

**Workforce Investment Area
Local Plan Modification
Program Year 2007–08
(Budget, Participant, and Performance Forms)**

LWIA: ORANGE COUNTY WORKFORCE INVESTMENT AREA

Submitted on: August 30, 2007

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WIA Local Plan Modification PY 2007–08

Modification # _____

LWIA: ORANGE COUNTY WORKFORCE INVESTMENT AREA

Date: October 2, 2007

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COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



LOCAL PLAN MODIFICATION
PROGRAM YEAR 2007-08

The following are areas of supplemental information to augment or update the original narrative in the Local Plan and are not designed to replace existing information submitted in the original Plan or any modification thereto, unless otherwise stipulated.

I. PLAN DEVELOPMENT PROCESS

- D. How were comments that were in disagreement with the draft plan considered in developing the final plan? In an attachment, include comments that represent disagreement with the local plan.**

Comments received during the Public Comment period that appear to be in disagreement with this Plan Modification will be incorporated into "Attachment 5", page 24.

- E. Describe the method used to make copies of the local plan available through public hearings, and through the local news media and the internet.**

The Plan Modification was first made public through an Orange County Workforce Investment Board (OCWIB) Executive Committee meeting on September 21, 2007 and a public notice published in the Orange County Register. The Plan Modification has also been accessible on the OCWIB internet site at: www.ocwib.org. The public comment period will officially end on October 31, 2007.

II. LOCAL VISION AND GOALS

WIA Section 118 requires local plans to be consistent with the State Plan. In addition to California's Principles and Strategic Goals (WIAB99-2, *Local Plan Instructions and Forms*, page 3), please include strategies that reflect the Governor's four key priorities for California's public workforce system. The key priorities were not included in the *Initial/Supplemental Planning Narrative* pages or the *One-Year Extension for Program Year 2005-06*. They were introduced last year in the *Guidance for Local Plan Modifications for PY 2006-07, via Addendum*, item A.



The Governor's key priorities for California's public workforce system are:

- Understanding and Meeting the Workforce Needs of Business and Industry in order to Prepare Workers for 21st Century Jobs
- Targeting Limited Resources To Areas Where They Can Have the Greatest Economic Impact
- Collaborating to Improve California's Educational System At All Levels
- Ensuring the Accountability of Public and Private Workforce Investments

These four key priorities for California's workforce system are addressed in the Governor's vision for the system in more detail in Section I of the [State Plan](#). Describe how your local vision and workforce development strategy is consistent with the Governor's workforce development priorities.

The California Workforce Investment Board (State Board) adopted vision statements regarding business services and lifelong learning that were not included in the *WIA Initial/Supplemental Planning Narrative* pages or the *One-Year Extension for Program Year 2005–06*. They were introduced last year in *Guidance for Local Plan Modifications for PY 2006-07*, via *Addendum*, item B.

The State Board vision statements:

- The One-Stop System, in collaboration with the economic development community, partners with California's business to provide best-in-class local services to business to support job retention and growth.
- The vision for lifelong learning, in the context of workforce development, is to enable current and future workers to continually acquire the knowledge, skills, and abilities required to be successful in the workplace.

B. Describe how your local vision and workforce development strategy is consistent with the Governor's workforce development priorities [WIA Section 118(a)].

1. Understanding and Meeting the Workforce Needs of Business and Industry in order to Prepare Workers for 21st Century Jobs

The OCWIB sought and obtained funding for the Workforce 2025 Report which will provide valuable labor market information for long range planning into the year 2025. The OCWIB conducts other research works in partnership with the Orange County Business Council to identify workforce and economic development trends and to design strategies to meet the challenges of the 21st Century. The Orange County Workforce State of the County report provides information on how Orange County can best address our many workforce challenges. The report provides current and projected workforce data that can facilitate strategic planning on how to improve business growth and training opportunities in the Orange County region.



2. Targeting Limited Resources To Areas Where They Can Have the Greatest Economic Impact

Maximizing resources continues to be a priority of the OCWIB. One of the OCWIB Strategic Goals are to “Design focused and outcome-driven cluster projects”. This helps ensure that services and projects are targeted into occupational demand areas that will benefit both employers and job seekers. Another OCWIB Strategic Goal is to “Create diverse, sustainable funding courses and resources”. Additional funding has been sought to meet the highly complex workforce needs of Orange County customers. The OCWIB’s Fund Diversification Plan identified the following goals:

- Maximize and diversify resources that fund the overall One-Stop System
- Pursue appropriate funding opportunities available through Foundation grants
- Use industry cluster data to develop new and/or identify existing training programs and seek industry participation in funding the training
- Pursue appropriate grants and additional funding streams
- Expand capacity to access funds outside government offerings
- Consider how available dollars can be regionally leveraged
- Regionally plan to maximize existing resources

3. Collaborating to Improve California’s Educational System At All Levels

Collaboration with the educational system is pivotal to the success of Orange County’s One-Stop System. The priority for educational representation begins at the OCWIB level wherein education member representation greatly exceeds the WIA minimum mandates. In addition, Orange County is unique in that the competitively procured One-Stop operator is Coast Community College District. This provides opportunity for significant collaboration that directly links workforce development with the educational system. The OCWIB actively participates in working groups involving representatives from K – 12, local community colleges, universities, and the Orange County Business Council to work together on workforce and education challenges. The Orange County Department of Education is also represented on the OCWIB and is crucial to the delivery of services to youth.

4. Ensuring the Accountability of Public and Private Workforce Investments

Two of the major themes of this goal include “improving State and local coordination between partner agencies and programs” and “identifying and achieving administrative efficiencies and better service integration in California’s workforce system.” Coordination of partner agencies and programs at the One-Stop level is an ongoing challenge. Partner meetings help facilitate communication between agencies and the implementation of shared policies maximizes efficiency. Currently, new operating agreements are being negotiated that will help identify how the existing resources at the One-Stop can be most effectively managed. Regional collaboration in planning and grant submissions has not only resulted in increased funding to the region but has also strategically aligned the region to respond to the workforce needs that are unique to Southern California.



C. Provide a description of your local strategies, based upon your local board's vision for business services, to improve the services to employers, and include in your description [WIA Section 118(b) (10)]:

1. Your vision and strategic planning efforts for business services.

The OCWIB operates the Orange County One-Stop System in a cooperative fashion linking the One-Stop Centers and the Business Service Centers (BSCs) to provide a cost efficient, full menu of services to the business community that includes:

- No-cost Human Resources services, such as recruiting and screening candidates
- Free online job postings
- Topical Business Seminars
- Occupational testing
- On-the-job training
- Job fairs and workshops
- Outplacement services
- Rapid Response services when downsizing occurs
- Regional labor market information
- Wage information
- Unemployment service information
- Disability requirements and services
- Equal Employment Opportunity information
- Workforce demographics and latest cluster development reports and surveys

Area businesses recognize that BSCs are pivotal in the recruitment of qualified job applicants. BSCs are now known as “go-to” centers because of their proven ability to successfully match the skill sets of candidates with appropriate job openings. In addition, BSCs actively reach out to a variety of businesses that range from large cutting-edge corporations to smaller “mom & pop” businesses. BSCs continually monitor local trends and respond to changing business climates. BSCs also work closely with specialized populations. One recent example is specifically reaching out to recently separated veterans by establishing an on-site outreach center at the Los Alamitos Joint Forces Command Center.

2. How you use industry partnerships and other employer contacts to validate employer needs.

The OCWIB has successfully positioned itself as the partner to assist local chambers and county-wide organizations, such as local economic development corporations and local units of government, including local real estate trends as well. Our OCWIB members encompass a vast and diverse degree of talent and resources. OCWIB staff members sit on a number of representative committees throughout the region that work cooperatively with business to address short and long term workforce needs.

3. What actions the local board has taken, or plans to take, to ensure that local business services are not redundant and coordinated with partner programs such as Wagner-Peyser and Economic Development Corporations.



OCWIB members and staff serve on an array of committees that include WIA mandated partners. Representatives of Wagner-Peyser, Economic Development Corporations, and the Business Service Center staff also meet on a monthly basis to address layoff, retention, and recruitment needs for area employers.

4. How the local board measures the satisfaction of business services and how the data are used to improve services.

For measuring customer satisfaction, the Department of Labor (DOL) requires the use of the American Customer Satisfaction Index (ACSI). This index compiles scores from specific questions that address different dimensions of a customer's experience, and is calculated at the state level. Employers are surveyed within 60 days from when they have completed a substantial service or, if services are ongoing, when a full segment of services have been provided. In addition, when Business Service Center (BSC) staff conducts business related seminars employers are surveyed at its conclusion. With the completion of the JTA Employer Customer Satisfaction Form, the form is then provided to the state for customer satisfaction random sampling. Customers are randomly selected to be called and surveyed about the service that was provided by the business Service Staff. Data compiled from these forms generate monthly reports and are shared with area partner WIBs and relevant staff members as well. In order to provide frequent and constant feedback on achieving quality services annual monitoring is conducted by OCWIB staff in addition to ongoing monthly meetings amongst business service center peers and monthly one-on-one meetings with the OCWIB staff manager. Finally, as each BSC contract is annually renewed, each contractor is required to adhere to annual negotiated performance expectations.

D. Describe how the local board is addressing lifelong learning in the context of workforce development, through collaborative policy and planning. Specifically, describe how the local board will improve and promote access to lifelong learning in the next year. Include existing or planned efforts to leverage resources with local lifelong learning partners, including business and education [Guidance for Local Plan Modifications for PY 2006-07, Addendum, item B.]

The Orange County Workforce Investment Board is addressing lifelong learning in workforce development through collaboration with partners, businesses, and educational institutions. Included is the implementation of incumbent worker training programs and the identification of training needs of adults and dislocated workers through assessments. In addition, by using research specific to Orange County's workforce needs, trends, and career educational requirements, the OCWIB is able to forecast and plan for the training requirements for current and future employees within the industries that are high-growth and high-demand. This information is vital in the development of lifelong learning opportunities for all current and future partnerships and collaborations.

In the next year, the Orange County Workforce Investment Board will continue to promote lifelong learning through the training of workers within the healthcare and biotechnology fields. During the past three years, the OCWIB has been awarded \$3,720,363 in competitive grants to develop and implement lifelong learning opportunities such as leadership training programs for biotechnology workers, training



for surgical certifications for newly licensed Registered Nurses, degree programs for LVNs to obtain their RN degree and license, and has funding available to train adults and dislocated workers who want to enter the healthcare or biotechnology field.

Through collaboration with the Social Services Agency, the OCWIB works with the training providers for the Welfare-to-Work program, and is a partner in a career development program specific to foster youth who are nearing the age of independence.

III. LABOR MARKET ANALYSIS

C. What are the current and projected employment opportunities in the local area?

The current and projected employment opportunities are reflected in the Demand Occupation List for Orange County. The Demand Occupation List is updated after the State's Labor Market Occupational Projection is updated. The Demand Occupation List for Orange County is then approved by the Economic and Workforce Intelligence Committee (EWIC) and the Workforce Investment Board (WIB). The current Demand Occupation List was approved on July 17, 2007 by the EWIC and ratified on July 23, 2007 by the WIB. The current occupations in demand are reflected in Attachment 7.

D. What job skills are necessary to obtain such employment opportunities? [WIA, Section 118(b)(1)(C)]

Each of the opportunities reflected in the Demand Occupations List also contain the job skills needed to obtain employment. Of these occupations listed 2% require a LLD/MD Degree (First Professional Degree), 2% PHD Degree (Doctoral Degree), 5% MA/MS Degree (Master's Degree), 5% BA/BS + EXPER (Bachelor's Degree or Higher & Some Work Experience), 16% BA/BS Degree (Bachelor's Degree), 5% AA Degree (Associate Degree), 6% Post-Secondary Voc Ed (Postsecondary Vocational Education), 4% Work Experience (Work Experience in a Related Occupation), 10% 12-Month OJT=Long-Term On-the-Job-Training, 20% 1-12 Month OJT (Moderate-Term On-the-Job-Training), and 19% require 30-Day OJT=Short-Term On-the-Job-Training. For details see Attachment 7.

IV. LEADERSHIP

C. How will the local board provide a leadership role in developing policy, implementing policy and oversight for the local workforce investment system? [WIA, Section 117(d)(4)] Include in this discussion a description of your local board composition.

In addition to information contained within the 5-Year Plan and subsequent modifications, the OCWIB Bylaws will be modified to ensure compliance with the new membership parameters set forth in SB 293. Currently our local board holds a majority of private sector business representatives of the local area. Our local board also includes representatives of local educational entities, representatives of labor organizations, representatives of community-based organizations, representatives of economic development agencies, and representatives of each of the one-stop partners.



Additional union members, who are recruited by local chambers of commerce, are in the process of being appointed for board membership.

E. How will the local board meet the requirement that neither the local board nor its staff provide training services without a written waiver from the Governor? [WIA, Section 117 (f) (1) (A) and (B)]

1. If the local board plans to provide training services, describe which service. If a waiver is to be sought, a request for Waiver of Training Prohibition must be submitted for each specific training program.

Local plan will not provide direct training services. Training services as described in WIA Section 134(d) are not provided by the OCWIB or staff. Should OCWIB decide to provide training services, a waiver request will be submitted to the Governor in accordance with WIA, Section 117 (f) (1)(B).

V. LOCAL ONE-STOP DELIVERY SYSTEM

A. Describe the One-Stop delivery system in your local area. Include a list of the comprehensive One-Stop Centers and other service points in your area.

Below is an updated listing of One-Stop Centers serving Orange County:

ONE-STOP CENTERS SERVING ORANGE COUNTY	
Anaheim Career Employment Center 50 South Anaheim Blvd., Suite 300, Anaheim Employment Development Department 2450 East Lincoln, Anaheim	Anaheim WIB
Orange County One-Stop and Business Service Center [NORTHERN REGION] 5405 Garden Grove Blvd., Westminster <u>Satellite:</u> 1561 E. Orangethorpe Avenue, Fullerton	Orange County WIB
Orange County One-Stop and Business Service Center [SOUTHERN REGION] 125 Technology Drive, Irvine	Orange County WIB
Santa Ana W/O/R/K Center 1000 E. Santa Ana Blvd., Suite 200, Santa Ana	Santa Ana WIB

F. What is your plan for administering Individual Training Accounts (ITAs) as defined in [WIA, Section 134 (d) (4) (G)], including any limitations you plan to impose on ITAs established in your area. If your local board providing training services that are made as exceptions to the Individual Training Account process, describe the process you used to procure and justify these exceptions. This



**process must include a 30-day public comment period for interested providers.
[20 CFR Sections 661.350 (a) (5) and (10) and 20 CFR Section 663.430(a)]**

In accordance with WIA Section 134 (d)(4)(G), Individual Training Accounts are administered through the One-Stop Center. Prior to the issuance of an ITA, participants must receive a continuum of services in at least one of the Core and one of the Intensive service categories. [WIA Section 134(d)(4)(A)(i)]. After receiving at least one Core Service and one Intensive Service, a participant may be considered for a referral for Training Services. Participants must be assessed and specific barriers to employment must be identified and documented in the case file. Before referring a participant to training, case managers must consider the appropriateness of training for the individual participant.

On October 24, 2007, the OCWIB will be ratifying the following components of the ITA policy:

- Tuition cap of \$6,500.00 If the training program tuition is less than \$6,500.00, the remaining balance shall not be used for the participant to enroll in an additional training program.
- The duration of the training shall not exceed 24 months, 4 semesters, or 6 quarters. Exception: A participant requiring a break in service will be able to continue their approved training program upon re-entry to the program, with the total training time to not exceed 24 months, 4 semesters, or 6 quarters.
- Individual Training Accounts shall be established only for those participants that reside in Orange County.
- Individual Training Accounts shall be established for participants that have not received WIA funding training during the previous 24 months and that meet all other eligibility criteria.

The OCWIB does not provide training services that meet the exception criteria as established by WIA Section 134 (d)(4)(G)(ii).

- M. What local policies and strategies are in place to ensure that, pursuant to the Jobs for Veterans Act (P.L.107-288)(38 USC 4215), priority of service is provided to veterans (and certain spouses) who otherwise meet the eligibility requirements for all employment and training programs funded by the Department of Labor, in accordance with the provisions of TEGL 5-03 (9/16/03)? Include in your discussion how this policy is shared with all of the One-Stop Career Center partners and if/how you conduct outreach to veterans and veteran organizations to encourage use of One-Stop Career Center services. How will you ensure that veterans receive priority in the local One-Stop system for Wagner-Peyser funded labor exchange services? [State Planning Guidance IV.B.9. and WIA, Section 121(b)(1)(B)(ii)].**

The Orange County Workforce Investment Area's Prioritization of Services Policy (Information Notice No. 04-OCWDA-21 Revised, dated January 26, 2006) provides guidance regarding the prioritization of adults who receive Intensive and Training Services delivered through the Orange County One-Stop system. This policy includes Veteran's Priority Provisions.



The Orange County Workforce Investment Board (OCWIB) has established four groups for prioritization of services. The priority of individuals served does not change basic eligibility criteria for the program. An individual must first qualify for the program before priority of service is applied.

The first priority must be given to Veterans seeking Intensive and Training Services through the OCWIB One-Stop Centers. All eligible Veterans must be offered intensive services before individuals in any of the other priority categories. These individuals do not need to meet any income guidelines. A Veteran is defined as any individual who is:

A. A veteran; OR

B. The spouse of any of the following individuals:

- i. Any veteran who died of a service-connected disability; OR
- ii. Any member of the Armed Forces serving on active duty who, at the time of application for assistance under this section, is listed, pursuant to section 556 of title 37 and regulations issued there under, by the Secretary concerned in one or more of the following categories and has been so listed for a total of more than 90 days: (I) missing in action, (II) captured in the line of duty by a hostile force, or (III) forcibly detained or interned in the line of duty by a foreign government or power; OR
- iii. Any veteran who has a total disability resulting from a service-connected disability; OR
- iv. Any veteran who died while a disability so evaluated was in existence.

The other priority groups for the Orange County Workforce Investment Area include: economically disadvantaged adults; older workers (55 and older); former foster youth; the disabled; school dropouts, and offenders, and underemployed workers who are in need of intensive and training services.

The Prioritization of Services Policy is part of our Technical Assistance Guide (TAG) and is distributed to all staff and contractors involved in One-Stop service provision. The policy is frequently discussed in staff meetings as well as in our partner manager meetings.

Outreach to Veterans occurs on a regular basis. As a co-located partner with EDD, the Veteran's Services Specialists and One-Stop Workforce staff collaborate on a continual basis – whether the focus is on job fairs, referrals, or co-enrollments.

The OCWIB has recently completed the first year of the Operation Veterans Employment and Training Services (VETS) Project. This project is a collaborative endeavor dedicated to providing specialized services to recently separated veterans transitioning to sustainable employment. A unique aspect of this program is the establishment of an Employment Transition Center located on site at the Joint Forces



Training Base in Los Alamitos. Veterans have access to an extensive array of resources, supportive services, workshops, assessment, case management, educational opportunities, and specialized training tailored to their individual needs. Job development services are also provided to assist the Veterans in obtaining meaningful, gainful employment that allows them to attain financial independence and successful integration back into the community.

