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Hospitality/Tourism and the Food Industry in Monterey County

TOURISM
GROWING IN
MONTEREY COUNTY

Current Tourism Level
\$2+B THIS GRAPHIC HYPERLINKED

Source: Dean Furuyan Assoc.

Growth Opportunities

As an example of the expansion potential of visits from outdoor enthusiasts, the National Heritage Area (NHA) program has conducted surveys that suggest an NHA can increase the number of visitors to an area by as much as three percent. If that were true for Monterey County, it would add another \$60 million in visitor spending per year.

Source: ADE, Inc.

(Recreation & Wellness)

Emphasizing both the natural beauty and major agricultural capabilities (vegetables and wine) of the County in developing new offerings in tourism and recreation for County visitors.

\$60M / per yr. based on 3% growth

Source: ADE, Inc.

(Tourism)

Become a center for a new class of vacation / recreation activity focused on environmental study and world-class forums in marine science

Source: SRI International

Monterey County Economic Development Dept. (21.755.5390
www.co.monterey.ca.us/EconomicDevelopment)

The *Hospitality/Tourism sector* includes a wide range of establishments that operate facilities or provide services to meet varied cultural, entertainment, and recreational interests of their patrons. This sector comprises (1) establishments that are involved in producing, promoting, or participating in live performances, events, or exhibits intended for public viewing; (2) establishments that preserve and exhibit objects and sites of historical, cultural, or educational interest; and (3) establishments that operate facilities or provide services that enable patrons to participate in recreational activities or pursue amusement, hobby, and leisure-time interests.

The *Accommodation and Food Services sector* comprises establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. The sector includes both accommodation and food services establishments because the two activities are often combined at the same establishment.

Tourism is one of the key sectors to the economic vitality of Monterey County. As the region's second largest industry, There are 21,734 jobs in tourism, with a 5 year growth rate of 5,024 by 2022. (Source: JobsEQ® 2017Q1). The county welcomes 8 million visitors annually, who generate \$2 billion in spending.

Monterey County is an attractive destination for both leisure travelers and group business, primarily due to its range of attractions and activities as well as spectacular scenic beauty. Eco-tourism continues to play a large role in why people visit Monterey County. There are more than 20 state and federal forests, national monuments or parks spread throughout the County.



Occupation Report for Lodging Managers Monterey County, California



Definition of Lodging Managers, SOC 11-9081

Plan, direct, or coordinate activities of an organization or department that provides lodging and other accommodations. Excludes "Food Service Managers" (11-9051) in lodging establishments.

Occupation Snapshot

As of 2017Q1, total employment for Lodging Managers in Monterey County, California was 147. Over the past three years, this occupation added 6 jobs in the region and is expected to increase by 12 jobs over the next seven years, or at an annual average rate of 1.2%.

Occupation Snapshot of Lodging Managers in Monterey County, California											
Current					Historical		Forecast				
Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2014q1-2017q1	Over the Next 7 Years				
Empl	Avg. Annual Wages ¹	Location Quotient	Unempl	Unempl Rate	Empl	Monterey County, California	Current Online Job Ads ²	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent	
147	\$69,800	2.18	8	5.9%	6	1.4%	6	31	12	1.2%	

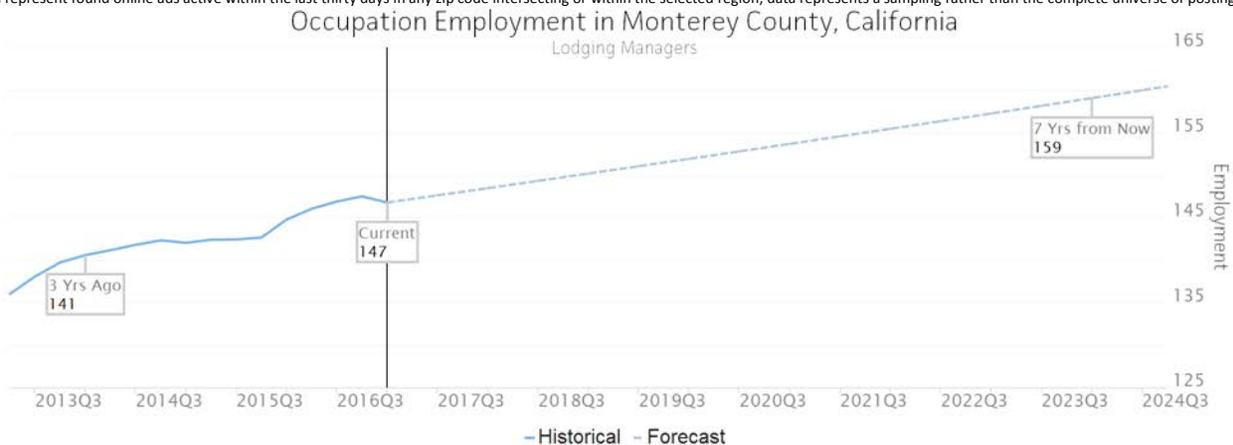
Source: JobsEQ®

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.

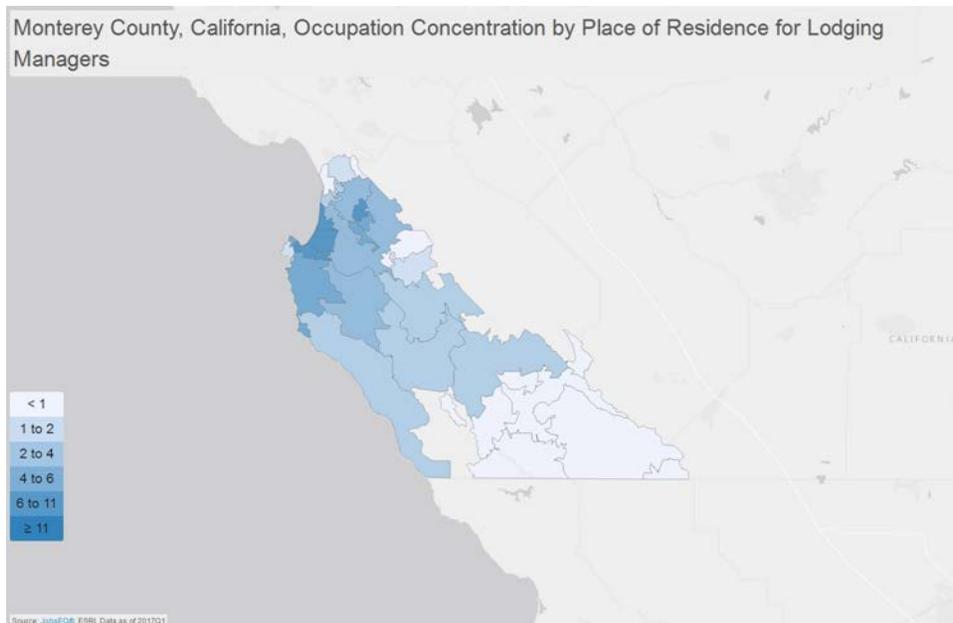


Source: JobsEQ®, Data as of 2017Q1. The shaded areas represent national recessions.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

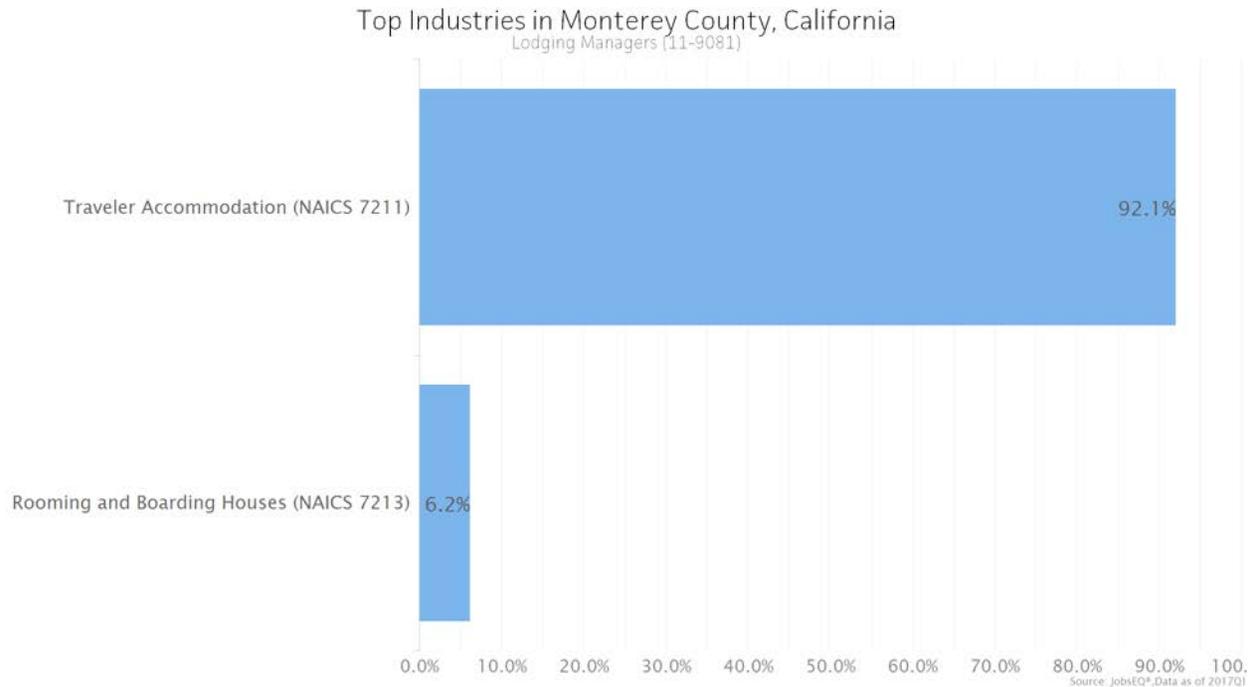
The below maps illustrate the ZCTA-level distribution of employed Lodging Managers in Monterey County, California. Employment is shown by place of work and by residence.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in Monterey County, California which most employ Lodging Managers. The single industry most employing this occupation in the region is Traveler Accommodation, NAICS 7211. This industry employs 135 Lodging Managers—employment which is expected to increase by 16 jobs over the next ten years; furthermore, 41 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1.

Top Industry Distribution for Lodging Managers (11-9081) in Monterey County, California					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
7211	Traveler Accommodation	135	41	16	58
7213	Rooming and Boarding Houses	9	3	1	4
	-All Others-	3	1	1	1

Source: JobsEQ®

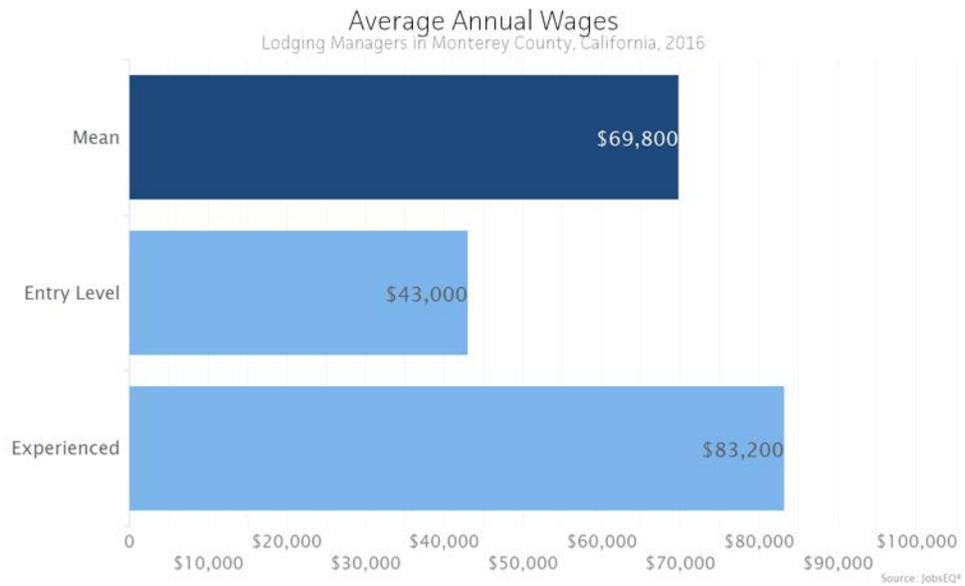
Data as of 2017Q1 except wages which are as of 2016. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Wages

The average (mean) annual wage for Lodging Managers was \$69,800 in Monterey County, California as of 2016. For the same year, average entry level wages were approximately \$43,000 compared to an average of \$83,200 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2016 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

Education Profile

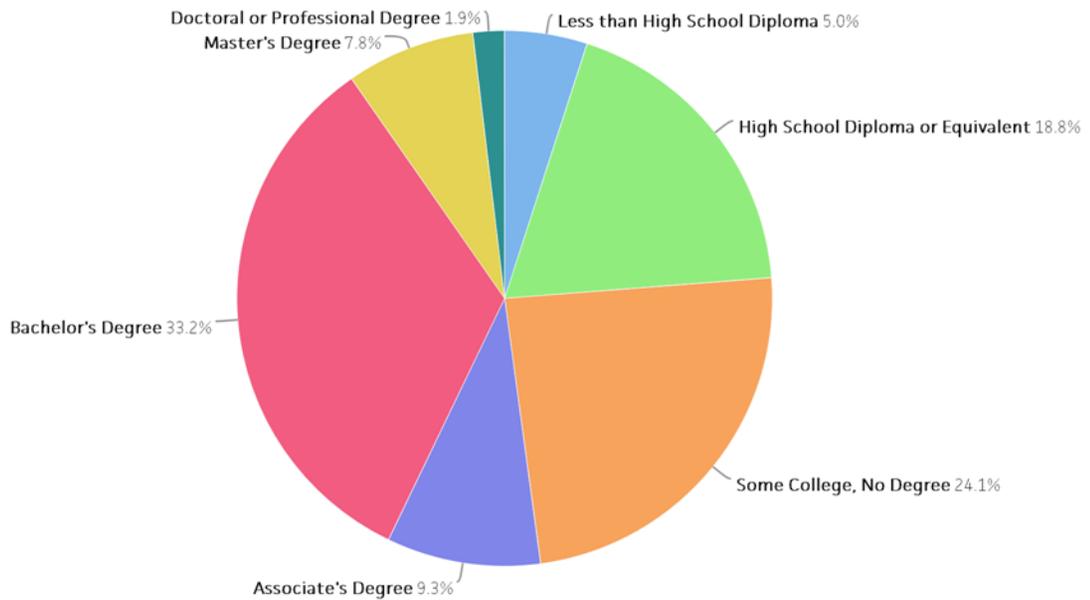
Typical education and training requirements for Lodging Managers are described below.

Education and Training Requirements	
Typical Entry-Level Education:	High school diploma or equivalent
Previous Work Experience:	Less than 5 years
Typical On-the-Job Training:	None

Source: JobsEQ®

The below education mix for Lodging Managers is estimated from national survey data.

Educational Attainment Profile, Age 25+



Source: JobsEQ®

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

Awards

The table below is a list of postsecondary program awards that were granted by postsecondary institutions located in Monterey County, California in the 2015 academic year. These programs have been identified as providing training for Lodging Managers (for further details, see the source note).

Title/School	Annual Awards - Monterey County, California		
	Certificates and 2yr Degrees	4yr Degrees	Postgraduate Degrees
52.0901 Hospitality Administration/Management, General			
Monterey Peninsula College	6	0	0
Total			
Total	6	0	0

Source: JobsEQ®

Data as of the 2014-2015 academic year

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2015 academic year. Any programs shown here have been identified as being linked with the occupation being analyzed. Other existing programs may also provide training in the region for this occupation but have not been so identified by the program-occupation crosswalk (see the FAQ section at the end of this report for more details). Furthermore, any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.



**Occupation Report for First-Line
Supervisors of Food Preparation and
Serving Workers
Monterey County, California**



Definition of First-Line Supervisors of Food Preparation and Serving Workers, SOC 35-1012

Directly supervise and coordinate activities of workers engaged in preparing and serving food.

Occupation Snapshot

As of 2017Q1, total employment for First-Line Supervisors of Food Preparation and Serving Workers in Monterey County, California was 1,150. Over the past three years, this occupation added 111 jobs in the region and is expected to increase by 109 jobs over the next seven years, or at an annual average rate of 1.3%.

