California Workforce Development Board

Unified Strategic Workforce Development Plan

Economic and Workforce Analysis

IN FULFILLMENT OF THE REQUIREMENTS OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT PUBLIC LAW 113-28

Table of Contents

Economic Analysis……2

Existing Demand Industry Sectors and Occupations……2

Emerging Demand Industry Sectors and Occupations……5

Employer Employment Needs……11

Workforce Analysis……19

Employment and Unemployment……19

Labor Market Trends……26

Demographic Analysis of the Workforce……34

Comparison of Economic and Workforce Analytical Conclusion……44

Economic Analysis

Existing Demand Industry Sectors and Occupations

Industry Projections

Information about future labor market trends is critical for developing programs that help meet employers' needs and help residents secure a job, obtain a better job, or create an upward career pathway. The Department of Labor's (DOL) Bureau of Labor Statistics (BLS) provides national industry and occupational employment projections. The Employment Development Department's (EDD), Labor Market Information Division (LMID) translates the national employment projections into state and metropolitan area projections.

- Total employment in California is expected to reach 21,230,900 jobs by 2033, an increase of 8.8 percent during the 10-year projection period. Seventy percent of the projected growth of 1,719,400 jobs is concentrated in three industry sectors: education and health services; professional and business services; and leisure and hospitality.
- Education and health services are projected to have the largest job growth for the 2023-2033 projection period with 572,600 jobs, which account for 33.3 percent of the projected employment growth. Employment growth in this sector is expected to increase due to an aging population that will have higher demand for healthcare services. The following subsectors within the education and health services industry sector are projected to have the largest job gains:

    - Social assistance (312,400)
    - Ambulatory health care services (141,400)
    - Hospitals (Private) (39,300)

- The top 25 industry groups that are expected to generate the most employment are projected to gain 1,136,100 jobs during the 2023-2033 projection period.

    - Nine of the top 25 industry groups projected to generate the most employment are within the professional and business services sector. Computer systems design and related services are projected to be the largest growing industry in the professional and business sector. Technological advancements such as artificial intelligence will drive future demand in this industry.

    - The individual and family services industry is expected to gain the largest number of jobs with a projected employment growth of 296,700 jobs during the 10-year projection period.

    - During this 10-year period, the top 25 industry groups with the largest percentage growth are expected to range from 34.8 percent for individual and family services to 13.5 percent for web search portals, libraries, archives, and other information services.

Occupational Projections

Occupational employment projections estimate the changes in occupations over time resulting from industry growth, technological changes, and other factors. Industry growth exists when the demand for goods and services increases, resulting in a greater demand for workers to produce these goods and services. Technological changes can raise the demand for some jobs while eliminating the demand for others.

- The top twenty occupations that are expected to generate the most employment are projected to add 827,900 jobs over the projections period, which will account for nearly half of all employment growth in California.

- Home health and personal care aides are expected to gain the largest number of jobs with a projected increase of 296,700 jobs during the 10-year projection period.

- Nine out of the twenty occupations that are expected to grow the most will be paid above the median annual wage for all occupations ($58,297).

Table 1

Occupations and Skills: Occupations Projected to Create the Most Jobs Between 2023 and 2033

Source: Bureau of Labor Statistics, EDD Occupational Employment Projections

Occupational Title	2023 Base Year Employment	2033 Projected Year Employment	Numeric Change	Median Hourly Wages	Median Annual Wages	BLS Primary Skill	BLS Secondary Skill	BLS Third Skill
Home Health and Personal Care Aides	878,400	1,175,100	296,700	$17.11	$35,584	Interpersonal	Adaptability	Detail oriented
Fast Food and Counter Workers	440,600	511,300	70,700	$18.30	$38,062	Customer service	Adaptability	Detail oriented
Software Developers	302,500	355,600	53,100	$84.40	$175,555	Computers and information technology	Critical and analytical thinking	Writing and reading
Cooks, Restaurant	159,400	204,700	45,300	$21.91	$45,549	Adaptability	Detail oriented	Leadership
Registered Nurses	321,400	355,200	33,800	$69.30	$144,144	Interpersonal	Adaptability	Detail oriented
Laborers and Freight, Stock, and Material Movers, Hand	387,800	418,900	31,100	$21.01	$43,697	Detail oriented	Physical strength and stamina	Adaptability
Stockers and Order Fillers	266,400	296,900	30,500	$19.43	$40,409	Detail oriented	Adaptability	Customer service
Waiters and Waitresses	241,400	268,200	26,800	$17.45	$36,293	Interpersonal	Customer service	Adaptability
General and Operations Managers	295,100	319,500	24,400	$61.33	$127,562	Problem solving and decision making	Adaptability	Leadership
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	253,800	277,600	23,800	$19.11	$39,739	Adaptability	Detail oriented	Leadership
Medical and Health Services Managers	71,000	94,200	23,200	$66.84	$139,031	Adaptability	Leadership	Critical and analytical thinking
Heavy and Tractor-Trailer Truck Drivers	231,300	253,600	22,300	$29.52	$61,407	Detail oriented	Adaptability	Fine motor
First-Line Supervisors of Food Preparation and Serving Workers	125,700	147,000	21,300	$22.81	$47,452	Customer service	Leadership	Problem solving and decision making
Management Analysts	161,300	182,100	20,800	$50.00	$104,003	Adaptability	Writing and reading	Problem solving and decision making
Medical Assistants	108,800	128,700	19,900	$23.76	$49,416	Adaptability	Interpersonal	Detail oriented
Computer and Information Systems Managers	102,900	121,200	18,300	$103.48	$215,259	Computers and information technology	Problem solving and decision making	Adaptability
Accountants and Auditors	183,000	200,800	17,800	$47.19	$98,147	Detail oriented	Adaptability	Problem solving and decision making
Financial Managers	101,100	118,400	17,300	$85.66	$178,163	Leadership	Adaptability	Problem solving and decision making
Landscaping and Groundskeeping Workers	131,700	147,500	15,800	$21.93	$45,601	Adaptability	Detail oriented	Interpersonal
Dining Room and Cafeteria Attendants and Bartender Helpers	77,600	92,600	15,000	$17.70	$36,808	Customer service	Adaptability	Interpersonal

Emerging Demand Industry Sectors and Occupations

Industry Projections

The educational and health services industry sector is expected to be the fastest growing industry sector with a projected growth rate of 18.4 percent. Individual and family services comprise over half (51.8 percent) of that sector's projected growth. The projected top 25 fastest growing industry groups are estimated to increase at a rate of 13.5 percent or higher during the 2023-2033 projection period. Eight of the top 25 projected fastest growing industry groups are within the health care and social assistance sector.

Occupational Projections

The top 20 fastest growing occupations are expected to have growth rates of 20.9 percent or higher over the projections period. The overall growth rate for all occupations in California is projected to be 8.8 percent during the 10-year projections period. Due to the expected demand in the healthcare industry, nearly half of the fastest growing occupations are projected to be a healthcare related job. The fastest growing occupation is expected to be nurse practitioners, which is projected to increase by 48.6 percent of the projections period.

Table 2

Occupations and Skills: Occupations Projected to Grow the Fastest Between 2023 and 2033

Source: Bureau of Labor Statistics, EDD Occupational Employment Projections

Occupational Title	2023 Base Year Employment	2033 Projected Year Employment	Percentage Change	Median Hourly Wages	Median Annual Wages	BLS Primary Skill	BLS Secondary Skill	BLS Third Skill
Nurse Practitioners	20,800	30,900	48.6%	$82.28	$171,138	Adaptability	Interpersonal	Problem solving and decision making
Solar Photovoltaic Installers	9,200	13,400	45.7%	$30.09	$62,577	Detail oriented	Adaptability	Problem solving and decision making
Data Scientists	38,100	51,900	36.2%	$67.56	$140,518	Mathematics	Computers and information technology	Writing and reading
Taxi Drivers	34,700	46,900	35.2%	$18.96	$39,436	Detail oriented	Adaptability	Interpersonal
Home Health and Personal Care Aides	878,400	1,175,100	33.8%	$17.11	$35,584	Interpersonal	Adaptability	Detail oriented
Physical Therapist Assistants	8,100	10,800	33.3%	$39.27	$81,668	Interpersonal	Adaptability	Problem solving and decision making
Medical and Health Services Managers	71,000	94,200	32.7%	$66.84	$139,031	Adaptability	Leadership	Critical and analytical thinking
Information Security Analysts	16,200	21,400	32.1%	$69.47	$144,483	Computers and information technology	Adaptability	Writing and reading
Physician Assistants	13,600	17,700	30.1%	$79.54	$165,458	Adaptability	Interpersonal	Detail oriented
Cooks, Restaurant	159,400	204,700	28.4%	$21.91	$45,549	Adaptability	Detail oriented	Leadership
Computer and Information Research Scientists	8,800	11,000	25.0%	$77.18	$160,538	Computers and information technology	Critical and analytical thinking	Problem solving and decision making
Veterinary Technologists and Technicians	11,300	14,100	24.8%	$27.20	$56,577	Adaptability	Detail oriented	Interpersonal
Health Specialties Teachers, Postsecondary	10,500	13,000	23.8%	$0.00	$106,313	Adaptability	Writing and reading	Speaking and listening
Operations Research Analysts	11,400	14,100	23.7%	$47.87	$99,554	Mathematics	Critical and analytical thinking	Writing and reading
Veterinarians	9,400	11,600	23.4%	$78.50	$163,270	Adaptability	Problem solving and decision making	Detail oriented
Exercise Trainers and Group Fitness Instructors	46,000	56,600	23.0%	$27.98	$58,209	Interpersonal	Adaptability	Physical strength and stamina
Nursing Instructors and Teachers, Postsecondary	7,000	8,600	22.9%	$0.00	$101,701	Adaptability	Interpersonal	Writing and reading
Veterinary Assistants and Laboratory Animal Caretakers	15,100	18,500	22.5%	$22.48	$46,763	Detail oriented	Adaptability	Customer service
Speech-Language Pathologists	14,600	17,700	21.2%	$57.29	$119,153	Adaptability	Interpersonal	Writing and reading
Diagnostic Medical Sonographers	9,100	11,000	20.9%	$59.67	$124,124	Adaptability	Detail oriented	Interpersonal

Middle-Skill Occupations

Middle-skilled occupations are those that require more than a high school education but less than a four-year degree. The top 25 middle-skilled occupations are expected to generate 1,822,530 total job openings during the 2023-2033 period. These openings include approximately 711,420 due to those exiting the labor force, 989,010 transferring to a different occupation, and 122,100 due to job growth.

- Heavy and tractor-trailer truck drivers top the list with 268,890 total projected job openings during the 2023-2033 period.

- Eleven of the top 25 occupations are in a health care-related field and are expected to generate 615,790 total job openings during the ten-year period.

- Among the top 25 middle-skilled occupations, median annual wages range from $35,995 for manicurists and pedicurists to $124,371 for dental hygienists.

- Eleven out of the top 25 middle-skill occupations are at or above the median hourly and median annual wage for all occupations in California. The median hourly wage for all occupations in California was $28.03 and the median annual wage for all occupations in California was $58,297 for the first quarter of 2025.

