



Labor Market Analysis for Program Recommendation

Apprentice Gardener Occupations

City College of San Francisco

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research
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Recommendation

Based on all available data, there appears to be an “undersupply” of Apprentice Gardener workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco, San Mateo counties). There is a projected annual gap of about 5,383 students in the Bay region and 950 students in the Mid-Peninsula Sub-Region.

Introduction

This report provides student outcomes data on employment and earnings for TOP 0109.00 Horticulture programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco and in the region.

This report profiles Apprentice Gardener Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a proposed new Apprentice Gardener Program at City College of San Francisco.

- **Landscaping and Groundskeeping Workers (37-3011):** Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units. Excludes “Farmworkers and Laborers, Crop, Nursery, and Greenhouse” (45-2092).

Entry-Level Educational Requirement: No formal educational credential

Training Requirement: Short-term on-the-job training

Percentage of Community College Award Holders or Some Postsecondary Coursework: 20%

Occupational Demand

Table 1. Employment Outlook for Apprentice Gardener Occupations in Bay Region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Landscaping and Groundskeeping Workers	35,052	36,402	1,350	4%	27,215	5,443	\$14	\$40
Total	35,052	36,402	1,350	4%	27,215	5,443	\$14	\$40

Source: EMSI 2021.3

Bay Region includes: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Table 2. Employment Outlook for Apprentice Gardener Occupations in Mid-Peninsula Sub-region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Landscaping and Groundskeeping Workers	6,411	6,550	138	2%	4,757	951	\$18	\$43
Total	6,411	6,550	139	2%	4,757	951	\$18	\$43

Source: EMSI 2021.3

Mid-Peninsula Sub-Region includes: San Francisco, San Mateo Counties**Job Postings in Bay Region and Mid-Peninsula Sub-Region****Table 3. Number of Job Postings by Occupation for latest 12 months (Mar 2021 - Feb 2022)**

Occupation	Bay Region	Mid-Peninsula
Landscaping and Groundskeeping Workers	2,933	390

Source: Burning Glass

**Table 4a. Top Job Titles for Apprentice Gardener Occupations for latest 12 months (Mar 2021 - Feb 2022)
Bay Region**

Title	Bay	Title	Bay
Groundskeeper	243	Groundskeeper/Porter	35
Landscaper	197	Porter/Groundskeeper	35
Gardener	106	Janitor/Groundskeeper	33
Irrigation Technician	102	Landscape Technician	31
Landscape Laborer	61	Yard Crew Member	31
Landscape Gardener	57	Landscape Construction Laborer	24
Greenskeeper	49	Landscape Crew Member	21
Enhancement Landscape Laborer	46	Cemetery Caretaker	18
Groundsman	36	Crew Leader Landscape	17

Source: Burning Glass

**Table 4b. Top Job Titles for Apprentice Gardener Occupations for latest 12 months (Mar 2021 - Feb 2022)
Mid-Peninsula Sub-Region**

Title	Mid-Peninsula	Title	Mid-Peninsula
Groundskeeper	26	Landscape Technician	6
Gardener	21	Groundsman	5
Landscaper	21	Assistant Groundskeeper	4
Landscape Gardener	12	Enhancement Landscape Laborer	4

Title	Mid-Peninsula	Title	Mid-Peninsula
Groundskeeper/Porter	8	Estate Caretaker	4
Irrigation Technician	8	Gardener I-Regular	4
Janitor/Groundskeeper	8	Grounds Specialist	4
Landscape Laborer	8	Landscape Crew Member Driver	4
Cemetery Caretaker	7	Landscape Maintenance Lead	4

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Apprentice Gardener Workers in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2020)	Jobs in Industry (2025)	% Change (2020-25)	% Occupation Group in Industry (2020)
Landscaping Services	24,249	24,942	3%	72%
Local Government, Excluding Education and Hospitals	2,055	2,159	5%	6%
Private Households	804	836	4%	2%
Golf Courses and Country Clubs	536	524	-2%	2%
Crop Production	367	358	-2%	1%
Colleges, Universities, and Professional Schools (State Government)	273	286	5%	1%
Colleges, Universities, and Professional Schools	277	302	9%	1%
All Other Amusement and Recreation Industries	273	185	-32%	1%
Temporary Help Services	240	244	2%	1%
Residential Property Managers	229	238	4%	1%

Source: EMSI 2021.3

Table 6. Top Employers Posting Apprentice Gardener Occupations in Bay Region and Mid-Peninsula Sub-Region (Mar 2021 - Feb 2022)

