

RESILIENT JOBS

Top Jobs During the Great Recession and COVID-19 Pandemic

October 2020
Far North subregion



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Executive Summary

For this study, in response to the current coronavirus pandemic and resultant economic crisis, the North/Far North Center of Excellence for Labor Market Research (North/Far North COE) examined jobs that appeared "resilient" during two periods of economic downturn. The North/Far North COE analyzed recession-resilient jobs, which are jobs that experienced employment growth or sustained employment levels during the Great Recession from 2007 to 2009. These recession-resilient jobs were then compared to online job postings to determine which occupations were also pandemic-resilient. We define pandemic-resilient jobs as occupations with a significant number of online job postings between March and September 2020.

FINDINGS

- **Recession-resilient jobs:** Although there are more than 800 occupations in the Standard Occupational Classification (SOC) system,¹ only 69 were identified as recession-resilient. Thirty of these recession-resilient jobs are middle-skilled, or jobs that require more education and training than a high school diploma but less than a four-year degree, and could be potentially trained by community college programs.
- **Pandemic-resilient jobs:** The North/Far North COE reviewed more than 20,000 job postings found online between March and September 2020 to identify the top 50 jobs each month in the subregion. During this period, 82 occupations made the monthly top 50 jobs list at least once. Of these 82 pandemic-resilient jobs, 11 were also recession-resilient.
- **Recession- and pandemic-resilient, middle-skill jobs:** While most of the recession- and pandemic-resilient jobs could be trained by existing Far North community college programs, there are gaps and perhaps opportunities to expand training.

The North/Far North COE encourages stakeholders to use this study as a resource for meaningful and engaging discussions. This labor market information is intended to support the Far North subregion community colleges with program development and strategic planning to assess priorities during this difficult time.

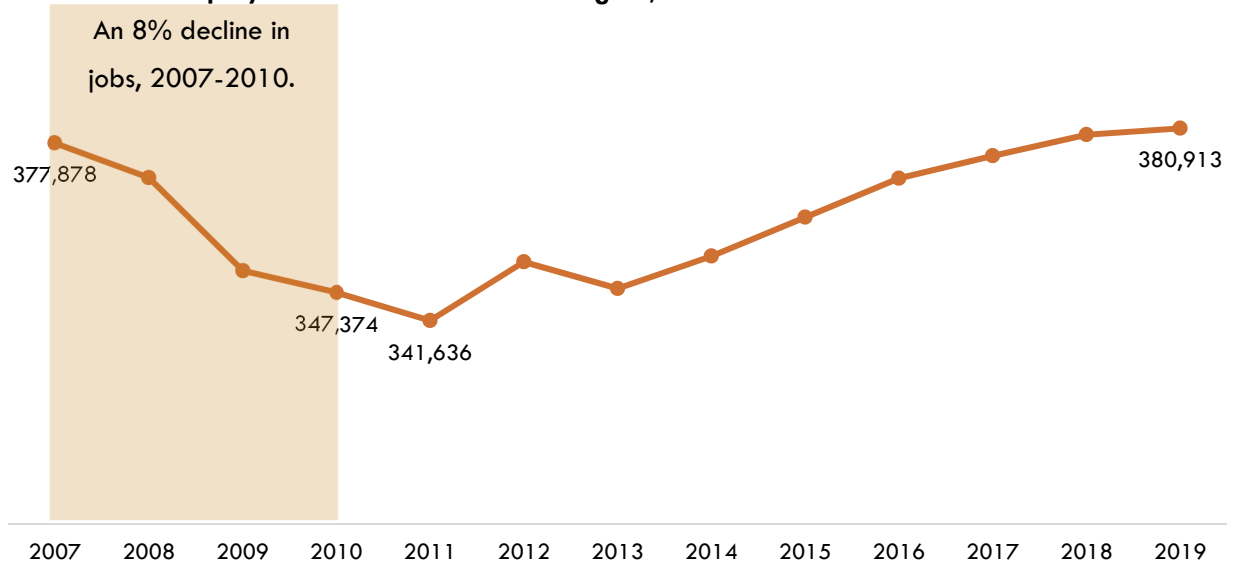
It is important to note that this study analyzes the labor market demand for jobs and does not compare demand with supply. If the Far North community colleges decide to create new programs for any of these occupations, then the North/Far North COE recommended conducting a full labor market assessment, including a supply gap analysis.

¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. <https://www.bls.gov/soc/home.htm>

Introduction

The Great Recession (2007-2009) was considered "the severest labor market downturn since the Great Depression of the 1930s."² The negative economic impact from the financial crisis persisted well after the Great Recession officially ended in 2009.³ In the Far North subregion, the total number of jobs (employment) declined from 378,000 jobs in 2007 to 347,000 jobs in 2010 - an eight percent decrease (Exhibit 1). Employment continued to decline until it hit a low of just over 341,000 jobs in 2011. It took the subregion until 2018 to recover the jobs lost during the Great Recession when employment hit just over 379,000 jobs.