Occupation Snapshot of First-Line Supervisors of Food Preparation and Serving Workers in Monterey County, California											
Current					Historical		Forecast				
Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2014q1-2017q1	Over the Next 7 Years				
Empl	Avg. Annual Wages ¹	Location Quotient	Unempl	Unempl Rate	Empl	Monterey County, California	Current Online Job Ads ²	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent	
1,150	\$38,900	0.95	75	6.5%	111	3.5%	82	252	109	1.3%	

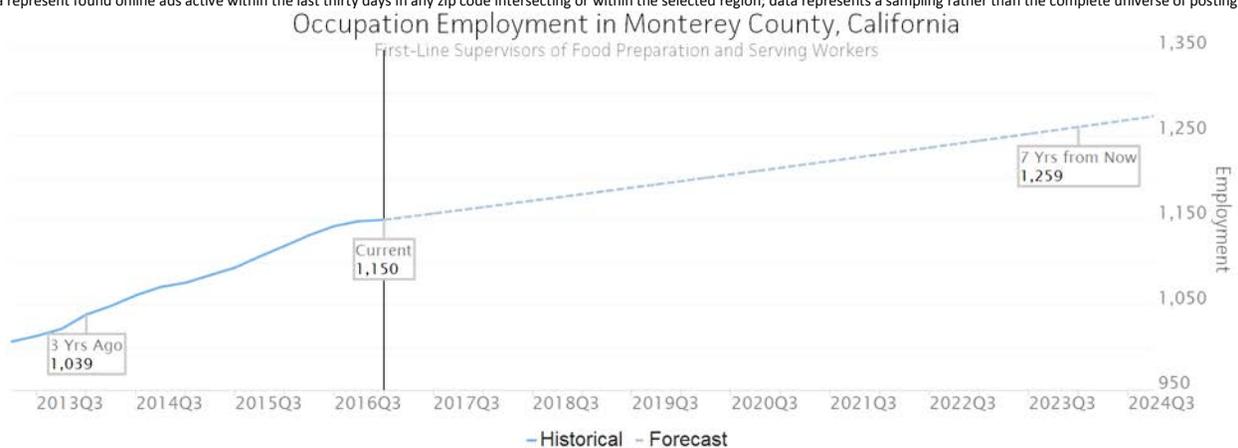
Source: JobsEQ®

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

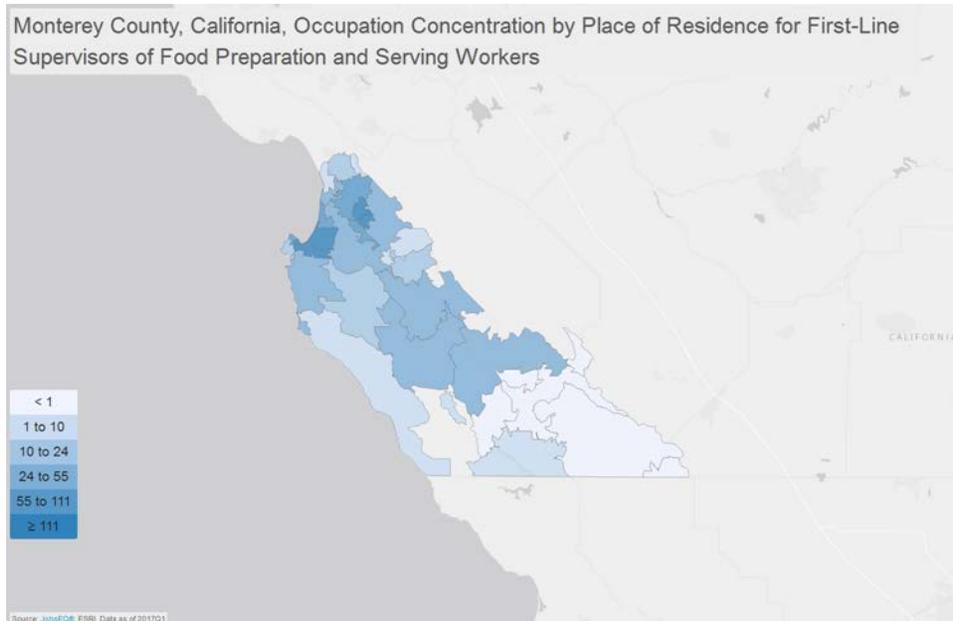
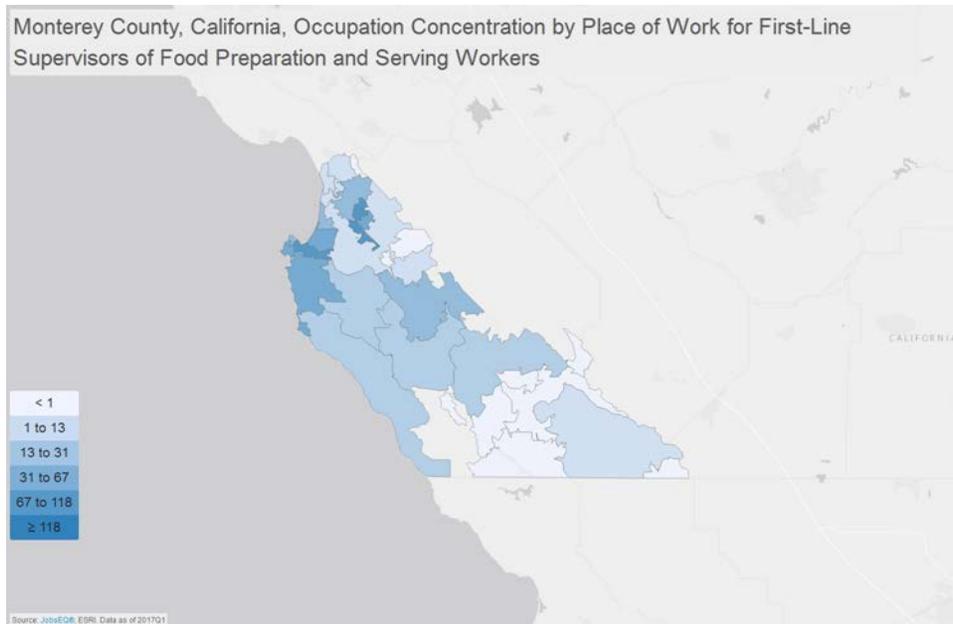
2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

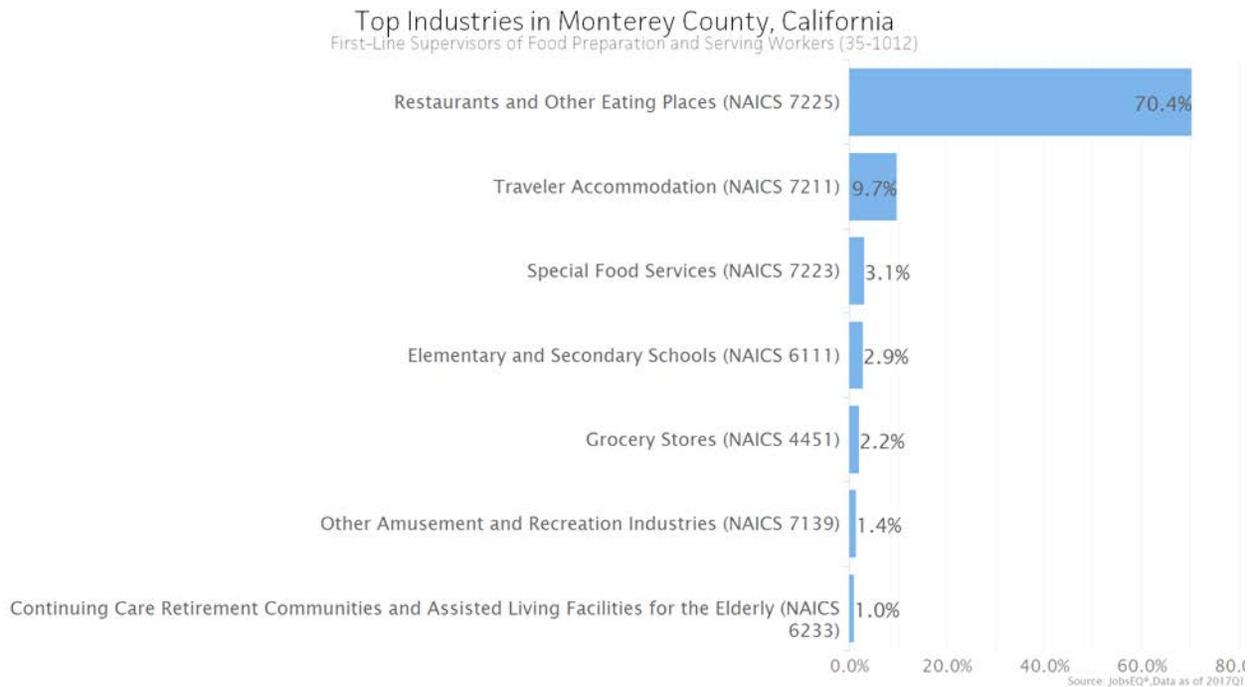
The below maps illustrate the ZCTA-level distribution of employed First-Line Supervisors of Food Preparation and Serving Workers in Monterey County, California. Employment is shown by place of work and by residence.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in Monterey County, California which most employ First-Line Supervisors of Food Preparation and Serving Workers. The single industry most employing this occupation in the region is Restaurants and Other Eating Places, NAICS 7225. This industry employs 809 First-Line Supervisors of Food Preparation and Serving Workers—employment which is expected to increase by 120 jobs over the next ten years; furthermore, 260 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1.

Top Industry Distribution for First-Line Supervisors of Food Preparation and Serving Workers (35-1012) in Monterey County, California					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
7225	Restaurants and Other Eating Places	809	260	120	380
7211	Traveler Accommodation	112	35	14	49
7223	Special Food Services	36	11	4	15
6111	Elementary and Secondary Schools	33	10	0	10
4451	Grocery Stores	25	8	2	10
7139	Other Amusement and Recreation Industries	16	5	2	7
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	12	5	6	11
6231	Nursing Care Facilities (Skilled Nursing Facilities)	10	3	1	5
6241	Individual and Family Services	9	3	2	5
6221	General Medical and Surgical Hospitals	9	3	1	3
9221	Justice, Public Order, and Safety Activities	8	3	1	3
5121	Motion Picture and Video Industries	6	2	0	2
	-All Others-	65	20	6	26

Source: JobsEQ®

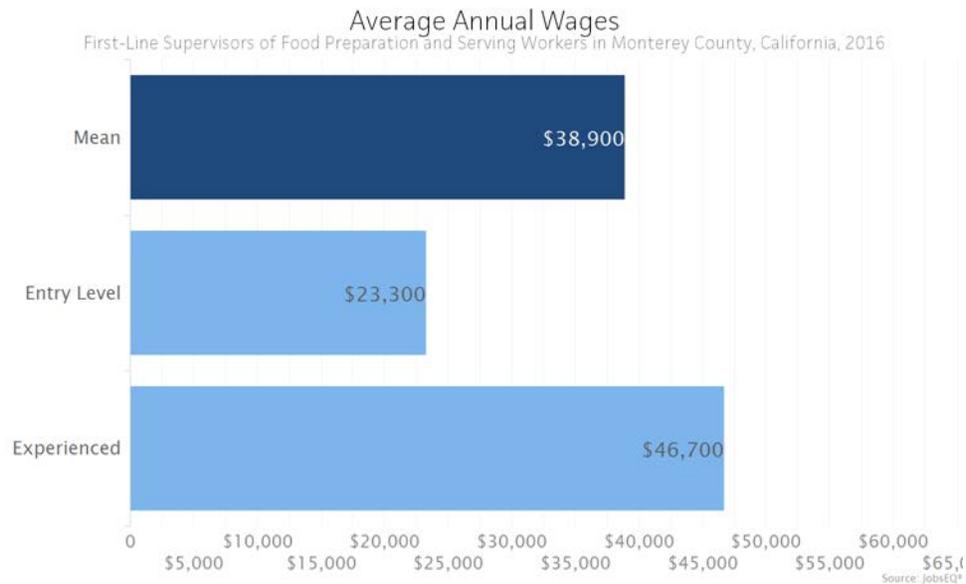
Data as of 2017Q1 except wages which are as of 2016. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Wages

The average (mean) annual wage for First-Line Supervisors of Food Preparation and Serving Workers was \$38,900 in Monterey County, California as of 2016. For the same year, average entry level wages were approximately \$23,300 compared to an average of \$46,700 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2016 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

Education Profile

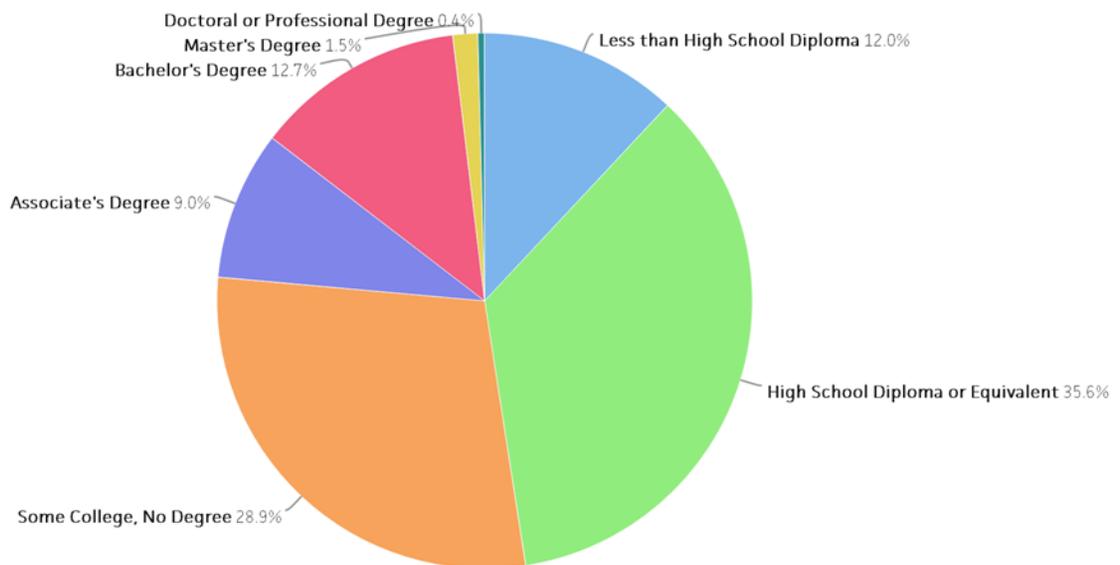
Typical education and training requirements for First-Line Supervisors of Food Preparation and Serving Workers are described below.

Education and Training Requirements	
Typical Entry-Level Education:	High school diploma or equivalent
Previous Work Experience:	Less than 5 years
Typical On-the-Job Training:	None

Source: JobsEQ®

The below education mix for First-Line Supervisors of Food Preparation and Serving Workers is estimated from national survey data.

Educational Attainment Profile, Age 25+



Source: JobsEQ®

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.



Occupation Report for Waiters and Waitresses Monterey County, California



Definition of Waiters and Waitresses, SOC 35-3031

Take orders and serve food and beverages to patrons at tables in dining establishment. Excludes "Counter Attendants, Cafeteria, Food Concession, and Coffee Shop" (35-3022).

Occupation Snapshot

As of 2017Q1, total employment for Waiters and Waitresses in Monterey County, California was 3,816. Over the past three years, this occupation added 298 jobs in the region and is expected to increase by 189 jobs over the next seven years, or at an annual average rate of 0.7%.

