



Northern Rural Training and
Employment Consortium (NoRTEC)

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Siskiyou County Labor Market Profile and Industry Sector Analysis

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Prepared for

NoRTEC Workforce Development Board

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INTRODUCTION

The following is a labor market and industry/sector profile for Siskiyou County, California. This is an update to a prior version of the County Labor Market Profiles that were completed in the summer of 2017, which were completed using 2016 labor market data.



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. Though 2019 is the current calendar year, 2018 labor market data are utilized as these represent the latest full calendar year of data available from federal statistical agencies.

EXECUTIVE SUMMARY

The following are some of the most pertinent information and statistics uncovered in the process of creating this report.

Social and Demographic Highlights

- Over the prior ten years, population decreased by 2% for Siskiyou County while population increased by 9% for the state and 8% for the nation.
- Siskiyou County has an aging population. Over the last ten years, individuals over the age of 65 increased more than any other age cohort. Individuals between the ages of 35-54 have dropped significantly over the last ten years.
- Educational attainment by individuals in Siskiyou County lags behind the NoRTEC region beyond some college. The percentage of individuals in the county with an Associate's degree exceeds only those in California and the U.S., not NoRTEC.
- Siskiyou County experiences a net loss of talent due to out-commuting. Though 8,323 individuals both live and work in the County, 5,111 live in the County and work elsewhere.
- Income levels in Siskiyou County are fairly low, which results in a considerable need for social services. Over 14% of the Siskiyou County population is enrolled in CalFresh benefits – the third highest of any county in the NoRTEC region. Median household income in the county is \$40,884 and 20.7% of the area population is in poverty.
- As of December 2018, there were 17,098 individuals in the Siskiyou County labor force, of which 1,209 were unemployed.
- Since the 2016 version of this report was released, the Siskiyou County economy has expanded at an average annual rate of 1.4%. The highest growth sectors include Manufacturing; Health Care & Social Assistance; and Agriculture, Forestry, Fishing & Hunting. In combination, these sectors added 356 jobs, over 65% of the county's net new job growth. Meanwhile, the Retail Trade, and Transportation & Warehousing sectors decreased in employment over the past two years.

- Between 2016 and 2018, Siskiyou County's population increased slightly by 0.5% (+225 in numeric terms). The highest growth age groups included those ages 70 to 74 years, and those ages 55 to 59 years saw the largest decrease. The highest growth race/ethnicity group was White Hispanics, while White, Non-Hispanics saw the largest decrease.

Industry & Occupation Highlights

- Siskiyou County's largest industry sectors include Government; Health Care and Social Assistance; Retail Trade; Accommodation and Food Services; Agriculture, Forestry, Fishing and Hunting; and Manufacturing. The county's top nine industries have experienced growth over the last five years and are all projected to continue experiencing growth into 2023.
- Significant industries adding the most jobs in Siskiyou County include Government (+350 jobs); Manufacturing (+277 jobs); Health Care and Social Assistance (+276 jobs); Agriculture, Forestry, Fishing and Hunting (+195 jobs); and Accommodation and Food Services (+147 jobs).
- Individual (4-digit North American Industry Classification System (NAICS) Code) industries with strong growth prospects for the county include: Individual and Family Services; Local Government, Excluding Education and Hospitals; Crop Production; and State Government, Excluding Education and Hospitals.
- The location quotient scores can indicate fields where the county has a strong competitive advantage over other regions in the U.S. The occupations with the highest LQ score in Siskiyou County are Farming, Fishing, and Forestry Occupations (5.73) and Life, Physical, and Social Science Occupations (3.36).

ECONOMIC IMPACT OF 2018 FOREST FIRES

Thomas P. Miller & Associates (TPMA) conducted an economic impact analysis of the northern California forest fires of 2018 for NoRTEC in January 2019. TPMA's analysis started with a literature review and an empirical observation of the economic effects of wildfires in the United States. The literature review provided general and specific trends on the topic. For the empirical review, TPMA focused on other highly destructive fires in the United States in terms of acreage, structures, or both. Since few federal data sources have yet to reveal the specific effects of the Camp and Carr fires on Northern California, these analyses were primarily based on observations of past similar events. In addition, Dr. Robert Eyster of Sonoma State University, a renown regional economist, has summarized some of the recent effects of the Carr and Camp fires on northern California.

In general, economic impacts are most severe upon those counties in which the fires occurred, namely, Shasta and Butte, though some impacts upon adjacent counties is expected. The following are a few pertinent points that relate to likely affects on Siskiyou County.

- In keeping with patterns of wildfire economic impact on adjacent counties, the results of the Carr fire on Siskiyou County likely resulted small bump in wages (typically less than 1% increase) and no impact on jobs in quarter four of 2018.
- Historically, areas near wildfires suffer a slight lag in land-dependent industry sectors, such as tourism and agriculture, over the next several seasons.
- Forest service suppression spending on contractors located in Siskiyou equated to \$7.9 million between October 2017 and December 2018.

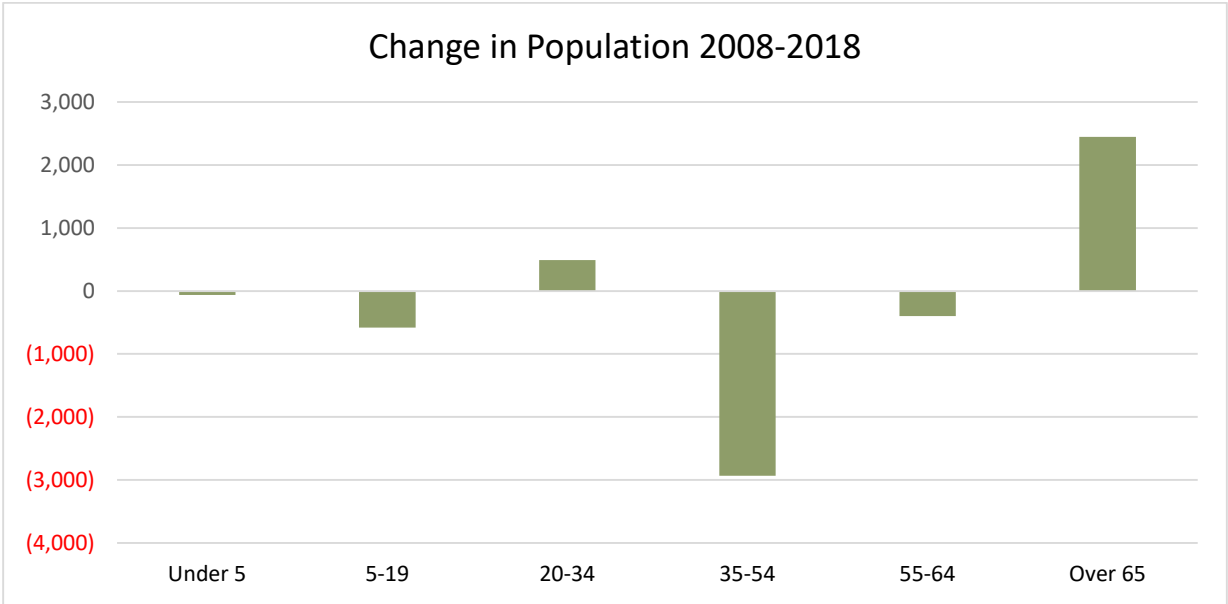
DEMOGRAPHIC & LABOR FORCE CHARACTERISTICS

Total Population

Siskiyou County is geographically located in the north central area of the NoRTEC region. The population for the county has decreased by 2% over the last ten years. For comparison, California’s population increased by 9% and the nation’s population increased by 8%. The county’s decline in population since 2008 is projected to experience a 1% increase by 2023, adding approximately 250 persons.

The cohort that experienced the greatest increase over the last ten years are those over the age of 65 (2,447). This group is expected to continue increasing in number into 2023, adding 1,159 individuals. However individuals between the ages of 35-54 have dropped significantly over the last ten years. Projections into the next five years indicate a slight increase of 321 individuals, but those ages 20-34 and 55-64 are projected to experience a decline of over 1,700 individuals in the same time period.

Age	2008 Population	2018 Population	Change 2008-2018	% Change 2008-2018	Projected Change 2018-2023	
Under 5	2,393	2,330	(63)	(3%)	193	8%
5-19	8,018	7,435	(583)	(7%)	305	4%
20-34	6,193	6,685	492	8%	(386)	(6%)
35-54	12,080	9,147	(2,933)	(24%)	321	4%
55-64	7,491	7,091	(400)	(5%)	(1,344)	(19%)
Over 65	8,610	11,057	2,447	28%	1,159	10%
Total	44,781	43,744	(1,037)	(2%)	249	1%



Race/Ethnicity

The population of the region is predominately White, with over 75% identifying as White in 2018, followed by 13% identifying as Hispanic.¹ The top fastest growing race/ethnicity groups in the county are Native Hawaiian or Pacific Islander, Hispanic, and Two or More Races. Although Siskiyou County’s population remains heavily White, increases in diverse populations could indicate a need for more diverse community resources to best serve those populations.

Race/Ethnicity	2018 Population	Change 2008-2018	% Change 2008-2018
White	33,160	(2,881)	(8%)
Hispanic	5,630	1,186	27%
Two or More Races	1,960	366	23%
American Indian or Alaskan Native	1,705	161	10%
Asian	614	67	12%
Black	575	35	6%
Native Hawaiian or Pacific Islander	100	30	43%

Educational Attainment

The percentage of individuals in Siskiyou County with an educational attainment of 9th grade to 12th grade to some college is higher than that of the NoRTEC region. However, beyond some college, individuals in Siskiyou County fall behind those in the NoRTEC region. The percentage of individuals with an Associate’s degree in the county exceeds those in California and the U.S. but fall slightly behind those in the NoRTEC region.

