

# Training and Development Managers

## Labor Market Analysis: San Diego County

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January 2018

### Summary

The following list summarizes findings from the labor market analysis below for *Training and Development Managers*:

- Between 2016 and 2021, *Training and Development Managers* are projected to increase by 18 jobs (or six percent) in San Diego County.
- Employers in San Diego County will need to hire 32 workers annually to fill new jobs and to backfill jobs due to attrition such as retirement or turnover.
- Between 2010 and 2017, there was an average of 128 online job postings per year for *Training and Development Managers* in San Diego County.
- *Training and Development Managers* earn median hourly earnings of \$50.76, more than the self-sufficiency wage (\$13.09 per hour) for a single adult in San Diego County.
- According to the California Community Colleges Chancellor's Office Management Information System (MIS) Data Mart, there are no TOP codes associated with this occupation. However, there is one Classification of Instructional Programs (CIP) code related to the SOC code analyzed: CIP 52.1001: Human Resources Management/Personnel Administration, General. According to the CIP data, two universities supply the region with an annual average of 418 completions for this occupation: Ashford University and National University.
- Comparing labor demand with labor supply, there is an oversupply for this occupation in San Diego County, with 32 annual openings and 418 regional awards. Comparatively, there are 366 annual openings in California and 924 completions.
- Between January 1, 2015 and December 31, 2017, the top five employers in San Diego County for this occupation were Scripps Health, YMCA, General Atomics, Northrop Grumman and Bombardier Incorporated.
- The typical entry-level education for this occupation is a bachelor's degree.

### Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)<sup>1</sup> system:

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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](http://bls.gov/soc).

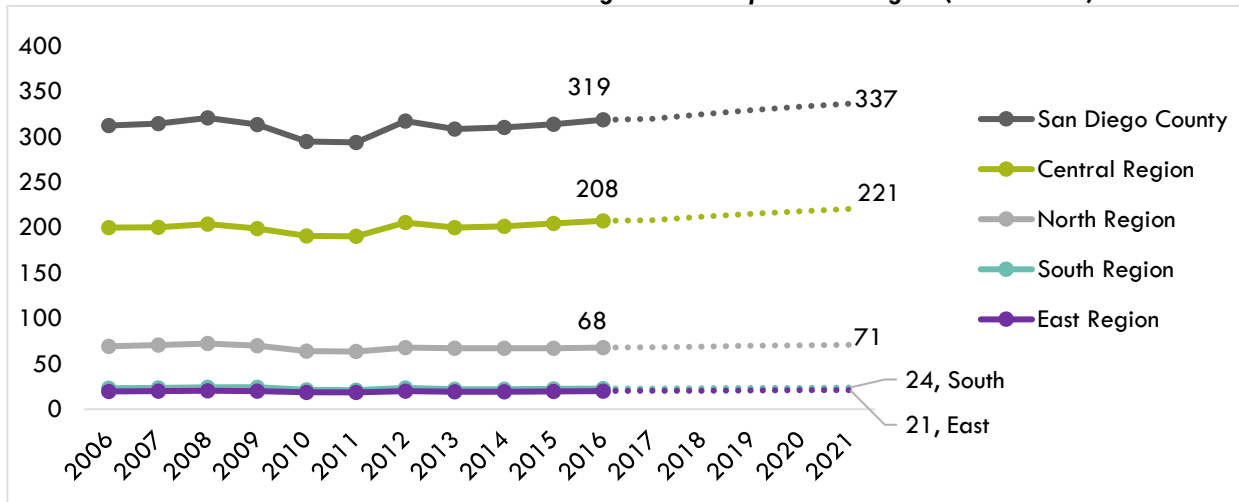
**Training and Development Managers (SOC 11-3131):** Plan, direct or coordinate the training and development activities and staff of an organization. Sample reported job titles include:

- Training Director
- Training Manager
- Training and Development Director
- Training and Development Coordinator
- Staff Training and Development Manager
- Learning Manager
- Learning and Development Director
- Education Director
- Education and Development Manager
- Development Manager