Occupation Snapshot of Waiters and Waitresses in Monterey County, California											
Current					Historical		Forecast				
Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2014q1-2017q1	Over the Next 7 Years				
Empl	Avg. Annual Wages ¹	Location Quotient	Unempl	Unempl Rate	Empl	Monterey County, California	Current Online Job Ads ²	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent	
3,816	\$37,100	1.13	467	11.6%	298	2.8%	60	1,340	189	0.7%	

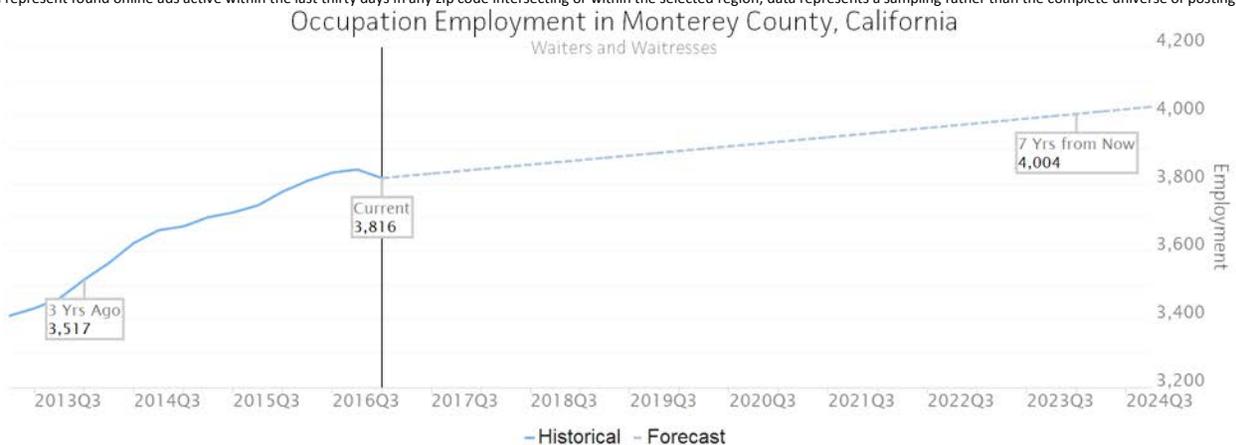
Source: JobsEQ®

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

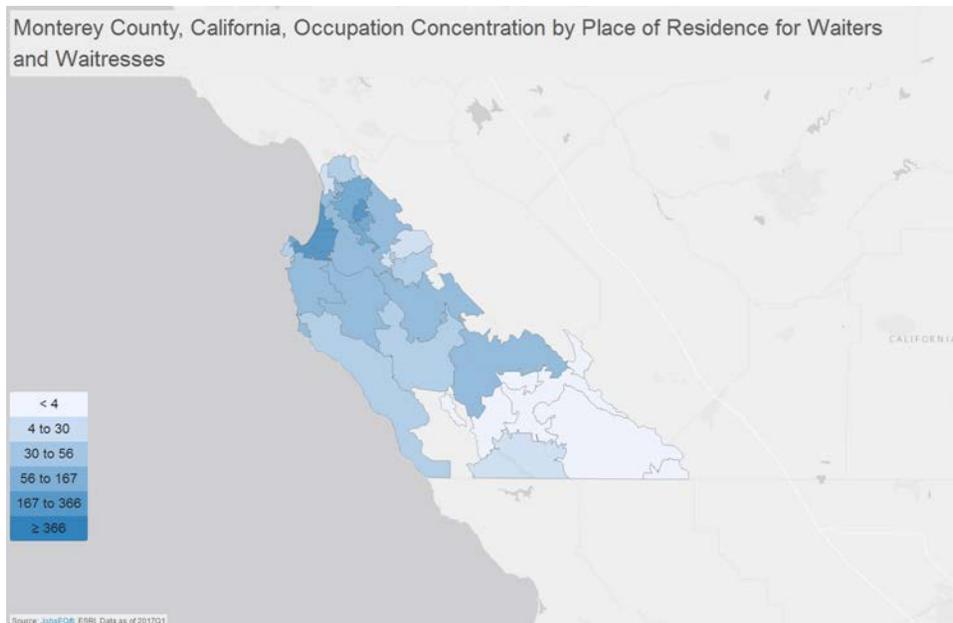
2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

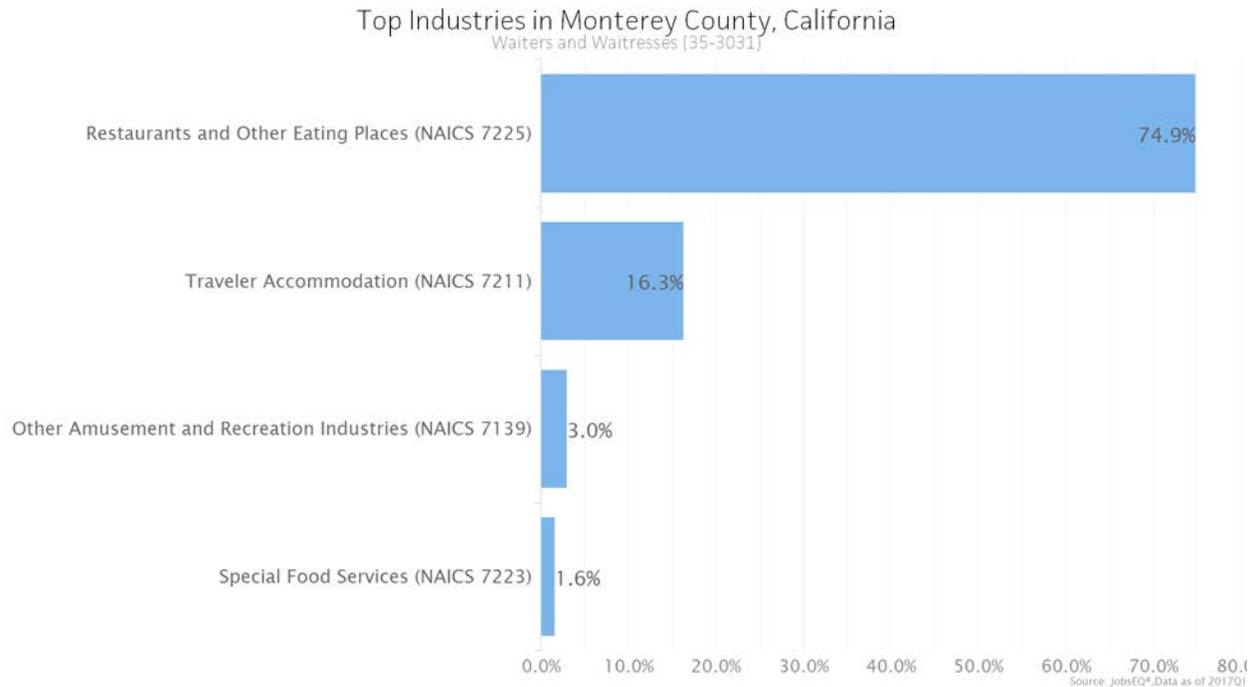
The below maps illustrate the ZCTA-level distribution of employed Waiters and Waitresses in Monterey County, California. Employment is shown by place of work and by residence.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in Monterey County, California which most employ Waiters and Waitresses. The single industry most employing this occupation in the region is Restaurants and Other Eating Places, NAICS 7225. This industry employs 2,856 Waiters and Waitresses—employment which is expected to increase by 173 jobs over the next ten years; furthermore, 1,440 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1.

Top Industry Distribution for Waiters and Waitresses (35-3031) in Monterey County, California					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
7225	Restaurants and Other Eating Places	2,856	1,440	173	1,613
7211	Traveler Accommodation	622	318	55	373
7139	Other Amusement and Recreation Industries	115	60	14	74
7223	Special Food Services	62	31	4	36
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	24	15	13	28
3121	Beverage Manufacturing	28	14	2	16
	-All Others-	109	56	11	68

Source: JobsEQ®

Data as of 2017Q1 except wages which are as of 2016. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Wages

The average (mean) annual wage for Waiters and Waitresses was \$37,100 in Monterey County, California as of 2016. For the same year, average entry level wages were approximately \$22,200 compared to an average of \$44,600 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2016 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

Education Profile

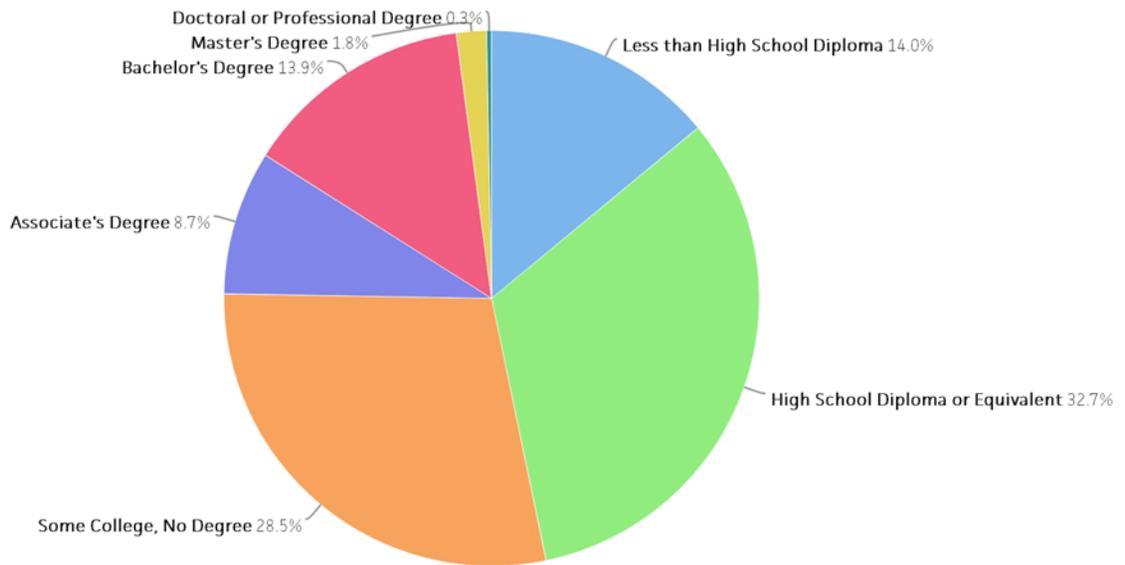
Typical education and training requirements for Waiters and Waitresses are described below.

Education and Training Requirements	
Typical Entry-Level Education:	Less than high school
Previous Work Experience:	None
Typical On-the-Job Training:	Short-term on-the-job training

Source: JobsEQ®

The below education mix for Waiters and Waitresses is estimated from national survey data.

Educational Attainment Profile, Age 25+



Source: JobsEQ®

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.



Occupation Report for Food Service Managers Monterey County, California



Definition of Food Service Managers, SOC 11-9051

Plan, direct, or coordinate activities of an organization or department that serves food and beverages. Excludes "Chefs and Head Cooks" (35-1011).

Occupation Snapshot

As of 2017Q1, total employment for Food Service Managers in Monterey County, California was 490. Over the past three years, this occupation added 38 jobs in the region and is expected to increase by 37 jobs over the next seven years, or at an annual average rate of 1.0%.

Occupation Snapshot of Food Service Managers in Monterey County, California										
Current					Historical		Forecast			
Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2014q1-2017q1	Over the Next 7 Years			
Empl	Avg. Annual Wages ¹	Location Quotient	Unempl	Unempl Rate	Empl	Monterey County, California	Current Online Job Ads ²	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
490	\$53,200	1.23	17	3.5%	38	2.7%	60	112	37	1.0%

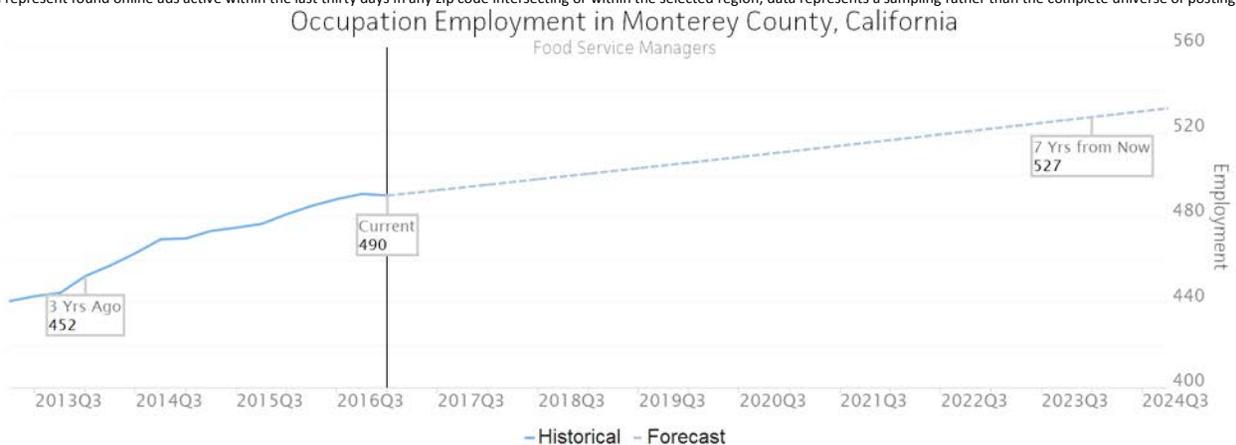
Source: JobsEQ®

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.

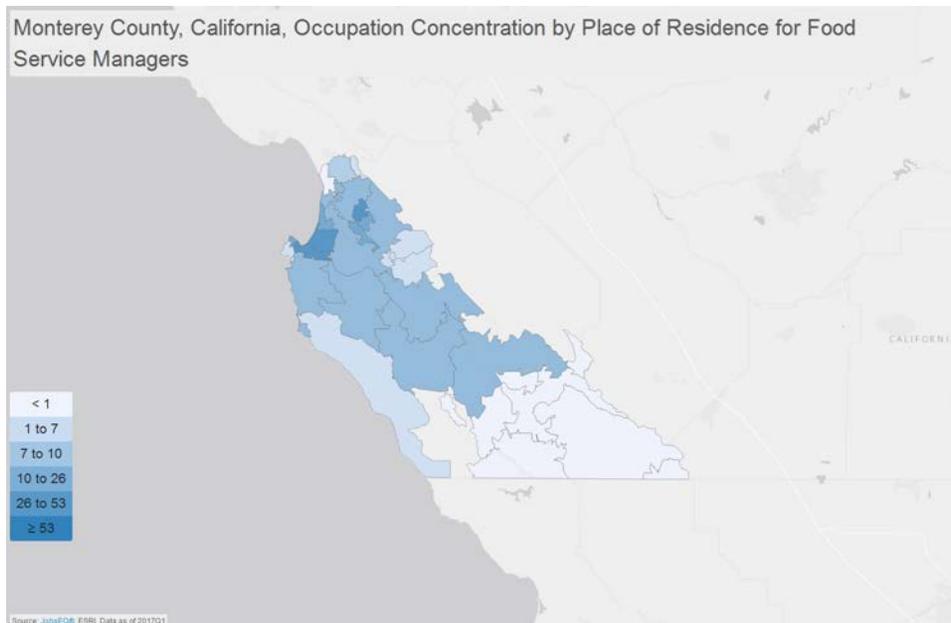
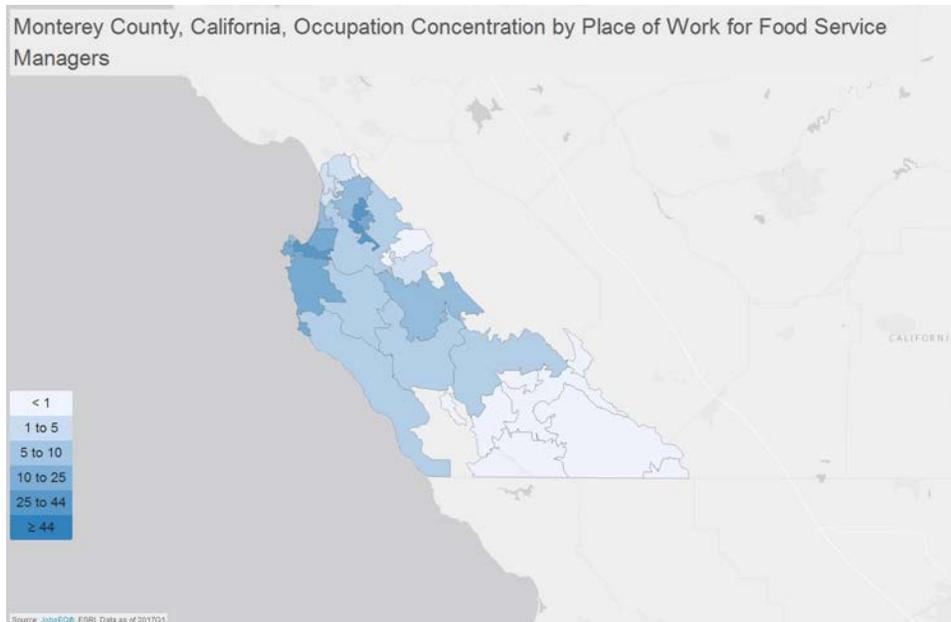


