

Financial Planning Occupations

Inland Empire/Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)

Summary

- Employment for the financial planning occupational group is not expected to increase **between 2017 and 2022** in the Inland Empire/Desert Region. Despite the lack of new job growth, **3,980 job openings** will still be available over the five-year timeframe.
- The entry-level wage for each of the financial planning occupations is **above the MIT Living Wage estimate of \$12.30 per hour** for a single adult living in the Inland Empire/Desert Region.
- **There appears to be an opportunity for program growth** based on the average annual number of program completions for the selected community college program in the region (**8 annual average regional credentials**), and the annual openings for financial planning occupations in the region (**796 average annual openings**).

Introduction

This report details occupations relevant to the banking and finance program. The banking and finance program prepares individuals for careers in financial sectors of the general economy, specifically financial and banking services; including bank management, investments, and loan analysis and management.¹ Financial planning occupations typically require workers to obtain a bachelor's degree or higher. To illuminate which occupations are immediately accessible to community college graduates, the financial planning occupational group has been divided into middle-skill and above middle-skill occupations. Middle-skill occupations accommodate community college graduates, while above middle-skill occupations require a four-year degree and greater than two-thirds of incumbent workers possess a bachelor's degree or higher. See Exhibit 6 for educational attainment of incumbent workers for each occupation.

The occupations included in the **middle-skill** financial planning occupational group are:

- Loan Interviewers and Clerks
- Loan Officers

¹ The Taxonomy of Programs, 6th Edition, February 2004

The occupations in the **above middle-skill** financial planning occupational group are:

- Personal Financial Advisors
- Securities, Commodities, and Financial Services Sales Agents

Job Opportunities

In 2017, there were 8,866 jobs in the financial planning occupational group in the Inland Empire/Desert Region. This occupational group is not projecting to increase employment in the Inland Empire/Desert Region by 2022. Despite the net, flat job growth for the occupations in this group, employers will still need to hire 3,980 workers over the next five years to backfill jobs that workers are leaving for a variety of reasons, such as job changes and retirements. Appendix A, Table 1 shows the projected job growth, wages, typical education, training, and work experience required for each of the occupations included in this report.

Exhibit 1: Five-year projections for the financial planning occupational group in the Inland Empire/Desert Region

2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
8,866	0%	3,980	796	18%

Source: EMSI 2018.3

Earnings

The entry-level wage for each of the financial planning occupations in the Inland Empire/Desert Region is above the MIT Living Wage estimate of \$12.30 per hour, or \$25,586 annually for a single adult living in the area. The median wages are sufficient for two adults and one child living in the region (\$30,160 annually for each adult, or \$14.50 per hour, per adult). Exhibit 2 displays wage information for this occupational group in the Inland Empire/Desert Region.

Exhibit 2: Earnings for the financial planning occupational group in the Inland Empire/Desert Region

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Average Annual Earnings
Middle-skill			
Loan Interviewers and Clerks	\$14.19 to \$25.76	\$19.81	\$41,900
Loan Officers	\$18.26 to \$54.47	\$30.36	\$80,900
Above Middle-skill			
Securities, Commodities, and Financial Services Sales Agents	\$16.82 to \$24.97	\$19.46	\$52,100
Personal Financial Advisors	\$29.27 to \$65.75	\$37.56	\$115,000

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

Job Postings, Top Employers, Skills, and Education

Exhibit 3 shows the number of job ads posted during the last 12 months and the average time to fill for each occupation in the region and nationally. On average, open positions for the financial planning occupational group take 31 days to fill in the Inland Empire/Desert Region. This is nine days faster than the national average as a whole, indicating that open positions are easier to fill locally. Middle-skill occupations appear above the line and above middle-skill occupations appear below the line.

Exhibit 3: Job ads and time to fill for the financial planning occupational group in the Inland Empire/Desert during the last 12 months, Oct 2017 – Sept 2018

Occupation	Job Ads	Regional Average Time to Fill (Days)	National Average Time to Fill (Days)
Middle-skill			
Loan Officers	468	36	46
Loan Interviewers and Clerks	93	26	33
Above Middle-skill			
Personal Financial Advisors	887	35	44
Securities, Commodities, and Financial Services Sales Agents	762	28	35
Total	2,210	-	-

Source: Burning Glass – Labor Insights

Exhibit 4 displays the top employers posting job ads from the last 12 months for the Inland Empire/Desert Region. Middle-skill occupations appear above the line while above middle-skill occupations appear below the line.