The Orange County Workforce Investment Area's staff and contractors are dedicated to providing quality employment and training opportunities and will continue to make services to Veterans our highest priority.

R. How will your local board ensure continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers and participants? [WIA Section 118 (b) (2) (A)] Describe and assess the adult and dislocated worker employment and training services that will be available in your local area. [WIA, Section 118 (b)(4) (5)].

One-Stop, Business Service, and Youth providers are competitively procured which helps ensure a high quality of services are delivered to our customers. In addition, providers continually respond to customer feedback by implementing their suggestions for improvement or modification into the delivery system. Front line staff is encouraged to initiate new and better ways to provide services based on customer comments. New training providers are continually recruited based on occupations in demand that respond to the needs of local businesses and job seekers. Currently, the OCWIB Demand Occupation List is being updated and will help guide the training provider recruitment efforts. Youth Providers work with youth to suggest applicable classes and vendors contingent on current needs of local employers and participants.

The OCWIB will be releasing a new RFP in December, 2007 for the One-Stop delivery system. A variety of policy issues are being discussed in preparation for the development of the RFP. Our procurement process will ensure that the Orange County Workforce Investment Area continues to foster a seamless system of service delivery that will enhance access to the programs' services and improve long-term employment outcomes for individuals receiving assistance.

The Industry Cluster Demand Occupation List is used to determine the types of training programs that will be available for Individual Training Accounts. Thus, the general criterion for determining a Demand Occupation includes:

- Occupational projected growth must be equal or greater than County average for a specified 10 year period. Current projected growth is 18%.
- Occupation must have an estimated entry level wage equal to or greater than the hourly wage as approved by the EWIC and WIB. Current wage is \$9.91.
- Occupation should have at least 100 persons in that classification in Orange County during a specified year.
- BLS Education/Experience training requirement should be less than a Bachelors /Masters Degree. Displaced workers already with a degree may receive short-term transition training for higher education occupations.



Individual Training Accounts

Requirements:

Amount and duration of ITAs based on market rate for local training programs.

Action Item was approved by the WIB Agenda on October 24, 2007. A written policy was disseminated to WIA providers and contractors.

WIA allows local boards to establish a maximum tuition cost and duration of training [20 CFR 663.420]. The tuition cap established by the OCWIB shall be used for one training program per participant. The recommended tuition cap is \$6,500.00 and the duration of training is recommended not to exceed 24 months. If the training program tuition is less than the tuition cap, the remaining balance shall not be used for the participant to enroll in an additional training program. If the tuition is greater than the tuition cap, the participant must obtain the additional funding.

How local market rate is determined and used.

The Industry Cluster Demand Occupation List for Orange County is updated after the State's Labor Market Occupational Projection is updated. Industry Cluster Demand Occupation List for Orange County is then approved by the Economic and Workforce Intelligence Committee (EWIC) and the Workforce Investment Board (WIB).

The Industry Cluster Demand Occupation List is used to determine the types of training programs that will be available for Individual Training Accounts. Thus, the general criterion for determining a Demand Occupation includes:

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- Occupation must have an estimated entry level wage equal to or greater than the hourly wage as approved by the EWIC and WIB. Current wage is \$9.91.
- Occupation should have at least 100 persons in that classification in Orange County during a specified year.
- BLS Education/Experience training requirement should be less than a Bachelors /Masters Degree. Displaced workers already with a degree may receive short-term transition training for higher education occupations.

Any other factors taken into consideration and final decision on ITAs.

If an occupation is within one of the Orange County defined Industry Growth Clusters, the EWIC may determine that not all of the above criteria needs to be met. Specific data requirements relating to growth averages, top occupations, entry level wage, and education/experience are released when approved by EWIC and the WIB. If there is a change in both the occupational projected growth and the average training placement wage, training programs listed on the local Approved Training Partner Directory (ATPD) that no longer meet the criteria will be placed in suspension pending approval from the EWIC for their continued inclusion on the ATPD. Suspended training programs that are not approved by the EWIC will be permanently removed from the ATPD.



Training Services for Job Seekers
Requirements:

Training services must be available to individuals who have selected a program of services directly linked to demand occupations in the local area. WIA funds may be used for training for occupations located outside the local area in which the job seeker is willing to relocate [WIA Section 134(d)(A)(iii)].

Prior to the issuance of an ITA, participants must receive a continuum of services in at least one of the Core Services and one of the Intensive Service categories. [WIA Section 134(d)(4)(A)(i)]. After receiving at least one Core Service and one Intensive Service, a participant may be considered for a referral for training services. Participants must be assessed and specific barriers to employment must be identified.

S. MEMORANDUM OF UNDERSTANDING (MOU):

WIA requires that a Memorandum of Understanding (MOU) between the local board and each of the One-Stop partners concerning the operation of the One-Stop delivery system be executed. As referenced on page 6, a copy of each MOU must be included with the plan. [WIA Section 118(b) (2) (B)]

The MOU may be developed as a single umbrella document, or as singular agreements between the partners and the board. The MOUs should present in overseeing the operations of the One-Stop career center system.

2. Identify those entities with who you are in the process of executing an MOU. Provide a status of these negotiations. [Interim Final Rule §662.310 (b)]

Five (5) MOUs were approved by the Orange County Board of Supervisors on September 25, 2007.

- The City of La Habra
- The BRIDGE
- Irvine Unified School District
- The California Hispanic Commission on Alcohol and Drug Abuse (La Familia)
- The Department of Rehabilitation

To accurately reflect present working relationships new Memoranda of Understanding and cost sharing agreements may be negotiated with partners operating at the comprehensive One-Stop Centers and satellite facilities as changes in funding and services occur. Mandated partner resource allocation continues to challenge the system. It is anticipated that new MOUs may be negotiated in the 2007-08 program year, pending reauthorization of WIA and resultant new requirements, as necessary.



VI. YOUTH ACTIVITIES

An RFP process was completed in 2006 to procure youth providers beginning 2007-08. The current youth contractors based on the final results of the procurement process are as follows:

- The BRIDGE
- The California Hispanic Commission on Alcohol and Drug Abuse (La Familia)
- City of La Habra
- Irvine Unified School District

D. Describe you area’s eligible youth population and needs in general. Describe and assess the type and availability of youth activities in the local area. Include an identification of successful providers of such activities. [WIA, sections 118(b)(6)]

Orange County youth face multiple barriers regarding career technical training, post-secondary education, apprenticeships and/or employment in the identified top ten high wage/high growth occupations. The vast majority of 11th graders in Orange County show only “basic”, “below basic”, or “far below basic” achievement in math and science according to standardized test results and fewer than 25% of all students take upper level math and science courses. Additionally, almost 30% of Orange County students are designated as English language learners.

Approximately 400 WIA eligible youth countywide are served on an annual basis, including the hardest to serve such as out-of-school youth, foster/emancipated youth, ex-offenders, and youth with disabilities. The regional demographic breakdown of countywide participants is as follows:

Youth Regions and Provider	% of eligible youth
Western, City of La Habra	29.0%
Northern, City of La Habra	22.1%
Coastal, Irvine Unified School District and The BRIDGE	27.8%
Southern, The BRIDGE and CHCADA/La Familia	21.1%

Supported by regional networks of workplace partners, community and faith based organizations and multi-disciplinary youth serving entities from the education, social services, juvenile justice systems, and the current (abovementioned) youth providers offer access to the following 10 elements:

- Tutoring, study skills training, instruction, and drop-out prevention
- Alternative secondary school offerings, with Orange County Department of Education ACCESS Division or regional districts’ continuation schools
- Summer employment activities
- Paid or unpaid work experience



- Occupational skills training
- Comprehensive guidance and counseling
- Leadership development opportunities
- Supportive services
- Adult mentoring
- Follow up services

F. Describe how your local area will meet the Act's provisions regarding the required youth program design elements: [WIA, Section 129(c)(2)(A) through (J)]

1. Intake and Objective Assessment

Youth participants undergo a thorough assessment to determine their academic skills (through school records and basic skills testing), occupational skills (through pre/post testing and other tools), prior work experience (through interviews, resumes, applications, etc.), employability, interests and aptitudes (through interest survey tools like CHOICES, etc.), and other (supportive) service needs. Assessment results are incorporated into the development of the youth's individual service strategy. The LWIA and its providers ensure that WIA youth participants are receiving appropriate WIA activities and services through regular case management, updating of youth's individual service plan documentation, and monitoring.

VII. ADMINISTRATIVE REQUIREMENTS

F. What process will be used to allow public review and comment for specific performance outcomes and measures when these have been negotiated?

Public review and comment for specific performance outcomes and measures may occur at WIB or Committee meetings.

VIII. ASSURANCES

P. The Orange County Workforce Investment Board assures that when work-related issues arise at One-Stop Centers between State employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employees' civil service supervisor. The One-Stop Career Center operators and partners shall cooperate in the investigation of the following matters: discrimination under the California Fair Employment and Housing Act (Part 2.8 [commencing with Section 12900] of Division 3 of Title 2 of the Government Code), threats and/or violence concerning State employees, and State employee misconduct.

Q. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the Local Workforce Investment Board. The Orange County Workforce Investment Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official, through one of three means:

- 1. Through a consortium of at least three or more required One-Stop partners; or**



2. Through competitive process such as a Request for Proposal; or
3. It may serve as the One-Stop Operator directly but only with the consent of the Chief Elected Official and the Governor.

The only time these selection procedures are not required is in the following circumstances inclusive: the One-Stop delivery system, of which the operator is a part, existed before August 7, 1998; the existing One-Stop system includes all of the required One-Stop partners; and an MOU has been executed which is consistent with the requirements of the Act. [WIA: Section 121(d) (2) (A) and Regulations, Section 662.4.10].



WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: ORANGE COUNTY WORKFORCE INVESTMENT AREA

Date: _____

Budget, Participant, and Performance Forms

SIGNATURE PAGE

This Local Plan represents the **Orange County** Workforce Investment Board's efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

This Local Plan is submitted for the period of April 1, 2007, through June 30, 2008, in accordance with the provisions of WIA.

Local Workforce Investment Board Chair

Chief Elected Official

Signature

Signature

Ruby Yapp

Chris Norby

Name

Name

Chair, Orange County
Workforce Investment Board

Chair, Orange County
Board of Supervisors

Title

Title

Date

Date





COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2007-08**

Attachment 1:

Budget Plan Summaries



WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Orange County

Date: October 2, 2007

Budget, Participant, and Performance Forms

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 07/01/07 through 06/30/08

Grant Code 201/202/203/204 WIA IB-Adult

Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R7xxxxx Subgrant	R8xxxxx Subgrant
1.	Year of Appropriation	2006	2007
2.	Formula Allocation	2,386,228	2,016,352
3.	Allocation Adjustment - Plus or Minus		
4.	Transfers - Plus or Minus		
5.	TOTAL FUNDS AVAILABLE (Line 2 plus 4)	2,386,228	2,016,352
TOTAL ALLOCATION COST CATEGORY PLAN			
6.	Program Services (sum of Lines 6A through 6E)	2,147,605	1,814,717
	A. Core Self Services	601,329	671,445
	B. Core Registration Services	128,856	108,883
	C. Intensive Services	923,470	671,446
	D. Training Services	493,470	362,943
	E. Other		
7.	Administration (Line 5 minus 6)	238,623	201,635
8.	TOTAL (Lines 6 plus 7)	2,386,228	2,016,352
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2006 and July 1, 2007 respectively)			
9.	September 2006	0	
10.	December 2006	405,659	
11.	March 2007	882,904	
12.	June 2007	1,240,839	
13.	September 2007	1,646,497	0
14.	December 2007	2,266,917	504,088
15.	March 2008	2,338,503	806,541
16.	June 2008	2,386,228	1,048,503
17.	September 2008		1,330,792
18.	December 2008		1,734,063
19.	March 2009		1,976,025
20.	June 2009		2,016,352

Andrew Munoz, Executive Director

(714) 567-7371

Contact Person, Title

Telephone Number

Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.

WIA Local Plan Modification PY 2007-08
Modification # _____

LWIA: Orange County

Date: October 2, 2007

Budget, Participant, and Performance Forms

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 07/01/07 through 06/30/08

Grant Code 201/202/203/204 WIA IB-Adult

Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R7xxxxx Subgrant	R8xxxxx Subgrant
1.	Year of Appropriation	2006	2007
2.	Formula Allocation	3,685,641	3,102,953
3.	Allocation Adjustment - Plus or Minus		
4.	Transfers - Plus or Minus		
5.	TOTAL FUNDS AVAILABLE (Line 2 plus 4)	3,685,641	3,102,953
TOTAL ALLOCATION COST CATEGORY PLAN			
6.	Program Services (sum of Lines 6A through 6E)	3,317,077	2,792,658
	A. Core Self Services	729,757	111,706
	B. Core Registration Services	132,683	1,089,137
	C. Intensive Services	1,625,368	1,033,283
	D. Training Services	829,269	558,532
	E. Other		
7.	Administration (Line 5 minus 6)	368,564	310,295
8.	TOTAL (Lines 6 plus 7)	3,685,641	3,102,953
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2006 and July 1, 2007 respectively)			
9.	September 2006	0	
10.	December 2006	405,659	
11.	March 2007	882,904	
12.	June 2007	1,240,839	
13.	September 2007	1,646,497	0
14.	December 2007	2,266,917	527,502
15.	March 2008	2,338,503	1,148,093
16.	June 2008	2,386,228	1,613,536
17.	September 2008		2,141,038
18.	December 2008		2,947,805
19.	March 2009		3,040,894
20.	June 2009		3,102,953

Andrew Munoz, Executive Director
 Contact Person, Title

(714) 567-7371
 Telephone Number

Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.

WIA Local Plan Modification PY 2007-08
Modification # _____

LWIA: Orange County
Date: October 2, 2007

Budget, Participant, and Performance Forms
TITLE IB BUDGET PLAN SUMMARY (Youth)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 04/01/07 through 06/30/08

Grant Code 301/302/303/304 WIA IB-Youth

FUNDING IDENTIFICATION		R7xxxxx Subgrant	R8xxxxx Subgrant
1.	Year of Appropriation	2006	2007
2.	Formula Allocation	2,463,154	1,775,903
3.	Allocation Adjustment - Plus or Minus		
4.	TOTAL FUNDS AVAILABLE (Line 2 plus 3)	2,463,154	1,775,903
TOTAL ALLOCATION COST CATEGORY PLAN			
5.	Program Services (sum of Lines 5A and 5B)	2,216,839	0
	A. In School	1,551,787	
	B. Out-of-School (30%)	665,052	
6.	Administration (Line 4 minus 5)	246,315	1,775,903
7.	TOTAL (Line 5 plus 6)	2,463,154	1,775,903
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2006 and April 1, 2007 respectively)			
8.	June 2006	0	
9.	September 2006	418,736	
10.	December 2006	911,367	
11.	March 2007	1,280,840	
12.	June 2007	1,724,208	0
13.	September 2007	1,995,155	301,904
14.	December 2007	2,339,997	657,084
15.	March 2008	2,413,891	923,470
16.	June 2008	2,463,154	1,243,132
17.	September 2008		1,438,481
18.	December 2008		1,687,108
19.	March 2009		1,740,385
20.	June 2009		1,775,903

Andrew Munoz, Executive Director

(714) 567-7371

Contact Person, Title

Telephone Number

Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2007-08**

Attachment 2:

Participant Plan Summaries



WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Orange County

Date: October 2, 2007

Budget, Participant, and Performance Forms

TITLE IB PARTICIPANT PLAN SUMMARY

WIA 118; 20 CFR 661.350(a)(13)

Plan the number of individuals that are in each category.

Totals for PY 2007 (07/01/07 through 06/30/08)		ADULT	DW	OY	YY
1.	Registered Participants Carried in from PY 2005	182	298	197	174
2.	New Registered Participants for PY 2006	221	426	109	91
3.	Total Registered Participants for PY 2006	403	724	306	265
4.	Exiters for PY 2006	81	145	61	53
5.	Registered Participants Carried Out to PY 2007 (Line 3 minus 4)	322	579	245	212

PROGRAM SERVICES					
6.	Core Self Services	2,909	3,556		
7.	Core Registered Services	403	724		
8.	Intensive Services	234	550		
9.	Training Services	5	9		

SKILL ATTAINMENT					
10.	Attained a Skill/Goal				228

EXIT STATUS					
11.	Entered Employment	62	123	48	13
11A.	Training-related	50	98	1	0
11B.	Entered Postsecondary/Advanced/Credential Program	3	6	7	
12.	Remained with Layoff Employer		1		
13.	Entered Military Service				0
14.	Entered Advanced Training			1	1
15.	Entered Postsecondary Education			2	6
16.	Entered Apprenticeship Program				0
17.	Attained High School Diploma/GED				24
18.	Returned to Secondary School				24
19.	Exited for Other Reasons	19	22	13	5

Contact Person, Title

Telephone Number

Date Prepared

Comments:



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2006-07**

Attachment 3:

**Negotiated Levels of
Performance Chart**



WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: ORANGE COUNTY WORKFORCE INVESTMENT AREA

Date: _____ October 2, 2007

Budget, Participant, and Performance Forms

STATE NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c)	PY 2000-01	PY 2001-02	PY 2002-03	PY 2003-04	PY 2004-05	PY 2005-06	PY 2006-07
Adults							
Entered Employment Rate	66%	68%	70%	72%	72%	73%	74%
Employment Retention Rate	74%	76%	78%	81%	82%	79%	80%
Earnings Change / Average Earnings ²	\$3500	\$3600	\$3400	\$3400	\$3450	\$3500	\$11,800
Employment and Credential Attainment Rate	40%	50%	50%	50%	55%	56%	58%
Dislocated Workers							
Entered Employment Rate	68%	69%	70%	79%	79.5%	81%	82%
Employment Retention Rate	81%	83%	85%	88%	88%	85%	86%
Earnings - Replacement Rate/Change/Avg. Earnings ³	85%	86%	88%	96%	96%	-\$3000	\$15,400
Employment and Credential Attainment Rate	40%	42%	45%	58%	58%	66%	67%
Older Youth (ages 19-21)							
Entered Employment Rate	55%	56%	58%	66%	67%	72%	73%
Employment Retention Rate	70%	72%	74%	76.5%	78%	80%	81%
Earnings Change	\$2500	\$2600	\$2700	\$3000	\$3000	\$3700	\$3800
Employment and Credential Attainment Rate	36%	42%	30%	30%	30%	38%	39%
Younger Youth (ages 14-18)							
Skill Attainment Rate	65%	70%	75%	76%	76.5%	83%	84%
Diploma or Equivalent Rate	40%	42%	45%	55%	55.5%	66%	67%
Retention Rate	40%	42%	45%	53%	53%	63%	64%
Participant Customer Satisfaction Rate	<u>66</u>	<u>67</u>	<u>68</u>	<u>75</u>	<u>75</u>	<u>75</u>	<u>75</u>
Employer Customer Satisfaction Rate	<u>64</u>	<u>65</u>	<u>66</u>	<u>75</u>	<u>75</u>	<u>75</u>	<u>75</u>

¹ Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor [WIA](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 17-05, 8-99, 11-01, 22-02, 22-03, 27-04, and 35-04. Additional guidance can be found at the EDD Workforce Development Community [Directives](#) Web site and [Information Bulletins](#) Web site. Specific Directives include, but are not limited to WIAD03-6, 04-10, 05-9, and 05-15. Specific Information Bulletins include, but are not limited to WIAB01-27, 01-55, 02-37, 02-45, 03-43, 03-83, and 05-16.

