

Labor Market Information to Support RSCCD Comprehensive Plan

Traditional Labor Market Information

The data in this file includes the following traditional labor market information for Orange County from 2021-2031:

- 50 Fastest Growing Industries, by Number of 2021 Jobs
- 50 Fastest Growing Occupations, by Annual Openings
- 50 Fastest Growing Middle-Skill Occupations, by Annual Openings
- 50 Fastest Above Middle-Skill Occupations, by Annual Openings

Online Job Postings Data

The following online job postings data for Orange County over the past 12 months (June 2022 – May 2023) is also included:

- Top 50 Employers, by Number of Job Postings, for All Occupations
- Top 50 Employers, by Number of Job Postings, for Middle-Skill Occupations
- Top 50 Employers, by Number of Job Postings, for Above Middle-Skill Occupations

Definitions and Methodology

Middle-Skill Definition

The COE classifies middle-skill jobs as the following:

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

Industry and Occupation Methodology

All data included in this file is from Lightcast, a labor market analytics firm. Because long-term projections are based on historical data, it is critical to use the most recent year of final recorded data, particularly in the turbulent economic conditions such as those during the COVID-19 Pandemic and corresponding economic recovery. The most recent year of recorded data is 2021; therefore, 2021 is used as the base year and all years following 2021 are estimates based on Lightcast's projection methodology.

The following criteria were applied to industry and occupational data to ensure that there is significant labor market demand for these growing industries and occupations in Orange County:

- Industries
 - At least 80 jobs in 2021
 - At least 7 establishments in 2021
- Occupations
 - At least 50 annual job openings from 2021-20231

Traditional Labor Market Information

50 Fastest Growing Industries

The 50 fastest growing industries in Orange County, by number of jobs, are listed in **Exhibit 1** below.

Exhibit 1: Fastest Growing Industries in Orange County, 2021-2031 by Number of 2021 Jobs

NAICS	Industry	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Average Earnings Per Job	Number of Establishments (2021)
624120	Services for the Elderly and Persons with Disabilities	34,194	56,806	22,612	66%	\$24,762	26,955
713110	Amusement and Theme Parks	17,863	36,528	18,665	104%	\$44,255	15
721110	Hotels (except Casino Hotels) and Motels	16,554	27,528	10,974	66%	\$54,037	534
454110	Electronic Shopping and Mail-Order Houses	9,044	14,985	5,941	66%	\$57,492	832
561612	Security Guards and Patrol Services	6,397	9,624	3,228	50%	\$50,149	220
902622	Hospitals (State Government)	3,703	6,083	2,381	64%	\$129,766	19
621330	Offices of Mental Health Practitioners (except Physicians)	3,191	4,867	1,676	53%	\$46,808	374
611620	Sports and Recreation Instruction	3,160	7,188	4,027	127%	\$32,148	333
813410	Civic and Social Organizations	3,152	5,570	2,418	77%	\$41,315	181
722410	Drinking Places (Alcoholic Beverages)	2,350	3,644	1,294	55%	\$32,895	209
812199	Other Personal Care Services	2,197	3,574	1,377	63%	\$42,065	350
722310	Food Service Contractors	1,820	2,807	987	54%	\$55,993	162
611610	Fine Arts Schools	1,806	3,175	1,370	76%	\$25,811	235

Exhibit 1: Fastest Growing Industries in Orange County, 2021-2031 by Number of 2021 Jobs

NAICS	Industry	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Average Earnings Per Job	Number of Establishments (2021)
812910	Pet Care (except Veterinary) Services	1,499	2,547	1,047	70%	\$42,980	227
446199	All Other Health and Personal Care Stores	1,443	2,172	729	51%	\$87,555	140
713990	All Other Amusement and Recreation Industries	1,394	2,320	925	66%	\$34,172	156
722320	Caterers	1,390	2,328	938	67%	\$39,818	141
621498	All Other Outpatient Care Centers	1,349	2,968	1,619	120%	\$94,299	91
488510	Freight Transportation Arrangement	1,332	2,034	703	53%	\$94,002	200
334111	Electronic Computer Manufacturing	1,325	2,612	1,287	97%	\$199,458	23
812930	Parking Lots and Garages	1,230	2,560	1,331	108%	\$34,995	140
711211	Sports Teams and Clubs	1,124	2,108	984	88%	\$238,481	26
448150	Clothing Accessories Stores	1,066	1,952	886	83%	\$49,796	119
512131	Motion Picture Theaters (except Drive-Ins)	925	2,135	1,211	131%	\$26,204	32
611699	All Other Miscellaneous Schools and Instruction	888	1,693	805	91%	\$36,618	101
711310	Promoters of Performing Arts, Sports, and Similar Events with Facilities	876	2,147	1,270	145%	\$32,500	41
711320	Promoters of Performing Arts, Sports, and Similar Events without Facilities	816	1,592	776	95%	\$53,929	43
621112	Offices of Physicians, Mental Health Specialists	800	1,538	738	92%	\$81,373	205
624229	Other Community Housing Services	782	1,298	517	66%	\$77,359	25

