



Education Report

Insurance

California



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Definition of Insurance, CIP 52.1701

A program that prepares individuals to manage risk in organizational settings and provide insurance and risk-aversion services to businesses, individuals, and other organizations. Includes instruction in casualty insurance and general liability, property insurance, employee benefits, social and health insurance, loss adjustment, underwriting, risk theory, and pension planning.

Awards

The table below is a list of postsecondary awards in CIP 52.1701 that were granted by institutions located in California in the 2021 academic year.

Schools	Certs & 2yr Awards ¹	4yr Awards ²	Post-Grad Awards ³	Avg Net Price ⁴
Glendale Community College	3			\$7,823
Southwestern College	2			\$6,789
Los Angeles Pierce College				\$12,995
Santa Monica College				\$6,380
Solano Community College				\$5,950
Total	5	0	0	

1. Undergraduate certificates and associate's degrees

2. Bachelor's degrees and post-baccalaureates

3. Master's, post-master's, and doctorates

4. Average net price represents full-time beginning undergraduate students who paid the in-state or in-district tuition rate and were awarded grant or scholarship aid from federal, state or local governments, or the institution. Data as of the 2020-2021 academic year.

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2021 academic year. Any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.

Occupation Crosswalk

The below table lists all occupations linked with the program, Insurance, CIP 52.1701.

		Education and Training Requirements			No College	Educational Attainment			
		Typical Education Needed for Entry	Work Experience in a Related Occupation	Typical On-the-Job Training Needed to Attain Competency in the Occupation		Some College, No Degree	Associate's Degree	Bachelor's Degree	Postgraduate Degree
11-3111	Compensation and Benefits Managers	Bachelor's degree	5 years or more	None	5%	9%	4%	56%	26%
13-1031	Claims Adjusters, Examiners, and Investigators	High school diploma or equivalent	None	Long-term on-the-job training	10%	16%	10%	51%	13%
13-1032	Insurance Appraisers, Auto Damage	Postsecondary non-degree award	None	Moderate-term on-the-job training	10%	16%	10%	52%	13%
13-1141	Compensation, Benefits, and Job Analysis Specialists	Bachelor's degree	Less than 5 years	None	9%	13%	10%	51%	17%
13-2022	Appraisers of Personal and Business Property	Bachelor's degree	None	Long-term on-the-job training	7%	16%	8%	54%	15%
13-2053	Insurance Underwriters	Bachelor's degree	None	Moderate-term on-the-job training	6%	11%	7%	60%	16%
25-1011	Business Teachers, Postsecondary	Doctoral or professional degree	None	None	1%	1%	1%	14%	83%
41-3021	Insurance Sales Agents	High school diploma or equivalent	None	Moderate-term on-the-job training	11%	18%	10%	51%	11%

Education and training requirements are from the Bureau of Labor Statistics (BLS); educational attainment mix are regional data modeled by Chmura using Census educational attainment data projected to 2022Q4 along with source data from the BLS

Definition of Compensation and Benefits Managers (11-3111)

Plan, direct, or coordinate compensation and benefits activities of an organization.

Definition of Claims Adjusters, Examiners, and Investigators (13-1031)

Review settled claims to determine that payments and settlements are made in accordance with company practices and procedures. Confer with legal counsel on claims requiring litigation. May also settle insurance claims.

Definition of Insurance Appraisers, Auto Damage (13-1032)

Appraise automobile or other vehicle damage to determine repair costs for insurance claim settlement. Prepare insurance forms to indicate repair cost or cost estimates and recommendations. May seek agreement with automotive repair shop on repair costs.

Definition of Compensation, Benefits, and Job Analysis Specialists (13-1141)

Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.

Definition of Appraisers of Personal and Business Property (13-2022)

Appraise and estimate the fair value of tangible personal or business property, such as jewelry, art, antiques, collectibles, and equipment. May also appraise land.

Definition of Insurance Underwriters (13-2053)

Review individual applications for insurance to evaluate degree of risk involved and determine acceptance of applications.

Definition of Business Teachers, Postsecondary (25-1011)

Teach courses in business administration and management, such as accounting, finance, human resources, labor and industrial relations, marketing, and operations research. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.

Definition of Insurance Sales Agents (41-3021)

Sell life, property, casualty, health, automotive, or other types of insurance. May refer clients to independent brokers, work as an independent broker, or be employed by an insurance company.

Occupation Details

As of 2022Q4, total employment for occupations linked to Insurance in California was 104,584. Over the past three years, linked occupations shed 3,460 jobs in the region and are expected to need in aggregate approximately 64,755 newly trained workers over the next seven years.