² For PYs 2000-01 through 2005-06, the goal was an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

³ For PYs 2000-01 through 2004-05, the goal was an "Earnings Replacement Rate". For PY 2005-06, the US Department of Labor changed the definition to reflect an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: ORANGE COUNTY WORKFORCE INVESTMENT AREA

Date: _____ October 2, 2007

Budget, Participant, and Performance Forms

LOCAL NEGOTIATED LEVELS OF PERFORMANCE⁴

WIA Requirement at Section 136(c)	PY 2000-01	PY 2001-02	PY 2002-03	PY 2003-04	PY 2004-05	PY 2005-06	PY 2006-07
Adults							
Entered Employment Rate	68%	68%	72%	75.4%	75.4%	75.9%	77.0%
Employment Retention Rate	76.3%	76%	80%	82.4%	82.4%	79.4%	80.0%
Earnings Change/Average Earnings ⁵	\$4014	\$4000	\$3572	\$2940	\$2940	\$3010	\$14,400
Employment and Credential Attainment Rate	40%	50%	50%	50%	55%	56%	58.0%
Dislocated Workers							
Entered Employment Rate	70.6%	71%	70%	77.4%	77.4%	77.9	78.9%
Employment Retention Rate	84.1%	84%	85%	88.1%	88.1%	85.1%	86.1%
Earnings - Replacement Rate/Change/Ave. Earnings ⁶	85%	85%	88%	89.5%	89.5%	\$-3000	\$16,000
Employment and Credential Attainment Rate	40%	42%	45%	58%	58%	66%	67.0%
Older Youth (ages 19-21)							
Entered Employment Rate	52.8%	53%	56%	61.2%	61.2%	66.7%	67.7%
Employment Retention Rate	67.2%	68%	71%	76%	76%	77.0%	79.0%
Earnings Change	\$2344	\$2300	\$2500	\$3820	\$3820	\$3897	\$3,997
Employment and Credential Attainment Rate	36%	42%	30%	30%	30%	38%	39.0%
Younger Youth (ages 14-18)							
Skill Attainment Rate	67.1%	67%	77%	81.8%	81.8%	87.3%	88.3%
Diploma or Equivalent Rate	40%	42%	45%	55%	55.5%	66%	67.0
Retention Rate	41.3	41%	46%	55.8%	55.8%	65.8%	66.8%
Participant Customer Satisfaction Rate							
Employer Customer Satisfaction Rate							

⁴ Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor [WIA](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to, 17-05, 8-99, 11-01, 22-02, 22-03, 27-04, and 35-04. Additional guidance can be found at the EDD Workforce Development Community [Directives](#) Web site and [Information Bulletins](#) Web site. Specific Directives include, but are not limited to, WIAD03-6, 04-10, 05-9, and 05-15. Specific Information Bulletins include, but are not limited to, WIAB01-27, 01-55, 02-37, 02-45, 03-43, 03-83, and 05-16.

⁵ For PYs 2000-01 through 2005-06, the goal was an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

⁶ For PYs 2000-01 through 2004-05, the goal was an "Earnings Replacement Rate". For PY 2005-06, the US Department of Labor changed the definition to reflect an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.



COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2007-08**

Attachment 4:

**Copies of MOUs for
Each One-Stop**





COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2007-08**

Attachment 5:

**Public Comments of
Disagreement**



PUBLIC COMMENTS OF DISAGREEMENT

October 22, 2007: **Public comments of disagreement that are received during the 30 days public comment period will be summarized in this section in the finalized version of the Local Plan Modification PY 2007-08.**





COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2007-08**

Attachment 6:

Grant Recipient Listing



STATE of CALIFORNIA
LOCAL AREA GRANT RECIPIENT LISTING
[WIA Sections 117(d)(3)(B)(i) and 118(b)(8)]

ORANGE COUNTY WORKFORCE INVESTMENT AREA
(Name of Local Workforce Investment Area)

ENTITY	ORGANIZATION	CONTACT (NAME/TITLE)	MAILING ADDRESS (STREET, CITY, ZIP)	TELEPHONE, FAX, E-MAIL
Grant Recipient (or Subrecipient if applicable)	ORANGE COUNTY Housing and Community Services Department	Andrew Munoz Special Programs Administrator	1300 South Grand Blvd., Building B Santa Ana, CA 92705	P: (714) 567-7371 F: (714) 834-7132 Andrew.Munoz@hcs.ocgov.com
Fiscal Agent	ORANGE COUNTY Housing and Community Services Department	Danny Wassenaar Accounting Manager	1300 South Grand Blvd., Building B Santa Ana, CA 92705	P: (714) 567-7481 F: (714) 834-7132 Danny.Wassenaar@hcs.ocgov.com
Local Area Administrator	ORANGE COUNTY Workforce Investment Board	Andrew Munoz Executive Director	1300 South Grand Blvd., Building B Santa Ana, CA 92705	P: (714) 567-7371 F: (714) 834-7132 Andrew.Munoz@hcs.ocgov.com
Local Area Administrator Alternate	ORANGE COUNTY Workforce Investment Board	Julie Elizondo Deputy Director	1300 South Grand Blvd., Building B Santa Ana, CA 92705	P: (714) 834-6877 F: (714) 834-7132 Julie.Elizondo@hcs.ocgov.com

Signature: _____
Chief Elected Official **Date**

If a Local Grant Subrecipient has been designated, please submit a copy of the agreement between the Chief Elected Official and the Subrecipient. The agreement should delineate roles and responsibilities of each, including signature authority.



COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2007-08**

Attachment 7:

Other Submittals:

DEMAND OCCUPATION LIST

OCWIB Demand Occupations Matrix 2007 DRAFT

		Occupation meets this Criteria				Occupation does not meet this Criteria						
Selection Criteria for Training Provided by OCWIB:												
1. Occupational projected growth must be equal or greater than County average of 18.0%, 2004-2014. The top occupations with over 2,000 absolute growth may also be included.												
2. Occupation should have an estimated 2006 entry level wage of \$9.91.												
3. Occupation should have at least 100 persons in that classification in Orange County in 2004.												
4. BLS Education/Experience training requirement should be less than a Bachelors /Masters Degree. Displaced workers already with a degree may receive short-term transition training for higher education occupations.												
5. If an occupation is within one of the Orange County defined Industry Growth Clusters, the EWIC may determine that not all of the above criteria needs to be met.												
2006 - 1st Quarter Wages												
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
			2004	2014	Number	Percent						
	00-0000	Total, All Occupations	1,599,600	1,887,000	287,400	18.0	66,326	1,501,350	\$9.91	\$20.74	\$43,129	
	11-0000	Management Occupations	107,850	128,710	20,860	19.3	4,086	88,370	\$30.57	\$49.64	\$103,252	
	11-1000	Top Executives	29,070	35,090	6,020	20.7	1,149	N/A	N/A	N/A	N/A	
	11-1011	Chief Executives	5,030	6,020	990	19.7	194	4,920	\$68.29	\$83.08	\$172,818	BA/BS + Experience (4)
	11-1021	General & Operations Managers	23,780	28,790	5,010	21.1	949	24,530	\$34.14	\$55.11	\$114,628	BA/BS + Experience (4)
	11-1031	Legislators	270	280	10	3.7	5	280	\$12.26	\$19.25	\$40,043	BA/BS + Experience (4)
BPSV	11-2011	Advertising & Promotions Managers	11,440	14,280	2,840	24.8	494	670	\$28.73	\$42.19	\$87,753	BA/BS + Experience (4)
BPSV	11-2021	Marketing Managers	4,030	4,990	960	23.8	170	4,100	\$38.02	\$55.35	\$115,119	BA/BS + Experience (4)
BPSV	11-2022	Sales Managers	6,200	7,780	1,580	25.5	272	6,280	\$36.36	\$57.97	\$120,587	BA/BS + Experience (4)
BPSV	11-2031	Public Relations Managers	500	620	120	24.0	21	470	\$34.92	\$50.87	\$105,801	BA/BS + Experience (4)
BPSV	11-3011	Administrative Services Managers	2,770	3,290	520	18.8	106	2,830	\$29.25	\$41.62	\$86,567	BA/BS + Experience (4)
SOFT	11-3021	Computer & Information Systems Managers	3,930	4,950	1,020	26.0	173	4,040	\$40.41	\$56.43	\$117,375	BA/BS + Experience (4)
BPSV	11-3031	Financial Managers	7,360	8,910	1,550	21.1	261	7,450	\$37.60	\$53.90	\$112,108	BA/BS + Experience (4)
	11-3041	Compensation & Benefits Managers	680	840	160	23.5	27	690	\$29.19	\$38.27	\$79,610	BA/BS + Experience (4)
	11-3042	Training & Development Managers	370	480	110	29.7	17	390	\$36.54	\$48.48	\$100,854	BA/BS + Experience (4)
	11-3049	Human Resources Managers, All Other	900	1,080	180	20.0	33	920	\$39.18	\$54.69	\$113,752	BA/BS + Experience (4)
	11-3051	Industrial Production Managers	2,490	2,730	240	9.6	72	2,490	\$28.88	\$40.73	\$84,711	BA/BS Degree (5)
	11-3061	Purchasing Managers	1,330	1,490	160	12.0	45	1,370	\$31.71	\$42.03	\$87,427	BA/BS + Experience (4)
COMM	11-3071	Transportation, Storage, & Distribution Managers	900	1,060	160	17.8	34	890	\$26.53	\$38.10	\$79,246	Work Experience (8)
	11-9012	Farmers & Ranchers	280	300	20	7.1	4	N/A	N/A	N/A	N/A	12-Months OJT (9)
CON	11-9021	Construction Managers	4,740	5,590	850	17.9	171	2,320	\$33.73	\$44.83	\$93,247	BA/BS Degree (5)
	11-9031	Education Administrators, Preschool & Child Care Center Program	480	580	100	20.8	22	430	\$15.60	\$19.19	\$39,916	BA/BS + Experience (4)
	11-9032	Education Administrators, Elementary & Secondary School	1,480	1,920	440	29.7	81	1,420	(A)	(A)	\$93,075	BA/BS + Experience (4)
	11-9033	Education Administrators, Postsecondary	1,000	1,190	190	19.0	44	840	\$23.98	\$35.33	\$73,486	BA/BS + Experience (4)
	11-9039	Education Administrators, All Other	430	500	70	16.3	18	400	\$18.34	\$27.49	\$57,189	BA/BS + Experience (4)
	11-9041	Engineering Managers	4,150	5,080	930	22.4	176	4,330	\$43.91	\$55.17	\$114,753	BA/BS + Experience (4)
TOUR	11-9051	Food Service Managers	5,810	6,890	1,080	18.6	203	3,340	\$16.96	\$21.86	\$45,467	Work Experience (4)
TOUR	11-9081	Lodging Managers	690	820	130	18.8	24	380	\$16.60	\$25.30	\$52,617	Work Experience (4)
HSVC	11-9111	Medical & Health Services Managers	1,740	2,120	380	21.8	72	1,640	\$30.94	\$41.58	\$86,497	BA/BS + Experience (4)

OCWIB Demand Occupations Matrix 2007 DRAFT

				Occupation meets this Criteria				Occupation does not meet this Criteria					
Selection Criteria for Training Provided by OCWIB:													
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											2006 - 1st Quarter Wages		
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]	
	11-9121	Natural Sciences Managers	380	460	80	21.1	15	400	\$41.90	\$56.00	\$116,463	BA/BS + Experience (4)	
	11-9141	Property, Real Estate, & Community Association Managers	11,980	13,650	1,670	13.9	391	5,590	\$12.22	\$22.04	\$45,842	BA/BS Degree (5)	
	11-9151	Social & Community Service Managers	960	1,160	200	20.8	39	810	\$18.84	\$27.98	\$58,200	BA/BS Degree (5)	
	11-9199	Managers, All Other	11,620	13,250	1,630	14.0	389	4,680	\$35.32	\$46.21	\$96,126	Work Experience (4)	
	13-0000	Business & Financial Operations Occupations	82,810	101,470	18,660	22.5	3,313	79,330	\$21.00	\$31.23	\$64,949		
	13-1011	Agents and Business Managers of Artists, Performers, and Athletes	340	380	40	11.8	11	180	\$15.97	\$31.70	\$65,929	BA/BS + Experience (4)	
	13-1021	Purchasing Agents & Buyers, Farm Products	100	130	30	30.0	6	90	\$12.42	\$20.99	\$43,662	Work Experience (4)	
	13-1022	Wholesale & Retail Buyers, Except Farm Products	2,150	2,500	350	16.3	91	1,970	\$17.64	\$25.24	\$52,504	BA/BS Degree (5)	
	13-1023	Purchasing Agents, Except Wholesale, Retail, & Farm Products	4,190	4,770	580	13.8	162	4,180	\$19.55	\$26.47	\$55,040	BA/BS Degree (5)	
	13-1031	Claims Adjusters, Examiners, & Investigators	5,440	6,710	1,270	23.3	194	5,420	\$20.30	\$27.31	\$56,803	12 Months OJT (9)	
	13-1032	Insurance Appraisers, Auto Damage	340	420	80	23.5	12	330	\$18.72	\$24.90	\$51,784	12 Months OJT (9)	
	13-1041	Compliance Officers, Except Agriculture, Construction Health & Safety, & Transportation	2,150	2,500	350	16.3	85	2,170	\$21.54	\$28.51	\$59,309	12 Months OJT (9)	
	13-1051	Cost Estimators	3,120	4,010	890	28.5	159	3,240	\$23.73	\$31.17	\$64,830	BA/BS Degree (5)	
BPSV	13-1071	Employment, Recruitment, & Placement Specialist	1,890	2,330	440	23.3	73	1,940	\$16.42	\$25.96	\$53,988	BA/BS Degree (5)	
	13-1072	Compensation, Benefits, & Job Analysis Specialist	1,120	1,390	270	24.1	44	1,160	\$20.99	\$27.99	\$58,216	BA/BS Degree (5)	
	13-1073	Training & Development Specialists	1,940	2,370	430	22.2	73	1,860	\$22.84	\$29.05	\$60,421	BA/BS Degree (5)	
	13-1079	Human Resources, Training & Labor Relations Specialists, All Other	2,210	2,850	640	29.0	102	2,030	\$22.08	\$28.62	\$59,538	BA/BS Degree (5)	
	13-1081	Logisticians	760	870	110	14.5	24	790	\$23.69	\$29.93	\$62,256	BA/BS Degree (5)	
BIOM	13-1111	Management Analysts	8,800	10,150	1,350	15.3	255	6,740	\$23.32	\$36.74	\$76,410	BA/BS + Experience (4)	
TOUR	13-1121	Meeting & Convention Planners	460	570	110	23.9	21	400	\$18.71	\$21.75	\$45,242	BA/BS Degree (5)	
ENEV	13-1199	Business Operations Specialists, All Other	12,980	17,180	4,200	32.4	641	13,240	\$20.41	\$30.76	\$63,981	BA/BS Degree (5)	
BPSV	13-2011	Accountants & Auditors	14,420	18,070	3,650	25.3	637	13,460	\$21.14	\$30.21	\$62,843	BA/BS Degree (5)	
	13-2021	Appraisers & Assessors of Real Estate	930	1,130	200	21.5	40	(B)	\$27.33	\$34.54	\$71,849	Post-Secondary Voc Ed (7)	
	13-2031	Budget Analysts	990	1,150	160	16.2	32	990	\$27.82	\$34.28	\$71,314	BA/BS Degree (5)	
	13-2041	Credit Analysts	1,320	1,490	170	12.9	38	1,460	\$19.45	\$28.85	\$60,005	BA/BS Degree (5)	
	13-2051	Financial Analysts	2,240	2,750	510	22.8	84	2,200	\$23.93	\$34.13	\$70,984	BA/BS Degree (5)	
	13-2052	Personal Financial Advisors	2,100	2,800	700	33.3	97	1,380	\$17.74	\$38.56	\$80,204	BA/BS Degree (5)	
	13-2053	Insurance Underwriters	1,630	1,900	270	16.6	56	1,640	\$20.41	\$27.64	\$57,492	BA/BS Degree (5)	

