



# Occupation Report

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## Clergy

California

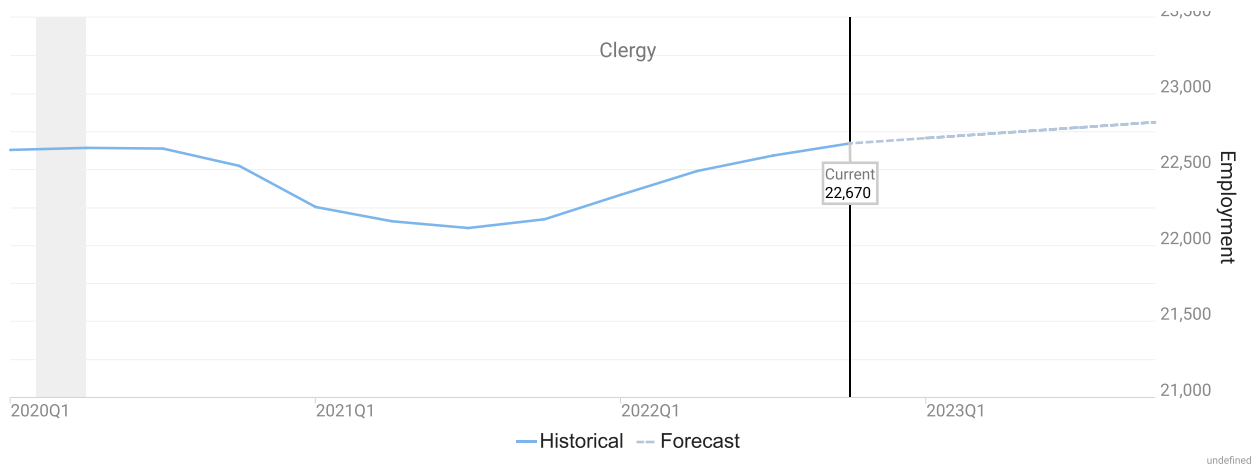
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# Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Clergy	22,670	\$75,900	0.74	214	2,294	0.6%
<b>Clergy</b>	<b>22,670</b>	<b>\$75,900</b>	<b>0.74</b>	<b>214</b>	<b>2,294</b>	<b>0.6%</b>



- “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.
- “Forecast Ann Growth” is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

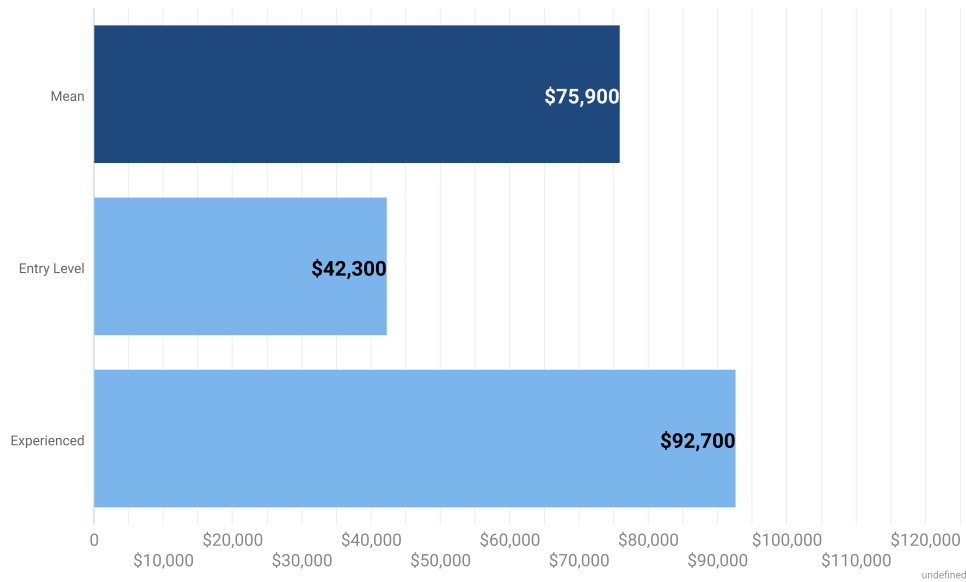
# Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
Religious Organizations	87.0%	19,726	18,852	1,197	20,049
Home Health Care Services	3.8%	857	846	113	959
General Medical and Surgical Hospitals	3.7%	832	785	27	813
Elementary and Secondary Schools	1.0%	229	224	25	250
Colleges, Universities, and Professional Schools	0.6%	143	138	12	150
Nursing Care Facilities (Skilled Nursing Facilities)	0.6%	130	119	-6	113
All Others	3.3%	753	728	67	795

 The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.