Exhibit 1: Fastest Growing Industries in Orange County, 2021-2031 by Number of 2021 Jobs

NAICS	Industry	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Average Earnings Per Job	Number of Establishments (2021)
532289	All Other Consumer Goods Rental	768	1,477	709	92%	\$55,627	61
312120	Breweries	756	1,161	405	54%	\$50,314	39
621999	All Other Miscellaneous Ambulatory Health Care Services	742	1,332	590	80%	\$119,489	69
813319	Other Social Advocacy Organizations	640	978	338	53%	\$56,027	82
812310	Coin-Operated Laundries and Drycleaners	615	1,094	479	78%	\$33,906	81
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	562	1,095	533	95%	\$111,182	30
325411	Medicinal and Botanical Manufacturing	495	814	319	64%	\$102,186	21
541191	Title Abstract and Settlement Offices	424	672	249	59%	\$124,423	24
711110	Theater Companies and Dinner Theaters	410	911	500	122%	\$34,431	18
487210	Scenic and Sightseeing Transportation, Water	391	594	203	52%	\$52,519	22
332420	Metal Tank (Heavy Gauge) Manufacturing	335	580	245	73%	\$115,789	11
812220	Cemeteries and Crematories	314	478	164	52%	\$99,886	10
813212	Voluntary Health Organizations	277	440	163	59%	\$84,745	47
515120	Television Broadcasting	275	457	182	66%	\$103,308	28
811122	Automotive Glass Replacement Shops	267	407	140	53%	\$58,538	61

Exhibit 1: Fastest Growing Industries in Orange County, 2021-2031 by Number of 2021 Jobs

NAICS	Industry	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Average Earnings Per Job	Number of Establishments (2021)
711130	Musical Groups and Artists	262	450	187	71%	\$53,195	38
488490	Other Support Activities for Road Transportation	261	403	142	55%	\$63,535	67
312130	Wineries	248	448	200	81%	\$60,900	22
611630	Language Schools	212	354	141	67%	\$21,609	31
221114	Solar Electric Power Generation	188	403	215	114%	\$221,320	16
713120	Amusement Arcades	161	354	194	120%	\$35,701	29

50 Fastest Growing Occupations

The 50 fastest growing occupations in Orange County, by annual openings, are listed in **Exhibit 2** below.

Exhibit 2: Fastest Growing Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
31-1128	Home Health and Personal Care Aides	High school diploma or equivalent	52,486	76,516	24,030	46%	12,149	\$14.15	\$14.15
35-3031	Waiters and Waitresses	No formal educational credential	19,932	27,841	7,909	40%	5,851	\$14.00	\$14.09
35-2014	Cooks, Restaurant	No formal educational credential	15,649	25,137	9,487	61%	4,160	\$14.20	\$16.67
39-3091	Amusement and Recreation Attendants	No formal educational credential	8,072	14,682	6,609	82%	4,004	\$14.01	\$14.18
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	High school diploma or equivalent	10,995	15,308	4,313	39%	2,541	\$17.03	\$17.77
33-9032	Security Guards	High school diploma or equivalent	9,448	12,934	3,485	37%	1,989	\$14.98	\$17.08
39-5092	Manicurists and Pedicurists	Postsecondary nondegree award	7,265	10,339	3,075	42%	1,438	\$10.98	\$14.00
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	No formal educational credential	2,604	5,191	2,587	99%	1,385	\$14.37	\$15.48
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	No formal educational credential	3,400	5,067	1,667	49%	1,233	\$14.00	\$14.09
35-3011	Bartenders	No formal educational credential	3,996	6,499	2,503	63%	1,200	\$14.00	\$14.04