Exhibit 4: The top employers posting job ads for financial planning occupations in the Inland Empire/Desert Region, Oct 2017 – Sept 2018

Occupation	Top Employers
Middle-skill	
Loan Officers (n=430)	<ul style="list-style-type: none"> • Bank of America • U.S. Bank
Loan Interviewers and Clerks (n=81)	<ul style="list-style-type: none"> • Citizens Business Bank • CVB Financial Corporation
Above Middle-skill	
Personal Financial Advisors (n=880)	<ul style="list-style-type: none"> • Bank of America • New York Life Insurance Company
Securities, Commodities, and Financial Services Sales Agents (n=749)	<ul style="list-style-type: none"> • JP Morgan Chase • U.S. Bank

Source: Burning Glass – Labor Insights

Exhibit 5 lists the in-demand skills that employers are seeking when looking for workers to fill financial planning positions. The skills reported in job postings may be utilized as a helpful guide for curriculum development. Specialized skills are occupation-specific skills employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as “soft skills.” Middle-skill occupations appear above the line while above middle-skill occupations appear below the line.

Exhibit 5: Sample of in-demand skills from employer job ads for financial planning occupations in the Inland Empire/Desert Region, Oct 2017 – Sept 2018

Occupation	Specialized skills	Employability skills
Middle-skill		
Loan Officers (n=417)	<ul style="list-style-type: none"> • Mortgage Lending • Mortgage Underwriting • Customer Service 	<ul style="list-style-type: none"> • Communication Skills • Computer Literacy • Organizational Skills
Loan Interviewers and Clerks (n=90)	<ul style="list-style-type: none"> • Customer Service • Commercial Lending • Mortgage Underwriting 	<ul style="list-style-type: none"> • Communication Skills • Microsoft Office • Multi-Tasking
Above Middle-skill		
Personal Financial Advisors (n=809)	<ul style="list-style-type: none"> • Business Development • Retirement Planning • Financial Strategy 	<ul style="list-style-type: none"> • Teamwork/ Collaboration • Organizational Skills • Building Effective Relationships
Securities, Commodities, and Financial Services Sales Agents (n=745)	<ul style="list-style-type: none"> • Nationwide Mortgage Licensing System (NMLS) • Retail Industry Knowledge • Customer Service 	<ul style="list-style-type: none"> • Communication Skills • Building Effective Relationships • Problem Solving

Source: Burning Glass – Labor Insights

Exhibit 6 displays the entry-level education typically required to enter these occupations according to the Bureau of Labor Statistics (BLS). This chart also displays educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census (2015-16) and the minimum advertised education requirement requested by employers in online job ads. Middle-skill occupations appear above the line while above middle-skill occupations appear below the line.

Exhibit 6: Educational attainment and online job ads with minimum advertised education requirements for financial planning occupations in the Inland Empire/Desert Region, Oct 2017 – Sept 2018

Occupations	Typical Entry-Level Education Requirement	Two-Year Postsecondary Level of Educational Attainment*	Minimum Advertised Education Requirement from Job Ads			
			Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Middle-skill						
Loan Officers	Bachelor's degree	34%	221	58%	1%	41%
Loan Interviewers and Clerks	High school diploma or equivalent	48%	66	64%	9%	27%
Above Middle-skill						
Personal Financial Advisors	Bachelor's degree	16%	611	12%	1%	87%
Securities, Commodities, and Financial Services Sales Agents	Bachelor's degree	21%	647	73%	7%	20%

Source: EMSI 2018.3, Current Population Survey, Burning Glass – Labor Insights

* Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Student Completions

Exhibit 7 shows the annual average regional community college credentials (associate degrees and certificates) conferred during the three academic years between 2014 and 2017, with the relevant TOP code as well as the program titles used at each college, sourced from the Chancellor’s Office Curriculum Inventory (COCI). Exhibit 8 displays related credentials granted from 2013 to 2016 outside of the California Community Colleges along with the relevant CIP code. Please note, a credential is not equivalent to a single person in search of a job opening since a student may earn more than one credential, such as an associate degree in addition to a certificate. Community College student outcome information is from the CTE LaunchBoard based on the selected TOP code(s) and region.

Exhibit 7: Annual average community college student completions for banking and finance programs in the Inland Empire/Desert Region

0504.00 – Banking & Finance	Community College Headcount (2016-17)	Community College Annual Average Credentials (2014-17)
Chaffey	43	
Desert	60	
Moreno Valley	28	
Palo Verde	71	
Riverside – Banking and Finance	70	
Associate Degree		1
Certificate 30 to < 60 semester units		1
Total community college headcount (2016-17)	272	
Total annual average community college credentials (2014-17)		3

Source: LaunchBoard, IPEDS

0504.00– Banking and finance program Strong Workforce outcomes in the Inland Empire/Desert Region in the academic year 2015-16 [unless noted otherwise]:

- Number of course enrollments: 278 (California median: 81) [2016-17]
- Number of students who transferred to a 4-year institution: 21 (CA: 19)
- Employed in the second fiscal quarter after exit: 65% (CA: 71%)
- Median earnings in the second fiscal quarter after exit: \$3,429 (CA: \$8,105)
- Employed in the fourth fiscal quarter after exit: N/A (CA: 66%)
- Median annual earnings: \$7,573 (CA: \$29,342)
- Median change in earnings: N/A (CA: 42%)
- The proportion of students who attained a living wage: N/A (CA: 60%)