Table 3
Occupations and Skills: Middle-Skill Occupations

Source: U.S. Bureau of Labor Statistics, EDD Occupational Employment Projections

Occupational Title	Exits	Transfers	Numeric Change	Total Projected Job Openings	Median Hourly Wages	Median Annual Wages	BLS Primary Skill	BLS Secondary Skill	BLS Third Skill
Heavy and Tractor-Trailer Truck Drivers	99,100	147,490	22,300	268,890	$29.52	$61,407	Detail oriented	Adaptability	Fine motor
Teaching Assistants, Except Postsecondary	84,140	104,850	5,700	194,690	$0.00	$46,695	Interpersonal	Adaptability	Writing and reading
Bookkeeping, Accounting, and Auditing Clerks	96,730	88,450	-3,800	181,380	$28.23	$58,708	Detail oriented	Mathematics	Computers and information technology
Medical Assistants	52,220	99,880	19,900	172,000	$23.76	$49,416	Adaptability	Interpersonal	Detail oriented
Nursing Assistants	62,870	84,940	8,500	156,310	$22.95	$47,740	Interpersonal	Adaptability	Detail oriented
Tutors	45,190	43,750	3,900	92,840	$21.16	$44,004	Interpersonal	Adaptability	Writing and reading
Dental Assistants	27,460	47,500	4,200	79,160	$24.18	$50,301	Adaptability	Customer service	Interpersonal
Preschool Teachers, Except Special Education	25,170	39,140	8,000	72,310	$22.66	$47,127	Interpersonal	Adaptability	Speaking and listening
Manicurists and Pedicurists	26,300	37,870	6,700	70,870	$17.31	$35,995	Adaptability	Interpersonal	Detail oriented
Licensed Practical and Licensed Vocational Nurses	31,330	32,540	6,500	70,370	$38.11	$79,267	Adaptability	Interpersonal	Detail oriented
Automotive Service Technicians and Mechanics	22,480	37,330	3,700	63,510	$31.29	$65,079	Detail oriented	Problem solving and decision making	Fine motor
Hairdressers, Hairstylists, and Cosmetologists	22,770	31,490	2,900	57,160	$19.47	$40,489	Adaptability	Interpersonal	Customer service
Computer User Support Specialists	18,160	29,840	4,200	52,200	$37.96	$78,959	Computers and information technology	Adaptability	Writing and reading
Paralegals and Legal Assistants	14,920	32,660	3,900	51,480	$36.03	$74,943	Adaptability	Computers and information technology	Detail oriented
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	11,330	22,300	5,800	39,430	$32.24	$67,050	Detail oriented	Problem solving and decision making	Adaptability
Massage Therapists	14,890	17,350	4,700	36,940	$23.94	$49,807	Interpersonal	Adaptability	Problem solving and decision making
Skincare Specialists	8,140	16,610	2,000	26,750	$18.00	$37,425	Adaptability	Interpersonal	Customer service
Firefighters	5,450	14,400	1,800	21,650	$41.24	$85,771	Adaptability	Detail oriented	Interpersonal
Phlebotomists	6,340	11,420	1,800	19,560	$27.42	$57,037	Detail oriented	Interpersonal	Adaptability
Dental Hygienists	9,650	5,710	1,900	17,260	$59.79	$124,371	Adaptability	Interpersonal	Detail oriented
Physical Therapist Assistants	4,540	9,390	2,700	16,630	$39.27	$81,668	Interpersonal	Adaptability	Problem solving and decision making
Emergency Medical Technicians	4,630	9,610	2,300	16,540	$22.56	$46,921	Detail oriented	Adaptability	Interpersonal
Medical Records Specialists	7,250	6,580	2,400	16,230	$29.48	$61,322	Writing and reading	Computers and information technology	Detail oriented
Veterinary Technologists and Technicians	3,970	8,020	2,800	14,790	$27.20	$56,577	Adaptability	Detail oriented	Interpersonal
Order Clerks	6,390	9,890	-2,700	13,580	$22.89	$47,624	Adaptability	Computers and information technology	Interpersonal
Total	711,420	989,010	122,100	1,822,530					

Sub-State Total Employment Projections

Sub-state employment projections are important because employment growth will vary throughout California. Insights into local growth trends can help influence regional policy making, career guidance and economic development decisions. The EDD LMID's latest metropolitan area employment projections estimate the expected growth for the period of 2022-2032.

- The metropolitan area employment growth rate will range from 12% for San Francisco-Redwood City-South San Francisco MD to 4.6% for Salinas MSA.

- Los Angeles-Long Beach-Glendale MD is the largest metropolitan area with 4,853,080 total employment in 2022. The area is expected to grow at a rate of 8.7% over the projections period.

- The sum of all metropolitan areas is expected to add nearly 1.7 million total jobs over the projections period.

Table 4
Employment Projections: California Metropolitan Statistical Areas and Divisions

Source: EDD Occupational Employment Projections

Area Name	2022 Base Year Employment Estimate	2032 Projected Year Employment Estimate	2022-2032 Numeric Change	2022-2032 Percentage Change
San Francisco-Redwood City-South San Francisco MD (San Francisco and San Mateo Counties)	1,307,880	1,464,960	157,080	12.0
Napa MSA (Napa County)	84,730	94,010	9,280	11.0
Riverside-San Bernardino-Ontario MSA (Riverside and San Bernardino Counties)	1,760,710	1,947,320	186,610	10.6
Oakland-Hayward-Berkeley MD (Alameda and Contra Costa Counties)	1,243,050	1,369,490	126,440	10.2
El Centro MSA (Imperial County)	69,880	76,930	7,050	10.1
Sacramento--Roseville--Arden-Arcade MSA (El Dorado, Placer, Sacramento, and Yolo Counties)	1,131,580	1,241,570	109,990	9.7
San Jose-Sunnyvale-Santa Clara MSA (San Benito and Santa Clara Counties)	1,225,360	1,341,260	115,900	9.5
Vallejo-Fairfield MSA (Solano County)	149,310	163,330	14,020	9.4
Eastern Sierra-Mother Lode Region (Alpine, Amador, Calaveras, Inyo, Mariposa, Mono, and Tuolumne Counties)	66,180	72,350	6,170	9.3
Hanford-Corcoran MSA (Kings County)	52,440	57,260	4,820	9.2
Anaheim-Santa Ana-Irvine MD (Orange County)	1,752,610	1,910,750	158,140	9.0
Stockton-Lodi MSA (San Joaquin County)	299,820	326,750	26,930	9.0
Los Angeles-Long Beach-Glendale MD (Los Angeles County)	4,853,080	5,277,200	424,120	8.7
Santa Rosa MSA (Sonoma County)	225,410	244,950	19,540	8.7
San Diego-Carlsbad MSA (San Diego County)	1,634,710	1,771,230	136,520	8.4
San Luis Obispo-Paso Robles-Arroyo Grande MSA (San Luis Obispo County)	131,230	142,250	11,020	8.4
San Rafael MD (Marin County)	118,980	128,860	9,880	8.3
Yuba City MSA (Sutter and Yuba Counties)	58,420	63,260	4,840	8.3
Santa Maria-Santa Barbara MSA (Santa Barbara County)	235,500	254,430	18,930	8.0
Visalia-Porterville MSA (Tulare County)	186,710	201,340	14,630	7.8
Chico MSA (Butte County)	86,550	92,940	6,390	7.4
Bakersfield MSA (Kern County)	366,680	392,370	25,690	7.0
Merced MSA (Merced County)	90,240	96,550	6,310	7.0
Modesto MSA (Stanislaus County)	212,690	227,470	14,780	6.9
Fresno MSA (Fresno County)	426,580	455,460	28,880	6.8
Madera MSA (Madera County)	58,340	61,980	3,640	6.2
North Coast Region (Del Norte, Humboldt, Lake, and Mendocino Counties)	115,840	122,710	6,870	5.9
North Valley-Northern Mountains Region (Colusa, Glenn, Lassen, Modoc, Nevada, Plumas, Sierra, Siskiyou, Tehama, and Trinity Counties)	119,100	125,570	6,470	5.4
Oxnard-Thousand Oaks-Ventura MSA (Ventura County)	356,940	375,910	18,970	5.3
Redding MSA (Shasta County)	73,310	77,230	3,920	5.3
Santa Cruz-Watsonville MSA (Santa Cruz County)	116,080	121,980	5,900	5.1
Salinas MSA (Monterey County)	217,150	227,110	9,960	4.6

Employer Employment Needs

One economic variable used by economists and workforce developers to gauge employers' workforce needs are online job advertisement data. The data trends in the following tables derive from the Lightcast online job advertisement data series. The online job postings are drawn from over 45,000 sources, including employers, public agencies, job boards, and/or online newspaper sites. Online job ad postings, when paired with key insights from traditional data sources like the BLS industry and occupational projections offer a robust view of employer need for workers.

- Online job advertisement trends for August 2025 suggest that among industries projected to create the largest number of job opportunities in California between 2023 and 2033, the largest demand for workers stemmed from the employment services; general medical and surgical hospitals; and restaurant and other eating places establishments.

- Also in August 2025, online job advertisement data suggests that among the industries projected to grow the fastest in California between 2023 and 2033, the most demand for workers was derived from the restaurants and other eating places; computer systems design and related services; and other ambulatory health care services industries.

- Among occupations projected to have the most job openings between 2023 and 2033, the largest number of job advertisements were focused on registered nurse; and home health and personal care aide jobs. Over the past year, between August 2024 and August 2025, both occupations registered a year-over increase in job advertisements in excess of 1,200 advertisements.

- Among the occupations projected to grow the fastest in California between 2023 and 2033, the home health and personal care aides; medical and health services managers; and data scientists topped the list for the month of August 2025.

- Among middle-skill occupations in California, the largest number of online job advertisements in August 2025 were tied to the teaching assistants, except postsecondary; and heavy and tractor-trailer truck drivers jobs. Both occupations had over 2,700 job advertisements generated by employers in August 2025.

Table 5
Online Job Advertisement Trends: Industries Projected to Have the Largest Net Growth

Source: Lightcast Online Job Advertisements and EDD Industry Employment Projections

Industry Title	Projected 2023-2033 Job Growth	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Employment Services	41,800	2,264	9,555	7,291	322.0%
General Medical and Surgical Hospitals	30,400	9,650	9,420	-230	-2.4%
Restaurants and Other Eating Places	198,900	6,680	7,913	1,233	18.5%
Computer Systems Design and Related Services	64,200	5,529	5,963	434	7.8%
Management, Scientific, and Technical Consulting Services	22,000	4,876	5,141	265	5.4%
Grocery and Convenience Retailers	22,800	4,362	4,008	-354	-8.1%
Offices of Physicians	22,300	3,823	3,609	-214	-5.6%
Architectural, Engineering, and Related Services	26,400	3,419	3,404	-15	-0.4%
Home Health Care Services	23,500	2,432	2,968	536	22.0%
Investigation and Security Services	18,800	2,705	2,798	93	3.4%
Outpatient Care Centers	49,100	2,784	2,514	-270	-9.7%
Offices of Other Health Practitioners	25,500	2,446	2,443	-3	-0.1%
Individual and Family Services	296,700	2,568	2,323	-245	-9.5%
Software Publishers	23,300	2,016	2,113	97	4.8%
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	25,100	1,704	1,941	237	13.9%
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	19,500	1,780	1,729	-51	-2.9%
Building Equipment Contractors	35,700	1,837	1,682	-155	-8.4%

Services to Buildings and Dwellings	32,300	1,458	1,668	210	14.4%
Other Amusement and Recreation Industries	25,500	1,852	1,632	-220	-11.9%
Scientific Research and Development Services	27,300	1,711	1,477	-234	-13.7%
Warehouse Clubs, Supercenters, and Other General Merchandise	20,700	1,742	1,434	-308	-17.7%
Management of Companies and Enterprises	22,100	694	756	62	8.9%
Warehousing and Storage	25,900	640	563	-77	-12.0%
Foundation, Structure, and Building Exterior Contractors	17,000	383	355	-28	-7.3%
Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	19,300	412	194	-218	-52.9%
Total	1,136,100	69,767	77,603	7,836	11.2%

Table 6
Online Job Advertisement Trends: Industries Projected to Grow the Fastest

Source: Lightcast Online Job Advertisements and EDD Industry Employment Projections

Industry Title	Projected 2023-2033 Job Growth	Projected 2023-2033 Job Growth (Percent)	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Restaurants and Other Eating Places	198,900	14.70%	6,680	7,913	1,233	18.5%
Computer Systems Design and Related Services	64,200	18.80%	5,529	5,963	434	7.8%
Other Ambulatory Health Care Services	5,600	16.10%	3,186	3,430	244	7.7%
Architectural, Engineering, and Related Services	26,400	13.80%	3,419	3,404	-15	-0.4%
Other Professional, Scientific, and Technical Services	16,400	19.70%	3,053	3,102	49	1.6%
Home Health Care Services	23,500	20.00%	2,432	2,968	536	22.0%
Outpatient Care Centers	49,100	19.20%	2,784	2,514	-270	-9.7%
Offices of Other Health Practitioners	25,500	19.50%	2,446	2,443	-3	-0.1%
Individual and Family Services	296,700	34.80%	2,568	2,323	-245	-9.5%
Software Publishers	23,300	20.50%	2,016	2,113	97	4.8%
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	25,100	30.20%	1,704	1,941	237	13.9%
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	14,900	15.00%	1,734	1,824	90	5.2%
Web Search Portals, Libraries, Archives, and Other Information Services	8,900	13.50%	1,268	1,794	526	41.5%
Other Amusement and Recreation Industries	25,500	16.60%	1,852	1,632	-220	-11.9%
Scientific Research and Development Services	27,300	14.20%	1,711	1,477	-234	-13.7%
Special Food Services	12,100	15.50%	1,013	1,145	132	13.0%