Exhibit 1. Total employment in the Far North subregion, 2007-2019⁴



To better understand which occupations may be least affected by the current pandemic and the resulting economic crisis, the North/Far North Center of Excellence for Labor Market Research (COE) adopted a method developed by the San Diego-Imperial COE. For this report, "recession-resilient jobs" are those that either experienced job growth or sustained employment levels during the Great Recession. These recession-resilient jobs are then compared with online job postings to determine which occupations are also pandemic-resilient jobs. Pandemic-resilient jobs are those with the most online job postings each month between March 2020 and September 2020.

IMPORTANT DISCLAIMER

It is important to note that the financial crises caused by the Great Recession and COVID-19 are not the same. As more information about the impact of COVID-19 becomes available, the resilient jobs identified in

² Katz, Lawrence. "Long-Term Unemployment in the Great Recession," April 2010.

https://scholar.harvard.edu/lkatz/files/long_term_unemployment_in_the_great_recession.pdf.

³Rothstein, Jesse. "UNEMPLOYMENT INSURANCE AND JOB SEARCH IN THE GREAT RECESSION." Cambridge: National Bureau of Economic Research, October 2011. nber.org/papers/w17534.pdf.

⁴ Emsi 2019.3; QCEW Employees, Non-QCEW Employees and Self-Employed.

this study may no longer be relevant. However, this labor market information is intended to help the Far North community colleges with program development and strategic planning to 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 the California Community Colleges Chancellor's Office is responsible for the applications or decisions made by individuals or organizations based on this study or its recommendations.

Recession-Resilient Jobs

The following sections provide an analysis of recession-resilient jobs, which have:

- **Annual openings at or above the regional average:** The average labor market demand for all occupations in the Far North subregion during the Great Recession was 82 annual job openings. This study excludes occupations that did not have a labor market demand of at least 82 yearly job openings between 2007 and 2009.
- **Less than eight percent employment decline between 2007 and 2010:** On average, occupations experienced an eight-percent employment decline in the Far North subregion during the Great Recession. Therefore, this report considers occupations that experienced less than an eight-percent employment decline during the Great Recession as recession-resilient jobs and included them in the analysis.

Although there is more than 800 occupational codes in the Standard Occupational Classification (SOC) system,⁵ only 69 occupations met these criteria and are considered recession-resilient jobs in this study (please see Appendix A for a complete list). Because California Community Colleges generally train for middle-skill jobs, we excluded above- and below-middle-skill jobs. Exhibit 2 displays the recession-resilient middle-skill occupations in the Far North subregion. These recession-resilient, middle-skill jobs are arranged in descending order, starting with jobs with the most labor market demand (i.e., annual job openings).

⁵ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. bls.gov/soc.

Exhibit 2. Recession-Resilient, Middle-Skill Jobs in the Far North subregion⁶

	Occupation	Annual Job Openings (2007-2010)	Median Hourly Earnings	2007-2010 % Employment Change
1	Childcare Workers	1,080	\$12.15	(3%)
2	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	678	\$17.46	(2%)
3	Teacher Assistants	641	\$14.08	(7%)
4	First-Line Supervisors of Retail Sales Workers	547	\$17.96	(6%)
5	Registered Nurses	495	\$43.65	6%
6	Nursing Assistants	419	\$14.95	9%
7	Customer Service Representatives	412	\$17.43	(3%)
8	Maintenance and Repair Workers, General	356	\$17.39	(7%)
9	First-Line Supervisors of Office and Administrative Support Workers	349	\$23.95	(6%)
10	Forest and Conservation Technicians	338	\$16.67	28%
11	First-Line Supervisors of Food Preparation and Serving Workers	285	\$14.66	(6%)
12	Correctional Officers and Jailers	279	\$35.97	0%
13	Social and Human Service Assistants	270	\$17.73	11%
14	Medical Secretaries	267	\$16.76	10%
15	Hairdressers, Hairstylists, and Cosmetologists	252	\$14.95	(6%)
16	Medical Assistants	242	\$16.78	9%
17	Tellers	221	\$14.21	(3%)
18	Recreation Workers	215	\$11.88	5%
19	Preschool Teachers, Except Special Education	207	\$13.82	0%
20	Licensed Practical and Licensed Vocational Nurses	199	\$25.89	6%
21	Fitness Trainers and Aerobics Instructors	185	\$18.56	2%
22	Insurance Sales Agents	184	\$26.56	1%
23	Police and Sheriff's Patrol Officers	168	\$38.63	(1%)
24	Firefighters	147	\$25.05	3%
25	Dental Assistants	146	\$19.57	0%
26	Bus Drivers, School or Special Client	116	\$16.49	(6%)
27	Computer User Support Specialists	90	\$21.96	6%
28	Telecommunications Line Installers and Repairers	89	\$28.70	5%
29	Water and Wastewater Treatment Plant and System Operators	89	\$25.66	(5%)
30	Pharmacy Technicians	84	\$20.40	11%

⁶ Emsi 2020.3; QCEW Employees, Non-QCEW Employees and Self-Employed. The 15-county Far North subregion includes Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity counties.

