NoRTEC

Northern Rural Training and Employment Consortium (NoRTEC)

Siskiyou County Labor Market Profile and Industry/Sector Analysis

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Executive Summary

This report provides a detailed Demographic, Labor Market and Industry/Sector Analysis for Siskiyou County, which is part of the Northern Rural Training and Employment Consortium (NoRTEC) Region within Northern California.

The report includes both quantitative and qualitative data regarding past, current and projected economic trends within the county. Data examined include age and race trends and projections; income and poverty; human capital and labor force; unemployment; commuting patterns; employment by industry; employment by occupation; industry and occupation connections; and industry sectors. Data were gathered from a variety of public and proprietary data sources and a survey of regional employers. An input session was held within the county in May 2016 to validate and supplement the quantitative data. Participants included key stakeholders, service providers, and employers.

Based on an analysis of the quantitative and qualitative analysis, the following section outlines the key findings, including strengths and challenges within the county, as well as recommended industry sectors to emphasize for purposes of workforce planning and resource allocation.

Key Findings

- The population of the county decreased by 2.8% over the past five years. This is in contrast to the NoRTEC region and the state, both of which grew by 1.3% and 9.3%, respectively.
- The median income in the county is $37,495, which is amongst the lowest in the region (NoRTEC average is $43,977) and well below the state average, which is $61,489. The poverty rate for the county is 21.1%, which is higher than both the NoRTEC region (18.6%) and the state (16.4%).
- Over the past ten years, unemployment trends have been similar to the state. Unemployment within the county peaked in 2011 at 17.0%, while the state peaked in 2010 at 12.2%.
- The largest sector within the county is Government, which makes up 27% of all employment. Other significant sectors include: Health Care and Social Assistance; Retail Trade; and Accommodation and Food Services. Health Care and Social Assistance experienced the greatest growth over the past five years adding over 250 jobs.
- Top occupations by employment within the county fall within four areas: Office and Administrative Support Occupations (2,203 employees); Sales and Related Occupations (1,398 employees); Food Preparation and Serving Related Occupations (1,258 employees); and Education, Training, and Library Occupations (1,163 employees).
- Over the next five years, the greatest growth by occupation will include those in Retail: Retail Salespersons (35 employees) and Cashiers (26 employees).
- Input session participants indicated that there are several emerging industries in Siskiyou County that should be supported and nurtured to grow. Because of the rural nature of the county, the definition of emerging may only include a few businesses and sometimes the trends do not show up in the data, so efforts should be made to branch beyond the quantitative data.
- Youth within the county are often unaware of the opportunities that are available to them locally for education or careers. Input session participants stated that if more education were done at an earlier age, a stronger pipeline could be built that would prevent employers from having to recruit so much from outside the region.

- Based on survey results, the most significant challenges for employers within the county include: finding qualified candidates to hire, filling high-skill positions, and determining competitive wage levels to attract workers.
- For difficult to fill positions, most employers indicated that education was the most desired attribute amongst candidates.

Recommendations

The priority sectors for the NoRTEC region include: Health Care; Manufacturing; Agriculture; Tourism; and Information Technology (IT). These recommendations are based on an analysis of employment trends within each of the 11 counties, as well as the region as a whole. These industry sectors are economically vital to the region, have experienced employment growth, are projected to grow through 2020, and/or tend to be concentrated within the region. Another key consideration was an emphasis on industry sectors with occupations that have a variety of entry-level educational requirements, and pay a relatively higher wage compared to other sectors. All of these sectors are present to some degree within each of the 11 NoRTEC counties. However, some of the sectors are a better fit for individual counties than for others.

Within Siskiyou County, the sectors that match the priority sectors for the region include: Health Care; Manufacturing; Agriculture; and Tourism.

Health Care

- Health Care is the second largest employment sector within the county and added the greatest number of jobs since 2010. Growth is projected to continue through 2020. Of the top ten high demand occupations within the county, five are within the Health Care sector. These trends indicate that this should be a priority sector for the county.
- Key occupations within Health Care include: Registered Nurses; Nursing, Psychiatric, and Home Health Aides; Miscellaneous Healthcare Support Occupations; and Personal Care Aides. Registered Nurses, which is the largest occupational group, pays one of the highest wages, with a median hourly wage of $31.00/hr.

Manufacturing

- For the Manufacturing sector, key subsectors include: Veneer, Plywood, and Engineered Wood Product Manufacturing; Other Fabricated Metal Product Manufacturing; and Beverage Manufacturing.
- Occupations with the greatest number of employees include Laborers and Material Movers, Hand ($14.26/hr) and Woodworking Machine Setters, Operators, and Tenders ($20.40). High wage manufacturing jobs within the county include: General and Operations Managers ($31.98/hr); Industrial Machinery Installation, Repair, and Maintenance Workers ($23.67/hr); and First-Line Supervisors of Production and Operating Workers ($22.95/hr).

Agriculture

- The Agriculture sector is the fifth largest industry sector within the county. It has experienced growth since 2010, but is projected to decline through 2020. The majority of employment is found within Crop Production, along with supporting activities. Other important subsectors include Logging and Support Activities for Forestry.
- Key occupations within Agriculture for the county include: Miscellaneous Agricultural Workers and Farmers, Ranchers, and Other Agricultural Managers. The median wage for Miscellaneous Agricultural Workers is $12.76/hr. However, the median wage for Farmers, Ranchers, and Other Agricultural Managers is $18.69/hr.

Tourism

- The Tourism sector falls across several business categories including Hotels and Restaurants; Travel Agencies and Tour Operators; Arts, Entertainment and Recreation; and Sightseeing Transportation. Within the county, the largest subsectors include Restaurants and Other Eating Places; Traveler Accommodation; and Other Amusement and Recreation Industries.
- Key occupations for the Tourism sector primarily fall within food service: Fast Food and Counter Workers; Cooks; and Waiters and Waitresses. These three occupations pay around $10.00/hr.

Siskiyou County

Introduction

The following is a labor market and industry/sector profile for Siskiyou County, California. The quantitative data for the profile includes a geographic overview, demographic and labor force characteristics, industry analysis, occupation analysis, and labor force data. For the profile, the project team collected and analyzed data from Economic Modeling Specialists Int'l. (EMSI), U.S. Census Bureau, and the U.S. Bureau of Labor Statistics.

Demographic and Labor Force Characteristics

Total Population

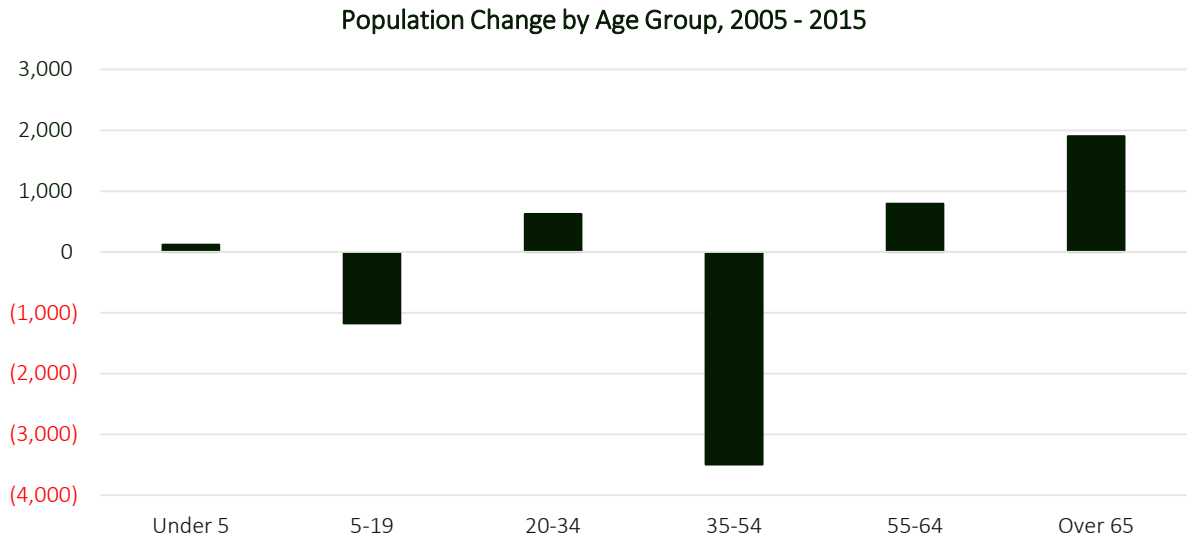
Siskiyou County is located at the far north end of the NoRTEC region, with a little less than half of the county covered by the Six Rivers National Forest. The largest community is Yreka. The population of Siskiyou County has decreased from 44,642 to 43,403 over the past ten years.[1] This represents a 2.8% decrease, contrary to the state rate which grew 9.3% and nation which grew 8.7%. Looking forward over the next five years, the county's population is projected to decrease an additional 2%.

In general, Siskiyou County has an aging population. Over the past ten years, the population of 65 years and older increased more rapidly than all other population cohorts. Several other cohorts increased in size but not as rapidly as the Over 65 group, including those Under 5 years of age, 20 to 34 year olds, and 55 to 54 year olds. The aging population is a concern because it impacts the availability of over the next decade.

Age Distribution

Age	2005 Population	2015 Population	Change (2005-2015)		Projected Change (2015-2020)	
Under 5	2,236	2,354	118	5.3%	108	4.6%
5-19	8,533	7,357	(1,176)	(13.8%)	(79)	(1.1%)
20-34	6,056	6,678	622	10.3%	(461)	(6.9%)
35-54	12,817	9,318	(3,499)	(27.3%)	(491)	(5.3%)
55-64	6,807	7,599	792	11.6%	(1,017)	(13.4%)
Over 65	8,195	10,097	1,902	23.2%	1,089	10.8%
Total	44,644	43,403	(1,241)	(2.8%)	(851)	(2.0%)

[1] EMSI Analyst 2016



Race/Ethnicity

The population of Siskiyou County is predominately White, (over 77% of the 2015 population). The two largest minority populations are Hispanic and Two or More Races. The top three fastest growing race/ethnicity groups in the county are Hispanic, Two or More Races, and Native Hawaiian or Pacific Islander.[2]

Race/Ethnicity	2015 Population	Change, 2005-2015	
White	33,440	(2,998)	(8.2%)
Hispanic	5,313	1,332	33.5%
Asian	553	15	2.8%
Two or More Races	1,803	329	22.3%
American Indian or Alaskan Native	1,619	32	2.0%
Black	594	34	6.1%
Native Hawaiian or Pacific Islander	81	16	24.6%

[2] The Hispanic population includes Hispanics in White, Black, Two or More Races, Asian, American Indian or Alaskan Native, Native Hawaiian, or Pacific Islander.

Educational Attainment

Compared to the NoRTEC region, Siskiyou has similar levels of educational attainment within its population. However, the percentage of those with Some College or an Associate's Degree is much higher than the state and US.

Education Level	2015 Population	2015 Percent	2015 Percent NoRTEC	2015 Percent California	2015 Percent US
Less Than 9th Grade	1,653	5.2%	5.1%	11.2%	6.6%
9th Grade to 12th Grade	2,711	8.6%	8.4%	8.2%	7.7%
High School Diploma	7,872	25.0%	24.9%	21.0%	28.1%
Some College	9,387	29.8%	30.5%	21.7%	21.0%
Associate's Degree	2,851	9.0%	9.7%	7.8%	7.8%
Bachelor's Degree	4,785	15.2%	14.2%	19.3%	18.0%
Graduate Degree and Higher	2,250	7.1%	7.2%	10.9%	10.7%

Income

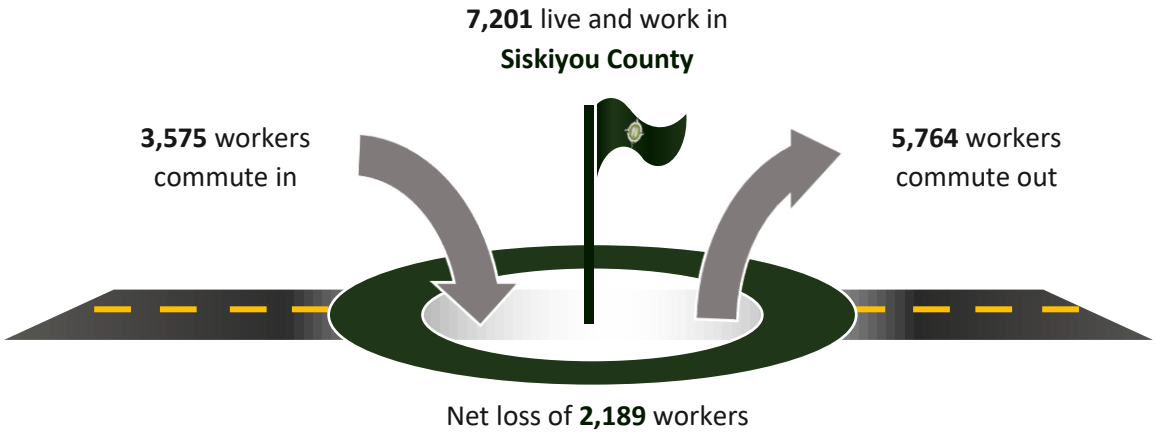
Siskiyou County's poverty rate is among the highest in the NoRTEC region at 21.1%, and it is a number that considerably exceeds the poverty rates for California and the United States [3] At $37,495 the Median Household Income for Siskiyou County is the second lowest within the region and significantly trails the state and US.