Community Food and Housing, and Emergency and Other Relief Services	6,000	20.20%	397	316	-81	-20.4%
Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	4,200	13.60%	294	256	-38	-12.9%
Specialized Design Services	4,400	16.60%	143	235	92	64.3%
Specialty (except Psychiatric and Substance Abuse) Hospitals	7,700	28.60%	122	196	74	60.7%
Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	19,300	27.20%	412	194	-218	-52.9%
Museums, Historical Sites, and Similar Institutions	4,600	22.70%	182	185	3	1.6%
Amusement Parks and Arcades	8,600	16.80%	226	181	-45	-19.9%
Spectator Sports	2,300	13.50%	171	134	-37	-21.6%
Private Households	4,800	14.80%	15	15	0	0.0%
Total	905,300	-	45,357	47,698	2,341	5.2%

Table 7

Online Job Advertisement Trends: Occupations Projected to Have the Largest Net Growth

Source: Lightcast Online Job Advertisements and EDD Occupational Employment Projections

Occupational Title	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Registered Nurses	9,145	11,265	2,120	23.2%
Home Health and Personal Care Aides	3,178	4,451	1,273	40.1%
Software Developers	4,578	4,182	-396	-8.7%
Medical and Health Services Managers	3,908	3,594	-314	-8.0%
General and Operations Managers	2,964	3,193	229	7.7%
Heavy and Tractor-Trailer Truck Drivers	2,817	2,767	-50	-1.8%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,909	2,548	639	33.5%
Fast Food and Counter Workers	2,850	2,469	-381	-13.4%
Laborers and Freight, Stock, and Material Movers, Hand	2,260	2,375	115	5.1%
Financial Managers	2,208	2,272	64	2.9%
Waiters and Waitresses	1,676	2,101	425	25.4%
Stockers and Order Fillers	1,887	1,842	-45	-2.4%
Medical Assistants	1,724	1,682	-42	-2.4%
Accountants and Auditors	1,765	1,425	-340	-19.3%
Dining Room and Cafeteria Attendants and Bartender Helpers	1,089	1,370	281	25.8%
First-Line Supervisors of Food Preparation and Serving Workers	1,617	1,287	-330	-20.4%
Cooks, Restaurant	877	1,255	378	43.1%
Management Analysts	927	782	-145	-15.6%
Landscaping and Groundskeeping Workers	489	747	258	52.8%
Computer and Information Systems Managers	160	172	12	7.5%

Table 8

Online Job Advertisement Trends: Occupations Projected to Grow the Fastest

Source: Lightcast Online Job Advertisements and EDD Occupational Employment Projections

Occupational Title	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Home Health and Personal Care Aides	3,178	4,451	1,273	40.1%
Medical and Health Services Managers	3,908	3,594	-314	-8.0%
Data Scientists	1,780	1,675	-105	-5.9%
Computer and Information Research Scientists	1,086	1,331	245	22.6%
Cooks, Restaurant	877	1,255	378	43.1%
Nurse Practitioners	938	1,113	175	18.7%
Exercise Trainers and Group Fitness Instructors	633	691	58	9.2%
Speech-Language Pathologists	493	604	111	22.5%
Physical Therapist Assistants	448	592	144	32.1%
Veterinary Assistants and Laboratory Animal Caretakers	345	346	1	0.3%
Physician Assistants	300	345	45	15.0%
Veterinary Technologists and Technicians	370	303	-67	-18.1%
Veterinarians	345	295	-50	-14.5%
Diagnostic Medical Sonographers	204	187	-17	-8.3%
Operations Research Analysts	191	184	-7	-3.7%
Solar Photovoltaic Installers	144	133	-11	-7.6%
Information Security Analysts	215	107	-108	-50.2%
Taxi Drivers	21	42	21	100.0%
Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A
Nursing Instructors and Teachers, Postsecondary	N/A	N/A	N/A	N/A

Table 9

Online Job Advertisement Trends: Middle-Skill Occupations

Source: Lightcast Online Job Advertisements and EDD Occupational Employment Projections

Occupational Title	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Teaching Assistants, Except Postsecondary	1,759	2,899	1,140	64.8%
Heavy and Tractor-Trailer Truck Drivers	2,817	2,767	-50	-1.8%
Medical Assistants	1,724	1,682	-42	-2.4%
Dental Assistants	1,490	1,623	133	8.9%
Bookkeeping, Accounting, and Auditing Clerks	1,440	1,341	-99	-6.9%
Automotive Service Technicians and Mechanics	1,353	1,333	-20	-1.5%
Nursing Assistants	1,049	1,160	111	10.6%
Preschool Teachers, Except Special Education	1,130	1,058	-72	-6.4%
Computer User Support Specialists	1,070	908	-162	-15.1%
Tutors	725	862	137	18.9%
Licensed Practical and Licensed Vocational Nurses	650	809	159	24.5%
Paralegals and Legal Assistants	799	749	-50	-6.3%
Physical Therapist Assistants	448	592	144	32.1%
Phlebotomists	438	583	145	33.1%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	426	404	-22	-5.2%
Medical Records Specialists	428	364	-64	-15.0%
Hairdressers, Hairstylists, and Cosmetologists	431	347	-84	-19.5%
Veterinary Technologists and Technicians	370	303	-67	-18.1%
Dental Hygienists	199	201	2	1.0%
Massage Therapists	127	184	57	44.9%
Order Clerks	152	167	15	9.9%
Skincare Specialists	97	114	17	17.5%
Manicurists and Pedicurists	59	65	6	10.2%
Emergency Medical Technicians	106	63	-43	-40.6%
Firefighters	33	32	-1	-3.0%

Workforce Analysis

Employment and Unemployment

Overview

According to the BLS, California's nonfarm jobs expansion has now lasted for over five years (64 months), and its unemployment rate has remained between 5.3 and 5.5 percent during January 2025 through August 2025.. Over the first eight months of 2025, California's civilian labor force grew consistently with an average of 20,600 persons per month, and the number of employed Californians grew by an average of 18,200 persons per month. The state's labor force participation rate has steadily risen over the past year and now stands at 62.4 percent.

Civilian Labor Force

California's labor force totaled 19,857,900 persons in August 2025. Between January 2025 and August 2025, the state's civilian labor force total experienced a net increase of 153,800 persons. The state has experienced eight consecutive months of month-over gains in its civilian labor force totals. Month-over labor force gains ranged from a low of 2,100 persons (February 2025) to a high of 52,200 persons (May 2025). Comparing the average monthly gains in the civilian labor force in the first eight months of 2024 (15,800) and 2025 (20,550), indicated that the pace of growth in the State's civilian labor force has increased over the past year.

Figure 1
Labor Force: Three-Year Trend

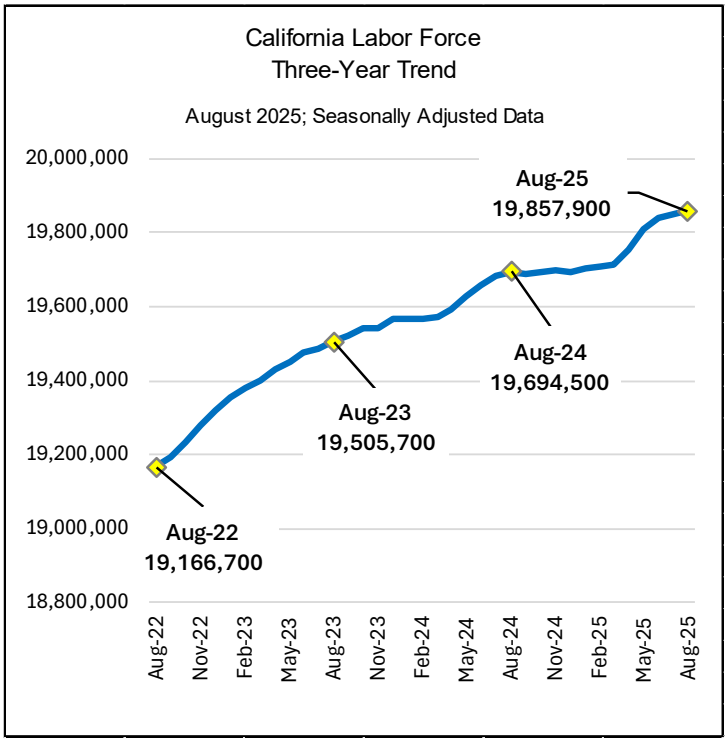
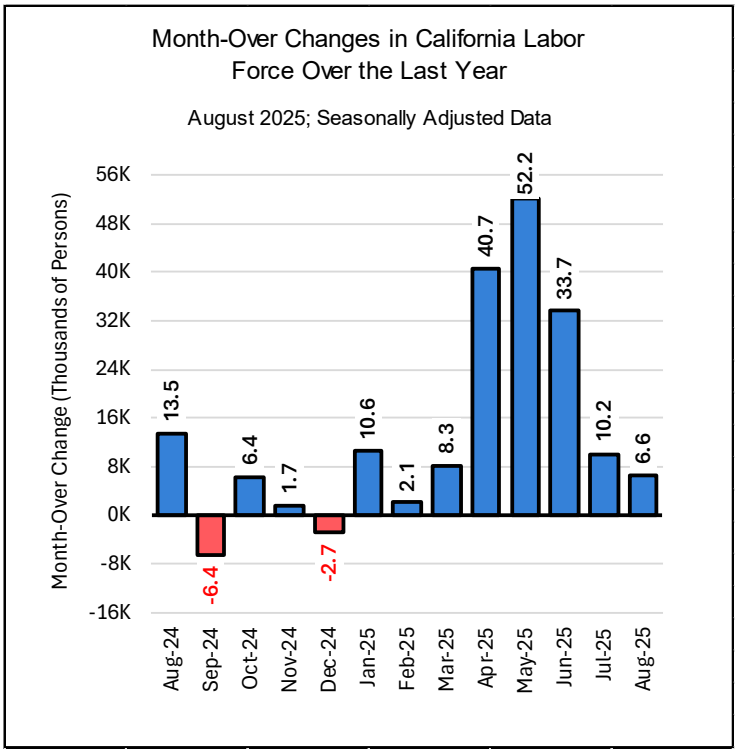


Figure 2
Labor Force: Month-Over Trends



Unemployment Rate

California's seasonally adjusted unemployment rate was 5.5 percent in August 2025; it was 1.2 percentage points higher than the U.S. average of 4.2 percent. The State's unemployment rate was 0.1 percentage point higher than its rate in August 2024 and had either decreased or remained unchanged in nine of the preceding 12 months. Through the first eight months of 2025, month-over net changes in the number of unemployed ranged from a decline of 8,000 persons in February 2025 to a gain of 18,600 persons in July 2025. During this period of time, California's unemployment rate varied within a narrow range of 5.3 percent (March 2025 through May 2025). When comparing the average monthly gains in the number of unemployed in the first eight months of 2024 (8,800) and 2025 (2,400), it indicates that the pace of increases in the number of unemployed persons has slowed thus far in 2025.

