

# PANDEMIC-RESILIENT JOBS

*An update to the Resilient Jobs study released in August 2020*

March 2021  
San Diego County



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## Executive Summary

In August 2020, the San Diego-Imperial Center of Excellence for Labor Market Research (COE) released *Resilient Jobs*, a study that analyzed jobs that appeared resilient during two economic crises, the Great Recession (2007-2009) and the start of the COVID-19 pandemic (March - June 2020). *Resilient Jobs* considered occupations with employment growth during the Great Recession to be “recession-resilient jobs,” and occupations with the most online job postings between March and June 2020 to be “pandemic-resilient jobs.” Since then, more online job postings data became available, which will be the focus of this update.

For this brief, the San Diego-Imperial COE reviewed approximately 370,000 online job postings between March and December 2020 to identify the top 50 jobs with the most online job postings each month in San Diego County. During this period, 74 occupations from the Standard Occupational Classification (SOC) system<sup>1</sup> made the monthly top 50 jobs list at least once. The following summarizes findings that compare the pandemic-resilient jobs list released in August 2020 with the list provided in this brief:

- The updated list in this brief includes 74 pandemic-resilient jobs while the August 2020 study included 66 pandemic-resilient jobs. Eight new pandemic-resilient jobs appeared in the top 50 jobs list in the latter half of the year (July through December).
- Eight jobs in the August 2020 study made the top 50 jobs list nearly every month between March and June, but not between July and December of 2020.
- Of the 74 pandemic-resilient jobs highlighted in this update, 26 matched the recession-resilient jobs from the August 2020 study.
- Thirty occupations consistently made the top 50 jobs list each month in the 10 months analyzed in this brief. With the exception of two occupations, these 30 pandemic-resilient jobs also matched the top 30 pandemic-resilient jobs in the United States.

Labor market information, including definitions, wages, and minimum educational requirements for each pandemic-resilient job are provided in Appendix A of this update.

The San Diego-Imperial COE encourages stakeholders to use this study as a resource for meaningful discussions. This labor market information is intended to help the San Diego and Imperial Counties Community Colleges with program development and strategic planning as they assess priorities during this difficult time. **It is important to note that this study does not compare labor market demand with supply.** If the region’s community colleges decide to create a new program the occupations identified in this study, then the San Diego-Imperial COE recommends completing a supply gap analysis, which compares demand with supply.

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<sup>1</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

## Introduction

In August 2020, the San Diego-Imperial Center of Excellence for Labor Market Research (COE) released a *Resilient Jobs* study, which analyzed jobs that appeared resilient during the Great Recession (2007-2009) and between March and June 2020 during the COVID-19 pandemic. Since then, more online job postings data became available, which will be the focus of this update.

For the purpose of this brief, “pandemic-resilient jobs” are defined as *jobs with the greatest number of online job postings per month* between March 1 and December 31, 2020. The San Diego-Imperial COE reviewed approximately 370,000 online job postings in San Diego County during this period to identify the top 50 jobs with the greatest number of online job postings each month. Although there are more than 800 occupational codes in the Standard Occupational Classification (SOC) system,<sup>2</sup> only 74 occupations met the criteria and were considered pandemic-resilient jobs.<sup>3</sup> The exhibit on the following page lists the pandemic-resilient jobs in descending order, starting with occupations that appeared in the top 50 jobs list for all 10 months. Additionally, to identify which pandemic-resilient jobs were also “recession-resilient jobs,” the San Diego-Imperial COE compared the list in Exhibit 1 with the list of 64 recession-resilient jobs identified in the *Resilient Jobs* study published in August 2020. The 26 occupations that appeared in both lists are noted in Exhibit 1 with an asterisk (\*).

## IMPORTANT DISCLAIMER

**It is important to note that the financial crises caused by the Great Recession and COVID-19 are not the same.** As more information about the impact of COVID-19 becomes available, the pandemic-resilient jobs identified in this update may no longer be relevant. However, this labor market information is intended to help the San Diego and Imperial Counties Community Colleges with program development and strategic planning as they assess priorities during this difficult time. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research, COE host district, nor California Community Colleges Chancellor’s Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

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<sup>2</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

<sup>3</sup> Burning Glass Technologies, “Labor Insight Real-Time Labor Market Information Tool.” March - December 2020. San Diego County.

**Exhibit 1: Occupations that Made the Monthly Top 50 Jobs List in San Diego County, March - December 2020**

	Occupational Title	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	# of Months in the Top 50 Jobs
1.	Accountants and Auditors*	•	•	•	•	•	•	•	•	•	•	10
2.	Bookkeeping, Accounting, and Auditing Clerks	•	•	•	•	•	•	•	•	•	•	10
3.	Combined Food Preparation and Serving Workers, Including Fast Food	•	•	•	•	•	•	•	•	•	•	10
4.	Computer Occupations, All Other*	•	•	•	•	•	•	•	•	•	•	10
5.	Computer User Support Specialists*	•	•	•	•	•	•	•	•	•	•	10
6.	Customer Service Representatives	•	•	•	•	•	•	•	•	•	•	10
7.	Engineering Technicians, Except Drafters, All Other	•	•	•	•	•	•	•	•	•	•	10
8.	Financial Managers*	•	•	•	•	•	•	•	•	•	•	10
9.	First-Line Supervisors of Retail Sales Workers	•	•	•	•	•	•	•	•	•	•	10
10.	General and Operations Managers*	•	•	•	•	•	•	•	•	•	•	10
11.	Heavy and Tractor-Trailer Truck Drivers	•	•	•	•	•	•	•	•	•	•	10
12.	Human Resources Specialists	•	•	•	•	•	•	•	•	•	•	10
13.	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	•	•	•	•	•	•	•	•	•	•	10
14.	Laborers and Freight, Stock, and Material Movers, Hand	•	•	•	•	•	•	•	•	•	•	10
15.	Licensed Practical and Licensed Vocational Nurses*	•	•	•	•	•	•	•	•	•	•	10
16.	Maintenance and Repair Workers, General*	•	•	•	•	•	•	•	•	•	•	10
17.	Management Analysts*	•	•	•	•	•	•	•	•	•	•	10
18.	Managers, All Other*	•	•	•	•	•	•	•	•	•	•	10
19.	Marketing Managers	•	•	•	•	•	•	•	•	•	•	10
20.	Medical and Health Services Managers*	•	•	•	•	•	•	•	•	•	•	10

