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California
Community
Colleges

WORKFORCE DEMAND ASSESSMENT

Riverside Metro Region

INLAND EMPIRE

2024

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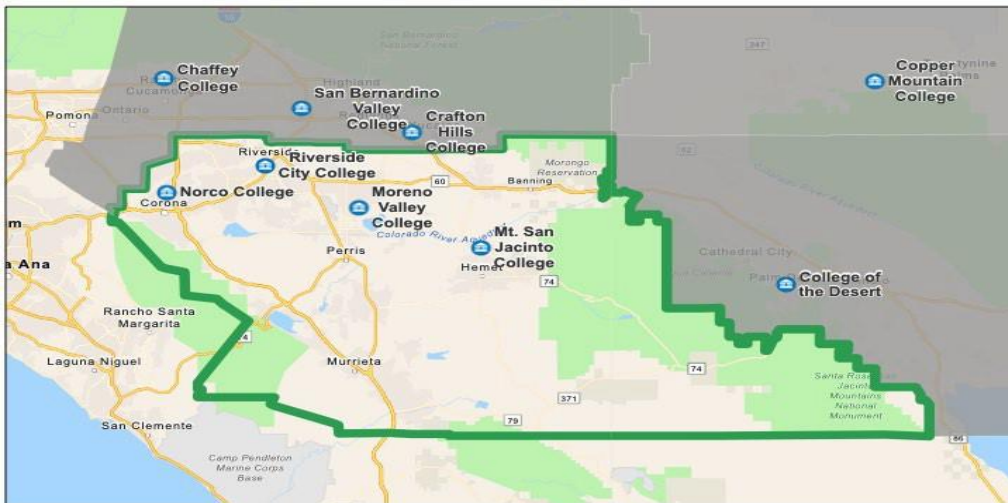
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Riverside Metro Subregional Overview

Located in the southwestern quadrant of the Riverside-San Bernardino-Ontario metropolitan statistical area (MSA), the Inland Empire-Riverside County Metro subregion encompasses the western portion of Riverside County, extending north to the San Bernardino County line, including San Geronimo Pass communities and south to the San Diego County border. The Inland Empire-Riverside County Metro Subregion is the largest of the region's four subregions in terms of current population size and represents 42.9% of the Inland Empire/Desert Region total population. While this subregion was the second largest in terms of current job counts, it is projected to be the fastest growing at 11.4% over the next five years. This subregion is home to four community colleges within the Riverside Community College District and Mt. San Jacinto Community College District, 16 high school districts, and the University of California, Riverside. See Appendix B for a list of ZIP codes associated with this subregion.¹

To assist regional community colleges with strategic planning and career education (CE) program development, the Inland Empire/Desert Region Center of Excellence (COE) conducted a series of subregional workforce demand assessments to pinpoint high-quality job opportunities for program investment. This analysis identifies occupations that show strong workforce demand and offer median hourly earnings that exceed the state's living wage standard. The occupations highlighted in this assessment may be used to calibrate or develop CE training programs designed to address the region's in-demand and high-wage job opportunities. This subregional brief also presents demographic, industry, and occupation data in the Inland Empire-San Bernardino County Metro Subregion. See A for Methodology and Data Sources used in this report.

Community colleges in the Riverside Metro Subregion



NOTE: The data presented in this report was derived from Lightcast's Analyst program, data set 2023.4 and U.S. Census Bureau American Community Survey tables and will be individually cited as applicable.

¹ ZIP-level data in Lightcast is based on county-level data using U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages (QCEW) dataset. It is important to note that ZIP codes are not geographical areas and are typically points on a map that may be used to approximate geographical boundaries. (kb.lightcast.io/en/articles/6957501-zip-level-employment-data)

Overview of the Inland Empire-Riverside County Metro Subregion

Exhibit 1. Overview of the Riverside County Metro Subregion



2,007,873

Population (2022)

Population grew by 62,095 over the last 5 years and is projected to grow by 30,028 over the next 5 years.



\$68.3k

Avg. Earnings Per Job (2022)

Regional average earnings per job are \$12,536 below the national average earnings of \$80,831 per job.



737,204

Total Regional Employment

Jobs grew by 83,487 over the last 5 years and are projected to grow by 84,048 over the next 5 years.



83,487

Projected Job Growth (2022)

From 2017 to 2022, jobs increased by 12.8% in Riverside Metro Region from 653,717 to 737,204. This change outpaced the national growth rate of 3.8% by 9.0%.



481,866

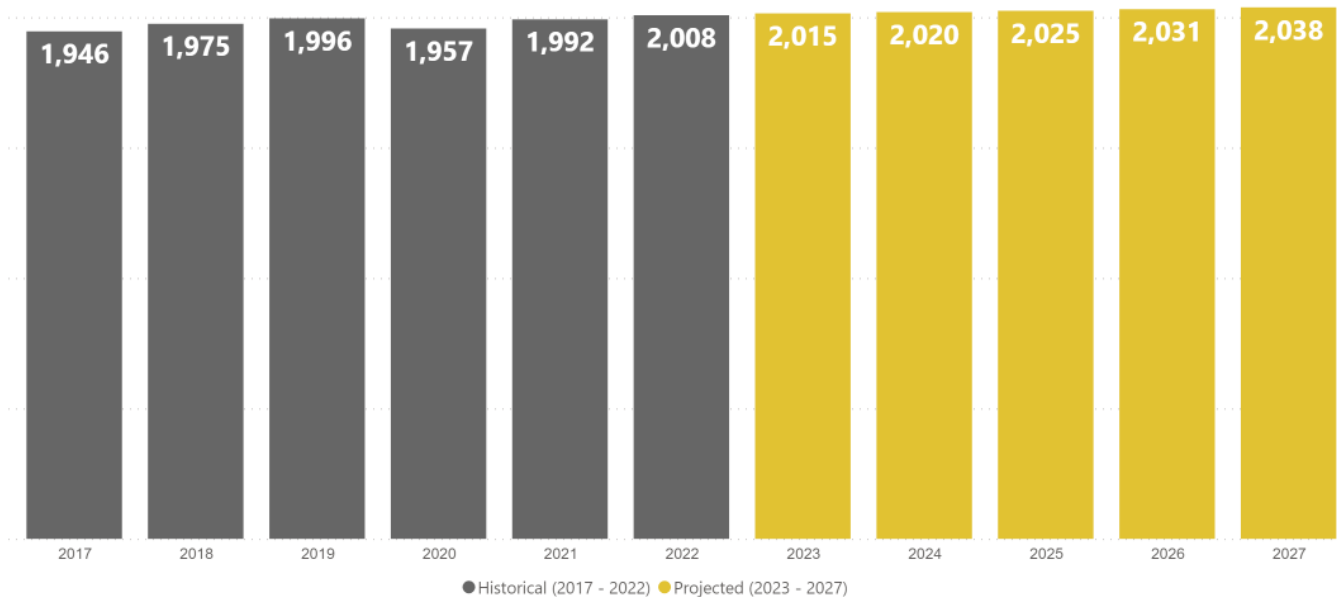
Retirement risk is low in your area.
The national average for an area this size is 601,723 people 55 or older, while there are 481,866 here.

Demographics and Labor Force

Population

In 2021, the Inland Empire-Riverside County Metro Subregion contained about 2,007,800 residents, or 43% of the region’s 4.68 million residents (Exhibit 2). As of 2022 the region's population increased by 3.2% since 2017, growing by 62,095. Population is expected to increase by 1.5% between 2023 and 2027, adding more than 30,000 residents.²

Exhibit 2. Population change, in thousands, Riverside County Metro Region, 2017-2027



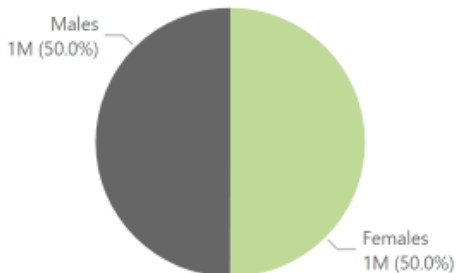
Gender

The subregion’s population is evenly distributed evenly amongst male and female residents (Exhibit 3) as compared to the region’s population of male (50.3%) and female (49.7%).

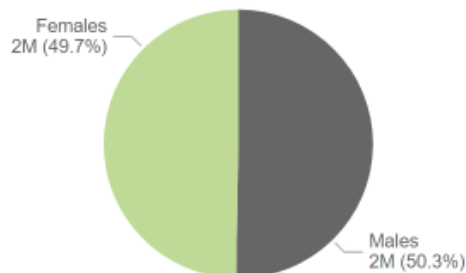
² Lightcast 2023.4 – QCEW, Non-QCEW Employees, Self-Employed

Exhibit 3. Population Gender Region to Subregion comparison, Inland Empire-Riverside County Metro Subregion, 2022

Subregional 2022 Population by Gender



Regional 2022 Population by Gender



Age

The size of population represented in age categories may provide insight into future demand for housing, services, and educational enrollment needs. Age categories used in this report are as follows and includes 550k individuals in this cohort. (Exhibit 4 & 5)

- ◆ School age is generally 0 – 24, which represented 35.4% of the subregion's ~2M 2022 population.
- ◆ Working-age is 25 – 64 which represented 48.4% of the subregion's ~2M 2022 population. This group is projected to grow to 52% in 2027; whereas School age category is projected to decline to 33.6% which could potentially be due to aging population and slow group in the total population.

An interesting way to further disaggregate this cohort is to filter the age of the working-age (Exhibit 4) to include between 25 and 69 years of age which equates to ~292K individuals. (Exhibit 6) Note that the Bureau of Labor Statistics defines individuals between ages of 25 – 54 as the “prime-working-age”.

- Early career (< 35) represents 27.7% in 2022 of the working-age cohort and is projected to decrease to 26.3% by 2027.
 - Mid-career (35 – 54) represents 51.1% in 2022 of the working-age cohort and is projected to increase to 52.7% by 2027.
 - Late career (55+) represents 21.2% of the working-age cohort and is projected to decrease to 21.0% by 2027.
- ◆ Retirement age is +65 which represented 14.22% of the subregion's ~2M 2022 population. This group is projected to increase slightly to 14.9% by 2027.

Exhibit 4. Working-age Distribution Comparison in Inland Empire/Desert Subregion, 2022