Pandemic-Resilient Jobs

For this study, we defined "pandemic-resilient" occupations as those with the most number of online job postings per month between March 1, 2020 and September 30, 2020. The North/Far North Center of Excellence sorted through more than 20,000 job postings within this time frame to identify the top 50 occupations each month in the Far North subregion.

Between the beginning of March and the end of September, COE found that 82 of the more than 800 occupations in the Standard Occupational Classification (SOC) system made the monthly top 50 lists at least once during the seven-month time frame. Exhibit 3 shows the top 50 of those occupations, organized by the total number of job postings over the seven months and the number of months the occupation appeared in the top 50 list. Please see Appendix B for the full list of occupations reviewed in this section of the report.

The most in-demand occupation during the seven-month period was registered nurse. Job posting for registered nurses kept the occupation in the number one position for each month of the top 50 list, with a total of almost 2,000 job postings over seven months. Furthermore, more than a quarter of the top occupations are healthcare related, ranging from practitioners, such as nurses and physicians, to technical and support occupations, like nursing assistants and medical records technicians. Sales-related occupations were also featured prominently among the top 50.

Exhibit 3. Top 50 Occupations in the Far North subregion, March - September 2020⁷

	Occupation	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	# Months in Top 50
1	Registered Nurse	*	*	*	*	*	*	*	7
2	Heavy and Tractor-Trailer Truck Drivers	*	*	*	*	*	*	*	7
3	Salespersons	*	*	*	*	*	*	*	7
4	First-Line Supervisors of Retail Sales Workers	*	*	*	*	*	*	*	7
5	Merchandise Displayers and Window Trimmers	*	*	*	*	*	*	*	7
6	Laborers and Freight, Stock, and Material Movers, Hand	*		*	*	*	*	*	6
7	Customer Service Representatives	*	*	*	*	*	*	*	7
8	Nursing Assistants	*	*	*	*	*	*	*	7
9	Physicians and Surgeons, All Other	*	*	*	*	*	*	*	7
10	Medical and Health Services Managers	*	*	*	*	*	*	*	7
11	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	*	*	*	*	*	*	*	7
12	Middle School Teachers, Except Special and Career/Technical Education	*	*	*	*	*	*	*	7
13	Licensed Practical and Licensed Vocational Nurses	*	*	*	*	*	*	*	7
14	Stock Clerks and Order Fillers	*	*	*	*	*	*	*	7
15	Teacher Assistants	*	*	*	*	*	*	*	7
16	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	*	*	*	*	*	*	*	7

⁷ "Labor Insight Real-Time Labor Market Information Tool." Burning Glass Technologies, accessed October 5, 2020. <http://www.burning-glass.com>.

	Occupation	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	# Months in Top 50
17	Maintenance and Repair Workers, General	*	*	*	*	*	*	*	7
18	Combined Food Preparation and Serving Workers, Including Fast Food	*	*	*	*	*	*	*	7
19	Managers, All Other	*	*	*	*	*	*	*	7
20	Medical Assistants	*		*	*	*	*	*	6
21	Elementary School Teachers, Except Special Education	*	*	*	*	*	*		6
22	Security Guards	*	*	*	*	*	*	*	7
23	Nurse Practitioners	*	*	*	*	*	*	*	7
24	Family and General Practitioners		*	*	*	*	*	*	6
25	Light Truck or Delivery Services Drivers	*		*	*	*	*	*	6
26	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	*	*	*	*	*	*	*	7
27	Insurance Sales Agents			*	*		*	*	4
28	Coaches and Scouts		*	*	*	*		*	5
29	Cashiers	*	*	*	*	*	*	*	7
30	Physical Therapists	*	*	*	*	*	*		6
31	General and Operations Managers	*	*	*	*	*	*	*	7
32	Internists, General		*	*	*	*		*	5
33	Accountants and Auditors						*	*	2
34	Medical Records and Health Information Technicians	*	*	*	*	*	*	*	7
35	Medical Secretaries	*		*	*	*	*	*	6
36	Counter and Rental Clerks	*		*				*	3
37	Food Service Managers	*	*	*	*	*	*	*	7
38	Speech-Language Pathologists	*	*	*	*	*	*	*	7
39	Secondary School Teachers, Except Special and Career/Technical Education	*	*	*					3
40	Automotive Service Technicians and Mechanics	*			*	*	*	*	5
41	Personal Care Aides		*	*	*	*	*	*	6
42	Office Clerks, General	*		*	*	*	*	*	6
43	Cooks, Restaurant				*	*		*	3
44	Pharmacists	*	*		*				3
45	Education Administrators, Elementary and Secondary School	*	*	*					3
46	Health Technologists and Technicians, All Other	*				*			2
47	Driver/Sales Workers			*	*	*		*	4
48	First-Line Supervisors of Food Preparation and Serving Workers		*		*	*	*	*	5
49	Physician Assistants	*	*	*	*				4