\*also recession-resilient in the August 2020 Resilient Jobs study

**Exhibit 1: Occupations that Made the Monthly Top 50 Jobs List in San Diego County, March - December 2020 (Continued)**

	Occupational Title	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	# of Months in the Top 50 Jobs
21.	Operations Research Analysts	•	•	•	•	•	•	•	•	•	•	10
22.	Personal Care Aides	•	•	•	•	•	•	•	•	•	•	10
23.	Registered Nurses*	•	•	•	•	•	•	•	•	•	•	10
24.	Retail Salespersons	•	•	•	•	•	•	•	•	•	•	10
25.	Sales Managers*	•	•	•	•	•	•	•	•	•	•	10
26.	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	•	•	•	•	•	•	•	•	•	•	10
27.	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive*	•	•	•	•	•	•	•	•	•	•	10
28.	Security Guards	•	•	•	•	•	•	•	•	•	•	10
29.	Software Developers, Applications*	•	•	•	•	•	•	•	•	•	•	10
30.	Stock Clerks and Order Fillers	•	•	•	•	•	•	•	•	•	•	10
31.	Cashiers	•		•	•	•	•	•	•	•	•	9
32.	Engineers, All Other	•	•	•	•	•	•	•	•	•		9
33.	Production Workers, All Other		•	•	•	•	•	•	•	•	•	9
34.	Speech-Language Pathologists	•	•	•	•	•	•		•	•	•	9
35.	Childcare Workers	•	•	•			•	•	•	•	•	8
36.	Insurance Sales Agents*		•	•	•		•	•	•	•	•	8
37.	Maids and Housekeeping Cleaners	•		•	•	•	•	•		•	•	8
38.	Market Research Analysts and Marketing Specialists*	•		•		•	•	•	•	•	•	8
39.	Merchandise Displayers and Window Trimmers			•	•	•	•	•	•	•	•	8
40.	Cooks, Restaurant	•			•	•	•	•	•	•		7

\*also recession-resilient in the August 2020 Resilient Jobs study

**Exhibit 1: Occupations that Made the Monthly Top 50 Jobs List in San Diego County, March - December 2020 (Continued)**

	Occupational Title	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	# of Months in the Top 50 Jobs
41.	Driver/Sales Workers		•		•	•	•	•	•	•		7
42.	Medical Assistants*				•	•	•	•	•	•	•	7
43.	Medical Secretaries*				•	•	•	•	•	•	•	7
44.	Automotive Service Technicians and Mechanics					•	•	•	•	•	•	6
45.	Computer Systems Analysts*	•	•	•	•	•	•					6
46.	First-Line Supervisors of Food Preparation and Serving Workers*	•		•	•	•		•			•	6
47.	First-Line Supervisors of Office and Administrative Support Workers*	•					•	•	•	•	•	6
48.	Information Security Analysts	•	•	•	•	•		•				6
49.	Waiters and Waitresses	•			•	•	•	•	•			6
50.	Lawyers*	•	•	•				•	•			5
51.	Medical and Clinical Laboratory Technicians					•	•		•	•	•	5
52.	Network and Computer Systems Administrators*	•	•	•	•	•						5
53.	Food Service Managers	•	•		•			•				4
54.	Nursing Assistants						•		•	•	•	4
55.	Office Clerks, General	•		•					•		•	4
56.	Postsecondary Teachers, All Other		•	•		•				•		4
57.	Web Developers	•	•	•	•							4
58.	Construction Managers	•	•	•								3
59.	Loan Officers		•					•			•	3
60.	Hotel, Motel, and Resort Desk Clerks				•	•						2

\*also recession-resilient in the August 2020 Resilient Jobs study

**Exhibit 1: Occupations that Made the Monthly Top 50 Jobs List in San Diego County, March - December 2020 (Continued)**

	Occupational Title	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	# of Months in the Top 50 Jobs
61.	Inspectors, Testers, Sorters, Samplers, and Weighers*		•	•								2
62.	Preschool Teachers, Except Special Education						•			•		2
63.	Real Estate Sales Agents								•		•	2
64.	Architectural and Engineering Managers		•									1
65.	Computer Network Architects		•									1
66.	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop			•								1
67.	Database Administrators				•							1
68.	Electrical Engineers		•									1
69.	Financial Analysts										•	1
70.	Medical Scientists, Except Epidemiologists*		•									1
71.	Property, Real Estate, and Community Association Managers	•										1
72.	Receptionists and Information Clerks	•										1
73.	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products*										•	1
74.	Teachers and Instructors, All Other, Except Substitute Teachers									•		1

\*also recession-resilient in the August 2020 *Resilient Jobs* study



## Analyzing the Updated Pandemic-Resilient Jobs List in San Diego County

This section compares the pandemic-resilient jobs list released in August 2020 with the updated list provided in this brief (Exhibit 1 above). The August 2020 study analyzed the top 50 jobs each month between March and June 2020. This brief analyzes the top 50 jobs each month between March and **December** 2020.