Snapshot of Occupations Linked to Insurance in California¹

SOC	Occupation	Current				3-Year History			7-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Ann %	Total Demand	Exits	Transfers	Empl Growth	Avg Ann Growth %
41- 3021	Insurance Sales Agents	50,286	\$85,400	0.83	1,900	4.1%	941	0.0%	34,016	14,269	18,550	1,197	0.3%
13- 1031	Claims Adjusters, Examiners, and Investigators	24,845	\$82,400	0.73	416	1.9%	622	-1.4%	13,219	4,653	8,961	-395	-0.2%
13- 1141	Compensation, Benefits, and Job Analysis Specialists	11,667	\$85,400	0.99	209	1.9%	453	-3.4%	7,665	2,621	4,397	646	0.8%
13- 2053	Insurance Underwriters	8,923	\$92,200	0.66	91	1.2%	314	0.2%	4,565	1,677	2,981	-92	-0.1%
25- 1011	Business Teachers, Postsecondary	5,109	\$141,100	0.54	94	1.8%	694	-1.1%	3,216	1,645	1,389	183	0.5%
11- 3111	Compensation and Benefits Managers	2,059	\$153,400	0.97	26	1.3%	144	-10.5%	1,142	351	745	46	0.3%
13- 1032	Insurance Appraisers, Auto Damage	1,285	\$78,100	0.86	22	1.9%	105	-2.6%	713	243	469	1	0.0%
13- 2022	Appraisers of Personal and Business Property	412	\$87,900	1.02	8	1.9%	7	-1.5%	220	99	116	5	0.2%
Total - Linked Occupations		104,584	\$89,200	0.78	2,765	2.9%	3,280	-1.1%	64,755	25,557	37,607	1,591	0.2%
Total - All Occupations		19,219,968	\$71,900	1.00	797,161	4.1%	549,411	0.6%	17,029,863	6,722,656	9,379,252	927,955	0.7%

Source: [JobsEQ®](#)

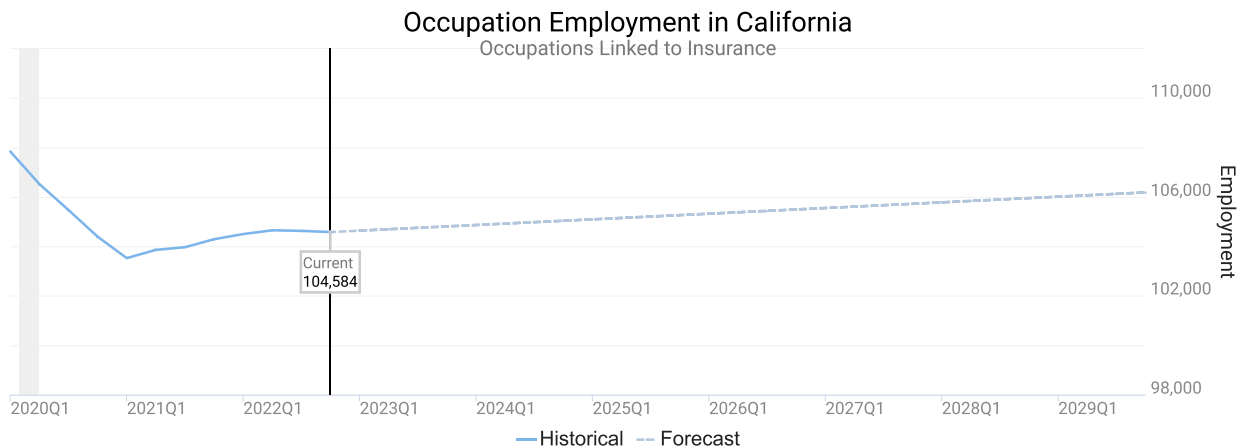
Data as of 2022Q4 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.



Source: JobsEQ®, Data as of 2022Q4. The shaded areas of the graph represent national recessions.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2022Q3, imputed where necessary with preliminary estimates updated to 2022Q4. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Employment by Industry

The table illustrates the industries in California which most employ occupations linked to Insurance. The single industry most employing these occupations in the region is Agencies, Brokerages, and Other Insurance Related Activities, NAICS 5242. This industry employs 56,199 workers in the linked occupations—employment which is expected to increase by 791 jobs over the next ten years; furthermore, 50,054 additional new workers in these linked occupations will be needed for this industry due to separation demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.