Exhibit 2: Fastest Growing Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	No formal educational credential	4,281	6,100	1,819	42%	1,160	\$14.01	\$14.10
25-3041	Tutors	Bachelor's degree	5,255	7,017	1,762	34%	1,093	\$14.75	\$16.60
39-2021	Animal Caretakers	High school diploma or equivalent	3,332	5,232	1,901	57%	1,008	\$14.00	\$14.54
25-3021	Self-Enrichment Teachers	High school diploma or equivalent	4,455	7,249	2,794	63%	966	\$14.96	\$20.96
39-9032	Recreation Workers	High school diploma or equivalent	3,448	4,644	1,196	35%	950	\$14.01	\$14.22
39-9031	Exercise Trainers and Group Fitness Instructors	High school diploma or equivalent	2,820	4,341	1,520	54%	810	\$14.29	\$22.59
43-4081	Hotel, Motel, and Resort Desk Clerks	High school diploma or equivalent	2,281	3,872	1,591	70%	758	\$14.59	\$14.97
11-9051	Food Service Managers	High school diploma or equivalent	3,550	4,745	1,195	34%	635	\$21.50	\$27.47
21-1093	Social and Human Service Assistants	High school diploma or equivalent	3,880	5,115	1,235	32%	633	\$17.16	\$21.11
11-9111	Medical and Health Services Managers	Bachelor's degree	4,339	6,035	1,696	39%	574	\$35.08	\$52.75
43-5021	Couriers and Messengers	High school diploma or equivalent	2,844	4,360	1,516	53%	544	\$12.57	\$16.04
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's degree	3,312	4,746	1,433	43%	516	\$17.86	\$22.71
27-2022	Coaches and Scouts	Bachelor's degree	1,918	3,233	1,316	69%	476	\$14.48	\$21.23
35-3041	Food Servers, Nonrestaurant	No formal educational credential	2,101	2,764	663	32%	460	\$14.85	\$15.52

Exhibit 2: Fastest Growing Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
39-3031	Ushers, Lobby Attendants, and Ticket Takers	No formal educational credential	761	1,566	805	106%	443	\$14.01	\$14.11
35-2012	Cooks, Institution and Cafeteria	No formal educational credential	1,685	2,342	657	39%	378	\$17.43	\$18.56
39-9099	Personal Care and Service Workers, All Other	High school diploma or equivalent	1,563	2,091	528	34%	372	\$13.98	\$15.19
29-2018	Clinical Laboratory Technologists and Technicians	Bachelor's degree	3,170	4,208	1,038	33%	361	\$23.25	\$29.87
39-5094	Skincare Specialists	Postsecondary nondegree award	1,740	2,402	662	38%	360	\$14.03	\$17.33
31-9097	Phlebotomists	Postsecondary nondegree award	1,669	2,327	658	39%	352	\$19.40	\$24.08
35-1011	Chefs and Head Cooks	High school diploma or equivalent	1,638	2,329	691	42%	343	\$21.78	\$27.66
53-3053	Shuttle Drivers and Chauffeurs	No formal educational credential	1,392	2,069	677	49%	307	\$14.97	\$17.29
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	High school diploma or equivalent	1,090	2,005	915	84%	298	\$16.28	\$20.11
51-6011	Laundry and Dry-Cleaning Workers	No formal educational credential	1,459	1,924	465	32%	293	\$14.05	\$14.91
39-1022	First-Line Supervisors of Personal Service Workers	High school diploma or equivalent	1,437	1,943	506	35%	277	\$17.05	\$20.62

Exhibit 2: Fastest Growing Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
13-1121	Meeting, Convention, and Event Planners	Bachelor's degree	1,491	1,996	505	34%	236	\$20.26	\$27.30
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	Bachelor's degree	1,314	1,926	612	47%	233	\$5.10	\$13.21
29-2042	Emergency Medical Technicians	Postsecondary nondegree award	1,647	2,334	687	42%	224	\$14.31	\$17.18
29-1171	Nurse Practitioners	Master's degree	1,541	2,464	923	60%	194	\$61.25	\$64.07
53-3051	Bus Drivers, School	No formal educational credential	789	1,101	312	40%	182	\$17.79	\$22.07
29-1127	Speech-Language Pathologists	Master's degree	1,646	2,226	579	35%	174	\$35.46	\$46.80
27-3091	Interpreters and Translators	Bachelor's degree	1,057	1,402	345	33%	160	\$20.70	\$33.47
31-2021	Physical Therapist Assistants	Associate's degree	690	1,039	349	51%	155	\$30.33	\$37.61
29-2056	Veterinary Technologists and Technicians	Associate's degree	1,043	1,375	332	32%	153	\$16.56	\$20.91
29-1071	Physician Assistants	Master's degree	1,446	1,939	492	34%	144	\$53.51	\$60.06
15-1212	Information Security Analysts	Bachelor's degree	1,183	1,582	399	34%	140	\$43.89	\$56.02
15-2051	Data Scientists	Bachelor's degree	1,182	1,586	404	34%	139	\$36.76	\$54.95
21-1022	Healthcare Social Workers	Master's degree	914	1,255	340	37%	135	\$29.26	\$37.75
39-7018	Tour and Travel Guides	High school diploma or equivalent	421	580	159	38%	117	\$14.02	\$14.72
11-9081	Lodging Managers	High school diploma or equivalent	564	866	303	54%	117	\$19.36	\$29.01