### NEW PANDEMIC-RESILIENT JOBS

The updated list includes 74 pandemic-resilient jobs while the August 2020 study included 66 pandemic-resilient jobs. Eight new pandemic-resilient jobs appeared in the top 50 jobs list in the latter half of the year (July through December):

- 1) Automotive Service Technicians and Mechanics
- 2) Financial Analysts
- 3) Medical and Clinical Laboratory Technicians
- 4) Nursing Assistants
- 5) Preschool Teachers, Except Special Education
- 6) Real Estate Sales Agents
- 7) Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
- 8) Teachers and Instructors, All Other, Except Substitute Teachers

### TOP JOBS IN THE AUGUST 2020 STUDY, BUT NOT IN THE UPDATE

Interestingly, the following occupations made the top 50 jobs list nearly every month between March and June, but not between July and December 2020:

- 1) Computer Systems Analysts
- 2) Construction Managers\*
- 3) First-Line Supervisors of Food Preparation and Serving Workers\*
- 4) Food Service Managers\*
- 5) Information Security Analysts
- 6) Lawyers\*
- 7) Network and Computer Systems Administrators
- 8) Web Developers

\*These occupations made the top 50 jobs list three out of the four months in the August 2020 study. The other occupations made the top 50 jobs list each month during the four months analyzed in the August 2020 study.

## **CONSISTENTLY IN-DEMAND, PANDEMIC-RESILIENT JOBS**

Thirty occupations consistently made the top 50 jobs list each month in the 10 months analyzed in this brief:

- 1) Accountants and Auditors
- 2) Bookkeeping, Accounting, and Auditing Clerks
- 3) Combined Food Preparation and Serving Workers, Including Fast Food
- 4) Computer Occupations, All Other
- 5) Computer User Support Specialists
- 6) Customer Service Representatives
- 7) Engineering Technicians, Except Drafters, All Other
- 8) Financial Managers
- 9) First-Line Supervisors of Retail Sales Workers
- 10) General and Operations Managers
- 11) Heavy and Tractor-Trailer Truck Drivers
- 12) Human Resources Specialists
- 13) Janitors and Cleaners, Except Maids and Housekeeping Cleaners
- 14) Laborers and Freight, Stock, and Material Movers, Hand
- 15) Licensed Practical and Licensed Vocational Nurses
- 16) Maintenance and Repair Workers, General
- 17) Management Analysts
- 18) Managers, All Other
- 19) Marketing Managers
- 20) Medical and Health Services Managers
- 21) Operations Research Analysts
- 22) Personal Care Aides
- 23) Registered Nurses
- 24) Retail Salespersons
- 25) Sales Managers
- 26) Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
- 27) Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
- 28) Security Guards
- 29) Software Developers, Applications
- 30) Stock Clerks and Order Fillers

## REVISED PANDEMIC- AND RECESSION-RESILIENT JOBS LIST

Of the 74 pandemic-resilient jobs highlighted in this brief, 26 matched the recession-resilient jobs from the August 2020 study:

- 1) Accountants and Auditors
- 2) Computer Occupations, All Other
- 3) Computer Systems Analysts
- 4) Computer User Support Specialists
- 5) Financial Managers
- 6) First-Line Supervisors of Food Preparation and Serving Workers
- 7) First-Line Supervisors of Office and Administrative Support Workers
- 8) General and Operations Managers
- 9) Inspectors, Testers, Sorters, Samplers, and Weighers
- 10) Insurance Sales Agents
- 11) Lawyers
- 12) Licensed Practical and Licensed Vocational Nurses
- 13) Maintenance and Repair Workers, General
- 14) Management Analysts
- 15) Managers, All Other
- 16) Market Research Analysts and Marketing Specialists
- 17) Medical and Health Services Managers
- 18) Medical Assistants
- 19) Medical Secretaries
- 20) Medical Scientists, Except Epidemiologists
- 21) Network and Computer Systems Administrators
- 22) Registered Nurses
- 23) Sales Managers
- 24) Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
- 25) Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
- 26) Software Developers, Applications

## **OTHER PANDEMIC-RESILIENT JOBS**

Also notable are the nine occupations that made the monthly top 50 jobs list at least eight or nine times:

- 1) Cashiers
- 2) Childcare Workers
- 3) Engineers, All Other
- 4) Insurance Sales Agents
- 5) Maids and Housekeeping Cleaners
- 6) Market Research Analysts and Marketing Specialists
- 7) Merchandise Displayers and Window Trimmers
- 8) Production Workers, All Other
- 9) Speech-Language Pathologists

Labor market information, including definitions, wages, and minimum educational requirements for each of the 74 pandemic-resilient jobs are provided in Appendix A of this update.

## Comparing National Trends with San Diego County

To determine how San Diego County’s pandemic-resilient jobs compare with national trends, the San Diego-Imperial COE also analyzed the top 50 jobs with the greatest number of online job postings per month between March 1 and December 31, 2020 across the United States. Nationally, 64 of 800+ occupations in the SOC system made the top 50 jobs list at least once during the 10 months analyzed in this brief (Exhibit 2). Fifty-six of these occupations also made the pandemic-resilient jobs list in San Diego County. Occupations not in the San Diego County list are noted with an asterisk (\*).