 “10-Year Empl Growth” may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

# Wages

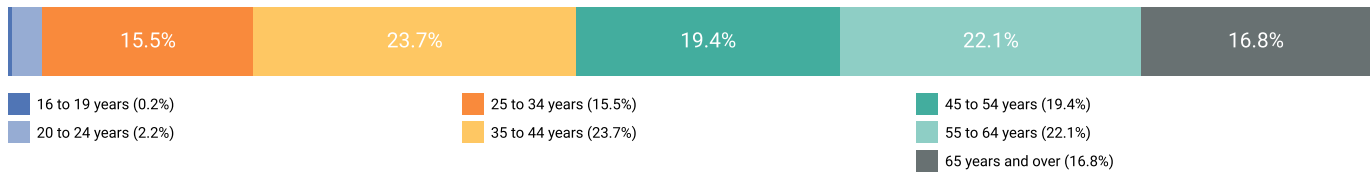


Occupation	Mean	Median	Entry Level	Experienced
Clergy	\$75,900	\$66,300	\$42,300	\$92,700

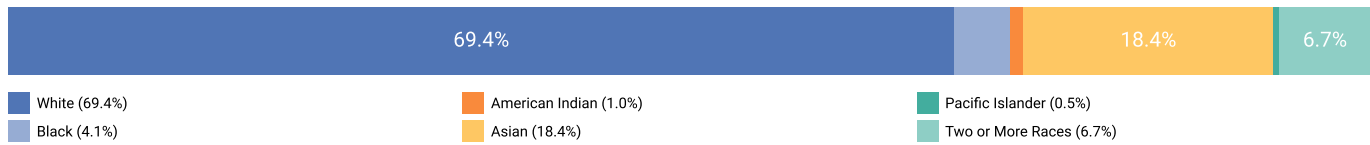
- 💡 Occupation wages here utilize BLS OEWS data, imputed and brought forward by Chmura.
- 💡 When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