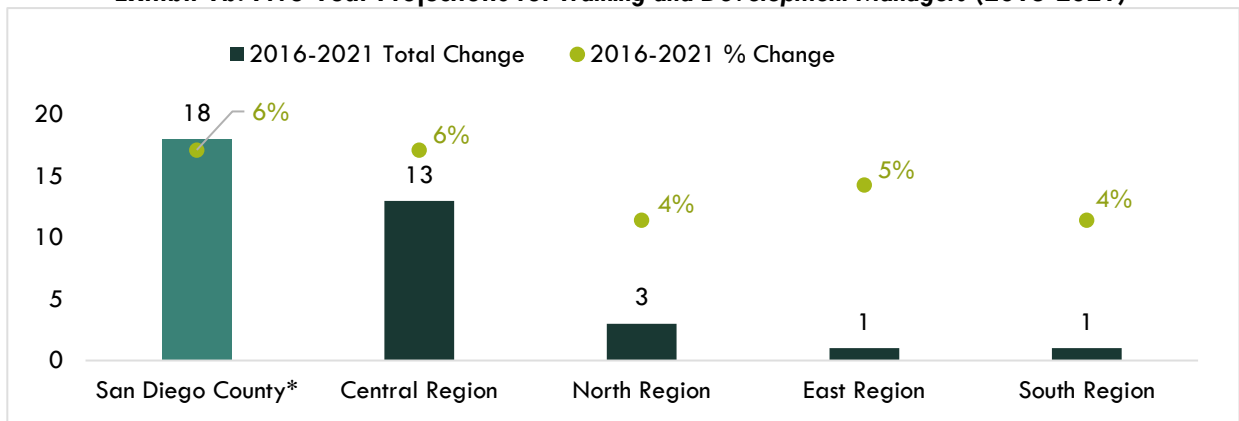
## Projected Occupational Demand

Between 2016 and 2021, *Training and Development Managers* are projected to increase by 18 jobs (or six percent) in San Diego County (Exhibit 1a and Exhibit 1b).<sup>2</sup>

**Exhibit 1a: Number of Jobs for Training and Development Managers (2006-2021)<sup>3</sup>**



**Exhibit 1b: Five-Year Projections for Training and Development Managers (2016-2021)<sup>4</sup>**



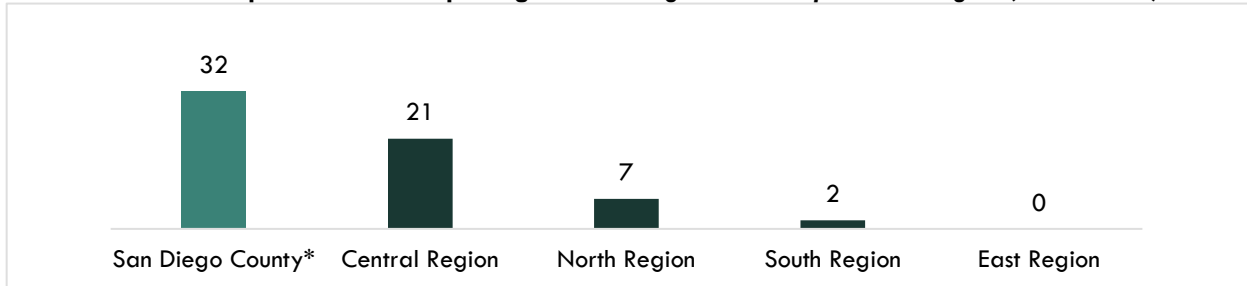
<sup>2</sup> South, East, Central and North Regions' ZIP codes in this report are defined by the local Workforce Development Board, the San Diego Workforce Partnership.

<sup>3</sup> Economic Modeling Specialists, Int'l. (EMSI). San Diego County (6073). 2017.03 Class of Worker. QCEW + Non-QCEW+ Self-Employed. 2006-2021.

<sup>4</sup> EMSI. San Diego County (6073). 2017.04 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2016-2021.

Employers in San Diego County will need to hire 32 workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover (Exhibit 2).