**Exhibit 2: Occupations that Made the Monthly Top 50 Jobs List Nationally, March - December 2020 (Continued)**

	Occupational Title	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	# of Months in the Top 50 Jobs
1.	Accountants and Auditors	•	•	•	•	•	•	•	•	•	•	10
2.	Bookkeeping, Accounting, and Auditing Clerks	•	•	•	•	•	•	•	•	•	•	10
3.	Cashiers	•	•	•	•	•	•	•	•	•	•	10
4.	Combined Food Preparation and Serving Workers, Including Fast Food	•	•	•	•	•	•	•	•	•	•	10
5.	Computer Occupations, All Other	•	•	•	•	•	•	•	•	•	•	10
6.	Computer Systems Analysts	•	•	•	•	•	•	•	•	•	•	10
7.	Computer User Support Specialists	•	•	•	•	•	•	•	•	•	•	10
8.	Customer Service Representatives	•	•	•	•	•	•	•	•	•	•	10
9.	Driver/Sales Workers	•	•	•	•	•	•	•	•	•	•	10
10.	Financial Managers	•	•	•	•	•	•	•	•	•	•	10
11.	First-Line Supervisors of Food Preparation and Serving Workers	•	•	•	•	•	•	•	•	•	•	10
12.	First-Line Supervisors of Office and Administrative Support Workers	•	•	•	•	•	•	•	•	•	•	10
13.	First-Line Supervisors of Retail Sales Workers	•	•	•	•	•	•	•	•	•	•	10
14.	Food Service Managers	•	•	•	•	•	•	•	•	•	•	10

**Exhibit 2: Occupations that Made the Monthly Top 50 Jobs List Nationally, March - December 2020 (Continued)**

	Occupational Title	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	# of Months in the Top 50 Jobs
15.	General and Operations Managers	•	•	•	•	•	•	•	•	•	•	10
16.	Heavy and Tractor-Trailer Truck Drivers	•	•	•	•	•	•	•	•	•	•	10
17.	Human Resources Specialists	•	•	•	•	•	•	•	•	•	•	10
18.	Insurance Sales Agents	•	•	•	•	•	•	•	•	•	•	10
19.	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	•	•	•	•	•	•	•	•	•	•	10
20.	Laborers and Freight, Stock, and Material Movers, Hand	•	•	•	•	•	•	•	•	•	•	10
21.	Licensed Practical and Licensed Vocational Nurses	•	•	•	•	•	•	•	•	•	•	10
22.	Maids and Housekeeping Cleaners	•	•	•	•	•	•	•	•	•	•	10
23.	Maintenance and Repair Workers, General	•	•	•	•	•	•	•	•	•	•	10
24.	Management Analysts	•	•	•	•	•	•	•	•	•	•	10
25.	Managers, All Other	•	•	•	•	•	•	•	•	•	•	10
26.	Marketing Managers	•	•	•	•	•	•	•	•	•	•	10
27.	Medical and Health Services Managers	•	•	•	•	•	•	•	•	•	•	10
28.	Merchandise Displayers and Window Trimmers	•	•	•	•	•	•	•	•	•	•	10
29.	Nursing Assistants	•	•	•	•	•	•	•	•	•	•	10
30.	Personal Care Aides	•	•	•	•	•	•	•	•	•	•	10
31.	Physicians and Surgeons, All Other*	•	•	•	•	•	•	•	•	•	•	10
32.	Production Workers, All Other	•	•	•	•	•	•	•	•	•	•	10
33.	Registered Nurses	•	•	•	•	•	•	•	•	•	•	10
34.	Retail Salespersons	•	•	•	•	•	•	•	•	•	•	10

\*not listed in the updated San Diego County pandemic-resilient jobs list

**Exhibit 2: Occupations that Made the Monthly Top 50 Jobs List Nationally, March - December 2020 (Continued)**

	Occupational Title	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	# of Months in the Top 50 Jobs
35.	Sales Managers	•	•	•	•	•	•	•	•	•	•	10
36.	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	•	•	•	•	•	•	•	•	•	•	10
37.	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	•	•	•	•	•	•	•	•	•	•	10
38.	Security Guards	•	•	•	•	•	•	•	•	•	•	10
39.	Software Developers, Applications	•	•	•	•	•	•	•	•	•	•	10
40.	Stock Clerks and Order Fillers	•	•	•	•	•	•	•	•	•	•	10
41.	Automotive Service Technicians and Mechanics	•		•	•	•	•	•	•	•	•	9
42.	Cooks, Restaurant	•		•	•	•	•	•	•	•	•	9
43.	Medical Assistants	•		•	•	•	•	•	•	•	•	9
44.	Waiters and Waitresses	•		•	•	•	•	•	•	•	•	9
45.	Home Health Aides*		•	•	•	•	•	•	•	•		8
46.	Medical Secretaries			•	•	•	•	•	•	•	•	8
47.	Office Clerks, General	•		•	•	•	•	•	•			7
48.	Market Research Analysts and Marketing Specialists	•	•					•	•	•	•	6
49.	Web Developers	•	•	•	•				•			5
50.	Childcare Workers	•	•				•	•				4
51.	Information Security Analysts	•	•	•	•							4
52.	Light Truck or Delivery Services Drivers*					•	•		•	•		4
53.	Preschool Teachers, Except Special Education					•	•	•				3
54.	Real Estate Sales Agents		•	•	•							3

