

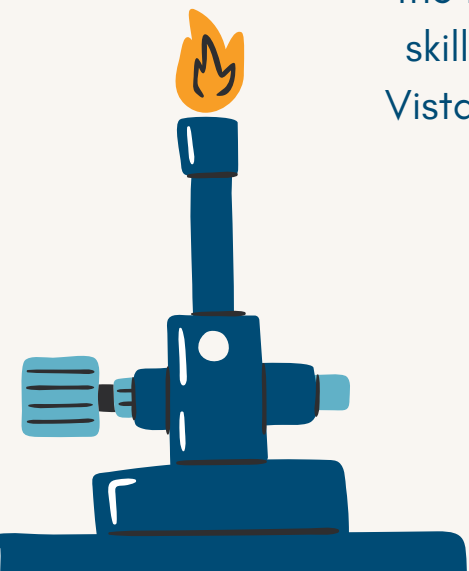


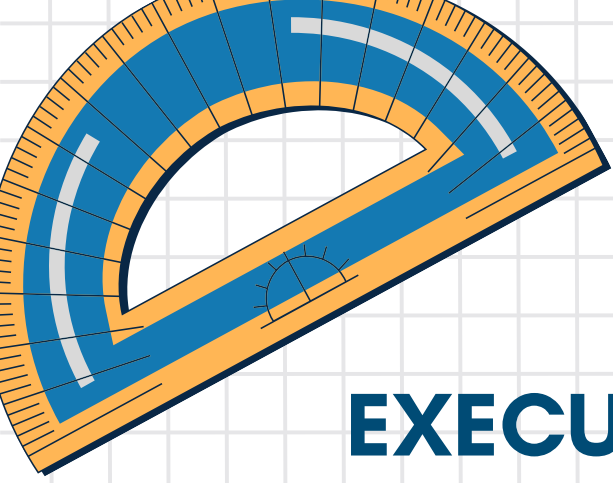
NORTH COUNTY JOB POSTING REPORT

SCIENCE. TECHNOLOGY. ENGINEERING. MATHEMATICS

QUARTER 2 2024

The Second Quarter 2024 North County STEM Job Postings Report measures demand for workers in STEM occupations by looking at unique job postings. This report examines who is hiring, the relative intensity of these efforts, and the key skills employers seek in Oceanside, San Marcos, Vista, Carlsbad, Escondido, Encinitas, and Poway.





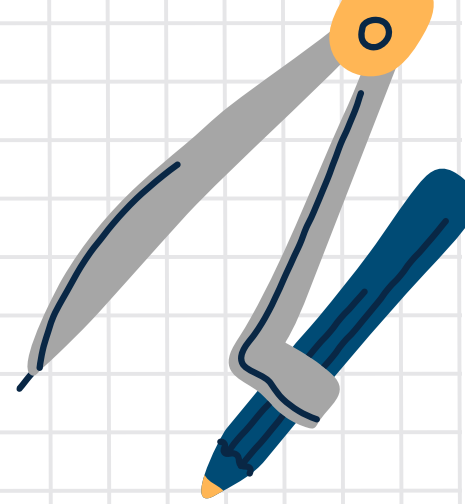
EXECUTIVE SUMMARY

The job market in North County seems to be improving. In 2023, hiring activity experienced declines. Compared to the beginning of 2024, hiring activity has increased in all three core areas of North County's tech economy: Life Sciences, Defense, and Software/Communications. This leading indicator suggests that the second half of 2024 will be positive for North County's economy.

Key Findings:

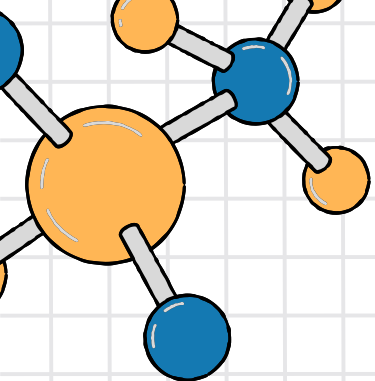
- **Hiring Activity Increase:** Q2 saw a 12% rise in job postings and a 5% increase in employers competing for STEM talent compared to Q1.
- **Reduced Job Posting Duration:** The average median duration of job postings decreased significantly from 30 days to 19 days, signaling a more competitive job market.
- **Active Recruiters:** General Atomics Aeronautics in Poway, Thermo Fisher, and Visa in Carlsbad remain the most active in recruiting.
- **Skill Mismatches:** The report highlights mismatches between the skills companies are seeking and those listed in LinkedIn profiles of North County residents.