OCWIB Demand Occupations Matrix 2007 DRAFT

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Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
	13-2061	Financial Examiners	300	370	70 23.3	14	330	\$15.40	\$25.48	\$52,994	BA/BS Degree (5)
	13-2071	Loan Counselors	270	310	40 14.8	8	290	\$14.82	\$22.44	\$46,674	BA/BS Degree (5)
BPSV	13-2072	Loan Officers	7,490	8,850	1,360 18.2	256	8,370	\$23.23	\$39.99	\$83,193	BA/BS Degree (5)
	13-2081	Tax Examiners, Collectors, & Revenue Agents	600	630	30 5.0	17	610	\$23.68	\$32.40	\$67,401	BA/BS Degree (5)
	13-2082	Tax Preparers	1,230	1,310	80 6.5	28	850	\$16.39	\$23.11	\$48,070	1-12 Months OJT (10)
	13-2099	Financial Specialists, All Other	1,270	1,550	280 22.0	50	1,300	\$18.98	\$30.02	\$62,429	BA/BS Degree (5)
SOFT	15-0000	Computer & Mathematical Occupations	43,440	57,270	13,830 31.8	1,923	43,440	\$21.79	\$34.19	\$71,108	
SOFT	15-1011	Computer & Information Scientists, Research	320	410	90 28.1	13	(B)	\$45.45	\$53.42	\$111,107	PhD Degree (2)
SOFT	15-1021	Computer Programmers	4,190	4,230	40 1.0	103	4,220	\$24.37	\$35.61	\$74,066	BA/BS Degree (5)
SOFT DEFA	15-1031	Computer Software Engineers, Applications	11,750	16,600	4,850 41.3	601	11,970	\$20.54	\$37.76	\$78,547	BA/BS Degree (5)
SOFT DEFA	15-1032	Computer Software Engineers, Systems Software	3,810	5,280	1,470 38.6	185	3,860	\$32.45	\$40.92	\$85,121	BA/BS Degree (5)
SOFT	15-1041	Computer Support Specialists	6,570	8,010	1,440 21.9	225	6,840	\$16.09	\$23.11	\$48,068	AA Degree (6)
BPSV	15-1051	Computer Systems Analysts	5,090	6,650	1,560 30.6	214	4,980	\$29.11	\$37.13	\$77,237	BA/BS Degree (5)
SOFT	15-1061	Database Administrators	1,030	1,440	410 39.8	52	1,070	\$25.23	\$35.15	\$73,105	BA/BS Degree (5)
SOFT	15-1071	Network & Computer Systems Administrators	3,410	4,710	1,300 38.1	168	3,530	\$23.26	\$31.54	\$65,622	BA/BS Degree (5)
SOFT	15-1081	Network Systems & Data Communications Analysts	2,680	4,180	1,500 56.0	182	2,170	\$23.93	\$33.31	\$69,294	BA/BS Degree (5)
SOFT	15-1099	Computer Specialists, All Other	3,640	4,720	1,080 29.7	149	3,510	\$20.46	\$30.84	\$64,143	AA Degree (6)
	15-2011	Actuaries	100	120	20 20.0	6	110	\$32.56	\$42.47	\$88,351	BA/BS Degree (5)
HARD	15-2031	Operations Research Analysts	410	450	40 9.8	13	430	\$26.54	\$33.52	\$69,709	MA/MS Degree (3)
	15-2041	Statisticians	170	180	10 5.9	5	170	\$28.46	\$40.25	\$83,719	MA/MS Degree (3)
	15-2099	Mathematical Science Occupations, All Other	260	300	40 15.4	10	(B)	\$22.22	\$37.30	\$77,585	MA/MS Degree (3)
	17-0000	Architecture & Engineering Occupations	36,300	43,750	7,450 20.5	1,527	36,420	\$24.92	\$34.58	\$71,912	
	17-1011	Architects, Except Landscape & Naval	2,790	3,660	870 31.2	119	2,250	\$26.41	\$34.51	\$71,779	BA/BS Degree (5)
	17-1012	Landscape Architects	270	340	70 25.9	10	210	\$29.38	\$35.56	\$73,963	BA/BS Degree (5)
	17-1022	Surveyors	670	830	160 23.9	39	70	\$21.61	\$29.19	\$60,705	BA/BS Degree (5)
BIOM	17-2031	Biomedical Engineers	520	740	220 42.3	31	510	\$29.89	\$37.66	\$78,327	BA/BS Degree (5)
	17-2041	Chemical Engineers	160	180	20 12.5	7	160	\$29.21	\$37.82	\$78,663	BA/BS Degree (5)
	17-2051	Civil Engineers	3,470	4,320	850 24.5	140	3,580	\$29.44	\$36.40	\$75,703	BA/BS Degree (5)
HARD	17-2061	Computer Hardware Engineers	1,090	1,290	200 18.3	38	1,110	\$32.08	\$41.95	\$87,254	BA/BS Degree (5)

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HARD	17-2071	Electrical Engineers	2,520	3,090	570	22.6	107	2,550	\$29.00	\$38.45	\$79,974	BA/BS Degree (5)
	17-2072	Electronics Engineers, Except Computer	1,990	2,380	390	19.6	78	1,980	\$31.28	\$40.57	\$84,385	BA/BS Degree (5)
ENEV	17-2081	Environmental Engineers	400	540	140	35.0	21	440	\$31.89	\$38.56	\$80,213	BA/BS Degree (5)
HSVC	17-2111	Health & Safety Engineers, Except Mining Safety Engineers & Inspectors	420	540	120	28.6	22	470	\$29.57	\$37.76	\$78,558	BA/BS Degree (5)
ENEV	17-2112	Industrial Engineers	2,280	2,910	630	27.6	118	2,360	\$28.44	\$35.79	\$74,442	BA/BS Degree (5)
	17-2131	Materials Engineers	210	250	40	19.0	10	210	\$26.75	\$35.03	\$72,846	BA/BS Degree (5)
DEFA	17-2141	Mechanical Engineers	2,760	3,310	550	19.9	131	2,790	\$28.57	\$36.19	\$75,276	BA/BS Degree (5)
	17-2161	Nuclear Engineers	280	360	80	28.6	16	(B)	\$37.96	\$43.96	\$91,440	BA/BS Degree (5)
	17-2199	Engineers, All Other	2,410	2,880	470	19.5	93	2,410	\$34.46	\$43.82	\$91,141	BA/BS Degree (5)
BPSV	17-3011	Architectural & Civil Drafters	1,890	2,180	290	15.3	82	1,900	\$19.41	\$23.41	\$48,677	Post-Sec Voc Ed (7)
	17-3012	Electrical & Electronics Drafters	450	490	40	8.9	17	440	\$19.04	\$25.46	\$52,946	Post-Sec Voc Ed (7)
	17-3013	Mechanical Drafters	350	410	60	17.1	16	340	\$16.18	\$22.21	\$46,199	Post-Sec Voc Ed (7)
	17-3019	Drafters, All Other	440	520	80	18.2	19	430	\$15.49	\$20.41	\$42,458	Post-Sec Voc Ed (7)
BPSV	17-3022	Civil Engineering Technicians	930	1,140	210	22.6	40	980	\$18.70	\$25.16	\$52,348	AA Degree (6)
BPSV	17-3023	Electrical & Electronic Engineering Technicians	2,630	3,090	460	17.5	101	2,740	\$18.72	\$23.63	\$49,161	AA Degree (6)
HARD												
ENEV	17-3024	Electro-Mechanical Technicians	420	510	90	21.4	18	430	\$17.79	\$21.95	\$45,655	AA Degree (6)
BPSV	17-3025	Environmental Engineering Technicians	210	270	60	28.6	10	220	\$16.00	\$20.02	\$41,641	AA Degree (6)
BPSV	17-3026	Industrial Engineering Technicians	650	790	140	21.5	28	670	\$14.11	\$22.49	\$46,771	AA Degree (6)
BPSV	17-3027	Mechanical Engineering Technicians	320	390	70	21.9	14	340	\$16.89	\$23.25	\$48,372	AA Degree (6)
	17-3029	Engineering Technicians, Except Drafters, All Other	960	1,200	240	25.0	47	1,020	\$10.77	\$19.20	\$39,934	AA Degree (6)
BPSV	17-3031	Surveying & Mapping Technicians	310	360	50	16.1	16	310	\$20.20	\$26.71	\$55,576	1-12 Months OJT (10)
	19-0000	Life, Physical, & Social Science Occupations	12,900	15,500	2,600	20.2	571	12,380	\$21.75	\$30.54	\$63,531	
BIOM	19-1012	Food Scientists & Technologists	130	140	10	7.7	3	80	\$23.24	\$34.37	\$71,499	BA/BS Degree (5)
BIOM	19-1021	Biochemists & Biophysicists	470	530	60	12.8	21	N/A	N/A	N/A	N/A	PhD Degree (2)
BIOM	19-1022	Microbiologists	170	200	30	17.6	8	170	\$16.54	\$24.19	\$50,328	PhD Degree (2)
BIOM	19-1029	Biological Scientists, All Other	240	310	70	29.2	15	(B)	\$20.27	\$28.48	\$59,236	BA/BS Degree (5)
	19-1042	Medical Scientists, Except Epidemiologists	980	1,330	350	35.7	52	1,010	\$30.15	\$34.81	\$72,409	PhD Degree (2)
	19-1099	Life Scientists, All Other	180	200	20	11.1	5	170	\$29.34	\$36.35	\$75,616	MA/MS Degree (3)

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Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
BIOM	19-2031	Chemists	810	900	90	11.1	35	840	\$21.17	\$29.03	\$60,383	BA/BS Degree (5)
ENEV	19-2041	Environmental Scientists & Specialists, Including Health	720	770	50	6.9	18	770	\$22.57	\$34.54	\$71,844	BA/BS Degree (5)
ENEV	19-2042	Geoscientists, Except Hydrologists & Geographer	400	460	60	15.0	13	420	\$24.50	\$32.46	\$67,530	MA/MS Degree (3)
BIOM	19-2099	Physical Scientists, All Other	130	150	20	15.4	5	130	\$28.98	\$47.98	\$99,780	BA/BS Degree (5)
BPSV	19-3021	Market Research Analysts	3,720	4,510	790	21.2	175	3,630	\$23.98	\$31.52	\$65,568	MA/MS Degree (3)
	19-3022	Survey Researchers	100	140	40	40.0	7	100	\$19.76	\$23.08	\$48,012	MA/MS Degree (3)
	19-3031	Clinical, Counseling, & School Psychologists	1,520	1,910	390	25.7	72	900	\$30.19	\$36.56	\$76,032	PhD Degree (2)
	19-3051	Urban & Regional Planners	380	450	70	18.4	20	390	\$28.29	\$35.14	\$73,088	MA/MS Degree (3)
HSVC	19-3099	Social Scientists & Related Workers, All Other	120	140	20	16.7	5	120	\$28.10	\$33.52	\$69,717	MA/MS Degree (3)
	19-4011	Agricultural & Food Science Technicians	220	250	30	13.6	7	230	\$11.95	\$16.22	\$33,732	AA Degree (6)
BIOM	19-4021	Biological Technicians	420	510	90	21.4	16	420	\$15.14	\$21.70	\$45,147	AA Degree (6)
BIOM	19-4031	Chemical Technicians	420	450	30	7.1	14	450	\$12.90	\$18.44	\$38,360	AA Degree (6)
ENEV HSVC	19-4091	Environmental Science & Protection Technicians, Including Health	360	410	50	13.9	13	370	\$19.60	\$25.18	\$52,390	AA Degree (6)
	19-4092	Forensic Science Technicians	360	460	100	27.8	19	N/A	N/A	N/A	N/A	AA Degree (6)
ENEV	19-4093	Forest and Conservation Technicians	250	320	70	28.0	13	(B)	\$12.32	\$15.31	\$31,845	AA Degree (6)
	19-4099	Life, Physical, & Social Science Technicians, All Other	310	380	70	22.6	14	310	\$16.30	\$22.48	\$46,750	AA Degree (6)
	21-0000	Community & Social Services Occupations	14,250	17,000	2,750	19.3	548	13,110	\$15.51	\$22.99	\$47,823	
HSVC	21-1011	Substance Abuse & Behavioral Disorder Counselor	490	610	120	24.5	23	470	\$13.14	\$18.73	\$38,953	MA/MS Degree (3)
	21-1012	Educational, Vocational, & School Counselors	1,960	2,330	370	18.9	82	1,800	\$17.56	\$27.56	\$57,322	MA/MS Degree (3)
	21-1013	Marriage & Family Therapists	550	650	100	18.2	23	430	\$12.87	\$21.45	\$44,608	MA/MS Degree (3)
	21-1014	Mental Health Counselors	760	910	150	19.7	32	720	\$17.81	\$21.93	\$45,611	MA/MS Degree (3)
	21-1015	Rehabilitation Counselors	730	850	120	16.4	29	690	\$12.63	\$20.04	\$41,680	MA/MS Degree (3)
	21-1021	Child, Family, & School Social Workers	880	1,080	200	22.7	35	840	\$15.52	\$20.19	\$41,987	BA/BS Degree (5)
HSVC	21-1022	Medical & Public Health Social Workers	790	970	180	22.8	32	740	\$18.28	\$24.18	\$50,305	BA/BS Degree (5)
	21-1023	Mental Health & Substance Abuse Social Workers	780	890	110	14.1	24	740	\$13.44	\$16.60	\$34,543	MA/MS Degree (3)
	21-1029	Social Workers, All Other	1,750	2,010	260	14.9	59	N/A	N/A	N/A	N/A	BA/BS Degree (5)
HSVC	21-1091	Health Educators	570	680	110	19.3	21	500	\$14.47	\$24.19	\$50,310	MA/MS Degree (3)
	21-1092	Probation Officers & Correctional Treatment Specialists	1,300	1,470	170	13.1	40	N/A	N/A	N/A	N/A	BA/BS Degree (5)
	21-1093	Social & Human Service Assistants	1,820	2,300	480	26.4	80	1,770	\$11.01	\$15.56	\$32,371	1-12 Months OJT (10)

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		Community & Social Service Specialists, All Other	580	740	160 27.6	27	490	\$15.71	\$19.70	\$40,981	BA/BS Degree (5)
	21-2011	Clergy	570	650	80 14.0	20	370	\$19.92	\$30.43	\$63,296	BA/BS Degree (5)
	21-2021	Directors, Religious Activities & Education	620	740	120 19.4	19	390	\$15.41	\$18.13	\$37,692	BA/BS Degree (5)
	23-0000	Legal Occupations	12,810	15,440	2,630 20.5	411	10,520	\$28.75	\$49.33	\$102,614	
BPSV	23-1011	Lawyers	7,760	9,220	1,460 18.8	246	5,740	\$46.16	\$65.72	\$136,705	LLD/MD Degree (1)
	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	140	150	10 7.1	3	140	\$37.30	\$45.06	\$93,707	BA/BS + Experience (4)
	23-1023	Judges, Magistrate Judges & Magistrates	100	100	0 0	1	N/A	N/A	N/A	N/A	BA/BS + Experience (4)
BPSV	23-2011	Paralegals & Legal Assistants	2,660	3,570	910 34.2	112	2,590	\$24.44	\$29.74	\$61,861	AA Degree (6)
	23-2092	Law Clerks	290	310	20 6.9	5	250	\$15.61	\$19.40	\$40,352	BA/BS Degree (5)
	23-2093	Title Examiners, Abstractors, & Searchers	1,380	1,490	110 8.0	26	1,240	\$15.51	\$27.56	\$57,323	1-12 Months OJT (10)
	23-2099	Legal Support Workers, All Other	300	360	60 20.0	9	280	\$17.57	\$24.93	\$51,854	BA/BS Degree (5)
	25-0000	Education, Training, & Library Occupations	74,440	96,080	21,640 29.1	3,661	70,220	\$15.95	\$25.45	\$52,926	
	25-1011	Business Teachers, Postsecondary	410	540	130 31.7	22	(B)	(A)	(A)	\$78,773	MA/MS Degree (3)
	25-1021	Computer Science Teachers, Postsecondary	350	450	100 28.6	18	320	(A)	(A)	\$68,144	MA/MS Degree (3)
	25-1022	Mathematical Science Teachers, Postsecondary	280	370	90 32.1	15	320	(A)	(A)	\$68,411	MA/MS Degree (3)
	25-1042	Biological Science Teachers, Postsecondary	210	270	60 28.6	11	200	(A)	(A)	\$70,298	PhD Degree (2)
	25-1066	Psychology Teachers, Postsecondary	310	390	80 25.8	15	(B)	(A)	(A)	\$72,606	PhD Degree (2)
	25-1067	Sociology Teachers, Postsecondary	210	280	70 33.3	12	(B)	(A)	(A)	\$70,301	PhD Degree (2)
	25-1069	Social Science Teachers, Postsecondary, All Other	120	170	50 41.7	8	140	\$33.05	\$41.59	\$86,515	PhD Degree (2)
	25-1071	Health Specialties Teachers, Postsecondary	680	890	210 30.9	36	(B)	(A)	(A)	\$64,554	MA/MS Degree (3)
	25-1072	Nursing Instructors & Teachers, Postsecondary	160	220	60 37.5	10	180	(A)	(A)	\$69,048	MA/MS Degree (3)
	25-1081	Education Teachers, Postsecondary	660	840	180 27.3	33	(B)	(A)	(A)	\$80,211	PhD Degree (2)
	25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	130	180	50 38.5	8	(B)	(A)	(A)	\$55,869	PhD Degree (2)
	25-1112	Law Teachers, Postsecondary	320	400	80 25.0	15	(B)	(A)	(A)	\$84,428	LLD/MD Degree (1)
	25-1121	Art, Drama, & Music Teachers, Postsecondary	520	670	150 28.8	27	490	(A)	(A)	\$63,814	MA/MS Degree (3)
	25-1122	Communications Teachers, Postsecondary	400	530	130 32.5	22	440	(A)	(A)	\$69,304	PhD Degree (2)
	25-1123	English Language & Literature Teachers, Postsecondary	230	310	80 34.8	13	270	(A)	(A)	\$65,886	MA/MS Degree (3)
	25-1124	Foreign Language and Literature Teachers, Postsecondary	140	180	40 28.6	7	140	(A)	(A)	\$64,524	MA/MS Degree (3)
	25-1126	Philosophy & Religion Teachers, Postsecondary	200	250	50 25	9	(B)	(A)	(A)	\$69,198	PhD Degree (2)
	25-1191	Graduate Teaching Assistants	820	1,040	220 26.8	41	(B)	(A)	(A)	\$30,138	BA/BS Degree (5)

OCWIB Demand Occupations Matrix 2007 DRAFT

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2006 - 1st Quarter Wages												
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
	25-1193	Recreation and Fitness Studies Teachers, Postsecondary	150	200	50	33.3	8	180	(A)	(A)	\$70,486	MA/MS Degree (3)
	25-1194	Vocational Education Teachers, Postsecondary	1,360	1,800	440	32.4	75	1,530	\$16.94	\$25.19	\$52,398	Post-Secondary Voc Ed (7)
	25-1199	Postsecondary Teachers, All Other	5,220	6,800	1,580	30.3	276	5,050	(A)	(A)	\$84,850	MA/MS Degree (3)
	25-2011	Preschool Teachers, Except Special Education	4,120	5,230	1,110	26.9	160	3,830	\$9.61	\$11.70	\$24,336	Post-Secondary Voc Ed (7)
	25-2012	Kindergarten Teachers, Except Special Education	830	1,120	290	34.9	39	800	(A)	(A)	\$55,625	BA/BS Degree (5)
	25-2021	Elementary School Teachers, Except Special Education	10,450	13,830	3,380	32.3	569	10,350	(A)	(A)	\$56,640	BA/BS Degree (5)
	25-2022	Middle School Teachers, Except Special & Vocational Education	5,490	6,950	1,460	26.6	267	5,450	(A)	(A)	\$59,768	BA/BS Degree (5)
	25-2031	Secondary School Teachers, Except Special & Vocational Education	9,020	11,710	2,690	29.8	523	8,960	(A)	(A)	\$65,453	BA/BS Degree (5)
	25-2032	Vocational Education Teachers, Secondary School	330	430	100	30.3	19	N/A	N/A	N/A	N/A	BA/BS Degree (5)
	25-2041	Special Education Teachers, Preschool, Kindergarten, & Elementary Education	760	1,100	340	44.7	52	750	(A)	(A)	\$57,782	BA/BS Degree (5)
	25-2042	Special Education Teachers, Middle School	520	740	220	42.3	34	510	(A)	(A)	\$57,385	BA/BS Degree (5)
	25-2043	Special Education Teachers, Secondary School	580	800	220	37.9	36	580	(A)	(A)	\$59,067	BA/BS Degree (5)
	25-3011	Adult Literacy, Remedial Education & GED Teachers & Instructors	1,840	2,260	420	22.8	65	N/A	N/A	N/A	N/A	BA/BS Degree (5)
	25-3021	Self-Enrichment Education Teachers	2,520	3,050	530	21.0	84	1,610	\$13.16	\$21.57	\$44,851	Work Experience (8)
	25-3099	Teachers & Instructors, All Other	9,200	11,900	2,700	29.3	383	7,420	\$15.03	\$21.31	\$44,324	BA/BS Degree (5)
BPSV	25-4021	Librarians	850	930	80	9.4	28	830	\$22.74	\$28.90	\$60,115	MA/MS Degree (3)
	25-4031	Library Technicians	780	930	150	19.2	44	780	\$15.67	\$18.75	\$39,009	30-days OJT (11)
	25-9031	Instructional Coordinators	870	1,140	270	31.0	40	870	\$19.63	\$29.74	\$61,852	MA/MS Degree (3)
	25-9041	Teacher Assistants	12,260	15,740	3,480	28.4	585	12,030	(A)	(A)	\$29,397	30-days OJT (11)
	25-9099	Education, Training & Library Workers, All Other	490	610	120	24.5	20	490	\$14.97	\$19.35	\$40,261	BA/BS Degree (5)
	27-0000	Arts, Design, Entertainment, Sports, & Media Occupations	31,720	37,720	6,000	18.9	1,166	21,740	\$13.45	\$23.14	\$48,136	
	27-1011	Art Directors	1,420	1,560	140	9.9	45	580	\$30.51	\$39.63	\$82,441	BA/BS + Experience (4)
	27-1012	Craft Artists	100	110	10	10.0	3	(B)	\$12.65	\$20.62	\$42,879	
TOUR	27-1013	Fine Artists, Including Painters, Sculptors, & Illustrators	410	490	80	19.5	17	140	\$10.81	\$15.49	\$32,225	12-Months OJT (9)
TOUR	27-1014	Multi-Media Artists & Animators	2,040	2,170	130	6.4	57	(B)	\$25.75	\$32.19	\$66,955	BA/BS Degree (5)
	27-1019	Artists & Related Workers, All Other	100	110	10	10.0	3	N/A	N/A	N/A	N/A	
TOUR	27-1021	Commercial & Industrial Designers	710	820	110	15.5	21	490	\$23.49	\$29.81	\$62,006	BA/BS Degree (5)
	27-1022	Fashion Designers	410	580	170	41.5	23	300	\$20.01	\$31.19	\$64,876	BA/BS Degree (5)
	27-1023	Floral Designers	530	550	20	3.8	9	350	\$9.78	\$11.45	\$23,802	1-12 Months OJT (10)