Education Level	2018 Siskiyou County Population	2018 Siskiyou County Percent	2018 Percent NoRTEC	2018 Percent California	2018 Percent US
Less Than 9th Grade	1,476	4.6%	4.9%	11.8%	6.8%
9th Grade to 12th Grade	2,231	7.0%	6.9%	7.0%	6.9%
High School Diploma	8,648	27.1%	25.3%	20.8%	27.6%
Some College	9,881	31.0%	30.5%	21.4%	20.7%
Associate's Degree	3,060	9.6%	9.8%	7.6%	8.0%
Bachelor's Degree	4,428	13.9%	15.0%	19.9%	18.6%
Graduate Degree and Higher	2,182	6.8%	7.6%	11.6%	11.3%

¹ The Hispanic population includes Hispanics in White, Black, Two or More Races, Asian, American Indian or Alaskan Native, Native Hawaiian, or Pacific Islander.

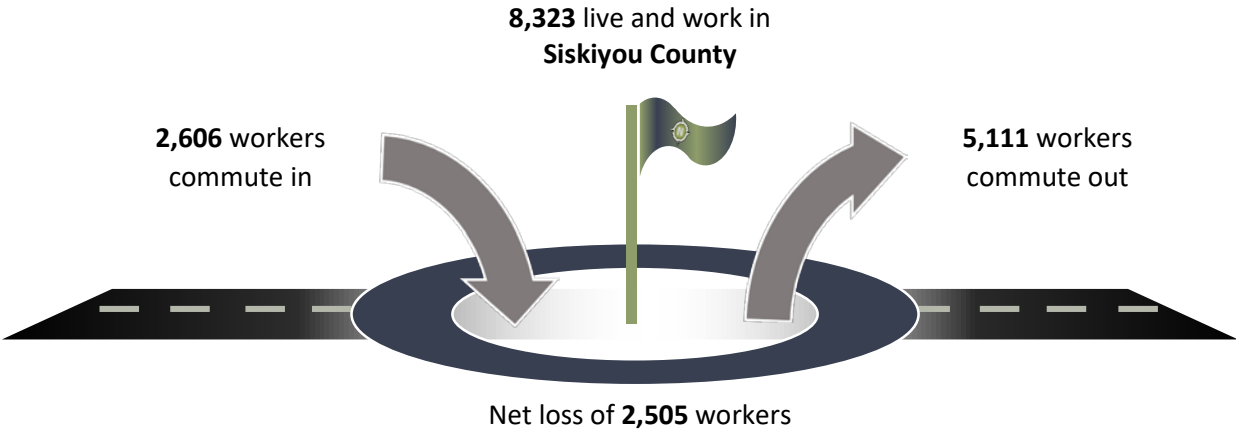
Income

Siskiyou County has the third lowest median household income in the entire NoRTEC region at \$40,884. The two other counties with lower median household incomes are Modoc County (\$39,296) and Trinity County (\$36,563). Siskiyou County’s median household income is \$26,285 less than that of California and \$16,768 less than that of the U.S. The poverty rate for Siskiyou County ranks ninth of eleven counties in the NoRTEC region at 20.7%, just slightly lower than Tehama County (20.9%) and Del Norte County (23.2%). The poverty rate for the county is over 5% higher than that of California and the U.S.

County	Median Household Income 2013-2017	Poverty Rate
Butte	\$46,516	20.5%
Del Norte	\$41,287	23.2%
Lassen	\$54,083	14.6%
Modoc	\$39,296	18.1%
Nevada	\$60,610	12.1%
Plumas	\$50,266	13.3%
Shasta	\$47,258	18.1%
Sierra	\$44,190	12.3%
Siskiyou	\$40,884	20.7%
Tehama	\$42,512	20.9%
Trinity	\$36,563	19.9%
California	\$67,169	15.1%
United States	\$57,652	14.6%

Commuting

The graphic below details the commuting patterns into and out of Siskiyou County in 2015. With 5,111 workers commuting out of the county and 2,606 commuting into the county, a net loss of 2,505 workers is experienced in Siskiyou County. Over 8,300 individuals work and live in the county. Of those commuting into Siskiyou County, 51.3% are workers between the ages of 30 and 54, and 40.3% earn more than \$3,333 per month. Compared to those commuting out of Siskiyou County, 38.6% earn more than \$3,333 per month.



In addition to looking at commuting data by total population, it is also helpful to examine commuter statistics by occupational classification. In terms of occupational classification, only two groups were cited as in-commuters: Arts, Design, Entertainment, Sports, and Media Occupations (11 in-commuters) and Architecture and Engineering Occupations (8 in-commuters). A majority of the occupational groups are made up on out-commuters, with the largest being Office and Administrative Support Occupations (478 out-commuters); Sales and Related Occupations (412 out-commuters); and Food Preparation and Serving Related Occupations (396 out-commuters).

Occupation Group	2018 Commuters
Arts, Design, Entertainment, Sports, and Media Occupations	11 in-commuters
Architecture and Engineering Occupations	8 in-commuters
Legal Occupations	5 out-commuters
Computer and Mathematical Occupations	30 out-commuters
Life, Physical, and Social Science Occupations	32 out-commuters
Production Occupations	40 out-commuters
Military-only occupations	46 out-commuters
Construction and Extraction Occupations	61 out-commuters
Protective Service Occupations	70 out-commuters
Business and Financial Operations Occupations	72 out-commuters
Installation, Maintenance, and Repair Occupations	76 out-commuters
Community and Social Service Occupations	80 out-commuters
Healthcare Support Occupations	84 out-commuters
Building and Grounds Cleaning and Maintenance Occupations	107 out-commuters
Healthcare Practitioners and Technical Occupations	127 out-commuters
Management Occupations	150 out-commuters
Education, Training, and Library Occupations	181 out-commuters
Transportation and Material Moving Occupations	201 out-commuters
Personal Care and Service Occupations	206 out-commuters
Farming, Fishing, and Forestry Occupations	259 out-commuters
Food Preparation and Serving Related Occupations	396 out-commuters
Sales and Related Occupations	412 out-commuters
Office and Administrative Support Occupations	478 out-commuters

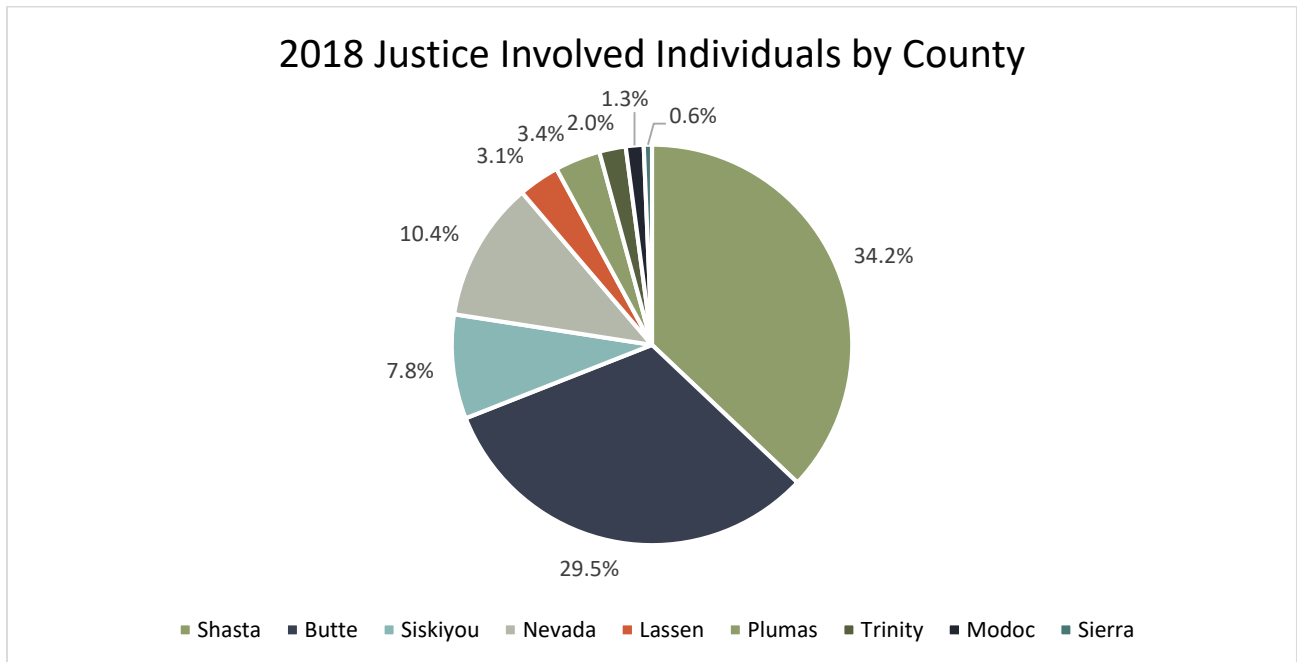
Special Populations

With consideration of the state of California’s Regional and Local Planning Guidance for program year 2018-19, California counties are also concerned with quantifying and assisting certain sub-population groups, namely: formerly incarcerated and other justice-involved individuals and CalFresh recipients.

Justice-Involved Individuals

The graph and table below detail the percentage of individuals involved in felony probations, misdemeanor probations, mandatory supervisions, and post-release community supervisions (PRCS) within the 11- county NoRTEC region.²

The largest share of activity stems from Shasta County (34.2%) followed by Butte County (29.5%) and Siskiyou County (7.8%). Siskiyou County represents 7.8% of all justice involved individuals in the NoRTEC region. In the NoRTEC region in 2017, there were a total of 7,372 individuals involved in felony probations, misdemeanor probations, or mandatory supervision.