\* not listed in the updated San Diego County pandemic-resilient jobs list

**Exhibit 2: Occupations that Made the Monthly Top 50 Jobs List Nationally, March - December 2020 (Continued)**

	Occupational Title	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	# of Months in the Top 50 Jobs
55.	Health Technologists and Technicians, All Other*					•				•		2
56.	Medical Records and Health Information Technicians*	•									•	2
57.	Speech-Language Pathologists									•	•	2
58.	Construction Managers		•									1
59.	Database Administrators		•									1
60.	Industrial Truck and Tractor Operators*						•					1
61.	Medical and Clinical Laboratory Technicians										•	1
62.	Middle School Teachers, Except Special and Career/Technical Education*		•									1
63.	Network and Computer Systems Administrators		•									1
64.	Pharmacy Technicians*										•	1

\*not listed in the updated San Diego County pandemic-resilient jobs list



Exhibit 3 demonstrates which occupations appeared in the top 50 jobs list at least one month in San Diego County, but not in the United States, and vice versa.

**Exhibit 3: Occupations That Did Not Make the Monthly Top 50 Jobs List in Any Month  
(San Diego County vs. United States, March - December 2020)**

Occupational Title	Did Not Make the Top 50 Jobs List SD County	Did Not Make the Top 50 Jobs List Nationally
Architectural and Engineering Managers		X
Computer Network Architects		X
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop		X
Electrical Engineers		X
Engineering Technicians, Except Drafters, All Other		X
Engineers, All Other		X
Financial Analysts		X
Hotel, Motel, and Resort Desk Clerks		X
Inspectors, Testers, Sorters, Samplers, and Weighers		X
Lawyers		X
Loan Officers		X
Medical Scientists, Except Epidemiologists		X
Operations Research Analysts		X
Postsecondary Teachers, All Other		X
Property, Real Estate, and Community Association Managers		X
Receptionists and Information Clerks		X
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products		X
Teachers and Instructors, All Other, Except Substitute Teachers		X
Health Technologists and Technicians, All Other	X	
Home Health Aides	X	
Industrial Truck and Tractor Operators	X	
Light Truck or Delivery Services Drivers	X	
Medical Records and Health Information Technicians	X	
Middle School Teachers, Except Special and Career/Technical Education	X	
Pharmacy Technicians	X	
Physicians and Surgeons, All Other	X	

With the exception of *Engineering Technicians, Except Drafters, All Other* and *Operations Research Analysts*, the top 30 pandemic-resilient jobs in San Diego County matched the top 30 jobs in the United States (Exhibit 4).

**Exhibit 4: Number of Months Occupations Made the Monthly Top 50 Jobs List  
(San Diego County vs. United States, March - December 2020)**

Occupational Title	# Months in Top 50 SD County	# Months in Top 50 Nationally
1. Accountants and Auditors	10	10
2. Bookkeeping, Accounting, and Auditing Clerks	10	10
3. Combined Food Preparation and Serving Workers, Including Fast Food	10	10
4. Computer Occupations, All Other	10	10
5. Computer User Support Specialists	10	10
6. Customer Service Representatives	10	10
7. Engineering Technicians, Except Drafters, All Other	10	0
8. Financial Managers	10	10
9. First-Line Supervisors of Retail Sales Workers	10	10
10. General and Operations Managers	10	10
11. Heavy and Tractor-Trailer Truck Drivers	10	10
12. Human Resources Specialists	10	10
13. Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10	10
14. Laborers and Freight, Stock, and Material Movers, Hand	10	10
15. Licensed Practical and Licensed Vocational Nurses	10	10
16. Maintenance and Repair Workers, General	10	10
17. Management Analysts	10	10
18. Managers, All Other	10	10
19. Marketing Managers	10	10
20. Medical and Health Services Managers	10	10
21. Operations Research Analysts	10	0
22. Personal Care Aides	10	10
23. Registered Nurses	10	10
24. Retail Salespersons	10	10
25. Sales Managers	10	10
26. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10	10
27. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10	10
28. Security Guards	10	10
29. Software Developers, Applications	10	10
30. Stock Clerks and Order Fillers	10	10

A full table comparing the number of times an occupation made the top 50 jobs list in either San Diego County or the United States is provided in Appendix B.

## Conclusion

This brief provides an updated list of jobs that appeared resilient between March and December 2020 during the COVID-19 pandemic. As previously mentioned, 30 occupations consistently made the top 50 jobs list each month during this period. When compared with jobs with the most online job postings across the United States, 28 of the 30 occupations appeared in both the regional and national pandemic-resilient jobs lists. These consistently in-demand, pandemic-resilient jobs can be found on page 10 of this brief.

The San Diego-Imperial COE encourages stakeholders to use this study as a resource for meaningful discussions around program development. However, it is important to note that this study analyzes the *labor market demand* for jobs and does not compare demand with supply. If the region's community colleges decide to create a new program for any of these occupations, then the San Diego-Imperial COE recommends conducting a supply gap analysis, which compares demand with supply.