Occupation	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	# Months in Top 50
50 Bookkeeping, Accounting, and Auditing Clerks						*	*	2

Recession- and Pandemic-Resilient Jobs

Exhibit 4 displays the 11 occupations this study identified as recession-resilient, pandemic-resilient, and middle-skill in the Far North subregion. Middle-skill refers to the level of education or training typically required for entry-level jobs in the occupation and is defined as education beyond a high school diploma but less than a four-year degree. Each occupation shared in the table below has projected annual openings above the Great Recession's median number of annual openings. These occupations also experienced less decline (or more growth) in employment than the overall subregion during the Great Recession. These jobs also pay an entry-level wage above the Far North living wage of \$10.89 for a single adult.

Exhibit 4. Recession- and Pandemic-Resilient Middle Skill Jobs in the Far North subregion⁸

Occupation	Annual Openings (2019-2024)	Entry-level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education
1 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	622	\$15.04	High school diploma or equivalent
2 Teaching Assistants, Except Postsecondary	601	\$13.12	Some college, no degree
3 Customer Service Representatives	478	\$14.30	High school diploma or equivalent
4 First-Line Supervisors of Retail Sales Workers	458	\$14.27	High school diploma or equivalent
5 Registered Nurses	455	\$35.64	Bachelor's degree
6 Maintenance and Repair Workers, General	400	\$14.49	High school diploma or equivalent
7 Nursing Assistants	351	\$13.65	Postsecondary nondegree award
8 Medical Assistants	278	\$14.84	Postsecondary nondegree award
9 Medical Secretaries and Administrative Assistants	270	\$14.64	High school diploma or equivalent
10 Insurance Sales Agents	248	\$19.56	High school diploma or equivalent
11 Licensed Practical and Licensed Vocational Nurses	147	\$23.63	Postsecondary nondegree award

⁸ Emsi 2020.3; QCEW Employees, Non-QCEW Employees and Self-Employed. The 15-county Far North subregion includes Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity counties.

Community College Programs Related to Recession- and Pandemic-Resilient Jobs

Community colleges in the Far North subregion have existing programs that could train job seekers for recession- and pandemic-resilient, middle-skill jobs. The North/Far North COE used the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the California Community College's Taxonomy of Programs (TOP) codes to identify which Far North community colleges offer programs related to these jobs (Exhibit 5).

Most of the recession- and pandemic-resilient jobs can be linked to an existing community college program in the Far North. For occupations where there is no clear pathway between program and occupation, the North/Far North COE selected programs at the four-digit TOP code level to approximate which programs could provide the skill sets needed for the job.

Program developers and other stakeholders should confirm that Far North community colleges train for the specific occupations listed below. To find program titles as they are listed in the California Community College catalog system, please visit the Chancellor's Office of Curriculum Inventory and search by the college name and TOP code as listed below.⁹

Exhibit 5. Community College TOP Codes (Programs) Related to Recession- and Pandemic-Resilient Middle-Skill Jobs¹⁰

Occupational Title	Related TOP Code & Title	Community College(s) with a Program in Related TOP Code
1. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0514.00 Office Technology/Office Computer Applications	Lassen Mendocino Shasta Siskiyou
	0802.00 Educational Aide (Teacher Assistant)	None
2. Teaching Assistants, except postsecondary	0802.10 Educational Aide (Teacher Assistant), Bilingual	None
	0518.00 Customer Service	Shasta
3. Customer Service Representatives	0506.50 Retail Store Operations and Management	None
	0509.40	None

⁹ The Chancellor's Office Curriculum Inventory System (COCI), California Community Colleges Chancellor's Office, <https://coci2.ccctechcenter.org/programs>

¹⁰ Management Information Systems (MIS) Data Mart, California Community Colleges Chancellor's Office, accessed October 14, 2020, <https://datamart.cccco.edu/>.