² Data for this section of the report are derived from the Chief Probation Officers of California, <https://www.cpoc.org/data>.

	Felony Probation	Misdemeanor Probation	Mandatory Supervision	PRCS	Total
Shasta	1,976	0	156	389	2,521
Butte	1,339	272	165	401	2,177
Siskiyou	507	7	12	47	573
Tehama	N/A	N/A	N/A	N/A	N/A
Nevada	566	127	30	47	770
Lassen	126	75	8	17	226
Plumas	148	86	1	15	250
Trinity	111	17	4	13	145
Modoc	79	19	N/A	N/A	98
Del Norte	N/A	N/A	N/A	N/A	N/A
Sierra	28	15	1	1	45

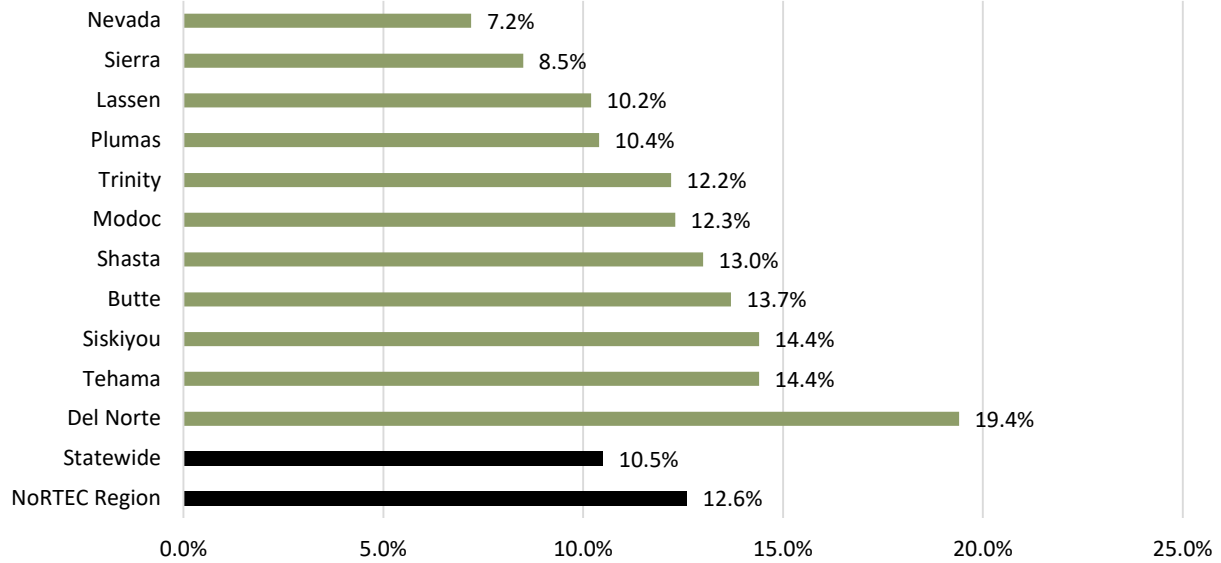
CalFresh Recipients

CalFresh, the California implementation of Supplemental Nutrition Assistance Program (SNAP), is received by larger percentage of NoRTEC area residents than statewide residents.³ In Siskiyou County, 14.4% of individuals receive CalFresh. The only other counties with a higher percentage of individuals receiving CalFresh benefits are Tehama County (14.4%) and Del Norte County (19.4). This is comparative to counties in the region with high poverty rates as noted previously.

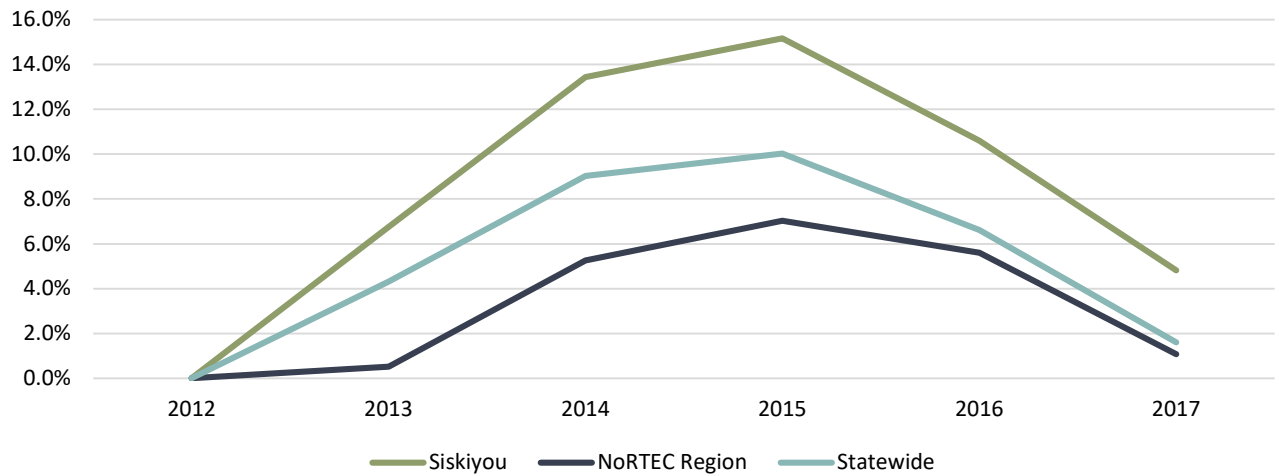
Between 2012 and 2015, the NoRTEC region experienced a rise in the number of individuals enrolled in CalFresh and then a considerable decrease between 2015 and 2017. The trendline for enrollment is similar in Siskiyou County. Enrollment in CalFresh benefits was at its highest in 2015 (7,053) and its lowest in 2012 (6,124).

³ Data for this section are derived from the California Department of Social Services, CalFresh Data Dashboard, <https://www.cdss.ca.gov/inforesources/Data-Portal/Research-and-Data/CalFresh-Data-Dashboard>.

Percent of Population Receiving CalFresh Benefits



Cumulative Growth Rate in CalFresh Enrollment 2012-2017



HUMAN CAPITAL

Labor Force

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.

EMPLOYMENT IN SISKIYOU COUNTY 1998-2018 ⁴		
Peak	June 2000 (18,544)	December 2018 (15,889 – 14% lower)
Trough	January 1999 (15,006)	December 2018 (15,889 – 6% higher)
December 2018	Employment: 15,889 Labor Force: 17,098 Unemployment rate: 7.1%	

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 December 2018, 17,098 individuals participated in the Siskiyou County labor force, and of these, 15,889 were employed and 1,209 were unemployed⁵. Over the last 20 years, employment in the county was at its highest in June 2000 and lowest in January 1999. As of December 2018, the unemployment rate was 7.1%, higher than the unemployment rate of California (4.1%) and the United States (3.9%).

Labor Force Participation Rate

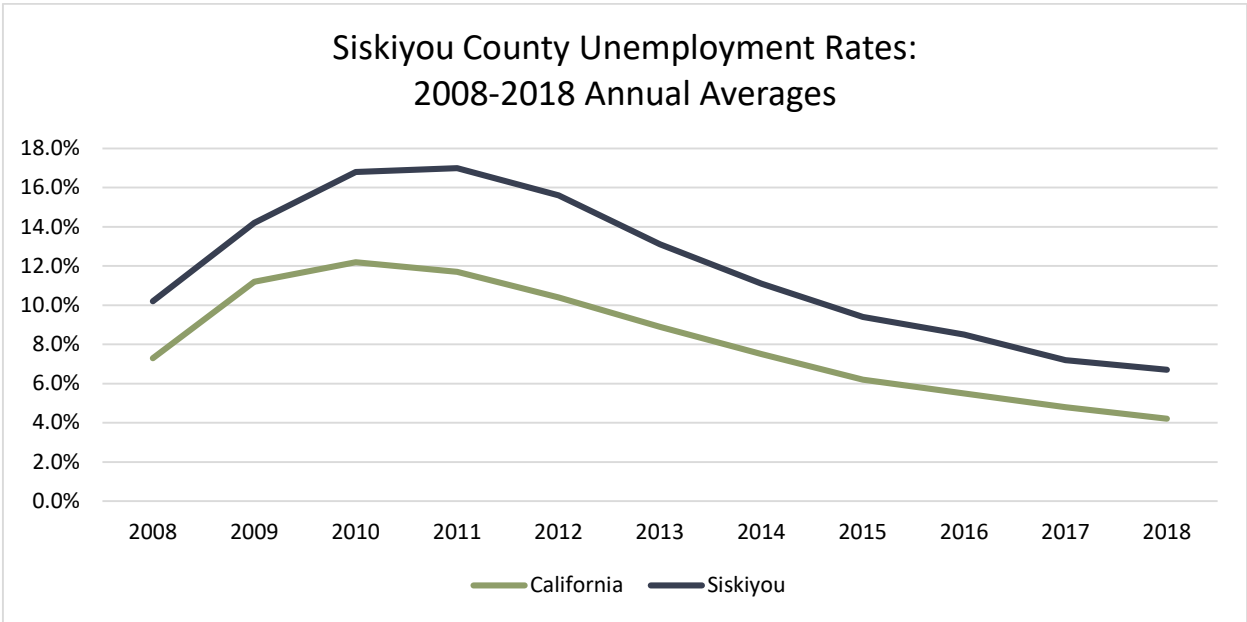
The labor force participation rate is sensitive to demographic changes because participation rates vary across age, gender, income and race/ethnicity.⁶ The national labor force participation rate has decreased since 2000, a trend that is expected to continue in the next decade in part due to the aging 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’s population. The older worker population (55 to 64 years of age) was estimated to be 7,091 in 2018, which is equivalent to 16% of the county’s population.⁷ 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 11,057, equivalent to 25% of the county’s population.