## Appendix A: San Diego County's Pandemic-Resilient Jobs Data

The 74 pandemic-resilient jobs identified in this study are provided below. Occupations trainable by community colleges or “middle-skill jobs” are marked with an asterisk (\*). Links to each occupation’s description (where available) are also provided.<sup>4</sup>

**Exhibit A: Pandemic-Resilient Jobs in San Diego County, March - December 2020**

	SOC	Occupational Title	Typical Entry-level Education	Entry-level Hourly Earnings	Median Hourly Earnings	# of Months in the Top 50 Jobs
1.	13-2011	<a href="#">Accountants and Auditors*</a>	Bachelor's degree	\$27.66	\$36.67	10
2.	43-3031	<a href="#">Bookkeeping, Accounting, and Auditing Clerks</a>	Some college, no degree	\$16.83	\$21.55	10
3.	35-3021	<a href="#">Combined Food Preparation and Serving Workers, Including Fast Food</a>	No formal educational credential	\$11.39	\$12.05	10
4.	15-1199	<a href="#">Computer Occupations, All Other*</a>	Bachelor's degree	\$30.24	\$42.92	10
5.	15-1151	<a href="#">Computer User Support Specialists*</a>	Some college, no degree	\$23.13	\$28.19	10
6.	43-4051	<a href="#">Customer Service Representatives</a>	High school diploma or equivalent	\$14.00	\$17.30	10
7.	17-3029	<a href="#">Engineering Technicians, Except Drafters, All Other</a>	Associate degree	\$26.71	\$34.77	10
8.	11-3031	<a href="#">Financial Managers*</a>	Bachelor's degree	\$42.54	\$59.71	10
9.	41-1011	<a href="#">First-Line Supervisors of Retail Sales Workers</a>	High school diploma or equivalent	\$14.43	\$20.05	10
10.	11-1021	<a href="#">General and Operations Managers*</a>	Bachelor's degree	\$34.98	\$53.65	10
11.	53-3032	<a href="#">Heavy and Tractor-Trailer Truck Drivers</a>	Postsecondary nondegree award	\$16.10	\$21.26	10
12.	13-1071	<a href="#">Human Resources Specialists</a>	Bachelor's degree	\$22.78	\$30.98	10
13.	37-2011	<a href="#">Janitors and Cleaners, Except Maids and Housekeeping Cleaners</a>	No formal educational credential	\$11.97	\$14.47	10
14.	53-7062	<a href="#">Laborers and Freight, Stock, and Material Movers, Hand</a>	No formal educational credential	\$11.79	\$13.59	10
15.	29-2061	<a href="#">Licensed Practical and Licensed Vocational Nurses*</a>	Postsecondary nondegree award	\$23.48	\$27.21	10

\*middle-skill job

<sup>4</sup> Emsi 2020.02; QCEW, Non-QCEW, Self-Employed.

**Exhibit A: Pandemic-Resilient Jobs in San Diego County, March - December 2020 (Continued)**

	SOC	Occupational Title	Typical Entry-level Education	Entry-level Hourly Earnings	Median Hourly Earnings	# of Months in the Top 50 Jobs
16.	49-9071	<a href="#"><u>Maintenance and Repair Workers, General*</u></a>	High school diploma or equivalent	\$15.86	\$19.78	10
17.	13-1111	<a href="#"><u>Management Analysts*</u></a>	Bachelor's degree	\$28.60	\$39.37	10
18.	11-9199	<a href="#"><u>Managers, All Other*</u></a>	Bachelor's degree	\$28.65	\$49.75	10
19.	11-2021	<a href="#"><u>Marketing Managers</u></a>	Bachelor's degree	\$43.65	\$64.25	10
20.	11-9111	<a href="#"><u>Medical and Health Services Managers*</u></a>	Bachelor's degree	\$39.16	\$56.08	10
21.	15-2031	<a href="#"><u>Operations Research Analysts</u></a>	Bachelor's degree	\$30.12	\$45.95	10
22.	39-9021	<a href="#"><u>Personal Care Aides</u></a>	High school diploma or equivalent	\$11.35	\$12.03	10
23.	29-1141	<a href="#"><u>Registered Nurses*</u></a>	Bachelor's degree	\$39.29	\$47.52	10
24.	41-2031	<a href="#"><u>Retail Salespersons</u></a>	No formal educational credential	\$11.52	\$12.82	10
25.	11-2022	<a href="#"><u>Sales Managers*</u></a>	Bachelor's degree	\$31.06	\$48.22	10
26.	41-4012	<a href="#"><u>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</u></a>	High school diploma or equivalent	\$17.58	\$26.32	10
27.	43-6014	<a href="#"><u>Secretaries and Administrative Assistants, Except Legal, Medical, and Executive*</u></a>	High school diploma or equivalent	\$16.11	\$19.66	10
28.	33-9032	<a href="#"><u>Security Guards</u></a>	High school diploma or equivalent	\$12.51	\$13.98	10
29.	15-1132	<a href="#"><u>Software Developers, Applications*</u></a>	Bachelor's degree	\$42.41	\$53.21	10
30.	43-5081	<a href="#"><u>Stock Clerks and Order Fillers</u></a>	High school diploma or equivalent	\$11.67	\$13.36	10
31.	41-2011	<a href="#"><u>Cashiers</u></a>	No formal educational credential	\$11.35	\$11.97	9
32.	17-2199	<a href="#"><u>Engineers, All Other</u></a>	Bachelor's degree	\$40.58	\$54.61	9
33.	51-9199	<a href="#"><u>Production Workers, All Other</u></a>	High school diploma or equivalent	\$11.98	\$14.92	9