Employer	Bay	Employer	Mid-Peninsula
Brightview	124	Korotkin Associates	14
Brightview Landscapes	64	University Of California	9
Brightview Landscape Services	55	Brightview Landscapes	8
Greystar	45	Brightview	8
Cagwin Dorward	40	Toolworks	6
Fpi Management Incorporated	34	Rarefield Design/Build	6

Employer	Bay	Employer	Mid-Peninsula
Trugreen	30	Northstar Incorporated	5
University Of California	26	Gardeners Guild	5
ServiceMaster	25	Brightview Landscape Services	5
Landcare	22	Slt Llc	4

Source: Burning Glass

Educational Supply

There are eight (8) community colleges in the Bay Region issuing 60 awards on average annually (last 3 years ending 2018-19) on TOP 0109.00 Horticulture. In the Mid-Peninsula Sub-Region, there is one (1) community college (CCSF) that issued one (1) award on average annually (last 3 years) on this TOP code.

Table 7. Community College Awards on TOP 0109.00 Horticulture in Bay Region

College	Subregion	Associate	Certificate Low	Total
Cabrillo	SC-Monterey	7	9	16
Diablo Valley	East Bay	0	8	8
Foothill	Silicon Valley	8	6	14
Las Positas	East Bay	0	1	1
Merritt	East Bay	0	9	9
Monterey	SC-Monterey	1	3	4
San Francisco	Mid-Peninsula	1	0	1
Solano	North Bay	2	5	7
Total		19	41	60

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 5,443 annual openings for the Apprentice Gardener occupational cluster and 60 annual (3-year average) awards for an annual undersupply of 5,383 students. In the Mid-Peninsula Sub-Region, there is also a gap with 951 annual openings and 1 annual (3-year average) awards for an annual undersupply of 950 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0109.00 Horticulture

Metric Outcomes	Bay All CTE Programs	CCSF All CTE Programs	State 0109.00	Bay 0109.00	Mid- Peninsula 0109.00	CCSF 0109.00
Students with a Job Closely Related to Their Field of Study	74%	72%	72%	72%	78%	78%
Median Annual Earnings for SWP Exiting Students	\$47,419	\$52,800	\$33,442	\$39,879	\$48,212	\$48,212
Median Change in Earnings for SWP Exiting Students	23%	18%	21%	19%	17%	17%
Exiting Students Who Attained the Living Wage	52%	48%	46%	45%	45%	45%

Source: Launchboard Strong Workforce Program Median of 2017 to 2020.

Skills, Certifications and Education

Table 9. Top Skills for Apprentice Gardener Occupations in Bay Region (Mar 2021 - Feb 2022)

Skill	Posting	Skill	Posting
Repair	866	Occupational Health and Safety	154
Irrigation Systems	658	Herbicides	151
Cleaning	543	Irrigation (Agriculture)	150
Debris and Litter Control	432	Personal Protective Equipment (PPE)	146
Fertilizers	370	Carpentry	113
Lifting Ability	364	Plumbing	109
Power Tools	354	Weed Eaters	100
Hand Tools	353	Customer Contact	97
Customer Service	247	Budgeting	96
Machinery	234	Masonry	95
Painting	191	Laundry	80
Scheduling	176	Plant Identification	78
Landscaping	165	Rototillers	78
Power Saws	162	Property Management	73

Source: Burning Glass

Table 10. Certifications for Apprentice Gardener Occupations in Bay Region (Mar 2021 - Feb 2022)

Certification	Posting	Certification	Posting
Driver's License	1,433	Applicators License	7
Certified Pest Control	42	Leadership In Energy And Environmental Design (LEED) Certified	6
Cdl Class C	42	Master Gardener Certification	5
Contractors License	18	CDL Class A	5
Certified Applicator	14	OSHA Forklift Certification	4
First Aid Cpr Aed	13	Certified Landscape Technician	3
Certified Arborist	9	Certified Commercial Applicator	2
Cdl Class B	7	Certified Aquascape	2
Backflow Prevention Certification	7		

Source: Burning Glass

Note: 49% of records have been excluded because they do not include a certification. As a result, the chart above may not be representative of the full sample.

Table 11. Education Requirements for Apprentice Gardener Occupations in Bay Region

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	634	96%
Associate's degree	25	4%

Source: Burning Glass

Note: 78% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample.

Methodology

Occupations for this report were identified by use of skills listed in O*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCCO Data Mart.

Sources

O*Net Online
 Labor Insight/Jobs (Burning Glass)
 Economic Modeling Specialists International (EMSI)
 CTE LaunchBoard www.calpassplus.org/Launchboard/
 Statewide CTE Outcomes Survey
 Employment Development Department Unemployment Insurance Dataset
 Living Insight Center for Community Economic Development
 Chancellor's Office MIS system

Contacts

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