



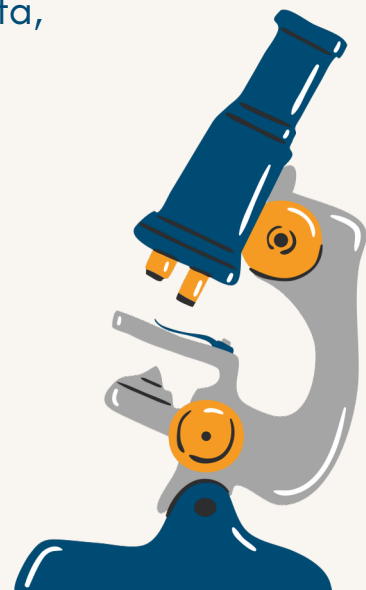
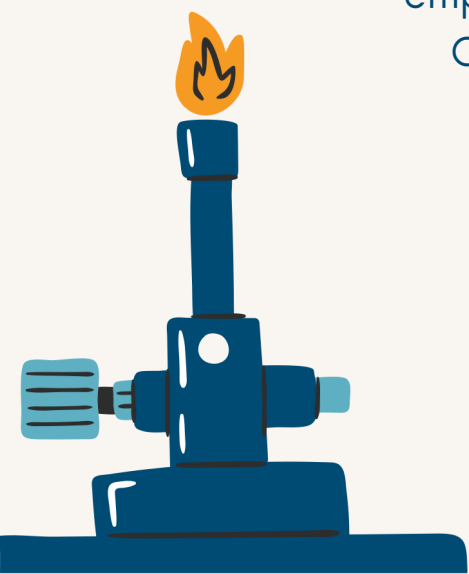
NORTH COUNTY

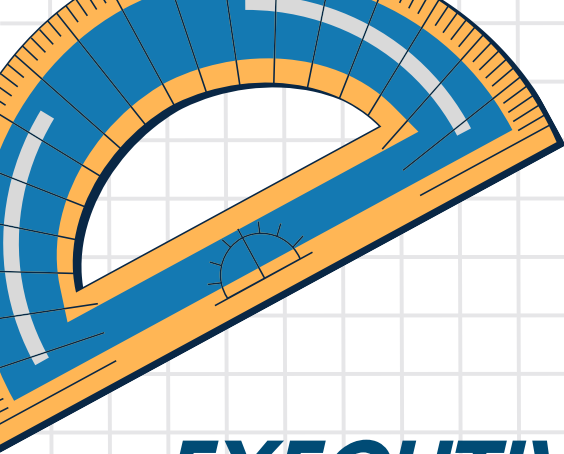
JOB POSTING REPORT

SCIENCE. TECHNOLOGY. ENGINEERING. MATHEMATICS

QUARTER 4 2024

The Fourth 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

STEM recruiting in Q4 was down from the previous quarter. There were 212 fewer unique postings (an 11% decline) and 95 fewer employers recruiting compared to Q3. Compared to Q4 2023, however, we see an uptick (6.4% more unique postings year-over-year). There are good reasons to suspect seasonality in the data so this change may reflect the usual slow down in recruiting over the holiday season.

Key Findings:

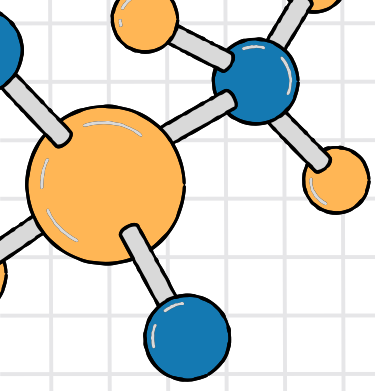
- **Hiring Activity Decrease:** Significantly fewer (nearly 20%) employers were recruiting in Q4 compared to Q3.
- **Frontgrade Technology,** a defense manufacturer HQ in Colorado Springs picked up its recruiting activity to support operations in Carlsbad.
- **Skill Mismatches:** There remain important mismatches between the skills listed by North County residents on their LinkedIn profiles and the % of postings mentioning a skill. Computer Science, Automation, and Good Manufacturing Practices remain areas of possible investments to strengthen the region's workforce pipeline.