\*middle-skill job

**Exhibit A: Pandemic-Resilient Jobs in San Diego County, March - December 2020 (Continued)**

	SOC	Occupational Title	Typical Entry-level Education	Entry-level Hourly Earnings	Median Hourly Earnings	# of Months in the Top 50 Jobs
34.	29-1127	<a href="#">Speech-Language Pathologists</a>	Master's degree	\$38.77	\$45.18	9
35.	39-9011	<a href="#">Childcare Workers</a>	High school diploma or equivalent	\$11.00	\$12.29	8
36.	41-3021	<a href="#">Insurance Sales Agents*</a>	High school diploma or equivalent	\$19.81	\$27.69	8
37.	37-2012	<a href="#">Maids and Housekeeping Cleaners</a>	No formal educational credential	\$11.29	\$13.12	8
38.	13-1161	<a href="#">Market Research Analysts and Marketing Specialists*</a>	Bachelor's degree	\$20.69	\$28.87	8
39.	27-1026	<a href="#">Merchandise Displayers and Window Trimmers</a>	High school diploma or equivalent	\$12.97	\$14.69	8
40.	35-2014	<a href="#">Cooks, Restaurant</a>	No formal educational credential	\$12.25	\$13.89	7
41.	53-3031	<a href="#">Driver/Sales Workers</a>	High school diploma or equivalent	\$13.03	\$15.49	7
42.	31-9092	<a href="#">Medical Assistants*</a>	Postsecondary nondegree award	\$15.69	\$17.88	7
43.	43-6013	<a href="#">Medical Secretaries*</a>	High school diploma or equivalent	\$16.97	\$21.12	7
44.	49-3023	<a href="#">Automotive Service Technicians and Mechanics</a>	Postsecondary nondegree award	\$14.49	\$21.13	6
45.	15-1121	<a href="#">Computer Systems Analysts*</a>	Bachelor's degree	\$35.12	\$44.70	6
46.	35-1012	<a href="#">First-Line Supervisors of Food Preparation and Serving Workers*</a>	High school diploma or equivalent	\$13.57	\$16.98	6
47.	43-1011	<a href="#">First-Line Supervisors of Office and Administrative Support Workers*</a>	High school diploma or equivalent	\$22.02	\$27.70	6
48.	15-1122	<a href="#">Information Security Analysts</a>	Bachelor's degree	\$38.16	\$46.84	6
49.	35-3031	<a href="#">Waiters and Waitresses</a>	No formal educational credential	\$11.45	\$12.31	6
50.	23-1011	<a href="#">Lawyers*</a>	Doctoral or professional degree	\$38.10	\$63.42	5

\*middle-skill job  
+potentially trainable by community colleges

**Exhibit A: Pandemic-Resilient Jobs in San Diego County, March - December 2020 (Continued)**

	SOC	Occupational Title	Typical Entry-level Education	Entry-level Hourly Earnings	Median Hourly Earnings	# of Months in the Top 50 Jobs
51.	29-2012	<a href="#">Medical and Clinical Laboratory Technicians</a>	Bachelor's degree	\$18.01	\$27.61	5
52.	15-1142	<a href="#">Network and Computer Systems Administrators*</a>	Bachelor's degree	\$35.34	\$43.66	5
53.	11-9051	<a href="#">Food Service Managers</a>	High school diploma or equivalent	\$17.50	\$25.96	4
54.	31-1014	<a href="#">Nursing Assistants</a>	Postsecondary nondegree award	\$14.46	\$17.14	4
55.	43-9061	<a href="#">Office Clerks, General</a>	High school diploma or equivalent	\$12.12	\$15.70	4
56.	25-1099	<a href="#">Postsecondary Teachers, All Other</a>	Doctoral or professional degree	\$21.97	\$35.85	4
57.	15-1134	<a href="#">Web Developers</a>	Associate degree	\$16.07	\$26.39	4
58.	11-9021	<a href="#">Construction Managers</a>	Bachelor's degree	\$30.52	\$42.25	3
59.	13-2072	<a href="#">Loan Officers</a>	Bachelor's degree	\$20.17	\$29.72	3
60.	43-4081	<a href="#">Hotel, Motel, and Resort Desk Clerks</a>	High school diploma or equivalent	\$12.12	\$13.47	2
61.	51-9061	<a href="#">Inspectors, Testers, Sorters, Samplers, and Weighers*</a>	High school diploma or equivalent	\$16.24	\$21.31	2
62.	25-2011	<a href="#">Preschool Teachers, Except Special Education</a>	Associate degree	\$13.37	\$15.87	2
63.	41-9022	<a href="#">Real Estate Sales Agents</a>	High school diploma or equivalent	\$18.62	\$29.00	2
64.	11-9041	<a href="#">Architectural and Engineering Managers</a>	Bachelor's degree	\$60.63	\$76.17	1
65.	15-1143	<a href="#">Computer Network Architects</a>	Bachelor's degree	\$45.74	\$59.59	1
66.	35-3022	<a href="#">Counter Attendants, Cafeteria, Food Concession, and Coffee Shop</a>	No formal educational credential	\$11.49	\$12.35	1