Job Posting Analytics Q2 (April-June 2024)



Unique Postings	2,143 (1,900 in Q1)
Employer Competition	626 employers recruiting (593 in Q1)
Average Job Post Duration	19 days median post duration on job boards (Q1 - 30 days duration) <i>Job postings have become more competitive, as shown by the shorter promotion time on various job boards</i>
Average Job Posting Intensity <i>Posting intensity is the ratio between the number of job boards on which each unique posting is advertised and assumes that employers use more boards when struggling to attract qualified candidates</i>	4:1 (3:1 before) <i>Job posting intensity has become more intense since last quarter</i>

Please note: This report now includes computer science and software engineering jobs within the number of occupations examined. Readers should be cautious in comparing prior reports to this new definition of STEM occupations, as software-related jobs make up almost 40% of Quarter 2 postings.



Top 10 North County Companies Recruiting for STEM Occupations

Company	Unique Postings	Posting Intensity	Median Posting Duration
<u>General Atomics</u> (Poway)	233	4:1	23 days
<u>Thermo Fisher Scientific</u> (Carlsbad)	84	4:1	19 days
<u>Viasat</u> (Carlsbad)	79	6:1	25 days
<u>L3Harris Technologies</u> (Carlsbad)	37	10:1	19 days
<u>Leidos</u> (Vista)	20	7:1	4 days
<u>Formfactor</u> (Carlsbad)	19	3:1	n/a
<u>Ionis Pharmaceuticals</u> (Carlsbad)	19	2:1	28 days
<u>Palomar Health</u> (Escondido, Poway & San Marcos)	18	3:1	28 days

L3Harris Technologies and Viasat have the highest job intensity on this list. Competition to apply for companies such as Leidos is high as evidenced by their job postings lasting only an average of four days on job sites.

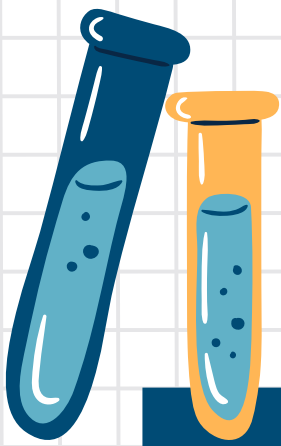
Top Occupations Posted

Please note: Unique postings in comparison to total postings suggest that these are specialized and competitive professions.



Occupation	Unique Postings	Posting Intensity	Median Posting Duration
Computer Occupations, All Other	225	3:1	24 days
Sales Reps, Wholesale & Manufacturing, Technical & Scientific Products	219	3:1	31 days
Software Developers	174	5:1	17 days
Mechanical Engineers	108	3:1	13 days
Computer User Support Specialists	99	3:1	17 days
Electrical Engineers	96	4:1	12 days
Industrial Engineers	90	3:1	15 days
Data Scientists	81	8:1	23 days
Architectural & Engineering Managers	80	4:1	15 days
Industrial Engineering Techs	76	3:1	22 days

This quarter, 71 additional occupations were listed for North County's top occupations, including civil engineers and aerospace engineers. These professions have a relatively low job posting intensity except for data scientists, where every position is posted on an average of 8 different job boards.



Top Industry Postings in North County

Industry	Unique Postings	Posting Intensity	Median Posting Duration
Professional, Scientific & Tech Services	534	3:1	15 days
Manufacturing	511	4:1	22 days
Wholesale Trade	122	2:1	23days
Retail Trade	76	3:1	23 days
Construction	74	2:1	27 days
Health Care & Social Assistance	67	3:1	28 days
Other Services (except Public Administration)	44	3:1	33 days
Admin & Support; Waste Management & Remediation Services	43	3:1	14 days
Public Admin	41	7:1	20 days

Most STEM jobs (69%) are found in the professional and scientific services and manufacturing sectors. However, it is important to note that nearly every major industry sector has some STEM job openings.

Top 10 In-Demand Specialized Skills

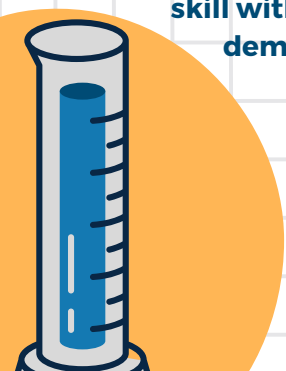
Please note: The demand/supply gap for these skills is measured by a +/-2% scale.