	Median Household Income ('10-'14)	Poverty Rate
Butte	$43,165	21.9%
Del Norte	$39,302	22.4%
Lassen	$53,351	19.4%
Modoc	$38,560	20.2%
Nevada	$56,949	11.4%
Plumas	$48,032	14.0%
Shasta	$44,556	14.7%
Sierra	$43,107	13.8%
Siskiyou	**$37,495**	**21.1%**
Tehama	$42,369	18.2%
Trinity	$36,862	19.9%
California	$61,489	16.4%
United States	$53,482	14.8%

[3] U.S. Census Bureau 2010-2014.

Commuting

In 2014, Siskiyou County had 3,575 workers commuting into the county and 5,760 commuting out. This means that Siskiyou County is a net exporter of commuters.[4] However, the vast majority of Siskiyou County workers (7,201) both lived and worked within the county. Of those commuting into Siskiyou County, the largest number came from Shasta County (665, 6.2% of the county's workforce), and Trinity County (470, 4.4%). The top destination counties for Siskiyou County workers are Shasta County (1,256, 9.7% of the county's residents), and Humboldt County (714, 5.5%).



[4] U.S. Census Bureau, OnTheMap, 2014 (most recently available). http://onthemap.ces.census.gov/

Human Capital

Labor Force

Labor force statistics include both the employed and the unemployed, excluding only those who have stopped looking for work (discouraged workers) and those who are voluntarily not in the labor force. In January 2016, over 17,650 workers participated in the Siskiyou County labor force, of these, 15,603 were employed. Over the last 20 years, employment in the county was at its highest in January 2008 and lowest in January 1996. As of January 2016, the unemployment rate for the county was 10.8%, higher than the unemployment rate of California (5.8%) and the United States (4.9%).

EMPLOYMENT IN SISKIYOU COUNTY 1996-2016 [5]		
Peak	July 2008 (18,329)	March 2016 (15,603 – 14.9% lower)
Trough	January 1996 (14,908)	March 2016 (15,603 – 4.7% higher)
March 2016	Employment: 15,603 Labor Force: 17,659 Unemployment rate: 11.6%	
Jan 2016	Employment: 94,203 Labor Force: 101,671 Unemployment rate: 7.3%	

Labor Force Participation Rate

The labor force participation rate represents the proportion of the population that is working or pursuing work, as opposed to those voluntarily not working or not pursuing work. The labor force participation rate is affected by various factors, including availability of jobs, socioeconomic composition of the population, demographics, as well as structural changes in the economy.

Labor Force Participation Rate

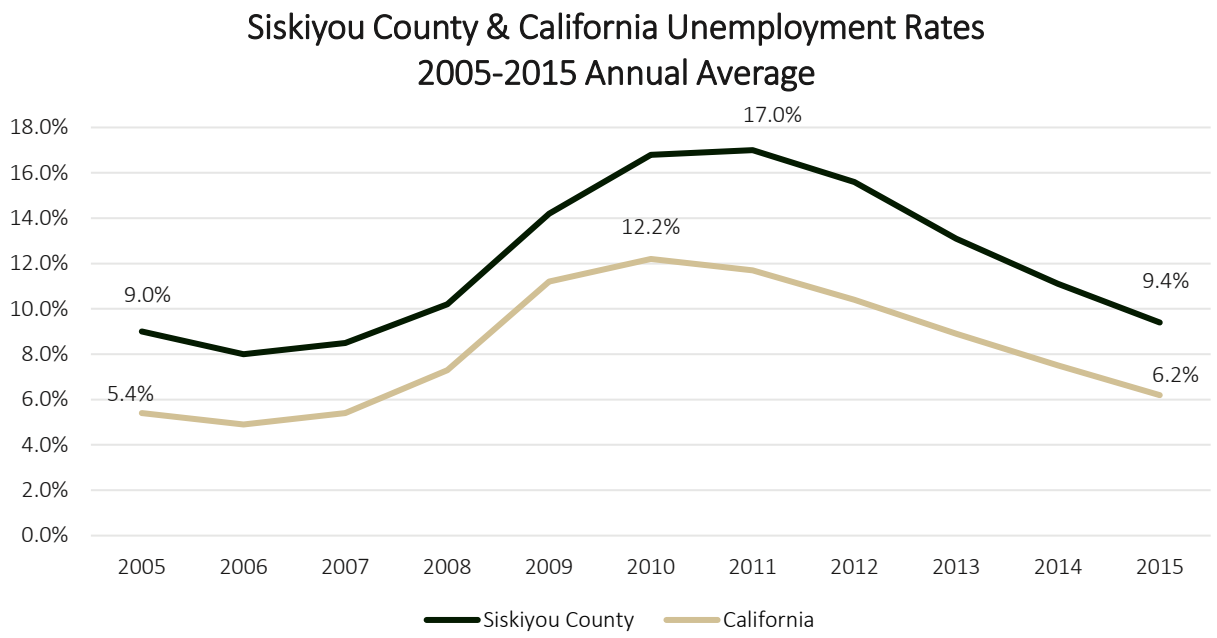
The labor force participation rate is sensitive to demographic changes because participation rates vary across age, gender, income and race/ethnicity. For example, in 2015 the national labor force participation rate for individuals older than age 54 (39.9%) was significantly lower than for those between the ages of 25 and 54 (80.7%).

The national labor force participation rate has decreased since 2000, a trend that is expected to continue in the next decade in part due to the aging of the baby-boomer generation. In 2000, baby boomers were the heart of the workforce. However, as this large group of individuals moves closer to retirement, the overall workforce participation rate decreases. It is worth mentioning that the participation rate of older workers has been increasing in the past ten years, but it is still significantly lower than those of the young adult and middle-aged groups.

Workers in older age brackets and those who are retirement age, compose a considerable proportion of Siskiyou County's population. The older worker population (55 to 64 years of age) was estimated to be 7,599 in 2015, which is equivalent to 18% of the county's population.[6] A large number of these older workers are expected to retire in the next ten years. Even more notably, those who are 65 years and older were estimated to total 10,097, equivalent to 23% of the county's population.

[5] U.S. Bureau of Labor Statistics, 1996.1-2016.1. http://www.bls.gov/data/

[6] The older worker population (55 years and older) in the region is estimated by multiplying the population of this age group by the corresponding labor force participation rate.



As noted previously, individuals can be members of the labor force even if they are not currently employed. Those who are not employed but who are actively looking for work are classified by the United States Department of Labor as unemployed. Like participation rates, what is considered a normal unemployment rate varies from region to region based on demographics of each population. Generally speaking, unemployment tends to spike during recessions and following major layoffs or relocations, eventually settling to a more normal and stable rate as individuals adjust to the new availability of employment opportunities. Prolonged periods of unusually high unemployment are typically a signal that the supply of workers is not in balance with demand for workers.

The Bureau of Labor Statistics of the U.S. Department of Labor reported a gradual decrease in unemployment in Siskiyou County since 2011. At its peak, the unemployment rate struck 17.0% in 2011, and dipped its lowest rate in 2006 at 8.0%. The unemployment rate for the state of California followed a similar trend as Siskiyou County between 2006 and 2016, though the story at the state level is more positive; the state's rate is consistently 4 to 5 percentage points lower than Siskiyou County's. For California, the unemployment rate hit its highest mark in 2010 at 12.2% and its lowest mark in 2006 at 4.9%.

Industry Sector Analysis

Industry data are classified according to the types of goods and services that are rendered by businesses. These data indicate past and projected growth trends by sector and reveal sectors in which Tehama County is well suited to be competitive.

A chart and several tables are displayed related to industry data. Each of the figures prove data that descend in order according to 2015 employment. Other data displayed include: employment growth over the past five years, forecasted growth over the next five years, growth due to competitive effect (CE), and location quotient (LQ).

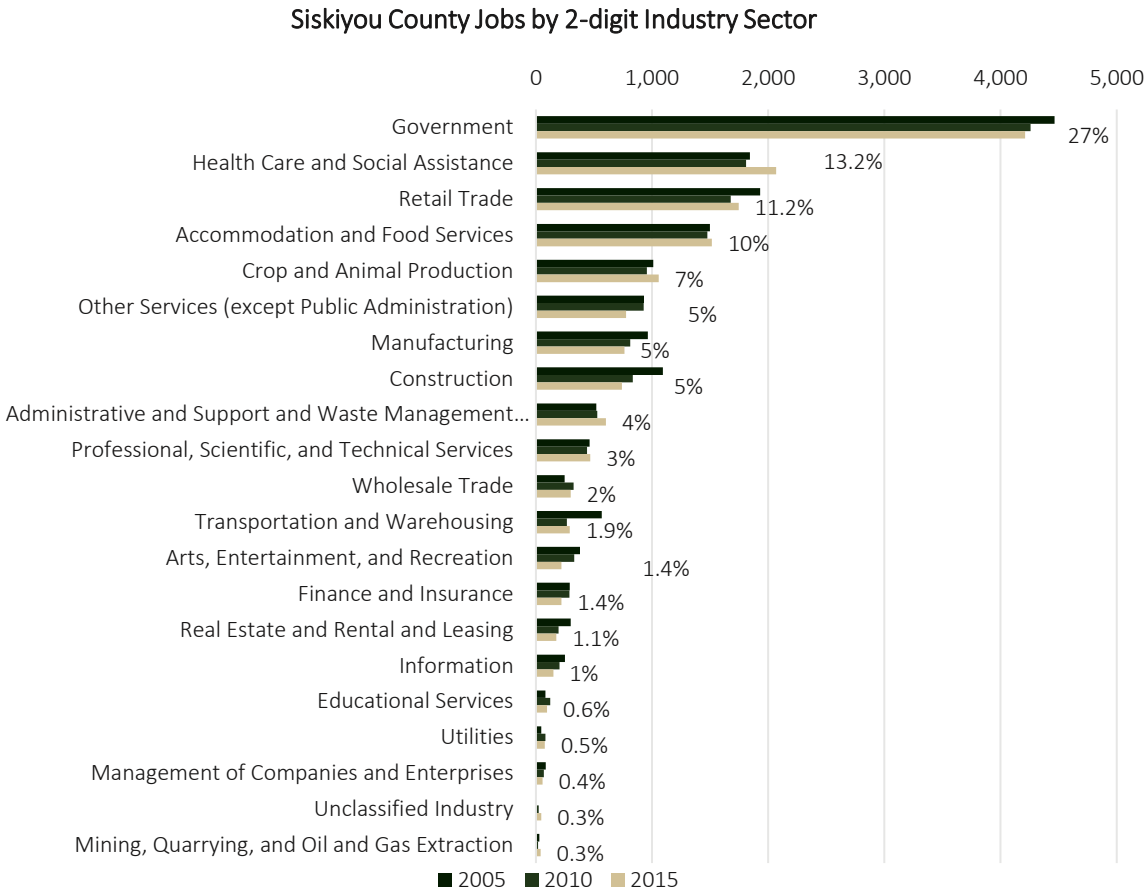
The competitive effect helps to determine the amount of job growth that occurred due to the county's competitive advantages as compared to the national growth in general and the national growth rate for each sector. In other words a positive number indicates that the county experienced more growth than was expected.