Source: JobsEQ®, Data as of 2017Q1. The shaded areas represent national recessions.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

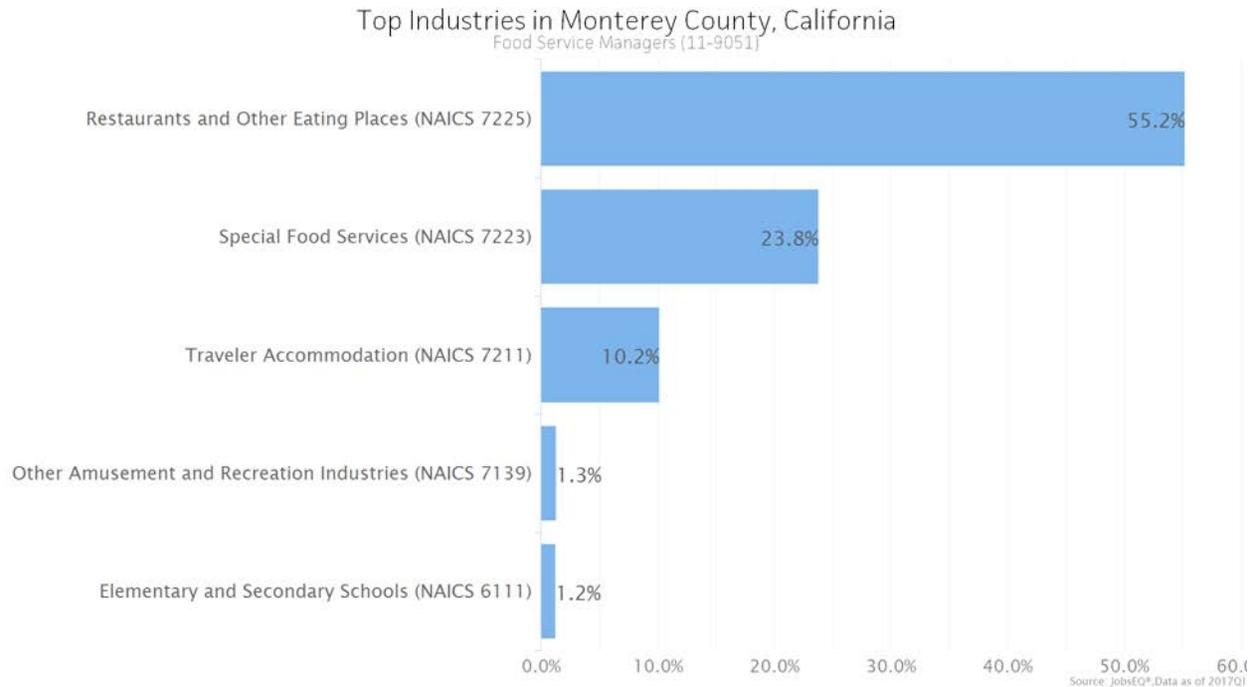
The below maps illustrate the ZCTA-level distribution of employed Food Service Managers in Monterey County, California. Employment is shown by place of work and by residence.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in Monterey County, California which most employ Food Service Managers. The single industry most employing this occupation in the region is Restaurants and Other Eating Places, NAICS 7225. This industry employs 271 Food Service Managers—employment which is expected to increase by 30 jobs over the next ten years; furthermore, 90 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1.

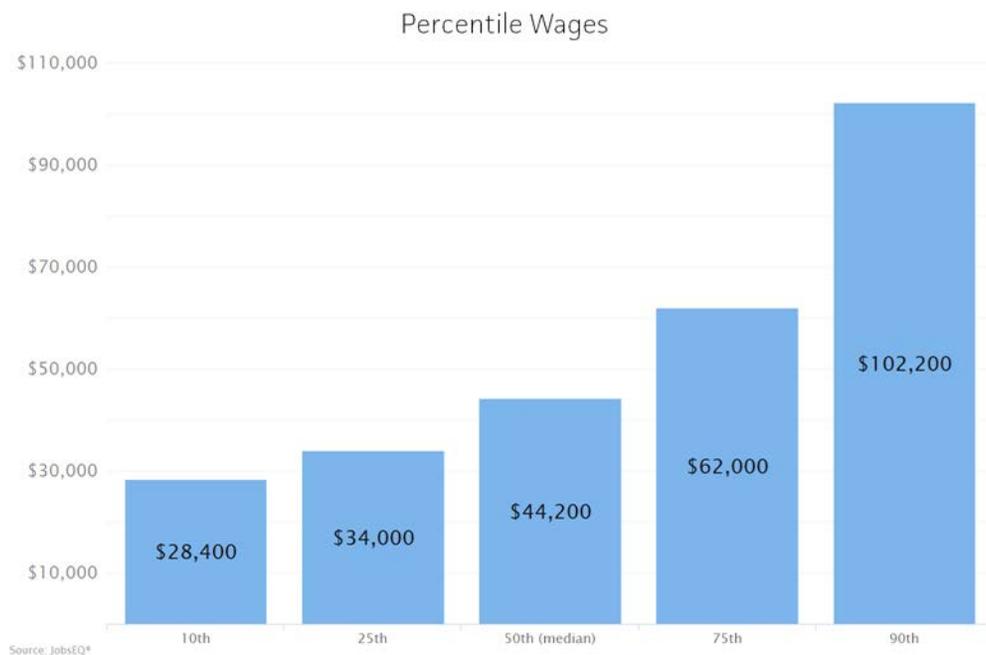
Top Industry Distribution for Food Service Managers (11-9051) in Monterey County, California					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
7225	Restaurants and Other Eating Places	271	90	30	119
7223	Special Food Services	117	38	10	48
7211	Traveler Accommodation	50	17	6	23
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	5	2	3	5
7139	Other Amusement and Recreation Industries	6	2	1	3
6111	Elementary and Secondary Schools	6	2	0	2
5611	Office Administrative Services	3	1	1	2
6231	Nursing Care Facilities (Skilled Nursing Facilities)	3	1	0	1
4451	Grocery Stores	3	1	0	1
5511	Management of Companies and Enterprises	3	1	0	1
1113	Fruit and Tree Nut Farming	3	1	0	1
	-All Others-	21	7	2	9

Source: JobsEQ®
Data as of 2017Q1 except wages which are as of 2016. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Wages

The average (mean) annual wage for Food Service Managers was \$53,200 in Monterey County, California as of 2016. For the same year, average entry level wages were approximately \$30,200 compared to an average of \$64,700 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2016 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

Education Profile

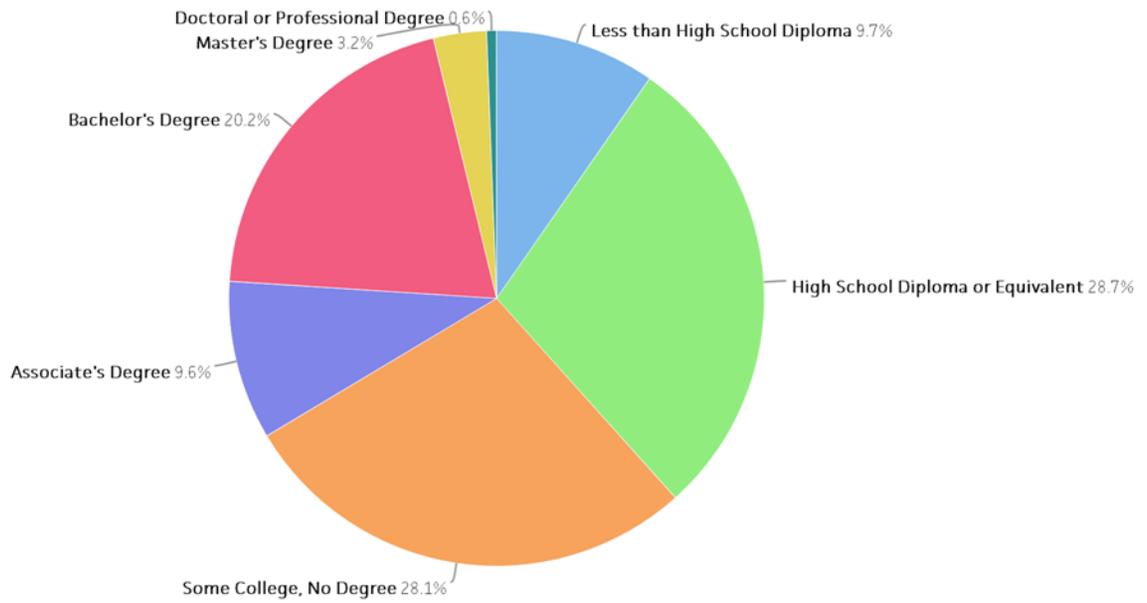
Typical education and training requirements for Food Service Managers are described below.

Education and Training Requirements	
Typical Entry-Level Education:	High school diploma or equivalent
Previous Work Experience:	Less than 5 years
Typical On-the-Job Training:	None

Source: JobsEQ®

The below education mix for Food Service Managers is estimated from national survey data.

Educational Attainment Profile, Age 25+



Source: JobsEQ®

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

Awards

The table below is a list of postsecondary program awards that were granted by postsecondary institutions located in Monterey County, California in the 2015 academic year. These programs have been identified as providing training for Food Service Managers (for further details, see the source note).

Title/School	Annual Awards - Monterey County, California		
	Certificates and 2yr Degrees	4yr Degrees	Postgraduate Degrees
12.0504 Restaurant, Culinary, and Catering Management/Manager			
Monterey Peninsula College	0	0	0
52.0901 Hospitality Administration/Management, General			
Monterey Peninsula College	6	0	0
Total			
Total	6	0	0

Source: JobsEQ®

Data as of the 2014-2015 academic year

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2015 academic year. Any programs shown here have been identified as being linked with the occupation being analyzed. Other existing programs may also provide training in the region for this occupation but have not been so identified by the program-occupation crosswalk (see the FAQ section at the end of this report for more details). Furthermore, any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.

Apprenticeships

The apprenticeable specialties associated with this occupation are:

Rapids Code	Rapids Title
0593	Manager, Food Service

Source: JobsEQ®
Apprenticeable occupations are identified through the Department of Labor's Registered Apprenticeship program.



**Occupation Report for Chefs and Head
Cooks
Monterey County, California**



Definition of Chefs and Head Cooks, SOC 35-1011

Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.

Occupation Snapshot

As of 2017Q1, total employment for Chefs and Head Cooks in Monterey County, California was 245. Over the past three years, this occupation added 15 jobs in the region and is expected to increase by 23 jobs over the next seven years, or at an annual average rate of 1.3%.

Occupation Snapshot of Chefs and Head Cooks in Monterey County, California											
Current					Historical		Forecast				
Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2014q1-2017q1	Over the Next 7 Years				
Empl	Avg. Annual Wages ¹	Location Quotient	Unempl	Unempl Rate	Empl	Monterey County, California	Current Online Job Ads ²	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent	
245	\$60,500	1.30	23	9.1%	15	2.1%	20	33	23	1.3%	

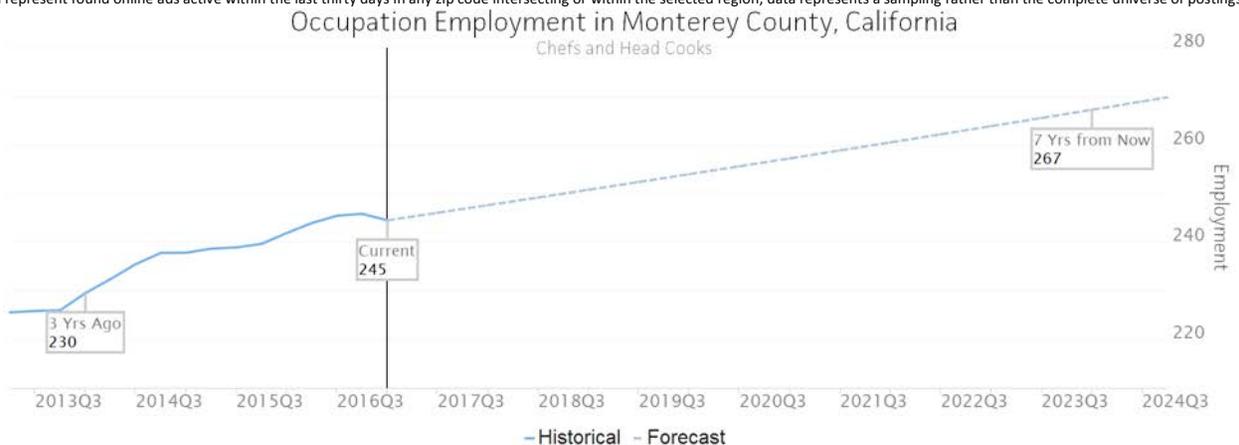
Source: JobsEQ®

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.

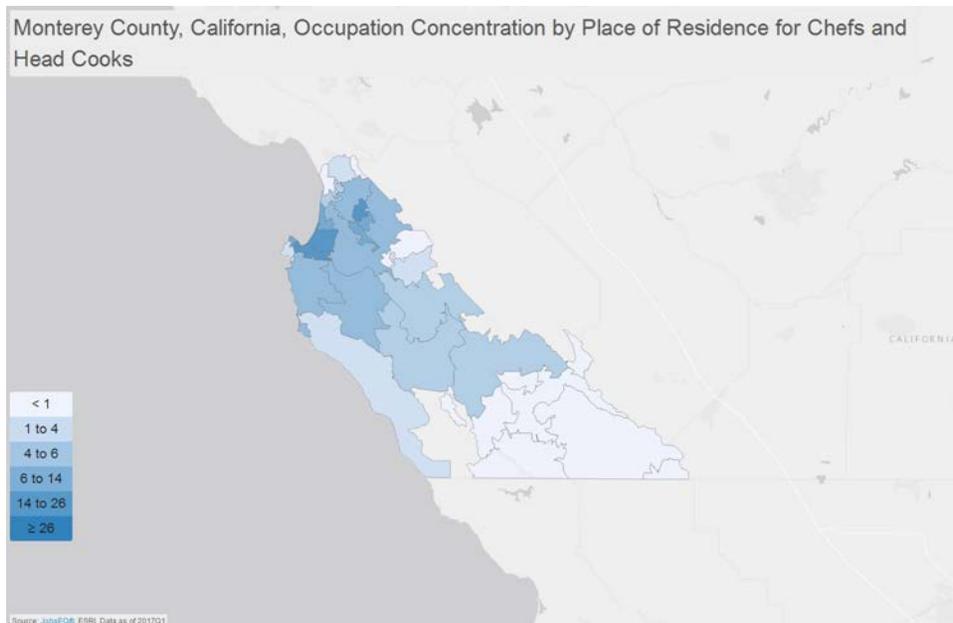
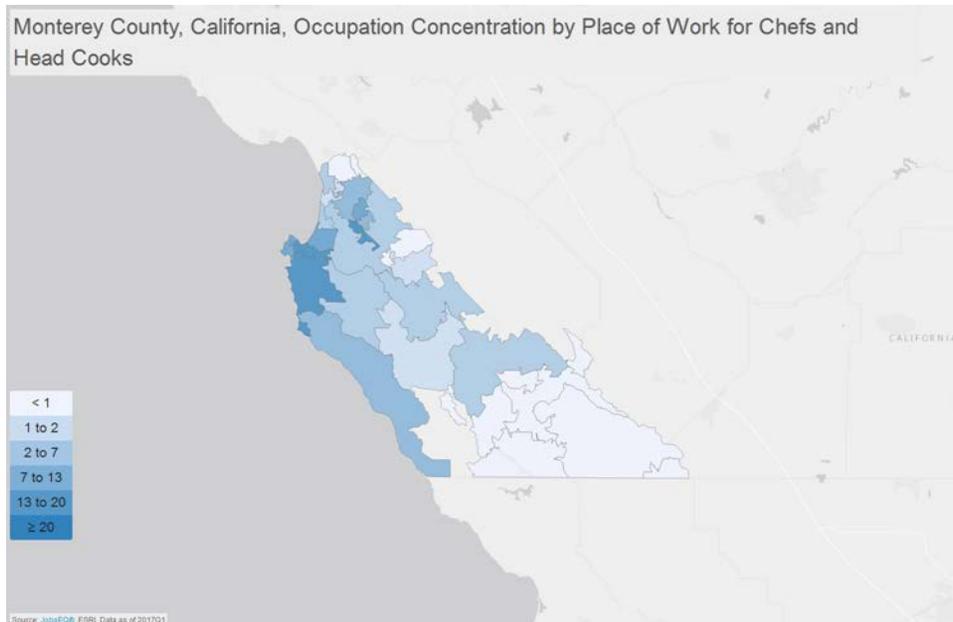