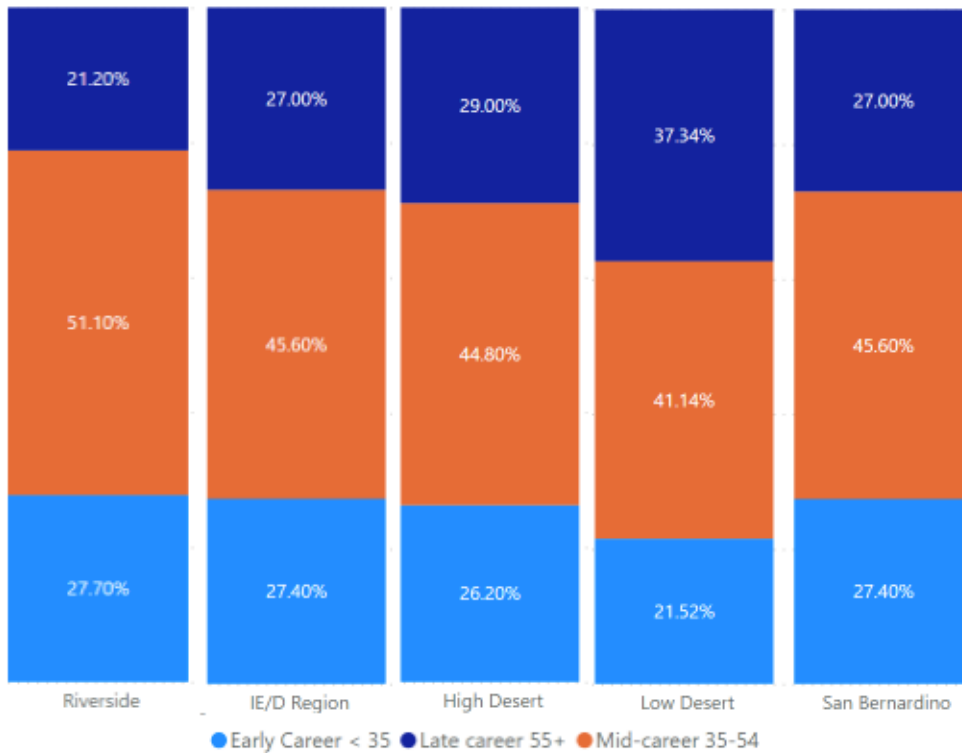
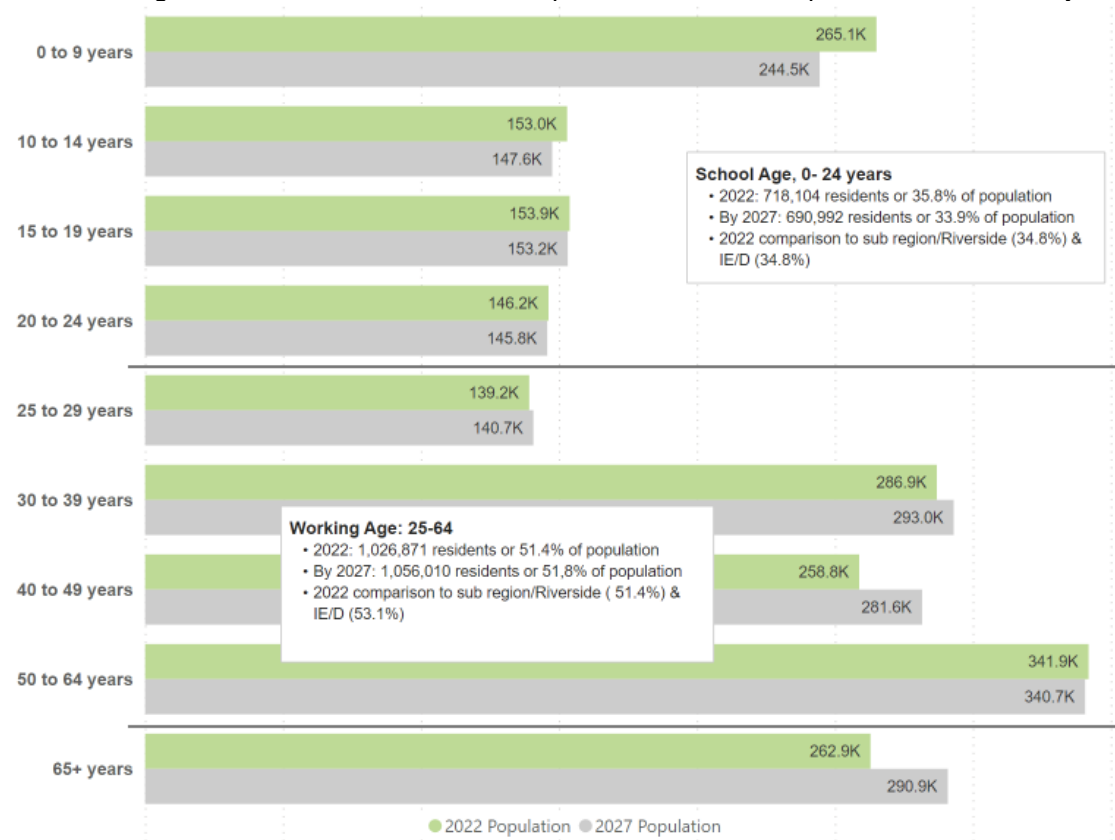


Exhibit 5 shows the age distribution comparison between 2022 and 2027. The data shows a slight decrease by 2027 in the traditional college going years (20–24-year-old) and a slight increase early career (25-29 old) individuals in this subregion.

Exhibit 5. Age Distribution 2022 - 2027 comparison in Inland Empire-Riverside County Metro Subregion



Ethnicity

The U.S. Census Bureau adheres to the U.S. Office of Management and Budget Guidelines when collecting race and ethnicity data from residents. This includes the decision to employ separate questions for race and ethnicity, as outlined in the Office of Management and Budget (OMB) 1994 directives. It's essential to acknowledge that while this approach complies with established guidelines, the Center of Excellence (COE) recognizes that this representation may not fully capture the nuanced diversity within the population.

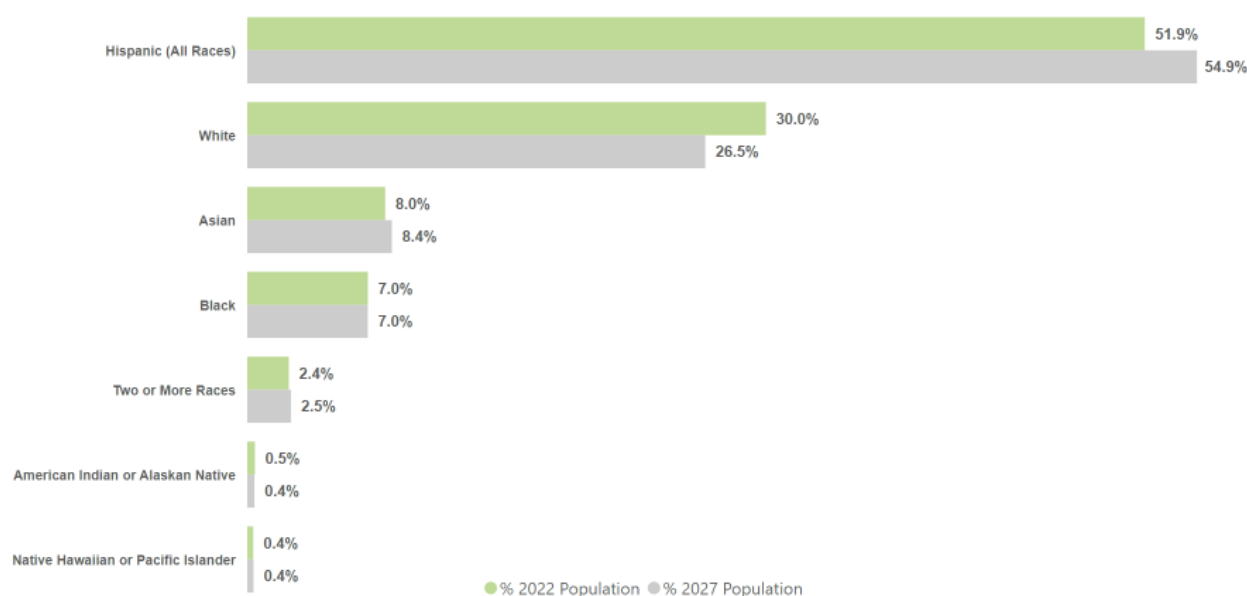
Race and ethnicity data can be interpreted in several different ways:

1. **Understanding Student Diversity:** Analyzing race and ethnicity figures helps faculty understand the demographic composition of their student body. This understanding is essential for creating inclusive learning environments and ensuring that programs are accessible and relevant to students from diverse backgrounds.
2. **Addressing Equity and Access:** Examining race and ethnicity data allows faculty to identify disparities in educational outcomes among different demographic groups. This information can inform efforts to address equity gaps by implementing targeted support services, scholarships, and outreach programs to improve access and success for underrepresented minorities.

3. **Fostering Community Partnerships:** Race and ethnicity data can also inform efforts to build partnerships with community organizations, employers, and other stakeholders that serve diverse racial and ethnic communities. Collaborating with these partners can help faculty better understand the needs and preferences of local communities and ensure that program offerings are responsive to the cultural and linguistic diversity of the populations they serve.

In 2022, 51.9% of the Riverside Metro population was Hispanic (All races), which is slightly less than 54.9% of the population in the entire Inland Empire region. By 2027, that percentage of Hispanic individuals in the Riverside Metro population is projected to increase to 54.8% (Exhibit 5). By 2027, percentage of White, Non-Hispanic individuals in the Riverside Metro population is expected to decrease from 30.0% to 26.5%.

Exhibit 6. Ethnicity 2022 - 2027 comparison in Inland Empire-Riverside County Metro Subregion



Educational Attainment

Educational attainment refers to the highest level of education that residents aged 25 and older have completed. Educational attainment data can be leveraged in several ways:

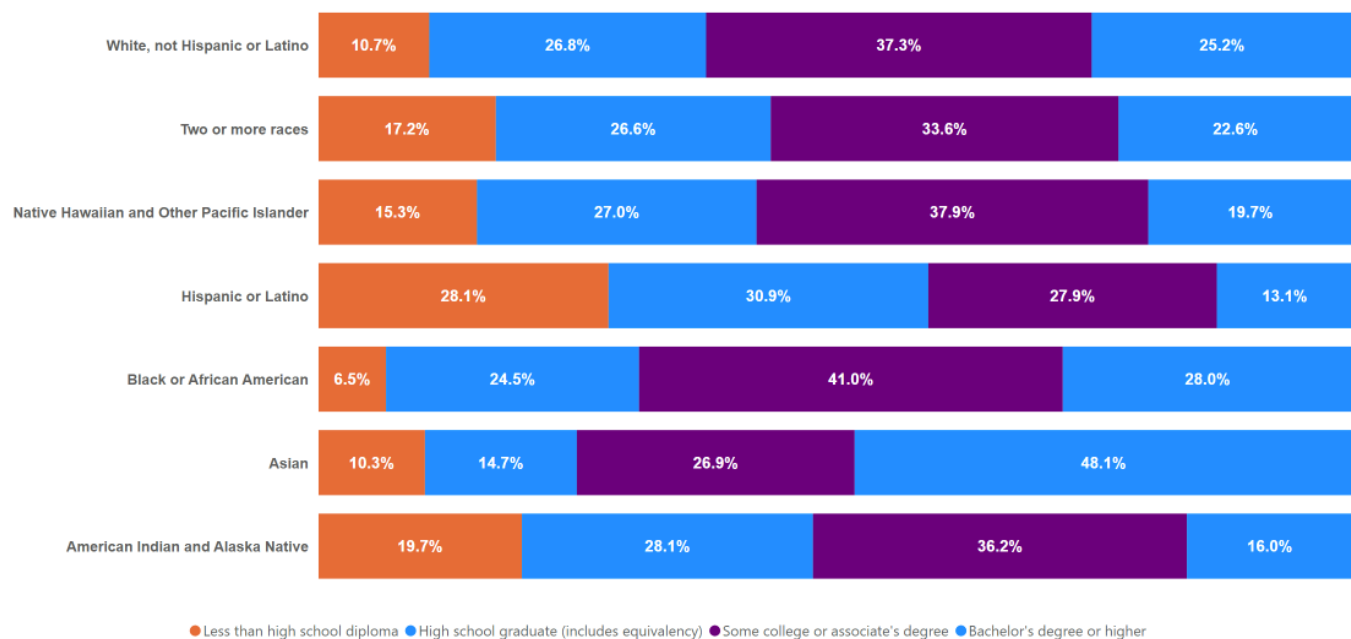
1. **Identifying Target Demographics:** Analyzing educational attainment data helps faculty understand the educational background of their potential student base. This information can guide them in tailoring program offerings to meet the needs and aspirations of specific demographic groups, such as first-generation college students or adult learners returning to education.

2. **Informing Curriculum Development:** Understanding the educational levels of the local population helps faculty design curricula that build upon existing knowledge and skills. Programs can be structured to provide foundational education for those with lower levels of educational attainment while offering advanced coursework and enrichment opportunities for more academically prepared students.
3. **Addressing Workforce Needs:** Educational attainment data can highlight areas where there is a need for workforce development initiatives. Faculty can develop programs that provide training and credentials aligned with the educational requirements of high-demand industries, thereby increasing employment opportunities for graduates, and contributing to economic growth in the community.