Location Quotient (LQ) measures how concentrated or specialized an industry is in a particular county and helps to demonstrate what makes a particular county's economy unique. A number greater than 1.25 indicates that the particular sector is considerably more concentrated than the national average. It also typically indicates that local demand for the products and/or services produced by that industry have been met and the industry is likely exporting products and/or services outside of the county. In other words these may be industries that are bringing money into the county, rather that circulating money already present within the county.[7]

[7] Data from this section are from Economic Modeling Specialists International (EMSI), 2016.1 Class of Worker.

Industry Mix

The broad industry sectors in Siskiyou County employing the most workers are Government (4,211, 27% of all county employment), Health Care and Social Assistance (2,067, 13.2%), Retail Trade (1,745, 11.2%), and Accommodation and Food Services (1,515, 10%).[8] Most industry sectors in the county declined over the past five years, with the exception of Health Care and Social Assistance; Mining, Quarrying, and Oil and Gas Extraction; Administrative and Support and Waste Management and Remediation Services; and Professional, Scientific, and Technical Services, which each added at least 30 new jobs.



In terms of past growth, Healthcare and Social Assistance significantly outpaced other industries between 2010 and 2015, adding over 272 new jobs. Conversely, significant sectors that decreased in employment include Government, and Other Services (except Public Administration), which lost 173 and 216 jobs, respectively.

Looking deeper into job change in the county, competitive effect reveals how many jobs were created or retained due uniquely to characteristics of Siskiyou County. According to these data, Healthcare and Social Assistance is the strongest (adding 42 jobs due to competitive effect), followed by Mining, Quarrying, and Oil and Gas Extraction (48 new jobs).

[8] These industries are by 2-digit NAICS code. EMSI Analyst 2016.

Industry	2010 Jobs	2015 Jobs	Change in Jobs 2010 - 2015		Change in Jobs 2015 - 2020		Location Quotient	Comp. Effect
Government	4,259	4,211	(48)	(1%)	18	0%	1.74	27
Health Care	1,808	2,067	259	14%	152	7%	1.06	22
Retail Trade	1,677	1,745	68	4%	79	5%	1.07	(56)
Accommodation and Food Services	1,477	1,515	38	3%	(7)	(0%)	1.15	(198)
Crop and Animal Production (Agriculture)	956	1,056	100	10%	(78)	(7%)	5.51	60
Other Services (except Public Administration)	929	777	(152)	(16%)	49	6%	1.04	(161)
Manufacturing	811	763	(48)	(6%)	(88)	(12%)	0.61	(100)
Construction	835	740	(95)	(11%)	(124)	(17%)	0.89	(178)
Administrative and Support Services	528	603	75	14%	57	9%	0.62	(18)
Professional, Scientific, and Technical Services	441	468	27	6%	34	7%	0.47	(37)
Wholesale Trade	323	300	(23)	(7%)	75	25%	0.50	(46)
Transportation and Warehousing	265	292	27	10%	(70)	(24%)	0.57	(7)
Arts, Entertainment, and Recreation	330	219	(111)	(34%)	(35)	(16%)	0.84	(152)
Finance and Insurance	287	218	(69)	(24%)	(2)	(1%)	0.35	(81)
Real Estate and Rental and Leasing	193	175	(18)	(9%)	(16)	(9%)	0.68	(31)
Information	204	150	(54)	(26%)	(10)	(7%)	0.51	(59)
Educational Services	122	95	(27)	(22%)	8	8%	0.24	(40)
Utilities	81	77	(4)	(5%)	(66)	(86%)	1.37	(6)
Management of Companies and Enterprises	68	57	(11)	(16%)	(20)	(35%)	0.26	(24)
Unclassified Industry	24	46	22	92%	3	7%	1.80	6
Mining, Quarrying, and Oil and Gas Extraction	17	42	25	147%	22	52%	0.56	22

Key Industries

Looking at data by 2-digit NAICS is a good way to understand high-level trends; however, 4-digit NAICS industry data provide information about the more specific drivers of growth. The following table shows the 20 largest industries in terms of employment in Siskiyou County in 2015.[9] Of the 20 largest industries, Education and Hospitals (Local Government) employs the most people, followed by Local Government, Excluding Education and Hospitals. The three highest growth industries were Individual and Family Services (290 new jobs), Other General Merchandise Stores (183 new jobs), and Employment Services (102 new jobs).

Industry	2015 Jobs	'10-'15 Change		Forecasted '15-'20 Change	
Education and Hospitals (Local Government)	1,789	68	4%	36	2%
Local Government, Excluding Education and Hospitals	1,384	(38)	(3%)	3	0%
Restaurants and Other Eating Places	1,017	58	6%	(33)	(3%)
Federal Government, Civilian	804	(41)	(5%)	(14)	(2%)
General Medical and Surgical Hospitals	676	(113)	(14%)	(12)	(2%)
Crop Production	457	(30)	(6%)	(2)	(0%)
Individual and Family Services	415	290	232%	110	27%
Traveler Accommodation	369	(12)	(3%)	24	7%
Grocery Stores	300	(68)	(18%)	(51)	(17%)
Employment Services	284	102	56%	41	14%
Veneer, Plywood, and Engineered Wood Product Manufacturing	272	76	39%	(8)	(3%)
Residential Building Construction	233	(34)	(13%)	(66)	(28%)
Other General Merchandise Stores	232	183	373%	90	39%
Gasoline Stations	231	2	1%	(4)	(2%)
Support Activities for Forestry	201	92	84%	2	1%
Offices of Physicians	198	12	6%	(22)	(11%)
Services to Buildings and Dwellings	197	(2)	(1%)	(3)	(2%)
Other Fabricated Metal Product Manufacturing	186	6	3%	(14)	(8%)
State Government, Excluding Education and Hospitals	164	(34)	(17%)	(6)	(4%)
Automotive Repair and Maintenance	162	33	26%	3	2%

[9] These industries are by 4-digit NAICS code.

Occupation Analysis

An examination of occupational demand is separate and distinct from industry analysis because industries require a mix of occupations to function. For example, the Manufacturing sector employs occupations that might be traditionally defined as "manufacturing occupations" – called Production occupations at the broadest level of occupation classification. The Manufacturing sector, however, also employs managers, accountants, maintenance and repair personnel, administrative support staff, lawyers, and many other occupational categories necessary for the industry's survival. As a workforce development board, NoRTEC's mission is to serve individual job seekers and businesses more specifically than serving as catalysts for industry-specific development. As such, it's important to understand the specific occupational roles that are required to keep local businesses flourishing.

The occupational analysis that follows provides a view of the most critical occupations within the region from an overarching economic perspective and specifically related to some of the key industries that were highlighted previously.

Occupational Groups

Siskiyou County's top occupations include:

- Office and Administrative Support Occupations (2,203 jobs)
- Sales and Related Occupations (1,398 jobs)
- Food Preparation and Serving Related Occupations (1,258 jobs)
- Education, Training, and Library Occupations (1,163 jobs)[10]

The median hourly earnings for all occupations available range from $10.34/hr for Food Preparation and Service Related Occupations to $33.64/hr for Healthcare Practitioners and Technical Occupations.

As noted in the industry analysis section, location quotient scores can indicate fields where the county has a strong competitive advantage over other regions in United States. Occupational groups where Siskiyou County has a strong concentration of workers (above an LQ of 1.25) include:

- Farming, Fishing and Forestry (5.75)
- Life, Physical, and Social Science Occupations (4.01)
- Protective Service Occupations (1.76)
- Education, Training, and Library Occupations (1.31)

These are the occupation groups for which the region is highly specialized. For example, jobs in Farming, Fishing, and Forestry make up 5.75x more of the employment base than they do nationally.

[10] These occupations are by 2 digit SOC code (Standard Occupation Classification System).

Broad Occupation Mix

Occupation	2015 Employment	% of Total Employment	Median Hourly Earnings	Location Quotient
Office and Administrative Support	2,203	14.1%	$15.47	0.93
Sales and Related	1,398	9.0%	$13.13	0.87
Food Preparation and Serving Related	1,258	8.1%	$10.34	0.98
Education, Training, and Library	1,163	7.4%	$22.03	1.31
Transportation and Material Moving	983	6.3%	$16.91	0.98
Management	911	5.8%	$28.28	1.09
Healthcare Practitioners and Technical	817	5.2%	$33.64	0.97
Construction and Extraction	777	5.0%	$16.78	1.11
Building and Grounds Cleaning and Maintenance	770	4.9%	$11.42	1.29
Farming, Fishing, and Forestry	675	4.3%	$15.98	5.75
Personal Care and Service	640	4.1%	$11.16	1.03
Production	619	4.0%	$18.48	0.66
Protective Service	616	3.9%	$33.62	1.76
Installation, Maintenance, and Repair	570	3.6%	$20.22	0.96
Life, Physical, and Social Science	507	3.2%	$19.32	4.01
Business and Financial Operations	468	3.0%	$24.75	0.61
Healthcare Support	350	2.2%	$13.76	0.80
Community and Social Service	250	1.6%	$17.43	1.00
Arts, Design, Entertainment, Sports, and Media	223	1.4%	$16.25	0.82
Computer and Mathematical	144	0.9%	$27.16	0.34
Architecture and Engineering	123	0.8%	$29.50	0.48
Legal	79	0.5%	$31.37	0.61
Military	70	0.5%	$16.35	0.34

Top Occupations – 4 Digit SOC Codes

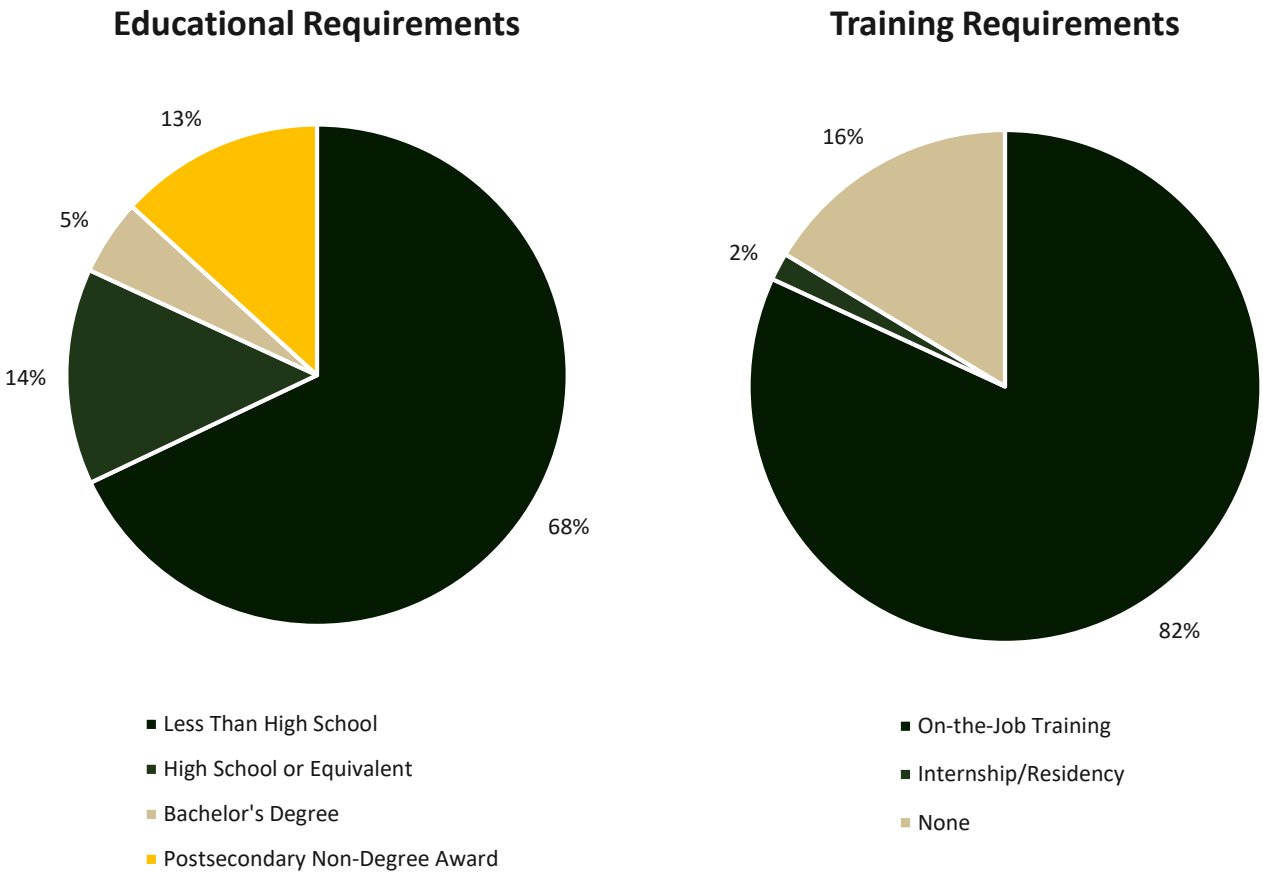
The following table displays the 20 highest employment occupations by 4-digit occupational groups within Siskiyou County[11]. Median hourly earnings for these occupations range from $9.91 at the low end for Fast Food and Counter Workers to $31.98 at the high end for General and Operations Managers. The three occupations that have added the most new jobs over the past five years are Office Clerks, General; Laborers and Material Movers, Hand; and Secretaries and Administrative Assistants. It should be noted that nine of the top 20 occupations decreased in employment over the last five years, headlined by Elementary and Middle School Teachers, which decreased by 119 jobs.