Source: JobsEQ®, Data as of 2017Q1. The shaded areas represent national recessions.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

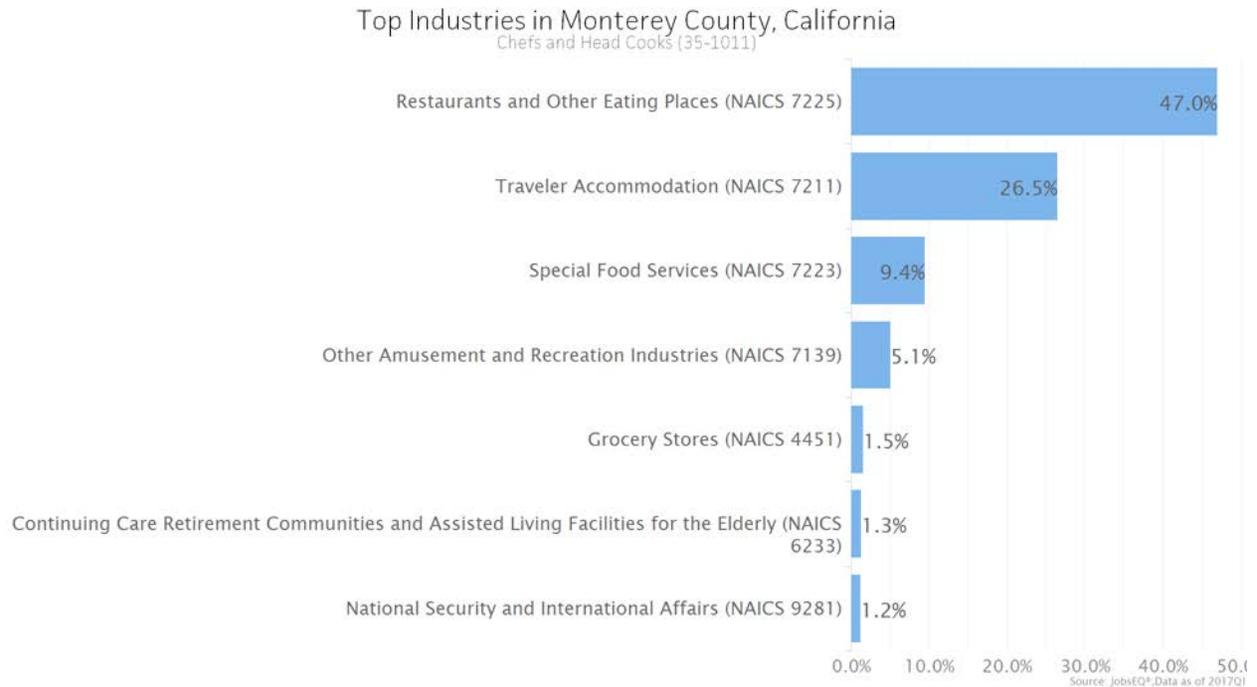
The below maps illustrate the ZCTA-level distribution of employed Chefs and Head Cooks in Monterey County, California. Employment is shown by place of work and by residence.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in Monterey County, California which most employ Chefs and Head Cooks. The single industry most employing this occupation in the region is Restaurants and Other Eating Places, NAICS 7225. This industry employs 115 Chefs and Head Cooks—employment which is expected to increase by 12 jobs over the next ten years; furthermore, 23 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1.

Top Industry Distribution for Chefs and Head Cooks (35-1011) in Monterey County, California					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
7225	Restaurants and Other Eating Places	115	23	12	35
7211	Traveler Accommodation	65	13	8	21
7223	Special Food Services	23	5	5	10
7139	Other Amusement and Recreation Industries	12	3	2	5
4451	Grocery Stores	4	1	2	3
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	3	1	2	2
9281	National Security and International Affairs	3	1	0	0
3119	Other Food Manufacturing	2	0	0	1
6241	Individual and Family Services	1	0	0	1
6221	General Medical and Surgical Hospitals	1	0	0	0
	-All Others-	15	3	1	4

Source: JobsEQ®

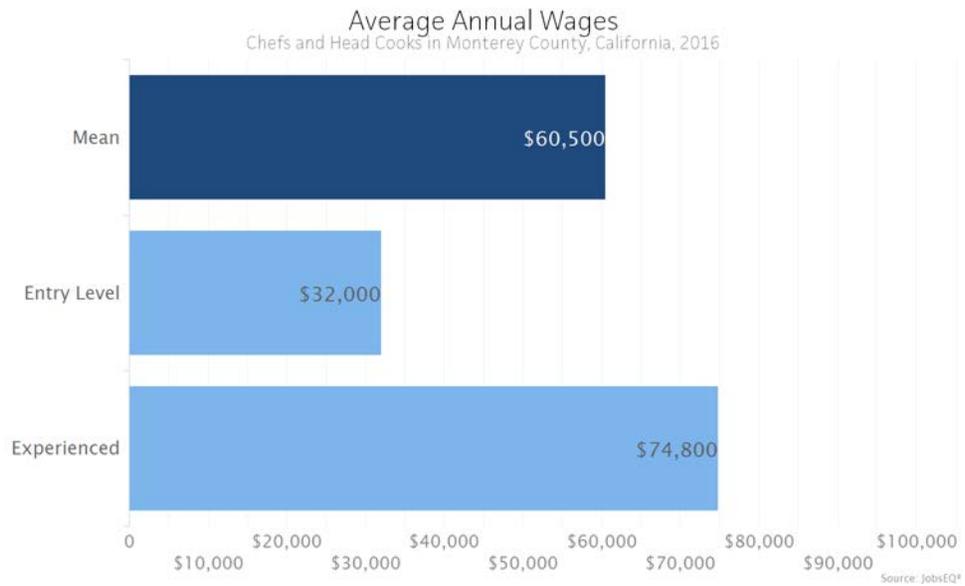
Data as of 2017Q1 except wages which are as of 2016. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Wages

The average (mean) annual wage for Chefs and Head Cooks was \$60,500 in Monterey County, California as of 2016. For the same year, average entry level wages were approximately \$32,000 compared to an average of \$74,800 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2016 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

Education Profile

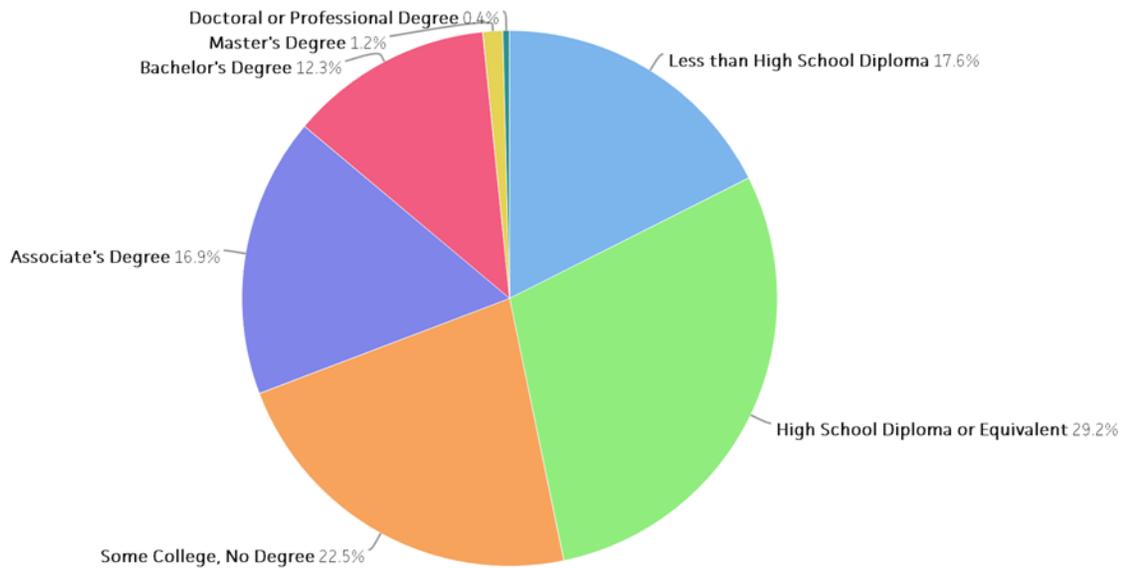
Typical education and training requirements for Chefs and Head Cooks are described below.

Education and Training Requirements	
Typical Entry-Level Education:	High school diploma or equivalent
Previous Work Experience:	5 years or more
Typical On-the-Job Training:	None

Source: JobsEQ®

The below education mix for Chefs and Head Cooks is estimated from national survey data.

Educational Attainment Profile, Age 25+



Source: JobsEQ®

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

Apprenticeships

The apprenticeable specialties associated with this occupation are:

Rapids Code	Rapids Title
0722	Cook, Pastry
0722HY	Cook, Pastry (Hotel & Restaurant)
0776	Baker (Hotel and Restaurant)
1053	Chief, Cook (Water Transportation)

Source: JobsEQ®

Apprenticeable occupations are identified through the Department of Labor's Registered Apprenticeship program.



**Occupation Report for Hotel, Motel, and
Resort Desk Clerks
Monterey County, California**



Definition of Hotel, Motel, and Resort Desk Clerks, SOC 43-4081

Accommodate hotel, motel, and resort patrons by registering and assigning rooms to guests, issuing room keys or cards, transmitting and receiving messages, keeping records of occupied rooms and guests' accounts, making and confirming reservations, and presenting statements to and collecting payments from departing guests.

Occupation Snapshot

As of 2017Q1, total employment for Hotel, Motel, and Resort Desk Clerks in Monterey County, California was 892. Over the past three years, this occupation added 46 jobs in the region and is expected to increase by 75 jobs over the next seven years, or at an annual average rate of 1.2%.

Occupation Snapshot of Hotel, Motel, and Resort Desk Clerks in Monterey County, California										
Current					Historical		Forecast			
Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2014q1-2017q1	Over the Next 7 Years			
Empl	Avg. Annual Wages ¹	Location Quotient	Unempl	Unempl Rate	Empl	Monterey County, California	Current Online Job Ads ²	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
892	\$29,800	2.79	139	15.2%	46	1.8%	52	330	75	1.2%

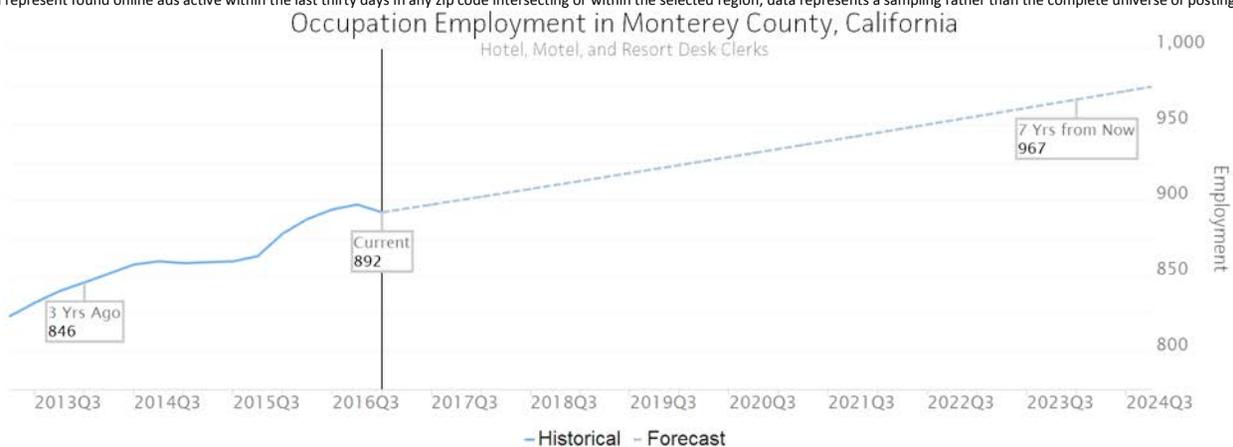
Source: JobsEQ®

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.

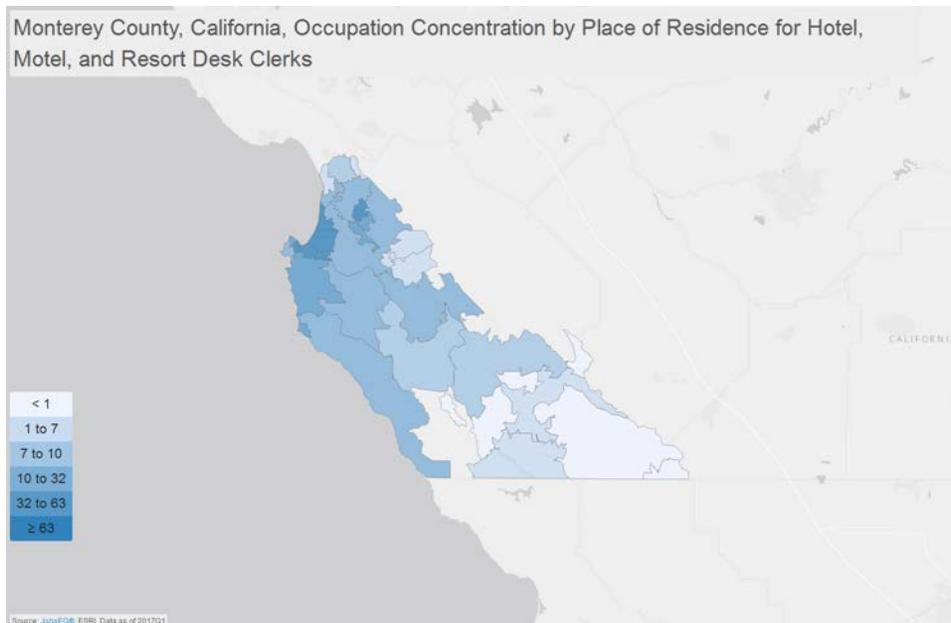
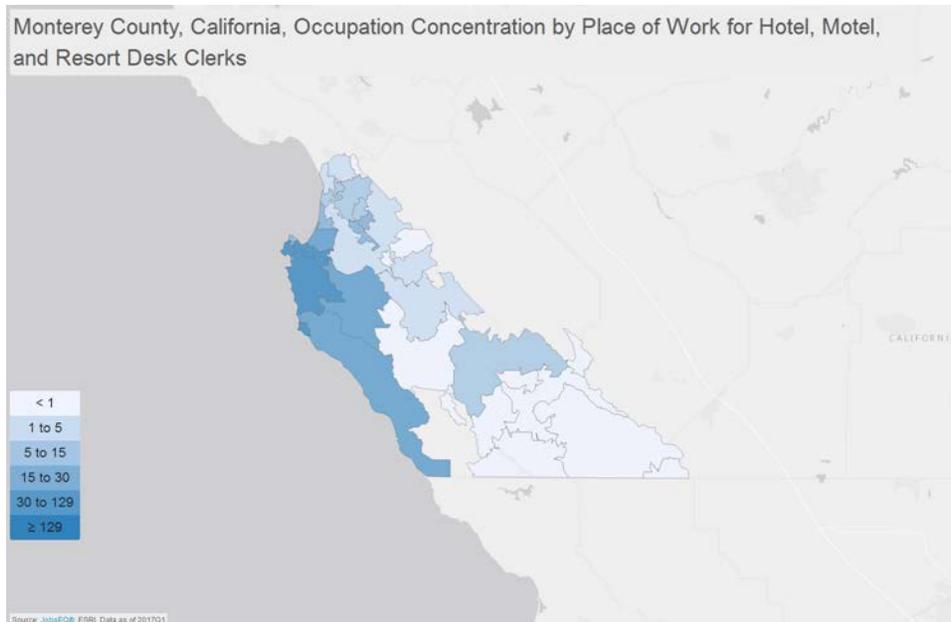