# Occupation Demographics

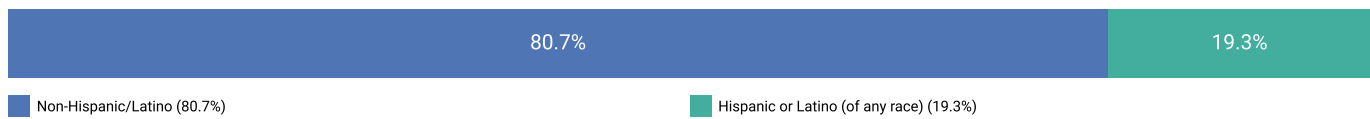
## Age



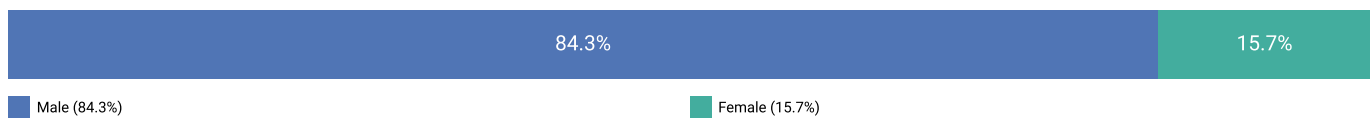
## Race



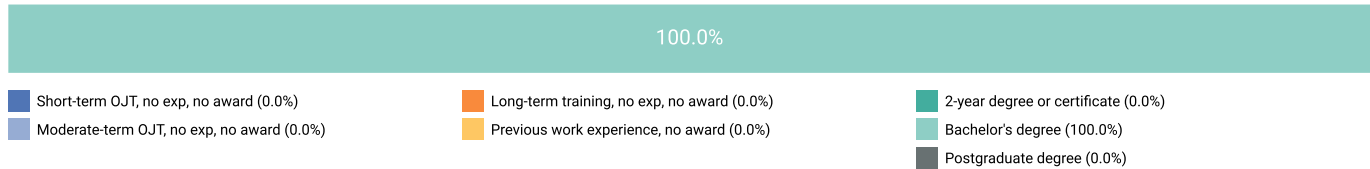
## Ethnicity



## Gender

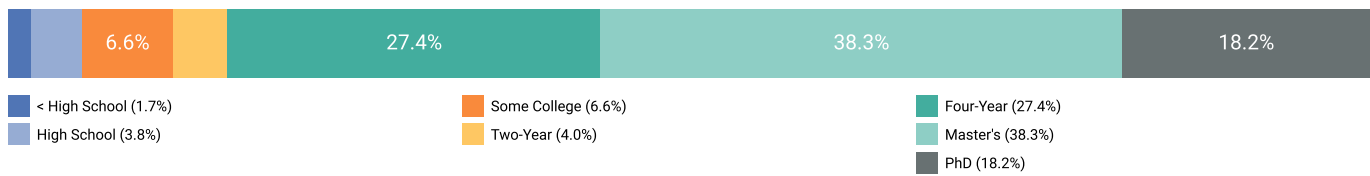


## Education and Training Requirements



# Education Profile

## Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Clergy	Bachelor's degree	None	Moderate-term on-the-job training

💡 The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

💡 The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

# Postsecondary Programs Linked to Clergy

Program	Awards
<b>Azusa Pacific University</b>	
Divinity/Ministry	39
<b>Biola University</b>	
Divinity/Ministry	53
Theology/Theological Studies	39
<b>Fuller Theological Seminary</b>	
Divinity/Ministry	100
Theological and Ministerial Studies, Other	124
Theology/Theological Studies	154
<b>Hope International University</b>	
Theological and Ministerial Studies, Other	65
<b>Santa Clara University</b>	
Theology/Theological Studies	39
<b>The Master's University and Seminary</b>	
Divinity/Ministry	86
Theology/Theological Studies	64

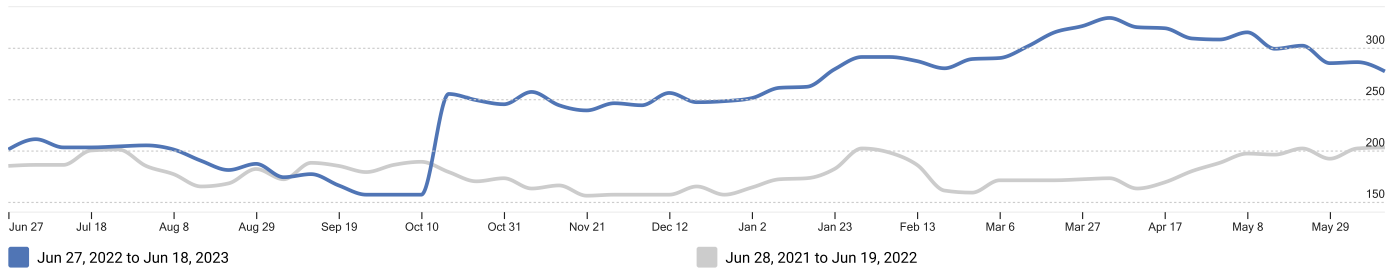
 The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.


 Among postsecondary programs at schools located in California, the sampling above identifies those most linked to Clergy. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>



# RTI (Job Postings)

Active Job Ads by Date



 Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

## Occupations

SOC	Occupation	Active Job Ads
21- 2011.00	Clergy	1,165

### Locations

Location	Active Job Ads	
Los Angeles, California	25	
San Diego, California	21	
Mission Viejo, California	18	
Long Beach, California	16	
Fresno, California	13	
Oakland, California	13	
Sacramento, California	13	
Riverside County, California	12	
San Francisco, California	12	
Amador County, California	11	

### Employers

Employer Name	Active Job Ads	
US Navy	113	
Providence St. Joseph Health	69	
Adventist Health	29	
Kaiser Permanente	23	
Ladgov Corporation	23	
California Department of Corrections and Rehabilitation	21	
Kindred Hospice	20	
John Muir Health	18	
Providence Health & Services	18	
VITAS Healthcare	14	

### Hard Skills

Skill Name	Active Job Ads	
Teaching/Training, Job	104	
Spanish	65	
Microsoft Excel	59	
Microsoft Word	58	
Microsoft Office	54	
Microsoft Outlook	50	
Program Development	46	
Music	30	
Microsoft PowerPoint	29	
Counseling	26	