Figure 3
Unemployment Rate Trends

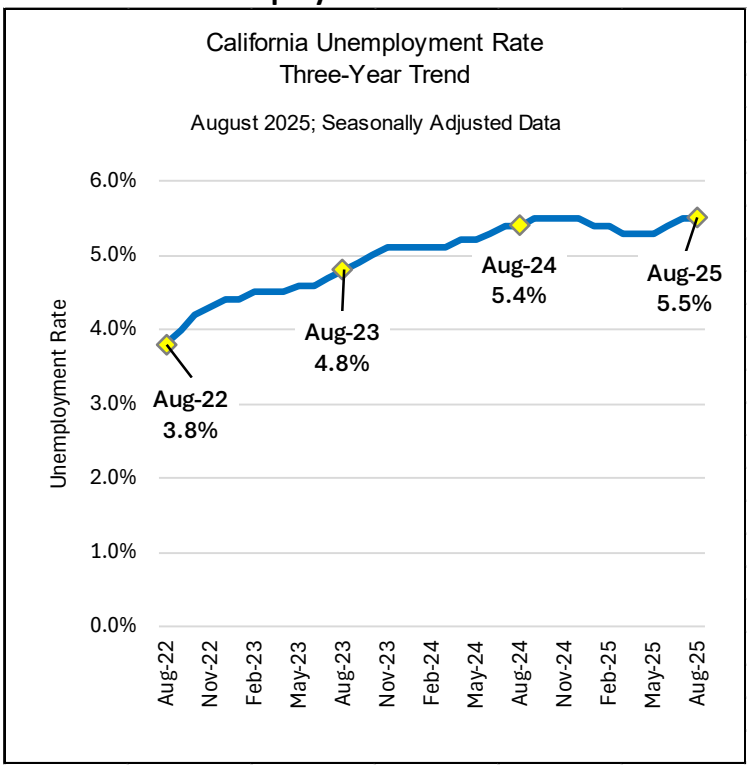
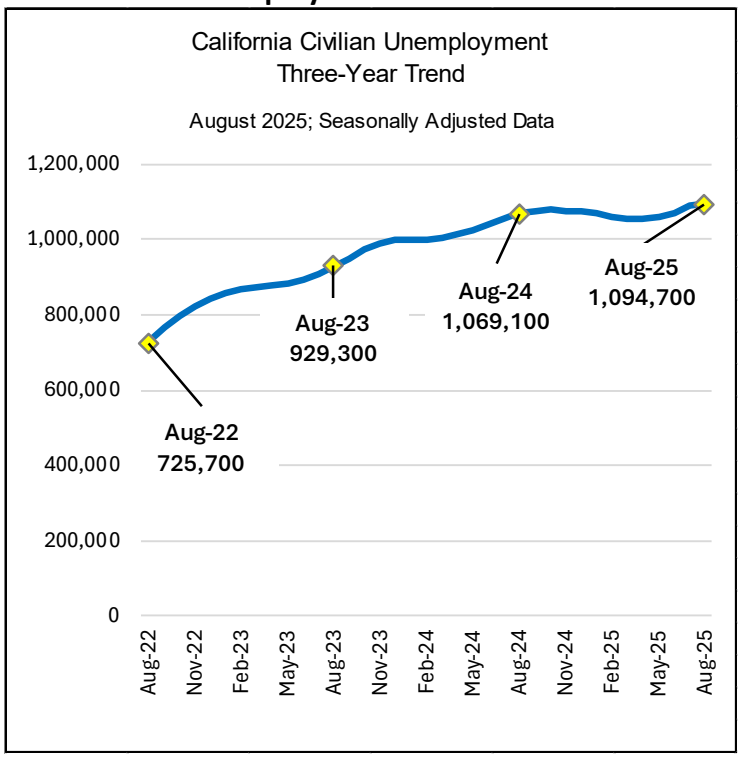


Figure 4
Unemployed Persons Trends



Unemployment Rate: Demographic Analysis

According to the U.S. Census Bureau's Current Population Survey of Households, the unemployment rate varied in California across demographic groups over the year through August 2025.

Table 10
Unemployment Rate by Demographic Groups
Source: U.S. Census Bureau, Current Population Survey of Households, August 2025, 12-month moving average

Demographic Group	Unemployment Rate		Demographic Group	Unemployment Rate
Statewide Average	5.3%			
Gender			**National Origin**	
Men	5.4%		Native-Born	5.7%
Women	5.2%		Foreign-Born, Naturalized U.S. Citizen	3.4%
			Foreign-Born, Not a U.S. Citizen	5.8%
Age Group			**Educational Attainment**	
16-19 years old	21.3%		Did Not Complete High School	9.3%
20-24	9.9%		High School Diploma	6.9%
25-34	5.1%		Some College, No Degree	5.3%
35-44	4.1%		Associate's Degree	4.7%
45-54	3.5%		Bachelor's Degree	4.9%
55-64	4.7%		Master's Degree	3.1%
65 years and older	4.9%		Professional Degree	1.2%
			Doctorate Degree	2.1%
Race			**Disability**	
White	5.4%		Has a Disability	10.7%
African-American	8.4%		Doesn't Have a Disability	5.1%
American Indian, Native Alaskan,	6.8%			
Asian	3.4%		**Veterans (18 years and older)**	
Hawaiian, Pacific Islander	4.0%		Veteran	4.5%
			Non-Veteran	5.2%
Ethnicity				
Latino/Hispanic	6.1%			
Non-Hispanic	4.8%			
Source: U.S. Census Bureau, Current Population Survey of Households, August 2025, 12-month moving average				

Employment

Between January 2025 and August 2025, month-over net changes in the number of employed persons ranged from a loss of -8,400 persons in July 2025 to a net gain of 49,400 persons in May 2025. Over the course of this eight-month period, the number of employed Californians rose from 18,634,800 to 18,763,300; a net gain of 128,500 persons. Average month-over gains in 2025 (18,200 persons) were more than double the gains in 2024 (7,100 persons). This data

trend suggests that the pace of increases in the number of employed Californians has risen so far in 2025.

Figure 5
Employed Persons Trends

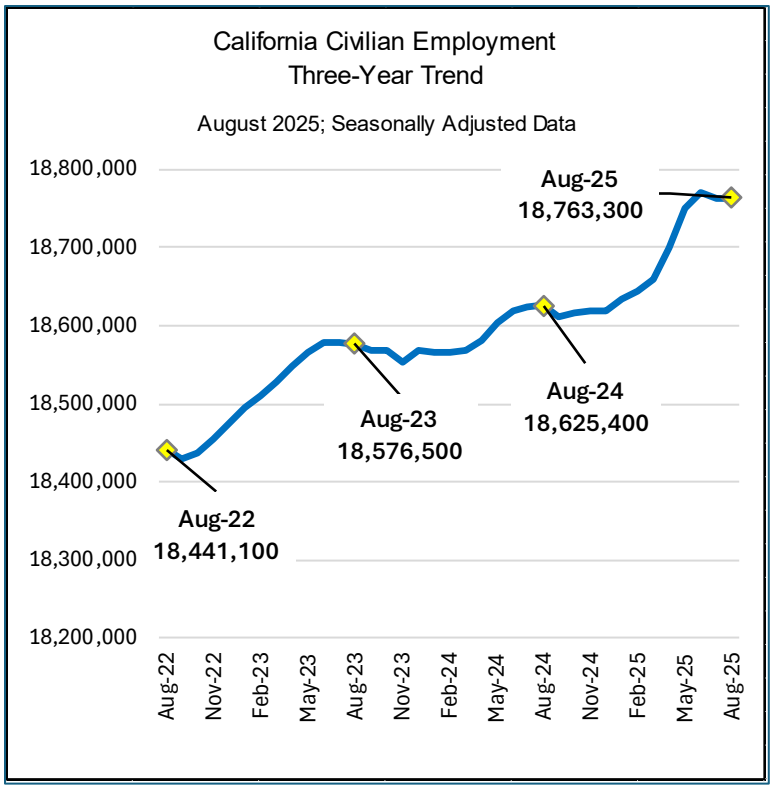
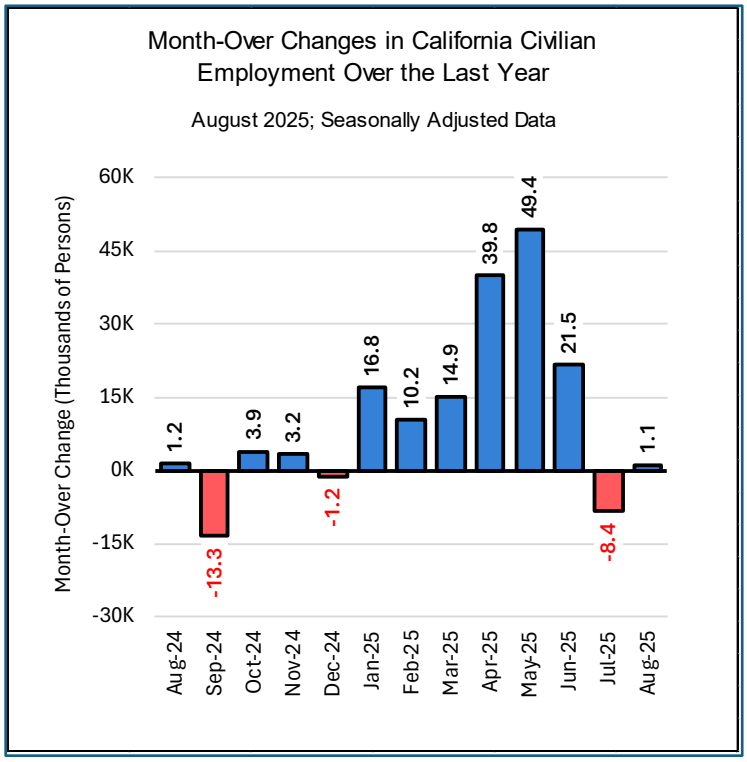


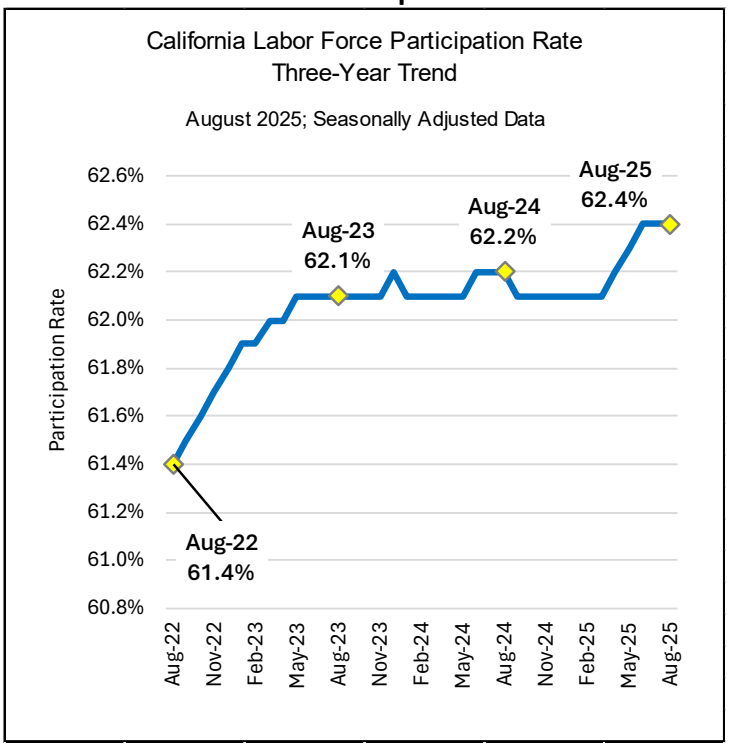
Figure 6
Employed Persons: Month-Over Trends



Labor Force Participation Rate

The state of California's labor force participation rate remained unchanged for three consecutive months and currently stands at 62.4 percent in August 2025. The State's LFPR was 0.1 percentage point higher than the nation's (62.3 percent) in August 2025 as well. Since the start of calendar year 2025, the State's LFPR has steadily risen from 62.1 percent in January to 62.4 percent beginning in June.

Figure 7
Labor Force Participation Trends



Labor Force Participation Rate: Demographic Analysis

According to the U.S. Census Bureau's Current Population Survey of Households, the labor force participation rate varied in California across demographic groups over the year through August 2025.

Table 11
Labor Force Participation Rate: Demographic Analysis

Source: U.S. Census Bureau, Current Population Survey of Households, August 2025, 12-month moving average

Demographic Group	Labor Force Participation Rate		Demographic Group	Labor Force Participation Rate
Statewide Average	62.3%			
Gender			**National Origin**	
Men	68.0%		Native-Born	62.3%
Women	56.8%		Foreign-Born, Naturalized U.S. Citizen	59.3%
			Foreign-Born, Not a U.S. Citizen	66.1%
Age Group			**Educational Attainment**	
16-19 years old	25.7%		Did Not Complete High School	40.0%
20-24	69.8%		High School Diploma	60.2%
25-34	82.3%		Some College, No Degree	60.8%
35-44	83.3%		Associate's Degree	64.2%
45-54	81.3%		Bachelor's Degree	70.4%
55-64	65.5%		Master's Degree	74.1%
65 years and older	18.9%		Professional Degree	76.1%
			Doctorate Degree	75.1%
Race			**Disability**	
White	61.9%		Has a Disability	22.1%
African-American	61.7%		Doesn't Have a Disability	67.2%
American Indian, Native Alaskan,	62.4%			
Asian	63.3%		**Veterans (18 years and older)**	
Hawaiian, Pacific Islander	65.8%		Veteran	41.7%
			Non-Veteran	65.0%
Ethnicity				
Latino/Hispanic	65.5%			
Non-Hispanic	60.4%			

Source: U.S. Census Bureau, Current Population Survey of Households, August 2025, 12-month moving average

Labor Market Trends

Nonfarm Jobs

California's seasonally adjusted nonfarm jobs totaled 18,011,200 jobs following a 3,800-job gain in August 2025. The Golden State made up one out of every nine (11.3 percent) of the nation's 159,540,000 jobs. Year-over, California's total nonfarm jobs increased by 69,500 jobs in August 2025; an increase of 0.4 percent. This percent increase was less than the nation's year-over pace of job growth (1,466,000; 0.9 percent).