50 Fastest Growing Middle-Skill Occupations

The 50 fastest growing middle-skill occupations in Orange County, by annual openings, are listed in **Exhibit 3** below.

Exhibit 3: Fastest Growing Middle-Skill Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
31-1128	Home Health and Personal Care Aides	High school diploma or equivalent	52,486	76,516	24,030	46%	12,149	\$14.15	\$14.15
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	High school diploma or equivalent	10,995	15,308	4,313	39%	2,541	\$17.03	\$17.77
39-9011	Childcare Workers	High school diploma or equivalent	10,650	13,946	3,296	31%	2,405	\$14.00	\$14.64
33-9032	Security Guards	High school diploma or equivalent	9,448	12,934	3,485	37%	1,989	\$14.98	\$17.08
39-5012	Hairdressers, Hairstylists, and Cosmetologists	Postsecondary nondegree award	9,639	11,582	1,943	20%	1,726	\$11.54	\$15.91
43-4171	Receptionists and Information Clerks	High school diploma or equivalent	9,862	11,872	2,009	20%	1,715	\$14.30	\$17.21
31-1131	Nursing Assistants	Postsecondary nondegree award	8,755	10,697	1,942	22%	1,642	\$16.11	\$18.52
31-9092	Medical Assistants	Postsecondary nondegree award	8,618	10,663	2,045	24%	1,547	\$17.27	\$18.52
39-5092	Manicurists and Pedicurists	Postsecondary nondegree award	7,265	10,339	3,075	42%	1,438	\$10.98	\$14.00
31-9011	Massage Therapists	Postsecondary nondegree award	6,041	7,878	1,837	30%	1,138	\$14.10	\$21.26
31-9091	Dental Assistants	Postsecondary nondegree award	5,286	6,552	1,266	24%	978	\$18.48	\$23.27
39-9031	Exercise Trainers and Group Fitness Instructors	High school diploma or equivalent	2,820	4,341	1,520	54%	810	\$14.29	\$22.59
25-2011	Preschool Teachers, Except Special Education	Associate's degree	4,636	5,821	1,185	26%	680	\$14.31	\$16.66
11-9051	Food Service Managers	High school diploma or equivalent	3,550	4,745	1,195	34%	635	\$21.50	\$27.47

Exhibit 3: Fastest Growing Middle-Skill Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
21-1093	Social and Human Service Assistants	High school diploma or equivalent	3,880	5,115	1,235	32%	633	\$17.16	\$21.11
23-2011	Paralegals and Legal Assistants	Associate's degree	4,030	5,056	1,026	25%	592	\$20.32	\$26.79
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	High school diploma or equivalent	2,370	3,016	646	27%	377	\$16.68	\$21.61
29-2018	Clinical Laboratory Technologists and Technicians	Bachelor's degree	3,170	4,208	1,038	33%	361	\$23.25	\$29.87
39-5094	Skincare Specialists	Postsecondary nondegree award	1,740	2,402	662	38%	360	\$14.03	\$17.33
31-9097	Phlebotomists	Postsecondary nondegree award	1,669	2,327	658	39%	352	\$19.40	\$24.08
35-1011	Chefs and Head Cooks	High school diploma or equivalent	1,638	2,329	691	42%	343	\$21.78	\$27.66
29-1292	Dental Hygienists	Associate's degree	3,514	4,335	821	23%	339	\$48.77	\$48.82
27-4021	Photographers	High school diploma or equivalent	2,482	3,182	700	28%	324	\$14.17	\$24.02
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	High school diploma or equivalent	1,312	1,608	297	23%	317	\$14.79	\$16.96
13-1081	Logisticians	Bachelor's degree	2,390	3,061	671	28%	307	\$30.00	\$38.41
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	High school diploma or equivalent	1,090	2,005	915	84%	298	\$16.28	\$20.11
39-1022	First-Line Supervisors of Personal Service Workers	High school diploma or equivalent	1,437	1,943	506	35%	277	\$17.05	\$20.62