Occupational Title	Related TOP Code & Title	Community College(s) with a Program in Related TOP Code
	Sales and Salesmanship	
	0509.60 Display	None
5. Registered Nurses	1230.10 Registered Nursing	Mendocino Redwoods Shasta Siskiyou
	0934 (TOP 4) Electronics and Electric Technology	Shasta
	0946 (TOP 4) Environmental Control Technology (HVAC)	Mendocino
6. Maintenance and Repair Workers, General*	0947 (TOP 4) Diesel Technology	Butte Shasta
	0956 (TOP 4) Manufacturing and Industrial Technology	Butte Lassen Redwoods Shasta Siskiyou
	0999 (TOP 4) Other Engineering and Related Industrial Technologies	Lassen Shasta
7. Nursing Assistants	1230.30 Certified Nurse Assistant	Shasta
	1208.00 Medical Assisting	Shasta
8. Medical Assistants	1208.10 Clinical Medical Assisting	None
	0514.20 Medical Office Technology	Mendocino Shasta
9. Medical Secretaries and Administrative Assistants	1208.20 Administrative Medical Assisting	None
10. Insurance Sales Agents	0512.00 Insurance	None

Occupational Title	Related TOP Code & Title	Community College(s) with a Program in Related TOP Code
11. Licensed Practical and Licensed Vocational Nurses	1230.20 Licensed Vocational Nursing	Feather River Lassen Redwoods Shasta Siskiyou

Conclusion

This study provides an overview of jobs that appeared resilient during historical and recent economic downturns. The North/Far North COE encourages stakeholders to use this study as a resource for meaningful and engaging discussions. While the North/Far North COE intentionally focused on middle-skilled jobs, we hope that rather than focusing on the nuances and naming conventions, the community colleges use this report to prioritize program development that supports students in becoming more resilient workers.

Furthermore, the appendices that follow identify recession-resilient and pandemic-resilient jobs at all levels of educational attainment. However, for the Far North community colleges, the North/Far North COE recommends prioritizing programs that train for middle-skill occupations (denoted with an asterisk (*) in the appendix). The North/Far North COE also recommends that community colleges prioritize program development that leads to jobs that pay at or above the subregion's living wage.

It is important to note that this study only examines the labor market demand for jobs and does not compare demand to educational program supply. If Far North community colleges decide to create new programs for any of these occupations, the North/Far North COE recommended conducting a full labor market assessment, including a supply gap analysis.

Appendix A. Data Sources

REFERENCES CITED

Emsi. <https://www.economicmodeling.com/>. EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

"Labor Insight Real-Time Labor Market Information Tool." Burning Glass Technologies. <http://www.burning-glass.com>

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.ashx>

"TOP-to-CIP-to-SOC Crosswalk." Centers of Excellence for Labor Market Research. May 2016. <http://coecc.net/>

Appendix B. Recession-Resilient Jobs

The 69 recession-resilient jobs identified in this study are provided below. The asterisk (*) denotes an occupation that is classified as middle-skill.

Exhibit A. Recession-Resilient Jobs in the Far North subregion¹¹

	Occupation	Annual Job Openings (2007-2010)	Median Hourly Earnings	2007-2010 % Employment Change	Entry-Level Education
1	Cashiers	2,139	\$11.96	(7%)	No formal educational credential
2	Combined Food Preparation and Serving Workers, Including Fast Food	1,395	\$11.85	0%	No formal educational credential
3	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,247	\$12.93	2%	No formal educational credential
4	Maids and Housekeeping Cleaners	1,197	\$12.37	(1%)	No formal educational credential
5	Childcare Workers*	1,080	\$12.15	(3%)	High school diploma or equivalent
6	Personal Care Aides	869	\$11.84	23%	High school diploma or equivalent
7	Office Clerks, General	866	\$16.40	(7%)	High school diploma or equivalent
8	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	723	\$12.96	(5%)	No formal educational credential
9	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive*	678	\$17.46	(2%)	High school diploma or equivalent
10	Teacher Assistants*	641	\$14.08	(7%)	Some college, no degree
11	First-Line Supervisors of Retail Sales Workers*	547	\$17.96	(6%)	High school diploma or equivalent
12	Stock Clerks and Order Fillers	537	\$12.73	(3%)	High school diploma or equivalent
13	Registered Nurses*	495	\$43.65	6%	Bachelor's degree
14	Nursing Assistants*	419	\$14.95	9%	Postsecondary nondegree award
15	Customer Service Representatives*	412	\$17.43	(3%)	High school diploma or equivalent

¹¹ Emsi 2020.3; QCEW Employees, Non-QCEW Employees and Self-Employed. The 15-county Far North subregion includes Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity counties.