### Job Titles

Job Title	Active Job Ads	
Chaplain	153	
Chaplains	101	
Hospice Chaplain	31	
PROTESTANT CHAPLAIN	31	
Non-Certified Chaplain	25	
JEWISH CHAPLAIN	21	
MUSLIM CHAPLAIN	19	
NATIVE AMERICAN SPIRITUAL LEADER	19	
Chaplain Resident	15	
Worship Leader	14	

### Education Levels

Minimum Education Level	Active Job Ads	
Bachelor's degree	317	
Master's degree	267	
High school diploma or equivalent	39	
Associate's degree	5	
Unspecified/other	537	

### Programs

Program Name	Active Job Ads	
Theology	360	
Divinity	234	
Religious Studies	78	
Counseling	58	
Psychology	36	
Human Services	29	
Social Work	15	
Sociology	14	
Behavioral Science	5	
Education	5	

# Top Skill and Certification Gaps

Top 10 Skill Gaps in California

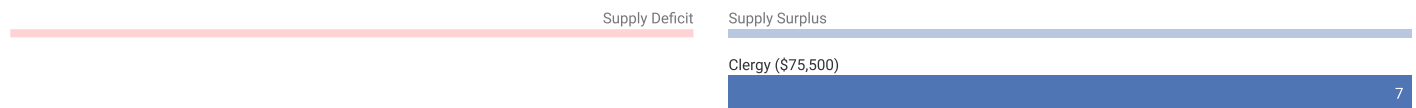
Name	Candidates	Openings	Gap
Teaching/Training, Job	89	202	-113
Home Health Care	41	122	-81
Spanish	57	120	-62
Microsoft Word	89	141	-52
Program Development	95	139	-44
Customer Relationship Management (CRM)	7	33	-27
Microsoft Outlook	81	106	-25
Marketing	3	14	-11
Medical Terminology	0	10	-10
Microsoft PowerPoint	42	51	-9

Top 10 Certification Gaps in California

Name	Candidates	Openings	Gap
Commercial Driver's License (CDL)	0	4	-4
Certified Information Security Manager (CISM)	2	6	-4
Secret Clearance	0	2	-1
Licensed Professional Counselor (LPC)	1	0	1
First Aid Certification	4	2	2
Certified Social Worker	3	0	3
Basic Life Support (BLS)	15	12	3
Registered Addiction Specialist (RAS)	3	0	3
Licensed Clinical Social Worker (LCSW)	6	0	6
Notary Public	6	0	6

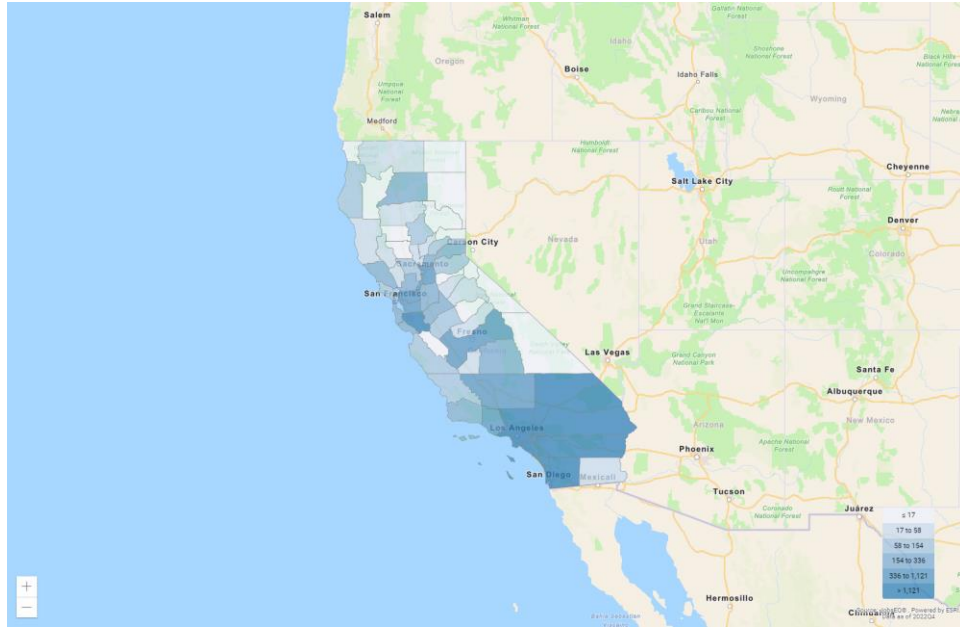
 Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