Exhibit 3: Fastest Growing Middle-Skill Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
29-2042	Emergency Medical Technicians	Postsecondary nondegree award	1,647	2,334	687	42%	224	\$14.31	\$17.18
31-9099	Healthcare Support Workers, All Other	High school diploma or equivalent	1,207	1,492	285	24%	220	\$17.92	\$22.72
15-1254	Web Developers	Bachelor's degree	1,699	2,112	413	24%	184	\$21.98	\$34.26
15-1255	Web and Digital Interface Designers	Bachelor's degree	1,375	1,744	368	27%	167	\$22.33	\$34.54
27-3091	Interpreters and Translators	Bachelor's degree	1,057	1,402	345	33%	160	\$20.70	\$33.47
31-2021	Physical Therapist Assistants	Associate's degree	690	1,039	349	51%	155	\$30.33	\$37.61
29-2056	Veterinary Technologists and Technicians	Associate's degree	1,043	1,375	332	32%	153	\$16.56	\$20.91
29-2034	Radiologic Technologists and Technicians	Associate's degree	1,714	2,172	458	27%	151	\$29.58	\$38.78
51-9071	Jewelers and Precious Stone and Metal Workers	High school diploma or equivalent	679	883	204	30%	123	\$12.06	\$19.92
29-2081	Opticians, Dispensing	High school diploma or equivalent	950	1,234	284	30%	121	\$17.89	\$22.66
31-2022	Physical Therapist Aides	High school diploma or equivalent	620	806	186	30%	118	\$14.02	\$14.46
39-7018	Tour and Travel Guides	High school diploma or equivalent	421	580	159	38%	117	\$14.02	\$14.72
11-9081	Lodging Managers	High school diploma or equivalent	564	866	303	54%	117	\$19.36	\$29.01
29-2053	Psychiatric Technicians	Postsecondary nondegree award	778	1,093	314	40%	114	\$17.52	\$21.67
43-5011	Cargo and Freight Agents	High school diploma or equivalent	610	816	207	34%	106	\$18.00	\$22.69
29-1126	Respiratory Therapists	Associate's degree	1,326	1,603	278	21%	104	\$35.74	\$37.71

Exhibit 3: Fastest Growing Middle-Skill Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
21-1094	Community Health Workers	High school diploma or equivalent	634	815	181	29%	96	\$17.09	\$21.71
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	High school diploma or equivalent	504	757	253	50%	95	\$15.66	\$18.55
27-4011	Audio and Video Technicians	Postsecondary nondegree award	607	840	233	38%	94	\$20.47	\$26.79
29-2057	Ophthalmic Medical Technicians	Postsecondary nondegree award	494	681	188	38%	82	\$18.23	\$22.66
29-2032	Diagnostic Medical Sonographers	Associate's degree	824	1,099	274	33%	80	\$38.74	\$48.68
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	High school diploma or equivalent	449	559	110	25%	74	\$14.20	\$20.01
17-3031	Surveying and Mapping Technicians	High school diploma or equivalent	450	544	94	21%	73	\$24.45	\$35.55

50 Fastest Growing Above Middle-Skill Occupations

The 50 fastest growing above middle-skill occupations in Orange County, by annual openings, are listed in **Exhibit 4** below.

Exhibit 4: Fastest Growing Above Middle-Skill Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
15-1252	Software Developers	Bachelor's degree	17,378	21,055	3,676	21%	1,641	\$45.62	\$59.73
13-1161	Market Research Analysts and Marketing Specialists	Bachelor's degree	11,862	14,447	2,585	22%	1,563	\$23.13	\$32.80
25-3041	Tutors	Bachelor's degree	5,255	7,017	1,762	34%	1,093	\$14.75	\$16.60
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree	6,367	7,538	1,171	18%	584	\$36.11	\$45.33
11-9111	Medical and Health Services Managers	Bachelor's degree	4,339	6,035	1,696	39%	574	\$35.08	\$52.75
25-3099	Teachers and Instructors, All Other	Bachelor's degree	3,538	4,256	718	20%	517	\$23.15	\$24.78
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's degree	3,312	4,746	1,433	43%	516	\$17.86	\$22.71
21-1021	Child, Family, and School Social Workers	Bachelor's degree	4,275	5,111	836	20%	515	\$22.19	\$28.43
27-2022	Coaches and Scouts	Bachelor's degree	1,918	3,233	1,316	69%	476	\$14.48	\$21.23
21-2011	Clergy	Bachelor's degree	2,639	3,295	656	25%	343	\$23.25	\$29.74
17-1011	Architects, Except Landscape and Naval	Bachelor's degree	3,285	3,981	696	21%	324	\$31.28	\$41.27
27-3043	Writers and Authors	Bachelor's degree	2,213	2,740	526	24%	303	\$17.54	\$37.06
27-3031	Public Relations Specialists	Bachelor's degree	2,503	3,041	538	21%	299	\$23.21	\$30.81
25-2022	Middle School Teachers, Except Special and	Bachelor's degree	2,977	3,544	567	19%	292	\$30.58	\$47.28