⁴ U.S. Bureau of Labor Statistics, 1998.4-2018.4. <http://www.bls.gov/data/>

⁵ December of 2018 was used as comparison throughout the 1998-2008 timeframe.

⁶ For example, in 2015 the national labor force participation rate for individuals older than age 54 (40.0%) was significantly lower than for those between the ages of 25 and 54 (81.3%).



Generally, unemployment tends to spike during recessions and following major layoffs, 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.

Since 2011, Siskiyou County’s unemployment rate has continued to decline to its lowest point in ten years at 6.7% in 2018. The unemployment rate for the county has been higher than California over the period analyzed. In 2017, unemployment rates between the two areas were at their closest, with Siskiyou being at 7.2% and California being at 4.8%, a difference of 2.4%.

INDUSTRY SECTOR ANALYSIS

To this point, the analysis of Siskiyou County has focused on the socioeconomic characteristics of the region's population. Socioeconomic data are useful in understanding the economy, but to truly comprehend economic dynamics we must also analyze industry data. 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 Siskiyou County is well suited to be competitive.

A chart and several tables are displayed related to industry data. Each of the figures provide data that descend in order according to 2018 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.

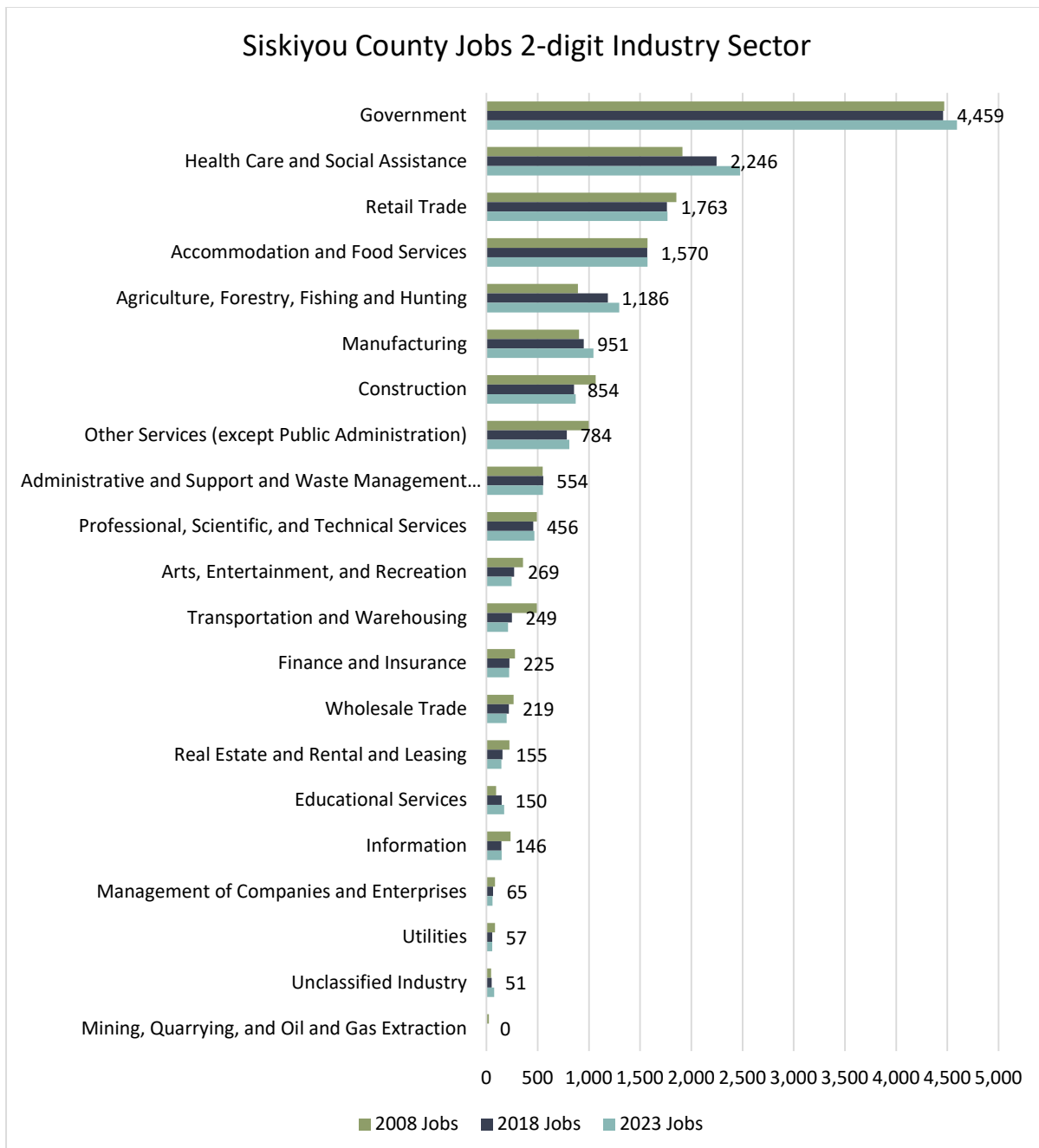
Location Quotient (LQ) measures how concentrated or specialized an industry is in a particular county and helps to demonstrate what makes a particular county's economy unique. A number greater than 1.25 indicates that the particular sector is considerably more concentrated than the national average. 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 than circulating money already present within the county.⁸

⁸ Data from this section are from Economic Modeling Specialists International (EMSI), 2019.2 Class of Worker.

Industry Mix

The broad industry sectors in Siskiyou County employing the most workers are Government (4,459; 27%); Health Care and Social Assistance (2,246; 14%); Retail Trade (1,763; 11%); and Accommodation and Food Services (1,570; 10%).

The top nine industries at the 2-digit North American Industry Classification (NAICS) level have experienced growth over the last five years and are projected to continue growing into the next five years. Government has added the most jobs since 2013 (350 jobs), followed by Manufacturing (277 jobs); Health Care and Social Assistance (276 jobs); and Agriculture, Forestry, Fishing and Hunting (195 jobs).



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, Government is the strongest (adding 270 jobs due to competitive effect). Others that performed better in Siskiyou County than other regions in the United States include Manufacturing (244 jobs); Agriculture, Forestry, Fishing, and Hunting (186 jobs); and Health Care and Social Assistance (64 jobs).

Industries with the strongest location quotient score in Siskiyou County include Agriculture, Forestry, Fishing and Hunting (6.15) and Government (1.80).

Industry	2013 Jobs	2018 Jobs	Change 2013 – 2018	% Change 2013-2018	Change 2018-2023	% Change 2018-2023	2018 LQ	Comp. Effect
Government	4,109	4,459	350	9%	136	3%	1.80	270
Health Care and Social Assistance	1,970	2,246	276	14%	232	10%	1.08	64
Retail Trade	1,655	1,763	108	7%	5	0%	1.06	30
Accommodation and Food Services	1,423	1,570	147	10%	2	0%	1.11	(38)
Agriculture, Forestry, Fishing and Hunting	991	1,186	195	20%	111	9%	6.15	186
Manufacturing	674	951	277	41%	94	10%	0.73	244
Construction	758	854	96	13%	17	2%	0.93	(41)
Other Services (except Public Administration)	728	784	56	8%	26	3%	1.00	9
Administrative and Support and Waste Management and Remediation Services	499	554	55	11%	(3)	(1%)	0.54	2
Professional, Scientific, and Technical Services	458	456	(2)	(0%)	12	3%	0.43	(59)
Arts, Entertainment, and Recreation	301	269	(32)	(11%)	(24)	(9%)	0.94	(77)
Transportation and Warehousing	277	249	(28)	(10%)	(37)	(15%)	0.42	(86)
Finance and Insurance	232	225	(7)	(3%)	(5)	(2%)	0.34	(23)
Wholesale Trade	268	219	(49)	(18%)	(21)	(10%)	0.36	(54)
Real Estate and Rental and Leasing	178	155	(23)	(13%)	(11)	(7%)	0.56	(43)
Educational Services	92	150	58	63%	23	15%	0.36	49
Information	149	146	(3)	(2%)	1	1%	0.48	(11)
Management of Companies and Enterprises	58	65	7	12%	(6)	(9%)	0.28	0
Utilities	87	57	(30)	(34%)	(1)	(2%)	1.02	(31)
Unclassified Industry	24	51	27	113%	24	47%	2.32	20
Mining, Quarrying, and Oil and Gas Extraction	62	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	0.14	(41)

Key Industries

The following table shows the 20 largest 4-digit NAICS industries in terms of employment in Siskiyou County in 2018. The top employing industries include Education and Hospitals (Local Government) (1,818 jobs); Local Government, Excluding Education and Hospitals (1,507 jobs); Restaurants and Other Eating Places (1,037 jobs); and Federal Government, Civilian (775 jobs). All of the top industries have experienced job growth over the last five years with the exception of Other Amusement and Recreation Industries (37 jobs); Traveler Accommodation (22 jobs); and Residential Building Construction (14 jobs). Each of these industries are projected to decline in jobs by 2023 with the addition of Employment Services (19 jobs); Federal Government, Civilian (19 jobs); and Grocery Stores (1 job). The highest growing industry over the last five years, and subsequently the next five years is Individual and Family Services.

