerships
- Promote regional collaboration and sector-based strategies
- Develop career pathways driven by employer demand
- Incorporate hands-on work experience
- Promote skilled jobs awareness
- Close the soft skills gap

Top General Skills in San Diego County

Percent of Online Job Postings



Existing Base

- Linked Learning Initiative and Task Force on Workforce (PPP)
- California Career Pathways Trust (Career Paths)
- Thinkabit Lab (Hands-On)
- MFG Day (Promote)
- Junior Achievement (Soft Skills)

Thank You

Visit workforce.org/reports for the full report

Copies of the executive summary available at the event

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