Occupation	2015 Employment	Change, 2010-2015		Projected Change, 2015-2020		Projected Annual Openings	Median Hourly Earnings
Cashiers	538	29	6%	21	4%	31	$10.44
Building Cleaning Workers	488	(22)	(4%)	26	5%	18	$10.82
Secretaries and Administrative Assistants	394	41	12%	4	1%	14	$15.56
Miscellaneous Agricultural Workers	386	(8)	(2%)	(17)	(4%)	25	$12.76
Fast Food and Counter Workers	384	26	7%	19	5%	30	$9.91
Laborers and Material Movers, Hand	352	45	15%	4	1%	20	$14.26
Driver/Sales Workers and Truck Drivers	332	24	8%	(31)	(9%)	11	$17.41
Cooks	320	14	5%	(7)	(2%)	18	$10.64
Office Clerks, General	319	67	27%	5	2%	16	$13.49
Miscellaneous Life, Physical, and Social Science Technicians	318	5	2%	4	1%	19	$15.43
Elementary and Middle School Teachers	304	(119)	(28%)	9	3%	18	$27.04
Teacher Assistants	290	(53)	(15%)	0	0%	15	$12.86
Retail Salespersons	281	(4)	(1%)	35	12%	15	$11.51
Registered Nurses	278	(14)	(5%)	3	1%	11	$31.00
First-Line Supervisors of Sales Workers	230	(2)	(1%)	1	0%	10	$15.30
Grounds Maintenance Workers	228	(1)	(0%)	(1)	(0%)	15	$11.54
General and Operations Managers	207	7	4%	2	1%	7	$31.98
Bookkeeping, Accounting, and Auditing Clerks	200	12	6%	1	1%	5	$14.81
Recreation and Fitness Workers	181	32	21%	10	6%	10	$13.92
Miscellaneous Healthcare Support Occupations	175	(1)	(1%)	(6)	(3%)	6	$14.45

[11] Occupations are by 4 digit SOC code.

High Demand Jobs – Education and Training

According to the U.S. Bureau of Labor Statistics analysis of minimum education and training requirements[12], 68% typically require less than a high school diploma.[13] Approximately 5% of these high demand jobs typically require at least a Bachelor's degree. In terms of training and experience requirements, around 82% require some type of training, which is typically on-the-job training.



[12] Individual employers may require more education than BLS analysis suggests is required. For example, some employers may require high school completion even for jobs that BLS suggests could be performed with less education.
[13] A total of 21 occupations with the highest projected job growth from 2015-2020 are included in this analysis. These occupations are with 5 digit SOC code. EMSI Analyst 2016.1.

Description	2020 Jobs	2015 - 2020 Change	Annual Openings	Avg. Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
Personal Care Aides	179	47	11	$9.81	Less than high school	Short-term on-the-job training
Retail Salespersons	316	35	18	$12.94	Less than high school	Short-term on-the-job training
Nursing Assistants	144	26	8	$13.38	Postsecondary non-degree award	None
Cashiers	557	20	28	$11.76	Less than high school	Short-term on-the-job training
Combined Food Preparation and Serving Workers, Including Fast Food	350	19	17	$10.49	Less than high school	Short-term on-the-job training
Maids and Housekeeping Cleaners	263	19	9	$9.61	Less than high school	Short-term on-the-job training
Stock Clerks and Order Fillers	186	17	9	$12.22	Less than high school	Short-term on-the-job training
Licensed Practical and Licensed Vocational Nurses	86	12	5	$21.70	Postsecondary non-degree award	None
Home Health Aides	40	11	3	$11.43	Less than high school	Short-term on-the-job training
Laborers and Freight, Stock, and Material Movers, Hand	188	10	8	$13.73	Less than high school	Short-term on-the-job training
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	85	9	3	$21.64	High school diploma or equivalent	Moderate-term on-the-job training
Recreation Workers	134	9	3	$14.16	Bachelor's degree	None
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	264	9	5	$15.86	High school diploma or equivalent	Short-term on-the-job training
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	249	7	6	$12.91	Less than high school	Short-term on-the-job training
Hotel, Motel, and Resort Desk Clerks	68	6	4	$11.19	High school diploma or equivalent	Short-term on-the-job training
Social and Human Service Assistants	47	6	2	$15.19	High school diploma or equivalent	Short-term on-the-job training
Automotive and Watercraft Service Attendants	32	5	Insf. Data	$11.39	Less than high school	Short-term on-the-job training
Cooks, Institution and Cafeteria	55	5	2	$14.47	Less than high school	Short-term on-the-job training
Office Clerks, General	324	5	8	$14.21	High school diploma or equivalent	Short-term on-the-job training
Customer Service Representatives	103	5	4	$16.52	High school diploma or equivalent	Short-term on-the-job training
Elementary School Teachers, Except Special Education	286	5	7	$26.94	Bachelor's degree	Internship/residency

Industry and Occupation Connections

Industries drive economic growth, but the fuel that enables those industries to function are its workers, who are classified by occupational codes. Considering the importance of talent to supporting key regional industries, it is worth exploring the connections between significant industries and the occupations that are most critical to those industries.

The following table identifies the top ten occupations and how they are connected to some of the region's key industries.[14]

Connection between Top Occupations and Key Industries

Top Occupations	Key Industries
Personal Care Aides	• Health Care
Retail Salespersons	• Retail Trade
Nursing Assistants	• Health Care
Cashiers	• Retail Trade • Accommodation and Food Services
Combined Food Preparation and Serving Workers, Including Fast Food	• Accommodation and Food Services
Maids and Housekeeping Cleaners	• Accommodation and Food Services • Other Services (except Public Administration) • Health Care
Stock Clerks and Order Fillers	• Retail Trade
Licensed Practical and Licensed Vocational Nurses	• Health Care
Home Health Aides	• Health Care
Laborers and Freight, Stock, and Material Movers, Hand	• Administrative and Support Services • Retail Trade

[14] Occupations are by 4-digit SOC code.

Detailed Industry Analysis

The following section provides an in-depth look at industries that are important to the Siskiyou County economy. These sectors include: Health Care; Manufacturing; Agriculture; and Tourism. For each of these sectors, the top sub industries by employment are listed by 4-digit NAICS code, as well as the staffing patterns for each industry. The staffing patterns show the top occupations by employment at the 4-digit SOC level. Trends in employment and wage information are also provided.

Health Care by Employment – (Top 4-Digit NAICS)

The largest industries by employment within this industry include General Medical and Surgical Hospitals (676 jobs), Individual and Family Services (415), and Offices of Physicians (198). The industries with the largest location quotient include Vocational Rehabilitation Services at 3.84 and Individual and Family Services at 1.84. Several industries, including Individual and Family Services and Offices of Other Health Practitioners, are projected to grow over the next five years. The industry paying the highest average wages is General Medical and Surgical Hospitals ($65,101), while the industry with the lowest average wages is Vocational Rehabilitation Services ($10,456).

Industry	2015 Jobs	'10-'15 Change	CE '10-'15	'15-'20 Change	CE '15-'20	'15 LQ	Average Earnings
General Medical and Surgical Hospitals	676	(113)	(158)	(12)	(57)	1.48	$65,101
Individual and Family Services	415	290	212	110	18	1.84	$10,646
Offices of Physicians	198	12	(6)	(22)	(43)	0.76	$61,301
Offices of Other Health Practitioners	160	(33)	(74)	9	(17)	1.69	$20,623
Nursing Care Facilities (Skilled Nursing Facilities)	150	Insf. Data	148	73	61	0.90	$29,098
Vocational Rehabilitation Services	135	31	33	19	15	3.84	$10,456
Offices of Dentists	92	(4)	(13)	(4)	(13)	0.96	$41,525
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	82	(8)	(23)	28	14	0.94	$21,609
Child Day Care Services	75	(58)	(58)	(32)	(35)	0.60	$22,768
Other Ambulatory Health Care Services	48	15	11	3	(4)	1.48	$42,481
Home Health Care Services	28	(15)	(25)	Insf. Data	(27)	0.20	$38,371
Outpatient Care Centers	<10	Insf. Data	(6)	Insf. Data	(0)	0.06	Insf. Data
Other Residential Care Facilities	<10	Insf. Data	(0)	Insf. Data	(1)	0.07	Insf. Data
Medical and Diagnostic Laboratories	<10	Insf. Data	0	Insf. Data	(0)	0.06	Insf. Data

Industry	2015 Jobs	'10-'15 Change	CE '10-'15	'15-'20 Change	CE '15-'20	'15 LQ	Average Earnings
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	<10	Insf. Data	(1)	Insf. Data	(0)	0.02	Insf. Data
Psychiatric and Substance Abuse Hospitals	0	0	0	0	0	0.00	$0
Specialty (except Psychiatric and Substance Abuse) Hospitals	0	0	0	0	0	0.00	$0
Community Food and Housing, and Emergency and Other Relief Services	0	0	0	0	0	0.00	$0

Staffing Patterns for Health Care (Top 4-digit SOC)

The top four occupations by employment for this industry include: Registered Nurses (246 jobs); Nursing, Psychiatric and Home Health Aides (136); Miscellaneous Healthcare Support Occupations (113); and Personal Care Aides (112). Registered Nurses and Miscellaneous Healthcare Support Occupations both declined slightly in 2010-2015, but Registered Nurses are expected to grow slightly between 2015 and 2020. The occupation that pays the highest median wage is Physicians and Surgeons at $80.15/hr and the occupation that pays the lowest median wage in this industry is Childcare Workers at $8.43/hr.

Occupation	2015 Employment	Change, 2010-2015		Projected Change, 2015-2020		Median Hourly Earnings
Registered Nurses	246	(12)	(5%)	1	0%	$31.00
Nursing, Psychiatric, and Home Health Aides	136	52	62%	38	28%	$12.37
Miscellaneous Healthcare Support Occupations	113	(4)	(3%)	(5)	(4%)	$14.45
Personal Care Aides	112	68	155%	48	43%	$9.77
Secretaries and Administrative Assistants	97	4	4%	1	1%	$15.56
Therapists	74	(10)	(12%)	3	4%	$34.10
Building Cleaning Workers	73	17	30%	10	14%	$10.82
Counselors	63	17	37%	6	10%	$16.62
Licensed Practical and Licensed Vocational Nurses	62	25	68%	12	19%	$22.12
Childcare Workers	51	(23)	(31%)	(18)	(35%)	$8.43
Physicians and Surgeons	48	(7)	(13%)	(5)	(10%)	$80.15

Occupation	2015 Employment	Change, 2010-2015		Projected Change, 2015-2020		Median Hourly Earnings
Recreation and Fitness Workers	44	25	132%	9	20%	$13.92
Office Clerks, General	44	4	10%	0	0%	$13.49
Receptionists and Information Clerks	41	3	8%	(1)	(2%)	$11.71
Dental Hygienists	38	(1)	(3%)	(1)	(3%)	$37.16
Miscellaneous Community and Social Service Specialists	37	19	106%	6	16%	$18.23
Health Practitioner Support Technologists and Technicians	28	(2)	(7%)	1	4%	$19.32
Diagnostic Related Technologists and Technicians	28	(4)	(13%)	(1)	(4%)	$34.89
Social Workers	26	6	30%	3	12%	$18.92
Psychologists	25	(1)	(4%)	3	12%	$28.44

Manufacturing by Employment in Siskiyou County – (Top 4-Digit NAICS)

The largest industry within Manufacturing in Siskiyou County is Veneer, Plywood, and Engineered Wood Product manufacturing with 272 jobs, followed by Other Fabricated Metal Product Manufacturing, with 186 jobs. Both industries expanded between 2010 and 2015, but are projected to see mild decreases in employment from 2015 to 2020.