Exhibit 4: Fastest Growing Above Middle-Skill Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
	Career/Technical Education								
21-1013	Marriage and Family Therapists	Master's degree	2,609	3,189	580	22%	290	\$17.52	\$22.14
21-2021	Directors, Religious Activities and Education	Bachelor's degree	1,809	2,235	427	24%	256	\$15.08	\$23.02
17-2112	Industrial Engineers	Bachelor's degree	2,834	3,367	533	19%	246	\$38.97	\$49.51
13-1121	Meeting, Convention, and Event Planners	Bachelor's degree	1,491	1,996	505	34%	236	\$20.26	\$27.30
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	Bachelor's degree	1,314	1,926	612	47%	233	\$5.10	\$13.21
11-9151	Social and Community Service Managers	Bachelor's degree	1,788	2,306	518	29%	230	\$27.74	\$35.44
29-1123	Physical Therapists	Doctoral or professional degree	2,894	3,642	748	26%	218	\$31.30	\$47.43
27-2012	Producers and Directors	Bachelor's degree	1,632	2,004	372	23%	213	\$32.85	\$54.07
21-1023	Mental Health and Substance Abuse Social Workers	Master's degree	1,509	1,980	471	31%	206	\$23.62	\$35.33
29-1171	Nurse Practitioners	Master's degree	1,541	2,464	923	60%	194	\$61.25	\$64.07
11-9032	Education Administrators, Kindergarten through Secondary	Master's degree	1,839	2,181	343	19%	183	\$47.07	\$59.70
21-1019	Counselors, All Other	Master's degree	1,334	1,616	283	21%	179	\$17.35	\$18.04
29-1127	Speech-Language Pathologists	Master's degree	1,646	2,226	579	35%	174	\$35.46	\$46.80
25-9031	Instructional Coordinators	Master's degree	1,197	1,522	325	27%	157	\$23.13	\$30.49
11-9039	Education Administrators, All Other	Bachelor's degree	1,373	1,692	319	23%	146	\$34.14	\$44.41

Exhibit 4: Fastest Growing Above Middle-Skill Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
29-1021	Dentists, General	Doctoral or professional degree	2,726	3,329	603	22%	146	\$34.98	\$79.72
29-1071	Physician Assistants	Master's degree	1,446	1,939	492	34%	144	\$53.51	\$60.06
21-2099	Religious Workers, All Other	Bachelor's degree	830	1,036	207	25%	142	\$16.54	\$22.50
15-1212	Information Security Analysts	Bachelor's degree	1,183	1,582	399	34%	140	\$43.89	\$56.02
21-1099	Community and Social Service Specialists, All Other	Bachelor's degree	976	1,194	218	22%	140	\$17.75	\$22.61
15-2051	Data Scientists	Bachelor's degree	1,182	1,586	404	34%	139	\$36.76	\$54.95
21-1022	Healthcare Social Workers	Master's degree	914	1,255	340	37%	135	\$29.26	\$37.75
19-3039	Psychologists, All Other	Master's degree	1,249	1,586	337	27%	133	\$29.49	\$47.71
29-1122	Occupational Therapists	Master's degree	1,300	1,650	350	27%	121	\$41.14	\$47.97
19-1042	Medical Scientists, Except Epidemiologists	Doctoral or professional degree	1,364	1,639	275	20%	119	\$45.50	\$50.55
19-3033	Clinical and Counseling Psychologists	Doctoral or professional degree	1,004	1,350	346	34%	113	\$34.82	\$57.12
11-9072	Entertainment and Recreation Managers, Except Gambling	Bachelor's degree	554	796	242	44%	103	\$21.22	\$26.42
11-9179	Personal Service Managers, All Other	Bachelor's degree	803	1,010	207	26%	92	\$13.73	\$27.16
13-1131	Fundraisers	Bachelor's degree	640	863	223	35%	92	\$21.91	\$28.91
21-1015	Rehabilitation Counselors	Master's degree	681	837	156	23%	85	\$14.02	\$14.32
29-1041	Optometrists	Doctoral or professional degree	1,396	1,739	344	25%	80	\$43.53	\$60.56