Exhibit 7. Educational Attainment comparison in Inland Empire-Riverside County Metro Subregion, 2022



Exhibit 8. Educational Attainment Race & Ethnicity Distribution in Inland Empire-Riverside County Metro Subregion, 2022

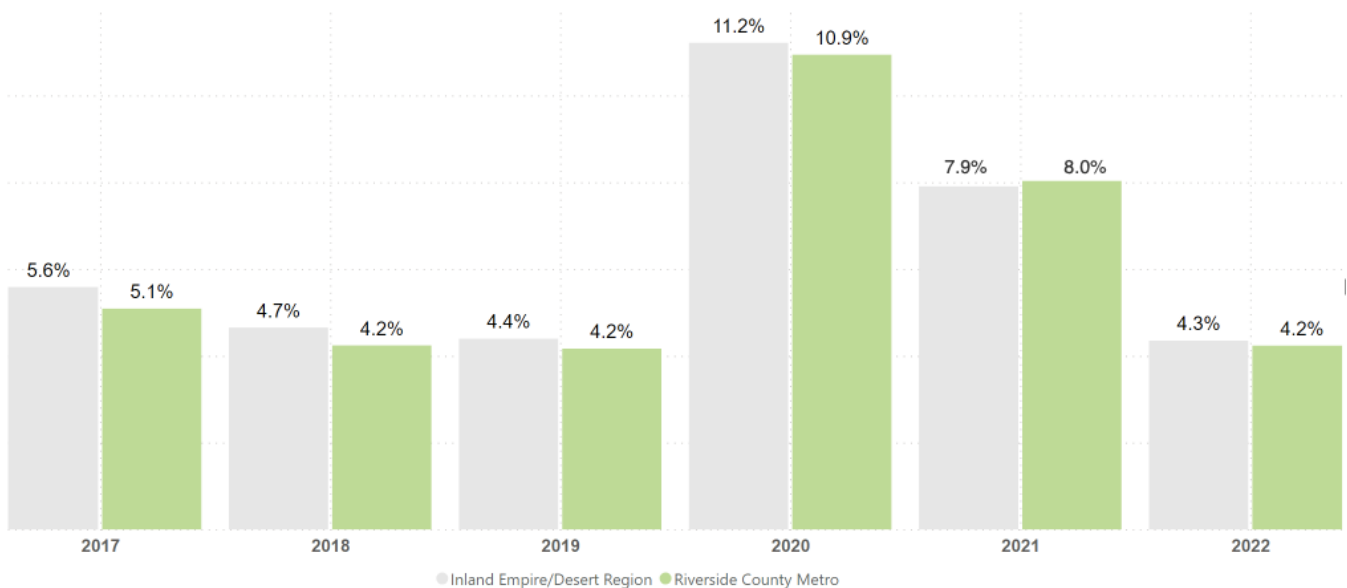


Labor Force and Unemployment Rate

Labor force data reflects the employment status of people based on where they reside. The labor force is the total of employed residents or those that are unemployed and are seeking work. The unemployment rate represents the number of unemployed individuals as a share of the total labor force. Exhibit 9 displays city-level unemployment rates for those cities that have population greater than 25k and contain community college main campuses.

Higher city-level unemployment compared to regional figures can impact students' abilities to find work due to localized labor market dynamics, limited job accessibility, transportation constraints, industry concentration, local policies, network effects, and cost of living considerations. Understanding these factors is essential for community college faculty to effectively support their students in navigating the job market and achieving successful employment outcomes.

Exhibit 9. Unemployment rate for Inland Empire-Riverside County Metro Subregion, 2017-2022³



⁴ U.S. Bureau of Labor Statistics. (2022). Labor Force Statistics, including the National Unemployment Rate Retrieved from BLS website: <https://www.bls.gov/data/>

Subregional Industries

Industries are groups of employer establishments and categorized by their primary business activity using a North American Industry Classification System (NAISC). NAICS codes are a standardized classification system used to categorize businesses and industries for the purpose of collecting, analyzing, and publishing statistical data. These codes are based on the economic activities of businesses and are used for various purposes, including economic analysis, policymaking, and business research.

In the subregion, industry employers reported 737,234 total jobs in 2022, or about 39.3% of the Inland Empire/Desert Region's total employment (nearly 1.87 million jobs) (Exhibit 10). Over the next five years, the subregion's industry employment is projected to grow by 11.4%, adding 84,495 jobs which is higher than the greater region's projected job growth of 10.8%. The subregion is projected to contribute 41.6% of the region's net job growth over the next five years. Over the past five years, from 2017 to 2022, subregional employment rose by 12.8%, a net increase of over 83,495 jobs.

Exhibit 10. Historical and projected job trend in Inland Empire-Riverside County Metro Subregion, 2017-2027

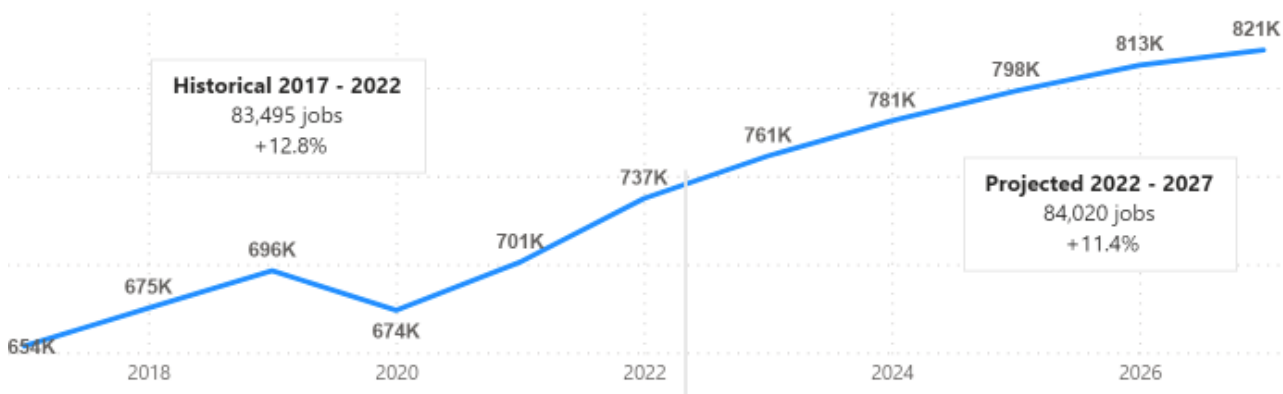


Exhibit 11 is reporting on the industries with the highest number of jobs reported in 2022 and includes 2027 projection and percentage of change. Each industry job is counted, whether full-time or part-time, usually where the business conducts its payroll activity. The labor force is the total count of residents working (employed) or seeking work (unemployed). The unemployment rate represents the number of unemployed individuals expressed as a percent of the total labor force.

In 2022, the top 5 industries that are producing the greatest number of jobs are shown as compared to the job number projection for 2027. The 2027 top industry project growth is Health care and social assistance (19.1%) producing more than 18k into the market over the next 5 years.

The top 5 industries adding jobs to the subregion are Government, Health Care and Social Assistance, Transportation/Warehousing, Accommodation and Food Service, and

Administrative/Support/Waste Management & Remediation. These industries are projected to contribute 41.5% of the subregion’s job growth through 2027.

Exhibit 11. Job numbers by Industry & Projected Percentage Change in Inland Empire-Riverside County Metro Subregion, 2022-2027



Industry Groups

The previous section described the employment share of the region's major industry sectors. NAICS codes facilitate a detailed analysis of subindustries within these major sectors. This analysis provides a clearer picture of industry activity that drives that regional economy.

Exhibit 12 provides a sample of high-quality industry groups for this subregion. High-quality industries are those that are growing faster than the region overall (at or above 9.0% growth), have average per-job earnings above the living wage standard (\$53,518 annually), and have a high location quotient at or above 1.2. A location quotient reflects the concentration of an industry in an area compared to the nation overall. Highly concentrated industries, those with a high location quotient, often describe the type of business activity an area is "known for." See Appendix C for terms and definitions.

In 2022, over 198,000 jobs in these industry groups met the high-quality industry group definition and account for 26.9% of subregional employment (737,234). These industry groups are projected to contribute 40.3% of the subregional job growth through 2027.

Exhibit 12. High-quality industry groups that are growing faster than the region in Inland Empire-Riverside County Metro Subregion, 2022-2027

Industry Group (NAICS4)	2022 Jobs	2022 - 2027 Change	Growth Rate	2022 Location Quotient	Average Earnings per Job
Public Administration					
Local Government, Excluding Education and Hospitals (903999)	42,358	5,080	12.0%	1.73	113,950
Construction					
Poured Concrete Foundation and Structure Contractors (238110)	4,108	648	15.8%	3.24	76,127
Roofing Contractors (238160)	1,991	313	15.7%	1.67	73,392
Plumbing, Heating, and Air-Conditioning Contractors (238220)	9,845	1,413	14.4%	1.68	76,157
Residential Remodelers (236118)	5,431	784	14.4%	1.64	56,053
Structural Steel and Precast Concrete Contractors (238120)	968	133	13.7%	2.34	78,889
Power and Communication Line and Related Structures Construction (237130)	2,449	334	13.6%	2.35	98,269
Electrical Contractors and Other Wiring Installation Contractors (238210)	7,618	1,032	13.5%	1.55	78,083
Water and Sewer Line and Related Structures Construction (237110)	2,144	276	12.9%	2.40	104,349
Glass and Glazing Contractors (238150)	563	62	11.0%	1.53	79,894

Drywall and Insulation Contractors (238310)	5,861	639	10.9%	4.27	62,439
Masonry Contractors (238140)	1,757	190	10.8%	2.21	67,641
Other Foundation, Structure, and Building Exterior Contractors (238190)	502	49	9.7%	1.77	67,640
Commercial and Institutional Building Construction (236220)	4,211	396	9.4%	1.27	91,407
Health Care and Social Assistance					
All Other Outpatient Care Centers (621498)	1,524	524	34.4%	1.43	70,207
Freestanding Ambulatory Surgical and Emergency Centers (621493)	1,005	274	27.3%	1.24	66,915
Diagnostic Imaging Centers (621512)	972	266	27.3%	2.51	77,211
HMO Medical Centers (621491)	2,820	619	21.9%	3.15	143,571
Residential Mental Health and Substance Abuse Facilities (623220)	1,994	312	15.6%	1.92	65,362
Manufacturing					
Wood Preservation (321114)	290	150	51.7%	6.00	87,018
Pottery, Ceramics, and Plumbing Fixture Manufacturing (327110)	125	58	46.9%	1.56	70,977
Truck Trailer Manufacturing (336212)	337	137	40.6%	1.85	57,762
Small Arms Ammunition Manufacturing (332992)	119	47	39.9%	2.13	89,584
Dental Laboratories (339116)	417	148	35.4%	1.85	91,809
Biological Product (except Diagnostic) Manufacturing (325414)	275	95	34.4%	1.42	63,122
Metal Can Manufacturing (332431)	155	52	33.8%	1.59	134,184
Motor Vehicle Gasoline Engine and Engine Parts Manufacturing (336310)	403	129	32.0%	1.58	64,035
Plastics Pipe and Pipe Fitting Manufacturing (326122)	245	75	30.7%	1.77	73,601
Noncurrent-Carrying Wiring Device Manufacturing (335932)	160	48	29.8%	3.32	82,269
Laminated Plastics Plate, Sheet (except Packaging), and Shape Manufacturing (326130)	115	32	28.1%	1.28	74,540
Prefabricated Metal Building and Component Manufacturing (332311)	256	66	25.8%	1.63	78,264
Adhesive Manufacturing (325520)	139	35	25.4%	1.31	108,869
Mechanical Power Transmission Equipment Manufacturing (333613)	273	58	21.3%	4.64	76,846

Doll, Toy, and Game Manufacturing (339930)	138	29	20.7%	2.22	61,747
Plastics Bottle Manufacturing (326160)	234	44	18.8%	1.50	54,298
Packaging Machinery Manufacturing (333993)	128	22	17.2%	1.22	74,269
Musical Instrument Manufacturing (339992)	1,301	205	15.8%	22.20	55,029
Office Furniture (except Wood) Manufacturing (337214)	144	22	14.9%	1.67	83,761
Tortilla Manufacturing (311830)	238	31	13.2%	2.63	65,332
Plumbing Fixture Fitting and Trim Manufacturing (332913)	287	37	13.0%	5.48	69,764
Fertilizer (Mixing Only) Manufacturing (325314)	112	13	12.0%	3.35	117,815
Custom Roll Forming (332114)	266	30	11.3%	9.50	107,411
Toilet Preparation Manufacturing (325620)	556	61	10.9%	2.09	80,870
All Other Miscellaneous Nonmetallic Mineral Product Manufacturing (327999)	309	33	10.7%	5.73	87,766
All Other Plastics Product Manufacturing (326199)	2,208	218	9.9%	1.59	71,536
Commercial and Service Industry Machinery Manufacturing (333310)	692	69	9.9%	1.73	96,557
Transportation and Warehousing					
All Other Support Activities for Transportation (488999)	180	79	43.9%	2.56	69,552
Pipeline Transportation of Refined Petroleum Products (486910)	60	24	39.9%	1.90	132,492
Other Warehousing and Storage (493190)	862	336	38.9%	3.71	55,341
Packing and Crating (488991)	232	87	37.5%	2.22	90,630
Farm Product Warehousing and Storage (493130)	79	29	37.0%	1.72	57,075
General Warehousing and Storage (493110)	51,842	11,940	23.0%	6.66	60,786
General Freight Trucking, Local (484110)	2,736	536	19.6%	1.67	70,675
Specialized Freight (except Used Goods) Trucking, Local (484220)	1,665	256	15.3%	1.60	95,074
General Freight Trucking, Long-Distance, Truckload (484121)	3,583	544	15.2%	1.20	76,510
Refrigerated Warehousing and Storage (493120)	505	53	10.4%	1.60	72,169
Utilities					
Solar Electric Power Generation (221114)	66	34	52.2%	1.57	79,189
Wind Electric Power Generation (221115)	112	33	29.4%	3.04	125,901