California's job market expansion was more than five years old in August 2025, having added 3.0 million jobs from April 2020 through August 2025, and averaging 48,300 month-over job gains. In June 2022, the state recovered the 2,744,100 nonfarm jobs it lost during the pandemic-induced recession which spanned from February 2020 through April 2020. The pandemic-induced recession had a significant impact on California's economy resulting in a 15.5 percent loss in nonfarm jobs. As of August 2025, California's economic expansion had moved total nonfarm employment 2.0 percent higher than its pre-pandemic level in February 2020.

Figure 8
Nonfarm Job Trends

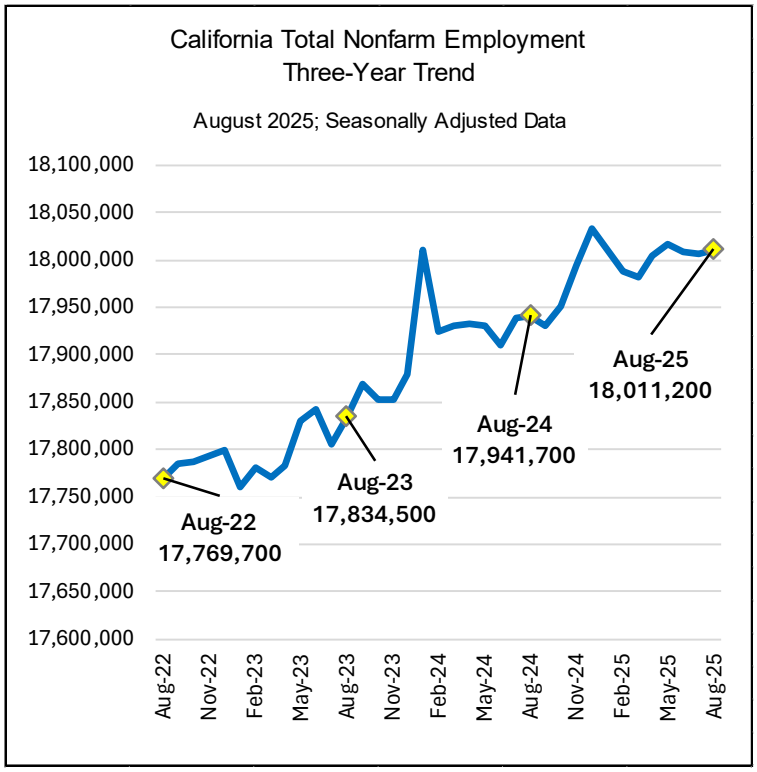
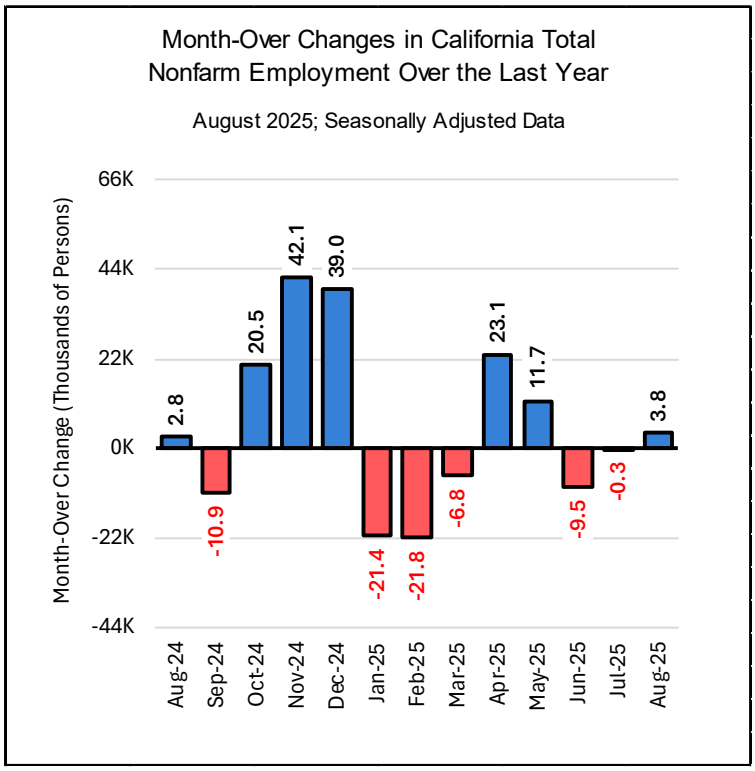


Figure 9
Nonfarm Jobs: Month-Over Trends



Industry Sectors

Through the first eight months of 2025, the state has posted a net job loss of 21,200 nonfarm jobs. The industry sectors that have had the largest number of jobs losses over that period of time include professional and business services (-49,400); trade, transportation, and utilities (-43,000); manufacturing (-23,700); and financial activities (-15,000). Additional job losses during the eight-month period derived from the construction (-10,400); information (-7,500); and leisure and hospitality (-1,100) industries. The industry sectors that provided the largest number of jobs gains between January 2025 and August 2025 were the private education and health services (113,600); and government (13,300) industries. The State's other services (1,900); and mining and logging (100) sectors made modest gains over this period of time as well.

California Regional Analysis

The EDD subdivides California into 15 regions for the purposes of regional economic analysis. California's regions vary greatly in size. Los Angeles Basin, with nearly 4.6 million jobs in August 2025, was the State's largest region. In contrast, the State's two smallest regions (Middle Sierra and North Coast) each had less than 50,000 jobs.

Any analysis of regional unemployment and employment trends is complicated by the fact that the regional data are not seasonally adjusted. The only method to filter out regular and recurring seasonal patterns of employment and unemployment from not seasonally adjusted data is to compare like months of the calendar year. As such, this analysis of regional trends focuses on comparisons for the month of August.

- Eight of California's 15 regions experienced an unemployment rate increase over-the-year in August 2025. Four remained unchanged and three experienced a rate decrease, with Los Angeles Basin (-0.3 percentage point) experiencing the largest drop.

- Middle Sierra (0.6 percentage point) had the biggest year-over gain in unemployment rate among California's regions.

- Ten of California's 15 regions experienced job growth over the year in 2025, with six regions having stronger gains or less losses compared to August 2024.

- In percentage terms, year-over job changes ranged from a low of -0.7 percent in East Bay to a high of 1.0 percent in Middle Sierra.

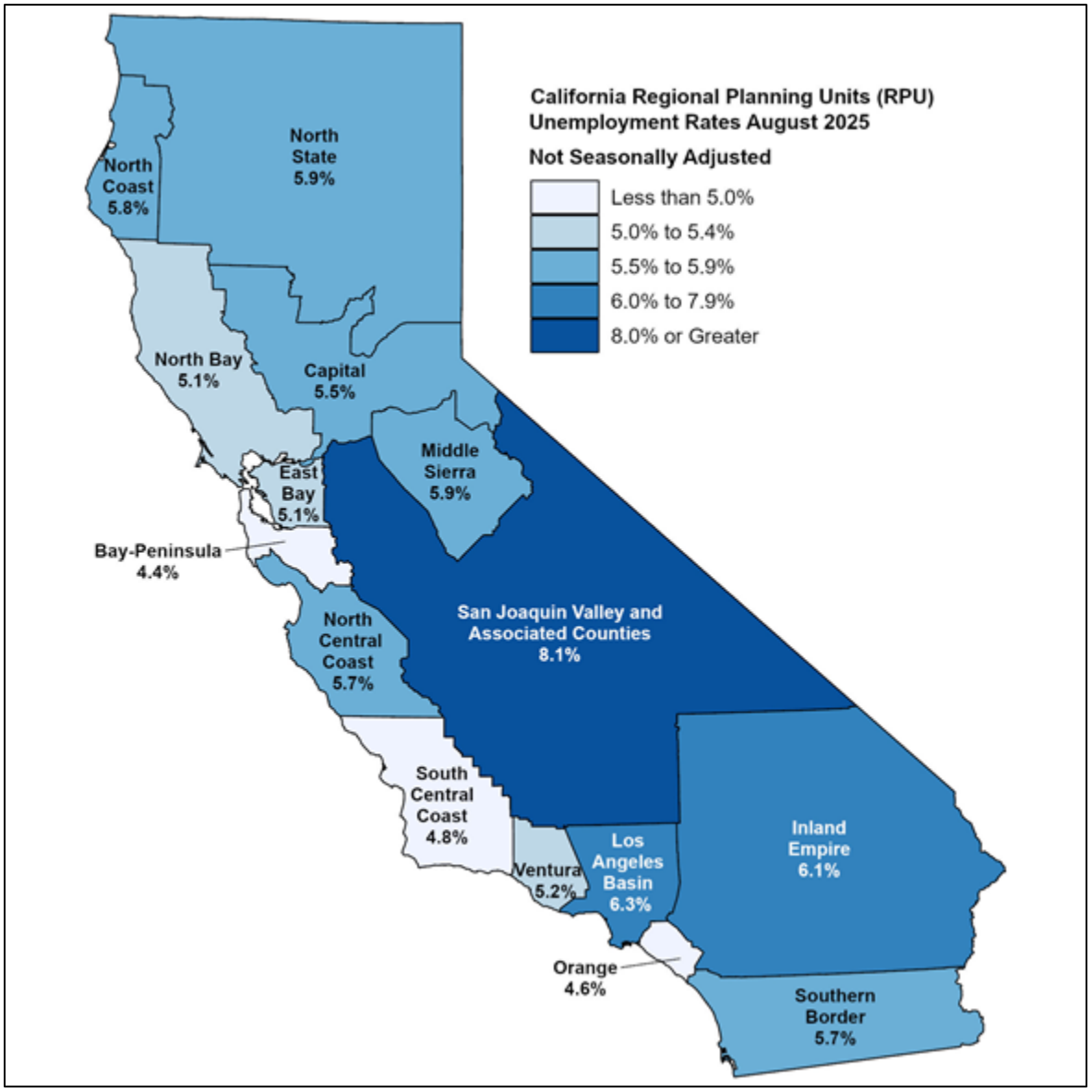
- Six of California's 15 regions showed stronger year-over job growth or less loss compared to August 2024, led by the Bay Peninsula region which saw its pace of year-over job loss slow from -0.8 to -0.2 percent. The North Coast region saw the biggest decline in growth, decreasing from 1.8 to -0.4 percent.

- Los Angeles Basin, the state's largest region, had a year-over gain of 31,600 jobs in August 2025. The region still showed a 0.4 percent drop in job growth from August 2024.