Industry	2018 Jobs	Change 2013-2018	% Change 2013-2018	Projected Change 2018-2023	Projected % Change 2018-2023
Education and Hospitals (Local Government)	1,818	14	1%	11	1%
Local Government, Excluding Education and Hospitals	1,507	174	13%	103	7%
Restaurants and Other Eating Places	1,037	75	8%	0	0%
Federal Government, Civilian	775	25	3%	(19)	(2%)
General Medical and Surgical Hospitals	653	1	0%	14	2%
Individual and Family Services	556	231	71%	180	32%
Crop Production	543	43	9%	56	10%
Grocery Stores	374	46	14%	(1)	(0%)
Traveler Accommodation	333	(22)	(6%)	(29)	(9%)
Veneer, Plywood, and Engineered Wood Product Manufacturing	296	96	48%	25	8%
State Government, Excluding Education and Hospitals	296	142	92%	46	16%
Residential Building Construction	229	(14)	(6%)	(31)	(14%)
Employment Services	226	19	9%	(19)	(8%)
Nursing Care Facilities (Skilled Nursing Facilities)	224	78	53%	55	25%
Other Fabricated Metal Product Manufacturing	224	23	11%	34	15%
General Merchandise Stores, including Warehouse Clubs and Supercenters	219	4	2%	22	10%
Gasoline Stations	214	2	1%	(2)	(1%)
Services to Buildings and Dwellings	212	29	16%	8	4%
Support Activities for Forestry	206	48	30%	25	12%
Other Amusement and Recreation Industries	203	(37)	(15%)	(27)	(13%)

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, and many other occupational categories necessary for the industry’s operation. As a workforce development board, NoRTEC’s mission is to serve individual job seekers and businesses more than driving forward industry-specific economic development. As such, it’s important to understand the specific occupational roles that are required to keep local businesses functioning.

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 2-digit Standard Occupational Classification (SOC) System categories include:

- Office and Administrative Support Occupations (2,140 jobs)
- Sales and Related Occupations (1,491 jobs)
- Education, Training, and Library Occupations (1,366 jobs)
- Food Preparation and Serving Related Occupations (1,338 jobs)

The median hourly earnings for all occupations range from \$11.76/hr. for Personal Care and Service Occupations to \$35.55/hr. for Legal 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 categories where Siskiyou County has a strong concentration of workers (above an LQ of 1.25) include

- Farming, Fishing, and Forestry Occupations (5.73)
- Life, Physical, and Social Science Occupations (3.36)
- Protective Service Occupations (1.63)
- Education, Training, and Library Occupations (1.47)
- Personal Care and Service Occupations (1.33)

These are the occupation groups for which the region is highly specialized.

Broad Occupation Mix

Occupation	2018 Employment	% of Total Employment	Median Hourly Earning	2018 Location Quotient
Office and Administrative Support Occupations	2,140	13.0%	\$16.42	0.89
Sales and Related Occupations	1,491	9.1%	\$13.11	0.92
Education, Training, and Library Occupations	1,366	8.3%	\$21.76	1.47
Food Preparation and Serving Related Occupations	1,338	8.2%	\$12.18	0.97
Management Occupations	1,013	6.2%	\$29.46	1.10
Transportation and Material Moving Occupations	999	6.1%	\$16.77	0.89
Personal Care and Service Occupations	938	5.7%	\$11.76	1.33
Construction and Extraction Occupations	857	5.2%	\$17.26	1.14
Healthcare Practitioners and Technical Occupations	746	4.5%	\$34.65	0.82
Farming, Fishing, and Forestry Occupations	702	4.3%	\$13.98	5.73
Building and Grounds Cleaning and Maintenance Occupations	693	4.2%	\$12.82	1.15
Production Occupations	677	4.1%	\$17.04	0.70
Installation, Maintenance, and Repair Occupations	605	3.7%	\$19.20	0.94
Protective Service Occupations	599	3.7%	\$25.89	1.63
Business and Financial Operations Occupations	531	3.2%	\$28.00	0.63
Life, Physical, and Social Science Occupations	453	2.8%	\$21.24	3.36
Community and Social Service Occupations	331	2.0%	\$19.56	1.22
Healthcare Support Occupations	326	2.0%	\$14.98	0.73
Arts, Design, Entertainment, Sports, and Media Occupations	242	1.5%	\$19.56	0.80
Computer and Mathematical Occupations	164	1.0%	\$29.16	0.34
Architecture and Engineering Occupations	116	0.7%	\$32.32	0.42
Legal Occupations	58	0.4%	\$35.55	0.43
Military-only occupations	32	0.2%	\$19.84	0.32

Top Occupations by Employment

The following table displays the top occupational by total employment for the slightly more specific group of 4-digit Standard Occupational Classification (SOC) Codes. Median hourly earnings for these occupations range from \$11.27 for Fast Food and Counter Workers to \$40.92 for Registered Nurses. Personal Care Aides experienced the greatest job growth of any occupation over the last five years, adding 168 jobs (89% change). Though this occupation has added jobs and is projected to add 107 by 2023, it is also associated with one of the lowest median hourly earnings of Siskiyou County's top occupations at \$11.39. This may create an impact on the local economy as more of these jobs become available but have low median hourly earnings.

Occupations that are projected to experience the greatest decline over the next five years include Miscellaneous Teachers and Instructors (47 jobs); Elementary and Middle School Teachers (43 jobs); Teacher Assistants (15 jobs); and Cashiers (10 jobs). Siskiyou County is projected to experience a decline in teaching jobs by 2023 which can impact the availability of quality teachers and trainers to prepare the future workforce.

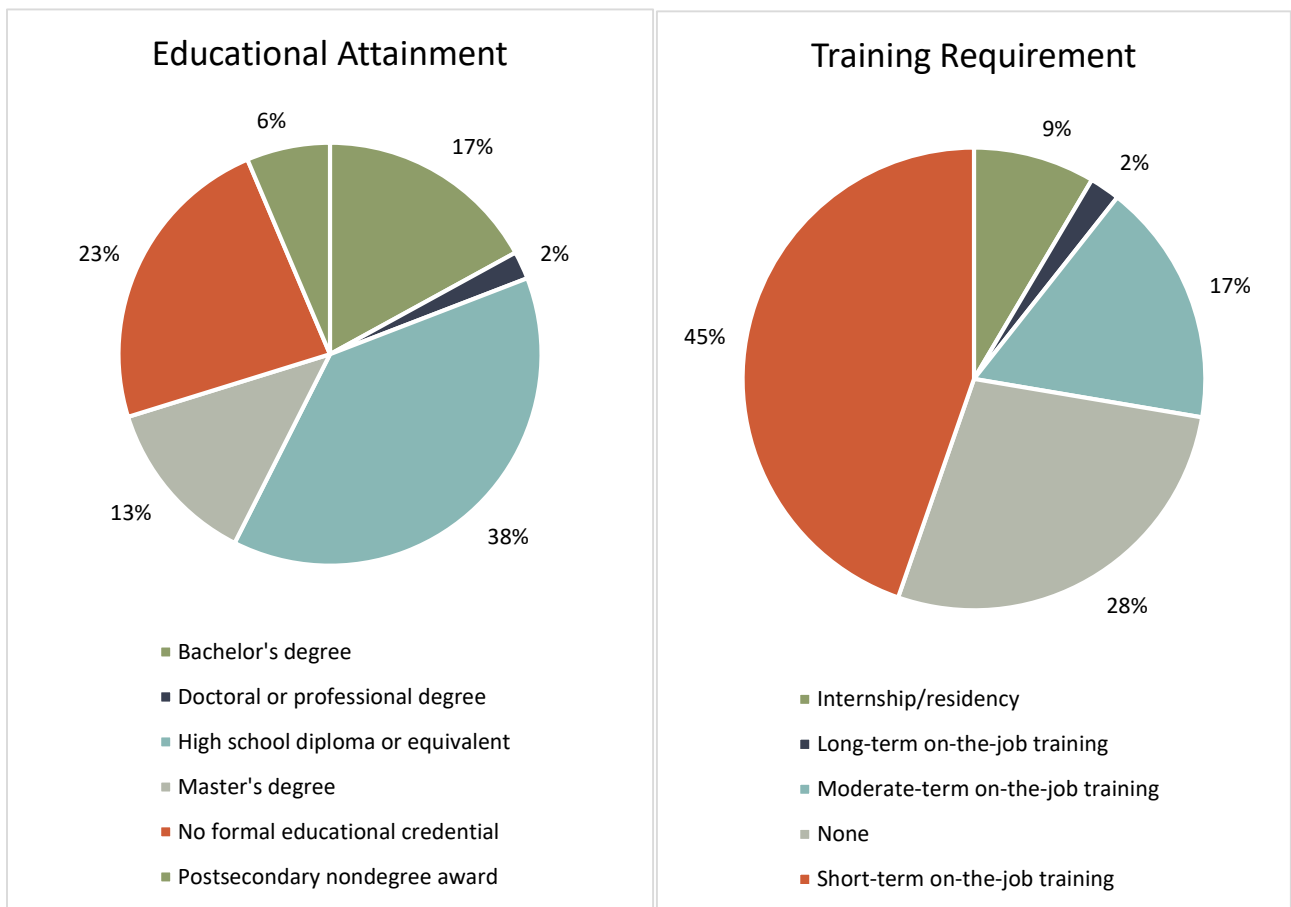
Occupation	2018 Employment	Change 2013-2018		Projected Change 2018-2023		Projected Annual Openings	Median Hourly Earnings
Cashiers	574	26	5%	(10)	(2%)	111	\$11.61
Secretaries and Administrative Assistants	480	22	5%	5	1%	61	\$16.38
Building Cleaning Workers	408	(4)	(1%)	5	1%	65	\$11.80
Fast Food and Counter Workers	387	56	17%	(3)	(1%)	89	\$11.27
Miscellaneous Agricultural Workers	382	39	11%	40	10%	77	\$12.95
Personal Care Aides	357	168	89%	107	30%	72	\$11.39
Laborers and Material Movers, Hand	335	65	24%	14	4%	63	\$12.84
Miscellaneous Teachers and Instructors	322	(28)	(8%)	(47)	(15%)	41	\$15.61
Cooks	317	21	7%	0	0%	55	\$13.42
Driver/Sales Workers and Truck Drivers	315	4	1%	(9)	(3%)	41	\$19.19
Retail Salespersons	309	15	5%	15	5%	51	\$12.85
Office Clerks, General	307	20	7%	18	6%	42	\$15.12
Miscellaneous Life, Physical, and Social Science Technicians	297	34	13%	(1)	(0%)	43	\$18.75
Teacher Assistants	249	5	2%	(15)	(6%)	28	\$14.38
Grounds Maintenance Workers	240	30	14%	17	7%	40	\$13.39
Registered Nurses	231	23	11%	19	8%	17	\$40.92
Elementary and Middle School Teachers	221	(27)	(11%)	(43)	(19%)	20	\$36.46
First-Line Supervisors of Sales Workers	210	6	3%	4	2%	24	\$15.53