Source: JobsEQ®, Data as of 2017Q1. The shaded areas represent national recessions.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

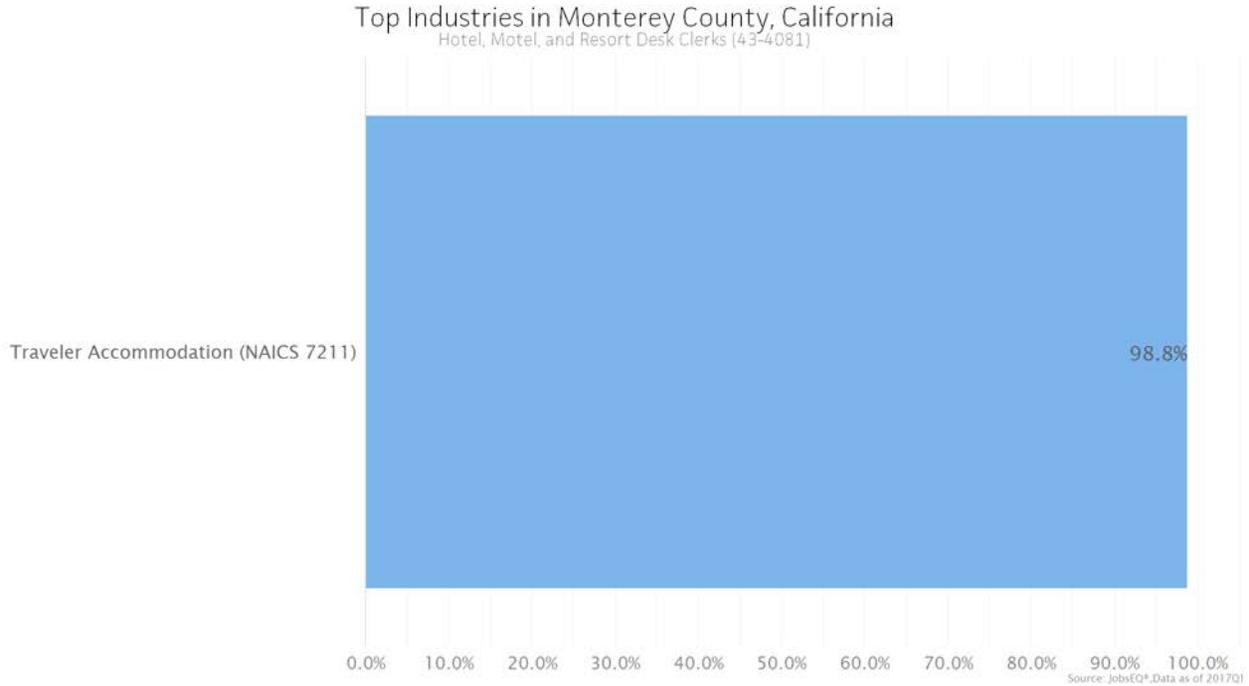
The below maps illustrate the ZCTA-level distribution of employed Hotel, Motel, and Resort Desk Clerks in Monterey County, California. Employment is shown by place of work and by residence.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in Monterey County, California which most employ Hotel, Motel, and Resort Desk Clerks. The single industry most employing this occupation in the region is Traveler Accommodation, NAICS 7211. This industry employs 881 Hotel, Motel, and Resort Desk Clerks—employment which is expected to increase by 107 jobs over the next ten years; furthermore, 475 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1.

Top Industry Distribution for Hotel, Motel, and Resort Desk Clerks (43-4081) in Monterey County, California					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
7211	Traveler Accommodation	881	475	107	582
	-All Others-	11	6	2	8

Source: JobsEQ®

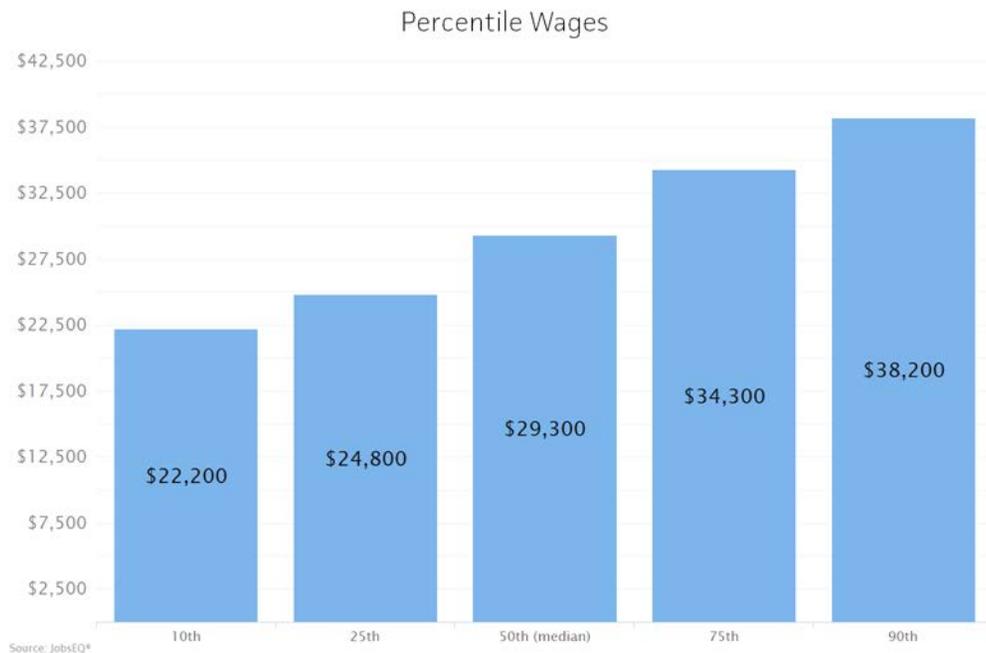
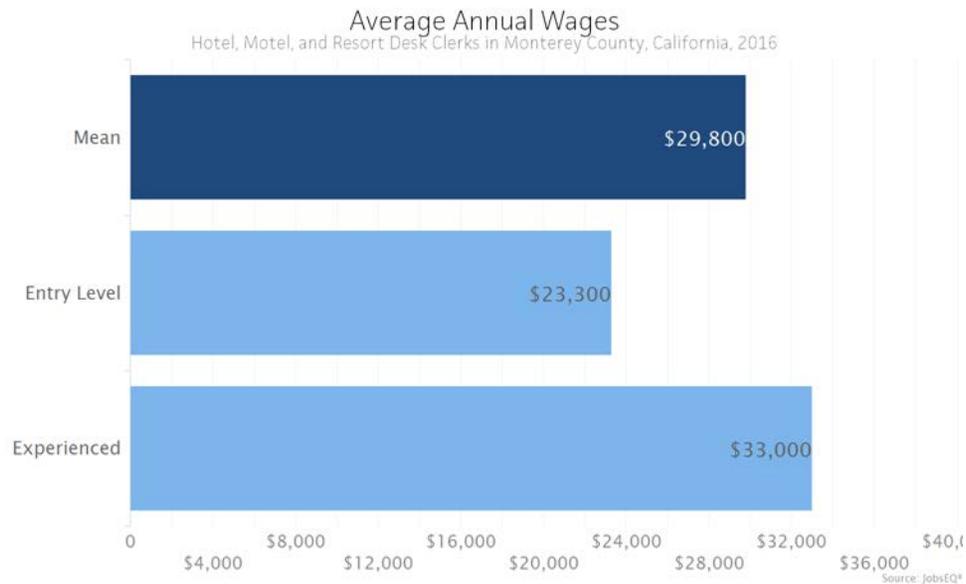
Data as of 2017Q1 except wages which are as of 2016. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Wages

The average (mean) annual wage for Hotel, Motel, and Resort Desk Clerks was \$29,800 in Monterey County, California as of 2016. For the same year, average entry level wages were approximately \$23,300 compared to an average of \$33,000 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2016 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

Education Profile

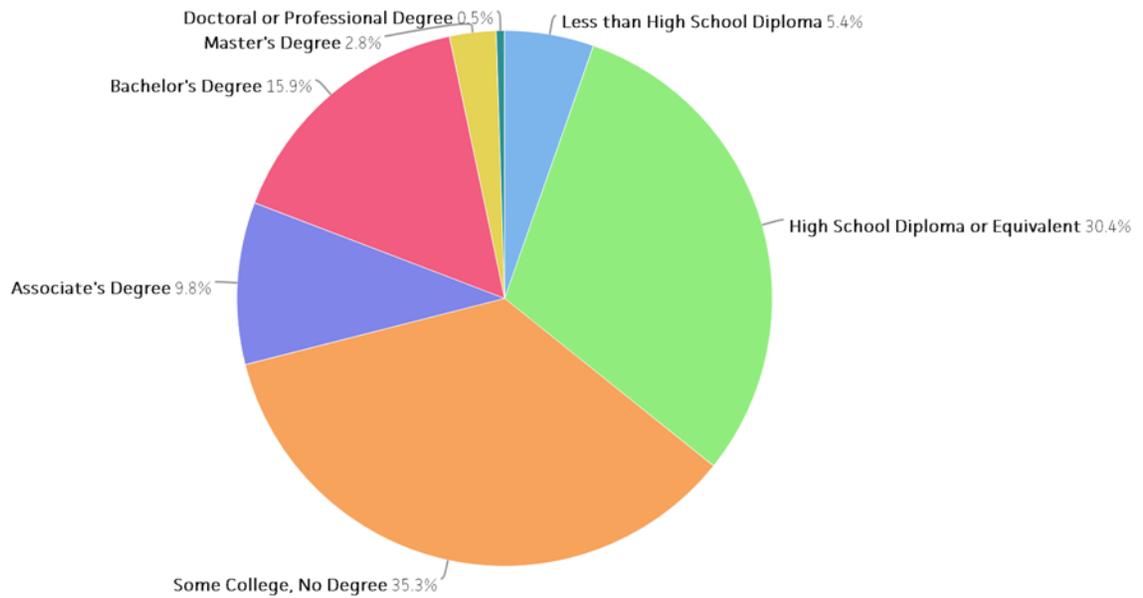
Typical education and training requirements for Hotel, Motel, and Resort Desk Clerks are described below.

Education and Training Requirements	
Typical Entry-Level Education:	High school diploma or equivalent
Previous Work Experience:	None
Typical On-the-Job Training:	Short-term on-the-job training

Source: JobsEQ®

The below education mix for Hotel, Motel, and Resort Desk Clerks is estimated from national survey data.

Educational Attainment Profile, Age 25+



Source: JobsEQ®

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

Apprenticeships

The apprenticeable specialties associated with this occupation are:

Rapids Code	Rapids Title
1035	Hotel Associate

Source: JobsEQ®
Apprenticeable occupations are identified through the Department of Labor's Registered Apprenticeship program.



Occupation Report for Maids and Housekeeping Cleaners Monterey County, California



Definition of Maids and Housekeeping Cleaners, SOC 37-2012

Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels and hospitals, in a clean and orderly manner. Duties may include making beds, replenishing linens, cleaning rooms and halls, and vacuuming.

Occupation Snapshot

As of 2017Q1, total employment for Maids and Housekeeping Cleaners in Monterey County, California was 2,363. Over the past three years, this occupation added 120 jobs in the region and is expected to increase by 205 jobs over the next seven years, or at an annual average rate of 1.2%.

Occupation Snapshot of Maids and Housekeeping Cleaners in Monterey County, California											
Current					Historical		Forecast				
Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2014q1-2017q1	Over the Next 7 Years				
Empl	Avg. Annual Wages ¹	Location Quotient	Unempl	Unempl Rate	Empl	Monterey County, California	Current Online Job Ads ²	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent	
2,363	\$29,900	1.47	364	13.9%	120	1.7%	123	448	205	1.2%	

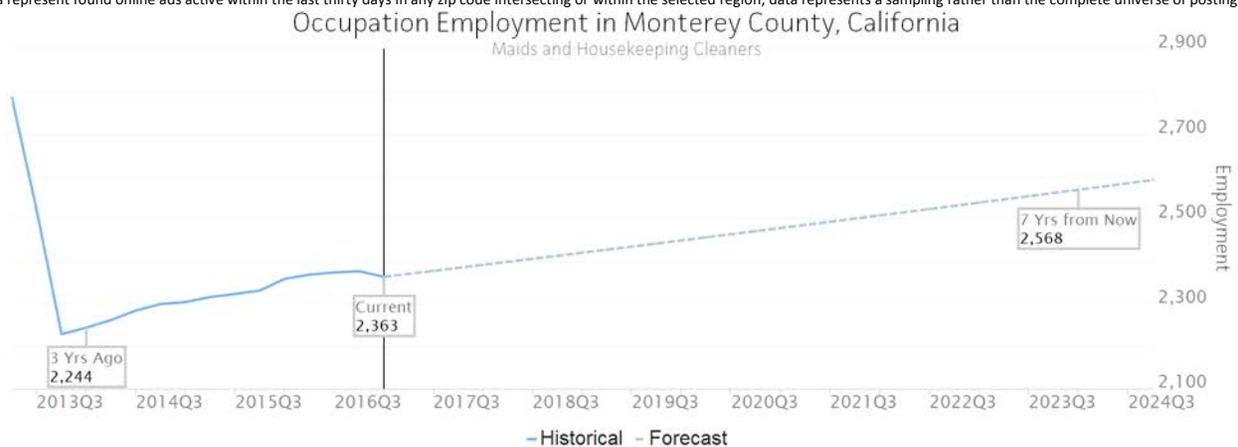
Source: JobsEQ®

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

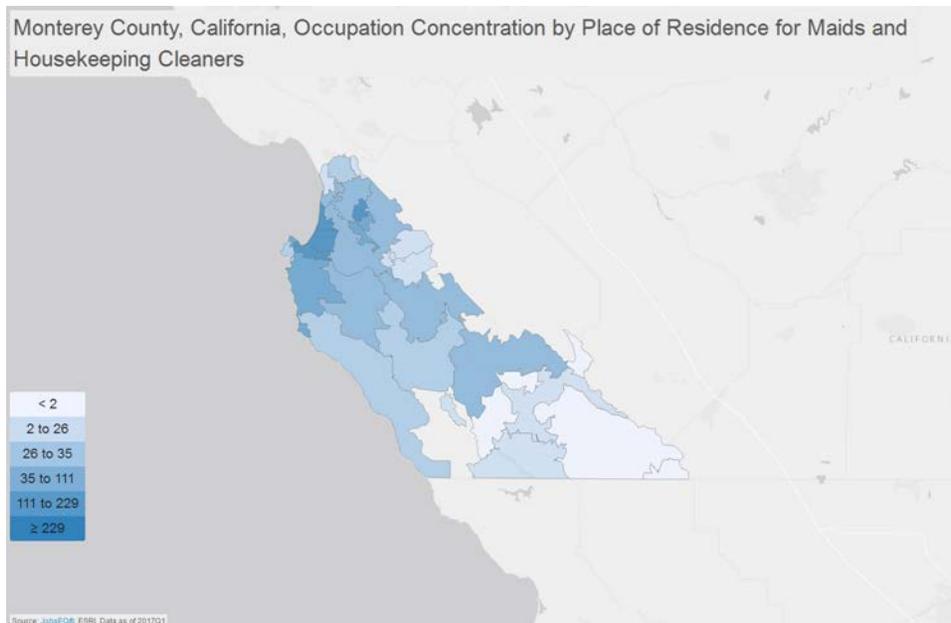
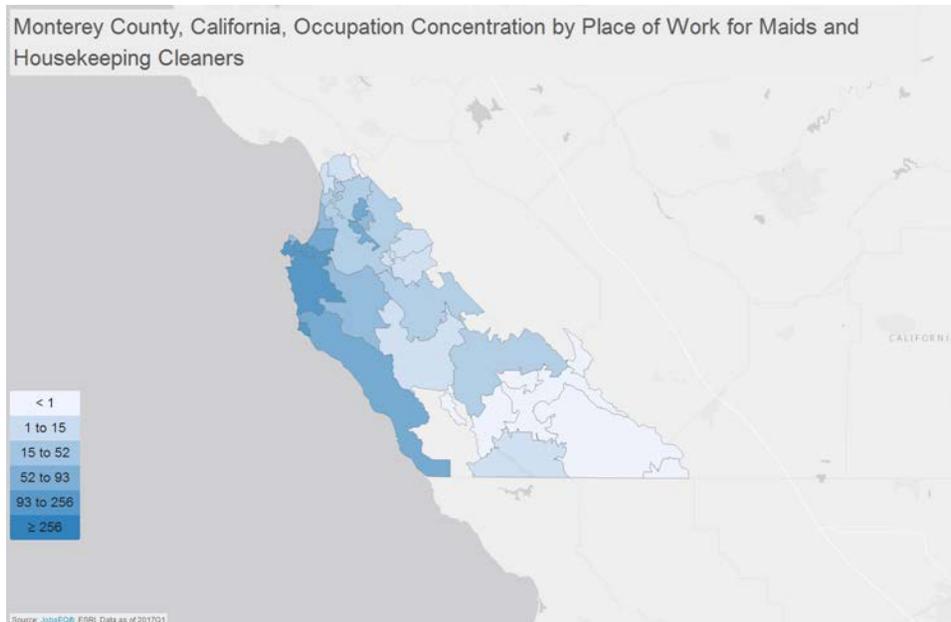
2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

The below maps illustrate the ZCTA-level distribution of employed Maids and Housekeeping Cleaners in Monterey County, California. Employment is shown by place of work and by residence.