Job Posting Analytics Q4 (October - December 2024)



Unique Postings	1,952 (2,164 in Q3 ; 1,833 in Q4, 2023)
Employer Competition	579 employers recruiting (674 in Q3)
Average Job Post Duration	31 days median post duration on job boards (Q3 - 26 days duration) <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>
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>	3:1 (3:1 in Q3) <i>Job posting intensity has stayed the same since last quarter</i>

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)	254	5:1	30 days
<u>Thermo Fisher Scientific</u> (Carlsbad)	121	6:1	37 days
<u>Viasat</u> (Carlsbad)	62	2:1	19 days
<u>L3Harris Technologies</u> (Carlsbad)	29	3:1	45 days
<u>Leidos</u> (Vista)	22	7:1	28 days
<u>Roche</u> (Carlsbad)	18	3:1	27 days
<u>Frontgrade Technologies</u> (Carlsbad)	18	2:1	21 days
<u>Callaway</u> (Carlsbad)	18	1:1	32 days

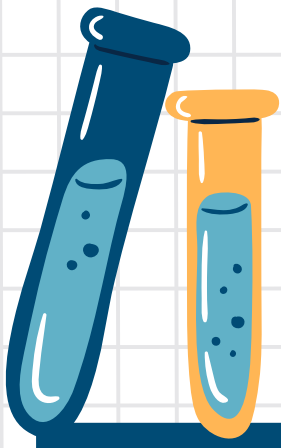
General Atomics and Thermo Fischer have the highest job intensity on this list. Competition to apply for companies such as Leidos is lower than in the previous quarters of 2024, shown through the posting intensity and median posting duration.

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	161	3:1	32 days
Software Developer / Engineer	150	4:1	33 days
Computer Support Specialist	114	3:1	30 days
Mechanical Engineer	82	3:1	27 days
Computer Systems Engineer / Architect	81	3:1	33 days
Industrial Engineers	59	3:1	37 days
Engineering Manager	53	5:1	28 days
Manufacturing Engineer	49	3:1	17 days
Electrical Engineer	47	3:1	20 days
Electronics Engineer	41	3:1	42 days



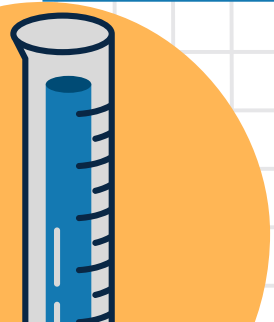
Top Industry Postings in North County

Industry	Unique Postings	Posting Intensity	Median Posting Duration
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	265	5:1	31 days
Analytical Laboratory Instrument Manufacturing	129	6:1	37 days
Engineering Services	73	4:1	27 days
Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	63	2:1	19 days
Pharmaceutical Preparation Manufacturing	48	3:1	31 days
Other Communications Equipment Manufacturing	29	3:1	45 days
Medicinal and Botanical Manufacturing	28	3:1	25 days
Custom Computer Programming Services	27	2:1	20 days
Electronic Computer Manufacturing	24	5:1	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	16%	17%	+1%	Match
Computer Science	15%	2%	-13%	Mismatch
Automation	10%	6%	-4%	Mismatch
Python (Programming Language)	9%	6%	-3%	Mismatch
New Product Development	8%	8%	0%	Match
Data Analysis	8%	7%	-1%	Match
Continuous Improvement Process	8%	3%	-5%	Mismatch
Workflow Management	7%	3%	-4%	Mismatch
Marketing	6%	8%	+2%	Match
Good Manufacturing Practices	6%	2%	-4%	Mismatch



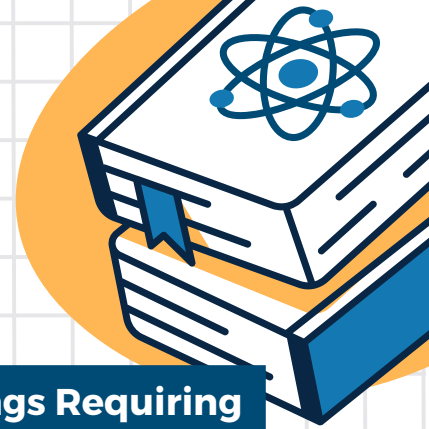
Top 10 In-Demand Software Skills

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



Top 10 In-Demand Job Qualifications



Qualification	No. of Job Postings Requiring This Qualification
Security Clearance	234
Valid Driver's License	175
Secret Clearance	73
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	34
CompTIA Security+	22
Engineer in Training	21
Top Secret Clearance	20
Professional Engineer (PE) License	18
Certified Information Systems Security Professional	17
Master of Business Administration (MBA)	17

DID YOU KNOW?

North County is home to several educational providers that offer certificates/degrees in many of these areas. For example, CSUSM Extended Studies has a robust set of offerings in IT Security. The university also has a well-known MBA Program. For more information see www.csusm.edu/el/programs/index.html