Occupation	2018 Employment	Change 2013-2018		Projected Change 2018-2023		Projected Annual Openings	Median Hourly Earnings
Bookkeeping, Accounting, and Auditing Clerks	199	(1)	(1%)	2	1%	23	\$16.95
Waiters and Waitresses	195	3	2%	8	4%	40	\$13.44

Education & Training Requirements for High Demand Jobs

The top high demand jobs in Siskiyou County include Personal Care Aides; Postsecondary Teachers; Farmworkers and Laborers, Crop, Nursery, and Greenhouse; Registered Nurses; and Office Clerks, General. Of all high demand jobs, over 60% require some type of postsecondary educational attainment. Over one-third of the top high demand jobs require only a high school diploma or equivalent (38%). Nearly three-fourths of the top high demand jobs require some type of training requirement, with the majority requiring short-term on-the-job training (45%).

Average hourly earnings for high demand jobs range from \$11.99/hr. for Personal Care Aides to \$40.24/hr. for General and Operations Managers. Over half of the top high demand jobs pay an hourly wage above \$15.00/hr. and three of the top five high demand jobs pay above \$15.00/hr.: Postsecondary Teachers (\$39.36/hr.); Registered Nurses (\$39.41/hr.); and Office Clerks, General (\$15.60/hr.).



Description	2023 Jobs	Change 2018 - 2023	Annual Openings	Avg. Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
Personal Care Aides	464	107	78	\$11.99	High school diploma or equivalent	Short-term on-the-job training
Postsecondary Teachers	242	63	28	\$39.36	Doctoral or professional degree	None
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	247	23	40	\$12.77	No formal educational credential	Short-term on-the-job training
Registered Nurses	250	19	16	\$39.41	Bachelor's degree	None
Office Clerks, General	325	18	40	\$15.60	High school diploma or equivalent	Short-term on-the-job training
Nursing Assistants	132	18	17	\$14.10	Postsecondary nondegree award	None
Farmers, Ranchers, and Other Agricultural Managers	205	17	18	\$30.11	High school diploma or equivalent	None
Retail Salespersons	324	15	48	\$14.00	No formal educational credential	Short-term on-the-job training
Landscaping and Groundskeeping Workers	218	14	28	\$14.27	No formal educational credential	Short-term on-the-job training
Maintenance and Repair Workers, General	189	14	20	\$16.94	High school diploma or equivalent	Moderate-term on-the-job training
Recreation Workers	135	13	24	\$17.46	High school diploma or equivalent	Short-term on-the-job training
General and Operations Managers	205	12	18	\$40.24	Bachelor's degree	None
Social and Human Service Assistants	98	12	13	\$18.82	High school diploma or equivalent	Short-term on-the-job training
Police and Sheriff's Patrol Officers	116	11	9	\$37.05	High school diploma or equivalent	Moderate-term on-the-job training
Operating Engineers and Other Construction Equipment Operators	109	10	13	\$21.98	High school diploma or equivalent	Moderate-term on-the-job training
Licensed Practical and Licensed Vocational Nurses	82	10	7	\$22.56	Postsecondary nondegree award	None
Firefighters	133	10	10	\$21.72	Postsecondary nondegree award	Long-term on-the-job training
Laborers and Freight, Stock, and Material Movers, Hand	193	9	27	\$14.40	No formal educational credential	Short-term on-the-job training

Description	2023 Jobs	Change 2018 - 2023	Annual Openings	Avg. Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
Home Health Aides	27	9	4	\$12.25	High school diploma or equivalent	Short-term on-the-job training
Farmworkers, Farm, Ranch, and Aquacultural Animals	91	8	15	\$14.28	No formal educational credential	Short-term on-the-job training

Industry and Occupation Connections

Industries drive economic growth, but the fuel that enables those industries to function are its workforce. 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 high demand occupations by 5-digit SOC codes and how they are connected to some of the region’s key industries (2-digit NAICS). Note that three of the top ten occupations are tied to the Government or Health Care and Social Assistance industry.

Connection between Top Occupations and Key Industries	
Top Occupation	Key Industries
Personal Care Aides	<ul style="list-style-type: none"> Health Care and Social Assistance
Postsecondary Teachers	<ul style="list-style-type: none"> Government
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	<ul style="list-style-type: none"> Agriculture, Forestry, Fishing and Hunting
Registered Nurses	<ul style="list-style-type: none"> Health Care and Social Assistance
Office Clerks, General	<ul style="list-style-type: none"> Government
Nursing Assistants	<ul style="list-style-type: none"> Health Care and Social Assistance
Farmers, Ranchers, and Other Agricultural Managers	<ul style="list-style-type: none"> Agriculture, Forestry, Fishing and Hunting
Retail Salespersons	<ul style="list-style-type: none"> Retail Trade
Landscaping and Groundskeeping Workers	<ul style="list-style-type: none"> Administrative and Support and Waste Management and Remediation Services
Maintenance and Repair Workers, General	<ul style="list-style-type: none"> Government Accommodation and Food Services

DETAILED INDUSTRY ANALYSIS

The following section provides an in-depth look at 4-digit NAICS sectors that are important to the Siskiyou County economy. These industry sectors include: Agriculture; Health Care; Manufacturing; and Tourism. For each of these sectors the top employing sub-sectors are listed by 4-digit NAICS code, as well as the staffing patterns for each sector. Staffing patterns data show the top employing occupations at the 4-digit SOC level, along with past and projected growth, competitive effect, location quotient and average earnings.

Employment for Top Agriculture Industries

The top agriculture industries in Siskiyou County include Crop Production (543 jobs); Support Activities for Forestry (206 jobs); Logging (163 jobs); and Support Activities for Crop Production (117 jobs). Forest Nurseries and Gathering of Forest Products has the county’s highest LQ score of 234.11, significant to any region. Logging, which has an LQ score of 23.00, has the county’s highest average earnings in the agriculture industry at \$64,403. Projections into the next five years indicate that these two industries are projected to decline in jobs while Crop Production and Support Activities for Crop Production are projected to grow the most by 2023.

Industry	2018 Jobs	'13-'18 Change	CE '13-'18	'18-'23 Change	CE '18-'23	'18 LQ	Average Earnings
Crop Production	543	43	56	56	56	6.65	\$42,186
Support Activities for Forestry	206	48	17	25	(5)	95.24	\$54,607
Logging	163	12	21	(5)	9	23.00	\$64,403
Support Activities for Crop Production	117	52	47	35	26	2.32	\$44,674
Animal Production	82	24	23	2	3	1.89	\$32,263
Forest Nurseries and Gathering of Forest Products	53	15	22	(1)	(7)	234.11	\$60,829
Support Activities for Animal Production	14	2	0	(1)	(1)	3.13	\$29,688
Hunting and Trapping	<10	Insf. Data	(0)	Insf. Data	(0)	5.62	Insf. Data
Timber Tract Operations	<10	Insf. Data	1	Insf. Data	0	3.15	Insf. Data
Fishing	<10	Insf. Data	0	Insf. Data	(0)	1.75	Insf. Data

Staffing Patterns for Agriculture

Diving deeper into the staffing patterns for the Agriculture industry, the top occupations include Miscellaneous Agricultural Workers; Farmers, Ranchers, and Other Agricultural Managers; Logging Workers; and First-Line Supervisors of Farming, Fishing, and Forestry Workers. Over the last five years, Farmers, Ranchers, and Other Agricultural Managers experienced the greatest job growth, adding 46 jobs, and is projected to add 17 jobs between 2018-2023. However, Miscellaneous Agricultural Workers added 39 jobs over the last five years and is projected to add an additional 39 jobs into the next five years. This occupation, however, is associated with some of the county's lowest median hourly earnings for an agricultural occupation at \$12.95. Conservation Scientists and Foresters, the highest paid agricultural job in Siskiyou County, experienced a decrease in 4 jobs over the last five years and is only projected to add a single job by 2023.