Industry	2015 Jobs	'10-'15 Change	CE '10-'15	'15-'20 Change	CE '15-'20	'15 LQ	Average Earnings
Veneer, Plywood, and Engineered Wood Product Manufacturing	272	76	46	(8)	5	37.30	$49,818
Other Fabricated Metal Product Manufacturing	186	6	(13)	(14)	(21)	6.79	$41,965
Beverage Manufacturing	88	(15)	(41)	(13)	(16)	4.16	$44,715
Sawmills and Wood Preservation	24	1	(2)	Insf. Data	(17)	2.54	$51,370
Other Wood Product Manufacturing	24	(60)	(66)	(13)	(11)	1.05	$31,636
Hardware Manufacturing	22	(22)	(23)	Insf. Data	(15)	8.86	$59,125
Commercial and Service Industry Machinery Manufacturing	16	Insf. Data	10	Insf. Data	(6)	1.84	$33,372
Cement and Concrete Product Manufacturing	15	(21)	(23)	Insf. Data	(7)	0.84	$61,653
Other Miscellaneous Manufacturing	13	(6)	(7)	(1)	0	0.42	$7,346

Industry	2015 Jobs	'10-'15 Change	CE '10-'15	'15-'20 Change	CE '15-'20	'15 LQ	Average Earnings
Printing and Related Support Activities	12	Insf. Data	3	0	2	0.26	$55,370
Bakeries and Tortilla Manufacturing	10	(3)	(4)	2	2	0.33	$11,887
Animal Food Manufacturing	<10	Insf. Data	1	Insf. Data	1	0.22	Insf. Data
Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	<10	Insf. Data	0	Insf. Data	(0)	0.12	Insf. Data
Medical Equipment and Supplies Manufacturing	<10	Insf. Data	2	Insf. Data	2	0.21	Insf. Data
Architectural and Structural Metals Manufacturing	<10	Insf. Data	0	Insf. Data	0	0.03	Insf. Data
Glass and Glass Product Manufacturing	<10	Insf. Data	2	Insf. Data	1	0.34	Insf. Data
Household and Institutional Furniture and Kitchen Cabinet Manufacturing	<10	Insf. Data	(7)	Insf. Data	(0)	0.20	Insf. Data
Communications Equipment Manufacturing	<10	Insf. Data	2	Insf. Data	(0)	0.16	Insf. Data
Computer and Peripheral Equipment Manufacturing	<10	Insf. Data	2	Insf. Data	1	0.18	Insf. Data
Other General Purpose Machinery Manufacturing	<10	Insf. Data	2	Insf. Data	4	0.36	Insf. Data

Staffing Patterns for Manufacturing (Top 4-digit SOC)

The occupation that employs the most production related workers in Siskiyou County is Laborers and Material Movers, Hand (81 jobs); followed by Woodworking Machine Setters, Operators, and Tenders (79); and Miscellaneous Production Workers (28). However, these occupations, like most others in the field, are predicted to lose jobs between 2015 and 2020.

Occupation	2015 Employment	Change, 2010-2015		Projected Change, 2015-2020		Median Hourly Earnings
Laborers and Material Movers, Hand	81	6	8%	(9)	(11%)	$14.26
Woodworking Machine Setters, Operators, and Tenders	79	7	10%	(9)	(11%)	$20.40
Miscellaneous Production Workers	28	1	4%	(1)	(4%)	$14.10
First-Line Supervisors of Production and Operating Workers	26	(2)	(7%)	(3)	(12%)	$22.95
Miscellaneous Assemblers and Fabricators	25	(9)	(26%)	(3)	(12%)	$13.71
Driver/Sales Workers and Truck Drivers	24	(8)	(25%)	(5)	(21%)	$17.41
Machinists	23	(2)	(8%)	(3)	(13%)	$15.81
Shipping, Receiving, and Traffic Clerks	23	0	0%	(4)	(17%)	$18.51
Welding, Soldering, and Brazing Workers	22	(1)	(4%)	(2)	(9%)	$17.56
Sales Representatives, Wholesale and Manufacturing	21	(2)	(9%)	(3)	(14%)	$22.09
Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic	20	(3)	(13%)	(4)	(20%)	$16.47
Industrial Machinery Installation, Repair, and Maintenance Workers	19	3	19%	(1)	(5%)	$23.67
General and Operations Managers	17	(2)	(11%)	(3)	(18%)	$31.98
Miscellaneous Managers	15	1	7%	0	0%	$20.27
Inspectors, Testers, Sorters, Samplers, and Weighers	14	(2)	(13%)	(1)	(7%)	$19.24
Industrial Truck and Tractor Operators	13	(2)	(13%)	(2)	(15%)	$16.89
Maintenance and Repair Workers, General	12	(1)	(8%)	(1)	(8%)	$15.97
Cabinetmakers and Bench Carpenters	11	(5)	(31%)	(2)	(18%)	$19.57
Miscellaneous Woodworkers	11	(5)	(31%)	(3)	(27%)	$18.20
Miscellaneous Food Processing Workers	<10	(1)	(50%)	1	100%	$14.05

Agriculture by Employment – (Top 4-Digit NAICS)

In Siskiyou County, Crop Production is the highest employing industry within the Crop and Animal Production sector (457 jobs in 2015). Following Crop Production, Support Activities for Forestry employs 201 workers, and Logging employs 159 workers. Several industries added jobs over the past five years, but little growth is forecasted over the next five years.

Industry	2015 Jobs	'10-'15 Change	CE '10-'15	'15-'20 Change	CE '15-'20	'15 LQ	Average Earnings
Crop Production	457	(30)	(57)	(2)	(2)	5.40	$31,635
Support Activities for Forestry	201	92	86	2	9	107.53	$41,922
Logging	159	10	13	(28)	(15)	21.47	$40,578
Support Activities for Crop Production	106	(2)	(12)	(10)	(15)	2.28	$32,613
Animal Production and Aquaculture	56	(7)	(7)	(23)	(19)	1.29	$24,017
Forest Nurseries and Gathering of Forest Products	51	34	40	(20)	(14)	215.75	$36,886
Support Activities for Animal Production	15	4	4	(2)	(2)	3.59	$19,824
Hunting and Trapping	<10	Insf. Data	0	Insf. Data	1	7.44	Insf. Data
Fishing	<10	Insf. Data	1	Insf. Data	3	2.50	Insf. Data
Timber Tract Operations	0	Insf. Data	(1)	0	0	0.00	$0

Staffing Patterns for Agriculture (Top 4-digit SOC)

The highest employment occupation within this sector is Miscellaneous Agricultural Workers (260 jobs). Others with large employment totals include Farmers, Ranchers and Other Agricultural Managers at 67 jobs, and Driver/Sales Workers and Truck Drivers at 15 jobs. However, among these top three occupations, all declined over the past five years and are projected to either remain stagnant or decline further over the next five years.

Occupation	2015 Employment	Change, 2010-2015		Projected Change, 2015-2020		Median Hourly Earnings
Miscellaneous Agricultural Workers	260	(18)	(6%)	0	0%	$12.76
Farmers, Ranchers, and Other Agricultural Managers	67	(5)	(7%)	(2)	(3%)	$18.69
Driver/Sales Workers and Truck Drivers	15	0	0%	0	0%	$17.41
First-Line Supervisors of Farming, Fishing, and Forestry Workers	11	(1)	(8%)	0	0%	$22.34
Graders and Sorters, Agricultural Products	11	(1)	(8%)	0	0%	$15.34
Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics	<10	(1)	(33%)	0	0%	$22.41
First-Line Supervisors of Mechanics, Installers, and Repairers	<10	0	0%	0	0%	$30.62
Automotive Technicians and Repairers	<10	0	0%	0	0%	$15.95
Construction Equipment Operators	<10	0	0%	0	0%	$19.55
Forest and Conservation Workers	<10	0	0%	0	0%	$17.07
Logging Workers	<10	0	0%	0	0%	$21.69
Construction Laborers	<10	0	0%	0	0%	$11.82
Electricians	<10	0	0%	0	0%	$20.80
Painters and Paperhangers	<10	0	0%	0	0%	$13.88
Miscellaneous Life, Physical, and Social Science Technicians	<10	0	0%	0	0%	$15.43
Welding, Soldering, and Brazing Workers	<10	0	0%	0	0%	$17.56
Agricultural and Food Scientists	<10	0	0%	0	0%	$24.89
Chemical Processing Machine Setters, Operators, and Tenders	<10	0	0%	0	0%	$23.20
Cutting Workers	<10	(1)	(100%)	0	0%	$15.24
Software Developers and Programmers	<10	(1)	100%)	0	0%	$26.65

Tourism[15] by Employment – (4-Digit NAICS)

The vast majority of employment within this industry sector is found within three subsectors: Restaurants and Other Eating Places (1,017); Traveler Accommodation (369); and Other Amusement and Recreation Industries (156). Over the past five years, Restaurants and Other Eating Places added over 50 jobs. However, it and most other industry subsectors are projected to decline through 2020. The sector with the highest average earnings is RV (Recreational Vehicle) Parks and Recreation Camps ($21,615), while the sector with the lowest is Spectator Sports ($5,512).

Industry	2015 Jobs	'10-'15 Change	CE '10-'15	'15-'20 Change	CE '15-'20	'15 LQ	Average Earnings
Restaurants and Other Eating Places	1,017	58	(111)	(33)	(103)	1.01	$16,893
Traveler Accommodation	369	(12)	(43)	24	7	2.01	$16,147
Other Amusement and Recreation Industries	156	(102)	(134)	(34)	(46)	1.20	$17,697
RV (Recreational Vehicle) Parks and Recreational Camps	64	(2)	(11)	1	(2)	10.29	$21,615
Independent Artists, Writers, and Performers	41	(9)	(12)	(4)	(4)	1.38	$9,200
Special Food Services	39	(4)	(12)	2	0	0.50	$13,112
Drinking Places (Alcoholic Beverages)	23	(4)	(6)	0	(1)	0.61	$14,035
Spectator Sports	14	0	(1)	2	1	0.75	$5,512

Staffing Patterns for Tourism (Top 4-digit SOC)

The majority of employment within this industry sector is found within two occupations: Fast Food and Counter Workers (309) and Cooks (261). These subsectors also added the most jobs over the past five years, however, only Fast Food and Counter Workers is Projected to grow.

Within this industry sector, General and Operations Managers is the occupation paying the highest median wage at $31.98/hr. The occupation with the lowest median earnings is Dining Room and Cafeteria Attendants and Bartender Helpers at $9.57/hr.

[15] The Tourism industry crosses over several industries, including NAICS 48 (Transportation and Warehousing); 56 (Administrative and Support Services); 71 (Arts, Entertainment, and Recreation; and 72 (Accommodation and Food Services).

Occupation	2015 Employment	Change, 2010-2015		Projected Change, 2015-2020		Median Hourly Earnings
Fast Food and Counter Workers	309	29	10%	18	6%	$9.91
Cooks	261	10	4%	(12)	(5%)	$10.64
Waiters and Waitresses	162	(10)	(6%)	(19)	(12%)	$9.92
Building Cleaning Workers	131	(5)	(4%)	7	5%	$10.82
Supervisors of Food Preparation and Serving Workers	115	4	4%	0	0%	$12.15
Hotel, Motel, and Resort Desk Clerks	62	0	0%	5	8%	$10.93
Recreation and Fitness Workers	58	1	2%	(3)	(5%)	$13.92
Dishwashers	48	(1)	(2%)	(5)	(10%)	$9.80
Cashiers	45	(3)	(6%)	(1)	(2%)	$10.44
Food Service Managers	45	(8)	(15%)	(2)	(4%)	$13.95
Bartenders	44	(4)	(8%)	(3)	(7%)	$9.61
Food Preparation Workers	43	0	0%	(2)	(5%)	$9.90
Maintenance and Repair Workers, General	32	(4)	(11%)	1	3%	$15.97
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	28	(1)	(3%)	(4)	(14%)	$10.36
Grounds Maintenance Workers	28	(19)	(40%)	(5)	(18%)	$11.54
General and Operations Managers	20	(4)	(17%)	(1)	(5%)	$31.98
Lodging Managers	15	(5)	(25%)	(1)	(7%)	$18.30
Miscellaneous Entertainment Attendants and Related Workers	15	(14)	(48%)	(3)	(20%)	$11.58
Dining Room and Cafeteria Attendants and Bartender Helpers	15	(2)	(12%)	(1)	(7%)	$9.57

Appendix

Data Sources and Glossary of Key Terms

Data Sources

All data and analysis for this report are directly or indirectly derived from information provided by either the U.S. Bureau of the Census or U.S. Bureau of Labor Statistics:

- Economic Modeling Specialists International (EMSI), 2016.1 Class of Worker data (based on the U.S. Quarterly Census of Employment and Wages) and general demographic estimates
- U.S. Census American Community Survey 2010-2014 Estimates
- U.S. Census OnTheMap

Competitive Effect

Used in conjunction with "Shift-Share Analysis" techniques[16], *The Competitive Effect* metric seeks to isolate the influence of local dynamics from the influence of non-local factors on industries' employment growth or decline. A positive number indicates that the study area experienced more growth within a particular industry than would have been expected from non-local trends; the magnitude of *The Competitive Effect* indicates the strength of the purely local influence on the industry's employment change.