Exhibit 4: Fastest Growing Above Middle-Skill Occupations in Orange County, 2021-2031 by Annual Openings

SOC	Occupation	Typical Entry Level Education	2021 Jobs	2031 Jobs	2021-2031 Change	2021-2031 % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
11-9031	Education and Childcare Administrators, Preschool and Daycare	Bachelor's degree	792	948	156	20%	80	\$20.09	\$26.78
27-1029	Designers, All Other	Bachelor's degree	625	778	154	25%	80	\$17.80	\$35.11
29-1031	Dietitians and Nutritionists	Bachelor's degree	812	1,004	192	24%	80	\$27.73	\$37.28
15-2031	Operations Research Analysts	Bachelor's degree	767	964	197	26%	79	\$29.57	\$41.11
25-4022	Librarians and Media Collections Specialists	Master's degree	591	713	122	21%	77	\$30.19	\$36.69

Online Job Postings Data

Top 50 Employers: All Occupations

The top 50 employers, by number of job postings listed in the past 12 months, for all occupations in Orange County are listed in **Exhibit 5** below.

**Exhibit 5: Top Employers for All Occupations in Orange County,
May 2022 – June 2023 by Number of Job Postings**

Company	Number of Postings	Number of Postings as Percentage of Total Postings (n=551,520)
University of California	9,508	2%
Providence	6,725	1%
Aerotek	3,788	1%
VirtualVocations	3,362	1%
Boeing	3,232	1%
Randstad	3,232	1%
Healthcare Employment Network	3,163	1%
Allied Universal	3,140	1%
Jobot	3,092	1%
Marriott International	3,040	1%
Kaiser Permanente	2,799	1%
Robert Half	2,773	1%
Hoag	2,687	0.5%
CyberCoders	2,452	0.4%
Hilton	1,963	0.4%
Pacific Companies	1,928	0.3%
Sharp Healthcare	1,753	0.3%
Children's Health Orange County	1,724	0.3%
Aston Carter	1,660	0.3%
Amazon	1,633	0.3%
Actalent	1,623	0.3%
B. Braun	1,568	0.3%
Edwards Lifesciences	1,373	0.2%
KPMG	1,321	0.2%
Starbucks	1,317	0.2%
Volt	1,314	0.2%
Target	1,308	0.2%
UC Irvine Health	1,291	0.2%
South Orange County Community College District	1,254	0.2%
Deloitte	1,154	0.2%
Macy's	1,152	0.2%
Tenet Healthcare	1,146	0.2%

**Exhibit 5: Top Employers for All Occupations in Orange County,
May 2022 – June 2023 by Number of Job Postings**

Company	Number of Postings	Number of Postings as Percentage of Total Postings (n=551,520)
Anduril Industries	1,135	0.2%
Coast Community College District	1,133	0.2%
Chapman University	1,116	0.2%
Disneyland Resort	1,110	0.2%
California State University	1,108	0.2%
GPAC	1,105	0.2%
Great Wolf Resorts	1,088	0.2%
Nordstrom	1,082	0.2%
Disney	1,006	0.2%
Prime Healthcare Services	1,000	0.2%
CVS Health	986	0.2%
Kelly Services	978	0.2%
Walmart	954	0.2%
UnitedHealth Group	949	0.2%
Walgreens Boots Alliance	901	0.2%
West Coast University	896	0.2%
Canteen Vending	889	0.2%
ManpowerGroup	882	0.2%

Top 50 Employers: Middle-Skill Occupations

The top 50 employers, by number of job postings listed in the past 12 months, for middle-skill occupations in Orange County are listed in **Exhibit 6** below.