Occupation	2018 Employment	Change 2013-2018	Projected Change 2018-2023	Median Hourly Earnings
Miscellaneous Agricultural Workers	373	39 12%	39 10%	\$12.95
Farmers, Ranchers, and Other Agricultural Managers	188	46 32%	17 9%	\$22.82
Logging Workers	117	9 8%	(2) (2%)	\$23.44
First-Line Supervisors of Farming, Fishing, and Forestry Workers	64	12 23%	7 11%	\$25.77
Forest and Conservation Workers	56	7 14%	3 5%	\$11.21
Laborers and Material Movers, Hand	52	26 100%	9 17%	\$12.84
Driver/Sales Workers and Truck Drivers	41	2 5%	3 7%	\$19.19
Grounds Maintenance Workers	26	12 86%	4 15%	\$13.39
Graders and Sorters, Agricultural Products	20	5 33%	4 20%	\$24.12
Secretaries and Administrative Assistants	16	1 7%	1 6%	\$16.38
Miscellaneous Production Workers	16	6 60%	2 13%	\$11.15
Conservation Scientists and Foresters	13	(4) (24%)	1 8%	\$30.37
Nonfarm Animal Caretakers	12	0 0%	(1) (8%)	\$12.30
Bookkeeping, Accounting, and Auditing Clerks	11	1 10%	1 9%	\$16.95
Woodworking Machine Setters, Operators, and Tenders	<10	0 0%	0 0%	\$18.70
Bus and Truck Mechanics and Diesel Engine Specialists	<10	(1) (50%)	0 0%	\$20.69
Production, Planning, and Expediting Clerks	<10	0 0%	1 Insf. Data	\$21.65
Agricultural and Food Scientists	<10	0 0%	0 0%	\$31.52
Stock Clerks and Order Fillers	<10	2 100%	0 0%	\$12.14
Shipping, Receiving, and Traffic Clerks	<10	0 0%	0 0%	\$21.17

Employment for Top Health Care Industries

The largest employing Health Care sectors in Siskiyou County include General Medical and Surgical Hospitals (653 jobs); Individual and Family Services (556 jobs); Nursing Care Facilities (Skilled Nursing Facilities) (224 Jobs); and Offices of Physicians (187 jobs). The greatest job growth over the last five years by any Health Care industry was experienced by Individual and Family Services (231 jobs); followed by Nursing Care Facilities (Skilled Nursing Facilities) (78 jobs); and Home Health Care Services (21 jobs). Vocational Rehabilitation Services, which has experienced consecutive growth over the last five years and into the next five years, has the county's highest Health Care LQ score of 3.91. However, this industry is associated with low average earnings of \$23,825. Average earnings for the top health care industries in Siskiyou County range from \$134,887 for Outpatient Care Centers to \$16,744 for Child Day Care Services. The former industry is reported to have only 11 jobs in 2018 and is projected to experience a decrease of 3 jobs over the next five years. With an LQ score of 0.11, this change is not too unexpected.

Industry	2018 Jobs	'13-'18 Change	CE '13-'18	'18-'23 Change	CE '18-'23	'18 LQ	Average Earnings
General Medical and Surgical Hospitals	653	1	(38)	14	(17)	1.38	\$92,621
Individual and Family Services	556	231	145	180	54	2.12	\$17,146
Nursing Care Facilities (Skilled Nursing Facilities)	224	78	82	55	54	1.38	\$40,081
Offices of Physicians	187	(1)	(14)	4	(17)	0.70	\$85,655
Offices of Other Health Practitioners	140	(34)	(69)	(12)	(36)	1.33	\$27,968
Vocational Rehabilitation Services	135	10	11	13	15	3.91	\$23,825
Child Day Care Services	81	3	0	(20)	(21)	0.64	\$16,744
Offices of Dentists	75	(22)	(30)	(16)	(23)	0.75	\$53,175
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	70	(26)	(40)	1	(12)	0.74	\$33,322
Home Health Care Services	56	21	16	11	(4)	0.37	\$46,767
Other Ambulatory Health Care Services	48	(1)	(7)	5	(2)	1.38	\$64,039
Outpatient Care Centers	11	Insf. Data	7	0	(3)	0.11	\$134,887
Other Residential Care Facilities	<10	Insf. Data	9	Insf. Data	(1)	0.55	Insf. Data
Medical and Diagnostic Laboratories	<10	Insf. Data	0	Insf. Data	(0)	0.05	Insf. Data
Community Food and Housing, and Emergency and Other Relief Services	0	0	0	0	0	0.00	\$0
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
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0	Insf. Data	(1)	0	0	0.00	\$0

Staffing Patterns for Health Care

The top four highest employment 4-digit SOC categories for this industry sector include: Personal Care Aides (335); Registered Nurses (201); Secretaries and Administrative Assistants (133); and Nursing, Psychiatric, and Home Health Aides (121). All of the top Health Care occupations have experienced growth over the last five years with the exception of Miscellaneous Healthcare Support Occupations (6 jobs); Physicians and Surgeons (3 jobs); and Therapists (2 jobs). Over the next five years, only Miscellaneous Healthcare Support Occupations (3 jobs) and Childcare Workers (8 jobs) are projected to decline. The greatest growth is projected to be Personal Care Aides (108 jobs). Median hourly earnings range from \$11.39 for Personal Care Aides to \$81.06 for Physicians and Surgeons.

Occupation	2018 Employment	Change 2013-2018		Projected Change 2018-2023		Median Hourly Earnings
Personal Care Aides	335	167	99%	108	32%	\$11.39
Registered Nurses	201	18	10%	16	8%	\$40.92
Secretaries and Administrative Assistants	133	3	2%	0	0%	\$16.38
Nursing, Psychiatric, and Home Health Aides	121	6	5%	26	21%	\$12.93
Miscellaneous Healthcare Support Occupations	120	(6)	(5%)	(3)	(3%)	\$16.91
Therapists	70	(2)	(3%)	2	3%	\$38.86
Childcare Workers	63	4	7%	(8)	(13%)	\$10.50
Building Cleaning Workers	62	2	3%	6	10%	\$11.80
Licensed Practical and Licensed Vocational Nurses	61	10	20%	9	15%	\$22.42
Counselors	60	14	30%	7	12%	\$22.16
Miscellaneous Community and Social Service Specialists	57	12	27%	11	19%	\$16.56
Office Clerks, General	36	0	0%	2	6%	\$15.12
Social Workers	34	8	31%	7	21%	\$23.62
Emergency Medical Technicians and Paramedics	34	1	3%	5	15%	\$14.39
Receptionists and Information Clerks	34	0	0%	0	0%	\$13.28
Recreation and Fitness Workers	32	8	33%	5	16%	\$15.50
Social and Community Service Managers	31	13	72%	5	16%	\$21.61
Cooks	30	3	11%	4	13%	\$13.42
Diagnostic Related Technologists and Technicians	30	2	7%	1	3%	\$43.75
Physicians and Surgeons	29	(3)	(9%)	0	0%	\$81.06

Employment for Top Manufacturing Industries

The largest employing Manufacturing industries in Siskiyou County include Veneer, Plywood, and Engineered Wood Product Manufacturing (296 jobs); Other Fabricated Metal Product Manufacturing (224 jobs); Beverage Manufacturing (107 jobs); and Sawmills and Wood Preservation (99 jobs). Over the last five years, Veneer, Plywood, and Engineered Wood Product Manufacturing experienced the greatest job growth (96 jobs) followed by Sawmills and Wood Preservation (86 jobs). These two industries have the highest LQ score of any Manufacturing industry in Siskiyou County, respectively. The former also has the highest average earnings of any Manufacturing industry in the county.

Industry	2018 Jobs	'13-'18 Change	CE '13-'18	'18-'23 Change	CE '18-'23	'18 LQ	Average Earnings
Veneer, Plywood, and Engineered Wood Product Manufacturing	296	96	57	25	13	36.43	\$76,452
Other Fabricated Metal Product Manufacturing	224	23	25	34	29	8.06	\$58,207
Beverage Manufacturing	107	27	(6)	2	(10)	4.00	\$59,760
Sawmills and Wood Preservation	99	86	85	19	17	10.03	\$61,494
Other Wood Product Manufacturing	76	64	62	21	18	3.03	\$44,666
Commercial and Service Industry Machinery Manufacturing	20	5	4	(4)	(4)	2.17	\$41,630
Hardware Manufacturing	19	(6)	(8)	Insf. Data	(10)	7.31	\$61,847
Other Miscellaneous Manufacturing	16	2	1	3	3	0.47	\$36,221
Cement and Concrete Product Manufacturing	14	0	(2)	(3)	(3)	0.70	\$49,493
Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	11	Insf. Data	4	Insf. Data	(4)	0.29	\$38,252
Computer and Peripheral Equipment Manufacturing	<10	Insf. Data	3	Insf. Data	(1)	0.22	Insf. Data
Other Nonmetallic Mineral Product Manufacturing	<10	Insf. Data	0	Insf. Data	0	0.40	Insf. Data
Agriculture, Construction, and Mining Machinery Manufacturing	<10	Insf. Data	(5)	Insf. Data	1	0.05	Insf. Data
Other General Purpose Machinery Manufacturing	<10	Insf. Data	(2)	Insf. Data	(2)	0.12	Insf. Data
Animal Food Manufacturing	<10	Insf. Data	1	Insf. Data	1	0.24	Insf. Data
Glass and Glass Product Manufacturing	<10	Insf. Data	(1)	Insf. Data	(0)	0.19	Insf. Data
Soap, Cleaning Compound, and Toilet Preparation Manufacturing	<10	Insf. Data	1	Insf. Data	0	0.06	Insf. Data
Printing and Related Support Activities	<10	Insf. Data	2	Insf. Data	2	0.22	Insf. Data
Other Transportation Equipment Manufacturing	<10	Insf. Data	8	Insf. Data	4	2.28	Insf. Data
Cut and Sew Apparel Manufacturing	<10	Insf. Data	2	Insf. Data	2	0.57	Insf. Data

Staffing Patterns for Manufacturing

The top highest employment occupations at the 4-digit SOC level include Laborers and Material Movers, Hand (73 jobs); Miscellaneous Production Workers (49 jobs); Driver/Sales Workers and Truck Drivers (36 jobs); and First-Line Supervisors of Production and Operation Workers (31 jobs). All of the Manufacturing occupations have experienced growth over the last five years with the exception of Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic, which experienced a decrease of 2 jobs. Projections over the next five years indicate positive growth for all Manufacturing Occupations in Siskiyou County. Median hourly earnings range from \$11.15/hr. for Miscellaneous Production Workers to \$33.51/hr. for General and Operations Managers.