Occupation	Annual Job Openings (2007-2010)	Median Hourly Earnings	2007-2010 % Employment Change	Entry-Level Education
16 Maintenance and Repair Workers, General*	356	\$17.39	(7%)	High school diploma or equivalent
17 First-Line Supervisors of Office and Administrative Support Workers*	349	\$23.95	(6%)	High school diploma or equivalent
18 Forest and Conservation Technicians*	338	\$16.67	28%	Associate's degree
19 General and Operations Managers	333	\$37.17	(2%)	Bachelor's degree
20 First-Line Supervisors of Food Preparation and Serving Workers*	285	\$14.66	(6%)	High school diploma or equivalent
21 Correctional Officers and Jailers*	279	\$35.97	0%	High school diploma or equivalent
22 Social and Human Service Assistants*	270	\$17.73	11%	High school diploma or equivalent
23 Medical Secretaries*	267	\$16.76	10%	High school diploma or equivalent
24 Bartenders	266	\$12.82	(2%)	No formal educational credential
25 Security Guards	265	\$13.90	(7%)	High school diploma or equivalent
26 Hairdressers, Hairstylists, and Cosmetologists*	252	\$14.95	(6%)	Postsecondary nondegree award
27 Medical Assistants*	242	\$16.78	9%	Postsecondary nondegree award
28 Farmworkers, Farm, Ranch, and Aquacultural Animals	234	\$12.99	3%	No formal educational credential
29 Substitute Teachers	230	\$29.49	28%	Bachelor's degree
30 Tellers	221	\$14.21	(3%)	High school diploma or equivalent
31 Amusement and Recreation Attendants	216	\$11.95	(3%)	No formal educational credential
32 Recreation Workers*	215	\$11.88	5%	High school diploma or equivalent
33 Business Operations Specialists, All Other	214	\$26.21	(5%)	Bachelor's degree
34 Preschool Teachers, Except Special Education*	207	\$13.82	0%	Associate's degree
35 Licensed Practical and Licensed Vocational Nurses*	199	\$25.89	6%	Postsecondary nondegree award
36 Management Analysts	188	\$31.08	(1%)	Bachelor's degree
37 Teachers and Instructors, All Other	188	\$20.62	27%	Bachelor's degree

Occupation	Annual Job Openings (2007-2010)	Median Hourly Earnings	2007-2010 % Employment Change	Entry-Level Education
38 Fitness Trainers and Aerobics Instructors*	185	\$18.56	2%	High school diploma or equivalent
39 Managers, All Other	184	\$30.94	0%	Bachelor's degree
40 Insurance Sales Agents*	184	\$26.56	1%	High school diploma or equivalent
41 Packaging and Filling Machine Operators and Tenders	177	\$15.89	3%	High school diploma or equivalent
42 Adult Basic and Secondary Education and Literacy Teachers and Instructors	172	\$35.77	(7%)	Bachelor's degree
43 Police and Sheriff's Patrol Officers*	168	\$38.63	(1%)	High school diploma or equivalent
44 Cooks, Institution and Cafeteria	159	\$15.24	5%	No formal educational credential
45 Firefighters*	147	\$25.05	3%	Postsecondary nondegree award
46 Dental Assistants*	146	\$19.57	0%	Postsecondary nondegree award
47 Child, Family, and School Social Workers	129	\$22.32	(4%)	Bachelor's degree
48 Agricultural Equipment Operators	129	\$16.44	16%	No formal educational credential
49 Nonfarm Animal Caretakers	129	\$12.61	7%	High school diploma or equivalent
50 Office and Administrative Support Workers, All Other	127	\$13.76	(5%)	High school diploma or equivalent
51 Educational, Guidance, School, and Vocational Counselors	123	\$25.24	(2%)	Master's degree
52 Information and Record Clerks, All Other	121	\$16.34	(7%)	High school diploma or equivalent
53 Bus Drivers, School or Special Client*	116	\$16.49	(6%)	High school diploma or equivalent
54 Driver/Sales Workers	107	\$13.09	(7%)	High school diploma or equivalent
55 Substance Abuse, Behavioral Disorder, and Mental Health Counselors	107	\$18.29	4%	Bachelor's degree
56 Self-Enrichment Education Teachers	106	\$18.02	(7%)	High school diploma or equivalent
57 Protective Service Workers, All Other	94	\$16.72	4%	High school diploma or equivalent
58 Social Workers, All Other	94	\$25.42	5%	Bachelor's degree