Skill	% of Total Postings Listing This Skill	% of North County Resident LinkedIn Profiles Listing This Skill	Demand/Supply Gap	Match/Mismatch
Project Management	22%	16%	-6%	Mismatch
Computer Science	13%	1%	-12%	Mismatch
Electrical Engineering	9%	2%	-7%	Mismatch
Python (Programming Language)	9%	5%	-4%	Mismatch
New Product Development	8%	8%	0%	Match
Data Analysis	7%	6%	-1%	Match
Automation	7%	6%	-1%	Match
Workflow Management	6%	3%	-3%	Mismatch
Auditing	6%	4%	-2%	Match
Aerospace Engineering	6%	1%	-5%	Mismatch

This chart compares the percentage of job postings listing a desired skill (whether required or preferred) and the mention of these skills in North County resident LinkedIn profiles.

Consistent with previous quarters, Q2 2024 shows project management as the most in-demand skill with gap between demand (22%) and supply (16%). Aerospace engineering is also in high demand with relatively few North County resident LinkedIn profiles mentioning that skill.

Employers can use this “gap” analysis to understand the relative competitiveness of specific labor markets. Educators can use this data to identify potential future programs, and job seekers can examine the gaps to better refine their resumes and LinkedIn profiles.

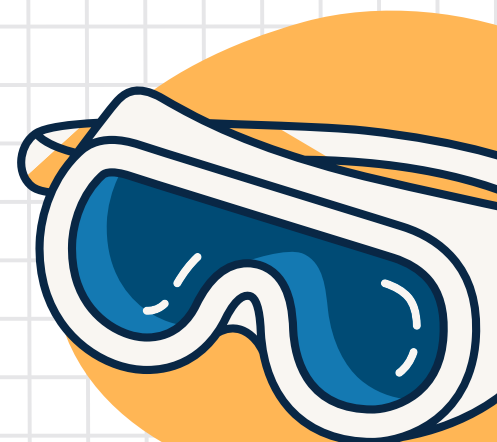


Top 10 In-Demand Software Skills

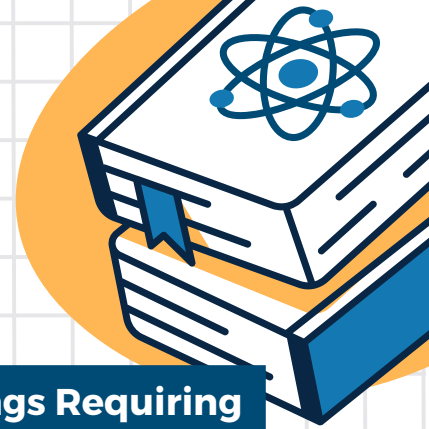
Please note: The demand/supply gap for these skills is measured by a +/-2% scale.

Software Skill	% of Total Postings Listing This Skill	% of North County Resident LinkedIn Profiles Listing This Skill	Demand/Supply Gap	Match/Mismatch
Microsoft Excel	11%	11%	0%	Match
Microsoft Office	9%	13%	+4%	Mismatch
Python (Programming Language)	9%	5%	-4%	Mismatch
Microsoft PowerPoint	7%	7%	0%	Match
C++ (Programming Language)	5%	6%	+1%	Match
Microsoft Outlook	4%	2%	-2%	Match
AutoCAD	4%	3%	-1%	Match
Microsoft Word	4%	7%	+3%	Mismatch
Operating Systems	4%	3%	-1%	Mismatch
MATLAB	4%	4%	0%	Match

This chart shows that candidates are in high demand for these software skills except Python, for which many more candidates are listing the skill than there are job postings. Candidates on average know how to use Microsoft Office, but it is not an in-demand software skill listed by employers in comparison to others on this list. As those tools have become ubiquitous, it may be that employers simply expect competency across the range of office productivity tools.



Top 10 In-Demand Job Qualifications



Qualification	No. of Job Postings Requiring This Qualification
Security Clearance	245
Valid Driver's License	199
Secret Clearance	94
Professional Engineer (PE) License	37
Engineer in Training	30
CompTIA Security+	27
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	26
CompTIAA+	20
Project Management Professional Certification	19
Cardiopulmonary Resuscitation (CPR) Certification	16

DID YOU KNOW?

North County is home to several educational providers that offer certificates in many of these areas. For example, CSUSM Extended Studies has a robust set of offerings in IT Security as well as Project Management. For more information see www.csusm.edu/el/programs/index.html