OCWIB Demand Occupations Matrix 2007 DRAFT

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										2006 - 1st Quarter Wages		
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
TOUR	27-1024	Graphic Designers	5,170	5,950	780	15.1	147	3,760	\$15.05	\$21.34	\$44,400	BA/BS Degree (5)
TOUR	27-1025	Interior Designers	910	1,100	190	20.9	31	650	\$18.03	\$26.93	\$56,006	BA/BS Degree (5)
	27-1026	Merchandise Displayers & Window Trimmers	1,610	1,990	380	23.6	60	1,210	\$11.59	\$14.38	\$29,905	1-12 Months OJT (10)
TOUR	27-1029	Designers, All Other	660	820	160	24.2	28	(B)	\$11.05	\$19.69	\$40,948	BA/BS Degree (5)
	27-2011	Actors	910	1,110	200	22.0	32	N/A	N/A	N/A	N/A	12-Months OJT (9)
TOUR	27-2012	Producers & Directors	630	790	160	25.4	25	430	(A)	(A)	\$84,654	BA/BS + Experience (4)
	27-2021	Athletes & Sports Competitors	130	160	30	23.1	25	N/A	N/A	N/A	N/A	12-Months OJT (9)
TOUR	27-2022	Coaches & Scouts	2,720	3,350	630	23.2	115	1,980	(A)	(A)	\$27,753	12 Months OJT (10)
TOUR	27-2032	Choreographers	420	550	130	31.0	39	320	\$16.59	\$21.60	\$44,929	Work Experience (8)
TOUR	27-2041	Music Directors & Composers	230	250	20	8.7	7	80	\$8.03	\$16.11	\$33,508	BA/BS + Experience (4)
TOUR	27-2042	Musicians & Singers	1,710	2,040	330	19.3	69	800	\$18.69	\$22.42	(E)	12-Months OJT (9)
	27-3012	Public Address System & Other Announcers	160	180	20	12.5	6	120	\$20.85	\$33.07	\$68,777	12-Months OJT (9)
	27-3022	Reporters & Correspondents	230	200	-30	-13.0	6	200	\$14.46	\$25.05	\$52,112	BA/BS + Experience (4)
	27-3031	Public Relations Specialists	2,620	3,250	630	24.0	101	2,430	\$18.55	\$27.12	\$56,420	BA/BS Degree (5)
	27-3041	Editors	680	720	40	5.9	21	560	\$20.87	\$29.77	\$61,910	BA/BS Degree (5)
SOFT	27-3042	Technical Writers	620	700	80	12.9	26	570	\$23.29	\$29.90	\$62,196	BA/BS Degree (5)
	27-3043	Writers & Authors	950	1,060	110	11.6	27	300	\$19.75	\$29.21	\$60,757	BA/BS Degree (5)
BPSV	27-3091	Interpreters and Translators	560	720	160	28.6	23	510	\$15.06	\$18.76	\$39,016	12-Months OJT (9)
	27-3099	Media & Communication Workers, All Other	230	280	50	21.7	8	170	\$20.20	\$23.74	\$49,384	12-Months OJT (9)
	27-4011	Audio & Video Equipment Technicians	540	660	120	22.2	25	500	\$16.08	\$22.65	\$47,116	12-Months OJT (9)
	27-4012	Broadcast Technicians	170	200	30	17.6	7	160	\$12.43	\$19.13	\$39,794	Post-Secondary Voc Ed (7)
	27-4021	Photographers	1,270	1,480	210	16.5	47	560	\$10.26	\$16.38	\$34,060	12-Months OJT (9)
	27-4031	Camera Operators, Television, Video, & Motion Picture	130	160	30	23.1	6	100	(D)	(D)	(D)	1-12 Months OJT (10)
	27-4032	Film & Video Editors	190	240	50	26.3	9	N/A	N/A	N/A	N/A	BA/BS Degree (5)
	27-4099	Media & Communication Equipment Workers, All Other	480	610	130	27.1	23	500	\$11.47	\$23.18	\$48,215	1-12 Months OJT (10)
HSVC	29-0000	Healthcare Practitioners & Technical Occupations	54,540	67,000	12,460	22.8	2,264	52,960	\$21.87	\$33.78	\$70,268	
	29-1011	Chiropractors	240	260	20	8.3	7	(B)	\$23.74	\$44.64	\$92,842	LLD/MD Degree (1)
	29-1021	Dentists, General	1,130	1,150	20	1.8	21	780	\$48.52	\$59.66	\$124,087	LLD/MD Degree (1)

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Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
	29-1029	Dentists, All Other Specialists	110	120	10 9.1	3	N/A	N/A	N/A	N/A	
	29-1031	Dietitians & Nutritionists	330	390	60 18.2	15	320	\$23.66	\$28.64	\$59,578	BA/BS Degree (5)
	29-1041	Optometrists	470	510	40 8.5	17	330	\$23.20	\$36.19	\$75,279	LLD/MD Degree (1)
	29-1051	Pharmacists	2,910	3,800	890 30.6	145	2,880	\$45.13	\$45.69	\$95,039	LLD/MD Degree (1)
	29-1062	Family & General Practitioners	870	1,010	140 16.1	26	(B)	\$61.23	\$76.17	\$158,440	LLD/MD Degree (1)
	29-1063	Internists, General	640	720	80 12.5	17	(B)	>70.01	\$85.62	\$178,078	LLD/MD Degree (1)
	29-1064	Obstetricians & Gynecologists	270	310	40 14.8	8	(B)	>70.01	>70.01	\$198,072	LLD/MD Degree (1)
	29-1065	Pediatricians, General	690	770	80 11.6	17	(B)	\$51.77	\$68.83	\$143,164	LLD/MD Degree (1)
	29-1066	Psychiatrists	370	430	60 16.2	11	(B)	\$38.67	\$51.18	\$106,454	LLD/MD Degree (1)
	29-1067	Surgeons	180	210	30 16.7	5	160	\$65.86	\$80.59	\$167,630	LLD/MD Degree (1)
	29-1069	Physicians and Surgeons, All Other	2,030	2,360	330 16.3	60	1,800	\$45.06	\$71.60	\$148,921	LLD/MD Degree (1)
	29-1071	Physician Assistants	300	410	110 36.7	16	320	\$35.43	\$40.00	\$83,202	BA/BS Degree (5)
HSVC	29-1111	Registered Nurses	18,220	23,270	5,050 27.7	886	18,310	\$29.19	\$33.68	\$70,052	AA Degree (6)
HSVC	29-1122	Occupational Therapists	1,140	1,520	380 33.3	53	1,070	\$29.50	\$32.72	\$68,054	BA/BS Degree (5)
HSVC	29-1123	Physical Therapists	1,660	2,120	460 27.7	62	1,590	\$29.18	\$34.11	\$70,946	MA/MS Degree (3)
	29-1125	Recreational Therapists	100	110	10 10.0	3	100	\$16.68	\$20.08	\$41,753	BA/BS Degree (5)
HSVC	29-1126	Respiratory Therapists	810	1,020	210 25.9	48	810	\$23.22	\$26.90	\$55,955	AA Degree (6)
HSVC	29-1127	Speech-Language Pathologists	1,390	1,640	250 18.0	60	1,310	\$30.24	\$33.43	\$69,546	MA/MS Degree (3)
	29-1129	Therapists, All Other	140	160	20 14.3	5	(B)	\$23.44	\$39.35	\$81,839	BA/BS Degree (5)
HSVC	29-1131	Veterinarians	550	650	100 18.2	23	480	\$25.74	\$41.33	\$85,969	LLD/MD Degree (1)
	29-1199	Health Diagnosing & Treating Practitioners, All Other	460	540	80 17.4	18	(B)	\$23.44	\$39.35	\$81,839	MA/MS Degree (3)
BIOM	29-2011	Medical & Clinical Laboratory Technologists	1,240	1,520	280 22.6	61	1,250	\$27.39	\$31.21	\$64,907	BA/BS Degree (5)
HSVC	29-2012	Medical & Clinical Laboratory Technicians	1,070	1,320	250 23.4	54	1,090	\$13.23	\$17.12	\$35,592	AA Degree (6)
HSVC	29-2021	Dental Hygienists	1,940	2,460	520 26.8	69	1,990	\$27.25	\$35.37	\$73,585	AA Degree (6)
HSVC	29-2031	Cardiovascular Technologists & Technicians	200	240	40 20.0	8	190	\$17.09	\$23.65	\$49,203	AA Degree (6)
HSVC	29-2032	Diagnostic Medical Sonographers	220	280	60 27.3	10	220	\$25.17	\$29.92	\$62,246	AA Degree (6)
HSVC	29-2034	Radiological Technologists & Technicians	1,530	1,870	340 22.2	63	1,470	\$17.29	\$23.93	\$49,765	AA Degree (6)
HSVC	29-2041	Emergency Medical Technicians & Paramedics	1,100	1,310	210 19.1	34	1,130	\$9.69	\$12.49	\$25,987	Post-Secondary Voc Ed (7)
HSVC	29-2051	Dietetic Technicians	100	120	20 20.0	12	100	\$11.03	\$15.72	\$32,681	1-12 Months OJT (10)

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Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
HSVC	29-2052	Pharmacy Technicians	1,790	2,260	470 26.3	70	1,760	\$12.71	\$15.09	\$31,397	1-12 Months OJT (10)
	29-2053	Psychiatric Technicians	840	870	30 3.6	14	830	\$18.29	\$20.54	\$42,705	Post-Secondary Voc Ed (7)
HSVC	29-2055	Surgical Technologists	580	710	130 22.4	21	580	\$16.33	\$20.14	\$41,887	Post-Secondary Voc Ed (7)
BIOM	29-2056	Veterinary Technologists & Technicians	1,000	1,370	370 37.0	50	1,120	\$11.94	\$14.81	\$30,801	AA Degree (6)
HSVC	29-2061	Licensed Practical & Licensed Vocational Nurses*	4,080	4,700	620 15.2	151	4,210	\$19.04	\$21.52	\$44,745	Post-Secondary Voc Ed (7)
HSVC	29-2071	Medical Records & Health Information Technician	970	1,210	240 24.7	38	980	\$11.54	\$15.82	\$32,898	AA Degree (6)
	29-2081	Opticians, Dispensing	660	710	50 7.6	17	640	\$14.52	\$16.48	\$34,292	12-Months OJT (9)
HSVC	29-2099	Health Technologists & Technicians, All Other	1,080	1,290	210 19.4	41	960	\$13.64	\$17.46	\$36,321	Post-Secondary Voc Ed (7)
	29-9011	Occupational Health & Safety Specialists	170	200	30 17.6	7	160	\$26.40	\$32.81	\$68,253	BA/BS Degree (5)
HSVC	29-9099	Healthcare Practitioners & Technical Workers, All Other	480	580	100 20.8	19	450	\$11.66	\$21.26	\$44,221	Post-Secondary Voc Ed (7)
	31-0000	Healthcare Support Occupations	31,040	39,970	8,930 28.8	1,446	29,590	\$9.72	\$12.79	\$26,588	
HSVC	31-1011	Home Health Aides	3,710	5,780	2,070 55.8	256	3,690	\$8.60	\$10.81	\$22,486	30-Days OJT (11)
HSVC	31-1012	Nursing Aides, Orderlies, & Attendants	7,980	9,560	1,580 19.8	263	7,910	\$9.65	\$10.96	\$22,798	30-Days OJT (11)
HSVC	31-2011	Occupational Therapist Assistants	210	280	70 33.3	10	210	\$20.63	\$23.13	\$48,105	AA Degree (6)
HSVC	31-2021	Physical Therapist Assistants	370	500	130 35.1	19	380	\$22.21	\$24.23	\$50,407	AA Degree (6)
HSVC	31-2022	Physical Therapist Aides	420	530	110 26.2	18	420	\$9.10	\$11.28	\$23,463	30-Days OJT (11)
HSVC	31-9011	Massage Therapists	2,130	2,660	530 24.9	94	740	\$8.14	\$11.46	\$23,857	Post-Secondary Voc Ed (7)
HSVC	31-9091	Dental Assistants	4,660	5,870	1,210 26.0	251	4,780	\$9.42	\$14.30	\$29,745	1-12 Months OJT (10)
HSVC	31-9092	Medical Assistants	5,460	7,400	1,940 35.5	295	5,590	\$11.52	\$13.85	\$28,821	1-12 Months OJT (10)
HSVC	31-9093	Medical Equipment Preparers	260	320	60 23.1	11	260	\$11.73	\$14.68	\$30,530	30-Days OJT (11)
HSVC	31-9094	Medical Transcriptionists	530	670	140 26.4	24	480	\$16.75	\$19.29	\$40,116	Post-Secondary Voc Ed (7)
HSVC	31-9095	Pharmacy Aides	710	840	130 18.3	26	670	\$8.28	\$10.88	\$22,640	30-Days OJT (11)
BIOM	31-9096	Veterinary Assistants & Lab Animal Caretakers	760	920	160 21.1	30	820	\$8.01	\$10.25	\$21,328	30-Days OJT (11)
HSVC	31-9099	Healthcare Support Workers, All Other	3,650	4,390	740 20.3	142	(B)	\$10.81	\$13.72	\$28,533	30-days OJT (11)
	33-0000	Protective Service Occupations	25,500	30,330	4,830 18.9	1,252	25,420	\$9.66	\$18.99	\$39,511	
	33-1012	First-Line Supervisors/Managers of Police & Detectives	380	430	50 13.2	18	390	\$46.98	\$51.21	\$106,514	Work Experience (8)
	33-1021	First-Line Supervisors/Managers of Fire Fighting & Prevention Workers	320	390	70 21.9	20	(B)	\$27.91	\$37.74	\$78,492	Work Experience (8)

OCWIB Demand Occupations Matrix 2007 DRAFT

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2006 - 1st Quarter Wages											
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
	33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	510	550	40 7.8	17	500	\$16.88	\$21.89	\$45,525	Work Experience (8)
	33-2011	Fire Fighters	1,790	2,250	460 25.7	98	1,820	\$19.47	\$25.16	\$52,334	12-Months OJT (9)
	33-3012	Correctional Officers & Jailers	150	170	20 13.3	5	N/A	N/A	N/A	N/A	1-12 Months OJT (10)
	33-3021	Detectives & Criminal Investigators	580	690	110 19.0	27	(B)	\$35.21	\$38.28	\$79,617	Work Experience (8)
TOUR	33-3041	Parking Enforcement Workers	100	110	10 10.0	3	100	\$15.34	\$18.07	\$37,577	30-Days OJT (11)
	33-3051	Police & Sheriff's Patrol Officers	4,890	5,610	720 14.7	199	5,010	\$29.23	\$33.97	\$70,658	12-Months OJT (9)
	33-9011	Animal Control Workers	140	160	20 14.3	12	(B)	\$15.98	\$19.41	\$40,367	1-12 Months OJT (10)
	33-9021	Private Detectives & Investigators	460	560	100 21.7	20	(B)	\$16.52	\$22.33	\$46,453	Work Experience (8)
TOUR	33-9032	Security Guards	12,310	14,510	2,200 17.9	488	12,270	\$8.59	\$10.68	\$22,211	30-Days OJT (11)
	33-9091	Crossing Guards	490	640	150 30.6	31	500	\$8.20	\$9.24	\$19,205	30-Days OJT (11)
	33-9092	Lifeguards, Ski Patrol, & Other Recreational Protective Service Workers	1,200	1,410	210 17.5	104	1,090	\$9.51	\$12.67	\$26,358	30-Days OJT (11)
	33-9099	Protective Service Workers, All Other	2,040	2,710	670 32.8	209	2,070	\$10.65	\$15.15	\$31,508	30-Days OJT (11)
	35-0000	Food Preparation & Serving Related Occupations	119,650	148,940	29,290 24.5	7,796	121,230	\$7.66	\$9.19	\$19,096	
TOUR	35-1011	Chefs & Head Cooks	1,550	1,950	400 25.8	86	1,520	\$13.58	\$17.94	\$37,335	Post-Secondary Voc Ed (7)
	35-1012	First-Line Supervisors/Managers of Food Preparation & Serving Workers	7,790	9,680	1,890 24.3	374	7,640	\$10.41	\$13.76	\$28,624	Work Experience (8)
	35-2011	Cooks, Fast Food	8,970	11,180	2,210 24.6	499	9,120	\$7.59	\$8.43	\$17,537	30-Days OJT (11)
	35-2012	Cooks, Institution & Cafeteria	1,800	2,000	200 11.1	76	1,760	\$9.62	\$12.39	\$25,771	1-12 Months OJT (10)
	35-2014	Cooks, Restaurant	8,730	11,000	2,270 26.0	497	8,870	\$9.28	\$10.60	\$22,042	12-Months OJT (9)
	35-2015	Cooks, Short Order	1,680	2,000	320 19.0	84	1,710	\$8.38	\$9.68	\$20,138	30-Days OJT (11)
	35-2021	Food Preparation Workers	9,280	11,880	2,600 28.0	588	9,250	\$7.68	\$8.95	\$18,617	30-Days OJT (11)
	35-3011	Bartenders	4,480	5,390	910 20.3	268	4,470	\$7.55	\$8.53	\$17,752	30-Days OJT (11)
TOUR	35-3021	Combined Food Preparation & Serving Workers, Including Fast Food	20,270	25,300	5,030 24.8	1,381	20,770	\$7.61	\$8.67	\$18,035	30-Days OJT (11)
	35-3022	Counter Attendants, Cafe, Food Concession, & Coffee Shop	9,660	12,100	2,440 25.3	875	9,780	\$7.68	\$8.64	\$17,958	30-Days OJT (11)
TOUR	35-3031	Waiters & Waitresses	25,280	31,770	6,490 25.7	1,949	25,860	\$7.50	\$8.39	\$17,458	30-Days OJT (11)
TOUR	35-3041	Food Servers, Nonrestaurant	2,370	2,620	250 10.5	105	2,360	\$7.58	\$8.83	\$18,358	30-Days OJT (11)
	35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	6,720	8,300	1,580 23.5	383	6,830	\$7.47	\$8.16	\$16,965	30-Days OJT (11)
	35-9021	Dishwashers	5,130	6,330	1,200 23.4	293	5,240	\$7.49	\$8.01	\$16,647	30-Days OJT (11)
	35-9031	Hosts & Hostess, Restaurant, Lounge, & Coffee Shop	5,120	6,470	1,350 26.4	298	5,210	\$7.56	\$8.27	\$17,204	30-Days OJT (11)
	35-9099	Food Preparation & Serving Related Workers, All Other	790	970	180 22.8	43	810	\$7.48	\$8.28	\$17,217	30-Days OJT (11)