Location Quotient

Location Quotient (LQ) measures the relative importance of an industry's employment to a particular region, and uses the straightforward formula:
[% of total local employment/% of total national employment].
Location Quotients are one of the most common and important indicators of local economic characteristics; *LQ's* greater than 1.25 are typically considered to be the threshold for identifying an industry as especially relatively strong.

NAICS Codes (The North American Industry Classification System)

NAICS is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. The numbering structure is hierarchical in nature, meaning that fewer digits are broader in their meaning, while longer (up to six) digits provider greater specificity.

SOC Codes (Standard Occupational Classification)

The 2000 Standard Occupational Classification (SOC) System was developed in response to a growing need for a universal occupational classification system. Such a classification system allows government agencies and private industry to produce comparable data. Users of occupational data include government program managers, industrial and labor relations practitioners, students considering career training, job seekers, vocational training schools, and employers wishing to set salary scales or locate a new plant. It is used by federal agencies collecting occupational data, providing a standard means to compare such data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States.

[16] Shift share is a standard regional analysis method that attempts to determine how much of regional job growth can be attributed to national trends and how much is due to unique regional factors. Shift share helps answer why employment is growing or declining in a regional industry, cluster, or occupation.

As with NAICS, the SOC coding structure is hierarchical, with fewer digits provide broad data (occupational categories), while larger provide more specific data (specific professions).

Industry Sector Definitions

Health Care

NAICS	Description
6211	Office of Physicians
6212	Offices of Dentists
6213	Offices of Other Health Practitioners
6214	Outpatient Care Centers
6215	Medical and Diagnostic Laboratories
6216	Home Health Care Services
6219	Other Ambulatory Health Care Services
6221	General Medical and Surgical Hospitals
6222	Psychiatric and Substance Abuse Hospitals
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals
6231	Nursing Care Facilities (Skilled Nursing Facilities)
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly
6239	Other Residential Care Facilities
6241	Individual and Family Services
6242	Community Food and Housing, and Emergency and Other Relief Services
6243	Vocational Rehabilitation Services
6244	Child Care Services

Manufacturing

NAICS	Description
3111	Animal Food Manufacturing
3112	Grain and Oilseed Milling
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing
3115	Dairy Product Manufacturing
3116	Animal Slaughtering and Processing
3118	Bakeries and Tortilla Manufacturing
3119	Other Food Manufacturing
3121	Beverage Manufacturing
3149	Other Textile Product Mills
3152	Cut and Sew Apparel Manufacturing
3169	Other Leather and Allied Product Manufacturing
3211	Sawmills and Wood Preservation

NAICS	Description
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing
3219	Other Wood Product Manufacturing
3222	Converted Paper Product Manufacturing
3231	Printing and Related Support Activities
3254	Pharmaceutical and Medicine Manufacturing
3255	Paint, Coating, and Adhesive Manufacturing
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing
3259	Other Chemical Product and Preparation Manufacturing
3261	Plastics Product Manufacturing
3271	Clay Product and Refractory Manufacturing
3272	Glass and Glass Product Manufacturing
3273	Cement and Concrete Product Manufacturing
3279	Other Nonmetallic Mineral Product Manufacturing
3313	Alumina and Aluminum Production and Processing
3321	Forging and Stamping
3322	Cutlery and Handtool Manufacturing
3323	Architectural and Structural Metals Manufacturing
3324	Boiler, Tank, and Shipping Container Manufacturing
3325	Hardware Manufacturing
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing
3328	Coating, Engraving, Heat Treating, and Allied Activities
3329	Other Fabricated Metal Product Manufacturing
3331	Agriculture, Construction, and Mining Machinery Manufacturing
3332	Industrial Machinery Manufacturing
3333	Commercial and Service Industry Machinery Manufacturing
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing
3335	Metalworking Machinery Manufacturing
3339	Other General Purpose Machinery Manufacturing
3341	Computer and Peripheral Equipment Manufacturing
3342	Communications Equipment Manufacturing
3344	Semiconductor and Other Electronic Component Manufacturing
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing
3346	Manufacturing and Reproducing Magnetic and Optical Media
3351	Electric Lighting Equipment Manufacturing
3352	Household Appliance Manufacturing
3353	Electrical Equipment Manufacturing
3362	Motor Vehicle Body and Trailer Manufacturing
3363	Motor Vehicle Parts Manufacturing
3364	Aerospace Product and Parts Manufacturing
3366	Ship and Boat Building
3369	Other Transportation Equipment Manufacturing
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing
3372	Office Furniture (including Fixtures) Manufacturing
3391	Medical Equipment and Supplies Manufacturing

NAICS	Description
3399	Other Miscellaneous Manufacturing

Agriculture

NAICS	Description
1110	Crop Production
1120	Animal Production and Aquaculture
1131	Timber Tract Operations
1132	Forest Nurseries and Gathering of Forest Products
1133	Logging
1141	Fishing
1142	Hunting and Trapping
1151	Support Activities for Crop Production
1152	Support Activities for Animal Production
1153	Support Activities for Forestry

Tourism

NAICS	Description
4871	Scenic and Sightseeing Transportation, Land
4872	Scenic and Sightseeing Transportation, Water
4879	Scenic and Sightseeing Transportation, Other
5615	Travel Arrangement and Reservation Services
5619	Other Support Services
7111	Performing Arts Companies
7112	Spectator Sports
7113	Promoters of Performing Arts, Sports, and Similar Events
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures
7115	Independent Artists, Writers, and Performers
7121	Museums, Historical Sites, and Similar Institutions
7131	Amusement Parks and Arcades
7132	Gambling Industries
7139	Other Amusement and Recreation Industries
7211	Traveler Accommodation
7212	RV (Recreational Vehicle) Parks and Recreational Camps
7213	Rooming and Boarding Houses
7223	Special Food Services
7224	Drinking Places (Alcoholic Beverages)
7225	Restaurants and Other Eating Places

Siskiyou County Input Session Takeaways

- There are instances of innovative initiatives that businesses are promoting individually or as groups across Siskiyou County that need to be highlighted. When one business or group of businesses has success with a program or practice, there should be a mechanism to share that practice and keep an open dialogue for others to be able to learn from.
- There are several emerging industries in Siskiyou County that should be supported and nurtured to grow. It is important to have an understanding and to be able to identify these emerging industries, recognizing that in small communities, the definition of emerging may only include a few businesses. Sometimes these trends do not show up in data, so efforts need to branch beyond the quantitative information.
- The College has done a great job of listening to businesses and expanding offerings to more students through distance learning opportunities. The connection between education and industry in the area can continue be strengthened and so training is even more focused on the skills needed by local employers, and employers are aware of the services and education that is available.
- Youth in Siskiyou County are often unaware of the opportunities that are available to them locally for education or careers. If more education is done at an earlier age, a stronger pipeline can be built that will prevent the need to look outside the community so much for workers. This can be done through promoting more volunteer opportunities, trade programs, internships, and general information about the local economy and the value in staying in the community.
- There are opportunities to provide more education and resources to employers to identify best practices in recruiting, screening, hiring, succession planning, and other human resource-related areas that are evolving as the generations in the talent pool evolve.

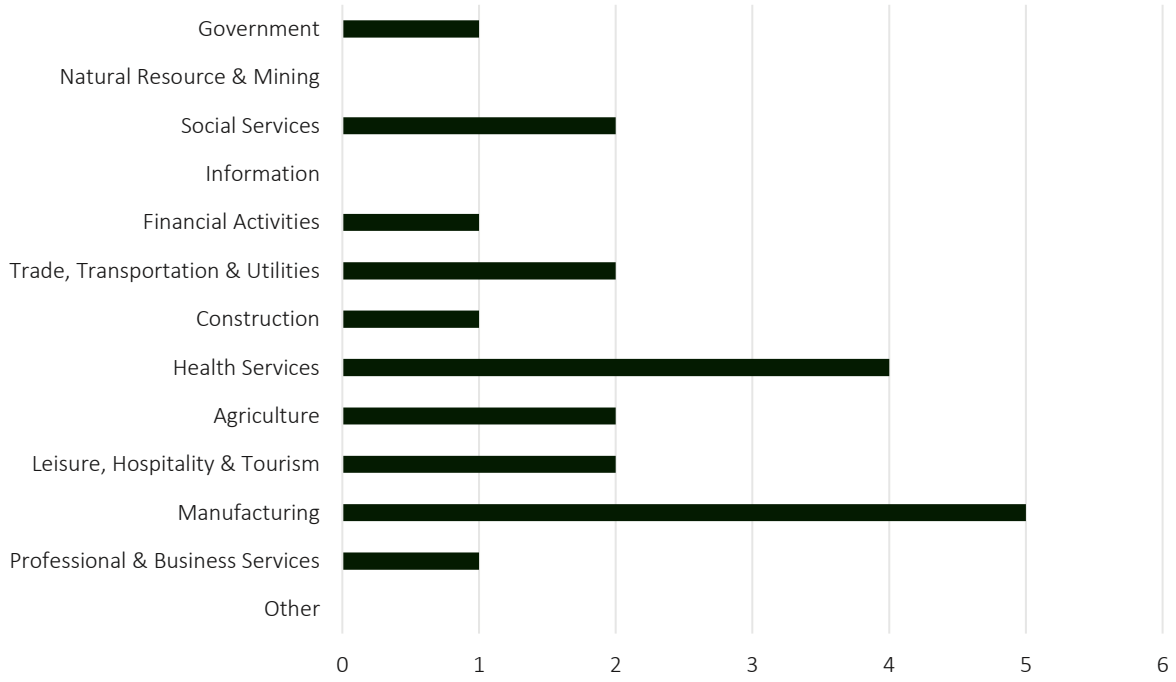
Siskiyou County Survey Summary

TPMA developed a survey designed to engage county employers and to better understand current workforce trends and needs in the Siskiyou County region. In doing so, our consulting team collaborated with NoRTEC and its service providers, which included a diverse group of workforce development, economic development, and other community organizations. Over a four-month period the survey was distributed via email and completed through face-to-face meetings with employers. Survey questions were focused on the following topics:

- Industry and business demographics;
- Employment numbers and projections;
- Labor market "churn";
- Skill needs and gaps;
- Education and training requirements;
- Desired industry recognized credentials; and
- Training challenges.

17 employers participated in the survey. The following includes a summary, analysis and key findings.

Which industry best describes your company?



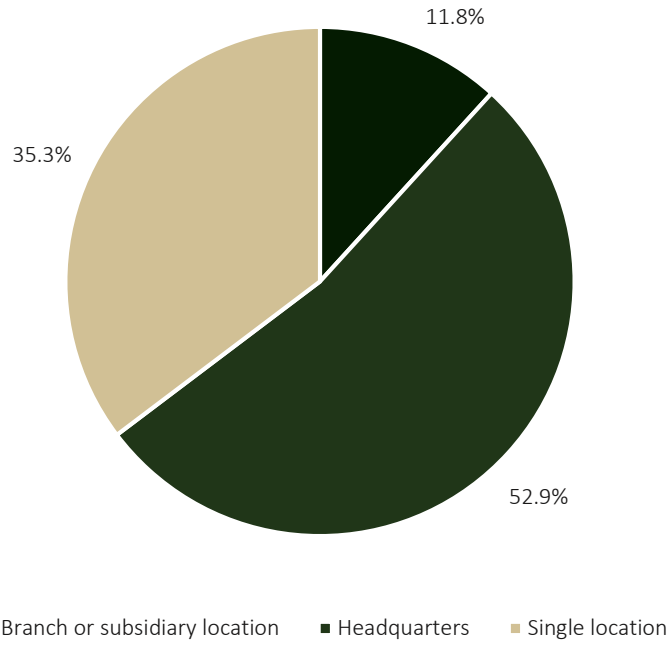
How many employees do you have?