Occupation	Annual Job Openings (2007-2010)	Median Hourly Earnings	2007-2010 % Employment Change	Entry-Level Education
59 Social and Community Service Managers	93	\$26.48	(3%)	Bachelor's degree
60 Computer User Support Specialists*	90	\$21.96	6%	Some college, no degree
61 Telecommunications Line Installers and Repairers*	89	\$28.70	5%	High school diploma or equivalent
62 Water and Wastewater Treatment Plant and System Operators*	89	\$25.66	(5%)	High school diploma or equivalent
63 Kindergarten Teachers, Except Special Education	87	\$41.93	(6%)	Bachelor's degree
64 Graders and Sorters, Agricultural Products	87	\$12.64	25%	No formal educational credential
65 Medical and Health Services Managers	87	\$50.12	12%	Bachelor's degree
66 Gaming Dealers	85	\$12.48	4%	High school diploma or equivalent
67 Insurance Claims and Policy Processing Clerks	85	\$17.57	8%	High school diploma or equivalent
68 Pharmacy Technicians*	84	\$20.40	11%	High school diploma or equivalent
69 Human Resources Specialists	83	\$26.80	2%	Bachelor's degree

Appendix C. Pandemic-Resilient Jobs

The 82 pandemic-resilient jobs identified in this study are provided below. The asterisk (*) denotes an occupation that is classified as middle-skill.

Exhibit C. Pandemic-Resilient Jobs in the Far North subregion¹²

Occupation	# Job Postings, Mar-Sept 2020	# of Months in Top 50 Jobs	Median Hourly Wages	Entry-Level Education
1 Registered Nurses*	1,979	7	\$43.37	Bachelor's degree
2 Heavy and Tractor-Trailer Truck Drivers*	837	7	\$22.60	Postsecondary nondegree award
3 Retail Salespersons	605	7	\$13.71	No formal educational credential

¹² Emsi 2020.3; QCEW, Non-QCEW, Self-Employed. And, "Labor Insight Real-Time Labor Market Information Tool." Burning Glass Technologies, accessed October 5, 2020. <http://www.burning-glass.com>.

Occupation		# Job Postings, Mar-Sept 2020	# of Months in Top 50 Jobs	Median Hourly Wages	Entry-Level Education
4	First-Line Supervisors of Retail Sales Workers	521	7	\$18.93	High school diploma or equivalent
5	Merchandise Displayers and Window Trimmers	519	7	\$13.97	High school diploma or equivalent
6	Laborers and Freight, Stock, and Material Movers, Hand	506	6	\$14.59	No formal educational credential
7	Customer Service Representatives*	441	7	\$17.27	High school diploma or equivalent
8	Nursing Assistants*	389	7	\$15.54	Postsecondary nondegree award
9	Physicians and Surgeons, All Other	360	7	\$127.72	Doctoral or professional degree
10	Medical and Health Services Managers	356	7	\$51.35	Bachelor's degree
11	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products*	337	7	\$24.89	High school diploma or equivalent
12	Middle School Teachers, Except Special and Career/Technical Education	335	7	\$37.83	Bachelor's degree
13	Licensed Practical and Licensed Vocational Nurses*	288	7	\$27.39	Postsecondary nondegree award
14	Stock Clerks and Order Fillers	273	7	\$13.59	High school diploma or equivalent
15	Teacher Assistants*	268	7	\$14.81	Some college, no degree
16	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	267	7	\$14.16	No formal educational credential
17	Maintenance and Repair Workers, General*	264	7	\$18.04	High school diploma or equivalent
18	Combined Food Preparation and Serving Workers, Including Fast Food	252	7	\$12.84	No formal educational credential
19	Managers, All Other	252	7	\$30.93	Bachelor's degree
20	Medical Assistants*	252	6	\$17.58	Postsecondary nondegree award
21	Elementary School Teachers, Except Special Education	242	6	\$32.67	Bachelor's degree
22	Security Guards	225	7	\$14.23	High school diploma or equivalent
23	Nurse Practitioners	212	7	\$60.03	Master's degree

Occupation		# Job Postings, Mar-Sept 2020	# of Months in Top 50 Jobs	Median Hourly Wages	Entry-Level Education
24	Family and General Practitioners	204	6	\$84.12	Doctoral or professional degree
25	Light Truck or Delivery Services Drivers	196	6	\$18.00	High school diploma or equivalent
26	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive*	194	7	\$18.30	High school diploma or equivalent
27	Insurance Sales Agents*	194	4	\$25.52	High school diploma or equivalent
28	Coaches and Scouts	183	5	\$17.95	Bachelor's degree
29	Cashiers	179	7	\$13.03	No formal educational credential
30	Physical Therapists	173	6	\$47.34	Doctoral or professional degree
31	General and Operations Managers	172	7	\$38.73	Bachelor's degree
32	Internists, General	170	5	\$71.99	Doctoral or professional degree
33	Accountants and Auditors	161	2	\$29.34	Bachelor's degree
34	Medical Records and Health Information Technicians*	160	7	\$20.91	Postsecondary nondegree award
35	Medical Secretaries*	158	6	\$16.95	High school diploma or equivalent
36	Counter and Rental Clerks	146	3	\$15.15	No formal educational credential
37	Food Service Managers	145	7	\$21.14	High school diploma or equivalent
38	Speech-Language Pathologists	141	7	\$44.50	Master's degree
39	Secondary School Teachers, Except Special and Career/Technical Education	135	3	\$36.60	Bachelor's degree
40	Automotive Service Technicians and Mechanics*	128	5	\$20.46	Postsecondary nondegree award
41	Personal Care Aides	125	6	\$13.03	High school diploma or equivalent
42	Office Clerks, General	123	6	\$16.87	High school diploma or equivalent