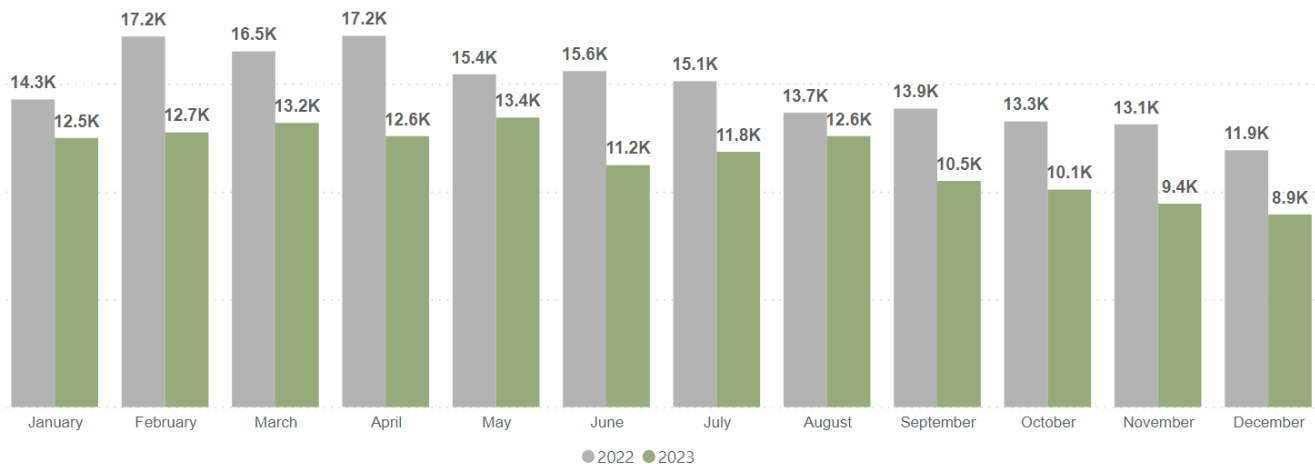
Job Posting Information

Job posting data can provide insights into employer demand and is different dataset versus the historical job data we retrieve from BLS Quarterly Census of Employment and Wages (QCEW). The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. Please note that online job postings do not equal labor market demand, demand is represented by annual job openings. While not perfect, Lightcast leverages machine learning and other AI technologies as well as government data sourced from the Job Openings and Labor Turnover Survey (JOLTS), a monthly survey conducted by the Bureau of Labor Statistics (BLS). to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

The following data was filtered to include jobs where the advertised educational requirement was High school or GED or associate degree as well as excluded jobs posted by staffing companies and internships.

In 2023, there were more than 134.2k unique job postings in Riverside County Metro Subregion (Exhibit 13), with 12.2k employers competing for talent.

Exhibit 13. Number of Unique Online Job Postings for all cities in this subregion, 2022 - 2023



Businesses

12,206 businesses in the Riverside County Metro Subregion posted a total of 134,141 unique job postings between March 2023 and February 2024. Exhibit 14, lists the top 23 businesses with the greatest number of unique online job postings in this subregion.

Exhibit 14. Top Company Job Postings for all cities in this subregion, 2022 - 2023

Company Name	Unique Postings (Mar 2023 - Feb 2024)	Company Name	Unique Postings (Mar 2023 - Feb 2024)
Actalent	234	Kaiser Permanente	1,690
Ahmc Healthcare	209	Loma Linda University Health	462
Allied Universal	555	Macy's	209
Amazon	446	Pechanga Resort & Casino	693
California Baptist University	465	Riverside Community College District	282
Corona Regional Medical Center	282	Sharp Healthcare	1,201
County Of Riverside	1,219	Starbucks	470
GPAC	441	State of California	422
Great Clips	234	Universal Health Services	1,143
HCA Healthcare	802	University of California	1,624
Healthcare Employment Network	1,234	Walmart	584
Hemet Unified School District	420		

Occupational Overview

An occupation is a collection of jobs, and job titles, which perform similar work tasks and share similar work knowledge, skills, and abilities. Employees who perform essentially the same tasks are classified in the same occupation, whether or not they are in the same industry. It's important to note that some occupations are concentrated in a few industries (e.g., police officers are only employed in government), whereas other occupations are found in most industries (e.g., information technology workers and maintenance workers).⁴

Inland Empire/Desert community colleges currently offer programs that train for occupations associated with the 10 CCCCCO. The following sections discuss current employment and future demand for high-quality occupations related to regional training programs that align with the CCCCCO sectors. For each sector, existing programs and programs not currently offered by community colleges in the subregion have been identified. The occupations listed for each sector meet the high-quality job designation, i.e., occupations that are both in-demand (at least 100 annual job openings) and high-wage (\$25.74 and higher).⁵

In this study, occupational employment in the subregion was analyzed in terms of each occupation's educational requirements, i.e., the entry-level education level needed to enter employment, such as a high school diploma; community college coursework, a degree, or certificate; or a bachelor's degree. Employers report typical entry-level educational requirements at the national level, and alternative paths to securing employment may exist depending on employer preferences and state licensing requirements.

California Community Colleges provide education and training that generally prepares workers to enter community-college-level jobs. These jobs typically require an education beyond a high school diploma but less than a four-year degree. Most community-college-level jobs offer a higher pay rate than jobs requiring less education, making them an excellent fit for community college students on a CE pathway who want to enter in-demand careers that offer a living wage.

High-school- level jobs illuminate possibilities open to those choosing to enter the workforce after securing a high school diploma or G.E.D., or jobs typically open to those who choose to work while attending college.

Bachelor's-level jobs require a four-year degree from a college or university. This assessment does not include occupations that typically require an education beyond a bachelor's degree, such as physicians, lawyers, and most scientists; however, other occupations may be included when the number of jobs that require a community college degree are low or non-existent in the report.

⁴ "Concepts and Definitions," U.S. Bureau of Labor Statistics, 2022, accessed on March 15 2024, <https://www.bls.gov/cps/definitions.htm>.

⁵ Note the [UW self-sufficiency standard](#) is currently used by the CO and other COEs as the self-sufficiency wage criteria for labor market assessment reports. Also note that this hourly rate was last updated by UW in 2021 and does not account for significant increases in the cost of living in the Inland Empire in the last three years and at \$14.00 is below the State of California minimum wage of \$16.00. For these reasons, the COE will provide an averaged living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

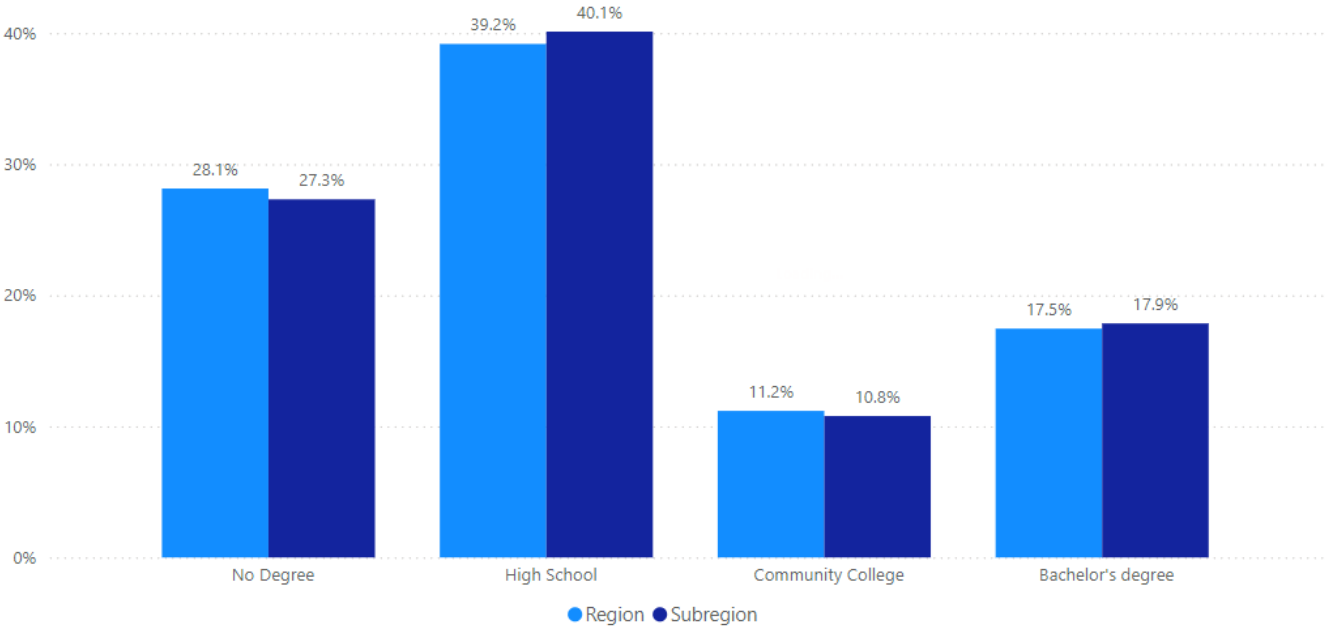
Also excluded are those occupations that do not typically require formal education to enter employment. Military occupations (in 2022 there were approximately 10,766 regional military jobs in the region) were also excluded from the following sections of this assessment. Definitions for education levels are available in Appendix C.

Of the over 737,000 jobs in the subregion in 2022, 58.3% are included in the following reports. A crosswalk file, which associates TOP codes to occupations and sectors was used to produce the following sector specific reports. This data source included 476 occupations, of which 451 were mapped to sectors. Also included in this crosswalk dataset was 410 TOP codes, of which 272 were mapped to sectors.

Please be aware that the job demand figures presented in the following reports may not encompass total demand. It is recommended that you collaborate with the COE to assess occupations aligned with your specific program requirements.

Exhibit 15 includes more than 430k jobs as a result of the above crosswalk and displays the share of jobs by entry level educational requirements.

Exhibit 15. Share of jobs by education level, Riverside Metro Subregion, and Inland Empire/Desert Region, 2022



Advanced Manufacturing

The CCCCCO advanced manufacturing sector aligns with the CDE manufacturing and product development sector. Two colleges in the Inland Empire-Riverside County Metro Subregion currently use six program codes for their advanced manufacturing programs (Exhibit 16).

Exhibit 16. Programs offered by community colleges in the subregion.

Programs Offered:
0924.00 - Engineering Technology, General (requires Trigonometry)
0934.00 - Electronics and Electric Technology
0953.40 - Mechanical Drafting
0956.00 - Manufacturing and Industrial Technology
0956.30 - Machining and Machine Tools
0956.50 - Welding Technology

Advanced manufacturing programs in the subregion prepare students for employment in two high-quality community-college-level occupations and one high-quality bachelor's degree-level occupation. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were over 5,000 high-quality advanced manufacturing jobs in the subregion related to subregional training programs (Exhibit 17).

By 2027, annual job opening projections:

- There are more than 500 community-college-level job openings projected annually for this occupational group in the subregion; over 1,310 job openings are projected annually in the greater region.
- There are more than 40 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 110 job openings are projected annually in the greater region.

Exhibit 17. Education level, projected demand, and earnings for high-quality occupations, 2022 – 2027.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Architectural and Civil Drafters	Community College	335	39	101	\$29.29
Automotive Service Technicians and Mechanics	Community College	4,148	463	1,211	\$25.88
Architectural and Engineering Managers	Bachelor's degree	520	41	113	\$74.96

Community College Programs Not Offered

In the subregion, twenty programs in the advanced manufacturing sector are currently not offered (Exhibit 18).

Exhibit 18. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0934.10 - Computer Electronics	0953.30 - Electrical, Electronic, and Electro-Mechanical Drafting
0934.20 - Industrial Electronics	0953.60 - Technical Illustration
0934.80 - Laser and Optical Technology	0954.20 - Plastics and Composites
0935.10 - Appliance Repair	0954.30 - Petroleum Technology
0936.00 - Printing and Lithography	0956.70 - Industrial and Occupational Safety and Health
0943.00 - Instrumentation Technology	0956.80 - Industrial Quality Control
0945.00 - Industrial Systems Technology and Maintenance	0957.30 - Surveying
0950.00 - Aeronautical and Aviation Technology	0961.00 - Optics
0950.40 - Aircraft Electronics (Avionics)	1303.30 - Fashion Production
0950.50 - Aircraft Fabrication	1920.00 - Ocean Technology

Occupational Training Opportunities

There are four programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 0934.10 – Computer Electronics
- 0945.00 – Industrial Systems Technology and Maintenance
- 0950.00 – Aeronautical and Aviation Technology
- 0956.70 - Industrial and Occupational Safety and Health

In 2022, there were over 2,580 high-quality advanced manufacturing jobs in the subregion that do not currently have any training programs in the subregion (Exhibit 19).