**Exhibit 2: Projected Annual Openings for Training and Development Managers (2016-2021)<sup>5</sup>**

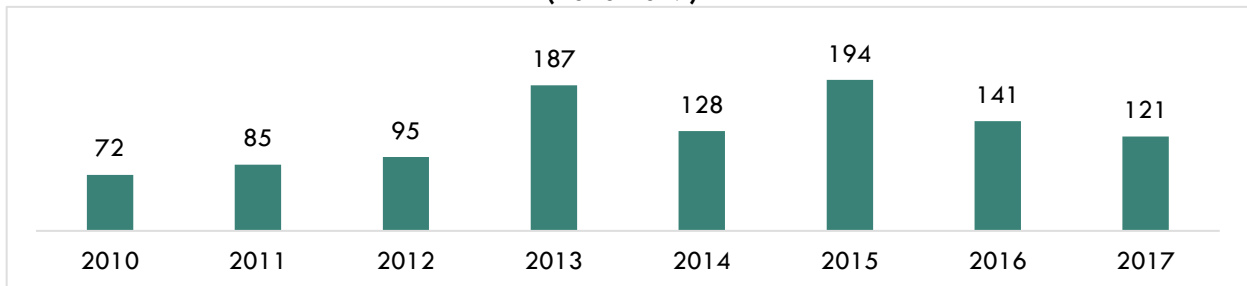


\*Total annual openings for the subregions in San Diego County may not add up exactly due to rounding.

### Online Job Postings

Between 2010 and 2017, there was an average of 128 online job postings per year for Training and Development Managers in San Diego County (Exhibit 3).

**Exhibit 3: Number of Online Job Postings for Training and Development Managers in San Diego County (2010-2017)<sup>6</sup>**



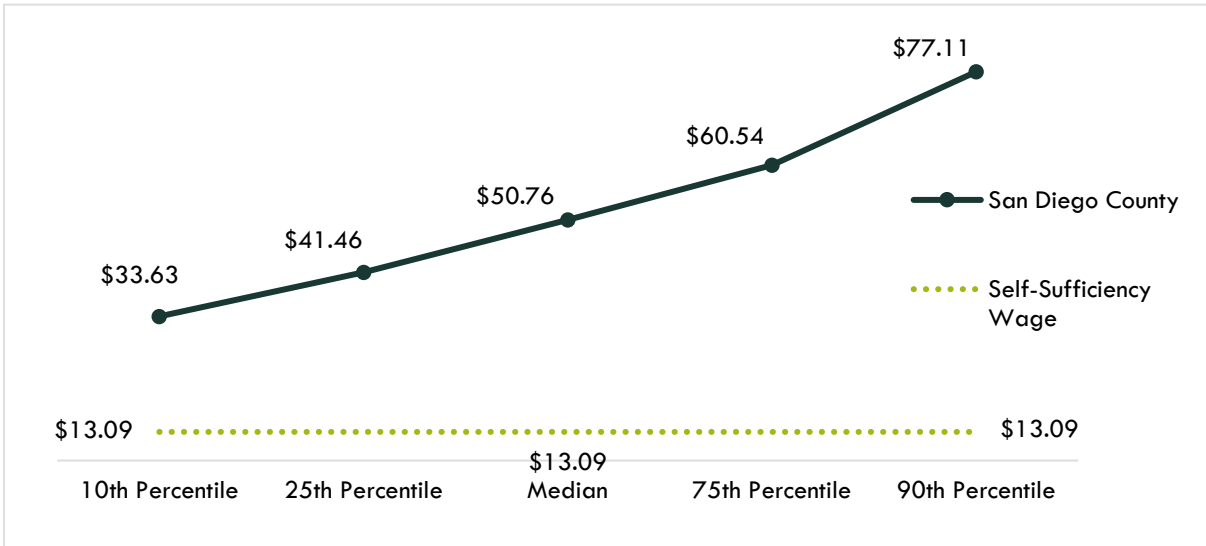
<sup>5</sup> EMSI. San Diego County (6073). 2017.04 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2016-2021.

<sup>6</sup> Labor Insight Jobs. Burning Glass Technologies. San Diego, CA. Full years 2010-2017.

## Earnings

*Training and Development Managers* earn median hourly earnings of **\$50.76**, more than the self-sufficiency wage (\$13.09 per hour)<sup>7</sup> for a single adult in San Diego County (Exhibit 4).