Occupation	# Job Postings, Mar-Sept 2020	# of Months in Top 50 Jobs	Median Hourly Wages	Entry-Level Education
43 Cooks, Restaurant	122	3	\$14.65	No formal educational credential
44 Pharmacists	121	3	\$70.99	Doctoral or professional degree
45 Education Administrators, Elementary and Secondary School	118	3	\$50.52	Master's degree
46 Health Technologists and Technicians, All Other*	117	2	\$20.91	Postsecondary nondegree award
47 Driver/Sales Workers	116	4	\$14.34	High school diploma or equivalent
48 First-Line Supervisors of Food Preparation and Serving Workers*	111	5	\$16.46	High school diploma or equivalent
49 Physician Assistants	106	4	\$62.53	Master's degree
50 Bookkeeping, Accounting, and Auditing Clerks*	104	2	\$19.56	Some college, no degree
51 Maids and Housekeeping Cleaners	102	4	\$13.82	No formal educational credential
52 Occupational Therapists	99	2	\$40.29	Master's degree
53 Phlebotomists*	98	3	\$22.52	Postsecondary nondegree award
54 Respiratory Therapists*	96	2	\$39.98	Associate's degree
55 Medical and Clinical Laboratory Technicians*	95	3	\$25.65	Bachelor's degree
56 Preschool Teachers, Except Special Education*	92	2	\$14.33	Associate's degree
57 Foresters	89	3	\$34.40	Bachelor's degree
58 Computer Occupations, All Other	89	2	\$25.03	Bachelor's degree
59 Pharmacy Technicians*	89	1	\$20.35	High school diploma or equivalent
60 Bus Drivers, Transit and Intercity*	88	2	\$19.51	High school diploma or equivalent
61 Optometrists	84	3	\$49.84	Doctoral or professional degree
62 Psychiatrists	82	2	\$44.79	Doctoral or professional degree
63 Sales Managers	82	1	\$35.04	Bachelor's degree

Occupation		# Job Postings, Mar-Sept 2020	# of Months in Top 50 Jobs	Median Hourly Wages	Entry-Level Education
64	Surgeons	79	2	\$102.12	Doctoral or professional degree
65	Mental Health Counselors	78	2	\$19.46	Bachelor's degree
66	Home Health Aides*	77	3	\$13.03	High school diploma or equivalent
67	Special Education Teachers, All Other	77	2	\$15.82	Bachelor's degree
68	Medical Scientists, Except Epidemiologists	75	1	\$47.38	Doctoral or professional degree
69	Financial Managers	74	2	\$42.37	Bachelor's degree
70	Social Workers, All Other	73	2	\$25.80	Bachelor's degree
71	Computer User Support Specialists*	73	1	\$23.27	Some college, no degree
72	Forest and Conservation Technicians*	72	1	\$21.86	Associate's degree
73	Receptionists and Information Clerks	70	1	\$14.80	High school diploma or equivalent
74	Shipping, Receiving, and Traffic Clerks	69	1	\$18.97	High school diploma or equivalent
75	Recreation Workers*	62	1	\$13.28	High school diploma or equivalent
76	Emergency Medical Technicians and Paramedics*	55	1	\$17.87	Postsecondary nondegree award
77	Heating, Air Conditioning, and Refrigeration Mechanics and Installers*	49	1	\$23.08	Postsecondary nondegree award
78	Dietitians and Nutritionists	44	1	\$34.80	Bachelor's degree
79	Postsecondary Teachers, All Other	43	1	\$37.86	Doctoral or professional degree
80	Veterinarians	43	1	\$48.11	Doctoral or professional degree
81	Human Resources Managers	39	1	\$43.52	Bachelor's degree
82	Tax Preparers*	39	1	\$24.16	High school diploma or equivalent



REPORT DEVELOPMENT

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COVID-19 Statement

This report includes employment projection data by EMSI. EMSI's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

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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. Efforts have been made to qualify and validate the accuracy of the data and the reported findings. However, neither the Centers of Excellence, COE host District, nor the California Community Colleges Chancellor's Office is responsible for applications or decisions made by recipient community colleges or their representatives based on the components or recommendations in this study.

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