Number of employees	Average
Total	91.1
Full-time	57.47
Part-time	36
Seasonal	49.13
Temp	15

How many total employees do you have by county?

County	Average
Butte	0
Del Norte	0
Lassen	0
Modoc	0
Nevada	0
Plumas	0
Shasta	4.25
Sierra	0
Siskiyou	88.12
Tehama	1
Trinity	0

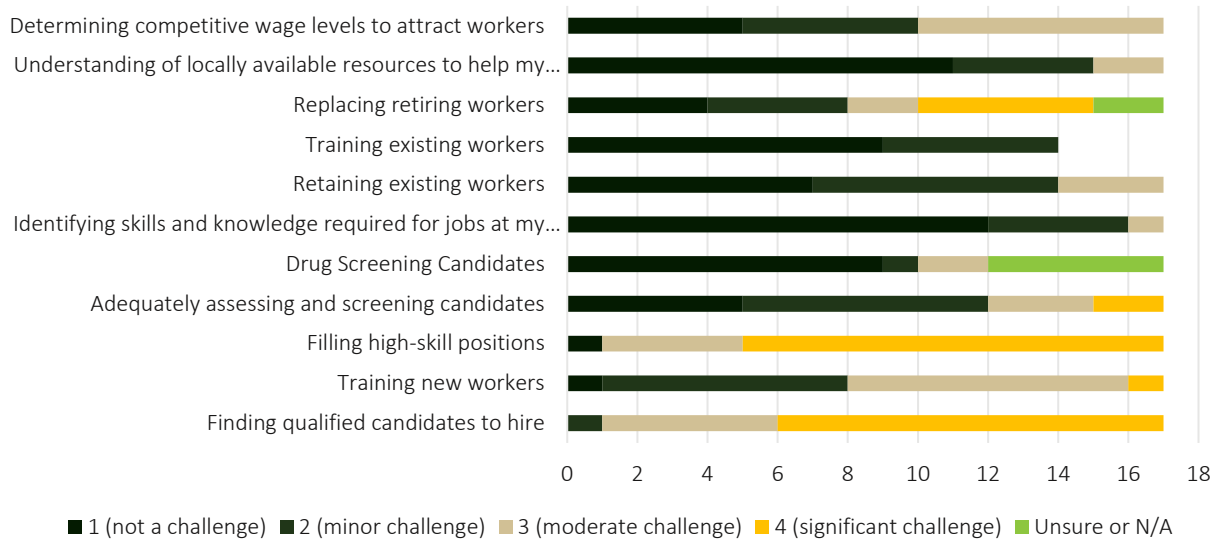
Which best describes this location?



On a scale of 1 {not a challenge} to 4 {significant challenge}, how challenging are the following workforce issues for your company?

Workforce Issues	1 (not a challenge)	2 (minor challenge)	3 (moderate challenge)	4 (significant challenge)	Unsure or N/A
Finding qualified candidates to hire	0	1	5	11	0
Training new workers	1	7	8	1	0
Filling high-skill positions	1	0	4	12	0
Adequately assessing and screening candidates	5	7	3	2	0
Drug Screening Candidates	9	1	2	0	5
Identifying skills and knowledge required for jobs at my company	12	4	1	0	0
Retaining existing workers	7	7	3	0	0
Training existing workers	9	5	0	0	0
Replacing retiring workers	4	4	2	5	2
Understanding of locally available resources to help my company	11	4	2	0	0
Determining competitive wage levels to attract workers	5	5	7	0	0

Frequency of Responses to Significant Workforce Challenges



Top Five Most Challenging Workforce Issues from Above

Top Five Challenges	Responded "Moderate Challenge" or higher
Finding qualified candidates to hire	16
Filling high-skill positions	16
Training new workers	9
Replacing retiring workers	7
Adequately assessing and screening candidates	5

What is your most significant workforce-related challenge or your greatest workforce need?

Challenge	Top Responses
Finding qualified workers	6
Finding workers with soft skills (attendance, work ethic, people skills)	4
Filling entry-level positions	3
Retention of employees	2
Finding critical thinking skills	2
Finding sober candidates	2
Filling high-skilled positions	2
Basic math skills	1
Paying workman's comp	1
Replacing retirees	1

What is the average vacancy length for open positions?

The average length based on all responses is 11.53 weeks.

How many full-time (35+ hours/week) new, replacement, and retiring workers do you expect within the next 0 to 12 months, 1 to 2 years, 3 to 4 years, and 5 to 7 years?

Number of new positions	Average	Range
0-12 months	1.4	1-2
1 - 2 years	1.4	1-2
3 - 4 years	1.3	1
5 - 7 years	1.3	1

Number of replacement positions	Average	Range
0-12 months	1.8	1-2
1 - 2 years	1.1	1
3 - 4 years	1.3	1
5 - 7 years	1.1	1

Number of retiring positions	Average	Range
0-12 months	0.4	0-1
1 - 2 years	0.4	0-1
3 - 4 years	1.2	1
5 - 7 years	1.5	1-2

Please provide information regarding your current wages for up to 3 of your top full-time occupations by number of employees.

Top Occupation #1

Title: Technicians
Job Description: Equipment operator, fertilizer technician, welder, molder, electrician, mechanic, millwright, fabricator, resawer, pest control advisor
Average number of jobs at location: 14
Desired/required certificates/credentials: Journeyman certification preferred
Average entry level: $13.42/hr
Average mid-level: $16.51/hr
Average advanced-level: $19.39/hr

Top Occupation #2

Title: Entry-level positions
Job Description: Ranch hand, green chain puller, general labor
Average number of jobs at location: 7-8
Desired/required certificates/credentials: None
Average entry level: $13.75/hr
Average mid-level: $15.28/hr
Average advanced-level: $17.38/hr

Top Occupation #3

Title: Medical Professionals

Job Description: Medical Asst, nurse, doctor, PT

Average number of jobs at location: 34-35

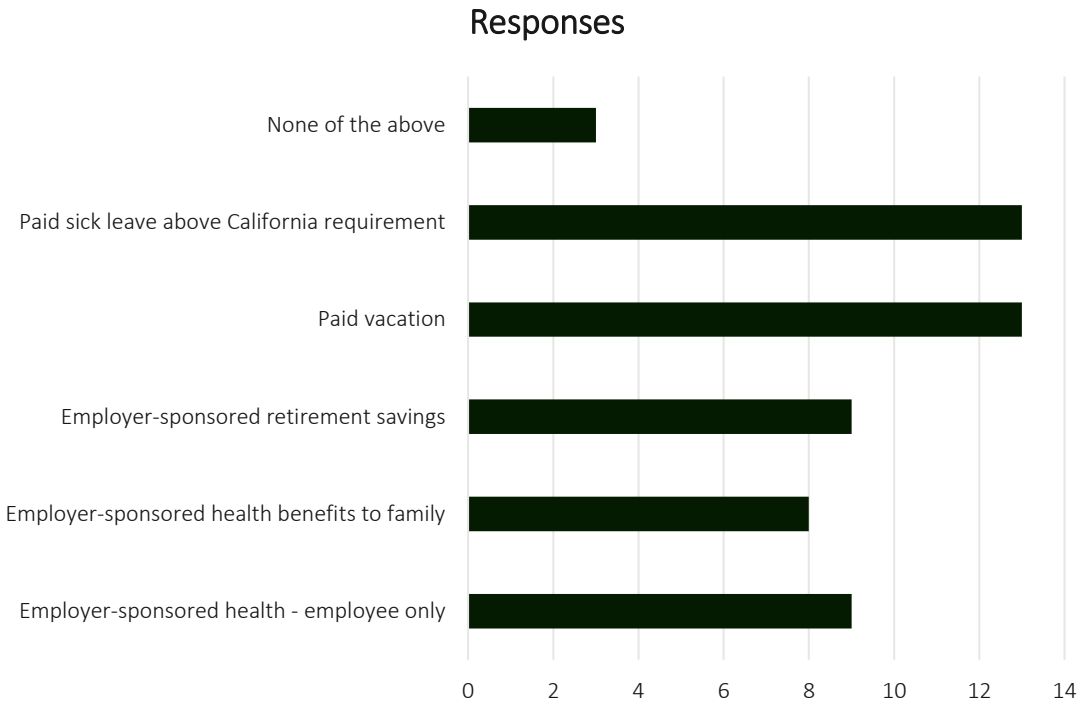
Desired/required certificates/credentials: Appropriate medical license (doctorate; PT; RN; MA; etc)

Average entry level: $25.05/hr

Average mid-level: $29/hr

Average advanced-level: $32.99/hr

Do you provide any of the following health benefits?



Most difficult to fill positions and why

Position	Responses	Reason
Technicians	6	Finding qualified candidates
Medical positions	4	Offering competitive wages; candidates willing to relocate to rural area
Seasonal positions	3	Finding qualified candidates
Manual labor	2	N/A
RPF	2	Not enough in the state
PCA	1	Candidates unwilling to relocate to rural area
Entry-level positions	1	N/A

Please provide information for your most difficult to fill full-time occupations

Title: Technicians
Brief job description: Millwright, equipment operators, machinists, pest techs, molder, general tech
Number of current openings: 10
Desired or required certificates or credentials (if any): Journeyman certifications preferred (esp. welding)
Hourly/annual wage ($) $20.10/hr

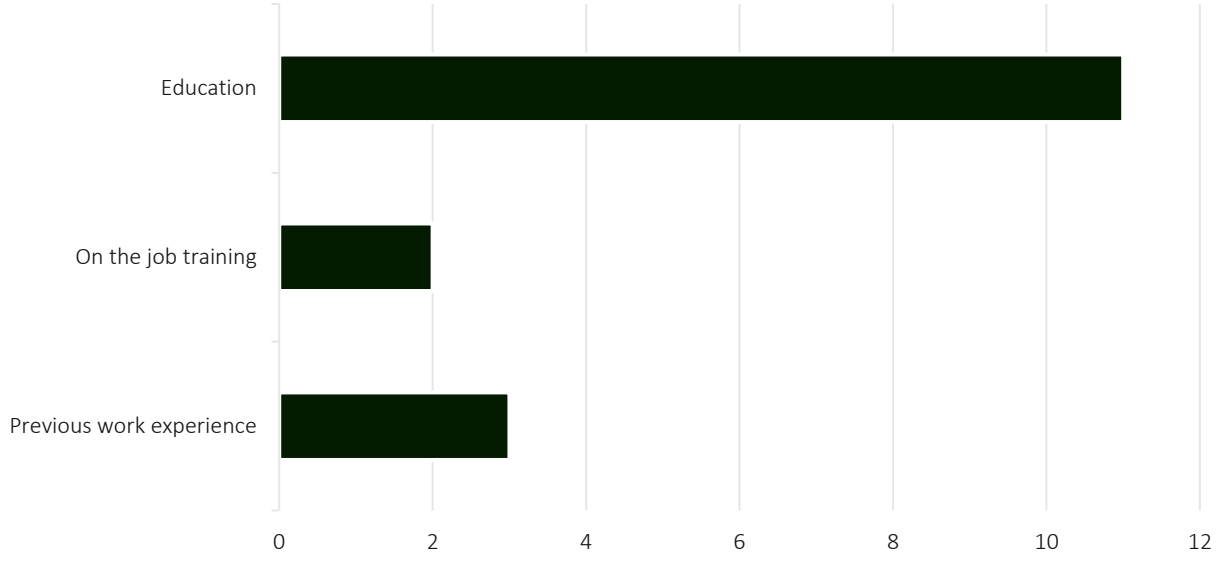
Title: General Laborers
Brief job description: Ranch hands, mill hands, general physical tasks
Number of current openings: 6
Desired or required certificates or credentials (if any): None
Hourly/annual wage ($) $14.04/hr

Title: Medical Positions
Brief job description: Doctor, medical assistant, lab tech, nurses, PT
Number of current openings: 7
Desired or required certificates or credentials (if any): Appropriate medical license (medical certification; CLS license, RN license)
Hourly/annual wage ($) $32.13/hr

What are the factors that most impact difficult to fill positions?