By 2027, annual job opening projections:

- There are more than 130 high-school-level job openings projected annually for this occupational group in the subregion; 360 job openings are projected annually in the greater region.
- There are more than 90 community-college-level job openings projected annually for this occupational group in the subregion; over 350 job openings are projected annually in the greater region.
- There are more than 50 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 140 job openings are projected annually in the greater region.

Exhibit 19. High-quality occupations without training programs in the subregion.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Industrial Machinery Mechanics	High School	1,252	133	365	\$29.80
Aircraft Mechanics and Service Technicians	Community College	512	50	238	\$36.35
Electrical and Electronics Repairers, Commercial and Industrial Equipment	Community College	433	46	121	\$30.13
Occupational Health and Safety Specialists	Bachelor's degree	387	58	143	\$40.30

Finally, the below occupation is currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 20).

Exhibit 20. High-quality occupation with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Architectural and Engineering Managers	Bachelor's degree	520	41	113	\$74.96

Advanced Transportation and Logistics

The CCCCCO advanced transportation and logistics sector aligns with the CDE transportation sector. Two colleges in the Inland Empire-Riverside County Metro Subregion currently use four program codes for their advanced transportation and logistics programs (Exhibit 21).

Exhibit 21. Programs offered by community colleges in the subregion.

Programs Offered:

0510.00 - Logistics and Materials Transportation

0948.00 - Automotive Technology

0949.00 - Automotive Collision Repair

0949.10 - Upholstery Repair - Automotive

Advanced transportation and logistics programs in the subregion prepare students for employment in one high-quality community-college-level occupation and two high-quality high school-level occupations. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were more than 7,260 high-quality transportation and logistics jobs in the subregion related to subregional training programs (Exhibit 22).

By 2027, annual job opening projections:

- There are more than 360 high-school-level job openings projected annually for this occupational group in the subregion; 890 job openings are projected annually in the greater region.
- There are more than 460 community-college-level job openings projected annually for this occupational group in the subregion; over 1,210 job openings are projected annually in the greater region.

Exhibit 22. Education level, projected demand, and earnings for high-quality occupations, 2022 – 2027

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Automotive Body and Related Repairers	High School	761	100	236	\$27.60
First-Line Supervisors of Mechanics, Installers, and Repairers	High School	2,353	261	655	\$36.86
Automotive Service Technicians and Mechanics	Community College	4,148	463	1,211	\$25.88

Community College Programs Not Offered

In the subregion, fifteen programs in the advanced transportation and logistics sector are currently not offered (Exhibit 23).

Exhibit 23. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0947.00 - Diesel Technology
0947.20 - Heavy Equipment Maintenance
0947.30 - Heavy Equipment Operation
0947.40 - Railroad and Light Rail Operations
0947.50 - Truck and Bus Driving
0948.30 - Motorcycle, Outboard and Small Engine Repair
0948.40 - Alternative Fuels and Advanced Transportation Technology
0948.50 - Recreational Vehicle Service
0950.10 - Aviation Airframe Mechanics
0950.20 - Aviation Powerplant Mechanics
0959.00 - Marine Technology
3020.00 - Aviation and Airport Management and Services
3020.10 - Aviation and Airport Management
3020.20 - Piloting
3020.30 - Air Traffic Control

Occupational Training Opportunities

There are six programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 3020.00 - Aviation and Airport Management and Services
- 3020.20 - Piloting
- 0947.00 - Diesel Technology
- 0947.40 - Railroad and Light Rail Operations
- 0948.50 - Recreational Vehicle Service
- 0950.10 - Aviation Airframe Mechanics

In 2022, there were more than 10,170 high-quality advanced transportation and logistics sector jobs in the subregion (Exhibit 24).

By 2027, annual job opening projections:

- There are more than 1,190 high-school-level job openings projected annually for this occupational group in the subregion; over 3,060 job openings are projected annually in the greater region.
- There are 50 community-college-level job openings projected annually for this occupational group in the subregion; over 230 job openings are projected annually in the greater region.
- There are more than 30 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 130 job openings are projected annually in the greater region.

Exhibit 24. High-quality occupations without training programs in the subregion.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Bus and Truck Mechanics and Diesel Engine Specialists	High School	1,418	159	482	\$27.90
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	High School	3,304	496	1,322	\$29.62
Mobile Heavy Equipment Mechanics, Except Engines	High School	881	90	244	\$30.82
Operating Engineers and Other Construction Equipment Operators	High School	2,270	255	494	\$36.94
Transportation, Storage, and Distribution Managers	High School	1,560	193	522	\$39.44
Aircraft Mechanics and Service Technicians	Community College	512	50	238	\$36.35
Airline Pilots, Copilots, and Flight Engineers	Bachelor's degree	231	32	134	\$135.55

Finally, the below occupations are currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 25).

Exhibit 25. High-quality occupation with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
First-Line Supervisors of Mechanics, Installers, and Repairers	High School	2,353	261	655	\$36.86
Automotive Service Technicians and Mechanics	Community College	4,148	463	1,211	\$25.88

Agriculture, Water, and Environmental Technologies

The CCCCCO agriculture, water, and environmental technologies sector aligns with the CDE agriculture and natural resources sector. One college in the Inland Empire-Riverside County Metro Subregion currently offers three programs in the agriculture, water, and environmental technologies sector (Exhibit 26).

Exhibit 26. Programs offered by community colleges in the subregion.

Programs Offered:

0104.00 - Viticulture, Enology and Wine Business

0109.00 - Horticulture

0109.40 - Turfgrass Technology

Agriculture, water, and environmental technologies programs in the subregion prepare students for employment in one high-quality high school-level occupation. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were more than 1,110 high-quality agriculture, water, and environmental technologies jobs in the subregion related to subregional training programs (Exhibit 27).

By 2027, annual job opening projections:

- There are more than 130 high-school-level job openings projected annually for this occupational group in the subregion; more than 320 job openings are projected annually in the greater region.
- There are no community-college-level job openings projected annually for this occupational group in the region.

Exhibit 27. Education level, projected demand, and earnings for high-quality occupations, 2022 - 2027

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	High School	1,113	133	328	\$26.17

Community College Programs Not Offered

In the subregion, twenty programs in the agriculture, water, and environmental technologies sector are currently not offered (Exhibit 28).

Exhibit 28. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0101.00 - Agriculture Technology and Sciences, General
0102.00 - Animal Science
0102.10 - Veterinary Technician (Licensed)
0102.20 - Artificial Inseminator (Licensed)
0102.30 - Dairy Science
0102.40 - Equine Science
0103.00 - Plant Science
0103.10 - Agricultural Pest Control Adviser and Operator (Licensed)
0109.10 - Landscape Design and Maintenance
0109.20 - Floriculture / Floristry
0109.30 - Nursery Technology
0112.00 - Agriculture Business, Sales and Service
0113.00 - Food Processing and Related Technologies
0114.00 - Forestry
0115.00 - Natural Resources
0115.10 - Parks and Outdoor Recreation
0115.20 - Wildlife and Fisheries
0116.00 - Agricultural Power Equipment Technology
0199.00 - Other Agriculture and Natural Resources
0303.00 - Environmental Technology

Occupational Training Opportunities

There are three programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 0109.10 - Landscape Design and Maintenance
- 0112.00 - Agriculture Business, Sales and Service
- 0116.00 - Agricultural Power Equipment Technology

In 2022, there were more than 6,330 high-quality agriculture, water, and environmental technologies jobs in the subregion (Exhibit 29).

By 2027, annual job opening projections:

- There are 655 high-school-level job openings projected annually for this occupational group in the subregion; more than 1,750 job openings are projected annually in the greater region.
- There are no community-college-level job openings projected annually for this occupational group in the region.

Exhibit 29. High-quality occupations without training programs in the subregion.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Mobile Heavy Equipment Mechanics, Except Engines	High School	881	90	244	\$30.82
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High School	5,316	574	1,528	\$29.84

Finally, the below occupation is currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 30).

Exhibit 30. High-quality occupation with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	High School	1,113	133	328	\$26.17

Business and Entrepreneurship

The CCCCCO business and entrepreneurship sector aligns with both CDE Business and Finance and Marketing, Sales, and Services sectors. Three colleges in the Inland Empire-Riverside County Metro Subregion currently use fifteen program codes for their business and entrepreneurship programs (Exhibit 31).

Exhibit 31. Programs offered by community colleges in the subregion.

Programs Offered:

0501.00 - Business and Commerce, General
0502.00 - Accounting
0502.10 - Tax Studies
0504.00 - Banking and Finance
0505.00 - Business Administration
0506.00 - Business Management
0506.40 - Small Business and Entrepreneurship
0508.00 - International Business and Trade
0509.00 - Marketing and Distribution
0509.70 - E-Commerce (Business emphasis)
0511.00 - Real Estate
0514.10 - Legal Office Technology
0518.00 - Customer Service
0599.00 - Other Business and Management
3007.00 - Cosmetology and Barbering

Business and entrepreneurship programs in the subregion prepare students for employment in five high-quality high-school-level occupations and 16 high-quality bachelor's degree-level occupations. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were more than 46,210 high-quality business and entrepreneurship jobs in the subregion related to subregional training programs (Exhibit 32).

By 2027, annual job opening projections:

- There are more than 1,210 high-school-level job openings projected annually for this occupational group in the subregion; over 3,080 job openings are projected annually in the greater region.
- There are no community-college-level job openings projected annually for this occupational group in the region.
- There are more than 3,690 bachelor's degree-level job openings projected annually for this occupational group in the subregion; 9,260 job openings are projected annually in the greater region.

Exhibit 32. Education level, projected demand, and earnings for high-quality occupations, 2022 - 2027

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
First-Line Supervisors of Office and Administrative Support Workers	High School	6,204	708	1,763	\$30.34
Payroll and Timekeeping Clerks	High School	935	97	248	\$26.95
Property, Real Estate, and Community Association Managers	High School	1,361	136	355	\$29.59
Real Estate Brokers	High School	736	77	198	\$39.09
Transportation, Storage, and Distribution Managers	High School	1,560	193	522	\$39.44
Accountants and Auditors	Bachelor's degree	3,841	382	958	\$37.36
Construction Managers	Bachelor's degree	3,249	311	644	\$41.10
Cost Estimators	Bachelor's degree	1,783	182	370	\$35.61
Financial Managers	Bachelor's degree	2,048	201	507	\$63.05
General and Operations Managers	Bachelor's degree	8,900	999	2,550	\$48.75
Human Resources Managers	Bachelor's degree	532	53	142	\$61.26
Human Resources Specialists	Bachelor's degree	2,516	282	834	\$30.82
Industrial Production Managers	Bachelor's degree	743	59	147	\$47.04
Loan Officers	Bachelor's degree	897	70	163	\$30.08
Logisticians	Bachelor's degree	711	93	266	\$34.58
Management Analysts	Bachelor's degree	2,693	280	735	\$40.41
Market Research Analysts and Marketing Specialists	Bachelor's degree	2,331	296	728	\$29.79
Marketing Managers	Bachelor's degree	807	83	208	\$58.58
Personal Financial Advisors	Bachelor's degree	621	51	122	\$38.22
Sales Managers	Bachelor's degree	2,873	253	644	\$46.18
Social and Community Service Managers	Bachelor's degree	877	103	242	\$33.15

Community College Programs Not Offered

In the subregion, seven programs in the business and entrepreneurship sector are currently not offered (Exhibit 33).

Exhibit 33. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0506.30 - Management Development and Supervision
0509.10 - Advertising
0509.20 - Purchasing
0509.40 - Sales and Salesmanship
0511.10 - Escrow
0512.00 - Insurance
1255.00 - Mortuary Science
1262.00 - Massage Therapy

Occupational Training Opportunities

There are five programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 0506.30 - Management Development and Supervision
- 0509.20 - Purchasing
- 0509.40 - Sales and Salesmanship
- 0511.10 – Escrow
- 0512.00 – Insurance

In 2022, there were over 12,940 high-quality business and entrepreneurship jobs in the subregion (Exhibit 34).

By 2027, annual job opening projections:

- There are more than 1,060 high-school-level job openings projected annually for this occupational group in the subregion; over 2,670 job openings are projected annually in the greater region.
- There are no community-college-level job openings projected annually for this occupational group in the region.
- There are more than 310 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 790 job openings are projected annually in the greater region.