**Exhibit 4: Hourly Earnings for Training and Development Managers in San Diego County<sup>8</sup>**



## Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of related program completers/graduates/awards in San Diego County. According to the California Community Colleges Chancellor's Office Management Information System (MIS) Data Mart, there are no TOP codes associated with this occupation. However, there is one Classification of Instructional Programs (CIP) code related to the SOC code analyzed: CIP 52.1001: Human Resources Management/Personnel Administration, General (Exhibit 5).

**Exhibit 5: Related TOP Codes in San Diego County**

### SOC 11-3131: Training and Development Managers

CIP 52.1001: Human Resources Management/Personnel Administration, General

According to the CIP data, **two** universities supply the region with an annual average of 418 completions for this occupation: **Ashford University and National University** (Exhibit 6).

<sup>7</sup> The self-sufficiency wage in San Diego for one adult is \$13.09 ([insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california](https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california)).

<sup>8</sup> EMSI. San Diego County (6073). 2017.04 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2016-2021.

**Please note:** An award is not equivalent to a single person in search of a job opening because a student may earn more than one award, such as an associate degree in addition to a certificate.

**Exhibit 6: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions by Occupation (Program Year PY2015-16)**

CIP	CIP Title	3-Yr Annual Average Supply (PY13-14 to PY15-16)	3-Yr Annual Average CC Awards (PY13-14 to PY15-16)	Other Educational Institutions 3-Yr Annual Average Awards (PY12-13 to PY14-15)
52.1001	<b>Human Resources Management/Personnel Administration, General</b>	<b>418</b>	<b>0</b>	<b>418</b>
	<ul style="list-style-type: none"> <li>Ashford University</li> </ul>			347
	<ul style="list-style-type: none"> <li>National University</li> </ul>			71

## Demand vs. Supply

Comparing the labor demand (annual openings) with labor supply<sup>9</sup> (awards from the region’s colleges and other postsecondary institutions), there is an **oversupply** for this occupation in San Diego County, with **32** annual openings and **418** regional awards. Comparatively, there are **366** annual openings in California and **924** completions.<sup>10</sup>

**Exhibit 7: Labor Demand (Annual Openings) Compared to Labor Supply (Average Annual Awards)**

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego County	32	418	<b>386</b>
California	366	924	<b>558</b>

**Please note:** This is a basic analysis of supply and demand of labor for these occupations. This data should be used to discuss the potential gaps or oversupply of workers for these occupations; however, it should not be the only basis for determining whether or not a program should be developed. Additionally, the data does not include workers who are currently in the labor force who could fill these positions or workers who are not captured by publicly available data.

<sup>9</sup> Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor’s Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers. The Centers of Excellence generally uses MIS data; however, for this report, EMSI was used for supply because TOP codes showed no award data related to this SOC code.

<sup>10</sup> EMSI. San Diego County (6073). 2017.04 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2016-2021.

## Student Outcomes

There are no student outcomes data available in the CTE LaunchBoard<sup>11</sup> for this occupation because there is no TOP code related to SOC 11-3131: *Training and Development Managers* (Exhibit 8).

**Exhibit 8: Strong Workforce Program Metrics for  
N/A in the San Diego-Imperial Region (PY2014-15)**

Metric	San Diego-Imperial	N/A
Number of course enrollments <sup>12</sup>	N/A	N/A
Number of students who got a degree or certificate <sup>13</sup>	N/A	N/A
Number of students who transferred <sup>14</sup>	N/A	N/A
Employed in the second fiscal quarter after exit <sup>15</sup>	N/A	N/A
Employed in the fourth fiscal quarter after exit <sup>16</sup>	N/A	N/A
Job closely related to field of study <sup>17</sup>	N/A	N/A
Median earnings in the second fiscal quarter after exit <sup>18</sup>	N/A	N/A
Median change in earnings <sup>19</sup>	N/A	N/A
Attained a living wage <sup>20</sup>	N/A	N/A

## Top Employers and Work Locations

Between January 1, 2015 and December 31, 2017, the top five employers in San Diego County for this occupation were [Scripps Health](#), [YMCA](#), [General Atomics](#), [Northrop Grumman](#) and [Bombardier Incorporated](#) (Exhibit 9).

<sup>11</sup> [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>12</sup> The number of enrollments in courses assigned to the TOP code in the selected year.