Table 12
Unemployment Rate: Regional Analysis
Source: EDD, Local Area Unemployment Statistics not seasonally adjusted

Regional Planning Unit (RPU)	August 2023	August 2024	August 2025	Year-Over Change (Aug. 2024 - Aug. 2025)
California	5.1%	5.9%	5.8%	-0.1
Largest RPUs				
Los Angeles Basin	5.8%	6.7%	6.3%	-0.4
Bay Peninsula	3.7%	4.3%	4.4%	0.1
Inland Empire	5.3%	6.0%	6.1%	0.1
Orange	3.9%	4.5%	4.6%	0.1
Southern Border	5.0%	5.8%	5.7%	-0.1
San Joaquin Valley and Associated Counties	7.4%	8.0%	8.1%	0.1
East Bay	4.5%	5.3%	5.1%	-0.2
Capital	4.7%	5.4%	5.5%	0.1
Middle Sized RPUs				
North Bay	4.2%	4.9%	5.1%	0.2
Ventura	4.7%	5.2%	5.2%	0.0
South Central Coast	3.8%	4.5%	4.8%	0.3
North Central Coast	5.0%	5.7%	5.7%	0.0
North State	5.2%	5.7%	5.9%	0.2
Small Sized RPUs				
North Coast	5.0%	5.8%	5.8%	0.0
Middle Sierra	4.8%	5.3%	5.9%	0.6

Map 1
California Regional Planning Units: Unemployment Rate (August 2025)



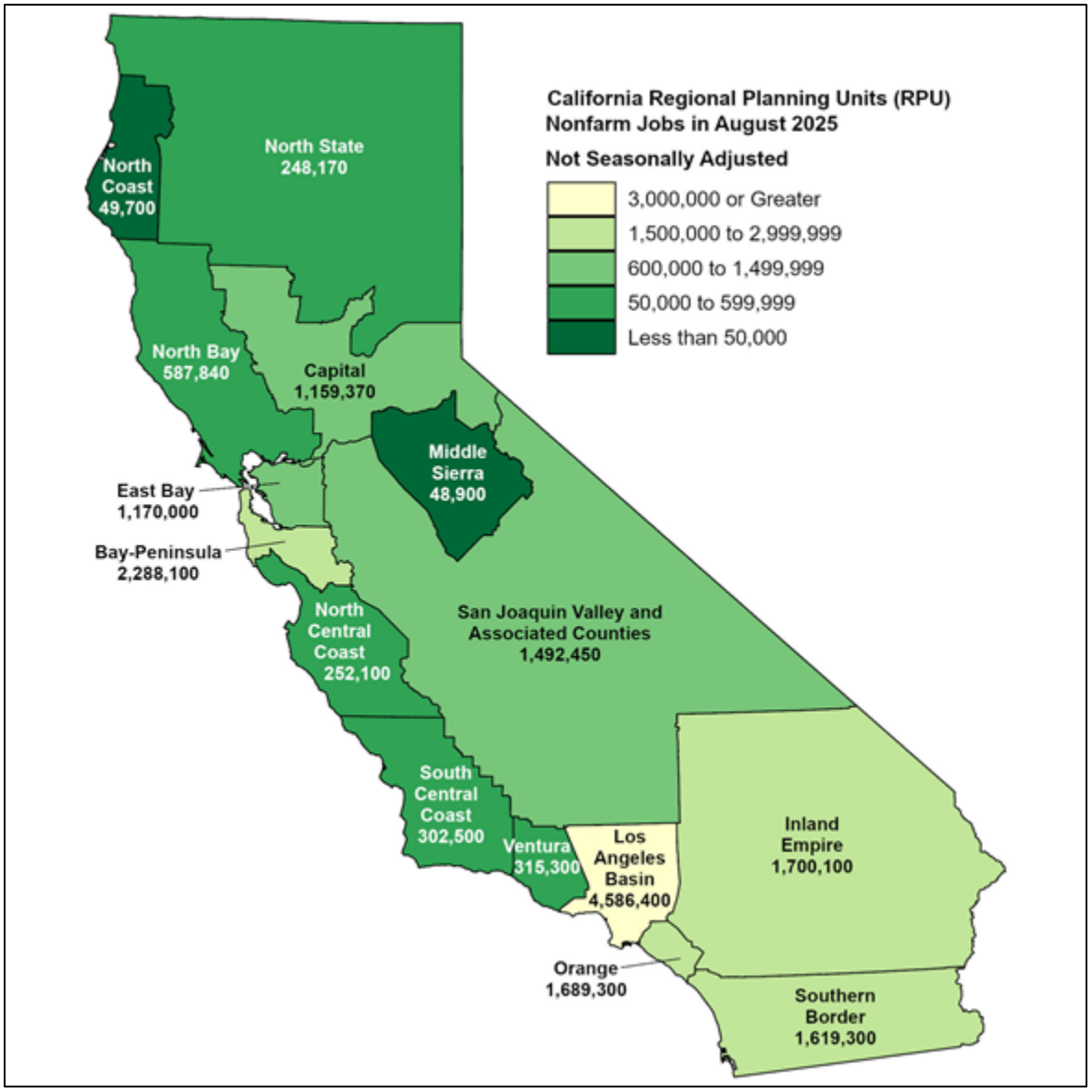
Source: EDD-Labor Market Information Division, Local Area Unemployment Statistics, not seasonally adjusted

Table 13
Nonfarm Jobs: Regional Analysis

Source: EDD Current Employment Statistics, not seasonally adjusted

Regional Planning Unit (RPU)	August 2023	August 2024	August 2025	Year-Over Change (Aug. 2024 - Aug. 2025)
California	17,777,200	17,885,100	17,955,800	70,700
Largest RPUs				
Los Angeles Basin	4,506,300	4,554,800	4,586,400	31,600
Bay Peninsula	2,311,100	2,293,000	2,288,100	-4,900
Inland Empire	1,666,600	1,685,500	1,700,100	14,600
Orange	1,679,900	1,684,100	1,689,300	5,200
Southern Border	1,607,700	1,611,000	1,619,300	8,300
San Joaquin Valley and Associated Counties	1,463,100	1,482,880	1,492,450	9,570
East Bay	1,185,300	1,178,800	1,170,000	-8,800
Capital	1,141,890	1,158,260	1,159,370	1,110
Middle Sized RPUs				
North Bay	584,460	586,070	587,840	1,770
Ventura	313,200	315,800	315,300	-500
South Central Coast	304,000	302,500	302,500	0
North Central Coast	247,300	250,500	252,100	1,600
North State	245,600	246,670	248,170	1,500
Small Sized RPUs				
North Coast	49,000	49,900	49,700	-200
Middle Sierra	47,640	48,430	48,900	470

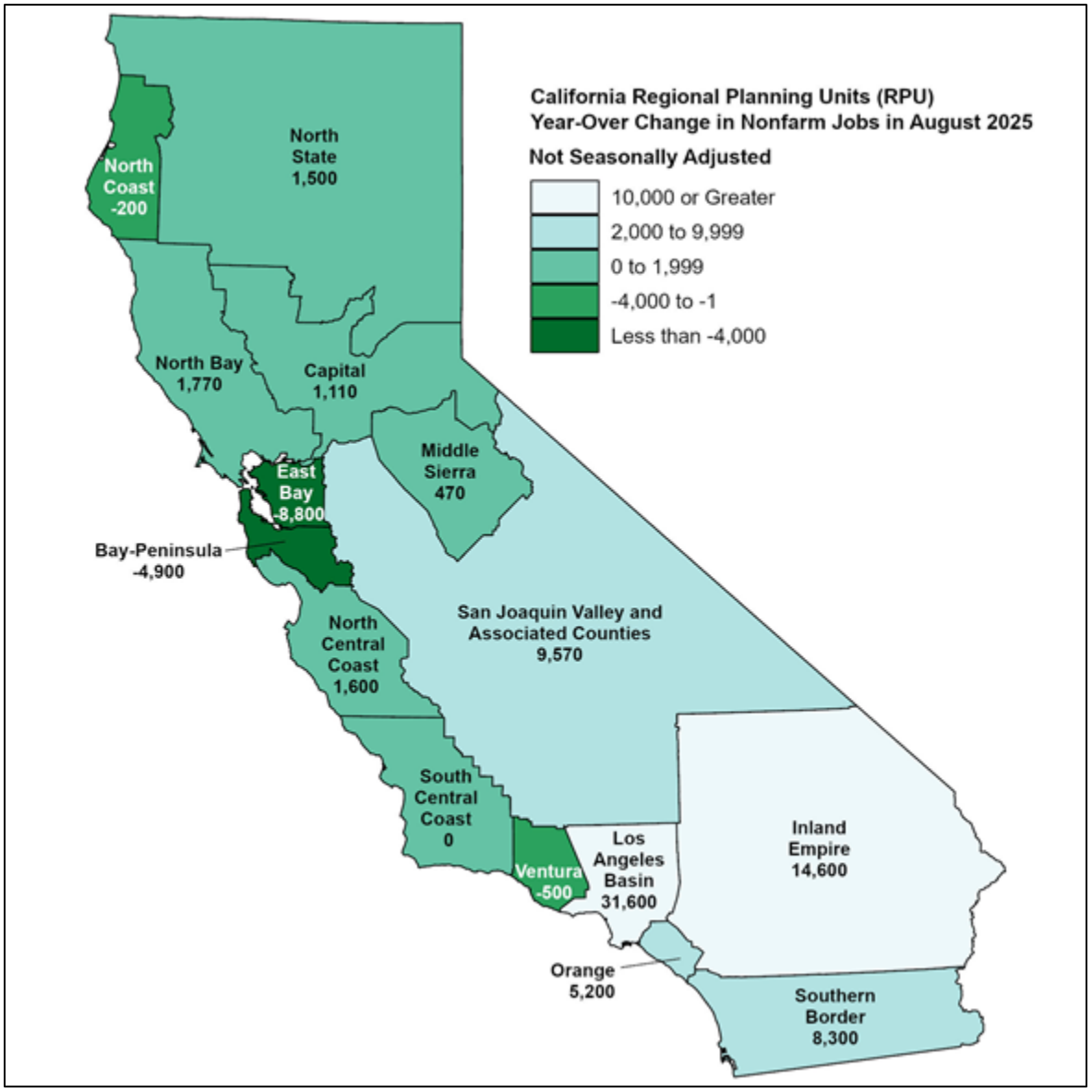
Map 2
California Regional Planning Units: Nonfarm Jobs Totals (August 2025)



Source: EDD-Labor Market Information Division, Current Employment Statistics, not seasonally adjusted

Map 3

California Regional Planning Units: Year-Over Change in Nonfarm Jobs Totals (August 2025)



Source: EDD-Labor Market Information Division, Current Employment Statistics, not seasonally adjusted

Demographic Analyses: Industry, Occupations, and Educational Attainment

Industry Trend Highlights

- **Gender:** In ten out of the thirteen industry groups, men made up the largest number of workers. In August 2025, women made up the largest number of workers in the following industries: educational and health services; leisure and hospitality; and other services.

- **Age Group:** In August 2025, older workers, in the age groups of 55-64 and 65 years and older, accounted for over 4.1 million workers in California's economy and were concentrated heavily in the educational and health services; professional and business services; and wholesale and retail trade industries.

- **Race:** Hawaiian Pacific Islander workers made up the fewest number of workers across all of the thirteen industries examined. This group's largest number of workers were in the educational and health services; wholesale and retail trade industries; and professional and business services industries.

- **Ethnicity:** The number of Hispanic workers totaled just over 7.4 million workers in August 2025 and over one million of them were employed in the following industries: educational and health services; and professional and business services.

- **National Origin:** There were over six million foreign-born workers employed in California's economy in August 2025 and they were employed largely within the educational and health services; professional and business services; and manufacturing industries.

- **Disability:** There were nearly six hundred thousand (585,100) persons with disabilities employed in the State's economy in August 2025. The largest number of these workers were employed in the educational and health services industry, and the fewest number were employed in the mining industry.

- **Veterans:** Over 420,000 veterans were employed in California's economy in August 2025, and the fewest number of employed veterans were in the other services and mining industries

Occupational Trend Highlights

- **Gender:** Over one million women in California were employed in the following occupational groups in August 2025: professional and related; service; management, business, and financial; and office and administrative support.

- **Age Group:** California's youngest workers, between the ages of 16 and 19 years old, were most often employed in service and sales jobs in August 2025.

- **Race:** Asian American workers in California had their highest concentrations of employment within professional and related; and management, business, and financial jobs.

- **Ethnicity:** Employed Hispanic workers held the fewest number of jobs within the following occupational groups: installation, maintenance, and repair; and farming, fishing, and forestry.

- **National Origin:** Over one million professional and related; and service jobs were held by foreign-born workers in August 2025.

- **Disability:** Persons with disabilities in California held less than fifteen thousand jobs in production; and farming, fishing, and forestry occupations.

- **Veterans:** In California, veterans were most often employed in professional and related; management, business, and financial; and service jobs.

Educational Attainment Trend Highlights

- **Gender:** In August 2025, 2.7 million men and 2.6 million women in California's workforce held a bachelor's degree and 1.1 million men and 1.2 million women in the workforce held a master's degree.