Industry Distribution for Occupations Linked to Insurance in California

NAICS Code	Industry Title	Current			10-Year Demand		
		% of Occ Empl	Empl	Exits	Transfers	Empl Growth	Total Demand
5242	Agencies, Brokerages, and Other Insurance Related Activities	53.7%	56,199	20,827	29,227	791	50,845
5241	Insurance Carriers	18.8%	19,709	6,118	10,154	223	16,495
6113	Colleges, Universities, and Professional Schools	3.9%	4,108	1,853	1,664	304	3,821
5511	Management of Companies and Enterprises	2.6%	2,733	792	1,397	-43	2,146
5613	Employment Services	1.6%	1,710	547	913	115	1,575
6112	Junior Colleges	1.4%	1,450	630	561	-22	1,169
9221	Justice, Public Order, and Safety Activities	1.2%	1,299	358	643	-99	902
5416	Management, Scientific, and Technical Consulting Services	1.2%	1,280	416	698	143	1,257
9281	National Security and International Affairs	1.0%	1,065	268	516	-150	633
8131	Religious Organizations	1.0%	997	319	537	78	933
9211	Executive, Legislative, and Other General Government Support	0.9%	930	264	466	-43	687
9231	Administration of Human Resource Programs	0.8%	798	221	398	-52	567
5611	Office Administrative Services	0.7%	702	230	401	155	786
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	0.6%	611	183	318	6	507
9261	Administration of Economic Programs	0.6%	585	157	288	-60	384
5221	Depository Credit Intermediation	0.5%	550	171	281	17	470
5615	Travel Arrangement and Reservation Services	0.5%	539	238	312	135	685
	All Others	8.9%	9,319	2,932	4,968	800	8,700

Source: JobsEQ®

Data as of 2022Q4 except wages which are as of 2021. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

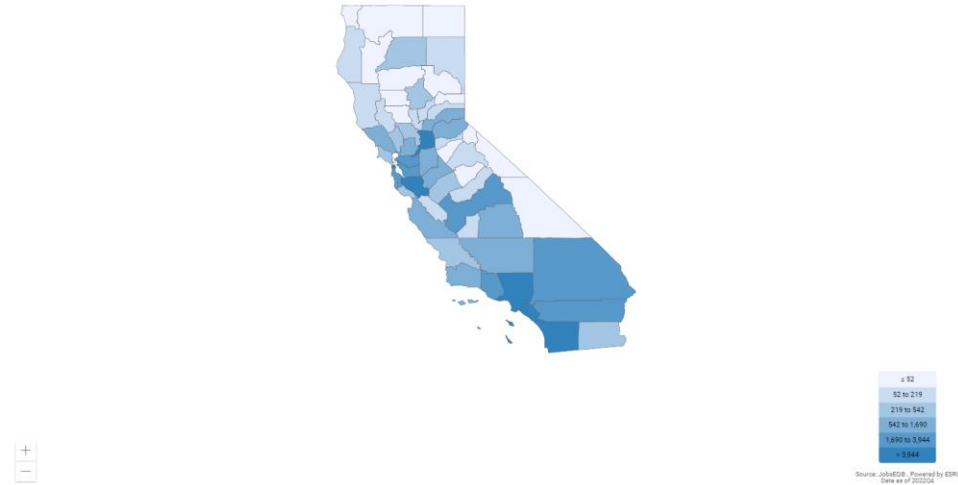
Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2022Q3, imputed where necessary with preliminary estimates updated to 2022Q4. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Geographic Distribution

The map below illustrates the county-level distribution of employed workers in California in occupations linked to Insurance. Employment is shown by place of work.

California, Occupation Concentration by Place of Work for Occupations Linked to Insurance

export



Top Counties with Employment Linked to Insurance, 2022Q4

Region	Employment
Los Angeles County, California	24,144
Orange County, California	11,613
San Diego County, California	9,473
Sacramento County, California	5,838
San Francisco County, California	4,837
Santa Clara County, California	3,945
San Bernardino County, California	3,725
Contra Costa County, California	3,283
Alameda County, California	3,224
Riverside County, California	3,208

Source: JobsEQ®

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2022Q3, imputed where necessary with preliminary estimates updated to 2022Q4.

Demographic Profile

The population in California was 39,346,023 per American Community Survey data for 2016-2020.

Of individuals 25 to 64 in California, 35.4% have a bachelor's degree or higher which compares with 34.3% in the nation. Per American Community Survey 2016-2020 estimates, the region has about 576,714 students enrolled in grade 12.