OCWIB Demand Occupations Matrix 2007 DRAFT

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												2006 - 1st Quarter Wages
Cluster	SOC Code	Occupational Title	Annual Average Employment	Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]		
	37-0000	Building & Grounds Cleaning & Maintenance Occupations	60,870	74,520	13,650	22.4	2,581	52,740	\$7.99	\$10.99	\$22,842	
	37-1011	First-Line Supervisors/Managers of Housekeeping & Janitorial Workers	1,530	1,890	360	23.5	72	1,380	\$12.21	\$17.58	\$36,562	Work Experience (8)
	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, & Groundskeeping Workers	2,710	3,170	460	17.0	71	1,570	\$13.62	\$19.66	\$40,906	Work Experience (8)
	37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	22,820	28,150	5,330	23.4	966	21,940	\$7.95	\$10.78	\$22,439	30-Days OJT (11)
	37-2012	Maids & Housekeeping Cleaners	9,120	10,940	1,820	20.0	374	8,600	\$7.68	\$8.66	\$18,007	30-Days OJT (11)
	37-2021	Pest Control Workers	1,030	1,230	200	19.4	36	910	\$11.35	\$15.02	\$31,256	1-12 Months OJT (10)
	37-3011	Landscaping & Groundskeeping Workers	22,910	28,230	5,320	23.2	1,030	17,760	\$7.99	\$10.68	\$22,207	30-Days OJT (11)
	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	270	320	50	18.5	11	(B)	\$15.39	\$17.42	\$36,225	1-12 Months OJT (10)
	37-3013	Tree Trimmers & Pruners	320	380	60	18.8	13	(B)	\$19.00	\$19.63	\$40,846	30-Days OJT (11)
	37-3019	Grounds Maintenance Workers, All Other	130	160	30	23.1	6	N/A	N/A	N/A	N/A	30-Days OJT (11)
	39-0000	Personal Care & Service Occupations	38,590	47,830	9,240	23.9	1,937	(B)	\$8.08	\$10.85	\$22,574	
	39-1021	First-Line Supervisors/Managers of Personal Service Workers	2,210	2,580	370	16.7	93	1,280	\$14.03	\$17.77	\$36,960	Work Experience (8)
TOUR	39-2011	Animal Trainers	250	350	100	40.0	15	100	\$9.36	\$13.78	\$28,663	1-12 Months OJT (10)
	39-2021	Nonfarm Animal Caretakers	1,240	1,500	260	21.0	57	840	\$7.63	\$9.04	\$18,795	30-Days OJT (11)
	39-3019	Gaming Service Workers, All Other	170	250	80	47.1	13	N/A	N/A	N/A	N/A	1-12 Months OJT (10)
	39-3021	Motion Picture Projectionists	110	100	-10	-9.1	6	90	\$8.66	\$10.60	\$22,053	30-Days OJT (11)
	39-3031	Ushers, Lobby Attendants, & Ticket Takers	2,510	3,020	510	20.3	194	2,470	\$7.69	\$9.29	\$19,313	30-Days OJT (11)
TOUR	39-3091	Amusement & Recreation Attendants	5,570	7,410	1,840	33.0	345	(B)	\$7.91	\$9.06	\$18,848	30-Days OJT (11)
	39-3093	Locker Room, Coatroom, & Dressing Room Attendants	380	480	100	26.3	21	380	\$8.31	\$9.84	\$20,470	30-Days OJT (11)
TOUR	39-3099	Entertainment Attendants & Related Workers, All Other	670	930	260	38.8	46	N/A	N/A	N/A	N/A	30-Days OJT (11)
BPSV	39-4021	Funeral Attendants	110	130	20	18.2	4	(B)	\$9.88	\$11.18	\$23,251	30-Days OJT (11)
	39-5012	Hairdressers, Hairstylists, & Cosmetologists	4,690	5,640	950	20.3	185	2,630	\$7.88	\$10.00	\$20,801	Post-Secondary Voc Ed (7)
	39-5092	Manicurists & Pedicurists	3,090	3,870	780	25.2	138	2,020	\$7.50	\$7.99	\$16,612	Post-Secondary Voc Ed (7)
	39-5094	Skin Care Specialists	340	410	70	20.6	14	220	\$9.25	\$12.47	\$25,934	Post-Secondary Voc Ed (7)
TOUR	39-6011	Baggage Porters & Bellhops	540	650	110	20.4	25	550	\$7.54	\$8.34	\$17,351	30-Days OJT (11)
	39-6012	Concierges	260	310	50	19.2	12	290	\$9.70	\$11.51	\$23,935	1-12 Months OJT (10)
TOUR	39-6021	Tour Guides & Escorts	280	360	80	28.6	15	210	\$10.44	\$14.09	\$29,301	1-12 Months OJT (10)
	39-9011	Child Care Workers	6,740	8,140	1,400	20.8	323	4,090	\$9.12	\$11.14	\$23,169	30-Days OJT (11)

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2006 - 1st Quarter Wages												
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
	39-9021	Personal & Home Care Aides	1,550	2,070	520	33.5	77	1,460	\$8.14	\$10.23	\$21,292	30-Days OJT (11)
	39-9031	Fitness Trainers & Aerobics Instructors	2,830	3,690	860	30.4	151	2,470	\$8.60	\$15.64	\$32,511	Post-Secondary Voc Ed (7)
	39-9032	Recreation Workers	4,100	4,700	600	14.6	154	3,520	\$8.80	\$11.05	\$22,985	BA/BS Degree (5)
	39-9041	Residential Advisors	100	120	20	20.0	4	90	\$8.17	\$11.70	\$24,324	1-12 Months OJT (10)
	39-9099	Personal Care & Service Workers, All Other	240	290	50	20.8	10	180	\$9.17	\$12.03	\$25,031	30-Days OJT (11)
	41-0000	Sales & Related Occupations	187,440	219,640	32,200	17.2	8,937	171,610	\$8.90	\$18.99	\$39,496	
	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	17,450	19,330	1,880	10.8	501	11,750	\$13.75	\$19.11	\$39,758	Work Experience (8)
	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	5,830	6,250	420	7.2	152	3,710	\$23.71	\$35.62	\$74,081	Work Experience (8)
TOUR	41-2011	Cashiers	32,490	36,410	3,920	12.1	1,973	32,950	\$7.85	\$9.90	\$20,606	30-Days OJT (11)
	41-2021	Counter & Rental Clerks	7,640	9,670	2,030	26.6	496	7,790	\$8.50	\$12.75	\$26,529	30-Days OJT (11)
	41-2022	Parts Salespersons	1,950	1,990	40	2.1	60	1,980	\$11.02	\$17.15	\$35,676	1-12 Months OJT (10)
	41-2031	Retail Salespersons	49,070	61,580	12,510	25.5	3,035	49,180	\$8.26	\$12.41	\$25,823	30-Days OJT (11)
	41-3011	Advertising Sales Agents	2,300	2,590	290	12.6	74	2,160	\$16.89	\$29.73	\$61,831	1-12 Months OJT (10)
	41-3021	Insurance Sales Agents	4,930	5,270	340	6.9	152	3,720	\$15.46	\$27.66	\$57,539	BA/BS Degree (5)
	41-3031	Securities, Commodities, & Financial Services Sales Agents	4,550	5,450	900	19.8	142	4,320	\$22.36	\$36.46	\$75,824	BA/BS Degree (5)
TOUR	41-3041	Travel Agents	1,280	1,460	180	14.1	47	1,240	\$13.83	\$15.83	\$32,932	Post-Secondary Voc Ed (7)
	41-3099	Sales Representatives, Services, All Other	12,840	15,700	2,860	22.3	530	12,730	\$18.21	\$29.05	\$60,426	1-12 Months OJT (10)
BPSV, SOFT, BIOM	41-4011	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	5,800	6,930	1,130	19.5	265	(B)	\$22.43	\$36.19	\$75,272	1-12 Months OJT (10)
	41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	17,350	21,040	3,690	21.3	825	17,760	\$18.34	\$30.85	\$64,156	1-12 Months OJT (10)
	41-9021	Real Estate Brokers	1,250	1,350	100	8.0	35	N/A/N/A	N/A	N/A		Work Experience (8)
	41-9022	Real Estate Sales Agents	5,630	6,700	1,070	19.0	219	2,190	\$16.77	\$33.83	\$70,349	Post-Secondary Voc Ed (7)
HARD	41-9031	Sales Engineers	1,580	1,870	290	18.4	76	1,660	\$27.30	\$45.37	\$94,373	BA/BS Degree (5)
BPSV	41-9041	Telemarketers	6,340	6,120	-220	-3.5	104	6,950	\$9.35	\$13.67	\$28,447	30-Days OJT (11)
	41-9091	Door-to-Door Sales Workers, News & Street Vendors, & Related Workers	3,650	3,300	-350	-9.6	86	260	\$7.67	\$10.52	\$21,879	30-Days OJT (11)
	41-9099	Sales & Related Workers, All Other	2,970	3,690	720	24.2	129	2,780	\$12.32	\$19.28	\$40,110	1-12 Months OJT (10)
	43-0000	Office & Administrative Support Occupations	290,520	318,250	27,730	9.5	9,394	295,150	\$11.26	\$16.04	\$33,357	
	43-1011	First-Line Supervisors/Managers of Office & Administrative Support	17,890	19,920	2,030	11.3	587	18,250	\$19.36	\$24.79	\$51,566	Work Experience (8)

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Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
			2,270	2,110	-160	-7.0	58	2,320	\$9.62	\$11.75	\$24,441	30-Days OJT (11)
BPSV	43-3011	Switchboard Operators, Including Answering Service	6,250	7,700	1,450	23.2	263	6,410	\$13.90	\$16.89	\$35,130	30-Days OJT (11)
	43-3021	Bill & Account Collectors	6,410	6,550	140	2.2	123	6,490	\$12.02	\$16.14	\$33,577	1-12 Months OJT (10)
BPSV	43-3031	Billing & Posting Clerks & Machine Operators	23,050	25,140	2,090	9.1	641	21,810	\$14.35	\$17.43	\$36,248	1-12 Months OJT (10)
	43-3051	Bookkeeping, Accounting, & Auditing Clerks	2,100	2,540	440	21.0	100	2,160	\$15.17	\$18.61	\$38,714	1-12 Months OJT (10)
	43-3061	Payroll & Timekeeping Clerks	550	570	20	3.6	16	560	\$15.37	\$18.50	\$38,468	30-Days OJT (11)
	43-3071	Procurement Clerks	7,640	9,260	1,620	21.2	538	8,220	\$9.98	\$11.67	\$24,264	30-Days OJT (11)
	43-4011	Tellers	560	640	80	14.3	15	610	\$15.45	\$20.97	\$43,623	1-12 Months OJT (10)
	43-4021	Brokerage Clerks	100	100	0	0.0	3	110	\$13.60	\$15.80	\$32,864	30-Days OJT (11)
	43-4031	Correspondence Clerks	110	130	20	18.2	4	110	\$18.52	\$21.36	\$44,428	30-Days OJT (11)
	43-4041	Court, Municipal, & License Clerks	1,210	760	-450	-37.2	23	1,260	\$13.63	\$17.64	\$36,691	30-Days OJT (11)
	43-4051	Credit Authorizers, Checkers, & Clerks	26,320	33,440	7,120	27.1	1,103	27,290	\$12.17	\$15.97	\$33,217	1-12 Months OJT (10)
	43-4061	Customer Service Representatives	1,530	1,380	-150	-9.8	41	N/A	N/A	N/A	N/A	1-12 Months OJT (10)
	43-4071	Eligibility Interviewers, Government Programs	3,400	2,130	-1270	-37.4	101	3,450	\$8.68	\$11.16	\$23,217	30-Days OJT (11)
TOUR	43-4081	File Clerks	2,960	3,510	550	18.6	188	3,020	\$8.97	\$10.29	\$21,406	30-Days OJT (11)
	43-4111	Hotel, Motel, & Resort Desk Clerks	1,940	2,350	410	21.1	91	2,030	\$12.34	\$16.30	\$33,911	30-Days OJT (11)
	43-4121	Interviewers, Except Eligibility & Loan	840	950	110	13.1	45	840	\$12.32	\$15.19	\$31,594	30-Days OJT (11)
	43-4131	Library Assistants, Clerical	6,000	6,550	550	18.6	188	(B)	\$15.21	\$19.20	\$39,939	30-Days OJT (11)
	43-4141	Loan Interviewers & Clerks	1,090	1,210	120	11.0	39	1,070	\$14.37	\$16.50	\$34,309	Work Experience (8)
	43-4151	New Accounts Clerks	5,390	4,360	-1030	-19.1	121	5,660	\$11.54	\$15.91	\$33,087	30-Days OJT (11)
	43-4161	Order Clerks	1,710	2,100	390	22.8	76	1,780	\$14.81	\$18.34	\$38,144	30-Days OJT (11)
	43-4171	Human Resources Assistant, Except Payroll & Timekeeping	16,080	19,210	3,130	19.5	708	16,360	\$9.64	\$12.47	\$25,937	30-Days OJT (11)
	43-4181	Receptionists & Information Clerks	850	1,040	190	22.4	41	860	\$10.04	\$14.11	\$29,360	30-Days OJT (11)
	43-4199	Reservation & Transportation Ticket Agents & Travel Clerks	2,370	2,310	-60	-2.5	37	2,280	\$13.43	\$17.17	\$35,706	30-Days OJT (11)
	43-5011	Information & Record Clerks, All Other	270	270	0	0.0	6	280	\$16.03	\$19.62	\$40,793	1-12 Months OJT (10)
	43-5021	Cargo & Freight Agents	2,760	2,560	-200	-7.2	63	2,170	\$7.75	\$9.61	\$19,978	30-Days OJT (11)
	43-5031	Couriers & Messengers	390	440	50	12.8	13	390	\$21.96	\$25.04	\$52,084	1-12 Months OJT (10)
	43-5032	Police, Fire, & Ambulance Dispatchers	1,840	2,040	200	10.9	60	1,880	\$12.88	\$18.40	\$38,270	1-12 Months OJT (10)
	43-5041	Dispatchers, Except Police, Fire, & Ambulance	310	190	-120	-38.7	10	380	\$15.13	\$17.58	\$36,564	30-days OJT (11)
	43-5051	Meter Readers, Utilities	610	610	0	0.0	16	600	\$18.92	\$21.84	\$45,416	30-Days OJT (11)
	43-5051	Postal Service Clerks										

OCWIB Demand Occupations Matrix 2007 DRAFT

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Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
	43-5052	Postal Service Mail Carriers	3,270	3,280	10	0.3	104	3,260	\$20.86	\$22.99	\$47,819	30-Days OJT (11)
	43-5053	Postal Service Mail Sorters, Processors, & Process Machine Operators	1,930	1,930	0	0.0	51	1,920	\$18.33	\$20.95	\$43,563	30-Days OJT (11)
	43-5061	Production, Planning, & Expediting Clerks	4,130	4,760	630	15.3	163	4,210	\$15.65	\$20.57	\$42,789	30-Days OJT (11)
	43-5071	Shipping, Receiving, & Traffic Clerks	13,110	14,340	1,230	9.4	392	13,580	\$10.05	\$13.22	\$27,488	30-Days OJT (11)
	43-5081	Stock Clerks & Order Fillers	19,100	19,010	-90	-0.5	707	19,870	\$8.59	\$11.69	\$24,315	30-days OJT (11)
	43-5111	Weighers, Measurers, Checkers, & Samplers, Recordkeeping	980	980	0	0.0	25	1,010	\$9.79	\$14.65	\$30,482	30-days OJT (11)
	43-6011	Executive Secretaries & Administrative Assistants	22,400	25,560	3,160	14.1	745	22,680	\$16.28	\$20.73	\$43,110	1-12 Months OJT (10)
BPSV	43-6012	Legal Secretaries	3,540	4,310	770	21.8	145	3,540	\$16.55	\$21.72	\$45,159	Post-Secondary Voc Ed (7)
HSVS	43-6013	Medical Secretaries	5,060	5,470	410	8.1	138	(B)	\$9.41	\$14.07	\$29,279	Post-Secondary Voc Ed (7)
	43-6014	Secretaries, Except Legal, Medical, & Executive	11,510	11,550	40	0.3	225	11,410	\$12.67	\$16.25	\$33,802	1-12 Months OJT (10)
	43-9011	Computer Operators	1,230	850	-380	-30.9	26	1,270	\$12.17	\$16.57	\$34,467	1-12 Months OJT (10)
SOFT	43-9021	Data Entry Keyers	4,310	4,250	-60	-1.4	102	4,420	\$9.95	\$12.47	\$25,947	1-12 Months OJT (10)
	43-9022	Word Processors & Typists	1,400	1,200	-200	-14.3	31	(B)	\$14.84	\$18.42	\$38,318	1-12 Months OJT (10)
	43-9031	Desktop Publishers	440	520	80	18.2	18	430	\$15.49	\$19.85	\$41,290	Post-Secondary Voc Ed (7)
	43-9041	Insurance Claims & Policy Processing Clerks	4,050	4,430	380	9.4	103	4,130	\$14.68	\$17.71	\$36,849	1-12 Months OJT (10)
	43-9051	Mail Clerks & Mail Machine Operators, Except Postal Service	2,220	1,380	-840	-37.8	66	2,250	\$9.02	\$11.93	\$24,830	30-days OJT (11)
	43-9061	Office Clerks, General	37,530	41,400	3,870	10.3	1,218	38,110	\$9.75	\$13.39	\$27,860	30-days OJT (11)
	43-9071	Office Machine Operators, Except Computer	940	810	-130	-13.8	24	950	\$9.52	\$12.47	\$25,941	30-Days OJT (11)
	43-9199	Office & Administrative Support Workers, All Other	7,530	9,100	1,570	20.8	335	7,560	\$9.60	\$12.38	\$25,758	1-12 Months OJT (10)
	45-0000	Farming, Fishing, & Forestry Occupations	6,830	7,080	250	3.7	215	2,920	\$7.91	\$9.37	\$19,486	
	45-1011	First-Line Supervisors/Managers of Farming, Fishing, & Forestry Workers	420	460	40	9.5	14	90	\$14.26	\$18.16	\$37,788	Work Experience (8)
	45-2092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	4,610	4,660	50	1.1	136	1,690	\$7.79	\$8.64	\$17,977	30-days OJT (11)
	45-2093	Farmworkers, Farm & Ranch Animals	830	920	90	10.8	33	580	\$9.26	\$10.79	\$22,445	30-days OJT (11)
	45-2099	Agricultural Workers, All Other	190	210	20	10.5	7	(B)	\$8.14	\$9.71	\$20,192	30-days OJT (11)
CONS	47-0000	Construction & Extraction Occupations	98,530	119,050	20,520	20.8	3,906	82,330	\$13.59	\$20.44	\$42,507	
CONS ENEV	47-1011	First-Line Supervisors/Managers of Construction Trades & Extraction Workers	8,800	10,600	1,800	20.5	330	7,100	\$23.57	\$29.50	\$61,359	Work Experience (8)
CONS	47-2021	Brickmasons & Blockmasons	2,490	3,040	550	22.1	92	1,820	\$10.21	\$15.11	\$31,428	12-Months OJT (9)
	47-2022	Stonemasons	850	1,050	200	23.5	33	(B)	\$10.76	\$14.75	\$30,680	12-Months OJT (9)