Exhibit 34. High-quality occupations without training programs in the subregion

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Claims Adjusters, Examiners, and Investigators	High School	465	37	101	\$38.08
First-Line Supervisors of Mechanics, Installers, and Repairers	High School	2,353	261	655	\$36.86
First-Line Supervisors of Non-Retail Sales Workers	High School	1,421	129	324	\$31.75
First-Line Supervisors of Production and Operating Workers	High School	2,110	229	553	\$29.58
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High School	3,504	408	1,039	\$27.58
Buyers and Purchasing Agents	Bachelor's degree	1,490	155	387	\$30.50
Computer and Information Systems Managers	Bachelor's degree	956	94	237	\$77.28
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Bachelor's degree	649	69	170	\$39.78

Finally, the below occupations are currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 35).

Exhibit 35. High-quality occupations with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
First-Line Supervisors of Office and Administrative Support Workers	High School	6,204	708	1,763	\$30.34
Property, Real Estate, and Community Association Managers	High School	1,361	136	355	\$29.59
Real Estate Brokers	High School	736	77	198	\$39.09
Construction Managers	Bachelor's degree	3,249	311	644	\$41.10
Financial Managers	Bachelor's degree	2,048	201	507	\$63.05
General and Operations Managers	Bachelor's degree	8,900	999	2,550	\$48.75
Industrial Production Managers	Bachelor's degree	743	59	147	\$47.04
Logisticians	Bachelor's degree	711	93	266	\$34.58

Education and Human Development

The CCCCCO education and human development sector aligns with CDE education, child development, and family services sector. One college in the Inland Empire-Riverside County Metro Subregion currently uses seven program codes for their business and entrepreneurship programs (Exhibit 36).

Exhibit 36. Programs offered by community colleges in the subregion.

Programs Offered:

0802.00 - Educational Aide (Teacher Assistant)
0835.60 - Coaching
0850.10 - Sign Language Interpreting
1305.00 - Child Development/Early Care and Education
1305.20 - Children with Special Needs
1305.40 - Preschool Age Children
1305.90 - Infants and Toddlers

Education and human development programs in the subregion prepare students for employment in five high-quality bachelor's degree-level occupations. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were more than 13,790 high-quality education and human development jobs in the subregion related to subregional training programs (Exhibit 37).

By 2027, annual job opening projections:

- There are no community-college-level job openings projected annually for this occupational group in the region.
- There are more than 1,240 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 2,570 job openings are projected annually in the greater region.

Exhibit 37. Education level, projected demand, and earnings for high-quality occupations, 2022 – 2027

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Child, Family, and School Social Workers	Bachelor's degree	1,875	203	454	\$29.56
Elementary School Teachers, Except Special Education	Bachelor's degree	9,605	824	1,658	\$46.56
Interpreters and Translators	Bachelor's degree	362	48	111	\$27.67
Special Education Teachers, Kindergarten and Elementary School	Bachelor's degree	1,221	107	217	\$40.69
Special Education Teachers, Secondary School	Bachelor's degree	736	66	133	\$53.44

Community College Programs Not Offered

In the subregion, eleven programs in the education and human development sector are currently not offered (Exhibit 38).

Exhibit 38. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0802.10 - Educational Aide (Teacher Assistant), Bilingual
0809.00 - Special Education
0836.00 - Recreation
0836.10 - Recreation Assistant
0860.00 - Educational Technology
0899.00 - Other Education
1305.50 - The School Age Child
1305.60 - Parenting and Family Education
1305.70 - Foster and Kinship Care
1305.80 - Child Development Administration and Management
1308.00 - Family Studies

Occupational Training Opportunities

There are five programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 0802.10 - Educational Aide (Teacher Assistant), Bilingual
- 0809.00 - Special Education
- 0836.10 - Recreation Assistant
- 0860.00 - Educational Technology
- 1308.00 - Family Studies

In 2022, there were more than 17,440 high-quality education and human development jobs in the subregion (Exhibit 39).

By 2027, annual job opening projections:

- There are no community-college-level job openings projected annually for this occupational group in the region.
- There are more than 1,770 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 4,210 job openings are projected annually in the greater region.

Exhibit 39. High-quality occupation without training programs in the subregion.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
General and Operations Managers	Bachelor's degree	8,900	999	2,550	\$48.75
Middle School Teachers, Except Special and Career/Technical Education	Bachelor's degree	1,406	136	278	\$48.89
Personal Financial Advisors	Bachelor's degree	621	51	122	\$38.22
Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree	5,146	426	856	\$50.72
Training and Development Specialists	Bachelor's degree	1,371	161	407	\$27.18

Finally, the below occupations are currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 40).

Exhibit 40. High-quality occupation with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Elementary School Teachers, Except Special Education	Bachelor's degree	9,605	824	1,658	\$46.56
Special Education Teachers, Kindergarten and Elementary School	Bachelor's degree	1,221	107	217	\$40.69
Special Education Teachers, Secondary School	Bachelor's degree	736	66	133	\$53.44

Energy, Construction, and Utilities

The CCCCCO energy, environment, and utilities sector aligns with the CDE building and construction trades sector; energy, environment, and utilities sector; and engineering and architecture sector. In the Riverside County Metro Subregion, one college currently utilizes six energy, construction, and utilities program codes (Exhibit 41).

Exhibit 41. Programs offered by community colleges in the subregion.

Programs Offered:

0201.00 - Architecture and Architectural Technology
0946.00 - Environmental Control Technology
0952.20 - Electrical
0953.00 - Drafting Technology
0957.20 - Construction Inspection
0958.00 - Water and Wastewater Technology

Energy, construction, and utilities programs in the subregion prepare students for employment in seven high-quality high-school-level occupations, one high-quality community college-level occupation, and one high-quality bachelor's degree-level occupation. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were more than 14,320 high-quality energy, construction, and utilities jobs in the subregion related to subregional training programs (Exhibit 42).

By 2027, annual job opening projections:

- There are more than 1,580 high-school-level job openings projected annually for this occupational group in the subregion; over 3,410 job openings are projected annually in the greater region.
- There are more than 30 community-college-level job openings projected annually for this occupational group in the subregion; over 100 job openings are projected annually in the greater region.
- There are more than 40 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 110 job openings are projected annually in the greater region.

Exhibit 42. Education level, projected demand, and earnings for high-quality occupations, 2022 – 2027

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Construction and Building Inspectors	High School	651	91	204	\$37.79
Electrical Power-Line Installers and Repairers	High School	739	75	137	\$47.27
Electricians	High School	4,106	528	1,191	\$28.36
First-Line Supervisors of Construction Trades and Extraction Workers	High School	4,549	492	945	\$36.47
First-Line Supervisors of Mechanics, Installers, and Repairers	High School	2,353	261	655	\$36.86
Security and Fire Alarm Systems Installers	High School	412	60	122	\$27.78
Water and Wastewater Treatment Plant and System Operators	High School	657	78	163	\$37.49
Architectural and Civil Drafters	Community College	335	39	101	\$29.29
Architectural and Engineering Managers	Bachelor's degree	520	41	113	\$74.96

Community College Programs Not Offered

In the subregion, eighteen programs in the energy, construction, and utilities sector are currently not offered (Exhibit 43).

Exhibit 43. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0299.00 - Other Architecture and Environmental Design
0934.40 - Electrical Systems and Power Transmission
0935.00 - Electro-Mechanical Technology
0946.10 - Energy Systems Technology
0952.00 - Construction Crafts Technology
0952.10 - Carpentry
0952.30 - Plumbing, Pipefitting and Steamfitting
0952.40 - Glazing
0952.50 - Mill and Cabinet Work
0952.60 - Masonry, Tile, Cement, Lath and Plaster
0952.70 - Painting, Decorating, and Flooring
0952.80 - Drywall and Insulation
0952.90 - Roofing
0953.10 - Architectural Drafting
0953.20 - Civil Drafting
0956.40 - Sheet Metal and Structural Metal
0957.00 - Civil and Construction Management Technology
2102.10 - Public Works

Occupational Training Opportunities

There are nine programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 0934.40 - Electrical Systems and Power Transmission
- 0935.00 - Electro-Mechanical Technology
- 0946.10 - Energy Systems Technology
- 0952.00 - Construction Crafts Technology
- 0952.10 - Carpentry
- 0952.30 - Plumbing, Pipefitting and Steamfitting
- 0952.40 - Glazing
- 0953.10 - Architectural Drafting
- 0956.40 - Sheet Metal and Structural Metal

In 2022, there were more than 19,380 high-quality energy, construction, and utilities jobs in the subregion (Exhibit 44).

By 2027, annual job opening projections:

- There are more than 1,670 high-school-level job openings projected annually for this occupational group in the subregion; over 3,330 job openings are projected annually in the greater region.
- There are more than 40 community-college-level job openings projected annually for this occupational group in the subregion; over 120 job openings are projected annually in the greater region.
- There are more than 310 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 640 job openings are projected annually in the greater region.

Exhibit 44. High-quality occupation without training programs in the subregion

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Carpenters	High School	10,573	1,067	2,072	\$28.05
Glaziers	High School	445	63	123	\$27.07
Industrial Machinery Mechanics	High School	1,252	133	365	\$29.80
Plumbers, Pipefitters, and Steamfitters	High School	2,767	334	620	\$27.67
Sheet Metal Workers	High School	664	82	153	\$30.18
Electrical and Electronics Repairers, Commercial and Industrial Equipment	Community College	433	46	121	\$30.13
Construction Managers	Bachelor's degree	3,249	311	644	\$41.10

Finally, the below occupations are currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 45).

Exhibit 45. High-quality occupations with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Electrical Power-Line Installers and Repairers	High School	739	75	137	\$47.27
First-Line Supervisors of Construction Trades and Extraction Workers	High School	4,549	492	945	\$36.47
First-Line Supervisors of Mechanics, Installers, and Repairers	High School	2,353	261	655	\$36.86
Architectural and Civil Drafters	Community College	335	39	101	\$29.29
Architectural and Engineering Managers	Bachelor's degree	520	41	113	\$74.96

Health

The CCCC health sector aligns with the CDE health science and medical technology sector. In the Riverside County Metro Subregion, one college currently utilizes 14 health program codes (Exhibit 46).

Exhibit 46. Programs offered by community colleges in the subregion.

Programs Offered:

1201.00 - Health Occupations, General
1202.00 - Hospital and Health Care Administration
1208.00 - Medical Assisting
1208.20 - Administrative Medical Assisting
1227.00 - Diagnostic Medical Sonography
1228.00 - Athletic Training and Sports Medicine
1230.10 - Registered Nursing
1230.20 - Licensed Vocational Nursing
1230.30 - Certified Nurse Assistant
1240.10 - Dental Assistant
1240.20 - Dental Hygienist
1250.00 - Emergency Medical Services
1251.00 - Paramedic
1306.00 - Nutrition, Foods, and Culinary Arts

Health programs in the subregion prepare students for employment in one high school-level occupation, two community college-level occupations, and two bachelor's degree-level occupations. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were 17,040 high-quality health jobs in the subregion related to subregional training programs (Exhibit 47).

By 2027, annual job opening projections:

- There are more than 100 high-school-level job openings projected annually for this occupational group in the subregion; over 290 job openings are projected annually in the greater region.
- There are more than 400 community-college-level job openings projected annually for this occupational group in the subregion; over 1,030 job openings are projected annually in the greater region.
- There are more than 1,200 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 3,170 job openings are projected annually in the greater region.

Exhibit 47. Education level, projected demand, and earnings for high-quality occupations, 2022 – 2027

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Chefs and Head Cooks	High School	671	104	295	\$27.08
Dental Hygienists	Community College	627	74	166	\$47.19
Licensed Practical and Licensed Vocational Nurses	Community College	3,018	332	873	\$30.36
Medical and Health Services Managers	Bachelor's degree	1,630	213	562	\$59.13
Registered Nurses	Bachelor's degree	11,094	989	2,616	\$58.62

Community College Programs Not Offered

In the subregion, 35 programs in the health sector are currently not offered (Exhibit 48).