Summary¹

	Percent		Value	
	California	USA	California	USA
Demographics				
Population (ACS)	—	—	39,346,023	326,569,308
Male	49.7%	49.2%	19,562,882	160,818,530
Female	50.3%	50.8%	19,783,141	165,750,778
Median Age ²	—	—	36.7	38.2
Under 18 Years	22.8%	22.4%	8,956,641	73,296,738
18 to 24 Years	9.5%	9.3%	3,724,239	30,435,736
25 to 34 Years	15.3%	13.9%	6,007,913	45,485,165
35 to 44 Years	13.3%	12.7%	5,233,903	41,346,677
45 to 54 Years	12.8%	12.7%	5,039,155	41,540,736
55 to 64 Years	12.0%	12.9%	4,739,675	42,101,439
65 to 74 Years	8.3%	9.4%	3,270,380	30,547,950
Population Growth				
Population (Pop Estimates) ⁴	—	—	39,029,342	333,287,557
Population Annual Average Growth ⁴	0.3%	0.6%	108,479	1,940,990
People per Square Mile	—	—	250.4	94.3
Educational Attainment, Age 25-64				
No High School Diploma	15.2%	10.5%	3,199,850	17,929,220
High School Graduate	20.4%	25.4%	4,282,776	43,289,555
Some College, No Degree	21.0%	20.5%	4,412,172	34,959,338
Associate's Degree	8.0%	9.3%	1,678,082	15,776,790
Bachelor's Degree	22.6%	21.6%	4,741,354	36,888,244
Postgraduate Degree	12.9%	12.7%	2,706,412	21,630,870
Social				
Poverty Level (of all people)	12.6%	12.8%	4,853,434	40,910,326
Households Receiving Food Stamps/SNAP	9.0%	11.4%	1,183,873	13,892,407
Enrolled in Grade 12 (% of total population)	1.5%	1.3%	576,714	4,358,865
Disconnected Youth ³	1.9%	2.5%	38,451	433,164
Children in Single Parent Families (% of all children)	32.8%	34.0%	2,796,858	23,628,508
Uninsured	7.2%	8.7%	2,806,173	28,058,903
Speak English Less Than Very Well (population 5 yrs and over)	17.4%	8.2%	6,432,102	25,312,024

Source: [JobsEQ®](https://www.chmuraecon.com/jobseq)

1. American Community Survey 2016-2020, unless noted otherwise

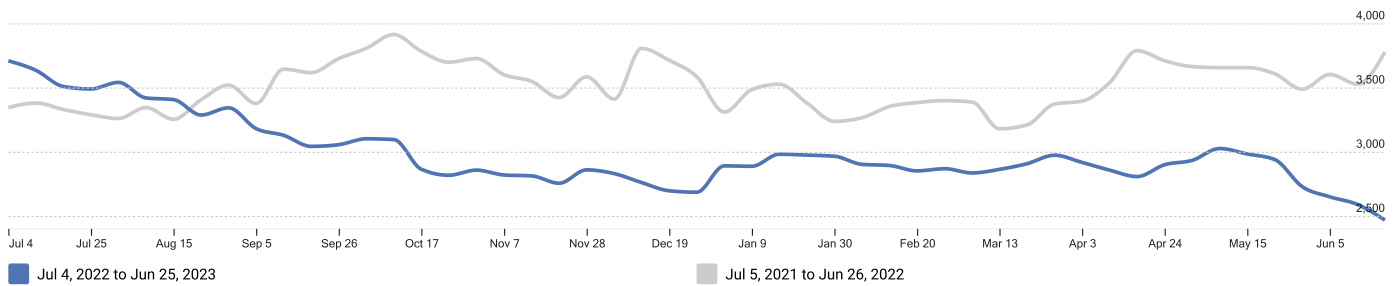
2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2022, annual average growth rate since 2012. Post-2019 data for Connecticut counties are imputed by Chmura.

RTI (Job Postings)

Active Job Ads by Date



Occupations



SOC	Occupation	Active Job Ads
41- 3021.00	Insurance Sales Agents	4,715
13- 1031.00	Claims Adjusters, Examiners, and Investigators	3,430
13- 1141.00	Compensation, Benefits, and Job Analysis Specialists	2,997
25- 1011.00	Business Teachers, Postsecondary	2,242
13- 2053.00	Insurance Underwriters	1,835
11- 3111.00	Compensation and Benefits Managers	1,010
13- 1032.00	Insurance Appraisers, Auto Damage	561
13- 2022.00	Appraisers of Personal and Business Property	22

Locations

Location	Active Job Ads
Los Angeles, California	1,011
San Francisco, California	693
San Diego, California	545
Irvine, California	378
Sacramento, California	346
San Jose, California	248
University of Southern California (USC)	238
Walnut Creek, California	171

