

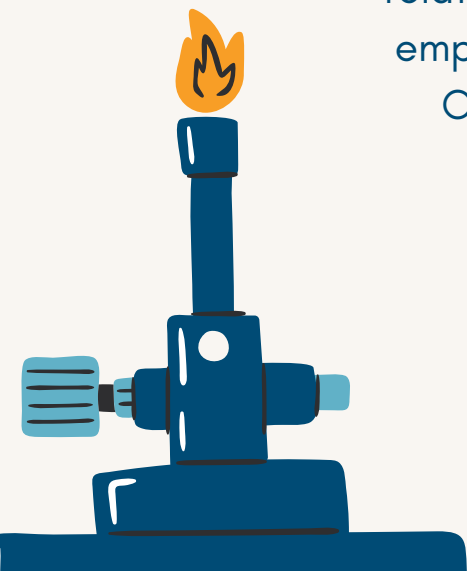


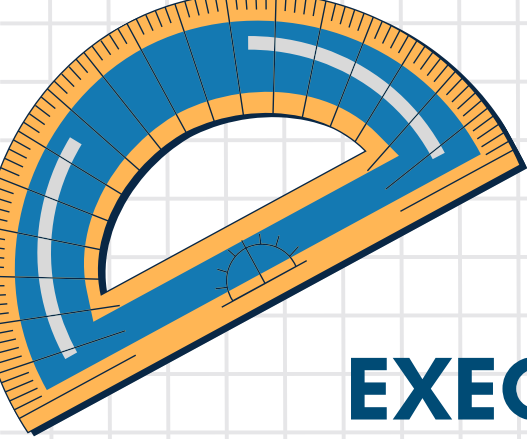
NORTH COUNTY JOB POSTING REPORT

SCIENCE. TECHNOLOGY. ENGINEERING. MATHEMATICS

QUARTER 3 2024

The Third 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.





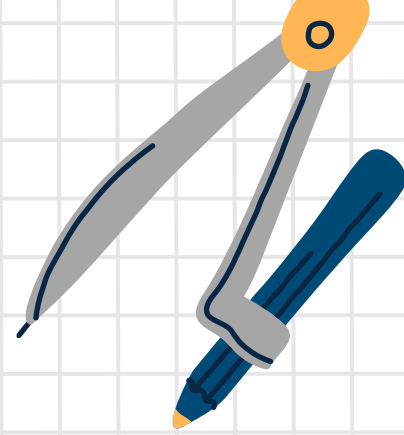
EXECUTIVE SUMMARY

The job market in North County seems to be improving. In 2023, hiring activity experienced declines. However, since the beginning of 2024, recruiting activity has increased in all three core areas of North County's tech economy: Life Sciences, Defense, and Software/Communications. Though flat between Q2 and Q3, Year-over-year North County saw a 26% increase in the number of unique STEM job postings. This leading indicator suggests that the remainder of 2024 and 2025 will be positive for North County's economy.

Key Findings:

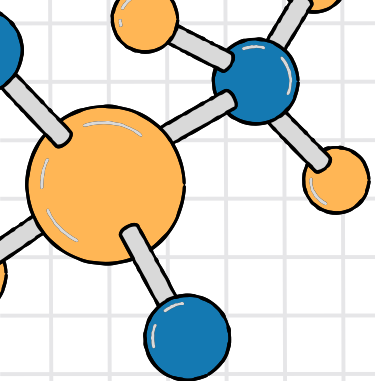
- **Hiring Activity Decrease:** Q3 saw a less than 1% rise in job postings and a 5% decrease in employers competing for STEM talent compared to Q2.
- **Increased Job Posting Duration:** The average median duration of job postings increased significantly from 19 days to 26 days, signaling a more challenging time for companies to fill positions.
- **Active Recruiters:** General Atomics Aeronautics in Poway, Thermo Fisher, and Viasat in Carlsbad remain the most active in recruiting.
- **Skill Mismatches:** The report highlights mismatches between the skills companies are seeking and those listed in the LinkedIn profiles of North County residents.

Job Posting Analytics Q3 (July-September 2024)



Unique Postings	2,164 (2,143 in Q2)
Employer Competition	674 employers recruiting (626 in Q2)
Average Job Post Duration	<p>26 days median post duration on job boards (Q2 - 19 days duration)</p> <p><i>The increase in the length of time from when a job posting appears to when it is taken down is an indicator that North County companies are having a harder time filling STEM related positions.</i></p>
<p>Average Job Posting Intensity</p> <p><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></p>	<p>3:1 (4:1 in Q2)</p> <p><i>Job posting intensity has become less intense since last quarter</i></p>

Please note: Readers should be cautious in comparing prior reports to this new definition of STEM occupations, for this report includes computer science and software engineering jobs within the number of occupations examined.



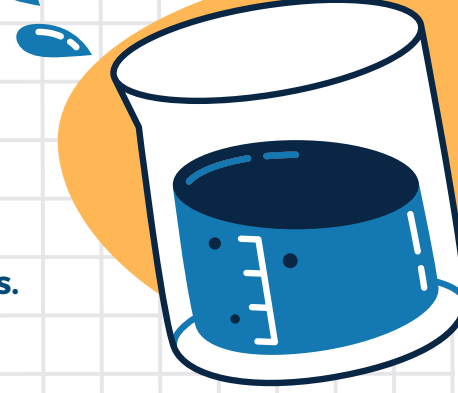
Top 10 North County Companies Recruiting for STEM Occupations

Company	Unique Postings	Posting Intensity	Median Posting Duration
<u>General Atomics</u> (Poway)	253	4:1	34 days
<u>Thermo Fisher Scientific</u> (Carlsbad)	115	5:1	34 days
<u>Viasat</u> (Carlsbad)	63	3:1	31 days
<u>L3Harris Technologies</u> (Carlsbad)	45	3:1	27 days
<u>Leidos</u> (Vista)	36	6:1	17 days
<u>Apple</u> (Escondido)	26	5:1	48 days
<u>Pratt & Whitney</u> (Carlsbad)	25	6:1	26 days
<u>Frontgrade Technologies</u> (Carlsbad)	25	1:1	26 days

General Atomics and Thermo Fisher Scientific have the highest job intensity on this list. Competition to apply for companies such as Leidos is lower than in Q2 as evidenced by their job postings lasting an average of 17 days or more on job sites.