Factors	Responses
Finding qualified candidates	11
Candidates with strong soft skills	5
Attention to detail	1
Geographic knowledge	1
Sober candidates	1
Candidates who are willing to relocate to rural area	1

What do you look for most from candidates in difficult-to-fill positions?



What other {if any} skills and/or experience levels are currently in greatest demand?

Top Responses	Responses
Work ethic	6
Soft skills	3
Mechanic skills	1
Road crew operator	1
Electrical knowledge	1
Machining	1
Welding	1
Use of basic forestry equipment	1

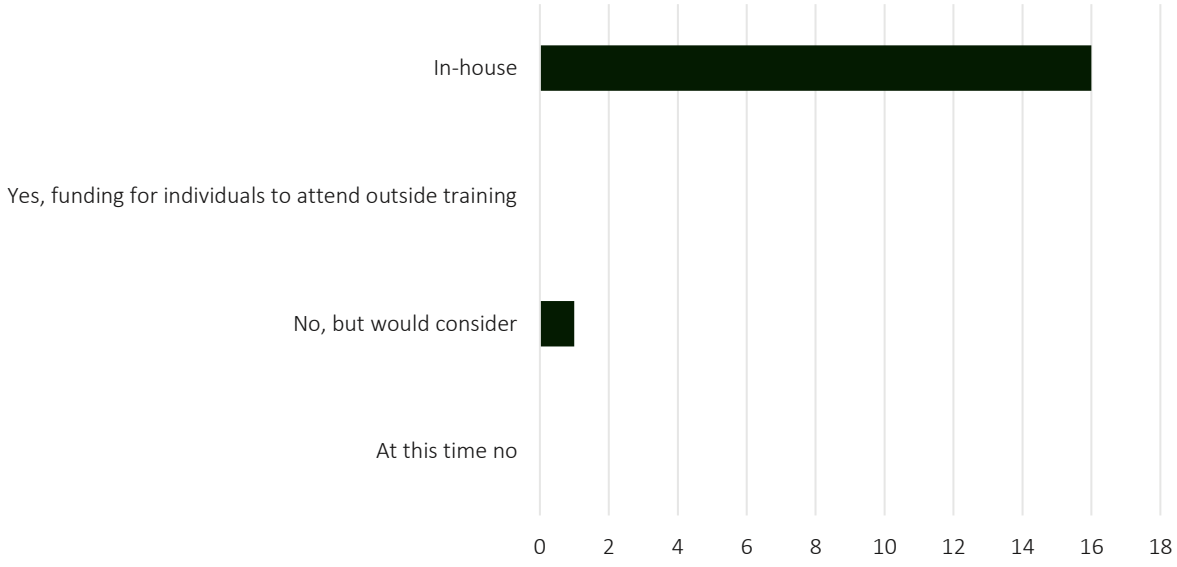
What other {if any} skills and/or experience levels are most difficult to find?

Top Responses	Responses
Work ethic	4
Welders	2
GIS	1
High skilled candidates	1
Basic math skills	1
Physical therapist	1
Previous work experience	1
Sobriety	1
Mechanics	1
Air conditioning	1
Electrical	1
Basic computer skills	1

What industry-recognized credentials, certifications and/or degrees do you value most? [two or more responses]

Top Responses	Responses
PCA	5
RPF	4
Journeymen certifications	3
Master's degree	1
Medical degree	1
GIS certification	1
RN	1
PT license	1

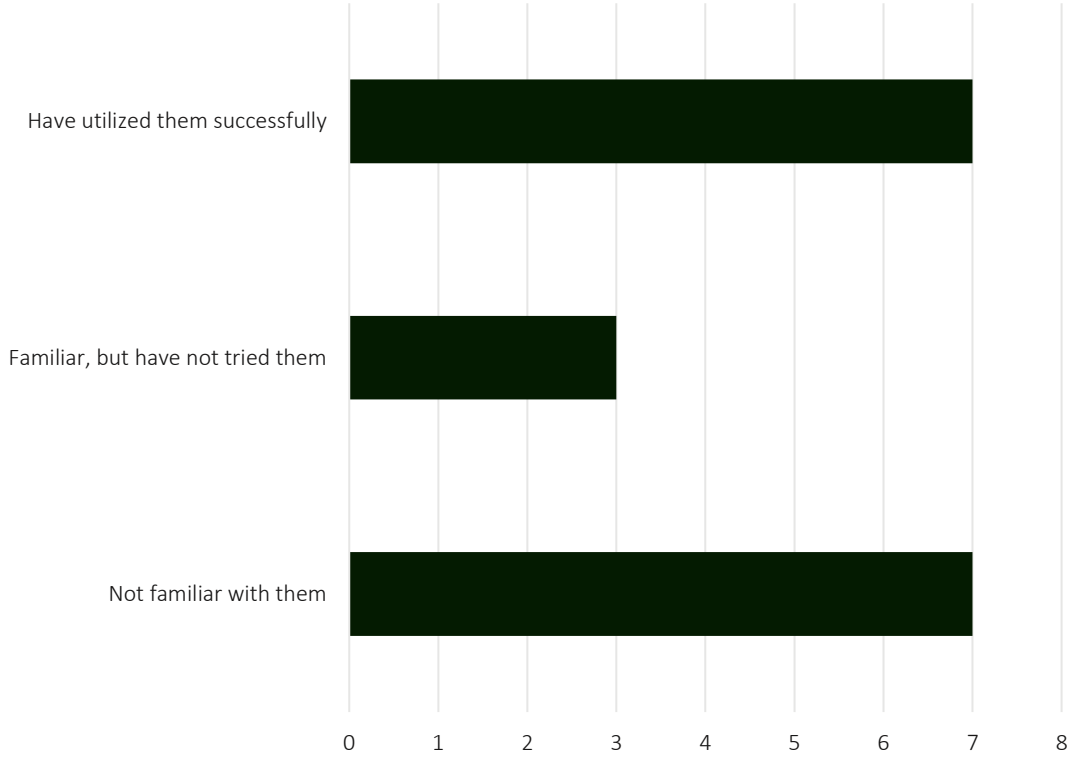
Do you offer training or other professional development, above and beyond initial on-the-job training?



How do you rate the following?

Top Responses	Excellent	Good	Poor	Fair	Unsure
Soft skills of workers	2	10	1	3	1
Hard/technical skills of workers	1	11	0	3	0
Overall quality of entry-level workers	1	3	0	7	0
Overall quality of high-skill workers	4	12	0	1	0
Quality of education and training programs	2	11	1	2	1
Knowledge of available services from America's Job Center of California (e.g. assistance with job ads)	3	1	11	2	11

Which of the following best describes your experience with your local America's Job Center of California office and/or business service center?



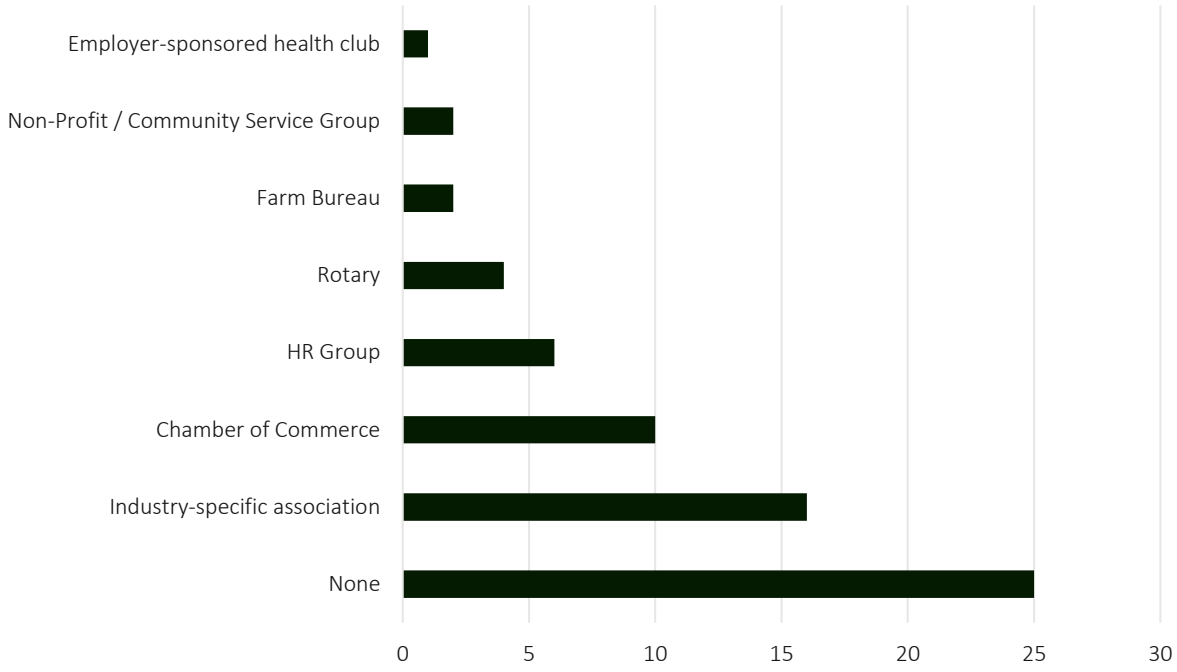
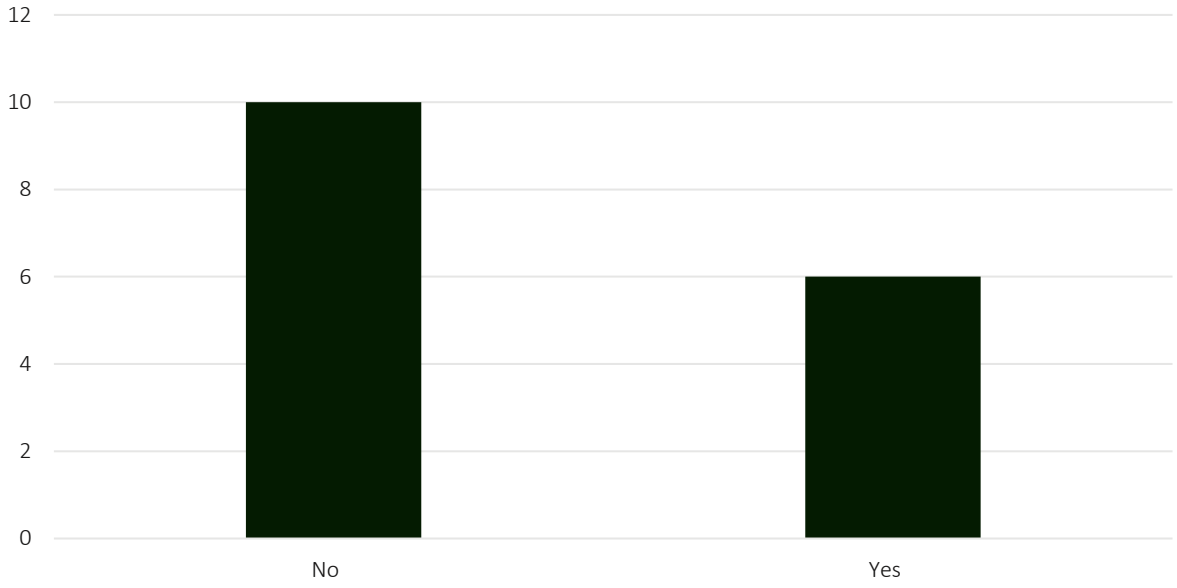
If utilized, if you could improve one thing about your local America's Job Center in California office and/or business service center, what would it be?

Top Responses	Responses
Ability to use OJT at lower wage	2

Would you like to learn more about any of the following services to strengthen your business?

Service	Responses
Labor market information, wage data	6
Benefits of hiring a veteran	5
Employee recruitment	5
On-the-Job Training (OJT)	5
Employee education	4
Other training resources	4
Pre-employment testing	4
Tax credit information	4
Candidate screening/assessment	3
Employer professional development seminars	2
Hiring ex-offenders (a second chance)	1
Assistance with employee retention	0
Job analysis and profiling information	0
On-site assistance for business downsizing	0

What business or trade groups do you currently participate in?



If you do not participate, would you be open to a member of our staff contacting you to participate in a local business group that focuses on tackling the most pressing workforce and business growth issues?