\*middle-skill job

**Exhibit A: Pandemic-Resilient Jobs in San Diego County, March - December 2020 (Continued)**

	SOC	Occupational Title	Typical Entry-level Education	Entry-level Hourly Earnings	Median Hourly Earnings	# of Months in the Top 50 Jobs
67.	15-1141	<a href="#">Database Administrators</a>	Bachelor's degree	\$35.17	\$48.28	1
68.	17-2071	<a href="#">Electrical Engineers</a>	Bachelor's degree	\$39.79	\$48.83	1
69.	13-2051	<a href="#">Financial Analysts</a>	Bachelor's degree	\$28.04	\$36.08	1
70.	19-1042	<a href="#">Medical Scientists, Except Epidemiologists*</a>	Doctoral or professional degree	\$34.21	\$45.82	1
71.	11-9141	<a href="#">Property, Real Estate, and Community Association Managers</a>	High school diploma or equivalent	\$21.74	\$29.88	1
72.	43-4171	<a href="#">Receptionists and Information Clerks</a>	High school diploma or equivalent	\$12.91	\$15.80	1
73.	41-4011	<a href="#">Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products*</a>	High school diploma or equivalent	\$22.02	\$27.70	1
74.	25-3099	<a href="#">Teachers and Instructors, All Other, Except Substitute Teachers</a>	Bachelor's degree	\$15.34	\$21.48	1

\*middle-skill job



## Appendix B: Number of Months Occupations Made the Top 50 Jobs List

**Exhibit B: Number of Months Occupations Made the Monthly Top 50 Jobs List  
(San Diego County vs. United States, March - December 2020)**

Occupational Title	# Months in Top 50 Jobs List <b>SD County</b>	# Months in Top 50 Jobs List <b>Nationally</b>
1. Accountants and Auditors	10	10
2. Bookkeeping, Accounting, and Auditing Clerks	10	10
3. Combined Food Preparation and Serving Workers, Including Fast Food	10	10
4. Computer Occupations, All Other	10	10
5. Computer User Support Specialists	10	10
6. Customer Service Representatives	10	10
7. Engineering Technicians, Except Drafters, All Other	10	0
8. Financial Managers	10	10
9. First-Line Supervisors of Retail Sales Workers	10	10
10. General and Operations Managers	10	10
11. Heavy and Tractor-Trailer Truck Drivers	10	10
12. Human Resources Specialists	10	10
13. Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10	10
14. Laborers and Freight, Stock, and Material Movers, Hand	10	10
15. Licensed Practical and Licensed Vocational Nurses	10	10
16. Maintenance and Repair Workers, General	10	10
17. Management Analysts	10	10
18. Managers, All Other	10	10
19. Marketing Managers	10	10
20. Medical and Health Services Managers	10	10
21. Operations Research Analysts	10	0
22. Personal Care Aides	10	10
23. Registered Nurses	10	10
24. Retail Salespersons	10	10
25. Sales Managers	10	10
26. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10	10
27. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10	10
28. Security Guards	10	10

**Exhibit B: Number of Months Occupations Made the Monthly Top 50 Jobs List  
(San Diego County vs. United States, March - December 2020)**

Occupational Title	# Months in Top 50 Jobs List <b>SD County</b>	# Months in Top 50 Jobs List <b>Nationally</b>
29. Software Developers, Applications	10	10
30. Stock Clerks and Order Fillers	10	10
31. Cashiers	9	10
32. Engineers, All Other	9	0
33. Production Workers, All Other	9	10
34. Speech-Language Pathologists	9	2
35. Childcare Workers	8	4
36. Insurance Sales Agents	8	10
37. Maids and Housekeeping Cleaners	8	10
38. Market Research Analysts and Marketing Specialists	8	6
39. Merchandise Displayers and Window Trimmers	8	10
40. Cooks, Restaurant	7	9
41. Driver/Sales Workers	7	10
42. Medical Assistants	7	9
43. Medical Secretaries	7	8
44. Automotive Service Technicians and Mechanics	6	9
45. Computer Systems Analysts	6	10
46. First-Line Supervisors of Food Preparation and Serving Workers	6	10
47. First-Line Supervisors of Office and Administrative Support Workers	6	10
48. Information Security Analysts	6	4
49. Waiters and Waitresses	6	9
50. Lawyers	5	0
51. Medical and Clinical Laboratory Technicians	5	1
52. Network and Computer Systems Administrators	5	1
53. Food Service Managers	4	10
54. Nursing Assistants	4	10
55. Office Clerks, General	4	7
56. Postsecondary Teachers, All Other	4	0
57. Web Developers	4	5

**Exhibit B: Number of Months Occupations Made the Monthly Top 50 Jobs List  
(San Diego County vs. United States, March - December 2020)**

Occupational Title	# Months in Top 50 Jobs List <b>SD County</b>	# Months in Top 50 Jobs List <b>Nationally</b>
58. Construction Managers	3	1
59. Loan Officers	3	0
60. Hotel, Motel, and Resort Desk Clerks	2	0
61. Inspectors, Testers, Sorters, Samplers, and Weighers	2	0
62. Preschool Teachers, Except Special Education	2	3
63. Real Estate Sales Agents	2	3
64. Architectural and Engineering Managers	1	0
65. Computer Network Architects	1	0
66. Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	1	0
67. Database Administrators	1	1
68. Electrical Engineers	1	0
69. Financial Analysts	1	0
70. Medical Scientists, Except Epidemiologists	1	0
71. Property, Real Estate, and Community Association Managers	1	0
72. Receptionists and Information Clerks	1	0
73. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1	0
74. Teachers and Instructors, All Other, Except Substitute Teachers	1	0
75. Health Technologists and Technicians, All Other	0	2
76. Home Health Aides	0	8
77. Industrial Truck and Tractor Operators	0	1
78. Light Truck or Delivery Services Drivers	0	4
79. Medical Records and Health Information Technicians	0	2
80. Middle School Teachers, Except Special and Career/Technical Education	0	1
81. Pharmacy Technicians	0	1
82. Physicians and Surgeons, All Other	0	10

\*middle-skill job



### Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.

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