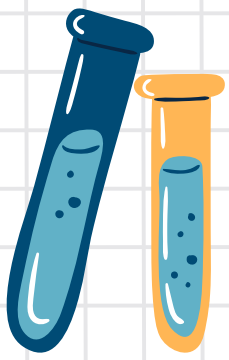
Top Occupations Posted

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
Sales Representative	184	4:1	23 days
Software Developer / Engineer	150	3:1	25 days
Computer Support Specialist	130	4:1	29 days
Computer Systems Engineer / Architect	108	3:1	18 days
Mechanical Engineer	89	3:1	18 days
Electrical Engineers	77	3:1	32 days
Industrial Engineers	72	3:1	24 days
Engineering Manager	64	3:1	31 days
IT Manager / Director	52	3:1	27 days
Manufacturing / Production Technician	50	3:1	36 days

This quarter's professions have a relatively low job posting intensity as well as a less competitive posting duration than in Q2, with the most competitive being 18 days.



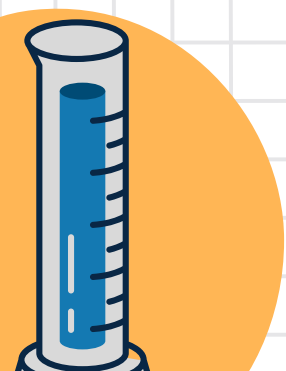
Top Industry Postings in North County

Industry	Unique Postings	Posting Intensity	Median Posting Duration
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	275	4:1	34 days
Analytical Laboratory Instrument Manufacturing	126	5:1	32 days
Engineering Services	96	4:1	25 days
Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	63	3:1	31 days
Other Communications Equipment Manufacturing	46	3:1	27 days
Pharmaceutical Preparation Manufacturing	42	3:1	27 days
Wholesale Trade Agents and Brokers	33	2:1	15 days
Electronic Computer Manufacturing	31	5:1	48 days
Custom Computer Programming Services	27	3:1	30 days

Top 10 In-Demand Specialized Skills

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

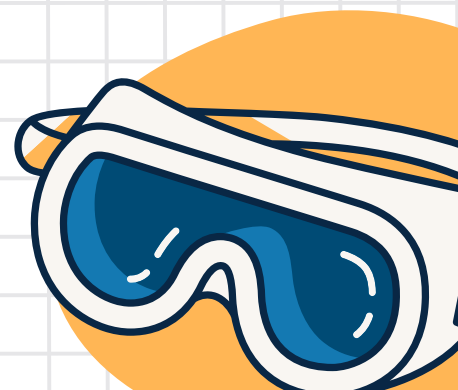
Skill	% of Total Postings Listing This Skill	% of North County Resident LinkedIn Profiles Listing This Skill	Demand/Supply Gap	Match/Mismatch
Project Management	18%	17%	-1%	Match
Computer Science	13%	2%	-11%	Mismatch
Automation	10%	6%	-4%	Mismatch
Python (Programming Language)	9%	6%	-3%	Mismatch
New Product Development	9%	8%	-1%	Match
Electrical Engineering	8%	3%	-5%	Mismatch
Workflow Management	7%	3%	-4%	Mismatch
Data Analysis	7%	7%	0%	Match
Continuous Improvement Process	7%	3%	-4%	Mismatch
Marketing	6%	8%	+2%	Match



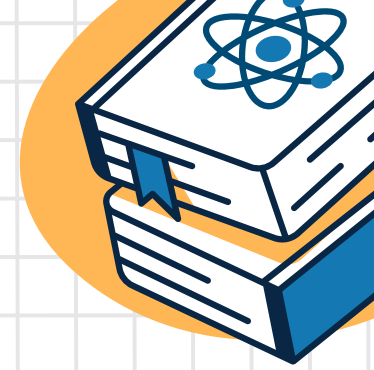
Top 10 In-Demand Software Skills

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	10%	12%	+2%	Match
Microsoft Office	10%	14%	+4%	Mismatch
Python (Programming Language)	9%	6%	-3%	Mismatch
Microsoft PowerPoint	6%	7%	+1%	Match
C++ (Programming Language)	5%	6%	+1%	Match
Linux	4%	6%	+2%	Match
Microsoft Outlook	4%	2%	-2%	Match
SQL (Programming Language)	4%	8%	+4%	Mismatch
C (Programming Language)	4%	5%	+1%	Match
Operating Systems	4%	3%	-1%	Match



Top 10 In-Demand Job Qualifications



Qualification	No. of Job Postings Requiring This Qualification
Security Clearance	267
Valid Driver's License	196
Secret Clearance	88
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	36
CompTIA Security+	25
Engineer in Training	20
CompTIA A+	20
Professional Engineer (PE) License	20
Top Secret Clearance	18
Certified Information Systems Security Professional	18

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