Occupation	2018 Employment	Change 2013-2018	Projected Change 2018-2023	Median Hourly Earnings
Laborers and Material Movers, Hand	73	31 74%	9 12%	\$12.84
Miscellaneous Production Workers	49	12 32%	5 10%	\$11.15
Driver/Sales Workers and Truck Drivers	36	13 57%	2 6%	\$19.19
First-Line Supervisors of Production and Operating Workers	31	9 41%	3 10%	\$25.52
Inspectors, Testers, Sorters, Samplers, and Weighers	29	8 38%	1 3%	\$22.15
Miscellaneous Assemblers and Fabricators	28	5 22%	4 14%	\$14.59
Sales Representatives, Wholesale and Manufacturing	28	7 33%	2 7%	\$21.24
Carpenters	27	18 200%	3 11%	\$15.66
Industrial Truck and Tractor Operators	26	12 86%	4 15%	\$15.40
Shipping, Receiving, and Traffic Clerks	26	8 44%	1 4%	\$21.17
General and Operations Managers	24	7 41%	2 8%	\$33.51
Cabinetmakers and Bench Carpenters	23	9 64%	3 13%	\$19.87
Chemical Processing Machine Setters, Operators, and Tenders	21	7 50%	0 0%	\$17.83
Industrial Machinery Installation, Repair, and Maintenance Workers	21	8 62%	3 14%	\$26.59
Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic	21	(2) (9%)	2 10%	\$14.83
Logging Workers	21	16 320%	3 14%	\$23.44
Packaging and Filling Machine Operators and Tenders	17	4 31%	1 6%	\$12.87
Maintenance and Repair Workers, General	17	5 42%	2 12%	\$16.09
Secretaries and Administrative Assistants	15	5 50%	1 7%	\$16.38
Miscellaneous Material Moving Workers	15	3 25%	1 7%	\$16.24

Employment for Top Tourism Industries

The largest employing Tourism industry in Siskiyou County is Restaurants and Other Eating Places (1,037 jobs). This industry makes up more than all of the other tourism industries combined in the county. Over the last five years, Restaurants and Other Eating Places experienced the greatest growth in jobs (75) followed by RV (Recreational Vehicle) Parks and Recreational Camps (66 jobs); and Special Food Services (31 jobs). Though Restaurants and Other Eating Places is the top employing tourism sector in the county, it has a relatively low LQ score of 0.96 and a negative competitive effect. Not one single tourism industry in Siskiyou County have annual average earnings above \$30,000.

Industry	2018 Jobs	'13-'18 Change	CE '13-18'	'18-'23 Change	CE '18-23	'18 LQ	Average Earnings
Restaurants and Other Eating Places	1,037	75	(58)	0	(78)	0.96	\$23,853
Traveler Accommodation	333	(22)	(51)	(29)	(40)	1.70	\$21,243
Other Amusement and Recreation Industries	203	(37)	(80)	(27)	(44)	1.39	\$20,424
RV (Recreational Vehicle) Parks and Recreational Camps	111	66	58	29	15	15.83	\$26,235
Special Food Services	61	31	27	7	0	0.73	\$26,917
Independent Artists, Writers, and Performers	43	2	(1)	(1)	(2)	1.39	\$21,250
Drinking Places (Alcoholic Beverages)	28	(2)	(5)	(7)	(6)	0.68	\$18,200
Spectator Sports	13	0	(1)	1	(0)	0.67	\$20,913
Other Support Services	11	Insf. Data	6	3	2	0.34	\$29,863
Performing Arts Companies	<10	Insf. Data	(1)	Insf. Data	(0)	0.07	Insf. Data

Staffing Patterns for Tourism⁹

Within the Tourism industry in Siskiyou County, the top occupations include Fast Food and Counter Workers (325 jobs); Cooks (252 jobs); Waiters and Waitresses (184 jobs); and Building Cleaning Workers (130 jobs). Each of these occupations with the exception of Waiters and Waitresses are projected to experience a decline in jobs over the next five years. Building Cleaning Workers is projected to experience the greatest decline in jobs by 2023 (8) and has one of the industry's lowest median hourly earnings of \$11.80/hr. The median hourly earnings of Siskiyou County's tourism occupations range from \$33.51 for General and Operational Managers to \$11.08 for Dining Room and Cafeteria Attendants and Bartender Helpers. Neither one of these occupations are projected to experience an increase or decline in jobs between 2018-2023.

Occupation	2018 Employment	Change 2013-2018		Projected Change 2018-2023		Median Hourly Earnings
Fast Food and Counter Workers	325	49	18%	(5)	(2%)	\$11.27
Cooks	252	18	8%	(3)	(1%)	\$13.42
Waiters and Waitresses	184	1	1%	7	4%	\$13.44
Building Cleaning Workers	130	(5)	(4%)	(8)	(6%)	\$11.80
Dishwashers	86	(3)	(3%)	0	0%	\$12.45
Supervisors of Food Preparation and Serving Workers	75	6	9%	0	0%	\$14.77
Food Preparation Workers	55	(1)	(2%)	1	2%	\$12.55
Cashiers	55	9	20%	(2)	(4%)	\$11.61
Recreation and Fitness Workers	53	5	10%	0	0%	\$15.50
Dining Room and Cafeteria Attendants and Bartender Helpers	48	2	4%	0	0%	\$11.08
Bartenders	40	(1)	(2%)	(1)	(3%)	\$13.94
Hotel, Motel, and Resort Desk Clerks	38	0	0%	(1)	(3%)	\$12.97
Miscellaneous Entertainment Attendants and Related Workers	38	2	6%	(4)	(11%)	\$11.43
Maintenance and Repair Workers, General	36	8	29%	2	6%	\$16.09
Food Service Managers	35	1	3%	1	3%	\$14.11
Grounds Maintenance Workers	30	1	3%	0	0%	\$13.39
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	25	2	9%	1	4%	\$13.34
Athletes, Coaches, Umpires, and Related Workers	22	(1)	(4%)	(2)	(9%)	\$19.62
General and Operations Managers	21	3	17%	0	0%	\$33.51
Driver/Sales Workers and Truck Drivers	18	6	50%	(1)	(6%)	\$19.19

⁹ 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).

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), 2018.4 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 2012-2016 Estimates
- U.S. Census OnTheMap

Competitive Effect

Used in conjunction with "Shift-Share Analysis" techniques¹⁰, *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:

$$LQ = [\% \text{ of total local employment} / \% \text{ of total national employment}]$$

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 provide greater specificity.

¹⁰ 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.

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.

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

Agriculture

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

Health Care

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

Manufacturing

NAICS	Description
3111	Animal Food Manufacturing
3112	Grain and Oilseed Milling
3113	Sugar and Confectionery Product Manufacturing
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing
3115	Dairy Product Manufacturing

NAICS	Description
3116	Animal Slaughtering and Processing
3117	Seafood Product Preparation and Packaging
3118	Bakeries and Tortilla Manufacturing
3119	Other Food Manufacturing
3121	Beverage Manufacturing
3122	Tobacco Manufacturing
3131	Fiber, Yarn, and Thread Mills
3132	Fabric Mills
3133	Textile and Fabric Finishing and Fabric Coating Mills
3141	Textile Furnishings Mills
3149	Other Textile Product Mills
3151	Apparel Knitting Mills
3152	Cut and Sew Apparel Manufacturing
3159	Apparel Accessories and Other Apparel Manufacturing
3161	Leather and Hide Tanning and Finishing
3162	Footwear Manufacturing
3169	Other Leather and Allied Product Manufacturing
3211	Sawmills and Wood Preservation
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing
3219	Other Wood Product Manufacturing
3221	Pulp, Paper, and Paperboard Mills
3222	Converted Paper Product Manufacturing
3231	Printing and Related Support Activities
3241	Petroleum and Coal Products Manufacturing
3251	Basic Chemical Manufacturing
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing
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
3262	Rubber Product Manufacturing
3271	Clay Product and Refractory Manufacturing
3272	Glass and Glass Product Manufacturing
3273	Cement and Concrete Product Manufacturing
3274	Lime and Gypsum Product Manufacturing
3279	Other Nonmetallic Mineral Product Manufacturing
3311	Iron and Steel Mills and Ferroalloy Manufacturing
3312	Steel Product Manufacturing from Purchased Steel
3313	Alumina and Aluminum Production and Processing
3314	Nonferrous Metal (except Aluminum) Production and Processing
3315	Foundries
3321	Forging and Stamping

NAICS	Description
3322	Cutlery and Handtool Manufacturing
3323	Architectural and Structural Metals Manufacturing
3324	Boiler, Tank, and Shipping Container Manufacturing
3325	Hardware Manufacturing
3326	Spring and Wire Product 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

Tourism

NAICS	Description
7225	Restaurants and Other Eating Places
4841	General Freight Trucking
4931	Warehousing and Storage
7211	Traveler Accommodation
4842	Specialized Freight Trucking
5617	Services to Buildings and Dwellings
7113	Promoters of Performing Arts, Sports, and Similar Events
4922	Local Messengers and Local Delivery
5629	Remediation and Other Waste Management Services
5611	Office Administrative Services
7139	Other Amusement and Recreation Industries
4884	Support Activities for Road Transportation
7115	Independent Artists, Writers, and Performers
5614	Business Support Services
7224	Drinking Places (Alcoholic Beverages)
5616	Investigation and Security Services
5619	Other Support Services
7223	Special Food Services
5621	Waste Collection
4821	Rail Transportation