# Occupation Gaps



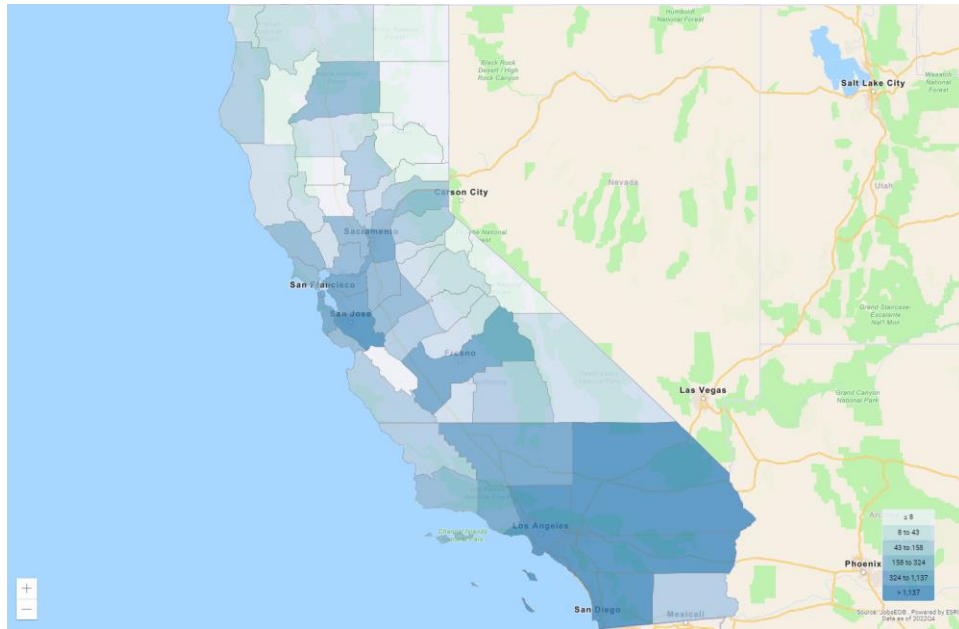
- 💡 The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.
- 💡 The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

# Geographic Distribution



**Top Counties by Place of Work for Clergy, 2022Q4**

Region	Employment
Los Angeles County, California	6,222
Orange County, California	2,592
San Diego County, California	2,058
Riverside County, California	1,168
San Bernardino County, California	1,136
Santa Clara County, California	1,122
Alameda County, California	813
San Francisco County, California	727
Sacramento County, California	721
Contra Costa County, California	709



**Top Counties by Place of Residence for Clergy, 2022Q4**

Region	Employment
Los Angeles County, California	6,174
Orange County, California	2,532
San Diego County, California	2,039
Riverside County, California	1,296
Santa Clara County, California	1,182
San Bernardino County, California	1,138
Alameda County, California	927
Contra Costa County, California	764
San Francisco County, California	672
Fresno County, California	626

💡 “Place of work” employment is based upon the location of employers for these workers. “Place of residence” data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.



# California Regional Map



# Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2022Q4 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Wages by occupation are as of 2022Q4, utilizing BLS OEWS data, imputed and brought forward by Chmura. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2022Q4 and is based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data.
- Education and training requirements are from the BLS. Educational attainment mix and other occupation demographics data are modeled by Chmura for 2022Q4 using regional occupation employment from JobsEQ, ZCTA-level demographics data from the Census Bureau, and national occupation-demographics patterns from the BLS.
- Postsecondary awards are per the NCES and are for the 2020-2021 academic year. Any programs shown are linked with the occupation(s) being analyzed via the program-occupation crosswalk, which may not be comprehensive. Any programs shown reflect only data reported to the NCES; reporting is required of all Title IV schools. Training providers that do not report data to the NCES are not reflected.
- 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 06/28/2023 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.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a five-year sample of resumes data; both data sets compiled as of August 2021. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Occupation gaps are modeled by Chmura, indicating long-term potential supply and demand mismatches in a region due, in part, to job demand and labor pool dynamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2022Q4 and modeled by Chmura based upon occupation employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendencies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

# FAQ

## What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) 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 annual demand?

Annual demand is a of the sum of the annual projected growth demand and 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. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.