Exhibit 48. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0514.20 - Medical Office Technology	1222.00 - Physical Therapist Assistant
1205.00 - Medical Laboratory Technology	1223.00 - Health Information Technology
1205.10 - Phlebotomy	1223.10 - Health Information Coding
1206.00 - Physicians Assistant	1224.00 - School Health Clerk
1208.10 - Clinical Medical Assisting	1225.00 - Radiologic Technology
1208.30 - Health Facility Unit Coordinator	1226.00 - Radiation Therapy Technician
1209.00 - Hospital Central Service Technician	1230.00 - Nursing
1210.00 - Respiratory Care/Therapy	1230.80 - Home Health Aide
1211.00 - Polysomnography	1239.00 - Psychiatric Technician
1212.00 - Electro-Neurodiagnostic Technology	1240.00 - Dental Occupations
1213.00 - Cardiovascular Technician	1240.30 - Dental Laboratory Technician
1214.00 - Orthopedic Assistant	1261.00 - Community Health Care Worker
1215.00 - Electrocardiography	1299.00 - Other Health Occupations
1217.00 - Surgical Technician	1306.20 - Dietetic Services and Management
1218.00 - Occupational Therapy Technology	1306.60 - Dietetic Technology
1219.00 - Optical Technology	1309.00 - Gerontology
1220.00 - Speech/Language Pathology and Audiology	2104.40 - Alcohol and Controlled Substances
1221.00 - Pharmacy Technology	

Occupational Training Opportunities

There are eight programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 1208.30 - Health Facility Unit Coordinator
- 1210.00 - Respiratory Care/Therapy
- 1214.00 - Orthopedic Assistant
- 1225.00 - Radiologic Technology
- 1230.00 - Nursing
- 1239.00 - Psychiatric Technician
- 1240.00 - Dental Occupations
- 2104.40 - Alcohol and Controlled Substances

In 2022, there were more than 3,740 high-quality health jobs in the subregion (Exhibit 49).

By 2027, annual job opening projections:

- There are more than 260 community-college-level job openings projected annually for this occupational group in the subregion; over 620 job openings are projected annually in the greater region.
- There are more than 200 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 480 job openings are projected annually in the greater region.

Exhibit 49. High-quality occupations without training programs in the subregion

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Physical Therapist Assistants	Community College	374	84	182	\$37.00
Psychiatric Technicians	Community College	549	63	148	\$31.54
Radiologic Technologists and Technicians	Community College	649	62	156	\$45.54
Respiratory Therapists	Community College	600	54	143	\$37.99
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's degree	1,573	204	485	\$28.09

Finally, the below occupations are currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 50).

Exhibit 50. High-quality occupations with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Dental Hygienists	Community College	627	74	166	\$47.19
Licensed Practical and Licensed Vocational Nurses	Community College	3,018	332	873	\$30.36
Medical and Health Services Managers	Bachelor's degree	1,630	213	562	\$59.13
Registered Nurses	Bachelor's degree	11,094	989	2,616	\$58.62

Information and Communication Technologies (ICT)/Digital Media

The CCCCCO information and communication technologies/digital media (ICT/DM) sector aligns with the CDE arts, media, and entertainment sector and the information and communication technologies sector. Three colleges in the Riverside County Metro Subregion currently utilize 23 ICT/DM program codes (Exhibit 51).

Exhibit 51. Programs offered by community colleges in the subregion.

Programs Offered:

0514.00 - Office Technology/Office Computer Applications
0602.00 - Journalism
0604.20 - Television (including combined TV/Film/Video)
0614.00 - Digital Media
0614.10 - Multimedia
0614.20 - Electronic Game Design
0614.40 - Animation
0614.50 - Desktop Publishing
0614.60 - Computer Graphics and Digital Imagery
0701.00 - Information Technology, General
0702.00 - Computer Information Systems
0702.10 - Software Applications
0707.10 - Computer Programming
0707.20 - Database Design and Administration
0708.00 - Computer Infrastructure and Support
0708.10 - Computer Networking
0708.20 - Computer Support
0709.00 - World Wide Web Administration
0709.10 - E-Commerce (Technology emphasis)
1005.00 - Commercial Music
1012.00 - Applied Photography
1030.00 - Graphic Art and Design
2206.10 - Geographic Information Systems

ICT/DM programs in the subregion prepare students for employment in two high school-level occupations, one community college-level occupation, and six bachelor's degree-level occupations. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were over 14,360 high-quality ICT/DM jobs in the subregion related to subregional training programs (Exhibit 52).

By 2027, annual job opening projections:

- There are more than 850 high-school-level job openings projected annually for this occupational group in the subregion; over 2,100 job openings are projected annually in the greater region.
- There are more than 130 community-college-level job openings projected annually for this occupational group in the subregion; over 320 job openings are projected annually in the greater region.
- There are 510 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 1,280 job openings are projected annually in the greater region.

Exhibit 52. Education level, projected demand, and earnings for high-quality occupations, 2022 - 2027

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Executive Secretaries and Executive Administrative Assistants	High School	1,353	145	340	\$33.46
First-Line Supervisors of Office and Administrative Support Workers	High School	6,204	708	1,763	\$30.34
Computer User Support Specialists	Community College	1,384	130	326	\$29.25
Computer and Information Systems Managers	Bachelor's degree	956	94	237	\$77.28
Computer Occupations, All Other	Bachelor's degree	1,263	111	302	\$36.36
Computer Systems Analysts	Bachelor's degree	957	81	210	\$48.96
Graphic Designers	Bachelor's degree	1,061	110	252	\$26.52
Network and Computer Systems Administrators	Bachelor's degree	682	53	134	\$44.40
Writers and Authors	Bachelor's degree	507	61	146	\$26.32

Community College Programs Not Offered

In the subregion, 27 programs in the ICT/DM sector are currently not offered (Exhibit 53).

Exhibit 53. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0604.00 - Radio and Television
0604.10 - Radio
0604.30 - Broadcast Journalism
0607.00 - Technical Communication
0610.00 - Mass Communications
0612.20 - Film Production
0614.30 - Website Design and Development
0699.00 - Other Media and Communications
0707.00 - Computer Software Development
0707.30 - Computer Systems Analysis
0799.00 - Other Information Technology
0934.30 - Telecommunications Technology
1013.00 - Commercial Art

Occupational Training Opportunities

There are five programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 0604.30 - Broadcast Journalism
- 0614.30 - Website Design and Development
- 0707.00 - Computer Software Development
- 0707.30 - Computer Systems Analysis
- 0934.30 - Telecommunications Technology

In 2022, there were 1,260 high-quality ICT/DM jobs in the subregion (Exhibit 54).

By 2027, annual job opening projections:

- There are more than 75 high-school-level job openings projected annually for this occupational group in the subregion; over 135 job openings are projected annually in the greater region.
- There are more than 70 community-college-level job openings projected annually for this occupational group in the subregion; over 150 job openings are projected annually in the greater region.

Exhibit 54. High-quality occupations without training programs in the subregion

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Telecommunications Line Installers and Repairers	High School	682	77	136	\$30.45
Telecommunications Equipment Installers and Repairers, Except Line Installers	Community College	582	71	151	\$30.08

Finally, the below occupations are currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 55).

Exhibit 55. High-quality occupations with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Computer and Information Systems Managers	Bachelor's degree	956	94	237	\$77.28
Computer Systems Analysts	Bachelor's degree	957	81	210	\$48.96
Graphic Designers	Bachelor's degree	1,061	110	252	\$26.52
Writers and Authors	Bachelor's degree	507	61	146	\$26.32

Public Safety

The CCCC public safety sector aligns with the CDE public services sector. Three colleges in the Riverside County Metro Subregion currently utilize seven public safety program codes (Exhibit 56).

Exhibit 56. Programs offered by community colleges in the subregion.

Programs Offered:

2105.00 - Administration of Justice
 2105.10 - Corrections
 2105.40 - Forensics, Evidence, and Investigation
 2105.50 - Police Academy
 2133.00 - Fire Technology
 2133.50 - Fire Academy
 2199.00 - Other Public and Protective Services

Public safety programs in the subregion prepare students for employment in three high school-level occupations, one community college-level occupation, and one bachelor's degree-level occupation. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were over 9,410 high-quality public safety jobs in the subregion related to subregional training programs (Exhibit 57).

By 2027, annual job opening projections:

- There are more than 660 high-school-level job openings projected annually for this occupational group in the subregion; over 1,350 job openings are projected annually in the greater region.
- There are more than 190 community-college-level job openings projected annually for this occupational group in the subregion; over 380 job openings are projected annually in the greater region.
- There are more than 200 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 450 job openings are projected annually in the greater region.

Exhibit 57. Education level, projected demand, and earnings for high-quality occupations, 2022 – 2027

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Correctional Officers and Jailers	High School	1,949	213	441	\$42.42
Detectives and Criminal Investigators	High School	576	60	128	\$53.18
Police and Sheriff's Patrol Officers	High School	3,339	389	787	\$48.44
Firefighters	Community College	1,674	193	385	\$31.07
Child, Family, and School Social Workers	Bachelor's degree	1,875	203	454	\$29.56

Community College Programs Not Offered

In the subregion, three programs in the public safety sector are currently not offered (Exhibit 58).

Exhibit 58. Programs not offered by community colleges in the subregion.

Programs Not Offered:

2105.20 - Probation and Parole

2105.30 - Industrial and Transportation Security

2133.10 - Wildland Fire Technology

Occupational Training Opportunities

There are two programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 2105.20 - Probation and Parole
- 2133.10 - Wildland Fire Technology

Currently, all high-quality public safety jobs in the subregion aligned with the above programs are being served by existing training programs.

However, the below occupations are currently being served by existing programs offered in the subregion AND could also be served by the above programs that are not offered in the subregion. If one or more of the above programs are not currently offered in the subregion and are of interest, the COE can perform a full Labor Market Analysis (LMA) on the occupations below to analyze if additional education capacity is needed (Exhibit 59).

Exhibit 59. High-quality occupations with training programs in the subregion but aligned to training programs not offered.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Correctional Officers and Jailers	High School	1,949	213	441	\$42.42
Firefighters	Community College	1,674	193	385	\$31.07

Retail, Hospitality, and Tourism

The CCCCCO retail, hospitality, and tourism sector aligns with the CDE fashion and interior design sector and the hospitality, tourism, and recreation sector. Two colleges in the Riverside County Metro Subregion currently utilize three retail, hospitality, and tourism program codes.

Exhibit 60. Programs offered by community colleges in the subregion.

Programs Offered:

0506.50 - Retail Store Operations and Management

0514.40 - Office Management

1306.30 - Culinary Arts

Retail, hospitality, and tourism programs in the subregion prepare students for employment in three high school-level occupations and one bachelor's degree-level occupation. High-quality occupations have at least 100 annual job openings and offer a median hourly wage of \$25.74 at the regional level.

In 2022, there were more than 19,270 high-quality retail, hospitality, and tourism jobs in the subregion related to subregional training programs (Exhibit 43).

By 2027, annual job opening projections:

- There are 1,220 high-school-level job openings projected annually for this occupational group in the subregion; over 3,090 job openings are projected annually in the greater region.
- There are no community-college-level job openings projected annually for this occupational group in the greater region.
- There are more than 990 bachelor's degree-level job openings projected annually for this occupational group in the subregion; 2,550 job openings are projected annually in the greater region.

Exhibit 61. Education level, projected demand, and earnings for high-quality occupations, 2022 – 2027.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
Chefs and Head Cooks	High School	671	104	295	\$27.08
First-Line Supervisors of Office and Administrative Support Workers	High School	6,204	708	1,763	\$30.34
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High School	3,504	408	1,039	\$27.58
General and Operations Managers	Bachelor's degree	8,900	999	2,550	\$48.75

Community College Programs Not Offered

In the subregion, 18 programs in the retail, hospitality, and tourism sector are currently not offered (Exhibit 62).

Exhibit 62. Programs not offered by community colleges in the subregion.

Programs Not Offered:

0509.60 - Display
0516.00 - Labor and Industrial Relations
0606.00 - Public Relations
0835.70 - Aquatics and Lifesaving
0959.10 - Diving and Underwater Safety
1301.00 - Family and Consumer Sciences, General
1301.10 - Consumer Services
1302.00 - Interior Design and Merchandising
1303.00 - Fashion
1303.10 - Fashion Design
1303.20 - Fashion Merchandising
1307.00 - Hospitality
1307.10 - Restaurant and Food Services and Management
1307.20 - Lodging Management
1307.30 - Resort and Club Management
3008.00 - Dry Cleaning
3009.00 - Travel Services and Tourism
3020.40 - Flight Attendant

Occupational Training Opportunities

There are seven programs that community colleges are not currently offering in the subregion that align with high-quality, growing occupations:

- 0509.60 - Display
- 0516.00 - Labor and Industrial Relations
- 1301.00 - Family and Consumer Sciences, General
- 1301.00 - Family and Consumer Sciences, General
- 1302.00 - Interior Design and Merchandising
- 1303.20 - Fashion Merchandising
- 3020.40 - Flight Attendant

In 2022, there were more than 21,400 high-quality public safety jobs in the subregion (Exhibit 45).

By 2027, annual job opening projections:

- There are more than 1,190 high-school-level job openings projected annually for this occupational group in the subregion; over 3,170 job openings are projected annually in the greater region.
- There are no community-college-level job openings projected annually for this occupational group in the greater region.
- There are more than 1,120 bachelor's degree-level job openings projected annually for this occupational group in the subregion; over 2,610 job openings are projected annually in the greater region.