- **Age Group:** Over 1.0 million California workers in each of the following age groups held a bachelor's degree in August 2025: 25-34 years old, 35-44 years old, and 45-54 years old**.**

- **Race:** In August 2025, White and Asian American workers held the largest number of master's, professional, and doctorate degrees in California.

- **Ethnicity:** The highest level of educational attainment for the largest portions of Hispanic workers in California was a high school diploma; and some college, no degree.

- **National Origin:** Over one million foreign-born workers in California's economy held either a bachelor's degree, high school diploma, or did not complete high school in August 2025.

- **Disability:** In August 2025, among the largest portions of the State's persons with disabilities, the highest level held a bachelor's degree.

- **Veterans:** Among the largest portions of the State's veterans, the highest level held a bachelor's degree in August 2025.

Table 14
Industry Analysis by Demographic Groups

California: Employed Workers by Industry Analysis (August 2025)

Source: U.S. Census Bureau, Current Population Survey of Households, 12-month moving average

	Total	Agriculture, forestry, fishing, and hunting	Mining	Construction	Manufacturing	Wholesale and retail trade	Transportation and utilities	Information	Financial activities	Professional and business services	Educational and health services	Leisure and hospitality	Other services	Public administration
Gender														
Men	10,287,200	201,100	5,800	1,153,100	1,022,000	1,229,900	886,700	302,100	550,000	1,863,200	1,249,600	880,600	412,600	530,400
Women	8,796,800	80,300	2,200	137,800	480,400	962,400	343,000	201,700	492,100	1,220,800	2,965,100	967,800	424,800	518,500
Age Group														
16-19 years old	435,800	<100	<100	6,900	<100	111,600	16,200	13,800	2,600	25,900	58,500	180,700	17,000	2,600
20-24	1,582,100	13,400	<100	96,000	57,500	261,300	69,600	30,900	34,900	191,800	337,700	406,800	53,900	28,400
25-34	4,519,600	34,600	<100	280,700	294,100	573,800	304,300	162,100	264,600	881,700	939,400	379,900	170,800	233,600
35-44	4,678,600	76,800	5,800	324,700	404,300	440,100	276,900	113,500	268,500	847,000	1,074,000	313,800	173,200	359,800
45-54	3,712,000	71,300	2,200	254,800	334,500	387,400	242,300	105,800	231,700	553,100	854,500	249,000	185,000	240,300
55-64	2,993,500	68,500	<100	245,300	303,900	299,200	250,900	45,100	148,700	420,900	674,100	245,000	153,400	138,600
65 years and older	1,162,400	16,700	<100	82,500	108,200	118,800	69,500	32,600	91,000	163,500	276,600	73,200	84,200	45,500
Race														
White	13,240,900	253,200	5,200	1,103,900	950,400	1,555,900	774,800	321,200	738,000	2,070,300	2,801,000	1,378,700	604,500	683,600
African-American	1,136,900	3,500	<100	45,800	45,800	96,500	140,000	32,300	39,900	151,700	342,300	78,300	34,100	126,700
American Indian, Native Alaskan,	288,200	14,600	<100	31,500	21,800	43,600	25,500	5,800	7,500	20,600	74,100	19,400	9,900	14,000
Asian	3,681,900	7,700	2,900	77,100	434,900	389,400	236,000	112,200	226,700	733,700	832,000	317,800	151,700	159,800
Hawaiian, Pacific Islander	186,600	<100	<100	15,100	18,600	30,900	17,900	<100	6,700	25,400	37,700	7,500	11,800	14,900
Two or More Races	568,700	2,400	<100	17,400	31,000	75,900	35,400	32,300	23,300	82,200	130,600	58,100	30,300	49,800
Ethnicity														
Hispanic	7,480,200	219,200	3,000	768,200	562,900	975,600	522,500	90,600	289,200	1,005,100	1,467,500	850,800	328,800	396,800
Non-Hispanic	11,622,900	62,100	5,100	522,700	939,500	1,216,700	707,100	413,200	752,900	2,078,900	2,750,300	1,009,000	513,400	652,100
National Origin														
Native-Born	12,803,300	93,400	5,200	759,000	804,000	1,530,300	783,000	377,200	763,100	1,928,800	3,061,000	1,297,700	545,000	855,700
Foreign-Born, Naturalized U.S. Citizen	3,262,600	52,700	2,900	176,000	398,900	321,700	227,500	58,300	198,300	474,500	797,400	254,900	152,600	147,000
Foreign-Born, Not a U.S. Citizen	3,037,200	135,300	<100	355,800	299,500	340,300	219,200	68,300	80,700	680,800	359,300	307,200	144,600	46,200
Disability														
Has a Disability	585,100	7,100	<100	41,500	36,000	63,100	18,400	19,600	31,100	98,700	146,700	50,100	34,100	38,700
Doesn't Have a Disability	18,518,000	274,200	8,000	1,249,400	1,466,400	2,129,200	1,211,200	484,300	1,011,000	2,985,300	4,071,000	1,809,700	808,100	1,010,200
Veterans														
Veteran	429,300	6,400	<100	33,100	31,800	40,800	51,100	9,700	24,400	47,900	92,700	20,200	3,800	67,400
Non-Veteran	18,044,300	267,800	8,000	1,216,300	1,434,600	2,086,300	1,160,100	474,600	986,500	2,937,400	3,969,800	1,763,400	796,500	942,800

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Occupational Analysis by Demographic Groups

California: Employed Workers by Occupational Group Analysis (August 2025)

Source: U.S. Census Bureau, Current Population Survey of Households 12-month moving average

	Total	Management, business, and financial	Professional and related	Service	Sales and related	Office and administrative support	Farming, fishing, and forestry	Construction and extraction	Installation, maintenance, and repair	Production	Transportation and material moving
Gender											
Men	10,287,200	1,982,900	2,455,500	1,543,300	814,700	589,900	127,400	908,900	442,900	505,900	915,900
Women	8,796,800	1,624,600	2,659,600	1,821,700	822,700	1,221,700	60,200	22,300	22,900	223,500	317,500
Age Group											
16-19 years old	435,800	10,500	52,600	151,600	106,300	50,500	<100	6,900	7,900	10,000	39,500
20-24	1,582,100	100,600	323,100	492,600	194,900	199,800	7,500	89,700	45,600	45,600	82,700
25-34	4,519,600	834,200	1,384,400	708,300	398,000	459,400	20,800	189,100	127,900	131,500	266,000
35-44	4,678,600	993,400	1,418,900	638,700	333,600	405,900	64,100	252,900	96,000	191,300	284,000
45-54	3,712,000	773,000	1,031,800	581,100	299,500	297,000	49,800	189,300	81,700	143,300	265,400
55-64	2,993,500	645,400	589,800	562,100	208,100	313,700	40,900	146,800	77,900	179,900	228,900
65 years and older	1,162,400	250,400	314,500	230,800	97,000	85,200	4,400	56,500	28,900	27,900	66,900
Race											
White	13,240,900	2,458,500	3,198,800	2,443,900	1,186,500	1,232,700	165,400	824,000	335,300	506,700	889,100
African-American	1,136,900	165,000	313,600	265,400	73,400	104,900	<100	29,300	36,500	38,100	110,600
American Indian, Native Alaskan,	288,200	35,800	36,700	58,800	25,600	36,300	14,600	15,100	23,600	21,300	20,400
Asian	3,681,900	834,000	1,361,200	475,100	267,700	346,000	2,800	38,300	60,800	143,500	152,400
Hawaiian, Pacific Islander	186,600	33,900	52,900	20,800	21,500	18,900	<100	10,600	<100	2,600	25,400
Two or More Races	568,700	80,300	157,400	114,600	62,600	72,800	4,800	13,900	9,600	17,100	35,500
Ethnicity											
Hispanic	7,480,200	863,700	1,155,700	1,797,600	646,200	824,300	166,400	661,800	244,100	426,400	694,000
Non-Hispanic	11,622,900	2,743,800	3,964,900	1,581,000	991,200	987,300	21,200	269,300	221,700	303,000	539,500
National Origin											
Native-Born	12,803,300	2,621,700	3,621,200	2,111,700	1,226,500	1,319,000	35,100	464,800	314,700	354,900	733,600
Foreign-Born, Naturalized U.S. Citizen	3,262,600	623,000	834,000	600,400	203,200	294,300	32,500	133,800	76,100	209,100	256,300
Foreign-Born, Not a U.S. Citizen	3,037,200	362,800	665,400	666,500	207,800	198,300	119,900	332,600	75,000	165,400	243,600
Disability											
Has a Disability	585,100	112,800	132,900	145,600	42,300	52,200	2,300	26,900	24,200	14,600	31,400
Doesn't Have a Disability	18,518,000	3,494,700	4,987,800	3,232,900	1,595,200	1,759,400	185,300	904,300	441,600	714,800	1,202,100
Veterans											
Veteran	429,300	87,800	148,300	62,300	21,500	23,200	<100	14,700	12,300	10,500	48,700
Non-Veteran	18,044,300	3,406,900	4,824,900	3,151,100	1,568,800	1,733,300	185,300	889,600	426,700	704,300	1,153,400

Table 16
Education and Skill Levels of the Workforce

California: Educational Attainment Analysis (August 2025)

Source: U.S. Census Bureau, Current Population Survey of Households, 12-month moving average

	Total	Did Not Complete High School	High School Diploma	Some College, No Degree	Associate's Degree	Bachelor's Degree	Master's Degree	Professional Degree	Doctorate Degree
Gender									
Men	10,909,300	1,167,700	2,718,300	1,771,500	871,800	2,763,900	1,122,800	180,300	313,200
Women	9,260,100	673,400	1,791,600	1,551,500	949,800	2,671,700	1,239,500	178,000	204,600
Age Group									
16-19 years old	548,700	168,100	179,100	194,200	4,900	<100	<100	2,400	<100
20-24	1,738,700	66,400	530,400	590,100	158,600	366,400	23,900	2,800	<100
25-34	4,747,400	181,000	1,046,100	717,500	440,000	1,574,400	630,900	58,900	98,400
35-44	4,901,600	345,200	1,011,100	589,300	460,100	1,512,500	699,800	108,500	175,200
45-54	3,844,600	467,400	824,800	499,000	311,900	1,010,800	537,700	70,900	122,300
55-64	3,145,100	469,700	718,200	494,200	325,000	666,500	345,000	62,000	64,600
65 years and older	1,224,400	123,900	200,300	238,700	121,100	305,000	125,200	52,700	57,200
Race									
White	14,022,800	1,534,000	3,398,700	2,452,600	1,275,200	3,491,500	1,307,800	254,900	308,100
African-American	1,216,600	46,300	256,200	254,600	134,700	360,500	119,400	13,800	31,100
American Indian, Native Alaskan,	311,300	41,300	116,000	79,000	20,400	45,100	9,600	<100	<100
Asian	3,796,100	164,300	546,400	362,500	304,300	1,360,400	813,000	79,700	165,500
Hawaiian, Pacific Islander	199,400	<100	54,300	46,500	18,700	51,000	28,900	<100	<100
Two or More Races	623,100	55,200	138,200	127,800	68,400	127,000	83,700	9,900	12,900
Ethnicity									
Hispanic	8,000,900	1,472,400	2,617,100	1,535,000	687,100	1,200,700	359,100	59,000	70,400
Non-Hispanic	12,168,500	368,500	1,892,800	1,788,000	1,134,500	4,234,900	2,003,300	299,300	447,300
National Origin									
Native-Born	13,576,500	555,800	2,954,100	2,700,800	1,379,100	3,947,500	1,470,100	257,300	311,900
Foreign-Born, Naturalized U.S. Citizen	3,365,500	395,700	721,000	399,900	288,900	917,000	440,900	77,600	124,300
Foreign-Born, Not a U.S. Citizen	3,227,300	889,500	834,700	222,300	153,600	571,100	451,300	23,500	81,500
Disability									
Has a Disability	644,800	74,600	139,300	111,500	89,300	148,300	61,300	9,000	11,500
Doesn't Have a Disability	19,524,600	1,766,400	4,370,600	3,211,500	1,732,300	5,287,200	2,301,000	349,300	506,200
Veterans									
Veteran	502,600	2,200	113,000	91,800	68,400	136,000	81,100	4,000	6,100
Non-Veteran	19,607,500	1,781,700	4,396,900	3,229,100	1,753,200	5,299,500	2,281,200	354,300	511,600

Persons with Barriers Workforce Analysis

One of the purposes of the Workforce Innovation and Opportunity Act (WIOA) is "to increase, for individuals in the United States, particularly those individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market." The following analysis provides insights into the labor market trends for members of the workforce that WIOA has found to have barriers to employment.