**Exhibit 6: Top Employers for Middle-Skill Occupations in Orange County,
May 2022 – June 2023 by Number of Job Postings**

Company	Number of Postings	Number of Postings as Percentage of Total Postings (n=551,520)
Providence	4,690	1%
University of California	3,596	1%
Allied Universal	2,898	1%
Healthcare Employment Network	2,726	0.5%
Kaiser Permanente	1,891	0.3%
Hoag	1,727	0.3%
Sharp Healthcare	1,600	0.3%
Robert Half	1,572	0.3%
Aerotek	1,571	0.3%

**Exhibit 6: Top Employers for Middle-Skill Occupations in Orange County,
May 2022 – June 2023 by Number of Job Postings**

Company	Number of Postings	Number of Postings as Percentage of Total Postings (n=551,520)
Randstad	1,308	0.2%
Aston Carter	1,089	0.2%
Children's Health Orange County	1,087	0.2%
Tenet Healthcare	908	0.2%
VirtualVocations	901	0.2%
CareInHomes	832	0.2%
Prime Healthcare Services	762	0.1%
Walgreens Boots Alliance	687	0.1%
UC Irvine Health	686	0.1%
ShiftMed	675	0.1%
State Farm	661	0.1%
Jobot	657	0.1%
Starbucks	617	0.1%
Actalent	614	0.1%
B. Braun	596	0.1%
Marriott International	595	0.1%
CVS Health	589	0.1%
Kindred Healthcare	578	0.1%
AppleOne	569	0.1%
Maxim Healthcare Services	559	0.1%
Volt	550	0.1%
Aya Healthcare	502	0.1%
Care Group	496	0.1%
Cedars-Sinai	462	0.1%
TotalMed	445	0.1%
U.S. Customs And Border Protection	441	0.1%
Target	436	0.1%
Hilton	428	0.1%
Memorialcare Health System	420	0.1%
Nordstrom	417	0.1%
UnitedHealth Group	415	0.1%
Disneyland Resort	412	0.1%
Focus Staff	408	0.1%
AT&T	407	0.1%
Great Wolf Resorts	396	0.1%
CyberCoders	388	0.1%
Securitas	370	0.1%
GPAC	369	0.1%

**Exhibit 6: Top Employers for Middle-Skill Occupations in Orange County,
May 2022 – June 2023 by Number of Job Postings**

Company	Number of Postings	Number of Postings as Percentage of Total Postings (n=551,520)
Kelly Services	368	0.1%
Taco Bell	359	0.1%
Amazon	333	0.1%

Top 50 Employers: Above Middle-Skill Occupations

The top 50 employers, by number of job postings listed in the past 12 months, for above middle-skill occupations in Orange County are listed in **Exhibit 7** below.

**Exhibit 7: Top Employers for Above Middle-Skill Occupations in Orange County,
May 2022 – June 2023 by Number of Job Postings**

Company	Number of Postings	Number of Postings as Percentage of Total Postings (n=551,520)
University of California	4,760	1%
Boeing	2,797	1%
Jobot	2,376	0.4%
VirtualVocations	2,257	0.4%
CyberCoders	2,031	0.4%
Pacific Companies	1,900	0.3%
Providence	1,674	0.3%
KPMG	1,139	0.2%
Robert Half	1,114	0.2%
Randstad	1,034	0.2%
Edwards Lifesciences	993	0.2%
Actalent	992	0.2%
Deloitte	977	0.2%
Anduril Industries	904	0.2%
Coast Community College District	864	0.2%
South Orange County Community College District	802	0.1%
Hoag	798	0.1%
California State University	758	0.1%
Kaiser Permanente	756	0.1%
Chapman University	735	0.1%
West Coast University	726	0.1%
Motion Recruitment	712	0.1%
AbbVie	682	0.1%

**Exhibit 7: Top Employers for Above Middle-Skill Occupations in Orange County,
May 2022 – June 2023 by Number of Job Postings**

Company	Number of Postings	Number of Postings as Percentage of Total Postings (n=551,520)
GPAC	675	0.1%
Bank of America	668	0.1%
Canteen Vending	641	0.1%
Amazon	595	0.1%
UnitedHealth Group	508	0.1%
Supernal	494	0.1%
Children's Health Orange County	484	0.1%
B. Braun	479	0.1%
Johnson & Johnson	464	0.1%
First American Financial	452	0.1%
Experian	432	0.1%
UC Irvine Health	426	0.1%
American Career College	420	0.1%
Aston Carter	420	0.1%
Healthcare Employment Network	419	0.1%
Cedars-Sinai	414	0.1%
North Orange County Community College District	408	0.1%
AECOM	400	0.1%
Elevance Health	397	0.1%
Panasonic	395	0.1%
Rivian	386	0.1%
JPMorgan Chase	380	0.1%
Pacific Life	376	0.1%
L3Harris Technologies	360	0.1%
Virgin Galactic	350	0.1%
CoStar Group	337	0.1%
Disney	335	0.1%