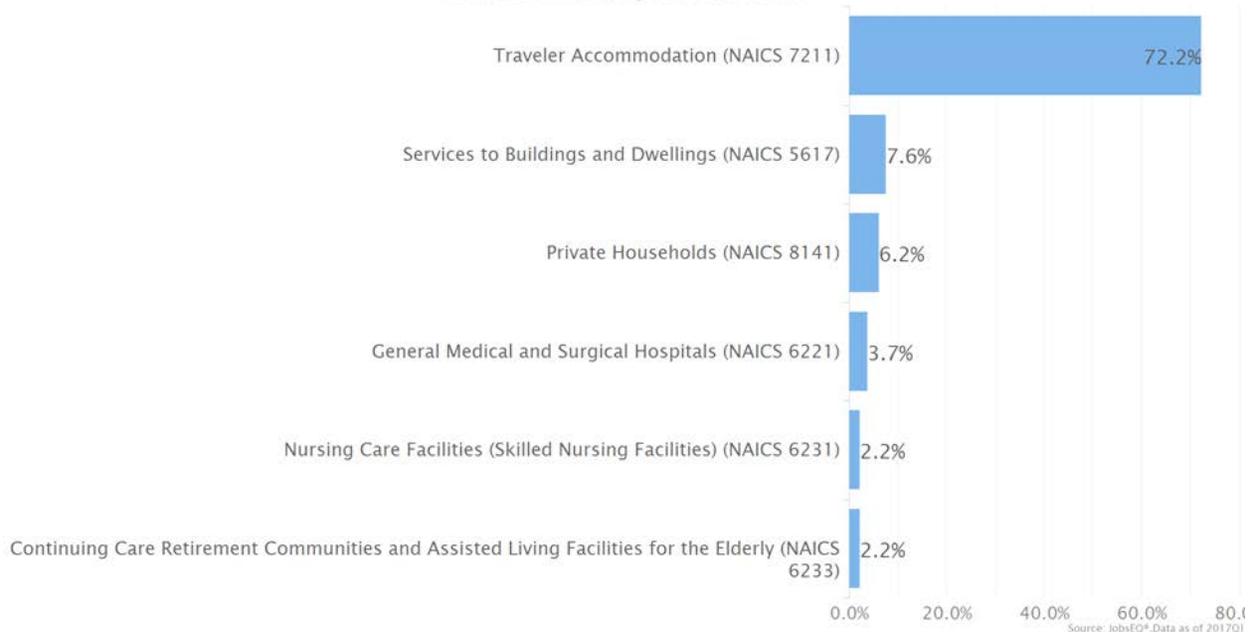


Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in Monterey County, California which most employ Maids and Housekeeping Cleaners. The single industry most employing this occupation in the region is Traveler Accommodation, NAICS 7211. This industry employs 1,707 Maids and Housekeeping Cleaners—employment which is expected to increase by 207 jobs over the next ten years; furthermore, 471 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.

Top Industries in Monterey County, California
Maids and Housekeeping Cleaners (37-2012)



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1.

Top Industry Distribution for Maids and Housekeeping Cleaners (37-2012) in Monterey County, California

NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
7211	Traveler Accommodation	1,707	471	207	678
5617	Services to Buildings and Dwellings	180	49	17	66
8141	Private Households	146	39	10	49
6221	General Medical and Surgical Hospitals	88	24	6	30
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	51	17	27	45
6231	Nursing Care Facilities (Skilled Nursing Facilities)	53	15	7	22
6241	Individual and Family Services	22	7	5	12
5613	Employment Services	14	4	2	6
	-All Others-	102	29	16	44

Source: JobsEQ®

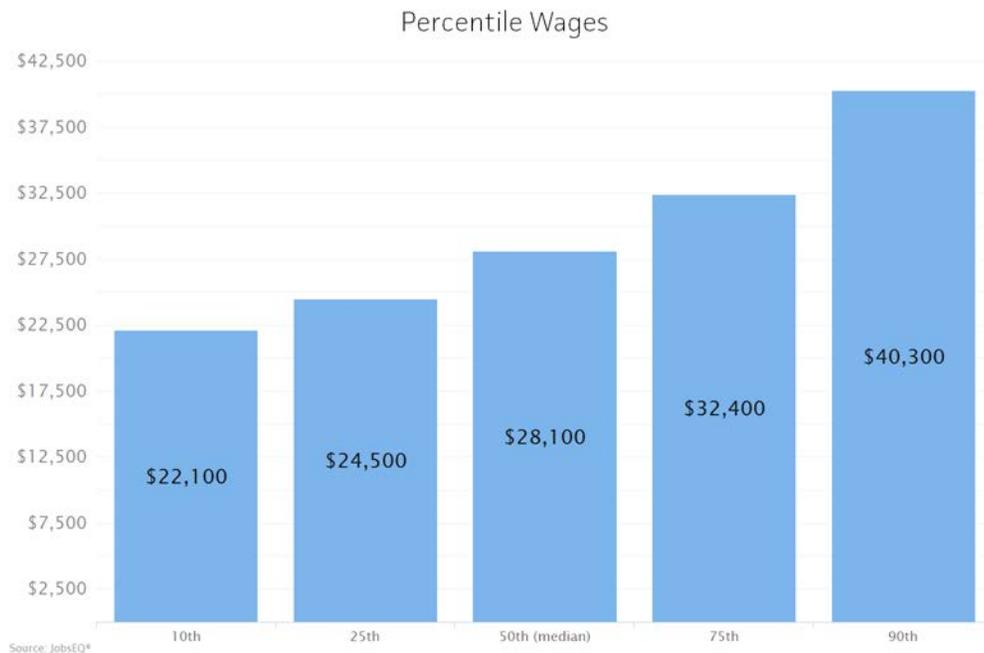
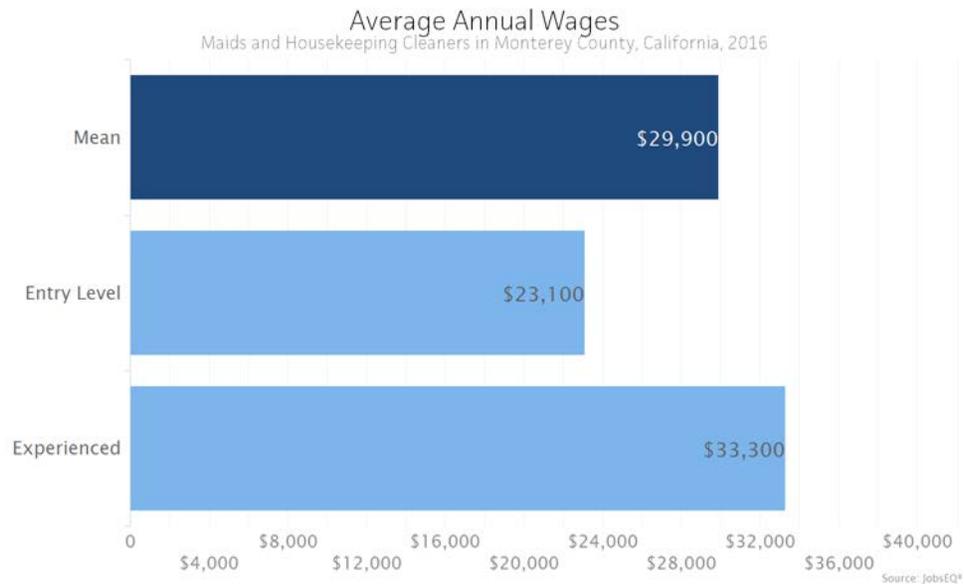
Data as of 2017Q1 except wages which are as of 2016. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Wages

The average (mean) annual wage for Maids and Housekeeping Cleaners was \$29,900 in Monterey County, California as of 2016. For the same year, average entry level wages were approximately \$23,100 compared to an average of \$33,300 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2016 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

Education Profile

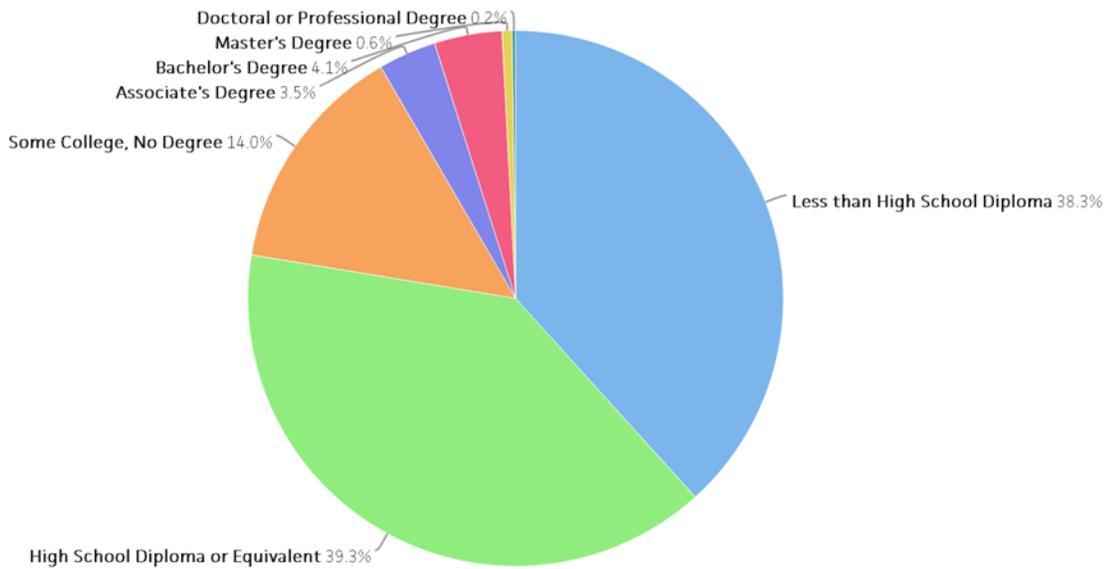
Typical education and training requirements for Maids and Housekeeping Cleaners are described below.

Education and Training Requirements	
Typical Entry-Level Education:	Less than high school
Previous Work Experience:	None
Typical On-the-Job Training:	Short-term on-the-job training

Source: JobsEQ®

The below education mix for Maids and Housekeeping Cleaners is estimated from national survey data.

Educational Attainment Profile, Age 25+



Source: JobsEQ®

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

Apprenticeships

The apprenticeable specialties associated with this occupation are:

Rapids Code	Rapids Title
0943	Housekeeper, Commercial, Residential, or Industrial

Source: JobsEQ®

Apprenticeable occupations are identified through the Department of Labor's Registered Apprenticeship program.



**Occupation Report for First-Line
Supervisors of Housekeeping and
Janitorial Workers
Monterey County, California**



Definition of First-Line Supervisors of Housekeeping and Janitorial Workers, SOC 37-1011

Directly supervise and coordinate work activities of cleaning personnel in hotels, hospitals, offices, and other establishments.

Occupation Snapshot

As of 2017Q1, total employment for First-Line Supervisors of Housekeeping and Janitorial Workers in Monterey County, California was 335. Over the past three years, this occupation added 18 jobs in the region and is expected to increase by 26 jobs over the next seven years, or at an annual average rate of 1.1%.

Occupation Snapshot of First-Line Supervisors of Housekeeping and Janitorial Workers in Monterey County, California										
Current					Historical		Forecast			
Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2014q1-2017q1	Over the Next 7 Years			
Empl	Avg. Annual Wages ¹	Location Quotient	Unempl	Unempl Rate	Empl	Monterey County, California	Current Online Job Ads ²	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
335	\$44,400	1.07	13	4.1%	18	1.8%	5	50	26	1.1%