Locations

**Active
Job
Ads**

Location		
Fresno, California	153	
Oakland, California	152	

Employers

Employer Name	Active Job Ads	
State Farm	429	
AAA	313	
Los Angeles, California	299	
Gallagher	293	
Chubb	288	
SEDGWICK	277	
Alera Group	243	
Travelers	216	
Robert Half	215	
Progressive Casualty Insurance Company	214	

Certifications

Certificate Name	Active Job Ads	
Driver's License	484	
Chartered Property Casualty Underwriter (CPCU)	375	
Property and Casualty License	235	
Certified Compensation Professional (CCP)	207	
Certified Insurance Counselors (CIC)	179	
Certified Employee Benefit Specialist (CEBS)	168	
Professional in Human Resources (PHR)	126	
Society for Human Resource Management Certified Professional (SHRM-CP)	107	
Senior Professional in Human Resources (SPHR)	87	
Certified Insurance Service Representatives (CISR)	86	

Hard Skills

Skill Name	Active Job Ads	
Microsoft Excel	3,513	
Microsoft Office	2,976	
Insurance	1,731	
Underwriting	1,525	
Microsoft Outlook	1,243	
Spanish	1,218	
Microsoft Word	1,188	
Sales	1,084	
Teaching/Training, School	1,059	
Microsoft PowerPoint	1,056	

Soft Skills

Skill Name	Active Job Ads	
Communication (Verbal and written skills)	10,123	
Cooperative/Team Player	5,350	
Customer Service	4,515	
Self-Motivated/Ability to Work Independently/Self Leadership	3,539	
Negotiation	3,400	
Organization	3,160	
Analytical	3,034	
Detail Oriented/Meticulous	2,973	
Interpersonal Relationships/Maintain Relationships	2,906	
Problem Solving	2,751	

Job Titles

Job Title	Active Job Ads	
Insurance Agent	256	
Payroll Manager	197	
Compensation Analyst	123	
Benefits Specialist	120	
Sales Agent	120	
Life Sales Agent	101	
Insurance Sales Representative	82	
Benefits Analyst	79	
Senior Compensation Analyst	79	
Insurance Agent (Sales, Customer Service)	76	

Job Types

Type	Active Job Ads	
Full-Time	9,529	
Remote	2,046	
Permanent	1,244	
Part-Time	1,224	
Temporary (unspecified)	721	
Temporary (short-term)	91	
Temp-to-Hire	84	
Temporary (long-term)	69	
Remote Not Indicated	14,766	

Programs

Program Name	Active Job Ads	
Business	870	
Business Administration	801	
Finance	649	
Human Resources	649	
Accounting	529	
Economics	424	
Public Administration	237	
Mathematics	157	
Healthcare Administration	147	
Statistics	132	

Education Levels

Minimum Education Level	Active Job Ads	
Bachelor's degree	5,224	
High school diploma or equivalent	2,371	
Associate's degree	525	
Master's degree	511	
Doctoral or professional degree	406	
Unspecified/other	7,775	

California Regional Map



FAQ

What is CIP?

The 2010 Classification of Instructional Programs (CIP) is taxonomy of instructional program classifications and descriptions. It was developed and has been updated by the U.S. Department of Education's National Center for Education Statistics (NCES).

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

What is the source of the job ads?

Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 40,000 websites. Data reflect ads active during the last twelve month period ending 06/29/2023 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures.

What is the program-to-occupation crosswalk?

Training programs are classified according to the Classification of Instructional Programs (CIP codes). For relating training programs, this report uses a modified version of the CIP to SOC crosswalk from the National Center for Education Statistics (NCES). While this is a very helpful crosswalk for estimating occupation production from training program awards data, the crosswalk is neither perfect nor comprehensive. Indeed, it is hard to imagine such a crosswalk being perfect since many training program graduates for one reason or another do not end up employed in occupations that are most related to the training program from which they graduated. Therefore, the education program analyses should be considered in this light.

As an example of the many scenarios that may unfold, consider a journalism degree that crosswalks into three occupations: editors, writers, and postsecondary communications teachers. Graduates with a journalism degree may get a job in one of these occupations—and that may be the most-likely scenario—but a good number of these graduates may get a job in a different occupation altogether (the job may be somewhat related, such as a reporter, or the job may be totally unrelated, such as a real estate agent). Furthermore, a graduate may stay in school or go back to school for a degree that will lead to other occupation possibilities. Still another possibility includes the graduate not entering the labor market (maybe being unemployed, being a non-participant, or moving to another region).

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth

demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an occupation (or industry) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

About This Report

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