Exhibit 8: Annual average community college student completions for banking and financial support services programs in the Inland Empire/Desert Region

52.0803 – Banking and Financial Support Services	Other Educational Institutions Annual Average Certificates or Other Credit Awards (2013-16)
Riverside County Office of Education-School of Career Education	
Award < 1 academic yr	5
Total annual average other awards	5

Source: IPEDS

Sources

- California Community Colleges Chancellor’s Office Management Information Systems (MIS)
- CTE LaunchBoard
- Center of Excellence TOP to SOC Crosswalk
- Chancellor’s Office Curriculum Inventory (COCI 2.0)
- Economic Modeling Specialists International (EMSI)
- Labor Insight/Jobs (Burning Glass)
- MIT Living Wage Calculator
- O*Net Online
- Taxonomy of Programs, 6th edition

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Appendix A: Occupation definitions, five-year projections, and earnings for financial planning occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

Personal Financial Advisors (13-2052)

Advise clients on financial plans using knowledge of tax and investment strategies, securities, insurance, pension plans, and real estate. Duties include assessing clients' assets, liabilities, cash flow, insurance coverage, tax status, and financial objectives.

Sample job titles: Account Executive, Analyst, Certified Financial Planner (CFP), Financial Advisor, Financial Consultant, Financial Counselor, Financial Planner, Investment Advisor, Portfolio Manager, Registered Representative

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: More than twelve months on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary

Coursework: 16%

Loan Officers (13-2072)

Evaluate, authorize, or recommend approval of commercial, real estate, or credit loans. Advise borrowers on financial status and payment methods. Includes mortgage loan officers and agents, collection analysts, loan servicing officers, and loan underwriters.

Sample job titles: Branch Manager, Business Banking Officer, Commercial Banker, Commercial Loan Officer, Corporate Banking Officer, Loan Officer, Mortgage Loan Officer, Mortgage Loan Originator, Portfolio Manager, Relationship Manager

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: One to twelve months on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary

Coursework: 34%



Securities, Commodities, and Financial Services Sales Agents (41-3031)

Buy and sell securities or commodities in investment and trading firms, or provide financial services to businesses and individuals. May advise customers about stocks, bonds, mutual funds, commodities, and market conditions.

Sample job titles: *Account Executive, Financial Consultant, Financial Representative, Investment Advisor, Investment Consultant, Investment Executive, Investment Representative, Investment Specialist, Registered Representative, Stock Broker, Client Manager, Financial Services Representative, Financial Specialist, Investment Officer, Personal Banker, Registered Representative, Relationship Banker, Relationship Manager, Select Banker, Broker, Corporate Bond Trader, Equity Trader, Fixed Income Director, Fixed Income Trading Vice President, Investment Trader, Options Trader, Securities Lending Trader, Trader*

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: One to twelve months on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 21%

Loan Interviewers and Clerks (43-4131)

Interview loan applicants to elicit information; investigate applicants' backgrounds and verify references; prepare loan request papers; and forward findings, reports, and documents to appraisal department. Review loan papers to ensure completeness, and complete transactions between loan establishment, borrowers, and sellers upon approval of loan.

Sample job titles: *Closer, Licensed Loan Officer Assistant, Loan Analyst, Loan Clerk, Loan Closer, Loan Originator, Loan Processor, Mortgage Broker, Mortgage Loan Processor, Mortgage Processor*

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Less than one-month on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 48%



Table 1. 2017 to 2022 job growth, wages, typical education, training, and work experience required for the financial planning occupational group, Inland Empire/Desert Region

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-level to Experienced Wage*	Median Wage*	Average Annual Earnings	Entry-Level Education & On-The-Job Training	Work Experience Required
Middle-skill									
Loan Interviewers and Clerks (43-4131)	1,620	26	2%	159	\$14.19 to \$25.76	\$19.81	\$41,900	High school diploma or equivalent & less than 1 month	None
Loan Officers (13-2072)	2,883	36	1%	244	\$18.26 to \$54.47	\$30.36	\$80,900	Bachelor's degree & 1 to 12 months	None
Above Middle-skill									
Personal Financial Advisors (13-2052)	1,397	(37)	(3%)	105	\$29.27 to \$65.75	\$37.56	\$115,000	Bachelor's degree & more than 12 months	None
Securities, Commodities, and Financial Services Sales Agents (41-3031)	2,966	(5)	(0%)	288	\$16.82 to \$24.97	\$19.46	\$52,100	Bachelor's degree & 1 to 12 months	None
Total	8,866	21	0%	796	-	-	-	-	-

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.