Employment and Unemployment

Labor market information is a key component in analyzing the needs of persons with barriers to employment in the state of California. Up-to-date analyses of the employment, unemployment, unemployment rate, and labor force participation rates of persons with barriers provides a solid foundation for the development of workforce strategies that serve to assist these members of the State's workforce.

Labor Market Trends (Industries and Occupations)

Analyses of the industries in which persons with barriers are employed provides insights on which industries draw the largest and least number of persons within this segment of the State's workforce. Workforce data on the occupations held by persons with barriers allows for informed decision making tied to a number of workforce development programs ranging from reskilling and upskilling programs to talent pipeline initiatives.

Education and Skill Levels of the Workforce

Workforce data tied to educational attainment for persons with barriers provides a number of benefits to members of the workforce development community ranging from data-driven policy making to enhanced abilities to tackle disparities in the State's workforce.

Table 17
Persons with Barriers: Workforce Analysis

California Persons with Barriers: Workforce Analysis (August 2025) *Source: U.S. Census Bureau, Current Population Survey of Households*				
Persons with Barriers	**Number of Employed Persons**	**Number of Unemployed Persons**	**Unemployment Rate**	**Labor Force Participation Rate**
Indians, Alaska Natives, and Native Hawaiians	276,800	20,300	6.8%	62.4%
Persons with Disabilities	672,000	80,500	10.7%	22.1%
Older Individuals (55 years and older)	4,083,400	205,600	5.0%	38.4%
Farmworkers	296,000	54,400	15.5%	n/a
Veterans	505,400	23,700	4.5%	41.7%
Youth (16-19 years old)	399,900	108,100	21.3%	25.7%

Table 18
Persons with Barriers: Industry Analysis

California Persons With Barriers Analysis: Employed Workers by Industry Sector (August 2025) *Source: U.S. Census Bureau, Current Population Survey of Households*													
Persons with Barriers	**Agriculture, forestry, fishing, and hunting**	**Mining**	**Constr-uction**	**Manuf-acturing**	**Wholesale and retail trade**	**Transp. and utilities**	**Informa-tion**	**Fin. activities**	**Prof. and business services**	**Educ. and health services**	**Leisure and hosp.**	**Other services**	**Public Admin.**
Indians, Alaska Natives, and Native Hawaiians	14,600	<100	31,500	21,800	43,600	25,500	5,800	7,500	20,600	74,100	19,400	9,900	14,000
Persons with Disabilities	7,100	<100	41,500	36,000	63,100	18,400	19,600	31,100	98,700	146,700	50,100	34,100	38,700
Older Individuals (55 years and older)	85,200	<100	327,800	412,100	418,000	320,400	77,700	239,700	584,400	950,700	318,200	237,600	184,100
Farmworkers	281,350	<100	<100	<100	<100	<100	<100	<100	<100	<100	<100	<100	<100
Veterans	6,400	<100	33,100	31,800	40,800	51,100	9,700	24,400	47,900	92,700	20,200	3,800	67,400
Youth (16-19 years old)	<100	<100	6,900	<100	111,600	16,200	13,800	2,600	25,900	58,500	180,700	17,000	2,600

Table 19
Persons with Barriers: Occupational Analysis

California Persons with Barriers: Employed Workers by Occupational Group (August 2025) *Source: U.S. Census Bureau, Current Population Survey of Households*										
Persons with Barriers	**Mgmt., business, and financial**	**Profess-ional and related**	**Service**	**Sales and related**	**Office and admin. support**	**Farming, fishing, and forestry**	**Constr-uction**	**Installation, maintenance, and repair**	**Production**	**Transp. and material moving**
Indians, Alaska Natives, and Native Hawaiians	35,800	36,700	58,800	25,600	36,300	14,600	15,100	23,600	21,300	20,400
Persons with Disabilities	112,800	132,900	145,600	42,300	52,200	2,300	26,900	24,200	14,600	31,400
Older Individuals (55 years and older)	895,800	904,300	792,900	305,100	398,900	45,300	203,300	106,800	207,800	295,800
Farmworkers	39,600	16,800	9,000	2,200	9,700	258,200	3,900	10,900	2,000	10,100
Veterans	87,800	148,300	62,300	21,500	23,200	<100	14,700	12,300	10,500	48,700
Youth (16-19 years old)	10,500	52,600	151,600	106,300	50,500	<100	6,900	7,900	10,000	39,500
Source: U.S. Census Bureau, Current Population Survey of Households										

Table 20
Persons with Barriers: Educational Attainment Analysis

California Persons with Barriers: Educational Attainment (August 2025) *Source: U.S. Census Bureau, Current Population Survey of Households*								
Persons with Barriers	**Did Not Complete High School**	**High School Diploma**	**Some College, No Degree**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Professional Degree**	**Doctorate Degree**
Indians, Alaska Natives, and Native Hawaiians	41,300	116,000	79,000	20,400	45,100	9,600	<100	<100
Persons with Disabilities	74,600	139,300	111,500	89,300	148,300	61,300	9,000	11,500
Older Individuals (55 years and older)	593,600	918,500	732,900	446,100	971,500	470,200	114,700	121,800
Farmworkers	174,700	96,200	28,100	19,000	37,100	7,100	<100	<100
Veterans	2,200	113,000	91,800	68,400	136,000	81,100	4,000	6,100
Youth (16-19 years old)	168,100	179,100	194,200	4,900	<100	<100	2,400	<100

Comparison of Economic and Workforce Analytical Conclusion

Workforce developers have found that education completers data provides key insights into the workforce areas of opportunity for meeting hiring, education, and skills needs in the State's economy.

The EDD's LMID translates educational program completer data from the Integrated Postsecondary Education Data System (IPEDS) into occupational completer data at the statewide and regional levels. This completer data provides insight into how newly educated individuals may be entering the workforce from local educational institutions. IPEDS is a system of interrelated annual surveys that includes the number of awards granted to educational program completers organized by the type of educational program and institution. These educational programs are connected to related occupations using the Classification of Instructional Programs (CIP) to Standard Occupational Classification (SOC) codes crosswalk. Educational programs can be related to multiple occupations, and a program's completers will be included in the totals for each related occupation.

- There were 11,108,422 educational program awards granted during the 2024 academic year (July 1, 2023 – June 30, 2024).

Completers Related to California Occupational Employment Projections

The educational program completers in the 2024 academic year (July 1, 2023 – June 30, 2024) related to the top 20 occupations that are expected to generate the most employment based on 2023-2033 occupational employment projections. The table below outlines the occupational areas of opportunity for meeting hiring, education, and skills needs in the economy. Due to data limitations, some of the occupational completer data are not available.

Table 21
Education Completer Analysis: Occupations with the Most Growth

2024 Educational Completers for the Top 20 Occupations with the Most Growth (2023-2033) in California – Statewide *Source: Integrated Postsecondary Education Data System (IPEDS)*		
SOC Code*	**Occupation**	**Program Completers[1]**
31-1120	Home Health and Personal Care Aides[2]	No Data
35-3023	Fast Food and Counter Workers[3]	No Data
15-1252	Software Developers	26,564
35-2014	Cooks, Restaurant	1,743
29-1141	Registered Nurses	20,623
53-7062	Laborers and Freight, Stock, and Material Movers, Hand[3]	No Data
53-7065	Stockers and Order Fillers[2]	No Data
35-3031	Waiters and Waitresses[3]	No Data
11-1021	General and Operations Managers	68,275
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners[3]	No Data
11-9111	Medical and Health Services Managers	9,864
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,145
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,037
13-1111	Management Analysts	67,576
31-9092	Medical Assistants	12,467
11-3021	Computer and Information Systems Managers	27,043
13-2011	Accountants and Auditors	1,824
11-3031	Financial Managers	1,001
37-3011	Landscaping and Groundskeeping Workers	506
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers[3]	No Data

The educational program completers in the 2024 academic year (July 1, 2023 – June 30, 2024) related to the top 20 occupations that are expected to grow the fastest based on 2023-2033 occupational employment projections. The table below outlines the occupational areas of opportunity for meeting hiring, education, and skills needs in the economy. Due to data limitations, some of the occupational completer data are not available.

Table 22
Education Completer Analysis: Fastest Growing Occupations

2024 Educational Completers for the Top 20 Fastest Growing Occupations (2023-2033) in California – Statewide *Source: Integrated Postsecondary Education Data System (IPEDS)*		
SOC Code*	**Occupation**	**Program Completers[1]**
29-1171	Nurse Practitioners	3,165
47-2231	Solar Photovoltaic Installers	0
15-2051	Data Scientists	40,906
53-3054	Taxi Drivers[2]	No Data
31-1120	Home Health and Personal Care Aides[2]	No Data
31-2021	Physical Therapist Assistants	720
11-9111	Medical and Health Services Managers	9,864
15-1212	Information Security Analysts	22,669
29-1071	Physician Assistants	626
35-2014	Cooks, Restaurant	1,743
15-1221	Computer and Information Research Scientists	24,450
29-2056	Veterinary Technologists and Technicians	1,441
25-1071	Health Specialties Teachers, Postsecondary	52,911
15-2031	Operations Research Analysts	5,841
29-1131	Veterinarians	580
39-9031	Exercise Trainers and Group Fitness Instructors	7,226
25-1072	Nursing Instructors and Teachers, Postsecondary	20,072
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	1,441
29-1127	Speech-Language Pathologists	2,272
29-2032	Diagnostic Medical Sonographers	1,670

Completers Related to California Middle-Skill Occupation Employment Projections

Middle-skilled occupations are those that require more than a high school education but less than a four-year degree. Educational program completers in the 2024 academic year (July 1, 2023 – June 30, 2024) related to the top 25 Middle-Skill occupations that are expected to generate the most employment based on 2023-2033 occupational employment projections. The table below outlines the occupational areas of opportunity for meeting hiring, education, and skills needs in the economy. Due to data limitations, some of the occupational completer data are not available.

Table 23
Education Completer Analysis: Middle-Skill Occupations

2024 Educational Completers for the Top 25 Middle-Skill Occupations with the Most Job Openings (2023-2033) in California – Statewide *Source: Integrated Postsecondary Education Data System (IPEDS)*		
SOC Code*	**Occupation**	**Program Completers[1]**
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,145
25-9045	Teaching Assistants, Except Postsecondary[2]	No Data
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,410
31-9092	Medical Assistants	12,467
31-1131	Nursing Assistants	3,240
25-3041	Tutors[3]	No Data
31-9091	Dental Assistants	3,851
25-2011	Preschool Teachers, Except Special Education	6,383
39-5092	Manicurists and Pedicurists	8,865
29-2061	Licensed Practical and Licensed Vocational Nurses	8,629
49-3023	Automotive Service Technicians and Mechanics	6,786
39-5012	Hairdressers, Hairstylists, and Cosmetologists	6,911
15-1232	Computer User Support Specialists	399
23-2011	Paralegals and Legal Assistants	2,287
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4,156
31-9011	Massage Therapists	1,519
39-5094	Skincare Specialists	11,955
33-2011	Firefighters	3,634
31-9097	Phlebotomists	997
29-1292	Dental Hygienists	905
31-2021	Physical Therapist Assistants	720
29-2042	Emergency Medical Technicians	3,364
29-2072	Medical Records Specialists	1,623
29-2056	Veterinary Technologists and Technicians	1,441
43-4151	Order Clerks	575

Notes:
*The Standard Occupational Classification (SOC) system is a federal statistical standard used by federal and state agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.
[1] Educational program completer data is from the Integrated Postsecondary Education Data System (IPEDS). IPEDS is a system of interrelated surveys conducted annually and includes the number of awards granted by type of educational program. These educational programs are then connected to corresponding occupations using the Classification of Instructional Programs (CIP)

to Standard Occupational Classification (SOC) crosswalk. Educational programs can be related to multiple occupations, and a program's completers will be included in the totals for each related occupation. Completers should not be summarized across multiple occupations to avoid duplication.

[2] This occupation is only available to students and does not have program completer data.

[3] This occupation does not have any specific subject requirements.