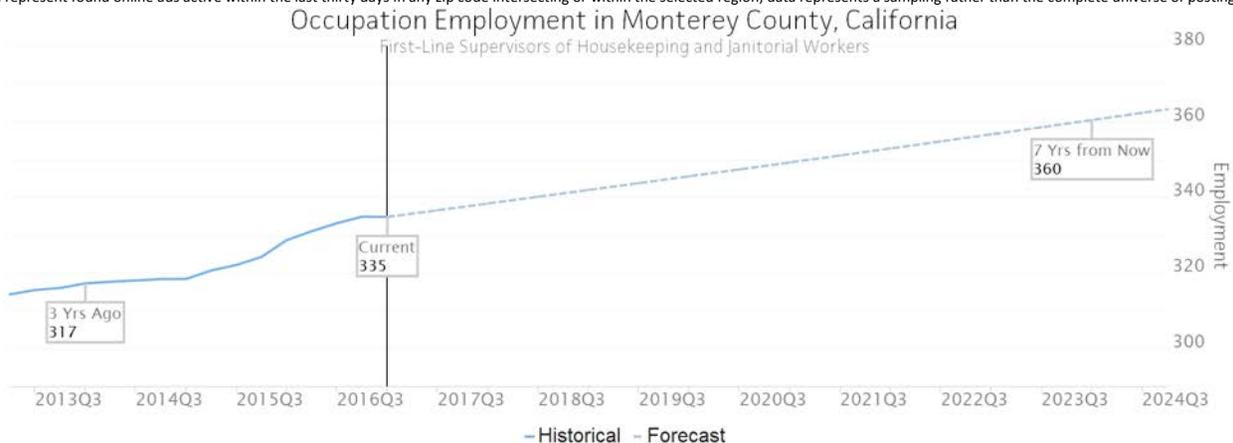
Source: JobsEQ®

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

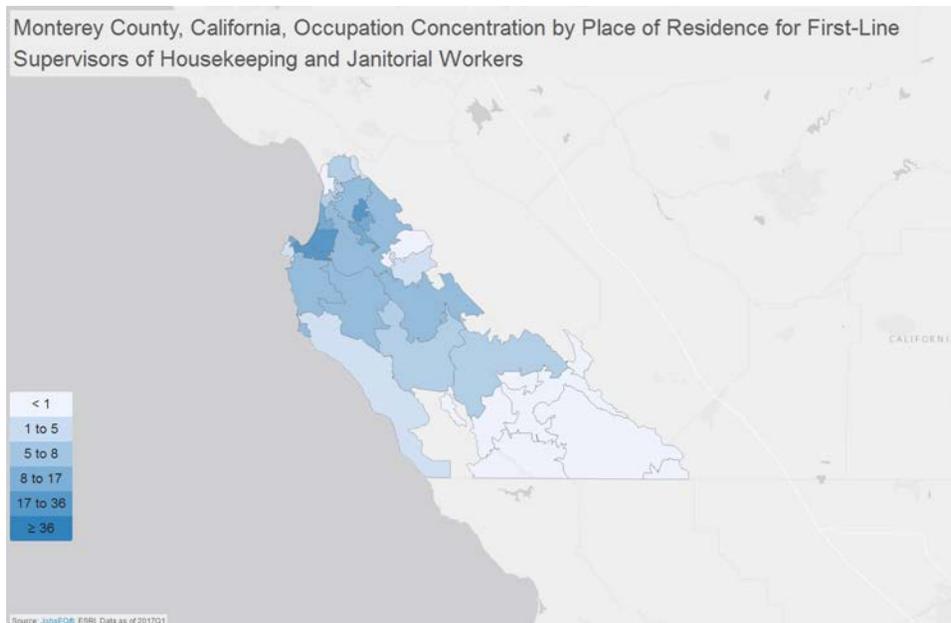
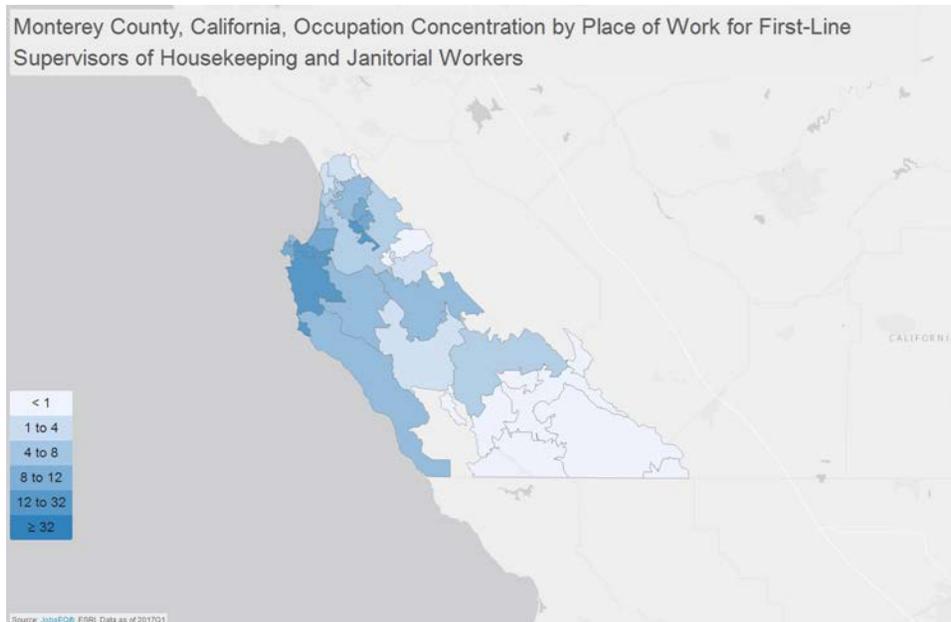
2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

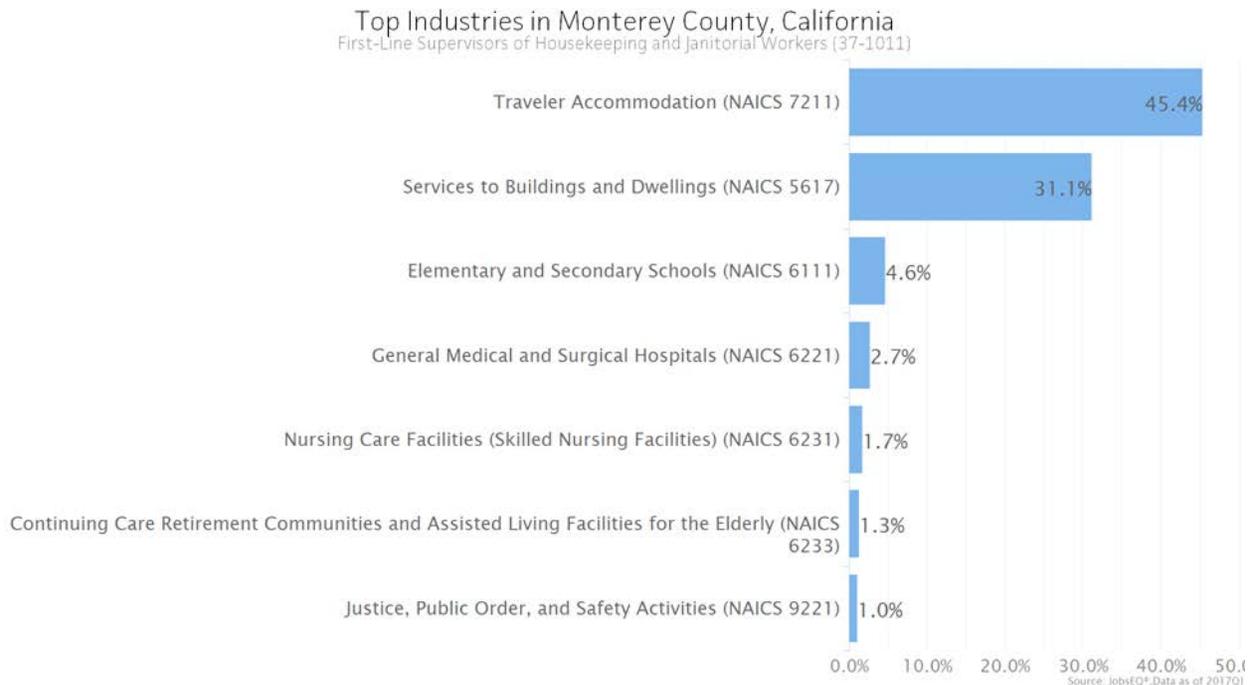
The below maps illustrate the ZCTA-level distribution of employed First-Line Supervisors of Housekeeping and Janitorial Workers in Monterey County, California. Employment is shown by place of work and by residence.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in Monterey County, California which most employ First-Line Supervisors of Housekeeping and Janitorial Workers. The single industry most employing this occupation in the region is Traveler Accommodation, NAICS 7211. This industry employs 152 First-Line Supervisors of Housekeeping and Janitorial Workers—employment which is expected to increase by 18 jobs over the next ten years; furthermore, 33 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1.

Top Industry Distribution for First-Line Supervisors of Housekeeping and Janitorial Workers (37-1011) in Monterey County, California					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
7211	Traveler Accommodation	152	33	18	52
5617	Services to Buildings and Dwellings	104	22	9	32
6111	Elementary and Secondary Schools	15	3	1	4
6221	General Medical and Surgical Hospitals	9	2	1	2
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	4	1	2	4
6231	Nursing Care Facilities (Skilled Nursing Facilities)	6	1	1	2
9221	Justice, Public Order, and Safety Activities	3	1	0	1
6241	Individual and Family Services	3	1	1	1
9211	Executive, Legislative, and Other General Government Support	3	1	0	1
6113	Colleges, Universities, and Professional Schools	3	1	0	1
8131	Religious Organizations	3	1	0	1
7139	Other Amusement and Recreation Industries	2	1	0	1
5313	Activities Related to Real Estate	2	0	1	1

Top Industry Distribution for First-Line Supervisors of Housekeeping and Janitorial Workers (37-1011) in Monterey County, California					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
	-All Others-	25	5	2	8

Source: JobsEQ®

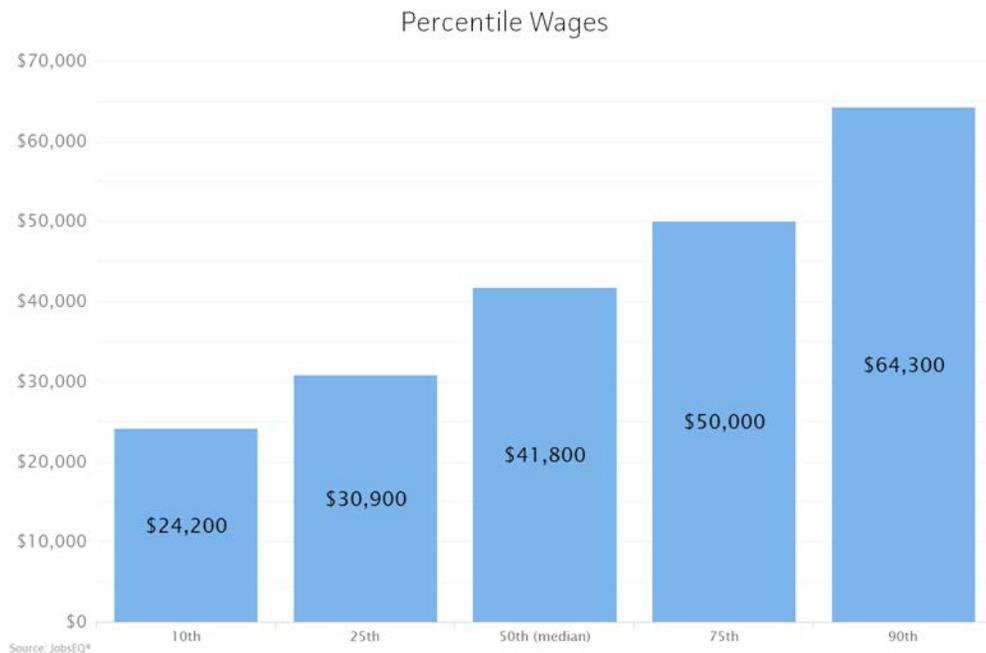
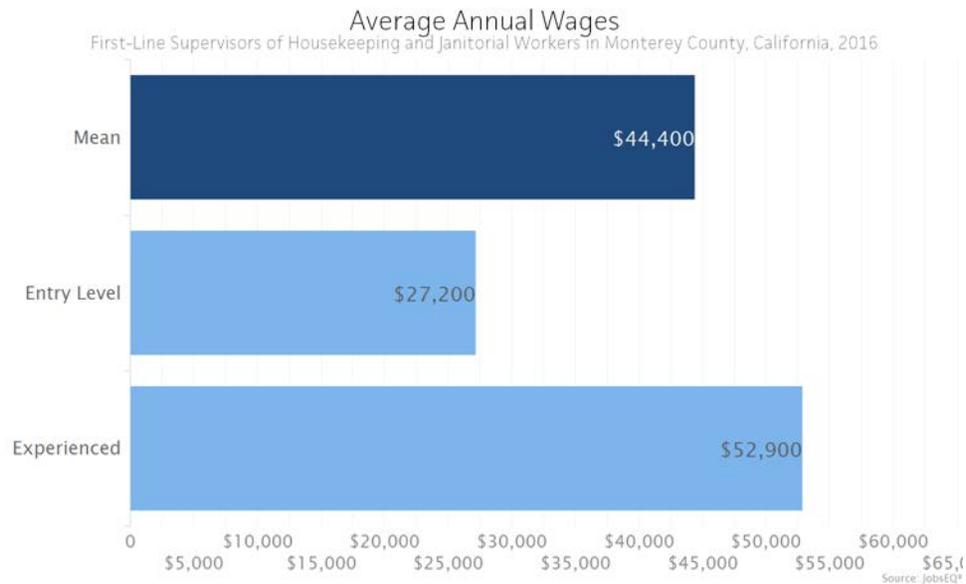
Data as of 2017Q1 except wages which are as of 2016. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Wages

The average (mean) annual wage for First-Line Supervisors of Housekeeping and Janitorial Workers was \$44,400 in Monterey County, California as of 2016. For the same year, average entry level wages were approximately \$27,200 compared to an average of \$52,900 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2016 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

Education Profile

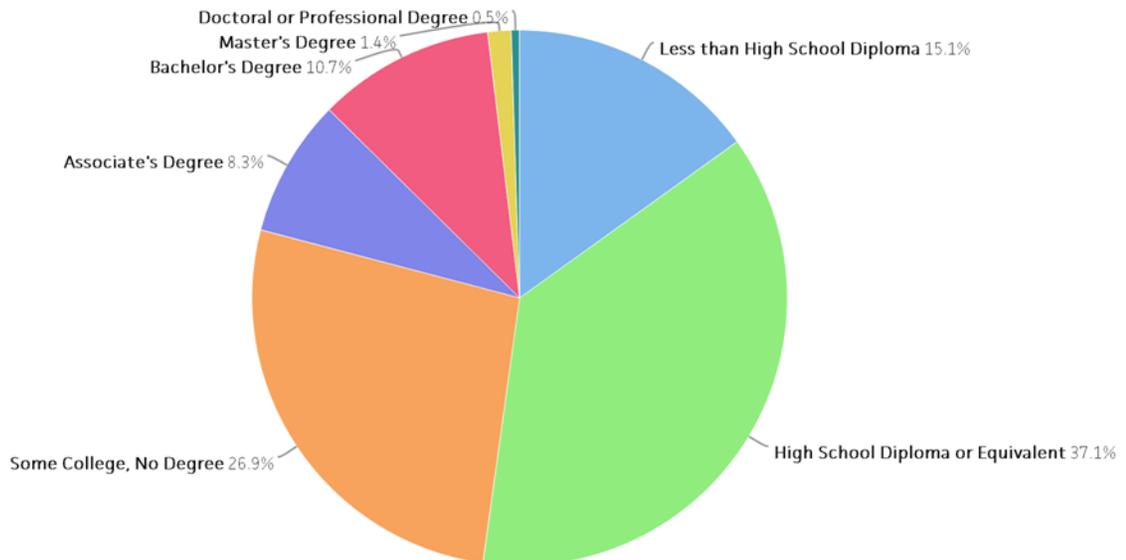
Typical education and training requirements for First-Line Supervisors of Housekeeping and Janitorial Workers are described below.

Education and Training Requirements	
Typical Entry-Level Education:	High school diploma or equivalent
Previous Work Experience:	Less than 5 years
Typical On-the-Job Training:	None

Source: JobsEQ®

The below education mix for First-Line Supervisors of Housekeeping and Janitorial Workers is estimated from national survey data.

Educational Attainment Profile, Age 25+



Source: JobsEQ®

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

Apprenticeships

The apprenticeable specialties associated with this occupation are:

Rapids Code	Rapids Title
1061	Manager, Household (Private Residence)

Source: JobsEQ®
Apprenticeable occupations are identified through the Department of Labor's Registered Apprenticeship program.

FAQ

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 840 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 97 minor groups, and 461 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an occupation (or industry) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is training concentration?

The training concentration analysis compares local postsecondary training output compared to the national norm. Let's consider registered nurses as an example. If in the nation, one RN award is granted for every ten RNs employed, that 1:10 ratio is the national norm. If in your region your schools also grant one RN award for every ten RNs employed, then your region will be right at the national norm, or we say at 100% of the national norm which is termed a 100% training concentration. If your region grants two RN awards for every ten employed, your region would be at twice the national norm or have a 200% training concentration. Similarly, if your region grants one RN award for every twenty employed, your region would be at half the national norm or have a 50% training concentration.

What is the program-to-occupation crosswalk?

Training programs are classified according to the Classification of Instructional Programs (CIP codes). For relating training programs, this report uses a modified version of the CIP to SOC crosswalk from the National Center for Education Statistics (NCES). While this is a very helpful crosswalk for estimating occupation production from training program awards data, the crosswalk is neither perfect nor comprehensive. Indeed, it is hard to imagine such a crosswalk being perfect since many training program graduates for one reason or another do not end up employed in occupations that are most related to the training program from which they graduated. Therefore, the education program analyses should be considered in this light.

As an example of the many scenarios that may unfold, consider a journalism degree that crosswalks into three occupations: editors, writers, and postsecondary communications teachers. Graduates with a journalism degree may get a job in one of these occupations—and that may be the most-likely scenario—but a good number of these graduates may get a job in a different occupation altogether (the job may be somewhat related, such as a reporter, or the job may be totally unrelated, such as a real estate agent). Furthermore, a graduate may stay in school or go back to school for a degree that will lead to other occupation possibilities. Still another possibility includes the graduate not entering the labor market (maybe being unemployed, being a non-participant, or moving to another region).

What is replacement demand?

Replacement demand is the number of jobs required due to replacements—retirements and turnover resulting from workers moving from one occupation into another. Note that replacement demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The replacement demand shown in this report may also be understated; thus, it can be taken to be a minimum measure of the number of workers who will need to be trained for the occupation due to replacements. The total projected demand for an occupation is the sum of the replacement demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the "all industry" level to the 6-digit level. The first two digits define the top level category, known as the "sector," which is the level examined in this report.

About This Report

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