<sup>13</sup> The number of unduplicated students who earned a locally-issued certificate, Chancellor's Office approved certificate, associate degree and/or California Community Colleges' bachelor's degree in the selected TOP code.

<sup>14</sup> Students who took non-introductory courses or completed a California Community Colleges Chancellor's Office award in the selected TOP code in selected year who subsequently enrolled for the first time in a four-year institution the following year.

<sup>15</sup> Among all exiters with a valid SSN, the percentage who were employed two quarters after exiting California Community Colleges.

<sup>16</sup> Among exiting students with a valid SSN, the percentage who were employed four quarters after exiting California Community Colleges.

<sup>17</sup> Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

<sup>18</sup> Among exiting students, the median second-quarter earnings one year after the year in which they exited California Community Colleges.

<sup>19</sup> Among exiting students with a valid SSN, the percentage change in earnings one year before and one year after exiting California Community Colleges.

<sup>20</sup> Among completers and skills-builders who exited, the proportion of students who attained a living wage.

## Exhibit 9: Top Employers in San Diego County for Training and Development Managers

Top Employers	
<ul style="list-style-type: none"> <li>• Scripps Health</li> <li>• YMCA</li> <li>• General Atomics</li> <li>• Northrop Grumman</li> <li>• Bombardier Incorporated</li> </ul>	<ul style="list-style-type: none"> <li>• Thermo Fisher Scientific, Inc.</li> <li>• UCSD, UCSD Health System</li> <li>• Education Management Corporation</li> <li>• LA Fitness</li> <li>• Sysco Corporation</li> </ul>

## Skills, Education and Certifications

Exhibit 10 indicates the educational attainment for the occupation found currently in the national labor force. The typical entry-level education for this occupation is a **bachelor's degree**.<sup>21</sup>

**Exhibit 10: National Educational Attainment of Training and Development Managers**

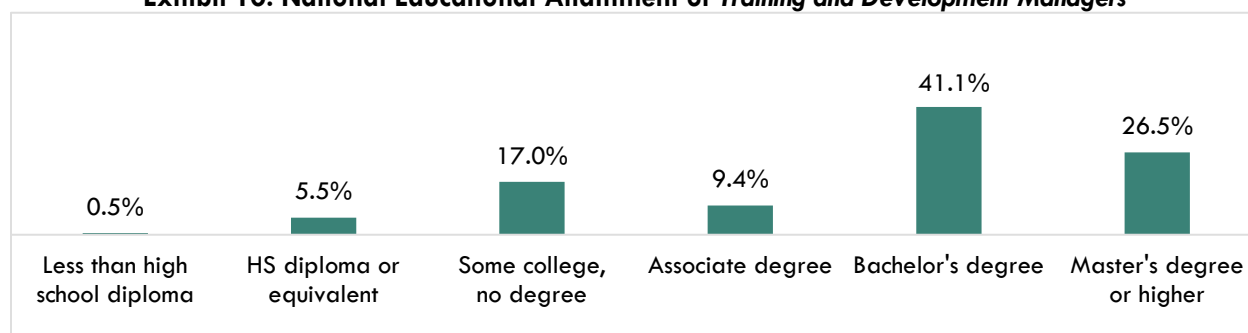


Exhibit 11 lists the top specialized, soft and software skills that appeared in online job postings between January 1, 2015 and November 30, 2017.

**Exhibit 11: Top Skills for Training and Development Managers in San Diego County<sup>22</sup>**

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> <li>• Training Programs</li> <li>• Budgeting</li> <li>• Scheduling</li> <li>• Project Management</li> <li>• Supervisory Skills</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Writing</li> <li>• Planning</li> <li>• Team Work/Collaboration</li> <li>• Organizational Skills</li> </ul>	<ul style="list-style-type: none"> <li>• Microsoft Office</li> <li>• Microsoft Excel</li> <li>• Microsoft PowerPoint</li> <li>• Salesforce</li> <li>• Microsoft Sharepoint</li> </ul>

<sup>21</sup> EMSI. San Diego County (6073). 2017.04 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2016-2021.

<sup>22</sup> Labor Insight Jobs. Burning Glass Technologies. San Diego, CA. Full years 2015-2017.

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