OCWIB Demand Occupations Matrix 2007 DRAFT

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2006 - 1st Quarter Wages												
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]	
CONS	47-2031	Carpenters	19,560	23,970	4,410	22.5	759	14,160	\$17.14	\$22.57	\$46,949	12-Months OJT (9)
CONS	47-2041	Carpet Installers	2,100	2,500	400	19.0	73	(B)	\$13.72	\$19.38	\$40,319	1-12 Months OJT (10)
CONS	47-2042	Floor Layers, Except Carpet, Wood, & Hard Tiles	840	1,000	160	19.0	29	(B)	\$13.88	\$18.63	\$38,739	1-12 Months OJT (10)
CONS	47-2044	Tile & Marble Setters	1,780	2,380	600	33.7	88	(B)	\$13.96	\$20.55	\$42,738	12-Months OJT (9)
CONS	47-2051	Cement Masons & Concrete Finishers	2,720	3,430	710	26.1	126	2,800	\$15.31	\$21.26	\$44,223	12-Months OJT (9)
CONS	47-2061	Construction Laborers	11,990	13,110	1,120	9.3	272	11,100	\$10.25	\$14.93	\$31,067	1-12 Months OJT (10)
	47-2071	Paving, Surfacing, & Tamping Equipment Operators	630	790	160	25.4	25	660	\$17.86	\$23.16	\$48,181	1-12 Months OJT (10)
CONS	47-2073	Operating Engineers & Other Construction Equipment Operators	2,420	2,920	500	20.7	112	2,500	\$22.72	\$27.69	\$57,602	1-12 Months OJT (10)
CONS	47-2081	Drywall & Ceiling Tile Installers	5,870	6,990	1,120	19.1	239	4,880	\$14.80	\$21.34	\$44,394	1-12 Months OJT (10)
	47-2082	Tapers	1,080	1,280	200	18.5	44	(B)	\$17.79	\$22.72	\$47,260	1-12 Months OJT (10)
CONS	47-2111	Electricians	6,700	8,320	1,620	24.2	295	6,370	\$15.17	\$21.70	\$45,127	12-Months OJT (9)
CONS	47-2121	Glaziers	700	880	180	25.7	33	650	\$12.15	\$17.65	\$36,722	12-Months OJT (9)
	47-2131	Insulation Workers, Floor, Ceiling, & Wall	130	150	20	15.4	6	N/A	N/A	N/A	N/A	1-12 Months OJT (10)
	46-2132	Insulation Workers, Mechanical	130	140	10	7.7	5	N/A	N/A	N/A	N/A	1-12 Months OJT (10)
CONS	47-2141	Painters, Construction & Maintenance	7,090	8,590	1,500	21.2	258	4,070	\$12.25	\$16.62	\$34,578	1-12 Months OJT (10)
CONS	47-2151	Pipelayers	390	450	60	15.4	15	380	\$17.77	\$21.69	\$45,113	1-12 Months OJT (10)
CONS	47-2152	Plumbers, Pipefitters, & Steamfitters	5,790	7,320	1,530	26.4	286	5,340	\$15.29	\$21.09	\$43,872	12-Months OJT (9)
	47-2161	Plasterers & Stucco Masons	3,260	3,850	590	18.1	119	3,270	\$14.24	\$17.62	\$36,659	12-Months OJT (9)
CONS	47-2181	Roofers	3,270	4,030	760	23.2	152	2,580	\$12.60	\$17.53	\$36,449	1-12 Months OJT (10)
CONS DEFA	47-2211	Sheet Metal Workers	1,690	2,110	420	24.9	82	1,660	\$14.89	\$20.29	\$42,183	1-12 Months OJT (10)
CONS	47-2221	Structural Iron & Steel Workers	770	960	190	24.7	34	790	\$14.46	\$20.66	\$42,791	12-Months OJT (9)
CONS	47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, & Tile & Marble Setters	860	1,070	210	24.4	57	900	\$10.04	\$13.22	\$27,500	30-Days OJT (11)
CONS	47-3012	Helpers--Carpenters	760	940	180	23.7	50	830	\$8.74	\$12.30	\$25,594	30-Days OJT (11)
CONS	47-3013	Helpers--Electricians	450	510	60	13.3	25	470	\$10.48	\$13.06	\$27,184	30-Days OJT (11)
CONS	47-3014	Helpers--Painters, Paperhangers, Plasterers, & Stuccomasons	340	410	70	20.6	21	350	\$8.70	\$11.63	\$24,185	30-Days OJT (11)
CONS	47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, & Steamfitters	930	1,200	270	29.0	66	970	\$10.03	\$11.95	\$24,859	30-Days OJT (11)
CONS	47-3019	Helpers, Construction Trades, All Other	120	120	0	0.0	5	130	\$10.21	\$13.61	\$28,309	30-days OJT (11)
CONS	47-4011	Construction & Building Inspectors	980	1,270	290	29.6	51	920	\$24.24	\$28.65	\$59,604	Work Experience (8)
CONS	47-4021	Elevator Installers and Repairers	210	260	50	23.8	10	220	\$21.92	\$31.96	\$66,483	12-Months OJT (9)

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											2006 - 1st Quarter Wages		
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]	
	47-4031	Fence Erectors	610	740	130	21.3	22	(B)	\$11.38	\$12.24	\$25,461	1-12 Months OJT (10)	
CONS ENEV	47-4041	Hazardous Materials Removal Workers	1,000	1,290	290	29.0	55	1,040	\$12.37	\$17.15	\$35,678	1-12 Months OJT (10)	
	47-4051	Highway Maintenance Workers	140	170	30	21.4	5	140	\$16.32	\$19.96	\$41,520	1-12 Months OJT (10)	
CONS	47-4099	Construction & Related Workers, All Other	530	590	60	11.3	15	480	\$14.83	\$19.72	\$41,010	1-12 Months OJT (10)	
	49-0000	Installation, Maintenance & Repair Occupations	52,360	61,790	9,430	18.0	2,115	48,840	\$13.09	\$19.72	\$41,012		
CONS ENEV	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, & Repairers	4,070	4,920	850	20.9	187	4,170	\$21.14	\$29.20	\$60,730	Work Experience (8)	
	49-2011	Computer, Automated Teller, & Office Machine Repairers	3,230	3,280	50	1.5	44	2,850	\$15.39	\$19.07	\$39,684	Post-Secondary Voc Ed (7)	
	49-2022	Telecommunication Equipment Installers & Repairers, Except Line Installers	4,020	4,300	280	7.0	111	3,690	\$21.08	\$24.03	\$49,989	12-Months OJT (9)	
	49-2092	Electric Motor, Power Tool, & Related Repairers	450	510	60	13.3	17	(B)	\$12.15	\$18.82	\$39,148	Post-Secondary Voc Ed (7)	
	49-2094	Electrical & Electronics Repairers, Commercial & Industrial Equipment	460	540	80	17.4	18	500	\$19.58	\$25.77	\$53,607	Post-Secondary Voc Ed (7)	
	49-2096	Electronic Equipment Installers & Repairers, Motor Vehicles	310	360	50	16.1	12	260	\$8.62	\$12.85	\$26,720	Post-Secondary Voc Ed (7)	
	49-2097	Electronic Home Entertainment Equipment Installers & Repairers	720	800	80	11.1	22	500	\$12.76	\$16.44	\$34,197	Post-Secondary Voc Ed (7)	
	49-2098	Security & Fire Alarm Systems Installers	660	840	180	27.3	31	660	\$13.79	\$18.94	\$39,409	Post-Secondary Voc Ed (7)	
DEFA	49-3011	Aircraft Mechanics & Service Technicians	450	570	120	26.7	23	460	\$16.45	\$22.39	\$46,578	Post-Secondary Voc Ed (7)	
	49-3021	Automotive Body & Related Repairers	990	1,170	180	18.2	38	820	\$16.25	\$23.85	\$49,589	12-Months OJT (9)	
	49-3022	Automotive Glass Installers & Repairers	640	770	130	20.3	25	N/A	N/A	N/A	N/A	12-Months OJT (9)	
	49-3023	Automotive Service Technicians & Mechanics	8,050	9,940	1,890	23.5	403	6,840	\$12.46	\$19.32	\$40,173	Post-Secondary Voc Ed (7)	
	49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	1,880	2,270	390	20.7	87	1,780	\$18.92	\$22.72	\$47,260	Post-Secondary Voc Ed (7)	
	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	510	590	80	15.7	19	480	\$19.10	\$23.68	\$49,251	Post-Secondary Voc Ed (7)	
	49-3052	Motorcycle Mechanics	290	360	70	24.1	14	(B)	\$15.21	\$20.70	\$43,062	12-Months OJT (9)	
	49-3053	Outdoor Power Equipment & Other Small Engine Mechanics	160	200	40	25.0	8	(B)	\$8.19	\$11.87	\$24,690	1-12 Months OJT (10)	
	49-3091	Bicycle Repairers	120	130	10	8.3	6	110	\$9.37	\$10.16	\$21,139	1-12 Months OJT (10)	
	49-3093	Tire Repairers & Changers	650	750	100	15.4	37	(B)	\$8.33	\$10.49	\$21,811	30-Days OJT (11)	
	49-9012	Control & Valve Installers & Repairers, Except Mechanical Doors	170	200	30	17.6	7	210	\$16.37	\$23.82	\$49,534	1-12 Months OJT (10)	

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	49-9021	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	1,650	2,000	350	21.2	57	1,480	\$16.80	\$24.10	\$50,120	12-Months OJT (9)
	49-9031	Home Appliance Repairers	420	460	40	9.5	14	350	\$10.65	\$16.06	\$33,415	12-Months OJT (9)
DEFA	49-9041	Industrial Machinery Mechanics	1,000	1,130	130	13.0	33	1,010	\$16.59	\$20.98	\$43,635	12-Months OJT (9)
	49-9042	Maintenance & Repair Workers, General	13,360	16,070	2,710	20.3	528	13,470	\$11.86	\$16.18	\$33,637	12-Months OJT (9)
	49-9043	Maintenance Workers, Machinery	310	350	40	12.9	11	300	\$12.27	\$17.47	\$36,337	12-Months OJT (9)
	49-9051	Electrical Power-Line Installers & Repairers	310	380	70	22.6	17	380	\$22.44	\$25.15	\$52,300	12-Months OJT (9)
COMM	49-9052	Telecommunications Line Installers & Repairers	1,590	1,950	360	22.6	79	1,570	\$16.62	\$22.45	\$46,707	12-Months OJT (9)
BIOM	49-9062	Medical Equipment Repairers	420	510	90	21.4	21	N/A	N/A	N/A	N/A	1-12 Months OJT (10)
BPSV	49-9069	Precision Instrument and Equipment Repairers, All Other	130	150	20	15.4	6	110	\$13.37	\$21.62	\$44,972	12-Months OJT (9)
TOUR	49-9091	Coin, Vending, & Amusement Machine Servicers & Repairers	260	280	20	7.7	8	240	\$9.35	\$12.90	\$26,831	1-12 Months OJT (10)
	49-9094	Locksmiths & Safe Repairers	400	470	70	17.5	20	230	\$13.93	\$18.39	\$38,257	1-12 Months OJT (10)
	49-9098	Helpers--Installation, Maintenance, & Repair Workers	1,480	1,860	380	25.7	88	1,510	\$8.53	\$10.88	\$22,640	30-Days OJT (11)
	49-9099	Installation, Maintenance, & Repair Workers, All Other	2,490	2,890	400	16.1	97	1,990	\$10.93	\$17.64	\$36,696	1-12 Months OJT (10)
	51-0000	Production Occupations	124,410	132,340	7,930	6.4	3,681	121,610	\$8.65	\$13.36	\$27,789	
	51-1011	First-Line Supervisors/Managers of Production & Operating Workers	8,050	9,040	990	12.3	268	7,850	\$17.36	\$23.88	\$49,673	Work Experience (8)
	51-2021	Coil Winders, Tapers, & Finishers	150	120	-30	-20.0	4	150	\$9.08	\$11.59	\$24,102	30-Days OJT (11)
BPSV DEFA HARD	51-2022	Electrical & Electronic Equipment Assemblers	3,680	3,990	310	8.4	118	3,730	\$9.14	\$14.86	\$30,924	30-Days OJT (11)
	51-2023	Electromechanical Equipment Assemblers	1,800	1,710	-90	-5.0	43	1,810	\$9.96	\$13.49	\$28,050	30-Days OJT (11)
	51-2041	Structural Metal Fabricators & Fitters	900	1,040	140	15.6	35	880	\$10.78	\$17.64	\$36,701	1-12 Months OJT (10)
BIOM DEFA	51-2091	Fiberglass Laminators & Fabricators	100	100	0	0.0	3	80	\$9.40	\$11.46	\$23,841	1-12 Months OJT (10)
	51-2092	Team Assemblers	14,600	16,590	1,990	13.6	577	14,760	\$8.53	\$10.95	\$22,777	1-12 Months OJT (10)
BIOM	51-2099	Assemblers & Fabricators, All Other	3,040	3,300	260	8.6	105	3,060	\$7.84	\$10.11	\$21,027	1-12 Months OJT (10)
	51-3011	Bakers	1,520	1,860	340	22.4	69	1,400	\$8.70	\$11.36	\$23,642	12-Months OJT (9)
	51-3021	Butchers & Meat Cutters	940	1,150	210	22.3	42	960	\$9.96	\$14.00	\$29,109	12-Months OJT (9)
	51-3022	Meat, Poultry, & Fish Cutters & Trimmers	440	600	160	36.4	26	450	\$7.84	\$9.47	\$19,714	30-Days OJT (11)
	51-3023	Slaughters & Meat Packers	240	280	40	16.7	9	230	\$10.24	\$13.67	\$28,435	1-12 Months OJT (10)
	51-3091	Food & Tobacco Roasting, Bake, & Drying Machine Operators & Tenders	140	150	10	7.1	5	130	\$9.21	\$12.29	\$25,568	30-Days OJT (11)

OCWIB Demand Occupations Matrix 2007 DRAFT

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2006 - 1st Quarter Wages												
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
	51-3092	Food Batchmakers	1,180	1,330	150	12.7	44	1,140	\$8.26	\$11.03	\$22,947	30-Days OJT (11)
	51-3093	Food Cooking Machine Operators & Tenders	180	190	10	5.6	5	170	\$8.07	\$10.95	\$22,787	30-Days OJT (11)
	51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	2,120	2,400	280	13.2	63	2,140	\$11.35	\$15.46	\$32,153	1-12 Months OJT (10)
BPSV DEFA	51-4012	Numerical Tool & Process Control Programmers	320	370	50	15.6	10	320	\$16.52	\$22.69	\$47,203	12-Months OJT (9)
	51-4021	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	660	580	-80	-12.1	22	670	\$9.76	\$13.42	\$27,910	1-12 Months OJT (10)
	51-4022	Forging Machine Setters, Operators, & Tenders, Metal & Plastic	200	200	0	0.0	3	(B)	\$12.46	\$17.20	\$35,769	1-12 Months OJT (10)
	51-4023	Rolling Mach Setters, Operators, & Tenders, Metal & Plastic	170	190	20	11.8	6	170	\$9.86	\$14.36	\$29,875	1-12 Months OJT (10)
	51-4031	Cutting, Punching, & Press Machine Setters, Operators	3,930	3,510	-420	-10.7	91	3,960	\$9.28	\$12.10	\$25,172	1-12 Months OJT (10)
	51-4032	Drilling & Boring Machine Tool Setters, Operators, & Tenders, Metal & Plastic	640	670	30	4.7	22	650	\$10.08	\$13.44	\$27,971	1-12 Months OJT (10)
	51-4033	Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators & Tenders, Metal & Plastic	2,360	2,440	80	3.4	53	2,330	\$8.92	\$11.57	\$24,071	1-12 Months OJT (10)
	51-4034	Lathe & Turning Machine Tool Setters, Operators, & Tenders, Metal & Plastic	1,150	1,170	20	1.7	24	1,160	\$10.03	\$15.27	\$31,750	1-12 Months OJT (10)
	51-4035	Milling & Planing Machine Setters, Operators, & Tenders, Metal & Plastic	510	540	30	5.9	12	520	\$10.83	\$15.67	\$32,609	1-12 Months OJT (10)
DEFA	51-4041	Machinists	3,920	4,460	540	13.8	145	3,910	\$14.36	\$19.10	\$39,747	12-Months OJT (9)
	51-4072	Molding, Coremaking, & Casting Machine Setters, Operators & Tenders, Metal & Plastic	2,000	2,000	0	0.0	50	2,020	\$8.30	\$10.89	\$22,647	1-12 Months OJT (10)
	51-4081	Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic	710	780	70	9.9	26	710	\$10.32	\$14.09	\$29,294	1-12 Months OJT (10)
	51-4111	Tool & Die Makers	900	990	90	10.0	29	890	\$17.70	\$21.94	\$45,650	12-Months OJT (9)
	51-4121	Welders, Cutters, Solderers, & Brazers	2,620	2,970	350	13.4	109	2,440	\$10.71	\$14.32	\$29,783	Post-Secondary Voc Ed (7)
	51-4122	Welders, Solderers, & Brazers Machine Setters, Operators, & Tenders, Metal & Plastic	360	400	40	11.1	14	330	\$11.37	\$15.76	\$32,795	1-12 Months OJT (10)
	51-4191	Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic	160	180	20	12.5	7	150	\$8.61	\$13.63	\$28,351	1-12 Months OJT (10)
	51-4192	Lay-Out Workers, Metal & Plastic	160	170	10	6.3	3	160	\$8.32	\$12.83	\$26,680	1-12 Months OJT (10)
	51-4193	Plating & Coating Machine Setters, Operators, & Tenders, Metal & Plastic	1,070	1,130	60	5.6	29	1,050	\$8.26	\$10.79	\$22,437	1-12 Months OJT (10)
	51-4194	Tool Grinders, Filers, & Sharpeners	210	220	10	4.8	8	200	\$10.30	\$13.42	\$27,918	1-12 Months OJT (10)
	51-4199	Metal Workers & Plastic Workers, All Other	820	750	-70	-8.5	19	800	\$12.18	\$18.46	\$38,400	1-12 Months OJT (10)
	51-5011	Bindery Workers	610	540	-70	-11.5	16	610	\$8.40	\$13.86	\$28,833	1-12 Months OJT (10)
	51-5021	Job Printers	990	1,040	50	5.1	28	920	\$15.00	\$18.23	\$37,918	12-Months OJT (9)
	51-5022	Prepress Technicians & Workers	690	650	-40	-5.8	16	670	\$11.25	\$16.85	\$35,057	12-Months OJT (9)