Exhibit 63. High-quality occupations without training programs in the subregion.

Description	Entry level Education	Subregion 2022 Jobs	Subregion 2022 - 2027 Avg. Annual Openings	Regional 2022 - 2027 Avg. Annual Openings	Regional Median Hourly Earnings
First-Line Supervisors of Non-Retail Sales Workers	High School	1,421	129	324	\$31.75
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	High School	3,304	496	1,322	\$29.62
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High School	5,316	574	1,528	\$29.84
Buyers and Purchasing Agents	Bachelor's degree	1,490	155	387	\$30.50
Compliance Officers	Bachelor's degree	1,236	125	319	\$34.02
Interior Designers	Bachelor's degree	356	44	114	\$31.68
Market Research Analysts and Marketing Specialists	Bachelor's degree	2,331	296	728	\$29.79
Marketing Managers	Bachelor's degree	807	83	208	\$58.58
Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree	5,146	426	856	\$50.72

Appendix A: Methodologies and Data Sources

This report focuses on occupations identified through the Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) System that are cross walked to California Community Colleges Taxonomy of Programs (TOP) codes. These occupations are most relevant for students who enroll in community college career education training programs (CE). This report analyzes occupations related to the 10 sectors designated by the California Community Colleges Chancellor's Office (CCCCO) with a typical entry-level education requirement of either high school, community college, or a bachelor's degree. The subregional analysis by sector allows for a comprehensive evaluation of where high-quality jobs exist and where colleges may invest in CE programs to address labor market demand.

A program inventory was conducted for each CCCCCO sector, examining programs offered by community colleges in the region. Education levels, current employment (2022 job count), projected occupational demand (annual job openings), and earnings associated with occupations in each sector are included in the assessment.

For each sector, occupations that meet the high-quality job definition are highlighted, i.e., occupations that are both in-demand and have high-wages. For this study, an occupation is considered in-demand if it has 100 or more regional annual job openings over the next five years. Occupations are considered high wage if their median hourly wage meets or exceeds \$25.74 per hour, the MIT living wage standard for a single adult in California. Further information on MIT Living Wage Standard Methodology is available on their website.⁶

Labor market data in this report is sourced from Lightcast 2023.4. The community college program inventory was sourced from the Chancellor's Office Curriculum Inventory (COCI 2.0) and each community college's course catalog. Each college verified the program inventory to ensure the college offerings were current and accurate. Each sector contains a list of existing program offerings and programs currently not offered by community colleges in the subregion.

⁶ While the [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of \$16.00. For these reasons, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

Appendix B: Zip codes used in this report.

Population and Projected Population with change, Inland Empire-Riverside County Metro Subregion, 2022-2027

Zip Code and Area	2022 Population	2027 Population	Projected % Change
92517 Riverside	3,782	4,067	7.54%
92572 Perris	3,133	3,354	7.03%
92551 Moreno Valley	38,208	40,608	6.28%
92571 Perris	59,072	62,569	5.92%
92519 Riverside	2,582	2,732	5.81%
92553 Moreno Valley	71,472	75,418	5.52%
92507 Riverside	62,209	65,504	5.30%
92556 Moreno Valley	1,726	1,815	5.12%
92502 Riverside	1,003	1,054	5.11%
92501 Riverside	19,653	20,601	4.82%
92505 Riverside	54,178	56,566	4.41%
92880 Corona	57,826	60,374	4.41%
92509 Jurupa Valley	79,365	82,661	4.15%
92557 Moreno Valley	55,118	57,374	4.09%
91752 Mira Loma	39,412	40,927	3.84%
92567 Nuevo	9,840	10,217	3.83%
92552 Moreno Valley	2,915	3,025	3.76%
92516 Riverside	2,388	2,474	3.62%
92570 Perris	56,535	58,511	3.49%

92555 Moreno Valley	46,193	47,759	3.39%
92530 Lake Elsinore	58,803	60,677	3.19%
92879 Corona	49,917	51,511	3.19%
92532 Lake Elsinore	23,752	24,493	3.12%
92503 Riverside	88,709	91,110	2.71%
92882 Corona	67,483	69,219	2.57%
92878 Corona	22,432	23,003	2.55%
92581 San Jacinto	2,909	2,983	2.53%
92546 Hemet	4,098	4,197	2.41%
92518 March Air Reserve Base	2,198	2,247	2.24%
92548 Homeland	8,328	8,502	2.09%
92513 Riverside	1,928	1,968	2.07%
92582 San Jacinto	20,063	20,400	1.68%
92564 Murrieta	1,414	1,438	1.67%
92504 Riverside	61,101	61,939	1.37%
92583 San Jacinto	33,167	33,616	1.35%
92508 Riverside	36,522	36,975	1.24%
92584 Menifee	56,638	57,283	1.14%
92514 Riverside	1,275	1,284	0.71%
92593 Temecula	2,287	2,303	0.70%
92596 Winchester	36,956	37,104	0.40%
92563 Murrieta	76,906	77,169	0.34%
92544 Hemet	54,113	54,244	0.24%

92585 Menifee	25,274	25,284	0.04%
92230 Cabazon	2,430	2,431	0.02%
92521 Riverside	*Insf. Data	* Insf. Data	0.00%
92522 Riverside	*Insf. Data	*Insf. Data	0.00%
92554 Moreno Valley	*Insf. Data	*Insf. Data	0.00%
92599 Perris	*Insf. Data	*Insf. Data	0.00%
92223 Beaumont	59,396	59,163	-0.39%
92531 Lake Elsinore	1,934	1,925	-0.46%
92591 Temecula	41,765	41,569	-0.47%
92877 Corona	1,856	1,847	-0.48%
92595 Wildomar	34,464	34,289	-0.51%
92590 Temecula	3,730	3,705	-0.68%
92881 Corona	28,379	28,157	-0.78%
92587 Menifee	17,842	17,628	-1.20%
92883 Corona	38,093	37,474	-1.63%
92592 Temecula	79,415	78,049	-1.72%
92543 Hemet	35,484	34,766	-2.02%
92506 Riverside	41,298	40,400	-2.17%
92562 Murrieta	60,607	59,240	-2.26%
92545 Hemet	46,952	45,551	-2.98%
92860 Norco	26,089	25,273	-3.13%
92320 Calimesa	13,133	12,675	-3.48%
92589 Temecula	2,918	2,808	-3.79%
92220 Banning	35,852	34,286	-4.37%
92536 Aguanga	3,179	3,020	-5.03%

92539 Anza	4,027	3,790	-5.89%
92549 Idyllwild	2,540	2,358	-7.16%
92561 Mountain Center	2,171	2,011	-7.39%
92586 Menifee	21,437	18,930	-11.70%

*Data unavailable in the data source, Lightcast.

Appendix C: Terms & Definitions

Labor Market Definitions

Industry Employment is a count of jobs in a given geography. Businesses operating within the same industry produce similar goods and services and share comparable production processes for creating these goods and services. The North American Industry Classification System (NAICS) is the federal system used to classify all business establishments into specific industries. Staffing patterns show the distribution of occupational employment and demand for each industry. For example, Community Colleges employ faculty, but the institutions also hire a variety of administrators and support staff to maintain operations.

The same is true for most industries. Regional educational institutions should be aware of the types of industries in their area to help inform the needed industry-specific occupational skills that may be required by local employers.

A **location quotient** quantifies how concentrated a particular industry, cluster, occupation, or demographic group is in a region compared to the nation. It can reveal what makes a particular region “unique.” A high location quotient (1.2 times or greater concentration in the local region compared to the nation) reveals industries that are highly represented and make the area unique. Conversely, industries with a low location quotient account for a smaller share of jobs than the national average, indicating that while job seekers may find work in these industries, they are more likely to find a higher concentration of these jobs elsewhere in the nation.

An occupation is a set of activities or tasks employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries. For example, jobs for registered nurses are concentrated in the healthcare industry sector, but educational industries may also employ these jobs. The Standard Occupational Classification (SOC) System classifies 775 detailed occupations according to the tasks and duties of each job.

Annual Job Openings are calculated by the sum of projected growth and replacement jobs ($\text{Growth} + \text{Replacements} = \text{Openings}$). Growth captures the changes in the total number of workers employed in an occupation, while replacement jobs are estimates of workers permanently leaving an occupation and needing to be replaced by new hires. A combination of both numbers indicates the total openings for the time frame.

High-Quality Occupation Definition: The analysis identified high-quality occupations that show relatively strong workforce demand (100+ regional annual job openings) and offer a median hourly wage that is higher than the California living wage standard (\$25.74 per hour). As a result, the occupations highlighted in this report can be used to calibrate training programs to address regional in-demand jobs that pay self-sustaining earnings.

Education Definitions

- **No-degree-level:** Occupations that require no formal education.
- **High-school-level:** Occupations that require a high school diploma or equivalent.
- **Community-college-level:** Occupations that mostly require some college, a postsecondary certificate, or an associate degree. These are occupations relevant to community college training.
- **Bachelor's-degree-level:** Occupations that mostly require a bachelor's degree. These occupations are mostly trained by four-year colleges and universities.
- **Advanced-degree-level:** Occupations that typically require education and training beyond a bachelor's degree.

Demographic Definitions⁷

White: includes all individuals who identify with one or more nationalities or ethnic groups originating in Europe, the Middle East, or North Africa. Examples of these groups include, but are not limited to, German, Irish, English, Italian, Lebanese, Egyptian, Polish, French, Iranian, Slavic, Cajun, and Chaldean.

Black or African American: includes all individuals who identify with one or more nationalities or ethnic groups originating in any of the black racial groups of Africa. Examples of these groups include, but are not limited to, African American, Jamaican, Haitian, Nigerian, Ethiopian, and Somali.

American Indian or Alaska Native: includes all individuals who identify with any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment. It includes people who identify as "American Indian" or "Alaska Native" and includes groups such as the Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, and Nome Eskimo Community.

Asian: includes all individuals who identify with one or more nationalities or ethnic groups originating in the Far East, Southeast Asia, or the Indian subcontinent. Examples of these groups include, but are not limited to, Chinese, Filipino, Asian Indian, Vietnamese, Korean, and Japanese. The category also includes groups such as Pakistani, Cambodian, Hmong, Thai, Bengali, Mien, etc.

Native Hawaiian and Pacific Islander: includes all individuals who identify with one or more nationalities or ethnic groups originating in Hawaii, Guam, Samoa, or other Pacific Islands. Examples of these groups include, but are not limited to, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, and Marshallese.

























Hispanic, Latino, or Spanish origin: includes all individuals who identify with one or more nationalities or ethnic groups originating in Mexico, Puerto Rico, Cuba, Central, and South America, and other Spanish cultures. Examples of these groups include, but are not limited to, Mexican or Mexican American, Puerto Rican, Cuban, Salvadoran, Dominican, Colombian, Guatemalan, Honduran, Spaniard, Ecuadorian, Peruvian, and Venezuelan.

⁷ This report uses race and ethnicity data from Lightcast collected by the U.S. Census Bureau through the American Community Survey. The terms in this document, including white, Hispanic, and Black, adhere to the terms and definitions the Census Bureau uses in collecting its data. For definitions, please refer to <https://www.census.gov/topics/population/race/about.html>.

Appendix D: Sector Crosswalk Used for Program Inventory

A program inventory study was conducted for each CCCC sector, examining each college with related programs that align with CDE sectors. The CDE developed Career Education (CE) Model Curriculum Standards for grades 7 through 12 that categorize courses and programs into 15 industry sectors. The CE model sectors are not to be confused with the NAICS employment industry sectors discussed in the previous section of this report or with the CCCC sectors. The CE model provides a useful way to classify postsecondary CE offerings and connect career pathways from high school to college. The relationship between the CDE and CCCC sectors is illustrated below.

Exhibit C1. Crosswalk showing CCCC priority and emerging sector alignment with CDE sectors

CCCCO Priority and Emerging Sectors		CDE Industry Sectors	
	Advanced Manufacturing	Manufacturing and Product Development	
	Advanced Transportation	Transportation	
	Agriculture, Water & Environmental Technologies	Agriculture and Natural Resources	
	Business & Entrepreneurship	Business and Finance	
		Marketing, Sales, and Services	
	Education & Human Development	Education, Child Development, and Family Services	
	Energy, Construction & Utilities	Building and Construction Trades	
		Energy, Environment, and Utilities	
		Engineering and Architecture	
	Health	Health Science and Medical Technology	
	Information & Communication Technologies (ICT)/Digital Media	Arts, Media, and Entertainment	
		Information and Communication Technologies	
	Public Safety	Public Services	
	Retail, Hospitality & Tourism	Fashion and Interior Design	
		Hospitality, Tourism, and Recreation	