OCWIB Demand Occupations Matrix 2007 DRAFT

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2006 - 1st Quarter Wages												
Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change		Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]
	51-5023	Printing Machine Operators	2,650	2,820	170	6.4	79	2,570	\$10.94	\$15.86	\$32,976	1-12 Months OJT (10)
	51-6011	Laundry & Dry-Cleaning Workers	1,540	1,800	260	16.9	68	1,480	\$8.04	\$9.28	\$19,315	1-12 Months OJT (10)
	51-6021	Pressers, Textile, Garment, & Related Materials	1,710	1,920	210	12.3	48	1,730	\$8.18	\$9.29	\$19,325	30-Days OJT (11)
	51-6031	Sewing Machine Operators	5,590	4,300	-1290	-23.1	69	4,870	\$7.69	\$8.85	\$18,423	1-12 Months OJT (10)
	51-6041	Shoe & Leather Workers & Repairers	110	100	-10	-9.1	3	(B)	\$8.20	\$9.89	\$20,565	12-Months OJT (9)
	51-6052	Tailors, Dressmakers, & Custom Sewers	1,240	1,320	80	6.5	30	620	\$9.43	\$11.76	\$24,469	12-Months OJT (9)
	51-6061	Textile Bleaching & Dyeing Machine Operators & Tenders	1,150	1,210	60	5.2	35	1,110	\$7.85	\$8.90	\$18,513	1-12 Months OJT (10)
	51-6062	Textile Cutting Machine Setters, Operators, & Tenders	510	560	50	9.8	16	430	\$8.00	\$9.94	\$20,675	1-12 Months OJT (10)
	51-6063	Textile Knitting & Weaving Machine Setters, Operators & Tenders	800	590	-210	-26.3	9	740	\$7.89	\$9.25	\$19,242	12-Months OJT (9)
	51-6064	Textile Winding, Twisting, & Drawing Out Machine Setters, Operators & Tenders	180	170	-10	-5.6	3	170	\$7.97	\$9.12	\$18,958	1-12 Months OJT (10)
	51-6092	Fabric & Apparel Patternmakers	160	170	10	6.3	9	160	\$13.67	\$21.05	\$43,789	12-Months OJT (9)
	51-6093	Upholsterers	970	900	-70	-7.2	25	730	\$9.43	\$11.75	\$24,442	12-Months OJT (9)
	51-7011	Cabinetmakers & Bench Carpenters	1,490	1,580	90	6.0	46	1,310	\$9.35	\$13.32	\$27,696	12-Months OJT (9)
	51-7021	Furniture Finishers	410	420	10	2.4	9	330	\$9.03	\$12.94	\$26,915	12-Months OJT (9)
	51-7041	Sawing Machine Setters, Operators, & Tenders, Wood	240	220	-20	-8.3	7	230	\$8.94	\$11.90	\$24,751	1-12 Months OJT (10)
	51-7042	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	710	660	-50	-7.0	19	710	\$9.94	\$12.35	\$25,699	1-12 Months OJT (10)
ENEV	51-8013	Power Plant Operators	130	130	0	0.0	3	130	\$22.97	\$25.84	\$53,740	12-Months OJT (9)
	51-8021	Stationary Engineers & Boiler Operators	260	280	20	7.7	7	250	\$24.80	\$29.83	\$62,037	12-Months OJT (9)
ENEV	51-8031	Water & Liquid Waste Treatment Plant & System Operators	360	410	50	13.9	17	370	\$16.84	\$23.05	\$47,944	12-Months OJT (9)
ENEV	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	160	190	30	18.8	8	200	\$22.56	\$25.45	\$52,950	12-Months OJT (9)
	51-8099	Plant & System Operators, All Other	130	140	10	7.7	5	(B)	\$13.54	\$18.36	\$38,187	12-Months OJT (9)
	51-9011	Chemical Equipment Operators & Tenders	100	90	-10	-10.0	3	(B)	\$13.91	\$17.99	\$37,427	1-12 Months OJT (10)
	51-9012	Separating, Filtering, Clarifying, Precipitating, & Still Machine Setters, Operators & Tenders	350	370	20	5.7	13	350	\$12.94	\$15.80	\$32,873	1-12 Months OJT (10)
	51-9021	Crushing, Grinding, & Polishing Machine Setters, Operators & Tenders	200	230	30	15.0	8	210	\$9.10	\$13.30	\$27,669	1-12 Months OJT (10)
	51-9022	Grinding & Polishing Workers, Hand	1,080	1,080	0	0.0	28	1,090	\$8.12	\$10.77	\$22,386	1-12 Months OJT (10)
	51-9023	Mixing & Blending Machine Setters, Operators, & Tenders	1,040	1,180	140	13.5	41	1,060	\$9.17	\$12.75	\$26,526	1-12 Months OJT (10)
	51-9031	Cutters & Trimmers, Hand	810	1,060	250	30.9	42	780	\$7.89	\$9.29	\$19,332	30-Days OJT (11)
	51-9032	Cutting & Slicing Machine Setters, Operators, & Tenders	560	580	20	3.6	14	570	\$12.77	\$16.11	\$33,512	1-12 Months OJT (10)
	51-9041	Extruding, Forming, Pressing, & Compacting Machine Setters, Operators & Tenders	710	710	0	0.0	19	710	\$8.68	\$11.44	\$23,792	1-12 Months OJT (10)

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	51-9051	Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders	120	130	10	8.3	4	130	\$10.39	\$13.35	\$27,764	1-12 Months OJT (10)
BPSV DEFA SOFT BIOM ENEV	51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	6,930	7,360	430	6.2	201	7,000	\$9.66	\$14.39	\$29,945	1-12 Months OJT (10)
	51-9071	Jewelers & Precious Stone & Metal Workers	330	400	70	21.2	14	220	\$15.35	\$17.88	\$37,191	Post-Secondary Voc Ed (7)
	51-9081	Dental Laboratory Technicians	400	480	80	20.0	17	390	\$11.10	\$18.29	\$38,044	12-Months OJT (9)
	51-9082	Medical Appliance Technicians	130	160	30	23.1	6	120	\$19.02	\$25.12	\$52,254	12-Months OJT (9)
BIOM	51-9083	Ophthalmic Laboratory Technicians	150	170	20	13.3	5	(B)	\$8.22	\$12.63	\$26,280	1-12 Months OJT (10)
	51-9111	Packaging & Filling Machine Operators & Tenders	4,260	4,540	280	6.6	113	4,390	\$8.09	\$11.02	\$22,934	30-Days OJT (11)
	51-9121	Coating, Painting, & Spraying Machine Setters, Operators & Tenders	1,190	1,260	70	5.9	38	1,160	\$8.46	\$11.46	\$23,832	1-12 Months OJT (10)
	51-9122	Painters, Transportation Equipment	440	550	110	25.0	23	420	\$14.60	\$23.05	\$47,941	1-12 Months OJT (10)
	51-9123	Painting, Coating, & Decorating Workers	400	440	40	10.0	15	390	\$8.51	\$11.27	\$23,428	30-Days OJT (11)
	51-9131	Photographic Process Workers	400	350	-50	-12.5	10	410	\$9.61	\$11.84	\$24,632	1-12 Months OJT (10)
	51-9132	Photographic Processing Machine Operators	490	380	-110	-22.4	12	510	\$9.22	\$12.21	\$25,410	30-Days OJT (11)
	51-9141	Semiconductor Processors	1,310	1,490	180	13.7	47	1,410	\$11.88	\$17.21	\$35,801	AA Degree (6)
	51-9191	Cementing & Gluing Machine Operators & Tenders	160	160	0	0.0	4	160	\$8.51	\$12.12	\$25,204	1-12 Months OJT (10)
	51-9194	Etchers & Engravers	360	440	80	22.2	18	N/A	N/A	N/A	N/A	12-Months OJT (9)
	51-9195	Molders, Shapers, & Casters, Except Metal & Plastic	1,100	1,190	90	8.2	35	930	\$8.92	\$13.90	\$28,899	1-12 Months OJT (10)
	51-9196	Paper Goods Machine Setters, Operators, & Tenders	980	980	0	0.0	21	960	\$10.98	\$16.06	\$33,413	1-12 Months OJT (10)
	51-9198	Helpers--Production Workers	6,330	7,010	680	10.7	245	6,420	\$7.87	\$9.59	\$19,946	30-Days OJT (11)
	51-9199	Production Workers, All Other	7,810	8,210	400	5.1	226	7,830	\$7.91	\$9.84	\$20,452	1-12 Months OJT (10)
	53-0000	Transportation & Material Moving Occupations	92,860	107,310	14,450	15.6	3,590	91,650	\$8.21	\$12.23	\$25,429	
	53-1021	First-Line Supervisors/Managers of Helpers, Laborers, & Material Movers, Hand	1,950	2,240	290	14.9	75	1,980	\$15.07	\$20.93	\$43,526	Work Experience (8)
	53-1031	First-Line Supervisors/Managers of Transportation & Material-Moving Machine & Vehicle Operators	1,470	1,780	310	21.1	66	1,470	\$19.07	\$24.93	\$51,848	Work Experience (8)
	53-2012	Commercial Pilots	600	750	150	25.0	31	(B)	(A)	(A)	\$47,412	Post-Secondary Voc Ed (7)
	53-3011	Ambulance Drivers & Attendants, Except Emergency Medical Technicians	110	130	20	18.2	3	(B)	\$7.91	\$10.56	\$21,960	1-12 Months OJT (10)
	53-3021	Bus Drivers, Transit & Intercity	1,070	1,230	160	15.0	39	1,060	\$11.77	\$14.80	\$30,803	1-12 Months OJT (10)
	53-3022	Bus Drivers, School	2,580	3,130	550	21.3	111	2,540	\$12.49	\$15.44	\$32,132	30-Days OJT (11)

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Cluster	SOC Code	Occupational Title	Annual Average Employment		Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]	
	53-3031	Driver/Sales Workers	5,450	6,520	1,070	19.6	196	5,250	\$7.78	\$10.30	\$21,419	30-Days OJT (11)
	53-3032	Truck Drivers, Heavy & Tractor-Trailer*	9,570	11,240	1,670	17.5	323	8,850	\$15.38	\$18.44	\$38,364	1-12 Months OJT (10)
	53-3033	Truck Drivers, Light or Delivery Services	11,820	14,420	2,600	22.0	368	10,950	\$8.94	\$12.50	\$25,988	30-Days OJT (11)
	53-3041	Taxi Drivers & Chauffeurs	1,430	1,650	220	15.4	35	1,030	\$8.28	\$10.96	\$22,784	30-Days OJT (11)
	53-3099	Motor Vehicle Operators, All Other	1,040	1,320	280	26.9	43	1,070	\$8.46	\$11.63	\$24,184	30-Days OJT (11)
	53-5011	Sailors & Marine Oilers	110	140	30	27.3	7	130	\$8.09	\$9.89	\$20,568	30-Days OJT (11)
TOUR	53-5021	Captains, Mates, & Pilots of Water Vessels	120	150	30	25.0	7	130	\$10.71	\$17.39	\$36,171	Work Experience (8)
TOUR	53-6021	Parking Lot Attendants	1,390	1,300	-90	-6.5	41	1,420	\$7.72	\$8.76	\$18,234	30-Days OJT (11)
	53-6031	Service Station Attendants	1,270	1,690	420	33.1	99	1,270	\$7.68	\$8.98	\$18,663	30-Days OJT (11)
	53-6099	Transportation Workers, All Other	200	250	50	25.0	11	210	\$8.29	\$13.95	\$29,013	30-Days OJT (11)
	53-7011	Conveyor Operators & Tenders	270	320	50	18.5	13	280	\$12.61	\$15.91	\$33,087	30-Days OJT (11)
CONS	53-7032	Excavating and Loading Machine and Dragline Operators	320	380	60	18.8	15	(B)	\$16.34	\$21.36	\$44,440	1-12 Months OJT (10)
	53-7051	Industrial Truck & Tractor Operators	5,370	6,140	770	14.3	179	5,530	\$10.49	\$13.94	\$28,998	30-Days OJT (11)
	53-7061	Cleaners of Vehicles & Equipment	5,850	6,790	940	16.1	298	5,700	\$7.66	\$8.73	\$18,165	30-Days OJT (11)
	53-7062	Laborers & Freight, Stock, & Material Movers, Hand	25,600	28,560	2,960	11.6	1,132	26,320	\$8.13	\$10.37	\$21,581	30-Days OJT (11)
	53-7063	Machine Feeders & Offbearers	1,430	1,270	-160	-11.2	39	1,450	\$8.01	\$10.19	\$21,203	30-Days OJT (11)
	53-7064	Packers & Packagers, Hand	11,150	13,060	1,910	17.1	400	11,510	\$7.66	\$9.07	\$18,856	30-Days OJT (11)
	53-7081	Refuse & Recyclable Material Collectors	1,550	1,670	120	7.7	52	1,540	\$12.53	\$14.48	\$30,129	30-Days OJT (11)
	53-7121	Tank Car, Truck, & Ship Loaders	130	120	-10	-7.7	4	130	\$12.77	\$16.59	\$34,510	1-12 Months OJT (10)
	53-7199	Material Moving Workers, All Other	450	460	10	2.2	13	470	\$8.81	\$15.95	\$33,171	30-Days OJT (11)
Source:	Occupational Employment Projections 2004-2014 Santa Ana-Anaheim-Irvine Metropolitan Division (Orange County)											
	Occupational Employment Projections, 2004 -2014 Orange County, EDD/LMID, March 2005 Benchmark											
	Table includes the self-employed, unpaid family workers and farm employment											
	N/A - Information is not available.											
	The wage survey data are from the 2005 Occupational Employment Statistics (OES) survey.											
	The wages have all been updated to the first quarter of 2006 by applying the Employment Cost Index to the 2005 wages.											
	Industry data by NAICS 2002, 'Quarterly Census of Employment & Wages (QCEW), 4th Quarter, 2005', EDD/LMID											
	Note: The QCEW data excludes self-employed, unpaid family workers and others without unemployment insurance.											

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2. Occupation should have an estimated 2006 entry level wage of \$9.91.												
3. Occupation should have at least 100 persons in that classification in Orange County in 2004.												
4. BLS Education/Experience training requirement should be less than a Bachelors /Masters Degree. Displaced workers already with a degree may receive short-term transition training for higher education occupations.												
5. If an occupation is within one of the Orange County defined Industry Growth Clusters, the EWIC may determine that not all of the above criteria needs to be met.												
2006 - 1st Quarter Wages												
Cluster	SOC Code	Occupational Title	Annual Average Employment	Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]		
		(A) For some occupations where workers do not work full-time, or year-round, it is not possible to calculate an hourly wage.										
		(B) An estimate of employment could not be provided.										
		(C) There is a wide variation in the number of hours worked by those employed as actors, dancers, musicians, and singers. Many jobs are for a duration of 1 day or 1 week and it is extremely rare for a performer to have a guaranteed employment period.										
		(D) An estimate of wages could not be provided										
		[1] Total job openings are the sum of new jobs and net replacements. If employment change is negative, job openings due to growth are zero and total job openings equal net replacements.										
		[2] Entry level wage is the 25th Percentile Hourly Wage based on the OES 1st Quarter 2006 survey results.					California LaborMarketInfo. LMInfo Home					
		[3] Education & Training Levels:										
		(1) LLD/MD Degree=First Professional Degree										
		(2) PHD DEGREE=Doctoral Degree										
		(3) MA/MS DEGREE=Master's Degree										
		(4) BA/BS + EXPER=Bachelor's Degree or Higher & Some Work Experience										
		(5) BA/BS DEGREE=Bachelor's Degree										
		(6) AA DEGREE=Associate Degree										
		(7) Post-Secondary Voc Ed=Postsecondary Vocational Education										
		(8) Work Experience=Work Experience in a Related Occupation										
		(9) 12-Month OJT=Long-Term On-the-Job-Training										
		(10) 1-12 Month OJT=Moderate-Term On-the-Job-Training										
		(11) 30-Day OJT=Short-Term On-the-Job-Training										
	Code	Orange County Growth Industry Clusters	Employment Q3 2003	Employment Q4 2005	% Change							
	BIOM	Biomedical Services	27,015	26,644	-1.4%							
	BPSV	Business & Professional Services	151,974	164,125	8.0%							
	COMM	Communications	20,522	14,391	-29.9%							
	SOFT	Computer Software Services	20,539	23,211	13.0%							
	HARD	Computer Hardware & Electronics	23,078	21,371	-7.4%							
	CONS	Construction	86,499	111,217	28.6%							

OCWIB Demand Occupations Matrix 2007 DRAFT

			Occupation meets this Criteria				Occupation does not meet this Criteria				
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Cluster	SOC Code	Occupational Title	Annual Average Employment	Employment Change	Total Job Openings [1]	May 2005 Employment Estimates	Entry Level Wage [2]	Mean Hourly Wage	Mean Annual Wage	Education / Training Levels [3]	